(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$15.17	\$15.31	\$15.45	\$15.60	\$15.78	\$15.93	\$16.10	\$16.26	\$16.43	\$16.57	\$16.74	\$16.91
Biweekly	\$1,213.60	\$1,224.80	\$1,236.00	\$1,248.00	\$1,262.40	\$1,274.40	\$1,288.00	\$1,300.80	\$1,314.40	\$1,325.60	\$1,339.20	\$1,352.80
Annually	\$31,553.60	\$31,844.80	\$32,136.00	\$32,448.00	\$32,822.40	\$33,134.40	\$33,488.00	\$33,820.80	\$34,174.40	\$34,465.60	\$34,819.20	\$35,172.80
Amidany	731,333.00	731,044.00	732,130.00	732,440.00	J32,022.40	Ç55,154.40	\$55, 1 00.00	\$33,020.00	754,174.40	Ş3 4 ,403.00	Ç54,015.20	933,172.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$17.09	\$17.26	\$17.43	\$17.60	\$17.79	\$17.94	\$18.15	\$18.30	\$18.50	\$18.69	\$18.88	\$19.06
Biweekly	\$1,367.20	\$1,380.80	\$1,394.40	\$1,408.00	\$1,423.20	\$1,435.20	\$1,452.00	\$1,464.00	\$1,480.00	\$1,495.20	\$1,510.40	\$1,524.80
-	\$35,547.20	\$35,900.80	\$36,254.40		\$37,003.20		\$37,752.00		\$38,480.00	\$38,875.20	\$39,270.40	\$39,644.80
Annually	\$35,547.20	\$35,900.80	\$30,254.40	\$36,608.00	\$37,003.20	\$37,315.20	\$37,752.00	\$38,064.00	\$38,480.00	\$38,875.20	\$39,270.40	\$39,044.80
Charac												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$19.26	\$19.45	\$19.60	\$19.85	\$20.03	\$20.23	\$20.44	\$20.63	\$20.84	\$21.07	\$21.25	\$21.47
Biweekly	\$1,540.80	\$1,556.00	\$1,568.00	\$1,588.00	\$1,602.40	\$1,618.40	\$1,635.20	\$1,650.40	\$1,667.20	\$1,685.60	\$1,700.00	\$1,717.60
Annually	\$40,060.80	\$40,456.00	\$40,768.00	\$41,288.00	\$41,662.40	\$42,078.40	\$42,515.20	\$42,910.40	\$43,347.20	\$43,825.60	\$44,200.00	\$44,657.60
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$21.69	\$21.91	\$22.13	\$22.34	\$22.57	\$22.80	\$23.04	\$23.26	\$23.48	\$23.71	\$23.95	\$24.20
Biweekly	\$1,735.20	\$1,752.80	\$1,770.40	\$1,787.20	\$1,805.60	\$1,824.00	\$1,843.20	\$1,860.80	\$1,878.40	\$1,896.80	\$1,916.00	\$1,936.00
Annually	\$45,115.20	\$45,572.80	\$46,030.40	\$46,467.20	\$46,945.60	\$47,424.00	\$47,923.20	\$48,380.80	\$48,838.40	\$49,316.80	\$49,816.00	\$50,336.00
Allilually	343,113.20	\$45,572.60	340,030.40	340,407.20	340,343.00	347,424.00	347,923.20	340,300.00	\$40,030.40	349,310.60	\$49,610.00	330,330.00
Steps	49	50	51	52	53	54	55					
Harmbr	\$24.43	\$24.69	\$24.92	\$25.17	\$25.43	\$25.68	\$25.95					
Hourly	\$24.43	\$24.09	\$24.92	\$25.17			\$25.95					
Biweekly	\$1,954.40	\$1,975.20	\$1,993.60	\$2,013.60	\$2,034.40	\$2,054.40	\$2,076.00					
Annually	\$50,814.40	\$51,355.20	\$51,833.60	\$52,353.60	\$52,894.40	\$53,414.40	\$53,976.00					
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Grade 74												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps												
Steps Hourly	\$17.09	\$17.26	\$17.43	\$17.60	\$17.79	\$17.94	\$18.15	\$18.30	\$18.50	\$18.69	\$18.88	\$19.06
Steps Hourly Biweekly	\$17.09 \$1,367.20	\$17.26 \$1,380.80	\$17.43 \$1,394.40	\$17.60 \$1,408.00	\$17.79 \$1,423.20	\$17.94 \$1,435.20	\$18.15 \$1,452.00	\$18.30 \$1,464.00	\$18.50 \$1,480.00	\$18.69 \$1,495.20	\$18.88 \$1,510.40	\$19.06 \$1,524.80
Steps Hourly	\$17.09	\$17.26	\$17.43	\$17.60	\$17.79	\$17.94	\$18.15	\$18.30	\$18.50	\$18.69	\$18.88	\$19.06
Steps Hourly Biweekly	\$17.09 \$1,367.20 \$35,547.20	\$17.26 \$1,380.80 \$35,900.80	\$17.43 \$1,394.40 \$36,254.40	\$17.60 \$1,408.00 \$36,608.00	\$17.79 \$1,423.20 \$37,003.20	\$17.94 \$1,435.20 \$37,315.20	\$18.15 \$1,452.00 \$37,752.00	\$18.30 \$1,464.00 \$38,064.00	\$18.50 \$1,480.00 \$38,480.00	\$18.69 \$1,495.20 \$38,875.20	\$18.88 \$1,510.40 \$39,270.40	\$19.06 \$1,524.80 \$39,644.80
Steps Hourly Biweekly Annually Steps	\$17.09 \$1,367.20 \$35,547.20	\$17.26 \$1,380.80 \$35,900.80	\$17.43 \$1,394.40 \$36,254.40	\$17.60 \$1,408.00 \$36,608.00	\$17.79 \$1,423.20 \$37,003.20	\$17.94 \$1,435.20 \$37,315.20	\$18.15 \$1,452.00 \$37,752.00	\$18.30 \$1,464.00 \$38,064.00	\$18.50 \$1,480.00 \$38,480.00	\$18.69 \$1,495.20 \$38,875.20	\$18.88 \$1,510.40 \$39,270.40	\$19.06 \$1,524.80 \$39,644.80
Steps Hourly Biweekly Annually Steps Hourly	\$17.09 \$1,367.20 \$35,547.20 13 \$19.26	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.09 \$1,367.20 \$35,547.20 13 \$19.26 \$1,540.80	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84 \$1,667.20	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60
Steps Hourly Biweekly Annually Steps Hourly	\$17.09 \$1,367.20 \$35,547.20 13 \$19.26	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.09 \$1,367.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$17.09 \$1,367.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$17.09 \$1,367.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20 33 \$23.48	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04 \$1,843.20	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20 33 \$23.48 \$1,878.40	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$17.09 \$1,367.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20 33 \$23.48	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04 \$1,843.20	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20 33 \$23.48 \$1,878.40	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20 \$45,115.20	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80 \$45,572.80	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40 \$46,030.40	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20 \$46,467.20	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60 \$46,945.60	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00 \$47,424.00	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04 \$1,843.20 \$47,923.20	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20 33 \$23.48 \$1,878.40 \$48,838.40	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80 \$49,316.80	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00 \$49,816.00	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00 \$50,336.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20 \$45,115.20	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80 \$45,572.80	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40 \$46,030.40	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20 \$46,467.20	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60 \$46,945.60	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00 \$47,424.00	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04 \$1,843.20 \$47,923.20	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80 \$48,380.80	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20 33 \$23.48 \$1,878.40 \$48,838.40	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80 \$49,316.80	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00 \$49,816.00	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00 \$50,336.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20 \$45,115.20	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80 \$45,572.80	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40 \$46,030.40	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20 \$46,467.20	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60 \$46,945.60	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00 \$47,424.00	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04 \$1,843.20 \$47,923.20	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80 \$48,380.80	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20 33 \$23.48 \$1,878.40 \$48,838.40	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80 \$49,316.80	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00 \$49,816.00	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00 \$50,336.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.09 \$1,367.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20 \$45,115.20 37 \$24.43 \$1,954.40	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80 \$45,572.80 38 \$24.69 \$1,975.20	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40 \$46,030.40 39 \$24.92 \$1,993.60	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20 \$46,467.20 40 \$25.17 \$2,013.60	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60 \$46,945.60 41 \$25.43 \$2,034.40	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00 \$47,424.00 42 \$25.68 \$2,054.40	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04 \$1,843.20 \$47,923.20 43 \$25.95 \$2,076.00	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80 \$48,380.80 44 \$26.20 \$2,096.00	\$18.50 \$1,480.00 \$38,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20 33 \$23.48 \$1,878.40 \$48,838.40 45 \$26.45 \$2,116.00	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80 \$49,316.80 46 \$26.72 \$2,137.60	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00 \$49,816.00 47 \$27.01 \$2,160.80	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00 \$50,336.00 48 \$27.24 \$2,179.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20 \$45,115.20 37 \$24.43 \$1,954.40 \$50,814.40	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80 \$45,572.80 38 \$24.69	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40 \$46,030.40	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20 \$46,467.20	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60 \$46,945.60	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00 \$47,424.00	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04 \$1,843.20 \$47,923.20 43 \$25.95 \$2,076.00 \$53,976.00	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80 \$48,380.80	\$18.50 \$1,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20 33 \$23.48 \$1,878.40 \$48,838.40	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80 \$49,316.80	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00 \$49,816.00	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00 \$50,336.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.09 \$1,367.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20 \$45,115.20 37 \$24.43 \$1,954.40	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80 \$45,572.80 38 \$24.69 \$1,975.20	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40 \$46,030.40 39 \$24.92 \$1,993.60	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20 \$46,467.20 40 \$25.17 \$2,013.60	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60 \$46,945.60 41 \$25.43 \$2,034.40	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00 \$47,424.00 42 \$25.68 \$2,054.40	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04 \$1,843.20 \$47,923.20 43 \$25.95 \$2,076.00	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80 \$48,380.80 44 \$26.20 \$2,096.00	\$18.50 \$1,480.00 \$38,480.00 \$38,480.00 21 \$20.84 \$1,667.20 \$43,347.20 33 \$23.48 \$1,878.40 \$48,838.40 45 \$26.45 \$2,116.00	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80 \$49,316.80 46 \$26.72 \$2,137.60	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00 \$49,816.00 47 \$27.01 \$2,160.80	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00 \$50,336.00 48 \$27.24 \$2,179.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20 \$45,115.20 37 \$24.43 \$1,954.40 \$50,814.40	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80 \$45,572.80 38 \$24.69 \$1,975.20 \$51,355.20	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40 \$46,030.40 39 \$24.92 \$1,993.60 \$51,833.60	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20 \$46,467.20 40 \$25.17 \$2,013.60 \$52,353.60	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60 \$46,945.60 41 \$25.43 \$2,034.40 \$52,894.40	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00 \$47,424.00 42 \$25.68 \$2,054.40 \$53,414.40	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04 \$1,843.20 \$47,923.20 43 \$25.95 \$2,076.00 \$53,976.00	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80 \$48,380.80 44 \$26.20 \$2,096.00	\$18.50 \$1,480.00 \$38,480.00 \$21 \$20.84 \$1,667.20 \$43,347.20 \$33 \$23.48 \$1,878.40 \$48,838.40 \$45 \$26.45 \$2,116.00	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80 \$49,316.80 46 \$26.72 \$2,137.60	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00 \$49,816.00 47 \$27.01 \$2,160.80	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00 \$50,336.00 48 \$27.24 \$2,179.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20 \$45,115.20 37 \$24.43 \$1,954.40 \$50,814.40	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80 \$45,572.80 38 \$24.69 \$1,975.20 \$51,355.20	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40 \$46,030.40 39 \$24.92 \$1,993.60 \$51,833.60	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20 \$46,467.20 40 \$25.17 \$2,013.60 \$52,353.60	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60 \$46,945.60 41 \$25.43 \$2,034.40 \$52,894.40	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00 \$47,424.00 42 \$25.68 \$2,054.40 \$53,414.40 54 \$28.93	\$18.15 \$1,452.00 \$37,752.00 \$19 \$20.44 \$1,635.20 \$42,515.20 \$41,843.20 \$47,923.20 \$47,923.20 \$25.95 \$2,076.00 \$53,976.00 \$55	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80 \$48,380.80 44 \$26.20 \$2,096.00	\$18.50 \$1,480.00 \$38,480.00 \$21 \$20.84 \$1,667.20 \$43,347.20 \$33 \$23.48 \$1,878.40 \$48,838.40 \$45 \$26.45 \$2,116.00	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80 \$49,316.80 46 \$26.72 \$2,137.60	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00 \$49,816.00 47 \$27.01 \$2,160.80	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00 \$50,336.00 48 \$27.24 \$2,179.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.09 \$1,367.