

**UNIVERSITY OF TOLEDO - HEALTH SCIENCE CAMPUS**  
**UNCLASSIFIED EMPLOYEES - AFSCME**  
**HOURLY BASE RATES**

Effective 7/1/2025

| Range |        | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    |
|-------|--------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| U03   | Hourly | 11.67     | 12.07     | 12.48     | 12.97     | 13.40     |           |           |
|       | Annual | 24,273.60 | 25,105.60 | 25,958.40 | 26,977.60 | 27,872.00 |           |           |
| U04   | Hourly | 15.28     | 15.98     | 16.74     | 17.49     | 18.21     |           |           |
|       | Annual | 31,782.40 | 33,238.40 | 34,819.20 | 36,379.20 | 37,876.80 |           |           |
| U05   | Hourly | 11.89     | 12.38     | 12.89     | 13.36     | 13.85     |           |           |
|       | Annual | 24,731.20 | 25,750.40 | 26,811.20 | 27,788.80 | 28,808.00 |           |           |
| U06   | Hourly | 16.89     | 17.63     | 18.36     | 19.25     | 20.00     |           |           |
|       | Annual | 35,131.20 | 36,670.40 | 38,188.80 | 40,040.00 | 41,600.00 |           |           |
| U07   | Hourly | 17.10     | 17.82     | 18.53     | 19.43     | 20.22     |           |           |
|       | Annual | 35,568.00 | 37,065.60 | 38,542.40 | 40,414.40 | 42,057.60 |           |           |
| U11   | Hourly | 14.34     | 14.85     | 15.22     | 15.61     | 16.05     |           |           |
|       | Annual | 29,827.20 | 30,888.00 | 31,657.60 | 32,468.80 | 33,384.00 |           |           |
| U12   | Hourly | 21.74     | 22.39     | 22.81     | 24.30     | 25.49     | 26.61     |           |
|       | Annual | 45,219.20 | 46,571.20 | 47,444.80 | 50,544.00 | 53,019.20 | 55,348.80 |           |
| U13   | Hourly | 26.76     | 27.93     | 29.01     | 30.31     | 31.83     |           |           |
|       | Annual | 55,660.80 | 58,094.40 | 60,340.80 | 63,044.80 | 66,206.40 |           |           |
| U14   | Hourly | 16.99     |           |           |           |           |           |           |
|       | Annual | 35,339.20 |           |           |           |           |           |           |
| U15   | Hourly | 16.26     | 16.68     | 17.18     | 17.70     | 17.95     |           |           |
|       | Annual | 33,820.80 | 34,694.40 | 35,734.40 | 36,816.00 | 37,336.00 |           |           |
| U16   | Hourly | 22.48     | 23.10     | 24.00     | 25.04     | 26.23     | 27.33     |           |
|       | Annual | 46,758.40 | 48,048.00 | 49,920.00 | 52,083.20 | 54,558.40 | 56,846.40 |           |
| U17   | Hourly | 20.20     | 20.89     | 21.68     | 22.53     | 23.61     |           |           |
|       | Annual | 42,016.00 | 43,451.20 | 45,094.40 | 46,862.40 | 49,108.80 |           |           |
| U19   | Hourly | 17.61     | 18.10     | 18.68     | 19.28     | 20.00     |           |           |
|       | Annual | 36,628.80 | 37,648.00 | 38,854.40 | 40,102.40 | 41,600.00 |           |           |
| U20   | Hourly | 18.04     | 18.45     | 19.04     | 19.77     | 20.57     |           |           |
|       | Annual | 37,523.20 | 38,376.00 | 39,603.20 | 41,121.60 | 42,785.60 |           |           |
| U21   | Hourly | 18.68     | 19.27     | 19.97     | 20.65     | 21.66     |           |           |
|       | Annual | 38,854.40 | 40,081.60 | 41,537.60 | 42,952.00 | 45,052.80 |           |           |
| U22   | Hourly | 19.78     | 20.56     | 21.24     | 22.07     | 23.25     |           |           |
|       | Annual | 41,142.40 | 42,764.80 | 44,179.20 | 45,905.60 | 48,360.00 |           |           |
