(Non-bargaining unit)

BETHEL (38%)

	1	2	3	4	5	6	7	8	9	10	11
Steps Hourly	\$13.91	\$14.31	\$14.74	\$15.19	\$15.63	\$16.12	\$16.44	\$16.77	\$17.10	\$17.43	\$17.79
Biweekly	\$1,112.80	\$1,144.80	\$1,179.20	\$1,215.20	\$1,250.40	\$1,289.60	\$1,315.20	\$1,341.60	\$1,368.00	\$1,394.40	\$1,423.20
Annually	\$28,932.80	\$29,764.80	\$30,659.20	\$31,595.20	\$32,510.40	\$33,529.60	\$34,195.20	\$34,881.60	\$35,568.00	\$36,254.40	\$37,003.20
Ailliually	328,932.80	323,704.80	330,039.20	331,393.20	332,310.40	333,329.00	\$34,195.20	554,881.00	\$35,508.00	\$30,254.40	\$37,003.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$18.15	\$18.51	\$18.70	\$18.89	\$19.07						
Hourly	\$1,452.00	\$1,480.80	\$1,496.00	\$1,511.20	\$1,525.60						
Annually	\$37,752.00	\$38,500.80	\$38,896.00	\$39,291.20	\$39,665.60						
72											
Grade 72											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$15.63	\$16.12	\$16.59	\$17.10	\$17.62	\$18.12	\$18.51	\$18.88	\$19.25	\$19.65	\$20.00
Biweekly	\$1,250.40	\$1,289.60	\$1,327.20	\$1,368.00	\$1,409.60	\$1,449.60	\$1,480.80	\$1,510.40	\$1,540.00	\$1,572.00	\$1,600.00
Annually	\$32,510.40	\$33,529.60	\$34,507.20	\$35,568.00	\$36,649.60	\$37,689.60	\$38,500.80	\$39,270.40	\$40,040.00	\$40,872.00	\$41,600.00
, ,	402,0100	400,023.00	VO 1,507120	400 ,000.00	400,010.00	407,003.00	\$30,300.00	400,270110	\$ 10,0 10100	V 10,07 2.00	V .2,000.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$20.43	\$20.84	\$21.03	\$21.26	\$21.45						
Hourly	\$1,634.40	\$1,667.20	\$1,682.40	\$1,700.80	\$1,716.00						
Annually	\$42,494.40	\$43,347.20	\$43,742.40	\$44,220.80	\$44,616.00						
Grade 73											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$17.62	\$18.12	\$18.68	\$19.25	\$19.80	\$20.41	\$20.81	\$21.24	\$21.66	\$22.08	\$22.53
Biweekly	\$1,409.60	\$1,449.60	\$1,494.40	\$1,540.00	\$1,584.00	\$1,632.80	\$1,664.80	\$1,699.20	\$1,732.80	\$1,766.40	\$1,802.40
Annually	\$36,649.60	\$37,689.60	\$38,854.40	\$40,040.00	\$41,184.00	\$42,452.80	\$43,284.80	\$44,179.20	\$45,052.80	\$45,926.40	\$46,862.40
	12	13	1.0	15	16	17	18	19	20		
Steps Biweekly	\$22.97	\$23.43	14 \$23.68	\$23.90	\$24.15	1/	18	19	20		
Hourly	\$1,837.60	\$1,874.40	\$1,894.40	\$1,912.00	\$1,932.00						
Annually	\$47,777.60	\$48,734.40	\$49,254.40	\$49,712.00	\$50,232.00						
Ailliually	347,777.00	\$46,734.40	343,234.40	\$49,712.00	\$30,232.00						
Grade 74											
	1	2	3	4	5	6	7	8	9	10	11
			\$21.02	\$21.63	\$22.29	\$22.95	\$23.42	\$23.89	\$24.37	\$24.87	\$25.37
Steps		S20 41		721.US			\$1,873.60				
Hourly	\$19.80	\$20.41 \$1.632.80		\$1 730 <i>4</i> 0	S1 783 70				\$1 949 60	S1 989 KN	\$2 029 60
Hourly Biweekly	\$19.80 \$1,584.00	\$1,632.80	\$1,681.60	\$1,730.40 \$44,990.40	\$1,783.20 \$46.363.20	\$1,836.00 \$47,736.00		\$1,911.20 \$49.691.20	\$1,949.60 \$50.689.60	\$1,989.60 \$51,729.60	\$2,029.60 \$52,769.60
Hourly	\$19.80			\$1,730.40 \$44,990.40	\$1,783.20 \$46,363.20	\$1,836.00	\$48,713.60	\$49,691.20	\$1,949.60 \$50,689.60	\$1,989.60 \$51,729.60	\$2,029.60 \$52,769.60
Hourly Biweekly Annually Steps	\$19.80 \$1,584.00 \$41,184.00	\$1,632.80 \$42,452.80	\$1,681.60 \$43,721.60	\$44,990.40 15	\$46,363.20 16						
Hourly Biweekly	\$19.80 \$1,584.00 \$41,184.00 12 \$25.87	\$1,632.80 \$42,452.80	\$1,681.60 \$43,721.60 14 \$26.64	\$44,990.40 15 \$26.92	\$46,363.20 16 \$27.17	\$47,736.00	\$48,713.60	\$49,691.20	\$50,689.60		
Hourly Biweekly Annually Steps	\$19.80 \$1,584.00 \$41,184.00	\$1,632.80 \$42,452.80	\$1,681.60 \$43,721.60	\$44,990.40 15	\$46,363.20 16	\$47,736.00	\$48,713.60	\$49,691.20	\$50,689.60		