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20 \$45,115.20 37 \$24.43 \$1,954.40 \$50,814.40 49 \$27.54 \$2,203.20	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80 \$45,572.80 38 \$24.69 \$1,975.20 \$51,355.20 50 \$27.81 \$2,224.80	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40 \$46,030.40 39 \$24.92 \$1,993.60 \$51,833.60 51 \$28.10 \$2,248.00	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20 \$46,467.20 40 \$25.17 \$2,013.60 \$52,353.60 52 \$28.36 \$2,268.80	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60 \$46,945.60 41 \$25.43 \$2,034.40 \$52,894.40 53 \$28.67 \$2,293.60	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00 \$47,424.00 42 \$25.68 \$2,054.40 \$53,414.40 54 \$28.93 \$2,314.40	\$18.15 \$1,452.00 \$37,752.00 19 \$20.44 \$1,635.20 \$42,515.20 31 \$23.04 \$1,843.20 \$47,923.20 43 \$25.95 \$2,076.00 \$53,976.00 \$55 \$29.22 \$2,337.60	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80 \$48,380.80 44 \$26.20 \$2,096.00	\$18.50 \$1,480.00 \$38,480.00 \$21 \$20.84 \$1,667.20 \$43,347.20 \$33 \$23.48 \$1,878.40 \$48,838.40 \$45 \$26.45 \$2,116.00	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80 \$49,316.80 46 \$26.72 \$2,137.60	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00 \$49,816.00 47 \$27.01 \$2,160.80	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00 \$50,336.00 48 \$27.24 \$2,179.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 13 \$19.26 \$1,540.80 \$40,060.80 25 \$21.69 \$1,735.20 \$45,115.20 37 \$24.43 \$1,954.40 \$50,814.40	\$17.26 \$1,380.80 \$35,900.80 14 \$19.45 \$1,556.00 \$40,456.00 26 \$21.91 \$1,752.80 \$45,572.80 38 \$24.69 \$1,975.20 \$51,355.20	\$17.43 \$1,394.40 \$36,254.40 15 \$19.60 \$1,568.00 \$40,768.00 27 \$22.13 \$1,770.40 \$46,030.40 39 \$24.92 \$1,993.60 \$51,833.60	\$17.60 \$1,408.00 \$36,608.00 16 \$19.85 \$1,588.00 \$41,288.00 28 \$22.34 \$1,787.20 \$46,467.20 40 \$25.17 \$2,013.60 \$52,353.60	\$17.79 \$1,423.20 \$37,003.20 17 \$20.03 \$1,602.40 \$41,662.40 29 \$22.57 \$1,805.60 \$46,945.60 41 \$25.43 \$2,034.40 \$52,894.40	\$17.94 \$1,435.20 \$37,315.20 18 \$20.23 \$1,618.40 \$42,078.40 30 \$22.80 \$1,824.00 \$47,424.00 42 \$25.68 \$2,054.40 \$53,414.40 54 \$28.93	\$18.15 \$1,452.00 \$37,752.00 \$19 \$20.44 \$1,635.20 \$42,515.20 \$41,843.20 \$47,923.20 \$47,923.20 \$25.95 \$2,076.00 \$53,976.00 \$55	\$18.30 \$1,464.00 \$38,064.00 20 \$20.63 \$1,650.40 \$42,910.40 32 \$23.26 \$1,860.80 \$48,380.80 44 \$26.20 \$2,096.00	\$18.50 \$1,480.00 \$38,480.00 \$21 \$20.84 \$1,667.20 \$43,347.20 \$33 \$23.48 \$1,878.40 \$48,838.40 \$45 \$26.45 \$2,116.00	\$18.69 \$1,495.20 \$38,875.20 22 \$21.07 \$1,685.60 \$43,825.60 34 \$23.71 \$1,896.80 \$49,316.80 46 \$26.72 \$2,137.60	\$18.88 \$1,510.40 \$39,270.40 23 \$21.25 \$1,700.00 \$44,200.00 35 \$23.95 \$1,916.00 \$49,816.00 47 \$27.01 \$2,160.80	\$19.06 \$1,524.80 \$39,644.80 24 \$21.47 \$1,717.60 \$44,657.60 36 \$24.20 \$1,936.00 \$50,336.00 48 \$27.24 \$2,179.20

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$19.26	\$19.45	\$19.60	\$19.85	\$20.03	\$20.23	\$20.44	\$20.63	\$20.84	\$21.07	\$21.25	\$21.47
Biweekly	\$1,540.80	\$1,556.00	\$1,568.00	\$1,588.00	\$1,602.40	\$1,618.40	\$1,635.20	\$1,650.40	\$1,667.20	\$1,685.60	\$1,700.00	\$1,717.60
Annually	\$40,060.80	\$40,456.00	\$40,768.00	\$41,288.00	\$41,662.40	\$42,078.40	\$42,515.20	\$42,910.40	\$43,347.20	\$43,825.60	\$44,200.00	\$44,657.60
Ailliaully	Ç-10,000.00	Ş + 0,+30.00	ŷ -1 0,700.00	Ş - 1,200.00	Ç41,002.40	Ş42,070.40	J-2,313.20	Ş 4 2,510.40	Ş + 3,3+7.20	Ş - 3,023.00	Ş 11 ,200.00	Ç ++ ,057.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.69	\$21.91	\$22.13	\$22.34	\$22.57	\$22.80	\$23.04	\$23.26	\$23.48	\$23.71	\$23.95	\$24.20
Biweekly	\$1,735.20	\$1,752.80	\$1,770.40	\$1,787.20	\$1,805.60	\$1,824.00	\$1,843.20	\$1,860.80	\$1,878.40	\$1,896.80	\$1,916.00	\$1,936.00
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Annually	\$45,115.20	\$45,572.80	\$46,030.40	\$46,467.20	\$46,945.60	\$47,424.00	\$47,923.20	\$48,380.80	\$48,838.40	\$49,316.80	\$49,816.00	\$50,336.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$24.43	\$24.69	\$24.92	\$25.17	\$25.43	\$25.68	\$25.95	\$26.20	\$26.45	\$26.72	\$27.01	\$27.24
Biweekly	\$1,954.40	\$1,975.20	\$1,993.60	\$2,013.60	\$2,034.40	\$2,054.40	\$2,076.00	\$2,096.00	\$2,116.00	\$2,137.60	\$2,160.80	\$2,179.20
Annually	\$50,814.40	\$51,355.20	\$51,833.60	\$52,353.60	\$52,894.40	\$53,414.40	\$53,976.00	\$54,496.00	\$55,016.00	\$55,577.60	\$56,180.80	\$56,659.20
, ,	***************************************	70-/			***************************************	***************************************	***************************************	70 17 10 10 10 10 10 10 10 10 10 10 10 10 10	***************************************		***************************************	***************************************
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$27.54	\$27.81	\$28.10	\$28.36	\$28.67	\$28.93	\$29.22	\$29.53	\$29.82	\$30.13	\$30.41	\$30.70
Biweekly	\$2,203.20	\$2,224.80	\$2,248.00	\$2,268.80	\$2,293.60	\$2,314.40	\$2,337.60	\$2,362.40	\$2,385.60	\$2,410.40	\$2,432.80	\$2,456.00
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Annually	\$57,283.20	\$57,844.80	\$58,448.00	\$58,988.80	\$59,633.60	\$60,174.40	\$60,777.60	\$61,422.40	\$62,025.60	\$62,670.40	\$63,252.80	\$63,856.00
Steps	49	50	51	52	53	54	55					
Harmbr	\$31.03	\$31.34	\$31.65	\$31.96	\$32.30	\$32.60	\$32.95					
Hourly	\$31.03	\$31.34	\$31.05	\$31.90	\$32.30		\$32.95					
Biweekly	\$2,482.40	\$2,507.20	\$2,532.00	\$2,556.80	\$2,584.00	\$2,608.00	\$2,636.00					
Annually	\$64,542.40	\$65,187.20	\$65,832.00	\$66,476.80	\$67,184.00	\$67,808.00	\$68,536.00					
C - 1 76												
Grade 76												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps					5 \$22.57	6 \$22.80	7 \$23.04			10 \$23.71	11 \$23.95	12 \$24.20
Steps Hourly	\$21.69	\$21.91	\$22.13	\$22.34	\$22.57	\$22.80	\$23.04	\$23.26	\$23.48	\$23.71	\$23.95	\$24.20
Steps Hourly Biweekly	\$21.69 \$1,735.20	\$21.91 \$1,752.80	\$22.13 \$1,770.40	\$22.34 \$1,787.20	\$22.57 \$1,805.60	\$22.80 \$1,824.00	\$23.04 \$1,843.20	\$23.26 \$1,860.80	\$23.48 \$1,878.40	\$23.71 \$1,896.80	\$23.95 \$1,916.00	\$24.20 \$1,936.00
Steps Hourly	\$21.69	\$21.91	\$22.13	\$22.34	\$22.57	\$22.80	\$23.04	\$23.26	\$23.48	\$23.71	\$23.95	\$24.20
Steps Hourly Biweekly Annually	\$21.69 \$1,735.20 \$45,115.20	\$21.91 \$1,752.80 \$45,572.80	\$22.13 \$1,770.40 \$46,030.40	\$22.34 \$1,787.20 \$46,467.20	\$22.57 \$1,805.60 \$46,945.60	\$22.80 \$1,824.00 \$47,424.00	\$23.04 \$1,843.20 \$47,923.20	\$23.26 \$1,860.80 \$48,380.80	\$23.48 \$1,878.40 \$48,838.40	\$23.71 \$1,896.80 \$49,316.80	\$23.95 \$1,916.00 \$49,816.00	\$24.20 \$1,936.00 \$50,336.00
Steps Hourly Biweekly Annually Steps	\$21.69 \$1,735.20 \$45,115.20	\$21.91 \$1,752.80 \$45,572.80	\$22.13 \$1,770.40 \$46,030.40	\$22.34 \$1,787.20 \$46,467.20	\$22.57 \$1,805.60 \$46,945.60	\$22.80 \$1,824.00 \$47,424.00	\$23.04 \$1,843.20 \$47,923.20	\$23.26 \$1,860.80 \$48,380.80	\$23.48 \$1,878.40 \$48,838.40	\$23.71 \$1,896.80 \$49,316.80	\$23.95 \$1,916.00 \$49,816.00	\$24.20 \$1,936.00 \$50,336.00
Steps Hourly Biweekly Annually Steps Hourly	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43	\$21.91 \$1,752.80 \$45,572.80 14 \$24.69	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40	\$21.91 \$1,752.80 \$45,572.80 14 \$24.69 \$1,975.20	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20
Steps Hourly Biweekly Annually Steps Hourly	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43	\$21.91 \$1,752.80 \$45,572.80 14 \$24.69	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60 28 \$28.36	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60 28 \$28.36	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40 25 \$27.54 \$2,203.20	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81 \$2,224.80	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10 \$2,248.00	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60 28 \$28.36 \$2,268.80	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67 \$2,293.60	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93 \$2,314.40	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00 31 \$29.22 \$2,337.60	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53 \$2,362.40	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82 \$2,385.60	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13 \$2,410.40	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41 \$2,432.80	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70 \$2,456.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40 25 \$27.54 \$2,203.20	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81 \$2,224.80	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10 \$2,248.00	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60 28 \$28.36 \$2,268.80	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67 \$2,293.60	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93 \$2,314.40	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00 31 \$29.22 \$2,337.60	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53 \$2,362.40	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82 \$2,385.60	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13 \$2,410.40	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41 \$2,432.80	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70 \$2,456.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40 25 \$27.54 \$2,203.20 \$57,283.20	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81 \$2,224.80 \$57,844.80	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10 \$2,248.00 \$58,448.00	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60 28 \$28.36 \$2,268.80 \$58,988.80	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67 \$2,293.60 \$59,633.60	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93 \$2,314.40 \$60,174.40	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00 31 \$29.22 \$2,337.60 \$60,777.60	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53 \$2,362.40 \$61,422.40	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82 \$2,385.60 \$62,025.60	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13 \$2,410.40 \$62,670.40	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41 \$2,432.80 \$63,252.80	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70 \$2,456.00 \$63,856.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40 25 \$27.54 \$2,203.20 \$57,283.20	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81 \$2,224.80 \$57,844.80	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10 \$2,248.00 \$58,448.00	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60 28 \$28.36 \$2,268.80 \$58,988.80	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67 \$2,293.60 \$59,633.60	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93 \$2,314.40 \$60,174.40	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00 31 \$29.22 \$2,337.60 \$60,777.60	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53 \$2,362.40 \$61,422.40	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82 \$2,385.60 \$62,025.60	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13 \$2,410.40 \$62,670.40	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41 \$2,432.80 \$63,252.80	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70 \$2,456.00 \$63,856.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40 25 \$27.54 \$2,203.20 \$57,283.20 37 \$31.03 \$2,482.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81 \$2,224.80 \$57,844.80 38 \$31.34 \$2,507.20	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10 \$2,248.00 \$58,448.00 39 \$31.65 \$2,532.00	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60 28 \$28.36 \$2,268.80 \$58,988.80 40 \$31.96 \$2,556.80	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67 \$2,293.60 \$59,633.60 41 \$32.30 \$2,584.00	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93 \$2,314.40 \$60,174.40 42 \$32.60 \$2,608.00	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00 31 \$29.22 \$2,337.60 \$60,777.60 43 \$32.95 \$2,636.00	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53 \$2,362.40 \$61,422.40 44 \$33.25 \$2,660.00	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82 \$2,385.60 \$62,025.60 45 \$33.60 \$2,688.00	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13 \$2,410.40 \$62,670.40 46 \$33.95 \$2,716.00	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41 \$2,432.80 \$63,252.80 47 \$34.28 \$2,742.40	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70 \$2,456.00 \$63,856.00 48 \$34.61 \$2,768.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40 25 \$27.54 \$2,203.20 \$57,283.20	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81 \$2,224.80 \$57,844.80	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10 \$2,248.00 \$58,448.00	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60 28 \$28.36 \$2,268.80 \$58,988.80	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67 \$2,293.60 \$59,633.60	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93 \$2,314.40 \$60,174.40	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00 31 \$29.22 \$2,337.60 \$60,777.60	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53 \$2,362.40 \$61,422.40	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82 \$2,385.60 \$62,025.60	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13 \$2,410.40 \$62,670.40	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41 \$2,432.80 \$63,252.80	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70 \$2,456.00 \$63,856.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40 25 \$27.54 \$2,203.20 \$57,283.20 37 \$31.03 \$2,482.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81 \$2,224.80 \$57,844.80 38 \$31.34 \$2,507.20	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10 \$2,248.00 \$58,448.00 39 \$31.65 \$2,532.00	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60 28 \$28.36 \$2,268.80 \$58,988.80 40 \$31.96 \$2,556.80	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67 \$2,293.60 \$59,633.60 41 \$32.30 \$2,584.00	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93 \$2,314.40 \$60,174.40 42 \$32.60 \$2,608.00	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00 31 \$29.22 \$2,337.60 \$60,777.60 43 \$32.95 \$2,636.00	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53 \$2,362.40 \$61,422.40 44 \$33.25 \$2,660.00	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82 \$2,385.60 \$62,025.60 45 \$33.60 \$2,688.00	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13 \$2,410.40 \$62,670.40 46 \$33.95 \$2,716.00	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41 \$2,432.80 \$63,252.80 47 \$34.28 \$2,742.40	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70 \$2,456.00 \$63,856.00 48 \$34.61 \$2,768.