



2025 Compensation Manual

January 4, 2025

General Information and Instructions

This manual contains a job code index and established salary plans for job codes in the Ramsey County salary system effective as of **January 4, 2025**

Job Code Index	Salary Plans
<p>This index lists all job codes in the Ramsey County salary system, showing the following information for each job code:</p> <ul style="list-style-type: none">• Job code number• Job code description• Salary plan• Salary grade• Monthly salary range (minimum to maximum, rounded to the nearest whole dollar) <p>Some job codes have more than one salary plan or salary grade. This means that some positions in the job code are subject to different pay plans because of their bargaining unit status, or that employees in the job class are subject to different salary progression policies, or that employees in the job code are subject to different benefit plans.</p>	<p>The various Ramsey County salary plans follow the job code index.</p> <p>Each salary plan contains the salary grades and salary rates for the job codes that are allocated to that salary plan. Salary grades are listed vertically on the left side of each salary plan. Salary rates are listed horizontally for each salary step in each salary grade, along with any applicable night differential rates.</p> <p><i>Note:</i> some positions may be subject to special pay conditions. Special schedules established for these purposes are not contained in this manual.</p> <p>An index of salary plans is listed following this page. The effective date of each salary plan is indicated on the cover page for each salary plan respectively.</p>

How To Use This Manual:

- **For quick reference:** the monthly salary range (minimum and maximum rates) for each job code is listed in the job code index. To find this information, turn to the job code index, find the job code you are interested in, and read across to find the minimum and maximum salary rates for that job code, rounded to the nearest whole dollar.
- **For complete salary rate information:** complete salary information for each job code (annual, monthly, biweekly, and hourly salary rates for each salary step in each salary range) is listed in the various salary plans. To find this information, turn to the job code index and find the job code, salary plan and salary grade. Then turn to the appropriate salary plan and find the salary grade. The annual, monthly, biweekly, and hourly salary rates for all steps in the salary range are shown.

INDEX OF ACTIVE SALARY PLANS

02P	Professional – Technical - Administrative (Performance Based) (Unrepresented) *non-bargaining unit
09	Seasonal Employees (Unrepresented) *non-bargaining unit
10A	Community Corrections Administration *non-bargaining unit
101A	Clerical and Building Service (Unrepresented) *non-bargaining unit
102A	Professional – Technical - Administrative (Unrepresented) *non-bargaining unit
121A	American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Assistant County Attorney
121C	American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Assistant County Attorney (Confidential Positions)
122E	American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Maintenance-Mechanical (Pre-2002)
122J	American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Maintenance-Mechanical (2002)
122M	American Federation of State, County & Municipal Employees (AFSCME) Local 8 – General Unit
122N	American Federation of State, County & Municipal Employees (AFSCME) Local 8 – General Unit
123S	American Federation of State, County & Municipal Employees (AFSCME) Local 1935 – Parks and Recreation (Seasonal)
123Z	American Federation of State, County & Municipal Employees (AFSCME) Local 1935 – Parks and Recreation
125A	Technical Employees Association (TEA)
126	International Union of Operating Engineers (IUOE) Local 49 – Maintenance-Mechanical
127E	American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services
127H	American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services/MaintMechanical
127M	American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services
127N	American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services
134	American Federation of State, County & Municipal Employees (AFSCME) Local 707 – Lake Owasso Residence
136	Teamsters 320 - Correctional Officer 3's (Sheriff's Department)
137	American Federation of State, County & Municipal Employees (AFSCME) Local 151 - Licensed Practical Nurses
139	American Federation of State, County & Municipal Employees (AFSCME) Local 151 - Workforce Solutions
140	American Federation of State, County & Municipal Employees (AFSCME) Local 8 - PHN/RN (Public Health/Registered Nurses)
143	American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Professional Employees
28	Teamsters 320 - Correctional Officers 1 and 2
28B	Law Enforcement Labor Services (LELS) Local 349 – Emergency Communications Center
29A	Teamsters 320 – Probation Officers
30	Ramsey County Deputy Sheriff Federation – Deputy Sheriffs
35	Teamsters 320 - Deputy Sheriff Sergeants
38	Law Enforcement Labor Services (LELS) Deputy Sheriff Commander
41	Law Enforcement Labor Services (LELS) Local 353 – Radio Dispatcher Supervisors
42	Teamsters 320 – Chief Correctional Officers (Sheriff Department)
44	Ramsey County Supervisors Association
98A	Administrative and Technical (Unrepresented) *non-bargaining unit
98B	Department Head / Division Directors (Unrepresented) *non-bargaining unit
98D	Principal Assistants (Unrepresented) *non-bargaining unit

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0785	9-1-1 Telecommunicator	28B	18	\$ 4,375 - \$ 6,328
1001	Account Specialist	101A	15	\$ 3,923 - \$ 5,885
		122M	15	\$ 3,923 - \$ 5,885
		127M	15	\$ 3,923 - \$ 5,885
0661	Account Specialist - Uncl	99	99	No Salary Minimum or Maximum
1002	Accountant	102A	33	\$ 5,584 - \$ 8,376
		127N	33	\$ 5,584 - \$ 8,376
0663	Accountant - Uncl	99	99	No Salary Minimum or Maximum
0117	Accountant 4	98B	32	\$ 6,443 - \$ 9,567
1036	Accountant Principal	102A	43	\$ 6,794 - \$ 10,191
1045	Accountant Senior	102A	39	\$ 6,281 - \$ 9,422
0175	Accounting Manager	98B	36	\$ 7,521 - \$ 11,178
1062	Acctg & Finance Suppt Supv	102A	33	\$ 5,584 - \$ 8,376
1003	Admin Assistant	101A	09	\$ 3,488 - \$ 5,232
		122M	09	\$ 3,488 - \$ 5,232
		127M	09	\$ 3,488 - \$ 5,232
0860	Admin Assistant - Uncl	99	99	No Salary Minimum or Maximum
0039	Admin Assistant 4	98B	26A	\$ 5,112 - \$ 7,581

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
1004	Admin Assistant Principal	102A	31	\$ 5,369 - \$ 8,054
		122N	31	\$ 5,369 - \$ 8,054
		127N	31	\$ 5,369 - \$ 8,054
1005	Admin Assistant Senior	101A	21	\$ 4,413 - \$ 6,620
		122M	21	\$ 4,413 - \$ 6,620
		127M	21	\$ 4,413 - \$ 6,620
0366	Admin Secretary-Co Atty - Uncl	99P	99	\$ 0 - \$ 0
0378	Admin Secretary-Sheriff - Uncl	99P	99	\$ 0 - \$ 0
0623	Administr-LOR or Detox - Uncl	98B	38	\$ 8,130 - \$ 12,091
0880	Administrative Investigator	102A	35	\$ 5,807 - \$ 8,711
0118	Administrative Planning Asst	102A	19	\$ 4,243 - \$ 6,365
		122M	19	\$ 4,243 - \$ 6,365
		127M	19	\$ 4,243 - \$ 6,365
0224	Antiviolence Advocate	122N	27	\$ 4,964 - \$ 7,446
1006	Appraisal Services Analyst	102A	39	\$ 6,281 - \$ 9,422
0206	Arena Mtnce & Operations Supv	102A	37	\$ 6,040 - \$ 9,059
0268	Arena Superintendent	102A	35	\$ 5,807 - \$ 8,711
0905	Assessment Appeals Specialist	122N	45	\$ 7,066 - \$ 10,598
0459	Assistant County Surveyor	102A	41	\$ 6,532 - \$ 9,799

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0289	Assistant Probation Officer	122M	21	\$ 4,413 - \$ 6,620
0758	Asst County Attny-Assoc-Uncl	99	99	No Salary Minimum or Maximum
0249	Asst County Attorney	121A	03	\$ 7,736 - \$ 11,738
0482	Asst County Attorney-Associate	121A	01	\$ 6,456 - \$ 9,790
0236	Asst County Attorney-Senior	121A 121C	05 05	\$ 8,799 - \$ 13,755 \$ 8,799 - \$ 13,755
0875	Asst County Attorney-Sr-Uncl	99	99	No Salary Minimum or Maximum
0287	Asst Div Dir- Comm Corr-Uncl	98B	36	\$ 7,521 - \$ 11,178
0103	Asst Div Dir-Co Atty - Uncl	98B	41W	\$ 9,467 - \$ 14,074
0456	Asst General Supervisor	102A	35	\$ 5,807 - \$ 8,711
0826	Asst Manager-Prop Rec & Rev	102A	35	\$ 5,807 - \$ 8,711
0003	Asst Mgr - Cnty Assessing Divn	102A	49	\$ 7,642 - \$ 11,463
0126	Asst Program Evaluator	102A 127N	29 29	\$ 5,163 - \$ 7,744 \$ 5,163 - \$ 7,744
0561	Asst Public Defender 3 - Uncl	20A	03	\$ 8,071 - \$ 11,785
0575	Asst Public Defender 4 - Uncl	20A 20C	04 04	\$ 8,737 - \$ 12,758 \$ 8,925 - \$ 13,028

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0582	Attorney-Uncl	99	99	No Salary Minimum or Maximum
0346	Automated Info Sys Spc-WkfceDv	122M	19	\$ 4,243 - \$ 6,365
0477	Behavior Analyst	134	21	\$ 4,657 - \$ 6,287
0404	Bldg Services Manager	98B	29	\$ 5,726 - \$ 8,505
1007	Budget & Acctng Analyst	102A	33	\$ 5,584 - \$ 8,376
0367	Building Info Officer	122M	13	\$ 3,772 - \$ 5,659
0132	Building Maint Mechanic 1	122E	04	\$ 4,360 - \$ 5,850
0625	Building Maint Mechanic 2	122E	06	\$ 4,829 - \$ 6,464
0033	Building Operations Supervisor	102A	35	\$ 5,807 - \$ 8,711
0248	Bus & Functional Sys Suppt Mgr	102A	49	\$ 7,642 - \$ 11,463
0865	CCS Capability Manager	98B	34	\$ 6,958 - \$ 10,330
1008	Case Aide	101A	15	\$ 3,923 - \$ 5,885
		122M	15	\$ 3,923 - \$ 5,885
		127M	15	\$ 3,923 - \$ 5,885
0759	Case Aide - Uncl	101A	15	\$ 3,923 - \$ 5,885
		99	99	\$ 0 - \$ 0
0402	Cashier - Prop Rec Rev	122M	15	\$ 3,923 - \$ 5,885

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0881	Central Fleet Manager	98B	35	\$ 7,230 - \$ 10,740
0833	Certified Peer Recovery Spec	127N	17	\$ 4,080 - \$ 6,120
0282	Chemical Dependency Couns Supv	102A	35	\$ 5,807 - \$ 8,711
0310	Chemical Dependency Counselor	102A 127N	17 17	\$ 4,080 - \$ 6,120 \$ 4,080 - \$ 6,120
0239	Chemical Dependency Prgm Supv	102A	41	\$ 6,532 - \$ 9,799
0522	Chief Correctional Officer	102A 42	41 01	\$ 6,532 - \$ 9,799 \$ 6,200 - \$ 9,471
0225	Chief Deputy Sheriff - Uncl	98B	42B	\$ 9,814 - \$ 14,595
0918	Chief Ethics Compliance Officr	98B	44	\$10,282 - \$ 15,276
0245	Chief Financial Officer	98B	44	\$10,282 - \$ 15,276
0502	Chief Human Resources Officer	98B	44	\$10,282 - \$ 15,276
0241	Chief Investigator - Med Exmnr	102A 98B	45 33	\$ 7,066 - \$ 10,598 \$ 6,688 - \$ 9,944
0405	Chief Stationary Engineer	102A	41	\$ 6,532 - \$ 9,799
0930	Chief of Staff - Uncl	98B	46	\$11,121 - \$ 16,512
0323	Child Protection Worker	127N	33	\$ 5,584 - \$ 8,376

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0299	Child Protection Worker Senior	127N	39	\$ 6,281 - \$ 9,422
0768	Child Support Assistant	122M	13	\$ 3,772 - \$ 5,659
0706	Claims Administrator	143	05	\$ 5,584 - \$ 8,376
0257	Clerical Speclst-Prop Rec Rev	122M	19	\$ 4,243 - \$ 6,365
0655	Clinical Psychologist	102A 127N	39 39	\$ 6,281 - \$ 9,422 \$ 6,281 - \$ 9,422
0309	Clinical Psychologist Senior	102A	55	\$ 8,596 - \$ 12,894
0814	Collections Enf Agent Sr	122N 127N	31 31	\$ 5,369 - \$ 8,054 \$ 5,369 - \$ 8,054
0715	Collections Enforcement Agent	122N 127N	29 29	\$ 5,163 - \$ 7,744 \$ 5,163 - \$ 7,744
0399	Comm Corr Acctg and Admin Mgr	98B	33	\$ 6,688 - \$ 9,944
0075	Comm Corr Ast Cor Fac Sup-Uncl	98B	35	\$ 7,230 - \$ 10,740
0275	Comm Corr Superint -- Uncl	98B	36	\$ 7,521 - \$ 11,178
0335	Comm Corr Supv	10A 44	02 37	\$ 6,479 - \$ 9,624 \$ 6,479 - \$ 9,624
0523	Commnty Svc Ofcr	122N	13	\$ 3,772 - \$ 5,659

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0700	Communications Associate	102A 127N	21 21	\$ 4,413 - \$ 6,620 \$ 4,413 - \$ 6,620
0699	Communicatn/Progrmng Spec-Lib	102A	35	\$ 5,807 - \$ 8,711
0858	Community Youth Worker	122M	03	\$ 3,164 - \$ 4,588
0787	Compliance and Records Manager	98B	33	\$ 6,688 - \$ 9,944
0692	Computer Project Analyst	02A	33M	\$ 6,825 - \$ 10,138
0571	Conservation Specialist-Uncl	99	99	No Salary Minimum or Maximum
0484	Conservation Technician-Uncl	99	99	No Salary Minimum or Maximum
0347	Contract Administrator	102A	45	\$ 7,066 - \$ 10,598
0935	Contract Attny Unit Mgr-Uncl	98B	41W	\$ 9,467 - \$ 14,074
0159	Controller	98B	35	\$ 7,230 - \$ 10,740
0135	Cook - Juvenile Institutions	122M	15	\$ 3,923 - \$ 5,885
0481	Cook Supv - Juvenile Inst	102A	21	\$ 4,413 - \$ 6,620
0376	Corr Officer (Laundry Supv)	28	04	\$ 5,218 - \$ 7,476
0138	Corr Officer 1(Auto Mechanic)	28	02	\$ 4,519 - \$ 6,625

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0283	Corr Officer 1(Cook)	28	02	\$ 4,519 - \$ 6,625
0397	Corr Officer 1(Gen'l Duty)	28 28	02 02S	\$ 4,519 - \$ 6,625 \$ 4,519 - \$ 6,625
0585	Corr Officer 1(Nursery Farm)	28	02	\$ 4,519 - \$ 6,625
0015	Corr Officer 1(Shop Supv)	28	02	\$ 4,519 - \$ 6,625
0510	Corr Officer 1(Sta Engrn)	28	02	\$ 4,519 - \$ 6,625
0217	Corr Officer 2(Auto Mechanic)	28	03	\$ 4,912 - \$ 7,195
0083	Corr Officer 2(Cook)	28	03	\$ 4,912 - \$ 7,195
0423	Corr Officer 2(Gen'l Duty)	28 28	03S 03	\$ 4,912 - \$ 7,195 \$ 4,912 - \$ 7,195
0439	Corr Officer 2(Nursery Farm)	28	03	\$ 4,912 - \$ 7,195
0277	Corr Officer 2(Shop Supv)	28	03	\$ 4,912 - \$ 7,195
0215	Corr Officer 2(Sta Engrn)	28	03	\$ 4,912 - \$ 7,195
0530	Corr/Det Fac Superint- Uncl	98B	38	\$ 8,130 - \$ 12,091
0910	Correctional Health Nurse Mgr	102A	49	\$ 7,642 - \$ 11,463
1067	Correctional Officer-Sergeant	136	35	\$ 5,807 - \$ 8,711

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0586	County Attorney - Uncl	99	99	No Salary Minimum or Maximum
0450	County Attorneys Office Supv	102A	41	\$ 6,532 - \$ 9,799
0546	County Commissioner - Uncl	99	99	No Salary Minimum or Maximum
0228	County Eng/DirPubWks - Uncl	98B	44	\$10,282 - \$ 15,276
0932	County Engineer PubWrks-Uncl	98B	41	\$ 9,143 - \$ 13,596
0244	County Manager - Uncl	98B	52	\$13,641 - \$ 20,280
0435	County Sheriff - Uncl	99	99	No Salary Minimum or Maximum
0370	County Surveyor/Pub Wks - Uncl	98B	36	\$ 7,521 - \$ 11,178
0177	Cstodial Wrkr 1-Ag Extnsn-Uncl	99	99	No Salary Minimum or Maximum
0599	Custodial Laundry Leadworker	101A	15	\$ 3,923 - \$ 5,885
0494	Custodial Worker 1	134	01	\$ 3,146 - \$ 4,247
0018	Custodial/Laundry/Shelter Wkr	03	14	\$ 3,252 - \$ 4,193
1009	Custodian	101A	01	\$ 3,042 - \$ 4,411
1047	Custodian Senior	122M	05	\$ 3,225 - \$ 4,837
0760	Customer Service Specialist	127M	11	\$ 3,627 - \$ 5,441

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0920	Data Compliance Manager	98B	33	\$ 6,688 - \$ 9,944
0761	Data Quality Clerk	127M	11	\$ 3,627 - \$ 5,441
0762	Data Quality Specialist	127M	19	\$ 4,243 - \$ 6,365
0921	Dep Dir Com & Econ Dvlmt Uncl	98B	36	\$ 7,521 - \$ 11,178
0914	Dep Dir Dept of Cty Assessor	98B	38	\$ 8,130 - \$ 12,091
0936	Dep Dir Info Svcs - Uncl	98B	42	\$ 9,510 - \$ 14,143
0414	Dep Dir of Health & Well-Uncl	98B	38	\$ 8,130 - \$ 12,091
0301	Dep Dir of Adt Probation(Uncl)	98B	38	\$ 8,130 - \$ 12,091
0773	Dep Dir of ComRel&ExAff-CC-Unc	98B	38	\$ 8,130 - \$ 12,091
0879	Dep Dir of ECC (Uncl)	98B	36	\$ 7,521 - \$ 11,178
0837	Dep Dir of Finance	98B	39	\$ 8,468 - \$ 12,573
0443	Dep Dir of Juv Div-Com Cor-Unc	98B	38	\$ 8,130 - \$ 12,091
0923	Dep Dir of PropTax Rec Ele U	98B	38	\$ 8,130 - \$ 12,091
0679	Dep Dir of Ram Co Library	98B	36	\$ 7,521 - \$ 11,178
0931	Deputy Chief of Staff - Uncl	98B	39	\$ 8,468 - \$ 12,573

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0565	Deputy County Manager - Uncl	98B	48M	\$12,257 - \$ 18,216
0900	Deputy Director Pub Works-Unc	98B	40	\$ 8,797 - \$ 13,073
0915	Deputy Director of Comm (Uncl)	98B	36	\$ 7,521 - \$ 11,178
0922	Deputy Director of HR	98B	39	\$ 8,468 - \$ 12,573
0712	Deputy Director-Soc Svcs Unc	98B	40	\$ 8,797 - \$ 13,073
0130	Deputy Sheriff	30	02	\$ 5,509 - \$ 8,388
0270	Deputy Sheriff Commander	38	31	\$10,325 - \$ 12,390
0416	Deputy Sheriff Inspector-Uncl	98B	32	\$ 6,443 - \$ 9,567
0042	Deputy Sheriff-Sergeant	35	01	\$ 8,309 - \$ 9,970
0182	Dietary Coordinator - LOR	102A	25	\$ 4,773 - \$ 7,160
0532	Dir Comm & PR/Ent &Admi - Uncl	98B	42	\$ 9,510 - \$ 14,143
0890	Dir County Assessor Dept Uncl	98B	43	\$ 9,901 - \$ 14,692
0842	Dir Plng&Prj - Prop Mgt (Uncl)	98B	34M	\$ 7,094 - \$ 10,535
0891	Dir PropTx Rec &ElecSvc Uncl	98B	43	\$ 9,901 - \$ 14,692
0916	Dir of Adm (Unclassified)	98B	39	\$ 8,468 - \$ 12,573

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0813	Dir of Admin - Info Serv	98B	36M	\$ 7,669 - \$ 11,398
0563	Dir of Admin Svc/Chf Clrk-Uncl	98B	35M	\$ 7,375 - \$ 10,959
0082	Dir of Admin-Cty Atty Uncl	98B	36M	\$ 7,669 - \$ 11,398
0383	Dir of Admin-Sheriff - Uncl	98B	31	\$ 6,200 - \$ 9,196
0415	Dir of Bldg Ops-Prop Mgmt-Uncl	98B	34	\$ 6,958 - \$ 10,330
0258	Dir of Comnty & Econ Dev- Uncl	98B	42	\$ 9,510 - \$ 14,143
0163	Dir of Comnty Corrcctns - Uncl	98B	46	\$11,121 - \$ 16,512
0395	Dir of Comnty Humn Svcs - Uncl	98B	48	\$12,017 - \$ 17,859
0524	Dir of Devlmt & Plng-Pks&Rec	98B	35	\$ 7,230 - \$ 10,740
0763	Dir of Emg Comm-Emg Mgt	98B	41	\$ 9,143 - \$ 13,596
0878	Dir of Fin Asstnc Svcs - Uncl	98B	43	\$ 9,901 - \$ 14,692
0925	Dir of Housing Stability (Uncl	98B	41M	\$ 9,326 - \$ 13,870
0628	Dir of IS/Chief Info Officer	98B	44	\$10,282 - \$ 15,276
0519	Dir of Inno & Strat - Uncl	98B	40	\$ 8,797 - \$ 13,073
0212	Dir of Law Library-Uncl	99	99	No Salary Minimum or Maximum

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0513	Dir of Operations - Pks & Rec	98B	35	\$ 7,230 - \$ 10,740
0465	Dir of Parks & Recreatn - Uncl	98B	43	\$ 9,901 - \$ 14,692
0550	Dir of Plng&PolAnl-Shf - Uncl	98B	33	\$ 6,688 - \$ 9,944
0016	Dir of Pol Analysis&Plng-Uncl	98B	44	\$10,282 - \$ 15,276
0629	Dir of Property Mgmt - Uncl	98B	41	\$ 9,143 - \$ 13,596
0253	Dir of Public Health - Uncl	98B	43	\$ 9,901 - \$ 14,692
0179	Dir of RC Libraries - Uncl	98B	43	\$ 9,901 - \$ 14,692
0447	Dir of RC Wkfce Solutns - Uncl	98B	43	\$ 9,901 - \$ 14,692
0569	Dir of Regnl Rail Auth - Uncl	98B	41	\$ 9,143 - \$ 13,596
0877	Dir of Social Services - Uncl	98B	44	\$10,282 - \$ 15,276
0866	Dir of Sup Svc-Cty Atty - Uncl	98B	29M	\$ 5,851 - \$ 8,674
0933	Director - TST (Unclassified)	98B	40	\$ 8,797 - \$ 13,073
0804	Dispatcher - Fire	28B	21	\$ 4,295 - \$ 6,213
0805	Dispatcher - Law Enforcement	28B	21	\$ 4,295 - \$ 6,213
0205	Div Inc and OD Dev Specialist	102A	35	\$ 5,807 - \$ 8,711

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0227	Diversity Prgrms Specialist 1	102A	27	\$ 4,964 - \$ 7,446
0334	Diversity Prgrms Specialist 2	102A	31	\$ 5,369 - \$ 8,054
0431	Diversity Program Manager	98B	34	\$ 6,958 - \$ 10,330
0525	Division Dirctr-Co Atty - Uncl	98B	42W	\$ 9,854 - \$ 14,623
0934	Division Director Finance	98B	37	\$ 7,820 - \$ 11,618
0591	Duplic Equipmt Op-Layout&Design	122N 127N	15 15	\$ 3,923 - \$ 5,885 \$ 3,923 - \$ 5,885
0887	EAM Systems Manager	102A	43	\$ 6,794 - \$ 10,191
0784	ECC Support Technician	122N	25	\$ 4,773 - \$ 7,160
0855	ERP Prgm Mgr-PS/Hyperion-Uncl	98B	36M	\$ 7,669 - \$ 11,398
0050	Economic Development Spec	102A	41	\$ 6,532 - \$ 9,799
0885	Election Clerk - Uncl	99	885	\$ 3,033 - \$ 3,033
0928	Election Judge-Program Access	99	864	\$ 3,813 - \$ 3,813
1010	Elections Administrator	122M	15	\$ 3,923 - \$ 5,885
1048	Elections Administrator Senior	122N	27	\$ 4,964 - \$ 7,446

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
1011	Elections Supervisor	102A	37	\$ 6,040 - \$ 9,059
0863	Electns Absnt Bal Bd Judge-Unc	99	863	\$ 3,813 - \$ 3,813
0729	Electns Ar Logis Judge - Uncl	99	729	\$ 3,467 - \$ 3,467
0874	Electns Asst Head Judge - Uncl	99	874	\$ 2,253 - \$ 2,253
0620	Electns Head Judge - Uncl	99	620	\$ 3,467 - \$ 3,467
0520	Electns Precinct Judge - Uncl	99	520	\$ 2,773 - \$ 2,773
0730	Electns Registrtn Judge - Uncl	99	730	\$ 3,120 - \$ 3,120
0731	Electns Student Judge - Uncl	99	520	\$ 2,773 - \$ 2,773
0864	Electns Votng Sys Judge - Uncl	99	864	\$ 3,813 - \$ 3,813
1020	Eligibility Specialist	127M	17	\$ 4,080 - \$ 6,120
1019	Eligibility Specialist Senior	127M	25	\$ 4,773 - \$ 7,160
0764	Emerg Comm Tech Mgr	98B	34	\$ 6,958 - \$ 10,330
0894	Emerg Comm Tech Support Superv	102A	41	\$ 6,532 - \$ 9,799
0893	Emergency Comm GIS Specialist	102A	33	\$ 5,584 - \$ 8,376
0801	Emergency Comm Shift Supv	41	01	\$ 5,385 - \$ 8,117

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0290	Emergency Management/Comm Mgr	98B	31M	\$ 6,322 - \$ 9,383
0594	Emergency Mgmt Coordinator	102A	29	\$ 5,163 - \$ 7,744
0025	Employmnt Gdnce Counslr Supv	102A	41	\$ 6,532 - \$ 9,799
1012	Employmt Gdnce Svcs Aide	122M	21	\$ 4,413 - \$ 6,620
1013	Employmt Gdnce Svcs Counslr	139	03	\$ 5,163 - \$ 7,744
1014	Employmt Gdnce Svcs Counslr Sr	139	05	\$ 5,807 - \$ 8,711
0145	Engineer 1	102A	35	\$ 5,807 - \$ 8,711
0095	Engineer 2	102A	39	\$ 6,281 - \$ 9,422
0559	Engineer 3	102A	47	\$ 7,348 - \$ 11,022
0392	Engineer 4	98B	37	\$ 7,820 - \$ 11,618
0086	Engineer/Const/Survey Tech 1	125A	01	\$ 3,837 - \$ 5,794
0476	Engineer/Const/Survey Tech 2	125A	03	\$ 4,444 - \$ 6,710
0314	Engineer/Const/Survey Tech 3	125A	05	\$ 4,996 - \$ 7,545
0615	Engineer/Const/Survey Tech 4	125A	07	\$ 5,608 - \$ 8,467
0379	Engineering Aide	102A	05	\$ 3,225 - \$ 4,837

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0872	Enterprise Project Mgt Supr	02P	35	\$ 7,230 - \$ 10,740
0889	Enterprise Risk Manager-Uncl	98B	35M	\$ 7,375 - \$ 10,959
0835	Entprse Prjc Mgmt Ofc Mgr-Uncl	98B	37	\$ 7,820 - \$ 11,618
0791	Environmental Health Supervisr	102A	41	\$ 6,532 - \$ 9,799
0789	Environmental Hlth DivDir-Uncl	98B	38	\$ 8,130 - \$ 12,091
1015	Environmntl Health Spclst	102A	27	\$ 4,964 - \$ 7,446
1016	Environmntl Health Spclst Sr	102A	35	\$ 5,807 - \$ 8,711
1017	Environmntl Resrces Spclst	102A	25	\$ 4,773 - \$ 7,160
1018	Environmntl Resrces Spclst Sr	102A	33	\$ 5,584 - \$ 8,376
0035	Environmtal Svcs Supv - PubWks	98B	34	\$ 6,958 - \$ 10,330
0560	Epidemiologist	143	07	\$ 5,807 - \$ 8,711
0160	Equipment Service Worker	126	01	\$ 4,491 - \$ 5,838
0210	Executive Assistant	98B	32M	\$ 6,573 - \$ 9,742
0765	Executive Assistant - Uncl	98B	32M	\$ 6,573 - \$ 9,742
0393	Facility Improvements Coord	102A	23	\$ 4,590 - \$ 6,884

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0917	Fellowship - Unclassified	99	99	No Salary Minimum or Maximum
0543	Fin Mgmt Analyst Principal	102A	37	\$ 6,040 - \$ 9,059
0263	Finance Manager	102A	43	\$ 6,794 - \$ 10,191
0203	Financial Assistance Supv	102A 44	33 19	\$ 5,584 - \$ 8,376 \$ 5,304 - \$ 7,856
0242	Financial Systems Mgr	102A	45	\$ 7,066 - \$ 10,598
0222	First Asst County Atty - Uncl	98B	44	\$10,282 - \$ 15,276
0684	First Asst Public Defender-Uncl	99	99	No Salary Minimum or Maximum
0070	First Asst Vet Svc Ofcr - Uncl	98B	29	\$ 5,726 - \$ 8,505
0388	Fleet Mechanic	126	05	\$ 5,455 - \$ 7,092
0798	Forensic Clinical Psychologist	127N	47	\$ 7,348 - \$ 11,022
0053	Forensic Technician	122N	13	\$ 3,772 - \$ 5,659
0028	General Supv-Maint & Constrctn	102A	39	\$ 6,281 - \$ 9,422
0234	General Supv-Maint Equipment	102A	29	\$ 5,163 - \$ 7,744
0725	Geo Info Sys Tech - Uncl	99	99	No Salary Minimum or Maximum

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0251	Geog Info Sys Supervisor	102A	37	\$ 6,040 - \$ 9,059
0462	Geog Info Sys Technician	102A	21	\$ 4,413 - \$ 6,620
0161	Golf Course Superintendent	102A	35	\$ 5,807 - \$ 8,711
0806	Government Rel Director - Uncl	98B	39	\$ 8,468 - \$ 12,573
0503	Governmt Relations Spec - Uncl	98B	35	\$ 7,230 - \$ 10,740
0888	Graphic and Digital Specialist	102A	27	\$ 4,964 - \$ 7,446
1022	HR Bnfts/Claims/Trans Spclst	102A 122N	23 23	\$ 4,590 - \$ 6,884 \$ 4,590 - \$ 6,884
0260	HR Business Partner	102A	35	\$ 5,807 - \$ 8,711
0445	HR Program Administrator	102A	39	\$ 6,281 - \$ 9,422
0420	Head Nurse	102A	37	\$ 6,040 - \$ 9,059
0091	Health Education Prgrm Asst	102A 122N	13 13	\$ 3,772 - \$ 5,659 \$ 3,772 - \$ 5,659
1021	Health Educator	102A	35	\$ 5,807 - \$ 8,711
0919	Healthcare Compliance Manager	98B	34	\$ 6,958 - \$ 10,330
0274	Heavy Equipment Operator	126	03	\$ 4,951 - \$ 6,436

