

Effective December 1, 2021

**SCHEDULE X  
BUREAU OF HUMAN RESOURCES  
ASSISTANT PUBLIC DEFENDER COMPENSATION SCHEDULE - AFSCME  
LOCAL 3315**

|              |           | After 1<br>Year at<br>Step 7 & 10<br>Years<br>Service |                 |                 |                 |                 |                 |                 |                 |                 |
|--------------|-----------|-------------------------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <u>Grade</u> |           | <u>1st Step</u>                                       | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> |
| L1           | Hourly    | 31.623                                                |                 |                 |                 |                 |                 |                 |                 |                 |
|              | Bi-Weekly | 2,529.87                                              |                 |                 |                 |                 |                 |                 |                 |                 |
|              | Annual    | 65,777                                                |                 |                 |                 |                 |                 |                 |                 |                 |
| L2           | Hourly    | 37.126                                                | 39.366          | 41.323          | 43.402          | 47.171          | 48.343          | 50.041          | 51.534          | 53.595          |
|              | Bi-Weekly | 2,970.04                                              | 3,149.31        | 3,305.88        | 3,472.20        | 3,773.65        | 3,867.44        | 4,003.26        | 4,122.68        | 4,287.59        |
|              | Annual    | 77,221                                                | 81,881          | 85,952          | 90,277          | 98,115          | 100,553         | 104,084         | 107,189         | 111,477         |
| L3           | Hourly    | 44.704                                                | 47.379          | 49.713          | 53.805          | 55.143          | 56.520          | 58.494          | 60.251          | 62.661          |
|              | Bi-Weekly | 3,576.32                                              | 3,790.29        | 3,977.04        | 4,304.38        | 4,411.45        | 4,521.63        | 4,679.54        | 4,820.06        | 5,012.86        |
|              | Annual    | 92,984                                                | 98,548          | 103,402         | 111,913         | 114,697         | 117,562         | 121,668         | 125,321         | 130,334         |
| L4           | Hourly    | 51.188                                                | 54.202          | 56.986          | 61.396          | 62.931          | 64.502          | 66.744          | 68.750          | 71.499          |
|              | Bi-Weekly | 4,095.03                                              | 4,336.15        | 4,558.86        | 4,911.67        | 5,034.45        | 5,160.18        | 5,339.52        | 5,499.96        | 5,719.96        |
|              | Annual    | 106,471                                               | 112,739         | 118,530         | 127,703         | 130,895         | 134,165         | 138,827         | 142,999         | 148,718         |

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|--------------|-----------|-------------------------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <u>Grade</u> |           | <u>1st Step</u>                                       | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> |
| L1           | Hourly    | 32.414                                                |                 |                 |                 |                 |                 |                 |                 |                 |
|              | Bi-Weekly | 2,593.12                                              |                 |                 |                 |                 |                 |                 |                 |                 |
|              | Annual    | 67,421                                                |                 |                 |                 |                 |                 |                 |                 |                 |
| L2           | Hourly    | 38.054                                                | 40.350          | 42.357          | 44.488          | 48.350          | 49.552          | 51.292          | 52.822          | 54.935          |
|              | Bi-Weekly | 3,044.30                                              | 3,228.04        | 3,388.52        | 3,559.00        | 3,868.00        | 3,964.13        | 4,103.34        | 4,225.75        | 4,394.78        |
|              | Annual    | 79,151                                                | 83,928          | 88,101          | 92,534          | 100,568         | 103,067         | 106,686         | 109,869         | 114,264         |
| L3           | Hourly    | 45.822                                                | 48.563          | 50.956          | 55.150          | 56.522          | 57.933          | 59.957          | 61.757          | 64.227          |
|              | Bi-Weekly | 3,665.73                                              | 3,885.05        | 4,076.46        | 4,411.99        | 4,521.73        | 4,634.67        | 4,796.53        | 4,940.56        | 5,138.18        |
|              | Annual    | 95,309                                                | 101,011         | 105,987         | 114,711         | 117,565         | 120,501         | 124,709         | 128,454         | 133,593         |
| L4           | Hourly    | 52.468                                                | 55.557          | 58.410          | 62.931          | 64.504          | 66.115          | 68.413          | 70.468          | 73.287          |
|              | Bi-Weekly | 4,197.41                                              | 4,444.55        | 4,672.83        | 5,034.46        | 5,160.31        | 5,289.18        | 5,473.01        | 5,637.46        | 5,862.96        |
|              | Annual    | 109,132                                               | 115,558         | 121,493         | 130,895         | 134,168         | 137,519         | 142,298         | 146,573         | 152,436         |