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40 25 \$27.54 \$2,203.20 \$57,283.20 37 \$31.03 \$2,482.40 \$64,542.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81 \$2,224.80 \$57,844.80 38 \$31.34 \$2,507.20 \$65,187.20	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10 \$2,248.00 \$58,448.00 39 \$31.65 \$2,532.00 \$65,832.00	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60 28 \$28.36 \$2,268.80 \$58,988.80 40 \$31.96 \$2,556.80 \$66,476.80	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67 \$2,293.60 \$59,633.60 41 \$32.30 \$2,584.00 \$67,184.00	\$22.80 \$1,824.00 \$47,424.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93 \$2,314.40 \$60,174.40 42 \$32.60 \$2,608.00 \$67,808.00	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00 31 \$29.22 \$2,337.60 \$60,777.60 43 \$32.95 \$2,636.00 \$68,536.00	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53 \$2,362.40 \$61,422.40 44 \$33.25 \$2,660.00	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82 \$2,385.60 \$62,025.60 45 \$33.60 \$2,688.00	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13 \$2,410.40 \$62,670.40 46 \$33.95 \$2,716.00	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41 \$2,432.80 \$63,252.80 47 \$34.28 \$2,742.40	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70 \$2,456.00 \$63,856.00 48 \$34.61 \$2,768.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40 25 \$27.54 \$2,203.20 \$57,283.20 37 \$31.03 \$2,482.40 \$64,542.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81 \$2,224.80 \$57,844.80 38 \$31.34 \$2,507.20 \$65,187.20	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10 \$2,248.00 \$58,448.00 39 \$31.65 \$2,532.00 \$65,832.00	\$22.34 \$1,787.20 \$46,467.20 \$46,467.20 \$16 \$25.17 \$2,013.60 \$52,353.60 \$2,268.80 \$58,988.80 \$40 \$31.96 \$2,556.80 \$66,476.80 \$2,\$36.02	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67 \$2,293.60 \$59,633.60 41 \$32.30 \$2,584.00 \$67,184.00	\$22.80 \$1,824.00 \$47,424.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93 \$2,314.40 \$60,174.40 42 \$32.60 \$2,608.00 \$67,808.00 \$4 \$36.74	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00 31 \$29.22 \$2,337.60 \$60,777.60 43 \$32.95 \$2,636.00 \$68,536.00	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53 \$2,362.40 \$61,422.40 44 \$33.25 \$2,660.00	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82 \$2,385.60 \$62,025.60 45 \$33.60 \$2,688.00	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13 \$2,410.40 \$62,670.40 46 \$33.95 \$2,716.00	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41 \$2,432.80 \$63,252.80 47 \$34.28 \$2,742.40	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70 \$2,456.00 \$63,856.00 48 \$34.61 \$2,768.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40 25 \$27.54 \$2,203.20 \$57,283.20 37 \$31.03 \$2,482.40 \$64,542.40 49 \$34.96 \$2,796.80	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81 \$2,224.80 \$57,844.80 38 \$31.34 \$2,507.20 \$65,187.20 50 \$35.31 \$2,824.80	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$2,248.00 \$58,448.00 39 \$31.65 \$2,532.00 \$65,832.00 51 \$35.66 \$2,852.80	\$22.34 \$1,787.20 \$46,467.20 16 \$25.17 \$2,013.60 \$52,353.60 28 \$28.36 \$2,268.80 \$58,988.80 40 \$31.96 \$2,556.80 \$66,476.80 52 \$36.02 \$2,881.60	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67 \$2,293.60 \$59,633.60 41 \$32.30 \$2,584.00 \$67,184.00 53 \$36.39 \$2,911.20	\$22.80 \$1,824.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93 \$2,314.40 \$60,174.40 42 \$32.60 \$2,608.00 \$67,808.00 54 \$36.74 \$2,939.20	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00 31 \$29.22 \$2,337.60 \$60,777.60 43 \$32.95 \$2,636.00 \$68,536.00 55 \$37.11 \$2,968.80	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53 \$2,362.40 \$61,422.40 44 \$33.25 \$2,660.00	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82 \$2,385.60 \$62,025.60 45 \$33.60 \$2,688.00	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13 \$2,410.40 \$62,670.40 46 \$33.95 \$2,716.00	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41 \$2,432.80 \$63,252.80 47 \$34.28 \$2,742.40	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70 \$2,456.00 \$63,856.00 48 \$34.61 \$2,768.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.69 \$1,735.20 \$45,115.20 13 \$24.43 \$1,954.40 \$50,814.40 25 \$27.54 \$2,203.20 \$57,283.20 37 \$31.03 \$2,482.40 \$64,542.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 14 \$24.69 \$1,975.20 \$51,355.20 26 \$27.81 \$2,224.80 \$57,844.80 38 \$31.34 \$2,507.20 \$65,187.20	\$22.13 \$1,770.40 \$46,030.40 15 \$24.92 \$1,993.60 \$51,833.60 27 \$28.10 \$2,248.00 \$58,448.00 39 \$31.65 \$2,532.00 \$65,832.00	\$22.34 \$1,787.20 \$46,467.20 \$46,467.20 \$16 \$25.17 \$2,013.60 \$52,353.60 \$2,268.80 \$58,988.80 \$40 \$31.96 \$2,556.80 \$66,476.80 \$2,\$36.02	\$22.57 \$1,805.60 \$46,945.60 17 \$25.43 \$2,034.40 \$52,894.40 29 \$28.67 \$2,293.60 \$59,633.60 41 \$32.30 \$2,584.00 \$67,184.00	\$22.80 \$1,824.00 \$47,424.00 \$47,424.00 18 \$25.68 \$2,054.40 \$53,414.40 30 \$28.93 \$2,314.40 \$60,174.40 42 \$32.60 \$2,608.00 \$67,808.00 \$4 \$36.74	\$23.04 \$1,843.20 \$47,923.20 19 \$25.95 \$2,076.00 \$53,976.00 31 \$29.22 \$2,337.60 \$60,777.60 43 \$32.95 \$2,636.00 \$68,536.00	\$23.26 \$1,860.80 \$48,380.80 20 \$26.20 \$2,096.00 \$54,496.00 32 \$29.53 \$2,362.40 \$61,422.40 44 \$33.25 \$2,660.00	\$23.48 \$1,878.40 \$48,838.40 21 \$26.45 \$2,116.00 \$55,016.00 33 \$29.82 \$2,385.60 \$62,025.60 45 \$33.60 \$2,688.00	\$23.71 \$1,896.80 \$49,316.80 22 \$26.72 \$2,137.60 \$55,577.60 34 \$30.13 \$2,410.40 \$62,670.40 46 \$33.95 \$2,716.00	\$23.95 \$1,916.00 \$49,816.00 23 \$27.01 \$2,160.80 \$56,180.80 35 \$30.41 \$2,432.80 \$63,252.80 47 \$34.28 \$2,742.40	\$24.20 \$1,936.00 \$50,336.00 24 \$27.24 \$2,179.20 \$56,659.20 36 \$30.70 \$2,456.00 \$63,856.00 48 \$34.61 \$2,768.80

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$24.43	\$24.69	\$24.92	\$25.17	\$25.43	\$25.68	\$25.95	\$26.20	\$26.45	\$26.72	\$27.01	\$27.24
Biweekly	\$1,954.40	\$1,975.20	\$1,993.60	\$2,013.60	\$2,034.40	\$2,054.40	\$2,076.00	\$2,096.00	\$2,116.00	\$2,137.60	\$2,160.80	\$2,179.20
Annually	\$50,814.40	\$51,355.20	\$51,833.60	\$52,353.60	\$52,894.40	\$53,414.40	\$53,976.00	\$54,496.00	\$55,016.00	\$55,577.60	\$56,180.80	\$56,659.20
rundany	ψ30,01 II IO	431,333.20	431,033.00	432,333.00	ψ32,03 1. 10	Ç55, 11 1. 10	433,370.00	45 1, 150.00	755,010.00	Ç33,377.00	430,100.00	430,033.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$27.54	\$27.81	\$28.10	\$28.36	\$28.67	\$28.93	\$29.22	\$29.53	\$29.82	\$30.13	\$30.41	\$30.70
Biweekly	\$2,203.20	\$2,224.80	\$2,248.00	\$2,268.80	\$2,293.60	\$2,314.40	\$2,337.60	\$2,362.40	\$2,385.60	\$2,410.40	\$2,432.80	\$2,456.00
Annually	\$57,283.20	\$57,844.80	\$58,448.00	\$58,988.80	\$59,633.60	\$60,174.40	\$60,777.60	\$61,422.40	\$62,025.60	\$62,670.40	\$63,252.80	\$63,856.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$31.03	\$31.34	\$31.65	\$31.96	\$32.30	\$32.60	\$32.95	\$33.25	\$33.60	\$33.95	\$34.28	\$34.61
Biweekly	\$2,482.40	\$2,507.20	\$2,532.00	\$2,556.80	\$2,584.00	\$2,608.00	\$2,636.00	\$2,660.00	\$2,688.00	\$2,716.00	\$2,742.40	\$2,768.80
Annually	\$64,542.40	\$65,187.20	\$65,832.00	\$66,476.80	\$67,184.00	\$67,808.00	\$68,536.00	\$69,160.00	\$69,888.00	\$70,616.00	\$71,302.40	\$71,988.80
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$34.96	\$35.31	\$35.66	\$36.02	\$36.39	\$36.74	\$37.11	\$37.48	\$37.85	\$38.23	\$38.60	\$38.99
	\$2,796.80	\$2,824.80		\$2,881.60				\$2,998.40	\$3,028.00			\$3,119.20
Biweekly			\$2,852.80		\$2,911.20	\$2,939.20	\$2,968.80			\$3,058.40	\$3,088.00	
Annually	\$72,716.80	\$73,444.80	\$74,172.80	\$74,921.60	\$75,691.20	\$76,419.20	\$77,188.80	\$77,958.40	\$78,728.00	\$79,518.40	\$80,288.00	\$81,099.20
Steps	49	50	51	52	53	54	55					
-												
Hourly	\$39.40	\$39.77	\$40.18	\$40.59	\$40.98	\$41.37	\$41.80					
Biweekly	\$3,152.00	\$3,181.60	\$3,214.40	\$3,247.20	\$3,278.40	\$3,309.60	\$3,344.00					
Annually	\$81,952.00	\$82,721.60	\$83,574.40	\$84,427.20	\$85,238.40	\$86,049.60	\$86,944.00					
. =0												
Grade 70												
Grade 78	4				_		-			10	44	12
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$26.72	\$27.01	\$27.24	\$27.54	\$27.81	\$28.10	\$28.36	\$28.67	\$28.93	\$29.22	\$29.53	\$29.82
Steps Hourly Biweekly	\$26.72 \$2,137.60	\$27.01 \$2,160.80	\$27.24 \$2,179.20	\$27.54 \$2,203.20	\$27.81 \$2,224.80	\$28.10 \$2,248.00	\$28.36 \$2,268.80	\$28.67 \$2,293.60	\$28.93 \$2,314.40	\$29.22 \$2,337.60	\$29.53 \$2,362.40	\$29.82 \$2,385.60
Steps Hourly	\$26.72	\$27.01	\$27.24	\$27.54	\$27.81	\$28.10	\$28.36	\$28.67	\$28.93	\$29.22	\$29.53	\$29.82
Steps Hourly Biweekly Annually	\$26.72 \$2,137.60 \$55,577.60	\$27.01 \$2,160.80 \$56,180.80	\$27.24 \$2,179.20 \$56,659.20	\$27.54 \$2,203.20 \$57,283.20	\$27.81 \$2,224.80 \$57,844.80	\$28.10 \$2,248.00 \$58,448.00	\$28.36 \$2,268.80 \$58,988.80	\$28.67 \$2,293.60 \$59,633.60	\$28.93 \$2,314.40 \$60,174.40	\$29.22 \$2,337.60 \$60,777.60	\$29.53 \$2,362.40 \$61,422.40	\$29.82 \$2,385.60 \$62,025.60
Steps Hourly Biweekly Annually Steps	\$26.72 \$2,137.60 \$55,577.60	\$27.01 \$2,160.80 \$56,180.80	\$27.24 \$2,179.20 \$56,659.20	\$27.54 \$2,203.20 \$57,283.20	\$27.81 \$2,224.80 \$57,844.80	\$28.10 \$2,248.00 \$58,448.00	\$28.36 \$2,268.80 \$58,988.80	\$28.67 \$2,293.60 \$59,633.60	\$28.93 \$2,314.40 \$60,174.40	\$29.22 \$2,337.60 \$60,777.60	\$29.53 \$2,362.40 \$61,422.40	\$29.82 \$2,385.60 \$62,025.60
Steps Hourly Biweekly Annually Steps Hourly	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60
Steps Hourly Biweekly Annually Steps	\$26.72 \$2,137.60 \$55,577.60	\$27.01 \$2,160.80 \$56,180.80	\$27.24 \$2,179.20 \$56,659.20	\$27.54 \$2,203.20 \$57,283.20	\$27.81 \$2,224.80 \$57,844.80	\$28.10 \$2,248.00 \$58,448.00	\$28.36 \$2,268.80 \$58,988.80	\$28.67 \$2,293.60 \$59,633.60	\$28.93 \$2,314.40 \$60,174.40	\$29.22 \$2,337.60 \$60,777.60	\$29.53 \$2,362.40 \$61,422.40	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00
Steps Hourly Biweekly Annually Steps Hourly	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41 \$2,432.80	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41 \$2,432.80	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40	\$27.01 \$2,160.80 \$56,180.80 \$14 \$30.41 \$2,432.80 \$63,252.80	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41 \$2,432.80 \$63,252.80 26 \$34.28	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95 \$2,716.00	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41 \$2,432.80 \$63,252.80 26 \$34.28 \$2,742.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61 \$2,768.80	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96 \$2,796.80	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31 \$2,824.80	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66 \$2,852.80	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80 31 \$36.02 \$2,881.60	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39 \$2,911.20	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74 \$2,939.20	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00 34 \$37.11 \$2,968.80	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00 35 \$37.48 \$2,998.40	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85 \$3,028.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41 \$2,432.80 \$63,252.80 26 \$34.28	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95 \$2,716.00 \$70,616.00	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41 \$2,432.80 \$63,252.80 26 \$34.28 \$2,742.40 \$71,302.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61 \$2,768.80 \$71,988.80	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96 \$2,796.80 \$72,716.80	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31 \$2,824.80 \$73,444.80	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66 \$2,852.80 \$74,172.80	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80 31 \$36.02 \$2,881.60 \$74,921.60	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39 \$2,911.20 \$75,691.20	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74 \$2,939.20 \$76,419.20	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00 34 \$37.11 \$2,968.80 \$77,188.80	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00 35 \$37.48 \$2,998.40 \$77,958.40	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85 \$3,028.00 \$78,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95 \$2,716.00 \$70,616.00	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41 \$2,432.80 \$63,252.80 26 \$34.28 \$2,742.40 \$71,302.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61 \$2,768.80 \$71,988.80	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96 \$2,796.80 \$72,716.80	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31 \$2,824.80 \$73,444.80	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66 \$2,852.80 \$74,172.80	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80 31 \$36.02 \$2,881.60 \$74,921.60	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39 \$2,911.20 \$75,691.20	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74 \$2,939.20 \$76,419.20	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00 34 \$37.11 \$2,968.80 \$77,188.80	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00 35 \$37.48 \$2,998.40 \$77,958.40	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85 \$3,028.00 \$78,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95 \$2,716.00 \$70,616.00	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41 \$2,432.80 \$63,252.80 26 \$34.28 \$2,742.40 \$71,302.