

CITY OF BOTHELL  
2021 AFSCME SALARY GRID

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 1	1	\$ 21.0286	\$ 1,822.55	\$ 3,645.09	\$ 43,741.08
	2	\$ 21.9084	\$ 1,898.80	\$ 3,797.60	\$ 45,571.20
	3	\$ 22.8232	\$ 1,978.09	\$ 3,956.17	\$ 47,474.04
	4	\$ 23.7672	\$ 2,059.90	\$ 4,119.79	\$ 49,437.48
	5	\$ 24.7227	\$ 2,142.72	\$ 4,285.43	\$ 51,425.16
	6	\$ 25.7133	\$ 2,228.57	\$ 4,457.13	\$ 53,485.56
	7	\$ 26.7388	\$ 2,317.45	\$ 4,634.89	\$ 55,618.68

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 5	1	\$ 23.2136	\$ 2,011.92	\$ 4,023.84	\$ 48,286.08
	2	\$ 24.1808	\$ 2,095.75	\$ 4,191.50	\$ 50,298.00
	3	\$ 25.1889	\$ 2,183.12	\$ 4,366.23	\$ 52,394.76
	4	\$ 26.2377	\$ 2,274.02	\$ 4,548.03	\$ 54,576.36
	5	\$ 27.2865	\$ 2,364.92	\$ 4,729.83	\$ 56,757.96
	6	\$ 28.3760	\$ 2,459.35	\$ 4,918.70	\$ 59,024.40
	7	\$ 29.5181	\$ 2,558.33	\$ 5,116.66	\$ 61,399.92

AFSCME RANGE 2	1	\$ 21.5588	\$ 1,868.50	\$ 3,737.00	\$ 44,844.00
	2	\$ 22.4503	\$ 1,945.77	\$ 3,891.53	\$ 46,698.36
	3	\$ 23.3884	\$ 2,027.07	\$ 4,054.14	\$ 48,649.68
	4	\$ 24.3673	\$ 2,111.91	\$ 4,223.82	\$ 50,685.84
	5	\$ 25.3404	\$ 2,196.25	\$ 4,392.49	\$ 52,709.88
	6	\$ 26.3542	\$ 2,284.12	\$ 4,568.23	\$ 54,818.76
	7	\$ 27.4088	\$ 2,375.52	\$ 4,751.04	\$ 57,012.48

AFSCME RANGE 6	1	\$ 23.7905	\$ 2,061.92	\$ 4,123.83	\$ 49,485.96
	2	\$ 24.7868	\$ 2,148.27	\$ 4,296.54	\$ 51,558.48
	3	\$ 25.8182	\$ 2,237.66	\$ 4,475.31	\$ 53,703.72
	4	\$ 26.8960	\$ 2,331.08	\$ 4,662.16	\$ 55,945.92
	5	\$ 27.9682	\$ 2,424.00	\$ 4,848.00	\$ 58,176.00
	6	\$ 29.0928	\$ 2,521.47	\$ 5,042.93	\$ 60,515.16
	7	\$ 30.2522	\$ 2,621.96	\$ 5,243.92	\$ 62,927.04

AFSCME RANGE 3	1	\$ 22.0948	\$ 1,914.96	\$ 3,829.92	\$ 45,959.04
	2	\$ 23.0155	\$ 1,994.75	\$ 3,989.50	\$ 47,874.00
	3	\$ 23.9769	\$ 2,078.08	\$ 4,156.15	\$ 49,873.80
	4	\$ 24.9732	\$ 2,164.43	\$ 4,328.86	\$ 51,946.32
	5	\$ 25.9754	\$ 2,251.29	\$ 4,502.58	\$ 54,030.96
	6	\$ 27.0126	\$ 2,341.18	\$ 4,682.36	\$ 56,188.32
	7	\$ 28.0963	\$ 2,435.11	\$ 4,870.22	\$ 58,442.64

AFSCME RANGE 7	1	\$ 24.3906	\$ 2,113.93	\$ 4,227.86	\$ 50,734.32
	2	\$ 25.4044	\$ 2,201.80	\$ 4,403.60	\$ 52,843.20
	3	\$ 26.4649	\$ 2,293.71	\$ 4,587.42	\$ 55,049.04
	4	\$ 27.5662	\$ 2,389.16	\$ 4,778.31	\$ 57,339.72
	5	\$ 28.6674	\$ 2,484.60	\$ 4,969.20	\$ 59,630.40
	6	\$ 29.8210	\$ 2,584.59	\$ 5,169.18	\$ 62,030.16
	7	\$ 31.0097	\$ 2,687.61	\$ 5,375.22	\$ 64,502.64

AFSCME RANGE 4	1	\$ 22.6484	\$ 1,962.94	\$ 3,925.87	\$ 47,110.44
	2	\$ 23.5924	\$ 2,044.75	\$ 4,089.49	\$ 49,073.88
	3	\$ 24.5770	\$ 2,130.09	\$ 4,260.18	\$ 51,122.16
	4	\$ 25.5967	\$ 2,218.47	\$ 4,436.93	\$ 53,243.16
	5	\$ 26.6222	\$ 2,307.35	\$ 4,614.69	\$ 55,376.28
	6	\$ 27.6827	\$ 2,399.26	\$ 4,798.51	\$ 57,582.12
	7	\$ 28.7955	\$ 2,495.71	\$ 4,991.42	\$ 59,897.04

