(Non-bargaining unit)

#### SKAGWAY-HAINES-YAKUTAT (5%)

	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$10.59	\$10.89	\$11.23	\$11.56	\$11.90	\$12.27	\$12.50	\$12.77	\$13.03	\$13.28	\$13.55
	Biweekly	\$847.20	\$871.20	\$898.40	\$924.80	\$952.00	\$981.60	\$1,000.00	\$1,021.60	\$1,042.40	\$1,062.40	\$1,084.00
	Annually	\$22,027.20	\$22,651.20	\$23,358.40	\$24,044.80	\$24,752.00	\$25,521.60	\$26,000.00	\$26,561.60	\$27,102.40	\$27,622.40	\$28,184.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$13.82	\$14.10	\$14.21	\$14.38	\$14.51						
	Hourly	\$1,105.60	\$1,128.00	\$1,136.80	\$1,150.40	\$1,160.80						
	Annually	\$28,745.60	\$29,328.00	\$29,556.80	\$29,910.40	\$30,180.80						
	- 70											
Gr	ade <b>72</b>											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$11.90	\$12.27	\$12.61	\$13.03	\$13.38	\$13.81	\$14.10	\$14.37	\$14.66	\$14.93	\$15.23
	Biweekly	\$952.00	\$981.60	\$1,008.80	\$1,042.40	\$1,070.40	\$1,104.80	\$1,128.00	\$1,149.60	\$1,172.80	\$1,194.40	\$1,218.40
	Annually	\$24,752.00	\$25,521.60	\$26,228.80	\$27,102.40	\$27,830.40	\$28,724.80	\$29,328.00	\$29,889.60	\$30,492.80	\$31,054.40	\$31,678.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$15.56	\$15.85	\$16.00	\$16.17	\$16.33						
	Hourly	\$1,244.80	\$1,268.00	\$1,280.00	\$1,293.60	\$1,306.40						
	Annually	\$32,364.80	\$32,968.00	\$33,280.00	\$33,633.60	\$33,966.40						
<b>C</b>	ade <b>73</b>											
Gr	ade /3											
		_		_		_	•	_				
	Steps Hourly	<b>1</b> \$13.38	<b>2</b> \$13.81	<b>3</b> \$14.20	<b>4</b> \$14.66	<b>5</b> \$15.06	<b>6</b> \$15.53	<b>7</b> \$15.84	616.15	<b>9</b> \$16.48	10	<b>11</b> \$17.15
	Biweekly	\$13.38 \$1,070.40	\$13.81	\$14.20 \$1,136.00	\$14.66	\$1,204.80	\$15.53 \$1,242.40	\$15.84 \$1,267.20	\$16.15 \$1,292.00	\$1,318.40	\$16.80 \$1,344.00	\$17.15 \$1,372.00
	Annually	\$1,070.40	\$1,104.80	\$29,536.00	\$30,492.80	\$1,204.80	\$32,302.40	\$1,267.20	\$33,592.00	\$1,318.40	\$1,344.00	\$1,372.00
	Allitually	\$27,630.40	\$20,724.00	\$29,550.00	\$50,492.60	331,324.60	\$52,502.40	\$52,547.20	\$55,592.00	\$54,276.40	\$54,944.00	\$55,672.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$17.47	\$17.84	\$18.01	\$18.19	\$18.36						
	Hourly	\$1,397.60	\$1,427.20	\$1,440.80	\$1,455.20	\$1,468.80						
	Annually	\$36,337.60	\$37,107.20	\$37,460.80	\$37,835.20	\$38,188.80						
	•											
Gr	ade <b>74</b>											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$15.06	\$15.53	\$15.99	\$16.47	\$16.96	\$17.46	\$17.82	\$18.18	\$18.54	\$18.92	\$19.30
	Biweekly	\$1,204.80	\$1,242.40	\$1,279.20	\$1,317.60	\$1,356.80	\$1,396.80	\$1,425.60	\$1,454.40	\$1,483.20	\$1,513.60	\$1,544.00
	Annually	\$31,324.80	\$32,302.40	\$33,259.20	\$34,257.60	\$35,276.80	\$36,316.80	\$37,065.60	\$37,814.40	\$38,563.20	\$39,353.60	\$40,144.00
	•											
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$19.68	\$20.08	\$20.28	\$20.47	\$20.68						
	Hourly	\$1,574.40	\$1,606.40	\$1,622.40	\$1,637.60	\$1,654.40						
	Annually	\$40,934.40	\$41,766.40	\$42,182.40	\$42,577.60	\$43,014.40						

