(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$15.59	\$15.73	\$15.87	\$16.03	\$16.21	\$16.37	\$16.54	\$16.71	\$16.88	\$17.03	\$17.20	\$17.38
Biweekly	\$1,247.20	\$1,258.40	\$1,269.60	\$1,282.40	\$1,296.80	\$1,309.60	\$1,323.20	\$1,336.80	\$1,350.40	\$1,362.40	\$1,376.00	\$1,390.40
Annually	\$32,427.20	\$32,718.40	\$33,009.60	\$33,342.40	\$33,716.80	\$34,049.60	\$34,403.20	\$34,756.80	\$35,110.40	\$35,422.40	\$35,776.00	\$36,150.40
Ailliadily	JJ2,427.20	₹32,710.40	755,005.00	733,342.40	\$55,710.00	754,045.00	Ç54,405.20	Ç54,750.00	Ç33,110. 4 0	Ç33,422.40	<i>\$33,770.00</i>	Ç50,150. 4 0
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$17.56	\$17.73	\$17.91	\$18.08	\$18.28	\$18.43	\$18.65	\$18.80	\$19.01	\$19.20	\$19.40	\$19.58
Biweekly	\$1,404.80	\$1,418.40	\$1,432.80	\$1,446.40	\$1,462.40	\$1,474.40	\$1,492.00	\$1,504.00	\$1,520.80	\$1,536.00	\$1,552.00	\$1,566.40
Annually	\$36,524.80	\$36,878.40	\$37,252.80	\$37,606.40	\$38,022.40	\$38,334.40	\$38,792.00	\$39,104.00	\$39,540.80	\$39,936.00	\$40,352.00	\$40,726.40
Ailliually	330,324.60	330,676.40	337,232.00	337,000.40	330,022.40	330,334.40	336,732.00	333,104.00	333,340.60	\$35,530.00	340,332.00	340,720.40
Steps												
	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$19.79	\$19.98	\$20.14	\$20.40	\$20.58	\$20.79	\$21.00	\$21.20	\$21.41	\$21.65	\$21.83	\$22.06
Biweekly	\$1,583.20	\$1,598.40	\$1,611.20	\$1,632.00	\$1,646.40	\$1,663.20	\$1,680.00	\$1,696.00	\$1,712.80	\$1,732.00	\$1,746.40	\$1,764.80
Annually	\$41,163.20	\$41,558.40	\$41,891.20	\$42,432.00	\$42,806.40	\$43,243.20	\$43,680.00	\$44,096.00	\$44,532.80	\$45,032.00	\$45,406.40	\$45,884.80
_												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$22.29	\$22.51	\$22.74	\$22.95	\$23.19	\$23.43	\$23.67	\$23.90	\$24.13	\$24.36	\$24.61	\$24.87
Biweekly	\$1,783.20	\$1,800.80	\$1,819.20	\$1,836.00	\$1,855.20	\$1,874.40	\$1,893.60	\$1,912.00	\$1,930.40	\$1,948.80	\$1,968.80	\$1,989.60
Annually	\$46,363.20	\$46,820.80	\$47,299.20	\$47,736.00	\$48,235.20	\$48,734.40	\$49,233.60	\$49,712.00	\$50,190.40	\$50,668.80	\$51,188.80	\$51,729.60
Steps	49	50	51	52	53	54	55					
Hourly	\$25.10	\$25.37	\$25.61	\$25.86	\$26.13	\$26.39	\$26.66					
Biweekly	\$2,008.00	\$2,029.60	\$2,048.80	\$2,068.80	\$2,090.40	\$2,111.20	\$2,132.80					
Annually	\$52,208.00	\$52,769.60	\$53,268.80	\$53,788.80	\$54,350.40	\$54,891.20	\$55,452.80					
Aillidally	\$32,200.00	332,703.00	\$33,200.00	555,766.60	\$34,330.40	334,831.20	JJJ,4J2.80					
Grade 74												
Grane /4												
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	\$17.56	\$17.73	\$17.91	\$18.08	\$18.28	\$18.43	\$18.65	\$18.80	\$19.01	\$19.20	\$19.40	\$19.58
Steps		_		-		-		_	-			
Steps Hourly	\$17.56	\$17.73	\$17.91 \$1,432.80	\$18.08	\$18.28	\$18.43	\$18.65	\$18.80	\$19.01	\$19.20	\$19.40	\$19.58
Steps Hourly Biweekly Annually	\$17.56 \$1,404.80	\$17.73 \$1,418.40	\$17.91	\$18.08 \$1,446.40	\$18.28 \$1,462.40	\$18.43 \$1,474.40	\$18.65 \$1,492.00	\$18.80 \$1,504.00	\$19.01 \$1,520.80	\$19.20 \$1,536.00	\$19.40 \$1,552.00	\$19.58 \$1,566.40
Steps Hourly Biweekly	\$17.56 \$1,404.80	\$17.73 \$1,418.40	\$17.91 \$1,432.80	\$18.08 \$1,446.40	\$18.28 \$1,462.40	\$18.43 \$1,474.40	\$18.65 \$1,492.00	\$18.80 \$1,504.00	\$19.01 \$1,520.80	\$19.20 \$1,536.00	\$19.40 \$1,552.00	\$19.58 \$1,566.40
Steps Hourly Biweekly Annually	\$17.56 \$1,404.80 \$36,524.80	\$17.73 \$1,418.40 \$36,878.40	\$17.91 \$1,432.80 \$37,252.80	\$18.08 \$1,446.40 \$37,606.40	\$18.28 \$1,462.40 \$38,022.40	\$18.43 \$1,474.40 \$38,334.40	\$18.65 \$1,492.00 \$38,792.00	\$18.80 \$1,504.00 \$39,104.00	\$19.01 \$1,520.80 \$39,540.80	\$19.20 \$1,536.00 \$39,936.00	\$19.40 \$1,552.00 \$40,352.00	\$19.58 \$1,566.40 \$40,726.40
Steps Hourly Biweekly Annually Steps Hourly	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58	\$18.43 \$1,474.40 \$38,334.40	\$18.65 \$1,492.00 \$38,792.00	\$18.80 \$1,504.00 \$39,104.00 20 \$21.20	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65	\$19.40 \$1,552.00 \$40,352.00 23 \$21.83	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00	\$18.80 \$1,504.00 \$39,104.00 20 \$21.20 \$1,696.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00	\$19.40 \$1,552.00 \$40,352.00 23 \$21.83 \$1,746.40	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80
Steps Hourly Biweekly Annually Steps Hourly	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00	\$18.80 \$1,504.00 \$39,104.00 20 \$21.20	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65	\$19.40 \$1,552.00 \$40,352.00 23 \$21.83	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00	\$18.80 \$1,504.00 \$39,104.00 20 \$21.20 \$1,696.00 \$44,096.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00	\$19.40 \$1,552.00 \$40,352.00 23 \$21.83 \$1,746.40 \$45,406.40	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00	\$18.80 \$1,504.00 \$39,104.00 20 \$21.20 \$1,696.00 \$44,096.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00	\$19.40 \$1,552.00 \$40,352.00 \$21.83 \$1,746.40 \$45,406.40	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67	\$18.80 \$1,504.00 \$39,104.00 20 \$21.20 \$1,696.00 \$44,096.00 32 \$23.90	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00	\$19.40 \$1,552.00 \$40,352.00 \$23 \$21.83 \$1,746.40 \$45,406.40 \$5,406.40	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29 \$1,783.20	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51 \$1,800.80	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20 27 \$22.74 \$1,819.20	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95 \$1,836.00	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19 \$1,855.20	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43 \$1,874.40	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67 \$1,893.60	\$18.80 \$1,504.00 \$39,104.00 20 \$21.20 \$1,696.00 \$44,096.00 32 \$23.90 \$1,912.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13 \$1,930.40	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00 34 \$24.36 \$1,948.80	\$19.40 \$1,552.00 \$40,352.00 \$23 \$21.83 \$1,746.40 \$45,406.40 \$5,406.40	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87 \$1,989.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67	\$18.80 \$1,504.00 \$39,104.00 20 \$21.20 \$1,696.00 \$44,096.00 32 \$23.90	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00	\$19.40 \$1,552.00 \$40,352.00 \$23 \$21.83 \$1,746.40 \$45,406.40 \$5,406.40	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29 \$1,783.20 \$46,363.20	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51 \$1,800.80 \$46,820.80	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20 27 \$22.74 \$1,819.20 \$47,299.20	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95 \$1,836.00 \$47,736.00	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19 \$1,855.20 \$48,235.20	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43 \$1,874.40 \$48,734.40	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67 \$1,893.60 \$49,233.60	\$18.80 \$1,504.00 \$39,104.00 20 \$21.20 \$1,696.00 \$44,096.00 32 \$23.90 \$1,912.00 \$49,712.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13 \$1,930.40 \$50,190.40	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00 34 \$24.36 \$1,948.80 \$50,668.80	\$19.40 \$1,552.00 \$40,352.00 \$23 \$21.83 \$1,746.40 \$45,406.40 \$545,406.40 \$51,188.80	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87 \$1,989.60 \$51,729.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29 \$1,783.20 \$46,363.20	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51 \$1,800.80 \$46,820.80	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20 27 \$22.74 \$1,819.20 \$47,299.20	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95 \$1,836.00 \$47,736.00	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19 \$1,855.20 \$48,235.20	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43 \$1,874.40 \$48,734.40	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67 \$1,893.60 \$49,233.60	\$18.80 \$1,504.00 \$39,104.00 20 \$21.20 \$1,696.00 \$44,096.00 32 \$23.90 \$1,912.00 \$49,712.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13 \$1,930.40 \$50,190.40	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00 34 \$24.36 \$1,948.80 \$50,668.80	\$19.40 \$1,552.00 \$40,352.00 \$23 \$21.83 \$1,746.40 \$45,406.40 \$5 \$24.61 \$1,968.80 \$51,188.80	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87 \$1,989.60 \$51,729.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29 \$1,783.20 \$46,363.20	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51 \$1,800.80 \$46,820.80	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20 27 \$22.74 \$1,819.20 \$47,299.20	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95 \$1,836.00 \$47,736.00	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19 \$1,855.20 \$48,235.20	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43 \$1,874.40 \$48,734.40	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67 \$1,893.60 \$49,233.60	\$18.80 \$1,504.00 \$39,104.00 \$20 \$21.20 \$1,696.00 \$44,096.00 \$23.90 \$1,912.00 \$49,712.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13 \$1,930.40 \$50,190.40	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00 34 \$24.36 \$1,948.80 \$50,668.80	\$19.40 \$1,552.00 \$40,352.00 \$23 \$21.83 \$1,746.40 \$45,406.40 35 \$24.61 \$1,968.80 \$51,188.80	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87 \$1,989.60 \$51,729.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29 \$1,783.20 \$46,363.20 37 \$25.10 \$2,008.00	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51 \$1,800.80 \$46,820.80 38 \$25.37 \$2,029.60	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20 27 \$22.74 \$1,819.20 \$47,299.20 39 \$25.61 \$2,048.80	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95 \$1,836.00 \$47,736.00 40 \$25.86 \$2,068.80	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19 \$1,855.20 \$48,235.20 41 \$26.13 \$2,090.40	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43 \$1,874.40 \$48,734.40 42 \$26.39 \$2,111.20	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67 \$1,893.60 \$49,233.60 43 \$26.66 \$2,132.80	\$18.80 \$1,504.00 \$39,104.00 \$20 \$21.20 \$1,696.00 \$44,096.00 \$49,712.00 \$49,712.00 \$49,712.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13 \$1,930.40 \$50,190.40 45 \$27.18 \$2,174.40	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00 34 \$24.36 \$1,948.80 \$50,668.80 46 \$27.45 \$2,196.00	\$19.40 \$1,552.00 \$40,352.00 \$21.83 \$1,746.40 \$45,406.40 35 \$24.61 \$1,968.80 \$51,188.80 47 \$27.75 \$2,220.00	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87 \$1,989.60 \$51,729.60 48 \$27.99 \$2,239.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29 \$1,783.20 \$46,363.20	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51 \$1,800.80 \$46,820.80	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20 27 \$22.74 \$1,819.20 \$47,299.20	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95 \$1,836.00 \$47,736.00	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19 \$1,855.20 \$48,235.20	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43 \$1,874.40 \$48,734.40	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67 \$1,893.60 \$49,233.60	\$18.80 \$1,504.00 \$39,104.00 \$20 \$21.20 \$1,696.00 \$44,096.00 \$23.90 \$1,912.00 \$49,712.