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0592	Heavy Equipment Operator Sr	126	05	\$ 5,455 - \$ 7,092
0649	Highway Maintenance Crew Ldr	126	05	\$ 5,455 - \$ 7,092
0361	Highway Maintenance Laborer	126	01	\$ 4,491 - \$ 5,838
0284	Highway Maintenance Supervisor	102A	27	\$ 4,964 - \$ 7,446
1064	Highway Sign Worker	126	03	\$ 4,951 - \$ 6,436
0104	Highwy MTCE Summer Laborer	09	08	\$ 3,276 - \$ 3,901
0040	Housekeeper - Juvnle Inst	122M	07	\$ 3,354 - \$ 5,030
0478	Human Resources Exams Spclst	122N	19	\$ 4,243 - \$ 6,365
0019	Human Resources Manager	98B	36	\$ 7,521 - \$ 11,178
0654	Human Resources Supervisor	102A	45	\$ 7,066 - \$ 10,598
0107	Human Services Manager	102A	45	\$ 7,066 - \$ 10,598
0183	IS Actng&Adm Mgr - Uncl	98B	32M	\$ 6,573 - \$ 9,742
0745	IS App Developer 1	02A 02P	23 23	\$ 4,538 - \$ 6,727 \$ 4,538 - \$ 6,727
0747	IS App Developer 2	02P	27M	\$ 5,421 - \$ 8,021

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0749	IS App Developer 3	02A	30	\$ 5,965 - \$ 8,843
		02P	30	\$ 5,965 - \$ 8,843
0757	IS App Svcs Mgr-Uncl	98B	39	\$ 8,468 - \$ 12,573
0755	IS App Svcs Supervisor	02A	37	\$ 7,820 - \$ 11,618
		02P	37	\$ 7,820 - \$ 11,618
0825	IS ArcSDE/ArcServer Administr	02P	32	\$ 6,443 - \$ 9,567
0782	IS Business Analyst	02P	27M	\$ 5,421 - \$ 8,021
		27N	27M	\$ 5,421 - \$ 8,021
0824	IS Chief Info Sec Off -Uncl	98B	42	\$ 9,510 - \$ 14,143
0856	IS Customer Support Mgr-Uncl	98B	35	\$ 7,230 - \$ 10,740
0235	IS Database Admin	02P	34M	\$ 7,094 - \$ 10,535
0862	IS GIS Specialist	02P	26M	\$ 5,214 - \$ 7,704
0017	IS LAN Support Spec 1	02A	25	\$ 5,100 - \$ 7,572
		02P	25	\$ 4,904 - \$ 7,281
		27N	25	\$ 4,904 - \$ 7,281
0272	IS LAN Support Spec 2	02A	28	\$ 5,514 - \$ 8,186
		02P	28	\$ 5,514 - \$ 8,186
		27N	28	\$ 5,514 - \$ 8,186
0312	IS Lead Database Admin	02A	37	\$ 7,820 - \$ 11,618
		02P	37	\$ 7,820 - \$ 11,618

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0753	IS Principal App Developer	02A	35	\$ 7,230 - \$ 10,740
		02P	35	\$ 7,230 - \$ 10,740
0869	IS Principal Business Analyst	02P	35	\$ 7,230 - \$ 10,740
0751	IS Sr App Developer	02A	33	\$ 6,688 - \$ 9,944
		02P	33	\$ 6,688 - \$ 9,944
0828	IS Sr Business Analyst	02P	30M	\$ 6,065 - \$ 9,029
		27N	30M	\$ 6,065 - \$ 9,029
0695	IS Sr LAN Support Spec	02P	29M	\$ 5,851 - \$ 8,674
		27N	29M	\$ 5,851 - \$ 8,674
0756	IS Tech & Oper Mgr-Uncl	98B	39	\$ 8,468 - \$ 12,573
0752	IS Tech Svcs Lead Specialist	02A	35	\$ 7,230 - \$ 10,740
		02P	35	\$ 7,230 - \$ 10,740
0744	IS Tech Svcs Specialist 1	02A	23	\$ 4,538 - \$ 6,727
		02P	23	\$ 4,538 - \$ 6,727
0746	IS Tech Svcs Specialist 2	02A	28	\$ 5,514 - \$ 8,186
		02P	28	\$ 5,514 - \$ 8,186
0748	IS Tech Svcs Specialist 3	02A	30	\$ 5,965 - \$ 8,843
		02P	30	\$ 5,965 - \$ 8,843
0750	IS Tech Svcs Sr Specialist	02A	33	\$ 6,688 - \$ 9,944
		02P	33	\$ 6,688 - \$ 9,944
0754	IS Tech Svcs Supervisor	02A	37	\$ 7,820 - \$ 11,618

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		02P	37	\$ 7,820 - \$ 11,618
0769	IS Technical Architect	02P	36	\$ 7,521 - \$ 11,178
0871	IT Senior Project Mgr-InfoSvcs	02P	28M	\$ 5,628 - \$ 8,337
0857	IT Service Center Technician	02P	22	\$ 4,365 - \$ 6,465
0876	Info Security Specialist	02P	31M	\$ 6,322 - \$ 9,383
0696	Info Svcs LAN Support Supv	02A 02P	33 33	\$ 6,688 - \$ 9,944 \$ 6,688 - \$ 9,944
0902	Information & Operations Mgr	102A	43	\$ 6,794 - \$ 10,191
0897	Int Health & Justice Prgm Admi	98B	35	\$ 7,230 - \$ 10,740
0297	Intern - Cnty Mgr Office-Uncl	99	99	No Salary Minimum or Maximum
0254	Intern - Public Works-Uncl	99	99	No Salary Minimum or Maximum
0840	Investigative Assistant	122M	27	\$ 4,964 - \$ 7,446
0638	Investigator - County Attorney	122N	29	\$ 5,163 - \$ 7,744
0544	Investigator - Public Defender	143	03	\$ 5,163 - \$ 7,744
0220	Investigator 1 - Med Exam Ofc	122N	23	\$ 4,590 - \$ 6,884
0609	Investigator 2 - Med Exam Ofc	122N	27	\$ 4,964 - \$ 7,446

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0381	Investigator Supv - Co Atty	102A	39	\$ 6,281 - \$ 9,422
0047	Investigator-Uncl	99	99	No Salary Minimum or Maximum
0141	Janitor Supervisor	122M	15	\$ 3,923 - \$ 5,885
0317	Labor Relations Mgr - Uncl	98B	39	\$ 8,468 - \$ 12,573
0898	Labor Relations Specialist	102A	51	\$ 7,948 - \$ 11,922
0345	Landscape Architect	102A	41	\$ 6,532 - \$ 9,799
0882	Landscape Designer	102A	21	\$ 4,413 - \$ 6,620
0023	Law Clerk - Uncl	98A	03	\$ 3,693 - \$ 5,572
0604	Law Clerk-Investigator - Uncl	98A	04S	\$ 3,934 - \$ 5,974
0792	Law Lib Sr Associate-Uncl	99	99	No Salary Minimum or Maximum
0607	Law Library Assistant-Uncl	99	99	No Salary Minimum or Maximum
0820	Law Library Sr Assistant-Uncl	99	99	No Salary Minimum or Maximum
0839	Lead Real Estate Mgmt Spclst	122N	31	\$ 5,369 - \$ 8,054
0460	Legal Secretary	122M	13	\$ 3,772 - \$ 5,659
0326	Legal Secretary Senior	122M	21	\$ 4,413 - \$ 6,620

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0698	Lib Circ Supv Principal	101A	29	\$ 5,163 - \$ 7,744
0428	Librarian 1	143	01	\$ 4,773 - \$ 7,160
0207	Librarian 2	143	03	\$ 5,163 - \$ 7,744
0474	Librarian 3	102A	35	\$ 5,807 - \$ 8,711
0149	Librarian 4	102A	45	\$ 7,066 - \$ 10,598
0838	Librarian Senior	102A	35	\$ 5,807 - \$ 8,711
0938	Library Assistant	122M	01	\$ 3,042 - \$ 4,411
0937	Library Assistant Senior	101A 122M	09 09	\$ 3,488 - \$ 5,232 \$ 3,488 - \$ 5,232
1026	Library Associate	122M	21	\$ 4,413 - \$ 6,620
0044	Library Circulation Supv	101A	21	\$ 4,413 - \$ 6,620
0521	Library Property Manager	102A	41	\$ 6,532 - \$ 9,799
0237	Library Technical Svcs Supv	101A	27	\$ 4,964 - \$ 7,446
0180	Licensed Practical Nurse	137	05	\$ 4,684 - \$ 6,466
0621	Life Guard	09	07	\$ 2,924 - \$ 3,487

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0453	Life Guard Senior	09	08	\$ 3,276 - \$ 3,901
1027	Maintenance & Operatns Tech	122J	03	\$ 4,392 - \$ 5,687
1034	Maintenance & Operatns Worker	123Z	03	\$ 4,516 - \$ 5,525
1033	Maintenance & Service Worker	123Z	05	\$ 5,266 - \$ 6,434
1049	Maintenance Worker	122J	01	\$ 3,903 - \$ 5,072
0598	Management & Analysis Supv	102A 44	43 33	\$ 6,794 - \$ 10,191 \$ 6,443 - \$ 9,567
0267	Management Analysis Supervisor	102A	51	\$ 7,948 - \$ 11,922
1028	Management Analyst	102A 127N	31 31	\$ 5,369 - \$ 8,054 \$ 5,369 - \$ 8,054
1037	Management Analyst Principal	102A 127N	39 39	\$ 6,281 - \$ 9,422 \$ 6,281 - \$ 9,422
1029	Management Analyst Senior	102A 127N	35 35	\$ 5,807 - \$ 8,711 \$ 5,807 - \$ 8,711
0408	Manager - Inform & Pub Rec	98B	36	\$ 7,521 - \$ 11,178
0714	Manager-Workforce Solutions	98B	34	\$ 6,958 - \$ 10,330
0196	Materials Prchsng Spclst-PubWk	102A	21	\$ 4,413 - \$ 6,620

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0639	Mechanical Mtce Manager ETT	102A	33	\$ 5,584 - \$ 8,376
0325	Mechanical Stock Clerk 1	126	01	\$ 4,491 - \$ 5,838
0076	Mechanical Stock Clerk 2	126	03	\$ 4,951 - \$ 6,436
0741	Medical Assistant	122N 127N	13 13	\$ 3,772 - \$ 5,659 \$ 3,772 - \$ 5,659
0892	Medical Director (Uncl)	98B	52	\$13,641 - \$ 20,280
0491	Medical Laboratory Scientist	102A	31	\$ 5,369 - \$ 8,054
0240	Medical Laboratory Technician	122N	17	\$ 4,080 - \$ 6,120
0506	Medical Records Technician	102A 127N	13 13	\$ 3,772 - \$ 5,659 \$ 3,772 - \$ 5,659
0353	Medical Technologist Supv	102A	41	\$ 6,532 - \$ 9,799
0232	Mental Health Practitioner	102A 127N	29 29	\$ 5,163 - \$ 7,744 \$ 5,163 - \$ 7,744
0337	Mental Health Professional	102A 127N	35 35	\$ 5,807 - \$ 8,711 \$ 5,807 - \$ 8,711
0148	Mental Health Supervisor	102A 44	43 40	\$ 6,794 - \$ 10,191 \$ 6,659 - \$ 9,891
0036	Mental Health Worker	101A 127M	11 11	\$ 3,627 - \$ 5,441 \$ 3,627 - \$ 5,441

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0779	Naturalist	102A	13	\$ 3,772 - \$ 5,659
0781	Naturalist Aide	123S	01	\$ 3,042 - \$ 4,411
0778	Naturalist Coordinator	102A	17	\$ 4,080 - \$ 6,120
0328	Nurse	140	03	\$ 5,856 - \$ 8,848
0371	Nurse Clinician	102A 140	41 05	\$ 6,532 - \$ 9,799 \$ 6,578 - \$ 9,959
0809	Nurse Clinician Supervisor	102A	49	\$ 7,642 - \$ 11,463
0742	Nurse Practitioner	140	05	\$ 6,578 - \$ 9,959
0511	Nurse Supervisor	102A 44	39 27	\$ 6,281 - \$ 9,422 \$ 6,024 - \$ 9,110
0909	Nurse Supervisor - CH	102A 44	47 47	\$ 7,348 - \$ 11,022 \$ 6,990 - \$ 10,393
0486	Nutrition Program Manager	102A	41	\$ 6,532 - \$ 9,799
0568	Nutrition Program Supervisor	102A	33	\$ 5,584 - \$ 8,376
0352	Nutrition Spclst (Commty Nutr)	102A	23	\$ 4,590 - \$ 6,884
0343	Nutrition Spclst (WIC)	102A	41	\$ 6,532 - \$ 9,799
0514	Occupational Therapist	102A	25	\$ 4,773 - \$ 7,160

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
		127N	25	\$ 4,773 - \$ 7,160
1030	Office Manager	101A	27	\$ 4,964 - \$ 7,446
0005	Office Manager 2	101A 44	27 14	\$ 4,964 - \$ 7,446 \$ 4,444 - \$ 7,142
0356	Outdoor Education Manager	102A	33	\$ 5,584 - \$ 8,376
1031	Paralegal	122N	13	\$ 3,772 - \$ 5,659
1050	Paralegal Senior	122N	27	\$ 4,964 - \$ 7,446
0642	Park Mtncce & Operations Supv	102A	37	\$ 6,040 - \$ 9,059
0373	Park Operations Assistant Supv	102A	35	\$ 5,807 - \$ 8,711
0533	Park Services Coordinator	09	07	\$ 2,924 - \$ 3,487
1032	Parks & Recreation Aide	123S	01	\$ 3,042 - \$ 4,411
0049	Payroll Clerk 1	101A	09	\$ 3,488 - \$ 5,232
0572	Payroll Clerk 2	101A	15	\$ 3,923 - \$ 5,885
0238	Payroll Clerk Principal	102A	23	\$ 4,590 - \$ 6,884
0848	Pchasng&Cont Spclst Principal	102A	39	\$ 6,281 - \$ 9,422
0721	Personnel Ben & Transctns Asst	102A 122M	21 21	\$ 4,413 - \$ 6,620 \$ 4,413 - \$ 6,620

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0793	Personnel Trans Asst-Uncl	99	99	No Salary Minimum or Maximum
0911	Physician (Unclassified)	98B	48	\$12,017 - \$ 17,859
0464	Physician Assistant	127N	39	\$ 6,281 - \$ 9,422
0437	Planning & Evaluation Analyst	102A	39	\$ 6,281 - \$ 9,422
0090	Planning Manager	102A	45	\$ 7,066 - \$ 10,598
0767	Policy Analyst	98B	25	\$ 4,904 - \$ 7,281
0480	Policy Analyst - Uncl	98B	25	\$ 4,904 - \$ 7,281
0052	Policy Analyst Senior	98B	29P	\$ 5,726 - \$ 9,176
0555	Principal Assistant - Uncl	98D	25A	\$ 5,372 - \$ 7,281
0434	Probation Officer 1	29A	01	\$ 4,664 - \$ 6,914
0614	Probation Officer 2	29A	02	\$ 5,046 - \$ 7,473
0508	Probation Officer 3	29A	03	\$ 5,772 - \$ 8,561
0074	Program Asst Homeless Services	127N	29	\$ 5,163 - \$ 7,744
0359	Program Dir - Lake Owasso Res	102A	37	\$ 6,040 - \$ 9,059
0832	Program Dir - RC Detox	102A	43	\$ 6,794 - \$ 10,191

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0498	Program Evaluator Senior	102A 127N	39 39	\$ 6,281 - \$ 9,422 \$ 6,281 - \$ 9,422
0485	Program Specialist	102A 127N	35 35	\$ 5,807 - \$ 8,711 \$ 5,807 - \$ 8,711
0106	Program Supervisor - LOR	102A	29	\$ 5,163 - \$ 7,744
0014	Program Supv - Extnd Day Tx	102A	35	\$ 5,807 - \$ 8,711
0716	Project Manager	98B	32M	\$ 6,573 - \$ 9,742
1038	Prop Description & GIS Tech	122N	21	\$ 4,413 - \$ 6,620
0567	Psychiatrist - Uncl	98B	54P	\$14,635 - \$ 22,027
0788	Pub Commn Mgr-RegnlRail - Uncl	98B	36	\$ 7,521 - \$ 11,178
0821	Pub Safety Comp Aided Disp An	102A	25	\$ 4,773 - \$ 7,160
0640	Public Health Division Manager	98B	36	\$ 7,521 - \$ 11,178
0570	Public Health Nurse	140	03	\$ 5,856 - \$ 8,848
0293	Public Health Nurse Clinician	102A 44	41 39	\$ 6,532 - \$ 9,799 \$ 6,578 - \$ 9,959
0790	Public Health Prog Supervisor	102A 44	41 31	\$ 6,532 - \$ 9,799 \$ 6,200 - \$ 9,196

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0231	Public Info Associate	98B	26B	\$ 5,103 - \$ 7,663
0859	Public Information Ofcr-Uncl	98B	31	\$ 6,200 - \$ 9,196
0797	Public Information Officer	102A	41	\$ 6,532 - \$ 9,799
0803	Public Safety Dispatcher	28B	22	\$ 4,690 - \$ 6,785
0537	Purchasng & Equip Spclst - Pks	123Z	05	\$ 5,266 - \$ 6,434
0818	Purchsng & Contrctng Manager	102A	47	\$ 7,348 - \$ 11,022
1023	Purchsng & Contrctng Spec Prin	102A	39	\$ 6,281 - \$ 9,422
0847	Purchsng & Contrctng Spec Sr	102A	31	\$ 5,369 - \$ 8,054
0883	Purchsng & Contrctng Speclst	102A	19	\$ 4,243 - \$ 6,365
0834	RCD Administrator-Uncl	99	99	No Salary Minimum or Maximum
0841	RCD Commissioner-Uncl	99	99	No Salary Minimum or Maximum
0908	RN Program Coordinator - CH	102A	45	\$ 7,066 - \$ 10,598
0895	Racial and Hlth Eq Admin -Uncl	98B	35M	\$ 7,375 - \$ 10,959
0581	Radiologic Technician	122N	19	\$ 4,243 - \$ 6,365
0903	Real Est Appr Commercial	122N	31	\$ 5,369 - \$ 8,054

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0913	Real Est Appr Commrcl Princpal	102A	43	\$ 6,794 - \$ 10,191
0904	Real Est Appr Commrcl Senior	122N	37	\$ 6,040 - \$ 9,059
0529	Real Est Appr Principal	102A	39	\$ 6,281 - \$ 9,422
0815	Real Est Appr Senior	122N	33	\$ 5,584 - \$ 8,376
0578	Real Estate Appr 1	122N	19	\$ 4,243 - \$ 6,365
0512	Real Estate Appr 2	122N	25	\$ 4,773 - \$ 7,160
0817	Real Estate Legal Specialist	122N	31	\$ 5,369 - \$ 8,054
0470	Recreation Services Supervisor	102A	35	\$ 5,807 - \$ 8,711
0899	Redevelopment Progam Manager	98B	33	\$ 6,688 - \$ 9,944
0907	Registered Nurse - Cor. Health	140	05	\$ 6,578 - \$ 9,959
0441	Research & Evaluation Supv	102A 44	45 44	\$ 7,066 - \$ 10,598 \$ 6,688 - \$ 9,944
1040	Residential Counselor	134	11	\$ 3,828 - \$ 5,168
1041	Residential Counselor Senior	134	15	\$ 4,140 - \$ 5,589
1042	Right of Way Agent	143	03	\$ 5,163 - \$ 7,744

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0924	Right of Way Agent Senior	102A	37	\$ 6,040 - \$ 9,059
0288	Safety Coordinator	102A	33	\$ 5,584 - \$ 8,376
1043	School Instructor	102A	35	\$ 5,807 - \$ 8,711
1044	Second Asst Vet Services Ofcr	122N	29	\$ 5,163 - \$ 7,744
0608	Secrtary 1-Ag Extension - Uncl	99	99	No Salary Minimum or Maximum
0173	Secrtary 2-Ag Extension - Uncl	99	99	No Salary Minimum or Maximum
0390	Senior Building Services Mgr	98B	31M	\$ 6,322 - \$ 9,383
0062	Service Worker	101A 122M	01 01	\$ 3,042 - \$ 4,411 \$ 3,042 - \$ 4,411
0295	Sexual Offense Svcs Prgm Supv	102A	41	\$ 6,532 - \$ 9,799
0939	Shelter Wellness Asst - Uncl	101A	23	\$ 4,590 - \$ 6,884
0940	Shelter Wellness Supv - Uncl	101A	29	\$ 5,163 - \$ 7,744
0261	Social Services Appeals Spclst	127N	37	\$ 6,040 - \$ 9,059
1051	Social Worker	102A 127N	29 29	\$ 5,163 - \$ 7,744 \$ 5,163 - \$ 7,744
0783	Social Worker - Unclassified	102A 99	29 99	\$ 5,163 - \$ 7,744 \$ 0 - \$ 0

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0046	Social Worker 4	44	35	\$ 6,473 - \$ 9,622
1052	Social Worker Principal	102A	47	\$ 7,348 - \$ 11,022
1053	Social Worker Senior	102A 127N	35 35	\$ 5,807 - \$ 8,711 \$ 5,807 - \$ 8,711
0010	Soil & Water Clerk - Uncl	99	99	No Salary Minimum or Maximum
0100	Storekeeper - Records Center	122M	13	\$ 3,772 - \$ 5,659
0577	Student Intern - Uncl	09	08	\$ 3,276 - \$ 3,901
0673	Student Intern-PD/Ct/SW - Uncl	99	99	No Salary Minimum or Maximum
0436	Student Worker/OJT Wkr - Uncl	09 09	03 03F	\$ 1,977 - \$ 2,319 \$ 2,759 - \$ 2,759
0596	Supervisor - Apprsl Svc Sectn	102A 122N	33 33	\$ 5,584 - \$ 8,376 \$ 5,584 - \$ 8,376
0262	Supervisor - Co Assessors Div	102A	45	\$ 7,066 - \$ 10,598
0316	Supervisor - Inform & Pub Rec	102A	41	\$ 6,532 - \$ 9,799
0901	Supervisor of Inv - ME Office	102A	33	\$ 5,584 - \$ 8,376
1055	Support Enforcement Agent	122M	23	\$ 4,590 - \$ 6,884
1056	Support Enforcement Agent Sr	122N	29	\$ 5,163 - \$ 7,744

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0185	Support Services Coordinator	102A	33	\$ 5,584 - \$ 8,376
0896	Supported Employment Worker	127N	01	\$ 3,042 - \$ 4,411
0912	Supv Dept of County Assessor	102A	49	\$ 7,642 - \$ 11,463
0926	Svc Cntr Customer Suppt Asst	122M	17	\$ 4,080 - \$ 6,120
0927	Svc Cntr Navigator	122N	29	\$ 5,163 - \$ 7,744
0136	Talent Acquisition Specialist	102A	27	\$ 4,964 - \$ 7,446
1057	Tax Clerk	122M	15	\$ 3,923 - \$ 5,885
0296	Tax Forfeited Land Clerk	122M	19	\$ 4,243 - \$ 6,365
0812	Tax Settlement Clerk	122M	21	\$ 4,413 - \$ 6,620
0542	Torrens Examiner	122N	19	\$ 4,243 - \$ 6,365
0444	Torrens Examiner Senior	102A	33	\$ 5,584 - \$ 8,376
1058	Traffic Signal Tech	102A	17	\$ 4,080 - \$ 6,120
1059	Traffic Signal Tech Senior	102A	27	\$ 4,964 - \$ 7,446
0795	Transit Prjct Mgr-RegRail-Uncl	98B	38	\$ 8,130 - \$ 12,091
0088	Transportation Planner Senior	102A	47	\$ 7,348 - \$ 11,022

Job Code	Description	Salary Plan	Grade	Monthly Salary Range
0501	Undersheriff - Uncl	98B	38D	\$ 8,391 - \$ 12,478
0717	Utility RightofWayCoordinator	102A	19	\$ 4,243 - \$ 6,365
0243	Veterans Service Ofcr - Uncl	98B	34	\$ 6,958 - \$ 10,330
0844	Veterans Services Assistant	122M	23	\$ 4,590 - \$ 6,884
0589	Victim/Witness Advocate	122N	27	\$ 4,964 - \$ 7,446
0041	Victm/Witn Svcs Prg Mgr	98B	30M	\$ 6,065 - \$ 9,029
0854	WIC Lactation Specialist	102A	25	\$ 4,773 - \$ 7,160
0507	WIC Nutrition Educator	122N	19	\$ 4,243 - \$ 6,365
0849	WIC Peer Breastfeeding Counslr	122M	01	\$ 3,042 - \$ 4,411
1060	Welfare Fraud Investigator	122N	29	\$ 5,163 - \$ 7,744
1063	Withdrawl Mgmt Assistant	127E	03	\$ 3,594 - \$ 4,858
0551	Wkfce Solutions Trainee-Uncl	99	99	No Salary Minimum or Maximum

End of Report

**Professional – Technical - Administrative
Performance Based (Unrepresented)**

Service Requirements for Salary Step Advancement for

Salary Plan 02P

Annual salary advancements based on performance appraisal rating of 'proficient' or higher.

Salary progression on this plan *is not subject* to years of service (longevity increases).

Seasonal Employees (Unrepresented)

Service Requirements for Salary Step Advancement for

Salary Plan 09

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
09	1	2	6	1,040
09	2	3	6	1,040
09	3	4	6	1,040
09	4	5	210	36,400
09	5	6	48	8,320
09	6	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	Night Diff
03	Annual	24,436.32	24,996.93	25,920.31	26,909.63	28,129.80	28,657.45	0.8223
	Monthly	2,036.36	2,083.08	2,160.03	2,242.47	2,344.15	2,388.12	
	Bi-weekly	939.86	961.42	996.93	1,034.99	1,081.92	1,102.21	
	Hourly	11.748230	12.017755	12.461687	12.937322	13.523940	13.777618	
03F	Annual	34,102.37	34,102.37	34,102.37	34,102.37	34,102.37	34,102.37	1.1476
	Monthly	2,841.86	2,841.86	2,841.86	2,841.86	2,841.86	2,841.86	
	Bi-weekly	1,311.63	1,311.63	1,311.63	1,311.63	1,311.63	1,311.63	
	Hourly	16.395368	16.395368	16.395368	16.395368	16.395368	16.395368	
05	Annual	30,075.47	31,163.72	32,350.92	33,505.13	35,022.09	35,714.62	1.0121
	Monthly	2,506.29	2,596.98	2,695.91	2,792.09	2,918.51	2,976.22	
	Bi-weekly	1,156.75	1,198.60	1,244.27	1,288.66	1,347.00	1,373.64	
	Hourly	14.459358	14.982559	15.553325	16.108235	16.837544	17.170490	
06	Annual	32,350.92	33,505.13	34,824.23	36,143.33	37,726.25	38,517.70	1.0887
	Monthly	2,695.91	2,792.09	2,902.02	3,011.94	3,143.85	3,209.81	
	Bi-weekly	1,244.27	1,288.66	1,339.39	1,390.13	1,451.01	1,481.45	
	Hourly	15.553325	16.108235	16.742418	17.376599	18.137618	18.518127	
07	Annual	36,143.33	37,396.47	38,913.43	40,496.36	42,211.19	43,101.58	1.2163
	Monthly	3,011.94	3,116.37	3,242.79	3,374.70	3,517.60	3,591.80	
	Bi-weekly	1,390.13	1,438.33	1,496.67	1,557.55	1,623.51	1,657.75	
	Hourly	17.376599	17.979071	18.708381	19.469403	20.293840	20.721915	
08	Annual	40,496.36	41,848.44	43,398.38	45,113.21	47,256.74	48,213.09	1.3628
	Monthly	3,374.70	3,487.37	3,616.53	3,759.43	3,938.06	4,017.76	
	Bi-weekly	1,557.55	1,609.56	1,669.17	1,735.12	1,817.57	1,854.35	
	Hourly	19.469403	20.119441	20.864606	21.689041	22.719588	23.179371	

Community Corrections Administration (Unrepresented)

Service Requirements for Salary Step Advancement for

Salary Plan 10A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
10A	1	2	6	1,040
10A	2	3	6	1,040
10A	3	4	12	2,080
10A	4	5	12	2,080
10A	5	6	12	2,080
10A	6	7	12	2,080
10A	7	8	48	8,320
10A	8	9	48	8,320
10A	9	10	48	8,320
10A	10	11	48	8,320
10A	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Report ID: RCHR093A
 As Of Date: 01/04/2025
 Salary Plan: 10A Non-rep/Comm Corrections Admin

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 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	80,077.92	83,388.54	86,565.92	90,028.55	93,472.06	97,296.13	101,158.46	106,180.93	111,527.24	116,587.97	118,947.18	2.6949
	Monthly	6,673.16	6,949.05	7,213.83	7,502.38	7,789.34	8,108.01	8,429.87	8,848.41	9,293.94	9,715.66	9,912.27	
	Bi-weekly	3,079.92	3,207.25	3,329.46	3,462.64	3,595.08	3,742.16	3,890.71	4,083.88	4,289.51	4,484.15	4,574.89	
	Hourly	38.499002	40.090642	41.618229	43.282957	44.938490	46.776985	48.633873	51.048524	53.618865	56.051908	57.186142	

Clerical and Building Service (Unrepresented)