(Non-bargaining unit)

#### SKAGWAY-HAINES-YAKUTAT (5%)

	eps	1	2	3	4	5	6	7	8	9	10	11
	ourly	\$16.96	\$17.46	\$18.00	\$18.54	\$19.09	\$19.67	\$20.07	\$20.46	\$20.87	\$21.30	\$21.72
	weekly	\$1,356.80	\$1,396.80	\$1,440.00	\$1,483.20	\$1,527.20	\$1,573.60	\$1,605.60	\$1,636.80	\$1,669.60	\$1,704.00	\$1,737.60
Ar	nnually	\$35,276.80	\$36,316.80	\$37,440.00	\$38,563.20	\$39,707.20	\$40,913.60	\$41,745.60	\$42,556.80	\$43,409.60	\$44,304.00	\$45,177.60
S+	eps	12	13	14	15	16	17	18	19	20		
	weekly	\$22.15	\$22.60	\$22.82	\$23.04	\$23.29		10	1,5	20		
	ourly	\$1,772.00	\$1,808.00	\$1,825.60	\$1,843.20	\$1,863.20						
	nually	\$46,072.00	\$47,008.00	\$47,465.60	\$47,923.20	\$48,443.20						
A.	induny	Ş <del>4</del> 0,072.00	Ç47,000.00	Ç47,405.00	J+7,323.20	Ş <del>+</del> 0,++3.20						
Grad	e 76											
St	eps	1	2	3	4	5	6	7	8	9	10	11
	ourly	\$19.09	\$19.67	\$20.26	\$20.87	\$21.49	\$22.14	\$22.58	\$23.03	\$23.48	\$23.96	\$24.44
Biv	weekly	\$1,527.20	\$1,573.60	\$1,620.80	\$1,669.60	\$1,719.20	\$1,771.20	\$1,806.40	\$1,842.40	\$1,878.40	\$1,916.80	\$1,955.20
Ar	nually	\$39,707.20	\$40,913.60	\$42,140.80	\$43,409.60	\$44,699.20	\$46,051.20	\$46,966.40	\$47,902.40	\$48,838.40	\$49,836.80	\$50,835.20
St	eps	12	13	14	15	16	17	18	19	20		
	weekly	\$24.93	\$25.42	\$25.67	\$25.92	\$26.19						
	ourly 	\$1,994.40	\$2,033.60	\$2,053.60	\$2,073.60	\$2,095.20						
Ar	nnually	\$51,854.40	\$52,873.60	\$53,393.60	\$53,913.60	\$54,475.20						
Grad	e 77											
C+	eps	1	2	3	4	5	6	7	8	9	10	11
	ourly	\$21.49	\$22.14	\$22.79	\$23.47	\$24.19	\$24.91	\$25.41	\$25.91	\$26.44	\$26.97	\$27.52
	weekly	\$1,719.20	\$1,771.20	\$1,823.20	\$1,877.60	\$1,935.20	\$1,992.80	\$2,032.80	\$2,072.80	\$2,115.20	\$2,157.60	\$2,201.60
	nually	\$44,699.20	\$46,051.20	\$47,403.20	\$48,817.60	\$50,315.20	\$51,812.80	\$52,852.80	\$53,892.80	\$54,995.20	\$56,097.60	\$57,241.60
7.0	aay	\$11,033.20	Q 10,031.20	\$ 17,103.20	Ţ10,017.00	<b>430,313.20</b>	<b>731,012.00</b>	<b>432,632.60</b>	<b>433,032.00</b>	<b>431,333.20</b>	<b>430,037.00</b>	\$37,E11.00
St	eps	12	13	14	15	16	17	18	19	20		
	weekly	\$28.06	\$28.64	\$28.89	\$29.20	\$29.47						
Но	ourly	\$2,244.80	\$2,291.20	\$2,311.20	\$2,336.00	\$2,357.60						
Ar	nnually	\$58,364.80	\$59,571.20	\$60,091.20	\$60,736.00	\$61,297.60						
	70											
Grad	e /8											
	eps	1	2	3	4	5	6	7	8	9	10	11
	ourly	\$23.47	\$24.19	\$24.91	\$25.64	\$26.43	\$27.20	\$28.04	\$28.62	\$29.18	\$29.76	\$30.36
	weekly	\$1,877.60	\$1,935.20	\$1,992.80	\$2,051.20	\$2,114.40	\$2,176.00	\$2,243.20	\$2,289.60	\$2,334.40	\$2,380.80	\$2,428.80
Ar	nnually	\$48,817.60	\$50,315.20	\$51,812.80	\$53,331.20	\$54,974.40	\$56,576.00	\$58,323.20	\$59,529.60	\$60,694.40	\$61,900.80	\$63,148.80
C+	eps	12	13	14	15	16	17	18	19	20		
Si Ris	eps weekly	\$30.97	\$31.58	\$32.21	\$32.54	\$32.85	\$33.21	10	13	20		
	ourly	\$2,477.60	\$2,526.40	\$2,576.80	\$2,603.20	\$2,628.00	\$2,656.80					
	nually	\$64,417.60	\$65,686.40	\$66,996.80	\$67,683.20	\$68,328.00	\$69,076.80					
A1	au.iy	JU-7,-17.00	703,000.40	200,220.00	707,003.20	200,320.00	202,070.00					