(Non-bargaining unit)

BETHEL (38%)

			-	-		-	_	-	•	•	10	44
	Steps Hourly	1 \$22.29	2 \$22.95	3 \$23.67	4 \$24.37	5 \$25.09	6 \$25.85	7 \$26.38	8 \$26.90	9 \$27.45	10 \$27.99	11 \$28.56
	Biweekly	\$1,783.20	\$1,836.00	\$1,893.60	\$1,949.60	\$2,007.20	\$2,068.00	\$2,110.40	\$2,152.00	\$2,196.00	\$2,239.20	\$2,284.80
	Annually	\$46,363.20	\$47,736.00	\$49,233.60	\$50,689.60	\$52,187.20	\$53,768.00	\$54,870.40	\$55,952.00	\$57,096.00	\$58,219.20	\$59,404.80
	Allitually	\$40,505.20	347,730.00	349,233.00	\$30,069.00	\$52,167.20	\$35,766.00	\$34,670.40	\$55,952.00	\$57,090.00	\$56,219.20	\$39,404.60
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$29.12	\$29.70	\$29.97	\$30.30	\$30.59						
	Hourly	\$2,329.60	\$2,376.00	\$2,397.60	\$2,424.00	\$2,447.20						
	Annually	\$60,569.60	\$61,776.00	\$62,337.60	\$63,024.00	\$63,627.20						
Gra	de 76											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$25.09	\$25.85	\$26.60	\$27.45	\$28.22	\$29.11	\$29.69	\$30.28	\$30.89	\$31.50	\$32.13
	Biweekly	\$2,007.20	\$2,068.00	\$2,128.00	\$2,196.00	\$2,257.60	\$2,328.80	\$2,375.20	\$2,422.40	\$2,471.20	\$2,520.00	\$2,570.40
	Annually	\$52,187.20	\$53,768.00	\$55,328.00	\$57,096.00	\$58,697.60	\$60,548.80	\$61,755.20	\$62,982.40	\$64,251.20	\$65,520.00	\$66,830.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$32.76	\$33.42	\$33.75	\$34.09	\$34.44						
	Hourly	\$2,620.80	\$2,673.60	\$2,700.00	\$2,727.20	\$2,755.20						
	Annually	\$68,140.80	\$69,513.60	\$70,200.00	\$70,907.20	\$71,635.20						
Gra	de 77											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$28.22	\$29.11	\$29.95	\$30.87	\$31.77	\$32.73	\$33.38	\$34.05	\$34.77	\$35.42	\$36.18
	Biweekly	\$2,257.60	\$2,328.80	\$2,396.00	\$2,469.60	\$2,541.60	\$2,618.40	\$2,670.40	\$2,724.00	\$2,781.60	\$2,833.60	\$2,894.40
	Annually	\$58,697.60	\$60,548.80	\$62,296.00	\$64,209.60	\$66,081.60	\$68,078.40	\$69,430.40	\$70,824.00	\$72,321.60	\$73,673.60	\$75,254.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$36.89	\$37.60	\$38.00	\$38.38	\$38.74	1,	10	13	20		
	Hourly	\$2,951.20	\$3,008.00	\$3,040.00	\$3,070.40	\$3,099.20						
	Annually	\$76,731.20	\$78,208.00	\$79,040.00	\$79,830.40	\$80,579.20						
	•	, -	,									
Gra	de 78											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$30.87	\$31.77	\$32.73	\$33.73	\$34.73	\$35.78	\$36.84	\$37.57	\$38.33	\$39.10	\$39.90
	Biweekly	\$2,469.60	\$2,541.60	\$2,618.40	\$2,698.40	\$2,778.40	\$2,862.40	\$2,947.20	\$3,005.60	\$3,066.40	\$3,128.00	\$3,192.00
	Annually	\$64,209.60	\$66,081.60	\$68,078.40	\$70,158.40	\$72,238.40	\$74,422.40	\$76,627.20	\$78,145.60	\$79,726.40	\$81,328.00	\$82,992.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$40.69	\$41.49	\$42.33	\$42.75	\$43.18	\$43.62					
	Hourly	\$3,255.20	\$3,319.20	\$3,386.40	\$3,420.00	\$3,454.40	\$3,489.60					
	Annually	\$84,635.20	\$86,299.20	\$88,046.40	\$88,920.00	\$89,814.40	\$90,729.60					
	,	+ = .,555.25	+,	+ , 0 . 0 0	+,520.00	, , o . o	+==,, =5.00					

