

**APPENDIX E-1
Compensation Grid 3
Unit 3 AFSCME Service
Ranges 42 - 77**

Effective 7/1/2013 – 6/30/2014

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Range																	Range
42	HR	10.19	10.41	10.62	10.88	11.11	11.40	11.61	11.91	12.15	12.44	12.69	12.88	13.07	13.33		42
	YR	21,277	21,736	22,175	22,717	23,198	23,803	24,242	24,868	25,369	25,975	26,497	26,893	27,290	27,833		
43	HR	10.41	10.62	10.88	11.11	11.40	11.61	11.91	12.15	12.44	12.69	12.88	13.07	13.33	13.55		43
	YR	21,736	22,175	22,717	23,198	23,803	24,242	24,868	25,369	25,975	26,497	26,893	27,290	27,833	28,292		
44	HR	10.62	10.88	11.11	11.40	11.61	11.91	12.15	12.44	12.69	12.88	13.07	13.33	13.55	13.85		44
	YR	22,175	22,717	23,198	23,803	24,242	24,868	25,369	25,975	26,497	26,893	27,290	27,833	28,292	28,919		
45	HR	10.88	11.11	11.40	11.61	11.91	12.15	12.44	12.69	12.88	13.07	13.33	13.55	13.85	14.16		45
	YR	22,717	23,198	23,803	24,242	24,868	25,369	25,975	26,497	26,893	27,290	27,833	28,292	28,919	29,566		
46	HR	11.11	11.40	11.61	11.91	12.15	12.44	12.69	12.88	13.07	13.33	13.55	13.85	14.16	14.45		46
	YR	23,198	23,803	24,242	24,868	25,369	25,975	26,497	26,893	27,290	27,833	28,292	28,919	29,566	30,172		
47	HR	11.40	11.61	11.91	12.15	12.44	12.69	12.88	13.07	13.33	13.55	13.85	14.16	14.45	14.74		47
	YR	23,803	24,242	24,868	25,369	25,975	26,497	26,893	27,290	27,833	28,292	28,919	29,566	30,172	30,777		
48	HR	11.61	11.91	12.15	12.44	12.69	12.88	13.07	13.33	13.55	13.85	14.16	14.45	14.74	15.07		48
	YR	24,242	24,868	25,369	25,975	26,497	26,893	27,290	27,833	28,292	28,919	29,566	30,172	30,777	31,466		
49	HR	11.91	12.15	12.44	12.69	12.88	13.07	13.33	13.55	13.82	14.16	14.45	14.74	15.07	15.39		49
	YR	24,868	25,369	25,975	26,497	26,893	27,290	27,833	28,292	28,856	29,566	30,172	30,777	31,466	32,134		
50	HR	12.15	12.44	12.69	12.88	13.07	13.33	13.55	13.82	14.11	14.43	14.74	15.07	15.39	15.75		50
	YR	25,369	25,975	26,497	26,893	27,290	27,833	28,292	28,856	29,462	30,130	30,777	31,466	32,134	32,886		
51	HR	12.44	12.69	12.88	13.07	13.33	13.55	13.82	14.11	14.43	14.74	15.07	15.39	15.75	16.11		51
	YR	25,975	26,497	26,893	27,290	27,833	28,292	28,856	29,462	30,130	30,777	31,466	32,134	32,886	33,638		
52	HR	12.69	12.88	13.07	13.33	13.55	13.82	14.11	14.43	14.74	15.07	15.39	15.75	16.11	16.49	16.98	52
	YR	26,497	26,893	27,290	27,833	28,292	28,856	29,462	30,130	30,777	31,466	32,134	32,886	33,638	34,431	35,454	
53	HR	12.88	13.07	13.33	13.55	13.82	14.11	14.43	14.74	15.07	15.39	15.75	16.11	16.49	16.98		53
	YR	26,893	27,290	27,833	28,292	28,856	29,462	30,130	30,777	31,466	32,134	32,886	33,638	34,431	35,454		
54	HR	13.07	13.33	13.55	13.82	14.11	14.43	14.74	15.07	15.39	15.75	16.11	16.49	16.98	17.41		54
	YR	27,290	27,833	28,292	28,856	29,462	30,130	30,777	31,466	32,134	32,886	33,638	34,431	35,454	36,352		
55	HR	13.33	13.55	13.82	14.11	14.43	14.74	15.07	15.39	15.75	16.11	16.49	16.98	17.41	17.83		55
	YR	27,833	28,292	28,856	29,462	30,130	30,777	31,466	32,134	32,886	33,638	34,431	35,454	36,352	37,229		
56	HR	13.55	13.82	14.11	14.43	14.74	15.07	15.39	15.75	16.11	16.49	16.98	17.41	17.83	18.29	18.80	56
	YR	28,292	28,856	29,462	30,130	30,777	31,466	32,134	32,886	33,638	34,431	35,454	36,352	37,229	38,190	39,254	
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	

