(Non-bargaining unit)

ANCHORAGE-FAIRBANKS-JUNEAU-GIRDWOOD-CHUGIAK-EAGLE RIVER-KENAI-SOLDOTNA-HOMER-KETCHIKAN-PALMER-WASILLA-SEWARD-SITKA-ANGOON (Base-0%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$10.56	\$10.67	\$10.77	\$10.88	\$10.99	\$11.09	\$11.20	\$11.31	\$11.42	\$11.54	\$11.65	\$11.76
Biweekly	\$844.80	\$853.60	\$861.60	\$870.40	\$879.20	\$887.20	\$896.00	\$904.80	\$913.60	\$923.20	\$932.00	\$940.80
Annually	\$21,964.80	\$22,193.60	\$22,401.60	\$22,630.40	\$22,859.20	\$23,067.20	\$23,296.00	\$23,524.80	\$23,753.60	\$24,003.20	\$24,232.00	\$24,460.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$11.90	\$12.02	\$12.13	\$12.24	\$12.36	\$12.49	\$12.61	\$12.74	\$12.86	\$13.00	\$13.14	\$13.26
Biweekly	\$952.00	\$961.60	\$970.40	\$979.20	\$988.80	\$999.20	\$1,008.80	\$1,019.20	\$1,028.80	\$1,040.00	\$1,051.20	\$1,060.80
Annually	\$24,752.00	\$25,001.60	\$25,230.40	\$25,459.20	\$25,708.80	\$25,979.20	\$26,228.80	\$26,499.20	\$26,748.80	\$27,040.00	\$27,331.20	\$27,580.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$13.39	\$13.51	\$13.65	\$13.79	\$13.92	\$14.07	\$14.22	\$14.36	\$14.50	\$14.64	\$14.80	\$14.93
Biweekly	\$1,071.20	\$1,080.80	\$1,092.00	\$1,103.20	\$1,113.60	\$1,125.60	\$1,137.60	\$1,148.80	\$1,160.00	\$1,171.20	\$1,184.00	\$1,194.40
Annually	\$27,851.20	\$28,100.80	\$28,392.00	\$28,683.20	\$28,953.60	\$29,265.60	\$29,577.60	\$29,868.80	\$30,160.00	\$30,451.20	\$30,784.00	\$31,054.40
Chama												
Steps	37 \$15.09	38 615 34	39 615 41	40	41	42	43 \$16.00	44	45 \$16.33	46 \$16.51	47	48 \$16.93
Hourly Biweekly	\$15.08 \$1,206.40	\$15.24 \$1,219.20	\$15.41 \$1,232.80	\$15.54 \$1,243.20	\$15.71 \$1,256.80	\$15.85 \$1,268.00	\$1,280.00	\$16.17 \$1,293.60	\$16.32 \$1,305.60	\$16.51 \$1,320.80	\$16.66 \$1,332.80	\$16.83 \$1,346.40
Annually	\$31,366.40	\$31,699.20	\$32,052.80	\$32,323.20	\$32,676.80	\$32,968.00	\$33,280.00	\$33,633.60	\$33,945.60	\$34,340.80	\$34,652.80	\$35,006.40
								\$55,055.05	\$55,5 15.66	\$5.1,5.10.00	\$5.,052.00	233,000.10
Steps	49	50	51	52	53	54	55					
Hourly	\$16.99	\$17.16	\$17.35	\$17.51	\$17.71	\$17.87	\$18.05					
Biweekly	\$1,359.20	\$1,372.80	\$1,388.00	\$1,400.80	\$1,416.80	\$1,429.60	\$1,444.00					
Annually	\$35,339.20	\$35,692.80	\$36,088.00	\$36,420.80	\$36,836.80	\$37,169.60	\$37,544.00					
Grade 72												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$11.90	\$12.02	\$12.13	\$12.24	\$12.36	\$12.49	\$12.61	\$12.74	\$12.86	\$13.00	\$13.14	\$13.26
Steps Hourly Biweekly	\$11.90 \$952.00	\$12.02 \$961.60	\$12.13 \$970.40	\$12.24 \$979.20	\$12.36 \$988.80	\$12.49 \$999.20	\$12.61 \$1,008.80	\$12.74 \$1,019.20	\$12.86 \$1,028.80	\$13.00 \$1,040.00	\$13.14 \$1,051.20	\$13.26 \$1,060.80
Steps Hourly	\$11.90	\$12.02	\$12.13	\$12.24	\$12.36	\$12.49	\$12.61	\$12.74	\$12.86	\$13.00	\$13.14	\$13.26
Steps Hourly Biweekly	\$11.90 \$952.00 \$24,752.00	\$12.02 \$961.60	\$12.13 \$970.40 \$25,230.40	\$12.24 \$979.20	\$12.36 \$988.80	\$12.49 \$999.20	\$12.61 \$1,008.80	\$12.74 \$1,019.20	\$12.86 \$1,028.80	\$13.00 \$1,040.00	\$13.14 \$1,051.20 \$27,331.20	\$13.26 \$1,060.80 \$27.580.80
Steps Hourly Biweekly Annually Steps Hourly	\$11.90 \$952.00 \$24.752.00 13 \$13.39	\$12.02 \$961.60 \$25,001.60 14 \$13.51	\$12.13 \$970.40 \$25,230.40 15 \$13.65	\$12.24 \$979.20 \$25.459.20 16 \$13.79	\$12.36 \$988.80 \$25,708.80 17 \$13.92	\$12.49 \$999.20 \$25,979.20 18 \$14.07	\$12.61 \$1,008.80 \$26,228.80 19 \$14.22	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36	\$12.86 \$1,028.80 \$26.748.80 21 \$14.50	\$13.00 \$1,040.00 \$27.040.00 22 \$14.64	\$13.14 \$1,051.20 \$27,331.20 23 \$14.80	\$13.26 \$1,060.80 \$27,580.80 24 \$14.93
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$11.90 \$952.00 \$24.752.00 13 \$13.39 \$1.071.20	\$12.02 \$961.60 \$25,001.60 14 \$13.51 \$1,080.80	\$12.13 \$970.40 \$25,230.40 15 \$13.65 \$1,092.00	\$12.24 \$979.20 \$25,459.20 16 \$13.79 \$1,103.20	\$12.36 \$988.80 \$25,708.80 17 \$13.92 \$1,113.60	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1.125.60	\$12.61 \$1,008.80 \$26,228.80 19 \$14.22 \$1,137.60	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80	\$12.86 \$1,028.80 \$26.748.80 21 \$14.50 \$1.160.00	\$13.00 \$1,040.00 \$27.040.00 22 \$14.64 \$1.171.20	\$13.14 \$1,051.20 \$27,331.20 23 \$14.80 \$1,184.00	\$13.26 \$1,060.80 \$27,580.80 24 \$14.93 \$1.194.40
Steps Hourly Biweekly Annually Steps Hourly	\$11.90 \$952.00 \$24.752.00 13 \$13.39	\$12.02 \$961.60 \$25,001.60 14 \$13.51	\$12.13 \$970.40 \$25,230.40 15 \$13.65	\$12.24 \$979.20 \$25.459.20 16 \$13.79	\$12.36 \$988.80 \$25,708.80 17 \$13.92	\$12.49 \$999.20 \$25,979.20 18 \$14.07	\$12.61 \$1,008.80 \$26,228.80 19 \$14.22	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36	\$12.86 \$1,028.80 \$26.748.80 21 \$14.50	\$13.00 \$1,040.00 \$27.040.00 22 \$14.64	\$13.14 \$1,051.20 \$27,331.20 23 \$14.80	\$13.26 \$1,060.80 \$27,580.80 24 \$14.93
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$11.90 \$952.00 \$24.752.00 13 \$13.39 \$1.071.20	\$12.02 \$961.60 \$25,001.60 14 \$13.51 \$1,080.80	\$12.13 \$970.40 \$25,230.40 15 \$13.65 \$1,092.00	\$12.24 \$979.20 \$25,459.20 16 \$13.79 \$1,103.20	\$12.36 \$988.80 \$25,708.80 17 \$13.92 \$1,113.60	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1.125.60	\$12.61 \$1,008.80 \$26,228.80 19 \$14.22 \$1,137.60	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80	\$12.86 \$1,028.80 \$26.748.80 21 \$14.50 \$1.160.00	\$13.00 \$1,040.00 \$27.040.00 22 \$14.64 \$1.171.20	\$13.14 \$1,051.20 \$27,331.20 23 \$14.80 \$1,184.00	\$13.26 \$1,060.80 \$27,580.80 24 \$14.93 \$1.194.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$11.90 \$952.00 \$24.752.00 13 \$13.39 \$1.071.20 \$27.851.20	\$12.02 \$961.60 \$25.001.60 14 \$13.51 \$1.080.80 \$28,100.80	\$12.13 \$970.40 \$25.230.40 15 \$13.65 \$1.092.00 \$28.392.00	\$12.24 \$979.20 \$25,459.20 16 \$13.79 \$1,103.20 \$28,683.20	\$12.36 \$988.80 \$25,708.80 17 \$13.92 \$1,113.60 \$28,953.60	\$12.49 \$999.20 \$25,979.20 18 \$14.07 \$1,125.60 \$29,265.60	\$12.61 \$1,008.80 \$26,228.80 19 \$14.22 \$1,137.60 \$29,577.60	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80 \$29.868.80	\$12.86 \$1,028.80 \$26.748.80 21 \$14.50 \$1.160.00 \$30,160.00	\$13.00 \$1,040.00 \$27.040.00 22 \$14.64 \$1,171.20 \$30,451.20	\$13.14 \$1,051.20 \$27.331.20 23 \$14.80 \$1.184.00 \$30.784.00	\$13.26 \$1,060.80 \$27.580.80 24 \$14.93 \$1,194.40 \$31,054.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$11.90 \$952.00 \$24.752.00 13 \$13.39 \$1.071.20 \$27.851.20	\$12.02 \$961.60 \$25,001.60 14 \$13.51 \$1,080.80 \$28,100.80	\$12.13 \$970.40 \$25,230.40 15 \$13.65 \$1.092.00 \$28,392.00	\$12.24 \$979.20 \$25,459.20 16 \$13.79 \$1,103.20 \$28,683.20	\$12.36 \$988.80 \$25.708.80 17 \$13.92 \$1.113.60 \$28.953.60	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1.125.60 \$29.265.60	\$12.61 \$1,008.80 \$26,228.80 19 \$14.22 \$1,137.60 \$29,577.60	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80 \$29.868.80	\$12.86 \$1,028.80 \$26.748.80 21 \$14.50 \$1.160.00 \$30.160.00	\$13.00 \$1,040.00 \$27.040.00 22 \$14.64 \$1.171.20 \$30,451.20	\$13.14 \$1,051.20 \$27,331.20 23 \$14.80 \$1,184.00 \$30,784.00	\$13.26 \$1,060.80 \$27,580.80 24 \$14.93 \$1,194.40 \$31,054.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$11.90 \$952.00 \$24.752.00 13 \$13.39 \$1.071.20 \$27.851.20	\$12.02 \$961.60 \$25.001.60 14 \$13.51 \$1.080.80 \$28.100.80	\$12.13 \$970.40 \$25,230.40 15 \$13.65 \$1.092.00 \$28.392.00	\$12.24 \$979.20 \$25,459.20 16 \$13.79 \$1,103.20 \$28,683.20 28 \$15.54	\$12.36 \$988.80 \$25.708.80 17 \$13.92 \$1.113.60 \$28.953.60 29 \$15.71	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1.125.60 \$29.265.60 30 \$15.85	\$12.61 \$1,008.80 \$26.228.80 19 \$14.22 \$1.137.60 \$29.577.60	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80 \$29.868.80 32 \$16.17	\$12.86 \$1,028.80 \$26.748.80 21 \$14.50 \$1.160.00 \$30.160.00	\$13.00 \$1,040.00 \$27,040.00 22 \$14.64 \$1.171.20 \$30,451.20 34 \$16.51	\$13.14 \$1,051.20 \$27.331.20 23 \$14.80 \$1.184.00 \$30.784.00 35 \$16.66	\$13.26 \$1,060.80 \$27,580.80 24 \$14.93 \$1,194.40 \$31,054.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$11.90 \$952.00 \$24,752.00 13 \$13.39 \$1.071.20 \$27.851.20 25 \$15.08 \$1.206.40 \$31.366.40	\$12.02 \$961.60 \$25,001.60 14 \$13.51 \$1,080.80 \$28,100.80 26 \$15.24 \$1,219.20 \$31,699.20	\$12.13 \$970.40 \$25,230.40 15 \$13.65 \$1.092.00 \$28.392.00 27 \$15.41 \$1,232.80 \$32.052.80	\$12.24 \$979.20 \$25.459.20 16 \$13.79 \$1,103.20 \$28,683.20 28 \$15.54 \$1,243.20 \$32,323.20	\$12.36 \$988.80 \$25.708.80 17 \$13.92 \$1.113.60 \$28.953.60 29 \$15.71 \$1.256.80 \$32.676.80	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1.125.60 \$29.265.60 30 \$15.85 \$1,268.00 \$32,968.00	\$12.61 \$1,008.80 \$26.228.80 19 \$14.22 \$1,137.60 \$29,577.60 31 \$16.00 \$1,280.00 \$33,280.00	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80 \$29.868.80 32 \$16.17 \$1,293.60 \$33,633.60	\$12.86 \$1,028.80 \$26,748.80 21 \$14.50 \$1.160.00 \$30.160.00 33 \$16.32 \$1.305.60 \$33,945.60	\$13.00 \$1,040.00 \$27,040.00 22 \$14.64 \$1.171.20 \$30.451.20 34 \$16.51 \$1.320.80 \$34.340.80	\$13.14 \$1,051.20 \$27,331.20 23 \$14.80 \$1.184.00 \$30.784.00 35 \$16.66 \$1.332.80 \$34,652.80	\$13.26 \$1,060.80 \$27,580.80 24 \$14.93 \$1.194.40 \$31.054.40 36 \$16.83 \$1.346.40 \$35.006.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps	\$11.90 \$952.00 \$24.752.00 13 \$13.39 \$1.071.20 \$27.851.20 25 \$15.08 \$1.206.40 \$31.366.40	\$12.02 \$961.60 \$25,001.60 14 \$13.51 \$1,080.80 \$28,100.80 26 \$15.24 \$1,219.20 \$31,699.20	\$12.13 \$970.40 \$25,230.40 15 \$13.65 \$1.092.00 \$28.392.00 27 \$15.41 \$1,232.80 \$32,052.80	\$12.24 \$979.20 \$25.459.20 16 \$13.79 \$1.103.20 \$28.683.20 28 \$15.54 \$1,243.20 \$32.323.20	\$12.36 \$988.80 \$25.708.80 17 \$13.92 \$1.113.60 \$28,953.60 29 \$15.71 \$1,256.80 \$32.676.80	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1.125.60 \$29.265.60 30 \$15.85 \$1,268.00 \$32.968.00	\$12.61 \$1,008.80 \$26.228.80 19 \$14.22 \$1,137.60 \$29,577.60 31 \$16.00 \$1,280.00 \$33,280.00	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80 \$29.868.80 32 \$16.17 \$1.293.60 \$33,633.60	\$12.86 \$1,028.80 \$26,748.80 21 \$14.50 \$1.160.00 \$30,160.00 33 \$16.32 \$1,305.60 \$33,945.60	\$13.00 \$1,040.00 \$27,040.00 22 \$14.64 \$1.171.20 \$30,451.20 34 \$16.51 \$1,320.80 \$34,340.80	\$13.14 \$1,051.20 \$27.331.20 23 \$14.80 \$1.184.00 \$30.784.00 35 \$16.66 \$1.332.80 \$34.652.80	\$13.26 \$1,060.80 \$27,580.80 24 \$14.93 \$1.194.40 \$31,054.40 36 \$16.83 \$1.346.40 \$35,006.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$11.90 \$952.00 \$24.752.00 13 \$13.39 \$1.071.20 \$27.851.20 25 \$15.08 \$1.206.40 \$31.366.40	\$12.02 \$961.60 \$25,001.60 14 \$13.51 \$1,080.80 \$28,100.80 26 \$15.24 \$1,219.20 \$31,699.20	\$12.13 \$970.40 \$25,230.40 15 \$13.65 \$1.092.00 \$28.392.00 27 \$15.41 \$1,232.80 \$32.052.80	\$12.24 \$979.20 \$25.459.20 16 \$13.79 \$1,103.20 \$28,683.20 28 \$15.54 \$1,243.20 \$32,323.20	\$12.36 \$988.80 \$25.708.80 17 \$13.92 \$1.113.60 \$28.953.60 29 \$15.71 \$1,256.80 \$32.676.80	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1.125.60 \$29.265.60 30 \$15.85 \$1,268.00 \$32,968.00	\$12.61 \$1,008.80 \$26.228.80 19 \$14.22 \$1.137.60 \$29.577.60 31 \$16.00 \$1,280.00 \$33,280.00	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80 \$29.868.80 32 \$16.17 \$1.293.60 \$33.633.60	\$12.86 \$1,028.80 \$26,748.80 21 \$14.50 \$1.160.00 \$30.160.00 33 \$16.32 \$1,305.60 \$33,945.60	\$13.00 \$1,040.00 \$27,040.00 22 \$14.64 \$1.171.20 \$30.451.20 34 \$16.51 \$1,320.80 \$34,340.80	\$13.14 \$1,051.20 \$27.331.20 23 \$14.80 \$1.184.00 \$30.784.00 35 \$16.66 \$1,332.80 \$34.652.80	\$13.26 \$1,060.80 \$27,580.80 24 \$14.93 \$1.194.40 \$31,054.40 36 \$16.83 \$1,346.40 \$35,006.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$11.90 \$952.00 \$24.752.00 13 \$13.39 \$1.071.20 \$27.851.20 25 \$15.08 \$1.206.40 \$31.366.40 37 \$16.99 \$1.359.20	\$12.02 \$961.60 \$25,001.60 14 \$13.51 \$1,080.80 \$28,100.80 26 \$15.24 \$1,219.20 \$31,699.20 38 \$17.16 \$1,372.80	\$12.13 \$970.40 \$25,230.40 15 \$13.65 \$1,092.00 \$28.392.00 27 \$15.41 \$1,232.80 \$32,052.80 39 \$17.35 \$1,388.00	\$12.24 \$979.20 \$25.459.20 16 \$13.79 \$1,103.20 \$28.683.20 28 \$15.54 \$1,243.20 \$32,323.20 40 \$17.51 \$1,400.80	\$12.36 \$988.80 \$25.708.80 17 \$13.92 \$1.113.60 \$28.953.60 29 \$15.71 \$1.256.80 \$32.676.80 41 \$17.71 \$1.416.80	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1.125.60 \$29.265.60 30 \$15.85 \$1.268.00 \$32.968.00 42 \$17.87 \$1.429.60	\$12.61 \$1,008.80 \$26.228.80 19 \$14.22 \$1,137.60 \$29,577.60 31 \$16.00 \$1,280.00 \$33,280.00 43 \$18.05 \$1,444.00	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80 \$29.868.80 32 \$16.17 \$1.293.60 \$33,633.60 44 \$18.23 \$1,458.40	\$12.86 \$1,028.80 \$26,748.80 21 \$14.50 \$1.160.00 \$30,160.00 33 \$16.32 \$1,305.60 \$33,945.60 45 \$18.41 \$1,472.80	\$13.00 \$1,040.00 \$27,040.00 22 \$14.64 \$1.171.20 \$30.451.20 34 \$16.51 \$1,320.80 \$34,340.80 46 \$18.58 \$1,486.40	\$13.14 \$1,051.20 \$27.331.20 23 \$14.80 \$1.184.00 \$30.784.00 35 \$16.66 \$1.332.80 \$34.652.80 47 \$18.77 \$1.501.60	\$13.26 \$1,060.80 \$27.580.80 24 \$14.93 \$1.194.40 \$31.054.40 36 \$16.83 \$1.346.40 \$35,006.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$11.90 \$952.00 \$24,752.00 \$24,752.00 \$13.39 \$1.071.20 \$27.851.20 \$25 \$15.08 \$1,206.40 \$31,366.40 \$1,206.40 \$31,366.40	\$12.02 \$961.60 \$25.001.60 14 \$13.51 \$1.080.80 \$28.100.80 26 \$15.24 \$1.219.20 \$31.699.20 38 \$17.16 \$1.372.80 \$35.692.80	\$12.13 \$970.40 \$25.230.40 15 \$13.65 \$1.092.00 \$28.392.00 27 \$15.41 \$1.232.80 \$32.052.80 39 \$17.35 \$1.388.00 \$36.088.00	\$12.24 \$979.20 \$25.459.20 16 \$13.79 \$1,103.20 \$28.683.20 28 \$15.54 \$1,243.20 \$32,323.20 40 \$17.51 \$1,400.80 \$36,420.80	\$12.36 \$988.80 \$25.708.80 17 \$13.92 \$1.113.60 \$28.953.60 29 \$15.71 \$1.256.80 \$32,676.80 41 \$17.71 \$1,416.80 \$36.836.80	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1,125.60 \$29,265.60 30 \$15.85 \$1,268.00 \$32,968.00 42 \$17.87 \$1,429.60 \$37,169.60	\$12.61 \$1,008.80 \$26,228.80 19 \$14.22 \$1,137.60 \$29,577.60 31 \$16.00 \$1,280.00 \$33,280.00 43 \$18.05 \$1,444.00 \$37,544.00	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80 \$29.868.80 32 \$16.17 \$1.293.60 \$33.633.60	\$12.86 \$1,028.80 \$26,748.80 21 \$14.50 \$1.160.00 \$30.160.00 33 \$16.32 \$1,305.60 \$33,945.60	\$13.00 \$1,040.00 \$27,040.00 22 \$14.64 \$1.171.20 \$30.451.20 34 \$16.51 \$1,320.80 \$34,340.80	\$13.14 \$1,051.20 \$27.331.20 23 \$14.80 \$1.184.00 \$30.784.00 35 \$16.66 \$1,332.80 \$34.652.80	\$13.26 \$1,060.80 \$27,580.80 24 \$14.93 \$1.194.40 \$31,054.40 36 \$16.83 \$1,346.40 \$35,006.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$11.90 \$952.00 \$24.752.00 13 \$13.39 \$1.071.20 \$27.851.20 25 \$15.08 \$1.206.40 \$31.366.40 37 \$16.99 \$1.359.20 \$35.339.20	\$12.02 \$961.60 \$25,001.60 14 \$13.51 \$1,080.80 \$28,100.80 26 \$15.24 \$1,219.20 \$31,699.20 38 \$17.16 \$1,372.80 \$35,692.80	\$12.13 \$970.40 \$25,230.40 15 \$13.65 \$1,092.00 \$28.392.00 27 \$15.41 \$1,232.80 \$32,052.80 39 \$17.35 \$1,388.00 \$36,088.00	\$12.24 \$979.20 \$25.459.20 16 \$13.79 \$1,103.20 \$28.683.20 28 \$15.54 \$1,243.20 \$32,323.20 40 \$17.51 \$1,400.80 \$36.420.80	\$12.36 \$988.80 \$25.708.80 17 \$13.92 \$1.113.60 \$28.953.60 29 \$15.71 \$1.256.80 \$32.676.80 41 \$17.71 \$1.416.80 \$36.836.80	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1.125.60 \$29.265.60 30 \$15.85 \$1.268.00 \$32,968.00 42 \$17.87 \$1,429.60 \$37,169.60	\$12.61 \$1,008.80 \$26.228.80 19 \$14.22 \$1,137.60 \$29,577.60 31 \$16.00 \$1,280.00 \$33,280.00 43 \$18.05 \$1,444.00 \$37,544.00	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80 \$29.868.80 32 \$16.17 \$1.293.60 \$33,633.60 44 \$18.23 \$1,458.40	\$12.86 \$1,028.80 \$26,748.80 21 \$14.50 \$1.160.00 \$30,160.00 33 \$16.32 \$1,305.60 \$33,945.60 45 \$18.41 \$1,472.80	\$13.00 \$1,040.00 \$27,040.00 22 \$14.64 \$1.171.20 \$30.451.20 34 \$16.51 \$1,320.80 \$34,340.80 46 \$18.58 \$1,486.40	\$13.14 \$1,051.20 \$27.331.20 23 \$14.80 \$1.184.00 \$30.784.00 35 \$16.66 \$1.332.80 \$34.652.80 47 \$18.77 \$1.501.60	\$13.26 \$1,060.80 \$27.580.80 24 \$14.93 \$1.194.40 \$31.054.40 36 \$16.83 \$1.346.40 \$35,006.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$11.90 \$952.00 \$24.752.00 \$24.752.00 \$13.39 \$1.071.20 \$27.851.20 \$25 \$15.08 \$1.206.40 \$31.366.40 \$31.366.40 \$31.359.20 \$35.339.20	\$12.02 \$961.60 \$25.001.60 14 \$13.51 \$1.080.80 \$28.100.80 26 \$15.24 \$1.219.20 \$31.699.20 38 \$17.16 \$1.372.80 \$35.692.80 50 \$19.34	\$12.13 \$970.40 \$25,230.40 15 \$13.65 \$1,092.00 \$28,392.00 27 \$15.41 \$1,232.80 \$32.052.80 39 \$17.35 \$1,388.00 \$36,088.00	\$12.24 \$979.20 \$25.459.20 \$13.79 \$1,103.20 \$28.683.20 28 \$15.54 \$1,243.20 \$32,323.20 40 \$17.51 \$1,400.80 \$36.420.80	\$12.36 \$988.80 \$25.708.80 17 \$13.92 \$1.113.60 \$28.953.60 29 \$15.71 \$1.256.80 \$32.676.80 41 \$17.71 \$1.416.80 \$36.836.80	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1.125.60 \$29.265.60 30 \$15.85 \$1,268.00 \$32,968.00 42 \$17.87 \$1,429.60 \$37,169.60	\$12.61 \$1,008.80 \$26.228.80 19 \$14.22 \$1,137.60 \$29.577.60 31 \$16.00 \$1,280.00 \$33,280.00 43 \$18.05 \$1,444.00 \$37,544.00	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80 \$29.868.80 32 \$16.17 \$1.293.60 \$33,633.60 44 \$18.23 \$1,458.40	\$12.86 \$1,028.80 \$26,748.80 21 \$14.50 \$1.160.00 \$30,160.00 33 \$16.32 \$1,305.60 \$33,945.60 45 \$18.41 \$1,472.80	\$13.00 \$1,040.00 \$27,040.00 22 \$14.64 \$1.171.20 \$30.451.20 34 \$16.51 \$1,320.80 \$34,340.80 46 \$18.58 \$1,486.40	\$13.14 \$1,051.20 \$27.331.20 23 \$14.80 \$1.184.00 \$30.784.00 35 \$16.66 \$1.332.80 \$34.652.80 47 \$18.77 \$1.501.60	\$13.26 \$1,060.80 \$27.580.80 24 \$14.93 \$1.194.40 \$31.054.40 36 \$16.83 \$1.346.40 \$35,006.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$11.90 \$952.00 \$24.752.00 13 \$13.39 \$1.071.20 \$27.851.20 25 \$15.08 \$1.206.40 \$31.366.40 37 \$16.99 \$1.359.20 \$35.339.20	\$12.02 \$961.60 \$25,001.60 14 \$13.51 \$1,080.80 \$28,100.80 26 \$15.24 \$1,219.20 \$31,699.20 38 \$17.16 \$1,372.80 \$35,692.80	\$12.13 \$970.40 \$25,230.40 15 \$13.65 \$1,092.00 \$28.392.00 27 \$15.41 \$1,232.80 \$32,052.80 39 \$17.35 \$1,388.00 \$36,088.00	\$12.24 \$979.20 \$25.459.20 16 \$13.79 \$1,103.20 \$28.683.20 28 \$15.54 \$1,243.20 \$32,323.20 40 \$17.51 \$1,400.80 \$36.420.80	\$12.36 \$988.80 \$25.708.80 17 \$13.92 \$1.113.60 \$28.953.60 29 \$15.71 \$1.256.80 \$32.676.80 41 \$17.71 \$1.416.80 \$36.836.80	\$12.49 \$999.20 \$25.979.20 18 \$14.07 \$1.125.60 \$29.265.60 30 \$15.85 \$1.268.00 \$32,968.00 42 \$17.87 \$1,429.60 \$37,169.60	\$12.61 \$1,008.80 \$26.228.80 19 \$14.22 \$1,137.60 \$29,577.60 31 \$16.00 \$1,280.00 \$33,280.00 43 \$18.05 \$1,444.00 \$37,544.00	\$12.74 \$1,019.20 \$26,499.20 20 \$14.36 \$1.148.80 \$29.868.80 32 \$16.17 \$1.293.60 \$33,633.60 44 \$18.23 \$1,458.40	\$12.86 \$1,028.80 \$26,748.80 21 \$14.50 \$1.160.00 \$30,160.00 33 \$16.32 \$1,305.60 \$33,945.60 45 \$18.41 \$1,472.80	\$13.00 \$1,040.00 \$27,040.00 22 \$14.64 \$1.171.20 \$30.451.20 34 \$16.51 \$1,320.80 \$34,340.80 46 \$18.58 \$1,486.40	\$13.14 \$1,051.20 \$27.331.20 23 \$14.80 \$1.184.00 \$30.784.00 35 \$16.66 \$1.332.80 \$34.652.80 47 \$18.77 \$1.501.60	\$13.26 \$1,060.80 \$27.580.80 24 \$14.93 \$1.194.40 \$31.054.40 36 \$16.83 \$1.346.40 \$35,006.40

(Non-bargaining unit)

ANCHORAGE-FAIRBANKS-JUNEAU-GIRDWOOD-CHUGIAK-EAGLE RIVER-KENAI-SOLDOTNA-HOMER-KETCHIKAN-PALMER-WASILLA-SEWARD-SITKA-ANGOON (Base-0%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$13.39	\$13.51	\$13.65	\$13.79	\$13.92	\$14.07	\$14.22	\$14.36	\$14.50	\$14.64	\$14.80	\$14.93
Biweekly	\$1,071.20	\$1,080.80	\$1,092.00	\$1,103.20	\$1,113.60	\$1,125.60	\$1,137.60	\$1,148.80	\$1,160.00	\$1,171.20	\$1,184.00	\$1,194.40
Annually	\$27,851.20	\$28,100.80	\$28,392.00	\$28,683.20	\$28,953.60	\$29,265.60	\$29,577.60	\$29,868.80	\$30,160.00	\$30,451.20	\$30,784.00	\$31,054.40
•	327,031.20	320,100.00	320,332.00	\$20,003.20	320,333.00	323,203.00	323,377.00	\$25,000.00	330,100.00	330,431.20	330,704.00	331,034.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$15.08	\$15.24	\$15.41	\$15.54	\$15.71	\$15.85	\$16.00	\$16.17	\$16.32	\$16.51	\$16.66	\$16.83
Biweekly	\$1,206.40	\$1,219.20	\$1,232.80	\$1,243.20	\$1,256.80	\$1,268.00	\$1,280.00	\$1,293.60	\$1,305.60	\$1,320.80	\$1,332.80	\$1,346.40
Annually	\$31,366.40	\$31,699.20	\$32,052.80	\$32,323.20	\$32,676.80	\$32,968.00	\$33,280.00	\$33,633.60	\$33,945.60	\$34,340.80	\$34,652.80	\$35,006.40
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$16.99	\$17.16	\$17.35	\$17.51	\$17.71	\$17.87	\$18.05	\$18.23	\$18.41	\$18.58	\$18.77	\$18.98
Biweekly	\$1,359.20	\$1,372.80	\$1,388.00	\$1,400.80	\$1,416.80	\$1,429.60	\$1,444.00	\$1,458.40	\$1,472.80	\$1,486.40	\$1,501.60	\$1,518.40
Annually	\$35,339.20	\$35,692.80	\$36,088.00	\$36,420.80	\$36,836.80	\$37,169.60	\$37,544.00	\$37,918.40	\$38,292.80	\$38,646.40	\$39,041.60	\$39,478.40
Ailliually	\$55,559.20	\$55,092.60	330,000.00	\$30,420.60	\$30,630.60	\$57,109.00	\$57,544.00	\$57,916.40	\$30,292.00	\$56,040.40	339,041.00	\$55,476.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$19.15	\$19.34	\$19.54	\$19.73	\$19.92	\$20.14	\$20.33	\$20.54	\$20.75	\$20.94	\$21.16	\$21.37
Biweekly	\$1,532.00	\$1,547.20	\$1,563.20	\$1,578.40	\$1,593.60	\$1,611.20	\$1,626.40	\$1,643.20	\$1,660.00	\$1,675.20	\$1,692.80	\$1,709.60
Annually	\$39,832.00	\$40,227.20	\$40,643.20	\$41,038.40	\$41,433.60	\$41,891.20	\$42,286.40	\$42,723.20	\$43,160.00	\$43,555.20	\$44,012.80	\$44,449.60
Ailliually	\$59,652.00	\$40,227.20	340,043.20	341,036.40	341,455.00	341,091.20	342,200.40	\$42,725.20	\$45,100.00	\$45,555.20	\$44,012.60	344,449.00
Steps	49	50	51	52	53	54	55					
Hourly	\$21.59	\$21.80	\$22.01	\$22.23	\$22.46	\$22.69	\$22.92					
Biweekly	\$1,727.20	\$1,744.00	\$1,760.80	\$1,778.40	\$1,796.80	\$1,815.20	\$1,833.60					
Annually	\$44,907.20	\$45,344.00	\$45,780.80	\$46,238.40	\$46,716.80	\$47,195.20	\$47,673.60					
Ailliually	\$44,907.20	\$45,544.00	\$45,760.60	\$40,236.40	\$40,710.60	\$47,195.20	\$47,075.00					
Grade 74												
Grade 74												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_	_	-	-	-		•				
Steps Hourly	\$15.08	\$15.24	\$15.41	\$15.54	\$15.71	\$15.85	\$16.00	\$16.17	\$16.32	\$16.51	\$16.66	\$16.83
Steps Hourly Biweekly	\$15.08 \$1,206.40	\$15.24 \$1,219.20	\$15.41 \$1,232.80	\$15.54 \$1,243.20	\$15.71 \$1,256.80	\$15.85 \$1,268.00	\$16.00 \$1,280.00	\$16.17 \$1,293.60	\$16.32 \$1,305.60	\$16.51 \$1,320.80	\$16.66 \$1,332.80	\$16.83 \$1,346.40
Steps Hourly Biweekly Annually	\$15.08 \$1,206.40 \$31,366.40	\$15.24 \$1,219.20 \$31,699.20	\$15.41	\$15.54 \$1,243.20 \$32,323.20	\$15.71 \$1,256.80 \$32,676.80	\$15.85	\$16.00	\$16.17 \$1,293.60 \$33,633.60	\$16.32 \$1,305.60 \$33,945.60	\$16.51	\$16.66 \$1,332.80 \$34,652.80	\$16.83 \$1,346.40 \$35.006.40
Steps Hourly Biweekly Annually Steps	\$15.08 \$1,206.40 \$31,366.40	\$15.24 \$1,219.20 \$31,699.20	\$15.41 \$1,232.80 \$32,052.80	\$15.54 \$1,243.20 \$32,323.20	\$15.71 \$1,256.80 \$32,676.80	\$15.85 \$1,268.00 \$32,968.00	\$16.00 \$1,280.00 \$33,280.00	\$16.17 \$1,293.60 \$33,633.60	\$16.32 \$1,305.60 \$33,945.60	\$16.51 \$1,320.80 \$34,340.80	\$16.66 \$1,332.80 \$34.652.80	\$16.83 \$1,346.40 \$35,006.40
Steps Hourly Biweekly Annually Steps Hourly	\$15.08 \$1,206.40 \$31,366.40 13 \$16.99	\$15.24 \$1,219.20 \$31.699.20 14 \$17.16	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87	\$16.00 \$1,280.00 \$33,280.00 19 \$18.05	\$16.17 \$1,293.60 \$33,633.60 20 \$18.23	\$16.32 \$1,305.60 \$33,945.60 21 \$18.41	\$16.51 \$1,320.80 \$34.340.80 22 \$18.58	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.08 \$1,206.40 \$31,366.40 13 \$16.99 \$1,359.20	\$15.24 \$1,219.20 \$31.699.20 14 \$17.16 \$1.372.80	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1,388.00	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51 \$1,400.80	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1.416.80	\$15.85 \$1,268.00 \$32.968.00 18 \$17.87 \$1.429.60	\$16.00 \$1,280.00 \$33,280.00 19 \$18.05 \$1,444.00	\$16.17 \$1,293.60 \$33,633.60 20 \$18.23 \$1,458.40	\$16.32 \$1,305.60 \$33,945.60 21 \$18.41 \$1,472.80	\$16.51 \$1,320.80 \$34,340.80 22 \$18.58 \$1,486.40	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1,518.40
Steps Hourly Biweekly Annually Steps Hourly	\$15.08 \$1,206.40 \$31,366.40 13 \$16.99	\$15.24 \$1,219.20 \$31.699.20 14 \$17.16	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87	\$16.00 \$1,280.00 \$33,280.00 19 \$18.05	\$16.17 \$1,293.60 \$33,633.60 20 \$18.23	\$16.32 \$1,305.60 \$33,945.60 21 \$18.41	\$16.51 \$1,320.80 \$34.340.80 22 \$18.58	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$15.08 \$1,206.40 \$31,366.40 13 \$16.99 \$1,359.20	\$15.24 \$1,219.20 \$31.699.20 14 \$17.16 \$1.372.80	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1,388.00	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51 \$1,400.80	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1.416.80	\$15.85 \$1,268.00 \$32.968.00 18 \$17.87 \$1.429.60	\$16.00 \$1,280.00 \$33,280.00 19 \$18.05 \$1,444.00	\$16.17 \$1,293.60 \$33,633.60 20 \$18.23 \$1,458.40	\$16.32 \$1,305.60 \$33,945.60 21 \$18.41 \$1,472.80	\$16.51 \$1,320.80 \$34,340.80 22 \$18.58 \$1,486.40	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1,518.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.08 \$1,206.40 \$31,366.40 13 \$16.99 \$1,359.20	\$15.24 \$1,219.20 \$31.699.20 14 \$17.16 \$1.372.80	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1,388.00	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51 \$1,400.80	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1.416.80	\$15.85 \$1,268.00 \$32.968.00 18 \$17.87 \$1.429.60	\$16.00 \$1,280.00 \$33,280.00 19 \$18.05 \$1,444.00	\$16.17 \$1,293.60 \$33,633.60 20 \$18.23 \$1,458.40	\$16.32 \$1,305.60 \$33,945.60 21 \$18.41 \$1,472.80	\$16.51 \$1,320.80 \$34,340.80 22 \$18.58 \$1,486.40	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1,518.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$15.08 \$1,206.40 \$31,366.40 13 \$16.99 \$1,359.20 \$35,339.20	\$15.24 \$1,219.20 \$31.699.20 14 \$17.16 \$1.372.80 \$35,692.80	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1.388.00 \$36,088.00	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51 \$1,400.80 \$36,420.80	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1.416.80 \$36.836.80	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1,429.60 \$37,169.60	\$16.00 \$1,280.00 \$33,280.00 19 \$18.05 \$1,444.00 \$37,544.00	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37,918.40	\$16.32 \$1,305.60 \$33,945.60 21 \$18.41 \$1.472.80 \$38.292.80	\$16.51 \$1,320.80 \$34.340.80 22 \$18.58 \$1,486.40 \$38,646.40	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39,041.60	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39,478.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$15.08 \$1,206.40 \$31,366.40 13 \$16.99 \$1,359.20 \$35,339.20	\$15.24 \$1,219.20 \$31,699.20 14 \$17.16 \$1.372.80 \$35,692.80	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1.388.00 \$36.088.00	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51 \$1,400.80 \$36,420.80	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1.416.80 \$36.836.80	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1,429.60 \$37,169.60	\$16.00 \$1,280.00 \$33,280.00 19 \$18.05 \$1,444.00 \$37,544.00	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37,918.40	\$16.32 \$1,305.60 \$33,945.60 21 \$18.41 \$1.472.80 \$38.292.80	\$16.51 \$1,320.80 \$34.340.80 22 \$18.58 \$1.486.40 \$38.646.40	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39.041.60	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39,478.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$15.08 \$1,206.40 \$31.366.40 13 \$16.99 \$1,359.20 \$35,339.20 25 \$19.15	\$15.24 \$1,219.20 \$31,699.20 14 \$17.16 \$1.372.80 \$35,692.80 26 \$19.34	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1.388.00 \$36.088.00	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51 \$1,400.80 \$36,420.80 28 \$19.73	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1.416.80 \$36.836.80	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1,429.60 \$37,169.60	\$16.00 \$1,280.00 \$33,280.00 19 \$18.05 \$1,444.00 \$37,544.00 31 \$20.33	\$16.17 \$1,293.60 \$33,633.60 20 \$18.23 \$1,458.40 \$37,918.40 32 \$20.54	\$16.32 \$1,305.60 \$33,945.60 21 \$18.41 \$1.472.80 \$38.292.80 33 \$20.75	\$16.51 \$1,320.80 \$34,340.80 22 \$18.58 \$1,486.40 \$38,646.40	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1,501.60 \$39,041.60 35 \$21.16	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39,478.40 36 \$21.37
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.08 \$1,206.40 \$31.366.40 13 \$16.99 \$1.359.20 \$35.339.20 25 \$19.15 \$1,532.00	\$15.24 \$1,219.20 \$31.699.20 14 \$17.16 \$1.372.80 \$35.692.80 26 \$19.34 \$1.547.20	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1.388.00 \$36.088.00 27 \$19.54 \$1.563.20	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51 \$1,400.80 \$36,420.80 28 \$19.73 \$1,578.40	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1.416.80 \$36.836.80 29 \$19.92 \$1,593.60	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1,429.60 \$37,169.60 30 \$20.14 \$1,611.20	\$16.00 \$1,280.00 \$33.280.00 19 \$18.05 \$1,444.00 \$37,544.00 31 \$20.33 \$1,626.40	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37.918.40 32 \$20.54 \$1,643.20	\$16.32 \$1,305.60 \$33.945.60 21 \$18.41 \$1.472.80 \$38.292.80 33 \$20.75 \$1,660.00	\$16.51 \$1,320.80 \$34,340.80 22 \$18.58 \$1,486.40 \$38,646.40 34 \$20.94 \$1,675.20	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39.041.60 35 \$21.16 \$1.692.80	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39.478.40 36 \$21.37 \$1,709.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly	\$15.08 \$1,206.40 \$31.366.40 13 \$16.99 \$1.359.20 \$35.339.20 25 \$19.15 \$1,532.00	\$15.24 \$1,219.20 \$31.699.20 14 \$17.16 \$1.372.80 \$35.692.80 26 \$19.34 \$1.547.20	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1.388.00 \$36.088.00 27 \$19.54 \$1.563.20	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51 \$1,400.80 \$36,420.80 28 \$19.73 \$1,578.40	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1.416.80 \$36.836.80 29 \$19.92 \$1,593.60	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1,429.60 \$37,169.60 30 \$20.14 \$1,611.20	\$16.00 \$1,280.00 \$33.280.00 19 \$18.05 \$1,444.00 \$37,544.00 31 \$20.33 \$1,626.40	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37.918.40 32 \$20.54 \$1,643.20	\$16.32 \$1,305.60 \$33.945.60 21 \$18.41 \$1.472.80 \$38.292.80 33 \$20.75 \$1,660.00	\$16.51 \$1,320.80 \$34,340.80 22 \$18.58 \$1,486.40 \$38,646.40 34 \$20.94 \$1,675.20	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39.041.60 35 \$21.16 \$1.692.80	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39.478.40 36 \$21.37 \$1,709.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually	\$15.08 \$1,206.40 \$31.366.40 13 \$16.99 \$1,359.20 \$35,339.20 25 \$19.15 \$1,532.00 \$39.832.00	\$15.24 \$1,219.20 \$31.699.20 14 \$17.16 \$1.372.80 \$35.692.80 26 \$19.34 \$1.547.20 \$40.227.20	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1.388.00 \$36.088.00 27 \$19.54 \$1.563.20 \$40.643.20	\$15.54 \$1,243.20 \$32.323.20 16 \$17.51 \$1.400.80 \$36.420.80 28 \$19.73 \$1.578.40 \$41.038.40	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1.416.80 \$36.836.80 29 \$19.92 \$1,593.60 \$41.433.60	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1,429.60 \$37,169.60 30 \$20.14 \$1,611.20 \$41,891.20	\$16.00 \$1,280.00 \$33.280.00 19 \$18.05 \$1,444.00 \$37.544.00 31 \$20.33 \$1,626.40 \$42,286.40	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37,918.40 32 \$20.54 \$1.643.20 \$42.723.20	\$16.32 \$1,305.60 \$33,945.60 21 \$18.41 \$1.472.80 \$38.292.80 33 \$20.75 \$1.660.00 \$43,160.00	\$16.51 \$1,320.80 \$34,340.80 22 \$18.58 \$1,486.40 \$38.646.40 34 \$20.94 \$1.675.20 \$43,555.20	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39.041.60 35 \$21.16 \$1.692.80 \$44.012.80	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39.478.40 36 \$21.37 \$1,709.60 \$44,449.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$15.08 \$1,206.40 \$31.366.40 13 \$16.99 \$1,359.20 \$35,339.20 25 \$19.15 \$1,532.00 \$39.832.00	\$15.24 \$1,219.20 \$31.699.20 14 \$17.16 \$1.372.80 \$35.692.80 26 \$19.34 \$1.547.20 \$40.227.20	\$15.41 \$1,232.80 \$32,052.80 15 \$17.35 \$1,388.00 \$36,088.00 27 \$19.54 \$1,563.20 \$40,643.20	\$15.54 \$1,243.20 \$32.323.20 16 \$17.51 \$1.400.80 \$36.420.80 28 \$19.73 \$1.578.40 \$41.038.40	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1.416.80 \$36.836.80 29 \$19.92 \$1,593.60 \$41,433.60	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1.429.60 \$37,169.60 30 \$20.14 \$1,611.20 \$41,891.20	\$16.00 \$1,280.00 \$33.280.00 19 \$18.05 \$1.444.00 \$37,544.00 31 \$20.33 \$1,626.40 \$42,286.40	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37,918.40 32 \$20.54 \$1,643.20 \$42.723.20	\$16.32 \$1,305.60 \$33,945.60 21 \$18.41 \$1.472.80 \$38,292.80 33 \$20.75 \$1,660.00 \$43,160.00	\$16.51 \$1,320.80 \$34.340.80 22 \$18.58 \$1.486.40 \$38.646.40 34 \$20.94 \$1.675.20 \$43.555.20	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39.041.60 35 \$21.16 \$1,692.80 \$44.012.80	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39.478.40 36 \$21.37 \$1.709.60 \$44.449.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv	\$15.08 \$1,206.40 \$31.366.40 13 \$16.99 \$1.359.20 \$35,339.20 25 \$19.15 \$1,532.00 \$39.832.00	\$15.24 \$1,219.20 \$31.699.20 14 \$17.16 \$1.372.80 \$35.692.80 26 \$19.34 \$1.547.20 \$40.227.20	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1.388.00 \$36.088.00 27 \$19.54 \$1,563.20 \$40.643.20	\$15.54 \$1,243.20 \$32.323.20 16 \$17.51 \$1.400.80 \$36.420.80 28 \$19.73 \$1,578.40 \$41,038.40	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1.416.80 \$36.836.80 29 \$19.92 \$1,593.60 \$41.433.60	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1.429.60 \$37,169.60 30 \$20.14 \$1,611.20 \$41,891.20	\$16.00 \$1,280.00 \$33.280.00 19 \$18.05 \$1.444.00 \$37,544.00 31 \$20.33 \$1,626.40 \$42,286.40	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37,918.40 32 \$20.54 \$1.643.20 \$42,723.20	\$16.32 \$1,305.60 \$33,945.60 21 \$18.41 \$1.472.80 \$38.292.80 33 \$20.75 \$1,660.00 \$43,160.00	\$16.51 \$1,320.80 \$34.340.80 22 \$18.58 \$1.486.40 \$38.646.40 34 \$20.94 \$1.675.20 \$43.555.20	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39.041.60 35 \$21.16 \$1.692.80 \$44.012.80	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39,478.40 36 \$21.37 \$1,709.60 \$44,449.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$15.08 \$1,206.40 \$31,366.40 13 \$16.99 \$1,359.20 \$35,339.20 25 \$19.15 \$1,532.00 \$39,832.00 37 \$21.59 \$1,727.20 \$44,907.20	\$15.24 \$1,219.20 \$31,699.20 14 \$17.16 \$1,372.80 \$35.692.80 26 \$19.34 \$1,547.20 \$40,227.20 38 \$21.80 \$1,744.00 \$45,344.00	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1.388.00 \$36.088.00 27 \$19.54 \$1.563.20 \$40.643.20 39 \$22.01 \$1.760.80 \$45.780.80	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51 \$1,400.80 \$36.420.80 28 \$19.73 \$1,578.40 \$41,038.40 40 \$22.23 \$1,778.40 \$46,238.40	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1,416.80 \$36.836.80 29 \$19.92 \$1,593.60 \$41,433.60 41 \$22.46 \$1,796.80 \$46,716.80	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1,429.60 \$37,169.60 30 \$20.14 \$1,611.20 \$41,891.20 42 \$22.69 \$1,815.20 \$47,195.20	\$16.00 \$1,280.00 \$33,280.00 \$33,280.00 19 \$18.05 \$1,444.00 \$37,544.00 31 \$20.33 \$1,626.40 \$42,286.40 43 \$22.92 \$1,833.60 \$47,673.60	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37,918.40 32 \$20.54 \$1.643.20 \$42.723.20 44 \$23.14 \$1.851.20	\$16.32 \$1,305.60 \$33.945.60 21 \$18.41 \$1.472.80 \$38,292.80 33 \$20.75 \$1,660.00 \$43.160.00 45 \$23.36 \$1,868.80	\$16.51 \$1,320.80 \$34.340.80 22 \$18.58 \$1.486.40 \$38.646.40 34 \$20.94 \$1.675.20 \$43.555.20 46 \$23.60 \$1.888.00	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39.041.60 35 \$21.16 \$1.692.80 \$44.012.80 47 \$23.84 \$1,907.20	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39.478.40 36 \$21.37 \$1,709.60 \$44,449.60 48 \$24.08 \$1,926.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$15.08 \$1,206.40 \$31.366.40 13 \$16.99 \$1,359.20 \$35.339.20 25 \$19.15 \$1,532.00 \$39.832.00 37 \$21.59 \$1,727.20 \$44,907.20	\$15.24 \$1,219.20 \$31,699.20 14 \$17.16 \$1.372.80 \$35,692.80 26 \$19.34 \$1,547.20 \$40,227.20 38 \$21.80 \$1,744.00 \$45,344.00	\$15.41 \$1,232.80 \$32,052.80 15 \$17.35 \$1.388.00 \$36,088.00 27 \$19.54 \$1,563.20 \$40,643.20 39 \$22.01 \$1,760.80 \$45,780.80	\$15.54 \$1,243.20 \$32.323.20 16 \$17.51 \$1,400.80 \$36.420.80 28 \$19.73 \$1,578.40 \$41,038.40 40 \$22.23 \$1,778.40 \$46.238.40	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1,416.80 \$36.836.80 29 \$19.92 \$1,593.60 \$41,433.60 41 \$22.46 \$1,796.80 \$46,716.80	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1,429.60 \$37,169.60 30 \$20.14 \$1,611.20 \$41,891.20 42 \$22.69 \$1,815.20 \$47,195.20	\$16.00 \$1,280.00 \$33,280.00 19 \$18.05 \$1,444.00 \$37,544.00 31 \$20.33 \$1,626.40 \$42,286.40 43 \$22.92 \$1,833.60 \$47,673.60	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37,918.40 32 \$20.54 \$1.643.20 \$42.723.20 44 \$23.14 \$1.851.20	\$16.32 \$1,305.60 \$33.945.60 21 \$18.41 \$1.472.80 \$38,292.80 33 \$20.75 \$1,660.00 \$43.160.00 45 \$23.36 \$1,868.80	\$16.51 \$1,320.80 \$34.340.80 22 \$18.58 \$1.486.40 \$38.646.40 34 \$20.94 \$1.675.20 \$43.555.20 46 \$23.60 \$1.888.00	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39.041.60 35 \$21.16 \$1.692.80 \$44.012.80 47 \$23.84 \$1,907.20	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39.478.40 36 \$21.37 \$1,709.60 \$44,449.60 48 \$24.08 \$1,926.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$15.08 \$1,206.40 \$31,366.40 13 \$16.99 \$1,359.20 \$35,339.20 25 \$19.15 \$1,532.00 \$39,832.00 37 \$21.59 \$1,727.20 \$44,907.20	\$15.24 \$1,219.20 \$31,699.20 14 \$17.16 \$1,372.80 \$35.692.80 26 \$19.34 \$1,547.20 \$40,227.20 38 \$21.80 \$1,744.00 \$45,344.00	\$15.41 \$1,232.80 \$32.052.80 15 \$17.35 \$1.388.00 \$36.088.00 27 \$19.54 \$1.563.20 \$40.643.20 39 \$22.01 \$1.760.80 \$45.780.80	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51 \$1,400.80 \$36.420.80 28 \$19.73 \$1,578.40 \$41,038.40 40 \$22.23 \$1,778.40 \$46,238.40	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1,416.80 \$36.836.80 29 \$19.92 \$1,593.60 \$41,433.60 41 \$22.46 \$1,796.80 \$46,716.80	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1,429.60 \$37,169.60 30 \$20.14 \$1,611.20 \$41,891.20 42 \$22.69 \$1,815.20 \$47,195.20	\$16.00 \$1,280.00 \$33,280.00 \$33,280.00 19 \$18.05 \$1,444.00 \$37,544.00 31 \$20.33 \$1,626.40 \$42,286.40 43 \$22.92 \$1,833.60 \$47,673.60	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37,918.40 32 \$20.54 \$1.643.20 \$42.723.20 44 \$23.14 \$1.851.20	\$16.32 \$1,305.60 \$33.945.60 21 \$18.41 \$1.472.80 \$38,292.80 33 \$20.75 \$1,660.00 \$43.160.00 45 \$23.36 \$1,868.80	\$16.51 \$1,320.80 \$34.340.80 22 \$18.58 \$1.486.40 \$38.646.40 34 \$20.94 \$1.675.20 \$43.555.20 46 \$23.60 \$1.888.00	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39.041.60 35 \$21.16 \$1.692.80 \$44.012.80 47 \$23.84 \$1,907.20	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39.478.40 36 \$21.37 \$1,709.60 \$44,449.60 48 \$24.08 \$1,926.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$15.08 \$1,206.40 \$31.366.40 13 \$16.99 \$1,359.20 \$35.339.20 25 \$19.15 \$1,532.00 \$39.832.00 37 \$21.59 \$1,727.20 \$44,907.20	\$15.24 \$1,219.20 \$31,699.20 14 \$17.16 \$1.372.80 \$35,692.80 26 \$19.34 \$1,547.20 \$40,227.20 38 \$21.80 \$1,744.00 \$45,344.00	\$15.41 \$1,232.80 \$32,052.80 15 \$17.35 \$1.388.00 \$36,088.00 27 \$19.54 \$1,563.20 \$40,643.20 39 \$22.01 \$1,760.80 \$45,780.80	\$15.54 \$1,243.20 \$32.323.20 16 \$17.51 \$1,400.80 \$36.420.80 28 \$19.73 \$1,578.40 \$41,038.40 40 \$22.23 \$1,778.40 \$46.238.40	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1,416.80 \$36.836.80 29 \$19.92 \$1,593.60 \$41,433.60 41 \$22.46 \$1,796.80 \$46,716.80	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1,429.60 \$37,169.60 30 \$20.14 \$1,611.20 \$41,891.20 42 \$22.69 \$1,815.20 \$47,195.20	\$16.00 \$1,280.00 \$33,280.00 19 \$18.05 \$1,444.00 \$37,544.00 31 \$20.33 \$1,626.40 \$42,286.40 43 \$22.92 \$1,833.60 \$47,673.60	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37,918.40 32 \$20.54 \$1.643.20 \$42.723.20 44 \$23.14 \$1.851.20	\$16.32 \$1,305.60 \$33.945.60 21 \$18.41 \$1.472.80 \$38,292.80 33 \$20.75 \$1,660.00 \$43.160.00 45 \$23.36 \$1,868.80	\$16.51 \$1,320.80 \$34.340.80 22 \$18.58 \$1.486.40 \$38.646.40 34 \$20.94 \$1.675.20 \$43.555.20 46 \$23.60 \$1.888.00	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39.041.60 35 \$21.16 \$1.692.80 \$44.012.80 47 \$23.84 \$1,907.20	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39.478.40 36 \$21.37 \$1,709.60 \$44,449.60 48 \$24.08 \$1,926.40
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	\$15.08 \$1,206.40 \$31,366.40 13 \$16.99 \$1,359.20 \$35,339.20 25 \$19.15 \$1,532.00 \$39,832.00 37 \$21.59 \$1,727.20 \$44,907.20	\$15.24 \$1,219.20 \$31,699.20 14 \$17.16 \$1.372.80 \$35,692.80 26 \$19.34 \$1,547.20 \$40,227.20 38 \$21.80 \$1,744.00 \$45,344.00	\$15.41 \$1,232.80 \$32,052.80 \$17.35 \$17.35 \$1.388.00 \$36,088.00 \$27 \$19.54 \$1,563.20 \$40,643.20 \$40,643.20 \$45,780.80 \$45,780.80	\$15.54 \$1,243.20 \$32,323.20 16 \$17.51 \$1,400.80 \$36.420.80 28 \$19.73 \$1,578.40 \$41,038.40 40 \$22.23 \$1,778.40 \$46,238.40 52	\$15.71 \$1,256.80 \$32.676.80 17 \$17.71 \$1,416.80 \$36.836.80 29 \$19.92 \$1,593.60 \$41,433.60 41 \$22.46 \$1,796.80 \$46,716.80 53 \$25.31	\$15.85 \$1,268.00 \$32,968.00 18 \$17.87 \$1,429.60 \$37,169.60 30 \$20.14 \$1,611.20 \$41,891.20 42 \$22.69 \$1,815.20 \$47,195.20	\$16.00 \$1,280.00 \$33,280.00 19 \$18.05 \$1,444.00 \$37,544.00 31 \$20.33 \$1,626.40 \$42,286.40 43 \$22.92 \$1,833.60 \$47,673.60	\$16.17 \$1,293.60 \$33.633.60 20 \$18.23 \$1.458.40 \$37,918.40 32 \$20.54 \$1.643.20 \$42.723.20 44 \$23.14 \$1.851.20	\$16.32 \$1,305.60 \$33.945.60 21 \$18.41 \$1.472.80 \$38,292.80 33 \$20.75 \$1,660.00 \$43.160.00 45 \$23.36 \$1,868.80	\$16.51 \$1,320.80 \$34.340.80 22 \$18.58 \$1.486.40 \$38.646.40 34 \$20.94 \$1.675.20 \$43.555.20 46 \$23.60 \$1.888.00	\$16.66 \$1,332.80 \$34.652.80 23 \$18.77 \$1.501.60 \$39.041.60 35 \$21.16 \$1.692.80 \$44.012.80 47 \$23.84 \$1,907.20	\$16.83 \$1,346.40 \$35,006.40 24 \$18.98 \$1.518.40 \$39.478.40 36 \$21.37 \$1,709.60 \$44,449.60 48 \$24.08 \$1,926.40

(Non-bargaining unit)

ANCHORAGE-FAIRBANKS-JUNEAU-GIRDWOOD-CHUGIAK-EAGLE RIVER-KENAI-SOLDOTNA-HOMER-KETCHIKAN-PALMER-WASILLA-SEWARD-SITKA-ANGOON (Base-0%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$16.99	\$17.16	\$17.35	\$17.51	\$17.71	\$17.87	\$18.05	\$18.23	\$18.41	\$18.58	\$18.77	\$18.98
Biweekly	\$1,359.20	\$1,372.80	\$1,388.00	\$1,400.80	\$1,416.80	\$1,429.60	\$1,444.00	\$1,458.40	\$1,472.80	\$1,486.40	\$1,501.60	\$1,518.40
Annually	\$35,339.20	\$35,692.80	\$36,088.00	\$36,420.80	\$36,836.80	\$37,169.60	\$37,544.00	\$37,918.40	\$38,292.80	\$38,646.40	\$39,041.60	\$39,478.40
Stone												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$19.15	\$19.34	\$19.54	\$19.73	\$19.92	\$20.14	\$20.33	\$20.54	\$20.75	\$20.94	\$21.16	\$21.37
Biweekly	\$1,532.00	\$1,547.20	\$1,563.20	\$1,578.40	\$1,593.60	\$1,611.20	\$1,626.40	\$1,643.20	\$1,660.00	\$1,675.20	\$1,692.80	\$1,709.60
Annually	\$39,832.00	\$40,227.20	\$40,643.20	\$41,038.40	\$41,433.60	\$41,891.20	\$42,286.40	\$42,723.20	\$43,160.00	\$43,555.20	\$44,012.80	\$44,449.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$21.59	\$21.80	\$22.01	\$22.23	\$22.46	\$22.69	\$22.92	\$23.14	\$23.36	\$23.60	\$23.84	\$24.08
Biweekly	\$1,727.20	\$1,744.00	\$1,760.80	\$1,778.40	\$1,796.80	\$1,815.20	\$1.833.60	\$1,851.20	\$1,868.80	\$1,888.00	\$1,907.20	\$1,926.40
Annually	\$44,907.20	\$45,344.00	\$45,780.80	\$46,238.40	\$46,716.80	\$47,195.20	\$47,673.60	\$48,131.20	\$48,588.80	\$49,088.00	\$49,587.20	\$50,086.40
Steps	37	38	. 39	40	41	42	43	44	45	46	47	48
Hourly	\$24.31	\$24.55	\$24.82	\$25.04	\$25.31	\$25.55	\$25.82	\$26.07	\$26.33	\$26.59	\$26.87	\$27.12
Biweekly	\$1,944.80	\$1,964.00	\$1,985.60	\$2,003.20	\$2,024.80	\$2,044.00	\$2,065.60	\$2,085.60	\$2,106.40	\$2,127.20	\$2,149.60	\$2,169.60
Annually	\$50,564.80	\$51,064.00	\$51,625.60	\$52,083.20	\$52,644.80	\$53,144.00	\$53,705.60	\$54,225.60	\$54,766.40	\$55,307.20	\$55,889.60	\$56,409.60
Steps	49	50	51	52	53	54	55					
Hourly	\$27.41	\$27.68	\$27.94	\$28.23	\$28.52	\$28.80	\$29.08					
Biweekly	\$2,192.80	\$2,214.40	\$2,235.20	\$2,258.40	\$2,281.60	\$2,304.00	\$2,326.40					
Annually	\$57,012.80	\$57,574.40	\$58,115.20	\$58,718.40	\$59,321.60	\$59,904.00	\$60,486.40					
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Grade 76												
Grade / O												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$19.15	\$19.34	\$19.54	\$19.73	\$19.92	\$20.14	\$20.33	\$20.54	\$20.75	\$20.94	\$21.16	\$21.37
Steps Hourly Biweekly	\$19.15 \$1,532.00	\$19.34 \$1,547.20	\$19.54 \$1,563.20	\$19.73 \$1,578.40	\$19.92 \$1,593.60	\$20.14 \$1,611.20	\$20.33 \$1,626.40	\$20.54 \$1,643.20	\$20.75 \$1,660.00	\$20.94 \$1,675.20	\$21.16 \$1,692.80	\$21.37 \$1,709.60
Steps Hourly	\$19.15	\$19.34	\$19.54	\$19.73	\$19.92	\$20.14	\$20.33	\$20.54	\$20.75	\$20.94	\$21.16	\$21.37
Steps Hourly Biweekly	\$19.15 \$1,532.00	\$19.34 \$1,547.20	\$19.54 \$1,563.20	\$19.73 \$1,578.40	\$19.92 \$1,593.60	\$20.14 \$1,611.20	\$20.33 \$1,626.40	\$20.54 \$1,643.20	\$20.75 \$1,660.00	\$20.94 \$1,675.20	\$21.16 \$1,692.80	\$21.37 \$1,709.60
Steps Hourly Biweekly Annually	\$19.15 \$1,532.00 \$39,832.00	\$19.34 \$1,547.20 \$40,227.20	\$19.54 \$1,563.20 \$40,643.20	\$19.73 \$1,578.40 \$41,038.40	\$19.92 \$1,593.60 \$41,433.60	\$20.14 \$1,611.20 \$41,891.20	\$20.33 \$1,626.40 \$42,286.40	\$20.54 \$1,643.20 \$42,723.20	\$20.75 \$1,660.00 \$43,160.00	\$20.94 \$1,675.20 \$43,555.20	\$21.16 \$1,692.80 \$44,012.80	\$21.37 \$1,709.60 \$44,449.60
Steps Hourly Biweekly Annually Steps	\$19.15 \$1,532.00 \$39,832.00 13 \$21.59 \$1,727.20	\$19.34 \$1,547.20 \$40,227.20	\$19.54 \$1,563.20 \$40,643.20	\$19.73 \$1,578.40 \$41,038.40	\$19.92 \$1,593.60 \$41,433.60	\$20.14 \$1,611.20 \$41,891.20	\$20.33 \$1,626.40 \$42,286.40	\$20.54 \$1,643.20 \$42,723.20	\$20.75 \$1,660.00 \$43,160.00	\$20.94 \$1,675.20 \$43,555.20	\$21.16 \$1,692.80 \$44,012.80	\$21.37 \$1,709.60 \$44.449.60 24 \$24.08 \$1,926.40
Steps Hourly Biweekly Annually Steps Hourly	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80	\$19.54 \$1,563.20 \$40.643.20 15 \$22.01	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23	\$19.92 \$1,593.60 \$41,433.60 17 \$22.46	\$20.14 \$1,611.20 \$41,891.20 18 \$22.69	\$20.33 \$1,626.40 \$42,286.40 19 \$22.92	\$20.54 \$1,643.20 \$42,723.20 20 \$23.14	\$20.75 \$1,660.00 \$43,160.00 21 \$23.36	\$20.94 \$1,675.20 \$43,555.20 22 \$23.60	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45.344.00	\$19.54 \$1,563.20 \$40,643.20 15 \$22.01 \$1,760.80 \$45,780.80	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47,195.20	\$20.33 \$1,626.40 \$42,286.40 19 \$22.92 \$1,833.60 \$47,673.60	\$20.54 \$1,643.20 \$42,723.20 20 \$23.14 \$1,851.20 \$48,131.20	\$20.75 \$1,660.00 \$43.160.00 \$43.36 \$1.868.80 \$48.588.80	\$20.94 \$1,675.20 \$43.555.20 22 \$23.60 \$1.888.00 \$49.088.00	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49,587.20	\$21.37 \$1,709.60 \$44.449.60 24 \$24.08 \$1,926.40 \$50,086.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45,344.00	\$19.54 \$1,563.20 \$40.643.20 15 \$22.01 \$1,760.80 \$45,780.80	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20	\$20.33 \$1,626.40 \$42.286.40 19 \$22.92 \$1.833.60 \$47.673.60	\$20.54 \$1,643.20 \$42,723.20 20 \$23.14 \$1.851.20 \$48,131.20	\$20.75 \$1,660.00 \$43.160.00 \$43.36 \$1.868.80 \$48.588.80	\$20.94 \$1,675.20 \$43.555.20 22 \$23.60 \$1.888.00 \$49,088.00	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49,587.20	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1.926.40 \$50,086.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1.727.20 \$44,907.20 25 \$24.31	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45,344.00	\$19.54 \$1,563.20 \$40.643.20 \$40.643.20 15 \$22.01 \$1.760.80 \$45.780.80 27 \$24.82	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40 28 \$25.04	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80 29 \$25.31	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55	\$20.33 \$1,626.40 \$42.286.40 19 \$22.92 \$1.833.60 \$47.673.60 31 \$25.82	\$20.54 \$1,643.20 \$42,723.20 20 \$23.14 \$1.851.20 \$48,131.20	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.36 \$1.868.80 \$48.588.80	\$20.94 \$1,675.20 \$43.555.20 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.59	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49,587.20 35 \$26.87	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1.926.40 \$50,086.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.31 \$1,944.80	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45.344.00 26 \$24.55 \$1,964.00	\$19.54 \$1,563.20 \$40.643.20 15 \$22.01 \$1,760.80 \$45,780.80 27 \$24.82 \$1,985.60	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40 28 \$25.04 \$2.003.20	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80 29 \$25.31 \$2.024.80	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55 \$2.044.00	\$20.33 \$1,626.40 \$42.286.40 19 \$22.92 \$1.833.60 \$47.673.60 31 \$25.82 \$2.065.60	\$20.54 \$1,643.20 \$42.723.20 20 \$23.14 \$1.851.20 \$48.131.20 32 \$26.07 \$2,085.60	\$20.75 \$1,660.00 \$43.160.00 \$21 \$23.36 \$1.868.80 \$48.588.80 \$33 \$26.33 \$2.106.40	\$20.94 \$1,675.20 \$43,555.20 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.59 \$2.127.20	\$21.16 \$1,692.80 \$44,012.80 23 \$23.84 \$1,907.20 \$49,587.20 35 \$26.87 \$2,149.60	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1,926.40 \$50,086.40 36 \$27.12 \$2,169.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1.727.20 \$44,907.20 25 \$24.31	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45,344.00	\$19.54 \$1,563.20 \$40.643.20 \$40.643.20 15 \$22.01 \$1.760.80 \$45.780.80 27 \$24.82	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40 28 \$25.04	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80 29 \$25.31	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55	\$20.33 \$1,626.40 \$42.286.40 19 \$22.92 \$1.833.60 \$47.673.60 31 \$25.82	\$20.54 \$1,643.20 \$42,723.20 20 \$23.14 \$1.851.20 \$48,131.20	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.36 \$1.868.80 \$48.588.80	\$20.94 \$1,675.20 \$43.555.20 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.59	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49,587.20 35 \$26.87	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1.926.40 \$50,086.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.31 \$1,944.80 \$50.564.80	\$19.34 \$1,547.20 \$40.227.20 14 \$21.80 \$1,744.00 \$45.344.00 26 \$24.55 \$1,964.00 \$51.064.00	\$19.54 \$1,563.20 \$40.643.20 15 \$22.01 \$1.760.80 \$45.780.80 27 \$24.82 \$1,985.60 \$51.625.60	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40 28 \$25.04 \$2.003.20 \$52,083.20	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80 29 \$25.31 \$2.024.80 \$52,644.80	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55 \$2.044.00 \$53.144.00	\$20.33 \$1,626.40 \$42.286.40 19 \$22.92 \$1.833.60 \$47.673.60 31 \$25.82 \$2.065.60 \$53.705.60	\$20.54 \$1,643.20 \$42.723.20 20 \$23.14 \$1.851.20 \$48.131.20 32 \$26.07 \$2,085.60 \$54,225.60	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.36 \$1.868.80 \$48.588.80 \$48.583.80 \$26.33 \$2.106.40 \$54,766.40	\$20.94 \$1,675.20 \$43,555.20 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.59 \$2.127.20 \$55,307.20	\$21.16 \$1,692.80 \$44,012.80 23 \$23.84 \$1,907.20 \$49,587.20 35 \$26.87 \$2,149.60 \$55,889.60	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1,926.40 \$50.086.40 36 \$27.12 \$2,169.60 \$56,409.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.31 \$1,944.80 \$50,564.80	\$19.34 \$1,547.20 \$40.227.20 14 \$21.80 \$1.744.00 \$45.344.00 26 \$24.55 \$1,964.00 \$51.064.00	\$19.54 \$1,563.20 \$40.643.20 15 \$22.01 \$1.760.80 \$45,780.80 27 \$24.82 \$1,985.60 \$51,625.60	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40 28 \$25.04 \$2.003.20 \$52.083.20	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80 29 \$25.31 \$2.024.80 \$52.644.80	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55 \$2.044.00 \$53.144.00	\$20.33 \$1,626.40 \$42.286.40 19 \$22.92 \$1.833.60 \$47.673.60 31 \$25.82 \$2.065.60 \$53.705.60	\$20.54 \$1,643.20 \$42.723.20 20 \$23.14 \$1.851.20 \$48.131.20 32 \$26.07 \$2.085.60 \$54.225.60	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.36 \$1.868.80 \$48.588.80 \$48.588.80 \$26.33 \$2.106.40 \$54.766.40	\$20.94 \$1,675.20 \$43,555.20 22 \$23.60 \$1,888.00 \$49,088.00 34 \$26.59 \$2,127.20 \$55,307.20	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49.587.20 35 \$26.87 \$2.149.60 \$55.889.60	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1.926.40 \$50.086.40 36 \$27.12 \$2.169.60 \$56,409.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1.727.20 \$44,907.20 25 \$24.31 \$1,944.80 \$50,564.80	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45,344.00 26 \$24.55 \$1,964.00 \$51,064.00	\$19.54 \$1,563.20 \$40.643.20 15 \$22.01 \$1,760.80 \$45,780.80 27 \$24.82 \$1.985.60 \$51,625.60	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1,778.40 \$46.238.40 28 \$25.04 \$2,003.20 \$52.083.20	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80 29 \$25.31 \$2.024.80 \$52.644.80	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55 \$2.044.00 \$53.144.00	\$20.33 \$1,626.40 \$42,286.40 19 \$22.92 \$1,833.60 \$47,673.60 31 \$25.82 \$2,065.60 \$53,705.60	\$20.54 \$1,643.20 \$42,723.20 20 \$23.14 \$1,851.20 \$48,131.20 32 \$26.07 \$2,085.60 \$54,225.60	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.36 \$1,868.80 \$48.588.80 \$48.588.80 \$26.33 \$2.106.40 \$54,766.40	\$20.94 \$1,675.20 \$43,555.20 22 \$23.60 \$1,888.00 \$49,088.00 34 \$26.59 \$2,127.20 \$55,307.20	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49,587.20 35 \$26.87 \$2.149.60 \$55,889.60	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1,926.40 \$50,086.40 36 \$27.12 \$2,169.60 \$56,409.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.31 \$1,944.80 \$50,564.80	\$19.34 \$1,547.20 \$40.227.20 14 \$21.80 \$1.744.00 \$45.344.00 26 \$24.55 \$1,964.00 \$51.064.00	\$19.54 \$1,563.20 \$40.643.20 15 \$22.01 \$1.760.80 \$45,780.80 27 \$24.82 \$1,985.60 \$51,625.60	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40 28 \$25.04 \$2.003.20 \$52.083.20	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80 29 \$25.31 \$2.024.80 \$52.644.80	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55 \$2.044.00 \$53.144.00	\$20.33 \$1,626.40 \$42.286.40 19 \$22.92 \$1.833.60 \$47.673.60 31 \$25.82 \$2.065.60 \$53.705.60	\$20.54 \$1,643.20 \$42.723.20 20 \$23.14 \$1.851.20 \$48.131.20 32 \$26.07 \$2.085.60 \$54.225.60	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.36 \$1.868.80 \$48.588.80 \$48.588.80 \$26.33 \$2.106.40 \$54.766.40	\$20.94 \$1,675.20 \$43,555.20 22 \$23.60 \$1,888.00 \$49,088.00 34 \$26.59 \$2,127.20 \$55,307.20	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49.587.20 35 \$26.87 \$2.149.60 \$55.889.60	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1.926.40 \$50.086.40 36 \$27.12 \$2.169.60 \$56,409.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.31 \$1,944.80 \$50.564.80 37 \$27.41 \$2,192.80 \$57,012.80	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45.344.00 26 \$24.55 \$1,964.00 \$51,064.00 38 \$27.68 \$2,214.40 \$57,574.40	\$19.54 \$1,563.20 \$40.643.20 \$40.643.20 15 \$22.01 \$1,760.80 \$45,780.80 27 \$24.82 \$1.985.60 \$51.625.60 39 \$27.94 \$2,235.20 \$58,115.20	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40 28 \$25.04 \$2.003.20 \$52.083.20 40 \$28.23 \$2.258.40 \$58.718.40	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80 29 \$25.31 \$2.024.80 \$52.644.80 41 \$28.52 \$2.281.60 \$59.321.60	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55 \$2,044.00 \$53,144.00 42 \$28.80 \$2,304.00 \$59,904.00	\$20.33 \$1,626.40 \$42,286.40 \$42,286.40 19 \$22.92 \$1,833.60 \$47.673.60 31 \$25.82 \$2,065.60 \$53,705.60 43 \$29.08 \$2,326.40 \$60,486.40	\$20.54 \$1,643.20 \$42,723.20 20 \$23.14 \$1,851.20 \$48,131.20 32 \$26.07 \$2.085.60 \$54,225.60 44 \$29.37 \$2,349.60	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.36 \$1,868.80 \$48.588.80 33 \$2.106.40 \$54.766.40 45 \$29.67 \$2.373.60	\$20.94 \$1,675.20 \$43,555.20 22 \$23.60 \$1,888.00 \$49,088.00 34 \$26.59 \$2,127.20 \$55,307.20 46 \$29.95 \$2,396.00	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49,587.20 35 \$26.87 \$2.149.60 \$55,889.60 47 \$30.26 \$2,420.80	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1,926.40 \$50,086.40 36 \$27.12 \$2,169.60 \$56,409.60 48 \$30.56 \$2,444.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44.907.20 25 \$24.31 \$1,944.80 \$50,564.80 37 \$27.41 \$2,192.80 \$57,012.80	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45.344.00 26 \$24.55 \$1.964.00 \$51.064.00 38 \$27.68 \$2,214.40 \$57.574.40	\$19.54 \$1,563.20 \$40.643.20 \$40.643.20 15 \$22.01 \$1,760.80 \$45,780.80 27 \$24.82 \$1.985.60 \$51.625.60 39 \$27.94 \$2,235.20 \$58.115.20	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40 28 \$25.04 \$2,003.20 \$52,083.20 40 \$28.23 \$2.258.40 \$58,718.40	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80 29 \$25.31 \$2.024.80 \$52.644.80 41 \$28.52 \$2.281.60 \$59.321.60	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55 \$2.044.00 \$53.144.00 42 \$28.80 \$2.304.00 \$59.904.00	\$20.33 \$1,626.40 \$42,286.40 19 \$22.92 \$1.833.60 \$47.673.60 31 \$25.82 \$2.065.60 \$53.705.60 43 \$29.08 \$2.326.40 \$60.486.40	\$20.54 \$1,643.20 \$42,723.20 20 \$23.14 \$1,851.20 \$48,131.20 32 \$26.07 \$2.085.60 \$54,225.60 44 \$29.37 \$2,349.60	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.36 \$1,868.80 \$48.588.80 33 \$2.106.40 \$54.766.40 45 \$29.67 \$2.373.60	\$20.94 \$1,675.20 \$43.555.20 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.59 \$2.127.20 \$55,307.20 46 \$29.95 \$2.396.00	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49,587.20 35 \$26.87 \$2.149.60 \$55,889.60 47 \$30.26 \$2,420.80	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1,926.40 \$50,086.40 36 \$27.12 \$2,169.60 \$56,409.60 48 \$30.56 \$2,444.80
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	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1.727.20 \$44.907.20 25 \$24.31 \$1,944.80 \$50.564.80 37 \$27.41 \$2,192.80 \$57.012.80 49 \$30.87	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45.344.00 26 \$24.55 \$1,964.00 \$51.064.00 38 \$27.68 \$2,214.40 \$57,574.40	\$19.54 \$1,563.20 \$40.643.20 \$40.643.20 15 \$22.01 \$1,760.80 \$45,780.80 27 \$24.82 \$1.985.60 \$51.625.60 39 \$27.94 \$2,235.20 \$58.115.20	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40 28 \$25.04 \$2.003.20 \$52.083.20 40 \$28.23 \$2.258.40 \$58.718.40	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80 29 \$25.31 \$2.024.80 \$52.644.80 41 \$28.52 \$2.281.60 \$59.321.60	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55 \$2,044.00 \$53,144.00 42 \$28.80 \$2.304.00 \$59,904.00	\$20.33 \$1,626.40 \$42,286.40 \$42,286.40 19 \$22.92 \$1.833.60 \$47.673.60 31 \$25.82 \$2.065.60 \$53.705.60 43 \$29.08 \$2.326.40 \$60,486.40	\$20.54 \$1,643.20 \$42,723.20 20 \$23.14 \$1,851.20 \$48,131.20 32 \$26.07 \$2.085.60 \$54,225.60 44 \$29.37 \$2,349.60	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.36 \$1,868.80 \$48.588.80 33 \$2.106.40 \$54.766.40 45 \$29.67 \$2.373.60	\$20.94 \$1,675.20 \$43.555.20 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.59 \$2.127.20 \$55,307.20 46 \$29.95 \$2.396.00	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49,587.20 35 \$26.87 \$2.149.60 \$55,889.60 47 \$30.26 \$2,420.80	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1,926.40 \$50,086.40 36 \$27.12 \$2,169.60 \$56,409.60 48 \$30.56 \$2,444.80
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	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.31 \$1,944.80 \$50.564.80 37 \$27.41 \$2.192.80 \$57.012.80 49 \$30.87 \$2.469.60	\$19.34 \$1,547.20 \$40,227.20 \$40,227.20 \$1.744.00 \$1.744.00 \$45.344.00 \$26 \$24.55 \$1.964.00 \$51.064.00 \$51.064.00 \$57.574.40 \$57.574.40	\$19.54 \$1,563.20 \$40.643.20 \$40.643.20 15 \$22.01 \$1.760.80 \$45,780.80 27 \$24.82 \$1.985.60 \$51.625.60 39 \$27.94 \$2.235.20 \$58.115.20 51 \$31.48 \$2.518.40	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40 28 \$25.04 \$2.003.20 \$52.083.20 40 \$28.23 \$2.258.40 \$58.718.40	\$19.92 \$1,593.60 \$41,433.60 17 \$22.46 \$1.796.80 \$46,716.80 29 \$25.31 \$2,024.80 \$52,644.80 41 \$28.52 \$2,281.60 \$59,321.60 53 \$32.12 \$2,569.60	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55 \$2.044.00 \$53.144.00 42 \$28.80 \$2.304.00 \$59.904.00 54 \$32.44 \$2.595.20	\$20.33 \$1,626.40 \$42.286.40 \$42.286.40 19 \$22.92 \$1.833.60 \$47.673.60 31 \$25.82 \$2.065.60 \$53.705.60 43 \$29.08 \$2.326.40 \$60.486.40 55 \$32.77 \$2.621.60	\$20.54 \$1,643.20 \$42,723.20 20 \$23.14 \$1,851.20 \$48,131.20 32 \$26.07 \$2.085.60 \$54,225.60 44 \$29.37 \$2,349.60	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.36 \$1,868.80 \$48.588.80 33 \$2.106.40 \$54.766.40 45 \$29.67 \$2.373.60	\$20.94 \$1,675.20 \$43.555.20 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.59 \$2.127.20 \$55,307.20 46 \$29.95 \$2.396.00	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49,587.20 35 \$26.87 \$2.149.60 \$55,889.60 47 \$30.26 \$2,420.80	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1,926.40 \$50,086.40 36 \$27.12 \$2,169.60 \$56,409.60 48 \$30.56 \$2,444.80
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	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1.727.20 \$44.907.20 25 \$24.31 \$1,944.80 \$50.564.80 37 \$27.41 \$2,192.80 \$57.012.80 49 \$30.87	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45.344.00 26 \$24.55 \$1,964.00 \$51.064.00 38 \$27.68 \$2,214.40 \$57,574.40	\$19.54 \$1,563.20 \$40.643.20 \$40.643.20 15 \$22.01 \$1,760.80 \$45,780.80 27 \$24.82 \$1.985.60 \$51.625.60 39 \$27.94 \$2,235.20 \$58.115.20	\$19.73 \$1,578.40 \$41.038.40 16 \$22.23 \$1.778.40 \$46.238.40 28 \$25.04 \$2.003.20 \$52.083.20 40 \$28.23 \$2.258.40 \$58.718.40	\$19.92 \$1,593.60 \$41.433.60 17 \$22.46 \$1.796.80 \$46.716.80 29 \$25.31 \$2.024.80 \$52.644.80 41 \$28.52 \$2.281.60 \$59.321.60	\$20.14 \$1,611.20 \$41.891.20 18 \$22.69 \$1.815.20 \$47.195.20 30 \$25.55 \$2,044.00 \$53,144.00 42 \$28.80 \$2.304.00 \$59,904.00	\$20.33 \$1,626.40 \$42,286.40 \$42,286.40 19 \$22.92 \$1.833.60 \$47.673.60 31 \$25.82 \$2.065.60 \$53.705.60 43 \$29.08 \$2.326.40 \$60,486.40	\$20.54 \$1,643.20 \$42,723.20 20 \$23.14 \$1,851.20 \$48,131.20 32 \$26.07 \$2.085.60 \$54,225.60 44 \$29.37 \$2,349.60	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.36 \$1,868.80 \$48.588.80 33 \$2.106.40 \$54.766.40 45 \$29.67 \$2.373.60	\$20.94 \$1,675.20 \$43.555.20 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.59 \$2.127.20 \$55,307.20 46 \$29.95 \$2.396.00	\$21.16 \$1,692.80 \$44.012.80 23 \$23.84 \$1,907.20 \$49,587.20 35 \$26.87 \$2.149.60 \$55,889.60 47 \$30.26 \$2,420.80	\$21.37 \$1,709.60 \$44,449.60 24 \$24.08 \$1,926.40 \$50,086.40 36 \$27.12 \$2,169.60 \$56,409.60 48 \$30.56 \$2,444.80

(Non-bargaining unit)

ANCHORAGE-FAIRBANKS-JUNEAU-GIRDWOOD-CHUGIAK-EAGLE RIVER-KENAI-SOLDOTNA-HOMER-KETCHIKAN-PALMER-WASILLA-SEWARD-SITKA-ANGOON (Base-0%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$21.59	\$21.80	\$22.01	\$22.23	\$22.46	\$22.69	\$22.92	\$23.14	\$23.36	\$23.60	\$23.84	\$24.08
Biweekly	\$1,727.20	\$1,744.00	\$1,760.80	\$1,778.40	\$1,796.80	\$1,815.20	\$1,833.60	\$1,851.20	\$1,868.80	\$1,888.00	\$1,907.20	\$1,926.40
Annually	\$44,907.20	\$45,344.00	\$45,780.80	\$46,238.40	\$46,716.80	\$47,195.20	\$47,673.60	\$48,131.20	\$48,588.80	\$49,088.00	\$49,587.20	\$50,086.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$24.31	\$24.55	\$24.82	\$25.04	\$25.31	\$25.55	\$25.82	\$26.07	\$26.33	\$26.59	\$26.87	\$27.12
Biweekly	\$1,944.80	\$1,964.00	\$1,985.60	\$2,003.20	\$2,024.80	\$2,044.00	\$2,065.60	\$2,085.60	\$2,106.40	\$2,127.20	\$2,149.60	\$2,169.60
Annually	\$50,564.80	\$51,064.00	\$51,625.60	\$52,083.20	\$52,644.80	\$53,144.00	\$53,705.60	\$54,225.60	\$54,766.40	\$55,307.20	\$55,889.60	\$56,409.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$27.41	\$27.68	\$27.94	\$28.23	\$28.52	\$28.80	\$29.08	\$29.37	\$29.67	\$29.95	\$30.26	\$30.56
Biweekly	\$2,192.80	\$2,214.40	\$2,235.20	\$2,258.40	\$2,281.60	\$2,304.00	\$2,326.40	\$2,349.60	\$2,373.60	\$2,396.00	\$2,420.80	\$2,444.80
Annually	\$57,012.80	\$57,574.40	\$58,115.20	\$58,718.40	\$59,321.60	\$59,904.00	\$60,486.40	\$61,089.60	\$61,713.60	\$62,296.00	\$62,940.80	\$63,564.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$30.87	\$31.18	\$31.48	\$31.79	\$32.12	\$32.44	\$32.77	\$33.09	\$33.42	\$33.76	\$34.09	\$34.45
Biweekly	\$2,469.60	\$2,494.40	\$2,518.40	\$2,543.20	\$2,569.60	\$2,595.20	\$2,621.60	\$2,647.20	\$2,673.60	\$2,700.80	\$2,727.20	\$2,756.00
Annually	\$64,209.60	\$64,854.40	\$65,478.40	\$66,123.20	\$66,809.60	\$67,475.20	\$68,161.60	\$68,827.20	\$69,513.60	\$70,220.80	\$70,907.20	\$71,656.00
Steps	49	50	51	52	53	54	55					
Hourly	\$34.79	\$35.12	\$35.46	\$35.84	\$36.19	\$36.55	\$36.94					
Biweekly	\$2,783.20	\$2,809.60	\$2,836.80	\$35.84 \$2,867.20	\$2,895.20	\$2,924.00	\$2,955.20					
Annually	\$72,363.20	\$73,049.60	\$73,756.80	\$74,547.20	\$75,275.20	\$76,024.00	\$76,835.20					
, amadii y	<i>\$72,303.20</i>	ψ, 3,0 13.00	\$75,750.00	Ç7 1,3 17.20	<i>\$73,273.20</i>	Ç7 0,02 1.00	Ų, 0,033.20					
Grado 78												
Grade 78					_		_					
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$23.60	\$23.84	\$24.08	\$24.31	\$24.55	\$24.82	\$25.04	\$25.31	\$25.55	\$25.82	\$26.07	\$26.33
Steps Hourly Biweekly	\$23.60 \$1,888.00	\$23.84 \$1,907.20	\$24.08 \$1,926.40	\$24.31 \$1,944.80	\$24.55 \$1,964.00	\$24.82 \$1,985.60	\$25.04 \$2,003.20	\$25.31 \$2,024.80	\$25.55 \$2,044.00	\$25.82 \$2,065.60	\$26.07 \$2,085.60	\$26.33 \$2,106.40
Steps Hourly Biweekly Annually	\$23.60 \$1,888.00 \$49,088.00	\$23.84 \$1,907.20 \$49,587.20	\$24.08 \$1,926.40 \$50,086.40	\$24.31 \$1,944.80 \$50,564.80	\$24.55 \$1,964.00 \$51,064.00	\$24.82 \$1,985.60 \$51,625.60	\$25.04 \$2,003.20 \$52,083.20	\$25.31 \$2,024.80 \$52,644.80	\$25.55 \$2,044.00 \$53,144.00	\$25.82 \$2,065.60 \$53,705.60	\$26.07 \$2,085.60 \$54,225.60	\$26.33 \$2,106.40 \$54,766.40
Steps Hourly Biweekly Annually Steps	\$23.60 \$1,888.00 \$49,088.00	\$23.84 \$1,907.20 \$49,587.20	\$24.08 \$1,926.40 \$50,086.40	\$24.31 \$1,944.80 \$50.564.80	\$24.55 \$1,964.00 \$51,064.00	\$24.82 \$1,985.60 \$51,625.60	\$25.04 \$2,003.20 \$52,083.20	\$25.31 \$2,024.80 \$52,644.80	\$25.55 \$2,044.00 \$53,144.00	\$25.82 \$2,065.60 \$53,705.60	\$26.07 \$2,085.60 \$54,225.60	\$26.33 \$2,106.40 \$54.766.40
Steps Hourly Biweekly Annually Steps Hourly	\$23.60 \$1,888.00 \$49.088.00 13 \$26.59	\$23.84 \$1,907.20 \$49.587.20 14 \$26.87	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41	\$24.55 \$1,964.00 \$51,064.00 17 \$27.68	\$24.82 \$1,985.60 \$51.625.60 18 \$27.94	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23	\$25.31 \$2,024.80 \$52.644.80 20 \$28.52	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80	\$25.82 \$2,065.60 \$53,705.60 22 \$29.08	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37	\$26.33 \$2,106.40 \$54,766.40 24 \$29.67
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.60 \$1,888.00 \$49,088.00 13 \$26.59 \$2,127.20	\$23.84 \$1,907.20 \$49,587.20 14 \$26.87 \$2,149.60	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2,192.80	\$24.55 \$1,964.00 \$51,064.00 17 \$27.68 \$2,214.40	\$24.82 \$1,985.60 \$51.625.60 18 \$27.94 \$2,235.20	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40	\$25.31 \$2,024.80 \$52.644.80 20 \$28.52 \$2,281.60	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00	\$25.82 \$2,065.60 \$53.705.60 22 \$29.08 \$2.326.40	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60	\$26.33 \$2,106.40 \$54.766.40 24 \$29.67 \$2.373.60
Steps Hourly Biweekly Annually Steps Hourly	\$23.60 \$1,888.00 \$49,088.00 13 \$26.59	\$23.84 \$1,907.20 \$49.587.20 14 \$26.87	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41	\$24.55 \$1,964.00 \$51,064.00 17 \$27.68	\$24.82 \$1,985.60 \$51.625.60 18 \$27.94	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23	\$25.31 \$2,024.80 \$52.644.80 20 \$28.52	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80	\$25.82 \$2,065.60 \$53,705.60 22 \$29.08	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37	\$26.33 \$2,106.40 \$54,766.40 24 \$29.67
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.60 \$1,888.00 \$49,088.00 13 \$26.59 \$2,127.20 \$55,307.20	\$23.84 \$1,907.20 \$49,587.20 14 \$26.87 \$2,149.60 \$55,889.60	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2,192.80	\$24.55 \$1,964.00 \$51,064.00 17 \$27.68 \$2,214.40 \$57.574.40	\$24.82 \$1,985.60 \$51.625.60 18 \$27.94 \$2,235.20	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40	\$25.31 \$2,024.80 \$52.644.80 20 \$28.52 \$2,281.60 \$59,321.60	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00	\$25.82 \$2,065.60 \$53.705.60 22 \$29.08 \$2.326.40	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60	\$26.33 \$2,106.40 \$54,766.40 24 \$29.67 \$2,373.60 \$61,713.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.60 \$1,888.00 \$49,088.00 13 \$26.59 \$2,127.20 \$55,307.20	\$23.84 \$1,907.20 \$49,587.20 14 \$26.87 \$2,149.60 \$55,889.60	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2,169.60 \$56,409.60	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2,192.80 \$57.012.80	\$24.55 \$1,964.00 \$51,064.00 17 \$27.68 \$2,214.40 \$57,574.40	\$24.82 \$1,985.60 \$51,625.60 18 \$27.94 \$2,235.20 \$58,115.20	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40 \$58,718.40	\$25.31 \$2,024.80 \$52.644.80 20 \$28.52 \$2,281.60 \$59,321.60	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00 \$59,904.00	\$25.82 \$2,065.60 \$53,705.60 22 \$29.08 \$2,326.40 \$60,486.40	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60 \$61,089.60	\$26.33 \$2,106.40 \$54.766.40 24 \$29.67 \$2.373.60 \$61,713.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.60 \$1,888.00 \$49.088.00 13 \$26.59 \$2,127.20 \$55,307.20 25 \$29.95 \$2,396.00	\$23.84 \$1,907.20 \$49,587.20 14 \$26.87 \$2,149.60 \$55,889.60 26 \$30.26 \$2,420.80	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60 \$56.409.60 27 \$30.56 \$2.444.80	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2,192.80 \$57.012.80 28 \$30.87 \$2,469.60	\$24.55 \$1,964.00 \$51,064.00 17 \$27.68 \$2,214.40 \$57,574.40 29 \$31.18 \$2,494.40	\$24.82 \$1,985.60 \$51,625.60 18 \$27.94 \$2,235.20 \$58,115.20 30 \$31.48 \$2,518.40	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40 \$58,718.40 31 \$31.79 \$2,543.20	\$25.31 \$2,024.80 \$52.644.80 20 \$28.52 \$2.281.60 \$59.321.60 32 \$32.12 \$2.569.60	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00 \$59.904.00 33 \$32.44 \$2.595.20	\$25.82 \$2,065.60 \$53.705.60 22 \$29.08 \$2.326.40 \$60.486.40 34 \$32.77 \$2,621.60	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60 \$61,089.60 35 \$33.09 \$2,647.20	\$26.33 \$2,106.40 \$54,766.40 24 \$29.67 \$2.373.60 \$61.713.60 36 \$33.42 \$2.673.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$23.60 \$1,888.00 \$49,088.00 13 \$26.59 \$2,127.20 \$55,307.20 25 \$29.95	\$23.84 \$1,907.20 \$49,587.20 14 \$26.87 \$2,149.60 \$55,889.60 26 \$30.26	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60 \$56,409.60 27 \$30.56	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2,192.80 \$57.012.80 28 \$30.87	\$24.55 \$1,964.00 \$51,064.00 17 \$27.68 \$2,214.40 \$57.574.40 29 \$31.18	\$24.82 \$1,985.60 \$51,625.60 18 \$27.94 \$2,235.20 \$58,115.20 30 \$31.48	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40 \$58,718.40 31 \$31.79	\$25.31 \$2,024.80 \$52.644.80 20 \$28.52 \$2,281.60 \$59.321.60 32 \$32.12	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00 \$59,904.00	\$25.82 \$2,065.60 \$53,705.60 22 \$29.08 \$2,326.40 \$60,486.40 34 \$32.77	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60 \$61,089.60	\$26.33 \$2,106.40 \$54,766.40 24 \$29.67 \$2.373.60 \$61,713.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.60 \$1,888.00 \$49.088.00 13 \$26.59 \$2,127.20 \$55,307.20 25 \$29.95 \$2,396.00 \$62,296.00	\$23.84 \$1,907.20 \$49,587.20 14 \$26.87 \$2,149.60 \$55,889.60 26 \$30.26 \$2,420.80 \$62,940.80	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60 \$56.409.60 27 \$30.56 \$2,444.80 \$63.564.80	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2,192.80 \$57.012.80 28 \$30.87 \$2,469.60 \$64,209.60	\$24.55 \$1,964.00 \$51,064.00 17 \$27.68 \$2,214.40 \$57,574.40 29 \$31.18 \$2,494.40 \$64.854.40	\$24.82 \$1,985.60 \$51,625.60 18 \$27.94 \$2,235.20 \$58,115.20 30 \$31.48 \$2,518.40 \$65,478.40	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40 \$58,718.40 31 \$31.79 \$2,543.20 \$66,123.20	\$25.31 \$2,024.80 \$52.644.80 20 \$28.52 \$2.281.60 \$59.321.60 32 \$32.12 \$2.569.60 \$66.809.60	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00 \$59,904.00 33 \$32.44 \$2.595.20 \$67,475.20	\$25.82 \$2,065.60 \$53.705.60 22 \$29.08 \$2.326.40 \$60.486.40 34 \$32.77 \$2.621.60 \$68.161.60	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60 \$61,089.60 35 \$33.09 \$2,647.20 \$68,827.20	\$26.33 \$2,106.40 \$54,766.40 24 \$29.67 \$2,373.60 \$61,713.60 36 \$33.42 \$2,673.60 \$69,513.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$23.60 \$1,888.00 \$49.088.00 13 \$26.59 \$2,127.20 \$55,307.20 25 \$29.95 \$2,396.00 \$62,296.00	\$23.84 \$1,907.20 \$49.587.20 14 \$26.87 \$2.149.60 \$55.889.60 26 \$30.26 \$2.420.80 \$62.940.80	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60 \$56,409.60 27 \$30.56 \$2,444.80 \$63,564.80	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2.192.80 \$57.012.80 28 \$30.87 \$2,469.60 \$64,209.60	\$24.55 \$1,964.00 \$51,064.00 17 \$27.68 \$2,214.40 \$57,574.40 29 \$31.18 \$2,494.40 \$64,854.40	\$24.82 \$1,985.60 \$51,625.60 18 \$27.94 \$2,235.20 \$58,115.20 30 \$31.48 \$2,518.40 \$65.478.40	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40 \$58,718.40 31 \$31.79 \$2,543.20 \$66.123.20	\$25.31 \$2,024.80 \$52.644.80 20 \$28.52 \$2.281.60 \$59.321.60 32 \$32.12 \$2.569.60 \$66.809.60	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00 \$59,904.00 33 \$32.44 \$2.595.20 \$67,475.20	\$25.82 \$2,065.60 \$53.705.60 22 \$29.08 \$2.326.40 \$60.486.40 34 \$32.77 \$2.621.60 \$68.161.60	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60 \$61,089.60 35 \$33.09 \$2,647.20 \$68,827.20	\$26.33 \$2,106.40 \$54.766.40 24 \$29.67 \$2.373.60 \$61.713.60 36 \$33.42 \$2.673.60 \$69.513.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$23.60 \$1,888.00 \$49.088.00 13 \$26.59 \$2.127.20 \$55.307.20 25 \$29.95 \$2,396.00 \$62,296.00	\$23.84 \$1,907.20 \$49,587.20 14 \$26.87 \$2.149.60 \$55.889.60 26 \$30.26 \$2,420.80 \$62,940.80	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60 \$56.409.60 27 \$30.56 \$2.444.80 \$63.564.80	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2.192.80 \$57.012.80 28 \$30.87 \$2,469.60 \$64,209.60	\$24.55 \$1,964.00 \$51,064.00 17 \$27.68 \$2,214.40 \$57,574.40 29 \$31.18 \$2,494.40 \$64,854.40	\$24.82 \$1,985.60 \$51,625.60 18 \$27.94 \$2,235.20 \$58,115.20 30 \$31.48 \$2,518.40 \$65.478.40	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40 \$58,718.40 31 \$31.79 \$2,543.20 \$66.123.20	\$25.31 \$2,024.80 \$52.644.80 20 \$28.52 \$2.281.60 \$59.321.60 32 \$32.12 \$2.569.60 \$66.809.60	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00 \$59,904.00 33 \$32.44 \$2.595.20 \$67,475.20	\$25.82 \$2,065.60 \$53,705.60 22 \$29.08 \$2,326.40 \$60,486.40 34 \$32.77 \$2,621.60 \$68.161.60	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60 \$61,089.60 35 \$33.09 \$2,647.20 \$68,827.20	\$26.33 \$2,106.40 \$54,766.40 24 \$29.67 \$2.373.60 \$61.713.60 36 \$33.42 \$2.673.60 \$69.513.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$23.60 \$1,888.00 \$49.088.00 13 \$26.59 \$2,127.20 \$55,307.20 25 \$29.95 \$2,396.00 \$62,296.00	\$23.84 \$1,907.20 \$49.587.20 14 \$26.87 \$2.149.60 \$55.889.60 26 \$30.26 \$2.420.80 \$62.940.80	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60 \$56,409.60 27 \$30.56 \$2,444.80 \$63,564.80	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2.192.80 \$57.012.80 28 \$30.87 \$2,469.60 \$64,209.60	\$24.55 \$1,964.00 \$51,064.00 17 \$27.68 \$2,214.40 \$57,574.40 29 \$31.18 \$2,494.40 \$64,854.40	\$24.82 \$1,985.60 \$51,625.60 18 \$27.94 \$2,235.20 \$58,115.20 30 \$31.48 \$2,518.40 \$65.478.40	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40 \$58,718.40 31 \$31.79 \$2,543.20 \$66.123.20	\$25.31 \$2,024.80 \$52.644.80 20 \$28.52 \$2.281.60 \$59.321.60 32 \$32.12 \$2.569.60 \$66.809.60	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00 \$59,904.00 33 \$32.44 \$2.595.20 \$67,475.20	\$25.82 \$2,065.60 \$53.705.60 22 \$29.08 \$2.326.40 \$60.486.40 34 \$32.77 \$2.621.60 \$68.161.60	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60 \$61,089.60 35 \$33.09 \$2,647.20 \$68,827.20	\$26.33 \$2,106.40 \$54,766.40 24 \$29.67 \$2,373.60 \$61,713.60 36 \$33.42 \$2,673.60 \$69,513.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$23.60 \$1,888.00 \$49.088.00 13 \$26.59 \$2.127.20 \$55.307.20 25 \$29.95 \$2.396.00 \$62,296.00 37 \$33.76 \$2,700.80	\$23.84 \$1,907.20 \$49,587.20 14 \$26.87 \$2.149.60 \$55.889.60 26 \$30.26 \$2.420.80 \$62,940.80 38 \$34.09 \$2,727.20	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60 \$56.409.60 27 \$30.56 \$2.444.80 \$63.564.80 39 \$34.45 \$2.756.00 \$71,656.00	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2,192.80 \$57.012.80 28 \$30.87 \$2,469.60 \$64,209.60 40 \$34.79 \$2,783.20	\$24.55 \$1,964.00 \$51.064.00 17 \$27.68 \$2,214.40 \$57.574.40 29 \$31.18 \$2,494.40 \$64,854.40 41 \$35.12 \$2,809.60 \$73,049.60	\$24.82 \$1,985.60 \$51.625.60 18 \$27.94 \$2,235.20 \$58.115.20 30 \$31.48 \$2,518.40 \$65,478.40 42 \$35.46 \$2,836.80 \$73,756.80	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40 \$58.718.40 31 \$31.79 \$2,543.20 \$66,123.20 43 \$35.84 \$2,867.20 \$74,547.20	\$25.31 \$2,024.80 \$52,644.80 20 \$28.52 \$2,281.60 \$59,321.60 32 \$32.12 \$2,569.60 \$66,809.60 44 \$36.19 \$2,895.20	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00 \$59,904.00 33 \$32.44 \$2.595.20 \$67,475.20 45 \$36.55 \$2,924.00	\$25.82 \$2,065.60 \$53,705.60 22 \$29.08 \$2,326.40 \$60,486.40 34 \$32.77 \$2,621.60 \$68.161.60 46 \$36.94 \$2,955.20	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60 \$61,089.60 35 \$33.09 \$2,647.20 \$68,827.20 47 \$37.29 \$2,983.20	\$26.33 \$2,106.40 \$54.766.40 24 \$29.67 \$2.373.60 \$61.713.60 36 \$33.42 \$2.673.60 \$69,513.60 48 \$37.67 \$3.013.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourly Steps Hourly Steps Steps Hourly Steps	\$23.60 \$1,888.00 \$49.088.00 \$49.088.00 \$26.59 \$2.127.20 \$55.307.20 \$55.307.20 \$29.95 \$2.396.00 \$62,296.00 \$37 \$33.76 \$2,700.80 \$70.220.80	\$23.84 \$1,907.20 \$49,587.20 14 \$26.87 \$2.149.60 \$55.889.60 26 \$30.26 \$2,420.80 \$62,940.80 38 \$34.09 \$2,727.20 \$70,907.20	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60 \$56.409.60 27 \$30.56 \$2.444.80 \$63.564.80 39 \$34.45 \$2.756.00 \$71.656.00	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2,192.80 \$57.012.80 28 \$30.87 \$2,469.60 \$64,209.60 40 \$34.79 \$2,783.20 \$72.363.20	\$24.55 \$1,964.00 \$51.064.00 17 \$27.68 \$2,214.40 \$57.574.40 29 \$31.18 \$2,494.40 \$64.854.40 41 \$35.12 \$2,809.60 \$73.049.60	\$24.82 \$1,985.60 \$51.625.60 18 \$27.94 \$2.235.20 \$58.115.20 30 \$31.48 \$2.518.40 \$65,478.40 42 \$35.46 \$2.836.80 \$73.756.80	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40 \$58,718.40 31 \$31.79 \$2,543.20 \$66,123.20 43 \$35.84 \$2,867.20 \$74,547.20	\$25.31 \$2,024.80 \$52,644.80 20 \$28.52 \$2,281.60 \$59,321.60 32 \$32.12 \$2,569.60 \$66,809.60 44 \$36.19 \$2,895.20	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00 \$59,904.00 33 \$32.44 \$2.595.20 \$67,475.20 45 \$36.55 \$2,924.00	\$25.82 \$2,065.60 \$53,705.60 22 \$29.08 \$2,326.40 \$60,486.40 34 \$32.77 \$2,621.60 \$68.161.60 46 \$36.94 \$2,955.20	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60 \$61,089.60 35 \$33.09 \$2,647.20 \$68,827.20 47 \$37.29 \$2,983.20	\$26.33 \$2,106.40 \$54.766.40 24 \$29.67 \$2.373.60 \$61.713.60 36 \$33.42 \$2.673.60 \$69,513.60 48 \$37.67 \$3.013.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$23.60 \$1,888.00 \$49.088.00 \$49.088.00 \$26.59 \$2.127.20 \$55.307.20 \$55.307.20 \$29.95 \$2.396.00 \$62,296.00 \$70.220.80 \$70.220.80 \$38.04	\$23.84 \$1,907.20 \$49,587.20 14 \$26.87 \$2.149.60 \$55.889.60 26 \$30.26 \$2,420.80 \$62,940.80 38 \$34.09 \$2,727.20 \$70,907.20	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60 \$56.409.60 27 \$30.56 \$2.444.80 \$63.564.80 39 \$34.45 \$2.756.00 \$71,656.00	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2,192.80 \$57.012.80 28 \$30.87 \$2,469.60 \$64,209.60 40 \$34.79 \$2,783.20 \$72,363.20	\$24.55 \$1,964.00 \$51.064.00 17 \$27.68 \$2,214.40 \$57.574.40 29 \$31.18 \$2,494.40 \$64.854.40 41 \$35.12 \$2,809.60 \$73.049.60 53 \$39.59	\$24.82 \$1,985.60 \$51.625.60 18 \$27.94 \$2.235.20 \$58.115.20 30 \$31.48 \$2.518.40 \$65,478.40 42 \$35.46 \$2.836.80 \$73.756.80	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40 \$58,718.40 31 \$31.79 \$2,543.20 \$66,123.20 43 \$35.84 \$2,867.20 \$74,547.20	\$25.31 \$2,024.80 \$52,644.80 20 \$28.52 \$2,281.60 \$59,321.60 32 \$32.12 \$2,569.60 \$66,809.60 44 \$36.19 \$2,895.20	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00 \$59,904.00 33 \$32.44 \$2.595.20 \$67,475.20 45 \$36.55 \$2,924.00	\$25.82 \$2,065.60 \$53,705.60 22 \$29.08 \$2,326.40 \$60,486.40 34 \$32.77 \$2,621.60 \$68.161.60 46 \$36.94 \$2,955.20	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60 \$61,089.60 35 \$33.09 \$2,647.20 \$68,827.20 47 \$37.29 \$2,983.20	\$26.33 \$2,106.40 \$54.766.40 24 \$29.67 \$2.373.60 \$61.713.60 36 \$33.42 \$2.673.60 \$69,513.60 48 \$37.67 \$3.013.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourly Steps Hourly Steps Steps Hourly Steps	\$23.60 \$1,888.00 \$49.088.00 \$49.088.00 \$26.59 \$2.127.20 \$55.307.20 \$55.307.20 \$29.95 \$2.396.00 \$62,296.00 \$37 \$33.76 \$2,700.80 \$70.220.80	\$23.84 \$1,907.20 \$49,587.20 14 \$26.87 \$2.149.60 \$55.889.60 26 \$30.26 \$2,420.80 \$62,940.80 38 \$34.09 \$2,727.20 \$70,907.20	\$24.08 \$1,926.40 \$50.086.40 15 \$27.12 \$2.169.60 \$56.409.60 27 \$30.56 \$2.444.80 \$63.564.80 39 \$34.45 \$2.756.00 \$71.656.00	\$24.31 \$1,944.80 \$50.564.80 16 \$27.41 \$2,192.80 \$57.012.80 28 \$30.87 \$2,469.60 \$64,209.60 40 \$34.79 \$2,783.20 \$72.363.20	\$24.55 \$1,964.00 \$51.064.00 17 \$27.68 \$2,214.40 \$57.574.40 29 \$31.18 \$2,494.40 \$64.854.40 41 \$35.12 \$2,809.60 \$73.049.60	\$24.82 \$1,985.60 \$51.625.60 18 \$27.94 \$2.235.20 \$58.115.20 30 \$31.48 \$2.518.40 \$65,478.40 42 \$35.46 \$2.836.80 \$73.756.80	\$25.04 \$2,003.20 \$52,083.20 19 \$28.23 \$2,258.40 \$58,718.40 31 \$31.79 \$2,543.20 \$66,123.20 43 \$35.84 \$2,867.20 \$74,547.20	\$25.31 \$2,024.80 \$52,644.80 20 \$28.52 \$2,281.60 \$59,321.60 32 \$32.12 \$2,569.60 \$66,809.60 44 \$36.19 \$2,895.20	\$25.55 \$2,044.00 \$53.144.00 21 \$28.80 \$2.304.00 \$59,904.00 33 \$32.44 \$2.595.20 \$67,475.20 45 \$36.55 \$2,924.00	\$25.82 \$2,065.60 \$53,705.60 22 \$29.08 \$2,326.40 \$60,486.40 34 \$32.77 \$2,621.60 \$68.161.60 46 \$36.94 \$2,955.20	\$26.07 \$2,085.60 \$54,225.60 23 \$29.37 \$2,349.60 \$61,089.60 35 \$33.09 \$2,647.20 \$68,827.20 47 \$37.29 \$2,983.20	\$26.33 \$2,106.40 \$54.766.40 24 \$29.67 \$2.373.60 \$61.713.60 36 \$33.42 \$2.673.60 \$69,513.60 48 \$37.67 \$3.013.60

(Non-bargaining unit)

ANCHORAGE-FAIRBANKS-JUNEAU-GIRDWOOD-CHUGIAK-EAGLE RIVER-KENAI-SOLDOTNA-HOMER-KETCHIKAN-PALMER-WASILLA-SEWARD-SITKA-ANGOON (Base-0%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$25.82	\$26.07	\$26.33	\$26.59	\$26.87	\$27.12	\$27.41	\$27.68	\$27.94	\$28.23	\$28.52	\$28.80
Biweekly	\$2,065.60	\$2,085.60	\$2,106.40	\$2,127.20	\$2,149.60	\$2,169.60	\$2,192.80	\$2,214.40	\$2,235.20	\$2,258.40	\$2,281.60	\$2,304.00
Annually	\$53,705.60	\$54,225.60	\$54,766.40	\$55,307.20	\$55,889.60	\$56,409.60	\$57,012.80	\$57,574.40	\$58,115.20	\$58,718.40	\$59,321.60	\$59,904.00
Steps	13	14	15	16	17	10	19	20	21	22	23	24
Hourly	\$29.08	\$29.37	\$29.67	\$29.95	\$30.26	18 \$30.56	\$30.87	\$31.18	\$31.48	\$31.79	\$32.12	\$32.44
Biweekly	\$2,326.40	\$2,349.60	\$2,373.60	\$2,396.00	\$2,420.80	\$2,444.80	\$2,469.60	\$2,494.40	\$2,518.40	\$2,543.20	\$2,569.60	\$2,595.20
Annually	\$60,486.40	\$61,089.60	\$61,713.60	\$62,296.00	\$62,940.80	\$63,564.80	\$64,209.60	\$64,854.40	\$65,478.40	\$66,123.20	\$66,809.60	\$67,475.20
, amadiny	300, 100. 10	301,003.00	301,713.00	J02,230.00	302,310.00	303,301.00	301,203.00	JO 1,03 1. 10	303,170.10	J00,123.20	\$00,003.00	307,173.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$32.77	\$33.09	\$33.42	\$33.76	\$34.09	\$34.45	\$34.79	\$35.12	\$35.46	\$35.84	\$36.19	\$36.55
Biweekly	\$2,621.60	\$2,647.20	\$2,673.60	\$2,700.80	\$2,727.20	\$2,756.00	\$2,783.20	\$2,809.60	\$2,836.80	\$2,867.20	\$2,895.20	\$2,924.00
Annually	\$68,161.60	\$68,827.20	\$69,513.60	\$70,220.80	\$70,907.20	\$71,656.00	\$72,363.20	\$73,049.60	\$73,756.80	\$74,547.20	\$75,275.20	\$76,024.00
-												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$36.94	\$37.29	\$37.67	\$38.04	\$38.42	\$38.80	\$39.20	\$39.59	\$39.98	\$40.40	\$40.80	\$41.20
Biweekly	\$2,955.20	\$2,983.20	\$3,013.60	\$3,043.20	\$3,073.60	\$3,104.00	\$3,136.00	\$3,167.20	\$3,198.40	\$3,232.00	\$3,264.00	\$3,296.00
Annually	\$76,835.20	\$77,563.20	\$78,353.60	\$79,123.20	\$79,913.60	\$80,704.00	\$81,536.00	\$82,347.20	\$83,158.40	\$84,032.00	\$84,864.00	\$85,696.00
Steps	49	50	51	52	53	54	55					
Hourly	\$41.60	\$42.04	\$42.45	\$42.87	\$43.31	\$43.74	\$44.16					
Biweekly	\$3,328.00	\$3,363.20	\$3,396.00	\$3,429.60	\$3,464.80	\$3,499.20	\$3,532.80					
Annually	\$86,528.00	\$87,443.20	\$88,296.00	\$89,169.60	\$90,084.80	\$90,979.20	\$91,852.80					
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Grade 80												
Grade ou												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	1 \$27.94	2 \$28.23	3 \$28.52	4 \$28.80	5 \$29.08	6 \$29.37	7 \$29.67	8 \$29.95	9 \$30.26	10 \$30.56	11 \$30.87	12 \$31.18
Steps		_	-	-	_		-	-				
Steps Hourly	\$27.94	\$28.23	\$28.52	\$28.80	\$29.08	\$29.37	\$29.67	\$29.95	\$30.26	\$30.56	\$30.87	\$31.18
Steps Hourly Biweekly Annually	\$27.94 \$2,235.20 \$58,115.20	\$28.23 \$2,258.40 \$58,718.40	\$28.52 \$2,281.60 \$59,321.60	\$28.80 \$2,304.00 \$59,904.00	\$29.08 \$2,326.40 \$60,486.40	\$29.37 \$2,349.60 \$61,089.60	\$29.67 \$2,373.60 \$61,713.60	\$29.95 \$2,396.00 \$62,296.00	\$30.26 \$2,420.80 \$62,940.80	\$30.56 \$2,444.80 \$63,564.80	\$30.87 \$2,469.60 \$64,209.60	\$31.18 \$2,494.40 \$64,854.40
Steps Hourly Biweekly Annually Steps	\$27.94 \$2,235.20 \$58.115.20	\$28.23 \$2,258.40 \$58,718.40	\$28.52 \$2,281.60 \$59,321.60	\$28.80 \$2,304.00 \$59,904.00	\$29.08 \$2,326.40 \$60,486.40	\$29.37 \$2,349.60 \$61,089.60	\$29.67 \$2,373.60 \$61,713.60	\$29.95 \$2,396.00 \$62,296.00	\$30.26 \$2,420.80 \$62.940.80	\$30.56 \$2,444.80 \$63,564.80	\$30.87 \$2,469.60 \$64,209.60	\$31.18 \$2,494.40 \$64,854.40
Steps Hourly Biweekly Annually Steps Hourly	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48	\$28.23 \$2,258.40 \$58.718.40 14 \$31.79	\$28.52 \$2,281.60 \$59,321.60 15 \$32.12	\$28.80 \$2,304.00 \$59.904.00 16 \$32.44	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77	\$29.37 \$2,349.60 \$61.089.60 18 \$33.09	\$29.67 \$2,373.60 \$61.713.60 19 \$33.42	\$29.95 \$2,396.00 \$62,296.00 20 \$33.76	\$30.26 \$2,420.80 \$62,940.80 21 \$34.09	\$30.56 \$2,444.80 \$63,564.80 22 \$34.45	\$30.87 \$2,469.60 \$64.209.60 23 \$34.79	\$31.18 \$2,494.40 \$64,854.40 24 \$35.12
Steps Hourly Biweekly Annually Steps	\$27.94 \$2,235.20 \$58,115.20 13 \$31.48 \$2,518.40	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2,543.20	\$28.52 \$2,281.60 \$59.321.60 15 \$32.12 \$2,569.60	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2,595.20	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2.621.60	\$29.37 \$2,349.60 \$61,089.60 18 \$33.09 \$2,647.20	\$29.67 \$2,373.60 \$61,713.60 19 \$33.42 \$2,673.60	\$29.95 \$2,396.00 \$62,296.00 20 \$33.76 \$2,700.80	\$30.26 \$2,420.80 \$62,940.80 21 \$34.09 \$2,727.20	\$30.56 \$2,444.80 \$63,564.80 22 \$34.45 \$2,756.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48	\$28.23 \$2,258.40 \$58.718.40 14 \$31.79	\$28.52 \$2,281.60 \$59,321.60 15 \$32.12	\$28.80 \$2,304.00 \$59.904.00 16 \$32.44	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77	\$29.37 \$2,349.60 \$61.089.60 18 \$33.09	\$29.67 \$2,373.60 \$61.713.60 19 \$33.42	\$29.95 \$2,396.00 \$62,296.00 20 \$33.76	\$30.26 \$2,420.80 \$62,940.80 21 \$34.09	\$30.56 \$2,444.80 \$63,564.80 22 \$34.45	\$30.87 \$2,469.60 \$64.209.60 23 \$34.79	\$31.18 \$2,494.40 \$64,854.40 24 \$35.12
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.94 \$2,235.20 \$58,115.20 13 \$31.48 \$2,518.40	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2,543.20	\$28.52 \$2,281.60 \$59.321.60 15 \$32.12 \$2,569.60	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2,595.20	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2.621.60	\$29.37 \$2,349.60 \$61,089.60 18 \$33.09 \$2,647.20	\$29.67 \$2,373.60 \$61,713.60 19 \$33.42 \$2,673.60	\$29.95 \$2,396.00 \$62,296.00 20 \$33.76 \$2,700.80	\$30.26 \$2,420.80 \$62,940.80 21 \$34.09 \$2,727.20	\$30.56 \$2,444.80 \$63,564.80 22 \$34.45 \$2,756.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.94 \$2,235.20 \$58,115.20 13 \$31.48 \$2,518.40 \$65,478.40	\$28.23 \$2,258.40 \$58.718.40 14 \$31.79 \$2.543.20 \$66.123.20	\$28.52 \$2,281.60 \$59.321.60 15 \$32.12 \$2.569.60 \$66.809.60	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2,595.20 \$67,475.20	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2,621.60 \$68.161.60 29 \$36.94	\$29.37 \$2,349.60 \$61,089.60 18 \$33.09 \$2,647.20 \$68.827.20	\$29.67 \$2,373.60 \$61.713.60 19 \$33.42 \$2.673.60 \$69.513.60	\$29.95 \$2,396.00 \$62,296.00 20 \$33.76 \$2,700.80 \$70,220.80	\$30.26 \$2,420.80 \$62,940.80 21 \$34.09 \$2,727.20 \$70,907.20	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2.756.00 \$71.656.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20 \$72,363.20 35 \$39.20	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2,809.60 \$73,049.60 36 \$39.59
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48 \$2.518.40 \$65.478.40 25 \$35.46 \$2.836.80	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2,543.20 \$66,123.20 26 \$35.84 \$2,867.20	\$28.52 \$2,281.60 \$59.321.60 15 \$32.12 \$2.569.60 \$66.809.60 27 \$36.19 \$2,895.20	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2.595.20 \$67,475.20 28 \$36.55 \$2,924.00	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2,621.60 \$68.161.60 29 \$36.94 \$2,955.20	\$29.37 \$2,349.60 \$61,089.60 18 \$33.09 \$2,647.20 \$68,827.20 30 \$37.29 \$2,983.20	\$29.67 \$2,373.60 \$61.713.60 19 \$33.42 \$2.673.60 \$69.513.60 31 \$37.67 \$3,013.60	\$29.95 \$2,396.00 \$62,296.00 20 \$33.76 \$2,700.80 \$70,220.80 32 \$38.04 \$3,043.20	\$30.26 \$2,420.80 \$62.940.80 21 \$34.09 \$2,727.20 \$70.907.20 33 \$38.42 \$3,073.60	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2.756.00 \$71.656.00 34 \$38.80 \$3.104.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20 \$72,363.20	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60 \$73,049.60 36 \$39.59 \$3,167.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48 \$2.518.40 \$65.478.40 25 \$35.46	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2,543.20 \$66,123.20	\$28.52 \$2,281.60 \$59.321.60 15 \$32.12 \$2.569.60 \$66.809.60	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2,595.20 \$67,475.20	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2,621.60 \$68.161.60 29 \$36.94	\$29.37 \$2,349.60 \$61.089.60 18 \$33.09 \$2,647.20 \$68,827.20 30 \$37.29	\$29.67 \$2,373.60 \$61.713.60 19 \$33.42 \$2.673.60 \$69.513.60	\$29.95 \$2,396.00 \$62,296.00 20 \$33.76 \$2,700.80 \$70,220.80 32 \$38.04	\$30.26 \$2,420.80 \$62,940.80 21 \$34.09 \$2,727.20 \$70,907.20	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2.756.00 \$71.656.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20 \$72,363.20 35 \$39.20	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2,809.60 \$73,049.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48 \$2.518.40 \$65.478.40 25 \$35.46 \$2.836.80 \$73.756.80	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2,543.20 \$66.123.20 26 \$35.84 \$2.867.20 \$74,547.20	\$28.52 \$2,281.60 \$59.321.60 15 \$32.12 \$2.569.60 \$66.809.60 27 \$36.19 \$2,895.20 \$75,275.20	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2,595.20 \$67,475.20 28 \$36.55 \$2,924.00 \$76,024.00	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2,621.60 \$68.161.60 29 \$36.94 \$2,955.20 \$76.835.20	\$29.37 \$2,349.60 \$61,089.60 18 \$33.09 \$2,647.20 \$68.827.20 30 \$37.29 \$2,983.20 \$77,563.20	\$29.67 \$2,373.60 \$61.713.60 19 \$33.42 \$2.673.60 \$69.513.60 31 \$37.67 \$3.013.60 \$78.353.60	\$29.95 \$2,396.00 \$62,296.00 20 \$33.76 \$2,700.80 \$70,220.80 32 \$38.04 \$3,043.20 \$79,123.20	\$30.26 \$2,420.80 \$62.940.80 21 \$34.09 \$2.727.20 \$70.907.20 33 \$38.42 \$3,073.60 \$79.913.60	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2.756.00 \$71.656.00 34 \$38.80 \$3.104.00 \$80.704.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2.783.20 \$72.363.20 35 \$39.20 \$3.136.00 \$81.536.00	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60 \$73.049.60 36 \$39.59 \$3.167.20 \$82.347.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48 \$2.518.40 \$65,478.40 25 \$35.46 \$2,836.80 \$73.756.80	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2,543.20 \$66,123.20 26 \$35.84 \$2,867.20 \$74,547.20	\$28.52 \$2,281.60 \$59.321.60 15 \$32.12 \$2.569.60 \$66.809.60 27 \$36.19 \$2.895.20 \$75.275.20	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2.595.20 \$67,475.20 28 \$36.55 \$2,924.00 \$76.024.00	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2.621.60 \$68.161.60 29 \$36.94 \$2,955.20 \$76.835.20	\$29.37 \$2,349.60 \$61,089.60 18 \$33.09 \$2,647.20 \$68.827.20 30 \$37.29 \$2,983.20 \$77,563.20	\$29.67 \$2,373.60 \$61.713.60 19 \$33.42 \$2.673.60 \$69.513.60 31 \$37.67 \$3,013.60 \$78.353.60	\$29.95 \$2,396.00 \$62,296.00 20 \$33.76 \$2,700.80 \$70.220.80 32 \$38.04 \$3,043.20 \$79,123.20	\$30.26 \$2,420.80 \$62.940.80 21 \$34.09 \$2,727.20 \$70.907.20 33 \$38.42 \$3,073.60 \$79,913.60	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2.756.00 \$71.656.00 34 \$38.80 \$3.104.00 \$80.704.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2.783.20 \$72.363.20 35 \$39.20 \$3.136.00 \$81.536.00	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60 \$73.049.60 36 \$39.59 \$3.167.20 \$82.347.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48 \$2.518.40 \$65.478.40 25 \$35.46 \$2.836.80 \$73.756.80	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2.543.20 \$66.123.20 26 \$35.84 \$2.867.20 \$74.547.20	\$28.52 \$2,281.60 \$59.321.60 15 \$32.12 \$2.569.60 \$66.809.60 27 \$36.19 \$2.895.20 \$75.275.20	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2.595.20 \$67,475.20 28 \$36.55 \$2,924.00 \$76.024.00	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2.621.60 \$68.161.60 29 \$36.94 \$2,955.20 \$76.835.20	\$29.37 \$2,349.60 \$61,089.60 18 \$33.09 \$2,647.20 \$68.827.20 30 \$37.29 \$2,983.20 \$77.563.20	\$29.67 \$2,373.60 \$61,713.60 19 \$33.42 \$2,673.60 \$69,513.60 31 \$37.67 \$3,013.60 \$78,353.60	\$29.95 \$2,396.00 \$62,296.00 20 \$33.76 \$2,700.80 \$70,220.80 32 \$38.04 \$3,043.20 \$79,123.20	\$30.26 \$2,420.80 \$62.940.80 21 \$34.09 \$2.727.20 \$70.907.20 33 \$38.42 \$3.073.60 \$79.913.60	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2,756.00 \$71.656.00 34 \$38.80 \$3.104.00 \$80,704.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20 \$72,363.20 35 \$39.20 \$3,136.00 \$81,536.00	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60 \$73.049.60 36 \$39.59 \$3,167.20 \$82,347.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48 \$2.518.40 \$65.478.40 25 \$35.46 \$2,836.80 \$73,756.80 37 \$39.98 \$3.198.40	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2.543.20 \$66.123.20 26 \$35.84 \$2.867.20 \$74,547.20 38 \$40.40 \$3,232.00	\$28.52 \$2,281.60 \$59.321.60 15 \$32.12 \$2.569.60 \$66.809.60 27 \$36.19 \$2.895.20 \$75,275.20	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2.595.20 \$67,475.20 28 \$36.55 \$2,924.00 \$76,024.00 40 \$41.20 \$3,296.00	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2.621.60 \$68.161.60 29 \$36.94 \$2,955.20 \$76,835.20 41 \$41.60 \$3,328.00	\$29.37 \$2,349.60 \$61.089.60 18 \$33.09 \$2.647.20 \$68.827.20 30 \$37.29 \$2,983.20 \$77.563.20 42 \$42.04 \$3,363.20	\$29.67 \$2,373.60 \$61,713.60 19 \$33.42 \$2,673.60 \$69,513.60 31 \$37.67 \$3,013.60 \$78,353.60 43 \$42,45 \$3,396.00	\$29.95 \$2,396.00 \$62,296.00 \$33.76 \$2,700.80 \$70,220.80 \$38.04 \$3,043.20 \$79,123.20 44 \$42.87 \$3,429.60	\$30.26 \$2,420.80 \$62,940.80 21 \$34.09 \$2,727.20 \$70.907.20 33 \$38.42 \$3.073.60 \$79,913.60 45 \$43.31 \$3,464.80	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2.756.00 \$71.656.00 34 \$38.80 \$3.104.00 \$80.704.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20 \$72.363.20 35 \$39.20 \$3.136.00 \$81,536.00 47 \$44.16 \$3,532.80	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60 \$73.049.60 36 \$39.59 \$3,167.20 \$82,347.20 48 \$44.61 \$3.568.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48 \$2.518.40 \$65.478.40 25 \$35.46 \$2.836.80 \$73.756.80	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2.543.20 \$66.123.20 26 \$35.84 \$2.867.20 \$74.547.20	\$28.52 \$2,281.60 \$59.321.60 15 \$32.12 \$2.569.60 \$66.809.60 27 \$36.19 \$2.895.20 \$75.275.20	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2.595.20 \$67,475.20 28 \$36.55 \$2,924.00 \$76.024.00	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2.621.60 \$68.161.60 29 \$36.94 \$2,955.20 \$76.835.20	\$29.37 \$2,349.60 \$61,089.60 18 \$33.09 \$2,647.20 \$68.827.20 30 \$37.29 \$2,983.20 \$77.563.20	\$29.67 \$2,373.60 \$61,713.60 19 \$33.42 \$2,673.60 \$69,513.60 31 \$37.67 \$3,013.60 \$78,353.60	\$29.95 \$2,396.00 \$62,296.00 20 \$33.76 \$2,700.80 \$70,220.80 32 \$38.04 \$3,043.20 \$79,123.20	\$30.26 \$2,420.80 \$62.940.80 21 \$34.09 \$2.727.20 \$70.907.20 33 \$38.42 \$3.073.60 \$79.913.60	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2,756.00 \$71.656.00 34 \$38.80 \$3.104.00 \$80,704.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20 \$72,363.20 35 \$39.20 \$3,136.00 \$81,536.00	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60 \$73.049.60 36 \$39.59 \$3,167.20 \$82,347.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48 \$2.518.40 \$65.478.40 25 \$35.46 \$2,836.80 \$73,756.80 37 \$39.98 \$3.198.40	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2.543.20 \$66.123.20 26 \$35.84 \$2.867.20 \$74,547.20 38 \$40.40 \$3,232.00	\$28.52 \$2,281.60 \$59.321.60 15 \$32.12 \$2.569.60 \$66.809.60 27 \$36.19 \$2.895.20 \$75,275.20	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2.595.20 \$67,475.20 28 \$36.55 \$2,924.00 \$76,024.00 40 \$41.20 \$3,296.00	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2.621.60 \$68.161.60 29 \$36.94 \$2,955.20 \$76,835.20 41 \$41.60 \$3,328.00	\$29.37 \$2,349.60 \$61.089.60 18 \$33.09 \$2.647.20 \$68.827.20 30 \$37.29 \$2,983.20 \$77.563.20 42 \$42.04 \$3,363.20	\$29.67 \$2,373.60 \$61,713.60 19 \$33.42 \$2,673.60 \$69,513.60 31 \$37.67 \$3,013.60 \$78,353.60 43 \$42,45 \$3,396.00	\$29.95 \$2,396.00 \$62,296.00 \$33.76 \$2,700.80 \$70,220.80 \$38.04 \$3,043.20 \$79,123.20 44 \$42.87 \$3,429.60	\$30.26 \$2,420.80 \$62,940.80 21 \$34.09 \$2,727.20 \$70.907.20 33 \$38.42 \$3.073.60 \$79,913.60 45 \$43.31 \$3,464.80	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2.756.00 \$71.656.00 34 \$38.80 \$3.104.00 \$80.704.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20 \$72.363.20 35 \$39.20 \$3.136.00 \$81,536.00 47 \$44.16 \$3,532.80	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60 \$73.049.60 36 \$39.59 \$3,167.20 \$82,347.20 48 \$44.61 \$3.568.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48 \$2.518.40 \$65.478.40 25 \$35.46 \$2.836.80 \$73,756.80 37 \$39.98 \$3.198.40 \$83.158.40	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2.543.20 \$66.123.20 26 \$35.84 \$2.867.20 \$74,547.20 38 \$40.40 \$3.232.00 \$84.032.00	\$28.52 \$2,281.60 \$59.321.60 \$59.321.60 \$32.12 \$2.569.60 \$66.809.60 \$2.895.20 \$75.275.20 \$40.80 \$3,264.00 \$84.864.00	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2.595.20 \$67,475.20 28 \$36.55 \$2,924.00 \$76.024.00 40 \$41.20 \$3.296.00 \$85,696.00	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2.621.60 \$68.161.60 29 \$36.94 \$2.955.20 \$76.835.20 41 \$41.60 \$3.328.00 \$86.528.00	\$29.37 \$2,349.60 \$61.089.60 18 \$33.09 \$2.647.20 \$68.827.20 30 \$37.29 \$2,983.20 \$77.563.20 42 \$42.04 \$3.363.20 \$87.443.20	\$29.67 \$2,373.60 \$61.713.60 19 \$33.42 \$2.673.60 \$69.513.60 31 \$37.67 \$3.013.60 \$78.353.60 43 \$42.45 \$3.396.00 \$88.296.00	\$29.95 \$2,396.00 \$62,296.00 \$33.76 \$2,700.80 \$70,220.80 \$38.04 \$3,043.20 \$79,123.20 44 \$42.87 \$3,429.60	\$30.26 \$2,420.80 \$62,940.80 21 \$34.09 \$2,727.20 \$70.907.20 33 \$38.42 \$3.073.60 \$79,913.60 45 \$43.31 \$3,464.80	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2.756.00 \$71.656.00 34 \$38.80 \$3.104.00 \$80.704.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20 \$72.363.20 35 \$39.20 \$3.136.00 \$81,536.00 47 \$44.16 \$3,532.80	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60 \$73.049.60 36 \$39.59 \$3,167.20 \$82,347.20 48 \$44.61 \$3.568.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48 \$2.518.40 \$65.478.40 25 \$35.46 \$2.836.80 \$73.756.80 37 \$39.98 \$3.198.40 \$83.158.40	\$28.23 \$2,258.40 \$58.718.40 14 \$31.79 \$2.543.20 \$66.123.20 26 \$35.84 \$2.867.20 \$74.547.20 38 \$40.40 \$3.232.00 \$84.032.00	\$28.52 \$2,281.60 \$59.321.60 \$59.321.60 \$32.12 \$2.569.60 \$66.809.60 \$27 \$36.19 \$2.895.20 \$75.275.20 \$9 \$40.80 \$3.264.00 \$84.864.00	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2.595.20 \$67,475.20 28 \$36.55 \$2,924.00 \$76,024.00 40 \$41.20 \$3,296.00 \$85,696.00	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2.621.60 \$68.161.60 29 \$36.94 \$2.955.20 \$76.835.20 41 \$41.60 \$3.328.00 \$86.528.00	\$29.37 \$2,349.60 \$61,089.60 18 \$33.09 \$2,647.20 \$68.827.20 30 \$37.29 \$2,983.20 \$77,563.20 42 \$42.04 \$3,363.20 \$87,443.20	\$29.67 \$2,373.60 \$61.713.60 19 \$33.42 \$2.673.60 \$69.513.60 31 \$37.67 \$3,013.60 \$78.353.60 43 \$42.45 \$3.396.00 \$88.296.00	\$29.95 \$2,396.00 \$62,296.00 \$33.76 \$2,700.80 \$70,220.80 \$38.04 \$3,043.20 \$79,123.20 44 \$42.87 \$3,429.60	\$30.26 \$2,420.80 \$62,940.80 21 \$34.09 \$2,727.20 \$70.907.20 33 \$38.42 \$3.073.60 \$79,913.60 45 \$43.31 \$3,464.80	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2.756.00 \$71.656.00 34 \$38.80 \$3.104.00 \$80.704.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20 \$72.363.20 35 \$39.20 \$3.136.00 \$81,536.00 47 \$44.16 \$3,532.80	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60 \$73.049.60 36 \$39.59 \$3,167.20 \$82,347.20 48 \$44.61 \$3.568.80
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	\$27.94 \$2,235.20 \$58.115.20 13 \$31.48 \$2.518.40 \$65.478.40 25 \$35.46 \$2.836.80 \$73.756.80 37 \$39.98 \$3.198.40 \$83.158.40	\$28.23 \$2,258.40 \$58,718.40 14 \$31.79 \$2.543.20 \$66.123.20 26 \$35.84 \$2.867.20 \$74,547.20 38 \$40.40 \$3.232.00 \$84.032.00	\$28.52 \$2,281.60 \$59.321.60 \$59.321.60 \$32.12 \$2.569.60 \$66.809.60 \$2.895.20 \$75.275.20 \$40.80 \$3.264.00 \$84.864.00	\$28.80 \$2,304.00 \$59,904.00 16 \$32.44 \$2.595.20 \$67,475.20 28 \$36.55 \$2,924.00 \$76.024.00 40 \$41.20 \$3.296.00 \$85.696.00	\$29.08 \$2,326.40 \$60.486.40 17 \$32.77 \$2.621.60 \$68.161.60 29 \$36.94 \$2.955.20 \$76.835.20 41 \$41.60 \$3.328.00 \$86.528.00	\$29.37 \$2,349.60 \$61.089.60 18 \$33.09 \$2.647.20 \$68.827.20 30 \$37.29 \$2,983.20 \$77.563.20 42 \$42.04 \$3.363.20 \$87.443.20	\$29.67 \$2,373.60 \$61,713.60 19 \$33.42 \$2,673.60 \$69,513.60 31 \$37.67 \$3,013.60 \$78.353.60 43 \$42.45 \$3,396.00 \$88,296.00	\$29.95 \$2,396.00 \$62,296.00 \$33.76 \$2,700.80 \$70,220.80 \$38.04 \$3,043.20 \$79,123.20 44 \$42.87 \$3,429.60	\$30.26 \$2,420.80 \$62,940.80 21 \$34.09 \$2,727.20 \$70.907.20 33 \$38.42 \$3.073.60 \$79,913.60 45 \$43.31 \$3,464.80	\$30.56 \$2,444.80 \$63.564.80 22 \$34.45 \$2.756.00 \$71.656.00 34 \$38.80 \$3.104.00 \$80.704.00	\$30.87 \$2,469.60 \$64,209.60 23 \$34.79 \$2,783.20 \$72.363.20 35 \$39.20 \$3.136.00 \$81,536.00 47 \$44.16 \$3,532.80	\$31.18 \$2,494.40 \$64.854.40 24 \$35.12 \$2.809.60 \$73.049.60 36 \$39.59 \$3,167.20 \$82,347.20 48 \$44.61 \$3.568.80

(Non-bargaining unit)

ANCHORAGE-FAIRBANKS-JUNEAU-GIRDWOOD-CHUGIAK-EAGLE RIVER-KENAI-SOLDOTNA-HOMER-KETCHIKAN-PALMER-WASILLA-SEWARD-SITKA-ANGOON (Base-0%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$30.56	\$30.87	\$31.18	\$31.48	\$31.79	\$32.12	\$32.44	\$32.77	\$33.09	\$33.42	\$33.76	\$34.09
Biweekly	\$2,444.80	\$2,469.60	\$2,494.40	\$2,518.40	\$2,543.20	\$2,569.60	\$2,595.20	\$2,621.60	\$2,647.20	\$2,673.60	\$2,700.80	\$2,727.20
Annually	\$63,564.80	\$64,209.60	\$64,854.40	\$65,478.40	\$66,123.20	\$66,809.60	\$67,475.20	\$68,161.60	\$68,827.20	\$69,513.60	\$70,220.80	\$70,907.20
Steps												
•	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$34.45 \$2,756.00	\$34.79 \$2,783.20	\$35.12 \$2,809.60	\$35.46 \$2,836.80	\$35.84 \$2,867.20	\$36.19 \$2,895.20	\$36.55 \$2,924.00	\$36.94 \$2,955.20	\$37.29 \$2,983.20	\$37.67 \$3,013.60	\$38.04 \$3,043.20	\$38.42 \$3,073.60
Annually	\$71,656.00	\$72,363.20	\$73,049.60	\$73,756.80	\$74,547.20	\$75,275.20	\$76,024.00	\$76,835.20	\$77,563.20	\$78,353.60	\$79,123.20	\$79,913.60
Ailliually	371,030.00	\$72,303.20	\$73,049.00	\$73,750.80	\$74,547.20	\$75,275.20	\$70,024.00	370,833.20	\$77,503.20	378,333.00	\$79,123.20	379,913.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$38.80	\$39.20	\$39.59	\$39.98	\$40.40	\$40.80	\$41.20	\$41.60	\$42.04	\$42.45	\$42.87	\$43.31
Biweekly	\$3,104.00	\$3,136.00	\$3,167.20	\$3,198.40	\$3,232.00	\$3,264.00	\$3,296.00	\$3,328.00	\$3,363.20	\$3,396.00	\$3,429.60	\$3,464.80
Annually	\$80,704.00	\$81,536.00	\$82,347.20	\$83,158.40	\$84,032.00	\$84,864.00	\$85,696.00	\$86,528.00	\$87,443.20	\$88,296.00	\$89,169.60	\$90,084.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$43.74	\$44.16	\$44.61	\$45.06	\$45.51	\$45.96	\$46.44	\$46.89	\$47.35	\$47.84	\$48.31	\$48.80
Biweekly Annually	\$3,499.20 \$90,979.20	\$3,532.80 \$91,852.80	\$3,568.80 \$92,788.80	\$3,604.80 \$93,724.80	\$3,640.80 \$94,660.80	\$3,676.80 \$95,596.80	\$3,715.20 \$96,595.20	\$3,751.20 \$97,531.20	\$3,788.00 \$98,488.00	\$3,827.20 \$99,507.20	\$3,864.80 \$100,484.80	\$3,904.00 \$101,504.00
Annually	\$90,979.20	\$91,852.80	\$92,788.80	\$93,724.80	\$94,000.80	\$95,590.80	\$90,595.20	\$97,531.20	\$98,488.00	\$99,507.20	\$100,484.80	\$101,504.00
Steps	49	50	51	52	53	54	55					
Hourly	\$49.28	\$49.79	\$50.28	\$50.79	\$51.29	\$51.82	\$52.31					
Biweekly	\$3,942.40	\$3,983.20	\$4,022.40	\$4,063.20	\$4,103.20	\$4,145.60	\$4,184.80					
Annually	\$102,502.40	\$103,563.20	\$104,582.40	\$105,643.20	\$106,683.20	\$107,785.60	\$108,804.80					
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade 82 Steps Hourly	1 \$34.45	2 \$34.79	3 \$35.12	4 \$35.46	5 \$35.84	6 \$36.19	7 \$36.55	8 \$36.94	9 \$37.29	10 \$37.67	\$38.04	\$38.42
Steps Hourly Biweekly	\$34.45 \$2,756.00	\$34.79 \$2,783.20	\$35.12 \$2,809.60	\$35.46 \$2,836.80	\$35.84 \$2,867.20	\$36.19 \$2,895.20	\$36.55 \$2,924.00	\$36.94 \$2,955.20	\$37.29 \$2,983.20	\$37.67 \$3,013.60	\$38.04 \$3,043.20	\$38.42 \$3,073.60
Steps Hourly	\$34.45	\$34.79	\$35.12	\$35.46	\$35.84	\$36.19	\$36.55	\$36.94	\$37.29	\$37.67	\$38.04	\$38.42
Steps Hourly Biweekly	\$34.45 \$2,756.00 \$71,656.00	\$34.79 \$2,783.20 \$72,363.20	\$35.12 \$2,809.60 \$73,049.60	\$35.46 \$2,836.80 \$73,756.80	\$35.84 \$2,867.20 \$74,547.20	\$36.19 \$2,895.20 \$75,275.20	\$36.55 \$2,924.00 \$76,024.00	\$36.94 \$2,955.20 \$76.835.20	\$37.29 \$2,983.20 \$77,563.20	\$37.67 \$3,013.60 \$78,353.60	\$38.04 \$3,043.20 \$79,123.20	\$38.42 \$3,073.60 \$79,913.60
Steps Hourly Biweekly Annually	\$34.45 \$2,756.00 \$71,656.00	\$34.79 \$2,783.20 \$72,363.20	\$35.12 \$2,809.60 \$73,049.60	\$35.46 \$2,836.80 \$73,756.80	\$35.84 \$2,867.20 \$74.547.20	\$36.19 \$2,895.20	\$36.55 \$2,924.00 \$76,024.00	\$36.94 \$2,955.20 \$76.835.20	\$37.29 \$2,983.20 \$77,563.20	\$37.67 \$3,013.60 \$78,353.60	\$38.04 \$3,043.20 \$79,123.20	\$38.42 \$3,073.60 \$79,913.60
Steps Hourly Biweekly Annually Steps	\$34.45 \$2,756.00 \$71,656.00	\$34.79 \$2,783.20 \$72,363.20	\$35.12 \$2,809.60 \$73,049.60	\$35.46 \$2,836.80 \$73,756.80	\$35.84 \$2,867.20 \$74,547.20	\$36.19 \$2,895.20 \$75,275.20	\$36.55 \$2,924.00 \$76,024.00	\$36.94 \$2,955.20 \$76.835.20	\$37.29 \$2,983.20 \$77,563.20	\$37.67 \$3,013.60 \$78,353.60	\$38.04 \$3,043.20 \$79,123.20	\$38.42 \$3,073.60 \$79,913.60
Steps Hourly Biweekly Annually Steps Hourly	\$34.45 \$2,756.00 \$71.656.00 13 \$38.80	\$34.79 \$2,783.20 \$72,363.20 14 \$39.20	\$35.12 \$2,809.60 \$73.049.60 15 \$39.59	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98	\$35.84 \$2,867.20 \$74.547.20 17 \$40.40	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80	\$36.55 \$2,924.00 \$76,024.00 19 \$41.20	\$36.94 \$2,955.20 \$76.835.20 20 \$41.60	\$37.29 \$2,983.20 \$77,563.20 21 \$42.04	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87	\$38.42 \$3,073.60 \$79,913.60 24 \$43.31
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.45 \$2,756.00 \$71.656.00 13 \$38.80 \$3,104.00 \$80,704.00	\$34.79 \$2,783.20 \$72,363.20 14 \$39.20 \$3.136.00	\$35.12 \$2,809.60 \$73,049.60 15 \$39.59 \$3.167.20	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3,198.40	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3,232.00 \$84,032.00	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3,264.00 \$84,864.00	\$36.55 \$2,924.00 \$76,024.00 19 \$41.20 \$3,296.00	\$36.94 \$2,955.20 \$76.835.20 20 \$41.60 \$3.328.00	\$37.29 \$2,983.20 \$77,563.20 21 \$42.04 \$3.363.20	\$37.67 \$3,013.60 \$78,353.60 22 \$42.45 \$3,396.00	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60	\$38.42 \$3,073.60 \$79,913.60 24 \$43.31 \$3.464.80 \$90.084.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$34.45 \$2,756.00 \$71.656.00 13 \$38.80 \$3.104.00 \$80.704.00	\$34.79 \$2,783.20 \$72,363.20 14 \$39.20 \$3.136.00 \$81,536.00	\$35.12 \$2,809.60 \$73,049.60 15 \$39.59 \$3.167.20 \$82,347.20	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3.198.40 \$83,158.40	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3,232.00 \$84,032.00	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3.264.00 \$84,864.00	\$36.55 \$2,924.00 \$76,024.00 19 \$41.20 \$3,296.00 \$85,696.00	\$36.94 \$2,955.20 \$76.835.20 20 \$41.60 \$3.328.00 \$86.528.00	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3.363.20 \$87,443.20	\$37.67 \$3,013.60 \$78,353.60 22 \$42.45 \$3,396.00 \$88,296.00	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60	\$38.42 \$3,073.60 \$79.913.60 24 \$43.31 \$3.464.80 \$90,084.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.45 \$2,756.00 \$71.656.00 13 \$38.80 \$3.104.00 \$80.704.00	\$34.79 \$2,783.20 \$72,363.20 14 \$39.20 \$3,136.00 \$81,536.00	\$35.12 \$2,809.60 \$73.049.60 15 \$39.59 \$3,167.20 \$82,347.20	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3,198.40 \$83,158.40 28 \$45.06	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3,232.00 \$84,032.00	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3.264.00 \$84,864.00	\$36.55 \$2,924.00 \$76.024.00 19 \$41.20 \$3.296.00 \$85,696.00	\$36.94 \$2,955.20 \$76.835.20 20 \$41.60 \$3.328.00 \$86.528.00 32 \$46.89	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3.363.20 \$87,443.20	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45 \$3.396.00 \$88,296.00	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60 35 \$48.31	\$38.42 \$3,073.60 \$79.913.60 24 \$43.31 \$3.464.80 \$90,084.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$34.45 \$2,756.00 \$71.656.00 13 \$38.80 \$3,104.00 \$80,704.00 25 \$43.74 \$3,499.20	\$34.79 \$2,783.20 \$72.363.20 14 \$39.20 \$3.136.00 \$81.536.00 26 \$44.16 \$3.532.80	\$35.12 \$2,809.60 \$73.049.60 15 \$39.59 \$3.167.20 \$82.347.20 27 \$44.61 \$3.568.80	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3,198.40 \$83,158.40 28 \$45.06 \$3,604.80	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3,232.00 \$84,032.00 29 \$45.51 \$3,640.80	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3,264.00 \$84.864.00 30 \$45.96 \$3,676.80	\$36.55 \$2,924.00 \$76.024.00 19 \$41.20 \$3,296.00 \$85,696.00 31 \$46.44 \$3,715.20	\$36.94 \$2,955.20 \$76.835.20 20 \$41.60 \$3.328.00 \$86,528.00 32 \$46.89 \$3.751.20	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3,363.20 \$87,443.20 33 \$47.35 \$3,788.00	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45 \$3.396.00 \$88,296.00 34 \$47.84 \$3,827.20	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60 35 \$48.31 \$3,864.80	\$38.42 \$3,073.60 \$79.913.60 24 \$43.31 \$3.464.80 \$90.084.80 36 \$48.80 \$3.904.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.45 \$2,756.00 \$71.656.00 13 \$38.80 \$3.104.00 \$80.704.00	\$34.79 \$2,783.20 \$72,363.20 14 \$39.20 \$3,136.00 \$81,536.00	\$35.12 \$2,809.60 \$73.049.60 15 \$39.59 \$3,167.20 \$82,347.20	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3,198.40 \$83,158.40 28 \$45.06	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3,232.00 \$84,032.00	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3.264.00 \$84,864.00	\$36.55 \$2,924.00 \$76.024.00 19 \$41.20 \$3.296.00 \$85,696.00	\$36.94 \$2,955.20 \$76.835.20 20 \$41.60 \$3.328.00 \$86.528.00 32 \$46.89	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3.363.20 \$87,443.20	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45 \$3.396.00 \$88,296.00	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60 35 \$48.31	\$38.42 \$3,073.60 \$79.913.60 24 \$43.31 \$3.464.80 \$90,084.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$34.45 \$2,756.00 \$71.656.00 13 \$38.80 \$3.104.00 \$80.704.00 25 \$43.74 \$3.499.20 \$90.979.20	\$34.79 \$2,783.20 \$72.363.20 14 \$39.20 \$3.136.00 \$81.536.00 26 \$44.16 \$3.532.80 \$91.852.80	\$35.12 \$2,809.60 \$73.049.60 15 \$39.59 \$3.167.20 \$82.347.20 27 \$44.61 \$3.568.80 \$92.788.80	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3,198.40 \$83,158.40 28 \$45.06 \$3,604.80 \$93,724.80	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3,232.00 \$84.032.00 29 \$45.51 \$3,640.80 \$94,660.80	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3,264.00 \$84,864.00 30 \$45.96 \$3,676.80 \$95,596.80	\$36.55 \$2,924.00 \$76.024.00 19 \$41.20 \$3,296.00 \$85.696.00 31 \$46.44 \$3,715.20 \$96.595.20	\$36.94 \$2,955.20 \$76.835.20 20 \$41.60 \$3.328.00 \$86.528.00 32 \$46.89 \$3.751.20 \$97.531.20	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3,363.20 \$87,443.20 33 \$47.35 \$3,788.00 \$98,488.00	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45 \$3,396.00 \$88.296.00 34 \$47.84 \$3,827.20 \$99,507.20	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60 35 \$48.31 \$3,864.80 \$100,484.80	\$38.42 \$3,073.60 \$79,913.60 24 \$43.31 \$3.464.80 \$90.084.80 36 \$48.80 \$3,904.00 \$101.504.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$34.45 \$2,756.00 \$71.656.00 13 \$38.80 \$3.104.00 \$80.704.00 25 \$43.74 \$3.499.20 \$90.979.20	\$34.79 \$2,783.20 \$72.363.20 14 \$39.20 \$3.136.00 \$81.536.00 26 \$44.16 \$3.532.80 \$91.852.80	\$35.12 \$2,809.60 \$73.049.60 15 \$39.59 \$3.167.20 \$82,347.20 27 \$44.61 \$3.568.80 \$92.788.80	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3,198.40 \$83,158.40 28 \$45.06 \$3,604.80 \$93,724.80	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3,232.00 \$84,032.00 29 \$45.51 \$3,640.80 \$94,660.80	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3,264.00 \$84,864.00 30 \$45.96 \$3,676.80 \$95,596.80	\$36.55 \$2,924.00 \$76.024.00 19 \$41.20 \$3,296.00 \$85,696.00 31 \$46.44 \$3,715.20 \$96,595.20	\$36.94 \$2,955.20 \$76.835.20 20 \$41.60 \$3.328.00 \$86.528.00 32 \$46.89 \$3.751.20 \$97.531.20	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3.363.20 \$87,443.20 33 \$47.35 \$3.788.00 \$98,488.00	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45 \$3.396.00 \$88.296.00 34 \$47.84 \$3,827.20 \$99,507.20	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60 35 \$48.31 \$3,864.80 \$100,484.80	\$38.42 \$3,073.60 \$79,913.60 24 \$43.31 \$3,464.80 \$90.084.80 36 \$48.80 \$3,904.00 \$101.504.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.45 \$2,756.00 \$71.656.00 13 \$38.80 \$3.104.00 \$80.704.00 25 \$43.74 \$3,499.20 \$90,979.20	\$34.79 \$2,783.20 \$72.363.20 14 \$39.20 \$3.136.00 \$81.536.00 26 \$44.16 \$3,532.80 \$91.852.80 38 \$49.79	\$35.12 \$2,809.60 \$73.049.60 15 \$39.59 \$3.167.20 \$82,347.20 27 \$44.61 \$3,568.80 \$92,788.80	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3.198.40 \$83,158.40 28 \$45.06 \$3,604.80 \$93,724.80	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3,232.00 \$84,032.00 29 \$45.51 \$3,640.80 \$94,660.80	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3,264.00 \$84,864.00 30 \$45.96 \$3,676.80 \$95,596.80	\$36.55 \$2,924.00 \$76.024.00 19 \$41.20 \$3,296.00 \$85,696.00 31 \$46.44 \$3,715.20 \$96,595.20	\$36.94 \$2,955.20 \$76.835.20 20 \$41.60 \$3.328.00 \$86.528.00 32 \$46.89 \$3,751.20 \$97.531.20	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3.363.20 \$87.443.20 33 \$47.35 \$3,788.00 \$98.488.00	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45 \$3.396.00 \$88.296.00 34 \$47.84 \$3,827.20 \$99,507.20	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60 35 \$48.31 \$3,864.80 \$100.484.80	\$38.42 \$3,073.60 \$79,913.60 24 \$43.31 \$3,464.80 \$90.084.80 36 \$48.80 \$3,904.00 \$101.504.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$34.45 \$2,756.00 \$71.656.00 13 \$38.80 \$3.104.00 \$80.704.00 25 \$43.74 \$3.499.20 \$90.979.20	\$34.79 \$2,783.20 \$72.363.20 14 \$39.20 \$3.136.00 \$81.536.00 26 \$44.16 \$3.532.80 \$91.852.80	\$35.12 \$2,809.60 \$73.049.60 15 \$39.59 \$3.167.20 \$82,347.20 27 \$44.61 \$3.568.80 \$92.788.80	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3,198.40 \$83,158.40 28 \$45.06 \$3,604.80 \$93,724.80	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3,232.00 \$84,032.00 29 \$45.51 \$3,640.80 \$94,660.80	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3,264.00 \$84,864.00 30 \$45.96 \$3,676.80 \$95,596.80	\$36.55 \$2,924.00 \$76.024.00 19 \$41.20 \$3,296.00 \$85,696.00 31 \$46.44 \$3,715.20 \$96,595.20	\$36.94 \$2,955.20 \$76.835.20 20 \$41.60 \$3.328.00 \$86.528.00 32 \$46.89 \$3.751.20 \$97.531.20	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3.363.20 \$87,443.20 33 \$47.35 \$3.788.00 \$98,488.00	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45 \$3.396.00 \$88.296.00 34 \$47.84 \$3,827.20 \$99,507.20	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60 35 \$48.31 \$3,864.80 \$100,484.80	\$38.42 \$3,073.60 \$79,913.60 24 \$43.31 \$3,464.80 \$90.084.80 36 \$48.80 \$3,904.00 \$101.504.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$34.45 \$2,756.00 \$71.656.00 \$13 \$38.80 \$3.104.00 \$80,704.00 \$25 \$43.74 \$3,499.20 \$90,979.20 \$49.28 \$3,942.40 \$102,502.40	\$34.79 \$2,783.20 \$72.363.20 \$14 \$39.20 \$3.136.00 \$81.536.00 \$26 \$44.16 \$3.532.80 \$91.852.80 \$91.852.80 \$1.852.80 \$1.852.80	\$35.12 \$2,809.60 \$73,049.60 15 \$39.59 \$3.167.20 \$82,347.20 27 \$44.61 \$3,568.80 \$92,788.80 39 \$50.28 \$4,022.40 \$104,582.40	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3,198.40 \$83,158.40 28 \$45.06 \$3,604.80 \$93,724.80 40 \$50.79 \$4,063.20 \$105,643.20	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3.232.00 \$84,032.00 29 \$45.51 \$3,640.80 \$94,660.80 41 \$51.29 \$4,103.20 \$106,683.20	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3,264.00 \$84,864.00 30 \$45.96 \$3,676.80 \$95,596.80 42 \$51.82 \$4,145.60 \$107,785.60	\$36.55 \$2,924.00 \$76.024.00 19 \$41.20 \$3.296.00 \$85,696.00 31 \$46.44 \$3,715.20 \$96.595.20 43 \$52.31 \$4.184.80 \$108.804.80	\$36.94 \$2,955.20 \$76.835.20 \$41.60 \$3,328.00 \$86.528.00 \$46.89 \$3,751.20 \$97,531.20	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3.363.20 \$87.443.20 33 \$47.35 \$3,788.00 \$98.488.00 45 \$53.36 \$42.68.80	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45 \$3.396.00 \$88.296.00 34 \$47.84 \$3.827.20 \$99,507.20 46 \$53.91 \$4,312.80	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60 35 \$48.31 \$3,864.80 \$100,484.80	\$38.42 \$3,073.60 \$79,913.60 24 \$43.31 \$3.464.80 \$90.084.80 36 \$48.80 \$3,904.00 \$101,504.00 48 \$54.98 \$4.398.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourly Steps	\$34.45 \$2,756.00 \$71.656.00 \$13 \$38.80 \$3.104.00 \$80.704.00 \$25 \$43.74 \$3,499.20 \$90.979.20 \$49.28 \$3,942.40 \$102.502.40	\$34.79 \$2,783.20 \$72.363.20 \$14 \$39.20 \$3.136.00 \$81.536.00 \$26 \$44.16 \$3.532.80 \$91.852.80 \$91.852.80 \$1.3532.80 \$91.852.80	\$35.12 \$2,809.60 \$73,049.60 15 \$39.59 \$3,167.20 \$82,347.20 27 \$44.61 \$3,568.80 \$92,788.80 39 \$50.28 \$4,022.40 \$104,582.40	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3,198.40 \$83,158.40 28 \$45.06 \$3,604.80 \$93,724.80 40 \$50.79 \$4,063.20 \$105,643.20	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3,232.00 \$84,032.00 29 \$45.51 \$3,640.80 \$94,660.80 41 \$51.29 \$4,103.20 \$106,683.20	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3,264.00 \$84,864.00 30 \$45.96 \$3,676.80 \$95,596.80 42 \$51.82 \$4,145.60 \$107,785.60	\$36.55 \$2,924.00 \$76.024.00 19 \$41.20 \$3.296.00 \$85.696.00 31 \$46.44 \$3.715.20 \$96.595.20 43 \$52.31 \$4.184.80 \$108.804.80	\$36.94 \$2,955.20 \$76.835.20 \$41.60 \$3,328.00 \$86.528.00 \$46.89 \$3,751.20 \$97,531.20	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3.363.20 \$87.443.20 33 \$47.35 \$3,788.00 \$98.488.00 45 \$53.36 \$42.68.80	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45 \$3.396.00 \$88.296.00 34 \$47.84 \$3.827.20 \$99,507.20 46 \$53.91 \$4,312.80	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60 35 \$48.31 \$3,864.80 \$100,484.80	\$38.42 \$3,073.60 \$79,913.60 24 \$43.31 \$3.464.80 \$90.084.80 36 \$48.80 \$3,904.00 \$101,504.00 48 \$54.98 \$4.398.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$34.45 \$2,756.00 \$71.656.00 \$13 \$38.80 \$3.104.00 \$80.704.00 \$25 \$43.74 \$3,499.20 \$90.979.20 37 \$49.28 \$3.942.40 \$102.502.40	\$34.79 \$2,783.20 \$72.363.20 \$14 \$39.20 \$3.136.00 \$81.536.00 \$26 \$44.16 \$3.532.80 \$91.852.80 \$91.852.80 \$1.852.80 \$50 \$50 \$50 \$50	\$35.12 \$2,809.60 \$73,049.60 15 \$39.59 \$3,167.20 \$82,347.20 27 \$44.61 \$3,568.80 \$92,788.80 \$92,788.80 39 \$50.28 \$4,022.40 \$104,582.40	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3.198.40 \$83,158.40 28 \$45.06 \$3,604.80 \$93,724.80 40 \$50.79 \$4,063.20 \$105,643.20 \$52 \$57.24	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3.232.00 \$84,032.00 29 \$45.51 \$3,640.80 \$94.660.80 41 \$51.29 \$4,103.20 \$106,683.20	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3,264.00 \$84.864.00 30 \$45.96 \$3,676.80 \$95,596.80 42 \$51.82 \$4,145.60 \$107,785.60	\$36.55 \$2,924.00 \$76.024.00 \$19 \$41.20 \$3.296.00 \$85.696.00 \$31 \$46.44 \$3.715.20 \$96.595.20 \$43 \$52.31 \$4.184.80 \$108.804.80	\$36.94 \$2,955.20 \$76.835.20 \$41.60 \$3,328.00 \$86.528.00 \$46.89 \$3,751.20 \$97,531.20	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3.363.20 \$87.443.20 33 \$47.35 \$3,788.00 \$98.488.00 45 \$53.36 \$42.68.80	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45 \$3.396.00 \$88.296.00 34 \$47.84 \$3.827.20 \$99,507.20 46 \$53.91 \$4,312.80	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60 35 \$48.31 \$3,864.80 \$100,484.80	\$38.42 \$3,073.60 \$79,913.60 24 \$43.31 \$3.464.80 \$90.084.80 36 \$48.80 \$3,904.00 \$101,504.00 48 \$54.98 \$4.398.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourly Steps	\$34.45 \$2,756.00 \$71.656.00 \$13 \$38.80 \$3.104.00 \$80.704.00 \$25 \$43.74 \$3,499.20 \$90.979.20 \$49.28 \$3,942.40 \$102.502.40	\$34.79 \$2,783.20 \$72.363.20 \$14 \$39.20 \$3.136.00 \$81.536.00 \$26 \$44.16 \$3.532.80 \$91.852.80 \$91.852.80 \$1.3532.80 \$91.852.80	\$35.12 \$2,809.60 \$73,049.60 15 \$39.59 \$3,167.20 \$82,347.20 27 \$44.61 \$3,568.80 \$92,788.80 39 \$50.28 \$4,022.40 \$104,582.40	\$35.46 \$2,836.80 \$73,756.80 16 \$39.98 \$3,198.40 \$83,158.40 28 \$45.06 \$3,604.80 \$93,724.80 40 \$50.79 \$4,063.20 \$105,643.20	\$35.84 \$2,867.20 \$74,547.20 17 \$40.40 \$3,232.00 \$84,032.00 29 \$45.51 \$3,640.80 \$94,660.80 41 \$51.29 \$4,103.20 \$106,683.20	\$36.19 \$2,895.20 \$75,275.20 18 \$40.80 \$3,264.00 \$84,864.00 30 \$45.96 \$3,676.80 \$95,596.80 42 \$51.82 \$4,145.60 \$107,785.60	\$36.55 \$2,924.00 \$76.024.00 19 \$41.20 \$3.296.00 \$85.696.00 31 \$46.44 \$3.715.20 \$96.595.20 43 \$52.31 \$4.184.80 \$108.804.80	\$36.94 \$2,955.20 \$76.835.20 \$41.60 \$3,328.00 \$86.528.00 \$46.89 \$3,751.20 \$97,531.20	\$37.29 \$2,983.20 \$77.563.20 21 \$42.04 \$3.363.20 \$87.443.20 33 \$47.35 \$3,788.00 \$98.488.00 45 \$53.36 \$42.68.80	\$37.67 \$3,013.60 \$78.353.60 22 \$42.45 \$3.396.00 \$88.296.00 34 \$47.84 \$3.827.20 \$99,507.20 46 \$53.91 \$4,312.80	\$38.04 \$3,043.20 \$79,123.20 23 \$42.87 \$3,429.60 \$89,169.60 35 \$48.31 \$3,864.80 \$100,484.80	\$38.42 \$3,073.60 \$79,913.60 24 \$43.31 \$3.464.80 \$90.084.80 36 \$48.80 \$3,904.00 \$101,504.00 48 \$54.98 \$4.398.40

(Non-bargaining unit)

ANCHORAGE-FAIRBANKS-JUNEAU-GIRDWOOD-CHUGIAK-EAGLE RIVER-KENAI-SOLDOTNA-HOMER-KETCHIKAN-PALMER-WASILLA-SEWARD-SITKA-ANGOON (Base-0%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$38.80	\$39.20	\$39.59	\$39.98	\$40.40	\$40.80	\$41.20	\$41.60	\$42.04	\$42.45	\$42.87	\$43.31
Biweekly	\$3,104.00	\$3,136.00	\$3,167.20	\$3,198.40	\$3,232.00	\$3,264.00	\$3,296.00	\$3,328.00	\$3,363.20	\$3,396.00	\$3,429.60	\$3,464.80
Annually	\$80,704.00	\$81,536.00	\$82,347.20	\$83,158.40	\$84,032.00	\$84,864.00	\$85,696.00	\$86,528.00	\$87,443.20	\$88,296.00	\$89,169.60	\$90,084.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$43.74	\$44.16	\$44.61	\$45.06	\$45.51	\$45.96	\$46.44	\$46.89	\$47.35	\$47.84	\$48.31	\$48.80
Biweekly	\$3,499.20 \$90,979.20	\$3,532.80 \$91,852.80	\$3,568.80 \$92,788.80	\$3,604.80 \$93,724.80	\$3,640.80 \$94,660.80	\$3,676.80 \$95,596.80	\$3,715.20 \$96,595.20	\$3,751.20 \$97,531.20	\$3,788.00 \$98,488.00	\$3,827.20 \$99,507.20	\$3,864.80 \$100,484.80	\$3,904.00 \$101,504.00
Annually	390,979.20	391,032.00	392,766.60	393,724.60	394,000.00	\$95,590.60	390,393.20	397,331.20	\$90,400.00	\$99,507.20	3100,464.60	\$101,504.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$49.28	\$49.79	\$50.28	\$50.79	\$51.29	\$51.82	\$52.31	\$52.84	\$53.36	\$53.91	\$54.43	\$54.98
Biweekly	\$3,942.40	\$3,983.20	\$4,022.40	\$4,063.20	\$4,103.20	\$4,145.60	\$4,184.80	\$4,227.20	\$4,268.80	\$4,312.80	\$4,354.40	\$4,398.40
Annually	\$102,502.40	\$103,563.20	\$104,582.40	\$105,643.20	\$106,683.20	\$107,785.60	\$108,804.80	\$109,907.20	\$110,988.80	\$112,132.80	\$113,214.40	\$114,358.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$55.53	\$56.09	\$56.66	\$57.24	\$57.79	\$58.37	\$58.96	\$59.55	\$60.14	\$60.73	\$61.34	\$61.96
Biweekly	\$4,442.40	\$4,487.20	\$4,532.80	\$4,579.20	\$4,623.20	\$4,669.60	\$4,716.80	\$4,764.00	\$4,811.20	\$4,858.40	\$4,907.20	\$4,956.80
Annually	\$115,502.40	\$116,667.20	\$117,852.80	\$119,059.20	\$120,203.20	\$121,409.60	\$122,636.80	\$123,864.00	\$125,091.20	\$126,318.40	\$127,587.20	\$128,876.80
Steps	49	50	51	52	53	54	55					
Hourly	\$62.57	\$63.19	\$63.82	\$64.47	\$65.13	\$65.78	\$66.43					
Biweekly	\$5,005.60	\$5,055.20	\$5,105.60	\$5,157.60	\$5,210.40	\$5,262.40	\$5,314.40					
Annually	\$130,145.60	\$131,435.20	\$132,745.60	\$134,097.60	\$135,470.40	\$136,822.40	\$138,174.40					
. 04												
Grade 84												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$42.45	\$42.87	\$43.31	\$43.74	\$44.16	\$44.61	\$45.06	\$45.51	\$45.96	\$46.44	\$46.89	\$47.35
Steps Hourly Biweekly	\$42.45 \$3,396.00	\$42.87 \$3,429.60	\$43.31 \$3,464.80	\$43.74 \$3,499.20	\$44.16 \$3,532.80	\$44.61 \$3,568.80	\$45.06 \$3,604.80	\$45.51 \$3,640.80	\$45.96 \$3,676.80	\$46.44 \$3,715.20	\$46.89 \$3,751.20	\$47.35 \$3,788.00
Steps Hourly Biweekly Annually	\$42.45	\$42.87	\$43.31	\$43.74	\$44.16	\$44.61	\$45.06	\$45.51	\$45.96	\$46.44	\$46.89	\$47.35 \$3,788.00 \$98,488.00
Steps Hourly Biweekly Annually Steps	\$42.45 \$3,396.00 \$88,296.00	\$42.87 \$3,429.60 \$89,169.60	\$43.31 \$3,464.80 \$90,084.80	\$43.74 \$3,499.20 \$90,979.20	\$44.16 \$3,532.80 \$91.852.80	\$44.61 \$3,568.80 \$92,788.80	\$45.06 \$3,604.80 \$93,724.80	\$45.51 \$3,640.80 \$94,660.80	\$45.96 \$3,676.80 \$95,596.80	\$46.44 \$3,715.20 \$96,595.20	\$46.89 \$3,751.20 \$97,531.20	\$47.35 \$3,788.00 \$98.488.00
Steps Hourly Biweekly Annually Steps Hourly	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31	\$43.31 \$3,464.80 \$90,084.80 15 \$48.80	\$43.74 \$3,499.20 \$90,979.20 16 \$49.28	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79	\$45.51 \$3,640.80 \$94,660.80 20 \$51.29	\$45.96 \$3,676.80 \$95,596.80 21 \$51.82	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31	\$46.89 \$3,751.20 \$97.531.20 23 \$52.84	\$47.35 \$3,788.00 \$98,488.00 24 \$53.36
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84 \$3,827.20	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80	\$43.31 \$3,464.80 \$90,084.80 15 \$48.80 \$3,904.00	\$43.74 \$3,499.20 \$90.979.20 16 \$49.28 \$3,942.40	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20	\$45.51 \$3,640.80 \$94,660.80 20 \$51.29 \$4,103.20	\$45.96 \$3,676.80 \$95,596.80 21 \$51.82 \$4,145.60	\$46.44 \$3,715.20 \$96,595.20 22 \$52.31 \$4,184.80	\$46.89 \$3,751.20 \$97.531.20 23 \$52.84 \$4,227.20	\$47.35 \$3,788.00 \$98.488.00 24 \$53.36 \$4.268.80
Steps Hourly Biweekly Annually Steps Hourly	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31	\$43.31 \$3,464.80 \$90,084.80 15 \$48.80	\$43.74 \$3,499.20 \$90,979.20 16 \$49.28	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79	\$45.51 \$3,640.80 \$94,660.80 20 \$51.29	\$45.96 \$3,676.80 \$95,596.80 21 \$51.82	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31	\$46.89 \$3,751.20 \$97.531.20 23 \$52.84	\$47.35 \$3,788.00 \$98,488.00 24 \$53.36
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84 \$3,827.20	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80	\$43.31 \$3,464.80 \$90,084.80 15 \$48.80 \$3,904.00	\$43.74 \$3,499.20 \$90.979.20 16 \$49.28 \$3,942.40	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20	\$45.51 \$3,640.80 \$94,660.80 20 \$51.29 \$4,103.20 \$106.683.20	\$45.96 \$3,676.80 \$95,596.80 21 \$51.82 \$4,145.60	\$46.44 \$3,715.20 \$96,595.20 22 \$52.31 \$4,184.80	\$46.89 \$3,751.20 \$97.531.20 23 \$52.84 \$4,227.20	\$47.35 \$3,788.00 \$98,488.00 24 \$53.36 \$4,268.80 \$110,988.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84 \$3,827.20 \$99,507.20 25 \$53.91	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80 \$100,484.80 26 \$54.43	\$43.31 \$3,464.80 \$90,084.80 15 \$48.80 \$3,904.00 \$101,504.00	\$43.74 \$3,499.20 \$90,979.20 16 \$49.28 \$3,942.40 \$102,502.40 28 \$55.53	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20 \$103,563.20 29 \$56.09	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40 \$104,582.40 30 \$56.66	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20 \$105,643.20 31 \$57.24	\$45.51 \$3,640.80 \$94,660.80 20 \$51.29 \$4,103.20 \$106.683.20 32 \$57.79	\$45.96 \$3,676.80 \$95,596.80 21 \$51.82 \$4,145.60 \$107,785.60	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31 \$4.184.80 \$108,804.80	\$46.89 \$3,751.20 \$97.531.20 23 \$52.84 \$4,227.20 \$109,907.20 35 \$59.55	\$47.35 \$3,788.00 \$98,488.00 24 \$53.36 \$4,268.80 \$110,988.80 36 \$60.14
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.45 \$3,396.00 \$88.296.00 13 \$47.84 \$3,827.20 \$99.507.20 25 \$53.91 \$4,312.80	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80 \$100,484.80 26 \$54.43 \$4,354.40	\$43.31 \$3,464.80 \$90.084.80 15 \$48.80 \$3,904.00 \$101.504.00 27 \$54.98 \$4.398.40	\$43.74 \$3,499.20 \$90.979.20 16 \$49.28 \$3,942.40 \$102.502.40 28 \$55.53 \$4,442.40	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20 \$103.563.20 29 \$56.09 \$4,487.20	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40 \$104,582.40 30 \$56.66 \$4,532.80	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20 \$105.643.20 31 \$57.24 \$4,579.20	\$45.51 \$3,640.80 \$94,660.80 20 \$51.29 \$4,103.20 \$106,683.20 32 \$57.79 \$4,623.20	\$45.96 \$3,676.80 \$95.596.80 21 \$51.82 \$4,145.60 \$107.785.60 33 \$58.37 \$4,669.60	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31 \$4,184.80 \$108.804.80 34 \$58.96 \$4,716.80	\$46.89 \$3,751.20 \$97,531.20 23 \$52.84 \$4,227.20 \$109.907.20 35 \$59.55 \$4,764.00	\$47.35 \$3,788.00 \$98.488.00 24 \$53.36 \$4,268.80 \$110,988.80 36 \$60.14 \$4,811.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84 \$3,827.20 \$99,507.20 25 \$53.91	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80 \$100,484.80 26 \$54.43	\$43.31 \$3,464.80 \$90,084.80 15 \$48.80 \$3,904.00 \$101,504.00	\$43.74 \$3,499.20 \$90,979.20 16 \$49.28 \$3,942.40 \$102,502.40 28 \$55.53	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20 \$103,563.20 29 \$56.09	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40 \$104,582.40 30 \$56.66	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20 \$105,643.20 31 \$57.24	\$45.51 \$3,640.80 \$94,660.80 20 \$51.29 \$4,103.20 \$106.683.20 32 \$57.79	\$45.96 \$3,676.80 \$95,596.80 21 \$51.82 \$4,145.60 \$107,785.60	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31 \$4.184.80 \$108,804.80	\$46.89 \$3,751.20 \$97.531.20 23 \$52.84 \$4,227.20 \$109,907.20 35 \$59.55	\$47.35 \$3,788.00 \$98,488.00 24 \$53.36 \$4.268.80 \$110,988.80 36 \$60.14
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84 \$3,827.20 \$99.507.20 25 \$53.91 \$4,312.80 \$112,132.80	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80 \$100,484.80 26 \$54.43 \$4,354.40 \$113,214.40	\$43.31 \$3,464.80 \$90.084.80 15 \$48.80 \$3,904.00 \$101.504.00 27 \$54.98 \$4.398.40 \$114,358.40	\$43.74 \$3,499.20 \$90.979.20 16 \$49.28 \$3,942.40 \$102.502.40 28 \$55.53 \$4,442.40 \$115,502.40	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20 \$103.563.20 29 \$56.09 \$4,487.20 \$116,667.20	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40 \$104,582.40 30 \$56.66 \$4,532.80 \$117,852.80	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20 \$105.643.20 31 \$57.24 \$4,579.20 \$119,059.20	\$45.51 \$3,640.80 \$94.660.80 20 \$51.29 \$4,103.20 \$106.683.20 32 \$57.79 \$4,623.20 \$120.203.20	\$45.96 \$3,676.80 \$95.596.80 21 \$51.82 \$4,145.60 \$107.785.60 33 \$58.37 \$4,669.60 \$121,409.60	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31 \$4,184.80 \$108.804.80 34 \$58.96 \$4,716.80 \$122.636.80	\$46.89 \$3,751.20 \$97,531.20 23 \$52.84 \$4,227.20 \$109.907.20 35 \$59.55 \$4,764.00 \$123.864.00	\$47.35 \$3,788.00 \$98,488.00 \$98,488.00 24 \$53.36 \$4,268.80 \$110,988.80 36 \$60.14 \$4,811.20 \$125,091.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$42.45 \$3,396.00 \$88.296.00 13 \$47.84 \$3,827.20 \$99.507.20 25 \$53.91 \$4,312.80	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80 \$100,484.80 26 \$54.43 \$4,354.40 \$113,214.40	\$43.31 \$3,464.80 \$90.084.80 15 \$48.80 \$3,904.00 \$101.504.00 27 \$54.98 \$4.398.40	\$43.74 \$3,499.20 \$90.979.20 16 \$49.28 \$3,942.40 \$102.502.40 28 \$55.53 \$4,442.40	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20 \$103.563.20 29 \$56.09 \$4,487.20	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40 \$104,582.40 30 \$56.66 \$4,532.80	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20 \$105.643.20 31 \$57.24 \$4,579.20	\$45.51 \$3,640.80 \$94,660.80 20 \$51.29 \$4,103.20 \$106,683.20 32 \$57.79 \$4,623.20	\$45.96 \$3,676.80 \$95.596.80 21 \$51.82 \$4,145.60 \$107,785.60 33 \$58.37 \$4,669.60 \$121,409.60	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31 \$4,184.80 \$108.804.80 34 \$58.96 \$4,716.80	\$46.89 \$3,751.20 \$97,531.20 23 \$52.84 \$4,227.20 \$109.907.20 35 \$59.55 \$4,764.00	\$47.35 \$3,788.00 \$98.488.00 24 \$53.36 \$4,268.80 \$110,988.80 36 \$60.14 \$4,811.20 \$125,091.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84 \$3,827.20 \$99,507.20 25 \$53.91 \$4,312.80 \$112,132.80 37 \$60.73 \$4,858.40	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80 \$100,484.80 26 \$54.43 \$4,354.40 \$113,214.40 38 \$61.34 \$4,907.20	\$43.31 \$3,464.80 \$90.084.80 \$15 \$48.80 \$3,904.00 \$101.504.00 \$27 \$54.98 \$4.398.40 \$114.358.40 \$61.96 \$4,956.80	\$43.74 \$3,499.20 \$90.979.20 16 \$49.28 \$3.942.40 \$102.502.40 28 \$55.53 \$4.442.40 \$115.502.40	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20 \$103,563.20 29 \$56.09 \$4.487.20 \$116,667.20 41 \$63.19 \$5,055.20	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40 \$104,582.40 30 \$56.66 \$4,532.80 \$117,852.80 42 \$63.82 \$5,105.60	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20 \$105,643.20 31 \$57.24 \$4,579.20 \$119,059.20 43 \$64.47 \$5,157.60	\$45.51 \$3,640.80 \$94.660.80 20 \$51.29 \$4.103.20 \$106.683.20 32 \$57.79 \$4.623.20 \$120,203.20 44 \$65.13 \$5.210.40	\$45.96 \$3,676.80 \$95.596.80 21 \$51.82 \$4.145.60 \$107.785.60 33 \$58.37 \$4.669.60 \$121.409.60 45 \$65.78 \$5.262.40	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31 \$4.184.80 \$108.804.80 34 \$58.96 \$4.716.80 \$122.636.80	\$46.89 \$3,751.20 \$97,531.20 23 \$52.84 \$4,227.20 \$109,907.20 35 \$59.55 \$4,764.00 \$123,864.00	\$47.35 \$3,788.00 \$98,488.00 \$98,488.00 24 \$53.36 \$4,268.80 \$110,988.80 36 \$60.14 \$4,811.20 \$125,091.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84 \$3,827.20 \$99,507.20 25 \$53.91 \$4,312.80 \$112,132.80	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80 \$100,484.80 26 \$54.43 \$4,354.40 \$113,214.40	\$43.31 \$3,464.80 \$90.084.80 15 \$48.80 \$3,904.00 \$101.504.00 27 \$54.98 \$4,398.40 \$114.358.40 39 \$61.96	\$43.74 \$3,499.20 \$90,979.20 16 \$49.28 \$3,942.40 \$102,502.40 28 \$55.53 \$4,442.40 \$115,502.40	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20 \$103,563.20 29 \$56.09 \$4,487.20 \$116,667.20	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40 \$104,582.40 30 \$56.66 \$4,532.80 \$117,852.80	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20 \$105.643.20 31 \$57.24 \$4,579.20 \$119,059.20	\$45.51 \$3,640.80 \$94,660.80 20 \$51.29 \$4,103.20 \$106.683.20 32 \$57.79 \$4,623.20 \$120,203.20	\$45.96 \$3,676.80 \$95.596.80 21 \$51.82 \$4,145.60 \$107,785.60 33 \$58.37 \$4,669.60 \$121,409.60	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31 \$4.184.80 \$108.804.80 34 \$58.96 \$4,716.80 \$122,636.80	\$46.89 \$3,751.20 \$97,531.20 23 \$52.84 \$4,227.20 \$109,907.20 35 \$59.55 \$4,764.00 \$123,864.00	\$47.35 \$3,788.00 \$98,488.00 24 \$53.36 \$4,268.80 \$110,988.80 36 \$60.14 \$4,811.20 \$125,091.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84 \$3,827.20 \$99,507.20 25 \$53.91 \$4,312.80 \$112,132.80 37 \$60.73 \$4,858.40	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80 \$100,484.80 26 \$54.43 \$4,354.40 \$113,214.40 38 \$61.34 \$4,907.20	\$43.31 \$3,464.80 \$90.084.80 \$15 \$48.80 \$3,904.00 \$101.504.00 \$27 \$54.98 \$4.398.40 \$114.358.40 \$61.96 \$4,956.80	\$43.74 \$3,499.20 \$90,979.20 16 \$49.28 \$3,942.40 \$102.502.40 28 \$55.53 \$4,442.40 \$115,502.40 40 \$62.57 \$5,005.60	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20 \$103,563.20 29 \$56.09 \$4.487.20 \$116,667.20 41 \$63.19 \$5,055.20	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40 \$104,582.40 30 \$56.66 \$4,532.80 \$117,852.80 42 \$63.82 \$5,105.60	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20 \$105,643.20 31 \$57.24 \$4,579.20 \$119,059.20 43 \$64.47 \$5,157.60	\$45.51 \$3,640.80 \$94.660.80 20 \$51.29 \$4.103.20 \$106.683.20 32 \$57.79 \$4.623.20 \$120,203.20 44 \$65.13 \$5.210.40	\$45.96 \$3,676.80 \$95.596.80 21 \$51.82 \$4.145.60 \$107.785.60 33 \$58.37 \$4.669.60 \$121.409.60 45 \$65.78 \$5.262.40	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31 \$4.184.80 \$108.804.80 34 \$58.96 \$4.716.80 \$122,636.80	\$46.89 \$3,751.20 \$97.531.20 23 \$52.84 \$4,227.20 \$109.907.20 35 \$59.55 \$4,764.00 \$123.864.00 47 \$67.09 \$5,367.20	\$47.35 \$3,788.00 \$98.488.00 24 \$53.36 \$4.268.80 \$110.988.80 36 \$60.14 \$4,811.20 \$125,091.20 48 \$67.77 \$5,421.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84 \$3,827.20 \$99,507.20 25 \$53.91 \$4,312.80 \$112,132.80 37 \$60.73 \$4,858.40 \$126,318.40	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80 \$100,484.80 26 \$54.43 \$4,354.40 \$113,214.40 38 \$61.34 \$4,907.20 \$127,587.20	\$43.31 \$3,464.80 \$90.084.80 \$15 \$48.80 \$3,904.00 \$101.504.00 \$27 \$54.98 \$4,398.40 \$114.358.40 \$128.876.80	\$43.74 \$3,499.20 \$90,979.20 16 \$49.28 \$3,942.40 \$102.502.40 28 \$55.53 \$4,442.40 \$115.502.40 40 \$62.57 \$5,005.60 \$130.145.60	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20 \$103,563.20 29 \$56.09 \$4,487.20 \$116,667.20 41 \$63.19 \$5,055.20 \$131,435.20	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40 \$104,582.40 30 \$56.66 \$4,532.80 \$117,852.80 42 \$63.82 \$5,105.60 \$132,745.60	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20 \$105,643.20 31 \$57.24 \$4,579.20 \$119,059.20 43 \$64.47 \$5,157.60 \$134,097.60	\$45.51 \$3,640.80 \$94.660.80 20 \$51.29 \$4.103.20 \$106.683.20 32 \$57.79 \$4.623.20 \$120,203.20 44 \$65.13 \$5.210.40	\$45.96 \$3,676.80 \$95.596.80 21 \$51.82 \$4.145.60 \$107.785.60 33 \$58.37 \$4.669.60 \$121.409.60 45 \$65.78 \$5.262.40	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31 \$4.184.80 \$108.804.80 34 \$58.96 \$4.716.80 \$122,636.80	\$46.89 \$3,751.20 \$97.531.20 23 \$52.84 \$4,227.20 \$109.907.20 35 \$59.55 \$4,764.00 \$123.864.00 47 \$67.09 \$5,367.20	\$47.35 \$3,788.00 \$98.488.00 24 \$53.36 \$4.268.80 \$110.988.80 36 \$60.14 \$4,811.20 \$125,091.20 48 \$67.77 \$5,421.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Annually	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84 \$3,827.20 \$99,507.20 25 \$53.91 \$4,312.80 \$112,132.80 \$112,132.80 \$12,132.80	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80 \$100,484.80 26 \$54.43 \$4,354.40 \$113,214.40 38 \$61.34 \$4,907.20 \$127,587.20	\$43.31 \$3,464.80 \$90.084.80 \$15 \$48.80 \$3,904.00 \$101.504.00 \$27 \$54.98 \$4,398.40 \$114.358.40 \$114.358.40 \$61.96 \$4,956.80 \$128.876.80	\$43.74 \$3,499.20 \$90,979.20 16 \$49.28 \$3,942.40 \$102.502.40 28 \$55.53 \$4,442.40 \$115.502.40 40 \$62.57 \$5,005.60 \$130,145.60	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20 \$103,563.20 29 \$56.09 \$4,487.20 \$116,667.20 41 \$63.19 \$5.055.20 \$131,435.20	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40 \$104,582.40 30 \$56.66 \$4,532.80 \$117,852.80 42 \$63.82 \$5,105.60 \$132,745.60	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20 \$105,643.20 31 \$57.24 \$4,579.20 \$119,059.20 43 \$64.47 \$5,157.60 \$134,097.60	\$45.51 \$3,640.80 \$94.660.80 20 \$51.29 \$4.103.20 \$106.683.20 32 \$57.79 \$4.623.20 \$120,203.20 44 \$65.13 \$5.210.40	\$45.96 \$3,676.80 \$95.596.80 21 \$51.82 \$4.145.60 \$107.785.60 33 \$58.37 \$4.669.60 \$121.409.60 45 \$65.78 \$5.262.40	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31 \$4.184.80 \$108.804.80 34 \$58.96 \$4.716.80 \$122,636.80	\$46.89 \$3,751.20 \$97.531.20 23 \$52.84 \$4,227.20 \$109.907.20 35 \$59.55 \$4,764.00 \$123.864.00 47 \$67.09 \$5,367.20	\$47.35 \$3,788.00 \$98.488.00 24 \$53.36 \$4.268.80 \$110.988.80 36 \$60.14 \$4,811.20 \$125,091.20 48 \$67.77 \$5,421.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$42.45 \$3,396.00 \$88,296.00 13 \$47.84 \$3,827.20 \$99,507.20 25 \$53.91 \$4,312.80 \$112,132.80 37 \$60.73 \$4,858.40 \$126,318.40	\$42.87 \$3,429.60 \$89,169.60 14 \$48.31 \$3,864.80 \$100,484.80 26 \$54.43 \$4,354.40 \$113,214.40 38 \$61,34 \$4,907.20 \$127,587.20	\$43.31 \$3,464.80 \$90.084.80 \$15 \$48.80 \$3.904.00 \$101.504.00 \$27 \$54.98 \$4,398.40 \$114.358.40 \$114.358.40 \$128.876.80 \$128.876.80	\$43.74 \$3,499.20 \$90,979.20 16 \$49.28 \$3,942.40 \$102.502.40 28 \$55.53 \$4,442.40 \$115.502.40 40 \$62.57 \$5,005.60 \$130,145.60 52 \$70.52	\$44.16 \$3,532.80 \$91,852.80 17 \$49.79 \$3,983.20 \$103,563.20 29 \$56.09 \$4,487.20 \$116,667.20 41 \$63.19 \$5,055.20 \$131,435.20	\$44.61 \$3,568.80 \$92,788.80 18 \$50.28 \$4,022.40 \$104,582.40 30 \$56.66 \$4,532.80 \$117,852.80 42 \$63.82 \$5,105.60 \$132,745.60	\$45.06 \$3,604.80 \$93,724.80 19 \$50.79 \$4,063.20 \$105.643.20 31 \$57.24 \$4,579.20 \$119,059.20 43 \$64.47 \$5,157.60 \$134,097.60	\$45.51 \$3,640.80 \$94.660.80 20 \$51.29 \$4.103.20 \$106.683.20 32 \$57.79 \$4.623.20 \$120,203.20 44 \$65.13 \$5.210.40	\$45.96 \$3,676.80 \$95.596.80 21 \$51.82 \$4.145.60 \$107.785.60 33 \$58.37 \$4.669.60 \$121.409.60 45 \$65.78 \$5.262.40	\$46.44 \$3,715.20 \$96.595.20 22 \$52.31 \$4.184.80 \$108.804.80 34 \$58.96 \$4.716.80 \$122,636.80	\$46.89 \$3,751.20 \$97.531.20 23 \$52.84 \$4,227.20 \$109.907.20 35 \$59.55 \$4,764.00 \$123.864.00 47 \$67.09 \$5,367.20	\$47.35 \$3,788.00 \$98.488.00 24 \$53.36 \$4.268.80 \$110.988.80 36 \$60.14 \$4,811.20 \$125,091.20 48 \$67.77 \$5,421.60

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$11.08	\$11.20	\$11.31	\$11.43	\$11.54	\$11.65	\$11.75	\$11.88	\$12.00	\$12.10	\$12.23	\$12.35
Biweekly	\$886.40	\$896.00	\$904.80	\$914.40	\$923.20	\$932.00	\$940.00	\$950.40	\$960.00	\$968.00	\$978.40	\$988.00
Annually	\$23,046.40	\$23,296.00	\$23,524.80	\$23,774.40	\$24,003.20	\$24,232.00	\$24,440.00	\$24,710.40	\$24,960.00	\$25,168.00	\$25,438.40	\$25,688.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$12.49	\$12.61	\$12.74	\$12.85	\$12.98	\$13.11	\$13.24	\$13.37	\$13.50	\$13.65	\$13.79	\$13.92
Biweekly	\$999.20	\$1,008.80	\$1,019.20	\$1,028.00	\$1,038.40	\$1,048.80	\$1,059.20	\$1,069.60	\$1,080.00	\$1,092.00	\$1,103.20	\$1,113.60
Annually	\$25,979.20	\$26,228.80	\$26,499.20	\$26,728.00	\$26,998.40	\$27,268.80	\$27,539.20	\$27,809.60	\$28,080.00	\$28,392.00	\$28,683.20	\$28,953.60
Aillidally	\$25,575.20	\$20,220.00	320,433.20	\$20,720.00	\$20,550.40	327,200.00	327,333.20	\$27,805.00	\$20,000.00	\$20,332.00	\$20,005.20	\$20,555.00
Steps												
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$14.05	\$14.21	\$14.33	\$14.47	\$14.62	\$14.79	\$14.93	\$15.07	\$15.23	\$15.38	\$15.52	\$15.67
Biweekly	\$1,124.00	\$1,136.80	\$1,146.40	\$1,157.60	\$1,169.60	\$1,183.20	\$1,194.40	\$1,205.60	\$1,218.40	\$1,230.40	\$1,241.60	\$1,253.60
Annually	\$29,224.00	\$29,556.80	\$29,806.40	\$30,097.60	\$30,409.60	\$30,763.20	\$31,054.40	\$31,345.60	\$31,678.40	\$31,990.40	\$32,281.60	\$32,593.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$15.83	\$15.99	\$16.17	\$16.31	\$16.50	\$16.65	\$16.81	\$16.97	\$17.15	\$17.33	\$17.50	\$17.69
Biweekly	\$1,266.40	\$1,279.20	\$1,293.60	\$1,304.80	\$1,320.00	\$1,332.00	\$1,344.80	\$1,357.60	\$1,372.00	\$1,386.40	\$1,400.00	\$1,415.20
Annually	\$32,926.40	\$33,259.20	\$33,633.60	\$33,924.80	\$34,320.00	\$34,632.00	\$34,964.80	\$35,297.60	\$35,672.00	\$36,046.40	\$36,400.00	\$36,795.20
7 am admy	J32,320. 10	333,233.20	\$33,033.00	J33,32 1.00	JJ 1,J20.00	43 1,032.00	43 1,30 1.00	J33,237.00	J33,072.00	\$30,010.10	\$30, 100.00	\$30,733.E0
Steps	49	50	51	52	53	54	55					
Hourly	\$17.85	\$18.02	\$18.20	\$18.40	\$18.57	\$18.76	\$18.97					
-		•					\$1,517.60					
Biweekly	\$1,428.00	\$1,441.60	\$1,456.00	\$1,472.00	\$1,485.60	\$1,500.80						
Annually	\$37,128.00	\$37,481.60	\$37,856.00	\$38,272.00	\$38,625.60	\$39,020.80	\$39,457.60					
73												
Grade 72												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_	_	-	-	-			-			
Steps Hourly	\$12.49	\$12.61	\$12.74	\$12.85	\$12.98	\$13.11	\$13.24	\$13.37	\$13.50	\$13.65	\$13.79	\$13.92
Steps Hourly Biweekly	\$12.49 \$999.20	\$12.61 \$1,008.80	\$12.74 \$1,019.20	\$12.85 \$1,028.00	\$12.98 \$1,038.40	\$13.11 \$1,048.80	\$13.24 \$1,059.20	\$13.37 \$1,069.60	\$13.50 \$1,080.00	\$13.65 \$1,092.00	\$13.79 \$1,103.20	\$13.92 \$1,113.60
Steps Hourly	\$12.49	\$12.61	\$12.74	\$12.85	\$12.98	\$13.11	\$13.24	\$13.37	\$13.50	\$13.65	\$13.79	\$13.92
Steps Hourly Biweekly	\$12.49 \$999.20	\$12.61 \$1,008.80	\$12.74 \$1,019.20	\$12.85 \$1,028.00	\$12.98 \$1,038.40	\$13.11 \$1,048.80	\$13.24 \$1,059.20	\$13.37 \$1,069.60	\$13.50 \$1,080.00	\$13.65 \$1,092.00	\$13.79 \$1,103.20	\$13.92 \$1,113.60 \$28.953.60
Steps Hourly Biweekly Annually Steps	\$12.49 \$999.20 \$25,979.20	\$12.61 \$1,008.80 \$26,228.80	\$12.74 \$1,019.20 \$26,499.20	\$12.85 \$1,028.00 \$26,728.00	\$12.98 \$1,038.40 \$26,998.40	\$13.11 \$1,048.80 \$27,268.80	\$13.24 \$1,059.20 \$27,539.20	\$13.37 \$1,069.60 \$27,809.60	\$13.50 \$1,080.00 \$28,080.00	\$13.65 \$1,092.00 \$28,392.00	\$13.79 \$1,103.20 \$28,683.20	\$13.92 \$1,113.60 \$28,953.60
Steps Hourly Biweekly Annually Steps Hourly	\$12.49 \$999.20 \$25,979.20 13 \$14.05	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33	\$12.85 \$1,028.00 \$26.728.00 16 \$14.47	\$12.98 \$1,038.40 \$26,998.40 17 \$14.62	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93	\$13.37 \$1,069.60 \$27.809.60 20 \$15.07	\$13.50 \$1,080.00 \$28.080.00 21 \$15.23	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52	\$13.92 \$1,113.60 \$28,953.60 24 \$15.67
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1.124.00	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21 \$1,136.80	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1,146.40	\$12.85 \$1,028.00 \$26.728.00 16 \$14.47 \$1.157.60	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1.169.60	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20	\$13.24 \$1,059.20 \$27.539.20 19 \$14.93 \$1.194.40	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60	\$13.50 \$1,080.00 \$28,080.00 21 \$15.23 \$1,218.40	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1,230.40	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60	\$13.92 \$1,113.60 \$28,953.60 24 \$15.67 \$1,253.60
Steps Hourly Biweekly Annually Steps Hourly	\$12.49 \$999.20 \$25,979.20 13 \$14.05	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33	\$12.85 \$1,028.00 \$26.728.00 16 \$14.47	\$12.98 \$1,038.40 \$26,998.40 17 \$14.62	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93	\$13.37 \$1,069.60 \$27.809.60 20 \$15.07	\$13.50 \$1,080.00 \$28.080.00 21 \$15.23	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52	\$13.92 \$1,113.60 \$28,953.60 24 \$15.67
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1,124.00 \$29,224.00	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21 \$1,136.80 \$29,556.80	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1,146.40 \$29,806.40	\$12.85 \$1,028.00 \$26.728.00 16 \$14.47 \$1.157.60 \$30.097.60	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1,169.60 \$30,409.60	\$13.11 \$1,048.80 \$27.268.80 18 \$14.79 \$1.183.20 \$30.763.20	\$13.24 \$1,059.20 \$27.539.20 19 \$14.93 \$1,194.40 \$31,054.40	\$13.37 \$1,069.60 \$27.809.60 20 \$15.07 \$1,205.60 \$31,345.60	\$13.50 \$1,080.00 \$28.080.00 21 \$15.23 \$1.218.40 \$31.678.40	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1,230.40 \$31,990.40	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60	\$13.92 \$1,113.60 \$28,953.60 24 \$15.67 \$1,253.60 \$32,593.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1,124.00 \$29,224.00	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21 \$1,136.80 \$29,556.80	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1,146.40 \$29,806.40	\$12.85 \$1,028.00 \$26.728.00 \$16 \$14.47 \$1.157.60 \$30.097.60	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1,169.60 \$30,409.60	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20	\$13.24 \$1,059.20 \$27.539.20 19 \$14.93 \$1.194.40 \$31,054.40	\$13.37 \$1,069.60 \$27.809.60 20 \$15.07 \$1.205.60 \$31,345.60	\$13.50 \$1,080.00 \$28.080.00 21 \$15.23 \$1.218.40 \$31.678.40	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1.230.40 \$31,990.40	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60	\$13.92 \$1,113.60 \$28,953.60 24 \$15.67 \$1,253.60 \$32,593.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$12.49 \$999.20 \$25.979.20 13 \$14.05 \$1.124.00 \$29.224.00	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21 \$1.136.80 \$29,556.80 26 \$15.99	\$12.74 \$1,019.20 \$26.499.20 15 \$14.33 \$1,146.40 \$29,806.40 27 \$16.17	\$12.85 \$1,028.00 \$26,728.00 16 \$14.47 \$1,157.60 \$30,097.60	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1,169.60 \$30,409.60 29 \$16.50	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1,194.40 \$31,054.40 31 \$16.81	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97	\$13.50 \$1,080.00 \$28.080.00 21 \$15.23 \$1.218.40 \$31.678.40 33 \$17.15	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1,230.40 \$31,990.40 34 \$17.33	\$13.79 \$1,103.20 \$28,683.20 23 \$15.52 \$1,241.60 \$32,281.60	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1.253.60 \$32.593.60 36 \$17.69
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$12.49 \$999.20 \$25.979.20 13 \$14.05 \$1.124.00 \$29,224.00 25 \$15.83 \$1.266.40	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21 \$1,136.80 \$29.556.80 26 \$15.99 \$1,279.20	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1,146.40 \$29.806.40 27 \$16.17 \$1,293.60	\$12.85 \$1,028.00 \$26,728.00 16 \$14.47 \$1.157.60 \$30.097.60 28 \$16.31 \$1,304.80	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1.169.60 \$30.409.60 29 \$16.50 \$1.320.00	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30.763.20 30 \$16.65 \$1,332.00	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1.194.40 \$31.054.40 31 \$16.81 \$1,344.80	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1,357.60	\$13.50 \$1,080.00 \$28,080.00 21 \$15.23 \$1,218.40 \$31,678.40 33 \$17.15 \$1,372.00	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1.230.40 \$31,990.40 34 \$17.33 \$1,386.40	\$13.79 \$1,103.20 \$28,683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1,253.60 \$32.593.60 36 \$17.69 \$1,415.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$12.49 \$999.20 \$25.979.20 13 \$14.05 \$1.124.00 \$29.224.00	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21 \$1.136.80 \$29,556.80 26 \$15.99	\$12.74 \$1,019.20 \$26.499.20 15 \$14.33 \$1,146.40 \$29,806.40 27 \$16.17	\$12.85 \$1,028.00 \$26,728.00 16 \$14.47 \$1,157.60 \$30,097.60	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1,169.60 \$30,409.60 29 \$16.50	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1,194.40 \$31,054.40 31 \$16.81	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97	\$13.50 \$1,080.00 \$28.080.00 21 \$15.23 \$1.218.40 \$31.678.40 33 \$17.15	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1,230.40 \$31,990.40 34 \$17.33	\$13.79 \$1,103.20 \$28,683.20 23 \$15.52 \$1,241.60 \$32,281.60	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1.253.60 \$32.593.60 36 \$17.69
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.49 \$999.20 \$25.979.20 13 \$14.05 \$1.124.00 \$29.224.00 25 \$15.83 \$1.266.40 \$32.926.40	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21 \$1,136.80 \$29.556.80 26 \$15.99 \$1,279.20 \$33,259.20	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1.146.40 \$29.806.40 27 \$16.17 \$1.293.60 \$33,633.60	\$12.85 \$1,028.00 \$26,728.00 16 \$14.47 \$1.157.60 \$30.097.60 28 \$16.31 \$1.304.80 \$33.924.80	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1.169.60 \$30.409.60 29 \$16.50 \$1,320.00 \$34.320.00	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30.763.20 30 \$16.65 \$1.332.00 \$34,632.00	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1.194.40 \$31.054.40 31 \$16.81 \$1,344.80 \$34,964.80	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1,357.60 \$35,297.60	\$13.50 \$1,080.00 \$28,080.00 21 \$15.23 \$1,218.40 \$31.678.40 33 \$17.15 \$1,372.00 \$35,672.00	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1.230.40 \$31,990.40 34 \$17.33 \$1.386.40 \$36.046.40	\$13.79 \$1,103.20 \$28,683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1.253.60 \$32.593.60 36 \$17.69 \$1,415.20 \$36.795.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1,124.00 \$29,224.00 25 \$15.83 \$1,266.40 \$32,926.40	\$12.61 \$1,008.80 \$26.228.80 14 \$14.21 \$1.136.80 \$29.556.80 26 \$15.99 \$1.279.20 \$33.259.20	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1.146.40 \$29.806.40 27 \$16.17 \$1.293.60 \$33,633.60	\$12.85 \$1,028.00 \$26,728.00 16 \$14.47 \$1.157.60 \$30,097.60 28 \$16.31 \$1.304.80 \$33,924.80	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1.169.60 \$30.409.60 29 \$16.50 \$1,320.00 \$34.320.00	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20 30 \$16.65 \$1,332.00 \$34,632.00	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1,194.40 \$31,054.40 31 \$16.81 \$1,344.80 \$34,964.80	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1,357.60 \$35,297.60	\$13.50 \$1,080.00 \$28.080.00 21 \$15.23 \$1.218.40 \$31.678.40 33 \$17.15 \$1,372.00 \$35.672.00	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1,230.40 \$31,990.40 34 \$17.33 \$1,386.40 \$36.046.40	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1.253.60 \$32.593.60 36 \$17.69 \$1,415.20 \$36.795.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1.124.00 \$29.224.00 25 \$15.83 \$1,266.40 \$32,926.40	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21 \$1,136.80 \$29,556.80 26 \$15.99 \$1,279.20 \$33,259.20	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1.146.40 \$29.806.40 27 \$16.17 \$1.293.60 \$33,633.60	\$12.85 \$1,028.00 \$26,728.00 \$26,728.00 16 \$14.47 \$1.157.60 \$30.097.60 28 \$16.31 \$1.304.80 \$33.924.80	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1.169.60 \$30.409.60 29 \$16.50 \$1,320.00 \$34.320.00	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30.763.20 30 \$16.65 \$1.332.00 \$34,632.00	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1.194.40 \$31.054.40 31 \$16.81 \$1,344.80 \$34,964.80	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1.357.60 \$35,297.60	\$13.50 \$1,080.00 \$28,080.00 21 \$15.23 \$1,218.40 \$31.678.40 33 \$17.15 \$1,372.00 \$35,672.00	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1,230.40 \$31,990.40 34 \$17.33 \$1,386.40 \$36.046.40	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1,253.60 \$32,593.60 36 \$17.69 \$1,415.20 \$36,795.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1,124.00 \$29,224.00 25 \$15.83 \$1,266.40 \$32,926.40	\$12.61 \$1,008.80 \$26.228.80 14 \$14.21 \$1.136.80 \$29.556.80 26 \$15.99 \$1.279.20 \$33.259.20	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1.146.40 \$29.806.40 27 \$16.17 \$1.293.60 \$33,633.60	\$12.85 \$1,028.00 \$26,728.00 16 \$14.47 \$1.157.60 \$30,097.60 28 \$16.31 \$1.304.80 \$33,924.80	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1.169.60 \$30.409.60 29 \$16.50 \$1,320.00 \$34.320.00	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20 30 \$16.65 \$1,332.00 \$34,632.00	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1,194.40 \$31,054.40 31 \$16.81 \$1,344.80 \$34,964.80	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1,357.60 \$35,297.60	\$13.50 \$1,080.00 \$28.080.00 21 \$15.23 \$1.218.40 \$31.678.40 33 \$17.15 \$1,372.00 \$35.672.00	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1,230.40 \$31,990.40 34 \$17.33 \$1,386.40 \$36.046.40	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1.253.60 \$32.593.60 36 \$17.69 \$1,415.20 \$36.795.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1.124.00 \$29.224.00 25 \$15.83 \$1,266.40 \$32,926.40	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21 \$1,136.80 \$29,556.80 26 \$15.99 \$1,279.20 \$33,259.20	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1.146.40 \$29.806.40 27 \$16.17 \$1.293.60 \$33,633.60	\$12.85 \$1,028.00 \$26,728.00 \$26,728.00 16 \$14.47 \$1.157.60 \$30.097.60 28 \$16.31 \$1.304.80 \$33.924.80	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1.169.60 \$30.409.60 29 \$16.50 \$1,320.00 \$34,320.00	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20 30 \$16.65 \$1,332.00 \$34.632.00	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1.194.40 \$31,054.40 31 \$16.81 \$1,344.80 \$34,964.80	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1.357.60 \$35,297.60	\$13.50 \$1,080.00 \$28,080.00 21 \$15.23 \$1,218.40 \$31,678.40 33 \$17.15 \$1,372.00 \$35,672.00	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1,230.40 \$31,990.40 34 \$17.33 \$1,386.40 \$36.046.40	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1,253.60 \$32,593.60 36 \$17.69 \$1,415.20 \$36,795.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1,124.00 \$29,224.00 25 \$15.83 \$1,266.40 \$32,926.40 37 \$17.85 \$1,428.00 \$37,128.00	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21 \$1,136.80 \$29,556.80 26 \$15.99 \$1,279.20 \$33,259.20 38 \$18.02 \$1,441.60 \$37,481.60	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1,146.40 \$29,806.40 27 \$16.17 \$1,293.60 \$33,633.60 39 \$18.20 \$1,456.00 \$37,856.00	\$12.85 \$1,028.00 \$26.728.00 \$26.728.00 16 \$14.47 \$1.157.60 \$30.097.60 28 \$16.31 \$1.304.80 \$33.924.80 40 \$18.40 \$1.472.00 \$38.272.00	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1,169.60 \$30.409.60 29 \$16.50 \$1,320.00 \$34,320.00 41 \$18.57 \$1,485.60 \$38,625.60	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20 30 \$16.65 \$1,332.00 \$34,632.00 42 \$18.76 \$1,500.80 \$39,020.80	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1.194.40 \$31.054.40 31 \$16.81 \$1.344.80 \$34,964.80 43 \$18.97 \$1,517.60 \$39,457.60	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1.357.60 \$35,297.60	\$13.50 \$1,080.00 \$28,080.00 \$28,080.00 21 \$15.23 \$1,218.40 \$31.678.40 33 \$17.15 \$1.372.00 \$35.672.00 45 \$19.32 \$1,545.60	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1.230.40 \$31,990.40 34 \$17.33 \$1,386.40 \$36.046.40 46 \$19.52 \$1,561.60	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1,253.60 \$32.593.60 36 \$17.69 \$1.415.20 \$36.795.20 48 \$19.91 \$1,592.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1,124.00 \$29,224.00 25 \$15.83 \$1,266.40 \$32,926.40 37 \$17.85 \$1,428.00	\$12.61 \$1,008.80 \$26,228.80 14 \$14.21 \$1,136.80 \$29,556.80 26 \$15.99 \$1,279.20 \$33,259.20 38 \$18.02 \$1,441.60	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1,146.40 \$29,806.40 27 \$16.17 \$1,293.60 \$33,633.60 39 \$18.20 \$1,456.00	\$12.85 \$1,028.00 \$26,728.00 \$26,728.00 16 \$14.47 \$1.157.60 \$30,097.60 28 \$16.31 \$1,304.80 \$33,924.80 40 \$18.40 \$1,472.00	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1,169.60 \$30.409.60 29 \$16.50 \$1,320.00 \$34,320.00 41 \$18.57 \$1.485.60	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20 30 \$16.65 \$1,332.00 \$34,632.00 42 \$18.76 \$1,500.80	\$13.24 \$1,059.20 \$27.539.20 19 \$14.93 \$1.194.40 \$31.054.40 31 \$16.81 \$1,344.80 \$34,964.80 43 \$18.97 \$1.517.60	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1.357.60 \$35,297.60	\$13.50 \$1,080.00 \$28,080.00 \$28,080.00 21 \$15.23 \$1,218.40 \$31.678.40 33 \$17.15 \$1.372.00 \$35.672.00 45 \$19.32 \$1,545.60	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1.230.40 \$31,990.40 34 \$17.33 \$1,386.40 \$36.046.40 46 \$19.52 \$1,561.60	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1,253.60 \$32.593.60 36 \$17.69 \$1.415.20 \$36.795.20 48 \$19.91 \$1,592.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1,124.00 \$29,224.00 25 \$15.83 \$1,266.40 \$32,926.40 37 \$17.85 \$1,428.00 \$37,128.00	\$12.61 \$1,008.80 \$26.228.80 14 \$14.21 \$1.136.80 \$29.556.80 26 \$15.99 \$1.279.20 \$33.259.20 38 \$18.02 \$1.441.60 \$37.481.60	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1,146.40 \$29,806.40 27 \$16.17 \$1,293.60 \$33,633.60 39 \$18.20 \$1,456.00 \$37,856.00	\$12.85 \$1,028.00 \$26,728.00 \$26,728.00 \$16 \$14.47 \$1.157.60 \$30.097.60 \$16.31 \$1,304.80 \$33,924.80 \$18.40 \$1,472.00 \$38,272.00	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1,169.60 \$30.409.60 29 \$16.50 \$1,320.00 \$34,320.00 41 \$18.57 \$1,485.60 \$38.625.60	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20 30 \$16.65 \$1,332.00 \$34,632.00 42 \$18.76 \$1,500.80 \$39,020.80	\$13.24 \$1,059.20 \$27,539.20 \$14.93 \$1.194.40 \$31,054.40 31 \$16.81 \$1,344.80 \$34,964.80 43 \$18.97 \$1,517.60 \$39,457.60	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1.357.60 \$35,297.60	\$13.50 \$1,080.00 \$28,080.00 \$28,080.00 21 \$15.23 \$1,218.40 \$31.678.40 33 \$17.15 \$1.372.00 \$35.672.00 45 \$19.32 \$1,545.60	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1.230.40 \$31,990.40 34 \$17.33 \$1,386.40 \$36.046.40 46 \$19.52 \$1,561.60	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1.253.60 \$32.593.60 36 \$17.69 \$1.415.20 \$36.795.20 48 \$19.91 \$1.592.80
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	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1,124.00 \$29,224.00 25 \$15.83 \$1,266.40 \$32,926.40 37 \$17.85 \$1,428.00 \$37,128.00	\$12.61 \$1,008.80 \$26.228.80 14 \$11.21 \$1.136.80 \$29.556.80 26 \$15.99 \$1.279.20 \$33.259.20 38 \$18.02 \$1.441.60 \$37.481.60	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1.146.40 \$29,806.40 27 \$16.17 \$1,293.60 \$33,633.60 39 \$18.20 \$1,456.00 \$37,856.00	\$12.85 \$1,028.00 \$26,728.00 \$26,728.00 \$16 \$14.47 \$1.157.60 \$30.097.60 \$28 \$16.31 \$1.304.80 \$33,924.80 \$18.40 \$1.472.00 \$38,272.00	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1,169.60 \$30.409.60 29 \$16.50 \$1,320.00 \$34,320.00 41 \$18.57 \$1,485.60 \$38.625.60	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20 30 \$16.65 \$1.332.00 \$34,632.00 42 \$18.76 \$1,500.80 \$39,020.80	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1.194.40 \$31,054.40 31 \$16.81 \$1,344.80 \$34,964.80 43 \$18.97 \$1,517.60 \$39,457.60	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1.357.60 \$35,297.60	\$13.50 \$1,080.00 \$28,080.00 \$28,080.00 21 \$15.23 \$1,218.40 \$31.678.40 33 \$17.15 \$1.372.00 \$35.672.00 45 \$19.32 \$1,545.60	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1.230.40 \$31,990.40 34 \$17.33 \$1,386.40 \$36.046.40 46 \$19.52 \$1,561.60	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1,253.60 \$32.593.60 36 \$17.69 \$1.415.20 \$36.795.20 48 \$19.91 \$1,592.80
Steps Hourly Biweekly Annually	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1,124.00 \$29,224.00 25 \$15.83 \$1,266.40 \$32,926.40 37 \$17.85 \$1,428.00 \$37,128.00 49 \$20.12 \$1,609.60	\$12.61 \$1,008.80 \$26.228.80 14 \$14.21 \$1.136.80 \$29.556.80 26 \$15.99 \$1.279.20 \$33.259.20 38 \$18.02 \$1.441.60 \$37.481.60 50 \$20.31 \$1,624.80	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1.146.40 \$29,806.40 27 \$16.17 \$1,293.60 \$33,633.60 39 \$18.20 \$1,456.00 \$37,856.00 51 \$20.51 \$1,640.80	\$12.85 \$1,028.00 \$26.728.00 \$26.728.00 \$14.47 \$1.157.60 \$30.097.60 \$16.31 \$1.304.80 \$33.924.80 \$18.40 \$1.472.00 \$38.272.00 \$2 \$20.72 \$1.657.60	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1,169.60 \$30.409.60 29 \$16.50 \$1,320.00 \$34,320.00 41 \$18.57 \$1,485.60 \$38.625.60 53 \$20.93 \$1.674.40	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20 30 \$16.65 \$1,332.00 \$34,632.00 42 \$18.76 \$1,500.80 \$39.020.80 54 \$21.15 \$1,692.00	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1.194.40 \$31.054.40 31 \$16.81 \$1,344.80 \$34,964.80 43 \$18.97 \$1,517.60 \$39,457.60 55 \$21.35 \$1,708.00	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1.357.60 \$35,297.60	\$13.50 \$1,080.00 \$28,080.00 \$28,080.00 21 \$15.23 \$1,218.40 \$31.678.40 33 \$17.15 \$1.372.00 \$35.672.00 45 \$19.32 \$1,545.60	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1.230.40 \$31,990.40 34 \$17.33 \$1,386.40 \$36.046.40 46 \$19.52 \$1,561.60	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1,253.60 \$32.593.60 36 \$17.69 \$1.415.20 \$36.795.20 48 \$19.91 \$1,592.80
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	\$12.49 \$999.20 \$25,979.20 13 \$14.05 \$1,124.00 \$29,224.00 25 \$15.83 \$1,266.40 \$32,926.40 37 \$17.85 \$1,428.00 \$37,128.00	\$12.61 \$1,008.80 \$26.228.80 14 \$11.21 \$1.136.80 \$29.556.80 26 \$15.99 \$1.279.20 \$33.259.20 38 \$18.02 \$1.441.60 \$37.481.60	\$12.74 \$1,019.20 \$26,499.20 15 \$14.33 \$1.146.40 \$29,806.40 27 \$16.17 \$1,293.60 \$33,633.60 39 \$18.20 \$1,456.00 \$37,856.00	\$12.85 \$1,028.00 \$26,728.00 \$26,728.00 \$16 \$14.47 \$1.157.60 \$30.097.60 \$28 \$16.31 \$1.304.80 \$33,924.80 \$18.40 \$1.472.00 \$38,272.00	\$12.98 \$1,038.40 \$26.998.40 17 \$14.62 \$1,169.60 \$30.409.60 29 \$16.50 \$1,320.00 \$34,320.00 41 \$18.57 \$1,485.60 \$38.625.60	\$13.11 \$1,048.80 \$27,268.80 18 \$14.79 \$1.183.20 \$30,763.20 30 \$16.65 \$1.332.00 \$34,632.00 42 \$18.76 \$1,500.80 \$39,020.80	\$13.24 \$1,059.20 \$27,539.20 19 \$14.93 \$1.194.40 \$31,054.40 31 \$16.81 \$1,344.80 \$34,964.80 43 \$18.97 \$1,517.60 \$39,457.60	\$13.37 \$1,069.60 \$27,809.60 20 \$15.07 \$1,205.60 \$31,345.60 32 \$16.97 \$1.357.60 \$35,297.60	\$13.50 \$1,080.00 \$28,080.00 \$28,080.00 21 \$15.23 \$1,218.40 \$31.678.40 33 \$17.15 \$1.372.00 \$35.672.00 45 \$19.32 \$1,545.60	\$13.65 \$1,092.00 \$28.392.00 22 \$15.38 \$1.230.40 \$31,990.40 34 \$17.33 \$1,386.40 \$36.046.40 46 \$19.52 \$1,561.60	\$13.79 \$1,103.20 \$28.683.20 23 \$15.52 \$1,241.60 \$32,281.60 35 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 24 \$15.67 \$1,253.60 \$32.593.60 36 \$17.69 \$1.415.20 \$36.795.20 48 \$19.91 \$1,592.80

