

**APPENDIX E-2
Compensation Grid 3
Unit 3 AFSCME Service
Ranges 42 - 77
Effective 7/1/2014 - 6/30/2015**

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	10.50	10.72	10.94	11.21	11.44	11.74	11.96	12.27	12.51	12.81	13.07	13.27	13.46	13.73		42
	YR	21,924	22,383	22,843	23,406	23,887	24,513	24,972	25,620	26,121	26,747	27,290	27,708	28,104	28,668		
43	HR	10.72	10.94	11.21	11.44	11.74	11.96	12.27	12.51	12.81	13.07	13.27	13.46	13.73	13.96		43
	YR	22,383	22,843	23,406	23,887	24,513	24,972	25,620	26,121	26,747	27,290	27,708	28,104	28,668	29,148		
44	HR	10.94	11.21	11.44	11.74	11.96	12.27	12.51	12.81	13.07	13.27	13.46	13.73	13.96	14.27		44
	YR	22,843	23,406	23,887	24,513	24,972	25,620	26,121	26,747	27,290	27,708	28,104	28,668	29,148	29,796		
45	HR	11.21	11.44	11.74	11.96	12.27	12.51	12.81	13.07	13.27	13.46	13.73	13.96	14.27	14.58		45
	YR	23,406	23,887	24,513	24,972	25,620	26,121	26,747	27,290	27,708	28,104	28,668	29,148	29,796	30,443		
46	HR	11.44	11.74	11.96	12.27	12.51	12.81	13.07	13.27	13.46	13.73	13.96	14.27	14.58	14.88		46
	YR	23,887	24,513	24,972	25,620	26,121	26,747	27,290	27,708	28,104	28,668	29,148	29,796	30,443	31,069		
47	HR	11.74	11.96	12.27	12.51	12.81	13.07	13.27	13.46	13.73	13.96	14.27	14.58	14.88	15.18		47
	YR	24,513	24,972	25,620	26,121	26,747	27,290	27,708	28,104	28,668	29,148	29,796	30,443	31,069	31,696		
48	HR	11.96	12.27	12.51	12.81	13.07	13.27	13.46	13.73	13.96	14.27	14.58	14.88	15.18	15.52		48
	YR	24,972	25,620	26,121	26,747	27,290	27,708	28,104	28,668	29,148	29,796	30,443	31,069	31,696	32,406		
49	HR	12.27	12.51	12.81	13.07	13.27	13.46	13.73	13.96	14.23	14.58	14.88	15.18	15.52	15.85		49
	YR	25,620	26,121	26,747	27,290	27,708	28,104	28,668	29,148	29,712	30,443	31,069	31,696	32,406	33,095		
50	HR	12.51	12.81	13.07	13.27	13.46	13.73	13.96	14.23	14.53	14.86	15.18	15.52	15.85	16.22		50
	YR	26,121	26,747	27,290	27,708	28,104	28,668	29,148	29,712	30,339	31,028	31,696	32,406	33,095	33,867		
51	HR	12.81	13.07	13.27	13.46	13.73	13.96	14.23	14.53	14.86	15.18	15.52	15.85	16.22	16.59		51
	YR	26,747	27,290	27,708	28,104	28,668	29,148	29,712	30,339	31,028	31,696	32,406	33,095	33,867	34,640		
52	HR	13.07	13.27	13.46	13.73	13.96	14.23	14.53	14.86	15.18	15.52	15.85	16.22	16.59	16.98	17.49	52
	YR	27,290	27,708	28,104	28,668	29,148	29,712	30,339	31,028	31,696	32,406	33,095	33,867	34,640	35,454	36,519	
53	HR	13.27	13.46	13.73	13.96	14.23	14.53	14.86	15.18	15.52	15.85	16.22	16.59	16.98	17.49		53
	YR	27,708	28,104	28,668	29,148	29,712	30,339	31,028	31,696	32,406	33,095	33,867	34,640	35,454	36,519		
54	HR	13.46	13.73	13.96	14.23	14.53	14.86	15.18	15.52	15.85	16.22	16.59	16.98	17.49	17.93		54
	YR	28,104	28,668	29,148	29,712	30,339	31,028	31,696	32,406	33,095	33,867	34,640	35,454	36,519	37,438		
55	HR	13.73	13.96	14.23	14.53	14.86	15.18	15.52	15.85	16.22	16.59	16.98	17.49	17.93	18.36		55
	YR	28,668	29,148	29,712	30,339	31,028	31,696	32,406	33,095	33,867	34,640	35,454	36,519	37,438	38,336		
56	HR	13.96	14.23	14.53	14.86	15.18	15.52	15.85	16.22	16.59	16.98	17.49	17.93	18.36	18.84	19.36	56
	YR	29,148	29,712	30,339	31,028	31,696	32,406	33,095	33,867	34,640	35,454	36,519	37,438	38,336	39,338	40,424	
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-2
 Compensation Grid 3 (cont.)