Service Requirements for Salary Step Advancement for

Salary Plan 101A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
101A	1	2	6	1,040
101A	2	3	6	1,040
101A	3	4	12	2,080
101A	4	5	12	2,080
101A	5	6	12	2,080
101A	6	7	12	2,080
101A	7	8	48	8,320
101A	8	9	48	8,320
101A	9	10	48	8,320
101A	10	11	48	8,320
101A	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	37,601.31	39,293.36	40,985.42	42,677.48	44,369.54	46,061.60	47,753.66	49,445.72	51,137.78	52,829.84	54,521.89	1.2654
	Monthly	3,133.44	3,274.45	3,415.45	3,556.46	3,697.46	3,838.47	3,979.47	4,120.48	4,261.48	4,402.49	4,543.49	
	Bi-weekly	1,446.20	1,511.28	1,576.36	1,641.44	1,706.52	1,771.60	1,836.68	1,901.76	1,966.84	2,031.92	2,097.00	
	Hourly	18.077551	18.891040	19.704530	20.518020	21.331510	22.145000	22.958490	23.771980	24.585470	25.398960	26.212449	
03	Annual	39,105.36	40,865.10	42,624.84	44,384.58	46,144.32	47,904.06	49,663.81	51,423.55	53,183.29	54,943.03	56,702.77	1.3160
	Monthly	3,258.78	3,405.43	3,552.07	3,698.72	3,845.36	3,992.01	4,138.65	4,285.30	4,431.94	4,578.59	4,725.23	
	Bi-weekly	1,504.05	1,571.73	1,639.42	1,707.10	1,774.78	1,842.46	1,910.15	1,977.83	2,045.51	2,113.19	2,180.88	
	Hourly	18.800653	19.646682	20.492712	21.338741	22.184770	23.030800	23.876830	24.722859	25.568888	26.414918	27.260947	
05	Annual	39,856.18	41,848.99	43,841.80	45,834.61	47,827.42	49,820.23	51,813.04	53,805.85	55,798.65	57,791.46	59,784.27	1.3413
	Monthly	3,321.35	3,487.42	3,653.48	3,819.55	3,985.62	4,151.69	4,317.75	4,483.82	4,649.89	4,815.96	4,982.02	
	Bi-weekly	1,532.93	1,609.58	1,686.22	1,762.87	1,839.52	1,916.16	1,992.81	2,069.46	2,146.10	2,222.75	2,299.40	
	Hourly	19.161626	20.119707	21.077788	22.035869	22.993951	23.952032	24.910113	25.868195	26.826276	27.784357	28.742438	
07	Annual	41,450.43	43,522.95	45,595.47	47,667.99	49,740.52	51,813.04	53,885.56	55,958.08	58,030.60	60,103.12	62,175.64	1.3949
	Monthly	3,454.20	3,626.91	3,799.62	3,972.33	4,145.04	4,317.75	4,490.46	4,663.17	4,835.88	5,008.59	5,181.30	
	Bi-weekly	1,594.25	1,673.96	1,753.67	1,833.38	1,913.10	1,992.81	2,072.52	2,152.23	2,231.95	2,311.66	2,391.37	
	Hourly	19.928091	20.924495	21.920900	22.917304	23.913709	24.910113	25.906518	26.902922	27.899327	28.895731	29.892136	
09	Annual	43,108.45	45,263.87	47,419.29	49,574.71	51,730.14	53,885.56	56,040.98	58,196.40	60,351.82	62,507.25	64,662.67	1.4507
	Monthly	3,592.37	3,771.99	3,951.61	4,131.23	4,310.85	4,490.46	4,670.08	4,849.70	5,029.32	5,208.94	5,388.56	
	Bi-weekly	1,658.02	1,740.92	1,823.82	1,906.72	1,989.62	2,072.52	2,155.42	2,238.32	2,321.22	2,404.12	2,487.03	
	Hourly	20.725214	21.761475	22.797736	23.833996	24.870257	25.906518	26.942778	27.979039	29.015300	30.051560	31.087822	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	44,832.78	47,074.42	49,316.06	51,557.70	53,799.34	56,040.98	58,282.62	60,524.26	62,765.90	65,007.54	67,249.18	1.5087
	Monthly	3,736.07	3,922.87	4,109.67	4,296.48	4,483.28	4,670.08	4,856.89	5,043.69	5,230.49	5,417.30	5,604.10	
	Bi-weekly	1,724.34	1,810.55	1,896.77	1,982.99	2,069.21	2,155.42	2,241.64	2,327.86	2,414.07	2,500.29	2,586.51	
	Hourly	21.554223	22.631934	23.709645	24.787356	25.865067	26.942778	28.020490	29.098200	30.175912	31.253623	32.331334	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
13	Annual	46,626.10	48,957.40	51,288.70	53,620.01	55,951.32	58,282.62	60,613.92	62,945.23	65,276.53	67,607.84	69,939.14	1.5691
	Monthly	3,885.51	4,079.78	4,274.06	4,468.33	4,662.61	4,856.89	5,051.16	5,245.44	5,439.71	5,633.99	5,828.26	
	Bi-weekly	1,793.31	1,882.98	1,972.64	2,062.31	2,151.97	2,241.64	2,331.30	2,420.97	2,510.64	2,600.30	2,689.97	
	Hourly	22.416392	23.537211	24.658031	25.778850	26.899671	28.020490	29.141309	30.262129	31.382948	32.503768	33.624588	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
15	Annual	48,491.14	50,915.70	53,340.25	55,764.81	58,189.37	60,613.92	63,038.48	65,463.04	67,887.59	70,312.15	72,736.71	1.6319
	Monthly	4,040.93	4,242.98	4,445.02	4,647.07	4,849.11	5,051.16	5,253.21	5,455.25	5,657.30	5,859.35	6,061.39	
	Bi-weekly	1,865.04	1,958.30	2,051.55	2,144.80	2,238.05	2,331.30	2,424.56	2,517.81	2,611.06	2,704.31	2,797.57	
	Hourly	23.313048	24.478700	25.644352	26.810005	27.975657	29.141309	30.306962	31.472614	32.638266	33.803919	34.969571	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
17	Annual	50,430.79	52,952.32	55,473.86	57,995.40	60,516.94	63,038.48	65,560.02	68,081.56	70,603.10	73,124.64	75,646.18	1.6971
	Monthly	4,202.57	4,412.69	4,622.82	4,832.95	5,043.08	5,253.21	5,463.34	5,673.46	5,883.59	6,093.72	6,303.85	
	Bi-weekly	1,939.65	2,036.63	2,133.61	2,230.59	2,327.57	2,424.56	2,521.54	2,618.52	2,715.50	2,812.49	2,909.47	
	Hourly	24.245570	25.457848	26.670126	27.882405	29.094683	30.306962	31.519240	32.731518	33.943797	35.156075	36.368354	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
19	Annual	52,448.02	55,070.42	57,692.82	60,315.22	62,937.62	65,560.02	68,182.42	70,804.82	73,427.22	76,049.62	78,672.02	1.7650
	Monthly	4,370.67	4,589.20	4,807.74	5,026.27	5,244.80	5,463.34	5,681.87	5,900.40	6,118.94	6,337.47	6,556.00	
	Bi-weekly	2,017.23	2,118.09	2,218.95	2,319.82	2,420.68	2,521.54	2,622.40	2,723.26	2,824.12	2,924.99	3,025.85	
	Hourly	25.215392	26.476161	27.736931	28.997701	30.258471	31.519240	32.780010	34.040779	35.301548	36.562319	37.823088	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	54,545.94	57,273.23	60,000.53	62,727.83	65,455.12	68,182.42	70,909.72	73,637.01	76,364.31	79,091.61	81,818.91	1.8356
	Monthly	4,545.50	4,772.77	5,000.04	5,227.32	5,454.59	5,681.87	5,909.14	6,136.42	6,363.69	6,590.97	6,818.24	
	Bi-weekly	2,097.92	2,202.82	2,307.71	2,412.61	2,517.50	2,622.40	2,727.30	2,832.19	2,937.09	3,041.98	3,146.88	
	Hourly	26.224008	27.535208	28.846409	30.157609	31.468809	32.780010	34.091210	35.402410	36.713610	38.024811	39.336012	
23	Annual	56,727.77	59,564.16	62,400.55	65,236.94	68,073.33	70,909.72	73,746.11	76,582.50	79,418.88	82,255.27	85,091.66	1.9091
	Monthly	4,727.31	4,963.68	5,200.05	5,436.41	5,672.78	5,909.14	6,145.51	6,381.88	6,618.24	6,854.61	7,090.97	
	Bi-weekly	2,181.84	2,290.93	2,400.02	2,509.11	2,618.20	2,727.30	2,836.39	2,945.48	3,054.57	3,163.66	3,272.76	
	Hourly	27.272968	28.636616	30.000265	31.363913	32.727562	34.091210	35.454859	36.818507	38.182156	39.545804	40.909452	
25	Annual	56,727.77	59,564.16	62,400.55	65,236.94	68,073.33	70,909.72	73,746.11	76,582.50	79,418.88	82,255.27	85,091.66	1.9091
	Monthly	4,727.31	4,963.68	5,200.05	5,436.41	5,672.78	5,909.14	6,145.51	6,381.88	6,618.24	6,854.61	7,090.97	
	Bi-weekly	2,181.84	2,290.93	2,400.02	2,509.11	2,618.20	2,727.30	2,836.39	2,945.48	3,054.57	3,163.66	3,272.76	
	Hourly	27.272968	28.636616	30.000265	31.363913	32.727562	34.091210	35.454859	36.818507	38.182156	39.545804	40.909452	
27	Annual	61,356.76	64,424.60	67,492.44	70,560.28	73,628.11	76,695.95	79,763.79	82,831.63	85,899.46	88,967.30	92,035.14	2.0648
	Monthly	5,113.06	5,368.72	5,624.37	5,880.02	6,135.68	6,391.33	6,646.98	6,902.64	7,158.29	7,413.94	7,669.60	
	Bi-weekly	2,359.88	2,477.87	2,595.86	2,713.86	2,831.85	2,949.84	3,067.84	3,185.83	3,303.83	3,421.82	3,539.81	
	Hourly	29.498442	30.973365	32.448287	33.923209	35.398131	36.873052	38.347975	39.822897	41.297819	42.772741	44.247663	
29	Annual	63,811.03	67,001.58	70,192.13	73,382.69	76,573.24	79,763.79	82,954.34	86,144.89	89,335.44	92,525.99	95,716.55	2.1474
	Monthly	5,317.59	5,583.47	5,849.34	6,115.22	6,381.10	6,646.98	6,912.86	7,178.74	7,444.62	7,710.50	7,976.38	
	Bi-weekly	2,454.27	2,576.98	2,699.70	2,822.41	2,945.12	3,067.84	3,190.55	3,313.27	3,435.98	3,558.69	3,681.41	
	Hourly	30.678380	32.212299	33.746218	35.280137	36.814056	38.347975	39.881894	41.415813	42.949732	44.483651	46.017570	

Professional – Administrative (Unrepresented)

Service Requirements for Salary Step Advancement for

Salary Plan 102A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
102A	1	2	6	1,040
102A	2	3	6	1,040
102A	3	4	12	2,080
102A	4	5	12	2,080
102A	5	6	12	2,080
102A	6	7	12	2,080
102A	7	8	48	8,320
102A	8	9	48	8,320
102A	9	10	48	8,320
102A	10	11	48	8,320
102A	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	37,601.31	39,293.36	40,985.42	42,677.48	44,369.54	46,061.60	47,753.66	49,445.72	51,137.78	52,829.84	54,521.89	1.2654
	Monthly	3,133.44	3,274.45	3,415.45	3,556.46	3,697.46	3,838.47	3,979.47	4,120.48	4,261.48	4,402.49	4,543.49	
	Bi-weekly	1,446.20	1,511.28	1,576.36	1,641.44	1,706.52	1,771.60	1,836.68	1,901.76	1,966.84	2,031.92	2,097.00	
	Hourly	18.077551	18.891040	19.704530	20.518020	21.331510	22.145000	22.958490	23.771980	24.585470	25.398960	26.212449	
03	Annual	39,105.36	40,865.10	42,624.84	44,384.58	46,144.32	47,904.06	49,663.81	51,423.55	53,183.29	54,943.03	56,702.77	1.3160
	Monthly	3,258.78	3,405.43	3,552.07	3,698.72	3,845.36	3,992.01	4,138.65	4,285.30	4,431.94	4,578.59	4,725.23	
	Bi-weekly	1,504.05	1,571.73	1,639.42	1,707.10	1,774.78	1,842.46	1,910.15	1,977.83	2,045.51	2,113.19	2,180.88	
	Hourly	18.800653	19.646682	20.492712	21.338741	22.184770	23.030800	23.876830	24.722859	25.568888	26.414918	27.260947	
05	Annual	39,856.18	41,848.99	43,841.80	45,834.61	47,827.42	49,820.23	51,813.04	53,805.85	55,798.65	57,791.46	59,784.27	1.3413
	Monthly	3,321.35	3,487.42	3,653.48	3,819.55	3,985.62	4,151.69	4,317.75	4,483.82	4,649.89	4,815.96	4,982.02	
	Bi-weekly	1,532.93	1,609.58	1,686.22	1,762.87	1,839.52	1,916.16	1,992.81	2,069.46	2,146.10	2,222.75	2,299.40	
	Hourly	19.161626	20.119707	21.077788	22.035869	22.993951	23.952032	24.910113	25.868195	26.826276	27.784357	28.742438	
07	Annual	41,450.43	43,522.95	45,595.47	47,667.99	49,740.52	51,813.04	53,885.56	55,958.08	58,030.60	60,103.12	62,175.64	1.3949
	Monthly	3,454.20	3,626.91	3,799.62	3,972.33	4,145.04	4,317.75	4,490.46	4,663.17	4,835.88	5,008.59	5,181.30	
	Bi-weekly	1,594.25	1,673.96	1,753.67	1,833.38	1,913.10	1,992.81	2,072.52	2,152.23	2,231.95	2,311.66	2,391.37	
	Hourly	19.928091	20.924495	21.920900	22.917304	23.913709	24.910113	25.906518	26.902922	27.899327	28.895731	29.892136	
09	Annual	43,108.45	45,263.87	47,419.29	49,574.71	51,730.14	53,885.56	56,040.98	58,196.40	60,351.82	62,507.25	64,662.67	1.4507
	Monthly	3,592.37	3,771.99	3,951.61	4,131.23	4,310.85	4,490.46	4,670.08	4,849.70	5,029.32	5,208.94	5,388.56	
	Bi-weekly	1,658.02	1,740.92	1,823.82	1,906.72	1,989.62	2,072.52	2,155.42	2,238.32	2,321.22	2,404.12	2,487.03	
	Hourly	20.725214	21.761475	22.797736	23.833996	24.870257	25.906518	26.942778	27.979039	29.015300	30.051560	31.087822	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	44,832.78	47,074.42	49,316.06	51,557.70	53,799.34	56,040.98	58,282.62	60,524.26	62,765.90	65,007.54	67,249.18	1.5087
	Monthly	3,736.07	3,922.87	4,109.67	4,296.48	4,483.28	4,670.08	4,856.89	5,043.69	5,230.49	5,417.30	5,604.10	
	Bi-weekly	1,724.34	1,810.55	1,896.77	1,982.99	2,069.21	2,155.42	2,241.64	2,327.86	2,414.07	2,500.29	2,586.51	
	Hourly	21.554223	22.631934	23.709645	24.787356	25.865067	26.942778	28.020490	29.098200	30.175912	31.253623	32.331334	
13	Annual	46,626.10	48,957.40	51,288.70	53,620.01	55,951.32	58,282.62	60,613.92	62,945.23	65,276.53	67,607.84	69,939.14	1.5691
	Monthly	3,885.51	4,079.78	4,274.06	4,468.33	4,662.61	4,856.89	5,051.16	5,245.44	5,439.71	5,633.99	5,828.26	
	Bi-weekly	1,793.31	1,882.98	1,972.64	2,062.31	2,151.97	2,241.64	2,331.30	2,420.97	2,510.64	2,600.30	2,689.97	
	Hourly	22.416392	23.537211	24.658031	25.778850	26.899671	28.020490	29.141309	30.262129	31.382948	32.503768	33.624588	
15	Annual	48,491.14	50,915.70	53,340.25	55,764.81	58,189.37	60,613.92	63,038.48	65,463.04	67,887.59	70,312.15	72,736.71	1.6319
	Monthly	4,040.93	4,242.98	4,445.02	4,647.07	4,849.11	5,051.16	5,253.21	5,455.25	5,657.30	5,859.35	6,061.39	
	Bi-weekly	1,865.04	1,958.30	2,051.55	2,144.80	2,238.05	2,331.30	2,424.56	2,517.81	2,611.06	2,704.31	2,797.57	
	Hourly	23.313048	24.478700	25.644352	26.810005	27.975657	29.141309	30.306962	31.472614	32.638266	33.803919	34.969571	
17	Annual	50,430.79	52,952.32	55,473.86	57,995.40	60,516.94	63,038.48	65,560.02	68,081.56	70,603.10	73,124.64	75,646.18	1.6971
	Monthly	4,202.57	4,412.69	4,622.82	4,832.95	5,043.08	5,253.21	5,463.34	5,673.46	5,883.59	6,093.72	6,303.85	
	Bi-weekly	1,939.65	2,036.63	2,133.61	2,230.59	2,327.57	2,424.56	2,521.54	2,618.52	2,715.50	2,812.49	2,909.47	
	Hourly	24.245570	25.457848	26.670126	27.882405	29.094683	30.306962	31.519240	32.731518	33.943797	35.156075	36.368354	
19	Annual	52,448.02	55,070.42	57,692.82	60,315.22	62,937.62	65,560.02	68,182.42	70,804.82	73,427.22	76,049.62	78,672.02	1.7650
	Monthly	4,370.67	4,589.20	4,807.74	5,026.27	5,244.80	5,463.34	5,681.87	5,900.40	6,118.94	6,337.47	6,556.00	
	Bi-weekly	2,017.23	2,118.09	2,218.95	2,319.82	2,420.68	2,521.54	2,622.40	2,723.26	2,824.12	2,924.99	3,025.85	
	Hourly	25.215392	26.476161	27.736931	28.997701	30.258471	31.519240	32.780010	34.040779	35.301548	36.562319	37.823088	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	54,545.94	57,273.23	60,000.53	62,727.83	65,455.12	68,182.42	70,909.72	73,637.01	76,364.31	79,091.61	81,818.91	1.8356
	Monthly	4,545.50	4,772.77	5,000.04	5,227.32	5,454.59	5,681.87	5,909.14	6,136.42	6,363.69	6,590.97	6,818.24	
	Bi-weekly	2,097.92	2,202.82	2,307.71	2,412.61	2,517.50	2,622.40	2,727.30	2,832.19	2,937.09	3,041.98	3,146.88	
	Hourly	26.224008	27.535208	28.846409	30.157609	31.468809	32.780010	34.091210	35.402410	36.713610	38.024811	39.336012	
23	Annual	56,727.77	59,564.16	62,400.55	65,236.94	68,073.33	70,909.72	73,746.11	76,582.50	79,418.88	82,255.27	85,091.66	1.9091
	Monthly	4,727.31	4,963.68	5,200.05	5,436.41	5,672.78	5,909.14	6,145.51	6,381.88	6,618.24	6,854.61	7,090.97	
	Bi-weekly	2,181.84	2,290.93	2,400.02	2,509.11	2,618.20	2,727.30	2,836.39	2,945.48	3,054.57	3,163.66	3,272.76	
	Hourly	27.272968	28.636616	30.000265	31.363913	32.727562	34.091210	35.454859	36.818507	38.182156	39.545804	40.909452	
25	Annual	58,996.89	61,946.73	64,896.57	67,846.42	70,796.26	73,746.11	76,695.95	79,645.79	82,595.64	85,545.48	88,495.33	1.9854
	Monthly	4,916.41	5,162.23	5,408.05	5,653.87	5,899.69	6,145.51	6,391.33	6,637.15	6,882.97	7,128.79	7,374.61	
	Bi-weekly	2,269.11	2,382.57	2,496.02	2,609.48	2,722.93	2,836.39	2,949.84	3,063.30	3,176.76	3,290.21	3,403.67	
	Hourly	28.363887	29.782081	31.200276	32.618470	34.036664	35.454859	36.873052	38.291247	39.709442	41.127636	42.545830	
27	Annual	61,356.76	64,424.60	67,492.44	70,560.28	73,628.11	76,695.95	79,763.79	82,831.63	85,899.46	88,967.30	92,035.14	2.0648
	Monthly	5,113.06	5,368.72	5,624.37	5,880.02	6,135.68	6,391.33	6,646.98	6,902.64	7,158.29	7,413.94	7,669.60	
	Bi-weekly	2,359.88	2,477.87	2,595.86	2,713.86	2,831.85	2,949.84	3,067.84	3,185.83	3,303.83	3,421.82	3,539.81	
	Hourly	29.498442	30.973365	32.448287	33.923209	35.398131	36.873052	38.347975	39.822897	41.297819	42.772741	44.247663	
29	Annual	63,811.03	67,001.58	70,192.13	73,382.69	76,573.24	79,763.79	82,954.34	86,144.89	89,335.44	92,525.99	95,716.55	2.1474
	Monthly	5,317.59	5,583.47	5,849.34	6,115.22	6,381.10	6,646.98	6,912.86	7,178.74	7,444.62	7,710.50	7,976.38	
	Bi-weekly	2,454.27	2,576.98	2,699.70	2,822.41	2,945.12	3,067.84	3,190.55	3,313.27	3,435.98	3,558.69	3,681.41	
	Hourly	30.678380	32.212299	33.746218	35.280137	36.814056	38.347975	39.881894	41.415813	42.949732	44.483651	46.017570	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	66,363.47	69,681.65	72,999.82	76,317.99	79,636.17	82,954.34	86,272.51	89,590.69	92,908.86	96,227.03	99,545.21	2.2333
	Monthly	5,530.29	5,806.80	6,083.32	6,359.83	6,636.35	6,912.86	7,189.38	7,465.89	7,742.41	8,018.92	8,295.43	
	Bi-weekly	2,552.44	2,680.06	2,807.69	2,935.31	3,062.93	3,190.55	3,318.17	3,445.80	3,573.42	3,701.04	3,828.66	
	Hourly	31.905515	33.500791	35.096067	36.691343	38.286618	39.881894	41.477170	43.072445	44.667722	46.262997	47.858272	
33	Annual	69,018.01	72,468.91	75,919.81	79,370.71	82,821.61	86,272.51	89,723.42	93,174.32	96,625.21	100,076.12	103,527.01	2.3227
	Monthly	5,751.50	6,039.08	6,326.65	6,614.23	6,901.80	7,189.38	7,476.95	7,764.53	8,052.10	8,339.68	8,627.25	
	Bi-weekly	2,654.54	2,787.27	2,919.99	3,052.72	3,185.45	3,318.17	3,450.90	3,583.63	3,716.35	3,849.08	3,981.81	
	Hourly	33.181735	34.840822	36.499909	38.158996	39.818083	41.477170	43.136257	44.795344	46.454430	48.113517	49.772603	
35	Annual	71,778.73	75,367.67	78,956.60	82,545.54	86,134.48	89,723.42	93,312.35	96,901.29	100,490.22	104,079.16	107,668.10	2.4156
	Monthly	5,981.56	6,280.64	6,579.72	6,878.80	7,177.87	7,476.95	7,776.03	8,075.11	8,374.19	8,673.26	8,972.34	
	Bi-weekly	2,760.72	2,898.76	3,036.79	3,174.83	3,312.86	3,450.90	3,588.94	3,726.97	3,865.01	4,003.04	4,141.08	
	Hourly	34.509006	36.234455	37.959905	39.685356	41.410806	43.136257	44.861707	46.587158	48.312607	50.038057	51.763508	
37	Annual	74,649.88	78,382.37	82,114.87	85,847.36	89,579.86	93,312.35	97,044.84	100,777.34	104,509.83	108,242.33	111,974.82	2.5122
	Monthly	6,220.82	6,531.86	6,842.91	7,153.95	7,464.99	7,776.03	8,087.07	8,398.11	8,709.15	9,020.19	9,331.24	
	Bi-weekly	2,871.15	3,014.71	3,158.26	3,301.82	3,445.38	3,588.94	3,732.49	3,876.05	4,019.61	4,163.17	4,306.72	
	Hourly	35.889365	37.683833	39.478301	41.272771	43.067239	44.861707	46.656175	48.450643	50.245112	52.039580	53.834048	
39	Annual	77,635.88	81,517.67	85,399.46	89,281.26	93,163.05	97,044.84	100,926.64	104,808.43	108,690.23	112,572.02	116,453.81	2.6127
	Monthly	6,469.66	6,793.14	7,116.62	7,440.11	7,763.59	8,087.07	8,410.55	8,734.04	9,057.52	9,381.00	9,704.48	
	Bi-weekly	2,986.00	3,135.29	3,284.59	3,433.89	3,583.19	3,732.49	3,881.79	4,031.09	4,180.39	4,329.69	4,478.99	
	Hourly	37.324940	39.191187	41.057434	42.923681	44.789928	46.656175	48.522422	50.388669	52.254916	54.121163	55.987410	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	80,741.31	84,778.38	88,815.44	92,852.51	96,889.57	100,926.64	104,963.70	109,000.77	113,037.83	117,074.90	121,111.96	2.7172
	Monthly	6,728.44	7,064.87	7,401.29	7,737.71	8,074.13	8,410.55	8,746.98	9,083.40	9,419.82	9,756.24	10,092.66	
	Bi-weekly	3,105.44	3,260.71	3,415.98	3,571.25	3,726.52	3,881.79	4,037.07	4,192.34	4,347.61	4,502.88	4,658.15	
	Hourly	38.817938	40.758835	42.699732	44.640628	46.581525	48.522422	50.463318	52.404215	54.345112	56.286009	58.226906	
43	Annual	83,970.96	88,169.51	92,368.06	96,566.61	100,765.16	104,963.70	109,162.25	113,360.80	117,559.35	121,757.90	125,956.44	2.8259
	Monthly	6,997.58	7,347.46	7,697.34	8,047.22	8,397.10	8,746.98	9,096.85	9,446.73	9,796.61	10,146.49	10,496.37	
	Bi-weekly	3,229.65	3,391.14	3,552.62	3,714.10	3,875.58	4,037.07	4,198.55	4,360.03	4,521.51	4,683.00	4,844.48	
	Hourly	40.370655	42.389188	44.407721	46.426253	48.444786	50.463318	52.481852	54.500385	56.518917	58.537450	60.555982	
45	Annual	87,329.80	91,696.29	96,062.78	100,429.27	104,795.76	109,162.25	113,528.74	117,895.23	122,261.72	126,628.21	130,994.70	2.9389
	Monthly	7,277.48	7,641.36	8,005.23	8,369.11	8,732.98	9,096.85	9,460.73	9,824.60	10,188.48	10,552.35	10,916.23	
	Bi-weekly	3,358.84	3,526.78	3,694.72	3,862.66	4,030.61	4,198.55	4,366.49	4,534.43	4,702.37	4,870.32	5,038.26	
	Hourly	41.985481	44.084755	46.184030	48.283304	50.382578	52.481852	54.581126	56.680399	58.779673	60.878948	62.978222	
47	Annual	90,822.99	95,364.14	99,905.29	104,446.44	108,987.59	113,528.74	118,069.89	122,611.04	127,152.19	131,693.34	136,234.49	3.0565
	Monthly	7,568.58	7,947.01	8,325.44	8,703.87	9,082.30	9,460.73	9,839.16	10,217.59	10,596.02	10,974.45	11,352.87	
	Bi-weekly	3,493.19	3,667.85	3,842.51	4,017.17	4,191.83	4,366.49	4,541.15	4,715.81	4,890.47	5,065.13	5,239.79	
	Hourly	43.664900	45.848146	48.031391	50.214635	52.397881	54.581126	56.764371	58.947616	61.130861	63.314106	65.497351	
49	Annual	94,455.91	99,178.71	103,901.50	108,624.30	113,347.10	118,069.89	122,792.69	127,515.48	132,238.28	136,961.07	141,683.87	3.1788
	Monthly	7,871.33	8,264.89	8,658.46	9,052.03	9,445.59	9,839.16	10,232.72	10,626.29	11,019.86	11,413.42	11,806.99	
	Bi-weekly	3,632.92	3,814.57	3,996.21	4,177.86	4,359.50	4,541.15	4,722.80	4,904.44	5,086.09	5,267.73	5,449.38	
	Hourly	45.411497	47.682071	49.952646	52.223221	54.493796	56.764371	59.034945	61.305521	63.576095	65.846670	68.117244	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
51	Annual	98,234.15	103,145.86	108,057.56	112,969.27	117,880.98	122,792.69	127,704.39	132,616.10	137,527.81	142,439.52	147,351.22	3.3059
	Monthly	8,186.18	8,595.49	9,004.80	9,414.11	9,823.42	10,232.72	10,642.03	11,051.34	11,460.65	11,869.96	12,279.27	
	Bi-weekly	3,778.24	3,967.15	4,156.06	4,344.97	4,533.88	4,722.80	4,911.71	5,100.62	5,289.53	5,478.44	5,667.35	
	Hourly	47.227957	49.589354	51.950752	54.312150	56.673548	59.034945	61.396343	63.757742	66.119139	68.480537	70.841934	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
53	Annual	102,163.51	107,271.69	112,379.87	117,488.04	122,596.22	127,704.39	132,812.57	137,920.74	143,028.92	148,137.10	153,245.27	3.4381
	Monthly	8,513.63	8,939.31	9,364.99	9,790.67	10,216.35	10,642.03	11,067.71	11,493.40	11,919.08	12,344.76	12,770.44	
	Bi-weekly	3,929.37	4,125.83	4,322.30	4,518.77	4,715.24	4,911.71	5,108.18	5,304.64	5,501.11	5,697.58	5,894.05	
	Hourly	49.117074	51.572928	54.028782	56.484636	58.940489	61.396343	63.852197	66.308050	68.763904	71.219758	73.675612	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
55	Annual	106,250.06	111,562.56	116,875.06	122,187.56	127,500.07	132,812.57	138,125.07	143,437.58	148,750.08	154,062.58	159,375.08	3.5757
	Monthly	8,854.17	9,296.88	9,739.59	10,182.30	10,625.01	11,067.71	11,510.42	11,953.13	12,395.84	12,838.55	13,281.26	
	Bi-weekly	4,086.54	4,290.87	4,495.19	4,699.52	4,903.85	5,108.18	5,312.50	5,516.83	5,721.16	5,925.48	6,129.81	
	Hourly	51.081758	53.635845	56.189933	58.744021	61.298109	63.852197	66.406285	68.960373	71.514460	74.068548	76.622636	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
57	Annual	110,500.06	116,025.06	121,550.06	127,075.07	132,600.07	138,125.07	143,650.08	149,175.08	154,700.08	160,225.09	165,750.09	3.7187
	Monthly	9,208.34	9,668.76	10,129.17	10,589.59	11,050.01	11,510.42	11,970.84	12,431.26	12,891.67	13,352.09	13,812.51	
	Bi-weekly	4,250.00	4,462.50	4,675.00	4,887.50	5,100.00	5,312.50	5,525.00	5,737.50	5,950.00	6,162.50	6,375.00	
	Hourly	53.125028	55.781279	58.437531	61.093783	63.750034	66.406285	69.062536	71.718788	74.375039	77.031291	79.687542	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
59	Annual	114,920.06	120,666.06	126,412.07	132,158.07	137,904.07	143,650.08	149,396.08	155,142.08	160,888.09	166,634.09	172,380.09	3.8675
	Monthly	9,576.67	10,055.51	10,534.34	11,013.17	11,492.01	11,970.84	12,449.67	12,928.51	13,407.34	13,886.17	14,365.01	
	Bi-weekly	4,420.00	4,641.00	4,862.00	5,083.00	5,304.00	5,525.00	5,746.00	5,967.00	6,188.00	6,409.00	6,630.00	
	Hourly	55.250029	58.012530	60.775032	63.537534	66.300035	69.062536	71.825037	74.587540	77.350041	80.112542	82.875043	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
61	Annual	119,516.86	125,492.71	131,468.55	137,444.39	143,420.24	149,396.08	155,371.92	161,347.77	167,323.61	173,299.45	179,275.30	4.0222
	Monthly	9,959.74	10,457.73	10,955.71	11,453.70	11,951.69	12,449.67	12,947.66	13,445.65	13,943.63	14,441.62	14,939.61	
	Bi-weekly	4,596.80	4,826.64	5,056.48	5,286.32	5,516.16	5,746.00	5,975.84	6,205.68	6,435.52	6,665.36	6,895.20	
	Hourly	57.460030	60.333032	63.206033	66.079035	68.952037	71.825037	74.698039	77.571041	80.444042	83.317044	86.190046	
63	Annual	124,297.54	130,512.41	136,727.29	142,942.17	149,157.05	155,371.92	161,586.80	167,801.68	174,016.55	180,231.43	186,446.31	4.1830
	Monthly	10,358.13	10,876.04	11,393.94	11,911.85	12,429.75	12,947.66	13,465.57	13,983.47	14,501.38	15,019.29	15,537.19	
	Bi-weekly	4,780.67	5,019.71	5,258.74	5,497.78	5,736.81	5,975.84	6,214.88	6,453.91	6,692.94	6,931.98	7,171.01	
	Hourly	59.758432	62.746353	65.734275	68.722196	71.710118	74.698039	77.685961	80.673883	83.661805	86.649725	89.637647	
65	Annual	129,269.44	135,732.91	142,196.38	148,659.86	155,123.33	161,586.80	168,050.27	174,513.74	180,977.22	187,440.69	193,904.16	4.3504
	Monthly	10,772.45	11,311.08	11,849.70	12,388.32	12,926.94	13,465.57	14,004.19	14,542.81	15,081.44	15,620.06	16,158.68	
	Bi-weekly	4,971.90	5,220.50	5,469.09	5,717.69	5,966.28	6,214.88	6,463.47	6,712.07	6,960.66	7,209.26	7,457.85	
	Hourly	62.148768	65.256207	68.363645	71.471084	74.578523	77.685961	80.793400	83.900838	87.008277	90.115715	93.223153	
67	Annual	134,440.22	141,162.23	147,884.24	154,606.25	161,328.26	168,050.27	174,772.28	181,494.29	188,216.31	194,938.32	201,660.32	4.5244
	Monthly	11,203.35	11,763.52	12,323.69	12,883.85	13,444.02	14,004.19	14,564.36	15,124.52	15,684.69	16,244.86	16,805.03	
	Bi-weekly	5,170.78	5,429.32	5,687.86	5,946.39	6,204.93	6,463.47	6,722.01	6,980.55	7,239.09	7,497.63	7,756.17	
	Hourly	64.634720	67.866456	71.098191	74.329927	77.561664	80.793400	84.025135	87.256871	90.488608	93.720344	96.952079	
69	Annual	139,817.83	146,808.72	153,799.61	160,790.50	167,781.39	174,772.28	181,763.17	188,754.06	195,744.95	202,735.85	209,726.74	4.7054
	Monthly	11,651.49	12,234.06	12,816.63	13,399.21	13,981.78	14,564.36	15,146.93	15,729.51	16,312.08	16,894.65	17,477.23	
	Bi-weekly	5,377.61	5,646.49	5,915.37	6,184.25	6,453.13	6,722.01	6,990.89	7,259.77	7,528.65	7,797.53	8,066.41	
	Hourly	67.220108	70.581114	73.942119	77.303124	80.664130	84.025135	87.386140	90.747146	94.108151	97.469158	100.830163	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
71	Annual	145,410.54	152,681.07	159,951.59	167,222.12	174,492.65	181,763.17	189,033.70	196,304.23	203,574.75	210,845.28	218,115.81	4.8936
	Monthly	12,117.55	12,723.42	13,329.30	13,935.18	14,541.05	15,146.93	15,752.81	16,358.69	16,964.56	17,570.44	18,176.32	
	Bi-weekly	5,592.71	5,872.35	6,151.98	6,431.62	6,711.26	6,990.89	7,270.53	7,550.16	7,829.80	8,109.43	8,389.07	
	Hourly	69.908913	73.404358	76.899804	80.395249	83.890695	87.386140	90.881587	94.377032	97.872478	101.367924	104.863369	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
73	Annual	151,226.96	158,788.31	166,349.66	173,911.01	181,472.35	189,033.70	196,595.05	204,156.40	211,717.74	219,279.09	226,840.44	5.0893
	Monthly	12,602.25	13,232.36	13,862.47	14,492.58	15,122.70	15,752.81	16,382.92	17,013.03	17,643.15	18,273.26	18,903.37	
	Bi-weekly	5,816.42	6,107.24	6,398.06	6,688.88	6,979.71	7,270.53	7,561.35	7,852.17	8,142.99	8,433.81	8,724.63	
	Hourly	72.705269	76.340533	79.975796	83.611060	87.246323	90.881587	94.516850	98.152113	101.787377	105.422640	109.057904	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
75	Annual	157,276.04	165,139.84	173,003.64	180,867.44	188,731.25	196,595.05	204,458.85	212,322.65	220,186.45	228,050.26	235,914.06	5.2929
	Monthly	13,106.34	13,761.65	14,416.97	15,072.29	15,727.60	16,382.92	17,038.24	17,693.55	18,348.87	19,004.19	19,659.51	
	Bi-weekly	6,049.08	6,351.53	6,653.99	6,956.44	7,258.89	7,561.35	7,863.80	8,166.26	8,468.71	8,771.16	9,073.62	
	Hourly	75.613480	79.394154	83.174828	86.955502	90.736176	94.516850	98.297524	102.078197	105.858872	109.639546	113.420220	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
77	Annual	163,567.08	171,745.43	179,923.79	188,102.14	196,280.50	204,458.85	212,637.20	220,815.56	228,993.91	237,172.26	245,350.62	5.5046
	Monthly	13,630.59	14,312.12	14,993.65	15,675.18	16,356.71	17,038.24	17,719.77	18,401.30	19,082.83	19,764.36	20,445.89	
	Bi-weekly	6,291.04	6,605.59	6,920.15	7,234.70	7,549.25	7,863.80	8,178.35	8,492.91	8,807.46	9,122.01	9,436.56	
	Hourly	78.638019	82.569920	86.501821	90.433722	94.365623	98.297524	102.229425	106.161325	110.093227	114.025127	117.957029	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
79	Annual	170,109.76	178,615.25	187,120.74	195,626.23	204,131.72	212,637.20	221,142.69	229,648.18	238,153.67	246,659.16	255,164.65	5.7248
	Monthly	14,175.81	14,884.60	15,593.40	16,302.19	17,010.98	17,719.77	18,428.56	19,137.35	19,846.14	20,554.93	21,263.72	
	Bi-weekly	6,542.68	6,869.82	7,196.95	7,524.09	7,851.22	8,178.35	8,505.49	8,832.62	9,159.76	9,486.89	9,814.02	
	Hourly	81.783540	85.872717	89.961894	94.051071	98.140248	102.229425	106.318602	110.407779	114.496956	118.586133	122.675310	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
81	Annual	176,914.16	185,759.86	194,605.57	203,451.28	212,296.99	221,142.69	229,988.40	238,834.11	247,679.82	256,525.52	265,371.23	5.9538
	Monthly	14,742.85	15,479.99	16,217.13	16,954.27	17,691.42	18,428.56	19,165.70	19,902.84	20,639.99	21,377.13	22,114.27	
	Bi-weekly	6,804.39	7,144.61	7,484.83	7,825.05	8,165.27	8,505.49	8,845.71	9,185.93	9,526.15	9,866.37	10,206.59	
	Hourly	85.054882	89.307626	93.560369	97.813114	102.065858	106.318602	110.571346	114.824090	119.076834	123.329578	127.582322	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
83	Annual	183,990.72	193,190.26	202,389.79	211,589.33	220,788.86	229,988.40	239,187.94	248,387.47	257,587.01	266,786.55	275,986.08	6.1919
	Monthly	15,332.56	16,099.19	16,865.82	17,632.44	18,399.07	19,165.70	19,932.33	20,698.96	21,465.58	22,232.21	22,998.84	
	Bi-weekly	7,076.57	7,430.39	7,784.22	8,138.05	8,491.88	8,845.71	9,199.54	9,553.36	9,907.19	10,261.02	10,614.85	
	Hourly	88.457077	92.879931	97.302785	101.725639	106.148492	110.571346	114.994200	119.417054	123.839908	128.262762	132.685615	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
85	Annual	191,350.35	200,917.86	210,485.38	220,052.90	229,620.42	239,187.94	248,755.45	258,322.97	267,890.49	277,458.01	287,025.52	6.4396
	Monthly	15,945.86	16,743.16	17,540.45	18,337.74	19,135.04	19,932.33	20,729.62	21,526.91	22,324.21	23,121.50	23,918.79	
	Bi-weekly	7,359.63	7,727.61	8,095.59	8,463.57	8,831.55	9,199.54	9,567.52	9,935.50	10,303.48	10,671.46	11,039.44	
	Hourly	91.995359	96.595127	101.194896	105.794664	110.394432	114.994200	119.593967	124.193735	128.793504	133.393272	137.993040	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
87	Annual	199,004.36	208,954.58	218,904.80	228,855.02	238,805.24	248,755.45	258,705.67	268,655.89	278,606.11	288,556.33	298,506.54	6.6972
	Monthly	16,583.70	17,412.88	18,242.07	19,071.25	19,900.44	20,729.62	21,558.81	22,387.99	23,217.18	24,046.36	24,875.55	
	Bi-weekly	7,654.01	8,036.71	8,419.42	8,802.12	9,184.82	9,567.52	9,950.22	10,332.92	10,715.62	11,098.32	11,481.02	
	Hourly	95.675175	100.458933	105.242691	110.026450	114.810209	119.593967	124.377726	129.161485	133.945244	138.729003	143.512761	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
89	Annual	206,964.54	217,312.76	227,660.99	238,009.22	248,357.44	258,705.67	269,053.90	279,402.12	289,750.35	300,098.58	310,446.81	6.9651
	Monthly	17,247.05	18,109.40	18,971.75	19,834.10	20,696.45	21,558.81	22,421.16	23,283.51	24,145.86	25,008.22	25,870.57	
	Bi-weekly	7,960.17	8,358.18	8,756.19	9,154.20	9,552.21	9,950.22	10,348.23	10,746.24	11,144.24	11,542.25	11,940.26	
	Hourly	99.502181	104.477290	109.452399	114.427508	119.402617	124.377726	129.352835	134.327944	139.303053	144.278163	149.253272	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Assistant County Attorneys