| U23   | Hourly | 21.48     | 22.39     | 23.51     | 24.63     | 25.82     |           |           |
|       | Annual | 44,678.40 | 46,571.20 | 48,900.80 | 51,230.40 | 53,705.60 |           |           |
| U24   | Hourly | 21.08     | 22.03     | 23.12     | 24.28     | 25.48     |           |           |
|       | Annual | 43,846.40 | 45,822.40 | 48,089.60 | 50,502.40 | 52,998.40 |           |           |
| U25   | Hourly | 20.74     | 21.74     | 22.90     | 24.03     | 25.25     |           |           |
|       | Annual | 43,139.20 | 45,219.20 | 47,632.00 | 49,982.40 | 52,520.00 |           |           |
| U26   | Hourly | 19.27     | 19.96     | 20.71     | 21.66     | 22.59     |           |           |
|       | Annual | 40,081.60 | 41,516.80 | 43,076.80 | 45,052.80 | 46,987.20 |           |           |
| U27   | Hourly | 23.66     | 25.14     | 26.66     | 28.11     | 29.63     |           |           |
|       | Annual | 49,212.80 | 52,291.20 | 55,452.80 | 58,468.80 | 61,630.40 |           |           |
| U28   | Hourly | 27.19     | 28.45     | 29.78     | 31.18     | 32.51     |           |           |
|       | Annual | 56,555.20 | 59,176.00 | 61,942.40 | 64,854.40 | 67,620.80 |           |           |
| U29   | Hourly | 20.61     | 21.51     | 22.42     | 23.26     | 24.30     |           |           |
|       | Annual | 42,868.80 | 44,740.80 | 46,633.60 | 48,380.80 | 50,544.00 |           |           |
| U30   | Hourly | 27.83     | 29.37     | 30.84     | 32.58     | 34.48     | 35.71     | 36.97     |
|       | Annual | 57,886.40 | 61,089.60 | 64,147.20 | 67,766.40 | 71,718.40 | 74,276.80 | 76,897.60 |

|      |        |           |           |           |           |           |           |            |
|------|--------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| U31  | Hourly | 21.74     | 22.61     | 23.59     | 24.52     | 25.58     |           |            |
|      | Annual | 45,219.20 | 47,028.80 | 49,067.20 | 51,001.60 | 53,206.40 |           |            |
| U32  | Hourly | 32.81     | 35.11     | 37.56     | 40.19     | 42.58     | 44.70     | 46.93      |
|      | Annual | 68,244.80 | 73,028.80 | 78,124.80 | 83,595.20 | 88,566.40 | 92,976.00 | 97,614.40  |
| U32A | Hourly | 33.79     | 36.16     | 38.69     | 41.40     | 43.86     | 46.04     | 48.34      |
|      | Annual | 70,283.20 | 75,212.80 | 80,475.20 | 86,112.00 | 91,228.80 | 95,763.20 | 100,547.20 |
| U32B | Hourly | 35.11     | 37.57     | 40.19     | 43.00     | 45.56     | 47.83     | 50.22      |
|      | Annual | 73,028.80 | 78,145.60 | 83,595.20 | 89,440.00 | 94,764.80 | 99,486.40 | 104,457.60 |
| U33  | Hourly | 23.09     | 24.01     | 25.12     | 26.29     | 27.56     |           |            |
|      | Annual | 48,027.20 | 49,940.80 | 52,249.60 | 54,683.20 | 57,324.80 |           |            |
| U34  | Hourly | 23.68     | 24.74     | 25.74     | 26.91     | 28.34     |           |            |
|      | Annual | 49,254.40 | 51,459.20 | 53,539.20 | 55,972.80 | 58,947.20 |           |            |
| U35  | Hourly | 24.88     | 25.88     | 26.88     | 28.13     | 29.51     |           |            |
|      | Annual | 51,750.40 | 53,830.40 | 55,910.40 | 58,510.40 | 61,380.80 |           |            |
| U36  | Hourly | 19.66     | 20.20     | 21.04     | 21.68     | 22.63     |           |            |
|      | Annual | 40,892.80 | 42,016.00 | 43,763.20 | 45,094.40 | 47,070.40 |           |            |
| U37  | Hourly | 26.42     | 27.98     | 29.66     | 31.51     | 33.36     |           |            |