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61 \$2,768.80 \$71,988.80	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96 \$2,796.80 \$72,716.80	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31 \$2,824.80 \$73,444.80	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66 \$2,852.80 \$74,172.80	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80 31 \$36.02 \$2,881.60 \$74,921.60	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39 \$2,911.20 \$75,691.20	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74 \$2,939.20 \$76,419.20	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00 34 \$37.11 \$2,968.80 \$77,188.80	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00 35 \$37.48 \$2,998.40 \$77,958.40	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85 \$3,028.00 \$78,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95 \$2,716.00 \$70,616.00 37 \$38.23 \$3,058.40	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41 \$2,432.80 \$63,252.80 26 \$34.28 \$2,742.40 \$71,302.40 38 \$38.60 \$3,088.00	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61 \$2,768.80 \$71,988.80 39 \$38.99 \$3,119.20	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96 \$2,796.80 \$72,716.80 40 \$39.40 \$3,152.00	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31 \$2,824.80 \$73,444.80 41 \$39.77 \$3,181.60	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66 \$2,852.80 \$74,172.80 42 \$40.18 \$3,214.40	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80 31 \$36.02 \$2,881.60 \$74,921.60 43 \$40.59 \$3,247.20	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39 \$2,911.20 \$75,691.20 44 \$40.98 \$3,278.40	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74 \$2,939.20 \$76,419.20 45 \$41.37 \$3,309.60	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00 34 \$37.11 \$2,968.80 \$77,188.80 46 \$41.80 \$3,344.00	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00 35 \$37.48 \$2,998.40 \$77,958.40 47 \$42.22 \$3,377.60	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85 \$3,028.00 \$78,728.00 48 \$42.64 \$3,411.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95 \$2,716.00 \$70,616.00	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41 \$2,432.80 \$63,252.80 26 \$34.28 \$2,742.40 \$71,302.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61 \$2,768.80 \$71,988.80	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96 \$2,796.80 \$72,716.80	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31 \$2,824.80 \$73,444.80	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66 \$2,852.80 \$74,172.80	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80 31 \$36.02 \$2,881.60 \$74,921.60	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39 \$2,911.20 \$75,691.20	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74 \$2,939.20 \$76,419.20	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00 34 \$37.11 \$2,968.80 \$77,188.80	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00 35 \$37.48 \$2,998.40 \$77,958.40	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85 \$3,028.00 \$78,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95 \$2,716.00 \$70,616.00 37 \$38.23 \$3,058.40 \$79,518.40	\$27.01 \$2,160.80 \$56,180.80 14 \$30.41 \$2,432.80 \$63,252.80 26 \$34.28 \$2,742.40 \$71,302.40 38 \$38.60 \$3,088.00 \$80,288.00	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61 \$2,768.80 \$71,988.80 39 \$38.99 \$3,119.20 \$81,099.20	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96 \$2,796.80 \$72,716.80 40 \$39.40 \$3,152.00 \$81,952.00	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31 \$2,824.80 \$73,444.80 41 \$39.77 \$3,181.60 \$82,721.60	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66 \$2,852.80 \$74,172.80 42 \$40.18 \$3,214.40 \$83,574.40	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80 31 \$36.02 \$2,881.60 \$74,921.60 43 \$40.59 \$3,247.20 \$84,427.20	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39 \$2,911.20 \$75,691.20 44 \$40.98 \$3,278.40	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74 \$2,939.20 \$76,419.20 45 \$41.37 \$3,309.60	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00 34 \$37.11 \$2,968.80 \$77,188.80 46 \$41.80 \$3,344.00	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00 35 \$37.48 \$2,998.40 \$77,958.40 47 \$42.22 \$3,377.60	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85 \$3,028.00 \$78,728.00 48 \$42.64 \$3,411.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95 \$2,716.00 \$70,616.00 37 \$38.23 \$3,058.40 \$79,518.40	\$27.01 \$2,160.80 \$56,180.80 \$14 \$30.41 \$2,432.80 \$63,252.80 \$2,742.40 \$71,302.40 \$38.60 \$3,088.00 \$80,288.00	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61 \$2,768.80 \$71,988.80 39 \$38.99 \$3,119.20 \$81,099.20	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96 \$2,796.80 \$72,716.80 40 \$39.40 \$3,152.00 \$81,952.00	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31 \$2,824.80 \$73,444.80 41 \$39.77 \$3,181.60 \$82,721.60	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66 \$2,852.80 \$74,172.80 42 \$40.18 \$3,214.40 \$83,574.40	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80 31 \$36.02 \$2,881.60 \$74,921.60 43 \$40.59 \$3,247.20 \$84,427.20	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39 \$2,911.20 \$75,691.20 44 \$40.98 \$3,278.40	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74 \$2,939.20 \$76,419.20 45 \$41.37 \$3,309.60	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00 34 \$37.11 \$2,968.80 \$77,188.80 46 \$41.80 \$3,344.00	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00 35 \$37.48 \$2,998.40 \$77,958.40 47 \$42.22 \$3,377.60	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85 \$3,028.00 \$78,728.00 48 \$42.64 \$3,411.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95 \$2,716.00 \$70,616.00 37 \$38.23 \$3,058.40 \$79,518.40	\$27.01 \$2,160.80 \$56,180.80 \$14 \$30.41 \$2,432.80 \$63,252.80 \$2,742.40 \$71,302.40 \$38.60 \$3,088.00 \$80,288.00 \$43.52	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61 \$2,768.80 \$71,988.80 39 \$38.99 \$3,119.20 \$81,099.20	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96 \$2,796.80 \$72,716.80 40 \$39.40 \$3,152.00 \$81,952.00	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31 \$2,824.80 \$73,444.80 41 \$39.77 \$3,181.60 \$82,721.60	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66 \$2,852.80 \$74,172.80 42 \$40.18 \$3,214.40 \$83,574.40	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80 31 \$36.02 \$2,881.60 \$74,921.60 43 \$40.59 \$3,247.20 \$84,427.20	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39 \$2,911.20 \$75,691.20 44 \$40.98 \$3,278.40	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74 \$2,939.20 \$76,419.20 45 \$41.37 \$3,309.60	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00 34 \$37.11 \$2,968.80 \$77,188.80 46 \$41.80 \$3,344.00	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00 35 \$37.48 \$2,998.40 \$77,958.40 47 \$42.22 \$3,377.60	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85 \$3,028.00 \$78,728.00 48 \$42.64 \$3,411.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95 \$2,716.00 \$70,616.00 37 \$38.23 \$3,058.40 \$79,518.40 49 \$43.06 \$3,444.80	\$27.01 \$2,160.80 \$56,180.80 \$14 \$30.41 \$2,432.80 \$63,252.80 \$2,742.40 \$71,302.40 \$38.60 \$3,088.00 \$80,288.00 \$43.52 \$3,481.60	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61 \$2,768.80 \$71,988.80 39 \$38.99 \$3,119.20 \$81,099.20 51 \$43.92 \$3,513.60	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96 \$2,796.80 \$72,716.80 40 \$39.40 \$3,152.00 \$81,952.00 52 \$44.39 \$3,551.20	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31 \$2,824.80 \$73,444.80 41 \$39.77 \$3,181.60 \$82,721.60 53 \$44.84 \$3,587.20	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66 \$2,852.80 \$74,172.80 42 \$40.18 \$3,214.40 \$83,574.40 54 \$45.29 \$3,623.20	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80 31 \$36.02 \$2,881.60 \$74,921.60 43 \$40.59 \$3,247.20 \$84,427.20 55 \$45.74 \$3,659.20	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39 \$2,911.20 \$75,691.20 44 \$40.98 \$3,278.40	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74 \$2,939.20 \$76,419.20 45 \$41.37 \$3,309.60	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00 34 \$37.11 \$2,968.80 \$77,188.80 46 \$41.80 \$3,344.00	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00 35 \$37.48 \$2,998.40 \$77,958.40 47 \$42.22 \$3,377.60	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85 \$3,028.00 \$78,728.00 48 \$42.64 \$3,411.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.72 \$2,137.60 \$55,577.60 13 \$30.13 \$2,410.40 \$62,670.40 25 \$33.95 \$2,716.00 \$70,616.00 37 \$38.23 \$3,058.40 \$79,518.40	\$27.01 \$2,160.80 \$56,180.80 \$14 \$30.41 \$2,432.80 \$63,252.80 \$2,742.40 \$71,302.40 \$38.60 \$3,088.00 \$80,288.00 \$43.52	\$27.24 \$2,179.20 \$56,659.20 15 \$30.70 \$2,456.00 \$63,856.00 27 \$34.61 \$2,768.80 \$71,988.80 39 \$38.99 \$3,119.20 \$81,099.20	\$27.54 \$2,203.20 \$57,283.20 16 \$31.03 \$2,482.40 \$64,542.40 28 \$34.96 \$2,796.80 \$72,716.80 40 \$39.40 \$3,152.00 \$81,952.00	\$27.81 \$2,224.80 \$57,844.80 17 \$31.34 \$2,507.20 \$65,187.20 29 \$35.31 \$2,824.80 \$73,444.80 41 \$39.77 \$3,181.60 \$82,721.60	\$28.10 \$2,248.00 \$58,448.00 18 \$31.65 \$2,532.00 \$65,832.00 30 \$35.66 \$2,852.80 \$74,172.80 42 \$40.18 \$3,214.40 \$83,574.40	\$28.36 \$2,268.80 \$58,988.80 19 \$31.96 \$2,556.80 \$66,476.80 31 \$36.02 \$2,881.60 \$74,921.60 43 \$40.59 \$3,247.20 \$84,427.20	\$28.67 \$2,293.60 \$59,633.60 20 \$32.30 \$2,584.00 \$67,184.00 32 \$36.39 \$2,911.20 \$75,691.20 44 \$40.98 \$3,278.40	\$28.93 \$2,314.40 \$60,174.40 21 \$32.60 \$2,608.00 \$67,808.00 33 \$36.74 \$2,939.20 \$76,419.20 45 \$41.37 \$3,309.60	\$29.22 \$2,337.60 \$60,777.60 22 \$32.95 \$2,636.00 \$68,536.00 34 \$37.11 \$2,968.80 \$77,188.80 46 \$41.80 \$3,344.00	\$29.53 \$2,362.40 \$61,422.40 23 \$33.25 \$2,660.00 \$69,160.00 35 \$37.48 \$2,998.40 \$77,958.40 47 \$42.22 \$3,377.60	\$29.82 \$2,385.60 \$62,025.60 24 \$33.60 \$2,688.00 \$69,888.00 36 \$37.85 \$3,028.00 \$78,728.00 48 \$42.64 \$3,411.20

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$29.22	\$29.53	\$29.82	\$30.13	\$30.41	\$30.70	\$31.03	\$31.34	\$31.65	\$31.96	\$32.30	\$32.60
Biweekly	\$2,337.60	\$2,362.40	\$2,385.60	\$2,410.40	\$2,432.80	\$2,456.00	\$2,482.40	\$2,507.20	\$2,532.00	\$2,556.80	\$2,584.00	\$2,608.00
Annually	\$60,777.60	\$61,422.40	\$62,025.60	\$62,670.40	\$63,252.80	\$63,856.00	\$64,542.40	\$65,187.20	\$65,832.00	\$66,476.80	\$67,184.00	\$67,808.00
		, . ,			, ,	,	, - ,-		, ,		,	, - ,
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$32.95	\$33.25	\$33.60	\$33.95	\$34.28	\$34.61	\$34.96	\$35.31	\$35.66	\$36.02	\$36.39	\$36.74
Biweekly	\$2,636.00	\$2,660.00	\$2,688.00	\$2,716.00	\$2,742.40	\$2,768.80	\$2,796.80	\$2,824.80	\$2,852.80	\$2,881.60	\$2,911.20	\$2,939.20
Annually	\$68,536.00	\$69,160.00	\$69,888.00	\$70,616.00	\$71,302.40	\$71,988.80	\$72,716.80	\$73,444.80	\$74,172.80	\$74,921.60	\$75,691.20	\$76,419.20
,aa,	\$00,550.00	303,100.00	\$05,000.00	370,010.00	37 1,302.10	371,300.00	\$72,710.00	373,111.00	37 1,172.00	37 1,321.00	373,031.20	370,113.20
Steps												20
	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$37.11	\$37.48	\$37.85	\$38.23	\$38.60	\$38.99	\$39.40	\$39.77	\$40.18	\$40.59	\$40.98	\$41.37
Biweekly	\$2,968.80	\$2,998.40	\$3,028.00	\$3,058.40	\$3,088.00	\$3,119.20	\$3,152.00	\$3,181.60	\$3,214.40	\$3,247.20	\$3,278.40	\$3,309.60
Annually	\$77,188.80	\$77,958.40	\$78,728.00	\$79,518.40	\$80,288.00	\$81,099.20	\$81,952.00	\$82,721.60	\$83,574.40	\$84,427.20	\$85,238.40	\$86,049.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$41.80	\$42.22	\$42.64	\$43.06	\$43.52	\$43.92	\$44.39	\$44.84	\$45.29	\$45.74	\$46.19	\$46.65
Biweekly	\$3,344.00	\$3,377.60	\$3,411.20	\$3,444.80	\$3,481.60	\$3,513.60	\$3,551.20	\$3,587.20	\$3,623.20	\$3,659.20	\$3,695.20	\$3,732.00
Annually	\$86,944.00	\$87,817.60	\$88,691.20	\$89,564.80	\$90,521.60	\$91,353.60	\$92,331.20	\$93,267.20	\$94,203.20	\$95,139.20	\$96,075.20	\$97,032.00
Steps	49	50	51	52	53	54	55					
Hourly	\$47.12	\$47.59	\$48.07	\$48.55	\$49.05	\$49.54	\$50.01					
Biweekly	\$3,769.60	\$3,807.20	\$3,845.60	\$3,884.00	\$3,924.00	\$3,963.20	\$4,000.80					
Annually	\$98,009.60	\$98,987.20	\$99,985.60	\$100,984.00	\$102,024.00	\$103,043.20	\$104,020.80					
,aa,	\$50,005.00	\$30,307.20	\$55,505.00	3100,301.00	J102,02 1.00	J105,0 15.20	010 1,020.00					
C"-4- 90												
Grade ou												
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$31.65	\$31.96	\$32.30	\$32.60	\$32.95	\$33.25	\$33.60	\$33.95	\$34.28	\$34.61	\$34.96	\$35.31
Steps		_	-	-	_		-		-			
Steps Hourly	\$31.65	\$31.96	\$32.30	\$32.60	\$32.95	\$33.25	\$33.60	\$33.95	\$34.28	\$34.61	\$34.96	\$35.31
Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00	\$31.96 \$2,556.80 \$66,476.80	\$32.30 \$2,584.00 \$67,184.00	\$32.60 \$2,608.00 \$67,808.00	\$32.95 \$2,636.00 \$68,536.00	\$33.25 \$2,660.00 \$69,160.00	\$33.60 \$2,688.00 \$69,888.00	\$33.95 \$2,716.00 \$70,616.00	\$34.28 \$2,742.40 \$71,302.40	\$34.61 \$2,768.80 \$71,988.80	\$34.96 \$2,796.80 \$72,716.80	\$35.31 \$2,824.80 \$73,444.80
Steps Hourly Biweekly Annually Steps	\$31.65 \$2,532.00 \$65,832.00	\$31.96 \$2,556.80 \$66,476.80	\$32.30 \$2,584.00 \$67,184.00	\$32.60 \$2,608.00 \$67,808.00	\$32.95 \$2,636.00 \$68,536.00	\$33.25 \$2,660.00 \$69,160.00	\$33.60 \$2,688.00 \$69,888.00	\$33.95 \$2,716.00 \$70,616.00	\$34.28 \$2,742.40 \$71,302.40	\$34.61 \$2,768.80 \$71,988.80	\$34.96 \$2,796.80 \$72,716.80	\$35.31 \$2,824.80 \$73,444.80
Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00	\$31.96 \$2,556.80 \$66,476.80	\$32.30 \$2,584.00 \$67,184.00	\$32.60 \$2,608.00 \$67,808.00	\$32.95 \$2,636.00 \$68,536.00	\$33.25 \$2,660.00 \$69,160.00	\$33.60 \$2,688.00 \$69,888.00	\$33.95 \$2,716.00 \$70,616.00	\$34.28 \$2,742.40 \$71,302.40	\$34.61 \$2,768.80 \$71,988.80	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40	\$35.31 \$2,824.80 \$73,444.80