(Non-bargaining unit)

#### SKAGWAY-HAINES-YAKUTAT (5%)

	Steps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11
	Hourly	\$25.64	\$26.43	\$27.20	\$28.04	\$28.86	\$29.75	\$30.63	\$31.56	\$32.18	\$32.83	\$33.48
	Biweekly	\$2,051.20	\$2,114.40	\$2,176.00	\$2,243.20	\$2,308.80	\$2,380.00	\$2,450.40	\$2,524.80	\$2,574.40	\$2,626.40	\$2,678.40
	Annually	\$53,331.20	\$54,974.40	\$56,576.00	\$58,323.20	\$60,028.80	\$61,880.00	\$63,710.40	\$65,644.80	\$66,934.40	\$68,286.40	\$69,638.40
							.=					
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$34.15	\$34.84	\$35.54	\$36.25	\$36.60	\$36.99	\$37.36				
	Hourly	\$2,732.00	\$2,787.20	\$2,843.20	\$2,900.00	\$2,928.00	\$2,959.20	\$2,988.80				
	Annually	\$71,032.00	\$72,467.20	\$73,923.20	\$75,400.00	\$76,128.00	\$76,939.20	\$77,708.80				
	. 00											
Gra	de 80											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$28.04	\$28.86	\$29.75	\$30.63	\$31.56	\$32.53	\$33.47	\$34.49	\$35.17	\$35.87	\$36.59
	Biweekly	\$2,243.20	\$2,308.80	\$2,380.00	\$2,450.40	\$2,524.80	\$2,602.40	\$2,677.60	\$2,759.20	\$2,813.60	\$2,869.60	\$2,927.20
	Annually	\$58,323.20	\$60,028.80	\$61,880.00	\$63,710.40	\$65,644.80	\$67,662.40	\$69,617.60	\$71,739.20	\$73,153.60	\$74,609.60	\$76,107.20
	Aillidally	\$30,323.20	300,020.00	301,880.00	\$05,710. <del>4</del> 0	303,044.00	307,002.40	\$05,017.00	\$71,735.20	\$75,155.00	374,003.00	370,107.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$37.33	\$38.09	\$38.84	\$39.63	\$39.99	\$40.41	\$40.80		20		
	Hourly	\$2,986.40	\$3,047.20	\$3,107.20	\$3,170.40	\$3,199.20	\$3,232.80	\$3,264.00				
	Annually	\$77,646.40	\$79,227.20	\$80,787.20	\$82,430.40	\$83,179.20	\$84,052.80	\$84,864.00				
	, amadiny	\$77,010.10	J73,227.20	300,707.20	302, 130. 10	303,173.20	301,032.00	30 1,00 1.00				
Gra	de <b>81</b>											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$30.63	\$31.56	\$32.53	\$33.47	\$34.49	\$35.51	\$36.58	\$37.67	\$38.83	\$39.60	\$40.39
	Biweekly	\$2,450.40	\$2,524.80	\$2,602.40	\$2,677.60	\$2,759.20	\$2,840.80	\$2,926.40	\$3,013.60	\$3,106.40	\$3,168.00	\$3,231.20
	Annually	\$63,710.40	\$65,644.80	\$67,662.40	\$69,617.60	\$71,739.20	\$73,860.80	\$76,086.40	\$78,353.60	\$80,766.40	\$82,368.00	\$84,011.20
	,	************	700,011100	701,000	+,	¥:-,:	***************************************	4. 0,000	4.0,000.00	700,.00	7/	***************************************
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$41.20	\$42.02	\$42.86	\$43.72	\$44.60	\$45.02	\$45.48	\$45.93			
	Hourly	\$3,296.00	\$3,361.60	\$3,428.80	\$3,497.60	\$3,568.00	\$3,601.60	\$3,638.40	\$3,674.40			
	Annually	\$85,696.00	\$87,401.60	\$89,148.80	\$90,937.60	\$92,768.00	\$93,641.60	\$94,598.40	\$95,534.40			
Gra	de 82											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$34.49	\$35.51	\$36.58	\$37.67	\$38.83	\$39.97	\$41.19	\$42.40	\$43.69	\$44.58	\$45.46
	Biweekly	\$2,759.20	\$2,840.80	\$2,926.40	\$3,013.60	\$3,106.40	\$3,197.60	\$3,295.20	\$3,392.00	\$3,495.20	\$3,566.40	\$3,636.80
	Annually	\$71,739.20	\$73,860.80	\$76,086.40	\$78,353.60	\$80,766.40	\$83,137.60	\$85,675.20	\$88,192.00	\$90,875.20	\$92,726.40	\$94,556.80
	•										, =	,
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$46.37	\$47.29	\$48.24	\$49.19	\$50.18	\$50.69	\$51.18	\$51.70			
	Hourly	\$3,709.60	\$3,783.20	\$3,859.20	\$3,935.20	\$4,014.40	\$4,055.20	\$4,094.40	\$4,136.00			
	Annually	\$96,449.60	\$98,363.20	\$100,339.20	\$102,315.20	\$104,374.40	\$105,435.20	\$106,454.40	\$107,536.00			

