(Non-bargaining unit)

#### CORDOVA-GLENALLEN-COPPER CENTER-VALDEZ (11%)

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$11.17	\$11.52	\$11.85	\$12.21	\$12.56	\$12.97	\$13.20	\$13.47	\$13.74	\$14.01	\$14.29
Biweekly	\$893.60	\$921.60	\$948.00	\$976.80	\$1,004.80	\$1,037.60	\$1,056.00	\$1,077.60	\$1,099.20	\$1,120.80	\$1,143.20
Annually	\$23,233.60	\$23,961.60	\$24,648.00	\$25,396.80	\$26,124.80	\$26,977.60	\$27,456.00	\$28,017.60	\$28,579.20	\$29,140.80	\$29,723.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$14.58	\$14.87	\$15.02	\$15.19	\$15.33						
Hourly	\$1,166.40	\$1,189.60	\$1,201.60	\$1,215.20	\$1,226.40						
Annually	\$30,326.40	\$30,929.60	\$31,241.60	\$31,595.20	\$31,886.40						
Grade 72											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$12.56	\$12.97	\$13.34	\$13.74	\$14.17	\$14.57	\$14.87	\$15.17	\$15.47	\$15.78	\$16.09
Biweekly	\$1,004.80	\$1,037.60	\$1,067.20	\$1,099.20	\$1,133.60	\$1,165.60	\$1,189.60	\$1,213.60	\$1,237.60	\$1,262.40	\$1,287.20
Annually	\$26,124.80	\$26,977.60	\$27,747.20	\$28,579.20	\$29,473.60	\$30,305.60	\$30,929.60	\$31,553.60	\$32,177.60	\$32,822.40	\$33,467.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$16.44	\$16.77	\$16.92	\$17.10	\$17.26		10				
Hourly	\$1,315.20	\$1,341.60	\$1,353.60	\$1,368.00	\$1,380.80						
Annually	\$34,195.20	\$34,881.60	\$35,193.60	\$35,568.00	\$35,900.80						
•											
Grade 73											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$14.17	\$14.57	\$15.01	\$15.47	\$15.93	\$16.42	\$16.74	\$17.09	\$17.41	\$17.78	\$18.12
Biweekly	\$1,133.60	\$1,165.60	\$1,200.80	\$1,237.60	\$1,274.40	\$1,313.60	\$1,339.20	\$1,367.20	\$1,392.80	\$1,422.40	\$1,449.60
Annually	\$29,473.60	\$30,305.60	\$31,220.80	\$32,177.60	\$33,134.40	\$34,153.60	\$34,819.20	\$35,547.20	\$36,212.80	\$36,982.40	\$37,689.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$18.48	\$18.87	\$19.05	\$19.23	\$19.43	=7					
Hourly	\$1,478.40	\$1,509.60	\$1,524.00	\$1,538.40	\$1,554.40						
Annually	\$38,438.40	\$39,249.60	\$39,624.00	\$39,998.40	\$40,414.40						
74											
Grade 74											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$15.93	\$16.42	\$16.91	\$17.40	\$17.95	\$18.47	\$18.85	\$19.22	\$19.60	\$19.99	\$20.41
Biweekly	\$1,274.40	\$1,313.60	\$1,352.80	\$1,392.00	\$1,436.00	\$1,477.60	\$1,508.00	\$1,537.60	\$1,568.00	\$1,599.20	\$1,632.80
Annually	\$33,134.40	\$34,153.60	\$35,172.80	\$36,192.00	\$37,336.00	\$38,417.60	\$39,208.00	\$39,977.60	\$40,768.00	\$41,579.20	\$42,452.80
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$20.80	\$21.23	\$21.44	\$21.63	\$21.86						
Hourly	\$1,664.00	\$1,698.40	\$1,715.20	\$1,730.40	\$1,748.80						
Annually	\$43,264.00	\$44,158.40	\$44,595.20	\$44,990.40	\$45,468.80						

(Non-bargaining unit)

#### CORDOVA-GLENALLEN-COPPER CENTER-VALDEZ (11%)

				_		_	•	_	_			
Step		1	2	3	4	5	6	7	624.62	9	10	11
Hour		\$17.95	\$18.47	\$19.02	\$19.60	\$20.19	\$20.78	\$21.22	\$21.62	\$22.06	\$22.50	\$22.95 \$1,836.00
Biwe	-	\$1,436.00	\$1,477.60	\$1,521.60	\$1,568.00	\$1,615.20 \$41,995.20	\$1,662.40 \$43,222.40	\$1,697.60	\$1,729.60	\$1,764.80	\$1,800.00	