HR - Hourly Salary Rate
YR - Yearly Salary Rate
Monthly Salary Rate - 174 x Hourly Salary Rate

**APPENDIX E-1
 Compensation Grid 3 (cont.)
 Unit 3 AFSCME Service
 Ranges 42 - 77
 Effective 7/1/2013 – 6/30/2014**

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Range																	Range
57	HR	13.82	14.11	14.43	14.74	15.07	15.39	15.75	16.11	16.49	16.98	17.41	17.83	18.29	18.80	19.30	57
	YR	28,856	29,462	30,130	30,777	31,466	32,134	32,886	33,638	34,431	35,454	36,352	37,229	38,190	39,254	40,298	
58	HR	14.11	14.43	14.74	15.07	15.39	15.75	16.11	16.49	16.98	17.41	17.83	18.29	18.80	19.30		58
	YR	29,462	30,130	30,777	31,466	32,134	32,886	33,638	34,431	35,454	36,352	37,229	38,190	39,254	40,298		
59	HR	14.43	14.74	15.07	15.39	15.75	16.11	16.49	16.98	17.41	17.83	18.29	18.80	19.30	19.80	20.45	59
	YR	30,130	30,777	31,466	32,134	32,886	33,638	34,431	35,454	36,352	37,229	38,190	39,254	40,298	41,342	42,700	
60	HR	14.74	15.07	15.39	15.75	16.11	16.49	16.98	17.41	17.83	18.29	18.80	19.30	19.80	20.45	21.02	60
	YR	30,777	31,466	32,134	32,886	33,638	34,431	35,454	36,352	37,229	38,190	39,254	40,298	41,342	42,700	43,890	
61	HR	15.07	15.39	15.75	16.11	16.49	16.98	17.41	17.83	18.29	18.80	19.30	19.80	20.45	21.02		61
	YR	31,466	32,134	32,886	33,638	34,431	35,454	36,352	37,229	38,190	39,254	40,298	41,342	42,700	43,890		
62	HR	15.39	15.75	16.11	16.49	16.98	17.41	17.83	18.29	18.80	19.30	19.80	20.45	21.02	21.63		62
	YR	32,134	32,886	33,638	34,431	35,454	36,352	37,229	38,190	39,254	40,298	41,342	42,700	43,890	45,163		
63	HR	15.75	16.11	16.49	16.98	17.41	17.83	18.29	18.80	19.30	19.80	20.45	21.02	21.63	22.21		63
	YR	32,886	33,638	34,431	35,454	36,352	37,229	38,190	39,254	40,298	41,342	42,700	43,890	45,163	46,374		
64	HR	16.11	16.49	16.98	17.41	17.83	18.29	18.80	19.30	19.80	20.45	21.02	21.63	22.21	22.78		64
	YR	33,638	34,431	35,454	36,352	37,229	38,190	39,254	40,298	41,342	42,700	43,890	45,163	46,374	47,565		
65	HR	16.49	16.98	17.41	17.83	18.29	18.80	19.30	19.80	20.45	21.02	21.63	22.21	22.78	23.40		65
	YR	34,431	35,454	36,352	37,229	38,190	39,254	40,298	41,342	42,700	43,890	45,163	46,374	47,565	48,859		
66	HR	16.98	17.41	17.83	18.29	18.80	19.30	19.80	20.45	21.02	21.63	22.21	22.78	23.40	24.06		66
	YR	35,454	36,352	37,229	38,190	39,254	40,298	41,342	42,700	43,890	45,163	46,374	47,565	48,859	50,237		
67	HR	17.41	17.83	18.29	18.80	19.30	19.80	20.45	21.02	21.63	22.21	22.78	23.40	24.06	24.71		67
	YR	36,352	37,229	38,190	39,254	40,298	41,342	42,700	43,890	45,163	46,374	47,565	48,859	50,237	51,594		
68	HR	17.83	18.29	18.80	19.30	19.80	20.45	21.02	21.63	22.21	22.78	23.40	24.06	24.71	25.32		68
	YR	37,229	38,190	39,254	40,298	41,342	42,700	43,890	45,163	46,374	47,565	48,859	50,237	51,594	52,868		
69	HR	18.29	18.80	19.30	19.80	20.45	21.02	21.63	22.21	22.78	23.40	24.06	24.71	25.32	26.05		69
	YR	38,190	39,254	40,298	41,342	42,700	43,890	45,163	46,374	47,565	48,859	50,237	51,594	52,868	54,392		
70	HR	18.80	19.30	19.80	20.45	21.02	21.63	22.21	22.78	23.40	24.06	24.71	25.32	26.05	26.70		70
	YR	39,254	40,298	41,342	42,700	43,890	45,163	46,374	47,565	48,859	50,237	51,594	52,868	54,392	55,750		
71	HR	19.30	19.80	20.45	21.02	21.63	22.21	22.78	23.40	24.06	24.71	25.32	26.05	26.70	27.35		71
	YR	40,298	41,342	42,700	43,890	45,163	46,374	47,565	48,859	50,237	51,594	52,868	54,392	55,750	57,107		
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	