|      | Annual | 54,953.60 | 58,198.40 | 61,692.80 | 65,540.80 | 69,388.80 |           |            |
| U38  | Hourly | 27.98     | 29.24     | 30.62     | 32.04     | 33.32     |           |            |
|      | Annual | 58,198.40 | 60,819.20 | 63,689.60 | 66,643.20 | 69,305.60 |           |            |
| U38A | Hourly | 28.79     | 30.16     | 31.52     | 33.01     | 34.34     |           |            |
|      | Annual | 59,883.20 | 62,732.80 | 65,561.60 | 68,660.80 | 71,427.20 |           |            |
| U38B | Hourly | 30.84     | 31.32     | 32.74     | 34.29     | 35.65     |           |            |
|      | Annual | 64,147.20 | 65,145.60 | 68,099.20 | 71,323.20 | 74,152.00 |           |            |
| U39  | Hourly | 29.19     | 30.56     | 31.86     | 33.16     | 34.75     |           |            |
|      | Annual | 60,715.20 | 63,564.80 | 66,268.80 | 68,972.80 | 72,280.00 |           |            |
| U40  | Hourly | 24.52     | 25.73     | 27.05     | 28.37     | 29.76     |           |            |
|      | Annual | 51,001.60 | 53,518.40 | 56,264.00 | 59,009.60 | 61,900.80 |           |            |
| U41  | Hourly | 25.28     | 26.47     | 27.69     | 29.04     | 30.23     |           |            |
|      | Annual | 52,582.40 | 55,057.60 | 57,595.20 | 60,403.20 | 62,878.40 |           |            |
| U42  | Hourly | 26.99     | 28.30     | 29.52     | 30.94     | 32.53     |           |            |
|      | Annual | 56,139.20 | 58,864.00 | 61,401.60 | 64,355.20 | 67,662.40 |           |            |
| U43  | Hourly | 24.97     | 26.29     | 27.79     | 29.25     | 30.90     |           |            |
|      | Annual | 51,937.60 | 54,683.20 | 57,803.20 | 60,840.00 | 64,272.00 |           |            |
| U44  | Hourly | 16.16     | 16.74     | 17.32     | 17.96     | 18.63     |           |            |
|      | Annual | 33,612.80 | 34,819.20 | 36,025.60 | 37,356.80 | 38,750.40 |           |            |
| U45  | Hourly | 30.67     | 32.45     | 34.38     | 36.20     | 38.01     | 39.26     | 40.57      |
|      | Annual | 63,793.60 | 67,496.00 | 71,510.40 | 75,296.00 | 79,060.80 | 72,155.20 | 76,086.40  |
| U45A | Hourly | 31.56     | 33.42     | 35.41     | 37.29     | 39.14     |           |            |
|      | Annual | 65,644.80 | 69,513.60 | 73,652.80 | 77,563.20 | 81,411.20 |           |            |
| U45B | Hourly | 32.79     | 34.72     | 36.77     | 38.73     | 40.67     |           |            |
|      | Annual | 68,203.20 | 72,217.60 | 76,481.60 | 80,558.40 | 84,593.60 |           |            |
| U46  | Hourly | 25.97     | 27.21     | 28.42     | 29.73     | 30.94     |           |            |
|      | Annual | 54,017.60 | 56,596.80 | 59,113.60 | 61,838.40 | 64,355.20 |           |            |
| U47  | Hourly | 20.60     | 21.23     | 22.13     | 22.97     | 23.94     |           |            |
|      | Annual | 42,848.00 | 44,158.40 | 46,030.40 | 47,777.60 | 49,795.20 |           |            |
| U48  | Hourly | 26.29     | 27.53     | 28.75     | 30.23     | 31.84     |           |            |
|      | Annual | 54,683.20 | 57,262.40 | 59,800.00 | 62,878.40 | 66,227.20 |           |            |
| U49  | Hourly | 29.17     | 30.42     | 31.63     | 33.10     | 34.75     |           |            |
|      | Annual | 60,673.60 | 63,273.60 | 65,790.40 | 68,848.00 | 72,280.00 |           |            |
| U50  | Hourly | 29.48     | 30.92     | 32.51     | 34.07     | 35.75     |           |            |
|      | Annual | 61,318.40 | 64,313.60 | 67,620.80 | 70,865.60 | 74,360.00 |           |            |