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$14.05	\$14.21	\$14.33	\$14.47	\$14.62	\$14.79	\$14.93	\$15.07	\$15.23	\$15.38	\$15.52	\$15.67
Biweekly	y \$1,124.00	\$1,136.80	\$1,146.40	\$1,157.60	\$1,169.60	\$1,183.20	\$1,194.40	\$1,205.60	\$1,218.40	\$1,230.40	\$1,241.60	\$1,253.60
Annually	\$29,224.00	\$29,556.80	\$29,806.40	\$30,097.60	\$30,409.60	\$30,763.20	\$31,054.40	\$31,345.60	\$31,678.40	\$31,990.40	\$32,281.60	\$32,593.60
Chama												
Steps	13	14	. 15	16	17	18	19	. 20	21	. 22	23	24
Hourly	\$15.83	\$15.99	\$16.17	\$16.31	\$16.50	\$16.65	\$16.81	\$16.97	\$17.15	\$17.33	\$17.50	\$17.69
Biweekly		\$1,279.20	\$1,293.60	\$1,304.80	\$1,320.00	\$1,332.00	\$1,344.80	\$1,357.60	\$1,372.00	\$1,386.40	\$1,400.00	\$1,415.20
Annually	\$32,926.40	\$33,259.20	\$33,633.60	\$33,924.80	\$34,320.00	\$34,632.00	\$34,964.80	\$35,297.60	\$35,672.00	\$36,046.40	\$36,400.00	\$36,795.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$17.85	\$18.02	\$18.20	\$18.40	\$18.57	\$18.76	\$18.97	\$19.14	\$19.32	\$19.52	\$19.72	\$19.91
Biweekly	•	\$1,441.60	\$1,456.00	\$1,472.00	\$1,485.60	\$1,500.80	\$1,517.60	\$1,531.20	\$1,545.60	\$1,561.60	\$1,577.60	\$1,592.80
Annually	\$37,128.00	\$37,481.60	\$37,856.00	\$38,272.00	\$38,625.60	\$39,020.80	\$39,457.60	\$39,811.20	\$40,185.60	\$40,601.60	\$41,017.60	\$41,412.80
-												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$20.12	\$20.31	\$20.51	\$20.72	\$20.93	\$21.15	\$21.35	\$21.57	\$21.78	\$21.98	\$22.22	\$22.45
Biweekly	•	\$1,624.80	\$1,640.80	\$1,657.60	\$1,674.40	\$1,692.00	\$1,708.00	\$1,725.60	\$1,742.40	\$1,758.40	\$1,777.60	\$1,796.00
Annually	\$41,849.60	\$42,244.80	\$42,660.80	\$43,097.60	\$43,534.40	\$43,992.00	\$44,408.00	\$44,865.60	\$45,302.40	\$45,718.40	\$46,217.60	\$46,696.00
Steps	49	50	51	52	53	54	55					
	\$22.66	\$22.91	\$23.12	\$23.33								
Hourly Biweekly			\$23.12 \$1,849.60	\$23.33 \$1,866.40	\$23.58 \$1,886.40	\$23.82 \$1,905.60	\$24.06 \$1,924.80					
		\$1,832.80										
Annually	\$47,132.80	\$47,652.80	\$48,089.60	\$48,526.40	\$49,046.40	\$49,545.60	\$50,044.80					
Grade 74	,											
		2	3	4	5	6	7	8	9	10	11	12
Steps	1	2 \$15.99	3 \$16.17	4 \$16.31	5 \$16.50	6 \$16.65	7 \$16.81	8 \$16.97	9 \$17.15	10 \$17.33	11 \$17.50	12 \$17.69
Steps Hourly	1 \$15.83	\$15.99	\$16.17	\$16.31	\$16.50	\$16.65	\$16.81	\$16.97	\$17.15	\$17.33	\$17.50	\$17.69
Steps Hourly Biweekly	\$15.83 \$1,266.40	\$15.99 \$1,279.20	\$16.17 \$1,293.60	\$16.31 \$1,304.80	\$16.50 \$1,320.00	\$16.65 \$1,332.00	\$16.81 \$1,344.80	\$16.97 \$1,357.60	\$17.15 \$1,372.00	\$17.33 \$1,386.40	\$17.50 \$1,400.00	\$17.69 \$1,415.20
Steps Hourly Biweekly Annually	\$15.83 \$1,266.40	\$15.99	\$16.17	\$16.31	\$16.50	\$16.65	\$16.81	\$16.97	\$17.15	\$17.33	\$17.50	\$17.69
Steps Hourly Biweekly	\$15.83 \$1,266.40	\$15.99 \$1,279.20	\$16.17 \$1,293.60	\$16.31 \$1,304.80	\$16.50 \$1,320.00	\$16.65 \$1,332.00	\$16.81 \$1,344.80	\$16.97 \$1,357.60	\$17.15 \$1,372.00	\$17.33 \$1,386.40	\$17.50 \$1,400.00	\$17.69 \$1,415.20 \$36,795.20
Steps Hourly Biweekly Annually	1 \$15.83 y \$1,266.40 y \$32.926.40 13 \$17.85	\$15.99 \$1,279.20 \$33,259.20	\$16.17 \$1,293.60 \$33,633.60	\$16.31 \$1,304.80 \$33,924.80	\$16.50 \$1,320.00 \$34,320.00	\$16.65 \$1,332.00 \$34,632.00	\$16.81 \$1,344.80 \$34,964.80	\$16.97 \$1,357.60 \$35,297.60	\$17.15 \$1,372.00 \$35,672.00	\$17.33 \$1,386.40 \$36,046.40	\$17.50 \$1,400.00 \$36,400.00	\$17.69 \$1,415.20 \$36.795.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	1 \$15.83 v \$1,266.40 v \$32.926.40 13 \$17.85 v \$1.428.00	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00	\$16.31 \$1,304.80 \$33,924.80 16 \$18.40 \$1,472.00	\$16.50 \$1,320.00 \$34,320.00 17 \$18.57 \$1.485.60	\$16.65 \$1,332.00 \$34,632.00 18 \$18.76 \$1,500.80	\$16.81 \$1,344.80 \$34,964.80 19 \$18.97 \$1.517.60	\$16.97 \$1,357.60 \$35.297.60 20 \$19.14 \$1.531.20	\$17.15 \$1,372.00 \$35.672.00 21 \$19.32 \$1,545.60	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1,561.60	\$17.50 \$1,400.00 \$36,400.00 23 \$19.72 \$1,577.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80
Steps Hourly Biweekh Annually Steps Hourly	1 \$15.83 v \$1,266.40 v \$32.926.40 13 \$17.85 v \$1.428.00	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02	\$16.17 \$1,293.60 \$33.633.60 15 \$18.20	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40	\$16.50 \$1,320.00 \$34,320.00 17 \$18.57	\$16.65 \$1,332.00 \$34.632.00 18 \$18.76	\$16.81 \$1,344.80 \$34,964.80 19 \$18.97	\$16.97 \$1,357.60 \$35,297.60 20 \$19.14	\$17.15 \$1,372.00 \$35.672.00 21 \$19.32	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52	\$17.50 \$1,400.00 \$36,400.00 23 \$19.72	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	1 \$15.83 v \$1,266.40 v \$32.926.40 13 \$17.85 v \$1.428.00	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00	\$16.31 \$1,304.80 \$33,924.80 16 \$18.40 \$1,472.00	\$16.50 \$1,320.00 \$34,320.00 17 \$18.57 \$1.485.60	\$16.65 \$1,332.00 \$34,632.00 18 \$18.76 \$1,500.80	\$16.81 \$1,344.80 \$34,964.80 19 \$18.97 \$1.517.60	\$16.97 \$1,357.60 \$35.297.60 20 \$19.14 \$1.531.20	\$17.15 \$1,372.00 \$35.672.00 21 \$19.32 \$1,545.60	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1,561.60	\$17.50 \$1,400.00 \$36,400.00 23 \$19.72 \$1,577.60	\$17.69 \$1,415.20 \$36,795.20 24 \$19.91 \$1.592.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	1 \$15.83 y \$1,266.40 y \$32.926.40 13 \$17.85 y \$1.428.00 y \$37,128.00	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37,481.60	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00 \$37,856.00	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40 \$1.472.00 \$38.272.00	\$16.50 \$1,320.00 \$34,320.00 17 \$18.57 \$1.485.60 \$38,625.60	\$16.65 \$1,332.00 \$34.632.00 18 \$18.76 \$1,500.80 \$39,020.80	\$16.81 \$1,344.80 \$34,964.80 19 \$18.97 \$1,517.60 \$39,457.60	\$16.97 \$1,357.60 \$35,297.60 20 \$19.14 \$1,531.20 \$39,811.20	\$17.15 \$1,372.00 \$35.672.00 21 \$19.32 \$1.545.60 \$40,185.60	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60	\$17.50 \$1,400.00 \$36,400.00 23 \$19.72 \$1,577.60 \$41,017.60	\$17.69 \$1,415.20 \$36,795.20 24 \$19.91 \$1.592.80 \$41,412.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	1 \$15.83 y \$1,266.40 y \$32,926.40 13 \$17.85 y \$1,428.00 y \$37,128.00 25 \$20.12	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1.441.60 \$37.481.60 26 \$20.31	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00 \$37,856.00	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40 \$1.472.00 \$38.272.00	\$16.50 \$1,320.00 \$34,320.00 17 \$18.57 \$1,485.60 \$38,625.60 29 \$20.93	\$16.65 \$1,332.00 \$34.632.00 18 \$18.76 \$1,500.80 \$39.020.80 30 \$21.15	\$16.81 \$1,344.80 \$34,964.80 19 \$18.97 \$1,517.60 \$39,457.60 31 \$21.35	\$16.97 \$1,357.60 \$35.297.60 20 \$19.14 \$1,531.20 \$39,811.20 32 \$21.57	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 21 \$19.32 \$1.545.60 \$40.185.60	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60	\$17.50 \$1,400.00 \$36,400.00 23 \$19.72 \$1.577.60 \$41,017.60 35 \$22.22	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41,412.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	1 \$15.83 y \$1,266.40 y \$32.926.40 13 \$17.85 y \$1.428.00 y \$37.128.00 25 \$20.12 y \$1,609.60	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37.481.60 26 \$20.31 \$1,624.80	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00 \$37,856.00 27 \$20.51 \$1,640.80	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40 \$1,472.00 \$38.272.00 28 \$20.72 \$1,657.60	\$16.50 \$1,320.00 \$34.320.00 17 \$18.57 \$1.485.60 \$38.625.60 29 \$20.93 \$1.674.40	\$16.65 \$1,332.00 \$34.632.00 18 \$18.76 \$1,500.80 \$39,020.80 30 \$21.15 \$1,692.00	\$16.81 \$1,344.80 \$34.964.80 19 \$18.97 \$1.517.60 \$39.457.60 31 \$21.35 \$1,708.00	\$16.97 \$1,357.60 \$35.297.60 20 \$19.14 \$1.531.20 \$39.811.20 32 \$21.57 \$1,725.60	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 21 \$19.32 \$1.545.60 \$40.185.60 33 \$21.78 \$1,742.40	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60 34 \$21.98 \$1.758.40	\$17.50 \$1,400.00 \$36.400.00 23 \$19.72 \$1.577.60 \$41,017.60 35 \$22.22 \$1,777.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41,412.80 36 \$22.45 \$1.796.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	1 \$15.83 y \$1,266.40 y \$32.926.40 13 \$17.85 y \$1.428.00 y \$37.128.00 25 \$20.12 y \$1,609.60	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1.441.60 \$37.481.60 26 \$20.31	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00 \$37,856.00	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40 \$1.472.00 \$38.272.00	\$16.50 \$1,320.00 \$34,320.00 17 \$18.57 \$1,485.60 \$38,625.60 29 \$20.93	\$16.65 \$1,332.00 \$34.632.00 18 \$18.76 \$1,500.80 \$39.020.80 30 \$21.15	\$16.81 \$1,344.80 \$34,964.80 19 \$18.97 \$1,517.60 \$39,457.60 31 \$21.35	\$16.97 \$1,357.60 \$35.297.60 20 \$19.14 \$1,531.20 \$39,811.20 32 \$21.57	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 21 \$19.32 \$1.545.60 \$40.185.60	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60	\$17.50 \$1,400.00 \$36,400.00 23 \$19.72 \$1.577.60 \$41,017.60 35 \$22.22	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41,412.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	1 \$15.83 \$1,266.40 \$32.926.40 13 \$17.85 \$ \$1,428.00 \$37,128.00 25 \$20.12 \$ \$1,609.60 \$ \$41,849.60	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37,481.60 26 \$20.31 \$1,624.80 \$42,244.80	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00 \$37,856.00 27 \$20.51 \$1,640.80 \$42,660.80	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40 \$1.472.00 \$38.272.00 28 \$20.72 \$1.657.60 \$43.097.60	\$16.50 \$1,320.00 \$34.320.00 17 \$18.57 \$1.485.60 \$38.625.60 29 \$20.93 \$1.674.40 \$43.534.40	\$16.65 \$1,332.00 \$34.632.00 18 \$18.76 \$1,500.80 \$39,020.80 30 \$21.15 \$1,692.00 \$43,992.00	\$16.81 \$1,344.80 \$34.964.80 19 \$18.97 \$1.517.60 \$39.457.60 31 \$21.35 \$1,708.00 \$44.408.00	\$16.97 \$1,357.60 \$35.297.60 20 \$19.14 \$1.531.20 \$39.811.20 32 \$21.57 \$1.725.60 \$44.865.60	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 21 \$19.32 \$1.545.60 \$40.185.60 33 \$21.78 \$1.742.40 \$45.302.40	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60 34 \$21.98 \$1.758.40 \$45.718.40	\$17.50 \$1,400.00 \$36.400.00 23 \$19.72 \$1.577.60 \$41.017.60 35 \$22.22 \$1,777.60 \$46.217.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41,412.80 36 \$22.45 \$1.796.00 \$46.696.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	1 \$15.83 \$1,266.40 \$32.926.40 13 \$17.85 \$ \$1,428.00 \$37,128.00 25 \$20.12 \$ \$1,609.60 \$ \$41,849.60	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37,481.60 26 \$20.31 \$1,624.80 \$42,244.80	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00 \$37,856.00 27 \$20.51 \$1,640.80 \$42,660.80	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40 \$1.472.00 \$38.272.00 28 \$20.72 \$1.657.60 \$43.097.60	\$16.50 \$1,320.00 \$34.320.00 17 \$18.57 \$1.485.60 \$38.625.60 29 \$20.93 \$1.674.40 \$43.534.40	\$16.65 \$1,332.00 \$34.632.00 18 \$18.76 \$1.500.80 \$39.020.80 30 \$21.15 \$1.692.00 \$43.992.00	\$16.81 \$1,344.80 \$34.964.80 19 \$18.97 \$1.517.60 \$39.457.60 31 \$21.35 \$1,708.00 \$44.408.00	\$16.97 \$1,357.60 \$35,297.60 20 \$19.14 \$1.531.20 \$39.811.20 32 \$21.57 \$1,725.60 \$44.865.60	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 21 \$19.32 \$1.545.60 \$40.185.60 \$41.78 \$1.742.40 \$45.302.40	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60 34 \$21.98 \$1.758.40 \$45.718.40	\$17.50 \$1,400.00 \$36.400.00 23 \$19.72 \$1.577.60 \$41.017.60 35 \$22.22 \$1,777.60 \$46,217.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41.412.80 36 \$22.45 \$1.796.00 \$46.696.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	1 \$15.83 y \$1,266.40 y \$32.926.40 13 \$17.85 y \$1,428.00 y \$37.128.00 25 \$20.12 y \$1.609.60 y \$41.849.60 37 \$22.66	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37,481.60 26 \$20.31 \$1,624.80 \$42,244.80	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00 \$37,856.00 27 \$20.51 \$1,640.80 \$42,660.80	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40 \$1.472.00 \$38.272.00 28 \$20.72 \$1,657.60 \$43.097.60	\$16.50 \$1,320.00 \$34.320.00 \$1,320.00 \$1,320.00 \$1,57 \$1.485.60 \$38,625.60 \$20.93 \$1,674.40 \$43.534.40 \$41 \$23.58	\$16.65 \$1,332.00 \$34.632.00 18 \$18.76 \$1.500.80 \$39.020.80 30 \$21.15 \$1,692.00 \$43,992.00	\$16.81 \$1,344.80 \$34.964.80 19 \$18.97 \$1.517.60 \$39.457.60 31 \$21.35 \$1,708.00 \$44.408.00	\$16.97 \$1,357.60 \$35,297.60 20 \$19.14 \$1.531.20 \$39.811.20 32 \$21.57 \$1,725.60 \$44,865.60	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 21 \$19.32 \$1.545.60 \$40.185.60 33 \$21.78 \$1.742.40 \$45.302.40	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60 34 \$21.98 \$1.758.40 \$45.718.40	\$17.50 \$1,400.00 \$36.400.00 23 \$19.72 \$1.577.60 \$41,017.60 35 \$22.22 \$1,777.60 \$46,217.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41.412.80 36 \$22.45 \$1.796.00 \$46.696.00
Steps Hourly Biweekh Annually Steps Hourlv Biweekh Annually Steps Hourlv Biweekh Annually Steps Hourlv Biweekh	1 \$15.83 \$1,266.40 \$32,926.40 13 \$17.85 \$1,428.00 \$37,128.00 25 \$20.12 \$1,609.60 \$41,849.60 37 \$22.66 \$1,812.80	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37,481.60 26 \$20.31 \$1.624.80 \$42,244.80 38 \$22.91 \$1,832.80	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00 \$37,856.00 27 \$20.51 \$1,640.80 \$42,660.80 39 \$23.12 \$1,849.60	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40 \$1.472.00 \$38.272.00 28 \$20.72 \$1.657.60 \$43.097.60 40 \$23.33 \$1.866.40	\$16.50 \$1,320.00 \$34.320.00 \$1,320.00 \$1,320.00 \$1,485.60 \$1,485.60 \$1,674.40 \$43,534.40 \$43,534.40 \$1,886.40	\$16.65 \$1,332.00 \$34.632.00 18 \$18.76 \$1.500.80 \$39.020.80 30 \$21.15 \$1.692.00 \$43.992.00 42 \$23.82 \$1.905.60	\$16.81 \$1,344.80 \$34,964.80 19 \$18.97 \$1.517.60 \$39.457.60 31 \$21.35 \$1.708.00 \$44,408.00 43 \$24.06 \$1,924.80	\$16.97 \$1,357.60 \$35,297.60 20 \$19.14 \$1.531.20 \$39.811.20 32 \$21.57 \$1.725.60 \$44.865.60 44 \$24.29 \$1,943.20	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 \$19.32 \$1,545.60 \$40.185.60 \$40.185.60 \$45.302.40 \$45.302.40	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60 34 \$21.98 \$1.758.40 \$45.718.40 46 \$24.78 \$1,982.40	\$17.50 \$1,400.00 \$36.400.00 23 \$19.72 \$1.577.60 \$41.017.60 35 \$22.22 \$1.777.60 \$46.217.60 47 \$25.02 \$2.001.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41.412.80 36 \$22.45 \$1,796.00 \$46.696.00 48 \$25.29 \$2.023.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	1 \$15.83 \$1,266.40 \$32,926.40 13 \$17.85 \$1,428.00 \$37,128.00 25 \$20.12 \$1,609.60 \$41,849.60 37 \$22.66 \$1,812.80	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37,481.60 26 \$20.31 \$1,624.80 \$42,244.80	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00 \$37,856.00 27 \$20.51 \$1,640.80 \$42,660.80	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40 \$1.472.00 \$38.272.00 28 \$20.72 \$1,657.60 \$43.097.60	\$16.50 \$1,320.00 \$34.320.00 \$1,320.00 \$1,320.00 \$1,57 \$1.485.60 \$38,625.60 \$20.93 \$1,674.40 \$43.534.40 \$41 \$23.58	\$16.65 \$1,332.00 \$34.632.00 18 \$18.76 \$1.500.80 \$39.020.80 30 \$21.15 \$1,692.00 \$43,992.00	\$16.81 \$1,344.80 \$34.964.80 19 \$18.97 \$1.517.60 \$39.457.60 31 \$21.35 \$1,708.00 \$44.408.00	\$16.97 \$1,357.60 \$35,297.60 20 \$19.14 \$1.531.20 \$39.811.20 32 \$21.57 \$1,725.60 \$44,865.60	\$17.15 \$1,372.00 \$35.672.00 21 \$19.32 \$1.545.60 \$40.185.60 33 \$21.78 \$1.742.40 \$45.302.40	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60 34 \$21.98 \$1.758.40 \$45.718.40	\$17.50 \$1,400.00 \$36.400.00 23 \$19.72 \$1.577.60 \$41,017.60 35 \$22.22 \$1,777.60 \$46,217.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41,412.80 36 \$22.45 \$1,796.00 \$46,696.00
Steps Hourly Biweekh Annually Steps Hourlv Biweekh Annually Steps Hourlv Biweekh Annually Steps Hourlv Biweekh	1 \$15.83 \$1,266.40 \$32,926.40 13 \$17.85 \$1,428.00 \$37.128.00 25 \$20.12 \$1,609.60 \$41,849.60 37 \$22.66 \$1,812.80 \$47.132.80	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37,481.60 26 \$20.31 \$1,624.80 \$42,244.80 \$42,244.80 \$47,652.80	\$16.17 \$1,293.60 \$33.633.60 15 \$18.20 \$1.456.00 \$37.856.00 27 \$20.51 \$1,640.80 \$42,660.80 39 \$23.12 \$1,849.60 \$48,089.60	\$16.31 \$1,304.80 \$33,924.80 16 \$18.40 \$1,472.00 \$38.272.00 28 \$20.72 \$1.657.60 \$43.097.60 40 \$23.33 \$1.866.40 \$48,526.40	\$16.50 \$1,320.00 \$34.320.00 \$34.320.00 17 \$18.57 \$1.485.60 \$38.625.60 29 \$20.93 \$1.674.40 \$43.534.40 41 \$23.58 \$1.886.40 \$49.046.40	\$16.65 \$1,332.00 \$34.632.00 \$34.632.00 \$18.76 \$1.500.80 \$39.020.80 \$21.15 \$1.692.00 \$43,992.00 \$43,992.00 \$44,545.60	\$16.81 \$1,344.80 \$34,964.80 19 \$18.97 \$1,517.60 \$39,457.60 31 \$21.35 \$1,708.00 \$44,408.00 43 \$24.06 \$1,924.80 \$50,044.80	\$16.97 \$1,357.60 \$35,297.60 20 \$19.14 \$1.531.20 \$39.811.20 32 \$21.57 \$1.725.60 \$44.865.60 44 \$24.29 \$1,943.20	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 \$19.32 \$1,545.60 \$40.185.60 \$40.185.60 \$45.302.40 \$45.302.40	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60 34 \$21.98 \$1.758.40 \$45.718.40 46 \$24.78 \$1,982.40	\$17.50 \$1,400.00 \$36.400.00 23 \$19.72 \$1.577.60 \$41.017.60 35 \$22.22 \$1.777.60 \$46.217.60 47 \$25.02 \$2.001.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41.412.80 36 \$22.45 \$1.796.00 \$46.696.00
Steps Hourly Biweekh Annually Steps Hourlv Biweekh Annually Steps Hourlv Biweekh Annually Steps Hourlv Steps Hourlv Steps	1 \$15.83 \$1,266.40 \$32,926.40 13 \$17.85 \$1,428.00 \$37,128.00 25 \$20.12 \$1,609.60 \$41,849.60 37 \$22.66 \$1,812.80 \$47,132.80	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37,481.60 26 \$20.31 \$1.624.80 \$42,244.80 38 \$22.91 \$1,832.80 \$47,652.80	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1,456.00 \$37,856.00 27 \$20.51 \$1,640.80 \$42,660.80 39 \$23.12 \$1,849.60 \$48,089.60	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40 \$1.472.00 \$38.272.00 28 \$20.72 \$1.657.60 \$43.097.60 40 \$23.33 \$1.866.40 \$48.526.40	\$16.50 \$1,320.00 \$34.320.00 \$34.320.00 17 \$18.57 \$1.485.60 \$38.625.60 29 \$20.93 \$1,674.40 \$43,534.40 41 \$23.58 \$1,886.40 \$49.046.40	\$16.65 \$1,332.00 \$34.632.00 \$18.76 \$1.500.80 \$39.020.80 \$21.15 \$1,692.00 \$43,992.00 \$43,992.00 \$44,545.60	\$16.81 \$1,344.80 \$34,964.80 19 \$18.97 \$1.517.60 \$39.457.60 31 \$21.35 \$1.708.00 \$44,408.00 43 \$24.06 \$1,924.80 \$50.044.80	\$16.97 \$1,357.60 \$35,297.60 20 \$19.14 \$1.531.20 \$39.811.20 32 \$21.57 \$1.725.60 \$44.865.60 44 \$24.29 \$1,943.20	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 \$19.32 \$1,545.60 \$40.185.60 \$40.185.60 \$45.302.40 \$45.302.40	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60 34 \$21.98 \$1.758.40 \$45.718.40 46 \$24.78 \$1,982.40	\$17.50 \$1,400.00 \$36.400.00 23 \$19.72 \$1.577.60 \$41.017.60 35 \$22.22 \$1.777.60 \$46.217.60 47 \$25.02 \$2.001.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41.412.80 36 \$22.45 \$1,796.00 \$46.696.00 48 \$25.29 \$2.023.20
Steps Hourly Biweekh Annually Steps Hourly Biweekh Annually Steps Hourly Biweekh Annually Steps Hourly Steps Hourly Biweekh Annually Steps Hourly Biweekh Annually Steps Hourly Biweekh Annually	1 \$15.83 y \$1,266.40 y \$32.926.40 13 \$17.85 y \$1,428.00 y \$37.128.00 25 \$20.12 y \$1.609.60 \$41.849.60 y \$1,812.80 y \$47.132.80 49 \$25.53	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37,481.60 26 \$20.31 \$1,624.80 \$42,244.80 \$42,244.80 \$47,652.80	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1.456.00 \$37.856.00 27 \$20.51 \$1.640.80 \$42.660.80 39 \$23.12 \$1.849.60 \$48.089.60	\$16.31 \$1,304.80 \$33,924.80 16 \$18.40 \$1.472.00 \$38.272.00 28 \$20.72 \$1.657.60 \$43.097.60 40 \$23.33 \$1.866.40 \$48.526.40	\$16.50 \$1,320.00 \$34.320.00 \$34.320.00 17 \$18.57 \$1.485.60 \$38.625.60 29 \$20.93 \$1,674.40 \$43,534.40 41 \$23.58 \$1,886.40 \$49.046.40	\$16.65 \$1,332.00 \$34.632.00 \$18.76 \$1.500.80 \$39.020.80 \$21.15 \$1,692.00 \$43,992.00 \$43,992.00 \$44,545.60 \$49,545.60	\$16.81 \$1,344.80 \$34,964.80 19 \$18.97 \$1.517.60 \$39.457.60 31 \$21.35 \$1.708.00 \$44,408.00 43 \$24.06 \$1,924.80 \$50.044.80	\$16.97 \$1,357.60 \$35,297.60 20 \$19.14 \$1.531.20 \$39.811.20 32 \$21.57 \$1.725.60 \$44.865.60 44 \$24.29 \$1,943.20	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 \$19.32 \$1,545.60 \$40.185.60 \$40.185.60 \$21.78 \$1,742.40 \$45.302.40 \$45.302.40	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60 34 \$21.98 \$1.758.40 \$45.718.40 46 \$24.78 \$1,982.40	\$17.50 \$1,400.00 \$36.400.00 23 \$19.72 \$1.577.60 \$41.017.60 35 \$22.22 \$1.777.60 \$46.217.60 47 \$25.02 \$2.001.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41.412.80 36 \$22.45 \$1.796.00 \$46.696.00
Steps Hourly Biweekh Annually Steps Hourlv Biweekh Annually	1 \$15.83 \$1,266.40 \$32,926.40 13 \$17.85 \$1,428.00 \$37.128.00 25 \$20.12 \$1,609.60 \$41,849.60 37 \$22.66 \$1,812.80 \$47.132.80 49 \$25.53 \$2,042.40	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37,481.60 26 \$20.31 \$1,624.80 \$42,244.80 38 \$22.91 \$1,832.80 \$47,652.80 \$25.80 \$2,064.00	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1.456.00 \$37,856.00 27 \$20.51 \$1,640.80 \$42,660.80 39 \$23.12 \$1,849.60 \$48,089.60 51 \$26.04 \$2,083.20	\$16.31 \$1,304.80 \$33.924.80 16 \$18.40 \$1.472.00 \$38.272.00 28 \$20.72 \$1.657.60 \$43.097.60 40 \$23.33 \$1.866.40 \$48.526.40 52 \$26.30 \$2.104.00	\$16.50 \$1,320.00 \$34.320.00 \$34.320.00 17 \$18.57 \$1.485.60 \$38.625.60 29 \$20.93 \$1,674.40 \$43.534.40 41 \$23.58 \$1,886.40 \$49.046.40 53 \$26.57 \$2.125.60	\$16.65 \$1,332.00 \$34.632.00 \$34.632.00 \$18.76 \$1.500.80 \$39.020.80 \$21.15 \$1,692.00 \$43,992.00 \$43,992.00 \$44,545.60 \$49.545.60 \$49.545.60	\$16.81 \$1,344.80 \$34.964.80 19 \$18.97 \$1.517.60 \$39.457.60 31 \$21.35 \$1.708.00 \$44.408.00 43 \$24.06 \$1,924.80 \$50.044.80 55 \$27.09 \$2.167.20	\$16.97 \$1,357.60 \$35,297.60 20 \$19.14 \$1.531.20 \$39.811.20 32 \$21.57 \$1.725.60 \$44.865.60 44 \$24.29 \$1,943.20	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 \$19.32 \$1,545.60 \$40.185.60 \$40.185.60 \$21.78 \$1,742.40 \$45.302.40 \$45.302.40	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60 34 \$21.98 \$1.758.40 \$45.718.40 46 \$24.78 \$1,982.40	\$17.50 \$1,400.00 \$36.400.00 23 \$19.72 \$1.577.60 \$41.017.60 35 \$22.22 \$1.777.60 \$46.217.60 47 \$25.02 \$2.001.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41.412.80 36 \$22.45 \$1.796.00 \$46.696.00
Steps Hourly Biweekh Annually Steps Hourly Biweekh Annually Steps Hourly Biweekh Annually Steps Hourly Steps Hourly Biweekh Annually Steps Hourly Biweekh Annually Steps Hourly Biweekh Annually	1 \$15.83 \$1,266.40 \$32,926.40 13 \$17.85 \$1,428.00 \$37.128.00 25 \$20.12 \$1,609.60 \$41,849.60 37 \$22.66 \$1,812.80 \$47.132.80 49 \$25.53 \$2,042.40	\$15.99 \$1,279.20 \$33,259.20 14 \$18.02 \$1,441.60 \$37,481.60 26 \$20.31 \$1,624.80 \$42,244.80 \$42,244.80 \$47,652.80	\$16.17 \$1,293.60 \$33,633.60 15 \$18.20 \$1.456.00 \$37.856.00 27 \$20.51 \$1.640.80 \$42.660.80 39 \$23.12 \$1.849.60 \$48.089.60	\$16.31 \$1,304.80 \$33,924.80 16 \$18.40 \$1.472.00 \$38.272.00 28 \$20.72 \$1.657.60 \$43.097.60 40 \$23.33 \$1.866.40 \$48.526.40	\$16.50 \$1,320.00 \$34.320.00 \$34.320.00 17 \$18.57 \$1.485.60 \$38.625.60 29 \$20.93 \$1,674.40 \$43,534.40 41 \$23.58 \$1,886.40 \$49.046.40	\$16.65 \$1,332.00 \$34.632.00 \$18.76 \$1.500.80 \$39.020.80 \$21.15 \$1,692.00 \$43,992.00 \$43,992.00 \$44,545.60 \$49,545.60	\$16.81 \$1,344.80 \$34,964.80 19 \$18.97 \$1.517.60 \$39.457.60 31 \$21.35 \$1.708.00 \$44,408.00 43 \$24.06 \$1,924.80 \$50.044.80	\$16.97 \$1,357.60 \$35,297.60 20 \$19.14 \$1.531.20 \$39.811.20 32 \$21.57 \$1.725.60 \$44.865.60 44 \$24.29 \$1,943.20	\$17.15 \$1,372.00 \$35.672.00 \$35.672.00 \$19.32 \$1,545.60 \$40.185.60 \$40.185.60 \$21.78 \$1,742.40 \$45.302.40 \$45.302.40	\$17.33 \$1,386.40 \$36.046.40 22 \$19.52 \$1.561.60 \$40.601.60 34 \$21.98 \$1.758.40 \$45.718.40 46 \$24.78 \$1,982.40	\$17.50 \$1,400.00 \$36.400.00 23 \$19.72 \$1.577.60 \$41.017.60 35 \$22.22 \$1.777.60 \$46.217.60 47 \$25.02 \$2.001.60	\$17.69 \$1,415.20 \$36.795.20 24 \$19.91 \$1.592.80 \$41.412.80 36 \$22.45 \$1.796.00 \$46.696.00

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$17.85	\$18.02	\$18.20	\$18.40	\$18.57	\$18.76	\$18.97	\$19.14	\$19.32	\$19.52	\$19.72	\$19.91
Biweekl	ly \$1,428.00	\$1,441.60	\$1,456.00	\$1,472.00	\$1,485.60	\$1,500.80	\$1,517.60	\$1,531.20	\$1,545.60	\$1,561.60	\$1,577.60	\$1,592.80
Annuall	y \$37,128.00	\$37,481.60	\$37,856.00	\$38,272.00	\$38,625.60	\$39,020.80	\$39,457.60	\$39,811.20	\$40,185.60	\$40,601.60	\$41,017.60	\$41,412.80
Chama												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$20.12	\$20.31	\$20.51	\$20.72	\$20.93	\$21.15	\$21.35	\$21.57	\$21.78	\$21.98	\$22.22	\$22.45
Biweekl	-	\$1,624.80	\$1,640.80	\$1,657.60	\$1,674.40	\$1,692.00	\$1,708.00	\$1,725.60	\$1,742.40	\$1,758.40	\$1,777.60	\$1,796.00
Annuall	y \$41,849.60	\$42,244.80	\$42,660.80	\$43,097.60	\$43,534.40	\$43,992.00	\$44,408.00	\$44,865.60	\$45,302.40	\$45,718.40	\$46,217.60	\$46,696.00
-												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$22.66	\$22.91	\$23.12	\$23.33	\$23.58	\$23.82	\$24.06	\$24.29	\$24.53	\$24.78	\$25.02	\$25.29
Biweekl		\$1,832.80	\$1,849.60	\$1,866.40	\$1,886.40	\$1,905.60	\$1,924.80	\$1,943.20	\$1,962.40	\$1,982.40	\$2,001.60	\$2,023.20
Annuall	y \$47,132.80	\$47,652.80	\$48,089.60	\$48,526.40	\$49,046.40	\$49,545.60	\$50,044.80	\$50,523.20	\$51,022.40	\$51,542.40	\$52,041.60	\$52,603.20
-												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$25.53	\$25.80	\$26.04	\$26.30	\$26.57	\$26.85	\$27.09	\$27.36	\$27.65	\$27.92	\$28.21	\$28.49
Biweekl	-	\$2,064.00	\$2,083.20	\$2,104.00	\$2,125.60	\$2,148.00	\$2,167.20	\$2,188.80	\$2,212.00	\$2,233.60	\$2,256.80	\$2,279.20
Annuall	y \$53,102.40	\$53,664.00	\$54,163.20	\$54,704.00	\$55,265.60	\$55,848.00	\$56,347.20	\$56,908.80	\$57,512.00	\$58,073.60	\$58,676.80	\$59,259.20
Steps	49	50	51	52	53	54	55					
Hourly	\$28.77	\$29.06	\$29.35	\$29.63	\$29.93	\$30.24	\$30.54					
Biweekl		\$2,324.80	\$2,348.00	\$2,370.40	\$2,394.40	\$2,419.20	\$2,443.20					
Annuall	y \$59,841.60	\$60,444.80	\$61,048.00	\$61,630.40	\$62,254.40	\$62,899.20	\$63,523.20					
	-											
Grade /6	Ó											
Grade 76		2	2	4	E	6	7	0	٥	10	11	12
Steps	1	2 \$20.31	3 \$20.51	4 \$20.72	5 \$20.93	6 \$21.15	7 \$21.35	8 \$21.57	9 \$21.78	10 \$21.98	11 \$22.22	12 \$22.45
Steps Hourly	1 \$20.12	\$20.31	\$20.51	\$20.72	\$20.93	\$21.15	\$21.35	\$21.57	\$21.78	\$21.98	\$22.22	\$22.45
Steps Hourly Biweekl	\$20.12 ly \$1,609.60	\$20.31 \$1,624.80	\$20.51 \$1,640.80	\$20.72 \$1,657.60	\$20.93 \$1,674.40	\$21.15 \$1,692.00	\$21.35 \$1,708.00	\$21.57 \$1,725.60	\$21.78 \$1,742.40	\$21.98 \$1,758.40	\$22.22 \$1,777.60	\$22.45 \$1,796.00
Steps Hourly	\$20.12 \$1,609.60	\$20.31	\$20.51	\$20.72	\$20.93	\$21.15	\$21.35	\$21.57	\$21.78	\$21.98	\$22.22	\$22.45
Steps Hourly Biweekl	\$20.12 ly \$1,609.60	\$20.31 \$1,624.80	\$20.51 \$1,640.80	\$20.72 \$1,657.60	\$20.93 \$1,674.40	\$21.15 \$1,692.00	\$21.35 \$1,708.00	\$21.57 \$1,725.60	\$21.78 \$1,742.40	\$21.98 \$1,758.40	\$22.22 \$1,777.60	\$22.45 \$1,796.00
Steps Hourly Biweekl Annuall	\$20.12 ly \$1,609.60 ly \$41.849.60	\$20.31 \$1,624.80 \$42,244.80	\$20.51 \$1,640.80 \$42,660.80	\$20.72 \$1,657.60 \$43,097.60	\$20.93 \$1,674.40 \$43,534.40	\$21.15 \$1,692.00 \$43,992.00	\$21.35 \$1,708.00 \$44,408.00	\$21.57 \$1,725.60 \$44,865.60	\$21.78 \$1,742.40 \$45,302.40	\$21.98 \$1,758.40 \$45,718.40	\$22.22 \$1,777.60 \$46,217.60	\$22.45 \$1,796.00 \$46.696.00
Steps Hourly Biweekl Annuall Steps	1 \$20.12 ly \$1,609.60 y \$41.849.60 13 \$22.66	\$20.31 \$1,624.80 \$42,244.80	\$20.51 \$1,640.80 \$42,660.80	\$20.72 \$1,657.60 \$43,097.60	\$20.93 \$1,674.40 \$43.534.40	\$21.15 \$1,692.00 \$43.992.00	\$21.35 \$1,708.00 \$44,408.00	\$21.57 \$1,725.60 \$44.865.60	\$21.78 \$1,742.40 \$45,302.40	\$21.98 \$1,758.40 \$45,718.40	\$22.22 \$1,777.60 \$46,217.60	\$22.45 \$1,796.00 \$46.696.00
Steps Hourly Biweekl Annuall Steps Hourly	\$20.12 ly \$1,609.60 y \$41,849.60 13 \$22.66 ly \$1.812.80	\$20.31 \$1,624.80 \$42,244.80 14 \$22.91	\$20.51 \$1,640.80 \$42,660.80 15 \$23.12	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58	\$21.15 \$1,692.00 \$43.992.00 18 \$23.82	\$21.35 \$1,708.00 \$44,408.00 19 \$24.06	\$21.57 \$1,725.60 \$44,865.60 20 \$24.29	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53	\$21.98 \$1,758.40 \$45.718.40 22 \$24.78	\$22.22 \$1,777.60 \$46.217.60 23 \$25.02	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	\$20.12 ly \$1,609.60 y \$41,849.60 13 \$22.66 ly \$1.812.80	\$20.31 \$1,624.80 \$42,244.80 14 \$22.91 \$1,832.80	\$20.51 \$1,640.80 \$42,660.80 15 \$23.12 \$1,849.60	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1,866.40	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1.886.40	\$21.15 \$1,692.00 \$43.992.00 18 \$23.82 \$1,905.60	\$21.35 \$1,708.00 \$44,408.00 19 \$24.06 \$1,924.80	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1,943.20	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1,962.40	\$21.98 \$1,758.40 \$45.718.40 22 \$24.78 \$1,982.40	\$22.22 \$1,777.60 \$46.217.60 23 \$25.02 \$2,001.60	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$20.12 ly \$1,609.60 ly \$41,849.60 13 \$22.66 ly \$1,812.80 ly \$47,132.80	\$20.31 \$1,624.80 \$42,244.80 14 \$22.91 \$1,832.80 \$47,652.80	\$20.51 \$1,640.80 \$42,660.80 15 \$23.12 \$1,849.60 \$48,089.60	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1.886.40 \$49.046.40	\$21.15 \$1,692.00 \$43,992.00 18 \$23.82 \$1,905.60 \$49,545.60	\$21.35 \$1,708.00 \$44,408.00 19 \$24.06 \$1,924.80 \$50.044.80	\$21.57 \$1,725.60 \$44,865.60 20 \$24.29 \$1,943.20 \$50,523.20	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1.962.40 \$51.022.40	\$21.98 \$1,758.40 \$45.718.40 22 \$24.78 \$1,982.40 \$51,542.40	\$22.22 \$1,777.60 \$46,217.60 23 \$25.02 \$2,001.60 \$52,041.60	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2,023.20 \$52,603.20
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$20.12 ly \$1,609.60 ly \$41,849.60 13 \$22.66 ly \$1,812.80 ly \$47,132.80 25 \$25.53	\$20.31 \$1,624.80 \$42,244.80 14 \$22.91 \$1,832.80 \$47,652.80	\$20.51 \$1,640.80 \$42,660.80 15 \$23.12 \$1,849.60 \$48,089.60	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1,886.40 \$49,046.40	\$21.15 \$1,692.00 \$43,992.00 18 \$23.82 \$1,905.60 \$49,545.60	\$21.35 \$1,708.00 \$44.408.00 19 \$24.06 \$1,924.80 \$50.044.80	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1,943.20 \$50.523.20 32 \$27.36	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1.962.40 \$51.022.40	\$21.98 \$1,758.40 \$45.718.40 22 \$24.78 \$1,982.40 \$51.542.40	\$22.22 \$1,777.60 \$46,217.60 23 \$25.02 \$2,001.60 \$52,041.60	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52.603.20
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl	\$20.12 dy \$1,609.60 dy \$41.849.60 13 \$22.66 dy \$1.812.80 y \$47.132.80 25 \$25.53 dy \$2.042.40	\$20.31 \$1,624.80 \$42.244.80 14 \$22.91 \$1,832.80 \$47.652.80 26 \$25.80 \$2.064.00	\$20.51 \$1,640.80 \$42.660.80 15 \$23.12 \$1,849.60 \$48,089.60 27 \$26.04 \$2,083.20	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30 \$2.104.00	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1.886.40 \$49.046.40	\$21.15 \$1,692.00 \$43.992.00 18 \$23.82 \$1,905.60 \$49,545.60 30 \$26.85 \$2.148.00	\$21.35 \$1,708.00 \$44,408.00 19 \$24.06 \$1,924.80 \$50.044.80	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1.943.20 \$50.523.20 32 \$27.36 \$2.188.80	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1.962.40 \$51.022.40 33 \$27.65 \$2,212.00	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1.982.40 \$51.542.40 34 \$27.92 \$2.233.60	\$22.22 \$1,777.60 \$46.217.60 23 \$25.02 \$2,001.60 \$52,041.60 35 \$28.21 \$2,256.80	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52,603.20 36 \$28.49 \$2.279.20
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly	\$20.12 dy \$1,609.60 dy \$41.849.60 13 \$22.66 dy \$1.812.80 y \$47.132.80 25 \$25.53 dy \$2.042.40	\$20.31 \$1,624.80 \$42,244.80 14 \$22.91 \$1.832.80 \$47,652.80 26 \$25.80	\$20.51 \$1,640.80 \$42,660.80 15 \$23.12 \$1,849.60 \$48,089.60	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1,886.40 \$49.046.40 29 \$26.57	\$21.15 \$1,692.00 \$43,992.00 18 \$23.82 \$1,905.60 \$49,545.60 30 \$26.85	\$21.35 \$1,708.00 \$44.408.00 19 \$24.06 \$1,924.80 \$50.044.80 31 \$27.09	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1,943.20 \$50.523.20 32 \$27.36	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1.962.40 \$51.022.40 33 \$27.65	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1,982.40 \$51,542.40 34 \$27.92	\$22.22 \$1,777.60 \$46,217.60 23 \$25.02 \$2,001.60 \$52,041.60 35 \$28.21	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2,023.20 \$52,603.20
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	\$20.12 dy \$1,609.60 dy \$41.849.60 13 \$22.66 dy \$1.812.80 y \$47.132.80 25 \$25.53 dy \$2.042.40	\$20.31 \$1,624.80 \$42.244.80 14 \$22.91 \$1,832.80 \$47.652.80 26 \$25.80 \$2.064.00	\$20.51 \$1,640.80 \$42.660.80 15 \$23.12 \$1,849.60 \$48,089.60 27 \$26.04 \$2,083.20	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30 \$2.104.00	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1.886.40 \$49.046.40 29 \$26.57 \$2.125.60	\$21.15 \$1,692.00 \$43.992.00 18 \$23.82 \$1,905.60 \$49,545.60 30 \$26.85 \$2.148.00	\$21.35 \$1,708.00 \$44.408.00 19 \$24.06 \$1,924.80 \$50,044.80 31 \$27.09 \$2,167.20	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1.943.20 \$50.523.20 32 \$27.36 \$2.188.80	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1.962.40 \$51.022.40 33 \$27.65 \$2,212.00	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1.982.40 \$51.542.40 34 \$27.92 \$2.233.60	\$22.22 \$1,777.60 \$46.217.60 23 \$25.02 \$2,001.60 \$52,041.60 35 \$28.21 \$2,256.80	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52.603.20 36 \$28.49 \$2.279.20 \$59.259.20
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$20.12 ly \$1,609.60 ly \$41.849.60 13 \$22.66 ly \$1.812.80 ly \$47.132.80 25 \$25.53 ly \$2,042.40 ly \$53.102.40	\$20.31 \$1,624.80 \$42.244.80 14 \$22.91 \$1.832.80 \$47.652.80 26 \$25.80 \$2,064.00 \$53,664.00	\$20.51 \$1,640.80 \$42,660.80 15 \$23.12 \$1,849.60 \$48,089.60 27 \$26.04 \$2,083.20 \$54,163.20	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30 \$2.104.00 \$54.704.00	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1.886.40 \$49.046.40 29 \$26.57 \$2,125.60 \$55,265.60	\$21.15 \$1,692.00 \$43.992.00 18 \$23.82 \$1,905.60 \$49,545.60 30 \$26.85 \$2,148.00 \$55.848.00	\$21.35 \$1,708.00 \$44.408.00 19 \$24.06 \$1,924.80 \$50.044.80 31 \$27.09 \$2,167.20 \$56,347.20	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1.943.20 \$50.523.20 32 \$27.36 \$2.188.80 \$56.908.80	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1.962.40 \$51.022.40 33 \$27.65 \$2,212.00 \$57.512.00	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1.982.40 \$51.542.40 34 \$27.92 \$2.233.60 \$58.073.60	\$22.22 \$1,777.60 \$46.217.60 23 \$25.02 \$2.001.60 \$52.041.60 35 \$28.21 \$2.256.80 \$58.676.80	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52.603.20 36 \$28.49 \$2.279.20 \$59.259.20
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	\$20.12 \$20.12 \$1,609.60 \$1,609.60 \$41.849.60 \$22.66 \$1,812.80 \$47.132.80 \$47.132.80 \$25.53 \$2,042.40 \$53,102.40 \$37 \$28.77	\$20.31 \$1,624.80 \$42,244.80 14 \$22.91 \$1,832.80 \$47,652.80 26 \$25.80 \$2,064.00 \$53,664.00	\$20.51 \$1,640.80 \$42,660.80 15 \$23.12 \$1,849.60 \$48,089.60 27 \$26.04 \$2,083.20 \$54,163.20	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30 \$2.104.00 \$54,704.00	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1.886.40 \$49.046.40 29 \$26.57 \$2,125.60 \$55,265.60	\$21.15 \$1,692.00 \$43.992.00 18 \$23.82 \$1,905.60 \$49,545.60 30 \$26.85 \$2,148.00 \$55,848.00	\$21.35 \$1,708.00 \$44.408.00 19 \$24.06 \$1,924.80 \$50.044.80 31 \$27.09 \$2,167.20 \$56.347.20	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1.943.20 \$50.523.20 32 \$27.36 \$2.188.80 \$56.908.80	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1.962.40 \$51.022.40 33 \$27.65 \$2.212.00 \$57.512.00	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1.982.40 \$51,542.40 34 \$27.92 \$2.233.60 \$58.073.60	\$22.22 \$1,777.60 \$46,217.60 23 \$25.02 \$2,001.60 \$52,041.60 35 \$28.21 \$2,256.80 \$58,676.80	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52.603.20 36 \$28.49 \$2.279.20 \$59.259.20
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	\$20.12 \$20.12 \$1,609.60 \$1,609.60 \$41.849.60 \$22.66 \$1,812.80 \$47.132.80 \$47.132.80 \$25.53 \$2,042.40 \$53,102.40 \$7 \$28.77 \$2.877 \$2.301.60	\$20.31 \$1,624.80 \$42.244.80 14 \$22.91 \$1.832.80 \$47.652.80 26 \$25.80 \$2.064.00 \$53,664.00 38 \$29.06 \$2.324.80	\$20.51 \$1,640.80 \$42.660.80 15 \$23.12 \$1.849.60 \$48.089.60 27 \$26.04 \$2.083.20 \$54.163.20 39 \$29.35 \$2.348.00	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30 \$2.104.00 \$54.704.00 40 \$29.63 \$2.370.40	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1.886.40 \$49.046.40 29 \$26.57 \$2.125.60 \$55.265.60 41 \$29.93 \$2.394.40	\$21.15 \$1,692.00 \$43,992.00 18 \$23.82 \$1,905.60 \$49,545.60 30 \$26.85 \$2,148.00 \$55,848.00 42 \$30.24 \$2,419.20	\$21.35 \$1,708.00 \$44.408.00 19 \$24.06 \$1,924.80 \$50.044.80 31 \$27.09 \$2.167.20 \$56.347.20 43 \$30.54 \$2.443.20	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1,943.20 \$50.523.20 32 \$27.36 \$2.188.80 \$56.908.80 44 \$30.83 \$2.466.40	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1,962.40 \$51,022.40 33 \$27.65 \$2,212.00 \$57,512.00 45 \$31.15 \$2,492.00	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1.982.40 \$51.542.40 34 \$27.92 \$2.233.60 \$58.073.60 46 \$31.45 \$2.516.00	\$22.22 \$1,777.60 \$46,217.60 23 \$25.02 \$2,001.60 \$52,041.60 35 \$28.21 \$2.256.80 \$58,676.80 47 \$31.77 \$2,541.60	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52.603.20 36 \$28.49 \$2.279.20 \$59.259.20
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	\$20.12 \$20.12 \$1,609.60 \$1,609.60 \$41.849.60 \$22.66 \$1,812.80 \$47.132.80 \$47.132.80 \$25.53 \$2,042.40 \$53,102.40 \$7 \$28.77 \$2.877 \$2.301.60	\$20.31 \$1,624.80 \$42,244.80 14 \$22.91 \$1,832.80 \$47,652.80 26 \$25.80 \$2,064.00 \$53,664.00	\$20.51 \$1,640.80 \$42,660.80 15 \$23.12 \$1,849.60 \$48,089.60 27 \$26.04 \$2,083.20 \$54,163.20	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30 \$2.104.00 \$54,704.00	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1.886.40 \$49.046.40 29 \$26.57 \$2,125.60 \$55,265.60	\$21.15 \$1,692.00 \$43.992.00 18 \$23.82 \$1,905.60 \$49,545.60 30 \$26.85 \$2,148.00 \$55,848.00	\$21.35 \$1,708.00 \$44.408.00 19 \$24.06 \$1,924.80 \$50.044.80 31 \$27.09 \$2,167.20 \$56.347.20	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1.943.20 \$50.523.20 32 \$27.36 \$2.188.80 \$56.908.80	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1.962.40 \$51.022.40 33 \$27.65 \$2.212.00 \$57.512.00	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1.982.40 \$51,542.40 34 \$27.92 \$2.233.60 \$58.073.60	\$22.22 \$1,777.60 \$46,217.60 23 \$25.02 \$2,001.60 \$52,041.60 35 \$28.21 \$2,256.80 \$58,676.80	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52.603.20 36 \$28.49 \$2.279.20 \$59.259.20
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$20.12 ly \$1,609.60 ly \$41,849.60 13 \$22.66 ly \$1,812.80 y \$47,132.80 25 \$25.53 ly \$2,042.40 y \$53,102.40 37 \$28.77 \$28.77 \$2,301.60 y \$59,841.60	\$20.31 \$1,624.80 \$42.244.80 14 \$22.91 \$1.832.80 \$47.652.80 26 \$25.80 \$2.064.00 \$53.664.00 38 \$29.06 \$2.324.80 \$60.444.80	\$20.51 \$1,640.80 \$42.660.80 15 \$23.12 \$1.849.60 \$48.089.60 27 \$26.04 \$2.083.20 \$54,163.20 39 \$29.35 \$2.348.00 \$61.048.00	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30 \$2.104.00 \$54,704.00 40 \$29.63 \$2.370.40 \$61,630.40	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1,886.40 \$49.046.40 29 \$26.57 \$2.125.60 \$55.265.60 41 \$29.93 \$2.394.40 \$62.254.40	\$21.15 \$1,692.00 \$43,992.00 18 \$23.82 \$1,905.60 \$49.545.60 30 \$26.85 \$2.148.00 \$55.848.00 42 \$30.24 \$2.419.20 \$62.899.20	\$21.35 \$1,708.00 \$44,408.00 19 \$24.06 \$1,924.80 \$50.044.80 31 \$27.09 \$2,167.20 \$56,347.20 43 \$30.54 \$2,443.20 \$63,523.20	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1,943.20 \$50.523.20 32 \$27.36 \$2.188.80 \$56.908.80 44 \$30.83 \$2.466.40	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1,962.40 \$51,022.40 33 \$27.65 \$2,212.00 \$57,512.00 45 \$31.15 \$2,492.00	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1.982.40 \$51.542.40 34 \$27.92 \$2.233.60 \$58.073.60 46 \$31.45 \$2.516.00	\$22.22 \$1,777.60 \$46,217.60 23 \$25.02 \$2,001.60 \$52,041.60 35 \$28.21 \$2.256.80 \$58,676.80 47 \$31.77 \$2,541.60	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52.603.20 36 \$28.49 \$2.279.20 \$59.259.20
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps	1 \$20.12 ly \$1,609.60 ly \$41.849.60 13 \$22.66 ly \$1.812.80 ly \$47.132.80 25 \$25.53 ly \$2,042.40 ly \$53.102.40 37 \$28.77 ly \$2,301.60 ly \$59.841.60	\$20.31 \$1,624.80 \$42.244.80 14 \$22.91 \$1.832.80 \$47.652.80 26 \$25.80 \$2.064.00 \$53.664.00 38 \$29.06 \$2.324.80 \$60.444.80	\$20.51 \$1,640.80 \$42.660.80 15 \$23.12 \$1.849.60 \$48.089.60 27 \$26.04 \$2.083.20 \$54.163.20 39 \$29.35 \$2.348.00 \$61.048.00	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30 \$2.104.00 \$54.704.00 40 \$29.63 \$2.370.40 \$61.630.40	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1,886.40 \$49.046.40 29 \$26.57 \$2.125.60 \$55,265.60 41 \$29.93 \$2.394.40 \$62.254.40	\$21.15 \$1,692.00 \$43,992.00 18 \$23.82 \$1,905.60 \$49,545.60 30 \$26.85 \$2,148.00 \$55,848.00 42 \$30.24 \$2,419.20 \$62,899.20	\$21.35 \$1,708.00 \$44.408.00 19 \$24.06 \$1,924.80 \$50.044.80 31 \$27.09 \$2.167.20 \$56,347.20 43 \$30.54 \$2,443.20 \$63,523.20	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1,943.20 \$50.523.20 32 \$27.36 \$2.188.80 \$56.908.80 44 \$30.83 \$2.466.40	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1,962.40 \$51,022.40 33 \$27.65 \$2,212.00 \$57,512.00 45 \$31.15 \$2,492.00	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1.982.40 \$51.542.40 34 \$27.92 \$2.233.60 \$58.073.60 46 \$31.45 \$2.516.00	\$22.22 \$1,777.60 \$46,217.60 23 \$25.02 \$2,001.60 \$52,041.60 35 \$28.21 \$2.256.80 \$58,676.80 47 \$31.77 \$2,541.60	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52.603.20 36 \$28.49 \$2.279.20 \$59.259.20
Steps Hourly Biweekl Annuall	1 \$20.12 ly \$1,609.60 ly \$41.849.60 13 \$22.66 ly \$1,812.80 ly \$47.132.80 25 \$25.53 ly \$2,042.40 ly \$53,102.40 37 \$28.77 ly \$2,301.60 ly \$59,841.60	\$20.31 \$1,624.80 \$42.244.80 \$42.244.80 \$14 \$22.91 \$1.832.80 \$47.652.80 \$2.064.00 \$53.664.00 \$53.664.00 \$53.664.00 \$53.24.80 \$60.444.80	\$20.51 \$1,640.80 \$42.660.80 15 \$23.12 \$1.849.60 \$48.089.60 27 \$26.04 \$2.083.20 \$54.163.20 39 \$29.35 \$2.348.00 \$61.048.00	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30 \$2.104.00 \$54.704.00 40 \$29.63 \$2.370.40 \$61,630.40	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1.886.40 \$49.046.40 29 \$26.57 \$2,125.60 \$55,265.60 41 \$29.93 \$2,394.40 \$62,254.40	\$21.15 \$1,692.00 \$43,992.00 18 \$23.82 \$1,905.60 \$49,545.60 30 \$26.85 \$2,148.00 \$55,848.00 42 \$30.24 \$2,419.20 \$62,899.20	\$21.35 \$1,708.00 \$44.408.00 19 \$24.06 \$1,924.80 \$50.044.80 31 \$27.09 \$2.167.20 \$56.347.20 43 \$30.54 \$2.443.20 \$63.523.20	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1,943.20 \$50.523.20 32 \$27.36 \$2.188.80 \$56.908.80 44 \$30.83 \$2.466.40	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1,962.40 \$51,022.40 33 \$27.65 \$2,212.00 \$57,512.00 45 \$31.15 \$2,492.00	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1.982.40 \$51.542.40 34 \$27.92 \$2.233.60 \$58.073.60 46 \$31.45 \$2.516.00	\$22.22 \$1,777.60 \$46,217.60 23 \$25.02 \$2,001.60 \$52,041.60 35 \$28.21 \$2.256.80 \$58,676.80 47 \$31.77 \$2,541.60	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52.603.20 36 \$28.49 \$2.279.20 \$59.259.20
Steps Hourly Biweekl Annuall	\$20.12 \$20.12 \$1,609.60 \$1,609.60 \$21,849.60 \$22.66 \$1,812.80 \$47,132.80 \$47,132.80 \$25 \$25.53 \$2,042.40 \$53,102.40 \$53,102.40 \$28.77 \$	\$20.31 \$1,624.80 \$42,244.80 \$42,244.80 14 \$22.91 \$1.832.80 \$47.652.80 26 \$25.80 \$2.064.00 \$53.664.00 38 \$29.06 \$2.324.80 \$60.444.80 50 \$32.74 \$2.619.20	\$20.51 \$1,640.80 \$42.660.80 15 \$23.12 \$1.849.60 \$48.089.60 27 \$26.04 \$2.083.20 \$54.163.20 39 \$29.35 \$2.348.00 \$61.048.00 51 \$33.05 \$2.644.00	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30 \$2.104.00 \$54.704.00 40 \$29.63 \$2.370.40 \$61.630.40 52 \$33.38 \$2.670.40	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1,886.40 \$49.046.40 29 \$26.57 \$2,125.60 \$55,265.60 41 \$29.93 \$2,394.40 \$62,254.40 53 \$33.73 \$2,698.40	\$21.15 \$1,692.00 \$43,992.00 18 \$23.82 \$1,905.60 \$49,545.60 30 \$26.85 \$2,148.00 \$55,848.00 42 \$30.24 \$2,419.20 \$62,899.20 54 \$34.06 \$2,724.80	\$21.35 \$1,708.00 \$44.408.00 19 \$24.06 \$1,924.80 \$50.044.80 31 \$27.09 \$2.167.20 \$56,347.20 43 \$30.54 \$2.443.20 \$63.523.20 55 \$34.42 \$2,753.60	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1,943.20 \$50.523.20 32 \$27.36 \$2.188.80 \$56.908.80 44 \$30.83 \$2.466.40	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1,962.40 \$51,022.40 33 \$27.65 \$2,212.00 \$57,512.00 45 \$31.15 \$2,492.00	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1.982.40 \$51.542.40 34 \$27.92 \$2.233.60 \$58.073.60 46 \$31.45 \$2.516.00	\$22.22 \$1,777.60 \$46,217.60 23 \$25.02 \$2,001.60 \$52,041.60 35 \$28.21 \$2.256.80 \$58,676.80 47 \$31.77 \$2,541.60	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52.603.20 36 \$28.49 \$2.279.20 \$59.259.20
Steps Hourly Biweekl Annuall	\$20.12 \$20.12 \$1,609.60 \$1,609.60 \$21,849.60 \$22.66 \$1,812.80 \$47,132.80 \$47,132.80 \$25 \$25.53 \$2,042.40 \$53,102.40 \$53,102.40 \$28.77 \$	\$20.31 \$1,624.80 \$42.244.80 \$42.244.80 \$14 \$22.91 \$1.832.80 \$47.652.80 \$2.064.00 \$53.664.00 \$53.664.00 \$53.664.00 \$53.24.80 \$60.444.80	\$20.51 \$1,640.80 \$42.660.80 15 \$23.12 \$1.849.60 \$48.089.60 27 \$26.04 \$2.083.20 \$54.163.20 39 \$29.35 \$2.348.00 \$61.048.00	\$20.72 \$1,657.60 \$43.097.60 16 \$23.33 \$1.866.40 \$48.526.40 28 \$26.30 \$2.104.00 \$54.704.00 40 \$29.63 \$2.370.40 \$61,630.40	\$20.93 \$1,674.40 \$43.534.40 17 \$23.58 \$1.886.40 \$49.046.40 29 \$26.57 \$2,125.60 \$55,265.60 41 \$29.93 \$2,394.40 \$62,254.40	\$21.15 \$1,692.00 \$43,992.00 18 \$23.82 \$1,905.60 \$49,545.60 30 \$26.85 \$2,148.00 \$55,848.00 42 \$30.24 \$2,419.20 \$62,899.20	\$21.35 \$1,708.00 \$44.408.00 19 \$24.06 \$1,924.80 \$50.044.80 31 \$27.09 \$2.167.20 \$56.347.20 43 \$30.54 \$2.443.20 \$63.523.20	\$21.57 \$1,725.60 \$44.865.60 20 \$24.29 \$1,943.20 \$50.523.20 32 \$27.36 \$2.188.80 \$56.908.80 44 \$30.83 \$2.466.40	\$21.78 \$1,742.40 \$45.302.40 21 \$24.53 \$1,962.40 \$51,022.40 33 \$27.65 \$2,212.00 \$57,512.00 45 \$31.15 \$2,492.00	\$21.98 \$1,758.40 \$45,718.40 22 \$24.78 \$1.982.40 \$51.542.40 34 \$27.92 \$2.233.60 \$58.073.60 46 \$31.45 \$2.516.00	\$22.22 \$1,777.60 \$46,217.60 23 \$25.02 \$2,001.60 \$52,041.60 35 \$28.21 \$2.256.80 \$58,676.80 47 \$31.77 \$2,541.60	\$22.45 \$1,796.00 \$46.696.00 24 \$25.29 \$2.023.20 \$52.603.20 36 \$28.49 \$2.279.20 \$59.259.20

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps														
Horinty \$22.66 \$22.91 \$23.12 \$23.33 \$23.38 \$23.82 \$24.06 \$24.29 \$24.29 \$24.20 \$24.20 \$25.20 \$20.00	9	Steps	1	2		4	5	6	7	8	9	10	11	12
Steps 13	1	Hourly	\$22.66	\$22.91	\$23.12	\$23.33	\$23.58	\$23.82	\$24.06	\$24.29	\$24.53	\$24.78	\$25.02	\$25.29
Steps	1	Biweekly	\$1,812.80	\$1,832.80	\$1,849.60	\$1,866.40	\$1,886.40	\$1,905.60	\$1,924.80	\$1,943.20	\$1,962.40	\$1,982.40	\$2,001.60	\$2,023.20
Hourk S25.31 S25.80 S26.04 S26.04 S26.05 S26.05 S26.05 S26.05 S27.05 S2		Annually	\$47,132.80	\$47,652.80	\$48,089.60	\$48,526.40	\$49,046.40	\$49,545.60	\$50,044.80	\$50,523.20	\$51,022.40	\$51,542.40	\$52,041.60	\$52,603.20
Hourk S25.31 S25.80 S26.04 S26.04 S26.05 S26.05 S26.05 S26.05 S27.05 S2		Stone												-
Bitweekty \$2,042.40 \$2,066.00 \$2,083.70 \$52,104.00 \$52,125.60 \$52,125.60 \$52,148.00 \$56,648		•												
Steps 25 26 27 28 29 30 31 32 33 34 35 36 36 36 36 36 36 36														
Steps 25 26 27 28 29 30 31 32 33 34 35 36		-												
Hourly S28.77 S29.06 S29.35 S29.96 S2.394.00 S2.394.	1	Annually	\$53,102.40	\$53,664.00	\$54,163.20	\$54,704.00	\$55,265.60	\$55,848.00	\$56,347.20	\$56,908.80	\$57,512.00	\$58,073.60	\$58,676.80	\$59,259.20
Hourly S28.77 S29.06 S29.935 S29.83 S29.93 S20.94 S30.94		Stone							•					20
Biweekly \$2,301.60 \$52,248.80 \$52,348.00 \$52,348.00 \$52,348.00 \$52,348.00 \$52,348.00 \$52,348.00 \$52,348.00 \$55,254.60 \$56,0548.00		•												
Steps														
Steps 1														
Hourly S27,42 S32,76 S32,78 S33,88 S33,73 S34,06 S34,42 S34,76 S35,09 S35,44 S35,79 S36,17	•	Annually	\$59,841.60	\$60,444.80	\$61,048.00	\$61,630.40	\$62,254.40	\$62,899.20	\$63,523.20	\$64,126.40	\$64,792.00	\$65,416.00	566,081.60	\$66,705.60
Hourly S27,42 S32,76 S32,78 S33,88 S33,73 S34,06 S34,42 S34,76 S35,09 S35,44 S35,79 S36,17		Stens	27	20	20	40	44	42	42	44	45	46	47	40
Biweekly S2,593.60 S2,691.00 S2,691.40 S2,697.40 S2,698.40 S7,098.40 S7,735.60 S7,736.80 S7,808.00 S2,807.20 S2,835.20 S2,863.20 S2,893.60 S1,009.20 S1,00		•												
Steps														
Steps 49 50 51 52 53 54 55		-												
Hourly Biweekly 53,653	•	Ailliually	307,433.00	300,099.20	300,744.00	309,430.40	370,136.40	370,644.60	\$71,595.00	372,300.60	\$72,967.20	3/3,/13.20	\$74,445.20	\$75,255.00
Biweekly \$2,922.40 \$2,952.00 \$2,980.80 \$3,010.40 \$3,040.80 \$3,069.60 \$31,0160 \$88,641.60 \$75,982.40 \$75,982.40 \$76,752.00 \$77,500.80 \$78,270.40 \$79,060.80 \$79,809.60 \$80,641.60	:	Steps	49	50	51	52	53	54	55					
Biweekly \$2,922.40 \$2,952.00 \$2,980.80 \$3,010.40 \$3,040.80 \$3,069.60 \$31,0160 \$88,641.60 \$75,982.40 \$75,982.40 \$76,752.00 \$77,500.80 \$78,270.40 \$79,060.80 \$79,809.60 \$80,641.60		Hourly	\$36.53	\$36.90	\$37.26	\$37.63	\$38.01	\$38.37	\$38.77					
Grade 78 Steps 1 2 3 4 5 5 6 7 8 9 9 10 11 12 Hourly \$1,982.40 \$52,001.60 \$2,003.20 \$20,000 \$53,000.40 \$20,000 \$20,0			\$2,922,40	\$2,952.00	\$2,980.80	\$3,010,40			\$3,101,60					
Steps 1 2 3 4 5 5 6 7 8 9 10 11 12														
Steps	-	,	ψ.ο,σο <u>Σ</u> ο	ψ. ο,. σ. ε. σ	<i>ψ. 1 ,</i> 500.00	ψ/ 0,2/ 0.10	ψ. ο,οοο.οο	φ. σ,σσσ.σσ	φου,υ . 2.00					
Steps														
Houriv \$24.78 \$25.02 \$25.29 \$25.53 \$25.80 \$2.604 \$26.30 \$2.657 \$26.85 \$27.09 \$27.36 \$27.65 \$8 iweekly \$1,982.40 \$2,001.60 \$2,023.20 \$2,042.40 \$2.064.00 \$52,083.20 \$2,104.00 \$52,156.0 \$52,148.00 \$2,167.20 \$2,188.80 \$2,212.00 Annually \$51,982.40 \$52,041.60 \$52,032.0 \$53,102.40 \$53.664.00 \$54,163.20 \$54,704.00 \$55,265.60 \$55,848.00 \$56,347.20 \$56,998.80 \$57,512.00 \$51,840 \$51,542.40 \$52,041.60 \$52,003.20 \$53,102.40 \$53,664.00 \$54,163.20 \$54,704.00 \$55,265.60 \$55,848.00 \$56,347.20 \$56,998.80 \$57,512.00 \$51,840 \$51,942.40 \$51,9	Gra	de 78												
Houriv S24.78 S25.02 S25.29 S25.53 S25.80 S26.04 S26.30 S26.57 S26.85 S27.09 S27.36 S27.65		Steps	1	2		4	5	6	7	8	9	10	11	
Steps 13			\$24.78	\$25.02			\$25.80	\$26.04	\$26.30	\$26.57	\$26.85	\$27.09		\$27.65
Steps 13	1	Biweekly	\$1,982.40	\$2,001.60	\$2,023.20	\$2,042.40	\$2,064.00	\$2,083.20	\$2,104.00	\$2,125.60	\$2,148.00	\$2,167.20	\$2,188.80	\$2,212.00
Hourly \$27.92 \$28.21 \$28.49 \$28.77 \$29.06 \$29.35 \$29.63 \$29.93 \$30.24 \$30.54 \$30.54 \$30.83 \$31.15 \$8 inweekly \$2.233.60 \$2.256.80 \$2.279.20 \$2.301.60 \$2.324.80 \$2.348.00 \$2.370.40 \$2.394.40 \$2.419.20 \$2.443.20 \$2.466.40 \$2.492.00 \$2.400.00 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.		Annually	\$51,542.40	\$52,041.60	\$52,603.20	\$53,102.40	\$53,664.00	\$54,163.20	\$54,704.00	\$55,265.60	\$55,848.00	\$56,347.20	\$56,908.80	\$57,512.00
Hourly \$27.92 \$28.21 \$28.49 \$28.77 \$29.06 \$29.35 \$29.63 \$29.93 \$30.24 \$30.54 \$30.54 \$30.83 \$31.15 \$8 inweekly \$2.233.60 \$2.256.80 \$2.279.20 \$2.301.60 \$2.324.80 \$2.348.00 \$2.370.40 \$2.394.40 \$2.419.20 \$2.443.20 \$2.466.40 \$2.492.00 \$2.400.00 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.0000 \$2.		Stone												-
Biweekly		-												
Annually \$58,073.60 \$58,676.80 \$59,259.20 \$59,841.60 \$60,444.80 \$61,048.00 \$61,630.40 \$62,254.40 \$62,899.20 \$63,523.20 \$64,126.40 \$64,792.00 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$31.45 \$31.77 \$32.07 \$32.42 \$32.74 \$33.05 \$33.38 \$33.73 \$34.06 \$34.42 \$34.76 \$35.09 Biweekly \$2.516.00 \$2.541.60 \$2.565.60 \$2.593.60 \$2.619.20 \$2.644.00 \$2.670.40 \$2.698.40 \$2.772.480 \$2.753.60 \$2.780.80 \$2.807.20 Annually \$65,416.00 \$66,081.60 \$66,705.60 \$67,433.60 \$68,099.20 \$68,744.00 \$69,430.40 \$70,158.40 \$70,844.80 \$71,593.60 \$72,300.80 \$72,987.20 Steps 37 38 39 40 41 42 43 44 45 46 47 48														
Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$31.45 \$31.77 \$32.07 \$32.42 \$32.74 \$33.05 \$33.38 \$33.73 \$34.06 \$34.42 \$34.76 \$35.09 Biweekly \$2.516.00 \$2.541.60 \$2.565.60 \$2.593.60 \$2.619.20 \$2.644.00 \$2.670.40 \$2.698.40 \$2.7724.80 \$2.780.80 \$2.807.20 Annually \$65,416.00 \$66.081.60 \$66,705.60 \$67,433.60 \$68.099.20 \$68.744.00 \$69,430.40 \$70.158.40 \$70.844.80 \$71.593.60 \$72.300.80 \$72.987.20 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$35.44 \$35.79 \$36.17 \$36.53 \$36.90 \$37.26 \$37.63 \$38.01 \$38.37 \$38.77 \$39.17 \$39.54 Biweekly \$2,835.20 \$2,893.60		-												
Hourly \$31.45 \$31.77 \$32.07 \$32.42 \$32.74 \$33.05 \$33.38 \$33.73 \$34.06 \$34.42 \$34.76 \$35.09 \$8iweekly \$2.516.00 \$2.541.60 \$2.565.60 \$2.593.60 \$2.640.00 \$2.644.00 \$2.670.40 \$2.698.40 \$2.724.80 \$2.753.60 \$2.780.80 \$2.807.20 \$2.807.20 \$2.644.00 \$66.081.60 \$66.081.60 \$66.705.60 \$67.433.60 \$68.099.20 \$68.744.00 \$69.430.40 \$70.158.40 \$70.844.80 \$71.593.60 \$72.300.80 \$72.987.20 \$2.807.20 \$2.	4	Annually	\$58,073.60	\$58,676.80	\$59,259.20	\$59,841.60	\$60,444.80	\$61,048.00	\$61,630.40	\$62,254.40	\$62,899.20	\$63,523.20	564,126.40	\$64,792.00
Hourly \$31.45 \$31.77 \$32.07 \$32.42 \$32.74 \$33.05 \$33.38 \$33.73 \$34.06 \$34.42 \$34.76 \$35.09 \$8iweekly \$2.516.00 \$2.541.60 \$2.565.60 \$2.593.60 \$2.640.00 \$2.644.00 \$2.670.40 \$2.698.40 \$2.724.80 \$2.753.60 \$2.780.80 \$2.807.20 \$2.807.20 \$2.644.00 \$66.081.60 \$66.081.60 \$66.705.60 \$67.433.60 \$68.099.20 \$68.744.00 \$69.430.40 \$70.158.40 \$70.844.80 \$71.593.60 \$72.300.80 \$72.987.20 \$2.807.20 \$2.		Steps	25	26	27	20	20	20	21	22	22	24	25	26
Biweekly Annually \$2,516.00 \$2.541.60 \$2.565.60 \$2.593.60 \$2.593.60 \$2.619.20 \$2.644.00 \$2.670.40 \$2.698.40 \$2.724.80 \$2.724.80 \$2.753.60 \$2.780.80 \$2.807.20 \$2.897.20 \$2.644.00 \$66,081.60 \$6		•												
Annually \$65,416.00 \$66,081.60 \$66,705.60 \$67,433.60 \$68,099.20 \$68,744.00 \$69,430.40 \$70,158.40 \$70,844.80 \$71,593.60 \$72,300.80 \$72,987.20 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$35.44 \$35.79 \$36.17 \$36.53 \$36.90 \$37.26 \$37.63 \$38.01 \$38.37 \$38.37 \$39.17 \$39.54 Biweekly \$2,835.20 \$2,863.20 \$2,893.60 \$2,952.40 \$2,952.00 \$2,980.80 \$3,010.40 \$3,040.80 \$3,069.60 \$3,101.60 \$3,133.60 \$3,163.20 Annually \$73,715.20 \$74,443.20 \$75,233.60 \$75,982.40 \$76,752.00 \$77,500.80 \$78,270.40 \$79,060.80 \$79,809.60 \$80,641.60 \$81,473.60 \$82,243.20 Steps 49 50 51 52 53 54 55 Hourly \$39.94 \$40.36 \$40.75														
Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$35.44 \$35.79 \$36.17 \$36.53 \$36.90 \$37.26 \$37.63 \$38.01 \$38.37 \$38.77 \$39.17 \$39.54 Biweekly \$2,835.20 \$2,863.20 \$2,893.60 \$2,922.40 \$2,952.00 \$2,980.80 \$3,010.40 \$3,040.80 \$3,069.60 \$3,101.60 \$3,133.60 \$3,163.20 Annually \$73,715.20 \$74,443.20 \$75,233.60 \$75,982.40 \$76,752.00 \$77,500.80 \$78,270.40 \$79,060.80 \$79,809.60 \$80,641.60 \$81,473.60 \$82,243.20 Steps 49 50 51 52 53 54 55 Hourly \$39.94 \$40.36 \$40.75 \$41.17 \$41.56 \$42.00 \$42.42 Biweekly \$3,195.20 \$3,228.80 \$3,260.00 \$3,324.80 \$3,360.00 \$3,393.60		-												
Hourly \$35.44 \$35.79 \$36.17 \$36.53 \$36.90 \$37.26 \$37.63 \$38.01 \$38.37 \$38.77 \$39.17 \$39.54 Biweekly \$2,835.20 \$2,863.20 \$2,893.60 \$2,922.40 \$2,952.00 \$2,980.80 \$3,010.40 \$3,040.80 \$3,069.60 \$3,101.60 \$3,133.60 \$3,163.20 Annually \$73,715.20 \$74,443.20 \$75,233.60 \$75,982.40 \$76,752.00 \$77,500.80 \$78,270.40 \$79,060.80 \$79,809.60 \$80,641.60 \$81,473.60 \$82,243.20 \$75,982.40 \$76,752.00 \$77,500.80 \$78,270.40 \$79,060.80 \$79,809.60 \$80,641.60 \$81,473.60 \$82,243.20 \$75,982.40 \$76,752.00 \$77,500.80 \$78,270.40 \$79,060.80 \$79,809.60 \$80,641.60 \$81,473.60 \$82,243.20 \$75,982.40 \$79,060.80 \$79,809.60 \$80,641.60 \$81,473.60 \$82,243.20 \$75,982.40 \$7		-iniuuny	303,410.00	500,081.00	300,703.00	307,433.00	300,033.20	300,744.00	303,430.40	370,136.40	370,044.00	371,333.00	\$72,500.00	\$72,567.20
Hourly \$35.44 \$35.79 \$36.17 \$36.53 \$36.90 \$37.26 \$37.63 \$38.01 \$38.37 \$38.77 \$39.17 \$39.54 \$39.18 \$38.37 \$38.77 \$39.17 \$39.54 \$39.18 \$38.37 \$38.77 \$39.17 \$39.54 \$39.18 \$38.37 \$38.77 \$39.17 \$39.54 \$39.18 \$38.37 \$38.77 \$39.17 \$39.54 \$39.18 \$38.37 \$38.77 \$39.17 \$39.54 \$39.18 \$38.37 \$38.77 \$39.17 \$39.54 \$39.18 \$38.37 \$38.77 \$39.17 \$39.54 \$39.18 \$38.37 \$38.77 \$39.17 \$39.54 \$39.18 \$38.37 \$38.77 \$39.18 \$39.18 \$30.18 \$3	!	Steps	37	38	39	40	41	42	43	44	45	46	47	48
Biweekly Annually \$2,835.20 \$2,883.20 \$2,883.60 \$2,893.60 \$2,922.40 \$2,952.00 \$2,952.00 \$77.500.80 \$3,010.40 \$3,040.80 \$3,040.80 \$3,069.60 \$3,101.60 \$3,133.60 \$3,163.20 \$75.233.60 \$75.233.60 \$75.233.60 \$75.233.60 \$75.233.60 \$77.500.80 \$77.500.80 \$77.500.80 \$79,060.80 \$79,809.60 \$80,641.60 \$81,473.60 \$82,243.20 \$70.40	1	Hourly												
Annually \$73,715.20 \$74,443.20 \$75,233.60 \$75,982.40 \$76,752.00 \$77,500.80 \$78,270.40 \$79,060.80 \$79,809.60 \$80,641.60 \$81,473.60 \$82,243.20 Steps 49 50 51 52 53 54 55 Hourly \$39.94 \$40.36 \$40.75 \$41.17 \$41.56 \$42.00 \$42.42 Biweekly \$3,195.20 \$3,228.80 \$3,260.00 \$3,324.80 \$3,360.00 \$3,393.60														
Steps 49 50 51 52 53 54 55 Hourly \$39.94 \$40.36 \$40.75 \$41.17 \$41.56 \$42.00 \$42.42 Biweekly \$3,195.20 \$3,228.80 \$3,260.00 \$3,324.80 \$3,360.00 \$3,393.60														
Hourly \$39.94 \$40.36 \$40.75 \$41.17 \$41.56 \$42.00 \$42.42 Biweekly \$3.195.20 \$3.228.80 \$3.260.00 \$3.293.60 \$3.324.80 \$3.360.00 \$3.393.60		,												
Biweekly \$3,195.20 \$3,228.80 \$3,260.00 \$3,293.60 \$3,324.80 \$3,360.00 \$3,393.60		steps	49	50	51	52	53	54	55					
Biweekly \$3,195.20 \$3,228.80 \$3,260.00 \$3,293.60 \$3,324.80 \$3,360.00 \$3,393.60	1	Hourly	\$39.94	\$40.36	\$40.75	\$41.17	\$41.56	\$42.00	\$42.42					
	1	Biweekly												
			\$83,075.20			\$85,633.60	\$86,444.80	\$87,360.00	\$88,233.60					

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

0.0.0												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$27.09	\$27.36	\$27.65	\$27.92	\$28.21	\$28.49	\$28.77	\$29.06	\$29.35	\$29.63	\$29.93	\$30.24
Biweekly	\$2,167.20	\$2,188.80	\$2,212.00	\$2,233.60	\$2,256.80	\$2,279.20	\$2,301.60	\$2,324.80	\$2,348.00	\$2,370.40	\$2,394.40	\$2,419.20
Annually	\$56,347.20	\$56,908.80	\$57,512.00	\$58,073.60	\$58,676.80	\$59,259.20	\$59,841.60	\$60,444.80	\$61,048.00	\$61,630.40	\$62,254.40	\$62,899.20
•	450,5 .7 .20	\$30,300.00	037,312.00	\$30,070.00	430,070.00	400,200.20	455,612.00	400 ,	\$01,0 lolo0	401,000 0	V02,230	402,033.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$30.54	\$30.83	\$31.15	\$31.45	\$31.77	\$32.07	\$32.42	\$32.74	\$33.05	\$33.38	\$33.73	\$34.06
Biweekly	\$2,443.20	\$2,466.40	\$2,492.00	\$2,516.00	\$2,541.60	\$2,565.60	\$2,593.60	\$2,619.20	\$2,644.00	\$2,670.40	\$2,698.40	\$2,724.80
Annually	\$63,523.20	\$64,126.40	\$64,792.00	\$65,416.00	\$66,081.60	\$66,705.60	\$67,433.60	\$68,099.20	\$68,744.00	\$69,430.40	\$70,158.40	\$70,844.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$34.42	\$34.76	\$35.09	\$35.44	\$35.79	\$36.17	\$36.53	\$36.90	\$37.26	\$37.63	\$38.01	\$38.37
Biweekly	\$2,753.60	\$2,780.80	\$2,807.20	\$2,835.20	\$2,863.20	\$2,893.60	\$2,922.40	\$2,952.00	\$2,980.80	\$3,010.40	\$3,040.80	\$3,069.60
Annually	\$71,593.60	\$72,300.80	\$72,987.20	\$73,715.20	\$74,443.20	\$75,233.60	\$75,982.40	\$76,752.00	\$77,500.80	\$78,270.40	\$79,060.80	\$79,809.60
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$38.77	\$39.17	\$39.54	\$39.94	\$40.36	\$40.75	\$41.17	\$41.56	\$42.00	\$42.42	\$42.83	\$43.27
Biweekly	\$3,101.60	\$3,133.60	\$3,163.20	\$3,195.20	\$3,228.80	\$3,260.00	\$3,293.60	\$3,324.80	\$3,360.00	\$3,393.60	\$3,426.40	\$3,461.60
Annually	\$80,641.60	\$81,473.60	\$82,243.20	\$83,075.20	\$83,948.80	\$84,760.00	\$85,633.60	\$86,444.80	\$87,360.00	\$88,233.60	\$89,086.40	\$90,001.60
Steps	49	50	51	52	53	54	55					
Hourly	\$43.71	\$44.12	\$44.57	\$45.03	\$45.48	\$45.93	\$46.38					
Biweekly	\$3,496.80	\$3,529.60	\$3,565.60	\$3,602.40	\$3,638.40	\$3,674.40	\$3,710.40					
Annually	\$90,916.80	\$91,769.60	\$92,705.60	\$93,662.40	\$94,598.40	\$95,534.40	\$96,470.40					
•												
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$29.35	\$29.63	\$29.93	\$30.24	\$30.54	\$30.83	\$31.15	\$31.45	\$31.77	\$32.07	\$32.42	\$32.74
Biweekly	\$2,348.00	\$2,370.40	\$2,394.40	\$2,419.20	\$2,443.20	\$2,466.40	\$2,492.00	\$2,516.00	\$2,541.60	\$2,565.60	\$2,593.60	\$2,619.20
Annually	\$61,048.00	\$61,630.40	\$62,254.40	\$62,899.20	\$63,523.20	\$64,126.40	\$64,792.00	\$65,416.00	\$66,081.60	\$66,705.60	\$67,433.60	\$68,099.20
Chama												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$33.05	\$33.38	\$33.73	\$34.06	\$34.42	\$34.76	\$35.09	\$35.44	\$35.79	\$36.17	\$36.53	\$36.90
Biweekly	\$2,644.00	\$2,670.40	\$2,698.40	\$2,724.80	\$2,753.60	\$2,780.80	\$2,807.20	\$2,835.20	\$2,863.20	\$2,893.60	\$2,922.40	\$2,952.00
Annually	\$68,744.00	\$69,430.40	\$70,158.40	\$70,844.80	\$71,593.60	\$72,300.80	\$72,987.20	\$73,715.20	\$74,443.20	\$75,233.60	\$75,982.40	\$76,752.00
Ctons												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$37.26	\$37.63	\$38.01	\$38.37	\$38.77	\$39.17	\$39.54	\$39.94	\$40.36	\$40.75	\$41.17	\$41.56
Biweekly	\$2,980.80	\$3,010.40	\$3,040.80	\$3,069.60	\$3,101.60	\$3,133.60	\$3,163.20	\$3,195.20	\$3,228.80	\$3,260.00	\$3,293.60	\$3,324.80
Annually	\$77,500.80	\$78,270.40	\$79,060.80	\$79,809.60	\$80,641.60	\$81,473.60	\$82,243.20	\$83,075.20	\$83,948.80	\$84,760.00	\$85,633.60	\$86,444.80
Chama												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$42.00	\$42.42	\$42.83	\$43.27	\$43.71	\$44.12	\$44.57	\$45.03	\$45.48	\$45.93	\$46.38	\$46.85
Biweekly	\$3,360.00	\$3,393.60	\$3,426.40	\$3,461.60	\$3,496.80	\$3,529.60	\$3,565.60	\$3,602.40	\$3,638.40	\$3,674.40	\$3,710.40	\$3,748.00
Annually	\$87,360.00	\$88,233.60	\$89,086.40	\$90,001.60	\$90,916.80	\$91,769.60	\$92,705.60	\$93,662.40	\$94,598.40	\$95,534.40	\$96,470.40	\$97,448.00
Steps	49	50	51	52	53	54	55					
-												
Hourly	\$47.31	\$47.79	\$48.26	\$48.75	\$49.24	\$49.71	\$50.23					
Biweekly	\$3,784.80	\$3,823.20	\$3,860.80	\$3,900.00	\$3,939.20	\$3,976.80	\$4,018.40					
Annually	\$98,404.80	\$99,403.20	\$100,380.80	\$101,400.00	\$102,419.20	\$103,396.80	\$104,478.40					

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$32.07	\$32.42	\$32.74	\$33.05	\$33.38	\$33.73	\$34.06	\$34.42	\$34.76	\$35.09	\$35.44	\$35.79
Biweekly	\$2,565.60	\$2,593.60	\$2,619.20	\$2,644.00	\$2,670.40	\$2,698.40	\$2,724.80	\$2,753.60	\$2,780.80	\$2,807.20	\$2,835.20	\$2,863.20
·-												
Annually	\$66,705.60	\$67,433.60	\$68,099.20	\$68,744.00	\$69,430.40	\$70,158.40	\$70,844.80	\$71,593.60	\$72,300.80	\$72,987.20	\$73,715.20	\$74,443.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$36.17	\$36.53	\$36.90	\$37.26	\$37.63	\$38.01	\$38.37	\$38.77	\$39.17	\$39.54	\$39.94	\$40.36
Biweekly	\$2,893.60	\$2,922.40	\$2,952.00	\$2,980.80	\$3,010.40	\$3,040.80	\$3,069.60	\$3,101.60	\$3,133.60	\$3,163.20	\$3,195.20	\$3,228.80
Annually	\$75,233.60	\$75,982.40	\$76,752.00	\$77,500.80	\$78,270.40	\$79,060.80	\$79,809.60	\$80,641.60	\$81,473.60	\$82,243.20	\$83,075.20	\$83,948.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$40.75	\$41.17	\$41.56	\$42.00	\$42.42	\$42.83	\$43.27	\$43.71	\$44.12	\$44.57	\$45.03	\$45.48
Biweekly	\$3,260.00	\$3,293.60	\$3,324.80	\$3,360.00	\$3,393.60	\$3,426.40	\$3,461.60	\$3,496.80	\$3,529.60	\$3,565.60	\$3,602.40	\$3,638.40
Annually	\$84,760.00	\$85,633.60	\$86,444.80	\$87,360.00	\$88,233.60	\$89,086.40	\$90,001.60	\$90,916.80	\$91,769.60	\$92,705.60	\$93,662.40	\$94,598.40
Ailliually	364,700.00	\$65,055.00	300,444.00	367,300.00	300,233.00	303,000.40	350,001.00	330,310.80	331,703.00	332,703.00	\$33,002.40	334,336.40
Steps	22	20	20	40		42	40		45	46	47	40
-	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$45.93	\$46.38	\$46.85	\$47.31	\$47.79	\$48.26	\$48.75	\$49.24	\$49.71	\$50.23	\$50.75	\$51.25
Biweekly	\$3,674.40	\$3,710.40	\$3,748.00	\$3,784.80	\$3,823.20	\$3,860.80	\$3,900.00	\$3,939.20	\$3,976.80	\$4,018.40	\$4,060.00	\$4,100.00
Annually	\$95,534.40	\$96,470.40	\$97,448.00	\$98,404.80	\$99,403.20	\$100,380.80	\$101,400.00	\$102,419.20	\$103,396.80	\$104,478.40	\$105,560.00	\$106,600.00
Steps	49	50	51	52	53	54	55					
Hourly	\$51.74	\$52.27	\$52.80	\$53.31	\$53.86	\$54.39	\$54.94					
Biweekly	\$4,139.20	\$4,181.60	\$4,224.00	\$4,264.80	\$4,308.80	\$4,351.20	\$4,395.20					
·-												
Annually	\$107,619.20	\$108,721.60	\$109,824.00	\$110,884.80	\$112,028.80	\$113,131.20	\$114,275.20					
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1 \$36.17	2 \$36.53	3 \$36.90	4 \$37.26	5 \$37.63	6 \$38.01	7 \$38.37	8 \$28.77	9 \$39.17	10 \$39.54	11	12 \$40.36
Steps Hourly	\$36.17	\$36.53	\$36.90	\$37.26	\$37.63	\$38.01	\$38.37	\$38.77	\$39.17	\$39.54	\$39.94	\$40.36
Steps Hourly Biweekly	\$36.17 \$2,893.60	\$36.53 \$2,922.40	\$36.90 \$2,952.00	\$37.26 \$2,980.80	\$37.63 \$3,010.40	\$38.01 \$3,040.80	\$38.37 \$3,069.60	\$38.77 \$3,101.60	\$39.17 \$3,133.60	\$39.54 \$3,163.20	\$39.94 \$3,195.20	\$40.36 \$3,228.80
Steps Hourly	\$36.17	\$36.53	\$36.90	\$37.26	\$37.63	\$38.01	\$38.37	\$38.77	\$39.17	\$39.54	\$39.94	\$40.36
Steps Hourly Biweekly Annually	\$36.17 \$2,893.60 \$75,233.60	\$36.53 \$2,922.40 \$75.982.40	\$36.90 \$2,952.00 \$76,752.00	\$37.26 \$2,980.80 \$77,500.80	\$37.63 \$3,010.40 \$78,270.40	\$38.01 \$3,040.80 \$79,060.80	\$38.37 \$3,069.60 \$79,809.60	\$38.77 \$3,101.60 \$80,641.60	\$39.17 \$3,133.60 \$81,473.60	\$39.54 \$3,163.20 \$82,243.20	\$39.94 \$3,195.20 \$83,075.20	\$40.36 \$3,228.80 \$83,948.80
Steps Hourly Biweekly Annually Steps	\$36.17 \$2,893.60 \$75,233.60	\$36.53 \$2,922.40 \$75,982.40	\$36.90 \$2,952.00 \$76,752.00	\$37.26 \$2,980.80 \$77,500.80	\$37.63 \$3,010.40 \$78,270.40	\$38.01 \$3,040.80 \$79,060.80	\$38.37 \$3,069.60 \$79,809.60	\$38.77 \$3,101.60 \$80,641.60	\$39.17 \$3,133.60 \$81.473.60	\$39.54 \$3,163.20 \$82,243.20	\$39.94 \$3,195.20 \$83,075.20	\$40.36 \$3,228.80 \$83,948.80
Steps Hourly Biweekly Annually Steps Hourly	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17	\$36.90 \$2,952.00 \$76,752.00 15 \$41.56	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00	\$37.63 \$3,010.40 \$78,270.40 17 \$42.42	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27	\$38.77 \$3,101.60 \$80,641.60 20 \$43.71	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48
Steps Hourly Biweekly Annually Steps	\$36.17 \$2,893.60 \$75,233.60	\$36.53 \$2,922.40 \$75,982.40	\$36.90 \$2,952.00 \$76,752.00	\$37.26 \$2,980.80 \$77,500.80	\$37.63 \$3,010.40 \$78,270.40	\$38.01 \$3,040.80 \$79,060.80	\$38.37 \$3,069.60 \$79,809.60	\$38.77 \$3,101.60 \$80,641.60	\$39.17 \$3,133.60 \$81.473.60	\$39.54 \$3,163.20 \$82,243.20	\$39.94 \$3,195.20 \$83,075.20	\$40.36 \$3,228.80 \$83,948.80
Steps Hourly Biweekly Annually Steps Hourly	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17	\$36.90 \$2,952.00 \$76,752.00 15 \$41.56	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00	\$37.63 \$3,010.40 \$78,270.40 17 \$42.42	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27	\$38.77 \$3,101.60 \$80,641.60 20 \$43.71	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00	\$36.53 \$2,922.40 \$75,982.40 14 \$41.17 \$3.293.60	\$36.90 \$2,952.00 \$76.752.00 15 \$41.56 \$3,324.80	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60	\$38.77 \$3,101.60 \$80,641.60 20 \$43.71 \$3,496.80	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3,602.40	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3.638.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00	\$36.53 \$2,922.40 \$75,982.40 14 \$41.17 \$3.293.60	\$36.90 \$2,952.00 \$76.752.00 15 \$41.56 \$3,324.80	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60	\$38.77 \$3,101.60 \$80,641.60 20 \$43.71 \$3,496.80	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3,602.40	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3,638.40 \$94,598.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00 \$84,760.00	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60	\$36.90 \$2,952.00 \$76,752.00 15 \$41.56 \$3,324.80 \$86,444.80	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00 \$87.360.00	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60 \$88,233.60	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90,001.60	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3.496.80 \$90.916.80	\$39.17 \$3,133.60 \$81.473.60 21 \$44.12 \$3,529.60 \$91,769.60	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3.602.40 \$93.662.40	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3,638.40 \$94,598.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00 \$84,760.00	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38	\$36.90 \$2,952.00 \$76.752.00 15 \$41.56 \$3.324.80 \$86.444.80	\$37.26 \$2,980.80 \$77,500.80 16 \$42.00 \$3,360.00 \$87,360.00	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3,393.60 \$88,233.60	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90,001.60 31 \$48.75	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3,496.80 \$90,916.80 32 \$49.24	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3.602.40 \$93.662.40 35 \$50.75	\$40.36 \$3,228.80 \$83.948.80 24 \$45.48 \$3,638.40 \$94,598.40 36 \$51.25
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00 \$84,760.00 25 \$45.93 \$3,674.40	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38 \$3.710.40	\$36.90 \$2,952.00 \$76.752.00 15 \$41.56 \$3,324.80 \$86.444.80 27 \$46.85 \$3,748.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3,360.00 \$87,360.00 28 \$47.31 \$3,784.80	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60 \$88.233.60 29 \$47.79 \$3.823.20	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90.001.60 31 \$48.75 \$3,900.00	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3,496.80 \$90.916.80 32 \$49.24 \$3,939.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3,976.80	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3.602.40 \$93.662.40 35 \$50.75 \$4,060.00	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3,638.40 \$94.598.40 36 \$51.25 \$4,100.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00 \$84,760.00	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38	\$36.90 \$2,952.00 \$76.752.00 15 \$41.56 \$3.324.80 \$86.444.80	\$37.26 \$2,980.80 \$77,500.80 16 \$42.00 \$3,360.00 \$87,360.00	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3,393.60 \$88,233.60	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90,001.60 31 \$48.75	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3,496.80 \$90,916.80 32 \$49.24	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3.602.40 \$93.662.40 35 \$50.75	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3,638.40 \$94,598.40 36 \$51.25
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00 \$84,760.00 25 \$45.93 \$3,674.40 \$95,534.40	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38 \$3.710.40 \$96.470.40	\$36.90 \$2,952.00 \$76.752.00 15 \$41.56 \$3,324.80 \$86.444.80 27 \$46.85 \$3,748.00 \$97,448.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3,360.00 \$87.360.00 28 \$47.31 \$3,784.80 \$98,404.80	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3,393.60 \$88.233.60 29 \$47.79 \$3,823.20 \$99,403.20	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80 \$100,380.80	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90.001.60 31 \$48.75 \$3,900.00 \$101,400.00	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3.496.80 \$90.916.80 32 \$49.24 \$3.939.20 \$102,419.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3,976.80 \$103,396.80	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40 \$104,478.40	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3.602.40 \$93.662.40 35 \$50.75 \$4,060.00 \$105.560.00	\$40.36 \$3,228.80 \$83.948.80 24 \$45.48 \$3.638.40 \$94.598.40 36 \$51.25 \$4.100.00 \$106.600.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00 \$84,760.00 25 \$45.93 \$3,674.40 \$95,534.40	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38 \$3.710.40 \$96.470.40	\$36.90 \$2,952.00 \$76.752.00 15 \$41.56 \$3.324.80 \$86.444.80 27 \$46.85 \$3.748.00 \$97.448.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00 \$87.360.00 28 \$47.31 \$3.784.80 \$98,404.80	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60 \$88,233.60 29 \$47.79 \$3,823.20 \$99,403.20	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80 \$100.380.80	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90.001.60 31 \$48.75 \$3,900.00 \$101,400.00	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3,496.80 \$90.916.80 32 \$49.24 \$3,939.20 \$102,419.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3,976.80 \$103,396.80	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40 \$104,478.40	\$39.94 \$3,195.20 \$83,075.20 23 \$45.03 \$3,602.40 \$93,662.40 35 \$50.75 \$4,060.00 \$105.560.00	\$40.36 \$3,228.80 \$83.948.80 24 \$45.48 \$3.638.40 \$94.598.40 36 \$51.25 \$4.100.00 \$106.600.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00 \$84,760.00 25 \$45.93 \$3,674.40 \$95,534.40	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38 \$3.710.40 \$96.470.40	\$36.90 \$2,952.00 \$76.752.00 \$15 \$41.56 \$3.324.80 \$86.444.80 27 \$46.85 \$3,748.00 \$97.448.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00 \$87,360.00 28 \$47.31 \$3,784.80 \$98.404.80	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3,393.60 \$88.233.60 29 \$47.79 \$3,823.20 \$99,403.20	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80 \$100,380.80	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90,001.60 31 \$48.75 \$3,900.00 \$101,400.00	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3.496.80 \$90.916.80 32 \$49.24 \$3.939.20 \$102,419.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3,976.80 \$103,396.80	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40 \$104,478.40	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3.602.40 \$93.662.40 35 \$50.75 \$4,060.00 \$105.560.00	\$40.36 \$3,228.80 \$83.948.80 24 \$45.48 \$3.638.40 \$94.598.40 36 \$51.25 \$4,100.00 \$106,600.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00 \$84,760.00 25 \$45.93 \$3,674.40 \$95,534.40	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38 \$3.710.40 \$96.470.40	\$36.90 \$2,952.00 \$76.752.00 15 \$41.56 \$3.324.80 \$86.444.80 27 \$46.85 \$3.748.00 \$97.448.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00 \$87.360.00 28 \$47.31 \$3.784.80 \$98,404.80	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60 \$88,233.60 29 \$47.79 \$3,823.20 \$99,403.20	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80 \$100.380.80	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90.001.60 31 \$48.75 \$3,900.00 \$101,400.00	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3,496.80 \$90.916.80 32 \$49.24 \$3,939.20 \$102,419.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3,976.80 \$103,396.80	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40 \$104,478.40	\$39.94 \$3,195.20 \$83,075.20 23 \$45.03 \$3,602.40 \$93,662.40 35 \$50.75 \$4,060.00 \$105.560.00	\$40.36 \$3,228.80 \$83.948.80 24 \$45.48 \$3.638.40 \$94.598.40 36 \$51.25 \$4.100.00 \$106.600.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00 \$84,760.00 25 \$45.93 \$3,674.40 \$95,534.40	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38 \$3,710.40 \$96.470.40	\$36.90 \$2,952.00 \$76.752.00 \$15 \$41.56 \$3.324.80 \$86.444.80 27 \$46.85 \$3,748.00 \$97.448.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00 \$87,360.00 28 \$47.31 \$3,784.80 \$98.404.80	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60 \$88.233.60 29 \$47.79 \$3.823.20 \$99.403.20	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80 \$100,380.80	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90,001.60 31 \$48.75 \$3,900.00 \$101,400.00	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3,496.80 \$90.916.80 32 \$49.24 \$3,939.20 \$102,419.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3,976.80 \$103,396.80	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40 \$104,478.40	\$39.94 \$3,195.20 \$83,075.20 23 \$45.03 \$3,602.40 \$93,662.40 35 \$50.75 \$4,060.00 \$105,560.00	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3,638.40 \$94,598.40 36 \$51.25 \$4,100.00 \$106,600.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$36.17 \$2,893.60 \$75,233.60 13 \$40.75 \$3,260.00 \$84,760.00 25 \$45.93 \$3,674.40 \$95,534.40 37 \$51.74 \$4,139.20 \$107,619.20	\$36.53 \$2,922.40 \$75,982.40 14 \$41.17 \$3,293.60 \$85,633.60 26 \$46.38 \$3,710.40 \$96,470.40 38 \$52.27 \$4,181.60 \$108,721.60	\$36.90 \$2,952.00 \$76.752.00 \$15 \$41.56 \$3.324.80 \$86.444.80 27 \$46.85 \$3,748.00 \$97,448.00 \$97,448.00 \$109,824.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00 \$87.360.00 28 \$47.31 \$3.784.80 \$98.404.80 40 \$53.31 \$4.264.80 \$110.884.80	\$37.63 \$3,010.40 \$78,270.40 17 \$42.42 \$3,393.60 \$88,233.60 29 \$47.79 \$3,823.20 \$99,403.20 41 \$53.86 \$4,308.80 \$112,028.80	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80 \$100,380.80 42 \$54.39 \$4,351.20 \$113,131.20	\$38.37 \$3,069.60 \$79.809.60 \$19 \$43.27 \$3,461.60 \$90,001.60 31 \$48.75 \$3,900.00 \$101,400.00 \$43 \$54.94 \$4.395.20 \$114,275.20	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3.496.80 \$90.916.80 32 \$49.24 \$3.939.20 \$102,419.20 44 \$55.49 \$4,439.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3.976.80 \$103,396.80 45 \$56.04 \$4,483.20	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40 \$104,478.40 46 \$56.61 \$4,528.80	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3,602.40 \$93,662.40 35 \$50.75 \$4,060.00 \$105.560.00	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3.638.40 \$94.598.40 36 \$51.25 \$4,100.00 \$106,600.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.17 \$2,893.60 \$75.233.60 13 \$40.75 \$3.260.00 \$84,760.00 25 \$45.93 \$3.674.40 \$95,534.40 37 \$51.74 \$4,139.20	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38 \$3,710.40 \$96,470.40 38 \$52.27 \$4,181.60	\$36.90 \$2,952.00 \$76.752.00 \$15 \$41.56 \$3.324.80 \$86.444.80 27 \$46.85 \$3.748.00 \$97.448.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3,360.00 \$87,360.00 28 \$47.31 \$3,784.80 \$98,404.80 40 \$53.31 \$4,264.80	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60 \$88.233.60 29 \$47.79 \$3.823.20 \$99.403.20 41 \$53.86 \$4.308.80	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80 \$100,380.80 42 \$54.39 \$4,351.20	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90,001.60 31 \$48.75 \$3,900.00 \$101,400.00	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3.496.80 \$90.916.80 32 \$49.24 \$3.939.20 \$102,419.20 44 \$55.49 \$4,439.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3.976.80 \$103,396.80 45 \$56.04 \$4,483.20	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40 \$104,478.40 46 \$56.61 \$4,528.80	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3,602.40 \$93,662.40 35 \$50.75 \$4,060.00 \$105.560.00	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3.638.40 \$94.598.40 36 \$51.25 \$4,100.00 \$106,600.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$36.17 \$2,893.60 \$75.233.60 13 \$40.75 \$3.260.00 \$84.760.00 25 \$45.93 \$3.674.40 \$95,534.40 37 \$51.74 \$4.139.20 \$107.619.20	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38 \$3,710.40 \$96.470.40 38 \$52.27 \$4,181.60 \$108.721.60	\$36.90 \$2,952.00 \$76.752.00 \$15 \$41.56 \$3.324.80 \$86.444.80 27 \$46.85 \$3.748.00 \$97.448.00 \$97.448.00 \$109.824.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00 \$87.360.00 28 \$47.31 \$3,784.80 \$98.404.80 40 \$53.31 \$4,264.80 \$110.884.80	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60 \$88.233.60 29 \$47.79 \$3,823.20 \$99,403.20 41 \$53.86 \$4,308.80 \$112,028.80	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80 \$100,380.80 42 \$54.39 \$4,351.20 \$113,131.20	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90,001.60 31 \$48.75 \$3,900.00 \$101,400.00 43 \$54.94 \$4,395.20 \$114,275.20	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3.496.80 \$90.916.80 32 \$49.24 \$3.939.20 \$102,419.20 44 \$55.49 \$4,439.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3.976.80 \$103,396.80 45 \$56.04 \$4,483.20	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40 \$104,478.40 46 \$56.61 \$4,528.80	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3,602.40 \$93,662.40 35 \$50.75 \$4,060.00 \$105.560.00	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3.638.40 \$94.598.40 36 \$51.25 \$4,100.00 \$106,600.00
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	\$36.17 \$2,893.60 \$75.233.60 13 \$40.75 \$3.260.00 \$84.760.00 25 \$45.93 \$3.674.40 \$95.534.40 37 \$51.74 \$4.139.20 \$107.619.20	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38 \$3,710.40 \$96.470.40 38 \$52.27 \$4.181.60 \$108,721.60	\$36.90 \$2,952.00 \$76.752.00 \$15 \$41.56 \$3.324.80 \$86.444.80 \$27 \$46.85 \$3,748.00 \$97.448.00 \$97.448.00 \$109.824.00 \$109.824.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00 \$87.360.00 28 \$47.31 \$3,784.80 \$98.404.80 40 \$53.31 \$4.264.80 \$110.884.80	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60 \$88.233.60 29 \$47.79 \$3,823.20 \$99.403.20 41 \$53.86 \$4.308.80 \$112.028.80 53	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80 \$100.380.80 42 \$54.39 \$4,351.20 \$113,131.20	\$38.37 \$3,069.60 \$79.809.60 19 \$43.27 \$3.461.60 \$90.001.60 31 \$48.75 \$3,900.00 \$101.400.00 43 \$54.94 \$4.395.20 \$114.275.20	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3.496.80 \$90.916.80 32 \$49.24 \$3.939.20 \$102,419.20 44 \$55.49 \$4,439.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3.976.80 \$103,396.80 45 \$56.04 \$4,483.20	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40 \$104,478.40 46 \$56.61 \$4,528.80	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3,602.40 \$93,662.40 35 \$50.75 \$4,060.00 \$105.560.00	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3,638.40 \$94,598.40 36 \$51.25 \$4,100.00 \$106,600.00
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	\$36.17 \$2,893.60 \$75.233.60 \$13 \$40.75 \$3.260.00 \$84.760.00 \$25 \$45.93 \$3.674.40 \$95.534.40 \$95.534.40 \$95.534.40 \$41.139.20 \$107.619.20	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38 \$3.710.40 \$96.470.40 38 \$52.27 \$4.181.60 \$108.721.60 50 \$58.90 \$4.712.00	\$36.90 \$2,952.00 \$76.752.00 \$76.752.00 \$41.56 \$3.324.80 \$86.444.80 \$46.85 \$3.748.00 \$97.448.00 \$97.448.00 \$109.824.00 \$109.824.00 \$19.824.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00 \$87.360.00 28 \$47.31 \$3.784.80 \$98.404.80 40 \$53.31 \$4,264.80 \$110.884.80 52 \$60.07 \$4.805.60	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60 \$88.233.60 29 \$47.79 \$3.823.20 \$99.403.20 41 \$53.86 \$4,308.80 \$112.028.80 53 \$60.69 \$4.855.20	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80 \$100.380.80 42 \$54.39 \$4,351.20 \$113,131.20	\$38.37 \$3,069.60 \$79,809.60 19 \$43.27 \$3,461.60 \$90,001.60 31 \$48.75 \$3,900.00 \$101,400.00 43 \$54,94 \$4,395.20 \$114,275.20 55 \$61.92 \$4,953.60	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3.496.80 \$90.916.80 32 \$49.24 \$3.939.20 \$102,419.20 44 \$55.49 \$4,439.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3.976.80 \$103,396.80 45 \$56.04 \$4,483.20	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40 \$104,478.40 46 \$56.61 \$4,528.80	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3,602.40 \$93,662.40 35 \$50.75 \$4,060.00 \$105.560.00	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3,638.40 \$94,598.40 36 \$51.25 \$4,100.00 \$106,600.00
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	\$36.17 \$2,893.60 \$75.233.60 13 \$40.75 \$3.260.00 \$84.760.00 25 \$45.93 \$3.674.40 \$95.534.40 37 \$51.74 \$4.139.20 \$107.619.20	\$36.53 \$2,922.40 \$75.982.40 14 \$41.17 \$3.293.60 \$85.633.60 26 \$46.38 \$3,710.40 \$96.470.40 38 \$52.27 \$4.181.60 \$108,721.60	\$36.90 \$2,952.00 \$76.752.00 \$15 \$41.56 \$3.324.80 \$86.444.80 \$27 \$46.85 \$3,748.00 \$97.448.00 \$97.448.00 \$109.824.00 \$109.824.00	\$37.26 \$2,980.80 \$77.500.80 16 \$42.00 \$3.360.00 \$87.360.00 28 \$47.31 \$3,784.80 \$98.404.80 40 \$53.31 \$4.264.80 \$110.884.80	\$37.63 \$3,010.40 \$78.270.40 17 \$42.42 \$3.393.60 \$88.233.60 29 \$47.79 \$3,823.20 \$99.403.20 41 \$53.86 \$4.308.80 \$112.028.80 53	\$38.01 \$3,040.80 \$79,060.80 18 \$42.83 \$3,426.40 \$89,086.40 30 \$48.26 \$3,860.80 \$100.380.80 42 \$54.39 \$4,351.20 \$113,131.20	\$38.37 \$3,069.60 \$79.809.60 19 \$43.27 \$3.461.60 \$90.001.60 31 \$48.75 \$3,900.00 \$101.400.00 43 \$54.94 \$4.395.20 \$114.275.20	\$38.77 \$3,101.60 \$80.641.60 20 \$43.71 \$3.496.80 \$90.916.80 32 \$49.24 \$3.939.20 \$102,419.20 44 \$55.49 \$4,439.20	\$39.17 \$3,133.60 \$81,473.60 21 \$44.12 \$3,529.60 \$91,769.60 33 \$49.71 \$3.976.80 \$103,396.80 45 \$56.04 \$4,483.20	\$39.54 \$3,163.20 \$82,243.20 22 \$44.57 \$3,565.60 \$92,705.60 34 \$50.23 \$4,018.40 \$104,478.40 46 \$56.61 \$4,528.80	\$39.94 \$3,195.20 \$83.075.20 23 \$45.03 \$3,602.40 \$93,662.40 35 \$50.75 \$4,060.00 \$105.560.00	\$40.36 \$3,228.80 \$83,948.80 24 \$45.48 \$3,638.40 \$94,598.40 36 \$51.25 \$4,100.00 \$106,600.00

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$40.75	\$41.17	\$41.56	\$42.00	\$42.42	\$42.83	\$43.27	\$43.71	\$44.12	\$44.57	\$45.03	\$45.48
Biweekly	\$3,260.00	\$3,293.60	\$3,324.80	\$3,360.00	\$3,393.60	\$3,426.40	\$3,461.60	\$3,496.80	\$3,529.60	\$3,565.60	\$3,602.40	\$3,638.40
Annually	\$84,760.00	\$85,633.60	\$86,444.80	\$87,360.00	\$88,233.60	\$89,086.40	\$90,001.60	\$90,916.80	\$91,769.60	\$92,705.60	\$93,662.40	\$94,598.40
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$45.93	\$46.38	\$46.85	\$47.31	\$47.79	\$48.26	\$48.75	\$49.24	\$49.71	\$50.23	\$50.75	\$51.25
Biweekly	\$3,674.40	\$3,710.40	\$3,748.00	\$3,784.80	\$3,823.20	\$3,860.80	\$3,900.00	\$3,939.20	\$3,976.80	\$4,018.40	\$4,060.00	\$4,100.00
Annually	\$95,534.40	\$96,470.40	\$97,448.00	\$98,404.80	\$99,403.20	\$100,380.80	\$101,400.00	\$102,419.20	\$103,396.80	\$104,478.40	\$105,560.00	\$106,600.00
, amauny	\$55,55 1. 10	\$30,170.10	\$57,110.00	\$30,101.00	\$55,105.20	\$100,500.00	3101,100.00	J102, 115.20	3103,330.00	3101,170.10	\$105,500.00	3100,000.00
Steps	25	20	27	20	20	20	24	22	22	24	25	26
•		26	27	28 \$53.34	29	30	31	32	33	34	35	36
Hourly	\$51.74	\$52.27	\$52.80	\$53.31	\$53.86	\$54.39	\$54.94	\$55.49	\$56.04	\$56.61	\$57.15	\$57.73
Biweekly	\$4,139.20	\$4,181.60	\$4,224.00	\$4,264.80	\$4,308.80	\$4,351.20	\$4,395.20	\$4,439.20	\$4,483.20	\$4,528.80	\$4,572.00	\$4,618.40
Annually	\$107,619.20	\$108,721.60	\$109,824.00	\$110,884.80	\$112,028.80	\$113,131.20	\$114,275.20	\$115,419.20	\$116,563.20	\$117,748.80	\$118,872.00	\$120,078.40
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$58.31	\$58.90	\$59.49	\$60.07	\$60.69	\$61.30	\$61.92	\$62.51	\$63.14	\$63.77	\$64.40	\$65.05
Biweekly	\$4,664.80	\$4,712.00	\$4,759.20	\$4,805.60	\$4,855.20	\$4,904.00	\$4,953.60	\$5,000.80	\$5,051.20	\$5,101.60	\$5,152.00	\$5,204.00
Annually	\$121,284.80	\$122,512.00	\$123,739.20	\$124,945.60	\$126,235.20	\$127,504.00	\$128,793.60	\$130,020.80	\$131,331.20	\$132,641.60	\$133,952.00	\$135,304.00
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Steps	49	50	51	52	53	54	55					
Hourly	\$65.71	\$66.36	\$67.03	\$67.71	\$68.37	\$69.06	\$69.76					
Biweekly	\$5,256.80	\$5,308.80	\$5,362.40	\$5,416.80	\$5,469.60	\$5,524.80	\$5,580.80					
Annually	\$136,676.80	\$138,028.80	\$139,422.40	\$140,836.80	\$142,209.60	\$143,644.80	\$145,100.80					
	\$100,070.00	\$100,010.00	Ψ200, .22i .0	Ψ1 .0,000.00	Ψ1 .2,205.00	Ψ1.0,0σ	Ψ1.0,100.00					
o 1 01												
Grade 54												
Grade 84												
Steps	. 1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$44.57	\$45.03	\$45.48	\$45.93	\$46.38	\$46.85	\$47.31	\$47.79	\$48.26	\$48.75	\$49.24	\$49.71
Steps Hourly Biweekly	\$44.57 \$3,565.60	\$45.03 \$3,602.40	\$45.48 \$3,638.40	\$45.93 \$3,674.40	\$46.38 \$3,710.40	\$46.85 \$3,748.00	\$47.31 \$3,784.80	\$47.79 \$3,823.20	\$48.26 \$3,860.80	\$48.75 \$3,900.00	\$49.24 \$3,939.20	\$49.71 \$3,976.80
Steps Hourly	\$44.57	\$45.03	\$45.48	\$45.93	\$46.38	\$46.85	\$47.31	\$47.79	\$48.26	\$48.75	\$49.24	\$49.71
Steps Hourly Biweekly Annually	\$44.57 \$3,565.60 \$92,705.60	\$45.03 \$3,602.40 \$93,662.40	\$45.48 \$3,638.40 \$94,598.40	\$45.93 \$3,674.40 \$95,534.40	\$46.38 \$3,710.40 \$96,470.40	\$46.85 \$3,748.00 \$97,448.00	\$47.31 \$3,784.80 \$98,404.80	\$47.79 \$3,823.20 \$99,403.20	\$48.26 \$3,860.80 \$100,380.80	\$48.75 \$3,900.00 \$101,400.00	\$49.24 \$3,939.20 \$102,419.20	\$49.71 \$3,976.80 \$103.396.80
Steps Hourly Biweekly Annually Steps	\$44.57 \$3,565.60 \$92,705.60	\$45.03 \$3,602.40 \$93,662.40	\$45.48 \$3,638.40 \$94,598.40	\$45.93 \$3,674.40 \$95,534.40	\$46.38 \$3,710.40 \$96,470.40	\$46.85 \$3,748.00 \$97.448.00	\$47.31 \$3,784.80 \$98,404.80	\$47.79 \$3,823.20 \$99,403.20	\$48.26 \$3,860.80 \$100,380.80	\$48.75 \$3,900.00 \$101,400.00	\$49.24 \$3,939.20 \$102,419.20	\$49.71 \$3,976.80 \$103,396.80
Steps Hourly Biweekly Annually Steps Hourly	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23	\$45.03 \$3,602.40 \$93,662.40 14 \$50.75	\$45.48 \$3,638.40 \$94,598.40 15 \$51.25	\$45.93 \$3,674.40 \$95.534.40 16 \$51.74	\$46.38 \$3,710.40 \$96,470.40 17 \$52.27	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80	\$47.31 \$3,784.80 \$98,404.80 19 \$53.31	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86	\$48.26 \$3,860.80 \$100,380.80 21 \$54.39	\$48.75 \$3,900.00 \$101.400.00 22 \$54.94	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49	\$49.71 \$3,976.80 \$103,396.80 24 \$56.04
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40	\$45.03 \$3,602.40 \$93,662.40 14 \$50.75 \$4,060.00	\$45.48 \$3,638.40 \$94,598.40 15 \$51.25 \$4,100.00	\$45.93 \$3,674.40 \$95,534.40 16 \$51.74 \$4,139.20	\$46.38 \$3,710.40 \$96.470.40 17 \$52.27 \$4,181.60	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4,224.00	\$47.31 \$3,784.80 \$98,404.80 19 \$53.31 \$4,264.80	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80	\$48.26 \$3,860.80 \$100,380.80 21 \$54.39 \$4,351.20	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20	\$49.71 \$3,976.80 \$103,396.80 24 \$56.04 \$4,483.20
Steps Hourly Biweekly Annually Steps Hourly	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23	\$45.03 \$3,602.40 \$93,662.40 14 \$50.75	\$45.48 \$3,638.40 \$94,598.40 15 \$51.25	\$45.93 \$3,674.40 \$95.534.40 16 \$51.74	\$46.38 \$3,710.40 \$96,470.40 17 \$52.27	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80	\$47.31 \$3,784.80 \$98,404.80 19 \$53.31	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86	\$48.26 \$3,860.80 \$100,380.80 21 \$54.39	\$48.75 \$3,900.00 \$101.400.00 22 \$54.94	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49	\$49.71 \$3,976.80 \$103,396.80 24 \$56.04
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40	\$45.03 \$3,602.40 \$93,662.40 14 \$50.75 \$4,060.00	\$45.48 \$3,638.40 \$94,598.40 15 \$51.25 \$4,100.00	\$45.93 \$3,674.40 \$95,534.40 16 \$51.74 \$4,139.20	\$46.38 \$3,710.40 \$96.470.40 17 \$52.27 \$4,181.60	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4,224.00	\$47.31 \$3,784.80 \$98,404.80 19 \$53.31 \$4,264.80	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80	\$48.26 \$3,860.80 \$100,380.80 21 \$54.39 \$4,351.20	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20	\$49.71 \$3,976.80 \$103,396.80 24 \$56.04 \$4,483.20 \$116.563.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40	\$45.03 \$3,602.40 \$93,662.40 14 \$50.75 \$4,060.00	\$45.48 \$3,638.40 \$94,598.40 15 \$51.25 \$4,100.00	\$45.93 \$3,674.40 \$95,534.40 16 \$51.74 \$4,139.20	\$46.38 \$3,710.40 \$96.470.40 17 \$52.27 \$4,181.60	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4,224.00	\$47.31 \$3,784.80 \$98,404.80 19 \$53.31 \$4,264.80	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80	\$48.26 \$3,860.80 \$100,380.80 21 \$54.39 \$4,351.20	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20	\$49.71 \$3,976.80 \$103,396.80 24 \$56.04 \$4,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104,478.40	\$45.03 \$3,602.40 \$93,662.40 14 \$50.75 \$4,060.00 \$105,560.00	\$45.48 \$3,638.40 \$94,598.40 15 \$51.25 \$4,100.00 \$106,600.00	\$45.93 \$3,674.40 \$95,534.40 16 \$51.74 \$4,139.20 \$107,619.20	\$46.38 \$3,710.40 \$96,470.40 17 \$52.27 \$4,181.60 \$108,721.60	\$46.85 \$3,748.00 \$97.448.00 18 \$52.80 \$4,224.00 \$109.824.00	\$47.31 \$3,784.80 \$98.404.80 19 \$53.31 \$4,264.80 \$110.884.80	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112,028.80	\$48.26 \$3,860.80 \$100,380.80 21 \$54.39 \$4,351.20 \$113,131.20	\$48.75 \$3,900.00 \$101.400.00 22 \$54.94 \$4,395.20 \$114,275.20	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20	\$49.71 \$3,976.80 \$103,396.80 24 \$56.04 \$4,483.20 \$116.563.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104,478.40	\$45.03 \$3,602.40 \$93.662.40 14 \$50.75 \$4,060.00 \$105,560.00	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106,600.00	\$45.93 \$3,674.40 \$95,534.40 16 \$51.74 \$4,139.20 \$107,619.20 28 \$58.31	\$46.38 \$3,710.40 \$96.470.40 17 \$52.27 \$4,181.60 \$108,721.60 29 \$58.90	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4,224.00 \$109,824.00 30 \$59.49	\$47.31 \$3,784.80 \$98.404.80 19 \$53.31 \$4.264.80 \$110.884.80	\$47.79 \$3,823.20 \$99.403.20 20 \$53.86 \$4,308.80 \$112,028.80 32 \$60.69	\$48.26 \$3,860.80 \$100,380.80 21 \$54.39 \$4,351.20 \$113,131.20	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20 \$114,275.20 34 \$61.92	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4,483.20 \$116.563.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104.478.40 25 \$56.61 \$4,528.80	\$45.03 \$3,602.40 \$93.662.40 14 \$50.75 \$4,060.00 \$105,560.00 26 \$57.15 \$4,572.00	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106.600.00 27 \$57.73 \$4,618.40	\$45.93 \$3,674.40 \$95.534.40 16 \$51.74 \$4,139.20 \$107.619.20 28 \$58.31 \$4,664.80	\$46.38 \$3,710.40 \$96.470.40 17 \$52.27 \$4,181.60 \$108.721.60 29 \$58.90 \$4,712.00	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4,224.00 \$109,824.00 30 \$59.49 \$4,759.20	\$47.31 \$3,784.80 \$98.404.80 19 \$53.31 \$4,264.80 \$110.884.80 31 \$60.07 \$4,805.60	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112,028.80 32 \$60.69 \$4,855.20	\$48.26 \$3,860.80 \$100.380.80 21 \$54.39 \$4.351.20 \$113,131.20 33 \$61.30 \$4,904.00	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20 \$114,275.20 34 \$61.92 \$4,953.60	\$49.24 \$3,939.20 \$102.419.20 23 \$55.49 \$4,439.20 \$115.419.20 35 \$62.51 \$5,000.80	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4,483.20 \$116.563.20 36 \$63.14 \$5.051.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104,478.40	\$45.03 \$3,602.40 \$93.662.40 14 \$50.75 \$4,060.00 \$105,560.00	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106,600.00	\$45.93 \$3,674.40 \$95,534.40 16 \$51.74 \$4,139.20 \$107,619.20 28 \$58.31	\$46.38 \$3,710.40 \$96.470.40 17 \$52.27 \$4,181.60 \$108,721.60 29 \$58.90	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4,224.00 \$109,824.00 30 \$59.49	\$47.31 \$3,784.80 \$98.404.80 19 \$53.31 \$4.264.80 \$110.884.80	\$47.79 \$3,823.20 \$99.403.20 20 \$53.86 \$4,308.80 \$112,028.80 32 \$60.69	\$48.26 \$3,860.80 \$100,380.80 21 \$54.39 \$4,351.20 \$113,131.20	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20 \$114,275.20 34 \$61.92	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4,483.20 \$116.563.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104.478.40 25 \$56.61 \$4,528.80 \$117,748.80	\$45.03 \$3,602.40 \$93.662.40 14 \$50.75 \$4,060.00 \$105.560.00 26 \$57.15 \$4,572.00 \$118.872.00	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106.600.00 27 \$57.73 \$4,618.40 \$120.078.40	\$45.93 \$3,674.40 \$95.534.40 16 \$51.74 \$4,139.20 \$107.619.20 28 \$58.31 \$4,664.80 \$121,284.80	\$46.38 \$3,710.40 \$96.470.40 17 \$52.27 \$4,181.60 \$108.721.60 29 \$58.90 \$4,712.00 \$122,512.00	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4,224.00 \$109.824.00 30 \$59.49 \$4,759.20 \$123,739.20	\$47.31 \$3,784.80 \$98.404.80 19 \$53.31 \$4,264.80 \$110.884.80 31 \$60.07 \$4,805.60 \$124,945.60	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112,028.80 32 \$60.69 \$4,855.20 \$126,235.20	\$48.26 \$3,860.80 \$100.380.80 21 \$54.39 \$4,351.20 \$113,131.20 33 \$61.30 \$4,904.00 \$127,504.00	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20 \$114,275.20 34 \$61.92 \$4,953.60 \$128,793.60	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51 \$5,000.80 \$130,020.80	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4,483.20 \$116.563.20 36 \$63.14 \$5.051.20 \$131.331.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104,478.40 25 \$56.61 \$4,528.80 \$117,748.80	\$45.03 \$3,602.40 \$93.662.40 14 \$50.75 \$4,060.00 \$105.560.00 26 \$57.15 \$4,572.00 \$118.872.00	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106,600.00 27 \$57.73 \$4,618.40 \$120.078.40	\$45.93 \$3,674.40 \$95.534.40 16 \$51.74 \$4.139.20 \$107.619.20 28 \$58.31 \$4.664.80 \$121.284.80	\$46.38 \$3,710.40 \$96,470.40 17 \$52.27 \$4,181.60 \$108.721.60 29 \$58.90 \$4,712.00 \$122,512.00	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4,224.00 \$109,824.00 30 \$59.49 \$4,759.20 \$123,739.20	\$47.31 \$3,784.80 \$98,404.80 19 \$53.31 \$4,264.80 \$110.884.80 31 \$60.07 \$4,805.60 \$124,945.60	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112,028.80 32 \$60.69 \$4,855.20 \$126,235.20	\$48.26 \$3,860.80 \$100.380.80 21 \$54.39 \$4,351.20 \$113.131.20 33 \$61.30 \$4,904.00 \$127.504.00	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20 \$114,275.20 34 \$61.92 \$4,953.60 \$128,793.60	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51 \$5,000.80 \$130,020.80	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4.483.20 \$116.563.20 36 \$63.14 \$5.051.20 \$131.331.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104,478.40 25 \$56.61 \$4,528.80 \$117,748.80	\$45.03 \$3,602.40 \$93.662.40 14 \$50.75 \$4,060.00 \$105.560.00 26 \$57.15 \$4,572.00 \$118.872.00	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106,600.00 27 \$57.73 \$4,618.40 \$120.078.40	\$45.93 \$3,674.40 \$95,534.40 16 \$51.74 \$4,139.20 \$107,619.20 28 \$58.31 \$4,664.80 \$121,284.80 40 \$65.71	\$46.38 \$3,710.40 \$96,470.40 17 \$52.27 \$4,181.60 \$108,721.60 29 \$58.90 \$4,712.00 \$122,512.00	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4,224.00 \$109.824.00 30 \$59.49 \$4,759.20 \$123,739.20	\$47.31 \$3,784.80 \$98,404.80 19 \$53.31 \$4,264.80 \$110.884.80 31 \$60.07 \$4,805.60 \$124,945.60	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112,028.80 32 \$60.69 \$4,855.20 \$126,235.20	\$48.26 \$3,860.80 \$100.380.80 21 \$54.39 \$4.351.20 \$113.131.20 33 \$61.30 \$4,904.00 \$127.504.00	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4.395.20 \$114.275.20 34 \$61.92 \$4,953.60 \$128,793.60	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51 \$5,000.80 \$130,020.80	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4.483.20 \$116.563.20 36 \$63.14 \$5.051.20 \$131.331.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104,478.40 25 \$56.61 \$4,528.80 \$117,748.80 37 \$63.77 \$5,101.60	\$45.03 \$3,602.40 \$93.662.40 14 \$50.75 \$4.060.00 \$105.560.00 26 \$57.15 \$4.572.00 \$118.872.00 38 \$64.40 \$5.152.00	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106.600.00 27 \$57.73 \$4,618.40 \$120.078.40 39 \$65.05 \$5,204.00	\$45.93 \$3,674.40 \$95.534.40 16 \$51.74 \$4,139.20 \$107.619.20 28 \$58.31 \$4.664.80 \$121,284.80 40 \$65.71 \$5.256.80	\$46.38 \$3,710.40 \$96,470.40 17 \$52.27 \$4,181.60 \$108.721.60 29 \$58.90 \$4,712.00 \$122,512.00 41 \$66.36 \$5,308.80	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4,224.00 \$109,824.00 30 \$59.49 \$4,759.20 \$123,739.20 42 \$67.03 \$5,362.40	\$47.31 \$3,784.80 \$98,404.80 19 \$53.31 \$4,264.80 \$110.884.80 31 \$60.07 \$4,805.60 \$124,945.60 43 \$67.71 \$5,416.80	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112.028.80 32 \$60.69 \$4,855.20 \$126,235.20 44 \$68.37 \$5,469.60	\$48.26 \$3,860.80 \$100.380.80 21 \$54.39 \$4.351.20 \$113.131.20 33 \$61.30 \$4,904.00 \$127,504.00 45 \$69.06 \$5,524.80	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20 \$114,275.20 34 \$61.92 \$4,953.60 \$128,793.60 46 \$69.76 \$5,580.80	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51 \$5,000.80 \$130,020.80 47 \$70.45 \$5,636.00	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4.483.20 \$116.563.20 36 \$63.14 \$5,051.20 \$131,331.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104,478.40 25 \$56.61 \$4,528.80 \$117,748.80	\$45.03 \$3,602.40 \$93.662.40 14 \$50.75 \$4,060.00 \$105.560.00 26 \$57.15 \$4,572.00 \$118.872.00	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106,600.00 27 \$57.73 \$4,618.40 \$120.078.40	\$45.93 \$3,674.40 \$95,534.40 16 \$51.74 \$4,139.20 \$107,619.20 28 \$58.31 \$4,664.80 \$121,284.80 40 \$65.71	\$46.38 \$3,710.40 \$96,470.40 17 \$52.27 \$4,181.60 \$108,721.60 29 \$58.90 \$4,712.00 \$122,512.00	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4,224.00 \$109.824.00 30 \$59.49 \$4,759.20 \$123,739.20	\$47.31 \$3,784.80 \$98,404.80 19 \$53.31 \$4,264.80 \$110.884.80 31 \$60.07 \$4,805.60 \$124,945.60	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112,028.80 32 \$60.69 \$4,855.20 \$126,235.20	\$48.26 \$3,860.80 \$100.380.80 21 \$54.39 \$4.351.20 \$113.131.20 33 \$61.30 \$4,904.00 \$127.504.00	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4.395.20 \$114.275.20 34 \$61.92 \$4,953.60 \$128,793.60	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51 \$5,000.80 \$130,020.80	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4.483.20 \$116.563.20 36 \$63.14 \$5.051.20 \$131.331.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104.478.40 25 \$56.61 \$4,528.80 \$117,748.80 37 \$63.77 \$5,101.60 \$132,641.60	\$45.03 \$3,602.40 \$93,662.40 14 \$50.75 \$4,060.00 \$105,560.00 26 \$57.15 \$4,572.00 \$118.872.00 38 \$64.40 \$5,152.00 \$133,952.00	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106.600.00 27 \$57.73 \$4,618.40 \$120.078.40 39 \$65.05 \$5,204.00 \$135,304.00	\$45.93 \$3,674.40 \$95,534.40 16 \$51.74 \$4,139.20 \$107,619.20 28 \$58.31 \$4,664.80 \$121,284.80 40 \$65.71 \$5,256.80 \$136,676.80	\$46.38 \$3,710.40 \$96,470.40 17 \$52.27 \$4,181.60 \$108,721.60 29 \$58.90 \$4,712.00 \$122,512.00 41 \$66.36 \$5,308.80 \$138,028.80	\$46.85 \$3,748.00 \$97.448.00 \$18 \$52.80 \$4.224.00 \$109.824.00 \$109.824.00 \$123.739.20 \$123.739.20 \$67.03 \$5.362.40 \$139.422.40	\$47.31 \$3,784.80 \$98.404.80 19 \$53.31 \$4.264.80 \$110.884.80 31 \$60.07 \$4.805.60 \$124.945.60 43 \$67.71 \$5,416.80 \$140.836.80	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112.028.80 32 \$60.69 \$4,855.20 \$126,235.20 44 \$68.37 \$5,469.60	\$48.26 \$3,860.80 \$100.380.80 21 \$54.39 \$4.351.20 \$113.131.20 33 \$61.30 \$4,904.00 \$127,504.00 45 \$69.06 \$5,524.80	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20 \$114,275.20 34 \$61.92 \$4,953.60 \$128,793.60 46 \$69.76 \$5,580.80	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51 \$5,000.80 \$130,020.80 47 \$70.45 \$5,636.00	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4.483.20 \$116.563.20 36 \$63.14 \$5,051.20 \$131,331.20 48 \$71.15 \$5.692.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104,478.40 25 \$56.61 \$4,528.80 \$117,748.80 37 \$63.77 \$5,101.60 \$132,641.60	\$45.03 \$3,602.40 \$93,662.40 14 \$50.75 \$4.060.00 \$105.560.00 26 \$57.15 \$4,572.00 \$118.872.00 38 \$64.40 \$5,152.00 \$133.952.00	\$45.48 \$3,638.40 \$94,598.40 15 \$51.25 \$4,100.00 \$106.600.00 27 \$57.73 \$4,618.40 \$120.078.40 39 \$65.05 \$5,204.00 \$135,304.00	\$45.93 \$3,674.40 \$95,534.40 16 \$51.74 \$4,139.20 \$107,619.20 28 \$58.31 \$4,664.80 \$121,284.80 40 \$65.71 \$5,256.80 \$136,676.80	\$46.38 \$3,710.40 \$96,470.40 17 \$52.27 \$4,181.60 \$108,721.60 29 \$58.90 \$4,712.00 \$122,512.00 41 \$66.36 \$5,308.80 \$138,028.80	\$46.85 \$3,748.00 \$97,448.00 \$10,448.00 \$109,824.00 \$109,824.00 \$109,824.00 \$109,824.00 \$123,739.20 \$123,739.20 \$123,739.20 \$139,422.40	\$47.31 \$3,784.80 \$98,404.80 19 \$53.31 \$4,264.80 \$110.884.80 31 \$60.07 \$4,805.60 \$124,945.60 43 \$67.71 \$5,416.80 \$140.836.80	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112.028.80 32 \$60.69 \$4,855.20 \$126,235.20 44 \$68.37 \$5,469.60	\$48.26 \$3,860.80 \$100.380.80 21 \$54.39 \$4.351.20 \$113.131.20 33 \$61.30 \$4,904.00 \$127,504.00 45 \$69.06 \$5,524.80	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20 \$114,275.20 34 \$61.92 \$4,953.60 \$128,793.60 46 \$69.76 \$5,580.80	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51 \$5,000.80 \$130,020.80 47 \$70.45 \$5,636.00	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4.483.20 \$116.563.20 36 \$63.14 \$5,051.20 \$131,331.20 48 \$71.15 \$5.692.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104,478.40 25 \$56.61 \$4,528.80 \$117,748.80 37 \$63.77 \$5,101.60 \$132,641.60	\$45.03 \$3,602.40 \$93,662.40 14 \$50.75 \$4,060.00 \$105.560.00 26 \$57.15 \$4,572.00 \$118.872.00 \$133,952.00 \$50 \$72.58	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106.600.00 27 \$57.73 \$4,618.40 \$120.078.40 39 \$65.05 \$5.204.00 \$135.304.00	\$45.93 \$3,674.40 \$95.534.40 16 \$51.74 \$4.139.20 \$107.619.20 28 \$58.31 \$4.664.80 \$121,284.80 40 \$65.71 \$5.256.80 \$136.676.80 52 \$74.05	\$46.38 \$3,710.40 \$96,470.40 17 \$52.27 \$4,181.60 \$108,721.60 29 \$58.90 \$4,712.00 \$122,512.00 41 \$66.36 \$5,308.80 \$138,028.80 \$138,028.80	\$46.85 \$3,748.00 \$97,448.00 \$197,448.00 \$52.80 \$4,224.00 \$109,824.00 \$19,824.00 \$123,739.20 \$123,739.20 \$67.03 \$53,62.40 \$139,422.40	\$47.31 \$3,784.80 \$98.404.80 19 \$53.31 \$4.264.80 \$110.884.80 31 \$60.07 \$4.805.60 \$124.945.60 43 \$67.71 \$5,416.80 \$140.836.80	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112.028.80 32 \$60.69 \$4,855.20 \$126,235.20 44 \$68.37 \$5,469.60	\$48.26 \$3,860.80 \$100.380.80 21 \$54.39 \$4.351.20 \$113.131.20 33 \$61.30 \$4,904.00 \$127,504.00 45 \$69.06 \$5,524.80	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20 \$114,275.20 34 \$61.92 \$4,953.60 \$128,793.60 46 \$69.76 \$5,580.80	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51 \$5,000.80 \$130,020.80 47 \$70.45 \$5,636.00	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4.483.20 \$116.563.20 36 \$63.14 \$5,051.20 \$131,331.20 48 \$71.15 \$5.692.00
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	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104,478.40 25 \$56.61 \$4,528.80 \$117,748.80 37 \$63.77 \$5,101.60 \$132,641.60 49 \$71.86 \$5,748.80	\$45.03 \$3,602.40 \$93,662.40 14 \$50.75 \$4.060.00 \$105.560.00 26 \$57.15 \$4.572.00 \$118.872.00 \$133.952.00 \$50 \$72.58 \$5.806.40	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106.600.00 27 \$57.73 \$4,618.40 \$120.078.40 39 \$65.05 \$5,204.00 \$135,304.00 51 \$73.30 \$5,864.00	\$45.93 \$3,674.40 \$95.534.40 16 \$51.74 \$4.139.20 \$107.619.20 28 \$58.31 \$4,664.80 \$121.284.80 40 \$65.71 \$5.256.80 \$136.676.80 52 \$74.05 \$5.924.00	\$46.38 \$3,710.40 \$96.470.40 17 \$52.27 \$4,181.60 \$108.721.60 29 \$58.90 \$4,712.00 \$122.512.00 41 \$66.36 \$5.308.80 \$138.028.80 \$74.79 \$5,983.20	\$46.85 \$3,748.00 \$97,448.00 18 \$52.80 \$4.224.00 \$109,824.00 30 \$59.49 \$4,759.20 \$123,739.20 42 \$67.03 \$5,362.40 \$139,422.40 54 \$75.54 \$6,043.20	\$47.31 \$3,784.80 \$98.404.80 \$198.404.80 \$199.553.31 \$4.264.80 \$110.884.80 \$110.884.80 \$124.945.60 \$124.945.60 \$124.945.60 \$140.836.80 \$140.836.80	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112.028.80 32 \$60.69 \$4,855.20 \$126,235.20 44 \$68.37 \$5,469.60	\$48.26 \$3,860.80 \$100.380.80 21 \$54.39 \$4.351.20 \$113.131.20 33 \$61.30 \$4,904.00 \$127,504.00 45 \$69.06 \$5,524.80	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20 \$114,275.20 34 \$61.92 \$4,953.60 \$128,793.60 46 \$69.76 \$5,580.80	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51 \$5,000.80 \$130,020.80 47 \$70.45 \$5,636.00	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4.483.20 \$116.563.20 36 \$63.14 \$5,051.20 \$131,331.20 48 \$71.15 \$5.692.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$44.57 \$3,565.60 \$92,705.60 13 \$50.23 \$4,018.40 \$104,478.40 25 \$56.61 \$4,528.80 \$117,748.80 37 \$63.77 \$5,101.60 \$132,641.60	\$45.03 \$3,602.40 \$93,662.40 14 \$50.75 \$4,060.00 \$105.560.00 26 \$57.15 \$4,572.00 \$118.872.00 \$133,952.00 \$50 \$72.58	\$45.48 \$3,638.40 \$94.598.40 15 \$51.25 \$4,100.00 \$106.600.00 27 \$57.73 \$4,618.40 \$120.078.40 39 \$65.05 \$5.204.00 \$135.304.00	\$45.93 \$3,674.40 \$95.534.40 16 \$51.74 \$4.139.20 \$107.619.20 28 \$58.31 \$4.664.80 \$121,284.80 40 \$65.71 \$5.256.80 \$136.676.80 52 \$74.05	\$46.38 \$3,710.40 \$96,470.40 17 \$52.27 \$4,181.60 \$108,721.60 29 \$58.90 \$4,712.00 \$122,512.00 41 \$66.36 \$5,308.80 \$138,028.80 \$138,028.80	\$46.85 \$3,748.00 \$97,448.00 \$10,448.00 \$109,824.00 \$109,824.00 \$109,824.00 \$123,739.20 \$123,739.20 \$123,739.20 \$123,739.20 \$123,739.20	\$47.31 \$3,784.80 \$98.404.80 19 \$53.31 \$4.264.80 \$110.884.80 31 \$60.07 \$4.805.60 \$124.945.60 43 \$67.71 \$5,416.80 \$140.836.80	\$47.79 \$3,823.20 \$99,403.20 20 \$53.86 \$4,308.80 \$112.028.80 32 \$60.69 \$4,855.20 \$126,235.20 44 \$68.37 \$5,469.60	\$48.26 \$3,860.80 \$100.380.80 21 \$54.39 \$4.351.20 \$113.131.20 33 \$61.30 \$4,904.00 \$127,504.00 45 \$69.06 \$5,524.80	\$48.75 \$3,900.00 \$101,400.00 22 \$54.94 \$4,395.20 \$114,275.20 34 \$61.92 \$4,953.60 \$128,793.60 46 \$69.76 \$5,580.80	\$49.24 \$3,939.20 \$102,419.20 23 \$55.49 \$4,439.20 \$115,419.20 35 \$62.51 \$5,000.80 \$130,020.80 47 \$70.45 \$5,636.00	\$49.71 \$3,976.80 \$103.396.80 24 \$56.04 \$4.483.20 \$116.563.20 36 \$63.14 \$5,051.20 \$131,331.20 48 \$71.15 \$5.692.00

(Non-bargaining unit)

Grade	7	1
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$11.52	\$11.62	\$11.73	\$11.87	\$11.99	\$12.09	\$12.21	\$12.32	\$12.43	\$12.58	\$12.71	\$12.83
Biweekly	\$921.60	\$929.60	\$938.40	\$949.60	\$959.20	\$967.20	\$976.80	\$985.60	\$994.40	\$1,006.40	\$1,016.80	\$1,026.40
Annually	\$23,961.60	\$24,169.60	\$24,398.40	\$24,689.60	\$24,939.20	\$25,147.20	\$25,396.80	\$25,625.60	\$25,854.40	\$26,166.40	\$26,436.80	\$26,686.40
7	\$23,301.00	JZ 1,105.00	32 1,330. 10	J2 1,003.00	J2 1,333.20	323,117.20	\$23,330.00	323,023.00	023,031.10	\$20,100.10	\$20,130.00	320,000.10
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$12.95	\$13.09	\$13.23	\$13.36	\$13.47	\$13.61	\$13.74	\$13.88	\$14.02	\$14.18	\$14.30	\$14.45
Biweekly	\$1,036.00	\$1,047.20	\$1,058.40	\$1,068.80	\$1,077.60	\$1,088.80	\$1,099.20	\$1,110.40	\$1,121.60	\$1,134.40	\$1,144.00	\$1,156.00
Annually	\$26,936.00	\$27,227.20	\$27,518.40	\$27,788.80	\$28,017.60	\$28,308.80	\$28,579.20	\$28,870.40	\$29,161.60	\$29,494.40	\$29,744.00	\$30,056.00
7 	\$20,550.00	Q27,227120	027,020110	<i>\$27,700.00</i>	020,027.00	\$20,000.00	\$20,075.20	020,070110	023,202.00	020,101110	02377 1 1100	450,050.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$14.60	\$14.73	\$14.88	\$15.02	\$15.17	\$15.35	\$15.49	\$15.63	\$15.81	\$15.96	\$16.13	\$16.27
Biweekly	\$1,168.00	\$1,178.40	\$1,190.40	\$1,201.60	\$1,213.60	\$1,228.00	\$1,239.20	\$1,250.40	\$1,264.80	\$1,276.80	\$1,290.40	\$1,301.60
Annually	\$30,368.00	\$30,638.40	\$30,950.40	\$31,241.60	\$31,553.60	\$31,928.00	\$32,219.20	\$32,510.40	\$32,884.80	\$33,196.80	\$33,550.40	\$33,841.60
Steps												
•	37 \$16.44	38	39 \$16.78	40 \$16.94	41	42	43 \$17.46	44 \$17.60	45 \$17.81	46 \$17.99	47	48
Hourly		\$16.61			\$17.12	\$17.30					\$18.17	\$18.35
Biweekly	\$1,315.20	\$1,328.80	\$1,342.40	\$1,355.20	\$1,369.60	\$1,384.00	\$1,396.80	\$1,408.00	\$1,424.80	\$1,439.20	\$1,453.60	\$1,468.00
Annually	\$34,195.20	\$34,548.80	\$34,902.40	\$35,235.20	\$35,609.60	\$35,984.00	\$36,316.80	\$36,608.00	\$37,044.80	\$37,419.20	\$37,793.60	\$38,168.00
Steps	49	50	51	52	53	54	55					
	_		_			_						
Hourly	\$18.53	\$18.72	\$18.90	\$19.09	\$19.29	\$19.49	\$19.67					
Biweekly	\$1,482.40	\$1,497.60	\$1,512.00	\$1,527.20	\$1,543.20	\$1,559.20	\$1,573.60					
Annually	\$38,542.40	\$38,937.60	\$39,312.00	\$39,707.20	\$40,123.20	\$40,539.20	\$40,913.60					
73												
Grade / 2												
Grade 72	1	2	2	4	r	6	7	o	0	10	11	12
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$12.95	\$13.09	\$13.23	\$13.36	\$13.47	\$13.61	\$13.74	\$13.88	\$14.02	\$14.18	\$14.30	\$14.45
Steps Hourly Biweekly	\$12.95 \$1,036.00	\$13.09 \$1,047.20	\$13.23 \$1,058.40	\$13.36 \$1,068.80	\$13.47 \$1,077.60	\$13.61 \$1,088.80	\$13.74 \$1,099.20	\$13.88 \$1,110.40	\$14.02 \$1,121.60	\$14.18 \$1,134.40	\$14.30 \$1,144.00	\$14.45 \$1,156.00
Steps Hourly	\$12.95	\$13.09	\$13.23	\$13.36	\$13.47	\$13.61	\$13.74	\$13.88	\$14.02	\$14.18	\$14.30	\$14.45
Steps Hourly Biweekly Annually	\$12.95 \$1,036.00 \$26,936.00	\$13.09 \$1,047.20 \$27,227.20	\$13.23 \$1,058.40 \$27,518.40	\$13.36 \$1,068.80 \$27,788.80	\$13.47 \$1,077.60 \$28.017.60	\$13.61 \$1,088.80 \$28,308.80	\$13.74 \$1,099.20 \$28,579.20	\$13.88 \$1,110.40 \$28,870.40	\$14.02 \$1,121.60 \$29,161.60	\$14.18 \$1,134.40 \$29,494.40	\$14.30 \$1,144.00 \$29,744.00	\$14.45 \$1,156.00 \$30,056.00
Steps Hourly Biweekly Annually Steps	\$12.95 \$1,036.00 \$26,936.00	\$13.09 \$1,047.20 \$27,227.20	\$13.23 \$1,058.40 \$27,518.40	\$13.36 \$1,068.80 \$27,788.80	\$13.47 \$1,077.60 \$28,017.60	\$13.61 \$1,088.80 \$28,308.80	\$13.74 \$1,099.20 \$28,579.20	\$13.88 \$1,110.40 \$28,870.40	\$14.02 \$1,121.60 \$29.161.60	\$14.18 \$1,134.40 \$29,494.40	\$14.30 \$1,144.00 \$29,744.00	\$14.45 \$1,156.00 \$30,056.00
Steps Hourly Biweekly Annually Steps Hourly	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17	\$13.61 \$1,088.80 \$28,308.80 18 \$15.35	\$13.74 \$1,099.20 \$28,579.20 19 \$15.49	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81	\$14.18 \$1,134.40 \$29,494.40 22 \$15.96	\$14.30 \$1,144.00 \$29,744.00 23 \$16.13	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1,168.00	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1,190.40	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17 \$1,213.60	\$13.61 \$1,088.80 \$28,308.80 18 \$15.35 \$1,228.00	\$13.74 \$1,099.20 \$28,579.20 19 \$15.49 \$1,239.20	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1,250.40	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1,264.80	\$14.18 \$1,134.40 \$29,494.40 22 \$15.96 \$1,276.80	\$14.30 \$1,144.00 \$29,744.00 23 \$16.13 \$1,290.40	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27 \$1,301.60
Steps Hourly Biweekly Annually Steps Hourly	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17	\$13.61 \$1,088.80 \$28,308.80 18 \$15.35	\$13.74 \$1,099.20 \$28,579.20 19 \$15.49	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81	\$14.18 \$1,134.40 \$29,494.40 22 \$15.96	\$14.30 \$1,144.00 \$29,744.00 23 \$16.13	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1,168.00 \$30,368.00	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30,950.40	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17 \$1,213.60 \$31,553.60	\$13.61 \$1,088.80 \$28,308.80 18 \$15.35 \$1,228.00 \$31,928.00	\$13.74 \$1,099.20 \$28.579.20 19 \$15.49 \$1,239.20 \$32,219.20	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1.250.40 \$32.510.40	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80	\$14.18 \$1,134.40 \$29,494.40 22 \$15.96 \$1,276.80 \$33,196.80	\$14.30 \$1,144.00 \$29,744.00 23 \$16.13 \$1,290.40 \$33,550.40	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27 \$1,301.60 \$33,841.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1.168.00 \$30.368.00	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30,638.40	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30,950.40	\$13.36 \$1,068.80 \$27.788.80 16 \$15.02 \$1.201.60 \$31,241.60	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17 \$1,213.60 \$31,553.60	\$13.61 \$1,088.80 \$28,308.80 18 \$15.35 \$1,228.00 \$31,928.00	\$13.74 \$1,099.20 \$28.579.20 19 \$15.49 \$1,239.20 \$32,219.20	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1.250.40 \$32.510.40	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80	\$14.18 \$1,134.40 \$29,494.40 22 \$15.96 \$1.276.80 \$33,196.80	\$14.30 \$1,144.00 \$29,744.00 23 \$16.13 \$1,290.40 \$33,550.40	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27 \$1,301.60 \$33,841.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$12.95 \$1,036.00 \$26,936.00 13 \$14.60 \$1,168.00 \$30,368.00	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17 \$1,213.60 \$31,553.60 29 \$17.12	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30	\$13.74 \$1,099.20 \$28,579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1.250.40 \$32,510.40 32 \$17.60	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80 33 \$17.81	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1.276.80 \$33.196.80 34 \$17.99	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1,290.40 \$33.550.40 35 \$18.17	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27 \$1,301.60 \$33,841.60 36 \$18.35
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1.168.00 \$30.368.00 25 \$16.44 \$1.315.20	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61 \$1,328.80	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78 \$1,342.40	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94 \$1,355.20	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17 \$1,213.60 \$31,553.60 29 \$17.12 \$1,369.60	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30 \$1,384.00	\$13.74 \$1,099.20 \$28.579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46 \$1,396.80	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1.250.40 \$32.510.40 32 \$17.60 \$1,408.00	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80 33 \$17.81 \$1.424.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1.276.80 \$33.196.80 34 \$17.99 \$1,439.20	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1,290.40 \$33,550.40 35 \$18.17 \$1,453.60	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27 \$1,301.60 \$33,841.60 36 \$18.35 \$1,468.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$12.95 \$1,036.00 \$26,936.00 13 \$14.60 \$1,168.00 \$30,368.00	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17 \$1,213.60 \$31,553.60 29 \$17.12	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30	\$13.74 \$1,099.20 \$28,579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1.250.40 \$32,510.40 32 \$17.60	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1.276.80 \$33.196.80 34 \$17.99	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1,290.40 \$33.550.40 35 \$18.17	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27 \$1,301.60 \$33,841.60 36 \$18.35
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1.168.00 \$30.368.00 25 \$16.44 \$1,315.20 \$34,195.20	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61 \$1.328.80 \$34.548.80	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78 \$1.342.40 \$34.902.40	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94 \$1,355.20 \$35,235.20	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17 \$1,213.60 \$31,553.60 29 \$17.12 \$1,369.60 \$35,609.60	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30 \$1,384.00 \$35,984.00	\$13.74 \$1,099.20 \$28.579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46 \$1,396.80 \$36.316.80	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1.250.40 \$32.510.40 32 \$17.60 \$1,408.00 \$36.608.00	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80 33 \$17.81 \$1,424.80 \$37,044.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1,276.80 \$33.196.80 34 \$17.99 \$1,439.20 \$37,419.20	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1,290.40 \$33.550.40 35 \$18.17 \$1,453.60 \$37.793.60	\$14.45 \$1,156.00 \$30.056.00 24 \$16.27 \$1.301.60 \$33.841.60 36 \$18.35 \$1.468.00 \$38.168.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1.168.00 \$30.368.00 25 \$16.44 \$1,315.20 \$34.195.20	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61 \$1.328.80 \$34.548.80	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78 \$1.342.40 \$34.902.40	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94 \$1,355.20 \$35,235.20	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17 \$1,213.60 \$31,553.60 29 \$17.12 \$1,369.60 \$35.609.60	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30 \$1,384.00 \$35.984.00	\$13.74 \$1,099.20 \$28.579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46 \$1,396.80 \$36.316.80	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1.250.40 \$32.510.40 32 \$17.60 \$1,408.00 \$36.608.00	\$14.02 \$1,121.60 \$29,161.60 21 \$15.81 \$1,264.80 \$32,884.80 33 \$17.81 \$1,424.80 \$37,044.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1.276.80 \$33.196.80 34 \$17.99 \$1,439.20 \$37.419.20	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1.290.40 \$33.550.40 35 \$18.17 \$1,453.60 \$37.793.60	\$14.45 \$1,156.00 \$30.056.00 24 \$16.27 \$1.301.60 \$33.841.60 36 \$18.35 \$1.468.00 \$38.168.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1.168.00 \$30.368.00 25 \$16.44 \$1,315.20 \$34,195.20	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61 \$1,328.80 \$34,548.80	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78 \$1.342.40 \$34.902.40	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94 \$1,355.20 \$35,235.20	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17 \$1.213.60 \$31,553.60 29 \$17.12 \$1,369.60 \$35.609.60	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30 \$1,384.00 \$35,984.00	\$13.74 \$1,099.20 \$28.579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46 \$1,396.80 \$36.316.80	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1,250.40 \$32.510.40 32 \$17.60 \$1,408.00 \$36,608.00	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80 33 \$17.81 \$1,424.80 \$37.044.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1.276.80 \$33.196.80 34 \$17.99 \$1,439.20 \$37,419.20	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1.290.40 \$33.550.40 35 \$18.17 \$1,453.60 \$37,793.60	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27 \$1,301.60 \$33,841.60 36 \$18.35 \$1,468.00 \$38,168.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1.168.00 \$30.368.00 25 \$16.44 \$1,315.20 \$34,195.20 37 \$18.53 \$1.482.40	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61 \$1.328.80 \$34,548.80 38 \$18.72 \$1.497.60	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78 \$1.342.40 \$34,902.40 39 \$18.90 \$1.512.00	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94 \$1,355.20 \$35,235.20	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17 \$1,213.60 \$31,553.60 29 \$17.12 \$1,369.60 \$35,609.60 41 \$19.29 \$1,543.20	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30 \$1,384.00 \$35,984.00 42 \$19.49 \$1,559.20	\$13.74 \$1,099.20 \$28,579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46 \$1,396.80 \$36,316.80 43 \$19.67 \$1,573.60	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1,250.40 \$32.510.40 32 \$17.60 \$1.408.00 \$36.608.00 44 \$19.86 \$1,588.80	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80 33 \$17.81 \$1.424.80 \$37.044.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1,276.80 \$33.196.80 34 \$17.99 \$1,439.20 \$37,419.20 46 \$20.26 \$1,620.80	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1.290.40 \$33.550.40 35 \$18.17 \$1.453.60 \$37.793.60 47 \$20.47 \$1.637.60	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27 \$1,301.60 \$33,841.60 36 \$18.35 \$1,468.00 \$38,168.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1.168.00 \$30.368.00 25 \$16.44 \$1,315.20 \$34,195.20	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61 \$1,328.80 \$34,548.80	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78 \$1.342.40 \$34.902.40	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94 \$1,355.20 \$35,235.20	\$13.47 \$1,077.60 \$28.017.60 17 \$15.17 \$1.213.60 \$31,553.60 29 \$17.12 \$1,369.60 \$35.609.60	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30 \$1,384.00 \$35,984.00	\$13.74 \$1,099.20 \$28.579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46 \$1,396.80 \$36.316.80	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1,250.40 \$32.510.40 32 \$17.60 \$1,408.00 \$36,608.00	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80 33 \$17.81 \$1,424.80 \$37.044.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1.276.80 \$33.196.80 34 \$17.99 \$1,439.20 \$37,419.20	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1.290.40 \$33.550.40 35 \$18.17 \$1,453.60 \$37,793.60	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27 \$1,301.60 \$33,841.60 36 \$18.35 \$1,468.00 \$38,168.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$12.95 \$1,036.00 \$26.936.00 \$13 \$14.60 \$1,168.00 \$30.368.00 \$25 \$16.44 \$1,315.20 \$34,195.20 \$34,195.20 \$38,542.40	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61 \$1,328.80 \$34.548.80 38 \$18.72 \$1.497.60 \$38,937.60	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78 \$1.342.40 \$34.902.40 39 \$18.90 \$1.512.00 \$39.312.00	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94 \$1,355.20 \$35,235.20 40 \$19.09 \$1,527.20 \$39,707.20	\$13.47 \$1,077.60 \$28.017.60 \$28.017.60 17 \$15.17 \$1,213.60 \$31,553.60 29 \$17.12 \$1,369.60 \$35,609.60 41 \$19.29 \$1,543.20 \$40,123.20	\$13.61 \$1,088.80 \$28,308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30 \$1,384.00 \$35,984.00 42 \$19.49 \$1,559.20 \$40,539.20	\$13.74 \$1,099.20 \$28,579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46 \$1,396.80 \$36,316.80 43 \$19.67 \$1,573.60 \$40,913.60	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1,250.40 \$32.510.40 32 \$17.60 \$1.408.00 \$36.608.00 44 \$19.86 \$1,588.80	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80 33 \$17.81 \$1.424.80 \$37.044.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1,276.80 \$33.196.80 34 \$17.99 \$1,439.20 \$37,419.20 46 \$20.26 \$1,620.80	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1.290.40 \$33.550.40 35 \$18.17 \$1.453.60 \$37.793.60 47 \$20.47 \$1.637.60	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27 \$1,301.60 \$33,841.60 36 \$18.35 \$1,468.00 \$38,168.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1,168.00 \$30.368.00 25 \$16.44 \$1,315.20 \$34,195.20 37 \$18.53 \$1,482.40 \$38,542.40	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61 \$1.328.80 \$34,548.80 38 \$18.72 \$1.497.60 \$38.937.60	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78 \$1.342.40 \$34.902.40 39 \$18.90 \$1.512.00 \$39.312.00	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94 \$1,355.20 \$35,235.20 40 \$19.09 \$1,527.20 \$39,707.20	\$13.47 \$1,077.60 \$28.017.60 \$15.17 \$15.17 \$1,213.60 \$31,553.60 \$29 \$17.12 \$1,369.60 \$35,609.60 \$41 \$19.29 \$1,543.20 \$40,123.20	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30 \$1,384.00 \$35,984.00 42 \$19.49 \$1,559.20 \$40,539.20	\$13.74 \$1,099.20 \$28,579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46 \$1,396.80 \$36,316.80 43 \$19.67 \$1,573.60 \$40,913.60	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1,250.40 \$32.510.40 32 \$17.60 \$1.408.00 \$36.608.00 44 \$19.86 \$1,588.80	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80 33 \$17.81 \$1.424.80 \$37.044.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1,276.80 \$33.196.80 34 \$17.99 \$1,439.20 \$37,419.20 46 \$20.26 \$1,620.80	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1.290.40 \$33.550.40 35 \$18.17 \$1.453.60 \$37.793.60 47 \$20.47 \$1.637.60	\$14.45 \$1,156.00 \$30,056.00 24 \$16.27 \$1,301.60 \$33,841.60 36 \$18.35 \$1,468.00 \$38,168.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1,168.00 \$30.368.00 25 \$16.44 \$1,315.20 \$34,195.20 37 \$18.53 \$1,482.40 \$38.542.40	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61 \$1.328.80 \$34.548.80 38 \$18.72 \$1.497.60 \$38.937.60 \$0 \$21.09	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78 \$1.342.40 \$34.902.40 39 \$18.90 \$1.512.00 \$39.312.00	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94 \$1,355.20 \$35,235.20 40 \$19.09 \$1,527.20 \$39,707.20	\$13.47 \$1,077.60 \$28.017.60 \$15.17 \$15.17 \$1,213.60 \$31,553.60 \$29 \$17.12 \$1,369.60 \$35,609.60 \$41 \$19.29 \$1,543.20 \$40,123.20	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30 \$1,384.00 \$35,984.00 42 \$19.49 \$1,559.20 \$40,539.20	\$13.74 \$1,099.20 \$28.579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46 \$1,396.80 \$36,316.80 43 \$19.67 \$1,573.60 \$40,913.60 55 \$22.17	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1,250.40 \$32.510.40 32 \$17.60 \$1.408.00 \$36.608.00 44 \$19.86 \$1,588.80	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80 33 \$17.81 \$1.424.80 \$37.044.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1,276.80 \$33.196.80 34 \$17.99 \$1,439.20 \$37,419.20 46 \$20.26 \$1,620.80	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1.290.40 \$33.550.40 35 \$18.17 \$1.453.60 \$37.793.60 47 \$20.47 \$1.637.60	\$14.45 \$1,156.00 \$30.056.00 24 \$16.27 \$1.301.60 \$33.841.60 36 \$18.35 \$1.468.00 \$38.168.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually	\$12.95 \$1,036.00 \$26,936.00 13 \$14.60 \$1,168.00 \$30,368.00 25 \$16.44 \$1,315.20 \$34,195.20 37 \$18.53 \$1,482.40 \$38,542.40 49 \$20.88 \$1,670.40	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61 \$1.328.80 \$34.548.80 38 \$18.72 \$1.497.60 \$38.937.60 \$0.50 \$1.60 \$1.09 \$1.687.20	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78 \$1.342.40 \$34.902.40 39 \$1.512.00 \$39.312.00 51 \$21.30 \$1.704.00	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94 \$1,355.20 \$35,235.20 40 \$19.09 \$1,527.20 \$39,707.20 52 \$21.51 \$1,720.80	\$13.47 \$1,077.60 \$28.017.60 \$28.017.60 17 \$15.17 \$1,213.60 \$31.553.60 29 \$17.12 \$1,369.60 \$35.609.60 41 \$19.29 \$1,543.20 \$40.123.20 53 \$21.73 \$1,738.40	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30 \$1,384.00 \$35,984.00 42 \$19.49 \$1,559.20 \$40,539.20 54 \$21.94 \$1,755.20	\$13.74 \$1,099.20 \$28,579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46 \$1,396.80 \$36,316.80 43 \$19.67 \$1,573.60 \$40,913.60 55 \$22.17 \$1,773.60	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1,250.40 \$32.510.40 32 \$17.60 \$1.408.00 \$36.608.00 44 \$19.86 \$1,588.80	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80 33 \$17.81 \$1.424.80 \$37.044.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1,276.80 \$33.196.80 34 \$17.99 \$1,439.20 \$37,419.20 46 \$20.26 \$1,620.80	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1.290.40 \$33.550.40 35 \$18.17 \$1.453.60 \$37.793.60 47 \$20.47 \$1.637.60	\$14.45 \$1,156.00 \$30.056.00 24 \$16.27 \$1.301.60 \$33.841.60 36 \$18.35 \$1.468.00 \$38.168.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$12.95 \$1,036.00 \$26.936.00 13 \$14.60 \$1,168.00 \$30.368.00 25 \$16.44 \$1,315.20 \$34,195.20 37 \$18.53 \$1,482.40 \$38.542.40	\$13.09 \$1,047.20 \$27,227.20 14 \$14.73 \$1.178.40 \$30.638.40 26 \$16.61 \$1.328.80 \$34.548.80 38 \$18.72 \$1.497.60 \$38.937.60 \$0 \$21.09	\$13.23 \$1,058.40 \$27.518.40 15 \$14.88 \$1.190.40 \$30.950.40 27 \$16.78 \$1.342.40 \$34.902.40 39 \$18.90 \$1.512.00 \$39.312.00	\$13.36 \$1,068.80 \$27,788.80 16 \$15.02 \$1,201.60 \$31,241.60 28 \$16.94 \$1,355.20 \$35,235.20 40 \$19.09 \$1,527.20 \$39,707.20	\$13.47 \$1,077.60 \$28.017.60 \$15.17 \$15.17 \$1,213.60 \$31,553.60 \$29 \$17.12 \$1,369.60 \$35,609.60 \$41 \$19.29 \$1,543.20 \$40,123.20	\$13.61 \$1,088.80 \$28.308.80 18 \$15.35 \$1,228.00 \$31,928.00 30 \$17.30 \$1,384.00 \$35,984.00 42 \$19.49 \$1,559.20 \$40,539.20	\$13.74 \$1,099.20 \$28.579.20 19 \$15.49 \$1,239.20 \$32,219.20 31 \$17.46 \$1,396.80 \$36,316.80 43 \$19.67 \$1,573.60 \$40,913.60 55 \$22.17	\$13.88 \$1,110.40 \$28.870.40 20 \$15.63 \$1,250.40 \$32.510.40 32 \$17.60 \$1.408.00 \$36.608.00 44 \$19.86 \$1,588.80	\$14.02 \$1,121.60 \$29.161.60 21 \$15.81 \$1.264.80 \$32.884.80 33 \$17.81 \$1.424.80 \$37.044.80	\$14.18 \$1,134.40 \$29.494.40 22 \$15.96 \$1,276.80 \$33.196.80 34 \$17.99 \$1,439.20 \$37,419.20 46 \$20.26 \$1,620.80	\$14.30 \$1,144.00 \$29.744.00 23 \$16.13 \$1.290.40 \$33.550.40 35 \$18.17 \$1.453.60 \$37.793.60 47 \$20.47 \$1.637.60	\$14.45 \$1,156.00 \$30.056.00 24 \$16.27 \$1.301.60 \$33.841.60 36 \$18.35 \$1.468.00 \$38.168.00

(Non-bargaining unit)

Grade	7	3
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$14.60	\$14.73	\$14.88	\$15.02	\$15.17	\$15.35	\$15.49	\$15.63	\$15.81	\$15.96	\$16.13	\$16.27
Biweekly	\$1,168.00	\$1,178.40	\$1,190.40	\$1,201.60	\$1,213.60	\$1,228.00	\$1,239.20	\$1,250.40	\$1,264.80	\$1,276.80	\$1,290.40	\$1,301.60
Annually	\$30,368.00	\$30,638.40	\$30,950.40	\$31,241.60	\$31,553.60	\$31,928.00	\$32,219.20	\$32,510.40	\$32,884.80	\$33,196.80	\$33,550.40	\$33,841.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$16.44	\$16.61	\$16.78	\$16.94	\$17.12	\$17.30	\$17.46	\$17.60	\$17.81	\$17.99	\$18.17	\$18.35
Biweekly	\$1,315.20	\$1,328.80	\$1,342.40	\$1,355.20	\$1,369.60	\$1,384.00	\$1,396.80	\$1,408.00	\$1,424.80	\$1,439.20	\$1,453.60	\$1,468.00
Annually	\$34,195.20	\$34,548.80	\$34,902.40	\$35,235.20	\$35,609.60	\$35,984.00	\$36,316.80	\$36,608.00	\$37,044.80	\$37,419.20	\$37,793.60	\$38,168.00
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$18.53	\$18.72	\$18.90	\$19.09	\$19.29	\$19.49	\$19.67	\$19.86	\$20.08	\$20.26	\$20.47	\$20.68
Biweekly	\$1,482.40	\$1,497.60	\$1,512.00	\$1,527.20	\$1,543.20	\$1,559.20	\$1,573.60	\$1,588.80	\$1,606.40	\$1,620.80	\$1,637.60	\$1,654.40
Annually	\$38,542.40	\$38,937.60	\$39,312.00	\$39,707.20	\$40.123.20	\$40.539.20	\$40,913.60	\$41,308.80	\$41,766.40	\$42,140.80	\$42,577.60	\$43,014.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$20.88	\$21.09	\$21.30	\$21.51	\$21.73	\$21.94	\$22.17	\$22.38	\$22.61	\$22.82	\$23.05	\$23.29
Biweekly	\$1,670.40	\$1,687.20	\$1,704.00	\$1,720.80	\$1,738.40	\$1,755.20	\$1,773.60	\$1,790.40	\$1,808.80	\$1,825.60	\$1,844.00	\$1,863.20
Annually	\$43,430.40	\$43,867.20	\$44,304.00	\$44,740.80	\$45,198.40	\$45,635.20	\$46,113.60	\$46,550.40	\$47,028.80	\$47,465.60	\$47,944.00	\$48,443.20
Steps	49	50	51	52	53	54	55					
Harmbr	\$23.54	\$23.76	\$23.98	\$24.24	\$24.49	\$24.72	\$24.97					
Hourly Biweekly	\$23.34 \$1,883.20	\$1,900.80	\$23.98 \$1,918.40	\$24.24 \$1,939.20	\$1,959.20	\$24.72 \$1,977.60	\$24.97 \$1,997.60					
Annually	\$48,963.20	\$49,420.80	\$49,878.40	\$50,419.20	\$50,939.20	\$51,417.60	\$51,937.60					
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Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$16.44	\$16.61	\$16.78	\$16.94	\$17.12	\$17.30	\$17.46	\$17.60	\$17.81	\$17.99	\$18.17	\$18.35
Steps Hourly Biweekly	\$16.44 \$1,315.20	\$16.61 \$1,328.80	\$16.78 \$1,342.40	\$16.94 \$1,355.20	\$17.12 \$1,369.60	\$17.30 \$1,384.00	\$17.46 \$1,396.80	\$17.60 \$1,408.00	\$17.81 \$1,424.80	\$17.99 \$1,439.20	\$18.17 \$1,453.60	\$18.35 \$1,468.00
Steps Hourly	\$16.44	\$16.61	\$16.78	\$16.94	\$17.12	\$17.30	\$17.46	\$17.60	\$17.81	\$17.99	\$18.17	\$18.35
Steps Hourly Biweekly Annually Steps	\$16.44 \$1,315.20 \$34,195.20	\$16.61 \$1,328.80 \$34,548.80	\$16.78 \$1,342.40 \$34,902.40	\$16.94 \$1,355.20 \$35,235.20	\$17.12 \$1,369.60 \$35,609.60	\$17.30 \$1,384.00 \$35,984.00	\$17.46 \$1,396.80 \$36,316.80	\$17.60 \$1,408.00 \$36,608.00	\$17.81 \$1,424.80 \$37.044.80	\$17.99 \$1,439.20 \$37,419.20	\$18.17 \$1,453.60 \$37,793.60	\$18.35 \$1,468.00 \$38,168.00
Steps Hourly Biweekly Annually Steps Hourly	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53	\$16.61 \$1,328.80 \$34,548.80 14 \$18.72	\$16.78 \$1,342.40 \$34,902.40 15 \$18.90	\$16.94 \$1,355.20 \$35,235.20 16 \$19.09	\$17.12 \$1,369.60 \$35,609.60 17 \$19.29	\$17.30 \$1,384.00 \$35.984.00 18 \$19.49	\$17.46 \$1,396.80 \$36.316.80 19 \$19.67	\$17.60 \$1,408.00 \$36,608.00 20 \$19.86	\$17.81 \$1,424.80 \$37.044.80 21 \$20.08	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26	\$18.17 \$1,453.60 \$37.793.60 23 \$20.47	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40	\$16.61 \$1,328.80 \$34.548.80 14 \$18.72 \$1,497.60	\$16.78 \$1,342.40 \$34,902.40 15 \$18.90 \$1,512.00	\$16.94 \$1,355.20 \$35,235.20 16 \$19.09 \$1,527.20	\$17.12 \$1,369.60 \$35,609.60 17 \$19.29 \$1,543.20	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1,559.20	\$17.46 \$1,396.80 \$36.316.80 19 \$19.67 \$1.573.60	\$17.60 \$1,408.00 \$36,608.00 20 \$19.86 \$1,588.80	\$17.81 \$1,424.80 \$37.044.80 21 \$20.08 \$1,606.40	\$17.99 \$1,439.20 \$37.419.20 22 \$20.26 \$1,620.80	\$18.17 \$1,453.60 \$37.793.60 23 \$20.47 \$1,637.60	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40
Steps Hourly Biweekly Annually Steps Hourly	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53	\$16.61 \$1,328.80 \$34,548.80 14 \$18.72	\$16.78 \$1,342.40 \$34,902.40 15 \$18.90	\$16.94 \$1,355.20 \$35,235.20 16 \$19.09	\$17.12 \$1,369.60 \$35,609.60 17 \$19.29	\$17.30 \$1,384.00 \$35.984.00 18 \$19.49	\$17.46 \$1,396.80 \$36.316.80 19 \$19.67	\$17.60 \$1,408.00 \$36,608.00 20 \$19.86	\$17.81 \$1,424.80 \$37.044.80 21 \$20.08	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26	\$18.17 \$1,453.60 \$37.793.60 23 \$20.47	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38.542.40	\$16.61 \$1,328.80 \$34.548.80 14 \$18.72 \$1,497.60 \$38.937.60	\$16.78 \$1,342.40 \$34,902.40 15 \$18.90 \$1,512.00 \$39,312.00	\$16.94 \$1,355.20 \$35,235.20 16 \$19.09 \$1,527.20 \$39,707.20	\$17.12 \$1,369.60 \$35.609.60 17 \$19.29 \$1,543.20 \$40,123.20	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1,559.20 \$40,539.20	\$17.46 \$1,396.80 \$36.316.80 19 \$19.67 \$1.573.60 \$40.913.60	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1.588.80 \$41.308.80	\$17.81 \$1,424.80 \$37.044.80 21 \$20.08 \$1,606.40 \$41,766.40	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1,620.80 \$42,140.80	\$18.17 \$1,453.60 \$37.793.60 23 \$20.47 \$1.637.60 \$42.577.60	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40 \$43.014.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38,542.40	\$16.61 \$1,328.80 \$34.548.80 14 \$18.72 \$1,497.60 \$38,937.60	\$16.78 \$1,342.40 \$34,902.40 15 \$18.90 \$1.512.00 \$39,312.00	\$16.94 \$1,355.20 \$35,235.20 16 \$19.09 \$1,527.20 \$39,707.20	\$17.12 \$1,369.60 \$35.609.60 17 \$19.29 \$1,543.20 \$40,123.20	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1,559.20 \$40,539.20	\$17.46 \$1,396.80 \$36,316.80 19 \$19.67 \$1,573.60 \$40,913.60	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1.588.80 \$41,308.80	\$17.81 \$1,424.80 \$37.044.80 \$21 \$20.08 \$1,606.40 \$41,766.40	\$17.99 \$1,439.20 \$37.419.20 22 \$20.26 \$1.620.80 \$42,140.80	\$18.17 \$1,453.60 \$37.793.60 23 \$20.47 \$1.637.60 \$42.577.60	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40 \$43.014.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38.542.40	\$16.61 \$1,328.80 \$34.548.80 14 \$18.72 \$1,497.60 \$38.937.60	\$16.78 \$1,342.40 \$34,902.40 15 \$18.90 \$1,512.00 \$39,312.00	\$16.94 \$1,355.20 \$35,235.20 16 \$19.09 \$1,527.20 \$39,707.20	\$17.12 \$1,369.60 \$35.609.60 17 \$19.29 \$1,543.20 \$40,123.20	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1,559.20 \$40,539.20	\$17.46 \$1,396.80 \$36.316.80 19 \$19.67 \$1.573.60 \$40.913.60	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1.588.80 \$41.308.80	\$17.81 \$1,424.80 \$37.044.80 21 \$20.08 \$1,606.40 \$41,766.40	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1,620.80 \$42,140.80	\$18.17 \$1,453.60 \$37.793.60 23 \$20.47 \$1.637.60 \$42.577.60	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40 \$43.014.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1.482.40 \$38,542.40	\$16.61 \$1,328.80 \$34.548.80 \$18.72 \$1.497.60 \$38.937.60 \$21.09	\$16.78 \$1,342.40 \$34,902.40 15 \$18.90 \$1.512.00 \$39,312.00 27 \$21.30	\$16.94 \$1,355.20 \$35,235.20 16 \$19.09 \$1,527.20 \$39,707.20	\$17.12 \$1,369.60 \$35,609.60 17 \$19.29 \$1,543.20 \$40,123.20 29 \$21.73	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1,559.20 \$40,539.20 30 \$21.94	\$17.46 \$1,396.80 \$36,316.80 19 \$19.67 \$1,573.60 \$40,913.60 31 \$22.17	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1.588.80 \$41.308.80 32 \$22.38	\$17.81 \$1,424.80 \$37.044.80 \$21 \$20.08 \$1,606.40 \$41,766.40 \$33 \$22.61	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1.620.80 \$42,140.80 34 \$22.82	\$18.17 \$1,453.60 \$37,793.60 23 \$20.47 \$1.637.60 \$42,577.60 35 \$23.05	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1,654.40 \$43.014.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38.542.40 25 \$20.88 \$1,670.40 \$43,430.40	\$16.61 \$1,328.80 \$34.548.80 14 \$18.72 \$1.497.60 \$38.937.60 26 \$21.09 \$1.687.20 \$43.867.20	\$16.78 \$1,342.40 \$34.902.40 15 \$18.90 \$1.512.00 \$39.312.00 27 \$21.30 \$1,704.00 \$44,304.00	\$16.94 \$1,355.20 \$35,235.20 16 \$19.09 \$1,527.20 \$39.707.20 28 \$21.51 \$1,720.80 \$44,740.80	\$17.12 \$1,369.60 \$35,609.60 17 \$19.29 \$1,543.20 \$40,123.20 29 \$21.73 \$1,738.40 \$45,198.40	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1.559.20 \$40,539.20 30 \$21.94 \$1,755.20 \$45.635.20	\$17.46 \$1,396.80 \$36.316.80 19 \$19.67 \$1.573.60 \$40.913.60 31 \$22.17 \$1.773.60 \$46.113.60	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1.588.80 \$41.308.80 32 \$22.38 \$1.790.40 \$46.550.40	\$17.81 \$1,424.80 \$37.044.80 21 \$20.08 \$1.606.40 \$41.766.40 33 \$22.61 \$1.808.80 \$47.028.80	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1.620.80 \$42.140.80 34 \$22.82 \$1,825.60 \$47,465.60	\$18.17 \$1,453.60 \$37,793.60 23 \$20.47 \$1.637.60 \$42.577.60 35 \$23.05 \$1,844.00 \$47,944.00	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40 \$43.014.40 36 \$23.29 \$1.863.20 \$48.443.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38.542.40 25 \$20.88 \$1.670.40 \$43,430.40	\$16.61 \$1,328.80 \$34.548.80 14 \$18.72 \$1,497.60 \$38.937.60 26 \$21.09 \$1,687.20 \$43,867.20	\$16.78 \$1,342.40 \$34.902.40 15 \$18.90 \$1.512.00 \$39.312.00 27 \$21.30 \$1,704.00 \$44.304.00	\$16.94 \$1,355.20 \$35,235.20 16 \$19.09 \$1.527.20 \$39,707.20 28 \$21.51 \$1,720.80 \$44,740.80	\$17.12 \$1,369.60 \$35,609.60 17 \$19.29 \$1,543.20 \$40,123.20 29 \$21.73 \$1,738.40 \$45,198.40	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1,559.20 \$40,539.20 30 \$21.94 \$1,755.20 \$45,635.20	\$17.46 \$1,396.80 \$36.316.80 19 \$19.67 \$1.573.60 \$40.913.60 31 \$22.17 \$1.773.60 \$46.113.60	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1.588.80 \$41.308.80 32 \$22.38 \$1.790.40 \$46.550.40	\$17.81 \$1,424.80 \$37.044.80 \$21 \$20.08 \$1,606.40 \$41,766.40 \$33 \$22.61 \$1,808.80 \$47,028.80	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1.620.80 \$42,140.80 34 \$22.82 \$1,825.60 \$47,465.60	\$18.17 \$1,453.60 \$37,793.60 23 \$20.47 \$1.637.60 \$42,577.60 35 \$23.05 \$1,844.00 \$47,944.00	\$18.35 \$1,468.00 \$38,168.00 24 \$20.68 \$1,654.40 \$43,014.40 36 \$23.29 \$1,863.20 \$48,443.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38,542.40 25 \$20.88 \$1,670.40 \$43,430.40	\$16.61 \$1,328.80 \$34.548.80 14 \$18.72 \$1,497.60 \$38.937.60 26 \$21.09 \$1.687.20 \$43,867.20	\$16.78 \$1,342.40 \$34.902.40 15 \$18.90 \$1.512.00 \$39.312.00 27 \$21.30 \$1,704.00 \$44.304.00	\$16.94 \$1,355.20 \$35,235.20 16 \$19.09 \$1,527.20 \$39,707.20 28 \$21.51 \$1,720.80 \$44,740.80 40 \$24.24	\$17.12 \$1,369.60 \$35,609.60 17 \$19.29 \$1,543.20 \$40,123.20 29 \$21.73 \$1,738.40 \$45,198.40	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1.559.20 \$40.539.20 30 \$21.94 \$1.755.20 \$45.635.20	\$17.46 \$1,396.80 \$36.316.80 19 \$19.67 \$1.573.60 \$40.913.60 31 \$22.17 \$1.773.60 \$46.113.60	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1,588.80 \$41.308.80 32 \$22.38 \$1,790.40 \$46.550.40	\$17.81 \$1,424.80 \$37.044.80 \$21 \$20.08 \$1,606.40 \$41,766.40 \$33 \$22.61 \$1,808.80 \$47.028.80	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1,620.80 \$42,140.80 34 \$22.82 \$1,825.60 \$47,465.60	\$18.17 \$1,453.60 \$37,793.60 23 \$20.47 \$1,637.60 \$42,577.60 35 \$23.05 \$1,844.00 \$47,944.00	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40 \$43.014.40 36 \$23.29 \$1,863.20 \$48.443.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38.542.40 25 \$20.88 \$1,670.40 \$43,430.40 37 \$23.54 \$1,883.20	\$16.61 \$1,328.80 \$34.548.80 14 \$18.72 \$1.497.60 \$38.937.60 26 \$21.09 \$1.687.20 \$43.867.20 38 \$23.76 \$1,900.80	\$16.78 \$1,342.40 \$34.902.40 15 \$18.90 \$1.512.00 \$39.312.00 27 \$21.30 \$1.704.00 \$44.304.00 39 \$23.98 \$1,918.40	\$16.94 \$1,355.20 \$35,235.20 \$35,235.20 16 \$19.09 \$1,527.20 \$39,707.20 28 \$21.51 \$1.720.80 \$44,740.80 40 \$24.24 \$1,939.20	\$17.12 \$1,369.60 \$35.609.60 17 \$19.29 \$1.543.20 \$40.123.20 29 \$21.73 \$1.738.40 \$45.198.40 41 \$24.49 \$1,959.20	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1.559.20 \$40.539.20 30 \$21.94 \$1.755.20 \$45.635.20 42 \$24.72 \$1,977.60	\$17.46 \$1,396.80 \$36,316.80 19 \$19.67 \$1.573.60 \$40,913.60 31 \$22.17 \$1.773.60 \$46.113.60 43 \$24.97 \$1,997.60	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1.588.80 \$41.308.80 32 \$22.38 \$1.790.40 \$46.550.40 44 \$25.24 \$2,019.20	\$17.81 \$1,424.80 \$37.044.80 \$21 \$20.08 \$1,606.40 \$41,766.40 \$41,766.40 \$45 \$22.61 \$1.808.80 \$47.028.80 \$47.028.80	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1,620.80 \$42,140.80 34 \$22.82 \$1,825.60 \$47,465.60 46 \$25.71 \$2,056.80	\$18.17 \$1,453.60 \$37,793.60 23 \$20.47 \$1,637.60 \$42.577.60 35 \$23.05 \$1.844.00 \$47,944.00 47 \$25.97 \$2,077.60	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40 \$43.014.40 36 \$23.29 \$1,863.20 \$48,443.20 48 \$26.24 \$2.099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38,542.40 25 \$20.88 \$1,670.40 \$43,430.40	\$16.61 \$1,328.80 \$34.548.80 14 \$18.72 \$1,497.60 \$38.937.60 26 \$21.09 \$1.687.20 \$43,867.20	\$16.78 \$1,342.40 \$34.902.40 15 \$18.90 \$1.512.00 \$39.312.00 27 \$21.30 \$1,704.00 \$44.304.00	\$16.94 \$1,355.20 \$35,235.20 \$35,235.20 16 \$19.09 \$1,527.20 \$39,707.20 28 \$21.51 \$1,720.80 \$44,740.80	\$17.12 \$1,369.60 \$35,609.60 17 \$19.29 \$1,543.20 \$40,123.20 29 \$21.73 \$1,738.40 \$45,198.40	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1.559.20 \$40.539.20 30 \$21.94 \$1.755.20 \$45.635.20	\$17.46 \$1,396.80 \$36.316.80 19 \$19.67 \$1.573.60 \$40.913.60 31 \$22.17 \$1.773.60 \$46.113.60	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1,588.80 \$41.308.80 32 \$22.38 \$1,790.40 \$46.550.40	\$17.81 \$1,424.80 \$37.044.80 \$21 \$20.08 \$1,606.40 \$41,766.40 \$33 \$22.61 \$1,808.80 \$47.028.80	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1,620.80 \$42,140.80 34 \$22.82 \$1,825.60 \$47,465.60	\$18.17 \$1,453.60 \$37,793.60 23 \$20.47 \$1,637.60 \$42,577.60 35 \$23.05 \$1,844.00 \$47,944.00	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40 \$43.014.40 36 \$23.29 \$1,863.20 \$48.443.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38.542.40 25 \$20.88 \$1,670.40 \$43,430.40 37 \$23.54 \$1,883.20	\$16.61 \$1,328.80 \$34.548.80 14 \$18.72 \$1.497.60 \$38.937.60 26 \$21.09 \$1.687.20 \$43.867.20 38 \$23.76 \$1,900.80	\$16.78 \$1,342.40 \$34.902.40 15 \$18.90 \$1.512.00 \$39.312.00 27 \$21.30 \$1.704.00 \$44.304.00 39 \$23.98 \$1,918.40	\$16.94 \$1,355.20 \$35,235.20 \$35,235.20 16 \$19.09 \$1,527.20 \$39,707.20 28 \$21.51 \$1.720.80 \$44,740.80 40 \$24.24 \$1,939.20	\$17.12 \$1,369.60 \$35,609.60 17 \$19.29 \$1,543.20 \$40,123.20 29 \$21.73 \$1,738.40 \$45,198.40 41 \$24.49 \$1,959.20 \$50,939.20	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1.559.20 \$40.539.20 30 \$21.94 \$1.755.20 \$45.635.20 42 \$24.72 \$1,977.60 \$51,417.60	\$17.46 \$1,396.80 \$36,316.80 19 \$19.67 \$1.573.60 \$40,913.60 31 \$22.17 \$1.773.60 \$46.113.60 43 \$24.97 \$1,997.60	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1.588.80 \$41.308.80 32 \$22.38 \$1.790.40 \$46.550.40 44 \$25.24 \$2,019.20	\$17.81 \$1,424.80 \$37.044.80 \$21 \$20.08 \$1,606.40 \$41,766.40 \$41,766.40 \$45 \$22.61 \$1.808.80 \$47.028.80 \$47.028.80	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1,620.80 \$42,140.80 34 \$22.82 \$1,825.60 \$47,465.60 46 \$25.71 \$2,056.80	\$18.17 \$1,453.60 \$37,793.60 23 \$20.47 \$1,637.60 \$42.577.60 35 \$23.05 \$1.844.00 \$47,944.00 47 \$25.97 \$2,077.60	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40 \$43.014.40 36 \$23.29 \$1,863.20 \$48,443.20 48 \$26.24 \$2.099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38.542.40 25 \$20.88 \$1,670.40 \$43,430.40 37 \$23.54 \$1,883.20 \$48,963.20	\$16.61 \$1,328.80 \$34.548.80 \$18.72 \$1.497.60 \$38.937.60 \$21.09 \$1.687.20 \$43.867.20 \$43.867.20	\$16.78 \$1,342.40 \$34,902.40 15 \$18.90 \$1,512.00 \$39.312.00 27 \$21.30 \$1,704.00 \$44.304.00 39 \$23.98 \$1.918.40 \$49.878.40	\$16.94 \$1,355.20 \$35,235.20 \$35,235.20 16 \$19.09 \$1,527.20 \$39,707.20 28 \$21.51 \$1,720.80 \$44,740.80 40 \$24.24 \$1,939.20 \$50,419.20	\$17.12 \$1,369.60 \$35,609.60 17 \$19.29 \$1,543.20 \$40.123.20 29 \$21.73 \$1,738.40 \$45.198.40 41 \$24.49 \$1,959.20 \$50,939.20	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1,559.20 \$40,539.20 30 \$21.94 \$1,755.20 \$45,635.20 42 \$24.72 \$1,977.60 \$51,417.60	\$17.46 \$1,396.80 \$36.316.80 19 \$19.67 \$1.573.60 \$40.913.60 31 \$22.17 \$1,773.60 \$46.113.60 43 \$24.97 \$1,997.60 \$51,937.60	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1.588.80 \$41.308.80 32 \$22.38 \$1.790.40 \$46.550.40 44 \$25.24 \$2,019.20	\$17.81 \$1,424.80 \$37.044.80 \$21 \$20.08 \$1,606.40 \$41,766.40 \$41,766.40 \$45 \$22.61 \$1.808.80 \$47.028.80 \$47.028.80	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1,620.80 \$42,140.80 34 \$22.82 \$1,825.60 \$47,465.60 46 \$25.71 \$2,056.80	\$18.17 \$1,453.60 \$37,793.60 23 \$20.47 \$1,637.60 \$42.577.60 35 \$23.05 \$1.844.00 \$47,944.00 47 \$25.97 \$2,077.60	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40 \$43.014.40 36 \$23.29 \$1,863.20 \$48,443.20 48 \$26.24 \$2.099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38,542.40 25 \$20.88 \$1,670.40 \$43,430.40 37 \$23.54 \$1,883.20 \$48.963.20 49 \$26.52 \$2,121.60	\$16.61 \$1,328.80 \$34.548.80 \$34.548.80 \$18.72 \$1.497.60 \$38.937.60 \$21.09 \$1.687.20 \$43.867.20 \$43.867.20 \$49.420.80 \$50.80 \$49.420.80	\$16.78 \$1,342.40 \$34,902.40 15 \$18.90 \$1,512.00 \$39.312.00 27 \$21.30 \$1,704.00 \$44.304.00 39 \$23.98 \$1.918.40 \$49.878.40 51	\$16.94 \$1,355.20 \$35,235.20 16 \$19.09 \$1,527.20 \$39,707.20 28 \$21.51 \$1,720.80 \$44,740.80 40 \$24.24 \$1,939.20 \$50,419.20 52 \$27.30 \$21.84.00	\$17.12 \$1,369.60 \$35,609.60 17 \$19.29 \$1,543.20 \$40,123.20 29 \$21.73 \$1,738.40 \$45,198.40 41 \$24.49 \$1,959.20 \$50,939.20 53 \$27.58 \$2,206.40	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1,559.20 \$40,539.20 30 \$21.94 \$1,755.20 \$45,635.20 42 \$24.72 \$1,977.60 \$51,417.60 54 \$27.86 \$2,228.80	\$17.46 \$1,396.80 \$36.316.80 19 \$19.67 \$1.573.60 \$40.913.60 31 \$22.17 \$1,773.60 \$46.113.60 43 \$24.97 \$1,997.60 \$51,937.60 55 \$28.14 \$2,251.20	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1.588.80 \$41.308.80 32 \$22.38 \$1.790.40 \$46.550.40 44 \$25.24 \$2,019.20	\$17.81 \$1,424.80 \$37.044.80 \$21 \$20.08 \$1,606.40 \$41,766.40 \$41,766.40 \$45 \$22.61 \$1.808.80 \$47.028.80 \$47.028.80	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1,620.80 \$42,140.80 34 \$22.82 \$1,825.60 \$47,465.60 46 \$25.71 \$2,056.80	\$18.17 \$1,453.60 \$37,793.60 23 \$20.47 \$1,637.60 \$42.577.60 35 \$23.05 \$1.844.00 \$47,944.00 47 \$25.97 \$2,077.60	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40 \$43.014.40 36 \$23.29 \$1,863.20 \$48,443.20 48 \$26.24 \$2.099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.44 \$1,315.20 \$34,195.20 13 \$18.53 \$1,482.40 \$38,542.40 25 \$20.88 \$1,670.40 \$43,430.40 37 \$23.54 \$1,883.20 \$48,963.20	\$16.61 \$1,328.80 \$34.548.80 \$34.548.80 14 \$18.72 \$1.497.60 \$38.937.60 26 \$21.09 \$1.687.20 \$43.867.20 \$43.867.20 \$43.867.20 \$43.867.20	\$16.78 \$1,342.40 \$34,902.40 15 \$18.90 \$1,512.00 \$39.312.00 27 \$21.30 \$1,704.00 \$44.304.00 39 \$23.98 \$1,918.40 \$49.878.40	\$16.94 \$1,355.20 \$35,235.20 \$35,235.20 \$1.527.20 \$39,707.20 \$28 \$21.51 \$1,720.80 \$44,740.80 \$44,740.80 \$24.24 \$1,939.20 \$50,419.20	\$17.12 \$1,369.60 \$35.609.60 17 \$19.29 \$1.543.20 \$40.123.20 29 \$21.73 \$1.738.40 \$45.198.40 41 \$24.49 \$1,959.20 \$50.939.20	\$17.30 \$1,384.00 \$35,984.00 18 \$19.49 \$1.559.20 \$40.539.20 30 \$21.94 \$1.755.20 \$45.635.20 42 \$24.72 \$1,977.60 \$51.417.60	\$17.46 \$1,396.80 \$36,316.80 19 \$19.67 \$1.573.60 \$40,913.60 31 \$22.17 \$1,773.60 \$46,113.60 43 \$24.97 \$1,997.60 \$51,937.60	\$17.60 \$1,408.00 \$36.608.00 20 \$19.86 \$1.588.80 \$41.308.80 32 \$22.38 \$1.790.40 \$46.550.40 44 \$25.24 \$2,019.20	\$17.81 \$1,424.80 \$37.044.80 \$21 \$20.08 \$1,606.40 \$41,766.40 \$41,766.40 \$45 \$22.61 \$1.808.80 \$47.028.80 \$47.028.80	\$17.99 \$1,439.20 \$37,419.20 22 \$20.26 \$1,620.80 \$42,140.80 34 \$22.82 \$1,825.60 \$47,465.60 46 \$25.71 \$2,056.80	\$18.17 \$1,453.60 \$37,793.60 23 \$20.47 \$1,637.60 \$42.577.60 35 \$23.05 \$1.844.00 \$47,944.00 47 \$25.97 \$2,077.60	\$18.35 \$1,468.00 \$38.168.00 24 \$20.68 \$1.654.40 \$43.014.40 36 \$23.29 \$1,863.20 \$48,443.20 48 \$26.24 \$2.099.20

(Non-bargaining unit)