HR - Hourly Salary Rate
 YR - Yearly Salary Rate
 Monthly Salary Rate - 174 x Hourly Salary Rate

**APPENDIX E-1
 Compensation Grid 3 (cont.)
 Unit 3 AFSCME Service
 Ranges 42 - 77
 Effective 7/1/2013 – 6/30/2014**

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Range																	Range
72	HR	19.80	20.45	21.02	21.63	22.21	22.78	23.40	24.06	24.71	25.32	26.05	26.70	27.35	28.01		72
	YR	41,342	42,700	43,890	45,163	46,374	47,565	48,859	50,237	51,594	52,868	54,392	55,750	57,107	58,485		
73	HR	20.45	21.02	21.63	22.21	22.78	23.40	24.06	24.71	25.32	26.05	26.70	27.35	28.01	28.63		73
	YR	42,700	43,890	45,163	46,374	47,565	48,859	50,237	51,594	52,868	54,392	55,750	57,107	58,485	59,779		
74	HR	21.02	21.63	22.21	22.78	23.40	24.06	24.71	25.32	26.05	26.70	27.35	28.01	28.63	29.36		74
	YR	43,890	45,163	46,374	47,565	48,859	50,237	51,594	52,868	54,392	55,750	57,107	58,485	59,779	61,304		
75	HR	21.63	22.21	22.78	23.40	24.06	24.71	25.32	26.05	26.70	27.35	28.01	28.63	29.36	29.97		75
	YR	45,163	46,374	47,565	48,859	50,237	51,594	52,868	54,392	55,750	57,107	58,485	59,779	61,304	62,577		
76	HR	22.21	22.78	23.40	24.06	24.71	25.32	26.05	26.70	27.35	28.01	28.63	29.36	29.97	30.63		76
	YR	46,374	47,565	48,859	50,237	51,594	52,868	54,392	55,750	57,107	58,485	59,779	61,304	62,577	63,955		
77	HR	22.78	23.40	24.06	24.71	25.32	26.05	26.70	27.35	28.01	28.63	29.36	29.97	30.63	31.28		77
	YR	47,565	48,859	50,237	51,594	52,868	54,392	55,750	57,107	58,485	59,779	61,304	62,577	63,955	65,313		
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14		15
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N		O

HR - Hourly Salary Rate

YR - Yearly Salary Rate

Monthly Salary Rate - 174 x Hourly Salary Rate