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13 \$1,930.40 \$50,190.40	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00 34 \$24.36 \$1,948.80 \$50,668.80	\$19.40 \$1,552.00 \$40,352.00 \$23 \$21.83 \$1,746.40 \$45,406.40 35 \$24.61 \$1,968.80 \$51,188.80	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87 \$1,989.60 \$51,729.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29 \$1,783.20 \$46,363.20 37 \$25.10 \$2,008.00 \$52,208.00	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51 \$1,800.80 \$46,820.80 38 \$25.37 \$2,029.60 \$52,769.60	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20 27 \$22.74 \$1,819.20 \$47,299.20 39 \$25.61 \$2,048.80 \$53,268.80	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95 \$1,836.00 \$47,736.00 40 \$25.86 \$2,068.80 \$53,788.80	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19 \$1,855.20 \$48,235.20 41 \$26.13 \$2,090.40 \$54,350.40	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43 \$1,874.40 \$48,734.40 42 \$26.39 \$2,111.20 \$54,891.20	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67 \$1,893.60 \$49,233.60 43 \$26.66 \$2,132.80 \$55,452.80	\$18.80 \$1,504.00 \$39,104.00 \$20 \$21.20 \$1,696.00 \$44,096.00 \$49,712.00 \$49,712.00 \$49,712.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13 \$1,930.40 \$50,190.40 45 \$27.18 \$2,174.40	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00 34 \$24.36 \$1,948.80 \$50,668.80 46 \$27.45 \$2,196.00	\$19.40 \$1,552.00 \$40,352.00 \$21.83 \$1,746.40 \$45,406.40 35 \$24.61 \$1,968.80 \$51,188.80 47 \$27.75 \$2,220.00	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87 \$1,989.60 \$51,729.60 48 \$27.99 \$2,239.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29 \$1,783.20 \$46,363.20 37 \$25.10 \$2,008.00 \$52,208.00	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51 \$1,800.80 \$46,820.80 38 \$25.37 \$2,029.60 \$52,769.60	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20 27 \$22.74 \$1,819.20 \$47,299.20 39 \$25.61 \$2,048.80 \$53,268.80	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95 \$1,836.00 \$47,736.00 40 \$25.86 \$2,068.80 \$53,788.80	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19 \$1,855.20 \$48,235.20 41 \$26.13 \$2,090.40 \$54,350.40	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43 \$1,874.40 \$48,734.40 42 \$26.39 \$2,111.20 \$54,891.20	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67 \$1,893.60 \$49,233.60 43 \$26.66 \$2,132.80 \$55,452.80	\$18.80 \$1,504.00 \$39,104.00 \$20 \$21.20 \$1,696.00 \$44,096.00 \$49,712.00 \$49,712.00 \$49,712.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13 \$1,930.40 \$50,190.40 45 \$27.18 \$2,174.40	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00 34 \$24.36 \$1,948.80 \$50,668.80 46 \$27.45 \$2,196.00	\$19.40 \$1,552.00 \$40,352.00 \$21.83 \$1,746.40 \$45,406.40 35 \$24.61 \$1,968.80 \$51,188.80 47 \$27.75 \$2,220.00	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87 \$1,989.60 \$51,729.60 48 \$27.99 \$2,239.20
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 Hourly Biweekly Annually	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29 \$1,783.20 \$46,363.20 37 \$25.10 \$2,008.00 \$52,208.00 \$52,208.00	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51 \$1,800.80 \$46,820.80 38 \$25.37 \$2,029.60 \$52,769.60 \$28.57	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20 27 \$22.74 \$1,819.20 \$47,299.20 39 \$25.61 \$2,048.80 \$53,268.80 51 \$28.87	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95 \$1,836.00 \$47,736.00 40 \$25.86 \$2,068.80 \$53,788.80 52 \$29.14	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19 \$1,855.20 \$48,235.20 41 \$26.13 \$2,090.40 \$54,350.40 53 \$29.46	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43 \$1,874.40 \$48,734.40 42 \$26.39 \$2,111.20 \$54,891.20	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67 \$1,893.60 \$49,233.60 43 \$26.66 \$2,132.80 \$55,452.80 55 \$30.02	\$18.80 \$1,504.00 \$39,104.00 \$20 \$21.20 \$1,696.00 \$44,096.00 \$49,712.00 \$49,712.00 \$49,712.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13 \$1,930.40 \$50,190.40 45 \$27.18 \$2,174.40	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00 34 \$24.36 \$1,948.80 \$50,668.80 46 \$27.45 \$2,196.00	\$19.40 \$1,552.00 \$40,352.00 \$21.83 \$1,746.40 \$45,406.40 35 \$24.61 \$1,968.80 \$51,188.80 47 \$27.75 \$2,220.00	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87 \$1,989.60 \$51,729.60 48 \$27.99 \$2,239.20
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	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29 \$1,783.20 \$46,363.20 37 \$25.10 \$2,008.00 \$52,208.00 49 \$28.30 \$2,264.00	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51 \$1,800.80 \$46,820.80 38 \$25.37 \$2,029.60 \$52,769.60 50 \$28.57 \$2,285.60	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20 27 \$22.74 \$1,819.20 \$47,299.20 39 \$25.61 \$2,048.80 \$53,268.80 51 \$28.87 \$2,309.60	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95 \$1,836.00 \$47,736.00 40 \$25.86 \$2,068.80 \$53,788.80 52 \$29.14 \$2,331.20	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19 \$1,855.20 \$48,235.20 41 \$26.13 \$2,090.40 \$54,350.40 53 \$29.46 \$2,356.80	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43 \$1,874.40 \$48,734.40 \$48,734.40 \$26.39 \$2,111.20 \$54,891.20 54 \$29.73 \$2,378.40	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67 \$1,893.60 \$49,233.60 43 \$26.66 \$2,132.80 \$55,452.80 55 \$30.02 \$2,401.60	\$18.80 \$1,504.00 \$39,104.00 \$20 \$21.20 \$1,696.00 \$44,096.00 \$49,712.00 \$49,712.00 \$49,712.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13 \$1,930.40 \$50,190.40 45 \$27.18 \$2,174.40	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00 34 \$24.36 \$1,948.80 \$50,668.80 46 \$27.45 \$2,196.00	\$19.40 \$1,552.00 \$40,352.00 \$21.83 \$1,746.40 \$45,406.40 35 \$24.61 \$1,968.80 \$51,188.80 47 \$27.75 \$2,220.00	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87 \$1,989.60 \$51,729.60 48 \$27.99 \$2,239.20
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 Hourly Biweekly Annually	\$17.56 \$1,404.80 \$36,524.80 13 \$19.79 \$1,583.20 \$41,163.20 25 \$22.29 \$1,783.20 \$46,363.20 37 \$25.10 \$2,008.00 \$52,208.00 \$52,208.00	\$17.73 \$1,418.40 \$36,878.40 14 \$19.98 \$1,598.40 \$41,558.40 26 \$22.51 \$1,800.80 \$46,820.80 38 \$25.37 \$2,029.60 \$52,769.60 \$28.57	\$17.91 \$1,432.80 \$37,252.80 15 \$20.14 \$1,611.20 \$41,891.20 27 \$22.74 \$1,819.20 \$47,299.20 39 \$25.61 \$2,048.80 \$53,268.80 51 \$28.87	\$18.08 \$1,446.40 \$37,606.40 16 \$20.40 \$1,632.00 \$42,432.00 28 \$22.95 \$1,836.00 \$47,736.00 40 \$25.86 \$2,068.80 \$53,788.80 52 \$29.14	\$18.28 \$1,462.40 \$38,022.40 17 \$20.58 \$1,646.40 \$42,806.40 29 \$23.19 \$1,855.20 \$48,235.20 41 \$26.13 \$2,090.40 \$54,350.40 53 \$29.46	\$18.43 \$1,474.40 \$38,334.40 18 \$20.79 \$1,663.20 \$43,243.20 30 \$23.43 \$1,874.40 \$48,734.40 42 \$26.39 \$2,111.20 \$54,891.20	\$18.65 \$1,492.00 \$38,792.00 19 \$21.00 \$1,680.00 \$43,680.00 31 \$23.67 \$1,893.60 \$49,233.60 43 \$26.66 \$2,132.80 \$55,452.80 55 \$30.02	\$18.80 \$1,504.00 \$39,104.00 \$20 \$21.20 \$1,696.00 \$44,096.00 \$49,712.00 \$49,712.00 \$49,712.00	\$19.01 \$1,520.80 \$39,540.80 21 \$21.41 \$1,712.80 \$44,532.80 33 \$24.13 \$1,930.40 \$50,190.40 45 \$27.18 \$2,174.40	\$19.20 \$1,536.00 \$39,936.00 22 \$21.65 \$1,732.00 \$45,032.00 34 \$24.36 \$1,948.80 \$50,668.80 46 \$27.45 \$2,196.00	\$19.40 \$1,552.00 \$40,352.00 \$21.83 \$1,746.40 \$45,406.40 35 \$24.61 \$1,968.80 \$51,188.80 47 \$27.75 \$2,220.00	\$19.58 \$1,566.40 \$40,726.40 24 \$22.06 \$1,764.80 \$45,884.80 36 \$24.87 \$1,989.60 \$51,729.60 48 \$27.99 \$2,239.20

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$19.79	\$19.98	\$20.14	\$20.40	\$20.58	\$20.79	\$21.00	\$21.20	\$21.41	\$21.65	\$21.83	\$22.06
Biweekly	\$1,583.20	\$1,598.40	\$1,611.20	\$1,632.00	\$1,646.40	\$1,663.20	\$1,680.00	\$1,696.00	\$1,712.80	\$1,732.00	\$1,746.40	\$1,764.80
Annually	\$41,163.20	\$41,558.40	\$41,891.20	\$42,432.00	\$42,806.40	\$43,243.20	\$43,680.00	\$44,096.00	\$44,532.80	\$45,032.00	\$45,406.40	\$45,884.80
Ailliaully	Ç+1,103.20	Ş - 1,5500	J-1,0J1.20	Ş42,432.00	Ç42,000.40	Ş + 3,2+3.20	Ş -1 5,000.00	Ş ++ ,050.00	Ş ++ ,552.00	Ş - 3,032.00	учэ,чоо.чо	Ş + 3,00+.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$22.29	\$22.51	\$22.74	\$22.95	\$23.19	\$23.43	\$23.67	\$23.90	\$24.13	\$24.36	\$24.61	\$24.87
Biweekly	\$1,783.20	\$1,800.80	\$1,819.20	\$1,836.00	\$1,855.20	\$1,874.40	\$1,893.60	\$1,912.00	\$1,930.40	\$1,948.80	\$1,968.80	\$1,989.60
Annually	\$46,363.20	\$46,820.80	\$47,299.20	\$47,736.00	\$48,235.20	\$48,734.40	\$49,233.60	\$49,712.00	\$50,190.40	\$50,668.80	\$51,188.80	\$51,729.60
Ailliually	340,303.20	340,620.60	347,233.20	347,730.00	340,233.20	340,734.40	349,233.00	343,712.00	330,130.40	330,008.80	\$31,100.00	\$31,729.00
Steps												
•	25	26	. 27	28	29	30	31	. 32	. 33	. 34	. 35	36
Hourly	\$25.10	\$25.37	\$25.61	\$25.86	\$26.13	\$26.39	\$26.66	\$26.92	\$27.18	\$27.45	\$27.75	\$27.99
Biweekly	\$2,008.00	\$2,029.60	\$2,048.80	\$2,068.80	\$2,090.40	\$2,111.20	\$2,132.80	\$2,153.60	\$2,174.40	\$2,196.00	\$2,220.00	\$2,239.20
Annually	\$52,208.00	\$52,769.60	\$53,268.80	\$53,788.80	\$54,350.40	\$54,891.20	\$55,452.80	\$55,993.60	\$56,534.40	\$57,096.00	\$57,720.00	\$58,219.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$28.30	\$28.57	\$28.87	\$29.14	\$29.46	\$29.73	\$30.02	\$30.34	\$30.64	\$30.96	\$31.25	\$31.54
Biweekly	\$2,264.00	\$2,285.60	\$2,309.60	\$2,331.20	\$2,356.80	\$2,378.40	\$2,401.60	\$2,427.20	\$2,451.20	\$2,476.80	\$2,500.00	\$2,523.20
Annually	\$58,864.00	\$59,425.60	\$60,049.60	\$60,611.20	\$61,276.80	\$61,838.40	\$62,441.60	\$63,107.20	\$63,731.20	\$64,396.80	\$65,000.00	\$65,603.20
7 tilliaany	230,00 1.00	JJJ, 125.00	\$60,015.00	300,011.20	J01,270.00	301,030.10	302,111.00	303,107.20	303,731.20	\$01,550.00	303,000.00	303,003.20
Steps	49	50	51	52	53	54	55					
Hourly	\$31.88	\$32.20	\$32.52	\$32.84	\$33.19	\$33.50	\$33.86					
			\$2,601.60	\$2,627.20			\$2,708.80					
Biweekly	\$2,550.40	\$2,576.00			\$2,655.20	\$2,680.00	\$2,708.80					
Annually	\$66,310.40	\$66,976.00	\$67,641.60	\$68,307.20	\$69,035.20	\$69,680.00	\$70,428.80					
Cuada 76												
Grade 76												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps												
Steps Hourly	\$22.29	\$22.51	\$22.74	\$22.95	\$23.19	\$23.43	\$23.67	\$23.90	\$24.13	\$24.36	\$24.61	\$24.87
Steps Hourly Biweekly	\$22.29 \$1,783.20	\$22.51 \$1,800.80	\$22.74 \$1,819.20	\$22.95 \$1,836.00	\$23.19 \$1,855.20	\$23.43 \$1,874.40	\$23.67 \$1,893.60	\$23.90 \$1,912.00	\$24.13 \$1,930.40	\$24.36 \$1,948.80	\$24.61 \$1,968.80	\$24.87 \$1,989.60
Steps Hourly	\$22.29	\$22.51	\$22.74	\$22.95	\$23.19	\$23.43	\$23.67	\$23.90	\$24.13	\$24.36	\$24.61	\$24.87
Steps Hourly Biweekly	\$22.29 \$1,783.20 \$46,363.20	\$22.51 \$1,800.80 \$46,820.80	\$22.74 \$1,819.20 \$47,299.20	\$22.95 \$1,836.00 \$47,736.00	\$23.19 \$1,855.20 \$48,235.20	\$23.43 \$1,874.40 \$48,734.40	\$23.67 \$1,893.60 \$49,233.60	\$23.90 \$1,912.00 \$49,712.00	\$24.13 \$1,930.40 \$50,190.40	\$24.36 \$1,948.80 \$50,668.80	\$24.61 \$1,968.80 \$51,188.80	\$24.87 \$1,989.60 \$51,729.60
Steps Hourly Biweekly Annually Steps	\$22.29 \$1,783.20 \$46,363.20	\$22.51 \$1,800.80 \$46,820.80	\$22.74 \$1,819.20 \$47,299.20	\$22.95 \$1,836.00 \$47,736.00	\$23.19 \$1,855.20 \$48,235.20	\$23.43 \$1,874.40 \$48,734.40	\$23.67 \$1,893.60 \$49,233.60	\$23.90 \$1,912.00 \$49,712.00	\$24.13 \$1,930.40 \$50,190.40	\$24.36 \$1,948.80 \$50,668.80	\$24.61 \$1,968.80 \$51,188.80	\$24.87 \$1,989.60 \$51,729.60