AFSCME RANGE 8	1	\$ 25.0024	\$ 2,166.96	\$ 4,333.91	\$ 52,006.92
	2	\$ 26.0396	\$ 2,256.85	\$ 4,513.69	\$ 54,164.28
	3	\$ 27.1291	\$ 2,351.28	\$ 4,702.56	\$ 56,430.72
	4	\$ 28.2537	\$ 2,448.75	\$ 4,897.49	\$ 58,769.88
	5	\$ 29.3841	\$ 2,546.72	\$ 5,093.43	\$ 61,121.16
	6	\$ 30.5611	\$ 2,648.73	\$ 5,297.45	\$ 63,569.40
	7	\$ 31.7847	\$ 2,754.78	\$ 5,509.55	\$ 66,114.60

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2021 AFSCME SALARY GRID

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 9	1	\$ 25.6258	\$ 2,220.99	\$ 4,441.98	\$ 53,303.76
	2	\$ 26.6922	\$ 2,313.41	\$ 4,626.81	\$ 55,521.72
	3	\$ 27.8050	\$ 2,409.86	\$ 4,819.72	\$ 57,836.64
	4	\$ 28.9587	\$ 2,509.85	\$ 5,019.70	\$ 60,236.40
	5	\$ 30.1183	\$ 2,610.35	\$ 5,220.69	\$ 62,648.28
	6	\$ 31.3243	\$ 2,714.88	\$ 5,429.76	\$ 65,157.12
	7	\$ 32.5829	\$ 2,823.96	\$ 5,647.92	\$ 67,775.04

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 13	1	\$ 28.2828	\$ 2,451.27	\$ 4,902.54	\$ 58,830.48
	2	\$ 29.4657	\$ 2,553.79	\$ 5,107.57	\$ 61,290.84
	3	\$ 30.6893	\$ 2,659.84	\$ 5,319.67	\$ 63,836.04
	4	\$ 31.9712	\$ 2,770.94	\$ 5,541.87	\$ 66,502.44
	5	\$ 33.2471	\$ 2,881.53	\$ 5,763.06	\$ 69,156.72
	6	\$ 34.5756	\$ 2,996.67	\$ 5,993.34	\$ 71,920.08
	7	\$ 35.9624	\$ 3,116.86	\$ 6,233.72	\$ 74,804.64

AFSCME RANGE 10	1	\$ 26.2610	\$ 2,276.04	\$ 4,552.07	\$ 54,624.84
	2	\$ 27.3622	\$ 2,371.48	\$ 4,742.96	\$ 56,915.52
	3	\$ 28.4984	\$ 2,469.96	\$ 4,939.91	\$ 59,278.92
	4	\$ 29.6871	\$ 2,572.98	\$ 5,145.95	\$ 61,751.40
	5	\$ 30.8757	\$ 2,676.00	\$ 5,351.99	\$ 64,223.88
	6	\$ 32.1051	\$ 2,782.55	\$ 5,565.10	\$ 66,781.20
	7	\$ 33.3929	\$ 2,894.16	\$ 5,788.31	\$ 69,459.72

AFSCME RANGE 14	1	\$ 28.9879	\$ 2,512.38	\$ 5,024.75	\$ 60,297.00
	2	\$ 30.1998	\$ 2,617.42	\$ 5,234.83	\$ 62,817.96
	3	\$ 31.4584	\$ 2,726.50	\$ 5,452.99	\$ 65,435.88
	4	\$ 32.7694	\$ 2,840.12	\$ 5,680.24	\$ 68,162.88
	5	\$ 34.0804	\$ 2,953.75	\$ 5,907.49	\$ 70,889.88
	6	\$ 35.4439	\$ 3,071.92	\$ 6,143.83	\$ 73,725.96
	7	\$ 36.8597	\$ 3,194.63	\$ 6,389.26	\$ 76,671.12

AFSCME RANGE 11	1	\$ 26.9193	\$ 2,333.10	\$ 4,666.20	\$ 55,994.40
	2	\$ 28.0381	\$ 2,430.06	\$ 4,860.12	\$ 58,321.44
	3	\$ 29.2151	\$ 2,532.07	\$ 5,064.14	\$ 60,769.68
	4	\$ 30.4270	\$ 2,637.11	\$ 5,274.22	\$ 63,290.64
	5	\$ 31.6449	\$ 2,742.66	\$ 5,485.31	\$ 65,823.72
	6	\$ 32.9092	\$ 2,852.24	\$ 5,704.48	\$ 68,453.76
	7	\$ 34.2260	\$ 2,966.37	\$ 5,932.74	\$ 71,192.88

AFSCME RANGE 15	1	\$ 29.7162	\$ 2,575.50	\$ 5,151.00	\$ 61,812.00
	2	\$ 30.9573	\$ 2,683.07	\$ 5,366.13	\$ 64,393.56
	3	\$ 32.2450	\$ 2,794.67	\$ 5,589.34	\$ 67,072.08
	4	\$ 33.5851	\$ 2,910.82	\$ 5,821.64	\$ 69,859.68
	5	\$ 34.9311	\$ 3,027.48	\$ 6,054.95	\$ 72,659.40
	6	\$ 36.3295	\$ 3,148.68	\$ 6,297.35	\$ 75,568.20
	7	\$ 37.7803	\$ 3,274.42	\$ 6,548.84	\$ 78,586.08

AFSCME RANGE 12	1	\$ 27.5952	\$ 2,391.68	\$ 4,783.36	\$ 57,400.32
	2	\$ 28.7489	\$ 2,491.67	\$ 4,983.34	\$ 59,800.08
	3	\$ 29.9435	\$ 2,595.20	\$ 5,190.39	\$ 62,284.68
	4	\$ 31.1904	\$ 2,703.27	\$ 5,406.53	\$ 64,878.36
	5	\$ 32.4373	\$ 2,811.34	\$ 5,622.67	\$ 67,472.04
	6	\$ 33.7366	\$ 2,923.95	\$ 5,847.90	\$ 70,174.80
	7	\$ 35.0826	\$ 3,040.61	\$ 6,081.21	\$ 72,974.52