 Unit 3 AFSCME Service
 Ranges 42 - 77
 Effective 7/1/2014 - 6/30/2015**

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	14.23	14.53	14.86	15.18	15.52	15.85	16.22	16.59	16.98	17.49	17.93	18.36	18.84	19.36	19.88	57
	YR	29,712	30,339	31,028	31,696	32,406	33,095	33,867	34,640	35,454	36,519	37,438	38,336	39,338	40,424	41,509	
58	HR	14.53	14.86	15.18	15.52	15.85	16.22	16.59	16.98	17.49	17.93	18.36	18.84	19.36	19.88		58
	YR	30,339	31,028	31,696	32,406	33,095	33,867	34,640	35,454	36,519	37,438	38,336	39,338	40,424	41,509		
59	HR	14.86	15.18	15.52	15.85	16.22	16.59	16.98	17.49	17.93	18.36	18.84	19.36	19.88	20.39	21.06	59
	YR	31,028	31,696	32,406	33,095	33,867	34,640	35,454	36,519	37,438	38,336	39,338	40,424	41,509	42,574	43,973	
60	HR	15.18	15.52	15.85	16.22	16.59	16.98	17.49	17.93	18.36	18.84	19.36	19.88	20.39	21.06	21.65	60
	YR	31,696	32,406	33,095	33,867	34,640	35,454	36,519	37,438	38,336	39,338	40,424	41,509	42,574	43,973	45,205	
61	HR	15.52	15.85	16.22	16.59	16.98	17.49	17.93	18.36	18.84	19.36	19.88	20.39	21.06	21.65		61
	YR	32,406	33,095	33,867	34,640	35,454	36,519	37,438	38,336	39,338	40,424	41,509	42,574	43,973	45,205		
62	HR	15.85	16.22	16.59	16.98	17.49	17.93	18.36	18.84	19.36	19.88	20.39	21.06	21.65	22.28		62
	YR	33,095	33,867	34,640	35,454	36,519	37,438	38,336	39,338	40,424	41,509	42,574	43,973	45,205	46,521		
63	HR	16.22	16.59	16.98	17.49	17.93	18.36	18.84	19.36	19.88	20.39	21.06	21.65	22.28	22.88		63
	YR	33,867	34,640	35,454	36,519	37,438	38,336	39,338	40,424	41,509	42,574	43,973	45,205	46,521	47,773		
64	HR	16.59	16.98	17.49	17.93	18.36	18.84	19.36	19.88	20.39	21.06	21.65	22.28	22.88	23.46		64
	YR	34,640	35,454	36,519	37,438	38,336	39,338	40,424	41,509	42,574	43,973	45,205	46,521	47,773	48,984		
65	HR	16.98	17.49	17.93	18.36	18.84	19.36	19.88	20.39	21.06	21.65	22.28	22.88	23.46	24.10		65
	YR	35,454	36,519	37,438	38,336	39,338	40,424	41,509	42,574	43,973	45,205	46,521	47,773	48,984	50,321		
66	HR	17.49	17.93	18.36	18.84	19.36	19.88	20.39	21.06	21.65	22.28	22.88	23.46	24.10	24.78		66
	YR	36,519	37,438	38,336	39,338	40,424	41,509	42,574	43,973	45,205	46,521	47,773	48,984	50,321	51,741		
67	HR	17.93	18.36	18.84	19.36	19.88	20.39	21.06	21.65	22.28	22.88	23.46	24.10	24.78	25.45		67
	YR	37,438	38,336	39,338	40,424	41,509	42,574	43,973	45,205	46,521	47,773	48,984	50,321	51,741	53,140		