Grade	75
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	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$18.53	\$18.72	\$18.90	\$19.09	\$19.29	\$19.49	\$19.67	\$19.86	\$20.08	\$20.26	\$20.47	\$20.68
	Biweekly	\$1,482.40	\$1,497.60	\$1,512.00	\$1,527.20	\$1,543.20	\$1,559.20	\$1,573.60	\$1,588.80	\$1,606.40	\$1,620.80	\$1,637.60	\$1,654.40
	Annually	\$38,542.40	\$38,937.60	\$39,312.00	\$39,707.20	\$40,123.20	\$40,539.20	\$40,913.60	\$41,308.80	\$41,766.40	\$42,140.80	\$42,577.60	\$43,014.40
	Chama												
	Steps	13	14	15	16	17	18	19	20	21	. 22	23	24
	Hourly	\$20.88	\$21.09	\$21.30	\$21.51	\$21.73	\$21.94	\$22.17	\$22.38	\$22.61	\$22.82	\$23.05	\$23.29
	Biweekly	\$1,670.40	\$1,687.20	\$1,704.00	\$1,720.80	\$1,738.40	\$1,755.20	\$1,773.60	\$1,790.40	\$1,808.80	\$1,825.60	\$1,844.00	\$1,863.20
	Annually	\$43,430.40	\$43,867.20	\$44,304.00	\$44,740.80	\$45,198.40	\$45,635.20	\$46,113.60	\$46,550.40	\$47,028.80	\$47,465.60	\$47,944.00	\$48,443.20
	Steps	25	26	27	28	29	30	31	32	33	34	35	36
	Hourly	\$23.54	\$23.76	\$23.98	\$24.24	\$24.49	\$24.72	\$24.97	\$25.24	\$25.47	\$25.71	\$25.97	\$26.24
	Biweekly	\$1,883.20	\$1,900.80	\$1,918.40	\$1,939.20	\$1,959.20	\$1,977.60	\$1,997.60	\$2,019.20	\$2,037.60	\$2,056.80	\$2,077.60	\$2,099.20
	Annually	\$48,963.20	\$49,420.80	\$49,878.40	\$50,419.20	\$50,939.20	\$51,417.60	\$51,937.60	\$52,499.20	\$52,977.60	\$53,476.80	\$54,017.60	\$54,579.20
	-												
	Steps	37	38	39	40	41	42	43	44	45	46	47	48
	Hourly	\$26.52	\$26.75	\$27.03	\$27.30	\$27.58	\$27.86	\$28.14	\$28.42	\$28.70	\$28.99	\$29.27	\$29.57
	Biweekly	\$2,121.60	\$2,140.00	\$2,162.40	\$2,184.00	\$2,206.40	\$2,228.80	\$2,251.20	\$2,273.60	\$2,296.00	\$2,319.20	\$2,341.60	\$2,365.60
	Annually	\$55,161.60	\$55,640.00	\$56,222.40	\$56,784.00	\$57,366.40	\$57,948.80	\$58,531.20	\$59,113.60	\$59,696.00	\$60,299.20	\$60,881.60	\$61,505.60
	Steps	40		-4									
	•	. 49	. 50	51	. 52	53	. 54	. 55					
	Hourly	\$29.87	\$30.16	\$30.46	\$30.75	\$31.08	\$31.38	\$31.71					
	Biweekly	\$2,389.60	\$2,412.80	\$2,436.80	\$2,460.00	\$2,486.40	\$2,510.40	\$2,536.80					
	Annually	\$62,129.60	\$62,732.80	\$63,356.80	\$63,960.00	\$64,646.40	\$65,270.40	\$65,956.80					
Gr	ade 76												
GI.	auc 70												
	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$20.88	\$21.09	\$21.30	\$21.51	\$21.73	\$21.94	\$22.17	\$22.38	\$22.61	\$22.82	\$23.05	\$23.29
	Biweekly	\$1,670.40			\$1,720.80	\$1,738.40	\$1,755.20	\$1,773.60	\$1,790.40	\$1,808.80	\$1,825.60	\$1,844.00	\$1,863.20
	Annually		\$1,687.20	\$1,704.00									
		\$43,430.40	\$1,687.20 \$43,867.20	\$1,704.00	\$44,740.80	\$45,198.40	\$45,635.20	\$46,113.60	\$46,550.40	\$47,028.80	\$47,465.60	\$47,944.00	\$48,443.20
	Steps	\$43,430.40	\$43,867.20	\$44,304.00	\$44,740.80	\$45,198.40		\$46,113.60				\$47,944.00	\$48,443.20
	Steps	\$43,430.40 13	\$43,867.20 14	\$44,304.00 15	\$44,740.80 16	\$45,198.40 17	18	\$46,113.60 19	20	21	22	\$47,944.00 23	\$48,443.20 24
	Hourly	\$43,430.40 13 \$23.54	\$43,867.20 14 \$23.76	\$44,304.00 15 \$23.98	\$44,740.80 16 \$24.24	\$45.198.40 17 \$24.49	18 \$24.72	\$46,113.60 19 \$24.97	20 \$25.24	21 \$25.47	22 \$25.71	\$47,944.00 23 \$25.97	\$48,443.20 24 \$26.24
	Hourly Biweekly	\$43,430.40 13 \$23.54 \$1,883.20	\$43,867.20 14 \$23.76 \$1,900.80	\$44,304.00 15 \$23.98 \$1,918.40	\$44,740.80 16 \$24.24 \$1,939.20	\$45,198.40 17 \$24.49 \$1,959.20	18 \$24.72 \$1,977.60	\$46,113.60 19 \$24.97 \$1,997.60	20 \$25.24 \$2,019.20	21 \$25.47 \$2,037.60	\$25.71 \$2,056.80	\$47,944.00 23 \$25.97 \$2,077.60	\$48,443.20 24 \$26.24 \$2,099.20
	Hourly	\$43,430.40 13 \$23.54	\$43,867.20 14 \$23.76	\$44,304.00 15 \$23.98	\$44,740.80 16 \$24.24	\$45.198.40 17 \$24.49	18 \$24.72	\$46,113.60 19 \$24.97	20 \$25.24	21 \$25.47	22 \$25.71	\$47,944.00 23 \$25.97	\$48,443.20 24 \$26.24
	Hourly Biweekly Annually	\$43,430.40 13 \$23.54 \$1.883.20 \$48.963.20	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80	\$44,304.00 15 \$23.98 \$1,918.40 \$49,878.40	\$44,740.80 16 \$24.24 \$1,939.20 \$50,419.20	\$45,198.40 17 \$24.49 \$1,959.20 \$50,939.20	\$24.72 \$1,977.60 \$51,417.60	\$46,113.60 19 \$24.97 \$1,997.60 \$51,937.60	\$25.24 \$2,019.20 \$52,499.20	\$25.47 \$25.037.60 \$52,977.60	\$25.71 \$2,056.80 \$53,476.80	\$47,944.00 23 \$25.97 \$2,077.60 \$54,017.60	\$48,443.20 24 \$26.24 \$2.099.20 \$54,579.20
	Hourly Biweekly Annually Steps	\$43,430.40 13 \$23.54 \$1.883.20 \$48.963.20	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80	\$44,304.00 15 \$23.98 \$1,918.40 \$49,878.40	\$44,740.80 16 \$24.24 \$1,939.20 \$50,419.20	\$45,198.40 17 \$24.49 \$1,959.20 \$50,939.20	\$24.72 \$1,977.60 \$51,417.60	\$46,113.60 19 \$24.97 \$1,997.60 \$51,937.60	20 \$25.24 \$2,019.20 \$52,499.20	\$25.47 \$2.037.60 \$52.977.60	\$25.71 \$2.056.80 \$53,476.80	\$47,944.00 23 \$25.97 \$2.077.60 \$54,017.60	\$48,443.20 24 \$26.24 \$2.099.20 \$54,579.20
	Hourly Biweekly Annually Steps Hourly	\$43,430.40 13 \$23.54 \$1.883.20 \$48,963.20 25 \$26.52	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80 26 \$26.75	\$44,304.00 15 \$23.98 \$1,918.40 \$49,878.40 27 \$27.03	\$44,740.80 16 \$24.24 \$1,939.20 \$50,419.20 28 \$27.30	\$45,198.40 17 \$24.49 \$1,959.20 \$50,939.20 29 \$27.58	\$24.72 \$1,977.60 \$51,417.60 \$527.86	\$46,113.60 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14	20 \$25.24 \$2,019.20 \$52,499.20 32 \$28.42	\$25.47 \$2.037.60 \$52.977.60 33 \$28.70	\$25.71 \$2.056.80 \$53.476.80 34 \$28.99	\$47,944.00 23 \$25.97 \$2.077.60 \$54,017.60 35 \$29.27	\$48,443.20 24 \$26.24 \$2.099.20 \$54,579.20 36 \$29.57
	Hourly Biweekly Annually Steps Hourly Biweekly	\$43,430.40 13 \$23.54 \$1.883.20 \$48,963.20 25 \$26.52 \$2,121.60	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80 26 \$26.75 \$2,140.00	\$44,304.00 15 \$23.98 \$1,918.40 \$49.878.40 27 \$27.03 \$2.162.40	\$44,740.80 16 \$24.24 \$1,939.20 \$50.419.20 28 \$27.30 \$2,184.00	\$45,198.40 17 \$24.49 \$1,959.20 \$50,939.20 29 \$27.58 \$2,206.40	\$24.72 \$1,977.60 \$51,417.60 \$527.86 \$2,228.80	\$46,113.60 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20	\$25.24 \$2.019.20 \$52.499.20 \$52.499.20 \$28.42 \$2.273.60	\$25.47 \$2.037.60 \$52.977.60 \$33 \$28.70 \$2.296.00	\$25.71 \$2.056.80 \$53.476.80 \$4 \$28.99 \$2.319.20	\$47,944.00 23 \$25.97 \$2.077.60 \$54.017.60 35 \$29.27 \$2,341.60	\$48,443.20 24 \$26.24 \$2.099.20 \$54,579.20 36 \$29.57 \$2,365.60
	Hourly Biweekly Annually Steps Hourly	\$43,430.40 13 \$23.54 \$1.883.20 \$48,963.20 25 \$26.52	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80 26 \$26.75	\$44,304.00 15 \$23.98 \$1,918.40 \$49,878.40 27 \$27.03	\$44,740.80 16 \$24.24 \$1,939.20 \$50,419.20 28 \$27.30	\$45,198.40 17 \$24.49 \$1,959.20 \$50,939.20 29 \$27.58	\$24.72 \$1,977.60 \$51,417.60 \$527.86	\$46,113.60 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14	20 \$25.24 \$2,019.20 \$52,499.20 32 \$28.42	\$25.47 \$2.037.60 \$52.977.60 33 \$28.70	\$25.71 \$2.056.80 \$53.476.80 34 \$28.99	\$47,944.00 23 \$25.97 \$2.077.60 \$54,017.60 35 \$29.27	\$48,443.20 24 \$26.24 \$2.099.20 \$54,579.20 36 \$29.57
	Hourly Biweekly Annually Steps Hourly Biweekly	\$43,430.40 13 \$23.54 \$1.883.20 \$48.963.20 25 \$26.52 \$2,121.60 \$55.161.60	\$43.867.20 14 \$23.76 \$1,900.80 \$49.420.80 26 \$26.75 \$2,140.00 \$55,640.00	\$44,304.00 15 \$23.98 \$1,918.40 \$49.878.40 27 \$27.03 \$2.162.40 \$56,222.40	\$44,740.80 16 \$24.24 \$1,939.20 \$50.419.20 28 \$27.30 \$2,184.00 \$56,784.00	\$45.198.40 17 \$24.49 \$1,959.20 \$50,939.20 29 \$27.58 \$2,206.40 \$57.366.40	\$24.72 \$1,977.60 \$51,417.60 \$52.86 \$2,228.80 \$57,948.80	\$46.113.60 19 \$24.97 \$1.997.60 \$51.937.60 31 \$28.14 \$2,251.20 \$58.531.20	\$25.24 \$2.019.20 \$52.499.20 \$52.499.20 \$28.42 \$2.273.60 \$59.113.60	\$25.47 \$2.037.60 \$52.977.60 \$33 \$28.70 \$2.296.00 \$59.696.00	\$25.71 \$2.056.80 \$53.476.80 \$4 \$28.99 \$2.319.20 \$60,299.20	\$47.944.00 23 \$25.97 \$2.077.60 \$54.017.60 35 \$29.27 \$2.341.60 \$60.881.60	\$48.443.20 24 \$26.24 \$2.099.20 \$54.579.20 36 \$29.57 \$2.365.60 \$61.505.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$43,430.40 13 \$23.54 \$1.883.20 \$48.963.20 25 \$26.52 \$2,121.60 \$55.161.60	\$43.867.20 14 \$23.76 \$1.900.80 \$49.420.80 26 \$26.75 \$2.140.00 \$55.640.00	\$44,304.00 15 \$23.98 \$1.918.40 \$49.878.40 27 \$27.03 \$2.162.40 \$56.222.40	\$44,740.80 16 \$24.24 \$1,939.20 \$50.419.20 28 \$27.30 \$2,184.00 \$56,784.00	\$45.198.40 17 \$24.49 \$1,959.20 \$50.939.20 29 \$27.58 \$2,206.40 \$57.366.40	\$24.72 \$1,977.60 \$51.417.60 \$6 \$27.86 \$2,228.80 \$57,948.80	\$46.113.60 19 \$24.97 \$1.997.60 \$51.937.60 31 \$28.14 \$2.251.20 \$58.531.20	\$25.24 \$2.019.20 \$52.499.20 \$28.42 \$28.42 \$2.273.60 \$59.113.60	\$25.47 \$2.037.60 \$52.977.60 \$33 \$28.70 \$2.296.00 \$59.696.00	\$25.71 \$2.056.80 \$53.476.80 \$4 \$28.99 \$2.319.20 \$60,299.20	\$47.944.00 23 \$25.97 \$2.077.60 \$54.017.60 35 \$29.27 \$2.341.60 \$60.881.60	\$48,443.20 24 \$26.24 \$2.099.20 \$54,579.20 36 \$29.57 \$2,365.60 \$61,505.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$43,430.40 13 \$23.54 \$1,883.20 \$48,963.20 25 \$26.52 \$2,121.60 \$55,161.60 37 \$29.87	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80 26 \$26.75 \$2,140.00 \$55,640.00	\$44,304.00 15 \$23.98 \$1,918.40 \$49.878.40 27 \$27.03 \$2.162.40 \$56.222.40 39 \$30.46	\$44,740.80 16 \$24.24 \$1,939.20 \$50.419.20 28 \$27.30 \$2,184.00 \$56,784.00	\$45.198.40 17 \$24.49 \$1,959.20 \$50.939.20 29 \$27.58 \$2,206.40 \$57.366.40 41 \$31.08	\$24.72 \$1,977.60 \$51.417.60 \$27.86 \$2.228.80 \$57.948.80 \$31.38	\$46.113.60 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2.251.20 \$58.531.20 43 \$31.71	\$25.24 \$2.019.20 \$52.499.20 \$28.42 \$2.273.60 \$59.113.60	\$25.47 \$2.037.60 \$52.977.60 \$33 \$28.70 \$2.296.00 \$59.696.00	\$25.71 \$2.056.80 \$53.476.80 \$34 \$28.99 \$2.319.20 \$60.299.20	\$47.944.00 23 \$25.97 \$2.077.60 \$54.017.60 35 \$29.27 \$2.341.60 \$60.881.60	\$48,443.20 24 \$26.24 \$2,099.20 \$54,579.20 36 \$29.57 \$2,365.60 \$61,505.60 48 \$33.32
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$43,430.40 13 \$23.54 \$1,883.20 \$48,963.20 25 \$26.52 \$2,121.60 \$55,161.60 37 \$29.87 \$2.389.60	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80 26 \$26.75 \$2,140.00 \$55,640.00 38 \$30.16 \$2,412.80	\$44,304.00 15 \$23.98 \$1,918.40 \$49.878.40 27 \$27.03 \$2.162.40 \$56.222.40 39 \$30.46 \$2,436.80	\$44,740.80 16 \$24.24 \$1,939.20 \$50.419.20 28 \$27.30 \$2,184.00 \$56,784.00 40 \$30.75 \$2,460.00	\$45.198.40 17 \$24.49 \$1,959.20 \$50.939.20 29 \$27.58 \$2,206.40 \$57,366.40 41 \$31.08 \$2,486.40	\$24.72 \$1,977.60 \$51,417.60 \$27.86 \$2,228.80 \$57,948.80 \$31.38 \$2,510.40	\$46.113.60 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20 43 \$31.71 \$2,536.80	\$25.24 \$2.019.20 \$52.499.20 \$52.499.20 32 \$28.42 \$2.273.60 \$59.113.60 44 \$32.01 \$2.560.80	\$25.47 \$2.037.60 \$52.977.60 \$33 \$28.70 \$2.296.00 \$59.696.00 \$45 \$32.34 \$2.587.20	\$25.71 \$2.056.80 \$53.476.80 \$34 \$28.99 \$2.319.20 \$60.299.20 \$65.299.20	\$47.944.00 23 \$25.97 \$2.077.60 \$54.017.60 35 \$29.27 \$2.341.60 \$60.881.60 47 \$32.99 \$2.639.20	\$48,443.20 24 \$26.24 \$2,099.20 \$54,579.20 36 \$29.57 \$2,365.60 \$61,505.60 48 \$33.32 \$2,665.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43,430.40 13 \$23.54 \$1,883.20 \$48,963.20 25 \$26.52 \$2,121.60 \$55,161.60 37 \$29.87 \$2,389.60 \$62,129.60	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80 26 \$26.75 \$2.140.00 \$55,640.00 38 \$30.16 \$2,412.80 \$62,732.80	\$44,304.00 15 \$23.98 \$1,918.40 \$49.878.40 27 \$27.03 \$2.162.40 \$56.222.40 39 \$30.46 \$2.436.80 \$63.356.80	\$44,740.80 16 \$24.24 \$1,939.20 \$50,419.20 28 \$27.30 \$2,184.00 \$56,784.00 40 \$30.75 \$2,460.00 \$63,960.00	\$45,198.40 17 \$24.49 \$1,959.20 \$50,939.20 29 \$27.58 \$2,206.40 \$57,366.40 41 \$31.08 \$2,486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 \$27.86 \$2.228.80 \$57,948.80 \$31.38 \$2.510.40 \$65,270.40	\$46,113.60 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20 43 \$31.71 \$2,536.80 \$65,956.80	\$25.24 \$2.019.20 \$52.499.20 \$28.42 \$2.273.60 \$59.113.60	\$25.47 \$2.037.60 \$52.977.60 \$33 \$28.70 \$2.296.00 \$59.696.00	\$25.71 \$2.056.80 \$53.476.80 \$34 \$28.99 \$2.319.20 \$60.299.20	\$47.944.00 23 \$25.97 \$2.077.60 \$54.017.60 35 \$29.27 \$2.341.60 \$60.881.60	\$48,443.20 24 \$26.24 \$2.099.20 \$54.579.20 36 \$29.57 \$2.365.60 \$61.505.60 48 \$33.32
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$43,430.40 13 \$23.54 \$1,883.20 \$48,963.20 25 \$26.52 \$2,121.60 \$55,161.60 37 \$29.87 \$2.389.60	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80 26 \$26.75 \$2,140.00 \$55,640.00 38 \$30.16 \$2,412.80	\$44,304.00 15 \$23.98 \$1,918.40 \$49.878.40 27 \$27.03 \$2.162.40 \$56.222.40 39 \$30.46 \$2,436.80	\$44,740.80 16 \$24.24 \$1,939.20 \$50.419.20 28 \$27.30 \$2,184.00 \$56,784.00 40 \$30.75 \$2,460.00	\$45.198.40 17 \$24.49 \$1,959.20 \$50.939.20 29 \$27.58 \$2,206.40 \$57,366.40 41 \$31.08 \$2,486.40	\$24.72 \$1,977.60 \$51,417.60 \$27.86 \$2,228.80 \$57,948.80 \$31.38 \$2,510.40	\$46.113.60 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20 43 \$31.71 \$2,536.80	\$25.24 \$2.019.20 \$52.499.20 \$52.499.20 32 \$28.42 \$2.273.60 \$59.113.60 44 \$32.01 \$2.560.80	\$25.47 \$2.037.60 \$52.977.60 \$33 \$28.70 \$2.296.00 \$59.696.00 \$45 \$32.34 \$2.587.20	\$25.71 \$2.056.80 \$53.476.80 \$34 \$28.99 \$2.319.20 \$60.299.20 \$65.299.20	\$47.944.00 23 \$25.97 \$2.077.60 \$54.017.60 35 \$29.27 \$2.341.60 \$60.881.60 47 \$32.99 \$2.639.20	\$48,443.20 24 \$26.24 \$2,099.20 \$54,579.20 36 \$29.57 \$2,365.60 \$61,505.60 48 \$33.32 \$2,665.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43,430.40 13 \$23.54 \$1,883.20 \$48,963.20 25 \$26.52 \$2,121.60 \$55,161.60 37 \$29.87 \$2,389.60 \$62,129.60	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80 26 \$26.75 \$2.140.00 \$55,640.00 38 \$30.16 \$2,412.80 \$62,732.80	\$44,304.00 15 \$23.98 \$1,918.40 \$49.878.40 27 \$27.03 \$2,162.40 \$56,222.40 39 \$30.46 \$2,436.80 \$63,356.80	\$44,740.80 16 \$24.24 \$1,939.20 \$50.419.20 28 \$27.30 \$2.184.00 \$56.784.00 40 \$30.75 \$2.460.00 \$63.960.00	\$45.198.40 17 \$24.49 \$1,959.20 \$50,939.20 29 \$27.58 \$2.206.40 \$57,366.40 41 \$31.08 \$2.486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 \$27.86 \$2,228.80 \$57,948.80 \$42 \$31.38 \$2,510.40 \$65,270.40	\$46.113.60 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58.531.20 43 \$31.71 \$2,536.80 \$65,956.80	\$25.24 \$2.019.20 \$52.499.20 \$52.499.20 32 \$28.42 \$2.273.60 \$59.113.60 44 \$32.01 \$2.560.80	\$25.47 \$2.037.60 \$52.977.60 \$33 \$28.70 \$2.296.00 \$59.696.00 \$45 \$32.34 \$2.587.20	\$25.71 \$2.056.80 \$53.476.80 \$34 \$28.99 \$2.319.20 \$60.299.20 \$65.299.20	\$47.944.00 23 \$25.97 \$2.077.60 \$54.017.60 35 \$29.27 \$2.341.60 \$60.881.60 47 \$32.99 \$2.639.20	\$48.443.20 24 \$26.24 \$2.099.20 \$54.579.20 36 \$29.57 \$2,365.60 \$61,505.60 48 \$33.32 \$2.665.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Hourly Biweekly Annually	\$43,430.40 13 \$23.54 \$1.883.20 \$48,963.20 25 \$26.52 \$2.121.60 \$55.161.60 37 \$29.87 \$2,389.60 \$62,129.60 49 \$33.65	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80 26 \$26.75 \$2,140.00 \$55,640.00 38 \$30.16 \$2,412.80 \$62,732.80 50 \$34.00	\$44,304.00 15 \$23.98 \$1,918.40 \$49.878.40 27 \$27.03 \$2.162.40 \$56.222.40 39 \$30.46 \$2.436.80 \$63.356.80 51 \$34.32	\$44,740.80 16 \$24.24 \$1,939.20 \$50.419.20 28 \$27.30 \$2.184.00 \$56.784.00 40 \$30.75 \$2,460.00 \$63,960.00 52 \$34.65	\$45.198.40 17 \$24.49 \$1,959.20 \$50,939.20 29 \$27.58 \$2,206.40 \$57,366.40 41 \$31.08 \$2,486.40 \$64,646.40 53 \$35.02	\$24.72 \$1,977.60 \$51,417.60 \$51,417.60 \$27.86 \$2,228.80 \$57,948.80 \$42 \$31.38 \$2,510.40 \$65,270.40	\$46.113.60 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58.531.20 43 \$31.71 \$2,536.80 \$65,956.80 55 \$35.72	\$25.24 \$2.019.20 \$52.499.20 \$52.499.20 32 \$28.42 \$2.273.60 \$59.113.60 44 \$32.01 \$2.560.80	\$25.47 \$2.037.60 \$52.977.60 \$33 \$28.70 \$2.296.00 \$59.696.00 \$45 \$32.34 \$2.587.20	\$25.71 \$2.056.80 \$53.476.80 \$34 \$28.99 \$2.319.20 \$60.299.20 \$65.299.20	\$47.944.00 23 \$25.97 \$2.077.60 \$54.017.60 35 \$29.27 \$2.341.60 \$60.881.60 47 \$32.99 \$2.639.20	\$48.443.20 24 \$26.24 \$2.099.20 \$54.579.20 36 \$29.57 \$2,365.60 \$61,505.60 48 \$33.32 \$2.665.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$43,430.40 13 \$23.54 \$1,883.20 \$48,963.20 25 \$26.52 \$2,121.60 \$55,161.60 37 \$29.87 \$2,389.60 \$62,129.60	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80 26 \$26.75 \$2.140.00 \$55,640.00 38 \$30.16 \$2,412.80 \$62,732.80	\$44,304.00 15 \$23.98 \$1,918.40 \$49.878.40 27 \$27.03 \$2,162.40 \$56,222.40 39 \$30.46 \$2,436.80 \$63,356.80	\$44,740.80 16 \$24.24 \$1,939.20 \$50.419.20 28 \$27.30 \$2.184.00 \$56.784.00 40 \$30.75 \$2.460.00 \$63.960.00	\$45.198.40 17 \$24.49 \$1,959.20 \$50,939.20 29 \$27.58 \$2.206.40 \$57,366.40 41 \$31.08 \$2.486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 \$27.86 \$2,228.80 \$57,948.80 \$42 \$31.38 \$2,510.40 \$65,270.40	\$46.113.60 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58.531.20 43 \$31.71 \$2,536.80 \$65,956.80	\$25.24 \$2.019.20 \$52.499.20 \$52.499.20 32 \$28.42 \$2.273.60 \$59.113.60 44 \$32.01 \$2.560.80	\$25.47 \$2.037.60 \$52.977.60 \$33 \$28.70 \$2.296.00 \$59.696.00 \$45 \$32.34 \$2.587.20	\$25.71 \$2.056.80 \$53.476.80 \$34 \$28.99 \$2.319.20 \$60.299.20 \$65.299.20	\$47.944.00 23 \$25.97 \$2.077.60 \$54.017.60 35 \$29.27 \$2.341.60 \$60.881.60 47 \$32.99 \$2.639.20	\$48.443.20 24 \$26.24 \$2.099.20 \$54.579.20 36 \$29.57 \$2,365.60 \$61,505.60 48 \$33.32 \$2.665.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43,430.40 13 \$23.54 \$1,883.20 \$48,963.20 25 \$26.52 \$2.121.60 \$55.161.60 37 \$29.87 \$2,389.60 \$62,129.60 49 \$33.65 \$2.692.00	\$43,867.20 14 \$23.76 \$1,900.80 \$49,420.80 26 \$26.75 \$2.140.00 \$55,640.00 38 \$30.16 \$2,412.80 \$62,732.80 50 \$34.00 \$2,720.00	\$44,304.00 15 \$23.98 \$1,918.40 \$49.878.40 27 \$27.03 \$2.162.40 \$56.222.40 39 \$30.46 \$2,436.80 \$63,356.80 51 \$34.32 \$2,745.60	\$44,740.80 16 \$24.24 \$1,939.20 \$50.419.20 28 \$27.30 \$2.184.00 \$56.784.00 40 \$30.75 \$2.460.00 \$63.960.00 52 \$34.65 \$2.772.00	\$45.198.40 17 \$24.49 \$1,959.20 \$50,939.20 29 \$27.58 \$2,206.40 \$57,366.40 41 \$31.08 \$2,486.40 \$64,646.40 53 \$35.02 \$2,801.60	\$24.72 \$1,977.60 \$51,417.60 \$51,417.60 \$27.86 \$2,228.80 \$57,948.80 \$42 \$31.38 \$2,510.40 \$65,270.40 \$4 \$35.36 \$2,828.80	\$46,113.60 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20 43 \$31.71 \$2,536.80 \$65,956.80 55 \$35.72 \$2,857.60	\$25.24 \$2.019.20 \$52.499.20 \$52.499.20 32 \$28.42 \$2.273.60 \$59.113.60 44 \$32.01 \$2.560.80	\$25.47 \$2.037.60 \$52.977.60 \$33 \$28.70 \$2.296.00 \$59.696.00 \$45 \$32.34 \$2.587.20	\$25.71 \$2.056.80 \$53.476.80 \$34 \$28.99 \$2.319.20 \$60.299.20 \$65.299.20	\$47.944.00 23 \$25.97 \$2.077.60 \$54.017.60 35 \$29.27 \$2.341.60 \$60.881.60 47 \$32.99 \$2.639.20	\$48.443.20 24 \$26.24 \$2.099.20 \$54.579.20 36 \$29.57 \$2,365.60 \$61,505.60 48 \$33.32 \$2.665.60

(Non-bargaining unit)

Grade / A

Step	nc	1 2	3	4	5	6	7	8	9	10	11	12
Hou	ps irly \$23			\$24.24	\$24.49	\$24.72	\$24.97	\$25.24	\$25.47	\$25.71	\$25.97	\$26.24
	eekly \$1,883			\$1,939.20	\$1,959.20	\$1,977.60	\$1,997.60	\$2,019.20	\$2,037.60	\$2,056.80	\$2,077.60	\$2,099.20
Annı	ually \$48,963	.20 \$49,420.80		\$50,419.20	\$50,939.20	\$51,417.60	\$51,937.60	\$52,499.20	\$52,977.60	\$53,476.80	\$54,017.60	\$54,579.20
Step	ne											
•		13 14		16	17	18	19	20	21	22	23	24
Hou	rly \$26 eekly \$2,121			\$27.30 \$2,184.00	\$27.58 \$2,206.40	\$27.86 \$2,228.80	\$28.14 \$2,251.20	\$28.42 \$2,273.60	\$28.70 \$2,296.00	\$28.99 \$2,319.20	\$29.27 \$2,341.60	\$29.57 \$2,365.60
	ually \$55,161			\$56,784.00	\$57,366.40	\$57,948.80	\$58,531.20	\$59,113.60	\$59,696.00	\$60,299.20	\$60,881.60	\$61,505.60
Allin	ually 333,101	.00 333,040.00	330,222.40	330,784.00	\$57,300.40	337,348.80	\$38,331.20	\$39,113.00	\$39,090.00	300,299.20	300,881.00	301,303.00
Step	ps	25 26	27	28	29	30	31	32	33	34	35	36
Hou	rly \$29	.87 \$30.16	\$30.46	\$30.75	\$31.08	\$31.38	\$31.71	\$32.01	\$32.34	\$32.65	\$32.99	\$33.32
Biwe	eekly \$2,389			\$2,460.00	\$2,486.40	\$2,510.40	\$2,536.80	\$2,560.80	\$2,587.20	\$2,612.00	\$2,639.20	\$2,665.60
Annı	ually \$62,129	.60 \$62,732.80	\$63,356.80	\$63,960.00	\$64,646.40	\$65,270.40	\$65,956.80	\$66,580.80	\$67,267.20	\$67,912.00	\$68,619.20	\$69,305.60
Chau												
Step		37 38		40	41	42	43	44	45	46	47	48
Hou				\$34.65	\$35.02	\$35.36 \$2,828.80	\$35.72 \$2,857.60	\$36.07	\$36.45	\$36.80	\$37.17	\$37.54 \$3,003.20
	eekly \$2,692 ually \$69,992			\$2,772.00 \$72,072.00	\$2,801.60 \$72,841.60	\$73,548.80	\$74,297.60	\$2,885.60 \$75,025.60	\$2,916.00 \$75,816.00	\$2,944.00 \$76,544.00	\$2,973.60 \$77,313.60	\$78,083.20
Allin	ually 309,992	.00 370,720.00	371,383.00	372,072.00	372,841.00	373,348.80	374,237.00	\$75,025.00	373,810.00	370,344.00	\$77,313.00	\$78,083.20
Step	ps	49 50	51	52	53	54	55					
Hou	rly \$37	.91 \$38.29	\$38.67	\$39.08	\$39.44	\$39.84	\$40.24					
Biwe	eekly \$3,032	.80 \$3,063.20	\$3,093.60	\$3,126.40	\$3,155.20	\$3,187.20	\$3,219.20					
Annı	ually \$78,852	.80 \$79,643.20	\$80,433.60	\$81,286.40	\$82,035.20	\$82,867.20	\$83,699.20					
Grade	78											
		1 2	3	4	5	6	7	8	9	10	11	12
Grade Ster	ps		_	4 \$26.52	5 \$26.75	6 \$27.03	7 \$27.30	8 \$27.58	9 \$27.86	10 \$28.14	11 \$28.42	12 \$28.70
Step	ps	.71 \$25.97	7 \$26.24	•								
Step Hour Biwe	ps irly \$25	.71 \$25.97 .80 \$2,077.60	7 \$26.24 0 \$2,099.20	\$26.52	\$26.75	\$27.03	\$27.30	\$27.58	\$27.86	\$28.14	\$28.42	\$28.70
Step Hou Biwe Annu	ps rly \$25 eekly \$2,056 ually \$53,476	.71 \$25.93 .80 \$2,077.60 .80 \$54,017.60	7 \$26.24 0 \$2,099.20 0 \$54,579.20	\$26.52 \$2,121.60 \$55,161.60	\$26.75 \$2,140.00 \$55,640.00	\$27.03 \$2,162.40 \$56,222.40	\$27.30 \$2,184.00 \$56,784.00	\$27.58 \$2,206.40 \$57,366.40	\$27.86 \$2,228.80 \$57,948.80	\$28.14 \$2,251.20 \$58,531.20	\$28.42 \$2,273.60 \$59,113.60	\$28.70 \$2,296.00 \$59,696.00
Step Hour Biwe Anno Step	ps irly \$25 eekly \$2,056 ually \$53,476	.71 \$25.9: .80 \$2,077.60 .80 \$54,017.60	7 \$26.24 3 \$2,099.20 554.579.20	\$26.52 \$2,121.60 \$55,161.60	\$26.75 \$2,140.00 \$55.640.00	\$27.03 \$2,162.40 \$56,222.40	\$27.30 \$2,184.00 \$56,784.00	\$27.58 \$2,206.40 \$57,366.40	\$27.86 \$2,228.80 \$57,948.80	\$28.14 \$2,251.20 \$58,531.20	\$28.42 \$2,273.60 \$59,113.60	\$28.70 \$2,296.00 \$59,696.00
Step Hour Biwe Anno Step Hour	ps rly \$25 eekly \$2,056 ually \$53.476 ps rly \$28	.71 \$25.9: .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.2:	\$26.24 \$2,099.20 \$54.579.20 15 \$29.57	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87	\$26.75 \$2,140.00 \$55.640.00 17 \$30.16	\$27.03 \$2,162.40 \$56,222.40 18 \$30.46	\$27.30 \$2,184.00 \$56,784.00 19 \$30.75	\$27.58 \$2,206.40 \$57,366.40 20 \$31.08	\$27.86 \$2,228.80 \$57,948.80 21 \$31.38	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71	\$28.42 \$2,273.60 \$59.113.60 23 \$32.01	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34
Step Hour Biwe Anno Step Hour Biwe	ps rly \$25 eekly \$2,056 ually \$53.476 ps rly \$28	.71 \$25.9: .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.2: .20 \$2,341.60	\$26.24 \$2,099.20 \$54,579.20 \$529.57 \$23,65.60	\$26.52 \$2,121.60 \$55,161.60	\$26.75 \$2,140.00 \$55.640.00	\$27.03 \$2,162.40 \$56,222.40	\$27.30 \$2,184.00 \$56,784.00	\$27.58 \$2,206.40 \$57,366.40	\$27.86 \$2,228.80 \$57,948.80	\$28.14 \$2,251.20 \$58,531.20	\$28.42 \$2,273.60 \$59,113.60	\$28.70 \$2,296.00 \$59,696.00
Step Hour Biwe Anno Step Hour Biwe	ps rly \$25 eekly \$2,056 ually \$53.476 ps rly \$28 eekly \$2,319	.71 \$25.9: .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.2: .20 \$2,341.60	\$26.24 \$2,099.20 \$54,579.20 \$529.57 \$23,65.60	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60	\$26.75 \$2,140.00 \$55,640.00 17 \$30.16 \$2,412.80	\$27.03 \$2,162.40 \$56,222.40 18 \$30.46 \$2,436.80	\$27.30 \$2,184.00 \$56,784.00 19 \$30.75 \$2,460.00	\$27.58 \$2,206.40 \$57,366.40 20 \$31.08 \$2,486.40	\$27.86 \$2,228.80 \$57,948.80 21 \$31.38 \$2.510.40	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2,560.80	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20
Step Hour Biwe Anno Step Hour Biwe	ps rly \$25 eekly \$2,056 ually \$53.476 ps rly \$28 eekly \$2,319 ually \$60,299 ps	.71 \$25.9: .80 \$2,077.60 .80 \$54.017.60 13 14 .99 \$29.2: .20 \$2,341.60 .20 \$60.881.60	\$26.24 \$2,099.20 \$54,579.20 \$7 \$29.57 \$2,365.60 \$61,505.60	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60 \$62.129.60	\$26.75 \$2,140.00 \$55,640.00 17 \$30.16 \$2,412.80 \$62,732.80	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2,436.80 \$63,356.80	\$27.30 \$2,184.00 \$56,784.00 19 \$30.75 \$2,460.00	\$27.58 \$2,206.40 \$57.366.40 20 \$31.08 \$2,486.40 \$64,646.40	\$27.86 \$2,228.80 \$57,948.80 21 \$31.38 \$2.510.40 \$65.270.40	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65.956.80	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2.560.80 \$66,580.80	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20 \$67.267.20
Step Hour Biwe Anno Step Hour Biwe Anno Step Hour	ps irly \$25 eekly \$2,056 ually \$53.476 ps irly \$28 eekly \$2,319 ually \$60,299 ps irly \$32	.71 \$25.97 .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.27 .20 \$2,341.60 .20 \$60,881.60 25 26 .65 \$32.99	\$26.24 \$2,099.20 \$54,579.20 \$7 \$29.57 \$2,365.60 \$61,505.60 \$33.32	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60 \$62.129.60 28 \$33.65	\$26.75 \$2,140.00 \$55,640.00 17 \$30.16 \$2,412.80 \$62,732.80 29 \$34.00	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2,436.80 \$63,356.80 30 \$34.32	\$27.30 \$2,184.00 \$56.784.00 19 \$30.75 \$2,460.00 \$63,960.00 31 \$34.65	\$27.58 \$2,206.40 \$57,366.40 20 \$31.08 \$2,486.40 \$64,646.40	\$27.86 \$2,228.80 \$57,948.80 21 \$31.38 \$2,510.40 \$65,270.40 33 \$35.36	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65,956.80 34 \$35.72	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2.560.80 \$66,580.80 35 \$36.07	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2,587.20 \$67,267.20
Step Hour Anno Step Hour Biwe Anno Step Hour Biwe	ps irly \$25 eekly \$2,056 ually \$53,476 ps irly \$28 eekly \$2,319 ually \$60,299 ps irly \$32 eekly \$2,319	.71 \$25.97 .80 \$2,077.60 .80 \$54.017.60 13 14 .99 \$29.27 .20 \$2.341.60 .20 \$60.881.60 25 26 .65 \$32.99 .00 \$2,639.20	\$26.24 \$2,099.20 \$54,579.20 \$54,579.20 \$2,365.60 \$61,505.60 \$2,365.60 \$33.32 \$2,665.60	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60 \$62,129.60 28 \$33.65 \$2.692.00	\$26.75 \$2,140.00 \$55,640.00 17 \$30.16 \$2,412.80 \$62,732.80 29 \$34.00 \$2,720.00	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2,436.80 \$63.356.80 30 \$34.32 \$2,745.60	\$27.30 \$2,184.00 \$56.784.00 19 \$30.75 \$2,460.00 \$63.960.00 31 \$34.65 \$2.772.00	\$27.58 \$2,206.40 \$57,366.40 20 \$31.08 \$2,486.40 \$64.646.40 32 \$35.02 \$2,801.60	\$27.86 \$2,228.80 \$57.948.80 21 \$31.38 \$2,510.40 \$65,270.40 33 \$35.36 \$2,828.80	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65,956.80 34 \$35.72 \$2.857.60	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2.560.80 \$66.580.80 35 \$36.07 \$2,885.60	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20 \$67,267.20 36 \$36.45 \$2.916.00
Step Hour Anno Step Hour Biwe Anno Step Hour Biwe	ps irly \$25 eekly \$2,056 ually \$53.476 ps irly \$28 eekly \$2,319 ually \$60,299 ps irly \$32	.71 \$25.97 .80 \$2,077.60 .80 \$54.017.60 13 14 .99 \$29.27 .20 \$2.341.60 .20 \$60.881.60 25 26 .65 \$32.99 .00 \$2,639.20	\$26.24 \$2,099.20 \$54,579.20 \$54,579.20 \$2,365.60 \$61,505.60 \$2,365.60 \$33.32 \$2,665.60	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60 \$62.129.60 28 \$33.65	\$26.75 \$2,140.00 \$55,640.00 17 \$30.16 \$2,412.80 \$62,732.80 29 \$34.00	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2,436.80 \$63,356.80 30 \$34.32	\$27.30 \$2,184.00 \$56.784.00 19 \$30.75 \$2,460.00 \$63,960.00 31 \$34.65	\$27.58 \$2,206.40 \$57,366.40 20 \$31.08 \$2,486.40 \$64,646.40	\$27.86 \$2,228.80 \$57,948.80 21 \$31.38 \$2,510.40 \$65,270.40 33 \$35.36	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65,956.80 34 \$35.72	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2.560.80 \$66,580.80 35 \$36.07	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2,587.20 \$67,267.20
Step Hour Step Hour Biwe Anno Step Hour Biwe Anno	ps irly \$25 eekly \$2,056 ually \$53,476 ps irly \$28 eekly \$2,319 ually \$60,299 ps irly \$32 eekly \$2,612 ually \$67,912	.71 \$25.91 .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.21 .20 \$2,341.60 .20 \$60.881.60 25 26 .65 \$32.99 .00 \$2,639.20 .00 \$68,619.20	\$26.24 \$2,099.20 \$54.579.20 15 \$2,365.60 \$61,505.60 27 \$33.32 \$2,665.60 \$69,305.60	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60 \$62,129.60 28 \$33.65 \$2.692.00 \$69.992.00	\$26.75 \$2,140.00 \$55.640.00 17 \$30.16 \$2,412.80 \$62.732.80 29 \$34.00 \$2,720.00 \$70,720.00	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2,436.80 \$63,356.80 30 \$34.32 \$2,745.60 \$71,385.60	\$27.30 \$2,184.00 \$56.784.00 \$56.784.00 19 \$30.75 \$2,460.00 \$63.960.00 31 \$34.65 \$2.772.00 \$72.072.00	\$27.58 \$2,206.40 \$57.366.40 20 \$31.08 \$2,486.40 \$64.646.40 32 \$35.02 \$2,801.60 \$72,841.60	\$27.86 \$2,228.80 \$57.948.80 21 \$31.38 \$2.510.40 \$65.270.40 33 \$35.36 \$2.828.80 \$73.548.80	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65.956.80 34 \$35.72 \$2.857.60 \$74,297.60	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2.560.80 \$66.580.80 35 \$36.07 \$2.885.60 \$75.025.60	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20 \$67,267.20 36 \$36.45 \$2,916.00 \$75.816.00
Step Hour Step Hour Biwe Anno Step Hour Biwe Anno Step	ps irly \$25 eekly \$2,056 ually \$53,476 ps riv \$28 eekly \$2,319 ually \$60,299 ps irly \$32 eekly \$2,612 ually \$67,912	.71 \$25.9: .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.2: .20 \$2,341.60 .20 \$60.881.60 25 26 .65 \$32.90 .00 \$2,639.20 .00 \$68,619.20	\$26.24 \$2,099.20 \$54.579.20 \$54.579.20 \$2.365.60 \$61.505.60 \$33.32 \$2,665.60 \$69.305.60	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60 \$62.129.60 28 \$33.65 \$2.692.00 \$69.992.00	\$26.75 \$2,140.00 \$55.640.00 17 \$30.16 \$2,412.80 \$62,732.80 29 \$34.00 \$2,720.00 \$70,720.00	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2,436.80 \$63.356.80 30 \$34.32 \$2,745.60 \$71.385.60	\$27.30 \$2,184.00 \$56.784.00 \$56.784.00 \$30.75 \$2,460.00 \$63.960.00 \$31 \$34.65 \$2.772.00 \$72.072.00	\$27.58 \$2,206.40 \$57.366.40 20 \$31.08 \$2,486.40 \$64,646.40 32 \$35.02 \$2,801.60 \$72,841.60	\$27.86 \$2,228.80 \$57.948.80 21 \$31.38 \$2.510.40 \$65.270.40 33 \$35.36 \$2.828.80 \$73.548.80	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65.956.80 34 \$35.72 \$2.857.60 \$74.297.60	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2.560.80 \$66.580.80 35 \$36.07 \$2,885.60 \$75,025.60	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20 \$67.267.20 36 \$36.45 \$2,916.00 \$75.816.00
Step Hour Biwe Annu Step Hour Biwe Annu Step Hour Biwe Annu Step Hour Biwe Annu Step Hour Biwe Annu Step Hour Step Hour Biwe Annu Step Hour Step Hour Biwe Annu Step Biwe Annu Biwe Biwe Biwe Biwe Biwe Biwe Biwe Biwe	ps irly \$2,056 eekly \$2,056 ually \$53,476 ps irly \$28 eekly \$2,319 ually \$60,299 ps irly \$32 eekly \$2,612 ually \$67,912 ps irly \$33	.71 \$25.91 .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.21 .20 \$2,341.60 .20 \$60.881.60 25 26 .65 \$32.99 .00 \$2,639.20 .00 \$68,619.20 37 38 .80 \$37.11	\$26.24 \$2,099.20 \$54,579.20 \$54,579.20 \$7 \$29.57 \$2,365.60 \$61,505.60 \$2,665.60 \$69,305.60 \$33.32 \$2,665.60 \$69,305.60	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60 \$62,129.60 28 \$33.65 \$2,692.00 \$69,992.00	\$26.75 \$2,140.00 \$55,640.00 17 \$30.16 \$2,412.80 \$62,732.80 29 \$34.00 \$2,720.00 \$70,720.00	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2.436.80 \$63.356.80 30 \$34.32 \$2,745.60 \$71.385.60	\$27.30 \$2,184.00 \$56.784.00 19 \$30.75 \$2,460.00 \$63.960.00 31 \$34.65 \$2,772.00 \$72.072.00	\$27.58 \$2,206.40 \$57.366.40 20 \$31.08 \$2.486.40 \$64,646.40 32 \$35.02 \$2,801.60 \$72.841.60	\$27.86 \$2,228.80 \$57.948.80 21 \$31.38 \$2.510.40 \$65.270.40 33 \$35.36 \$2.828.80 \$73.548.80	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65.956.80 34 \$35.72 \$2,857.60 \$74,297.60	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2,560.80 \$66,580.80 35 \$36.07 \$2,885.60 \$75,025.60	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20 \$67.267.20 36 \$36.45 \$2,916.00 \$75.816.00
Step Hour Biwe Annu Step Hour Biwe Annu Step Hour Biwe Annu Step Hour Biwe Annu Step Hour Biwe Biwe Biwe Biwe Biwe Biwe Biwe Biwe	ps irly \$2,056 ually \$53,476 ps irly \$28 eekly \$2,319 ually \$60,299 ps irly \$32 eekly \$2,612 ually \$67,912 ps irly \$36 eekly \$2,612 ually \$67,912	.71 \$25.9: .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.2: .20 \$2,341.60 .20 \$60.881.60 25 26 .65 \$32.99 .00 \$2,639.20 .00 \$68,619.20 37 38 .80 \$37.1: .00 \$2,973.60	\$26.24 \$2,099.20 \$54,579.20 \$54,579.20 \$2,365.60 \$61,505.60 \$2,665.60 \$2,665.60 \$69,305.60 \$33,32 \$3,32 \$3,32 \$3,32 \$3,32 \$3,32 \$3,32 \$	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60 \$62.129.60 28 \$33.65 \$2.692.00 \$69,992.00 40 \$37.91 \$3.032.80	\$26.75 \$2,140.00 \$55,640.00 17 \$30.16 \$2,412.80 \$62,732.80 29 \$34.00 \$2,720.00 \$70,720.00 41 \$38.29 \$3.063.20	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2.436.80 \$63.356.80 30 \$34.32 \$2.745.60 \$71.385.60 42 \$38.67 \$3.093.60	\$27.30 \$2,184.00 \$56.784.00 \$19 \$30.75 \$2.460.00 \$63.960.00 \$31 \$34.65 \$2.772.00 \$72,072.00	\$27.58 \$2,206.40 \$57.366.40 20 \$31.08 \$2.486.40 \$64,646.40 32 \$35.02 \$2.801.60 \$72.841.60 44 \$39.44 \$31.55.20	\$27.86 \$2,228.80 \$57.948.80 21 \$31.38 \$2.510.40 \$65.270.40 33 \$35.36 \$2.828.80 \$73.548.80 45 \$39.84 \$31.87.20	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65.956.80 34 \$35.72 \$2.857.60 \$74.297.60 46 \$40.24 \$3.219.20	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2,560.80 \$66,580.80 35 \$36.07 \$2.885.60 \$75,025.60 47 \$40.65 \$3,252.00	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20 \$67.267.20 36 \$36.45 \$2.916.00 \$75.816.00
Step Hour Biwe Annu Biwe A	ps	.71 \$25.9: .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.2: .20 \$2,341.60 .20 \$60.881.60 25 26 .00 \$2,639.20 .00 \$68,619.20 37 38 .80 \$37.1: .00 \$2,973.60 .00 \$77,313.60	\$26.24 \$2,099.20 \$54,579.20 \$54,579.20 \$7 \$29.57 \$2,365.60 \$61,505.60 \$2,665.60 \$69,305.60 \$33,03.20 \$3,003.20 \$78,083.20	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2,389.60 \$62,129.60 28 \$33.65 \$2.692.00 \$69.992.00 40 \$37.91 \$3,032.80 \$78.852.80	\$26.75 \$2,140.00 \$55.640.00 17 \$30.16 \$2.412.80 \$62.732.80 29 \$34.00 \$2,720.00 \$70.720.00 41 \$38.29 \$3.063.20 \$79.643.20	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2.436.80 \$63.356.80 30 \$34.32 \$2.745.60 \$71.385.60 42 \$38.67 \$3.093.60 \$80.433.60	\$27.30 \$2,184.00 \$56.784.00 \$56.784.00 \$30.75 \$2.460.00 \$63.960.00 \$31 \$34.65 \$2.772.00 \$72.072.00 \$39.08 \$3,126.40 \$81,286.40	\$27.58 \$2,206.40 \$57.366.40 20 \$31.08 \$2.486.40 \$64,646.40 32 \$35.02 \$2,801.60 \$72.841.60	\$27.86 \$2,228.80 \$57.948.80 21 \$31.38 \$2.510.40 \$65.270.40 33 \$35.36 \$2.828.80 \$73.548.80	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65.956.80 34 \$35.72 \$2,857.60 \$74,297.60	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2,560.80 \$66,580.80 35 \$36.07 \$2,885.60 \$75,025.60	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20 \$67.267.20 36 \$36.45 \$2,916.00 \$75.816.00
Step Hour Biwe Annu Step Hour Biwe Annu Step Hour Biwe Annu Step Hour Biwe Annu Step Hour Biwe Biwe Biwe Biwe Biwe Biwe Biwe Biwe	ps irly \$2,056 ually \$53,476 ps irly \$28 eekly \$2,319 ually \$60,299 ps irly \$32 eekly \$2,612 ually \$67,912 ps irly \$36 eekly \$2,644 ually \$76,544	.71 \$25.91 .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.21 .20 \$2,341.60 .20 \$60.881.60 25 26 .65 \$32.99 .00 \$2,639.20 .00 \$68,619.20 37 38 .80 \$37.11 .00 \$2,973.60 .00 \$77,313.60	\$26.24 \$2,099.20 \$54,579.20 \$54,579.20 \$2,365.60 \$61,505.60 \$2,665.60 \$69,305.60 \$33,32 \$2,665.60 \$69,305.60 \$39 \$37.54 \$3,003.20 \$78,083.20	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60 \$62.129.60 28 \$33.65 \$2.692.00 \$69.992.00 40 \$37.91 \$3.032.80 \$78.852.80	\$26.75 \$2,140.00 \$55,640.00 17 \$30.16 \$2,412.80 \$62,732.80 29 \$34.00 \$2,720.00 \$70,720.00 41 \$38.29 \$3.063.20 \$79,643.20	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2.436.80 \$63.356.80 30 \$34.32 \$2,745.60 \$71.385.60 42 \$38.67 \$3.093.60 \$80.433.60	\$27.30 \$2,184.00 \$56.784.00 \$19 \$30.75 \$2.460.00 \$63.960.00 \$31 \$34.65 \$2.772.00 \$72.072.00 \$39.08 \$31.26.40 \$81.286.40	\$27.58 \$2,206.40 \$57.366.40 20 \$31.08 \$2.486.40 \$64,646.40 32 \$35.02 \$2.801.60 \$72.841.60 44 \$39.44 \$31.55.20	\$27.86 \$2,228.80 \$57.948.80 21 \$31.38 \$2.510.40 \$65.270.40 33 \$35.36 \$2.828.80 \$73.548.80 45 \$39.84 \$31.87.20	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65.956.80 34 \$35.72 \$2.857.60 \$74.297.60 46 \$40.24 \$3.219.20	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2,560.80 \$66,580.80 35 \$36.07 \$2.885.60 \$75,025.60 47 \$40.65 \$3,252.00	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20 \$67.267.20 36 \$36.45 \$2.916.00 \$75.816.00
Step Hour Biwe Annu Step Biwe Annu Biwe Biwe Annu Biwe Biwe Biwe Biwe Biwe Biwe Biwe Biwe	ps	.71 \$25.91 .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.21 .20 \$2.341.60 .20 \$60.881.60 25 26 .65 \$32.99 .00 \$2,639.20 .00 \$68.619.20 37 38 .80 \$37.11 .00 \$2.973.60 .00 \$77,313.60 49 50	\$26.24 \$2,099.20 \$54,579.20 \$54,579.20 \$2,365.60 \$61,505.60 \$2,665.60 \$69,305.60 \$33,32 \$2,665.60 \$69,305.60 \$39 \$37,54 \$3,003.20 \$78,083.20	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60 \$62.129.60 28 \$33.65 \$2.692.00 \$69,992.00 40 \$37.91 \$3.032.80 \$78.852.80	\$26.75 \$2,140.00 \$55,640.00 17 \$30.16 \$2,412.80 \$62,732.80 29 \$34.00 \$2,720.00 \$70,720.00 41 \$38.29 \$3.063.20 \$79,643.20	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2.436.80 \$63.356.80 30 \$34.32 \$2,745.60 \$71.385.60 42 \$38.67 \$3.093.60 \$80.433.60	\$27.30 \$2,184.00 \$56.784.00 \$19 \$30.75 \$2.460.00 \$63.960.00 \$31 \$34.65 \$2,772.00 \$72.072.00 \$39.08 \$3.126.40 \$81.286.40	\$27.58 \$2,206.40 \$57.366.40 20 \$31.08 \$2.486.40 \$64,646.40 32 \$35.02 \$2.801.60 \$72.841.60 44 \$39.44 \$31.55.20	\$27.86 \$2,228.80 \$57.948.80 21 \$31.38 \$2.510.40 \$65.270.40 33 \$35.36 \$2.828.80 \$73.548.80 45 \$39.84 \$31.87.20	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65.956.80 34 \$35.72 \$2.857.60 \$74.297.60 46 \$40.24 \$3.219.20	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2,560.80 \$66,580.80 35 \$36.07 \$2.885.60 \$75,025.60 47 \$40.65 \$3,252.00	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20 \$67.267.20 36 \$36.45 \$2.916.00 \$75.816.00
Step Hour Biwe Annu Step Hour Biwe Biwe Biwe Biwe Biwe Biwe Biwe Biwe	ps irly \$25 eekly \$2,056 ually \$53,476 ps irly \$28 eekly \$2,319 ually \$60,299 ps irly \$32 eekly \$2,612 ually \$67,912 ps irly \$36 eekly \$2,944 ually \$76,544 ps irly \$33 eekly \$2,349 irly \$36 irly \$3	.71 \$25.97 .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.27 .20 \$2,341.60 .20 \$60,881.60 25 26 .65 \$32.99 .00 \$2,639.20 .00 \$68,619.20 37 38 .80 \$37.17 .00 \$2,973.60 .00 \$77,313.60 49 50 .46 \$41.87	\$26.24 \$2,099.20 \$54,579.20 \$54,579.20 \$7 \$2,365.60 \$61,505.60 \$2,665.60 \$69,305.60 \$33,32 \$2,665.60 \$69,305.60 \$39 \$37,54 \$3,003.20 \$7,\$37,54 \$3,003.20 \$7,\$37,54 \$3,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2,389.60 \$62,129.60 28 \$33.65 \$2.692.00 \$69,992.00 40 \$37.91 \$3,032.80 \$78,852.80 52 \$42.74 \$3,419.20	\$26.75 \$2,140.00 \$55.640.00 17 \$30.16 \$2.412.80 \$62.732.80 29 \$34.00 \$2,720.00 \$70.720.00 41 \$38.29 \$3.063.20 \$79.643.20 53 \$43.16 \$3,452.80	\$27.03 \$2,162.40 \$56,222.40 18 \$30.46 \$2,436.80 \$63,356.80 30 \$34.32 \$2,745.60 \$71,385.60 42 \$38.67 \$3.093.60 \$80,433.60 54 \$43.58 \$3,486.40	\$27.30 \$2,184.00 \$56,784.00 \$56,784.00 19 \$30.75 \$2,460.00 \$63,960.00 31 \$34.65 \$2,772.00 \$72.072.00 43 \$39.08 \$3,126.40 \$81,286.40 55 \$44.03 \$3,522.40	\$27.58 \$2,206.40 \$57.366.40 20 \$31.08 \$2.486.40 \$64,646.40 32 \$35.02 \$2.801.60 \$72.841.60 44 \$39.44 \$31.55.20	\$27.86 \$2,228.80 \$57.948.80 21 \$31.38 \$2.510.40 \$65.270.40 33 \$35.36 \$2.828.80 \$73.548.80 45 \$39.84 \$31.87.20	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65.956.80 34 \$35.72 \$2.857.60 \$74.297.60 46 \$40.24 \$3.219.20	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2,560.80 \$66,580.80 35 \$36.07 \$2.885.60 \$75,025.60 47 \$40.65 \$3,252.00	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20 \$67.267.20 36 \$36.45 \$2.916.00 \$75.816.00
Step Hour Biwe Annu Step Hour Biwe Biwe Biwe Biwe Biwe Biwe Biwe Biwe	ps	.71 \$25.91 .80 \$2,077.60 .80 \$54,017.60 13 14 .99 \$29.21 .20 \$2.341.60 .20 \$60.881.60 25 26 .65 \$32.92 .00 \$2.639.20 .00 \$68.619.20 37 38 .80 \$37.11 .00 \$2.973.60 .00 \$77.313.60 49 50 .46 \$41.81 .80 \$3.349.60	\$26.24 \$2,099.20 \$54,579.20 \$54,579.20 \$7 \$2,365.60 \$61,505.60 \$2,665.60 \$69,305.60 \$33,32 \$2,665.60 \$69,305.60 \$39 \$37,54 \$3,003.20 \$7,\$37,54 \$3,003.20 \$7,\$37,54 \$3,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20 \$7,\$33,003.20	\$26.52 \$2,121.60 \$55.161.60 16 \$29.87 \$2.389.60 \$62.129.60 28 \$33.65 \$2.692.00 \$69,992.00 40 \$37.91 \$3.032.80 \$78.852.80	\$26.75 \$2,140.00 \$55,640.00 17 \$30.16 \$2,412.80 \$62,732.80 29 \$34.00 \$2,720.00 \$70,720.00 41 \$38.29 \$3.063.20 \$79,643.20	\$27.03 \$2,162.40 \$56.222.40 18 \$30.46 \$2.436.80 \$63.356.80 30 \$34.32 \$2,745.60 \$71.385.60 42 \$38.67 \$3.093.60 \$80.433.60	\$27.30 \$2,184.00 \$56.784.00 \$19 \$30.75 \$2.460.00 \$63.960.00 \$31 \$34.65 \$2,772.00 \$72.072.00 \$39.08 \$3.126.40 \$81.286.40	\$27.58 \$2,206.40 \$57.366.40 20 \$31.08 \$2.486.40 \$64,646.40 32 \$35.02 \$2.801.60 \$72.841.60 44 \$39.44 \$31.55.20	\$27.86 \$2,228.80 \$57.948.80 21 \$31.38 \$2.510.40 \$65.270.40 33 \$35.36 \$2.828.80 \$73.548.80 45 \$39.84 \$31.87.20	\$28.14 \$2,251.20 \$58.531.20 22 \$31.71 \$2.536.80 \$65.956.80 34 \$35.72 \$2.857.60 \$74.297.60 46 \$40.24 \$3.219.20	\$28.42 \$2,273.60 \$59,113.60 23 \$32.01 \$2,560.80 \$66,580.80 35 \$36.07 \$2.885.60 \$75,025.60 47 \$40.65 \$3,252.00	\$28.70 \$2,296.00 \$59.696.00 24 \$32.34 \$2.587.20 \$67.267.20 36 \$36.45 \$2.916.00 \$75.816.00

(Non-bargaining unit)

Grade	7	9
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Chama	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$28.14	\$28.42	\$28.70	\$28.99	\$29.27	\$29.57	\$29.87	\$30.16	\$30.46	\$30.75	\$31.08	\$31.38
Biweekly	\$2,251.20	\$2,273.60	\$2,296.00	\$2,319.20	\$2,341.60	\$2,365.60	\$2,389.60	\$2,412.80	\$2,436.80	\$2,460.00	\$2,486.40	\$2,510.40
Annually	\$58,531.20	\$59,113.60	\$59,696.00	\$60,299.20	\$60,881.60	\$61,505.60	\$62,129.60	\$62,732.80	\$63,356.80	\$63,960.00	\$64,646.40	\$65,270.40
Steps	. 13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$31.71	\$32.01	\$32.34	\$32.65	\$32.99	\$33.32	\$33.65	\$34.00	\$34.32	\$34.65	\$35.02	\$35.36
Biweekly	\$2,536.80	\$2,560.80	\$2,587.20	\$2,612.00	\$2,639.20	\$2,665.60	\$2,692.00	\$2,720.00	\$2,745.60	\$2,772.00	\$2,801.60	\$2,828.80
Annually	\$65,956.80	\$66,580.80	\$67,267.20	\$67,912.00	\$68,619.20	\$69,305.60	\$69,992.00	\$70,720.00	\$71,385.60	\$72,072.00	\$72,841.60	\$73,548.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$35.72	\$36.07	\$36.45	\$36.80	\$37.17	\$37.54	\$37.91	\$38.29	\$38.67	\$39.08	\$39.44	\$39.84
Biweekly	\$2,857.60	\$2,885.60	\$2,916.00	\$2,944.00	\$2,973.60	\$3,003.20	\$3,032.80	\$3,063.20	\$3,093.60	\$3,126.40	\$3,155.20	\$3,187.20
Annually	\$74,297.60	\$75,025.60	\$75,816.00	\$76,544.00	\$77,313.60	\$78,083.20	\$78,852.80	\$79,643.20	\$80,433.60	\$81,286.40	\$82,035.20	\$82,867.20
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$40.24	\$40.65	\$41.05	\$41.46	\$41.87	\$42.31	\$42.74	\$43.16	\$43.58	\$44.03	\$44.47	\$44.91
Biweekly	\$3,219.20	\$3,252.00	\$3,284.00	\$3,316.80	\$3,349.60	\$3,384.80	\$3,419.20	\$3,452.80	\$3,486.40	\$3,522.40	\$3,557.60	\$3,592.80
Annually	\$83,699.20	\$84,552.00	\$85,384.00	\$86,236.80	\$87,089.60	\$88,004.80	\$88,899.20	\$89,772.80	\$90,646.40	\$91,582.40	\$92,497.60	\$93,412.80
Steps	49	50	51	52	53	54	55					
Hourly	\$45.35	\$45.81	\$46.27	\$46.74	\$47.21	\$47.66	\$48.16					
Biweekly	\$3,628.00	\$3,664.80	\$3,701.60	\$3,739.20	\$3,776.80	\$3,812.80	\$3,852.80					
Annually	\$94,328.00	\$95,284.80	\$96,241.60	\$97,219.20	\$98,196.80	\$99,132.80	\$100,172.80					
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C al a 00												
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$30.46	\$30.75	\$31.08	\$31.38	\$31.71	\$32.01	\$32.34	\$32.65	\$32.99	\$33.32	\$33.65	\$34.00
Steps Hourly Biweekly	\$30.46 \$2,436.80	\$30.75 \$2,460.00	\$31.08 \$2,486.40	\$31.38 \$2,510.40	\$31.71 \$2,536.80	\$32.01 \$2,560.80	\$32.34 \$2,587.20	\$32.65 \$2,612.00	\$32.99 \$2,639.20	\$33.32 \$2,665.60	\$33.65 \$2,692.00	\$34.00 \$2,720.00
Steps Hourly	\$30.46	\$30.75	\$31.08	\$31.38	\$31.71	\$32.01	\$32.34	\$32.65	\$32.99	\$33.32	\$33.65	\$34.00
Steps Hourly Biweekly	\$30.46 \$2,436.80	\$30.75 \$2,460.00	\$31.08 \$2,486.40	\$31.38 \$2,510.40 \$65,270.40	\$31.71 \$2,536.80	\$32.01 \$2,560.80 \$66,580.80	\$32.34 \$2,587.20	\$32.65 \$2,612.00	\$32.99 \$2,639.20	\$33.32 \$2,665.60	\$33.65 \$2,692.00	\$34.00 \$2,720.00 \$70,720.00
Steps Hourly Biweekly Annually	\$30.46 \$2,436.80 \$63,356.80	\$30.75 \$2,460.00 \$63,960.00	\$31.08 \$2,486.40 \$64,646.40	\$31.38 \$2,510.40	\$31.71 \$2,536.80 \$65,956.80	\$32.01 \$2,560.80	\$32.34 \$2,587.20 \$67,267.20	\$32.65 \$2,612.00 \$67,912.00	\$32.99 \$2,639.20 \$68,619.20	\$33.32 \$2,665.60 \$69,305.60	\$33.65 \$2,692.00 \$69,992.00	\$34.00 \$2,720.00
Steps Hourly Biweekly Annually Steps	\$30.46 \$2,436.80 \$63,356.80	\$30.75 \$2,460.00 \$63.960.00	\$31.08 \$2,486.40 \$64.646.40	\$31.38 \$2,510.40 \$65,270.40	\$31.71 \$2,536.80 \$65,956.80	\$32.01 \$2,560.80 \$66,580.80	\$32.34 \$2,587.20 \$67,267.20	\$32.65 \$2,612.00 \$67,912.00	\$32.99 \$2,639.20 \$68.619.20	\$33.32 \$2,665.60 \$69,305.60	\$33.65 \$2,692.00 \$69,992.00 23 \$37.91 \$3,032.80	\$34.00 \$2,720.00 \$70,720.00
Steps Hourly Biweekly Annually Steps Hourly	\$30.46 \$2,436.80 \$63.356.80 13 \$34.32	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65	\$31.08 \$2,486.40 \$64.646.40 15 \$35.02	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36	\$31.71 \$2,536.80 \$65.956.80 17 \$35.72	\$32.01 \$2,560.80 \$66,580.80 18 \$36.07	\$32.34 \$2,587.20 \$67,267.20 19 \$36.45	\$32.65 \$2,612.00 \$67,912.00 20 \$36.80	\$32.99 \$2,639.20 \$68,619.20 21 \$37.17	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54	\$33.65 \$2,692.00 \$69,992.00 23 \$37.91	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.46 \$2,436.80 \$63,356.80 13 \$34.32 \$2,745.60 \$71,385.60	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2,772.00 \$72,072.00	\$31.08 \$2,486.40 \$64.646.40 15 \$35.02 \$2,801.60 \$72,841.60	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36 \$2.828.80 \$73,548.80	\$31.71 \$2,536.80 \$65,956.80 17 \$35.72 \$2.857.60 \$74,297.60	\$32.01 \$2,560.80 \$66,580.80 18 \$36.07 \$2,885.60 \$75,025.60	\$32.34 \$2,587.20 \$67.267.20 19 \$36.45 \$2,916.00 \$75.816.00	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00	\$32.99 \$2,639.20 \$68,619.20 21 \$37.17 \$2,973.60 \$77,313.60	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54 \$3,003.20 \$78,083.20	\$33.65 \$2,692.00 \$69.992.00 23 \$37.91 \$3.032.80 \$78.852.80	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3.063.20 \$79.643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$30.46 \$2,436.80 \$63,356.80 13 \$34.32 \$2,745.60 \$71,385.60	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2,772.00 \$72,072.00	\$31.08 \$2,486.40 \$64,646.40 15 \$35.02 \$2,801.60 \$72,841.60	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36 \$2.828.80 \$73,548.80	\$31.71 \$2,536.80 \$65,956.80 17 \$35.72 \$2.857.60 \$74,297.60	\$32.01 \$2,560.80 \$66,580.80 18 \$36.07 \$2,885.60 \$75,025.60	\$32.34 \$2,587.20 \$67.267.20 19 \$36.45 \$2.916.00 \$75.816.00	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00	\$32.99 \$2,639.20 \$68,619.20 21 \$37.17 \$2.973.60 \$77,313.60	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54 \$3,003.20 \$78,083.20	\$33.65 \$2,692.00 \$69.992.00 23 \$37.91 \$3.032.80 \$78.852.80	\$34.00 \$2,720.00 \$70.720.00 24 \$38.29 \$3.063.20 \$79.643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.46 \$2,436.80 \$63.356.80 13 \$34.32 \$2,745.60 \$71,385.60 25 \$38.67	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2,772.00 \$72,072.00	\$31.08 \$2,486.40 \$64,646.40 15 \$35.02 \$2,801.60 \$72,841.60 27 \$39.44	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36 \$2.828.80 \$73.548.80 28 \$39.84	\$31.71 \$2,536.80 \$65,956.80 17 \$35.72 \$2.857.60 \$74,297.60	\$32.01 \$2,560.80 \$66,580.80 18 \$36.07 \$2.885.60 \$75,025.60 30 \$40.65	\$32.34 \$2,587.20 \$67.267.20 19 \$36.45 \$2.916.00 \$75.816.00	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00	\$32.99 \$2,639.20 \$68,619.20 21 \$37.17 \$2.973.60 \$77,313.60 33 \$41.87	\$33.32 \$2,665.60 \$69.305.60 22 \$37.54 \$3.003.20 \$78,083.20	\$33.65 \$2,692.00 \$69.992.00 23 \$37.91 \$3.032.80 \$78.852.80 35 \$42.74	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3,063.20 \$79,643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.46 \$2,436.80 \$63.356.80 13 \$34.32 \$2,745.60 \$71.385.60 25 \$38.67 \$3.093.60	\$30.75 \$2,460.00 \$63.960.00 14 \$34.65 \$2,772.00 \$72.072.00 26 \$39.08 \$3,126.40	\$31.08 \$2,486.40 \$64.646.40 15 \$35.02 \$2,801.60 \$72,841.60 27 \$39.44 \$3,155.20	\$31.38 \$2,510.40 \$65.270.40 16 \$35.36 \$2.828.80 \$73.548.80 28 \$39.84 \$3.187.20	\$31.71 \$2,536.80 \$65.956.80 17 \$35.72 \$2.857.60 \$74.297.60 29 \$40.24 \$3,219.20	\$32.01 \$2,560.80 \$66.580.80 18 \$36.07 \$2.885.60 \$75.025.60 30 \$40.65 \$3,252.00	\$32.34 \$2,587.20 \$67,267.20 19 \$36.45 \$2.916.00 \$75.816.00 31 \$41.05 \$3.284.00	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00 32 \$41.46 \$3.316.80	\$32.99 \$2,639.20 \$68.619.20 21 \$37.17 \$2.973.60 \$77.313.60 33 \$41.87 \$3,349.60	\$33.32 \$2,665.60 \$69.305.60 22 \$37.54 \$3,003.20 \$78,083.20 34 \$42.31 \$3,384.80	\$33.65 \$2,692.00 \$69.992.00 23 \$37.91 \$3.032.80 \$78.852.80 35 \$42.74 \$3.419.20	\$34.00 \$2,720.00 \$70.720.00 24 \$38.29 \$3.063.20 \$79,643.20 36 \$43.16 \$3.452.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.46 \$2,436.80 \$63.356.80 13 \$34.32 \$2,745.60 \$71,385.60 25 \$38.67	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2,772.00 \$72,072.00	\$31.08 \$2,486.40 \$64,646.40 15 \$35.02 \$2,801.60 \$72,841.60 27 \$39.44	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36 \$2.828.80 \$73.548.80 28 \$39.84	\$31.71 \$2,536.80 \$65,956.80 17 \$35.72 \$2.857.60 \$74,297.60	\$32.01 \$2,560.80 \$66,580.80 18 \$36.07 \$2.885.60 \$75,025.60 30 \$40.65	\$32.34 \$2,587.20 \$67.267.20 19 \$36.45 \$2.916.00 \$75.816.00	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00	\$32.99 \$2,639.20 \$68,619.20 21 \$37.17 \$2.973.60 \$77,313.60 33 \$41.87	\$33.32 \$2,665.60 \$69.305.60 22 \$37.54 \$3.003.20 \$78,083.20	\$33.65 \$2,692.00 \$69.992.00 23 \$37.91 \$3.032.80 \$78.852.80 35 \$42.74	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3,063.20 \$79,643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.46 \$2,436.80 \$63.356.80 13 \$34.32 \$2,745.60 \$71.385.60 25 \$38.67 \$3.093.60 \$80.433.60	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2,772.00 \$72,072.00 26 \$39.08 \$3,126.40 \$81,286.40	\$31.08 \$2,486.40 \$64.646.40 15 \$35.02 \$2,801.60 \$72,841.60 27 \$39.44 \$3,155.20 \$82,035.20	\$31.38 \$2,510.40 \$65.270.40 16 \$35.36 \$2.828.80 \$73.548.80 28 \$39.84 \$3,187.20 \$82,867.20	\$31.71 \$2,536.80 \$65,956.80 17 \$35.72 \$2.857.60 \$74.297.60 29 \$40.24 \$3,219.20 \$83,699.20	\$32.01 \$2,560.80 \$66.580.80 18 \$36.07 \$2.885.60 \$75.025.60 30 \$40.65 \$3.252.00 \$84,552.00	\$32.34 \$2,587.20 \$67.267.20 19 \$36.45 \$2.916.00 \$75.816.00 31 \$41.05 \$3,284.00 \$85.384.00	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00 32 \$41.46 \$3.316.80 \$86.236.80	\$32.99 \$2,639.20 \$68.619.20 21 \$37.17 \$2.973.60 \$77.313.60 33 \$41.87 \$3,349.60 \$87,089.60	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54 \$3,003.20 \$78,083.20 34 \$42.31 \$3,384.80 \$88,004.80	\$33.65 \$2,692.00 \$69.992.00 23 \$37.91 \$3.032.80 \$78.852.80 35 \$42.74 \$3.419.20 \$88.899.20	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3.063.20 \$79,643.20 36 \$43.16 \$3,452.80 \$89,772.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$30.46 \$2,436.80 \$63.356.80 13 \$34.32 \$2,745.60 \$71.385.60 25 \$38.67 \$3.093.60 \$80.433.60	\$30.75 \$2,460.00 \$63.960.00 14 \$34.65 \$2.772.00 \$72.072.00 26 \$39.08 \$3.126.40 \$81.286.40	\$31.08 \$2,486.40 \$64,646.40 15 \$35.02 \$2,801.60 \$72,841.60 27 \$39.44 \$3,155.20 \$82,035.20	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36 \$2,828.80 \$73.548.80 28 \$39.84 \$3,187.20 \$82,867.20	\$31.71 \$2,536.80 \$65.956.80 17 \$35.72 \$2.857.60 \$74.297.60 29 \$40.24 \$3.219.20 \$83.699.20	\$32.01 \$2,560.80 \$66.580.80 18 \$36.07 \$2.885.60 \$75.025.60 30 \$40.65 \$3.252.00 \$84.552.00	\$32.34 \$2,587.20 \$67.267.20 19 \$36.45 \$2.916.00 \$75.816.00 31 \$41.05 \$3.284.00 \$85.384.00	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00 32 \$41.46 \$3.316.80 \$86.236.80	\$32.99 \$2,639.20 \$68.619.20 21 \$37.17 \$2.973.60 \$77.313.60 33 \$41.87 \$3.349.60 \$87.089.60	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54 \$3,003.20 \$78,083.20 34 \$42.31 \$3,384.80 \$88,004.80	\$33.65 \$2,692.00 \$69.992.00 23 \$37.91 \$3.032.80 \$78.852.80 35 \$42.74 \$3.419.20 \$88.899.20	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3,063.20 \$79,643.20 36 \$43.16 \$3,452.80 \$89,772.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.46 \$2,436.80 \$63,356.80 13 \$34.32 \$2.745.60 \$71,385.60 25 \$38.67 \$3,093.60 \$80,433.60	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2.772.00 \$72.072.00 26 \$39.08 \$3,126.40 \$81,286.40	\$31.08 \$2,486.40 \$64.646.40 15 \$35.02 \$2.801.60 \$72.841.60 27 \$39.44 \$3,155.20 \$82,035.20	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36 \$2.828.80 \$73,548.80 28 \$39.84 \$3,187.20 \$82,867.20	\$31.71 \$2,536.80 \$65.956.80 17 \$35.72 \$2.857.60 \$74,297.60 29 \$40.24 \$3,219.20 \$83,699.20	\$32.01 \$2,560.80 \$66.580.80 18 \$36.07 \$2.885.60 \$75,025.60 30 \$40.65 \$3,252.00 \$84,552.00	\$32.34 \$2,587.20 \$67.267.20 19 \$36.45 \$2,916.00 \$75.816.00 31 \$41.05 \$3.284.00 \$85.384.00	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00 32 \$41.46 \$3.316.80 \$86.236.80	\$32.99 \$2,639.20 \$68.619.20 21 \$37.17 \$2.973.60 \$77,313.60 33 \$41.87 \$3,349.60 \$87.089.60	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54 \$3,003.20 \$78,083.20 34 \$42.31 \$3,384.80 \$88,004.80	\$33.65 \$2,692.00 \$69,992.00 23 \$37.91 \$3,032.80 \$78.852.80 35 \$42.74 \$3,419.20 \$88,899.20	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3.063.20 \$79,643.20 36 \$43.16 \$3,452.80 \$89,772.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.46 \$2,436.80 \$63,356.80 13 \$34.32 \$2,745.60 \$71,385.60 25 \$38.67 \$3,093.60 \$80,433.60 37 \$43.58 \$3,486.40	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2.772.00 \$72.072.00 26 \$39.08 \$3,126.40 \$81,286.40 38 \$44.03 \$3,522.40	\$31.08 \$2,486.40 \$64.646.40 15 \$35.02 \$2.801.60 \$72.841.60 27 \$39.44 \$3,155.20 \$82,035.20 39 \$44.47 \$3,557.60	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36 \$2,828.80 \$73,548.80 28 \$39.84 \$3,187.20 \$82,867.20 40 \$44.91 \$3,592.80	\$31.71 \$2,536.80 \$65.956.80 17 \$35.72 \$2.857.60 \$74.297.60 29 \$40.24 \$3.219.20 \$83,699.20 41 \$45.35 \$3,628.00	\$32.01 \$2,560.80 \$66.580.80 18 \$36.07 \$2.885.60 \$75.025.60 30 \$40.65 \$3.252.00 \$84.552.00 \$45.81 \$3.664.80	\$32.34 \$2,587.20 \$67.267.20 19 \$36.45 \$2,916.00 \$75.816.00 31 \$41.05 \$3.284.00 \$85.384.00 43 \$46.27 \$3,701.60	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00 32 \$41.46 \$3.316.80 \$86.236.80 44 \$46.74 \$3.739.20	\$32.99 \$2,639.20 \$68.619.20 21 \$37.17 \$2.973.60 \$77.313.60 33 \$41.87 \$3.349.60 \$87.089.60 45 \$47.21 \$3.776.80	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54 \$3,003.20 \$78,083.20 34 \$42.31 \$3,384.80 \$88,004.80 46 \$47.66 \$3,812.80	\$33.65 \$2,692.00 \$69,992.00 23 \$37.91 \$3.032.80 \$78.852.80 35 \$42.74 \$3.419.20 \$88.899.20 47 \$48.16 \$3.852.80	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3,063.20 \$79,643.20 36 \$43.16 \$3,452.80 \$89,772.80 48 \$48.63 \$3,890.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Annually	\$30.46 \$2,436.80 \$63.356.80 13 \$34.32 \$2,745.60 \$71.385.60 25 \$38.67 \$3.093.60 \$80.433.60 37 \$43.58 \$3.486.40 \$90.646.40	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2,772.00 \$72.072.00 26 \$39.08 \$3,126.40 \$81,286.40 38 \$44.03 \$3,522.40 \$91,582.40	\$31.08 \$2,486.40 \$64.646.40 15 \$35.02 \$2,801.60 \$72.841.60 27 \$39.44 \$3.155.20 \$82,035.20 39 \$44.47 \$3,557.60 \$92,497.60	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36 \$2,828.80 \$73,548.80 28 \$39.84 \$3,187.20 \$82,867.20 40 \$44.91 \$3,592.80 \$93,412.80	\$31.71 \$2,536.80 \$65.956.80 17 \$35.72 \$2.857.60 \$74.297.60 29 \$40.24 \$3,219.20 \$83.699.20 41 \$45.35 \$3,628.00 \$94,328.00	\$32.01 \$2,560.80 \$66.580.80 18 \$36.07 \$2,885.60 \$75.025.60 30 \$40.65 \$3,252.00 \$84,552.00 \$45.81 \$3,664.80 \$95,284.80	\$32.34 \$2,587.20 \$67,267.20 \$19 \$36.45 \$2,916.00 \$75.816.00 \$75.816.00 \$41.05 \$3,284.00 \$85,384.00 \$46.27 \$3,701.60 \$96,241.60	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00 32 \$41.46 \$3.316.80 \$86.236.80	\$32.99 \$2,639.20 \$68.619.20 21 \$37.17 \$2.973.60 \$77,313.60 33 \$41.87 \$3,349.60 \$87.089.60	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54 \$3,003.20 \$78,083.20 34 \$42.31 \$3,384.80 \$88,004.80	\$33.65 \$2,692.00 \$69,992.00 23 \$37.91 \$3,032.80 \$78.852.80 35 \$42.74 \$3,419.20 \$88,899.20	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3.063.20 \$79,643.20 36 \$43.16 \$3,452.80 \$89,772.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Annually Steps Hourly Steps Steps Hourly Steps Steps Hourly Biweekly Annually Steps	\$30.46 \$2,436.80 \$63,356.80 13 \$34.32 \$2,745.60 \$71,385.60 25 \$38.67 \$3,093.60 \$80,433.60 37 \$43.58 \$3,486.40 \$90,646.40	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2,772.00 \$72.072.00 26 \$39.08 \$3,126.40 \$81,286.40 38 \$44.03 \$3,522.40 \$91,582.40	\$31.08 \$2,486.40 \$64.646.40 15 \$35.02 \$2.801.60 \$72.841.60 27 \$39.44 \$3,155.20 \$82,035.20 39 \$44.47 \$3,557.60 \$92,497.60	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36 \$2,828.80 \$73,548.80 28 \$39.84 \$3,187.20 \$82,867.20 40 \$44.91 \$3,592.80 \$93,412.80	\$31.71 \$2,536.80 \$65.956.80 17 \$35.72 \$2.857.60 \$74.297.60 29 \$40.24 \$3.219.20 \$83.699.20 41 \$45.35 \$3,628.00 \$94.328.00	\$32.01 \$2,560.80 \$66.580.80 18 \$36.07 \$2.885.60 \$75.025.60 30 \$40.65 \$3.252.00 \$84.552.00 \$45.81 \$3,664.80 \$95.284.80	\$32.34 \$2,587.20 \$67.267.20 \$19 \$36.45 \$2,916.00 \$75.816.00 \$75.816.00 \$41.05 \$3.284.00 \$85.384.00 \$46.27 \$3,701.60 \$96.241.60	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00 32 \$41.46 \$3.316.80 \$86.236.80 44 \$46.74 \$3.739.20	\$32.99 \$2,639.20 \$68.619.20 21 \$37.17 \$2.973.60 \$77.313.60 33 \$41.87 \$3.349.60 \$87.089.60 45 \$47.21 \$3.776.80	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54 \$3,003.20 \$78,083.20 34 \$42.31 \$3,384.80 \$88,004.80 46 \$47.66 \$3,812.80	\$33.65 \$2,692.00 \$69,992.00 23 \$37.91 \$3.032.80 \$78.852.80 35 \$42.74 \$3.419.20 \$88.899.20 47 \$48.16 \$3.852.80	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3,063.20 \$79,643.20 36 \$43.16 \$3,452.80 \$89,772.80 48 \$48.63 \$3,890.40
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	\$30.46 \$2,436.80 \$63.356.80 13 \$34.32 \$2,745.60 \$71.385.60 25 \$38.67 \$3.093.60 \$80.433.60 37 \$43.58 \$3,486.40 \$90.646.40	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2,772.00 \$72.072.00 26 \$39.08 \$3,126.40 \$81,286.40 38 \$44.03 \$3,522.40 \$91,582.40 \$49.61	\$31.08 \$2,486.40 \$64.646.40 15 \$35.02 \$2,801.60 \$72.841.60 27 \$39.44 \$3,155.20 \$82,035.20 39 \$44.47 \$3,557.60 \$92,497.60	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36 \$2,828.80 \$73,548.80 28 \$39.84 \$3,187.20 \$82,867.20 40 \$44.91 \$3,592.80 \$93,412.80 52 \$50.61	\$31.71 \$2,536.80 \$65.956.80 17 \$35.72 \$2.857.60 \$74.297.60 29 \$40.24 \$3,219.20 \$83.699.20 41 \$45.35 \$3,628.00 \$94,328.00	\$32.01 \$2,560.80 \$66.580.80 18 \$36.07 \$2.885.60 \$75.025.60 30 \$40.65 \$3.252.00 \$84.552.00 \$45.81 \$3,664.80 \$95.284.80	\$32.34 \$2,587.20 \$67,267.20 \$19 \$36.45 \$2,916.00 \$75.816.00 \$75.816.00 \$31 \$41.05 \$3,284.00 \$85,384.00 \$46.27 \$3,701.60 \$96,241.60	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00 32 \$41.46 \$3.316.80 \$86.236.80 44 \$46.74 \$3.739.20	\$32.99 \$2,639.20 \$68.619.20 21 \$37.17 \$2.973.60 \$77.313.60 33 \$41.87 \$3.349.60 \$87.089.60 45 \$47.21 \$3.776.80	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54 \$3,003.20 \$78,083.20 34 \$42.31 \$3,384.80 \$88,004.80 46 \$47.66 \$3,812.80	\$33.65 \$2,692.00 \$69,992.00 23 \$37.91 \$3.032.80 \$78.852.80 35 \$42.74 \$3.419.20 \$88.899.20 47 \$48.16 \$3.852.80	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3,063.20 \$79,643.20 36 \$43.16 \$3,452.80 \$89,772.80 48 \$48.63 \$3,890.40
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	\$30.46 \$2,436.80 \$63.356.80 13 \$34.32 \$2,745.60 \$71.385.60 25 \$38.67 \$3.093.60 \$80.433.60 37 \$43.58 \$3,486.40 \$90.646.40 49 \$49.13 \$3,930.40	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2,772.00 \$72.072.00 26 \$39.08 \$3,126.40 \$81,286.40 38 \$44.03 \$3,522.40 \$91.582.40 \$91.582.80	\$31.08 \$2,486.40 \$64.646.40 15 \$35.02 \$2,801.60 \$72.841.60 27 \$39.44 \$3,155.20 \$82,035.20 39 \$44.47 \$3,557.60 \$92,497.60 51 \$50.10 \$4,008.00	\$31.38 \$2,510.40 \$65.270.40 16 \$35.36 \$2.828.80 \$73.548.80 28 \$39.84 \$3.187.20 \$82.867.20 40 \$44.91 \$3.592.80 \$93.412.80 52 \$50.61 \$4.048.80	\$31.71 \$2,536.80 \$65,956.80 17 \$35.72 \$2.857.60 \$74,297.60 29 \$40.24 \$3,219.20 \$83,699.20 41 \$45.35 \$3,628.00 \$94.328.00 \$51.12 \$4,089.60	\$32.01 \$2,560.80 \$66.580.80 18 \$36.07 \$2.885.60 \$75.025.60 30 \$40.65 \$3,252.00 \$84.552.00 \$45.81 \$3,664.80 \$95,284.80	\$32.34 \$2,587.20 \$67,267.20 \$19 \$36.45 \$2,916.00 \$75.816.00 \$75.816.00 \$31 \$41.05 \$3,284.00 \$85,384.00 \$46.27 \$3,701.60 \$96,241.60 \$55 \$52.13 \$4,170.40	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00 32 \$41.46 \$3.316.80 \$86.236.80 44 \$46.74 \$3.739.20	\$32.99 \$2,639.20 \$68.619.20 21 \$37.17 \$2.973.60 \$77.313.60 33 \$41.87 \$3.349.60 \$87.089.60 45 \$47.21 \$3.776.80	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54 \$3,003.20 \$78,083.20 34 \$42.31 \$3,384.80 \$88,004.80 46 \$47.66 \$3,812.80	\$33.65 \$2,692.00 \$69,992.00 23 \$37.91 \$3.032.80 \$78.852.80 35 \$42.74 \$3.419.20 \$88.899.20 47 \$48.16 \$3.852.80	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3,063.20 \$79,643.20 36 \$43.16 \$3,452.80 \$89,772.80 48 \$48.63 \$3,890.40
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	\$30.46 \$2,436.80 \$63.356.80 13 \$34.32 \$2,745.60 \$71.385.60 25 \$38.67 \$3.093.60 \$80.433.60 37 \$43.58 \$3,486.40 \$90.646.40	\$30.75 \$2,460.00 \$63,960.00 14 \$34.65 \$2,772.00 \$72.072.00 26 \$39.08 \$3,126.40 \$81,286.40 38 \$44.03 \$3,522.40 \$91,582.40 \$49.61	\$31.08 \$2,486.40 \$64.646.40 15 \$35.02 \$2,801.60 \$72.841.60 27 \$39.44 \$3,155.20 \$82,035.20 39 \$44.47 \$3,557.60 \$92,497.60	\$31.38 \$2,510.40 \$65,270.40 16 \$35.36 \$2,828.80 \$73,548.80 28 \$39.84 \$3,187.20 \$82,867.20 40 \$44.91 \$3,592.80 \$93,412.80 52 \$50.61	\$31.71 \$2,536.80 \$65.956.80 17 \$35.72 \$2.857.60 \$74.297.60 29 \$40.24 \$3,219.20 \$83.699.20 41 \$45.35 \$3,628.00 \$94,328.00	\$32.01 \$2,560.80 \$66.580.80 18 \$36.07 \$2.885.60 \$75.025.60 30 \$40.65 \$3.252.00 \$84.552.00 \$45.81 \$3,664.80 \$95.284.80	\$32.34 \$2,587.20 \$67,267.20 \$19 \$36.45 \$2,916.00 \$75.816.00 \$75.816.00 \$31 \$41.05 \$3,284.00 \$85,384.00 \$46.27 \$3,701.60 \$96,241.60	\$32.65 \$2,612.00 \$67.912.00 20 \$36.80 \$2.944.00 \$76.544.00 32 \$41.46 \$3.316.80 \$86.236.80 44 \$46.74 \$3.739.20	\$32.99 \$2,639.20 \$68.619.20 21 \$37.17 \$2.973.60 \$77.313.60 33 \$41.87 \$3.349.60 \$87.089.60 45 \$47.21 \$3.776.80	\$33.32 \$2,665.60 \$69,305.60 22 \$37.54 \$3,003.20 \$78,083.20 34 \$42.31 \$3,384.80 \$88,004.80 46 \$47.66 \$3,812.80	\$33.65 \$2,692.00 \$69,992.00 23 \$37.91 \$3.032.80 \$78.852.80 35 \$42.74 \$3.419.20 \$88.899.20 47 \$48.16 \$3.852.80	\$34.00 \$2,720.00 \$70,720.00 24 \$38.29 \$3,063.20 \$79,643.20 36 \$43.16 \$3,452.80 \$89,772.80 48 \$48.63 \$3,890.40

(Non-bargaining unit)

Grade	81
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Steps Hourly	1 \$33.32	2 \$33.65	3 \$34.00	4 \$34.32	5 \$34.65	6 \$35.02	7 \$35.36	8 \$35.72	9 \$36.07	10 \$36.45	11 \$36.80	12 \$37.17
Biweekly	\$2,665.60	\$2,692.00	\$2,720.00	\$2,745.60	\$2,772.00	\$2,801.60	\$2,828.80	\$2,857.60	\$2,885.60	\$2,916.00	\$2,944.00	\$2,973.60
Annually	\$69,305.60	\$69,992.00	\$70,720.00	\$71,385.60	\$72,072.00	\$72,841.60	\$73,548.80	\$74,297.60	\$75,025.60	\$75,816.00	\$76,544.00	\$77,313.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$37.54	\$37.91	\$38.29	\$38.67	\$39.08	\$39.44	\$39.84	\$40.24	\$40.65	\$41.05	\$41.46	\$41.87
Biweekly	\$3,003.20	\$3,032.80	\$3,063.20	\$3,093.60	\$3,126.40	\$3,155.20	\$3,187.20	\$3,219.20	\$3,252.00	\$3,284.00	\$3,316.80	\$3,349.60
Annually	\$78,083.20	\$78,852.80	\$79,643.20	\$80,433.60	\$81,286.40	\$82,035.20	\$82,867.20	\$83,699.20	\$84,552.00	\$85,384.00	\$86,236.80	\$87,089.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$42.31	\$42.74	\$43.16	\$43.58	\$44.03	\$44.47	\$44.91	\$45.35	\$45.81	\$46.27	\$46.74	\$47.21
Biweekly	\$3,384.80	\$3,419.20	\$3,452.80	\$3,486.40	\$3,522.40	\$3,557.60	\$3,592.80	\$3,628.00	\$3,664.80	\$3,701.60	\$3,739.20	\$3,776.80
Annually	\$88,004.80	\$88,899.20	\$89,772.80	\$90,646.40	\$91,582.40	\$92,497.60	\$93,412.80	\$94,328.00	\$95,284.80	\$96,241.60	\$97,219.20	\$98,196.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$47.66	\$48.16	\$48.63	\$49.13	\$49.61	\$50.10	\$50.61	\$51.12	\$51.61	\$52.13	\$52.67	\$53.20
Biweekly	\$3,812.80	\$3,852.80	\$3,890.40	\$3,930.40	\$3,968.80	\$4,008.00	\$4,048.80	\$4,089.60	\$4,128.80	\$4,170.40	\$4,213.60	\$4,256.00
Annually	\$99,132.80	\$100,172.80	\$101,150.40	\$102,190.40	\$103,188.80	\$104,208.00	\$105,268.80	\$106,329.60	\$107,348.80	\$108,430.40	\$109,553.60	\$110,656.00
Steps	49	50	51	52	53	54	55					
Hourly	\$53.71	\$54.25	\$54.81	\$55.35	\$55.91	\$56.45	\$57.02					
Biweekly	\$4,296.80	\$4,340.00	\$4,384.80	\$4,428.00	\$4,472.80	\$4,516.00	\$4,561.60					
Annually	\$111,716.80	\$112,840.00	\$114,004.80	\$115,128.00	\$116,292.80	\$117,416.00	\$118,601.60					
Grade 82												
Steps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11	12
Hourly	\$37.54	\$37.91	\$38.29	\$38.67	\$39.08	\$39.44	\$39.84	\$40.24	\$40.65	\$41.05	\$41.46	\$41.87
Biweekly	\$3,003.20	\$3,032.80	\$3,063.20	\$3,093.60	\$3,126.40	\$3,155.20	\$3,187.20	\$3,219.20	\$3,252.00	\$3,284.00	\$3,316.80	\$3,349.60
Annually	\$78,083.20	\$78,852.80	\$79,643.20	\$80,433.60	\$81,286.40	\$82,035.20	\$82,867.20	\$83,699.20	\$84,552.00	\$85,384.00	\$86,236.80	\$87,089.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$42.31	\$42.74	\$43.16	\$43.58	\$44.03	\$44.47	\$44.91	\$45.35	\$45.81	\$46.27	\$46.74	\$47.21
Biweekly	\$3,384.80	\$3,419.20	\$3,452.80	\$3,486.40	\$3,522.40	\$3,557.60	\$3,592.80	\$3,628.00	\$3,664.80	\$3,701.60	\$3,739.20	\$3,776.80
Annually	\$88,004.80	\$88,899.20	\$89,772.80	\$90,646.40	\$91,582.40	\$92,497.60	\$93,412.80	\$94,328.00	\$95,284.80	\$96,241.60	\$97,219.20	\$98,196.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$47.66	\$48.16	\$48.63	\$49.13	\$49.61	\$50.10	\$50.61	\$51.12	\$51.61	\$52.13	\$52.67	\$53.20
Biweekly	\$3,812.80	\$3,852.80	\$3,890.40	\$3,930.40	\$3,968.80	\$4,008.00	\$4,048.80	\$4,089.60	\$4,128.80	\$4,170.40	\$4,213.60	\$4,256.00
Annually												\$110,656.00
	\$99,132.80	\$100,172.80	\$101,150.40	\$102,190.40	\$103,188.80	\$104,208.00	\$105,268.80	\$106,329.60	\$107,348.80	\$108,430.40	\$109,553.60	3110,030.00
Steps	37	\$100,172.80	39	40	41	42	43	3100,329.00	45	46	47	48
Hourly	37 \$53.71	38 \$54.25	39 \$54.81	40 \$55.35	41 \$55.91	42 \$56.45	43 \$57.02	44 \$57.60	45 \$58.18	46 \$58.75	47 \$59.34	48 \$59.94
Hourly Biweekly	37 \$53.71 \$4,296.80	38 \$54.25 \$4,340.00	39 \$54.81 \$4,384.80	40 \$55.35 \$4,428.00	41 \$55.91 \$4,472.80	42 \$56.45 \$4,516.00	43 \$57.02 \$4,561.60	44 \$57.60 \$4,608.00	45 \$58.18 \$4,654.40	46 \$58.75 \$4.700.00	47 \$59.34 \$4,747.20	48 \$59.94 \$4,795.20
Hourly	37 \$53.71	38 \$54.25	39 \$54.81	40 \$55.35	41 \$55.91	42 \$56.45	43 \$57.02	44 \$57.60	45 \$58.18	46 \$58.75	47 \$59.34	48 \$59.94
Hourly Biweekly	37 \$53.71 \$4,296.80	38 \$54.25 \$4,340.00	39 \$54.81 \$4,384.80	40 \$55.35 \$4,428.00	41 \$55.91 \$4,472.80	42 \$56.45 \$4,516.00	43 \$57.02 \$4,561.60	44 \$57.60 \$4,608.00	45 \$58.18 \$4,654.40	46 \$58.75 \$4.700.00	47 \$59.34 \$4,747.20	48 \$59.94 \$4,795.20
Hourly Biweekly Annually	\$53.71 \$4,296.80 \$111.716.80	\$54.25 \$4,340.00 \$112,840.00	\$9 \$54.81 \$4,384.80 \$114,004.80	\$55.35 \$4,428.00 \$115,128.00	\$55.91 \$4,472.80 \$116,292.80	\$56.45 \$4,516.00 \$117,416.00	\$57.02 \$4,561.60 \$118,601.60	44 \$57.60 \$4,608.00	45 \$58.18 \$4,654.40	46 \$58.75 \$4.700.00	47 \$59.34 \$4,747.20	48 \$59.94 \$4,795.20
Hourly Biweekly Annually Steps	\$53.71 \$4.296.80 \$111.716.80	\$54.25 \$4,340.00 \$112.840.00 \$50 \$61.14 \$4.891.20	\$54.81 \$4.384.80 \$114.004.80	\$55.35 \$4.428.00 \$115.128.00	\$55.91 \$4.472.80 \$116.292.80	\$56.45 \$4.516.00 \$117.416.00	\$57.02 \$4.561.60 \$118.601.60	44 \$57.60 \$4,608.00	45 \$58.18 \$4,654.40	46 \$58.75 \$4.700.00	47 \$59.34 \$4,747.20	48 \$59.94 \$4,795.20
Hourly Biweekly Annually Steps Hourly	\$53.71 \$4.296.80 \$111.716.80 \$60.52	38 \$54.25 \$4.340.00 \$112.840.00 50 \$61.14	\$54.81 \$4.384.80 \$114.004.80 51 \$61.74	\$55.35 \$4.428.00 \$115.128.00 52 \$62.38	\$55.91 \$4.472.80 \$116.292.80 \$3 \$63.00	\$56.45 \$4.516.00 \$117.416.00 54 \$63.63	\$57.02 \$4.561.60 \$118.601.60 \$55	44 \$57.60 \$4,608.00	45 \$58.18 \$4,654.40	46 \$58.75 \$4.700.00	47 \$59.34 \$4,747.20	48 \$59.94 \$4,795.20

(Non-bargaining unit)

KODIAK (9%)

Biweekly \$3,384.80 \$3,419.20 \$3,452.80 \$3,486.40 \$3,522.40 \$3,557.60 \$3,592.80 \$3,628.00 \$3,664.80 \$3,70 Annually \$88,004.80 \$88,899.20 \$89,772.80 \$90,646.40 \$91,582.40 \$92,497.60 \$93,412.80 \$94,328.00 \$95,284.80 \$96,24 Steps 13 14 15 16 17 18 19 20 21	
Annually \$88,004.80 \$88,899.20 \$89,772.80 \$90,646.40 \$91,582.40 \$92,497.60 \$93,412.80 \$94,328.00 \$95,284.80 \$96,24 Steps 13 14 15 16 17 18 19 20 21	\$46.27 \$46.74 \$47.21 3,701.60 \$3,739.20 \$3,776.80
, 19 14 19 10 17 19 19 11	5,241.60 \$97,219.20 \$98,196.80
, 19 14 19 10 17 19 19 11	22 23 24
Hourly \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$50.61 \$51.12 \$51.61 \$5	\$52.13 \$52.67 \$53.20
	4,170.40 \$4,213.60 \$4,256.00
Annually \$99,132.80 \$100,172.80 \$101,150.40 \$102,190.40 \$103,188.80 \$104,208.00 \$105,268.80 \$106,329.60 \$107,348.80 \$108,43	3,430.40 \$109,553.60 \$110,656.00
Steps 25 26 27 28 29 30 31 32 33	34 35 36
. 25 20 27 20 25 30 31 32 33	34 35 36 \$58.75 \$59.34 \$59.94
	1,700.00 \$4,747.20 \$4,795.20
·	2,200.00 \$123,427.20 \$124,675.20
Steps 37 38 39 40 41 42 43 44 45	
	46 47 48 \$66.20 \$66.86 \$67.52
	5,296.00 \$5,348.80 \$5,401.60
	7,696.00 \$139,068.80 \$140,441.60
Steps 49 50 51 52 53 54 55	
Hourly \$68.22 \$68.89 \$69.57 \$70.28 \$71.00 \$71.70 \$72.40 Biweekly \$5,457.60 \$5,511.20 \$5,565.60 \$5,622.40 \$5,680.00 \$5,736.00 \$5,792.00	
Biweekly \$5,457.60 \$5,511.20 \$5,565.60 \$5,622.40 \$5,680.00 \$5,736.00 \$5,792.00 Annually \$141,897.60 \$143,291.20 \$144,705.60 \$146,182.40 \$147,680.00 \$149,136.00 \$150,592.00	
Annually (1+1,057.00 (1+3,251.20 (1+4,705.00 (1+0,102.40 (1+7,000.00 (1+3,150.00 (150,552.00	
Grade 84	
Steps 1 2 3 4 5 6 7 8 9	10 11 12
Otopo -	
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$5	\$50.61 \$51.12 \$51.61 1.048.80 \$4.089.60 \$4.128.80
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$5 Biweekly \$3,701.60 \$3,739.20 \$3,776.80 \$3,812.80 \$3,852.80 \$3,890.40 \$3,930.40 \$3,968.80 \$4,008.00 \$4,04	\$50.61 \$51.12 \$51.61 4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$5 Biweekly \$3,701.60 \$3,739.20 \$3,776.80 \$3,812.80 \$3,852.80 \$3,890.40 \$3,930.40 \$3,968.80 \$4,008.00 \$4,04 Annually \$96,241.60 \$97,219.20 \$98,196.80 \$99,132.80 \$100,172.80 \$101,150.40 \$102,190.40 \$103,188.80 \$104,208.00 \$105,26	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$5 Biweekly \$3,701.60 \$3,739.20 \$3,776.80 \$3,812.80 \$3,852.80 \$3,890.40 \$3,930.40 \$3,968.80 \$4,008.00 \$4,04 Annually \$96,241.60 \$97,219.20 \$98,196.80 \$99,132.80 \$100,172.80 \$101,150.40 \$102,190.40 \$103,188.80 \$104,208.00 \$105,266 Steps 13 14 15 16 17 18 19 20 21	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106.329.60 \$107.348.80 22 23 24
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$5 Biweekly \$3,701.60 \$3,739.20 \$3,776.80 \$3,812.80 \$3,852.80 \$3,890.40 \$3,930.40 \$3,968.80 \$4,008.00 \$4,04 Annually \$96,241.60 \$97,219.20 \$98,196.80 \$99,132.80 \$100,172.80 \$101,150.40 \$102,190.40 \$103,188.80 \$104,208.00 \$105,260 Steps 13 14 15 16 17 18 19 20 21 Hourly \$52.13 \$52.67 \$53.20 \$53.71 \$54.25 \$54.81 \$55.35 \$55.91 \$56.45 \$5	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80 22 23 24 \$57.02 \$57.60 \$58.18
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55 Biweekly \$3,701.60 \$3,739.20 \$3,776.80 \$3,812.80 \$3,852.80 \$3,890.40 \$3,930.40 \$3,968.80 \$4,008.00 \$4,04 Annually \$96,241.60 \$97,219.20 \$98,196.80 \$99,132.80 \$100,172.80 \$101,150.40 \$102,190.40 \$103,188.80 \$104,208.00 \$105,26 \$100.00 \$1	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80 22 23 24
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55 Biweekly \$3,701.60 \$3,739.20 \$3,776.80 \$3,812.80 \$3,852.80 \$3,890.40 \$3,930.40 \$3,968.80 \$4,008.00 \$4,04 Annually \$96,241.60 \$97,219.20 \$98,196.80 \$99,132.80 \$100,172.80 \$101,150.40 \$102,190.40 \$103,188.80 \$104,208.00 \$105,26 \$100.172.80 \$100.1	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4,608.00 \$4,654.40 8,601.60 \$119,808.00 \$121,014.40
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55 Biweekly \$3,701.60 \$3,739.20 \$3,776.80 \$3,812.80 \$3,852.80 \$3,890.40 \$3,930.40 \$3,968.80 \$4,008.00 \$4,04 Annually \$96,241.60 \$97,219.20 \$98,196.80 \$99,132.80 \$100,172.80 \$101,150.40 \$102,190.40 \$103,188.80 \$104,208.00 \$105,260 \$110,2650 \$	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4,608.00 \$4,654.40 8,601.60 \$119,808.00 \$121,014.40 34 35 36
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55 \$6 \$6 \$6 \$6 \$6 \$6 \$6 \$6 \$6 \$6 \$6 \$6 \$6	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4,608.00 \$4,654.40 3,601.60 \$119,808.00 \$121,014.40 34 35 36 \$64.26 \$64.89 \$65.55
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55 \$10 \$40.00 \$	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106.329.60 \$107.348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4.608.00 \$4,654.40 3,601.60 \$119.808.00 \$121.014.40 34 35 36 \$64.26 \$64.89 \$65.55 5,140.80 \$5,191.20 \$5,244.00
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55 \$10 \$40.00 \$	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4,608.00 \$4,654.40 8,601.60 \$119,808.00 \$121,014.40 34 35 36 \$64.26 \$64.89 \$65.55
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55.00 \$40.00 \$4	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106.329.60 \$107.348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4,608.00 \$4,654.40 3,601.60 \$119,808.00 \$121,014.40 34 35 36 \$64.26 \$64.89 \$65.55 5,140.80 \$5,191.20 \$5,244.00 3,660.80 \$134,971.20 \$136,344.00
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55 \$6 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106.329.60 \$107.348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4,608.00 \$4,654.40 3,601.60 \$119,808.00 \$121.014.40 34 35 36 \$64.26 \$64.89 \$65.55 5,140.80 \$5,191.20 \$5,244.00 3,660.80 \$134,971.20 \$136,344.00 46 47 48 \$72.40 \$73.14 \$73.87
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55 \$6 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4,608.00 \$4,654.40 3,601.60 \$119,808.00 \$121,014.40 34 35 36 \$64.26 \$64.89 \$65.55 5,140.80 \$5,191.20 \$5,244.00 3,660.80 \$134,971.20 \$136,344.00 46 47 48 \$72.40 \$73.14 \$73.87 5,792.00 \$5,851.20 \$5,909.60
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55 \$61.00 \$40.0	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106.329.60 \$107.348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4,608.00 \$4,654.40 3,601.60 \$119,808.00 \$121.014.40 34 35 36 \$64.26 \$64.89 \$65.55 5,140.80 \$5,191.20 \$5,244.00 3,660.80 \$134,971.20 \$136,344.00 46 47 48 \$72.40 \$73.14 \$73.87
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55 \$6 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10 \$10	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4,608.00 \$4,654.40 3,601.60 \$119.808.00 \$121,014.40 34 35 36 \$64.26 \$64.89 \$65.55 5,140.80 \$5,191.20 \$5,244.00 3,660.80 \$134,971.20 \$136,344.00 46 47 48 \$72.40 \$73.14 \$73.87 5,792.00 \$5,851.20 \$5,909.60
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55.80 \$100.00 \$	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4,608.00 \$4,654.40 3,601.60 \$119,808.00 \$121,014.40 34 35 36 \$64.26 \$64.89 \$65.55 5,140.80 \$5,191.20 \$5,244.00 3,660.80 \$134,971.20 \$136,344.00 46 47 48 \$72.40 \$73.14 \$73.87 5,792.00 \$5,851.20 \$5,909.60
Hourly \$46.27 \$46.74 \$47.21 \$47.66 \$48.16 \$48.63 \$49.13 \$49.61 \$50.10 \$55 \$61 \$10.10 \$	4,048.80 \$4,089.60 \$4,128.80 5,268.80 \$106,329.60 \$107,348.80 22 23 24 \$57.02 \$57.60 \$58.18 4,561.60 \$4,608.00 \$4,654.40 3,601.60 \$119,808.00 \$121,014.40 34 35 36 \$64.26 \$64.89 \$65.55 5,140.80 \$5,191.20 \$5,244.00 3,660.80 \$134,971.20 \$136,344.00 46 47 48 \$72.40 \$73.14 \$73.87 5,792.00 \$5,851.20 \$5,909.60

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly		\$11.82	\$11.96	\$12.07	\$12.19	\$12.30	\$12.41	\$12.56	\$12.67	\$12.79	\$12.93	\$13.07
Biweek		\$945.60	\$956.80	\$965.60	\$975.20	\$984.00	\$992.80	\$1,004.80	\$1,013.60	\$1,023.20	\$1,034.40	\$1,045.60
Annual	lly \$24,336.00	\$24,585.60	\$24,876.80	\$25,105.60	\$25,355.20	\$25,584.00	\$25,812.80	\$26,124.80	\$26,353.60	\$26,603.20	\$26,894.40	\$27,185.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly		\$13.34	\$13.46	\$13.60	\$13.73	\$13.85	\$13.98	\$14.15	\$14.28	\$14.43	\$14.57	\$14.71
Biweek	kly \$1,056.80	\$1,067.20	\$1,076.80	\$1,088.00	\$1,098.40	\$1,108.00	\$1,118.40	\$1,132.00	\$1,142.40	\$1,154.40	\$1,165.60	\$1,176.80
Annual	lly \$27,476.80	\$27,747.20	\$27,996.80	\$28,288.00	\$28,558.40	\$28,808.00	\$29,078.40	\$29,432.00	\$29,702.40	\$30,014.40	\$30,305.60	\$30,596.80
Steps												
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly Biweek		\$15.01 \$1,200.80	\$15.15 \$1,212.00	\$15.30 \$1,224.00	\$15.47 \$1,237.60	\$15.61 \$1,248.80	\$15.78 \$1,262.40	\$15.94 \$1,275.20	\$16.11 \$1,288.80	\$16.25 \$1,300.00	\$16.41 \$1,312.80	\$16.57 \$1,325.60
Annual		\$31,220.80	\$31,512.00	\$1,224.00	\$32,177.60	\$32,468.80	\$32,822.40	\$33,155.20	\$33,508.80	\$33,800.00	\$34,132.80	\$34,465.60
Ailliuui	330,323.00	331,220.00	J31,312.00	331,024.00	\$32,177.00	\$32,400.00	332,022.40	333,133.20	333,300.00	333,000.00	334,132.00	\$34,403.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly		\$16.92	\$17.09	\$17.26	\$17.44	\$17.58	\$17.79	\$17.94	\$18.14	\$18.32	\$18.50	\$18.68
Biweek		\$1,353.60	\$1,367.20	\$1,380.80	\$1,395.20	\$1,406.40	\$1,423.20	\$1,435.20	\$1,451.20	\$1,465.60	\$1,480.00	\$1,494.40
Annual	lly \$34,840.00	\$35,193.60	\$35,547.20	\$35,900.80	\$36,275.20	\$36,566.40	\$37,003.20	\$37,315.20	\$37,731.20	\$38,105.60	\$38,480.00	\$38,854.40
Steps	49	50	51	52	53	54	55					
Hourly	\$18.88	\$19.07	\$19.22	\$19.46	\$19.63	\$19.83	\$20.04					
Biweek		\$1,525.60	\$1,537.60	\$1,556.80	\$1,570.40	\$1,586.40	\$1,603.20					
Annual	lly \$39,270.40	\$39,665.60	\$39,977.60	\$40,476.80	\$40,830.40	\$41,246.40	\$41,683.20					
Grade 7	2											
	2	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	1 \$13.21	\$13.34	\$13.46	\$13.60	\$13.73	\$13.85	\$13.98	\$14.15	\$14.28	\$14.43	\$14.57	\$14.71
Steps Hourly Biweek	\$13.21 kly \$1,056.80	\$13.34 \$1,067.20	\$13.46 \$1,076.80	\$13.60 \$1,088.00	\$13.73 \$1,098.40	\$13.85 \$1,108.00	\$13.98 \$1,118.40	\$14.15 \$1,132.00	\$14.28 \$1,142.40	\$14.43 \$1,154.40	\$14.57 \$1,165.60	\$14.71 \$1,176.80
Steps Hourly	\$13.21 kly \$1,056.80	\$13.34	\$13.46	\$13.60	\$13.73	\$13.85	\$13.98	\$14.15	\$14.28	\$14.43	\$14.57	\$14.71
Steps Hourly Biweek	\$13.21 kly \$1,056.80	\$13.34 \$1,067.20	\$13.46 \$1,076.80 \$27,996.80	\$13.60 \$1,088.00 \$28,288.00	\$13.73 \$1,098.40 \$28,558.40	\$13.85 \$1,108.00	\$13.98 \$1,118.40	\$14.15 \$1,132.00	\$14.28 \$1,142.40	\$14.43 \$1,154.40	\$14.57 \$1,165.60	\$14.71 \$1,176.80 \$30.596.80
Steps Hourly Biweek Annual Steps Hourly	1 \$13.21 kly \$1,056.80 \$1,056.80 \$27,476.80 13 \$14.87	\$13.34 \$1,067.20 \$27,747.20	\$13.46 \$1,076.80 \$27,996.80	\$13.60 \$1,088.00 \$28,288.00	\$13.73 \$1,098.40 \$28,558.40	\$13.85 \$1,108.00 \$28,808.00	\$13.98 \$1,118.40 \$29,078.40	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94	\$14.28 \$1,142.40 \$29,702.40	\$14.43 \$1,154.40 \$30,014.40	\$14.57 \$1,165.60 \$30,305.60	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57
Steps Hourly Biweek Annual Steps Hourly Biweek	\$13.21 \$13.21 \$1,056.80 \$1,056.80 \$27,476.80 13 \$14.87 \$dy \$1,189.60	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01 \$1,200.80	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15 \$1,212.00	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00	\$13.73 \$1,098.40 \$28,558.40 17 \$15.47 \$1,237.60	\$13.85 \$1,108.00 \$28,808.00 18 \$15.61 \$1,248.80	\$13.98 \$1,118.40 \$29,078.40 19 \$15.78 \$1,262.40	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1,275.20	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11 \$1,288.80	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1,300.00	\$14.57 \$1,165.60 \$30.305.60 23 \$16.41 \$1,312.80	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57 \$1,325.60
Steps Hourly Biweek Annual Steps Hourly	\$13.21 \$13.21 \$1,056.80 \$1,056.80 \$27,476.80 13 \$14.87 \$dy \$1,189.60	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30	\$13.73 \$1,098.40 \$28,558.40 17 \$15.47	\$13.85 \$1,108.00 \$28,808.00 18 \$15.61	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25	\$14.57 \$1,165.60 \$30.305.60 23 \$16.41	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57
Steps Hourly Biweek Annual Steps Hourly Biweek	\$13.21 \$13.21 \$1,056.80 \$1,056.80 \$27,476.80 13 \$14.87 \$dy \$1,189.60	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01 \$1,200.80 \$31,220.80	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15 \$1,212.00 \$31,512.00	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00 \$31,824.00	\$13.73 \$1,098.40 \$28.558.40 17 \$15.47 \$1,237.60 \$32,177.60	\$13.85 \$1,108.00 \$28,808.00 18 \$15.61 \$1,248.80 \$32,468.80	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78 \$1,262.40 \$32,822.40	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1.275.20 \$33,155.20	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11 \$1,288.80	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1,300.00	\$14.57 \$1,165.60 \$30.305.60 23 \$16.41 \$1.312.80 \$34.132.80	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57 \$1.325.60 \$34.465.60
Steps Hourly Biweek Annual Steps Hourly Biweek Annual	1 \$13.21 kly \$1,056.80 kly \$27,476.80 13 \$14.87 kly \$1,189.60 kly \$30,929.60	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01 \$1,200.80	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15 \$1,212.00	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00	\$13.73 \$1,098.40 \$28,558.40 17 \$15.47 \$1,237.60	\$13.85 \$1,108.00 \$28.808.00 18 \$15.61 \$1,248.80 \$32,468.80	\$13.98 \$1,118.40 \$29,078.40 19 \$15.78 \$1,262.40	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1,275.20	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11 \$1,288.80 \$33,508.80	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1.300.00 \$33.800.00	\$14.57 \$1,165.60 \$30.305.60 23 \$16.41 \$1,312.80	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57 \$1,325.60
Steps Hourly Biweek Annual Steps Hourly Biweek Annual	1 \$13.21 kly \$1,056.80 kly \$27,476.80 13 \$14.87 kly \$1,189.60 kly \$30,929.60 25 \$16.75	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01 \$1,200.80 \$31,220.80	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15 \$1,212.00 \$31,512.00	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00 \$31,824.00	\$13.73 \$1,098.40 \$28.558.40 17 \$15.47 \$1,237.60 \$32,177.60	\$13.85 \$1,108.00 \$28,808.00 18 \$15.61 \$1,248.80 \$32,468.80	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78 \$1,262.40 \$32,822.40	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1.275.20 \$33.155.20	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11 \$1,288.80 \$33,508.80	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1.300.00 \$33.800.00	\$14.57 \$1,165.60 \$30.305.60 23 \$16.41 \$1.312.80 \$34.132.80	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57 \$1.325.60 \$34.465.60
Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly	1 \$13.21 \$1,056.80 \$1,056.80 \$27,476.80 13 \$14.87 \$1,189.60 Illy \$30.929.60 25 \$16.75 \$1,340.00	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01 \$1,200.80 \$31,220.80 26 \$16.92	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15 \$1,212.00 \$31,512.00	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00 \$31,824.00	\$13.73 \$1,098.40 \$28.558.40 17 \$15.47 \$1,237.60 \$32,177.60	\$13.85 \$1,108.00 \$28.808.00 18 \$15.61 \$1,248.80 \$32,468.80 30 \$17.58	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78 \$1,262.40 \$32,822.40	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1.275.20 \$33.155.20	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11 \$1,288.80 \$33,508.80 33 \$18.14	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1.300.00 \$33.800.00	\$14.57 \$1,165.60 \$30,305.60 23 \$16.41 \$1,312.80 \$34,132.80 35 \$18.50	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57 \$1,325.60 \$34,465.60 36 \$18.68
Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	1 \$13.21 \$13.21 \$1,056.80 \$1,056.80 \$27.476.80 \$314.87 \$14.87 \$1,189.60 \$30.929.60 \$25 \$16.75 \$1,340.00 \$34.840.00	\$13.34 \$1,067.20 \$27.747.20 14 \$15.01 \$1,200.80 \$31,220.80 26 \$16.92 \$1,353.60 \$35,193.60	\$13.46 \$1,076.80 \$27.996.80 15 \$15.15 \$1,212.00 \$31,512.00 27 \$17.09 \$1,367.20 \$35,547.20	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00 \$31,824.00 28 \$17.26 \$1,380.80 \$35,900.80	\$13.73 \$1,098.40 \$28.558.40 17 \$15.47 \$1,237.60 \$32,177.60 29 \$17.44 \$1,395.20 \$36,275.20	\$13.85 \$1,108.00 \$28.808.00 18 \$15.61 \$1,248.80 \$32,468.80 30 \$17.58 \$1,406.40 \$36,566.40	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78 \$1.262.40 \$32.822.40 31 \$17.79 \$1,423.20 \$37.003.20	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1.275.20 \$33,155.20 32 \$17.94 \$1,435.20 \$37,315.20	\$14.28 \$1,142.40 \$29.702.40 21 \$16.11 \$1.288.80 \$33.508.80 33 \$18.14 \$1,451.20 \$37,731.20	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1.300.00 \$33.800.00 34 \$18.32 \$1,465.60 \$38.105.60	\$14.57 \$1,165.60 \$30.305.60 23 \$16.41 \$1.312.80 \$34.132.80 35 \$18.50 \$1.480.00 \$38.480.00	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57 \$1.325.60 \$34.465.60 36 \$18.68 \$1.494.40 \$38.854.40
Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	1 \$13.21 \$13.21 \$1,056.80 \$1,056.80 \$27.476.80 \$14.87 \$1,189.60 \$30.929.60 \$25 \$16.75 \$1,340.00 \$34.840.00 \$37	\$13.34 \$1,067.20 \$27.747.20 14 \$15.01 \$1.200.80 \$31.220.80 26 \$16.92 \$1.353.60 \$35.193.60	\$13.46 \$1,076.80 \$27.996.80 15 \$15.15 \$1,212.00 \$31,512.00 27 \$17.09 \$1.367.20 \$35,547.20	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00 \$31,824.00 28 \$17.26 \$1,380.80 \$35,900.80	\$13.73 \$1,098.40 \$28.558.40 17 \$15.47 \$1.237.60 \$32.177.60 29 \$17.44 \$1.395.20 \$36.275.20	\$13.85 \$1,108.00 \$28.808.00 18 \$15.61 \$1,248.80 \$32,468.80 30 \$17.58 \$1,406.40 \$36,566.40	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78 \$1.262.40 \$32.822.40 31 \$17.79 \$1,423.20 \$37.003.20	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1.275.20 \$33,155.20 32 \$17.94 \$1,435.20 \$37,315.20	\$14.28 \$1,142.40 \$29.702.40 21 \$16.11 \$1.288.80 \$33.508.80 33 \$18.14 \$1,451.20 \$37,731.20	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1.300.00 \$33.800.00 34 \$18.32 \$1,465.60 \$38.105.60	\$14.57 \$1,165.60 \$30.305.60 23 \$16.41 \$1.312.80 \$34.132.80 35 \$18.50 \$1.480.00 \$38.480.00	\$14.71 \$1,176.80 \$30,596.80 24 \$16.57 \$1.325.60 \$34,465.60 36 \$18.68 \$1,494.40 \$38.854.40
Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	1 \$13.21 \$13.21 \$1,056.80 \$1,056.80 \$27,476.80 \$14.87 \$1,189.60 \$30.929.60 \$25 \$16.75 \$1,340.00 \$34.840.00 \$37 \$18.88	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01 \$1,200.80 \$31,220.80 26 \$16.92 \$1,353.60 \$35,193.60	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15 \$1,212.00 \$31,512.00 27 \$17.09 \$1,367.20 \$35,547.20	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00 \$31,824.00 28 \$17.26 \$1,380.80 \$35,900.80	\$13.73 \$1,098.40 \$28.558.40 17 \$15.47 \$1,237.60 \$32,177.60 29 \$17.44 \$1,395.20 \$36,275.20	\$13.85 \$1,108.00 \$28.808.00 18 \$15.61 \$1,248.80 \$32,468.80 30 \$17.58 \$1,406.40 \$36,566.40	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78 \$1,262.40 \$32,822.40 31 \$17.79 \$1,423.20 \$37,003.20	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1,275.20 \$33,155.20 32 \$17.94 \$1,435.20 \$37,315.20	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11 \$1,288.80 \$33,508.80 33 \$18.14 \$1,451.20 \$37,731.20	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1,300.00 \$33,800.00 34 \$18.32 \$1,465.60 \$38,105.60	\$14.57 \$1,165.60 \$30,305.60 23 \$16.41 \$1,312.80 \$34,132.80 35 \$18.50 \$1,480.00 \$38,480.00	\$14.71 \$1,176.80 \$30,596.80 24 \$16.57 \$1.325.60 \$34.465.60 36 \$18.68 \$1.494.40 \$38,854.40
Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	1 \$13.21 \$19.21,056.80 \$19 \$27.476.80 13 \$14.87 \$1,189.60 \$19 \$30.929.60 25 \$16.75 \$16.75 \$1,340.00 \$34,840.00 37 \$18.88 \$4y \$1,510.40	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01 \$1,200.80 \$31,220.80 26 \$16.92 \$1,353.60 \$35,193.60 38 \$19.07 \$1,525.60	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15 \$1,212.00 \$31,512.00 27 \$17.09 \$1,367.20 \$35,547.20 39 \$19.22 \$1,537.60	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00 \$31,824.00 28 \$17.26 \$1,380.80 \$35,900.80 40 \$19.46 \$1,556.80	\$13.73 \$1,098.40 \$28.558.40 17 \$15.47 \$1,237.60 \$32,177.60 29 \$17.44 \$1,395.20 \$36,275.20 41 \$19.63 \$1,570.40	\$13.85 \$1,108.00 \$28.808.00 18 \$15.61 \$1,248.80 \$32.468.80 30 \$17.58 \$1,406.40 \$36.566.40 42 \$19.83 \$1,586.40	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78 \$1,262.40 \$32.822.40 31 \$17.79 \$1,423.20 \$37,003.20 43 \$20.04 \$1,603.20	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1,275.20 \$33,155.20 32 \$17.94 \$1,435.20 \$37,315.20 44 \$20.23 \$1,618.40	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11 \$1,288.80 \$33,508.80 33 \$18.14 \$1,451.20 \$37,731.20 45 \$20,43 \$1,634.40	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1,300.00 \$33,800.00 34 \$18.32 \$1,465.60 \$38,105.60	\$14.57 \$1,165.60 \$30,305.60 23 \$16.41 \$1,312.80 \$34,132.80 35 \$18.50 \$1.480.00 \$38,480.00 47 \$20.83 \$1,666.40	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57 \$1.325.60 \$34.465.60 36 \$18.68 \$1.494.40 \$38.854.40
Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	1 \$13.21 \$13.21 \$1,056.80 \$27,476.80 \$27,476.80 \$27,476.80 \$27,476.80 \$314.87 \$1,189.60 \$30.929.60 \$25 \$16.75 \$1,340.00 \$34,840.00 \$34,840.00 \$34,840.00 \$34,840.00 \$39,270.40	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01 \$1,200.80 \$31,220.80 26 \$16.92 \$1,353.60 \$35,193.60 38 \$19.07 \$1,525.60 \$39,665.60	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15 \$1,212.00 \$31,512.00 27 \$17.09 \$1,367.20 \$35,547.20 39 \$19.22 \$1,537.60 \$39,977.60	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00 \$31,824.00 28 \$17.26 \$1,380.80 \$35,900.80 40 \$19.46 \$1,556.80 \$40,476.80	\$13.73 \$1,098.40 \$28.558.40 17 \$15.47 \$1,237.60 \$32,177.60 29 \$17.44 \$1,395.20 \$36,275.20 41 \$19.63 \$1,570.40 \$40,830.40	\$13.85 \$1,108.00 \$28.808.00 18 \$15.61 \$1,248.80 \$32.468.80 30 \$17.58 \$1,406.40 \$36.566.40 42 \$19.83 \$1,586.40 \$41,246.40	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78 \$1,262.40 \$32,822.40 31 \$17.79 \$1,423.20 \$37,003.20 43 \$20.04 \$1,603.20 \$41,683.20	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1,275.20 \$33,155.20 32 \$17.94 \$1,435.20 \$37,315.20	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11 \$1,288.80 \$33,508.80 33 \$18.14 \$1,451.20 \$37,731.20	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1,300.00 \$33,800.00 34 \$18.32 \$1,465.60 \$38,105.60	\$14.57 \$1,165.60 \$30,305.60 23 \$16.41 \$1,312.80 \$34,132.80 35 \$18.50 \$1,480.00 \$38,480.00	\$14.71 \$1,176.80 \$30,596.80 24 \$16.57 \$1.325.60 \$34.465.60 36 \$18.68 \$1.494.40 \$38,854.40
Steps Hourly Biweek Annual	1 \$13.21 \$13.21 \$1,056.80 \$1,056.80 \$27,476.80 \$27,476.80 \$31.89.60 \$30.929.60 \$25 \$16.75 \$1,340.00 \$34,840.00 \$34,840.00 \$34,840.00 \$39.270.40 \$49	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01 \$1,200.80 \$31,220.80 26 \$16.92 \$1,353.60 \$35,193.60 38 \$19.07 \$1,525.60 \$39,665.60	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15 \$1,212.00 \$31,512.00 27 \$17.09 \$1,367.20 \$35,547.20 39 \$19.22 \$1,537.60 \$39,977.60	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00 \$31,824.00 28 \$17.26 \$1,380.80 \$35,900.80 40 \$19.46 \$1,556.80 \$40,476.80	\$13.73 \$1,098.40 \$28.558.40 17 \$15.47 \$1,237.60 \$32.177.60 29 \$17.44 \$1,395.20 \$36.275.20 41 \$19.63 \$1,570.40 \$40.830.40	\$13.85 \$1,108.00 \$28.808.00 18 \$15.61 \$1,248.80 \$32,468.80 30 \$17.58 \$1,406.40 \$36,566.40 42 \$19.83 \$1,586.40 \$41,246.40	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78 \$1,262.40 \$32.822.40 31 \$17.79 \$1,423.20 \$37,003.20 43 \$20.04 \$1,603.20 \$41,683.20	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1,275.20 \$33,155.20 32 \$17.94 \$1,435.20 \$37,315.20 44 \$20.23 \$1,618.40	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11 \$1,288.80 \$33,508.80 33 \$18.14 \$1,451.20 \$37,731.20 45 \$20,43 \$1,634.40	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1,300.00 \$33,800.00 34 \$18.32 \$1,465.60 \$38,105.60	\$14.57 \$1,165.60 \$30,305.60 23 \$16.41 \$1,312.80 \$34,132.80 35 \$18.50 \$1.480.00 \$38,480.00 47 \$20.83 \$1,666.40	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57 \$1.325.60 \$34.465.60 36 \$18.68 \$1.494.40 \$38.854.40
Steps Hourly Biweek Annual	1 \$13.21 \$13.21 \$1,056.80 \$1,056.80 \$27,476.80 \$27,476.80 \$27,476.80 \$31,487 \$1,189.60 \$30,929.60 \$25 \$16.75 \$1,340.00 \$34,840.00 \$34,840.00 \$34,840.00 \$49 \$21.27	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01 \$1,200.80 \$31,220.80 26 \$16.92 \$1,353.60 \$35,193.60 38 \$19.07 \$1,525.60 \$39,665.60	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15 \$1,212.00 \$31.512.00 27 \$17.09 \$1,367.20 \$35,547.20 39 \$19.22 \$1,537.60 \$39,977.60	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00 \$31,824.00 28 \$17.26 \$1,380.80 \$35,900.80 40 \$19.46 \$1,556.80 \$40,476.80 52 \$21.90	\$13.73 \$1,098.40 \$28.558.40 17 \$15.47 \$1,237.60 \$32.177.60 29 \$17.44 \$1,395.20 \$36.275.20 41 \$19.63 \$1,570.40 \$40.830.40	\$13.85 \$1,108.00 \$28.808.00 18 \$15.61 \$1,248.80 \$32.468.80 30 \$17.58 \$1,406.40 \$36,566.40 42 \$19.83 \$1,586.40 \$41,246.40	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78 \$1,262.40 \$32.822.40 31 \$17.79 \$1,423.20 \$37,003.20 43 \$20.04 \$1,603.20 \$41,683.20 \$55 \$22.58	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1,275.20 \$33,155.20 32 \$17.94 \$1,435.20 \$37,315.20 44 \$20.23 \$1,618.40	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11 \$1,288.80 \$33,508.80 33 \$18.14 \$1,451.20 \$37,731.20 45 \$20,43 \$1,634.40	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1,300.00 \$33,800.00 34 \$18.32 \$1,465.60 \$38,105.60	\$14.57 \$1,165.60 \$30,305.60 23 \$16.41 \$1,312.80 \$34,132.80 35 \$18.50 \$1.480.00 \$38,480.00 47 \$20.83 \$1,666.40	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57 \$1.325.60 \$34.465.60 36 \$18.68 \$1.494.40 \$38.854.40
Steps Hourly Biweek Annual	1 \$13.21 \$13.21 \$13.21 \$1,056.80 \$27,476.80 \$27,476.80 \$27,476.80 \$314.87 \$1,189.60 \$30.929.60 \$25 \$16.75 \$1,340.00 \$34.840.00 \$34.840.00 \$39.270.40 \$49 \$21.27 \$1,701.60	\$13.34 \$1,067.20 \$27,747.20 14 \$15.01 \$1,200.80 \$31,220.80 26 \$16.92 \$1,353.60 \$35,193.60 38 \$19.07 \$1,525.60 \$39,665.60	\$13.46 \$1,076.80 \$27,996.80 15 \$15.15 \$1,212.00 \$31,512.00 27 \$17.09 \$1,367.20 \$35,547.20 39 \$19.22 \$1,537.60 \$39,977.60	\$13.60 \$1,088.00 \$28,288.00 16 \$15.30 \$1,224.00 \$31,824.00 28 \$17.26 \$1,380.80 \$35,900.80 40 \$19.46 \$1,556.80 \$40,476.80	\$13.73 \$1,098.40 \$28.558.40 17 \$15.47 \$1,237.60 \$32.177.60 29 \$17.44 \$1,395.20 \$36.275.20 41 \$19.63 \$1,570.40 \$40.830.40	\$13.85 \$1,108.00 \$28.808.00 18 \$15.61 \$1,248.80 \$32,468.80 30 \$17.58 \$1,406.40 \$36,566.40 42 \$19.83 \$1,586.40 \$41,246.40	\$13.98 \$1,118.40 \$29.078.40 19 \$15.78 \$1,262.40 \$32.822.40 31 \$17.79 \$1,423.20 \$37,003.20 43 \$20.04 \$1,603.20 \$41,683.20	\$14.15 \$1,132.00 \$29,432.00 20 \$15.94 \$1,275.20 \$33,155.20 32 \$17.94 \$1,435.20 \$37,315.20 44 \$20.23 \$1,618.40	\$14.28 \$1,142.40 \$29,702.40 21 \$16.11 \$1,288.80 \$33,508.80 33 \$18.14 \$1,451.20 \$37,731.20 45 \$20,43 \$1,634.40	\$14.43 \$1,154.40 \$30.014.40 22 \$16.25 \$1,300.00 \$33,800.00 34 \$18.32 \$1,465.60 \$38,105.60	\$14.57 \$1,165.60 \$30,305.60 23 \$16.41 \$1,312.80 \$34,132.80 35 \$18.50 \$1.480.00 \$38,480.00 47 \$20.83 \$1,666.40	\$14.71 \$1,176.80 \$30.596.80 24 \$16.57 \$1.325.60 \$34.465.60 36 \$18.68 \$1.494.40 \$38.854.40

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$14.87	\$15.01	\$15.15	\$15.30	\$15.47	\$15.61	\$15.78	\$15.94	\$16.11	\$16.25	\$16.41	\$16.57
Biweekly	\$1,189.60	\$1,200.80	\$1,212.00	\$1,224.00	\$1,237.60	\$1,248.80	\$1,262.40	\$1,275.20	\$1,288.80	\$1,300.00	\$1,312.80	\$1,325.60
Annually	\$30,929.60	\$31,220.80	\$31,512.00	\$31,824.00	\$32,177.60	\$32,468.80	\$32,822.40	\$33,155.20	\$33,508.80	\$33,800.00	\$34,132.80	\$34,465.60
Ailliadily	330,323.00	331,220.00	JJ1,J12.00	JJ1,024.00	332,177.00	332,400.00	332,022.40	555,155.20	\$33,500.00	\$33,000.00	334,132.00	\$54,405.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$16.75	\$16.92	\$17.09	\$17.26	\$17.44	\$17.58	\$17.79	\$17.94	\$18.14	\$18.32	\$18.50	\$18.68
				\$1,380.80			\$1,423.20					\$1,494.40
Biweekly	\$1,340.00	\$1,353.60	\$1,367.20		\$1,395.20	\$1,406.40		\$1,435.20	\$1,451.20	\$1,465.60	\$1,480.00	
Annually	\$34,840.00	\$35,193.60	\$35,547.20	\$35,900.80	\$36,275.20	\$36,566.40	\$37,003.20	\$37,315.20	\$37,731.20	\$38,105.60	\$38,480.00	\$38,854.40
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$18.88	\$19.07	\$19.22	\$19.46	\$19.63	\$19.83	\$20.04	\$20.23	\$20.43	\$20.65	\$20.83	\$21.05
Biweekly	\$1,510.40	\$1,525.60	\$1,537.60	\$1,556.80	\$1,570.40	\$1,586.40	\$1,603.20	\$1,618.40	\$1,634.40	\$1,652.00	\$1,666.40	\$1,684.00
Annually	\$39,270.40	\$39,665.60	\$39,977.60	\$40,476.80	\$40,830.40	\$41,246.40	\$41,683.20	\$42,078.40	\$42,494.40	\$42,952.00	\$43,326.40	\$43,784.00
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$21.27	\$21.48	\$21.69	\$21.90	\$22.13	\$22.35	\$22.58	\$22.80	\$23.02	\$23.25	\$23.48	\$23.72
Biweekly	\$1,701.60	\$1,718.40	\$1,735.20	\$1,752.00	\$1,770.40	\$1,788.00	\$1,806.40	\$1,824.00	\$1,841.60	\$1,860.00	\$1,878.40	\$1,897.60
-												
Annually	\$44,241.60	\$44,678.40	\$45,115.20	\$45,552.00	\$46,030.40	\$46,488.00	\$46,966.40	\$47,424.00	\$47,881.60	\$48,360.00	\$48,838.40	\$49,337.60
Steps	49	50	51	52	53	54	55					
•												
Hourly	\$23.95	\$24.21	\$24.43	\$24.67	\$24.93	\$25.18	\$25.44					
Biweekly	\$1,916.00	\$1,936.80	\$1,954.40	\$1,973.60	\$1,994.40	\$2,014.40	\$2,035.20					
Annually	\$49,816.00	\$50,356.80	\$50,814.40	\$51,313.60	\$51,854.40	\$52,374.40	\$52,915.20					
74												
Crodo //I												
Grade 74												
	1	2	2	1	5	6	7	Q	q	10	11	12
Steps	1 \$16.75	2	3	4	5 \$17.44	6	7	8	9	10 619 22	11 \$18.50	12 \$19.69
Steps Hourly	\$16.75	\$16.92	\$17.09	\$17.26	\$17.44	\$17.58	\$17.79	\$17.94	\$18.14	\$18.32	\$18.50	\$18.68
Steps Hourly Biweekly	\$16.75 \$1,340.00	\$16.92 \$1,353.60	\$17.09 \$1,367.20	\$17.26 \$1,380.80	\$17.44 \$1,395.20	\$17.58 \$1,406.40	\$17.79 \$1,423.20	\$17.94 \$1,435.20	\$18.14 \$1,451.20	\$18.32 \$1,465.60	\$18.50 \$1,480.00	\$18.68 \$1,494.40
Steps Hourly	\$16.75	\$16.92	\$17.09	\$17.26	\$17.44	\$17.58	\$17.79	\$17.94	\$18.14	\$18.32	\$18.50	\$18.68
Steps Hourly Biweekly Annually	\$16.75 \$1,340.00 \$34,840.00	\$16.92 \$1,353.60 \$35,193.60	\$17.09 \$1,367.20 \$35,547.20	\$17.26 \$1,380.80 \$35,900.80	\$17.44 \$1,395.20 \$36,275.20	\$17.58 \$1,406.40 \$36,566.40	\$17.79 \$1,423.20 \$37,003.20	\$17.94 \$1,435.20 \$37,315.20	\$18.14 \$1,451.20 \$37,731.20	\$18.32 \$1,465.60 \$38,105.60	\$18.50 \$1,480.00 \$38,480.00	\$18.68 \$1,494.40 \$38,854.40
Steps Hourly Biweekly Annually Steps	\$16.75 \$1,340.00 \$34,840.00	\$16.92 \$1,353.60 \$35,193.60	\$17.09 \$1,367.20 \$35,547.20	\$17.26 \$1,380.80 \$35,900.80	\$17.44 \$1,395.20 \$36,275.20	\$17.58 \$1,406.40 \$36,566.40	\$17.79 \$1,423.20 \$37,003.20	\$17.94 \$1,435.20 \$37,315.20	\$18.14 \$1,451.20 \$37,731.20	\$18.32 \$1,465.60 \$38,105.60	\$18.50 \$1,480.00 \$38,480.00	\$18.68 \$1,494.40 \$38,854.40
Steps Hourly Biweekly Annually Steps Hourly	\$16.75 \$1,340.00 \$34,840.00 13 \$18.88	\$16.92 \$1,353.60 \$35,193.60 14 \$19.07	\$17.09 \$1,367.20 \$35.547.20 15 \$19.22	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46	\$17.44 \$1,395.20 \$36,275.20 17 \$19.63	\$17.58 \$1,406.40 \$36,566.40 18 \$19.83	\$17.79 \$1,423.20 \$37.003.20 19 \$20.04	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65	\$18.50 \$1,480.00 \$38,480.00 23 \$20.83	\$18.68 \$1,494.40 \$38,854.40 24 \$21.05
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$16.75 \$1,340.00 \$34,840.00 13 \$18.88 \$1,510.40	\$16.92 \$1,353.60 \$35,193.60 14 \$19.07 \$1,525.60	\$17.09 \$1,367.20 \$35,547.20 15 \$19.22 \$1,537.60	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1,556.80	\$17.44 \$1,395.20 \$36,275.20 17 \$19.63 \$1,570.40	\$17.58 \$1,406.40 \$36,566.40 18 \$19.83 \$1,586.40	\$17.79 \$1,423.20 \$37.003.20 19 \$20.04 \$1,603.20	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1,618.40	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40	\$18.32 \$1,465.60 \$38,105.60 22 \$20.65 \$1,652.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1,666.40	\$18.68 \$1,494.40 \$38,854.40 24 \$21.05 \$1,684.00
Steps Hourly Biweekly Annually Steps Hourly	\$16.75 \$1,340.00 \$34,840.00 13 \$18.88	\$16.92 \$1,353.60 \$35,193.60 14 \$19.07	\$17.09 \$1,367.20 \$35.547.20 15 \$19.22	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46	\$17.44 \$1,395.20 \$36,275.20 17 \$19.63	\$17.58 \$1,406.40 \$36,566.40 18 \$19.83	\$17.79 \$1,423.20 \$37.003.20 19 \$20.04	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65	\$18.50 \$1,480.00 \$38,480.00 23 \$20.83	\$18.68 \$1,494.40 \$38,854.40 24 \$21.05
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.75 \$1,340.00 \$34,840.00 13 \$18.88 \$1,510.40	\$16.92 \$1,353.60 \$35,193.60 14 \$19.07 \$1,525.60	\$17.09 \$1,367.20 \$35,547.20 15 \$19.22 \$1,537.60	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1,556.80	\$17.44 \$1,395.20 \$36,275.20 17 \$19.63 \$1,570.40	\$17.58 \$1,406.40 \$36,566.40 18 \$19.83 \$1,586.40	\$17.79 \$1,423.20 \$37.003.20 19 \$20.04 \$1,603.20	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1,618.40	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40	\$18.32 \$1,465.60 \$38,105.60 22 \$20.65 \$1,652.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1,666.40	\$18.68 \$1,494.40 \$38,854.40 24 \$21.05 \$1,684.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$16.75 \$1,340.00 \$34,840.00 13 \$18.88 \$1,510.40	\$16.92 \$1,353.60 \$35,193.60 14 \$19.07 \$1,525.60	\$17.09 \$1,367.20 \$35,547.20 15 \$19.22 \$1,537.60	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1,556.80	\$17.44 \$1,395.20 \$36,275.20 17 \$19.63 \$1,570.40	\$17.58 \$1,406.40 \$36,566.40 18 \$19.83 \$1,586.40	\$17.79 \$1,423.20 \$37.003.20 19 \$20.04 \$1,603.20	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1,618.40	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40	\$18.32 \$1,465.60 \$38,105.60 22 \$20.65 \$1,652.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1,666.40	\$18.68 \$1,494.40 \$38,854.40 24 \$21.05 \$1,684.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.75 \$1,340.00 \$34,840.00 13 \$18.88 \$1,510.40 \$39,270.40	\$16.92 \$1,353.60 \$35,193.60 14 \$19.07 \$1,525.60 \$39,665.60	\$17.09 \$1,367.20 \$35,547.20 15 \$19.22 \$1,537.60 \$39,977.60	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1.556.80 \$40,476.80	\$17.44 \$1,395.20 \$36,275.20 17 \$19.63 \$1,570.40 \$40,830.40	\$17.58 \$1,406.40 \$36.566.40 18 \$19.83 \$1.586.40 \$41.246.40	\$17.79 \$1,423.20 \$37.003.20 19 \$20.04 \$1,603.20 \$41,683.20	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40	\$18.14 \$1,451.20 \$37.731.20 21 \$20.43 \$1.634.40 \$42.494.40	\$18.32 \$1,465.60 \$38,105.60 22 \$20.65 \$1,652.00 \$42,952.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1.666.40 \$43.326.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1,684.00 \$43,784.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1,510.40 \$39,270.40 25 \$21.27	\$16.92 \$1,353.60 \$35,193.60 14 \$19.07 \$1.525.60 \$39,665.60	\$17.09 \$1,367.20 \$35.547.20 15 \$19.22 \$1.537.60 \$39.977.60	\$17.26 \$1,380.80 \$35.900.80 16 \$19.46 \$1.556.80 \$40.476.80	\$17.44 \$1,395.20 \$36.275.20 17 \$19.63 \$1,570.40 \$40.830.40 29 \$22.13	\$17.58 \$1,406.40 \$36.566.40 18 \$19.83 \$1.586.40 \$41.246.40	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40 \$42,494.40 33 \$23.02	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1.652.00 \$42,952.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1,666.40 \$43,326.40 35 \$23.48	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1,684.00 \$43,784.00 36 \$23.72
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1.510.40 \$39.270.40 25 \$21.27 \$1,701.60	\$16.92 \$1,353.60 \$35,193.60 14 \$19.07 \$1,525.60 \$39,665.60 26 \$21.48 \$1,718.40	\$17.09 \$1,367.20 \$35.547.20 15 \$19.22 \$1.537.60 \$39.977.60 27 \$21.69 \$1,735.20	\$17.26 \$1,380.80 \$35.900.80 16 \$19.46 \$1.556.80 \$40.476.80 28 \$21.90 \$1.752.00	\$17.44 \$1,395.20 \$36.275.20 17 \$19.63 \$1,570.40 \$40.830.40 29 \$22.13 \$1,770.40	\$17.58 \$1,406.40 \$36.566.40 18 \$19.83 \$1.586.40 \$41.246.40 30 \$22.35 \$1,788.00	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58 \$1,806.40	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80 \$1,824.00	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1.634.40 \$42.494.40 33 \$23.02 \$1,841.60	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1,652.00 \$42.952.00 34 \$23.25 \$1,860.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1.666.40 \$43,326.40 35 \$23.48 \$1,878.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1,684.00 \$43,784.00 36 \$23.72 \$1,897.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1,510.40 \$39,270.40 25 \$21.27	\$16.92 \$1,353.60 \$35,193.60 14 \$19.07 \$1.525.60 \$39,665.60	\$17.09 \$1,367.20 \$35.547.20 15 \$19.22 \$1.537.60 \$39.977.60	\$17.26 \$1,380.80 \$35.900.80 16 \$19.46 \$1.556.80 \$40.476.80	\$17.44 \$1,395.20 \$36.275.20 17 \$19.63 \$1,570.40 \$40.830.40 29 \$22.13	\$17.58 \$1,406.40 \$36.566.40 18 \$19.83 \$1.586.40 \$41.246.40	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40 \$42,494.40 33 \$23.02	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1.652.00 \$42,952.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1,666.40 \$43,326.40 35 \$23.48	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1.684.00 \$43,784.00 36 \$23.72
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1.510.40 \$39.270.40 25 \$21.27 \$1,701.60 \$44.241.60	\$16.92 \$1,353.60 \$35.193.60 14 \$19.07 \$1.525.60 \$39.665.60 26 \$21.48 \$1,718.40 \$44,678.40	\$17.09 \$1,367.20 \$35.547.20 15 \$19.22 \$1.537.60 \$39.977.60 27 \$21.69 \$1,735.20 \$45,115.20	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1,556.80 \$40,476.80 28 \$21.90 \$1,752.00 \$45,552.00	\$17.44 \$1,395.20 \$36.275.20 17 \$19.63 \$1.570.40 \$40.830.40 29 \$22.13 \$1,770.40 \$46.030.40	\$17.58 \$1,406.40 \$36.566.40 18 \$19.83 \$1.586.40 \$41.246.40 30 \$22.35 \$1,788.00 \$46.488.00	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58 \$1,806.40 \$46,966.40	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80 \$1.824.00 \$47.424.00	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1.634.40 \$42.494.40 33 \$23.02 \$1,841.60 \$47,881.60	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1,652.00 \$42.952.00 34 \$23.25 \$1,860.00 \$48.360.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1.666.40 \$43.326.40 35 \$23.48 \$1.878.40 \$48.838.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1.684.00 \$43.784.00 36 \$23.72 \$1.897.60 \$49.337.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1.510.40 \$39.270.40 25 \$21.27 \$1,701.60 \$44.241.60	\$16.92 \$1,353.60 \$35.193.60 14 \$19.07 \$1.525.60 \$39.665.60 26 \$21.48 \$1,718.40 \$44.678.40	\$17.09 \$1,367.20 \$35.547.20 15 \$19.22 \$1.537.60 \$39.977.60 27 \$21.69 \$1,735.20 \$45.115.20	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1,556.80 \$40,476.80 28 \$21.90 \$1,752.00 \$45,552.00	\$17.44 \$1,395.20 \$36.275.20 17 \$19.63 \$1.570.40 \$40.830.40 29 \$22.13 \$1,770.40 \$46.030.40	\$17.58 \$1,406.40 \$36.566.40 18 \$19.83 \$1.586.40 \$41.246.40 30 \$22.35 \$1.788.00 \$46.488.00	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58 \$1,806.40 \$46,966.40	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80 \$1,824.00 \$47.424.00	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1.634.40 \$42.494.40 33 \$23.02 \$1,841.60 \$47,881.60	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1.652.00 \$42.952.00 34 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1,666.40 \$43,326.40 35 \$23.48 \$1,878.40 \$48.838.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1.684.00 \$43.784.00 36 \$23.72 \$1.897.60 \$49.337.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1.510.40 \$39.270.40 25 \$21.27 \$1.701.60 \$44.241.60	\$16.92 \$1,353.60 \$35.193.60 14 \$19.07 \$1,525.60 \$39,665.60 26 \$21.48 \$1,718.40 \$44,678.40	\$17.09 \$1,367.20 \$35.547.20 15 \$19.22 \$1.537.60 \$39,977.60 27 \$21.69 \$1,735.20 \$45,115.20	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1,556.80 \$40,476.80 28 \$21.90 \$1,752.00 \$45,552.00	\$17.44 \$1,395.20 \$36.275.20 17 \$19.63 \$1.570.40 \$40.830.40 29 \$22.13 \$1,770.40 \$46.030.40	\$17.58 \$1,406.40 \$36.566.40 18 \$19.83 \$1.586.40 \$41.246.40 30 \$22.35 \$1,788.00 \$46.488.00	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58 \$1,806.40 \$46,966.40	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80 \$1.824.00 \$47.424.00	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40 \$42,494.40 33 \$23.02 \$1,841.60 \$47,881.60	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1,652.00 \$42,952.00 34 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1.666.40 \$43.326.40 35 \$23.48 \$1.878.40 \$48.838.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1,684.00 \$43,784.00 36 \$23.72 \$1,897.60 \$49,337.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1.510.40 \$39.270.40 25 \$21.27 \$1.701.60 \$44.241.60 37 \$23.95 \$1,916.00	\$16.92 \$1,353.60 \$35.193.60 14 \$19.07 \$1.525.60 \$39.665.60 26 \$21.48 \$1.718.40 \$44.678.40 38 \$24.21 \$1,936.80	\$17.09 \$1,367.20 \$35.547.20 15 \$19.22 \$1,537.60 \$39.977.60 27 \$21.69 \$1,735.20 \$45,115.20 39 \$24.43 \$1,954.40	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1.556.80 \$40.476.80 28 \$21.90 \$1.752.00 \$45,552.00 40 \$24.67 \$1,973.60	\$17.44 \$1,395.20 \$36,275.20 17 \$19.63 \$1,570.40 \$40.830.40 29 \$22.13 \$1,770.40 \$46.030.40 41 \$24.93 \$1,994.40	\$17.58 \$1,406.40 \$36,566.40 18 \$19.83 \$1.586.40 \$41,246.40 30 \$22.35 \$1.788.00 \$46,488.00 42 \$25.18 \$2,014.40	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58 \$1,806.40 \$46,966.40 43 \$25.44 \$2,035.20	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80 \$1.824.00 \$47.424.00 44 \$25.68 \$2.054.40	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40 \$42.494.40 33 \$23.02 \$1.841.60 \$47,881.60 45 \$25.93 \$2,074.40	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1,652.00 \$42.952.00 34 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1.666.40 \$43.326.40 35 \$23.48 \$1.878.40 \$48.838.40 47 \$26.48 \$2.118.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1.684.00 \$43.784.00 36 \$23.72 \$1.897.60 \$49,337.60 48 \$26.70 \$2.136.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1.510.40 \$39.270.40 25 \$21.27 \$1.701.60 \$44.241.60	\$16.92 \$1,353.60 \$35.193.60 14 \$19.07 \$1,525.60 \$39,665.60 26 \$21.48 \$1,718.40 \$44,678.40	\$17.09 \$1,367.20 \$35.547.20 15 \$19.22 \$1.537.60 \$39,977.60 27 \$21.69 \$1,735.20 \$45,115.20	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1,556.80 \$40,476.80 28 \$21.90 \$1,752.00 \$45,552.00	\$17.44 \$1,395.20 \$36.275.20 17 \$19.63 \$1.570.40 \$40.830.40 29 \$22.13 \$1,770.40 \$46.030.40	\$17.58 \$1,406.40 \$36.566.40 18 \$19.83 \$1.586.40 \$41.246.40 30 \$22.35 \$1,788.00 \$46.488.00	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58 \$1,806.40 \$46,966.40	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80 \$1.824.00 \$47.424.00	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40 \$42,494.40 33 \$23.02 \$1,841.60 \$47,881.60	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1,652.00 \$42,952.00 34 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1.666.40 \$43.326.40 35 \$23.48 \$1.878.40 \$48.838.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1,684.00 \$43,784.00 36 \$23.72 \$1,897.60 \$49,337.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$16.75 \$1,340.00 \$34,840.00 \$34,840.00 13 \$18.88 \$1,510.40 \$39,270.40 25 \$21.27 \$1,701.60 \$44,241.60 37 \$23.95 \$1,916.00 \$49,816.00	\$16.92 \$1,353.60 \$35.193.60 14 \$19.07 \$1,525.60 \$39,665.60 26 \$21.48 \$1,718.40 \$44,678.40 38 \$24.21 \$1,936.80 \$50,356.80	\$17.09 \$1,367.20 \$35.547.20 \$35.547.20 15 \$19.22 \$1,537.60 \$39,977.60 27 \$21.69 \$1,735.20 \$45,115.20 39 \$24.43 \$1,954.40 \$50,814.40	\$17.26 \$1,380.80 \$35.900.80 16 \$19.46 \$1,556.80 \$40.476.80 28 \$21.90 \$1.752.00 \$45.552.00 40 \$24.67 \$1,973.60 \$51,313.60	\$17.44 \$1,395.20 \$36,275.20 17 \$19.63 \$1,570.40 \$40.830.40 29 \$22.13 \$1,770.40 \$46.030.40 41 \$24.93 \$1,994.40 \$51,854.40	\$17.58 \$1,406.40 \$36.566.40 18 \$19.83 \$1,586.40 \$41.246.40 30 \$22.35 \$1,788.00 \$46.488.00 42 \$25.18 \$2,014.40 \$52,374.40	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58 \$1,806.40 \$46,966.40 43 \$25.44 \$2,035.20 \$52,915.20	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80 \$1.824.00 \$47.424.00 44 \$25.68 \$2.054.40	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40 \$42.494.40 33 \$23.02 \$1.841.60 \$47,881.60 45 \$25.93 \$2,074.40	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1,652.00 \$42.952.00 34 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1.666.40 \$43.326.40 35 \$23.48 \$1.878.40 \$48.838.40 47 \$26.48 \$2.118.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1.684.00 \$43.784.00 36 \$23.72 \$1.897.60 \$49,337.60 48 \$26.70 \$2.136.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourly Steps Hourly Steps Hourly Steps	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1.510.40 \$39.270.40 25 \$21.27 \$1.701.60 \$44.241.60 37 \$23.95 \$1.916.00 \$49.816.00	\$16.92 \$1,353.60 \$35.193.60 14 \$19.07 \$1,525.60 \$39.665.60 26 \$21.48 \$1.718.40 \$44.678.40 38 \$24.21 \$1,936.80 \$50.356.80	\$17.09 \$1,367.20 \$35.547.20 \$35.547.20 15 \$19.22 \$1,537.60 \$39.977.60 27 \$21.69 \$1.735.20 \$45.115.20 39 \$24.43 \$1,954.40 \$50.814.40	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1.556.80 \$40,476.80 28 \$21.90 \$1.752.00 \$45,552.00 40 \$24.67 \$1.973.60 \$51,313.60	\$17.44 \$1,395.20 \$36,275.20 17 \$19.63 \$1,570.40 \$40.830.40 29 \$22.13 \$1,770.40 \$46,030.40 41 \$24.93 \$1,994.40 \$51,854.40	\$17.58 \$1,406.40 \$36,566.40 18 \$19.83 \$1.586.40 \$41,246.40 30 \$22.35 \$1.788.00 \$46,488.00 42 \$25.18 \$2,014.40 \$52,374.40	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58 \$1,806.40 \$46,966.40 43 \$25.44 \$2,035.20 \$52,915.20	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80 \$1.824.00 \$47.424.00 44 \$25.68 \$2.054.40	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40 \$42.494.40 33 \$23.02 \$1.841.60 \$47,881.60 45 \$25.93 \$2,074.40	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1,652.00 \$42.952.00 34 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1.666.40 \$43.326.40 35 \$23.48 \$1.878.40 \$48.838.40 47 \$26.48 \$2.118.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1.684.00 \$43.784.00 36 \$23.72 \$1.897.60 \$49,337.60 48 \$26.70 \$2.136.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1.510.40 \$39.270.40 25 \$21.27 \$1.701.60 \$44.241.60 37 \$23.95 \$1,916.00 \$49.816.00	\$16.92 \$1,353.60 \$35.193.60 \$19.07 \$1,525.60 \$39.665.60 \$21.48 \$1,718.40 \$44.678.40 \$45.21 \$1,936.80 \$50,356.80 \$27.26	\$17.09 \$1,367.20 \$35.547.20 \$35.547.20 15 \$19.22 \$1,537.60 \$39.977.60 27 \$21.69 \$1,735.20 \$45.115.20 39 \$24.43 \$1,954.40 \$50.814.40	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1.556.80 \$40,476.80 28 \$21.90 \$1.752.00 \$45.552.00 40 \$24.67 \$1.973.60 \$51,313.60	\$17.44 \$1,395.20 \$36,275.20 17 \$19.63 \$1.570.40 \$40.830.40 29 \$22.13 \$1.770.40 \$46.030.40 41 \$24.93 \$1.994.40 \$51.854.40	\$17.58 \$1,406.40 \$36,566.40 18 \$19.83 \$1.586.40 \$41,246.40 30 \$22.35 \$1.788.00 \$46.488.00 42 \$25.18 \$2.014.40 \$52.374.40	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58 \$1,806.40 \$46,966.40 43 \$25.44 \$2,035.20 \$52,915.20	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80 \$1.824.00 \$47.424.00 44 \$25.68 \$2.054.40	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40 \$42.494.40 33 \$23.02 \$1.841.60 \$47,881.60 45 \$25.93 \$2,074.40	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1,652.00 \$42.952.00 34 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1.666.40 \$43.326.40 35 \$23.48 \$1.878.40 \$48.838.40 47 \$26.48 \$2.118.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1.684.00 \$43.784.00 36 \$23.72 \$1.897.60 \$49,337.60 48 \$26.70 \$2.136.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1.510.40 \$39.270.40 25 \$21.27 \$1,701.60 \$44.241.60 37 \$23.95 \$1,916.00 \$49.816.00 49 \$27.00 \$2.160.00	\$16.92 \$1,353.60 \$35.193.60 \$35.193.60 \$19.07 \$1,525.60 \$39.665.60 \$21.48 \$1,718.40 \$44.678.40 \$44.678.40 \$50.356.80 \$50.356.80	\$17.09 \$1,367.20 \$35.547.20 \$35.547.20 15 \$19.22 \$1,537.60 \$39.977.60 27 \$21.69 \$1,735.20 \$45.115.20 39 \$24.43 \$1.954.40 \$50.814.40 51 \$27.54 \$2,203.20	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1,556.80 \$40,476.80 28 \$21.90 \$1,752.00 \$45,552.00 40 \$24.67 \$1,973.60 \$51,313.60 52 \$27.80 \$2,224.00	\$17.44 \$1,395.20 \$36,275.20 \$19.63 \$1,570.40 \$40.830.40 \$29 \$22.13 \$1,770.40 \$46,030.40 \$41 \$24.93 \$1,994.40 \$51,854.40 \$3 \$28.11 \$2,248.80	\$17.58 \$1,406.40 \$36.566.40 18 \$19.83 \$1.586.40 \$41.246.40 30 \$22.35 \$1,788.00 \$46.488.00 42 \$25.18 \$2,014.40 \$52.374.40 54 \$28.36 \$2,268.80	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58 \$1,806.40 \$46,966.40 43 \$25.44 \$2,035.20 \$52,915.20 55 \$28.64 \$2,291.20	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80 \$1.824.00 \$47.424.00 44 \$25.68 \$2.054.40	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40 \$42.494.40 33 \$23.02 \$1.841.60 \$47,881.60 45 \$25.93 \$2,074.40	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1,652.00 \$42.952.00 34 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1.666.40 \$43.326.40 35 \$23.48 \$1.878.40 \$48.838.40 47 \$26.48 \$2.118.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1.684.00 \$43.784.00 36 \$23.72 \$1.897.60 \$49,337.60 48 \$26.70 \$2.136.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$16.75 \$1,340.00 \$34.840.00 13 \$18.88 \$1.510.40 \$39.270.40 25 \$21.27 \$1.701.60 \$44.241.60 37 \$23.95 \$1,916.00 \$49.816.00	\$16.92 \$1,353.60 \$35.193.60 \$19.07 \$1,525.60 \$39.665.60 \$21.48 \$1,718.40 \$44.678.40 \$45.21 \$1,936.80 \$50,356.80 \$27.26	\$17.09 \$1,367.20 \$35.547.20 \$35.547.20 15 \$19.22 \$1,537.60 \$39.977.60 27 \$21.69 \$1,735.20 \$45.115.20 39 \$24.43 \$1,954.40 \$50.814.40	\$17.26 \$1,380.80 \$35,900.80 16 \$19.46 \$1.556.80 \$40,476.80 28 \$21.90 \$1.752.00 \$45.552.00 40 \$24.67 \$1.973.60 \$51,313.60	\$17.44 \$1,395.20 \$36,275.20 17 \$19.63 \$1.570.40 \$40.830.40 29 \$22.13 \$1.770.40 \$46.030.40 41 \$24.93 \$1.994.40 \$51.854.40	\$17.58 \$1,406.40 \$36,566.40 18 \$19.83 \$1.586.40 \$41,246.40 30 \$22.35 \$1.788.00 \$46.488.00 42 \$25.18 \$2.014.40 \$52.374.40	\$17.79 \$1,423.20 \$37,003.20 19 \$20.04 \$1,603.20 \$41,683.20 31 \$22.58 \$1,806.40 \$46,966.40 43 \$25.44 \$2,035.20 \$52,915.20	\$17.94 \$1,435.20 \$37.315.20 20 \$20.23 \$1.618.40 \$42.078.40 32 \$22.80 \$1.824.00 \$47.424.00 44 \$25.68 \$2.054.40	\$18.14 \$1,451.20 \$37,731.20 21 \$20.43 \$1,634.40 \$42.494.40 33 \$23.02 \$1.841.60 \$47,881.60 45 \$25.93 \$2,074.40	\$18.32 \$1,465.60 \$38.105.60 22 \$20.65 \$1,652.00 \$42.952.00 34 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38.480.00 23 \$20.83 \$1.666.40 \$43.326.40 35 \$23.48 \$1.878.40 \$48.838.40 47 \$26.48 \$2.118.40	\$18.68 \$1,494.40 \$38.854.40 24 \$21.05 \$1.684.00 \$43.784.00 36 \$23.72 \$1.897.60 \$49,337.60 48 \$26.70 \$2.136.00

(Non-bargaining unit)

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

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$18.88	\$19.07	\$19.22	\$19.46	\$19.63	\$19.83	\$20.04	\$20.23	\$20.43	\$20.65	\$20.83	\$21.05
Biweekly	\$1,510.40	\$1,525.60	\$1,537.60	\$1,556.80	\$1,570.40	\$1,586.40	\$1,603.20	\$1,618.40	\$1,634.40	\$1,652.00	\$1,666.40	\$1,684.00
Annually	\$39,270.40	\$39,665.60	\$39,977.60	\$40,476.80	\$40,830.40	\$41,246.40	\$41,683.20	\$42,078.40	\$42,494.40	\$42,952.00	\$43,326.40	\$43,784.00
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.27	\$21.48	\$21.69	\$21.90	\$22.13	\$22.35	\$22.58	\$22.80	\$23.02	\$23.25	\$23.48	\$23.72
Biweekly	\$1,701.60	\$1,718.40	\$1,735.20	\$1,752.00	\$1,770.40	\$1,788.00	\$1,806.40	\$1,824.00	\$1,841.60	\$1,860.00	\$1,878.40	\$1,897.60
Annually	\$44,241.60	\$44,678.40	\$45,115.20	\$45,552.00	\$46,030.40	\$46,488.00	\$46,966.40	\$47,424.00	\$47,881.60	\$48,360.00	\$48,838.40	\$49,337.60
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$23.95	\$24.21	\$24.43	\$24.67	\$24.93	\$25.18	\$25.44	\$25.68	\$25.93	\$26.20	\$26.48	\$26.70
Biweekly	\$1,916.00	\$1,936.80	\$1,954.40	\$1,973.60	\$1,994.40	\$2,014.40	\$2,035.20	\$2,054.40	\$2,074.40	\$2,096.00	\$2,118.40	\$2,136.00
Annually	\$49,816.00	\$50,356.80	\$50,814.40	\$51,313.60	\$51,854.40	\$52,374.40	\$52,915.20	\$53,414.40	\$53,934.40	\$54,496.00	\$55,078.40	\$55,536.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$27.00	\$27.26	\$27.54	\$27.80	\$28.11	\$28.36	\$28.64	\$28.95	\$29.23	\$29.53	\$29.81	\$30.10
Biweekly	\$2,160.00	\$2,180.80	\$2,203.20	\$2,224.00	\$2,248.80	\$2,268.80	\$2,291.20	\$2,316.00	\$2,338.40	\$2,362.40	\$2,384.80	\$2,408.00
Annually	\$56,160.00	\$56,700.80	\$57,283.20	\$57,824.00	\$58,468.80	\$58,988.80	\$59,571.20	\$60,216.00	\$60,798.40	\$61,422.40	\$62,004.80	\$62,608.00
Steps	49	50	51	52	53	54	55					
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Hourly	\$30.42	\$30.72	\$31.03	\$31.33	\$31.66	\$31.96	\$32.30					
Biweekly	\$2,433.60	\$2,457.60	\$2,482.40	\$2,506.40	\$2,532.80	\$2,556.80	\$2,584.00					
Annually	\$63,273.60	\$63,897.60	\$64,542.40	\$65,166.40	\$65,852.80	\$66,476.80	\$67,184.00					
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$21.27	\$21.48	\$21.69	\$21.90	\$22.13	\$22.35	\$22.58	\$22.80	\$23.02	\$23.25	\$23.48	\$23.72
Biweekly	\$1,701.60	\$1,718.40	\$1,735.20	\$1,752.00	\$1,770.40	\$1,788.00	\$1,806.40	\$1,824.00	\$1,841.60	\$1,860.00	\$1,878.40	\$1,897.60
Annually	\$44,241.60	\$44,678.40	\$45,115.20	\$45,552.00	\$46,030.40	\$46,488.00	\$46,966.40	\$47,424.00	\$47,881.60	\$48,360.00	\$48,838.40	\$49,337.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$23.95	\$24.21	\$24.43	\$24.67	\$24.93	\$25.18	\$25.44	\$25.68	\$25.93	\$26.20	\$26.48	\$26.70
Biweekly	\$1,916.00	\$1,936.80	\$1,954.40	\$1,973.60	\$1,994.40	\$2,014.40	\$2,035.20	\$2,054.40	\$2,074.40	\$2,096.00	\$2,118.40	\$2,136.00
Annually	\$49,816.00	\$50,356.80	\$50,814.40	\$51,313.60	\$51,854.40	\$52,374.40	\$52,915.20	\$53,414.40	\$53,934.40	\$54,496.00	\$55,078.40	\$55,536.00
	\$ 15,010.00	\$30,330.00	330,011.10	431,313.00	331,031.10	J32,37 1. 10	332,313.20	055, 11 1.10	333,331.10	33 1, 130.00	\$33,070.10	433,330.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$27.00	\$27.26	\$27.54	\$27.80	\$28.11	\$28.36	\$28.64	\$28.95	\$29.23	\$29.53	\$29.81	\$30.10
Biweekly	\$2,160.00	\$2,180.80	\$2,203.20	\$2,224.00	\$2,248.80	\$2,268.80	\$2,291.20	\$2,316.00	\$2,338.40	\$2,362.40	\$2,384.80	\$2,408.00
Annually	\$56,160.00	\$56,700.80	\$57,283.20	\$57,824.00	\$58,468.80	\$58,988.80	\$59,571.20	\$60,216.00	\$60,798.40	\$61,422.40	\$62,004.80	\$62,608.00
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$30.42	\$30.72	\$31.03	\$31.33	\$31.66	\$31.96	\$32.30	\$32.59	\$32.94	\$33.28	\$33.60	\$33.93
Biweekly	\$2,433.60	\$2,457.60	\$2,482.40	\$2,506.40	\$2,532.80	\$2,556.80	\$2,584.00	\$2,607.20	\$2,635.20	\$2,662.40	\$2,688.00	\$2,714.40
Annually	\$63,273.60	\$63,897.60	\$64,542.40	\$65,166.40	\$65,852.80	\$66,476.80	\$67,184.00	\$67,787.20	\$68,515.20	\$69,222.40	\$69,888.00	\$70,574.40
Steps	49	50	51	52	53	54	55					
Hourly	\$34.27	\$34.61	\$34.96	\$35.31	\$35.67	\$36.02	\$36.38					
Biweekly	\$2,741.60	\$2,768.80	\$2,796.80	\$2,824.80	\$2,853.60	\$2,881.60	\$2,910.40					
Annually	\$71,281.60	\$71,988.80	\$72,716.80	\$73,444.80	\$74,193.60	\$74,921.60	\$75,670.40					

(Non-bargaining unit)

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

Stone	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$23.95	\$24.21	\$24.43	\$24.67	\$24.93	\$25.18	\$25.44	\$25.68	\$25.93	\$26.20	\$26.48	\$26.70
Biweekly	\$1,916.00	\$1,936.80	\$1,954.40	\$1,973.60	\$1,994.40	\$2,014.40	\$2,035.20	\$2,054.40	\$2,074.40	\$2,096.00	\$2,118.40	\$2,136.00
Annually	\$49,816.00	\$50,356.80	\$50,814.40	\$51,313.60	\$51,854.40	\$52,374.40	\$52,915.20	\$53,414.40	\$53,934.40	\$54,496.00	\$55,078.40	\$55,536.00
Steps												
•	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$27.00 \$2,160.00	\$27.26 \$2,180.80	\$27.54 \$2,203.20	\$27.80 \$2,224.00	\$28.11 \$2,248.80	\$28.36 \$2,268.80	\$28.64 \$2,291.20	\$28.95 \$2,316.00	\$29.23 \$2,338.40	\$29.53 \$2,362.40	\$29.81 \$2,384.80	\$30.10 \$2,408.00
Annually	\$56,160.00	\$56,700.80	\$57,283.20	\$57,824.00	\$58,468.80	\$58,988.80	\$59,571.20	\$60,216.00	\$60,798.40	\$61,422.40	\$62,004.80	\$62,608.00
Ailliually	\$30,100.00	\$30,700.80	337,283.20	337,824.00	\$38,408.80	\$38,588.80	\$39,371.20	300,210.00	300,738.40	301,422.40	302,004.80	302,008.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.42	\$30.72	\$31.03	\$31.33	\$31.66	\$31.96	\$32.30	\$32.59	\$32.94	\$33.28	\$33.60	\$33.93
Biweekly	\$2,433.60	\$2,457.60	\$2,482.40	\$2,506.40	\$2,532.80	\$2,556.80	\$2,584.00	\$2,607.20	\$2,635.20	\$2,662.40	\$2,688.00	\$2,714.40
Annually	\$63,273.60	\$63,897.60	\$64,542.40	\$65,166.40	\$65,852.80	\$66,476.80	\$67,184.00	\$67,787.20	\$68,515.20	\$69,222.40	\$69,888.00	\$70,574.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$34.27	\$34.61	\$34.96	\$35.31	\$35.67	\$36.02	\$36.38	\$36.74	\$37.11	\$37.48	\$37.84	\$38.22
Biweekly	\$2,741.60 \$71,281.60	\$2,768.80	\$2,796.80	\$2,824.80 \$73,444.80	\$2,853.60	\$2,881.60	\$2,910.40 \$75,670.40	\$2,939.20 \$76,419.20	\$2,968.80 \$77,188.80	\$2,998.40 \$77,958.40	\$3,027.20	\$3,057.60 \$79,497.60
Annually	\$71,281.00	\$71,988.80	\$72,716.80	\$73,444.80	\$74,193.60	\$74,921.60	\$75,670.40	\$76,419.20	\$//,188.80	\$77,958.40	\$78,707.20	\$79,497.60
Steps	49	50	51	52	53	54	55					
Hourly	\$38.62	\$38.99	\$39.39	\$39.79	\$40.17	\$40.55	\$40.98					
Biweekly	\$3,089.60	\$3,119.20	\$3,151.20	\$3,183.20	\$3,213.60	\$3,244.00	\$3,278.40					
Annually	\$80,329.60	\$81,099.20	\$81,931.20	\$82,763.20	\$83,553.60	\$84,344.00	\$85,238.40					
Grade 78												
Steps	1					_						
		2	3	4	5	6	7	8	9	10	11	12
Hourly	\$26.20	2 \$26.48	3 \$26.70	4 \$27.00	5 \$27.26	6 \$27.54	7 \$27.80	8 \$28.11	9 \$28.36	10 \$28.64	11 \$28.95	12 \$29.23
		_		-								
Hourly	\$26.20	\$26.48	\$26.70	\$27.00	\$27.26	\$27.54	\$27.80	\$28.11	\$28.36	\$28.64	\$28.95	\$29.23
Hourly Biweekly Annually	\$26.20 \$2,096.00 \$54,496.00	\$26.48 \$2,118.40 \$55,078.40	\$26.70 \$2,136.00 \$55,536.00	\$27.00 \$2,160.00 \$56,160.00	\$27.26 \$2,180.80 \$56,700.80	\$27.54 \$2,203.20 \$57,283.20	\$27.80 \$2,224.00 \$57,824.00	\$28.11 \$2,248.80 \$58,468.80	\$28.36 \$2,268.80 \$58,988.80	\$28.64 \$2,291.20 \$59,571.20	\$28.95 \$2,316.00 \$60,216.00	\$29.23 \$2,338.40 \$60,798.40
Hourly Biweekly Annually Steps	\$26.20 \$2,096.00 \$54,496.00	\$26.48 \$2,118.40 \$55,078.40	\$26.70 \$2,136.00 \$55,536.00	\$27.00 \$2,160.00 \$56,160.00	\$27.26 \$2,180.80 \$56,700.80	\$27.54 \$2,203.20 \$57,283.20	\$27.80 \$2,224.00 \$57,824.00	\$28.11 \$2,248.80 \$58,468.80	\$28.36 \$2,268.80 \$58,988.80	\$28.64 \$2,291.20 \$59,571.20	\$28.95 \$2,316.00 \$60.216.00	\$29.23 \$2,338.40 \$60.798.40
Hourly Biweekly Annually Steps Hourly	\$26.20 \$2,096.00 \$54,496.00 13 \$29.53	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81	\$26.70 \$2,136.00 \$55,536.00 15 \$30.10	\$27.00 \$2,160.00 \$56,160.00 16 \$30.42	\$27.26 \$2,180.80 \$56,700.80 17 \$30.72	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33	\$28.11 \$2,248.80 \$58,468.80 20 \$31.66	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30	\$28.95 \$2,316.00 \$60.216.00 23 \$32.59	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94
Hourly Biweekly Annually Steps	\$26.20 \$2,096.00 \$54,496.00	\$26.48 \$2,118.40 \$55,078.40	\$26.70 \$2,136.00 \$55,536.00	\$27.00 \$2,160.00 \$56.160.00 16 \$30.42 \$2,433.60	\$27.26 \$2,180.80 \$56,700.80	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40	\$27.80 \$2,224.00 \$57,824.00	\$28.11 \$2,248.80 \$58,468.80	\$28.36 \$2,268.80 \$58,988.80	\$28.64 \$2,291.20 \$59,571.20	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2,607.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20
Hourly Biweekly Annually Steps Hourly Biweekly	\$26.20 \$2,096.00 \$54,496.00 13 \$29.53 \$2,362.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2.384.80	\$26.70 \$2,136.00 \$55,536.00 15 \$30.10 \$2,408.00	\$27.00 \$2,160.00 \$56,160.00 16 \$30.42	\$27.26 \$2,180.80 \$56,700.80 17 \$30.72 \$2,457.60	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2,506.40	\$28.11 \$2,248.80 \$58,468.80 20 \$31.66 \$2,532.80	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96 \$2,556.80	\$28.64 \$2,291.20 \$59,571.20 22 \$32.30 \$2,584.00	\$28.95 \$2,316.00 \$60.216.00 23 \$32.59	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94
Hourly Biweekly Annually Steps Hourly Biweekly	\$26.20 \$2,096.00 \$54,496.00 13 \$29.53 \$2,362.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2.384.80	\$26.70 \$2,136.00 \$55,536.00 15 \$30.10 \$2,408.00	\$27.00 \$2,160.00 \$56.160.00 16 \$30.42 \$2,433.60	\$27.26 \$2,180.80 \$56,700.80 17 \$30.72 \$2,457.60	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2,506.40	\$28.11 \$2,248.80 \$58,468.80 20 \$31.66 \$2,532.80	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96 \$2,556.80	\$28.64 \$2,291.20 \$59,571.20 22 \$32.30 \$2,584.00	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2,607.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.20 \$2,096.00 \$54,496.00 13 \$29.53 \$2,362.40 \$61,422.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2.384.80 \$62,004.80	\$26.70 \$2,136.00 \$55,536.00 15 \$30.10 \$2,408.00 \$62,608.00	\$27.00 \$2,160.00 \$56,160.00 16 \$30.42 \$2,433.60 \$63,273.60	\$27.26 \$2,180.80 \$56,700.80 17 \$30.72 \$2,457.60 \$63,897.60	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40 \$64,542.40	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2,506.40 \$65,166.40	\$28.11 \$2,248.80 \$58,468.80 20 \$31.66 \$2,532.80 \$65,852.80	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96 \$2.556.80 \$66,476.80	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30 \$2,584.00 \$67,184.00	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2,607.20 \$67,787.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68.515.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.20 \$2,096.00 \$54.496.00 13 \$29.53 \$2.362.40 \$61.422.40 25 \$33.28 \$2,662.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2,384.80 \$62,004.80 26 \$33.60 \$2,688.00	\$26.70 \$2,136.00 \$55.536.00 15 \$30.10 \$2.408.00 \$62.608.00 27 \$33.93 \$2,714.40	\$27.00 \$2,160.00 \$56.160.00 16 \$30.42 \$2.433.60 \$63.273.60 28 \$34.27 \$2,741.60	\$27.26 \$2,180.80 \$56.700.80 17 \$30.72 \$2,457.60 \$63.897.60 29 \$34.61 \$2,768.80	\$27.54 \$2,203.20 \$57.283.20 18 \$31.03 \$2.482.40 \$64.542.40 30 \$34.96 \$2.796.80	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2,506.40 \$65,166.40 31 \$35.31 \$2,824.80	\$28.11 \$2,248.80 \$58.468.80 20 \$31.66 \$2.532.80 \$65.852.80 32 \$35.67 \$2,853.60	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96 \$2.556.80 \$66.476.80 33 \$36.02 \$2,881.60	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30 \$2.584.00 \$67.184.00 34 \$36.38 \$2,910.40	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2,607.20 \$67,787.20 35 \$36.74 \$2,939.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68,515.20 36 \$37.11 \$2.968.80
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$26.20 \$2,096.00 \$54.496.00 13 \$29.53 \$2.362.40 \$61.422.40 25 \$33.28	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2.384.80 \$62.004.80 26 \$33.60	\$26.70 \$2,136.00 \$55,536.00 15 \$30.10 \$2,408.00 \$62,608.00	\$27.00 \$2,160.00 \$56,160.00 16 \$30.42 \$2,433.60 \$63,273.60 28 \$34.27	\$27.26 \$2,180.80 \$56.700.80 17 \$30.72 \$2,457.60 \$63,897.60	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40 \$64,542.40 30 \$34.96	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2,506.40 \$65,166.40	\$28.11 \$2,248.80 \$58.468.80 20 \$31.66 \$2.532.80 \$65.852.80 32 \$35.67	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96 \$2.556.80 \$66.476.80 33 \$36.02	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30 \$2.584.00 \$67.184.00 34 \$36.38	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2,607.20 \$67.787.20 35 \$36.74	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68.515.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.20 \$2,096.00 \$54.496.00 13 \$29.53 \$2.362.40 \$61.422.40 25 \$33.28 \$2.662.40 \$69.222.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2,384.80 \$62,004.80 26 \$33.60 \$2,688.00 \$69,888.00	\$26.70 \$2,136.00 \$55.536.00 15 \$30.10 \$2.408.00 \$62.608.00 27 \$33.93 \$2.714.40 \$70.574.40	\$27.00 \$2,160.00 \$56.160.00 16 \$30.42 \$2,433.60 \$63,273.60 28 \$34.27 \$2,741.60 \$71,281.60	\$27.26 \$2,180.80 \$56.700.80 17 \$30.72 \$2.457.60 \$63.897.60 29 \$34.61 \$2,768.80 \$71,988.80	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40 \$64,542.40 30 \$34.96 \$2,796.80 \$72,716.80	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2,506.40 \$65,166.40 31 \$35.31 \$2,824.80 \$73.444.80	\$28.11 \$2,248.80 \$58.468.80 20 \$31.66 \$2.532.80 \$65.852.80 32 \$35.67 \$2.853.60 \$74.193.60	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96 \$2.556.80 \$66,476.80 33 \$36.02 \$2,881.60 \$74,921.60	\$28.64 \$2,291.20 \$59,571.20 22 \$32.30 \$2,584.00 \$67,184.00 34 \$36.38 \$2,910.40 \$75,670.40	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2,607.20 \$67,787.20 35 \$36.74 \$2,939.20 \$76,419.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68.515.20 36 \$37.11 \$2,968.80 \$77.188.80
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Hourly Steps	\$26.20 \$2,096.00 \$54.496.00 13 \$29.53 \$2.362.40 \$61,422.40 25 \$33.28 \$2.662.40 \$69,222.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2.384.80 \$62.004.80 26 \$33.60 \$2.688.00 \$69.888.00	\$26.70 \$2,136.00 \$55.536.00 15 \$30.10 \$2.408.00 \$62,608.00 27 \$33.93 \$2.714.40 \$70.574.40	\$27.00 \$2,160.00 \$56.160.00 16 \$30.42 \$2.433.60 \$63.273.60 28 \$34.27 \$2,741.60 \$71,281.60	\$27.26 \$2,180.80 \$56.700.80 17 \$30.72 \$2.457.60 \$63.897.60 29 \$34.61 \$2,768.80 \$71.988.80	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40 \$64,542.40 30 \$34.96 \$2,796.80 \$72,716.80	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2,506.40 \$65,166.40 31 \$35.31 \$2,824.80 \$73,444.80	\$28.11 \$2,248.80 \$58.468.80 20 \$31.66 \$2.532.80 \$65.852.80 32 \$35.67 \$2.853.60 \$74.193.60	\$28.36 \$2,268.80 \$58,988.80 21 \$31.96 \$2.556.80 \$66,476.80 33 \$36.02 \$2,881.60 \$74,921.60	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30 \$2.584.00 \$67.184.00 34 \$36.38 \$2.910.40 \$75.670.40	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2,607.20 \$67,787.20 35 \$36.74 \$2,939.20 \$76,419.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68.515.20 36 \$37.11 \$2,968.80 \$77.188.80
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.20 \$2,096.00 \$54.496.00 13 \$29.53 \$2.362.40 \$61,422.40 25 \$33.28 \$2.662.40 \$69.222.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2.384.80 \$62,004.80 26 \$33.60 \$2,688.00 \$69,888.00	\$26.70 \$2,136.00 \$55.536.00 \$55.536.00 \$15 \$30.10 \$2,408.00 \$62.608.00 \$70.574.40 \$70.574.40	\$27.00 \$2,160.00 \$56,160.00 16 \$30.42 \$2,433.60 \$63,273.60 28 \$34.27 \$2,741.60 \$71,281.60	\$27.26 \$2,180.80 \$56.700.80 17 \$30.72 \$2.457.60 \$63.897.60 29 \$34.61 \$2,768.80 \$71,988.80	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40 \$64,542.40 30 \$34.96 \$2,796.80 \$72,716.80	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2.506.40 \$65.166.40 31 \$35.31 \$2.824.80 \$73.444.80	\$28.11 \$2,248.80 \$58.468.80 20 \$31.66 \$2.532.80 \$65.852.80 32 \$35.67 \$2.853.60 \$74.193.60	\$28.36 \$2,268.80 \$58,988.80 21 \$31.96 \$2.556.80 \$66.476.80 33 \$36.02 \$2,881.60 \$74,921.60	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30 \$2.584.00 \$67.184.00 34 \$36.38 \$2.910.40 \$75.670.40	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2,607.20 \$67,787.20 35 \$36.74 \$2,939.20 \$76,419.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68.515.20 36 \$37.11 \$2,968.80 \$77.188.80
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$26.20 \$2,096.00 \$54,496.00 13 \$29.53 \$2.362.40 \$61,422.40 25 \$33.28 \$2.662.40 \$69,222.40 37 \$37.48 \$2.998.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2.384.80 \$62.004.80 26 \$33.60 \$2.688.00 \$69.888.00 38 \$37.84 \$3.027.20	\$26.70 \$2,136.00 \$55,536.00 \$55,536.00 \$15 \$30.10 \$2,408.00 \$62,608.00 \$27 \$33.93 \$2,714.40 \$70,574.40 \$39 \$38.22 \$3,057.60	\$27.00 \$2,160.00 \$56.160.00 16 \$30.42 \$2,433.60 \$63.273.60 28 \$34.27 \$2,741.60 \$71,281.60 40 \$38.62 \$3.089.60	\$27.26 \$2,180.80 \$56.700.80 17 \$30.72 \$2.457.60 \$63.897.60 29 \$34.61 \$2.768.80 \$71.988.80 41 \$38.99 \$3.119.20	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40 \$64,542.40 30 \$34.96 \$2,796.80 \$72,716.80 42 \$39.39 \$3,151.20	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2.506.40 \$65.166.40 31 \$35.31 \$2.824.80 \$73,444.80 43 \$39.79 \$3.183.20	\$28.11 \$2,248.80 \$58.468.80 20 \$31.66 \$2.532.80 \$65.852.80 32 \$35.67 \$2.853.60 \$74.193.60 44 \$40.17 \$3,213.60	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96 \$2.556.80 \$66.476.80 33 \$36.02 \$2.881.60 \$74,921.60 45 \$40.55 \$3.244.00	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30 \$2.584.00 \$67.184.00 34 \$36.38 \$2.910.40 \$75.670.40 46 \$40.98 \$3.278.40	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2.607.20 \$67,787.20 35 \$36.74 \$2,939.20 \$76,419.20 47 \$41.39 \$3.311.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68.515.20 36 \$37.11 \$2,968.80 \$77,188.80 48 \$41.80 \$3,344.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.20 \$2,096.00 \$54.496.00 13 \$29.53 \$2.362.40 \$61,422.40 25 \$33.28 \$2.662.40 \$69.222.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2.384.80 \$62,004.80 26 \$33.60 \$2,688.00 \$69,888.00	\$26.70 \$2,136.00 \$55.536.00 \$55.536.00 \$15 \$30.10 \$2,408.00 \$62.608.00 \$2,408.00 \$62.608.00 \$33.93 \$2,714.40 \$70.574.40	\$27.00 \$2,160.00 \$56,160.00 16 \$30.42 \$2,433.60 \$63,273.60 28 \$34.27 \$2,741.60 \$71,281.60	\$27.26 \$2,180.80 \$56.700.80 17 \$30.72 \$2.457.60 \$63.897.60 29 \$34.61 \$2,768.80 \$71,988.80	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40 \$64,542.40 30 \$34.96 \$2,796.80 \$72,716.80	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2.506.40 \$65.166.40 31 \$35.31 \$2.824.80 \$73.444.80	\$28.11 \$2,248.80 \$58.468.80 20 \$31.66 \$2.532.80 \$65.852.80 32 \$35.67 \$2.853.60 \$74.193.60	\$28.36 \$2,268.80 \$58,988.80 21 \$31.96 \$2.556.80 \$66.476.80 33 \$36.02 \$2,881.60 \$74,921.60	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30 \$2.584.00 \$67.184.00 34 \$36.38 \$2.910.40 \$75.670.40	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2,607.20 \$67,787.20 35 \$36.74 \$2,939.20 \$76,419.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68.515.20 36 \$37.11 \$2,968.80 \$77.188.80
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$26.20 \$2,096.00 \$54,496.00 13 \$29.53 \$2.362.40 \$61,422.40 25 \$33.28 \$2.662.40 \$69,222.40 37 \$37.48 \$2.998.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2.384.80 \$62.004.80 26 \$33.60 \$2.688.00 \$69.888.00 38 \$37.84 \$3.027.20	\$26.70 \$2,136.00 \$55,536.00 \$55,536.00 \$15 \$30.10 \$2,408.00 \$62,608.00 \$27 \$33.93 \$2,714.40 \$70,574.40 \$39 \$38.22 \$3,057.60	\$27.00 \$2,160.00 \$56.160.00 16 \$30.42 \$2,433.60 \$63.273.60 28 \$34.27 \$2,741.60 \$71,281.60 40 \$38.62 \$3.089.60	\$27.26 \$2,180.80 \$56,700.80 17 \$30.72 \$2,457.60 \$63.897.60 29 \$34.61 \$2,768.80 \$71,988.80 41 \$38.99 \$3,119.20 \$81,099.20	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40 \$64,542.40 30 \$34.96 \$2,796.80 \$72,716.80 42 \$39.39 \$3,151.20	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2.506.40 \$65.166.40 31 \$35.31 \$2.824.80 \$73,444.80 43 \$39.79 \$3.183.20	\$28.11 \$2,248.80 \$58.468.80 20 \$31.66 \$2.532.80 \$65.852.80 32 \$35.67 \$2.853.60 \$74.193.60 44 \$40.17 \$3,213.60	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96 \$2.556.80 \$66.476.80 33 \$36.02 \$2.881.60 \$74,921.60 45 \$40.55 \$3.244.00	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30 \$2.584.00 \$67.184.00 34 \$36.38 \$2.910.40 \$75.670.40 46 \$40.98 \$3.278.40	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2.607.20 \$67,787.20 35 \$36.74 \$2,939.20 \$76,419.20 47 \$41.39 \$3.311.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68.515.20 36 \$37.11 \$2,968.80 \$77,188.80 48 \$41.80 \$3,344.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.20 \$2,096.00 \$54.496.00 \$54.496.00 13 \$29.53 \$2.362.40 \$61.422.40 25 \$33.28 \$2.662.40 \$69.222.40 37 \$37.48 \$2.998.40 \$77.958.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2,384.80 \$62,004.80 26 \$33.60 \$2,688.00 \$69.888.00 38 \$37.84 \$3,027.20 \$78,707.20	\$26.70 \$2,136.00 \$55.536.00 \$55.536.00 \$30.10 \$2,408.00 \$62,608.00 \$70,574.40 \$70,574.40 \$33.93 \$2,714.40 \$70,574.40 \$38.22 \$3,057.60 \$79,497.60	\$27.00 \$2,160.00 \$56,160.00 \$56,160.00 16 \$30.42 \$2,433.60 \$63,273.60 28 \$34.27 \$2,741.60 \$71,281.60 40 \$38.62 \$3,089.60 \$80,329.60	\$27.26 \$2,180.80 \$56,700.80 17 \$30.72 \$2,457.60 \$63,897.60 29 \$34.61 \$2,768.80 \$71,988.80 41 \$38.99 \$3,119.20 \$81,099.20	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40 \$64,542.40 30 \$34.96 \$2,796.80 \$72,716.80 42 \$39.39 \$3,151.20 \$81,931.20	\$27.80 \$2,224.00 \$57.824.00 \$57.824.00 19 \$31.33 \$2.506.40 \$65.166.40 31 \$35.31 \$2.824.80 \$73.444.80 43 \$39.79 \$3.183.20 \$82,763.20	\$28.11 \$2,248.80 \$58.468.80 20 \$31.66 \$2.532.80 \$65.852.80 32 \$35.67 \$2.853.60 \$74.193.60 44 \$40.17 \$3,213.60	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96 \$2.556.80 \$66.476.80 33 \$36.02 \$2.881.60 \$74,921.60 45 \$40.55 \$3.244.00	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30 \$2.584.00 \$67.184.00 34 \$36.38 \$2.910.40 \$75.670.40 46 \$40.98 \$3.278.40	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2.607.20 \$67,787.20 35 \$36.74 \$2,939.20 \$76,419.20 47 \$41.39 \$3.311.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68.515.20 36 \$37.11 \$2,968.80 \$77,188.80 48 \$41.80 \$3,344.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$26.20 \$2,096.00 \$54.496.00 13 \$29.53 \$2.362.40 \$61.422.40 25 \$33.28 \$2.662.40 \$69.222.40 37 \$37.48 \$2.998.40 \$77.958.40 49 \$42.21 \$3.376.80	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2.384.80 \$62.004.80 26 \$33.60 \$2.688.00 \$69.888.00 38 \$37.84 \$3,027.20 \$78,707.20 50 \$42.66 \$3,412.80	\$26.70 \$2,136.00 \$55.536.00 \$55.536.00 \$15 \$30.10 \$2,408.00 \$62,608.00 \$27 \$33.93 \$2,714.40 \$70,574.40 \$70,574.40 \$38.22 \$3,057.60 \$79,497.60 \$1 \$43.06 \$3,444.80	\$27.00 \$2,160.00 \$56,160.00 \$56,160.00 16 \$30.42 \$2,433.60 \$63,273.60 28 \$34.27 \$2,741.60 \$71,281.60 40 \$38.62 \$3,089.60 \$80,329.60 52 \$43.51 \$3,480.80	\$27.26 \$2,180.80 \$56,700.80 17 \$30.72 \$2,457.60 \$63,897.60 29 \$34.61 \$2,768.80 \$71,988.80 41 \$38.99 \$3,119.20 \$81,099.20 53 \$43.96 \$3,516.80	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40 \$64,542.40 30 \$34.96 \$2,796.80 \$72,716.80 42 \$39.39 \$3,151.20 \$81,931.20 54 \$44.40 \$3,552.00	\$27.80 \$2,224.00 \$57.824.00 19 \$31.33 \$2,506.40 \$65,166.40 31 \$35.31 \$2,824.80 \$73,444.80 43 \$39.79 \$3,183.20 \$82,763.20 55 \$44.84 \$3,587.20	\$28.11 \$2,248.80 \$58.468.80 20 \$31.66 \$2.532.80 \$65.852.80 32 \$35.67 \$2.853.60 \$74.193.60 44 \$40.17 \$3,213.60	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96 \$2.556.80 \$66.476.80 33 \$36.02 \$2.881.60 \$74,921.60 45 \$40.55 \$3.244.00	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30 \$2.584.00 \$67.184.00 34 \$36.38 \$2.910.40 \$75.670.40 46 \$40.98 \$3.278.40	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2.607.20 \$67,787.20 35 \$36.74 \$2,939.20 \$76,419.20 47 \$41.39 \$3.311.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68.515.20 36 \$37.11 \$2,968.80 \$77,188.80 48 \$41.80 \$3,344.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$26.20 \$2,096.00 \$54,496.00 13 \$29.53 \$2.362.40 \$61,422.40 25 \$33.28 \$2.662.40 \$69.222.40 37 \$37.48 \$2.998.40 \$77.958.40	\$26.48 \$2,118.40 \$55.078.40 14 \$29.81 \$2.384.80 \$62.004.80 26 \$33.60 \$2.688.00 \$69.888.00 38 \$37.84 \$3.027.20 \$78,707.20	\$26.70 \$2,136.00 \$55.536.00 \$55.536.00 \$15 \$30.10 \$2,408.00 \$62,608.00 \$27 \$33.93 \$2,714.40 \$70.574.40 \$79.574.40 \$79.497.60 \$79.497.60	\$27.00 \$2,160.00 \$56,160.00 \$56,160.00 16 \$30.42 \$2,433.60 \$63,273.60 28 \$34.27 \$2,741.60 \$71,281.60 40 \$38.62 \$3.089.60 \$80,329.60 52 \$43.51	\$27.26 \$2,180.80 \$56,700.80 17 \$30.72 \$2,457.60 \$63.897.60 29 \$34.61 \$2,768.80 \$71,988.80 41 \$38.99 \$3,119.20 \$81,099.20	\$27.54 \$2,203.20 \$57,283.20 18 \$31.03 \$2,482.40 \$64,542.40 30 \$34.96 \$2,796.80 \$72,716.80 42 \$39.39 \$3,151.20 \$81,931.20	\$27.80 \$2,224.00 \$57.824.00 \$57.824.00 \$19 \$31.33 \$2.506.40 \$65.166.40 \$31 \$35.31 \$2.824.80 \$73.444.80 \$39.79 \$3.183.20 \$82,763.20	\$28.11 \$2,248.80 \$58.468.80 20 \$31.66 \$2.532.80 \$65.852.80 32 \$35.67 \$2.853.60 \$74.193.60 44 \$40.17 \$3,213.60	\$28.36 \$2,268.80 \$58.988.80 21 \$31.96 \$2.556.80 \$66.476.80 33 \$36.02 \$2.881.60 \$74,921.60 45 \$40.55 \$3.244.00	\$28.64 \$2,291.20 \$59.571.20 22 \$32.30 \$2.584.00 \$67.184.00 34 \$36.38 \$2.910.40 \$75.670.40 46 \$40.98 \$3.278.40	\$28.95 \$2,316.00 \$60,216.00 23 \$32.59 \$2.607.20 \$67,787.20 35 \$36.74 \$2,939.20 \$76,419.20 47 \$41.39 \$3.311.20	\$29.23 \$2,338.40 \$60.798.40 24 \$32.94 \$2.635.20 \$68.515.20 36 \$37.11 \$2,968.80 \$77,188.80 48 \$41.80 \$3,344.00

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$28.64	\$28.95	\$29.23	\$29.53	\$29.81	\$30.10	\$30.42	\$30.72	\$31.03	\$31.33	\$31.66	\$31.96
Biweekly	\$2,291.20	\$2,316.00	\$2,338.40	\$2,362.40	\$2,384.80	\$2,408.00	\$2,433.60	\$2,457.60	\$2,482.40	\$2,506.40	\$2,532.80	\$2,556.80
Annually	\$59,571.20	\$60,216.00	\$60,798.40	\$61,422.40	\$62,004.80	\$62,608.00	\$63,273.60	\$63,897.60	\$64,542.40	\$65,166.40	\$65,852.80	\$66,476.80
Steps												
•	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$32.30 \$2,584.00	\$32.59 \$2,607.20	\$32.94 \$2,635.20	\$33.28 \$2,662.40	\$33.60 \$2,688.00	\$33.93 \$2,714.40	\$34.27 \$2,741.60	\$34.61 \$2,768.80	\$34.96 \$2,796.80	\$35.31 \$2,824.80	\$35.67 \$2,853.60	\$36.02 \$2,881.60
Annually	\$67,184.00	\$67,787.20	\$68,515.20	\$69,222.40	\$69,888.00	\$70,574.40	\$71,281.60	\$71,988.80	\$72,716.80	\$73,444.80	\$74,193.60	\$74,921.60
Ailliually	307,184.00	307,787.20	308,313.20	309,222.40	309,888.00	370,374.40	3/1,281.00	371,388.80	3/2,/10.80	373,444.60	374,193.00	\$74,921.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$36.38	\$36.74	\$37.11	\$37.48	\$37.84	\$38.22	\$38.62	\$38.99	\$39.39	\$39.79	\$40.17	\$40.55
Biweekly	\$2,910.40	\$2,939.20	\$2,968.80	\$2,998.40	\$3,027.20	\$3,057.60	\$3,089.60	\$3,119.20	\$3,151.20	\$3,183.20	\$3,213.60	\$3,244.00
Annually	\$75,670.40	\$76,419.20	\$77,188.80	\$77,958.40	\$78,707.20	\$79,497.60	\$80,329.60	\$81,099.20	\$81,931.20	\$82,763.20	\$83,553.60	\$84,344.00
C1												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$40.98	\$41.39	\$41.80	\$42.21	\$42.66	\$43.06 \$3,444.80	\$43.51	\$43.96	\$44.40	\$44.84	\$45.28	\$45.73
Biweekly Annually	\$3,278.40 \$85,238.40	\$3,311.20 \$86,091.20	\$3,344.00 \$86,944.00	\$3,376.80 \$87,796.80	\$3,412.80 \$88,732.80	\$89,564.80	\$3,480.80 \$90,500.80	\$3,516.80 \$91,436.80	\$3,552.00 \$92,352.00	\$3,587.20 \$93,267.20	\$3,622.40 \$94,182.40	\$3,658.40 \$95,118.40
Ailliually	363,236.40	380,091.20	380,344.00	367,730.60	366,732.60	363,304.60	390,300.80	331,430.80	392,332.00	393,207.20	334,182.40	353,116.40
Steps	49	50	51	52	53	54	55					
Hourly	\$46.19	\$46.65	\$47.12	\$47.59	\$48.08	\$48.56	\$49.02					
Biweekly	\$3,695.20	\$3,732.00	\$3,769.60	\$3,807.20	\$3,846.40	\$3,884.80	\$3,921.60					
Annually	\$96,075.20	\$97,032.00	\$98,009.60	\$98,987.20	\$100,006.40	\$101,004.80	\$101,961.60					
Grade 80												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$31.03	\$31.33	\$31.66	\$31.96	\$32.30	\$32.59	\$32.94	\$33.28	\$33.60	\$33.93	\$34.27	\$34.61
Steps Hourly Biweekly	\$31.03 \$2,482.40	\$31.33 \$2,506.40	\$31.66 \$2,532.80	\$31.96 \$2,556.80	\$32.30 \$2,584.00	\$32.59 \$2,607.20	\$32.94 \$2,635.20	\$33.28 \$2,662.40	\$33.60 \$2,688.00	\$33.93 \$2,714.40	\$34.27 \$2,741.60	\$34.61 \$2,768.80
Steps Hourly	\$31.03	\$31.33	\$31.66	\$31.96	\$32.30	\$32.59	\$32.94	\$33.28	\$33.60	\$33.93	\$34.27	\$34.61
Steps Hourly Biweekly	\$31.03 \$2,482.40	\$31.33 \$2,506.40	\$31.66 \$2,532.80	\$31.96 \$2,556.80	\$32.30 \$2,584.00	\$32.59 \$2,607.20	\$32.94 \$2,635.20	\$33.28 \$2,662.40	\$33.60 \$2,688.00	\$33.93 \$2,714.40	\$34.27 \$2,741.60	\$34.61 \$2,768.80
Steps Hourly Biweekly Annually	\$31.03 \$2,482.40 \$64,542.40	\$31.33 \$2,506.40 \$65,166.40	\$31.66 \$2,532.80 \$65,852.80	\$31.96 \$2,556.80 \$66,476.80	\$32.30 \$2,584.00 \$67,184.00	\$32.59 \$2,607.20 \$67,787.20	\$32.94 \$2,635.20 \$68,515.20	\$33.28 \$2,662.40 \$69,222.40	\$33.60 \$2,688.00 \$69,888.00	\$33.93 \$2,714.40 \$70,574.40	\$34.27 \$2,741.60 \$71,281.60	\$34.61 \$2,768.80 \$71,988.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.03 \$2,482.40 \$64,542.40 13 \$34.96 \$2,796.80	\$31.33 \$2,506.40 \$65,166.40 14 \$35.31 \$2.824.80	\$31.66 \$2,532.80 \$65,852.80 15 \$35.67 \$2,853.60	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2,881.60	\$32.30 \$2,584.00 \$67.184.00 17 \$36.38 \$2,910.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.74 \$2,939.20	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80	\$33.28 \$2,662.40 \$69,222.40 20 \$37.48 \$2,998.40	\$33.60 \$2,688.00 \$69,888.00 21 \$37.84 \$3.027.20	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20
Steps Hourly Biweekly Annually Steps Hourly	\$31.03 \$2,482.40 \$64,542.40 13 \$34.96	\$31.33 \$2,506.40 \$65,166.40 14 \$35.31	\$31.66 \$2,532.80 \$65,852.80 15 \$35.67	\$31.96 \$2,556.80 \$66,476.80 16 \$36.02	\$32.30 \$2,584.00 \$67,184.00 17 \$36.38	\$32.59 \$2,607.20 \$67.787.20 18 \$36.74	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11	\$33.28 \$2,662.40 \$69,222.40 20 \$37.48	\$33.60 \$2,688.00 \$69,888.00 21 \$37.84	\$33.93 \$2,714.40 \$70,574.40 22 \$38.22	\$34.27 \$2,741.60 \$71,281.60 23 \$38.62	\$34.61 \$2,768.80 \$71,988.80 24 \$38.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.03 \$2,482.40 \$64.542.40 13 \$34.96 \$2,796.80 \$72,716.80	\$31.33 \$2,506.40 \$65,166.40 14 \$35.31 \$2,824.80 \$73,444.80	\$31.66 \$2,532.80 \$65,852.80 15 \$35.67 \$2,853.60 \$74,193.60	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2,881.60 \$74,921.60	\$32.30 \$2,584.00 \$67.184.00 17 \$36.38 \$2.910.40 \$75.670.40	\$32.59 \$2,607.20 \$67.787.20 18 \$36.74 \$2,939.20 \$76,419.20	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80	\$33.28 \$2,662.40 \$69,222.40 20 \$37.48 \$2,998.40 \$77,958.40	\$33.60 \$2,688.00 \$69,888.00 21 \$37.84 \$3,027.20 \$78,707.20	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79.497.60	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3,089.60 \$80,329.60	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20 \$81.099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.03 \$2,482.40 \$64.542.40 13 \$34.96 \$2,796.80 \$72,716.80	\$31.33 \$2,506.40 \$65,166.40 14 \$35.31 \$2.824.80 \$73,444.80	\$31.66 \$2,532.80 \$65,852.80 15 \$35.67 \$2,853.60 \$74,193.60	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2,881.60 \$74,921.60	\$32.30 \$2,584.00 \$67.184.00 17 \$36.38 \$2.910.40 \$75.670.40	\$32.59 \$2,607.20 \$67.787.20 18 \$36.74 \$2.939.20 \$76,419.20	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77,188.80	\$33.28 \$2,662.40 \$69,222.40 20 \$37.48 \$2,998.40 \$77,958.40	\$33.60 \$2,688.00 \$69,888.00 21 \$37.84 \$3.027.20 \$78,707.20	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79,497.60	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20 \$81.099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.03 \$2,482.40 \$64,542.40 13 \$34.96 \$2,796.80 \$72,716.80 25 \$39.39	\$31.33 \$2,506.40 \$65,166.40 14 \$35.31 \$2.824.80 \$73,444.80 26 \$39.79	\$31.66 \$2,532.80 \$65,852.80 15 \$35.67 \$2,853.60 \$74,193.60 27 \$40.17	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2,881.60 \$74,921.60 28 \$40.55	\$32.30 \$2,584.00 \$67,184.00 17 \$36.38 \$2.910.40 \$75.670.40 29 \$40.98	\$32.59 \$2,607.20 \$67,787.20 18 \$36.74 \$2.939.20 \$76,419.20 30 \$41.39	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80 31 \$41.80	\$33.28 \$2,662.40 \$69,222.40 20 \$37.48 \$2,998.40 \$77,958.40 32 \$42.21	\$33.60 \$2,688.00 \$69,888.00 21 \$37.84 \$3.027.20 \$78,707.20	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79,497.60	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3,119.20 \$81,099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.03 \$2,482.40 \$64,542.40 13 \$34.96 \$2,796.80 \$72,716.80 25 \$39.39 \$3,151.20	\$31.33 \$2,506.40 \$65.166.40 14 \$35.31 \$2.824.80 \$73.444.80 26 \$39.79 \$3.183.20	\$31.66 \$2,532.80 \$65.852.80 15 \$35.67 \$2,853.60 \$74.193.60 27 \$40.17 \$3,213.60	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2.881.60 \$74.921.60 28 \$40.55 \$3.244.00	\$32.30 \$2,584.00 \$67,184.00 17 \$36.38 \$2,910.40 \$75.670.40 29 \$40.98 \$3,278.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.74 \$2,939.20 \$76.419.20 30 \$41.39 \$3,311.20	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80 31 \$41.80 \$3.344.00	\$33.28 \$2,662.40 \$69,222.40 20 \$37.48 \$2,998.40 \$77,958.40 32 \$42.21 \$3,376.80	\$33.60 \$2,688.00 \$69,888.00 21 \$37.84 \$3,027.20 \$78,707.20 33 \$42.66 \$3,412.80	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79.497.60 34 \$43.06 \$3.444.80	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60 35 \$43.51 \$3.480.80	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20 \$81.099.20 36 \$43.96 \$3.516.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.03 \$2,482.40 \$64,542.40 13 \$34.96 \$2,796.80 \$72,716.80 25 \$39.39	\$31.33 \$2,506.40 \$65,166.40 14 \$35.31 \$2.824.80 \$73,444.80 26 \$39.79	\$31.66 \$2,532.80 \$65,852.80 15 \$35.67 \$2,853.60 \$74,193.60 27 \$40.17	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2,881.60 \$74,921.60 28 \$40.55	\$32.30 \$2,584.00 \$67,184.00 17 \$36.38 \$2.910.40 \$75.670.40 29 \$40.98	\$32.59 \$2,607.20 \$67,787.20 18 \$36.74 \$2.939.20 \$76,419.20 30 \$41.39	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80 31 \$41.80	\$33.28 \$2,662.40 \$69,222.40 20 \$37.48 \$2,998.40 \$77,958.40 32 \$42.21	\$33.60 \$2,688.00 \$69,888.00 21 \$37.84 \$3.027.20 \$78,707.20	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79,497.60	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3,119.20 \$81,099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.03 \$2,482.40 \$64,542.40 13 \$34.96 \$2,796.80 \$72,716.80 25 \$39.39 \$3,151.20 \$81,931.20	\$31.33 \$2,506.40 \$65.166.40 14 \$35.31 \$2.824.80 \$73.444.80 26 \$39.79 \$3.183.20 \$82.763.20	\$31.66 \$2,532.80 \$65.852.80 15 \$35.67 \$2.853.60 \$74.193.60 27 \$40.17 \$3,213.60 \$83,553.60	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2.881.60 \$74.921.60 28 \$40.55 \$3.244.00 \$84,344.00	\$32.30 \$2,584.00 \$67,184.00 17 \$36.38 \$2.910.40 \$75.670.40 29 \$40.98 \$3.278.40 \$85,238.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.74 \$2.939.20 \$76.419.20 30 \$41.39 \$3,311.20 \$86.091.20	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80 31 \$41.80 \$3.344.00 \$86.944.00	\$33.28 \$2,662.40 \$69.222.40 20 \$37.48 \$2,998.40 \$77.958.40 32 \$42.21 \$3,376.80 \$87,796.80	\$33.60 \$2,688.00 \$69,888.00 21 \$37.84 \$3,027.20 \$78,707.20 33 \$42.66 \$3,412.80 \$88,732.80	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79.497.60 34 \$43.06 \$3.444.80 \$89.564.80	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60 35 \$43.51 \$3.480.80 \$90.500.80	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20 \$81.099.20 36 \$43.96 \$3.516.80 \$91.436.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$31.03 \$2,482.40 \$64,542.40 13 \$34.96 \$2,796.80 \$72,716.80 25 \$39.39 \$3,151.20	\$31.33 \$2,506.40 \$65.166.40 14 \$35.31 \$2.824.80 \$73.444.80 26 \$39.79 \$3.183.20	\$31.66 \$2,532.80 \$65.852.80 15 \$35.67 \$2,853.60 \$74.193.60 27 \$40.17 \$3,213.60	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2.881.60 \$74.921.60 28 \$40.55 \$3.244.00	\$32.30 \$2,584.00 \$67,184.00 17 \$36.38 \$2,910.40 \$75.670.40 29 \$40.98 \$3,278.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.74 \$2,939.20 \$76.419.20 30 \$41.39 \$3,311.20	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80 31 \$41.80 \$3.344.00	\$33.28 \$2,662.40 \$69,222.40 20 \$37.48 \$2,998.40 \$77,958.40 32 \$42.21 \$3,376.80	\$33.60 \$2,688.00 \$69,888.00 21 \$37.84 \$3,027.20 \$78,707.20 33 \$42.66 \$3,412.80	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79.497.60 34 \$43.06 \$3.444.80	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60 35 \$43.51 \$3.480.80	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20 \$81.099.20 36 \$43.96 \$3.516.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$31.03 \$2,482.40 \$64,542.40 13 \$34.96 \$2,796.80 \$72,716.80 25 \$39.39 \$3,151.20 \$81,931.20	\$31.33 \$2,506.40 \$65.166.40 14 \$35.31 \$2.824.80 \$73.444.80 26 \$39.79 \$3.183.20 \$82.763.20	\$31.66 \$2,532.80 \$65.852.80 15 \$35.67 \$2.853.60 \$74.193.60 27 \$40.17 \$3.213.60 \$83.553.60	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2.881.60 \$74.921.60 28 \$40.55 \$3.244.00 \$84.344.00	\$32.30 \$2,584.00 \$67.184.00 17 \$36.38 \$2.910.40 \$75.670.40 29 \$40.98 \$3.278.40 \$85.238.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.74 \$2.939.20 \$76.419.20 30 \$41.39 \$3.311.20 \$86.091.20	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80 31 \$41.80 \$3.344.00 \$86.944.00	\$33.28 \$2,662.40 \$69,222.40 20 \$37.48 \$2,998.40 \$77,958.40 32 \$42.21 \$3,376.80 \$87,796.80	\$33.60 \$2,688.00 \$69.888.00 21 \$37.84 \$3,027.20 \$78,707.20 33 \$42.66 \$3,412.80 \$88,732.80	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79.497.60 34 \$43.06 \$3.444.80 \$89.564.80	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60 35 \$43.51 \$3.480.80 \$90.500.80	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20 \$81.099.20 36 \$43.96 \$3.516.80 \$91.436.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.03 \$2,482.40 \$64.542.40 13 \$34.96 \$2.796.80 \$72.716.80 25 \$39.39 \$3.151.20 \$81,931.20	\$31.33 \$2,506.40 \$65.166.40 14 \$35.31 \$2.824.80 \$73.444.80 26 \$39.79 \$3,183.20 \$82.763.20	\$31.66 \$2,532.80 \$65.852.80 15 \$35.67 \$2.853.60 \$74.193.60 27 \$40.17 \$3,213.60 \$83.553.60	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2.881.60 \$74.921.60 28 \$40.55 \$3,244.00 \$84,344.00	\$32.30 \$2,584.00 \$67.184.00 17 \$36.38 \$2.910.40 \$75.670.40 29 \$40.98 \$3.278.40 \$85,238.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.74 \$2.939.20 \$76.419.20 30 \$41.39 \$3.311.20 \$86.091.20	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80 31 \$41.80 \$3.344.00 \$86.944.00	\$33.28 \$2,662.40 \$69,222.40 20 \$37.48 \$2,998.40 \$77,958.40 32 \$42.21 \$3,376.80 \$87,796.80	\$33.60 \$2,688.00 \$69.888.00 21 \$37.84 \$3.027.20 \$78.707.20 33 \$42.66 \$3,412.80 \$88.732.80	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79.497.60 34 \$43.06 \$3,444.80 \$89.564.80	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60 35 \$43.51 \$3,480.80 \$90.500.80	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20 \$81.099.20 36 \$43.96 \$3.516.80 \$91.436.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$31.03 \$2,482.40 \$64.542.40 13 \$34.96 \$2.796.80 \$72.716.80 25 \$39.39 \$3.151.20 \$81,931.20 37 \$44.40 \$3.552.00	\$31.33 \$2,506.40 \$65,166.40 14 \$35.31 \$2.824.80 \$73,444.80 26 \$39.79 \$3,183.20 \$82,763.20 38 \$44.84 \$3,587.20	\$31.66 \$2,532.80 \$65.852.80 15 \$35.67 \$2.853.60 \$74.193.60 27 \$40.17 \$3,213.60 \$83,553.60 39 \$45.28 \$3,622.40 \$94,182.40	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2.881.60 \$74.921.60 28 \$40.55 \$3.244.00 \$84.344.00 40 \$45.73 \$3.658.40	\$32.30 \$2,584.00 \$67.184.00 17 \$36.38 \$2.910.40 \$75.670.40 29 \$40.98 \$3.278.40 \$85,238.40 41 \$46.19 \$3.695.20 \$96.075.20	\$32.59 \$2,607.20 \$67.787.20 18 \$36.74 \$2,939.20 \$76.419.20 30 \$41.39 \$3.311.20 \$86.091.20 42 \$46.65 \$3.732.00 \$97.032.00	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80 31 \$41.80 \$3.344.00 \$86.944.00 43 \$47.12 \$3.769.60 \$98.009.60	\$33.28 \$2,662.40 \$69.222.40 20 \$37.48 \$2.998.40 \$77.958.40 32 \$42.21 \$3.376.80 \$87.796.80 44 \$47.59 \$3.807.20	\$33.60 \$2,688.00 \$69,888.00 \$1 \$37.84 \$3,027.20 \$78,707.20 \$33 \$42.66 \$3,412.80 \$88,732.80 \$48.08 \$3,846.40	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79.497.60 34 \$43.06 \$3.444.80 \$89.564.80	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60 35 \$43.51 \$3.480.80 \$90.500.80 47 \$49.02 \$3.921.60	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20 \$81.099.20 36 \$43.96 \$3,516.80 \$91,436.80 48 \$49.53 \$3,962.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourly Steps	\$31.03 \$2,482.40 \$64.542.40 13 \$34.96 \$2.796.80 \$72.716.80 25 \$39.39 \$3.151.20 \$81.931.20 37 \$44.40 \$3.552.00 \$92,352.00	\$31.33 \$2,506.40 \$65,166.40 14 \$35.31 \$2.824.80 \$73,444.80 26 \$39.79 \$3,183.20 \$82,763.20 38 \$44.84 \$3,587.20 \$93,267.20	\$31.66 \$2,532.80 \$65.852.80 15 \$35.67 \$2.853.60 \$74.193.60 27 \$40.17 \$3,213.60 \$83,553.60 39 \$45.28 \$3,622.40 \$94,182.40	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2.881.60 \$74.921.60 28 \$40.55 \$3.244.00 \$84.344.00 40 \$45.73 \$3.658.40 \$95.118.40	\$32.30 \$2,584.00 \$67.184.00 17 \$36.38 \$2.910.40 \$75.670.40 29 \$40.98 \$3.278.40 \$85.238.40 41 \$46.19 \$3.695.20 \$96.075.20	\$32.59 \$2,607.20 \$67.787.20 18 \$36.74 \$2,939.20 \$76.419.20 30 \$41.39 \$3.311.20 \$86.091.20 42 \$46.65 \$3,732.00 \$97,032.00	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80 31 \$41.80 \$3.344.00 \$86.944.00 43 \$47.12 \$3,769.60 \$98.009.60	\$33.28 \$2,662.40 \$69.222.40 20 \$37.48 \$2.998.40 \$77.958.40 32 \$42.21 \$3.376.80 \$87.796.80 44 \$47.59 \$3.807.20	\$33.60 \$2,688.00 \$69,888.00 \$1 \$37.84 \$3,027.20 \$78,707.20 \$33 \$42.66 \$3,412.80 \$88,732.80 \$48.08 \$3,846.40	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79.497.60 34 \$43.06 \$3.444.80 \$89.564.80	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60 35 \$43.51 \$3.480.80 \$90.500.80 47 \$49.02 \$3.921.60	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20 \$81.099.20 36 \$43.96 \$3,516.80 \$91,436.80 48 \$49.53 \$3.962.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$31.03 \$2,482.40 \$64.542.40 13 \$34.96 \$2.796.80 \$72.716.80 25 \$39.39 \$3.151.20 \$81.931.20 37 \$44.40 \$3.552.00 \$92.352.00	\$31.33 \$2,506.40 \$65,166.40 14 \$35.31 \$2.824.80 \$73,444.80 26 \$39.79 \$3,183.20 \$82,763.20 38 \$44.84 \$3,587.20 \$93,267.20	\$31.66 \$2,532.80 \$65.852.80 15 \$35.67 \$2.853.60 \$74.193.60 27 \$40.17 \$3,213.60 \$83.553.60 39 \$45.28 \$3,622.40 \$94.182.40 51 \$51.00	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2,881.60 \$74.921.60 28 \$40.55 \$3,244.00 \$84.344.00 40 \$45.73 \$3,658.40 \$95,118.40	\$32.30 \$2,584.00 \$67.184.00 17 \$36.38 \$2,910.40 \$75.670.40 29 \$40.98 \$3.278.40 \$85.238.40 41 \$46.19 \$3.695.20 \$96.075.20	\$32.59 \$2,607.20 \$67.787.20 18 \$36.74 \$2,939.20 \$76.419.20 30 \$41.39 \$3.311.20 \$86.091.20 42 \$46.65 \$3,732.00 \$97.032.00	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80 31 \$41.80 \$3.344.00 \$86.944.00 43 \$47.12 \$3.769.60 \$98.009.60	\$33.28 \$2,662.40 \$69.222.40 20 \$37.48 \$2.998.40 \$77.958.40 32 \$42.21 \$3.376.80 \$87.796.80 44 \$47.59 \$3.807.20	\$33.60 \$2,688.00 \$69,888.00 \$1 \$37.84 \$3,027.20 \$78,707.20 \$33 \$42.66 \$3,412.80 \$88,732.80 \$48.08 \$3,846.40	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79.497.60 34 \$43.06 \$3.444.80 \$89.564.80	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60 35 \$43.51 \$3.480.80 \$90.500.80 47 \$49.02 \$3.921.60	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20 \$81.099.20 36 \$43.96 \$3,516.80 \$91,436.80 48 \$49.53 \$3.962.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourly Steps	\$31.03 \$2,482.40 \$64.542.40 13 \$34.96 \$2.796.80 \$72.716.80 25 \$39.39 \$3.151.20 \$81.931.20 37 \$44.40 \$3.552.00 \$92,352.00	\$31.33 \$2,506.40 \$65,166.40 14 \$35.31 \$2.824.80 \$73,444.80 26 \$39.79 \$3,183.20 \$82,763.20 38 \$44.84 \$3,587.20 \$93,267.20	\$31.66 \$2,532.80 \$65.852.80 15 \$35.67 \$2.853.60 \$74.193.60 27 \$40.17 \$3,213.60 \$83,553.60 39 \$45.28 \$3,622.40 \$94,182.40	\$31.96 \$2,556.80 \$66.476.80 16 \$36.02 \$2.881.60 \$74.921.60 28 \$40.55 \$3.244.00 \$84.344.00 40 \$45.73 \$3.658.40 \$95.118.40	\$32.30 \$2,584.00 \$67.184.00 17 \$36.38 \$2.910.40 \$75.670.40 29 \$40.98 \$3.278.40 \$85.238.40 41 \$46.19 \$3.695.20 \$96.075.20	\$32.59 \$2,607.20 \$67.787.20 18 \$36.74 \$2,939.20 \$76.419.20 30 \$41.39 \$3.311.20 \$86.091.20 42 \$46.65 \$3,732.00 \$97,032.00	\$32.94 \$2,635.20 \$68.515.20 19 \$37.11 \$2.968.80 \$77.188.80 31 \$41.80 \$3.344.00 \$86.944.00 43 \$47.12 \$3,769.60 \$98.009.60	\$33.28 \$2,662.40 \$69.222.40 20 \$37.48 \$2.998.40 \$77.958.40 32 \$42.21 \$3.376.80 \$87.796.80 44 \$47.59 \$3.807.20	\$33.60 \$2,688.00 \$69,888.00 \$1 \$37.84 \$3,027.20 \$78,707.20 \$33 \$42.66 \$3,412.80 \$88,732.80 \$48.08 \$3,846.40	\$33.93 \$2,714.40 \$70.574.40 22 \$38.22 \$3.057.60 \$79.497.60 34 \$43.06 \$3.444.80 \$89.564.80	\$34.27 \$2,741.60 \$71.281.60 23 \$38.62 \$3.089.60 \$80.329.60 35 \$43.51 \$3.480.80 \$90.500.80 47 \$49.02 \$3.921.60	\$34.61 \$2,768.80 \$71.988.80 24 \$38.99 \$3.119.20 \$81.099.20 36 \$43.96 \$3,516.80 \$91,436.80 48 \$49.53 \$3,962.40