(Non-bargaining unit)

#### SKAGWAY-HAINES-YAKUTAT (5%)

### Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$38.83	\$39.97	\$41.19	\$42.40	\$43.69	\$44.97	\$46.34	\$47.76	\$49.17	\$50.15	\$51.16
Biweekly	\$3,106.40	\$3,197.60	\$3,295.20	\$3,392.00	\$3,495.20	\$3,597.60	\$3,707.20	\$3,820.80	\$3,933.60	\$4,012.00	\$4,092.80
Annually	\$80,766.40	\$83,137.60	\$85,675.20	\$88,192.00	\$90,875.20	\$93,537.60	\$96,387.20	\$99,340.80	\$102,273.60	\$104,312.00	\$106,412.80
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$52.17	\$53.21	\$54.27	\$55.37	\$56.47	\$57.02	\$57.60	\$58.17			
Hourly	\$4,173.60	\$4,256.80	\$4,341.60	\$4,429.60	\$4,517.60	\$4,561.60	\$4,608.00	\$4,653.60			
Annually	\$108,513.60	\$110,676.80	\$112,881.60	\$115,169.60	\$117,457.60	\$118,601.60	\$119,808.00	\$120,993.60			

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$42.40	\$43.69	\$44.97	\$46.34	\$47.76	\$49.17	\$50.64	\$52.16	\$53.73	\$55.32	\$56.42
Biweekly	\$3,392.00	\$3,495.20	\$3,597.60	\$3,707.20	\$3,820.80	\$3,933.60	\$4,051.20	\$4,172.80	\$4,298.40	\$4,425.60	\$4,513.60
Annually	\$88,192.00	\$90,875.20	\$93,537.60	\$96,387.20	\$99,340.80	\$102,273.60	\$105,331.20	\$108,492.80	\$111,758.40	\$115,065.60	\$117,353.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$57.54	\$58.73	\$59.88	\$61.10	\$62.32	\$63.57	\$64.20	\$64.84	\$65.49		
Hourly	\$4,603.20	\$4,698.40	\$4,790.40	\$4,888.00	\$4,985.60	\$5,085.60	\$5,136.00	\$5,187.20	\$5,239.20		
Annually	\$119,683.20	\$122,158.40	\$124,550.40	\$127,088.00	\$129,625.60	\$132,225.60	\$133,536.00	\$134,867.20	\$136,219.20		