AFSCME RANGE 16	1	\$ 30.4562	\$ 2,639.64	\$ 5,279.27	\$ 63,351.24
	2	\$ 31.7264	\$ 2,749.73	\$ 5,499.45	\$ 65,993.40
	3	\$ 33.0490	\$ 2,864.36	\$ 5,728.72	\$ 68,744.64
	4	\$ 34.4300	\$ 2,984.05	\$ 5,968.09	\$ 71,617.08
	5	\$ 35.8051	\$ 3,103.23	\$ 6,206.45	\$ 74,477.40
	6	\$ 37.2385	\$ 3,227.46	\$ 6,454.91	\$ 77,458.92
	7	\$ 38.7242	\$ 3,356.23	\$ 6,712.46	\$ 80,549.52

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	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 17	1	\$ 31.2253	\$ 2,706.30	\$ 5,412.59	\$ 64,951.08
	2	\$ 32.5189	\$ 2,818.41	\$ 5,636.81	\$ 67,641.72
	3	\$ 33.8764	\$ 2,936.07	\$ 5,872.14	\$ 70,465.68
	4	\$ 35.2865	\$ 3,058.28	\$ 6,116.56	\$ 73,398.72
	5	\$ 36.6966	\$ 3,180.49	\$ 6,360.98	\$ 76,331.76
	6	\$ 38.1708	\$ 3,308.26	\$ 6,616.51	\$ 79,398.12
	7	\$ 39.6915	\$ 3,440.06	\$ 6,880.12	\$ 82,561.44

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 21	1	\$ 34.4591	\$ 2,986.57	\$ 5,973.14	\$ 71,677.68
	2	\$ 35.8984	\$ 3,111.31	\$ 6,222.61	\$ 74,671.32
	3	\$ 37.3900	\$ 3,240.59	\$ 6,481.17	\$ 77,774.04
	4	\$ 38.9515	\$ 3,375.93	\$ 6,751.85	\$ 81,022.20
	5	\$ 40.5072	\$ 3,510.76	\$ 7,021.52	\$ 84,258.24
	6	\$ 42.1329	\$ 3,651.66	\$ 7,303.31	\$ 87,639.72
	7	\$ 43.8168	\$ 3,797.60	\$ 7,595.20	\$ 91,142.40

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 18	1	\$ 32.0002	\$ 2,773.46	\$ 5,546.92	\$ 66,563.04
	2	\$ 33.3346	\$ 2,889.11	\$ 5,778.21	\$ 69,338.52
	3	\$ 34.7271	\$ 3,009.80	\$ 6,019.60	\$ 72,235.20
	4	\$ 36.1721	\$ 3,135.04	\$ 6,270.08	\$ 75,240.96
	5	\$ 37.6172	\$ 3,260.28	\$ 6,520.56	\$ 78,246.72
	6	\$ 39.1205	\$ 3,390.57	\$ 6,781.14	\$ 81,373.68
	7	\$ 40.6879	\$ 3,526.42	\$ 7,052.83	\$ 84,633.96

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 22	1	\$ 35.3214	\$ 3,061.31	\$ 6,122.62	\$ 73,471.44
	2	\$ 36.7957	\$ 3,189.08	\$ 6,378.15	\$ 76,537.80
	3	\$ 38.3280	\$ 3,321.89	\$ 6,643.78	\$ 79,725.36
	4	\$ 39.9245	\$ 3,460.26	\$ 6,920.52	\$ 83,046.24
	5	\$ 41.5211	\$ 3,598.63	\$ 7,197.26	\$ 86,367.12
	6	\$ 43.1817	\$ 3,742.56	\$ 7,485.11	\$ 89,821.32
	7	\$ 44.9122	\$ 3,892.54	\$ 7,785.08	\$ 93,420.96

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 19	1	\$ 32.7985	\$ 2,842.65	\$ 5,685.29	\$ 68,223.48
	2	\$ 34.1678	\$ 2,961.32	\$ 5,922.64	\$ 71,071.68
	3	\$ 35.5895	\$ 3,084.54	\$ 6,169.08	\$ 74,028.96
	4	\$ 37.0695	\$ 3,212.81	\$ 6,425.62	\$ 77,107.44
	5	\$ 38.5611	\$ 3,342.09	\$ 6,684.18	\$ 80,210.16
	6	\$ 40.0993	\$ 3,475.41	\$ 6,950.82	\$ 83,409.84
	7	\$ 41.7075	\$ 3,614.79	\$ 7,229.58	\$ 86,754.96

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 23	1	\$ 36.2071	\$ 3,138.07	\$ 6,276.14	\$ 75,313.68
	2	\$ 37.7104	\$ 3,268.36	\$ 6,536.72	\$ 78,440.64
	3	\$ 39.2895	\$ 3,405.22	\$ 6,810.43	\$ 81,725.16
	4	\$ 40.9210	\$ 3,546.62	\$ 7,093.23	\$ 85,118.76
	5	\$ 42.5582	\$ 3,688.52	\$ 7,377.04	\$ 88,524.48
	6	\$ 44.2596	\$ 3,835.98	\$ 7,671.96	\$ 92,063.52
	7	\$ 46.0309	\$ 3,989.50	\$ 7,979.00	\$ 95,748.00

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 20	1	\$ 33.6259	\$ 2,914.36	\$ 5,828.71	\$ 69,944.52
	2	\$ 35.0243	\$ 3,035.56	\$ 6,071.11	\$ 72,853.32
	3	\$ 36.4810	\$ 3,161.81	\$ 6,323.61	\$ 75,883.32
	4	\$ 38.0017	\$ 3,293.61	\$ 6,587.22	\$ 79,046.64
	5	\$ 39.5167	\$ 3,424.91	\$ 6,849.82	\$ 82,197.84
	6	\$ 41.1015	\$ 3,562.27	\$ 7,124.54	\$ 85,494.48
	7	\$ 42.7505	\$ 3,705.19	\$ 7,410.37	\$ 88,924.44