Service Requirements for Salary Step Advancement for

Salary Plan 121A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
121A	1	2	6	1,040
121A	2	3	6	1,040
121A	3	4	12	2,080
121A	4	5	12	2,080
121A	5	6	12	2,080
121A	6	7	24	4,160
121A	7	8	24	4,160
121A	8	9	24	4,160
121A	9	10	24	4,160
121A	10	11	36	6,240
121A	11		MAX	

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	79,792.67	83,913.56	88,034.45	92,155.34	96,276.22	100,397.11	104,518.00	108,638.89	112,759.78	116,880.66	121,001.55	2.6853
	Monthly	6,649.39	6,992.80	7,336.20	7,679.61	8,023.02	8,366.43	8,709.83	9,053.24	9,396.65	9,740.06	10,083.46	
	Bi-weekly	3,068.95	3,227.44	3,385.94	3,544.44	3,702.93	3,861.43	4,019.92	4,178.42	4,336.91	4,495.41	4,653.91	
	Hourly	38.361861	40.343058	42.324253	44.305450	46.286646	48.267842	50.249038	52.230235	54.211431	56.192627	58.173823	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	95,621.87	100,567.46	105,513.06	110,458.65	115,404.25	120,349.84	125,295.44	130,241.03	135,186.63	140,132.22	145,077.82	3.2180
	Monthly	7,968.49	8,380.62	8,792.76	9,204.89	9,617.02	10,029.15	10,441.29	10,853.42	11,265.55	11,677.69	12,089.82	
	Bi-weekly	3,677.76	3,867.98	4,058.19	4,248.41	4,438.62	4,628.84	4,819.06	5,009.27	5,199.49	5,389.70	5,579.92	
	Hourly	45.972051	48.349741	50.727431	53.105120	55.482810	57.860500	60.238190	62.615881	64.993570	67.371260	69.748950	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	108,757.72	114,882.83	121,007.93	127,133.04	133,258.14	139,383.25	145,508.36	151,633.46	157,758.56	163,883.68	170,008.78	3.6601
	Monthly	9,063.14	9,573.57	10,083.99	10,594.42	11,104.85	11,615.27	12,125.70	12,636.12	13,146.55	13,656.97	14,167.40	
	Bi-weekly	4,182.99	4,418.57	4,654.15	4,889.73	5,125.31	5,360.89	5,596.48	5,832.06	6,067.64	6,303.22	6,538.80	
	Hourly	52.287365	55.232128	58.176890	61.121652	64.066415	67.011178	69.955942	72.900701	75.845461	78.790231	81.734991	

Assistant County Attorneys (Unrepresented / Confidential Positions)

Service Requirements for Salary Step Advancement for

Salary Plan 121C

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
121C	1	2	6	1,040
121C	2	3	6	1,040
121C	3	4	12	2,080
121C	4	5	12	2,080
121C	5	6	12	2,080
121C	6	7	24	4,160
121C	7	8	24	4,160
121C	8	9	24	4,160
121C	9	10	24	4,160
121C	10	11	36	6,240
121C	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

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 As Of Date: 01/04/2025
 Salary Plan: 121C-UNR/Attys/Confidential

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	108,757.72	114,882.83	121,007.93	127,133.04	133,258.14	139,383.25	145,508.36	151,633.46	157,758.56	163,883.68	170,008.78	3.6601
	Monthly	9,063.14	9,573.57	10,083.99	10,594.42	11,104.85	11,615.27	12,125.70	12,636.12	13,146.55	13,656.97	14,167.40	
	Bi-weekly	4,182.99	4,418.57	4,654.15	4,889.73	5,125.31	5,360.89	5,596.48	5,832.06	6,067.64	6,303.22	6,538.80	
	Hourly	52.287365	55.232128	58.176890	61.121652	64.066415	67.011178	69.955942	72.900701	75.845461	78.790231	81.734991	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 General County – Maintenance-Mechanical (Pre-2002)

Service Requirements for Salary Step Advancement for

Salary Plan 122E

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
122E	1	2	6	1,040
122E	2	3	6	1,040
122E	3	4	12	2,080
122E	4	5	12	2,080
122E	5	6	12	2,080
122E	6	7	12	2,080
122E	7	8	48	8,320
122E	8	9	48	8,320
122E	9	10	48	8,320
122E	10	11	48	8,320
122E	11		MAX	

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04	Annual	53,885.22	55,764.94	57,677.63	59,623.31	61,503.02	63,349.76	64,635.88	66,812.39	68,642.64	70,472.89	72,303.14	1.8134
	Monthly	4,490.44	4,647.08	4,806.47	4,968.61	5,125.25	5,279.15	5,386.32	5,567.70	5,720.22	5,872.74	6,025.26	
	Bi-weekly	2,072.51	2,144.81	2,218.37	2,293.20	2,365.50	2,436.53	2,486.00	2,569.71	2,640.10	2,710.50	2,780.89	
	Hourly	25.906357	26.810066	27.729628	28.665051	29.568759	30.456614	31.074940	32.121342	33.001270	33.881197	34.761125	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
06	Annual	59,689.26	61,766.84	63,844.42	65,954.99	68,032.56	70,077.16	71,495.20	73,869.58	75,877.67	77,885.77	79,893.86	2.0087
	Monthly	4,974.11	5,147.24	5,320.37	5,496.25	5,669.38	5,839.76	5,957.93	6,155.80	6,323.14	6,490.48	6,657.82	
	Bi-weekly	2,295.74	2,375.65	2,455.55	2,536.73	2,616.64	2,695.28	2,749.82	2,841.14	2,918.37	2,995.61	3,072.84	
	Hourly	28.696758	29.695595	30.694434	31.709128	32.707963	33.690944	34.372693	35.514221	36.479651	37.445080	38.410511	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Maintenance-Mechanical (2002)

Service Requirements for Salary Step Advancement for

Salary Plan 122J

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
122J	1	2	6	1,040
122J	2	3	6	1,040
122J	3	4	12	2,080
122J	4	5	12	2,080
122J	5	6	12	2,080
122J	6	7	12	2,080
122J	7	8	48	8,320
122J	8	9	48	8,320
122J	9	10	48	8,320
122J	10	11	48	8,320

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	48,246.07	49,993.88	51,708.70	53,423.54	55,171.34	55,998.92	56,820.22	57,941.45	59,910.40	61,298.70	62,687.01	1.6236
	Monthly	4,020.51	4,166.16	4,309.06	4,451.96	4,597.61	4,666.58	4,735.02	4,828.45	4,992.53	5,108.23	5,223.92	
	Bi-weekly	1,855.62	1,922.84	1,988.80	2,054.75	2,121.97	2,153.80	2,185.39	2,228.52	2,304.25	2,357.64	2,411.04	
	Hourly	23.195228	24.035517	24.859953	25.684394	26.524684	26.922556	27.317411	27.856467	28.803076	29.470530	30.137985	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	54,280.95	56,193.64	58,073.36	59,986.05	61,931.72	62,860.70	63,778.47	65,031.61	67,203.84	68,745.34	70,286.85	1.8267
	Monthly	4,523.41	4,682.80	4,839.45	4,998.84	5,160.98	5,238.39	5,314.87	5,419.30	5,600.32	5,728.78	5,857.24	
	Bi-weekly	2,087.73	2,161.29	2,233.59	2,307.16	2,381.99	2,417.72	2,453.02	2,501.22	2,584.76	2,644.05	2,703.34	
	Hourly	26.096610	27.016174	27.919885	28.839448	29.774867	30.221492	30.662724	31.265197	32.309536	33.050645	33.791754	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 – General Unit

Service Requirements for Salary Step Advancement for

Salary Plan 122M

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
122M	1	2	6	1,040
122M	2	3	6	1,040
122M	3	4	12	2,080
122M	4	5	12	2,080
122M	5	6	12	2,080
122M	6	7	12	2,080
122M	7	8	48	8,320
122M	8	9	48	8,320
122M	9	10	48	8,320
122M	10	11	48	8,320
122M	11		MAX	

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	37,601.31	39,293.36	40,985.42	42,677.48	44,369.54	46,061.60	47,753.66	49,445.72	51,137.78	52,829.84	54,521.89	1.2654
	Monthly	3,133.44	3,274.45	3,415.45	3,556.46	3,697.46	3,838.47	3,979.47	4,120.48	4,261.48	4,402.49	4,543.49	
	Bi-weekly	1,446.20	1,511.28	1,576.36	1,641.44	1,706.52	1,771.60	1,836.68	1,901.76	1,966.84	2,031.92	2,097.00	
	Hourly	18.077551	18.891040	19.704530	20.518020	21.331510	22.145000	22.958490	23.771980	24.585470	25.398960	26.212449	
03	Annual	39,105.36	40,865.10	42,624.84	44,384.58	46,144.32	47,904.06	49,663.81	51,423.55	53,183.29	54,943.03	56,702.77	1.3160
	Monthly	3,258.78	3,405.43	3,552.07	3,698.72	3,845.36	3,992.01	4,138.65	4,285.30	4,431.94	4,578.59	4,725.23	
	Bi-weekly	1,504.05	1,571.73	1,639.42	1,707.10	1,774.78	1,842.46	1,910.15	1,977.83	2,045.51	2,113.19	2,180.88	
	Hourly	18.800653	19.646682	20.492712	21.338741	22.184770	23.030800	23.876830	24.722859	25.568888	26.414918	27.260947	
05	Annual	39,856.18	41,848.99	43,841.80	45,834.61	47,827.42	49,820.23	51,813.04	53,805.85	55,798.65	57,791.46	59,784.27	1.3413
	Monthly	3,321.35	3,487.42	3,653.48	3,819.55	3,985.62	4,151.69	4,317.75	4,483.82	4,649.89	4,815.96	4,982.02	
	Bi-weekly	1,532.93	1,609.58	1,686.22	1,762.87	1,839.52	1,916.16	1,992.81	2,069.46	2,146.10	2,222.75	2,299.40	
	Hourly	19.161626	20.119707	21.077788	22.035869	22.993951	23.952032	24.910113	25.868195	26.826276	27.784357	28.742438	
07	Annual	41,450.43	43,522.95	45,595.47	47,667.99	49,740.52	51,813.04	53,885.56	55,958.08	58,030.60	60,103.12	62,175.64	1.3949
	Monthly	3,454.20	3,626.91	3,799.62	3,972.33	4,145.04	4,317.75	4,490.46	4,663.17	4,835.88	5,008.59	5,181.30	
	Bi-weekly	1,594.25	1,673.96	1,753.67	1,833.38	1,913.10	1,992.81	2,072.52	2,152.23	2,231.95	2,311.66	2,391.37	
	Hourly	19.928091	20.924495	21.920900	22.917304	23.913709	24.910113	25.906518	26.902922	27.899327	28.895731	29.892136	
09	Annual	43,108.45	45,263.87	47,419.29	49,574.71	51,730.14	53,885.56	56,040.98	58,196.40	60,351.82	62,507.25	64,662.67	1.4507
	Monthly	3,592.37	3,771.99	3,951.61	4,131.23	4,310.85	4,490.46	4,670.08	4,849.70	5,029.32	5,208.94	5,388.56	
	Bi-weekly	1,658.02	1,740.92	1,823.82	1,906.72	1,989.62	2,072.52	2,155.42	2,238.32	2,321.22	2,404.12	2,487.03	
	Hourly	20.725214	21.761475	22.797736	23.833996	24.870257	25.906518	26.942778	27.979039	29.015300	30.051560	31.087822	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	44,832.78	47,074.42	49,316.06	51,557.70	53,799.34	56,040.98	58,282.62	60,524.26	62,765.90	65,007.54	67,249.18	1.5087
	Monthly	3,736.07	3,922.87	4,109.67	4,296.48	4,483.28	4,670.08	4,856.89	5,043.69	5,230.49	5,417.30	5,604.10	
	Bi-weekly	1,724.34	1,810.55	1,896.77	1,982.99	2,069.21	2,155.42	2,241.64	2,327.86	2,414.07	2,500.29	2,586.51	
	Hourly	21.554223	22.631934	23.709645	24.787356	25.865067	26.942778	28.020490	29.098200	30.175912	31.253623	32.331334	
13	Annual	46,626.10	48,957.40	51,288.70	53,620.01	55,951.32	58,282.62	60,613.92	62,945.23	65,276.53	67,607.84	69,939.14	1.5691
	Monthly	3,885.51	4,079.78	4,274.06	4,468.33	4,662.61	4,856.89	5,051.16	5,245.44	5,439.71	5,633.99	5,828.26	
	Bi-weekly	1,793.31	1,882.98	1,972.64	2,062.31	2,151.97	2,241.64	2,331.30	2,420.97	2,510.64	2,600.30	2,689.97	
	Hourly	22.416392	23.537211	24.658031	25.778850	26.899671	28.020490	29.141309	30.262129	31.382948	32.503768	33.624588	
15	Annual	48,491.14	50,915.70	53,340.25	55,764.81	58,189.37	60,613.92	63,038.48	65,463.04	67,887.59	70,312.15	72,736.71	1.6319
	Monthly	4,040.93	4,242.98	4,445.02	4,647.07	4,849.11	5,051.16	5,253.21	5,455.25	5,657.30	5,859.35	6,061.39	
	Bi-weekly	1,865.04	1,958.30	2,051.55	2,144.80	2,238.05	2,331.30	2,424.56	2,517.81	2,611.06	2,704.31	2,797.57	
	Hourly	23.313048	24.478700	25.644352	26.810005	27.975657	29.141309	30.306962	31.472614	32.638266	33.803919	34.969571	
17	Annual	50,430.79	52,952.32	55,473.86	57,995.40	60,516.94	63,038.48	65,560.02	68,081.56	70,603.10	73,124.64	75,646.18	1.6971
	Monthly	4,202.57	4,412.69	4,622.82	4,832.95	5,043.08	5,253.21	5,463.34	5,673.46	5,883.59	6,093.72	6,303.85	
	Bi-weekly	1,939.65	2,036.63	2,133.61	2,230.59	2,327.57	2,424.56	2,521.54	2,618.52	2,715.50	2,812.49	2,909.47	
	Hourly	24.245570	25.457848	26.670126	27.882405	29.094683	30.306962	31.519240	32.731518	33.943797	35.156075	36.368354	
19	Annual	52,448.02	55,070.42	57,692.82	60,315.22	62,937.62	65,560.02	68,182.42	70,804.82	73,427.22	76,049.62	78,672.02	1.7650
	Monthly	4,370.67	4,589.20	4,807.74	5,026.27	5,244.80	5,463.34	5,681.87	5,900.40	6,118.94	6,337.47	6,556.00	
	Bi-weekly	2,017.23	2,118.09	2,218.95	2,319.82	2,420.68	2,521.54	2,622.40	2,723.26	2,824.12	2,924.99	3,025.85	
	Hourly	25.215392	26.476161	27.736931	28.997701	30.258471	31.519240	32.780010	34.040779	35.301548	36.562319	37.823088	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	54,545.94	57,273.23	60,000.53	62,727.83	65,455.12	68,182.42	70,909.72	73,637.01	76,364.31	79,091.61	81,818.91	1.8356
	Monthly	4,545.50	4,772.77	5,000.04	5,227.32	5,454.59	5,681.87	5,909.14	6,136.42	6,363.69	6,590.97	6,818.24	
	Bi-weekly	2,097.92	2,202.82	2,307.71	2,412.61	2,517.50	2,622.40	2,727.30	2,832.19	2,937.09	3,041.98	3,146.88	
	Hourly	26.224008	27.535208	28.846409	30.157609	31.468809	32.780010	34.091210	35.402410	36.713610	38.024811	39.336012	
23	Annual	56,727.77	59,564.16	62,400.55	65,236.94	68,073.33	70,909.72	73,746.11	76,582.50	79,418.88	82,255.27	85,091.66	1.9091
	Monthly	4,727.31	4,963.68	5,200.05	5,436.41	5,672.78	5,909.14	6,145.51	6,381.88	6,618.24	6,854.61	7,090.97	
	Bi-weekly	2,181.84	2,290.93	2,400.02	2,509.11	2,618.20	2,727.30	2,836.39	2,945.48	3,054.57	3,163.66	3,272.76	
	Hourly	27.272968	28.636616	30.000265	31.363913	32.727562	34.091210	35.454859	36.818507	38.182156	39.545804	40.909452	
25	Annual	58,996.89	61,946.73	64,896.57	67,846.42	70,796.26	73,746.11	76,695.95	79,645.79	82,595.64	85,545.48	88,495.33	1.9854
	Monthly	4,916.41	5,162.23	5,408.05	5,653.87	5,899.69	6,145.51	6,391.33	6,637.15	6,882.97	7,128.79	7,374.61	
	Bi-weekly	2,269.11	2,382.57	2,496.02	2,609.48	2,722.93	2,836.39	2,949.84	3,063.30	3,176.76	3,290.21	3,403.67	
	Hourly	28.363887	29.782081	31.200276	32.618470	34.036664	35.454859	36.873052	38.291247	39.709442	41.127636	42.545830	
27	Annual	61,356.76	64,424.60	67,492.44	70,560.28	73,628.11	76,695.95	79,763.79	82,831.63	85,899.46	88,967.30	92,035.14	2.0648
	Monthly	5,113.06	5,368.72	5,624.37	5,880.02	6,135.68	6,391.33	6,646.98	6,902.64	7,158.29	7,413.94	7,669.60	
	Bi-weekly	2,359.88	2,477.87	2,595.86	2,713.86	2,831.85	2,949.84	3,067.84	3,185.83	3,303.83	3,421.82	3,539.81	
	Hourly	29.498442	30.973365	32.448287	33.923209	35.398131	36.873052	38.347975	39.822897	41.297819	42.772741	44.247663	
29	Annual	63,811.03	67,001.58	70,192.13	73,382.69	76,573.24	79,763.79	82,954.34	86,144.89	89,335.44	92,525.99	95,716.55	2.1474
	Monthly	5,317.59	5,583.47	5,849.34	6,115.22	6,381.10	6,646.98	6,912.86	7,178.74	7,444.62	7,710.50	7,976.38	
	Bi-weekly	2,454.27	2,576.98	2,699.70	2,822.41	2,945.12	3,067.84	3,190.55	3,313.27	3,435.98	3,558.69	3,681.41	
	Hourly	30.678380	32.212299	33.746218	35.280137	36.814056	38.347975	39.881894	41.415813	42.949732	44.483651	46.017570	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 – General Unit

Service Requirements for Salary Step Advancement for

Salary Plan 122N

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
122N	1	2	6	1,040
122N	2	3	6	1,040
122N	3	4	12	2,080
122N	4	5	12	2,080
122N	5	6	12	2,080
122N	6	7	12	2,080
122N	7	8	48	8,320
122N	8	9	48	8,320
122N	9	10	48	8,320
122N	10	11	48	8,320
122N	11		MAX	