Steps Hourly Biweekly Annually Steps	\$31.65 \$2,532.00 \$65,832.00	\$31.96 \$2,556.80 \$66,476.80	\$32.30 \$2,584.00 \$67,184.00	\$32.60 \$2,608.00 \$67,808.00	\$32.95 \$2,636.00 \$68,536.00	\$33.25 \$2,660.00 \$69,160.00	\$33.60 \$2,688.00 \$69,888.00	\$33.95 \$2,716.00 \$70,616.00	\$34.28 \$2,742.40 \$71,302.40	\$34.61 \$2,768.80 \$71,988.80	\$34.96 \$2,796.80 \$72,716.80	\$35.31 \$2,824.80 \$73,444.80
Steps Hourly Biweekly Annually Steps Hourly	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02	\$32.30 \$2,584.00 \$67,184.00 15 \$36.39	\$32.60 \$2,608.00 \$67,808.00 16 \$36.74	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48	\$33.60 \$2,688.00 \$69,888.00 19 \$37.85	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66 \$2,852.80	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60	\$32.30 \$2,584.00 \$67,184.00 15 \$36.39 \$2,911.20	\$32.60 \$2,608.00 \$67,808.00 16 \$36.74 \$2,939.20	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11 \$2,968.80	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40	\$33.60 \$2,688.00 \$69,888.00 19 \$37.85 \$3,028.00	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66 \$2,852.80	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60	\$32.30 \$2,584.00 \$67,184.00 15 \$36.39 \$2,911.20	\$32.60 \$2,608.00 \$67,808.00 16 \$36.74 \$2,939.20	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11 \$2,968.80	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40	\$33.60 \$2,688.00 \$69,888.00 19 \$37.85 \$3,028.00 \$78,728.00	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66 \$2,852.80 \$74,172.80	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60	\$32.30 \$2,584.00 \$67,184.00 15 \$36.39 \$2,911.20 \$75,691.20	\$32.60 \$2,608.00 \$67,808.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11 \$2,968.80 \$77,188.80	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40	\$33.60 \$2,688.00 \$69,888.00 19 \$37.85 \$3,028.00 \$78,728.00	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66 \$2,852.80 \$74,172.80 25 \$40.18	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59	\$32.30 \$2,584.00 \$67,184.00 \$15 \$36.39 \$2,911.20 \$75,691.20 27 \$40.98	\$32.60 \$2,608.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11 \$2,968.80 \$77,188.80 29 \$41.80	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22	\$33.60 \$2,688.00 \$69,888.00 19 \$37.85 \$3,028.00 \$78,728.00	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66 \$2,852.80 \$74,172.80 25 \$40.18 \$3,214.40	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59 \$3,247.20	\$32.30 \$2,584.00 \$67,184.00 15 \$36.39 \$2,911.20 \$75,691.20 27 \$40.98 \$3,278.40	\$32.60 \$2,608.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20 28 \$41.37 \$3,309.60	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11 \$2,968.80 \$77,188.80 29 \$41.80 \$3,344.00	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22 \$3,377.60	\$33.60 \$2,688.00 \$69,888.00 \$19 \$37.85 \$3,028.00 \$78,728.00 \$31 \$42.64 \$3,411.20	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06 \$3,444.80	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00 33 \$43.52 \$3,481.60	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20 34 \$43.92 \$3,513.60	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39 \$3,551.20	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.84 \$3,587.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66 \$2,852.80 \$74,172.80 25 \$40.18	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59	\$32.30 \$2,584.00 \$67,184.00 \$15 \$36.39 \$2,911.20 \$75,691.20 27 \$40.98	\$32.60 \$2,608.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11 \$2,968.80 \$77,188.80 29 \$41.80	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22	\$33.60 \$2,688.00 \$69,888.00 19 \$37.85 \$3,028.00 \$78,728.00	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66 \$2,852.80 \$74,172.80 25 \$40.18 \$3,214.40 \$83,574.40	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59 \$3,247.20 \$84,427.20	\$32.30 \$2,584.00 \$67,184.00 15 \$36.39 \$2,911.20 \$75,691.20 27 \$40.98 \$3,278.40 \$85,238.40	\$32.60 \$2,608.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20 28 \$41.37 \$3,309.60 \$86,049.60	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11 \$2,968.80 \$77,188.80 29 \$41.80 \$3,344.00 \$86,944.00	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22 \$3,377.60 \$87,817.60	\$33.60 \$2,688.00 \$69,888.00 \$19 \$37.85 \$3,028.00 \$78,728.00 \$1 \$42.64 \$3,411.20 \$88,691.20	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06 \$3,444.80 \$89,564.80	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00 33 \$43.52 \$3,481.60 \$90,521.60	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20 34 \$43.92 \$3,513.60 \$91,353.60	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39 \$3,551.20 \$92,331.20	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.84 \$3,587.20 \$93,267.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66 \$2,852.80 \$74,172.80 25 \$40.18 \$3,214.40 \$83,574.40	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59 \$3,247.20 \$84,427.20	\$32.30 \$2,584.00 \$67,184.00 15 \$36.39 \$2,911.20 \$75,691.20 27 \$40.98 \$3,278.40 \$85,238.40	\$32.60 \$2,608.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20 28 \$41.37 \$3,309.60 \$86,049.60	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11 \$2,968.80 \$77,188.80 29 \$41.80 \$3,344.00 \$86,944.00	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22 \$3,377.60 \$87,817.60	\$33.60 \$2,688.00 \$69,888.00 \$19 \$37.85 \$3,028.00 \$78,728.00 \$11 \$42.64 \$3,411.20 \$88,691.20	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06 \$3,444.80 \$89,564.80	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00 33 \$43.52 \$3,481.60 \$90,521.60	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20 34 \$43.92 \$3,513.60 \$91,353.60	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39 \$3,551.20 \$92,331.20	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.84 \$3,587.20 \$93,267.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66 \$2,852.80 \$74,172.80 25 \$40.18 \$3,214.40 \$83,574.40	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59 \$3,247.20 \$84,427.20	\$32.30 \$2,584.00 \$67,184.00 15 \$36.39 \$2,911.20 \$75,691.20 27 \$40.98 \$3,278.40 \$85,238.40	\$32.60 \$2,608.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20 28 \$41.37 \$3,309.60 \$86,049.60	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11 \$2,968.80 \$77,188.80 29 \$41.80 \$3,344.00 \$86,944.00	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22 \$3,377.60 \$87,817.60	\$33.60 \$2,688.00 \$69,888.00 \$19 \$37.85 \$3,028.00 \$78,728.00 \$42.64 \$3,411.20 \$88,691.20	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06 \$3,444.80 \$89,564.80	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00 33 \$43.52 \$3,481.60 \$90,521.60	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20 34 \$43.92 \$3,513.60 \$91,353.60	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39 \$3,551.20 \$92,331.20	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.84 \$3,587.20 \$93,267.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00 \$13 \$35.66 \$2,852.80 \$74,172.80 \$40.18 \$3,214.40 \$83,574.40 \$45.29 \$3,623.20	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59 \$3,247.20 \$84,427.20 38 \$45.74 \$3,659.20	\$32.30 \$2,584.00 \$67,184.00 15 \$36.39 \$2,911.20 \$75,691.20 27 \$40.98 \$3,278.40 \$85,238.40 39 \$46.19 \$3,695.20	\$32.60 \$2,608.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20 28 \$41.37 \$3,309.60 \$86,049.60 40 \$46.65 \$3,732.00	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11 \$2,968.80 \$77,188.80 29 \$41.80 \$3,344.00 \$86,944.00 41 \$47.12 \$3,769.60	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22 \$3,377.60 \$87,817.60 42 \$47.59 \$3,807.20	\$33.60 \$2,688.00 \$69,888.00 \$19 \$37.85 \$3,028.00 \$78,728.00 \$42.64 \$3,411.20 \$88,691.20 \$48.07 \$3,845.60	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06 \$3,444.80 \$89,564.80 44 \$48.55 \$3,884.00	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00 33 \$43.52 \$3,481.60 \$90,521.60 45 \$49.05 \$3,924.00	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20 34 \$43.92 \$3,513.60 \$91,353.60 46 \$49.54 \$3,963.20	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39 \$3,551.20 \$92,331.20 47 \$50.01 \$4,000.80	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.84 \$3,587.20 \$93,267.20 48 \$50.53 \$4,042.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66 \$2,852.80 \$74,172.80 25 \$40.18 \$3,214.40 \$83,574.40	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59 \$3,247.20 \$84,427.20	\$32.30 \$2,584.00 \$67,184.00 15 \$36.39 \$2,911.20 \$75,691.20 27 \$40.98 \$3,278.40 \$85,238.40	\$32.60 \$2,608.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20 28 \$41.37 \$3,309.60 \$86,049.60	\$32.95 \$2,636.00 \$68,536.00 17 \$37.11 \$2,968.80 \$77,188.80 29 \$41.80 \$3,344.00 \$86,944.00	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22 \$3,377.60 \$87,817.60	\$33.60 \$2,688.00 \$69,888.00 \$19 \$37.85 \$3,028.00 \$78,728.00 \$42.64 \$3,411.20 \$88,691.20	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06 \$3,444.80 \$89,564.80	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00 33 \$43.52 \$3,481.60 \$90,521.60	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20 34 \$43.92 \$3,513.60 \$91,353.60	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39 \$3,551.20 \$92,331.20	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.84 \$3,587.20 \$93,267.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00 \$13 \$35.66 \$2,852.80 \$74,172.80 \$40.18 \$3,214.40 \$83,574.40 \$45.29 \$3,623.20 \$94,203.20	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59 \$3,247.20 \$84,427.20 \$84,427.20	\$32.30 \$2,584.00 \$67,184.00 \$15 \$36.39 \$2,911.20 \$75,691.20 \$75,691.20 \$27 \$40.98 \$3,278.40 \$85,238.40 \$46.19 \$3,695.20 \$96,075.20	\$32.60 \$2,608.00 \$67,808.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20 28 \$41.37 \$3,309.60 \$86,049.60 40 \$46.65 \$3,732.00 \$97,032.00	\$32.95 \$2,636.00 \$68,536.00 \$17 \$37.11 \$2,968.80 \$77,188.80 \$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22 \$3,377.60 \$87,817.60 \$47.59 \$3,807.20 \$98,987.20	\$33.60 \$2,688.00 \$69,888.00 \$19 \$37.85 \$3,028.00 \$78,728.00 \$31 \$42.64 \$3,411.20 \$88,691.20 \$43 \$48.07 \$3,845.60 \$99,985.60	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06 \$3,444.80 \$89,564.80 44 \$48.55 \$3,884.00	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00 33 \$43.52 \$3,481.60 \$90,521.60 45 \$49.05 \$3,924.00	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20 34 \$43.92 \$3,513.60 \$91,353.60 46 \$49.54 \$3,963.20	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39 \$3,551.20 \$92,331.20 47 \$50.01 \$4,000.80	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.84 \$3,587.20 \$93,267.20 48 \$50.53 \$4,042.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$31.65 \$2,532.00 \$65,832.00 \$13 \$35.66 \$2,852.80 \$74,172.80 \$40.18 \$3,214.40 \$83,574.40 \$45.29 \$3,623.20 \$94,203.20	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59 \$3,247.20 \$84,427.20 38 \$45.74 \$3,659.20 \$95,139.20	\$32.30 \$2,584.00 \$67,184.00 15 \$36.39 \$2,911.20 \$75,691.20 27 \$40.98 \$3,278.40 \$85,238.40 39 \$46.19 \$3,695.20 \$96,075.20	\$32.60 \$2,608.00 \$67,808.00 \$16 \$36.74 \$2,939.20 \$76,419.20 \$41.37 \$3,309.60 \$86,049.60 \$46.65 \$3,732.00 \$97,032.00	\$32.95 \$2,636.00 \$68,536.00 \$17 \$37.11 \$2,968.80 \$77,188.80 \$29 \$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22 \$3,377.60 \$87,817.60 42 \$47.59 \$3,807.20 \$98,987.20	\$33.60 \$2,688.00 \$69,888.00 \$19 \$37.85 \$3,028.00 \$78,728.00 \$42.64 \$3,411.20 \$88,691.20 \$48.07 \$3,845.60 \$99,985.60	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06 \$3,444.80 \$89,564.80 44 \$48.55 \$3,884.00	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00 33 \$43.52 \$3,481.60 \$90,521.60 45 \$49.05 \$3,924.00	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20 34 \$43.92 \$3,513.60 \$91,353.60 46 \$49.54 \$3,963.20	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39 \$3,551.20 \$92,331.20 47 \$50.01 \$4,000.80	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.84 \$3,587.20 \$93,267.20 48 \$50.53 \$4,042.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00 \$13 \$35.66 \$2,852.80 \$74,172.80 25 \$40.18 \$3,214.40 \$83,574.40 37 \$45.29 \$3,623.20 \$94,203.20	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59 \$3,247.20 \$84,427.20 \$84,427.20 \$95,139.20 \$50 \$51.53	\$32.30 \$2,584.00 \$67,184.00 \$15 \$36.39 \$2,911.20 \$75,691.20 \$75,691.20 \$40.98 \$3,278.40 \$85,238.40 \$85,238.40 \$46.19 \$3,695.20 \$96,075.20	\$32.60 \$2,608.00 \$67,808.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20 28 \$41.37 \$3,309.60 \$86,049.60 40 \$46.65 \$3,732.00 \$97,032.00	\$32.95 \$2,636.00 \$68,536.00 \$17 \$37.11 \$2,968.80 \$77,188.80 \$29 \$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 \$33 \$53.10	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22 \$3,377.60 \$87,817.60 42 \$47.59 \$3,807.20 \$98,987.20	\$33.60 \$2,688.00 \$69,888.00 \$19 \$37.85 \$3,028.00 \$78,728.00 \$3,411.20 \$88,691.20 \$48.07 \$3,845.60 \$99,985.60	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06 \$3,444.80 \$89,564.80 44 \$48.55 \$3,884.00	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00 33 \$43.52 \$3,481.60 \$90,521.60 45 \$49.05 \$3,924.00	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20 34 \$43.92 \$3,513.60 \$91,353.60 46 \$49.54 \$3,963.20	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39 \$3,551.20 \$92,331.20 47 \$50.01 \$4,000.80	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.84 \$3,587.20 \$93,267.20 48 \$50.53 \$4,042.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00 13 \$35.66 \$2,852.80 \$74,172.80 25 \$40.18 \$3,214.40 \$83,574.40 37 \$45.29 \$3,623.20 \$94,203.20 49 \$51.01 \$4,080.80	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59 \$3,247.20 \$84,427.20 \$84,427.20 \$95,139.20 50 \$51.53 \$4,122.40	\$32.30 \$2,584.00 \$67,184.00 \$15 \$36.39 \$2,911.20 \$75,691.20 \$75,691.20 \$40.98 \$3,278.40 \$85,238.40 \$85,238.40 \$96,075.20 \$96,075.20	\$32.60 \$2,608.00 \$67,808.