

Scale Updated 6/28/21
 Includes 1.8% for ECI and 7/1/21 implementation
 Supercedes Proposed Pay Plans scale in Draft Report

****As of 6/29/21 this is only for Local 400 and non-represented.
 AFSCME will still fall under the FY21 scale until negotiations have completed.

**FISCAL 2020
 Salary Scale**

Grade Range 60%
Grade Increase 5.00%
Step Increase 1.50%

STEP																																	
GRADE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	GRADE
105	32,489.47	32,976.81	33,471.46	33,973.54	34,483.14	35,000.39	35,525.39	36,058.27	36,599.15	37,148.13	37,705.36	38,270.94	38,845.00	39,427.68	40,019.09	40,619.38	41,228.67	41,847.10	42,474.80	43,111.93	43,758.61	44,414.98	45,081.21	45,757.43	46,443.79	47,140.45	47,847.55	48,565.27	49,293.74	50,033.15	50,783.65	51,545.40	105
106	34,113.94	34,625.65	35,145.04	35,672.21	36,207.30	36,750.41	37,301.66	37,861.19	38,429.10	39,005.54	39,590.62	40,184.48	40,787.25	41,399.06	42,020.05	42,650.35	43,290.10	43,939.45	44,598.54	45,267.52	45,946.54	46,635.73	47,335.27	48,045.30	48,765.98	49,497.47	50,239.93	50,993.53	51,758.43	52,534.81	53,322.83	54,122.67	106
107	35,819.64	36,356.94	36,902.29	37,455.82	38,017.66	38,587.93	39,166.74	39,754.25	40,350.56	40,955.82	41,570.16	42,193.71	42,826.61	43,469.01	44,121.05	44,782.86	45,454.61	46,136.43	46,828.47	47,530.90	48,243.86	48,967.52	49,702.03	50,447.56	51,204.28	51,972.34	52,751.93	53,543.21	54,346.35	55,161.55	55,988.97	56,828.81	107
108	37,610.62	38,174.78	38,747.40	39,328.61	39,918.54	40,517.32	41,125.08	41,741.96	42,368.09	43,003.61	43,648.66	44,303.39	44,967.94	45,642.46	46,327.10	47,022.01	47,727.34	48,443.25	49,169.90	49,907.44	50,656.06	51,415.90	52,187.13	52,969.94	53,764.49	54,570.96	55,389.52	56,220.37	57,063.67	57,919.63	58,788.42	59,670.25	108
109	39,491.15	40,083.52	40,684.77	41,295.05	41,914.47	42,543.19	43,181.34	43,829.06	44,486.49	45,153.79	45,831.10	46,518.56	47,216.34	47,924.59	48,643.46	49,373.11	50,113.70	50,865.41	51,628.39	52,402.82	53,188.86	53,986.69	54,796.49	55,618.44	56,452.72	57,299.51	58,159.00	59,031.38	59,916.85	60,815.61	61,727.84	62,653.76	109
110	41,465.71	42,087.70	42,719.01	43,359.80	44,010.19	44,670.35	45,340.40	46,020.51	46,710.82	47,411.48	48,122.65	48,844.49	49,577.16	50,320.82	51,075.63	51,841.76	52,619.39	53,408.68	54,209.81	55,022.96	55,848.30	56,686.03	57,536.32	58,399.36	59,275.35	60,164.48	61,066.95	61,982.95	62,912.70	63,856.39	64,814.23	65,786.45	110
111	43,539.00	44,192.08	44,854.96	45,527.79	46,210.70	46,903.87	47,607.42	48,321.53	49,046.36	49,782.05	50,528.78	51,286.72	52,056.02	52,836.86	53,629.41	54,433.85	55,250.36	56,079.11	56,920.30	57,774.10	58,640.72	59,520.33	60,413.13	61,319.33	62,239.12	63,172.71	64,120.30	65,082.10	66,058.33	67,049.21	68,054.95	69,075.77	111