Annı	ually	\$37,336.00	\$38,417.60	\$39,561.60	\$40,768.00	\$41,995.20	\$43,222.40	\$44,137.60	\$44,969.60	\$45,884.80	\$46,800.00	\$47,736.00
Step	os	12	13	14	15	16	17	18	19	20		
Biwe		\$23.41	\$23.88	\$24.11	\$24.36	\$24.60						
Hour	rlv	\$1,872.80	\$1,910.40	\$1,928.80	\$1,948.80	\$1,968.00						
Annı	ually	\$48,692.80	\$49,670.40	\$50,148.80	\$50,668.80	\$51,168.00						
Grade	76											
Step	s	1	2	3	4	5	6	7	8	9	10	11
Hour	rly	\$20.19	\$20.78	\$21.42	\$22.06	\$22.73	\$23.39	\$23.87	\$24.35	\$24.84	\$25.34	\$25.85
Biwe	ekly	\$1,615.20	\$1,662.40	\$1,713.60	\$1,764.80	\$1,818.40	\$1,871.20	\$1,909.60	\$1,948.00	\$1,987.20	\$2,027.20	\$2,068.00
Annı	ually	\$41,995.20	\$43,222.40	\$44,553.60	\$45,884.80	\$47,278.40	\$48,651.20	\$49,649.60	\$50,648.00	\$51,667.20	\$52,707.20	\$53,768.00
Step	nc .	12	13	14	15	16	17	18	19	20		
Biwe		\$26.37	\$26.89	\$27.12	\$27.44	\$27.67	_,	10		20		
Hour	-	\$2.109.60	\$2,151.20	\$2,169.60	\$2,195.20	\$2,213.60						
Annı	-	\$54,849.60	\$55,931.20	\$56,409.60	\$57,075.20	\$57,553.60						
7	,	\$5 1,6 15100	450,551.20	450,105.00	037,073.20	437,3333.00						
Grade '	77											
Step	os	1	2	3	4	5	6	7	8	9	10	11
Hour		\$22.73	\$23.39	\$24.10	\$24.83	\$25.56	\$26.36	\$26.88	\$27.43	\$27.98	\$28.53	\$29.11
Biwe	ekly	\$1,818.40	\$1,871.20	\$1,928.00	\$1,986.40	\$2,044.80	\$2,108.80	\$2,150.40	\$2,194.40	\$2,238.40	\$2,282.40	\$2,328.80
Annı	ually	\$47,278.40	\$48,651.20	\$50,128.00	\$51,646.40	\$53,164.80	\$54,828.80	\$55,910.40	\$57,054.40	\$58,198.40	\$59,342.40	\$60,548.80
Step		12	13	14	15	16	17	18	19	20		
Biwe	-	\$29.68	\$30.26	\$30.55	\$30.88	\$31.16						
Hour	-	\$2,374.40	\$2,420.80	\$2,444.00	\$2,470.40	\$2,492.80						
Annı	ually	\$61,734.40	\$62,940.80	\$63,544.00	\$64,230.40	\$64,812.80						
Grade '	78											
Step		. 1	. 2	. 3	4	. 5	. 6	7	. 8	9	10	11
Hour	•	\$24.83	\$25.56	\$26.36	\$27.10	\$27.97	\$28.76	\$29.66	\$30.24	\$30.86	\$31.48	\$32.11
Biwe	-	\$1,986.40	\$2,044.80	\$2,108.80	\$2,168.00	\$2,237.60	\$2,300.80	\$2,372.80	\$2,419.20	\$2,468.80	\$2,518.40	\$2,568.80
Annı	ually	\$51,646.40	\$53,164.80	\$54,828.80	\$56,368.00	\$58,177.60	\$59,820.80	\$61,692.80	\$62,899.20	\$64,188.80	\$65,478.40	\$66,788.80
Step	ns	12	13	14	15	16	17	18	19	20		
Biwe		\$32.72	\$33.37	\$34.04	\$34.38	\$34.73	\$35.09					
Hour	-	\$2,617.60	\$2,669.60	\$2,723.20	\$2,750.40	\$2,778.40	\$2,807.20					
Annı	-	\$68,057.60	\$69,409.60	\$70,803.20	\$71,510.40	\$72,238.40	\$72,987.20					

(Non-bargaining unit)

#### CORDOVA-GLENALLEN-COPPER CENTER-VALDEZ (11%)

Steps													
Steps		Steps	1	2	3	4	5	6	7	8	9	10	11
Steps   1													
Steps   12   13   14   15   16   17   18   19   20		-											
Siege   1   2   3   4   5   5   5   5   5   5   5   5   5		Annually	\$56,368.00	\$58,177.60	\$59,820.80	\$61,692.80	\$63,481.60	\$65,436.80	\$67,392.00	\$69,388.80	\$70,761.60	\$72,217.60	\$73,611.20
Siege   1   2   3   4   5   5   5   5   5   5   5   5   5													
Siege   1   2   3   4   5   5   5   5   5   5   5   5   5		Steps	12			15		17		19	20		