Steps Hourly Biweekly Annually Steps Hourly	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86	\$23.19 \$1,855.20 \$48,235.20 17 \$26.13	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66	\$23.90 \$1,912.00 \$49,712.00 20 \$26.92	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80	\$23.19 \$1,855.20 \$48,235.20 17 \$26.13 \$2,090.40	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80	\$23.90 \$1,912.00 \$49,712.00 20 \$26.92 \$2,153.60	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20
Steps Hourly Biweekly Annually Steps Hourly	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86	\$23.19 \$1,855.20 \$48,235.20 17 \$26.13	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66	\$23.90 \$1,912.00 \$49,712.00 20 \$26.92	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80	\$23.19 \$1,855.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80	\$23.90 \$1,912.00 \$49,712.00 20 \$26.92 \$2,153.60 \$55,993.60	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80	\$23.19 \$1,855.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80	\$23.90 \$1,912.00 \$49,712.00 20 \$26.92 \$2,153.60 \$55,993.60	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14	\$23.19 \$1,855.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02	\$23.90 \$1,912.00 \$49,712.00 20 \$26.92 \$2,153.60 \$55,993.60 32 \$30.34	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20	\$23.19 \$1,855.20 \$48,235.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60	\$23.90 \$1,912.00 \$49,712.00 20 \$26.92 \$2,153.60 \$55,993.60 32 \$30.34 \$2,427.20	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14	\$23.19 \$1,855.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02	\$23.90 \$1,912.00 \$49,712.00 20 \$26.92 \$2,153.60 \$55,993.60 32 \$30.34	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00 \$58,864.00	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60 \$59,425.60	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60 \$60,049.60	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20 \$60,611.20	\$23.19 \$1,855.20 \$48,235.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80 \$61,276.80	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40 \$61,838.40	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60 \$62,441.60	\$23.90 \$1,912.00 \$49,712.00 20 \$26.92 \$2,153.60 \$55,993.60 32 \$30.34 \$2,427.20 \$63,107.20	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20 \$63,731.20	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80 \$64,396.80	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00 \$65,000.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20 \$65,603.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00 \$58,864.00	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60 \$59,425.60	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60 \$60,049.60	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20 \$60,611.20	\$23.19 \$1,855.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80 \$61,276.80	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40 \$61,838.40	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60 \$62,441.60	\$23.90 \$1,912.00 \$49,712.00 20 \$26.92 \$2,153.60 \$55,993.60 32 \$30.34 \$2,427.20 \$63,107.20	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20 \$63,731.20	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80 \$64,396.80	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00 \$65,000.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20 \$65,603.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00 \$58,864.00	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60 \$59,425.60	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60 \$60,049.60	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20 \$60,611.20	\$23.19 \$1,855.20 \$48,235.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80 \$61,276.80	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40 \$61,838.40	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60 \$62,441.60	\$23.90 \$1,912.00 \$49,712.00 \$26.92 \$2,153.60 \$55,993.60 32 \$30.34 \$2,427.20 \$63,107.20	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20 \$63,731.20	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80 \$64,396.80	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00 \$65,000.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20 \$65,603.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00 \$58,864.00	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60 \$59,425.60	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60 \$60,049.60	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20 \$60,611.20	\$23.19 \$1,855.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80 \$61,276.80	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40 \$61,838.40	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60 \$62,441.60	\$23.90 \$1,912.00 \$49,712.00 20 \$26.92 \$2,153.60 \$55,993.60 32 \$30.34 \$2,427.20 \$63,107.20	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20 \$63,731.20	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80 \$64,396.80	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00 \$65,000.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20 \$65,603.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00 \$58,864.00	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60 \$59,425.60	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60 \$60,049.60	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20 \$60,611.20	\$23.19 \$1,855.20 \$48,235.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80 \$61,276.80	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40 \$61,838.40 42 \$33.50	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60 \$62,441.60	\$23.90 \$1,912.00 \$49,712.00 \$26.92 \$2,153.60 \$55,993.60 32 \$30.34 \$2,427.20 \$63,107.20	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20 \$63,731.20	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80 \$64,396.80	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00 \$65,000.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20 \$65,603.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00 \$58,864.00 37 \$31.88 \$2,550.40 \$66,310.40	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60 \$59,425.60 38 \$32.20 \$2,576.00 \$66,976.00	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60 \$60,049.60 39 \$32.52 \$2,601.60 \$67,641.60	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20 \$60,611.20 40 \$32.84 \$2,627.20 \$68,307.20	\$23.19 \$1,855.20 \$48,235.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80 \$61,276.80 41 \$33.19 \$2,655.20 \$69,035.20	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40 \$61,838.40 42 \$33.50 \$2,680.00 \$69,680.00	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60 \$62,441.60 43 \$33.86 \$2,708.80 \$70,428.80	\$23.90 \$1,912.00 \$49,712.00 \$20 \$26.92 \$2,153.60 \$55,993.60 \$30.34 \$2,427.20 \$63,107.20 \$44 \$34.16 \$2,732.80	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20 \$63,731.20 45 \$34.52 \$2,761.60	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80 \$64,396.80 46 \$34.88 \$2,790.40	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00 \$65,000.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20 \$65,603.20 48 \$35.56 \$2,844.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00 \$58,864.00 37 \$31.88 \$2,550.40	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60 \$59,425.60 38 \$32.20 \$2,576.00	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60 \$60,049.60 39 \$32.52 \$2,601.60	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20 \$60,611.20 40 \$32.84 \$2,627.20	\$23.19 \$1,855.20 \$48,235.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80 \$61,276.80 41 \$33.19 \$2,655.20	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40 \$61,838.40 42 \$33.50 \$2,680.00	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60 \$62,441.60 43 \$33.86 \$2,708.80	\$23.90 \$1,912.00 \$49,712.00 \$20 \$26.92 \$2,153.60 \$55,993.60 \$30.34 \$2,427.20 \$63,107.20 \$44 \$34.16 \$2,732.80	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20 \$63,731.20 45 \$34.52 \$2,761.60	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80 \$64,396.80 46 \$34.88 \$2,790.40	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00 \$65,000.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20 \$65,603.20 48 \$35.56 \$2,844.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00 \$58,864.00 37 \$31.88 \$2,550.40 \$66,310.40	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60 \$59,425.60 38 \$32.20 \$2,576.00 \$66,976.00	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60 \$60,049.60 39 \$32.52 \$2,601.60 \$67,641.60	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20 \$60,611.20 40 \$32.84 \$2,627.20 \$68,307.20	\$23.19 \$1,855.20 \$48,235.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80 \$61,276.80 41 \$33.19 \$2,655.20 \$69,035.20	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40 \$61,838.40 42 \$33.50 \$2,680.00 \$69,680.00	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60 \$62,441.60 43 \$33.86 \$2,708.80 \$70,428.80	\$23.90 \$1,912.00 \$49,712.00 \$20 \$26.92 \$2,153.60 \$55,993.60 \$30.34 \$2,427.20 \$63,107.20 \$44 \$34.16 \$2,732.80	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20 \$63,731.20 45 \$34.52 \$2,761.60	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80 \$64,396.80 46 \$34.88 \$2,790.40	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00 \$65,000.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20 \$65,603.20 48 \$35.56 \$2,844.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00 \$58,864.00 37 \$31.88 \$2,550.40 \$66,310.40	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60 \$59,425.60 38 \$32.20 \$2,576.00 \$66,976.00	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60 \$60,049.60 39 \$32.52 \$2,601.60 \$67,641.60	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20 \$60,611.20 40 \$32.84 \$2,627.20 \$68,307.20	\$23.19 \$1,855.20 \$48,235.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80 \$61,276.80 41 \$33.19 \$2,655.20 \$69,035.20	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40 \$61,838.40 42 \$33.50 \$2,680.00 \$69,680.00	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60 \$62,441.60 43 \$33.86 \$2,708.80 \$70,428.80	\$23.90 \$1,912.00 \$49,712.00 \$20 \$26.92 \$2,153.60 \$55,993.60 \$30.34 \$2,427.20 \$63,107.20 \$44 \$34.16 \$2,732.80	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20 \$63,731.20 45 \$34.52 \$2,761.60	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80 \$64,396.80 46 \$34.88 \$2,790.40	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00 \$65,000.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20 \$65,603.20 48 \$35.56 \$2,844.80