112	45,715.95	46,401.69	47,097.71	47,804.18	48,521.24	49,249.06	49,987.79	50,737.61	51,498.68	52,271.16	53,055.22	53,851.05	54,658.82	55,478.70	56,310.88	57,155.54	58,012.88	58,883.07	59,766.32	60,662.81	61,572.75	62,496.34	63,433.79	64,385.30	65,351.07	66,331.34	67,326.31	68,336.21	69,361.25	70,401.67	71,457.69	72,529.56	112
113	48,001.74	48,721.77	49,452.60	50,194.39	50,947.30	51,711.51	52,487.18	53,274.49	54,073.61	54,884.71	55,707.98	56,543.60	57,391.76	58,252.63	59,126.42	60,013.32	60,913.52	61,827.22	62,754.63	63,695.95	64,651.39	65,621.16	66,605.48	67,604.56	68,618.63	69,647.91	70,692.63	71,753.02	72,829.31	73,921.75	75,030.58	76,156.04	113
114	50,401.83	51,157.86	51,925.23	52,704.11	53,494.67	54,297.09	55,111.54	55,938.22	56,777.29	57,628.95	58,493.38	59,370.78	60,261.35	61,165.27	62,082.74	63,013.99	63,959.20	64,918.58	65,892.36	66,880.75	67,883.96	68,902.22	69,935.75	70,984.79	72,049.56	73,130.30	74,227.26	75,340.67	76,470.78	77,617.84	78,782.11	79,963.84	114
115	52,921.92	53,715.75	54,521.49	55,339.31	56,169.40	57,011.94	57,867.12	58,735.13	59,616.15	60,510.40	61,418.05	62,339.32	63,274.41	64,223.53	65,186.88	66,164.69	67,157.16	68,164.51	69,186.98	70,224.79	71,278.16	72,347.33	73,432.54	74,534.03	75,652.04	76,786.82	77,938.62	79,107.70	80,294.32	81,498.73	82,721.21	83,962.03	115
116	55,568.02	56,401.54	57,247.56	58,106.28	58,977.87	59,862.54	60,760.48	61,671.88	62,596.96	63,535.92	64,488.95	65,456.29	66,438.13	67,434.71	68,446.23	69,472.92	70,515.01	71,572.74	72,646.33	73,736.02	74,842.06	75,964.70	77,104.17	78,260.73	79,434.64	80,626.16	81,835.55	83,063.09	84,309.03	85,573.67	86,857.27	88,160.13	116
117	58,346.42	59,221.62	60,109.94	61,011.59	61,926.76	62,855.67	63,798.50	64,755.48	65,726.81	66,712.71	67,713.40	68,729.10	69,760.04	70,806.44	71,868.54	72,946.57	74,040.76	75,151.38	76,278.65	77,422.83	78,584.17	79,762.93	80,959.37	82,173.77	83,406.37	84,657.47	85,927.33	87,216.24	88,524.48	89,852.35	91,200.14	92,568.14	117
118	61,263.74	62,182.70	63,115.44	64,062.17	65,023.10	65,998.45	66,988.43	67,993.25	69,013.15	70,048.35	71,099.07	72,165.56	73,248.04	74,346.76	75,461.96	76,593.89	77,742.80	78,908.94	80,092.58	81,293.97	82,513.38	83,751.08	85,007.34	86,282.45	87,576.69	88,890.34	90,223.70	91,577.05	92,950.71	94,344.97	95,760.14	97,196.54	118
119	64,326.93	65,291.83	66,271.21	67,265.28	68,274.26	69,298.37	70,337.85	71,392.91	72,463.81	73,550.76	74,654.03	75,773.84	76,910.44	78,064.10	79,235.06	80,423.59	81,629.94	82,854.39	84,097.21	85,358.67	86,639.05	87,938.63	89,257.71	90,596.58	91,955.52	93,334.86	94,734.88	96,155.90	97,598.24	99,062.22	100,548.15	102,056.37	119
120	67,543.27	68,556.42	69,584.77	70,628.54	71,687.97	72,763.29	73,854.74	74,962.56	76,087.00	77,228.30	78,386.73	79,562.53	80,755.97	81,967.31	83,196.82	84,444.77	85,711.44	86,997.11	88,302.07	89,626.60	90,971.00	92,335.56	93,720.60	95,126.41	96,553.30	98,001.60	99,471.62	100,963.70	102,478.15	104,015.33	105,575.56	107,159.19	120