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 24	1	\$ 37.1161	\$ 3,216.85	\$ 6,433.70	\$ 77,204.40
	2	\$ 38.6602	\$ 3,350.68	\$ 6,701.35	\$ 80,416.20
	3	\$ 40.2684	\$ 3,490.06	\$ 6,980.11	\$ 83,761.32
	4	\$ 41.9465	\$ 3,635.50	\$ 7,270.99	\$ 87,251.88
	5	\$ 43.6246	\$ 3,780.94	\$ 7,561.87	\$ 90,742.44
	6	\$ 45.3667	\$ 3,931.93	\$ 7,863.86	\$ 94,366.32
	7	\$ 47.1788	\$ 4,088.99	\$ 8,177.97	\$ 98,135.64

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	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 25	1	\$ 38.0367	\$ 3,296.64	\$ 6,593.28	\$ 79,119.36
	2	\$ 39.6274	\$ 3,434.51	\$ 6,869.01	\$ 82,428.12
	3	\$ 41.2706	\$ 3,576.92	\$ 7,153.83	\$ 85,845.96
	4	\$ 42.9953	\$ 3,726.40	\$ 7,452.79	\$ 89,433.48
	5	\$ 44.7141	\$ 3,875.37	\$ 7,750.74	\$ 93,008.88
	6	\$ 46.5029	\$ 4,030.41	\$ 8,060.81	\$ 96,729.72
	7	\$ 48.3616	\$ 4,191.50	\$ 8,383.00	\$ 100,596.00

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 29	1	\$ 41.9931	\$ 3,639.54	\$ 7,279.07	\$ 87,348.84
	2	\$ 43.7411	\$ 3,791.04	\$ 7,582.07	\$ 90,984.84
	3	\$ 45.5590	\$ 3,948.60	\$ 7,897.19	\$ 94,766.28
	4	\$ 47.4585	\$ 4,113.23	\$ 8,226.45	\$ 98,717.40
	5	\$ 49.3580	\$ 4,277.86	\$ 8,555.71	\$ 102,668.52
	6	\$ 51.3274	\$ 4,448.55	\$ 8,897.09	\$ 106,765.08
	7	\$ 53.3842	\$ 4,626.81	\$ 9,253.62	\$ 111,043.44

AFSCME RANGE 26	1	\$ 38.9923	\$ 3,379.46	\$ 6,758.92	\$ 81,107.04
	2	\$ 40.6180	\$ 3,520.36	\$ 7,040.71	\$ 84,488.52
	3	\$ 42.3018	\$ 3,666.30	\$ 7,332.60	\$ 87,991.20
	4	\$ 44.0674	\$ 3,819.32	\$ 7,638.63	\$ 91,663.56
	5	\$ 45.8328	\$ 3,972.33	\$ 7,944.66	\$ 95,335.92
	6	\$ 47.6683	\$ 4,131.41	\$ 8,262.81	\$ 99,153.72
	7	\$ 49.5678	\$ 4,296.04	\$ 8,592.07	\$ 103,104.84

AFSCME RANGE 30	1	\$ 43.0419	\$ 3,730.44	\$ 7,460.87	\$ 89,530.44
	2	\$ 44.8306	\$ 3,885.47	\$ 7,770.94	\$ 93,251.28
	3	\$ 46.7010	\$ 4,047.58	\$ 8,095.15	\$ 97,141.80
	4	\$ 48.6472	\$ 4,216.25	\$ 8,432.49	\$ 101,189.88
	5	\$ 50.5874	\$ 4,384.41	\$ 8,768.82	\$ 105,225.84
	6	\$ 52.6151	\$ 4,560.15	\$ 9,120.30	\$ 109,443.60
	7	\$ 54.7186	\$ 4,742.46	\$ 9,484.91	\$ 113,818.92

AFSCME RANGE 27	1	\$ 39.9654	\$ 3,463.80	\$ 6,927.59	\$ 83,131.08
	2	\$ 41.6259	\$ 3,607.72	\$ 7,215.44	\$ 86,585.28
	3	\$ 43.3623	\$ 3,758.21	\$ 7,516.42	\$ 90,197.04
	4	\$ 45.1745	\$ 3,915.27	\$ 7,830.53	\$ 93,966.36
	5	\$ 46.9807	\$ 4,071.82	\$ 8,143.63	\$ 97,723.56
	6	\$ 48.8569	\$ 4,234.43	\$ 8,468.85	\$ 101,626.20
	7	\$ 50.8147	\$ 4,404.11	\$ 8,808.21	\$ 105,698.52

AFSCME RANGE 31	1	\$ 44.1140	\$ 3,823.36	\$ 7,646.71	\$ 91,760.52
	2	\$ 45.9493	\$ 3,982.43	\$ 7,964.86	\$ 95,578.32
	3	\$ 47.8664	\$ 4,148.58	\$ 8,297.15	\$ 99,565.80
	4	\$ 49.8591	\$ 4,321.29	\$ 8,642.57	\$ 103,710.84
	5	\$ 51.8576	\$ 4,494.50	\$ 8,989.00	\$ 107,868.00
	6	\$ 53.9319	\$ 4,674.28	\$ 9,348.56	\$ 112,182.72
	7	\$ 56.0878	\$ 4,861.13	\$ 9,722.26	\$ 116,667.12

