(Non-bargaining unit)

#### ANIAK-MCGRATH-GALENA (30%)

	Steps	. 1	2	. 3	4	. 5	6	. 7	. 8	9	10	11
	Hourly	\$13.10	\$13.47	\$13.90	\$14.31	\$14.73	\$15.19	\$15.47	\$15.78	\$16.10	\$16.44	\$16.76
	Biweekly	\$1,048.00	\$1,077.60	\$1,112.00	\$1,144.80	\$1,178.40	\$1,215.20	\$1,237.60	\$1,262.40	\$1,288.00	\$1,315.20	\$1,340.80
	Annually	\$27,248.00	\$28,017.60	\$28,912.00	\$29,764.80	\$30,638.40	\$31,595.20	\$32,177.60	\$32,822.40	\$33,488.00	\$34,195.20	\$34,860.80
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$17.10	\$17.41	\$17.62	\$17.79	\$17.97						
	Hourly	\$1,368.00	\$1,392.80	\$1,409.60	\$1,423.20	\$1,437.60						
	Annually	\$35,568.00	\$36,212.80	\$36,649.60	\$37,003.20	\$37,377.60						
Gra	de 72											
	Ctomo	1	2	3	4	5	6	7	8	9	10	11
	Steps Hourly	\$14.73	\$15.19	\$15.63	\$16.10	\$16.59	\$17.09	\$17.41	\$17.78	\$18.12	\$18.50	\$18.87
	Biweekly	\$1,178.40	\$1,215.20	\$1,250.40	\$1,288.00	\$1,327.20	\$1,367.20	\$1,392.80	\$1,422.40	\$1,449.60	\$1,480.00	\$1,509.60
	Annually	\$30,638.40	\$31,595.20	\$32,510.40	\$33,488.00	\$34,507.20	\$35,547.20	\$36,212.80	\$36,982.40	\$37,689.60	\$38,480.00	\$39,249.60
	Ailliually	\$50,056.40	\$51,595.20	\$52,510.40	\$55,400.00	\$54,507.20	\$55,547.20	330,212.00	\$30,962.40	\$57,069.00	\$56,460.00	\$59,249.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$19.25	\$19.64	\$19.82	\$20.00	\$20.22						
	Hourly	\$1,540.00	\$1,571.20	\$1,585.60	\$1,600.00	\$1,617.60						
	Annually	\$40,040.00	\$40,851.20	\$41,225.60	\$41,600.00	\$42,057.60						
	,	*	*	*	*							
Gra	ide 73											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$16.59	\$17.09	\$17.60	\$18.12	\$18.65	\$19.23	\$19.61	\$19.99	\$20.41	\$20.80	\$21.24
	Biweekly	\$1,327.20	\$1,367.20	\$1,408.00	\$1,449.60	\$1,492.00	\$1,538.40	\$1,568.80	\$1,599.20	\$1,632.80	\$1,664.00	\$1,699.20
	Annually	\$34,507.20	\$35,547.20	\$36,608.00	\$37,689.60	\$38,792.00	\$39,998.40	\$40,788.80	\$41,579.20	\$42,452.80	\$43,264.00	\$44,179.20
				, ,	, , , , , , , , , , , , , , , , , , , ,		,	,	, ,	. ,	,	. ,
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$21.65	\$22.08	\$22.29	\$22.52	\$22.75						
	Hourly	\$1,732.00	\$1,766.40	\$1,783.20	\$1,801.60	\$1,820.00						
	Annually	\$45,032.00	\$45,926.40	\$46,363.20	\$46,841.60	\$47,320.00						
Gra	ide 74											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$18.65	\$19.23	\$19.80	\$20.39	\$21.00	\$21.62	\$22.07	\$22.51	\$22.95	\$23.42	\$23.89
	Biweekly	\$1,492.00	\$1,538.40	\$1,584.00	\$1,631.20	\$1,680.00	\$1,729.60	\$1,765.60	\$1,800.80	\$1,836.00	\$1,873.60	\$1,911.20
	Annually	\$38,792.00	\$39,998.40	\$41,184.00	\$42,411.20	\$43,680.00	\$44,969.60	\$45,905.60	\$46,820.80	\$47,736.00	\$48,713.60	\$49,691.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$24.36	\$24.85	\$25.11	\$25.35	\$25.59						
	Hourly	\$1,948.80	\$1,988.00	\$2,008.80	\$2,028.00	\$2,047.20						
	Annually	\$50,668.80	\$51,688.00	\$52,228.80	\$52,728.00	\$53,227.20						