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	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00 \$58,864.00 37 \$31.88 \$2,550.40 \$66,310.40 49 \$35.92 \$2,873.60	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60 \$59,425.60 38 \$32.20 \$2,576.00 \$66,976.00 \$36.28 \$2,902.40	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60 \$60,049.60 39 \$32.52 \$2,601.60 \$67,641.60 51 \$36.64 \$2,931.20	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20 \$60,611.20 40 \$32.84 \$2,627.20 \$68,307.20 52 \$37.01 \$2,960.80	\$23.19 \$1,855.20 \$48,235.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80 \$61,276.80 41 \$33.19 \$2,655.20 \$69,035.20 53 \$37.39 \$2,991.20	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40 \$61,838.40 42 \$33.50 \$2,680.00 \$69,680.00 54 \$37.75 \$3,020.00	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60 \$62,441.60 43 \$33.86 \$2,708.80 \$70,428.80 55	\$23.90 \$1,912.00 \$49,712.00 \$20 \$26.92 \$2,153.60 \$55,993.60 \$30.34 \$2,427.20 \$63,107.20 \$44 \$34.16 \$2,732.80	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20 \$63,731.20 45 \$34.52 \$2,761.60	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80 \$64,396.80 46 \$34.88 \$2,790.40	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00 \$65,000.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20 \$65,603.20 48 \$35.56 \$2,844.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.29 \$1,783.20 \$46,363.20 13 \$25.10 \$2,008.00 \$52,208.00 25 \$28.30 \$2,264.00 \$58,864.00 37 \$31.88 \$2,550.40 \$66,310.40	\$22.51 \$1,800.80 \$46,820.80 14 \$25.37 \$2,029.60 \$52,769.60 26 \$28.57 \$2,285.60 \$59,425.60 38 \$32.20 \$2,576.00 \$66,976.00	\$22.74 \$1,819.20 \$47,299.20 15 \$25.61 \$2,048.80 \$53,268.80 27 \$28.87 \$2,309.60 \$60,049.60 39 \$32.52 \$2,601.60 \$67,641.60	\$22.95 \$1,836.00 \$47,736.00 16 \$25.86 \$2,068.80 \$53,788.80 28 \$29.14 \$2,331.20 \$60,611.20 40 \$32.84 \$2,627.20 \$68,307.20	\$23.19 \$1,855.20 \$48,235.20 \$48,235.20 17 \$26.13 \$2,090.40 \$54,350.40 29 \$29.46 \$2,356.80 \$61,276.80 41 \$33.19 \$2,655.20 \$69,035.20	\$23.43 \$1,874.40 \$48,734.40 18 \$26.39 \$2,111.20 \$54,891.20 30 \$29.73 \$2,378.40 \$61,838.40 42 \$33.50 \$2,680.00 \$69,680.00	\$23.67 \$1,893.60 \$49,233.60 19 \$26.66 \$2,132.80 \$55,452.80 31 \$30.02 \$2,401.60 \$62,441.60 43 \$33.86 \$2,708.80 \$70,428.80	\$23.90 \$1,912.00 \$49,712.00 \$20 \$26.92 \$2,153.60 \$55,993.60 \$30.34 \$2,427.20 \$63,107.20 \$44 \$34.16 \$2,732.80	\$24.13 \$1,930.40 \$50,190.40 21 \$27.18 \$2,174.40 \$56,534.40 33 \$30.64 \$2,451.20 \$63,731.20 45 \$34.52 \$2,761.60	\$24.36 \$1,948.80 \$50,668.80 22 \$27.45 \$2,196.00 \$57,096.00 34 \$30.96 \$2,476.80 \$64,396.80 46 \$34.88 \$2,790.40	\$24.61 \$1,968.80 \$51,188.80 23 \$27.75 \$2,220.00 \$57,720.00 35 \$31.25 \$2,500.00 \$65,000.00	\$24.87 \$1,989.60 \$51,729.60 24 \$27.99 \$2,239.20 \$58,219.20 36 \$31.54 \$2,523.20 \$65,603.20 48 \$35.56 \$2,844.80

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$25.10	\$25.37	\$25.61	\$25.86	\$26.13	\$26.39	\$26.66	\$26.92	\$27.18	\$27.45	\$27.75	\$27.99
Biweekly	\$2,008.00	\$2,029.60	\$2,048.80	\$2,068.80	\$2,090.40	\$2,111.20	\$2,132.80	\$2,153.60	\$2,174.40	\$2,196.00	\$2,220.00	\$2,239.20
Annually	\$52,208.00	\$52,769.60	\$53,268.80	\$53,788.80	\$54,350.40	\$54,891.20	\$55,452.80	\$55,993.60	\$56,534.40	\$57,096.00	\$57,720.00	\$58,219.20
, amadany	432,200.00	ψ32,7 03.00	\$33,200.00	ψ33,700.00	43 1,330. 10	431,031.20	Ç55, 152.00	433,333.00	ψ30,33 I. IO	<i>437,030.00</i>	\$37,720.00	430,213.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$28.30	\$28.57	\$28.87	\$29.14	\$29.46	\$29.73	\$30.02	\$30.34	\$30.64	\$30.96	\$31.25	\$31.54
Biweekly	\$2,264.00	\$2,285.60	\$2,309.60	\$2,331.20	\$2,356.80	\$2,378.40	\$2,401.60	\$2,427.20	\$2,451.20	\$2,476.80	\$2,500.00	\$2,523.20
Annually	\$58,864.00	\$59,425.60	\$60,049.60	\$60,611.20	\$61,276.80	\$61,838.40	\$62,441.60	\$63,107.20	\$63,731.20	\$64,396.80	\$65,000.00	\$65,603.20
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$31.88	\$32.20	\$32.52	\$32.84	\$33.19	\$33.50	\$33.86	\$34.16	\$34.52	\$34.88	\$35.22	\$35.56
Biweekly	\$2,550.40	\$2,576.00	\$2,601.60	\$2,627.20	\$2,655.20	\$2,680.00	\$2,708.80	\$2,732.80	\$2,761.60	\$2,790.40	\$2,817.60	\$2,844.80
Annually	\$66,310.40	\$66,976.00	\$67,641.60	\$68,307.20	\$69,035.20	\$69,680.00	\$70,428.80	\$71,052.80	\$71,801.60	\$72,550.40	\$73,257.60	\$73,964.80
Steps	27	20	20	40		42	42	44	45	46	47	40
	37 \$35.92	38	39	40 \$37.01	41 \$37.39	42	43	44	45 \$38.89	46	47	48 \$40.06
Hourly		\$36.28	\$36.64			\$37.75	\$38.13	\$38.51		\$39.28	\$39.66	
Biweekly	\$2,873.60	\$2,902.40	\$2,931.20	\$2,960.80	\$2,991.20	\$3,020.00	\$3,050.40	\$3,080.80	\$3,111.20	\$3,142.40	\$3,172.80	\$3,204.80
Annually	\$74,713.60	\$75,462.40	\$76,211.20	\$76,980.80	\$77,771.20	\$78,520.00	\$79,310.40	\$80,100.80	\$80,891.20	\$81,702.40	\$82,492.80	\$83,324.80
Steps	49	50	51	52	53	54	55					
•												
Hourly	\$40.48	\$40.86	\$41.28	\$41.71	\$42.11	\$42.51	\$42.95					
Biweekly	\$3,238.40	\$3,268.80	\$3,302.40	\$3,336.80	\$3,368.80	\$3,400.80	\$3,436.00					
Annually	\$84,198.40	\$84,988.80	\$85,862.40	\$86,756.80	\$87,588.80	\$88,420.80	\$89,336.00					
70												
Grade /8												
Grade 78												
Steps	1	2	3	4	5	6	7	. 8	9	10	. 11	. 12
Steps Hourly	\$27.45	\$27.75	\$27.99	\$28.30	\$28.57	\$28.87	\$29.14	\$29.46	\$29.73	\$30.02	\$30.34	\$30.64
Steps Hourly Biweekly	\$27.45 \$2,196.00	\$27.75 \$2,220.00	\$27.99 \$2,239.20	\$28.30 \$2,264.00	\$28.57 \$2,285.60	\$28.87 \$2,309.60	\$29.14 \$2,331.20	\$29.46 \$2,356.80	\$29.73 \$2,378.40	\$30.02 \$2,401.60	\$30.34 \$2,427.20	\$30.64 \$2,451.20
Steps Hourly	\$27.45	\$27.75	\$27.99	\$28.30	\$28.57	\$28.87	\$29.14	\$29.46	\$29.73	\$30.02	\$30.34	\$30.64
Steps Hourly Biweekly Annually	\$27.45 \$2,196.00 \$57,096.00	\$27.75 \$2,220.00 \$57,720.00	\$27.99 \$2,239.20 \$58,219.20	\$28.30 \$2,264.00 \$58,864.00	\$28.57 \$2,285.60 \$59,425.60	\$28.87 \$2,309.60 \$60,049.60	\$29.14 \$2,331.20 \$60,611.20	\$29.46 \$2,356.80 \$61,276.80	\$29.73 \$2,378.40 \$61,838.40	\$30.02 \$2,401.60 \$62,441.60	\$30.34 \$2,427.20 \$63,107.20	\$30.64 \$2,451.20 \$63,731.20
Steps Hourly Biweekly Annually Steps	\$27.45 \$2,196.00 \$57,096.00	\$27.75 \$2,220.00 \$57,720.00	\$27.99 \$2,239.20 \$58,219.20	\$28.30 \$2,264.00 \$58,864.00	\$28.57 \$2,285.60 \$59,425.60	\$28.87 \$2,309.60 \$60,049.60	\$29.14 \$2,331.20 \$60,611.20	\$29.46 \$2,356.80 \$61,276.80	\$29.73 \$2,378.40 \$61,838.40	\$30.02 \$2,401.60 \$62,441.60	\$30.34 \$2,427.20 \$63,107.20	\$30.64 \$2,451.20 \$63,731.20
Steps Hourly Biweekly Annually Steps Hourly	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60
Steps Hourly Biweekly Annually Steps Hourly	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88 \$2,790.40	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00 26 \$35.22 \$2,817.60	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56 \$2,844.80	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92 \$2,873.60	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28 \$2,902.40	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64 \$2,931.20	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01 \$2,960.80	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00 33 \$37.75 \$3,020.00	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13 \$3,050.40	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51 \$3,080.80	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60 36 \$38.89 \$3,111.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88 \$2,790.40	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00 26 \$35.22 \$2,817.60	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56 \$2,844.80	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92 \$2,873.60	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28 \$2,902.40	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64 \$2,931.20	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01 \$2,960.80	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00 33 \$37.75 \$3,020.00	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13 \$3,050.40	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51 \$3,080.80	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60 36 \$38.89 \$3,111.20 \$80,891.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88 \$2,790.40 \$72,550.40	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00 26 \$35.22 \$2,817.60 \$73,257.60	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56 \$2,844.80 \$73,964.80	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92 \$2,873.60 \$74,713.60	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28 \$2,902.40 \$75,462.40	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64 \$2,931.20 \$76,211.20	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01 \$2,960.80 \$76,980.80	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00 33 \$37.75 \$3,020.00 \$78,520.00	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13 \$3,050.40 \$79,310.40	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51 \$3,080.80 \$80,100.80	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60 36 \$38.89 \$3,111.20 \$80,891.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88 \$2,790.40 \$72,550.40	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00 26 \$35.22 \$2,817.60 \$73,257.60	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56 \$2,844.80 \$73,964.80	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92 \$2,873.60 \$74,713.60	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28 \$2,902.40 \$75,462.40	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64 \$2,931.20 \$76,211.20	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01 \$2,960.80 \$76,980.80	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00 33 \$37.75 \$3,020.00 \$78,520.00	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13 \$3,050.40 \$79,310.40	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51 \$3,080.80 \$80,100.80	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60 36 \$38.89 \$3,111.20 \$80,891.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00 26 \$35.22 \$2,817.60 \$73,257.60 38 \$39.66 \$3,172.80	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56 \$2,844.80 \$73,964.80 39 \$40.06 \$3,204.80	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92 \$2,873.60 \$74,713.60 40 \$40.48 \$3,238.40	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28 \$2,902.40 \$75,462.40 41 \$40.86 \$3,268.80	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64 \$2,931.20 \$76,211.20 42 \$41.28 \$3,302.40	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.71 \$3,336.80	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.51 \$3,400.80	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13 \$3,050.40 \$79,310.40 46 \$42.95 \$3,436.00	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51 \$3,080.80 \$80,100.80 47 \$43.38 \$3,470.40	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60 36 \$38.89 \$3,111.20 \$80,891.20 48 \$43.81 \$3,504.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88 \$2,790.40 \$72,550.40	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00 26 \$35.22 \$2,817.60 \$73,257.60	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56 \$2,844.80 \$73,964.80	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92 \$2,873.60 \$74,713.60	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28 \$2,902.40 \$75,462.40	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64 \$2,931.20 \$76,211.20	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01 \$2,960.80 \$76,980.80	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00 33 \$37.75 \$3,020.00 \$78,520.00	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13 \$3,050.40 \$79,310.40	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51 \$3,080.80 \$80,100.80	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60 36 \$38.89 \$3,111.20 \$80,891.