AFSCME RANGE 28	1	\$ 40.9676	\$ 3,550.66	\$ 7,101.31	\$ 85,215.72
	2	\$ 42.6690	\$ 3,698.12	\$ 7,396.23	\$ 88,754.76
	3	\$ 44.4519	\$ 3,852.65	\$ 7,705.29	\$ 92,463.48
	4	\$ 46.2990	\$ 4,012.73	\$ 8,025.46	\$ 96,305.52
	5	\$ 48.1518	\$ 4,173.32	\$ 8,346.64	\$ 100,159.68
	6	\$ 50.0805	\$ 4,340.48	\$ 8,680.95	\$ 104,171.40
	7	\$ 52.0790	\$ 4,513.69	\$ 9,027.38	\$ 108,328.56

AFSCME RANGE 32	1	\$ 45.2152	\$ 3,918.80	\$ 7,837.60	\$ 94,051.20
	2	\$ 47.0973	\$ 4,081.92	\$ 8,163.83	\$ 97,965.96
	3	\$ 49.0667	\$ 4,252.61	\$ 8,505.21	\$ 102,062.52
	4	\$ 51.1118	\$ 4,429.86	\$ 8,859.72	\$ 106,316.64
	5	\$ 53.1570	\$ 4,607.12	\$ 9,214.23	\$ 110,570.76
	6	\$ 55.2780	\$ 4,790.94	\$ 9,581.87	\$ 114,982.44
	7	\$ 57.4862	\$ 4,982.33	\$ 9,964.66	\$ 119,575.92

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	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 33	1	\$ 46.3456	\$ 4,016.77	\$ 8,033.54	\$ 96,402.48
	2	\$ 48.2800	\$ 4,184.43	\$ 8,368.86	\$ 100,426.32
	3	\$ 50.2903	\$ 4,358.66	\$ 8,717.31	\$ 104,607.72
	4	\$ 52.3820	\$ 4,539.95	\$ 9,079.90	\$ 108,958.80
	5	\$ 54.4796	\$ 4,721.75	\$ 9,443.50	\$ 113,322.00
	6	\$ 56.6588	\$ 4,910.62	\$ 9,821.24	\$ 117,854.88
	7	\$ 58.9255	\$ 5,107.07	\$ 10,214.13	\$ 122,569.56

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 37	1	\$ 51.1584	\$ 4,433.90	\$ 8,867.80	\$ 106,413.60
	2	\$ 53.2910	\$ 4,618.73	\$ 9,237.46	\$ 110,849.52
	3	\$ 55.5110	\$ 4,811.14	\$ 9,622.27	\$ 115,467.24
	4	\$ 57.8242	\$ 5,011.62	\$ 10,023.24	\$ 120,278.88
	5	\$ 60.1374	\$ 5,212.11	\$ 10,424.21	\$ 125,090.52
	6	\$ 62.5380	\$ 5,420.17	\$ 10,840.33	\$ 130,083.96
	7	\$ 65.0435	\$ 5,637.32	\$ 11,274.63	\$ 135,295.56

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 34	1	\$ 47.5051	\$ 4,117.27	\$ 8,234.53	\$ 98,814.36
	2	\$ 49.4862	\$ 4,288.97	\$ 8,577.93	\$ 102,935.16
	3	\$ 51.5489	\$ 4,467.74	\$ 8,935.47	\$ 107,225.64
	4	\$ 53.6931	\$ 4,653.58	\$ 9,307.15	\$ 111,685.80
	5	\$ 55.8431	\$ 4,839.92	\$ 9,679.84	\$ 116,158.08
	6	\$ 58.0805	\$ 5,033.84	\$ 10,067.68	\$ 120,812.16
	7	\$ 60.3996	\$ 5,234.83	\$ 10,469.66	\$ 125,635.92

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 38	1	\$ 52.4345	\$ 4,544.50	\$ 9,088.99	\$ 109,067.88
	2	\$ 54.6254	\$ 4,734.38	\$ 9,468.75	\$ 113,625.00
	3	\$ 56.8978	\$ 4,931.33	\$ 9,862.65	\$ 118,351.80
	4	\$ 59.2692	\$ 5,136.86	\$ 10,273.72	\$ 123,284.64
	5	\$ 61.6407	\$ 5,342.40	\$ 10,684.79	\$ 128,217.48
	6	\$ 64.1053	\$ 5,556.01	\$ 11,112.02	\$ 133,344.24
	7	\$ 66.6691	\$ 5,778.21	\$ 11,556.42	\$ 138,677.04

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 35	1	\$ 48.6938	\$ 4,220.29	\$ 8,440.57	\$ 101,286.84
	2	\$ 50.7272	\$ 4,396.53	\$ 8,793.06	\$ 105,516.72
	3	\$ 52.8365	\$ 4,579.34	\$ 9,158.68	\$ 109,904.16
	4	\$ 55.0390	\$ 4,770.23	\$ 9,540.46	\$ 114,485.52
	5	\$ 57.2357	\$ 4,960.62	\$ 9,921.23	\$ 119,054.76
	6	\$ 59.5314	\$ 5,159.59	\$ 10,319.17	\$ 123,830.04
	7	\$ 61.9087	\$ 5,365.63	\$ 10,731.25	\$ 128,775.00

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 39	1	\$ 53.7455	\$ 4,658.12	\$ 9,316.24	\$ 111,794.88
	2	\$ 55.9888	\$ 4,852.55	\$ 9,705.09	\$ 116,461.08
	3	\$ 58.3195	\$ 5,054.55	\$ 10,109.09	\$ 121,309.08
	4	\$ 60.7492	\$ 5,265.13	\$ 10,530.26	\$ 126,363.12
	5	\$ 63.1790	\$ 5,475.72	\$ 10,951.43	\$ 131,417.16
	6	\$ 65.7077	\$ 5,694.89	\$ 11,389.77	\$ 136,677.24
	7	\$ 68.3355	\$ 5,922.64	\$ 11,845.28	\$ 142,143.36