(Non-bargaining unit)

#### ANIAK-MCGRATH-GALENA (30%)

			_			_		_	_	-		
Ste		1	2	3	4	5	6	7	8	9	10	11
	urly	\$21.00	\$21.62	\$22.27	\$22.95	\$23.65	\$24.35	\$24.84	\$25.34	\$25.84	\$26.37	\$26.90
	veekly	\$1,680.00	\$1,729.60	\$1,781.60	\$1,836.00	\$1,892.00	\$1,948.00	\$1,987.20	\$2,027.20	\$2,067.20	\$2,109.60	\$2,152.00
Anr	nually	\$43,680.00	\$44,969.60	\$46,321.60	\$47,736.00	\$49,192.00	\$50,648.00	\$51,667.20	\$52,707.20	\$53,747.20	\$54,849.60	\$55,952.00
Ste	ens	12	13	14	15	16	17	18	19	20		
	veekly	\$27.45	\$27.99	\$28.22	\$28.56	\$28.80			_			
Hou	urly	\$2,196.00	\$2,239.20	\$2,257.60	\$2,284.80	\$2,304.00						
Anr	nually	\$57,096.00	\$58,219.20	\$58,697.60	\$59,404.80	\$59,904.00						
	-											
Grade	76											
Ste		1	2	3	4	5	6	7	8	9	10	11
	urly 	\$23.65	\$24.35	\$25.07	\$25.84	\$26.60	\$27.44	\$27.98	\$28.54	\$29.11	\$29.69	\$30.28
	veekly 	\$1,892.00	\$1,948.00	\$2,005.60	\$2,067.20	\$2,128.00	\$2,195.20	\$2,238.40	\$2,283.20	\$2,328.80	\$2,375.20	\$2,422.40
Anr	nually	\$49,192.00	\$50,648.00	\$52,145.60	\$53,747.20	\$55,328.00	\$57,075.20	\$58,198.40	\$59,363.20	\$60,548.80	\$61,755.20	\$62,982.40
Ste	nc	12	13	14	15	16	17	18	19	20		
Biw	eekly	\$30.88	\$31.49	\$31.78	\$32.12	\$32.43						
	urlv	\$2,470.40	\$2,519.20	\$2,542.40	\$2,569.60	\$2.594.40						
	nually	\$64,230.40	\$65,499.20	\$66,102.40	\$66,809.60	\$67,454.40						
Grade	<b>77</b>											
Ste	eps	1	2	3	4	5	6	7	8	9	10	11
	urly	\$26.60	\$27.44	\$28.21	\$29.09	\$29.94	\$30.86	\$31.48	\$32.11	\$32.73	\$33.38	\$34.05
Biw	veekly	\$2,128.00	\$2,195.20	\$2,256.80	\$2,327.20	\$2,395.20	\$2,468.80	\$2,518.40	\$2,568.80	\$2,618.40	\$2,670.40	\$2,724.00
Anr	nually	\$55,328.00	\$57,075.20	\$58,676.80	\$60,507.20	\$62,275.20	\$64,188.80	\$65,478.40	\$66,788.80	\$68,078.40	\$69,430.40	\$70,824.00
Ste		12	13	14	15	16	17	18	19	20		
	veekly	\$34.76	\$35.42	\$35.79	\$36.17	\$36.50						
	urly 	\$2,780.80	\$2,833.60	\$2,863.20	\$2,893.60	\$2,920.00						
Anr	nually	\$72,300.80	\$73,673.60	\$74,443.20	\$75,233.60	\$75,920.00						
Grade	78											
Grade	, , 0											
Ste	ns	1	2	3	4	5	6	7	8	9	10	11
	urly	\$29.09	\$29.94	\$30.86	\$31.76	\$32.71	\$33.72	\$34.70	\$35.39	\$36.11	\$36.84	\$37.58
	veekly	\$2,327.20	\$2,395.20	\$2,468.80	\$2,540.80	\$2,616.80	\$2,697.60	\$2,776.00	\$2,831.20	\$2,888.80	\$2,947.20	\$3,006.40
	nually	\$60,507.20	\$62,275.20	\$64,188.80	\$66,060.80	\$68,036.80	\$70,137.60	\$72,176.00	\$73,611.20	\$75,108.80	\$76,627.20	\$78,166.40
	•											
Ste	ps	12	13	14	15	16	17	18	19	20		
	veekly	\$38.32	\$39.08	\$39.88	\$40.26	\$40.68	\$41.10					
	urly 	\$3,065.60	\$3,126.40	\$3,190.40	\$3,220.80	\$3,254.40	\$3,288.00					
Anr	nually	\$79,705.60	\$81,286.40	\$82,950.40	\$83,740.80	\$84,614.40	\$85,488.00					