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	37,601.31	39,293.36	40,985.42	42,677.48	44,369.54	46,061.60	47,753.66	49,445.72	51,137.78	52,829.84	54,521.89	1.2654
	Monthly	3,133.44	3,274.45	3,415.45	3,556.46	3,697.46	3,838.47	3,979.47	4,120.48	4,261.48	4,402.49	4,543.49	
	Bi-weekly	1,446.20	1,511.28	1,576.36	1,641.44	1,706.52	1,771.60	1,836.68	1,901.76	1,966.84	2,031.92	2,097.00	
	Hourly	18.077551	18.891040	19.704530	20.518020	21.331510	22.145000	22.958490	23.771980	24.585470	25.398960	26.212449	
03	Annual	39,105.36	40,865.10	42,624.84	44,384.58	46,144.32	47,904.06	49,663.81	51,423.55	53,183.29	54,943.03	56,702.77	1.3160
	Monthly	3,258.78	3,405.43	3,552.07	3,698.72	3,845.36	3,992.01	4,138.65	4,285.30	4,431.94	4,578.59	4,725.23	
	Bi-weekly	1,504.05	1,571.73	1,639.42	1,707.10	1,774.78	1,842.46	1,910.15	1,977.83	2,045.51	2,113.19	2,180.88	
	Hourly	18.800653	19.646682	20.492712	21.338741	22.184770	23.030800	23.876830	24.722859	25.568888	26.414918	27.260947	
05	Annual	39,856.18	41,848.99	43,841.80	45,834.61	47,827.42	49,820.23	51,813.04	53,805.85	55,798.65	57,791.46	59,784.27	1.3413
	Monthly	3,321.35	3,487.42	3,653.48	3,819.55	3,985.62	4,151.69	4,317.75	4,483.82	4,649.89	4,815.96	4,982.02	
	Bi-weekly	1,532.93	1,609.58	1,686.22	1,762.87	1,839.52	1,916.16	1,992.81	2,069.46	2,146.10	2,222.75	2,299.40	
	Hourly	19.161626	20.119707	21.077788	22.035869	22.993951	23.952032	24.910113	25.868195	26.826276	27.784357	28.742438	
07	Annual	41,450.43	43,522.95	45,595.47	47,667.99	49,740.52	51,813.04	53,885.56	55,958.08	58,030.60	60,103.12	62,175.64	1.3949
	Monthly	3,454.20	3,626.91	3,799.62	3,972.33	4,145.04	4,317.75	4,490.46	4,663.17	4,835.88	5,008.59	5,181.30	
	Bi-weekly	1,594.25	1,673.96	1,753.67	1,833.38	1,913.10	1,992.81	2,072.52	2,152.23	2,231.95	2,311.66	2,391.37	
	Hourly	19.928091	20.924495	21.920900	22.917304	23.913709	24.910113	25.906518	26.902922	27.899327	28.895731	29.892136	
09	Annual	43,108.45	45,263.87	47,419.29	49,574.71	51,730.14	53,885.56	56,040.98	58,196.40	60,351.82	62,507.25	64,662.67	1.4507
	Monthly	3,592.37	3,771.99	3,951.61	4,131.23	4,310.85	4,490.46	4,670.08	4,849.70	5,029.32	5,208.94	5,388.56	
	Bi-weekly	1,658.02	1,740.92	1,823.82	1,906.72	1,989.62	2,072.52	2,155.42	2,238.32	2,321.22	2,404.12	2,487.03	
	Hourly	20.725214	21.761475	22.797736	23.833996	24.870257	25.906518	26.942778	27.979039	29.015300	30.051560	31.087822	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	44,832.78	47,074.42	49,316.06	51,557.70	53,799.34	56,040.98	58,282.62	60,524.26	62,765.90	65,007.54	67,249.18	1.5087
	Monthly	3,736.07	3,922.87	4,109.67	4,296.48	4,483.28	4,670.08	4,856.89	5,043.69	5,230.49	5,417.30	5,604.10	
	Bi-weekly	1,724.34	1,810.55	1,896.77	1,982.99	2,069.21	2,155.42	2,241.64	2,327.86	2,414.07	2,500.29	2,586.51	
	Hourly	21.554223	22.631934	23.709645	24.787356	25.865067	26.942778	28.020490	29.098200	30.175912	31.253623	32.331334	
13	Annual	46,626.10	48,957.40	51,288.70	53,620.01	55,951.32	58,282.62	60,613.92	62,945.23	65,276.53	67,607.84	69,939.14	1.5691
	Monthly	3,885.51	4,079.78	4,274.06	4,468.33	4,662.61	4,856.89	5,051.16	5,245.44	5,439.71	5,633.99	5,828.26	
	Bi-weekly	1,793.31	1,882.98	1,972.64	2,062.31	2,151.97	2,241.64	2,331.30	2,420.97	2,510.64	2,600.30	2,689.97	
	Hourly	22.416392	23.537211	24.658031	25.778850	26.899671	28.020490	29.141309	30.262129	31.382948	32.503768	33.624588	
15	Annual	48,491.14	50,915.70	53,340.25	55,764.81	58,189.37	60,613.92	63,038.48	65,463.04	67,887.59	70,312.15	72,736.71	1.6319
	Monthly	4,040.93	4,242.98	4,445.02	4,647.07	4,849.11	5,051.16	5,253.21	5,455.25	5,657.30	5,859.35	6,061.39	
	Bi-weekly	1,865.04	1,958.30	2,051.55	2,144.80	2,238.05	2,331.30	2,424.56	2,517.81	2,611.06	2,704.31	2,797.57	
	Hourly	23.313048	24.478700	25.644352	26.810005	27.975657	29.141309	30.306962	31.472614	32.638266	33.803919	34.969571	
17	Annual	50,430.79	52,952.32	55,473.86	57,995.40	60,516.94	63,038.48	65,560.02	68,081.56	70,603.10	73,124.64	75,646.18	1.6971
	Monthly	4,202.57	4,412.69	4,622.82	4,832.95	5,043.08	5,253.21	5,463.34	5,673.46	5,883.59	6,093.72	6,303.85	
	Bi-weekly	1,939.65	2,036.63	2,133.61	2,230.59	2,327.57	2,424.56	2,521.54	2,618.52	2,715.50	2,812.49	2,909.47	
	Hourly	24.245570	25.457848	26.670126	27.882405	29.094683	30.306962	31.519240	32.731518	33.943797	35.156075	36.368354	
19	Annual	52,448.02	55,070.42	57,692.82	60,315.22	62,937.62	65,560.02	68,182.42	70,804.82	73,427.22	76,049.62	78,672.02	1.7650
	Monthly	4,370.67	4,589.20	4,807.74	5,026.27	5,244.80	5,463.34	5,681.87	5,900.40	6,118.94	6,337.47	6,556.00	
	Bi-weekly	2,017.23	2,118.09	2,218.95	2,319.82	2,420.68	2,521.54	2,622.40	2,723.26	2,824.12	2,924.99	3,025.85	
	Hourly	25.215392	26.476161	27.736931	28.997701	30.258471	31.519240	32.780010	34.040779	35.301548	36.562319	37.823088	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	54,545.94	57,273.23	60,000.53	62,727.83	65,455.12	68,182.42	70,909.72	73,637.01	76,364.31	79,091.61	81,818.91	1.8356
	Monthly	4,545.50	4,772.77	5,000.04	5,227.32	5,454.59	5,681.87	5,909.14	6,136.42	6,363.69	6,590.97	6,818.24	
	Bi-weekly	2,097.92	2,202.82	2,307.71	2,412.61	2,517.50	2,622.40	2,727.30	2,832.19	2,937.09	3,041.98	3,146.88	
	Hourly	26.224008	27.535208	28.846409	30.157609	31.468809	32.780010	34.091210	35.402410	36.713610	38.024811	39.336012	
23	Annual	56,727.77	59,564.16	62,400.55	65,236.94	68,073.33	70,909.72	73,746.11	76,582.50	79,418.88	82,255.27	85,091.66	1.9091
	Monthly	4,727.31	4,963.68	5,200.05	5,436.41	5,672.78	5,909.14	6,145.51	6,381.88	6,618.24	6,854.61	7,090.97	
	Bi-weekly	2,181.84	2,290.93	2,400.02	2,509.11	2,618.20	2,727.30	2,836.39	2,945.48	3,054.57	3,163.66	3,272.76	
	Hourly	27.272968	28.636616	30.000265	31.363913	32.727562	34.091210	35.454859	36.818507	38.182156	39.545804	40.909452	
25	Annual	58,996.89	61,946.73	64,896.57	67,846.42	70,796.26	73,746.11	76,695.95	79,645.79	82,595.64	85,545.48	88,495.33	1.9854
	Monthly	4,916.41	5,162.23	5,408.05	5,653.87	5,899.69	6,145.51	6,391.33	6,637.15	6,882.97	7,128.79	7,374.61	
	Bi-weekly	2,269.11	2,382.57	2,496.02	2,609.48	2,722.93	2,836.39	2,949.84	3,063.30	3,176.76	3,290.21	3,403.67	
	Hourly	28.363887	29.782081	31.200276	32.618470	34.036664	35.454859	36.873052	38.291247	39.709442	41.127636	42.545830	
27	Annual	61,356.76	64,424.60	67,492.44	70,560.28	73,628.11	76,695.95	79,763.79	82,831.63	85,899.46	88,967.30	92,035.14	2.0648
	Monthly	5,113.06	5,368.72	5,624.37	5,880.02	6,135.68	6,391.33	6,646.98	6,902.64	7,158.29	7,413.94	7,669.60	
	Bi-weekly	2,359.88	2,477.87	2,595.86	2,713.86	2,831.85	2,949.84	3,067.84	3,185.83	3,303.83	3,421.82	3,539.81	
	Hourly	29.498442	30.973365	32.448287	33.923209	35.398131	36.873052	38.347975	39.822897	41.297819	42.772741	44.247663	
29	Annual	63,811.03	67,001.58	70,192.13	73,382.69	76,573.24	79,763.79	82,954.34	86,144.89	89,335.44	92,525.99	95,716.55	2.1474
	Monthly	5,317.59	5,583.47	5,849.34	6,115.22	6,381.10	6,646.98	6,912.86	7,178.74	7,444.62	7,710.50	7,976.38	
	Bi-weekly	2,454.27	2,576.98	2,699.70	2,822.41	2,945.12	3,067.84	3,190.55	3,313.27	3,435.98	3,558.69	3,681.41	
	Hourly	30.678380	32.212299	33.746218	35.280137	36.814056	38.347975	39.881894	41.415813	42.949732	44.483651	46.017570	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	66,363.47	69,681.65	72,999.82	76,317.99	79,636.17	82,954.34	86,272.51	89,590.69	92,908.86	96,227.03	99,545.21	2.2333
	Monthly	5,530.29	5,806.80	6,083.32	6,359.83	6,636.35	6,912.86	7,189.38	7,465.89	7,742.41	8,018.92	8,295.43	
	Bi-weekly	2,552.44	2,680.06	2,807.69	2,935.31	3,062.93	3,190.55	3,318.17	3,445.80	3,573.42	3,701.04	3,828.66	
	Hourly	31.905515	33.500791	35.096067	36.691343	38.286618	39.881894	41.477170	43.072445	44.667722	46.262997	47.858272	
33	Annual	69,018.01	72,468.91	75,919.81	79,370.71	82,821.61	86,272.51	89,723.42	93,174.32	96,625.21	100,076.12	103,527.01	2.3227
	Monthly	5,751.50	6,039.08	6,326.65	6,614.23	6,901.80	7,189.38	7,476.95	7,764.53	8,052.10	8,339.68	8,627.25	
	Bi-weekly	2,654.54	2,787.27	2,919.99	3,052.72	3,185.45	3,318.17	3,450.90	3,583.63	3,716.35	3,849.08	3,981.81	
	Hourly	33.181735	34.840822	36.499909	38.158996	39.818083	41.477170	43.136257	44.795344	46.454430	48.113517	49.772603	
35	Annual	71,778.73	75,367.67	78,956.60	82,545.54	86,134.48	89,723.42	93,312.35	96,901.29	100,490.22	104,079.16	107,668.10	2.4156
	Monthly	5,981.56	6,280.64	6,579.72	6,878.80	7,177.87	7,476.95	7,776.03	8,075.11	8,374.19	8,673.26	8,972.34	
	Bi-weekly	2,760.72	2,898.76	3,036.79	3,174.83	3,312.86	3,450.90	3,588.94	3,726.97	3,865.01	4,003.04	4,141.08	
	Hourly	34.509006	36.234455	37.959905	39.685356	41.410806	43.136257	44.861707	46.587158	48.312607	50.038057	51.763508	
37	Annual	74,649.88	78,382.37	82,114.87	85,847.36	89,579.86	93,312.35	97,044.84	100,777.34	104,509.83	108,242.33	111,974.82	2.5122
	Monthly	6,220.82	6,531.86	6,842.91	7,153.95	7,464.99	7,776.03	8,087.07	8,398.11	8,709.15	9,020.19	9,331.24	
	Bi-weekly	2,871.15	3,014.71	3,158.26	3,301.82	3,445.38	3,588.94	3,732.49	3,876.05	4,019.61	4,163.17	4,306.72	
	Hourly	35.889365	37.683833	39.478301	41.272771	43.067239	44.861707	46.656175	48.450643	50.245112	52.039580	53.834048	
39	Annual	77,635.88	81,517.67	85,399.46	89,281.26	93,163.05	97,044.84	100,926.64	104,808.43	108,690.23	112,572.02	116,453.81	2.6127
	Monthly	6,469.66	6,793.14	7,116.62	7,440.11	7,763.59	8,087.07	8,410.55	8,734.04	9,057.52	9,381.00	9,704.48	
	Bi-weekly	2,986.00	3,135.29	3,284.59	3,433.89	3,583.19	3,732.49	3,881.79	4,031.09	4,180.39	4,329.69	4,478.99	
	Hourly	37.324940	39.191187	41.057434	42.923681	44.789928	46.656175	48.522422	50.388669	52.254916	54.121163	55.987410	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	80,741.31	84,778.38	88,815.44	92,852.51	96,889.57	100,926.64	104,963.70	109,000.77	113,037.83	117,074.90	121,111.96	2.7172
	Monthly	6,728.44	7,064.87	7,401.29	7,737.71	8,074.13	8,410.55	8,746.98	9,083.40	9,419.82	9,756.24	10,092.66	
	Bi-weekly	3,105.44	3,260.71	3,415.98	3,571.25	3,726.52	3,881.79	4,037.07	4,192.34	4,347.61	4,502.88	4,658.15	
	Hourly	38.817938	40.758835	42.699732	44.640628	46.581525	48.522422	50.463318	52.404215	54.345112	56.286009	58.226906	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
43	Annual	83,970.96	88,169.51	92,368.06	96,566.61	100,765.16	104,963.70	109,162.25	113,360.80	117,559.35	121,757.90	125,956.44	2.8259
	Monthly	6,997.58	7,347.46	7,697.34	8,047.22	8,397.10	8,746.98	9,096.85	9,446.73	9,796.61	10,146.49	10,496.37	
	Bi-weekly	3,229.65	3,391.14	3,552.62	3,714.10	3,875.58	4,037.07	4,198.55	4,360.03	4,521.51	4,683.00	4,844.48	
	Hourly	40.370655	42.389188	44.407721	46.426253	48.444786	50.463318	52.481852	54.500385	56.518917	58.537450	60.555982	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
45	Annual	87,329.80	91,696.29	96,062.78	100,429.27	104,795.76	109,162.25	113,528.74	117,895.23	122,261.72	126,628.21	130,994.70	2.9389
	Monthly	7,277.48	7,641.36	8,005.23	8,369.11	8,732.98	9,096.85	9,460.73	9,824.60	10,188.48	10,552.35	10,916.23	
	Bi-weekly	3,358.84	3,526.78	3,694.72	3,862.66	4,030.61	4,198.55	4,366.49	4,534.43	4,702.37	4,870.32	5,038.26	
	Hourly	41.985481	44.084755	46.184030	48.283304	50.382578	52.481852	54.581126	56.680399	58.779673	60.878948	62.978222	

American Federation of State, County and Municipal Employees (AFSCME) Local 1935/Parks & Recreation/Maintenance Mechanical Salary Plan

Service Requirements for Salary Step Advancement For

Salary Plan 123H

The Service Requirements for Salary Step Advancement for Employees on this Salary Plan are as follows:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
123H	1	2	6	1,040
123H	2	3	6	1,040
123H	3	4	12	2,080
123H	4	5	12	2,080
123H	5	6	12	2,080
123H	6	7	12	2,080
123H	7	8	24	4,160
123H	8	9	24	4,160
123H	9	10	24	4,160
123H	10	11	24	4,160
123H	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	55,814.40	57,061.28	58,308.16	59,555.03	60,801.91	62,048.79	63,295.68	64,542.55	65,789.43	67,036.31	68,283.20	1.8783
	Monthly	4,651.20	4,755.11	4,859.01	4,962.92	5,066.83	5,170.73	5,274.64	5,378.55	5,482.45	5,586.36	5,690.27	
	Bi-weekly	2,146.71	2,194.66	2,242.62	2,290.58	2,338.54	2,386.49	2,434.45	2,482.41	2,530.36	2,578.32	2,626.28	
	Hourly	26.833845	27.433306	28.032767	28.632228	29.231689	29.831151	30.430613	31.030074	31.629535	32.228996	32.828459	

American Federation of State, County & Municipal Employees (AFSCME) Local 1935 – Parks and Recreation (Seasonal)

Service Requirements for Salary Step Advancement for

Salary Plan 123S

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
123S	1	2	6	1,040
123S	2	3	6	1,040
123S	3	4	12	2,080
123S	4	5	12	2,080
123S	5	6	12	2,080
123S	6	7	12	2,080
123S	7	8	24	4,160
123S	8	9	24	4,160
123S	9	10	24	4,160
123S	10	11	24	4,160
123S	11		MAX	

Salary progression on this plan *is not subject* to years of service (longevity increases).

PeopleSoft
 COMPENSATION MANUAL

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	37,601.31	39,293.36	40,985.42	42,677.48	44,369.54	46,061.60	47,753.66	49,445.72	51,137.78	52,829.84	54,521.89	1.2654
	Monthly	3,133.44	3,274.45	3,415.45	3,556.46	3,697.46	3,838.47	3,979.47	4,120.48	4,261.48	4,402.49	4,543.49	
	Bi-weekly	1,446.20	1,511.28	1,576.36	1,641.44	1,706.52	1,771.60	1,836.68	1,901.76	1,966.84	2,031.92	2,097.00	
	Hourly	18.077551	18.891040	19.704530	20.518020	21.331510	22.145000	22.958490	23.771980	24.585470	25.398960	26.212449	

American Federation of State, County & Municipal Employees (AFSCME) Local 1935 – Parks and Recreation

Service Requirements for Salary Step Advancement for

Salary Plan 123Z

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
123Z	1	2	6	1,040
123Z	2	3	6	1,040
123Z	3	4	12	2,080
123Z	4	5	12	2,080
123Z	5	6	12	2,080
123Z	6	7	12	2,080
123Z	7	8	24	4,160
123Z	8	9	24	4,160
123Z	9	10	24	4,160
123Z	10	11	24	4,160
123Z	11		MAX	

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	55,814.40	57,061.28	58,308.16	59,555.03	60,801.91	62,048.79	63,295.68	64,542.55	65,789.43	67,036.31	68,283.20	1.8783
	Monthly	4,651.20	4,755.11	4,859.01	4,962.92	5,066.83	5,170.73	5,274.64	5,378.55	5,482.45	5,586.36	5,690.27	
	Bi-weekly	2,146.71	2,194.66	2,242.62	2,290.58	2,338.54	2,386.49	2,434.45	2,482.41	2,530.36	2,578.32	2,626.28	
	Hourly	26.833845	27.433306	28.032767	28.632228	29.231689	29.831151	30.430613	31.030074	31.629535	32.228996	32.828459	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	65,083.72	66,528.15	67,972.58	69,417.02	70,861.45	72,305.89	73,750.32	75,194.75	76,639.19	78,083.62	79,528.06	2.1903
	Monthly	5,423.64	5,544.01	5,664.38	5,784.75	5,905.12	6,025.49	6,145.86	6,266.23	6,386.60	6,506.97	6,627.34	
	Bi-weekly	2,503.22	2,558.78	2,614.33	2,669.89	2,725.44	2,781.00	2,836.55	2,892.11	2,947.66	3,003.22	3,058.77	
	Hourly	31.290248	31.984688	32.679127	33.373567	34.068006	34.762445	35.456885	36.151324	36.845764	37.540203	38.234642	

Technical Employees Association (TEA) – Public Works

Service Requirements for Salary Step Advancement for

Salary Plan 125A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
125A	1	2	6	1,040
125A	2	3	6	1,040
125A	3	4	12	2,080
125A	4	5	12	2,080
125A	5	6	12	2,080
125A	6	7	12	4,160
125A	7	8	24	4,160
125A	8	9	24	4,160
125A	9	10	24	4,160
125A	10	11	24	4,160
125A	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	47,430.20	49,849.14	52,268.08	54,687.02	57,105.96	59,524.90	61,943.84	64,362.78	66,781.72	69,200.66	71,619.60	1.5962
	Monthly	3,952.52	4,154.10	4,355.67	4,557.25	4,758.83	4,960.41	5,161.99	5,363.57	5,565.14	5,766.72	5,968.30	
	Bi-weekly	1,824.24	1,917.27	2,010.31	2,103.35	2,196.38	2,289.42	2,382.46	2,475.49	2,568.53	2,661.56	2,754.60	
	Hourly	22.802979	23.965932	25.128883	26.291836	27.454787	28.617739	29.780691	30.943643	32.106596	33.269547	34.432499	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	54,926.32	57,727.56	60,528.81	63,330.05	66,131.29	68,932.53	71,733.78	74,535.02	77,336.26	80,137.50	82,938.75	1.8484
	Monthly	4,577.19	4,810.63	5,044.07	5,277.50	5,510.94	5,744.38	5,977.82	6,211.25	6,444.69	6,678.13	6,911.56	
	Bi-weekly	2,112.55	2,220.29	2,328.03	2,435.77	2,543.51	2,651.25	2,758.99	2,866.73	2,974.47	3,082.21	3,189.95	
	Hourly	26.406886	27.753636	29.100388	30.447139	31.793891	33.140641	34.487392	35.834144	37.180895	38.527646	39.874397	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	61,756.62	64,906.20	68,055.79	71,205.38	74,354.97	77,504.55	80,654.14	83,803.73	86,953.32	90,102.90	93,252.49	2.0783
	Monthly	5,146.39	5,408.85	5,671.32	5,933.78	6,196.25	6,458.71	6,721.18	6,983.64	7,246.11	7,508.58	7,771.04	
	Bi-weekly	2,375.25	2,496.39	2,617.53	2,738.67	2,859.81	2,980.94	3,102.08	3,223.22	3,344.36	3,465.50	3,586.63	
	Hourly	29.690681	31.204906	32.719130	34.233355	35.747580	37.261805	38.776030	40.290255	41.804479	43.318704	44.832928	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07	Annual	69,309.78	72,844.58	76,379.38	79,914.18	83,448.98	86,983.78	90,518.57	94,053.37	97,588.17	101,122.97	104,657.77	2.3325
	Monthly	5,775.82	6,070.38	6,364.95	6,659.52	6,954.08	7,248.65	7,543.22	7,837.78	8,132.35	8,426.91	8,721.48	
	Bi-weekly	2,665.76	2,801.71	2,937.67	3,073.62	3,209.58	3,345.53	3,481.48	3,617.44	3,753.39	3,889.35	4,025.30	
	Hourly	33.322010	35.021433	36.720855	38.420277	40.119700	41.819123	43.518545	45.217967	46.917390	48.616813	50.316235	

International Union of Operating Engineers (IUOE) Local 49 – Maintenance-Mechanical

Service Requirements for Salary Step Advancement for

Salary Plan 126

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
126	1	2	6	1,040
126	2	3	6	1,040
126	3	4	12	2,080
126	4	5	12	2,080
126	5	6	12	2,080
126	6	7	12	2,080
126	7	8	24	4,160
126	8	9	24	4,160
126	9	10	24	4,160
126	10	11	24	4,160
126	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	55,505.69	57,170.86	58,836.03	60,501.20	62,166.37	63,831.54	65,496.72	67,161.89	68,827.06	70,492.23	72,157.40	1.8679
	Monthly	4,625.47	4,764.24	4,903.00	5,041.77	5,180.53	5,319.30	5,458.06	5,596.82	5,735.59	5,874.35	6,013.12	
	Bi-weekly	2,134.83	2,198.88	2,262.92	2,326.97	2,391.01	2,455.06	2,519.10	2,583.15	2,647.19	2,711.24	2,775.28	
	Hourly	26.685428	27.485991	28.286554	29.087117	29.887680	30.688242	31.488806	32.289368	33.089931	33.890494	34.691057	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	61,189.47	63,025.16	64,860.84	66,696.53	68,532.21	70,367.90	72,203.58	74,039.26	75,874.95	77,710.63	79,546.32	2.0592
	Monthly	5,099.12	5,252.10	5,405.07	5,558.04	5,711.02	5,863.99	6,016.97	6,169.94	6,322.91	6,475.89	6,628.86	
	Bi-weekly	2,353.44	2,424.04	2,494.65	2,565.25	2,635.85	2,706.46	2,777.06	2,847.66	2,918.27	2,988.87	3,059.47	
	Hourly	29.418016	30.300556	31.183098	32.065638	32.948179	33.830719	34.713260	35.595800	36.478340	37.360881	38.243421	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	67,428.31	69,451.16	71,474.01	73,496.86	75,519.71	77,542.56	79,565.41	81,588.26	83,611.11	85,633.96	87,656.81	2.2692
	Monthly	5,619.03	5,787.60	5,956.17	6,124.74	6,293.31	6,461.88	6,630.45	6,799.02	6,967.59	7,136.16	7,304.73	
	Bi-weekly	2,593.40	2,671.20	2,749.00	2,826.80	2,904.60	2,982.41	3,060.21	3,138.01	3,215.81	3,293.61	3,371.42	
	Hourly	32.417458	33.389982	34.362506	35.335029	36.307553	37.280076	38.252600	39.225124	40.197647	41.170171	42.142695	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services/Maintenance Mechanical

Service Requirements for Salary Step Advancement for

Salary Plan 127E

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
127E	1	2	6	1,040
127E	2	3	6	1,040
127E	3	4	12	2,080
127E	4	5	12	2,080
127E	5	6	12	2,080
127E	6	7	12	2,080
127E	7	8	48	8,320
127E	8	9	48	8,320
127E	9	10	48	8,320
127E	10	11	48	8,320
127E	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	44,253.15	45,470.68	46,650.28	47,943.99	49,408.85	50,874.05	52,376.83	53,937.00	56,353.26	57,494.94	58,694.68	1.4892
	Monthly	3,687.76	3,789.22	3,887.52	3,995.33	4,117.40	4,239.50	4,364.74	4,494.75	4,696.11	4,791.25	4,891.22	
	Bi-weekly	1,702.04	1,748.87	1,794.24	1,844.00	1,900.34	1,956.69	2,014.49	2,074.50	2,167.43	2,211.34	2,257.49	
	Hourly	21.275555	21.860905	22.428021	23.049996	23.754256	24.458676	25.181168	25.931248	27.092912	27.641796	28.218596	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	44,424.31	45,813.32	47,107.03	48,571.89	49,998.82	51,692.21	53,290.31	55,002.50	57,494.94	58,655.42	60,044.32	1.4950
	Monthly	3,702.03	3,817.78	3,925.59	4,047.66	4,166.57	4,307.69	4,440.86	4,583.54	4,791.25	4,887.95	5,003.69	
	Bi-weekly	1,708.63	1,762.05	1,811.81	1,868.15	1,923.03	1,988.16	2,049.63	2,115.48	2,211.34	2,255.98	2,309.40	
	Hourly	21.357841	22.025632	22.647610	23.351870	24.037894	24.852026	25.620339	26.443508	27.641796	28.199720	28.867460	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services/Maintenance Mechanical

Service Requirements for Salary Step Advancement for

Salary Plan 127H

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
127H	1	2	6	1,040
127H	2	3	6	1,040
127H	3	4	12	2,080
127H	4	5	12	2,080
127H	5	6	12	2,080
127H	6	7	12	2,080
127H	7	8	48	8,320
127H	8	9	48	8,320
127H	9	10	48	8,320
127H	10	11	48	8,320
127H	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	47,157.81	48,839.66	50,488.54	52,137.41	53,819.26	55,534.09	56,655.33	58,549.18	60,163.90	61,778.62	63,393.34	1.5870
	Monthly	3,929.82	4,069.97	4,207.38	4,344.78	4,484.94	4,627.84	4,721.28	4,879.10	5,013.66	5,148.22	5,282.78	
	Bi-weekly	1,813.76	1,878.45	1,941.87	2,005.29	2,069.97	2,135.93	2,179.05	2,251.89	2,314.00	2,376.10	2,438.21	
	Hourly	22.672025	23.480606	24.273334	25.066064	25.874645	26.699083	27.238140	28.148643	28.924951	29.701259	30.477566	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	54,280.95	54,957.11	58,073.36	59,986.05	61,931.72	63,778.47	65,031.61	67,398.90	69,318.66	71,238.41	73,158.16	1.8267
	Monthly	4,523.41	4,579.76	4,839.45	4,998.84	5,160.98	5,314.87	5,419.30	5,616.58	5,776.56	5,936.53	6,096.51	
	Bi-weekly	2,087.73	2,113.73	2,233.59	2,307.16	2,381.99	2,453.02	2,501.22	2,592.27	2,666.10	2,739.94	2,813.78	
	Hourly	26.096610	26.421686	27.919885	28.839448	29.774867	30.662724	31.265197	32.403319	33.326277	34.249235	35.172193	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services