121	70,920.44	71,984.25	73,064.01	74,159.97	75,272.37	76,401.45	77,547.48	78,710.69	79,891.35	81,089.72	82,306.06	83,540.66	84,793.76	86,065.67	87,356.66	88,667.01	89,997.01	91,346.97	92,717.17	94,107.93	95,519.55	96,952.34	98,406.63	99,882.73	101,380.97	102,901.68	104,445.21	106,011.88	107,602.06	109,216.09	110,854.33	112,517.15	121
122	74,466.46	75,583.46	76,717.21	77,867.97	79,035.99	80,221.53	81,424.85	82,646.22	83,885.92	85,144.20	86,421.37	87,717.69	89,033.45	90,368.95	91,724.49	93,100.36	94,496.86	95,914.31	97,353.03	98,813.33	100,295.52	101,799.96	103,326.96	104,876.86	106,450.01	108,046.76	109,667.47	111,312.48	112,982.17	114,676.90	116,397.05	118,143.01	122
123	78,189.78	79,362.63	80,553.07	81,761.37	82,987.79	84,232.60	85,496.09	86,778.53	88,080.21	89,401.41	90,742.44	92,103.57	93,485.13	94,887.40	96,310.71	97,755.37	99,221.71	100,710.03	102,220.68	103,753.99	105,310.30	106,889.96	108,493.31	110,120.70	111,772.52	113,449.10	115,150.84	116,878.10	118,631.27	120,410.74	122,216.90	124,050.16	123
124	82,099.27	83,330.76	84,580.72	85,849.43	87,137.18	88,444.23	89,770.90	91,117.46	92,484.22	93,871.49	95,279.56	96,708.75	98,159.38	99,631.77	101,126.25	102,643.14	104,182.79	105,745.53	107,331.72	108,941.69	110,575.82	112,234.45	113,917.97	115,626.74	117,361.14	119,121.56	120,908.38	122,722.01	124,562.84	126,431.28	128,327.75	130,252.67	124
125	86,204.24	87,497.30	88,809.76	90,141.91	91,494.03	92,866.44	94,259.44	95,673.33	97,108.43	98,565.06	100,043.54	101,544.19	103,067.35	104,613.36	106,182.56	107,775.30	109,391.93	111,032.81	112,698.30	114,388.78	116,104.61	117,846.18	119,613.87	121,408.08	123,229.20	125,077.64	126,953.80	128,858.11	130,790.98	132,752.84	134,744.14	136,765.30	125
126	90,514.45	91,872.16	93,250.25	94,649.00	96,068.74	97,509.77	98,972.41	100,457.00	101,963.85	103,493.31	105,045.71	106,621.40	108,220.72	109,844.03	111,491.69	113,164.07	114,861.53	116,584.45	118,333.22	120,108.21	121,909.84	123,738.49	125,594.56	127,478.48	129,390.66	131,331.52	133,301.49	135,301.01	137,330.53	139,390.49	141,481.34	143,603.56	126
127	95,040.17	96,465.77	97,912.76	99,381.45	100,872.17	102,385.26	103,921.03	105,479.85	107,062.05	108,667.98	110,298.00	111,952.47	113,631.75	115,336.23	117,066.27	118,822.27	120,604.60	122,413.67	124,249.88	126,113.62	128,005.33	129,925.41	131,874.29	133,852.40	135,860.19	137,898.09	139,966.57	142,066.06	144,197.05	146,360.01	148,555.41	150,783.74	127
128	99,792.18	101,289.06	102,808.40	104,350.52	105,915.78	107,504.52	109,117.09	110,753.84	112,415.15	114,101.38	115,812.90	117,550.09	119,313.34	121,103.04	122,919.59	124,763.38	126,634.83	128,534.36	130,462.37	132,419.31	134,405.60	136,421.68	138,468.00	140,545.03	142,653.20	144,793.00	146,964.89	149,169.37	151,406.91	153,678.01	155,983.18	158,322.93	128