(Non-bargaining unit)

BETHEL (38%)

	Steps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11
	Hourly	\$33.73	\$34.73	\$35.78	\$36.84	\$37.96	\$39.09	\$40.27	\$41.47	\$42.31	\$43.17	\$44.02
	Biweekly	\$2,698.40	\$2,778.40	\$2,862.40	\$2,947.20	\$3,036.80	\$3,127.20	\$3,221.60	\$3,317.60	\$3,384.80	\$3,453.60	\$3,521.60
	Annually	\$70,158.40	\$72,238.40	\$74.422.40	\$76,627.20	\$78.956.80	\$81,307.20	\$83,761.60	\$86,257.60	\$88,004.80	\$89,793.60	\$91,561.60
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$44.89	\$45.80	\$46.71	\$47.63	\$48.13	\$48.60	\$49.09				
	Hourly	\$3,591.20	\$3,664.00	\$3,736.80	\$3,810.40	\$3,850.40	\$3,888.00	\$3,927.20				
	Annually	\$93,371.20	\$95,264.00	\$97,156.80	\$99,070.40	\$100,110.40	\$101,088.00	\$102,107.20				
Gra	de 80											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$36.84	\$37.96	\$39.09	\$40.27	\$41.47	\$42.73	\$44.00	\$45.34	\$46.24	\$47.16	\$48.10
	Biweekly	\$2,947.20	\$3,036.80	\$3,127.20	\$3,221.60	\$3,317.60	\$3,418.40	\$3,520.00	\$3,627.20	\$3,699.20	\$3,772.80	\$3,848.00
	Annually	\$76,627.20	\$78,956.80	\$81,307.20	\$83,761.60	\$86,257.60	\$88,878.40	\$91,520.00	\$94,307.20	\$96,179.20	\$98,092.80	\$100,048.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$49.05	\$50.02	\$51.02	\$52.06	\$52.57	\$53.10	\$53.64	19	20		
	Hourly	\$3,924.00	\$4,001.60	\$4,081.60	\$4,164.80	\$4,205.60	\$4,248.00	\$4,291.20				
	Annually	\$102,024.00	\$104,041.60	\$106,121.60	\$108,284.80	\$109,345.60	\$110,448.00	\$111,571.20				
	, amadany	J102,02 1.00	310 1,0 11.00	J100,121.00	3100,201.00	3103,3 13.00	3110,110.00	3111,371.20				
Gra	ide 81											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$40.27	\$41.47	\$42.73	\$44.00	\$45.34	\$46.69	\$48.08	\$49.54	\$51.01	\$52.03	\$53.07
	Biweekly	\$3,221.60	\$3,317.60	\$3,418.40	\$3,520.00	\$3,627.20	\$3,735.20	\$3,846.40	\$3,963.20	\$4,080.80	\$4,162.40	\$4,245.60
	Annually	\$83,761.60	\$86,257.60	\$88,878.40	\$91,520.00	\$94,307.20	\$97,115.20	\$100,006.40	\$103,043.20	\$106,100.80	\$108,222.40	\$110,385.60
	-											
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$54.13	\$55.22	\$56.31	\$57.44	\$58.61	\$59.18	\$59.77	\$60.37			
	Hourly	\$4,330.40	\$4,417.60	\$4,504.80	\$4,595.20	\$4,688.80	\$4,734.40	\$4,781.60	\$4,829.60			
	Annually	\$112,590.40	\$114,857.60	\$117,124.80	\$119,475.20	\$121,908.80	\$123,094.40	\$124,321.60	\$125,569.60			
Gra	ide 82											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$45.34	\$46.69	\$48.08	\$49.54	\$51.01	\$52.55	\$54.12	\$55.72	\$57.41	\$58.58	\$59.73
	Biweekly	\$3,627.20	\$3,735.20	\$3,846.40	\$3,963.20	\$4,080.80	\$4,204.00	\$4,329.60	\$4,457.60	\$4,592.80	\$4,686.40	\$4,778.40
	Annually	\$94,307.20	\$97,115.20	\$100,006.40	\$103,043.20	\$106,100.80	\$109,304.00	\$112,569.60	\$115,897.60	\$119,412.80	\$121,846.40	\$124,238.40
	·									· · ·	, ===,5 ::: 10	, == :,===: 10
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$60.93	\$62.14	\$63.39	\$64.66	\$65.95	\$66.62	\$67.27	\$67.96			
	Hourly	\$4,874.40	\$4,971.20	\$5,071.20	\$5,172.80	\$5,276.00	\$5,329.60	\$5,381.60	\$5,436.80			
	Annually	\$126,734.40	\$129,251.20	\$131,851.20	\$134,492.80	\$137,176.00	\$138,569.60	\$139,921.60	\$141,356.80			