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00 26 \$35.22 \$2,817.60 \$73,257.60 38 \$39.66 \$3,172.80	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56 \$2,844.80 \$73,964.80 39 \$40.06 \$3,204.80	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92 \$2,873.60 \$74,713.60 40 \$40.48 \$3,238.40	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28 \$2,902.40 \$75,462.40 41 \$40.86 \$3,268.80	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64 \$2,931.20 \$76,211.20 42 \$41.28 \$3,302.40	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.71 \$3,336.80	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.51 \$3,400.80	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13 \$3,050.40 \$79,310.40 46 \$42.95 \$3,436.00	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51 \$3,080.80 \$80,100.80 47 \$43.38 \$3,470.40	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60 36 \$38.89 \$3,111.20 \$80,891.20 48 \$43.81 \$3,504.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40 \$81,702.40	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00 26 \$35.22 \$2,817.60 \$73,257.60 38 \$39.66 \$3,172.80 \$82,492.80	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56 \$2,844.80 \$73,964.80 39 \$40.06 \$3,204.80 \$83,324.80	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92 \$2,873.60 \$74,713.60 40 \$40.48 \$3,238.40 \$84,198.40	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28 \$2,902.40 \$75,462.40 41 \$40.86 \$3,268.80 \$84,988.80	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64 \$2,931.20 \$76,211.20 42 \$41.28 \$3,302.40 \$85,862.40	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.71 \$3,336.80 \$86,756.80	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.51 \$3,400.80	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13 \$3,050.40 \$79,310.40 46 \$42.95 \$3,436.00	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51 \$3,080.80 \$80,100.80 47 \$43.38 \$3,470.40	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60 36 \$38.89 \$3,111.20 \$80,891.20 48 \$43.81 \$3,504.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40 \$81,702.40	\$27.75 \$2,220.00 \$57,720.00 \$14 \$31.25 \$2,500.00 \$65,000.00 \$65,000.00 \$26 \$35.22 \$2,817.60 \$73,257.60 \$39.66 \$3,172.80 \$82,492.80 \$44.72	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56 \$2,844.80 \$73,964.80 39 \$40.06 \$3,204.80 \$83,324.80	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92 \$2,873.60 \$74,713.60 40 \$40.48 \$3,238.40 \$84,198.40 52 \$45.61	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28 \$2,902.40 \$75,462.40 41 \$40.86 \$3,268.80 \$84,988.80 \$46.07	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64 \$2,931.20 \$76,211.20 42 \$41.28 \$3,302.40 \$85,862.40	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.71 \$3,336.80 \$86,756.80	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.51 \$3,400.80	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13 \$3,050.40 \$79,310.40 46 \$42.95 \$3,436.00	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51 \$3,080.80 \$80,100.80 47 \$43.38 \$3,470.40	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60 36 \$38.89 \$3,111.20 \$80,891.20 48 \$43.81 \$3,504.80
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	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40 \$81,702.40 49 \$44.24 \$3,539.20	\$27.75 \$2,220.00 \$57,720.00 14 \$31.25 \$2,500.00 \$65,000.00 26 \$35.22 \$2,817.60 \$73,257.60 38 \$39.66 \$3,172.80 \$82,492.80 50 \$44.72 \$3,577.60	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56 \$2,844.80 \$73,964.80 39 \$40.06 \$3,204.80 \$83,324.80 51 \$45.13 \$45.13 \$3,610.40	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92 \$2,873.60 \$74,713.60 40 \$40.48 \$3,238.40 \$84,198.40 52 \$45.61 \$3,648.80	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28 \$2,902.40 \$75,462.40 41 \$40.86 \$3,268.80 \$84,988.80 53 \$46.07 \$3,685.60	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64 \$2,931.20 \$76,211.20 42 \$41.28 \$3,302.40 \$85,862.40 54 \$46.54 \$3,723.20	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.71 \$3,336.80 \$86,756.80 55 \$47.00 \$3,760.00	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20 44 \$42.11 \$3,368.80	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.51 \$3,400.80	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13 \$3,050.40 \$79,310.40 46 \$42.95 \$3,436.00	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51 \$3,080.80 \$80,100.80 47 \$43.38 \$3,470.40	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60 36 \$38.89 \$3,111.20 \$80,891.20 48 \$43.81 \$3,504.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.45 \$2,196.00 \$57,096.00 13 \$30.96 \$2,476.80 \$64,396.80 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40 \$81,702.40	\$27.75 \$2,220.00 \$57,720.00 \$14 \$31.25 \$2,500.00 \$65,000.00 \$65,000.00 \$26 \$35.22 \$2,817.60 \$73,257.60 \$39.66 \$3,172.80 \$82,492.80 \$44.72	\$27.99 \$2,239.20 \$58,219.20 15 \$31.54 \$2,523.20 \$65,603.20 27 \$35.56 \$2,844.80 \$73,964.80 39 \$40.06 \$3,204.80 \$83,324.80	\$28.30 \$2,264.00 \$58,864.00 16 \$31.88 \$2,550.40 \$66,310.40 28 \$35.92 \$2,873.60 \$74,713.60 40 \$40.48 \$3,238.40 \$84,198.40 52 \$45.61	\$28.57 \$2,285.60 \$59,425.60 17 \$32.20 \$2,576.00 \$66,976.00 29 \$36.28 \$2,902.40 \$75,462.40 41 \$40.86 \$3,268.80 \$84,988.80 \$46.07	\$28.87 \$2,309.60 \$60,049.60 18 \$32.52 \$2,601.60 \$67,641.60 30 \$36.64 \$2,931.20 \$76,211.20 42 \$41.28 \$3,302.40 \$85,862.40	\$29.14 \$2,331.20 \$60,611.20 19 \$32.84 \$2,627.20 \$68,307.20 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.71 \$3,336.80 \$86,756.80	\$29.46 \$2,356.80 \$61,276.80 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20 44 \$42.11 \$3,368.80	\$29.73 \$2,378.40 \$61,838.40 21 \$33.50 \$2,680.00 \$69,680.00 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.51 \$3,400.80	\$30.02 \$2,401.60 \$62,441.60 22 \$33.86 \$2,708.80 \$70,428.80 34 \$38.13 \$3,050.40 \$79,310.40 46 \$42.95 \$3,436.00	\$30.34 \$2,427.20 \$63,107.20 23 \$34.16 \$2,732.80 \$71,052.80 35 \$38.51 \$3,080.80 \$80,100.80 47 \$43.38 \$3,470.40	\$30.64 \$2,451.20 \$63,731.20 24 \$34.52 \$2,761.60 \$71,801.60 36 \$38.89 \$3,111.20 \$80,891.20 48 \$43.81 \$3,504.80

(Non-bargaining unit)

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

0.00												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$30.02	\$30.34	\$30.64	\$30.96	\$31.25	\$31.54	\$31.88	\$32.20	\$32.52	\$32.84	\$33.19	\$33.50
Biweekly	\$2,401.60	\$2,427.20	\$2,451.20	\$2,476.80	\$2,500.00	\$2,523.20	\$2,550.40	\$2,576.00	\$2,601.60	\$2,627.20	\$2,655.20	\$2,680.00
Annually	\$62,441.60	\$63,107.20	\$63,731.20	\$64,396.80	\$65,000.00	\$65,603.20	\$66,310.40	\$66,976.00	\$67,641.60	\$68,307.20	\$69,035.20	\$69,680.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$33.86	\$34.16	\$34.52	\$34.88	\$35.22	\$35.56	\$35.92	\$36.28	\$36.64	\$37.01	\$37.39	\$37.75
Biweekly	\$2,708.80	\$2,732.80	\$2,761.60	\$2,790.40	\$2,817.60	\$2,844.80	\$2,873.60	\$2,902.40	\$2,931.20	\$2,960.80	\$2,991.20	\$3,020.00
Annually	\$70,428.80	\$71,052.80	\$71,801.60	\$72,550.40	\$73,257.60	\$73,964.80	\$74,713.60	\$75,462.40	\$76,211.20	\$76,980.80	\$77,771.20	\$78,520.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$38.13	\$38.51	\$38.89	\$39.28	\$39.66	\$40.06	\$40.48	\$40.86	\$41.28	\$41.71	\$42.11	\$42.51
Biweekly	\$3,050.40	\$3,080.80	\$3,111.20	\$3,142.40	\$3,172.80	\$3,204.80	\$3,238.40	\$3,268.80	\$3,302.40	\$3,336.80	\$3,368.80	\$3,400.80
Annually	\$79,310.40	\$80,100.80	\$80,891.20	\$81,702.40	\$82,492.80	\$83,324.80	\$84,198.40	\$84,988.80	\$85,862.40	\$86,756.80	\$87,588.80	\$88,420.80
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$42.95	\$43.38	\$43.81	\$44.24	\$44.72	\$45.13	\$45.61	\$46.07	\$46.54	\$47.00	\$47.46	\$47.93
Biweekly	\$3,436.00	\$3,470.40	\$3,504.80	\$3,539.20	\$3,577.60	\$3,610.40	\$3,648.80	\$3,685.60	\$3,723.20	\$3,760.00	\$3,796.80	\$3,834.40
Annually	\$89,336.00	\$90,230.40	\$91,124.80	\$92,019.20	\$93,017.60	\$93,870.40	\$94,868.80	\$95,825.60	\$96,803.20	\$97,760.00	\$98,716.80	\$99,694.40
Steps	49	50	51	52	53	54	55					
Hourly	\$48.42	\$48.90	\$49.39	\$49.89	\$50.40	\$50.90	\$51.39					
Biweekly	\$3,873.60	\$3,912.00	\$3,951.20	\$3,991.20	\$4,032.00	\$4,072.00	\$4,111.20					
Annually	\$100,713.60	\$101,712.00	\$102,731.20	\$103,771.20	\$104,832.00	\$105,872.00	\$106,891.20					
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o 1 00												
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$32.52	\$32.84	\$33.19	\$33.50	\$33.86	\$34.16	\$34.52	\$34.88	\$35.22	\$35.56	\$35.92	\$36.28
Biweekly	\$2,601.60	\$2,627.20	\$2,655.20	\$2,680.00	\$2,708.80	\$2,732.80	\$2,761.60	\$2,790.40	\$2,817.60	\$2,844.80	\$2,873.60	\$2,902.40
Annually	\$67,641.60	\$68,307.20	\$69,035.20	\$69,680.00	\$70,428.80	\$71,052.80	\$71,801.60	\$72,550.40	\$73,257.60	\$73,964.80	\$74,713.60	\$75,462.40
Chama												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$36.64	\$37.01	\$37.39	\$37.75	\$38.13	\$38.51	\$38.89	\$39.28	\$39.66	\$40.06	\$40.48	\$40.86
Biweekly	\$2,931.20	\$2,960.80	\$2,991.20	\$3,020.00	\$3,050.40	\$3,080.80	\$3,111.20	\$3,142.40	\$3,172.80	\$3,204.80	\$3,238.40	\$3,268.80
Annually	\$76,211.20	\$76,980.80	\$77,771.20	\$78,520.00	\$79,310.40	\$80,100.80	\$80,891.20	\$81,702.40	\$82,492.80	\$83,324.80	\$84,198.40	\$84,988.80
Chama												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$41.28	\$41.71	\$42.11	\$42.51	\$42.95	\$43.38	\$43.81	\$44.24	\$44.72	\$45.13	\$45.61	\$46.07
Biweekly	\$3,302.40	\$3,336.80	\$3,368.80	\$3,400.80	\$3,436.00	\$3,470.40	\$3,504.80	\$3,539.20	\$3,577.60	\$3,610.40	\$3,648.80	\$3,685.60
Annually	\$85,862.40	\$86,756.80	\$87,588.80	\$88,420.80	\$89,336.00	\$90,230.40	\$91,124.80	\$92,019.20	\$93,017.60	\$93,870.40	\$94,868.80	\$95,825.60
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Steps	37	38	. 39	40	41	42	43	. 44	45	46	47	48
Hourly	\$46.54	\$47.00	\$47.46	\$47.93	\$48.42	\$48.90	\$49.39	\$49.89	\$50.40	\$50.90	\$51.39	\$51.92
Biweekly	\$3,723.20	\$3,760.00	\$3,796.80	\$3,834.40	\$3,873.60	\$3,912.00	\$3,951.20	\$3,991.20	\$4,032.00	\$4,072.00	\$4,111.20	\$4,153.60
Annually	\$96,803.20	\$97,760.00	\$98,716.80	\$99,694.40	\$100,713.60	\$101,712.00	\$102,731.20	\$103,771.20	\$104,832.00	\$105,872.00	\$106,891.20	\$107,993.60
-		50	51	52	53	54	55					
Steps	//0				33	34	33					
Steps	49											
Hourly	\$52.41	\$52.95	\$53.46	\$54.03	\$54.56	\$55.09	\$55.67					
Hourly Biweekly	\$52.41 \$4,192.80	\$52.95 \$4,236.00	\$53.46 \$4,276.80	\$54.03 \$4,322.40	\$54.56 \$4,364.80	\$55.09 \$4,407.20	\$55.67 \$4,453.60					
Hourly	\$52.41	\$52.95	\$53.46	\$54.03	\$54.56	\$55.09	\$55.67					

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$35.56	\$35.92	\$36.28	\$36.64	\$37.01	\$37.39	\$37.75	\$38.13	\$38.51	\$38.89	\$39.28	\$39.66
Biweekly	\$2,844.80	\$2,873.60	\$2,902.40	\$2,931.20	\$2,960.80	\$2,991.20	\$3,020.00	\$3,050.40	\$3,080.80	\$3,111.20	\$3,142.40	\$3,172.80
Annually	\$73,964.80	\$74,713.60	\$75,462.40	\$76,211.20	\$76,980.80	\$77,771.20	\$78,520.00	\$79,310.40	\$80,100.80	\$80,891.20	\$81,702.40	\$82,492.80