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 36	1	\$ 49.9115	\$ 4,325.83	\$ 8,651.66	\$ 103,819.92
	2	\$ 51.9858	\$ 4,505.61	\$ 9,011.22	\$ 108,134.64
	3	\$ 54.1533	\$ 4,693.47	\$ 9,386.94	\$ 112,643.28
	4	\$ 56.4141	\$ 4,889.41	\$ 9,778.82	\$ 117,345.84
	5	\$ 58.6691	\$ 5,084.85	\$ 10,169.69	\$ 122,036.28
	6	\$ 61.0172	\$ 5,288.36	\$ 10,576.72	\$ 126,920.64
	7	\$ 63.4586	\$ 5,499.96	\$ 10,999.91	\$ 131,998.92

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 40	1	\$ 55.0915	\$ 4,774.78	\$ 9,549.55	\$ 114,594.60
	2	\$ 57.3872	\$ 4,973.75	\$ 9,947.49	\$ 119,369.88
	3	\$ 59.7819	\$ 5,181.30	\$ 10,362.60	\$ 124,351.20
	4	\$ 62.2700	\$ 5,396.94	\$ 10,793.87	\$ 129,526.44
	5	\$ 64.7579	\$ 5,612.57	\$ 11,225.14	\$ 134,701.68
	6	\$ 67.3509	\$ 5,837.30	\$ 11,674.59	\$ 140,095.08
	7	\$ 70.0428	\$ 6,070.61	\$ 12,141.21	\$ 145,694.52

CITY OF BOTHELL  
2021 AFSCME SALARY GRID

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 41	1	\$ 56.4666	\$ 4,893.96	\$ 9,787.91	\$ 117,454.92
	2	\$ 58.8206	\$ 5,097.98	\$ 10,195.95	\$ 122,351.40
	3	\$ 61.2736	\$ 5,310.58	\$ 10,621.16	\$ 127,453.92
	4	\$ 63.8257	\$ 5,531.77	\$ 11,063.54	\$ 132,762.48
	5	\$ 66.3778	\$ 5,752.96	\$ 11,505.92	\$ 138,071.04
	6	\$ 69.0347	\$ 5,983.24	\$ 11,966.48	\$ 143,597.76
	7	\$ 71.7966	\$ 6,222.61	\$ 12,445.22	\$ 149,342.64

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 45	1	\$ 62.3340	\$ 5,402.49	\$ 10,804.98	\$ 129,659.76
	2	\$ 64.9270	\$ 5,627.22	\$ 11,254.43	\$ 135,053.16
	3	\$ 67.6306	\$ 5,861.54	\$ 11,723.07	\$ 140,676.84
	4	\$ 70.4507	\$ 6,105.96	\$ 12,211.91	\$ 146,542.92
	5	\$ 73.2708	\$ 6,350.38	\$ 12,700.75	\$ 152,409.00
	6	\$ 76.2016	\$ 6,604.39	\$ 13,208.78	\$ 158,505.36
	7	\$ 79.2490	\$ 6,868.51	\$ 13,737.01	\$ 164,844.12

AFSCME RANGE 42	1	\$ 57.8824	\$ 5,016.67	\$ 10,033.34	\$ 120,400.08
	2	\$ 60.2947	\$ 5,225.74	\$ 10,451.48	\$ 125,417.76
	3	\$ 62.8060	\$ 5,443.40	\$ 10,886.79	\$ 130,641.48
	4	\$ 65.4222	\$ 5,670.14	\$ 11,340.28	\$ 136,083.36
	5	\$ 68.0384	\$ 5,896.89	\$ 11,793.77	\$ 141,525.24
	6	\$ 70.7594	\$ 6,132.72	\$ 12,265.44	\$ 147,185.28
	7	\$ 73.5912	\$ 6,378.15	\$ 12,756.30	\$ 153,075.60

AFSCME RANGE 46	1	\$ 63.8898	\$ 5,537.33	\$ 11,074.65	\$ 132,895.80
	2	\$ 66.5526	\$ 5,768.11	\$ 11,536.22	\$ 138,434.64
	3	\$ 69.3261	\$ 6,008.49	\$ 12,016.98	\$ 144,203.76
	4	\$ 72.2103	\$ 6,258.47	\$ 12,516.93	\$ 150,203.16
	5	\$ 75.1061	\$ 6,509.45	\$ 13,018.90	\$ 156,226.80
	6	\$ 78.1070	\$ 6,769.53	\$ 13,539.05	\$ 162,468.60
	7	\$ 81.2301	\$ 7,040.21	\$ 14,080.41	\$ 168,964.92

AFSCME RANGE 43	1	\$ 59.3274	\$ 5,141.91	\$ 10,283.82	\$ 123,405.84
	2	\$ 61.7980	\$ 5,356.03	\$ 10,712.06	\$ 128,544.72
	3	\$ 64.3734	\$ 5,579.24	\$ 11,158.48	\$ 133,901.76
	4	\$ 67.0537	\$ 5,811.54	\$ 11,623.08	\$ 139,476.96
	5	\$ 69.7398	\$ 6,044.35	\$ 12,088.69	\$ 145,064.28
	6	\$ 72.5307	\$ 6,286.24	\$ 12,572.48	\$ 150,869.76
	7	\$ 75.4267	\$ 6,537.23	\$ 13,074.45	\$ 156,893.40