(Non-bargaining unit)

BETHEL (38%)

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$51.01	\$52.55	\$54.12	\$55.72	\$57.41	\$59.12	\$60.90	\$62.74	\$64.63	\$65.93	\$67.24
Biweekly	\$4,080.80	\$4,204.00	\$4,329.60	\$4,457.60	\$4,592.80	\$4,729.60	\$4,872.00	\$5,019.20	\$5,170.40	\$5,274.40	\$5,379.20
Annually	\$106,100.80	\$109,304.00	\$112,569.60	\$115,897.60	\$119,412.80	\$122,969.60	\$126,672.00	\$130,499.20	\$134,430.40	\$137,134.40	\$139,859.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$68.57	\$69.94	\$71.34	\$72.78	\$74.26	\$74.97	\$75.72	\$76.49			
Hourly	\$5,485.60	\$5,595.20	\$5,707.20	\$5,822.40	\$5,940.80	\$5,997.60	\$6,057.60	\$6,119.20			
Annually	\$142,625.60	\$145,475.20	\$148,387.20	\$151,382.40	\$154,460.80	\$155,937.60	\$157,497.60	\$159,099.20			

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$55.72	\$57.41	\$59.12	\$60.90	\$62.74	\$64.63	\$66.56	\$68.56	\$70.61	\$72.73	\$74.18
Biweekly	\$4,457.60	\$4,592.80	\$4,729.60	\$4,872.00	\$5,019.20	\$5,170.40	\$5,324.80	\$5,484.80	\$5,648.80	\$5,818.40	\$5,934.40
Annually	\$115,897.60	\$119,412.80	\$122,969.60	\$126,672.00	\$130,499.20	\$134,430.40	\$138,444.80	\$142,604.80	\$146,868.80	\$151,278.40	\$154,294.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$75.66	\$77.18	\$78.71	\$80.28	\$81.90	\$83.53	\$84.37	\$85.21	\$86.07		
Biweekly Hourly	\$75.66 \$6,052.80	\$77.18 \$6,174.40	\$78.71 \$6,296.80	\$80.28 \$6,422.40	\$81.90 \$6,552.00	\$83.53 \$6,682.40	\$84.37 \$6,749.60	\$85.21 \$6,816.80	\$86.07 \$6,885.60		