Ailliually	\$73,504.60	\$74,713.00	\$75,402.40	\$70,211.20	\$70,560.60	\$77,771.20	\$76,320.00	\$75,310.40	380,100.80	300,031.20	301,702.40	302,432.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$40.06	\$40.48	\$40.86	\$41.28	\$41.71	\$42.11	\$42.51	\$42.95	\$43.38	\$43.81	\$44.24	\$44.72
-	•	•	•				•	•	•			
Biweekly	\$3,204.80	\$3,238.40	\$3,268.80	\$3,302.40	\$3,336.80	\$3,368.80	\$3,400.80	\$3,436.00	\$3,470.40	\$3,504.80	\$3,539.20	\$3,577.60
Annually	\$83,324.80	\$84,198.40	\$84,988.80	\$85,862.40	\$86,756.80	\$87,588.80	\$88,420.80	\$89,336.00	\$90,230.40	\$91,124.80	\$92,019.20	\$93,017.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$45.13	\$45.61	\$46.07	\$46.54	\$47.00	\$47.46	\$47.93	\$48.42	\$48.90	\$49.39	\$49.89	\$50.40
Biweekly	\$3,610.40	\$3,648.80	\$3,685.60	\$3,723.20	\$3,760.00	\$3,796.80	\$3,834.40	\$3,873.60	\$3,912.00	\$3,951.20	\$3,991.20	\$4,032.00
Annually	\$93,870.40	\$94,868.80	\$95,825.60	\$96,803.20	\$97,760.00	\$98,716.80	\$99,694.40	\$100,713.60	\$101,712.00	\$102,731.20	\$103,771.20	\$104,832.00
Ailliually	333,670.40	334,606.60	333,823.00	330,803.20	337,700.00	330,710.00	333,034.40	3100,713.00	\$101,712.00	\$102,731.20	3103,771.20	\$104,632.00
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$50.90	\$51.39	\$51.92	\$52.41	\$52.95	\$53.46	\$54.03	\$54.56	\$55.09	\$55.67	\$56.21	\$56.78
Biweekly	\$4,072.00	\$4,111.20	\$4,153.60	\$4,192.80	\$4,236.00	\$4,276.80	\$4,322.40	\$4,364.80	\$4,407.20	\$4,453.60	\$4,496.80	\$4,542.40
Annually	\$105,872.00	\$106,891.20	\$107,993.60	\$109,012.80	\$110,136.00	\$111,196.80	\$112,382.40	\$113,484.80	\$114,587.20	\$115,793.60	\$116,916.80	\$118,102.40
C1												
Steps	49	50	51	52	53	54	55					
Hourly	\$57.34	\$57.93	\$58.50	\$59.06	\$59.68	\$60.25	\$60.86					
Biweekly	\$4,587.20	\$4,634.40	\$4,680.00	\$4,724.80	\$4,774.40	\$4,820.00	\$4,868.80					
Annually	\$119,267.20	\$120,494.40	\$121,680.00	\$122,844.80	\$124,134.40	\$125,320.00	\$126,588.80					
Ailliually	\$115,207.20	\$120,454.40	\$121,000.00	\$122,044.00	\$124,154.40	\$125,520.00	\$120,500.00					
0 - 1 - 03												
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_	-	-	_			-	•			
Steps Hourly	\$40.06	\$40.48	\$40.86	\$41.28	\$41.71	\$42.11	\$42.51	\$42.95	\$43.38	\$43.81	\$44.24	\$44.72
Steps Hourly Biweekly	\$40.06 \$3,204.80	\$40.48 \$3,238.40	\$40.86 \$3,268.80	\$41.28 \$3,302.40	\$41.71 \$3,336.80	\$42.11 \$3,368.80	\$42.51 \$3,400.80	\$42.95 \$3,436.00	\$43.38 \$3,470.40	\$43.81 \$3,504.80	\$44.24 \$3,539.20	\$44.72 \$3,577.60
Steps Hourly	\$40.06	\$40.48	\$40.86	\$41.28	\$41.71	\$42.11	\$42.51	\$42.95	\$43.38	\$43.81	\$44.24	\$44.72
Steps Hourly Biweekly Annually	\$40.06 \$3,204.80 \$83,324.80	\$40.48 \$3,238.40 \$84,198.40	\$40.86 \$3,268.80 \$84,988.80	\$41.28 \$3,302.40 \$85,862.40	\$41.71 \$3,336.80 \$86,756.80	\$42.11 \$3,368.80 \$87,588.80	\$42.51 \$3,400.80 \$88,420.80	\$42.95 \$3,436.00 \$89,336.00	\$43.38 \$3,470.40 \$90,230.40	\$43.81 \$3,504.80 \$91,124.80	\$44.24 \$3,539.20 \$92,019.20	\$44.72 \$3,577.60 \$93,017.60
Steps Hourly Biweekly Annually Steps	\$40.06 \$3,204.80 \$83,324.80	\$40.48 \$3,238.40 \$84,198.40	\$40.86 \$3,268.80 \$84,988.80	\$41.28 \$3,302.40 \$85,862.40	\$41.71 \$3,336.80 \$86,756.80	\$42.11 \$3,368.80 \$87,588.80	\$42.51 \$3,400.80 \$88,420.80	\$42.95 \$3,436.00 \$89,336.00	\$43.38 \$3,470.40 \$90,230.40	\$43.81 \$3,504.80 \$91,124.80	\$44.24 \$3,539.20 \$92,019.20	\$44.72 \$3,577.60 \$93,017.60
Steps Hourly Biweekly Annually Steps Hourly	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93	\$42.95 \$3,436.00 \$89,336.00 20 \$48.42	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40	\$42.95 \$3,436.00 \$89,336.00 20 \$48.42 \$3,873.60	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00
Steps Hourly Biweekly Annually Steps Hourly	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93	\$42.95 \$3,436.00 \$89,336.00 20 \$48.42	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40	\$42.95 \$3,436.00 \$89,336.00 20 \$48.42 \$3,873.60	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40	\$42.95 \$3,436.00 \$89,336.00 20 \$48.42 \$3,873.60 \$100,713.60	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40	\$42.95 \$3,436.00 \$89,336.00 20 \$48.42 \$3,873.60 \$100,713.60	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03	\$42.95 \$3,436.00 \$89,336.00 20 \$48.42 \$3,873.60 \$100,713.60	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92 \$4,153.60	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40	\$42.95 \$3,436.00 \$89,336.00 20 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03	\$42.95 \$3,436.00 \$89,336.00 20 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00 \$105,872.00	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92 \$4,153.60 \$107,993.60	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80 \$109,012.80	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00 \$110,136.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80 \$111,196.80	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40 \$112,382.40	\$42.95 \$3,436.00 \$89,336.00 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20 \$114,587.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60 \$115,793.60	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80 \$116,916.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40 \$118,102.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00 \$105,872.00	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92 \$4,153.60 \$107,993.60	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80 \$109,012.80	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00 \$110,136.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80 \$111,196.80	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40 \$112,382.40	\$42.95 \$3,436.00 \$89,336.00 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20 \$114,587.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60 \$115,793.60	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80 \$116,916.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40 \$118,102.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00 \$105,872.00	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92 \$4,153.60 \$107,993.60	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80 \$109,012.80	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00 \$110,136.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80 \$111,196.80	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40 \$112,382.40	\$42.95 \$3,436.00 \$89,336.00 \$48.42 \$3,873.60 \$100,713.60 \$54.56 \$4,364.80 \$113,484.80	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20 \$114,587.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60 \$115,793.60	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80 \$116,916.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40 \$118,102.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00 \$105,872.00 37 \$57.34 \$4,587.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.93 \$4,634.40	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92 \$4,153.60 \$107,993.60 39 \$58.50 \$4,680.00	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80 \$109,012.80 40 \$59.06 \$4,724.80	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00 \$110,136.00 41 \$59.68 \$4,774.40	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80 \$111,196.80 42 \$60.25 \$4,820.00	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40 \$112,382.40 \$60.86 \$4,868.80	\$42.95 \$3,436.00 \$89,336.00 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.49 \$4,919.20	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20 \$114,587.20 45 \$62.09 \$4,967.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60 \$115,793.60 46 \$62.71 \$5,016.80	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80 \$116,916.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40 \$118,102.40 48 \$63.98 \$5,118.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00 \$105,872.00	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92 \$4,153.60 \$107,993.60	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80 \$109,012.80	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00 \$110,136.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80 \$111,196.80	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40 \$112,382.40	\$42.95 \$3,436.00 \$89,336.00 \$48.42 \$3,873.60 \$100,713.60 \$54.56 \$4,364.80 \$113,484.80	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20 \$114,587.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60 \$115,793.60	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80 \$116,916.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40 \$118,102.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00 \$105,872.00 37 \$57.34 \$4,587.20 \$119,267.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.93 \$4,634.40 \$120,494.40	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92 \$4,153.60 \$107,993.60 39 \$58.50 \$4,680.00 \$121,680.00	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80 \$109,012.80 40 \$59.06 \$4,724.80 \$122,844.80	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00 \$110,136.00 41 \$59.68 \$4,774.40 \$124,134.40	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80 \$111,196.80 42 \$60.25 \$4,820.00 \$125,320.00	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40 \$112,382.40 43 \$60.86 \$4,868.80 \$126,588.80	\$42.95 \$3,436.00 \$89,336.00 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.49 \$4,919.20	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20 \$114,587.20 45 \$62.09 \$4,967.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60 \$115,793.60 46 \$62.71 \$5,016.80	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80 \$116,916.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40 \$118,102.40 48 \$63.98 \$5,118.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00 \$105,872.00 37 \$57.34 \$4,587.20 \$119,267.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.93 \$4,634.40 \$120,494.40	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92 \$4,153.60 \$107,993.60 39 \$58.50 \$4,680.00 \$121,680.00	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80 \$109,012.80 40 \$59.06 \$4,724.80 \$122,844.80	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00 \$110,136.00 41 \$59.68 \$4,774.40 \$124,134.40	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80 \$111,196.80 42 \$60.25 \$4,820.00 \$125,320.00	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40 \$112,382.40 43 \$60.86 \$4,868.80 \$126,588.80	\$42.95 \$3,436.00 \$89,336.00 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.49 \$4,919.20	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20 \$114,587.20 45 \$62.09 \$4,967.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60 \$115,793.60 46 \$62.71 \$5,016.80	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80 \$116,916.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40 \$118,102.40 48 \$63.98 \$5,118.40