AFSCME RANGE 47	1	\$ 65.4863	\$ 5,675.70	\$ 11,351.39	\$ 136,216.68
	2	\$ 68.2190	\$ 5,912.54	\$ 11,825.08	\$ 141,900.96
	3	\$ 71.0567	\$ 6,158.48	\$ 12,316.95	\$ 147,803.40
	4	\$ 74.0166	\$ 6,415.02	\$ 12,830.03	\$ 153,960.36
	5	\$ 76.9823	\$ 6,672.06	\$ 13,344.12	\$ 160,129.44
	6	\$ 80.0588	\$ 6,938.70	\$ 13,877.40	\$ 166,528.80
	7	\$ 83.2635	\$ 7,216.45	\$ 14,432.90	\$ 173,194.80

AFSCME RANGE 44	1	\$ 60.8133	\$ 5,270.69	\$ 10,541.37	\$ 126,496.44
	2	\$ 63.3479	\$ 5,490.36	\$ 10,980.72	\$ 131,768.64
	3	\$ 65.9815	\$ 5,718.62	\$ 11,437.24	\$ 137,246.88
	4	\$ 68.7317	\$ 5,956.98	\$ 11,913.96	\$ 142,967.52
	5	\$ 71.4819	\$ 6,195.34	\$ 12,390.68	\$ 148,688.16
	6	\$ 74.3429	\$ 6,443.30	\$ 12,886.59	\$ 154,639.08
	7	\$ 77.3145	\$ 6,700.85	\$ 13,401.69	\$ 160,820.28

AFSCME RANGE 48	1	\$ 67.1236	\$ 5,817.60	\$ 11,635.20	\$ 139,622.40
	2	\$ 69.9204	\$ 6,060.00	\$ 12,120.00	\$ 145,440.00
	3	\$ 72.8337	\$ 6,312.50	\$ 12,625.00	\$ 151,500.00
	4	\$ 75.8695	\$ 6,575.61	\$ 13,151.21	\$ 157,814.52
	5	\$ 78.8994	\$ 6,838.21	\$ 13,676.41	\$ 164,116.92
	6	\$ 82.0575	\$ 7,111.92	\$ 14,223.83	\$ 170,685.96
	7	\$ 85.3437	\$ 7,396.74	\$ 14,793.47	\$ 177,521.64

CITY OF BOTHELL  
2021 AFSCME SALARY GRID

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 49	1	\$ 68.8017	\$ 5,963.04	\$ 11,926.08	\$ 143,112.96
	2	\$ 71.6684	\$ 6,211.50	\$ 12,423.00	\$ 149,076.00
	3	\$ 74.6517	\$ 6,470.06	\$ 12,940.12	\$ 155,281.44
	4	\$ 77.7631	\$ 6,739.73	\$ 13,479.46	\$ 161,753.52
	5	\$ 80.8746	\$ 7,009.40	\$ 14,018.80	\$ 168,225.60
	6	\$ 84.1085	\$ 7,289.68	\$ 14,579.35	\$ 174,952.20
	7	\$ 87.4763	\$ 7,581.57	\$ 15,163.13	\$ 181,957.56

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 53	1	\$ 75.9452	\$ 6,582.17	\$ 13,164.34	\$ 157,972.08
	2	\$ 79.1091	\$ 6,856.39	\$ 13,712.77	\$ 164,553.24
	3	\$ 82.4012	\$ 7,141.71	\$ 14,283.42	\$ 171,401.04
	4	\$ 85.8389	\$ 7,439.66	\$ 14,879.32	\$ 178,551.84
	5	\$ 89.2709	\$ 7,737.11	\$ 15,474.21	\$ 185,690.52
	6	\$ 92.8426	\$ 8,046.67	\$ 16,093.34	\$ 193,120.08
	7	\$ 96.5543	\$ 8,368.36	\$ 16,736.71	\$ 200,840.52

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 50	1	\$ 70.5206	\$ 6,112.02	\$ 12,224.03	\$ 146,688.36
	2	\$ 73.4630	\$ 6,367.04	\$ 12,734.08	\$ 152,808.96
	3	\$ 76.5221	\$ 6,632.17	\$ 13,264.33	\$ 159,171.96
	4	\$ 79.7092	\$ 6,908.40	\$ 13,816.80	\$ 165,801.60
	5	\$ 82.8965	\$ 7,184.64	\$ 14,369.27	\$ 172,431.24
	6	\$ 86.2118	\$ 7,471.98	\$ 14,943.96	\$ 179,327.52
	7	\$ 89.6612	\$ 7,770.94	\$ 15,541.88	\$ 186,502.56

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 54	1	\$ 77.8389	\$ 6,746.30	\$ 13,492.59	\$ 161,911.08
	2	\$ 81.0902	\$ 7,028.09	\$ 14,056.17	\$ 168,674.04
	3	\$ 84.4638	\$ 7,320.48	\$ 14,640.96	\$ 175,691.52
	4	\$ 87.9832	\$ 7,625.50	\$ 15,251.00	\$ 183,012.00
	5	\$ 91.5084	\$ 7,931.03	\$ 15,862.05	\$ 190,344.60
	6	\$ 95.1616	\$ 8,247.66	\$ 16,495.32	\$ 197,943.84
	7	\$ 98.9723	\$ 8,577.93	\$ 17,155.86	\$ 205,870.32

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 51	1	\$ 72.2803	\$ 6,264.53	\$ 12,529.05	\$ 150,348.60
	2	\$ 75.2985	\$ 6,526.12	\$ 13,052.23	\$ 156,626.76
	3	\$ 78.4333	\$ 6,797.81	\$ 13,595.61	\$ 163,147.32
	4	\$ 81.7020	\$ 7,081.11	\$ 14,162.22	\$ 169,946.64
	5	\$ 84.9708	\$ 7,364.42	\$ 14,728.83	\$ 176,745.96
	6	\$ 88.3736	\$ 7,659.34	\$ 15,318.67	\$ 183,824.04
	7	\$ 91.9046	\$ 7,965.37	\$ 15,930.73	\$ 191,168.76