Service Requirements for Salary Step Advancement for

Salary Plan 127M

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
127M	1	2	6	1,040
127M	2	3	6	1,040
127M	3	4	12	2,080
127M	4	5	12	2,080
127M	5	6	12	2,080
127M	6	7	12	2,080
127M	7	7	48	8,320
127M	8	8	48	8,320
127M	9	9	48	8,320
127M	10	10	48	8,320
127M	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	37,601.31	39,293.36	40,985.42	42,677.48	44,369.54	46,061.60	47,753.66	49,445.72	51,137.78	52,829.84	54,521.89	1.2654
	Monthly	3,133.44	3,274.45	3,415.45	3,556.46	3,697.46	3,838.47	3,979.47	4,120.48	4,261.48	4,402.49	4,543.49	
	Bi-weekly	1,446.20	1,511.28	1,576.36	1,641.44	1,706.52	1,771.60	1,836.68	1,901.76	1,966.84	2,031.92	2,097.00	
	Hourly	18.077551	18.891040	19.704530	20.518020	21.331510	22.145000	22.958490	23.771980	24.585470	25.398960	26.212449	
03	Annual	39,105.36	40,865.10	42,624.84	44,384.58	46,144.32	47,904.06	49,663.81	51,423.55	53,183.29	54,943.03	56,702.77	1.3160
	Monthly	3,258.78	3,405.43	3,552.07	3,698.72	3,845.36	3,992.01	4,138.65	4,285.30	4,431.94	4,578.59	4,725.23	
	Bi-weekly	1,504.05	1,571.73	1,639.42	1,707.10	1,774.78	1,842.46	1,910.15	1,977.83	2,045.51	2,113.19	2,180.88	
	Hourly	18.800653	19.646682	20.492712	21.338741	22.184770	23.030800	23.876830	24.722859	25.568888	26.414918	27.260947	
05	Annual	39,856.18	41,848.99	43,841.80	45,834.61	47,827.42	49,820.23	51,813.04	53,805.85	55,798.65	57,791.46	59,784.27	1.3413
	Monthly	3,321.35	3,487.42	3,653.48	3,819.55	3,985.62	4,151.69	4,317.75	4,483.82	4,649.89	4,815.96	4,982.02	
	Bi-weekly	1,532.93	1,609.58	1,686.22	1,762.87	1,839.52	1,916.16	1,992.81	2,069.46	2,146.10	2,222.75	2,299.40	
	Hourly	19.161626	20.119707	21.077788	22.035869	22.993951	23.952032	24.910113	25.868195	26.826276	27.784357	28.742438	
07	Annual	41,450.43	43,522.95	45,595.47	47,667.99	49,740.52	51,813.04	53,885.56	55,958.08	58,030.60	60,103.12	62,175.64	1.3949
	Monthly	3,454.20	3,626.91	3,799.62	3,972.33	4,145.04	4,317.75	4,490.46	4,663.17	4,835.88	5,008.59	5,181.30	
	Bi-weekly	1,594.25	1,673.96	1,753.67	1,833.38	1,913.10	1,992.81	2,072.52	2,152.23	2,231.95	2,311.66	2,391.37	
	Hourly	19.928091	20.924495	21.920900	22.917304	23.913709	24.910113	25.906518	26.902922	27.899327	28.895731	29.892136	
09	Annual	43,108.45	45,263.87	47,419.29	49,574.71	51,730.14	53,885.56	56,040.98	58,196.40	60,351.82	62,507.25	64,662.67	1.4507
	Monthly	3,592.37	3,771.99	3,951.61	4,131.23	4,310.85	4,490.46	4,670.08	4,849.70	5,029.32	5,208.94	5,388.56	
	Bi-weekly	1,658.02	1,740.92	1,823.82	1,906.72	1,989.62	2,072.52	2,155.42	2,238.32	2,321.22	2,404.12	2,487.03	
	Hourly	20.725214	21.761475	22.797736	23.833996	24.870257	25.906518	26.942778	27.979039	29.015300	30.051560	31.087822	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	44,832.78	47,074.42	49,316.06	51,557.70	53,799.34	56,040.98	58,282.62	60,524.26	62,765.90	65,007.54	67,249.18	1.5087
	Monthly	3,736.07	3,922.87	4,109.67	4,296.48	4,483.28	4,670.08	4,856.89	5,043.69	5,230.49	5,417.30	5,604.10	
	Bi-weekly	1,724.34	1,810.55	1,896.77	1,982.99	2,069.21	2,155.42	2,241.64	2,327.86	2,414.07	2,500.29	2,586.51	
	Hourly	21.554223	22.631934	23.709645	24.787356	25.865067	26.942778	28.020490	29.098200	30.175912	31.253623	32.331334	
13	Annual	46,626.10	48,957.40	51,288.70	53,620.01	55,951.32	58,282.62	60,613.92	62,945.23	65,276.53	67,607.84	69,939.14	1.5691
	Monthly	3,885.51	4,079.78	4,274.06	4,468.33	4,662.61	4,856.89	5,051.16	5,245.44	5,439.71	5,633.99	5,828.26	
	Bi-weekly	1,793.31	1,882.98	1,972.64	2,062.31	2,151.97	2,241.64	2,331.30	2,420.97	2,510.64	2,600.30	2,689.97	
	Hourly	22.416392	23.537211	24.658031	25.778850	26.899671	28.020490	29.141309	30.262129	31.382948	32.503768	33.624588	
15	Annual	48,491.14	50,915.70	53,340.25	55,764.81	58,189.37	60,613.92	63,038.48	65,463.04	67,887.59	70,312.15	72,736.71	1.6319
	Monthly	4,040.93	4,242.98	4,445.02	4,647.07	4,849.11	5,051.16	5,253.21	5,455.25	5,657.30	5,859.35	6,061.39	
	Bi-weekly	1,865.04	1,958.30	2,051.55	2,144.80	2,238.05	2,331.30	2,424.56	2,517.81	2,611.06	2,704.31	2,797.57	
	Hourly	23.313048	24.478700	25.644352	26.810005	27.975657	29.141309	30.306962	31.472614	32.638266	33.803919	34.969571	
17	Annual	50,430.79	52,952.32	55,473.86	57,995.40	60,516.94	63,038.48	65,560.02	68,081.56	70,603.10	73,124.64	75,646.18	1.6971
	Monthly	4,202.57	4,412.69	4,622.82	4,832.95	5,043.08	5,253.21	5,463.34	5,673.46	5,883.59	6,093.72	6,303.85	
	Bi-weekly	1,939.65	2,036.63	2,133.61	2,230.59	2,327.57	2,424.56	2,521.54	2,618.52	2,715.50	2,812.49	2,909.47	
	Hourly	24.245570	25.457848	26.670126	27.882405	29.094683	30.306962	31.519240	32.731518	33.943797	35.156075	36.368354	
19	Annual	52,448.02	55,070.42	57,692.82	60,315.22	62,937.62	65,560.02	68,182.42	70,804.82	73,427.22	76,049.62	78,672.02	1.7650
	Monthly	4,370.67	4,589.20	4,807.74	5,026.27	5,244.80	5,463.34	5,681.87	5,900.40	6,118.94	6,337.47	6,556.00	
	Bi-weekly	2,017.23	2,118.09	2,218.95	2,319.82	2,420.68	2,521.54	2,622.40	2,723.26	2,824.12	2,924.99	3,025.85	
	Hourly	25.215392	26.476161	27.736931	28.997701	30.258471	31.519240	32.780010	34.040779	35.301548	36.562319	37.823088	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	54,545.94	57,273.23	60,000.53	62,727.83	65,455.12	68,182.42	70,909.72	73,637.01	76,364.31	79,091.61	81,818.91	1.8356
	Monthly	4,545.50	4,772.77	5,000.04	5,227.32	5,454.59	5,681.87	5,909.14	6,136.42	6,363.69	6,590.97	6,818.24	
	Bi-weekly	2,097.92	2,202.82	2,307.71	2,412.61	2,517.50	2,622.40	2,727.30	2,832.19	2,937.09	3,041.98	3,146.88	
	Hourly	26.224008	27.535208	28.846409	30.157609	31.468809	32.780010	34.091210	35.402410	36.713610	38.024811	39.336012	
23	Annual	56,727.77	59,564.16	62,400.55	65,236.94	68,073.33	70,909.72	73,746.11	76,582.50	79,418.88	82,255.27	85,091.66	1.9091
	Monthly	4,727.31	4,963.68	5,200.05	5,436.41	5,672.78	5,909.14	6,145.51	6,381.88	6,618.24	6,854.61	7,090.97	
	Bi-weekly	2,181.84	2,290.93	2,400.02	2,509.11	2,618.20	2,727.30	2,836.39	2,945.48	3,054.57	3,163.66	3,272.76	
	Hourly	27.272968	28.636616	30.000265	31.363913	32.727562	34.091210	35.454859	36.818507	38.182156	39.545804	40.909452	
25	Annual	58,996.89	61,946.73	64,896.57	67,846.42	70,796.26	73,746.11	76,695.95	79,645.79	82,595.64	85,545.48	88,495.33	1.9854
	Monthly	4,916.41	5,162.23	5,408.05	5,653.87	5,899.69	6,145.51	6,391.33	6,637.15	6,882.97	7,128.79	7,374.61	
	Bi-weekly	2,269.11	2,382.57	2,496.02	2,609.48	2,722.93	2,836.39	2,949.84	3,063.30	3,176.76	3,290.21	3,403.67	
	Hourly	28.363887	29.782081	31.200276	32.618470	34.036664	35.454859	36.873052	38.291247	39.709442	41.127636	42.545830	
27	Annual	61,356.76	64,424.60	67,492.44	70,560.28	73,628.11	76,695.95	79,763.79	82,831.63	85,899.46	88,967.30	92,035.14	2.0648
	Monthly	5,113.06	5,368.72	5,624.37	5,880.02	6,135.68	6,391.33	6,646.98	6,902.64	7,158.29	7,413.94	7,669.60	
	Bi-weekly	2,359.88	2,477.87	2,595.86	2,713.86	2,831.85	2,949.84	3,067.84	3,185.83	3,303.83	3,421.82	3,539.81	
	Hourly	29.498442	30.973365	32.448287	33.923209	35.398131	36.873052	38.347975	39.822897	41.297819	42.772741	44.247663	
29	Annual	63,811.03	67,001.58	70,192.13	73,382.69	76,573.24	79,763.79	82,954.34	86,144.89	89,335.44	92,525.99	95,716.55	2.1474
	Monthly	5,317.59	5,583.47	5,849.34	6,115.22	6,381.10	6,646.98	6,912.86	7,178.74	7,444.62	7,710.50	7,976.38	
	Bi-weekly	2,454.27	2,576.98	2,699.70	2,822.41	2,945.12	3,067.84	3,190.55	3,313.27	3,435.98	3,558.69	3,681.41	
	Hourly	30.678380	32.212299	33.746218	35.280137	36.814056	38.347975	39.881894	41.415813	42.949732	44.483651	46.017570	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 – Community Human Services

Service Requirements for Salary Step Advancement for

Salary Plan 127N

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
127N	1	2	6	1,040
127N	2	3	6	1,040
127N	3	4	12	2,080
127N	4	5	12	2,080
127N	5	6	12	2,080
127N	6	7	12	2,080
127N	7	7	48	8,320
127N	8	8	48	8,320
127N	9	9	48	8,320
127N	10	10	48	8,320
127N	11		MAX	

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	37,601.31	39,293.36	40,985.42	42,677.48	44,369.54	46,061.60	47,753.66	49,445.72	51,137.78	52,829.84	54,521.89	1.2654
	Monthly	3,133.44	3,274.45	3,415.45	3,556.46	3,697.46	3,838.47	3,979.47	4,120.48	4,261.48	4,402.49	4,543.49	
	Bi-weekly	1,446.20	1,511.28	1,576.36	1,641.44	1,706.52	1,771.60	1,836.68	1,901.76	1,966.84	2,031.92	2,097.00	
	Hourly	18.077551	18.891040	19.704530	20.518020	21.331510	22.145000	22.958490	23.771980	24.585470	25.398960	26.212449	
03	Annual	39,105.36	40,865.10	42,624.84	44,384.58	46,144.32	47,904.06	49,663.81	51,423.55	53,183.29	54,943.03	56,702.77	1.3160
	Monthly	3,258.78	3,405.43	3,552.07	3,698.72	3,845.36	3,992.01	4,138.65	4,285.30	4,431.94	4,578.59	4,725.23	
	Bi-weekly	1,504.05	1,571.73	1,639.42	1,707.10	1,774.78	1,842.46	1,910.15	1,977.83	2,045.51	2,113.19	2,180.88	
	Hourly	18.800653	19.646682	20.492712	21.338741	22.184770	23.030800	23.876830	24.722859	25.568888	26.414918	27.260947	
05	Annual	39,856.18	41,848.99	43,841.80	45,834.61	47,827.42	49,820.23	51,813.04	53,805.85	55,798.65	57,791.46	59,784.27	1.3413
	Monthly	3,321.35	3,487.42	3,653.48	3,819.55	3,985.62	4,151.69	4,317.75	4,483.82	4,649.89	4,815.96	4,982.02	
	Bi-weekly	1,532.93	1,609.58	1,686.22	1,762.87	1,839.52	1,916.16	1,992.81	2,069.46	2,146.10	2,222.75	2,299.40	
	Hourly	19.161626	20.119707	21.077788	22.035869	22.993951	23.952032	24.910113	25.868195	26.826276	27.784357	28.742438	
07	Annual	41,450.43	43,522.95	45,595.47	47,667.99	49,740.52	51,813.04	53,885.56	55,958.08	58,030.60	60,103.12	62,175.64	1.3949
	Monthly	3,454.20	3,626.91	3,799.62	3,972.33	4,145.04	4,317.75	4,490.46	4,663.17	4,835.88	5,008.59	5,181.30	
	Bi-weekly	1,594.25	1,673.96	1,753.67	1,833.38	1,913.10	1,992.81	2,072.52	2,152.23	2,231.95	2,311.66	2,391.37	
	Hourly	19.928091	20.924495	21.920900	22.917304	23.913709	24.910113	25.906518	26.902922	27.899327	28.895731	29.892136	
09	Annual	43,108.45	45,263.87	47,419.29	49,574.71	51,730.14	53,885.56	56,040.98	58,196.40	60,351.82	62,507.25	64,662.67	1.4507
	Monthly	3,592.37	3,771.99	3,951.61	4,131.23	4,310.85	4,490.46	4,670.08	4,849.70	5,029.32	5,208.94	5,388.56	
	Bi-weekly	1,658.02	1,740.92	1,823.82	1,906.72	1,989.62	2,072.52	2,155.42	2,238.32	2,321.22	2,404.12	2,487.03	
	Hourly	20.725214	21.761475	22.797736	23.833996	24.870257	25.906518	26.942778	27.979039	29.015300	30.051560	31.087822	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	44,832.78	47,074.42	49,316.06	51,557.70	53,799.34	56,040.98	58,282.62	60,524.26	62,765.90	65,007.54	67,249.18	1.5087
	Monthly	3,736.07	3,922.87	4,109.67	4,296.48	4,483.28	4,670.08	4,856.89	5,043.69	5,230.49	5,417.30	5,604.10	
	Bi-weekly	1,724.34	1,810.55	1,896.77	1,982.99	2,069.21	2,155.42	2,241.64	2,327.86	2,414.07	2,500.29	2,586.51	
	Hourly	21.554223	22.631934	23.709645	24.787356	25.865067	26.942778	28.020490	29.098200	30.175912	31.253623	32.331334	
13	Annual	46,626.10	48,957.40	51,288.70	53,620.01	55,951.32	58,282.62	60,613.92	62,945.23	65,276.53	67,607.84	69,939.14	1.5691
	Monthly	3,885.51	4,079.78	4,274.06	4,468.33	4,662.61	4,856.89	5,051.16	5,245.44	5,439.71	5,633.99	5,828.26	
	Bi-weekly	1,793.31	1,882.98	1,972.64	2,062.31	2,151.97	2,241.64	2,331.30	2,420.97	2,510.64	2,600.30	2,689.97	
	Hourly	22.416392	23.537211	24.658031	25.778850	26.899671	28.020490	29.141309	30.262129	31.382948	32.503768	33.624588	
15	Annual	48,491.14	50,915.70	53,340.25	55,764.81	58,189.37	60,613.92	63,038.48	65,463.04	67,887.59	70,312.15	72,736.71	1.6319
	Monthly	4,040.93	4,242.98	4,445.02	4,647.07	4,849.11	5,051.16	5,253.21	5,455.25	5,657.30	5,859.35	6,061.39	
	Bi-weekly	1,865.04	1,958.30	2,051.55	2,144.80	2,238.05	2,331.30	2,424.56	2,517.81	2,611.06	2,704.31	2,797.57	
	Hourly	23.313048	24.478700	25.644352	26.810005	27.975657	29.141309	30.306962	31.472614	32.638266	33.803919	34.969571	
17	Annual	50,430.79	52,952.32	55,473.86	57,995.40	60,516.94	63,038.48	65,560.02	68,081.56	70,603.10	73,124.64	75,646.18	1.6971
	Monthly	4,202.57	4,412.69	4,622.82	4,832.95	5,043.08	5,253.21	5,463.34	5,673.46	5,883.59	6,093.72	6,303.85	
	Bi-weekly	1,939.65	2,036.63	2,133.61	2,230.59	2,327.57	2,424.56	2,521.54	2,618.52	2,715.50	2,812.49	2,909.47	
	Hourly	24.245570	25.457848	26.670126	27.882405	29.094683	30.306962	31.519240	32.731518	33.943797	35.156075	36.368354	
19	Annual	52,448.02	55,070.42	57,692.82	60,315.22	62,937.62	65,560.02	68,182.42	70,804.82	73,427.22	76,049.62	78,672.02	1.7650
	Monthly	4,370.67	4,589.20	4,807.74	5,026.27	5,244.80	5,463.34	5,681.87	5,900.40	6,118.94	6,337.47	6,556.00	
	Bi-weekly	2,017.23	2,118.09	2,218.95	2,319.82	2,420.68	2,521.54	2,622.40	2,723.26	2,824.12	2,924.99	3,025.85	
	Hourly	25.215392	26.476161	27.736931	28.997701	30.258471	31.519240	32.780010	34.040779	35.301548	36.562319	37.823088	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	54,545.94	57,273.23	60,000.53	62,727.83	65,455.12	68,182.42	70,909.72	73,637.01	76,364.31	79,091.61	81,818.91	1.8356
	Monthly	4,545.50	4,772.77	5,000.04	5,227.32	5,454.59	5,681.87	5,909.14	6,136.42	6,363.69	6,590.97	6,818.24	
	Bi-weekly	2,097.92	2,202.82	2,307.71	2,412.61	2,517.50	2,622.40	2,727.30	2,832.19	2,937.09	3,041.98	3,146.88	
	Hourly	26.224008	27.535208	28.846409	30.157609	31.468809	32.780010	34.091210	35.402410	36.713610	38.024811	39.336012	
23	Annual	56,727.77	59,564.16	62,400.55	65,236.94	68,073.33	70,909.72	73,746.11	76,582.50	79,418.88	82,255.27	85,091.66	1.9091
	Monthly	4,727.31	4,963.68	5,200.05	5,436.41	5,672.78	5,909.14	6,145.51	6,381.88	6,618.24	6,854.61	7,090.97	
	Bi-weekly	2,181.84	2,290.93	2,400.02	2,509.11	2,618.20	2,727.30	2,836.39	2,945.48	3,054.57	3,163.66	3,272.76	
	Hourly	27.272968	28.636616	30.000265	31.363913	32.727562	34.091210	35.454859	36.818507	38.182156	39.545804	40.909452	
25	Annual	58,996.89	61,946.73	64,896.57	67,846.42	70,796.26	73,746.11	76,695.95	79,645.79	82,595.64	85,545.48	88,495.33	1.9854
	Monthly	4,916.41	5,162.23	5,408.05	5,653.87	5,899.69	6,145.51	6,391.33	6,637.15	6,882.97	7,128.79	7,374.61	
	Bi-weekly	2,269.11	2,382.57	2,496.02	2,609.48	2,722.93	2,836.39	2,949.84	3,063.30	3,176.76	3,290.21	3,403.67	
	Hourly	28.363887	29.782081	31.200276	32.618470	34.036664	35.454859	36.873052	38.291247	39.709442	41.127636	42.545830	
27	Annual	61,356.76	64,424.60	67,492.44	70,560.28	73,628.11	76,695.95	79,763.79	82,831.63	85,899.46	88,967.30	92,035.14	2.0648
	Monthly	5,113.06	5,368.72	5,624.37	5,880.02	6,135.68	6,391.33	6,646.98	6,902.64	7,158.29	7,413.94	7,669.60	
	Bi-weekly	2,359.88	2,477.87	2,595.86	2,713.86	2,831.85	2,949.84	3,067.84	3,185.83	3,303.83	3,421.82	3,539.81	
	Hourly	29.498442	30.973365	32.448287	33.923209	35.398131	36.873052	38.347975	39.822897	41.297819	42.772741	44.247663	
29	Annual	63,811.03	67,001.58	70,192.13	73,382.69	76,573.24	79,763.79	82,954.34	86,144.89	89,335.44	92,525.99	95,716.55	2.1474
	Monthly	5,317.59	5,583.47	5,849.34	6,115.22	6,381.10	6,646.98	6,912.86	7,178.74	7,444.62	7,710.50	7,976.38	
	Bi-weekly	2,454.27	2,576.98	2,699.70	2,822.41	2,945.12	3,067.84	3,190.55	3,313.27	3,435.98	3,558.69	3,681.41	
	Hourly	30.678380	32.212299	33.746218	35.280137	36.814056	38.347975	39.881894	41.415813	42.949732	44.483651	46.017570	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
31	Annual	66,363.47	69,681.65	72,999.82	76,317.99	79,636.17	82,954.34	86,272.51	89,590.69	92,908.86	96,227.03	99,545.21	2.2333
	Monthly	5,530.29	5,806.80	6,083.32	6,359.83	6,636.35	6,912.86	7,189.38	7,465.89	7,742.41	8,018.92	8,295.43	
	Bi-weekly	2,552.44	2,680.06	2,807.69	2,935.31	3,062.93	3,190.55	3,318.17	3,445.80	3,573.42	3,701.04	3,828.66	
	Hourly	31.905515	33.500791	35.096067	36.691343	38.286618	39.881894	41.477170	43.072445	44.667722	46.262997	47.858272	
33	Annual	69,018.01	72,468.91	75,919.81	79,370.71	82,821.61	86,272.51	89,723.42	93,174.32	96,625.21	100,076.12	103,527.01	2.3227
	Monthly	5,751.50	6,039.08	6,326.65	6,614.23	6,901.80	7,189.38	7,476.95	7,764.53	8,052.10	8,339.68	8,627.25	
	Bi-weekly	2,654.54	2,787.27	2,919.99	3,052.72	3,185.45	3,318.17	3,450.90	3,583.63	3,716.35	3,849.08	3,981.81	
	Hourly	33.181735	34.840822	36.499909	38.158996	39.818083	41.477170	43.136257	44.795344	46.454430	48.113517	49.772603	
35	Annual	71,778.73	75,367.67	78,956.60	82,545.54	86,134.48	89,723.42	93,312.35	96,901.29	100,490.22	104,079.16	107,668.10	2.4156
	Monthly	5,981.56	6,280.64	6,579.72	6,878.80	7,177.87	7,476.95	7,776.03	8,075.11	8,374.19	8,673.26	8,972.34	
	Bi-weekly	2,760.72	2,898.76	3,036.79	3,174.83	3,312.86	3,450.90	3,588.94	3,726.97	3,865.01	4,003.04	4,141.08	
	Hourly	34.509006	36.234455	37.959905	39.685356	41.410806	43.136257	44.861707	46.587158	48.312607	50.038057	51.763508	
37	Annual	74,649.88	78,382.37	82,114.87	85,847.36	89,579.86	93,312.35	97,044.84	100,777.34	104,509.83	108,242.33	111,974.82	2.5122
	Monthly	6,220.82	6,531.86	6,842.91	7,153.95	7,464.99	7,776.03	8,087.07	8,398.11	8,709.15	9,020.19	9,331.24	
	Bi-weekly	2,871.15	3,014.71	3,158.26	3,301.82	3,445.38	3,588.94	3,732.49	3,876.05	4,019.61	4,163.17	4,306.72	
	Hourly	35.889365	37.683833	39.478301	41.272771	43.067239	44.861707	46.656175	48.450643	50.245112	52.039580	53.834048	
39	Annual	77,635.88	81,517.67	85,399.46	89,281.26	93,163.05	97,044.84	100,926.64	104,808.43	108,690.23	112,572.02	116,453.81	2.6127
	Monthly	6,469.66	6,793.14	7,116.62	7,440.11	7,763.59	8,087.07	8,410.55	8,734.04	9,057.52	9,381.00	9,704.48	
	Bi-weekly	2,986.00	3,135.29	3,284.59	3,433.89	3,583.19	3,732.49	3,881.79	4,031.09	4,180.39	4,329.69	4,478.99	
	Hourly	37.324940	39.191187	41.057434	42.923681	44.789928	46.656175	48.522422	50.388669	52.254916	54.121163	55.987410	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
41	Annual	80,741.31	84,778.38	88,815.44	92,852.51	96,889.57	100,926.64	104,963.70	109,000.77	113,037.83	117,074.90	121,111.96	2.7172
	Monthly	6,728.44	7,064.87	7,401.29	7,737.71	8,074.13	8,410.55	8,746.98	9,083.40	9,419.82	9,756.24	10,092.66	
	Bi-weekly	3,105.44	3,260.71	3,415.98	3,571.25	3,726.52	3,881.79	4,037.07	4,192.34	4,347.61	4,502.88	4,658.15	
	Hourly	38.817938	40.758835	42.699732	44.640628	46.581525	48.522422	50.463318	52.404215	54.345112	56.286009	58.226906	
43	Annual	83,970.96	88,169.51	92,368.06	96,566.61	100,765.16	104,963.70	109,162.25	113,360.80	117,559.35	121,757.90	125,956.44	2.8259
	Monthly	6,997.58	7,347.46	7,697.34	8,047.22	8,397.10	8,746.98	9,096.85	9,446.73	9,796.61	10,146.49	10,496.37	
	Bi-weekly	3,229.65	3,391.14	3,552.62	3,714.10	3,875.58	4,037.07	4,198.55	4,360.03	4,521.51	4,683.00	4,844.48	
	Hourly	40.370655	42.389188	44.407721	46.426253	48.444786	50.463318	52.481852	54.500385	56.518917	58.537450	60.555982	
45	Annual	87,329.80	91,696.29	96,062.78	100,429.27	104,795.76	109,162.25	113,528.74	117,895.23	122,261.72	126,628.21	130,994.70	2.9389
	Monthly	7,277.48	7,641.36	8,005.23	8,369.11	8,732.98	9,096.85	9,460.73	9,824.60	10,188.48	10,552.35	10,916.23	
	Bi-weekly	3,358.84	3,526.78	3,694.72	3,862.66	4,030.61	4,198.55	4,366.49	4,534.43	4,702.37	4,870.32	5,038.26	
	Hourly	41.985481	44.084755	46.184030	48.283304	50.382578	52.481852	54.581126	56.680399	58.779673	60.878948	62.978222	
47	Annual	90,822.99	95,364.14	99,905.29	104,446.44	108,987.59	113,528.74	118,069.89	122,611.04	127,152.19	131,693.34	136,234.49	3.0565
	Monthly	7,568.58	7,947.01	8,325.44	8,703.87	9,082.30	9,460.73	9,839.16	10,217.59	10,596.02	10,974.45	11,352.87	
	Bi-weekly	3,493.19	3,667.85	3,842.51	4,017.17	4,191.83	4,366.49	4,541.15	4,715.81	4,890.47	5,065.13	5,239.79	
	Hourly	43.664900	45.848146	48.031391	50.214635	52.397881	54.581126	56.764371	58.947616	61.130861	63.314106	65.497351	
49	Annual	94,455.91	99,178.71	103,901.50	108,624.30	113,347.10	118,069.89	122,792.69	127,515.48	132,238.28	136,961.07	141,683.87	3.1788
	Monthly	7,871.33	8,264.89	8,658.46	9,052.03	9,445.59	9,839.16	10,232.72	10,626.29	11,019.86	11,413.42	11,806.99	
	Bi-weekly	3,632.92	3,814.57	3,996.21	4,177.86	4,359.50	4,541.15	4,722.80	4,904.44	5,086.09	5,267.73	5,449.38	
	Hourly	45.411497	47.682071	49.952646	52.223221	54.493796	56.764371	59.034945	61.305521	63.576095	65.846670	68.117244	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
51	Annual	98,234.15	103,145.86	108,057.56	112,969.27	117,880.98	122,792.69	127,704.39	132,616.10	137,527.81	142,439.52	147,351.22	3.3059
	Monthly	8,186.18	8,595.49	9,004.80	9,414.11	9,823.42	10,232.72	10,642.03	11,051.34	11,460.65	11,869.96	12,279.27	
	Bi-weekly	3,778.24	3,967.15	4,156.06	4,344.97	4,533.88	4,722.80	4,911.71	5,100.62	5,289.53	5,478.44	5,667.35	
	Hourly	47.227957	49.589354	51.950752	54.312150	56.673548	59.034945	61.396343	63.757742	66.119139	68.480537	70.841934	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
53	Annual	102,163.51	107,271.69	112,379.87	117,488.04	122,596.22	127,704.39	132,812.57	137,920.74	143,028.92	148,137.10	153,245.27	3.4381
	Monthly	8,513.63	8,939.31	9,364.99	9,790.67	10,216.35	10,642.03	11,067.71	11,493.40	11,919.08	12,344.76	12,770.44	
	Bi-weekly	3,929.37	4,125.83	4,322.30	4,518.77	4,715.24	4,911.71	5,108.18	5,304.64	5,501.11	5,697.58	5,894.05	
	Hourly	49.117074	51.572928	54.028782	56.484636	58.940489	61.396343	63.852197	66.308050	68.763904	71.219758	73.675612	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
55	Annual	106,250.06	111,562.56	116,875.06	122,187.56	127,500.07	132,812.57	138,125.07	143,437.58	148,750.08	154,062.58	159,375.08	3.5757
	Monthly	8,854.17	9,296.88	9,739.59	10,182.30	10,625.01	11,067.71	11,510.42	11,953.13	12,395.84	12,838.55	13,281.26	
	Bi-weekly	4,086.54	4,290.87	4,495.19	4,699.52	4,903.85	5,108.18	5,312.50	5,516.83	5,721.16	5,925.48	6,129.81	
	Hourly	51.081758	53.635845	56.189933	58.744021	61.298109	63.852197	66.406285	68.960373	71.514460	74.068548	76.622636	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
57	Annual	110,500.06	116,025.06	121,550.06	127,075.07	132,600.07	138,125.07	143,650.08	149,175.08	154,700.08	160,225.09	165,750.09	3.7187
	Monthly	9,208.34	9,668.76	10,129.17	10,589.59	11,050.01	11,510.42	11,970.84	12,431.26	12,891.67	13,352.09	13,812.51	
	Bi-weekly	4,250.00	4,462.50	4,675.00	4,887.50	5,100.00	5,312.50	5,525.00	5,737.50	5,950.00	6,162.50	6,375.00	
	Hourly	53.125028	55.781279	58.437531	61.093783	63.750034	66.406285	69.062536	71.718788	74.375039	77.031291	79.687542	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
59	Annual	114,920.06	120,666.06	126,412.07	132,158.07	137,904.07	143,650.08	149,396.08	155,142.08	160,888.09	166,634.09	172,380.09	3.8675
	Monthly	9,576.67	10,055.51	10,534.34	11,013.17	11,492.01	11,970.84	12,449.67	12,928.51	13,407.34	13,886.17	14,365.01	
	Bi-weekly	4,420.00	4,641.00	4,862.00	5,083.00	5,304.00	5,525.00	5,746.00	5,967.00	6,188.00	6,409.00	6,630.00	
	Hourly	55.250029	58.012530	60.775032	63.537534	66.300035	69.062536	71.825037	74.587540	77.350041	80.112542	82.875043	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
61	Annual	119,516.86	125,492.71	131,468.55	137,444.39	143,420.24	149,396.08	155,371.92	161,347.77	167,323.61	173,299.45	179,275.30	4.0222
	Monthly	9,959.74	10,457.73	10,955.71	11,453.70	11,951.69	12,449.67	12,947.66	13,445.65	13,943.63	14,441.62	14,939.61	
	Bi-weekly	4,596.80	4,826.64	5,056.48	5,286.32	5,516.16	5,746.00	5,975.84	6,205.68	6,435.52	6,665.36	6,895.20	
	Hourly	57.460030	60.333032	63.206033	66.079035	68.952037	71.825037	74.698039	77.571041	80.444042	83.317044	86.190046	
63	Annual	124,297.54	130,512.41	136,727.29	142,942.17	149,157.05	155,371.92	161,586.80	167,801.68	174,016.55	180,231.43	186,446.31	4.1830
	Monthly	10,358.13	10,876.04	11,393.94	11,911.85	12,429.75	12,947.66	13,465.57	13,983.47	14,501.38	15,019.29	15,537.19	
	Bi-weekly	4,780.67	5,019.71	5,258.74	5,497.78	5,736.81	5,975.84	6,214.88	6,453.91	6,692.94	6,931.98	7,171.01	
	Hourly	59.758432	62.746353	65.734275	68.722196	71.710118	74.698039	77.685961	80.673883	83.661805	86.649725	89.637647	
65	Annual	129,269.44	135,732.91	142,196.38	148,659.86	155,123.33	161,586.80	168,050.27	174,513.74	180,977.22	187,440.69	193,904.16	4.3504
	Monthly	10,772.45	11,311.08	11,849.70	12,388.32	12,926.94	13,465.57	14,004.19	14,542.81	15,081.44	15,620.06	16,158.68	
	Bi-weekly	4,971.90	5,220.50	5,469.09	5,717.69	5,966.28	6,214.88	6,463.47	6,712.07	6,960.66	7,209.26	7,457.85	
	Hourly	62.148768	65.256207	68.363645	71.471084	74.578523	77.685961	80.793400	83.900838	87.008277	90.115715	93.223153	
67	Annual	134,440.22	141,162.23	147,884.24	154,606.25	161,328.26	168,050.27	174,772.28	181,494.29	188,216.31	194,938.32	201,660.32	4.5244
	Monthly	11,203.35	11,763.52	12,323.69	12,883.85	13,444.02	14,004.19	14,564.36	15,124.52	15,684.69	16,244.86	16,805.03	
	Bi-weekly	5,170.78	5,429.32	5,687.86	5,946.39	6,204.93	6,463.47	6,722.01	6,980.55	7,239.09	7,497.63	7,756.17	
	Hourly	64.634720	67.866456	71.098191	74.329927	77.561664	80.793400	84.025135	87.256871	90.488608	93.720344	96.952079	
69	Annual	139,817.83	146,808.72	153,799.61	160,790.50	167,781.39	174,772.28	181,763.17	188,754.06	195,744.95	202,735.85	209,726.74	4.7054
	Monthly	11,651.49	12,234.06	12,816.63	13,399.21	13,981.78	14,564.36	15,146.93	15,729.51	16,312.08	16,894.65	17,477.23	
	Bi-weekly	5,377.61	5,646.49	5,915.37	6,184.25	6,453.13	6,722.01	6,990.89	7,259.77	7,528.65	7,797.53	8,066.41	
	Hourly	67.220108	70.581114	73.942119	77.303124	80.664130	84.025135	87.386140	90.747146	94.108151	97.469158	100.830163	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
71	Annual	145,410.54	152,681.07	159,951.59	167,222.12	174,492.65	181,763.17	189,033.70	196,304.23	203,574.75	210,845.28	218,115.81	4.8936
	Monthly	12,117.55	12,723.42	13,329.30	13,935.18	14,541.05	15,146.93	15,752.81	16,358.69	16,964.56	17,570.44	18,176.32	
	Bi-weekly	5,592.71	5,872.35	6,151.98	6,431.62	6,711.26	6,990.89	7,270.53	7,550.16	7,829.80	8,109.43	8,389.07	
	Hourly	69.908913	73.404358	76.899804	80.395249	83.890695	87.386140	90.881587	94.377032	97.872478	101.367924	104.863369	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
73	Annual	151,226.96	158,788.31	166,349.66	173,911.01	181,472.35	189,033.70	196,595.05	204,156.40	211,717.74	219,279.09	226,840.44	5.0893
	Monthly	12,602.25	13,232.36	13,862.47	14,492.58	15,122.70	15,752.81	16,382.92	17,013.03	17,643.15	18,273.26	18,903.37	
	Bi-weekly	5,816.42	6,107.24	6,398.06	6,688.88	6,979.71	7,270.53	7,561.35	7,852.17	8,142.99	8,433.81	8,724.63	
	Hourly	72.705269	76.340533	79.975796	83.611060	87.246323	90.881587	94.516850	98.152113	101.787377	105.422640	109.057904	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
75	Annual	157,276.04	165,139.84	173,003.64	180,867.44	188,731.25	196,595.05	204,458.85	212,322.65	220,186.45	228,050.26	235,914.06	5.2929
	Monthly	13,106.34	13,761.65	14,416.97	15,072.29	15,727.60	16,382.92	17,038.24	17,693.55	18,348.87	19,004.19	19,659.51	
	Bi-weekly	6,049.08	6,351.53	6,653.99	6,956.44	7,258.89	7,561.35	7,863.80	8,166.26	8,468.71	8,771.16	9,073.62	
	Hourly	75.613480	79.394154	83.174828	86.955502	90.736176	94.516850	98.297524	102.078197	105.858872	109.639546	113.420220	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
77	Annual	163,567.08	171,745.43	179,923.79	188,102.14	196,280.50	204,458.85	212,637.20	220,815.56	228,993.91	237,172.26	245,350.62	5.5046
	Monthly	13,630.59	14,312.12	14,993.65	15,675.18	16,356.71	17,038.24	17,719.77	18,401.30	19,082.83	19,764.36	20,445.89	
	Bi-weekly	6,291.04	6,605.59	6,920.15	7,234.70	7,549.25	7,863.80	8,178.35	8,492.91	8,807.46	9,122.01	9,436.56	
	Hourly	78.638019	82.569920	86.501821	90.433722	94.365623	98.297524	102.229425	106.161325	110.093227	114.025127	117.957029	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
79	Annual	170,109.76	178,615.25	187,120.74	195,626.23	204,131.72	212,637.20	221,142.69	229,648.18	238,153.67	246,659.16	255,164.65	5.7248
	Monthly	14,175.81	14,884.60	15,593.40	16,302.19	17,010.98	17,719.77	18,428.56	19,137.35	19,846.14	20,554.93	21,263.72	
	Bi-weekly	6,542.68	6,869.82	7,196.95	7,524.09	7,851.22	8,178.35	8,505.49	8,832.62	9,159.76	9,486.89	9,814.02	
	Hourly	81.783540	85.872717	89.961894	94.051071	98.140248	102.229425	106.318602	110.407779	114.496956	118.586133	122.675310	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
81	Annual	176,914.16	185,759.86	194,605.57	203,451.28	212,296.99	221,142.69	229,988.40	238,834.11	247,679.82	256,525.52	265,371.23	5.9538
	Monthly	14,742.85	15,479.99	16,217.13	16,954.27	17,691.42	18,428.56	19,165.70	19,902.84	20,639.99	21,377.13	22,114.27	
	Bi-weekly	6,804.39	7,144.61	7,484.83	7,825.05	8,165.27	8,505.49	8,845.71	9,185.93	9,526.15	9,866.37	10,206.59	
	Hourly	85.054882	89.307626	93.560369	97.813114	102.065858	106.318602	110.571346	114.824090	119.076834	123.329578	127.582322	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
83	Annual	183,990.72	193,190.26	202,389.79	211,589.33	220,788.86	229,988.40	239,187.94	248,387.47	257,587.01	266,786.55	275,986.08	6.1919
	Monthly	15,332.56	16,099.19	16,865.82	17,632.44	18,399.07	19,165.70	19,932.33	20,698.96	21,465.58	22,232.21	22,998.84	
	Bi-weekly	7,076.57	7,430.39	7,784.22	8,138.05	8,491.88	8,845.71	9,199.54	9,553.36	9,907.19	10,261.02	10,614.85	
	Hourly	88.457077	92.879931	97.302785	101.725639	106.148492	110.571346	114.994200	119.417054	123.839908	128.262762	132.685615	