Grade 80  Steps 1 2 3 4 5 65,739.20 593.840 580.496.00 581.307.20 582.139.20  Steps 1 2 3 4 5 5 6 7 8 9 10 11  Steps 1 32 73.80 52,241.60 52,515.80 52,529.00 52,688.80 571.489.60 573.590.40 578.852.80 578.852.80 589.888.80 571.489.60 573.590.40 578.852.80 589.888.80 571.489.60 578.852.80 589.888.80 571.489.60 578.852.80 589.888.80 571.489.60 589.888.80 571.489.60 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.877.89.80 589.878.80 589.877.89.80 589.878.80 589.878.80 589.878.80 589.878.80 589.878.80 589.878.80 589.878.80 589.878.80 589.878.80 589.878.80 589.878.80 589.89.80 589.8		Biweekly											
Steps		Hourly	\$2,888.80	\$2,947.20	\$3,004.80	\$3,064.80	\$3,096.00	\$3,127.20	\$3,159.20				
Steps		Annually	\$75,108.80	\$76,627.20	\$78,124.80	\$79,684.80	\$80,496.00	\$81,307.20	\$82,139.20				
Steps													
Steps													
Hourly \$29.66 \$30.52 \$31.46 \$32.20 \$33.36 \$34.37 \$35.38 \$36.45 \$37.18 \$37.18 \$37.91 \$38.68 Biweekly \$2.377.80 \$2.441.60 \$25.16.80 \$2.529.00 \$2.686.80 \$2.749.60 \$2.830.40 \$2.916.00 \$2.74.40 \$30.22.00 \$3.094.00 \$3.094.00 \$3.094.00 \$75.816.00 \$77.334.40 \$78.852.80 \$80.454.40 \$81.60 \$86.692.80 \$63.481.60 \$65.436.80 \$67.392.00 \$69.388.80 \$71.489.60 \$73.590.40 \$75.816.00 \$77.334.40 \$78.852.80 \$80.454.40 \$81.60	Gra	ide 80											
Hourly \$29.66 \$30.52 \$31.46 \$32.20 \$33.36 \$34.37 \$35.38 \$36.45 \$37.18 \$37.18 \$37.91 \$38.68 Biweekly \$2.377.80 \$2.441.60 \$25.16.80 \$2.529.00 \$2.686.80 \$2.749.60 \$2.830.40 \$2.916.00 \$2.74.40 \$30.22.00 \$3.094.00 \$3.094.00 \$3.094.00 \$75.816.00 \$77.334.40 \$78.852.80 \$80.454.40 \$81.60 \$86.692.80 \$63.481.60 \$65.436.80 \$67.392.00 \$69.388.80 \$71.489.60 \$73.590.40 \$75.816.00 \$77.334.40 \$78.852.80 \$80.454.40 \$81.60													
Hourly   \$29.66   \$30.52   \$31.46   \$32.40   \$33.36   \$34.37   \$35.38   \$36.45   \$37.18   \$37.18   \$37.91   \$38.68   Blweekly   \$23.278.60   \$2.974.00   \$5.279.40   \$5.280.20   \$5.668.80   \$5.749.60   \$5.279.60   \$5.279.40   \$5.2974.00		Steps	1	2	3	4	5	6	7	8	9	10	11
Annually \$61,692.80 \$63,481.60 \$65,436.80 \$67,392.00 \$69,388.80 \$71,489.60 \$73,590.40 \$75,816.00 \$77,334.40 \$78,852.80 \$80,454.40 \$			\$29.66	\$30.52	\$31.46	\$32.40	\$33.36	\$34.37	\$35.38	\$36.45	\$37.18	\$37.91	\$38.68
Annually \$61,692.80 \$63,481.60 \$65,436.80 \$67,392.00 \$69,388.80 \$71,489.60 \$73,590.40 \$75,816.00 \$77,334.40 \$78,852.80 \$80,454.40 \$		Biweekly	\$2.372.80	\$2.441.60	\$2.516.80	\$2.592.00	\$2.668.80	\$2.749.60	\$2.830.40	\$2.916.00	\$2.974.40	\$3.032.80	\$3.094.40
Steps   12   13   14   15   16   17   18   19   20		-											
Silve													
Sieve   Sign		Steps	12	13	14	15	16	17	18	19	20		
Hourly S3.156.00 S3.219.20 S3.283.20 S3.351.20 S3.384.00 S3.416.00 S3.452.80 S89.772.80  Grade 81  Steps 1 2 3 4 5 6 7 8 9 10 11 Hourly S3.240 S2.749.60 S2.830.40 S2.840.40 S2.850.40 S2.		Biweekly	\$39.45	\$40.24	\$41.04	\$41.89	\$42.30	\$42.70	\$43.16				