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20 28 \$41.37 \$3,309.60 \$86,049.60 40 \$46.65 \$3,732.00 \$97,032.00 52 \$52.58 \$4,206.40	\$32.95 \$2,636.00 \$68,536.00 \$17 \$37.11 \$2,968.80 \$77,188.80 \$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 \$53 \$53.10 \$4,248.00	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22 \$3,377.60 \$87,817.60 42 \$47.59 \$3,807.20 \$98,987.20 \$98,987.20	\$33.60 \$2,688.00 \$69,888.00 \$19 \$37.85 \$3,028.00 \$78,728.00 \$42.64 \$3,411.20 \$88,691.20 \$48.07 \$3,845.60 \$99,985.60 \$54.18 \$4,334.40	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06 \$3,444.80 \$89,564.80 44 \$48.55 \$3,884.00	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00 33 \$43.52 \$3,481.60 \$90,521.60 45 \$49.05 \$3,924.00	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20 34 \$43.92 \$3,513.60 \$91,353.60 46 \$49.54 \$3,963.20	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39 \$3,551.20 \$92,331.20 47 \$50.01 \$4,000.80	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.84 \$3,587.20 \$93,267.20 48 \$50.53 \$4,042.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00 \$13 \$35.66 \$2,852.80 \$74,172.80 25 \$40.18 \$3,214.40 \$83,574.40 37 \$45.29 \$3,623.20 \$94,203.20	\$31.96 \$2,556.80 \$66,476.80 14 \$36.02 \$2,881.60 \$74,921.60 26 \$40.59 \$3,247.20 \$84,427.20 \$84,427.20 \$95,139.20 \$50 \$51.53	\$32.30 \$2,584.00 \$67,184.00 \$15 \$36.39 \$2,911.20 \$75,691.20 \$75,691.20 \$40.98 \$3,278.40 \$85,238.40 \$85,238.40 \$46.19 \$3,695.20 \$96,075.20	\$32.60 \$2,608.00 \$67,808.00 \$67,808.00 16 \$36.74 \$2,939.20 \$76,419.20 28 \$41.37 \$3,309.60 \$86,049.60 40 \$46.65 \$3,732.00 \$97,032.00	\$32.95 \$2,636.00 \$68,536.00 \$17 \$37.11 \$2,968.80 \$77,188.80 \$29 \$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 \$33 \$53.10	\$33.25 \$2,660.00 \$69,160.00 18 \$37.48 \$2,998.40 \$77,958.40 30 \$42.22 \$3,377.60 \$87,817.60 42 \$47.59 \$3,807.20 \$98,987.20	\$33.60 \$2,688.00 \$69,888.00 \$19 \$37.85 \$3,028.00 \$78,728.00 \$3,411.20 \$88,691.20 \$48.07 \$3,845.60 \$99,985.60	\$33.95 \$2,716.00 \$70,616.00 20 \$38.23 \$3,058.40 \$79,518.40 32 \$43.06 \$3,444.80 \$89,564.80 44 \$48.55 \$3,884.00	\$34.28 \$2,742.40 \$71,302.40 21 \$38.60 \$3,088.00 \$80,288.00 33 \$43.52 \$3,481.60 \$90,521.60 45 \$49.05 \$3,924.00	\$34.61 \$2,768.80 \$71,988.80 22 \$38.99 \$3,119.20 \$81,099.20 34 \$43.92 \$3,513.60 \$91,353.60 46 \$49.54 \$3,963.20	\$34.96 \$2,796.80 \$72,716.80 23 \$39.40 \$3,152.00 \$81,952.00 35 \$44.39 \$3,551.20 \$92,331.20 47 \$50.01 \$4,000.80	\$35.31 \$2,824.80 \$73,444.80 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.84 \$3,587.20 \$93,267.20 48 \$50.53 \$4,042.40

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$34.61	\$34.96	\$35.31	\$35.66	\$36.02	\$36.39	\$36.74	\$37.11	\$37.48	\$37.85	\$38.23	\$38.60
Biweekly	\$2,768.80	\$2,796.80	\$2,824.80	\$2,852.80	\$2,881.60	\$2,911.20	\$2,939.20	\$2,968.80	\$2,998.40	\$3,028.00	\$3,058.40	\$3,088.00
Annually	\$71,988.80	\$72,716.80	\$73,444.80	\$74,172.80	\$74,921.60	\$75,691.20	\$76,419.20	\$77,188.80	\$77,958.40	\$78,728.00	\$79,518.40	\$80,288.00
Ailliually	\$71,566.60	\$72,710.80	\$73,444.00	\$74,172.00	\$74,921.00	\$75,091.20	\$70,419.20	\$77,188.80	\$77,536.40	\$76,726.00	\$75,516.40	300,288.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$38.99	\$39.40	\$39.77	\$40.18	\$40.59	\$40.98	\$41.37	\$41.80	\$42.22	\$42.64	\$43.06	\$43.52
Biweekly	\$3,119.20	\$3,152.00	\$3,181.60	\$3,214.40	\$3,247.20	\$3,278.40	\$3,309.60	\$3,344.00	\$3,377.60	\$3,411.20	\$3,444.80	\$3,481.60
Annually	\$81,099.20	\$81,952.00	\$82,721.60	\$83,574.40	\$84,427.20	\$85,238.40	\$86,049.60	\$86,944.00	\$87,817.60	\$88,691.20	\$89,564.80	\$90,521.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$43.92	\$44.39	\$44.84	\$45.29	\$45.74	\$46.19	\$46.65	\$47.12	\$47.59	\$48.07	\$48.55	\$49.05
Biweekly	\$3,513.60	\$3,551.20	\$3,587.20	\$3,623.20	\$3,659.20	\$3,695.20	\$3,732.00	\$3,769.60	\$3,807.20	\$3,845.60	\$3,884.00	\$3,924.00
Annually	\$91,353.60	\$92,331.20	\$93,267.20	\$94,203.20	\$95,139.20	\$96,075.20	\$97,032.00	\$98,009.60	\$98,987.20	\$99,985.60	\$100,984.00	\$102,024.00
7 	432,030.00	432,332.23	\$50,207.120	43 1,200120	\$35,153.2 0	\$30,073.20	037,002.00	\$30,003.00	\$50,507.20	\$33,303.00	V200,5000	0102,020
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$49.54	\$50.01	\$50.53	\$51.01	\$51.53	\$52.03	\$52.58	\$53.10	\$53.62	\$54.18	\$54.71	\$55.26
Biweekly	\$3,963.20	\$4,000.80	\$4,042.40	\$4,080.80	\$4,122.40	\$4,162.40	\$4,206.40	\$4,248.00	\$4,289.60	\$4,334.40	\$4,376.80	\$4,420.80
Annually	\$103,043.20	\$104,020.80	\$105,102.40	\$106,100.80	\$107,182.40	\$108,222.40	\$109,366.40	\$110,448.00	\$111,529.60	\$112,694.40	\$113,796.80	\$114,940.80
Steps	49	50	51	52	53	54	55					
Hourly	\$55.81	\$56.38	\$56.93	\$57.48	\$58.08	\$58.64	\$59.23					
Biweekly	\$4,464.80	\$4,510.40	\$4,554.40	\$4,598.40	\$4,646.40	\$4,691.20	\$4,738.40					
Annually	\$116,084.80	\$117,270.40	\$118,414.40	\$119,558.40	\$120,806.40	\$121,971.20	\$123,198.40					
•												
~ · - · l - O ?												
Grade oz												
Grade 82			•		_		_		•	10	44	42
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$38.99	\$39.40	\$39.77	\$40.18	\$40.59	\$40.98	\$41.37	\$41.80	\$42.22	\$42.64	\$43.06	\$43.52
Steps	_	_	-	-	_			_	-			
Steps Hourly	\$38.99	\$39.40	\$39.77	\$40.18	\$40.59	\$40.98	\$41.37	\$41.80	\$42.22	\$42.64	\$43.06	\$43.52
Steps Hourly Biweekly Annually	\$38.99 \$3,119.20 \$81,099.20	\$39.40 \$3,152.00 \$81,952.00	\$39.77 \$3,181.60 \$82,721.60	\$40.18 \$3,214.40 \$83,574.40	\$40.59 \$3,247.20 \$84,427.20	\$40.98 \$3,278.40 \$85,238.40	\$41.37 \$3,309.60 \$86,049.60	\$41.80 \$3,344.00 \$86,944.00	\$42.22 \$3,377.60 \$87,817.60	\$42.64 \$3,411.20 \$88,691.20	\$43.06 \$3,444.80 \$89,564.80	\$43.52 \$3,481.60 \$90,521.60
Steps Hourly Biweekly	\$38.99 \$3,119.20	\$39.40 \$3,152.00	\$39.77 \$3,181.60	\$40.18 \$3,214.40	\$40.59 \$3,247.20	\$40.98 \$3,278.40	\$41.37 \$3,309.60	\$41.80 \$3,344.00	\$42.22 \$3,377.60	\$42.64 \$3,411.20	\$43.06 \$3,444.80	\$43.52 \$3,481.60
Steps Hourly Biweekly Annually	\$38.99 \$3,119.20 \$81,099.20	\$39.40 \$3,152.00 \$81,952.00	\$39.77 \$3,181.60 \$82,721.60	\$40.18 \$3,214.40 \$83,574.40	\$40.59 \$3,247.20 \$84,427.20	\$40.98 \$3,278.40 \$85,238.40	\$41.37 \$3,309.60 \$86,049.60	\$41.80 \$3,344.00 \$86,944.00	\$42.22 \$3,377.60 \$87,817.60	\$42.64 \$3,411.20 \$88,691.20	\$43.06 \$3,444.80 \$89,564.80	\$43.52 \$3,481.60 \$90,521.60
Steps Hourly Biweekly Annually Steps Hourly	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65	\$41.80 \$3,344.00 \$86,944.00 20 \$47.12	\$42.22 \$3,377.60 \$87,817.60 21 \$47.59	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55	\$43.52 \$3,481.60 \$90,521.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74 \$3,659.20	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00	\$41.80 \$3,344.00 \$86,944.00 20 \$47.12 \$3,769.60	\$42.22 \$3,377.60 \$87,817.60 21 \$47.59 \$3,807.20	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00
Steps Hourly Biweekly Annually Steps Hourly	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65	\$41.80 \$3,344.00 \$86,944.00 20 \$47.12	\$42.22 \$3,377.60 \$87,817.60 21 \$47.59	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20 \$92,331.20	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74 \$3,659.20 \$95,139.20	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 20 \$47.12 \$3,769.60 \$98,009.60	\$42.22 \$3,377.60 \$87,817.60 21 \$47.59 \$3,807.20 \$98,987.20	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20 \$92,331.20	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74 \$3,659.20 \$95,139.20	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 20 \$47.12 \$3,769.60 \$98,009.60	\$42.22 \$3,377.60 \$87,817.60 21 \$47.59 \$3,807.20 \$98,987.20	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20 \$92,331.20	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74 \$3,659.20 \$95,139.20 29 \$51.53	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 20 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10	\$42.22 \$3,377.60 \$87,817.60 \$47.59 \$3,807.20 \$98,987.20 \$33 \$53.62	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20 \$92,331.20 26 \$50.01 \$4,000.80	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74 \$3,659.20 \$95,139.20 29 \$51.53 \$4,122.40	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40	\$41.80 \$3,344.00 \$86,944.00 20 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00	\$42.22 \$3,377.60 \$87,817.60 21 \$47.59 \$3,807.20 \$98,987.20 33 \$53.62 \$4,289.60	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20 \$92,331.20	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74 \$3,659.20 \$95,139.20 29 \$51.53	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 20 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10	\$42.22 \$3,377.60 \$87,817.60 \$47.59 \$3,807.20 \$98,987.20 \$33 \$53.62	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20 \$103,043.20	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20 \$92,331.20 26 \$50.01 \$4,000.80 \$104,020.80	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40 \$105,102.40	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80 \$106,100.80	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74 \$3,659.20 \$95,139.20 29 \$51.53 \$4,122.40 \$107,182.40	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40 \$108,222.40	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40 \$109,366.40	\$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00 \$110,448.00	\$42.22 \$3,377.60 \$87,817.60 \$47.59 \$3,807.20 \$98,987.20 \$33 \$53.62 \$4,289.60 \$111,529.60	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40 \$112,694.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80 \$113,796.80	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80 \$114,940.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20 \$103,043.20	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20 \$92,331.20 26 \$50.01 \$4,000.80 \$104,020.80	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40 \$105,102.40	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80 \$106,100.80	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74 \$3,659.20 \$95,139.20 29 \$51.53 \$4,122.40 \$107,182.40	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40 \$108,222.40	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40 \$109,366.40	\$41.80 \$3,344.00 \$86,944.00 20 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00 \$110,448.00	\$42.22 \$3,377.60 \$87,817.60 21 \$47.59 \$3,807.20 \$98,987.20 33 \$53.62 \$4,289.60 \$111,529.60	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40 \$112,694.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80 \$113,796.80	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80 \$114,940.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20 \$103,043.20	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20 \$92,331.20 26 \$50.01 \$4,000.80 \$104,020.80	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40 \$105,102.40	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80 \$106,100.80	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74 \$3,659.20 \$95,139.20 29 \$51.53 \$4,122.40 \$107,182.40	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40 \$108,222.40	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40 \$109,366.40	\$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00 \$110,448.00	\$42.22 \$3,377.60 \$87,817.60 21 \$47.59 \$3,807.20 \$98,987.20 33 \$53.62 \$4,289.60 \$111,529.60	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40 \$112,694.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80 \$113,796.80	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80 \$114,940.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20 \$103,043.20	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20 \$92,331.20 26 \$50.01 \$4,000.80 \$104,020.80	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40 \$105,102.40	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80 \$106,100.80	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74 \$3,659.20 \$95,139.20 29 \$51.53 \$4,122.40 \$107,182.40	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40 \$108,222.40	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40 \$109,366.40	\$41.80 \$3,344.00 \$86,944.00 20 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00 \$110,448.00	\$42.22 \$3,377.60 \$87,817.60 21 \$47.59 \$3,807.20 \$98,987.20 33 \$53.62 \$4,289.60 \$111,529.60	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40 \$112,694.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80 \$113,796.80	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80 \$114,940.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20 \$103,043.20	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20 \$92,331.20 26 \$50.01 \$4,000.80 \$104,020.80	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40 \$105,102.40	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80 \$106,100.80	\$40.59 \$3,247.20 \$84,427.20 17 \$45.74 \$3,659.20 \$95,139.20 29 \$51.53 \$4,122.40 \$107,182.40	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40 \$108,222.40	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40 \$109,366.40	\$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00 \$110,448.00	\$42.22 \$3,377.60 \$87,817.60 21 \$47.59 \$3,807.20 \$98,987.20 33 \$53.62 \$4,289.60 \$111,529.60	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40 \$112,694.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80 \$113,796.80	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80 \$114,940.