(Non-bargaining unit)

KODIAK (9%)

Grade 71

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$10.97	\$11.30	\$11.64	\$12.00	\$12.35	\$12.75	\$12.98	\$13.24	\$13.50	\$13.76	\$14.04
Biweekly	\$877.60	\$904.00	\$931.20	\$960.00	\$988.00	\$1,020.00	\$1,038.40	\$1,059.20	\$1,080.00	\$1,100.80	\$1,123.20
Annually	\$22,817.60	\$23,504.00	\$24,211.20	\$24,960.00	\$25,688.00	\$26,520.00	\$26,998.40	\$27,539.20	\$28,080.00	\$28,620.80	\$29,203.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$14.32	\$14.61	\$14.76	\$14.90	\$15.05						
Hourly	\$1,145.60	\$1,168.80	\$1,180.80	\$1,192.00	\$1,204.00						
Annually	\$29,785.60	\$30,388.80	\$30,700.80	\$30,992.00	\$31,304.00						

Grade 72

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$12.35	\$12.75	\$13.11	\$13.50	\$13.91	\$14.31	\$14.61	\$14.89	\$15.20	\$15.51	\$15.80
Biweekly	\$988.00	\$1,020.00	\$1,048.80	\$1,080.00	\$1,112.80	\$1,144.80	\$1,168.80	\$1,191.20	\$1,216.00	\$1,240.80	\$1,264.00
Annually	\$25,688.00	\$26,520.00	\$27,268.80	\$28,080.00	\$28,932.80	\$29,764.80	\$30,388.80	\$30,971.20	\$31,616.00	\$32,260.80	\$32,864.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$16.13	\$16.46	\$16.62	\$16.78	\$16.95						
Hourly	\$1,290.40	\$1,316.80	\$1,329.60	\$1,342.40	\$1,356.00						
Annually	\$33,550.40	\$34,236.80	\$34,569.60	\$34,902.40	\$35,256.00						

Grade 73

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$13.91	\$14.31	\$14.75	\$15.20	\$15.64	\$16.12	\$16.45	\$16.77	\$17.12	\$17.44	\$17.80
Biweekly	\$1,112.80	\$1,144.80	\$1,180.00	\$1,216.00	\$1,251.20	\$1,289.60	\$1,316.00	\$1,341.60	\$1,369.60	\$1,395.20	\$1,424.00
Annually	\$28,932.80	\$29,764.80	\$30,680.00	\$31,616.00	\$32,531.20	\$33,529.60	\$34,216.00	\$34,881.60	\$35,609.60	\$36,275.20	\$37,024.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$18.16	\$18.52	\$18.70	\$18.89	\$19.08						
Hourly	\$1,452.80	\$1,481.60	\$1,496.00	\$1,511.20	\$1,526.40						
Annually	\$37,772.80	\$38,521.60	\$38,896.00	\$39,291.20	\$39,686.40						

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$15.64	\$16.12	\$16.60	\$17.10	\$17.62	\$18.14	\$18.51	\$18.88	\$19.26	\$19.65	\$20.05
Biweekly	\$1,251.20	\$1,289.60	\$1,328.00	\$1,368.00	\$1,409.60	\$1,451.20	\$1,480.80	\$1,510.40	\$1,540.80	\$1,572.00	\$1,604.00
Annually	\$32,531.20	\$33,529.60	\$34,528.00	\$35,568.00	\$36,649.60	\$37,731.20	\$38,500.80	\$39,270.40	\$40,060.80	\$40,872.00	\$41,704.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$20.44	\$20.84	\$21.04	\$21.27	\$21.47						
Hourly	\$1,635.20	\$1,667.20	\$1,683.20	\$1,701.60	\$1,717.60						
Annually	\$42,515.20	\$43,347.20	\$43,763.20	\$44,241.60	\$44,657.60						

(Non-bargaining unit)

KODIAK (9%)

Grade 75

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$17.62	\$18.14	\$18.69	\$19.26	\$19.82	\$20.43	\$20.81	\$21.26	\$21.66	\$22.09	\$22.56
Biweekly	\$1,409.60	\$1,451.20	\$1,495.20	\$1,540.80	\$1,585.60	\$1,634.40	\$1,664.80	\$1,700.80	\$1,732.80	\$1,767.20	\$1,804.80
Annually	\$36,649.60	\$37,731.20	\$38,875.20	\$40,060.80	\$41,225.60	\$42,494.40	\$43,284.80	\$44,220.80	\$45,052.80	\$45,947.20	\$46,924.80
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$22.98	\$23.44	\$23.69	\$23.93	\$24.16						
Hourly	\$1,838.40	\$1,875.20	\$1,895.20	\$1,914.40	\$1,932.80						
Annually	\$47,798.40	\$48,755.20	\$49,275.20	\$49,774.40	\$50,252.80						