Grade 81  Steps 1 2 3 4 5 6 7 8 9 10 11 Hourly 532.40 \$33.36 \$34.37 \$35.38 \$36.45 \$37.54 \$38.67 \$39.84 \$41.03 \$41.84 \$42.67 \$87.99.00 \$566.80 \$57.49.60 \$73.99.00 \$75.816.00 \$78.803.20 \$89.972.80 \$88.753.60 \$88.753.60 \$88.753.60 \$88.80 \$71.489.60 \$73.590.40 \$75.816.00 \$78.803.20 \$89.985.60 \$101.004.80 \$88.753.60 \$88.753.60 \$88.753.60 \$88.80 \$87.272.00 \$88.753.60 \$88.753.60 \$88.80 \$87.489.60 \$87.590.40 \$87.590.40 \$87.590.40 \$87.590.40 \$87.590.40 \$87.590.40 \$87.590.40 \$87.590.40 \$87.590.40 \$87.590.40 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.753.60 \$88.80 \$87.027.20 \$88.753.60 \$88.753.60 \$89.985.60 \$			\$3.156.00										
Steps   1   2   3   4   5   6   7   8   9   10   11													
Steps         1         2         3         4         5         6         7         8         9         10         11           Hourly         \$32.40         \$33.36         \$34.37         \$35.38         \$36.45         \$37.54         \$38.67         \$39.84         \$41.03         \$41.84         \$42.67           Biweekly         \$2,592.00         \$2,668.80         \$2,749.60         \$2,830.40         \$2,916.00         \$3,003.20         \$3,093.60         \$3,187.20         \$3,282.40         \$3,347.20         \$3,413.60           Annually         \$67,392.00         \$69,388.80         \$71,489.60         \$73,590.40         \$75,816.00         \$78,083.20         \$80,433.60         \$82,867.20         \$85,342.40         \$3,413.60           \$		,	***************************************	***************************************		***************************************		*************	100,11				
Steps         1         2         3         4         5         6         7         8         9         10         11           Hourly         \$32.40         \$33.36         \$34.37         \$35.38         \$36.45         \$37.54         \$38.67         \$39.84         \$41.03         \$41.84         \$42.67           Biweekly         \$2,592.00         \$2,668.80         \$2,749.60         \$2,830.40         \$2,916.00         \$3,003.20         \$3,093.60         \$3,187.20         \$3,282.40         \$3,347.20         \$3,413.60           Annually         \$67,392.00         \$69,388.80         \$71,489.60         \$73,590.40         \$75,816.00         \$78,083.20         \$80,433.60         \$82,867.20         \$85,342.40         \$3,413.60           \$													
Steps         1         2         3         4         5         6         7         8         9         10         11           Hourly         \$32.40         \$33.36         \$34.37         \$35.38         \$36.45         \$37.54         \$38.67         \$39.84         \$41.03         \$41.84         \$42.67           Biweekly         \$2,592.00         \$2,668.80         \$2,749.60         \$2,830.40         \$2,916.00         \$3,003.20         \$3,093.60         \$3,187.20         \$3,282.40         \$3,347.20         \$3,413.60           Annually         \$67,392.00         \$69,388.80         \$71,489.60         \$73,590.40         \$75,816.00         \$78,083.20         \$80,433.60         \$82,867.20         \$85,342.40         \$3,413.60           \$	Gra	de 81											
Hourly \$32.40 \$33.36 \$34.37 \$35.38 \$36.45 \$37.54 \$38.67 \$39.84 \$41.03 \$41.84 \$42.67 Biweekly \$2,592.00 \$2,668.80 \$2,749.60 \$2,830.40 \$2,916.00 \$3,003.20 \$3,003.60 \$3,187.20 \$3,282.40 \$33,347.20 \$3,413.60 Annually \$67,392.00 \$69,388.80 \$71,489.60 \$73,590.40 \$75,816.00 \$78,083.20 \$80,433.60 \$82,867.20 \$85,342.40 \$87,027.20 \$88,753.60 \$	0.0	uc 0_											