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| <u>Grade</u> |           | <u>1st Step</u>                                       | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> |
| L1           | Hourly    | 33.224                                                |                 |                 |                 |                 |                 |                 |                 |                 |
|              | Bi-Weekly | 2,657.95                                              |                 |                 |                 |                 |                 |                 |                 |                 |
|              | Annual    | 69,107                                                |                 |                 |                 |                 |                 |                 |                 |                 |
| L2           | Hourly    | 39.005                                                | 41.359          | 43.415          | 45.600          | 49.559          | 50.790          | 52.574          | 54.142          | 56.308          |
|              | Bi-Weekly | 3,120.40                                              | 3,308.74        | 3,473.24        | 3,647.98        | 3,964.70        | 4,063.23        | 4,205.92        | 4,331.39        | 4,504.65        |
|              | Annual    | 81,130                                                | 86,026          | 90,303          | 94,847          | 103,082         | 105,644         | 109,353         | 112,616         | 117,120         |
| L3           | Hourly    | 46.967                                                | 49.777          | 52.230          | 56.529          | 57.935          | 59.382          | 61.456          | 63.301          | 65.833          |
|              | Bi-Weekly | 3,757.37                                              | 3,982.18        | 4,178.37        | 4,522.29        | 4,634.78        | 4,750.54        | 4,916.44        | 5,064.08        | 5,266.64        |
|              | Annual    | 97,691                                                | 103,537         | 108,637         | 117,579         | 120,504         | 123,514         | 127,827         | 131,666         | 136,932         |
| L4           | Hourly    | 53.779                                                | 56.946          | 59.871          | 64.504          | 66.117          | 67.768          | 70.123          | 72.230          | 75.119          |
|              | Bi-Weekly | 4,302.34                                              | 4,555.66        | 4,789.65        | 5,160.32        | 5,289.32        | 5,421.41        | 5,609.84        | 5,778.40        | 6,009.53        |
|              | Annual    | 111,861                                               | 118,447         | 124,530         | 134,168         | 137,522         | 140,957         | 145,855         | 150,238         | 156,247         |

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|--------------|-----------|-------------------------------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <u>Grade</u> |           | <u>1st Step</u>                                       | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> |
| L1           | Hourly    | 33.557                                                |                 |                 |                 |                 |                 |                 |                 |                 |
|              | Bi-Weekly | 2,684.53                                              |                 |                 |                 |                 |                 |                 |                 |                 |
|              | Annual    | 69,798                                                |                 |                 |                 |                 |                 |                 |                 |                 |
| L2           | Hourly    | 39.395                                                | 41.773          | 43.850          | 46.056          | 50.054          | 51.298          | 53.100          | 54.684          | 56.871          |
|              | Bi-Weekly | 3,151.61                                              | 3,341.83        | 3,507.97        | 3,684.45        | 4,004.34        | 4,103.87        | 4,247.98        | 4,374.70        | 4,549.69        |
|              | Annual    | 81,942                                                | 86,887          | 91,206          | 95,796          | 104,113         | 106,700         | 110,447         | 113,742         | 118,292         |
| L3           | Hourly    | 47.437                                                | 50.275          | 52.752          | 57.094          | 58.514          | 59.976          | 62.070          | 63.934          | 66.491          |
|              | Bi-Weekly | 3,794.95                                              | 4,022.00        | 4,220.16        | 4,567.51        | 4,681.13        | 4,798.04        | 4,965.61        | 5,114.72        | 5,319.31        |
|              | Annual    | 98,668                                                | 104,572         | 109,723         | 118,755         | 121,709         | 124,749         | 129,105         | 132,982         | 138,302         |
| L4           | Hourly    | 54.317                                                | 57.515          | 60.469          | 65.149          | 66.778          | 68.445          | 70.824          | 72.952          | 75.870          |
|              | Bi-Weekly | 4,345.36                                              | 4,601.22        | 4,837.55        | 5,211.92        | 5,342.21        | 5,475.63        | 5,665.94        | 5,836.18        | 6,069.63        |
|              | Annual    | 112,979                                               | 119,631         | 125,776         | 135,510         | 138,897         | 142,366         | 147,314         | 151,740         | 157,810         |