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20 \$103,043.20 37 \$55.81 \$4,464.80 \$116,084.80	\$39.40 \$3,152.00 \$81,952.00 \$44.39 \$3,551.20 \$92,331.20 \$50.01 \$4,000.80 \$104,020.80 \$56.38 \$4,510.40 \$117,270.40	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40 \$105,102.40 39 \$56.93 \$4,554.40 \$118,414.40	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80 \$106,100.80 40 \$57.48 \$4,598.40 \$119,558.40	\$40.59 \$3,247.20 \$84,427.20 \$17 \$45.74 \$3,659.20 \$95,139.20 \$95,139.20 \$107,182.40 \$107,182.40 \$107,182.40 \$107,182.40	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40 \$108,222.40 42 \$58.64 \$4,691.20 \$121,971.20	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40 \$109,366.40 43 \$59.23 \$4,738.40 \$123,198.40	\$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00 \$110,448.00	\$42.22 \$3,377.60 \$87,817.60 \$1.59 \$3,807.20 \$98,987.20 \$33 \$53.62 \$4,289.60 \$111,529.60 \$45 \$60.43 \$4,834.40	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40 \$112,694.40 46 \$61.03 \$4,882.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80 \$113,796.80 47 \$61.62 \$4,929.60	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80 \$114,940.80 48 \$62.27 \$4,981.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20 \$103,043.20 37 \$55.81 \$4,464.80	\$39.40 \$3,152.00 \$81,952.00 14 \$44.39 \$3,551.20 \$92,331.20 26 \$50.01 \$4,000.80 \$104,020.80 38 \$56.38 \$4,510.40	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40 \$105,102.40 39 \$56.93 \$4,554.40	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80 \$106,100.80 40 \$57.48 \$4,598.40	\$40.59 \$3,247.20 \$84,427.20 \$17 \$45.74 \$3,659.20 \$95,139.20 \$51.53 \$4,122.40 \$107,182.40 \$18.08 \$4,646.40	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40 \$108,222.40 42 \$58.64 \$4,691.20	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40 \$109,366.40 43 \$59.23 \$4,738.40	\$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00 \$110,448.00	\$42.22 \$3,377.60 \$87,817.60 \$1.59 \$3,807.20 \$98,987.20 \$33 \$53.62 \$4,289.60 \$111,529.60 \$45 \$60.43 \$4,834.40	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40 \$112,694.40 46 \$61.03 \$4,882.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80 \$113,796.80 47 \$61.62 \$4,929.60	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80 \$114,940.80 48 \$62.27 \$4,981.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20 \$103,043.20 37 \$55.81 \$4,464.80 \$116,084.80	\$39.40 \$3,152.00 \$81,952.00 \$1,952.00 \$44.39 \$3,551.20 \$92,331.20 \$26 \$50.01 \$4,000.80 \$104,020.80 \$104,020.80 \$104,020.80	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40 \$105,102.40 39 \$56.93 \$4,554.40 \$118,414.40	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80 \$106,100.80 40 \$57.48 \$4,598.40 \$119,558.40	\$40.59 \$3,247.20 \$84,427.20 \$17 \$45.74 \$3,659.20 \$95,139.20 \$51.53 \$4,122.40 \$107,182.40 \$120,806.40	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40 \$108,222.40 42 \$58.64 \$4,691.20 \$121,971.20	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40 \$109,366.40 43 \$59.23 \$4,738.40 \$123,198.40	\$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00 \$110,448.00	\$42.22 \$3,377.60 \$87,817.60 \$1.59 \$3,807.20 \$98,987.20 \$33 \$53.62 \$4,289.60 \$111,529.60 \$45 \$60.43 \$4,834.40	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40 \$112,694.40 46 \$61.03 \$4,882.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80 \$113,796.80 47 \$61.62 \$4,929.60	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80 \$114,940.80 48 \$62.27 \$4,981.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20 \$103,043.20 37 \$55.81 \$4,464.80 \$116,084.80	\$39.40 \$3,152.00 \$81,952.00 \$1,952.00 \$44.39 \$3,551.20 \$92,331.20 \$50.01 \$4,000.80 \$104,020.80 \$104,020.80 \$56.38 \$4,510.40 \$117,270.40	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40 \$105,102.40 39 \$56.93 \$4,554.40 \$118,414.40	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80 \$106,100.80 40 \$57.48 \$4,598.40 \$119,558.40 52 \$64.80	\$40.59 \$3,247.20 \$84,427.20 \$17 \$45.74 \$3,659.20 \$95,139.20 \$95,139.20 \$107,182.40 \$107,182.40 \$107,182.40 \$120,806.40	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40 \$108,222.40 42 \$58.64 \$4,691.20 \$121,971.20	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40 \$109,366.40 43 \$59.23 \$4,738.40 \$123,198.40	\$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00 \$110,448.00	\$42.22 \$3,377.60 \$87,817.60 \$1.59 \$3,807.20 \$98,987.20 \$33 \$53.62 \$4,289.60 \$111,529.60 \$45 \$60.43 \$4,834.40	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40 \$112,694.40 46 \$61.03 \$4,882.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80 \$113,796.80 47 \$61.62 \$4,929.60	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80 \$114,940.80 48 \$62.27 \$4,981.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20 \$103,043.20 37 \$55.81 \$4,464.80 \$116,084.80	\$39.40 \$3,152.00 \$81,952.00 \$1,952.00 \$44.39 \$3,551.20 \$92,331.20 \$26 \$50.01 \$4,000.80 \$104,020.80 \$104,020.80 \$56.38 \$4,510.40 \$117,270.40	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40 \$105,102.40 39 \$56.93 \$4,554.40 \$118,414.40 51 \$64.16 \$5,132.80	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80 \$106,100.80 40 \$57.48 \$4,598.40 \$119,558.40 52 \$64.80 \$5,184.00	\$40.59 \$3,247.20 \$84,427.20 \$84,427.20 17 \$45.74 \$3,659.20 \$95,139.20 29 \$51.53 \$4,122.40 \$107,182.40 41 \$58.08 \$4,646.40 \$120,806.40 53 \$65.45 \$5,236.00	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40 \$108,222.40 42 \$58.64 \$4,691.20 \$121,971.20 54 \$66.10 \$5,288.00	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40 \$109,366.40 43 \$59.23 \$4,738.40 \$123,198.40 55 \$66.75 \$5,340.00	\$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00 \$110,448.00	\$42.22 \$3,377.60 \$87,817.60 \$1.59 \$3,807.20 \$98,987.20 \$33 \$53.62 \$4,289.60 \$111,529.60 \$45 \$60.43 \$4,834.40	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40 \$112,694.40 46 \$61.03 \$4,882.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80 \$113,796.80 47 \$61.62 \$4,929.60	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80 \$114,940.80 48 \$62.27 \$4,981.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.99 \$3,119.20 \$81,099.20 13 \$43.92 \$3,513.60 \$91,353.60 25 \$49.54 \$3,963.20 \$103,043.20 37 \$55.81 \$4,464.80 \$116,084.80	\$39.40 \$3,152.00 \$81,952.00 \$1,952.00 \$44.39 \$3,551.20 \$92,331.20 \$50.01 \$4,000.80 \$104,020.80 \$104,020.80 \$56.38 \$4,510.40 \$117,270.40	\$39.77 \$3,181.60 \$82,721.60 15 \$44.84 \$3,587.20 \$93,267.20 27 \$50.53 \$4,042.40 \$105,102.40 39 \$56.93 \$4,554.40 \$118,414.40	\$40.18 \$3,214.40 \$83,574.40 16 \$45.29 \$3,623.20 \$94,203.20 28 \$51.01 \$4,080.80 \$106,100.80 40 \$57.48 \$4,598.40 \$119,558.40 52 \$64.80	\$40.59 \$3,247.20 \$84,427.20 \$17 \$45.74 \$3,659.20 \$95,139.20 \$95,139.20 \$107,182.40 \$107,182.40 \$107,182.40 \$120,806.40	\$40.98 \$3,278.40 \$85,238.40 18 \$46.19 \$3,695.20 \$96,075.20 30 \$52.03 \$4,162.40 \$108,222.40 42 \$58.64 \$4,691.20 \$121,971.20	\$41.37 \$3,309.60 \$86,049.60 19 \$46.65 \$3,732.00 \$97,032.00 31 \$52.58 \$4,206.40 \$109,366.40 43 \$59.23 \$4,738.40 \$123,198.40	\$41.80 \$3,344.00 \$86,944.00 \$47.12 \$3,769.60 \$98,009.60 32 \$53.10 \$4,248.00 \$110,448.00	\$42.22 \$3,377.60 \$87,817.60 \$1.59 \$3,807.20 \$98,987.20 \$33 \$53.62 \$4,289.60 \$111,529.60 \$45 \$60.43 \$4,834.40	\$42.64 \$3,411.20 \$88,691.20 22 \$48.07 \$3,845.60 \$99,985.60 34 \$54.18 \$4,334.40 \$112,694.40 46 \$61.03 \$4,882.40	\$43.06 \$3,444.80 \$89,564.80 23 \$48.55 \$3,884.00 \$100,984.00 35 \$54.71 \$4,376.80 \$113,796.80 47 \$61.62 \$4,929.60	\$43.52 \$3,481.60 \$90,521.60 24 \$49.05 \$3,924.00 \$102,024.00 36 \$55.26 \$4,420.80 \$114,940.80 48 \$62.27 \$4,981.60

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$43.92	\$44.39	\$44.84	\$45.29	\$45.74	\$46.19	\$46.65	\$47.12	\$47.59	\$48.07	\$48.55	\$49.05
Biweekly	\$3,513.60	\$3,551.20	\$3,587.20	\$3,623.20	\$3,659.20	\$3,695.20	\$3,732.00	\$3,769.60	\$3,807.20	\$3,845.60	\$3,884.00	\$3,924.00
Annually	\$91,353.60	\$92,331.20	\$93,267.20	\$94,203.20	\$95,139.20	\$96,075.20	\$97,032.00	\$98,009.60	\$98,987.20	\$99,985.60	\$100,984.00	\$102,024.00
Ailliually	\$31,333.00	\$52,331.20	\$93,207.20	334,203.20	393,139.20	330,073.20	397,032.00	\$38,003.00	330,307.20	\$33,365.00	\$100,564.00	\$102,024.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$49.54	\$50.01	\$50.53	\$51.01	\$51.53	\$52.03	\$52.58	\$53.10	\$53.62	\$54.18	\$54.71	\$55.26
Biweekly	\$3,963.20	\$4,000.80	\$4,042.40	\$4,080.80	\$4,122.40	\$4,162.40	\$4,206.40	\$4,248.00	\$4,289.60	\$4,334.40	\$4,376.80	\$4,420.80
Annually	\$103,043.20	\$104,020.80	\$105,102.40	\$106,100.80	\$107,182.40	\$108,222.40	\$109,366.40	\$110,448.00	\$111,529.60	\$112,694.40	\$113,796.80	\$114,940.80
C 1												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$55.81	\$56.38	\$56.93	\$57.48	\$58.08	\$58.64	\$59.23	\$59.84	\$60.43	\$61.03	\$61.62	\$62.27
Biweekly	\$4,464.80	\$4,510.40	\$4,554.40	\$4,598.40	\$4,646.40	\$4,691.20	\$4,738.40	\$4,787.20	\$4,834.40	\$4,882.40	\$4,929.60	\$4,981.60
Annually	\$116,084.80	\$117,270.40	\$118,414.40	\$119,558.40	\$120,806.40	\$121,971.20	\$123,198.40	\$124,467.20	\$125,694.40	\$126,942.40	\$128,169.60	\$129,521.60
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$62.88	\$63.52	\$64.16	\$64.80	\$65.45	\$66.10	\$66.75	\$67.43	\$68.09	\$68.78	\$69.46	\$70.15
Biweekly	\$5,030.40	\$5,081.60	\$5,132.80	\$5,184.00	\$5,236.00	\$5,288.00	\$5,340.00	\$5,394.40	\$5,447.20	\$5,502.40	\$5,556.80	\$5,612.00
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Annually	\$130,790.40	\$132,121.60	\$133,452.80	\$134,784.00	\$136,136.00	\$137,488.00	\$138,840.00	\$140,254.40	\$141,627.20	\$143,062.40	\$144,476.80	\$145,912.00
Steps	49	50	51	52	53	54	55					
•												
Hourly	\$70.85	\$71.58	\$72.29	\$73.01	\$73.73	\$74.48	\$75.23					
Biweekly	\$5,668.00	\$5,726.40	\$5,783.20	\$5,840.80	\$5,898.40	\$5,958.40	\$6,018.40					
Annually	\$147,368.00	\$148,886.40	\$150,363.20	\$151,860.80	\$153,358.40	\$154,918.40	\$156,478.40					
Grade 84												
	1	2	3	4	-	6	7	o	0	10	11	12
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$48.07	\$48.55	\$49.05	\$49.54	\$50.01	\$50.53	\$51.01	\$51.53	\$52.03	\$52.58	\$53.10	\$53.62
Steps Hourly Biweekly	\$48.07 \$3,845.60	\$48.55 \$3,884.00	\$49.05 \$3,924.00	\$49.54 \$3,963.20	\$50.01 \$4,000.80	\$50.53 \$4,042.40	\$51.01 \$4,080.80	\$51.53 \$4,122.40	\$52.03 \$4,162.40	\$52.58 \$4,206.40	\$53.10 \$4,248.00	\$53.62 \$4,289.60
Steps Hourly	\$48.07	\$48.55	\$49.05	\$49.54	\$50.01	\$50.53	\$51.01	\$51.53	\$52.03	\$52.58	\$53.10	\$53.62
Steps Hourly Biweekly Annually	\$48.07 \$3,845.60 \$99,985.60	\$48.55 \$3,884.00 \$100,984.00	\$49.05 \$3,924.00 \$102,024.00	\$49.54 \$3,963.20 \$103,043.20	\$50.01 \$4,000.80 \$104,020.80	\$50.53 \$4,042.40 \$105,102.40	\$51.01 \$4,080.80 \$106,100.80	\$51.53 \$4,122.40 \$107,182.40	\$52.03 \$4,162.40 \$108,222.40	\$52.58 \$4,206.40 \$109,366.40	\$53.10 \$4,248.00 \$110,448.00	\$53.62 \$4,289.60 \$111,529.60
Steps Hourly Biweekly Annually Steps	\$48.07 \$3,845.60 \$99,985.60	\$48.55 \$3,884.00 \$100,984.00	\$49.05 \$3,924.00 \$102,024.00	\$49.54 \$3,963.20 \$103,043.20	\$50.01 \$4,000.80 \$104,020.80	\$50.53 \$4,042.40 \$105,102.40	\$51.01 \$4,080.80 \$106,100.80	\$51.53 \$4,122.40 \$107,182.40	\$52.03 \$4,162.40 \$108,222.40	\$52.58 \$4,206.40 \$109,366.40	\$53.10 \$4,248.00 \$110,448.00	\$53.62 \$4,289.60 \$111,529.60
Steps Hourly Biweekly Annually Steps Hourly	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23	\$53.10 \$4,248.00 \$110,448.00 23 \$59.84	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43
Steps Hourly Biweekly Annually Steps	\$48.07 \$3,845.60 \$99,985.60	\$48.55 \$3,884.00 \$100,984.00	\$49.05 \$3,924.00 \$102,024.00	\$49.54 \$3,963.20 \$103,043.20	\$50.01 \$4,000.80 \$104,020.80	\$50.53 \$4,042.40 \$105,102.40	\$51.01 \$4,080.80 \$106,100.80	\$51.53 \$4,122.40 \$107,182.40	\$52.03 \$4,162.40 \$108,222.40	\$52.58 \$4,206.40 \$109,366.40	\$53.10 \$4,248.00 \$110,448.00	\$53.62 \$4,289.60 \$111,529.60