Hourly \$32.40 \$33.36 \$34.37 \$35.38 \$36.45 \$37.54 \$38.67 \$39.84 \$41.03 \$41.84 \$42.67 Biweekly \$2,592.00 \$2,668.80 \$2,749.60 \$2,830.40 \$2,916.00 \$3,003.20 \$3,093.60 \$3,187.20 \$3,282.40 \$3,347.20 \$3,3413.60 \$41.84 \$42.67 \$41.03 \$67,392.00 \$69,388.80 \$71,489.60 \$73,590.40 \$75,816.00 \$78,083.20 \$80,433.60 \$82,867.20 \$85,342.40 \$87,027.20 \$88,753.60 \$82.867.20 \$85,342.40 \$87,027.20 \$88,753.60 \$82.867.20 \$85,342.40 \$87,027.20 \$88,753.60 \$82.867.20 \$85,342.40 \$87,027.20 \$88,753.60 \$82.867.20 \$85,342.40 \$87,027.20 \$88,753.60 \$82.867.20 \$85,342.40 \$87,027.20 \$88,753.60 \$82.867.20 \$85,342.40 \$87,027.20 \$88,753.60 \$82.867.20 \$85,342.40 \$87,027.20 \$88,753.60 \$82.867.20 \$85,342.40 \$87,027.20 \$88,753.60 \$82.867.20 \$84.807 \$84.81 \$9 \$20 \$84.81		Stens	1	2	3	4	5	6	7	8	9	10	11
Siewekly   \$2,592.00   \$2,668.80   \$2,749.60   \$2,830.40   \$2,916.00   \$3,003.20   \$3,093.60   \$3,187.20   \$3,282.40   \$3,247.20   \$3,413.60   \$67,392.00   \$69,388.80   \$71,489.60   \$73,590.40   \$75,816.00   \$78,083.20   \$80,433.60   \$82,867.20   \$85,342.40   \$87,027.20   \$88,753.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$88,853.60   \$89,985.60   \$89			\$32.40	\$33.36	\$34.37	\$35.38	\$36.45	\$37.54	\$38.67	\$39.84	\$41.03	\$41.84	\$42.67
Annually \$67,392.00 \$69,388.80 \$71,489.60 \$73,590.40 \$75,816.00 \$78,083.20 \$80,433.60 \$82,867.20 \$85,342.40 \$87,027.20 \$88,753.60 \$		-	•	•	•	•	•		•	·	•	•	
Steps         12         13         14         15         16         17         18         19         20           Biweekly         \$43.54         \$44.41         \$45.30         \$46.21         \$47.14         \$47.60         \$48.07         \$48.56 <td< th=""><th></th><th>-</th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th><th></th></td<>		-											
Biweekly \$43.54 \$44.41 \$45.30 \$46.21 \$47.14 \$47.60 \$48.07 \$48.56 Hourly \$3,483.20 \$3,552.80 \$3,624.00 \$3,696.80 \$3,771.20 \$3,808.00 \$3,845.60 \$3,884.80 Annually \$90,563.20 \$92,372.80 \$94,224.00 \$96,116.80 \$98,051.20 \$99,008.00 \$99,985.60 \$101,004.80 \$9		,	70.700	7 7	, · _, · · · · ·	4 . 2,22 2	4.0,0=0.00	7.0,000.00	700,100100	7/	700/0 12110	701,021.20	700/100100
Biweekly   \$43.54   \$44.41   \$45.30   \$46.21   \$47.14   \$47.60   \$48.07   \$48.56   \$48.40   \$3,483.20   \$3,552.80   \$3,624.00   \$3,696.80   \$3,771.20   \$3,808.00   \$3,845.60   \$3,884.80   \$40.00   \$4		Steps	12	13	14	15	16	17	18	19	20		
Hourly \$3,483.20 \$3,552.80 \$3,624.00 \$96,116.80 \$98,051.20 \$99,008.00 \$3,845.60 \$3,884.80 \$101,004.80 \$99,985.60 \$101,004.80 \$101,004.			\$43.54	\$44.41		\$46.21	\$47.14	\$47.60	\$48.07	\$48.56	_		
Grade 82  Steps 1 2 3 4 5 6 7 8 99,985.60 \$101,004.80  Hourly \$36.45 \$37.54 \$38.67 \$39.84 \$41.03 \$42.28 \$43.53 \$44.84 \$46.19 \$47.11 \$48.05 81 81 82,916.00 \$78,083.20 \$3,093.60 \$31,187.20 \$33,282.40 \$33,822.40 \$33,824.40 \$33,587.20 \$36,695.20 \$37,584.80 \$37,584.80 \$38,67 \$39.84 \$41.03 \$42.28 \$43.53 \$44.84 \$46.19 \$47.11 \$48.05 81 81 81 81 81 81 81 81 81 81 81 81 81		_	•	•	·		•		•	•			