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$33.93	\$34.27	\$34.61	\$34.96	\$35.31	\$35.67	\$36.02	\$36.38	\$36.74	\$37.11	\$37.48	\$37.84
Biweekly	\$2,714.40	\$2,741.60	\$2,768.80	\$2,796.80	\$2,824.80	\$2,853.60	\$2,881.60	\$2,910.40	\$2,939.20	\$2,968.80	\$2,998.40	\$3,027.20
Annually	\$70,574.40	\$71,281.60	\$71,988.80	\$72,716.80	\$73,444.80	\$74,193.60	\$74,921.60	\$75,670.40	\$76,419.20	\$77,188.80	\$77,958.40	\$78,707.20
Ailliadily	370,374.40	371,201.00	\$71,500.00	\$72,710.00	\$75,444.00	374,133.00	\$74,521.00	\$75,070.40	370,413.20	\$77,100.00	\$77,550.40	\$70,707.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$38.22	\$38.62	\$38.99	\$39.39	\$39.79	\$40.17	\$40.55	\$40.98	\$41.39	\$41.80	\$42.21	\$42.66
Biweekly	\$3,057.60	\$3,089.60	\$3,119.20	\$3,151.20	\$3,183.20	\$3,213.60	\$3,244.00	\$3,278.40	\$3,311.20	\$3,344.00	\$3,376.80	\$3,412.80
Annually	\$79,497.60	\$80,329.60	\$81,099.20	\$81,931.20	\$82,763.20	\$83,553.60	\$84,344.00	\$85,238.40	\$86,091.20	\$86,944.00	\$87,796.80	\$88,732.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$43.06	\$43.51	\$43.96	\$44.40	\$44.84	\$45.28	\$45.73	\$46.19	\$46.65	\$47.12	\$47.59	\$48.08
Biweekly	\$3,444.80	\$3,480.80	\$3,516.80	\$3,552.00	\$3,587.20	\$3,622.40	\$3,658.40	\$3,695.20	\$3,732.00	\$3,769.60	\$3,807.20	\$3,846.40
Annually	\$89,564.80	\$90,500.80	\$91,436.80	\$92,352.00	\$93,267.20	\$94,182.40	\$95,118.40	\$96,075.20	\$97,032.00	\$98,009.60	\$98,987.20	\$100,006.40
, ,	\$65,5060	\$50,500.00	451, .55.55	\$52,052.00	\$30,207.120	45 1,152. 10	433,110 1.10	\$50,070.20	457,002.00	\$50,005.00	\$50,507.120	0200,000110
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$48.56	\$49.02	\$49.53	\$50.00	\$50.51	\$51.00	\$51.54	\$52.05	\$52.56	\$53.11	\$53.63	\$54.17
					\$4,040.80							\$4,333.60
Biweekly	\$3,884.80	\$3,921.60	\$3,962.40	\$4,000.00		\$4,080.00	\$4,123.20	\$4,164.00	\$4,204.80	\$4,248.80	\$4,290.40	
Annually	\$101,004.80	\$101,961.60	\$103,022.40	\$104,000.00	\$105,060.80	\$106,080.00	\$107,203.20	\$108,264.00	\$109,324.80	\$110,468.80	\$111,550.40	\$112,673.60
Steps	49	50	51	52	53	54	55					
•												
Hourly	\$54.71	\$55.27	\$55.81	\$56.35	\$56.93	\$57.49	\$58.06					
Biweekly	\$4,376.80	\$4,421.60	\$4,464.80	\$4,508.00	\$4,554.40	\$4,599.20	\$4,644.80					
Annually	\$113,796.80	\$114,961.60	\$116,084.80	\$117,208.00	\$118,414.40	\$119,579.20	\$120,764.80					
02												
Crodo X /												
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1 \$38.22	2 \$38.62	3 \$38.99	4 \$39.39	5 \$39.79	6 \$40.17	7 \$40.55	8 \$40.98	9 \$41.39	10 \$41.80	11 \$42.21	12 \$42.66
Steps Hourly	\$38.22	\$38.62	\$38.99	\$39.39	\$39.79	\$40.17	\$40.55	\$40.98	\$41.39	\$41.80	\$42.21	\$42.66
Steps Hourly Biweekly	\$38.22 \$3,057.60	\$38.62 \$3,089.60	\$38.99 \$3,119.20	\$39.39 \$3,151.20	\$39.79 \$3,183.20	\$40.17 \$3,213.60	\$40.55 \$3,244.00	\$40.98 \$3,278.40	\$41.39 \$3,311.20	\$41.80 \$3,344.00	\$42.21 \$3,376.80	\$42.66 \$3,412.80
Steps Hourly	\$38.22	\$38.62	\$38.99	\$39.39	\$39.79	\$40.17	\$40.55	\$40.98	\$41.39	\$41.80	\$42.21	\$42.66
Steps Hourly Biweekly Annually	\$38.22 \$3,057.60 \$79,497.60	\$38.62 \$3,089.60 \$80,329.60	\$38.99 \$3,119.20 \$81,099.20	\$39.39 \$3,151.20 \$81,931.20	\$39.79 \$3,183.20 \$82,763.20	\$40.17 \$3,213.60 \$83,553.60	\$40.55 \$3,244.00 \$84,344.00	\$40.98 \$3,278.40 \$85,238.40	\$41.39 \$3,311.20 \$86,091.20	\$41.80 \$3,344.00 \$86,944.00	\$42.21 \$3,376.80 \$87,796.80	\$42.66 \$3,412.80 \$88,732.80
Steps Hourly Biweekly Annually Steps	\$38.22 \$3,057.60 \$79,497.60	\$38.62 \$3,089.60 \$80,329.60	\$38.99 \$3,119.20 \$81,099.20	\$39.39 \$3,151.20 \$81,931.20	\$39.79 \$3,183.20 \$82,763.20	\$40.17 \$3,213.60 \$83,553.60	\$40.55 \$3,244.00 \$84,344.00	\$40.98 \$3,278.40 \$85,238.40	\$41.39 \$3,311.20 \$86,091.20	\$41.80 \$3,344.00 \$86,944.00	\$42.21 \$3,376.80 \$87,796.80	\$42.66 \$3,412.80 \$88,732.80
Steps Hourly Biweekly Annually Steps Hourly	\$38.22 \$3,057.60 \$79,497.60 13 \$43.06	\$38.62 \$3,089.60 \$80,329.60 14 \$43.51	\$38.99 \$3,119.20 \$81,099.20 15 \$43.96	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28	\$40.55 \$3,244.00 \$84,344.00 19 \$45.73	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19	\$41.39 \$3,311.20 \$86,091.20 21 \$46.65	\$41.80 \$3,344.00 \$86,944.00 22 \$47.12	\$42.21 \$3,376.80 \$87,796.80 23 \$47.59	\$42.66 \$3,412.80 \$88,732.80 24 \$48.08
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.22 \$3,057.60 \$79,497.60 13 \$43.06 \$3,444.80	\$38.62 \$3,089.60 \$80,329.60 14 \$43.51 \$3,480.80	\$38.99 \$3,119.20 \$81,099.20 15 \$43.96 \$3.516.80	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40	\$40.55 \$3,244.00 \$84,344.00 19 \$45.73 \$3,658.40	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3,695.20	\$41.39 \$3,311.20 \$86,091.20 21 \$46.65 \$3,732.00	\$41.80 \$3,344.00 \$86,944.00 22 \$47.12 \$3,769.60	\$42.21 \$3,376.80 \$87,796.80 23 \$47.59 \$3,807.20	\$42.66 \$3,412.80 \$88,732.80 24 \$48.08 \$3,846.40
Steps Hourly Biweekly Annually Steps Hourly	\$38.22 \$3,057.60 \$79,497.60 13 \$43.06	\$38.62 \$3,089.60 \$80,329.60 14 \$43.51	\$38.99 \$3,119.20 \$81,099.20 15 \$43.96	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28	\$40.55 \$3,244.00 \$84,344.00 19 \$45.73	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19	\$41.39 \$3,311.20 \$86,091.20 21 \$46.65	\$41.80 \$3,344.00 \$86,944.00 22 \$47.12	\$42.21 \$3,376.80 \$87,796.80 23 \$47.59	\$42.66 \$3,412.80 \$88,732.80 24 \$48.08
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.22 \$3,057.60 \$79.497.60 13 \$43.06 \$3,444.80 \$89,564.80	\$38.62 \$3,089.60 \$80,329.60 14 \$43.51 \$3,480.80 \$90,500.80	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00 \$92,352.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20	\$40.17 \$3,213.60 \$83.553.60 18 \$45.28 \$3,622.40 \$94,182.40	\$40.55 \$3,244.00 \$84.344.00 19 \$45.73 \$3,658.40 \$95,118.40	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3,695.20 \$96,075.20	\$41.39 \$3,311.20 \$86,091.20 21 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 22 \$47.12 \$3,769.60 \$98,009.60	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20	\$42.66 \$3,412.80 \$88,732.80 24 \$48.08 \$3,846.40 \$100,006.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.22 \$3,057.60 \$79.497.60 13 \$43.06 \$3,444.80 \$89.564.80	\$38.62 \$3,089.60 \$80,329.60 14 \$43.51 \$3,480.80 \$90,500.80	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00 \$92,352.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20	\$40.17 \$3,213.60 \$83.553.60 18 \$45.28 \$3,622.40 \$94,182.40	\$40.55 \$3,244.00 \$84,344.00 19 \$45.73 \$3,658.40 \$95,118.40	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3.695.20 \$96.075.20	\$41.39 \$3,311.20 \$86,091.20 21 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 22 \$47.12 \$3,769.60 \$98,009.60	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20	\$42.66 \$3,412.80 \$88,732.80 24 \$48.08 \$3,846.40 \$100,006.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.22 \$3,057.60 \$79.497.60 13 \$43.06 \$3,444.80 \$89,564.80	\$38.62 \$3,089.60 \$80,329.60 14 \$43.51 \$3,480.80 \$90,500.80	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00 \$92,352.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51	\$40.17 \$3,213.60 \$83.553.60 18 \$45.28 \$3,622.40 \$94,182.40	\$40.55 \$3,244.00 \$84.344.00 19 \$45.73 \$3,658.40 \$95,118.40	\$40.98 \$3,278.40 \$85.238.40 20 \$46.19 \$3.695.20 \$96.075.20 32 \$52.05	\$41.39 \$3,311.20 \$86,091.20 21 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 22 \$47.12 \$3,769.60 \$98,009.60	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20	\$42.66 \$3,412.80 \$88,732.80 24 \$48.08 \$3,846.40 \$100,006.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.22 \$3,057.60 \$79.497.60 13 \$43.06 \$3,444.80 \$89.564.80	\$38.62 \$3,089.60 \$80,329.60 14 \$43.51 \$3,480.80 \$90,500.80	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00 \$92,352.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51	\$40.17 \$3,213.60 \$83.553.60 18 \$45.28 \$3,622.40 \$94,182.40	\$40.55 \$3,244.00 \$84,344.00 19 \$45.73 \$3,658.40 \$95,118.40	\$40.98 \$3,278.40 \$85.238.40 20 \$46.19 \$3.695.20 \$96.075.20 32 \$52.05	\$41.39 \$3,311.20 \$86,091.20 21 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 22 \$47.12 \$3,769.60 \$98,009.60	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20	\$42.66 \$3,412.80 \$88,732.80 24 \$48.08 \$3,846.40 \$100,006.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.22 \$3,057.60 \$79.497.60 13 \$43.06 \$3,444.80 \$89,564.80 25 \$48.56 \$3,884.80	\$38.62 \$3,089.60 \$80.329.60 14 \$43.51 \$3.480.80 \$90.500.80 26 \$49.02 \$3,921.60	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80 27 \$49.53 \$3.962.40	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00 \$92,352.00 28 \$50.00 \$4,000.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51 \$4,040.80	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94,182.40 30 \$51.00 \$4,080.00	\$40.55 \$3,244.00 \$84,344.00 19 \$45.73 \$3,658.40 \$95,118.40 31 \$51.54 \$4,123.20	\$40.98 \$3,278.40 \$85.238.40 20 \$46.19 \$3,695.20 \$96,075.20 32 \$52.05 \$4,164.00	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3,732.00 \$97,032.00 33 \$52.56 \$4,204.80	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3,769.60 \$98,009.60 34 \$53.11 \$4,248.80	\$42.21 \$3,376.80 \$87,796.80 23 \$47.59 \$3,807.20 \$98,987.20 35 \$53.63 \$4,290.40	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3.846.40 \$100,006.40 36 \$54.17 \$4.333.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.22 \$3,057.60 \$79.497.60 13 \$43.06 \$3,444.80 \$89,564.80 25 \$48.56	\$38.62 \$3,089.60 \$80.329.60 14 \$43.51 \$3,480.80 \$90,500.80 26 \$49.02	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80 27 \$49.53	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00 \$92,352.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94,182.40 30 \$51.00	\$40.55 \$3,244.00 \$84,344.00 19 \$45.73 \$3,658.40 \$95,118.40 31 \$51.54	\$40.98 \$3,278.40 \$85.238.40 20 \$46.19 \$3.695.20 \$96.075.20 32 \$52.05	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3,769.60 \$98,009.60 34 \$53.11	\$42.21 \$3,376.80 \$87,796.80 23 \$47.59 \$3,807.20 \$98,987.20 35 \$53.63	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3,846.40 \$100,006.40 36 \$54.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.22 \$3,057.60 \$79,497.60 13 \$43.06 \$3,444.80 \$89,564.80 25 \$48.56 \$3,884.80 \$101,004.80	\$38.62 \$3,089.60 \$80.329.60 14 \$43.51 \$3.480.80 \$90.500.80 26 \$49.02 \$3.921.60 \$101.961.60	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80 27 \$49.53 \$3.962.40 \$103.022.40	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00 \$92,352.00 28 \$50.00 \$4,000.00 \$104,000.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51 \$4,040.80 \$105,060.80	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94.182.40 30 \$51.00 \$4,080.00 \$106,080.00	\$40.55 \$3,244.00 \$84,344.00 19 \$45.73 \$3,658.40 \$95.118.40 31 \$51.54 \$4,123.20 \$107,203.20	\$40.98 \$3,278.40 \$85.238.40 20 \$46.19 \$3.695.20 \$96.075.20 32 \$52.05 \$4.164.00 \$108.264.00	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3,732.00 \$97,032.00 33 \$52.56 \$4,204.80 \$109,324.80	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3,769.60 \$98.009.60 34 \$53.11 \$4,248.80 \$110.468.80	\$42.21 \$3,376.80 \$87,796.80 23 \$47.59 \$3,807.20 \$98.987.20 35 \$53.63 \$4,290.40 \$111,550.40	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3.846.40 \$100,006.40 36 \$54.17 \$4,333.60 \$112.673.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.22 \$3,057.60 \$79.497.60 13 \$43.06 \$3,444.80 \$89.564.80 25 \$48.56 \$3,884.80 \$101.004.80	\$38.62 \$3,089.60 \$80,329.60 14 \$43.51 \$3,480.80 \$90,500.80 26 \$49.02 \$3,921.60 \$101,961.60	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80 27 \$49.53 \$3.962.40 \$103.022.40	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00 \$92,352.00 28 \$50.00 \$4,000.00 \$104,000.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51 \$4,040.80 \$105,060.80	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94,182.40 30 \$51.00 \$4,080.00 \$106,080.00	\$40.55 \$3,244.00 \$84.344.00 19 \$45.73 \$3,658.40 \$95.118.40 31 \$51.54 \$4.123.20 \$107.203.20	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3,695.20 \$96,075.20 32 \$52.05 \$4,164.00 \$108,264.00	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3,732.00 \$97,032.00 33 \$52.56 \$4,204.80 \$109,324.80	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3,769.60 \$98.009.60 34 \$53.11 \$4,248.80 \$110.468.80	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20 35 \$53.63 \$4.290.40 \$111.550.40	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3.846.40 \$100.006.40 36 \$54.17 \$4.333.60 \$112.673.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv	\$38.22 \$3,057.60 \$79,497.60 13 \$43.06 \$3,444.80 \$89,564.80 25 \$48.56 \$3,884.80 \$101.004.80	\$38.62 \$3,089.60 \$80,329.60 14 \$43.51 \$3,480.80 \$90,500.80 26 \$49.02 \$3,921.60 \$101.961.60	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80 27 \$49.53 \$3,962.40 \$103.022.40	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3.552.00 \$92,352.00 28 \$50.00 \$4,000.00 \$104,000.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51 \$4,040.80 \$105,060.80	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94,182.40 30 \$51.00 \$4,080.00 \$106,080.00	\$40.55 \$3,244.00 \$84,344.00 19 \$45.73 \$3.658.40 \$95,118.40 31 \$51.54 \$4,123.20 \$107,203.20	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3,695.20 \$96,075.20 32 \$52.05 \$4,164.00 \$108,264.00	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3.732.00 \$97.032.00 33 \$52.56 \$4.204.80 \$109.324.80	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3,769.60 \$98.009.60 34 \$53.11 \$4,248.80 \$110.468.80	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20 35 \$53.63 \$4,290.40 \$111.550.40	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3.846.40 \$100.006.40 36 \$54.17 \$4,333.60 \$112.673.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$38.22 \$3,057.60 \$79,497.60 13 \$43.06 \$3,444.80 \$89,564.80 25 \$48.56 \$3,884.80 \$101,004.80	\$38.62 \$3,089.60 \$80.329.60 14 \$43.51 \$3.480.80 \$90.500.80 26 \$49.02 \$3,921.60 \$101.961.60 38 \$55.27 \$4.421.60	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80 27 \$49.53 \$3.962.40 \$103.022.40 39 \$55.81 \$4.464.80	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00 \$92,352.00 28 \$50.00 \$4,000.00 \$104,000.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51 \$4,040.80 \$105,060.80 41 \$56.93 \$4,554.40	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94,182.40 30 \$51.00 \$4,080.00 \$106,080.00	\$40.55 \$3,244.00 \$84,344.00 \$19 \$45.73 \$3,658.40 \$95,118.40 31 \$51.54 \$4,123.20 \$107,203.20 43 \$58.06 \$4,644.80	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3,695.20 \$96.075.20 32 \$52.05 \$4,164.00 \$108,264.00 44 \$58.66 \$4,692.80	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3.732.00 \$97.032.00 33 \$52.56 \$4.204.80 \$109.324.80 45 \$59.24 \$4,739.20	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3.769.60 \$98.009.60 34 \$53.11 \$4.248.80 \$110.468.80 46 \$59.83 \$4.786.40	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20 35 \$53.63 \$4.290.40 \$111.550.40 47 \$60.41 \$4.832.80	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3.846.40 \$100.006.40 36 \$54.17 \$4,333.60 \$112,673.60 48 \$61.04 \$4.883.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv	\$38.22 \$3,057.60 \$79,497.60 13 \$43.06 \$3,444.80 \$89,564.80 25 \$48.56 \$3,884.80 \$101.004.80	\$38.62 \$3,089.60 \$80,329.60 14 \$43.51 \$3,480.80 \$90,500.80 26 \$49.02 \$3,921.60 \$101.961.60	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80 27 \$49.53 \$3,962.40 \$103.022.40	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3.552.00 \$92,352.00 28 \$50.00 \$4,000.00 \$104,000.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51 \$4,040.80 \$105,060.80	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94,182.40 30 \$51.00 \$4,080.00 \$106,080.00	\$40.55 \$3,244.00 \$84,344.00 19 \$45.73 \$3.658.40 \$95,118.40 31 \$51.54 \$4,123.20 \$107,203.20	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3,695.20 \$96,075.20 32 \$52.05 \$4,164.00 \$108,264.00	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3.732.00 \$97.032.00 33 \$52.56 \$4.204.80 \$109.324.80	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3,769.60 \$98.009.60 34 \$53.11 \$4,248.80 \$110.468.80	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20 35 \$53.63 \$4,290.40 \$111.550.40	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3.846.40 \$100.006.40 36 \$54.17 \$4,333.60 \$112.673.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$38.22 \$3,057.60 \$79.497.60 13 \$43.06 \$3,444.80 \$89,564.80 25 \$48.56 \$3,884.80 \$101.004.80 37 \$54.71 \$4,376.80 \$113,796.80	\$38.62 \$3,089.60 \$80.329.60 14 \$43.51 \$3,480.80 \$90.500.80 26 \$49.02 \$3,921.60 \$101.961.60 38 \$55.27 \$4,421.60 \$114,961.60	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3,516.80 \$91.436.80 27 \$49.53 \$3,962.40 \$103.022.40 39 \$55.81 \$4.464.80 \$116.084.80	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00 \$92,352.00 28 \$50.00 \$4,000.00 \$104,000.00 \$104,000.00 \$117,208.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51 \$4,040.80 \$105,060.80 41 \$56.93 \$4,554.40 \$118,414.40	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94,182.40 30 \$51.00 \$4,080.00 \$106,080.00 42 \$57.49 \$4,599.20 \$119,579.20	\$40.55 \$3,244.00 \$84,344.00 \$19 \$45.73 \$3,658.40 \$95,118.40 \$11 \$51.54 \$4,123.20 \$107,203.20 \$107,203.20 \$107,203.20	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3,695.20 \$96.075.20 32 \$52.05 \$4,164.00 \$108,264.00 44 \$58.66 \$4,692.80	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3.732.00 \$97.032.00 33 \$52.56 \$4.204.80 \$109.324.80 45 \$59.24 \$4,739.20	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3.769.60 \$98.009.60 34 \$53.11 \$4.248.80 \$110.468.80 46 \$59.83 \$4.786.40	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20 35 \$53.63 \$4.290.40 \$111.550.40 47 \$60.41 \$4.832.80	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3.846.40 \$100.006.40 36 \$54.17 \$4,333.60 \$112.673.60 48 \$61.04 \$4,883.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$38.22 \$3,057.60 \$79.497.60 13 \$43.06 \$3,444.80 \$89.564.80 25 \$48.56 \$3,884.80 \$101.004.80 37 \$54.71 \$4.376.80 \$113,796.80	\$38.62 \$3,089.60 \$80.329.60 14 \$43.51 \$3,480.80 \$90.500.80 26 \$49.02 \$3,921.60 \$101.961.60 38 \$55.27 \$4,421.60 \$114,961.60	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3,516.80 \$91.436.80 27 \$49.53 \$3,962.40 \$103.022.40 39 \$55.81 \$4.464.80 \$116.084.80	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3,552.00 \$92,352.00 28 \$50.00 \$4,000.00 \$104,000.00 40 \$56.35 \$4,508.00 \$117,208.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51 \$4,040.80 \$105.060.80 41 \$56.93 \$4,554.40 \$118,414.40	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94,182.40 30 \$51.00 \$4.080.00 \$106,080.00 42 \$57.49 \$4,599.20 \$119,579.20	\$40.55 \$3,244.00 \$84,344.00 \$84,344.00 19 \$45.73 \$3,658.40 \$95,118.40 31 \$51.54 \$4,123.20 \$107.203.20 43 \$58.06 \$4,644.80 \$120,764.80	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3,695.20 \$96.075.20 32 \$52.05 \$4,164.00 \$108,264.00 44 \$58.66 \$4,692.80	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3.732.00 \$97.032.00 33 \$52.56 \$4.204.80 \$109.324.80 45 \$59.24 \$4,739.20	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3.769.60 \$98.009.60 34 \$53.11 \$4.248.80 \$110.468.80 46 \$59.83 \$4.786.40	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20 35 \$53.63 \$4.290.40 \$111.550.40 47 \$60.41 \$4.832.80	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3.846.40 \$100.006.40 36 \$54.17 \$4,333.60 \$112,673.60 48 \$61.04 \$4.883.20
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	\$38.22 \$3,057.60 \$79.497.60 13 \$43.06 \$3,444.80 \$89.564.80 25 \$48.56 \$3,884.80 \$101.004.80 37 \$54.71 \$4,376.80 \$113,796.80	\$38.62 \$3,089.60 \$80.329.60 14 \$43.51 \$3,480.80 \$90.500.80 26 \$49.02 \$3,921.60 \$101.961.60 38 \$55.27 \$4,421.60 \$114.961.60	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3,516.80 \$91.436.80 27 \$49.53 \$3,962.40 \$103,022.40 39 \$55.81 \$4.464.80 \$116.084.80	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3.552.00 \$92.352.00 28 \$50.00 \$4,000.00 \$104.000.00 40 \$56.35 \$4,508.00 \$117.208.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51 \$4,040.80 \$105.060.80 41 \$56.93 \$4,554.40 \$118,414.40	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94,182.40 30 \$51.00 \$4,080.00 \$106,080.00 42 \$57.49 \$4,599.20 \$119,579.20	\$40.55 \$3,244.00 \$84,344.00 \$84,344.00 19 \$45.73 \$3,658.40 \$95,118.40 31 \$51.54 \$4,123.20 \$107.203.20 43 \$58.06 \$4,644.80 \$120,764.80	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3,695.20 \$96.075.20 32 \$52.05 \$4,164.00 \$108,264.00 44 \$58.66 \$4,692.80	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3.732.00 \$97.032.00 33 \$52.56 \$4.204.80 \$109.324.80 45 \$59.24 \$4,739.20	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3.769.60 \$98.009.60 34 \$53.11 \$4.248.80 \$110.468.80 46 \$59.83 \$4.786.40	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20 35 \$53.63 \$4.290.40 \$111.550.40 47 \$60.41 \$4.832.80	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3.846.40 \$100.006.40 36 \$54.17 \$4,333.60 \$112,673.60 48 \$61.04 \$4.883.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.22 \$3,057.60 \$79.497.60 \$13 \$43.06 \$3,444.80 \$89.564.80 \$25 \$48.56 \$3,884.80 \$101.004.80 \$7 \$54.71 \$4,376.80 \$113,796.80 \$49 \$61.64 \$4,931.20	\$38.62 \$3,089.60 \$80.329.60 14 \$43.51 \$3,480.80 \$90.500.80 26 \$49.02 \$3,921.60 \$101.961.60 38 \$55.27 \$4,421.60 \$114.961.60 50 \$62.27 \$4,981.60	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3.516.80 \$91.436.80 27 \$49.53 \$3.962.40 \$103.022.40 39 \$55.81 \$4,464.80 \$116.084.80 51 \$62.89 \$5.031.20	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3.552.00 \$92.352.00 28 \$50.00 \$4,000.00 \$104,000.00 \$104,000.00 \$117,208.00 \$117,208.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51 \$4,040.80 \$105.060.80 41 \$56.93 \$4,554.40 \$118,414.40 53 \$64.16 \$5,132.80	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94,182.40 30 \$51.00 \$4,080.00 \$106,080.00 42 \$57.49 \$4,599.20 \$119,579.20 54	\$40.55 \$3,244.00 \$84,344.00 \$84,344.00 \$19 \$45.73 \$3,658.40 \$95,118.40 \$107,203.20 \$107,203.20 \$107,203.20 \$107,203.20 \$107,203.20 \$107,203.20	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3,695.20 \$96.075.20 32 \$52.05 \$4,164.00 \$108,264.00 44 \$58.66 \$4,692.80	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3.732.00 \$97.032.00 33 \$52.56 \$4.204.80 \$109.324.80 45 \$59.24 \$4,739.20	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3.769.60 \$98.009.60 34 \$53.11 \$4.248.80 \$110.468.80 46 \$59.83 \$4.786.40	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20 35 \$53.63 \$4.290.40 \$111.550.40 47 \$60.41 \$4.832.80	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3.846.40 \$100.006.40 36 \$54.17 \$4,333.60 \$112,673.60 48 \$61.04 \$4.883.20
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	\$38.22 \$3,057.60 \$79.497.60 13 \$43.06 \$3,444.80 \$89.564.80 25 \$48.56 \$3,884.80 \$101.004.80 37 \$54.71 \$4,376.80 \$113,796.80	\$38.62 \$3,089.60 \$80.329.60 14 \$43.51 \$3,480.80 \$90.500.80 26 \$49.02 \$3,921.60 \$101.961.60 38 \$55.27 \$4,421.60 \$114.961.60	\$38.99 \$3,119.20 \$81.099.20 15 \$43.96 \$3,516.80 \$91.436.80 27 \$49.53 \$3,962.40 \$103,022.40 39 \$55.81 \$4.464.80 \$116.084.80	\$39.39 \$3,151.20 \$81,931.20 16 \$44.40 \$3.552.00 \$92.352.00 28 \$50.00 \$4,000.00 \$104.000.00 40 \$56.35 \$4,508.00 \$117.208.00	\$39.79 \$3,183.20 \$82,763.20 17 \$44.84 \$3,587.20 \$93,267.20 29 \$50.51 \$4,040.80 \$105.060.80 41 \$56.93 \$4,554.40 \$118,414.40	\$40.17 \$3,213.60 \$83,553.60 18 \$45.28 \$3,622.40 \$94,182.40 30 \$51.00 \$4,080.00 \$106,080.00 42 \$57.49 \$4,599.20 \$119,579.20	\$40.55 \$3,244.00 \$84,344.00 \$84,344.00 19 \$45.73 \$3,658.40 \$95,118.40 31 \$51.54 \$4,123.20 \$107.203.20 43 \$58.06 \$4,644.80 \$120,764.80	\$40.98 \$3,278.40 \$85,238.40 20 \$46.19 \$3,695.20 \$96.075.20 32 \$52.05 \$4,164.00 \$108,264.00 44 \$58.66 \$4,692.80	\$41.39 \$3,311.20 \$86.091.20 21 \$46.65 \$3.732.00 \$97.032.00 33 \$52.56 \$4.204.80 \$109.324.80 45 \$59.24 \$4,739.20	\$41.80 \$3,344.00 \$86.944.00 22 \$47.12 \$3.769.60 \$98.009.60 34 \$53.11 \$4.248.80 \$110.468.80 46 \$59.83 \$4.786.40	\$42.21 \$3,376.80 \$87.796.80 23 \$47.59 \$3.807.20 \$98.987.20 35 \$53.63 \$4.290.40 \$111.550.40 47 \$60.41 \$4.832.80	\$42.66 \$3,412.80 \$88.732.80 24 \$48.08 \$3.846.40 \$100.006.40 36 \$54.17 \$4,333.60 \$112,673.60 48 \$61.04 \$4.883.20

(Non-bargaining unit)

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

	_	_	_		_		_	•	•			
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$43.06	\$43.51	\$43.96	\$44.40	\$44.84	\$45.28	\$45.73	\$46.19	\$46.65	\$47.12	\$47.59	\$48.08
Biweekly	\$3,444.80	\$3,480.80	\$3,516.80	\$3,552.00	\$3,587.20	\$3,622.40	\$3,658.40	\$3,695.20	\$3,732.00	\$3,769.60	\$3,807.20	\$3,846.40
Annually	\$89,564.80	\$90,500.80	\$91,436.80	\$92,352.00	\$93,267.20	\$94,182.40	\$95,118.40	\$96,075.20	\$97,032.00	\$98,009.60	\$98,987.20	\$100,006.40
-												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$48.56	\$49.02	\$49.53	\$50.00	\$50.51	\$51.00	\$51.54	\$52.05	\$52.56	\$53.11	\$53.63	\$54.17
Biweekly	\$3,884.80	\$3,921.60	\$3,962.40	\$4,000.00	\$4,040.80	\$4,080.00	\$4,123.20	\$4,164.00	\$4,204.80	\$4,248.80	\$4,290.40	\$4,333.60
Annually	\$101,004.80	\$101,961.60	\$103,022.40	\$104,000.00	\$105,060.80	\$106,080.00	\$107,203.20	\$108,264.00	\$109,324.80	\$110,468.80	\$111,550.40	\$112,673.60
7 time dany	3101,001.00	3101,301.00	3103,022.10	310 1,000.00	3103,000.00	\$100,000.00	J107,203.20	3100,201.00	J105,52 1.00	J110,100.00	3111,330.10	J112,075.00
Steps												2.0
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$54.71	\$55.27	\$55.81	\$56.35	\$56.93	\$57.49	\$58.06	\$58.66	\$59.24	\$59.83	\$60.41	\$61.04
Biweekly	\$4,376.80	\$4,421.60	\$4,464.80	\$4,508.00	\$4,554.40	\$4,599.20	\$4,644.80	\$4,692.80	\$4,739.20	\$4,786.40	\$4,832.80	\$4,883.20
Annually	\$113,796.80	\$114,961.60	\$116,084.80	\$117,208.00	\$118,414.40	\$119,579.20	\$120,764.80	\$122,012.80	\$123,219.20	\$124,446.40	\$125,652.80	\$126,963.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$61.64	\$62.27	\$62.89	\$63.52	\$64.16	\$64.80	\$65.44	\$66.10	\$66.75	\$67.43	\$68.09	\$68.77
Biweekly	\$4,931.20	\$4,981.60	\$5,031.20	\$5,081.60	\$5,132.80	\$5,184.00	\$5,235.20	\$5,288.00	\$5,340.00	\$5,394.40	\$5,447.20	\$5,501.60
Annually	\$128,211.20	\$129,521.60	\$130,811.20	\$132,121.60	\$133,452.80	\$134,784.00	\$136,115.20	\$137,488.00	\$138,840.00	\$140,254.40	\$141,627.20	\$143,041.60
Aillidally	\$120,211.20	\$125,521.00	\$150,811.20	\$152,121.00	\$155,452.60	\$154,764.00	\$150,115.20	3137,400.00	3130,040.00	\$140,234.40	\$141,027.20	\$145,041.00
Steps	49	50	51	52	53	54	55					
Hande	\$69.46	\$70.17	\$70.86	\$71.57	\$72.28	\$73.01	\$73.75					
Hourly	•											
Biweekly	\$5,556.80	\$5,613.60	\$5,668.80	\$5,725.60	\$5,782.40	\$5,840.80	\$5,900.00					
Annually	\$144,476.80	\$145,953.60	\$147,388.80	\$148,865.60	\$150,342.40	\$151,860.80	\$153,400.00					
0 1 04												
Grade 84												
	1	2	2	4	E	6	7	0	۵	10	11	12
Steps	1 \$47.12	2	3	4	5 \$40.02	6	7	8 ¢=0 =1	9 ¢=1.00	10 651 54	11 ¢52.05	12 ¢=2 =6
Steps Hourly	\$47.12	\$47.59	\$48.08	\$48.56	\$49.02	\$49.53	\$50.00	\$50.51	\$51.00	\$51.54	\$52.05	\$52.56
Steps Hourly Biweekly	\$47.12 \$3,769.60	\$47.59 \$3,807.20	\$48.08 \$3,846.40	\$48.56 \$3,884.80	\$49.02 \$3,921.60	\$49.53 \$3,962.40	\$50.00 \$4,000.00	\$50.51 \$4,040.80	\$51.00 \$4,080.00	\$51.54 \$4,123.20	\$52.05 \$4,164.00	\$52.56 \$4,204.80
Steps Hourly	\$47.12	\$47.59	\$48.08	\$48.56	\$49.02	\$49.53	\$50.00	\$50.51	\$51.00	\$51.54	\$52.05	\$52.56
Steps Hourly Biweekly Annually	\$47.12 \$3,769.60 \$98,009.60	\$47.59 \$3,807.20 \$98,987.20	\$48.08 \$3,846.40 \$100,006.40	\$48.56 \$3,884.80 \$101,004.80	\$49.02 \$3,921.60 \$101,961.60	\$49.53 \$3,962.40 \$103,022.40	\$50.00 \$4,000.00 \$104,000.00	\$50.51 \$4,040.80 \$105,060.80	\$51.00 \$4,080.00 \$106,080.00	\$51.54 \$4,123.20 \$107,203.20	\$52.05 \$4,164.00 \$108,264.00	\$52.56 \$4,204.80 \$109,324.80
Steps Hourly Biweekly Annually Steps	\$47.12 \$3,769.60 \$98,009.60	\$47.59 \$3,807.20 \$98,987.20	\$48.08 \$3,846.40 \$100,006.40	\$48.56 \$3,884.80 \$101,004.80	\$49.02 \$3,921.60 \$101.961.60	\$49.53 \$3,962.40 \$103,022.40	\$50.00 \$4,000.00 \$104,000.00	\$50.51 \$4,040.80 \$105,060.80	\$51.00 \$4,080.00 \$106,080.00	\$51.54 \$4,123.20 \$107.203.20	\$52.05 \$4,164.00 \$108,264.00	\$52.56 \$4,204.80 \$109,324.80
Steps Hourly Biweekly Annually Steps Hourly	\$47.12 \$3,769.60 \$98,009.60 13 \$53.11	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63	\$48.08 \$3,846.40 \$100,006.40 15 \$54.17	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27	\$49.53 \$3,962.40 \$103,022.40 18 \$55.81	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35	\$50.51 \$4,040.80 \$105,060.80 20 \$56.93	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49	\$51.54 \$4,123.20 \$107,203.20 22 \$58.06	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66	\$52.56 \$4,204.80 \$109,324.80 24 \$59.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$47.12 \$3,769.60 \$98,009.60 13 \$53.11 \$4,248.80	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40	\$48.08 \$3,846.40 \$100,006.40 15 \$54.17 \$4,333.60	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4,376.80	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60	\$49.53 \$3,962.40 \$103,022.40 18 \$55.81 \$4,464.80	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35 \$4,508.00	\$50.51 \$4,040.80 \$105,060.80 20 \$56.93 \$4,554.40	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49 \$4,599.20	\$51.54 \$4,123.20 \$107,203.20 22 \$58.06 \$4,644.80	\$52.05 \$4,164.00 \$108,264.00 23 \$58.66 \$4,692.80	\$52.56 \$4,204.80 \$109,324.80 24 \$59.24 \$4,739.20
Steps Hourly Biweekly Annually Steps Hourly	\$47.12 \$3,769.60 \$98,009.60 13 \$53.11	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63	\$48.08 \$3,846.40 \$100,006.40 15 \$54.17	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27	\$49.53 \$3,962.40 \$103,022.40 18 \$55.81	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35	\$50.51 \$4,040.80 \$105,060.80 20 \$56.93	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49	\$51.54 \$4,123.20 \$107,203.20 22 \$58.06	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66	\$52.56 \$4,204.80 \$109,324.80 24 \$59.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$47.12 \$3,769.60 \$98,009.60 13 \$53.11 \$4,248.80	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40	\$48.08 \$3,846.40 \$100,006.40 15 \$54.17 \$4,333.60	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4,376.80	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60	\$49.53 \$3,962.40 \$103,022.40 18 \$55.81 \$4,464.80	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35 \$4,508.00	\$50.51 \$4,040.80 \$105,060.80 20 \$56.93 \$4,554.40	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49 \$4,599.20	\$51.54 \$4,123.20 \$107,203.20 22 \$58.06 \$4,644.80	\$52.05 \$4,164.00 \$108,264.00 23 \$58.66 \$4,692.80	\$52.56 \$4,204.80 \$109,324.80 24 \$59.24 \$4,739.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$47.12 \$3,769.60 \$98,009.60 13 \$53.11 \$4,248.80	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40	\$48.08 \$3,846.40 \$100,006.40 15 \$54.17 \$4,333.60	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4,376.80	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60	\$49.53 \$3,962.40 \$103,022.40 18 \$55.81 \$4,464.80	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35 \$4,508.00	\$50.51 \$4,040.80 \$105,060.80 20 \$56.93 \$4,554.40	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49 \$4,599.20	\$51.54 \$4,123.20 \$107,203.20 22 \$58.06 \$4,644.80	\$52.05 \$4,164.00 \$108,264.00 23 \$58.66 \$4,692.80	\$52.56 \$4,204.80 \$109,324.80 24 \$59.24 \$4,739.20 \$123,219.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$47.12 \$3,769.60 \$98,009.60 13 \$53.11 \$4,248.80 \$110,468.80	\$47.59 \$3,807.20 \$98.987.20 14 \$53.63 \$4,290.40 \$111.550.40	\$48.08 \$3,846.40 \$100,006.40 15 \$54.17 \$4,333.60 \$112.673.60	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4,376.80 \$113,796.80	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60	\$49.53 \$3,962.40 \$103,022.40 18 \$55.81 \$4,464.80 \$116.084.80	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35 \$4,508.00 \$117,208.00	\$50.51 \$4,040.80 \$105,060.80 20 \$56.93 \$4,554.40 \$118,414.40	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119.579.20	\$51.54 \$4,123.20 \$107,203.20 22 \$58.06 \$4,644.80 \$120.764.80	\$52.05 \$4,164.00 \$108,264.00 23 \$58.66 \$4,692.80 \$122.012.80	\$52.56 \$4,204.80 \$109,324.80 24 \$59.24 \$4,739.20 \$123,219.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$47.12 \$3,769.60 \$98.009.60 13 \$53.11 \$4,248.80 \$110,468.80 25 \$59.83	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40 \$111,550.40	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112,673.60 27 \$61.04	\$48.56 \$3,884.80 \$101.004.80 16 \$54.71 \$4.376.80 \$113.796.80 28 \$61.64	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60 29 \$62.27	\$49.53 \$3,962.40 \$103,022.40 18 \$55.81 \$4,464.80 \$116,084.80 30 \$62.89	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35 \$4,508.00 \$117,208.00	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4,554.40 \$118,414.40	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20	\$51.54 \$4,123.20 \$107,203.20 22 \$58.06 \$4,644.80 \$120,764.80	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4.692.80 \$122.012.80 35 \$66.10	\$52.56 \$4,204.80 \$109.324.80 24 \$59.24 \$4,739.20 \$123,219.20 36 \$66.75
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$47.12 \$3,769.60 \$98.009.60 13 \$53.11 \$4,248.80 \$110.468.80 25 \$59.83 \$4,786.40	\$47.59 \$3,807.20 \$98.987.20 14 \$53.63 \$4,290.40 \$111.550.40 26 \$60.41 \$4,832.80	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112.673.60 27 \$61.04 \$4,883.20	\$48.56 \$3,884.80 \$101.004.80 16 \$54.71 \$4,376.80 \$113.796.80 28 \$61.64 \$4,931.20	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114.961.60 29 \$62.27 \$4,981.60	\$49.53 \$3,962.40 \$103,022.40 18 \$55.81 \$4,464.80 \$116,084.80 30 \$62.89 \$5,031.20	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35 \$4,508.00 \$117,208.00 31 \$63.52 \$5,081.60	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4,554.40 \$118,414.40 32 \$64.16 \$5,132.80	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20 33 \$64.80 \$5,184.00	\$51.54 \$4,123.20 \$107,203.20 22 \$58.06 \$4,644.80 \$120,764.80 34 \$65.44 \$5,235.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4.692.80 \$122.012.80 35 \$66.10 \$5.288.00	\$52.56 \$4,204.80 \$109.324.80 24 \$59.24 \$4,739.20 \$123.219.20 36 \$66.75 \$5.340.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$47.12 \$3,769.60 \$98.009.60 13 \$53.11 \$4,248.80 \$110,468.80 25 \$59.83	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40 \$111,550.40	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112,673.60 27 \$61.04	\$48.56 \$3,884.80 \$101.004.80 16 \$54.71 \$4.376.80 \$113.796.80 28 \$61.64	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60 29 \$62.27	\$49.53 \$3,962.40 \$103,022.40 18 \$55.81 \$4,464.80 \$116,084.80 30 \$62.89	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35 \$4,508.00 \$117,208.00	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4,554.40 \$118,414.40	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20	\$51.54 \$4,123.20 \$107,203.20 22 \$58.06 \$4,644.80 \$120,764.80	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4.692.80 \$122.012.80 35 \$66.10	\$52.56 \$4,204.80 \$109.324.80 24 \$59.24 \$4,739.20 \$123,219.20 36 \$66.75
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.12 \$3,769.60 \$98.009.60 13 \$53.11 \$4,248.80 \$110.468.80 25 \$59.83 \$4,786.40 \$124,446.40	\$47.59 \$3,807.20 \$98.987.20 14 \$53.63 \$4,290.40 \$111.550.40 26 \$60.41 \$4,832.80 \$125,652.80	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112.673.60 27 \$61.04 \$4,883.20 \$126,963.20	\$48.56 \$3,884.80 \$101.004.80 16 \$54.71 \$4,376.80 \$113.796.80 28 \$61.64 \$4,931.20 \$128,211.20	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114.961.60 29 \$62.27 \$4,981.60 \$129,521.60	\$49.53 \$3,962.40 \$103.022.40 18 \$55.81 \$4,464.80 \$116.084.80 30 \$62.89 \$5,031.20 \$130.811.20	\$50.00 \$4,000.00 \$104,000.00 \$104,000.00 19 \$56.35 \$4,508.00 \$117,208.00 31 \$63.52 \$5,081.60 \$132,121.60	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4,554.40 \$118,414.40 32 \$64.16 \$5,132.80 \$133,452.80	\$51.00 \$4,080.00 \$106.080.00 \$1706.080.00 \$106.080.00 \$119.579.20 \$119.579.20 \$119.579.20 \$134.784.00 \$134.784.00	\$51.54 \$4,123.20 \$107,203.20 22 \$58.06 \$4,644.80 \$120.764.80 34 \$65.44 \$5,235.20 \$136,115.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4.692.80 \$122.012.80 35 \$66.10 \$5.288.00 \$137.488.00	\$52.56 \$4,204.80 \$109.324.80 24 \$59.24 \$4,739.20 \$123,219.20 36 \$66.75 \$5,340.00 \$138,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$47.12 \$3,769.60 \$98.009.60 13 \$53.11 \$4,248.80 \$110,468.80 25 \$59.83 \$4,786.40 \$124,446.40	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40 \$111.550.40 26 \$60.41 \$4,832.80 \$125,652.80	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112.673.60 27 \$61.04 \$4,883.20 \$126,963.20	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4.376.80 \$113.796.80 28 \$61.64 \$4,931.20 \$128,211.20	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60 29 \$62.27 \$4,981.60 \$129.521.60	\$49.53 \$3,962.40 \$103.022.40 18 \$55.81 \$4,464.80 \$116.084.80 30 \$62.89 \$5,031.20 \$130.811.20	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35 \$4,508.00 \$117,208.00 31 \$63.52 \$5,081.60 \$132,121.60	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4,554.40 \$118.414.40 32 \$64.16 \$5,132.80 \$133.452.80	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20 33 \$64.80 \$5,184.00 \$134,784.00	\$51.54 \$4,123.20 \$107,203.20 22 \$58.06 \$4,644.80 \$120.764.80 34 \$65.44 \$5,235.20 \$136,115.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4.692.80 \$122.012.80 35 \$66.10 \$5.288.00 \$137.488.00	\$52.56 \$4,204.80 \$109.324.80 24 \$59.24 \$4,739.20 \$123.219.20 36 \$66.75 \$5.340.00 \$138.840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.12 \$3,769.60 \$98.009.60 13 \$53.11 \$4,248.80 \$110.468.80 25 \$59.83 \$4,786.40 \$124.446.40	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40 \$111.550.40 26 \$60.41 \$4,832.80 \$125,652.80 38 \$68.09	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112.673.60 27 \$61.04 \$4,883.20 \$126,963.20	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4.376.80 \$113.796.80 28 \$61.64 \$4,931.20 \$128,211.20	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60 29 \$62.27 \$4,981.60 \$129,521.60	\$49.53 \$3,962.40 \$103.022.40 18 \$55.81 \$4,464.80 \$116.084.80 30 \$62.89 \$5,031.20 \$130.811.20	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35 \$4.508.00 \$117,208.00 31 \$63.52 \$5,081.60 \$132,121.60	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4,554.40 \$118.414.40 32 \$64.16 \$5.132.80 \$133.452.80	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20 33 \$64.80 \$5,184.00 \$134,784.00	\$51.54 \$4,123.20 \$107.203.20 22 \$58.06 \$4,644.80 \$120.764.80 34 \$65.44 \$5.235.20 \$136,115.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4.692.80 \$122.012.80 35 \$66.10 \$5,288.00 \$137,488.00	\$52.56 \$4,204.80 \$109.324.80 24 \$59.24 \$4,739.20 \$123.219.20 36 \$66.75 \$5.340.00 \$138.840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.12 \$3,769.60 \$98.009.60 13 \$53.11 \$4,248.80 \$110,468.80 25 \$59.83 \$4,786.40 \$124,446.40 37 \$67.43 \$5.394.40	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40 \$111.550.40 26 \$60.41 \$4,832.80 \$125,652.80 38 \$68.09 \$5,447.20	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112.673.60 27 \$61.04 \$4,883.20 \$126,963.20 39 \$68.77 \$5,501.60	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4.376.80 \$113.796.80 28 \$61.64 \$4.931.20 \$128,211.20 40 \$69.46 \$5.556.80	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60 29 \$62.27 \$4,981.60 \$129,521.60 41 \$70.17 \$5,613.60	\$49.53 \$3,962.40 \$103.022.40 18 \$55.81 \$4,464.80 \$116.084.80 30 \$62.89 \$5.031.20 \$130,811.20 42 \$70.86 \$5.668.80	\$50.00 \$4,000.00 \$104,000.00 \$104,000.00 \$19 \$56.35 \$4,508.00 \$117,208.00 \$117,208.00 \$132,121.60 \$132,121.60	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4.554.40 \$118.414.40 32 \$64.16 \$5.132.80 \$133.452.80 44 \$72.28 \$5.782.40	\$51.00 \$4,080.00 \$106,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20 33 \$64.80 \$5,184.00 \$134,784.00 \$73.01 \$5,840.80	\$51.54 \$4,123.20 \$107.203.20 22 \$58.06 \$4,644.80 \$120.764.80 34 \$65.44 \$5.235.20 \$136,115.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4,692.80 \$122.012.80 35 \$66.10 \$5.288.00 \$137.488.00	\$52.56 \$4,204.80 \$109,324.80 24 \$59.24 \$4,739.20 \$123,219.20 36 \$66.75 \$5,340.00 \$138,840.00 48 \$75.22 \$6,017.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.12 \$3,769.60 \$98.009.60 13 \$53.11 \$4,248.80 \$110.468.80 25 \$59.83 \$4,786.40 \$124.446.40	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40 \$111.550.40 26 \$60.41 \$4,832.80 \$125,652.80 38 \$68.09	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112.673.60 27 \$61.04 \$4,883.20 \$126,963.20	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4.376.80 \$113.796.80 28 \$61.64 \$4,931.20 \$128,211.20	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60 29 \$62.27 \$4,981.60 \$129,521.60	\$49.53 \$3,962.40 \$103.022.40 18 \$55.81 \$4,464.80 \$116.084.80 30 \$62.89 \$5,031.20 \$130.811.20	\$50.00 \$4,000.00 \$104,000.00 19 \$56.35 \$4.508.00 \$117,208.00 31 \$63.52 \$5,081.60 \$132,121.60	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4,554.40 \$118.414.40 32 \$64.16 \$5.132.80 \$133.452.80	\$51.00 \$4,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20 33 \$64.80 \$5,184.00 \$134,784.00	\$51.54 \$4,123.20 \$107.203.20 22 \$58.06 \$4,644.80 \$120.764.80 34 \$65.44 \$5.235.20 \$136,115.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4.692.80 \$122.012.80 35 \$66.10 \$5,288.00 \$137,488.00	\$52.56 \$4,204.80 \$109,324.80 24 \$59.24 \$4,739.20 \$123,219.20 36 \$66.75 \$5,340.00 \$138,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.12 \$3,769.60 \$98,009.60 13 \$53.11 \$4,248.80 \$110.468.80 25 \$59.83 \$4,786.40 \$124,446.40 37 \$67.43 \$5,394.40 \$140.254.40	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40 \$111,550.40 26 \$60.41 \$4,832.80 \$125,652.80 38 \$68.09 \$5,447.20 \$141,627.20	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112.673.60 27 \$61.04 \$4,883.20 \$126,963.20 39 \$68.77 \$5,501.60 \$143,041.60	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4.376.80 \$113,796.80 28 \$61.64 \$4,931.20 \$128,211.20 40 \$69.46 \$5.556.80 \$144,476.80	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60 29 \$62.27 \$4,981.60 \$129,521.60 41 \$70.17 \$5,613.60 \$145,953.60	\$49.53 \$3,962.40 \$103.022.40 18 \$55.81 \$4.464.80 \$116.084.80 30 \$62.89 \$5.031.20 \$130.811.20 42 \$70.86 \$5.668.80 \$147.388.80	\$50.00 \$4,000.00 \$104,000.00 \$104,000.00 \$19 \$56.35 \$4,508.00 \$117,208.00 \$117,208.00 \$132,121.60 \$132,121.60 \$71.57 \$5,725.60 \$148,865.60	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4.554.40 \$118.414.40 32 \$64.16 \$5.132.80 \$133.452.80 44 \$72.28 \$5.782.40	\$51.00 \$4,080.00 \$106,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20 33 \$64.80 \$5,184.00 \$134,784.00 \$73.01 \$5,840.80	\$51.54 \$4,123.20 \$107.203.20 22 \$58.06 \$4,644.80 \$120.764.80 34 \$65.44 \$5.235.20 \$136,115.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4,692.80 \$122.012.80 35 \$66.10 \$5.288.00 \$137.488.00	\$52.56 \$4,204.80 \$109,324.80 24 \$59.24 \$4,739.20 \$123,219.20 36 \$66.75 \$5,340.00 \$138,840.00 48 \$75.22 \$6,017.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$47.12 \$3,769.60 \$98,009.60 13 \$53.11 \$4,248.80 \$110,468.80 25 \$59.83 \$4,786.40 \$124,446.40 37 \$67.43 \$5,394.40 \$140,254.40	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40 \$111,550.40 26 \$60.41 \$4,832.80 \$125,652.80 38 \$68.09 \$5,447.20 \$141,627.20	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112.673.60 27 \$61.04 \$4,883.20 \$126,963.20 39 \$68.77 \$5,501.60 \$143,041.60	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4.376.80 \$113,796.80 28 \$61.64 \$4,931.20 \$128,211.20 40 \$69.46 \$5,556.80 \$144,476.80	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60 29 \$62.27 \$4,981.60 \$129,521.60 41 \$70.17 \$5,613.60 \$145,953.60	\$49.53 \$3,962.40 \$103.022.40 18 \$55.81 \$4,464.80 \$116.084.80 \$62.89 \$5.031.20 \$130.811.20 42 \$70.86 \$5,668.80 \$147.388.80	\$50.00 \$4,000.00 \$104,000.00 \$104,000.00 \$19 \$56.35 \$4,508.00 \$117,208.00 \$117,208.00 \$132,121.60 \$132,121.60 \$43 \$71.57 \$5,725.60 \$148,865.60	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4.554.40 \$118.414.40 32 \$64.16 \$5.132.80 \$133.452.80 44 \$72.28 \$5.782.40	\$51.00 \$4,080.00 \$106,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20 33 \$64.80 \$5,184.00 \$134,784.00 \$73.01 \$5,840.80	\$51.54 \$4,123.20 \$107.203.20 22 \$58.06 \$4,644.80 \$120.764.80 34 \$65.44 \$5.235.20 \$136,115.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4,692.80 \$122.012.80 35 \$66.10 \$5.288.00 \$137.488.00	\$52.56 \$4,204.80 \$109.324.80 24 \$59.24 \$4,739.20 \$123,219.20 36 \$66.75 \$5,340.00 \$138,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.12 \$3,769.60 \$98,009.60 13 \$53.11 \$4,248.80 \$110.468.80 25 \$59.83 \$4,786.40 \$124,446.40 37 \$67.43 \$5,394.40 \$140.254.40	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40 \$111,550.40 26 \$60.41 \$4,832.80 \$125,652.80 38 \$68.09 \$5,447.20 \$141,627.20	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112.673.60 27 \$61.04 \$4,883.20 \$126,963.20 39 \$68.77 \$5,501.60 \$143,041.60	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4.376.80 \$113,796.80 28 \$61.64 \$4,931.20 \$128,211.20 40 \$69.46 \$5.556.80 \$144,476.80	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60 29 \$62.27 \$4,981.60 \$129,521.60 41 \$70.17 \$5,613.60 \$145,953.60	\$49.53 \$3,962.40 \$103.022.40 18 \$55.81 \$4.464.80 \$116.084.80 30 \$62.89 \$5.031.20 \$130.811.20 42 \$70.86 \$5.668.80 \$147.388.80	\$50.00 \$4,000.00 \$104,000.00 \$104,000.00 \$19 \$56.35 \$4,508.00 \$117,208.00 \$117,208.00 \$132,121.60 \$132,121.60 \$71.57 \$5,725.60 \$148,865.60	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4.554.40 \$118.414.40 32 \$64.16 \$5.132.80 \$133.452.80 44 \$72.28 \$5.782.40	\$51.00 \$4,080.00 \$106,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20 33 \$64.80 \$5,184.00 \$134,784.00 \$73.01 \$5,840.80	\$51.54 \$4,123.20 \$107.203.20 22 \$58.06 \$4,644.80 \$120.764.80 34 \$65.44 \$5.235.20 \$136,115.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4,692.80 \$122.012.80 35 \$66.10 \$5.288.00 \$137.488.00	\$52.56 \$4,204.80 \$109.324.80 24 \$59.24 \$4,739.20 \$123,219.20 36 \$66.75 \$5,340.00 \$138,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$47.12 \$3,769.60 \$98,009.60 13 \$53.11 \$4,248.80 \$110,468.80 25 \$59.83 \$4,786.40 \$124,446.40 37 \$67.43 \$5,394.40 \$140,254.40	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40 \$111,550.40 26 \$60.41 \$4,832.80 \$125,652.80 38 \$68.09 \$5,447.20 \$141,627.20	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112.673.60 27 \$61.04 \$4,883.20 \$126,963.20 39 \$68.77 \$5,501.60 \$143,041.60	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4.376.80 \$113,796.80 28 \$61.64 \$4,931.20 \$128,211.20 40 \$69.46 \$5,556.80 \$144,476.80	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60 29 \$62.27 \$4,981.60 \$129,521.60 41 \$70.17 \$5,613.60 \$145,953.60	\$49.53 \$3,962.40 \$103.022.40 18 \$55.81 \$4,464.80 \$116.084.80 \$62.89 \$5.031.20 \$130.811.20 42 \$70.86 \$5,668.80 \$147.388.80	\$50.00 \$4,000.00 \$104,000.00 \$104,000.00 \$19 \$56.35 \$4,508.00 \$117,208.00 \$117,208.00 \$132,121.60 \$132,121.60 \$43 \$71.57 \$5,725.60 \$148,865.60	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4.554.40 \$118.414.40 32 \$64.16 \$5.132.80 \$133.452.80 44 \$72.28 \$5.782.40	\$51.00 \$4,080.00 \$106,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20 33 \$64.80 \$5,184.00 \$134,784.00 \$73.01 \$5,840.80	\$51.54 \$4,123.20 \$107.203.20 22 \$58.06 \$4,644.80 \$120.764.80 34 \$65.44 \$5.235.20 \$136,115.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4,692.80 \$122.012.80 35 \$66.10 \$5.288.00 \$137.488.00	\$52.56 \$4,204.80 \$109.324.80 24 \$59.24 \$4,739.20 \$123,219.20 36 \$66.75 \$5,340.00 \$138,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.12 \$3,769.60 \$98.009.60 13 \$53.11 \$4.248.80 \$110.468.80 25 \$59.83 \$4,786.40 \$124,446.40 37 \$67.43 \$5.394.40 \$140.254.40	\$47.59 \$3,807.20 \$98,987.20 \$14 \$53.63 \$4,290.40 \$111.550.40 \$60.41 \$4,832.80 \$125,652.80 \$88.09 \$5,447.20 \$141,627.20 \$76.73 \$6,138.40	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4,333.60 \$112.673.60 27 \$61.04 \$4,883.20 \$126.963.20 39 \$68.77 \$5,501.60 \$143.041.60 51 \$77.50 \$6,200.00	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4.376.80 \$113.796.80 28 \$61.64 \$4,931.20 \$128.211.20 40 \$69.46 \$5,556.80 \$144.476.80 52 \$78.28 \$6.262.40	\$49.02 \$3,921.60 \$101,961.60 17 \$55.27 \$4,421.60 \$114,961.60 29 \$62.27 \$4,981.60 \$129.521.60 41 \$70.17 \$5,613.60 \$145,953.60 53 \$79.07 \$6,325.60	\$49.53 \$3,962.40 \$103,022.40 18 \$55.81 \$4,464.80 \$116,084.80 30 \$62.89 \$5,031.20 \$130,811.20 42 \$70.86 \$5,668.80 \$147,388.80 54 \$79.84 \$6,387.20	\$50.00 \$4,000.00 \$104,000.00 \$104,000.00 \$104,000.00 \$117,208.00 \$117,208.00 \$117,208.00 \$132,121.60 \$132,121.60 \$43 \$71.57 \$5,725.60 \$148.865.60 \$55 \$80.64 \$6,451.20	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4.554.40 \$118.414.40 32 \$64.16 \$5.132.80 \$133.452.80 44 \$72.28 \$5.782.40	\$51.00 \$4,080.00 \$106,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20 33 \$64.80 \$5,184.00 \$134,784.00 \$73.01 \$5,840.80	\$51.54 \$4,123.20 \$107.203.20 22 \$58.06 \$4,644.80 \$120.764.80 34 \$65.44 \$5.235.20 \$136,115.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4,692.80 \$122.012.80 35 \$66.10 \$5.288.00 \$137.488.00	\$52.56 \$4,204.80 \$109.324.80 24 \$59.24 \$4,739.20 \$123,219.20 36 \$66.75 \$5,340.00 \$138,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.12 \$3,769.60 \$98,009.60 13 \$53.11 \$4,248.80 \$110,468.80 25 \$59.83 \$4,786.40 \$124,446.40 37 \$67.43 \$5,394.40 \$140,254.40	\$47.59 \$3,807.20 \$98,987.20 14 \$53.63 \$4,290.40 \$111.550.40 26 \$60.41 \$4,832.80 \$125.652.80 38 \$68.09 \$5,447.20 \$141.627.20	\$48.08 \$3,846.40 \$100.006.40 15 \$54.17 \$4.333.60 \$112.673.60 27 \$61.04 \$4,883.20 \$126.963.20 39 \$68.77 \$5,501.60 \$143,041.60 51 \$77.50	\$48.56 \$3,884.80 \$101,004.80 16 \$54.71 \$4.376.80 \$113,796.80 28 \$61.64 \$4,931.20 \$128.211.20 40 \$69.46 \$5,556.80 \$144,476.80 52 \$78.28	\$49.02 \$3,921.60 \$101.961.60 17 \$55.27 \$4,421.60 \$114.961.60 29 \$62.27 \$4,981.60 \$129.521.60 41 \$70.17 \$5,613.60 \$145,953.60	\$49.53 \$3,962.40 \$103.022.40 18 \$55.81 \$4.464.80 \$116.084.80 30 \$62.89 \$5.031.20 \$130.811.20 42 \$70.86 \$5.668.80 \$147.388.80	\$50.00 \$4,000.00 \$104,000.00 \$104,000.00 \$104,000.00 \$19 \$56.35 \$4,508.00 \$117,208.00 \$117,208.00 \$132,121.60 \$132,121.60 \$132,121.60 \$148,865.60 \$148,865.60	\$50.51 \$4,040.80 \$105.060.80 20 \$56.93 \$4.554.40 \$118.414.40 32 \$64.16 \$5.132.80 \$133.452.80 44 \$72.28 \$5.782.40	\$51.00 \$4,080.00 \$106,080.00 \$106,080.00 21 \$57.49 \$4,599.20 \$119,579.20 33 \$64.80 \$5,184.00 \$134,784.00 \$73.01 \$5,840.80	\$51.54 \$4,123.20 \$107.203.20 22 \$58.06 \$4,644.80 \$120.764.80 34 \$65.44 \$5.235.20 \$136,115.20	\$52.05 \$4,164.00 \$108.264.00 23 \$58.66 \$4,692.80 \$122.012.80 35 \$66.10 \$5.288.00 \$137.488.00	\$52.56 \$4,204.80 \$109.324.80 24 \$59.24 \$4,739.20 \$123,219.20 36 \$66.75 \$5,340.00 \$138,840.00

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$12.24	\$12.36	\$12.50	\$12.62	\$12.75	\$12.86	\$12.98	\$13.12	\$13.24	\$13.38	\$13.50	\$13.65
Biweekly	\$979.20	\$988.80	\$1,000.00	\$1,009.60	\$1,020.00	\$1,028.80	\$1,038.40	\$1,049.60	\$1,059.20	\$1,070.40	\$1,080.00	\$1,092.00
Annually	\$25,459.20	\$25,708.80	\$26,000.00	\$26,249.60	\$26,520.00	\$26,748.80	\$26,998.40	\$27,289.60	\$27,539.20	\$27,830.40	\$28,080.00	\$28,392.00
Ailliadily	\$25,455.20	323,700.00	320,000.00	320,243.00	\$20,320.00	320,740.00	320,330.40	327,203.00	327,333.20	327,030.40	320,000.00	320,332.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$13.80	\$13.92	\$14.07	\$14.21	\$14.34	\$14.48	\$14.62	\$14.79	\$14.93	\$15.08	\$15.23	\$15.39
Biweekly	\$1,104.00	\$1,113.60	\$1,125.60	\$1,136.80	\$1,147.20	\$1,158.40	\$1,169.60	\$1,183.20	\$1,194.40	\$1,206.40	\$1,218.40	\$1,231.20
Annually	\$28,704.00	\$28,953.60	\$29,265.60	\$29,556.80	\$29,827.20	\$30,118.40	\$30,409.60	\$30,763.20	\$31,054.40	\$31,366.40	\$31,678.40	\$32,011.20
, ,	\$20,70	420,550.00	023,203.00	Q23,330.00	V25,027.20	000,1101.10	\$30,.03.00	000,700.20	QQ 1,00 H 10	\$01,0000	402,070.10	002,011.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$15.53	\$15.70	\$15.83	\$15.98	\$16.16	\$16.31	\$16.50	\$16.65	\$16.82	\$16.98	\$17.15	\$17.32
Biweekly	\$1,242.40	\$1,256.00	\$1,266.40	\$1,278.40	\$1,292.80	\$1,304.80	\$1,320.00	\$1,332.00	\$1,345.60	\$1,358.40	\$1,372.00	\$1,385.60
-												
Annually	\$32,302.40	\$32,656.00	\$32,926.40	\$33,238.40	\$33,612.80	\$33,924.80	\$34,320.00	\$34,632.00	\$34,985.60	\$35,318.40	\$35,672.00	\$36,025.60
Steps												
•	37 \$17.50	38 \$17.69	39 \$17.86	40 \$18.03	41	42	43	44	45	46 \$19.14	47 \$10.33	48
Hourly					\$18.22	\$18.40	\$18.57	\$18.75	\$18.95		\$19.33	\$19.53
Biweekly	\$1,400.00	\$1,415.20	\$1,428.80	\$1,442.40	\$1,457.60	\$1,472.00	\$1,485.60	\$1,500.00	\$1,516.00	\$1,531.20	\$1,546.40	\$1,562.40
Annually	\$36,400.00	\$36,795.20	\$37,148.80	\$37,502.40	\$37,897.60	\$38,272.00	\$38,625.60	\$39,000.00	\$39,416.00	\$39,811.20	\$40,206.40	\$40,622.40
Steps	49	50	51	52	53	54	55					
•	_		_									
Hourly	\$19.72	\$19.91	\$20.12	\$20.31	\$20.53	\$20.73	\$20.93					
Biweekly	\$1,577.60	\$1,592.80	\$1,609.60	\$1,624.80	\$1,642.40	\$1,658.40	\$1,674.40					
Annually	\$41,017.60	\$41,412.80	\$41,849.60	\$42,244.80	\$42,702.40	\$43,118.40	\$43,534.40					
Grade 72												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps											11 \$15.23	12 \$15.39
Steps Hourly	\$13.80	\$13.92	\$14.07	\$14.21	\$14.34	\$14.48	\$14.62	\$14.79	\$14.93	\$15.08	\$15.23	\$15.39
Steps Hourly Biweekly	\$13.80 \$1,104.00	\$13.92 \$1,113.60	\$14.07 \$1,125.60	\$14.21 \$1,136.80	\$14.34 \$1,147.20	\$14.48 \$1,158.40	\$14.62 \$1,169.60	\$14.79 \$1,183.20	\$14.93 \$1,194.40	\$15.08 \$1,206.40	\$15.23 \$1,218.40	\$15.39 \$1,231.20
Steps Hourly	\$13.80	\$13.92	\$14.07	\$14.21	\$14.34	\$14.48	\$14.62	\$14.79	\$14.93	\$15.08	\$15.23	\$15.39
Steps Hourly Biweekly	\$13.80 \$1,104.00	\$13.92 \$1,113.60	\$14.07 \$1,125.60	\$14.21 \$1,136.80	\$14.34 \$1,147.20	\$14.48 \$1,158.40	\$14.62 \$1,169.60	\$14.79 \$1,183.20	\$14.93 \$1,194.40	\$15.08 \$1,206.40	\$15.23 \$1,218.40	\$15.39 \$1,231.20
Steps Hourly Biweekly Annually	\$13.80 \$1,104.00 \$28,704.00	\$13.92 \$1,113.60 \$28,953.60	\$14.07 \$1,125.60 \$29,265.60	\$14.21 \$1,136.80 \$29,556.80	\$14.34 \$1,147.20 \$29.827.20	\$14.48 \$1,158.40 \$30,118.40	\$14.62 \$1,169.60 \$30,409.60	\$14.79 \$1,183.20 \$30,763.20	\$14.93 \$1,194.40 \$31,054.40	\$15.08 \$1,206.40 \$31,366.40	\$15.23 \$1,218.40 \$31,678.40	\$15.39 \$1,231.20 \$32,011.20
Steps Hourly Biweekly Annually Steps	\$13.80 \$1,104.00 \$28,704.00	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70	\$14.07 \$1,125.60 \$29.265.60 15 \$15.83	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31	\$14.62 \$1,169.60 \$30,409.60	\$14.79 \$1,183.20 \$30.763.20 20 \$16.65	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82	\$15.08 \$1,206.40 \$31,366.40 22 \$16.98	\$15.23 \$1,218.40 \$31,678.40 23 \$17.15	\$15.39 \$1,231.20 \$32,011.20 24 \$17.32
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$13.80 \$1,104.00 \$28,704.00 13 \$15.53 \$1,242.40	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1,256.00	\$14.07 \$1,125.60 \$29.265.60 15 \$15.83 \$1,266.40	\$14.21 \$1,136.80 \$29,556.80 16 \$15.98 \$1,278.40	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1,292.80	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1,304.80	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00	\$14.79 \$1,183.20 \$30.763.20 20 \$16.65 \$1,332.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60	\$15.08 \$1,206.40 \$31,366.40 22 \$16.98 \$1.358.40	\$15.23 \$1,218.40 \$31.678.40 23 \$17.15 \$1.372.00	\$15.39 \$1,231.20 \$32,011.20 24 \$17.32 \$1,385.60
Steps Hourly Biweekly Annually Steps Hourly	\$13.80 \$1,104.00 \$28,704.00 13 \$15.53	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70	\$14.07 \$1,125.60 \$29.265.60 15 \$15.83	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31	\$14.62 \$1,169.60 \$30.409.60 19 \$16.50	\$14.79 \$1,183.20 \$30.763.20 20 \$16.65	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82	\$15.08 \$1,206.40 \$31,366.40 22 \$16.98	\$15.23 \$1,218.40 \$31,678.40 23 \$17.15	\$15.39 \$1,231.20 \$32,011.20 24 \$17.32
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$13.80 \$1,104.00 \$28,704.00 13 \$15.53 \$1,242.40	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1,256.00	\$14.07 \$1,125.60 \$29.265.60 15 \$15.83 \$1,266.40	\$14.21 \$1,136.80 \$29,556.80 16 \$15.98 \$1,278.40	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1,292.80	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1,304.80	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00	\$14.79 \$1,183.20 \$30.763.20 20 \$16.65 \$1,332.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60	\$15.08 \$1,206.40 \$31,366.40 22 \$16.98 \$1.358.40	\$15.23 \$1,218.40 \$31.678.40 23 \$17.15 \$1.372.00	\$15.39 \$1,231.20 \$32,011.20 24 \$17.32 \$1,385.60 \$36,025.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$13.80 \$1,104.00 \$28,704.00 13 \$15.53 \$1,242.40 \$32,302.40	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1.256.00 \$32,656.00	\$14.07 \$1,125.60 \$29.265.60 15 \$15.83 \$1.266.40 \$32,926.40	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98 \$1.278.40 \$33.238.40	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1.292.80 \$33,612.80	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33,924.80	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00 \$34,320.00	\$14.79 \$1,183.20 \$30.763.20 20 \$16.65 \$1.332.00 \$34,632.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60	\$15.08 \$1,206.40 \$31,366.40 22 \$16.98 \$1,358.40 \$35,318.40	\$15.23 \$1,218.40 \$31.678.40 23 \$17.15 \$1.372.00 \$35.672.00	\$15.39 \$1,231.20 \$32,011.20 24 \$17.32 \$1,385.60 \$36,025.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$13.80 \$1,104.00 \$28.704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1.256.00 \$32.656.00	\$14.07 \$1,125.60 \$29.265.60 15 \$15.83 \$1.266.40 \$32.926.40	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98 \$1.278.40 \$33.238.40 28 \$18.03	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1,292.80 \$33.612.80 29 \$18.22	\$14.48 \$1,158.40 \$30,118.40 18 \$16.31 \$1,304.80 \$33,924.80 30 \$18.40	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00 \$34,320.00	\$14.79 \$1,183.20 \$30,763.20 20 \$16.65 \$1.332.00 \$34,632.00 32 \$18.75	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60 33 \$18.95	\$15.08 \$1,206.40 \$31,366.40 22 \$16.98 \$1,358.40 \$35,318.40 34 \$19.14	\$15.23 \$1,218.40 \$31,678.40 23 \$17.15 \$1.372.00 \$35.672.00 35 \$19.33	\$15.39 \$1,231.20 \$32.011.20 24 \$17.32 \$1.385.60 \$36,025.60 36 \$19.53
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$13.80 \$1,104.00 \$28.704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50 \$1,400.00	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1.256.00 \$32.656.00 26 \$17.69 \$1.415.20	\$14.07 \$1,125.60 \$29,265.60 15 \$15.83 \$1.266.40 \$32.926.40 27 \$17.86 \$1,428.80	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98 \$1.278.40 \$33.238.40 28 \$18.03 \$1.442.40	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1,292.80 \$33.612.80 29 \$18.22 \$1,457.60	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33,924.80 30 \$18.40 \$1.472.00	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00 \$34,320.00 31 \$18.57 \$1,485.60	\$14.79 \$1,183.20 \$30.763.20 20 \$16.65 \$1.332.00 \$34.632.00 32 \$18.75 \$1.500.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34.985.60 33 \$18.95 \$1.516.00	\$15.08 \$1,206.40 \$31.366.40 22 \$16.98 \$1,358.40 \$35,318.40 34 \$19.14 \$1,531.20	\$15.23 \$1,218.40 \$31,678.40 23 \$17.15 \$1,372.00 \$35,672.00 35 \$19.33 \$1,546.40	\$15.39 \$1,231.20 \$32,011.20 24 \$17.32 \$1.385.60 \$36,025.60 36 \$19.53 \$1,562.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$13.80 \$1,104.00 \$28.704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1.256.00 \$32.656.00	\$14.07 \$1,125.60 \$29.265.60 15 \$15.83 \$1.266.40 \$32.926.40	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98 \$1.278.40 \$33.238.40 28 \$18.03	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1,292.80 \$33.612.80 29 \$18.22	\$14.48 \$1,158.40 \$30,118.40 18 \$16.31 \$1,304.80 \$33,924.80 30 \$18.40	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00 \$34,320.00	\$14.79 \$1,183.20 \$30,763.20 20 \$16.65 \$1.332.00 \$34,632.00 32 \$18.75	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60 33 \$18.95	\$15.08 \$1,206.40 \$31,366.40 22 \$16.98 \$1,358.40 \$35,318.40 34 \$19.14	\$15.23 \$1,218.40 \$31,678.40 23 \$17.15 \$1.372.00 \$35.672.00 35 \$19.33	\$15.39 \$1,231.20 \$32.011.20 24 \$17.32 \$1.385.60 \$36,025.60 36 \$19.53
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$13.80 \$1,104.00 \$28.704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50 \$1,400.00 \$36.400.00	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1.256.00 \$32.656.00 26 \$17.69 \$1,415.20 \$36.795.20	\$14.07 \$1,125.60 \$29,265.60 15 \$15.83 \$1.266.40 \$32.926.40 27 \$17.86 \$1,428.80 \$37,148.80	\$14.21 \$1,136.80 \$29,556.80 16 \$15.98 \$1.278.40 \$33.238.40 28 \$18.03 \$1,442.40 \$37,502.40	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1.292.80 \$33.612.80 29 \$18.22 \$1,457.60 \$37.897.60	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33.924.80 30 \$18.40 \$1.472.00 \$38.272.00	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00 \$34,320.00 31 \$18.57 \$1,485.60 \$38,625.60	\$14.79 \$1,183.20 \$30.763.20 20 \$16.65 \$1.332.00 \$34.632.00 32 \$18.75 \$1.500.00 \$39,000.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34.985.60 33 \$18.95 \$1.516.00 \$39.416.00	\$15.08 \$1,206.40 \$31.366.40 22 \$16.98 \$1.358.40 \$35.318.40 34 \$19.14 \$1,531.20 \$39.811.20	\$15.23 \$1,218.40 \$31,678.40 23 \$17.15 \$1,372.00 \$35,672.00 35 \$19.33 \$1,546.40 \$40,206.40	\$15.39 \$1,231.20 \$32.011.20 24 \$17.32 \$1.385.60 \$36.025.60 36 \$19.53 \$1.562.40 \$40.622.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$13.80 \$1,104.00 \$28.704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1.256.00 \$32.656.00 26 \$17.69 \$1,415.20 \$36.795.20	\$14.07 \$1,125.60 \$29,265.60 15 \$15.83 \$1.266.40 \$32,926.40 27 \$17.86 \$1,428.80 \$37.148.80	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98 \$1.278.40 \$33.238.40 28 \$18.03 \$1.442.40 \$37.502.40	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1.292.80 \$33.612.80 29 \$18.22 \$1,457.60 \$37.897.60	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33,924.80 30 \$18.40 \$1.472.00 \$38,272.00	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00 \$34,320.00 31 \$18.57 \$1,485.60 \$38,625.60	\$14.79 \$1,183.20 \$30.763.20 20 \$16.65 \$1.332.00 \$34.632.00 32 \$18.75 \$1.500.00 \$39.000.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60 33 \$18.95 \$1.516.00 \$39,416.00	\$15.08 \$1,206.40 \$31.366.40 22 \$16.98 \$1.358.40 \$35.318.40 34 \$19.14 \$1,531.20 \$39.811.20	\$15.23 \$1,218.40 \$31,678.40 23 \$17.15 \$1,372.00 \$35,672.00 35 \$19.33 \$1,546.40 \$40,206.40	\$15.39 \$1,231.20 \$32.011.20 24 \$17.32 \$1.385.60 \$36.025.60 36 \$19.53 \$1.562.40 \$40.622.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$13.80 \$1,104.00 \$28.704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1,256.00 \$32.656.00 26 \$17.69 \$1,415.20 \$36,795.20	\$14.07 \$1,125.60 \$29,265.60 15 \$15.83 \$1,266.40 \$32,926.40 27 \$17.86 \$1,428.80 \$37,148.80	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98 \$1.278.40 \$33.238.40 28 \$18.03 \$1,442.40 \$37.502.40	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1.292.80 \$33.612.80 29 \$18.22 \$1,457.60 \$37.897.60	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33.924.80 30 \$18.40 \$1,472.00 \$38.272.00	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00 \$34,320.00 31 \$18.57 \$1,485.60 \$38,625.60	\$14.79 \$1,183.20 \$30.763.20 20 \$16.65 \$1.332.00 \$34.632.00 32 \$18.75 \$1.500.00 \$39,000.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60 33 \$18.95 \$1.516.00 \$39,416.00	\$15.08 \$1,206.40 \$31.366.40 22 \$16.98 \$1.358.40 \$35.318.40 34 \$19.14 \$1,531.20 \$39.811.20	\$15.23 \$1,218.40 \$31.678.40 23 \$17.15 \$1.372.00 \$35.672.00 35 \$19.33 \$1,546.40 \$40,206.40	\$15.39 \$1,231.20 \$32.011.20 24 \$17.32 \$1.385.60 \$36.025.60 36 \$19.53 \$1.562.40 \$40,622.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$13.80 \$1,104.00 \$28,704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50 \$1,400.00 \$36,400.00 37 \$19.72 \$1,577.60	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1,256.00 \$32,656.00 26 \$17.69 \$1.415.20 \$36.795.20 38 \$19.91 \$1,592.80	\$14.07 \$1,125.60 \$29,265.60 15 \$15.83 \$1,266.40 \$32,926.40 27 \$17.86 \$1,428.80 \$37,148.80 39 \$20.12 \$1,609.60	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98 \$1.278.40 \$33.238.40 28 \$18.03 \$1.442.40 \$37.502.40 40 \$20.31 \$1.624.80	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1,292.80 \$33.612.80 29 \$18.22 \$1,457.60 \$37.897.60 41 \$20.53 \$1,642.40	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33.924.80 30 \$18.40 \$1.472.00 \$38.272.00 42 \$20.73 \$1.658.40	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00 \$34,320.00 31 \$18.57 \$1.485.60 \$38.625.60 43 \$20.93 \$1,674.40	\$14.79 \$1,183.20 \$30,763.20 20 \$16.65 \$1,332.00 \$34,632.00 32 \$18.75 \$1,500.00 \$39,000.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60 33 \$18.95 \$1.516.00 \$39,416.00 45 \$21.35 \$1,708.00	\$15.08 \$1,206.40 \$31.366.40 22 \$16.98 \$1,358.40 \$35.318.40 34 \$19.14 \$1,531.20 \$39,811.20 46 \$21.57 \$1,725.60	\$15.23 \$1,218.40 \$31.678.40 23 \$17.15 \$1.372.00 \$35.672.00 35 \$19.33 \$1.546.40 \$40.206.40 47 \$21.78 \$1,742.40	\$15.39 \$1,231.20 \$32,011.20 24 \$17.32 \$1,385.60 \$36,025.60 36 \$19.53 \$1.562.40 \$40,622.40 48 \$22.00 \$1,760.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$13.80 \$1,104.00 \$28.704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50 \$1,400.00 \$36,400.00	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1,256.00 \$32.656.00 26 \$17.69 \$1,415.20 \$36,795.20	\$14.07 \$1,125.60 \$29,265.60 15 \$15.83 \$1,266.40 \$32,926.40 27 \$17.86 \$1,428.80 \$37,148.80	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98 \$1.278.40 \$33.238.40 28 \$18.03 \$1,442.40 \$37.502.40	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1.292.80 \$33.612.80 29 \$18.22 \$1,457.60 \$37.897.60	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33.924.80 30 \$18.40 \$1,472.00 \$38.272.00	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00 \$34,320.00 31 \$18.57 \$1,485.60 \$38,625.60	\$14.79 \$1,183.20 \$30.763.20 20 \$16.65 \$1.332.00 \$34.632.00 32 \$18.75 \$1.500.00 \$39,000.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60 33 \$18.95 \$1.516.00 \$39,416.00	\$15.08 \$1,206.40 \$31.366.40 22 \$16.98 \$1.358.40 \$35.318.40 34 \$19.14 \$1,531.20 \$39.811.20	\$15.23 \$1,218.40 \$31.678.40 23 \$17.15 \$1.372.00 \$35.672.00 35 \$19.33 \$1,546.40 \$40,206.40	\$15.39 \$1,231.20 \$32.011.20 24 \$17.32 \$1.385.60 \$36.025.60 36 \$19.53 \$1.562.40 \$40,622.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$13.80 \$1,104.00 \$28,704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50 \$1,400.00 \$36,400.00 37 \$19.72 \$1,577.60	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1,256.00 \$32,656.00 26 \$17.69 \$1.415.20 \$36.795.20 38 \$19.91 \$1,592.80	\$14.07 \$1,125.60 \$29,265.60 15 \$15.83 \$1,266.40 \$32,926.40 27 \$17.86 \$1,428.80 \$37,148.80 39 \$20.12 \$1,609.60	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98 \$1.278.40 \$33.238.40 28 \$18.03 \$1.442.40 \$37.502.40 40 \$20.31 \$1.624.80	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1,292.80 \$33.612.80 29 \$18.22 \$1,457.60 \$37.897.60 41 \$20.53 \$1,642.40	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33.924.80 30 \$18.40 \$1.472.00 \$38.272.00 42 \$20.73 \$1.658.40	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00 \$34,320.00 31 \$18.57 \$1.485.60 \$38.625.60 43 \$20.93 \$1,674.40	\$14.79 \$1,183.20 \$30,763.20 20 \$16.65 \$1,332.00 \$34,632.00 32 \$18.75 \$1,500.00 \$39,000.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60 33 \$18.95 \$1.516.00 \$39,416.00 45 \$21.35 \$1,708.00	\$15.08 \$1,206.40 \$31.366.40 22 \$16.98 \$1,358.40 \$35.318.40 34 \$19.14 \$1,531.20 \$39,811.20 46 \$21.57 \$1,725.60	\$15.23 \$1,218.40 \$31.678.40 23 \$17.15 \$1.372.00 \$35.672.00 35 \$19.33 \$1.546.40 \$40.206.40 47 \$21.78 \$1,742.40	\$15.39 \$1,231.20 \$32,011.20 24 \$17.32 \$1,385.60 \$36,025.60 36 \$19.53 \$1.562.40 \$40,622.40 48 \$22.00 \$1,760.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$13.80 \$1,104.00 \$28,704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50 \$1,400.00 \$36,400.00 37 \$19.72 \$1,577.60 \$41,017.60	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1,256.00 \$32,656.00 26 \$17.69 \$1.415.20 \$36.795.20 38 \$19.91 \$1.592.80 \$41,412.80	\$14.07 \$1,125.60 \$29,265.60 15 \$15.83 \$1,266.40 \$32,926.40 27 \$17.86 \$1.428.80 \$37.148.80 39 \$20.12 \$1,609.60 \$41,849.60	\$14.21 \$1,136.80 \$29.556.80 16 \$15.98 \$1.278.40 \$33.238.40 28 \$18.03 \$1.442.40 \$37.502.40 40 \$20.31 \$1.624.80 \$42.244.80	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1,292.80 \$33.612.80 29 \$18.22 \$1,457.60 \$37.897.60 41 \$20.53 \$1.642.40 \$42.702.40	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33.924.80 30 \$18.40 \$1.472.00 \$38.272.00 42 \$20.73 \$1.658.40 \$43.118.40	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1,320.00 \$34,320.00 31 \$18.57 \$1,485.60 \$38,625.60 43 \$20.93 \$1,674.40 \$43,534.40	\$14.79 \$1,183.20 \$30,763.20 20 \$16.65 \$1,332.00 \$34,632.00 32 \$18.75 \$1,500.00 \$39,000.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60 33 \$18.95 \$1.516.00 \$39,416.00 45 \$21.35 \$1,708.00	\$15.08 \$1,206.40 \$31.366.40 22 \$16.98 \$1,358.40 \$35.318.40 34 \$19.14 \$1,531.20 \$39,811.20 46 \$21.57 \$1,725.60	\$15.23 \$1,218.40 \$31.678.40 23 \$17.15 \$1.372.00 \$35.672.00 35 \$19.33 \$1.546.40 \$40.206.40 47 \$21.78 \$1,742.40	\$15.39 \$1,231.20 \$32.011.20 24 \$17.32 \$1.385.60 \$36.025.60 36 \$19.53 \$1.562.40 \$40.622.40 48 \$22.00 \$1,760.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$13.80 \$1,104.00 \$28,704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50 \$1,400.00 \$36,400.00 37 \$19.72 \$1,577.60 \$41,017.60	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1.256.00 \$32.656.00 26 \$17.69 \$1.415.20 \$36.795.20 38 \$19.91 \$1.592.80 \$41.412.80 50 \$22.45	\$14.07 \$1,125.60 \$29,265.60 15 \$15.83 \$1,266.40 \$32,926.40 27 \$17.86 \$1,428.80 \$37,148.80 39 \$20.12 \$1,609.60 \$41,849.60 51	\$14.21 \$1,136.80 \$29,556.80 16 \$15.98 \$1.278.40 \$33,238.40 28 \$18.03 \$1,442.40 \$37.502.40 40 \$20.31 \$1,624.80 \$42,244.80 52	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1,292.80 \$33.612.80 29 \$18.22 \$1,457.60 \$37.897.60 41 \$20.53 \$1,642.40 \$42,702.40	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33,924.80 30 \$18.40 \$1,472.00 \$38,272.00 42 \$20.73 \$1,658.40 \$43.118.40 54	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1.320.00 \$34,320.00 31 \$18.57 \$1,485.60 \$38.625.60 43 \$20.93 \$1.674.40 \$43.534.40	\$14.79 \$1,183.20 \$30,763.20 20 \$16.65 \$1,332.00 \$34,632.00 32 \$18.75 \$1,500.00 \$39,000.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60 33 \$18.95 \$1.516.00 \$39,416.00 45 \$21.35 \$1,708.00	\$15.08 \$1,206.40 \$31.366.40 22 \$16.98 \$1,358.40 \$35.318.40 34 \$19.14 \$1,531.20 \$39,811.20 46 \$21.57 \$1,725.60	\$15.23 \$1,218.40 \$31.678.40 23 \$17.15 \$1.372.00 \$35.672.00 35 \$19.33 \$1.546.40 \$40.206.40 47 \$21.78 \$1,742.40	\$15.39 \$1,231.20 \$32.011.20 24 \$17.32 \$1.385.60 \$36.025.60 36 \$19.53 \$1.562.40 \$40.622.40 48 \$22.00 \$1,760.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$13.80 \$1,104.00 \$28.704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50 \$1,400.00 \$36,400.00 37 \$19.72 \$1,577.60 \$41,017.60 49 \$22.22 \$1,777.60	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1.256.00 \$32.656.00 26 \$17.69 \$1.415.20 \$36.795.20 38 \$19.91 \$1.592.80 \$41.412.80 50 \$22.45 \$1.796.00	\$14.07 \$1,125.60 \$29.265.60 15 \$15.83 \$1.266.40 \$32.926.40 27 \$17.86 \$1.428.80 \$37.148.80 39 \$20.12 \$1.609.60 \$41.849.60 51 \$22.65 \$1,812.00	\$14.21 \$1,136.80 \$29,556.80 16 \$15.98 \$1.278.40 \$33,238.40 28 \$18.03 \$1,442.40 \$37,502.40 40 \$20.31 \$1,624.80 \$42,244.80 \$22.90 \$1,832.00	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1,292.80 \$33.612.80 29 \$18.22 \$1,457.60 \$37.897.60 41 \$20.53 \$1,642.40 \$42,702.40 53 \$23.13 \$1,850.40	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33,924.80 30 \$18.40 \$1,472.00 \$38,272.00 42 \$20.73 \$1,658.40 \$43.118.40 54 \$23.35 \$1,868.00	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1.320.00 \$34,320.00 31 \$18.57 \$1,485.60 \$38.625.60 43 \$20.93 \$1.674.40 \$43.534.40 55 \$23.59 \$1.887.20	\$14.79 \$1,183.20 \$30,763.20 20 \$16.65 \$1,332.00 \$34,632.00 32 \$18.75 \$1,500.00 \$39,000.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60 33 \$18.95 \$1.516.00 \$39,416.00 45 \$21.35 \$1,708.00	\$15.08 \$1,206.40 \$31.366.40 22 \$16.98 \$1,358.40 \$35.318.40 34 \$19.14 \$1,531.20 \$39,811.20 46 \$21.57 \$1,725.60	\$15.23 \$1,218.40 \$31.678.40 23 \$17.15 \$1.372.00 \$35.672.00 35 \$19.33 \$1.546.40 \$40.206.40 47 \$21.78 \$1,742.40	\$15.39 \$1,231.20 \$32.011.20 24 \$17.32 \$1.385.60 \$36.025.60 36 \$19.53 \$1.562.40 \$40.622.40 48 \$22.00 \$1,760.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$13.80 \$1,104.00 \$28,704.00 13 \$15.53 \$1,242.40 \$32,302.40 25 \$17.50 \$1,400.00 \$36,400.00 37 \$19.72 \$1,577.60 \$41,017.60	\$13.92 \$1,113.60 \$28.953.60 14 \$15.70 \$1.256.00 \$32.656.00 26 \$17.69 \$1.415.20 \$36.795.20 38 \$19.91 \$1.592.80 \$41.412.80 50 \$22.45	\$14.07 \$1,125.60 \$29,265.60 15 \$15.83 \$1,266.40 \$32,926.40 27 \$17.86 \$1,428.80 \$37,148.80 39 \$20.12 \$1,609.60 \$41,849.60 51	\$14.21 \$1,136.80 \$29,556.80 16 \$15.98 \$1.278.40 \$33,238.40 28 \$18.03 \$1,442.40 \$37.502.40 40 \$20.31 \$1,624.80 \$42,244.80 52	\$14.34 \$1,147.20 \$29.827.20 17 \$16.16 \$1,292.80 \$33.612.80 29 \$18.22 \$1,457.60 \$37.897.60 41 \$20.53 \$1,642.40 \$42,702.40	\$14.48 \$1,158.40 \$30.118.40 18 \$16.31 \$1.304.80 \$33,924.80 30 \$18.40 \$1,472.00 \$38,272.00 42 \$20.73 \$1,658.40 \$43.118.40 54	\$14.62 \$1,169.60 \$30,409.60 19 \$16.50 \$1.320.00 \$34,320.00 31 \$18.57 \$1,485.60 \$38.625.60 43 \$20.93 \$1.674.40 \$43.534.40	\$14.79 \$1,183.20 \$30,763.20 20 \$16.65 \$1,332.00 \$34,632.00 32 \$18.75 \$1,500.00 \$39,000.00	\$14.93 \$1,194.40 \$31.054.40 21 \$16.82 \$1.345.60 \$34,985.60 33 \$18.95 \$1.516.00 \$39,416.00 45 \$21.35 \$1,708.00	\$15.08 \$1,206.40 \$31.366.40 22 \$16.98 \$1,358.40 \$35.318.40 34 \$19.14 \$1,531.20 \$39,811.20 46 \$21.57 \$1,725.60	\$15.23 \$1,218.40 \$31.678.40 23 \$17.15 \$1.372.00 \$35.672.00 35 \$19.33 \$1.546.40 \$40.206.40 47 \$21.78 \$1,742.40	\$15.39 \$1,231.20 \$32.011.20 24 \$17.32 \$1.385.60 \$36.025.60 36 \$19.53 \$1.562.40 \$40.622.40 48 \$22.00 \$1,760.00

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Ste	eps	1	2 3	4	5	6	7	8	9	10	11	12
		.53 \$15.7	70 \$15.83	\$15.98	\$16.16	\$16.31	\$16.50	\$16.65	\$16.82	\$16.98	\$17.15	\$17.32
	veekly \$1,242			\$1,278.40	\$1,292.80	\$1,304.80	\$1,320.00	\$1,332.00	\$1,345.60	\$1,358.40	\$1,372.00	\$1,385.60
	nually \$32,302			\$33,238.40	\$33,612.80	\$33,924.80	\$34,320.00	\$34,632.00	\$34,985.60	\$35,318.40	\$35,672.00	\$36,025.60
AIII	ilually \$32,302	.40 \$32,030.0	332,320.40	333,236.40	333,012.60	\$33,924.60	\$34,320.00	\$34,032.00	334,363.00	\$35,316.40	333,072.00	330,023.00
Ste	eps	13 1	4 15	16	17	18	19	20	21	22	23	24
Hou		.50 \$17.6		\$18.03	\$18.22	\$18.40	\$18.57	\$18.75	\$18.95	\$19.14	\$19.33	\$19.53
	veekly \$1,400			\$1,442.40	\$1,457.60	\$1,472.00	\$1,485.60	\$1,500.00	\$1,516.00	\$1,531.20	\$1,546.40	\$1,562.40
Anr	nually \$36,400	.00 \$36,795.2	20 \$37,148.80	\$37,502.40	\$37,897.60	\$38,272.00	\$38,625.60	\$39,000.00	\$39,416.00	\$39,811.20	\$40,206.40	\$40,622.40
6:												
Ste	•	25 2		28	29	30	31	32	33	34	35	36
Hou		.72 \$19.9		\$20.31	\$20.53	\$20.73	\$20.93	\$21.15	\$21.35	\$21.57	\$21.78	\$22.00
Biw	veekly \$1,577	.60 \$1,592.8	\$1,609.60	\$1,624.80	\$1,642.40	\$1,658.40	\$1,674.40	\$1,692.00	\$1,708.00	\$1,725.60	\$1,742.40	\$1,760.00
Anr	nually \$41,017	.60 \$41,412.8	\$41,849.60	\$42,244.80	\$42,702.40	\$43,118.40	\$43,534.40	\$43,992.00	\$44,408.00	\$44,865.60	\$45,302.40	\$45,760.00
	•											
Ste	eps	37 3	8 39	40	41	42	43	44	45	46	47	48
Hou		.22 \$22.4		\$22.90	\$23.13	\$23.35	\$23.59	\$23.83	\$24.07	\$24.29	\$24.54	\$24.81
	veekly \$1,777			\$1,832.00	\$1,850.40	\$1,868.00	\$1,887.20	\$1,906.40	\$1,925.60	\$1,943.20	\$1,963.20	\$1,984.80
	nually \$46,217			\$47,632.00	\$48,110.40	\$48,568.00	\$49,067.20	\$49,566.40	\$50,065.60	\$50,523.20	\$51,043.20	\$51,604.80
AIII	ilually 340,217	.00 340,090.0	00 347,112.00	347,032.00	\$46,110.40	\$46,506.00	349,007.20	349,300.40	\$50,065.60	\$50,525.20	\$31,045.20	331,004.00
Ste	ps	49 5	0 51	52	53	54	55					
Hou		.03 \$25.3		\$25.81	\$26.06	\$26.32	\$26.58					
	veekly \$2,002			\$2,064.80	\$2,084.80	\$2,105.60	\$2,126.40					
Anr	nually \$52,062	.40 \$52,624.0	00 \$53,123.20	\$53,684.80	\$54,204.80	\$54,745.60	\$55,286.40					
	- 4											
Grade	2 /4											
		1	2 3	4	5	6	7	8	9	10	11	12
Ste	eps		_	•		-			-			
Ste Hou	e ps urly \$17	.50 \$17.6	59 \$17.86	\$18.03	\$18.22	\$18.40	\$18.57	\$18.75	\$18.95	\$19.14	\$19.33	\$19.53
Ste Hou Biw	eps urly \$17 veekly \$1,400	7.50 \$17.6 0.00 \$1,415.2	\$17.86 20 \$1,428.80	\$18.03 \$1,442.40	\$18.22 \$1,457.60	\$18.40 \$1,472.00	\$18.57 \$1,485.60	\$18.75 \$1,500.00	\$18.95 \$1,516.00	\$19.14 \$1,531.20	\$19.33 \$1,546.40	\$19.53 \$1,562.40
Ste Hou Biw	e ps urly \$17	7.50 \$17.6 0.00 \$1,415.2	\$17.86 20 \$1,428.80	\$18.03	\$18.22	\$18.40	\$18.57	\$18.75	\$18.95	\$19.14	\$19.33	\$19.53
Ste Hou Biw	eps urly \$17 veekly \$1,400 nually \$36,400	7.50 \$17.6 0.00 \$1,415.2	59 \$17.86 20 \$1,428.80 20 \$37,148.80	\$18.03 \$1,442.40	\$18.22 \$1,457.60	\$18.40 \$1,472.00	\$18.57 \$1,485.60	\$18.75 \$1,500.00	\$18.95 \$1,516.00	\$19.14 \$1,531.20	\$19.33 \$1,546.40	\$19.53 \$1,562.40
Ste Hou Biw Ann Ste	eps urly \$17 veekly \$1,400 nually \$36,400	2.50 \$17.6 2.00 \$1,415.2 2.00 \$36,795.2	\$9 \$17.86 20 \$1,428.80 20 \$37.148.80 4 15	\$18.03 \$1,442.40 \$37,502.40	\$18.22 \$1,457.60 \$37,897.60	\$18.40 \$1,472.00 \$38,272.00	\$18.57 \$1,485.60 \$38,625.60	\$18.75 \$1,500.00 \$39,000.00	\$18.95 \$1,516.00 \$39.416.00	\$19.14 \$1,531.20 \$39.811.20	\$19.33 \$1,546.40 \$40,206.40	\$19.53 \$1,562.40 \$40,622.40
Ste Hou Biw Ann Ste Hou	eps urly \$17 weekly \$1,400 nually \$36,400 eps urly \$19	1.50 \$17.6 1.00 \$1,415.2 1.00 \$36.795.2 13 1 1.72 \$19.5	\$17.86 \$1,428.80 \$20 \$37.148.80 \$37.148.80 \$1 \$20.12	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53	\$18.40 \$1,472.00 \$38,272.00 18 \$20.73	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15	\$18.95 \$1,516.00 \$39,416.00 21 \$21.35	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00
Ste Hou Biw Ann Ste Hou Biw	eps urly \$1,400 nually \$36,400 eps urly \$19 epsly eekly \$1,575	1.50 \$17.6 1.00 \$1,415.2 1.00 \$36,795.2 13 1 1.72 \$19.9 1.60 \$1,592.8	\$17.86 \$1,428.80 \$20 \$37.148.80 \$20 \$21 \$21 \$20.12 \$30 \$1,609.60	\$18.03 \$1,442.40 \$37.502.40 16 \$20.31 \$1.624.80	\$18.22 \$1,457.60 \$37,897.60 17 \$20.53 \$1.642.40	\$18.40 \$1,472.00 \$38,272.00 18 \$20.73 \$1.658.40	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1.674.40	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1.692.00	\$18.95 \$1,516.00 \$39.416.00 21 \$21.35 \$1.708.00	\$19.14 \$1,531.20 \$39,811.20 22 \$21.57 \$1,725.60	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1,742.40	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00
Ste Hou Biw Ann Ste Hou Biw	eps urly \$17 weekly \$1,400 nually \$36,400 eps urly \$19	1.50 \$17.6 1.00 \$1,415.2 1.00 \$36,795.2 13 1 1.72 \$19.9 1.60 \$1,592.8	\$17.86 \$1,428.80 \$20 \$37.148.80 \$20 \$21 \$21 \$20.12 \$30 \$1,609.60	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53	\$18.40 \$1,472.00 \$38,272.00 18 \$20.73	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15	\$18.95 \$1,516.00 \$39,416.00 21 \$21.35	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00
Ste Hou Biw Anr Ste Hou Biw Anr	eps urly \$1,400 nually \$36,400 eps urly \$1,900 eps urly \$1,577 nually \$41,017	1.50 \$17.6 1.00 \$1,415.2 1.00 \$36,795.2 13 1 1.72 \$19.9 1.60 \$1,592.8 1.60 \$41,412.8	\$17.86 \$1,428.80 \$37.148.80 4 15 \$1 \$20.12 \$0 \$1,609.60 \$41,849.60	\$18.03 \$1,442.40 \$37.502.40 16 \$20.31 \$1,624.80 \$42,244.80	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42,702.40	\$18.40 \$1,472.00 \$38,272.00 18 \$20.73 \$1,658.40 \$43,118.40	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1,692.00 \$43,992.00	\$18.95 \$1,516.00 \$39.416.00 21 \$21.35 \$1.708.00 \$44.408.00	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44.865.60	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1,742.40 \$45.302.40	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45.760.00
Ste Hou Biw Anr Ste Hou Biw Anr	eps urly \$1,400 nually \$36,400 eps urly \$1,577 nually \$41,017	1.50 \$17.6 1.00 \$1,415.2 1.00 \$36,795.2 1.72 \$19.9 1.60 \$1,592.8 1.60 \$41,412.8	\$17.86 \$1,428.80 \$20 \$37.148.80 4 15 \$21 \$20.12 \$30 \$1,609.60 \$41,849.60 6 27	\$18.03 \$1,442.40 \$37.502.40 16 \$20.31 \$1,624.80 \$42,244.80	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42,702.40	\$18.40 \$1,472.00 \$38,272.00 18 \$20.73 \$1,658.40 \$43,118.40	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43.534.40	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1,692.00 \$43,992.00	\$18.95 \$1,516.00 \$39,416.00 21 \$21.35 \$1,708.00 \$44,408.00	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44,865.60	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1,742.40 \$45.302.40	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45,760.00
Ste Hou Biw Anr Ste Hou Anr Ste	eps urly \$1,400 nually \$36,400 eps urly \$1,577 nually \$41,017 eps urly \$22	1.50 \$17.6 1.00 \$1,415.2 1.00 \$36.795.2 13 1 1.72 \$19.5 1.60 \$1.592.8 1.60 \$41,412.8 25 2 1.22 \$22.4	\$17.86 \$1,428.80 \$1,428.80 \$37,148.80 4 15 \$1 \$20.12 \$0 \$1,609.60 \$41,849.60 6 27 \$5 \$22.65	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1,642.40 \$42,702.40 29 \$23.13	\$18.40 \$1,472.00 \$38.272.00 18 \$20.73 \$1,658.40 \$43,118.40 30 \$23.35	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.59	\$18.75 \$1,500.00 \$39.000.00 20 \$21.15 \$1,692.00 \$43,992.00 32 \$23.83	\$18.95 \$1,516.00 \$39,416.00 21 \$21.35 \$1,708.00 \$44,408.00 33 \$24.07	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1,725.60 \$44,865.60 34 \$24.29	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1.742.40 \$45,302.40 35 \$24.54	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1,760.00 \$45,760.00
Ste Hou Biw Anr Ste Hou Biw Anr Ste Hou Biw	eps urly \$1,400 nually \$36,400 eps urly \$1,577 nually \$41,017 eps urly \$22	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36.795.2 \$1.72 \$19.9 \$1.592.8 \$60 \$1,592.8 \$60 \$41,412.8 \$25 \$2 \$22 \$22.6 \$60 \$1,796.0	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 4 15 \$1 \$20.12 \$30 \$1,609.60 \$41.849.60 6 27 \$5 \$22.65 \$0 \$1,812.00	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.90 \$1,832.00	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42.702.40 29 \$23.13 \$1.850.40	\$18.40 \$1,472.00 \$38.272.00 18 \$20.73 \$1.658.40 \$43,118.40 30 \$23.35 \$1.868.00	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1.674.40 \$43.534.40 31 \$23.59 \$1.887.20	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1,692.00 \$43,992.00 32 \$23.83 \$1,906.40	\$18.95 \$1,516.00 \$39,416.00 21 \$21.35 \$1,708.00 \$44,408.00 33 \$24.07 \$1,925.60	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1,725.60 \$44.865.60 34 \$24.29 \$1,943.20	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1,742.40 \$45,302.40 35 \$24.54 \$1,963.20	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45,760.00 36 \$24.81 \$1,984.80
Ste Hou Biw Anr Ste Hou Biw Anr Ste Hou Biw	eps urly \$1,400 nually \$36,400 eps urly \$1,577 nually \$41,017 eps urly \$22	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36.795.2 \$1.72 \$19.9 \$1.592.8 \$60 \$1,592.8 \$60 \$41,412.8 \$25 \$2 \$22 \$22.6 \$60 \$1,796.0	\$17.86 \$1,428.80 \$1,428.80 \$37,148.80 4 15 \$1 \$20.12 \$0 \$1,609.60 \$41,849.60 6 27 \$15 \$22.65 \$0 \$1,812.00	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1,642.40 \$42,702.40 29 \$23.13	\$18.40 \$1,472.00 \$38.272.00 18 \$20.73 \$1,658.40 \$43,118.40 30 \$23.35	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.59	\$18.75 \$1,500.00 \$39.000.00 20 \$21.15 \$1,692.00 \$43,992.00 32 \$23.83	\$18.95 \$1,516.00 \$39,416.00 21 \$21.35 \$1,708.00 \$44,408.00 33 \$24.07	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1,725.60 \$44,865.60 34 \$24.29	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1.742.40 \$45,302.40 35 \$24.54	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1,760.00 \$45,760.00
Ste Hou Biw Anr Ste Hou Biw Anr Ste Hou Biw Anr	eps urly \$1,400 nually \$36,400 eps urly \$1,577 nually \$41,017 eps urly \$41,017 eps urly \$22 urly \$27 urly \$27 urly \$27 urly \$46,217	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36.795.2 \$1.72 \$19.9 \$1.592.8 \$60 \$1,592.8 \$25 \$2 \$22 \$22.6 \$60 \$1,796.6 \$46,696.6	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 \$1 \$20.12 \$0 \$1,609.60 \$41.849.60 \$6 27 \$5 \$22.65 \$0 \$1,812.00 \$47,112.00	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.90 \$1,832.00 \$47,632.00	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42.702.40 29 \$23.13 \$1.850.40 \$48.110.40	\$18.40 \$1,472.00 \$38.272.00 18 \$20.73 \$1.658.40 \$43.118.40 30 \$23.35 \$1.868.00 \$48.568.00	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1.674.40 \$43.534.40 31 \$23.59 \$1.887.20 \$49.067.20	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1,692.00 \$43,992.00 32 \$23.83 \$1,906.40 \$49,566.40	\$18.95 \$1,516.00 \$39,416.00 21 \$21.35 \$1,708.00 \$44,408.00 33 \$24.07 \$1,925.60 \$50,065.60	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1,725.60 \$44.865.60 34 \$24.29 \$1,943.20 \$50,523.20	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1,742.40 \$45.302.40 35 \$24.54 \$1,963.20 \$51,043.20	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45,760.00 36 \$24.81 \$1,984.80 \$51.604.80
Ste Hou Biw Anr Ste Hou Biw Anr Ste Hou Biw Anr	eps urly \$17 veekly \$1,400 nually \$36,400 eps urly \$19 veekly \$1,577 nually \$41,017 eps urly \$22 veekly \$1,777 nually \$46,217	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36.795.2 \$13 1 \$1.72 \$19.5 \$60 \$1,592.8 \$60 \$41,412.8 \$25 2 \$2.22 \$22.4 \$60 \$1,796.6 \$60 \$46,696.6	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 \$1 \$20.12 \$0 \$1,609.60 \$41.849.60 \$6 27 \$5 \$22.65 \$0 \$1,812.00 \$47.112.00	\$18.03 \$1,442.40 \$37.502.40 16 \$20.31 \$1.624.80 \$42.244.80 28 \$22.90 \$1.832.00 \$47.632.00	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42,702.40 29 \$23.13 \$1.850.40 \$48.110.40	\$18.40 \$1,472.00 \$38.272.00 18 \$20.73 \$1.658.40 \$43.118.40 30 \$23.35 \$1.868.00 \$48.568.00	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1.674.40 \$43.534.40 31 \$23.59 \$1,887.20 \$49.067.20	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1.692.00 \$43.992.00 32 \$23.83 \$1,906.40 \$49.566.40	\$18.95 \$1,516.00 \$39,416.00 21 \$21.35 \$1.708.00 \$44,408.00 33 \$24.07 \$1,925.60 \$50.065.60	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44,865.60 34 \$24.29 \$1,943.20 \$50.523.20	\$19.33 \$1,546.40 \$40.206.40 23 \$21.78 \$1,742.40 \$45.302.40 35 \$24.54 \$1,963.20 \$51,043.20	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45,760.00 36 \$24.81 \$1,984.80 \$51.604.80
Ste Hou Biw Ann Ste Hou Biw Ann Ste Hou Biw Ann Ste Hou Biw Ann	eps urly \$1.400 nually \$36.400 eps urly \$1.577 nually \$41.017 eps urly \$2.500 urly \$2.500 eps	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36.795.2 \$13 \$1 \$1.72 \$19.9 \$60 \$1,592.8 \$60 \$41,412.8 \$25 \$2.4 \$60 \$46,696.6 \$37 \$3 \$60 \$25.3	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 \$20. \$37.148.80 4 15 \$1 \$20.12 \$30 \$1,609.60 \$41,849.60 6 27 \$5 \$22.65 \$00 \$47.112.00 8 39 \$30 \$25.54	\$18.03 \$1,442.40 \$37.502.40 16 \$20.31 \$1.624.80 \$42.244.80 28 \$22.90 \$1,832.00 \$47.632.00	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42,702.40 29 \$23.13 \$1,850.40 \$48.110.40	\$18.40 \$1,472.00 \$38.272.00 18 \$20.73 \$1.658.40 \$43.118.40 30 \$23.35 \$1.868.00 \$48.568.00	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1.674.40 \$43.534.40 31 \$23.59 \$1,887.20 \$49.067.20	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1.692.00 \$43.992.00 32 \$23.83 \$1,906.40 \$49,566.40	\$18.95 \$1,516.00 \$39,416.00 21 \$21.35 \$1.708.00 \$44,408.00 33 \$24.07 \$1,925.60 \$50,065.60	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44.865.60 34 \$24.29 \$1,943.20 \$50,523.20	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1,742.40 \$45.302.40 35 \$24.54 \$1,963.20 \$51,043.20	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45.760.00 36 \$24.81 \$1,984.80 \$51.604.80
Ste Hou Biw Ann Ste Hou Biw Ann Ste Hou Biw Ann Ste Hou Biw Ann	eps urly \$17 veekly \$1,400 nually \$36,400 eps urly \$19 veekly \$1,577 nually \$41,017 eps urly \$22 veekly \$1,777 nually \$46,217	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36.795.2 \$13 \$1 \$1.72 \$19.9 \$60 \$1,592.8 \$60 \$41,412.8 \$25 \$2.4 \$60 \$46,696.6 \$37 \$3 \$60 \$25.3	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 \$20. \$37.148.80 4 15 \$1 \$20.12 \$30 \$1,609.60 \$41,849.60 6 27 \$5 \$22.65 \$00 \$47.112.00 8 39 \$30 \$25.54	\$18.03 \$1,442.40 \$37.502.40 16 \$20.31 \$1.624.80 \$42.244.80 28 \$22.90 \$1.832.00 \$47.632.00	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42,702.40 29 \$23.13 \$1.850.40 \$48.110.40	\$18.40 \$1,472.00 \$38.272.00 18 \$20.73 \$1.658.40 \$43.118.40 30 \$23.35 \$1.868.00 \$48.568.00	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1.674.40 \$43.534.40 31 \$23.59 \$1,887.20 \$49.067.20	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1.692.00 \$43.992.00 32 \$23.83 \$1,906.40 \$49.566.40	\$18.95 \$1,516.00 \$39,416.00 21 \$21.35 \$1.708.00 \$44,408.00 33 \$24.07 \$1,925.60 \$50.065.60	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44,865.60 34 \$24.29 \$1,943.20 \$50.523.20	\$19.33 \$1,546.40 \$40.206.40 23 \$21.78 \$1,742.40 \$45.302.40 35 \$24.54 \$1,963.20 \$51,043.20	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45.760.00 36 \$24.81 \$1,984.80 \$51.604.80
Ste Hou Ann Ste Hou Biw Ann Ste Hou Biw Ann	eps urly \$1.400 nually \$36.400 eps urly \$1.577 nually \$41.017 eps urly \$2.500 urly \$2.500 eps	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36.795.2 \$13 \$1 \$1.72 \$19.9 \$60 \$1,592.8 \$60 \$41,412.8 \$25 \$2.2 \$22 \$22.4 \$60 \$46,696.0 \$46,696.0 \$37 \$3 \$303 \$25.3 \$40 \$2,024.0	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 \$20 \$1 \$20.12 \$30 \$1,609.60 \$41,849.60 \$41,849.60 \$51,609.60 \$41,849.60 \$41,849.60 \$51,609.60 \$41,849.60 \$51,609.60 \$41,849.60 \$51,609.60 \$52,65 \$51,609.60 \$51,609.60 \$51,609.60 \$51,609.60 \$51,609.60 \$51,609.60 \$51,609.60 \$51,609.60 \$52,65 \$51,609.60 \$52,65 \$51,609.60 \$52,65 \$51,609.60 \$52,65 \$51,609.60 \$52,65 \$52,65 \$51,609.60 \$52,65 \$53,65	\$18.03 \$1,442.40 \$37.502.40 16 \$20.31 \$1.624.80 \$42.244.80 28 \$22.90 \$1,832.00 \$47.632.00	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42,702.40 29 \$23.13 \$1,850.40 \$48.110.40	\$18.40 \$1,472.00 \$38.272.00 18 \$20.73 \$1.658.40 \$43.118.40 30 \$23.35 \$1.868.00 \$48.568.00	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1.674.40 \$43.534.40 31 \$23.59 \$1,887.20 \$49.067.20	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1.692.00 \$43.992.00 32 \$23.83 \$1,906.40 \$49,566.40	\$18.95 \$1,516.00 \$39,416.00 21 \$21.35 \$1.708.00 \$44,408.00 33 \$24.07 \$1,925.60 \$50,065.60	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44.865.60 34 \$24.29 \$1,943.20 \$50,523.20	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1,742.40 \$45.302.40 35 \$24.54 \$1,963.20 \$51,043.20	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45.760.00 36 \$24.81 \$1,984.80 \$51.604.80
Ste Hou Biw Anr Ste Hou Biw Anr Ste Hou Biw Anr	eps urly \$1,400 preekly \$1,400 preekly \$36,400 eps urly \$15 preekly \$1,577 preekly \$1,577 preekly \$1,777 preekly \$1,777 preekly \$1,777 preekly \$1,777 preekly \$2,000 preekl	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36.795.2 \$13 1 \$1.72 \$19.9 \$60 \$1,592.8 \$60 \$41,412.8 \$25 2 \$22 \$22.4 \$60 \$1,796.0 \$60 \$46,696.0 \$7 3 \$03 \$25.3 \$40 \$2,024.0 \$40 \$52,624.0	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 \$37.148.80 \$1 \$20.12 \$0 \$1,609.60 \$41,849.60 \$2.65 \$0 \$1,812.00 \$47,112.00 \$30 \$25.54 \$20 \$2,043.20 \$53,123.20	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.90 \$1,832.00 \$47,632.00 40 \$25.81 \$2,064.80 \$53,684.80	\$18.22 \$1,457.60 \$37.897.60 \$17 \$20.53 \$1,642.40 \$42.702.40 \$29 \$23.13 \$1.850.40 \$48.110.40 \$26.06 \$2.084.80 \$54,204.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.73 \$1,658.40 \$43,118.40 30 \$23.35 \$1,868.00 \$48.568.00 \$48.568.00 \$23.35	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.59 \$1,887.20 \$49,067.20 43 \$26.58 \$2,126.40 \$55,286.40	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1.692.00 \$43,992.00 32 \$23.83 \$1,906.40 \$49,566.40 44 \$26.86 \$2.148.80	\$18.95 \$1,516.00 \$39.416.00 21 \$21.35 \$1.708.00 \$44.408.00 33 \$24.07 \$1,925.60 \$50.065.60 45 \$27.10 \$2.168.00	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44.865.60 34 \$24.29 \$1,943.20 \$50,523.20 46 \$27.37 \$2.189.60	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1.742.40 \$45,302.40 35 \$24.54 \$1.963.20 \$51,043.20 47 \$27.65 \$2,212.00	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45.760.00 36 \$24.81 \$1,984.80 \$51,604.80
Ste Hou Ann Ste Hou Biw Ann Ste Hou Biw Ann Ste	eps urly \$17 veekly \$1,400 nually \$36,400 eps urly \$15 veekly \$1,577 nually \$41,017 eps urly \$22 veekly \$1,777 nually \$46,217 eps urly \$29 veekly \$2,007 eps urly \$29 veekly \$2,007 nually \$52,067	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36.795.2 \$13 \$1 \$1.72 \$19.9 \$60 \$1,592.8 \$60 \$41,412.8 \$25 \$22.4 \$60 \$1,796.0 \$60 \$46,696.0 \$7 \$3 \$1.03 \$25.3 \$2.024.0 \$40 \$52,624.0	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 \$20. \$37.148.80 \$1 \$20.12 \$0 \$1,609.60 \$41,849.60 \$41,849.60 \$47.112.00 \$47.112.00 \$47.112.00 \$30 \$25.54 \$50 \$2.043.20 \$53,123.20 \$51	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42.244.80 28 \$22.90 \$1,832.00 \$47,632.00 40 \$25.81 \$2,064.80 \$53,684.80	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42.702.40 29 \$23.13 \$1.850.40 \$48.110.40 41 \$26.06 \$2.084.80 \$54.204.80	\$18.40 \$1,472.00 \$38.272.00 18 \$20.73 \$1.658.40 \$43.118.40 30 \$23.35 \$1,868.00 \$48.568.00 42 \$26.32 \$2,105.60 \$54,745.60	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1.674.40 \$43.534.40 31 \$23.59 \$1,887.20 \$49.067.20 43 \$26.58 \$2,126.40 \$55,286.40	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1.692.00 \$43,992.00 32 \$23.83 \$1,906.40 \$49,566.40 44 \$26.86 \$2.148.80	\$18.95 \$1,516.00 \$39.416.00 21 \$21.35 \$1.708.00 \$44.408.00 33 \$24.07 \$1,925.60 \$50.065.60 45 \$27.10 \$2.168.00	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44.865.60 34 \$24.29 \$1,943.20 \$50,523.20 46 \$27.37 \$2.189.60	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1.742.40 \$45,302.40 35 \$24.54 \$1.963.20 \$51,043.20 47 \$27.65 \$2,212.00	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45.760.00 36 \$24.81 \$1,984.80 \$51,604.80
Ste Hou Biw Anr Ste Hou Biw Anr Ste Hou Biw Anr	eps urly \$17 veekly \$1,400 nually \$36,400 eps urly \$15 veekly \$1,577 nually \$41,017 eps urly \$22 veekly \$1,777 nually \$46,217 eps urly \$29 veekly \$2,007 eps urly \$29 veekly \$2,007 nually \$52,067	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36.795.2 \$13 1 \$1.72 \$19.9 \$60 \$1,592.8 \$60 \$41,412.8 \$25 2 \$22 \$22.4 \$60 \$1,796.0 \$60 \$46,696.0 \$7 3 \$03 \$25.3 \$40 \$2,024.0 \$40 \$52,624.0	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 \$20. \$37.148.80 \$1 \$20.12 \$0 \$1,609.60 \$41,849.60 \$41,849.60 \$47.112.00 \$47.112.00 \$47.112.00 \$30 \$25.54 \$50 \$2.043.20 \$53,123.20 \$51	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.90 \$1,832.00 \$47,632.00 40 \$25.81 \$2,064.80 \$53,684.80	\$18.22 \$1,457.60 \$37.897.60 \$17 \$20.53 \$1,642.40 \$42.702.40 \$29 \$23.13 \$1.850.40 \$48.110.40 \$26.06 \$2.084.80 \$54,204.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.73 \$1,658.40 \$43,118.40 30 \$23.35 \$1,868.00 \$48.568.00 \$48.568.00 \$23.35	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.59 \$1,887.20 \$49,067.20 43 \$26.58 \$2,126.40 \$55,286.40	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1.692.00 \$43,992.00 32 \$23.83 \$1,906.40 \$49,566.40 44 \$26.86 \$2.148.80	\$18.95 \$1,516.00 \$39.416.00 21 \$21.35 \$1.708.00 \$44.408.00 33 \$24.07 \$1,925.60 \$50.065.60 45 \$27.10 \$2.168.00	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44.865.60 34 \$24.29 \$1,943.20 \$50,523.20 46 \$27.37 \$2.189.60	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1.742.40 \$45,302.40 35 \$24.54 \$1.963.20 \$51,043.20 47 \$27.65 \$2,212.00	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45.760.00 36 \$24.81 \$1,984.80 \$51,604.80
Ste Hou Biw Ann Ste Hou Biw Ann Ste Hou Biw Ann Ste Hou Biw Ann	eps urly \$17 veekly \$1,400 nually \$36,400 eps urly \$15 veekly \$1,577 nually \$41,017 eps urly \$22 veekly \$1,777 nually \$46,217 eps urly \$29 veekly \$2,007 eps urly \$29 veekly \$2,007 nually \$52,067	\$17.6 .00 \$1,415.2 .00 \$36,795.2 13 1 .72 \$19.9 .60 \$1,592.8 .60 \$41,412.8 25 2 .22 \$22.4 .60 \$1,796.0 .60 \$46,696.0 37 3 .03 \$25.3 .40 \$2,024.0 .40 \$52,624.0	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 \$20. \$37.148.80 4 15 \$1 \$20.12 \$30 \$1,609.60 \$41,849.60 6 27 \$15 \$22.65 \$00 \$1,812.00 \$47.112.00 8 39 \$30 \$25.54 \$00 \$25.54 \$00 \$53.123.20 0 51	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42.244.80 28 \$22.90 \$1,832.00 \$47,632.00 40 \$25.81 \$2,064.80 \$53,684.80	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42.702.40 29 \$23.13 \$1.850.40 \$48.110.40 41 \$26.06 \$2.084.80 \$54.204.80	\$18.40 \$1,472.00 \$38.272.00 18 \$20.73 \$1.658.40 \$43.118.40 30 \$23.35 \$1,868.00 \$48.568.00 42 \$26.32 \$2,105.60 \$54,745.60	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1.674.40 \$43.534.40 31 \$23.59 \$1.887.20 \$49.067.20 43 \$26.58 \$2,126.40 \$55,286.40	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1.692.00 \$43,992.00 32 \$23.83 \$1,906.40 \$49,566.40 44 \$26.86 \$2.148.80	\$18.95 \$1,516.00 \$39.416.00 21 \$21.35 \$1.708.00 \$44.408.00 33 \$24.07 \$1,925.60 \$50.065.60 45 \$27.10 \$2.168.00	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44.865.60 34 \$24.29 \$1,943.20 \$50,523.20 46 \$27.37 \$2.189.60	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1.742.40 \$45,302.40 35 \$24.54 \$1.963.20 \$51,043.20 47 \$27.65 \$2,212.00	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45.760.00 36 \$24.81 \$1,984.80 \$51,604.80
Ste Hou Biw Ann	eps urly \$17 veekly \$1,400 veekly \$1,400 veekly \$36,400 eps urly \$15 veekly \$1,577 nually \$41,017 eps urly \$22 veekly \$1,777 nually \$46,217 eps urly \$25 veekly \$2,000 vee	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36,795.2 \$13	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 \$37.148.80 \$1 \$20.12 \$0 \$1,609.60 \$41,849.60 \$2.65 \$0 \$1,812.00 \$47,112.00 \$47,112.00 \$30 \$25.54 \$20 \$2,043.20 \$53,123.20 \$1,9 \$28.77 \$2,301.60	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 \$22.90 \$1,832.00 \$47,632.00 40 \$25.81 \$2,064.80 \$53,684.80 \$29.06 \$2,324.80	\$18.22 \$1,457.60 \$37.897.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42.702.40 29 \$23.13 \$1.850.40 \$48.110.40 41 \$26.06 \$2.084.80 \$54.204.80 53 \$29.36 \$2.348.80	\$18.40 \$1,472.00 \$38.272.00 \$38.272.00 18 \$20.73 \$1,658.40 \$43.118.40 30 \$23.35 \$1,868.00 \$48.568.00 \$48.568.00 \$54.745.60 \$54.745.60	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1.674.40 \$43,534.40 31 \$23.59 \$1,887.20 \$49,067.20 43 \$26.58 \$2.126.40 \$55,286.40 55 \$29.93 \$2.394.40	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1.692.00 \$43,992.00 32 \$23.83 \$1,906.40 \$49,566.40 44 \$26.86 \$2.148.80	\$18.95 \$1,516.00 \$39.416.00 21 \$21.35 \$1.708.00 \$44.408.00 33 \$24.07 \$1,925.60 \$50.065.60 45 \$27.10 \$2.168.00	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44.865.60 34 \$24.29 \$1,943.20 \$50,523.20 46 \$27.37 \$2.189.60	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1.742.40 \$45,302.40 35 \$24.54 \$1.963.20 \$51,043.20 47 \$27.65 \$2,212.00	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45.760.00 36 \$24.81 \$1,984.80 \$51,604.80
Ste Hou Biw Ann	eps urly \$17 veekly \$1,400 nually \$36,400 eps urly \$15 veekly \$1,577 nually \$41,017 eps urly \$22 veekly \$1,777 nually \$46,217 eps urly \$25 veekly \$2,007 nually \$52,067 eps urly \$25 veekly \$2,007 nually \$52,067	\$15.0 \$17.6 \$1.00 \$1,415.2 \$1.00 \$36,795.2 \$13	\$17.86 \$1,428.80 \$1,428.80 \$37.148.80 \$37.148.80 \$1 \$20.12 \$0 \$1,609.60 \$41,849.60 \$2.65 \$0 \$1,812.00 \$47,112.00 \$47,112.00 \$30 \$25.54 \$20 \$2,043.20 \$53,123.20 \$1,9 \$28.77 \$2,301.60	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42.244.80 28 \$22.90 \$1,832.00 \$47,632.00 40 \$25.81 \$2,064.80 \$53,684.80	\$18.22 \$1,457.60 \$37.897.60 17 \$20.53 \$1.642.40 \$42.702.40 29 \$23.13 \$1.850.40 \$48.110.40 41 \$26.06 \$2.084.80 \$54.204.80	\$18.40 \$1,472.00 \$38.272.00 18 \$20.73 \$1.658.40 \$43.118.40 30 \$23.35 \$1.868.00 \$48.568.00 42 \$26.32 \$2,105.60 \$54.745.60	\$18.57 \$1,485.60 \$38.625.60 19 \$20.93 \$1.674.40 \$43.534.40 31 \$23.59 \$1.887.20 \$49.067.20 43 \$26.58 \$2,126.40 \$55,286.40	\$18.75 \$1,500.00 \$39,000.00 20 \$21.15 \$1.692.00 \$43,992.00 32 \$23.83 \$1,906.40 \$49,566.40 44 \$26.86 \$2.148.80	\$18.95 \$1,516.00 \$39.416.00 21 \$21.35 \$1.708.00 \$44.408.00 33 \$24.07 \$1,925.60 \$50.065.60 45 \$27.10 \$2.168.00	\$19.14 \$1,531.20 \$39.811.20 22 \$21.57 \$1.725.60 \$44.865.60 34 \$24.29 \$1,943.20 \$50,523.20 46 \$27.37 \$2.189.60	\$19.33 \$1,546.40 \$40,206.40 23 \$21.78 \$1.742.40 \$45,302.40 35 \$24.54 \$1.963.20 \$51,043.20 47 \$27.65 \$2,212.00	\$19.53 \$1,562.40 \$40.622.40 24 \$22.00 \$1.760.00 \$45.760.00 36 \$24.81 \$1,984.80 \$51,604.80

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$19.72	\$19.91	\$20.12	\$20.31	\$20.53	\$20.73	\$20.93	\$21.15	\$21.35	\$21.57	\$21.78	\$22.00
Biweekly	\$1,577.60	\$1,592.80	\$1,609.60	\$1,624.80	\$1,642.40	\$1,658.40	\$1,674.40	\$1,692.00	\$1,708.00	\$1,725.60	\$1,742.40	\$1,760.00
Annually	\$41,017.60	\$41,412.80	\$41,849.60	\$42,244.80	\$42,702.40	\$43,118.40	\$43,534.40	\$43,992.00	\$44,408.00	\$44,865.60	\$45,302.40	\$45,760.00
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$22.22	\$22.45	\$22.65	\$22.90	\$23.13	\$23.35	\$23.59	\$23.83	\$24.07	\$24.29	\$24.54	\$24.81
Biweekly	\$1,777.60	\$1,796.00	\$1,812.00	\$1,832.00	\$1,850.40	\$1,868.00	\$1,887.20	\$1,906.40	\$1,925.60	\$1,943.20	\$1,963.20	\$1,984.80
Annually	\$46,217.60	\$46,696.00	\$47,112.00	\$47,632.00	\$48,110.40	\$48,568.00	\$49,067.20	\$49,566.40	\$50,065.60	\$50,523.20	\$51,043.20	\$51,604.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$25.03	\$25.30	\$25.54	\$25.81	\$26.06	\$26.32	\$26.58	\$26.86	\$27.10	\$27.37	\$27.65	\$27.92
Biweekly	\$2,002.40	\$2,024.00	\$2,043.20	\$2,064.80	\$2,084.80	\$2,105.60	\$2,126.40	\$2,148.80	\$2,168.00	\$2,189.60	\$2,212.00	\$2,233.60
Annually	\$52,062.40	\$52,624.00	\$53,123.20	\$53,684.80	\$54,204.80	\$54,745.60	\$55,286.40	\$55,868.80	\$56,368.00	\$56,929.60	\$57,512.00	\$58,073.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$28.22	\$28.49	\$28.77	\$29.06	\$29.36	\$29.64	\$29.93	\$30.24	\$30.55	\$30.84	\$31.15	\$31.45
Biweekly	\$2,257.60	\$2,279.20	\$2,301.60	\$2,324.80	\$2,348.80	\$2,371.20	\$2,394.40	\$2,419.20	\$2,444.00	\$2,467.20	\$2,492.00	\$2,516.00
Annually	\$58,697.60	\$59,259.20	\$59,841.60	\$60,444.80	\$61,068.80	\$61,651.20	\$62,254.40	\$62,899.20	\$63,544.00	\$64,147.20	\$64,792.00	\$65,416.00
Chana												
Steps	49	50	51	52	53	54	55					
Hourly	\$31.78	\$32.11	\$32.42	\$32.74	\$33.06	\$33.40	\$33.74					
Biweekly	\$2,542.40	\$2,568.80	\$2,593.60	\$2,619.20	\$2,644.80	\$2,672.00	\$2,699.20					
Annually	\$66,102.40	\$66,788.80	\$67,433.60	\$68,099.20	\$68,764.80	\$69,472.00	\$70,179.20					
irade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$22.22	\$22.45	\$22.65	\$22.90	\$23.13	\$23.35	\$23.59	\$23.83	\$24.07	\$24.29	\$24.54	\$24.81
Biweekly	\$1,777.60	\$1,796.00	\$1,812.00	\$1,832.00	\$1,850.40	\$1,868.00	\$1,887.20	\$1,906.40	\$1,925.60	\$1,943.20	\$1,963.20	\$1,984.80
Annually	\$46,217.60	\$46,696.00	\$47,112.00	\$47,632.00	\$48,110.40	\$48,568.00	\$49,067.20	\$49,566.40	\$50,065.60	\$50,523.20	\$51,043.20	\$51,604.80
Steps	40								•			24
Hourly	13 \$25.03	14 \$25.30	15 \$25.54	16 \$25.81	17 \$26.06	18 \$26.32	19 \$26.58	20 \$26.86	21 \$27.10	22 \$27.37	23 \$27.65	\$27.92
Biweekly	\$2,002.40	\$2,024.00	\$2,043.20	\$2,064.80	\$2,084.80	\$2,105.60	\$2,126.40	\$2,148.80	\$2,168.00	\$2,189.60	\$2,212.00	\$2,233.60
Annually	\$52,062.40	\$52,624.00	\$53,123.20	\$53,684.80	\$54,204.80	\$54,745.60	\$55,286.40	\$55,868.80	\$56,368.00	\$56,929.60	\$57,512.00	\$58,073.60
Ailliually	\$52,002.40	352,024.00	\$55,125.20	\$55,004.00	\$54,204.60	\$54,745.00	\$55,260.40	\$33,000.00	\$30,306.00	\$30,929.00	\$37,312.00	\$36,073.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$28.22	\$28.49	\$28.77	\$29.06	\$29.36	\$29.64	\$29.93	\$30.24	\$30.55	\$30.84	\$31.15	\$31.45
Biweekly	\$2,257.60	\$2,279.20	\$2,301.60	\$2,324.80	\$2,348.80	\$2,371.20	\$2,394.40	\$2,419.20	\$2,444.00	\$2,467.20	\$2,492.00	\$2,516.00
Annually	\$58,697.60	\$59,259.20	\$59,841.60	\$60,444.80	\$61,068.80	\$61,651.20	\$62,254.40	\$62,899.20	\$63,544.00	\$64,147.20	\$64,792.00	\$65,416.00
Aimuuny	\$30,037.00	333,233.20	333,041.00	300,444.00	301,008.80	301,031.20	302,234.40	302,033.20	303,344.00	304,147.20	304,732.00	303,410.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$31.78	\$32.11	\$32.42	\$32.74	\$33.06	\$33.40	\$33.74	\$34.06	\$34.42	\$34.76	\$35.09	\$35.43
Biweekly	\$2,542.40	\$2,568.80	\$2,593.60	\$2,619.20	\$2,644.80	\$2,672.00	\$2,699.20	\$2,724.80	\$2,753.60	\$2,780.80	\$2,807.20	\$2,834.40
Annually	\$66,102.40	\$66,788.80	\$67,433.60	\$68,099.20	\$68,764.80	\$69,472.00	\$70,179.20	\$70,844.80	\$71,593.60	\$72,300.80	\$72,987.20	\$73,694.40
•	J00,102.10	300,700.00	307,133.00	\$00,033.20	\$00,701.00	303, 172.00	370,173.20	\$70,011.00	Ų, 1,555.00	\$72,500.00	\$72,507.20	\$75,051.10
Steps	49	50	51	52	53	54	55					
Hourly	\$35.82	\$36.17	\$36.53	\$36.90	\$37.26	\$37.64	\$38.01					
Biweekly	\$2,865.60	\$2,893.60	\$2.922.40	\$2,952.00	\$2,980.80	\$3,011.20	\$3,040.80					
Annually	\$74,505.60	\$75,233.60	\$75,982.40	\$76,752.00	\$77,500.80	\$78,291.20	\$79,060.80					
				,								

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$25.03	\$25.30	\$25.54	\$25.81	\$26.06	\$26.32	\$26.58	\$26.86	\$27.10	\$27.37	\$27.65	\$27.92
Biweekly	\$2,002.40	\$2,024.00	\$2,043.20	\$2,064.80	\$2,084.80	\$2,105.60	\$2,126.40	\$2,148.80	\$2,168.00	\$2,189.60	\$2,212.00	\$2,233.60
Annually	\$52,062.40	\$52,624.00	\$53,123.20	\$53,684.80	\$54,204.80	\$54,745.60	\$55,286.40	\$55,868.80	\$56,368.00	\$56,929.60	\$57,512.00	\$58,073.60
Aimauny	\$32,002. 4 0	JJ2,024.00	JJJ,12J.20	\$55,004.00	JJ4,204.00	554,745.00	\$55,200.40	\$33,000.00	\$30,300.00	\$30,323.00	557,512.00	\$30,073.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$28.22	\$28.49	\$28.77	\$29.06	\$29.36	\$29.64	\$29.93	\$30.24	\$30.55	\$30.84	\$31.15	\$31.45
Biweekly	\$2,257.60	\$2,279.20	\$2,301.60	\$2,324.80	\$2,348.80	\$2,371.20	\$2,394.40	\$2,419.20	\$2,444.00	\$2,467.20	\$2,492.00	\$2,516.00
Annually	\$58,697.60	\$59,259.20	\$59,841.60	\$60,444.80	\$61,068.80	\$61,651.20	\$62,254.40	\$62,899.20	\$63,544.00	\$64,147.20	\$64,792.00	\$65,416.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$31.78	\$32.11	\$32.42	\$32.74	\$33.06	\$33.40	\$33.74	\$34.06	\$34.42	\$34.76	\$35.09	\$35.43
Biweekly	\$2,542.40	\$2,568.80	\$2,593.60	\$2,619.20	\$2,644.80	\$2,672.00	\$2,699.20	\$2,724.80	\$2,753.60	\$2,780.80	\$2,807.20	\$2,834.40
Annually	\$66,102.40	\$66,788.80	\$67,433.60	\$68,099.20	\$68,764.80	\$69,472.00	\$70,179.20	\$70,844.80	\$71,593.60	\$72,300.80	\$72,987.20	\$73,694.40
	000,202	\$00,700.00	\$677,100.00	400,033.20	\$00,70 mgg	000, 2.00	0,0,1,5,20	<i>\$7.</i> 676 1 1166	V. 2,000.00	V, 2,000.00	0,2,50,,20	¢,,0,050
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$35.82	\$36.17	\$36.53	\$36.90	\$37.26	\$37.64	\$38.01	\$38.38	\$38.78	\$39.17	\$39.55	\$39.96
Biweekly	\$2,865.60	\$2,893.60	\$2,922.40	\$2,952.00	\$2,980.80	\$3,011.20	\$3,040.80	\$3,070.40	\$3,102.40	\$3,133.60	\$3,164.00	\$3,196.80
Annually	\$74,505.60	\$75,233.60	\$75,982.40	\$76,752.00	\$77,500.80	\$78,291.20	\$79,060.80	\$79,830.40	\$80,662.40	\$81,473.60	\$82,264.00	\$83,116.80
Steps	40		-4				55					
•	49	50	51	52	53	54						
Hourly	\$40.37	\$40.76	\$41.16	\$41.56	\$42.00	\$42.41	\$42.83					
Biweekly	\$3,229.60	\$3,260.80	\$3,292.80	\$3,324.80	\$3,360.00	\$3,392.80	\$3,426.40					
Annually	\$83,969.60	\$84,780.80	\$85,612.80	\$86,444.80	\$87,360.00	\$88,212.80	\$89,086.40					
•												
Grade /8												
Grade 78												
Steps	1	2	3	4	5	6	7	. 8	9	10	11	12
Steps Hourly	\$27.37	\$27.65	\$27.92	\$28.22	\$28.49	\$28.77	\$29.06	\$29.36	\$29.64	\$29.93	\$30.24	\$30.55
Steps		_		-	-		-		-			
Steps Hourly	\$27.37	\$27.65	\$27.92	\$28.22	\$28.49 \$2,279.20	\$28.77	\$29.06	\$29.36	\$29.64	\$29.93	\$30.24	\$30.55
Steps Hourly Biweekly Annually	\$27.37 \$2,189.60	\$27.65 \$2,212.00	\$27.92 \$2,233.60	\$28.22 \$2,257.60	\$28.49	\$28.77 \$2,301.60	\$29.06 \$2,324.80	\$29.36 \$2,348.80	\$29.64 \$2,371.20	\$29.93 \$2,394.40	\$30.24 \$2,419.20	\$30.55 \$2,444.00
Steps Hourly Biweekly	\$27.37 \$2,189.60	\$27.65 \$2,212.00	\$27.92 \$2,233.60	\$28.22 \$2,257.60	\$28.49 \$2,279.20	\$28.77 \$2,301.60	\$29.06 \$2,324.80	\$29.36 \$2,348.80	\$29.64 \$2,371.20	\$29.93 \$2,394.40	\$30.24 \$2,419.20	\$30.55 \$2,444.00
Steps Hourly Biweekly Annually	\$27.37 \$2,189.60 \$56,929.60	\$27.65 \$2,212.00 \$57,512.00	\$27.92 \$2,233.60 \$58,073.60	\$28.22 \$2,257.60 \$58,697.60	\$28.49 \$2,279.20 \$59.259.20	\$28.77 \$2,301.60 \$59,841.60	\$29.06 \$2,324.80 \$60.444.80	\$29.36 \$2,348.80 \$61,068.80	\$29.64 \$2,371.20 \$61,651.20	\$29.93 \$2,394.40 \$62,254.40	\$30.24 \$2,419.20 \$62,899.20	\$30.55 \$2,444.00 \$63,544.00
Steps Hourly Biweekly Annually Steps Hourly	\$27.37 \$2,189.60 \$56,929.60 13 \$30.84	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74	\$29.36 \$2,348.80 \$61,068.80 20 \$33.06	\$29.64 \$2,371.20 \$61,651.20 21 \$33.40	\$29.93 \$2,394.40 \$62.254.40 22 \$33.74	\$30.24 \$2,419.20 \$62,899.20 23 \$34.06	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.37 \$2,189.60 \$56,929.60 13 \$30.84 \$2,467.20	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2,492.00	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2.516.00	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2,542.40	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80	\$28.77 \$2,301.60 \$59,841.60 18 \$32.42 \$2,593.60	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74 \$2.619.20	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2,644.80	\$29.64 \$2,371.20 \$61.651.20 21 \$33.40 \$2,672.00	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20	\$30.24 \$2,419.20 \$62,899.20 23 \$34.06 \$2,724.80	\$30.55 \$2,444.00 \$63,544.00 24 \$34.42 \$2,753.60
Steps Hourly Biweekly Annually Steps Hourly	\$27.37 \$2,189.60 \$56,929.60 13 \$30.84	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74	\$29.36 \$2,348.80 \$61,068.80 20 \$33.06	\$29.64 \$2,371.20 \$61,651.20 21 \$33.40	\$29.93 \$2,394.40 \$62.254.40 22 \$33.74	\$30.24 \$2,419.20 \$62,899.20 23 \$34.06	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.37 \$2,189.60 \$56,929.60 13 \$30.84 \$2,467.20 \$64,147.20	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2,492.00 \$64,792.00	\$27.92 \$2,233.60 \$58,073.60 15 \$31.45 \$2.516.00 \$65,416.00	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80 \$66,788.80	\$28.77 \$2,301.60 \$59,841.60 18 \$32.42 \$2,593.60 \$67,433.60	\$29.06 \$2,324.80 \$60,444.80 19 \$32.74 \$2,619.20 \$68,099.20	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68,764.80	\$29.64 \$2,371.20 \$61.651.20 21 \$33.40 \$2.672.00 \$69,472.00	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20	\$30.24 \$2,419.20 \$62,899.20 23 \$34.06 \$2,724.80 \$70,844.80	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.37 \$2,189.60 \$56,929.60 13 \$30.84 \$2,467.20 \$64,147.20	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2.492.00 \$64,792.00	\$27.92 \$2,233.60 \$58,073.60 15 \$31.45 \$2.516.00 \$65,416.00	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2,542.40 \$66,102.40	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80 \$66,788.80	\$28.77 \$2,301.60 \$59,841.60 18 \$32.42 \$2,593.60 \$67,433.60	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74 \$2,619.20 \$68.099.20	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68,764.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.40 \$2,672.00 \$69,472.00	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20	\$30.24 \$2,419.20 \$62,899.20 23 \$34.06 \$2,724.80 \$70,844.80	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2.467.20 \$64,147.20	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2.492.00 \$64.792.00	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2.516.00 \$65,416.00	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82	\$28.49 \$2,279.20 \$59.259.20 17 \$32.11 \$2,568.80 \$66.788.80	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67.433.60 30 \$36.53	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74 \$2,619.20 \$68.099.20 31 \$36.90	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26	\$29.64 \$2,371.20 \$61.651.20 21 \$33.40 \$2.672.00 \$69,472.00	\$29.93 \$2,394.40 \$62.254.40 22 \$33.74 \$2.699.20 \$70.179.20 34 \$38.01	\$30.24 \$2,419.20 \$62,899.20 23 \$34.06 \$2,724.80 \$70,844.80 35 \$38.38	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.76 \$2,780.80	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2.492.00 \$64.792.00 26 \$35.09 \$2,807.20	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2.516.00 \$65.416.00 27 \$35.43 \$2.834.40	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82 \$2.865.60	\$28.49 \$2,279.20 \$59.259.20 17 \$32.11 \$2,568.80 \$66.788.80 29 \$36.17 \$2,893.60	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67.433.60 30 \$36.53 \$2,922.40	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74 \$2,619.20 \$68.099.20 31 \$36.90 \$2,952.00	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26 \$2,980.80	\$29.64 \$2,371.20 \$61.651.20 21 \$33.40 \$2.672.00 \$69.472.00 33 \$37.64 \$3,011.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2.699.20 \$70.179.20 34 \$38.01 \$3.040.80	\$30.24 \$2,419.20 \$62,899.20 23 \$34.06 \$2,724.80 \$70,844.80 35 \$38.38 \$3.070.40	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2.467.20 \$64,147.20	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2.492.00 \$64.792.00	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2.516.00 \$65,416.00	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82	\$28.49 \$2,279.20 \$59.259.20 17 \$32.11 \$2,568.80 \$66.788.80 29 \$36.17	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67.433.60 30 \$36.53	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74 \$2,619.20 \$68.099.20 31 \$36.90	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26	\$29.64 \$2,371.20 \$61.651.20 21 \$33.40 \$2.672.00 \$69,472.00	\$29.93 \$2,394.40 \$62.254.40 22 \$33.74 \$2.699.20 \$70.179.20 34 \$38.01	\$30.24 \$2,419.20 \$62,899.20 23 \$34.06 \$2,724.80 \$70,844.80 35 \$38.38	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2.467.20 \$64.147.20 25 \$34.76 \$2,780.80 \$72,300.80	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2.492.00 \$64.792.00 26 \$35.09 \$2,807.20 \$72.987.20	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2.516.00 \$65.416.00 27 \$35.43 \$2.834.40 \$73.694.40	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82 \$2.865.60 \$74.505.60	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80 \$66.788.80 29 \$36.17 \$2,893.60 \$75,233.60	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67.433.60 30 \$36.53 \$2.922.40 \$75.982.40	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74 \$2,619.20 \$68.099.20 31 \$36.90 \$2,952.00 \$76,752.00	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26 \$2,980.80 \$77,500.80	\$29.64 \$2,371.20 \$61.651.20 21 \$33.40 \$2.672.00 \$69.472.00 33 \$37.64 \$3,011.20 \$78,291.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2.699.20 \$70.179.20 34 \$38.01 \$3.040.80 \$79.060.80	\$30.24 \$2,419.20 \$62,899.20 23 \$34.06 \$2,724.80 \$70,844.80 35 \$38.38 \$3.070.40 \$79,830.40	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40 \$80.662.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2.467.20 \$64.147.20 25 \$34.76 \$2,780.80 \$72,300.80	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2.492.00 \$64,792.00 26 \$35.09 \$2.807.20 \$72,987.20	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2.516.00 \$65,416.00 27 \$35.43 \$2,834.40 \$73.694.40	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82 \$2.865.60 \$74.505.60	\$28.49 \$2,279.20 \$59.259.20 17 \$32.11 \$2.568.80 \$66.788.80 29 \$36.17 \$2,893.60 \$75,233.60	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67,433.60 30 \$36.53 \$2.922.40 \$75,982.40	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74 \$2.619.20 \$68.099.20 31 \$36.90 \$2,952.00 \$76.752.00	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26 \$2.980.80 \$77.500.80	\$29.64 \$2,371.20 \$61.651.20 21 \$33.40 \$2.672.00 \$69.472.00 33 \$37.64 \$3,011.20 \$78,291.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2.699.20 \$70,179.20 34 \$38.01 \$3,040.80 \$79,060.80	\$30.24 \$2,419.20 \$62.899.20 23 \$34.06 \$2,724.80 \$70.844.80 35 \$38.38 \$3.070.40 \$79.830.40	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40 \$80.662.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.76 \$2,780.80 \$72,300.80	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2.492.00 \$64,792.00 26 \$35.09 \$2.807.20 \$72.987.20	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2.516.00 \$65,416.00 27 \$35.43 \$2,834.40 \$73.694.40	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82 \$2.865.60 \$74.505.60	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80 \$66.788.80 29 \$36.17 \$2,893.60 \$75,233.60	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67.433.60 30 \$36.53 \$2.922.40 \$75.982.40	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74 \$2.619.20 \$68.099.20 31 \$36.90 \$2,952.00 \$76.752.00	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68,764.80 32 \$37.26 \$2.980.80 \$77.500.80	\$29.64 \$2,371.20 \$61.651.20 21 \$33.40 \$2.672.00 \$69.472.00 33 \$37.64 \$3,011.20 \$78,291.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.01 \$3,040.80 \$79,060.80	\$30.24 \$2,419.20 \$62.899.20 23 \$34.06 \$2,724.80 \$70.844.80 35 \$38.38 \$3,070.40 \$79.830.40	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40 \$80.662.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2.467.20 \$64.147.20 25 \$34.76 \$2,780.80 \$72,300.80	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2.492.00 \$64,792.00 26 \$35.09 \$2.807.20 \$72,987.20	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2.516.00 \$65,416.00 27 \$35.43 \$2,834.40 \$73.694.40	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82 \$2.865.60 \$74.505.60	\$28.49 \$2,279.20 \$59.259.20 17 \$32.11 \$2.568.80 \$66.788.80 29 \$36.17 \$2,893.60 \$75,233.60	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67,433.60 30 \$36.53 \$2.922.40 \$75,982.40	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74 \$2.619.20 \$68.099.20 31 \$36.90 \$2,952.00 \$76.752.00	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26 \$2.980.80 \$77.500.80	\$29.64 \$2,371.20 \$61.651.20 21 \$33.40 \$2.672.00 \$69.472.00 33 \$37.64 \$3,011.20 \$78,291.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2.699.20 \$70,179.20 34 \$38.01 \$3,040.80 \$79,060.80	\$30.24 \$2,419.20 \$62.899.20 23 \$34.06 \$2,724.80 \$70.844.80 35 \$38.38 \$3.070.40 \$79.830.40	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40 \$80.662.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.76 \$2,780.80 \$72,300.80	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2.492.00 \$64,792.00 26 \$35.09 \$2.807.20 \$72.987.20	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2.516.00 \$65,416.00 27 \$35.43 \$2,834.40 \$73.694.40	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82 \$2.865.60 \$74.505.60	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80 \$66.788.80 29 \$36.17 \$2,893.60 \$75,233.60	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67.433.60 30 \$36.53 \$2.922.40 \$75.982.40	\$29.06 \$2,324.80 \$60.444.80 19 \$32.74 \$2.619.20 \$68.099.20 31 \$36.90 \$2,952.00 \$76.752.00	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68,764.80 32 \$37.26 \$2.980.80 \$77.500.80	\$29.64 \$2,371.20 \$61.651.20 21 \$33.40 \$2.672.00 \$69.472.00 33 \$37.64 \$3,011.20 \$78,291.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.01 \$3,040.80 \$79,060.80	\$30.24 \$2,419.20 \$62.899.20 23 \$34.06 \$2,724.80 \$70.844.80 35 \$38.38 \$3,070.40 \$79.830.40	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40 \$80.662.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2,467.20 \$64.147.20 25 \$34.76 \$2,780.80 \$72.300.80 37 \$39.17 \$3.133.60 \$81.473.60	\$27.65 \$2,212.00 \$57.512.00 \$14 \$31.15 \$2.492.00 \$64.792.00 \$2.807.20 \$72.987.20 \$35.09 \$2.807.20 \$72.987.20	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2,516.00 \$65.416.00 27 \$35.43 \$2.834.40 \$73.694.40 39 \$39.96 \$3.196.80 \$83,116.80	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82 \$2.865.60 \$74.505.60 40 \$40.37 \$3.229.60 \$83.969.60	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80 \$66,788.80 29 \$36.17 \$2,893.60 \$75,233.60 41 \$40.76 \$3,260.80 \$84,780.80	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67,433.60 30 \$36.53 \$2,922.40 \$75,982.40 42 \$41.16 \$3.292.80 \$85,612.80	\$29.06 \$2,324.80 \$60,444.80 19 \$32.74 \$2,619.20 \$68.099.20 31 \$36.90 \$2,952.00 \$76.752.00 43 \$41.56 \$3.324.80 \$86,444.80	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26 \$2.980.80 \$77.500.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.40 \$2,672.00 \$69,472.00 33 \$37.64 \$3.011.20 \$78,291.20 45 \$42.41 \$3.392.80	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70.179.20 34 \$38.01 \$3.040.80 \$79.060.80 46 \$42.83 \$3.426.40	\$30.24 \$2,419.20 \$62.899.20 23 \$34.06 \$2,724.80 \$70.844.80 35 \$38.38 \$3,070.40 \$79,830.40 47 \$43.27 \$3,461.60	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40 \$80.662.40 48 \$43.70 \$3.496.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.76 \$2,780.80 \$72,300.80 37 \$39.17 \$3,133.60	\$27.65 \$2,212.00 \$57.512.00 14 \$31.15 \$2,492.00 \$64,792.00 26 \$35.09 \$2.807.20 \$72,987.20 38 \$39.55 \$3.164.00	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2.516.00 \$65.416.00 27 \$35.43 \$2.834.40 \$73,694.40 39 \$39.96 \$3.196.80	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82 \$2.865.60 \$74,505.60 40 \$40.37 \$3,229.60	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80 \$66.788.80 29 \$36.17 \$2,893.60 \$75,233.60 41 \$40.76 \$3,260.80	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67.433.60 30 \$36.53 \$2.922.40 \$75.982.40 42 \$41.16 \$3.292.80	\$29.06 \$2,324.80 \$60,444.80 19 \$32.74 \$2.619.20 \$68.099.20 31 \$36.90 \$2,952.00 \$76,752.00 43 \$41.56 \$3,324.80	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26 \$2.980.80 \$77.500.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.40 \$2,672.00 \$69,472.00 33 \$37.64 \$3.011.20 \$78,291.20 45 \$42.41 \$3.392.80	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70.179.20 34 \$38.01 \$3.040.80 \$79.060.80 46 \$42.83 \$3.426.40	\$30.24 \$2,419.20 \$62.899.20 23 \$34.06 \$2,724.80 \$70.844.80 35 \$38.38 \$3,070.40 \$79,830.40 47 \$43.27 \$3,461.60	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40 \$80.662.40 48 \$43.70 \$3.496.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2,467.20 \$64.147.20 25 \$34.76 \$2,780.80 \$72.300.80 37 \$39.17 \$3.133.60 \$81.473.60	\$27.65 \$2,212.00 \$57.512.00 \$14 \$31.15 \$2.492.00 \$64.792.00 \$2.807.20 \$72.987.20 \$35.09 \$2.807.20 \$72.987.20	\$27.92 \$2,233.60 \$58.073.60 15 \$31.45 \$2,516.00 \$65.416.00 27 \$35.43 \$2.834.40 \$73.694.40 39 \$39.96 \$3.196.80 \$83,116.80	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82 \$2.865.60 \$74.505.60 40 \$40.37 \$3.229.60 \$83.969.60	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80 \$66,788.80 29 \$36.17 \$2,893.60 \$75,233.60 41 \$40.76 \$3,260.80 \$84,780.80	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67,433.60 30 \$36.53 \$2,922.40 \$75,982.40 42 \$41.16 \$3.292.80 \$85,612.80	\$29.06 \$2,324.80 \$60,444.80 19 \$32.74 \$2,619.20 \$68.099.20 31 \$36.90 \$2,952.00 \$76.752.00 43 \$41.56 \$3.324.80 \$86,444.80	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26 \$2.980.80 \$77.500.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.40 \$2,672.00 \$69,472.00 33 \$37.64 \$3.011.20 \$78,291.20 45 \$42.41 \$3.392.80	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70.179.20 34 \$38.01 \$3.040.80 \$79.060.80 46 \$42.83 \$3.426.40	\$30.24 \$2,419.20 \$62.899.20 23 \$34.06 \$2,724.80 \$70.844.80 35 \$38.38 \$3,070.40 \$79,830.40 47 \$43.27 \$3,461.60	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40 \$80.662.40 48 \$43.70 \$3.496.00
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	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2,467.20 \$64.147.20 25 \$34.76 \$2,780.80 \$72,300.80 37 \$39.17 \$3,133.60 \$81,473.60	\$27.65 \$2,212.00 \$57.512.00 \$14 \$31.15 \$2,492.00 \$64,792.00 \$2,807.20 \$72,987.20 \$72,987.20 \$35.09 \$2,807.20 \$72,987.20 \$72,987.20	\$27.92 \$2,233.60 \$58.073.60 \$58.073.60 \$15 \$31.45 \$2.516.00 \$65.416.00 \$65.416.00 \$73.694.40 \$73.694.40 \$39 \$39.96 \$3.196.80 \$83.116.80 \$11 \$45.02	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82 \$2.865.60 \$74.505.60 40 \$40.37 \$3.229.60 \$83.969.60	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80 \$66,788.80 29 \$36.17 \$2,893.60 \$75,233.60 41 \$40.76 \$3,260.80 \$84,780.80 53 \$45.93	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67.433.60 30 \$36.53 \$2.922.40 \$75,982.40 42 \$41.16 \$3.292.80 \$85.612.80	\$29.06 \$2,324.80 \$60,444.80 19 \$32.74 \$2.619.20 \$68.099.20 31 \$36.90 \$2,952.00 \$76.752.00 43 \$41.56 \$3,324.80 \$86,444.80	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26 \$2.980.80 \$77.500.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.40 \$2,672.00 \$69,472.00 33 \$37.64 \$3.011.20 \$78,291.20 45 \$42.41 \$3.392.80	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70.179.20 34 \$38.01 \$3.040.80 \$79.060.80 46 \$42.83 \$3.426.40	\$30.24 \$2,419.20 \$62.899.20 23 \$34.06 \$2,724.80 \$70.844.80 35 \$38.38 \$3,070.40 \$79,830.40 47 \$43.27 \$3,461.60	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40 \$80.662.40 48 \$43.70 \$3.496.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2.467.20 \$64.147.20 25 \$34.76 \$2,780.80 \$72.300.80 37 \$39.17 \$3,133.60 \$81.473.60 49 \$44.12 \$3,529.60	\$27.65 \$2,212.00 \$57.512.00 \$14 \$31.15 \$2,492.00 \$64.792.00 \$2,807.20 \$72,987.20 \$72,987.20 \$35.09 \$2,807.20 \$72,987.20 \$72,987.20	\$27.92 \$2,233.60 \$58.073.60 \$58.073.60 \$15 \$31.45 \$2.516.00 \$65.416.00 \$65.416.00 \$73.694.40 \$73.694.40 \$39 \$39.96 \$3.196.80 \$83.116.80 \$45.02 \$3,601.60	\$28.22 \$2,257.60 \$58.697.60 \$16 \$31.78 \$2.542.40 \$66.102.40 \$28 \$35.82 \$2.865.60 \$74.505.60 \$40.37 \$3.229.60 \$83.969.60 \$2 \$45.46 \$3.636.80	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80 \$66,788.80 29 \$36.17 \$2,893.60 \$75,233.60 41 \$40.76 \$3,260.80 \$84,780.80 \$45.93 \$3,674.40	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67.433.60 30 \$36.53 \$2,922.40 \$75,982.40 42 \$41.16 \$3.292.80 \$85.612.80 54	\$29.06 \$2,324.80 \$60,444.80 19 \$32.74 \$2.619.20 \$68.099.20 31 \$36.90 \$2,952.00 \$76.752.00 43 \$41.56 \$3,324.80 \$86.444.80 55 \$46.85 \$3,748.00	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26 \$2.980.80 \$77.500.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.40 \$2,672.00 \$69,472.00 33 \$37.64 \$3.011.20 \$78,291.20 45 \$42.41 \$3.392.80	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70.179.20 34 \$38.01 \$3.040.80 \$79.060.80 46 \$42.83 \$3.426.40	\$30.24 \$2,419.20 \$62.899.20 23 \$34.06 \$2,724.80 \$70.844.80 35 \$38.38 \$3,070.40 \$79,830.40 47 \$43.27 \$3,461.60	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40 \$80.662.40 48 \$43.70 \$3.496.00
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	\$27.37 \$2,189.60 \$56.929.60 13 \$30.84 \$2,467.20 \$64.147.20 25 \$34.76 \$2,780.80 \$72,300.80 37 \$39.17 \$3,133.60 \$81,473.60	\$27.65 \$2,212.00 \$57.512.00 \$14 \$31.15 \$2,492.00 \$64,792.00 \$2,807.20 \$72,987.20 \$72,987.20 \$35.09 \$2,807.20 \$72,987.20 \$72,987.20	\$27.92 \$2,233.60 \$58.073.60 \$58.073.60 \$15 \$31.45 \$2.516.00 \$65.416.00 \$65.416.00 \$73.694.40 \$73.694.40 \$39 \$39.96 \$3.196.80 \$83.116.80 \$11 \$45.02	\$28.22 \$2,257.60 \$58.697.60 16 \$31.78 \$2.542.40 \$66.102.40 28 \$35.82 \$2.865.60 \$74.505.60 40 \$40.37 \$3.229.60 \$83.969.60	\$28.49 \$2,279.20 \$59,259.20 17 \$32.11 \$2,568.80 \$66,788.80 29 \$36.17 \$2,893.60 \$75,233.60 41 \$40.76 \$3,260.80 \$84,780.80 53 \$45.93	\$28.77 \$2,301.60 \$59.841.60 18 \$32.42 \$2.593.60 \$67.433.60 30 \$36.53 \$2.922.40 \$75,982.40 42 \$41.16 \$3.292.80 \$85.612.80	\$29.06 \$2,324.80 \$60,444.80 19 \$32.74 \$2.619.20 \$68.099.20 31 \$36.90 \$2,952.00 \$76.752.00 43 \$41.56 \$3,324.80 \$86,444.80	\$29.36 \$2,348.80 \$61.068.80 20 \$33.06 \$2.644.80 \$68.764.80 32 \$37.26 \$2.980.80 \$77.500.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.40 \$2,672.00 \$69,472.00 33 \$37.64 \$3.011.20 \$78,291.20 45 \$42.41 \$3.392.80	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70.179.20 34 \$38.01 \$3.040.80 \$79.060.80 46 \$42.83 \$3.426.40	\$30.24 \$2,419.20 \$62.899.20 23 \$34.06 \$2,724.80 \$70.844.80 35 \$38.38 \$3,070.40 \$79,830.40 47 \$43.27 \$3,461.60	\$30.55 \$2,444.00 \$63.544.00 24 \$34.42 \$2.753.60 \$71.593.60 36 \$38.78 \$3.102.40 \$80.662.40 48 \$43.70 \$3.496.00

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps													
Hourity S299/18 S302/4 S302/5 S308/18 S311/5 S31.76 S31.76 S31.76 S31.76 S32.74 S32.74 S33.66 S33.66 S32.77 S32.74 S32.76 S32.77 S32.76 S32.77 S32.77 S32.76 S32.77	Steps	1	2	3	4	5	6	7	8	9	10	11	12
Septembly \$2,234,04,0 \$2,241,02 \$2,244,00 \$2,246,02 \$2,244,00 \$2,246,02 \$2,244,00 \$2,246,02 \$2,244,00 \$2,246,02 \$2,244,00 \$2,246,02 \$2,244,00 \$2,246,02 \$2,244,00 \$2,246,02 \$2		\$29.93	\$30.24	\$30.55	\$30.84	\$31.15	\$31.45	\$31.78	\$32.11	\$32.42	\$32.74	\$33.06	\$33.40
Steps													
Steps 13													
Houry S33,74	Annually	\$62,254.40	\$62,899.20	\$63,544.00	\$64,147.20	\$64,792.00	\$65,416.00	566,102.40	\$66,788.80	\$67,433.60	\$68,099.20	\$68,764.80	\$69,472.00
Houry S33,74	Steps	12	14	15	16	17	18	19	20	21	22	23	24
Biweekly \$2,699,20 \$2,728,80 \$2,793,80 \$2,793,80 \$72,890,80 \$72,897,20 \$73,894,40 \$74,505,60 \$2,895,60 \$2,922,40 \$2,925,20 \$2,280,80 \$3,011,20 \$76,017,707,707,707,707,707,707,707,707,707	•												
Steps 25													
Steps 25 26 27 28 29 30 31 32 33 34 35 36													
Hourk	Annually	\$70,179.20	\$70,844.80	\$71,593.60	\$72,300.80	\$72,987.20	\$73,694.40	\$74,505.60	\$75,233.60	\$75,982.40	\$76,752.00	\$77,500.80	\$78,291.20
Hourk													
Hourly S38,01 S38,38 S38,78 S39,77 S39,55 S39,96 S40,37 S41,16 S41,16 S41,16 S42,00 S42,21 S42,00 S42,21 S42,00 S	Steps	25	26	27	28	29	30	31	32	33	34	35	36
Biweekty \$5,040,80 \$3,070,40 \$3,102,40 \$3,132,40 \$5,313,60 \$3,128,60 \$3,168,80 \$3,128,80 \$3,288,80 \$3,288,80 \$3,288,80 \$3,288,80 \$3,288,80 \$3,28	Hourly	\$38.01	\$38.38	\$38.78		\$39.55	\$39.96	\$40.37	\$40.76	\$41.16	\$41.56	\$42.00	
Steps													
Steps 1													
Hourly \$42.83 \$43.77 \$43.70 \$34.12 \$43.70 \$54.12 \$54.67 \$54.50 \$54.56 \$5	Annually	\$79,060.80	\$79,830.40	\$80,662.40	\$81,473.60	\$82,264.00	\$83,116.80	\$83,969.60	\$84,780.80	\$85,612.80	\$86,444.80	\$87,360.00	\$88,212.80
Hourly \$42.83 \$43.77 \$43.70 \$43.10 \$34.12 \$44.57 \$45.00 \$54.46 \$54.46 \$54.93 \$46.85 \$47.32 \$47.79 \$8.90 \$10 \$1.10 \$12 \$100.401.60 \$101.400.00 \$102.419.20 \$103.500.80 \$104.520.00 \$104.520	•												
Biweekly S3,426.40 S3,461.60 S3,496.00 S3,496.00 S3,296.00 S3,259.60 S3,661.60 S3,661.60 S3,661.60 S3,674.40 S3,749.00 S3,748.00 S3,748.00 S9,748.00 S9,744.00 S9,7448.00	•												
Steps	Hourly	\$42.83	\$43.27	\$43.70		\$44.57	\$45.02	\$45.46	\$45.93	\$46.38	\$46.85	\$47.32	\$47.79
Steps	Biweekly	\$3,426,40	\$3,461,60	\$3,496,00	\$3,529,60	\$3.565.60	\$3,601,60	\$3,636,80	\$3.674.40	\$3,710,40	\$3.748.00	\$3.785.60	\$3.823.20
Steps 49 50 51 52 53 54 55													
Hourly S48.27 S48.75 S49.24 S49.76 S50.25 S50.75 S51.25 S40.000 S40.0000 S40.	Aimadily	303,000.40	\$50,001.00	\$30,030.00	\$31,703.00	\$32,703.00	\$33,041.00	\$34,330.00	\$55,554.40	\$30,470.40	\$57,440.00	\$30,423.00	\$33,403.20
Biweekly \$3,861.60 \$33,900.00 \$33,990.20 \$33,990.80 \$4,020.00 \$4,060.00 \$4,100.00 \$105,560.00	Steps	49	50	51	52	53	54	55					
Biweekly \$3,861.60 \$33,900.00 \$33,990.20 \$33,990.80 \$4,020.00 \$4,060.00 \$4,100.00 \$105,560.00	Hourly	¢40.27	¢10 7E	¢40.24	¢40.76	¢EN 2E	¢E0.7E	¢E1 2E					
Grade 80 Steps 1 2 3 3 4 55 6 77 8 9 9 10 11 12 Biweekly 52,993.60 568.099.0 537.66 530.11.20 530.10.80 578.291.20 579.060.80 579.893.00 579.893.00 579.893.00 583.134.0 538.29 50 583.14.0 574.50.80 579.893.00 583.134.0 574.50.80 579.893.00 579.893.00 579.893.00 579.893.00 583.134.0 574.50.80 579.893.00 57													
Steps 1 2 3 4 5 5 6 7 8 9 10 11 12													
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly 532.42 532.74 533.06 533.40 533.74 534.06 534.42 534.76 535.09 535.43 535.82 536.17 Biweekly 52.93.60 52,619.20 \$2,644.80 \$2,672.00 \$70.99.20 \$2,724.80 \$27.53.60 \$2,807.20 \$2,8894.40 \$2,865.60 \$28.93.60 Annually \$67.433.60 \$68.099.20 \$68.742.00 \$70.179.20 \$70.844.80 \$71.593.60 \$72.300.80 \$72.807.20 \$73.694.40 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$75.203.60 \$74.505.60 \$75.203.60 \$74.505.60 \$75.203.60 \$74.505.60 \$74.505.60 \$72.705.80 \$38.01 \$38.01	Annually	\$100,401.60	\$101,400.00	\$102,419.20	\$103,500.80	\$104,520.00	\$105,560.00	\$106,600.00					
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly 532.42 532.74 533.06 533.40 533.74 534.06 534.42 534.76 535.09 535.43 535.82 536.17 Biweekly 52.93.60 52,619.20 52,644.80 52,672.00 570.99.20 52,723.60 52,780.80 \$22,807.20 52,834.40 52,656.60 \$28,936.00 Annually 567.433.60 568.099.20 568.742.00 570.179.20 570.844.80 571.593.60 572.300.80 572.987.20 573.694.40 574.505.60 575.233.60 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly 536.53 536.90 537.26 537.64 538.01 538.38 538.71 539.55 539.96 540.37 540.76 840.37 540.37 540.37 540.37 540.37 540.37 540.37 <th></th>													
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly 532.42 532.74 533.06 533.40 533.74 534.06 534.42 534.76 535.09 535.43 535.82 536.17 Biweekly 52.93.60 52,619.20 \$2,644.80 \$2,672.00 \$70.99.20 \$2,724.80 \$27.53.60 \$2,807.20 \$2,8894.40 \$2,865.60 \$28.93.60 Annually \$67.433.60 \$68.099.20 \$68.742.00 \$70.179.20 \$70.844.80 \$71.593.60 \$72.300.80 \$72.807.20 \$73.694.40 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$75.203.60 \$74.505.60 \$75.203.60 \$74.505.60 \$75.203.60 \$74.505.60 \$74.505.60 \$72.705.80 \$38.01 \$38.01													
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly 532.42 532.74 533.06 533.40 533.74 534.06 534.42 534.76 535.09 535.43 535.82 536.17 Biweekly 52.93.60 52,619.20 \$2,644.80 \$2,672.00 \$70.99.20 \$2,724.80 \$27.53.60 \$2,807.20 \$2,8894.40 \$2,865.60 \$28.93.60 Annually \$67.433.60 \$68.099.20 \$68.742.00 \$70.179.20 \$70.844.80 \$71.593.60 \$72.300.80 \$72.807.20 \$73.694.40 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$74.505.60 \$75.203.60 \$74.505.60 \$75.203.60 \$74.505.60 \$75.203.60 \$74.505.60 \$74.505.60 \$72.705.80 \$38.01 \$38.01	Grade 80												
Hourly \$32.42 \$32.74 \$33.06 \$33.40 \$33.74 \$34.06 \$34.42 \$34.76 \$35.09 \$35.43 \$35.82 \$36.17 \$8iweekly \$2.593.60 \$2.619.20 \$2.644.80 \$2.672.00 \$2.692.00 \$2.774.80 \$2.753.60 \$2.780.80 \$2.807.20 \$2.807.20 \$2.834.40 \$2.865.60 \$2.893.60 \$4.000 \$4.000 \$4.000 \$4.000 \$4.000 \$4.000 \$4.000 \$4.000 \$4.100 \$4.638 \$4.88 \$48.80 \$87.360.00 \$4.241 \$4.80 \$4.80 \$4.80 \$4.80 \$4.92.00 \$4.980.00 \$4.000 \$4.000 \$4.100.													
Biweekly \$2,593.60 \$2,619.20 \$2,644.80 \$2,672.00 \$2,699.20 \$2,724.80 \$2,753.60 \$2,780.80 \$2,807.20 \$2,834.40 \$2,865.60 \$2,893.60 Annually \$67,433.60 \$68,099.20 \$68,764.80 \$69,472.00 \$70,179.20 \$70,844.80 \$71,593.60 \$72,300.80 \$72,987.20 \$53,694.40 \$74,505.60 \$75,233.60 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$36,53 \$36,90 \$37,26 \$37,64 \$38.01 \$38.38 \$38.78 \$39.17 \$39.55 \$39.96 \$40.37 \$40.76 Biweekly \$2,922.40 \$2,952.00 \$2,980.80 \$3,011.20 \$3,040.80 \$3,070.40 \$31.33.60 \$31.164.00 \$3.196.80 \$3,296.80 \$3,229.60 \$3,229.60 \$3,229.60 \$3,249.60 \$3,229.60 \$3,296.80 \$3,240.80 \$3,296.80 \$3,244.80 \$3,229.60 \$3,229.60 \$3,248.80 \$3,244.80 \$3,244.80 <th></th> <th>4</th> <th>2</th> <th>2</th> <th></th> <th>-</th> <th>•</th> <th>7</th> <th>•</th> <th>•</th> <th>10</th> <th>44</th> <th>42</th>		4	2	2		-	•	7	•	•	10	44	42
Steps 13	Steps	_	_		-		-						
Steps 13	Steps Hourly	\$32.42	\$32.74	\$33.06	\$33.40	\$33.74	\$34.06	\$34.42	\$34.76	\$35.09	\$35.43	\$35.82	\$36.17
Steps 13	Steps Hourly	\$32.42	\$32.74	\$33.06	\$33.40	\$33.74	\$34.06	\$34.42	\$34.76	\$35.09	\$35.43	\$35.82	\$36.17
Hourly S36.53 S36.90 S37.26 S37.64 S38.01 S38.38 S38.78 S39.17 S39.55 S39.96 S40.37 S40.76 S40.80 S	Steps Hourly Biweekly	\$32.42 \$2,593.60	\$32.74 \$2,619.20	\$33.06 \$2,644.80	\$33.40 \$2,672.00	\$33.74 \$2,699.20	\$34.06 \$2,724.80	\$34.42 \$2,753.60	\$34.76 \$2,780.80	\$35.09 \$2,807.20	\$35.43 \$2,834.40	\$35.82 \$2,865.60	\$36.17 \$2,893.60
Biweekly S2,922.40 S2,952.00 S2,980.80 S3,011.20 S3,040.80 S3,070.40 S3,102.40 S3,133.60 S3,164.00 S3,196.80 S3,296.00 S3,229.60 S3,260.80 S79,5982.40 S76,752.00 S77,500.80 S78,291.20 S79,060.80 S79,830.40 S80,662.40 S81,473.60 S82,264.00 S83,116.80 S83,969.60 S84,780.80 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly S41.16 S41.56 S42.00 S42.41 S42.83 S43.27 S43.70 S44.12 S44.57 S45.02 S45.46 S45.93 Biweekly S3,292.80 S3,324.80 S3,360.00 S3,392.80 S3,426.40 S3,466.60 S3,496.00 S3,529.60 S3,565.60 S3,601.60 S3,636.80 S3,674.40 Annually S85.612.80 S86,444.80 S87,360.00 S88,212.80 S89,086.40 S90,001.60 S90,896.00 S91,769.60 S92,705.60 S93,641.60 S94,556.80 S95,534.40 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly S46.38 S46.85 S47.32 S47.79 S48.27 S48.75 S49.24 S49.76 S50.25 S50.75 S51.25 S51.74 Biweekly S3,710.40 S3,785.60 S3,823.20 S3,861.60 S3,900.00 S3,939.20 S3,980.80 S4,020.00 S4,060.00 S4,100.00 S4,139.20 Annually S96.470.40 S97,448.00 S98,425.60 S99,403.20 S100,401.60 S101,400.00 S102,419.20 S103,500.80 S104,520.00 S105,560.00 S106,600.00 S107,619.20 Steps 49 50 51 52 53 54 55 Hourly S52.27 S52.80 S53.31 S53.87 S54.40 S54.94 S55.49 S55.49 Biweekly S4,181.60 S4,224.00 S4,264.80 S4,309.60 S4,3395.20 S4,439.20	Steps Hourly Biweekly Annually	\$32.42 \$2,593.60	\$32.74 \$2,619.20	\$33.06 \$2,644.80	\$33.40 \$2,672.00	\$33.74 \$2,699.20	\$34.06 \$2,724.80	\$34.42 \$2,753.60	\$34.76 \$2,780.80	\$35.09 \$2,807.20	\$35.43 \$2,834.40	\$35.82 \$2,865.60	\$36.17 \$2,893.60
Biweekly \$2,922.40 \$2,952.00 \$2,980.80 \$3,011.20 \$3,040.80 \$3,070.40 \$3,102.40 \$3,133.60 \$3,164.00 \$3,196.80 \$3,299.60 \$3,260.80 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$41.16 \$41.56 \$42.00 \$42.41 \$42.83 \$43.27 \$43.70 \$44.12 \$44.57 \$45.02 \$45.46 \$45.93 Biweekly \$3,292.80 \$3,324.80 \$3,360.00 \$3,392.80 \$3,464.40 \$3,466.00 \$3,592.60 \$3,565.60 \$3,601.60 \$3,636.80 \$3,674.40 Annually \$85,612.80 \$86,444.80 \$87,360.00 \$88,212.80 \$89,086.40 \$90,001.60 \$90,896.00 \$91,769.60 \$92,705.60 \$93,641.60 \$94,556.80 \$95,534.40 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$46.38	Steps Hourly Biweekly Annually	\$32.42 \$2,593.60 \$67,433.60	\$32.74 \$2,619.20 \$68,099.20	\$33.06 \$2,644.80 \$68,764.80	\$33.40 \$2,672.00 \$69,472.00	\$33.74 \$2,699.20 \$70,179.20	\$34.06 \$2,724.80 \$70,844.80	\$34.42 \$2,753.60 \$71,593.60	\$34.76 \$2,780.80 \$72,300.80	\$35.09 \$2,807.20 \$72,987.20	\$35.43 \$2,834.40 \$73,694.40	\$35.82 \$2,865.60 \$74,505.60	\$36.17 \$2,893.60 \$75,233.60
Annually \$75,982.40 \$76,752.00 \$77,508.00 \$79,060.80 \$79,060.80 \$80,662.40 \$81,473.60 \$82,264.00 \$83,116.80 \$83,969.60 \$84,780.80 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$41.16 \$41.56 \$42.00 \$42.41 \$42.83 \$43.27 \$43.70 \$44.12 \$44.57 \$45.02 \$45.46 \$45.93 Biweekly \$3,292.80 \$3,324.80 \$3,360.00 \$3,392.80 \$3,426.40 \$3,461.60 \$3,496.00 \$3,565.60 \$3,656.60 \$3,636.80 \$3,674.40 Annually \$85,612.80 \$86,444.80 \$87,360.00 \$88,212.80 \$89,086.40 \$90,001.60 \$90,896.00 \$91,769.60 \$92,705.60 \$93,641.60 \$94,556.80 \$95,534.40 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$46.38 \$46.	Steps Hourly Biweekly Annually Steps	\$32.42 \$2,593.60 \$67,433.60	\$32.74 \$2,619.20 \$68.099.20	\$33.06 \$2,644.80 \$68,764.80	\$33.40 \$2,672.00 \$69,472.00	\$33.74 \$2,699.20 \$70,179.20	\$34.06 \$2,724.80 \$70,844.80	\$34.42 \$2,753.60 \$71,593.60	\$34.76 \$2,780.80 \$72,300.80	\$35.09 \$2,807.20 \$72,987.20	\$35.43 \$2,834.40 \$73,694.40	\$35.82 \$2,865.60 \$74,505.60	\$36.17 \$2,893.60 \$75,233.60
Steps 25 26 27 28 29 30 31 32 33 34 35 36	Steps Hourly Biweekly Annually Steps Hourly	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53	\$32.74 \$2,619.20 \$68,099.20 14 \$36.90	\$33.06 \$2,644.80 \$68,764.80 15 \$37.26	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38	\$34.42 \$2,753.60 \$71,593.60 19 \$38.78	\$34.76 \$2,780.80 \$72.300.80 20 \$39.17	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55	\$35.43 \$2,834.40 \$73,694.40 22 \$39.96	\$35.82 \$2,865.60 \$74.505.60 23 \$40.37	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76
Hourly \$41.16 \$41.56 \$42.00 \$42.41 \$42.83 \$43.27 \$43.70 \$44.12 \$44.57 \$45.02 \$45.46 \$45.93 \$1 \$2 \$43.20 \$3.324.80 \$3.324.80 \$3.360.00 \$3.392.80 \$3.3426.40 \$3.461.60 \$3.496.00 \$3.529.60 \$3.565.60 \$3.601.60 \$3.601.60 \$3.636.80 \$3.674.40 \$40.0	Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2,922.40	\$32.74 \$2,619.20 \$68,099.20 14 \$36.90 \$2,952.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2.980.80	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3,070.40	\$34.42 \$2,753.60 \$71,593.60 19 \$38.78 \$3,102.40	\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3,133.60	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00	\$35.43 \$2,834.40 \$73,694.40 22 \$39.96 \$3,196.80	\$35.82 \$2,865.60 \$74,505.60 23 \$40.37 \$3,229.60	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80
Hourly \$41.16 \$41.56 \$42.00 \$42.41 \$42.83 \$43.27 \$43.70 \$44.12 \$44.57 \$45.02 \$45.46 \$45.93 \$1 \$2 \$43.20 \$3.324.80 \$3.324.80 \$3.360.00 \$3.392.80 \$3.3426.40 \$3.461.60 \$3.496.00 \$3.529.60 \$3.565.60 \$3.601.60 \$3.601.60 \$3.636.80 \$3.674.40 \$40.0	Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2,922.40	\$32.74 \$2,619.20 \$68,099.20 14 \$36.90 \$2,952.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2.980.80	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3,070.40	\$34.42 \$2,753.60 \$71,593.60 19 \$38.78 \$3,102.40	\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3,133.60	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00	\$35.43 \$2,834.40 \$73,694.40 22 \$39.96 \$3,196.80	\$35.82 \$2,865.60 \$74,505.60 23 \$40.37 \$3,229.60	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80
Biweekly Annually \$3,292.80 \$3,324.80 \$3,360.00 \$3,392.80 \$3,426.40 \$3,461.60 \$3,496.00 \$3,529.60 \$3,565.60 \$3,601.60 \$3,636.80 \$3,674.40 Annually \$85,612.80 \$86,444.80 \$87,360.00 \$88,212.80 \$89,086.40 \$90,001.60 \$90,896.00 \$91,769.60 \$92,705.60 \$93,641.60 \$94,556.80 \$95,534.40 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$46.38 \$46.85 \$47.32 \$47.79 \$48.27 \$48.75 \$49.24 \$49.76 \$50.25 \$50.75 \$51.25 \$51.74 Biweekly \$3,710.40 \$3,748.00 \$3,823.20 \$3,861.60 \$3,900.00 \$3,939.20 \$3,980.80 \$4,020.00 \$4,060.00 \$4,139.20 Annually \$96,470.40 \$97,448.00 \$98,425.60 \$99,403.20 \$100,401.60 \$101,400.00 \$102,419.20 \$103,500.80 \$104,520.00 \$105,560.00 \$106,600.00	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2,922.40 \$75,982.40	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2,952.00 \$76.752.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2,980.80 \$77.500.80	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80 \$79,060.80	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40	\$34.42 \$2,753.60 \$71.593.60 19 \$38.78 \$3.102.40 \$80.662.40	\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3,133.60 \$81,473.60	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83.116.80	\$35.82 \$2,865.60 \$74,505.60 23 \$40.37 \$3,229.60 \$83,969.60	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80
Annually \$85,612.80 \$86,444.80 \$87,360.00 \$88,212.80 \$89,086.40 \$90,001.60 \$90,896.00 \$91,769.60 \$92,705.60 \$93,641.60 \$94,556.80 \$95,534.40 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$46.38 \$46.85 \$47.32 \$47.79 \$48.27 \$48.75 \$49.24 \$49.76 \$50.25 \$50.75 \$51.25 \$51.74 Biweekly \$3.710.40 \$3.748.00 \$3.823.20 \$3.861.60 \$3.900.00 \$3.939.20 \$3.980.80 \$4.020.00 \$4.060.00 \$4.139.20 Annually \$96,470.40 \$97,448.00 \$98,425.60 \$99,403.20 \$100,401.60 \$101,400.00 \$102,419.20 \$103,500.80 \$104,520.00 \$105,560.00 \$106,600.00 \$107,619.20 Steps 49 50 51 52 53 54 55 Hourly \$52.27 \$52.80 \$53.31 \$53.87 \$54.40 <th< th=""><th>Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps</th><th>\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2,922.40 \$75,982.40</th><th>\$32.74 \$2,619.20 \$68,099.20 14 \$36.90 \$2,952.00 \$76,752.00</th><th>\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2,980.80 \$77,500.80</th><th>\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20</th><th>\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80 \$79,060.80</th><th>\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40</th><th>\$34.42 \$2,753.60 \$71.593.60 19 \$38.78 \$3,102.40 \$80.662.40</th><th>\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3.133.60 \$81,473.60</th><th>\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00</th><th>\$35.43 \$2,834.40 \$73,694.40 22 \$39.96 \$3,196.80 \$83,116.80</th><th>\$35.82 \$2,865.60 \$74,505.60 23 \$40.37 \$3,229.60 \$83,969.60</th><th>\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80</th></th<>	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2,922.40 \$75,982.40	\$32.74 \$2,619.20 \$68,099.20 14 \$36.90 \$2,952.00 \$76,752.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2,980.80 \$77,500.80	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80 \$79,060.80	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40	\$34.42 \$2,753.60 \$71.593.60 19 \$38.78 \$3,102.40 \$80.662.40	\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3.133.60 \$81,473.60	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00	\$35.43 \$2,834.40 \$73,694.40 22 \$39.96 \$3,196.80 \$83,116.80	\$35.82 \$2,865.60 \$74,505.60 23 \$40.37 \$3,229.60 \$83,969.60	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80
Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$46.38 \$46.85 \$47.32 \$47.79 \$48.27 \$48.75 \$49.24 \$49.76 \$50.25 \$50.75 \$51.25 \$51.74 Biweekly \$3,710.40 \$3,748.00 \$3,785.60 \$3,823.20 \$3,861.60 \$3,900.00 \$3,939.20 \$3,980.80 \$4,020.00 \$4,060.00 \$4,100.00 \$4,139.20 Annually \$96,470.40 \$97,448.00 \$98,425.60 \$99,403.20 \$100,401.60 \$101,400.00 \$102,419.20 \$103,500.80 \$104,520.00 \$105,560.00 \$106,600.00 \$107,619.20 Steps 49 50 51 52 53 54 55 Hourly \$52.27 \$52.80 \$53.31 \$53.87 \$54.40 \$55.49 \$55.49 Biweekly \$4,181.60 \$4,224.00 \$4,264.80 \$4,309.60 \$4,352.00 \$4,395.20 \$4,439.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$32.42 \$2,593.60 \$67,433.60 13 \$36.53 \$2,922.40 \$75,982.40	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2,952.00 \$76,752.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2,980.80 \$77,500.80 27 \$42.00	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20 28 \$42.41	\$33.74 \$2,699.20 \$70.179.20 17 \$38.01 \$3,040.80 \$79,060.80	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40	\$34.42 \$2,753.60 \$71,593.60 19 \$38.78 \$3,102.40 \$80,662.40 31 \$43.70	\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3,133.60 \$81,473.60 32 \$44.12	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83,116.80	\$35.82 \$2,865.60 \$74,505.60 23 \$40.37 \$3,229.60 \$83,969.60 35 \$45.46	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93
Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$46.38 \$46.85 \$47.32 \$47.79 \$48.27 \$48.75 \$49.24 \$49.76 \$50.25 \$50.75 \$51.25 \$51.74 Biweekly \$3,710.40 \$3,748.00 \$3,785.60 \$3,823.20 \$3,861.60 \$3,900.00 \$3,939.20 \$3,980.80 \$4,020.00 \$4,060.00 \$4,100.00 \$4,139.20 Annually \$96,470.40 \$97,448.00 \$98,425.60 \$99,403.20 \$100,401.60 \$101,400.00 \$102,419.20 \$103,500.80 \$104,520.00 \$105,560.00 \$106,600.00 \$107,619.20 Steps 49 50 51 52 53 54 55 Hourly \$52.27 \$52.80 \$53.31 \$53.87 \$54.40 \$55.49 \$55.49 Biweekly \$4,181.60 \$4,224.00 \$4,264.80 \$4,309.60 \$4,352.00 \$4,395.20 \$4,439.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$32.42 \$2,593.60 \$67,433.60 13 \$36.53 \$2,922.40 \$75,982.40	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2,952.00 \$76,752.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2,980.80 \$77,500.80 27 \$42.00	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20 28 \$42.41	\$33.74 \$2,699.20 \$70.179.20 17 \$38.01 \$3,040.80 \$79,060.80	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27	\$34.42 \$2,753.60 \$71,593.60 19 \$38.78 \$3,102.40 \$80,662.40 31 \$43.70	\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3,133.60 \$81,473.60 32 \$44.12	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83,116.80	\$35.82 \$2,865.60 \$74,505.60 23 \$40.37 \$3,229.60 \$83,969.60 35 \$45.46	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93
Hourly \$46.38 \$46.85 \$47.32 \$47.79 \$48.27 \$48.75 \$49.24 \$49.76 \$50.25 \$50.75 \$51.25 \$51.74 Biweekly \$3,710.40 \$3,748.00 \$3,785.60 \$3,823.20 \$3,861.60 \$3,900.00 \$3,939.20 \$3,980.80 \$4,020.00 \$4,060.00 \$4,100.00 \$4,139.20 Annually \$96,470.40 \$97,448.00 \$98,425.60 \$99,403.20 \$100,401.60 \$101,400.00 \$102,419.20 \$103,500.80 \$104,520.00 \$105,560.00 \$106,600.00 \$107,619.20 \$108.00 \$109,400.00 \$	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2,922.40 \$75.982.40 25 \$41.16 \$3.292.80	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2,952.00 \$76,752.00 26 \$41.56 \$3,324.80	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2,980.80 \$77.500.80 27 \$42.00 \$3,360.00	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20 28 \$42.41 \$3,392.80	\$33.74 \$2,699.20 \$70.179.20 17 \$38.01 \$3,040.80 \$79,060.80 29 \$42.83 \$3,426.40	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27 \$3,461.60	\$34.42 \$2,753.60 \$71.593.60 19 \$38.78 \$3,102.40 \$80.662.40 31 \$43.70 \$3,496.00	\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3,133.60 \$81,473.60 32 \$44.12 \$3,529.60	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3,196.80 \$83,116.80 34 \$45.02 \$3,601.60	\$35.82 \$2,865.60 \$74.505.60 23 \$40.37 \$3.229.60 \$83.969.60 35 \$45.46 \$3.636.80	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40
Hourly \$46.38 \$46.85 \$47.32 \$47.79 \$48.27 \$48.75 \$49.24 \$49.76 \$50.25 \$50.75 \$51.25 \$51.74 \$49.76 \$50.25 \$50.75 \$51.25 \$51.74 \$49.76 \$50.25 \$50.75 \$51.25 \$51.74 \$49.76 \$50.25 \$50.75 \$51.25 \$50.75 \$51.25 \$50.75 \$51.25 \$50.75 \$51.25 \$50.75 \$5	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2,922.40 \$75.982.40 25 \$41.16 \$3.292.80	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2,952.00 \$76,752.00 26 \$41.56 \$3,324.80	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2,980.80 \$77.500.80 27 \$42.00 \$3,360.00	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20 28 \$42.41 \$3,392.80	\$33.74 \$2,699.20 \$70.179.20 17 \$38.01 \$3,040.80 \$79,060.80 29 \$42.83 \$3,426.40	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27 \$3,461.60	\$34.42 \$2,753.60 \$71.593.60 19 \$38.78 \$3,102.40 \$80.662.40 31 \$43.70 \$3,496.00	\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3,133.60 \$81,473.60 32 \$44.12 \$3,529.60	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3,196.80 \$83,116.80 34 \$45.02 \$3,601.60	\$35.82 \$2,865.60 \$74.505.60 23 \$40.37 \$3.229.60 \$83.969.60 35 \$45.46 \$3.636.80	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40
Biweekly Annually \$3,710.40 \$3,748.00 \$3,785.60 \$3,823.20 \$3,861.60 \$3,900.00 \$3,939.20 \$3,980.80 \$4,020.00 \$4,060.00 \$4,100.00 \$4,139.20 Annually \$96,470.40 \$97,448.00 \$98,425.60 \$99,403.20 \$100,401.60 \$101,400.00 \$102,419.20 \$103,500.80 \$104,520.00 \$4,060.00 \$4,100.00 \$107,619.20 Steps 49 50 51 52 53 54 55 Hourly \$52.27 \$52.80 \$53.31 \$53.87 \$54.40 \$54.94 \$55.49 Biweekly \$4,181.60 \$4,224.00 \$4,264.80 \$4,309.60 \$4,352.00 \$4,395.20 \$4,439.20	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2,922.40 \$75.982.40 25 \$41.16 \$3,292.80 \$85,612.80	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2,952.00 \$76.752.00 26 \$41.56 \$3.324.80 \$86,444.80	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2,980.80 \$77.500.80 27 \$42.00 \$3,360.00 \$87,360.00	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78.291.20 28 \$42.41 \$3,392.80 \$88,212.80	\$33.74 \$2,699.20 \$70.179.20 17 \$38.01 \$3,040.80 \$79.060.80 29 \$42.83 \$3,426.40 \$89,086.40	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27 \$3.461.60 \$90.001.60	\$34.42 \$2,753.60 \$71.593.60 19 \$38.78 \$3,102.40 \$80.662.40 31 \$43.70 \$3,496.00 \$90,896.00	\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3,133.60 \$81,473.60 32 \$44.12 \$3,529.60 \$91,769.60	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60 \$92,705.60	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83.116.80 34 \$45.02 \$3.601.60 \$93,641.60	\$35.82 \$2,865.60 \$74.505.60 23 \$40.37 \$3,229.60 \$83.969.60 35 \$45.46 \$3,636.80 \$94,556.80	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40 \$95,534.40
Annually \$96,470.40 \$97,448.00 \$98,425.60 \$99,403.20 \$100,401.60 \$101,400.00 \$102,419.20 \$103,500.80 \$104,520.00 \$105,560.00 \$106,600.00 \$107,619.20 Steps 49 50 51 52 53 54 55 Hourly \$52.27 \$52.80 \$53.31 \$53.87 \$54.40 \$54.94 \$55.49 Biweekly \$4,181.60 \$4,224.00 \$4,264.80 \$4,309.60 \$4,352.00 \$4,395.20 \$4,439.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$32.42 \$2,593.60 \$67,433.60 13 \$36.53 \$2,922.40 \$75,982.40 25 \$41.16 \$3.292.80 \$85,612.80	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2.952.00 \$76.752.00 26 \$41.56 \$3.324.80 \$86.444.80	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2.980.80 \$77,500.80 27 \$42.00 \$3.360.00 \$87.360.00	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20 28 \$42.41 \$3,392.80 \$88,212.80	\$33.74 \$2,699.20 \$70.179.20 17 \$38.01 \$3,040.80 \$79.060.80 29 \$42.83 \$3,426.40 \$89.086.40	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27 \$3.461.60 \$90.001.60	\$34.42 \$2,753.60 \$71.593.60 19 \$38.78 \$3,102.40 \$80.662.40 31 \$43.70 \$3,496.00 \$90,896.00	\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3,133.60 \$81,473.60 32 \$44.12 \$3,529.60 \$91,769.60	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60 \$92,705.60	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83.116.80 34 \$45.02 \$3.601.60 \$93.641.60	\$35.82 \$2,865.60 \$74,505.60 23 \$40.37 \$3,229.60 \$83,969.60 35 \$45.46 \$3,636.80 \$94,556.80	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40 \$95,534.40
Steps 49 50 51 52 53 54 55 Hourly \$52.27 \$52.80 \$53.31 \$53.87 \$54.40 \$54.94 \$55.49 Biweekly \$4,181.60 \$4,224.00 \$4,264.80 \$4,309.60 \$4,352.00 \$4,395.20 \$4,439.20	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$32.42 \$2,593.60 \$67,433.60 13 \$36.53 \$2,922.40 \$75,982.40 25 \$41.16 \$3,292.80 \$85,612.80	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2.952.00 \$76.752.00 26 \$41.56 \$3.324.80 \$86.444.80	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2.980.80 \$77,500.80 27 \$42.00 \$3,360.00 \$87,360.00	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20 28 \$42.41 \$3,392.80 \$88,212.80	\$33.74 \$2,699.20 \$70.179.20 17 \$38.01 \$3,040.80 \$79.060.80 29 \$42.83 \$3,426.40 \$89.086.40	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27 \$3.461.60 \$90.001.60	\$34.42 \$2,753.60 \$71.593.60 19 \$38.78 \$3,102.40 \$80,662.40 31 \$43.70 \$3,496.00 \$90,896.00	\$34.76 \$2,780.80 \$72,300.80 20 \$39.17 \$3,133.60 \$81,473.60 32 \$44.12 \$3,529.60 \$91,769.60	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60 \$92,705.60	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83.116.80 34 \$45.02 \$3,601.60 \$93,641.60	\$35.82 \$2,865.60 \$74,505.60 23 \$40.37 \$3,229.60 \$83,969.60 35 \$45.46 \$3,636.80 \$94,556.80	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40 \$95,534.40
Hourly \$52.27 \$52.80 \$53.31 \$53.87 \$54.40 \$54.94 \$55.49 Biweekly \$4,181.60 \$4,224.00 \$4,264.80 \$4,309.60 \$4,352.00 \$4,395.20 \$4,439.20	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$32.42 \$2,593.60 \$67,433.60 13 \$36.53 \$2,922.40 \$75,982.40 25 \$41.16 \$3,292.80 \$85,612.80 37 \$46.38 \$3,710.40	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2.952.00 \$76.752.00 26 \$41.56 \$3.324.80 \$86,444.80 38 \$46.85 \$3.748.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2.980.80 \$77.500.80 27 \$42.00 \$3.360.00 \$87.360.00	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20 28 \$42.41 \$3,392.80 \$88,212.80 40 \$47.79 \$3,823.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80 \$79,060.80 29 \$42.83 \$3,426.40 \$89,086.40 41 \$48.27 \$3,861.60	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27 \$3.461.60 \$90.001.60 42 \$48.75 \$3.900.00	\$34.42 \$2,753.60 \$71,593.60 19 \$38.78 \$3,102.40 \$80,662.40 31 \$43.70 \$3,496.00 \$90,896.00 43 \$49.24 \$3,939.20	\$34.76 \$2,780.80 \$72.300.80 20 \$39.17 \$3.133.60 \$81.473.60 32 \$44.12 \$3,529.60 \$91,769.60 44 \$49.76 \$3,980.80	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60 \$92,705.60 45 \$50.25 \$4,020.00	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83.116.80 34 \$45.02 \$3.601.60 \$93,641.60	\$35.82 \$2,865.60 \$74.505.60 23 \$40.37 \$3.229.60 \$83.969.60 35 \$45.46 \$3.636.80 \$94,556.80 47 \$51.25 \$4.100.00	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40 \$95,534.40 48 \$51.74 \$4,139.20
Hourly \$52.27 \$52.80 \$53.31 \$53.87 \$54.40 \$54.94 \$55.49 Biweekly \$4,181.60 \$4,224.00 \$4,264.80 \$4,309.60 \$4,352.00 \$4,395.20 \$4,439.20	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$32.42 \$2,593.60 \$67,433.60 13 \$36.53 \$2,922.40 \$75,982.40 25 \$41.16 \$3,292.80 \$85,612.80 37 \$46.38 \$3,710.40	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2.952.00 \$76.752.00 26 \$41.56 \$3.324.80 \$86,444.80 38 \$46.85 \$3.748.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2.980.80 \$77.500.80 27 \$42.00 \$3.360.00 \$87.360.00	\$33.40 \$2,672.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20 28 \$42.41 \$3,392.80 \$88,212.80 40 \$47.79 \$3,823.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80 \$79,060.80 29 \$42.83 \$3,426.40 \$89,086.40 41 \$48.27 \$3,861.60	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27 \$3.461.60 \$90.001.60 42 \$48.75 \$3.900.00	\$34.42 \$2,753.60 \$71,593.60 19 \$38.78 \$3,102.40 \$80,662.40 31 \$43.70 \$3,496.00 \$90,896.00 43 \$49.24 \$3,939.20	\$34.76 \$2,780.80 \$72.300.80 20 \$39.17 \$3.133.60 \$81.473.60 32 \$44.12 \$3,529.60 \$91,769.60 44 \$49.76 \$3,980.80	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60 \$92,705.60 45 \$50.25 \$4,020.00	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83.116.80 34 \$45.02 \$3.601.60 \$93,641.60	\$35.82 \$2,865.60 \$74.505.60 23 \$40.37 \$3.229.60 \$83.969.60 35 \$45.46 \$3.636.80 \$94,556.80 47 \$51.25 \$4.100.00	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40 \$95,534.40 48 \$51.74 \$4,139.20
Biweekly \$4,181.60 \$4,224.00 \$4,264.80 \$4,309.60 \$4,352.00 \$4,395.20 \$4,439.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2,922.40 \$75,982.40 25 \$41.16 \$3,292.80 \$85,612.80 37 \$46.38 \$3,710.40 \$96,470.40	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2.952.00 \$76.752.00 26 \$41.56 \$3.324.80 \$86,444.80 38 \$46.85 \$3.748.00 \$97,448.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2,980.80 \$77.500.80 27 \$42.00 \$3,360.00 \$87,360.00 \$47.32 \$3,785.60 \$98,425.60	\$33.40 \$2,672.00 \$69,472.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20 28 \$42.41 \$3,392.80 \$88,212.80 40 \$47.79 \$3,823.20 \$99,403.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80 \$79,060.80 29 \$42.83 \$3,426.40 \$89,086.40 41 \$48.27 \$3,861.60 \$100,401.60	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27 \$3.461.60 \$90.001.60 42 \$48.75 \$3.900.00 \$101.400.00	\$34.42 \$2,753.60 \$71,593.60 \$19 \$38.78 \$3,102.40 \$80,662.40 \$1 \$43.70 \$3,496.00 \$90,896.00 \$43 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72.300.80 20 \$39.17 \$3.133.60 \$81.473.60 32 \$44.12 \$3,529.60 \$91,769.60 44 \$49.76 \$3,980.80	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60 \$92,705.60 45 \$50.25 \$4,020.00	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83.116.80 34 \$45.02 \$3.601.60 \$93,641.60	\$35.82 \$2,865.60 \$74.505.60 23 \$40.37 \$3.229.60 \$83.969.60 35 \$45.46 \$3.636.80 \$94,556.80 47 \$51.25 \$4.100.00	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40 \$95,534.40 48 \$51.74 \$4,139.20
	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2,922.40 \$75,982.40 25 \$41.16 \$3,292.80 \$85,612.80 37 \$46.38 \$3,710.40 \$96,470.40	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2.952.00 \$76.752.00 26 \$41.56 \$3.324.80 \$86.444.80 38 \$46.85 \$3,748.00 \$97,448.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2.980.80 \$77.500.80 27 \$42.00 \$3.360.00 \$87.360.00 \$87.360.00 \$98,425.60	\$33.40 \$2,672.00 \$69,472.00 \$16 \$37.64 \$3,011.20 \$78,291.20 \$28 \$42.41 \$3,392.80 \$88,212.80 \$47.79 \$3,823.20 \$99,403.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80 \$79,060.80 29 \$42.83 \$3,426.40 \$89,086.40 41 \$48.27 \$3,861.60 \$100,401.60	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27 \$3.461.60 \$90.001.60 42 \$48.75 \$3.900.00 \$101.400.00	\$34.42 \$2,753.60 \$71,593.60 19 \$38.78 \$3,102.40 \$80,662.40 31 \$43.70 \$3,496.00 \$90,896.00 43 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72.300.80 20 \$39.17 \$3.133.60 \$81.473.60 32 \$44.12 \$3,529.60 \$91,769.60 44 \$49.76 \$3,980.80	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60 \$92,705.60 45 \$50.25 \$4,020.00	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83.116.80 34 \$45.02 \$3.601.60 \$93,641.60	\$35.82 \$2,865.60 \$74.505.60 23 \$40.37 \$3.229.60 \$83.969.60 35 \$45.46 \$3.636.80 \$94,556.80 47 \$51.25 \$4.100.00	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40 \$95,534.40 48 \$51.74 \$4,139.20
Annually \$108,721.60 \$109,824.00 \$110,884.80 \$112,049.60 \$113,152.00 \$114,275.20 \$115,419.20	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2,922.40 \$75,982.40 25 \$41.16 \$3,292.80 \$85.612.80 37 \$46.38 \$3,710.40 \$96,470.40	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2.952.00 \$76.752.00 26 \$41.56 \$3.324.80 \$86.444.80 38 \$46.85 \$3.748.00 \$97.448.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2.980.80 \$77.500.80 27 \$42.00 \$3,360.00 \$87,360.00 \$47.32 \$3,785.60 \$98,425.60	\$33.40 \$2,672.00 \$69,472.00 \$69,472.00 16 \$37.64 \$3.011.20 \$78.291.20 28 \$42.41 \$3,392.80 \$88.212.80 40 \$47.79 \$3,823.20 \$99,403.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80 \$79,060.80 29 \$42.83 \$3,426.40 \$89,086.40 41 \$48.27 \$3,861.60 \$100,401.60	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3,070.40 \$79.830.40 30 \$43.27 \$3,461.60 \$90.001.60 42 \$48.75 \$3,900.00 \$101,400.00	\$34.42 \$2,753.60 \$71,593.60 \$19 \$38.78 \$3,102.40 \$80,662.40 31 \$43.70 \$3,496.00 \$90,896.00 43 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72.300.80 20 \$39.17 \$3.133.60 \$81.473.60 32 \$44.12 \$3,529.60 \$91,769.60 44 \$49.76 \$3,980.80	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60 \$92,705.60 45 \$50.25 \$4,020.00	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83.116.80 34 \$45.02 \$3.601.60 \$93,641.60	\$35.82 \$2,865.60 \$74.505.60 23 \$40.37 \$3.229.60 \$83.969.60 35 \$45.46 \$3.636.80 \$94,556.80 47 \$51.25 \$4.100.00	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40 \$95,534.40 48 \$51.74 \$4,139.20
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2.922.40 \$75.982.40 25 \$41.16 \$3.292.80 \$85.612.80 37 \$46.38 \$3,710.40 \$96.470.40 49 \$52.27 \$4.181.60	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2.952.00 \$76.752.00 26 \$41.56 \$3.324.80 \$86.444.80 38 \$46.85 \$3,748.00 \$97.448.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2.980.80 \$77.500.80 27 \$42.00 \$3.360.00 \$87.360.00 \$47.32 \$3,785.60 \$98.425.60 51 \$53.31 \$4,264.80	\$33.40 \$2,672.00 \$69,472.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20 28 \$42.41 \$3,392.80 \$88,212.80 40 \$47.79 \$3,823.20 \$99,403.20 52 \$53.87 \$4,309.60	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80 \$79,060.80 29 \$42.83 \$3,426.40 \$89,086.40 41 \$48.27 \$3,861.60 \$100,401.60 53 \$54.40 \$4,352.00	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27 \$3.461.60 \$90.001.60 42 \$48.75 \$3.900.00 \$101,400.00	\$34.42 \$2,753.60 \$71,593.60 19 \$38.78 \$3.102.40 \$80,662.40 31 \$43.70 \$3,496.00 \$90,896.00 43 \$49.24 \$3,939.20 \$102.419.20 55 \$55.49 \$4,439.20	\$34.76 \$2,780.80 \$72.300.80 20 \$39.17 \$3.133.60 \$81.473.60 32 \$44.12 \$3,529.60 \$91,769.60 44 \$49.76 \$3,980.80	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60 \$92,705.60 45 \$50.25 \$4,020.00	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83.116.80 34 \$45.02 \$3.601.60 \$93,641.60	\$35.82 \$2,865.60 \$74.505.60 23 \$40.37 \$3.229.60 \$83.969.60 35 \$45.46 \$3.636.80 \$94,556.80 47 \$51.25 \$4.100.00	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40 \$95,534.40 48 \$51.74 \$4,139.20
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.42 \$2,593.60 \$67.433.60 13 \$36.53 \$2.922.40 \$75.982.40 25 \$41.16 \$3.292.80 \$85.612.80 37 \$46.38 \$3,710.40 \$96.470.40 49 \$52.27 \$4.181.60	\$32.74 \$2,619.20 \$68.099.20 14 \$36.90 \$2.952.00 \$76.752.00 26 \$41.56 \$3.324.80 \$86.444.80 38 \$46.85 \$3,748.00 \$97.448.00	\$33.06 \$2,644.80 \$68.764.80 15 \$37.26 \$2.980.80 \$77.500.80 27 \$42.00 \$3.360.00 \$87.360.00 \$47.32 \$3,785.60 \$98.425.60 51 \$53.31 \$4,264.80	\$33.40 \$2,672.00 \$69,472.00 \$69,472.00 16 \$37.64 \$3,011.20 \$78,291.20 28 \$42.41 \$3,392.80 \$88,212.80 40 \$47.79 \$3,823.20 \$99,403.20 52 \$53.87 \$4,309.60	\$33.74 \$2,699.20 \$70,179.20 17 \$38.01 \$3,040.80 \$79,060.80 29 \$42.83 \$3,426.40 \$89,086.40 41 \$48.27 \$3,861.60 \$100,401.60 53 \$54.40 \$4,352.00	\$34.06 \$2,724.80 \$70.844.80 18 \$38.38 \$3.070.40 \$79.830.40 30 \$43.27 \$3.461.60 \$90.001.60 42 \$48.75 \$3.900.00 \$101,400.00	\$34.42 \$2,753.60 \$71,593.60 19 \$38.78 \$3.102.40 \$80,662.40 31 \$43.70 \$3,496.00 \$90,896.00 43 \$49.24 \$3,939.20 \$102.419.20 55 \$55.49 \$4,439.20	\$34.76 \$2,780.80 \$72.300.80 20 \$39.17 \$3.133.60 \$81.473.60 32 \$44.12 \$3,529.60 \$91,769.60 44 \$49.76 \$3,980.80	\$35.09 \$2,807.20 \$72,987.20 21 \$39.55 \$3,164.00 \$82,264.00 33 \$44.57 \$3,565.60 \$92,705.60 45 \$50.25 \$4,020.00	\$35.43 \$2,834.40 \$73.694.40 22 \$39.96 \$3.196.80 \$83.116.80 34 \$45.02 \$3.601.60 \$93,641.60	\$35.82 \$2,865.60 \$74.505.60 23 \$40.37 \$3.229.60 \$83.969.60 35 \$45.46 \$3.636.80 \$94,556.80 47 \$51.25 \$4.100.00	\$36.17 \$2,893.60 \$75,233.60 24 \$40.76 \$3,260.80 \$84,780.80 36 \$45.93 \$3,674.40 \$95,534.40 48 \$51.74 \$4,139.20