Teamsters 320 - Correctional Officers 1 and 2

Service Requirements for Salary Step Advancement for

Salary Plan 28

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Service	Part-Time Service Hours
28	1	2	12 Months	2,080
28	2	3	12 Months	2,080
28	3	4	12 Months	2,080
28	4	5	12 Months	2,080
28	5	6	2,080 Hours and 5 Years of Continuous Full-Time Service	2,080
28	6	7	9 Years of Continuous Full-Time Service	8,320
28	7	8	13 Years of Continuous Full-Time Service	8,320
28	8	9	17 Years of Continuous Full-Time Service	8,320
28	9		MAX	

Salary progression on this plan *is subject* to years of service (longevity increases) for steps 6 - 9.

Grade		1	2	3	4	5	6	7	8	9	Night Diff
02	Annual	54,231.64	56,817.66	59,274.31	61,823.51	65,037.38	69,544.41	73,294.24	76,083.23	79,500.63	1.6947
	Monthly	4,519.30	4,734.81	4,939.53	5,151.96	5,419.78	5,795.37	6,107.85	6,340.27	6,625.05	
	Bi-weekly	2,085.83	2,185.29	2,279.78	2,377.83	2,501.44	2,674.79	2,819.01	2,926.28	3,057.72	
	Hourly	26.072905	27.316182	28.497266	29.722843	31.267969	33.434813	35.237613	36.578478	38.221456	
02S	Annual	54,231.64	56,817.66	59,274.31	61,823.51	65,037.38	69,544.41	73,294.24	76,083.23	79,500.63	1.6947
	Monthly	4,519.30	4,734.81	4,939.53	5,151.96	5,419.78	5,795.37	6,107.85	6,340.27	6,625.05	
	Bi-weekly	2,085.83	2,185.29	2,279.78	2,377.83	2,501.44	2,674.79	2,819.01	2,926.28	3,057.72	
	Hourly	26.072905	27.316182	28.497266	29.722843	31.267969	33.434813	35.237613	36.578478	38.221456	
03	Annual	58,941.98	61,786.38	64,464.91	67,124.56	70,541.74	75,547.59	79,518.98	82,677.45	86,335.03	1.8419
	Monthly	4,911.83	5,148.87	5,372.08	5,593.71	5,878.48	6,295.63	6,626.58	6,889.79	7,194.59	
	Bi-weekly	2,267.00	2,376.40	2,479.42	2,581.71	2,713.14	2,905.68	3,058.42	3,179.90	3,320.58	
	Hourly	28.337490	29.704988	30.992747	32.271424	33.914298	36.320958	38.230279	39.748774	41.507224	
03S	Annual	58,941.98	61,786.38	64,464.91	67,124.56	70,541.74	75,547.59	79,518.98	82,677.45	86,335.03	1.8419
	Monthly	4,911.83	5,148.87	5,372.08	5,593.71	5,878.48	6,295.63	6,626.58	6,889.79	7,194.59	
	Bi-weekly	2,267.00	2,376.40	2,479.42	2,581.71	2,713.14	2,905.68	3,058.42	3,179.90	3,320.58	
	Hourly	28.337490	29.704988	30.992747	32.271424	33.914298	36.320958	38.230279	39.748774	41.507224	
04	Annual	62,617.54	65,425.42	68,454.55	71,243.86	74,919.74	80,202.54	84,413.74	85,909.89	89,715.11	1.9567
	Monthly	5,218.13	5,452.12	5,704.55	5,936.99	6,243.31	6,683.55	7,034.48	7,159.16	7,476.26	
	Bi-weekly	2,408.37	2,516.36	2,632.87	2,740.15	2,881.53	3,084.71	3,246.68	3,304.23	3,450.58	
	Hourly	30.104584	31.454529	32.910839	34.251857	36.019104	38.558915	40.583528	41.302830	43.132262	

**Law Enforcement Labor Services (LELS)
Local 349 – Emergency Communications Center**

Service Requirements for Salary Step Advancement for

Salary Plan 28B

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
28B	1	2	6	1,040
28B	2	3	6	1,040
28B	3	4	12	2,080
28B	4	5	12	2,080
28B	5	6	12	2,080
28B	6	7	12	2,080
28B	7	8	48	8,320
28B	8	9	48	8,320
28B	9	10	48	8,320
28B	10	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
18	Annual	52,494.96	54,515.42	56,634.13	58,811.67	61,126.59	63,539.43	65,913.18	69,228.44	72,661.37	75,937.21	1.6404
	Monthly	4,374.58	4,542.95	4,719.51	4,900.97	5,093.88	5,294.95	5,492.77	5,769.04	6,055.12	6,328.10	
	Bi-weekly	2,019.04	2,096.75	2,178.24	2,261.99	2,351.02	2,443.82	2,535.12	2,662.63	2,794.67	2,920.66	
	Hourly	25.237963	26.209335	27.227946	28.274842	29.387783	30.547804	31.689028	33.282905	34.933353	36.508275	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
21	Annual	51,540.51	53,524.22	55,604.42	57,742.37	60,015.20	62,384.17	64,714.75	67,969.75	71,340.26	74,556.53	1.6106
	Monthly	4,295.04	4,460.35	4,633.70	4,811.86	5,001.27	5,198.68	5,392.90	5,664.15	5,945.02	6,213.04	
	Bi-weekly	1,982.33	2,058.62	2,138.63	2,220.86	2,308.28	2,399.39	2,489.03	2,614.22	2,743.86	2,867.56	
	Hourly	24.779092	25.732800	26.732894	27.760755	28.853459	29.992389	31.112861	32.677766	34.298202	35.844487	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
22	Annual	56,282.24	58,448.46	60,720.03	63,054.67	65,536.59	68,123.52	70,668.51	74,222.97	77,903.56	81,415.74	1.7588
	Monthly	4,690.19	4,870.71	5,060.00	5,254.56	5,461.38	5,676.96	5,889.04	6,185.25	6,491.96	6,784.65	
	Bi-weekly	2,164.70	2,248.02	2,335.39	2,425.18	2,520.64	2,620.14	2,718.02	2,854.73	2,996.29	3,131.37	
	Hourly	27.058768	28.100219	29.192323	30.314743	31.507975	32.751690	33.975246	35.684118	37.453636	39.142181	
Grade		1	2	3	4	5	6	7	8	9	10	Night Diff
24	Annual	57,742.37	60,015.20	62,384.17	64,714.75	67,237.63	69,895.71	72,457.31	76,213.08	79,891.74	83,531.99	1.8044
	Monthly	4,811.86	5,001.27	5,198.68	5,392.90	5,603.14	5,824.64	6,038.11	6,351.09	6,657.65	6,961.00	
	Bi-weekly	2,220.86	2,308.28	2,399.39	2,489.03	2,586.06	2,688.30	2,786.82	2,931.27	3,072.76	3,212.77	
	Hourly	27.760755	28.853459	29.992389	31.112861	32.325782	33.603705	34.835245	36.640903	38.409488	40.159612	

Teamsters 320 – Probation Officers

Service Requirements for Salary Step Advancement for

Salary Plan 29A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Service	Part-Time Service Hours
29A	1	2	6 Months	1,040
29A	2	3	6 Months	1,040
29A	3	4	12 Months	2,080
29A	4	5	12 Months	2,080
29A	5	6	12 Months	2,080
29A	6	7	2,080 Hours and 5 Years of Continuous Full-Time Service	2,080
29A	7	8	9 Years of Continuous Full-Time Service	8,320
29A	8	9	13 Years of Continuous Full-Time Service	8,320
29A	9	10	17 Years of Continuous Full-Time Service	8,320
29A	10	11	21 Years of Continuous Full-Time Service	8,320
29A	11		MAX	

Salary progression on this plan *is subject* to years of service (longevity increases) for steps 7 - 11. Contract language prescribes salary setting based on promotion from various levels in career series.

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	55,967.93	58,184.46	60,548.92	62,987.01	65,351.46	67,937.48	70,597.45	74,162.21	77,764.13	81,310.65	82,972.97	1.7489
	Monthly	4,663.99	4,848.71	5,045.74	5,248.92	5,445.96	5,661.46	5,883.12	6,180.18	6,480.34	6,775.89	6,914.41	
	Bi-weekly	2,152.61	2,237.86	2,328.80	2,422.58	2,513.52	2,612.98	2,715.29	2,852.39	2,990.93	3,127.33	3,191.27	
	Hourly	26.907657	27.973298	29.110057	30.282216	31.418972	32.662248	33.941080	35.654910	37.386600	39.091659	39.890849	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
02	Annual	60,548.92	62,987.01	65,351.46	67,937.48	70,597.45	73,349.62	76,304.80	80,091.44	84,118.22	87,923.44	89,678.29	1.8921
	Monthly	5,045.74	5,248.92	5,445.96	5,661.46	5,883.12	6,112.47	6,358.73	6,674.29	7,009.85	7,326.95	7,473.19	
	Bi-weekly	2,328.80	2,422.58	2,513.52	2,612.98	2,715.29	2,821.14	2,934.80	3,080.44	3,235.32	3,381.67	3,449.16	
	Hourly	29.110057	30.282216	31.418972	32.662248	33.941080	35.264242	36.684998	38.505500	40.441451	42.270883	43.114560	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	69,267.46	71,871.72	74,679.61	77,764.13	80,978.31	84,062.83	87,443.18	91,654.70	96,291.08	100,724.15	102,737.37	2.1646
	Monthly	5,772.29	5,989.31	6,223.30	6,480.34	6,748.19	7,005.24	7,286.93	7,637.89	8,024.26	8,393.68	8,561.45	
	Bi-weekly	2,664.13	2,764.30	2,872.29	2,990.93	3,114.55	3,233.19	3,363.20	3,525.18	3,703.50	3,874.01	3,951.44	
	Hourly	33.301662	34.553712	35.903659	37.386600	38.931881	40.414822	42.039991	44.064757	46.293787	48.425070	49.392967	

Ramsey County Deputy Sheriff's Federation Deputy Sheriffs

Service Requirements for Salary Step Advancement for

Salary Plan 30

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
30	1	2	12	2,080
30	2	3	12	2,080
30	3	4	12	2,080
30	4	5	24	4,160
30	5	6	24	4,160
30	6	7	24	4,160
30	7	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

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Grade		1	2	3	4	5	6	7	Night Diff
02	Annual	66,107.82	71,868.80	77,629.79	83,390.77	89,151.75	94,912.73	100,651.64	2.0658
	Monthly	5,508.99	5,989.07	6,469.15	6,949.23	7,429.31	7,909.39	8,387.64	
	Bi-weekly	2,542.61	2,764.18	2,985.76	3,207.34	3,428.91	3,650.49	3,871.22	
	Hourly	31.782606	34.552309	37.322012	40.091715	42.861418	45.631121	48.390211	

Law Enforcement Labor Services (LELS) 423- Deputy Sheriff Sergeants

Service Requirements for Salary Step Advancement for

Salary Plan 35

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
35	1	2	12	2,080
35	2	3	24	4,160
35	3	4	24	4,160
35	4	5	36	6,240
35	5	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

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Grade		1	2	3	4	5	Night Diff
01	Annual	99,702.51	104,690.95	109,679.38	114,645.75	119,634.19	
	Monthly	8,308.54	8,724.25	9,139.95	9,553.81	9,969.52	3.1157
	Bi-weekly	3,834.71	4,026.57	4,218.44	4,409.45	4,601.31	
	Hourly	47.933900	50.332187	52.730473	55.118149	57.516436	

American Federation of State, County & Municipal Employees (AFSCME) Local 707 – Lake Owasso Residence

Service Requirements for Salary Step Advancement for

Salary Plan 134

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
134	1	2	6	1,040
134	2	3	6	1,040
134	3	4	12	2,080
134	4	5	12	2,080
134	5	6	12	2,080
134	6	7	12	2,080
134	7	8	48	8,320
134	8	9	48	8,320
134	9	10	48	8,320
134	10	11	48	8,320
134	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	38,888.04	40,249.12	41,610.20	42,971.29	44,332.37	45,693.45	47,054.53	48,415.61	49,776.69	51,137.78	52,498.86	1.3087
	Monthly	3,240.67	3,354.09	3,467.52	3,580.94	3,694.36	3,807.79	3,921.21	4,034.63	4,148.06	4,261.48	4,374.91	
	Bi-weekly	1,495.69	1,548.04	1,600.39	1,652.74	1,705.09	1,757.44	1,809.79	1,862.14	1,914.49	1,966.84	2,019.19	
	Hourly	18.696174	19.350540	20.004906	20.659272	21.313639	21.968004	22.622370	23.276736	23.931102	24.585469	25.239835	
03	Annual	40,443.56	41,859.09	43,274.61	44,690.14	46,105.66	47,521.19	48,936.71	50,352.24	51,767.76	53,183.29	54,598.81	1.3610
	Monthly	3,370.30	3,488.26	3,606.22	3,724.18	3,842.14	3,960.10	4,078.06	4,196.02	4,313.98	4,431.94	4,549.90	
	Bi-weekly	1,555.52	1,609.96	1,664.41	1,718.85	1,773.29	1,827.74	1,882.18	1,936.62	1,991.07	2,045.51	2,099.95	
	Hourly	19.444021	20.124561	20.805102	21.485642	22.166184	22.846725	23.527265	24.207806	24.888346	25.568887	26.249428	
05	Annual	42,061.31	43,533.45	45,005.60	46,477.74	47,949.89	49,422.03	50,894.18	52,366.33	53,838.47	55,310.62	56,782.76	1.4155
	Monthly	3,505.11	3,627.79	3,750.47	3,873.15	3,995.82	4,118.50	4,241.18	4,363.86	4,486.54	4,609.22	4,731.90	
	Bi-weekly	1,617.74	1,674.36	1,730.98	1,787.61	1,844.23	1,900.85	1,957.47	2,014.09	2,070.71	2,127.33	2,183.95	
	Hourly	20.221782	20.929544	21.637306	22.345068	23.052831	23.760593	24.468356	25.176118	25.883880	26.591643	27.299405	
07	Annual	43,743.76	45,274.79	46,805.82	48,336.85	49,867.88	51,398.92	52,929.95	54,460.98	55,992.01	57,523.04	59,054.07	1.4721
	Monthly	3,645.31	3,772.90	3,900.49	4,028.07	4,155.66	4,283.24	4,410.83	4,538.42	4,666.00	4,793.59	4,921.17	
	Bi-weekly	1,682.45	1,741.34	1,800.22	1,859.11	1,918.00	1,976.88	2,035.77	2,094.65	2,153.54	2,212.42	2,271.31	
	Hourly	21.030653	21.766725	22.502798	23.238871	23.974944	24.711017	25.447089	26.183162	26.919235	27.655308	28.391381	
09	Annual	45,493.51	47,085.78	48,678.05	50,270.33	51,862.60	53,454.87	55,047.14	56,639.42	58,231.69	59,823.96	61,416.24	1.5310
	Monthly	3,791.13	3,923.82	4,056.50	4,189.19	4,321.88	4,454.57	4,587.26	4,719.95	4,852.64	4,985.33	5,118.02	
	Bi-weekly	1,749.75	1,810.99	1,872.23	1,933.47	1,994.72	2,055.96	2,117.20	2,178.44	2,239.68	2,300.92	2,362.16	
	Hourly	21.871879	22.637395	23.402910	24.168426	24.933942	25.699458	26.464973	27.230489	27.996005	28.761521	29.527037	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
11	Annual	47,313.25	48,969.21	50,625.18	52,281.14	53,937.10	55,593.07	57,249.03	58,905.00	60,560.96	62,216.92	63,872.89	1.5922
	Monthly	3,942.77	4,080.77	4,218.77	4,356.76	4,494.76	4,632.76	4,770.75	4,908.75	5,046.75	5,184.74	5,322.74	
	Bi-weekly	1,819.74	1,883.43	1,947.12	2,010.81	2,074.50	2,138.19	2,201.89	2,265.58	2,329.27	2,392.96	2,456.65	
	Hourly	22.746754	23.542890	24.339027	25.135163	25.931300	26.727436	27.523572	28.319709	29.115845	29.911982	30.708118	
13	Annual	49,205.78	50,927.98	52,650.18	54,372.39	56,094.59	57,816.79	59,538.99	61,261.19	62,983.40	64,705.60	66,427.80	1.6559
	Monthly	4,100.48	4,244.00	4,387.52	4,531.03	4,674.55	4,818.07	4,961.58	5,105.10	5,248.62	5,392.13	5,535.65	
	Bi-weekly	1,892.53	1,958.77	2,025.01	2,091.25	2,157.48	2,223.72	2,289.96	2,356.20	2,422.44	2,488.68	2,554.92	
	Hourly	23.656624	24.484606	25.312588	26.140570	26.968552	27.796534	28.624516	29.452497	30.280479	31.108461	31.936443	
15	Annual	51,174.01	52,965.10	54,756.19	56,547.28	58,338.37	60,129.46	61,920.55	63,711.64	65,502.73	67,293.82	69,084.91	1.7222
	Monthly	4,264.50	4,413.76	4,563.02	4,712.27	4,861.53	5,010.79	5,160.05	5,309.30	5,458.56	5,607.82	5,757.08	
	Bi-weekly	1,968.23	2,037.12	2,106.01	2,174.90	2,243.78	2,312.67	2,381.56	2,450.45	2,519.34	2,588.22	2,657.11	
	Hourly	24.602889	25.463991	26.325091	27.186193	28.047293	28.908395	29.769496	30.630597	31.491698	32.352800	33.213900	
17	Annual	53,220.97	55,083.70	56,946.44	58,809.17	60,671.91	62,534.64	64,397.37	66,260.11	68,122.84	69,985.58	71,848.31	1.7910
	Monthly	4,435.08	4,590.31	4,745.54	4,900.76	5,055.99	5,211.22	5,366.45	5,521.68	5,676.90	5,832.13	5,987.36	
	Bi-weekly	2,046.96	2,118.60	2,190.25	2,261.89	2,333.53	2,405.18	2,476.82	2,548.47	2,620.11	2,691.75	2,763.40	
	Hourly	25.587005	26.482550	27.378095	28.273640	29.169185	30.064731	30.960276	31.855820	32.751366	33.646911	34.542456	
19	Annual	55,349.81	57,287.05	59,224.30	61,161.54	63,098.78	65,036.03	66,973.27	68,910.51	70,847.76	72,785.00	74,722.24	1.8627
	Monthly	4,612.48	4,773.92	4,935.36	5,096.80	5,258.23	5,419.67	5,581.11	5,742.54	5,903.98	6,065.42	6,226.85	
	Bi-weekly	2,128.84	2,203.35	2,277.86	2,352.37	2,426.88	2,501.39	2,575.89	2,650.40	2,724.91	2,799.42	2,873.93	
	Hourly	26.610485	27.541852	28.473219	29.404586	30.335952	31.267320	32.198687	33.130054	34.061421	34.992787	35.924155	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
21	Annual	57,563.80	59,578.53	61,593.27	63,608.00	65,622.73	67,637.47	69,652.20	71,666.93	73,681.66	75,696.40	77,711.13	1.9372
	Monthly	4,796.98	4,964.88	5,132.77	5,300.67	5,468.56	5,636.46	5,804.35	5,972.24	6,140.14	6,308.03	6,475.93	
	Bi-weekly	2,213.99	2,291.48	2,368.97	2,446.46	2,523.95	2,601.44	2,678.93	2,756.42	2,833.91	2,911.40	2,988.89	
	Hourly	27.674904	28.643526	29.612148	30.580769	31.549391	32.518013	33.486634	34.455256	35.423877	36.392500	37.361121	
23	Annual	59,866.35	61,961.68	64,057.00	66,152.32	68,247.64	70,342.97	72,438.29	74,533.61	76,628.93	78,724.25	80,819.58	2.0147
	Monthly	4,988.86	5,163.47	5,338.08	5,512.69	5,687.30	5,861.91	6,036.52	6,211.13	6,385.74	6,560.36	6,734.97	
	Bi-weekly	2,302.55	2,383.14	2,463.73	2,544.32	2,624.91	2,705.50	2,786.09	2,866.68	2,947.27	3,027.86	3,108.45	
	Hourly	28.781901	29.789267	30.796633	31.804000	32.811367	33.818733	34.826099	35.833466	36.840833	37.848199	38.855566	
25	Annual	62,261.01	64,440.14	66,619.28	68,798.41	70,977.55	73,156.68	75,335.82	77,514.95	79,694.09	81,873.22	84,052.36	2.0953
	Monthly	5,188.42	5,370.01	5,551.61	5,733.20	5,914.80	6,096.39	6,277.99	6,459.58	6,641.17	6,822.77	7,004.36	
	Bi-weekly	2,394.65	2,478.47	2,562.28	2,646.09	2,729.91	2,813.72	2,897.53	2,981.34	3,065.16	3,148.97	3,232.78	
	Hourly	29.933176	30.980837	32.028499	33.076160	34.123822	35.171482	36.219144	37.266805	38.314466	39.362127	40.409788	
27	Annual	64,751.45	67,017.75	69,284.05	71,550.35	73,816.65	76,082.95	78,349.25	80,615.55	82,881.85	85,148.16	87,414.45	2.1791
	Monthly	5,395.95	5,584.81	5,773.67	5,962.53	6,151.39	6,340.25	6,529.10	6,717.96	6,906.82	7,095.68	7,284.54	
	Bi-weekly	2,490.44	2,577.61	2,664.77	2,751.94	2,839.10	2,926.27	3,013.43	3,100.60	3,187.76	3,274.93	3,362.09	
	Hourly	31.130504	32.220072	33.309639	34.399207	35.488774	36.578342	37.667910	38.757477	39.847045	40.936613	42.026179	
29	Annual	67,341.50	69,698.46	72,055.41	74,412.36	76,769.32	79,126.27	81,483.22	83,840.17	86,197.13	88,554.08	90,911.03	2.2663
	Monthly	5,611.79	5,808.21	6,004.62	6,201.03	6,397.44	6,593.86	6,790.27	6,986.68	7,183.09	7,379.51	7,575.92	
	Bi-weekly	2,590.06	2,680.71	2,771.36	2,862.01	2,952.67	3,043.32	3,133.97	3,224.62	3,315.27	3,405.93	3,496.58	
	Hourly	32.375723	33.508874	34.642024	35.775174	36.908325	38.041475	39.174626	40.307776	41.440926	42.574077	43.707227	

Teamsters 320 - Correctional Officer 3

Service Requirements for Salary Step Advancement for

Salary Plan 136

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
136	1	2	6	1,040
136	2	3	6	1,040
136	3	4	12	2,080
136	4	5	12	2,080
136	5	6	12	2,080
136	6	7	12	2,080
136	7	8	24	4,160
136	8	9	24	4,160
136	9	10	24	4,160
136	10	11	24	4,160
136	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	71,778.73	75,367.67	78,956.60	82,545.54	86,134.48	89,723.42	93,312.35	96,901.29	100,490.22	104,079.16	107,668.10	2.4156
	Monthly	5,981.56	6,280.64	6,579.72	6,878.80	7,177.87	7,476.95	7,776.03	8,075.11	8,374.19	8,673.26	8,972.34	
	Bi-weekly	2,760.72	2,898.76	3,036.79	3,174.83	3,312.86	3,450.90	3,588.94	3,726.97	3,865.01	4,003.04	4,141.08	
	Hourly	34.509006	36.234455	37.959905	39.685356	41.410806	43.136257	44.861707	46.587158	48.312607	50.038057	51.763508	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 Licensed Practical Nurses

Service Requirements for Salary Step Advancement for

Salary Plan 137

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
137	1	2	6	1,040
137	2	3	6	1,040
137	3	4	12	2,080
137	4	5	12	2,080
137	5	6	12	2,080
137	6	7	12	2,080
137	7	8	48	8,320
137	8	9	48	8,320
137	9	10	48	8,320
137	10	11	48	8,320
137	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	50,036.75	51,558.99	53,023.85	54,641.06	56,277.08	58,065.45	60,006.18	67,483.16	70,546.44	71,954.25	73,370.99	1.6839
	Monthly	4,169.73	4,296.58	4,418.65	4,553.42	4,689.76	4,838.79	5,000.52	5,623.60	5,878.87	5,996.19	6,114.25	
	Bi-weekly	1,924.49	1,983.04	2,039.38	2,101.58	2,164.50	2,233.29	2,307.93	2,595.51	2,713.32	2,767.47	2,821.96	
	Hourly	24.056129	24.787975	25.492233	26.269741	27.056288	27.916082	28.849124	32.443827	33.916557	34.593389	35.274512	
03	Annual	52,034.52	53,480.59	55,154.85	56,809.99	58,617.49	60,596.14	62,498.61	72,106.28	75,416.88	76,938.79	78,415.22	1.7511
	Monthly	4,336.21	4,456.72	4,596.24	4,734.17	4,884.79	5,049.68	5,208.22	6,008.86	6,284.74	6,411.57	6,534.60	
	Bi-weekly	2,001.33	2,056.95	2,121.34	2,185.00	2,254.52	2,330.62	2,403.79	2,773.32	2,900.65	2,959.18	3,015.97	
	Hourly	25.016596	25.711821	26.516756	27.312497	28.181485	29.132758	30.047409	34.666481	36.258117	36.989805	37.699625	
05	Annual	57,894.29	59,625.62	61,585.46	63,659.09	65,561.57	67,977.83	70,489.39	72,981.50	76,292.11	77,833.15	79,923.42	1.9483
	Monthly	4,824.52	4,968.80	5,132.12	5,304.92	5,463.46	5,664.82	5,874.12	6,081.79	6,357.68	6,486.10	6,660.29	
	Bi-weekly	2,226.70	2,293.29	2,368.67	2,448.43	2,521.60	2,614.53	2,711.13	2,806.98	2,934.31	2,993.58	3,073.98	
	Hourly	27.833794	28.666161	29.608395	30.605330	31.519983	32.681647	33.889128	35.087258	36.678899	37.419782	38.424719	

Law Enforcement Labor Services (LELS) Local 184 Deputy Sheriff Commander

Service Requirements for Salary Step Advancement for

Salary Plan 38

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
38	1	2	24	4,160
38	2	3	24	4,160
38	3	4	24	4,160
38	4	5	36	6,240
38	5	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

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Grade		1	2	3	4	5	Night Diff
31	Annual	123,894.22	130,074.59	136,277.02	142,479.46	148,681.90	
	Monthly	10,324.52	10,839.55	11,356.42	11,873.29	12,390.16	3.8716
	Bi-weekly	4,765.16	5,002.87	5,241.42	5,479.98	5,718.53	
	Hourly	59.564530	62.535859	65.517799	68.499740	71.481681	