(Non-bargaining unit)

#### ANIAK-MCGRATH-GALENA (30%)

		-			_	_	_	_			
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$31.76	\$32.71	\$33.72	\$34.70	\$35.77	\$36.82	\$37.92	\$39.07	\$39.86	\$40.67	\$41.47
Biweekly	\$2,540.80	\$2,616.80	\$2,697.60	\$2,776.00	\$2,861.60	\$2,945.60	\$3,033.60	\$3,125.60	\$3,188.80	\$3,253.60	\$3,317.60
Annually	\$66,060.80	\$68,036.80	\$70,137.60	\$72,176.00	\$74,401.60	\$76,585.60	\$78,873.60	\$81,265.60	\$82,908.80	\$84,593.60	\$86,257.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$42.30	\$43.16	\$44.01	\$44.88	\$45.34	\$45.79	\$46.25	13	20		
Hourly	\$3,384.00	\$3,452.80	\$3,520.80	\$3,590.40	\$3,627.20	\$3,663.20	\$3,700.00				
Annually	\$87,984.00	\$89,772.80	\$91,540.80	\$93,350.40	\$94,307.20	\$95,243.20	\$96,200.00				
Annually	\$87,984.00	\$89,772.80	\$91,540.80	\$93,350.40	\$94,307.20	\$95,243.20	\$96,200.00				
Grade 80											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$34.70	\$35.77	\$36.82	\$37.92	\$39.07	\$40.24	\$41.45	\$42.67	\$43.54	\$44.41	\$45.31
Biweekly	\$2,776.00	\$2,861.60	\$2,945.60	\$3,033.60	\$3,125.60	\$3,219.20	\$3,316.00	\$3,413.60	\$3,483.20	\$3,552.80	\$3,624.80
Annually	\$72,176.00	\$74,401.60	\$76,585.60	\$78,873.60	\$81,265.60	\$83,699.20	\$86,216.00	\$88,753.60	\$90,563.20	\$92,372.80	\$94,244.80
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$46.22	\$47.14	\$48.07	\$49.04	\$49.54	\$50.02	\$50.54				
Hourly	\$3,697.60	\$3,771.20	\$3,845.60	\$3,923.20	\$3,963.20	\$4,001.60	\$4,043.20				
Annually	\$96,137.60	\$98,051.20	\$99,985.60	\$102,003.20	\$103,043.20	\$104,041.60	\$105,123.20				
Grade 81											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$37.92	\$39.07	\$40.24	\$41.45	\$42.67	\$43.98	\$45.30	\$46.67	\$48.06	\$49.02	\$49.99
Biweekly	\$3,033.60	\$3,125.60	\$3,219.20	\$3,316.00	\$3,413.60	\$3,518.40	\$3,624.00	\$3,733.60	\$3.844.80	\$3,921.60	\$3,999.20
Annually	\$78,873.60	\$81,265.60	\$83,699.20	\$86,216.00	\$88,753.60	\$91,478.40	\$94,224.00	\$97,073.60	\$99,964.80	\$101,961.60	\$103,979.20
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Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$51.00	\$52.02	\$53.06	\$54.11	\$55.21	\$55.74	\$56.30	\$56.87			
Hourly	\$4,080.00	\$4,161.60	\$4,244.80	\$4,328.80	\$4,416.80	\$4,459.20	\$4,504.00	\$4,549.60			
Annually	\$106,080.00	\$108,201.60	\$110,364.80	\$112,548.80	\$114,836.80	\$115,939.20	\$117,104.00	\$118,289.60			
0 1 93											
Grade 82											
		2	2	4	-	•	7	0	•	10	11
Steps	<b>1</b> \$42.67	<b>2</b> \$43.98	<b>3</b> \$45.30	<b>4</b> \$46.67	548.06	6	<b>7</b>	\$ ¢52.40	<b>9</b>	10	<b>11</b> \$56.27
Hourly Biweekly	\$42.67 \$3,413.60	\$43.98 \$3,518.40	\$45.30 \$3,624.00	\$46.67 \$3,733.60	\$48.06 \$3,844.80	\$49.52 \$3,961.60	\$50.98 \$4,078.40	\$52.49 \$4,199.20	\$54.09 \$4,327.20	\$55.18 \$4,414.40	\$56.27 \$4,501.60
-											
Annually	\$88,753.60	\$91,478.40	\$94,224.00	\$97,073.60	\$99,964.80	\$103,001.60	\$106,038.40	\$109,179.20	\$112,507.20	\$114,774.40	\$117,041.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$57.40	\$58.57	\$59.71	\$60.90	\$62.12	\$62.76	\$63.37	\$64.01			
Hourly	\$4,592.00	\$4,685.60	\$4,776.80	\$4,872.00	\$4,969.60	\$5,020.80	\$5,069.60	\$5,120.80			
Annually	\$119,392.00	\$121,825.60	\$124,196.80	\$126,672.00	\$129,209.60	\$130,540.80	\$131,809.60	\$133,140.80			