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$35.43	\$35.82	\$36.17	\$36.53	\$36.90	\$37.26	\$37.64	\$38.01	\$38.38	\$38.78	\$39.17	\$39.55
Biweekly	\$2,834.40	\$2,865.60	\$2,893.60	\$2,922.40	\$2,952.00	\$2,980.80	\$3,011.20	\$3,040.80	\$3,070.40	\$3,102.40	\$3,133.60	\$3,164.00
Annually	\$73,694.40	\$74,505.60	\$75,233.60	\$75,982.40	\$76,752.00	\$77,500.80	\$78,291.20	\$79,060.80	\$79,830.40	\$80,662.40	\$81,473.60	\$82,264.00
Ailitually	\$73,034.40	374,303.00	373,233.00	373,362.40	370,732.00	\$77,500.60	\$70,231.20	\$75,000.80	373,630.40	300,002.40	361,473.00	362,204.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
-												
Hourly	\$39.96	\$40.37	\$40.76	\$41.16	\$41.56	\$42.00	\$42.41	\$42.83	\$43.27	\$43.70	\$44.12	\$44.57
Biweekly	\$3,196.80	\$3,229.60	\$3,260.80	\$3,292.80	\$3,324.80	\$3,360.00	\$3,392.80	\$3,426.40	\$3,461.60	\$3,496.00	\$3,529.60	\$3,565.60
Annually	\$83,116.80	\$83,969.60	\$84,780.80	\$85,612.80	\$86,444.80	\$87,360.00	\$88,212.80	\$89,086.40	\$90,001.60	\$90,896.00	\$91,769.60	\$92,705.60
-												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$45.02	\$45.46	\$45.93	\$46.38	\$46.85	\$47.32	\$47.79	\$48.27	\$48.75	\$49.24	\$49.76	\$50.25
Biweekly	\$3,601.60	\$3,636.80	\$3,674.40	\$3,710.40	\$3,748.00	\$3,785.60	\$3,823.20	\$3,861.60	\$3,900.00	\$3,939.20	\$3,980.80	\$4,020.00
Annually	\$93,641.60	\$94,556.80	\$95,534.40	\$96,470.40	\$97,448.00	\$98,425.60	\$99,403.20	\$100,401.60	\$101,400.00	\$102,419.20	\$103,500.80	\$104,520.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$50.75	\$51.25	\$51.74	\$52.27	\$52.80	\$53.31	\$53.87	\$54.40	\$54.94	\$55.49	\$56.05	\$56.62
Biweekly	\$4,060.00	\$4,100.00	\$4,139.20	\$4,181.60	\$4,224.00	\$4,264.80	\$4,309.60	\$4,352.00	\$4,395.20	\$4,439.20	\$4,484.00	\$4,529.60
Annually	\$105,560.00	\$106,600.00	\$107,619.20	\$108,721.60	\$109,824.00	\$110,884.80	\$112,049.60	\$113,152.00	\$114,275.20	\$115,419.20	\$116,584.00	\$117,769.60
Aillidally	3103,300.00	3100,000.00	\$107,015.20	\$100,721.00	\$105,824.00	\$110,004.00	\$112,045.00	3113,132.00	3114,273.20	\$115,415.20	3110,364.00	\$117,705.00
Steps	49	50	51	52	53	54	55					
Harrie	\$57.17	\$57.73	\$58.32	\$58.91	\$59.51	\$60.08	\$60.69					
Hourly		•										
Biweekly	\$4,573.60	\$4,618.40	\$4,665.60	\$4,712.80	\$4,760.80	\$4,806.40	\$4,855.20					
Annually	\$118,913.60	\$120,078.40	\$121,305.60	\$122,532.80	\$123,780.80	\$124,966.40	\$126,235.20					
Grade 8 2												
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	_	_	_	-		-		_				
Steps Hourly	\$39.96	\$40.37	\$40.76	\$41.16	\$41.56	\$42.00	\$42.41	\$42.83	\$43.27	\$43.70	\$44.12	\$44.57
Steps Hourly Biweekly	\$39.96 \$3,196.80	\$40.37 \$3,229.60	\$40.76 \$3,260.80	\$41.16 \$3,292.80	\$41.56 \$3,324.80	\$42.00 \$3,360.00	\$42.41 \$3,392.80	\$42.83 \$3,426.40	\$43.27 \$3,461.60	\$43.70 \$3,496.00	\$44.12 \$3,529.60	\$44.57 \$3,565.60
Steps Hourly	\$39.96	\$40.37	\$40.76	\$41.16	\$41.56	\$42.00	\$42.41	\$42.83	\$43.27	\$43.70	\$44.12	\$44.57
Steps Hourly Biweekly Annually	\$39.96 \$3,196.80 \$83,116.80	\$40.37 \$3,229.60 \$83,969.60	\$40.76 \$3,260.80 \$84,780.80	\$41.16 \$3,292.80 \$85,612.80	\$41.56 \$3,324.80 \$86,444.80	\$42.00 \$3,360.00 \$87,360.00	\$42.41 \$3,392.80 \$88,212.80	\$42.83 \$3,426.40 \$89,086.40	\$43.27 \$3,461.60 \$90,001.60	\$43.70 \$3,496.00 \$90,896.00	\$44.12 \$3,529.60 \$91,769.60	\$44.57 \$3,565.60 \$92,705.60
Steps Hourly Biweekly Annually Steps	\$39.96 \$3,196.80 \$83,116.80	\$40.37 \$3,229.60 \$83,969.60	\$40.76 \$3,260.80 \$84,780.80	\$41.16 \$3,292.80 \$85,612.80	\$41.56 \$3,324.80 \$86,444.80	\$42.00 \$3,360.00 \$87,360.00	\$42.41 \$3,392.80 \$88,212.80	\$42.83 \$3,426.40 \$89,086.40	\$43.27 \$3,461.60 \$90,001.60	\$43.70 \$3,496.00 \$90,896.00	\$44.12 \$3,529.60 \$91,769.60	\$44.57 \$3,565.60 \$92,705.60
Steps Hourly Biweekly Annually Steps Hourly	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85	\$42.00 \$3,360.00 \$87,360.00 18 \$47.32	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79	\$42.83 \$3,426.40 \$89,086.40 20 \$48.27	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75	\$43.70 \$3,496.00 \$90.896.00 22 \$49.24	\$44.12 \$3,529.60 \$91.769.60 23 \$49.76	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3,636.80	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47.32 \$3,785.60	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20	\$42.83 \$3,426.40 \$89,086.40 20 \$48.27 \$3,861.60	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00	\$43.70 \$3,496.00 \$90,896.00 22 \$49.24 \$3,939.20	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3,980.80	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00
Steps Hourly Biweekly Annually Steps Hourly	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85	\$42.00 \$3,360.00 \$87,360.00 18 \$47.32	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79	\$42.83 \$3,426.40 \$89,086.40 20 \$48.27	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75	\$43.70 \$3,496.00 \$90.896.00 22 \$49.24	\$44.12 \$3,529.60 \$91.769.60 23 \$49.76	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3,636.80	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47.32 \$3,785.60	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20	\$42.83 \$3,426.40 \$89,086.40 20 \$48.27 \$3,861.60	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00	\$43.70 \$3,496.00 \$90,896.00 22 \$49.24 \$3,939.20	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3,980.80	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3,636.80	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47.32 \$3,785.60	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20	\$42.83 \$3,426.40 \$89,086.40 20 \$48.27 \$3,861.60	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00	\$43.70 \$3,496.00 \$90,896.00 22 \$49.24 \$3,939.20	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3,980.80	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3.636.80 \$94,556.80	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95,534.40	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00 \$97,448.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47.32 \$3,785.60 \$98,425.60	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20	\$42.83 \$3,426.40 \$89,086.40 20 \$48.27 \$3.861.60 \$100.401.60	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00	\$43.70 \$3,496.00 \$90,896.00 22 \$49.24 \$3,939.20 \$102,419.20	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3,980.80 \$103,500.80	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3,636.80 \$94,556.80 26 \$51.25	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95,534.40	\$41.16 \$3,292.80 \$85.612.80 16 \$46.38 \$3,710.40 \$96.470.40 28 \$52.27	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00 \$97,448.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47.32 \$3,785.60 \$98,425.60 30 \$53.31	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3,861.60 \$100,401.60 32 \$54.40	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00	\$43.70 \$3,496.00 \$90.896.00 22 \$49.24 \$3,939.20 \$102,419.20 34 \$55.49	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3.980.80 \$103,500.80 35 \$56.05	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4,060.00	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3,636.80 \$94,556.80 26 \$51.25 \$4,100.00	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95,534.40 27 \$51.74 \$4,139.20	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60	\$41.56 \$3,324.80 \$86.444.80 17 \$46.85 \$3,748.00 \$97,448.00 29 \$52.80 \$4,224.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47.32 \$3,785.60 \$98.425.60 30 \$53.31 \$4,264.80	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101.400.00 33 \$54.94 \$4,395.20	\$43.70 \$3,496.00 \$90.896.00 22 \$49.24 \$3,939.20 \$102.419.20 34 \$55.49 \$4,439.20	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3,980.80 \$103.500.80 35 \$56.05 \$4,484.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00 36 \$56.62 \$4,529.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3,636.80 \$94,556.80 26 \$51.25	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95,534.40	\$41.16 \$3,292.80 \$85.612.80 16 \$46.38 \$3,710.40 \$96.470.40 28 \$52.27	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00 \$97,448.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47.32 \$3,785.60 \$98,425.60 30 \$53.31	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3,861.60 \$100,401.60 32 \$54.40	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00	\$43.70 \$3,496.00 \$90.896.00 22 \$49.24 \$3,939.20 \$102,419.20 34 \$55.49	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3.980.80 \$103,500.80 35 \$56.05	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4,060.00 \$105.560.00	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3,636.80 \$94,556.80 26 \$51.25 \$4,100.00 \$106,600.00	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95.534.40 27 \$51.74 \$4,139.20 \$107,619.20	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60 \$108,721.60	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00 \$97,448.00 29 \$52.80 \$4,224.00 \$109,824.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47,32 \$3,785.60 \$98,425.60 30 \$53,31 \$4,264.80 \$110,884.80	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60 \$112,049.60	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00 \$113.152.00	\$43.27 \$3,461.60 \$90.001.60 21 \$48.75 \$3,900.00 \$101.400.00 33 \$54.94 \$4.395.20 \$114,275.20	\$43.70 \$3,496.00 \$90.896.00 22 \$49.24 \$3,939.20 \$102.419.20 34 \$55.49 \$4,439.20 \$115.419.20	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3.980.80 \$103.500.80 35 \$56.05 \$4.484.00 \$116.584.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104.520.00 36 \$56.62 \$4,529.60 \$117,769.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4,060.00 \$105.560.00	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3.636.80 \$94,556.80 26 \$51.25 \$4,100.00 \$106.600.00	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95.534.40 27 \$51.74 \$4,139.20 \$107,619.20	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60 \$108,721.60	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00 \$97,448.00 29 \$52.80 \$4,224.00 \$109,824.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47,32 \$3,785.60 \$98,425.60 30 \$53.31 \$4,264.80 \$110,884.80	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60 \$112,049.60	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00 \$113.152.00	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00 33 \$54.94 \$4.395.20 \$114,275.20	\$43.70 \$3,496.00 \$90.896.00 22 \$49.24 \$3,939.20 \$102,419.20 34 \$55.49 \$4,439.20 \$115,419.20	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3.980.80 \$103.500.80 35 \$56.05 \$4.484.00 \$116.584.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104.520.00 36 \$56.62 \$4,529.60 \$117,769.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4,060.00 \$105.560.00	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3,636.80 \$94,556.80 26 \$51.25 \$4,100.00 \$106,600.00	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95.534.40 27 \$51.74 \$4,139.20 \$107,619.20	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60 \$108,721.60	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00 \$97,448.00 29 \$52.80 \$4,224.00 \$109,824.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47,32 \$3,785.60 \$98,425.60 30 \$53,31 \$4,264.80 \$110,884.80	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60 \$112,049.60	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00 \$113.152.00	\$43.27 \$3,461.60 \$90.001.60 21 \$48.75 \$3,900.00 \$101.400.00 33 \$54.94 \$4.395.20 \$114,275.20	\$43.70 \$3,496.00 \$90.896.00 22 \$49.24 \$3,939.20 \$102.419.20 34 \$55.49 \$4,439.20 \$115.419.20	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3.980.80 \$103.500.80 35 \$56.05 \$4.484.00 \$116.584.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104.520.00 36 \$56.62 \$4,529.60 \$117,769.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4,060.00 \$105.560.00	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3.636.80 \$94,556.80 26 \$51.25 \$4,100.00 \$106.600.00	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95.534.40 27 \$51.74 \$4,139.20 \$107,619.20	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60 \$108,721.60	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00 \$97,448.00 29 \$52.80 \$4,224.00 \$109,824.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47,32 \$3,785.60 \$98,425.60 30 \$53.31 \$4,264.80 \$110,884.80	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60 \$112,049.60	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00 \$113.152.00	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00 33 \$54.94 \$4.395.20 \$114,275.20	\$43.70 \$3,496.00 \$90.896.00 22 \$49.24 \$3,939.20 \$102,419.20 34 \$55.49 \$4,439.20 \$115,419.20	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3.980.80 \$103.500.80 35 \$56.05 \$4.484.00 \$116.584.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104.520.00 36 \$56.62 \$4,529.60 \$117,769.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$39.96 \$3,196.80 \$83.116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4.060.00 \$105.560.00	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3,636.80 \$94,556.80 26 \$51.25 \$4,100.00 \$106,600.00 38 \$57.73 \$4,618.40	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95.534.40 27 \$51.74 \$4,139.20 \$107,619.20 39 \$58.32 \$4,665.60	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60 \$108,721.60 40 \$58.91 \$4,712.80	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00 \$97,448.00 29 \$52.80 \$4,224.00 \$109,824.00 41 \$59.51 \$4,760.80	\$42.00 \$3,360.00 \$87,360.00 \$87,360.00 18 \$47,32 \$3,785.60 \$98,425.60 30 \$53,31 \$4,264.80 \$110,884.80 42 \$60.08 \$4,806.40	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60 \$112,049.60 43 \$60.69 \$4,855.20	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00 \$113,152.00 44 \$61.30 \$4,904.00	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00 33 \$54.94 \$4.395.20 \$114,275.20 45 \$61.92 \$4,953.60	\$43.70 \$3,496.00 \$90,896.00 22 \$49.24 \$3,939.20 \$102,419.20 34 \$55.49 \$4,439.20 \$115,419.20 46 \$62.51 \$5,000.80	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3,980.80 \$103.500.80 35 \$56.05 \$4.484.00 \$116.584.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00 36 \$56.62 \$4,529.60 \$117,769.60 48 \$63.77 \$5,101.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4,060.00 \$105,560.00	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3.636.80 \$94,556.80 26 \$51.25 \$4,100.00 \$106,600.00	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95,534.40 27 \$51.74 \$4,139.20 \$107,619.20	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60 \$108,721.60	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00 \$97,448.00 29 \$52.80 \$4,224.00 \$109,824.00	\$42.00 \$3,360.00 \$87,360.00 18 \$47,32 \$3,785.60 \$98,425.60 30 \$53.31 \$4,264.80 \$110,884.80	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60 \$112,049.60	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00 \$113.152.00	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00 33 \$54.94 \$4,395.20 \$114,275.20	\$43.70 \$3,496.00 \$90,896.00 22 \$49.24 \$3,939.20 \$102,419.20 34 \$55.49 \$4,439.20 \$115,419.20	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3.980.80 \$103.500.80 35 \$56.05 \$4.484.00 \$116.584.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00 36 \$56.62 \$4,529.60 \$117,769.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$39.96 \$3,196.80 \$83.116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4.060.00 \$105.560.00	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3,636.80 \$94,556.80 26 \$51.25 \$4,100.00 \$106,600.00 38 \$57.73 \$4,618.40	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95.534.40 27 \$51.74 \$4,139.20 \$107,619.20 39 \$58.32 \$4,665.60	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60 \$108,721.60 40 \$58.91 \$4,712.80	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00 \$97,448.00 29 \$52.80 \$4,224.00 \$109,824.00 41 \$59.51 \$4,760.80	\$42.00 \$3,360.00 \$87,360.00 \$87,360.00 18 \$47,32 \$3,785.60 \$98,425.60 30 \$53,31 \$4,264.80 \$110,884.80 42 \$60.08 \$4,806.40	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60 \$112,049.60 43 \$60.69 \$4,855.20	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00 \$113,152.00 44 \$61.30 \$4,904.00	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00 33 \$54.94 \$4.395.20 \$114,275.20 45 \$61.92 \$4,953.60	\$43.70 \$3,496.00 \$90,896.00 22 \$49.24 \$3,939.20 \$102,419.20 34 \$55.49 \$4,439.20 \$115,419.20 46 \$62.51 \$5,000.80	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3,980.80 \$103.500.80 35 \$56.05 \$4.484.00 \$116.584.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00 36 \$56.62 \$4,529.60 \$117,769.60 48 \$63.77 \$5,101.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourly Steps Hourly Steps Hourly Steps	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4.060.00 \$105.560.00 37 \$57.17 \$4,573.60 \$118.913.60	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3,636.80 \$94,556.80 26 \$51.25 \$4,100.00 \$106,600.00 38 \$57.73 \$4,618.40 \$120,078.40	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95,534.40 27 \$51.74 \$4,139.20 \$107,619.20 39 \$58.32 \$4,665.60 \$121,305.60	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60 \$108.721.60 40 \$58.91 \$4,712.80 \$122,532.80	\$41.56 \$3,324.80 \$86,444.80 17 \$46.85 \$3,748.00 \$97,448.00 29 \$52.80 \$4,224.00 \$109,824.00 41 \$59.51 \$4,760.80 \$123,780.80	\$42.00 \$3,360.00 \$87,360.00 \$87,360.00 18 \$47,32 \$3,785.60 \$98,425.60 30 \$53.31 \$4,264.80 \$110,884.80 42 \$60.08 \$4,806.40 \$124,966.40	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60 \$112,049.60 43 \$60.69 \$4,855.20 \$126,235.20	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00 \$113,152.00 44 \$61.30 \$4,904.00	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00 33 \$54.94 \$4.395.20 \$114,275.20 45 \$61.92 \$4,953.60	\$43.70 \$3,496.00 \$90,896.00 22 \$49.24 \$3,939.20 \$102,419.20 34 \$55.49 \$4,439.20 \$115,419.20 46 \$62.51 \$5,000.80	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3,980.80 \$103.500.80 35 \$56.05 \$4.484.00 \$116.584.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00 36 \$56.62 \$4,529.60 \$117,769.60 48 \$63.77 \$5,101.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4,060.00 \$105.560.00 37 \$57.17 \$4,573.60 \$118,913.60	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3.636.80 \$94.556.80 26 \$51.25 \$4,100.00 \$106.600.00 38 \$57.73 \$4.618.40 \$120.078.40	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95,534.40 27 \$51.74 \$4,139.20 \$107,619.20 39 \$58.32 \$4,665.60 \$121,305.60	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60 \$108.721.60 40 \$58.91 \$4,712.80 \$122,532.80 52 \$66.38	\$41.56 \$3,324.80 \$86.444.80 17 \$46.85 \$3,748.00 \$97,448.00 29 \$52.80 \$4,224.00 \$109.824.00 41 \$59.51 \$4,760.80 \$123,780.80 53 \$67.04	\$42.00 \$3,360.00 \$87,360.00 \$87,360.00 18 \$47,32 \$3,785.60 \$98,425.60 30 \$53.31 \$4,264.80 \$110.884.80 \$110.884.80 \$124,966.40	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60 \$112.049.60 43 \$60.69 \$4,855.20 \$126,235.20	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00 \$113,152.00 44 \$61.30 \$4,904.00	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00 33 \$54.94 \$4.395.20 \$114,275.20 45 \$61.92 \$4,953.60	\$43.70 \$3,496.00 \$90,896.00 22 \$49.24 \$3,939.20 \$102,419.20 34 \$55.49 \$4,439.20 \$115,419.20 46 \$62.51 \$5,000.80	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3,980.80 \$103.500.80 35 \$56.05 \$4.484.00 \$116.584.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00 36 \$56.62 \$4,529.60 \$117,769.60 48 \$63.77 \$5,101.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4,060.00 \$105.560.00 37 \$57.17 \$4,573.60 \$118.913.60 49 \$64.41 \$5,152.80	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3.636.80 \$94.556.80 26 \$51.25 \$4,100.00 \$106.600.00 38 \$57.73 \$4,618.40 \$120.078.40 50 \$65.07 \$5.205.60	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95,534.40 27 \$51.74 \$4,139.20 \$107,619.20 39 \$58.32 \$4,665.60 \$121,305.60 51 \$65.72 \$5,257.60	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60 \$108,721.60 40 \$58.91 \$4,712.80 \$122,532.80 52 \$66.38 \$5,310.40	\$41.56 \$3,324.80 \$86.444.80 17 \$46.85 \$3,748.00 \$97.448.00 29 \$52.80 \$4,224.00 \$109.824.00 \$109.824.00 \$123,780.80 \$123,780.80	\$42.00 \$3,360.00 \$87,360.00 \$87,360.00 18 \$47,32 \$3,785.60 \$98,425.60 30 \$53.31 \$4,264.80 \$110.884.80 42 \$60.08 \$4,806.40 \$124,966.40 54 \$67,73 \$5,418.40	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60 \$112.049.60 43 \$60.69 \$4,855.20 \$126,235.20 55 \$68.39 \$5,471.20	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00 \$113,152.00 44 \$61.30 \$4,904.00	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00 33 \$54.94 \$4.395.20 \$114,275.20 45 \$61.92 \$4,953.60	\$43.70 \$3,496.00 \$90,896.00 22 \$49.24 \$3,939.20 \$102,419.20 34 \$55.49 \$4,439.20 \$115,419.20 46 \$62.51 \$5,000.80	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3,980.80 \$103.500.80 35 \$56.05 \$4.484.00 \$116.584.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00 36 \$56.62 \$4,529.60 \$117,769.60 48 \$63.77 \$5,101.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$39.96 \$3,196.80 \$83,116.80 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.75 \$4,060.00 \$105.560.00 37 \$57.17 \$4,573.60 \$118,913.60	\$40.37 \$3,229.60 \$83,969.60 14 \$45.46 \$3.636.80 \$94.556.80 26 \$51.25 \$4,100.00 \$106.600.00 38 \$57.73 \$4.618.40 \$120.078.40	\$40.76 \$3,260.80 \$84,780.80 15 \$45.93 \$3,674.40 \$95,534.40 27 \$51.74 \$4,139.20 \$107,619.20 39 \$58.32 \$4,665.60 \$121,305.60	\$41.16 \$3,292.80 \$85,612.80 16 \$46.38 \$3,710.40 \$96,470.40 28 \$52.27 \$4,181.60 \$108.721.60 40 \$58.91 \$4,712.80 \$122,532.80 52 \$66.38	\$41.56 \$3,324.80 \$86.444.80 17 \$46.85 \$3,748.00 \$97,448.00 29 \$52.80 \$4,224.00 \$109.824.00 41 \$59.51 \$4,760.80 \$123,780.80 53 \$67.04	\$42.00 \$3,360.00 \$87,360.00 \$87,360.00 18 \$47,32 \$3,785.60 \$98,425.60 30 \$53.31 \$4,264.80 \$110.884.80 \$110.884.80 \$124,966.40	\$42.41 \$3,392.80 \$88,212.80 19 \$47.79 \$3,823.20 \$99,403.20 31 \$53.87 \$4,309.60 \$112.049.60 43 \$60.69 \$4,855.20 \$126,235.20	\$42.83 \$3,426.40 \$89.086.40 20 \$48.27 \$3.861.60 \$100.401.60 32 \$54.40 \$4.352.00 \$113,152.00 44 \$61.30 \$4,904.00	\$43.27 \$3,461.60 \$90,001.60 21 \$48.75 \$3,900.00 \$101,400.00 33 \$54.94 \$4.395.20 \$114,275.20 45 \$61.92 \$4,953.60	\$43.70 \$3,496.00 \$90,896.00 22 \$49.24 \$3,939.20 \$102,419.20 34 \$55.49 \$4,439.20 \$115,419.20 46 \$62.51 \$5,000.80	\$44.12 \$3,529.60 \$91,769.60 23 \$49.76 \$3,980.80 \$103.500.80 35 \$56.05 \$4.484.00 \$116.584.00	\$44.57 \$3,565.60 \$92,705.60 24 \$50.25 \$4,020.00 \$104,520.00 36 \$56.62 \$4,529.60 \$117,769.60 48 \$63.77 \$5,101.60

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$45.02	\$45.46	\$45.93	\$46.38	\$46.85	\$47.32	\$47.79	\$48.27	\$48.75	\$49.24	\$49.76	\$50.25
Biweekly	\$3,601.60	\$3,636.80	\$3,674.40	\$3,710.40	\$3,748.00	\$3,785.60	\$3,823.20	\$3,861.60	\$3,900.00	\$3,939.20	\$3,980.80	\$4,020.00
Annually	\$93,641.60	\$94,556.80	\$95,534.40	\$96,470.40	\$97,448.00	\$98,425.60	\$99,403.20	\$100,401.60	\$101,400.00	\$102,419.20	\$103,500.80	\$104,520.00
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$50.75	\$51.25	\$51.74	\$52.27	\$52.80	\$53.31	\$53.87	\$54.40	\$54.94	\$55.49	\$56.05	\$56.62
Biweekly	\$4,060.00	\$4,100.00	\$4,139.20	\$4,181.60	\$4,224.00	\$4,264.80	\$4,309.60	\$4,352.00	\$4,395.20	\$4,439.20	\$4,484.00	\$4,529.60
Annually	\$105,560.00	\$106,600.00	\$107,619.20	\$108,721.60	\$109,824.00	\$110,884.80	\$112,049.60	\$113,152.00	\$114,275.20	\$115,419.20	\$116,584.00	\$117,769.60
Aimaany	\$105,500.00	\$100,000.00	\$107,015.20	J100,721.00	J103,024.00	3110,004.00	3112,043.00	J11J,1J2.00	J114,275.20	J11J,41J.20	J110,J04.00	\$117,705.00
Steps												
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$57.17	\$57.73	\$58.32	\$58.91	\$59.51	\$60.08	\$60.69	\$61.30	\$61.92	\$62.51	\$63.14	\$63.77
Biweekly	\$4,573.60	\$4,618.40	\$4,665.60	\$4,712.80	\$4,760.80	\$4,806.40	\$4,855.20	\$4,904.00	\$4,953.60	\$5,000.80	\$5,051.20	\$5,101.60
Annually	\$118,913.60	\$120,078.40	\$121,305.60	\$122,532.80	\$123,780.80	\$124,966.40	\$126,235.20	\$127,504.00	\$128,793.60	\$130,020.80	\$131,331.20	\$132,641.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$64.41	\$65.07	\$65.72	\$66.38	\$67.04	\$67.73	\$68.39	\$69.07	\$69.78	\$70.45	\$71.16	\$71.86
Biweekly	\$5,152.80	\$5,205.60	\$5,257.60	\$5,310.40	\$5,363.20	\$5,418.40	\$5,471.20	\$5,525.60	\$5,582.40	\$5,636.00	\$5,692.80	\$5,748.80
Annually	\$133,972.80	\$135,345.60	\$136,697.60	\$138,070.40	\$139,443.20	\$140,878.40	\$142,251.20	\$143,665.60	\$145,142.40	\$146,536.00	\$148,012.80	\$149,468.80
, amauny	J133,372.00	J155,5 15.00	3130,037.00	\$150,070.10	J133,113.20	J110,070.10	J1 12,231.20	J1 13,003.00	J1 13,1 12. 10	31 10,330.00	J110,012.00	J113,100.00
Steps	49	50	51	52	53	54	55					
Hourly	\$72.58	\$73.31	\$74.05	\$74.80	\$75.55	\$76.29	\$77.06					
Biweekly	\$5,806.40	\$5,864.80	\$5,924.00	\$5,984.00	\$6,044.00	\$6,103.20	\$6,164.80					
Annually	\$150,966.40	\$152,484.80	\$154,024.00	\$155,584.00	\$157,144.00	\$158,683.20	\$160,284.80					
0 1 0/1												
Grade 84												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	_	_		-			-					
Steps Hourly	\$49.24	\$49.76	\$50.25	\$50.75	\$51.25	\$51.74	\$52.27	\$52.80	\$53.31	\$53.87	\$54.40	\$54.94
Steps Hourly Biweekly	\$49.24 \$3,939.20	\$49.76 \$3,980.80	\$50.25 \$4,020.00	\$50.75 \$4,060.00	\$51.25 \$4,100.00	\$51.74 \$4,139.20	\$52.27 \$4,181.60	\$52.80 \$4,224.00	\$53.31 \$4,264.80	\$53.87 \$4,309.60	\$54.40 \$4,352.00	\$54.94 \$4,395.20
Steps Hourly	\$49.24	\$49.76	\$50.25	\$50.75	\$51.25	\$51.74	\$52.27	\$52.80	\$53.31	\$53.87	\$54.40	\$54.94
Steps Hourly Biweekly	\$49.24 \$3,939.20	\$49.76 \$3,980.80	\$50.25 \$4,020.00	\$50.75 \$4,060.00	\$51.25 \$4,100.00	\$51.74 \$4,139.20	\$52.27 \$4,181.60	\$52.80 \$4,224.00	\$53.31 \$4,264.80	\$53.87 \$4,309.60	\$54.40 \$4,352.00	\$54.94 \$4,395.20
Steps Hourly Biweekly Annually	\$49.24 \$3,939.20 \$102,419.20	\$49.76 \$3,980.80 \$103,500.80	\$50.25 \$4,020.00 \$104,520.00	\$50.75 \$4,060.00 \$105,560.00	\$51.25 \$4,100.00 \$106,600.00	\$51.74 \$4,139.20 \$107,619.20	\$52.27 \$4,181.60 \$108,721.60	\$52.80 \$4,224.00 \$109,824.00	\$53.31 \$4,264.80 \$110,884.80	\$53.87 \$4,309.60 \$112,049.60	\$54.40 \$4,352.00 \$113,152.00	\$54.94 \$4,395.20 \$114,275.20
Steps Hourly Biweekly Annually Steps Hourly	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49	\$49.76 \$3,980.80 \$103,500.80 14 \$56.05	\$50.25 \$4,020.00 \$104,520.00 15 \$56.62	\$50.75 \$4,060.00 \$105.560.00 16 \$57.17	\$51.25 \$4,100.00 \$106,600.00 17 \$57.73	\$51.74 \$4,139.20 \$107,619.20 18 \$58.32	\$52.27 \$4,181.60 \$108,721.60 19 \$58.91	\$52.80 \$4,224.00 \$109,824.00 20 \$59.51	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69	\$54.40 \$4,352.00 \$113,152.00 23 \$61.30	\$54.94 \$4,395.20 \$114,275.20 24 \$61.92
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20	\$49.76 \$3,980.80 \$103,500.80 14 \$56.05 \$4,484.00	\$50.25 \$4,020.00 \$104,520.00 15 \$56.62 \$4,529.60	\$50.75 \$4,060.00 \$105,560.00 16 \$57.17 \$4,573.60	\$51.25 \$4,100.00 \$106,600.00 17 \$57.73 \$4,618.40	\$51.74 \$4,139.20 \$107,619.20 18 \$58.32 \$4,665.60	\$52.27 \$4,181.60 \$108,721.60 19 \$58.91 \$4,712.80	\$52.80 \$4,224.00 \$109,824.00 20 \$59.51 \$4,760.80	\$53.31 \$4,264.80 \$110,884.80 21 \$60.08 \$4,806.40	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20	\$54.40 \$4,352.00 \$113,152.00 23 \$61.30 \$4,904.00	\$54.94 \$4,395.20 \$114,275.20 24 \$61.92 \$4,953.60
Steps Hourly Biweekly Annually Steps Hourly	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49	\$49.76 \$3,980.80 \$103,500.80 14 \$56.05	\$50.25 \$4,020.00 \$104,520.00 15 \$56.62	\$50.75 \$4,060.00 \$105.560.00 16 \$57.17	\$51.25 \$4,100.00 \$106,600.00 17 \$57.73	\$51.74 \$4,139.20 \$107,619.20 18 \$58.32	\$52.27 \$4,181.60 \$108,721.60 19 \$58.91	\$52.80 \$4,224.00 \$109,824.00 20 \$59.51	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69	\$54.40 \$4,352.00 \$113,152.00 23 \$61.30	\$54.94 \$4,395.20 \$114,275.20 24 \$61.92
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4,484.00 \$116.584.00	\$50.25 \$4,020.00 \$104,520.00 15 \$56.62 \$4,529.60 \$117,769.60	\$50.75 \$4,060.00 \$105.560.00 16 \$57.17 \$4,573.60 \$118.913.60	\$51.25 \$4,100.00 \$106,600.00 17 \$57.73 \$4,618.40 \$120,078.40	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4,665.60 \$121.305.60	\$52.27 \$4,181.60 \$108,721.60 19 \$58.91 \$4,712.80 \$122.532.80	\$52.80 \$4,224.00 \$109.824.00 20 \$59.51 \$4,760.80 \$123,780.80	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4,806.40 \$124.966.40	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20	\$54.40 \$4,352.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00	\$54.94 \$4,395.20 \$114,275.20 24 \$61.92 \$4,953.60 \$128,793.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4,484.00 \$116.584.00	\$50.25 \$4,020.00 \$104,520.00 15 \$56.62 \$4,529.60 \$117,769.60	\$50.75 \$4,060.00 \$105,560.00 16 \$57.17 \$4,573.60 \$118.913.60	\$51.25 \$4,100.00 \$106,600.00 17 \$57.73 \$4,618.40 \$120,078.40	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4,665.60 \$121.305.60	\$52.27 \$4,181.60 \$108,721.60 19 \$58.91 \$4,712.80 \$122,532.80	\$52.80 \$4,224.00 \$109.824.00 20 \$59.51 \$4,760.80 \$123,780.80	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4,806.40 \$124.966.40	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20	\$54.40 \$4,352.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00	\$54.94 \$4,395.20 \$114.275.20 24 \$61.92 \$4,953.60 \$128.793.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20 25 \$62.51	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4,484.00 \$116,584.00 26 \$63.14	\$50.25 \$4,020.00 \$104.520.00 15 \$56.62 \$4,529.60 \$117,769.60	\$50.75 \$4,060.00 \$105.560.00 16 \$57.17 \$4,573.60 \$118.913.60	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4.618.40 \$120.078.40 29 \$65.07	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4.665.60 \$121,305.60 30 \$65.72	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4,712.80 \$122,532.80 31 \$66.38	\$52.80 \$4,224.00 \$109.824.00 20 \$59.51 \$4,760.80 \$123,780.80 32 \$67.04	\$53.31 \$4,264.80 \$110,884.80 21 \$60.08 \$4,806.40 \$124,966.40 33 \$67.73	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39	\$54.40 \$4,352.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00 35 \$69.07	\$54.94 \$4,395.20 \$114.275.20 24 \$61.92 \$4,953.60 \$128,793.60 36 \$69.78
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20 25 \$62.51 \$5,000.80	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4,484.00 \$116.584.00 26 \$63.14 \$5.051.20	\$50.25 \$4,020.00 \$104.520.00 15 \$56.62 \$4,529.60 \$117.769.60 27 \$63.77 \$5,101.60	\$50.75 \$4,060.00 \$105.560.00 16 \$57.17 \$4,573.60 \$118.913.60 28 \$64.41 \$5,152.80	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4,618.40 \$120.078.40 29 \$65.07 \$5,205.60	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4,665.60 \$121.305.60 30 \$65.72 \$5,257.60	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4,712.80 \$122.532.80 31 \$66.38 \$5.310.40	\$52.80 \$4,224.00 \$109.824.00 20 \$59.51 \$4,760.80 \$123,780.80 32 \$67.04 \$5.363.20	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4,806.40 \$124.966.40 33 \$67.73 \$5,418.40	\$53.87 \$4,309.60 \$112.049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39 \$5,471.20	\$54.40 \$4,352.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127.504.00 35 \$69.07 \$5,525.60	\$54.94 \$4,395.20 \$114.275.20 24 \$61.92 \$4.953.60 \$128.793.60 36 \$69.78 \$5.582.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20 25 \$62.51	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4,484.00 \$116,584.00 26 \$63.14	\$50.25 \$4,020.00 \$104.520.00 15 \$56.62 \$4,529.60 \$117,769.60	\$50.75 \$4,060.00 \$105.560.00 16 \$57.17 \$4,573.60 \$118.913.60	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4.618.40 \$120.078.40 29 \$65.07	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4.665.60 \$121,305.60 30 \$65.72	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4,712.80 \$122,532.80 31 \$66.38	\$52.80 \$4,224.00 \$109.824.00 20 \$59.51 \$4,760.80 \$123,780.80 32 \$67.04	\$53.31 \$4,264.80 \$110,884.80 21 \$60.08 \$4,806.40 \$124,966.40 33 \$67.73	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39	\$54.40 \$4,352.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00 35 \$69.07	\$54.94 \$4,395.20 \$114.275.20 24 \$61.92 \$4,953.60 \$128,793.60 36 \$69.78
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20 25 \$62.51 \$5,000.80 \$130,020.80	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4,484.00 \$116.584.00 26 \$63.14 \$5.051.20 \$131.331.20	\$50.25 \$4,020.00 \$104.520.00 \$15 \$56.62 \$4,529.60 \$117,769.60 \$63.77 \$5,101.60 \$132,641.60	\$50.75 \$4,060.00 \$105.560.00 16 \$57.17 \$4.573.60 \$118.913.60 28 \$64.41 \$5.152.80 \$133.972.80	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4.618.40 \$120.078.40 29 \$65.07 \$5,205.60 \$135.345.60	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4.665.60 \$121.305.60 30 \$65.72 \$5.257.60 \$136.697.60	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4,712.80 \$122.532.80 31 \$66.38 \$5.310.40 \$138.070.40	\$52.80 \$4,224.00 \$109.824.00 \$59.51 \$4,760.80 \$123.780.80 \$2 \$67.04 \$5.363.20 \$139.443.20	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4,806.40 \$124.966.40 33 \$67.73 \$5,418.40 \$140.878.40	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39 \$5,471.20 \$142,251.20	\$54.40 \$4,352.00 \$113,152.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127.504.00 35 \$69.07 \$5,525.60 \$143,665.60	\$54.94 \$4,395.20 \$114.275.20 24 \$61.92 \$4.953.60 \$128.793.60 36 \$69.78 \$5.582.40 \$145.142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20 25 \$62.51 \$5,000.80 \$130,020.80	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4,484.00 \$116.584.00 26 \$63.14 \$5.051.20 \$131.331.20	\$50.25 \$4,020.00 \$104.520.00 \$15 \$56.62 \$4,529.60 \$117,769.60 \$27 \$63.77 \$5,101.60 \$132.641.60	\$50.75 \$4,060.00 \$105.560.00 16 \$57.17 \$4.573.60 \$118.913.60 28 \$64.41 \$5.152.80 \$133.972.80	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4.618.40 \$120.078.40 29 \$65.07 \$5,205.60 \$135.345.60	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4.665.60 \$121.305.60 30 \$65.72 \$5,257.60 \$136.697.60	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4,712.80 \$122.532.80 31 \$66.38 \$5.310.40 \$138.070.40	\$52.80 \$4,224.00 \$109.824.00 \$59.51 \$4,760.80 \$123,780.80 \$2 \$67.04 \$5,363.20 \$139,443.20	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4,806.40 \$124,966.40 33 \$67.73 \$5,418.40 \$140.878.40	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39 \$5,471.20 \$142,251.20	\$54.40 \$4,352.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127.504.00 35 \$69.07 \$5,525.60 \$143,665.60	\$54.94 \$4,395.20 \$114.275.20 24 \$61.92 \$4.953.60 \$128.793.60 36 \$69.78 \$5.582.40 \$145.142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20 25 \$62.51 \$5,000.80 \$130,020.80	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4,484.00 \$116.584.00 26 \$63.14 \$5,051.20 \$131.331.20	\$50.25 \$4,020.00 \$104.520.00 \$15 \$56.62 \$4,529.60 \$117,769.60 \$132.641.60 \$132.641.60	\$50.75 \$4,060.00 \$105.560.00 16 \$57.17 \$4,573.60 \$118.913.60 28 \$64.41 \$5.152.80 \$133,972.80	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4.618.40 \$120.078.40 29 \$65.07 \$5.205.60 \$135.345.60	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4.665.60 \$121.305.60 30 \$65.72 \$5.257.60 \$136.697.60	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4.712.80 \$122.532.80 31 \$66.38 \$5.310.40 \$138.070.40	\$52.80 \$4,224.00 \$109.824.00 \$109.824.00 \$59.51 \$4,760.80 \$123,780.80 \$67.04 \$5,363.20 \$139,443.20	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4,806.40 \$124,966.40 33 \$67.73 \$5,418.40 \$140.878.40	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39 \$5,471.20 \$142,251.20	\$54.40 \$4,352.00 \$113,152.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00 35 \$69.07 \$5,525.60 \$143,665.60	\$54.94 \$4,395.20 \$114.275.20 24 \$61.92 \$4.953.60 \$128.793.60 36 \$69.78 \$5,582.40 \$145,142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20 25 \$62.51 \$5,000.80 \$130,020.80 37 \$70.45 \$5,636.00	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4.484.00 \$116.584.00 26 \$63.14 \$5.051.20 \$131.331.20 38 \$71.16 \$5.692.80	\$50.25 \$4,020.00 \$104,520.00 \$104,520.00 \$15 \$56.62 \$4,529.60 \$117,769.60 \$63.77 \$5,101.60 \$132,641.60 \$9 \$71.86 \$5,748.80	\$50.75 \$4,060.00 \$105.560.00 \$105.560.00 \$16 \$57.17 \$4,573.60 \$118.913.60 \$28 \$64.41 \$5.152.80 \$133,972.80 \$72.58 \$5,806.40	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4.618.40 \$120.078.40 29 \$65.07 \$5.205.60 \$135.345.60 41 \$73.31 \$5.864.80	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4,665.60 \$121.305.60 30 \$65.72 \$5.257.60 \$136,697.60 42 \$74.05 \$5,924.00	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4.712.80 \$122.532.80 31 \$66.38 \$5.310.40 \$138.070.40 43 \$74.80 \$5.984.00	\$52.80 \$4,224.00 \$109.824.00 \$109.824.00 \$59.51 \$4,760.80 \$123.780.80 \$2 \$67.04 \$5.363.20 \$139.443.20 \$44 \$75.55 \$6.044.00	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4.806.40 \$124.966.40 33 \$67.73 \$5.418.40 \$140.878.40 45 \$76.29 \$6.103.20	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39 \$5,471.20 \$142,251.20 46 \$77.06 \$6,164.80	\$54.40 \$4,352.00 \$113,152.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00 35 \$69.07 \$5,525.60 \$143,665.60 47 \$77.84 \$6,227.20	\$54.94 \$4,395.20 \$114,275.20 24 \$61.92 \$4,953.60 \$128.793.60 36 \$69.78 \$5,582.40 \$145,142.40 48 \$78.61 \$6.288.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20 25 \$62.51 \$5,000.80 \$130,020.80	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4,484.00 \$116.584.00 26 \$63.14 \$5,051.20 \$131.331.20	\$50.25 \$4,020.00 \$104.520.00 \$15 \$56.62 \$4,529.60 \$117,769.60 \$132.641.60 \$132.641.60	\$50.75 \$4,060.00 \$105.560.00 16 \$57.17 \$4,573.60 \$118.913.60 28 \$64.41 \$5.152.80 \$133,972.80	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4.618.40 \$120.078.40 29 \$65.07 \$5.205.60 \$135.345.60	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4.665.60 \$121.305.60 30 \$65.72 \$5.257.60 \$136.697.60	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4.712.80 \$122.532.80 31 \$66.38 \$5.310.40 \$138.070.40	\$52.80 \$4,224.00 \$109.824.00 \$109.824.00 \$59.51 \$4,760.80 \$123,780.80 \$67.04 \$5,363.20 \$139,443.20	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4,806.40 \$124,966.40 33 \$67.73 \$5,418.40 \$140.878.40	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39 \$5,471.20 \$142,251.20	\$54.40 \$4,352.00 \$113,152.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00 35 \$69.07 \$5,525.60 \$143,665.60	\$54.94 \$4,395.20 \$114.275.20 24 \$61.92 \$4,953.60 \$128.793.60 36 \$69.78 \$5,582.40 \$145,142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20 25 \$62.51 \$5,000.80 \$130,020.80 37 \$70.45 \$5,636.00 \$146,536.00	\$49.76 \$3,980.80 \$103,500.80 14 \$56.05 \$4,484.00 \$116,584.00 26 \$63.14 \$5,051.20 \$131,331.20 38 \$71.16 \$5,692.80 \$148,012.80	\$50.25 \$4,020.00 \$104.520.00 \$104.520.00 \$15 \$56.62 \$4,529.60 \$117.769.60 \$27 \$63.77 \$5.101.60 \$132,641.60 \$132,641.80 \$5.748.80 \$149,468.80	\$50.75 \$4,060.00 \$105.560.00 \$105.560.00 \$157.17 \$4,573.60 \$118,913.60 \$28 \$64.41 \$5,152.80 \$133,972.80 \$72.58 \$5,806.40 \$150,966.40	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4,618.40 \$120.078.40 29 \$65.07 \$5,205.60 \$135.345.60 41 \$73.31 \$5.864.80 \$152,484.80	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4,665.60 \$121,305.60 30 \$65.72 \$5,257.60 \$136.697.60 42 \$74.05 \$5,924.00 \$154,024.00	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4,712.80 \$122.532.80 31 \$66.38 \$5.310.40 \$138.070.40 43 \$74.80 \$5.984.00 \$155.584.00	\$52.80 \$4,224.00 \$109.824.00 \$109.824.00 \$59.51 \$4,760.80 \$123.780.80 \$2 \$67.04 \$5.363.20 \$139.443.20 \$44 \$75.55 \$6.044.00	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4.806.40 \$124.966.40 33 \$67.73 \$5.418.40 \$140.878.40 45 \$76.29 \$6.103.20	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39 \$5,471.20 \$142,251.20 46 \$77.06 \$6,164.80	\$54.40 \$4,352.00 \$113,152.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00 35 \$69.07 \$5,525.60 \$143,665.60 47 \$77.84 \$6,227.20	\$54.94 \$4,395.20 \$114,275.20 24 \$61.92 \$4,953.60 \$128.793.60 36 \$69.78 \$5,582.40 \$145,142.40 48 \$78.61 \$6.288.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$49.24 \$3,939.20 \$102,419.20 13 \$55.49 \$4,439.20 \$115,419.20 25 \$62.51 \$5,000.80 \$130,020.80 37 \$70.45 \$5,636.00 \$146,536.00	\$49.76 \$3,980.80 \$103,500.80 14 \$56.05 \$4,484.00 \$116,584.00 26 \$63.14 \$5,051.20 \$131,331.20 38 \$71.16 \$5,692.80 \$148,012.80	\$50.25 \$4,020.00 \$104,520.00 \$104,520.00 \$15 \$56.62 \$4,529.60 \$117,769.60 \$132,641.60 \$132,641.60 \$71.86 \$5,748.80 \$149,468.80	\$50.75 \$4,060.00 \$105.560.00 \$105.560.00 \$16 \$57.17 \$4.573.60 \$118.913.60 \$28 \$64.41 \$5.152.80 \$133.972.80 \$72.58 \$5,806.40 \$150.966.40	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4.618.40 \$120.078.40 29 \$65.07 \$5.205.60 \$135.345.60 41 \$73.31 \$5.864.80 \$152.484.80	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4.665.60 \$121.305.60 30 \$65.72 \$5.257.60 \$136.697.60 42 \$74.05 \$5,924.00 \$154.024.00	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4,712.80 \$122.532.80 31 \$66.38 \$5.310.40 \$138.070.40 43 \$74.80 \$5.984.00 \$155.584.00	\$52.80 \$4,224.00 \$109.824.00 \$109.824.00 \$59.51 \$4,760.80 \$123.780.80 \$2 \$67.04 \$5.363.20 \$139.443.20 \$44 \$75.55 \$6.044.00	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4.806.40 \$124.966.40 33 \$67.73 \$5.418.40 \$140.878.40 45 \$76.29 \$6.103.20	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39 \$5,471.20 \$142,251.20 46 \$77.06 \$6,164.80	\$54.40 \$4,352.00 \$113,152.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00 35 \$69.07 \$5,525.60 \$143,665.60 47 \$77.84 \$6,227.20	\$54.94 \$4,395.20 \$114,275.20 24 \$61.92 \$4,953.60 \$128.793.60 36 \$69.78 \$5,582.40 \$145,142.40 48 \$78.61 \$6.288.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$49.24 \$3,939.20 \$102,419.20 \$102,419.20 \$155.49 \$4,439.20 \$115,419.20 \$25 \$62.51 \$5,000.80 \$130,020.80 \$70.45 \$5,636.00 \$146,536.00	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4.484.00 \$116.584.00 26 \$63.14 \$5,051.20 \$131.331.20 38 \$71.16 \$5,692.80 \$148.012.80 50 \$80.19	\$50.25 \$4,020.00 \$104.520.00 \$104.520.00 \$15 \$56.62 \$4,529.60 \$117.769.60 \$132.641.60 \$132.641.60 \$132.641.80 \$149.468.80 \$149.468.80	\$50.75 \$4,060.00 \$105.560.00 \$105.560.00 \$157.17 \$4.573.60 \$118.913.60 \$28 \$64.41 \$5.152.80 \$133.972.80 \$72.58 \$5.806.40 \$150.966.40 \$2 \$81.80	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4,618.40 \$120.078.40 29 \$65.07 \$5.205.60 \$135.345.60 41 \$73.31 \$5.864.80 \$152.484.80	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4,665.60 \$121.305.60 30 \$65.72 \$5.257.60 \$136.697.60 42 \$74.05 \$5,924.00 \$154,024.00	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4.712.80 \$122.532.80 31 \$66.38 \$5.310.40 \$138.070.40 43 \$74.80 \$5.984.00 \$155.584.00	\$52.80 \$4,224.00 \$109.824.00 \$109.824.00 \$59.51 \$4,760.80 \$123.780.80 \$2 \$67.04 \$5.363.20 \$139.443.20 \$44 \$75.55 \$6.044.00	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4.806.40 \$124.966.40 33 \$67.73 \$5.418.40 \$140.878.40 45 \$76.29 \$6.103.20	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39 \$5,471.20 \$142,251.20 46 \$77.06 \$6,164.80	\$54.40 \$4,352.00 \$113,152.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00 35 \$69.07 \$5,525.60 \$143,665.60 47 \$77.84 \$6,227.20	\$54.94 \$4,395.20 \$114,275.20 24 \$61.92 \$4,953.60 \$128.793.60 36 \$69.78 \$5,582.40 \$145,142.40 48 \$78.61 \$6.288.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$49.24 \$3,939.20 \$102,419.20 \$102,419.20 \$155.49 \$4,439.20 \$115,419.20 \$25 \$62.51 \$5,000.80 \$130,020.80 \$170.45 \$5,636.00 \$146,536.00 \$146,536.00	\$49.76 \$3,980.80 \$103,500.80 14 \$56.05 \$4,484.00 \$116,584.00 26 \$63.14 \$5,051.20 \$131,331.20 38 \$71.16 \$5,692.80 \$148,012.80 50 \$80.19 \$6,415.20	\$50.25 \$4,020.00 \$104.520.00 \$104.520.00 \$15 \$56.62 \$4.529.60 \$117.769.60 \$137.7 \$5.101.60 \$132.641.60 \$132.641.60 \$5.748.80 \$149.468.80 \$149.468.80	\$50.75 \$4,060.00 \$105.560.00 \$105.560.00 \$105.560.00 \$157.17 \$4.573.60 \$118.913.60 \$28 \$64.41 \$5,152.80 \$133.972.80 \$72.58 \$5,806.40 \$150.966.40 \$150.966.40	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4.618.40 \$120.078.40 29 \$65.07 \$5.205.60 \$135.345.60 41 \$73.31 \$5.864.80 \$152.484.80 53 \$82.62 \$6.609.60	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4.665.60 \$121.305.60 30 \$65.72 \$5.257.60 \$136.697.60 42 \$74.05 \$5.924.00 \$154.024.00 54 \$83.45 \$6.676.00	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4.712.80 \$122.532.80 31 \$66.38 \$5.310.40 \$138.070.40 43 \$74.80 \$5.984.00 \$155.584.00	\$52.80 \$4,224.00 \$109.824.00 \$109.824.00 \$59.51 \$4,760.80 \$123.780.80 \$2 \$67.04 \$5.363.20 \$139.443.20 \$44 \$75.55 \$6.044.00	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4.806.40 \$124.966.40 33 \$67.73 \$5.418.40 \$140.878.40 45 \$76.29 \$6.103.20	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39 \$5,471.20 \$142,251.20 46 \$77.06 \$6,164.80	\$54.40 \$4,352.00 \$113,152.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00 35 \$69.07 \$5,525.60 \$143,665.60 47 \$77.84 \$6,227.20	\$54.94 \$4,395.20 \$114,275.20 24 \$61.92 \$4,953.60 \$128.793.60 36 \$69.78 \$5,582.40 \$145,142.40 48 \$78.61 \$6.288.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$49.24 \$3,939.20 \$102,419.20 \$102,419.20 \$155.49 \$4,439.20 \$115,419.20 \$25 \$62.51 \$5,000.80 \$130,020.80 \$70.45 \$5,636.00 \$146,536.00	\$49.76 \$3,980.80 \$103.500.80 14 \$56.05 \$4.484.00 \$116.584.00 26 \$63.14 \$5,051.20 \$131.331.20 38 \$71.16 \$5,692.80 \$148.012.80 50 \$80.19	\$50.25 \$4,020.00 \$104.520.00 \$104.520.00 \$15 \$56.62 \$4,529.60 \$117.769.60 \$132.641.60 \$132.641.60 \$132.641.80 \$149.468.80 \$149.468.80	\$50.75 \$4,060.00 \$105.560.00 \$105.560.00 \$157.17 \$4.573.60 \$118.913.60 \$28 \$64.41 \$5.152.80 \$133.972.80 \$72.58 \$5.806.40 \$150.966.40 \$2 \$81.80	\$51.25 \$4,100.00 \$106.600.00 17 \$57.73 \$4,618.40 \$120.078.40 29 \$65.07 \$5.205.60 \$135.345.60 41 \$73.31 \$5.864.80 \$152.484.80	\$51.74 \$4,139.20 \$107.619.20 18 \$58.32 \$4,665.60 \$121.305.60 30 \$65.72 \$5.257.60 \$136.697.60 42 \$74.05 \$5,924.00 \$154,024.00	\$52.27 \$4,181.60 \$108.721.60 19 \$58.91 \$4.712.80 \$122.532.80 31 \$66.38 \$5.310.40 \$138.070.40 43 \$74.80 \$5.984.00 \$155.584.00	\$52.80 \$4,224.00 \$109.824.00 \$109.824.00 \$59.51 \$4,760.80 \$123.780.80 \$2 \$67.04 \$5.363.20 \$139.443.20 \$44 \$75.55 \$6.044.00	\$53.31 \$4,264.80 \$110.884.80 21 \$60.08 \$4.806.40 \$124.966.40 33 \$67.73 \$5.418.40 \$140.878.40 45 \$76.29 \$6.103.20	\$53.87 \$4,309.60 \$112,049.60 22 \$60.69 \$4,855.20 \$126,235.20 34 \$68.39 \$5,471.20 \$142,251.20 46 \$77.06 \$6,164.80	\$54.40 \$4,352.00 \$113,152.00 \$113,152.00 23 \$61.30 \$4,904.00 \$127,504.00 35 \$69.07 \$5,525.60 \$143,665.60 47 \$77.84 \$6,227.20	\$54.94 \$4,395.20 \$114,275.20 24 \$61.92 \$4,953.60 \$128.793.60 36 \$69.78 \$5,582.40 \$145,142.40 48 \$78.61 \$6.288.80

(Non-bargaining unit)

NENANA (20%)

0.0.0												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$12.67	\$12.79	\$12.92	\$13.06	\$13.18	\$13.31	\$13.43	\$13.57	\$13.71	\$13.84	\$13.98	\$14.14
Biweekly	\$1,013.60	\$1,023.20	\$1,033.60	\$1,044.80	\$1,054.40	\$1,064.80	\$1,074.40	\$1,085.60	\$1,096.80	\$1,107.20	\$1,118.40	\$1,131.20
Annually	\$26,353.60	\$26,603.20	\$26,873.60	\$27,164.80	\$27,414.40	\$27,684.80	\$27,934.40	\$28,225.60	\$28,516.80	\$28,787.20	\$29,078.40	\$29,411.20
Chama												
Steps	13	14	15	16	17	18	. 19	20	21	. 22	23	24
Hourly	\$14.27	\$14.41	\$14.56	\$14.70	\$14.85	\$14.98	\$15.13	\$15.28	\$15.45	\$15.58	\$15.76	\$15.92
Biweekly	\$1,141.60	\$1,152.80	\$1,164.80	\$1,176.00	\$1,188.00	\$1,198.40	\$1,210.40	\$1,222.40	\$1,236.00	\$1,246.40	\$1,260.80	\$1,273.60
Annually	\$29,681.60	\$29,972.80	\$30,284.80	\$30,576.00	\$30,888.00	\$31,158.40	\$31,470.40	\$31,782.40	\$32,136.00	\$32,406.40	\$32,780.80	\$33,113.60
_												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$16.08	\$16.23	\$16.38	\$16.54	\$16.73	\$16.89	\$17.07	\$17.21	\$17.41	\$17.56	\$17.75	\$17.91
Biweekly	\$1,286.40	\$1,298.40	\$1,310.40	\$1,323.20	\$1,338.40	\$1,351.20	\$1,365.60	\$1,376.80	\$1,392.80	\$1,404.80	\$1,420.00	\$1,432.80
Annually	\$33,446.40	\$33,758.40	\$34,070.40	\$34,403.20	\$34,798.40	\$35,131.20	\$35,505.60	\$35,796.80	\$36,212.80	\$36,524.80	\$36,920.00	\$37,252.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$18.11	\$18.28	\$18.47	\$18.66	\$18.85	\$19.03	\$19.20	\$19.42	\$19.59	\$19.80	\$20.01	\$20.21
Biweekly	\$1,448.80	\$1,462.40	\$1,477.60	\$1,492.80	\$1,508.00	\$1,522.40	\$1,536.00	\$1,553.60	\$1,567.20	\$1,584.00	\$1,600.80	\$1,616.80
Annually	\$37,668.80	\$38,022.40	\$38,417.60	\$38,812.80	\$39,208.00	\$39,582.40	\$39,936.00	\$40,393.60	\$40,747.20	\$41,184.00	\$41,620.80	\$42,036.80
Steps												
-	49	50	51	52	53	54	55					
Hourly	\$20.38	\$20.61	\$20.80	\$21.02	\$21.23	\$21.45	\$21.66					
Biweekly	\$1,630.40	\$1,648.80	\$1,664.00	\$1,681.60	\$1,698.40	\$1,716.00	\$1,732.80					
Annually	\$42,390.40	\$42,868.80	\$43,264.00	\$43,721.60	\$44,158.40	\$44,616.00	\$45,052.80					
Grade 72												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$14.27	\$14.41	\$14.56	\$14.70	\$14.85	\$14.98	\$15.13	\$15.28	\$15.45	\$15.58	\$15.76	\$15.92
Biweekly	\$1,141.60	\$1,152.80	\$1,164.80	\$1,176.00	\$1,188.00	\$1,198.40	\$1,210.40	\$1,222.40	\$1,236.00	\$1,246.40	\$1,260.80	\$1,273.60
Annually	\$29,681.60	\$29,972.80	\$30,284.80	\$30,576.00	\$30,888.00	\$31,158.40	\$31,470.40	\$31,782.40	\$32,136.00	\$32,406.40	\$32,780.80	\$33,113.60
Steps			4=						•			24
	13	14	15	16	17	18	19	20	21	22	23	24 \$17.91
Hourly	\$16.08 \$1,286.40	\$16.23	\$16.38	\$16.54	\$16.73	\$16.89	\$17.07	\$17.21 \$1,376.80	\$17.41	\$17.56	\$17.75 \$1,420.00	\$17.91
Biweekly		\$1,298.40	\$1,310.40	\$1,323.20	\$1,338.40	\$1,351.20	\$1,365.60		\$1,392.80	\$1,404.80		
Annually	\$33,446.40	\$33,758.40	\$34,070.40	\$34,403.20	\$34,798.40	\$35,131.20	\$35,505.60	\$35,796.80	\$36,212.80	\$36,524.80	\$36,920.00	\$37,252.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$18.11	\$18.28	\$18.47	\$18.66	\$18.85	\$19.03	\$19.20	\$19.42	\$19.59	\$19.80	\$20.01	\$20.21
Biweekly										\$1,584.00	\$1,600.80	\$1,616.80
DIVVCCKIY		\$1 <i>1</i> 62 <i>1</i> 0	\$1 <i>1</i> 77 60	S1 //07 RN	\$1.50x.00							
Annually	\$1,448.80	\$1,462.40 \$38.022.40	\$1,477.60 \$38,417.60	\$1,492.80	\$1,508.00	\$1,522.40 \$39.582.40	\$1,536.00	\$1,553.60 \$40.393.60	\$1,567.20 \$40.747.20			
Annually	\$37,668.80	\$1,462.40 \$38,022.40	\$1,477.60 \$38,417.60	\$1,492.80 \$38,812.80	\$1,508.00 \$39,208.00	\$39,582.40	\$39,936.00	\$40,393.60	\$40,747.20	\$41,184.00	\$41,620.80	\$42,036.80
•	\$37,668.80	\$38,022.40	\$38,417.60	\$38,812.80	\$39,208.00	\$39,582.40	\$39,936.00	\$40,393.60	\$40,747.20	\$41,184.00	\$41,620.80	\$42,036.80
Steps	\$37.668.80 37	\$38,022.40 38	\$38,417.60 39	\$38,812.80 40	\$39,208.00 41	\$39,582.40	\$39,936.00 43	\$40.393.60 44	\$40,747.20 45	\$41,184.00 46	\$41,620.80 47	\$42,036.80 48
Steps Hourly	\$37,668.80 37 \$20.38	\$38,022.40 38 \$20.61	\$38,417.60 39 \$20.80	\$38,812.80 40 \$21.02	\$39,208.00 41 \$21.23	\$39,582.40 42 \$21.45	\$39,936.00 43 \$21.66	\$40.393.60 44 \$21.88	\$40.747.20 45 \$22.10	\$41,184.00 46 \$22.31	\$41,620.80 47 \$22.53	\$42,036.80 48 \$22.75
Steps Hourly Biweekly	\$37,668.80 37 \$20.38 \$1,630.40	\$38,022.40 38 \$20.61 \$1,648.80	\$38.417.60 39 \$20.80 \$1.664.00	\$38,812.80 40 \$21.02 \$1,681.60	\$39,208.00 41 \$21.23 \$1,698.40	\$39,582.40 42 \$21.45 \$1,716.00	\$39,936.00 43 \$21.66 \$1,732.80	\$40,393.60 44 \$21.88 \$1,750.40	\$40,747.20 45 \$22.10 \$1,768.00	\$41,184.00 46 \$22.31 \$1,784.80	\$41,620.80 47 \$22.53 \$1.802.40	\$42,036.80 48 \$22.75 \$1.820.00
Steps Hourly Biweekly Annually	\$37,668.80 37 \$20.38 \$1,630.40 \$42,390.40	\$38.022.40 38 \$20.61 \$1,648.80 \$42,868.80	\$38,417.60 39 \$20.80 \$1,664.00 \$43,264.00	\$38.812.80 40 \$21.02 \$1.681.60 \$43.721.60	\$39,208.00 41 \$21.23 \$1,698.40 \$44,158.40	\$39,582.40 42 \$21.45 \$1,716.00 \$44,616.00	\$39,936.00 43 \$21.66 \$1,732.80 \$45,052.80	\$40.393.60 44 \$21.88	\$40.747.20 45 \$22.10	\$41,184.00 46 \$22.31	\$41,620.80 47 \$22.53	\$42,036.80 48 \$22.75
Steps Hourly Biweekly	\$37,668.80 37 \$20.38 \$1,630.40 \$42,390.40	\$38,022.40 38 \$20.61 \$1,648.80	\$38.417.60 39 \$20.80 \$1.664.00	\$38,812.80 40 \$21.02 \$1,681.60	\$39,208.00 41 \$21.23 \$1,698.40 \$44,158.40	\$39,582.40 42 \$21.45 \$1,716.00 \$44,616.00	\$39,936.00 43 \$21.66 \$1,732.80	\$40,393.60 44 \$21.88 \$1,750.40	\$40,747.20 45 \$22.10 \$1,768.00	\$41,184.00 46 \$22.31 \$1,784.80	\$41,620.80 47 \$22.53 \$1.802.40	\$42,036.80 48 \$22.75 \$1.820.00
Steps Hourly Biweekly Annually	\$37,668.80 37 \$20.38 \$1,630.40 \$42,390.40	\$38.022.40 38 \$20.61 \$1,648.80 \$42,868.80	\$38,417.60 39 \$20.80 \$1,664.00 \$43,264.00	\$38.812.80 40 \$21.02 \$1.681.60 \$43.721.60	\$39,208.00 41 \$21.23 \$1,698.40 \$44,158.40	\$39,582.40 42 \$21.45 \$1,716.00 \$44,616.00	\$39,936.00 43 \$21.66 \$1,732.80 \$45,052.80	\$40,393.60 44 \$21.88 \$1,750.40	\$40,747.20 45 \$22.10 \$1,768.00	\$41,184.00 46 \$22.31 \$1,784.80	\$41,620.80 47 \$22.53 \$1.802.40	\$42,036.80 48 \$22.75 \$1.820.00
Steps Hourly Biweekly Annually Steps	\$37,668.80 37 \$20.38 \$1,630.40 \$42,390.40	\$38.022.40 38 \$20.61 \$1.648.80 \$42.868.80	\$38,417.60 39 \$20.80 \$1,664.00 \$43,264.00	\$38.812.80 40 \$21.02 \$1.681.60 \$43.721.60	\$39,208.00 41 \$21.23 \$1,698.40 \$44,158.40	\$39,582.40 42 \$21.45 \$1,716.00 \$44,616.00	\$39,936.00 43 \$21.66 \$1,732.80 \$45,052.80	\$40,393.60 44 \$21.88 \$1,750.40	\$40,747.20 45 \$22.10 \$1,768.00	\$41,184.00 46 \$22.31 \$1,784.80	\$41,620.80 47 \$22.53 \$1.802.40	\$42,036.80 48 \$22.75 \$1.820.00
Steps Hourly Biweekly Annually Steps Hourly	\$37,668.80 37 \$20.38 \$1,630.40 \$42,390.40 49 \$22.99	\$38.022.40 38 \$20.61 \$1.648.80 \$42.868.80 50 \$23.22	\$38,417.60 39 \$20.80 \$1,664.00 \$43,264.00 51 \$23.45	\$38.812.80 40 \$21.02 \$1.681.60 \$43.721.60 52 \$23.68	\$39,208.00 41 \$21.23 \$1,698.40 \$44,158.40 53 \$23.91	\$39,582.40 42 \$21.45 \$1,716.00 \$44,616.00 54 \$24.18	\$39,936.00 43 \$21.66 \$1,732.80 \$45,052.80 55 \$24.39	\$40,393.60 44 \$21.88 \$1,750.40	\$40,747.20 45 \$22.10 \$1,768.00	\$41,184.00 46 \$22.31 \$1,784.80	\$41,620.80 47 \$22.53 \$1.802.40	\$42,036.80 48 \$22.75 \$1.820.00

(Non-bargaining unit)

NENANA (20%)

Grade 73

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$16.08	\$16.23	\$16.38	\$16.54	\$16.73	\$16.89	\$17.07	\$17.21	\$17.41	\$17.56	\$17.75	\$17.91
Biweekly	\$1,286.40	\$1,298.40	\$1,310.40	\$1,323.20	\$1,338.40	\$1,351.20	\$1,365.60	\$1,376.80	\$1,392.80	\$1,404.80	\$1,420.00	\$1,432.80
Annually	\$33,446.40	\$33,758.40	\$34,070.40	\$34,403.20	\$34,798.40	\$35,131.20	\$35,505.60	\$35,796.80	\$36,212.80	\$36,524.80	\$36,920.00	\$37,252.80
Ailliually	333,440.40	\$33,736.40	334,070.40	334,403.20	334,730.40	\$35,131.20	\$35,505.00	333,730.80	330,212.80	330,324.60	330,920.00	\$37,232.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$18.11	\$18.28	\$18.47	\$18.66	\$18.85	\$19.03	\$19.20	\$19.42	\$19.59	\$19.80	\$20.01	\$20.21
Biweekly	\$1,448.80	\$1,462.40	\$1,477.60	\$1,492.80	\$1,508.00	\$1,522.40	\$1,536.00	\$1,553.60	\$1,567.20	\$1,584.00	\$1,600.80	\$1,616.80
Annually	\$37,668.80	\$38,022.40	\$38,417.60	\$38,812.80	\$39,208.00	\$39,582.40	\$39,936.00	\$40,393.60	\$40,747.20	\$41,184.00	\$41,620.80	\$42,036.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$20.38	\$20.61	\$20.80	\$21.02	\$21.23	\$21.45	\$21.66	\$21.88	\$22.10	\$22.31	\$22.53	\$22.75
Biweekly	\$1,630.40	\$1,648.80	\$1,664.00	\$1,681.60	\$1,698.40	\$1,716.00	\$1,732.80	\$1,750.40	\$1,768.00	\$1,784.80	\$1,802.40	\$1,820.00
Annually	\$42,390.40	\$42,868.80	\$43,264.00	\$43,721.60	\$44,158.40	\$44,616.00	\$45,052.80	\$45,510.40	\$45,968.00	\$46,404.80	\$46,862.40	\$47,320.00
Aillidally	342,330.40	342,000.00	343,204.00	545,721.00	344,130.40	344,010.00	343,032.80	343,310.40	343,300.00	340,404.80	340,002.40	347,320.00
Steps	27	20	20	40		40	40		4-	4.0	47	40
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$22.99	\$23.22	\$23.45	\$23.68	\$23.91	\$24.18	\$24.39	\$24.64	\$24.90	\$25.13	\$25.39	\$25.65
Biweekly	\$1,839.20	\$1,857.60	\$1,876.00	\$1,894.40	\$1,912.80	\$1,934.40	\$1,951.20	\$1,971.20	\$1,992.00	\$2,010.40	\$2,031.20	\$2,052.00
Annually	\$47,819.20	\$48,297.60	\$48,776.00	\$49,254.40	\$49,732.80	\$50,294.40	\$50,731.20	\$51,251.20	\$51,792.00	\$52,270.40	\$52,811.20	\$53,352.00
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Steps	49	50	51	52	53	54	55					
Hourly	\$25.90	\$26.17	\$26.44	\$26.66	\$26.96	\$27.22	\$27.51					
Biweekly	\$2,072.00	\$2,093.60	\$2,115.20	\$2,132.80	\$2,156.80	\$2,177.60	\$2,200.80					
Annually	\$53,872.00	\$54,433.60	\$54,995.20	\$55,452.80	\$56,076.80	\$56,617.60	\$57,220.80					
Annually	\$55,872.00	\$54,433.00	\$54,995.20	\$55,452.80	\$50,070.80	\$30,017.00	\$57,220.80					
C I- 7/												
Grade 74												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1 \$18 11	2 \$18.28	3 \$18.47	4 \$18.66	5 \$18.85	6 \$19.03	7 \$19.20	8 \$19. <i>4</i> 2	9 \$19 59	10 \$19.80	11 \$20.01	12 \$20.21
Steps Hourly	\$18.11	\$18.28	\$18.47	\$18.66	\$18.85	\$19.03	\$19.20	\$19.42	\$19.59	\$19.80	\$20.01	\$20.21
Steps Hourly Biweekly	\$18.11 \$1,448.80	\$18.28 \$1,462.40	\$18.47 \$1,477.60	\$18.66 \$1,492.80	\$18.85 \$1,508.00	\$19.03 \$1,522.40	\$19.20 \$1,536.00	\$19.42 \$1,553.60	\$19.59 \$1,567.20	\$19.80 \$1,584.00	\$20.01 \$1,600.80	\$20.21 \$1,616.80
Steps Hourly	\$18.11	\$18.28	\$18.47	\$18.66	\$18.85	\$19.03	\$19.20	\$19.42	\$19.59	\$19.80	\$20.01	\$20.21
Steps Hourly Biweekly Annually	\$18.11 \$1,448.80 \$37,668.80	\$18.28 \$1,462.40 \$38,022.40	\$18.47 \$1,477.60 \$38,417.60	\$18.66 \$1,492.80 \$38,812.80	\$18.85 \$1,508.00 \$39,208.00	\$19.03 \$1,522.40 \$39,582.40	\$19.20 \$1,536.00 \$39,936.00	\$19.42 \$1,553.60 \$40,393.60	\$19.59 \$1,567.20 \$40,747.20	\$19.80 \$1,584.00 \$41,184.00	\$20.01 \$1,600.80 \$41,620.80	\$20.21 \$1,616.80 \$42,036.80
Steps Hourly Biweekly Annually Steps	\$18.11 \$1,448.80 \$37,668.80	\$18.28 \$1,462.40 \$38.022.40	\$18.47 \$1,477.60 \$38,417.60	\$18.66 \$1,492.80 \$38,812.80	\$18.85 \$1,508.00 \$39,208.00	\$19.03 \$1,522.40 \$39.582.40	\$19.20 \$1,536.00 \$39.936.00	\$19.42 \$1,553.60 \$40.393.60	\$19.59 \$1,567.20 \$40,747.20	\$19.80 \$1,584.00 \$41,184.00	\$20.01 \$1,600.80 \$41,620.80	\$20.21 \$1,616.80 \$42,036.80
Steps Hourly Biweekly Annually Steps Hourly	\$18.11 \$1,448.80 \$37,668.80 13 \$20.38	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61	\$18.47 \$1,477.60 \$38,417.60 15 \$20.80	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45	\$19.20 \$1,536.00 \$39.936.00 19 \$21.66	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88	\$19.59 \$1,567.20 \$40.747.20 21 \$22.10	\$19.80 \$1,584.00 \$41,184.00 22 \$22.31	\$20.01 \$1,600.80 \$41,620.80 23 \$22.53	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1,630.40	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1,648.80	\$18.47 \$1,477.60 \$38.417.60 15 \$20.80 \$1,664.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1,681.60	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23 \$1.698.40	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1,732.80	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1,750.40	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1,768.00	\$19.80 \$1,584.00 \$41,184.00 22 \$22.31 \$1,784.80	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1,802.40	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00
Steps Hourly Biweekly Annually Steps Hourly	\$18.11 \$1,448.80 \$37,668.80 13 \$20.38	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61	\$18.47 \$1,477.60 \$38,417.60 15 \$20.80	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45	\$19.20 \$1,536.00 \$39.936.00 19 \$21.66	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88	\$19.59 \$1,567.20 \$40.747.20 21 \$22.10	\$19.80 \$1,584.00 \$41,184.00 22 \$22.31	\$20.01 \$1,600.80 \$41,620.80 23 \$22.53	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1,630.40	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1,648.80	\$18.47 \$1,477.60 \$38.417.60 15 \$20.80 \$1,664.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1,681.60	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23 \$1.698.40	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1,732.80	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1,750.40	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1,768.00	\$19.80 \$1,584.00 \$41,184.00 22 \$22.31 \$1,784.80	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1,802.40	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1,630.40	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1,648.80	\$18.47 \$1,477.60 \$38.417.60 15 \$20.80 \$1,664.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1,681.60	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23 \$1.698.40	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1,732.80	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1,750.40	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1,768.00	\$19.80 \$1,584.00 \$41,184.00 22 \$22.31 \$1,784.80	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1,802.40	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1,630.40 \$42,390.40	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1.648.80 \$42.868.80	\$18.47 \$1,477.60 \$38.417.60 15 \$20.80 \$1.664.00 \$43.264.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1.681.60 \$43,721.60	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23 \$1,698.40 \$44,158.40	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00	\$19.20 \$1,536.00 \$39.936.00 19 \$21.66 \$1.732.80 \$45.052.80	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45,510.40	\$19.59 \$1,567.20 \$40.747.20 21 \$22.10 \$1.768.00 \$45,968.00	\$19.80 \$1,584.00 \$41,184.00 \$22 \$22.31 \$1,784.80 \$46,404.80	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1,802.40 \$46,862.40	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1,630.40 \$42,390.40 25 \$22.99	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1,648.80 \$42.868.80	\$18.47 \$1,477.60 \$38.417.60 15 \$20.80 \$1.664.00 \$43.264.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1,681.60 \$43,721.60 28 \$23.68	\$18.85 \$1,508.00 \$39.208.00 17 \$21.23 \$1,698.40 \$44.158.40 29 \$23.91	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1.732.80 \$45.052.80 31 \$24.39	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1,750.40 \$45,510.40 32 \$24.64	\$19.59 \$1,567.20 \$40.747.20 21 \$22.10 \$1.768.00 \$45.968.00	\$19.80 \$1,584.00 \$41,184.00 22 \$22.31 \$1,784.80 \$46,404.80 34 \$25.13	\$20.01 \$1,600.80 \$41,620.80 23 \$22.53 \$1,802.40 \$46,862.40 35 \$25.39	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1,630.40 \$42,390.40 25 \$22.99 \$1,839.20	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1.648.80 \$42.868.80 26 \$23.22 \$1.857.60	\$18.47 \$1,477.60 \$38.417.60 15 \$20.80 \$1.664.00 \$43.264.00 27 \$23.45 \$1.876.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1.681.60 \$43.721.60 28 \$23.68 \$1.894.40	\$18.85 \$1,508.00 \$39.208.00 17 \$21.23 \$1,698.40 \$44.158.40 29 \$23.91 \$1,912.80	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00 30 \$24.18 \$1,934.40	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1,732.80 \$45,052.80 31 \$24.39 \$1,951.20	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1,971.20	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1.768.00 \$45,968.00 33 \$24.90 \$1,992.00	\$19.80 \$1,584.00 \$41,184.00 22 \$22.31 \$1,784.80 \$46,404.80 34 \$25.13 \$2,010.40	\$20.01 \$1,600.80 \$41,620.80 23 \$22.53 \$1,802.40 \$46,862.40 35 \$25.39 \$2,031.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2.052.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1,630.40 \$42,390.40 25 \$22.99	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1,648.80 \$42.868.80	\$18.47 \$1,477.60 \$38.417.60 15 \$20.80 \$1.664.00 \$43.264.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1,681.60 \$43,721.60 28 \$23.68	\$18.85 \$1,508.00 \$39.208.00 17 \$21.23 \$1,698.40 \$44.158.40 29 \$23.91	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1.732.80 \$45.052.80 31 \$24.39	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1,750.40 \$45,510.40 32 \$24.64	\$19.59 \$1,567.20 \$40.747.20 21 \$22.10 \$1.768.00 \$45.968.00	\$19.80 \$1,584.00 \$41,184.00 22 \$22.31 \$1,784.80 \$46,404.80 34 \$25.13	\$20.01 \$1,600.80 \$41,620.80 23 \$22.53 \$1,802.40 \$46,862.40 35 \$25.39	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1,630.40 \$42,390.40 25 \$22.99 \$1,839.20 \$47.819.20	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1.648.80 \$42.868.80 26 \$23.22 \$1.857.60 \$48.297.60	\$18.47 \$1,477.60 \$38.417.60 \$38.417.60 \$20.80 \$1.664.00 \$43.264.00 \$43.264.00 \$27 \$23.45 \$1.876.00 \$48.776.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1.681.60 \$43.721.60 28 \$23.68 \$1.894.40 \$49,254.40	\$18.85 \$1,508.00 \$39.208.00 17 \$21.23 \$1,698.40 \$44.158.40 29 \$23.91 \$1,912.80 \$49.732.80	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00 30 \$24.18 \$1.934.40 \$50.294.40	\$19.20 \$1,536.00 \$39.936.00 19 \$21.66 \$1.732.80 \$45.052.80 31 \$24.39 \$1.951.20 \$50.731.20	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1.971.20 \$51,251.20	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1.768.00 \$45,968.00 33 \$24.90 \$1,992.00 \$51,792.00	\$19.80 \$1,584.00 \$41.184.00 22 \$22.31 \$1,784.80 \$46.404.80 34 \$25.13 \$2,010.40 \$52,270.40	\$20.01 \$1,600.80 \$41,620.80 23 \$22.53 \$1,802.40 \$46,862.40 35 \$25.39 \$2,031.20 \$52,811.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2.052.00 \$53.352.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1.630.40 \$42.390.40 25 \$22.99 \$1.839.20 \$47.819.20	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1.648.80 \$42.868.80 26 \$23.22 \$1.857.60 \$48.297.60	\$18.47 \$1,477.60 \$38.417.60 \$38.417.60 \$20.80 \$1.664.00 \$43.264.00 \$43.264.00 \$27 \$23.45 \$1.876.00 \$48.776.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1.681.60 \$43,721.60 28 \$23.68 \$1.894.40 \$49,254.40	\$18.85 \$1,508.00 \$39.208.00 17 \$21.23 \$1.698.40 \$44,158.40 29 \$23.91 \$1,912.80 \$49.732.80	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00 30 \$24.18 \$1,934.40 \$50,294.40	\$19.20 \$1,536.00 \$39.936.00 19 \$21.66 \$1,732.80 \$45.052.80 31 \$24.39 \$1,951.20 \$50,731.20	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1.971.20 \$51,251.20	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1.768.00 \$45,968.00 33 \$24.90 \$1,992.00 \$51,792.00	\$19.80 \$1,584.00 \$41.184.00 22 \$22.31 \$1,784.80 \$46.404.80 34 \$25.13 \$2.010.40 \$52,270.40	\$20.01 \$1,600.80 \$41,620.80 23 \$22.53 \$1.802.40 \$46.862.40 35 \$25.39 \$2,031.20 \$52,811.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2.052.00 \$53.352.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1,630.40 \$42.390.40 25 \$22.99 \$1,839.20 \$47.819.20	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1.648.80 \$42.868.80 26 \$23.22 \$1.857.60 \$48.297.60	\$18.47 \$1,477.60 \$38.417.60 \$38.417.60 \$20.80 \$1,664.00 \$43.264.00 \$43.264.00 \$23.45 \$1.876.00 \$48.776.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1,681.60 \$43.721.60 28 \$23.68 \$1,894.40 \$49,254.40	\$18.85 \$1,508.00 \$39.208.00 17 \$21.23 \$1.698.40 \$44,158.40 29 \$23.91 \$1,912.80 \$49.732.80	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00 30 \$24.18 \$1,934.40 \$50,294.40	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1,732.80 \$45.052.80 31 \$24.39 \$1,951.20 \$50,731.20	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1,971.20 \$51,251.20	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1,768.00 \$45,968.00 33 \$24.90 \$1,992.00 \$51,792.00	\$19.80 \$1,584.00 \$41.184.00 \$22 \$22.31 \$1,784.80 \$46.404.80 \$46.2010.40 \$52.270.40	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1.802.40 \$46.862.40 35 \$25.39 \$2,031.20 \$52.811.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2,052.00 \$53.352.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1.630.40 \$42.390.40 25 \$22.99 \$1.839.20 \$47.819.20	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1.648.80 \$42.868.80 26 \$23.22 \$1.857.60 \$48.297.60	\$18.47 \$1,477.60 \$38.417.60 \$38.417.60 \$20.80 \$1.664.00 \$43.264.00 \$43.264.00 \$27 \$23.45 \$1.876.00 \$48.776.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1.681.60 \$43,721.60 28 \$23.68 \$1.894.40 \$49,254.40	\$18.85 \$1,508.00 \$39.208.00 17 \$21.23 \$1.698.40 \$44,158.40 29 \$23.91 \$1,912.80 \$49.732.80	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00 30 \$24.18 \$1,934.40 \$50,294.40	\$19.20 \$1,536.00 \$39.936.00 19 \$21.66 \$1,732.80 \$45.052.80 31 \$24.39 \$1,951.20 \$50,731.20	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1.971.20 \$51,251.20	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1.768.00 \$45,968.00 33 \$24.90 \$1,992.00 \$51,792.00	\$19.80 \$1,584.00 \$41.184.00 22 \$22.31 \$1,784.80 \$46.404.80 34 \$25.13 \$2.010.40 \$52,270.40	\$20.01 \$1,600.80 \$41,620.80 23 \$22.53 \$1.802.40 \$46.862.40 35 \$25.39 \$2,031.20 \$52,811.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2.052.00 \$53.352.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1,630.40 \$42.390.40 25 \$22.99 \$1,839.20 \$47.819.20	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1.648.80 \$42.868.80 26 \$23.22 \$1.857.60 \$48.297.60	\$18.47 \$1,477.60 \$38.417.60 \$38.417.60 \$20.80 \$1,664.00 \$43.264.00 \$43.264.00 \$23.45 \$1.876.00 \$48.776.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1,681.60 \$43.721.60 28 \$23.68 \$1,894.40 \$49,254.40	\$18.85 \$1,508.00 \$39.208.00 17 \$21.23 \$1.698.40 \$44,158.40 29 \$23.91 \$1,912.80 \$49.732.80	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00 30 \$24.18 \$1,934.40 \$50,294.40	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1,732.80 \$45.052.80 31 \$24.39 \$1,951.20 \$50,731.20	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1,971.20 \$51,251.20	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1,768.00 \$45,968.00 33 \$24.90 \$1,992.00 \$51,792.00	\$19.80 \$1,584.00 \$41.184.00 \$22 \$22.31 \$1,784.80 \$46.404.80 \$46.2010.40 \$52.270.40	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1.802.40 \$46.862.40 35 \$25.39 \$2,031.20 \$52.811.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2,052.00 \$53.352.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$18.11 \$1,448.80 \$37,668.80 13 \$20.38 \$1,630.40 \$42.390.40 25 \$22.99 \$1,839.20 \$47,819.20 37 \$25.90 \$2,072.00 \$53,872.00	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1,648.80 \$42.868.80 26 \$23.22 \$1,857.60 \$48.297.60 38 \$26.17 \$2.093.60 \$54,433.60	\$18.47 \$1,477.60 \$38.417.60 \$38.417.60 15 \$20.80 \$1.664.00 \$43.264.00 27 \$23.45 \$1.876.00 \$48.776.00 \$48.776.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1.681.60 \$43.721.60 28 \$23.68 \$1.894.40 \$49.254.40 40 \$26.66 \$2.132.80 \$55,452.80	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23 \$1,698.40 \$44,158.40 29 \$23.91 \$1,912.80 \$49,732.80 41 \$26.96 \$2,156.80 \$56.076.80	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00 30 \$24.18 \$1,934.40 \$50.294.40 42 \$27.22 \$2,177.60 \$56,617.60	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1,732.80 \$45.052.80 31 \$24.39 \$1,951.20 \$50,731.20 43 \$27.51 \$2,200.80 \$57,220.80	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1.971.20 \$51.251.20 44 \$27.76 \$2.220.80	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1,768.00 \$45,968.00 33 \$24.90 \$1,992.00 \$51,792.00 45 \$28.03 \$2,242.40	\$19.80 \$1,584.00 \$41.184.00 \$22 \$22.31 \$1,784.80 \$46.404.80 \$46.2010.40 \$52.270.40 \$25.13 \$2,010.40 \$52.270.40	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1,802.40 \$46.862.40 35 \$25.39 \$2,031.20 \$52,811.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2.052.00 \$53.352.00 48 \$28.89 \$2.311.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$18.11 \$1,448.80 \$37.668.80 13 \$20.38 \$1,630.40 \$42.390.40 25 \$22.99 \$1,839.20 \$47,819.20 37 \$25.90 \$2.072.00	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1.648.80 \$42.868.80 26 \$23.22 \$1.857.60 \$48.297.60 38 \$26.17 \$2.093.60	\$18.47 \$1,477.60 \$38.417.60 \$38.417.60 15 \$20.80 \$1,664.00 \$43.264.00 27 \$23.45 \$1.876.00 \$48.776.00 39 \$26.44 \$2,115.20	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1.681.60 \$43.721.60 28 \$23.68 \$1.894.40 \$49.254.40 40 \$26.66 \$2.132.80	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23 \$1,698.40 \$44,158.40 29 \$23.91 \$1,912.80 \$49,732.80 41 \$26.96 \$2,156.80	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00 30 \$24.18 \$1,934.40 \$50.294.40 42 \$27.22 \$2,177.60	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1,732.80 \$45,052.80 31 \$24.39 \$1,951.20 \$50,731.20 43 \$27.51 \$2,200.80	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1.971.20 \$51.251.20 44 \$27.76 \$2.220.80	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1,768.00 \$45,968.00 33 \$24.90 \$1,992.00 \$51,792.00 45 \$28.03 \$2,242.40	\$19.80 \$1,584.00 \$41.184.00 \$22 \$22.31 \$1,784.80 \$46.404.80 \$46.2010.40 \$52.270.40 \$25.13 \$2,010.40 \$52.270.40	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1,802.40 \$46.862.40 35 \$25.39 \$2,031.20 \$52,811.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2.052.00 \$53.352.00 48 \$28.89 \$2.311.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$18.11 \$1,448.80 \$37,668.80 13 \$20.38 \$1,630.40 \$42.390.40 25 \$22.99 \$1,839.20 \$47,819.20 37 \$25.90 \$2,072.00 \$53,872.00	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1,648.80 \$42.868.80 26 \$23.22 \$1,857.60 \$48.297.60 38 \$26.17 \$2.093.60 \$54,433.60	\$18.47 \$1,477.60 \$38.417.60 \$38.417.60 15 \$20.80 \$1.664.00 \$43.264.00 27 \$23.45 \$1.876.00 \$48.776.00 \$48.776.00	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1.681.60 \$43.721.60 28 \$23.68 \$1.894.40 \$49.254.40 40 \$26.66 \$2.132.80 \$55,452.80	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23 \$1,698.40 \$44,158.40 29 \$23.91 \$1,912.80 \$49,732.80 41 \$26.96 \$2,156.80 \$56.076.80	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1,716.00 \$44.616.00 30 \$24.18 \$1,934.40 \$50.294.40 42 \$27.22 \$2,177.60 \$56,617.60	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1,732.80 \$45.052.80 31 \$24.39 \$1,951.20 \$50,731.20 43 \$27.51 \$2,200.80 \$57,220.80	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1.971.20 \$51.251.20 44 \$27.76 \$2.220.80	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1,768.00 \$45,968.00 33 \$24.90 \$1,992.00 \$51,792.00 45 \$28.03 \$2,242.40	\$19.80 \$1,584.00 \$41.184.00 \$22 \$22.31 \$1,784.80 \$46.404.80 34 \$25.13 \$2,010.40 \$52.270.40 46 \$28.31 \$2,264.80	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1,802.40 \$46.862.40 35 \$25.39 \$2,031.20 \$52,811.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2.052.00 \$53.352.00 48 \$28.89 \$2.311.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$18.11 \$1,448.80 \$37,668.80 13 \$20.38 \$1,630.40 \$42.390.40 25 \$22.99 \$1,839.20 \$47,819.20 37 \$25.90 \$2,072.00 \$53,872.00	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1.648.80 \$42.868.80 26 \$23.22 \$1.857.60 \$48.297.60 38 \$26.17 \$2.093.60 \$54.433.60 50 \$29.47	\$18.47 \$1,477.60 \$38.417.60 \$38.417.60 15 \$20.80 \$1,664.00 \$43.264.00 27 \$23.45 \$1.876.00 \$48.776.00 39 \$26.44 \$2.115.20 \$54.995.20	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1.681.60 \$43.721.60 28 \$23.68 \$1.894.40 \$49.254.40 40 \$26.66 \$2.132.80 \$55.452.80 \$30.07	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23 \$1,698.40 \$44.158.40 29 \$23.91 \$1,912.80 \$49,732.80 41 \$26.96 \$2,156.80 \$56.076.80 53 \$30.37	\$19.03 \$1,522.40 \$39,582.40 18 \$21.45 \$1,716.00 \$44.616.00 30 \$24.18 \$1,934.40 \$50,294.40 42 \$27.22 \$2,177.60 \$56,617.60 \$4 \$30.67	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1,732.80 \$45.052.80 31 \$24.39 \$1,951.20 \$50,731.20 43 \$27.51 \$2,200.80 \$57,220.80 \$57,220.80	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1.971.20 \$51.251.20 44 \$27.76 \$2.220.80	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1,768.00 \$45,968.00 33 \$24.90 \$1,992.00 \$51,792.00 45 \$28.03 \$2,242.40	\$19.80 \$1,584.00 \$41.184.00 \$22 \$22.31 \$1,784.80 \$46.404.80 34 \$25.13 \$2,010.40 \$52.270.40 46 \$28.31 \$2,264.80	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1,802.40 \$46.862.40 35 \$25.39 \$2,031.20 \$52,811.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2.052.00 \$53.352.00 48 \$28.89 \$2.311.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$18.11 \$1,448.80 \$37,668.80 13 \$20.38 \$1,630.40 \$42,390.40 25 \$22.99 \$1,839.20 \$47,819.20 37 \$25.90 \$2,072.00 \$53.872.00 49 \$29.17 \$2,333.60	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1.648.80 \$42.868.80 26 \$23.22 \$1.857.60 \$48.297.60 38 \$26.17 \$2.093.60 \$54.433.60 50 \$29.47 \$2.357.60	\$18.47 \$1,477.60 \$38.417.60 \$38.417.60 15 \$20.80 \$1.664.00 \$43.264.00 27 \$23.45 \$1.876.00 \$48.776.00 39 \$26.44 \$2.115.20 \$54.995.20 51 \$29.76 \$2.380.80	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1.681.60 \$43.721.60 28 \$23.68 \$1.894.40 \$49.254.40 40 \$26.66 \$2.132.80 \$55.452.80 52 \$30.07 \$2.405.60	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23 \$1,698.40 \$44,158.40 29 \$23.91 \$1,912.80 \$49,732.80 41 \$26.96 \$2,156.80 \$56.076.80 53 \$30.37 \$2,429.60	\$19.03 \$1,522.40 \$39.582.40 18 \$21.45 \$1.716.00 \$44.616.00 30 \$24.18 \$1.934.40 \$50.294.40 42 \$27.22 \$2.177.60 \$56.617.60 54 \$30.67 \$2.453.60	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1.732.80 \$45.052.80 31 \$24.39 \$1,951.20 \$50,731.20 43 \$27.51 \$2.200.80 \$57,220.80 \$57,220.80	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1.971.20 \$51.251.20 44 \$27.76 \$2.220.80	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1,768.00 \$45,968.00 33 \$24.90 \$1,992.00 \$51,792.00 45 \$28.03 \$2,242.40	\$19.80 \$1,584.00 \$41.184.00 \$22 \$22.31 \$1,784.80 \$46.404.80 34 \$25.13 \$2,010.40 \$52.270.40 46 \$28.31 \$2,264.80	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1,802.40 \$46.862.40 35 \$25.39 \$2,031.20 \$52,811.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2.052.00 \$53.352.00 48 \$28.89 \$2.311.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$18.11 \$1,448.80 \$37,668.80 13 \$20.38 \$1,630.40 \$42.390.40 25 \$22.99 \$1,839.20 \$47,819.20 37 \$25.90 \$2,072.00 \$53,872.00	\$18.28 \$1,462.40 \$38.022.40 14 \$20.61 \$1.648.80 \$42.868.80 26 \$23.22 \$1.857.60 \$48.297.60 38 \$26.17 \$2.093.60 \$54.433.60 50 \$29.47	\$18.47 \$1,477.60 \$38.417.60 \$38.417.60 15 \$20.80 \$1,664.00 \$43.264.00 27 \$23.45 \$1.876.00 \$48.776.00 39 \$26.44 \$2.115.20 \$54.995.20	\$18.66 \$1,492.80 \$38.812.80 16 \$21.02 \$1.681.60 \$43.721.60 28 \$23.68 \$1.894.40 \$49.254.40 40 \$26.66 \$2.132.80 \$55.452.80 \$30.07	\$18.85 \$1,508.00 \$39,208.00 17 \$21.23 \$1,698.40 \$44.158.40 29 \$23.91 \$1,912.80 \$49,732.80 41 \$26.96 \$2,156.80 \$56.076.80 53 \$30.37	\$19.03 \$1,522.40 \$39,582.40 18 \$21.45 \$1,716.00 \$44.616.00 30 \$24.18 \$1,934.40 \$50,294.40 42 \$27.22 \$2,177.60 \$56,617.60 \$4 \$30.67	\$19.20 \$1,536.00 \$39,936.00 19 \$21.66 \$1,732.80 \$45.052.80 31 \$24.39 \$1,951.20 \$50,731.20 43 \$27.51 \$2,200.80 \$57,220.80 \$57,220.80	\$19.42 \$1,553.60 \$40.393.60 20 \$21.88 \$1.750.40 \$45.510.40 32 \$24.64 \$1.971.20 \$51.251.20 44 \$27.76 \$2.220.80	\$19.59 \$1,567.20 \$40,747.20 21 \$22.10 \$1,768.00 \$45,968.00 33 \$24.90 \$1,992.00 \$51,792.00 45 \$28.03 \$2,242.40	\$19.80 \$1,584.00 \$41.184.00 \$22 \$22.31 \$1,784.80 \$46.404.80 34 \$25.13 \$2,010.40 \$52.270.40 46 \$28.31 \$2,264.80	\$20.01 \$1,600.80 \$41.620.80 23 \$22.53 \$1,802.40 \$46.862.40 35 \$25.39 \$2,031.20 \$52,811.20	\$20.21 \$1,616.80 \$42.036.80 24 \$22.75 \$1.820.00 \$47.320.00 36 \$25.65 \$2.052.00 \$53.352.00 48 \$28.89 \$2.311.20

(Non-bargaining unit)

NENANA (20%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$20.38	\$20.61	\$20.80	\$21.02	\$21.23	\$21.45	\$21.66	\$21.88	\$22.10	\$22.31	\$22.53	\$22.75
Biweekly	\$1,630.40	\$1,648.80	\$1,664.00	\$1,681.60	\$1,698.40	\$1,716.00	\$1,732.80	\$1,750.40	\$1,768.00	\$1,784.80	\$1,802.40	\$1,820.00
Annually	\$42,390.40	\$42,868.80	\$43,264.00	\$43,721.60	\$44,158.40	\$44,616.00	\$45,052.80	\$45,510.40	\$45,968.00	\$46,404.80	\$46,862.40	\$47,320.00
Aillually	342,390.40	342,000.00	343,204.00	\$45,721.00	344,136.40	344,010.00	\$45,052.60	343,310.40	343,906.00	340,404.60	340,002.40	347,320.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$22.99	\$23.22	\$23.45	\$23.68	\$23.91	\$24.18	\$24.39	\$24.64	\$24.90	\$25.13	\$25.39	\$25.65
Biweekly	\$1,839.20	\$1,857.60	\$1,876.00	\$1,894.40	\$1,912.80	\$1,934.40	\$1,951.20	\$1,971.20	\$1,992.00	\$2,010.40	\$2,031.20	\$2,052.00
Annually	\$47,819.20	\$48,297.60	\$48,776.00	\$49,254.40	\$49,732.80	\$50,294.40	\$50,731.20	\$51,251.20	\$51,792.00	\$52,270.40	\$52,811.20	\$53,352.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$25.90	\$26.17	\$26.44	\$26.66	\$26.96	\$27.22	\$27.51	\$27.76	\$28.03	\$28.31	\$28.60	\$28.89
Biweekly	\$2,072.00	\$2,093.60	\$2,115.20	\$2,132.80	\$2,156.80	\$2,177.60	\$2,200.80	\$2,220.80	\$2,242.40	\$2,264.80	\$2,288.00	\$2,311.20
Annually	\$53,872.00	\$54,433.60	\$54,995.20	\$55,452.80	\$56,076.80	\$56,617.60	\$57,220.80	\$57,740.80	\$58,302.40	\$58,884.80	\$59,488.00	\$60,091.20
	450,072.00	45 1, 100.00	45 1,555125	450, 152100	450,070.00	450,027.00	437,220.00	407,77 10.00	450,0020	\$30,0000	\$55,100.00	000,002.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$29.17	\$29.47	\$29.76	\$30.07	\$30.37	\$30.67	\$30.97	\$31.29	\$31.62	\$31.90	\$32.23	\$32.54
Biweekly	\$2,333.60	\$2,357.60	\$2,380.80	\$2,405.60	\$2,429.60	\$2,453.60	\$2,477.60	\$2,503.20	\$2,529.60	\$2,552.00	\$2,578.40	\$2,603.20
Annually	\$60,673.60	\$61,297.60	\$61,900.80	\$62,545.60	\$63,169.60	\$63,793.60	\$64,417.60	\$65,083.20	\$65,769.60	\$66,352.00	\$67,038.40	\$67,683.20
Steps	49	F0	F4	F2	F2	FA	55					
•		50	51	52	53	54						
Hourly	\$32.90	\$33.23	\$33.53	\$33.87	\$34.21	\$34.56	\$34.91					
Biweekly	\$2,632.00	\$2,658.40	\$2,682.40	\$2,709.60	\$2,736.80	\$2,764.80	\$2,792.80					
Annually	\$68,432.00	\$69,118.40	\$69,742.40	\$70,449.60	\$71,156.80	\$71,884.80	\$72,612.80					
Crada /h												
Grade 76												
	1	2	2	4	-	6	7	0	Q	10	11	12
Steps	1	2	3	4	5	6	7	\$	9	10	11	12
Steps Hourly	\$22.99	\$23.22	\$23.45	\$23.68	\$23.91	\$24.18	\$24.39	\$24.64	\$24.90	\$25.13	\$25.39	\$25.65
Steps Hourly Biweekly	\$22.99 \$1,839.20	\$23.22 \$1,857.60	\$23.45 \$1,876.00	\$23.68 \$1,894.40	\$23.91 \$1,912.80	\$24.18 \$1,934.40	\$24.39 \$1,951.20	\$24.64 \$1,971.20	\$24.90 \$1,992.00	\$25.13 \$2,010.40	\$25.39 \$2,031.20	\$25.65 \$2,052.00
Steps Hourly	\$22.99	\$23.22	\$23.45	\$23.68	\$23.91	\$24.18	\$24.39	\$24.64	\$24.90	\$25.13	\$25.39	\$25.65
Steps Hourly Biweekly Annually	\$22.99 \$1,839.20 \$47,819.20	\$23.22 \$1,857.60 \$48,297.60	\$23.45 \$1,876.00 \$48,776.00	\$23.68 \$1,894.40 \$49,254.40	\$23.91 \$1,912.80 \$49.732.80	\$24.18 \$1,934.40 \$50,294.40	\$24.39 \$1,951.20 \$50,731.20	\$24.64 \$1,971.20 \$51,251.20	\$24.90 \$1,992.00 \$51,792.00	\$25.13 \$2,010.40 \$52,270.40	\$25.39 \$2,031.20 \$52,811.20	\$25.65 \$2,052.00 \$53,352.00
Steps Hourly Biweekly Annually Steps	\$22.99 \$1,839.20 \$47,819.20	\$23.22 \$1,857.60 \$48,297.60	\$23.45 \$1,876.00 \$48,776.00	\$23.68 \$1,894.40 \$49,254.40	\$23.91 \$1,912.80 \$49,732.80	\$24.18 \$1,934.40 \$50,294.40	\$24.39 \$1,951.20 \$50,731.20	\$24.64 \$1,971.20 \$51,251.20	\$24.90 \$1,992.00 \$51,792.00	\$25.13 \$2,010.40 \$52,270.40	\$25.39 \$2,031.20 \$52.811.20	\$25.65 \$2,052.00 \$53,352.00
Steps Hourly Biweekly Annually Steps Hourly	\$22.99 \$1,839.20 \$47.819.20 13 \$25.90	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17	\$23.45 \$1,876.00 \$48.776.00 15 \$26.44	\$23.68 \$1,894.40 \$49.254.40 16 \$26.66	\$23.91 \$1,912.80 \$49.732.80 17 \$26.96	\$24.18 \$1,934.40 \$50,294.40 18 \$27.22	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76	\$24.90 \$1,992.00 \$51,792.00 21 \$28.03	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60	\$25.65 \$2,052.00 \$53,352.00 24 \$28.89
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.99 \$1,839.20 \$47,819.20 13 \$25.90 \$2,072.00	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2,093.60	\$23.45 \$1,876.00 \$48,776.00 15 \$26.44 \$2,115.20	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2,132.80	\$23.91 \$1,912.80 \$49.732.80 17 \$26.96 \$2.156.80	\$24.18 \$1,934.40 \$50,294.40 18 \$27.22 \$2,177.60	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51 \$2,200.80	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80	\$24.90 \$1,992.00 \$51,792.00 21 \$28.03 \$2,242.40	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60 \$2,288.00	\$25.65 \$2,052.00 \$53,352.00 24 \$28.89 \$2,311.20
Steps Hourly Biweekly Annually Steps Hourly	\$22.99 \$1,839.20 \$47.819.20 13 \$25.90	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17	\$23.45 \$1,876.00 \$48.776.00 15 \$26.44	\$23.68 \$1,894.40 \$49.254.40 16 \$26.66	\$23.91 \$1,912.80 \$49.732.80 17 \$26.96	\$24.18 \$1,934.40 \$50,294.40 18 \$27.22	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76	\$24.90 \$1,992.00 \$51,792.00 21 \$28.03	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60	\$25.65 \$2,052.00 \$53.352.00 24 \$28.89
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.99 \$1,839.20 \$47,819.20 13 \$25.90 \$2,072.00	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2,093.60	\$23.45 \$1,876.00 \$48,776.00 15 \$26.44 \$2,115.20	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2,132.80	\$23.91 \$1,912.80 \$49.732.80 17 \$26.96 \$2.156.80	\$24.18 \$1,934.40 \$50,294.40 18 \$27.22 \$2,177.60	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51 \$2,200.80	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80	\$24.90 \$1,992.00 \$51,792.00 21 \$28.03 \$2,242.40	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60 \$2,288.00	\$25.65 \$2,052.00 \$53,352.00 24 \$28.89 \$2,311.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.99 \$1,839.20 \$47,819.20 13 \$25.90 \$2,072.00	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2,093.60	\$23.45 \$1,876.00 \$48,776.00 15 \$26.44 \$2,115.20	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2,132.80	\$23.91 \$1,912.80 \$49.732.80 17 \$26.96 \$2.156.80	\$24.18 \$1,934.40 \$50,294.40 18 \$27.22 \$2,177.60	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51 \$2,200.80	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80	\$24.90 \$1,992.00 \$51,792.00 21 \$28.03 \$2,242.40	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60 \$2,288.00	\$25.65 \$2,052.00 \$53,352.00 24 \$28.89 \$2,311.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.99 \$1,839.20 \$47,819.20 13 \$25.90 \$2,072.00 \$53,872.00	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54.433.60	\$23.45 \$1,876.00 \$48,776.00 15 \$26.44 \$2,115.20 \$54,995.20	\$23.68 \$1,894.40 \$49.254.40 16 \$26.66 \$2.132.80 \$55,452.80	\$23.91 \$1,912.80 \$49,732.80 17 \$26.96 \$2,156.80 \$56,076.80	\$24.18 \$1,934.40 \$50,294.40 18 \$27.22 \$2,177.60 \$56,617.60	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51 \$2,200.80 \$57,220.80	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80	\$24.90 \$1,992.00 \$51,792.00 \$51,792.00 21 \$28.03 \$2,242.40 \$58,302.40	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60 \$2,288.00 \$59,488.00	\$25.65 \$2,052.00 \$53.352.00 24 \$28.89 \$2.311.20 \$60.091.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.99 \$1,839.20 \$47,819.20 13 \$25.90 \$2,072.00 \$53,872.00 25 \$29.17	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54.433.60 26 \$29.47	\$23.45 \$1,876.00 \$48,776.00 15 \$26.44 \$2,115.20 \$54,995.20 27 \$29.76	\$23.68 \$1,894.40 \$49.254.40 16 \$26.66 \$2.132.80 \$55,452.80 28 \$30.07	\$23.91 \$1,912.80 \$49.732.80 17 \$26.96 \$2.156.80 \$56.076.80 29 \$30.37	\$24.18 \$1,934.40 \$50,294.40 18 \$27.22 \$2,177.60 \$56.617.60 30 \$30.67	\$24.39 \$1,951.20 \$50.731.20 19 \$27.51 \$2,200.80 \$57,220.80	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29	\$24.90 \$1,992.00 \$51,792.00 21 \$28.03 \$2,242.40 \$58,302.40	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58,884.80 34 \$31.90	\$25.39 \$2,031.20 \$52.811.20 23 \$28.60 \$2.288.00 \$59.488.00 35 \$32.23	\$25.65 \$2,052.00 \$53.352.00 24 \$28.89 \$2,311.20 \$60.091.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$22.99 \$1,839.20 \$47,819.20 13 \$25.90 \$2,072.00 \$53,872.00 25 \$29.17 \$2,333.60	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54.433.60 26 \$29.47 \$2.357.60	\$23.45 \$1,876.00 \$48.776.00 15 \$26.44 \$2.115.20 \$54.995.20 27 \$29.76 \$2.380.80	\$23.68 \$1,894.40 \$49.254.40 16 \$26.66 \$2.132.80 \$55.452.80 28 \$30.07 \$2,405.60	\$23.91 \$1,912.80 \$49.732.80 17 \$26.96 \$2.156.80 \$56.076.80 29 \$30.37 \$2.429.60	\$24.18 \$1,934.40 \$50.294.40 18 \$27.22 \$2,177.60 \$56.617.60 30 \$30.67 \$2,453.60	\$24.39 \$1,951.20 \$50.731.20 19 \$27.51 \$2,200.80 \$57,220.80 31 \$30.97 \$2,477.60	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29 \$2,503.20	\$24.90 \$1,992.00 \$51,792.00 21 \$28.03 \$2,242.40 \$58.302.40 33 \$31.62 \$2,529.60	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80 34 \$31.90 \$2,552.00	\$25.39 \$2,031.20 \$52.811.20 23 \$28.60 \$2.288.00 \$59.488.00 35 \$32.23 \$2.578.40	\$25.65 \$2,052.00 \$53.352.00 \$24 \$28.89 \$2.311.20 \$60,091.20 36 \$32.54 \$2,603.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.99 \$1,839.20 \$47,819.20 13 \$25.90 \$2,072.00 \$53,872.00 25 \$29.17	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54.433.60 26 \$29.47	\$23.45 \$1,876.00 \$48,776.00 15 \$26.44 \$2,115.20 \$54,995.20 27 \$29.76	\$23.68 \$1,894.40 \$49.254.40 16 \$26.66 \$2.132.80 \$55,452.80 28 \$30.07	\$23.91 \$1,912.80 \$49.732.80 17 \$26.96 \$2.156.80 \$56.076.80 29 \$30.37	\$24.18 \$1,934.40 \$50,294.40 18 \$27.22 \$2,177.60 \$56.617.60 30 \$30.67	\$24.39 \$1,951.20 \$50.731.20 19 \$27.51 \$2,200.80 \$57,220.80	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29	\$24.90 \$1,992.00 \$51,792.00 21 \$28.03 \$2,242.40 \$58,302.40	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58,884.80 34 \$31.90	\$25.39 \$2,031.20 \$52.811.20 23 \$28.60 \$2.288.00 \$59.488.00 35 \$32.23	\$25.65 \$2,052.00 \$53.352.00 24 \$28.89 \$2,311.20 \$60,091.20 36 \$32.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.99 \$1,839.20 \$47,819.20 13 \$25.90 \$2,072.00 \$53,872.00 25 \$29.17 \$2,333.60 \$60,673.60	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54.433.60 26 \$29.47 \$2.357.60 \$61,297.60	\$23.45 \$1,876.00 \$48.776.00 15 \$26.44 \$2.115.20 \$54.995.20 27 \$29.76 \$2.380.80 \$61.900.80	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2,132.80 \$55,452.80 28 \$30.07 \$2,405.60 \$62,545.60	\$23.91 \$1,912.80 \$49.732.80 17 \$26.96 \$2.156.80 \$56.076.80 29 \$30.37 \$2,429.60 \$63.169.60	\$24.18 \$1,934.40 \$50.294.40 18 \$27.22 \$2.177.60 \$56.617.60 30 \$30.67 \$2.453.60 \$63.793.60	\$24.39 \$1,951.20 \$50.731.20 19 \$27.51 \$2,200.80 \$57,220.80 31 \$30.97 \$2,477.60 \$64,417.60	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2.220.80 \$57.740.80 32 \$31.29 \$2.503.20 \$65.083.20	\$24.90 \$1,992.00 \$51,792.00 \$21 \$28.03 \$2,242.40 \$58.302.40 33 \$31.62 \$2,529.60 \$65,769.60	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80 34 \$31.90 \$2,552.00 \$66,352.00	\$25.39 \$2,031.20 \$52.811.20 23 \$28.60 \$2.288.00 \$59.488.00 35 \$32.23 \$2.578.40 \$67,038.40	\$25.65 \$2,052.00 \$53.352.00 \$24 \$28.89 \$2.311.20 \$60.091.20 36 \$32.54 \$2.603.20 \$67.683.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Steps	\$22.99 \$1,839.20 \$47.819.20 13 \$25.90 \$2.072.00 \$53.872.00 25 \$29.17 \$2,333.60 \$60.673.60	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54,433.60 26 \$29.47 \$2.357.60 \$61,297.60	\$23.45 \$1,876.00 \$48,776.00 15 \$26.44 \$2,115.20 \$54,995.20 27 \$29.76 \$2,380.80 \$61,900.80	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2,132.80 \$55,452.80 28 \$30.07 \$2,405.60 \$62,545.60	\$23.91 \$1,912.80 \$49,732.80 17 \$26.96 \$2.156.80 \$56.076.80 29 \$30.37 \$2,429.60 \$63.169.60	\$24.18 \$1,934.40 \$50.294.40 18 \$27.22 \$2.177.60 \$56.617.60 30 \$30.67 \$2,453.60 \$63,793.60	\$24.39 \$1,951.20 \$50.731.20 19 \$27.51 \$2.200.80 \$57.220.80 31 \$30.97 \$2.477.60 \$64.417.60	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29 \$2,503.20 \$65,083.20	\$24.90 \$1,992.00 \$51,792.00 \$21 \$28.03 \$2,242.40 \$58.302.40 33 \$31.62 \$2,529.60 \$65,769.60	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80 34 \$31.90 \$2,552.00 \$66.352.00	\$25.39 \$2,031.20 \$52.811.20 23 \$28.60 \$2.288.00 \$59.488.00 35 \$32.23 \$2.578.40 \$67.038.40	\$25.65 \$2,052.00 \$53.352.00 \$24 \$28.89 \$2.311.20 \$60.091.20 \$6 \$32.54 \$2,603.20 \$67.683.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.99 \$1,839.20 \$47.819.20 13 \$25.90 \$2.072.00 \$53.872.00 25 \$29.17 \$2,333.60 \$60.673.60	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54.433.60 26 \$29.47 \$2.357.60 \$61,297.60	\$23.45 \$1,876.00 \$48,776.00 15 \$26.44 \$2,115.20 \$54,995.20 27 \$29.76 \$2,380.80 \$61,900.80	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2.132.80 \$55.452.80 28 \$30.07 \$2,405.60 \$62.545.60	\$23.91 \$1,912.80 \$49,732.80 17 \$26.96 \$2.156.80 \$56.076.80 29 \$30.37 \$2,429.60 \$63,169.60	\$24.18 \$1,934.40 \$50.294.40 18 \$27.22 \$2.177.60 \$56.617.60 30 \$30.67 \$2,453.60 \$63,793.60	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51 \$2,200.80 \$57,220.80 31 \$30.97 \$2,477.60 \$64,417.60	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29 \$2,503.20 \$65,083.20	\$24.90 \$1,992.00 \$51,792.00 \$21 \$28.03 \$2,242.40 \$58.302.40 33 \$31.62 \$2,529.60 \$65,769.60	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80 34 \$31.90 \$2,552.00 \$66,352.00	\$25.39 \$2,031.20 \$52.811.20 23 \$28.60 \$2,288.00 \$59,488.00 35 \$32.23 \$2.578.40 \$67.038.40	\$25.65 \$2,052.00 \$53.352.00 24 \$28.89 \$2.311.20 \$60.091.20 36 \$32.54 \$2,603.20 \$67.683.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.99 \$1,839.20 \$47.819.20 13 \$25.90 \$2.072.00 \$53.872.00 25 \$29.17 \$2.333.60 \$60.673.60 37 \$32.90 \$2.632.00	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54.433.60 26 \$29.47 \$2.357.60 \$61.297.60 38 \$33.23 \$2,658.40	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 15 \$26.44 \$2,115.20 \$54,995.20 27 \$29.76 \$2,380.80 \$61,900.80 39 \$33.53 \$2,682.40	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2.132.80 \$55.452.80 28 \$30.07 \$2.405.60 \$62.545.60 40 \$33.87 \$2,709.60	\$23.91 \$1,912.80 \$49,732.80 17 \$26.96 \$2.156.80 \$56.076.80 29 \$30.37 \$2,429.60 \$63,169.60 41 \$34.21 \$2,736.80	\$24.18 \$1,934.40 \$50.294.40 18 \$27.22 \$2.177.60 \$56.617.60 30 \$30.67 \$2,453.60 \$63,793.60 42 \$34.56 \$2,764.80	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51 \$2,200.80 \$57,220.80 31 \$30.97 \$2,477.60 \$64,417.60 43 \$34.91 \$2,792.80	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29 \$2.503.20 \$65.083.20 44 \$35.25 \$2,820.00	\$24.90 \$1,992.00 \$51,792.00 \$51,792.00 21 \$28.03 \$2,242.40 \$58.302.40 33 \$31.62 \$2,529.60 \$65,769.60 45 \$35.62 \$2,849.60	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80 34 \$31.90 \$2.552.00 \$66.352.00	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60 \$2,288.00 \$59,488.00 35 \$32.23 \$2.578.40 \$67.038.40 47 \$36.31 \$2,904.80	\$25.65 \$2,052.00 \$53.352.00 \$24 \$28.89 \$2.311.20 \$60.091.20 \$65.091.20 \$67.683.20 \$67.683.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.99 \$1,839.20 \$47.819.20 13 \$25.90 \$2.072.00 \$53.872.00 25 \$29.17 \$2,333.60 \$60.673.60	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54.433.60 26 \$29.47 \$2.357.60 \$61,297.60	\$23.45 \$1,876.00 \$48,776.00 15 \$26.44 \$2,115.20 \$54,995.20 27 \$29.76 \$2,380.80 \$61,900.80	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2.132.80 \$55.452.80 28 \$30.07 \$2,405.60 \$62.545.60	\$23.91 \$1,912.80 \$49,732.80 17 \$26.96 \$2.156.80 \$56.076.80 29 \$30.37 \$2,429.60 \$63,169.60	\$24.18 \$1,934.40 \$50.294.40 18 \$27.22 \$2.177.60 \$56.617.60 30 \$30.67 \$2,453.60 \$63,793.60	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51 \$2,200.80 \$57,220.80 31 \$30.97 \$2,477.60 \$64,417.60	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29 \$2,503.20 \$65,083.20	\$24.90 \$1,992.00 \$51,792.00 \$21 \$28.03 \$2,242.40 \$58.302.40 33 \$31.62 \$2,529.60 \$65,769.60	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80 34 \$31.90 \$2,552.00 \$66,352.00	\$25.39 \$2,031.20 \$52.811.20 23 \$28.60 \$2,288.00 \$59,488.00 35 \$32.23 \$2.578.40 \$67.038.40	\$25.65 \$2,052.00 \$53.352.00 \$24 \$28.89 \$2.311.20 \$60.091.20 \$65.603.20 \$67.683.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.99 \$1,839.20 \$47,819.20 13 \$25.90 \$2.072.00 \$53,872.00 25 \$29.17 \$2,333.60 \$60,673.60 37 \$32.90 \$2,632.00 \$68,432.00	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54,433.60 26 \$29.47 \$2.357.60 \$61.297.60 38 \$33.23 \$2.658.40 \$69.118.40	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 15 \$26.44 \$2,115.20 \$54,995.20 27 \$29.76 \$2,380.80 \$61,900.80 39 \$33.53 \$2,682.40 \$69,742.40	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2.132.80 \$55,452.80 28 \$30.07 \$2,405.60 \$62,545.60 40 \$33.87 \$2,709.60 \$70,449.60	\$23.91 \$1,912.80 \$49,732.80 17 \$26.96 \$2,156.80 \$56.076.80 29 \$30.37 \$2,429.60 \$63,169.60 41 \$34.21 \$2,736.80 \$71,156.80	\$24.18 \$1,934.40 \$50,294.40 18 \$27.22 \$2,177.60 \$56.617.60 30 \$30.67 \$2,453.60 \$63.793.60 42 \$34.56 \$2,764.80 \$71,884.80	\$24.39 \$1,951.20 \$50.731.20 19 \$27.51 \$2.200.80 \$57.220.80 31 \$30.97 \$2.477.60 \$64.417.60 43 \$34.91 \$2.792.80 \$72.612.80	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29 \$2.503.20 \$65.083.20 44 \$35.25 \$2,820.00	\$24.90 \$1,992.00 \$51,792.00 \$51,792.00 21 \$28.03 \$2,242.40 \$58.302.40 33 \$31.62 \$2,529.60 \$65,769.60 45 \$35.62 \$2,849.60	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80 34 \$31.90 \$2.552.00 \$66.352.00	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60 \$2,288.00 \$59,488.00 35 \$32.23 \$2.578.40 \$67.038.40 47 \$36.31 \$2,904.80	\$25.65 \$2,052.00 \$53.352.00 \$24 \$28.89 \$2.311.20 \$60.091.20 \$65.091.20 \$67.683.20 \$67.683.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourly Steps Hourly Steps Hourly Steps	\$22.99 \$1,839.20 \$47.819.20 13 \$25.90 \$2.072.00 \$53.872.00 25 \$29.17 \$2.333.60 \$60.673.60 37 \$32.90 \$2.632.00 \$68.432.00	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54,433.60 26 \$29.47 \$2.357.60 \$61.297.60 38 \$33.23 \$2,658.40 \$69.118.40	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 \$15 \$26.44 \$2,115.20 \$54,995.20 \$2,380.80 \$61,900.80 \$33.53 \$2,682.40 \$69,742.40	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2.132.80 \$55.452.80 28 \$30.07 \$2,405.60 \$62,545.60 40 \$33.87 \$2,709.60 \$70,449.60	\$23.91 \$1,912.80 \$49,732.80 17 \$26.96 \$2,156.80 \$56.076.80 29 \$30.37 \$2,429.60 \$63,169.60 41 \$34.21 \$2,736.80 \$71,156.80	\$24.18 \$1,934.40 \$50.294.40 18 \$27.22 \$2,177.60 \$56.617.60 30 \$30.67 \$2,453.60 \$63,793.60 42 \$34.56 \$2,764.80 \$71.884.80	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51 \$2,200.80 \$57,220.80 31 \$30.97 \$2,477.60 \$64,417.60 43 \$34.91 \$2,792.80 \$72,612.80	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29 \$2.503.20 \$65.083.20 44 \$35.25 \$2,820.00	\$24.90 \$1,992.00 \$51,792.00 \$51,792.00 21 \$28.03 \$2,242.40 \$58.302.40 33 \$31.62 \$2,529.60 \$65,769.60 45 \$35.62 \$2,849.60	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80 34 \$31.90 \$2.552.00 \$66.352.00	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60 \$2,288.00 \$59,488.00 35 \$32.23 \$2.578.40 \$67.038.40 47 \$36.31 \$2,904.80	\$25.65 \$2,052.00 \$53.352.00 \$24 \$28.89 \$2.311.20 \$60.091.20 \$65.091.20 \$67.683.20 \$67.683.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.99 \$1,839.20 \$47.819.20 13 \$25.90 \$2.072.00 \$53.872.00 25 \$29.17 \$2.333.60 \$60.673.60 37 \$32.90 \$2.632.00 \$68.432.00	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54,433.60 26 \$29.47 \$2.357.60 \$61.297.60 38 \$33.23 \$2.658.40 \$69.118.40 50 \$37.41	\$23.45 \$1,876.00 \$48.776.00 \$48.776.00 15 \$26.44 \$2.115.20 \$54.995.20 27 \$29.76 \$2.380.80 \$61.900.80 39 \$33.53 \$2.682.40 \$69.742.40	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2.132.80 \$55.452.80 28 \$30.07 \$2,405.60 \$62,545.60 40 \$33.87 \$2,709.60 \$70,449.60	\$23.91 \$1,912.80 \$49.732.80 17 \$26.96 \$2.156.80 \$56.076.80 29 \$30.37 \$2.429.60 \$63.169.60 41 \$34.21 \$2.736.80 \$71.156.80	\$24.18 \$1,934.40 \$50.294.40 18 \$27.22 \$2.177.60 \$56.617.60 30 \$30.67 \$2.453.60 \$63.793.60 42 \$34.56 \$2,764.80 \$71,884.80	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51 \$2,200.80 \$57,220.80 31 \$30.97 \$2,477.60 \$64,417.60 43 \$34.91 \$2,792.80 \$72,612.80 55 \$39.31	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29 \$2.503.20 \$65.083.20 44 \$35.25 \$2,820.00	\$24.90 \$1,992.00 \$51,792.00 \$51,792.00 21 \$28.03 \$2,242.40 \$58.302.40 33 \$31.62 \$2,529.60 \$65,769.60 45 \$35.62 \$2,849.60	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80 34 \$31.90 \$2.552.00 \$66.352.00	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60 \$2,288.00 \$59,488.00 35 \$32.23 \$2.578.40 \$67.038.40 47 \$36.31 \$2,904.80	\$25.65 \$2,052.00 \$53.352.00 \$24 \$28.89 \$2.311.20 \$60.091.20 \$65.091.20 \$67.683.20 \$67.683.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.99 \$1,839.20 \$47,819.20 13 \$25.90 \$2,072.00 \$53,872.00 25 \$29.17 \$2,333.60 \$60,673.60 37 \$32.90 \$2,632.00 \$68,432.00 49 \$37.04 \$2,963.20	\$23.22 \$1,857.60 \$48.297.60 \$48.297.60 \$14 \$26.17 \$2.093.60 \$54.433.60 \$29.47 \$2.357.60 \$61,297.60 \$33.23 \$2.658.40 \$69.118.40 \$50 \$37.41 \$2.992.80	\$23.45 \$1,876.00 \$48.776.00 \$48.776.00 \$15 \$26.44 \$2.115.20 \$54.995.20 \$2.380.80 \$61.900.80 \$33.53 \$2.682.40 \$69,742.40 \$37.79 \$3,023.20	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2.132.80 \$55.452.80 28 \$30.07 \$2.405.60 \$62,545.60 40 \$33.87 \$2,709.60 \$70,449.60 52 \$38.16 \$3.052.80	\$23.91 \$1,912.80 \$49,732.80 17 \$26.96 \$2,156.80 \$56.076.80 29 \$30.37 \$2,429.60 \$63.169.60 41 \$34.21 \$2,736.80 \$71,156.80 53 \$38.55 \$3.084.00	\$24.18 \$1,934.40 \$50,294.40 18 \$27.22 \$2,177.60 \$56.617.60 30 \$30.67 \$2,453.60 \$63,793.60 42 \$34.56 \$2,764.80 \$71,884.80 54 \$38.93 \$3,114.40	\$24.39 \$1,951.20 \$50.731.20 19 \$27.51 \$2.200.80 \$57.220.80 31 \$30.97 \$2.477.60 \$64.417.60 43 \$34.91 \$2.792.80 \$72.612.80 55 \$39.31 \$31.144.80	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29 \$2.503.20 \$65.083.20 44 \$35.25 \$2,820.00	\$24.90 \$1,992.00 \$51,792.00 \$51,792.00 21 \$28.03 \$2,242.40 \$58.302.40 33 \$31.62 \$2,529.60 \$65,769.60 45 \$35.62 \$2,849.60	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80 34 \$31.90 \$2.552.00 \$66.352.00	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60 \$2,288.00 \$59,488.00 35 \$32.23 \$2.578.40 \$67.038.40 47 \$36.31 \$2,904.80	\$25.65 \$2,052.00 \$53.352.00 \$24 \$28.89 \$2.311.20 \$60.091.20 \$65.091.20 \$67.683.20 \$67.683.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.99 \$1,839.20 \$47.819.20 13 \$25.90 \$2.072.00 \$53.872.00 25 \$29.17 \$2.333.60 \$60.673.60 37 \$32.90 \$2.632.00 \$68.432.00	\$23.22 \$1,857.60 \$48.297.60 14 \$26.17 \$2.093.60 \$54,433.60 26 \$29.47 \$2.357.60 \$61.297.60 38 \$33.23 \$2.658.40 \$69.118.40 50 \$37.41	\$23.45 \$1,876.00 \$48.776.00 \$48.776.00 15 \$26.44 \$2.115.20 \$54.995.20 27 \$29.76 \$2.380.80 \$61.900.80 39 \$33.53 \$2.682.40 \$69.742.40	\$23.68 \$1,894.40 \$49,254.40 16 \$26.66 \$2.132.80 \$55.452.80 28 \$30.07 \$2,405.60 \$62,545.60 40 \$33.87 \$2,709.60 \$70,449.60	\$23.91 \$1,912.80 \$49.732.80 17 \$26.96 \$2.156.80 \$56.076.80 29 \$30.37 \$2.429.60 \$63.169.60 41 \$34.21 \$2.736.80 \$71.156.80	\$24.18 \$1,934.40 \$50.294.40 18 \$27.22 \$2.177.60 \$56.617.60 30 \$30.67 \$2.453.60 \$63.793.60 42 \$34.56 \$2,764.80 \$71,884.80	\$24.39 \$1,951.20 \$50,731.20 19 \$27.51 \$2,200.80 \$57,220.80 31 \$30.97 \$2,477.60 \$64,417.60 43 \$34.91 \$2,792.80 \$72,612.80 55 \$39.31	\$24.64 \$1,971.20 \$51,251.20 20 \$27.76 \$2,220.80 \$57,740.80 32 \$31.29 \$2.503.20 \$65.083.20 44 \$35.25 \$2,820.00	\$24.90 \$1,992.00 \$51,792.00 \$51,792.00 21 \$28.03 \$2,242.40 \$58.302.40 33 \$31.62 \$2,529.60 \$65,769.60 45 \$35.62 \$2,849.60	\$25.13 \$2,010.40 \$52,270.40 22 \$28.31 \$2,264.80 \$58.884.80 34 \$31.90 \$2.552.00 \$66.352.00	\$25.39 \$2,031.20 \$52,811.20 23 \$28.60 \$2,288.00 \$59,488.00 35 \$32.23 \$2.578.40 \$67.038.40 47 \$36.31 \$2,904.80	\$25.65 \$2,052.00 \$53.352.00 \$24 \$28.89 \$2.311.20 \$60.091.20 \$65.091.20 \$67.683.20 \$67.683.20

(Non-bargaining unit)

NENANA (20%)

Grade 77	
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	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$25.90	\$26.17	\$26.44	\$26.66	\$26.96	\$27.22	\$27.51	\$27.76	\$28.03	\$28.31	\$28.60	\$28.89
Biweekly		\$2,093.60	\$2,115.20	\$2,132.80	\$2,156.80	\$2,177.60	\$2,200.80	\$2,220.80	\$2,242.40	\$2,264.80	\$2,288.00	\$2,311.20
Annually	\$53,872.00	\$54,433.60	\$54,995.20	\$55,452.80	\$56,076.80	\$56,617.60	\$57,220.80	\$57,740.80	\$58,302.40	\$58,884.80	\$59,488.00	\$60,091.20
Steps												
•	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$29.17 \$2,333.60	\$29.47 \$2,357.60	\$29.76 \$2,380.80	\$30.07 \$2,405.60	\$30.37 \$2,429.60	\$30.67 \$2,453.60	\$30.97 \$2,477.60	\$31.29 \$2,503.20	\$31.62 \$2,529.60	\$31.90 \$2,552.00	\$32.23 \$2,578.40	\$32.54 \$2,603.20
Annually		\$61,297.60	\$61,900.80	\$62,545.60	\$63,169.60	\$63,793.60	\$64,417.60	\$65,083.20	\$65,769.60	\$66,352.00	\$67,038.40	\$67,683.20
Ailliually	300,073.00	301,297.00	301,300.80	302,343.00	303,109.00	303,793.00	304,417.00	303,083.20	\$05,709.00	300,332.00	307,038.40	307,083.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$32.90	\$33.23	\$33.53	\$33.87	\$34.21	\$34.56	\$34.91	\$35.25	\$35.62	\$35.96	\$36.31	\$36.66
Biweekly	\$2,632.00	\$2,658.40	\$2,682.40	\$2,709.60	\$2,736.80	\$2,764.80	\$2,792.80	\$2,820.00	\$2,849.60	\$2,876.80	\$2,904.80	\$2,932.80
Annually	\$68,432.00	\$69,118.40	\$69,742.40	\$70,449.60	\$71,156.80	\$71,884.80	\$72,612.80	\$73,320.00	\$74,089.60	\$74,796.80	\$75,524.80	\$76,252.80
C1												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$37.04 \$2,963.20	\$37.41 \$2,992.80	\$37.79 \$3,023.20	\$38.16	\$38.55	\$38.93	\$39.31	\$39.73	\$40.11	\$40.51	\$40.90	\$41.33 \$3,306.40
Biweekly Annually		\$77,812.80	\$78,603.20	\$3,052.80 \$79,372.80	\$3,084.00 \$80,184.00	\$3,114.40 \$80,974.40	\$3,144.80 \$81,764.80	\$3,178.40 \$82,638.40	\$3,208.80 \$83,428.80	\$3,240.80 \$84,260.80	\$3,272.00 \$85,072.00	\$85,966.40
Allitually	\$77,043.20	\$77,612.60	\$76,005.20	3/9,3/2.60	360,164.00	360,974.40	301,704.00	302,030.40	303,420.00	304,200.00	\$65,072.00	365,900.40
Steps	49	50	51	52	53	54	55					
Hourly	\$41.75	\$42.15	\$42.57	\$43.01	\$43.43	\$43.86	\$44.33					
Biweekly	\$3,340.00	\$3,372.00	\$3,405.60	\$3,440.80	\$3,474.40	\$3,508.80	\$3,546.40					
Annually	\$86,840.00	\$87,672.00	\$88,545.60	\$89,460.80	\$90,334.40	\$91,228.80	\$92,206.40					
Grade 78												
Steps	1	2	3	4	5	6	7	•	9	10		
Hourly	4						/	8	9	10	11	12
	\$28.31	\$28.60	\$28.89	\$29.17	\$29.47	\$29.76	\$30.07	\$30.37	\$30.67	\$30.97	11 \$31.29	12 \$31.62
Biweekly	·	\$28.60 \$2,288.00	\$28.89 \$2,311.20	\$29.17 \$2,333.60					•			
	·	•	•	•	\$29.47	\$29.76	\$30.07	\$30.37	\$30.67	\$30.97	\$31.29	\$31.62
Biweekly Annually	\$2,264.80 \$58,884.80	\$2,288.00 \$59,488.00	\$2,311.20 \$60,091.20	\$2,333.60 \$60,673.60	\$29.47 \$2,357.60 \$61,297.60	\$29.76 \$2,380.80 \$61,900.80	\$30.07 \$2,405.60 \$62,545.60	\$30.37 \$2,429.60 \$63,169.60	\$30.67 \$2,453.60 \$63,793.60	\$30.97 \$2,477.60 \$64,417.60	\$31.29 \$2,503.20 \$65,083.20	\$31.62 \$2,529.60 \$65,769.60
Biweekly Annually Steps	\$2,264.80 \$58.884.80	\$2,288.00 \$59,488.00 14	\$2,311.20 \$60,091.20 15	\$2,333.60 \$60.673.60 16	\$29.47 \$2,357.60 \$61,297.60	\$29.76 \$2,380.80 \$61,900.80	\$30.07 \$2,405.60 \$62,545.60	\$30.37 \$2,429.60 \$63,169.60	\$30.67 \$2,453.60 \$63,793.60	\$30.97 \$2,477.60 \$64,417.60	\$31.29 \$2,503.20 \$65,083.20	\$31.62 \$2,529.60 \$65.769.60
Biweekly Annually Steps Hourly	\$2,264.80 \$58.884.80 13 \$31.90	\$2,288.00 \$59,488.00 14 \$32.23	\$2,311.20 \$60.091.20 15 \$32.54	\$2,333.60 \$60.673.60 16 \$32.90	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23	\$29.76 \$2,380.80 \$61,900.80 18 \$33.53	\$30.07 \$2,405.60 \$62,545.60 19 \$33.87	\$30.37 \$2,429.60 \$63,169.60 20 \$34.21	\$30.67 \$2,453.60 \$63,793.60 21 \$34.56	\$30.97 \$2,477.60 \$64.417.60 22 \$34.91	\$31.29 \$2,503.20 \$65,083.20 23 \$35.25	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62
Biweekly Annually Steps	\$2,264.80 \$58,884.80 13 \$31.90 \$2,552.00	\$2,288.00 \$59,488.00 14	\$2,311.20 \$60,091.20 15	\$2,333.60 \$60.673.60 16	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40	\$29.76 \$2,380.80 \$61,900.80	\$30.07 \$2,405.60 \$62,545.60	\$30.37 \$2,429.60 \$63,169.60	\$30.67 \$2,453.60 \$63,793.60	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2,792.80	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2,820.00	\$31.62 \$2,529.60 \$65.769.60
Biweekly Annually Steps Hourly Biweekly	\$2,264.80 \$58,884.80 13 \$31.90 \$2,552.00	\$2,288.00 \$59,488.00 14 \$32.23 \$2,578.40	\$2,311.20 \$60.091.20 15 \$32.54 \$2.603.20	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23	\$29.76 \$2,380.80 \$61,900.80 18 \$33.53 \$2,682.40	\$30.07 \$2,405.60 \$62,545.60 19 \$33.87 \$2,709.60	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2,736.80	\$30.67 \$2,453.60 \$63,793.60 21 \$34.56 \$2,764.80	\$30.97 \$2,477.60 \$64.417.60 22 \$34.91	\$31.29 \$2,503.20 \$65,083.20 23 \$35.25	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2,849.60
Biweekly Annually Steps Hourly Biweekly	\$2,264.80 \$58,884.80 13 \$31.90 \$2,552.00	\$2,288.00 \$59,488.00 14 \$32.23 \$2,578.40	\$2,311.20 \$60.091.20 15 \$32.54 \$2.603.20	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40	\$29.76 \$2,380.80 \$61,900.80 18 \$33.53 \$2,682.40	\$30.07 \$2,405.60 \$62,545.60 19 \$33.87 \$2,709.60	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2,736.80	\$30.67 \$2,453.60 \$63,793.60 21 \$34.56 \$2,764.80	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2,792.80	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2,820.00	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2,849.60
Biweekly Annually Steps Hourly Biweekly Annually	\$2,264.80 \$58,884.80 13 \$31.90 \$2,552.00 \$66,352.00	\$2,288.00 \$59,488.00 14 \$32.23 \$2,578.40 \$67,038.40	\$2,311.20 \$60,091.20 15 \$32.54 \$2,603.20 \$67,683.20	\$2,333.60 \$60.673.60 16 \$32.90 \$2,632.00 \$68,432.00	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40 \$69,118.40	\$29.76 \$2,380.80 \$61,900.80 18 \$33.53 \$2,682.40 \$69,742.40	\$30.07 \$2,405.60 \$62,545.60 19 \$33.87 \$2,709.60 \$70,449.60	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2,736.80 \$71,156.80	\$30.67 \$2,453.60 \$63.793.60 21 \$34.56 \$2,764.80 \$71.884.80	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2,792.80 \$72.612.80	\$31.29 \$2,503.20 \$65,083.20 23 \$35.25 \$2,820.00 \$73,320.00	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2,849.60 \$74,089.60
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$2,264.80 \$58.884.80 13 \$31.90 \$2,552.00 \$66.352.00 25 \$35.96 \$2,876.80	\$2,288.00 \$59,488.00 14 \$32.23 \$2,578.40 \$67,038.40 26 \$36.31 \$2,904.80	\$2,311.20 \$60.091.20 15 \$32.54 \$2.603.20 \$67.683.20 27 \$36.66 \$2,932.80	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00 \$68.432.00 28 \$37.04 \$2,963.20	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40 \$69,118.40 29 \$37.41 \$2,992.80	\$29.76 \$2,380.80 \$61.900.80 18 \$33.53 \$2.682.40 \$69.742.40 30 \$37.79 \$3.023.20	\$30.07 \$2,405.60 \$62.545.60 19 \$33.87 \$2,709.60 \$70.449.60 31 \$38.16 \$3,052.80	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2.736.80 \$71.156.80 32 \$38.55 \$3.084.00	\$30.67 \$2,453.60 \$63.793.60 21 \$34.56 \$2.764.80 \$71.884.80 33 \$38.93 \$3.114.40	\$30.97 \$2,477.60 \$64.417.60 22 \$34.91 \$2.792.80 \$72.612.80 34 \$39.31 \$3.144.80	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2.820.00 \$73.320.00 35 \$39.73 \$3.178.40	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2,849.60 \$74,089.60 36 \$40.11 \$3,208.80
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$2,264.80 \$58.884.80 13 \$31.90 \$2,552.00 \$66.352.00 25 \$35.96 \$2,876.80	\$2,288.00 \$59,488.00 14 \$32.23 \$2,578.40 \$67,038.40 26 \$36.31	\$2,311.20 \$60,091.20 15 \$32.54 \$2,603.20 \$67,683.20 27 \$36.66	\$2,333.60 \$60.673.60 16 \$32.90 \$2,632.00 \$68.432.00	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40 \$69,118.40 29 \$37.41	\$29.76 \$2,380.80 \$61,900.80 18 \$33.53 \$2,682.40 \$69,742.40 30 \$37.79	\$30.07 \$2,405.60 \$62.545.60 19 \$33.87 \$2,709.60 \$70,449.60	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2,736.80 \$71,156.80 32 \$38.55	\$30.67 \$2,453.60 \$63,793.60 21 \$34.56 \$2,764.80 \$71,884.80 33 \$38.93	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2.792.80 \$72.612.80 34 \$39.31	\$31.29 \$2,503.20 \$65,083.20 23 \$35.25 \$2,820.00 \$73,320.00 35 \$39.73	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2,849.60 \$74,089.60
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$2,264.80 \$58.884.80 13 \$31.90 \$2,552.00 \$66.352.00 25 \$35.96 \$2.876.80 \$74,796.80	\$2,288.00 \$59,488.00 14 \$32.23 \$2,578.40 \$67,038.40 26 \$36.31 \$2,904.80 \$75,524.80	\$2,311.20 \$60,091.20 15 \$32.54 \$2,603.20 \$67,683.20 27 \$36.66 \$2,932.80 \$76,252.80	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00 \$68.432.00 28 \$37.04 \$2.963.20 \$77,043.20	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40 \$69,118.40 29 \$37.41 \$2,992.80 \$77,812.80	\$29.76 \$2,380.80 \$61.900.80 18 \$33.53 \$2.682.40 \$69,742.40 30 \$37.79 \$3.023.20 \$78.603.20	\$30.07 \$2,405.60 \$62.545.60 19 \$33.87 \$2,709.60 \$70.449.60 31 \$38.16 \$3.052.80 \$79.372.80	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2.736.80 \$71.156.80 32 \$38.55 \$3.084.00 \$80.184.00	\$30.67 \$2,453.60 \$63.793.60 21 \$34.56 \$2.764.80 \$71.884.80 33 \$38.93 \$3.114.40 \$80.974.40	\$30.97 \$2,477.60 \$64.417.60 22 \$34.91 \$2.792.80 \$72.612.80 34 \$39.31 \$3.144.80 \$81.764.80	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2.820.00 \$73.320.00 35 \$39.73 \$3.178.40 \$82.638.40	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2,849.60 \$74,089.60 36 \$40.11 \$3,208.80 \$83,428.80
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$2,264.80 \$58.884.80 13 \$31.90 \$2,552.00 \$66.352.00 25 \$35.96 \$2,876.80 \$74,796.80	\$2,288.00 \$59,488.00 14 \$32.23 \$2.578.40 \$67,038.40 26 \$36.31 \$2,904.80 \$75,524.80	\$2,311.20 \$60,091.20 15 \$32.54 \$2,603.20 \$67,683.20 27 \$36.66 \$2,932.80 \$76,252.80	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00 \$68.432.00 28 \$37.04 \$2,963.20 \$77.043.20	\$29.47 \$2,357.60 \$61.297.60 17 \$33.23 \$2.658.40 \$69.118.40 29 \$37.41 \$2,992.80 \$77.812.80	\$29.76 \$2,380.80 \$61.900.80 18 \$33.53 \$2.682.40 \$69,742.40 30 \$37.79 \$3,023.20 \$78,603.20	\$30.07 \$2,405.60 \$62.545.60 19 \$33.87 \$2,709.60 \$70,449.60 31 \$38.16 \$3,052.80 \$79,372.80	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2.736.80 \$71.156.80 32 \$38.55 \$3.084.00 \$80.184.00	\$30.67 \$2,453.60 \$63.793.60 21 \$34.56 \$2.764.80 \$71.884.80 33 \$38.93 \$3.114.40 \$80.974.40	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2.792.80 \$72.612.80 34 \$39.31 \$3,144.80 \$81,764.80	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2.820.00 \$73.320.00 35 \$39.73 \$3,178.40 \$82,638.40	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2,849.60 \$74,089.60 36 \$40.11 \$3,208.80 \$83,428.80
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Steps	\$2,264.80 \$58.884.80 13 \$31.90 \$2,552.00 \$66.352.00 25 \$35.96 \$2,876.80 \$74,796.80	\$2,288.00 \$59,488.00 14 \$32.23 \$2,578.40 \$67,038.40 26 \$36.31 \$2,904.80 \$75,524.80 38 \$40.90	\$2,311.20 \$60,091.20 15 \$32.54 \$2,603.20 \$67,683.20 27 \$36.66 \$2,932.80 \$76,252.80	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00 \$68.432.00 28 \$37.04 \$2,963.20 \$77.043.20	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40 \$69.118.40 29 \$37.41 \$2,992.80 \$77.812.80	\$29.76 \$2,380.80 \$61.900.80 18 \$33.53 \$2.682.40 \$69,742.40 30 \$37.79 \$3.023.20 \$78,603.20	\$30.07 \$2,405.60 \$62.545.60 19 \$33.87 \$2,709.60 \$70,449.60 31 \$38.16 \$3,052.80 \$79,372.80	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2,736.80 \$71.156.80 32 \$38.55 \$3.084.00 \$80.184.00	\$30.67 \$2,453.60 \$63.793.60 21 \$34.56 \$2,764.80 \$71.884.80 33 \$38.93 \$3.114.40 \$80.974.40	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2.792.80 \$72.612.80 34 \$39.31 \$3.144.80 \$81.764.80	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2.820.00 \$73.320.00 35 \$39.73 \$3.178.40 \$82.638.40	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2,849.60 \$74,089.60 36 \$40.11 \$3,208.80 \$83,428.80
Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$2,264.80 \$58.884.80 13 \$31.90 \$2.552.00 \$66.352.00 25 \$35.96 \$2.876.80 \$74.796.80 37 \$40.51 \$3,240.80	\$2,288.00 \$59,488.00 14 \$32.23 \$2,578.40 \$67,038.40 26 \$36.31 \$2,904.80 \$75,524.80 38 \$40.90 \$3,272.00	\$2,311.20 \$60,091.20 15 \$32.54 \$2,603.20 \$67,683.20 27 \$36.66 \$2,932.80 \$76,252.80 39 \$41.33 \$3,306.40	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00 \$68.432.00 28 \$37.04 \$2,963.20 \$77.043.20 40 \$41.75 \$3,340.00	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40 \$69.118.40 29 \$37.41 \$2,992.80 \$77.812.80 41 \$42.15 \$3.372.00	\$29.76 \$2,380.80 \$61.900.80 18 \$33.53 \$2.682.40 \$69,742.40 30 \$37.79 \$3.023.20 \$78.603.20 42 \$42.57 \$3.405.60	\$30.07 \$2,405.60 \$62.545.60 19 \$33.87 \$2,709.60 \$70.449.60 31 \$38.16 \$3.052.80 \$79.372.80 43 \$43.01 \$3.440.80	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2,736.80 \$71.156.80 32 \$38.55 \$3.084.00 \$80.184.00 44 \$43.43 \$3.474.40	\$30.67 \$2,453.60 \$63.793.60 21 \$34.56 \$2.764.80 \$71.884.80 33 \$38.93 \$3.114.40 \$80.974.40 45 \$43.86 \$3.508.80	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2.792.80 \$72.612.80 34 \$39.31 \$3.144.80 \$81.764.80 46 \$44.33 \$3.546.40	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2,820.00 \$73,320.00 35 \$39.73 \$3.178.40 \$82.638.40 47 \$44.75 \$3,580.00	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2.849.60 \$74,089.60 36 \$40.11 \$3,208.80 \$83,428.80 48 \$45.19 \$3,615.20
Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Annually	\$2,264.80 \$58.884.80 13 \$31.90 \$2,552.00 \$66.352.00 25 \$35.96 \$2.876.80 \$74.796.80 37 \$40.51 \$3,240.80 \$84,260.80	\$2,288.00 \$59,488.00 14 \$32.23 \$2,578.40 \$67.038.40 26 \$36.31 \$2,904.80 \$75,524.80 38 \$40.90 \$3,272.00 \$85,072.00	\$2,311.20 \$60,091.20 15 \$32.54 \$2,603.20 \$67,683.20 27 \$36.66 \$2,932.80 \$76,252.80	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00 \$68.432.00 28 \$37.04 \$2,963.20 \$77,043.20 40 \$41.75 \$3,340.00 \$86,840.00	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40 \$69.118.40 29 \$37.41 \$2,992.80 \$77.812.80	\$29.76 \$2,380.80 \$61,900.80 18 \$33.53 \$2.682.40 \$69.742.40 30 \$37.79 \$3.023.20 \$78.603.20 42 \$42.57 \$3.405.60 \$88.545.60	\$30.07 \$2,405.60 \$62.545.60 19 \$33.87 \$2,709.60 \$70.449.60 31 \$38.16 \$3,052.80 \$79,372.80 43 \$43.01 \$3,440.80 \$89,460.80	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2,736.80 \$71.156.80 32 \$38.55 \$3.084.00 \$80.184.00	\$30.67 \$2,453.60 \$63.793.60 21 \$34.56 \$2,764.80 \$71.884.80 33 \$38.93 \$3.114.40 \$80.974.40	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2.792.80 \$72.612.80 34 \$39.31 \$3.144.80 \$81.764.80	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2.820.00 \$73.320.00 35 \$39.73 \$3.178.40 \$82.638.40	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2,849.60 \$74,089.60 36 \$40.11 \$3,208.80 \$83,428.80
Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$2,264.80 \$58.884.80 13 \$31.90 \$2.552.00 \$66.352.00 25 \$35.96 \$2.876.80 \$74.796.80 37 \$40.51 \$3,240.80	\$2,288.00 \$59,488.00 14 \$32.23 \$2,578.40 \$67,038.40 26 \$36.31 \$2,904.80 \$75,524.80 38 \$40.90 \$3,272.00	\$2,311.20 \$60,091.20 15 \$32.54 \$2,603.20 \$67,683.20 27 \$36.66 \$2,932.80 \$76,252.80 39 \$41.33 \$3,306.40	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00 \$68.432.00 28 \$37.04 \$2,963.20 \$77.043.20 40 \$41.75 \$3,340.00	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40 \$69.118.40 29 \$37.41 \$2,992.80 \$77.812.80 41 \$42.15 \$3,372.00 \$87,672.00	\$29.76 \$2,380.80 \$61,900.80 18 \$33.53 \$2,682.40 \$69,742.40 30 \$37.79 \$3,023.20 \$78.603.20 42 \$42.57 \$3,405.60 \$88,545.60	\$30.07 \$2,405.60 \$62.545.60 19 \$33.87 \$2,709.60 \$70.449.60 31 \$38.16 \$3,052.80 \$79,372.80 43 \$43.01 \$3,440.80 \$89,460.80	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2,736.80 \$71.156.80 32 \$38.55 \$3.084.00 \$80.184.00 44 \$43.43 \$3.474.40	\$30.67 \$2,453.60 \$63.793.60 21 \$34.56 \$2.764.80 \$71.884.80 33 \$38.93 \$3.114.40 \$80.974.40 45 \$43.86 \$3.508.80	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2.792.80 \$72.612.80 34 \$39.31 \$3.144.80 \$81.764.80 46 \$44.33 \$3.546.40	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2,820.00 \$73,320.00 35 \$39.73 \$3.178.40 \$82.638.40 47 \$44.75 \$3,580.00	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2.849.60 \$74,089.60 36 \$40.11 \$3,208.80 \$83,428.80 48 \$45.19 \$3,615.20
Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$2,264.80 \$58,884.80 13 \$31.90 \$2,552.00 \$66,352.00 25 \$35.96 \$2,876.80 \$74,796.80 37 \$40.51 \$3,240.80 \$84,260.80 49 \$45.65	\$2,288.00 \$59,488.00 \$14 \$32.23 \$2.578.40 \$67.038.40 \$2,904.80 \$75.524.80 \$40.90 \$3,272.00 \$85,072.00 \$46.11	\$2,311.20 \$60,091.20 15 \$32.54 \$2,603.20 \$67,683.20 27 \$36.66 \$2,932.80 \$76,252.80 39 \$41.33 \$3,306.40 \$85,966.40 51 \$46.57	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00 \$68.432.00 28 \$37.04 \$2.963.20 \$77.043.20 40 \$41.75 \$3.340.00 \$86.840.00	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40 \$69.118.40 29 \$37.41 \$2,992.80 \$77.812.80 41 \$42.15 \$3,372.00 \$87,672.00	\$29.76 \$2,380.80 \$61,900.80 18 \$33.53 \$2,682.40 \$69,742.40 30 \$37.79 \$3,023.20 \$78.603.20 42 \$42.57 \$3,405.60 \$88.545.60	\$30.07 \$2,405.60 \$62.545.60 19 \$33.87 \$2,709.60 \$70.449.60 31 \$38.16 \$3.052.80 \$79.372.80 43 \$43.01 \$3.440.80 \$89.460.80	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2,736.80 \$71.156.80 32 \$38.55 \$3.084.00 \$80.184.00 44 \$43.43 \$3.474.40	\$30.67 \$2,453.60 \$63.793.60 21 \$34.56 \$2.764.80 \$71.884.80 33 \$38.93 \$3.114.40 \$80.974.40 45 \$43.86 \$3.508.80	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2.792.80 \$72.612.80 34 \$39.31 \$3.144.80 \$81.764.80 46 \$44.33 \$3.546.40	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2,820.00 \$73,320.00 35 \$39.73 \$3.178.40 \$82.638.40 47 \$44.75 \$3,580.00	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2.849.60 \$74,089.60 36 \$40.11 \$3,208.80 \$83,428.80 48 \$45.19 \$3,615.20
Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$2,264.80 \$58.884.80 13 \$31.90 \$2,552.00 \$66.352.00 25 \$35.96 \$2.876.80 \$74.796.80 37 \$40.51 \$3,240.80 \$84,260.80 49 \$45.65 \$3,652.00	\$2,288.00 \$59,488.00 \$14 \$32.23 \$2.578.40 \$67.038.40 \$2,904.80 \$75,524.80 \$40.90 \$3,272.00 \$85,072.00 \$46.11 \$3,688.80	\$2,311.20 \$60.091.20 15 \$32.54 \$2,603.20 \$67.683.20 27 \$36.66 \$2,932.80 \$76,252.80 39 \$41.33 \$3,306.40 \$85,966.40 51 \$46.57 \$3,725.60	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00 \$68.432.00 28 \$37.04 \$2.963.20 \$77.043.20 40 \$41.75 \$3,340.00 \$86.840.00 52 \$47.02 \$3,761.60	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40 \$69.118.40 29 \$37.41 \$2,992.80 \$77.812.80 41 \$42.15 \$3,372.00 \$87,672.00 53 \$47.52 \$3,801.60	\$29.76 \$2,380.80 \$61,900.80 18 \$33.53 \$2,682.40 \$69,742.40 30 \$37.79 \$3,023.20 \$78.603.20 42 \$42.57 \$3,405.60 \$88.545.60 54 \$47.97 \$3,837.60	\$30.07 \$2,405.60 \$62.545.60 19 \$33.87 \$2,709.60 \$70,449.60 31 \$38.16 \$3,052.80 \$79,372.80 43 \$43.01 \$3,440.80 \$89,460.80 55 \$48.47 \$3,877.60	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2,736.80 \$71.156.80 32 \$38.55 \$3.084.00 \$80.184.00 44 \$43.43 \$3.474.40	\$30.67 \$2,453.60 \$63.793.60 21 \$34.56 \$2.764.80 \$71.884.80 33 \$38.93 \$3.114.40 \$80.974.40 45 \$43.86 \$3.508.80	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2.792.80 \$72.612.80 34 \$39.31 \$3.144.80 \$81.764.80 46 \$44.33 \$3.546.40	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2,820.00 \$73,320.00 35 \$39.73 \$3.178.40 \$82.638.40 47 \$44.75 \$3,580.00	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2.849.60 \$74,089.60 36 \$40.11 \$3,208.80 \$83,428.80 48 \$45.19 \$3,615.20
Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$2,264.80 \$58.884.80 13 \$31.90 \$2,552.00 \$66.352.00 25 \$35.96 \$2.876.80 \$74.796.80 37 \$40.51 \$3,240.80 \$84,260.80 49 \$45.65 \$3,652.00	\$2,288.00 \$59,488.00 \$14 \$32.23 \$2.578.40 \$67.038.40 \$2,904.80 \$75.524.80 \$36.31 \$2,904.80 \$75.524.80 \$38 \$40.90 \$3,272.00 \$85,072.00	\$2,311.20 \$60,091.20 15 \$32.54 \$2,603.20 \$67,683.20 27 \$36.66 \$2,932.80 \$76,252.80 39 \$41.33 \$3,306.40 \$85,966.40 51 \$46.57	\$2,333.60 \$60.673.60 16 \$32.90 \$2.632.00 \$68.432.00 28 \$37.04 \$2.963.20 \$77.043.20 40 \$41.75 \$3.340.00 \$86.840.00	\$29.47 \$2,357.60 \$61,297.60 17 \$33.23 \$2,658.40 \$69.118.40 29 \$37.41 \$2,992.80 \$77.812.80 41 \$42.15 \$3,372.00 \$87,672.00	\$29.76 \$2,380.80 \$61,900.80 18 \$33.53 \$2,682.40 \$69,742.40 30 \$37.79 \$3,023.20 \$78.603.20 42 \$42.57 \$3,405.60 \$88.545.60	\$30.07 \$2,405.60 \$62.545.60 19 \$33.87 \$2,709.60 \$70.449.60 31 \$38.16 \$3.052.80 \$79.372.80 43 \$43.01 \$3.440.80 \$89.460.80	\$30.37 \$2,429.60 \$63.169.60 20 \$34.21 \$2,736.80 \$71.156.80 32 \$38.55 \$3.084.00 \$80.184.00 44 \$43.43 \$3.474.40	\$30.67 \$2,453.60 \$63.793.60 21 \$34.56 \$2.764.80 \$71.884.80 33 \$38.93 \$3.114.40 \$80.974.40 45 \$43.86 \$3.508.80	\$30.97 \$2,477.60 \$64,417.60 22 \$34.91 \$2.792.80 \$72.612.80 34 \$39.31 \$3.144.80 \$81.764.80 46 \$44.33 \$3.546.40	\$31.29 \$2,503.20 \$65.083.20 23 \$35.25 \$2,820.00 \$73,320.00 35 \$39.73 \$3.178.40 \$82.638.40 47 \$44.75 \$3,580.00	\$31.62 \$2,529.60 \$65,769.60 24 \$35.62 \$2.849.60 \$74,089.60 36 \$40.11 \$3,208.80 \$83,428.80 48 \$45.19 \$3,615.20

(Non-bargaining unit)

NENANA (20%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$30.97	\$31.29	\$31.62	\$31.90	\$32.23	\$32.54	\$32.90	\$33.23	\$33.53	\$33.87	\$34.21	\$34.56
Biweekly	\$2,477.60	\$2,503.20	\$2,529.60	\$2,552.00	\$2,578.40	\$2,603.20	\$2,632.00	\$2,658.40	\$2,682.40	\$2,709.60	\$2,736.80	\$2,764.80
Annually	\$64,417.60	\$65,083.20	\$65,769.60	\$66,352.00	\$67,038.40	\$67,683.20	\$68,432.00	\$69,118.40	\$69,742.40	\$70,449.60	\$71,156.80	\$71,884.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$34.91	\$35.25	\$35.62	\$35.96	\$36.31	\$36.66	\$37.04	\$37.41	\$37.79	\$38.16	\$38.55	\$38.93
Biweekly	\$2,792.80	\$2,820.00	\$2,849.60	\$2,876.80	\$2,904.80	\$2,932.80	\$2,963.20	\$2,992.80	\$3,023.20	\$3,052.80	\$3,084.00	\$3,114.40
Annually	\$72,612.80	\$73,320.00	\$74,089.60	\$74,796.80	\$75,524.80	\$76,252.80	\$77,043.20	\$77,812.80	\$78,603.20	\$79,372.80	\$80,184.00	\$80,974.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$39.31	\$39.73	\$40.11	\$40.51	\$40.90	\$41.33	\$41.75	\$42.15	\$42.57	\$43.01	\$43.43	\$43.86
Biweekly	\$3,144.80	\$3,178.40	\$3,208.80	\$3,240.80	\$3,272.00	\$3,306.40	\$3,340.00	\$3,372.00	\$3,405.60	\$3,440.80	\$3,474.40	\$3,508.80
Annually	\$81,764.80	\$82,638.40	\$83,428.80	\$84,260.80	\$85,072.00	\$85,966.40	\$86,840.00	\$87,672.00	\$88,545.60	\$89,460.80	\$90,334.40	\$91,228.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$44.33	\$44.75	\$45.19	\$45.65	\$46.11	\$46.57	\$47.02	\$47.52	\$47.97	\$48.47	\$48.95	\$49.46
Biweekly	\$3,546.40	\$3,580.00	\$3,615.20	\$3,652.00	\$3,688.80	\$3,725.60	\$3,761.60	\$3,801.60	\$3,837.60	\$3,877.60	\$3,916.00	\$3,956.80
Annually	\$92,206.40	\$93,080.00	\$93,995.20	\$94,952.00	\$95,908.80	\$96,865.60	\$97,801.60	\$98,841.60	\$99,777.60	\$100,817.60	\$101,816.00	\$102,876.80
Steps	49	50	51	52	53	54	55					
-	_		_									
Hourly	\$49.94	\$50.45	\$50.93	\$51.47	\$51.97	\$52.49	\$53.02					
Biweekly	\$3,995.20	\$4,036.00	\$4,074.40	\$4,117.60	\$4,157.60	\$4,199.20	\$4,241.60					
Annually	\$103,875.20	\$104,936.00	\$105,934.40	\$107,057.60	\$108,097.60	\$109,179.20	\$110,281.60					
00												
Grade 80												
Grade 80	4	2	2		-		-	0	0	10	11	12
Steps	1 622.52	2	3	4	5 \$24.01	6	7	8	9	10	11	12
Steps Hourly	\$33.53	\$33.87	\$34.21	\$34.56	\$34.91	\$35.25	\$35.62	\$35.96	\$36.31	\$36.66	\$37.04	\$37.41
Steps Hourly Biweekly	\$33.53 \$2,682.40	\$33.87 \$2,709.60	\$34.21 \$2,736.80	\$34.56 \$2,764.80	\$34.91 \$2,792.80	\$35.25 \$2,820.00	\$35.62 \$2,849.60	\$35.96 \$2,876.80	\$36.31 \$2,904.80	\$36.66 \$2,932.80	\$37.04 \$2,963.20	\$37.41 \$2,992.80
Steps Hourly	\$33.53	\$33.87	\$34.21	\$34.56	\$34.91	\$35.25	\$35.62	\$35.96	\$36.31	\$36.66	\$37.04	\$37.41
Steps Hourly Biweekly	\$33.53 \$2,682.40	\$33.87 \$2,709.60	\$34.21 \$2,736.80	\$34.56 \$2,764.80	\$34.91 \$2,792.80	\$35.25 \$2,820.00	\$35.62 \$2,849.60	\$35.96 \$2,876.80	\$36.31 \$2,904.80	\$36.66 \$2,932.80	\$37.04 \$2,963.20	\$37.41 \$2,992.80
Steps Hourly Biweekly Annually	\$33.53 \$2,682.40 \$69,742.40	\$33.87 \$2,709.60 \$70,449.60	\$34.21 \$2,736.80 \$71,156.80	\$34.56 \$2,764.80 \$71,884.80	\$34.91 \$2,792.80 \$72,612.80	\$35.25 \$2,820.00 \$73,320.00	\$35.62 \$2,849.60 \$74,089.60	\$35.96 \$2,876.80 \$74,796.80	\$36.31 \$2,904.80 \$75,524.80	\$36.66 \$2,932.80 \$76,252.80	\$37.04 \$2,963.20 \$77,043.20	\$37.41 \$2,992.80 \$77,812.80
Steps Hourly Biweekly Annually Steps	\$33.53 \$2,682.40 \$69,742.40	\$33.87 \$2,709.60 \$70,449.60	\$34.21 \$2,736.80 \$71,156.80	\$34.56 \$2,764.80 \$71.884.80	\$34.91 \$2,792.80 \$72.612.80	\$35.25 \$2,820.00 \$73,320.00	\$35.62 \$2,849.60 \$74,089.60	\$35.96 \$2,876.80 \$74,796.80	\$36.31 \$2,904.80 \$75,524.80	\$36.66 \$2,932.80 \$76,252.80	\$37.04 \$2,963.20 \$77.043.20	\$37.41 \$2,992.80 \$77.812.80
Steps Hourly Biweekly Annually Steps Hourly	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79	\$33.87 \$2,709.60 \$70,449.60 14 \$38.16	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93	\$34.91 \$2,792.80 \$72,612.80 17 \$39.31	\$35.25 \$2,820.00 \$73,320.00 18 \$39.73	\$35.62 \$2,849.60 \$74,089.60 19 \$40.11	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51	\$36.31 \$2,904.80 \$75,524.80 21 \$40.90	\$36.66 \$2,932.80 \$76.252.80 22 \$41.33	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79 \$3.023.20	\$33.87 \$2,709.60 \$70,449.60 14 \$38.16 \$3.052.80	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40	\$34.91 \$2,792.80 \$72,612.80 17 \$39.31 \$3,144.80	\$35.25 \$2,820.00 \$73,320.00 18 \$39.73 \$3,178.40	\$35.62 \$2,849.60 \$74,089.60 19 \$40.11 \$3,208.80	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51 \$3,240.80	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00	\$36.66 \$2,932.80 \$76,252.80 22 \$41.33 \$3,306.40	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3,340.00	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79 \$3.023.20	\$33.87 \$2,709.60 \$70,449.60 14 \$38.16 \$3.052.80	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40	\$34.91 \$2,792.80 \$72,612.80 17 \$39.31 \$3,144.80	\$35.25 \$2,820.00 \$73,320.00 18 \$39.73 \$3,178.40	\$35.62 \$2,849.60 \$74,089.60 19 \$40.11 \$3,208.80	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51 \$3,240.80	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00	\$36.66 \$2,932.80 \$76,252.80 22 \$41.33 \$3,306.40	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3,340.00	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.53 \$2,682.40 \$69,742.40 13 \$37.79 \$3,023.20 \$78,603.20	\$33.87 \$2,709.60 \$70.449.60 14 \$38.16 \$3.052.80 \$79,372.80	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40	\$34.91 \$2,792.80 \$72,612.80 17 \$39.31 \$3,144.80 \$81,764.80	\$35.25 \$2,820.00 \$73,320.00 18 \$39.73 \$3,178.40 \$82,638.40	\$35.62 \$2,849.60 \$74.089.60 19 \$40.11 \$3,208.80 \$83,428.80	\$35.96 \$2,876.80 \$74.796.80 20 \$40.51 \$3.240.80 \$84.260.80	\$36.31 \$2,904.80 \$75,524.80 21 \$40.90 \$3,272.00 \$85,072.00	\$36.66 \$2,932.80 \$76,252.80 22 \$41.33 \$3,306.40 \$85,966.40	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86.840.00	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3,372.00 \$87,672.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$33.53 \$2,682.40 \$69,742.40 13 \$37.79 \$3.023.20 \$78,603.20	\$33.87 \$2,709.60 \$70.449.60 14 \$38.16 \$3.052.80 \$79.372.80	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3,144.80 \$81,764.80	\$35.25 \$2,820.00 \$73,320.00 18 \$39.73 \$3,178.40 \$82,638.40	\$35.62 \$2,849.60 \$74.089.60 19 \$40.11 \$3.208.80 \$83.428.80	\$35.96 \$2,876.80 \$74.796.80 20 \$40.51 \$3.240.80 \$84.260.80	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85.072.00	\$36.66 \$2,932.80 \$76,252.80 22 \$41.33 \$3,306.40 \$85,966.40	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86.840.00	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3,372.00 \$87,672.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.53 \$2,682.40 \$69,742.40 13 \$37.79 \$3,023.20 \$78,603.20	\$33.87 \$2,709.60 \$70.449.60 14 \$38.16 \$3.052.80 \$79.372.80 26 \$43.01	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80,974.40	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3.144.80 \$81.764.80	\$35.25 \$2,820.00 \$73.320.00 18 \$39.73 \$3.178.40 \$82.638.40 30 \$44.75	\$35.62 \$2,849.60 \$74,089.60 19 \$40.11 \$3,208.80 \$83,428.80 31 \$45.19	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51 \$3,240.80 \$84,260.80 32 \$45.65	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85.072.00	\$36.66 \$2,932.80 \$76,252.80 22 \$41.33 \$3,306.40 \$85,966.40	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86,840.00	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3,372.00 \$87,672.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79 \$3.023.20 \$78.603.20 25 \$42.57 \$3.405.60	\$33.87 \$2,709.60 \$70.449.60 14 \$38.16 \$3.052.80 \$79,372.80 26 \$43.01 \$3.440.80	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00 27 \$43.43 \$3.474.40	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40 28 \$43.86 \$3.508.80	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3,144.80 \$81.764.80 29 \$44.33 \$3,546.40	\$35.25 \$2,820.00 \$73,320.00 18 \$39.73 \$3,178.40 \$82,638.40 30 \$44.75 \$3,580.00	\$35.62 \$2,849.60 \$74,089.60 19 \$40.11 \$3,208.80 \$83,428.80 31 \$45.19 \$3,615.20	\$35.96 \$2,876.80 \$74.796.80 20 \$40.51 \$3,240.80 \$84,260.80 32 \$45.65 \$3,652.00	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85,072.00 33 \$46.11 \$3.688.80	\$36.66 \$2,932.80 \$76,252.80 22 \$41.33 \$3,306.40 \$85,966.40 34 \$46.57 \$3,725.60	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3,340.00 \$86,840.00 35 \$47.02 \$3,761.60	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00 \$87.672.00 36 \$47.52 \$3.801.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79 \$3.023.20 \$78.603.20 25 \$42.57 \$3.405.60	\$33.87 \$2,709.60 \$70.449.60 14 \$38.16 \$3.052.80 \$79.372.80 26 \$43.01 \$3.440.80 \$89.460.80	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00 27 \$43.43 \$3.474.40 \$90.334.40	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40 28 \$43.86 \$3.508.80 \$91.228.80	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3.144.80 \$81.764.80 29 \$44.33 \$3.546.40 \$92.206.40	\$35.25 \$2,820.00 \$73,320.00 18 \$39.73 \$3,178.40 \$82,638.40 30 \$44.75 \$3,580.00 \$93,080.00	\$35.62 \$2,849.60 \$74,089.60 19 \$40.11 \$3,208.80 \$83,428.80 31 \$45.19 \$3,615.20 \$93,995.20	\$35.96 \$2,876.80 \$74.796.80 20 \$40.51 \$3,240.80 \$84,260.80 32 \$45.65 \$3,652.00	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85,072.00 33 \$46.11 \$3.688.80	\$36.66 \$2,932.80 \$76,252.80 22 \$41.33 \$3,306.40 \$85,966.40 34 \$46.57 \$3,725.60 \$96,865.60	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86.840.00 35 \$47.02 \$3,761.60 \$97,801.60	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00 \$87.672.00 36 \$47.52 \$3.801.60 \$98.841.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79 \$3.023.20 \$78.603.20 25 \$42.57 \$3,405.60 \$88.545.60	\$33.87 \$2,709.60 \$70,449.60 14 \$38.16 \$3.052.80 \$79.372.80 26 \$43.01 \$3,440.80 \$89,460.80	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00 27 \$43.43 \$3,474.40 \$90.334.40	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40 28 \$43.86 \$3,508.80 \$91.228.80	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3.144.80 \$81.764.80 29 \$44.33 \$3.546.40 \$92.206.40	\$35.25 \$2,820.00 \$73.320.00 18 \$39.73 \$3.178.40 \$82.638.40 30 \$44.75 \$3.580.00 \$93,080.00	\$35.62 \$2,849.60 \$74.089.60 19 \$40.11 \$3.208.80 \$83.428.80 31 \$45.19 \$3,615.20 \$93.995.20	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51 \$3,240.80 \$84,260.80 32 \$45.65 \$3,652.00 \$94,952.00	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85.072.00 33 \$46.11 \$3.688.80 \$95.908.80	\$36.66 \$2,932.80 \$76.252.80 22 \$41.33 \$3,306.40 \$85,966.40 34 \$46.57 \$3,725.60 \$96,865.60	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86.840.00 35 \$47.02 \$3,761.60 \$97,801.60	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00 \$87,672.00 36 \$47.52 \$3,801.60 \$98,841.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79 \$3.023.20 \$78.603.20 25 \$42.57 \$3.405.60 \$88,545.60 37 \$47.97 \$3.837.60	\$33.87 \$2,709.60 \$70,449.60 14 \$38.16 \$3.052.80 \$79.372.80 26 \$43.01 \$3,440.80 \$89,460.80 38 \$48.47 \$3.877.60	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00 27 \$43.43 \$3.474.40 \$90.334.40 39 \$48.95 \$3.916.00	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40 28 \$43.86 \$3.508.80 \$91.228.80 40 \$49.46 \$3.956.80	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3.144.80 \$81.764.80 29 \$44.33 \$3.546.40 \$92.206.40 41 \$49.94 \$3.995.20	\$35.25 \$2,820.00 \$73.320.00 18 \$39.73 \$3.178.40 \$82.638.40 30 \$44.75 \$3.580.00 \$93,080.00 42 \$50.45 \$4,036.00	\$35.62 \$2,849.60 \$74.089.60 19 \$40.11 \$3.208.80 \$83.428.80 31 \$45.19 \$3.615.20 \$93.995.20 43 \$50.93 \$4.074.40	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51 \$3,240.80 \$84,260.80 32 \$45.65 \$3,652.00 \$94,952.00 44 \$51.47 \$4,117.60	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85.072.00 33 \$46.11 \$3.688.80 \$95,908.80 45 \$51.97 \$4,157.60	\$36.66 \$2,932.80 \$76.252.80 22 \$41.33 \$3.306.40 \$85,966.40 34 \$46.57 \$3,725.60 \$96,865.60 46 \$52.49 \$4,199.20	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86.840.00 35 \$47.02 \$3.761.60 \$97.801.60 47 \$53.02 \$4,241.60	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00 \$87.672.00 36 \$47.52 \$3.801.60 \$98.841.60 48 \$53.55 \$4.284.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79 \$3.023.20 \$78.603.20 25 \$42.57 \$3,405.60 \$88.545.60	\$33.87 \$2,709.60 \$70,449.60 14 \$38.16 \$3.052.80 \$79.372.80 26 \$43.01 \$3,440.80 \$89,460.80	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00 27 \$43.43 \$3,474.40 \$90.334.40	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40 28 \$43.86 \$3,508.80 \$91.228.80	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3.144.80 \$81.764.80 29 \$44.33 \$3.546.40 \$92.206.40	\$35.25 \$2,820.00 \$73.320.00 18 \$39.73 \$3.178.40 \$82.638.40 30 \$44.75 \$3.580.00 \$93,080.00	\$35.62 \$2,849.60 \$74.089.60 19 \$40.11 \$3.208.80 \$83.428.80 31 \$45.19 \$3,615.20 \$93.995.20	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51 \$3,240.80 \$84,260.80 32 \$45.65 \$3,652.00 \$94,952.00	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85.072.00 33 \$46.11 \$3.688.80 \$95.908.80	\$36.66 \$2,932.80 \$76.252.80 22 \$41.33 \$3,306.40 \$85,966.40 34 \$46.57 \$3,725.60 \$96,865.60	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86.840.00 35 \$47.02 \$3,761.60 \$97,801.60	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00 \$87,672.00 36 \$47.52 \$3,801.60 \$98,841.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79 \$3.023.20 \$78.603.20 25 \$42.57 \$3.405.60 \$88.545.60 37 \$47.97 \$3.837.60 \$99.777.60	\$33.87 \$2,709.60 \$70.449.60 14 \$38.16 \$3,052.80 \$79.372.80 26 \$43.01 \$3,440.80 \$89,460.80 38 \$48.47 \$3,877.60 \$100.817.60	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00 27 \$43.43 \$3.474.40 \$90.334.40 39 \$48.95 \$3.916.00 \$101.816.00	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40 28 \$43.86 \$3.508.80 \$91.228.80 40 \$49.46 \$3.956.80 \$102.876.80	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3.144.80 \$81.764.80 29 \$44.33 \$3.546.40 \$92,206.40 41 \$49.94 \$3.995.20 \$103.875.20	\$35.25 \$2,820.00 \$73,320.00 18 \$39.73 \$3.178.40 \$82.638.40 30 \$44.75 \$3,580.00 \$93,080.00 42 \$50.45 \$4,036.00 \$104,936.00	\$35.62 \$2,849.60 \$74.089.60 19 \$40.11 \$3.208.80 \$83.428.80 31 \$45.19 \$3.615.20 \$93.995.20 43 \$50.93 \$4.074.40 \$105,934.40	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51 \$3,240.80 \$84,260.80 32 \$45.65 \$3,652.00 \$94,952.00 44 \$51.47 \$4,117.60	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85.072.00 33 \$46.11 \$3.688.80 \$95,908.80 45 \$51.97 \$4,157.60	\$36.66 \$2,932.80 \$76.252.80 22 \$41.33 \$3.306.40 \$85,966.40 34 \$46.57 \$3,725.60 \$96,865.60 46 \$52.49 \$4,199.20	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86.840.00 35 \$47.02 \$3.761.60 \$97.801.60 47 \$53.02 \$4,241.60	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00 \$87.672.00 36 \$47.52 \$3.801.60 \$98.841.60 48 \$53.55 \$4.284.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79 \$3.023.20 \$78.603.20 25 \$42.57 \$3,405.60 \$88,545.60 37 \$47.97 \$3,837.60 \$99,777.60	\$33.87 \$2,709.60 \$70.449.60 14 \$38.16 \$3.052.80 \$79.372.80 26 \$43.01 \$3,440.80 \$89,460.80 38 \$48.47 \$3,877.60 \$100.817.60	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00 27 \$43.43 \$3,474.40 \$90,334.40 39 \$48.95 \$3,916.00 \$101.816.00	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40 28 \$43.86 \$3.508.80 \$91.228.80 40 \$49.46 \$3.956.80 \$102.876.80	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3.144.80 \$81.764.80 29 \$44.33 \$3.546.40 \$92,206.40 41 \$49.94 \$3.995.20 \$103.875.20	\$35.25 \$2,820.00 \$73,320.00 18 \$39.73 \$3,178.40 \$82,638.40 30 \$44.75 \$3,580.00 \$93,080.00 42 \$50.45 \$4,036.00 \$104,936.00	\$35.62 \$2,849.60 \$74.089.60 19 \$40.11 \$3.208.80 \$83.428.80 31 \$45.19 \$3.615.20 \$93,995.20 43 \$50.93 \$4.074.40 \$105.934.40	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51 \$3,240.80 \$84,260.80 32 \$45.65 \$3,652.00 \$94,952.00 44 \$51.47 \$4,117.60	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85.072.00 33 \$46.11 \$3.688.80 \$95,908.80 45 \$51.97 \$4,157.60	\$36.66 \$2,932.80 \$76.252.80 22 \$41.33 \$3.306.40 \$85,966.40 34 \$46.57 \$3,725.60 \$96,865.60 46 \$52.49 \$4,199.20	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86.840.00 35 \$47.02 \$3.761.60 \$97.801.60 47 \$53.02 \$4,241.60	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00 \$87.672.00 36 \$47.52 \$3.801.60 \$98.841.60 48 \$53.55 \$4.284.00
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	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79 \$3.023.20 \$78.603.20 25 \$42.57 \$3,405.60 \$88.545.60 37 \$47.97 \$3.837.60 \$99.777.60	\$33.87 \$2,709.60 \$70.449.60 14 \$38.16 \$3.052.80 \$79.372.80 26 \$43.01 \$3,440.80 \$89,460.80 38 \$48.47 \$3,877.60 \$100.817.60	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00 27 \$43.43 \$3,474.40 \$90.334.40 39 \$48.95 \$3.916.00 \$101.816.00	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40 28 \$43.86 \$3.508.80 \$91.228.80 40 \$49.46 \$3.956.80 \$102.876.80	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3.144.80 \$81.764.80 29 \$44.33 \$3.546.40 \$92,206.40 41 \$49.94 \$3.995.20 \$103.875.20	\$35.25 \$2,820.00 \$73.320.00 18 \$39.73 \$3.178.40 \$82.638.40 30 \$44.75 \$3.580.00 \$93.080.00 42 \$50.45 \$4.036.00 \$104.936.00	\$35.62 \$2,849.60 \$74.089.60 19 \$40.11 \$3.208.80 \$83.428.80 31 \$45.19 \$3.615.20 \$93.995.20 43 \$50.93 \$4.074.40 \$105.934.40	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51 \$3,240.80 \$84,260.80 32 \$45.65 \$3,652.00 \$94,952.00 44 \$51.47 \$4,117.60	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85.072.00 33 \$46.11 \$3.688.80 \$95,908.80 45 \$51.97 \$4,157.60	\$36.66 \$2,932.80 \$76.252.80 22 \$41.33 \$3.306.40 \$85,966.40 34 \$46.57 \$3,725.60 \$96,865.60 46 \$52.49 \$4,199.20	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86.840.00 35 \$47.02 \$3.761.60 \$97.801.60 47 \$53.02 \$4,241.60	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00 \$87.672.00 36 \$47.52 \$3.801.60 \$98.841.60 48 \$53.55 \$4.284.00
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	\$33.53 \$2,682.40 \$69,742.40 13 \$37.79 \$3,023.20 \$78,603.20 25 \$42.57 \$3,405.60 \$88,545.60 37 \$47.97 \$3,837.60 \$99,777.60 49 \$54.06 \$4,324.80	\$33.87 \$2,709.60 \$70,449.60 14 \$38.16 \$3,052.80 \$79,372.80 26 \$43.01 \$3,440.80 \$89,460.80 38 \$48.47 \$3,877.60 \$100,817.60 \$54.62 \$4,369.60	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00 27 \$43.43 \$3.474.40 \$90.334.40 39 \$48.95 \$3.916.00 \$101.816.00 51 \$55.17 \$4.413.60	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40 28 \$43.86 \$3.508.80 \$91.228.80 40 \$49.46 \$3.956.80 \$102.876.80 52 \$55.70 \$4,456.00	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3.144.80 \$81.764.80 29 \$44.33 \$3.546.40 \$92,206.40 41 \$49.94 \$3.995.20 \$103.875.20 53 \$56.27 \$4,501.60	\$35.25 \$2,820.00 \$73.320.00 18 \$39.73 \$3.178.40 \$82.638.40 30 \$44.75 \$3.580.00 \$93,080.00 42 \$50.45 \$4,036.00 \$104.936.00 54 \$56.83 \$4,546.40	\$35.62 \$2,849.60 \$74,089.60 19 \$40.11 \$3,208.80 \$83,428.80 31 \$45.19 \$3,615.20 \$93,995.20 43 \$50,93 \$4,074.40 \$105,934.40 55 \$57.40 \$4,592.00	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51 \$3,240.80 \$84,260.80 32 \$45.65 \$3,652.00 \$94,952.00 44 \$51.47 \$4,117.60	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85.072.00 33 \$46.11 \$3.688.80 \$95,908.80 45 \$51.97 \$4,157.60	\$36.66 \$2,932.80 \$76.252.80 22 \$41.33 \$3.306.40 \$85,966.40 34 \$46.57 \$3,725.60 \$96,865.60 46 \$52.49 \$4,199.20	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86.840.00 35 \$47.02 \$3.761.60 \$97.801.60 47 \$53.02 \$4,241.60	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00 \$87.672.00 36 \$47.52 \$3.801.60 \$98.841.60 48 \$53.55 \$4.284.00
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	\$33.53 \$2,682.40 \$69.742.40 13 \$37.79 \$3.023.20 \$78.603.20 25 \$42.57 \$3,405.60 \$88.545.60 37 \$47.97 \$3.837.60 \$99.777.60	\$33.87 \$2,709.60 \$70.449.60 14 \$38.16 \$3.052.80 \$79.372.80 26 \$43.01 \$3,440.80 \$89,460.80 38 \$48.47 \$3,877.60 \$100.817.60	\$34.21 \$2,736.80 \$71.156.80 15 \$38.55 \$3.084.00 \$80.184.00 27 \$43.43 \$3,474.40 \$90.334.40 39 \$48.95 \$3.916.00 \$101.816.00	\$34.56 \$2,764.80 \$71.884.80 16 \$38.93 \$3.114.40 \$80.974.40 28 \$43.86 \$3.508.80 \$91.228.80 40 \$49.46 \$3.956.80 \$102.876.80	\$34.91 \$2,792.80 \$72.612.80 17 \$39.31 \$3.144.80 \$81.764.80 29 \$44.33 \$3.546.40 \$92,206.40 41 \$49.94 \$3.995.20 \$103.875.20	\$35.25 \$2,820.00 \$73.320.00 18 \$39.73 \$3.178.40 \$82.638.40 30 \$44.75 \$3.580.00 \$93.080.00 42 \$50.45 \$4.036.00 \$104.936.00	\$35.62 \$2,849.60 \$74.089.60 19 \$40.11 \$3.208.80 \$83.428.80 31 \$45.19 \$3.615.20 \$93.995.20 43 \$50.93 \$4.074.40 \$105.934.40	\$35.96 \$2,876.80 \$74,796.80 20 \$40.51 \$3,240.80 \$84,260.80 32 \$45.65 \$3,652.00 \$94,952.00 44 \$51.47 \$4,117.60	\$36.31 \$2,904.80 \$75.524.80 21 \$40.90 \$3.272.00 \$85.072.00 33 \$46.11 \$3.688.80 \$95,908.80 45 \$51.97 \$4,157.60	\$36.66 \$2,932.80 \$76.252.80 22 \$41.33 \$3.306.40 \$85,966.40 34 \$46.57 \$3,725.60 \$96,865.60 46 \$52.49 \$4,199.20	\$37.04 \$2,963.20 \$77.043.20 23 \$41.75 \$3.340.00 \$86.840.00 35 \$47.02 \$3.761.60 \$97.801.60 47 \$53.02 \$4,241.60	\$37.41 \$2,992.80 \$77.812.80 24 \$42.15 \$3.372.00 \$87.672.00 36 \$47.52 \$3.801.60 \$98.841.60 48 \$53.55 \$4.284.00

(Non-bargaining unit)

NENANA (20%)

		_	_			_						
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$36.66	\$37.04	\$37.41	\$37.79	\$38.16	\$38.55	\$38.93	\$39.31	\$39.73	\$40.11	\$40.51	\$40.90
Biweekly	\$2,932.80	\$2,963.20	\$2,992.80	\$3,023.20	\$3,052.80	\$3,084.00	\$3,114.40	\$3,144.80	\$3,178.40	\$3,208.80	\$3,240.80	\$3,272.00
Annually	\$76,252.80	\$77,043.20	\$77,812.80	\$78,603.20	\$79,372.80	\$80,184.00	\$80,974.40	\$81,764.80	\$82,638.40	\$83,428.80	\$84,260.80	\$85,072.00
Aimadily	\$70,232.00	\$77,045.20	\$77,012.00	\$70,005.20	\$75,572.00	300,104.00	300,37 4.40	301,704.00	302,030.40	303, 4 20.00	J0-1,200.00	303,072.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$41.33	\$41.75	\$42.15	\$42.57	\$43.01	\$43.43	\$43.86	\$44.33	\$44.75	\$45.19	\$45.65	\$46.11
Biweekly	\$3,306.40	\$3,340.00	\$3,372.00	\$3,405.60	\$3,440.80	\$3,474.40	\$3,508.80	\$3,546.40	\$3,580.00	\$3,615.20	\$3,652.00	\$3,688.80
Annually	\$85,966.40	\$86,840.00	\$87,672.00	\$88,545.60	\$89,460.80	\$90,334.40	\$91,228.80	\$92,206.40	\$93,080.00	\$93,995.20	\$94,952.00	\$95,908.80
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
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Hourly	\$46.57	\$47.02	\$47.52	\$47.97	\$48.47	\$48.95	\$49.46	\$49.94	\$50.45	\$50.93	\$51.47	\$51.97
Biweekly	\$3,725.60	\$3,761.60	\$3,801.60	\$3,837.60	\$3,877.60	\$3,916.00	\$3,956.80	\$3,995.20	\$4,036.00	\$4,074.40	\$4,117.60	\$4,157.60
Annually	\$96,865.60	\$97,801.60	\$98,841.60	\$99,777.60	\$100,817.60	\$101,816.00	\$102,876.80	\$103,875.20	\$104,936.00	\$105,934.40	\$107,057.60	\$108,097.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$52.49	\$53.02	\$53.55	\$54.06	\$54.62	\$55.17	\$55.70	\$56.27	\$56.83	\$57.40	\$57.97	\$58.56
Biweekly	\$4,199.20	\$4,241.60	\$4,284.00	\$4,324.80	\$4,369.60	\$4,413.60	\$4,456.00	\$4,501.60	\$4,546.40	\$4,592.00	\$4,637.60	\$4,684.80
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Annually	\$109,179.20	\$110,281.60	\$111,384.00	\$112,444.80	\$113,609.60	\$114,753.60	\$115,856.00	\$117,041.60	\$118,206.40	\$119,392.00	\$120,577.60	\$121,804.80
Steps												
steps	49	50	51	52	53	54	55					
Hourly	\$59.13	\$59.73	\$60.33	\$60.92	\$61.55	\$62.17	\$62.78					
Biweekly	\$4,730.40	\$4,778.40	\$4,826.40	\$4,873.60	\$4,924.00	\$4,973.60	\$5,022.40					
Annually	\$122,990.40	\$124,238.40	\$125,486.40	\$126,713.60	\$128,024.00	\$129,313.60	\$130,582.40					
7 timuun y	Ψ122,330.10	Ç12 1,230. 10	Ģ125, 100. 10	Ψ120,713.00	\$120,02 n.00	Ψ125,515.00	\$150,50 <u>2</u> .10					
Grade 82												
Grade o Z												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1 \$41.22	2 \$41.75	3	4 \$42.57	5	6	7	8 \$44.22	9 \$44.75	10	11	12 \$46.11
Steps Hourly	\$41.33	\$41.75	\$42.15	\$42.57	\$43.01	\$43.43	\$43.86	\$44.33	\$44.75	\$45.19	\$45.65	\$46.11
Steps Hourly Biweekly	\$41.33 \$3,306.40	\$41.75 \$3,340.00	\$42.15 \$3,372.00	\$42.57 \$3,405.60	\$43.01 \$3,440.80	\$43.43 \$3,474.40	\$43.86 \$3,508.80	\$44.33 \$3,546.40	\$44.75 \$3,580.00	\$45.19 \$3,615.20	\$45.65 \$3,652.00	\$46.11 \$3,688.80
Steps Hourly	\$41.33	\$41.75	\$42.15	\$42.57	\$43.01	\$43.43	\$43.86	\$44.33	\$44.75	\$45.19	\$45.65	\$46.11
Steps Hourly Biweekly Annually	\$41.33 \$3,306.40 \$85,966.40	\$41.75 \$3,340.00 \$86,840.00	\$42.15 \$3,372.00 \$87,672.00	\$42.57 \$3,405.60 \$88,545.60	\$43.01 \$3,440.80 \$89,460.80	\$43.43 \$3,474.40 \$90,334.40	\$43.86 \$3,508.80 \$91,228.80	\$44.33 \$3,546.40 \$92,206.40	\$44.75 \$3,580.00 \$93,080.00	\$45.19 \$3,615.20 \$93,995.20	\$45.65 \$3,652.00 \$94,952.00	\$46.11 \$3,688.80 \$95,908.80
Steps Hourly Biweekly Annually Steps	\$41.33 \$3,306.40 \$85,966.40	\$41.75 \$3,340.00 \$86,840.00	\$42.15 \$3,372.00 \$87,672.00	\$42.57 \$3,405.60 \$88,545.60	\$43.01 \$3,440.80 \$89,460.80	\$43.43 \$3,474.40 \$90,334.40	\$43.86 \$3,508.80 \$91,228.80	\$44.33 \$3,546.40 \$92,206.40	\$44.75 \$3,580.00 \$93,080.00	\$45.19 \$3,615.20 \$93,995.20	\$45.65 \$3,652.00 \$94,952.00	\$46.11 \$3,688.80 \$95,908.80
Steps Hourly Biweekly Annually	\$41.33 \$3,306.40 \$85,966.40	\$41.75 \$3,340.00 \$86,840.00	\$42.15 \$3,372.00 \$87,672.00	\$42.57 \$3,405.60 \$88,545.60	\$43.01 \$3,440.80 \$89,460.80	\$43.43 \$3,474.40 \$90,334.40	\$43.86 \$3,508.80 \$91,228.80	\$44.33 \$3,546.40 \$92,206.40	\$44.75 \$3,580.00 \$93,080.00	\$45.19 \$3,615.20 \$93,995.20	\$45.65 \$3,652.00 \$94,952.00	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97
Steps Hourly Biweekly Annually Steps	\$41.33 \$3,306.40 \$85,966.40	\$41.75 \$3,340.00 \$86,840.00	\$42.15 \$3,372.00 \$87,672.00	\$42.57 \$3,405.60 \$88,545.60	\$43.01 \$3,440.80 \$89,460.80	\$43.43 \$3,474.40 \$90,334.40	\$43.86 \$3,508.80 \$91,228.80	\$44.33 \$3,546.40 \$92,206.40	\$44.75 \$3,580.00 \$93,080.00	\$45.19 \$3,615.20 \$93,995.20	\$45.65 \$3,652.00 \$94,952.00	\$46.11 \$3,688.80 \$95,908.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02 \$3,761.60	\$42.15 \$3,372.00 \$87,672.00 15 \$47.52 \$3,801.60	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60	\$43.43 \$3,474.40 \$90,334.40 18 \$48.95 \$3,916.00	\$43.86 \$3,508.80 \$91,228.80 19 \$49.46 \$3,956.80	\$44.33 \$3,546.40 \$92,206.40 20 \$49.94 \$3,995.20	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00	\$45.19 \$3,615.20 \$93,995.20 22 \$50.93 \$4,074.40	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60
Steps Hourly Biweekly Annually Steps Hourly	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02	\$42.15 \$3,372.00 \$87,672.00 15 \$47.52	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47	\$43.43 \$3,474.40 \$90,334.40 18 \$48.95	\$43.86 \$3,508.80 \$91,228.80 19 \$49.46	\$44.33 \$3,546.40 \$92,206.40 20 \$49.94	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45	\$45.19 \$3,615.20 \$93,995.20 22 \$50.93	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02 \$3,761.60 \$97,801.60	\$42.15 \$3,372.00 \$87,672.00 15 \$47.52 \$3,801.60 \$98.841.60	\$42.57 \$3,405.60 \$88.545.60 16 \$47.97 \$3.837.60 \$99,777.60	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100,817.60	\$43.43 \$3,474.40 \$90,334.40 18 \$48.95 \$3,916.00 \$101,816.00	\$43.86 \$3,508.80 \$91.228.80 19 \$49.46 \$3.956.80 \$102.876.80	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3.995.20 \$103.875.20	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104.936.00	\$45.19 \$3,615.20 \$93,995.20 22 \$50.93 \$4,074.40 \$105.934.40	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107.057.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02 \$3,761.60 \$97,801.60	\$42.15 \$3,372.00 \$87,672.00 15 \$47.52 \$3,801.60 \$98.841.60	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60 \$99,777.60	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60	\$43.43 \$3,474.40 \$90,334.40 18 \$48.95 \$3,916.00 \$101,816.00	\$43.86 \$3,508.80 \$91.228.80 19 \$49.46 \$3,956.80 \$102.876.80	\$44.33 \$3,546.40 \$92,206.40 20 \$49.94 \$3.995.20 \$103.875.20	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00	\$45.19 \$3,615.20 \$93,995.20 22 \$50.93 \$4,074.40 \$105.934.40	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107.057.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108.097.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60 25 \$52.49	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02 \$3,761.60 \$97,801.60	\$42.15 \$3,372.00 \$87,672.00 15 \$47.52 \$3,801.60 \$98,841.60 27 \$53.55	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100,817.60	\$43.43 \$3,474.40 \$90,334.40 18 \$48.95 \$3,916.00 \$101,816.00 30 \$55.17	\$43.86 \$3,508.80 \$91,228.80 19 \$49.46 \$3,956.80 \$102.876.80 31 \$55.70	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103,875.20 32 \$56.27	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83	\$45.19 \$3,615.20 \$93,995.20 22 \$50.93 \$4,074.40 \$105,934.40 34 \$57.40	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107.057.60 35 \$57.97	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96.865.60 25 \$52.49 \$4,199.20	\$41.75 \$3,340.00 \$86.840.00 14 \$47.02 \$3,761.60 \$97.801.60 26 \$53.02 \$4,241.60	\$42.15 \$3,372.00 \$87.672.00 15 \$47.52 \$3,801.60 \$98.841.60 27 \$53.55 \$4,284.00	\$42.57 \$3,405.60 \$88.545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06 \$4,324.80	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4,413.60	\$43.86 \$3,508.80 \$91.228.80 19 \$49.46 \$3,956.80 \$102.876.80 31 \$55.70 \$4,456.00	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103.875.20 32 \$56.27 \$4,501.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104.936.00 33 \$56.83 \$4,546.40	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4,074.40 \$105.934.40 34 \$57.40 \$4,592.00	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107.057.60 35 \$57.97 \$4,637.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108.097.60 36 \$58.56 \$4,684.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60 25 \$52.49	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02 \$3,761.60 \$97,801.60	\$42.15 \$3,372.00 \$87,672.00 15 \$47.52 \$3,801.60 \$98,841.60 27 \$53.55	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100,817.60	\$43.43 \$3,474.40 \$90,334.40 18 \$48.95 \$3,916.00 \$101,816.00 30 \$55.17	\$43.86 \$3,508.80 \$91,228.80 19 \$49.46 \$3,956.80 \$102.876.80 31 \$55.70	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103,875.20 32 \$56.27	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83	\$45.19 \$3,615.20 \$93,995.20 22 \$50.93 \$4,074.40 \$105,934.40 34 \$57.40	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107.057.60 35 \$57.97	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96.865.60 25 \$52.49 \$4,199.20	\$41.75 \$3,340.00 \$86.840.00 14 \$47.02 \$3,761.60 \$97.801.60 26 \$53.02 \$4,241.60	\$42.15 \$3,372.00 \$87.672.00 15 \$47.52 \$3,801.60 \$98.841.60 27 \$53.55 \$4,284.00	\$42.57 \$3,405.60 \$88.545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06 \$4,324.80	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4,413.60	\$43.86 \$3,508.80 \$91.228.80 19 \$49.46 \$3,956.80 \$102.876.80 31 \$55.70 \$4,456.00	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103.875.20 32 \$56.27 \$4,501.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104.936.00 33 \$56.83 \$4,546.40	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4,074.40 \$105.934.40 34 \$57.40 \$4,592.00	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107.057.60 35 \$57.97 \$4,637.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108.097.60 36 \$58.56 \$4,684.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96.865.60 25 \$52.49 \$4,199.20 \$109,179.20	\$41.75 \$3,340.00 \$86.840.00 14 \$47.02 \$3,761.60 \$97.801.60 26 \$53.02 \$4,241.60 \$110,281.60	\$42.15 \$3,372.00 \$87.672.00 15 \$47.52 \$3,801.60 \$98.841.60 27 \$53.55 \$4,284.00	\$42.57 \$3,405.60 \$88.545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06 \$4,324.80 \$112,444.80	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60 \$113,609.60	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4,413.60 \$114,753.60	\$43.86 \$3,508.80 \$91.228.80 19 \$49.46 \$3,956.80 \$102.876.80 31 \$55.70 \$4,456.00	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103.875.20 32 \$56.27 \$4,501.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104.936.00 33 \$56.83 \$4,546.40 \$118,206.40	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4,074.40 \$105.934.40 34 \$57.40 \$4,592.00	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107.057.60 35 \$57.97 \$4,637.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108.097.60 36 \$58.56 \$4,684.80 \$121,804.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60 25 \$52.49 \$4,199.20 \$109,179.20	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02 \$3,761.60 \$97,801.60 26 \$53.02 \$4,241.60 \$110,281.60	\$42.15 \$3,372.00 \$87.672.00 15 \$47.52 \$3,801.60 \$98.841.60 27 \$53.55 \$4.284.00 \$111.384.00	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06 \$4,324.80 \$112,444.80	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60 \$113,609.60	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3.916.00 \$101.816.00 30 \$55.17 \$4.413.60 \$114.753.60	\$43.86 \$3,508.80 \$91,228.80 19 \$49.46 \$3,956.80 \$102.876.80 31 \$55.70 \$4,456.00 \$115.856.00	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3.995.20 \$103.875.20 32 \$56.27 \$4.501.60 \$117.041.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83 \$4,546.40 \$118.206.40	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4.074.40 \$105.934.40 34 \$57.40 \$4.592.00 \$119.392.00	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107.057.60 35 \$57.97 \$4,637.60 \$120.577.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108.097.60 36 \$58.56 \$4,684.80 \$121.804.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60 25 \$52.49 \$4,199.20 \$109,179.20	\$41.75 \$3,340.00 \$86.840.00 14 \$47.02 \$3,761.60 \$97,801.60 26 \$53.02 \$4,241.60 \$110,281.60	\$42.15 \$3,372.00 \$87.672.00 15 \$47.52 \$3,801.60 \$98,841.60 27 \$53.55 \$4,284.00 \$111.384.00	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06 \$4,324.80 \$112,444.80	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60 \$113,609.60	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4,413.60 \$114.753.60	\$43.86 \$3,508.80 \$91,228.80 19 \$49.46 \$3,956.80 \$102,876.80 31 \$55.70 \$4,456.00 \$115,856.00	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3.995.20 \$103.875.20 32 \$56.27 \$4,501.60 \$117.041.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83 \$4,546.40 \$118,206.40	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4.074.40 \$105.934.40 34 \$57.40 \$4.592.00 \$119.392.00	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4.117.60 \$107.057.60 35 \$57.97 \$4,637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60 36 \$58.56 \$4,684.80 \$121,804.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60 25 \$52.49 \$4,199.20 \$109,179.20 37 \$59.13 \$4,730.40	\$41.75 \$3,340.00 \$86.840.00 14 \$47.02 \$3,761.60 \$97.801.60 26 \$53.02 \$4,241.60 \$110,281.60 38 \$59.73 \$4,778.40	\$42.15 \$3,372.00 \$87.672.00 \$15 \$47.52 \$3,801.60 \$98.841.60 \$98.841.00 \$111.384.00 \$111.384.00	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06 \$4,324.80 \$112,444.80 40 \$60.92 \$4,873.60	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60 \$113,609.60 41 \$61.55 \$4,924.00	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4.413.60 \$114,753.60 42 \$62.17 \$4,973.60	\$43.86 \$3,508.80 \$91,228.80 19 \$49.46 \$3,956.80 \$102.876.80 31 \$55.70 \$4,456.00 \$115,856.00 43 \$62.78 \$5,022.40	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103.875.20 32 \$56.27 \$4,501.60 \$117,041.60 44 \$63.42 \$5.073.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83 \$4,546.40 \$118,206.40 45 \$64.05 \$55,124.00	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4.074.40 \$105.934.40 34 \$57.40 \$4.592.00 \$119.392.00 46 \$64.69 \$5.175.20	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107,057.60 35 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60 36 \$58.56 \$4,684.80 \$121,804.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60 25 \$52.49 \$4,199.20 \$109,179.20	\$41.75 \$3,340.00 \$86.840.00 14 \$47.02 \$3,761.60 \$97,801.60 26 \$53.02 \$4,241.60 \$110,281.60	\$42.15 \$3,372.00 \$87.672.00 15 \$47.52 \$3,801.60 \$98,841.60 27 \$53.55 \$4,284.00 \$111.384.00	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06 \$4,324.80 \$112,444.80	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60 \$113,609.60	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4,413.60 \$114.753.60	\$43.86 \$3,508.80 \$91,228.80 19 \$49.46 \$3,956.80 \$102,876.80 31 \$55.70 \$4,456.00 \$115,856.00	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3.995.20 \$103.875.20 32 \$56.27 \$4,501.60 \$117.041.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83 \$4,546.40 \$118,206.40	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4.074.40 \$105.934.40 34 \$57.40 \$4.592.00 \$119.392.00	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4.117.60 \$107.057.60 35 \$57.97 \$4,637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60 36 \$58.56 \$4,684.80 \$121,804.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60 25 \$52.49 \$4,199.20 \$109,179.20 37 \$59.13 \$4,730.40 \$122,990.40	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02 \$3,761.60 \$97,801.60 26 \$53.02 \$4,241.60 \$110,281.60 38 \$59.73 \$4,778.40 \$124,238.40	\$42.15 \$3,372.00 \$87.672.00 \$15 \$47.52 \$3,801.60 \$98,841.60 \$98,841.60 \$111.384.00 \$111.384.00 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06 \$4,324.80 \$112,444.80 \$112,444.80 \$60.92 \$4,873.60 \$126,713.60	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60 \$113,609.60 41 \$61.55 \$4,924.00 \$128,024.00	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4,413.60 \$114,753.60 42 \$62.17 \$4,973.60 \$129,313.60	\$43.86 \$3,508.80 \$91,228.80 19 \$49.46 \$3,956.80 \$102,876.80 31 \$55.70 \$4,456.00 \$115,856.00 43 \$62.78 \$5,022.40 \$130,582.40	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103.875.20 32 \$56.27 \$4,501.60 \$117,041.60 44 \$63.42 \$5.073.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83 \$4,546.40 \$118,206.40 45 \$64.05 \$55,124.00	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4.074.40 \$105.934.40 34 \$57.40 \$4.592.00 \$119.392.00 46 \$64.69 \$5.175.20	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107,057.60 35 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60 36 \$58.56 \$4,684.80 \$121,804.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96.865.60 25 \$52.49 \$4,199.20 \$109,179.20 37 \$59.13 \$4,730.40 \$122,990.40	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02 \$3,761.60 \$97,801.60 26 \$53.02 \$4,241.60 \$110,281.60 38 \$59.73 \$4,778.40 \$124,238.40	\$42.15 \$3,372.00 \$87.672.00 \$15 \$47.52 \$3,801.60 \$98.841.60 \$98.841.60 \$111.384.00 \$111.384.00 \$125,486.40 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06 \$4,324.80 \$112,444.80 40 \$60.92 \$4,873.60 \$126,713.60	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60 \$113.609.60 41 \$61.55 \$4,924.00 \$128,024.00	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4,413.60 \$114.753.60 42 \$62.17 \$4,973.60 \$129.313.60	\$43.86 \$3,508.80 \$91,228.80 19 \$49.46 \$3,956.80 \$102,876.80 31 \$55.70 \$4,456.00 \$115,856.00 43 \$62.78 \$5,022.40 \$130,582.40	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103.875.20 32 \$56.27 \$4,501.60 \$117,041.60 44 \$63.42 \$5.073.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83 \$4,546.40 \$118,206.40 45 \$64.05 \$55,124.00	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4.074.40 \$105.934.40 34 \$57.40 \$4.592.00 \$119.392.00 46 \$64.69 \$5.175.20	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107,057.60 35 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60 36 \$58.56 \$4,684.80 \$121,804.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60 25 \$52.49 \$4,199.20 \$109,179.20 37 \$59.13 \$4,730.40 \$122,990.40	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02 \$3,761.60 \$97,801.60 26 \$53.02 \$4,241.60 \$110,281.60 38 \$59.73 \$4,778.40 \$124,238.40	\$42.15 \$3,372.00 \$87.672.00 \$15 \$47.52 \$3,801.60 \$98,841.60 \$98,841.60 \$111.384.00 \$111.384.00 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06 \$4,324.80 \$112,444.80 \$60.92 \$4,873.60 \$126,713.60	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60 \$113,609.60 41 \$61.55 \$4,924.00 \$128,024.00	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4,413.60 \$114,753.60 42 \$62.17 \$4,973.60 \$129,313.60	\$43.86 \$3,508.80 \$91.228.80 19 \$49.46 \$3.956.80 \$102.876.80 31 \$55.70 \$4,456.00 \$115.856.00 43 \$62.78 \$5,022.40 \$130.582.40	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103.875.20 32 \$56.27 \$4,501.60 \$117,041.60 44 \$63.42 \$5.073.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83 \$4,546.40 \$118,206.40 45 \$64.05 \$55,124.00	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4.074.40 \$105.934.40 34 \$57.40 \$4.592.00 \$119.392.00 46 \$64.69 \$5.175.20	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107,057.60 35 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60 36 \$58.56 \$4,684.80 \$121,804.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96.865.60 25 \$52.49 \$4,199.20 \$109,179.20 37 \$59.13 \$4,730.40 \$122,990.40	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02 \$3,761.60 \$97,801.60 26 \$53.02 \$4,241.60 \$110,281.60 38 \$59.73 \$4,778.40 \$124,238.40	\$42.15 \$3,372.00 \$87.672.00 \$15 \$47.52 \$3,801.60 \$98.841.60 \$98.841.60 \$111.384.00 \$111.384.00 \$125,486.40 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 16 \$47.97 \$3,837.60 \$99,777.60 28 \$54.06 \$4,324.80 \$112,444.80 40 \$60.92 \$4,873.60 \$126,713.60	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60 \$113.609.60 41 \$61.55 \$4,924.00 \$128,024.00	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4,413.60 \$114.753.60 42 \$62.17 \$4,973.60 \$129.313.60	\$43.86 \$3,508.80 \$91.228.80 19 \$49.46 \$3.956.80 \$102.876.80 31 \$55.70 \$4,456.00 \$115.856.00 43 \$62.78 \$5,022.40 \$130.582.40	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103.875.20 32 \$56.27 \$4,501.60 \$117,041.60 44 \$63.42 \$5.073.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83 \$4,546.40 \$118,206.40 45 \$64.05 \$55,124.00	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4.074.40 \$105.934.40 34 \$57.40 \$4.592.00 \$119.392.00 46 \$64.69 \$5.175.20	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107,057.60 35 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60 36 \$58.56 \$4,684.80 \$121,804.80
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	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60 25 \$52.49 \$4,199.20 \$109,179.20 37 \$59.13 \$4,730.40 \$122,990.40 49 \$66.64 \$5,331.20	\$41.75 \$3,340.00 \$86.840.00 14 \$47.02 \$3.761.60 \$97.801.60 26 \$53.02 \$4,241.60 \$110.281.60 38 \$59.73 \$4,778.40 \$124.238.40 50 \$67.32 \$5.385.60	\$42.15 \$3,372.00 \$87.672.00 \$15 \$47.52 \$3,801.60 \$98.841.60 \$98.841.60 \$111.384.00 \$111.384.00 \$125,486.40 \$125,486.40 \$125,486.40	\$42.57 \$3,405.60 \$88.545.60 16 \$47.97 \$3.837.60 \$99.777.60 28 \$54.06 \$4,324.80 \$112,444.80 40 \$60.92 \$4,873.60 \$126,713.60 52 \$68.67 \$5,493.60	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100.817.60 29 \$54.62 \$4,369.60 \$113,609.60 41 \$61.55 \$4,924.00 \$128,024.00 \$128,024.00	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4,413.60 \$114.753.60 42 \$62.17 \$4,973.60 \$129,313.60 54 \$70.05 \$5,604.00	\$43.86 \$3,508.80 \$91,228.80 19 \$49.46 \$3,956.80 \$102,876.80 31 \$55.70 \$4,456.00 \$115,856.00 43 \$62.78 \$5,022.40 \$130,582.40 55 \$70.75 \$5,660.00	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103.875.20 32 \$56.27 \$4,501.60 \$117,041.60 44 \$63.42 \$5.073.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83 \$4,546.40 \$118,206.40 45 \$64.05 \$55,124.00	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4.074.40 \$105.934.40 34 \$57.40 \$4.592.00 \$119.392.00 46 \$64.69 \$5.175.20	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107,057.60 35 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60 36 \$58.56 \$4,684.80 \$121,804.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$41.33 \$3,306.40 \$85,966.40 13 \$46.57 \$3,725.60 \$96,865.60 25 \$52.49 \$4,199.20 \$109,179.20 37 \$59.13 \$4,730.40 \$122,990.40	\$41.75 \$3,340.00 \$86,840.00 14 \$47.02 \$3,761.60 \$97,801.60 26 \$53.02 \$4,241.60 \$110,281.60 38 \$59.73 \$4,778.40 \$124,238.40 50 \$67.32	\$42.15 \$3,372.00 \$87.672.00 \$15 \$47.52 \$3,801.60 \$98.841.60 \$98.841.60 \$111.384.00 \$111.384.00 \$125,486.40 \$125,486.40	\$42.57 \$3,405.60 \$88.545.60 16 \$47.97 \$3.837.60 \$99.777.60 28 \$54.06 \$4,324.80 \$112,444.80 40 \$60.92 \$4.873.60 \$126,713.60	\$43.01 \$3,440.80 \$89,460.80 17 \$48.47 \$3,877.60 \$100,817.60 29 \$54.62 \$4,369.60 \$113,609.60 41 \$61.55 \$4,924.00 \$128,024.00	\$43.43 \$3,474.40 \$90.334.40 18 \$48.95 \$3,916.00 \$101.816.00 30 \$55.17 \$4,413.60 \$114.753.60 \$129.313.60 \$129.313.60	\$43.86 \$3,508.80 \$91.228.80 19 \$49.46 \$3.956.80 \$102.876.80 31 \$55.70 \$4,456.00 \$115.856.00 43 \$62.78 \$5,022.40 \$130.582.40	\$44.33 \$3,546.40 \$92.206.40 20 \$49.94 \$3,995.20 \$103.875.20 32 \$56.27 \$4,501.60 \$117,041.60 44 \$63.42 \$5.073.60	\$44.75 \$3,580.00 \$93,080.00 21 \$50.45 \$4,036.00 \$104,936.00 33 \$56.83 \$4,546.40 \$118,206.40 45 \$64.05 \$55,124.00	\$45.19 \$3,615.20 \$93.995.20 22 \$50.93 \$4.074.40 \$105.934.40 34 \$57.40 \$4.592.00 \$119.392.00 46 \$64.69 \$5.175.20	\$45.65 \$3,652.00 \$94,952.00 23 \$51.47 \$4,117.60 \$107,057.60 35 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 24 \$51.97 \$4,157.60 \$108,097.60 36 \$58.56 \$4,684.80 \$121,804.80