129	104,781.79	106,353.51	107,948.82	109,568.05	111,211.57	112,879.74	114,572.94	116,291.53	118,035.91	119,806.45	121,603.54	123,427.60	125,279.01	127,158.19	129,065.57	131,001.55	132,966.57	134,961.07	136,985.49	139,040.27	141,125.88	143,242.76	145,391.41	147,572.28	149,78								

STEP																																	
GRADE	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z	AA	AB	AC	AD	AE	AF	GRADE
105	15.90110	15.85424	16.09205	16.33343	16.57843	16.82711	17.07952	17.33571	17.59574	17.85968	18.12758	18.39949	18.67548	18.95561	19.23995	19.52855	19.82147	20.11880	20.42058	20.72689	21.03779	21.35336	21.67366	21.99876	22.32874	22.66368	23.00363	23.34869	23.69892	24.05440	24.41522	24.78144	105
106	16.40093	16.64695	16.89665	17.15010	17.40735	17.66846	17.93349	18.20249	18.47553	18.75266	19.03395	19.31946	19.60926	19.90339	20.20194	20.50497	20.81255	21.12474	21.44161	21.76323	22.08968	22.42103	22.75734	23.09870	23.44518	23.79686	24.15381	24.51612	24.88386	25.25712	25.63598	26.02052	106
107	17.22098	17.47930	17.74149	18.00761	18.27772	18.55189	18.83017	19.11262	19.39931	19.69030	19.98565	20.28544	20.58972	20.89856	21.21204	21.53022	21.85318	22.18097	22.51369	22.85139	23.19416	23.54208	23.89521	24.25364	24.61744	24.98670	25.36150	25.74193	26.12805	26.51998	26.91777	27.32154	107
108	18.08203	18.35326	18.62856	18.90799	19.19161	19.47948	19.77167	20.06825	20.36927	20.67481	20.98493	21.29971	21.61920	21.94349	22.27264	22.60673	22.94583	23.29002	23.63937	23.99396	24.35387	24.71918	25.08997	25.46632	25.84831	26.23604	26.62958	27.02902	27.43446	27.84597	28.26366	28.68762	108
109	18.98613	19.27092	19.55999	19.85339	20.15119	20.45346	20.76026	21.07166	21.38774	21.70855	22.03418	22.36469	22.70016	23.04067	23.38628	23.73707	24.09313	24.45452	24.82134	25.19366	25.57157	25.95514	26.34447	26.73963	27.14073	27.54784	27.96106	28.38047	28.80618	29.23827	29.67685	30.12200	109
110	19.93544	20.23447	20.53799	20.84606	21.15875	21.47613	21.79827	22.12524	22.45712	22.79398	23.13589	23.48293	23.83517	24.19270	24.55559	24.92392	25.29778	25.67725	26.06241	26.45334	26.85014	27.25290	27.66169	28.07662	28.49777	28.92523	29.35911	29.79950	30.24649	30.70019	31.16069	31.62810	110
111	20.93221	21.24619	21.56489	21.88836	22.21668	22.54994	22.88818	23.23151	23.57998	23.93368	24.29268	24.65707	25.02693	25.40233	25.78337	26.17012	26.56267	26.96111	27.36553	27.77601	28.19265	28.61554	29.04477	29.48045	29.92265	30.37149	30.82707	31.28947	31.75881	32.23520	32.71872	33.20950	111
112	21.97882	22.30850	22.64313	22.98278	23.32752	23.67743	24.03259	24.39308	24.75898	25.13036	25.50732	25.88993	26.27828	26.67245	27.07254	27.47863	27.89081	28.30917	28.73381	29.16481	29.60228	30.04632	30.49701	30.95447	31.41879	31.89007	32.36842	32.85395	33.34675	33.84696	34.35466	34.86998	112