(Non-bargaining unit)

#### ANIAK-MCGRATH-GALENA (30%)

### Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$48.06	\$49.52	\$50.98	\$52.49	\$54.09	\$55.70	\$57.38	\$59.10	\$60.87	\$62.08	\$63.32
Biweekly	\$3,844.80	\$3,961.60	\$4,078.40	\$4,199.20	\$4,327.20	\$4,456.00	\$4,590.40	\$4,728.00	\$4,869.60	\$4,966.40	\$5,065.60
Annually	\$99,964.80	\$103,001.60	\$106,038.40	\$109,179.20	\$112,507.20	\$115,856.00	\$119,350.40	\$122,928.00	\$126,609.60	\$129,126.40	\$131,705.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$64.60	\$65.89	\$67.21	\$68.56	\$69.93	\$70.64	\$71.32	\$72.06			
Hourly	\$5,168.00	\$5,271.20	\$5,376.80	\$5,484.80	\$5,594.40	\$5,651.20	\$5,705.60	\$5,764.80			
Annually	\$134,368.00	\$137,051.20	\$139,796.80	\$142,604.80	\$145,454.40	\$146,931.20	\$148,345.60	\$149,884.80			

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$52.49	\$54.09	\$55.70	\$57.38	\$59.10	\$60.87	\$62.72	\$64.59	\$66.52	\$68.52	\$69.89
Biweekly	\$4,199.20	\$4,327.20	\$4,456.00	\$4,590.40	\$4,728.00	\$4,869.60	\$5,017.60	\$5,167.20	\$5,321.60	\$5,481.60	\$5,591.20
Annually	\$109,179.20	\$112,507.20	\$115,856.00	\$119,350.40	\$122,928.00	\$126,609.60	\$130,457.60	\$134,347.20	\$138,361.60	\$142,521.60	\$145,371.20
Steps	12	13	14	15	16	17	18	19	20		
Steps Biweekly	<b>12</b> \$71.28	<b>13</b> \$72.72	<b>14</b> \$74.16	<b>15</b> \$75.65	<b>16</b> \$77.15	<b>17</b> \$78.68	<b>18</b> \$79.49	<b>19</b> \$80.27	<b>20</b> \$81.09		
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