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|-------|-----------|-------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Grade |           | 1st Step                                              | 2nd Step  | 3rd Step  | 4th Step  | 5th Step  | 6th Step  | 7th Step  | 8th Step  | 9th Step  |
| L1    | Hourly    | 33.892                                                |           |           |           |           |           |           |           |           |
|       | Bi-Weekly | 2,711.37                                              |           |           |           |           |           |           |           |           |
|       | Annual    | 70,495.6                                              |           |           |           |           |           |           |           |           |
| L2    | Hourly    | 39.789                                                | 42.191    | 44.288    | 46.516    | 50.555    | 51.811    | 53.631    | 55.231    | 57.440    |
|       | Bi-Weekly | 3,183.12                                              | 3,375.25  | 3,543.05  | 3,721.30  | 4,044.39  | 4,144.91  | 4,290.46  | 4,418.45  | 4,595.19  |
|       | Annual    | 82,761.0                                              | 87,755.4  | 92,118.3  | 96,753.6  | 105,153.8 | 107,767.0 | 111,551.2 | 114,879.3 | 119,474.5 |
| L3    | Hourly    | 47.911                                                | 50.778    | 53.279    | 57.665    | 59.099    | 60.575    | 62.691    | 64.573    | 67.156    |
|       | Bi-Weekly | 3,832.90                                              | 4,062.22  | 4,262.36  | 4,613.19  | 4,727.94  | 4,846.02  | 5,015.26  | 5,165.86  | 5,372.50  |
|       | Annual    | 99,655.0                                              | 105,617.7 | 110,820.5 | 119,942.4 | 122,926.1 | 125,996.4 | 130,396.3 | 134,312.2 | 139,684.7 |
| L4    | Hourly    | 54.860                                                | 58.090    | 61.074    | 65.801    | 67.445    | 69.130    | 71.532    | 73.682    | 76.629    |
|       | Bi-Weekly | 4,388.82                                              | 4,647.23  | 4,885.92  | 5,264.04  | 5,395.64  | 5,530.38  | 5,722.60  | 5,894.54  | 6,130.32  |
|       | Annual    | 114,109.2                                             | 120,827.4 | 127,033.3 | 136,864.6 | 140,286.2 | 143,790.0 | 148,786.7 | 153,257.6 | 159,387.9 |

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| <u>Grade</u> |           | <u>1st Step</u>                                       | <u>2nd Step</u> | <u>3rd Step</u> | <u>4th Step</u> | <u>5th Step</u> | <u>6th Step</u> | <u>7th Step</u> | <u>8th Step</u> | <u>9th Step</u> |
| L1           | Hourly    | 35.587                                                |                 |                 |                 |                 |                 |                 |                 |                 |
|              | Bi-Weekly | 2,846.94                                              |                 |                 |                 |                 |                 |                 |                 |                 |
|              | Annual    | 74,020.4                                              |                 |                 |                 |                 |                 |                 |                 |                 |
| L2           | Hourly    | 41.778                                                | 44.300          | 46.503          | 48.842          | 53.083          | 54.402          | 56.312          | 57.992          | 60.312          |
|              | Bi-Weekly | 3,342.28                                              | 3,544.01        | 3,720.20        | 3,907.36        | 4,246.60        | 4,352.15        | 4,504.98        | 4,639.37        | 4,824.95        |
|              | Annual    | 86,899.0                                              | 92,143.2        | 96,724.2        | 101,591.2       | 110,411.5       | 113,155.4       | 117,128.7       | 120,623.3       | 125,448.2       |
| L3           | Hourly    | 50.307                                                | 53.317          | 55.943          | 60.548          | 62.054          | 63.604          | 65.825          | 67.802          | 70.514          |
|              | Bi-Weekly | 4,024.54                                              | 4,265.33        | 4,475.48        | 4,843.85        | 4,964.33        | 5,088.32        | 5,266.03        | 5,424.16        | 5,641.12        |
|              | Annual    | 104,637.7                                             | 110,898.6       | 116,361.5       | 125,939.6       | 129,072.4       | 132,296.2       | 136,916.2       | 141,027.8       | 146,668.9       |
| L4           | Hourly    | 57.603                                                | 60.995          | 64.128          | 69.091          | 70.818          | 72.586          | 75.109          | 77.366          | 80.460          |
|              | Bi-Weekly | 4,608.26                                              | 4,879.59        | 5,130.22        | 5,527.24        | 5,665.42        | 5,806.90        | 6,008.73        | 6,189.27        | 6,436.84        |
|              | Annual    | 119,814.6                                             | 126,868.8       | 133,385.0       | 143,707.8       | 147,300.5       | 150,979.5       | 156,226.0       | 160,920.5       | 167,357.3       |