113	23.07776	23.42393	23.77529	24.13192	24.49390	24.86130	25.23422	25.61274	25.99693	26.38688	26.78268	27.18442	27.59219	28.00607	28.42617	28.85256	29.28535	29.72463	30.17050	30.62305	31.08240	31.54863	32.02186	32.50219	32.98973	33.48457	33.98684	34.49664	35.01409	35.53930	36.07239	36.61348	113
114	24.23165	24.59512	24.96405	25.33851	25.71859	26.10437	26.49593	26.89337	27.29677	27.70623	28.12182	28.54365	28.97180	29.40638	29.84747	30.29519	30.74961	31.21086	31.67902	32.15421	32.63652	33.12607	33.62296	34.12730	34.63921	35.15880	35.68618	36.22147	36.76480	37.31627	37.87601	38.44415	114
115	25.44323	25.82488	26.21225	26.60544	27.00452	27.40959	27.82073	28.23804	28.66161	29.09154	29.52791	29.97083	30.42039	30.87670	31.33985	31.80994	32.28709	32.77140	33.26297	33.76192	34.26834	34.78237	35.30411	35.83367	36.37117	36.91674	37.47049	38.03255	38.60304	39.18208	39.76981	40.36636	115
116	26.71539	27.11612	27.52287	27.93571	28.35475	28.78007	29.21177	29.64994	30.09469	30.54611	31.00431	31.46937	31.94141	32.42053	32.90684	33.40044	33.90145	34.40997	34.92612	35.45001	35.98176	36.52149	37.06931	37.62535	38.18973	38.76258	39.34402	39.93418	40.53319	41.14119	41.75830	42.38468	116
117	28.05116	28.47193	28.89901	29.33250	29.77248	30.21907	30.67236	31.13244	31.59943	32.07342	32.55452	33.04284	33.53848	34.04156	34.55218	35.07046	35.59652	36.13047	36.67243	37.22251	37.78085	38.34756	38.92278	39.50662	40.09922	40.70071	41.31122	41.93088	42.55985	43.19825	43.84622	44.50391	117
118	29.45372	29.89553	30.34396	30.79912	31.26111	31.73002	32.20597	32.68906	33.17940	33.67709	34.18225	34.69498	35.21540	35.74364	36.27979	36.82399	37.37635	37.93699	38.50605	39.08364	39.66989	40.26494	40.86892	41.48195	42.10418	42.73574	43.37678	44.02743	44.68784	45.35816	46.03853	46.72911	118
119	30.92641	31.39030	31.86116	32.33908	32.82416	33.31652	33.81627	34.32352	34.83837	35.36094	35.89136	36.42973	36.97618	37.53082	38.09378	38.66519	39.24516	39.83384	40.43135	41.03782	41.65339	42.27819	42.91236	43.55605	44.20939	44.87253	45.54562	46.22880	46.92223	47.62607	48.34046	49.06556	119
120	32.47273	32.95982	33.45422	33.95603	34.46537	34.98235	35.50709	36.03969	36.58029	37.12899	37.68593	38.25122	38.82498	39.40736	39.99847	40.59845	41.20742	41.82553	42.45292	43.08971	43.73606	44.39210	45.05798	45.73385	46.41986	47.11615	47.82290	48.54024	49.26834	50.00737	50.75748	51.51884	120
121	34.09636	34.60781	35.12693	35.65383	36.18864	36.73147	37.28244	37.84168	38.40930	38.98544	39.57022	40.16378	40.76623	41.37773	41.99839	42.62837	43.26779	43.91681	44.57556	45.24420	45.92286	46.61170	47.31088	48.02054	48.74085	49.47196	50.21404	50.96725	51.73176	52.50774	53.29535	54.09478	121
122	35.80118	36.33820	36.88327	37.43652	37.99807	38.56804	39.14656	39.73376	40.32977	40.93471	41.54873	42.17197	42.80454	43.44661	44.09831	44.75979	45.43118	46.11265	46.80434	47.50641	48.21900	48.94229	49.67642	50.42157	51.17789	51.94556	52.72474	53.51561	54.31835	55.13312	55.96012	56.79952	122