Grade 82  Steps 1 2 3 4 5 6 7 8 9 10 11  Hourly \$36.45 \$37.54 \$38.67 \$39.84 \$41.03 \$42.28 \$43.53 \$44.84 \$46.19 \$47.11 \$48.05  Biweekly \$2,916.00 \$3,003.20 \$3,093.60 \$3,187.20 \$3,282.40 \$3,382.40 \$3,482.40 \$3,587.20 \$3,695.20 \$3,768.80 \$3,844.00  Annually \$75,816.00 \$78,083.20 \$80,433.60 \$82,867.20 \$85,342.40 \$87,942.40 \$90,542.40 \$93,267.20 \$96,075.20 \$97,988.80 \$99,944.00  Steps 12 13 14 15 16 17 18 19 20  Biweekly \$49.02 \$49.98 \$50.98 \$52.01 \$53.05 \$53.58 \$54.10 \$54.65  Hourly \$3,921.60 \$3,998.40 \$4,078.40 \$4,160.80 \$4,244.00 \$4,286.40 \$4,286.80 \$4,372.00		-											
Steps         1         2         3         4         5         6         7         8         9         10         11           Hourly         \$36.45         \$37.54         \$38.67         \$39.84         \$41.03         \$42.28         \$43.53         \$44.84         \$46.19         \$47.11         \$48.05           Biweekly         \$2,916.00         \$3,003.20         \$3,093.60         \$3,187.20         \$3,282.40         \$3,382.40         \$3,482.40         \$3,587.20         \$3,695.20         \$3,768.80         \$3,844.00           Annually         \$75,816.00         \$78,083.20         \$80,433.60         \$82,867.20         \$85,342.40         \$87,942.40         \$90,542.40         \$93,267.20         \$96,075.20         \$97,988.80         \$99,944.00           Steps         12         13         14         15         16         17         18         19         20           Biweekly         \$49.02         \$49.98         \$50.98         \$52.01         \$53.05         \$53.58         \$54.10         \$54.65           Hourly         \$3,998.40         \$4,078.40         \$4,160.80         \$4,244.00         \$4,286.40         \$4,328.00         \$4,372.00		,	700,000.00	7,	70.7,==	,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	****	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	7-0-,00			
Steps         1         2         3         4         5         6         7         8         9         10         11           Hourly         \$36.45         \$37.54         \$38.67         \$39.84         \$41.03         \$42.28         \$43.53         \$44.84         \$46.19         \$47.11         \$48.05           Biweekly         \$2,916.00         \$3,003.20         \$3,093.60         \$3,187.20         \$3,282.40         \$3,382.40         \$3,482.40         \$3,587.20         \$3,695.20         \$3,768.80         \$3,844.00           Annually         \$75,816.00         \$78,083.20         \$80,433.60         \$82,867.20         \$85,342.40         \$87,942.40         \$90,542.40         \$93,267.20         \$96,075.20         \$97,988.80         \$99,944.00           Steps         12         13         14         15         16         17         18         19         20           Biweekly         \$49.02         \$49.98         \$50.98         \$52.01         \$53.05         \$53.58         \$54.10         \$54.65           Hourly         \$3,998.40         \$4,078.40         \$4,160.80         \$4,244.00         \$4,286.40         \$4,328.00         \$4,372.00													