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	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00 \$105,872.00 37 \$57.34 \$4,587.20 \$119,267.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.93 \$4,634.40 \$120,494.40 50 \$65.27	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92 \$4,153.60 \$107,993.60 39 \$58.50 \$4,680.00 \$121,680.00 \$121,680.00	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80 \$109,012.80 40 \$59.06 \$4,724.80 \$122,844.80	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00 \$110,136.00 41 \$59.68 \$4,774.40 \$124,134.40	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80 \$111,196.80 42 \$60.25 \$4,820.00 \$125,320.00	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40 \$112,382.40 43 \$60.86 \$4,868.80 \$126,588.80	\$42.95 \$3,436.00 \$89,336.00 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.49 \$4,919.20	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20 \$114,587.20 45 \$62.09 \$4,967.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60 \$115,793.60 46 \$62.71 \$5,016.80	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80 \$116,916.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40 \$118,102.40 48 \$63.98 \$5,118.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00 \$105,872.00 37 \$57.34 \$4,587.20 \$119,267.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.93 \$4,634.40 \$120,494.40	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92 \$4,153.60 \$107,993.60 39 \$58.50 \$4,680.00 \$121,680.00	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80 \$109,012.80 40 \$59.06 \$4,724.80 \$122,844.80	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00 \$110,136.00 41 \$59.68 \$4,774.40 \$124,134.40	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80 \$111,196.80 42 \$60.25 \$4,820.00 \$125,320.00	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40 \$112,382.40 43 \$60.86 \$4,868.80 \$126,588.80	\$42.95 \$3,436.00 \$89,336.00 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.49 \$4,919.20	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20 \$114,587.20 45 \$62.09 \$4,967.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60 \$115,793.60 46 \$62.71 \$5,016.80	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80 \$116,916.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40 \$118,102.40 48 \$63.98 \$5,118.40
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	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00 \$105,872.00 37 \$57.34 \$4,587.20 \$119,267.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.93 \$4,634.40 \$120,494.40 50 \$65.27	\$40.86 \$3,268.80 \$84,988.80 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.92 \$4,153.60 \$107,993.60 39 \$58.50 \$4,680.00 \$121,680.00 \$121,680.00	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80 \$109,012.80 40 \$59.06 \$4,724.80 \$122,844.80	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00 \$110,136.00 41 \$59.68 \$4,774.40 \$124,134.40	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80 \$111,196.80 42 \$60.25 \$4,820.00 \$125,320.00	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40 \$112,382.40 43 \$60.86 \$4,868.80 \$126,588.80	\$42.95 \$3,436.00 \$89,336.00 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.49 \$4,919.20	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20 \$114,587.20 45 \$62.09 \$4,967.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60 \$115,793.60 46 \$62.71 \$5,016.80	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80 \$116,916.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40 \$118,102.40 48 \$63.98 \$5,118.40
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	\$40.06 \$3,204.80 \$83,324.80 13 \$45.13 \$3,610.40 \$93,870.40 25 \$50.90 \$4,072.00 \$105,872.00 37 \$57.34 \$4,587.20 \$119,267.20 49 \$64.61 \$5,168.80	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.93 \$4,634.40 \$120,494.40 50 \$65.27 \$5,221.60	\$40.86 \$3,268.80 \$84,988.80 \$15 \$46.07 \$3,685.60 \$95,825.60 \$27 \$51.92 \$4,153.60 \$107,993.60 \$121,680.00 \$121,680.00	\$41.28 \$3,302.40 \$85,862.40 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.41 \$4,192.80 \$109,012.80 40 \$59.06 \$4,724.80 \$122,844.80 52 \$66.58 \$5,326.40	\$41.71 \$3,336.80 \$86,756.80 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.95 \$4,236.00 \$110,136.00 41 \$59.68 \$4,774.40 \$124,134.40 53 \$67.25 \$5,380.00	\$42.11 \$3,368.80 \$87,588.80 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.46 \$4,276.80 \$111,196.80 42 \$60.25 \$4,820.00 \$125,320.00 54 \$67.92 \$5,433.60	\$42.51 \$3,400.80 \$88,420.80 19 \$47.93 \$3,834.40 \$99,694.40 31 \$54.03 \$4,322.40 \$112,382.40 43 \$60.86 \$4,868.80 \$126,588.80 55 \$68.59 \$5,487.20	\$42.95 \$3,436.00 \$89,336.00 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.49 \$4,919.20	\$43.38 \$3,470.40 \$90,230.40 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.09 \$4,407.20 \$114,587.20 45 \$62.09 \$4,967.20	\$43.81 \$3,504.80 \$91,124.80 22 \$49.39 \$3,951.20 \$102,731.20 34 \$55.67 \$4,453.60 \$115,793.60 46 \$62.71 \$5,016.80	\$44.24 \$3,539.20 \$92,019.20 23 \$49.89 \$3,991.20 \$103,771.20 35 \$56.21 \$4,496.80 \$116,916.80	\$44.72 \$3,577.60 \$93,017.60 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.78 \$4,542.40 \$118,102.40 48 \$63.98 \$5,118.40

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$45.13 \$3,610.40	\$45.61 \$3,648.80	\$46.07 \$3,685.60	\$46.54 \$3,723.20	\$47.00 \$3,760.00	\$47.46 \$3,796.80	\$47.93 \$3,834.40	\$48.42 \$3,873.60	\$48.90 \$3,912.00	\$49.39 \$3,951.20	\$49.89 \$3,991.20	\$50.40 \$4,032.00
Annually	\$93,870.40	\$94,868.80	\$95,825.60	\$96,803.20	\$97,760.00	\$98,716.80	\$99,694.40	\$100,713.60	\$101,712.00	\$102,731.20	\$103,771.20	\$104,832.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$50.90	\$51.39	\$51.92	\$52.41	\$52.95	\$53.46	\$54.03	\$54.56	\$55.09	\$55.67	\$56.21	\$56.78
Biweekly	\$4,072.00	\$4,111.20	\$4,153.60	\$4,192.80	\$4,236.00	\$4,276.80	\$4,322.40	\$4,364.80	\$4,407.20	\$4,453.60	\$4,496.80	\$4,542.40
Annually	\$105,872.00	\$106,891.20	\$107,993.60	\$109,012.80	\$110,136.00	\$111,196.80	\$112,382.40	\$113,484.80	\$114,587.20	\$115,793.60	\$116,916.80	\$118,102.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$57.34	\$57.93	\$58.50	\$59.06	\$59.68	\$60.25	\$60.86	\$61.49	\$62.09	\$62.71	\$63.31	\$63.98
Biweekly	\$4,587.20	\$4,634.40	\$4,680.00	\$4,724.80	\$4,774.40	\$4,820.00	\$4,868.80	\$4,919.20	\$4,967.20	\$5,016.80	\$5,064.80	\$5,118.40
Annually	\$119,267.20	\$120,494.40	\$121,680.00	\$122,844.80	\$124,134.40	\$125,320.00	\$126,588.80	\$127,899.20	\$129,147.20	\$130,436.80	\$131,684.80	\$133,078.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$64.61	\$65.27	\$65.92	\$66.58	\$67.25	\$67.92	\$68.59	\$69.28	\$69.96	\$70.67	\$71.37	\$72.08
Biweekly	\$5,168.80	\$5,221.60	\$5,273.60	\$5,326.40	\$5,380.00	\$5,433.60	\$5,487.20	\$5,542.40	\$5,596.80	\$5,653.60	\$5,709.60	\$5,766.40
Annually	\$134,388.80	\$135,761.60	\$137,113.60	\$138,486.40	\$139,880.00	\$141,273.60	\$142,667.20	\$144,102.40	\$145,516.80	\$146,993.60	\$148,449.60	\$149,926.40
Steps	49	50	51	52	53	54	55					
Hourly	\$72.80	\$73.55	\$74.28	\$75.02	\$75.76	\$76.53	\$77.30					
Biweekly	\$5,824.00	\$5,884.00	\$5,942.40	\$6,001.60	\$6,060.80	\$6,122.40	\$6,184.00					
Annually	\$151,424.00	\$152,984.00	\$154,502.40	\$156,041.60	\$157,580.80	\$159,182.40	\$160,784.00					
Grade 84												
Grade 04												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$49.39	\$49.89	\$50.40	\$50.90	\$51.39	\$51.92	\$52.41	\$52.95	\$53.46	\$54.03	\$54.56	\$55.09
Steps Hourly Biweekly	\$49.39 \$3,951.20	\$49.89 \$3,991.20	\$50.40 \$4,032.00	\$50.90 \$4,072.00	\$51.39 \$4,111.20	\$51.92 \$4,153.60	\$52.41 \$4,192.80	\$52.95 \$4,236.00	\$53.46 \$4,276.80	\$54.03 \$4,322.40	\$54.56 \$4,364.80	\$55.09 \$4,407.20
Steps Hourly	\$49.39	\$49.89	\$50.40	\$50.90	\$51.39	\$51.92	\$52.41	\$52.95	\$53.46	\$54.03	\$54.56	\$55.09
Steps Hourly Biweekly Annually Steps	\$49.39 \$3,951.20 \$102,731.20	\$49.89 \$3,991.20 \$103,771.20	\$50.40 \$4,032.00 \$104,832.00	\$50.90 \$4,072.00 \$105,872.00	\$51.39 \$4,111.20 \$106,891.20	\$51.92 \$4,153.60 \$107,993.60	\$52.41 \$4,192.80 \$109,012.80	\$52.95 \$4,236.00 \$110,136.00	\$53.46 \$4,276.80 \$111,196.80	\$54.03 \$4,322.40 \$112,382.40	\$54.56 \$4,364.80 \$113,484.80	\$55.09 \$4,407.20 \$114,587.20
Steps Hourly Biweekly Annually Steps Hourly	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21	\$50.40 \$4,032.00 \$104,832.00 15 \$56.78	\$50.90 \$4,072.00 \$105,872.00 16 \$57.34	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80	\$50.40 \$4,032.00 \$104,832.00 15 \$56.78 \$4,542.40	\$50.90 \$4,072.00 \$105,872.00 16 \$57.34 \$4,587.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06 \$4,724.80	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20
Steps Hourly Biweekly Annually Steps Hourly	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21	\$50.40 \$4,032.00 \$104,832.00 15 \$56.78	\$50.90 \$4,072.00 \$105,872.00 16 \$57.34	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80	\$50.40 \$4,032.00 \$104,832.00 15 \$56.78 \$4,542.40	\$50.90 \$4,072.00 \$105,872.00 16 \$57.34 \$4,587.20 \$119,267.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06 \$4,724.80	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60 \$115,793.60 25 \$62.71	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80 \$116,916.80 26 \$63.31	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.78 \$4,542.40 \$118,102.40 \$27 \$63.98	\$50.90 \$4,072.00 \$105,872.00 16 \$57.34 \$4,587.20 \$119,267.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40 29 \$65.27	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00 \$121,680.00 30 \$65.92	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06 \$4,724.80 \$122,844.80	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40 \$124,134.40 32 \$67.25	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00 \$125,320.00 33 \$67.92	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80 \$126,588.80 34 \$68.59	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20 35 \$69.28	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20 36 \$69.96
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60 \$115,793.60 25 \$62.71 \$5,016.80	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80 \$116,916.80 26 \$63.31 \$5,064.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.78 \$4,542.40 \$118,102.40 \$63.98 \$5,118.40	\$50.90 \$4,072.00 \$105,872.00 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.61 \$5,168.80	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40 29 \$65.27 \$5,221.60	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00 \$121,680.00 30 \$65.92 \$5,273.60	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06 \$4,724.80 \$122,844.80 31 \$66.58 \$5,326.40	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40 \$124,134.40 32 \$67.25 \$5,380.00	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00 \$125,320.00 33 \$67.92 \$5,433.60	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80 \$126,588.80 34 \$68.59 \$5,487.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20 35 \$69.28 \$5,542.40	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20 36 \$69.96 \$5,596.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60 \$115,793.60 25 \$62.71	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80 \$116,916.80 26 \$63.31	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.78 \$4,542.40 \$118,102.40 \$27 \$63.98	\$50.90 \$4,072.00 \$105,872.00 16 \$57.34 \$4,587.20 \$119,267.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40 29 \$65.27	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00 \$121,680.00 30 \$65.92	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06 \$4,724.80 \$122,844.80	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40 \$124,134.40 32 \$67.25	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00 \$125,320.00 33 \$67.92	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80 \$126,588.80 34 \$68.59	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20 35 \$69.28	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20 36 \$69.96