(Non-bargaining unit)

NENANA (20%)

Steps Hourly	1 \$46.57	2 \$47.02	3 \$47.52	4 \$47.97	5 \$48.47	6 \$48.95	7 \$49.46	8 \$49.94	9 \$50.45	10 \$50.93	11 \$51.47	12 \$51.97
Biweekly Annually	\$3,725.60 \$96,865.60	\$3,761.60 \$97,801.60	\$3,801.60 \$98,841.60	\$3,837.60 \$99,777.60	\$3,877.60 \$100,817.60	\$3,916.00 \$101,816.00	\$3,956.80 \$102,876.80	\$3,995.20 \$103,875.20	\$4,036.00 \$104,936.00	\$4,074.40 \$105,934.40	\$4,117.60 \$107,057.60	\$4,157.60 \$108,097.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$52.49	\$53.02	\$53.55	\$54.06	\$54.62	\$55.17	\$55.70	\$56.27	\$56.83	\$57.40	\$57.97	\$58.56
Biweekly Annually	\$4,199.20 \$109,179.20	\$4,241.60 \$110,281.60	\$4,284.00 \$111,384.00	\$4,324.80 \$112,444.80	\$4,369.60 \$113,609.60	\$4,413.60 \$114,753.60	\$4,456.00 \$115,856.00	\$4,501.60 \$117,041.60	\$4,546.40 \$118,206.40	\$4,592.00 \$119,392.00	\$4,637.60 \$120,577.60	\$4,684.80 \$121,804.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$59.13	\$59.73	\$60.33	\$60.92	\$61.55	\$62.17	\$62.78	\$63.42	\$64.05	\$64.69	\$65.33	\$65.99
Biweekly	\$4,730.40	\$4,778.40	\$4,826.40	\$4,873.60	\$4,924.00	\$4,973.60	\$5,022.40	\$5,073.60	\$5,124.00	\$5,175.20	\$5,226.40	\$5,279.20
Annually	\$122,990.40	\$124,238.40	\$125,486.40	\$126,713.60	\$128,024.00	\$129,313.60	\$130,582.40	\$131,913.60	\$133,224.00	\$134,555.20	\$135,886.40	\$137,259.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$66.64	\$67.32	\$67.98	\$68.67	\$69.37	\$70.05	\$70.75	\$71.48	\$72.18	\$72.89	\$73.61	\$74.35
Biweekly Annually	\$5,331.20 \$138,611.20	\$5,385.60 \$140,025.60	\$5,438.40 \$141,398.40	\$5,493.60 \$142,833.60	\$5,549.60 \$144,289.60	\$5,604.00 \$145,704.00	\$5,660.00 \$147,160.00	\$5,718.40 \$148,678.40	\$5,774.40 \$150,134.40	\$5,831.20 \$151,611.20	\$5,888.80 \$153,108.80	\$5,948.00 \$154,648.00
Steps	49	50	51	52	53	54	55					
Hourly	\$75.09	\$75.84	\$76.59	\$77.38	\$78.14	\$78.94	\$79.72					
Biweekly	\$6,007.20	\$6,067.20	\$6,127.20	\$6,190.40	\$6,251.20	\$6,315.20	\$6,377.60					
Annually	\$156,187.20	\$157,747.20	\$159,307.20	\$160,950.40	\$162,531.20	\$164,195.20	\$165,817.60					
Grade 84												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$50.93	\$51.47	\$51.97	\$52.49	\$53.02	\$53.55	\$54.06	\$54.62	\$55.17	\$55.70	\$56.27	\$56.83
Hourly Biweekly	\$50.93 \$4,074.40	\$51.47 \$4,117.60	\$51.97 \$4,157.60	\$52.49 \$4,199.20	\$53.02 \$4,241.60	\$53.55 \$4,284.00	\$54.06 \$4,324.80	\$54.62 \$4,369.60	\$55.17 \$4,413.60	\$55.70 \$4,456.00	\$56.27 \$4,501.60	\$56.83 \$4,546.40
Hourly Biweekly Annually	\$50.93	\$51.47	\$51.97	\$52.49	\$53.02 \$4,241.60 \$110,281.60	\$53.55	\$54.06	\$54.62	\$55.17	\$55.70	\$56.27	\$56.83 \$4,546.40 \$118,206.40
Hourly Biweekly Annually Steps	\$50.93 \$4,074.40 \$105,934.40	\$51.47 \$4,117.60 \$107.057.60	\$51.97 \$4,157.60 \$108,097.60	\$52.49 \$4,199.20 \$109,179.20	\$53.02 \$4,241.60 \$110,281.60	\$53.55 \$4,284.00 \$111.384.00	\$54.06 \$4,324.80 \$112,444.80	\$54.62 \$4,369.60 \$113,609.60	\$55.17 \$4,413.60 \$114,753.60	\$55.70 \$4,456.00 \$115,856.00	\$56.27 \$4,501.60 \$117,041.60	\$56.83 \$4,546.40 \$118,206.40
Hourly Biweekly Annually Steps Hourly	\$50.93 \$4,074.40 \$105,934.40 13 \$57.40	\$51.47 \$4,117.60 \$107.057.60 14 \$57.97	\$51.97 \$4,157.60 \$108,097.60 15 \$58.56	\$52.49 \$4,199.20 \$109,179.20 16 \$59.13	\$53.02 \$4,241.60 \$110,281.60 17 \$59.73	\$53.55 \$4,284.00 \$111.384.00 18 \$60.33	\$54.06 \$4,324.80 \$112,444.80 19 \$60.92	\$54.62 \$4,369.60 \$113,609.60 20 \$61.55	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17	\$55.70 \$4,456.00 \$115.856.00 22 \$62.78	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42	\$56.83 \$4,546.40 \$118.206.40 24 \$64.05
Hourly Biweekly Annually Steps Hourly Biweekly	\$50.93 \$4,074.40 \$105,934.40 13 \$57.40 \$4,592.00	\$51.47 \$4,117.60 \$107.057.60 14 \$57.97 \$4,637.60	\$51.97 \$4,157.60 \$108,097.60 15 \$58.56 \$4,684.80	\$52.49 \$4,199.20 \$109,179.20 16 \$59.13 \$4,730.40	\$53.02 \$4,241.60 \$110,281.60 17 \$59.73 \$4,778.40	\$53.55 \$4,284.00 \$111,384.00 18 \$60.33 \$4,826.40	\$54.06 \$4,324.80 \$112,444.80 19 \$60.92 \$4,873.60	\$54.62 \$4,369.60 \$113,609.60 20 \$61.55 \$4,924.00	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60	\$55.70 \$4,456.00 \$115,856.00 22 \$62.78 \$5,022.40	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5,073.60	\$56.83 \$4,546.40 \$118,206.40 24 \$64.05 \$5,124.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.93 \$4,074.40 \$105,934.40 13 \$57.40 \$4,592.00 \$119.392.00	\$51.47 \$4,117.60 \$107.057.60 14 \$57.97 \$4,637.60 \$120.577.60	\$51.97 \$4,157.60 \$108.097.60 15 \$58.56 \$4,684.80 \$121.804.80	\$52.49 \$4,199.20 \$109,179.20 16 \$59.13 \$4,730.40 \$122,990.40	\$53.02 \$4,241.60 \$110,281.60 17 \$59.73 \$4,778.40 \$124,238.40	\$53.55 \$4,284.00 \$111.384.00 18 \$60.33 \$4.826.40 \$125.486.40	\$54.06 \$4,324.80 \$112,444.80 19 \$60.92 \$4.873.60 \$126.713.60	\$54.62 \$4,369.60 \$113,609.60 20 \$61.55 \$4,924.00 \$128,024.00	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60	\$55.70 \$4,456.00 \$115,856.00 22 \$62.78 \$5,022.40 \$130,582.40	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60	\$56.83 \$4,546.40 \$118,206.40 24 \$64.05 \$5,124.00 \$133,224.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$50.93 \$4,074.40 \$105.934.40 13 \$57.40 \$4,592.00 \$119.392.00	\$51.47 \$4,117.60 \$107,057.60 14 \$57.97 \$4,637.60 \$120.577.60	\$51.97 \$4,157.60 \$108,097.60 15 \$58.56 \$4,684.80 \$121.804.80	\$52.49 \$4,199.20 \$109,179.20 16 \$59.13 \$4,730.40 \$122,990.40	\$53.02 \$4,241.60 \$110,281.60 17 \$59.73 \$4,778.40 \$124,238.40	\$53.55 \$4,284.00 \$111.384.00 18 \$60.33 \$4.826.40 \$125,486.40	\$54.06 \$4,324.80 \$112.444.80 19 \$60.92 \$4.873.60 \$126.713.60	\$54.62 \$4,369.60 \$113,609.60 20 \$61.55 \$4,924.00 \$128,024.00	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60	\$55.70 \$4,456.00 \$115,856.00 22 \$62.78 \$5,022.40 \$130,582.40	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60	\$56.83 \$4,546.40 \$118,206.40 24 \$64.05 \$5,124.00 \$133,224.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$50.93 \$4,074.40 \$105.934.40 13 \$57.40 \$4.592.00 \$119,392.00 25 \$64.69	\$51.47 \$4,117.60 \$107,057.60 14 \$57.97 \$4,637.60 \$120,577.60 26 \$65.33	\$51.97 \$4,157.60 \$108.097.60 15 \$58.56 \$4,684.80 \$121,804.80 27 \$65.99	\$52.49 \$4,199.20 \$109.179.20 16 \$59.13 \$4,730.40 \$122,990.40 28 \$66.64	\$53.02 \$4,241.60 \$110.281.60 17 \$59.73 \$4,778.40 \$124,238.40 29 \$67.32	\$53.55 \$4,284.00 \$111.384.00 18 \$60.33 \$4.826.40 \$125.486.40 30 \$67.98	\$54.06 \$4,324.80 \$112.444.80 19 \$60.92 \$4.873.60 \$126,713.60 31 \$68.67	\$54.62 \$4,369.60 \$113,609.60 20 \$61.55 \$4,924.00 \$128,024.00 32 \$69.37	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60 33 \$70.05	\$55.70 \$4,456.00 \$115.856.00 22 \$62.78 \$5.022.40 \$130,582.40 34 \$70.75	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60 35 \$71.48	\$56.83 \$4,546.40 \$118.206.40 24 \$64.05 \$5.124.00 \$133,224.00 36 \$72.18
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$50.93 \$4,074.40 \$105.934.40 13 \$57.40 \$4,592.00 \$119.392.00 25 \$64.69 \$5,175.20	\$51.47 \$4,117.60 \$107.057.60 14 \$57.97 \$4,637.60 \$120.577.60 26 \$65.33 \$5,226.40	\$51.97 \$4,157.60 \$108.097.60 15 \$58.56 \$4,684.80 \$121.804.80 27 \$65.99 \$5,279.20	\$52.49 \$4,199.20 \$109.179.20 16 \$59.13 \$4,730.40 \$122.990.40 28 \$66.64 \$5,331.20	\$53.02 \$4,241.60 \$110.281.60 17 \$59.73 \$4.778.40 \$124.238.40 29 \$67.32 \$5,385.60	\$53.55 \$4,284.00 \$111.384.00 18 \$60.33 \$4.826.40 \$125.486.40 30 \$67.98 \$5.438.40	\$54.06 \$4,324.80 \$112.444.80 19 \$60.92 \$4.873.60 \$126.713.60 31 \$68.67 \$5.493.60	\$54.62 \$4,369.60 \$113.609.60 20 \$61.55 \$4,924.00 \$128.024.00 32 \$69.37 \$5,549.60	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60 33 \$70.05 \$5,604.00	\$55.70 \$4,456.00 \$115.856.00 22 \$62.78 \$5,022.40 \$130.582.40 34 \$70.75 \$5,660.00	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60 35 \$71.48 \$5.718.40	\$56.83 \$4,546.40 \$118.206.40 24 \$64.05 \$5,124.00 \$133.224.00 36 \$72.18 \$5,774.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.93 \$4,074.40 \$105.934.40 13 \$57.40 \$4,592.00 \$119.392.00 25 \$64.69 \$5,175.20 \$134,555.20	\$51.47 \$4,117.60 \$107,057.60 14 \$57.97 \$4,637.60 \$120,577.60 26 \$65.33	\$51.97 \$4,157.60 \$108.097.60 15 \$58.56 \$4,684.80 \$121,804.80 27 \$65.99	\$52.49 \$4,199.20 \$109,179.20 16 \$59.13 \$4,730.40 \$122,990.40 28 \$66.64 \$5,331.20 \$138,611.20	\$53.02 \$4,241.60 \$110.281.60 17 \$59.73 \$4.778.40 \$124.238.40 29 \$67.32 \$5.385.60 \$140.025.60	\$53.55 \$4,284.00 \$111.384.00 \$111.384.00 18 \$60.33 \$4.826.40 \$125.486.40 30 \$67.98 \$5.438.40 \$141.398.40	\$54.06 \$4,324.80 \$112.444.80 19 \$60.92 \$4.873.60 \$126,713.60 31 \$68.67	\$54.62 \$4,369.60 \$113,609.60 20 \$61.55 \$4,924.00 \$128,024.00 32 \$69.37	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60 33 \$70.05	\$55.70 \$4,456.00 \$115.856.00 22 \$62.78 \$5.022.40 \$130,582.40 34 \$70.75	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60 35 \$71.48	\$56.83 \$4,546.40 \$118.206.40 24 \$64.05 \$5.124.00 \$133.224.00 36 \$72.18 \$5,774.40 \$150.134.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Hourly Steps	\$50.93 \$4,074.40 \$105.934.40 13 \$57.40 \$4.592.00 \$119.392.00 25 \$64.69 \$5.175.20 \$134.555.20	\$51.47 \$4,117.60 \$107.057.60 14 \$57.97 \$4,637.60 \$120.577.60 26 \$65.33 \$5,226.40 \$135,886.40	\$51.97 \$4,157.60 \$108.097.60 15 \$58.56 \$4,684.80 \$121.804.80 27 \$65.99 \$5,279.20 \$137,259.20	\$52.49 \$4,199.20 \$109,179.20 16 \$59.13 \$4,730.40 \$122,990.40 28 \$66.64 \$5,331.20 \$138,611.20	\$53.02 \$4,241.60 \$110.281.60 17 \$59.73 \$4,778.40 \$124,238.40 29 \$67.32 \$5.385.60 \$140,025.60	\$53.55 \$4,284.00 \$111.384.00 18 \$60.33 \$4.826.40 \$125,486.40 30 \$67.98 \$5,438.40 \$141.398.40	\$54.06 \$4,324.80 \$112.444.80 19 \$60.92 \$4.873.60 \$126.713.60 31 \$68.67 \$5.493.60 \$142.833.60	\$54.62 \$4,369.60 \$113.609.60 20 \$61.55 \$4,924.00 \$128.024.00 32 \$69.37 \$5,549.60 \$144.289.60	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60 33 \$70.05 \$5,604.00 \$145,704.00	\$55.70 \$4,456.00 \$115.856.00 \$22 \$62.78 \$5,022.40 \$130.582.40 \$70.75 \$5,660.00 \$147.160.00	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60 35 \$71.48 \$5,718.40 \$148,678.40	\$56.83 \$4,546.40 \$118.206.40 24 \$64.05 \$5.124.00 \$133.224.00 36 \$72.18 \$5,774.40 \$150,134.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.93 \$4,074.40 \$105.934.40 13 \$57.40 \$4.592.00 \$119.392.00 25 \$64.69 \$5.175.20 \$134.555.20	\$51.47 \$4,117.60 \$107.057.60 14 \$57.97 \$4,637.60 \$120.577.60 26 \$65.33 \$5,226.40 \$135,886.40	\$51.97 \$4,157.60 \$108.097.60 15 \$58.56 \$4,684.80 \$121.804.80 27 \$65.99 \$5,279.20 \$137,259.20	\$52.49 \$4,199.20 \$109,179.20 16 \$59.13 \$4,730.40 \$122.990.40 28 \$66.64 \$5,331.20 \$138,611.20	\$53.02 \$4,241.60 \$110.281.60 17 \$59.73 \$4.778.40 \$124,238.40 29 \$67.32 \$5.385.60 \$140.025.60	\$53.55 \$4,284.00 \$111.384.00 18 \$60.33 \$4.826.40 \$125,486.40 30 \$67.98 \$5,438.40 \$141.398.40	\$54.06 \$4,324.80 \$112.444.80 19 \$60.92 \$4.873.60 \$126.713.60 31 \$68.67 \$5.493.60 \$142.833.60	\$54.62 \$4,369.60 \$113.609.60 20 \$61.55 \$4,924.00 \$128.024.00 32 \$69.37 \$5,549.60 \$144.289.60	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60 33 \$70.05 \$5,604.00 \$145,704.00	\$55.70 \$4,456.00 \$115.856.00 22 \$62.78 \$5,022.40 \$130.582.40 34 \$70.75 \$5,660.00 \$147.160.00	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60 35 \$71.48 \$5,718.40 \$148.678.40	\$56.83 \$4,546.40 \$118.206.40 24 \$64.05 \$5.124.00 \$133.224.00 36 \$72.18 \$5,774.40 \$150.134.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Hourly Steps	\$50.93 \$4,074.40 \$105.934.40 13 \$57.40 \$4.592.00 \$119.392.00 25 \$64.69 \$5.175.20 \$134.555.20	\$51.47 \$4,117.60 \$107.057.60 14 \$57.97 \$4,637.60 \$120.577.60 26 \$65.33 \$5,226.40 \$135,886.40	\$51.97 \$4,157.60 \$108.097.60 15 \$58.56 \$4,684.80 \$121.804.80 27 \$65.99 \$5,279.20 \$137,259.20	\$52.49 \$4,199.20 \$109,179.20 16 \$59.13 \$4,730.40 \$122,990.40 28 \$66.64 \$5,331.20 \$138,611.20	\$53.02 \$4,241.60 \$110.281.60 17 \$59.73 \$4,778.40 \$124,238.40 29 \$67.32 \$5.385.60 \$140,025.60	\$53.55 \$4,284.00 \$111.384.00 18 \$60.33 \$4.826.40 \$125,486.40 30 \$67.98 \$5,438.40 \$141.398.40	\$54.06 \$4,324.80 \$112.444.80 19 \$60.92 \$4.873.60 \$126.713.60 31 \$68.67 \$5.493.60 \$142.833.60	\$54.62 \$4,369.60 \$113.609.60 20 \$61.55 \$4,924.00 \$128.024.00 32 \$69.37 \$5,549.60 \$144.289.60	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60 33 \$70.05 \$5,604.00 \$145,704.00	\$55.70 \$4,456.00 \$115.856.00 \$22 \$62.78 \$5,022.40 \$130.582.40 \$70.75 \$5,660.00 \$147.160.00	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60 35 \$71.48 \$5,718.40 \$148,678.40	\$56.83 \$4,546.40 \$118.206.40 24 \$64.05 \$5.124.00 \$133.224.00 36 \$72.18 \$5,774.40 \$150,134.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.93 \$4,074.40 \$105.934.40 13 \$57.40 \$4.592.00 \$119.392.00 25 \$64.69 \$5.175.20 \$134,555.20 37 \$72.89 \$5.831.20	\$51.47 \$4,117.60 \$107.057.60 14 \$57.97 \$4,637.60 \$120.577.60 26 \$65.33 \$5,226.40 \$135,886.40 38 \$73.61 \$5,888.80	\$51.97 \$4,157.60 \$108.097.60 15 \$58.56 \$4,684.80 \$121.804.80 27 \$65.99 \$5,279.20 \$137,259.20 39 \$74.35 \$5,948.00	\$52.49 \$4,199.20 \$109.179.20 16 \$59.13 \$4,730.40 \$122,990.40 28 \$66.64 \$5,331.20 \$138,611.20 40 \$75.09 \$6,007.20	\$53.02 \$4,241.60 \$110.281.60 17 \$59.73 \$4,778.40 \$124,238.40 29 \$67.32 \$5.385.60 \$140,025.60 41 \$75.84 \$6,067.20	\$53.55 \$4,284.00 \$111.384.00 \$111.384.00 \$18 \$60.33 \$4,826.40 \$125.486.40 \$125.486.40 \$567.98 \$5,438.40 \$141.398.40 \$141.398.40 \$76.59 \$6.127.20 \$159.307.20	\$54.06 \$4,324.80 \$112,444.80 19 \$60.92 \$4.873.60 \$126,713.60 31 \$68.67 \$5.493.60 \$142,833.60 43 \$77.38 \$6,190.40	\$54.62 \$4,369.60 \$113.609.60 20 \$61.55 \$4,924.00 \$128.024.00 32 \$69.37 \$5,549.60 \$144.289.60 44 \$78.14 \$6.251.20	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60 33 \$70.05 \$5,604.00 \$145,704.00 45 \$78.94 \$6,315.20	\$55.70 \$4,456.00 \$115.856.00 \$22 \$62.78 \$5,022.40 \$130.582.40 \$70.75 \$5,660.00 \$147.160.00 \$46 \$79.72 \$6,377.60	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60 35 \$71.48 \$5,718.40 \$148.678.40 47 \$80.53 \$6.442.40	\$56.83 \$4,546.40 \$118.206.40 24 \$64.05 \$5.124.00 \$133.224.00 36 \$72.18 \$5,774.40 \$150,134.40 48 \$81.32 \$6.505.60
Hourly Biweekly Annually Steps	\$50.93 \$4,074.40 \$105.934.40 13 \$57.40 \$4,592.00 \$119.392.00 25 \$64.69 \$5.175.20 \$134.555.20 37 \$72.89 \$5,831.20 \$151,611.20	\$51.47 \$4,117.60 \$107.057.60 14 \$57.97 \$4,637.60 \$120.577.60 26 \$65.33 \$5,226.40 \$135,886.40 38 \$73.61 \$5,888.80 \$153,108.80	\$51.97 \$4,157.60 \$108.097.60 15 \$58.56 \$4,684.80 \$121.804.80 27 \$65.99 \$5,279.20 \$137,259.20 39 \$74.35 \$5,948.00 \$154,648.00	\$52.49 \$4,199.20 \$109.179.20 16 \$59.13 \$4,730.40 \$122,990.40 28 \$66.64 \$5,331.20 \$138,611.20 40 \$75.09 \$6,007.20 \$156,187.20	\$53.02 \$4,241.60 \$110.281.60 17 \$59.73 \$4,778.40 \$124,238.40 29 \$67.32 \$5.385.60 \$140.025.60 41 \$75.84 \$6,067.20 \$157.747.20	\$53.55 \$4,284.00 \$111.384.00 18 \$60.33 \$4.826.40 \$125.486.40 30 \$67.98 \$5.438.40 \$141.398.40 42 \$76.59 \$6.127.20 \$159.307.20	\$54.06 \$4,324.80 \$112,444.80 19 \$60.92 \$4.873.60 \$126,713.60 31 \$68.67 \$5.493.60 \$142,833.60 43 \$77.38 \$6,190.40 \$160.950.40	\$54.62 \$4,369.60 \$113.609.60 20 \$61.55 \$4,924.00 \$128.024.00 32 \$69.37 \$5,549.60 \$144.289.60 44 \$78.14 \$6.251.20	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60 33 \$70.05 \$5,604.00 \$145,704.00 45 \$78.94 \$6,315.20	\$55.70 \$4,456.00 \$115.856.00 \$22 \$62.78 \$5,022.40 \$130.582.40 \$70.75 \$5,660.00 \$147.160.00 \$46 \$79.72 \$6,377.60	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60 35 \$71.48 \$5,718.40 \$148.678.40 47 \$80.53 \$6.442.40	\$56.83 \$4,546.40 \$118.206.40 24 \$64.05 \$5.124.00 \$133.224.00 36 \$72.18 \$5,774.40 \$150,134.40 48 \$81.32 \$6.505.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$50.93 \$4,074.40 \$105.934.40 13 \$57.40 \$4.592.00 \$119.392.00 25 \$64.69 \$5.175.20 \$134.555.20 37 \$72.89 \$5,831.20 \$151.611.20	\$51.47 \$4,117.60 \$107.057.60 14 \$57.97 \$4,637.60 \$120.577.60 26 \$65.33 \$5,226.40 \$135.886.40 38 \$73.61 \$5,888.80 \$153,108.80	\$51.97 \$4,157.60 \$108.097.60 15 \$58.56 \$4,684.80 \$121.804.80 27 \$65.99 \$5,279.20 \$137.259.20 39 \$74.35 \$5,948.00 \$154,648.00	\$52.49 \$4,199.20 \$109.179.20 16 \$59.13 \$4,730.40 \$122.990.40 28 \$66.64 \$5,331.20 \$138.611.20 40 \$75.09 \$6,007.20 \$156,187.20 52 \$84.61	\$53.02 \$4,241.60 \$110.281.60 17 \$59.73 \$4.778.40 \$124.238.40 29 \$67.32 \$5.385.60 \$140.025.60 41 \$75.84 \$6.067.20 \$157.747.20	\$53.55 \$4,284.00 \$111.384.00 \$111.384.00 \$18 \$60.33 \$4.826.40 \$125.486.40 \$125.486.40 \$67.98 \$5.438.40 \$141.398.40 \$141.398.40 \$141.398.40 \$159.307.20	\$54.06 \$4,324.80 \$112.444.80 19 \$60.92 \$4.873.60 \$126.713.60 31 \$68.67 \$5.493.60 \$142.833.60 43 \$77.38 \$6.190.40 \$160.950.40	\$54.62 \$4,369.60 \$113.609.60 20 \$61.55 \$4,924.00 \$128.024.00 32 \$69.37 \$5,549.60 \$144.289.60 44 \$78.14 \$6.251.20	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60 33 \$70.05 \$5,604.00 \$145,704.00 45 \$78.94 \$6,315.20	\$55.70 \$4,456.00 \$115.856.00 \$22 \$62.78 \$5,022.40 \$130.582.40 \$70.75 \$5,660.00 \$147.160.00 \$46 \$79.72 \$6,377.60	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60 35 \$71.48 \$5,718.40 \$148.678.40 47 \$80.53 \$6.442.40	\$56.83 \$4,546.40 \$118.206.40 24 \$64.05 \$5.124.00 \$133.224.00 36 \$72.18 \$5,774.40 \$150,134.40 48 \$81.32 \$6.505.60
Hourly Biweekly Annually Steps	\$50.93 \$4,074.40 \$105.934.40 13 \$57.40 \$4,592.00 \$119.392.00 25 \$64.69 \$5.175.20 \$134.555.20 37 \$72.89 \$5,831.20 \$151,611.20	\$51.47 \$4,117.60 \$107.057.60 14 \$57.97 \$4,637.60 \$120.577.60 26 \$65.33 \$5,226.40 \$135,886.40 38 \$73.61 \$5,888.80 \$153,108.80	\$51.97 \$4,157.60 \$108.097.60 15 \$58.56 \$4,684.80 \$121.804.80 27 \$65.99 \$5,279.20 \$137,259.20 39 \$74.35 \$5,948.00 \$154,648.00	\$52.49 \$4,199.20 \$109.179.20 16 \$59.13 \$4,730.40 \$122,990.40 28 \$66.64 \$5,331.20 \$138,611.20 40 \$75.09 \$6,007.20 \$156,187.20	\$53.02 \$4,241.60 \$110.281.60 17 \$59.73 \$4,778.40 \$124,238.40 29 \$67.32 \$5.385.60 \$140.025.60 41 \$75.84 \$6,067.20 \$157.747.20	\$53.55 \$4,284.00 \$111.384.00 18 \$60.33 \$4.826.40 \$125.486.40 30 \$67.98 \$5.438.40 \$141.398.40 42 \$76.59 \$6.127.20 \$159.307.20	\$54.06 \$4,324.80 \$112,444.80 19 \$60.92 \$4.873.60 \$126,713.60 31 \$68.67 \$5.493.60 \$142,833.60 43 \$77.38 \$6,190.40 \$160.950.40	\$54.62 \$4,369.60 \$113.609.60 20 \$61.55 \$4,924.00 \$128.024.00 32 \$69.37 \$5,549.60 \$144.289.60 44 \$78.14 \$6.251.20	\$55.17 \$4,413.60 \$114,753.60 21 \$62.17 \$4,973.60 \$129,313.60 33 \$70.05 \$5,604.00 \$145,704.00 45 \$78.94 \$6,315.20	\$55.70 \$4,456.00 \$115.856.00 \$22 \$62.78 \$5,022.40 \$130.582.40 \$70.75 \$5,660.00 \$147.160.00 \$46 \$79.72 \$6,377.60	\$56.27 \$4,501.60 \$117.041.60 23 \$63.42 \$5.073.60 \$131.913.60 35 \$71.48 \$5,718.40 \$148.678.40 47 \$80.53 \$6.442.40	\$56.83 \$4,546.40 \$118.206.40 24 \$64.05 \$5.124.00 \$133.224.00 36 \$72.18 \$5,774.40 \$150,134.40 48 \$81.32 \$6.505.60

(Non-bargaining unit)

ALEUTIAN ISLANDS-ADAK-SAND POINT-BRISTOL BAY-DILLINGHAM (27%)

Steps													
Houriv	Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps		\$13.40	\$13.55	\$13.68	\$13.82	\$13.95	\$14.08	\$14.23	\$14.36	\$14.50	\$14.64	\$14.81	\$14.95
Steps	Biweek	kly \$1,072.00	\$1,084.00	\$1,094.40	\$1,105.60	\$1,116.00	\$1,126.40	\$1,138.40	\$1,148.80	\$1,160.00	\$1,171.20	\$1,184.80	\$1,196.00
Hourk S15.09 S15.25 S15.42 S15.55 S15.71 S15.85 S16.00 S16.19 S16.33 S16.52 S16.67 S16.94	Annual	lly \$27,872.00	\$28,184.00	\$28,454.40	\$28,745.60	\$29,016.00	\$29,286.40	\$29,598.40	\$29,868.80	\$30,160.00	\$30,451.20	\$30,804.80	\$31,096.00
Hourk S15.09 S15.25 S15.42 S15.55 S15.71 S15.85 S16.00 S16.19 S16.33 S16.52 S16.67 S16.94	Chana												
Biweekly \$1,077.00 \$1,273.00 \$1,273.00 \$1,273.00 \$1,273.00 \$1,274.00 \$1,276.80 \$31,276.00 \$31,276.00 \$31,376.00 \$31,376.00 \$31,376.00 \$34,676.00 \$33,675.00 \$33,675.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$33,676.00 \$34,676.00	•											_	
Steps 25													
Steps													
Hourly S16-99 S17.16 S17.35 S17.35 S17.50 S17.71 S17.87 S18.05 S18.23 S18.42 S18.59 S18.77 S18.07 S	Annual	lly \$31,387.20	\$31,720.00	\$32,073.60	\$32,344.00	\$32,676.80	\$32,968.00	\$33,280.00	\$33,675.20	\$33,966.40	\$34,361.60	\$34,673.60	\$35,027.20
Hourly S16-99 S17.16 S17.35 S17.35 S17.50 S17.71 S17.87 S18.05 S18.23 S18.42 S18.59 S18.77 S18.07 S													
Biweeky \$1,599.20 \$1,472.80 \$31,599.20 \$31,599.20 \$34,600.00 \$36,400.00 \$36,400.00 \$31,416.80 \$31,473.60 \$51,473.60 \$51,473.60 \$51,487.20 \$339,041.60 \$39,457.60	•												
Steps													
Steps													
Hourhy S1915 S1934 S1955 S1974 S1994 S1995 S1974 S2014 S2033 S2075 S2096 S2117 S2128 S1984 S1984 S1985 S1974 S1994 S2014 S2033 S2075 S2096 S2117 S2128 S1984 S1984 S1985 S1984 S1985 S1984 S1984 S1985 S19	Annual	lly \$35,339.20	\$35,692.80	\$36,088.00	\$36,400.00	\$36,836.80	\$37,169.60	\$37,544.00	\$37,918.40	\$38,313.60	\$38,667.20	\$39,041.60	\$39,457.60
Hourhy S1915 S1934 S1955 S1974 S1994 S1995 S1974 S2014 S2033 S2075 S2096 S2117 S2128 S1984 S1984 S1985 S1974 S1994 S2014 S2033 S2075 S2096 S2117 S2128 S1984 S1984 S1985 S1984 S1985 S1984 S1984 S1985 S19													
Biweekly S1,532.00 S1,547.20 S1,547.00 S1,547.00 S1,547.00 S1,547.00 S1,547.00 S1,547.00 S1,547.00 S1,547.00 S1,547.00 S1,475.20 S1,481.20 S42,286.40 S42,702.40 S43,660.00 S43,596.80 S44,036.60 S44,470.40	•												
Steps													
Steps 49 50 51 52 53 54 55		-											
Hourly Biweekly 51.727.20 S1.744.00 S1.760.80 S1.779.20 S1.779.60 S1.816.00 S1.834.40 S47.997.20 S45.344.00 S45.780.80 S46.259.20 S46.737.60 S1.816.00 S47.894.40 S47.894.894.40 S47.894.40 S47.894.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.80 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.80 S47.894.40 S47.89	Annual	lly \$39,832.00	\$40,227.20	\$40,664.00	\$41,059.20	\$41,475.20	\$41,891.20	\$42,286.40	\$42,702.40	\$43,160.00	\$43,596.80	\$44,033.60	\$44,470.40
Hourly Biweekly 51.727.20 S1.744.00 S1.760.80 S1.779.20 S1.779.60 S1.816.00 S1.834.40 S47.997.20 S45.344.00 S45.780.80 S46.259.20 S46.737.60 S1.816.00 S47.894.40 S47.894.894.40 S47.894.40 S47.894.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.80 S47.894.40 S47.894.40 S47.894.40 S47.894.40 S47.894.80 S47.894.40 S47.89	Steps	10	E0	E1	E2	EO	EΛ	EE					
Biweekly S1,727,20 S1,744.00 S1,760.80 S1,769.80 S46,737.60 S1,816.00 S1,816.00 S1,814.00 S47,694.40		_											
Grade 72 Steps 1 2 3 4.4.00 \$45,344.00 \$45,780.80 \$46,259.20 \$46,737.60 \$47,216.00 \$47,694.40 Steps 1 2 3 4 5 5 6 7 8 9 10 11 12 Hourly \$15,09 \$15,25 \$15,42 \$15,55 \$15,71 \$15,85 \$16.00 \$1,61.9 \$16.33 \$16.52 \$16.67 \$16.84 \$18.00 \$1.207.20 \$1.200.0 \$51,200.0 \$51,236.00 \$1.265.80 \$1.208.00 \$1.295.20 \$1.306.40 \$1.321.60 \$31,321.60 \$1.3347.20 \$40.001 \$31,270.00 \$32,073.60 \$32,074.00 \$32,676.80 \$32,676.80 \$33,800.0 \$33,800.0 \$33,800.0 \$33,805.20 \$33,806.40 \$34,351.60 \$34,673.60 \$35,007.20 \$40.001 \$1.001		\$21.59			\$22.24			\$22.93					
Steps 1 2 3 4 5 5 5 5 5 5 5 5 5													
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly \$15.09 \$15.25 \$15.42 \$15.55 \$15.71 \$15.85 \$16.00 \$16.19 \$16.33 \$16.52 \$16.67 \$16.84 Biweekly \$1,207.20 \$1,220.00 \$12,236.00 \$1,285.00 \$1,285.00 \$13,366.40 \$13,316.00 \$34,347.20 Annually \$31,387.20 \$31,720.00 \$32,073.60 \$32,676.80 \$32,968.00 \$33,280.00 \$33,696.40 \$34,361.60 \$34,673.60 \$34,673.60 \$34,673.60 \$35,077.20 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$16.99 \$17.16 \$17.35 \$17.50 \$17.71 \$18.72 \$18.93 \$18.42 \$18.59 \$18.77 \$18.99 \$18.91 \$18.79 \$18.79 \$18.79 \$18.97 \$18.90 \$18.710.40 \$18.91 \$18.92<	Annuai	il y \$44,907.20	\$45,344.00	\$45,780.80	\$46,259.20	\$46,737.60	\$47,216.00	\$47,694.40					
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly \$15.09 \$15.25 \$15.42 \$15.55 \$15.71 \$15.85 \$16.00 \$16.19 \$16.33 \$16.52 \$16.67 \$16.84 Biweekly \$1,207.20 \$1,220.00 \$12,236.00 \$1,286.00 \$1,289.00 \$13,295.20 \$13,306.40 \$13,347.20 Annually \$31,387.20 \$31,720.00 \$32,073.60 \$32,676.80 \$32,968.00 \$33,280.00 \$33,696.40 \$34,361.60 \$34,673.60 \$34,673.60 \$34,673.60 \$35,077.20 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$16.99 \$17.16 \$17.35 \$17.50 \$17.71 \$18.79 \$18.23 \$18.42 \$18.59 \$18.77 \$18.99 \$18.97 \$18.97 \$18.97 \$18.97 \$18.97 \$18.90 \$1.67.80 \$14.40 \$1.58.40<													
Hourity \$15.09 \$15.25 \$15.42 \$15.55 \$15.71 \$15.85 \$16.00 \$16.19 \$16.33 \$16.52 \$16.67 \$16.84 \$1.207.20 \$1,207.20 \$1,220.00 \$1,233.60 \$1,244.00 \$1,256.80 \$1,268.00 \$1,280.00 \$1,295.20 \$1,306.40 \$1,321.60 \$1,333.60 \$1,347.20 \$1.308.40 \$31,347.20 \$31,347.20 \$31,347.20 \$32,073.60 \$32,073.60 \$32,076.80 \$32,076.80 \$32,968.00 \$33,280.00 \$33,285.20 \$33,066.40 \$34,361.60 \$34,673.60 \$35,027.20 \$1.308.40	Grade 7	2											
Biweekly \$1,207.20 \$1,220.00 \$1,233.60 \$1,244.00 \$1,256.80 \$1,268.00 \$1,280.00 \$1,280.00 \$1,295.20 \$1,306.40 \$51,321.60 \$51,333.60 \$1,347.20 \$31,372.00 \$32,073.60 \$32,344.00 \$32,676.80 \$32,968.00 \$33,280.00 \$33,280.00 \$33,675.20 \$33,966.40 \$534,361.60 \$534,673.60 \$535,027.20 \$20.00	Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps 13	Hourly		\$15.25		\$15.55	\$15.71	\$15.85	\$16.00		\$16.33	\$16.52	\$16.67	\$16.84
Steps 13	Biweek	kly \$1,207.20	\$1,220.00	\$1,233.60	\$1,244.00	\$1,256.80	\$1,268.00	\$1,280.00	\$1,295.20	\$1,306.40	\$1,321.60	\$1,333.60	\$1,347.20
Hourly \$16.99 \$17.16 \$17.35 \$17.50 \$17.71 \$17.87 \$18.05 \$18.23 \$18.42 \$18.59 \$18.77 \$18.97 \$1	Annual	lly \$31,387.20	\$31,720.00	\$32,073.60	\$32,344.00	\$32,676.80	\$32,968.00	\$33,280.00	\$33,675.20	\$33,966.40	\$34,361.60	\$34,673.60	\$35,027.20
Hourly \$16.99 \$17.16 \$17.35 \$17.50 \$17.71 \$17.87 \$18.05 \$18.23 \$18.42 \$18.59 \$18.77 \$18.97 \$1	Stone									•			2.4
Biweekly S1,359.20 S1,372.80 S1,388.00 S1,400.00 S1,416.80 S1,429.60 S1,444.00 S1,458.40 S1,473.60 S1,487.20 S1,501.60 S1,517.60 S39,041.60 S39,041.60 S39,041.60 S39,0457.60	•											_	
Annually \$35,339.20 \$35,692.80 \$36,080.00 \$36,400.00 \$36,836.80 \$37,169.60 \$37,544.00 \$37,918.40 \$38,313.60 \$38,667.20 \$39,041.60 \$39,457.60 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$19.15 \$19.34 \$19.55 \$19.74 \$19.94 \$20.14 \$20.33 \$20.53 \$20.75 \$20.96 \$21.17 \$21.38 Biweekly \$1.532.00 \$1.547.20 \$1.569.20 \$1.599.20 \$1.599.20 \$1.599.20 \$1.676.40 \$1.662.40 \$1.660.00 \$1.676.80 \$1.693.60 \$1.710.40 Annually \$39,832.00 \$40,227.20 \$40,664.00 \$41,475.20 \$41,891.20 \$42,286.40 \$42,702.40 \$43,160.00 \$43,596.80 \$44,033.60 \$44,470.40 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$													
Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$19.15 \$19.34 \$19.55 \$19.74 \$19.94 \$20.14 \$20.33 \$20.53 \$20.75 \$20.96 \$21.17 \$21.38 Biweekly \$1,532.00 \$1,547.20 \$1.564.00 \$1,579.20 \$1,595.20 \$1,611.20 \$1,626.40 \$1,642.40 \$1,660.00 \$1,676.80 \$1,693.60 \$1,710.40 Annually \$39,832.00 \$40,227.20 \$40,664.00 \$41,059.20 \$41.891.20 \$42,286.40 \$42,702.40 \$43,160.00 \$43,596.80 \$44,033.60 \$44,470.40 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$21.59 \$21.80 \$22.01 \$22.24 \$22.47 \$22.70 \$22.93 \$23.15 \$23.37 \$23.60 \$23.85 \$24.09 Biweekly \$1,727.20 \$1,744.00													
Hourly \$19.15 \$19.34 \$19.55 \$19.74 \$19.94 \$20.14 \$20.33 \$20.53 \$20.75 \$20.96 \$21.17 \$21.38 Biweekly \$1.532.00 \$1.547.20 \$1.564.00 \$1.579.20 \$1.579.20 \$1.595.20 \$1.611.20 \$1.626.40 \$1.642.40 \$1.660.00 \$1.676.80 \$1.693.60 \$1.710.40 Annually \$39.832.00 \$40.227.20 \$40.664.00 \$41.059.20 \$41.475.20 \$41.891.20 \$42.286.40 \$42.702.40 \$43.160.00 \$43.596.80 \$44.033.60 \$44.470.40 \$1.660.00 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$41.475.20 \$41.891.20 \$42.286.40 \$42.702.40 \$43.160.00 \$43.596.80 \$44.033.60 \$44.470.40 \$1.676.80 \$1.676.	Annuai	il y \$35,339.20	\$35,692.80	\$36,088.00	\$36,400.00	\$36,836.80	\$37,169.60	\$37,544.00	\$37,918.40	\$38,313.60	\$38,667.20	\$39,041.60	\$39,457.60
Hourly \$19.15 \$19.34 \$19.55 \$19.74 \$19.94 \$20.14 \$20.33 \$20.53 \$20.75 \$20.96 \$21.17 \$21.38 Biweekly \$1.532.00 \$1.547.20 \$1.564.00 \$1.579.20 \$1.579.20 \$1.595.20 \$1.611.20 \$1.626.40 \$1.642.40 \$1.660.00 \$1.676.80 \$1.693.60 \$1.710.40 Annually \$39.832.00 \$40.227.20 \$40.664.00 \$41.059.20 \$41.475.20 \$41.891.20 \$42.286.40 \$42.702.40 \$43.160.00 \$43.596.80 \$44.033.60 \$44.470.40 \$1.660.00 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$1.676.80 \$41.475.20 \$41.891.20 \$42.286.40 \$42.702.40 \$43.160.00 \$43.596.80 \$44.033.60 \$44.470.40 \$1.676.80 \$1.676.	Stens	25	26	27	20	20	20	21	วา	22	24	25	26
Biweekly \$1,532.00 \$1,547.20 \$1,564.00 \$1,579.20 \$1,595.20 \$1,611.20 \$1,624.40 \$1,660.00 \$1,676.80 \$1,693.60 \$1,710.40	-							_					
Annually \$39,832.00 \$40,227.20 \$40,664.00 \$41,059.20 \$41,475.20 \$41,891.20 \$42,286.40 \$42,702.40 \$43,160.00 \$43,596.80 \$44,033.60 \$44,470.40 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$21.59 \$21.80 \$22.01 \$22.24 \$22.47 \$22.70 \$22.93 \$23.15 \$23.37 \$23.60 \$23.85 \$24.09 Biweekly \$1,727.20 \$1,744.00 \$1,760.80 \$1,797.60 \$1,816.00 \$1,834.40 \$1,852.00 \$1,869.60 \$1,888.00 \$1,908.00 \$1,927.20 Annually \$44,907.20 \$45,344.00 \$45,780.80 \$46,259.20 \$46,737.60 \$47,216.00 \$47,694.40 \$48,152.00 \$48,609.60 \$49,088.00 \$49,608.00 \$50,107.20 Steps 49 50 51 52 53 54 55 Hourly \$24.32 \$24.56 \$24.83 \$25.04 \$25.													
Steps 37 38 39 40 41 42 43 44 45 46 47 48													
Hourly \$21.59 \$21.80 \$22.01 \$22.24 \$22.47 \$22.70 \$22.93 \$23.15 \$23.37 \$23.60 \$23.85 \$24.09 \$24.09 \$25.20 \$1.744.00 \$1.760.80 \$1.779.20 \$1.797.60 \$1.816.00 \$1.834.40 \$1.852.00 \$1.869.60 \$1.888.00 \$1.908.00 \$1.927.20 \$1.797.20 \$45.344.00 \$45.780.80 \$46.259.20 \$46.737.60 \$47.216.00 \$47.694.40 \$48.152.00 \$48.609.60 \$49.088.00 \$49.608.00 \$50.107.20 \$1.797.20	Ailliuai	ily \$59,652.00	\$40,227.20	\$40,004.00	\$41,059.20	341,475.20	341,091.20	342,200.40	342,702.40	\$45,100.00	343,390.60	344,055.00	344,470.40
Hourly \$21.59 \$21.80 \$22.01 \$22.24 \$22.47 \$22.70 \$22.93 \$23.15 \$23.37 \$23.60 \$23.85 \$24.09 \$1.797.20 \$1.744.00 \$1.760.80 \$1.779.20 \$1.797.60 \$1.816.00 \$1.834.40 \$1.852.00 \$1.869.60 \$1.888.00 \$1.908.00 \$1.927.20 \$1.908.00 \$1.927.20 \$1.908.00 \$1.927.20 \$1.908.00 \$1.927.20 \$1.908.00 \$1.92	Steps	37	38	39	40	41	42	43	44	45	46	47	48
Biweekly Annually \$1,727.20 \$1,744.00 \$1,760.80 \$1,779.20 \$1,816.00 \$1,834.40 \$1,852.00 \$1,869.60 \$1,888.00 \$1,908.00 \$1,927.20 Annually \$44,907.20 \$45,344.00 \$45,780.80 \$46,259.20 \$46,737.60 \$47,216.00 \$47,694.40 \$48,152.00 \$48,609.60 \$49,088.00 \$49,608.00 \$50,107.20 Steps 49 50 51 52 53 54 55 Hourly \$24.32 \$24.56 \$24.83 \$25.04 \$25.32 \$25.56 \$25.84 Biweekly \$1,945.60 \$1,964.80 \$1,986.40 \$2,003.20 \$2,003.20 \$2,044.80 \$2,044.80 \$2,067.20	•												
Annually \$44,907.20 \$45,344.00 \$45,780.80 \$46,259.20 \$46,737.60 \$47,216.00 \$47,694.40 \$48,152.00 \$48,609.60 \$49,088.00 \$49,608.00 \$50,107.20 Steps 49 50 51 52 53 54 55 Hourly \$24.32 \$24.56 \$24.83 \$25.04 \$25.32 \$25.56 \$25.84 Biweekly \$1,945.60 \$1,964.80 \$1,986.40 \$2,003.20 \$2,025.60 \$2,044.80 \$2,067.20													
Steps 49 50 51 52 53 54 55 Hourly \$24.32 \$24.56 \$24.83 \$25.04 \$25.32 \$25.56 \$25.84 Biweekly \$1.945.60 \$1.964.80 \$1.986.40 \$2.003.20 \$2.025.60 \$2.044.80 \$2.067.20													
Hourly \$24.32 \$24.56 \$24.83 \$25.04 \$25.32 \$25.56 \$25.84 Biweekly \$1,945.60 \$1,964.80 \$1,986.40 \$2,003.20 \$2,025.60 \$2,044.80 \$2,067.20									7.2,22	*	4 10,000		707,-27
Biweekly \$1,945.60 \$1,964.80 \$1,986.40 \$2,003.20 \$2,025.60 \$2,044.80 \$2,067.20	Steps	49	50	51	52	53	54	55					
Biweekly \$1,945.60 \$1,964.80 \$1,986.40 \$2,003.20 \$2,025.60 \$2,044.80 \$2,067.20	Hourly	\$24.32	\$24.56	\$24.83	\$25.04	\$25.32	\$25.56	\$25.84					
	Biweek												
	Annual												
		ily \$50,585.60	\$51,084.80	\$51,646.40	\$52,083.20	\$52,665.60	\$53,164.80	\$53,747.20					

(Non-bargaining unit)

ALEUTIAN ISLANDS-ADAK-SAND POINT-BRISTOL BAY-DILLINGHAM (27%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$16.99	\$17.16	\$17.35	\$17.50	\$17.71	\$17.87	\$18.05	\$18.23	\$18.42	\$18.59	\$18.77	\$18.97
Biweekly	\$1,359.20	\$1,372.80	\$1,388.00	\$1,400.00	\$1,416.80	\$1,429.60	\$1,444.00	\$1,458.40	\$1,473.60	\$1,487.20	\$1,501.60	\$1,517.60
Annually	\$35,339.20	\$35,692.80	\$36,088.00	\$36,400.00	\$36,836.80	\$37,169.60	\$37,544.00	\$37,918.40	\$38,313.60	\$38,667.20	\$39,041.60	\$39,457.60
Steps												
•	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$19.15 \$1,532.00	\$19.34 \$1,547.20	\$19.55 \$1,564.00	\$19.74 \$1,579.20	\$19.94 \$1,595.20	\$20.14 \$1,611.20	\$20.33 \$1,626.40	\$20.53 \$1,642.40	\$20.75 \$1,660.00	\$20.96 \$1,676.80	\$21.17 \$1,693.60	\$21.38 \$1,710.40
Annually	\$39,832.00	\$40,227.20	\$40,664.00	\$41,059.20	\$41,475.20	\$41,891.20	\$42,286.40	\$42,702.40	\$43,160.00	\$43,596.80	\$44,033.60	\$44,470.40
Allitually	\$39,632.00	340,227.20	340,004.00	341,033.20	341,473.20	341,831.20	342,280.40	342,702.40	545,100.00	343,390.80	344,033.00	344,470.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$21.59	\$21.80	\$22.01	\$22.24	\$22.47	\$22.70	\$22.93	\$23.15	\$23.37	\$23.60	\$23.85	\$24.09
Biweekly	\$1,727.20	\$1,744.00	\$1,760.80	\$1,779.20	\$1,797.60	\$1,816.00	\$1,834.40	\$1,852.00	\$1,869.60	\$1,888.00	\$1,908.00	\$1,927.20
Annually	\$44,907.20	\$45,344.00	\$45,780.80	\$46,259.20	\$46,737.60	\$47,216.00	\$47,694.40	\$48,152.00	\$48,609.60	\$49,088.00	\$49,608.00	\$50,107.20
C4												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$24.32	\$24.56	\$24.83 \$1,986.40	\$25.04 \$2,003.20	\$25.32 \$2,025.60	\$25.56 \$2,044.80	\$25.84	\$26.09	\$26.34 \$2,107.20	\$26.60	\$26.89	\$27.14 \$2,171.20
Biweekly Annually	\$1,945.60 \$50,585.60	\$1,964.80 \$51,084.80	\$51,646.40	\$52,083.20	\$52,665.60	\$53,164.80	\$2,067.20 \$53,747.20	\$2,087.20 \$54,267.20	\$54,787.20	\$2,128.00 \$55,328.00	\$2,151.20 \$55,931.20	\$56,451.20
Aillidally	\$30,363.00	331,004.00	331,040.40	332,003.20	\$52,005.00	333,104.80	\$55,747.20	334,207.20	334,767.20	333,328.00	333,331.20	330,431.20
Steps	49	50	51	52	53	54	55					
Hourly	\$27.42	\$27.69	\$27.95	\$28.24	\$28.53	\$28.81	\$29.09					
Biweekly	\$2,193.60	\$2,215.20	\$2,236.00	\$2,259.20	\$2,282.40	\$2,304.80	\$2,327.20					
Annually	\$57,033.60	\$57,595.20	\$58,136.00	\$58,739.20	\$59,342.40	\$59,924.80	\$60,507.20					
Grade 74												
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$19.15	\$19.34	\$19.55	\$19.74	\$19.94	\$20.14	\$20.33	\$20.53	\$20.75	\$20.96	\$21.17	\$21.38
Steps Hourly Biweekly	\$19.15 \$1,532.00	\$19.34 \$1,547.20	\$19.55 \$1,564.00	\$19.74 \$1,579.20	\$19.94 \$1,595.20	\$20.14 \$1,611.20	\$20.33 \$1,626.40	\$20.53 \$1,642.40	\$20.75 \$1,660.00	\$20.96 \$1,676.80	\$21.17 \$1,693.60	\$21.38 \$1,710.40
Steps Hourly	\$19.15	\$19.34	\$19.55	\$19.74	\$19.94	\$20.14	\$20.33	\$20.53	\$20.75	\$20.96	\$21.17	\$21.38
Steps Hourly Biweekly	\$19.15 \$1,532.00	\$19.34 \$1,547.20	\$19.55 \$1,564.00 \$40,664.00	\$19.74 \$1,579.20 \$41,059.20	\$19.94 \$1,595.20 \$41,475.20	\$20.14 \$1,611.20 \$41,891.20	\$20.33 \$1,626.40	\$20.53 \$1,642.40	\$20.75 \$1,660.00	\$20.96 \$1,676.80	\$21.17 \$1,693.60 \$44,033.60	\$21.38 \$1,710.40 \$44,470.40
Steps Hourly Biweekly Annually Steps Hourly	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59	\$19.34 \$1,547.20 \$40,227.20	\$19.55 \$1,564.00 \$40,664.00	\$19.74 \$1,579.20 \$41,059.20	\$19.94 \$1,595.20 \$41,475.20	\$20.14 \$1,611.20 \$41,891.20	\$20.33 \$1,626.40 \$42,286.40	\$20.53 \$1,642.40 \$42,702.40	\$20.75 \$1,660.00 \$43,160.00	\$20.96 \$1,676.80 \$43,596.80	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00	\$19.55 \$1,564.00 \$40,664.00 15 \$22.01 \$1,760.80	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24 \$1,779.20	\$19.94 \$1,595.20 \$41,475.20 17 \$22.47 \$1,797.60	\$20.14 \$1,611.20 \$41,891.20 18 \$22.70 \$1,816.00	\$20.33 \$1,626.40 \$42,286.40 19 \$22.93 \$1,834.40	\$20.53 \$1,642.40 \$42,702.40 20 \$23.15 \$1,852.00	\$20.75 \$1,660.00 \$43.160.00 21 \$23.37 \$1,869.60	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00	\$21.38 \$1,710.40 \$44.470.40 24 \$24.09 \$1,927.20
Steps Hourly Biweekly Annually Steps Hourly	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59	\$19.34 \$1,547.20 \$40.227.20 14 \$21.80	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24	\$19.94 \$1,595.20 \$41,475.20 17 \$22.47	\$20.14 \$1,611.20 \$41,891.20 18 \$22.70	\$20.33 \$1,626.40 \$42,286.40 19 \$22.93	\$20.53 \$1,642.40 \$42.702.40 20 \$23.15	\$20.75 \$1,660.00 \$43,160.00 21 \$23.37	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45,344.00	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45,780.80	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24 \$1,779.20 \$46,259.20	\$19.94 \$1,595.20 \$41,475.20 17 \$22.47 \$1,797.60 \$46,737.60	\$20.14 \$1,611.20 \$41,891.20 18 \$22.70 \$1,816.00 \$47,216.00	\$20.33 \$1,626.40 \$42,286.40 19 \$22.93 \$1,834.40 \$47,694.40	\$20.53 \$1,642.40 \$42.702.40 20 \$23.15 \$1.852.00 \$48,152.00	\$20.75 \$1,660.00 \$43.160.00 \$43.37 \$1.869.60 \$48.609.60	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49.088.00	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00 \$49,608.00	\$21.38 \$1,710.40 \$44.470.40 24 \$24.09 \$1,927.20 \$50.107.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45,344.00	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45.780.80	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24 \$1,779.20 \$46,259.20	\$19.94 \$1,595.20 \$41,475.20 17 \$22.47 \$1,797.60 \$46,737.60	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1,816.00 \$47,216.00	\$20.33 \$1,626.40 \$42,286.40 19 \$22.93 \$1,834.40 \$47.694.40	\$20.53 \$1,642.40 \$42.702.40 20 \$23.15 \$1.852.00 \$48.152.00	\$20.75 \$1,660.00 \$43.160.00 \$43.37 \$1.869.60 \$48.609.60	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49,088.00	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00 \$49,608.00	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1,927.20 \$50,107.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.32	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45,344.00	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45.780.80	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24 \$1,779.20 \$46.259.20 28 \$25.04	\$19.94 \$1,595.20 \$41,475.20 17 \$22.47 \$1,797.60 \$46,737.60 29 \$25.32	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1,816.00 \$47,216.00 30 \$25.56	\$20.33 \$1,626.40 \$42,286.40 19 \$22.93 \$1,834.40 \$47.694.40 31 \$25.84	\$20.53 \$1,642.40 \$42.702.40 20 \$23.15 \$1.852.00 \$48.152.00 32 \$26.09	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.37 \$1.869.60 \$48.609.60	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49.088.00	\$21.17 \$1,693.60 \$44,033.60 23 \$23.85 \$1,908.00 \$49,608.00 35 \$26.89	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1,927.20 \$50,107.20 36 \$27.14
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45,344.00	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45.780.80	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24 \$1,779.20 \$46,259.20	\$19.94 \$1,595.20 \$41,475.20 17 \$22.47 \$1,797.60 \$46,737.60	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1,816.00 \$47,216.00	\$20.33 \$1,626.40 \$42,286.40 19 \$22.93 \$1,834.40 \$47.694.40	\$20.53 \$1,642.40 \$42.702.40 20 \$23.15 \$1.852.00 \$48.152.00	\$20.75 \$1,660.00 \$43.160.00 \$43.37 \$1.869.60 \$48.609.60	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49,088.00	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00 \$49,608.00	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1.927.20 \$50,107.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.32 \$1,945.60	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45,344.00 26 \$24.56 \$1,964.80	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45.780.80 27 \$24.83 \$1,986.40	\$19.74 \$1,579.20 \$41,059.20 16 \$22.24 \$1,779.20 \$46,259.20 28 \$25.04 \$2,003.20	\$19.94 \$1,595.20 \$41.475.20 17 \$22.47 \$1.797.60 \$46.737.60 29 \$25.32 \$2.025.60	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1.816.00 \$47.216.00 30 \$25.56 \$2.044.80	\$20.33 \$1,626.40 \$42,286.40 19 \$22.93 \$1,834.40 \$47,694.40 31 \$25.84 \$2,067.20	\$20.53 \$1,642.40 \$42.702.40 20 \$23.15 \$1.852.00 \$48.152.00 32 \$26.09 \$2,087.20	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.37 \$1.869.60 \$48.609.60 33 \$26.34 \$2.107.20	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.60 \$2.128.00	\$21.17 \$1,693.60 \$44,033.60 23 \$23.85 \$1,908.00 \$49,608.00 35 \$26.89 \$2,151.20	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1,927.20 \$50,107.20 36 \$27.14 \$2,171.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.32 \$1,945.60 \$50.585.60	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1.744.00 \$45.344.00 26 \$24.56 \$1,964.80 \$51.084.80	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45,780.80 27 \$24.83 \$1,986.40 \$51,646.40	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24 \$1,779.20 \$46.259.20 28 \$25.04 \$2.003.20 \$52.083.20	\$19.94 \$1,595.20 \$41.475.20 17 \$22.47 \$1.797.60 \$46.737.60 29 \$25.32 \$2.025.60 \$52.665.60	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1.816.00 \$47.216.00 30 \$25.56 \$2,044.80 \$53.164.80	\$20.33 \$1,626.40 \$42.286.40 19 \$22.93 \$1.834.40 \$47.694.40 31 \$25.84 \$2.067.20 \$53.747.20	\$20.53 \$1,642.40 \$42.702.40 20 \$23.15 \$1.852.00 \$48.152.00 32 \$26.09 \$2.087.20 \$54.267.20	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.37 \$1.869.60 \$48.609.60 33 \$26.34 \$2.107.20	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.60 \$2.128.00 \$55.328.00	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00 \$49.608.00 35 \$26.89 \$2,151.20 \$55,931.20	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1,927.20 \$50.107.20 36 \$27.14 \$2.171.20 \$56,451.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourlv Hourlv Hourlv Hourlv Hourlv	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.32 \$1,945.60 \$50.585.60	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45.344.00 26 \$24.56 \$1,964.80 \$51.084.80	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45.780.80 27 \$24.83 \$1,986.40 \$51.646.40	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24 \$1,779.20 \$46.259.20 28 \$25.04 \$2,003.20 \$52,083.20	\$19.94 \$1,595.20 \$41.475.20 17 \$22.47 \$1,797.60 \$46,737.60 29 \$25.32 \$2,025.60 \$52,665.60	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1.816.00 \$47.216.00 30 \$25.56 \$2,044.80 \$53.164.80	\$20.33 \$1,626.40 \$42.286.40 19 \$22.93 \$1.834.40 \$47.694.40 31 \$25.84 \$2.067.20 \$53.747.20	\$20.53 \$1,642.40 \$42,702.40 20 \$23.15 \$1.852.00 \$48.152.00 32 \$26.09 \$2.087.20 \$54,267.20	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.37 \$1,869.60 \$48.609.60 33 \$26.34 \$2.107.20 \$54,787.20	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.60 \$2.128.00 \$55.328.00	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00 \$49,608.00 35 \$26.89 \$2,151.20 \$55,931.20	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1,927.20 \$50,107.20 36 \$27.14 \$2,171.20 \$56,451.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.32 \$1,945.60 \$50.585.60 37 \$27.42 \$2,193.60	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1.744.00 \$45.344.00 26 \$24.56 \$1,964.80 \$51,084.80 38 \$27.69 \$2,215.20	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45.780.80 27 \$24.83 \$1,986.40 \$51,646.40 39 \$27.95 \$2,236.00	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24 \$1,779.20 \$46.259.20 28 \$25.04 \$2,003.20 \$52.083.20 40 \$28.24 \$2,259.20	\$19.94 \$1,595.20 \$41.475.20 17 \$22.47 \$1,797.60 \$46.737.60 29 \$25.32 \$2,025.60 \$52,665.60 41 \$28.53 \$2,282.40	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1.816.00 \$47.216.00 30 \$25.56 \$2,044.80 \$53,164.80 42 \$28.81 \$2,304.80	\$20.33 \$1,626.40 \$42.286.40 \$19 \$22.93 \$1,834.40 \$47.694.40 31 \$25.84 \$2,067.20 \$53,747.20 43 \$29.09 \$2,327.20	\$20.53 \$1,642.40 \$42,702.40 20 \$23.15 \$1.852.00 \$48.152.00 32 \$26.09 \$2.087.20 \$54,267.20 44 \$29.38 \$2.350.40	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.37 \$1,869.60 \$48.609.60 33 \$26.34 \$2.107.20 \$54.787.20 45 \$29.67 \$2.373.60	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.60 \$2.128.00 \$55.328.00 46 \$29.98 \$2.398.40	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00 \$49,608.00 35 \$26.89 \$2.151.20 \$55,931.20 47 \$30.27 \$2.421.60	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1,927.20 \$50,107.20 36 \$27.14 \$2,171.20 \$56,451.20 48 \$30.59 \$2,447.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourlv Hourlv Hourlv Hourlv Hourlv	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.32 \$1,945.60 \$50.585.60	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45.344.00 26 \$24.56 \$1,964.80 \$51.084.80	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45.780.80 27 \$24.83 \$1,986.40 \$51.646.40	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24 \$1,779.20 \$46.259.20 28 \$25.04 \$2,003.20 \$52,083.20	\$19.94 \$1,595.20 \$41.475.20 17 \$22.47 \$1,797.60 \$46,737.60 29 \$25.32 \$2,025.60 \$52,665.60	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1.816.00 \$47.216.00 30 \$25.56 \$2,044.80 \$53.164.80	\$20.33 \$1,626.40 \$42.286.40 19 \$22.93 \$1.834.40 \$47.694.40 31 \$25.84 \$2.067.20 \$53.747.20	\$20.53 \$1,642.40 \$42,702.40 20 \$23.15 \$1.852.00 \$48.152.00 32 \$26.09 \$2.087.20 \$54,267.20	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.37 \$1,869.60 \$48.609.60 33 \$26.34 \$2.107.20 \$54,787.20	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.60 \$2.128.00 \$55.328.00	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00 \$49,608.00 35 \$26.89 \$2,151.20 \$55,931.20	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1,927.20 \$50,107.20 36 \$27.14 \$2,171.20 \$56,451.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.32 \$1,945.60 \$50.585.60 37 \$27.42 \$2,193.60	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1.744.00 \$45.344.00 26 \$24.56 \$1,964.80 \$51,084.80 38 \$27.69 \$2,215.20	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45.780.80 27 \$24.83 \$1,986.40 \$51,646.40 39 \$27.95 \$2,236.00	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24 \$1,779.20 \$46.259.20 28 \$25.04 \$2,003.20 \$52.083.20 40 \$28.24 \$2,259.20	\$19.94 \$1,595.20 \$41.475.20 17 \$22.47 \$1,797.60 \$46.737.60 29 \$25.32 \$2,025.60 \$52,665.60 41 \$28.53 \$2,282.40	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1.816.00 \$47.216.00 30 \$25.56 \$2,044.80 \$53,164.80 42 \$28.81 \$2,304.80	\$20.33 \$1,626.40 \$42.286.40 \$19 \$22.93 \$1,834.40 \$47.694.40 31 \$25.84 \$2,067.20 \$53,747.20 43 \$29.09 \$2,327.20	\$20.53 \$1,642.40 \$42,702.40 20 \$23.15 \$1.852.00 \$48.152.00 32 \$26.09 \$2.087.20 \$54,267.20 44 \$29.38 \$2.350.40	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.37 \$1,869.60 \$48.609.60 33 \$26.34 \$2.107.20 \$54.787.20 45 \$29.67 \$2.373.60	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.60 \$2.128.00 \$55.328.00 46 \$29.98 \$2.398.40	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00 \$49,608.00 35 \$26.89 \$2.151.20 \$55,931.20 47 \$30.27 \$2.421.60	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1,927.20 \$50,107.20 36 \$27.14 \$2,171.20 \$56,451.20 48 \$30.59 \$2,447.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourly Steps Hourly Steps Hourly Steps	\$19.15 \$1,532.00 \$39.832.00 \$39.832.00 \$13 \$21.59 \$1,727.20 \$44,907.20 \$25 \$24.32 \$1,945.60 \$50.585.60 \$7 \$27.42 \$2,193.60 \$57.033.60	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45,344.00 26 \$24.56 \$1,964.80 \$51,084.80 38 \$27.69 \$2,215.20 \$57,595.20	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45.780.80 27 \$24.83 \$1,986.40 \$51,646.40 39 \$27.95 \$2.236.00 \$58.136.00	\$19.74 \$1,579.20 \$41.059.20 16 \$22.24 \$1,779.20 \$46.259.20 28 \$25.04 \$2,003.20 \$52,083.20 40 \$28.24 \$2,259.20 \$58,739.20	\$19.94 \$1,595.20 \$41.475.20 17 \$22.47 \$1,797.60 \$46,737.60 29 \$25.32 \$2,025.60 \$52,665.60 41 \$28.53 \$2,282.40 \$59,342.40	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1,816.00 \$47,216.00 30 \$25.56 \$2,044.80 \$53,164.80 42 \$28.81 \$2,304.80 \$59,924.80	\$20.33 \$1,626.40 \$42.286.40 \$19 \$22.93 \$1,834.40 \$47.694.40 31 \$25.84 \$2,067.20 \$53,747.20 43 \$29.09 \$2,327.20 \$60,507.20	\$20.53 \$1,642.40 \$42,702.40 20 \$23.15 \$1.852.00 \$48.152.00 32 \$26.09 \$2.087.20 \$54,267.20 44 \$29.38 \$2.350.40	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.37 \$1,869.60 \$48.609.60 33 \$26.34 \$2.107.20 \$54.787.20 45 \$29.67 \$2.373.60	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.60 \$2.128.00 \$55.328.00 46 \$29.98 \$2.398.40	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00 \$49,608.00 35 \$26.89 \$2.151.20 \$55,931.20 47 \$30.27 \$2.421.60	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1,927.20 \$50,107.20 36 \$27.14 \$2,171.20 \$56,451.20 48 \$30.59 \$2,447.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$19.15 \$1,532.00 \$39.832.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.32 \$1,945.60 \$50.585.60 37 \$27.42 \$2,193.60 \$57,033.60	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1,744.00 \$45.344.00 26 \$24.56 \$1,964.80 \$51,084.80 38 \$27.69 \$2,215.20 \$57,595.20	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45.780.80 27 \$24.83 \$1.986.40 \$51,646.40 39 \$27.95 \$2.236.00 \$58.136.00	\$19.74 \$1,579.20 \$41,059.20 16 \$22.24 \$1,779.20 \$46,259.20 28 \$25.04 \$2,003.20 \$52,083.20 40 \$28.24 \$2,259.20 \$58,739.20	\$19.94 \$1,595.20 \$41.475.20 \$41.475.20 17 \$22.47 \$1,797.60 \$46,737.60 29 \$25.32 \$2,025.60 \$52,665.60 41 \$28.53 \$2,282.40 \$59,342.40	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1.816.00 \$47.216.00 30 \$25.56 \$2,044.80 \$53.164.80 42 \$28.81 \$2,304.80 \$59,924.80	\$20.33 \$1,626.40 \$42,286.40 \$42,286.40 19 \$22.93 \$1,834.40 \$47.694.40 31 \$25.84 \$2,067.20 \$53,747.20 43 \$29.09 \$2,327.20 \$60,507.20	\$20.53 \$1,642.40 \$42,702.40 20 \$23.15 \$1.852.00 \$48.152.00 32 \$26.09 \$2.087.20 \$54,267.20 44 \$29.38 \$2.350.40	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.37 \$1,869.60 \$48.609.60 33 \$26.34 \$2.107.20 \$54.787.20 45 \$29.67 \$2.373.60	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.60 \$2.128.00 \$55.328.00 46 \$29.98 \$2.398.40	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00 \$49,608.00 35 \$26.89 \$2.151.20 \$55,931.20 47 \$30.27 \$2.421.60	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1,927.20 \$50,107.20 36 \$27.14 \$2,171.20 \$56,451.20 48 \$30.59 \$2,447.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$19.15 \$1,532.00 \$39.832.00 13 \$21.59 \$1,727.20 \$44,907.20 25 \$24.32 \$1,945.60 \$50.585.60 37 \$27.42 \$2,193.60 \$57,033.60	\$19.34 \$1,547.20 \$40,227.20 14 \$21.80 \$1.744.00 \$45.344.00 26 \$24.56 \$1.964.80 \$51.084.80 38 \$27.69 \$2.215.20 \$57.595.20	\$19.55 \$1,564.00 \$40.664.00 15 \$22.01 \$1.760.80 \$45.780.80 27 \$24.83 \$1.986.40 \$51.646.40 39 \$27.95 \$2.236.00 \$58.136.00	\$19.74 \$1,579.20 \$41,059.20 16 \$22.24 \$1,779.20 \$46,259.20 28 \$25.04 \$2,003.20 \$52,083.20 40 \$28.24 \$2,259.20 \$58,739.20	\$19.94 \$1,595.20 \$41.475.20 \$41.475.20 17 \$22.47 \$1,797.60 \$46,737.60 29 \$25.32 \$2,025.60 \$52,665.60 41 \$28.53 \$2,282.40 \$59,342.40	\$20.14 \$1,611.20 \$41.891.20 18 \$22.70 \$1.816.00 \$47.216.00 30 \$25.56 \$2.044.80 \$53.164.80 42 \$28.81 \$2.304.80 \$59.924.80 \$44 \$25.56	\$20.33 \$1,626.40 \$42,286.40 \$42,286.40 19 \$22.93 \$1,834.40 \$47.694.40 31 \$25.84 \$2,067.20 \$53,747.20 43 \$29.09 \$2,327.20 \$60,507.20	\$20.53 \$1,642.40 \$42,702.40 20 \$23.15 \$1.852.00 \$48.152.00 32 \$26.09 \$2.087.20 \$54,267.20 44 \$29.38 \$2.350.40	\$20.75 \$1,660.00 \$43.160.00 \$43.160.00 21 \$23.37 \$1,869.60 \$48.609.60 33 \$26.34 \$2.107.20 \$54.787.20 45 \$29.67 \$2.373.60	\$20.96 \$1,676.80 \$43.596.80 22 \$23.60 \$1.888.00 \$49.088.00 34 \$26.60 \$2.128.00 \$55.328.00 46 \$29.98 \$2.398.40	\$21.17 \$1,693.60 \$44.033.60 23 \$23.85 \$1,908.00 \$49,608.00 35 \$26.89 \$2.151.20 \$55,931.20 47 \$30.27 \$2.421.60	\$21.38 \$1,710.40 \$44,470.40 24 \$24.09 \$1,927.20 \$50,107.20 36 \$27.14 \$2,171.20 \$56,451.20 48 \$30.59 \$2,447.20

(Non-bargaining unit)

ALEUTIAN ISLANDS-ADAK-SAND POINT-BRISTOL BAY-DILLINGHAM (27%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$21.59	\$21.80	\$22.01	\$22.24	\$22.47	\$22.70	\$22.93	\$23.15	\$23.37	\$23.60	\$23.85	\$24.09
Biweek	ly \$1,727.20	\$1,744.00	\$1,760.80	\$1,779.20	\$1,797.60	\$1,816.00	\$1,834.40	\$1,852.00	\$1,869.60	\$1,888.00	\$1,908.00	\$1,927.20
Annuall	ly \$44,907.20	\$45,344.00	\$45,780.80	\$46,259.20	\$46,737.60	\$47,216.00	\$47,694.40	\$48,152.00	\$48,609.60	\$49,088.00	\$49,608.00	\$50,107.20
C 1												
Steps	13	14	. 15	16	17	18	19	20	21	. 22	23	24
Hourly		\$24.56	\$24.83	\$25.04	\$25.32	\$25.56	\$25.84	\$26.09	\$26.34	\$26.60	\$26.89	\$27.14
Biweek		\$1,964.80	\$1,986.40	\$2,003.20	\$2,025.60	\$2,044.80	\$2,067.20	\$2,087.20	\$2,107.20	\$2,128.00	\$2,151.20	\$2,171.20
Annuall	ly \$50,585.60	\$51,084.80	\$51,646.40	\$52,083.20	\$52,665.60	\$53,164.80	\$53,747.20	\$54,267.20	\$54,787.20	\$55,328.00	\$55,931.20	\$56,451.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly		\$27.69	\$27.95	\$28.24	\$28.53	\$28.81	\$29.09	\$29.38	\$29.67	\$29.98	\$30.27	\$30.59
Biweek		\$2,215.20	\$2,236.00	\$2,259.20	\$2,282.40	\$2,304.80	\$2,327.20	\$2,350.40	\$2,373.60	\$2,398.40	\$2,421.60	\$2,447.20
Annuall	ly \$57,033.60	\$57,595.20	\$58,136.00	\$58,739.20	\$59,342.40	\$59,924.80	\$60,507.20	\$61,110.40	\$61,713.60	\$62,358.40	\$62,961.60	\$63,627.20
-												
Steps	37	38	. 39	40	41	42	43	44	45	46	47	48
Hourly		\$31.18	\$31.49	\$31.81	\$32.13	\$32.45	\$32.78	\$33.10	\$33.43	\$33.77	\$34.10	\$34.46
Biweek	-	\$2,494.40	\$2,519.20	\$2,544.80	\$2,570.40	\$2,596.00	\$2,622.40	\$2,648.00	\$2,674.40	\$2,701.60	\$2,728.00	\$2,756.80
Annuall	ly \$64,230.40	\$64,854.40	\$65,499.20	\$66,164.80	\$66,830.40	\$67,496.00	\$68,182.40	\$68,848.00	\$69,534.40	\$70,241.60	\$70,928.00	\$71,676.80
Steps	49	50	51	52	53	54	55					
		\$35.15	\$35.48	\$35.85		\$36.57	\$36.95					
Hourly		\$2,812.00		\$35.85 \$2,868.00	\$36.21		\$36.95					
Biweek			\$2,838.40		\$2,896.80	\$2,925.60						
Annuall	ly \$72,384.00	\$73,112.00	\$73,798.40	\$74,568.00	\$75,316.80	\$76,065.60	\$76,856.00					
Grade 76	6											
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$24.32	\$24.56	\$24.83	\$25.04	\$25.32	\$25.56	\$25.84	\$26.09	\$26.34	\$26.60	\$26.89	\$27.14
Biweek		\$1,964.80	\$1,986.40	\$2,003.20	\$2,025.60	\$2,044.80	\$2,067.20	\$2,087.20	\$2,107.20	\$2,128.00	\$2,151.20	\$2,171.20
Annuall		\$51,084.80	\$51,646.40	\$52,083.20	\$52,665.60	\$53,164.80	\$53,747.20	\$54,267.20	\$54,787.20	\$55,328.00	\$55,931.20	\$56,451.20
-	-											
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$27.42	\$27.69	\$27.95	\$28.24	\$28.53	\$28.81	<u> </u>					\$30.59
Biweek	ly \$2,193.60						\$29.09	\$29.38	\$29.67	\$29.98	\$30.27	
Annuall		\$2,215.20	\$2,236.00	\$2,259.20	\$2,282.40	\$2,304.80	\$2,327.20	\$2,350.40	\$2,373.60	\$2,398.40	\$2,421.60	\$2,447.20
	ly \$57,033.60	\$2,215.20 \$57,595.20	\$2,236.00 \$58,136.00	\$2,259.20 \$58,739.20								
Chana		\$57,595.20	\$58,136.00	\$58,739.20	\$2,282.40 \$59.342.40	\$2,304.80 \$59,924.80	\$2,327.20 \$60,507.20	\$2,350.40 \$61,110.40	\$2,373.60 \$61,713.60	\$2,398.40 \$62,358.40	\$2,421.60 \$62,961.60	\$2,447.20 \$63,627.20
Steps	25	\$57,595.20 26	\$58.136.00 27	\$58,739.20 28	\$2,282.40 \$59,342.40 29	\$2,304.80 \$59,924.80	\$2,327.20 \$60,507.20 31	\$2,350.40 \$61,110.40	\$2,373.60 \$61,713.60	\$2,398.40 \$62,358.40 34	\$2,421.60 \$62,961.60 35	\$2,447.20 \$63,627.20
Hourly	25 \$30.88	\$57,595.20 26 \$31.18	\$58.136.00 27 \$31.49	\$58,739.20 28 \$31.81	\$2,282.40 \$59,342.40 29 \$32.13	\$2.304.80 \$59,924.80 30 \$32.45	\$2,327.20 \$60,507.20 31 \$32.78	\$2,350.40 \$61,110.40 32 \$33.10	\$2,373.60 \$61,713.60 33 \$33.43	\$2,398.40 \$62,358.40 34 \$33.77	\$2,421.60 \$62,961.60 35 \$34.10	\$2.447.20 \$63.627.20 36 \$34.46
Hourly Biweek	25 \$30.88 Iv \$2.470.40	\$57.595.20 26 \$31.18 \$2,494.40	\$58.136.00 27 \$31.49 \$2.519.20	\$58.739.20 28 \$31.81 \$2.544.80	\$2,282.40 \$59,342.40 29 \$32.13 \$2,570.40	\$2,304.80 \$59,924.80 30 \$32.45 \$2,596.00	\$2,327.20 \$60,507.20 31 \$32.78 \$2,622.40	\$2.350.40 \$61,110.40 32 \$33.10 \$2.648.00	\$2.373.60 \$61,713.60 33 \$33.43 \$2.674.40	\$2.398.40 \$62.358.40 34 \$33.77 \$2.701.60	\$2,421.60 \$62,961.60 35 \$34.10 \$2,728.00	\$2,447.20 \$63,627.20 36 \$34.46 \$2,756.80
Hourly	25 \$30.88 Iv \$2.470.40	\$57,595.20 26 \$31.18	\$58.136.00 27 \$31.49	\$58,739.20 28 \$31.81	\$2,282.40 \$59,342.40 29 \$32.13	\$2.304.80 \$59,924.80 30 \$32.45	\$2,327.20 \$60,507.20 31 \$32.78	\$2,350.40 \$61,110.40 32 \$33.10	\$2,373.60 \$61,713.60 33 \$33.43	\$2,398.40 \$62,358.40 34 \$33.77	\$2,421.60 \$62,961.60 35 \$34.10	\$2.447.20 \$63.627.20 36 \$34.46
Hourly Biweek Annuall	25 \$30.88 Iv \$2,470.40 Iy \$64,230.40	\$57.595.20 26 \$31.18 \$2.494.40 \$64,854.40	\$58,136.00 27 \$31.49 \$2.519.20 \$65,499.20	\$58,739.20 28 \$31.81 \$2.544.80 \$66,164.80	\$2,282.40 \$59.342.40 29 \$32.13 \$2,570.40 \$66.830.40	\$2,304.80 \$59,924.80 30 \$32.45 \$2,596.00 \$67,496.00	\$2,327.20 \$60,507.20 31 \$32.78 \$2,622.40 \$68,182.40	\$2.350.40 \$61.110.40 32 \$33.10 \$2.648.00 \$68.848.00	\$2,373.60 \$61,713.60 33 \$33.43 \$2,674.40 \$69,534.40	\$2.398.40 \$62.358.40 34 \$33.77 \$2.701.60 \$70.241.60	\$2,421.60 \$62,961.60 35 \$34.10 \$2,728.00 \$70,928.00	\$2,447.20 \$63,627.20 36 \$34.46 \$2,756.80 \$71,676.80
Hourly Biweek Annuall Steps	25 \$30.88 Ily \$2.470.40 Ily \$64.230.40	\$57.595.20 26 \$31.18 \$2.494.40 \$64.854.40	\$58,136.00 27 \$31.49 \$2.519.20 \$65,499.20	\$58,739.20 28 \$31.81 \$2,544.80 \$66,164.80	\$2,282.40 \$59.342.40 29 \$32.13 \$2,570.40 \$66.830.40	\$2,304.80 \$59,924.80 30 \$32.45 \$2,596.00 \$67,496.00	\$2,327.20 \$60,507.20 31 \$32.78 \$2,622.40 \$68,182.40	\$2.350.40 \$61.110.40 32 \$33.10 \$2.648.00 \$68.848.00	\$2,373.60 \$61,713.60 33 \$33.43 \$2,674.40 \$69,534.40	\$2.398.40 \$62.358.40 34 \$33.77 \$2.701.60 \$70.241.60	\$2,421.60 \$62,961.60 35 \$34.10 \$2,728.00 \$70,928.00	\$2,447.20 \$63,627.20 36 \$34.46 \$2,756.80 \$71,676.80
Hourly Biweek Annuall Steps Hourly	25 \$30.88 Ily \$2.470.40 Ily \$64.230.40 37 \$34.80	\$57.595.20 26 \$31.18 \$2.494.40 \$64.854.40 38 \$35.15	\$58,136.00 27 \$31.49 \$2,519.20 \$65,499.20 39 \$35.48	\$58,739.20 28 \$31.81 \$2.544.80 \$66,164.80 40 \$35.85	\$2,282.40 \$59,342.40 29 \$32.13 \$2,570.40 \$66.830.40 41 \$36.21	\$2,304.80 \$59,924.80 30 \$32.45 \$2,596.00 \$67,496.00 42 \$36.57	\$2,327.20 \$60,507.20 31 \$32.78 \$2,622.40 \$68.182.40 43 \$36.95	\$2.350.40 \$61.110.40 32 \$33.10 \$2.648.00 \$68.848.00	\$2,373.60 \$61,713.60 33 \$33.43 \$2,674.40 \$69,534.40 45 \$37.68	\$2.398.40 \$62.358.40 34 \$33.77 \$2.701.60 \$70.241.60 46 \$38.05	\$2,421.60 \$62,961.60 35 \$34.10 \$2,728.00 \$70,928.00	\$2,447.20 \$63,627.20 36 \$34.46 \$2,756.80 \$71,676.80
Hourly Biweek Annuall Steps Hourly Biweek	\$30.88 \$30.88 \$2.470.40 \$40.230.40 \$37 \$34.80 \$2.784.00	\$57.595.20 26 \$31.18 \$2.494.40 \$64.854.40 38 \$35.15 \$2.812.00	\$58,136.00 27 \$31.49 \$2,519.20 \$65,499.20 39 \$35.48 \$2,838.40	\$58,739.20 28 \$31.81 \$2.544.80 \$66,164.80 40 \$35.85 \$2,868.00	\$2,282.40 \$59,342.40 29 \$32.13 \$2,570.40 \$66.830.40 41 \$36.21 \$2,896.80	\$2,304.80 \$59,924.80 30 \$32.45 \$2,596.00 \$67,496.00 42 \$36.57 \$2,925.60	\$2,327.20 \$60,507.20 31 \$32.78 \$2,622.40 \$68.182.40 43 \$36.95 \$2,956.00	\$2.350.40 \$61.110.40 32 \$33.10 \$2.648.00 \$68.848.00 44 \$37.31 \$2.984.80	\$2,373.60 \$61,713.60 33 \$33.43 \$2,674.40 \$69,534.40 45 \$37.68 \$3,014.40	\$2.398.40 \$62.358.40 34 \$33.77 \$2.701.60 \$70.241.60 46 \$38.05 \$3.044.00	\$2,421.60 \$62,961.60 35 \$34.10 \$2,728.00 \$70,928.00 47 \$38.43 \$3,074.40	\$2,447.20 \$63,627.20 36 \$34.46 \$2,756.80 \$71,676.80 48 \$38.81 \$3,104.80
Hourly Biweek Annuall Steps Hourly	\$30.88 \$30.88 \$1y \$2.470.40 \$1y \$64.230.40 \$37 \$34.80 \$1y \$2.784.00	\$57.595.20 26 \$31.18 \$2.494.40 \$64.854.40 38 \$35.15	\$58,136.00 27 \$31.49 \$2,519.20 \$65,499.20 39 \$35.48	\$58,739.20 28 \$31.81 \$2.544.80 \$66,164.80 40 \$35.85	\$2,282.40 \$59,342.40 29 \$32.13 \$2,570.40 \$66.830.40 41 \$36.21	\$2,304.80 \$59,924.80 30 \$32.45 \$2,596.00 \$67,496.00 42 \$36.57	\$2,327.20 \$60,507.20 31 \$32.78 \$2,622.40 \$68.182.40 43 \$36.95	\$2.350.40 \$61.110.40 32 \$33.10 \$2.648.00 \$68.848.00	\$2,373.60 \$61,713.60 33 \$33.43 \$2,674.40 \$69,534.40 45 \$37.68	\$2.398.40 \$62.358.40 34 \$33.77 \$2.701.60 \$70.241.60 46 \$38.05	\$2,421.60 \$62,961.60 35 \$34.10 \$2,728.00 \$70,928.00	\$2,447.20 \$63,627.20 36 \$34.46 \$2,756.80 \$71,676.80
Hourly Biweek Annuall Steps Hourly Biweek	\$30.88 \$30.88 \$1y \$2.470.40 \$1y \$64.230.40 \$37 \$34.80 \$1y \$2.784.00	\$57.595.20 26 \$31.18 \$2.494.40 \$64.854.40 38 \$35.15 \$2.812.00	\$58,136.00 27 \$31.49 \$2,519.20 \$65,499.20 39 \$35.48 \$2,838.40	\$58,739.20 28 \$31.81 \$2.544.80 \$66,164.80 40 \$35.85 \$2,868.00	\$2,282.40 \$59,342.40 29 \$32.13 \$2,570.40 \$66.830.40 41 \$36.21 \$2,896.80	\$2,304.80 \$59,924.80 30 \$32.45 \$2,596.00 \$67,496.00 42 \$36.57 \$2,925.60	\$2,327.20 \$60,507.20 31 \$32.78 \$2,622.40 \$68.182.40 43 \$36.95 \$2,956.00	\$2.350.40 \$61.110.40 32 \$33.10 \$2.648.00 \$68.848.00 44 \$37.31 \$2.984.80	\$2,373.60 \$61,713.60 33 \$33.43 \$2,674.40 \$69,534.40 45 \$37.68 \$3,014.40	\$2.398.40 \$62.358.40 34 \$33.77 \$2.701.60 \$70.241.60 46 \$38.05 \$3.044.00	\$2,421.60 \$62,961.60 35 \$34.10 \$2,728.00 \$70,928.00 47 \$38.43 \$3,074.40	\$2,447.20 \$63,627.20 36 \$34.46 \$2,756.80 \$71,676.80 48 \$38.81 \$3,104.80
Hourly Biweek Annuall Steps Hourly Biweek Annuall Steps	\$30.88 \$30.88 \$2.470.40 \$49 \$49 \$30.40 \$2.470.40 \$49	\$57.595.20 26 \$31.18 \$2.494.40 \$64.854.40 38 \$35.15 \$2.812.00 \$73.112.00	\$58,136.00 27 \$31.49 \$2,519.20 \$65,499.20 39 \$35.48 \$2,838.40 \$73,798.40	\$58.739.20 28 \$31.81 \$2.544.80 \$66.164.80 40 \$35.85 \$2.868.00 \$74.568.00	\$2,282.40 \$59,342.40 29 \$32.13 \$2,570.40 \$66.830.40 41 \$36.21 \$2,896.80 \$75,316.80	\$2,304.80 \$59,924.80 30 \$32.45 \$2,596.00 \$67,496.00 42 \$36.57 \$2,925.60 \$76,065.60	\$2,327.20 \$60,507.20 31 \$32.78 \$2,622.40 \$68.182.40 43 \$36.95 \$2,956.00 \$76.856.00	\$2.350.40 \$61.110.40 32 \$33.10 \$2.648.00 \$68.848.00 44 \$37.31 \$2.984.80	\$2,373.60 \$61,713.60 33 \$33.43 \$2,674.40 \$69,534.40 45 \$37.68 \$3,014.40	\$2.398.40 \$62.358.40 34 \$33.77 \$2.701.60 \$70.241.60 46 \$38.05 \$3.044.00	\$2,421.60 \$62,961.60 35 \$34.10 \$2,728.00 \$70,928.00 47 \$38.43 \$3,074.40	\$2,447.20 \$63,627.20 36 \$34.46 \$2,756.80 \$71,676.80 48 \$38.81 \$3,104.80
Hourly Biweek Annuall Steps Hourly Biweek Annuall Steps Hourly	\$30.88 \$30.88 \$2,470.40 iy \$2,470.40 37 \$34.80 37 \$34.80 9 \$72,384.00 9 \$39.21	\$57.595.20 26 \$31.18 \$2.494.40 \$64.854.40 38 \$35.15 \$2.812.00 \$73.112.00 \$50 \$39.60	\$58,136.00 27 \$31.49 \$2,519.20 \$65,499.20 39 \$35.48 \$2,838.40 \$73,798.40 51 \$39.99	\$58,739.20 28 \$31.81 \$2.544.80 \$66.164.80 40 \$35.85 \$2.868.00 \$74.568.00 52 \$40.40	\$2,282.40 \$59,342.40 29 \$32.13 \$2,570.40 \$66.830.40 41 \$36.21 \$2,896.80 \$75,316.80 53	\$2,304.80 \$59,924.80 30 \$32.45 \$2,596.00 \$67,496.00 42 \$36.57 \$2,925.60 \$76,065.60	\$2,327.20 \$60,507.20 31 \$32.78 \$2,622.40 \$68.182.40 43 \$36.95 \$2,956.00 \$76.856.00	\$2.350.40 \$61.110.40 32 \$33.10 \$2.648.00 \$68.848.00 44 \$37.31 \$2.984.80	\$2,373.60 \$61,713.60 33 \$33.43 \$2,674.40 \$69,534.40 45 \$37.68 \$3,014.40	\$2.398.40 \$62.358.40 34 \$33.77 \$2.701.60 \$70.241.60 46 \$38.05 \$3.044.00	\$2,421.60 \$62,961.60 35 \$34.10 \$2,728.00 \$70,928.00 47 \$38.43 \$3,074.40	\$2,447.20 \$63,627.20 36 \$34.46 \$2,756.80 \$71,676.80 48 \$38.81 \$3,104.80
Hourly Biweek Annuall Steps Hourly Biweek Annuall Steps Hourly Biweekl	\$30.88 \$30.88 \$2.470.40 \$40 \$564.230.40 \$37 \$34.80 \$2.784.00 \$72.384.00 \$72.384.00 \$39.21 \$39.21 \$3.136.80	\$57.595.20 26 \$31.18 \$2.494.40 \$64.854.40 38 \$35.15 \$2.812.00 \$73.112.00 \$39.60 \$31.68.00	\$58.136.00 27 \$31.49 \$2.519.20 \$65.499.20 39 \$35.48 \$2.838.40 \$73.798.40 51 \$39.99 \$3.199.20	\$58,739.20 28 \$31.81 \$2.544.80 \$66.164.80 40 \$35.85 \$2.868.00 \$74.568.00 52 \$40.40 \$3.232.00	\$2,282.40 \$59,342.40 29 \$32.13 \$2,570.40 \$66.830.40 41 \$36.21 \$2,896.80 \$75,316.80 53 \$40.80 \$3,264.00	\$2,304.80 \$59,924.80 30 \$32.45 \$2,596.00 \$67,496.00 42 \$36.57 \$2,925.60 \$76,065.60 54 \$41.20 \$3.296.00	\$2,327.20 \$60,507.20 31 \$32.78 \$2,622.40 \$68.182.40 43 \$36.95 \$2,956.00 \$76.856.00 55 \$41.60 \$3,328.00	\$2.350.40 \$61.110.40 32 \$33.10 \$2.648.00 \$68.848.00 44 \$37.31 \$2.984.80	\$2,373.60 \$61,713.60 33 \$33.43 \$2,674.40 \$69,534.40 45 \$37.68 \$3,014.40	\$2.398.40 \$62.358.40 34 \$33.77 \$2.701.60 \$70.241.60 46 \$38.05 \$3.044.00	\$2,421.60 \$62,961.60 35 \$34.10 \$2,728.00 \$70,928.00 47 \$38.43 \$3,074.40	\$2,447.20 \$63,627.20 36 \$34.46 \$2,756.80 \$71,676.80 48 \$38.81 \$3,104.80
Hourly Biweek Annuall Steps Hourly Biweek Annuall Steps Hourly	\$30.88 \$30.88 \$2.470.40 \$40 \$564.230.40 \$37 \$34.80 \$2.784.00 \$72.384.00 \$72.384.00 \$39.21 \$39.21 \$3.136.80	\$57.595.20 26 \$31.18 \$2.494.40 \$64.854.40 38 \$35.15 \$2.812.00 \$73.112.00 \$50 \$39.60	\$58,136.00 27 \$31.49 \$2,519.20 \$65,499.20 39 \$35.48 \$2,838.40 \$73,798.40 51 \$39.99	\$58,739.20 28 \$31.81 \$2.544.80 \$66.164.80 40 \$35.85 \$2.868.00 \$74.568.00 52 \$40.40	\$2,282.40 \$59,342.40 29 \$32.13 \$2,570.40 \$66.830.40 41 \$36.21 \$2,896.80 \$75,316.80 53	\$2,304.80 \$59,924.80 30 \$32.45 \$2,596.00 \$67,496.00 42 \$36.57 \$2,925.60 \$76,065.60	\$2,327.20 \$60,507.20 31 \$32.78 \$2,622.40 \$68.182.40 43 \$36.95 \$2,956.00 \$76.856.00	\$2.350.40 \$61.110.40 32 \$33.10 \$2.648.00 \$68.848.00 44 \$37.31 \$2.984.80	\$2,373.60 \$61,713.60 33 \$33.43 \$2,674.40 \$69,534.40 45 \$37.68 \$3,014.40	\$2.398.40 \$62.358.40 34 \$33.77 \$2.701.60 \$70.241.60 46 \$38.05 \$3.044.00	\$2,421.60 \$62,961.60 35 \$34.10 \$2,728.00 \$70,928.00 47 \$38.43 \$3,074.40	\$2,447.20 \$63,627.20 36 \$34.46 \$2,756.80 \$71,676.80 48 \$38.81 \$3,104.80

(Non-bargaining unit)

ALEUTIAN ISLANDS-ADAK-SAND POINT-BRISTOL BAY-DILLINGHAM (27%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$27.42	\$27.69	\$27.95	\$28.24	\$28.53	\$28.81	\$29.09	\$29.38	\$29.67	\$29.98	\$30.27	\$30.59
Biweekly	\$2,193.60	\$2,215.20	\$2,236.00	\$2,259.20	\$2,282.40	\$2,304.80	\$2,327.20	\$2,350.40	\$2,373.60	\$2,398.40	\$2,421.60	\$2,447.20
Annually	\$57,033.60	\$57,595.20	\$58,136.00	\$58,739.20	\$59,342.40	\$59,924.80	\$60,507.20	\$61,110.40	\$61,713.60	\$62,358.40	\$62,961.60	\$63,627.20
Steps												
•	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$30.88	\$31.18	\$31.49	\$31.81	\$32.13 \$2,570.40	\$32.45	\$32.78	\$33.10	\$33.43	\$33.77	\$34.10 \$2,728.00	\$34.46 \$2,756.80
Biweekly Annually	\$2,470.40 \$64,230.40	\$2,494.40 \$64,854.40	\$2,519.20 \$65,499.20	\$2,544.80 \$66,164.80	\$66,830.40	\$2,596.00 \$67,496.00	\$2,622.40 \$68,182.40	\$2,648.00 \$68,848.00	\$2,674.40 \$69,534.40	\$2,701.60 \$70,241.60	\$70,928.00	\$71,676.80
Aillually	304,230.40	304,634.40	\$65,499.20	300,104.60	300,630.40	307,490.00	300,102.40	300,040.00	309,334.40	370,241.00	\$70,926.00	3/1,0/0.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$34.80	\$35.15	\$35.48	\$35.85	\$36.21	\$36.57	\$36.95	\$37.31	\$37.68	\$38.05	\$38.43	\$38.81
Biweekly	\$2,784.00	\$2,812.00	\$2,838.40	\$2,868.00	\$2,896.80	\$2,925.60	\$2,956.00	\$2,984.80	\$3,014.40	\$3,044.00	\$3,074.40	\$3,104.80
Annually	\$72,384.00	\$73,112.00	\$73,798.40	\$74,568.00	\$75,316.80	\$76,065.60	\$76,856.00	\$77,604.80	\$78,374.40	\$79,144.00	\$79,934.40	\$80,724.80
-												
Steps	. 37	38	39	40	. 41	42	. 43	. 44	45	46	. 47	48
Hourly	\$39.21	\$39.60	\$39.99	\$40.40	\$40.80	\$41.20	\$41.60	\$42.04	\$42.46	\$42.87	\$43.31	\$43.75
Biweekly	\$3,136.80	\$3,168.00	\$3,199.20	\$3,232.00	\$3,264.00	\$3,296.00	\$3,328.00	\$3,363.20	\$3,396.80	\$3,429.60	\$3,464.80	\$3,500.00
Annually	\$81,556.80	\$82,368.00	\$83,179.20	\$84,032.00	\$84,864.00	\$85,696.00	\$86,528.00	\$87,443.20	\$88,316.80	\$89,169.60	\$90,084.80	\$91,000.00
Steps	49	50	51	52	53	54	55					
Hourly	\$44.16	\$44.61	\$45.06	\$45.51	\$45.96	\$46.42	\$46.89					
Biweekly	\$3,532.80	\$3,568.80	\$3,604.80	\$3,640.80	\$3,676.80	\$3,713.60	\$3,751.20					
Annually	\$91,852.80	\$92,788.80	\$93,724.80	\$94,660.80	\$95,596.80	\$96,553.60	\$97,531.20					
Grade 78												
		2	2		-		-	0	0	10	44	12
Steps	1 \$20.09	2 \$20.27	3	4	5 \$21.19	6	7 ¢21.91	8 \$22.12	9 \$22.45	10 \$22.78	11 \$22.10	12 \$22.42
Steps Hourly	\$29.98	\$30.27	\$30.59	\$30.88	\$31.18	\$31.49	\$31.81	\$32.13	\$32.45	\$32.78	\$33.10	\$33.43
Steps Hourly Biweekly	\$29.98 \$2,398.40	\$30.27 \$2,421.60	\$30.59 \$2,447.20	\$30.88 \$2,470.40	\$31.18 \$2,494.40	\$31.49 \$2,519.20	\$31.81 \$2,544.80	\$32.13 \$2,570.40	\$32.45 \$2,596.00	\$32.78 \$2,622.40	\$33.10 \$2,648.00	\$33.43 \$2,674.40
Steps Hourly Biweekly Annually	\$29.98 \$2,398.40 \$62,358.40	\$30.27 \$2,421.60 \$62,961.60	\$30.59 \$2,447.20 \$63,627.20	\$30.88 \$2,470.40 \$64,230.40	\$31.18 \$2,494.40 \$64,854.40	\$31.49 \$2,519.20 \$65,499.20	\$31.81 \$2,544.80 \$66,164.80	\$32.13 \$2,570.40 \$66,830.40	\$32.45 \$2,596.00 \$67,496.00	\$32.78 \$2,622.40 \$68,182.40	\$33.10 \$2,648.00 \$68,848.00	\$33.43 \$2,674.40 \$69.534.40
Steps Hourly Biweekly Annually Steps	\$29.98 \$2,398.40 \$62,358.40	\$30.27 \$2,421.60 \$62.961.60	\$30.59 \$2,447.20 \$63.627.20	\$30.88 \$2,470.40 \$64,230.40	\$31.18 \$2,494.40 \$64,854.40	\$31.49 \$2,519.20 \$65,499.20	\$31.81 \$2,544.80 \$66,164.80	\$32.13 \$2,570.40 \$66,830.40	\$32.45 \$2,596.00 \$67.496.00	\$32.78 \$2,622.40 \$68,182.40	\$33.10 \$2,648.00 \$68,848.00	\$33.43 \$2,674.40 \$69,534.40
Steps Hourly Biweekly Annually Steps Hourly	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77	\$30.27 \$2,421.60 \$62,961.60 14 \$34.10	\$30.59 \$2,447.20 \$63,627.20 15 \$34.46	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15	\$31.49 \$2,519.20 \$65,499.20 18 \$35.48	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21	\$32.45 \$2,596.00 \$67.496.00 21 \$36.57	\$32.78 \$2,622.40 \$68,182.40 22 \$36.95	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31	\$33.43 \$2,674.40 \$69,534.40 24 \$37.68
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$29.98 \$2,398.40 \$62,358.40 13 \$33.77 \$2,701.60	\$30.27 \$2,421.60 \$62,961.60 14 \$34.10 \$2,728.00	\$30.59 \$2,447.20 \$63,627.20 15 \$34.46 \$2.756.80	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2,784.00	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15 \$2,812.00	\$31.49 \$2,519.20 \$65.499.20 18 \$35.48 \$2,838.40	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2,868.00	\$32.13 \$2,570.40 \$66.830.40 20 \$36.21 \$2,896.80	\$32.45 \$2,596.00 \$67.496.00 21 \$36.57 \$2,925.60	\$32.78 \$2,622.40 \$68,182.40 22 \$36.95 \$2,956.00	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2,984.80	\$33.43 \$2,674.40 \$69.534.40 24 \$37.68 \$3.014.40
Steps Hourly Biweekly Annually Steps Hourly	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77	\$30.27 \$2,421.60 \$62,961.60 14 \$34.10	\$30.59 \$2,447.20 \$63,627.20 15 \$34.46	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15	\$31.49 \$2,519.20 \$65,499.20 18 \$35.48	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21	\$32.45 \$2,596.00 \$67.496.00 21 \$36.57	\$32.78 \$2,622.40 \$68,182.40 22 \$36.95	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31	\$33.43 \$2,674.40 \$69,534.40 24 \$37.68
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77 \$2,701.60 \$70.241.60	\$30.27 \$2,421.60 \$62,961.60 14 \$34.10 \$2,728.00 \$70,928.00	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2.756.80 \$71.676.80	\$30.88 \$2,470.40 \$64.230.40 16 \$34.80 \$2,784.00 \$72,384.00	\$31.18 \$2,494.40 \$64,854.40 17 \$35.15 \$2,812.00 \$73,112.00	\$31.49 \$2,519.20 \$65,499.20 18 \$35.48 \$2,838.40 \$73,798.40	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2.868.00 \$74.568.00	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21 \$2,896.80 \$75,316.80	\$32.45 \$2,596.00 \$67.496.00 21 \$36.57 \$2,925.60	\$32.78 \$2,622.40 \$68,182.40 22 \$36.95 \$2,956.00	\$33.10 \$2,648.00 \$68,848.00 23 \$37.31 \$2,984.80 \$77.604.80	\$33.43 \$2,674.40 \$69.534.40 24 \$37.68 \$3.014.40 \$78.374.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.98 \$2,398.40 \$62,358.40 13 \$33.77 \$2,701.60	\$30.27 \$2,421.60 \$62,961.60 14 \$34.10 \$2,728.00	\$30.59 \$2,447.20 \$63,627.20 15 \$34.46 \$2.756.80	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2,784.00	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15 \$2,812.00	\$31.49 \$2,519.20 \$65.499.20 18 \$35.48 \$2,838.40	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2,868.00	\$32.13 \$2,570.40 \$66.830.40 20 \$36.21 \$2,896.80	\$32.45 \$2,596.00 \$67.496.00 21 \$36.57 \$2,925.60 \$76.065.60	\$32.78 \$2,622.40 \$68,182.40 22 \$36.95 \$2.956.00 \$76,856.00	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2,984.80	\$33.43 \$2,674.40 \$69.534.40 24 \$37.68 \$3.014.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77 \$2,701.60 \$70,241.60	\$30.27 \$2,421.60 \$62,961.60 14 \$34.10 \$2,728.00 \$70,928.00	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2.756.80 \$71.676.80	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2,784.00 \$72,384.00	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15 \$2.812.00 \$73,112.00	\$31.49 \$2,519.20 \$65.499.20 18 \$35.48 \$2.838.40 \$73,798.40	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2.868.00 \$74.568.00	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21 \$2,896.80 \$75,316.80	\$32.45 \$2,596.00 \$67.496.00 21 \$36.57 \$2.925.60 \$76.065.60	\$32.78 \$2,622.40 \$68.182.40 22 \$36.95 \$2,956.00 \$76.856.00	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2.984.80 \$77.604.80	\$33.43 \$2,674.40 \$69.534.40 24 \$37.68 \$3.014.40 \$78.374.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$29.98 \$2,398.40 \$62,358.40 13 \$33.77 \$2,701.60 \$70,241.60 25 \$38.05	\$30.27 \$2,421.60 \$62,961.60 14 \$34.10 \$2,728.00 \$70,928.00	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2.756.80 \$71.676.80 27 \$38.81	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2,784.00 \$72,384.00	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15 \$2.812.00 \$73.112.00 29 \$39.60	\$31.49 \$2,519.20 \$65,499.20 18 \$35.48 \$2.838.40 \$73.798.40 30 \$39.99	\$31.81 \$2,544.80 \$66,164.80 19 \$35.85 \$2.868.00 \$74,568.00	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21 \$2,896.80 \$75,316.80 32 \$40.80	\$32.45 \$2,596.00 \$67.496.00 21 \$36.57 \$2.925.60 \$76.065.60	\$32.78 \$2,622.40 \$68.182.40 22 \$36.95 \$2.956.00 \$76,856.00	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2,984.80 \$77.604.80	\$33.43 \$2,674.40 \$69.534.40 24 \$37.68 \$3.014.40 \$78.374.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77 \$2,701.60 \$70.241.60 25 \$38.05 \$3,044.00 \$79,144.00	\$30.27 \$2,421.60 \$62.961.60 14 \$34.10 \$2,728.00 \$70.928.00 26 \$38.43 \$3.074.40	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2,756.80 \$71.676.80 27 \$38.81 \$3,104.80	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2,784.00 \$72,384.00 28 \$39.21 \$3,136.80	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15 \$2.812.00 \$73.112.00 29 \$39.60 \$3.168.00	\$31.49 \$2,519.20 \$65.499.20 18 \$35.48 \$2.838.40 \$73,798.40 30 \$39.99 \$3.199.20 \$83,179.20	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2.868.00 \$74.568.00 31 \$40.40 \$3.232.00	\$32.13 \$2,570.40 \$66.830.40 20 \$36.21 \$2.896.80 \$75.316.80 32 \$40.80 \$3.264.00	\$32.45 \$2,596.00 \$67.496.00 21 \$36.57 \$2.925.60 \$76.065.60 33 \$41.20 \$3.296.00	\$32.78 \$2,622.40 \$68.182.40 22 \$36.95 \$2.956.00 \$76.856.00 34 \$41.60 \$3.328.00	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2,984.80 \$77.604.80 35 \$42.04 \$3.363.20	\$33.43 \$2,674.40 \$69,534.40 24 \$37.68 \$3,014.40 \$78.374.40 36 \$42.46 \$3,396.80 \$88,316.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77 \$2,701.60 \$70.241.60 25 \$38.05 \$3.044.00 \$79.144.00	\$30.27 \$2,421.60 \$62.961.60 14 \$34.10 \$2.728.00 \$70.928.00 26 \$38.43 \$3.074.40 \$79.934.40	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2.756.80 \$71.676.80 27 \$38.81 \$3.104.80 \$80.724.80	\$30.88 \$2,470.40 \$64.230.40 16 \$34.80 \$2.784.00 \$72.384.00 28 \$39.21 \$3.136.80 \$81.556.80	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15 \$2.812.00 \$73,112.00 29 \$39.60 \$3,168.00 \$82,368.00	\$31.49 \$2,519.20 \$65.499.20 18 \$35.48 \$2.838.40 \$73,798.40 30 \$39.99 \$3,199.20 \$83,179.20	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2.868.00 \$74.568.00 31 \$40.40 \$3.232.00 \$84,032.00	\$32.13 \$2,570.40 \$66.830.40 20 \$36.21 \$2.896.80 \$75.316.80 32 \$40.80 \$3.264.00 \$84.864.00	\$32.45 \$2,596.00 \$67.496.00 21 \$36.57 \$2.925.60 \$76.065.60 33 \$41.20 \$3.296.00 \$85.696.00	\$32.78 \$2,622.40 \$68.182.40 22 \$36.95 \$2.956.00 \$76.856.00 34 \$41.60 \$3.328.00 \$86.528.00	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2.984.80 \$77.604.80 35 \$42.04 \$3.363.20 \$87.443.20	\$33.43 \$2,674.40 \$69,534.40 24 \$37.68 \$3,014.40 \$78.374.40 36 \$42.46 \$3.396.80 \$88.316.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77 \$2,701.60 \$70.241.60 25 \$38.05 \$3.044.00 \$79.144.00	\$30.27 \$2,421.60 \$62.961.60 14 \$34.10 \$2.728.00 \$70.928.00 26 \$38.43 \$3.074.40 \$79,934.40	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2.756.80 \$71.676.80 27 \$38.81 \$3,104.80 \$80.724.80	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2.784.00 \$72.384.00 28 \$39.21 \$3.136.80 \$81.556.80	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15 \$2,812.00 \$73.112.00 29 \$39.60 \$3.168.00 \$82.368.00	\$31.49 \$2,519.20 \$65,499.20 18 \$35.48 \$2,838.40 \$73,798.40 30 \$39.99 \$3,199.20 \$83,179.20	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2,868.00 \$74.568.00 31 \$40.40 \$3,232.00 \$84,032.00	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21 \$2.896.80 \$75.316.80 32 \$40.80 \$3,264.00 \$84,864.00	\$32.45 \$2,596.00 \$67.496.00 21 \$36.57 \$2.925.60 \$76.065.60 33 \$41.20 \$3.296.00 \$85,696.00	\$32.78 \$2,622.40 \$68,182.40 22 \$36.95 \$2,956.00 \$76,856.00 34 \$41.60 \$3,328.00 \$86,528.00	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2.984.80 \$77.604.80 35 \$42.04 \$3.363.20 \$87,443.20	\$33.43 \$2,674.40 \$69,534.40 24 \$37.68 \$3,014.40 \$78.374.40 36 \$42.46 \$3,396.80 \$88,316.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77 \$2,701.60 \$70,241.60 25 \$38.05 \$3.044.00 \$79,144.00 37 \$42.87 \$3,429.60	\$30.27 \$2,421.60 \$62.961.60 14 \$34.10 \$2.728.00 \$70.928.00 26 \$38.43 \$3.074.40 \$79,934.40 38 \$43.31 \$3,464.80	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2.756.80 \$71.676.80 27 \$38.81 \$3.104.80 \$80.724.80 39 \$43.75 \$3,500.00	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2,784.00 \$72.384.00 28 \$39.21 \$3.136.80 \$81,556.80 40 \$44.16 \$3,532.80	\$31.18 \$2,494.40 \$64,854.40 17 \$35.15 \$2,812.00 \$73,112.00 29 \$39.60 \$3,168.00 \$82,368.00 41 \$44.61 \$3,568.80	\$31.49 \$2,519.20 \$65,499.20 18 \$35.48 \$2,838.40 \$73,798.40 30 \$39.99 \$3.199.20 \$83,179.20 42 \$45.06 \$3,604.80	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2.868.00 \$74.568.00 31 \$40.40 \$3.232.00 \$84.032.00 43 \$45.51 \$3.640.80	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21 \$2,896.80 \$75,316.80 32 \$40.80 \$3,264.00 \$84,864.00 44 \$45.96 \$3,676.80	\$32.45 \$2,596.00 \$67,496.00 21 \$36.57 \$2,925.60 \$76.065.60 33 \$41.20 \$3.296.00 \$85,696.00 45 \$46.42 \$3,713.60	\$32.78 \$2,622.40 \$68.182.40 22 \$36.95 \$2.956.00 \$76.856.00 34 \$41.60 \$3.328.00 \$86.528.00 46 \$46.89 \$3,751.20	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2,984.80 \$77.604.80 35 \$42.04 \$3.363.20 \$87.443.20 47 \$47.35 \$3.788.00	\$33.43 \$2,674.40 \$69,534.40 24 \$37.68 \$3.014.40 \$78.374.40 36 \$42.46 \$3.396.80 \$88.316.80 48 \$47.83 \$3.826.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77 \$2,701.60 \$70.241.60 25 \$38.05 \$3.044.00 \$79.144.00	\$30.27 \$2,421.60 \$62.961.60 14 \$34.10 \$2.728.00 \$70.928.00 26 \$38.43 \$3.074.40 \$79,934.40	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2.756.80 \$71.676.80 27 \$38.81 \$3,104.80 \$80.724.80	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2.784.00 \$72.384.00 28 \$39.21 \$3.136.80 \$81.556.80	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15 \$2,812.00 \$73.112.00 29 \$39.60 \$3.168.00 \$82.368.00	\$31.49 \$2,519.20 \$65,499.20 18 \$35.48 \$2,838.40 \$73,798.40 30 \$39.99 \$3,199.20 \$83,179.20	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2,868.00 \$74.568.00 31 \$40.40 \$3,232.00 \$84,032.00	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21 \$2.896.80 \$75.316.80 32 \$40.80 \$3,264.00 \$84,864.00	\$32.45 \$2,596.00 \$67.496.00 21 \$36.57 \$2.925.60 \$76.065.60 33 \$41.20 \$3.296.00 \$85,696.00	\$32.78 \$2,622.40 \$68,182.40 22 \$36.95 \$2,956.00 \$76,856.00 34 \$41.60 \$3,328.00 \$86,528.00	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2.984.80 \$77.604.80 35 \$42.04 \$3.363.20 \$87,443.20	\$33.43 \$2,674.40 \$69,534.40 24 \$37.68 \$3,014.40 \$78.374.40 36 \$42.46 \$3,396.80 \$88,316.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77 \$2,701.60 \$70,241.60 25 \$38.05 \$3.044.00 \$79,144.00 37 \$42.87 \$3,429.60	\$30.27 \$2,421.60 \$62.961.60 14 \$34.10 \$2.728.00 \$70.928.00 26 \$38.43 \$3.074.40 \$79,934.40 38 \$43.31 \$3,464.80	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2.756.80 \$71.676.80 27 \$38.81 \$3.104.80 \$80.724.80 39 \$43.75 \$3,500.00	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2,784.00 \$72.384.00 28 \$39.21 \$3.136.80 \$81,556.80 40 \$44.16 \$3,532.80	\$31.18 \$2,494.40 \$64,854.40 17 \$35.15 \$2,812.00 \$73,112.00 29 \$39.60 \$3,168.00 \$82,368.00 41 \$44.61 \$3,568.80	\$31.49 \$2,519.20 \$65,499.20 18 \$35.48 \$2,838.40 \$73,798.40 30 \$39.99 \$3.199.20 \$83,179.20 42 \$45.06 \$3,604.80	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2.868.00 \$74.568.00 31 \$40.40 \$3.232.00 \$84.032.00 43 \$45.51 \$3.640.80	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21 \$2,896.80 \$75,316.80 32 \$40.80 \$3,264.00 \$84,864.00 44 \$45.96 \$3,676.80	\$32.45 \$2,596.00 \$67,496.00 21 \$36.57 \$2,925.60 \$76.065.60 33 \$41.20 \$3.296.00 \$85,696.00 45 \$46.42 \$3,713.60	\$32.78 \$2,622.40 \$68.182.40 22 \$36.95 \$2.956.00 \$76.856.00 34 \$41.60 \$3.328.00 \$86.528.00 46 \$46.89 \$3,751.20	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2,984.80 \$77.604.80 35 \$42.04 \$3.363.20 \$87.443.20 47 \$47.35 \$3.788.00	\$33.43 \$2,674.40 \$69,534.40 24 \$37.68 \$3.014.40 \$78.374.40 36 \$42.46 \$3.396.80 \$88.316.80 48 \$47.83 \$3.826.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77 \$2,701.60 \$70,241.60 25 \$38.05 \$3.044.00 \$79,144.00 37 \$42.87 \$3,429.60 \$89,169.60	\$30.27 \$2,421.60 \$62.961.60 14 \$34.10 \$2.728.00 \$70.928.00 26 \$38.43 \$3.074.40 \$79.934.40 38 \$43.31 \$3.464.80 \$90.084.80	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2.756.80 \$71.676.80 27 \$38.81 \$3,104.80 \$80.724.80 39 \$43.75 \$3,500.00 \$91,000.00	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2,784.00 \$72.384.00 28 \$39.21 \$3.136.80 \$81.556.80 40 \$44.16 \$3,532.80 \$91,852.80	\$31.18 \$2,494.40 \$64,854.40 17 \$35.15 \$2,812.00 \$73,112.00 29 \$39.60 \$3,168.00 \$82,368.00 41 \$44.61 \$3,568.80 \$92,788.80	\$31.49 \$2,519.20 \$65,499.20 18 \$35.48 \$2,838.40 \$73,798.40 30 \$39.99 \$3,199.20 \$83,179.20 42 \$45.06 \$3,604.80 \$93,724.80	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2.868.00 \$74.568.00 31 \$40.40 \$3.232.00 \$84.032.00 43 \$45.51 \$3.640.80 \$94.660.80	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21 \$2,896.80 \$75,316.80 32 \$40.80 \$3,264.00 \$84,864.00 44 \$45.96 \$3,676.80	\$32.45 \$2,596.00 \$67,496.00 21 \$36.57 \$2,925.60 \$76.065.60 33 \$41.20 \$3.296.00 \$85,696.00 45 \$46.42 \$3,713.60	\$32.78 \$2,622.40 \$68.182.40 22 \$36.95 \$2.956.00 \$76.856.00 34 \$41.60 \$3.328.00 \$86.528.00 46 \$46.89 \$3,751.20	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2,984.80 \$77.604.80 35 \$42.04 \$3.363.20 \$87.443.20 47 \$47.35 \$3.788.00	\$33.43 \$2,674.40 \$69,534.40 24 \$37.68 \$3.014.40 \$78.374.40 36 \$42.46 \$3.396.80 \$88.316.80 48 \$47.83 \$3.826.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Annually	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77 \$2,701.60 \$70.241.60 25 \$38.05 \$3.044.00 \$79.144.00 37 \$42.87 \$3.429.60 \$89.169.60	\$30.27 \$2,421.60 \$62,961.60 14 \$34.10 \$2,728.00 \$70,928.00 26 \$38.43 \$3,074.40 \$79,934.40 38 \$43.31 \$3,464.80 \$90,084.80	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2.756.80 \$71.676.80 27 \$38.81 \$3.104.80 \$80.724.80 39 \$43.75 \$3,500.00 \$91.000.00	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2,784.00 \$72.384.00 28 \$39.21 \$3,136.80 \$81,556.80 40 \$44.16 \$3,532.80 \$91,852.80	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15 \$2.812.00 \$73.112.00 29 \$39.60 \$3.168.00 \$82.368.00 41 \$44.61 \$3.568.80 \$92.788.80	\$31.49 \$2,519.20 \$65.499.20 18 \$35.48 \$2.838.40 \$73.798.40 30 \$39.99 \$3.199.20 \$83.179.20 42 \$45.06 \$3.604.80 \$93.724.80	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2.868.00 \$74.568.00 31 \$40.40 \$3,232.00 \$84,032.00 43 \$45.51 \$3,640.80 \$94,660.80	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21 \$2,896.80 \$75,316.80 32 \$40.80 \$3,264.00 \$84,864.00 44 \$45.96 \$3,676.80	\$32.45 \$2,596.00 \$67,496.00 21 \$36.57 \$2,925.60 \$76.065.60 33 \$41.20 \$3.296.00 \$85,696.00 45 \$46.42 \$3,713.60	\$32.78 \$2,622.40 \$68.182.40 22 \$36.95 \$2.956.00 \$76.856.00 34 \$41.60 \$3.328.00 \$86.528.00 46 \$46.89 \$3,751.20	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2,984.80 \$77.604.80 35 \$42.04 \$3.363.20 \$87.443.20 47 \$47.35 \$3.788.00	\$33.43 \$2,674.40 \$69,534.40 24 \$37.68 \$3.014.40 \$78.374.40 36 \$42.46 \$3.396.80 \$88.316.80 48 \$47.83 \$3.826.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$29.98 \$2,398.40 \$62.358.40 13 \$33.77 \$2,701.60 \$70.241.60 25 \$38.05 \$3.044.00 \$79.144.00 37 \$42.87 \$3.429.60 \$89.169.60	\$30.27 \$2,421.60 \$62.961.60 14 \$34.10 \$2.728.00 \$70.928.00 26 \$38.43 \$3.074.40 \$79.934.40 38 \$43.31 \$3.464.80 \$90.084.80	\$30.59 \$2,447.20 \$63.627.20 15 \$34.46 \$2.756.80 \$71.676.80 27 \$38.81 \$3,104.80 \$80.724.80 39 \$43.75 \$3,500.00 \$91,000.00	\$30.88 \$2,470.40 \$64,230.40 16 \$34.80 \$2,784.00 \$72.384.00 28 \$39.21 \$3,136.80 \$81.556.80 40 \$44.16 \$3,532.80 \$91.852.80 \$91.852.80	\$31.18 \$2,494.40 \$64.854.40 17 \$35.15 \$2.812.00 \$73.112.00 29 \$39.60 \$3.168.00 \$82.368.00 41 \$44.61 \$3.568.80 \$92.788.80	\$31.49 \$2,519.20 \$65.499.20 18 \$35.48 \$2.838.40 \$73.798.40 30 \$39.99 \$3.199.20 \$83.179.20 42 \$45.06 \$3,604.80 \$93.724.80	\$31.81 \$2,544.80 \$66.164.80 19 \$35.85 \$2.868.00 \$74.568.00 31 \$40.40 \$3.232.00 \$84.032.00 43 \$45.51 \$3.640.80 \$94.660.80	\$32.13 \$2,570.40 \$66,830.40 20 \$36.21 \$2,896.80 \$75,316.80 32 \$40.80 \$3,264.00 \$84,864.00 44 \$45.96 \$3,676.80	\$32.45 \$2,596.00 \$67,496.00 21 \$36.57 \$2,925.60 \$76.065.60 33 \$41.20 \$3.296.00 \$85,696.00 45 \$46.42 \$3,713.60	\$32.78 \$2,622.40 \$68.182.40 22 \$36.95 \$2.956.00 \$76.856.00 34 \$41.60 \$3.328.00 \$86.528.00 46 \$46.89 \$3,751.20	\$33.10 \$2,648.00 \$68.848.00 23 \$37.31 \$2,984.80 \$77.604.80 35 \$42.04 \$3.363.20 \$87.443.20 47 \$47.35 \$3.788.00	\$33.43 \$2,674.40 \$69,534.40 24 \$37.68 \$3.014.40 \$78.374.40 36 \$42.46 \$3.396.80 \$88.316.80 48 \$47.83 \$3.826.40

(Non-bargaining unit)

ALEUTIAN ISLANDS-ADAK-SAND POINT-BRISTOL BAY-DILLINGHAM (27%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$32.78 \$2,622.40	\$33.10 \$2,648.00	\$33.43 \$2,674.40	\$33.77 \$2,701.60	\$34.10 \$2,728.00	\$34.46 \$2,756.80	\$34.80 \$2,784.00	\$35.15 \$2,812.00	\$35.48 \$2,838.40	\$35.85 \$2,868.00	\$36.21 \$2,896.80	\$36.57 \$2,925.60
Annually	\$68,182.40	\$68,848.00	\$69,534.40	\$70,241.60	\$70,928.00	\$71,676.80	\$72,384.00	\$73,112.00	\$73,798.40	\$74,568.00	\$75,316.80	\$76,065.60
Steps Hourly	13 \$36.95	14 \$37.31	15 \$37.68	16 \$38.05	17 \$38.43	18 \$38.81	19 \$39.21	20 \$39.60	21 \$39.99	22 \$40.40	23 \$40.80	24 \$41.20
Biweekly	\$2,956.00	\$2,984.80	\$3,014.40	\$3,044.00	\$3,074.40	\$3,104.80	\$3,136.80	\$3,168.00	\$3,199.20	\$3,232.00	\$3,264.00	\$3,296.00
Annually	\$76,856.00	\$77,604.80	\$78,374.40	\$79,144.00	\$79,934.40	\$80,724.80	\$81,556.80	\$82,368.00	\$83,179.20	\$84,032.00	\$84,864.00	\$85,696.00
Steps												
Hourly	25 \$41.60	26 \$42.04	27 \$42.46	28 \$42.87	29 \$43.31	30 \$43.75	31 \$44.16	32 \$44.61	33 \$45.06	34 \$45.51	35 \$45.96	36 \$46.42
Biweekly	\$3,328.00	\$3,363.20	\$3,396.80	\$3,429.60	\$3,464.80	\$3,500.00	\$3,532.80	\$3,568.80	\$3,604.80	\$3,640.80	\$3,676.80	\$3,713.60
Annually	\$86,528.00	\$87,443.20	\$88,316.80	\$89,169.60	\$90,084.80	\$91,000.00	\$91,852.80	\$92,788.80	\$93,724.80	\$94,660.80	\$95,596.80	\$96,553.60
Chama												
Steps Hourly	37 \$46.89	38 \$47.35	39 \$47.83	40 \$48.31	41 \$48.80	42 \$49.27	43 \$49.79	44 \$50.28	45 \$50.79	46 \$51.29	47 \$51.82	48 \$52.32
Biweekly	\$3,751.20	\$3,788.00	\$3,826.40	\$3,864.80	\$3,904.00	\$3,941.60	\$3,983.20	\$4,022.40	\$4,063.20	\$4,103.20	\$4,145.60	\$4,185.60
Annually	\$97,531.20	\$98,488.00	\$99,486.40	\$100,484.80	\$101,504.00	\$102,481.60	\$103,563.20	\$104,582.40	\$105,643.20	\$106,683.20	\$107,785.60	\$108,825.60
Steps	49	50	51	52	53	54	55					
Hourly	\$52.85	\$53.38	\$53.92	\$54.46	\$54.99	\$55.54	\$56.10					
Biweekly	\$4,228.00	\$4,270.40	\$4,313.60	\$4,356.80	\$4,399.20	\$4,443.20	\$4,488.00					
Annually	\$109,928.00	\$111,030.40	\$112,153.60	\$113,276.80	\$114,379.20	\$115,523.20	\$116,688.00					
Grade 80												
Steps	1	2	3	4	5	6	7	. 8	9	10	11	12
Steps Hourly	\$35.48	\$35.85	\$36.21	\$36.57	\$36.95	\$37.31	\$37.68	\$38.05	\$38.43	\$38.81	\$39.21	\$39.60
Steps Hourly Biweekly	\$35.48 \$2,838.40	\$35.85 \$2,868.00	\$36.21 \$2,896.80	\$36.57 \$2,925.60	\$36.95 \$2,956.00	\$37.31 \$2,984.80	\$37.68 \$3,014.40	\$38.05 \$3,044.00	\$38.43 \$3,074.40	\$38.81 \$3,104.80	\$39.21 \$3,136.80	\$39.60 \$3,168.00
Steps Hourly Biweekly Annually	\$35.48 \$2,838.40 \$73,798.40	\$35.85 \$2,868.00 \$74,568.00	\$36.21 \$2,896.80 \$75,316.80	\$36.57 \$2,925.60 \$76,065.60	\$36.95 \$2,956.00 \$76,856.00	\$37.31 \$2,984.80 \$77,604.80	\$37.68 \$3,014.40 \$78,374.40	\$38.05 \$3,044.00 \$79,144.00	\$38.43 \$3,074.40 \$79,934.40	\$38.81 \$3,104.80 \$80,724.80	\$39.21 \$3,136.80 \$81,556.80	\$39.60 \$3,168.00 \$82,368.00
Steps Hourly Biweekly Annually Steps	\$35.48 \$2,838.40 \$73,798.40	\$35.85 \$2,868.00 \$74,568.00	\$36.21 \$2,896.80 \$75,316.80	\$36.57 \$2,925.60 \$76,065.60	\$36.95 \$2,956.00 \$76,856.00	\$37.31 \$2,984.80 \$77,604.80	\$37.68 \$3,014.40 \$78,374.40	\$38.05 \$3,044.00 \$79,144.00	\$38.43 \$3,074.40 \$79,934.40	\$38.81 \$3,104.80 \$80,724.80	\$39.21 \$3,136.80 \$81,556.80	\$39.60 \$3,168.00 \$82,368.00
Steps Hourly Biweekly Annually Steps Hourly	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99	\$35.85 \$2,868.00 \$74,568.00 14 \$40.40	\$36.21 \$2,896.80 \$75,316.80 15 \$40.80	\$36.57 \$2,925.60 \$76,065.60 16 \$41.20	\$36.95 \$2,956.00 \$76,856.00 17 \$41.60	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46	\$38.05 \$3,044.00 \$79,144.00 20 \$42.87	\$38.43 \$3,074.40 \$79,934.40 21 \$43.31	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75	\$39.21 \$3,136.80 \$81.556.80 23 \$44.16	\$39.60 \$3,168.00 \$82.368.00 24 \$44.61
Steps Hourly Biweekly Annually Steps	\$35.48 \$2,838.40 \$73,798.40	\$35.85 \$2,868.00 \$74,568.00	\$36.21 \$2,896.80 \$75,316.80	\$36.57 \$2,925.60 \$76,065.60	\$36.95 \$2,956.00 \$76,856.00	\$37.31 \$2,984.80 \$77,604.80	\$37.68 \$3,014.40 \$78,374.40	\$38.05 \$3,044.00 \$79,144.00	\$38.43 \$3,074.40 \$79,934.40	\$38.81 \$3,104.80 \$80,724.80	\$39.21 \$3,136.80 \$81,556.80	\$39.60 \$3,168.00 \$82,368.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20	\$35.85 \$2,868.00 \$74,568.00 14 \$40.40 \$3,232.00 \$84,032.00	\$36.21 \$2,896.80 \$75,316.80 15 \$40.80 \$3,264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 16 \$41.20 \$3,296.00 \$85,696.00	\$36.95 \$2,956.00 \$76,856.00 17 \$41.60 \$3,328.00 \$86,528.00	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3,363.20 \$87,443.20	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88.316.80	\$38.05 \$3,044.00 \$79.144.00 20 \$42.87 \$3,429.60 \$89.169.60	\$38.43 \$3,074.40 \$79,934.40 21 \$43.31 \$3,464.80 \$90,084.80	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3.500.00 \$91,000.00	\$39.21 \$3,136.80 \$81.556.80 23 \$44.16 \$3.532.80 \$91.852.80	\$39.60 \$3,168.00 \$82,368.00 24 \$44.61 \$3,568.80 \$92,788.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20	\$35.85 \$2,868.00 \$74,568.00 14 \$40.40 \$3,232.00 \$84,032.00	\$36.21 \$2,896.80 \$75,316.80 15 \$40.80 \$3,264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 16 \$41.20 \$3,296.00 \$85,696.00	\$36.95 \$2,956.00 \$76,856.00 17 \$41.60 \$3,328.00 \$86,528.00	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3.363.20 \$87,443.20	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88.316.80	\$38.05 \$3,044.00 \$79.144.00 20 \$42.87 \$3.429.60 \$89,169.60	\$38.43 \$3,074.40 \$79,934.40 21 \$43.31 \$3,464.80 \$90,084.80	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3,500.00 \$91,000.00	\$39.21 \$3,136.80 \$81,556.80 23 \$44.16 \$3,532.80 \$91,852.80	\$39.60 \$3,168.00 \$82.368.00 24 \$44.61 \$3.568.80 \$92,788.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20 25 \$45.06	\$35.85 \$2,868.00 \$74,568.00 14 \$40.40 \$3,232.00 \$84,032.00	\$36.21 \$2,896.80 \$75,316.80 15 \$40.80 \$3,264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 16 \$41.20 \$3,296.00 \$85,696.00	\$36.95 \$2,956.00 \$76,856.00 17 \$41.60 \$3,328.00 \$86,528.00 29 \$46.89	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3.363.20 \$87.443.20 30 \$47.35	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88,316.80 31 \$47.83	\$38.05 \$3,044.00 \$79.144.00 20 \$42.87 \$3.429.60 \$89.169.60 32 \$48.31	\$38.43 \$3,074.40 \$79,934.40 21 \$43.31 \$3,464.80 \$90,084.80 33 \$48.80	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3.500.00 \$91,000.00	\$39.21 \$3,136.80 \$81.556.80 23 \$44.16 \$3.532.80 \$91.852.80 35 \$49.79	\$39.60 \$3,168.00 \$82.368.00 24 \$44.61 \$3.568.80 \$92,788.80 36 \$50.28
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20	\$35.85 \$2,868.00 \$74,568.00 14 \$40.40 \$3,232.00 \$84,032.00	\$36.21 \$2,896.80 \$75,316.80 15 \$40.80 \$3,264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 16 \$41.20 \$3,296.00 \$85,696.00	\$36.95 \$2,956.00 \$76,856.00 17 \$41.60 \$3,328.00 \$86,528.00	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3.363.20 \$87,443.20	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88.316.80	\$38.05 \$3,044.00 \$79.144.00 20 \$42.87 \$3,429.60 \$89,169.60 32 \$48.31 \$3,864.80	\$38.43 \$3,074.40 \$79,934.40 21 \$43.31 \$3,464.80 \$90,084.80	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3,500.00 \$91,000.00	\$39.21 \$3,136.80 \$81,556.80 23 \$44.16 \$3,532.80 \$91,852.80	\$39.60 \$3,168.00 \$82,368.00 24 \$44.61 \$3,568.80 \$92,788.80 36 \$50.28 \$4,022.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20 25 \$45.06 \$3,604.80	\$35.85 \$2,868.00 \$74,568.00 14 \$40.40 \$3,232.00 \$84,032.00 26 \$45.51 \$3,640.80	\$36.21 \$2,896.80 \$75.316.80 15 \$40.80 \$3,264.00 \$84.864.00 27 \$45.96 \$3,676.80	\$36.57 \$2,925.60 \$76.065.60 16 \$41.20 \$3.296.00 \$85.696.00 28 \$46.42 \$3,713.60	\$36.95 \$2,956.00 \$76.856.00 17 \$41.60 \$3,328.00 \$86.528.00 29 \$46.89 \$3,751.20	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3,363.20 \$87.443.20 30 \$47.35 \$3,788.00	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88.316.80 31 \$47.83 \$3,826.40	\$38.05 \$3,044.00 \$79.144.00 20 \$42.87 \$3.429.60 \$89.169.60 32 \$48.31	\$38.43 \$3,074.40 \$79.934.40 21 \$43.31 \$3.464.80 \$90.084.80 33 \$48.80 \$3.904.00	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3,500.00 \$91,000.00 34 \$49.27 \$3,941.60	\$39.21 \$3,136.80 \$81.556.80 23 \$44.16 \$3.532.80 \$91.852.80 35 \$49.79 \$3.983.20	\$39.60 \$3,168.00 \$82,368.00 24 \$44.61 \$3,568.80 \$92,788.80 36 \$50.28 \$4,022.40 \$104,582.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20 25 \$45.06 \$3,604.80 \$93,724.80	\$35.85 \$2,868.00 \$74,568.00 14 \$40.40 \$3,232.00 \$84,032.00 26 \$45.51 \$3,640.80 \$94,660.80	\$36.21 \$2,896.80 \$75.316.80 15 \$40.80 \$3,264.00 \$84,864.00 27 \$45.96 \$3,676.80 \$95,596.80	\$36.57 \$2,925.60 \$76.065.60 16 \$41.20 \$3.296.00 \$85.696.00 28 \$46.42 \$3,713.60 \$96.553.60	\$36.95 \$2,956.00 \$76.856.00 17 \$41.60 \$3.328.00 \$86.528.00 29 \$46.89 \$3.751.20 \$97,531.20	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3.363.20 \$87.443.20 30 \$47.35 \$3,788.00 \$98.488.00	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88.316.80 31 \$47.83 \$3,826.40 \$99,486.40	\$38.05 \$3,044.00 \$79.144.00 20 \$42.87 \$3,429.60 \$89,169.60 32 \$48.31 \$3,864.80 \$100.484.80	\$38.43 \$3,074.40 \$79.934.40 21 \$43.31 \$3.464.80 \$90.084.80 33 \$48.80 \$3,904.00 \$101.504.00	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3,500.00 \$91,000.00 34 \$49.27 \$3,941.60 \$102,481.60	\$39.21 \$3,136.80 \$81.556.80 23 \$44.16 \$3.532.80 \$91.852.80 35 \$49.79 \$3.983.20 \$103.563.20	\$39.60 \$3,168.00 \$82,368.00 24 \$44.61 \$3,568.80 \$92,788.80 36 \$50.28 \$4,022.40 \$104,582.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20 25 \$45.06 \$3,604.80 \$93,724.80	\$35.85 \$2,868.00 \$74,568.00 14 \$40.40 \$3,232.00 \$84,032.00 26 \$45.51 \$3,640.80 \$94,660.80	\$36.21 \$2,896.80 \$75.316.80 15 \$40.80 \$3.264.00 \$84,864.00 27 \$45.96 \$3,676.80 \$95,596.80	\$36.57 \$2,925.60 \$76.065.60 16 \$41.20 \$3.296.00 \$85.696.00 28 \$46.42 \$3,713.60 \$96,553.60	\$36.95 \$2,956.00 \$76.856.00 17 \$41.60 \$3.328.00 \$86.528.00 29 \$46.89 \$3.751.20 \$97,531.20	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3.363.20 \$87.443.20 30 \$47.35 \$3,788.00 \$98,488.00	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88.316.80 31 \$47.83 \$3.826.40 \$99.486.40	\$38.05 \$3,044.00 \$79.144.00 20 \$42.87 \$3,429.60 \$89,169.60 32 \$48.31 \$3,864.80 \$100.484.80	\$38.43 \$3,074.40 \$79.934.40 21 \$43.31 \$3.464.80 \$90.084.80 33 \$48.80 \$3.904.00 \$101.504.00	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3,500.00 \$91,000.00 34 \$49.27 \$3,941.60 \$102,481.60	\$39.21 \$3,136.80 \$81.556.80 23 \$44.16 \$3.532.80 \$91.852.80 35 \$49.79 \$3.983.20 \$103.563.20	\$39.60 \$3,168.00 \$82,368.00 24 \$44.61 \$3,568.80 \$92,788.80 36 \$50.28 \$4,022.40 \$104,582.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20 25 \$45.06 \$3,604.80 \$93,724.80 37 \$50.79 \$4,063.20	\$35.85 \$2,868.00 \$74,568.00 \$14 \$40.40 \$3,232.00 \$84,032.00 \$45.51 \$3,640.80 \$94,660.80 \$51.29 \$4,103.20	\$36.21 \$2,896.80 \$75.316.80 15 \$40.80 \$3.264.00 \$84.864.00 27 \$45.96 \$3.676.80 \$95,596.80 39 \$51.82 \$4,145.60	\$36.57 \$2,925.60 \$76.065.60 16 \$41.20 \$3,296.00 \$85,696.00 28 \$46.42 \$3,713.60 \$96,553.60 40 \$52.32 \$4,185.60	\$36.95 \$2,956.00 \$76.856.00 17 \$41.60 \$3,328.00 \$86.528.00 29 \$46.89 \$3,751.20 \$97,531.20	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3.363.20 \$87.443.20 30 \$47.35 \$3.788.00 \$98.488.00 42 \$53.38 \$4,270.40	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88.316.80 31 \$47.83 \$3.826.40 \$99,486.40 43 \$53.92 \$4.313.60	\$38.05 \$3,044.00 \$79.144.00 20 \$42.87 \$3,429.60 \$89,169.60 32 \$48.31 \$3,864.80 \$100.484.80	\$38.43 \$3,074.40 \$79.934.40 21 \$43.31 \$3.464.80 \$90.084.80 33 \$48.80 \$3.904.00 \$101.504.00 45 \$54.99 \$4.399.20	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3,500.00 \$91,000.00 34 \$49.27 \$3,941.60 \$102,481.60	\$39.21 \$3,136.80 \$81.556.80 23 \$44.16 \$3.532.80 \$91.852.80 35 \$49.79 \$3.983.20 \$103.563.20	\$39.60 \$3,168.00 \$82,368.00 24 \$44.61 \$3,568.80 \$92,788.80 36 \$50.28 \$4,022.40 \$104,582.40 48 \$56.67 \$4,533.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20 25 \$45.06 \$3,604.80 \$93,724.80 37 \$50.79 \$4,063.20 \$105,643.20	\$35.85 \$2,868.00 \$74,568.00 \$14 \$40.40 \$3,232.00 \$84,032.00 \$45.51 \$3,640.80 \$94,660.80 \$51.29 \$4,103.20 \$106,683.20	\$36.21 \$2,896.80 \$75,316.80 15 \$40.80 \$3,264.00 \$84,864.00 27 \$45.96 \$3,676.80 \$95,596.80 39 \$51.82 \$4,145.60 \$107,785.60	\$36.57 \$2,925.60 \$76.065.60 16 \$41.20 \$3.296.00 \$85.696.00 28 \$46.42 \$3,713.60 \$96.553.60 40 \$52.32 \$4.185.60 \$108,825.60	\$36.95 \$2,956.00 \$76.856.00 \$17 \$41.60 \$3,328.00 \$86.528.00 \$46.89 \$3,751.20 \$97,531.20 \$109,928.00	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3.363.20 \$87.443.20 30 \$47.35 \$3,788.00 \$98.488.00 42 \$53.38 \$4.270.40 \$111.030.40	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88,316.80 31 \$47.83 \$3.826.40 \$99.486.40 43 \$53.92 \$4.313.60 \$112.153.60	\$38.05 \$3,044.00 \$79.144.00 \$42.87 \$3.429.60 \$89.169.60 32 \$48.31 \$3.864.80 \$100.484.80	\$38.43 \$3,074.40 \$79.934.40 21 \$43.31 \$3.464.80 \$90.084.80 33 \$48.80 \$3.904.00 \$101.504.00	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3,500.00 \$91,000.00 34 \$49.27 \$3,941.60 \$102,481.60	\$39.21 \$3,136.80 \$81.556.80 23 \$44.16 \$3.532.80 \$91.852.80 35 \$49.79 \$3.983.20 \$103.563.20 47 \$56.10 \$4.488.00	\$39.60 \$3,168.00 \$82,368.00 24 \$44.61 \$3,568.80 \$92,788.80 36 \$50.28 \$4,022.40 \$104,582.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20 25 \$45.06 \$3,604.80 \$93,724.80 37 \$50.79 \$4,063.20 \$105,643.20	\$35.85 \$2,868.00 \$74,568.00 \$14 \$40.40 \$3,232.00 \$84,032.00 \$45.51 \$3,640.80 \$94,660.80 \$51.29 \$4,103.20 \$106,683.20	\$36.21 \$2,896.80 \$75,316.80 15 \$40.80 \$3,264.00 \$84,864.00 27 \$45.96 \$3,676.80 \$95,596.80 39 \$51.82 \$4,145.60 \$107,785.60	\$36.57 \$2,925.60 \$76.065.60 16 \$41.20 \$3,296.00 \$85.696.00 28 \$46.42 \$3,713.60 \$96.553.60 40 \$52.32 \$4,185.60 \$108.825.60	\$36.95 \$2,956.00 \$76.856.00 \$76.856.00 17 \$41.60 \$3.328.00 \$86.528.00 29 \$46.89 \$3.751.20 \$97.531.20 41 \$52.85 \$4,228.00 \$109.928.00	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3.363.20 \$87.443.20 30 \$47.35 \$3.788.00 \$98.488.00 42 \$53.38 \$4,270.40 \$111.030.40	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88.316.80 31 \$47.83 \$3.826.40 \$99.486.40 43 \$53.92 \$4.313.60 \$112.153.60	\$38.05 \$3,044.00 \$79.144.00 \$42.87 \$3.429.60 \$89.169.60 32 \$48.31 \$3.864.80 \$100.484.80	\$38.43 \$3,074.40 \$79.934.40 21 \$43.31 \$3.464.80 \$90.084.80 33 \$48.80 \$3.904.00 \$101.504.00 45 \$54.99 \$4.399.20	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3,500.00 \$91,000.00 34 \$49.27 \$3,941.60 \$102,481.60	\$39.21 \$3,136.80 \$81.556.80 23 \$44.16 \$3.532.80 \$91.852.80 35 \$49.79 \$3.983.20 \$103.563.20 47 \$56.10 \$4.488.00	\$39.60 \$3,168.00 \$82,368.00 24 \$44.61 \$3,568.80 \$92,788.80 36 \$50.28 \$4,022.40 \$104,582.40 48 \$56.67 \$4,533.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20 25 \$45.06 \$3,604.80 \$93,724.80 37 \$50.79 \$4,063.20 \$105,643.20	\$35.85 \$2,868.00 \$74,568.00 \$14 \$40.40 \$3.232.00 \$84,032.00 \$45.51 \$3,640.80 \$94.660.80 \$106,683.20 \$51.29 \$4,103.20 \$106,683.20	\$36.21 \$2,896.80 \$75.316.80 15 \$40.80 \$3.264.00 \$84.864.00 27 \$45.96 \$3.676.80 \$95.596.80 39 \$51.82 \$4,145.60 \$107.785.60	\$36.57 \$2,925.60 \$76.065.60 16 \$41.20 \$3,296.00 \$85.696.00 28 \$46.42 \$3,713.60 \$96.553.60 40 \$52.32 \$4,185.60 \$108.825.60	\$36.95 \$2,956.00 \$76.856.00 \$17 \$41.60 \$3.328.00 \$86.528.00 \$46.89 \$3,751.20 \$97.531.20 \$109.928.00 \$109.928.00	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3,363.20 \$87.443.20 30 \$47.35 \$3,788.00 \$98.488.00 42 \$53.38 \$4,270.40 \$111.030.40	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88.316.80 31 \$47.83 \$3.826.40 \$99.486.40 43 \$53.92 \$4.313.60 \$112.153.60	\$38.05 \$3,044.00 \$79.144.00 \$42.87 \$3.429.60 \$89.169.60 32 \$48.31 \$3.864.80 \$100.484.80	\$38.43 \$3,074.40 \$79.934.40 21 \$43.31 \$3.464.80 \$90.084.80 33 \$48.80 \$3.904.00 \$101.504.00 45 \$54.99 \$4.399.20	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3,500.00 \$91,000.00 34 \$49.27 \$3,941.60 \$102,481.60	\$39.21 \$3,136.80 \$81.556.80 23 \$44.16 \$3.532.80 \$91.852.80 35 \$49.79 \$3.983.20 \$103.563.20 47 \$56.10 \$4.488.00	\$39.60 \$3,168.00 \$82,368.00 24 \$44.61 \$3,568.80 \$92,788.80 36 \$50.28 \$4,022.40 \$104,582.40 48 \$56.67 \$4,533.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$35.48 \$2,838.40 \$73,798.40 13 \$39.99 \$3,199.20 \$83,179.20 25 \$45.06 \$3,604.80 \$93,724.80 37 \$50.79 \$4,063.20 \$105,643.20	\$35.85 \$2,868.00 \$74,568.00 \$14 \$40.40 \$3,232.00 \$84,032.00 \$45.51 \$3,640.80 \$94,660.80 \$51.29 \$4,103.20 \$106,683.20	\$36.21 \$2,896.80 \$75,316.80 15 \$40.80 \$3,264.00 \$84,864.00 27 \$45.96 \$3,676.80 \$95,596.80 39 \$51.82 \$4,145.60 \$107,785.60	\$36.57 \$2,925.60 \$76.065.60 16 \$41.20 \$3,296.00 \$85.696.00 28 \$46.42 \$3,713.60 \$96.553.60 40 \$52.32 \$4,185.60 \$108.825.60	\$36.95 \$2,956.00 \$76.856.00 \$76.856.00 17 \$41.60 \$3.328.00 \$86.528.00 29 \$46.89 \$3.751.20 \$97.531.20 41 \$52.85 \$4,228.00 \$109.928.00	\$37.31 \$2,984.80 \$77.604.80 18 \$42.04 \$3.363.20 \$87.443.20 30 \$47.35 \$3.788.00 \$98.488.00 42 \$53.38 \$4,270.40 \$111.030.40	\$37.68 \$3,014.40 \$78.374.40 19 \$42.46 \$3.396.80 \$88.316.80 31 \$47.83 \$3.826.40 \$99.486.40 43 \$53.92 \$4.313.60 \$112.153.60	\$38.05 \$3,044.00 \$79.144.00 \$42.87 \$3.429.60 \$89.169.60 32 \$48.31 \$3.864.80 \$100.484.80	\$38.43 \$3,074.40 \$79.934.40 21 \$43.31 \$3,464.80 \$90.084.80 33 \$48.80 \$3.904.00 \$101.504.00 45 \$54.99 \$4.399.20	\$38.81 \$3,104.80 \$80,724.80 22 \$43.75 \$3,500.00 \$91,000.00 34 \$49.27 \$3,941.60 \$102,481.60	\$39.21 \$3,136.80 \$81.556.80 23 \$44.16 \$3.532.80 \$91.852.80 35 \$49.79 \$3.983.20 \$103.563.20 47 \$56.10 \$4.488.00	\$39.60 \$3,168.00 \$82,368.00 24 \$44.61 \$3,568.80 \$92,788.80 36 \$50.28 \$4,022.40 \$104,582.40 48 \$56.67 \$4,533.60

(Non-bargaining unit)

ALEUTIAN ISLANDS-ADAK-SAND POINT-BRISTOL BAY-DILLINGHAM (27%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$38.81 \$3,104.80	\$39.21 \$3,136.80	\$39.60 \$3,168.00	\$39.99 \$3,199.20	\$40.40 \$3,232.00	\$40.80 \$3,264.00	\$41.20 \$3,296.00	\$41.60 \$3,328.00	\$42.04 \$3,363.20	\$42.46 \$3.396.80	\$42.87 \$3,429.60	\$43.31 \$3,464.80
Annually	\$80,724.80	\$81,556.80	\$82,368.00	\$83,179.20	\$84,032.00	\$84,864.00	\$85,696.00	\$86,528.00	\$87,443.20	\$88,316.80	\$89,169.60	\$90,084.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$43.75	\$44.16	\$44.61	\$45.06	\$45.51	\$45.96	\$46.42	\$46.89	\$47.35	\$47.83	\$48.31	\$48.80
Biweekly	\$3,500.00	\$3,532.80	\$3,568.80	\$3,604.80	\$3,640.80	\$3,676.80	\$3,713.60	\$3,751.20	\$3,788.00	\$3,826.40	\$3,864.80	\$3,904.00
Annually	\$91,000.00	\$91,852.80	\$92,788.80	\$93,724.80	\$94,660.80	\$95,596.80	\$96,553.60	\$97,531.20	\$98,488.00	\$99,486.40	\$100,484.80	\$101,504.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$49.27	\$49.79	\$50.28	\$50.79	\$51.29	\$51.82	\$52.32	\$52.85	\$53.38	\$53.92	\$54.46	\$54.99
Biweekly	\$3,941.60	\$3,983.20	\$4,022.40	\$4,063.20	\$4,103.20	\$4,145.60	\$4,185.60	\$4,228.00	\$4,270.40	\$4,313.60	\$4,356.80	\$4,399.20
Annually	\$102,481.60	\$103,563.20	\$104,582.40	\$105,643.20	\$106,683.20	\$107,785.60	\$108,825.60	\$109,928.00	\$111,030.40	\$112,153.60	\$113,276.80	\$114,379.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$55.54	\$56.10	\$56.67	\$57.24	\$57.79	\$58.37	\$58.96	\$59.56	\$60.14	\$60.74	\$61.36	\$61.98
Biweekly	\$4,443.20	\$4,488.00	\$4,533.60	\$4,579.20	\$4,623.20	\$4,669.60	\$4,716.80	\$4,764.80	\$4,811.20	\$4,859.20	\$4,908.80	\$4,958.40
Annually	\$115,523.20	\$116,688.00	\$117,873.60	\$119,059.20	\$120,203.20	\$121,409.60	\$122,636.80	\$123,884.80	\$125,091.20	\$126,339.20	\$127,628.80	\$128,918.40
Steps	49	50	51	52	53	54	55					
Hourly	\$62.60	\$63.20	\$63.83	\$64.49	\$65.14	\$65.79	\$66.44					
Biweekly	\$5,008.00	\$5,056.00	\$5,106.40	\$5,159.20	\$5,211.20	\$5,263.20	\$5,315.20					
Annually	\$130,208.00	\$131,456.00	\$132,766.40	\$134,139.20	\$135,491.20	\$136,843.20	\$138,195.20					
Grade 82												
Graue 02												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$43.75	\$44.16	\$44.61	\$45.06	\$45.51	\$45.96	\$46.42	\$46.89	\$47.35	\$47.83	\$48.31	\$48.80
Steps Hourly Biweekly	\$43.75 \$3,500.00	\$44.16 \$3,532.80	\$44.61 \$3,568.80	\$45.06 \$3,604.80	\$45.51 \$3,640.80	\$45.96 \$3,676.80	\$46.42 \$3,713.60	\$46.89 \$3,751.20	\$47.35 \$3,788.00	\$47.83 \$3,826.40	\$48.31 \$3,864.80	\$48.80 \$3,904.00
Steps Hourly Biweekly Annually	\$43.75	\$44.16	\$44.61	\$45.06	\$45.51	\$45.96	\$46.42	\$46.89	\$47.35	\$47.83	\$48.31	\$48.80
Steps Hourly Biweekly Annually Steps	\$43.75 \$3,500.00 \$91,000.00	\$44.16 \$3,532.80 \$91,852.80	\$44.61 \$3,568.80 \$92,788.80	\$45.06 \$3,604.80 \$93,724.80	\$45.51 \$3,640.80 \$94,660.80	\$45.96 \$3,676.80 \$95,596.80	\$46.42 \$3,713.60 \$96,553.60	\$46.89 \$3,751.20 \$97,531.20	\$47.35 \$3,788.00 \$98,488.00	\$47.83 \$3,826.40 \$99,486.40	\$48.31 \$3,864.80 \$100,484.80	\$48.80 \$3,904.00 \$101,504.00
Steps Hourly Biweekly Annually Steps Hourly	\$43.75 \$3,500.00 \$91.000.00 13 \$49.27	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82	\$46.42 \$3,713.60 \$96,553.60 19 \$52.32	\$46.89 \$3,751.20 \$97,531.20 20 \$52.85	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38	\$47.83 \$3,826.40 \$99.486.40 22 \$53.92	\$48.31 \$3,864.80 \$100,484.80 23 \$54.46	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60	\$44.16 \$3,532.80 \$91,852.80 14 \$49.79 \$3,983.20	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28 \$4,022.40	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4,063.20	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20	\$45.96 \$3,676.80 \$95,596.80 18 \$51.82 \$4,145.60	\$46.42 \$3,713.60 \$96,553.60 19 \$52.32 \$4,185.60	\$46.89 \$3,751.20 \$97,531.20 20 \$52.85 \$4,228.00	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38 \$4,270.40	\$47.83 \$3,826.40 \$99,486.40 22 \$53.92 \$4,313.60	\$48.31 \$3,864.80 \$100,484.80 23 \$54.46 \$4,356.80	\$48.80 \$3,904.00 \$101,504.00 24 \$54.99 \$4,399.20
Steps Hourly Biweekly Annually Steps Hourly	\$43.75 \$3,500.00 \$91.000.00 13 \$49.27	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82	\$46.42 \$3,713.60 \$96,553.60 19 \$52.32	\$46.89 \$3,751.20 \$97,531.20 20 \$52.85	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38	\$47.83 \$3,826.40 \$99.486.40 22 \$53.92	\$48.31 \$3,864.80 \$100,484.80 23 \$54.46	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3.983.20 \$103.563.20	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28 \$4,022.40 \$104,582.40	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4,063.20 \$105,643.20	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20 \$106,683.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4,145.60 \$107,785.60	\$46.42 \$3,713.60 \$96,553.60 19 \$52.32 \$4,185.60 \$108.825.60	\$46.89 \$3,751.20 \$97,531.20 20 \$52.85 \$4,228.00 \$109,928.00	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38 \$4,270.40	\$47.83 \$3,826.40 \$99,486.40 22 \$53.92 \$4,313.60 \$112.153.60	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113.276.80	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4,399.20 \$114.379.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3,983.20 \$103,563.20 26 \$56.10	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28 \$4,022.40 \$104,582.40 27 \$56.67	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4,063.20 \$105,643.20 28 \$57.24	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20 \$106,683.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4,145.60 \$107.785.60 30 \$58.37	\$46.42 \$3,713.60 \$96.553.60 19 \$52.32 \$4.185.60 \$108,825.60	\$46.89 \$3,751.20 \$97,531.20 20 \$52.85 \$4,228.00 \$109,928.00 32 \$59.56	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38 \$4.270.40 \$111,030.40 33 \$60.14	\$47.83 \$3,826.40 \$99,486.40 22 \$53.92 \$4.313.60 \$112,153.60 34 \$60.74	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113,276.80 35 \$61.36	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4.399.20 \$114,379.20 36 \$61.98
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60 25 \$55.54 \$4,443.20	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3,983.20 \$103.563.20 26 \$56.10 \$4,488.00	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28 \$4,022.40 \$104.582.40 27 \$56.67 \$4,533.60	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4,063.20 \$105.643.20 28 \$57.24 \$4,579.20	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20 \$106.683.20 29 \$57.79 \$4,623.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4,145.60 \$107.785.60 30 \$58.37 \$4,669.60	\$46.42 \$3,713.60 \$96.553.60 19 \$52.32 \$4,185.60 \$108.825.60 31 \$58.96 \$4,716.80	\$46.89 \$3,751.20 \$97,531.20 20 \$52.85 \$4,228.00 \$109,928.00 32 \$59.56 \$4,764.80	\$47.35 \$3,788.00 \$98.488.00 21 \$53.38 \$4,270.40 \$111.030.40 33 \$60.14 \$4,811.20	\$47.83 \$3,826.40 \$99.486.40 22 \$53.92 \$4,313.60 \$112.153.60 34 \$60.74 \$4,859.20	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113.276.80 35 \$61.36 \$4.908.80	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4,399.20 \$114.379.20 36 \$61.98 \$4,958.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3,983.20 \$103,563.20 26 \$56.10	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28 \$4,022.40 \$104,582.40 27 \$56.67	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4,063.20 \$105,643.20 28 \$57.24	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20 \$106,683.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4,145.60 \$107.785.60 30 \$58.37	\$46.42 \$3,713.60 \$96.553.60 19 \$52.32 \$4.185.60 \$108,825.60	\$46.89 \$3,751.20 \$97,531.20 20 \$52.85 \$4,228.00 \$109,928.00 32 \$59.56	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38 \$4.270.40 \$111,030.40 33 \$60.14	\$47.83 \$3,826.40 \$99,486.40 22 \$53.92 \$4.313.60 \$112,153.60 34 \$60.74	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113,276.80 35 \$61.36	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4.399.20 \$114,379.20 36 \$61.98
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60 25 \$55.54 \$4,443.20	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3,983.20 \$103.563.20 26 \$56.10 \$4,488.00	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28 \$4,022.40 \$104.582.40 27 \$56.67 \$4,533.60	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4,063.20 \$105.643.20 28 \$57.24 \$4,579.20	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20 \$106.683.20 29 \$57.79 \$4,623.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4,145.60 \$107.785.60 30 \$58.37 \$4,669.60	\$46.42 \$3,713.60 \$96.553.60 19 \$52.32 \$4,185.60 \$108.825.60 31 \$58.96 \$4,716.80	\$46.89 \$3,751.20 \$97,531.20 20 \$52.85 \$4,228.00 \$109,928.00 32 \$59.56 \$4,764.80	\$47.35 \$3,788.00 \$98.488.00 21 \$53.38 \$4,270.40 \$111.030.40 33 \$60.14 \$4,811.20	\$47.83 \$3,826.40 \$99.486.40 22 \$53.92 \$4,313.60 \$112.153.60 34 \$60.74 \$4,859.20	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113.276.80 35 \$61.36 \$4.908.80	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4,399.20 \$114.379.20 36 \$61.98 \$4,958.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60 25 \$55.54 \$4,443.20 \$115,523.20	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3,983.20 \$103.563.20 26 \$56.10 \$4,488.00 \$116.688.00	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28 \$4,022.40 \$104.582.40 27 \$56.67 \$4,533.60 \$117,873.60	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4,063.20 \$105.643.20 28 \$57.24 \$4,579.20 \$119,059.20	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20 \$106.683.20 29 \$57.79 \$4,623.20 \$120,203.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4.145.60 \$107.785.60 30 \$58.37 \$4.669.60 \$121,409.60	\$46.42 \$3,713.60 \$96.553.60 19 \$52.32 \$4,185.60 \$108.825.60 31 \$58.96 \$4,716.80 \$122,636.80	\$46.89 \$3,751.20 \$97,531.20 20 \$52.85 \$4,228.00 \$109,928.00 32 \$59.56 \$4,764.80 \$123,884.80	\$47.35 \$3,788.00 \$98.488.00 21 \$53.38 \$4,270.40 \$111.030.40 33 \$60.14 \$4,811.20 \$125.091.20	\$47.83 \$3,826.40 \$99,486.40 22 \$53.92 \$4,313.60 \$112,153.60 34 \$60.74 \$4,859.20 \$126,339.20	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113.276.80 35 \$61.36 \$4.908.80 \$127.628.80	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4,399.20 \$114.379.20 36 \$61.98 \$4,958.40 \$128.918.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60 25 \$55.54 \$4,443.20 \$115,523.20 37 \$62.60 \$5,008.00	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3.983.20 \$103.563.20 26 \$56.10 \$4.488.00 \$116,688.00 38 \$63.20 \$5.056.00	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28 \$4,022.40 \$104,582.40 27 \$56.67 \$4,533.60 \$117,873.60 39 \$63.83 \$5,106.40	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4,063.20 \$105,643.20 28 \$57.24 \$4,579.20 \$119,059.20 40 \$64.49 \$5,159.20	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20 \$106,683.20 29 \$57.79 \$4,623.20 \$120,203.20 41 \$65.14 \$5,211.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4.145.60 \$107,785.60 30 \$58.37 \$4.669.60 \$121,409.60 42 \$65.79 \$5,263.20	\$46.42 \$3,713.60 \$96.553.60 19 \$52.32 \$4,185.60 \$108.825.60 31 \$58.96 \$4,716.80 \$122,636.80 43 \$66.44 \$5,315.20	\$46.89 \$3,751.20 \$97.531.20 20 \$52.85 \$4.228.00 \$109.928.00 32 \$59.56 \$4,764.80 \$123.884.80 44 \$67.09 \$5.367.20	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38 \$4,270.40 \$111,030.40 33 \$60.14 \$4,811.20 \$125,091.20 45 \$67.77 \$5,421.60	\$47.83 \$3,826.40 \$99,486.40 22 \$53.92 \$4.313.60 \$112,153.60 34 \$60.74 \$4,859.20 \$126,339.20 46 \$68.43 \$5,474.40	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113.276.80 35 \$61.36 \$4.908.80 \$127.628.80 47 \$69.13 \$5.530.40	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4.399.20 \$114.379.20 36 \$61.98 \$4.958.40 \$128,918.40 48 \$69.84 \$5.587.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60 25 \$55.54 \$4,443.20 \$115,523.20	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3,983.20 \$103.563.20 26 \$56.10 \$4,488.00 \$116,688.00	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28 \$4,022.40 \$104,582.40 27 \$56.67 \$4,533.60 \$117,873.60	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4.063.20 \$105.643.20 28 \$57.24 \$4.579.20 \$119,059.20	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20 \$106,683.20 29 \$57.79 \$4,623.20 \$120,203.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4.145.60 \$107,785.60 30 \$58.37 \$4.669.60 \$121,409.60	\$46.42 \$3,713.60 \$96.553.60 19 \$52.32 \$4.185.60 \$108.825.60 31 \$58.96 \$4.716.80 \$122,636.80	\$46.89 \$3,751.20 \$97.531.20 20 \$52.85 \$4,228.00 \$109.928.00 32 \$59.56 \$4,764.80 \$123,884.80	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38 \$4,270.40 \$111,030.40 33 \$60.14 \$4,811.20 \$125,091.20	\$47.83 \$3,826.40 \$99,486.40 22 \$53.92 \$4.313.60 \$112.153.60 34 \$60.74 \$4,859.20 \$126,339.20	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113.276.80 35 \$61.36 \$4.908.80 \$127.628.80	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4.399.20 \$114.379.20 36 \$61.98 \$4.958.40 \$128,918.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60 25 \$55.54 \$4,443.20 \$115,523.20 37 \$62.60 \$5,008.00	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3.983.20 \$103.563.20 26 \$56.10 \$4.488.00 \$116,688.00 38 \$63.20 \$5.056.00	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28 \$4,022.40 \$104,582.40 27 \$56.67 \$4,533.60 \$117,873.60 39 \$63.83 \$5,106.40	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4,063.20 \$105,643.20 28 \$57.24 \$4,579.20 \$119,059.20 40 \$64.49 \$5,159.20	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20 \$106,683.20 29 \$57.79 \$4,623.20 \$120,203.20 41 \$65.14 \$5,211.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4.145.60 \$107,785.60 30 \$58.37 \$4.669.60 \$121,409.60 42 \$65.79 \$5,263.20	\$46.42 \$3,713.60 \$96.553.60 19 \$52.32 \$4,185.60 \$108.825.60 31 \$58.96 \$4,716.80 \$122,636.80 43 \$66.44 \$5,315.20	\$46.89 \$3,751.20 \$97.531.20 20 \$52.85 \$4.228.00 \$109.928.00 32 \$59.56 \$4,764.80 \$123.884.80 44 \$67.09 \$5.367.20	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38 \$4,270.40 \$111,030.40 33 \$60.14 \$4,811.20 \$125,091.20 45 \$67.77 \$5,421.60	\$47.83 \$3,826.40 \$99,486.40 22 \$53.92 \$4.313.60 \$112,153.60 34 \$60.74 \$4,859.20 \$126,339.20 46 \$68.43 \$5,474.40	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113.276.80 35 \$61.36 \$4.908.80 \$127.628.80 47 \$69.13 \$5.530.40	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4.399.20 \$114.379.20 36 \$61.98 \$4.958.40 \$128,918.40 48 \$69.84 \$5.587.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Annually	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60 25 \$55.54 \$4,443.20 \$115.523.20 37 \$62.60 \$5,008.00 \$130,208.00	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3,983.20 \$103.563.20 26 \$56.10 \$4,488.00 \$116.688.00 38 \$63.20 \$5.056.00 \$131,456.00	\$44.61 \$3,568.80 \$92,788.80 \$15 \$50.28 \$4,022.40 \$104,582.40 \$27 \$56.67 \$4,533.60 \$117,873.60 \$39 \$63.83 \$5,106.40 \$132,766.40	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4.063.20 \$105.643.20 28 \$57.24 \$4.579.20 \$119.059.20 40 \$64.49 \$5.159.20 \$134,139.20	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20 \$106.683.20 29 \$57.79 \$4,623.20 \$120,203.20 41 \$65.14 \$5,211.20 \$135,491.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4.145.60 \$107.785.60 30 \$58.37 \$4.669.60 \$121.409.60 42 \$65.79 \$5.263.20 \$136.843.20	\$46.42 \$3,713.60 \$96.553.60 19 \$52.32 \$4.185.60 \$108,825.60 31 \$58.96 \$4.716.80 \$122.636.80 43 \$66.44 \$5,315.20 \$138.195.20	\$46.89 \$3,751.20 \$97.531.20 20 \$52.85 \$4.228.00 \$109.928.00 32 \$59.56 \$4,764.80 \$123.884.80 44 \$67.09 \$5.367.20	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38 \$4,270.40 \$111,030.40 33 \$60.14 \$4,811.20 \$125,091.20 45 \$67.77 \$5,421.60	\$47.83 \$3,826.40 \$99,486.40 22 \$53.92 \$4.313.60 \$112,153.60 34 \$60.74 \$4,859.20 \$126,339.20 46 \$68.43 \$5,474.40	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113.276.80 35 \$61.36 \$4.908.80 \$127.628.80 47 \$69.13 \$5.530.40	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4.399.20 \$114.379.20 36 \$61.98 \$4.958.40 \$128,918.40 48 \$69.84 \$5.587.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60 25 \$55.54 \$4,443.20 \$115,523.20 37 \$62.60 \$5,008.00 \$130,208.00	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3,983.20 \$103.563.20 26 \$56.10 \$4.488.00 \$116.688.00 38 \$63.20 \$5.056.00 \$131,456.00	\$44.61 \$3,568.80 \$92,788.80 15 \$50.28 \$4,022.40 \$104,582.40 27 \$56.67 \$4,533.60 \$117,873.60 39 \$63.83 \$5,106.40 \$132,766.40	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4,063.20 \$105,643.20 28 \$57.24 \$4,579.20 \$119,059.20 40 \$64.49 \$5,159.20 \$134,139.20	\$45.51 \$3,640.80 \$94.660.80 17 \$51.29 \$4,103.20 \$106.683.20 29 \$57.79 \$4,623.20 \$120,203.20 41 \$65.14 \$5,211.20 \$135,491.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4.145.60 \$107.785.60 30 \$58.37 \$4.669.60 \$121.409.60 42 \$65.79 \$5,263.20 \$136.843.20	\$46.42 \$3,713.60 \$96.553.60 19 \$52.32 \$4,185.60 \$108.825.60 31 \$58.96 \$4,716.80 \$122,636.80 43 \$66.44 \$5,315.20 \$138,195.20	\$46.89 \$3,751.20 \$97.531.20 20 \$52.85 \$4.228.00 \$109.928.00 32 \$59.56 \$4,764.80 \$123.884.80 44 \$67.09 \$5.367.20	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38 \$4,270.40 \$111,030.40 33 \$60.14 \$4,811.20 \$125,091.20 45 \$67.77 \$5,421.60	\$47.83 \$3,826.40 \$99,486.40 22 \$53.92 \$4.313.60 \$112,153.60 34 \$60.74 \$4,859.20 \$126,339.20 46 \$68.43 \$5,474.40	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113.276.80 35 \$61.36 \$4.908.80 \$127.628.80 47 \$69.13 \$5.530.40	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4.399.20 \$114.379.20 36 \$61.98 \$4.958.40 \$128,918.40 48 \$69.84 \$5.587.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$43.75 \$3,500.00 \$91,000.00 13 \$49.27 \$3,941.60 \$102,481.60 25 \$55.54 \$4,443.20 \$115,523.20 37 \$62.60 \$5,008.00 \$130,208.00 49 \$70.52	\$44.16 \$3,532.80 \$91.852.80 14 \$49.79 \$3,983.20 \$103.563.20 26 \$56.10 \$4,488.00 \$116.688.00 38 \$63.20 \$5.056.00 \$131.456.00	\$44.61 \$3,568.80 \$92.788.80 \$15 \$50.28 \$4.022.40 \$104.582.40 \$27 \$56.67 \$4,533.60 \$117.873.60 \$132.766.40 \$132.766.40	\$45.06 \$3,604.80 \$93,724.80 16 \$50.79 \$4,063.20 \$105.643.20 28 \$57.24 \$4,579.20 \$119,059.20 40 \$64.49 \$5,159.20 \$134,139.20 52 \$72.68	\$45.51 \$3,640.80 \$94,660.80 17 \$51.29 \$4,103.20 \$106.683.20 29 \$57.79 \$4,623.20 \$120,203.20 41 \$65.14 \$5,211.20 \$135,491.20	\$45.96 \$3,676.80 \$95.596.80 18 \$51.82 \$4.145.60 \$107.785.60 30 \$58.37 \$4.669.60 \$121.409.60 42 \$65.79 \$5.263.20 \$136.843.20	\$46.42 \$3,713.60 \$96.553.60 19 \$52.32 \$4.185.60 \$108.825.60 31 \$58.96 \$4,716.80 \$122.636.80 43 \$66.44 \$5,315.20 \$138,195.20	\$46.89 \$3,751.20 \$97.531.20 20 \$52.85 \$4.228.00 \$109.928.00 32 \$59.56 \$4,764.80 \$123.884.80 44 \$67.09 \$5.367.20	\$47.35 \$3,788.00 \$98,488.00 21 \$53.38 \$4,270.40 \$111,030.40 33 \$60.14 \$4,811.20 \$125,091.20 45 \$67.77 \$5,421.60	\$47.83 \$3,826.40 \$99,486.40 22 \$53.92 \$4.313.60 \$112,153.60 34 \$60.74 \$4,859.20 \$126,339.20 46 \$68.43 \$5,474.40	\$48.31 \$3,864.80 \$100.484.80 23 \$54.46 \$4.356.80 \$113.276.80 35 \$61.36 \$4.908.80 \$127.628.80 47 \$69.13 \$5.530.40	\$48.80 \$3,904.00 \$101.504.00 24 \$54.99 \$4.399.20 \$114.379.20 36 \$61.98 \$4.958.40 \$128,918.40 48 \$69.84 \$5.587.20

(Non-bargaining unit)

ALEUTIAN ISLANDS-ADAK-SAND POINT-BRISTOL BAY-DILLINGHAM (27%)

Chama	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$49.27	\$49.79	\$50.28	\$50.79	\$51.29	\$51.82	\$52.32	\$52.85	\$53.38	\$53.92	\$54.46	\$54.99
Biweekly	\$3,941.60	\$3,983.20	\$4,022.40	\$4,063.20	\$4,103.20	\$4,145.60	\$4,185.60	\$4,228.00	\$4,270.40	\$4,313.60	\$4,356.80	\$4,399.20
Annually	\$102,481.60	\$103,563.20	\$104,582.40	\$105,643.20	\$106,683.20	\$107,785.60	\$108,825.60	\$109,928.00	\$111,030.40	\$112,153.60	\$113,276.80	\$114,379.20
Allitually	\$102,461.00	\$105,505.20	\$104,562.40	\$105,645.20	\$100,065.20	\$107,765.00	\$106,625.00	\$109,926.00	3111,030.40	\$112,155.00	\$115,270.00	3114,379.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$55.54	\$56.10	\$56.67	\$57.24	\$57.79	\$58.37	\$58.96	\$59.56	\$60.14	\$60.74	\$61.36	\$61.98
Biweekly	\$4,443.20	\$4,488.00	\$4,533.60	\$4,579.20	\$4,623.20	\$4,669.60	\$4,716.80	\$4,764.80	\$4,811.20	\$4,859.20	\$4,908.80	\$4,958.40
Annually	\$115,523.20	\$116,688.00	\$117,873.60	\$119,059.20	\$120,203.20	\$121,409.60	\$122,636.80	\$123,884.80	\$125,091.20	\$126,339.20	\$127,628.80	\$128,918.40
	V110,010.10	4110,000.00	V117,070.00	V110,000.10	V120,200.20	V121, 103.00	V122,000.00	\$120,00 ···00	V120,031.20	V120,000.20	V127,020.00	V120,5100
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$62.60	\$63.20	\$63.83	\$64.49	\$65.14	\$65.79	\$66.44	\$67.09	\$67.77	\$68.43	\$69.13	\$69.84
Biweekly	\$5,008.00	\$5,056.00	\$5,106.40	\$5,159.20	\$5,211.20	\$5,263.20	\$5,315.20	\$5,367.20	\$5,421.60	\$5,474.40	\$5,530.40	\$5,587.20
Annually	\$130,208.00	\$131,456.00	\$132,766.40	\$134,139.20	\$135,491.20	\$136,843.20	\$138,195.20	\$139,547.20	\$140,961.60	\$142,334.40	\$143,790.40	\$145,267.20
Aimadily	3130,200.00	3131,430.00	3132,700.40	3134,133.20	J133,431.20	3130,043.20	\$150,155.20	J133,347.20	3140,301.00	3142,334.40	3143,730.40	3143,207.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$70.52	\$71.22	\$71.94	\$72.68	\$73.40	\$74.15	\$74.88	\$75.62	\$76.39	\$77.12	\$77.90	\$78.67
Biweekly	\$5,641.60	\$5,697.60	\$5,755.20	\$5,814.40	\$5,872.00	\$5,932.00	\$5,990.40	\$6,049.60	\$6,111.20	\$6,169.60	\$6,232.00	\$6,293.60
Annually	\$146,681.60	\$148,137.60	\$149,635.20	\$151,174.40	\$152,672.00	\$154,232.00	\$155,750.40	\$157,289.60	\$158,891.20	\$160,409.60	\$162,032.00	\$163,633.60
Aimuany	3140,001.00	\$140,137.00	\$145,055.20	3131,174.40	\$152,072.00	3134,232.00	3133,730.40	\$137,283.00	\$130,031.20	\$100,405.00	\$102,032.00	\$105,055.00
Steps	49	50	51	52	53	54	55					
Hourly	\$79.46	\$80.27	\$81.07	\$81.89	\$82.70	\$83.53	\$84.37					
Biweekly	\$6,356.80	\$6,421.60	\$6,485.60	\$6,551.20	\$6,616.00	\$6,682.40	\$6,749.60					
Annually	\$165,276.80	\$166,961.60	\$168,625.60	\$170,331.20	\$172,016.00	\$173,742.40	\$175,489.60					
Aimuany	\$105,270.00	\$100,501.00	\$100,025.00	\$170,331.20	\$172,010.00	\$173,742.40	\$175,465.00					
C d. 01												
Grade 84												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$53.92	2 \$54.46	3 \$54.99	4 \$55.54	5 \$56.10	6 \$56.67	7 \$57.24	8 \$57.79	9 \$58.37	10 \$58.96	11 \$59.56	12 \$60.14
Steps	_	_		-					-			
Steps Hourly	\$53.92	\$54.46	\$54.99	\$55.54	\$56.10	\$56.67	\$57.24	\$57.79	\$58.37	\$58.96	\$59.56	\$60.14
Steps Hourly Biweekly Annually	\$53.92 \$4,313.60 \$112,153.60	\$54.46 \$4,356.80 \$113,276.80	\$54.99 \$4,399.20 \$114,379.20	\$55.54 \$4,443.20 \$115,523.20	\$56.10 \$4,488.00 \$116,688.00	\$56.67 \$4,533.60 \$117,873.60	\$57.24 \$4,579.20 \$119,059.20	\$57.79 \$4,623.20 \$120,203.20	\$58.37 \$4,669.60 \$121,409.60	\$58.96 \$4,716.80 \$122,636.80	\$59.56 \$4,764.80 \$123,884.80	\$60.14 \$4,811.20 \$125,091.20
Steps Hourly Biweekly Annually Steps	\$53.92 \$4,313.60 \$112,153.60	\$54.46 \$4,356.80 \$113,276.80	\$54.99 \$4,399.20 \$114,379.20	\$55.54 \$4,443.20 \$115,523.20	\$56.10 \$4,488.00 \$116,688.00	\$56.67 \$4,533.60 \$117,873.60	\$57.24 \$4,579.20 \$119,059.20	\$57.79 \$4,623.20 \$120,203.20	\$58.37 \$4,669.60 \$121,409.60	\$58.96 \$4,716.80 \$122,636.80	\$59.56 \$4,764.80 \$123,884.80	\$60.14 \$4,811.20 \$125,091.20
Steps Hourly Biweekly Annually Steps Hourly	\$53.92 \$4,313.60 \$112,153.60 13 \$60.74	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36	\$54.99 \$4,399.20 \$114.379.20 15 \$61.98	\$55.54 \$4,443.20 \$115,523.20 16 \$62.60	\$56.10 \$4,488.00 \$116,688.00 17 \$63.20	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83	\$57.24 \$4,579.20 \$119,059.20 19 \$64.49	\$57.79 \$4,623.20 \$120,203.20 20 \$65.14	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09	\$60.14 \$4,811.20 \$125,091.20 24 \$67.77
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$53.92 \$4,313.60 \$112,153.60 13 \$60.74 \$4,859.20	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80	\$54.99 \$4,399.20 \$114,379.20 15 \$61.98 \$4,958.40	\$55.54 \$4,443.20 \$115,523.20 16 \$62.60 \$5,008.00	\$56.10 \$4,488.00 \$116,688.00 17 \$63.20 \$5,056.00	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40	\$57.24 \$4,579.20 \$119,059.20 19 \$64.49 \$5,159.20	\$57.79 \$4,623.20 \$120,203.20 20 \$65.14 \$5,211.20	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5.263.20	\$58.96 \$4,716.80 \$122,636.80 22 \$66.44 \$5,315.20	\$59.56 \$4,764.80 \$123,884.80 23 \$67.09 \$5,367.20	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60
Steps Hourly Biweekly Annually Steps Hourly	\$53.92 \$4,313.60 \$112,153.60 13 \$60.74	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36	\$54.99 \$4,399.20 \$114.379.20 15 \$61.98	\$55.54 \$4,443.20 \$115,523.20 16 \$62.60	\$56.10 \$4,488.00 \$116,688.00 17 \$63.20	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83	\$57.24 \$4,579.20 \$119,059.20 19 \$64.49	\$57.79 \$4,623.20 \$120,203.20 20 \$65.14	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09	\$60.14 \$4,811.20 \$125,091.20 24 \$67.77
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$53.92 \$4,313.60 \$112,153.60 13 \$60.74 \$4,859.20 \$126,339.20	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80	\$54.99 \$4,399.20 \$114.379.20 15 \$61.98 \$4,958.40 \$128.918.40	\$55.54 \$4,443.20 \$115,523.20 16 \$62.60 \$5,008.00 \$130,208.00	\$56.10 \$4,488.00 \$116,688.00 17 \$63.20 \$5,056.00 \$131,456.00	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40 \$132,766.40	\$57.24 \$4,579.20 \$119,059.20 19 \$64.49 \$5,159.20 \$134,139.20	\$57.79 \$4,623.20 \$120,203.20 20 \$65.14 \$5,211.20 \$135,491.20	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136,843.20	\$58.96 \$4,716.80 \$122,636.80 22 \$66.44 \$5,315.20 \$138,195.20	\$59.56 \$4,764.80 \$123,884.80 23 \$67.09 \$5.367.20 \$139.547.20	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$53.92 \$4,313.60 \$112,153.60 13 \$60.74 \$4,859.20 \$126,339.20	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80	\$54.99 \$4,399.20 \$114.379.20 15 \$61.98 \$4,958.40 \$128.918.40	\$55.54 \$4,443.20 \$115,523.20 16 \$62.60 \$5,008.00 \$130,208.00	\$56.10 \$4,488.00 \$116,688.00 17 \$63.20 \$5,056.00 \$131,456.00	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40 \$132,766.40	\$57.24 \$4,579.20 \$119,059.20 19 \$64.49 \$5,159.20 \$134,139.20	\$57.79 \$4,623.20 \$120,203.20 20 \$65.14 \$5,211.20 \$135,491.20	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136,843.20	\$58.96 \$4,716.80 \$122,636.80 22 \$66.44 \$5,315.20 \$138.195.20	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20	\$60.14 \$4,811.20 \$125,091.20 24 \$67.77 \$5,421.60 \$140.961.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$53.92 \$4,313.60 \$112,153.60 13 \$60.74 \$4,859.20 \$126,339.20 25 \$68.43	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80 26 \$69.13	\$54.99 \$4,399.20 \$114,379.20 15 \$61.98 \$4,958.40 \$128,918.40 27 \$69.84	\$55.54 \$4,443.20 \$115.523.20 16 \$62.60 \$5,008.00 \$130,208.00 28 \$70.52	\$56.10 \$4,488.00 \$116.688.00 17 \$63.20 \$5.056.00 \$131,456.00 29 \$71.22	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40 \$132,766.40 30 \$71.94	\$57.24 \$4,579.20 \$119.059.20 19 \$64.49 \$5,159.20 \$134,139.20 31 \$72.68	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5,211.20 \$135,491.20 32 \$73.40	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136,843.20 33 \$74.15	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5.315.20 \$138,195.20	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140,961.60 36 \$76.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$53.92 \$4,313.60 \$112,153.60 13 \$60.74 \$4,859.20 \$126,339.20 25 \$68.43 \$5,474.40	\$54.46 \$4,356.80 \$113.276.80 14 \$61.36 \$4,908.80 \$127,628.80 26 \$69.13 \$5,530.40	\$54.99 \$4,399.20 \$114,379.20 15 \$61.98 \$4,958.40 \$128,918.40 27 \$69.84 \$5,587.20	\$55.54 \$4,443.20 \$115.523.20 16 \$62.60 \$5,008.00 \$130,208.00 28 \$70.52 \$5,641.60	\$56.10 \$4,488.00 \$116.688.00 17 \$63.20 \$5,056.00 \$131,456.00 29 \$71.22 \$5,697.60	\$56.67 \$4,533.60 \$117.873.60 18 \$63.83 \$5,106.40 \$132.766.40 30 \$71.94 \$5,755.20	\$57.24 \$4,579.20 \$119.059.20 19 \$64.49 \$5,159.20 \$134,139.20 31 \$72.68 \$5,814.40	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5,211.20 \$135,491.20 32 \$73.40 \$5,872.00	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136.843.20 33 \$74.15 \$5,932.00	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5,315.20 \$138.195.20 34 \$74.88 \$5,990.40	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62 \$6.049.60	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60 36 \$76.39 \$6.111.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$53.92 \$4,313.60 \$112,153.60 13 \$60.74 \$4,859.20 \$126,339.20 25 \$68.43	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80 26 \$69.13	\$54.99 \$4,399.20 \$114,379.20 15 \$61.98 \$4,958.40 \$128,918.40 27 \$69.84	\$55.54 \$4,443.20 \$115.523.20 16 \$62.60 \$5,008.00 \$130,208.00 28 \$70.52	\$56.10 \$4,488.00 \$116.688.00 17 \$63.20 \$5.056.00 \$131,456.00 29 \$71.22	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40 \$132,766.40 30 \$71.94	\$57.24 \$4,579.20 \$119.059.20 19 \$64.49 \$5,159.20 \$134,139.20 31 \$72.68	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5,211.20 \$135,491.20 32 \$73.40	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136,843.20 33 \$74.15	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5.315.20 \$138,195.20	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140,961.60 36 \$76.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$53.92 \$4,313.60 \$112,153.60 13 \$60.74 \$4,859.20 \$126.339.20 25 \$68.43 \$5,474.40 \$142,334.40	\$54.46 \$4,356.80 \$113.276.80 14 \$61.36 \$4,908.80 \$127.628.80 26 \$69.13 \$5,530.40 \$143,790.40	\$54.99 \$4,399.20 \$114,379.20 15 \$61.98 \$4,958.40 \$128.918.40 27 \$69.84 \$5.587.20 \$145,267.20	\$55.54 \$4,443.20 \$115.523.20 16 \$62.60 \$5,008.00 \$130.208.00 28 \$70.52 \$5,641.60 \$146,681.60	\$56.10 \$4,488.00 \$116.688.00 17 \$63.20 \$5.056.00 \$131.456.00 29 \$71.22 \$5.697.60 \$148.137.60	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40 \$132,766.40 30 \$71.94 \$5,755.20 \$149,635.20	\$57.24 \$4,579.20 \$119.059.20 19 \$64.49 \$5,159.20 \$134,139.20 31 \$72.68 \$5,814.40 \$151,174.40	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5,211.20 \$135.491.20 32 \$73.40 \$5,872.00 \$152,672.00	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136.843.20 33 \$74.15 \$5,932.00 \$154,232.00	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5.315.20 \$138.195.20 34 \$74.88 \$5.990.40 \$155,750.40	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62 \$6.049.60 \$157,289.60	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60 36 \$76.39 \$6,111.20 \$158,891.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps	\$53.92 \$4,313.60 \$112,153.60 13 \$60.74 \$4,859.20 \$126,339.20 25 \$68.43 \$5,474.40 \$142,334.40	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80 26 \$69.13 \$5,530.40 \$143,790.40	\$54.99 \$4,399.20 \$114.379.20 15 \$61.98 \$4.958.40 \$128.918.40 27 \$69.84 \$5.587.20 \$145.267.20	\$55.54 \$4,443.20 \$115.523.20 16 \$62.60 \$5,008.00 \$130,208.00 28 \$70.52 \$5,641.60 \$146,681.60	\$56.10 \$4,488.00 \$116.688.00 17 \$63.20 \$5.056.00 \$131,456.00 29 \$71.22 \$5.697.60 \$148.137.60	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40 \$132,766.40 30 \$71.94 \$5,755.20 \$149,635.20	\$57.24 \$4,579.20 \$119.059.20 19 \$64.49 \$5.159.20 \$134.139.20 31 \$72.68 \$5.814.40 \$151.174.40	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5.211.20 \$135.491.20 32 \$73.40 \$5.872.00 \$152.672.00	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136,843.20 33 \$74.15 \$5,932.00 \$154,232.00	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5.315.20 \$138.195.20 34 \$74.88 \$5,990.40 \$155.750.40	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62 \$6.049.60 \$157.289.60	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60 36 \$76.39 \$6,111.20 \$158.891.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually	\$53.92 \$4,313.60 \$112.153.60 13 \$60.74 \$4,859.20 \$126,339.20 25 \$68.43 \$5,474.40 \$142,334.40	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80 26 \$69.13 \$5,530.40 \$143,790.40	\$54.99 \$4,399.20 \$114.379.20 \$114.379.20 15 \$61.98 \$4.958.40 \$128.918.40 27 \$69.84 \$5,587.20 \$145,267.20	\$55.54 \$4,443.20 \$115.523.20 16 \$62.60 \$5,008.00 \$130,208.00 28 \$70.52 \$5,641.60 \$146,681.60	\$56.10 \$4,488.00 \$116.688.00 17 \$63.20 \$5.056.00 \$131.456.00 29 \$71.22 \$5.697.60 \$148.137.60	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40 \$132,766.40 30 \$71.94 \$5,755.20 \$149,635.20	\$57.24 \$4,579.20 \$119,059.20 19 \$64.49 \$5,159.20 \$134,139.20 31 \$72.68 \$5,814.40 \$151,174.40	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5.211.20 \$135.491.20 32 \$73.40 \$5.872.00 \$152.672.00	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5.263.20 \$136.843.20 33 \$74.15 \$5,932.00 \$154,232.00	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5,315.20 \$138.195.20 34 \$74.88 \$5,990.40 \$155,750.40	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62 \$6.049.60 \$157,289.60	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60 36 \$76.39 \$6,111.20 \$158,891.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$53.92 \$4,313.60 \$112.153.60 \$112.153.60 \$13 \$60.74 \$4,859.20 \$126.339.20 \$68.43 \$5,474.40 \$142,334.40 \$7 \$77.12 \$6,169.60	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80 26 \$69.13 \$5,530.40 \$143,790.40 38 \$77.90 \$6,232.00	\$54.99 \$4,399.20 \$114,379.20 \$114,379.20 15 \$61.98 \$4,958.40 \$128,918.40 27 \$69.84 \$5,587.20 \$145,267.20 39 \$78.67 \$6.293.60	\$55.54 \$4,443.20 \$115,523.20 16 \$62.60 \$5,008.00 \$130,208.00 28 \$70.52 \$5,641.60 \$146,681.60 40 \$79.46 \$6,356.80	\$56.10 \$4,488.00 \$116.688.00 \$116.688.00 \$131.456.00 \$131.456.00 \$71.22 \$5.697.60 \$148.137.60 \$148.137.60	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40 \$132,766.40 30 \$71.94 \$5,755.20 \$149,635.20 42 \$81.07 \$6,485.60	\$57.24 \$4,579.20 \$119,059.20 19 \$64.49 \$5,159.20 \$134,139.20 31 \$72.68 \$5.814.40 \$151,174.40 43 \$81.89 \$6,551.20	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5.211.20 \$135.491.20 32 \$73.40 \$5.872.00 \$152.672.00 44 \$82.70 \$6.616.00	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136,843.20 33 \$74.15 \$5,932.00 \$154,232.00 45 \$83.53 \$6,682.40	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5.315.20 \$138.195.20 34 \$74.88 \$5.990.40 \$155.750.40 46 \$84.37 \$6,749.60	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62 \$6.049.60 \$157.289.60 47 \$85.23 \$6.818.40	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60 36 \$76.39 \$6,111.20 \$158.891.20 48 \$86.07 \$6.885.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually	\$53.92 \$4,313.60 \$112.153.60 13 \$60.74 \$4,859.20 \$126,339.20 25 \$68.43 \$5,474.40 \$142,334.40	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80 26 \$69.13 \$5,530.40 \$143,790.40	\$54.99 \$4,399.20 \$114.379.20 \$114.379.20 15 \$61.98 \$4.958.40 \$128.918.40 27 \$69.84 \$5,587.20 \$145,267.20	\$55.54 \$4,443.20 \$115.523.20 16 \$62.60 \$5,008.00 \$130,208.00 28 \$70.52 \$5,641.60 \$146,681.60	\$56.10 \$4,488.00 \$116.688.00 17 \$63.20 \$5.056.00 \$131.456.00 29 \$71.22 \$5.697.60 \$148.137.60	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40 \$132,766.40 30 \$71.94 \$5,755.20 \$149,635.20	\$57.24 \$4,579.20 \$119,059.20 19 \$64.49 \$5,159.20 \$134,139.20 31 \$72.68 \$5,814.40 \$151,174.40	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5.211.20 \$135.491.20 32 \$73.40 \$5.872.00 \$152.672.00	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5.263.20 \$136.843.20 33 \$74.15 \$5,932.00 \$154,232.00	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5,315.20 \$138,195.20 34 \$74.88 \$5,990.40 \$155,750.40	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62 \$6.049.60 \$157,289.60	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60 36 \$76.39 \$6,111.20 \$158,891.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$53.92 \$4,313.60 \$112.153.60 \$112.153.60 \$13 \$60.74 \$4,859.20 \$126.339.20 \$68.43 \$5,474.40 \$142,334.40 \$7 \$77.12 \$6,169.60	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80 26 \$69.13 \$5,530.40 \$143,790.40 38 \$77.90 \$6,232.00	\$54.99 \$4,399.20 \$114,379.20 \$114,379.20 15 \$61.98 \$4,958.40 \$128,918.40 27 \$69.84 \$5,587.20 \$145,267.20 39 \$78.67 \$6.293.60	\$55.54 \$4,443.20 \$115,523.20 16 \$62.60 \$5,008.00 \$130,208.00 28 \$70.52 \$5,641.60 \$146,681.60 40 \$79.46 \$6,356.80	\$56.10 \$4,488.00 \$116.688.00 \$116.688.00 \$131.456.00 \$131.456.00 \$71.22 \$5.697.60 \$148.137.60 \$148.137.60	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40 \$132,766.40 30 \$71.94 \$5,755.20 \$149,635.20 42 \$81.07 \$6,485.60	\$57.24 \$4,579.20 \$119,059.20 19 \$64.49 \$5,159.20 \$134,139.20 31 \$72.68 \$5.814.40 \$151,174.40 43 \$81.89 \$6,551.20	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5.211.20 \$135.491.20 32 \$73.40 \$5.872.00 \$152.672.00 44 \$82.70 \$6.616.00	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136,843.20 33 \$74.15 \$5,932.00 \$154,232.00 45 \$83.53 \$6,682.40	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5.315.20 \$138.195.20 34 \$74.88 \$5.990.40 \$155.750.40 46 \$84.37 \$6,749.60	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62 \$6.049.60 \$157.289.60 47 \$85.23 \$6.818.40	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60 36 \$76.39 \$6,111.20 \$158.891.20 48 \$86.07 \$6.885.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$53.92 \$4,313.60 \$112.153.60 \$112.153.60 \$13 \$60.74 \$4.859.20 \$126.339.20 \$25 \$68.43 \$5,474.40 \$142.334.40 \$7 \$77.12 \$6,169.60 \$160.409.60	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80 26 \$69.13 \$5,530.40 \$143,790.40 38 \$77.90 \$6,232.00 \$162,032.00	\$54.99 \$4,399.20 \$114,379.20 \$114,379.20 15 \$61.98 \$4,958.40 \$128,918.40 27 \$69.84 \$5,587.20 \$145,267.20 39 \$78.67 \$6,293.60 \$163,633.60	\$55.54 \$4,443.20 \$115,523.20 16 \$62.60 \$5,008.00 \$130,208.00 28 \$70.52 \$5,641.60 \$146,681.60 40 \$79.46 \$6,356.80 \$165,276.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$131,456.00 \$131,456.00 \$71.22 \$5,697.60 \$148,137.60 \$148,137.60 \$166,961.60	\$56.67 \$4,533.60 \$117.873.60 18 \$63.83 \$5,106.40 \$132,766.40 30 \$71.94 \$5,755.20 \$149,635.20 42 \$81.07 \$6,485.60 \$168,625.60	\$57.24 \$4,579.20 \$119,059.20 \$119,059.20 \$134.139.20 \$134,139.20 \$134,139.20 \$151,174.40 \$151,174.40 \$151,174.40 \$151,174.40	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5.211.20 \$135.491.20 32 \$73.40 \$5.872.00 \$152.672.00 44 \$82.70 \$6.616.00	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136,843.20 33 \$74.15 \$5,932.00 \$154,232.00 45 \$83.53 \$6,682.40	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5.315.20 \$138.195.20 34 \$74.88 \$5.990.40 \$155.750.40 46 \$84.37 \$6,749.60	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62 \$6.049.60 \$157.289.60 47 \$85.23 \$6.818.40	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60 36 \$76.39 \$6,111.20 \$158.891.20 48 \$86.07 \$6.885.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$53.92 \$4,313.60 \$112.153.60 \$112.153.60 \$13 \$60.74 \$4.859.20 \$126.339.20 \$25 \$68.43 \$5,474.40 \$142.334.40 \$77.12 \$6,169.60 \$160.409.60 \$86.92	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80 26 \$69.13 \$5,530.40 \$143,790.40 38 \$77.90 \$6,232.00 \$162,032.00 \$87.79	\$54.99 \$4,399.20 \$114,379.20 \$114,379.20 15 \$61.98 \$4,958.40 \$128,918.40 27 \$69.84 \$5,587.20 \$145,267.20 39 \$78.67 \$6,293.60 \$163,633.60 51 \$88.66	\$55.54 \$4,443.20 \$115,523.20 16 \$62.60 \$5,008.00 \$130,208.00 28 \$70.52 \$5,641.60 \$146,681.60 40 \$79.46 \$6,356.80 \$165,276.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$131,456.00 \$131,456.00 \$131,456.00 \$148.137.60 \$148.137.60 \$148.137.60 \$166,961.60 \$190,44	\$56.67 \$4,533.60 \$117.873.60 18 \$63.83 \$5,106.40 \$132.766.40 30 \$71.94 \$5.755.20 \$149,635.20 42 \$81.07 \$6,485.60 \$168,625.60	\$57.24 \$4,579.20 \$119.059.20 \$119.059.20 \$139.059.20 \$134.139.20 \$134.139.20 \$151.174.40 \$151.174.40 \$151.174.40 \$151.174.40 \$151.20 \$170.331.20	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5.211.20 \$135.491.20 32 \$73.40 \$5.872.00 \$152.672.00 44 \$82.70 \$6.616.00	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136,843.20 33 \$74.15 \$5,932.00 \$154,232.00 45 \$83.53 \$6,682.40	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5.315.20 \$138.195.20 34 \$74.88 \$5.990.40 \$155.750.40 46 \$84.37 \$6,749.60	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62 \$6.049.60 \$157.289.60 47 \$85.23 \$6.818.40	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60 36 \$76.39 \$6,111.20 \$158.891.20 48 \$86.07 \$6.885.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$53.92 \$4,313.60 \$112.153.60 \$112.153.60 \$13 \$60.74 \$4.859.20 \$126.339.20 \$25 \$68.43 \$5,474.40 \$142.334.40 \$77.12 \$6,169.60 \$160.409.60 \$86.92 \$6,953.60	\$54.46 \$4,356.80 \$113,276.80 \$113,276.80 \$413,276.80 \$4,908.80 \$127,628.80 \$69.13 \$5,530.40 \$143,790.40 \$143,790.40 \$6,232.00 \$162,032.00 \$162,032.00	\$54.99 \$4,399.20 \$114,379.20 \$114,379.20 \$114,379.20 \$61.98 \$4,958.40 \$128,918.40 \$27 \$69.84 \$5,587.20 \$145,267.20 \$145,267.20 \$18,633.60 \$163,633.60 \$163,633.60	\$55.54 \$4,443.20 \$115,523.20 \$115,523.20 \$62.60 \$5,008.00 \$130,208.00 \$130,208.00 \$28 \$70.52 \$5,641.60 \$146,681.60 \$79.46 \$6,356.80 \$165,276.80 \$165,276.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$131,456.00 \$131,456.00 \$131,456.00 \$148.137.60 \$148.137.60 \$148.137.60 \$166,961.60 \$190,44 \$7,235.20	\$56.67 \$4,533.60 \$117,873.60 18 \$63.83 \$5,106.40 \$132,766.40 30 \$71.94 \$5,755.20 \$149,635.20 42 \$81.07 \$6,485.60 \$168,625.60 54 \$91.36 \$7,308.80	\$57.24 \$4,579.20 \$119.059.20 19 \$64.49 \$5,159.20 \$134,139.20 31 \$72.68 \$5,814.40 \$151.174.40 43 \$81.89 \$6,551.20 \$170.331.20 55 \$92.27 \$7,381.60	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5.211.20 \$135.491.20 32 \$73.40 \$5.872.00 \$152.672.00 44 \$82.70 \$6.616.00	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136,843.20 33 \$74.15 \$5,932.00 \$154,232.00 45 \$83.53 \$6,682.40	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5.315.20 \$138.195.20 34 \$74.88 \$5.990.40 \$155.750.40 46 \$84.37 \$6,749.60	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62 \$6.049.60 \$157.289.60 47 \$85.23 \$6.818.40	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60 36 \$76.39 \$6,111.20 \$158.891.20 48 \$86.07 \$6.885.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$53.92 \$4,313.60 \$112.153.60 \$112.153.60 \$13 \$60.74 \$4.859.20 \$126.339.20 \$25 \$68.43 \$5,474.40 \$142.334.40 \$77.12 \$6,169.60 \$160.409.60 \$86.92	\$54.46 \$4,356.80 \$113,276.80 14 \$61.36 \$4,908.80 \$127,628.80 26 \$69.13 \$5,530.40 \$143,790.40 38 \$77.90 \$6,232.00 \$162,032.00 \$87.79	\$54.99 \$4,399.20 \$114,379.20 \$114,379.20 15 \$61.98 \$4,958.40 \$128,918.40 27 \$69.84 \$5,587.20 \$145,267.20 39 \$78.67 \$6,293.60 \$163,633.60 51 \$88.66	\$55.54 \$4,443.20 \$115,523.20 16 \$62.60 \$5,008.00 \$130,208.00 28 \$70.52 \$5,641.60 \$146,681.60 40 \$79.46 \$6,356.80 \$165,276.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$131,456.00 \$131,456.00 \$131,456.00 \$148.137.60 \$148.137.60 \$148.137.60 \$166,961.60 \$190,44	\$56.67 \$4,533.60 \$117.873.60 18 \$63.83 \$5,106.40 \$132.766.40 30 \$71.94 \$5.755.20 \$149,635.20 42 \$81.07 \$6,485.60 \$168,625.60	\$57.24 \$4,579.20 \$119.059.20 \$119.059.20 \$139.059.20 \$134.139.20 \$134.139.20 \$151.174.40 \$151.174.40 \$151.174.40 \$151.174.40 \$151.20 \$170.331.20	\$57.79 \$4,623.20 \$120.203.20 20 \$65.14 \$5.211.20 \$135.491.20 32 \$73.40 \$5.872.00 \$152.672.00 44 \$82.70 \$6.616.00	\$58.37 \$4,669.60 \$121,409.60 21 \$65.79 \$5,263.20 \$136,843.20 33 \$74.15 \$5,932.00 \$154,232.00 45 \$83.53 \$6,682.40	\$58.96 \$4,716.80 \$122.636.80 22 \$66.44 \$5.315.20 \$138.195.20 34 \$74.88 \$5.990.40 \$155.750.40 46 \$84.37 \$6,749.60	\$59.56 \$4,764.80 \$123.884.80 23 \$67.09 \$5.367.20 \$139.547.20 35 \$75.62 \$6.049.60 \$157.289.60 47 \$85.23 \$6.818.40	\$60.14 \$4,811.20 \$125.091.20 24 \$67.77 \$5,421.60 \$140.961.60 36 \$76.39 \$6,111.20 \$158.891.20 48 \$86.07 \$6.885.60