| U51  | Hourly | 29.53     | 31.02     | 32.26     | 33.55     | 35.20     |           |            |
|      | Annual | 61,422.40 | 64,521.60 | 67,100.80 | 69,784.00 | 73,216.00 |           |            |

|      |        |            |            |            |            |            |            |            |
|------|--------|------------|------------|------------|------------|------------|------------|------------|
| U52  | Hourly | 28.87      | 30.49      | 32.19      | 33.81      | 35.66      |            |            |
|      | Annual | 60,049.60  | 63,419.20  | 66,955.20  | 70,324.80  | 74,172.80  |            |            |
| U53  | Hourly | 28.87      | 30.49      | 32.19      | 33.81      | 35.48      |            |            |
|      | Annual | 60,049.60  | 63,419.20  | 66,955.20  | 70,324.80  | 73,798.40  |            |            |
| U53A | Hourly | 29.70      | 31.41      | 33.16      | 34.83      | 36.53      |            |            |
|      | Annual | 61,776.00  | 65,332.80  | 68,972.80  | 72,446.40  | 75,982.40  |            |            |
| U53B | Hourly | 30.86      | 32.64      | 34.46      | 36.18      | 37.95      |            |            |
|      | Annual | 64,188.80  | 67,891.20  | 71,676.80  | 75,254.40  | 78,936.00  |            |            |
| U54  | Hourly | 29.58      | 31.23      | 32.91      | 34.52      | 36.19      |            |            |
|      | Annual | 61,526.40  | 64,958.40  | 68,452.80  | 71,801.60  | 75,275.20  |            |            |
| U56  | Hourly | 33.54      | 35.34      | 37.24      | 39.08      | 40.89      |            |            |
|      | Annual | 69,763.20  | 73,507.20  | 77,459.20  | 81,286.40  | 85,051.20  |            |            |
| U56A | Hourly | 34.55      | 36.41      | 38.36      | 40.25      | 42.13      |            |            |
|      | Annual | 71,864.00  | 75,732.80  | 79,788.80  | 83,720.00  | 87,630.40  |            |            |
| U56B | Hourly | 35.90      | 37.82      | 39.85      | 41.82      | 43.76      |            |            |
|      | Annual | 74,672.00  | 78,665.60  | 82,888.00  | 86,985.60  | 91,020.80  |            |            |
| U57  | Hourly | 26.70      | 27.90      | 29.11      | 30.42      | 31.62      |            |            |
|      | Annual | 55,536.00  | 58,032.00  | 60,548.80  | 63,273.60  | 65,769.60  |            |            |
| U58  | Hourly | 27.71      | 28.98      | 30.20      | 31.62      | 33.23      |            |            |
|      | Annual | 57,636.80  | 60,278.40  | 62,816.00  | 65,769.60  | 69,118.40  |            |            |
| U61  | Hourly | 17.58      | 18.29      | 19.13      | 19.97      | 20.76      |            |            |
|      | Annual | 36,566.40  | 38,043.20  | 39,790.40  | 41,537.60  | 43,180.80  |            |            |
| U63  | Hourly | 20.38      | 21.31      | 22.42      | 23.56      | 24.74      |            |            |
|      | Annual | 42,390.40  | 44,324.80  | 46,633.60  | 49,004.80  | 51,459.20  |            |            |
| U64  | Hourly | 26.35      | 27.95      | 29.40      | 31.12      | 33.06      | 34.29      | 35.54      |
|      | Annual | 54,808.00  | 58,136.00  | 61,152.00  | 64,729.60  | 68,764.80  | 71,323.20  | 73,923.20  |
| U65  | Hourly | 60.54      | 61.91      | 63.25      | 64.61      | 65.92      | 67.26      | 68.62      |
|      | Annual | 125,923.20 | 128,772.80 | 131,560.00 | 134,388.80 | 137,113.60 | 139,900.80 | 142,729.60 |