68	HR	18.36	18.84	19.36	19.88	20.39	21.06	21.65	22.28	22.88	23.46	24.10	24.78	25.45	26.08		68
	YR	38,336	39,338	40,424	41,509	42,574	43,973	45,205	46,521	47,773	48,984	50,321	51,741	53,140	54,455		
69	HR	18.84	19.36	19.88	20.39	21.06	21.65	22.28	22.88	23.46	24.10	24.78	25.45	26.08	26.83		69
	YR	39,338	40,424	41,509	42,574	43,973	45,205	46,521	47,773	48,984	50,321	51,741	53,140	54,455	56,021		
70	HR	19.36	19.88	20.39	21.06	21.65	22.28	22.88	23.46	24.10	24.78	25.45	26.08	26.83	27.50		70
	YR	40,424	41,509	42,574	43,973	45,205	46,521	47,773	48,984	50,321	51,741	53,140	54,455	56,021	57,420		
71	HR	19.88	20.39	21.06	21.65	22.28	22.88	23.46	24.10	24.78	25.45	26.08	26.83	27.50	28.17		71
	YR	41,509	42,574	43,973	45,205	46,521	47,773	48,984	50,321	51,741	53,140	54,455	56,021	57,420	58,819		
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-2
 Compensation Grid 3 (cont.)
 Unit 3 AFSCME Service
 Ranges 42 - 77
 Effective 7/1/2014 - 6/30/2015**

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	20.39	21.06	21.65	22.28	22.88	23.46	24.10	24.78	25.45	26.08	26.83	27.50	28.17	28.85		72
	YR	42,574	43,973	45,205	46,521	47,773	48,984	50,321	51,741	53,140	54,455	56,021	57,420	58,819	60,239		
73	HR	21.06	21.65	22.28	22.88	23.46	24.10	24.78	25.45	26.08	26.83	27.50	28.17	28.85	29.49		73
	YR	43,973	45,205	46,521	47,773	48,984	50,321	51,741	53,140	54,455	56,021	57,420	58,819	60,239	61,575		
74	HR	21.65	22.28	22.88	23.46	24.10	24.78	25.45	26.08	26.83	27.50	28.17	28.85	29.49	30.24		74
	YR	45,205	46,521	47,773	48,984	50,321	51,741	53,140	54,455	56,021	57,420	58,819	60,239	61,575	63,141		
75	HR	22.28	22.88	23.46	24.10	24.78	25.45	26.08	26.83	27.50	28.17	28.85	29.49	30.24	30.87		75
	YR	46,521	47,773	48,984	50,321	51,741	53,140	54,455	56,021	57,420	58,819	60,239	61,575	63,141	64,457		
76	HR	22.88	23.46	24.10	24.78	25.45	26.08	26.83	27.50	28.17	28.85	29.49	30.24	30.87	31.55		76
	YR	47,773	48,984	50,321	51,741	53,140	54,455	56,021	57,420	58,819	60,239	61,575	63,141	64,457	65,876		
77	HR	23.46	24.10	24.78	25.45	26.08	26.83	27.50	28.17	28.85	29.49	30.24	30.87	31.55	32.22	77	
	YR	48,984	50,321	51,741	53,140	54,455	56,021	57,420	58,819	60,239	61,575	63,141	64,457	65,876	67,275		
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