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$13.73	\$13.86	\$14.00	\$14.15	\$14.28	\$14.41	\$14.56	\$14.70	\$14.84	\$14.98	\$15.14	\$15.30
	Biweekly	\$1,098.40	\$1,108.80	\$1,120.00	\$1,132.00	\$1,142.40	\$1,152.80	\$1,164.80	\$1,176.00	\$1,187.20	\$1,198.40	\$1,211.20	\$1,224.00
	Annually	\$28,558.40	\$28,828.80	\$29,120.00	\$29,432.00	\$29,702.40	\$29,972.80	\$30,284.80	\$30,576.00	\$30,867.20	\$31,158.40	\$31,491.20	\$31,824.00
	,												
	Steps	13	14	15	16	17	18	19	20	21	22	23	24
	Hourly	\$15.46	\$15.59	\$15.77	\$15.92	\$16.08	\$16.23	\$16.38	\$16.56	\$16.74	\$16.90	\$17.08	\$17.22
	Biweekly	\$1,236.80	\$1,247.20	\$1,261.60	\$1,273.60	\$1,286.40	\$1,298.40	\$1,310.40	\$1,324.80	\$1,339.20	\$1,352.00	\$1,366.40	\$1,377.60
	Annually	\$32,156.80	\$32,427.20	\$32,801.60	\$33,113.60	\$33,446.40	\$33,758.40	\$34,070.40	\$34,444.80	\$34,819.20	\$35,152.00	\$35,526.40	\$35,817.60
	_												
	Steps	25	26	27	28	29	30	31	32	33	34	35	36
	Hourly	\$17.42	\$17.57	\$17.76	\$17.91	\$18.12	\$18.28	\$18.48	\$18.67	\$18.85	\$19.04	\$19.20	\$19.43
	Biweekly	\$1,393.60	\$1,405.60	\$1,420.80	\$1,432.80	\$1,449.60	\$1,462.40	\$1,478.40	\$1,493.60	\$1,508.00	\$1,523.20	\$1,536.00	\$1,554.40
	Annually	\$36,233.60	\$36,545.60	\$36,940.80	\$37,252.80	\$37,689.60	\$38,022.40	\$38,438.40	\$38,833.60	\$39,208.00	\$39,603.20	\$39,936.00	\$40,414.40
	Steps	37	38	39	40	41	42	43	44	45	46	47	48
	Hourly	\$19.61	\$19.81	\$20.02	\$20.22	\$20.40	\$20.62	\$20.81	\$21.02	\$21.23	\$21.46	\$21.67	\$21.89
	Biweekly	\$1,568.80	\$1,584.80	\$1,601.60	\$1,617.60	\$1,632.00	\$1,649.60	\$1,664.80	\$1,681.60	\$1,698.40	\$1,716.80	\$1,733.60	\$1,751.20
	Annually	\$40,788.80	\$41,204.80	\$41,641.60	\$42,057.60	\$42,432.00	\$42,889.60	\$43,284.80	\$43,721.60	\$44,158.40	\$44,636.80	\$45,073.60	\$45,531.20
	Steps	••											
		49	50	51	52	53	. 54	55					
	Hourly	\$22.11	\$22.32	\$22.55	\$22.77	\$23.00	\$23.24	\$23.47					
	Biweekly	\$1,768.80	\$1,785.60	\$1,804.00	\$1,821.60	\$1,840.00	\$1,859.20	\$1,877.60					
	Annually	\$45,988.80	\$46,425.60	\$46,904.00	\$47,361.60	\$47,840.00	\$48,339.20	\$48,817.60					
Gr	ade 72												
٠.													
	Steps	1	2	. 3	4	. 5	6	. 7	8	9	10	11	12
	Hourly						\$16.23	\$16.38	\$16.56	\$16.74	\$16.90	\$17.08	C17 22
	-	\$15.46	\$15.59	\$15.77	\$15.92	\$16.08				4			\$17.22
	Biweekly	\$1,236.80	\$1,247.20	\$1,261.60	\$1,273.60	\$1,286.40	\$1,298.40	\$1,310.40	\$1,324.80	\$1,339.20	\$1,352.00	\$1,366.40	\$1,377.60
	-									\$1,339.20 \$34,819.20			
	Biweekly Annually	\$1,236.80 \$32,156.80	\$1,247.20 \$32,427.20	\$1,261.60 \$32,801.60	\$1,273.60 \$33,113.60	\$1,286.40 \$33,446.40	\$1,298.40 \$33,758.40	\$1,310.40 \$34,070.40	\$1,324.80 \$34,444.80	\$34,819.20	\$1,352.00 \$35,152.00	\$1,366.40 \$35,526.40	\$1,377.60 \$35,817.60
	Biweekly Annually Steps	\$1,236.80 \$32,156.80	\$1,247.20 \$32,427.20 14	\$1,261.60 \$32,801.60 15	\$1,273.60 \$33,113.60 16	\$1,286.40 \$33,446.40 17	\$1,298.40 \$33,758.40 18	\$1,310.40 \$34,070.40 19	\$1,324.80 \$34,444.80 20	\$34,819.20 21	\$1,352.00 \$35,152.00	\$1,366.40 \$35,526.40 23	\$1,377.60 \$35,817.60 24
	Biweekly Annually Steps Hourly	\$1,236.80 \$32,156.80 13 \$17.42	\$1,247.20 \$32,427.20 14 \$17.57	\$1,261.60 \$32.801.60 15 \$17.76	\$1,273.60 \$33,113.60 16 \$17.91	\$1,286.40 \$33,446.40 17 \$18.12	\$1,298.40 \$33,758.40 18 \$18.28	\$1,310.40 \$34,070.40 19 \$18.48	\$1,324.80 \$34.444.80 20 \$18.67	\$34,819.20 21 \$18.85	\$1,352.00 \$35.152.00 22 \$19.04	\$1,366.40 \$35,526.40 23 \$19.20	\$1,377.60 \$35,817.60 24 \$19.43
	Biweekly Annually Steps Hourly Biweekly	\$1,236.80 \$32,156.80 13 \$17.42 \$1.393.60	\$1,247.20 \$32.427.20 14 \$17.57 \$1.405.60	\$1,261.60 \$32,801.60 15 \$17.76 \$1,420.80	\$1,273.60 \$33.113.60 16 \$17.91 \$1.432.80	\$1,286.40 \$33,446.40 17 \$18.12 \$1,449.60	\$1,298.40 \$33,758.40 18 \$18.28 \$1,462.40	\$1,310.40 \$34.070.40 19 \$18.48 \$1.478.40	\$1,324.80 \$34,444.80 20 \$18.67 \$1,493.60	\$34,819.20 21 \$18.85 \$1,508.00	\$1,352.00 \$35.152.00 22 \$19.04 \$1,523.20	\$1,366.40 \$35.526.40 23 \$19.20 \$1,536.00	\$1,377.60 \$35,817.60 24 \$19.43 \$1,554.40
	Biweekly Annually Steps Hourly	\$1,236.80 \$32,156.80 13 \$17.42	\$1,247.20 \$32,427.20 14 \$17.57	\$1,261.60 \$32.801.60 15 \$17.76	\$1,273.60 \$33,113.60 16 \$17.91	\$1,286.40 \$33,446.40 17 \$18.12	\$1,298.40 \$33,758.40 18 \$18.28	\$1,310.40 \$34,070.40 19 \$18.48	\$1,324.80 \$34.444.80 20 \$18.67	\$34,819.20 21 \$18.85	\$1,352.00 \$35.152.00 22 \$19.04	\$1,366.40 \$35,526.40 23 \$19.20	\$1,377.60 \$35,817.60 24 \$19.43
	Biweekly Annually Steps Hourly Biweekly Annually	\$1,236.80 \$32.156.80 13 \$17.42 \$1.393.60 \$36.233.60	\$1,247.20 \$32,427.20 14 \$17.57 \$1,405.60 \$36,545.60	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80	\$1,273.60 \$33.113.60 16 \$17.91 \$1,432.80 \$37,252.80	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37,689.60	\$1,298.40 \$33,758.40 18 \$18.28 \$1,462.40 \$38,022.40	\$1,310.40 \$34,070.40 19 \$18.48 \$1,478.40 \$38,438.40	\$1,324.80 \$34.444.80 20 \$18.67 \$1.493.60 \$38.833.60	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00	\$1,352.00 \$35.152.00 22 \$19.04 \$1,523.20 \$39,603.20	\$1,366.40 \$35.526.40 23 \$19.20 \$1,536.00 \$39,936.00	\$1,377.60 \$35,817.60 24 \$19.43 \$1,554.40 \$40,414.40
	Biweekly Annually Steps Hourly Biweekly Annually Steps	\$1,236.80 \$32.156.80 13 \$17.42 \$1.393.60 \$36,233.60	\$1,247.20 \$32,427.20 14 \$17.57 \$1,405.60 \$36,545.60	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80	\$1,273.60 \$33,113.60 16 \$17.91 \$1,432.80 \$37,252.80	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37,689.60	\$1,298.40 \$33,758.40 18 \$18.28 \$1,462.40 \$38,022.40	\$1,310.40 \$34,070.40 19 \$18.48 \$1,478.40 \$38,438.40	\$1,324.80 \$34,444.80 20 \$18.67 \$1,493.60 \$38,833.60	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00	\$1,352.00 \$35.152.00 22 \$19.04 \$1.523.20 \$39,603.20	\$1,366.40 \$35.526.40 23 \$19.20 \$1,536.00 \$39,936.00	\$1,377.60 \$35,817.60 24 \$19.43 \$1,554.40 \$40,414.40
	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$1,236.80 \$32.156.80 13 \$17.42 \$1.393.60 \$36,233.60 25 \$19.61	\$1,247.20 \$32,427.20 14 \$17.57 \$1,405.60 \$36,545.60 26 \$19.81	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80 27 \$20.02	\$1,273.60 \$33,113.60 16 \$17.91 \$1,432.80 \$37,252.80 28 \$20.22	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37,689.60 29 \$20.40	\$1,298.40 \$33,758.40 18 \$18.28 \$1,462.40 \$38,022.40 30 \$20.62	\$1,310.40 \$34,070.40 19 \$18.48 \$1,478.40 \$38,438.40 31 \$20.81	\$1,324.80 \$34.444.80 20 \$18.67 \$1.493.60 \$38.833.60 32 \$21.02	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00 33 \$21.23	\$1,352.00 \$35.152.00 22 \$19.04 \$1.523.20 \$39,603.20 34 \$21.46	\$1,366.40 \$35.526.40 23 \$19.20 \$1,536.00 \$39,936.00 35 \$21.67	\$1,377.60 \$35,817.60 24 \$19.43 \$1,554.40 \$40,414.40 36 \$21.89
	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$1,236.80 \$32,156.80 13 \$17.42 \$1,393.60 \$36,233.60 25 \$19.61 \$1,568.80	\$1,247.20 \$32.427.20 14 \$17.57 \$1.405.60 \$36.545.60 26 \$19.81 \$1,584.80	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80 27 \$20.02 \$1,601.60	\$1,273.60 \$33.113.60 16 \$17.91 \$1.432.80 \$37.252.80 28 \$20.22 \$1.617.60	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37.689.60 29 \$20.40 \$1,632.00	\$1,298.40 \$33.758.40 18 \$18.28 \$1.462.40 \$38.022.40 30 \$20.62 \$1,649.60	\$1,310.40 \$34.070.40 19 \$18.48 \$1,478.40 \$38,438.40 31 \$20.81 \$1,664.80	\$1,324.80 \$34.444.80 20 \$18.67 \$1.493.60 \$38.833.60 32 \$21.02 \$1,681.60	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00 33 \$21.23 \$1,698.40	\$1,352.00 \$35.152.00 22 \$19.04 \$1.523.20 \$39.603.20 34 \$21.46 \$1,716.80	\$1,366.40 \$35.526.40 23 \$19.20 \$1,536.00 \$39,936.00 35 \$21.67 \$1,733.60	\$1,377.60 \$35.817.60 24 \$19.43 \$1,554.40 \$40.414.40 36 \$21.89 \$1,751.20
	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$1,236.80 \$32.156.80 13 \$17.42 \$1.393.60 \$36,233.60 25 \$19.61	\$1,247.20 \$32,427.20 14 \$17.57 \$1,405.60 \$36,545.60 26 \$19.81	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80 27 \$20.02	\$1,273.60 \$33,113.60 16 \$17.91 \$1,432.80 \$37,252.80 28 \$20.22	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37,689.60 29 \$20.40	\$1,298.40 \$33,758.40 18 \$18.28 \$1,462.40 \$38,022.40 30 \$20.62	\$1,310.40 \$34,070.40 19 \$18.48 \$1,478.40 \$38,438.40 31 \$20.81	\$1,324.80 \$34.444.80 20 \$18.67 \$1.493.60 \$38.833.60 32 \$21.02	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00 33 \$21.23	\$1,352.00 \$35.152.00 22 \$19.04 \$1.523.20 \$39,603.20 34 \$21.46	\$1,366.40 \$35.526.40 23 \$19.20 \$1,536.00 \$39,936.00 35 \$21.67	\$1,377.60 \$35,817.60 24 \$19.43 \$1,554.40 \$40,414.40 36 \$21.89
	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$1,236.80 \$32,156.80 13 \$17.42 \$1,393.60 \$36,233.60 25 \$19.61 \$1,568.80 \$40,788.80	\$1,247.20 \$32.427.20 14 \$17.57 \$1.405.60 \$36.545.60 26 \$19.81 \$1,584.80 \$41,204.80	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80 27 \$20.02 \$1.601.60 \$41.641.60	\$1,273.60 \$33.113.60 16 \$17.91 \$1,432.80 \$37,252.80 28 \$20.22 \$1,617.60 \$42,057.60	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37.689.60 29 \$20.40 \$1,632.00 \$42,432.00	\$1,298.40 \$33.758.40 18 \$18.28 \$1.462.40 \$38,022.40 30 \$20.62 \$1,649.60 \$42.889.60	\$1,310.40 \$34.070.40 19 \$18.48 \$1,478.40 \$38,438.40 31 \$20.81 \$1,664.80 \$43,284.80	\$1,324.80 \$34,444.80 20 \$18.67 \$1.493.60 \$38.833.60 32 \$21.02 \$1.681.60 \$43,721.60	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00 33 \$21,23 \$1,698.40 \$44,158.40	\$1,352.00 \$35,152.00 22 \$19.04 \$1,523.20 \$39,603.20 34 \$21.46 \$1,716.80 \$44,636.80	\$1,366.40 \$35.526.40 23 \$19.20 \$1,536.00 \$39,936.00 35 \$21.67 \$1,733.60 \$45.073.60	\$1,377.60 \$35.817.60 24 \$19.43 \$1.554.40 \$40,414.40 36 \$21.89 \$1.751.20 \$45,531.20
	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$1,236.80 \$32,156.80 13 \$17.42 \$1,393.60 \$36,233.60 25 \$19.61 \$1,568.80 \$40,788.80	\$1,247.20 \$32.427.20 14 \$17.57 \$1.405.60 \$36,545.60 26 \$19.81 \$1,584.80 \$41,204.80	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80 27 \$20.02 \$1.601.60 \$41.641.60	\$1,273.60 \$33.113.60 16 \$17.91 \$1.432.80 \$37.252.80 28 \$20.22 \$1,617.60 \$42.057.60	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37,689.60 29 \$20.40 \$1,632.00 \$42,432.00	\$1,298.40 \$33.758.40 18 \$18.28 \$1.462.40 \$38.022.40 30 \$20.62 \$1,649.60 \$42.889.60	\$1,310.40 \$34.070.40 19 \$18.48 \$1.478.40 \$38.438.40 31 \$20.81 \$1,664.80 \$43.284.80	\$1,324.80 \$34,444.80 20 \$18.67 \$1,493.60 \$38,833.60 32 \$21.02 \$1,681.60 \$43,721.60	\$34,819.20 21 \$18.85 \$1.508.00 \$39.208.00 33 \$21.23 \$1.698.40 \$44,158.40	\$1,352.00 \$35.152.00 22 \$19.04 \$1.523.20 \$39.603.20 34 \$21.46 \$1.716.80 \$44.636.80	\$1,366.40 \$35.526.40 23 \$19.20 \$1.536.00 \$39,936.00 35 \$21.67 \$1,733.60 \$45.073.60	\$1,377.60 \$35.817.60 24 \$19.43 \$1.554.40 \$40,414.40 36 \$21.89 \$1,751.20 \$45.531.20
	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$1,236.80 \$32,156.80 13 \$17.42 \$1,393.60 \$36,233.60 25 \$19.61 \$1,568.80 \$40,788.80	\$1,247.20 \$32.427.20 14 \$17.57 \$1.405.60 \$36.545.60 26 \$19.81 \$1,584.80 \$41,204.80 38 \$22.32	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80 27 \$20.02 \$1,601.60 \$41.641.60 39 \$22.55	\$1,273.60 \$33.113.60 16 \$17.91 \$1.432.80 \$37.252.80 28 \$20.22 \$1,617.60 \$42,057.60	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37,689.60 29 \$20.40 \$1,632.00 \$42,432.00	\$1,298.40 \$33.758.40 18 \$18.28 \$1.462.40 \$38.022.40 30 \$20.62 \$1,649.60 \$42.889.60	\$1,310.40 \$34.070.40 19 \$18.48 \$1.478.40 \$38.438.40 31 \$20.81 \$1,664.80 \$43.284.80	\$1,324.80 \$34,444.80 20 \$18.67 \$1.493.60 \$38.833.60 32 \$21.02 \$1,681.60 \$43.721.60	\$34,819.20 21 \$18.85 \$1.508.00 \$39,208.00 33 \$21.23 \$1.698.40 \$44,158.40 45 \$23.93	\$1,352.00 \$35,152.00 22 \$19.04 \$1,523.20 \$39,603.20 34 \$21.46 \$1,716.80 \$44,636.80	\$1,366.40 \$35.526.40 23 \$19.20 \$1,536.00 \$39,936.00 35 \$21.67 \$1,733.60 \$45.073.60	\$1,377.60 \$35.817.60 24 \$19.43 \$1.554.40 \$40,414.40 36 \$21.89 \$1,751.20 \$45,531.20
	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Biweekly	\$1,236.80 \$32,156.80 13 \$17.42 \$1,393.60 \$36,233.60 25 \$19.61 \$1,568.80 \$40,788.80 37 \$22.11 \$1,768.80	\$1,247.20 \$32.427.20 14 \$17.57 \$1.405.60 \$36.545.60 26 \$19.81 \$1.584.80 \$41,204.80 38 \$22.32 \$1,785.60	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80 27 \$20.02 \$1.601.60 \$41.641.60 39 \$22.55 \$1.804.00	\$1,273.60 \$33.113.60 16 \$17.91 \$1.432.80 \$37.252.80 28 \$20.22 \$1,617.60 \$42,057.60 40 \$22.77 \$1,821.60	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37,689.60 29 \$20.40 \$1,632.00 \$42,432.00 41 \$23.00 \$1,840.00	\$1,298.40 \$33.758.40 18 \$18.28 \$1.462.40 \$38.022.40 30 \$20.62 \$1,649.60 \$42.889.60 42 \$23.24 \$1,859.20	\$1,310.40 \$34.070.40 19 \$18.48 \$1.478.40 \$38.438.40 31 \$20.81 \$1,664.80 \$43,284.80 43 \$23.47 \$1,877.60	\$1,324.80 \$34,444.80 20 \$18.67 \$1,493.60 \$38,833.60 32 \$21.02 \$1,681.60 \$43,721.60 44 \$23,70 \$1,896.00	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00 33 \$21,23 \$1,698.40 \$44,158.40 45 \$23.93 \$1,914.40	\$1,352.00 \$35.152.00 \$22 \$19.04 \$1.523.20 \$39,603.20 \$44,636.80 \$44,636.80	\$1,366.40 \$35.526.40 23 \$19.20 \$1.536.00 \$39.936.00 35 \$21.67 \$1.733.60 \$45.073.60 47 \$24.40 \$1.952.00	\$1,377.60 \$35.817.60 24 \$19.43 \$1.554.40 \$40.414.40 36 \$21.89 \$1,751.20 \$45,531.20 48 \$24.65 \$1,972.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$1,236.80 \$32.156.80 13 \$17.42 \$1,393.60 \$36.233.60 25 \$19.61 \$1,568.80 \$40,788.80 37 \$22.11 \$1,768.80 \$45.988.80	\$1,247.20 \$32.427.20 14 \$17.57 \$1.405.60 \$36.545.60 26 \$19.81 \$1,584.80 \$41,204.80 38 \$22.32 \$1,785.60 \$46,425.60	\$1,261.60 \$32.801.60 15 \$17.76 \$1,420.80 \$36.940.80 27 \$20.02 \$1,601.60 \$41,641.60 39 \$22.55 \$1,804.00 \$46,904.00	\$1,273.60 \$33.113.60 16 \$17.91 \$1,432.80 \$37.252.80 28 \$20.22 \$1,617.60 \$42,057.60 40 \$22.77 \$1,821.60 \$47,361.60	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37.689.60 29 \$20.40 \$1,632.00 \$42,432.00 41 \$23.00 \$1,840.00 \$47,840.00	\$1,298.40 \$33.758.40 18 \$18.28 \$1,462.40 \$38.022.40 30 \$20.62 \$1,649.60 \$42,889.60 42 \$23.24 \$1,859.20 \$48,339.20	\$1,310.40 \$34,070.40 19 \$18.48 \$1,478.40 \$38,438.40 31 \$20.81 \$1,664.80 \$43,284.80 43 \$23.47 \$1,877.60 \$48,817.60	\$1,324.80 \$34,444.80 20 \$18.67 \$1.493.60 \$38.833.60 32 \$21.02 \$1,681.60 \$43.721.60	\$34,819.20 21 \$18.85 \$1.508.00 \$39,208.00 33 \$21.23 \$1.698.40 \$44,158.40 45 \$23.93	\$1,352.00 \$35,152.00 22 \$19.04 \$1,523.20 \$39,603.20 34 \$21.46 \$1,716.80 \$44,636.80	\$1,366.40 \$35.526.40 23 \$19.20 \$1,536.00 \$39,936.00 35 \$21.67 \$1,733.60 \$45.073.60	\$1,377.60 \$35.817.60 24 \$19.43 \$1.554.40 \$40,414.40 36 \$21.89 \$1,751.20 \$45,531.20
	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Biweekly	\$1,236.80 \$32,156.80 13 \$17.42 \$1,393.60 \$36,233.60 25 \$19.61 \$1,568.80 \$40,788.80 37 \$22.11 \$1,768.80	\$1,247.20 \$32.427.20 14 \$17.57 \$1.405.60 \$36.545.60 26 \$19.81 \$1.584.80 \$41,204.80 38 \$22.32 \$1,785.60	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80 27 \$20.02 \$1.601.60 \$41.641.60 39 \$22.55 \$1.804.00	\$1,273.60 \$33.113.60 16 \$17.91 \$1.432.80 \$37.252.80 28 \$20.22 \$1,617.60 \$42,057.60 40 \$22.77 \$1,821.60	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37,689.60 29 \$20.40 \$1,632.00 \$42,432.00 41 \$23.00 \$1,840.00	\$1,298.40 \$33.758.40 18 \$18.28 \$1.462.40 \$38.022.40 30 \$20.62 \$1,649.60 \$42.889.60 42 \$23.24 \$1,859.20	\$1,310.40 \$34.070.40 19 \$18.48 \$1.478.40 \$38.438.40 31 \$20.81 \$1,664.80 \$43,284.80 43 \$23.47 \$1,877.60	\$1,324.80 \$34,444.80 20 \$18.67 \$1,493.60 \$38,833.60 32 \$21.02 \$1,681.60 \$43,721.60 44 \$23,70 \$1,896.00	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00 33 \$21,23 \$1,698.40 \$44,158.40 45 \$23.93 \$1,914.40	\$1,352.00 \$35.152.00 \$22 \$19.04 \$1.523.20 \$39,603.20 \$44,636.80 \$44,636.80	\$1,366.40 \$35.526.40 23 \$19.20 \$1.536.00 \$39.936.00 35 \$21.67 \$1.733.60 \$45.073.60 47 \$24.40 \$1.952.00	\$1,377.60 \$35,817.60 24 \$19.43 \$1,554.40 \$40,414.40 36 \$21.89 \$1,751.20 \$45,531.20 48 \$24.65 \$1,972.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$1,236.80 \$32,156.80 13 \$17.42 \$1,393.60 \$36,233.60 25 \$19.61 \$1,568.80 \$40,788.80 37 \$22.11 \$1,768.80 \$45,988.80	\$1,247.20 \$32.427.20 14 \$17.57 \$1,405.60 \$36.545.60 26 \$19.81 \$1,584.80 \$41,204.80 38 \$22.32 \$1,785.60 \$46.425.60	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80 27 \$20.02 \$1.601.60 \$41.641.60 39 \$22.55 \$1.804.00 \$46.904.00	\$1,273.60 \$33.113.60 16 \$17.91 \$1,432.80 \$37,252.80 28 \$20.22 \$1,617.60 \$42,057.60 40 \$22.77 \$1,821.60 \$47,361.60	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37,689.60 29 \$20.40 \$1,632.00 \$42,432.00 41 \$23.00 \$1,840.00 \$47,840.00	\$1,298.40 \$33.758.40 18 \$18.28 \$1.462.40 \$38.022.40 30 \$20.62 \$1,649.60 \$42.889.60 42 \$23.24 \$1,859.20 \$48.339.20	\$1,310.40 \$34.070.40 19 \$18.48 \$1,478.40 \$38.438.40 31 \$20.81 \$1,664.80 \$43,284.80 43 \$23.47 \$1,877.60 \$48.817.60	\$1,324.80 \$34,444.80 20 \$18.67 \$1,493.60 \$38,833.60 32 \$21.02 \$1,681.60 \$43,721.60 44 \$23,70 \$1,896.00	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00 33 \$21,23 \$1,698.40 \$44,158.40 45 \$23.93 \$1,914.40	\$1,352.00 \$35.152.00 \$22 \$19.04 \$1.523.20 \$39,603.20 \$44,636.80 \$44,636.80	\$1,366.40 \$35.526.40 23 \$19.20 \$1.536.00 \$39.936.00 35 \$21.67 \$1.733.60 \$45.073.60 47 \$24.40 \$1.952.00	\$1,377.60 \$35.817.60 24 \$19.43 \$1.554.40 \$40.414.40 36 \$21.89 \$1,751.20 \$45,531.20 48 \$24.65 \$1,972.00
	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$1,236.80 \$32,156.80 13 \$17.42 \$1,393.60 \$36,233.60 25 \$19.61 \$1,568.80 \$40,788.80 37 \$22.11 \$1,768.80 \$45,988.80	\$1,247.20 \$32.427.20 14 \$17.57 \$1,405.60 \$36,545.60 26 \$19.81 \$1,584.80 \$41,204.80 38 \$22.32 \$1,785.60 \$46,425.60 \$25.14	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36,940.80 27 \$20.02 \$1.601.60 \$41,641.60 39 \$22.55 \$1,804.00 \$46,904.00	\$1,273.60 \$33.113.60 16 \$17.91 \$1,432.80 \$37,252.80 28 \$20.22 \$1,617.60 \$42.057.60 40 \$22.77 \$1,821.60 \$47,361.60 52 \$25.65	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37.689.60 29 \$20.40 \$1,632.00 \$42,432.00 41 \$23.00 \$1,840.00 \$47,840.00 \$47,840.00	\$1,298.40 \$33.758.40 18 \$18.28 \$1.462.40 \$38.022.40 30 \$20.62 \$1,649.60 \$42.889.60 42 \$23.24 \$1.859.20 \$48.339.20	\$1,310.40 \$34.070.40 19 \$18.48 \$1,478.40 \$38.438.40 31 \$20.81 \$1,664.80 \$43,284.80 43 \$23.47 \$1,877.60 \$48.817.60 \$48.817.60	\$1,324.80 \$34,444.80 20 \$18.67 \$1,493.60 \$38,833.60 32 \$21.02 \$1,681.60 \$43,721.60 44 \$23,70 \$1,896.00	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00 33 \$21,23 \$1,698.40 \$44,158.40 45 \$23.93 \$1,914.40	\$1,352.00 \$35.152.00 \$22 \$19.04 \$1.523.20 \$39,603.20 \$44,636.80 \$44,636.80	\$1,366.40 \$35.526.40 23 \$19.20 \$1.536.00 \$39.936.00 35 \$21.67 \$1.733.60 \$45.073.60 47 \$24.40 \$1.952.00	\$1,377.60 \$35.817.60 24 \$19.43 \$1.554.40 \$40.414.40 36 \$21.89 \$1,751.20 \$45,531.20 48 \$24.65 \$1,972.00
	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$1,236.80 \$32,156.80 13 \$17.42 \$1,393.60 \$36,233.60 25 \$19.61 \$1,568.80 \$40,788.80 37 \$22.11 \$1,768.80 \$45,988.80	\$1,247.20 \$32.427.20 14 \$17.57 \$1,405.60 \$36.545.60 26 \$19.81 \$1,584.80 \$41,204.80 38 \$22.32 \$1,785.60 \$46.425.60	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80 27 \$20.02 \$1.601.60 \$41.641.60 39 \$22.55 \$1.804.00 \$46.904.00	\$1,273.60 \$33.113.60 16 \$17.91 \$1,432.80 \$37,252.80 28 \$20.22 \$1,617.60 \$42,057.60 40 \$22.77 \$1,821.60 \$47,361.60	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37,689.60 29 \$20.40 \$1,632.00 \$42,432.00 41 \$23.00 \$1,840.00 \$47,840.00	\$1,298.40 \$33.758.40 18 \$18.28 \$1.462.40 \$38.022.40 30 \$20.62 \$1,649.60 \$42.889.60 42 \$23.24 \$1,859.20 \$48.339.20	\$1,310.40 \$34.070.40 19 \$18.48 \$1,478.40 \$38.438.40 31 \$20.81 \$1,664.80 \$43,284.80 43 \$23.47 \$1,877.60 \$48.817.60	\$1,324.80 \$34,444.80 20 \$18.67 \$1,493.60 \$38,833.60 32 \$21.02 \$1,681.60 \$43,721.60 44 \$23,70 \$1,896.00	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00 33 \$21,23 \$1,698.40 \$44,158.40 45 \$23.93 \$1,914.40	\$1,352.00 \$35.152.00 \$22 \$19.04 \$1.523.20 \$39,603.20 \$44,636.80 \$44,636.80	\$1,366.40 \$35.526.40 23 \$19.20 \$1.536.00 \$39.936.00 35 \$21.67 \$1.733.60 \$45.073.60 47 \$24.40 \$1.952.00	\$1,377.60 \$35.817.60 24 \$19.43 \$1.554.40 \$40.414.40 36 \$21.89 \$1,751.20 \$45,531.20 48 \$24.65 \$1,972.00
	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$1,236.80 \$32,156.80 13 \$17.42 \$1,393.60 \$36,233.60 25 \$19.61 \$1,568.80 \$40,788.80 37 \$22.11 \$1,768.80 \$45,988.80 49 \$24.91 \$1,992.80	\$1,247.20 \$32.427.20 14 \$17.57 \$1,405.60 \$36,545.60 26 \$19.81 \$1,584.80 \$41,204.80 38 \$22.32 \$1,785.60 \$46,425.60 50 \$25.14 \$2,011.20	\$1,261.60 \$32.801.60 15 \$17.76 \$1.420.80 \$36.940.80 27 \$20.02 \$1.601.60 \$41.641.60 39 \$22.55 \$1.804.00 \$46.904.00 51 \$25.40 \$2.032.00	\$1,273.60 \$33.113.60 16 \$17.91 \$1,432.80 \$37,252.80 28 \$20.22 \$1,617.60 \$42,057.60 40 \$22.77 \$1,821.60 \$47,361.60 52 \$25.65 \$2,052.00	\$1,286.40 \$33.446.40 17 \$18.12 \$1,449.60 \$37.689.60 29 \$20.40 \$1,632.00 \$42,432.00 41 \$23.00 \$1,840.00 \$47,840.00 \$47.840.00	\$1,298.40 \$33.758.40 18 \$18.28 \$1.462.40 \$38.022.40 30 \$20.62 \$1,649.60 \$42.889.60 42 \$23.24 \$1,859.20 \$48.339.20 54 \$26.18 \$2.094.40	\$1,310.40 \$34,070.40 19 \$18.48 \$1,478.40 \$38,438.40 31 \$20.81 \$1,664.80 \$43,284.80 43 \$23.47 \$1,877.60 \$48,817.60 \$48,817.60	\$1,324.80 \$34,444.80 20 \$18.67 \$1,493.60 \$38,833.60 32 \$21.02 \$1,681.60 \$43,721.60 44 \$23,70 \$1,896.00	\$34,819.20 21 \$18.85 \$1,508.00 \$39,208.00 33 \$21,23 \$1,698.40 \$44,158.40 45 \$23.93 \$1,914.40	\$1,352.00 \$35.152.00 \$22 \$19.04 \$1.523.20 \$39,603.20 \$44,636.80 \$44,636.80	\$1,366.40 \$35.526.40 23 \$19.20 \$1.536.00 \$39.936.00 35 \$21.67 \$1.733.60 \$45.073.60 47 \$24.40 \$1.952.00	\$1,377.60 \$35.817.60 24 \$19.43 \$1.554.40 \$40.414.40 36 \$21.89 \$1,751.20 \$45,531.20 48 \$24.65 \$1,972.00

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$17.42	\$17.57	\$17.76	\$17.91	\$18.12	\$18.28	\$18.48	\$18.67	\$18.85	\$19.04	\$19.20	\$19.43
Biweekly	\$1,393.60	\$1,405.60	\$1,420.80	\$1,432.80	\$1,449.60	\$1,462.40	\$1,478.40	\$1,493.60	\$1,508.00	\$1,523.20	\$1,536.00	\$1,554.40
Annually	\$36,233.60	\$36,545.60	\$36,940.80	\$37,252.80	\$37,689.60	\$38,022.40	\$38,438.40	\$38,833.60	\$39,208.00	\$39,603.20	\$39,936.00	\$40,414.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$19.61	\$19.81	\$20.02	\$20.22	\$20.40	\$20.62	\$20.81	\$21.02	\$21.23	\$21.46	\$21.67	\$21.89
Biweekly	\$1,568.80	\$1,584.80	\$1,601.60	\$1,617.60	\$1,632.00	\$1,649.60	\$1,664.80	\$1,681.60	\$1,698.40	\$1,716.80	\$1,733.60	\$1,751.20
Annually	\$40,788.80	\$41,204.80	\$41,641.60	\$42,057.60	\$42,432.00	\$42,889.60	\$43,284.80	\$43,721.60	\$44,158.40	\$44,636.80	\$45,073.60	\$45,531.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$22.11	\$22.32	\$22.55	\$22.77	\$23.00	\$23.24	\$23.47	\$23.70	\$23.93	\$24.18	\$24.40	\$24.65
Biweekly	\$1,768.80	\$1,785.60	\$1,804.00	\$1,821.60	\$1,840.00	\$1,859.20	\$1,877.60	\$1,896.00	\$1,914.40	\$1,934.40	\$1,952.00	\$1,972.00
Annually	\$45,988.80	\$46,425.60	\$46,904.00	\$47,361.60	\$47,840.00	\$48,339.20	\$48,817.60	\$49,296.00	\$49,774.40	\$50,294.40	\$50,752.00	\$51,272.00
Chama												
Steps Hourly	37	38	39	40	41	42	43	44	45	46	47	48
Biweekly	\$24.91 \$1,992.80	\$25.14 \$2,011.20	\$25.40 \$2,032.00	\$25.65 \$2,052.00	\$25.91 \$2,072.80	\$26.18 \$2,094.40	\$26.45 \$2,116.00	\$26.68 \$2,134.40	\$26.97 \$2,157.60	\$27.22 \$2,177.60	\$27.52 \$2,201.60	\$27.78 \$2,222.40
Annually	\$51,812.80	\$52,291.20	\$52,832.00	\$53,352.00	\$53,892.80	\$54,454.40	\$55,016.00	\$55,494.40	\$56,097.60	\$56,617.60	\$57,241.60	\$57,782.40
								\$55, 15 11 10	\$30,037.00	\$30,017.00	\$57,212.00	\$57,702.10
Steps	49	50	51	52	53	54	55					
Hourly	\$28.07	\$28.33	\$28.61	\$28.90	\$29.21	\$29.49	\$29.79					
Biweekly	\$2,245.60	\$2,266.40	\$2,288.80	\$2,312.00	\$2,336.80	\$2,359.20	\$2,383.20					
Annually	\$58,385.60	\$58,926.40	\$59,508.80	\$60,112.00	\$60,756.80	\$61,339.20	\$61,963.20					
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$19.61	\$19.81	\$20.02	\$20.22	\$20.40	\$20.62	\$20.81	\$21.02	\$21.23	\$21.46	\$21.67	\$21.89
Steps Hourly Biweekly	\$19.61 \$1,568.80	\$19.81 \$1,584.80	\$20.02 \$1,601.60	\$20.22 \$1,617.60	\$20.40 \$1,632.00	\$20.62 \$1,649.60	\$20.81 \$1,664.80	\$21.02 \$1,681.60	\$21.23 \$1,698.40	\$21.46 \$1,716.80	\$21.67 \$1,733.60	\$21.89 \$1,751.20
Steps Hourly	\$19.61	\$19.81	\$20.02	\$20.22	\$20.40	\$20.62	\$20.81	\$21.02	\$21.23	\$21.46	\$21.67	\$21.89
Steps Hourly Biweekly	\$19.61 \$1,568.80	\$19.81 \$1,584.80	\$20.02 \$1,601.60 \$41,641.60	\$20.22 \$1,617.60 \$42,057.60	\$20.40 \$1,632.00 \$42,432.00	\$20.62 \$1,649.60 \$42,889.60	\$20.81 \$1,664.80	\$21.02 \$1,681.60	\$21.23 \$1,698.40	\$21.46 \$1,716.80	\$21.67 \$1,733.60	\$21.89 \$1,751.20
Steps Hourly Biweekly Annually Steps Hourly	\$19.61 \$1,568.80 \$40.788.80 13 \$22.11	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32	\$20.02 \$1,601.60 \$41.641.60 15 \$22.55	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77	\$20.40 \$1,632.00 \$42.432.00 17 \$23.00	\$20.62 \$1,649.60 \$42,889.60 18 \$23.24	\$20.81 \$1,664.80 \$43,284.80 19 \$23.47	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18	\$21.67 \$1,733.60 \$45.073.60 23 \$24.40	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.61 \$1,568.80 \$40.788.80 13 \$22.11 \$1.768.80	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1,785.60	\$20.02 \$1,601.60 \$41,641.60 15 \$22.55 \$1,804.00	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1.821.60	\$20.40 \$1,632.00 \$42,432.00 17 \$23.00 \$1,840.00	\$20.62 \$1,649.60 \$42,889.60 18 \$23.24 \$1,859.20	\$20.81 \$1,664.80 \$43,284.80 19 \$23.47 \$1.877.60	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1,914.40	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1,934.40	\$21.67 \$1,733.60 \$45.073.60 23 \$24.40 \$1,952.00	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1,972.00
Steps Hourly Biweekly Annually Steps Hourly	\$19.61 \$1,568.80 \$40.788.80 13 \$22.11	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32	\$20.02 \$1,601.60 \$41.641.60 15 \$22.55	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77	\$20.40 \$1,632.00 \$42.432.00 17 \$23.00	\$20.62 \$1,649.60 \$42,889.60 18 \$23.24	\$20.81 \$1,664.80 \$43,284.80 19 \$23.47	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18	\$21.67 \$1,733.60 \$45.073.60 23 \$24.40	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.61 \$1,568.80 \$40.788.80 13 \$22.11 \$1.768.80	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1,785.60	\$20.02 \$1,601.60 \$41,641.60 15 \$22.55 \$1,804.00	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1.821.60	\$20.40 \$1,632.00 \$42,432.00 17 \$23.00 \$1,840.00	\$20.62 \$1,649.60 \$42,889.60 18 \$23.24 \$1,859.20	\$20.81 \$1,664.80 \$43,284.80 19 \$23.47 \$1.877.60	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1,914.40	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1,934.40	\$21.67 \$1,733.60 \$45.073.60 23 \$24.40 \$1,952.00	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1,972.00 \$51,272.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.61 \$1,568.80 \$40.788.80 13 \$22.11 \$1.768.80 \$45,988.80	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1,785.60 \$46,425.60	\$20.02 \$1,601.60 \$41.641.60 15 \$22.55 \$1.804.00 \$46,904.00	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1.821.60 \$47.361.60	\$20.40 \$1,632.00 \$42,432.00 17 \$23.00 \$1,840.00 \$47,840.00	\$20.62 \$1,649.60 \$42,889.60 18 \$23.24 \$1,859.20 \$48,339.20	\$20.81 \$1,664.80 \$43,284.80 19 \$23.47 \$1,877.60 \$48,817.60	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00 \$49.296.00	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1,914.40 \$49,774.40	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1,934.40 \$50,294.40	\$21.67 \$1,733.60 \$45.073.60 23 \$24.40 \$1,952.00 \$50.752.00	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1,972.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$19.61 \$1,568.80 \$40.788.80 13 \$22.11 \$1.768.80 \$45,988.80	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1,785.60 \$46,425.60	\$20.02 \$1,601.60 \$41.641.60 15 \$22.55 \$1.804.00 \$46.904.00	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1.821.60 \$47.361.60	\$20.40 \$1,632.00 \$42,432.00 17 \$23.00 \$1,840.00 \$47,840.00	\$20.62 \$1,649.60 \$42,889.60 18 \$23.24 \$1,859.20 \$48,339.20	\$20.81 \$1,664.80 \$43,284.80 19 \$23.47 \$1,877.60 \$48,817.60	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00 \$49.296.00	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1.914.40 \$49,774.40	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1.934.40 \$50.294.40	\$21.67 \$1,733.60 \$45.073.60 23 \$24.40 \$1,952.00 \$50,752.00	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1,972.00 \$51,272.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$19.61 \$1,568.80 \$40.788.80 13 \$22.11 \$1,768.80 \$45,988.80 25 \$24.91	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1,785.60 \$46,425.60 26 \$25.14	\$20.02 \$1,601.60 \$41.641.60 15 \$22.55 \$1.804.00 \$46.904.00	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1.821.60 \$47.361.60	\$20.40 \$1,632.00 \$42.432.00 17 \$23.00 \$1,840.00 \$47,840.00 29 \$25.91	\$20.62 \$1,649.60 \$42,889.60 18 \$23.24 \$1,859.20 \$48,339.20 30 \$26.18	\$20.81 \$1,664.80 \$43.284.80 19 \$23.47 \$1,877.60 \$48.817.60 31 \$26.45	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00 \$49.296.00	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1.914.40 \$49,774.40 33 \$26.97	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1,934.40 \$50.294.40	\$21.67 \$1,733.60 \$45,073.60 23 \$24.40 \$1,952.00 \$50.752.00 35 \$27.52	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1,972.00 \$51,272.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.61 \$1,568.80 \$40.788.80 13 \$22.11 \$1.768.80 \$45,988.80 25 \$24.91 \$1.992.80 \$51.812.80	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1.785.60 \$46.425.60 26 \$25.14 \$2.011.20 \$52,291.20	\$20.02 \$1,601.60 \$41.641.60 15 \$22.55 \$1.804.00 \$46.904.00 27 \$25.40 \$2.032.00 \$52.832.00	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1.821.60 \$47.361.60 28 \$25.65 \$2.052.00 \$53.352.00	\$20.40 \$1,632.00 \$42.432.00 17 \$23.00 \$1,840.00 \$47,840.00 29 \$25.91 \$2.072.80 \$53.892.80	\$20.62 \$1,649.60 \$42.889.60 18 \$23.24 \$1.859.20 \$48.339.20 30 \$26.18 \$2.094.40 \$54.454.40	\$20.81 \$1,664.80 \$43.284.80 19 \$23.47 \$1.877.60 \$48.817.60 31 \$26.45 \$2.116.00 \$55.016.00	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00 \$49.296.00 32 \$26.68 \$2.134.40 \$55.494.40	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1.914.40 \$49.774.40 33 \$26.97 \$2.157.60 \$56.097.60	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1.934.40 \$50.294.40 34 \$27.22 \$2.177.60 \$56.617.60	\$21.67 \$1,733.60 \$45,073.60 23 \$24.40 \$1,952.00 \$50.752.00 35 \$27.52 \$2,201.60 \$57,241.60	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1.972.00 \$51.272.00 36 \$27.78 \$2.222.40 \$57.782.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps	\$19.61 \$1,568.80 \$40.788.80 13 \$22.11 \$1.768.80 \$45,988.80 25 \$24.91 \$1.992.80 \$51.812.80	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1.785.60 \$46,425.60 26 \$25.14 \$2.011.20 \$52,291.20	\$20.02 \$1,601.60 \$41.641.60 15 \$22.55 \$1.804.00 \$46.904.00 27 \$25.40 \$2.032.00 \$52,832.00	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1.821.60 \$47.361.60 28 \$25.65 \$2.052.00 \$53.352.00	\$20.40 \$1,632.00 \$42.432.00 17 \$23.00 \$1.840.00 \$47.840.00 29 \$25.91 \$2.072.80 \$53.892.80	\$20.62 \$1,649.60 \$42.889.60 18 \$23.24 \$1.859.20 \$48.339.20 30 \$26.18 \$2.094.40 \$54.454.40	\$20.81 \$1,664.80 \$43.284.80 19 \$23.47 \$1.877.60 \$48.817.60 31 \$26.45 \$2.116.00 \$55.016.00	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00 \$49.296.00 32 \$26.68 \$2.134.40 \$55,494.40	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1.914.40 \$49.774.40 33 \$26.97 \$2.157.60 \$56.097.60	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1.934.40 \$50.294.40 34 \$27.22 \$2.177.60 \$56.617.60	\$21.67 \$1,733.60 \$45,073.60 23 \$24.40 \$1,952.00 \$50,752.00 35 \$27.52 \$2,201.60 \$57,241.60	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1.972.00 \$51.272.00 36 \$27.78 \$2.222.40 \$57.782.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$19.61 \$1,568.80 \$40.788.80 13 \$22.11 \$1.768.80 \$45.988.80 25 \$24.91 \$1.992.80 \$51.812.80	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1,785.60 \$46,425.60 26 \$25.14 \$2,011.20 \$52,291.20	\$20.02 \$1,601.60 \$41,641.60 15 \$22.55 \$1,804.00 \$46.904.00 27 \$25.40 \$2,032.00 \$52,832.00	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1,821.60 \$47.361.60 28 \$25.65 \$2,052.00 \$53,352.00	\$20.40 \$1,632.00 \$42.432.00 17 \$23.00 \$1.840.00 \$47.840.00 29 \$25.91 \$2.072.80 \$53.892.80	\$20.62 \$1,649.60 \$42.889.60 18 \$23.24 \$1.859.20 \$48.339.20 30 \$26.18 \$2.094.40 \$54.454.40	\$20.81 \$1,664.80 \$43.284.80 19 \$23.47 \$1.877.60 \$48.817.60 31 \$26.45 \$2.116.00 \$55.016.00	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00 \$49.296.00 32 \$26.68 \$2.134.40 \$55.494.40	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1.914.40 \$49.774.40 33 \$26.97 \$2.157.60 \$56.097.60	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1.934.40 \$50.294.40 34 \$27.22 \$2.177.60 \$56.617.60	\$21.67 \$1,733.60 \$45,073.60 23 \$24.40 \$1,952.00 \$50,752.00 35 \$27.52 \$2,201.60 \$57,241.60	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1.972.00 \$51.272.00 36 \$27.78 \$2,222.40 \$57.782.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps	\$19.61 \$1,568.80 \$40.788.80 \$40.788.80 \$22.11 \$1.768.80 \$45.988.80 \$51.992.80 \$51.812.80 \$7 \$28.07 \$2.245.60	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1,785.60 \$46,425.60 26 \$25.14 \$2,011.20 \$52,291.20 38 \$28.33 \$2,266.40	\$20.02 \$1,601.60 \$41,641.60 15 \$22.55 \$1,804.00 \$46.904.00 27 \$25.40 \$2.032.00 \$52,832.00 39 \$28.61 \$2,288.80	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1.821.60 \$47.361.60 28 \$25.65 \$2.052.00 \$53.352.00 40 \$28.90 \$2.312.00	\$20.40 \$1,632.00 \$42.432.00 17 \$23.00 \$1,840.00 \$47.840.00 29 \$25.91 \$2,072.80 \$53.892.80 41 \$29.21 \$2,336.80	\$20.62 \$1,649.60 \$42.889.60 18 \$23.24 \$1,859.20 \$48.339.20 30 \$26.18 \$2,094.40 \$54,454.40 42 \$29.49 \$2,359.20	\$20.81 \$1,664.80 \$43.284.80 19 \$23.47 \$1.877.60 \$48.817.60 31 \$26.45 \$2.116.00 \$55.016.00 43 \$29.79 \$2.383.20	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00 \$49.296.00 32 \$26.68 \$2.134.40 \$55,494.40	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1.914.40 \$49.774.40 33 \$26.97 \$2.157.60 \$56.097.60	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1.934.40 \$50.294.40 34 \$27.22 \$2.177.60 \$56.617.60 46 \$30.68 \$2.454.40	\$21.67 \$1,733.60 \$45,073.60 23 \$24.40 \$1,952.00 \$50,752.00 35 \$27.52 \$2,201.60 \$57,241.60 47 \$30.99 \$2,479.20	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1.972.00 \$51.272.00 36 \$27.78 \$2,222.40 \$57,782.40 48 \$31.30 \$2.504.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Annually	\$19.61 \$1,568.80 \$40,788.80 \$40,788.80 \$22.11 \$1,768.80 \$45.988.80 \$24.91 \$1,992.80 \$51,812.80 \$28.07 \$2.245.60 \$58.385.60	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1,785.60 \$46,425.60 26 \$25.14 \$2,011.20 \$52,291.20 38 \$28.33 \$2.266.40 \$58,926.40	\$20.02 \$1,601.60 \$41.641.60 15 \$22.55 \$1.804.00 \$46.904.00 27 \$25.40 \$2.032.00 \$52.832.00 39 \$28.61 \$2.288.80 \$59.508.80	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1,821.60 \$47.361.60 28 \$25.65 \$2.052.00 \$53.352.00 40 \$28.90 \$2.312.00 \$60.112.00	\$20.40 \$1,632.00 \$42.432.00 \$42.432.00 \$1,840.00 \$47.840.00 \$25.91 \$2.072.80 \$53.892.80 \$41 \$29.21 \$2,336.80 \$60.756.80	\$20.62 \$1,649.60 \$42.889.60 18 \$23.24 \$1,859.20 \$48.339.20 30 \$26.18 \$2.094.40 \$54.454.40 42 \$29.49 \$2.359.20 \$61,339.20	\$20.81 \$1,664.80 \$43,284.80 19 \$23.47 \$1,877.60 \$48,817.60 31 \$26.45 \$2,116.00 \$55,016.00 43 \$29.79 \$2,383.20 \$61,963.20	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00 \$49.296.00 32 \$26.68 \$2.134.40 \$55,494.40 44 \$30.08 \$2.406.40	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1.914.40 \$49.774.40 33 \$26.97 \$2.157.60 \$56.097.60 45 \$30.37 \$2.429.60	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1.934.40 \$50.294.40 34 \$27.22 \$2.177.60 \$56.617.60	\$21.67 \$1,733.60 \$45,073.60 23 \$24.40 \$1,952.00 \$50,752.00 35 \$27.52 \$2,201.60 \$57,241.60	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1.972.00 \$51.272.00 36 \$27.78 \$2,222.40 \$57.782.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$19.61 \$1,568.80 \$40.788.80 \$40.788.80 \$13 \$22.11 \$1.768.80 \$45.988.80 \$45.988.80 \$51.812.80 \$51.812.80 \$51.812.80 \$55.812.80 \$55.812.80	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1,785.60 \$46,425.60 26 \$25.14 \$2,011.20 \$52,291.20 38 \$28.33 \$2.266.40 \$58,926.40	\$20.02 \$1,601.60 \$41,641.60 15 \$22.55 \$1,804.00 \$46.904.00 27 \$25.40 \$2.032.00 \$52.832.00 39 \$28.61 \$2,288.80 \$59.508.80	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1.821.60 \$47.361.60 28 \$25.65 \$2,052.00 \$53,352.00 40 \$28.90 \$2.312.00 \$60.112.00	\$20.40 \$1,632.00 \$42.432.00 \$42.432.00 \$1,840.00 \$47.840.00 \$29 \$25.91 \$2,072.80 \$53.892.80 \$41 \$29.21 \$2,336.80 \$60,756.80	\$20.62 \$1,649.60 \$42.889.60 18 \$23.24 \$1,859.20 \$48.339.20 30 \$26.18 \$2,094.40 \$54,454.40 42 \$29.49 \$2,359.20 \$61.339.20	\$20.81 \$1,664.80 \$43.284.80 19 \$23.47 \$1,877.60 \$48.817.60 31 \$26.45 \$2,116.00 \$55,016.00 43 \$29.79 \$2,383.20 \$61,963.20	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00 \$49.296.00 32 \$26.68 \$2.134.40 \$55,494.40 44 \$30.08 \$2.406.40	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1.914.40 \$49.774.40 33 \$26.97 \$2.157.60 \$56.097.60 45 \$30.37 \$2.429.60	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1.934.40 \$50.294.40 34 \$27.22 \$2.177.60 \$56.617.60 46 \$30.68 \$2.454.40	\$21.67 \$1,733.60 \$45,073.60 23 \$24.40 \$1,952.00 \$50,752.00 35 \$27.52 \$2,201.60 \$57,241.60 47 \$30.99 \$2,479.20	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1.972.00 \$51.272.00 36 \$27.78 \$2,222.40 \$57,782.40 48 \$31.30 \$2.504.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$19.61 \$1,568.80 \$40.788.80 \$40.788.80 \$13 \$22.11 \$1.768.80 \$45.988.80 \$45.988.80 \$24.91 \$1.992.80 \$51.812.80 \$51.812.80 \$28.07 \$2.245.60 \$58.385.60	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1.785.60 \$46.425.60 26 \$25.14 \$2.011.20 \$52.291.20 38 \$28.33 \$2.266.40 \$58.926.40	\$20.02 \$1,601.60 \$41.641.60 15 \$22.55 \$1,804.00 \$46.904.00 27 \$25.40 \$2.032.00 \$52.832.00 39 \$28.61 \$2.288.80 \$59,508.80	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1.821.60 \$47.361.60 28 \$25.65 \$2.052.00 \$53.352.00 40 \$28.90 \$2.312.00 \$60.112.00	\$20.40 \$1,632.00 \$42.432.00 \$42.432.00 \$1,840.00 \$47.840.00 \$29 \$25.91 \$2,072.80 \$53.892.80 \$41 \$29.21 \$2,336.80 \$60,756.80	\$20.62 \$1,649.60 \$42.889.60 18 \$23.24 \$1,859.20 \$48.339.20 30 \$26.18 \$2,094.40 \$54,454.40 42 \$29.49 \$2,359.20 \$61,339.20	\$20.81 \$1,664.80 \$43.284.80 19 \$23.47 \$1.877.60 \$48.817.60 31 \$26.45 \$2.116.00 \$55.016.00 43 \$29.79 \$2,383.20 \$61.963.20	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00 \$49.296.00 32 \$26.68 \$2.134.40 \$55,494.40 44 \$30.08 \$2.406.40	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1.914.40 \$49.774.40 33 \$26.97 \$2.157.60 \$56.097.60 45 \$30.37 \$2.429.60	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1.934.40 \$50.294.40 34 \$27.22 \$2.177.60 \$56.617.60 46 \$30.68 \$2.454.40	\$21.67 \$1,733.60 \$45,073.60 23 \$24.40 \$1,952.00 \$50,752.00 35 \$27.52 \$2,201.60 \$57,241.60 47 \$30.99 \$2,479.20	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1.972.00 \$51.272.00 36 \$27.78 \$2,222.40 \$57,782.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$19.61 \$1,568.80 \$40.788.80 \$40.788.80 \$13 \$22.11 \$1.768.80 \$45.988.80 \$45.988.80 \$51.812.80 \$51.812.80 \$51.812.80 \$55.812.80 \$55.812.80	\$19.81 \$1,584.80 \$41,204.80 14 \$22.32 \$1,785.60 \$46,425.60 26 \$25.14 \$2,011.20 \$52,291.20 38 \$28.33 \$2.266.40 \$58,926.40	\$20.02 \$1,601.60 \$41,641.60 15 \$22.55 \$1,804.00 \$46.904.00 27 \$25.40 \$2.032.00 \$52.832.00 39 \$28.61 \$2,288.80 \$59.508.80	\$20.22 \$1,617.60 \$42.057.60 16 \$22.77 \$1.821.60 \$47.361.60 28 \$25.65 \$2,052.00 \$53,352.00 40 \$28.90 \$2.312.00 \$60.112.00	\$20.40 \$1,632.00 \$42.432.00 \$42.432.00 \$1,840.00 \$47.840.00 \$29 \$25.91 \$2,072.80 \$53.892.80 \$41 \$29.21 \$2,336.80 \$60,756.80	\$20.62 \$1,649.60 \$42.889.60 18 \$23.24 \$1,859.20 \$48.339.20 30 \$26.18 \$2,094.40 \$54,454.40 42 \$29.49 \$2,359.20 \$61.339.20	\$20.81 \$1,664.80 \$43.284.80 19 \$23.47 \$1,877.60 \$48.817.60 31 \$26.45 \$2,116.00 \$55,016.00 43 \$29.79 \$2,383.20 \$61,963.20	\$21.02 \$1,681.60 \$43.721.60 20 \$23.70 \$1.896.00 \$49.296.00 32 \$26.68 \$2.134.40 \$55,494.40 44 \$30.08 \$2.406.40	\$21.23 \$1,698.40 \$44.158.40 21 \$23.93 \$1.914.40 \$49.774.40 33 \$26.97 \$2.157.60 \$56.097.60 45 \$30.37 \$2.429.60	\$21.46 \$1,716.80 \$44.636.80 22 \$24.18 \$1.934.40 \$50.294.40 34 \$27.22 \$2.177.60 \$56.617.60 46 \$30.68 \$2.454.40	\$21.67 \$1,733.60 \$45,073.60 23 \$24.40 \$1,952.00 \$50,752.00 35 \$27.52 \$2,201.60 \$57,241.60 47 \$30.99 \$2,479.20	\$21.89 \$1,751.20 \$45.531.20 24 \$24.65 \$1.972.00 \$51.272.00 36 \$27.78 \$2,222.40 \$57,782.40

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps														
Houriv S2211 S2232 S2255 S2277 S2300 S13234 S23.74 S23.70 S23.39 S24.18 S24.0 S24.65 Stevenshy S15.868.0 S15.876.0 S	S	teps	1	2	3	4	5	6	7	8	9	10	11	12
Bineckekk			\$22.11	\$22.32	\$22.55	\$22.77	\$23.00	\$23.24	\$23.47	\$23.70	\$23.93	\$24.18	\$24.40	\$24.65
Steps	В	iweekly	\$1,768.80	\$1,785.60		\$1,821.60	\$1,840.00	\$1,859.20	\$1,877.60	\$1,896.00	\$1,914.40	\$1,934.40	\$1,952.00	\$1,972.00
Hourly \$1,925.0 \$2,011.0 \$2,011.0 \$25.05 \$25.01 \$26.18 \$26.18 \$26.68 \$26.69 \$26.68 \$26.67 \$3.772 \$27.72 \$27	Α	nnually	\$45,988.80	\$46,425.60	\$46,904.00	\$47,361.60	\$47,840.00	\$48,339.20	\$48,817.60	\$49,296.00	\$49,774.40	\$50,294.40	\$50,752.00	\$51,272.00
Hourk S24-91 S25-14 S25-14 S25-14 S25-15 S26-58 S26-78 S26-88 S26-87 S27-72 S27-72 S27-72 S27-72 Annually S51-822-80 S52-912-0 S52-832-00 S53-82-80 S54-84-40 S55-016-00 S55-914-40 S56-97-60 S56-637-60 S57-721-06 S72-722-06 S														
Bitweekty \$19,92,80 \$2,211.20 \$2,013.20 \$2,013.20 \$53,052.00 \$53,052.00 \$53,052.00 \$53,052.00 \$53,052.00 \$53,052.00 \$55,054.		-												
Steps 25														
Steps 25 26 27 28 29 30 31 32 33 34 35 36		-												
Nourly \$23.807 \$23.83 \$28.61 \$29.80 \$2.91 \$59.40 \$22.97 \$30.08 \$30.37 \$30.68 \$30.99 \$31.30	Α	nnually	\$51,812.80	\$52,291.20	\$52,832.00	\$53,352.00	\$53,892.80	\$54,454.40	\$55,016.00	\$55,494.40	\$56,097.60	\$56,617.60	\$57,241.60	\$57,782.40
Nourly \$23.807 \$23.83 \$28.61 \$29.80 \$2.91 \$59.40 \$22.97 \$30.08 \$30.37 \$30.68 \$30.99 \$31.30	_													
Biweekly \$2,245.60 \$2,266.40 \$2,288.80 \$2,215.00 \$5,238.80 \$2,239.20 \$2,383.00 \$2,245.40 \$52,459.40 \$22,459.00 \$25,479.20 \$25,050.40		•												
Steps														
Steps 37 38 39 40 41 42 43 44 45 46 47 48														
Hourly S31.63 S31.91 S32.27 S32.55 S32.80 S	Α	nnually	\$58,385.60	\$58,926.40	\$59,508.80	\$60,112.00	\$60,756.80	\$61,339.20	\$61,963.20	\$62,566.40	\$63,169.60	\$63,814.40	\$64,459.20	\$65,104.00
Hourly S31.63 S31.91 S32.27 S32.55 S32.80 S														
Biweekly S2,530.40 S2,552.80 S2,552.80 S2,561.60 S2,605.60 S2,605.60 S2,605.60 S2,605.60 S2,605.60 S2,605.60 S2,605.60 S6,904.80 S70,411.20 S71,219.20 S71,926.40 S72,93.60 S2,821.60 S1,005.60 S1		•												
Steps														
Steps		-												
Hourly Biweekly 52.851.20	Α	nnually	\$65,790.40	\$66,372.80	\$67,121.60	\$67,745.60	\$68,452.80	\$69,139.20	\$69,804.80	\$70,491.20	\$71,219.20	\$71,926.40	\$72,633.60	\$73,361.60
Hourly Biweekly 52.851.20	•	tons	40		F4									
Biweekly \$2,851.20 \$2,878.40 \$2,908.00 \$2,994.40 \$77,084.80 \$77,084.80 \$77,875.20 \$78,624.00 \$78,624.00 \$74,131.20 \$74,131.20 \$74,131.20 \$74,131.20 \$74,131.20 \$74,131.20 \$74,131.20 \$74,131.20 \$74,131.20 \$74,131.20 \$74,131.20 \$1.92.90 \$74,131.20 \$1.92.90 \$74,131.20 \$1.92.90 \$1		•	_			_		_						
Grade 76 Steps 1 2 3 4 55.60 52.91 526.18 526.40 553.832.00 553.892.80 578.894.40 52.365.60 52.384.40 52.365.60 52.384.40 52.366.80 52.384.40 52.366.80 533.99 533.30 538.89.80 583.89.80 560.316.00 583.89.80 560.316.00 583.89.80 560.316.00 583.89.80 560.316.00 583.89.80 560.316.00 583.89.80 580.316.00 580.316.00 583.89.80 580.316.00 583.89.80 580.316.00 583.89.80 580.316.00 580			\$35.64			\$36.68			\$37.80					
Steps 1 2 3 4 55 56 7 8 9 10 11 12														
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly \$24.91 \$25.14 \$25.40 \$25.60 \$25.50 \$25.91 \$26.18 \$26.68 \$26.68 \$26.97 \$27.22 \$27.52 \$27.75 \$22.01.60 \$2.215.76 \$2.201.60 \$2.215.76 \$2.201.60 \$2.215.76 \$2.201.60 \$2.222.40 Annually \$51.812.80 \$52.291.20 \$52.832.00 \$53.892.80 \$54.454.40 \$55.016.00 \$55.494.40 \$56.097.60 \$56.617.60 \$57.241.60 \$57.782.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$28.07 \$2.833 \$28.61 \$28.90 \$2.921 \$29.91 \$30.08 \$30.37 \$30.68 \$30.99 \$31.30 Biweekly \$2.245.60 \$2.266.40 \$2.288.80 \$2.312.00 \$2.336.80 \$2.359.20 \$2.338.20 \$2.406.40 \$2.496.00	Α	nnually	\$74,131.20	\$74,838.40	\$75,608.00	\$76,294.40	\$77,084.80	\$77,875.20	\$78,624.00					
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly \$24.91 \$25.14 \$25.40 \$25.60 \$25.50 \$25.91 \$26.18 \$26.68 \$26.68 \$26.97 \$27.22 \$27.52 \$27.75 \$22.01.60 \$2.215.76 \$2.201.60 \$2.215.76 \$2.201.60 \$2.215.76 \$2.201.60 \$2.222.40 Annually \$51.812.80 \$52.291.20 \$52.832.00 \$53.892.80 \$54.454.40 \$55.016.00 \$55.494.40 \$56.097.60 \$56.617.60 \$57.241.60 \$57.782.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$28.07 \$2.833 \$28.61 \$28.90 \$2.921 \$29.91 \$30.08 \$30.37 \$30.68 \$30.99 \$31.30 Biweekly \$2.245.60 \$2.266.40 \$2.288.80 \$2.312.00 \$2.336.80 \$2.359.20 \$2.338.20 \$2.406.40 \$2.496.00														
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly \$24.91 \$25.14 \$25.40 \$25.60 \$25.50 \$25.91 \$26.18 \$26.68 \$26.68 \$26.97 \$27.22 \$27.52 \$27.75 \$22.01.60 \$2.215.76 \$2.201.60 \$2.215.76 \$2.201.60 \$2.215.76 \$2.201.60 \$2.222.40 Annually \$51.812.80 \$52.291.20 \$52.832.00 \$53.892.80 \$54.454.40 \$55.016.00 \$55.494.40 \$56.097.60 \$56.617.60 \$57.241.60 \$57.782.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$28.07 \$2.833 \$28.61 \$28.90 \$2.921 \$29.91 \$30.08 \$30.37 \$30.68 \$30.99 \$31.30 Biweekly \$2.245.60 \$2.266.40 \$2.288.80 \$2.312.00 \$2.336.80 \$2.359.20 \$2.338.20 \$2.406.40 \$2.496.00	Grad	76 ما												
Hourity \$24.91 \$25.14 \$25.40 \$25.65 \$25.91 \$26.18 \$26.45 \$26.68 \$26.697 \$27.22 \$27.52 \$27.78 Biweekly \$1,992.80 \$2,011.20 \$2,032.00 \$2,052.00 \$2,072.80 \$2,094.40 \$2,116.00 \$2,134.40 \$2,157.60 \$2,157.60 \$2,177.60 \$2,201.60 \$2,227.80 \$2,092.40 \$2,0														
Biweekly \$1,992.80 \$2,011.20 \$2,032.00 \$2,072.80 \$2,094.40 \$2,116.00 \$2,134.40 \$2,157.60 \$2,217.60 \$2,201.60 \$2,222.40 Annually \$51,812.80 \$52,291.20 \$52,832.00 \$53,352.00 \$53,892.80 \$54,454.40 \$55,016.00 \$55,494.40 \$56,097.60 \$56,617.60 \$57,782.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$28.07 \$28.83 \$28.90 \$29,21 \$29.49 \$29.79 \$30.08 \$30.37 \$30.68 \$30.99 \$31.30 Biweekly \$2,245.60 \$2,266.40 \$2,288.80 \$2,312.00 \$2,336.80 \$2,359.20 \$2,333.20 \$2,406.40 \$2,429.60 \$2,454.40 \$2,479.20 \$2,504.00 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$31.63 \$31.91 \$32.27														
Steps 13		-									•			•
Steps 13														
Hourly S28.07 S28.33 S28.61 S28.90 S29.21 S29.49 S29.79 S30.08 S30.37 S30.68 S30.99 S31.30 Biweekly S2.245.60 S2.266.40 S2.288.80 S2.312.00 S2.336.80 S2.359.20 S2.383.20 S2.406.40 S2.49.60 S2.454.40 S2.479.20 S2.504.00 Annually S58.385.60 S58.926.40 S59.508.80 S60.112.00 S60.756.80 S61.339.20 S61.963.20 S62.566.40 S63.169.60 S63.814.40 S64.459.20 S65.104.00 Steps 25	A	nnually	\$51,812.80	\$52,291.20	\$52,832.00	\$53,352.00	\$53,892.80	\$54,454.40	\$55,016.00	\$55,494.40	\$56,097.60	\$56,617.60	\$57,241.60	\$57,782.40
Hourly S28.07 S28.33 S28.61 S28.90 S29.21 S29.49 S29.79 S30.08 S30.37 S30.68 S30.99 S31.30 Biweekly S2.245.60 S2.266.40 S2.288.80 S2.312.00 S2.336.80 S2.359.20 S2.383.20 S2.406.40 S2.49.60 S2.454.40 S2.479.20 S2.504.00 Annually S58.385.60 S58.926.40 S59.508.80 S60.112.00 S60.756.80 S61.339.20 S61.963.20 S62.566.40 S63.169.60 S63.814.40 S64.459.20 S65.104.00 Steps 25	S	teps	12	1.4	15	16	17	10	10	20	21	22	22	24
Siege Sieg		-												
Annually \$58,385.60 \$58,926.40 \$59,508.80 \$60,112.00 \$60,756.80 \$61,339.20 \$61,963.20 \$62,566.40 \$63,169.60 \$63,814.40 \$64,459.20 \$65,104.00 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$31.63 \$31.91 \$32.27 \$32.57 \$32.91 \$33.24 \$33.56 \$33.89 \$34.24 \$34.58 \$34.92 \$35.27 Biweekly \$2,530.40 \$2,552.80 \$2,560.60 \$2,605.60 \$2,632.80 \$2,659.20 \$2,684.80 \$2,711.20 \$2,739.20 \$2,766.40 \$2,793.60 \$2,821.60 Annually \$65,790.40 \$66,372.80 \$67,745.60 \$68,452.80 \$69,139.20 \$69,804.80 \$70,491.20 \$71,219.20 \$71,926.40 \$27,633.60 \$73,361.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$														
Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$31.63 \$31.91 \$32.27 \$32.57 \$32.91 \$33.24 \$33.56 \$33.89 \$34.24 \$34.58 \$34.92 \$35.27 Biweekly \$2.530.40 \$2.552.80 \$2.581.60 \$2.605.60 \$2.632.80 \$2.659.20 \$2.684.80 \$2,711.20 \$2.739.20 \$2.766.40 \$2.793.60 \$2.821.60 Annually \$66,790.40 \$66.372.80 \$67,745.60 \$68.452.80 \$69,139.20 \$69,804.80 \$70.491.20 \$71.219.20 \$71.926.40 \$72,633.60 \$2.733.61.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$35.64 \$35.98 \$36.35 \$36.68 \$37.06 \$37.44 \$37.80 \$38.18 \$38.57 \$38.96 \$39.34 \$39.75 Biweekly \$2.878.40 \$2.908.00		-												
Hourly \$31.63 \$31.91 \$32.27 \$32.57 \$32.91 \$33.24 \$33.56 \$33.89 \$34.24 \$34.58 \$34.92 \$35.27 \$8 \$34.92 \$37.9		iiiiaaiiy	\$30,303.00	JJ8,J20.40	\$33,300.00	300,112.00	500,750.80	301,333.20	301,303.20	302,300.40	303,103.00	505,614.40	304,433.20	303,104.00
Hourly \$31.63 \$31.91 \$32.27 \$32.57 \$32.91 \$33.24 \$33.56 \$33.89 \$34.24 \$34.58 \$34.92 \$35.27 \$8 \$34.92 \$37.9	S	teps	25	26	27	28	29	30	31	32	33	34	35	36
Biweekly \$2,530.40 \$2,552.80 \$2,581.60 \$2,605.60 \$2,632.80 \$2,659.20 \$2,684.80 \$2,711.20 \$2,739.20 \$2,766.40 \$2,793.60 \$2,821.60 \$2,6745.60 \$66,372.80 \$71,219.20 \$71,219.20 \$71,219.20 \$71,926.40 \$72,633.60 \$73,361.60 \$73,361.60 \$73,361.60 \$74,000		•												
Annually \$65,790.40 \$66,372.80 \$67,121.60 \$67,745.60 \$68,452.80 \$69,139.20 \$69,804.80 \$70,491.20 \$71,219.20 \$71,926.40 \$72,633.60 \$73,361.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$35.64 \$35.98 \$36.35 \$36.68 \$37.06 \$37.44 \$37.80 \$38.18 \$38.57 \$38.96 \$39.34 \$39.75 Biweekly \$2,851.20 \$2,878.40 \$2,908.00 \$2,934.40 \$2,964.80 \$2,995.20 \$3,024.00 \$3,054.40 \$3,085.60 \$3,116.80 \$3,147.20 \$3,180.00 Annually \$74,131.20 \$74,838.40 \$75,608.00 \$76,294.40 \$77,084.80 \$77,875.20 \$78,624.00 \$79,414.40 \$80,225.60 \$81,036.80 \$81,827.20 \$82,680.00 Steps 49 50 51 52 53 54 55 55 Hourly \$40.12 \$40.52 \$40.9														
Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$35.64 \$35.98 \$36.35 \$36.68 \$37.06 \$37.44 \$37.80 \$38.18 \$38.57 \$38.96 \$39.34 \$39.75 Biweekly \$2,851.20 \$2,878.40 \$2,908.00 \$2,934.40 \$2,964.80 \$2,995.20 \$3,024.00 \$3,054.40 \$3,085.60 \$3,116.80 \$3,147.20 \$3,180.00 Annually \$74,131.20 \$74,838.40 \$75,608.00 \$76,294.40 \$77,084.80 \$77.875.20 \$78,624.00 \$79,414.40 \$80,225.60 \$81,036.80 \$81,827.20 \$82,680.00 Steps 49 50 51 52 53 54 55 Hourly \$40.12 \$40.52 \$40.92 \$41.34 \$41.76 \$42.16 \$42.58 Biweekly \$3,209.60 \$3,241.60 \$3,273.60 \$3,340.80 \$3,372.80 \$3,406.40		-												
Hourly \$35.64 \$35.98 \$36.35 \$36.68 \$37.06 \$37.44 \$37.80 \$38.18 \$38.57 \$38.96 \$39.34 \$39.75 \$39.34 \$39.75 \$39.34 \$3		·····,	400,700.10	\$60,07 <u>2.00</u>	007,122100	<i>\$67,7.15.00</i>	\$00, ISZ.00	403,103.20	400,0000	0,0,152.20	V, 1,213.23	0, 1,520.10	Q, 2,000.00	Q7.0,001.00
Hourly \$35.64 \$35.98 \$36.35 \$36.68 \$37.06 \$37.44 \$37.80 \$38.18 \$38.57 \$38.96 \$39.34 \$39.75 \$39.34 \$39.75 \$39.34 \$39.34 \$39.75 \$39.34 \$3	S	teps	37	38	39	40	41	42	43	44	45	46	47	48
Biweekly Annually \$2,851.20 \$2,851.20 \$2,878.40 \$2,908.00 \$2,934.40 \$2,964.80 \$2,995.20 \$3,024.00 \$3,054.40 \$3,085.60 \$3,116.80 \$3,147.20 \$3,180.00 \$3,085.60 \$74,838.40 \$75,608.00 \$76,294.40 \$77,084.80 \$77,084.80 \$77,875.20 \$78,624.00 \$79,414.40 \$80,225.60 \$81,036.80 \$81,827.20 \$82,680.00 \$78,624.00 \$79,414.40 \$80,225.60 \$81,036.80 \$81,827.20 \$82,680.00 \$78,624.00 \$78,624.00 \$79,414.40 \$80,225.60 \$81,036.80 \$81,827.20 \$82,680.00 \$78,624.00 \$78,624.00 \$79,414.40 \$80,225.60 \$81,036.80 \$81,827.20 \$82,680.00 \$78,624.00 \$78,624.00 \$78,624.00 \$79,414.40 \$80,225.60 \$81,036.80 \$81,827.20 \$82,680.00 \$78,624.00	Н	ourly												
Annually \$74,131.20 \$74,838.40 \$75,608.00 \$76,294.40 \$77,084.80 \$77,875.20 \$78,624.00 \$79,414.40 \$80,225.60 \$81,036.80 \$81,827.20 \$82,680.00 Steps 49 50 51 52 53 54 55 Hourly \$40.12 \$40.52 \$40.92 \$41.34 \$41.76 \$42.16 \$42.58 Biweekly \$3,209.60 \$3,241.60 \$3,273.60 \$3,307.20 \$3,340.80 \$3,372.80 \$3,406.40														
Steps 49 50 51 52 53 54 55 Hourly \$40.12 \$40.52 \$40.92 \$41.34 \$41.76 \$42.16 \$42.58 Biweekly \$3,209.60 \$3,241.60 \$3,273.60 \$3,307.20 \$3,340.80 \$3,372.80 \$3,406.40														
Hourly \$40.12 \$40.52 \$40.92 \$41.34 \$41.76 \$42.16 \$42.58 Biweekly \$3,209.60 \$3,241.60 \$3,273.60 \$3,307.20 \$3,340.80 \$3,372.80 \$3,406.40	_													
Biweekly \$3,209.60 \$3,241.60 \$3,273.60 \$3,307.20 \$3,340.80 \$3,372.80 \$3,406.40	S	teps	49	50	51	52	53	54	55					
	Н	ourly	\$40.12	\$40.52	\$40.92	\$41.34	\$41.76	\$42.16	\$42.58					
	В	terra a leler												
		iweekiy	\$3,209.00	\$3,241.00	\$3,273.00	\$5,507.20	33,3 4 0.60	33,372.00	JJ, 4 00.40					

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$33.56	\$33.89	\$34.24	\$34.58	\$34.92	\$35.27	\$35.64	\$35.98	\$36.35	\$36.68	\$37.06	\$37.44
Biweekly	\$2,684.80	\$2,711.20	\$2,739.20	\$2,766.40	\$2,793.60	\$2,821.60	\$2,851.20	\$2,878.40	\$2,908.00	\$2,934.40	\$2,964.80	\$2,995.20
Annually	\$69,804.80	\$70,491.20	\$71,219.20	\$71,926.40	\$72,633.60	\$73,361.60	\$74,131.20	\$74,838.40	\$75,608.00	\$76,294.40	\$77,084.80	\$77,875.20
Ailliadily	303,004.00	\$70,431.20	371,213.20	\$71,520.40	\$72,033.00	\$75,501.00	\$74,131.20	\$74,050.40	\$75,000.00	\$70,234.40	\$77,00 4 .00	\$77,075.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$37.80	\$38.18	\$38.57	\$38.96	\$39.34	\$39.75	\$40.12	\$40.52	\$40.92	\$41.34	\$41.76	\$42.16
Biweekly	\$3,024.00	\$3,054.40	\$3,085.60	\$3,116.80	\$3,147.20	\$3,180.00	\$3,209.60	\$3,241.60	\$3,273.60	\$3,307.20	\$3,340.80	\$3,372.80
-												
Annually	\$78,624.00	\$79,414.40	\$80,225.60	\$81,036.80	\$81,827.20	\$82,680.00	\$83,449.60	\$84,281.60	\$85,113.60	\$85,987.20	\$86,860.80	\$87,692.80
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$42.58	\$43.02	\$43.45	\$43.89	\$44.36	\$44.77	\$45.23	\$45.68	\$46.12	\$46.59	\$47.05	\$47.52
Biweekly	\$3,406.40	\$3,441.60	\$3,476.00	\$3,511.20	\$3,548.80	\$3,581.60	\$3,618.40	\$3,654.40	\$3,689.60	\$3,727.20	\$3,764.00	\$3,801.60
Annually	\$88,566.40	\$89,481.60	\$90,376.00	\$91,291.20	\$92,268.80	\$93,121.60	\$94,078.40	\$95,014.40	\$95,929.60	\$96,907.20	\$97,864.00	\$98,841.60
,,	7		***************************************	**-,	**	***************************************		***************************************	************	***************************************		******
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$47.99	\$48.49	\$48.95	\$49.47	\$49.95	\$50.45	\$50.94	\$51.48	\$51.98	\$52.51	\$53.03	\$53.56
Biweekly	\$3,839.20	\$3,879.20	\$3,916.00	\$3,957.60	\$3,996.00	\$4,036.00	\$4,075.20	\$4,118.40	\$4,158.40	\$4,200.80	\$4,242.40	\$4,284.80
-												
Annually	\$99,819.20	\$100,859.20	\$101,816.00	\$102,897.60	\$103,896.00	\$104,936.00	\$105,955.20	\$107,078.40	\$108,118.40	\$109,220.80	\$110,302.40	\$111,404.80
Steps	49	50	51	52	53	54	55					
Harmbr	\$54.10	\$54.64	\$55.19	\$55.73	\$56.30	\$56.85	\$57.42					
Hourly			\$55.19	\$55.75		\$30.83	\$57.42					
Biweekly	\$4,328.00	\$4,371.20	\$4,415.20	\$4,458.40	\$4,504.00	\$4,548.00	\$4,593.60					
Annually	\$112,528.00	\$113,651.20	\$114,795.20	\$115,918.40	\$117,104.00	\$118,248.00	\$119,433.60					
00												
Crodo XII												
Grade 80												
	1	2	3	4	5	6	7	Q	q	10	11	12
Steps	1 \$26.25	2	3	4	5	6	7 \$29.57	\$28.06	9	10	11	12
Steps Hourly	\$36.35	\$36.68	\$37.06	\$37.44	\$37.80	\$38.18	\$38.57	\$38.96	\$39.34	\$39.75	\$40.12	\$40.52
Steps Hourly Biweekly	\$36.35 \$2,908.00	\$36.68 \$2,934.40	\$37.06 \$2,964.80	\$37.44 \$2,995.20	\$37.80 \$3,024.00	\$38.18 \$3,054.40	\$38.57 \$3,085.60	\$38.96 \$3,116.80	\$39.34 \$3,147.20	\$39.75 \$3,180.00	\$40.12 \$3,209.60	\$40.52 \$3,241.60
Steps Hourly	\$36.35	\$36.68	\$37.06	\$37.44	\$37.80	\$38.18	\$38.57	\$38.96	\$39.34	\$39.75	\$40.12	\$40.52
Steps Hourly Biweekly Annually	\$36.35 \$2,908.00 \$75,608.00	\$36.68 \$2,934.40 \$76,294.40	\$37.06 \$2,964.80 \$77,084.80	\$37.44 \$2,995.20 \$77,875.20	\$37.80 \$3,024.00 \$78,624.00	\$38.18 \$3,054.40 \$79,414.40	\$38.57 \$3,085.60 \$80,225.60	\$38.96 \$3,116.80 \$81,036.80	\$39.34 \$3,147.20 \$81,827.20	\$39.75 \$3,180.00 \$82,680.00	\$40.12 \$3,209.60 \$83,449.60	\$40.52 \$3,241.60 \$84,281.60
Steps Hourly Biweekly Annually Steps	\$36.35 \$2,908.00 \$75,608.00	\$36.68 \$2,934.40 \$76,294.40	\$37.06 \$2,964.80 \$77.084.80	\$37.44 \$2,995.20 \$77.875.20	\$37.80 \$3,024.00 \$78,624.00	\$38.18 \$3,054.40 \$79,414.40	\$38.57 \$3,085.60 \$80,225.60	\$38.96 \$3,116.80 \$81,036.80	\$39.34 \$3,147.20 \$81,827.20	\$39.75 \$3,180.00 \$82,680.00	\$40.12 \$3,209.60 \$83,449.60	\$40.52 \$3,241.60 \$84,281.60
Steps Hourly Biweekly Annually Steps Hourly	\$36.35 \$2,908.00 \$75,608.00 13 \$40.92	\$36.68 \$2,934.40 \$76,294.40 14 \$41.34	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16	\$37.80 \$3,024.00 \$78,624.00 17 \$42.58	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02	\$38.57 \$3,085.60 \$80,225.60 19 \$43.45	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.35 \$2,908.00 \$75,608.00 13 \$40.92 \$3,273.60	\$36.68 \$2,934.40 \$76,294.40 14 \$41.34 \$3,307.20	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80	\$37.44 \$2,995.20 \$77,875.20 16 \$42.16 \$3,372.80	\$37.80 \$3,024.00 \$78,624.00 17 \$42.58 \$3,406.40	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60	\$38.57 \$3,085.60 \$80,225.60 19 \$43.45 \$3,476.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36 \$3,548.80	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40
Steps Hourly Biweekly Annually Steps Hourly	\$36.35 \$2,908.00 \$75,608.00 13 \$40.92	\$36.68 \$2,934.40 \$76,294.40 14 \$41.34	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16	\$37.80 \$3,024.00 \$78,624.00 17 \$42.58	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02	\$38.57 \$3,085.60 \$80,225.60 19 \$43.45	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85,113.60	\$36.68 \$2,934.40 \$76,294.40 14 \$41.34 \$3,307.20 \$85,987.20	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80	\$37.44 \$2,995.20 \$77,875.20 16 \$42.16 \$3,372.80	\$37.80 \$3,024.00 \$78,624.00 17 \$42.58 \$3,406.40 \$88,566.40	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60	\$38.57 \$3,085.60 \$80,225.60 19 \$43.45 \$3,476.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36 \$3,548.80	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40	\$40.52 \$3,241.60 \$84.281.60 24 \$45.68 \$3,654.40 \$95,014.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85.113.60	\$36.68 \$2,934.40 \$76,294.40 14 \$41.34 \$3,307.20 \$85,987.20	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80 \$86.860.80	\$37.44 \$2,995.20 \$77,875.20 16 \$42.16 \$3,372.80 \$87,692.80	\$37.80 \$3,024.00 \$78,624.00 17 \$42.58 \$3,406.40 \$88,566.40	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3,476.00 \$90.376.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36 \$3,548.80 \$92,268.80	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94,078.40	\$40.52 \$3,241.60 \$84.281.60 24 \$45.68 \$3,654.40 \$95,014.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85,113.60	\$36.68 \$2,934.40 \$76,294.40 14 \$41.34 \$3,307.20 \$85,987.20	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80 \$86.860.80	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3.372.80 \$87.692.80	\$37.80 \$3,024.00 \$78,624.00 17 \$42.58 \$3,406.40 \$88,566.40	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3,476.00 \$90.376.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20	\$39.34 \$3,147.20 \$81.827.20 21 \$44.36 \$3.548.80 \$92.268.80	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94.078.40	\$40.52 \$3,241.60 \$84.281.60 24 \$45.68 \$3,654.40 \$95,014.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85.113.60	\$36.68 \$2,934.40 \$76,294.40 14 \$41.34 \$3,307.20 \$85,987.20	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80 \$86.860.80	\$37.44 \$2,995.20 \$77,875.20 16 \$42.16 \$3,372.80 \$87,692.80	\$37.80 \$3,024.00 \$78,624.00 17 \$42.58 \$3,406.40 \$88,566.40	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3,476.00 \$90.376.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36 \$3,548.80 \$92,268.80	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94,078.40	\$40.52 \$3,241.60 \$84.281.60 24 \$45.68 \$3,654.40 \$95,014.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85,113.60 25 \$46.12 \$3.689.60	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3,307.20 \$85,987.20 26 \$46.59 \$3,727.20	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3,340.80 \$86.860.80 27 \$47.05 \$3,764.00	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3,372.80 \$87,692.80 28 \$47.52 \$3,801.60	\$37.80 \$3,024.00 \$78.624.00 17 \$42.58 \$3,406.40 \$88.566.40 29 \$47.99 \$3,839.20	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60 30 \$48.49 \$3,879.20	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3,476.00 \$90,376.00 31 \$48.95 \$3,916.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20 32 \$49.47 \$3.957.60	\$39.34 \$3,147.20 \$81.827.20 21 \$44.36 \$3,548.80 \$92,268.80 33 \$49.95 \$3,996.00	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60 34 \$50.45 \$4,036.00	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94.078.40 35 \$50.94 \$4,075.20	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95,014.40 36 \$51.48 \$4,118.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85,113.60 25 \$46.12	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3.307.20 \$85,987.20 26 \$46.59	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80 \$86,860.80	\$37.44 \$2,995.20 \$77,875.20 16 \$42.16 \$3.372.80 \$87,692.80	\$37.80 \$3,024.00 \$78,624.00 17 \$42.58 \$3,406.40 \$88,566.40	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3,476.00 \$90,376.00 31 \$48.95	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3,511.20 \$91,291.20 32 \$49.47	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36 \$3,548.80 \$92,268.80 33 \$49.95	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94,078.40 35 \$50.94	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95,014.40 36 \$51.48
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85.113.60 25 \$46.12 \$3.689.60 \$95.929.60	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3,307.20 \$85.987.20 26 \$46.59 \$3,727.20 \$96,907.20	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3,340.80 \$86.860.80 27 \$47.05 \$3,764.00 \$97,864.00	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3,372.80 \$87.692.80 28 \$47.52 \$3,801.60 \$98,841.60	\$37.80 \$3,024.00 \$78.624.00 17 \$42.58 \$3,406.40 \$88.566.40 29 \$47.99 \$3,839.20 \$99,819.20	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60 30 \$48.49 \$3,879.20 \$100,859.20	\$38.57 \$3,085.60 \$80,225.60 19 \$43.45 \$3,476.00 \$90,376.00 31 \$48.95 \$3,916.00 \$101,816.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20 32 \$49.47 \$3.957.60	\$39.34 \$3,147.20 \$81.827.20 21 \$44.36 \$3.548.80 \$92.268.80 33 \$49.95 \$3.996.00 \$103.896.00	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60 34 \$50.45 \$4,036.00 \$104,936.00	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94.078.40 35 \$50.94 \$4,075.20 \$105.955.20	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95,014.40 36 \$51.48 \$4,118.40 \$107,078.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85.113.60 25 \$46.12 \$3.689.60 \$95.929.60	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3.307.20 \$85,987.20 26 \$46.59 \$3.727.20 \$96,907.20	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80 \$86.860.80 27 \$47.05 \$3.764.00 \$97.864.00	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3.372.80 \$87,692.80 28 \$47.52 \$3,801.60 \$98,841.60	\$37.80 \$3,024.00 \$78.624.00 17 \$42.58 \$3,406.40 \$88.566.40 29 \$47.99 \$3,839.20 \$99,819.20	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60 30 \$48.49 \$3,879.20 \$100,859.20	\$38.57 \$3,085.60 \$80,225.60 19 \$43.45 \$3,476.00 \$90,376.00 31 \$48.95 \$3,916.00 \$101,816.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20 32 \$49.47 \$3.957.60 \$102.897.60	\$39.34 \$3,147.20 \$81.827.20 21 \$44.36 \$3.548.80 \$92.268.80 33 \$49.95 \$3,996.00 \$103.896.00	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60 34 \$50.45 \$4,036.00 \$104,936.00	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94.078.40 35 \$50.94 \$4,075.20 \$105.955.20	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95,014.40 36 \$51.48 \$4,118.40 \$107,078.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85.113.60 25 \$46.12 \$3,689.60 \$95,929.60	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3,307.20 \$85,987.20 26 \$46.59 \$3,727.20 \$96,907.20	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80 \$86.860.80 27 \$47.05 \$3,764.00 \$97.864.00	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3.372.80 \$87,692.80 28 \$47.52 \$3,801.60 \$98,841.60	\$37.80 \$3,024.00 \$78.624.00 17 \$42.58 \$3,406.40 \$88,566.40 29 \$47.99 \$3,839.20 \$99,819.20	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60 30 \$48.49 \$3,879.20 \$100.859.20	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3,476.00 \$90.376.00 31 \$48.95 \$3,916.00 \$101.816.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20 32 \$49.47 \$3,957.60 \$102.897.60	\$39.34 \$3,147.20 \$81.827.20 21 \$44.36 \$3.548.80 \$92,268.80 33 \$49.95 \$3.996.00 \$103,896.00	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60 34 \$50.45 \$4,036.00 \$104,936.00	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94,078.40 35 \$50.94 \$4,075.20 \$105,955.20	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95.014.40 36 \$51.48 \$4,118.40 \$107,078.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85.113.60 25 \$46.12 \$3.689.60 \$95,929.60 37 \$51.98 \$4,158.40	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3.307.20 \$85,987.20 26 \$46.59 \$3,727.20 \$96,907.20 38 \$52.51 \$4,200.80	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80 \$86.860.80 27 \$47.05 \$3,764.00 \$97.864.00	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3.372.80 \$87.692.80 28 \$47.52 \$3.801.60 \$98,841.60 40 \$53.56 \$4,284.80	\$37.80 \$3,024.00 \$78.624.00 17 \$42.58 \$3.406.40 \$88.566.40 29 \$47.99 \$3.839.20 \$99,819.20 41 \$54.10 \$4,328.00	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60 30 \$48.49 \$3,879.20 \$100,859.20 42 \$54.64 \$4,371.20	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3,476.00 \$90.376.00 31 \$48.95 \$3.916.00 \$101.816.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20 32 \$49.47 \$3.957.60 \$102.897.60	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36 \$3,548.80 \$92,268.80 33 \$49.95 \$3.996.00 \$103,896.00 45 \$56.30 \$4,504.00	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60 34 \$50.45 \$4,036.00 \$104,936.00	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94,078.40 35 \$50.94 \$4,075.20 \$105,955.20 47 \$57.42 \$4,593.60	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95,014.40 36 \$51.48 \$4,118.40 \$107,078.40 48 \$58.00 \$4,640.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85.113.60 25 \$46.12 \$3,689.60 \$95,929.60	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3,307.20 \$85,987.20 26 \$46.59 \$3,727.20 \$96,907.20	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80 \$86.860.80 27 \$47.05 \$3,764.00 \$97.864.00	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3.372.80 \$87,692.80 28 \$47.52 \$3,801.60 \$98,841.60	\$37.80 \$3,024.00 \$78.624.00 17 \$42.58 \$3,406.40 \$88,566.40 29 \$47.99 \$3,839.20 \$99,819.20	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60 30 \$48.49 \$3,879.20 \$100.859.20	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3,476.00 \$90.376.00 31 \$48.95 \$3,916.00 \$101.816.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20 32 \$49.47 \$3,957.60 \$102.897.60	\$39.34 \$3,147.20 \$81.827.20 21 \$44.36 \$3.548.80 \$92,268.80 33 \$49.95 \$3.996.00 \$103,896.00	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60 34 \$50.45 \$4,036.00 \$104,936.00	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94,078.40 35 \$50.94 \$4,075.20 \$105,955.20	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95.014.40 36 \$51.48 \$4,118.40 \$107,078.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85.113.60 25 \$46.12 \$3.689.60 \$95,929.60 37 \$51.98 \$4,158.40	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3.307.20 \$85,987.20 26 \$46.59 \$3,727.20 \$96,907.20 38 \$52.51 \$4,200.80	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80 \$86.860.80 27 \$47.05 \$3,764.00 \$97.864.00	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3.372.80 \$87.692.80 28 \$47.52 \$3.801.60 \$98,841.60 40 \$53.56 \$4,284.80	\$37.80 \$3,024.00 \$78.624.00 17 \$42.58 \$3.406.40 \$88.566.40 29 \$47.99 \$3.839.20 \$99,819.20 41 \$54.10 \$4,328.00	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60 30 \$48.49 \$3,879.20 \$100,859.20 42 \$54.64 \$4,371.20	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3,476.00 \$90.376.00 31 \$48.95 \$3.916.00 \$101.816.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20 32 \$49.47 \$3.957.60 \$102.897.60	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36 \$3,548.80 \$92,268.80 33 \$49.95 \$3.996.00 \$103,896.00 45 \$56.30 \$4,504.00	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60 34 \$50.45 \$4,036.00 \$104,936.00	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94,078.40 35 \$50.94 \$4,075.20 \$105,955.20 47 \$57.42 \$4,593.60	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95,014.40 36 \$51.48 \$4,118.40 \$107,078.40 48 \$58.00 \$4,640.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85.113.60 25 \$46.12 \$3,689.60 \$95,929.60 37 \$51.98 \$4.158.40 \$108.118.40	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3,307.20 \$85,987.20 26 \$46.59 \$3,727.20 \$96,907.20 38 \$52.51 \$4,200.80 \$109,220.80	\$37.06 \$2,964.80 \$77.084.80 \$15 \$41.76 \$3,340.80 \$86.860.80 27 \$47.05 \$3,764.00 \$97,864.00 \$97,864.00 \$110.302.40	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3,372.80 \$87.692.80 28 \$47.52 \$3,801.60 \$98,841.60 40 \$53.56 \$4,284.80 \$111,404.80	\$37.80 \$3,024.00 \$78,624.00 17 \$42.58 \$3,406.40 \$88,566.40 29 \$47.99 \$3,839.20 \$99,819.20 41 \$54.10 \$4,328.00 \$112,528.00	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60 30 \$48.49 \$3,879.20 \$100,859.20 42 \$54.64 \$4,371.20 \$113,651.20	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3,476.00 \$90.376.00 31 \$48.95 \$3,916.00 \$101,816.00 43 \$55.19 \$4,415.20 \$114,795.20	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20 32 \$49.47 \$3.957.60 \$102.897.60	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36 \$3,548.80 \$92,268.80 33 \$49.95 \$3.996.00 \$103,896.00 45 \$56.30 \$4,504.00	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60 34 \$50.45 \$4,036.00 \$104,936.00	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94,078.40 35 \$50.94 \$4,075.20 \$105,955.20 47 \$57.42 \$4,593.60	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95,014.40 36 \$51.48 \$4,118.40 \$107,078.40 48 \$58.00 \$4,640.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85.113.60 25 \$46.12 \$3.689.60 \$95,929.60 37 \$51.98 \$4.158.40 \$108.118.40	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3,307.20 \$85,987.20 26 \$46.59 \$3,727.20 \$96,907.20 38 \$52.51 \$4,200.80 \$109,220.80 \$59.17	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80 \$86.860.80 27 \$47.05 \$3,764.00 \$97.864.00 \$97.864.00 \$110.302.40	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3.372.80 \$87.692.80 28 \$47.52 \$3,801.60 \$98.841.60 40 \$53.56 \$4,284.80 \$111,404.80	\$37.80 \$3,024.00 \$78,624.00 17 \$42.58 \$3,406.40 \$88,566.40 29 \$47.99 \$3,839.20 \$99,819.20 41 \$54.10 \$4,328.00 \$112,528.00 53 \$60.97	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60 30 \$48.49 \$3,879.20 \$100,859.20 42 \$54.64 \$4,371.20 \$113,651.20	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3.476.00 \$90.376.00 31 \$48.95 \$3.916.00 \$101.816.00 43 \$55.19 \$4.415.20 \$114.795.20	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20 32 \$49.47 \$3.957.60 \$102.897.60	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36 \$3,548.80 \$92,268.80 33 \$49.95 \$3.996.00 \$103,896.00 45 \$56.30 \$4,504.00	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60 34 \$50.45 \$4,036.00 \$104,936.00	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94,078.40 35 \$50.94 \$4,075.20 \$105,955.20 47 \$57.42 \$4,593.60	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95,014.40 36 \$51.48 \$4,118.40 \$107,078.40 48 \$58.00 \$4,640.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3,273.60 \$85,113.60 25 \$46.12 \$3,689.60 \$95,929.60 37 \$51.98 \$4,158.40 \$108,118.40 49 \$58.59 \$4,687.20	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3.307.20 \$85,987.20 26 \$46.59 \$3,727.20 \$96,907.20 38 \$52.51 \$4,200.80 \$109,220.80 50 \$59.17 \$4,733.60	\$37.06 \$2,964.80 \$77,084.80 15 \$41.76 \$3.340.80 \$86,860.80 27 \$47.05 \$3,764.00 \$97,864.00 \$97,864.00 39 \$53.03 \$4,242.40 \$110.302.40 51 \$59.74 \$4,779.20	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3.372.80 \$87.692.80 28 \$47.52 \$3,801.60 \$98.841.60 40 \$53.56 \$4,284.80 \$111,404.80 52 \$60.35 \$4,828.00	\$37.80 \$3,024.00 \$78.624.00 17 \$42.58 \$3.406.40 \$88,566.40 29 \$47.99 \$3,839.20 \$99,819.20 41 \$54.10 \$4.328.00 \$112.528.00 53 \$60.97 \$4.877.60	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60 30 \$48.49 \$3,879.20 \$100.859.20 42 \$54.64 \$4,371.20 \$113,651.20 54	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3,476.00 \$90,376.00 31 \$48.95 \$3,916.00 \$101,816.00 43 \$55.19 \$4,415.20 \$114.795.20 55 \$62.20 \$4,976.00	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20 32 \$49.47 \$3.957.60 \$102.897.60	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36 \$3,548.80 \$92,268.80 33 \$49.95 \$3.996.00 \$103,896.00 45 \$56.30 \$4,504.00	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60 34 \$50.45 \$4,036.00 \$104,936.00	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94,078.40 35 \$50.94 \$4,075.20 \$105,955.20 47 \$57.42 \$4,593.60	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95,014.40 36 \$51.48 \$4,118.40 \$107,078.40 48 \$58.00 \$4,640.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$36.35 \$2,908.00 \$75.608.00 13 \$40.92 \$3.273.60 \$85.113.60 25 \$46.12 \$3.689.60 \$95,929.60 37 \$51.98 \$4.158.40 \$108.118.40	\$36.68 \$2,934.40 \$76.294.40 14 \$41.34 \$3,307.20 \$85,987.20 26 \$46.59 \$3,727.20 \$96,907.20 38 \$52.51 \$4,200.80 \$109,220.80 \$59.17	\$37.06 \$2,964.80 \$77.084.80 15 \$41.76 \$3.340.80 \$86.860.80 27 \$47.05 \$3,764.00 \$97.864.00 \$97.864.00 \$110.302.40	\$37.44 \$2,995.20 \$77.875.20 16 \$42.16 \$3.372.80 \$87.692.80 28 \$47.52 \$3,801.60 \$98.841.60 40 \$53.56 \$4,284.80 \$111,404.80	\$37.80 \$3,024.00 \$78,624.00 17 \$42.58 \$3,406.40 \$88,566.40 29 \$47.99 \$3,839.20 \$99,819.20 41 \$54.10 \$4,328.00 \$112,528.00 53 \$60.97	\$38.18 \$3,054.40 \$79,414.40 18 \$43.02 \$3,441.60 \$89,481.60 30 \$48.49 \$3,879.20 \$100,859.20 42 \$54.64 \$4,371.20 \$113,651.20	\$38.57 \$3,085.60 \$80.225.60 19 \$43.45 \$3.476.00 \$90.376.00 31 \$48.95 \$3.916.00 \$101.816.00 43 \$55.19 \$4.415.20 \$114.795.20	\$38.96 \$3,116.80 \$81.036.80 20 \$43.89 \$3.511.20 \$91.291.20 32 \$49.47 \$3.957.60 \$102.897.60	\$39.34 \$3,147.20 \$81,827.20 21 \$44.36 \$3,548.80 \$92,268.80 33 \$49.95 \$3.996.00 \$103,896.00 45 \$56.30 \$4,504.00	\$39.75 \$3,180.00 \$82,680.00 22 \$44.77 \$3,581.60 \$93,121.60 34 \$50.45 \$4,036.00 \$104,936.00	\$40.12 \$3,209.60 \$83,449.60 23 \$45.23 \$3,618.40 \$94,078.40 35 \$50.94 \$4,075.20 \$105,955.20 47 \$57.42 \$4,593.60	\$40.52 \$3,241.60 \$84,281.60 24 \$45.68 \$3,654.40 \$95,014.40 36 \$51.48 \$4,118.40 \$107,078.40 48 \$58.00 \$4,640.00

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

	_	_	_	_	_		_	_	_			
Steps	. 1	2	. 3	4	. 5	6	. 7	. 8	9	10	11	12
Hourly	\$39.75	\$40.12	\$40.52	\$40.92	\$41.34	\$41.76	\$42.16	\$42.58	\$43.02	\$43.45	\$43.89	\$44.36
Biweekly	\$3,180.00	\$3,209.60	\$3,241.60	\$3,273.60	\$3,307.20	\$3,340.80	\$3,372.80	\$3,406.40	\$3,441.60	\$3,476.00	\$3,511.20	\$3,548.80
Annually	\$82,680.00	\$83,449.60	\$84,281.60	\$85,113.60	\$85,987.20	\$86,860.80	\$87,692.80	\$88,566.40	\$89,481.60	\$90,376.00	\$91,291.20	\$92,268.80
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$44.77	\$45.23	\$45.68	\$46.12	\$46.59	\$47.05	\$47.52	\$47.99	\$48.49	\$48.95	\$49.47	\$49.95
Biweekly	\$3,581.60	\$3,618.40	\$3,654.40	\$3,689.60	\$3,727.20	\$3,764.00	\$3,801.60	\$3,839.20	\$3,879.20	\$3,916.00	\$3,957.60	\$3,996.00
Annually	\$93,121.60	\$94,078.40	\$95,014.40	\$95,929.60	\$96,907.20	\$97,864.00	\$98,841.60	\$99,819.20	\$100,859.20	\$101,816.00	\$102,897.60	\$103,896.00
Annually	\$93,121.00	\$94,078.40	395,014.40	\$95,929.00	\$90,907.20	\$97,804.00	\$98,841.00	399,819.20	\$100,859.20	\$101,816.00	\$102,897.00	\$103,896.00
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$50.45	\$50.94	\$51.48	\$51.98	\$52.51	\$53.03	\$53.56	\$54.10	\$54.64	\$55.19	\$55.73	\$56.30
Biweekly	\$4,036.00	\$4,075.20	\$4,118.40	\$4,158.40	\$4,200.80	\$4,242.40	\$4,284.80	\$4,328.00	\$4,371.20	\$4,415.20	\$4,458.40	\$4,504.00
Annually	\$104,936.00	\$105,955.20	\$107,078.40	\$108,118.40	\$109,220.80	\$110,302.40	\$111,404.80	\$112,528.00	\$113,651.20	\$114,795.20	\$115,918.40	\$117,104.00
,aay	J10 1,550.00	J105,555.20	3107,070.10	3100,110.10	3103,220.00	J110,302.10	J111, 10 1.00	3112,320.00	3113,031.20	J111,733.20	J115,510.10	3117,101.00
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$56.85	\$57.42	\$58.00	\$58.59	\$59.17	\$59.74	\$60.35	\$60.97	\$61.57	\$62.20	\$62.81	\$63.45
Biweekly	\$4,548.00	\$4,593.60	\$4,640.00	\$4,687.20	\$4,733.60	\$4,779.20	\$4,828.00	\$4,877.60	\$4,925.60	\$4,976.00	\$5,024.80	\$5,076.00
Annually	\$118,248.00	\$119,433.60	\$120,640.00	\$121,867.20	\$123,073.60	\$124,259.20	\$125,528.00	\$126,817.60	\$128,065.60	\$129,376.00	\$130,644.80	\$131,976.00
•												
Steps	49	50	51	52	53	54	55					
Hourly	\$64.08	\$64.72	\$65.37	\$66.02	\$66.69	\$67.35	\$68.01					
-												
Biweekly	\$5,126.40	\$5,177.60	\$5,229.60	\$5,281.60	\$5,335.20	\$5,388.00	\$5,440.80					
Annually	\$133,286.40	\$134,617.60	\$135,969.60	\$137,321.60	\$138,715.20	\$140,088.00	\$141,460.80					
03												
Grade 82												
	1	2	2	4	-	6	7	0	0	10	11	12
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$44.77	\$45.23	\$45.68	\$46.12	\$46.59	\$47.05	\$47.52	\$47.99	\$48.49	\$48.95	\$49.47	\$49.95
Steps Hourly Biweekly	\$44.77 \$3,581.60	\$45.23 \$3,618.40	\$45.68 \$3,654.40	\$46.12 \$3,689.60	\$46.59 \$3,727.20	\$47.05 \$3,764.00	\$47.52 \$3,801.60	\$47.99 \$3,839.20	\$48.49 \$3,879.20	\$48.95 \$3,916.00	\$49.47 \$3,957.60	\$49.95 \$3,996.00
Steps Hourly	\$44.77	\$45.23	\$45.68	\$46.12	\$46.59	\$47.05	\$47.52	\$47.99	\$48.49	\$48.95	\$49.47	\$49.95
Steps Hourly Biweekly Annually	\$44.77 \$3,581.60 \$93,121.60	\$45.23 \$3,618.40 \$94,078.40	\$45.68 \$3,654.40 \$95,014.40	\$46.12 \$3,689.60 \$95,929.60	\$46.59 \$3,727.20 \$96,907.20	\$47.05 \$3,764.00 \$97,864.00	\$47.52 \$3,801.60 \$98,841.60	\$47.99 \$3,839.20 \$99,819.20	\$48.49 \$3,879.20 \$100,859.20	\$48.95 \$3,916.00 \$101,816.00	\$49.47 \$3,957.60 \$102,897.60	\$49.95 \$3,996.00 \$103,896.00
Steps Hourly Biweekly Annually Steps	\$44.77 \$3,581.60 \$93,121.60	\$45.23 \$3,618.40 \$94,078.40	\$45.68 \$3,654.40 \$95,014.40	\$46.12 \$3,689.60 \$95,929.60	\$46.59 \$3,727.20 \$96.907.20	\$47.05 \$3,764.00 \$97,864.00	\$47.52 \$3,801.60 \$98,841.60	\$47.99 \$3,839.20 \$99,819.20	\$48.49 \$3,879.20 \$100,859.20	\$48.95 \$3,916.00 \$101.816.00	\$49.47 \$3,957.60 \$102,897.60	\$49.95 \$3,996.00 \$103,896.00
Steps Hourly Biweekly Annually	\$44.77 \$3,581.60 \$93,121.60	\$45.23 \$3,618.40 \$94,078.40	\$45.68 \$3,654.40 \$95,014.40	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98	\$46.59 \$3,727.20 \$96,907.20	\$47.05 \$3,764.00 \$97,864.00	\$47.52 \$3,801.60 \$98,841.60	\$47.99 \$3,839.20 \$99,819.20	\$48.49 \$3,879.20 \$100,859.20	\$48.95 \$3,916.00 \$101,816.00	\$49.47 \$3,957.60 \$102,897.60	\$49.95 \$3,996.00 \$103,896.00 24 \$56.30
Steps Hourly Biweekly Annually Steps	\$44.77 \$3,581.60 \$93,121.60	\$45.23 \$3,618.40 \$94,078.40	\$45.68 \$3,654.40 \$95,014.40	\$46.12 \$3,689.60 \$95,929.60	\$46.59 \$3,727.20 \$96.907.20	\$47.05 \$3,764.00 \$97,864.00	\$47.52 \$3,801.60 \$98,841.60	\$47.99 \$3,839.20 \$99,819.20	\$48.49 \$3,879.20 \$100,859.20	\$48.95 \$3,916.00 \$101.816.00	\$49.47 \$3,957.60 \$102,897.60	\$49.95 \$3,996.00 \$103,896.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20	\$45.68 \$3,654.40 \$95,014.40 15 \$51.48 \$4,118.40	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4.158.40	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51 \$4,200.80	\$47.05 \$3,764.00 \$97,864.00 18 \$53.03 \$4,242.40	\$47.52 \$3,801.60 \$98,841.60 19 \$53.56 \$4,284.80	\$47.99 \$3,839.20 \$99,819.20 20 \$54.10 \$4,328.00	\$48.49 \$3,879.20 \$100,859.20 21 \$54.64 \$4,371.20	\$48.95 \$3,916.00 \$101,816.00 22 \$55.19 \$4,415.20	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4,458.40	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00
Steps Hourly Biweekly Annually Steps Hourly	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94	\$45.68 \$3,654.40 \$95,014.40 15 \$51.48	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51	\$47.05 \$3,764.00 \$97,864.00 18 \$53.03	\$47.52 \$3,801.60 \$98,841.60 19 \$53.56	\$47.99 \$3,839.20 \$99,819.20 20 \$54.10	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73	\$49.95 \$3,996.00 \$103,896.00 24 \$56.30
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104,936.00	\$45.23 \$3,618.40 \$94.078.40 14 \$50.94 \$4,075.20 \$105.955.20	\$45.68 \$3,654.40 \$95,014.40 15 \$51.48 \$4,118.40 \$107,078.40	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4,158.40 \$108.118.40	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51 \$4,200.80 \$109,220.80	\$47.05 \$3,764.00 \$97.864.00 18 \$53.03 \$4,242.40 \$110.302.40	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4,284.80 \$111.404.80	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4,328.00 \$112,528.00	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117,104.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104,936.00	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105,955.20	\$45.68 \$3,654.40 \$95,014.40 15 \$51.48 \$4,118.40 \$107,078.40	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4,158.40 \$108.118.40	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51 \$4,200.80 \$109,220.80	\$47.05 \$3,764.00 \$97.864.00 18 \$53.03 \$4,242.40 \$110.302.40	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4,284.80 \$111,404.80	\$47.99 \$3,839.20 \$99,819.20 20 \$54.10 \$4,328.00 \$112,528.00	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117.104.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104,936.00	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105,955.20 26 \$57.42	\$45.68 \$3,654.40 \$95.014.40 15 \$51.48 \$4,118.40 \$107,078.40 27 \$58.00	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4,158.40 \$108,118.40 28 \$58.59	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51 \$4,200.80 \$109,220.80 29 \$59.17	\$47.05 \$3,764.00 \$97,864.00 18 \$53.03 \$4,242.40 \$110,302.40	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4,284.80 \$111.404.80 31 \$60.35	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4,328.00 \$112,528.00 32 \$60.97	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113,651.20 33 \$61.57	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4.415.20 \$114.795.20 34 \$62.20	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40 35 \$62.81	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117,104.00 36 \$63.45
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104.936.00 25 \$56.85 \$4,548.00	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105.955.20 26 \$57.42 \$4,593.60	\$45.68 \$3,654.40 \$95.014.40 15 \$51.48 \$4,118.40 \$107.078.40 27 \$58.00 \$4,640.00	\$46.12 \$3,689.60 \$95.929.60 16 \$51.98 \$4,158.40 \$108.118.40 28 \$58.59 \$4,687.20	\$46.59 \$3,727.20 \$96.907.20 17 \$52.51 \$4,200.80 \$109.220.80 29 \$59.17 \$4,733.60	\$47.05 \$3,764.00 \$97,864.00 18 \$53.03 \$4,242.40 \$110,302.40 30 \$59.74 \$4,779.20	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4,284.80 \$111.404.80 31 \$60.35 \$4,828.00	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4,328.00 \$112.528.00 32 \$60.97 \$4,877.60	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20 34 \$62.20 \$4,976.00	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4,458.40 \$115.918.40 35 \$62.81 \$5,024.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117.104.00 36 \$63.45 \$5.076.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104,936.00	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105,955.20 26 \$57.42	\$45.68 \$3,654.40 \$95.014.40 15 \$51.48 \$4,118.40 \$107,078.40 27 \$58.00	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4,158.40 \$108,118.40 28 \$58.59	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51 \$4,200.80 \$109,220.80 29 \$59.17	\$47.05 \$3,764.00 \$97,864.00 18 \$53.03 \$4,242.40 \$110,302.40	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4,284.80 \$111.404.80 31 \$60.35	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4,328.00 \$112,528.00 32 \$60.97	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113,651.20 33 \$61.57	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4.415.20 \$114.795.20 34 \$62.20	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40 35 \$62.81	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117,104.00 36 \$63.45
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104.936.00 25 \$56.85 \$4,548.00	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105.955.20 26 \$57.42 \$4,593.60	\$45.68 \$3,654.40 \$95.014.40 15 \$51.48 \$4,118.40 \$107.078.40 27 \$58.00 \$4,640.00	\$46.12 \$3,689.60 \$95.929.60 16 \$51.98 \$4,158.40 \$108.118.40 28 \$58.59 \$4,687.20	\$46.59 \$3,727.20 \$96.907.20 17 \$52.51 \$4,200.80 \$109.220.80 29 \$59.17 \$4,733.60	\$47.05 \$3,764.00 \$97,864.00 18 \$53.03 \$4,242.40 \$110,302.40 30 \$59.74 \$4,779.20	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4,284.80 \$111.404.80 31 \$60.35 \$4,828.00	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4,328.00 \$112.528.00 32 \$60.97 \$4,877.60	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20 34 \$62.20 \$4,976.00	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4,458.40 \$115.918.40 35 \$62.81 \$5,024.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117.104.00 36 \$63.45 \$5.076.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104.936.00 25 \$56.85 \$4,548.00	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105.955.20 26 \$57.42 \$4,593.60	\$45.68 \$3,654.40 \$95.014.40 15 \$51.48 \$4,118.40 \$107.078.40 27 \$58.00 \$4,640.00	\$46.12 \$3,689.60 \$95.929.60 16 \$51.98 \$4,158.40 \$108.118.40 28 \$58.59 \$4,687.20	\$46.59 \$3,727.20 \$96.907.20 17 \$52.51 \$4,200.80 \$109.220.80 29 \$59.17 \$4,733.60	\$47.05 \$3,764.00 \$97,864.00 18 \$53.03 \$4,242.40 \$110,302.40 30 \$59.74 \$4,779.20	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4,284.80 \$111.404.80 31 \$60.35 \$4,828.00	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4,328.00 \$112.528.00 32 \$60.97 \$4,877.60	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20 34 \$62.20 \$4,976.00	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4,458.40 \$115.918.40 35 \$62.81 \$5,024.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117.104.00 36 \$63.45 \$5.076.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104.936.00 25 \$56.85 \$4,548.00 \$118,248.00	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105.955.20 26 \$57.42 \$4,593.60 \$119,433.60	\$45.68 \$3,654.40 \$95.014.40 15 \$51.48 \$4,118.40 \$107.078.40 27 \$58.00 \$4,640.00 \$120,640.00	\$46.12 \$3,689.60 \$95.929.60 16 \$51.98 \$4,158.40 \$108.118.40 28 \$58.59 \$4,687.20 \$121,867.20	\$46.59 \$3,727.20 \$96.907.20 17 \$52.51 \$4,200.80 \$109.220.80 29 \$59.17 \$4,733.60 \$123,073.60	\$47.05 \$3,764.00 \$97,864.00 18 \$53.03 \$4,242.40 \$110.302.40 30 \$59.74 \$4,779.20 \$124,259.20	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4,284.80 \$111.404.80 31 \$60.35 \$4,828.00 \$125,528.00	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4,328.00 \$112.528.00 32 \$60.97 \$4,877.60 \$126.817.60	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60 \$128.065.60	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20 34 \$62.20 \$4,976.00 \$129.376.00	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40 35 \$62.81 \$5,024.80 \$130.644.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117,104.00 36 \$63.45 \$5.076.00 \$131.976.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104,936.00 25 \$56.85 \$4,548.00 \$118,248.00	\$45.23 \$3,618.40 \$94.078.40 14 \$50.94 \$4.075.20 \$105.955.20 26 \$57.42 \$4.593.60 \$119.433.60	\$45.68 \$3,654.40 \$95.014.40 15 \$51.48 \$4.118.40 \$107.078.40 27 \$58.00 \$4,640.00 \$120,640.00	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4,158.40 \$108.118.40 28 \$58.59 \$4,687.20 \$121.867.20	\$46.59 \$3,727.20 \$96.907.20 17 \$52.51 \$4,200.80 \$109,220.80 29 \$59.17 \$4,733.60 \$123,073.60	\$47.05 \$3,764.00 \$97.864.00 18 \$53.03 \$4,242.40 \$110.302.40 30 \$59.74 \$4,779.20 \$124,259.20 42 \$67.35	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4.284.80 \$111.404.80 31 \$60.35 \$4.828.00 \$125.528.00	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4,328.00 \$112.528.00 32 \$60.97 \$4,877.60 \$126,817.60	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60 \$128,065.60	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114,795.20 34 \$62.20 \$4,976.00 \$129,376.00	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40 35 \$62.81 \$5.024.80 \$130.644.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117,104.00 36 \$63.45 \$5,076.00 \$131,976.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104,936.00 25 \$56.85 \$4,548.00 \$118,248.00 37 \$64.08 \$5,126.40	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105.955.20 26 \$57.42 \$4,593.60 \$119,433.60 38 \$64.72 \$5,177.60	\$45.68 \$3,654.40 \$95.014.40 15 \$51.48 \$4,118.40 \$107.078.40 27 \$58.00 \$4,640.00 \$120,640.00 \$120,640.00	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4,158.40 \$108.118.40 28 \$58.59 \$4,687.20 \$121,867.20 40 \$66.02 \$5,281.60	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51 \$4,200.80 \$109,220.80 29 \$59.17 \$4,733.60 \$123,073.60 41 \$66.69 \$5,335.20	\$47.05 \$3,764.00 \$97.864.00 18 \$53.03 \$4,242.40 \$110.302.40 30 \$59.74 \$4,779.20 \$124,259.20 42 \$67.35 \$5.388.00	\$47.52 \$3,801.60 \$98,841.60 19 \$53.56 \$4,284.80 \$111,404.80 31 \$60.35 \$4,828.00 \$125,528.00 43 \$68.01 \$5,440.80	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4.328.00 \$112.528.00 32 \$60.97 \$4.877.60 \$126,817.60 44 \$68.70 \$5.496.00	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60 \$128.065.60 45 \$69.39 \$5.551.20	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20 34 \$62.20 \$4.976.00 \$129,376.00 46 \$70.06 \$5,604.80	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40 35 \$62.81 \$5.024.80 \$130.644.80 47 \$70.76 \$5.660.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117.104.00 36 \$63.45 \$5.076.00 \$131.976.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104,936.00 25 \$56.85 \$4,548.00 \$118,248.00	\$45.23 \$3,618.40 \$94.078.40 14 \$50.94 \$4.075.20 \$105.955.20 26 \$57.42 \$4.593.60 \$119.433.60	\$45.68 \$3,654.40 \$95.014.40 15 \$51.48 \$4.118.40 \$107.078.40 27 \$58.00 \$4,640.00 \$120,640.00	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4,158.40 \$108.118.40 28 \$58.59 \$4,687.20 \$121.867.20	\$46.59 \$3,727.20 \$96.907.20 17 \$52.51 \$4,200.80 \$109,220.80 29 \$59.17 \$4,733.60 \$123,073.60	\$47.05 \$3,764.00 \$97.864.00 18 \$53.03 \$4,242.40 \$110.302.40 30 \$59.74 \$4,779.20 \$124,259.20 42 \$67.35	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4.284.80 \$111.404.80 31 \$60.35 \$4.828.00 \$125.528.00	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4,328.00 \$112.528.00 32 \$60.97 \$4,877.60 \$126,817.60	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60 \$128,065.60	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114,795.20 34 \$62.20 \$4,976.00 \$129,376.00	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40 35 \$62.81 \$5.024.80 \$130.644.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117,104.00 36 \$63.45 \$5,076.00 \$131,976.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104,936.00 25 \$56.85 \$4,548.00 \$118,248.00 37 \$64.08 \$5,126.40 \$133,286.40	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105,955.20 26 \$57.42 \$4,593.60 \$119,433.60 38 \$64.72 \$5,177.60 \$134,617.60	\$45.68 \$3,654.40 \$95,014.40 15 \$51.48 \$4,118.40 \$107,078.40 27 \$58.00 \$4,640.00 \$120,640.00 39 \$65.37 \$5,229.60 \$135,969.60	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4,158.40 \$108,118.40 28 \$58.59 \$4,687.20 \$121,867.20 40 \$66.02 \$5,281.60 \$137,321.60	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51 \$4,200.80 \$109,220.80 29 \$59.17 \$4,733.60 \$123,073.60 41 \$66.69 \$5,335.20 \$138,715.20	\$47.05 \$3,764.00 \$97.864.00 \$18 \$53.03 \$4,242.40 \$110.302.40 30 \$59.74 \$4,779.20 \$124,259.20 42 \$67.35 \$5.388.00 \$140,088.00	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4.284.80 \$111.404.80 31 \$60.35 \$4.828.00 \$125.528.00 43 \$68.01 \$5.440.80 \$141.460.80	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4.328.00 \$112.528.00 32 \$60.97 \$4.877.60 \$126,817.60 44 \$68.70 \$5.496.00	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60 \$128.065.60 45 \$69.39 \$5.551.20	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20 34 \$62.20 \$4.976.00 \$129,376.00 46 \$70.06 \$5,604.80	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40 35 \$62.81 \$5.024.80 \$130.644.80 47 \$70.76 \$5.660.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117,104.00 36 \$63.45 \$5.076.00 \$131.976.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104.936.00 25 \$56.85 \$4,548.00 \$118.248.00 37 \$64.08 \$5,126.40 \$133,286.40	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105.955.20 26 \$57.42 \$4,593.60 \$119,433.60 38 \$64.72 \$5,177.60 \$134,617.60	\$45.68 \$3,654.40 \$95.014.40 15 \$51.48 \$4.118.40 \$107.078.40 27 \$58.00 \$4,640.00 \$120.640.00 39 \$65.37 \$5,229.60 \$135.969.60	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4.158.40 \$108.118.40 28 \$58.59 \$4.687.20 \$121,867.20 40 \$66.02 \$5,281.60 \$137,321.60	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51 \$4,200.80 \$109,220.80 29 \$59.17 \$4,733.60 \$123.073.60 41 \$66.69 \$5,335.20 \$138,715.20	\$47.05 \$3,764.00 \$97.864.00 \$18 \$53.03 \$4,242.40 \$110.302.40 30 \$59.74 \$4,779.20 \$124,259.20 42 \$67.35 \$5,388.00 \$140.088.00	\$47.52 \$3,801.60 \$98,841.60 19 \$53.56 \$4,284.80 \$111,404.80 31 \$60.35 \$4,828.00 \$125,528.00 43 \$68.01 \$5,440.80 \$141,460.80	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4.328.00 \$112.528.00 32 \$60.97 \$4.877.60 \$126,817.60 44 \$68.70 \$5.496.00	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60 \$128.065.60 45 \$69.39 \$5.551.20	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20 34 \$62.20 \$4.976.00 \$129,376.00 46 \$70.06 \$5,604.80	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40 35 \$62.81 \$5.024.80 \$130.644.80 47 \$70.76 \$5.660.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117.104.00 36 \$63.45 \$5.076.00 \$131.976.00
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	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104.936.00 25 \$56.85 \$4,548.00 \$118,248.00 37 \$64.08 \$5,126.40 \$133,286.40	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105,955.20 26 \$57.42 \$4,593.60 \$119,433.60 38 \$64.72 \$5,177.60 \$134,617.60 50 \$72.91	\$45.68 \$3,654.40 \$95,014.40 15 \$51.48 \$4,118.40 \$107.078.40 27 \$58.00 \$4,640.00 \$120.640.00 39 \$65.37 \$5,229.60 \$135,969.60	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4.158.40 \$108.118.40 28 \$58.59 \$4,687.20 \$121.867.20 40 \$66.02 \$5,281.60 \$137,321.60	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51 \$4,200.80 \$109,220.80 29 \$59.17 \$4,733.60 \$123.073.60 41 \$66.69 \$5,335.20 \$138,715.20	\$47.05 \$3,764.00 \$97.864.00 \$18 \$53.03 \$4,242.40 \$110.302.40 30 \$59.74 \$4,779.20 \$124,259.20 42 \$67.35 \$5.388.00 \$140.088.00	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4,284.80 \$111.404.80 31 \$60.35 \$4,828.00 \$125.528.00 43 \$68.01 \$5,440.80 \$141.460.80	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4.328.00 \$112.528.00 32 \$60.97 \$4.877.60 \$126,817.60 44 \$68.70 \$5.496.00	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60 \$128.065.60 45 \$69.39 \$5.551.20	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20 34 \$62.20 \$4.976.00 \$129,376.00 46 \$70.06 \$5,604.80	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40 35 \$62.81 \$5.024.80 \$130.644.80 47 \$70.76 \$5.660.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117,104.00 36 \$63.45 \$5.076.00 \$131.976.00
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	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104,936.00 25 \$56.85 \$4,548.00 \$118.248.00 37 \$64.08 \$5,126.40 \$133,286.40 49 \$72.19 \$5,775.20	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4.075.20 \$105.955.20 26 \$57.42 \$4,593.60 \$119.433.60 38 \$64.72 \$5,177.60 \$134,617.60 50 \$72.91 \$5.832.80	\$45.68 \$3,654.40 \$95,014.40 15 \$51.48 \$4,118.40 \$107,078.40 27 \$58.00 \$4,640.00 \$120,640.00 39 \$65.37 \$5,229.60 \$135,969.60 51	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4.158.40 \$108.118.40 28 \$58.59 \$4,687.20 \$121.867.20 40 \$66.02 \$5,281.60 \$137,321.60 52 \$74.40 \$5,952.00	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51 \$4,200.80 \$109,220.80 29 \$59.17 \$4,733.60 \$123.073.60 41 \$66.69 \$5,335.20 \$138.715.20 53 \$75.14 \$6,011.20	\$47.05 \$3,764.00 \$97,864.00 18 \$53.03 \$4,242.40 \$110,302.40 30 \$59.74 \$4,779.20 \$124,259.20 42 \$67.35 \$5,388.00 \$140.088.00 54 \$75.88 \$6.070.40	\$47.52 \$3,801.60 \$98,841.60 19 \$53.56 \$4.284.80 \$111,404.80 31 \$60.35 \$4,828.00 \$125,528.00 43 \$68.01 \$5,440.80 \$141,460.80 55 \$76.65 \$6.132.00	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4.328.00 \$112.528.00 32 \$60.97 \$4.877.60 \$126,817.60 44 \$68.70 \$5.496.00	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60 \$128.065.60 45 \$69.39 \$5.551.20	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20 34 \$62.20 \$4.976.00 \$129,376.00 46 \$70.06 \$5,604.80	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40 35 \$62.81 \$5.024.80 \$130.644.80 47 \$70.76 \$5.660.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117,104.00 36 \$63.45 \$5.076.00 \$131.976.00
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	\$44.77 \$3,581.60 \$93,121.60 13 \$50.45 \$4,036.00 \$104.936.00 25 \$56.85 \$4,548.00 \$118,248.00 37 \$64.08 \$5,126.40 \$133,286.40	\$45.23 \$3,618.40 \$94,078.40 14 \$50.94 \$4,075.20 \$105,955.20 26 \$57.42 \$4,593.60 \$119,433.60 38 \$64.72 \$5,177.60 \$134,617.60 50 \$72.91	\$45.68 \$3,654.40 \$95,014.40 15 \$51.48 \$4,118.40 \$107.078.40 27 \$58.00 \$4,640.00 \$120.640.00 39 \$65.37 \$5,229.60 \$135,969.60	\$46.12 \$3,689.60 \$95,929.60 16 \$51.98 \$4.158.40 \$108.118.40 28 \$58.59 \$4,687.20 \$121.867.20 40 \$66.02 \$5,281.60 \$137,321.60	\$46.59 \$3,727.20 \$96,907.20 17 \$52.51 \$4,200.80 \$109,220.80 29 \$59.17 \$4,733.60 \$123.073.60 41 \$66.69 \$5,335.20 \$138,715.20	\$47.05 \$3,764.00 \$97.864.00 \$18 \$53.03 \$4,242.40 \$110.302.40 30 \$59.74 \$4,779.20 \$124,259.20 42 \$67.35 \$5.388.00 \$140.088.00	\$47.52 \$3,801.60 \$98.841.60 19 \$53.56 \$4,284.80 \$111.404.80 31 \$60.35 \$4,828.00 \$125.528.00 43 \$68.01 \$5,440.80 \$141.460.80	\$47.99 \$3,839.20 \$99.819.20 20 \$54.10 \$4.328.00 \$112.528.00 32 \$60.97 \$4.877.60 \$126,817.60 44 \$68.70 \$5.496.00	\$48.49 \$3,879.20 \$100.859.20 21 \$54.64 \$4,371.20 \$113.651.20 33 \$61.57 \$4,925.60 \$128.065.60 45 \$69.39 \$5.551.20	\$48.95 \$3,916.00 \$101.816.00 22 \$55.19 \$4,415.20 \$114.795.20 34 \$62.20 \$4.976.00 \$129,376.00 46 \$70.06 \$5,604.80	\$49.47 \$3,957.60 \$102.897.60 23 \$55.73 \$4.458.40 \$115.918.40 35 \$62.81 \$5.024.80 \$130.644.80 47 \$70.76 \$5.660.80	\$49.95 \$3,996.00 \$103.896.00 24 \$56.30 \$4,504.00 \$117,104.00 36 \$63.45 \$5.076.00 \$131.976.00

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

		•	3		-	•	7	•	9	40	44	40
Steps	1	2	_	4	5	6	-	8	-	10	11	12
Hourly	\$50.45	\$50.94	\$51.48	\$51.98	\$52.51	\$53.03	\$53.56	\$54.10	\$54.64	\$55.19	\$55.73	\$56.30
Biweekly	\$4,036.00	\$4,075.20	\$4,118.40	\$4,158.40	\$4,200.80	\$4,242.40	\$4,284.80	\$4,328.00	\$4,371.20	\$4,415.20	\$4,458.40	\$4,504.00
Annually	\$104,936.00	\$105,955.20	\$107,078.40	\$108,118.40	\$109,220.80	\$110,302.40	\$111,404.80	\$112,528.00	\$113,651.20	\$114,795.20	\$115,918.40	\$117,104.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$56.85	\$57.42	\$58.00	\$58.59	\$59.17	\$59.74	\$60.35	\$60.97	\$61.57	\$62.20	\$62.81	\$63.45
		\$4,593.60		\$4,687.20						\$4,976.00		\$5,076.00
Biweekly	\$4,548.00		\$4,640.00		\$4,733.60	\$4,779.20	\$4,828.00	\$4,877.60	\$4,925.60		\$5,024.80	
Annually	\$118,248.00	\$119,433.60	\$120,640.00	\$121,867.20	\$123,073.60	\$124,259.20	\$125,528.00	\$126,817.60	\$128,065.60	\$129,376.00	\$130,644.80	\$131,976.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$64.08	\$64.72	\$65.37	\$66.02	\$66.69	\$67.35	\$68.01	\$68.70	\$69.39	\$70.06	\$70.76	\$71.50
			\$5,229.60									
Biweekly	\$5,126.40	\$5,177.60		\$5,281.60	\$5,335.20	\$5,388.00	\$5,440.80	\$5,496.00	\$5,551.20	\$5,604.80	\$5,660.80	\$5,720.00
Annually	\$133,286.40	\$134,617.60	\$135,969.60	\$137,321.60	\$138,715.20	\$140,088.00	\$141,460.80	\$142,896.00	\$144,331.20	\$145,724.80	\$147,180.80	\$148,720.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$72.19	\$72.91	\$73.64	\$74.40	\$75.14	\$75.88	\$76.65	\$77.41	\$78.18	\$78.97	\$79.76	\$80.55
Biweekly	\$5,775.20	\$5,832.80	\$5,891.20	\$5,952.00	\$6,011.20	\$6,070.40	\$6,132.00	\$6,192.80	\$6,254.40	\$6,317.60	\$6,380.80	\$6,444.00
Annually	\$150,155.20	\$151,652.80	\$153,171.20	\$154,752.00	\$156,291.20	\$157,830.40	\$159,432.00	\$161,012.80	\$162,614.40	\$164,257.60	\$165,900.80	\$167,544.00
Steps	49	50	51	52	53	54	55					
Hourly	\$81.34	\$82.17	\$82.97	\$83.83	\$84.65	\$85.50	\$86.37					
Biweekly	\$6,507.20	\$6,573.60	\$6,637.60	\$6,706.40	\$6,772.00	\$6,840.00	\$6,909.60					
-												
Annually	\$169,187.20	\$170,913.60	\$172,577.60	\$174,366.40	\$176,072.00	\$177,840.00	\$179,649.60					
~ . 01												
Grade 84												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$55.19	2 \$55.73	3 \$56.30	4 \$56.85	5 \$57.42	6 \$58.00	7 \$58.59	8 \$59.17	9 \$59.74	10 \$60.35	11 \$60.97	12 \$61.57
Steps Hourly	\$55.19	\$55.73	\$56.30	\$56.85	\$57.42	\$58.00	\$58.59	\$59.17	\$59.74	\$60.35	\$60.97	\$61.57
Steps Hourly Biweekly	\$55.19 \$4,415.20	\$55.73 \$4,458.40	\$56.30 \$4,504.00	\$56.85 \$4,548.00	\$57.42 \$4,593.60	\$58.00 \$4,640.00	\$58.59 \$4,687.20	\$59.17 \$4,733.60	\$59.74 \$4,779.20	\$60.35 \$4,828.00	\$60.97 \$4,877.60	\$61.57 \$4,925.60
Steps Hourly Biweekly Annually	\$55.19	\$55.73	\$56.30	\$56.85	\$57.42	\$58.00	\$58.59	\$59.17	\$59.74	\$60.35	\$60.97	\$61.57
Steps Hourly Biweekly Annually Steps	\$55.19 \$4,415.20 \$114,795.20	\$55.73 \$4,458.40 \$115,918.40	\$56.30 \$4,504.00 \$117,104.00	\$56.85 \$4,548.00 \$118,248.00	\$57.42 \$4,593.60 \$119,433.60	\$58.00 \$4,640.00 \$120,640.00	\$58.59 \$4,687.20 \$121,867.20	\$59.17 \$4,733.60 \$123,073.60	\$59.74 \$4,779.20 \$124,259.20	\$60.35 \$4,828.00 \$125,528.00	\$60.97 \$4,877.60 \$126,817.60	\$61.57 \$4,925.60 \$128,065.60
Steps Hourly Biweekly Annually	\$55.19 \$4,415.20 \$114,795.20	\$55.73 \$4,458.40 \$115,918.40	\$56.30 \$4,504.00 \$117,104.00	\$56.85 \$4,548.00 \$118,248.00	\$57.42 \$4,593.60 \$119,433.60	\$58.00 \$4,640.00 \$120,640.00	\$58.59 \$4,687.20 \$121,867.20	\$59.17 \$4,733.60 \$123,073.60	\$59.74 \$4,779.20 \$124,259.20	\$60.35 \$4,828.00 \$125,528.00	\$60.97 \$4,877.60 \$126,817.60	\$61.57 \$4,925.60 \$128,065.60
Steps Hourly Biweekly Annually Steps	\$55.19 \$4,415.20 \$114,795.20	\$55.73 \$4,458.40 \$115,918.40	\$56.30 \$4,504.00 \$117,104.00	\$56.85 \$4,548.00 \$118,248.00	\$57.42 \$4,593.60 \$119,433.60	\$58.00 \$4,640.00 \$120,640.00	\$58.59 \$4,687.20 \$121,867.20	\$59.17 \$4,733.60 \$123,073.60	\$59.74 \$4,779.20 \$124,259.20	\$60.35 \$4,828.00 \$125,528.00	\$60.97 \$4,877.60 \$126,817.60	\$61.57 \$4,925.60 \$128,065.60
Steps Hourly Biweekly Annually Steps Hourly	\$55.19 \$4,415.20 \$114,795.20 13 \$62.20	\$55.73 \$4,458.40 \$115,918.40 14 \$62.81	\$56.30 \$4,504.00 \$117,104.00 15 \$63.45	\$56.85 \$4,548.00 \$118,248.00 16 \$64.08	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72	\$58.00 \$4,640.00 \$120,640.00 18 \$65.37	\$58.59 \$4,687.20 \$121,867.20 19 \$66.02	\$59.17 \$4,733.60 \$123,073.60 20 \$66.69	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35	\$60.35 \$4,828.00 \$125.528.00 22 \$68.01	\$60.97 \$4,877.60 \$126,817.60 23 \$68.70	\$61.57 \$4,925.60 \$128,065.60 24 \$69.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.19 \$4,415.20 \$114,795.20 13 \$62.20 \$4,976.00	\$55.73 \$4,458.40 \$115,918.40 14 \$62.81 \$5,024.80	\$56.30 \$4,504.00 \$117,104.00 15 \$63.45 \$5.076.00	\$56.85 \$4,548.00 \$118,248.00 16 \$64.08 \$5,126.40	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60	\$58.00 \$4,640.00 \$120,640.00 18 \$65.37 \$5,229.60	\$58.59 \$4,687.20 \$121,867.20 19 \$66.02 \$5,281.60	\$59.17 \$4,733.60 \$123,073.60 20 \$66.69 \$5,335.20	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5.388.00	\$60.35 \$4,828.00 \$125,528.00 22 \$68.01 \$5,440.80	\$60.97 \$4,877.60 \$126,817.60 23 \$68.70 \$5,496.00	\$61.57 \$4,925.60 \$128,065.60 24 \$69.39 \$5.551.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.19 \$4,415.20 \$114,795.20 13 \$62.20 \$4,976.00	\$55.73 \$4,458.40 \$115,918.40 14 \$62.81 \$5,024.80	\$56.30 \$4,504.00 \$117,104.00 15 \$63.45 \$5.076.00	\$56.85 \$4,548.00 \$118,248.00 16 \$64.08 \$5,126.40	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60	\$58.00 \$4,640.00 \$120,640.00 18 \$65.37 \$5,229.60	\$58.59 \$4,687.20 \$121,867.20 19 \$66.02 \$5,281.60	\$59.17 \$4,733.60 \$123,073.60 20 \$66.69 \$5,335.20	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5.388.00	\$60.35 \$4,828.00 \$125,528.00 22 \$68.01 \$5,440.80	\$60.97 \$4,877.60 \$126,817.60 23 \$68.70 \$5,496.00	\$61.57 \$4,925.60 \$128,065.60 24 \$69.39 \$5.551.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.19 \$4,415.20 \$114,795.20 13 \$62.20 \$4,976.00 \$129,376.00	\$55.73 \$4,458.40 \$115,918.40 14 \$62.81 \$5.024.80 \$130,644.80	\$56.30 \$4,504.00 \$117,104.00 15 \$63.45 \$5.076.00 \$131,976.00	\$56.85 \$4,548.00 \$118,248.00 16 \$64.08 \$5,126.40 \$133,286.40	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60 \$134,617.60	\$58.00 \$4,640.00 \$120,640.00 18 \$65.37 \$5,229.60 \$135.969.60	\$58.59 \$4,687.20 \$121.867.20 \$19 \$66.02 \$5,281.60 \$137.321.60	\$59.17 \$4,733.60 \$123,073.60 20 \$66.69 \$5,335.20 \$138,715.20	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5,388.00 \$140,088.00	\$60.35 \$4,828.00 \$125,528.00 22 \$68.01 \$5,440.80 \$141,460.80	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00	\$61.57 \$4,925.60 \$128,065.60 24 \$69.39 \$5.551.20 \$144,331.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$55.19 \$4,415.20 \$114,795.20 13 \$62.20 \$4,976.00 \$129,376.00	\$55.73 \$4,458.40 \$115,918.40 14 \$62.81 \$5,024.80 \$130,644.80	\$56.30 \$4,504.00 \$117.104.00 15 \$63.45 \$5.076.00 \$131.976.00	\$56.85 \$4,548.00 \$118.248.00 16 \$64.08 \$5.126.40 \$133.286.40 28 \$72.19	\$57.42 \$4,593.60 \$119.433.60 17 \$64.72 \$5.177.60 \$134,617.60 29 \$72.91	\$58.00 \$4,640.00 \$120.640.00 18 \$65.37 \$5,229.60 \$135,969.60 30 \$73.64	\$58.59 \$4,687.20 \$121.867.20 19 \$66.02 \$5,281.60 \$137,321.60	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5,335.20 \$138,715.20 32 \$75.14	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5,388.00 \$140,088.00 33 \$75.88	\$60.35 \$4,828.00 \$125.528.00 \$125.528.00 22 \$68.01 \$5,440.80 \$141,460.80	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144,331.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.19 \$4,415.20 \$114,795.20 13 \$62.20 \$4,976.00 \$129,376.00 25 \$70.06 \$5,604.80	\$55.73 \$4,458.40 \$115.918.40 14 \$62.81 \$5.024.80 \$130.644.80 26 \$70.76 \$5.660.80	\$56.30 \$4,504.00 \$117.104.00 15 \$63.45 \$5.076.00 \$131.976.00 27 \$71.50 \$5,720.00	\$56.85 \$4,548.00 \$118.248.00 16 \$64.08 \$5,126.40 \$133,286.40 28 \$72.19 \$5,775.20	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60 \$134,617.60 29 \$72.91 \$5,832.80	\$58.00 \$4,640.00 \$120.640.00 18 \$65.37 \$5,229.60 \$135.969.60 30 \$73.64 \$5,891.20	\$58.59 \$4,687.20 \$121.867.20 19 \$66.02 \$5,281.60 \$137,321.60 31 \$74.40 \$5,952.00	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5.335.20 \$138.715.20 32 \$75.14 \$6.011.20	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5,388.00 \$140.088.00 33 \$75.88 \$6.070.40	\$60.35 \$4,828.00 \$125.528.00 \$22 \$68.01 \$5,440.80 \$141.460.80 \$4 \$76.65 \$6,132.00	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00 35 \$77.41 \$6.192.80	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144.331.20 36 \$78.18 \$6.254.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$55.19 \$4,415.20 \$114,795.20 13 \$62.20 \$4,976.00 \$129,376.00	\$55.73 \$4,458.40 \$115,918.40 14 \$62.81 \$5,024.80 \$130,644.80	\$56.30 \$4,504.00 \$117.104.00 15 \$63.45 \$5.076.00 \$131.976.00	\$56.85 \$4,548.00 \$118.248.00 16 \$64.08 \$5.126.40 \$133.286.40 28 \$72.19	\$57.42 \$4,593.60 \$119.433.60 17 \$64.72 \$5.177.60 \$134,617.60 29 \$72.91	\$58.00 \$4,640.00 \$120.640.00 18 \$65.37 \$5,229.60 \$135,969.60 30 \$73.64	\$58.59 \$4,687.20 \$121.867.20 19 \$66.02 \$5,281.60 \$137,321.60	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5,335.20 \$138,715.20 32 \$75.14	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5,388.00 \$140,088.00 33 \$75.88	\$60.35 \$4,828.00 \$125.528.00 \$125.528.00 22 \$68.01 \$5,440.80 \$141,460.80	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144,331.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.19 \$4,415.20 \$114,795.20 13 \$62.20 \$4,976.00 \$129,376.00 25 \$70.06 \$5,604.80	\$55.73 \$4,458.40 \$115.918.40 14 \$62.81 \$5.024.80 \$130.644.80 26 \$70.76 \$5.660.80	\$56.30 \$4,504.00 \$117.104.00 15 \$63.45 \$5.076.00 \$131.976.00 27 \$71.50 \$5,720.00	\$56.85 \$4,548.00 \$118.248.00 16 \$64.08 \$5,126.40 \$133,286.40 28 \$72.19 \$5,775.20	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60 \$134,617.60 29 \$72.91 \$5,832.80	\$58.00 \$4,640.00 \$120.640.00 18 \$65.37 \$5,229.60 \$135.969.60 30 \$73.64 \$5,891.20	\$58.59 \$4,687.20 \$121.867.20 19 \$66.02 \$5,281.60 \$137,321.60 31 \$74.40 \$5,952.00	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5.335.20 \$138.715.20 32 \$75.14 \$6.011.20	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5,388.00 \$140.088.00 33 \$75.88 \$6.070.40	\$60.35 \$4,828.00 \$125.528.00 \$22 \$68.01 \$5,440.80 \$141.460.80 \$4 \$76.65 \$6,132.00	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00 35 \$77.41 \$6.192.80	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144.331.20 36 \$78.18 \$6.254.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.19 \$4,415.20 \$114,795.20 13 \$62.20 \$4,976.00 \$129,376.00 25 \$70.06 \$5,604.80 \$145,724.80	\$55.73 \$4,458.40 \$115.918.40 14 \$62.81 \$5.024.80 \$130.644.80 26 \$70.76 \$5.660.80 \$147,180.80	\$56.30 \$4,504.00 \$117.104.00 \$117.104.00 15 \$63.45 \$5.076.00 \$131.976.00 27 \$71.50 \$5,720.00 \$148,720.00	\$56.85 \$4,548.00 \$118.248.00 \$118.248.00 \$64.08 \$5.126.40 \$133.286.40 \$72.19 \$5,775.20 \$150,155.20	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60 \$134.617.60 29 \$72.91 \$5,832.80 \$151,652.80	\$58.00 \$4,640.00 \$120,640.00 18 \$65.37 \$5,229.60 \$135.969.60 30 \$73.64 \$5,891.20 \$153,171.20	\$58.59 \$4,687.20 \$121.867.20 19 \$66.02 \$5,281.60 \$137.321.60 31 \$74.40 \$5,952.00 \$154,752.00	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5.335.20 \$138.715.20 32 \$75.14 \$6.011.20 \$156.291.20	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5,388.00 \$140.088.00 33 \$75.88 \$6,070.40 \$157,830.40	\$60.35 \$4,828.00 \$125.528.00 \$125.528.00 \$22 \$68.01 \$5,440.80 \$141.460.80 \$4 \$76.65 \$6,132.00 \$159,432.00	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00 35 \$77.41 \$6.192.80 \$161.012.80	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144.331.20 36 \$78.18 \$6.254.40 \$162.614.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$55.19 \$4,415.20 \$114.795.20 13 \$62.20 \$4.976.00 \$129.376.00 25 \$70.06 \$5,604.80 \$145.724.80	\$55.73 \$4,458.40 \$115.918.40 14 \$62.81 \$5.024.80 \$130.644.80 26 \$70.76 \$5.660.80 \$147.180.80	\$56.30 \$4,504.00 \$117.104.00 \$117.104.00 15 \$63.45 \$5.076.00 \$131.976.00 27 \$71.50 \$5,720.00 \$148,720.00	\$56.85 \$4,548.00 \$118.248.00 16 \$64.08 \$5.126.40 \$133,286.40 28 \$72.19 \$5.775.20 \$150.155.20	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60 \$134,617.60 29 \$72.91 \$5,832.80 \$151,652.80	\$58.00 \$4,640.00 \$120,640.00 18 \$65.37 \$5,229.60 \$135,969.60 30 \$73.64 \$5,891.20 \$153,171.20	\$58.59 \$4,687.20 \$121,867.20 \$121,867.20 \$66.02 \$5,281.60 \$137,321.60 \$74.40 \$5,952.00 \$154,752.00	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5.335.20 \$138.715.20 32 \$75.14 \$6.011.20 \$156.291.20	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5.388.00 \$140.088.00 33 \$75.88 \$6.070.40 \$157.830.40	\$60.35 \$4,828.00 \$125.528.00 \$125.528.00 \$22 \$68.01 \$5,440.80 \$141,460.80 \$76.65 \$6,132.00 \$159,432.00 \$159,432.00	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00 35 \$77.41 \$6.192.80 \$161.012.80	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144.331.20 36 \$78.18 \$6.254.40 \$162.614.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.19 \$4,415.20 \$114.795.20 13 \$62.20 \$4.976.00 \$129.376.00 25 \$70.06 \$5,604.80 \$145,724.80	\$55.73 \$4,458.40 \$115.918.40 14 \$62.81 \$5.024.80 \$130.644.80 26 \$70.76 \$5.660.80 \$147.180.80	\$56.30 \$4,504.00 \$117.104.00 \$117.104.00 15 \$63.45 \$5.076.00 \$131.976.00 27 \$71.50 \$5,720.00 \$148,720.00	\$56.85 \$4,548.00 \$118.248.00 16 \$64.08 \$5.126.40 \$133.286.40 28 \$72.19 \$5.775.20 \$150.155.20	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60 \$134,617.60 29 \$72.91 \$5,832.80 \$151,652.80	\$58.00 \$4,640.00 \$120,640.00 18 \$65.37 \$5,229.60 \$135,969.60 30 \$73.64 \$5,891.20 \$153,171.20	\$58.59 \$4,687.20 \$121,867.20 \$121,867.20 \$66.02 \$5,281.60 \$137,321.60 \$14,40 \$5,952.00 \$154,752.00	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5.335.20 \$138.715.20 32 \$75.14 \$6.011.20 \$156.291.20	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5.388.00 \$140,088.00 33 \$75.88 \$6,070.40 \$157,830.40	\$60.35 \$4,828.00 \$125.528.00 \$22 \$68.01 \$5,440.80 \$141.460.80 \$76.65 \$6,132.00 \$159,432.00	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00 35 \$77.41 \$6.192.80 \$161.012.80	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144.331.20 36 \$78.18 \$6.254.40 \$162.614.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.19 \$4,415.20 \$114,795.20 \$114,795.20 \$62.20 \$4,976.00 \$129,376.00 \$5,604.80 \$145,724.80 \$78.97 \$6,317.60 \$164,257.60	\$55.73 \$4,458.40 \$115,918.40 14 \$62.81 \$5,024.80 \$130,644.80 26 \$70.76 \$5,660.80 \$147,180.80 38 \$79.76 \$6,380.80 \$165,900.80	\$56.30 \$4,504.00 \$117.104.00 \$117.104.00 \$131.976.00 \$131.976.00 \$71.50 \$5.720.00 \$148.720.00 \$148.720.00 \$148.720.00 \$148.720.00	\$56.85 \$4,548.00 \$118,248.00 \$118,248.00 \$64.08 \$5,126.40 \$133,286.40 \$72.19 \$5,775.20 \$150,155.20 \$40 \$81.34 \$6,507.20 \$169,187.20	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60 \$134,617.60 29 \$72.91 \$5,832.80 \$151,652.80 41 \$82.17 \$6,573.60 \$170,913.60	\$58.00 \$4,640.00 \$120,640.00 \$120,640.00 18 \$65.37 \$5,229.60 \$135,969.60 30 \$73.64 \$5,891.20 \$153,171.20 42 \$82.97 \$6.637.60 \$172,577.60	\$58.59 \$4,687.20 \$121,867.20 \$121,867.20 \$66.02 \$5,281.60 \$137,321.60 \$15,952.00 \$154,752.00 \$43 \$83.83 \$6,706.40 \$174,366.40	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5.335.20 \$138.715.20 32 \$75.14 \$6.011.20 \$156.291.20 44 \$84.65 \$6.772.00	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5,388.00 \$140.088.00 33 \$75.88 \$6,070.40 \$157,830.40 45 \$85.50 \$6,840.00	\$60.35 \$4,828.00 \$125.528.00 \$125.528.00 \$22 \$68.01 \$5,440.80 \$141,460.80 \$44 \$76.65 \$6.132.00 \$159,432.00 \$159,432.00	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00 35 \$77.41 \$6.192.80 \$161.012.80 47 \$87.24 \$6.979.20	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144.331.20 36 \$78.18 \$6,254.40 \$162.614.40 48 \$88.09 \$7.047.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$55.19 \$4,415.20 \$114,795.20 \$114,795.20 \$120,20 \$4,976.00 \$129,376.00 \$129,376.00 \$5,604.80 \$145,724.80 \$7 \$78.97 \$6,317.60 \$164,257.60	\$55.73 \$4,458.40 \$115,918.40 14 \$62.81 \$5,024.80 \$130,644.80 26 \$70.76 \$5,660.80 \$147,180.80 38 \$79.76 \$6,380.80 \$165,900.80	\$56.30 \$4,504.00 \$117.104.00 \$117.104.00 \$131.976.00 \$131.976.00 \$71.50 \$5,720.00 \$148.720.00 \$80.55 \$6.444.00 \$167.544.00	\$56.85 \$4,548.00 \$118,248.00 \$118,248.00 \$118,248.00 \$64.08 \$5,126.40 \$133,286.40 \$72.19 \$5,775.20 \$150,155.20 \$40 \$81.34 \$6,507.20 \$169,187.20	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60 \$134,617.60 29 \$72.91 \$5.832.80 \$151.652.80 41 \$82.17 \$6,573.60 \$170.913.60	\$58.00 \$4,640.00 \$120,640.00 \$120,640.00 18 \$65.37 \$5,229.60 \$135,969.60 \$73.64 \$5,891.20 \$153,171.20 42 \$82.97 \$6,637.60 \$172,577.60	\$58.59 \$4,687.20 \$121,867.20 \$121,867.20 \$66.02 \$5,281.60 \$137,321.60 \$137,321.60 \$154.752.00 \$154,752.00 \$154,752.00 \$174,366.40	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5.335.20 \$138.715.20 32 \$75.14 \$6.011.20 \$156.291.20 44 \$84.65 \$6.772.00	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5,388.00 \$140.088.00 33 \$75.88 \$6,070.40 \$157,830.40 45 \$85.50 \$6,840.00	\$60.35 \$4,828.00 \$125.528.00 \$125.528.00 \$22 \$68.01 \$5,440.80 \$141,460.80 \$44 \$76.65 \$6.132.00 \$159,432.00 \$159,432.00	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00 35 \$77.41 \$6.192.80 \$161.012.80 47 \$87.24 \$6.979.20	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144,331.20 36 \$78.18 \$6,254.40 \$162.614.40 48 \$88.09 \$7.047.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.19 \$4,415.20 \$114,795.20 \$114,795.20 \$62.20 \$4,976.00 \$129,376.00 \$5,604.80 \$145,724.80 \$78.97 \$6,317.60 \$164,257.60	\$55.73 \$4,458.40 \$115,918.40 14 \$62.81 \$5,024.80 \$130,644.80 26 \$70.76 \$5,660.80 \$147,180.80 38 \$79.76 \$6,380.80 \$165,900.80	\$56.30 \$4,504.00 \$117.104.00 \$117.104.00 \$131.976.00 \$131.976.00 \$71.50 \$5.720.00 \$148.720.00 \$148.720.00 \$148.720.00 \$148.720.00	\$56.85 \$4,548.00 \$118,248.00 \$118,248.00 \$64.08 \$5,126.40 \$133,286.40 \$72.19 \$5,775.20 \$150,155.20 \$40 \$81.34 \$6,507.20 \$169,187.20	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60 \$134,617.60 29 \$72.91 \$5,832.80 \$151,652.80 41 \$82.17 \$6,573.60 \$170,913.60	\$58.00 \$4,640.00 \$120,640.00 \$120,640.00 18 \$65.37 \$5,229.60 \$135,969.60 30 \$73.64 \$5,891.20 \$153,171.20 42 \$82.97 \$6.637.60 \$172,577.60	\$58.59 \$4,687.20 \$121,867.20 \$121,867.20 \$66.02 \$5,281.60 \$137,321.60 \$15,952.00 \$154,752.00 \$43 \$83.83 \$6,706.40 \$174,366.40	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5.335.20 \$138.715.20 32 \$75.14 \$6.011.20 \$156.291.20 44 \$84.65 \$6.772.00	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5,388.00 \$140.088.00 33 \$75.88 \$6,070.40 \$157,830.40 45 \$85.50 \$6,840.00	\$60.35 \$4,828.00 \$125.528.00 \$125.528.00 \$22 \$68.01 \$5,440.80 \$141,460.80 \$44 \$76.65 \$6.132.00 \$159,432.00 \$159,432.00	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00 35 \$77.41 \$6.192.80 \$161.012.80 47 \$87.24 \$6.979.20	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144,331.20 36 \$78.18 \$6,254.40 \$162.614.40 48 \$88.09 \$7.047.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$55.19 \$4,415.20 \$114,795.20 \$114,795.20 \$120,20 \$4,976.00 \$129,376.00 \$129,376.00 \$5,604.80 \$145,724.80 \$7 \$78.97 \$6,317.60 \$164,257.60	\$55.73 \$4,458.40 \$115,918.40 14 \$62.81 \$5,024.80 \$130,644.80 26 \$70.76 \$5,660.80 \$147,180.80 38 \$79.76 \$6,380.80 \$165,900.80	\$56.30 \$4,504.00 \$117.104.00 \$117.104.00 \$131.976.00 \$131.976.00 \$71.50 \$5,720.00 \$148.720.00 \$80.55 \$6.444.00 \$167.544.00	\$56.85 \$4,548.00 \$118,248.00 \$118,248.00 \$118,248.00 \$64.08 \$5,126.40 \$133,286.40 \$72.19 \$5,775.20 \$150,155.20 \$40 \$81.34 \$6,507.20 \$169,187.20	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60 \$134,617.60 29 \$72.91 \$5.832.80 \$151.652.80 41 \$82.17 \$6,573.60 \$170.913.60	\$58.00 \$4,640.00 \$120,640.00 \$120,640.00 18 \$65.37 \$5,229.60 \$135,969.60 \$73.64 \$5,891.20 \$153,171.20 42 \$82.97 \$6,637.60 \$172,577.60	\$58.59 \$4,687.20 \$121,867.20 \$121,867.20 \$66.02 \$5,281.60 \$137,321.60 \$137,321.60 \$154.752.00 \$154,752.00 \$154,752.00 \$174,366.40	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5.335.20 \$138.715.20 32 \$75.14 \$6.011.20 \$156.291.20 44 \$84.65 \$6.772.00	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5,388.00 \$140.088.00 33 \$75.88 \$6,070.40 \$157,830.40 45 \$85.50 \$6,840.00	\$60.35 \$4,828.00 \$125.528.00 \$125.528.00 \$22 \$68.01 \$5,440.80 \$141,460.80 \$44 \$76.65 \$6.132.00 \$159,432.00 \$159,432.00	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00 35 \$77.41 \$6.192.80 \$161.012.80 47 \$87.24 \$6.979.20	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144,331.20 36 \$78.18 \$6,254.40 \$162.614.40 48 \$88.09 \$7.047.20
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	\$55.19 \$4,415.20 \$114,795.20 \$114,795.20 \$114,795.20 \$4,976.00 \$129,376.00 \$129,376.00 \$5,604.80 \$145,724.80 \$7 \$78.97 \$6,317.60 \$164,257.60	\$55.73 \$4,458.40 \$115,918.40 14 \$62.81 \$5,024.80 \$130,644.80 26 \$70.76 \$5,660.80 \$147,180.80 38 \$79.76 \$6,380.80 \$165,900.80 50 \$89.86	\$56.30 \$4,504.00 \$117.104.00 \$117.104.00 \$117.104.00 \$131.976.00 \$131.976.00 \$71.50 \$5,720.00 \$148.720.00 \$148.720.00 \$167.544.00 \$167.544.00	\$56.85 \$4,548.00 \$118.248.00 \$118.248.00 \$118.248.00 \$64.08 \$5,126.40 \$133.286.40 \$72.19 \$5,775.20 \$150.155.20 \$40 \$81.34 \$6,507.20 \$169.187.20 \$169.187.20	\$57.42 \$4,593.60 \$119,433.60 17 \$64.72 \$5,177.60 \$134,617.60 29 \$72.91 \$5,832.80 \$151,652.80 41 \$82.17 \$6,573.60 \$170,913.60	\$58.00 \$4,640.00 \$120,640.00 \$120,640.00 18 \$65.37 \$5,229.60 \$135,969.60 30 \$73.64 \$5,891.20 \$153,171.20 42 \$82.97 \$6,637.60 \$172,577.60	\$58.59 \$4,687.20 \$121.867.20 \$121.867.20 \$66.02 \$5,281.60 \$137.321.60 \$31 \$74.40 \$5,952.00 \$154,752.00 \$43 \$83.83 \$6,706.40 \$174,366.40	\$59.17 \$4,733.60 \$123.073.60 20 \$66.69 \$5.335.20 \$138.715.20 32 \$75.14 \$6.011.20 \$156.291.20 44 \$84.65 \$6.772.00	\$59.74 \$4,779.20 \$124,259.20 21 \$67.35 \$5,388.00 \$140.088.00 33 \$75.88 \$6,070.40 \$157,830.40 45 \$85.50 \$6,840.00	\$60.35 \$4,828.00 \$125.528.00 \$125.528.00 \$22 \$68.01 \$5,440.80 \$141,460.80 \$44 \$76.65 \$6.132.00 \$159,432.00 \$159,432.00	\$60.97 \$4,877.60 \$126.817.60 23 \$68.70 \$5.496.00 \$142.896.00 35 \$77.41 \$6.192.80 \$161.012.80 47 \$87.24 \$6.979.20	\$61.57 \$4,925.60 \$128.065.60 24 \$69.39 \$5.551.20 \$144,331.20 36 \$78.18 \$6,254.40 \$162.614.40 48 \$88.09 \$7.047.20

(Non-bargaining unit)

NOME (34%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$14.15	\$14.28	\$14.43	\$14.57	\$14.71	\$14.87	\$15.01	\$15.15	\$15.30	\$15.46	\$15.61	\$15.78
Biweekl	y \$1,132.00	\$1,142.40	\$1,154.40	\$1,165.60	\$1,176.80	\$1,189.60	\$1,200.80	\$1,212.00	\$1,224.00	\$1,236.80	\$1,248.80	\$1,262.40
Annuall	y \$29,432.00	\$29,702.40	\$30,014.40	\$30,305.60	\$30,596.80	\$30,929.60	\$31,220.80	\$31,512.00	\$31,824.00	\$32,156.80	\$32,468.80	\$32,822.40
Chama												
Steps	13	14	15	16	17	18	19	. 20	21	. 22	23	24
Hourly	\$15.93	\$16.11	\$16.25	\$16.41	\$16.57	\$16.74	\$16.90	\$17.07	\$17.22	\$17.43	\$17.58	\$17.78
Biweekl		\$1,288.80	\$1,300.00	\$1,312.80	\$1,325.60	\$1,339.20	\$1,352.00	\$1,365.60	\$1,377.60	\$1,394.40	\$1,406.40	\$1,422.40
Annuall	y \$33,134.40	\$33,508.80	\$33,800.00	\$34,132.80	\$34,465.60	\$34,819.20	\$35,152.00	\$35,505.60	\$35,817.60	\$36,254.40	\$36,566.40	\$36,982.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$17.94	\$18.13	\$18.29	\$18.47	\$18.66	\$18.86	\$19.06	\$19.22	\$19.45	\$19.62	\$19.81	\$20.01
Biweekl		\$1,450.40	\$1,463.20	\$1,477.60	\$1,492.80	\$1,508.80	\$1,524.80	\$1,537.60	\$1,556.00	\$1,569.60	\$1,584.80	\$1,600.80
Annuall	y \$37,315.20	\$37,710.40	\$38,043.20	\$38,417.60	\$38,812.80	\$39,228.80	\$39,644.80	\$39,977.60	\$40,456.00	\$40,809.60	\$41,204.80	\$41,620.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$20.21	\$20.41	\$20.63	\$20.83	\$21.04	\$21.26	\$21.46	\$21.66	\$21.89	\$22.12	\$22.34	\$22.56
Biweekl	-	\$1,632.80	\$1,650.40	\$1,666.40	\$1,683.20	\$1,700.80	\$1,716.80	\$1,732.80	\$1,751.20	\$1,769.60	\$1,787.20	\$1,804.80
Annuall	y \$42,036.80	\$42,452.80	\$42,910.40	\$43,326.40	\$43,763.20	\$44,220.80	\$44,636.80	\$45,052.80	\$45,531.20	\$46,009.60	\$46,467.20	\$46,924.80
Steps	49	50	51	52	53	54	55					
	\$22.78	\$23.00	\$23.24	\$23.47		\$23.94						
Hourly Biweekl			\$23.24 \$1,859.20	\$23.47 \$1,877.60	\$23.71 \$1,896.80	\$23.94 \$1,915.20	\$24.20 \$1,936.00					
		\$1,840.00										
Annuall	y \$47,382.40	\$47,840.00	\$48,339.20	\$48,817.60	\$49,316.80	\$49,795.20	\$50,336.00					
. = 4												
Grade /2	<u>'</u>											
Grade 72		2	2	4	5	6	7	Q	9	10	11	12
Steps	1	2 \$16.11	3 \$16.25	4 \$16.41	5 \$16 57	6 \$16.74	7 \$16.90	8 \$17.07	9 \$17 22	10 \$17.43	11 \$17 58	12 \$17 78
Steps Hourly	1 \$15.93	\$16.11	\$16.25	\$16.41	\$16.57	\$16.74	\$16.90	\$17.07	\$17.22	\$17.43	\$17.58	\$17.78
Steps Hourly Biweekl	\$15.93 y \$1,274.40	\$16.11 \$1,288.80	\$16.25 \$1,300.00	\$16.41 \$1,312.80	\$16.57 \$1,325.60	\$16.74 \$1,339.20	\$16.90 \$1,352.00	\$17.07 \$1,365.60	\$17.22 \$1,377.60	\$17.43 \$1,394.40	\$17.58 \$1,406.40	\$17.78 \$1,422.40
Steps Hourly	\$15.93 y \$1,274.40	\$16.11	\$16.25	\$16.41	\$16.57	\$16.74	\$16.90	\$17.07	\$17.22	\$17.43	\$17.58	\$17.78
Steps Hourly Biweekl	\$15.93 y \$1,274.40	\$16.11 \$1,288.80	\$16.25 \$1,300.00	\$16.41 \$1,312.80	\$16.57 \$1,325.60	\$16.74 \$1,339.20	\$16.90 \$1,352.00	\$17.07 \$1,365.60	\$17.22 \$1,377.60	\$17.43 \$1,394.40	\$17.58 \$1,406.40	\$17.78 \$1,422.40
Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33.134.40	\$16.11 \$1,288.80 \$33,508.80	\$16.25 \$1,300.00 \$33,800.00	\$16.41 \$1,312.80 \$34,132.80	\$16.57 \$1,325.60 \$34,465.60	\$16.74 \$1,339.20 \$34,819.20	\$16.90 \$1,352.00 \$35,152.00	\$17.07 \$1,365.60 \$35,505.60	\$17.22 \$1,377.60 \$35,817.60	\$17.43 \$1,394.40 \$36,254.40	\$17.58 \$1,406.40 \$36,566.40	\$17.78 \$1,422.40 \$36.982.40
Steps Hourly Biweekl Annuall Steps	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94	\$16.11 \$1,288.80 \$33,508.80	\$16.25 \$1,300.00 \$33,800.00	\$16.41 \$1,312.80 \$34,132.80	\$16.57 \$1,325.60 \$34,465.60	\$16.74 \$1,339.20 \$34,819.20	\$16.90 \$1,352.00 \$35.152.00	\$17.07 \$1,365.60 \$35,505.60	\$17.22 \$1,377.60 \$35,817.60	\$17.43 \$1,394.40 \$36,254.40	\$17.58 \$1,406.40 \$36.566.40	\$17.78 \$1,422.40 \$36.982.40
Steps Hourly Biweekl Annuall Steps Hourly	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1,435.20	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29	\$16.41 \$1,312.80 \$34.132.80 16 \$18.47	\$16.57 \$1,325.60 \$34,465.60 17 \$18.66	\$16.74 \$1,339.20 \$34,819.20 18 \$18.86	\$16.90 \$1,352.00 \$35.152.00 19 \$19.06	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45	\$17.43 \$1,394.40 \$36.254.40 22 \$19.62	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1,435.20	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20	\$16.41 \$1,312.80 \$34.132.80 16 \$18.47 \$1,477.60	\$16.57 \$1,325.60 \$34,465.60 17 \$18.66 \$1,492.80	\$16.74 \$1,339.20 \$34,819.20 18 \$18.86 \$1,508.80	\$16.90 \$1,352.00 \$35.152.00 19 \$19.06 \$1,524.80	\$17.07 \$1,365.60 \$35,505.60 20 \$19.22 \$1,537.60	\$17.22 \$1,377.60 \$35,817.60 21 \$19.45 \$1,556.00	\$17.43 \$1,394.40 \$36.254.40 22 \$19.62 \$1.569.60	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80	\$17.78 \$1,422.40 \$36,982.40 24 \$20.01 \$1,600.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1.435.20 y \$37.315.20	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40 \$37,710.40	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20	\$16.41 \$1,312.80 \$34.132.80 16 \$18.47 \$1.477.60 \$38.417.60	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1.492.80 \$38.812.80	\$16.74 \$1,339.20 \$34,819.20 18 \$18.86 \$1,508.80 \$39,228.80	\$16.90 \$1,352.00 \$35.152.00 19 \$19.06 \$1.524.80 \$39.644.80	\$17.07 \$1,365.60 \$35,505.60 20 \$19.22 \$1,537.60 \$39,977.60	\$17.22 \$1,377.60 \$35,817.60 21 \$19.45 \$1,556.00 \$40,456.00	\$17.43 \$1,394.40 \$36.254.40 22 \$19.62 \$1.569.60 \$40.809.60	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80 \$41,204.80	\$17.78 \$1,422.40 \$36,982.40 24 \$20.01 \$1,600.80 \$41,620.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1.435.20 y \$37.315.20	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40 \$37,710.40	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20	\$16.41 \$1,312.80 \$34.132.80 16 \$18.47 \$1,477.60 \$38,417.60	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1,492.80 \$38,812.80	\$16.74 \$1,339.20 \$34,819.20 18 \$18.86 \$1,508.80 \$39,228.80	\$16.90 \$1,352.00 \$35.152.00 19 \$19.06 \$1,524.80 \$39,644.80	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39,977.60	\$17.22 \$1,377.60 \$35,817.60 21 \$19.45 \$1.556.00 \$40,456.00	\$17.43 \$1,394.40 \$36.254.40 22 \$19.62 \$1.569.60 \$40.809.60	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80 \$41,204.80	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01 \$1.600.80 \$41.620.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1,435.20 y \$37.315.20 25 \$20.21 y \$1,616.80	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40 \$37,710.40 26 \$20.41 \$1,632.80	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20 27 \$20.63 \$1,650.40	\$16.41 \$1,312.80 \$34.132.80 16 \$18.47 \$1.477.60 \$38.417.60 28 \$20.83 \$1,666.40	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1.492.80 \$38.812.80	\$16.74 \$1,339.20 \$34.819.20 18 \$18.86 \$1,508.80 \$39,228.80 30 \$21.26 \$1,700.80	\$16.90 \$1,352.00 \$35.152.00 \$19.06 \$1,524.80 \$39,644.80	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39.977.60 32 \$21.66 \$1,732.80	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40.456.00 33 \$21.89 \$1,751.20	\$17.43 \$1,394.40 \$36.254.40 22 \$19.62 \$1.569.60 \$40.809.60 34 \$22.12 \$1,769.60	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80 \$41,204.80 35 \$22.34 \$1,787.20	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01 \$1.600.80 \$41.620.80 36 \$22.56 \$1.804.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1,435.20 y \$37.315.20 25 \$20.21 y \$1,616.80	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40 \$37,710.40	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20 27 \$20.63	\$16.41 \$1,312.80 \$34.132.80 16 \$18.47 \$1.477.60 \$38.417.60	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1,492.80 \$38.812.80 29 \$21.04	\$16.74 \$1,339.20 \$34.819.20 18 \$18.86 \$1,508.80 \$39,228.80 30 \$21.26	\$16.90 \$1,352.00 \$35.152.00 19 \$19.06 \$1.524.80 \$39.644.80	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39,977.60	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40,456.00 33 \$21.89	\$17.43 \$1,394.40 \$36.254.40 22 \$19.62 \$1.569.60 \$40.809.60	\$17.58 \$1,406.40 \$36,566.40 23 \$19.81 \$1.584.80 \$41,204.80 35 \$22.34	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01 \$1,600.80 \$41,620.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1,435.20 y \$37.315.20 25 \$20.21 y \$1,616.80 y \$42,036.80	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40 \$37,710.40 26 \$20.41 \$1,632.80 \$42,452.80	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38.043.20 27 \$20.63 \$1,650.40 \$42,910.40	\$16.41 \$1,312.80 \$34.132.80 16 \$18.47 \$1.477.60 \$38.417.60 28 \$20.83 \$1.666.40 \$43.326.40	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1.492.80 \$38.812.80 29 \$21.04 \$1,683.20 \$43.763.20	\$16.74 \$1,339.20 \$34.819.20 18 \$18.86 \$1,508.80 \$39,228.80 30 \$21.26 \$1,700.80 \$44.220.80	\$16.90 \$1,352.00 \$35.152.00 \$35.152.00 19 \$19.06 \$1.524.80 \$39.644.80 31 \$21.46 \$1,716.80 \$44.636.80	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39.977.60 32 \$21.66 \$1.732.80 \$45.052.80	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40.456.00 33 \$21.89 \$1,751.20 \$45.531.20	\$17.43 \$1,394.40 \$36,254.40 22 \$19.62 \$1.569.60 \$40.809.60 34 \$22.12 \$1,769.60 \$46,009.60	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80 \$41,204.80 35 \$22.34 \$1,787.20 \$46,467.20	\$17.78 \$1,422.40 \$36,982.40 24 \$20.01 \$1,600.80 \$41,620.80 36 \$22.56 \$1,804.80 \$46,924.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1,435.20 y \$37,315.20 25 \$20.21 y \$1.616.80 y \$42,036.80	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40 \$37,710.40 26 \$20.41 \$1,632.80 \$42,452.80	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20 27 \$20.63 \$1,650.40 \$42,910.40	\$16.41 \$1,312.80 \$34.132.80 16 \$18.47 \$1.477.60 \$38.417.60 28 \$20.83 \$1.666.40 \$43.326.40	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1.492.80 \$38.812.80 29 \$21.04 \$1,683.20 \$43,763.20	\$16.74 \$1,339.20 \$34.819.20 18 \$18.86 \$1,508.80 \$39,228.80 30 \$21.26 \$1,700.80 \$44,220.80	\$16.90 \$1,352.00 \$35.152.00 \$19.06 \$1,524.80 \$39.644.80 \$1,716.80 \$44.636.80	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39.977.60 32 \$21.66 \$1,732.80 \$45,052.80	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40.456.00 33 \$21.89 \$1.751.20 \$45.531.20	\$17.43 \$1,394.40 \$36.254.40 22 \$19.62 \$1.569.60 \$40.809.60 34 \$22.12 \$1.769.60 \$46.009.60	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80 \$41.204.80 35 \$22.34 \$1.787.20 \$46.467.20	\$17.78 \$1,422.40 \$36,982.40 24 \$20.01 \$1,600.80 \$41,620.80 36 \$22.56 \$1,804.80 \$46,924.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1,435.20 y \$37.315.20 25 \$20.21 y \$1.616.80 y \$42.036.80	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40 \$37,710.40 26 \$20.41 \$1,632.80 \$42,452.80 38 \$23.00	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20 27 \$20.63 \$1,650.40 \$42,910.40	\$16.41 \$1,312.80 \$34.132.80 16 \$18.47 \$1.477.60 \$38.417.60 28 \$20.83 \$1,666.40 \$43.326.40	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1.492.80 \$38.812.80 29 \$21.04 \$1,683.20 \$43,763.20	\$16.74 \$1,339.20 \$34.819.20 18 \$18.86 \$1.508.80 \$39.228.80 30 \$21.26 \$1,700.80 \$44,220.80	\$16.90 \$1,352.00 \$35.152.00 \$19.06 \$1.524.80 \$39.644.80 \$1.716.80 \$44.636.80	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39.977.60 32 \$21.66 \$1.732.80 \$45.052.80	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40.456.00 33 \$21.89 \$1.751.20 \$45,531.20	\$17.43 \$1,394.40 \$36,254.40 22 \$19.62 \$1.569.60 \$40.809.60 34 \$22.12 \$1.769.60 \$46,009.60	\$17.58 \$1,406.40 \$36,566.40 23 \$19.81 \$1.584.80 \$41,204.80 35 \$22.34 \$1,787.20 \$46,467.20	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01 \$1.600.80 \$41.620.80 36 \$22.56 \$1.804.80 \$46.924.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1,435.20 y \$37.315.20 25 \$20.21 y \$1.616.80 y \$42.036.80 37 \$22.78 y \$1,822.40	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40 \$37,710.40 26 \$20.41 \$1,632.80 \$42,452.80 38 \$23.00 \$1,840.00	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20 27 \$20.63 \$1,650.40 \$42,910.40 39 \$23.24 \$1,859.20	\$16.41 \$1,312.80 \$34.132.80 16 \$18.47 \$1.477.60 \$38.417.60 28 \$20.83 \$1.666.40 \$43.326.40 40 \$23.47 \$1.877.60	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1.492.80 \$38.812.80 29 \$21.04 \$1,683.20 \$43,763.20 41 \$23.71 \$1.896.80	\$16.74 \$1,339.20 \$34.819.20 18 \$18.86 \$1.508.80 \$39.228.80 30 \$21.26 \$1.700.80 \$44.220.80 42 \$23.94 \$1.915.20	\$16.90 \$1,352.00 \$35.152.00 \$35.152.00 \$19.06 \$1.524.80 \$39.644.80 \$1.716.80 \$44.636.80 \$44.636.80	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39.977.60 32 \$21.66 \$1.732.80 \$45.052.80 44 \$24.42 \$1,953.60	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40.456.00 33 \$21.89 \$1.751.20 \$45.531.20 45 \$24.65 \$1,972.00	\$17.43 \$1,394.40 \$36,254.40 22 \$19.62 \$1,569.60 \$40.809.60 34 \$22.12 \$1,769.60 \$46.009.60 46 \$24.91 \$1,992.80	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80 \$41.204.80 35 \$22.34 \$1.787.20 \$46,467.20 47 \$25.16 \$2,012.80	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01 \$1.600.80 \$41.620.80 36 \$22.56 \$1,804.80 \$46.924.80 48 \$25.41 \$2.032.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1,435.20 y \$37.315.20 25 \$20.21 y \$1.616.80 y \$42.036.80 37 \$22.78 y \$1,822.40	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40 \$37,710.40 26 \$20.41 \$1,632.80 \$42,452.80 38 \$23.00	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20 27 \$20.63 \$1,650.40 \$42,910.40	\$16.41 \$1,312.80 \$34.132.80 16 \$18.47 \$1.477.60 \$38.417.60 28 \$20.83 \$1,666.40 \$43.326.40	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1.492.80 \$38.812.80 29 \$21.04 \$1,683.20 \$43,763.20	\$16.74 \$1,339.20 \$34.819.20 18 \$18.86 \$1.508.80 \$39.228.80 30 \$21.26 \$1,700.80 \$44,220.80	\$16.90 \$1,352.00 \$35.152.00 \$19.06 \$1.524.80 \$39.644.80 \$1.716.80 \$44.636.80	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39.977.60 32 \$21.66 \$1.732.80 \$45.052.80	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40.456.00 33 \$21.89 \$1.751.20 \$45,531.20	\$17.43 \$1,394.40 \$36,254.40 22 \$19.62 \$1.569.60 \$40.809.60 34 \$22.12 \$1.769.60 \$46,009.60	\$17.58 \$1,406.40 \$36,566.40 23 \$19.81 \$1.584.80 \$41,204.80 35 \$22.34 \$1,787.20 \$46,467.20	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01 \$1.600.80 \$41.620.80 36 \$22.56 \$1.804.80 \$46.924.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1.435.20 y \$37.315.20 25 \$20.21 y \$1.616.80 y \$42.036.80 37 \$22.78 y \$1.822.40 y \$47.382.40	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1.450.40 \$37,710.40 26 \$20.41 \$1,632.80 \$42,452.80 38 \$23.00 \$1,840.00 \$47,840.00	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20 27 \$20.63 \$1,650.40 \$42,910.40 39 \$23.24 \$1,859.20 \$48,339.20	\$16.41 \$1,312.80 \$34.132.80 \$14.75 \$1.477.60 \$38.417.60 \$28 \$20.83 \$1.666.40 \$43.326.40 \$43.326.40 \$43.326.40	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1,492.80 \$38.812.80 29 \$21.04 \$1,683.20 \$43.763.20 41 \$23.71 \$1,896.80 \$49,316.80	\$16.74 \$1,339.20 \$34,819.20 \$18.86 \$1,508.80 \$39,228.80 \$21.26 \$1,700.80 \$44,220.80 \$44,220.80	\$16.90 \$1,352.00 \$35.152.00 \$35.152.00 \$19.06 \$1,524.80 \$39.644.80 \$21.46 \$1,716.80 \$44,636.80 \$44,636.80	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39.977.60 32 \$21.66 \$1.732.80 \$45.052.80 44 \$24.42 \$1,953.60	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40.456.00 33 \$21.89 \$1.751.20 \$45.531.20 45 \$24.65 \$1,972.00	\$17.43 \$1,394.40 \$36,254.40 22 \$19.62 \$1,569.60 \$40.809.60 34 \$22.12 \$1,769.60 \$46.009.60 46 \$24.91 \$1,992.80	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80 \$41.204.80 35 \$22.34 \$1.787.20 \$46,467.20 47 \$25.16 \$2,012.80	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01 \$1.600.80 \$41.620.80 36 \$22.56 \$1.804.80 \$46.924.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Steps Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33.134.40 13 \$17.94 y \$1.435.20 y \$37.315.20 25 \$20.21 y \$1.616.80 y \$42.036.80 37 \$22.78 y \$1.822.40 y \$47.382.40	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40 \$37,710.40 26 \$20.41 \$1,632.80 \$42,452.80 38 \$23.00 \$1,840.00 \$47,840.00	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20 27 \$20.63 \$1,650.40 \$42,910.40 39 \$23.24 \$1,859.20 \$48,339.20	\$16.41 \$1,312.80 \$34.132.80 \$14.132.80 \$18.47 \$1.477.60 \$38.417.60 \$20.83 \$1.666.40 \$43.326.40 \$43.326.40 \$43.326.40	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1.492.80 \$38.812.80 29 \$21.04 \$1,683.20 \$43,763.20 41 \$23.71 \$1,896.80 \$49,316.80	\$16.74 \$1,339.20 \$34.819.20 \$18.86 \$1.508.80 \$39.228.80 \$0 \$21.26 \$1.700.80 \$44.220.80 \$44,220.80 \$44,220.80	\$16.90 \$1,352.00 \$35.152.00 \$35.152.00 \$19.06 \$1.524.80 \$39.644.80 \$31 \$21.46 \$1.716.80 \$44.636.80 \$44.636.80 \$24.20 \$1.936.00 \$50.336.00	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39.977.60 32 \$21.66 \$1.732.80 \$45.052.80 44 \$24.42 \$1,953.60	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40.456.00 33 \$21.89 \$1.751.20 \$45.531.20 45 \$24.65 \$1,972.00	\$17.43 \$1,394.40 \$36,254.40 22 \$19.62 \$1,569.60 \$40.809.60 34 \$22.12 \$1,769.60 \$46.009.60 46 \$24.91 \$1,992.80	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80 \$41.204.80 35 \$22.34 \$1.787.20 \$46,467.20 47 \$25.16 \$2,012.80	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01 \$1.600.80 \$41.620.80 36 \$22.56 \$1.804.80 \$46.924.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33,134.40 13 \$17.94 y \$1.435.20 y \$37.315.20 25 \$20.21 y \$1.616.80 y \$42.036.80 37 \$22.78 y \$1,822.40 y \$47.382.40 49 \$25.67	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1.450.40 \$37,710.40 26 \$20.41 \$1.632.80 \$42.452.80 38 \$23.00 \$1.840.00 \$47.840.00	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20 27 \$20.63 \$1,650.40 \$42,910.40 39 \$23.24 \$1,859.20 \$48,339.20	\$16.41 \$1,312.80 \$34.132.80 \$14.132.80 \$18.47 \$1.477.60 \$38.417.60 \$20.83 \$1.666.40 \$43.326.40 \$43.326.40 \$43.326.40 \$43.326.40	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1.492.80 \$38.812.80 29 \$21.04 \$1,683.20 \$43,763.20 41 \$23.71 \$1,896.80 \$49,316.80 53 \$26.69	\$16.74 \$1,339.20 \$34.819.20 \$18.86 \$1.508.80 \$39.228.80 \$21.26 \$1.700.80 \$44.220.80 \$44,220.80 \$44,220.80 \$45.915.20 \$49.795.20	\$16.90 \$1,352.00 \$35.152.00 \$35.152.00 \$19.06 \$1.524.80 \$39.644.80 \$31 \$21.46 \$1.716.80 \$44.636.80 \$42.20 \$1,936.00 \$50.336.00	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39.977.60 32 \$21.66 \$1.732.80 \$45.052.80 44 \$24.42 \$1,953.60	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40.456.00 33 \$21.89 \$1.751.20 \$45.531.20 45 \$24.65 \$1,972.00	\$17.43 \$1,394.40 \$36,254.40 22 \$19.62 \$1,569.60 \$40.809.60 34 \$22.12 \$1,769.60 \$46.009.60 46 \$24.91 \$1,992.80	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80 \$41.204.80 35 \$22.34 \$1.787.20 \$46,467.20 47 \$25.16 \$2,012.80	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01 \$1.600.80 \$41.620.80 36 \$22.56 \$1.804.80 \$46.924.80
Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33,134.40 13 \$17.94 y \$1,435.20 y \$37,315.20 25 \$20.21 y \$1,616.80 y \$42,036.80 37 \$22.78 y \$1,822.40 y \$47,382.40 49 \$25.67 y \$2,053.60	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1,450.40 \$37,710.40 26 \$20.41 \$1,632.80 \$42,452.80 38 \$23.00 \$1,840.00 \$47,840.00 \$47,840.00	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20 27 \$20.63 \$1,650.40 \$42,910.40 39 \$23,24 \$1,859.20 \$48,339.20 51 \$26.19 \$2.095.20	\$16.41 \$1,312.80 \$34.132.80 \$34.132.80 16 \$18.47 \$1.477.60 \$38,417.60 28 \$20.83 \$1.666.40 \$43.326.40 40 \$23.47 \$1.877.60 \$48.817.60 52 \$2.45 \$2.116.00	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1,492.80 \$38.812.80 29 \$21.04 \$1,683.20 \$43,763.20 41 \$23.71 \$1,896.80 \$49,316.80 53 \$26.69 \$2,135.20	\$16.74 \$1,339.20 \$34.819.20 18 \$18.86 \$1,508.80 \$39.228.80 30 \$21.26 \$1,700.80 \$44,220.80 42 \$23.94 \$1,915.20 \$49.795.20 54 \$26.99 \$2,159.20	\$16.90 \$1,352.00 \$35.152.00 \$35.152.00 \$19.06 \$1,524.80 \$39.644.80 \$1,716.80 \$44.636.80 \$44.636.80 \$24.20 \$1,936.00 \$50.336.00 \$50.336.00	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39.977.60 32 \$21.66 \$1.732.80 \$45.052.80 44 \$24.42 \$1,953.60	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40.456.00 33 \$21.89 \$1.751.20 \$45.531.20 45 \$24.65 \$1,972.00	\$17.43 \$1,394.40 \$36,254.40 22 \$19.62 \$1,569.60 \$40.809.60 34 \$22.12 \$1,769.60 \$46.009.60 46 \$24.91 \$1,992.80	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80 \$41.204.80 35 \$22.34 \$1.787.20 \$46,467.20 47 \$25.16 \$2,012.80	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01 \$1.600.80 \$41.620.80 36 \$22.56 \$1.804.80 \$46.924.80
Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Biweekl Annuall Steps Hourly Steps Hourly Biweekl Annuall	1 \$15.93 y \$1,274.40 y \$33,134.40 13 \$17.94 y \$1,435.20 y \$37,315.20 25 \$20.21 y \$1,616.80 y \$42,036.80 37 \$22.78 y \$1,822.40 y \$47,382.40 49 \$25.67 y \$2,053.60	\$16.11 \$1,288.80 \$33,508.80 14 \$18.13 \$1.450.40 \$37,710.40 26 \$20.41 \$1.632.80 \$42.452.80 38 \$23.00 \$1.840.00 \$47.840.00	\$16.25 \$1,300.00 \$33,800.00 15 \$18.29 \$1,463.20 \$38,043.20 27 \$20.63 \$1,650.40 \$42,910.40 39 \$23.24 \$1,859.20 \$48,339.20	\$16.41 \$1,312.80 \$34.132.80 \$14.132.80 \$18.47 \$1.477.60 \$38.417.60 \$20.83 \$1.666.40 \$43.326.40 \$43.326.40 \$43.326.40 \$43.326.40	\$16.57 \$1,325.60 \$34.465.60 17 \$18.66 \$1.492.80 \$38.812.80 29 \$21.04 \$1,683.20 \$43,763.20 41 \$23.71 \$1,896.80 \$49,316.80 53 \$26.69	\$16.74 \$1,339.20 \$34.819.20 \$18.86 \$1.508.80 \$39.228.80 \$21.26 \$1.700.80 \$44.220.80 \$44,220.80 \$44,220.80 \$45.915.20 \$49.795.20	\$16.90 \$1,352.00 \$35.152.00 \$35.152.00 \$19.06 \$1.524.80 \$39.644.80 \$31 \$21.46 \$1.716.80 \$44.636.80 \$42.20 \$1,936.00 \$50.336.00	\$17.07 \$1,365.60 \$35.505.60 20 \$19.22 \$1.537.60 \$39.977.60 32 \$21.66 \$1.732.80 \$45.052.80 44 \$24.42 \$1,953.60	\$17.22 \$1,377.60 \$35.817.60 21 \$19.45 \$1.556.00 \$40.456.00 33 \$21.89 \$1.751.20 \$45.531.20 45 \$24.65 \$1,972.00	\$17.43 \$1,394.40 \$36,254.40 22 \$19.62 \$1,569.60 \$40.809.60 34 \$22.12 \$1,769.60 \$46.009.60 46 \$24.91 \$1,992.80	\$17.58 \$1,406.40 \$36.566.40 23 \$19.81 \$1.584.80 \$41.204.80 35 \$22.34 \$1.787.20 \$46,467.20 47 \$25.16 \$2,012.80	\$17.78 \$1,422.40 \$36.982.40 24 \$20.01 \$1.600.80 \$41.620.80 36 \$22.56 \$1.804.80 \$46.924.80

(Non-bargaining unit)

Grade	73
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$17.94	\$18.13	\$18.29	\$18.47	\$18.66	\$18.86	\$19.06	\$19.22	\$19.45	\$19.62	\$19.81	\$20.01
Biweekly	\$1,435.20	\$1,450.40	\$1,463.20	\$1,477.60	\$1,492.80	\$1,508.80	\$1,524.80	\$1,537.60	\$1,556.00	\$1,569.60	\$1,584.80	\$1,600.80
Annually	\$37,315.20	\$37,710.40	\$38,043.20	\$38,417.60	\$38,812.80	\$39,228.80	\$39,644.80	\$39,977.60	\$40,456.00	\$40,809.60	\$41,204.80	\$41,620.80
Chama												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$20.21	\$20.41	\$20.63	\$20.83	\$21.04	\$21.26	\$21.46	\$21.66	\$21.89	\$22.12	\$22.34	\$22.56
Biweekly	\$1,616.80	\$1,632.80	\$1,650.40	\$1,666.40	\$1,683.20	\$1,700.80	\$1,716.80	\$1,732.80	\$1,751.20	\$1,769.60	\$1,787.20	\$1,804.80
Annually	\$42,036.80	\$42,452.80	\$42,910.40	\$43,326.40	\$43,763.20	\$44,220.80	\$44,636.80	\$45,052.80	\$45,531.20	\$46,009.60	\$46,467.20	\$46,924.80
Steps												
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$22.78	\$23.00	\$23.24	\$23.47	\$23.71	\$23.94	\$24.20	\$24.42	\$24.65	\$24.91	\$25.16	\$25.41
Biweekly	\$1,822.40	\$1,840.00	\$1,859.20	\$1,877.60	\$1,896.80	\$1,915.20	\$1,936.00	\$1,953.60	\$1,972.00	\$1,992.80	\$2,012.80	\$2,032.80
Annually	\$47,382.40	\$47,840.00	\$48,339.20	\$48,817.60	\$49,316.80	\$49,795.20	\$50,336.00	\$50,793.60	\$51,272.00	\$51,812.80	\$52,332.80	\$52,852.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$25.67	\$25.92	\$26.19	\$26.45	\$26.69	\$26.99	\$27.24	\$27.53	\$27.79	\$28.07	\$28.35	\$28.64
Biweekly	\$2,053.60	\$2,073.60	\$2,095.20	\$2,116.00	\$2,135.20	\$2,159.20	\$2,179.20	\$2,202.40	\$2,223.20	\$2,245.60	\$2,268.00	\$2,291.20
Annually	\$53,393.60	\$53,913.60	\$54,475.20	\$55,016.00	\$55,515.20	\$56,139.20	\$56,659.20	\$57,262.40	\$57,803.20	\$58,385.60	\$58,968.00	\$59,571.20
	\$30,030.00	455,515.00	45 1, 17 5125	\$55,010.00	\$33,313.20	\$30,103.20	\$30,033.20	\$57,202.10	\$57,000.20	\$30,000.00	\$30,300.00	\$55,57 <u>1.2</u> 5
Steps	49	50	51	52	53	54	55					
Hourly	\$28.94	\$29.22	\$29.50	\$29.79	\$30.09	\$30.40	\$30.70					
Biweekly	\$2,315.20	\$2,337.60	\$2,360.00	\$2,383.20	\$2,407.20	\$2,432.00	\$2,456.00					
Annually	\$60,195.20	\$60,777.60	\$61,360.00	\$61,963.20	\$62,587.20	\$63,232.00	\$63,856.00					
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$20.21	\$20.41	\$20.63	\$20.83	\$21.04	\$21.26	\$21.46	\$21.66	\$21.89	\$22.12	\$22.34	\$22.56
Biweekly	\$1,616.80	\$1,632.80	\$1,650.40	\$1,666.40	\$1,683.20	\$1,700.80	\$1,716.80	\$1,732.80	\$1,751.20	\$1,769.60	\$1,787.20	\$1,804.80
Annually	\$42,036.80	\$42,452.80	\$42,910.40	\$43,326.40	\$43,763.20	\$44,220.80	\$44,636.80	\$45,052.80	\$45,531.20	\$46,009.60	\$46,467.20	\$46,924.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$22.78	\$23.00	\$23.24	\$23.47	\$23.71	\$23.94	\$24.20	\$24.42	\$24.65	\$24.91	\$25.16	\$25.41
Biweekly	\$1,822.40	\$1,840.00	\$1,859.20	\$1,877.60	\$1,896.80	\$1,915.20	\$1,936.00	\$1,953.60	\$1,972.00	\$1,992.80	\$2,012.80	\$2,032.80
Annually	\$47,382.40	\$47,840.00	\$48,339.20	\$48,817.60	\$49,316.80	\$49,795.20	\$50,336.00	\$50,793.60	\$51,272.00	\$51,812.80	\$52,332.80	\$52,852.80
7 iiii dan y	347,302.40	347,040.00	J-10,333.20	340,017.00	343,310.00	3-3,733.20	\$30,330.00	\$30,733.00	331,272.00	331,012.00	332,332.00	332,032.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$25.67	\$25.92	\$26.19	\$26.45	\$26.69	\$26.99	\$27.24	\$27.53	\$27.79	\$28.07	\$28.35	\$28.64
Biweekly	\$2,053.60	\$2,073.60	\$2,095.20	\$2,116.00	\$2,135.20	\$2,159.20	\$2,179.20	\$2,202.40	\$2,223.20	\$2,245.60	\$2,268.00	\$2,291.20
Annually	\$53,393.60	\$53,913.60	\$54,475.20	\$55,016.00	\$55,515.20	\$56,139.20	\$56,659.20	\$57,262.40	\$57,803.20	\$58,385.60	\$58,968.00	\$59,571.20
-												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$28.94	\$29.22	\$29.50	\$29.79	\$30.09	\$30.40	\$30.70	\$31.01	\$31.31	\$31.65	\$31.94	\$32.28
Biweekly	\$2,315.20	\$2,337.60	\$2,360.00	\$2,383.20	\$2,407.20	\$2,432.00	\$2,456.00	\$2,480.80	\$2,504.80	\$2,532.00	\$2,555.20	\$2,582.40
Annually	\$60,195.20	\$60,777.60	\$61,360.00	\$61,963.20	\$62,587.20	\$63,232.00	\$63,856.00	\$64,500.80	\$65,124.80	\$65,832.00	\$66,435.20	\$67,142.40
Steps	49	50	51	52	53	54	55					
Hourly	\$32.58	\$32.92	\$33.25	\$33.59	\$33.92	\$34.25	\$34.58					
Biweekly	\$2,606.40	\$2,633.60	\$2,660.00	\$2,687.20	\$2,713.60	\$2,740.00	\$2,766.40					
Annually	\$67,766.40	\$68,473.60	\$69,160.00	\$69,867.20	\$70,553.60	\$71,240.00	\$71,926.40					

(Non-bargaining unit)

Grade	75
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$22.78	\$23.00	\$23.24	\$23.47	\$23.71	\$23.94	\$24.20	\$24.42	\$24.65	\$24.91	\$25.16	\$25.41
Biweekly	\$1,822.40	\$1,840.00	\$1,859.20	\$1,877.60	\$1,896.80	\$1,915.20	\$1,936.00	\$1,953.60	\$1,972.00	\$1,992.80	\$2,012.80	\$2,032.80
-												
Annually	\$47,382.40	\$47,840.00	\$48,339.20	\$48,817.60	\$49,316.80	\$49,795.20	\$50,336.00	\$50,793.60	\$51,272.00	\$51,812.80	\$52,332.80	\$52,852.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$25.67	\$25.92	\$26.19	\$26.45	\$26.69	\$26.99	\$27.24	\$27.53	\$27.79	\$28.07	\$28.35	\$28.64
												\$2,291.20
Biweekly	\$2,053.60	\$2,073.60	\$2,095.20	\$2,116.00	\$2,135.20	\$2,159.20	\$2,179.20	\$2,202.40	\$2,223.20	\$2,245.60	\$2,268.00	
Annually	\$53,393.60	\$53,913.60	\$54,475.20	\$55,016.00	\$55,515.20	\$56,139.20	\$56,659.20	\$57,262.40	\$57,803.20	\$58,385.60	\$58,968.00	\$59,571.20
_												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$28.94	\$29.22	\$29.50	\$29.79	\$30.09	\$30.40	\$30.70	\$31.01	\$31.31	\$31.65	\$31.94	\$32.28
Biweekly	\$2,315.20	\$2,337.60	\$2,360.00	\$2,383.20	\$2,407.20	\$2,432.00	\$2,456.00	\$2,480.80	\$2,504.80	\$2,532.00	\$2,555.20	\$2,582.40
Annually	\$60,195.20	\$60,777.60	\$61,360.00	\$61,963.20	\$62,587.20	\$63,232.00	\$63,856.00	\$64,500.80	\$65,124.80	\$65,832.00	\$66,435.20	\$67,142.40
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$32.58	\$32.92	\$33.25	\$33.59	\$33.92	\$34.25	\$34.58	\$34.94	\$35.29	\$35.65	\$35.98	\$36.36
												\$2,908.80
Biweekly	\$2,606.40	\$2,633.60	\$2,660.00	\$2,687.20	\$2,713.60	\$2,740.00	\$2,766.40	\$2,795.20	\$2,823.20	\$2,852.00	\$2,878.40	
Annually	\$67,766.40	\$68,473.60	\$69,160.00	\$69,867.20	\$70,553.60	\$71,240.00	\$71,926.40	\$72,675.20	\$73,403.20	\$74,152.00	\$74,838.40	\$75,628.80
Steps	40		F4									
•	49	50	51	52	53	54	55					
Hourly	\$36.70	\$37.08	\$37.46	\$37.81	\$38.20	\$38.59	\$38.97					
Biweekly	\$2,936.00	\$2,966.40	\$2,996.80	\$3,024.80	\$3,056.00	\$3,087.20	\$3,117.60					
Annually	\$76,336.00	\$77,126.40	\$77,916.80	\$78,644.80	\$79,456.00	\$80,267.20	\$81,057.60					
•												
Grade 76												
Grade 70												
	1	2	3	Δ	5	6	7	Q	q	10	11	12
Steps	1 \$25.67	2	3	4	5	6	7	8 \$27.52	9	10 \$28.07	11 \$29.25	12 \$28.64
Steps Hourly	\$25.67	\$25.92	\$26.19	\$26.45	\$26.69	\$26.99	\$27.24	\$27.53	\$27.79	\$28.07	\$28.35	\$28.64
Steps Hourly Biweekly	\$25.67 \$2,053.60	\$25.92 \$2,073.60	\$26.19 \$2,095.20	\$26.45 \$2,116.00	\$26.69 \$2,135.20	\$26.99 \$2,159.20	\$27.24 \$2,179.20	\$27.53 \$2,202.40	\$27.79 \$2,223.20	\$28.07 \$2,245.60	\$28.35 \$2,268.00	\$28.64 \$2,291.20
Steps Hourly	\$25.67	\$25.92	\$26.19	\$26.45	\$26.69	\$26.99	\$27.24	\$27.53	\$27.79	\$28.07	\$28.35	\$28.64
Steps Hourly Biweekly Annually	\$25.67 \$2,053.60 \$53,393.60	\$25.92 \$2,073.60 \$53,913.60	\$26.19 \$2,095.20 \$54,475.20	\$26.45 \$2,116.00 \$55,016.00	\$26.69 \$2,135.20 \$55,515.20	\$26.99 \$2,159.20 \$56,139.20	\$27.24 \$2,179.20 \$56,659.20	\$27.53 \$2,202.40 \$57,262.40	\$27.79 \$2,223.20 \$57,803.20	\$28.07 \$2,245.60 \$58,385.60	\$28.35 \$2,268.00 \$58,968.00	\$28.64 \$2,291.20 \$59,571.20
Steps Hourly Biweekly Annually Steps	\$25.67 \$2,053.60 \$53,393.60	\$25.92 \$2,073.60 \$53,913.60	\$26.19 \$2,095.20 \$54,475.20	\$26.45 \$2,116.00 \$55,016.00	\$26.69 \$2,135.20 \$55,515.20	\$26.99 \$2,159.20 \$56.139.20	\$27.24 \$2,179.20 \$56.659.20	\$27.53 \$2,202.40 \$57,262.40	\$27.79 \$2,223.20 \$57,803.20	\$28.07 \$2,245.60 \$58,385.60	\$28.35 \$2,268.00 \$58,968.00	\$28.64 \$2,291.20 \$59,571.20
Steps Hourly Biweekly Annually	\$25.67 \$2,053.60 \$53,393.60	\$25.92 \$2,073.60 \$53,913.60	\$26.19 \$2,095.20 \$54,475.20	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79	\$26.69 \$2,135.20 \$55,515.20	\$26.99 \$2,159.20 \$56,139.20	\$27.24 \$2,179.20 \$56,659.20	\$27.53 \$2,202.40 \$57,262.40	\$27.79 \$2,223.20 \$57,803.20	\$28.07 \$2,245.60 \$58,385.60	\$28.35 \$2,268.00 \$58,968.00	\$28.64 \$2,291.20 \$59,571.20
Steps Hourly Biweekly Annually Steps	\$25.67 \$2,053.60 \$53,393.60	\$25.92 \$2,073.60 \$53,913.60	\$26.19 \$2,095.20 \$54,475.20	\$26.45 \$2,116.00 \$55,016.00	\$26.69 \$2,135.20 \$55,515.20	\$26.99 \$2,159.20 \$56.139.20	\$27.24 \$2,179.20 \$56.659.20	\$27.53 \$2,202.40 \$57,262.40	\$27.79 \$2,223.20 \$57,803.20	\$28.07 \$2,245.60 \$58,385.60	\$28.35 \$2,268.00 \$58,968.00	\$28.64 \$2,291.20 \$59,571.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.67 \$2,053.60 \$53,393.60 13 \$28.94 \$2,315.20	\$25.92 \$2,073.60 \$53,913.60 14 \$29.22 \$2,337.60	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2,383.20	\$26.69 \$2,135.20 \$55,515.20 17 \$30.09 \$2,407.20	\$26.99 \$2,159.20 \$56,139.20 18 \$30.40 \$2,432.00	\$27.24 \$2,179.20 \$56.659.20 19 \$30.70 \$2,456.00	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2,480.80	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2,504.80	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2,532.00	\$28.35 \$2,268.00 \$58,968.00 23 \$31.94 \$2,555.20	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40
Steps Hourly Biweekly Annually Steps Hourly	\$25.67 \$2,053.60 \$53,393.60 13 \$28.94	\$25.92 \$2,073.60 \$53,913.60 14 \$29.22	\$26.19 \$2,095.20 \$54.475.20 15 \$29.50	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79	\$26.69 \$2,135.20 \$55,515.20 17 \$30.09	\$26.99 \$2,159.20 \$56,139.20 18 \$30.40	\$27.24 \$2,179.20 \$56.659.20 19 \$30.70	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.67 \$2,053.60 \$53,393.60 13 \$28.94 \$2,315.20	\$25.92 \$2,073.60 \$53,913.60 14 \$29.22 \$2,337.60	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2,383.20	\$26.69 \$2,135.20 \$55,515.20 17 \$30.09 \$2,407.20	\$26.99 \$2,159.20 \$56,139.20 18 \$30.40 \$2,432.00	\$27.24 \$2,179.20 \$56.659.20 19 \$30.70 \$2,456.00	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2,480.80	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2,504.80	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2,532.00	\$28.35 \$2,268.00 \$58,968.00 23 \$31.94 \$2,555.20	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$25.67 \$2,053.60 \$53,393.60 13 \$28.94 \$2,315.20 \$60,195.20	\$25.92 \$2,073.60 \$53,913.60 14 \$29.22 \$2,337.60 \$60,777.60	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2,383.20 \$61,963.20	\$26.69 \$2,135.20 \$55,515.20 17 \$30.09 \$2,407.20 \$62,587.20	\$26.99 \$2,159.20 \$56,139.20 18 \$30.40 \$2,432.00 \$63,232.00	\$27.24 \$2,179.20 \$56.659.20 19 \$30.70 \$2.456.00 \$63.856.00	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2,480.80 \$64,500.80	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65,124.80	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.67 \$2,053.60 \$53,393.60 13 \$28.94 \$2,315.20 \$60,195.20 25 \$32.58	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60,777.60	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00	\$26.45 \$2,116.00 \$55,016.00 16 \$29.79 \$2,383.20 \$61,963.20 28 \$33.59	\$26.69 \$2,135.20 \$55.515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2,432.00 \$63,232.00	\$27.24 \$2,179.20 \$56,659.20 19 \$30.70 \$2,456.00 \$63,856.00 31 \$34.58	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2,480.80 \$64,500.80 32 \$34.94	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65,124.80 33 \$35.29	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66,435.20 35 \$35.98	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67,142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60.195.20 25 \$32.58 \$2,606.40	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60.777.60 26 \$32.92 \$2.633.60	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25 \$2,660.00	\$26.45 \$2,116.00 \$55,016.00 16 \$29.79 \$2,383.20 \$61,963.20 28 \$33.59 \$2,687.20	\$26.69 \$2,135.20 \$55.515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2,432.00 \$63,232.00 30 \$34.25 \$2,740.00	\$27.24 \$2,179.20 \$56,659.20 19 \$30.70 \$2,456.00 \$63,856.00 31 \$34.58 \$2,766.40	\$27.53 \$2,202.40 \$57.262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65.124.80 33 \$35.29 \$2,823.20	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2,852.00	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20 35 \$35.98 \$2.878.40	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40 36 \$36.36 \$2.908.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.67 \$2,053.60 \$53,393.60 13 \$28.94 \$2,315.20 \$60,195.20 25 \$32.58	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60,777.60	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25	\$26.45 \$2,116.00 \$55,016.00 16 \$29.79 \$2,383.20 \$61,963.20 28 \$33.59	\$26.69 \$2,135.20 \$55.515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2,432.00 \$63,232.00	\$27.24 \$2,179.20 \$56,659.20 19 \$30.70 \$2,456.00 \$63,856.00 31 \$34.58	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2,480.80 \$64,500.80 32 \$34.94	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65,124.80 33 \$35.29	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66,435.20 35 \$35.98	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2,582.40 \$67,142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60.195.20 25 \$32.58 \$2.606.40 \$67,766.40	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60.777.60 26 \$32.92 \$2,633.60 \$68.473.60	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25 \$2,660.00 \$69,160.00	\$26.45 \$2,116.00 \$55,016.00 16 \$29.79 \$2,383.20 \$61,963.20 28 \$33.59 \$2,687.20 \$69,867.20	\$26.69 \$2,135.20 \$55.515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60 \$70,553.60	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2.432.00 \$63.232.00 30 \$34.25 \$2,740.00 \$71,240.00	\$27.24 \$2,179.20 \$56,659.20 19 \$30.70 \$2,456.00 \$63,856.00 31 \$34.58 \$2,766.40 \$71,926.40	\$27.53 \$2,202.40 \$57.262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20 \$72,675.20	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65.124.80 33 \$35.29 \$2,823.20 \$73,403.20	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2,852.00 \$74,152.00	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20 35 \$35.98 \$2.878.40 \$74.838.40	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2,582.40 \$67,142.40 36 \$36.36 \$2,908.80 \$75.628.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60.195.20 25 \$32.58 \$2,606.40 \$67.766.40	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60,777.60 26 \$32.92 \$2.633.60 \$68.473.60	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25 \$2,660.00 \$69,160.00	\$26.45 \$2,116.00 \$55,016.00 16 \$29.79 \$2,383.20 \$61,963.20 28 \$33.59 \$2,687.20 \$69,867.20	\$26.69 \$2,135.20 \$55.515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60 \$70,553.60	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2.432.00 \$63.232.00 30 \$34.25 \$2,740.00 \$71,240.00	\$27.24 \$2,179.20 \$56.659.20 19 \$30.70 \$2.456.00 \$63.856.00 31 \$34.58 \$2,766.40 \$71.926.40	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20 \$72.675.20	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65.124.80 33 \$35.29 \$2.823.20 \$73.403.20	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2.852.00 \$74.152.00	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66,435.20 35 \$35.98 \$2.878.40 \$74.838.40	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40 36 \$36.36 \$2.908.80 \$75.628.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60.195.20 25 \$32.58 \$2.606.40 \$67.766.40	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60,777.60 26 \$32.92 \$2.633.60 \$68,473.60	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25 \$2,660.00 \$69,160.00	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2,383.20 \$61,963.20 28 \$33.59 \$2,687.20 \$69,867.20	\$26.69 \$2,135.20 \$55.515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60 \$70,553.60	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2,432.00 \$63,232.00 30 \$34.25 \$2,740.00 \$71,240.00	\$27.24 \$2,179.20 \$56,659.20 19 \$30.70 \$2,456.00 \$63,856.00 31 \$34.58 \$2,766.40 \$71,926.40	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20 \$72.675.20	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65,124.80 33 \$35.29 \$2.823.20 \$73,403.20	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2.852.00 \$74.152.00	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20 35 \$35.98 \$2.878.40 \$74.838.40	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40 36 \$36.36 \$2,908.80 \$75.628.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60.195.20 25 \$32.58 \$2.606.40 \$67.766.40 37 \$36.70 \$2.936.00	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60.777.60 26 \$32.92 \$2.633.60 \$68.473.60 38 \$37.08 \$2.966.40	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25 \$2,660.00 \$69,160.00 39 \$37.46 \$2,996.80	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2,383.20 \$61,963.20 28 \$33.59 \$2,687.20 \$69,867.20 40 \$37.81 \$3,024.80	\$26.69 \$2,135.20 \$55.515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60 \$70,553.60 41 \$38.20 \$3.056.00	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2.432.00 \$63.232.00 30 \$34.25 \$2,740.00 \$71,240.00 42 \$38.59 \$3.087.20	\$27.24 \$2,179.20 \$56.659.20 19 \$30.70 \$2.456.00 \$63.856.00 31 \$34.58 \$2.766.40 \$71,926.40 43 \$38.97 \$3.117.60	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20 \$72.675.20 44 \$39.35 \$3.148.00	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65.124.80 33 \$35.29 \$2.823.20 \$73.403.20 45 \$39.77 \$3.181.60	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2.852.00 \$74.152.00 46 \$40.14 \$3.211.20	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20 35 \$35.98 \$2.878.40 \$74.838.40 47 \$40.54 \$3,243.20	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40 36 \$36.36 \$2.908.80 \$75.628.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60.195.20 25 \$32.58 \$2.606.40 \$67.766.40	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60,777.60 26 \$32.92 \$2.633.60 \$68,473.60	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25 \$2,660.00 \$69,160.00	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2,383.20 \$61,963.20 28 \$33.59 \$2,687.20 \$69,867.20	\$26.69 \$2,135.20 \$55.515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60 \$70,553.60	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2,432.00 \$63,232.00 30 \$34.25 \$2,740.00 \$71,240.00	\$27.24 \$2,179.20 \$56,659.20 19 \$30.70 \$2,456.00 \$63,856.00 31 \$34.58 \$2,766.40 \$71,926.40	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20 \$72.675.20	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65,124.80 33 \$35.29 \$2.823.20 \$73,403.20	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2.852.00 \$74.152.00	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20 35 \$35.98 \$2.878.40 \$74.838.40	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40 36 \$36.36 \$2,908.80 \$75,628.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60.195.20 25 \$32.58 \$2.606.40 \$67,766.40 37 \$36.70 \$2.936.00 \$76.336.00	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60.777.60 26 \$32.92 \$2.633.60 \$68.473.60 38 \$37.08 \$2.966.40 \$77.126.40	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25 \$2,660.00 \$69,160.00 39 \$37.46 \$2,996.80 \$77,916.80	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2.383.20 \$61.963.20 28 \$33.59 \$2.687.20 \$69.867.20 40 \$37.81 \$3,024.80 \$78.644.80	\$26.69 \$2,135.20 \$55,515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60 \$70,553.60 41 \$38.20 \$3,056.00 \$79,456.00	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2,432.00 \$63,232.00 30 \$34.25 \$2,740.00 \$71,240.00 42 \$38.59 \$3,087.20 \$80,267.20	\$27.24 \$2,179.20 \$56,659.20 19 \$30.70 \$2,456.00 \$63,856.00 31 \$34.58 \$2,766.40 \$71,926.40 43 \$38.97 \$3.117.60 \$81,057.60	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20 \$72.675.20 44 \$39.35 \$3.148.00	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65.124.80 33 \$35.29 \$2.823.20 \$73.403.20 45 \$39.77 \$3.181.60	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2.852.00 \$74.152.00 46 \$40.14 \$3.211.20	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20 35 \$35.98 \$2.878.40 \$74.838.40 47 \$40.54 \$3,243.20	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40 36 \$36.36 \$2.908.80 \$75.628.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60.195.20 25 \$32.58 \$2.606.40 \$67.766.40 37 \$36.70 \$2,936.00 \$76.336.00	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60.777.60 26 \$32.92 \$2.633.60 \$68.473.60 38 \$37.08 \$2.966.40 \$77.126.40	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25 \$2,660.00 \$69,160.00 39 \$37.46 \$2,996.80 \$77,916.80	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2.383.20 \$61,963.20 28 \$33.59 \$2,687.20 \$69.867.20 40 \$37.81 \$3.024.80 \$78.644.80	\$26.69 \$2,135.20 \$55,515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60 \$70,553.60 41 \$38.20 \$3,056.00 \$79,456.00	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2.432.00 \$63.232.00 30 \$34.25 \$2,740.00 \$71,240.00 42 \$38.59 \$3.087.20 \$80.267.20	\$27.24 \$2,179.20 \$56.659.20 19 \$30.70 \$2.456.00 \$63.856.00 31 \$34.58 \$2.766.40 \$71,926.40 43 \$38.97 \$3.117.60 \$81.057.60	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20 \$72.675.20 44 \$39.35 \$3.148.00	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65.124.80 33 \$35.29 \$2.823.20 \$73.403.20 45 \$39.77 \$3.181.60	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2.852.00 \$74.152.00 46 \$40.14 \$3.211.20	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20 35 \$35.98 \$2.878.40 \$74.838.40 47 \$40.54 \$3,243.20	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40 36 \$36.36 \$2.908.80 \$75.628.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60.195.20 25 \$32.58 \$2.606.40 \$67,766.40 37 \$36.70 \$2.936.00 \$76.336.00	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60.777.60 26 \$32.92 \$2.633.60 \$68.473.60 38 \$37.08 \$2.966.40 \$77.126.40	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25 \$2,660.00 \$69,160.00 39 \$37.46 \$2,996.80 \$77,916.80	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2.383.20 \$61,963.20 28 \$33.59 \$2.687.20 \$69.867.20 \$40 \$37.81 \$3.024.80 \$78.644.80	\$26.69 \$2,135.20 \$55,515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60 \$70,553.60 41 \$38.20 \$3,056.00 \$79,456.00	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2,432.00 \$63,232.00 30 \$34.25 \$2,740.00 \$71,240.00 42 \$38.59 \$3,087.20 \$80,267.20	\$27.24 \$2,179.20 \$56.659.20 19 \$30.70 \$2,456.00 \$63.856.00 31 \$34.58 \$2,766.40 \$71,926.40 43 \$38.97 \$3.117.60 \$81.057.60	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20 \$72.675.20 44 \$39.35 \$3.148.00	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65.124.80 33 \$35.29 \$2.823.20 \$73.403.20 45 \$39.77 \$3.181.60	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2.852.00 \$74.152.00 46 \$40.14 \$3.211.20	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20 35 \$35.98 \$2.878.40 \$74.838.40 47 \$40.54 \$3,243.20	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40 36 \$36.36 \$2.908.80 \$75.628.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60.195.20 25 \$32.58 \$2.606.40 \$67.766.40 37 \$36.70 \$2,936.00 \$76.336.00	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60.777.60 26 \$32.92 \$2.633.60 \$68.473.60 38 \$37.08 \$2.966.40 \$77.126.40	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25 \$2,660.00 \$69,160.00 39 \$37.46 \$2,996.80 \$77,916.80	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2.383.20 \$61,963.20 28 \$33.59 \$2,687.20 \$69.867.20 40 \$37.81 \$3.024.80 \$78.644.80	\$26.69 \$2,135.20 \$55,515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60 \$70,553.60 41 \$38.20 \$3,056.00 \$79,456.00	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2.432.00 \$63.232.00 30 \$34.25 \$2,740.00 \$71,240.00 42 \$38.59 \$3.087.20 \$80.267.20	\$27.24 \$2,179.20 \$56.659.20 19 \$30.70 \$2.456.00 \$63.856.00 31 \$34.58 \$2.766.40 \$71,926.40 43 \$38.97 \$3.117.60 \$81.057.60	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20 \$72.675.20 44 \$39.35 \$3.148.00	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65.124.80 33 \$35.29 \$2.823.20 \$73.403.20 45 \$39.77 \$3.181.60	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2.852.00 \$74.152.00 46 \$40.14 \$3.211.20	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20 35 \$35.98 \$2.878.40 \$74.838.40 47 \$40.54 \$3,243.20	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40 36 \$36.36 \$2.908.80 \$75.628.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60,195.20 25 \$32.58 \$2,606.40 \$67.766.40 37 \$36.70 \$2,936.00 \$76.336.00 49 \$41.37 \$3.309.60	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60.777.60 26 \$32.92 \$2.633.60 \$68.473.60 38 \$37.08 \$2.966.40 \$77.126.40 50 \$41.78 \$3.342.40	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2.360.00 \$61.360.00 27 \$33.25 \$2.660.00 \$69.160.00 39 \$37.46 \$2.996.80 \$77.916.80 51 \$42.19 \$3.375.20	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2.383.20 \$61,963.20 28 \$33.59 \$2,687.20 \$69.867.20 \$40 \$37.81 \$3,024.80 \$78.644.80	\$26.69 \$2,135.20 \$55,515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60 \$70,553.60 41 \$38.20 \$3,056.00 \$79,456.00 53 \$43.04 \$3,443.20	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2,432.00 \$63,232.00 30 \$34.25 \$2,740.00 \$71,240.00 42 \$38.59 \$3.087.20 \$80,267.20 54 \$43.46 \$3,476.80	\$27.24 \$2,179.20 \$56,659.20 19 \$30.70 \$2,456.00 \$63,856.00 31 \$34.58 \$2,766.40 \$71,926.40 43 \$38.97 \$3.117.60 \$81.057.60 55 \$43.92 \$3,513.60	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20 \$72.675.20 44 \$39.35 \$3.148.00	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65.124.80 33 \$35.29 \$2.823.20 \$73.403.20 45 \$39.77 \$3.181.60	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2.852.00 \$74.152.00 46 \$40.14 \$3.211.20	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20 35 \$35.98 \$2.878.40 \$74.838.40 47 \$40.54 \$3,243.20	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40 36 \$36.36 \$2.908.80 \$75.628.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$25.67 \$2,053.60 \$53.393.60 13 \$28.94 \$2.315.20 \$60.195.20 25 \$32.58 \$2.606.40 \$67.766.40 37 \$36.70 \$2,936.00 \$76.336.00	\$25.92 \$2,073.60 \$53.913.60 14 \$29.22 \$2.337.60 \$60,777.60 26 \$32.92 \$2.633.60 \$68.473.60 38 \$37.08 \$2.966.40 \$77.126.40	\$26.19 \$2,095.20 \$54,475.20 15 \$29.50 \$2,360.00 \$61,360.00 27 \$33.25 \$2,660.00 \$69,160.00 39 \$37.46 \$2,996.80 \$77,916.80	\$26.45 \$2,116.00 \$55.016.00 16 \$29.79 \$2.383.20 \$61,963.20 28 \$33.59 \$2.687.20 \$69.867.20 \$40 \$37.81 \$3.024.80 \$78.644.80	\$26.69 \$2,135.20 \$55,515.20 17 \$30.09 \$2,407.20 \$62,587.20 29 \$33.92 \$2,713.60 \$70,553.60 41 \$38.20 \$3,056.00 \$79,456.00	\$26.99 \$2,159.20 \$56.139.20 18 \$30.40 \$2,432.00 \$63,232.00 30 \$34.25 \$2,740.00 \$71,240.00 42 \$38.59 \$3,087.20 \$80,267.20	\$27.24 \$2,179.20 \$56.659.20 19 \$30.70 \$2,456.00 \$63.856.00 31 \$34.58 \$2,766.40 \$71,926.40 43 \$38.97 \$3.117.60 \$81.057.60	\$27.53 \$2,202.40 \$57,262.40 20 \$31.01 \$2.480.80 \$64.500.80 32 \$34.94 \$2.795.20 \$72.675.20 44 \$39.35 \$3.148.00	\$27.79 \$2,223.20 \$57.803.20 21 \$31.31 \$2.504.80 \$65.124.80 33 \$35.29 \$2.823.20 \$73.403.20 45 \$39.77 \$3.181.60	\$28.07 \$2,245.60 \$58.385.60 22 \$31.65 \$2.532.00 \$65.832.00 34 \$35.65 \$2.852.00 \$74.152.00 46 \$40.14 \$3.211.20	\$28.35 \$2,268.00 \$58.968.00 23 \$31.94 \$2.555.20 \$66.435.20 35 \$35.98 \$2.878.40 \$74.838.40 47 \$40.54 \$3,243.20	\$28.64 \$2,291.20 \$59.571.20 24 \$32.28 \$2.582.40 \$67.142.40 36 \$36.36 \$2.908.80 \$75.628.80