| U67  | Hourly | 18.63      | 19.04      | 19.60      | 20.20      | 21.03      |            |            |
|      | Annual | 38,750.40  | 39,603.20  | 40,768.00  | 42,016.00  | 43,742.40  |            |            |
| U68  | Hourly | 31.52      | 33.53      | 35.54      | 37.55      | 39.55      | 41.57      |            |
|      | Annual | 65,561.60  | 69,742.40  | 73,923.20  | 78,104.00  | 82,264.00  | 86,465.60  |            |
| U69  | Hourly | 21.03      | 21.74      | 22.59      | 23.56      | 24.60      |            |            |
|      | Annual | 43,742.40  | 45,219.20  | 46,987.20  | 49,004.80  | 51,168.00  |            |            |
| U70  | Annual | 30.22      | 31.75      | 33.40      | 34.97      | 36.53      |            |            |
|      | Hourly | 62,857.60  | 66,040.00  | 69,472.00  | 72,737.60  | 75,982.40  |            |            |
| U71  | Hourly | 27.47      | 29.04      | 30.67      | 32.24      | 33.78      |            |            |
|      | Annual | 57,137.60  | 60,403.20  | 63,793.60  | 67,059.20  | 70,262.40  |            |            |
| U72  | Hourly | 28.16      | 29.73      | 31.40      | 32.95      | 34.49      |            |            |
|      | Annual | 58,572.80  | 61,838.40  | 65,312.00  | 68,536.00  | 71,739.20  |            |            |
| U73  | Hourly | 30.32      | 31.92      | 33.54      | 35.11      | 36.67      |            |            |
|      | Annual | 63,065.60  | 66,393.60  | 69,763.20  | 73,028.80  | 76,273.60  |            |            |
| U74  | Hourly | 18.16      | 18.69      | 19.38      | 20.13      | 21.51      |            |            |
|      | Annual | 37,772.80  | 38,875.20  | 40,310.40  | 41,870.40  | 44,740.80  |            |            |
| U75  | Hourly | 24.51      | 25.32      | 26.35      | 27.51      | 28.64      |            |            |
|      | Annual | 50,980.80  | 52,665.60  | 54,808.00  | 57,220.80  | 59,571.20  |            |            |
| U76  | Hourly | 29.64      | 30.71      | 31.82      | 32.87      | 34.11      |            |            |
|      | Annual | 61,651.20  | 63,876.80  | 66,185.60  | 68,369.60  | 70,948.80  |            |            |
| U77  | Hourly | 34.48      | 36.54      | 38.69      | 40.71      | 42.76      |            |            |
|      | Annual | 71,718.40  | 76,003.20  | 80,475.20  | 84,676.80  | 88,940.80  |            |            |
| U78  | Hourly | 22.83      | 23.94      | 25.12      | 26.35      | 27.63      |            |            |
|      | Annual | 47,486.40  | 49,795.20  | 52,249.60  | 54,808.00  | 57,470.40  |            |            |
| U79  | Hourly | 37.54      | 39.60      | 41.72      | 43.75      | 45.79      | 47.30      | 48.91      |
|      | Annual | 78,083.20  | 82,368.00  | 86,777.60  | 91,000.00  | 95,243.20  | 98,384.00  | 101,732.80 |

|      |        |            |            |            |            |            |            |            |
|------|--------|------------|------------|------------|------------|------------|------------|------------|
| U80  | Hourly | 60.54      | 63.84      | 67.28      | 70.58      | 73.85      | 76.32      | 78.89      |
|      | Annual | 125,923.20 | 132,787.20 | 139,942.40 | 146,806.40 | 153,608.00 | 158,745.60 | 164,091.20 |
| U81  | Hourly | 35.52      | 37.64      | 39.83      | 41.91      | 44.04      |            |            |
|      | Annual | 73,881.60  | 78,291.20  | 82,846.40  | 87,172.80  | 91,603.20  |            |            |
| U81A | Hourly | 36.58      | 38.77      | 41.03      | 43.18      | 45.36      |            |            |