Grade 76

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$19.82	\$20.43	\$21.02	\$21.66	\$22.30	\$22.97	\$23.43	\$23.91	\$24.38	\$24.87	\$25.37
Biweekly	\$1,585.60	\$1,634.40	\$1,681.60	\$1,732.80	\$1,784.00	\$1,837.60	\$1,874.40	\$1,912.80	\$1,950.40	\$1,989.60	\$2,029.60
Annually	\$41,225.60	\$42,494.40	\$43,721.60	\$45,052.80	\$46,384.00	\$47,777.60	\$48,734.40	\$49,732.80	\$50,710.40	\$51,729.60	\$52,769.60
C1	12	13	14	15	16	17	10	10	20		
Steps						17	18	19	20		
Biweekly	\$25.88	\$26.40	\$26.65	\$26.93	\$27.18						
Hourly	\$2,070.40	\$2,112.00	\$2,132.00	\$2,154.40	\$2,174.40						
Annually	\$53,830.40	\$54,912.00	\$55,432.00	\$56,014.40	\$56,534.40						

Grade 77

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$22.30	\$22.97	\$23.68	\$24.37	\$25.11	\$25.87	\$26.39	\$26.92	\$27.47	\$28.01	\$28.58
Biweekly	\$1,784.00	\$1,837.60	\$1,894.40	\$1,949.60	\$2,008.80	\$2,069.60	\$2,111.20	\$2,153.60	\$2,197.60	\$2,240.80	\$2,286.40
Annually	\$46,384.00	\$47,777.60	\$49,254.40	\$50,689.60	\$52,228.80	\$53,809.60	\$54,891.20	\$55,993.60	\$57,137.60	\$58,260.80	\$59,446.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$29.14	\$29.72	\$30.00	\$30.31	\$30.59						
Hourly	\$2,331.20	\$2,377.60	\$2,400.00	\$2,424.80	\$2,447.20						
Annually	\$60,611.20	\$61,817.60	\$62,400.00	\$63,044.80	\$63,627.20						

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$24.37	\$25.11	\$25.87	\$26.62	\$27.46	\$28.24	\$29.12	\$29.70	\$30.29	\$30.90	\$31.52
Biweekly	\$1,949.60	\$2,008.80	\$2,069.60	\$2,129.60	\$2,196.80	\$2,259.20	\$2,329.60	\$2,376.00	\$2,423.20	\$2,472.00	\$2,521.60
Annually	\$50,689.60	\$52,228.80	\$53,809.60	\$55,369.60	\$57,116.80	\$58,739.20	\$60,569.60	\$61,776.00	\$63,003.20	\$64,272.00	\$65,561.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$32.14	\$32.78	\$33.44	\$33.77	\$34.10	\$34.47					
Hourly	\$2,571.20	\$2,622.40	\$2,675.20	\$2,701.60	\$2,728.00	\$2,757.60					
Annually	\$66,851.20	\$68,182.40	\$69,555.20	\$70,241.60	\$70,928.00	\$71,697.60					

(Non-bargaining unit)

KODIAK (9%)

Grade 79

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$26.62	\$27.46	\$28.24	\$29.12	\$29.97	\$30.89	\$31.79	\$32.77	\$33.42	\$34.09	\$34.78
Biweekly	\$2,129.60	\$2,196.80	\$2,259.20	\$2,329.60	\$2,397.60	\$2,471.20	\$2,543.20	\$2,621.60	\$2,673.60	\$2,727.20	\$2,782.40
Annually	\$55,369.60	\$57,116.80	\$58,739.20	\$60,569.60	\$62,337.60	\$64,251.20	\$66,123.20	\$68,161.60	\$69,513.60	\$70,907.20	\$72,342.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$35.46	\$36.19	\$36.91	\$37.63	\$38.02	\$38.39	\$38.78				
Hourly	\$2,836.80	\$2,895.20	\$2,952.80	\$3,010.40	\$3,041.60	\$3,071.20	\$3,102.40				
Annually	\$73,756.80	\$75,275.20	\$76,772.80	\$78.270.40	\$79,081.60	\$79,851.20	\$80,662.40				

Grade 80

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$29.12	\$29.97	\$30.89	\$31.79	\$32.77	\$33.75	\$34.77	\$35.80	\$36.51	\$37.25	\$38.00
Biweekly	\$2,329.60	\$2,397.60	\$2,471.20	\$2,543.20	\$2,621.60	\$2,700.00	\$2,781.60	\$2,864.00	\$2,920.80	\$2,980.00	\$3,040.00
Annually	\$60,569.60	\$62,337.60	\$64,251.20	\$66,123.20	\$68,161.60	\$70,200.00	\$72,321.60	\$74,464.00	\$75,940.80	\$77,480.00	\$79,040.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$38.74	\$39.51	\$40.30	\$41.14	\$41.53	\$41.97	\$42.36				
Hourly	\$3,099.20	\$3,160.80	\$3,224.00	\$3,291.20	\$3,322.40	\$3,357.60	\$3,388.80				
Annually	\$80,579.20	\$82,180.80	\$83,824.00	\$85,571.20	\$86,382.40	\$87,297.60	\$88,108.80				