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 55	1	\$ 79.7908	\$ 6,915.47	\$ 13,830.94	\$ 165,971.28
	2	\$ 83.1120	\$ 7,203.32	\$ 14,406.64	\$ 172,879.68
	3	\$ 86.5731	\$ 7,503.29	\$ 15,006.58	\$ 180,078.96
	4	\$ 90.1856	\$ 7,816.39	\$ 15,632.78	\$ 187,593.36
	5	\$ 93.7924	\$ 8,128.99	\$ 16,257.97	\$ 195,095.64
	6	\$ 97.5448	\$ 8,454.21	\$ 16,908.41	\$ 202,900.92
	7	\$ 101.4428	\$ 8,792.05	\$ 17,584.10	\$ 211,009.20

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 52	1	\$ 74.0923	\$ 6,421.58	\$ 12,843.16	\$ 154,117.92
	2	\$ 77.1747	\$ 6,688.73	\$ 13,377.45	\$ 160,529.40
	3	\$ 80.3968	\$ 6,967.99	\$ 13,935.98	\$ 167,231.76
	4	\$ 83.7413	\$ 7,257.86	\$ 14,515.72	\$ 174,188.64
	5	\$ 87.0975	\$ 7,548.74	\$ 15,097.48	\$ 181,169.76
	6	\$ 90.5761	\$ 7,850.23	\$ 15,700.45	\$ 188,405.40
	7	\$ 94.2003	\$ 8,164.34	\$ 16,328.67	\$ 195,944.04

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 56	1	\$ 81.7835	\$ 7,088.18	\$ 14,176.36	\$ 170,116.32
	2	\$ 85.1863	\$ 7,383.10	\$ 14,766.20	\$ 177,194.40
	3	\$ 88.7406	\$ 7,691.15	\$ 15,382.30	\$ 184,587.60
	4	\$ 92.4348	\$ 8,011.32	\$ 16,022.64	\$ 192,271.68
	5	\$ 96.1348	\$ 8,332.00	\$ 16,663.99	\$ 199,967.88
	6	\$ 99.9804	\$ 8,665.30	\$ 17,330.59	\$ 207,967.08
	7	\$ 103.9775	\$ 9,011.73	\$ 18,023.45	\$ 216,281.40

CITY OF BOTHELL  
2021 AFSCME SALARY GRID

	STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY		STEP	HOURLY RATE	PAY PERIOD SALARY	MONTHLY SALARY	ANNUAL SALARY
AFSCME RANGE 57	1	\$ 83.8288	\$ 7,265.44	\$ 14,530.87	\$ 174,370.44						
	2	\$ 87.3248	\$ 7,568.44	\$ 15,136.87	\$ 181,642.44						
	3	\$ 90.9607	\$ 7,883.56	\$ 15,767.11	\$ 189,205.32						
	4	\$ 94.7480	\$ 8,211.81	\$ 16,423.61	\$ 197,083.32						
	5	\$ 98.5411	\$ 8,540.56	\$ 17,081.12	\$ 204,973.44						
	6	\$ 102.4800	\$ 8,881.94	\$ 17,763.88	\$ 213,166.56						
	7	\$ 106.5820	\$ 9,237.46	\$ 18,474.92	\$ 221,699.04						
AFSCME RANGE 58	1	\$ 85.9264	\$ 7,447.24	\$ 14,894.47	\$ 178,733.64						
	2	\$ 89.5040	\$ 7,757.31	\$ 15,514.61	\$ 186,175.32						
	3	\$ 93.2388	\$ 8,081.01	\$ 16,162.02	\$ 193,944.24						
	4	\$ 97.1194	\$ 8,417.34	\$ 16,834.68	\$ 202,016.16						
	5	\$ 101.0059	\$ 8,754.18	\$ 17,508.35	\$ 210,100.20						
	6	\$ 105.0380	\$ 9,103.64	\$ 18,207.27	\$ 218,487.24						
	7	\$ 109.2448	\$ 9,468.25	\$ 18,936.49	\$ 227,237.88						
AFSCME RANGE 59	1	\$ 88.0764	\$ 7,633.58	\$ 15,267.16	\$ 183,205.92						
	2	\$ 91.7414	\$ 7,951.23	\$ 15,902.45	\$ 190,829.40						
	3	\$ 95.5637	\$ 8,282.51	\$ 16,565.01	\$ 198,780.12						
	4	\$ 99.5492	\$ 8,627.93	\$ 17,255.85	\$ 207,070.20						
	5	\$ 103.5288	\$ 8,972.84	\$ 17,945.68	\$ 215,348.16						
	6	\$ 107.6716	\$ 9,331.90	\$ 18,663.79	\$ 223,965.48						
	7	\$ 111.9717	\$ 9,704.59	\$ 19,409.17	\$ 232,910.04						
AFSCME RANGE 60	1	\$ 90.2731	\$ 7,823.97	\$ 15,647.93	\$ 187,775.16						
	2	\$ 94.0372	\$ 8,150.20	\$ 16,300.39	\$ 195,604.68						
	3	\$ 97.9527	\$ 8,489.56	\$ 16,979.11	\$ 203,749.32						
	4	\$ 102.0372	\$ 8,843.56	\$ 17,687.12	\$ 212,245.44						
	5	\$ 106.1158	\$ 9,197.06	\$ 18,394.12	\$ 220,729.44						
	6	\$ 110.3636	\$ 9,565.21	\$ 19,130.41	\$ 229,564.92						
	7	\$ 114.7743	\$ 9,947.49	\$ 19,894.98	\$ 238,739.76						