|      | Annual | 76,086.40  | 80,641.60  | 85,342.40  | 89,814.40  | 94,348.80  |            |            |
| U81B | Hourly | 38.01      | 40.26      | 42.62      | 44.82      | 47.12      |            |            |
|      | Annual | 79,060.80  | 83,740.80  | 88,649.60  | 93,225.60  | 98,009.60  |            |            |
| U82  | Hourly | 21.74      | 22.61      | 23.59      | 24.52      | 25.58      | 26.64      | 27.65      |
|      | Annual | 45,219.20  | 47,028.80  | 49,067.20  | 51,001.60  | 53,206.40  | 55,411.20  | 57,512.00  |
| U82A | Hourly | 22.40      | 23.28      | 24.29      | 25.24      | 26.33      | 27.43      | 28.51      |
|      | Annual | 46,592.00  | 48,422.40  | 50,523.20  | 52,499.20  | 54,766.40  | 57,054.40  | 59,300.80  |
| U82B | Hourly | 23.26      | 24.20      | 25.23      | 26.24      | 27.37      | 28.50      | 29.61      |
|      | Annual | 48,380.80  | 50,336.00  | 52,478.40  | 54,579.20  | 56,929.60  | 59,280.00  | 61,588.80  |
| U83  | Hourly | 32.56      | 34.21      | 35.90      | 37.70      | 39.62      |            |            |
|      | Annual | 67,724.80  | 71,156.80  | 74,672.00  | 78,416.00  | 82,409.60  |            |            |
| U84  | Hourly | 54.93      | 56.58      | 57.80      | 59.19      | 60.55      |            |            |
|      | Annual | 114,254.40 | 117,686.40 | 120,224.00 | 123,115.20 | 125,944.00 |            |            |
| U85  | Hourly | 47.45      | 49.32      | 51.30      | 53.36      | 55.50      | 57.70      |            |
|      | Annual | 98,696.00  | 102,585.60 | 106,704.00 | 110,988.80 | 115,440.00 | 120,016.00 |            |
| U86  | Hourly | 41.80      | 43.47      | 44.76      | 46.06      | 47.45      |            |            |
|      | Annual | 86,944.00  | 90,417.60  | 93,100.80  | 95,804.80  | 98,696.00  |            |            |
| U87  | Hourly | 44.04      | 45.80      | 47.62      | 49.54      | 51.53      |            |            |
|      | Annual | 91,603.20  | 95,264.00  | 99,049.60  | 103,043.20 | 107,182.40 |            |            |
| U88  | Hourly | 47.79      | 49.74      | 51.74      | 53.83      | 55.99      | 58.25      | 60.55      |
|      | Annual | 99,403.20  | 103,459.20 | 107,619.20 | 111,966.40 | 116,459.20 | 121,160.00 | 125,944.00 |
| U89  | Hourly | 54.16      | 56.38      | 58.65      | 60.98      | 63.44      |            |            |
|      | Annual | 112,652.80 | 117,270.40 | 121,992.00 | 126,838.40 | 131,955.20 |            |            |
| U90  | Hourly | 60.76      | 62.38      | 64.00      | 65.65      | 67.24      |            |            |
|      | Annual | 126,380.80 | 129,750.40 | 133,120.00 | 136,552.00 | 139,859.20 |            |            |
| U91  | Hourly | 20.00      | 20.60      | 21.30      | 21.97      | 22.98      |            |            |
|      | Annual | 41,600.00  | 42,848.00  | 44,304.00  | 45,697.60  | 47,798.40  |            |            |
| U92  | Hourly | 32.83      | 34.86      | 36.87      | 38.03      | 39.17      |            |            |
|      | Annual | 68,286.40  | 72,508.80  | 76,689.60  | 79,102.40  | 81,473.60  |            |            |
| U93  | Hourly | 12.96      | 13.49      | 14.45      | 15.08      | 15.43      | 15.94      | 16.49      |
|      | Annual | 26,956.80  | 28,059.20  | 30,056.00  | 31,366.40  | 32,094.40  | 33,155.20  | 34,299.20  |
| U94  | Hourly | 57.69      | 59.39      | 60.72      | 62.15      | 63.59      |            |            |
|      | Annual | 119,995.20 | 123,531.20 | 126,297.60 | 129,272.00 | 132,267.20 |            |            |