Grade 81

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$31.79	\$32.77	\$33.75	\$34.77	\$35.80	\$36.86	\$37.98	\$39.11	\$40.29	\$41.10	\$41.92
Biweekly	\$2,543.20	\$2,621.60	\$2,700.00	\$2,781.60	\$2,864.00	\$2,948.80	\$3,038.40	\$3,128.80	\$3,223.20	\$3,288.00	\$3,353.60
Annually	\$66,123.20	\$68,161.60	\$70,200.00	\$72,321.60	\$74,464.00	\$76,668.80	\$78,998.40	\$81,348.80	\$83,803.20	\$85,488.00	\$87,193.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$42.76	\$43.62	\$44.48	\$45.39	\$46.29	\$46.74	\$47.22	\$47.70			
Hourly	\$3,420.80	\$3,489.60	\$3,558.40	\$3,631.20	\$3,703.20	\$3,739.20	\$3,777.60	\$3,816.00			
Annually	\$88,940.80	\$90,729.60	\$92,518.40	\$94,411.20	\$96,283.20	\$97,219.20	\$98,217.60	\$99,216.00			

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$35.80	\$36.86	\$37.98	\$39.11	\$40.29	\$41.50	\$42.75	\$44.02	\$45.37	\$46.26	\$47.19
Biweekly	\$2,864.00	\$2,948.80	\$3,038.40	\$3,128.80	\$3,223.20	\$3,320.00	\$3,420.00	\$3,521.60	\$3,629.60	\$3,700.80	\$3,775.20
Annually	\$74,464.00	\$76,668.80	\$78,998.40	\$81,348.80	\$83,803.20	\$86,320.00	\$88,920.00	\$91,561.60	\$94,369.60	\$96,220.80	\$98,155.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$48.15	\$49.09	\$50.04	\$51.07	\$52.09	\$52.60	\$53.13	\$53.66			
Hourly	\$3,852.00	\$3,927.20	\$4,003.20	\$4,085.60	\$4,167.20	\$4,208.00	\$4,250.40	\$4,292.80			
Annually	\$100,152.00	\$102,107.20	\$104,083.20	\$106,225.60	\$108,347.20	\$109,408.00	\$110,510.40	\$111,612.80			

(Non-bargaining unit)

KODIAK (9%)

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$40.29	\$41.50	\$42.75	\$44.02	\$45.37	\$46.71	\$48.10	\$49.56	\$51.04	\$52.06	\$53.10
Biweekly	\$3,223.20	\$3,320.00	\$3,420.00	\$3,521.60	\$3,629.60	\$3,736.80	\$3,848.00	\$3,964.80	\$4,083.20	\$4,164.80	\$4,248.00
Annually	\$83,803.20	\$86,320.00	\$88,920.00	\$91,561.60	\$94,369.60	\$97,156.80	\$100,048.00	\$103,084.80	\$106,163.20	\$108,284.80	\$110,448.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$54.15	\$55.24	\$56.34	\$57.47	\$58.64	\$59.20	\$59.79	\$60.40			
	\$4.332.00	\$4.419.20	\$4.507.20	\$4.597.60	\$4.691.20	\$4.736.00	\$4.783.20	\$4.832.00			
Hourly	J4,JJ2.00	J 1,113.20	\$ 1,507.20	\$ 1,007100							

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$44.02	\$45.37	\$46.71	\$48.10	\$49.56	\$51.04	\$52.57	\$54.14	\$55.75	\$57.43	\$58.60
Biweekly	\$3,521.60	\$3,629.60	\$3,736.80	\$3,848.00	\$3,964.80	\$4,083.20	\$4,205.60	\$4,331.20	\$4,460.00	\$4,594.40	\$4,688.00
Annually	\$91,561.60	\$94,369.60	\$97,156.80	\$100,048.00	\$103,084.80	\$106,163.20	\$109,345.60	\$112,611.20	\$115,960.00	\$119,454.40	\$121,888.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$59.76	\$60.98	\$62.19	\$63.43	\$64.70	\$65.99	\$66.66	\$67.31	\$67.98		
Hourly	\$4,780.80	\$4,878.40	\$4,975.20	\$5,074.40	\$5,176.00	\$5,279.20	\$5,332.80	\$5,384.80	\$5,438.40		
Annually	\$124,300.80	\$126,838.40	\$129,355.20	\$131,934.40	\$134,576.00	\$137,259.20	\$138,652.80	\$140,004.80	\$141,398.40		