Hourly \$36.45 \$37.54 \$38.67 \$39.84 \$41.03 \$42.28 \$43.53 \$44.84 \$46.19 \$47.11 \$48.05 Biweekly \$2,916.00 \$3,003.20 \$3,093.60 \$3,187.20 \$3,282.40 \$3,382.40 \$3,382.40 \$3,587.20 \$3,695.20 \$3,695.20 \$3,768.80 \$3,844.00 Annually \$75,816.00 \$78,083.20 \$80,433.60 \$82,867.20 \$85,342.40 \$87,942.40 \$90,542.40 \$93,267.20 \$96,075.20 \$97,988.80 \$99,944.00 Steps 12 13 14 15 16 17 18 19 20 Biweekly \$49.02 \$49.98 \$50.98 \$52.01 \$53.05 \$53.58 \$54.10 \$54.65 Hourly \$3,921.60 \$3,998.40 \$4,078.40 \$4,160.80 \$4,244.00 \$4,286.40 \$4,328.00 \$4,372.00	Gra	ide 82											
Hourly \$36.45 \$37.54 \$38.67 \$39.84 \$41.03 \$42.28 \$43.53 \$44.84 \$46.19 \$47.11 \$48.05 Biweekly \$2,916.00 \$3,003.20 \$3,093.60 \$3,187.20 \$3,282.40 \$3,382.40 \$3,382.40 \$3,587.20 \$3,695.20 \$3,695.20 \$3,768.80 \$3,844.00 Annually \$75,816.00 \$78,083.20 \$80,433.60 \$82,867.20 \$85,342.40 \$87,942.40 \$90,542.40 \$93,267.20 \$96,075.20 \$97,988.80 \$99,944.00 Steps 12 13 14 15 16 17 18 19 20 Biweekly \$49.02 \$49.98 \$50.98 \$52.01 \$53.05 \$53.58 \$54.10 \$54.65 Hourly \$3,921.60 \$3,998.40 \$4,078.40 \$4,160.80 \$4,244.00 \$4,286.40 \$4,328.00 \$4,372.00													
Hourly \$36.45 \$37.54 \$38.67 \$39.84 \$41.03 \$42.28 \$43.53 \$44.84 \$46.19 \$47.11 \$48.05 Biweekly \$2,916.00 \$3,003.20 \$3,093.60 \$3,187.20 \$3,282.40 \$3,382.40 \$3,382.40 \$3,587.20 \$3,695.20 \$3,695.20 \$3,768.80 \$3,844.00 Annually \$75,816.00 \$78,083.20 \$80,433.60 \$82,867.20 \$85,342.40 \$87,942.40 \$90,542.40 \$93,267.20 \$96,075.20 \$97,988.80 \$99,944.00 Steps 12 13 14 15 16 17 18 19 20 Biweekly \$49.02 \$49.98 \$50.98 \$52.01 \$53.05 \$53.58 \$54.10 \$54.65 Hourly \$3,921.60 \$3,998.40 \$4,078.40 \$4,160.80 \$4,244.00 \$4,286.40 \$4,328.00 \$4,372.00		Steps	1	2	3	4	5	6	7	8	9	10	11
Annually         \$75,816.00         \$78,083.20         \$80,433.60         \$82,867.20         \$85,342.40         \$87,942.40         \$90,542.40         \$93,267.20         \$96,075.20         \$97,988.80         \$99,944.00           Steps         12         13         14         15         16         17         18         19         20           Biweekly         \$49.02         \$49.98         \$50.98         \$52.01         \$53.05         \$53.58         \$54.10         \$54.65           Hourly         \$3,921.60         \$3,998.40         \$4,078.40         \$4,160.80         \$4,244.00         \$4,286.40         \$4,372.00		Hourly	\$36.45	\$37.54	\$38.67	\$39.84	\$41.03	\$42.28	\$43.53	\$44.84	\$46.19	\$47.11	\$48.05
Annually         \$75,816.00         \$78,083.20         \$80,433.60         \$82,867.20         \$85,342.40         \$87,942.40         \$90,542.40         \$93,267.20         \$96,075.20         \$97,988.80         \$99,944.00           Steps         12         13         14         15         16         17         18         19         20           Biweekly         \$49.02         \$49.98         \$50.98         \$52.01         \$53.05         \$53.58         \$54.10         \$54.65           Hourly         \$3,921.60         \$3,998.40         \$4,078.40         \$4,160.80         \$4,244.00         \$4,286.40         \$4,372.00		-											