123	37.59124	38.15511	38.72744	39.30835	39.89797	40.49644	41.10389	41.72045	42.34626	42.98145	43.62617	44.28056	44.94477	45.61894	46.30323	46.99778	47.70274	48.41828	49.14456	49.88173	50.62995	51.38940	52.16024	52.94265	53.73679	54.54284	55.36098	56.19140	57.03427	57.88978	58.75813	59.63950	123
124	39.47080	40.06287	40.66381	41.27377	41.89287	42.52127	43.15908	43.80647	44.46357	45.13052	45.80748	46.49459	47.19201	47.89989	48.61839	49.34767	50.08788	50.83920	51.60179	52.37581	53.16145	53.95887	54.76825	55.58978	56.42363	57.26998	58.12903	59.00096	59.88598	60.78427	61.69603	62.62147	124
125	41.44434	42.06601	42.69700	43.33745	43.98752	44.64733	45.31704	45.99679	46.68675	47.38705	48.09785	48.81932	49.55161	50.29489	51.04931	51.81505	52.59227	53.38116	54.18188	54.99460	55.81952	56.65682	57.50667	58.36927	59.24481	60.13348	61.03548	61.95101	62.88028	63.82348	64.78083	65.75255	125
126	43.51656	44.16931	44.83185	45.50433	46.18689	46.87970	47.58289	48.29663	49.02108	49.75640	50.50275	51.26029	52.02919	52.80963	53.60177	54.40580	55.22189	56.05022	56.89097	57.74433	58.61050	59.48966	60.38200	61.28773	62.20705	63.14015	64.08726	65.04856	66.02429	67.01466	68.01988	69.04017	126
127	45.69239	46.37778	47.07344	47.77954	48.49624	49.22368	49.96204	50.71147	51.47214	52.24422	53.02788	53.82330	54.63065	55.45011	56.28186	57.12609	57.98298	58.85273	59.73552	60.63155	61.54102	62.46414	63.40110	64.35212	65.31740	66.29716	67.29162	68.30099	69.32551	70.36539	71.42087	72.49218	127
128	47.97701	48.69666	49.42711	50.16852	50.92105	51.68486	52.46014	53.24704	54.04575	54.85643	55.67928	56.51447	57.36218	58.22262	59.09596	59.98240	60.88213	61.79536	62.72229	63.66313	64.61807	65.58735	66.57116	67.56972	68.58327	69.61202	70.65620	71.71604	72.79178	73.88366	74.99191	76.11679	128
129	50.37586	51.13150	51.89847	52.67695	53.46710	54.26911	55.08314	55.90939	56.74803	57.59925	58.46324	59.34019	60.23029	61.13375	62.05075	62.98151	63.92624	64.88513	65.85841	66.84628	67.84898	68.86671	69.89971	70.94821	72.01243	73.09262	74.18901	75.30184	76.43137	77.57784	78.74151	79.92263	129
130	52.89465	53.68807	54.49339	55.31079	56.14046	56.98256	57.83730	58.70486	59.58543	60.47922	61.38640	62.30720	63.24181	64.19043	65.15329	66.13059	67.12255	68.12939	69.15133	70.18860	71.24143	72.31005	73.39470	74.49562	75.61305	76.74725	77.89846	79.06694	80.25294	81.45673	82.67859	83.91876	130
131	55.53939	56.37248	57.21806	58.07633	58.94748	59.83169	60.72917	61.64010	62.56471	63.50318	64.45572	65.42256	66.40390	67.39996	68.41096	69.43712	70.47868	71.53586	72.60890	73.69803	74.80350	75.92555	77.06443	78.22040	79.39371	80.58461	81.79338	83.02028	84.26559	85.52957	86.81251	88.11470	131
132	58.31635	59.19110	60.07897	60.98015	61.89485	62.82328	63.76562	64.72211	65.69294	66.67834	67.67851	68.69369	69.72409	70.76995	71.83150	72.90898	74.00261	75.11265	76.23934	77.38293	78.54367	79.72183	8										