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60 \$115,793.60 25 \$62.71 \$5,016.80	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80 \$116,916.80 26 \$63.31 \$5,064.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.78 \$4,542.40 \$118,102.40 \$63.98 \$5,118.40	\$50.90 \$4,072.00 \$105,872.00 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.61 \$5,168.80	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40 29 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00 \$121,680.00 30 \$65.92 \$5,273.60	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06 \$4,724.80 \$122,844.80 31 \$66.58 \$5,326.40	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40 \$124,134.40 32 \$67.25 \$5,380.00	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00 \$125,320.00 33 \$67.92 \$5,433.60	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80 \$126,588.80 34 \$68.59 \$5,487.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20 35 \$69.28 \$5,542.40 \$144,102.40	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20 36 \$69.96 \$5,596.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60 \$115,793.60 25 \$62.71 \$5,016.80 \$130,436.80	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80 \$116,916.80 26 \$63.31 \$5,064.80 \$131,684.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.78 \$4,542.40 \$118,102.40 \$63.98 \$5,118.40 \$133,078.40	\$50.90 \$4,072.00 \$105,872.00 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.61 \$5,168.80 \$134,388.80	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40 29 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00 \$121,680.00 30 \$65.92 \$5,273.60 \$137,113.60	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06 \$4,724.80 \$122,844.80 31 \$66.58 \$5,326.40 \$138,486.40	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40 \$124,134.40 32 \$67.25 \$5,380.00 \$139,880.00	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00 \$125,320.00 33 \$67.92 \$5,433.60 \$141,273.60	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80 \$126,588.80 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20 35 \$69.28 \$5,542.40 \$144,102.40	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20 36 \$69.96 \$5,596.80 \$145,516.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60 \$115,793.60 25 \$62.71 \$5,016.80 \$130,436.80 37 \$70.67 \$5,653.60	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80 \$116,916.80 26 \$63.31 \$5,064.80 \$131,684.80 38 \$71.37 \$5,709.60	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.78 \$4,542.40 \$118,102.40 27 \$63.98 \$5,118.40 \$133,078.40 39 \$72.08 \$5,766.40	\$50.90 \$4,072.00 \$105,872.00 \$15,872.00 \$16 \$57.34 \$4,587.20 \$119,267.20 \$134,388.80 \$134,388.80 \$72.80 \$5,824.00	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40 29 \$65.27 \$5,221.60 \$135,761.60 41 \$73.55 \$5,884.00	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00 \$121,680.00 30 \$65.92 \$5,273.60 \$137,113.60 42 \$74.28 \$5,942.40	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06 \$4,724.80 \$122,844.80 31 \$66.58 \$5,326.40 \$138,486.40 43 \$75.02 \$6,001.60	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40 \$124,134.40 32 \$67.25 \$5,380.00 \$139,880.00 44 \$75.76 \$6,060.80	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00 \$125,320.00 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.53 \$6,122.40	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80 \$126,588.80 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20 35 \$69.28 \$5,542.40 \$144,102.40 47 \$78.07 \$6,245.60	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20 36 \$69.96 \$5,596.80 \$145,516.80 48 \$78.84 \$6,307.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60 \$115,793.60 25 \$62.71 \$5,016.80 \$130,436.80	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80 \$116,916.80 26 \$63.31 \$5,064.80 \$131,684.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.78 \$4,542.40 \$118,102.40 27 \$63.98 \$5,118.40 \$133,078.40	\$50.90 \$4,072.00 \$105,872.00 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.61 \$5,168.80 \$134,388.80 40 \$72.80	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40 29 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00 \$121,680.00 30 \$65.92 \$5,273.60 \$137,113.60	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06 \$4,724.80 \$122,844.80 31 \$66.58 \$5,326.40 \$138,486.40	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40 \$124,134.40 32 \$67.25 \$5,380.00 \$139,880.00	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00 \$125,320.00 33 \$67.92 \$5,433.60 \$141,273.60	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80 \$126,588.80 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20 35 \$69.28 \$5,542.40 \$144,102.40	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20 36 \$69.96 \$5,596.80 \$145,516.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60 \$115,793.60 25 \$62.71 \$5,016.80 \$130,436.80 37 \$70.67 \$5,653.60	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80 \$116,916.80 26 \$63.31 \$5,064.80 \$131,684.80 38 \$71.37 \$5,709.60	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.78 \$4,542.40 \$118,102.40 27 \$63.98 \$5,118.40 \$133,078.40 39 \$72.08 \$5,766.40	\$50.90 \$4,072.00 \$105,872.00 \$15,872.00 \$16 \$57.34 \$4,587.20 \$119,267.20 \$134,388.80 \$134,388.80 \$72.80 \$5,824.00	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40 29 \$65.27 \$5,221.60 \$135,761.60 41 \$73.55 \$5,884.00	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00 \$121,680.00 30 \$65.92 \$5,273.60 \$137,113.60 42 \$74.28 \$5,942.40	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06 \$4,724.80 \$122,844.80 31 \$66.58 \$5,326.40 \$138,486.40 43 \$75.02 \$6,001.60	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40 \$124,134.40 32 \$67.25 \$5,380.00 \$139,880.00 44 \$75.76 \$6,060.80	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00 \$125,320.00 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.53 \$6,122.40	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80 \$126,588.80 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20 35 \$69.28 \$5,542.40 \$144,102.40 47 \$78.07 \$6,245.60	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20 36 \$69.96 \$5,596.80 \$145,516.80 48 \$78.84 \$6,307.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60 \$115,793.60 25 \$62.71 \$5,016.80 \$130,436.80 37 \$70.67 \$5,653.60 \$146,993.60	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80 \$116,916.80 26 \$63.31 \$5,064.80 \$131,684.80 38 \$71.37 \$5,709.60 \$148,449.60	\$50.40 \$4,032.00 \$104,832.00 \$104,832.00 \$15 \$56.78 \$4,542.40 \$118,102.40 \$63.98 \$5,118.40 \$133,078.40 \$72.08 \$5,766.40 \$149,926.40	\$50.90 \$4,072.00 \$105,872.00 \$105,872.00 \$16 \$57.34 \$4,587.20 \$119,267.20 \$13,458.80 \$134,388.80 \$72.80 \$5,824.00 \$151,424.00	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40 29 \$65.27 \$5,221.60 \$135,761.60 41 \$73.55 \$5,884.00 \$152,984.00	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00 \$121,680.00 30 \$65.92 \$5,273.60 \$137,113.60 42 \$74.28 \$5,942.40 \$154,502.40	\$52.41 \$4,192.80 \$109,012.80 \$19,012.80 \$59.06 \$4,724.80 \$122,844.80 \$122,844.80 \$138,486.40 \$138,486.40 \$138,486.40 \$156,041.60	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40 \$124,134.40 32 \$67.25 \$5,380.00 \$139,880.00 44 \$75.76 \$6,060.80	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00 \$125,320.00 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.53 \$6,122.40	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80 \$126,588.80 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20 35 \$69.28 \$5,542.40 \$144,102.40 47 \$78.07 \$6,245.60	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20 36 \$69.96 \$5,596.80 \$145,516.80 48 \$78.84 \$6,307.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60 \$115,793.60 25 \$62.71 \$5,016.80 \$130,436.80 37 \$70.67 \$5,653.60 \$146,993.60	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80 \$116,916.80 26 \$63.31 \$5,064.80 \$131,684.80 38 \$71.37 \$5,709.60 \$148,449.60	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.78 \$4,542.40 \$118,102.40 27 \$63.98 \$5,118.40 \$133,078.40 39 \$72.08 \$5,766.40 \$149,926.40	\$50.90 \$4,072.00 \$105,872.00 \$105,872.00 \$16 \$57.34 \$4,587.20 \$119,267.20 \$119,267.20 \$134,388.80 \$134,388.80 \$72.80 \$5,824.00 \$151,424.00	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40 29 \$65.27 \$5,221.60 \$135,761.60 41 \$73.55 \$5,884.00 \$152,984.00	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00 \$121,680.00 \$65.92 \$5,273.60 \$137,113.60 42 \$74.28 \$5,942.40 \$154,502.40	\$52.41 \$4,192.80 \$109,012.80 19 \$59.06 \$4,724.80 \$122,844.80 31 \$66.58 \$5,326.40 \$138,486.40 43 \$75.02 \$6,001.60 \$156,041.60	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40 \$124,134.40 32 \$67.25 \$5,380.00 \$139,880.00 44 \$75.76 \$6,060.80	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00 \$125,320.00 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.53 \$6,122.40	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80 \$126,588.80 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20 35 \$69.28 \$5,542.40 \$144,102.40 47 \$78.07 \$6,245.60	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20 36 \$69.96 \$5,596.80 \$145,516.80 48 \$78.84 \$6,307.20
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 Hourly Biweekly Annually	\$49.39 \$3,951.20 \$102,731.20 13 \$55.67 \$4,453.60 \$115,793.60 25 \$62.71 \$5,016.80 \$130,436.80 37 \$70.67 \$5,653.60 \$146,993.60	\$49.89 \$3,991.20 \$103,771.20 14 \$56.21 \$4,496.80 \$116,916.80 26 \$63.31 \$5,064.80 \$131,684.80 38 \$71.37 \$5,709.60 \$148,449.60	\$50.40 \$4,032.00 \$104,832.00 \$104,832.00 \$15 \$56.78 \$4,542.40 \$118,102.40 \$63.98 \$5,118.40 \$133,078.40 \$133,078.40 \$5,766.40 \$149,926.40	\$50.90 \$4,072.00 \$105,872.00 \$105,872.00 \$16 \$57.34 \$4,587.20 \$119,267.20 \$13,267.20 \$134,388.80 \$72.80 \$5,824.00 \$151,424.00 \$2 \$82.05	\$51.39 \$4,111.20 \$106,891.20 17 \$57.93 \$4,634.40 \$120,494.40 29 \$65.27 \$5,221.60 \$135,761.60 41 \$73.55 \$5,884.00 \$152,984.00	\$51.92 \$4,153.60 \$107,993.60 18 \$58.50 \$4,680.00 \$121,680.00 \$65.92 \$5,273.60 \$137,113.60 42 \$74.28 \$5,942.40 \$154,502.40 \$83.69	\$52.41 \$4,192.80 \$109,012.80 \$19,012.80 \$59.06 \$4,724.80 \$122,844.80 \$138,486.40 \$138,486.40 \$138,486.40 \$156,041.60 \$55 \$84.52	\$52.95 \$4,236.00 \$110,136.00 20 \$59.68 \$4,774.40 \$124,134.40 32 \$67.25 \$5,380.00 \$139,880.00 44 \$75.76 \$6,060.80	\$53.46 \$4,276.80 \$111,196.80 21 \$60.25 \$4,820.00 \$125,320.00 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.53 \$6,122.40	\$54.03 \$4,322.40 \$112,382.40 22 \$60.86 \$4,868.80 \$126,588.80 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.49 \$4,919.20 \$127,899.20 35 \$69.28 \$5,542.40 \$144,102.40 47 \$78.07 \$6,245.60	\$55.09 \$4,407.20 \$114,587.20 24 \$62.09 \$4,967.20 \$129,147.20 36 \$69.96 \$5,596.80 \$145,516.80 48 \$78.84 \$6,307.20