Steps Hourly Biweekly Annually Steps Hourly	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23	\$53.10 \$4,248.00 \$110,448.00 23 \$59.84	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26 \$4,420.80	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81 \$4,464.80	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08 \$4,646.40	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40	\$53.10 \$4,248.00 \$110,448.00 23 \$59.84 \$4,787.20	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26 \$4,420.80	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81 \$4,464.80	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08 \$4,646.40	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40	\$53.10 \$4,248.00 \$110,448.00 23 \$59.84 \$4,787.20	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26 \$4,420.80 \$114,940.80	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08 \$4,646.40 \$120,806.40	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40	\$53.10 \$4,248.00 \$110,448.00 \$23 \$59.84 \$4,787.20 \$124,467.20	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26 \$4,420.80 \$114,940.80 27 \$62.27	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08 \$4,646.40 \$120,806.40 32 \$65.45	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75	\$53.10 \$4,248.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80 26 \$61.62 \$4,929.60	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26 \$4,420.80 \$114,940.80 27 \$62.27 \$4,981.60	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80 28 \$62.88 \$5,030.40	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 31 \$64.80 \$5,184.00	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08 \$4,646.40 \$120,806.40 32 \$65.45 \$5,236.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00	\$53.10 \$4,248.00 \$110,448.00 \$159.84 \$4,787.20 \$124,467.20 \$567.43 \$5,394.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26 \$4,420.80 \$114,940.80 27 \$62.27	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08 \$4,646.40 \$120,806.40 32 \$65.45	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75	\$53.10 \$4,248.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40 \$126,942.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80 26 \$61.62 \$4,929.60 \$128,169.60	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26 \$4,420.80 \$114,940.80 27 \$62.27 \$4,981.60 \$129,521.60	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80 28 \$62.88 \$5,030.40 \$130,790.40	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60 \$132,121.60	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80 \$133,452.80	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 31 \$64.80 \$5,184.00 \$134,784.00	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08 \$4,646.40 \$120,806.40 32 \$65.45 \$5,236.00 \$136,136.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00 \$137,488.00	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00 \$138,840.00	\$53.10 \$4,248.00 \$110,448.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43 \$5,394.40 \$140,254.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20 \$141,627.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40 \$126,942.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80 26 \$61.62 \$4,929.60 \$128,169.60	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26 \$4,420.80 \$114,940.80 27 \$62.27 \$4,981.60 \$129,521.60	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80 28 \$62.88 \$5,030.40 \$130,790.40	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60 \$132,121.60	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80 \$133,452.80	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 31 \$64.80 \$5,184.00 \$134,784.00	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08 \$4,646.40 \$120,806.40 32 \$65.45 \$5,236.00 \$136,136.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00 \$137,488.00	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00 \$138,840.00	\$53.10 \$4,248.00 \$110,448.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43 \$5,394.40 \$140,254.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20 \$141,627.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40 \$126,942.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80 26 \$61.62 \$4,929.60 \$128,169.60 38 \$69.46	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26 \$4,420.80 \$114,940.80 27 \$62.27 \$4,981.60 \$129,521.60	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80 28 \$62.88 \$5,030.40 \$130,790.40	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60 \$132,121.60	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80 \$133,452.80	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 31 \$64.80 \$5,184.00 \$134,784.00	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08 \$4,646.40 \$120,806.40 32 \$65.45 \$5,236.00 \$136,136.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00 \$137,488.00	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00 \$138,840.00	\$53.10 \$4,248.00 \$110,448.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43 \$5,394.40 \$140,254.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20 \$141,627.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40 \$126,942.40 37 \$68.78 \$5,502.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80 26 \$61.62 \$4,929.60 \$128,169.60 38 \$69.46 \$5,556.80	\$49.05 \$3,924.00 \$102,024.00 \$15 \$55.26 \$4,420.80 \$114,940.80 \$27 \$62.27 \$4,981.60 \$129,521.60 \$9 \$70.15 \$5,612.00	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80 28 \$62.88 \$5,030.40 \$130,790.40 40 \$70.85 \$5,668.00	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60 \$132,121.60 41 \$71.58 \$5,726.40	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80 \$133,452.80 42 \$72.29 \$5,783.20	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 31 \$64.80 \$5,184.00 \$134,784.00 43 \$73.01 \$5,840.80	\$51.53 \$4,122.40 \$107,182.40 \$20 \$58.08 \$4,646.40 \$120,806.40 \$120,806.40 \$4,5236.00 \$136,136.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00 \$137,488.00 45 \$74.48 \$5,958.40	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00 \$138,840.00	\$53.10 \$4,248.00 \$110,448.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43 \$5,394.40 \$140,254.40 47 \$75.98 \$6,078.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20 \$141,627.20 48 \$76.73 \$6,138.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40 \$126,942.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80 26 \$61.62 \$4,929.60 \$128,169.60 38 \$69.46	\$49.05 \$3,924.00 \$102,024.00 15 \$55.26 \$4,420.80 \$114,940.80 27 \$62.27 \$4,981.60 \$129,521.60	\$49.54 \$3,963.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80 28 \$62.88 \$5,030.40 \$130,790.40	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60 \$132,121.60	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80 \$133,452.80	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 31 \$64.80 \$5,184.00 \$134,784.00	\$51.53 \$4,122.40 \$107,182.40 20 \$58.08 \$4,646.40 \$120,806.40 32 \$65.45 \$5,236.00 \$136,136.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00 \$137,488.00	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00 \$138,840.00	\$53.10 \$4,248.00 \$110,448.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43 \$5,394.40 \$140,254.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20 \$141,627.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40 \$126,942.40 37 \$68.78 \$5,502.40 \$143,062.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80 26 \$61.62 \$4,929.60 \$128,169.60 38 \$69.46 \$5,556.80 \$144,476.80	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 \$15 \$55.26 \$4,420.80 \$114,940.80 \$114,940.80 \$129,521.60 \$129,521.60 \$70.15 \$5,612.00 \$145,912.00	\$49.54 \$3,963.20 \$103,043.20 \$155.81 \$4,464.80 \$116,084.80 \$28 \$62.88 \$5,030.40 \$130,790.40 \$70.85 \$5,668.00 \$147,368.00	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60 \$132,121.60 41 \$71.58 \$5,726.40 \$148,886.40	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80 \$133,452.80 \$133,452.80 \$150,363.20	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 31 \$64.80 \$5,184.00 \$134,784.00 43 \$73.01 \$5,840.80 \$151,860.80	\$51.53 \$4,122.40 \$107,182.40 \$20 \$58.08 \$4,646.40 \$120,806.40 \$120,806.40 \$4,5236.00 \$136,136.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00 \$137,488.00 45 \$74.48 \$5,958.40	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00 \$138,840.00	\$53.10 \$4,248.00 \$110,448.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43 \$5,394.40 \$140,254.40 47 \$75.98 \$6,078.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20 \$141,627.20 48 \$76.73 \$6,138.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40 \$126,942.40 37 \$68.78 \$5,502.40 \$143,062.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80 26 \$61.62 \$4,929.60 \$128,169.60 38 \$69.46 \$5,556.80 \$144,476.80	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 \$15 \$55.26 \$4,420.80 \$114,940.80 \$129,521.60 \$129,521.60 \$129,521.60 \$145,912.00 \$145,912.00	\$49.54 \$3,963.20 \$103,043.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80 28 \$62.88 \$5,030.40 \$130,790.40 40 \$70.85 \$5,668.00 \$147,368.00	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60 \$132,121.60 41 \$71.58 \$5,726.40 \$148,886.40	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80 \$133,452.80 42 \$72.29 \$5,783.20 \$150,363.20	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 31 \$64.80 \$5,184.00 \$134,784.00 43 \$73.01 \$5,840.80 \$151,860.80	\$51.53 \$4,122.40 \$107,182.40 \$20 \$58.08 \$4,646.40 \$120,806.40 \$120,806.40 \$4,5236.00 \$136,136.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00 \$137,488.00 45 \$74.48 \$5,958.40	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00 \$138,840.00	\$53.10 \$4,248.00 \$110,448.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43 \$5,394.40 \$140,254.40 47 \$75.98 \$6,078.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20 \$141,627.20 48 \$76.73 \$6,138.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40 \$126,942.40 37 \$68.78 \$5,502.40 \$143,062.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80 26 \$61.62 \$4,929.60 \$128,169.60 38 \$69.46 \$5,556.80 \$144,476.80	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 \$15 \$55.26 \$4,420.80 \$114,940.80 \$114,940.80 \$129,521.60 \$129,521.60 \$70.15 \$5,612.00 \$145,912.00	\$49.54 \$3,963.20 \$103,043.20 \$155.81 \$4,464.80 \$116,084.80 \$28 \$62.88 \$5,030.40 \$130,790.40 \$70.85 \$5,668.00 \$147,368.00	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60 \$132,121.60 41 \$71.58 \$5,726.40 \$148,886.40	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80 \$133,452.80 \$133,452.80 \$150,363.20	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 31 \$64.80 \$5,184.00 \$134,784.00 43 \$73.01 \$5,840.80 \$151,860.80	\$51.53 \$4,122.40 \$107,182.40 \$20 \$58.08 \$4,646.40 \$120,806.40 \$120,806.40 \$4,5236.00 \$136,136.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00 \$137,488.00 45 \$74.48 \$5,958.40	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00 \$138,840.00	\$53.10 \$4,248.00 \$110,448.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43 \$5,394.40 \$140,254.40 47 \$75.98 \$6,078.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20 \$141,627.20 48 \$76.73 \$6,138.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40 \$126,942.40 37 \$68.78 \$5,502.40 \$143,062.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80 26 \$61.62 \$4,929.60 \$128,169.60 38 \$69.46 \$5,556.80 \$144,476.80	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 \$15 \$55.26 \$4,420.80 \$114,940.80 \$129,521.60 \$129,521.60 \$129,521.60 \$145,912.00 \$145,912.00	\$49.54 \$3,963.20 \$103,043.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80 28 \$62.88 \$5,030.40 \$130,790.40 40 \$70.85 \$5,668.00 \$147,368.00	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60 \$132,121.60 41 \$71.58 \$5,726.40 \$148,886.40	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80 \$133,452.80 42 \$72.29 \$5,783.20 \$150,363.20	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 31 \$64.80 \$5,184.00 \$134,784.00 43 \$73.01 \$5,840.80 \$151,860.80	\$51.53 \$4,122.40 \$107,182.40 \$20 \$58.08 \$4,646.40 \$120,806.40 \$120,806.40 \$4,5236.00 \$136,136.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00 \$137,488.00 45 \$74.48 \$5,958.40	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00 \$138,840.00	\$53.10 \$4,248.00 \$110,448.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43 \$5,394.40 \$140,254.40 47 \$75.98 \$6,078.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20 \$141,627.20 48 \$76.73 \$6,138.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40 \$126,942.40 37 \$68.78 \$5,502.40 \$143,062.40 49 \$77.49 \$6,199.20	\$48.55 \$3,884.00 \$100,984.00 \$100,984.00 \$14 \$54.71 \$4,376.80 \$113,796.80 \$61.62 \$4,929.60 \$128,169.60 \$128,169.60 \$144,476.80 \$78.28 \$6,262.40	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 \$15 \$55.26 \$4,420.80 \$114,940.80 \$114,940.80 \$129,521.60 \$129,521.60 \$70.15 \$5,612.00 \$145,912.00 \$145,912.00	\$49.54 \$3,963.20 \$103,043.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80 28 \$62.88 \$5,030.40 \$130,790.40 40 \$70.85 \$5,668.00 \$147,368.00 \$2 \$79.85 \$6,388.00	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60 \$132,121.60 41 \$71.58 \$5,726.40 \$148,886.40 53 \$80.66 \$6,452.80	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80 \$133,452.80 42 \$72.29 \$5,783.20 \$150,363.20 54 \$81.45 \$6,516.00	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 \$134,784.00 \$134,784.00 43 \$73.01 \$5,840.80 \$151,860.80 55 \$82.26 \$6,580.80	\$51.53 \$4,122.40 \$107,182.40 \$20 \$58.08 \$4,646.40 \$120,806.40 \$120,806.40 \$4,5236.00 \$136,136.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00 \$137,488.00 45 \$74.48 \$5,958.40	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00 \$138,840.00	\$53.10 \$4,248.00 \$110,448.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43 \$5,394.40 \$140,254.40 47 \$75.98 \$6,078.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20 \$141,627.20 48 \$76.73 \$6,138.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.07 \$3,845.60 \$99,985.60 13 \$54.18 \$4,334.40 \$112,694.40 25 \$61.03 \$4,882.40 \$126,942.40 37 \$68.78 \$5,502.40 \$143,062.40	\$48.55 \$3,884.00 \$100,984.00 14 \$54.71 \$4,376.80 \$113,796.80 26 \$61.62 \$4,929.60 \$128,169.60 38 \$69.46 \$5,556.80 \$144,476.80 50 \$78.28	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 \$15 \$55.26 \$4,420.80 \$114,940.80 \$129,521.60 \$129,521.60 \$129,521.60 \$145,912.00 \$145,912.00	\$49.54 \$3,963.20 \$103,043.20 \$103,043.20 16 \$55.81 \$4,464.80 \$116,084.80 28 \$62.88 \$5,030.40 \$130,790.40 40 \$70.85 \$5,668.00 \$147,368.00	\$50.01 \$4,000.80 \$104,020.80 17 \$56.38 \$4,510.40 \$117,270.40 29 \$63.52 \$5,081.60 \$132,121.60 41 \$71.58 \$5,726.40 \$148,886.40	\$50.53 \$4,042.40 \$105,102.40 18 \$56.93 \$4,554.40 \$118,414.40 30 \$64.16 \$5,132.80 \$133,452.80 42 \$72.29 \$5,783.20 \$150,363.20	\$51.01 \$4,080.80 \$106,100.80 19 \$57.48 \$4,598.40 \$119,558.40 31 \$64.80 \$5,184.00 \$134,784.00 43 \$73.01 \$5,840.80 \$151,860.80	\$51.53 \$4,122.40 \$107,182.40 \$20 \$58.08 \$4,646.40 \$120,806.40 \$120,806.40 \$4,5236.00 \$136,136.00	\$52.03 \$4,162.40 \$108,222.40 21 \$58.64 \$4,691.20 \$121,971.20 33 \$66.10 \$5,288.00 \$137,488.00 45 \$74.48 \$5,958.40	\$52.58 \$4,206.40 \$109,366.40 22 \$59.23 \$4,738.40 \$123,198.40 34 \$66.75 \$5,340.00 \$138,840.00	\$53.10 \$4,248.00 \$110,448.00 \$110,448.00 23 \$59.84 \$4,787.20 \$124,467.20 35 \$67.43 \$5,394.40 \$140,254.40 47 \$75.98 \$6,078.40	\$53.62 \$4,289.60 \$111,529.60 24 \$60.43 \$4,834.40 \$125,694.40 36 \$68.09 \$5,447.20 \$141,627.20 48 \$76.73 \$6,138.40