American Federation of State, County & Municipal Employees (AFSCME) Local 151 Workforce Solutions

Service Requirements for Salary Step Advancement for

Salary Plan 139

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
139	1		6	1,040
139	2		6	1,040
139	3		12	2,080
139	4		12	2,080
139	5		12	2,080
139	6		12	2,080
139	7		48	8,320
139	8		48	8,320
139	9		48	8,320
139	10		48	8,320
139	11		MAX	

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	58,996.89	61,946.73	64,896.57	67,846.42	70,796.26	73,746.11	76,695.95	79,645.79	82,595.64	85,545.48	88,495.33	1.9854
	Monthly	4,916.41	5,162.23	5,408.05	5,653.87	5,899.69	6,145.51	6,391.33	6,637.15	6,882.97	7,128.79	7,374.61	
	Bi-weekly	2,269.11	2,382.57	2,496.02	2,609.48	2,722.93	2,836.39	2,949.84	3,063.30	3,176.76	3,290.21	3,403.67	
	Hourly	28.363887	29.782081	31.200276	32.618470	34.036664	35.454859	36.873052	38.291247	39.709442	41.127636	42.545830	
03	Annual	63,811.03	67,001.58	70,192.13	73,382.69	76,573.24	79,763.79	82,954.34	86,144.89	89,335.44	92,525.99	95,716.55	2.1474
	Monthly	5,317.59	5,583.47	5,849.34	6,115.22	6,381.10	6,646.98	6,912.86	7,178.74	7,444.62	7,710.50	7,976.38	
	Bi-weekly	2,454.27	2,576.98	2,699.70	2,822.41	2,945.12	3,067.84	3,190.55	3,313.27	3,435.98	3,558.69	3,681.41	
	Hourly	30.678380	32.212299	33.746218	35.280137	36.814056	38.347975	39.881894	41.415813	42.949732	44.483651	46.017570	
05	Annual	71,778.73	75,367.67	78,956.60	82,545.54	86,134.48	89,723.42	93,312.35	96,901.29	100,490.22	104,079.16	107,668.10	2.4156
	Monthly	5,981.56	6,280.64	6,579.72	6,878.80	7,177.87	7,476.95	7,776.03	8,075.11	8,374.19	8,673.26	8,972.34	
	Bi-weekly	2,760.72	2,898.76	3,036.79	3,174.83	3,312.86	3,450.90	3,588.94	3,726.97	3,865.01	4,003.04	4,141.08	
	Hourly	34.509006	36.234455	37.959905	39.685356	41.410806	43.136257	44.861707	46.587158	48.312607	50.038057	51.763508	
07	Annual	77,635.88	81,517.67	85,399.46	89,281.26	93,163.05	97,044.84	100,926.64	104,808.43	108,690.23	112,572.02	116,453.81	2.6127
	Monthly	6,469.66	6,793.14	7,116.62	7,440.11	7,763.59	8,087.07	8,410.55	8,734.04	9,057.52	9,381.00	9,704.48	
	Bi-weekly	2,986.00	3,135.29	3,284.59	3,433.89	3,583.19	3,732.49	3,881.79	4,031.09	4,180.39	4,329.69	4,478.99	
	Hourly	37.324940	39.191187	41.057434	42.923681	44.789928	46.656175	48.522422	50.388669	52.254916	54.121163	55.987410	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 PHN/RN (Public Health Nurse/Registered Nurses/Nurse Practitioner)

Service Requirements for Salary Step Advancement for

Salary Plan 140

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
140	1	2	6	1,040
140	2	3	6	1,040
140	3	4	12	2,080
140	4	5	12	2,080
140	5	6	12	2,080
140	6	7	12	2,080
140	7	8	48	8,320
140	8	9	48	8,320
140	9	10	48	8,320
140	10	11	48	8,320
140	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	67,048.92	69,721.57	72,374.32	75,244.61	77,996.19	81,302.25	84,529.06	88,652.86	94,780.85	99,081.93	101,060.79	2.2564
	Monthly	5,587.41	5,810.13	6,031.19	6,270.39	6,499.68	6,775.19	7,044.09	7,387.74	7,898.40	8,256.83	8,421.73	
	Bi-weekly	2,578.80	2,681.60	2,783.63	2,894.02	2,999.85	3,127.01	3,251.12	3,409.73	3,645.42	3,810.84	3,886.95	
	Hourly	32.235056	33.519984	34.795344	36.175295	37.498166	39.087618	40.638973	42.621566	45.567716	47.635542	48.586920	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	72,374.32	75,244.61	77,996.19	81,302.25	83,969.71	87,834.79	91,398.21	95,832.50	102,574.87	107,198.99	109,359.50	2.4356
	Monthly	6,031.19	6,270.39	6,499.68	6,775.19	6,997.48	7,319.57	7,616.52	7,986.04	8,547.91	8,933.25	9,113.29	
	Bi-weekly	2,783.63	2,894.02	2,999.85	3,127.01	3,229.60	3,378.26	3,515.32	3,685.87	3,945.19	4,123.04	4,206.13	
	Hourly	34.795344	36.175295	37.498166	39.087618	40.370052	42.228264	43.941448	46.073317	49.314840	51.537975	52.576683	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	81,302.25	84,529.06	87,834.79	91,398.21	94,763.64	98,702.79	102,682.09	107,709.99	115,396.91	120,646.81	123,090.12	2.7361
	Monthly	6,775.19	7,044.09	7,319.57	7,616.52	7,896.97	8,225.23	8,556.84	8,975.83	9,616.41	10,053.90	10,257.51	
	Bi-weekly	3,127.01	3,251.12	3,378.26	3,515.32	3,644.76	3,796.26	3,949.31	4,142.69	4,438.34	4,640.26	4,734.24	
	Hourly	39.087618	40.638973	42.228264	43.941448	45.559442	47.453266	49.366388	51.783651	55.479282	58.003275	59.177940	

Law Enforcement Labor Services (LELS) Local 353 – Emergency Communications Shift Supervisors

Service Requirements for Salary Step Advancement for

Salary Plan 41

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
41	1	2	6	1,040
41	2	3	6	1,040
41	3	4	12	2,080
41	4	5	12	2,080
41	5	6	12	2,080
41	6	7	12	2,080
41	7	8	48	8,320
41	8	9	48	8,320
41	9	10	48	8,320
41	10	11	48	8,320
41	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	64,625.68	67,176.15	69,764.34	72,671.09	75,540.46	78,503.78	81,485.62	87,410.45	89,718.61	93,825.51	97,400.75	2.0195
	Monthly	5,385.47	5,598.01	5,813.70	6,055.93	6,295.04	6,541.98	6,790.47	7,284.20	7,476.55	7,818.79	8,116.73	
	Bi-weekly	2,485.60	2,583.70	2,683.24	2,795.04	2,905.40	3,019.38	3,134.06	3,361.94	3,450.72	3,608.67	3,746.18	
	Hourly	31.070037	32.296227	33.540550	34.938026	36.317531	37.742202	39.175781	42.024256	43.133947	45.108418	46.827282	

Teamsters 320 – Chief Correctional Officers (Sheriff Department)

Service Requirements for Salary Step Advancement for

Salary Plan 42

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
42	1	2	6	1,040
42	2	3	6	1,040
42	3	4	12	2,080
42	4	5	12	2,080
42	5	6	12	2,080
42	6	7	12	2,080
42	7	8	48	8,320
42	8	9	48	8,320
42	9	10	48	8,320
42	10	11	48	8,320
42	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	74,402.35	77,321.02	80,257.93	83,490.36	86,759.63	90,250.75	93,834.09	98,452.22	103,476.32	109,286.97	113,657.91	2.3250
	Monthly	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,204.35	8,623.03	9,107.25	9,471.49	
	Bi-weekly	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,786.62	3,979.86	4,203.34	4,371.46	
	Hourly	35.770359	37.173565	38.585544	40.139598	41.711359	43.389784	45.112544	47.332797	49.748232	52.541811	54.643228	

American Federation of State, County & Municipal Employees (AFSCME) Local 8 – Professional Employees

Service Requirements for Salary Step Advancement for

Salary Plan 143

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
143	1	2	6	1,040
143	2	3	6	1,040
143	3	4	12	2,080
143	4	5	12	2,080
143	5	6	12	2,080
143	6	7	12	2,080
143	7	8	48	8,320
143	8	9	48	8,320
143	9	10	48	8,320
143	10	11	48	8,320
143	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
01	Annual	58,996.89	61,946.73	64,896.57	67,846.42	70,796.26	73,746.11	76,695.95	79,645.79	82,595.64	85,545.48	88,495.33	1.9854
	Monthly	4,916.41	5,162.23	5,408.05	5,653.87	5,899.69	6,145.51	6,391.33	6,637.15	6,882.97	7,128.79	7,374.61	
	Bi-weekly	2,269.11	2,382.57	2,496.02	2,609.48	2,722.93	2,836.39	2,949.84	3,063.30	3,176.76	3,290.21	3,403.67	
	Hourly	28.363887	29.782081	31.200276	32.618470	34.036664	35.454859	36.873052	38.291247	39.709442	41.127636	42.545830	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
03	Annual	63,811.03	67,001.58	70,192.13	73,382.69	76,573.24	79,763.79	82,954.34	86,144.89	89,335.44	92,525.99	95,716.55	2.1474
	Monthly	5,317.59	5,583.47	5,849.34	6,115.22	6,381.10	6,646.98	6,912.86	7,178.74	7,444.62	7,710.50	7,976.38	
	Bi-weekly	2,454.27	2,576.98	2,699.70	2,822.41	2,945.12	3,067.84	3,190.55	3,313.27	3,435.98	3,558.69	3,681.41	
	Hourly	30.678380	32.212299	33.746218	35.280137	36.814056	38.347975	39.881894	41.415813	42.949732	44.483651	46.017570	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
05	Annual	69,018.01	72,468.91	75,919.81	79,370.71	82,821.61	86,272.51	89,723.42	93,174.32	96,625.21	100,076.12	103,527.01	2.3227
	Monthly	5,751.50	6,039.08	6,326.65	6,614.23	6,901.80	7,189.38	7,476.95	7,764.53	8,052.10	8,339.68	8,627.25	
	Bi-weekly	2,654.54	2,787.27	2,919.99	3,052.72	3,185.45	3,318.17	3,450.90	3,583.63	3,716.35	3,849.08	3,981.81	
	Hourly	33.181735	34.840822	36.499909	38.158996	39.818083	41.477170	43.136257	44.795344	46.454430	48.113517	49.772603	
Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07	Annual	71,778.73	75,367.67	78,956.60	82,545.54	86,134.48	89,723.42	93,312.35	96,901.29	100,490.22	104,079.16	107,668.10	2.4156
	Monthly	5,981.56	6,280.64	6,579.72	6,878.80	7,177.87	7,476.95	7,776.03	8,075.11	8,374.19	8,673.26	8,972.34	
	Bi-weekly	2,760.72	2,898.76	3,036.79	3,174.83	3,312.86	3,450.90	3,588.94	3,726.97	3,865.01	4,003.04	4,141.08	
	Hourly	34.509006	36.234455	37.959905	39.685356	41.410806	43.136257	44.861707	46.587158	48.312607	50.038057	51.763508	

Ramsey County Supervisors Association

Service Requirements for Salary Step Advancement for

Salary Plan 44

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
44	1	2	6	1,040
44	2	3	6	1,040
44	3	4	12	2,080
44	4	5	12	2,080
44	5	6	12	2,080
44	6	7	12	2,080
44	7	8	48	8,320
44	8	9	48	8,320
44	9	10	48	8,320
44	10	11	48	8,320
44	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
14	Annual	53,326.53	55,376.89	57,556.60	59,828.53	62,063.64	64,483.16	67,032.36	70,283.36	80,350.13	84,007.44	85,706.90	1.6664
	Monthly	4,443.88	4,614.74	4,796.38	4,985.71	5,171.97	5,373.60	5,586.03	5,856.95	6,695.84	7,000.62	7,142.24	
	Bi-weekly	2,051.02	2,129.88	2,213.72	2,301.10	2,387.06	2,480.12	2,578.17	2,703.21	3,090.39	3,231.06	3,296.42	
	Hourly	25.637753	26.623505	27.671444	28.763718	29.838287	31.001520	32.227094	33.790077	38.629871	40.388191	41.205242	
19	Annual	63,652.00	66,164.05	68,713.25	71,576.21	74,402.35	77,321.01	80,257.93	84,210.75	88,366.87	92,411.90	94,277.53	1.9891
	Monthly	5,304.33	5,513.67	5,726.10	5,964.68	6,200.20	6,443.42	6,688.16	7,017.56	7,363.91	7,700.99	7,856.46	
	Bi-weekly	2,448.15	2,544.77	2,642.82	2,752.93	2,861.63	2,973.89	3,086.84	3,238.87	3,398.73	3,554.30	3,626.06	
	Hourly	30.601925	31.809641	33.035214	34.411638	35.770359	37.173563	38.585544	40.485935	42.484071	44.428798	45.325733	
27	Annual	72,291.97	75,146.37	78,094.22	81,060.51	84,325.27	87,627.21	91,153.25	95,780.06	102,529.12	107,172.26	109,322.48	2.2591
	Monthly	6,024.33	6,262.20	6,507.85	6,755.04	7,027.11	7,302.27	7,596.11	7,981.67	8,544.09	8,931.02	9,110.21	
	Bi-weekly	2,780.46	2,890.24	3,003.62	3,117.71	3,243.28	3,370.28	3,505.89	3,683.85	3,943.43	4,122.01	4,204.71	
	Hourly	34.755753	36.128060	37.545300	38.971397	40.540994	42.128468	43.823680	46.048104	49.292846	51.525126	52.558885	
31	Annual	74,402.35	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	98,452.22	103,476.32	108,204.91	110,347.49	2.3250
	Monthly	6,200.20	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,204.35	8,623.03	9,017.08	9,195.62	
	Bi-weekly	2,861.63	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,786.62	3,979.86	4,161.73	4,244.13	
	Hourly	35.770359	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	47.332796	49.748230	52.021593	53.051678	
33	Annual	77,321.01	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	102,515.81	107,632.45	112,527.21	114,799.13	2.4162
	Monthly	6,443.42	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,542.99	8,969.37	9,377.27	9,566.59	
	Bi-weekly	2,973.89	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,942.92	4,139.71	4,327.97	4,415.35	
	Hourly	37.173563	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	49.286449	51.746371	54.099618	55.191890	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
35	Annual	77,671.92	80,867.22	84,044.58	87,406.36	90,694.19	94,443.70	98,193.52	103,088.28	108,260.30	113,173.63	115,464.12	2.4272
	Monthly	6,472.66	6,738.94	7,003.72	7,283.86	7,557.85	7,870.31	8,182.79	8,590.69	9,021.69	9,431.14	9,622.01	
	Bi-weekly	2,987.38	3,110.28	3,232.48	3,361.78	3,488.24	3,632.45	3,776.67	3,964.93	4,163.86	4,352.83	4,440.93	
	Hourly	37.342269	38.878469	40.406048	42.022288	43.602975	45.405625	47.208423	49.561674	52.048221	54.410400	55.511598	
37	Annual	77,745.56	80,959.74	84,044.58	87,406.36	90,749.57	94,462.26	98,212.09	103,088.28	108,278.87	113,192.20	115,482.69	2.4295
	Monthly	6,478.80	6,746.65	7,003.72	7,283.86	7,562.46	7,871.86	8,184.34	8,590.69	9,023.24	9,432.68	9,623.56	
	Bi-weekly	2,990.21	3,113.84	3,232.48	3,361.78	3,490.37	3,633.16	3,777.39	3,964.93	4,164.57	4,353.55	4,441.64	
	Hourly	37.377672	38.922953	40.406048	42.022288	43.629602	45.414549	47.217352	49.561674	52.057150	54.419328	55.520526	
39	Annual	78,934.22	82,067.05	85,276.50	88,736.13	92,003.53	95,827.96	99,691.35	104,572.98	112,035.83	117,132.83	119,504.97	2.4666
	Monthly	6,577.85	6,838.92	7,106.38	7,394.68	7,666.96	7,985.66	8,307.61	8,714.42	9,336.32	9,761.07	9,958.75	
	Bi-weekly	3,035.93	3,156.43	3,279.87	3,412.93	3,538.60	3,685.69	3,834.28	4,022.04	4,309.07	4,505.11	4,596.34	
	Hourly	37.949144	39.455314	40.998315	42.661600	44.232468	46.071132	47.928532	50.275471	53.863381	56.313859	57.454311	
40	Annual	79,906.71	83,157.71	86,464.10	89,899.84	93,261.62	97,085.09	101,001.09	105,988.38	111,252.61	116,350.67	118,696.55	2.4970
	Monthly	6,658.89	6,929.81	7,205.34	7,491.65	7,771.80	8,090.43	8,416.76	8,832.37	9,271.05	9,695.89	9,891.38	
	Bi-weekly	3,073.33	3,198.37	3,325.54	3,457.69	3,586.99	3,734.04	3,884.66	4,076.48	4,278.95	4,475.03	4,565.25	
	Hourly	38.416685	39.979667	41.569277	43.221078	44.837319	46.675526	48.558217	50.955950	53.486832	55.937823	57.065651	
44	Annual	80,257.93	83,490.36	86,759.62	90,250.74	93,834.09	97,565.35	101,610.69	106,450.06	111,862.22	116,960.28	119,324.73	2.5080
	Monthly	6,688.16	6,957.53	7,229.97	7,520.90	7,819.51	8,130.45	8,467.56	8,870.84	9,321.85	9,746.69	9,943.73	
	Bi-weekly	3,086.84	3,211.17	3,336.91	3,471.18	3,609.00	3,752.51	3,908.10	4,094.23	4,302.39	4,498.47	4,589.41	
	Hourly	38.585544	40.139596	41.711356	43.389781	45.112543	46.906419	48.851295	51.177915	53.779912	56.230904	57.367658	

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 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
47	Annual	83,878.09	87,277.01	90,694.19	94,351.49	98,045.60	101,943.03	106,154.55	111,234.36	116,886.32	122,261.66	124,718.31	2.6211
	Monthly	6,989.84	7,273.09	7,557.85	7,862.62	8,170.47	8,495.25	8,846.21	9,269.53	9,740.53	10,188.47	10,393.19	
	Bi-weekly	3,226.08	3,356.81	3,488.24	3,628.90	3,770.98	3,920.89	4,082.87	4,278.24	4,495.63	4,702.37	4,796.86	
	Hourly	40.326006	41.960103	43.602975	45.361291	47.137309	49.011073	51.035840	53.478058	56.195346	58.779642	59.960726	

Administrative and Technical Unclassified (Unrepresented)

Service Requirements for Salary Step Advancement for

Salary Plan 98A

The service requirements for salary step advancement for employees on this salary plan are:

Salary Plan	Step Advancement		Service Requirements	
	From Step	To Step	Full-Time Months	Part-Time Hours
98A	1	2	6	1,040
98A	2	3	6	1,040
98A	3	4	12	2,080
98A	4	5	12	2,080
98A	5	6	12	2,080
98A	6	7	12	2,080
98A	7	8	48	8,320
98A	8	9	48	8,320
98A	9	10	48	8,320
98A	10	11	48	8,320
98A	11	MAX		

Salary progression on this plan *is not subject* to years of service (longevity increases).

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
00	Annual	37,575.21	38,640.71	39,744.14	40,980.79	42,369.48	43,758.49	45,185.43	47,202.00	49,199.78	51,425.75	52,434.21	1.2645
	Monthly	3,131.27	3,220.06	3,312.01	3,415.07	3,530.79	3,646.54	3,765.45	3,933.50	4,099.98	4,285.48	4,369.52	
	Bi-weekly	1,445.20	1,486.18	1,528.62	1,576.18	1,629.60	1,683.02	1,737.90	1,815.46	1,892.30	1,977.91	2,016.70	
	Hourly	18.065006	18.577265	19.107760	19.702305	20.369944	21.037736	21.723762	22.693271	23.653738	24.723920	25.208756	
01	Annual	41,361.36	43,130.60	44,995.15	46,897.62	48,876.27	50,950.23	53,080.90	55,326.01	57,685.22	60,310.56	61,528.09	1.3919
	Monthly	3,446.78	3,594.22	3,749.60	3,908.14	4,073.02	4,245.85	4,423.41	4,610.50	4,807.10	5,025.88	5,127.34	
	Bi-weekly	1,590.82	1,658.87	1,730.58	1,803.75	1,879.86	1,959.62	2,041.57	2,127.92	2,218.66	2,319.64	2,366.46	
	Hourly	19.885268	20.735864	21.632284	22.546931	23.498206	24.495301	25.519661	26.599042	27.733278	28.995461	29.580811	
02	Annual	43,415.85	45,318.66	47,297.31	49,390.06	51,539.86	53,803.77	56,125.05	58,598.37	61,204.90	63,925.55	65,219.26	1.4611
	Monthly	3,617.99	3,776.56	3,941.44	4,115.84	4,294.99	4,483.65	4,677.09	4,883.20	5,100.41	5,327.13	5,434.94	
	Bi-weekly	1,669.84	1,743.03	1,819.13	1,899.62	1,982.30	2,069.38	2,158.66	2,253.78	2,354.03	2,458.67	2,508.43	
	Hourly	20.873005	21.787816	22.739089	23.745219	24.778779	25.867198	26.983195	28.172291	29.425434	30.733436	31.355411	
03	Annual	45,641.83	47,696.67	49,751.49	51,996.60	54,298.43	56,752.94	59,226.25	61,870.72	64,591.36	67,521.41	68,872.18	1.5360
	Monthly	3,803.49	3,974.72	4,145.96	4,333.05	4,524.87	4,729.41	4,935.52	5,155.89	5,382.61	5,626.78	5,739.35	
	Bi-weekly	1,755.46	1,834.49	1,913.52	1,999.87	2,088.40	2,182.81	2,277.93	2,379.64	2,484.28	2,596.98	2,648.93	
	Hourly	21.943189	22.931089	23.918987	24.998364	26.105012	27.285069	28.474160	29.745537	31.053539	32.462217	33.111623	
04	Annual	48,210.45	50,360.25	52,624.16	54,983.37	57,494.94	60,063.23	62,745.94	65,580.69	68,586.58	71,649.87	73,114.73	1.6224
	Monthly	4,017.54	4,196.69	4,385.35	4,581.95	4,791.25	5,005.27	5,228.83	5,465.06	5,715.55	5,970.82	6,092.89	
	Bi-weekly	1,854.25	1,936.93	2,024.01	2,114.74	2,211.34	2,310.12	2,413.31	2,522.33	2,637.95	2,755.76	2,812.10	
	Hourly	23.178102	24.211660	25.300076	26.434310	27.641796	28.876552	30.166318	31.529177	32.974319	34.447051	35.151312	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
04S	Annual	48,628.94	50,854.92	53,100.03	55,478.03	58,008.39	60,653.19	63,335.58	66,227.38	69,252.74	72,391.86	73,837.60	1.6365
	Monthly	4,052.41	4,237.91	4,425.00	4,623.17	4,834.03	5,054.43	5,277.97	5,518.95	5,771.06	6,032.66	6,153.13	
	Bi-weekly	1,870.34	1,955.96	2,042.31	2,133.77	2,231.09	2,332.82	2,435.98	2,547.21	2,663.57	2,784.30	2,839.91	
	Hourly	23.379297	24.449481	25.528859	26.672131	27.888650	29.160188	30.449798	31.840086	33.294584	34.803779	35.498844	
05	Annual	51,045.20	53,347.36	55,820.67	58,351.03	61,052.54	63,868.50	66,817.34	69,842.37	73,038.55	76,330.03	77,871.07	1.7178
	Monthly	4,253.77	4,445.61	4,651.72	4,862.59	5,087.71	5,322.38	5,568.11	5,820.20	6,086.55	6,360.84	6,489.26	
	Bi-weekly	1,963.28	2,051.82	2,146.95	2,244.27	2,348.17	2,456.48	2,569.90	2,686.24	2,809.18	2,935.77	2,995.04	
	Hourly	24.540961	25.647767	26.836862	28.053381	29.352184	30.706008	32.123722	33.578062	35.114688	36.697130	37.438016	
06	Annual	54,260.50	56,886.17	59,568.56	62,327.46	65,257.18	68,453.35	71,687.78	75,074.25	78,613.06	82,228.06	83,864.07	1.8260
	Monthly	4,521.71	4,740.51	4,964.05	5,193.96	5,438.10	5,704.45	5,973.98	6,256.19	6,551.09	6,852.34	6,988.67	
	Bi-weekly	2,086.94	2,187.93	2,291.10	2,397.21	2,509.89	2,632.82	2,757.22	2,887.47	3,023.58	3,162.62	3,225.54	
	Hourly	26.086778	27.349121	28.638731	29.965123	31.373643	32.910265	34.465281	36.093387	37.794742	39.532719	40.319266	
07	Annual	58,427.21	61,223.70	64,134.62	67,140.85	70,337.03	73,704.69	77,167.33	80,819.92	84,682.24	88,544.56	90,313.81	1.9663
	Monthly	4,868.93	5,101.98	5,344.55	5,595.07	5,861.42	6,142.06	6,430.61	6,734.99	7,056.85	7,378.71	7,526.15	
	Bi-weekly	2,247.20	2,354.76	2,466.72	2,582.34	2,705.27	2,834.80	2,967.97	3,108.46	3,257.01	3,405.56	3,473.61	
	Hourly	28.090003	29.434473	30.833954	32.279255	33.815879	35.434947	37.099676	38.855729	40.712615	42.569501	43.420099	
07F	Annual	63,069.46	65,561.57	68,148.97	70,774.64	73,723.49	76,634.42	79,640.64	83,597.94	87,688.14	91,645.44	93,491.19	2.1225
	Monthly	5,255.79	5,463.46	5,679.08	5,897.89	6,143.62	6,386.20	6,636.72	6,966.50	7,307.35	7,637.12	7,790.93	
	Bi-weekly	2,425.75	2,521.60	2,621.11	2,722.10	2,835.52	2,947.48	3,063.10	3,215.31	3,372.62	3,524.82	3,595.81	
	Hourly	30.321854	31.519983	32.763930	34.026270	35.443987	36.843470	38.288770	40.191318	42.157758	44.060307	44.947687	

Grade		1	2	3	4	5	6	7	8	9	10	11	Night Diff
07M	Annual	63,069.46	65,561.57	68,148.97	70,774.64	73,723.49	76,634.42	79,640.64	83,597.94	88,867.74	92,844.17	94,708.72	2.1225
	Monthly	5,255.79	5,463.46	5,679.08	5,897.89	6,143.62	6,386.20	6,636.72	6,966.50	7,405.65	7,737.01	7,892.39	
	Bi-weekly	2,425.75	2,521.60	2,621.11	2,722.10	2,835.52	2,947.48	3,063.10	3,215.31	3,417.99	3,570.93	3,642.64	
	Hourly	30.321854	31.519983	32.763930	34.026270	35.443987	36.843470	38.288770	40.191318	42.724876	44.636621	45.533037	
07R	Annual	65,561.57	68,148.97	70,774.64	73,723.49	76,634.42	79,640.64	82,665.67	86,737.07	91,017.87	95,184.26	97,105.85	2.2063
	Monthly	5,463.46	5,679.08	5,897.89	6,143.62	6,386.20	6,636.72	6,888.81	7,228.09	7,584.82	7,932.02	8,092.15	
	Bi-weekly	2,521.60	2,621.11	2,722.10	2,835.52	2,947.48	3,063.10	3,179.45	3,336.04	3,500.69	3,660.93	3,734.84	
	Hourly	31.519983	32.763930	34.026270	35.443987	36.843470	38.288770	39.743110	41.700513	43.758593	45.761662	46.685505	
08	Annual	63,069.46	66,018.29	69,195.35	72,468.03	75,949.47	79,564.46	83,350.61	87,269.66	91,436.36	95,564.82	97,467.28	2.1225
	Monthly	5,255.79	5,501.52	5,766.28	6,039.00	6,329.12	6,630.37	6,945.88	7,272.47	7,619.70	7,963.74	8,122.27	
	Bi-weekly	2,425.75	2,539.17	2,661.36	2,787.23	2,921.13	3,060.17	3,205.79	3,356.53	3,516.78	3,675.57	3,748.74	
	Hourly	30.321854	31.739564	33.266997	34.840401	36.514168	38.252145	40.072410	41.956566	43.959789	45.944624	46.859271	
09	Annual	68,510.74	71,763.97	75,150.42	78,727.16	82,456.26	86,394.44	90,447.04	94,803.69	99,312.71	103,840.84	105,933.60	2.3056
	Monthly	5,709.23	5,980.33	6,262.54	6,560.60	6,871.36	7,199.54	7,537.25	7,900.31	8,276.06	8,653.40	8,827.80	
	Bi-weekly	2,635.03	2,760.15	2,890.40	3,027.97	3,171.39	3,322.86	3,478.73	3,646.30	3,819.72	3,993.88	4,074.37	
	Hourly	32.937856	34.501907	36.130011	37.849597	39.642431	41.535786	43.484154	45.578699	47.746495	49.923482	50.929613	
10	Annual	74,674.89	78,270.75	81,999.52	85,880.97	89,971.17	94,233.18	98,760.99	103,403.23	108,331.07	113,220.30	115,503.66	2.5130
	Monthly	6,222.91	6,522.56	6,833.29	7,156.75	7,497.60	7,852.77	8,230.08	8,616.94	9,027.59	9,435.03	9,625.31	
	Bi-weekly	2,872.11	3,010.41	3,153.83	3,303.11	3,460.43	3,624.35	3,798.50	3,977.05	4,166.58	4,354.63	4,442.45	
	Hourly	35.901390	37.630170	39.422847	41.288928	43.255370	45.304414	47.481246	49.713092	52.082243	54.432838	55.530607	

Department Head / Division Directors – Performance Based (Unrepresented)

Service Requirements for Salary Step Advancement for

Salary Plan 98B

The service requirements for salary step advancement for employees on this salary plan are:

N/A

Annual salary advancements based on performance appraisal rating of 'proficient' or higher

Salary progression on this plan *is not subject* to years of service (longevity increases).

Principal Assistants (Unrepresented)

Service Requirements for Salary Step Advancement for

Salary Plan 98D

The service requirements for salary step advancement for employees on this salary plan are:

N/A

Salary progression on this plan *is not subject* to years of service (longevity increases).

Report ID: RCHR093A
 As Of Date: 01/04/2025
 Salary Plan: 98D Non-rep/Principal Asst

PeopleSoft
 COMPENSATION MANUAL

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Grade		1	2	3	4	5	6	7	8	9	Night Diff
25A	Annual	66,398.86	69,043.33	71,801.89	74,655.76	77,623.74	80,762.87	83,997.30	88,221.05	89,990.30	2.2345
	Monthly	5,533.24	5,753.61	5,983.49	6,221.31	6,468.65	6,730.24	6,999.78	7,351.75	7,499.19	
	Bi-weekly	2,553.80	2,655.51	2,761.61	2,871.38	2,985.53	3,106.26	3,230.67	3,393.12	3,461.17	
	Hourly	31.922528	33.193907	34.520140	35.892194	37.319105	38.828301	40.383315	42.413968	43.264565	