Steps         12         13         14         15         16         17         18         19         20           Biweekly         \$49.02         \$49.98         \$50.98         \$52.01         \$53.05         \$53.58         \$54.10         \$54.65           Hourly         \$3,921.60         \$3,998.40         \$4,078.40         \$4,160.80         \$4,244.00         \$4,286.40         \$4,372.00				\$78.083.20	\$80.433.60							\$97.988.80	\$99.944.00
Biweekly \$49.02 \$49.98 \$50.98 \$52.01 \$53.05 \$53.58 \$54.10 \$54.65 Hourly \$3,921.60 \$3,998.40 \$4,078.40 \$4,160.80 \$4,244.00 \$4,286.40 \$4,328.00 \$4,372.00		. ,											
Biweekly         \$49.02         \$49.98         \$50.98         \$52.01         \$53.05         \$53.58         \$54.10         \$54.65           Hourly         \$3,921.60         \$3,998.40         \$4,078.40         \$4,160.80         \$4,244.00         \$4,286.40         \$4,372.00		Steps									20		
		Biweekly			\$50.98				\$54.10	\$54.65			
Annually \$101,961.60 \$103,958.40 \$106,038.40 \$108,180.80 \$110,344.00 \$111,446.40 \$112,528.00 \$113,672.00		Hourly	\$3,921.60	\$3,998.40	\$4,078.40	\$4,160.80	\$4,244.00	\$4,286.40	\$4,328.00	\$4,372.00			
		Annually	\$101,961.60	\$103,958.40	\$106,038.40	\$108,180.80	\$110,344.00	\$111,446.40	\$112,528.00	\$113,672.00			

(Non-bargaining unit)

#### CORDOVA-GLENALLEN-COPPER CENTER-VALDEZ (11%)

### Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$41.03	\$42.28	\$43.53	\$44.84	\$46.19	\$47.55	\$48.99	\$50.46	\$51.99	\$53.03	\$54.08
Biweekly	\$3,282.40	\$3,382.40	\$3,482.40	\$3,587.20	\$3,695.20	\$3,804.00	\$3,919.20	\$4,036.80	\$4,159.20	\$4,242.40	\$4,326.40
Annually	\$85,342.40	\$87,942.40	\$90,542.40	\$93,267.20	\$96,075.20	\$98,904.00	\$101,899.20	\$104,956.80	\$108,139.20	\$110,302.40	\$112,486.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$55.17	\$56.26	\$57.39	\$58.56	\$59.71	\$60.31	\$60.89	\$61.51			
Hourly	\$4,413.60	\$4,500.80	\$4,591.20	\$4,684.80	\$4,776.80	\$4,824.80	\$4,871.20	\$4,920.80			
Annually	\$114,753.60	\$117,020.80	\$119,371.20	\$121,804.80	\$124,196.80	\$125,444.80	\$126,651.20	\$127,940.80			

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$44.84	\$46.19	\$47.55	\$48.99	\$50.46	\$51.99	\$53.55	\$55.15	\$56.81	\$58.50	\$59.67
Biweekly	\$3,587.20	\$3,695.20	\$3,804.00	\$3,919.20	\$4,036.80	\$4,159.20	\$4,284.00	\$4,412.00	\$4,544.80	\$4,680.00	\$4,773.60
Annually	\$93,267.20	\$96,075.20	\$98,904.00	\$101,899.20	\$104,956.80	\$108,139.20	\$111,384.00	\$114,712.00	\$118,164.80	\$121,680.00	\$124,113.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$60.85	\$62.08	\$63.32	\$64.59	\$65.88	\$67.19	\$67.87	\$68.55	\$69.25		
Hourly	\$4,868.00	\$4,966.40	\$5,065.60	\$5,167.20	\$5,270.40	\$5,375.20	\$5,429.60	\$5,484.00	\$5,540.00		
Annually	\$126,568.00	\$129,126.40	\$131,705.60	\$134,347.20	\$137,030.40	\$139,755.20	\$141,169.60	\$142,584.00	\$144,040.00		