(Non-bargaining unit)

Grade 7	77
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$28.94	\$29.22	\$29.50	\$29.79	\$30.09	\$30.40	\$30.70	\$31.01	\$31.31	\$31.65	\$31.94	\$32.28
Biweekly	\$2,315.20	\$2,337.60	\$2,360.00	\$2,383.20	\$2,407.20	\$2,432.00	\$2,456.00	\$2,480.80	\$2,504.80	\$2,532.00	\$2,555.20	\$2,582.40
Annually	\$60,195.20	\$60,777.60	\$61,360.00	\$61,963.20	\$62,587.20	\$63,232.00	\$63,856.00	\$64,500.80	\$65,124.80	\$65,832.00	\$66,435.20	\$67,142.40
7 iiii dan y	000,133.20	\$00,777.00	301,300.00	301,303.20	302,307.20	J03,232.00	\$05,050.00	30 1,300.00	303,12 1.00	\$05,052.00	300, 133.20	307,112.10
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$32.58	\$32.92	\$33.25	\$33.59	\$33.92	\$34.25	\$34.58	\$34.94	\$35.29	\$35.65	\$35.98	\$36.36
	\$2,606.40			\$2,687.20			\$2,766.40			\$2,852.00		\$2,908.80
Biweekly		\$2,633.60	\$2,660.00		\$2,713.60	\$2,740.00		\$2,795.20	\$2,823.20		\$2,878.40	
Annually	\$67,766.40	\$68,473.60	\$69,160.00	\$69,867.20	\$70,553.60	\$71,240.00	\$71,926.40	\$72,675.20	\$73,403.20	\$74,152.00	\$74,838.40	\$75,628.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$36.70	\$37.08	\$37.46	\$37.81	\$38.20	\$38.59	\$38.97	\$39.35	\$39.77	\$40.14	\$40.54	\$40.93
Biweekly	\$2,936.00	\$2,966.40	\$2,996.80	\$3,024.80	\$3,056.00	\$3,087.20	\$3,117.60	\$3,148.00	\$3,181.60	\$3,211.20	\$3,243.20	\$3,274.40
Annually	\$76,336.00	\$77,126.40	\$77,916.80	\$78,644.80	\$79,456.00	\$80,267.20	\$81,057.60	\$81,848.00	\$82,721.60	\$83,491.20	\$84,323.20	\$85,134.40
, ,	4 / 0,000.00	0,12200	V , 5 2 0 . 0 0	\$7.0,0 · · · · · · · ·	Q737.00.00	\$50,207.120	402,037.00	401,01010	002//22/00	000, 10 1.20	\$0.,020.20	000,200
Steps	37	38	39	40	41	42	43	44	45	AC	47	48
	\$41.37	\$41.78	\$42.19	\$42.59	\$43.04	\$43.46	\$43.92	\$44.38	\$44.79	46 \$45.25	\$45.70	\$46.15
Hourly												
Biweekly	\$3,309.60	\$3,342.40	\$3,375.20	\$3,407.20	\$3,443.20	\$3,476.80	\$3,513.60	\$3,550.40	\$3,583.20	\$3,620.00	\$3,656.00	\$3,692.00
Annually	\$86,049.60	\$86,902.40	\$87,755.20	\$88,587.20	\$89,523.20	\$90,396.80	\$91,353.60	\$92,310.40	\$93,163.20	\$94,120.00	\$95,056.00	\$95,992.00
Steps												
	49	50	51	52	53	54	55					
Hourly	\$46.62	\$47.09	\$47.55	\$48.02	\$48.51	\$48.97	\$49.49					
Biweekly	\$3,729.60	\$3,767.20	\$3,804.00	\$3,841.60	\$3,880.80	\$3,917.60	\$3,959.20					
Annually	\$96,969.60	\$97,947.20	\$98,904.00	\$99,881.60	\$100,900.80	\$101,857.60	\$102,939.20					
-												
C"040 78												
Grade 70												
Grade 78												
Steps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	. 10	. 11	12
Steps Hourly	\$31.65	\$31.94	\$32.28	\$32.58	\$32.92	\$33.25	\$33.59	\$33.92	\$34.25	\$34.58	\$34.94	\$35.29
Steps	_	_		-					-			
Steps Hourly	\$31.65	\$31.94	\$32.28	\$32.58	\$32.92	\$33.25	\$33.59	\$33.92	\$34.25	\$34.58	\$34.94	\$35.29
Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00	\$31.94 \$2,555.20 \$66,435.20	\$32.28 \$2,582.40	\$32.58 \$2,606.40 \$67,766.40	\$32.92 \$2,633.60 \$68,473.60	\$33.25 \$2,660.00	\$33.59 \$2,687.20	\$33.92 \$2,713.60 \$70,553.60	\$34.25 \$2,740.00	\$34.58 \$2,766.40 \$71,926.40	\$34.94 \$2,795.20 \$72,675.20	\$35.29 \$2,823.20 \$73,403.20
Steps Hourly Biweekly	\$31.65 \$2,532.00	\$31.94 \$2,555.20	\$32.28 \$2,582.40	\$32.58 \$2,606.40	\$32.92 \$2,633.60	\$33.25 \$2,660.00	\$33.59 \$2,687.20	\$33.92 \$2,713.60	\$34.25 \$2,740.00	\$34.58 \$2,766.40	\$34.94 \$2,795.20	\$35.29 \$2,823.20
Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65,832.00	\$31.94 \$2,555.20 \$66,435.20	\$32.28 \$2,582.40 \$67,142.40	\$32.58 \$2,606.40 \$67,766.40	\$32.92 \$2,633.60 \$68,473.60	\$33.25 \$2,660.00 \$69,160.00	\$33.59 \$2,687.20 \$69,867.20	\$33.92 \$2,713.60 \$70,553.60	\$34.25 \$2,740.00 \$71,240.00	\$34.58 \$2,766.40 \$71,926.40	\$34.94 \$2,795.20 \$72,675.20	\$35.29 \$2,823.20 \$73,403.20
Steps Hourly Biweekly Annually Steps	\$31.65 \$2,532.00 \$65,832.00	\$31.94 \$2,555.20 \$66,435.20	\$32.28 \$2,582.40 \$67.142.40	\$32.58 \$2,606.40 \$67,766.40	\$32.92 \$2,633.60 \$68.473.60	\$33.25 \$2,660.00 \$69,160.00	\$33.59 \$2,687.20 \$69,867.20	\$33.92 \$2,713.60 \$70,553.60	\$34.25 \$2,740.00 \$71,240.00	\$34.58 \$2,766.40 \$71,926.40	\$34.94 \$2,795.20 \$72,675.20	\$35.29 \$2,823.20 \$73,403.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.65 \$2,532.00 \$65.832.00 13 \$35.65 \$2,852.00	\$31.94 \$2,555.20 \$66,435.20 14 \$35.98 \$2.878.40	\$32.28 \$2,582.40 \$67,142.40 15 \$36.36 \$2,908.80	\$32.58 \$2,606.40 \$67,766.40 16 \$36.70 \$2.936.00	\$32.92 \$2,633.60 \$68,473.60 17 \$37.08 \$2,966.40	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2,996.80	\$33.59 \$2,687.20 \$69,867.20 19 \$37.81 \$3,024.80	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00	\$34.25 \$2,740.00 \$71,240.00 21 \$38.59 \$3,087.20	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3,117.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3,148.00	\$35.29 \$2,823.20 \$73,403.20 24 \$39.77 \$3,181.60
Steps Hourly Biweekly Annually Steps Hourly	\$31.65 \$2,532.00 \$65.832.00 13 \$35.65	\$31.94 \$2,555.20 \$66,435.20 14 \$35.98	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46	\$33.59 \$2,687.20 \$69,867.20 19 \$37.81	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20	\$34.25 \$2,740.00 \$71,240.00 21 \$38.59	\$34.58 \$2,766.40 \$71,926.40 22 \$38.97	\$34.94 \$2,795.20 \$72,675.20 23 \$39.35	\$35.29 \$2,823.20 \$73,403.20 24 \$39.77
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65.832.00 13 \$35.65 \$2.852.00 \$74,152.00	\$31.94 \$2,555.20 \$66,435.20 14 \$35.98 \$2.878.40 \$74,838.40	\$32.28 \$2,582.40 \$67,142.40 15 \$36.36 \$2,908.80 \$75,628.80	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2.936.00 \$76.336.00	\$32.92 \$2,633.60 \$68,473.60 17 \$37.08 \$2,966.40 \$77,126.40	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2,996.80 \$77,916.80	\$33.59 \$2,687.20 \$69,867.20 19 \$37.81 \$3,024.80 \$78,644.80	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79,456.00	\$34.25 \$2,740.00 \$71,240.00 21 \$38.59 \$3,087.20 \$80,267.20	\$34.58 \$2,766.40 \$71,926.40 22 \$38.97 \$3,117.60 \$81,057.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00	\$35.29 \$2,823.20 \$73,403.20 24 \$39.77 \$3,181.60 \$82,721.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.65 \$2,532.00 \$65.832.00 13 \$35.65 \$2.852.00 \$74,152.00	\$31.94 \$2,555.20 \$66,435.20 14 \$35.98 \$2.878.40 \$74,838.40	\$32.28 \$2,582.40 \$67,142.40 15 \$36.36 \$2,908.80 \$75,628.80	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2.936.00 \$76.336.00	\$32.92 \$2,633.60 \$68,473.60 17 \$37.08 \$2.966.40 \$77,126.40	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2.996.80 \$77,916.80	\$33.59 \$2,687.20 \$69,867.20 19 \$37.81 \$3,024.80 \$78,644.80	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79,456.00	\$34.25 \$2,740.00 \$71,240.00 21 \$38.59 \$3,087.20 \$80,267.20	\$34.58 \$2,766.40 \$71,926.40 22 \$38.97 \$3,117.60 \$81,057.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00	\$35.29 \$2,823.20 \$73,403.20 24 \$39.77 \$3,181.60 \$82,721.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.65 \$2,532.00 \$65.832.00 \$13 \$35.65 \$2.852.00 \$74.152.00	\$31.94 \$2,555.20 \$66,435.20 14 \$35.98 \$2.878.40 \$74,838.40 26 \$40.54	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2,908.80 \$75,628.80 27 \$40.93	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2,936.00 \$76,336.00 28 \$41.37	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2.966.40 \$77.126.40 29 \$41.78	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2.996.80 \$77.916.80 30 \$42.19	\$33.59 \$2,687.20 \$69.867.20 19 \$37.81 \$3.024.80 \$78,644.80	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79,456.00	\$34.25 \$2,740.00 \$71,240.00 \$38.59 \$3,087.20 \$80,267.20	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3.117.60 \$81.057.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3,148.00 \$81.848.00	\$35.29 \$2,823.20 \$73.403.20 24 \$39.77 \$3.181.60 \$82,721.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.65 \$2,532.00 \$65.832.00 13 \$35.65 \$2.852.00 \$74.152.00 25 \$40.14 \$3,211.20	\$31.94 \$2,555.20 \$66.435.20 14 \$35.98 \$2.878.40 \$74.838.40 26 \$40.54 \$3.243.20	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2,908.80 \$75.628.80 27 \$40.93 \$3.274.40	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2,936.00 \$76,336.00 28 \$41.37 \$3,309.60	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2.966.40 \$77.126.40 29 \$41.78 \$3.342.40	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2,996.80 \$77.916.80 30 \$42.19 \$3,375.20	\$33.59 \$2,687.20 \$69.867.20 19 \$37.81 \$3,024.80 \$78.644.80 31 \$42.59 \$3,407.20	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79.456.00 32 \$43.04 \$3.443.20	\$34.25 \$2,740.00 \$71.240.00 21 \$38.59 \$3,087.20 \$80,267.20 33 \$43.46 \$3,476.80	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3,117.60 \$81.057.60 34 \$43.92 \$3,513.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40	\$35.29 \$2,823.20 \$73.403.20 24 \$39.77 \$3.181.60 \$82.721.60 36 \$44.79 \$3.583.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.65 \$2,532.00 \$65.832.00 \$13 \$35.65 \$2.852.00 \$74.152.00	\$31.94 \$2,555.20 \$66,435.20 14 \$35.98 \$2.878.40 \$74,838.40 26 \$40.54	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2,908.80 \$75,628.80 27 \$40.93	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2,936.00 \$76,336.00 28 \$41.37	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2.966.40 \$77.126.40 29 \$41.78	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2.996.80 \$77.916.80 30 \$42.19	\$33.59 \$2,687.20 \$69.867.20 19 \$37.81 \$3.024.80 \$78,644.80	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79,456.00	\$34.25 \$2,740.00 \$71,240.00 \$38.59 \$3,087.20 \$80,267.20	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3.117.60 \$81.057.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3,148.00 \$81.848.00	\$35.29 \$2,823.20 \$73.403.20 24 \$39.77 \$3.181.60 \$82,721.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.65 \$2,532.00 \$65.832.00 \$13 \$35.65 \$2.852.00 \$74,152.00 \$40.14 \$3,211.20 \$83,491.20	\$31.94 \$2,555.20 \$66,435.20 14 \$35.98 \$2,878.40 \$74.838.40 26 \$40.54 \$3,243.20 \$84,323.20	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2,908.80 \$75.628.80 27 \$40.93 \$3.274.40 \$85.134.40	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2,936.00 \$76.336.00 28 \$41.37 \$3.309.60 \$86.049.60	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2.966.40 \$77.126.40 29 \$41.78 \$3.342.40 \$86.902.40	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2.996.80 \$77.916.80 30 \$42.19 \$3.375.20 \$87,755.20	\$33.59 \$2,687.20 \$69.867.20 19 \$37.81 \$3,024.80 \$78.644.80 31 \$42.59 \$3,407.20 \$88,587.20	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79.456.00 32 \$43.04 \$3.443.20 \$89.523.20	\$34.25 \$2,740.00 \$71.240.00 \$71.240.00 21 \$38.59 \$3,087.20 \$80.267.20 33 \$43.46 \$3,476.80 \$90,396.80	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3,117.60 \$81.057.60 34 \$43.92 \$3,513.60 \$91,353.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40 \$92.310.40	\$35.29 \$2,823.20 \$73,403.20 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.79 \$3,583.20 \$93,163.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.65 \$2,532.00 \$65.832.00 13 \$35.65 \$2.852.00 \$74,152.00 25 \$40.14 \$3,211.20 \$83,491.20	\$31.94 \$2,555.20 \$66,435.20 14 \$35.98 \$2.878.40 \$74,838.40 26 \$40.54 \$3.243.20 \$84,323.20	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2.908.80 \$75.628.80 27 \$40.93 \$3.274.40 \$85.134.40	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2.936.00 \$76.336.00 28 \$41.37 \$3.309.60 \$86.049.60	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2.966.40 \$77,126.40 29 \$41.78 \$3.342.40 \$86.902.40	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2.996.80 \$77.916.80 30 \$42.19 \$3.375.20 \$87.755.20	\$33.59 \$2,687.20 \$69,867.20 19 \$37.81 \$3,024.80 \$78.644.80 31 \$42.59 \$3,407.20 \$88,587.20	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79,456.00 32 \$43.04 \$3.443.20 \$89.523.20	\$34.25 \$2,740.00 \$71,240.00 21 \$38.59 \$3,087.20 \$80,267.20 33 \$43.46 \$3,476.80 \$90,396.80	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3,117.60 \$81.057.60 34 \$43.92 \$3,513.60 \$91,353.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40 \$92.310.40	\$35.29 \$2,823.20 \$73,403.20 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.79 \$3,583.20 \$93,163.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$31.65 \$2,532.00 \$65.832.00 \$13 \$35.65 \$2,852.00 \$74,152.00 \$40.14 \$3,211.20 \$83,491.20	\$31.94 \$2,555.20 \$66.435.20 14 \$35.98 \$2.878.40 \$74,838.40 26 \$40.54 \$3,243.20 \$84,323.20	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2.908.80 \$75.628.80 27 \$40.93 \$3,274.40 \$85.134.40	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2.936.00 \$76.336.00 28 \$41.37 \$3,309.60 \$86,049.60	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2.966.40 \$77.126.40 29 \$41.78 \$3.342.40 \$86.902.40	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2.996.80 \$77.916.80 30 \$42.19 \$3.375.20 \$87,755.20	\$33.59 \$2,687.20 \$69,867.20 19 \$37.81 \$3,024.80 \$78,644.80 31 \$42.59 \$3,407.20 \$88,587.20	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79.456.00 32 \$43.04 \$3.443.20 \$89.523.20	\$34.25 \$2,740.00 \$71.240.00 \$71.240.00 21 \$38.59 \$3,087.20 \$80.267.20 33 \$43.46 \$3,476.80 \$90,396.80	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3.117.60 \$81.057.60 34 \$43.92 \$3.513.60 \$91.353.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40 \$92.310.40	\$35.29 \$2,823.20 \$73.403.20 24 \$39.77 \$3.181.60 \$82,721.60 36 \$44.79 \$3,583.20 \$93,163.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.65 \$2,532.00 \$65.832.00 13 \$35.65 \$2.852.00 \$74,152.00 25 \$40.14 \$3,211.20 \$83,491.20	\$31.94 \$2,555.20 \$66,435.20 14 \$35.98 \$2.878.40 \$74,838.40 26 \$40.54 \$3.243.20 \$84,323.20	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2.908.80 \$75.628.80 27 \$40.93 \$3.274.40 \$85.134.40	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2.936.00 \$76.336.00 28 \$41.37 \$3.309.60 \$86.049.60	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2.966.40 \$77,126.40 29 \$41.78 \$3.342.40 \$86.902.40	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2.996.80 \$77.916.80 30 \$42.19 \$3.375.20 \$87.755.20	\$33.59 \$2,687.20 \$69,867.20 19 \$37.81 \$3,024.80 \$78.644.80 31 \$42.59 \$3,407.20 \$88,587.20	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79,456.00 32 \$43.04 \$3.443.20 \$89.523.20	\$34.25 \$2,740.00 \$71,240.00 21 \$38.59 \$3,087.20 \$80,267.20 33 \$43.46 \$3,476.80 \$90,396.80	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3,117.60 \$81.057.60 34 \$43.92 \$3,513.60 \$91,353.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40 \$92.310.40	\$35.29 \$2,823.20 \$73,403.20 24 \$39.77 \$3,181.60 \$82,721.60 36 \$44.79 \$3,583.20 \$93,163.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$31.65 \$2,532.00 \$65.832.00 \$13 \$35.65 \$2,852.00 \$74,152.00 \$40.14 \$3,211.20 \$83,491.20	\$31.94 \$2,555.20 \$66.435.20 14 \$35.98 \$2.878.40 \$74,838.40 26 \$40.54 \$3,243.20 \$84,323.20	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2.908.80 \$75.628.80 27 \$40.93 \$3,274.40 \$85.134.40	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2.936.00 \$76.336.00 28 \$41.37 \$3,309.60 \$86,049.60	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2.966.40 \$77,126.40 29 \$41.78 \$3.342.40 \$86.902.40	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2.996.80 \$77,916.80 30 \$42.19 \$3.375.20 \$87,755.20	\$33.59 \$2,687.20 \$69,867.20 19 \$37.81 \$3,024.80 \$78,644.80 31 \$42.59 \$3,407.20 \$88,587.20	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79.456.00 32 \$43.04 \$3.443.20 \$89.523.20	\$34.25 \$2,740.00 \$71,240.00 21 \$38.59 \$3,087.20 \$80,267.20 33 \$43.46 \$3,476.80 \$90,396.80	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3.117.60 \$81.057.60 34 \$43.92 \$3.513.60 \$91.353.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40 \$92.310.40	\$35.29 \$2,823.20 \$73.403.20 24 \$39.77 \$3.181.60 \$82,721.60 36 \$44.79 \$3,583.20 \$93,163.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$31.65 \$2,532.00 \$65.832.00 \$13 \$35.65 \$2.852.00 \$74.152.00 \$25 \$40.14 \$3.211.20 \$83.491.20 \$3,620.00 \$94.120.00	\$31.94 \$2,555.20 \$66.435.20 14 \$35.98 \$2.878.40 \$74.838.40 26 \$40.54 \$3.243.20 \$84,323.20 \$84,323.20	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2,908.80 \$75,628.80 27 \$40.93 \$3,274.40 \$85,134.40 39 \$46.15 \$3,692.00 \$95,992.00	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2,936.00 \$76.336.00 28 \$41.37 \$3.309.60 \$86.049.60 40 \$46.62 \$3,729.60 \$96,969.60	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2,966.40 \$77.126.40 29 \$41.78 \$3.342.40 \$86.902.40 41 \$47.09 \$3.767.20 \$97.947.20	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2,996.80 \$77,916.80 30 \$42.19 \$3,375.20 \$87,755.20 \$47.55 \$3,804.00 \$98,904.00	\$33.59 \$2,687.20 \$69.867.20 \$19 \$37.81 \$3,024.80 \$78,644.80 \$31 \$42.59 \$3,407.20 \$88,587.20 \$48.02 \$3,841.60 \$99,881.60	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79.456.00 32 \$43.04 \$3.443.20 \$89.523.20 44 \$48.51 \$3.880.80	\$34.25 \$2,740.00 \$71,240.00 \$71,240.00 21 \$38.59 \$3,087.20 \$80,267.20 33 \$43.46 \$3,476.80 \$90,396.80 45 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3.117.60 \$81.057.60 34 \$43.92 \$3.513.60 \$91.353.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40 \$92.310.40 47 \$49.96 \$3.996.80	\$35.29 \$2,823.20 \$73.403.20 24 \$39.77 \$3.181.60 \$82,721.60 36 \$44.79 \$3.583.20 \$93.163.20 48 \$50.47 \$4,037.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$31.65 \$2,532.00 \$65.832.00 \$13 \$35.65 \$2.852.00 \$74,152.00 \$40.14 \$3.211.20 \$83.491.20 \$45.25 \$3.620.00	\$31.94 \$2,555.20 \$66.435.20 14 \$35.98 \$2.878.40 \$74,838.40 26 \$40.54 \$3,243.20 \$84,323.20 38 \$45.70 \$3,656.00	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2,908.80 \$75.628.80 27 \$40.93 \$3,274.40 \$85,134.40 39 \$46.15 \$3,692.00	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2.936.00 \$76.336.00 28 \$41.37 \$3.309.60 \$86,049.60 40 \$46.62 \$3.729.60	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2.966.40 \$77.126.40 29 \$41.78 \$3.342.40 \$86.902.40 41 \$47.09 \$3.767.20	\$33.25 \$2,660.00 \$69.160.00 18 \$37.46 \$2.996.80 \$77.916.80 30 \$42.19 \$3.375.20 \$87.755.20	\$33.59 \$2,687.20 \$69,867.20 19 \$37.81 \$3,024.80 \$78,644.80 31 \$42.59 \$3,407.20 \$88,587.20 43 \$48.02 \$3,841.60	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79.456.00 32 \$43.04 \$3.443.20 \$89.523.20 44 \$48.51 \$3.880.80	\$34.25 \$2,740.00 \$71,240.00 \$71,240.00 21 \$38.59 \$3,087.20 \$80,267.20 33 \$43.46 \$3,476.80 \$90,396.80 45 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3.117.60 \$81.057.60 34 \$43.92 \$3.513.60 \$91.353.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40 \$92.310.40 47 \$49.96 \$3.996.80	\$35.29 \$2,823.20 \$73.403.20 24 \$39.77 \$3.181.60 \$82,721.60 36 \$44.79 \$3.583.20 \$93.163.20 48 \$50.47 \$4,037.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$31.65 \$2,532.00 \$65.832.00 \$13 \$35.65 \$2.852.00 \$74,152.00 \$25 \$40.14 \$3.211.20 \$83.491.20 \$45.25 \$3,620.00 \$94,120.00	\$31.94 \$2,555.20 \$66.435.20 14 \$35.98 \$2.878.40 \$74.838.40 26 \$40.54 \$3,243.20 \$84.323.20 38 \$45.70 \$3,656.00 \$95,056.00	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2.908.80 \$75.628.80 27 \$40.93 \$3.274.40 \$85,134.40 39 \$46.15 \$3.692.00 \$95.992.00	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2.936.00 \$76.336.00 28 \$41.37 \$3.309.60 \$86.049.60 40 \$46.62 \$3.729.60 \$96.969.60	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2,966.40 \$77.126.40 29 \$41.78 \$3.342.40 \$86.902.40 41 \$47.09 \$3,767.20 \$97.947.20	\$33.25 \$2,660.00 \$69.160.00 18 \$37.46 \$2.996.80 \$77.916.80 30 \$42.19 \$3.375.20 \$87.755.20 42 \$47.55 \$3,804.00 \$98.904.00	\$33.59 \$2,687.20 \$69,867.20 \$19 \$37.81 \$3,024.80 \$78,644.80 \$31 \$42.59 \$3,407.20 \$88,587.20 \$48.02 \$3,841.60 \$99,881.60	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79.456.00 32 \$43.04 \$3.443.20 \$89.523.20 44 \$48.51 \$3.880.80	\$34.25 \$2,740.00 \$71,240.00 \$71,240.00 21 \$38.59 \$3,087.20 \$80,267.20 33 \$43.46 \$3,476.80 \$90,396.80 45 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3.117.60 \$81.057.60 34 \$43.92 \$3.513.60 \$91.353.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40 \$92.310.40 47 \$49.96 \$3.996.80	\$35.29 \$2,823.20 \$73.403.20 24 \$39.77 \$3.181.60 \$82,721.60 36 \$44.79 \$3.583.20 \$93.163.20 48 \$50.47 \$4,037.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$31.65 \$2,532.00 \$65.832.00 \$13 \$35.65 \$2.852.00 \$74.152.00 \$25 \$40.14 \$3.211.20 \$83.491.20 \$45.25 \$3.620.00 \$94.120.00	\$31.94 \$2,555.20 \$66.435.20 14 \$35.98 \$2.878.40 \$74.838.40 26 \$40.54 \$3,243.20 \$84.323.20 \$84.323.20 \$95.056.00 \$95.056.00	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2,908.80 \$75.628.80 27 \$40.93 \$3,274.40 \$85.134.40 39 \$46.15 \$3.692.00 \$95,992.00	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2.936.00 \$76.336.00 28 \$41.37 \$3.309.60 \$86.049.60 40 \$46.62 \$3.729.60 \$96.969.60	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2,966.40 \$77.126.40 29 \$41.78 \$3,342.40 \$86.902.40 41 \$47.09 \$3,767.20 \$97.947.20	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2,996.80 \$77.916.80 30 \$42.19 \$3.375.20 \$87.755.20 42 \$47.55 \$3,804.00 \$98,904.00	\$33.59 \$2,687.20 \$69.867.20 \$19 \$37.81 \$3,024.80 \$78.644.80 \$31 \$42.59 \$3,407.20 \$88.587.20 \$48.02 \$3,841.60 \$99.881.60	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79.456.00 32 \$43.04 \$3.443.20 \$89.523.20 44 \$48.51 \$3.880.80	\$34.25 \$2,740.00 \$71,240.00 \$71,240.00 21 \$38.59 \$3,087.20 \$80,267.20 33 \$43.46 \$3,476.80 \$90,396.80 45 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3.117.60 \$81.057.60 34 \$43.92 \$3.513.60 \$91.353.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40 \$92.310.40 47 \$49.96 \$3.996.80	\$35.29 \$2,823.20 \$73.403.20 24 \$39.77 \$3.181.60 \$82,721.60 36 \$44.79 \$3.583.20 \$93.163.20 48 \$50.47 \$4,037.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$31.65 \$2,532.00 \$65.832.00 \$13 \$35.65 \$2.852.00 \$74.152.00 \$25 \$40.14 \$3,211.20 \$83,491.20 \$3,491.20 \$45.25 \$3,620.00 \$94,120.00 \$94,120.00	\$31.94 \$2,555.20 \$66.435.20 14 \$35.98 \$2.878.40 \$74.838.40 26 \$40.54 \$3.243.20 \$84.323.20 38 \$45.70 \$3,656.00 \$95,056.00 50 \$51.50 \$4,120.00	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2,908.80 \$75.628.80 27 \$40.93 \$3,274.40 \$85,134.40 39 \$46.15 \$3,692.00 \$95,992.00 51 \$51.99 \$4,159.20	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2.936.00 \$76.336.00 28 \$41.37 \$3.309.60 \$86.049.60 40 \$46.62 \$3,729.60 \$96,969.60 52 \$52.53 \$4,202.40	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2,966.40 \$77.126.40 29 \$41.78 \$3.342.40 \$86.902.40 41 \$47.09 \$3,767.20 \$97,947.20 53 \$53.06 \$4.244.80	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2.996.80 \$77,916.80 30 \$42.19 \$3.375.20 \$87.755.20 42 \$47.55 \$3.804.00 \$98.904.00 54 \$53.58 \$4.286.40	\$33.59 \$2,687.20 \$69.867.20 19 \$37.81 \$3.024.80 \$78,644.80 31 \$42.59 \$3,407.20 \$88,587.20 43 \$48.02 \$3,841.60 \$99,881.60 55 \$54.13 \$4,330.40	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79.456.00 32 \$43.04 \$3.443.20 \$89.523.20 44 \$48.51 \$3.880.80	\$34.25 \$2,740.00 \$71,240.00 \$71,240.00 21 \$38.59 \$3,087.20 \$80,267.20 33 \$43.46 \$3,476.80 \$90,396.80 45 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3.117.60 \$81.057.60 34 \$43.92 \$3.513.60 \$91.353.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40 \$92.310.40 47 \$49.96 \$3.996.80	\$35.29 \$2,823.20 \$73.403.20 24 \$39.77 \$3.181.60 \$82,721.60 36 \$44.79 \$3.583.20 \$93.163.20 48 \$50.47 \$4,037.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$31.65 \$2,532.00 \$65.832.00 \$13 \$35.65 \$2.852.00 \$74.152.00 \$25 \$40.14 \$3.211.20 \$83.491.20 \$45.25 \$3.620.00 \$94.120.00	\$31.94 \$2,555.20 \$66.435.20 14 \$35.98 \$2.878.40 \$74.838.40 26 \$40.54 \$3,243.20 \$84.323.20 \$84.323.20 \$95.056.00 \$95.056.00	\$32.28 \$2,582.40 \$67.142.40 15 \$36.36 \$2,908.80 \$75.628.80 27 \$40.93 \$3,274.40 \$85.134.40 39 \$46.15 \$3.692.00 \$95,992.00	\$32.58 \$2,606.40 \$67.766.40 16 \$36.70 \$2.936.00 \$76.336.00 28 \$41.37 \$3.309.60 \$86.049.60 40 \$46.62 \$3.729.60 \$96.969.60	\$32.92 \$2,633.60 \$68.473.60 17 \$37.08 \$2,966.40 \$77.126.40 29 \$41.78 \$3,342.40 \$86.902.40 41 \$47.09 \$3,767.20 \$97.947.20	\$33.25 \$2,660.00 \$69,160.00 18 \$37.46 \$2,996.80 \$77.916.80 30 \$42.19 \$3.375.20 \$87.755.20 42 \$47.55 \$3,804.00 \$98,904.00	\$33.59 \$2,687.20 \$69.867.20 \$19 \$37.81 \$3,024.80 \$78.644.80 \$31 \$42.59 \$3,407.20 \$88.587.20 \$48.02 \$3,841.60 \$99.881.60	\$33.92 \$2,713.60 \$70.553.60 20 \$38.20 \$3.056.00 \$79.456.00 32 \$43.04 \$3.443.20 \$89.523.20 44 \$48.51 \$3.880.80	\$34.25 \$2,740.00 \$71,240.00 \$71,240.00 21 \$38.59 \$3,087.20 \$80,267.20 33 \$43.46 \$3,476.80 \$90,396.80 45 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71.926.40 22 \$38.97 \$3.117.60 \$81.057.60 34 \$43.92 \$3.513.60 \$91.353.60	\$34.94 \$2,795.20 \$72.675.20 23 \$39.35 \$3.148.00 \$81.848.00 35 \$44.38 \$3.550.40 \$92.310.40 47 \$49.96 \$3.996.80	\$35.29 \$2,823.20 \$73.403.20 24 \$39.77 \$3.181.60 \$82,721.60 36 \$44.79 \$3.583.20 \$93.163.20 48 \$50.47 \$4,037.60

(Non-bargaining unit)

NOME (34%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$34.58	\$34.94	\$35.29	\$35.65	\$35.98	\$36.36	\$36.70	\$37.08	\$37.46	\$37.81	\$38.20	\$38.59
Biweekly Annually	\$2,766.40 \$71,926.40	\$2,795.20 \$72,675.20	\$2,823.20 \$73,403.20	\$2,852.00 \$74,152.00	\$2,878.40 \$74,838.40	\$2,908.80 \$75,628.80	\$2,936.00 \$76,336.00	\$2,966.40 \$77,126.40	\$2,996.80 \$77,916.80	\$3,024.80 \$78,644.80	\$3,056.00 \$79,456.00	\$3,087.20 \$80,267.20
	371,320.40	372,073.20	373,403.20	374,132.00	374,838.40	\$75,028.80	370,330.00	377,120.40	377,910.80	378,044.80	\$79,450.00	380,207.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$38.97 \$3,117.60	\$39.35 \$3,148.00	\$39.77 \$3,181.60	\$40.14 \$3,211.20	\$40.54 \$3,243.20	\$40.93 \$3,274.40	\$41.37 \$3,309.60	\$41.78 \$3,342.40	\$42.19 \$3,375.20	\$42.59 \$3,407.20	\$43.04 \$3,443.20	\$43.46 \$3,476.80
Annually	\$81,057.60	\$81,848.00	\$82,721.60	\$83,491.20	\$84,323.20	\$85,134.40	\$86,049.60	\$86,902.40	\$87,755.20	\$88,587.20	\$89,523.20	\$90,396.80
, amaan y	J01,037.00	301,010.00	302,721.00	303, 131.20	30 1,323.20	303,13 1. 10	300,013.00	300,302.10	307,733.20	300,307.20	\$05,525.20	330,330.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$43.92	\$44.38	\$44.79	\$45.25	\$45.70	\$46.15	\$46.62	\$47.09	\$47.55	\$48.02	\$48.51	\$48.97
Biweekly	\$3,513.60 \$91,353.60	\$3,550.40 \$92,310.40	\$3,583.20 \$93,163.20	\$3,620.00 \$94,120.00	\$3,656.00	\$3,692.00 \$95,992.00	\$3,729.60 \$96,969.60	\$3,767.20 \$97,947.20	\$3,804.00 \$98,904.00	\$3,841.60 \$99,881.60	\$3,880.80 \$100,900.80	\$3,917.60 \$101,857.60
Annually	\$91,353.00	\$92,310.40	\$93,103.20	\$94,120.00	\$95,056.00	\$95,992.00	\$96,969.60	\$97,947.20	\$98,904.00	\$99,881.00	\$100,900.80	\$101,857.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$49.49	\$49.96	\$50.47	\$50.96	\$51.50	\$51.99	\$52.53	\$53.06	\$53.58	\$54.13	\$54.67	\$55.21
Biweekly	\$3,959.20	\$3,996.80	\$4,037.60	\$4,076.80	\$4,120.00	\$4,159.20	\$4,202.40	\$4,244.80	\$4,286.40	\$4,330.40	\$4,373.60	\$4,416.80
Annually	\$102,939.20	\$103,916.80	\$104,977.60	\$105,996.80	\$107,120.00	\$108,139.20	\$109,262.40	\$110,364.80	\$111,446.40	\$112,590.40	\$113,713.60	\$114,836.80
Steps	49	50	51	52	53	54	55					
Hourly	\$55.75	\$56.32	\$56.88	\$57.45	\$58.02	\$58.61	\$59.20					
Biweekly	\$4,460.00	\$4,505.60	\$4,550.40	\$4,596.00	\$4,641.60	\$4,688.80	\$4,736.00					
Annually	\$115,960.00	\$117,145.60	\$118,310.40	\$119,496.00	\$120,681.60	\$121,908.80	\$123,136.00					
Grade 80												
Grade 99												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$37.46	\$37.81	\$38.20	\$38.59	\$38.97	\$39.35	\$39.77	\$40.14	\$40.54	\$40.93	\$41.37	\$41.78
Steps Hourly Biweekly	\$37.46 \$2,996.80	\$37.81 \$3,024.80	\$38.20 \$3,056.00	\$38.59 \$3,087.20	\$38.97 \$3,117.60	\$39.35 \$3,148.00	\$39.77 \$3,181.60	\$40.14 \$3,211.20	\$40.54 \$3,243.20	\$40.93 \$3,274.40	\$41.37 \$3,309.60	\$41.78 \$3,342.40
Steps Hourly Biweekly Annually	\$37.46	\$37.81	\$38.20	\$38.59	\$38.97	\$39.35	\$39.77	\$40.14	\$40.54	\$40.93	\$41.37	\$41.78 \$3,342.40 \$86,902.40
Steps Hourly Biweekly Annually Steps	\$37.46 \$2,996.80 \$77.916.80	\$37.81 \$3,024.80 \$78,644.80	\$38.20 \$3,056.00 \$79,456.00	\$38.59 \$3,087.20 \$80,267.20	\$38.97 \$3,117.60 \$81,057.60	\$39.35 \$3,148.00 \$81,848.00	\$39.77 \$3,181.60 \$82,721.60	\$40.14 \$3,211.20 \$83,491.20	\$40.54 \$3,243.20 \$84,323.20	\$40.93 \$3,274.40 \$85,134.40	\$41.37 \$3,309.60 \$86,049.60	\$41.78 \$3,342.40 \$86.902.40
Steps Hourly Biweekly Annually Steps Hourly	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59	\$38.20 \$3,056.00 \$79,456.00 15 \$43.04	\$38.59 \$3,087.20 \$80,267.20 16 \$43.46	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92	\$39.35 \$3,148.00 \$81.848.00 18 \$44.38	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79	\$40.14 \$3,211.20 \$83,491.20 20 \$45.25	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70	\$40.93 \$3,274.40 \$85,134.40 22 \$46.15	\$41.37 \$3,309.60 \$86.049.60 23 \$46.62	\$41.78 \$3,342.40 \$86,902.40 24 \$47.09
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3,407.20	\$38.20 \$3,056.00 \$79,456.00 15 \$43.04 \$3,443.20	\$38.59 \$3,087.20 \$80,267.20 16 \$43.46 \$3,476.80	\$38.97 \$3,117.60 \$81,057.60 17 \$43.92 \$3.513.60	\$39.35 \$3,148.00 \$81,848.00 18 \$44.38 \$3,550.40	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20	\$40.14 \$3,211.20 \$83,491.20 20 \$45.25 \$3,620.00	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00	\$40.93 \$3,274.40 \$85,134.40 22 \$46.15 \$3,692.00	\$41.37 \$3,309.60 \$86,049.60 23 \$46.62 \$3,729.60	\$41.78 \$3,342.40 \$86,902.40 24 \$47.09 \$3,767.20
Steps Hourly Biweekly Annually Steps Hourly	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59	\$38.20 \$3,056.00 \$79,456.00 15 \$43.04	\$38.59 \$3,087.20 \$80,267.20 16 \$43.46	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92	\$39.35 \$3,148.00 \$81.848.00 18 \$44.38	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79	\$40.14 \$3,211.20 \$83,491.20 20 \$45.25	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70	\$40.93 \$3,274.40 \$85,134.40 22 \$46.15	\$41.37 \$3,309.60 \$86.049.60 23 \$46.62	\$41.78 \$3,342.40 \$86,902.40 24 \$47.09
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3,407.20	\$38.20 \$3,056.00 \$79,456.00 15 \$43.04 \$3,443.20	\$38.59 \$3,087.20 \$80,267.20 16 \$43.46 \$3,476.80	\$38.97 \$3,117.60 \$81,057.60 17 \$43.92 \$3.513.60	\$39.35 \$3,148.00 \$81,848.00 18 \$44.38 \$3,550.40	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20	\$40.14 \$3,211.20 \$83,491.20 20 \$45.25 \$3,620.00	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00	\$40.93 \$3,274.40 \$85,134.40 22 \$46.15 \$3,692.00	\$41.37 \$3,309.60 \$86,049.60 23 \$46.62 \$3,729.60 \$96,969.60	\$41.78 \$3,342.40 \$86,902.40 24 \$47.09 \$3,767.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20 \$87,755.20	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3,407.20 \$88,587.20 26 \$48.02	\$38.20 \$3,056.00 \$79,456.00 15 \$43.04 \$3,443.20 \$89,523.20 27 \$48.51	\$38.59 \$3,087.20 \$80,267.20 16 \$43.46 \$3,476.80 \$90,396.80 28 \$48.97	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92 \$3,513.60 \$91,353.60	\$39.35 \$3,148.00 \$81,848.00 18 \$44.38 \$3.550.40 \$92,310.40 30 \$49.96	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20 \$93,163.20 31 \$50.47	\$40.14 \$3,211.20 \$83,491.20 20 \$45.25 \$3,620.00 \$94,120.00 32 \$50.96	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00 \$95,056.00	\$40.93 \$3,274.40 \$85.134.40 22 \$46.15 \$3.692.00 \$95,992.00 34 \$51.99	\$41.37 \$3,309.60 \$86,049.60 23 \$46.62 \$3,729.60 \$96,969.60 35 \$52.53	\$41.78 \$3,342.40 \$86.902.40 24 \$47.09 \$3,767.20 \$97,947.20 36 \$53.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20 \$87.755.20 25 \$47.55 \$3.804.00	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3,407.20 \$88.587.20 26 \$48.02 \$3,841.60	\$38.20 \$3,056.00 \$79,456.00 15 \$43.04 \$3,443.20 \$89,523.20 27 \$48.51 \$3,880.80	\$38.59 \$3,087.20 \$80.267.20 16 \$43.46 \$3,476.80 \$90.396.80 28 \$48.97 \$3,917.60	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92 \$3,513.60 \$91.353.60 29 \$49.49 \$3,959.20	\$39.35 \$3,148.00 \$81.848.00 18 \$44.38 \$3,550.40 \$92,310.40 30 \$49.96 \$3,996.80	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20 \$93,163.20 31 \$50.47 \$4,037.60	\$40.14 \$3,211.20 \$83.491.20 20 \$45.25 \$3.620.00 \$94.120.00 32 \$50.96 \$4.076.80	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00 \$95,056.00 33 \$51.50 \$4,120.00	\$40.93 \$3,274.40 \$85,134.40 22 \$46.15 \$3,692.00 \$95,992.00 34 \$51.99 \$4,159.20	\$41.37 \$3,309.60 \$86,049.60 23 \$46.62 \$3,729.60 \$96,969.60 35 \$52.53 \$4,202.40	\$41.78 \$3,342.40 \$86,902.40 24 \$47.09 \$3,767.20 \$97,947.20 36 \$53.06 \$4,244.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20 \$87,755.20	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3,407.20 \$88,587.20 26 \$48.02	\$38.20 \$3,056.00 \$79,456.00 15 \$43.04 \$3,443.20 \$89,523.20 27 \$48.51	\$38.59 \$3,087.20 \$80,267.20 16 \$43.46 \$3,476.80 \$90,396.80 28 \$48.97	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92 \$3,513.60 \$91,353.60	\$39.35 \$3,148.00 \$81,848.00 18 \$44.38 \$3.550.40 \$92,310.40 30 \$49.96	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20 \$93,163.20 31 \$50.47	\$40.14 \$3,211.20 \$83,491.20 20 \$45.25 \$3,620.00 \$94,120.00 32 \$50.96	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00 \$95,056.00	\$40.93 \$3,274.40 \$85.134.40 22 \$46.15 \$3.692.00 \$95,992.00 34 \$51.99	\$41.37 \$3,309.60 \$86,049.60 23 \$46.62 \$3,729.60 \$96,969.60 35 \$52.53	\$41.78 \$3,342.40 \$86.902.40 24 \$47.09 \$3,767.20 \$97,947.20 36 \$53.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20 \$87.755.20 25 \$47.55 \$3.804.00	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3,407.20 \$88.587.20 26 \$48.02 \$3,841.60	\$38.20 \$3,056.00 \$79,456.00 15 \$43.04 \$3,443.20 \$89,523.20 27 \$48.51 \$3,880.80	\$38.59 \$3,087.20 \$80,267.20 16 \$43.46 \$3,476.80 \$90,396.80 28 \$48.97 \$3,917.60 \$101,857.60	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92 \$3,513.60 \$91.353.60 29 \$49.49 \$3,959.20	\$39.35 \$3,148.00 \$81.848.00 18 \$44.38 \$3,550.40 \$92,310.40 30 \$49.96 \$3,996.80	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20 \$93,163.20 31 \$50.47 \$4,037.60	\$40.14 \$3,211.20 \$83.491.20 20 \$45.25 \$3.620.00 \$94.120.00 32 \$50.96 \$4.076.80	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00 \$95,056.00 33 \$51.50 \$4,120.00	\$40.93 \$3,274.40 \$85,134.40 22 \$46.15 \$3,692.00 \$95,992.00 34 \$51.99 \$4,159.20	\$41.37 \$3,309.60 \$86,049.60 23 \$46.62 \$3,729.60 \$96,969.60 35 \$52.53 \$4,202.40	\$41.78 \$3,342.40 \$86,902.40 24 \$47.09 \$3,767.20 \$97,947.20 36 \$53.06 \$4.244.80 \$110.364.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20 \$87.755.20 25 \$47.55 \$3,804.00 \$98.904.00	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3,407.20 \$88.587.20 26 \$48.02 \$3,841.60 \$99,881.60	\$38.20 \$3,056.00 \$79,456.00 15 \$43.04 \$3,443.20 \$89.523.20 27 \$48.51 \$3,880.80 \$100.900.80	\$38.59 \$3,087.20 \$80.267.20 16 \$43.46 \$3,476.80 \$90.396.80 28 \$48.97 \$3,917.60	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92 \$3,513.60 \$91.353.60 29 \$49.49 \$3,959.20 \$102,939.20	\$39.35 \$3,148.00 \$81.848.00 18 \$44.38 \$3,550.40 \$92.310.40 30 \$49.96 \$3,996.80 \$103,916.80	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20 \$93,163.20 31 \$50.47 \$4,037.60 \$104,977.60	\$40.14 \$3,211.20 \$83,491.20 \$45.25 \$3,620.00 \$94,120.00 \$50.96 \$4,076.80 \$105.996.80	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00 \$95,056.00 33 \$51.50 \$4,120.00 \$107,120.00	\$40.93 \$3,274.40 \$85.134.40 22 \$46.15 \$3,692.00 \$95.992.00 34 \$51.99 \$4,159.20 \$108.139.20	\$41.37 \$3,309.60 \$86,049.60 23 \$46.62 \$3,729.60 \$96,969.60 35 \$52.53 \$4,202.40 \$109,262.40	\$41.78 \$3,342.40 \$86,902.40 24 \$47.09 \$3,767.20 \$97,947.20 36 \$53.06 \$4,244.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20 \$87.755.20 25 \$47.55 \$3.804.00 \$98.904.00 37 \$53.58 \$4.286.40	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3.407.20 \$88.587.20 26 \$48.02 \$3.841.60 \$99.881.60 38 \$54.13 \$4.330.40	\$38.20 \$3,056.00 \$79,456.00 \$15 \$43.04 \$3,443.20 \$89,523.20 27 \$48.51 \$3,880.80 \$100,900.80 39 \$54.67 \$4,373.60	\$38.59 \$3,087.20 \$80,267.20 16 \$43.46 \$3,476.80 \$90,396.80 28 \$48.97 \$3,917.60 \$101,857.60 40 \$55.21 \$4,416.80	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92 \$3,513.60 \$91.353.60 29 \$49.49 \$3,959.20 \$102,939.20 41 \$55.75 \$4.460.00	\$39.35 \$3,148.00 \$81,848.00 18 \$44.38 \$3.550.40 \$92.310.40 30 \$49.96 \$3.996.80 \$103,916.80 42 \$56.32 \$4,505.60	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20 \$93,163.20 31 \$50.47 \$4,037.60 \$104,977.60	\$40.14 \$3,211.20 \$83,491.20 \$45.25 \$3,620.00 \$94,120.00 \$50.96 \$4,076.80 \$105,996.80 \$44 \$57.45 \$4,596.00	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00 \$95,056.00 33 \$51.50 \$4,120.00 \$107,120.00 45 \$58.02 \$4,641.60	\$40.93 \$3,274.40 \$85.134.40 22 \$46.15 \$3.692.00 \$95.992.00 34 \$51.99 \$4.159.20 \$108.139.20 46 \$58.61 \$4.688.80	\$41.37 \$3,309.60 \$86.049.60 23 \$46.62 \$3,729.60 \$96,969.60 35 \$52.53 \$4,202.40 \$109,262.40 47 \$59.20 \$4,736.00	\$41.78 \$3,342.40 \$86.902.40 24 \$47.09 \$3,767.20 \$97,947.20 36 \$53.06 \$4,244.80 \$110,364.80 48 \$59.79 \$4,783.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20 \$87.755.20 25 \$47.55 \$3.804.00 \$98,904.00	\$37.81 \$3,024.80 \$78,644.80 14 \$42.59 \$3,407.20 \$88,587.20 26 \$48.02 \$3,841.60 \$99,881.60	\$38.20 \$3,056.00 \$79,456.00 15 \$43.04 \$3,443.20 \$89,523.20 27 \$48.51 \$3,880.80 \$100,900.80	\$38.59 \$3,087.20 \$80,267.20 16 \$43.46 \$3,476.80 \$90,396.80 28 \$48.97 \$3,917.60 \$101.857.60	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92 \$3.513.60 \$91.353.60 29 \$49.49 \$3,959.20 \$102.939.20	\$39.35 \$3,148.00 \$81.848.00 18 \$44.38 \$3.550.40 \$92.310.40 30 \$49.96 \$3.996.80 \$103.916.80	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20 \$93,163.20 31 \$50.47 \$4,037.60 \$104,977.60	\$40.14 \$3,211.20 \$83,491.20 \$45.25 \$3,620.00 \$94,120.00 \$94,120.00 \$105,996.80	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00 \$95,056.00 33 \$51.50 \$4,120.00 \$107,120.00	\$40.93 \$3,274.40 \$85.134.40 22 \$46.15 \$3.692.00 \$95.992.00 34 \$51.99 \$4.159.20 \$108.139.20	\$41.37 \$3,309.60 \$86.049.60 23 \$46.62 \$3,729.60 \$96,969.60 35 \$52.53 \$4,202.40 \$109,262.40	\$41.78 \$3,342.40 \$86,902.40 24 \$47.09 \$3,767.20 \$97,947.20 36 \$53.06 \$4,244.80 \$110,364.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20 \$87.755.20 25 \$47.55 \$3.804.00 \$98.904.00 37 \$53.58 \$4.286.40	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3.407.20 \$88.587.20 26 \$48.02 \$3.841.60 \$99.881.60 38 \$54.13 \$4.330.40	\$38.20 \$3,056.00 \$79,456.00 \$15 \$43.04 \$3,443.20 \$89,523.20 27 \$48.51 \$3,880.80 \$100,900.80 39 \$54.67 \$4,373.60	\$38.59 \$3,087.20 \$80,267.20 16 \$43.46 \$3,476.80 \$90,396.80 28 \$48.97 \$3,917.60 \$101,857.60 40 \$55.21 \$4,416.80	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92 \$3,513.60 \$91.353.60 29 \$49.49 \$3,959.20 \$102,939.20 41 \$55.75 \$4.460.00	\$39.35 \$3,148.00 \$81,848.00 18 \$44.38 \$3.550.40 \$92.310.40 30 \$49.96 \$3.996.80 \$103,916.80 42 \$56.32 \$4,505.60	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20 \$93,163.20 31 \$50.47 \$4,037.60 \$104,977.60	\$40.14 \$3,211.20 \$83,491.20 \$45.25 \$3,620.00 \$94,120.00 \$50.96 \$4,076.80 \$105,996.80 \$44 \$57.45 \$4,596.00	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00 \$95,056.00 33 \$51.50 \$4,120.00 \$107,120.00 45 \$58.02 \$4,641.60	\$40.93 \$3,274.40 \$85.134.40 22 \$46.15 \$3.692.00 \$95.992.00 34 \$51.99 \$4.159.20 \$108.139.20 46 \$58.61 \$4.688.80	\$41.37 \$3,309.60 \$86.049.60 23 \$46.62 \$3,729.60 \$96,969.60 35 \$52.53 \$4,202.40 \$109,262.40 47 \$59.20 \$4,736.00	\$41.78 \$3,342.40 \$86.902.40 24 \$47.09 \$3,767.20 \$97,947.20 36 \$53.06 \$4,244.80 \$110,364.80 48 \$59.79 \$4,783.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20 \$87.755.20 25 \$47.55 \$3.804.00 \$98.904.00 37 \$53.58 \$4.286.40 \$111.446.40	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3.407.20 \$88.587.20 26 \$48.02 \$3.841.60 \$99.881.60 38 \$54.13 \$4,330.40 \$112.590.40 50 \$60.99	\$38.20 \$3,056.00 \$79,456.00 \$15 \$43.04 \$3,443.20 \$89,523.20 27 \$48.51 \$3,880.80 \$100,900.80 39 \$54.67 \$4,373.60 \$113,713.60	\$38.59 \$3,087.20 \$80.267.20 16 \$43.46 \$3,476.80 \$90.396.80 28 \$48.97 \$3,917.60 \$101.857.60 40 \$55.21 \$4,416.80 \$114,836.80	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92 \$3,513.60 \$91.353.60 29 \$49.49 \$3,959.20 \$102,939.20 41 \$55.75 \$4,460.00 \$115,960.00	\$39.35 \$3,148.00 \$81.848.00 18 \$44.38 \$3.550.40 \$92.310.40 30 \$49.96 \$3,996.80 \$103.916.80 42 \$56.32 \$4,505.60 \$117,145.60	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20 \$93,163.20 31 \$50.47 \$4,037.60 \$104,977.60 43 \$56.88 \$4,550.40 \$118,310.40	\$40.14 \$3,211.20 \$83,491.20 \$45.25 \$3,620.00 \$94,120.00 \$50.96 \$4,076.80 \$105,996.80 \$44 \$57.45 \$4,596.00	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00 \$95,056.00 33 \$51.50 \$4,120.00 \$107,120.00 45 \$58.02 \$4,641.60	\$40.93 \$3,274.40 \$85.134.40 22 \$46.15 \$3.692.00 \$95.992.00 34 \$51.99 \$4.159.20 \$108.139.20 46 \$58.61 \$4.688.80	\$41.37 \$3,309.60 \$86.049.60 23 \$46.62 \$3,729.60 \$96,969.60 35 \$52.53 \$4,202.40 \$109,262.40 47 \$59.20 \$4,736.00	\$41.78 \$3,342.40 \$86.902.40 24 \$47.09 \$3,767.20 \$97,947.20 36 \$53.06 \$4,244.80 \$110,364.80 48 \$59.79 \$4,783.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20 \$87.755.20 25 \$47.55 \$3.804.00 \$98.904.00 37 \$53.58 \$4.286.40 \$111.446.40 49 \$60.37 \$4.829.60	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3.407.20 \$88.587.20 26 \$48.02 \$3.841.60 \$99.881.60 38 \$54.13 \$4,330.40 \$112.590.40 50 \$60.99 \$4.879.20	\$38.20 \$3,056.00 \$79,456.00 \$79,456.00 \$15 \$43.04 \$3,443.20 \$89,523.20 \$48.51 \$3,880.80 \$100.900.80 \$54.67 \$4,373.60 \$113,713.60 \$113,713.60	\$38.59 \$3,087.20 \$80.267.20 16 \$43.46 \$3.476.80 \$90.396.80 28 \$48.97 \$3,917.60 \$101.857.60 40 \$55.21 \$4,416.80 \$114.836.80 52 \$62.23 \$4,978.40	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92 \$3.513.60 \$91.353.60 29 \$49.49 \$3.959.20 \$102.939.20 41 \$55.75 \$4,460.00 \$115.960.00 53 \$62.83 \$5.026.40	\$39.35 \$3,148.00 \$81.848.00 18 \$44.38 \$3.550.40 \$92.310.40 30 \$49.96 \$3,996.80 \$103.916.80 42 \$56.32 \$4,505.60 \$117.145.60 54 \$63.48 \$5,078.40	\$39.77 \$3,181.60 \$82,721.60 19 \$44.79 \$3,583.20 \$93,163.20 31 \$50.47 \$4,037.60 \$104,977.60 43 \$56.88 \$4,550.40 \$118.310.40 55 \$64.10 \$5,128.00	\$40.14 \$3,211.20 \$83,491.20 \$45.25 \$3,620.00 \$94,120.00 \$50.96 \$4,076.80 \$105,996.80 \$44 \$57.45 \$4,596.00	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00 \$95,056.00 33 \$51.50 \$4,120.00 \$107,120.00 45 \$58.02 \$4,641.60	\$40.93 \$3,274.40 \$85.134.40 22 \$46.15 \$3.692.00 \$95.992.00 34 \$51.99 \$4.159.20 \$108.139.20 46 \$58.61 \$4.688.80	\$41.37 \$3,309.60 \$86.049.60 23 \$46.62 \$3,729.60 \$96,969.60 35 \$52.53 \$4,202.40 \$109,262.40 47 \$59.20 \$4,736.00	\$41.78 \$3,342.40 \$86.902.40 24 \$47.09 \$3,767.20 \$97,947.20 36 \$53.06 \$4,244.80 \$110,364.80 48 \$59.79 \$4,783.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$37.46 \$2,996.80 \$77.916.80 13 \$42.19 \$3.375.20 \$87.755.20 25 \$47.55 \$3.804.00 \$98.904.00 37 \$53.58 \$4.286.40 \$111.446.40	\$37.81 \$3,024.80 \$78.644.80 14 \$42.59 \$3.407.20 \$88.587.20 26 \$48.02 \$3.841.60 \$99.881.60 38 \$54.13 \$4,330.40 \$112.590.40 50 \$60.99	\$38.20 \$3,056.00 \$79,456.00 \$79,456.00 15 \$43.04 \$3,443.20 \$89,523.20 27 \$48.51 \$3,880.80 \$100.900.80 39 \$54.67 \$4,373.60 \$113,713.60	\$38.59 \$3,087.20 \$80.267.20 16 \$43.46 \$3.476.80 \$90.396.80 28 \$48.97 \$3,917.60 \$101.857.60 40 \$55.21 \$4,416.80 \$114.836.80	\$38.97 \$3,117.60 \$81.057.60 17 \$43.92 \$3.513.60 \$91.353.60 29 \$49.49 \$3,959.20 \$102.939.20 41 \$55.75 \$4.460.00 \$115.960.00	\$39.35 \$3,148.00 \$81,848.00 18 \$44.38 \$3,550.40 \$92,310.40 30 \$49.96 \$3,996.80 \$103,916.80 42 \$56.32 \$4,505.60 \$117,145.60	\$39.77 \$3,181.60 \$82.721.60 19 \$44.79 \$3.583.20 \$93.163.20 31 \$50.47 \$4,037.60 \$104.977.60 43 \$56.88 \$4,550.40 \$118,310.40	\$40.14 \$3,211.20 \$83,491.20 \$45.25 \$3,620.00 \$94,120.00 \$50.96 \$4,076.80 \$105,996.80 \$44 \$57.45 \$4,596.00	\$40.54 \$3,243.20 \$84,323.20 21 \$45.70 \$3,656.00 \$95,056.00 33 \$51.50 \$4,120.00 \$107,120.00 45 \$58.02 \$4,641.60	\$40.93 \$3,274.40 \$85.134.40 22 \$46.15 \$3.692.00 \$95.992.00 34 \$51.99 \$4.159.20 \$108.139.20 46 \$58.61 \$4.688.80	\$41.37 \$3,309.60 \$86.049.60 23 \$46.62 \$3,729.60 \$96,969.60 35 \$52.53 \$4,202.40 \$109,262.40 47 \$59.20 \$4,736.00	\$41.78 \$3,342.40 \$86.902.40 24 \$47.09 \$3,767.20 \$97,947.20 36 \$53.06 \$4,244.80 \$110,364.80 48 \$59.79 \$4,783.20

(Non-bargaining unit)

Grade	81
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Steps	. 1	2	. 3	4	. 5	6	7	. 8	9	10	11	12
Hourly	\$40.93	\$41.37	\$41.78	\$42.19	\$42.59	\$43.04	\$43.46	\$43.92	\$44.38	\$44.79	\$45.25	\$45.70
Biweekly	\$3,274.40	\$3,309.60	\$3,342.40	\$3,375.20	\$3,407.20	\$3,443.20	\$3,476.80	\$3,513.60	\$3,550.40	\$3,583.20	\$3,620.00	\$3,656.00
Annually	\$85,134.40	\$86,049.60	\$86,902.40	\$87,755.20	\$88,587.20	\$89,523.20	\$90,396.80	\$91,353.60	\$92,310.40	\$93,163.20	\$94,120.00	\$95,056.00
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$46.15	\$46.62	\$47.09	\$47.55	\$48.02	\$48.51	\$48.97	\$49.49	\$49.96	\$50.47	\$50.96	\$51.50
Biweekly	\$3,692.00	\$3,729.60	\$3,767.20	\$3,804.00	\$3,841.60	\$3,880.80	\$3,917.60	\$3,959.20	\$3,996.80	\$4,037.60	\$4,076.80	\$4,120.00
Annually	\$95,992.00	\$96,969.60	\$97,947.20	\$98,904.00	\$99,881.60	\$100,900.80	\$101,857.60	\$102,939.20	\$103,916.80	\$104,977.60	\$105,996.80	\$107,120.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$51.99	\$52.53	\$53.06	\$53.58	\$54.13	\$54.67	\$55.21	\$55.75	\$56.32	\$56.88	\$57.45	\$58.02
Biweekly	\$4,159.20	\$4,202.40	\$4,244.80	\$4,286.40	\$4,330.40	\$4,373.60	\$4,416.80	\$4,460.00	\$4,505.60	\$4,550.40	\$4,596.00	\$4,641.60
Annually	\$108,139.20	\$109,262.40	\$110,364.80	\$111,446.40	\$112,590.40	\$113,713.60	\$114,836.80	\$115,960.00	\$117,145.60	\$118,310.40	\$119,496.00	\$120,681.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$58.61	\$59.20	\$59.79	\$60.37	\$60.99	\$61.60	\$62.23	\$62.83	\$63.48	\$64.10	\$64.75	\$65.40
Biweekly	\$4,688.80	\$4,736.00	\$4,783.20	\$4,829.60	\$4,879.20	\$4,928.00	\$4,978.40	\$5,026.40	\$5,078.40	\$5,128.00	\$5,180.00	\$5,232.00
	\$121,908.80	\$123,136.00			\$126,859.20		\$129,438.40	\$130,686.40	\$132,038.40	\$133,328.00	\$134,680.00	\$136,032.00
Annually	\$121,908.80	\$123,130.00	\$124,363.20	\$125,569.60	\$120,859.20	\$128,128.00	\$129,438.40	\$130,080.40	\$132,038.40	\$133,328.00	\$134,080.00	\$130,032.00
Steps	49	50	51	52	53	54	55					
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Hourly	\$66.05	\$66.71	\$67.39	\$68.05	\$68.74	\$69.42	\$70.10					
Biweekly	\$5,284.00	\$5,336.80	\$5,391.20	\$5,444.00	\$5,499.20	\$5,553.60	\$5,608.00					
Annually	\$137,384.00	\$138,756.80	\$140,171.20	\$141,544.00	\$142,979.20	\$144,393.60	\$145,808.00					
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0												
(-rade A/												
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_		-				-	-			
Steps Hourly	\$46.15	\$46.62	\$47.09	\$47.55	\$48.02	\$48.51	\$48.97	\$49.49	\$49.96	\$50.47	\$50.96	\$51.50
Steps Hourly Biweekly	\$46.15 \$3,692.00	\$46.62 \$3,729.60	\$47.09 \$3,767.20	\$47.55 \$3,804.00	\$48.02 \$3,841.60	\$48.51 \$3,880.80	\$48.97 \$3,917.60	\$49.49 \$3,959.20	\$49.96 \$3,996.80	\$50.47 \$4,037.60	\$50.96 \$4,076.80	\$51.50 \$4,120.00
Steps Hourly	\$46.15	\$46.62	\$47.09	\$47.55	\$48.02	\$48.51	\$48.97	\$49.49	\$49.96	\$50.47	\$50.96	\$51.50
Steps Hourly Biweekly Annually	\$46.15 \$3,692.00 \$95,992.00	\$46.62 \$3,729.60 \$96,969.60	\$47.09 \$3,767.20 \$97,947.20	\$47.55 \$3,804.00 \$98,904.00	\$48.02 \$3,841.60 \$99,881.60	\$48.51 \$3,880.80 \$100,900.80	\$48.97 \$3,917.60 \$101,857.60	\$49.49 \$3,959.20 \$102,939.20	\$49.96 \$3,996.80 \$103,916.80	\$50.47 \$4,037.60 \$104,977.60	\$50.96 \$4,076.80 \$105,996.80	\$51.50 \$4,120.00 \$107,120.00
Steps Hourly Biweekly Annually Steps	\$46.15 \$3,692.00 \$95,992.00	\$46.62 \$3,729.60 \$96,969.60	\$47.09 \$3,767.20 \$97,947.20	\$47.55 \$3,804.00 \$98,904.00	\$48.02 \$3,841.60 \$99,881.60	\$48.51 \$3,880.80 \$100,900.80	\$48.97 \$3,917.60 \$101,857.60	\$49.49 \$3,959.20 \$102,939.20	\$49.96 \$3,996.80 \$103,916.80	\$50.47 \$4,037.60 \$104,977.60	\$50.96 \$4,076.80 \$105,996.80	\$51.50 \$4,120.00 \$107.120.00
Steps Hourly Biweekly Annually Steps Hourly	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53	\$47.09 \$3,767.20 \$97,947.20 15 \$53.06	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13	\$48.51 \$3,880.80 \$100,900.80 18 \$54.67	\$48.97 \$3,917.60 \$101,857.60 19 \$55.21	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75	\$49.96 \$3,996.80 \$103,916.80 21 \$56.32	\$50.47 \$4,037.60 \$104,977.60 22 \$56.88	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45	\$51.50 \$4,120.00 \$107.120.00 24 \$58.02
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40	\$47.09 \$3,767.20 \$97,947.20 15 \$53.06 \$4,244.80	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40	\$48.51 \$3,880.80 \$100,900.80 18 \$54.67 \$4,373.60	\$48.97 \$3,917.60 \$101,857.60 19 \$55.21 \$4,416.80	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00	\$49.96 \$3,996.80 \$103,916.80 21 \$56.32 \$4,505.60	\$50.47 \$4,037.60 \$104,977.60 22 \$56.88 \$4,550.40	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4,596.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60
Steps Hourly Biweekly Annually Steps Hourly	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53	\$47.09 \$3,767.20 \$97,947.20 15 \$53.06	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13	\$48.51 \$3,880.80 \$100,900.80 18 \$54.67	\$48.97 \$3,917.60 \$101,857.60 19 \$55.21	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75	\$49.96 \$3,996.80 \$103,916.80 21 \$56.32	\$50.47 \$4,037.60 \$104,977.60 22 \$56.88	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45	\$51.50 \$4,120.00 \$107.120.00 24 \$58.02
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40	\$47.09 \$3,767.20 \$97,947.20 15 \$53.06 \$4,244.80	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40	\$48.51 \$3,880.80 \$100,900.80 18 \$54.67 \$4,373.60	\$48.97 \$3,917.60 \$101,857.60 19 \$55.21 \$4,416.80	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00	\$49.96 \$3,996.80 \$103,916.80 21 \$56.32 \$4,505.60	\$50.47 \$4,037.60 \$104,977.60 22 \$56.88 \$4,550.40	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4,596.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108,139.20	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40 \$109,262.40	\$47.09 \$3,767.20 \$97,947.20 15 \$53.06 \$4,244.80 \$110.364.80	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40 \$111,446.40	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40	\$48.51 \$3,880.80 \$100,900.80 18 \$54.67 \$4,373.60 \$113,713.60	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4,416.80 \$114.836.80	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00 \$115.960.00	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117.145.60	\$50.47 \$4,037.60 \$104,977.60 22 \$56.88 \$4,550.40 \$118,310.40	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00	\$51.50 \$4,120.00 \$107.120.00 24 \$58.02 \$4,641.60 \$120.681.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108,139.20	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40 \$109,262.40	\$47.09 \$3,767.20 \$97,947.20 15 \$53.06 \$4,244.80 \$110.364.80	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40 \$111,446.40	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40	\$48.51 \$3,880.80 \$100,900.80 18 \$54.67 \$4,373.60 \$113,713.60	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4,416.80 \$114.836.80	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00 \$115.960.00	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117,145.60	\$50.47 \$4,037.60 \$104,977.60 22 \$56.88 \$4,550.40 \$118.310.40	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00	\$51.50 \$4,120.00 \$107.120.00 24 \$58.02 \$4,641.60 \$120.681.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108,139.20	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40 \$109,262.40	\$47.09 \$3,767.20 \$97,947.20 15 \$53.06 \$4,244.80 \$110,364.80 27 \$59.79	\$47.55 \$3,804.00 \$98.904.00 16 \$53.58 \$4.286.40 \$111.446.40 28 \$60.37	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112,590.40 29 \$60.99	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4.373.60 \$113,713.60 30 \$61.60	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4,416.80 \$114.836.80 31 \$62.23	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00 \$115,960.00 32 \$62.83	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117,145.60 33 \$63.48	\$50.47 \$4,037.60 \$104,977.60 22 \$56.88 \$4,550.40 \$118,310.40 34 \$64.10	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4.641.60 \$120,681.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108.139.20 25 \$58.61 \$4,688.80	\$46.62 \$3,729.60 \$96.969.60 14 \$52.53 \$4,202.40 \$109,262.40 26 \$59.20 \$4,736.00	\$47.09 \$3,767.20 \$97.947.20 15 \$53.06 \$4,244.80 \$110.364.80 27 \$59.79 \$4,783.20	\$47.55 \$3,804.00 \$98.904.00 16 \$53.58 \$4,286.40 \$111,446.40 28 \$60.37 \$4,829.60	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40 29 \$60.99 \$4,879.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4,373.60 \$113,713.60 30 \$61.60 \$4,928.00	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4,416.80 \$114.836.80 31 \$62.23 \$4,978.40	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00 \$115.960.00 32 \$62.83 \$5,026.40	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117.145.60 33 \$63.48 \$5.078.40	\$50.47 \$4,037.60 \$104,977.60 22 \$56.88 \$4,550.40 \$118,310.40 34 \$64.10 \$5,128.00	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120.681.60 36 \$65.40 \$5.232.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108,139.20	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40 \$109,262.40	\$47.09 \$3,767.20 \$97,947.20 15 \$53.06 \$4,244.80 \$110,364.80 27 \$59.79	\$47.55 \$3,804.00 \$98.904.00 16 \$53.58 \$4.286.40 \$111.446.40 28 \$60.37	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112,590.40 29 \$60.99	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4.373.60 \$113,713.60 30 \$61.60	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4,416.80 \$114.836.80 31 \$62.23	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00 \$115,960.00 32 \$62.83	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117,145.60 33 \$63.48	\$50.47 \$4,037.60 \$104,977.60 22 \$56.88 \$4,550.40 \$118,310.40 34 \$64.10	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4.641.60 \$120,681.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108.139.20 25 \$58.61 \$4,688.80 \$121,908.80	\$46.62 \$3,729.60 \$96.969.60 14 \$52.53 \$4,202.40 \$109.262.40 26 \$59.20 \$4,736.00 \$123,136.00	\$47.09 \$3,767.20 \$97.947.20 15 \$53.06 \$4,244.80 \$110.364.80 27 \$59.79 \$4,783.20 \$124,363.20	\$47.55 \$3,804.00 \$98.904.00 16 \$53.58 \$4,286.40 \$111.446.40 28 \$60.37 \$4,829.60 \$125,569.60	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40 29 \$60.99 \$4,879.20 \$126,859.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4,373.60 \$113.713.60 30 \$61.60 \$4,928.00 \$128,128.00	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4,416.80 \$114.836.80 31 \$62.23 \$4,978.40 \$129,438.40	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00 \$115.960.00 32 \$62.83 \$5,026.40 \$130,686.40	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117.145.60 33 \$63.48 \$5.078.40 \$132.038.40	\$50.47 \$4,037.60 \$104,977.60 22 \$56.88 \$4,550.40 \$118.310.40 34 \$64.10 \$5,128.00 \$133.328.00	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00 \$134,680.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120.681.60 36 \$65.40 \$5.232.00 \$136.032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108,139.20 25 \$58.61 \$4,688.80 \$121,908.80	\$46.62 \$3,729.60 \$96.969.60 14 \$52.53 \$4,202.40 \$109.262.40 26 \$59.20 \$4,736.00 \$123,136.00	\$47.09 \$3,767.20 \$97.947.20 15 \$53.06 \$4,244.80 \$110.364.80 27 \$59.79 \$4,783.20 \$124,363.20	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40 \$111,446.40 28 \$60.37 \$4,829.60 \$125,569.60	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40 29 \$60.99 \$4,879.20 \$126,859.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4.373.60 \$113.713.60 30 \$61.60 \$4.928.00 \$128.128.00	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4,416.80 \$114.836.80 31 \$62.23 \$4,978.40 \$129,438.40	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00 \$115.960.00 32 \$62.83 \$5.026.40 \$130.686.40	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117,145.60 33 \$63.48 \$5.078.40 \$132.038.40	\$50.47 \$4,037.60 \$104.977.60 22 \$56.88 \$4.550.40 \$118.310.40 34 \$64.10 \$5,128.00 \$133.328.00	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00 \$134.680.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120.681.60 36 \$65.40 \$5,232.00 \$136.032.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108.139.20 25 \$58.61 \$4,688.80 \$121,908.80	\$46.62 \$3,729.60 \$96.969.60 14 \$52.53 \$4,202.40 \$109.262.40 26 \$59.20 \$4,736.00 \$123,136.00	\$47.09 \$3,767.20 \$97.947.20 15 \$53.06 \$4,244.80 \$110.364.80 27 \$59.79 \$4,783.20 \$124,363.20	\$47.55 \$3,804.00 \$98.904.00 16 \$53.58 \$4,286.40 \$111.446.40 28 \$60.37 \$4,829.60 \$125,569.60	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40 29 \$60.99 \$4,879.20 \$126,859.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4,373.60 \$113.713.60 30 \$61.60 \$4,928.00 \$128,128.00	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4,416.80 \$114.836.80 31 \$62.23 \$4,978.40 \$129,438.40	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00 \$115.960.00 32 \$62.83 \$5,026.40 \$130,686.40	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117.145.60 33 \$63.48 \$5.078.40 \$132.038.40	\$50.47 \$4,037.60 \$104,977.60 22 \$56.88 \$4,550.40 \$118.310.40 34 \$64.10 \$5,128.00 \$133.328.00	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00 \$134,680.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120.681.60 36 \$65.40 \$5.232.00 \$136.032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108,139.20 25 \$58.61 \$4,688.80 \$121,908.80	\$46.62 \$3,729.60 \$96.969.60 14 \$52.53 \$4,202.40 \$109.262.40 26 \$59.20 \$4,736.00 \$123,136.00	\$47.09 \$3,767.20 \$97.947.20 15 \$53.06 \$4,244.80 \$110.364.80 27 \$59.79 \$4,783.20 \$124,363.20	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40 \$111,446.40 28 \$60.37 \$4,829.60 \$125,569.60	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40 29 \$60.99 \$4,879.20 \$126,859.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4.373.60 \$113.713.60 30 \$61.60 \$4.928.00 \$128.128.00	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4.416.80 \$114.836.80 31 \$62.23 \$4.978.40 \$129.438.40	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00 \$115.960.00 32 \$62.83 \$5.026.40 \$130.686.40	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117,145.60 33 \$63.48 \$5,078.40 \$132,038.40	\$50.47 \$4,037.60 \$104.977.60 22 \$56.88 \$4,550.40 \$118.310.40 34 \$64.10 \$5,128.00 \$133,328.00	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00 \$134,680.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120.681.60 36 \$65.40 \$5.232.00 \$136.032.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108,139.20 25 \$58.61 \$4,688.80 \$121,908.80 37 \$66.05 \$5,284.00	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40 \$109,262.40 26 \$59.20 \$4,736.00 \$123,136.00 38 \$66.71 \$5,336.80	\$47.09 \$3,767.20 \$97.947.20 15 \$53.06 \$4,244.80 \$110.364.80 27 \$59.79 \$4,783.20 \$124,363.20 39 \$67.39 \$5.391.20	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40 \$111,446.40 28 \$60.37 \$4,829.60 \$125,569.60 40 \$68.05 \$5,444.00	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40 29 \$60.99 \$4,879.20 \$126,859.20 41 \$68.74 \$5,499.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4,373.60 \$113,713.60 30 \$61.60 \$4,928.00 \$128,128.00 42 \$69.42 \$5,553.60	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4,416.80 \$114,836.80 31 \$62.23 \$4,978.40 \$129,438.40 43 \$70.10 \$5,608.00	\$49.49 \$3,959.20 \$102,939.20 \$55.75 \$4,460.00 \$115,960.00 32 \$62.83 \$5.026.40 \$130,686.40 44 \$70.80 \$5,664.00	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117.145.60 33 \$63.48 \$5.078.40 \$132.038.40 45 \$71.52 \$5,721.60	\$50.47 \$4,037.60 \$104.977.60 22 \$56.88 \$4,550.40 \$118.310.40 34 \$64.10 \$5.128.00 \$133,328.00 46 \$72.23 \$5,778.40	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00 \$134,680.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120,681.60 36 \$65.40 \$5,232.00 \$136,032.00 48 \$73.68 \$5,894.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108,139.20 25 \$58.61 \$4,688.80 \$121,908.80	\$46.62 \$3,729.60 \$96.969.60 14 \$52.53 \$4,202.40 \$109,262.40 26 \$59.20 \$4,736.00 \$123,136.00	\$47.09 \$3,767.20 \$97.947.20 15 \$53.06 \$4,244.80 \$110.364.80 27 \$59.79 \$4,783.20 \$124.363.20	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40 \$111,446.40 28 \$60.37 \$4,829.60 \$125,569.60 40 \$68.05	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40 29 \$60.99 \$4,879.20 \$126,859.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4.373.60 \$113.713.60 30 \$61.60 \$4.928.00 \$128.128.00	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4.416.80 \$114.836.80 31 \$62.23 \$4.978.40 \$129.438.40	\$49.49 \$3,959.20 \$102,939.20 20 \$55.75 \$4,460.00 \$115,960.00 32 \$62.83 \$5,026.40 \$130,686.40	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117,145.60 33 \$63.48 \$5,078.40 \$132,038.40	\$50.47 \$4,037.60 \$104.977.60 22 \$56.88 \$4,550.40 \$118.310.40 34 \$64.10 \$5,128.00 \$133,328.00	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00 \$134,680.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120,681.60 36 \$65.40 \$5,232.00 \$136,032.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4,159.20 \$108,139.20 25 \$58.61 \$4,688.80 \$121,908.80 37 \$66.05 \$5,284.00	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40 \$109,262.40 26 \$59.20 \$4,736.00 \$123,136.00 38 \$66.71 \$5,336.80	\$47.09 \$3,767.20 \$97.947.20 15 \$53.06 \$4,244.80 \$110.364.80 27 \$59.79 \$4,783.20 \$124,363.20 39 \$67.39 \$5.391.20	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40 \$111,446.40 28 \$60.37 \$4,829.60 \$125,569.60 40 \$68.05 \$5,444.00	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40 29 \$60.99 \$4,879.20 \$126,859.20 41 \$68.74 \$5,499.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4,373.60 \$113,713.60 30 \$61.60 \$4,928.00 \$128,128.00 42 \$69.42 \$5,553.60	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4,416.80 \$114,836.80 31 \$62.23 \$4,978.40 \$129,438.40 43 \$70.10 \$5,608.00	\$49.49 \$3,959.20 \$102,939.20 \$55.75 \$4,460.00 \$115,960.00 32 \$62.83 \$5.026.40 \$130,686.40 44 \$70.80 \$5,664.00	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117.145.60 33 \$63.48 \$5.078.40 \$132.038.40 45 \$71.52 \$5,721.60	\$50.47 \$4,037.60 \$104.977.60 22 \$56.88 \$4,550.40 \$118.310.40 34 \$64.10 \$5.128.00 \$133,328.00 46 \$72.23 \$5,778.40	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00 \$134,680.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120,681.60 36 \$65.40 \$5,232.00 \$136,032.00 48 \$73.68 \$5,894.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps	\$46.15 \$3,692.00 \$95,992.00 13 \$51.99 \$4.159.20 \$108.139.20 25 \$58.61 \$4.688.80 \$121,908.80 37 \$66.05 \$5,284.00 \$137,384.00	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40 \$109,262.40 26 \$59.20 \$4,736.00 \$123,136.00 38 \$66.71 \$5,336.80 \$138,756.80	\$47.09 \$3,767.20 \$97.947.20 \$15 \$53.06 \$4.244.80 \$110.364.80 \$27 \$59.79 \$4,783.20 \$124.363.20 \$67.39 \$5.391.20 \$140.171.20	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40 \$111,446.40 28 \$60.37 \$4,829.60 \$125,569.60 40 \$68.05 \$5,444.00 \$141,544.00	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112,590.40 29 \$60.99 \$4,879.20 \$126,859.20 41 \$68.74 \$5,499.20 \$142,979.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4.373.60 \$113,713.60 30 \$61.60 \$4.928.00 \$128,128.00 42 \$69.42 \$5,553.60 \$144,393.60	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4,416.80 \$114,836.80 31 \$62.23 \$4,978.40 \$129,438.40 43 \$70.10 \$5,608.00 \$145,808.00	\$49.49 \$3,959.20 \$102,939.20 \$55.75 \$4,460.00 \$115,960.00 32 \$62.83 \$5.026.40 \$130,686.40 44 \$70.80 \$5,664.00	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117.145.60 33 \$63.48 \$5.078.40 \$132.038.40 45 \$71.52 \$5,721.60	\$50.47 \$4,037.60 \$104.977.60 22 \$56.88 \$4,550.40 \$118.310.40 34 \$64.10 \$5.128.00 \$133,328.00 46 \$72.23 \$5,778.40	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00 \$134,680.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120,681.60 36 \$65.40 \$5,232.00 \$136,032.00 48 \$73.68 \$5,894.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$46.15 \$3,692.00 \$95,992.00 \$95,992.00 13 \$51.99 \$4.159.20 \$108.139.20 25 \$58.61 \$4,688.80 \$121,908.80 37 \$66.05 \$5,284.00 \$137,384.00	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40 \$109,262.40 26 \$59.20 \$4,736.00 \$123,136.00 38 \$66.71 \$5,336.80 \$138,756.80 50 \$75.17	\$47.09 \$3,767.20 \$97.947.20 \$15 \$53.06 \$4.244.80 \$110.364.80 \$27 \$59.79 \$4,783.20 \$124.363.20 \$67.39 \$5.391.20 \$140.171.20	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40 \$111,446.40 28 \$60.37 \$4,829.60 \$125.569.60 40 \$68.05 \$5,444.00 \$141.544.00	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40 29 \$60.99 \$4,879.20 \$126,859.20 41 \$68.74 \$5,499.20 \$142,979.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4.373.60 \$113.713.60 30 \$61.60 \$4,928.00 \$128.128.00 42 \$69.42 \$5.553.60 \$144.393.60	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4.416.80 \$114.836.80 31 \$62.23 \$4,978.40 \$129.438.40 43 \$70.10 \$5,608.00 \$145,808.00	\$49.49 \$3,959.20 \$102,939.20 \$55.75 \$4,460.00 \$115,960.00 32 \$62.83 \$5.026.40 \$130,686.40 44 \$70.80 \$5,664.00	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117.145.60 33 \$63.48 \$5.078.40 \$132.038.40 45 \$71.52 \$5,721.60	\$50.47 \$4,037.60 \$104.977.60 22 \$56.88 \$4,550.40 \$118.310.40 34 \$64.10 \$5.128.00 \$133,328.00 46 \$72.23 \$5,778.40	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00 \$134,680.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120,681.60 36 \$65.40 \$5,232.00 \$136,032.00 48 \$73.68 \$5,894.40
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	\$46.15 \$3,692.00 \$95.992.00 \$95.992.00 13 \$51.99 \$4.159.20 \$108.139.20 25 \$58.61 \$4,688.80 \$121.908.80 37 \$66.05 \$5,284.00 \$137.384.00 49 \$74.42 \$5,953.60	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40 \$109,262.40 26 \$59.20 \$4,736.00 \$123,136.00 38 \$66.71 \$5,336.80 \$138,756.80 50 \$75.17 \$6,013.60	\$47.09 \$3,767.20 \$97.947.20 \$15 \$53.06 \$4.244.80 \$110.364.80 \$124.363.20 \$124.363.20 \$124.363.20 \$124.363.20 \$15.391.20 \$140.171.20	\$47.55 \$3,804.00 \$98,904.00 \$98,904.00 16 \$53.58 \$4,286.40 \$111,446.40 28 \$60.37 \$4,829.60 \$125.569.60 40 \$68.05 \$5,444.00 \$141.544.00 52 \$76.68 \$6,134.40	\$48.02 \$3,841.60 \$99.881.60 17 \$54.13 \$4.330.40 \$112.590.40 29 \$60.99 \$4.879.20 \$126.859.20 41 \$68.74 \$5.499.20 \$142.979.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4.373.60 \$113,713.60 30 \$61.60 \$4.928.00 \$128.128.00 42 \$5,553.60 \$144.393.60 54 \$78.22 \$6,257.60	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4.416.80 \$114,836.80 31 \$62.23 \$4.978.40 \$129.438.40 43 \$70.10 \$5.608.00 \$145.808.00 55 \$79.02 \$6.321.60	\$49.49 \$3,959.20 \$102,939.20 \$55.75 \$4,460.00 \$115,960.00 32 \$62.83 \$5.026.40 \$130,686.40 44 \$70.80 \$5,664.00	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117.145.60 33 \$63.48 \$5.078.40 \$132.038.40 45 \$71.52 \$5,721.60	\$50.47 \$4,037.60 \$104.977.60 22 \$56.88 \$4,550.40 \$118.310.40 34 \$64.10 \$5.128.00 \$133,328.00 46 \$72.23 \$5,778.40	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00 \$134,680.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120,681.60 36 \$65.40 \$5,232.00 \$136,032.00 48 \$73.68 \$5,894.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$46.15 \$3,692.00 \$95,992.00 \$95,992.00 13 \$51.99 \$4.159.20 \$108.139.20 25 \$58.61 \$4,688.80 \$121,908.80 37 \$66.05 \$5,284.00 \$137,384.00	\$46.62 \$3,729.60 \$96,969.60 14 \$52.53 \$4,202.40 \$109,262.40 26 \$59.20 \$4,736.00 \$123,136.00 38 \$66.71 \$5,336.80 \$138,756.80 50 \$75.17	\$47.09 \$3,767.20 \$97.947.20 \$15 \$53.06 \$4.244.80 \$110.364.80 \$27 \$59.79 \$4,783.20 \$124.363.20 \$67.39 \$5.391.20 \$140.171.20	\$47.55 \$3,804.00 \$98,904.00 16 \$53.58 \$4,286.40 \$111,446.40 28 \$60.37 \$4,829.60 \$125.569.60 40 \$68.05 \$5,444.00 \$141.544.00	\$48.02 \$3,841.60 \$99,881.60 17 \$54.13 \$4,330.40 \$112.590.40 29 \$60.99 \$4,879.20 \$126,859.20 41 \$68.74 \$5,499.20 \$142,979.20	\$48.51 \$3,880.80 \$100.900.80 18 \$54.67 \$4.373.60 \$113.713.60 30 \$61.60 \$4,928.00 \$128.128.00 42 \$69.42 \$5.553.60 \$144.393.60	\$48.97 \$3,917.60 \$101.857.60 19 \$55.21 \$4.416.80 \$114.836.80 31 \$62.23 \$4,978.40 \$129.438.40 43 \$70.10 \$5,608.00 \$145,808.00	\$49.49 \$3,959.20 \$102,939.20 \$55.75 \$4,460.00 \$115,960.00 32 \$62.83 \$5.026.40 \$130,686.40 44 \$70.80 \$5,664.00	\$49.96 \$3,996.80 \$103.916.80 21 \$56.32 \$4,505.60 \$117.145.60 33 \$63.48 \$5.078.40 \$132.038.40 45 \$71.52 \$5,721.60	\$50.47 \$4,037.60 \$104.977.60 22 \$56.88 \$4,550.40 \$118.310.40 34 \$64.10 \$5.128.00 \$133,328.00 46 \$72.23 \$5,778.40	\$50.96 \$4,076.80 \$105.996.80 23 \$57.45 \$4.596.00 \$119.496.00 35 \$64.75 \$5.180.00 \$134,680.00	\$51.50 \$4,120.00 \$107,120.00 24 \$58.02 \$4,641.60 \$120,681.60 36 \$65.40 \$5,232.00 \$136,032.00 48 \$73.68 \$5,894.40

(Non-bargaining unit)

Grade 83

C1	1	2	3	4	5	•	7		9	10	11	12
Steps	_	_	_	•		6		8	•	10		
Hourly	\$51.99	\$52.53	\$53.06	\$53.58	\$54.13	\$54.67	\$55.21	\$55.75	\$56.32	\$56.88	\$57.45	\$58.02
Biweekly	\$4,159.20	\$4,202.40	\$4,244.80	\$4,286.40	\$4,330.40	\$4,373.60	\$4,416.80	\$4,460.00	\$4,505.60	\$4,550.40	\$4,596.00	\$4,641.60
Annually	\$108,139.20	\$109,262.40	\$110,364.80	\$111,446.40	\$112,590.40	\$113,713.60	\$114,836.80	\$115,960.00	\$117,145.60	\$118,310.40	\$119,496.00	\$120,681.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$58.61	\$59.20	\$59.79	\$60.37	\$60.99	\$61.60	\$62.23	\$62.83	\$63.48	\$64.10	\$64.75	\$65.40
Biweekly	\$4,688.80	\$4,736.00	\$4,783.20	\$4,829.60	\$4,879.20	\$4,928.00	\$4,978.40	\$5,026.40	\$5,078.40	\$5,128.00	\$5,180.00	\$5,232.00
Annually	\$121,908.80	\$123,136.00	\$124,363.20	\$125,569.60	\$126,859.20	\$128,128.00	\$129,438.40	\$130,686.40	\$132,038.40	\$133,328.00	\$134,680.00	\$136,032.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$66.05	\$66.71	\$67.39	\$68.05	\$68.74	\$69.42	\$70.10	\$70.80	\$71.52	\$72.23	\$72.93	\$73.68
Biweekly	\$5,284.00	\$5,336.80	\$5,391.20	\$5,444.00	\$5,499.20	\$5,553.60	\$5,608.00	\$5,664.00	\$5,721.60	\$5,778.40	\$5,834.40	\$5,894.40
Annually	\$137,384.00	\$138,756.80	\$140,171.20	\$141,544.00	\$142,979.20	\$144,393.60	\$145,808.00	\$147,264.00	\$148,761.60	\$150,238.40	\$151,694.40	\$153,254.40
Ailliadily	\$157,50 4 .00	\$150,750.00	3140,171.20	3141,344.00	3142,373.20	3144,333.00	\$145,000.00	3147,204.00	3140,701.00	\$150,250.40	3131,034.40	J1JJ,2J4.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$74.42	\$75.17	\$75.90	\$76.68	\$77.44	\$78.22	\$79.02	\$79.79	\$80.59	\$81.38	\$82.22	\$83.01
Biweekly	\$5,953.60	\$6,013.60	\$6,072.00	\$6,134.40	\$6,195.20	\$6,257.60	\$6,321.60	\$6,383.20	\$6,447.20	\$6,510.40	\$6,577.60	\$6,640.80
Annually	\$154,793.60	\$156,353.60	\$157,872.00	\$159,494.40	\$161,075.20	\$162,697.60	\$164,361.60	\$165,963.20	\$167,627.20	\$169,270.40	\$171,017.60	\$172,660.80
Steps	49	50	51	52	53	54	55					
Hourly	\$83.86	\$84.69	\$85.54	\$86.41	\$87.26	\$88.13	\$89.03					
Biweekly	\$6,708.80	\$6,775.20	\$6,843.20	\$6,912.80	\$6,980.80	\$7,050.40	\$7,122.40					
Annually	\$174,428.80	\$176,155.20	\$177,923.20	\$179,732.80	\$181,500.80	\$183,310.40	\$185,182.40					
001												
Grade 84												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	_	_		•				_				
Steps Hourly	\$56.88	\$57.45	\$58.02	\$58.61	\$59.20	\$59.79	\$60.37	\$60.99	\$61.60	\$62.23	\$62.83	\$63.48
Steps Hourly Biweekly	\$56.88 \$4,550.40	\$57.45 \$4,596.00	\$58.02 \$4,641.60	\$58.61 \$4,688.80	\$59.20 \$4,736.00	\$59.79 \$4,783.20	\$60.37 \$4,829.60	\$60.99 \$4,879.20	\$61.60 \$4,928.00	\$62.23 \$4,978.40	\$62.83 \$5,026.40	\$63.48 \$5,078.40
Steps Hourly	\$56.88	\$57.45	\$58.02	\$58.61	\$59.20	\$59.79	\$60.37	\$60.99	\$61.60	\$62.23	\$62.83	\$63.48
Steps Hourly Biweekly	\$56.88 \$4,550.40	\$57.45 \$4,596.00	\$58.02 \$4,641.60	\$58.61 \$4,688.80	\$59.20 \$4,736.00	\$59.79 \$4,783.20	\$60.37 \$4,829.60	\$60.99 \$4,879.20	\$61.60 \$4,928.00	\$62.23 \$4,978.40	\$62.83 \$5,026.40	\$63.48 \$5,078.40
Steps Hourly Biweekly Annually	\$56.88 \$4,550.40 \$118,310.40	\$57.45 \$4,596.00 \$119,496.00	\$58.02 \$4,641.60 \$120,681.60	\$58.61 \$4,688.80 \$121,908.80	\$59.20 \$4,736.00 \$123,136.00	\$59.79 \$4,783.20 \$124,363.20	\$60.37 \$4,829.60 \$125,569.60	\$60.99 \$4,879.20 \$126.859.20	\$61.60 \$4,928.00 \$128,128.00	\$62.23 \$4,978.40 \$129,438.40	\$62.83 \$5,026.40 \$130,686.40	\$63.48 \$5,078.40 \$132,038.40
Steps Hourly Biweekly Annually Steps Hourly	\$56.88 \$4,550.40 \$118,310.40 13 \$64.10	\$57.45 \$4,596.00 \$119,496.00 14 \$64.75	\$58.02 \$4,641.60 \$120,681.60 15 \$65.40	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39	\$60.37 \$4,829.60 \$125,569.60 19 \$68.05	\$60.99 \$4,879.20 \$126,859.20 20 \$68.74	\$61.60 \$4,928.00 \$128,128.00 21 \$69.42	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10	\$62.83 \$5,026.40 \$130,686.40 23 \$70.80	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$56.88 \$4,550.40 \$118,310.40 13 \$64.10 \$5,128.00	\$57.45 \$4,596.00 \$119,496.00 14 \$64.75 \$5,180.00	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5.232.00	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5,336.80	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5,391.20	\$60.37 \$4,829.60 \$125,569.60 19 \$68.05 \$5,444.00	\$60.99 \$4,879.20 \$126,859.20 20 \$68.74 \$5,499.20	\$61.60 \$4,928.00 \$128,128.00 21 \$69.42 \$5,553.60	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5,608.00	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5,664.00	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52 \$5,721.60
Steps Hourly Biweekly Annually Steps Hourly	\$56.88 \$4,550.40 \$118,310.40 13 \$64.10	\$57.45 \$4,596.00 \$119,496.00 14 \$64.75	\$58.02 \$4,641.60 \$120,681.60 15 \$65.40	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39	\$60.37 \$4,829.60 \$125,569.60 19 \$68.05	\$60.99 \$4,879.20 \$126,859.20 20 \$68.74	\$61.60 \$4,928.00 \$128,128.00 21 \$69.42	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10	\$62.83 \$5,026.40 \$130,686.40 23 \$70.80	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5,128.00 \$133,328.00	\$57.45 \$4,596.00 \$119.496.00 14 \$64.75 \$5,180.00 \$134,680.00	\$58.02 \$4,641.60 \$120,681.60 15 \$65.40 \$5,232.00 \$136,032.00	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5.336.80 \$138,756.80	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5,391.20 \$140,171.20	\$60.37 \$4,829.60 \$125,569.60 19 \$68.05 \$5,444.00 \$141,544.00	\$60.99 \$4,879.20 \$126,859.20 20 \$68.74 \$5,499.20 \$142,979.20	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 21 \$69.42 \$5,553.60 \$144,393.60	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5,608.00 \$145,808.00	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00	\$63.48 \$5,078.40 \$132.038.40 24 \$71.52 \$5,721.60 \$148,761.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5,128.00 \$133.328.00	\$57.45 \$4,596.00 \$119,496.00 14 \$64.75 \$5,180.00 \$134,680.00	\$58.02 \$4,641.60 \$120,681.60 15 \$65.40 \$5,232.00 \$136,032.00	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5,336.80 \$138,756.80	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5,391.20 \$140.171.20	\$60.37 \$4,829.60 \$125,569.60 19 \$68.05 \$5,444.00 \$141,544.00	\$60.99 \$4,879.20 \$126,859.20 20 \$68.74 \$5,499.20 \$142,979.20	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 21 \$69.42 \$5,553.60 \$144,393.60	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5,608.00 \$145,808.00	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00	\$63.48 \$5,078.40 \$132.038.40 24 \$71.52 \$5,721.60 \$148,761.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5.128.00 \$133.328.00 25 \$72.23	\$57.45 \$4,596.00 \$119,496.00 14 \$64.75 \$5,180.00 \$134,680.00 26 \$72.93	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5,232.00 \$136,032.00 27 \$73.68	\$58.61 \$4,688.80 \$121.908.80 16 \$66.05 \$5.284.00 \$137.384.00	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5,336.80 \$138,756.80 29 \$75.17	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5.391.20 \$140,171.20 30 \$75.90	\$60.37 \$4,829.60 \$125.569.60 19 \$68.05 \$5,444.00 \$141,544.00	\$60.99 \$4,879.20 \$126.859.20 20 \$68.74 \$5,499.20 \$142,979.20 32 \$77.44	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 21 \$69.42 \$5,553.60 \$144,393.60 33 \$78.22	\$62.23 \$4,978.40 \$129.438.40 22 \$70.10 \$5.608.00 \$145,808.00	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52 \$5,721.60 \$148,761.60 36 \$80.59
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5.128.00 \$133.328.00 25 \$72.23 \$5.778.40	\$57.45 \$4,596.00 \$119,496.00 14 \$64.75 \$5,180.00 \$134,680.00 26 \$72.93 \$5,834.40	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5,232.00 \$136.032.00 27 \$73.68 \$5,894.40	\$58.61 \$4,688.80 \$121.908.80 16 \$66.05 \$5,284.00 \$137,384.00 28 \$74.42 \$5,953.60	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5,336.80 \$138.756.80 29 \$75.17 \$6,013.60	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5,391.20 \$140.171.20 30 \$75.90 \$6,072.00	\$60.37 \$4,829.60 \$125.569.60 19 \$68.05 \$5,444.00 \$141.544.00 31 \$76.68 \$6,134.40	\$60.99 \$4,879.20 \$126.859.20 20 \$68.74 \$5.499.20 \$142.979.20 32 \$77.44 \$6.195.20	\$61.60 \$4,928.00 \$128.128.00 21 \$69.42 \$5,553.60 \$144.393.60 33 \$78.22 \$6,257.60	\$62.23 \$4,978.40 \$129.438.40 22 \$70.10 \$5,608.00 \$145,808.00 34 \$79.02 \$6,321.60	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00 35 \$79.79 \$6.383.20	\$63.48 \$5,078.40 \$132.038.40 24 \$71.52 \$5,721.60 \$148.761.60 36 \$80.59 \$6.447.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5.128.00 \$133.328.00 25 \$72.23	\$57.45 \$4,596.00 \$119,496.00 14 \$64.75 \$5,180.00 \$134,680.00 26 \$72.93	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5,232.00 \$136,032.00 27 \$73.68	\$58.61 \$4,688.80 \$121.908.80 16 \$66.05 \$5.284.00 \$137.384.00	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5,336.80 \$138,756.80 29 \$75.17	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5.391.20 \$140,171.20 30 \$75.90	\$60.37 \$4,829.60 \$125.569.60 19 \$68.05 \$5,444.00 \$141,544.00	\$60.99 \$4,879.20 \$126.859.20 20 \$68.74 \$5,499.20 \$142,979.20 32 \$77.44	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 21 \$69.42 \$5,553.60 \$144,393.60 33 \$78.22	\$62.23 \$4,978.40 \$129.438.40 22 \$70.10 \$5.608.00 \$145,808.00	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52 \$5,721.60 \$148,761.60 36 \$80.59
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5.128.00 \$133.328.00 25 \$72.23 \$5.778.40 \$150.238.40	\$57.45 \$4,596.00 \$119,496.00 14 \$64.75 \$5,180.00 \$134.680.00 26 \$72.93 \$5,834.40 \$151,694.40	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5,232.00 \$136.032.00 27 \$73.68 \$5,894.40 \$153,254.40	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00 28 \$74.42 \$5,953.60 \$154,793.60	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5,336.80 \$138.756.80 29 \$75.17 \$6,013.60 \$156,353.60	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5,391.20 \$140.171.20 30 \$75.90 \$6.072.00 \$157,872.00	\$60.37 \$4,829.60 \$125.569.60 19 \$68.05 \$5,444.00 \$141.544.00 31 \$76.68 \$6,134.40 \$159,494.40	\$60.99 \$4,879.20 \$126.859.20 20 \$68.74 \$5.499.20 \$142.979.20 32 \$77.44 \$6.195.20 \$161.075.20	\$61.60 \$4,928.00 \$128.128.00 \$128.128.00 \$142.128.00 \$142.55.553.60 \$144.393.60 \$144.393.60 \$78.22 \$6.257.60 \$162.697.60	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5,608.00 \$145,808.00 34 \$79.02 \$6,321.60 \$164,361.60	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00 35 \$79.79 \$6.383.20 \$165.963.20	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52 \$5,721.60 \$148.761.60 36 \$80.59 \$6,447.20 \$167,627.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5.128.00 \$133.328.00 25 \$72.23 \$5,778.40 \$150.238.40	\$57.45 \$4,596.00 \$119,496.00 14 \$64.75 \$5.180.00 \$134,680.00 26 \$72.93 \$5.834.40 \$151,694.40	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5.232.00 \$136.032.00 27 \$73.68 \$5.894.40 \$153.254.40	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00 28 \$74.42 \$5,953.60 \$154,793.60	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5.336.80 \$138.756.80 29 \$75.17 \$6,013.60 \$156.353.60	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5,391.20 \$140.171.20 30 \$75.90 \$6,072.00 \$157,872.00	\$60.37 \$4,829.60 \$125.569.60 19 \$68.05 \$5,444.00 \$141.544.00 31 \$76.68 \$6,134.40 \$159,494.40	\$60.99 \$4,879.20 \$126.859.20 20 \$68.74 \$5,499.20 \$142,979.20 32 \$77.44 \$6,195.20 \$161.075.20	\$61.60 \$4,928.00 \$128.128.00 \$128.128.00 21 \$69.42 \$5.553.60 \$144.393.60 33 \$78.22 \$6.257.60 \$162.697.60	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5.608.00 \$145.808.00 34 \$79.02 \$6,321.60 \$164.361.60	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00 35 \$79.79 \$6.383.20 \$165.963.20	\$63.48 \$5,078.40 \$132.038.40 24 \$71.52 \$5.721.60 \$148.761.60 36 \$80.59 \$6.447.20 \$167.627.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5.128.00 \$133.328.00 25 \$72.23 \$5,778.40 \$150,238.40 37 \$81.38	\$57.45 \$4,596.00 \$119,496.00 14 \$64.75 \$5.180.00 \$134,680.00 26 \$72.93 \$5.834.40 \$151,694.40	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5.232.00 \$136.032.00 27 \$73.68 \$5.894.40 \$153.254.40	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00 28 \$74.42 \$5,953.60 \$154,793.60 40 \$83.86	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5,336.80 \$138,756.80 29 \$75.17 \$6,013.60 \$156,353.60 41 \$84.69	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5.391.20 \$140.171.20 30 \$75.90 \$6,072.00 \$157.872.00	\$60.37 \$4,829.60 \$125.569.60 19 \$68.05 \$5,444.00 \$141.544.00 31 \$76.68 \$6,134.40 \$159,494.40	\$60.99 \$4,879.20 \$126,859.20 20 \$68.74 \$5,499.20 \$142,979.20 32 \$77.44 \$6,195.20 \$161,075.20	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$128,128.00 \$69.42 \$5,553.60 \$144,393.60 \$78.22 \$6,257.60 \$162,697.60	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5.608.00 \$145,808.00 34 \$79.02 \$6,321.60 \$164,361.60	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00 35 \$79.79 \$6.383.20 \$165.963.20	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52 \$5,721.60 \$148.761.60 36 \$80.59 \$6,447.20 \$167,627.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5.128.00 \$133.328.00 25 \$72.23 \$5.778.40 \$150.238.40 37 \$81.38 \$6.510.40	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$14 \$64.75 \$5,180.00 \$134,680.00 \$72.93 \$5.834.40 \$151,694.40 \$82.22 \$6,577.60	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5.232.00 \$136.032.00 27 \$73.68 \$5.894.40 \$153.254.40 39 \$83.01 \$6.640.80	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00 28 \$74.42 \$5,953.60 \$154,793.60 40 \$83.86 \$6,708.80	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5.336.80 \$138.756.80 29 \$75.17 \$6.013.60 \$156,353.60 41 \$84.69 \$6,775.20	\$59.79 \$4,783.20 \$124.363.20 18 \$67.39 \$5.391.20 \$140.171.20 30 \$75.90 \$6.072.00 \$157.872.00 42 \$85.54 \$6,843.20	\$60.37 \$4,829.60 \$125.569.60 19 \$68.05 \$5,444.00 \$141.544.00 31 \$76.68 \$6.134.40 \$159,494.40 43 \$86.41 \$6,912.80	\$60.99 \$4,879.20 \$126.859.20 20 \$68.74 \$5.499.20 \$142.979.20 32 \$77.44 \$6,195.20 \$161.075.20 44 \$87.26 \$6.980.80	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$128,128.00 \$69.42 \$5,553.60 \$144,393.60 \$78.22 \$6,257.60 \$162,697.60 \$45 \$88.13 \$7,050.40	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5.608.00 \$145,808.00 34 \$79.02 \$6,321.60 \$164,361.60 46 \$89.03 \$7.122.40	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00 35 \$79.79 \$6.383.20 \$165.963.20 47 \$89.90 \$7.192.00	\$63.48 \$5,078.40 \$132.038.40 24 \$71.52 \$5.721.60 \$148.761.60 36 \$80.59 \$6.447.20 \$167.627.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5.128.00 \$133.328.00 25 \$72.23 \$5,778.40 \$150,238.40 37 \$81.38	\$57.45 \$4,596.00 \$119,496.00 14 \$64.75 \$5.180.00 \$134,680.00 26 \$72.93 \$5.834.40 \$151,694.40	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5.232.00 \$136.032.00 27 \$73.68 \$5.894.40 \$153.254.40	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00 28 \$74.42 \$5,953.60 \$154,793.60 40 \$83.86	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5,336.80 \$138,756.80 29 \$75.17 \$6,013.60 \$156,353.60 41 \$84.69	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5.391.20 \$140.171.20 30 \$75.90 \$6,072.00 \$157.872.00	\$60.37 \$4,829.60 \$125.569.60 19 \$68.05 \$5,444.00 \$141.544.00 31 \$76.68 \$6,134.40 \$159,494.40	\$60.99 \$4,879.20 \$126,859.20 20 \$68.74 \$5,499.20 \$142,979.20 32 \$77.44 \$6,195.20 \$161,075.20	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$128,128.00 \$69.42 \$5,553.60 \$144,393.60 \$78.22 \$6,257.60 \$162,697.60	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5.608.00 \$145,808.00 34 \$79.02 \$6,321.60 \$164,361.60	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00 35 \$79.79 \$6.383.20 \$165.963.20	\$63.48 \$5,078.40 \$132.038.40 24 \$71.52 \$5,721.60 \$148.761.60 36 \$80.59 \$6,447.20 \$167.627.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5,128.00 \$133.328.00 25 \$72.23 \$5,778.40 \$150.238.40 37 \$81.38 \$6.510.40 \$169.270.40	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$14 \$64.75 \$5,180.00 \$134,680.00 \$72.93 \$5,834.40 \$151,694.40 \$82.22 \$6,577.60 \$171,017.60	\$58.02 \$4,641.60 \$120.681.60 \$120.681.60 \$5.232.00 \$136.032.00 \$73.68 \$5.894.40 \$153.254.40 \$83.01 \$6.640.80 \$172.660.80	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00 28 \$74.42 \$5,953.60 \$154,793.60 40 \$83.86 \$6,708.80 \$174,428.80	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 17 \$66.71 \$5,336.80 \$138,756.80 29 \$75.17 \$6,013.60 \$156,353.60 41 \$84.69 \$6,775.20 \$176,155.20	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5,391.20 \$140,171.20 30 \$75.90 \$6,072.00 \$157,872.00 42 \$85.54 \$6,843.20 \$177,923.20	\$60.37 \$4,829.60 \$125.569.60 19 \$68.05 \$5.444.00 \$141.544.00 31 \$76.68 \$6.134.40 \$159.494.40 43 \$86.41 \$6.912.80 \$179.732.80	\$60.99 \$4,879.20 \$126.859.20 20 \$68.74 \$5.499.20 \$142.979.20 32 \$77.44 \$6,195.20 \$161.075.20 44 \$87.26 \$6.980.80	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$128,128.00 \$69.42 \$5,553.60 \$144,393.60 \$78.22 \$6,257.60 \$162,697.60 \$45 \$88.13 \$7,050.40	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5.608.00 \$145,808.00 34 \$79.02 \$6,321.60 \$164,361.60 46 \$89.03 \$7.122.40	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00 35 \$79.79 \$6.383.20 \$165.963.20 47 \$89.90 \$7.192.00	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52 \$5,721.60 \$148,761.60 36 \$80.59 \$6,447.20 \$167,627.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5.128.00 \$133.328.00 25 \$72.23 \$5.778.40 \$150.238.40 37 \$81.38 \$6.510.40 \$169.270.40	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$14 \$64.75 \$5,180.00 \$134,680.00 \$72.93 \$5,834.40 \$151,694.40 \$82.22 \$6,577.60 \$171,017.60	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5,232.00 \$136.032.00 27 \$73.68 \$5,894.40 \$153,254.40 39 \$83.01 \$6,640.80 \$172,660.80	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00 28 \$74.42 \$5,953.60 \$154,793.60 40 \$83.86 \$6,708.80 \$174,428.80	\$59.20 \$4,736.00 \$123,136.00 17 \$66.71 \$5,336.80 \$138,756.80 29 \$75.17 \$6,013.60 \$156,353.60 41 \$84.69 \$6,775.20 \$176,155.20	\$59.79 \$4,783.20 \$124.363.20 18 \$67.39 \$5.391.20 \$140.171.20 30 \$75.90 \$6.072.00 \$157.872.00 42 \$85.54 \$6.843.20 \$177.923.20	\$60.37 \$4,829.60 \$125,569.60 19 \$68.05 \$5,444.00 \$141,544.00 31 \$76.68 \$6.134.40 \$159,494.40 43 \$86.41 \$6,912.80 \$179,732.80	\$60.99 \$4,879.20 \$126.859.20 20 \$68.74 \$5.499.20 \$142.979.20 32 \$77.44 \$6,195.20 \$161.075.20 44 \$87.26 \$6.980.80	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$128,128.00 \$69.42 \$5,553.60 \$144,393.60 \$78.22 \$6,257.60 \$162,697.60 \$45 \$88.13 \$7,050.40	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5.608.00 \$145,808.00 34 \$79.02 \$6,321.60 \$164,361.60 46 \$89.03 \$7.122.40	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00 35 \$79.79 \$6.383.20 \$165.963.20 47 \$89.90 \$7.192.00	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52 \$5,721.60 \$148,761.60 36 \$80.59 \$6,447.20 \$167,627.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5,128.00 \$133.328.00 25 \$72.23 \$5,778.40 \$150.238.40 37 \$81.38 \$6,510.40 \$169.270.40	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$14 \$64.75 \$5,180.00 \$134,680.00 \$72.93 \$5,834.40 \$151,694.40 \$82.22 \$6,577.60 \$171,017.60 \$92.64	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5.232.00 \$136.032.00 27 \$73.68 \$5.894.40 \$153.254.40 39 \$83.01 \$6.640.80 \$172.660.80	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00 28 \$74.42 \$5,953.60 \$154,793.60 40 \$83.86 \$6,708.80 \$174,428.80 52	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 \$17 \$5,336.80 \$138,756.80 \$75.17 \$6,013.60 \$156,353.60 \$156,353.60 \$176,155.20 \$176,155.20	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5,391.20 \$140,171.20 30 \$75.90 \$6,072.00 \$157.872.00 42 \$85.54 \$6,843.20 \$177,923.20	\$60.37 \$4,829.60 \$125,569.60 19 \$68.05 \$5,444.00 \$141,544.00 31 \$76.68 \$6,134.40 \$159,494.40 43 \$86.41 \$6,912.80 \$179,732.80	\$60.99 \$4,879.20 \$126.859.20 20 \$68.74 \$5.499.20 \$142.979.20 32 \$77.44 \$6,195.20 \$161.075.20 44 \$87.26 \$6.980.80	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$128,128.00 \$69.42 \$5,553.60 \$144,393.60 \$78.22 \$6,257.60 \$162,697.60 \$45 \$88.13 \$7,050.40	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5.608.00 \$145,808.00 34 \$79.02 \$6,321.60 \$164,361.60 46 \$89.03 \$7.122.40	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00 35 \$79.79 \$6.383.20 \$165.963.20 47 \$89.90 \$7.192.00	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52 \$5,721.60 \$148,761.60 36 \$80.59 \$6,447.20 \$167,627.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5.128.00 \$133.328.00 25 \$72.23 \$5.778.40 \$150.238.40 37 \$81.38 \$6.510.40 \$169.270.40 49 \$91.72 \$7.337.60	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$14 \$64.75 \$5,180.00 \$134,680.00 \$72.93 \$5,834.40 \$151,694.40 \$82.22 \$6,577.60 \$171,017.60 \$92.64 \$7,411.20	\$58.02 \$4,641.60 \$120.681.60 \$120.681.60 \$5.232.00 \$136.032.00 \$73.68 \$5.894.40 \$153.254.40 \$153.254.40 \$153.254.40 \$172.660.80	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00 28 \$74.42 \$5,953.60 \$154,793.60 40 \$83.86 \$6,708.80 \$174,428.80 52 \$94.49 \$7,559.20	\$59.20 \$4,736.00 \$123.136.00 \$123.136.00 \$17 \$66.71 \$5.336.80 \$138.756.80 \$75.17 \$6,013.60 \$156.353.60 \$156.353.60 \$176.155.20 \$176,155.20	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5.391.20 \$140,171.20 30 \$75.90 \$6,072.00 \$157.872.00 42 \$85.54 \$6.843.20 \$177.923.20 54 \$96.41 \$7.712.80	\$60.37 \$4,829.60 \$125.569.60 19 \$68.05 \$5.444.00 \$141.544.00 31 \$76.68 \$6.134.40 \$159.494.40 43 \$86.41 \$6.912.80 \$179.732.80 55 \$97.34 \$7.787.20	\$60.99 \$4,879.20 \$126.859.20 20 \$68.74 \$5.499.20 \$142.979.20 32 \$77.44 \$6,195.20 \$161.075.20 44 \$87.26 \$6.980.80	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$128,128.00 \$69.42 \$5,553.60 \$144,393.60 \$78.22 \$6,257.60 \$162,697.60 \$45 \$88.13 \$7,050.40	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5.608.00 \$145,808.00 34 \$79.02 \$6,321.60 \$164,361.60 46 \$89.03 \$7.122.40	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00 35 \$79.79 \$6.383.20 \$165.963.20 47 \$89.90 \$7.192.00	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52 \$5,721.60 \$148,761.60 36 \$80.59 \$6,447.20 \$167,627.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$56.88 \$4,550.40 \$118.310.40 13 \$64.10 \$5,128.00 \$133.328.00 25 \$72.23 \$5,778.40 \$150.238.40 37 \$81.38 \$6,510.40 \$169.270.40	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$14 \$64.75 \$5,180.00 \$134,680.00 \$72.93 \$5,834.40 \$151,694.40 \$82.22 \$6,577.60 \$171,017.60 \$92.64	\$58.02 \$4,641.60 \$120.681.60 15 \$65.40 \$5.232.00 \$136.032.00 27 \$73.68 \$5.894.40 \$153.254.40 39 \$83.01 \$6.640.80 \$172.660.80	\$58.61 \$4,688.80 \$121,908.80 16 \$66.05 \$5,284.00 \$137,384.00 28 \$74.42 \$5,953.60 \$154,793.60 40 \$83.86 \$6,708.80 \$174,428.80 52	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 \$17 \$5,336.80 \$138,756.80 \$75.17 \$6,013.60 \$156,353.60 \$156,353.60 \$176,155.20 \$176,155.20	\$59.79 \$4,783.20 \$124,363.20 18 \$67.39 \$5,391.20 \$140,171.20 30 \$75.90 \$6,072.00 \$157.872.00 42 \$85.54 \$6,843.20 \$177,923.20	\$60.37 \$4,829.60 \$125,569.60 19 \$68.05 \$5,444.00 \$141,544.00 31 \$76.68 \$6,134.40 \$159,494.40 43 \$86.41 \$6,912.80 \$179,732.80	\$60.99 \$4,879.20 \$126.859.20 20 \$68.74 \$5.499.20 \$142.979.20 32 \$77.44 \$6,195.20 \$161.075.20 44 \$87.26 \$6.980.80	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$128,128.00 \$69.42 \$5,553.60 \$144,393.60 \$78.22 \$6,257.60 \$162,697.60 \$45 \$88.13 \$7,050.40	\$62.23 \$4,978.40 \$129,438.40 22 \$70.10 \$5.608.00 \$145,808.00 34 \$79.02 \$6,321.60 \$164,361.60 46 \$89.03 \$7.122.40	\$62.83 \$5,026.40 \$130.686.40 23 \$70.80 \$5.664.00 \$147.264.00 35 \$79.79 \$6.383.20 \$165.963.20 47 \$89.90 \$7.192.00	\$63.48 \$5,078.40 \$132,038.40 24 \$71.52 \$5,721.60 \$148,761.60 36 \$80.59 \$6,447.20 \$167,627.20

(Non-bargaining unit)

BETHEL (38%)

Grade	7	1
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Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$14.57 \$14.71 \$14.87 \$15.01 \$15.15 \$15.31 \$15.46 \$15.59 \$15.76 \$15.92 Biweekly \$1,165.60 \$1,176.80 \$1,189.60 \$1,200.80 \$1,212.00 \$1,224.80 \$1,236.80 \$1,247.20 \$1,260.80 \$1,273.60 Annually \$30,305.60 \$30,596.80 \$30,929.60 \$31,220.80 \$31,512.00 \$31,844.80 \$32,156.80 \$32,427.20 \$32,780.80 \$33,113.60 Steps 13 14 15 16 17 18 19 20 21 22	\$1,288.00 \$1,299.20
Biweekly \$1,165.60 \$1,176.80 \$1,189.60 \$1,200.80 \$1,212.00 \$1,224.80 \$1,236.80 \$1,247.20 \$1,260.80 \$1,273.60 Annually \$30,305.60 \$30,596.80 \$30,929.60 \$31,220.80 \$31,512.00 \$31,844.80 \$32,156.80 \$32,427.20 \$32,780.80 \$33,113.60	\$1,288.00 \$1,299.20
Annually \$30,305.60 \$30,596.80 \$30,929.60 \$31,220.80 \$31,512.00 \$31,844.80 \$32,156.80 \$32,427.20 \$32,780.80 \$33,113.60	
Stons 40 40 40 40 40 40 40 40 40 40 40 40 40	
. 13 14 13 10 17 10 15 20 21 22	23 24
Hourly \$16.40 \$16.57 \$16.75 \$16.91 \$17.07 \$17.21 \$17.41 \$17.56 \$17.76 \$17.94 Biweekly \$1,312.00 \$1,325.60 \$1,340.00 \$1,352.80 \$1,365.60 \$1,376.80 \$1,392.80 \$1,404.80 \$1,420.80 \$1,435.20	
Annually \$34,112.00 \$34,465.60 \$34,840.00 \$35,172.80 \$35,505.60 \$35,796.80 \$36,212.80 \$36,524.80 \$36,940.80 \$37,315.20	
Aintelly 334,112.00 334,403.00 334,640.00 333,172.60 333,303.00 330,212.60 330,324.60 330,340.60 337,313.20	337,710.40 338,043.20
Steps 25 26 27 28 29 30 31 32 33 34	35 36
Hourly \$18.48 \$18.66 \$18.84 \$19.03 \$19.20 \$19.44 \$19.61 \$19.81 \$20.01 \$20.21	
Biweekly \$1,478.40 \$1,492.80 \$1,507.20 \$1,522.40 \$1,536.00 \$1,555.20 \$1,568.80 \$1,584.80 \$1,600.80 \$1,616.80	\$1,632.00 \$1,648.80
Annually \$38,438.40 \$38,812.80 \$39,187.20 \$39,582.40 \$39,936.00 \$40,435.20 \$40,788.80 \$41,204.80 \$41,620.80 \$42,036.80	\$42,432.00 \$42,868.80
Ph	
Steps 37 38 39 40 41 42 43 44 45 46	47 48
Hourly \$20.81 \$21.03 \$21.24 \$21.46 \$21.67 \$21.89 \$22.11 \$22.32 \$22.55 \$22.77 Biweekly \$1,664.80 \$1,682.40 \$1,699.20 \$1,716.80 \$1,733.60 \$1,751.20 \$1,768.80 \$1,785.60 \$1,804.00 \$1,821.60	
Biweekly \$1,664.80 \$1,682.40 \$1,699.20 \$1,716.80 \$1,733.60 \$1,751.20 \$1,768.80 \$1,785.60 \$1,804.00 \$1,821.60 Annually \$43,284.80 \$43,742.40 \$44,179.20 \$44,636.80 \$45,073.60 \$45,531.20 \$45,988.80 \$46,425.60 \$46,904.00 \$47,361.60	
Aillidally 343,204.00 343,742.40 344,173.20 344,030.00 343,073.00 343,331.20 343,360.00 340,423.00 340,504.00 347,301.00	347,840.00 348,333.20
Steps 49 50 51 52 53 54 55	
Hourly \$23.46 \$23.70 \$23.91 \$24.19 \$24.40 \$24.65 \$24.92	
Biweekly \$1,876.80 \$1,896.00 \$1,912.80 \$1,935.20 \$1,952.00 \$1,972.00 \$1,993.60	
Annually \$48,796.80 \$49,296.00 \$49,732.80 \$50,315.20 \$50,752.00 \$51,272.00 \$51,833.60	
Grade 72	
Steps 1 2 3 4 5 6 7 8 9 10	11 12
Hourly \$16.40 \$16.57 \$16.75 \$16.91 \$17.07 \$17.21 \$17.41 \$17.56 \$17.76 \$17.94	\$18.13 \$18.29
Biweekly \$1,312.00 \$1,325.60 \$1,340.00 \$1,352.80 \$1,365.60 \$1,376.80 \$1,392.80 \$1,404.80 \$1,420.80 \$1,435.20	\$1,450.40 \$1,463.20
Annually \$34,112.00 \$34,465.60 \$34,840.00 \$35,172.80 \$35,505.60 \$35,796.80 \$36,212.80 \$36,524.80 \$36,940.80 \$37,315.20	\$37,710.40 \$38,043.20
Steps 13 14 15 16 17 18 19 20 21 22	23 24
Hourly \$18.48 \$18.66 \$18.84 \$19.03 \$19.20 \$19.44 \$19.61 \$19.81 \$20.01 \$20.21	
Biweekly \$1,478.40 \$1,492.80 \$1,507.20 \$1,522.40 \$1,536.00 \$1,555.20 \$1,568.80 \$1,584.80 \$1,600.80 \$1,616.80	
Annually \$38,438.40 \$38,812.80 \$39,187.20 \$39,582.40 \$39,936.00 \$40,435.20 \$40,788.80 \$41,204.80 \$41,620.80 \$42,036.80	\$42,432.00 \$42,868.80
Steps 25 26 27 28 29 30 31 32 33 34	35 36
Hourly \$20.81 \$21.03 \$21.24 \$21.46 \$21.67 \$21.89 \$22.11 \$22.32 \$22.55 \$22.77	
Biweekly \$1,664.80 \$1,682.40 \$1,699.20 \$1,716.80 \$1,733.60 \$1,751.20 \$1,768.80 \$1,785.60 \$1,804.00 \$1,821.60	
Annually \$43,284.80 \$43,742.40 \$44,179.20 \$44,636.80 \$45,073.60 \$45,531.20 \$45,988.80 \$46,425.60 \$46,904.00 \$47,361.60	\$47,840.00 \$48,339.20
Steps 37 38 39 40 41 42 43 44 45 46	47 48
Hourly \$23.46 \$23.70 \$23.91 \$24.19 \$24.40 \$24.65 \$24.92 \$25.14 \$25.40 \$25.65	
Biweekly \$1,876.80 \$1,896.00 \$1,912.80 \$1,935.20 \$1,952.00 \$1,972.00 \$1,993.60 \$2,011.20 \$2,032.00 \$2,052.00	
Annually \$48,796.80 \$49,296.00 \$49,732.80 \$50,315.20 \$50,752.00 \$51,833.60 \$52,291.20 \$52,832.00 \$53,352.00	
·	
Change	
Steps 49 50 51 52 53 54 55	
Hourly \$26.45 \$26.68 \$26.97 \$27.22 \$27.52 \$27.78 \$28.07	
Hourly \$26.45 \$26.68 \$26.97 \$27.22 \$27.52 \$27.78 \$28.07 Biweekly \$2,116.00 \$2,134.40 \$2,157.60 \$2,177.60 \$2,201.60 \$2,222.40 \$2,245.60	
Hourly \$26.45 \$26.68 \$26.97 \$27.22 \$27.52 \$27.78 \$28.07	

(Non-bargaining unit)

BETHEL (38%)

Grade '	7	3
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	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$18.48	\$18.66	\$18.84	\$19.03	\$19.20	\$19.44	\$19.61	\$19.81	\$20.01	\$20.21	\$20.40	\$20.61
	Biweekly	\$1,478.40	\$1,492.80	\$1,507.20	\$1,522.40	\$1,536.00	\$1,555.20	\$1,568.80	\$1,584.80	\$1,600.80	\$1,616.80	\$1,632.00	\$1,648.80
	Annually	\$38,438.40	\$38,812.80	\$39,187.20	\$39,582.40	\$39,936.00	\$40,435.20	\$40,788.80	\$41,204.80	\$41,620.80	\$42,036.80	\$42,432.00	\$42,868.80
	Chama												
	Steps	13	14	15	16	17	18	19	20	21	22	23	24
	Hourly	\$20.81	\$21.03	\$21.24	\$21.46	\$21.67	\$21.89	\$22.11	\$22.32	\$22.55	\$22.77	\$23.00	\$23.24
	Biweekly	\$1,664.80	\$1,682.40	\$1,699.20	\$1,716.80	\$1,733.60	\$1,751.20	\$1,768.80	\$1,785.60	\$1,804.00	\$1,821.60	\$1,840.00	\$1,859.20
	Annually	\$43,284.80	\$43,742.40	\$44,179.20	\$44,636.80	\$45,073.60	\$45,531.20	\$45,988.80	\$46,425.60	\$46,904.00	\$47,361.60	\$47,840.00	\$48,339.20
	•												
	Steps	25	26	27	28	29	30	31	32	33	34	35	36
	Hourly	\$23.46	\$23.70	\$23.91	\$24.19	\$24.40	\$24.65	\$24.92	\$25.14	\$25.40	\$25.65	\$25.91	\$26.18
	Biweekly	\$1,876.80	\$1,896.00	\$1,912.80	\$1,935.20	\$1,952.00	\$1,972.00	\$1,993.60	\$2,011.20	\$2,032.00	\$2,052.00	\$2,072.80	\$2,094.40
	Annually	\$48,796.80	\$49,296.00	\$49,732.80	\$50,315.20	\$50,752.00	\$51,272.00	\$51,833.60	\$52,291.20	\$52,832.00	\$53,352.00	\$53,892.80	\$54,454.40
	•												
	Steps	37	38	39	40	41	42	43	44	45	46	47	48
	Hourly	\$26.45	\$26.68	\$26.97	\$27.22	\$27.52	\$27.78	\$28.07	\$28.33	\$28.63	\$28.90	\$29.21	\$29.50
	Biweekly	\$2,116.00	\$2,134.40	\$2,157.60	\$2,177.60	\$2,201.60	\$2,222.40	\$2,245.60	\$2,266.40	\$2,290.40	\$2,312.00	\$2,336.80	\$2,360.00
	Annually	\$55,016.00	\$55,494.40	\$56,097.60	\$56,617.60	\$57,241.60	\$57,782.40	\$58,385.60	\$58,926.40	\$59,550.40	\$60,112.00	\$60,756.80	\$61,360.00
	Steps	49	50	51	52	53	54	55					
	•	\$29.80	\$30.08	\$30.39	\$30.68								
	Hourly	\$29.80 \$2,384.00		\$30.39	\$30.68 \$2,454.40	\$30.99 \$2,479.20	\$31.31	\$31.64 \$2,531.20					
	Biweekly		\$2,406.40				\$2,504.80						
	Annually	\$61,984.00	\$62,566.40	\$63,211.20	\$63,814.40	\$64,459.20	\$65,124.80	\$65,811.20					
Gra	de 74												
	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$20.81	\$21.03	\$21.24	\$21.46	\$21.67	\$21.89	\$22.11	\$22.32	\$22.55	\$22.77	\$23.00	\$23.24
	-	\$1,664.80			\$1,716.80	\$1,733.60	\$1,751.20	\$1,768.80	\$1,785.60	\$1,804.00	\$1,821.60	\$1,840.00	\$1,859.20
	Biweeklv	31.004.80	\$1.682.40	\$1.699.20									
	Biweekly Annually		\$1,682.40 \$43.742.40	\$1,699.20 \$44.179.20		\$45.073.60	\$45.531.20	\$45.988.80	\$46,425,60	\$46.904.00	\$47.361.60	\$47.840.00	S48.339.20
	Annually	\$43,284.80	\$1,682.40 \$43,742.40	\$1,699.20 \$44,179.20	\$44,636.80	\$45,073.60	\$45,531.20	\$45,988.80	\$46,425.60	\$46,904.00	\$47,361.60	\$47,840.00	\$48,339.20
	Annually Steps	\$43,284.80 13	\$43,742.40 14	\$44,179.20 15	\$44,636.80 16	17	18	19	20	21	22	23	24
	Annually Steps Hourly	\$43.284.80 13 \$23.46	\$43,742.40 14 \$23.70	\$44,179.20 15 \$23.91	\$44,636.80 16 \$24.19	17 \$24.40	18 \$24.65	19 \$24.92	20 \$25.14	21 \$25.40	22 \$25.65	23 \$25.91	24 \$26.18
	Annually Steps Hourly Biweekly	\$43.284.80 13 \$23.46 \$1.876.80	\$43,742.40 14 \$23.70 \$1,896.00	\$44,179.20 15 \$23.91 \$1,912.80	\$44,636.80 16 \$24.19 \$1,935.20	17 \$24.40 \$1,952.00	18 \$24.65 \$1,972.00	19 \$24.92 \$1,993.60	20 \$25.14 \$2,011.20	21 \$25.40 \$2,032.00	\$25.65 \$2,052.00	23 \$25.91 \$2,072.80	\$26.18 \$2,094.40
	Annually Steps Hourly	\$43.284.80 13 \$23.46	\$43,742.40 14 \$23.70	\$44,179.20 15 \$23.91	\$44,636.80 16 \$24.19	17 \$24.40	18 \$24.65	19 \$24.92	20 \$25.14	21 \$25.40	22 \$25.65	23 \$25.91	24 \$26.18
	Annually Steps Hourly Biweekly Annually	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80	\$43,742.40 14 \$23.70 \$1.896.00 \$49,296.00	\$44,179.20 15 \$23.91 \$1.912.80 \$49,732.80	\$44,636.80 16 \$24.19 \$1,935.20 \$50,315.20	\$24.40 \$1,952.00 \$50,752.00	\$24.65 \$1,972.00 \$51,272.00	\$24.92 \$1,993.60 \$51,833.60	\$25.14 \$2,011.20 \$52,291.20	\$25.40 \$2,032.00 \$52,832.00	\$25.65 \$2,052.00 \$53,352.00	\$25.91 \$2.072.80 \$53.892.80	\$26.18 \$2.094.40 \$54,454.40
	Annually Steps Hourly Biweekly Annually Steps	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80	\$43,742.40 14 \$23.70 \$1,896.00 \$49,296.00	\$44,179.20 15 \$23.91 \$1.912.80 \$49,732.80	\$44,636.80 16 \$24.19 \$1,935.20 \$50,315.20	\$24.40 \$1,952.00 \$50,752.00	\$24.65 \$1,972.00 \$51,272.00	19 \$24.92 \$1,993.60 \$51,833.60	\$25.14 \$2,011.20 \$52,291.20	\$25.40 \$2.032.00 \$52.832.00	\$25.65 \$2.052.00 \$53.352.00	23 \$25.91 \$2,072.80 \$53.892.80	\$26.18 \$2.094.40 \$54,454.40
	Annually Steps Hourly Biweekly Annually Steps Hourly	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80 25 \$26.45	\$43,742.40 14 \$23.70 \$1,896.00 \$49,296.00 26 \$26.68	\$44,179.20 15 \$23.91 \$1.912.80 \$49,732.80 27 \$26.97	\$44,636.80 16 \$24.19 \$1,935.20 \$50,315.20 28 \$27.22	\$24.40 \$1,952.00 \$50.752.00 \$29 \$27.52	\$24.65 \$1,972.00 \$51,272.00 \$527.78	\$24.92 \$1,993.60 \$51,833.60 \$51,830.60	\$25.14 \$2,011.20 \$52,291.20 \$2.291.20	\$25.40 \$2.032.00 \$52.832.00 \$33 \$28.63	\$25.65 \$2.052.00 \$53.352.00 \$4 \$28.90	23 \$25.91 \$2,072.80 \$53,892.80 35 \$29.21	\$26.18 \$2.094.40 \$54,454.40 36 \$29.50
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$43,284.80 13 \$23.46 \$1.876.80 \$48.796.80 25 \$26.45 \$2,116.00	\$43,742.40 14 \$23.70 \$1.896.00 \$49.296.00 26 \$26.68 \$2.134.40	\$44,179.20 15 \$23.91 \$1.912.80 \$49,732.80 27 \$26.97 \$2.157.60	\$44,636.80 16 \$24.19 \$1,935.20 \$50,315.20 28 \$27.22 \$2,177.60	\$24.40 \$1,952.00 \$50.752.00 \$29 \$27.52 \$2,201.60	\$24.65 \$1,972.00 \$51,272.00 \$51,272.00 \$27.78 \$2,222.40	\$24.92 \$1,993.60 \$51,833.60 \$31 \$28.07 \$2,245.60	\$25.14 \$2.011.20 \$52.291.20 \$2.291.20 \$28.33 \$2.266.40	\$25.40 \$2.032.00 \$52.832.00 \$52.832.00 33 \$28.63 \$2,290.40	\$25.65 \$2.052.00 \$53.352.00 \$4 \$28.90 \$2.312.00	23 \$25.91 \$2.072.80 \$53.892.80 35 \$29.21 \$2.336.80	\$26.18 \$2.094.40 \$54.454.40 \$54.254.454.40 \$29.50 \$2.360.00
	Annually Steps Hourly Biweekly Annually Steps Hourly	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80 25 \$26.45	\$43,742.40 14 \$23.70 \$1,896.00 \$49,296.00 26 \$26.68	\$44,179.20 15 \$23.91 \$1.912.80 \$49,732.80 27 \$26.97	\$44,636.80 16 \$24.19 \$1,935.20 \$50,315.20 28 \$27.22	\$24.40 \$1,952.00 \$50.752.00 \$29 \$27.52	\$24.65 \$1,972.00 \$51,272.00 \$527.78	\$24.92 \$1,993.60 \$51,833.60 \$51,830.60	\$25.14 \$2,011.20 \$52,291.20 \$2.291.20	\$25.40 \$2.032.00 \$52.832.00 \$33 \$28.63	\$25.65 \$2.052.00 \$53.352.00 \$4 \$28.90	23 \$25.91 \$2,072.80 \$53,892.80 35 \$29.21	\$26.18 \$2.094.40 \$54,454.40 \$6 \$29.50
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80 25 \$26.45 \$2.116.00 \$55.016.00	\$43,742.40 14 \$23.70 \$1,896.00 \$49,296.00 26 \$26.68 \$2,134.40 \$55,494.40	\$44,179.20 15 \$23.91 \$1,912.80 \$49,732.80 27 \$26.97 \$2.157.60 \$56.097.60	\$44.636.80 16 \$24.19 \$1,935.20 \$50.315.20 28 \$27.22 \$2,177.60 \$56.617.60	\$24.40 \$1,952.00 \$50,752.00 \$29 \$27.52 \$2,201.60 \$57,241.60	\$24.65 \$1,972.00 \$51,272.00 \$51,272.00 \$27.78 \$2,222.40 \$57,782.40	\$24.92 \$1,993.60 \$51,833.60 \$1 \$28.07 \$2,245.60 \$58,385.60	\$25.14 \$2,011.20 \$52,291.20 \$2.291.20 \$28.33 \$2,266.40 \$58,926.40	\$25.40 \$2.032.00 \$52.832.00 \$52.832.00 33 \$28.63 \$2.290.40 \$59.550.40	\$25.65 \$2.052.00 \$53.352.00 \$4 \$28.90 \$2.312.00 \$60.112.00	\$25.91 \$2,072.80 \$53.892.80 \$53.892.80 \$553.892.80 \$60.756.80	\$26.18 \$2.094.40 \$54.454.40 \$54.20 \$29.50 \$2,360.00 \$61.360.00
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$43,284.80 13 \$23.46 \$1.876.80 \$48.796.80 25 \$26.45 \$2.116.00 \$55.016.00	\$43,742.40 14 \$23.70 \$1.896.00 \$49.296.00 26 \$26.68 \$2.134.40 \$55,494.40	\$44,179.20 15 \$23.91 \$1,912.80 \$49,732.80 27 \$26.97 \$2.157.60 \$56.097.60	\$44.636.80 16 \$24.19 \$1.935.20 \$50.315.20 28 \$27.22 \$2,177.60 \$56.617.60	\$24.40 \$1,952.00 \$50.752.00 \$29 \$27.52 \$2,201.60 \$57,241.60	\$24.65 \$1,972.00 \$51,272.00 \$51,272.00 \$0 \$27.78 \$2,222.40 \$57,782.40	\$24.92 \$1,993.60 \$51.833.60 \$1 \$28.07 \$2,245.60 \$58,385.60	\$25.14 \$2.011.20 \$52.291.20 \$28.33 \$2.266.40 \$58.926.40	\$25.40 \$2.032.00 \$52.832.00 \$52.832.00 33 \$28.63 \$2.290.40 \$59.550.40	\$25.65 \$2.052.00 \$53.352.00 \$4 \$28.90 \$2.312.00 \$60.112.00	\$25.91 \$2.072.80 \$53.892.80 \$53.892.80 \$59.21 \$2.336.80 \$60.756.80	\$26.18 \$2.094.40 \$54.454.40 \$54.454.40 \$6 \$29.50 \$2,360.00 \$61.360.00
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Hourly Hourly	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80 25 \$26.45 \$2,116.00 \$55,016.00	\$43,742.40 14 \$23.70 \$1.896.00 \$49,296.00 26 \$26.68 \$2.134.40 \$55,494.40 38 \$30.08	\$44,179.20 15 \$23.91 \$1,912.80 \$49,732.80 27 \$26.97 \$2.157.60 \$56.097.60 39 \$30.39	\$44.636.80 16 \$24.19 \$1,935.20 \$50.315.20 28 \$27.22 \$2,177.60 \$56.617.60 40 \$30.68	\$24.40 \$1,952.00 \$50.752.00 \$50.752.00 29 \$27.52 \$2,201.60 \$57,241.60	\$24.65 \$1,972.00 \$51,272.00 \$51,272.00 30 \$27.78 \$2,222.40 \$57,782.40	\$24.92 \$1,993.60 \$51,833.60 \$1 \$28.07 \$2,245.60 \$58,385.60	\$25.14 \$2.011.20 \$52,291.20 \$28.33 \$2.266.40 \$58,926.40	\$25.40 \$2.032.00 \$52.832.00 \$52.832.00 33 \$28.63 \$2.290.40 \$59.550.40	\$25.65 \$2.052.00 \$53.352.00 \$4 \$28.90 \$2.312.00 \$60.112.00	\$25.91 \$2.072.80 \$53.892.80 \$53.892.80 \$59.21 \$2.336.80 \$60.756.80	\$26.18 \$2.094.40 \$54.454.40 \$54.20 \$29.50 \$2,360.00 \$61,360.00
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80 25 \$26.45 \$2,116.00 \$55,016.00 37 \$29.80 \$2,384.00	\$43,742.40 14 \$23.70 \$1,896.00 \$49,296.00 26 \$26.68 \$2.134.40 \$55,494.40 38 \$30.08 \$2,406.40	\$44,179.20 15 \$23.91 \$1,912.80 \$49,732.80 27 \$26.97 \$2.157.60 \$56.097.60 39 \$30.39 \$2,431.20	\$44,636.80 16 \$24.19 \$1,935.20 \$50.315.20 28 \$27.22 \$2,177.60 \$56,617.60 40 \$30.68 \$2,454.40	\$24.40 \$1,952.00 \$50,752.00 \$50,752.00 29 \$27.52 \$2,201.60 \$57,241.60 41 \$30.99 \$2,479.20	\$24.65 \$1,972.00 \$51,272.00 \$51,272.00 30 \$27.78 \$2,222.40 \$57,782.40 42 \$31.31 \$2,504.80	\$24.92 \$1,993.60 \$51,833.60 \$1 \$28.07 \$2,245.60 \$58,385.60 \$31.64 \$2,531.20	\$25.14 \$2.011.20 \$52,291.20 \$28.33 \$2.266.40 \$58,926.40 \$31.93 \$2.554.40	\$25.40 \$2.032.00 \$52.832.00 \$52.832.00 33 \$28.63 \$2.290.40 \$59.550.40	\$25.65 \$2.052.00 \$53.352.00 \$34 \$28.90 \$2.312.00 \$60.112.00 \$60.560	\$25.91 \$2.072.80 \$53.892.80 \$53.892.1 \$2.336.80 \$60.756.80 \$47 \$32.91 \$2.632.80	\$26.18 \$2.094.40 \$54.454.40 36 \$29.50 \$2.360.00 \$61.360.00 48 \$33.24 \$2.659.20
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Hourly Hourly	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80 25 \$26.45 \$2,116.00 \$55,016.00	\$43,742.40 14 \$23.70 \$1.896.00 \$49,296.00 26 \$26.68 \$2.134.40 \$55,494.40 38 \$30.08	\$44,179.20 15 \$23.91 \$1,912.80 \$49,732.80 27 \$26.97 \$2.157.60 \$56.097.60 39 \$30.39	\$44.636.80 16 \$24.19 \$1,935.20 \$50.315.20 28 \$27.22 \$2,177.60 \$56.617.60 40 \$30.68	\$24.40 \$1,952.00 \$50.752.00 \$50.752.00 29 \$27.52 \$2,201.60 \$57,241.60	\$24.65 \$1,972.00 \$51,272.00 \$51,272.00 30 \$27.78 \$2,222.40 \$57,782.40	\$24.92 \$1,993.60 \$51,833.60 \$1 \$28.07 \$2,245.60 \$58,385.60	\$25.14 \$2.011.20 \$52,291.20 \$28.33 \$2.266.40 \$58,926.40	\$25.40 \$2.032.00 \$52.832.00 \$52.832.00 33 \$28.63 \$2.290.40 \$59.550.40	\$25.65 \$2.052.00 \$53.352.00 \$4 \$28.90 \$2.312.00 \$60.112.00	\$25.91 \$2.072.80 \$53.892.80 \$53.892.80 \$59.21 \$2.336.80 \$60.756.80	\$26.18 \$2.094.40 \$54.454.40 \$54.20 \$29.50 \$2,360.00 \$61,360.00
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80 25 \$26.45 \$2,116.00 \$55,016.00 37 \$29.80 \$2,384.00	\$43,742.40 14 \$23.70 \$1,896.00 \$49,296.00 26 \$26.68 \$2.134.40 \$55,494.40 38 \$30.08 \$2,406.40	\$44,179.20 15 \$23.91 \$1,912.80 \$49,732.80 27 \$26.97 \$2.157.60 \$56.097.60 39 \$30.39 \$2,431.20	\$44,636.80 16 \$24.19 \$1,935.20 \$50.315.20 28 \$27.22 \$2,177.60 \$56,617.60 40 \$30.68 \$2,454.40	\$24.40 \$1,952.00 \$50,752.00 \$50,752.00 29 \$27.52 \$2,201.60 \$57,241.60 41 \$30.99 \$2,479.20	\$24.65 \$1,972.00 \$51,272.00 \$51,272.00 30 \$27.78 \$2,222.40 \$57,782.40 42 \$31.31 \$2,504.80	\$24.92 \$1,993.60 \$51,833.60 \$1 \$28.07 \$2,245.60 \$58,385.60 \$31.64 \$2,531.20	\$25.14 \$2.011.20 \$52,291.20 \$28.33 \$2.266.40 \$58,926.40 \$31.93 \$2.554.40	\$25.40 \$2.032.00 \$52.832.00 \$52.832.00 33 \$28.63 \$2.290.40 \$59.550.40	\$25.65 \$2.052.00 \$53.352.00 \$34 \$28.90 \$2.312.00 \$60.112.00 \$60.560	\$25.91 \$2.072.80 \$53.892.80 \$53.892.1 \$2.336.80 \$60.756.80 \$47 \$32.91 \$2.632.80	\$26.18 \$2.094.40 \$54.454.40 \$54.454.40 \$29.50 \$2.360.00 \$61.360.00 \$48 \$33.24 \$2.659.20
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Steps Hourly Biweekly Annually Steps	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80 25 \$26.45 \$2,116.00 \$55,016.00 37 \$29.80 \$2,384.00 \$61,984.00	\$43,742.40 14 \$23.70 \$1,896.00 \$49,296.00 26 \$26.68 \$2.134.40 \$55,494.40 38 \$30.08 \$2,406.40 \$62,566.40	\$44,179.20 15 \$23.91 \$1,912.80 \$49,732.80 27 \$26.97 \$2.157.60 \$56.097.60 39 \$30.39 \$2,431.20 \$63,211.20	\$44,636.80 16 \$24.19 \$1,935.20 \$50,315.20 28 \$27.22 \$2,177.60 \$56,617.60 40 \$30.68 \$2,454.40 \$63,814.40	\$24.40 \$1,952.00 \$50,752.00 \$29 \$27.52 \$2,201.60 \$57,241.60 \$30.99 \$2,479.20 \$64.459.20	\$24.65 \$1,972.00 \$51,272.00 \$51,272.00 \$27.78 \$2,222.40 \$57.782.40 \$31.31 \$2,504.80 \$65,124.80	\$24.92 \$1,993.60 \$51.833.60 \$1 \$28.07 \$2.245.60 \$58.385.60 43 \$31.64 \$2.531.20 \$65.811.20	\$25.14 \$2.011.20 \$52,291.20 \$28.33 \$2.266.40 \$58,926.40 \$31.93 \$2.554.40	\$25.40 \$2.032.00 \$52.832.00 \$52.832.00 33 \$28.63 \$2.290.40 \$59.550.40	\$25.65 \$2.052.00 \$53.352.00 \$34 \$28.90 \$2.312.00 \$60.112.00 \$60.560	\$25.91 \$2.072.80 \$53.892.80 \$53.892.1 \$2.336.80 \$60.756.80 \$47 \$32.91 \$2.632.80	\$26.18 \$2.094.40 \$54.454.40 36 \$29.50 \$2.360.00 \$61.360.00 48 \$33.24 \$2.659.20
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80 25 \$26.45 \$2.116.00 \$55,016.00 37 \$29.80 \$2,384.00 \$61,984.00 49 \$33.58	\$43,742.40 14 \$23.70 \$1,896.00 \$49,296.00 26 \$26.68 \$2,134.40 \$55,494.40 38 \$30.08 \$2,406.40 \$62,566.40 50 \$33.89	\$44,179.20 15 \$23.91 \$1,912.80 \$49,732.80 27 \$26.97 \$2.157.60 \$56.097.60 39 \$30.39 \$2,431.20 \$63,211.20 51 \$34.24	\$44,636.80 16 \$24.19 \$1,935.20 \$50.315.20 28 \$27.22 \$2,177.60 \$56.617.60 40 \$30.68 \$2,454.40 \$63,814.40 52 \$34.58	\$24.40 \$1,952.00 \$50,752.00 \$57.52 \$27.52 \$2,201.60 \$57,241.60 \$41 \$30.99 \$2,479.20 \$64,459.20	\$24.65 \$1,972.00 \$51,272.00 \$51,272.00 \$27.78 \$2,222.40 \$57,782.40 \$42 \$31.31 \$2,504.80 \$65,124.80	\$24.92 \$1,993.60 \$51,833.60 \$1 \$28.07 \$2,245.60 \$58,385.60 \$31.64 \$2,531.20 \$65,811.20	\$25.14 \$2.011.20 \$52,291.20 \$28.33 \$2.266.40 \$58,926.40 \$31.93 \$2.554.40	\$25.40 \$2.032.00 \$52.832.00 \$52.832.00 33 \$28.63 \$2.290.40 \$59.550.40	\$25.65 \$2.052.00 \$53.352.00 \$34 \$28.90 \$2.312.00 \$60.112.00 \$60.15.00	\$25.91 \$2.072.80 \$53.892.80 \$53.892.1 \$2.336.80 \$60.756.80 \$47 \$32.91 \$2.632.80	\$26.18 \$2.094.40 \$54.454.40 36 \$29.50 \$2.360.00 \$61.360.00 48 \$33.24 \$2.659.20
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80 25 \$26.45 \$2,116.00 \$55,016.00 37 \$29.80 \$2,384.00 \$61,984.00 49 \$33.58 \$2,686.40	\$43,742.40 14 \$23.70 \$1,896.00 \$49,296.00 26 \$26.68 \$2,134.40 \$55,494.40 38 \$30.08 \$2,406.40 \$62,566.40 \$33.89 \$2,711.20	\$44,179.20 15 \$23.91 \$1,912.80 \$49,732.80 27 \$26.97 \$2.157.60 \$56.097.60 39 \$30.39 \$2.431.20 \$63,211.20 51 \$34.24 \$2,739.20	\$44,636.80 16 \$24.19 \$1,935.20 \$50.315.20 28 \$27.22 \$2,177.60 \$56,617.60 40 \$30.68 \$2,454.40 \$63,814.40 52 \$34.58 \$2,766.40	\$24.40 \$1,952.00 \$50,752.00 \$50,752.00 \$29 \$27.52 \$2,201.60 \$57,241.60 \$30.99 \$2,479.20 \$64,459.20 \$34.93 \$2,794.40	\$24.65 \$1,972.00 \$51,272.00 \$51,272.00 \$27.78 \$2,222.40 \$57.782.40 \$42 \$31.31 \$2,504.80 \$65,124.80 \$4 \$35.27 \$2,821.60	\$24.92 \$1,993.60 \$51,833.60 \$1,833.60 \$28.07 \$2,245.60 \$58,385.60 \$31.64 \$2,531.20 \$65,811.20 \$55,811.20	\$25.14 \$2.011.20 \$52,291.20 \$28.33 \$2.266.40 \$58,926.40 \$31.93 \$2.554.40	\$25.40 \$2.032.00 \$52.832.00 \$52.832.00 33 \$28.63 \$2.290.40 \$59.550.40	\$25.65 \$2.052.00 \$53.352.00 \$34 \$28.90 \$2.312.00 \$60.112.00 \$60.15.00	\$25.91 \$2.072.80 \$53.892.80 \$53.892.1 \$2.336.80 \$60.756.80 \$47 \$32.91 \$2.632.80	\$26.18 \$2.094.40 \$54.454.40 36 \$29.50 \$2.360.00 \$61.360.00 48 \$33.24 \$2.659.20
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43,284.80 13 \$23.46 \$1,876.80 \$48,796.80 25 \$26.45 \$2.116.00 \$55,016.00 37 \$29.80 \$2,384.00 \$61,984.00 49 \$33.58	\$43,742.40 14 \$23.70 \$1,896.00 \$49,296.00 26 \$26.68 \$2,134.40 \$55,494.40 38 \$30.08 \$2,406.40 \$62,566.40 50 \$33.89	\$44,179.20 15 \$23.91 \$1,912.80 \$49,732.80 27 \$26.97 \$2.157.60 \$56.097.60 39 \$30.39 \$2,431.20 \$63,211.20 51 \$34.24	\$44,636.80 16 \$24.19 \$1,935.20 \$50.315.20 28 \$27.22 \$2,177.60 \$56.617.60 40 \$30.68 \$2,454.40 \$63,814.40 52 \$34.58	\$24.40 \$1,952.00 \$50,752.00 \$57.52 \$27.52 \$2,201.60 \$57,241.60 \$41 \$30.99 \$2,479.20 \$64,459.20	\$24.65 \$1,972.00 \$51,272.00 \$51,272.00 \$27.78 \$2,222.40 \$57,782.40 \$42 \$31.31 \$2,504.80 \$65,124.80	\$24.92 \$1,993.60 \$51,833.60 \$1 \$28.07 \$2,245.60 \$58,385.60 \$31.64 \$2,531.20 \$65,811.20	\$25.14 \$2.011.20 \$52,291.20 \$2.291.20 \$28.33 \$2.266.40 \$58.926.40 \$31.93 \$2.554.40	\$25.40 \$2.032.00 \$52.832.00 \$52.832.00 33 \$28.63 \$2.290.40 \$59.550.40	\$25.65 \$2.052.00 \$53.352.00 \$34 \$28.90 \$2.312.00 \$60.112.00 \$60.15.00	\$25.91 \$2.072.80 \$53.892.80 \$53.892.1 \$2.336.80 \$60.756.80 \$47 \$32.91 \$2.632.80	\$26.18 \$2.094.40 \$54.454.40 36 \$29.50 \$2.360.00 \$61.360.00 48 \$33.24 \$2.659.20

(Non-bargaining unit)

BETHEL (38%)

Grade	75
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Steps												
JIED3	1	2	3	4	5	6	7	8	9	10	11	12
Hourly		\$23.70	\$23.91	\$24.19	\$24.40	\$24.65	\$24.92	\$25.14	\$25.40	\$25.65	\$25.91	\$26.18
Biwee	kly \$1,876.80	\$1,896.00	\$1,912.80	\$1,935.20	\$1,952.00	\$1,972.00	\$1,993.60	\$2,011.20	\$2,032.00	\$2,052.00	\$2,072.80	\$2,094.40
Annua	illy \$48,796.80	\$49,296.00	\$49,732.80	\$50,315.20	\$50,752.00	\$51,272.00	\$51,833.60	\$52,291.20	\$52,832.00	\$53,352.00	\$53,892.80	\$54,454.40
	•											
Steps		14	15	16	17	18	19	20	21	22	23	24
Hourly		\$26.68	\$26.97	\$27.22	\$27.52	\$27.78	\$28.07	\$28.33	\$28.63	\$28.90	\$29.21	\$29.50
Biwee		\$2,134.40	\$2,157.60	\$2,177.60	\$2,201.60	\$2,222.40	\$2,245.60	\$2,266.40	\$2,290.40	\$2,312.00	\$2,336.80	\$2,360.00
Annua	illy \$55,016.00	\$55,494.40	\$56,097.60	\$56,617.60	\$57,241.60	\$57,782.40	\$58,385.60	\$58,926.40	\$59,550.40	\$60,112.00	\$60,756.80	\$61,360.00
Steps	23	26	27	28	29	30	31	32	33	34	35	36
Hourly		\$30.08	\$30.39	\$30.68	\$30.99	\$31.31	\$31.64	\$31.93	\$32.26	\$32.57	\$32.91	\$33.24
Biwee		\$2,406.40	\$2,431.20	\$2,454.40	\$2,479.20	\$2,504.80	\$2,531.20	\$2,554.40	\$2,580.80	\$2,605.60	\$2,632.80	\$2,659.20
Annua	illy \$61,984.00	\$62,566.40	\$63,211.20	\$63,814.40	\$64,459.20	\$65,124.80	\$65,811.20	\$66,414.40	\$67,100.80	\$67,745.60	\$68,452.80	\$69,139.20
-												
Steps	•	38	39	40	41	42	43	44	45	46	47	48
Hourly		\$33.89	\$34.24	\$34.58	\$34.93	\$35.27	\$35.63	\$35.97	\$36.35	\$36.68	\$37.06	\$37.44
Biwee	•	\$2,711.20	\$2,739.20	\$2,766.40	\$2,794.40	\$2,821.60	\$2,850.40	\$2,877.60	\$2,908.00	\$2,934.40	\$2,964.80	\$2,995.20
Annua	illy \$69,846.40	\$70,491.20	\$71,219.20	\$71,926.40	\$72,654.40	\$73,361.60	\$74,110.40	\$74,817.60	\$75,608.00	\$76,294.40	\$77,084.80	\$77,875.20
Steps	49	50	51	52	53	54	55					
	73											
Hourly		\$38.19	\$38.57	\$38.95	\$39.34	\$39.75	\$40.13					
Biwee		\$3,055.20	\$3,085.60	\$3,116.00	\$3,147.20	\$3,180.00	\$3,210.40					
Annua	illy \$78,644.80	\$79,435.20	\$80,225.60	\$81,016.00	\$81,827.20	\$82,680.00	\$83,470.40					
Grade 7	' 6											
Steps	. 1	2	3	4	5	6	7	8	9	10	11	12
Hourly												
	v \$26.45	\$26.68	\$26.97	\$27.22	\$27.52	\$27.78	\$28.07	\$28.33	\$28.63	\$28.90	\$29.21	
Biwee	•	\$26.68 \$2.134.40	\$26.97 \$2.157.60	\$27.22 \$2.177.60	\$27.52 \$2.201.60	\$27.78 \$2.222.40	\$28.07 \$2.245.60	\$28.33 \$2.266.40	\$28.63 \$2.290.40	\$28.90 \$2.312.00	\$29.21 \$2.336.80	\$29.50
Biwee Annua	kly \$2,116.00	\$2,134.40	\$2,157.60	\$2,177.60	\$2,201.60	\$2,222.40	\$2,245.60	\$2,266.40	\$2,290.40	\$2,312.00	\$2,336.80	\$29.50 \$2,360.00
Annua	\$2,116.00 ally \$55.016.00	•										\$29.50
Annua Steps	kly \$2,116.00 s55,016.00	\$2,134.40 \$55,494.40	\$2,157.60 \$56.097.60	\$2,177.60 \$56,617.60 16	\$2,201.60 \$57,241.60 17	\$2,222.40 \$57.782.40 18	\$2,245.60 \$58.385.60 19	\$2,266.40 \$58.926.40 20	\$2,290.40 \$59.550.40 21	\$2,312.00 \$60,112.00	\$2,336.80 \$60,756.80 23	\$29.50 \$2,360.00 \$61,360.00
Annua Steps Hourly	kly \$2,116.00 filly \$55,016.00 113 12 \$29.80	\$2,134.40 \$55,494.40 14 \$30.08	\$2,157.60 \$56,097.60 15 \$30.39	\$2,177.60 \$56.617.60 16 \$30.68	\$2,201.60 \$57,241.60 17 \$30.99	\$2,222.40 \$57,782.40 18 \$31.31	\$2,245.60 \$58.385.60 19 \$31.64	\$2,266.40 \$58,926.40 20 \$31.93	\$2,290.40 \$59,550.40 21 \$32.26	\$2,312.00 \$60.112.00 22 \$32.57	\$2,336.80 \$60.756.80 23 \$32.91	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24
Annua Steps Hourly Biwee	kly \$2,116.00 hlly \$55,016.00 13 v \$29.80 kly \$2,384.00	\$2,134.40 \$55,494.40 14 \$30.08 \$2,406.40	\$2,157.60 \$56,097.60 15 \$30.39 \$2,431.20	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20	\$2,222.40 \$57,782.40 18 \$31.31 \$2,504.80	\$2,245.60 \$58.385.60 19 \$31.64 \$2,531.20	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40	\$2,290.40 \$59.550.40 21 \$32.26 \$2.580.80	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60	\$2,336.80 \$60.756.80 23 \$32.91 \$2.632.80	\$29.50 \$2,360.00 \$61.360.00 24 \$33.24 \$2,659.20
Annua Steps Hourly	kly \$2,116.00 hlly \$55,016.00 13 v \$29.80 kly \$2,384.00	\$2,134.40 \$55,494.40 14 \$30.08	\$2,157.60 \$56,097.60 15 \$30.39	\$2,177.60 \$56.617.60 16 \$30.68	\$2,201.60 \$57,241.60 17 \$30.99	\$2,222.40 \$57,782.40 18 \$31.31	\$2,245.60 \$58.385.60 19 \$31.64	\$2,266.40 \$58,926.40 20 \$31.93	\$2,290.40 \$59,550.40 21 \$32.26	\$2,312.00 \$60.112.00 22 \$32.57	\$2,336.80 \$60.756.80 23 \$32.91	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24
Annua Steps Hourly Biwee Annua	kly \$2,116.00 hlly \$55,016.00 2 13 2 \$29.80 kly \$2,384.00 hlly \$61,984.00	\$2,134.40 \$55,494.40 14 \$30.08 \$2,406.40 \$62,566.40	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63,814.40	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20	\$2,222.40 \$57,782.40 18 \$31.31 \$2,504.80 \$65,124.80	\$2,245.60 \$58,385.60 19 \$31.64 \$2,531.20 \$65,811.20	\$2,266.40 \$58,926.40 20 \$31.93 \$2,554.40 \$66,414.40	\$2,290.40 \$59.550.40 21 \$32.26 \$2.580.80 \$67.100.80	\$2,312.00 \$60.112.00 22 \$32.57 \$2,605.60 \$67,745.60	\$2,336.80 \$60,756.80 23 \$32.91 \$2,632.80 \$68,452.80	\$29.50 \$2,360.00 \$61.360.00 24 \$33.24 \$2,659.20 \$69,139.20
Annua Steps Hourly Biwee Annua Steps	kly \$2,116.00 slly \$55,016.00 13 v \$29.80 kly \$2,384.00 slly \$61,984.00	\$2,134.40 \$55,494.40 14 \$30.08 \$2,406.40 \$62,566.40	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63,814.40	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20	\$2,222.40 \$57,782.40 18 \$31.31 \$2,504.80 \$65,124.80	\$2,245.60 \$58,385.60 19 \$31.64 \$2,531.20 \$65,811.20	\$2,266.40 \$58,926.40 20 \$31.93 \$2,554.40 \$66,414.40	\$2,290.40 \$59.550.40 21 \$32.26 \$2.580.80 \$67,100.80	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60	\$2,336.80 \$60,756.80 23 \$32.91 \$2,632.80 \$68,452.80	\$29.50 \$2,360.00 \$61.360.00 24 \$33.24 \$2.659.20 \$69.139.20
Annua Steps Hourly Biwee Annua Steps Hourly	kly \$2,116.00 illy \$55.016.00 13 v \$29.80 kly \$2.384.00 illy \$61.984.00 25 v \$33.58	\$2,134.40 \$55,494.40 14 \$30.08 \$2,406.40 \$62,566.40 26 \$33.89	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63,814.40 28 \$34.58	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93	\$2,222.40 \$57,782.40 18 \$31.31 \$2,504.80 \$65,124.80 30 \$35.27	\$2,245.60 \$58,385.60 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.63	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97	\$2,290.40 \$59.550.40 21 \$32.26 \$2.580.80 \$67,100.80 33 \$36.35	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60 34 \$36.68	\$2,336.80 \$60,756.80 23 \$32.91 \$2,632.80 \$68,452.80 35 \$37.06	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20
Annua Steps Hourly Biwee Annua Steps Hourly Biwee	kly \$2,116.00 illy \$55,016.00 13 v \$29.80 kly \$2,384.00 illy \$61,984.00 25 v \$33.58 kly \$2,686.40	\$2,134.40 \$55,494.40 14 \$30.08 \$2,406.40 \$62,566.40 26 \$33.89 \$2,711.20	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20 27 \$34.24 \$2,739.20	\$2,177.60 \$56.617.60 16 \$30.68 \$2.454.40 \$63.814.40 28 \$34.58 \$2,766.40	\$2,201.60 \$57.241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93 \$2,794.40	\$2,222.40 \$57.782.40 18 \$31.31 \$2,504.80 \$65,124.80 30 \$35.27 \$2,821.60	\$2,245.60 \$58.385.60 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.63 \$2,850.40	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97 \$2.877.60	\$2,290.40 \$59,550.40 21 \$32.26 \$2,580.80 \$67,100.80 33 \$36.35 \$2,908.00	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67.745.60 34 \$36.68 \$2,934.40	\$2,336.80 \$60,756.80 23 \$32.91 \$2,632.80 \$68,452.80 35 \$37.06 \$2,964.80	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20 36 \$37.44 \$2,995.20
Annua Steps Hourly Biwee Annua Steps Hourly	kly \$2,116.00 illy \$55,016.00 13 v \$29.80 kly \$2,384.00 illy \$61,984.00 25 v \$33.58 kly \$2,686.40	\$2,134.40 \$55,494.40 14 \$30.08 \$2,406.40 \$62,566.40 26 \$33.89	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63,814.40 28 \$34.58	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93	\$2,222.40 \$57,782.40 18 \$31.31 \$2,504.80 \$65,124.80 30 \$35.27	\$2,245.60 \$58,385.60 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.63	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97	\$2,290.40 \$59.550.40 21 \$32.26 \$2.580.80 \$67,100.80 33 \$36.35	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60 34 \$36.68	\$2,336.80 \$60,756.80 23 \$32.91 \$2,632.80 \$68,452.80 35 \$37.06	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20
Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua	kly \$2,116.00 illy \$55,016.00 13 v \$29.80 kly \$2.384.00 illy \$61,984.00 25 v \$33.58 kly \$2,686.40 illy \$69,846.40	\$2,134.40 \$55.494.40 14 \$30.08 \$2,406.40 \$62,566.40 26 \$33.89 \$2,711.20 \$70,491.20	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63.211.20 27 \$34.24 \$2,739.20 \$71,219.20	\$2,177.60 \$56.617.60 16 \$30.68 \$2.454.40 \$63.814.40 28 \$34.58 \$2.766.40 \$71.926.40	\$2,201.60 \$57.241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93 \$2,794.40 \$72,654.40	\$2,222.40 \$57.782.40 18 \$31.31 \$2,504.80 \$65,124.80 30 \$35.27 \$2,821.60 \$73.361.60	\$2,245.60 \$58.385.60 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.63 \$2,850.40 \$74,110.40	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97 \$2.877.60 \$74.817.60	\$2,290.40 \$59,550.40 21 \$32.26 \$2,580.80 \$67,100.80 33 \$36.35 \$2,908.00 \$75,608.00	\$2,312.00 \$60.112.00 22 \$32.57 \$2,605.60 \$67,745.60 34 \$36.68 \$2,934.40 \$76,294.40	\$2,336.80 \$60,756.80 23 \$32.91 \$2,632.80 \$68,452.80 35 \$37.06 \$2,964.80 \$77,084.80	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20 36 \$37.44 \$2,995.20 \$77,875.20
Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua	kly \$2,116.00 illy \$55,016.00 13 v \$29.80 kly \$2.384.00 illy \$61,984.00 25 v \$33.58 kly \$2,686.40 illy \$69,846.40	\$2,134.40 \$55.494.40 14 \$30.08 \$2.406.40 \$62.566.40 26 \$33.89 \$2,711.20 \$70.491.20	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63.211.20 27 \$34.24 \$2,739.20 \$71,219.20	\$2,177.60 \$56.617.60 16 \$30.68 \$2.454.40 \$63.814.40 28 \$34.58 \$2.766.40 \$71,926.40	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93 \$2,794.40 \$72,654.40	\$2,222.40 \$57.782.40 18 \$31.31 \$2.504.80 \$65,124.80 30 \$35.27 \$2,821.60 \$73.361.60	\$2,245.60 \$58.385.60 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.63 \$2,850.40 \$74,110.40	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97 \$2.877.60 \$74.817.60	\$2,290.40 \$59,550.40 21 \$32.26 \$2,580.80 \$67,100.80 33 \$36.35 \$2,908.00 \$75,608.00	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60 34 \$36.68 \$2.934.40 \$76,294.40	\$2,336.80 \$60,756.80 23 \$32.91 \$2,632.80 \$68.452.80 35 \$37.06 \$2,964.80 \$77.084.80	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20 36 \$37.44 \$2,995.20 \$77,875.20
Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua Steps Hourly Hourly Hourly Hourly Hourly	kly \$2,116.00 illy \$55,016.00 13 y \$29.80 kly \$2,384.00 illy \$61,984.00 25 y \$33.58 kly \$2,686.40 illy \$69,846.40 37 y \$37.81	\$2,134.40 \$55.494.40 14 \$30.08 \$2.406.40 \$62.566.40 26 \$33.89 \$2,711.20 \$70.491.20	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20 27 \$34.24 \$2,739.20 \$71,219.20	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63.814.40 28 \$34.58 \$2,766.40 \$71.926.40 40 \$38.95	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93 \$2,794.40 \$72,654.40	\$2,222.40 \$57.782.40 18 \$31.31 \$2,504.80 \$65.124.80 30 \$35.27 \$2,821.60 \$73.361.60	\$2,245.60 \$58.385.60 19 \$31.64 \$2,531.20 \$65.811.20 31 \$35.63 \$2,850.40 \$74,110.40	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97 \$2.877.60 \$74,817.60	\$2,290.40 \$59,550.40 21 \$32.26 \$2,580.80 \$67,100.80 33 \$36.35 \$2,908.00 \$75,608.00	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60 34 \$36.68 \$2,934.40 \$76.294.40	\$2,336.80 \$60,756.80 23 \$32.91 \$2.632.80 \$68.452.80 35 \$37.06 \$2,964.80 \$77.084.80	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20 36 \$37.44 \$2,995.20 \$77,875.20
Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua Steps Hourly Biwee Biwee Hourly Biwee	kly \$2,116.00 illy \$55,016.00 13 y \$29.80 kly \$2,384.00 illy \$61,984.00 25 y \$33.58 kly \$2,686.40 illy \$69,846.40 37 y \$37.81 kly \$3,024.80	\$2,134.40 \$55.494.40 14 \$30.08 \$2.406.40 \$62.566.40 26 \$33.89 \$2,711.20 \$70,491.20 38 \$38.19 \$3.055.20	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20 27 \$34.24 \$2,739.20 \$71,219.20 39 \$38.57 \$3,085.60	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63.814.40 28 \$34.58 \$2.766.40 \$71,926.40 40 \$38.95 \$3.116.00	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93 \$2,794.40 \$72,654.40 41 \$39.34 \$3,147.20	\$2,222.40 \$57.782.40 18 \$31.31 \$2.504.80 \$65.124.80 30 \$35.27 \$2.821.60 \$73,361.60 42 \$39.75 \$3.180.00	\$2,245.60 \$58.385.60 19 \$31.64 \$2.531.20 \$65.811.20 31 \$35.63 \$2.850.40 \$74.110.40 43 \$40.13 \$3.210.40	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97 \$2.877.60 \$74,817.60 44 \$40.52 \$3,241.60	\$2,290.40 \$59,550.40 21 \$32.26 \$2,580.80 \$67,100.80 33 \$36.35 \$2,908.00 \$75,608.00 45 \$40.92 \$3,273.60	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60 34 \$36.68 \$2,934.40 \$76,294.40 46 \$41.36 \$3.308.80	\$2,336.80 \$60.756.80 23 \$32.91 \$2.632.80 \$68.452.80 35 \$37.06 \$2.964.80 \$77.084.80 47 \$41.76 \$3.340.80	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20 36 \$37.44 \$2,995.20 \$77.875.20
Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua Steps Hourly Hourly Hourly Hourly Hourly	kly \$2,116.00 illy \$55,016.00 13 y \$29.80 kly \$2,384.00 illy \$61,984.00 25 y \$33.58 kly \$2,686.40 illy \$69,846.40 37 y \$37.81 kly \$3,024.80	\$2,134.40 \$55.494.40 14 \$30.08 \$2.406.40 \$62.566.40 26 \$33.89 \$2,711.20 \$70.491.20	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20 27 \$34.24 \$2,739.20 \$71,219.20	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63.814.40 28 \$34.58 \$2,766.40 \$71.926.40 40 \$38.95	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93 \$2,794.40 \$72,654.40	\$2,222.40 \$57.782.40 18 \$31.31 \$2,504.80 \$65.124.80 30 \$35.27 \$2,821.60 \$73.361.60	\$2,245.60 \$58.385.60 19 \$31.64 \$2,531.20 \$65.811.20 31 \$35.63 \$2,850.40 \$74,110.40	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97 \$2.877.60 \$74,817.60	\$2,290.40 \$59,550.40 21 \$32.26 \$2,580.80 \$67,100.80 33 \$36.35 \$2,908.00 \$75,608.00	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60 34 \$36.68 \$2,934.40 \$76.294.40	\$2,336.80 \$60,756.80 23 \$32.91 \$2.632.80 \$68.452.80 35 \$37.06 \$2,964.80 \$77.084.80	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20 36 \$37.44 \$2,995.20 \$77,875.20
Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua Steps Hourly Biwee Biwee Hourly Biwee	kly \$2,116.00 sty \$29.80 kly \$2.384.00 sty \$2.384.00 sty \$2.384.00 sty \$33.58 kly \$2.686.40 sty \$33.58 kly \$2.686.40 sty \$37.81 kly \$3,024.80 sty \$37.81 kly \$3,024.80 sty \$37.84	\$2,134.40 \$55,494.40 14 \$30.08 \$2,406.40 \$62,566.40 26 \$33.89 \$2,711.20 \$70,491.20 38 \$38.19 \$3,055.20 \$79,435.20	\$2,157.60 \$56.097.60 15 \$30.39 \$2.431.20 \$63.211.20 27 \$34.24 \$2,739.20 \$71.219.20 39 \$38.57 \$3.085.60 \$80,225.60	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63.814.40 28 \$34.58 \$2.766.40 \$71,926.40 40 \$38.95 \$3.116.00 \$81,016.00	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93 \$2,794.40 \$72,654.40 41 \$39.34 \$3,147.20 \$81,827.20	\$2,222.40 \$57.782.40 18 \$31.31 \$2.504.80 \$65.124.80 30 \$35.27 \$2.821.60 \$73.361.60 42 \$39.75 \$3.180.00 \$82.680.00	\$2,245.60 \$58.385.60 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.63 \$2,850.40 \$74,110.40 43 \$40.13 \$3,210.40 \$83,470.40	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97 \$2.877.60 \$74,817.60 44 \$40.52 \$3,241.60	\$2,290.40 \$59,550.40 21 \$32.26 \$2,580.80 \$67,100.80 33 \$36.35 \$2,908.00 \$75,608.00 45 \$40.92 \$3,273.60	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60 34 \$36.68 \$2,934.40 \$76,294.40 46 \$41.36 \$3.308.80	\$2,336.80 \$60.756.80 23 \$32.91 \$2.632.80 \$68.452.80 35 \$37.06 \$2.964.80 \$77.084.80 47 \$41.76 \$3.340.80	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20 36 \$37.44 \$2,995.20 \$77.875.20
Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua	kly \$2,116.00 sty \$29.80 kly \$2.384.00 sty \$2.384.00 sty \$2.384.00 sty \$33.58 kly \$2.686.40 sty \$37.81 kly \$3.024.80 sty \$37.81 kly \$3.024.80 sty \$37.644.80	\$2,134.40 \$55,494.40 14 \$30.08 \$2,406.40 \$62,566.40 26 \$33.89 \$2,711.20 \$70.491.20 38 \$38.19 \$3,055.20 \$79,435.20	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20 27 \$34.24 \$2,739.20 \$71,219.20 39 \$38.57 \$3,085.60 \$80,225.60	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63.814.40 28 \$34.58 \$2,766.40 \$71,926.40 40 \$38.95 \$3.116.00 \$81.016.00	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93 \$2,794.40 \$72,654.40 41 \$39.34 \$3,147.20 \$81,827.20	\$2,222.40 \$57.782.40 18 \$31.31 \$2.504.80 \$65.124.80 30 \$35.27 \$2,821.60 \$73,361.60 42 \$39.75 \$3,180.00 \$82.680.00	\$2,245.60 \$58.385.60 19 \$31.64 \$2.531.20 \$65.811.20 31 \$35.63 \$2.850.40 \$74.110.40 43 \$40.13 \$3.210.40 \$83.470.40	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97 \$2.877.60 \$74,817.60 44 \$40.52 \$3,241.60	\$2,290.40 \$59,550.40 21 \$32.26 \$2,580.80 \$67,100.80 33 \$36.35 \$2,908.00 \$75,608.00 45 \$40.92 \$3,273.60	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60 34 \$36.68 \$2,934.40 \$76,294.40 46 \$41.36 \$3.308.80	\$2,336.80 \$60.756.80 23 \$32.91 \$2.632.80 \$68.452.80 35 \$37.06 \$2.964.80 \$77.084.80 47 \$41.76 \$3.340.80	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20 36 \$37.44 \$2,995.20 \$77.875.20
Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua	kly \$2,116.00 sty \$55,016.00 13 y \$29.80 kly \$2.384.00 sty \$33.58 kly \$2.686.40 sty \$37.81 kly \$3,024.80 sty \$42.59	\$2,134.40 \$55,494.40 14 \$30.08 \$2,406.40 \$62,566.40 26 \$33.89 \$2,711.20 \$70.491.20 38 \$38.19 \$3,055.20 \$79,435.20	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20 27 \$34.24 \$2,739.20 \$71,219.20 39 \$38.57 \$3.085.60 \$80,225.60	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63.814.40 28 \$34.58 \$2,766.40 \$71,926.40 40 \$38.95 \$3,116.00 \$81,016.00	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93 \$2,794.40 \$72,654.40 41 \$39.34 \$3,147.20 \$81,827.20	\$2,222.40 \$57.782.40 18 \$31.31 \$2.504.80 \$65.124.80 30 \$35.27 \$2.821.60 \$73.361.60 42 \$39.75 \$3.180.00 \$82.680.00	\$2,245.60 \$58.385.60 19 \$31.64 \$2.531.20 \$65.811.20 31 \$35.63 \$2.850.40 \$74.110.40 43 \$40.13 \$3,210.40 \$83.470.40	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97 \$2.877.60 \$74,817.60 44 \$40.52 \$3,241.60	\$2,290.40 \$59,550.40 21 \$32.26 \$2,580.80 \$67,100.80 33 \$36.35 \$2,908.00 \$75,608.00 45 \$40.92 \$3,273.60	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60 34 \$36.68 \$2,934.40 \$76,294.40 46 \$41.36 \$3.308.80	\$2,336.80 \$60.756.80 23 \$32.91 \$2.632.80 \$68.452.80 35 \$37.06 \$2.964.80 \$77.084.80 47 \$41.76 \$3.340.80	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20 36 \$37.44 \$2,995.20 \$77.875.20
Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua	kly \$2,116.00 sty \$29.80 kly \$2.384.00 sty \$2.384.00 sty \$2.384.00 sty \$33.58 kly \$2.686.40 sty \$37.81 kly \$3,024.80 sty \$37.81 kly \$3,024.80 sty \$42.59 kly \$3,024.80	\$2,134.40 \$55,494.40 14 \$30.08 \$2,406.40 \$62,566.40 26 \$33.89 \$2,711.20 \$70,491.20 38 \$38.19 \$3,055.20 \$79,435.20 \$43.02 \$3,441.60	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20 27 \$34.24 \$2,739.20 \$71,219.20 39 \$38.57 \$3,085.60 \$80,225.60 51 \$43.44 \$3,475.20	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63.814.40 28 \$34.58 \$2.766.40 \$71,926.40 40 \$38.95 \$3.116.00 \$81.016.00	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93 \$2,794.40 \$72,654.40 41 \$39.34 \$3,147.20 \$81,827.20 53 \$44.34 \$3,547.20	\$2,222.40 \$57.782.40 18 \$31.31 \$2.504.80 \$65.124.80 30 \$35.27 \$2.821.60 \$73.361.60 42 \$39.75 \$31.80.00 \$82.680.00 54 \$44.77 \$3.581.60	\$2,245.60 \$58.385.60 19 \$31.64 \$2.531.20 \$65.811.20 31 \$35.63 \$2.850.40 \$74.110.40 43 \$40.13 \$3.210.40 \$83.470.40 55 \$45.22 \$3.617.60	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97 \$2.877.60 \$74,817.60 44 \$40.52 \$3,241.60	\$2,290.40 \$59,550.40 21 \$32.26 \$2,580.80 \$67,100.80 33 \$36.35 \$2,908.00 \$75,608.00 45 \$40.92 \$3,273.60	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60 34 \$36.68 \$2,934.40 \$76,294.40 46 \$41.36 \$3.308.80	\$2,336.80 \$60.756.80 23 \$32.91 \$2.632.80 \$68.452.80 35 \$37.06 \$2.964.80 \$77.084.80 47 \$41.76 \$3.340.80	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20 36 \$37.44 \$2,995.20 \$77.875.20
Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua Steps Hourly Biwee Annua	kly \$2,116.00 sty \$29.80 kly \$2.384.00 sty \$2.384.00 sty \$2.384.00 sty \$33.58 kly \$2.686.40 sty \$37.81 kly \$3,024.80 sty \$37.81 kly \$3,024.80 sty \$42.59 sty \$3,407.20	\$2,134.40 \$55,494.40 14 \$30.08 \$2,406.40 \$62,566.40 26 \$33.89 \$2,711.20 \$70.491.20 38 \$38.19 \$3,055.20 \$79,435.20	\$2,157.60 \$56.097.60 15 \$30.39 \$2,431.20 \$63,211.20 27 \$34.24 \$2,739.20 \$71,219.20 39 \$38.57 \$3.085.60 \$80,225.60	\$2,177.60 \$56.617.60 16 \$30.68 \$2,454.40 \$63.814.40 28 \$34.58 \$2,766.40 \$71,926.40 40 \$38.95 \$3,116.00 \$81,016.00	\$2,201.60 \$57,241.60 17 \$30.99 \$2,479.20 \$64,459.20 29 \$34.93 \$2,794.40 \$72,654.40 41 \$39.34 \$3,147.20 \$81,827.20	\$2,222.40 \$57.782.40 18 \$31.31 \$2.504.80 \$65.124.80 30 \$35.27 \$2.821.60 \$73.361.60 42 \$39.75 \$3.180.00 \$82.680.00	\$2,245.60 \$58.385.60 19 \$31.64 \$2.531.20 \$65.811.20 31 \$35.63 \$2.850.40 \$74.110.40 43 \$40.13 \$3,210.40 \$83.470.40	\$2,266.40 \$58.926.40 20 \$31.93 \$2.554.40 \$66.414.40 32 \$35.97 \$2.877.60 \$74,817.60 44 \$40.52 \$3,241.60	\$2,290.40 \$59,550.40 21 \$32.26 \$2,580.80 \$67,100.80 33 \$36.35 \$2,908.00 \$75,608.00 45 \$40.92 \$3,273.60	\$2,312.00 \$60.112.00 22 \$32.57 \$2.605.60 \$67,745.60 34 \$36.68 \$2,934.40 \$76,294.40 46 \$41.36 \$3.308.80	\$2,336.80 \$60.756.80 23 \$32.91 \$2.632.80 \$68.452.80 35 \$37.06 \$2.964.80 \$77.084.80 47 \$41.76 \$3.340.80	\$29.50 \$2,360.00 \$61,360.00 24 \$33.24 \$2,659.20 \$69,139.20 36 \$37.44 \$2,995.20 \$77.875.20

(Non-bargaining unit)

BETHEL (38%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$29.80	\$30.08	\$30.39	\$30.68	\$30.99	\$31.31	\$31.64	\$31.93	\$32.26	\$32.57	\$32.91	\$33.24
Biweekly	\$2,384.00	\$2,406.40	\$2,431.20	\$2,454.40	\$2,479.20	\$2,504.80	\$2,531.20	\$2,554.40	\$2,580.80	\$2,605.60	\$2,632.80	\$2,659.20
Annually	\$61,984.00	\$62,566.40	\$63,211.20	\$63,814.40	\$64,459.20	\$65,124.80	\$65,811.20	\$66,414.40	\$67,100.80	\$67,745.60	\$68,452.80	\$69,139.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$33.58	\$33.89	\$34.24	\$34.58	\$34.93	\$35.27	\$35.63	\$35.97	\$36.35	\$36.68	\$37.06	\$37.44
Biweekly	\$2,686.40	\$2,711.20	\$2,739.20	\$2,766.40	\$2,794.40	\$2,821.60	\$2,850.40	\$2,877.60	\$2,908.00	\$2,934.40	\$2,964.80	\$2,995.20
Annually	\$69,846.40	\$70,491.20	\$71,219.20	\$71,926.40	\$72,654.40	\$73,361.60	\$74,110.40	\$74,817.60	\$75,608.00	\$76,294.40	\$77,084.80	\$77,875.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$37.81	\$38.19	\$38.57	\$38.95	\$39.34	\$39.75	\$40.13	\$40.52	\$40.92	\$41.36	\$41.76	\$42.16
Biweekly	\$3,024.80	\$3,055.20	\$3,085.60	\$3,116.00	\$3,147.20	\$3,180.00	\$3,210.40	\$3,241.60	\$3,273.60	\$3,308.80	\$3,340.80	\$3,372.80
Annually	\$78,644.80	\$79,435.20	\$80,225.60	\$81,016.00	\$81,827.20	\$82,680.00	\$83,470.40	\$84,281.60	\$85,113.60	\$86,028.80	\$86,860.80	\$87,692.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$42.59	\$43.02	\$43.44	\$43.87	\$44.34	42 \$44.77	\$45.22	\$45.68	\$46.13	\$46.60	\$47.07	48 \$47.54
Biweekly	\$3,407.20	\$3,441.60	\$3,475.20	\$3,509.60	\$3,547.20	\$3,581.60	\$3,617.60	\$3,654.40	\$3,690.40	\$3,728.00	\$3,765.60	\$3,803.20
Annually	\$88,587.20	\$89,481.60	\$90,355.20	\$91,249.60	\$92,227.20	\$93,121.60	\$94,057.60	\$95,014.40	\$95,950.40	\$96,928.00	\$97,905.60	\$98,883.20
Steps												
	. 49	. 50	51	52	53	. 54	. 55					
Hourly	\$48.00	\$48.50	\$48.96	\$49.47	\$49.94	\$50.45	\$50.94					
Biweekly	\$3,840.00	\$3,880.00	\$3,916.80	\$3,957.60	\$3,995.20	\$4,036.00	\$4,075.20					
Annually	\$99,840.00	\$100,880.00	\$101,836.80	\$102,897.60	\$103,875.20	\$104,936.00	\$105,955.20					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$32.57	\$32.91	\$33.24	\$33.58	\$33.89	\$34.24	\$34.58	\$34.93	\$35.27	\$35.63	\$35.97	\$36.35
Steps Hourly Biweekly	\$32.57 \$2,605.60	\$32.91 \$2,632.80	\$33.24 \$2,659.20	\$33.58 \$2,686.40	\$33.89 \$2,711.20	\$34.24 \$2,739.20	\$34.58 \$2,766.40	\$34.93 \$2,794.40	\$35.27 \$2,821.60	\$35.63 \$2,850.40	\$35.97 \$2,877.60	\$36.35 \$2,908.00
Steps Hourly	\$32.57	\$32.91	\$33.24	\$33.58	\$33.89	\$34.24	\$34.58	\$34.93	\$35.27	\$35.63	\$35.97	\$36.35
Steps Hourly Biweekly Annually Steps	\$32.57 \$2,605.60 \$67,745.60	\$32.91 \$2,632.80 \$68,452.80	\$33.24 \$2,659.20 \$69,139.20	\$33.58 \$2,686.40 \$69,846.40	\$33.89 \$2,711.20 \$70,491.20	\$34.24 \$2,739.20 \$71,219.20	\$34.58 \$2,766.40 \$71,926.40	\$34.93 \$2,794.40 \$72,654.40	\$35.27 \$2,821.60 \$73,361.60	\$35.63 \$2,850.40 \$74,110.40	\$35.97 \$2,877.60 \$74,817.60	\$36.35 \$2,908.00 \$75.608.00
Steps Hourly Biweekly Annually Steps Hourly	\$32.57 \$2,605.60 \$67.745.60 13 \$36.68	\$32.91 \$2,632.80 \$68,452.80 14 \$37.06	\$33.24 \$2,659.20 \$69,139.20 15 \$37.44	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81	\$33.89 \$2,711.20 \$70,491.20 17 \$38.19	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57	\$34.58 \$2,766.40 \$71,926.40 19 \$38.95	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34	\$35.27 \$2,821.60 \$73,361.60 21 \$39.75	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13	\$35.97 \$2,877.60 \$74.817.60 23 \$40.52	\$36.35 \$2,908.00 \$75,608.00 24 \$40.92
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.57 \$2,605.60 \$67,745.60 13 \$36.68 \$2,934.40	\$32.91 \$2,632.80 \$68,452.80 14 \$37.06 \$2,964.80	\$33.24 \$2,659.20 \$69,139.20 15 \$37.44 \$2,995.20	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81 \$3,024.80	\$33.89 \$2,711.20 \$70,491.20 17 \$38.19 \$3,055.20	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60	\$34.58 \$2,766.40 \$71,926.40 19 \$38.95 \$3,116.00	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20	\$35.27 \$2,821.60 \$73,361.60 21 \$39.75 \$3,180.00	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13 \$3,210.40	\$35.97 \$2,877.60 \$74,817.60 23 \$40.52 \$3,241.60	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3.273.60
Steps Hourly Biweekly Annually Steps Hourly	\$32.57 \$2,605.60 \$67.745.60 13 \$36.68	\$32.91 \$2,632.80 \$68,452.80 14 \$37.06	\$33.24 \$2,659.20 \$69,139.20 15 \$37.44	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81	\$33.89 \$2,711.20 \$70,491.20 17 \$38.19	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57	\$34.58 \$2,766.40 \$71,926.40 19 \$38.95	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34	\$35.27 \$2,821.60 \$73,361.60 21 \$39.75	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13	\$35.97 \$2,877.60 \$74,817.60 23 \$40.52	\$36.35 \$2,908.00 \$75,608.00 24 \$40.92
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.57 \$2,605.60 \$67,745.60 13 \$36.68 \$2,934.40	\$32.91 \$2,632.80 \$68,452.80 14 \$37.06 \$2,964.80	\$33.24 \$2,659.20 \$69,139.20 15 \$37.44 \$2,995.20	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81 \$3,024.80	\$33.89 \$2,711.20 \$70,491.20 17 \$38.19 \$3,055.20	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60	\$34.58 \$2,766.40 \$71,926.40 19 \$38.95 \$3,116.00	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20	\$35.27 \$2,821.60 \$73,361.60 21 \$39.75 \$3,180.00	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13 \$3,210.40	\$35.97 \$2,877.60 \$74,817.60 23 \$40.52 \$3,241.60	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3.273.60 \$85.113.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.57 \$2,605.60 \$67.745.60 13 \$36.68 \$2,934.40 \$76,294.40	\$32.91 \$2,632.80 \$68.452.80 14 \$37.06 \$2,964.80 \$77,084.80	\$33.24 \$2,659.20 \$69,139.20 15 \$37.44 \$2,995.20 \$77,875.20	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81 \$3,024.80 \$78,644.80	\$33.89 \$2,711.20 \$70,491.20 17 \$38.19 \$3,055.20 \$79,435.20	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60 \$80,225.60	\$34.58 \$2,766.40 \$71.926.40 19 \$38.95 \$3.116.00 \$81.016.00	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20 \$81.827.20	\$35.27 \$2,821.60 \$73,361.60 21 \$39.75 \$3,180.00 \$82,680.00	\$35.63 \$2,850.40 \$74.110.40 22 \$40.13 \$3,210.40 \$83,470.40	\$35.97 \$2,877.60 \$74.817.60 23 \$40.52 \$3,241.60 \$84,281.60	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3.273.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$32.57 \$2,605.60 \$67.745.60 13 \$36.68 \$2.934.40 \$76.294.40	\$32.91 \$2,632.80 \$68,452.80 14 \$37.06 \$2,964.80 \$77,084.80	\$33.24 \$2,659.20 \$69,139.20 15 \$37.44 \$2,995.20 \$77,875.20	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81 \$3,024.80 \$78,644.80	\$33.89 \$2,711.20 \$70,491.20 17 \$38.19 \$3,055.20 \$79,435.20	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60 \$80,225.60	\$34.58 \$2,766.40 \$71.926.40 19 \$38.95 \$3,116.00 \$81,016.00	\$34.93 \$2,794.40 \$72,654.40 20 \$39.34 \$3.147.20 \$81,827.20	\$35.27 \$2,821.60 \$73,361.60 21 \$39.75 \$3,180.00 \$82,680.00	\$35.63 \$2,850.40 \$74.110.40 22 \$40.13 \$3,210.40 \$83,470.40	\$35.97 \$2,877.60 \$74.817.60 23 \$40.52 \$3,241.60 \$84,281.60	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3,273.60 \$85,113.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$32.57 \$2,605.60 \$67,745.60 13 \$36.68 \$2.934.40 \$76,294.40 25 \$41.36	\$32.91 \$2,632.80 \$68.452.80 14 \$37.06 \$2,964.80 \$77,084.80 26 \$41.76	\$33.24 \$2,659.20 \$69,139.20 15 \$37.44 \$2,995.20 \$77,875.20	\$33.58 \$2,686.40 \$69.846.40 16 \$37.81 \$3,024.80 \$78,644.80	\$33.89 \$2,711.20 \$70,491.20 17 \$38.19 \$3,055.20 \$79,435.20	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3.085.60 \$80,225.60	\$34.58 \$2,766.40 \$71,926.40 19 \$38.95 \$3.116.00 \$81.016.00	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20 \$81.827.20	\$35.27 \$2,821.60 \$73,361.60 21 \$39.75 \$3,180.00 \$82,680.00	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13 \$3.210.40 \$83,470.40	\$35.97 \$2,877.60 \$74,817.60 23 \$40.52 \$3,241.60 \$84,281.60 35 \$45.68	\$36.35 \$2,908.00 \$75,608.00 24 \$40.92 \$3,273.60 \$85,113.60 36 \$46.13
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.57 \$2,605.60 \$67,745.60 13 \$36.68 \$2.934.40 \$76.294.40 25 \$41.36 \$3,308.80 \$86.028.80	\$32.91 \$2,632.80 \$68.452.80 14 \$37.06 \$2,964.80 \$77.084.80 26 \$41.76 \$3,340.80 \$86,860.80	\$33.24 \$2,659.20 \$69.139.20 15 \$37.44 \$2,995.20 \$77.875.20 27 \$42.16 \$3,372.80 \$87,692.80	\$33.58 \$2,686.40 \$69.846.40 16 \$37.81 \$3,024.80 \$78.644.80 28 \$42.59 \$3,407.20 \$88,587.20	\$33.89 \$2,711.20 \$70.491.20 17 \$38.19 \$3,055.20 \$79,435.20 29 \$43.02 \$3,441.60 \$89,481.60	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60 \$80,225.60 30 \$43.44 \$3,475.20 \$90,355.20	\$34.58 \$2,766.40 \$71,926.40 19 \$38.95 \$3,116.00 \$81,016.00 31 \$43.87 \$3,509.60 \$91,249.60	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20 \$81.827.20 32 \$44.34 \$3.547.20 \$92.227.20	\$35.27 \$2,821.60 \$73.361.60 21 \$39.75 \$3,180.00 \$82.680.00 33 \$44.77 \$3,581.60 \$93,121.60	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13 \$3,210.40 \$83,470.40 34 \$45.22 \$3,617.60 \$94,057.60	\$35.97 \$2,877.60 \$74.817.60 23 \$40.52 \$3,241.60 \$84.281.60 35 \$45.68 \$3,654.40 \$95,014.40	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3.273.60 \$85.113.60 36 \$46.13 \$3.690.40 \$95,950.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$32.57 \$2,605.60 \$67,745.60 13 \$36.68 \$2.934.40 \$76.294.40 25 \$41.36 \$3.308.80 \$86.028.80	\$32.91 \$2,632.80 \$68.452.80 14 \$37.06 \$2.964.80 \$77.084.80 26 \$41.76 \$3.340.80 \$86.860.80	\$33.24 \$2,659.20 \$69,139.20 15 \$37.44 \$2,995.20 \$77,875.20 27 \$42.16 \$3,372.80 \$87,692.80	\$33.58 \$2,686.40 \$69.846.40 16 \$37.81 \$3.024.80 \$78.644.80 28 \$42.59 \$3.407.20 \$88.587.20	\$33.89 \$2,711.20 \$70.491.20 17 \$38.19 \$3,055.20 \$79,435.20 29 \$43.02 \$3,441.60 \$89,481.60	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60 \$80,225.60 30 \$43.44 \$3,475.20 \$90,355.20	\$34.58 \$2,766.40 \$71.926.40 19 \$38.95 \$3.116.00 \$81.016.00 31 \$43.87 \$3.509.60 \$91.249.60	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20 \$81.827.20 32 \$44.34 \$3.547.20 \$92.227.20	\$35.27 \$2,821.60 \$73.361.60 21 \$39.75 \$3.180.00 \$82.680.00 33 \$44.77 \$3.581.60 \$93.121.60	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13 \$3,210.40 \$83,470.40 34 \$45.22 \$3,617.60 \$94,057.60	\$35.97 \$2,877.60 \$74.817.60 23 \$40.52 \$3.241.60 \$84,281.60 35 \$45.68 \$3.654.40 \$95.014.40	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3.273.60 \$85.113.60 36 \$46.13 \$3.690.40 \$95,950.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$32.57 \$2,605.60 \$67.745.60 13 \$36.68 \$2.934.40 \$76.294.40 25 \$41.36 \$3.308.80 \$86.028.80	\$32.91 \$2,632.80 \$68,452.80 14 \$37.06 \$2.964.80 \$77,084.80 26 \$41.76 \$3,340.80 \$86,860.80	\$33.24 \$2,659.20 \$69,139.20 15 \$37.44 \$2,995.20 \$77,875.20 27 \$42.16 \$3,372.80 \$87,692.80	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81 \$3,024.80 \$78,644.80 28 \$42.59 \$3,407.20 \$88,587.20	\$33.89 \$2,711.20 \$70,491.20 17 \$38.19 \$3,055.20 \$79,435.20 29 \$43.02 \$3,441.60 \$89,481.60	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60 \$80,225.60 30 \$43.44 \$3,475.20 \$90,355.20	\$34.58 \$2,766.40 \$71.926.40 19 \$38.95 \$3.116.00 \$81,016.00 31 \$43.87 \$3.509.60 \$91,249.60	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20 \$81.827.20 32 \$44.34 \$3,547.20 \$92.227.20	\$35.27 \$2,821.60 \$73.361.60 21 \$39.75 \$3.180.00 \$82.680.00 33 \$44.77 \$3.581.60 \$93,121.60	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13 \$3,210.40 \$83,470.40 34 \$45.22 \$3,617.60 \$94,057.60	\$35.97 \$2,877.60 \$74.817.60 23 \$40.52 \$3.241.60 \$84,281.60 35 \$45.68 \$3.654.40 \$95.014.40	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3.273.60 \$85.113.60 36 \$46.13 \$3,690.40 \$95,950.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$32.57 \$2,605.60 \$67.745.60 13 \$36.68 \$2.934.40 \$76.294.40 25 \$41.36 \$3.308.80 \$86.028.80 37 \$46.60 \$3.728.00	\$32.91 \$2,632.80 \$68.452.80 14 \$37.06 \$2.964.80 \$77.084.80 26 \$41.76 \$3.340.80 \$86,860.80 38 \$47.07 \$3,765.60	\$33.24 \$2,659.20 \$69.139.20 15 \$37.44 \$2.995.20 \$77.875.20 27 \$42.16 \$3.372.80 \$87.692.80 39 \$47.54 \$3,803.20	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81 \$3.024.80 \$78.644.80 28 \$42.59 \$3.407.20 \$88,587.20 40 \$48.00 \$3,840.00	\$33.89 \$2,711.20 \$70,491.20 17 \$38.19 \$3,055.20 \$79,435.20 29 \$43.02 \$3,441.60 \$89,481.60 41 \$48.50 \$3,880.00	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60 \$80,225.60 30 \$43.44 \$3,475.20 \$90,355.20 42 \$48.96 \$3,916.80	\$34.58 \$2,766.40 \$71,926.40 19 \$38.95 \$3,116.00 \$81,016.00 31 \$43.87 \$3,509.60 \$91,249.60 43 \$49.47 \$3,957.60	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20 \$81.827.20 32 \$44.34 \$3.547.20 \$92.227.20 44 \$49.94 \$3.995.20	\$35.27 \$2,821.60 \$73.361.60 21 \$39.75 \$3.180.00 \$82.680.00 33 \$44.77 \$3.581.60 \$93,121.60 45 \$50.45 \$4,036.00	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13 \$3,210.40 \$83,470.40 34 \$45.22 \$3,617.60 \$94,057.60 46 \$50.94 \$4,075.20	\$35.97 \$2,877.60 \$74.817.60 23 \$40.52 \$3.241.60 \$84,281.60 35 \$45.68 \$3.654.40 \$95.014.40 47 \$51.47 \$4,117.60	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3.273.60 \$85.113.60 36 \$46.13 \$3.690.40 \$95,950.40 48 \$51.97 \$4.157.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.57 \$2,605.60 \$67.745.60 13 \$36.68 \$2,934.40 \$76.294.40 25 \$41.36 \$3.308.80 \$86.028.80 37 \$46.60 \$3.728.00 \$96,928.00	\$32.91 \$2,632.80 \$68.452.80 14 \$37.06 \$2.964.80 \$77.084.80 26 \$41.76 \$3.340.80 \$86.860.80 38 \$47.07 \$3.765.60 \$97.905.60	\$33.24 \$2,659.20 \$69,139.20 15 \$37.44 \$2,995.20 \$77,875.20 27 \$42.16 \$3,372.80 \$87,692.80 39 \$47.54 \$3,803.20 \$98,883.20	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81 \$3,024.80 \$78.644.80 28 \$42.59 \$3,407.20 \$88,587.20 40 \$48.00 \$3,840.00 \$99,840.00	\$33.89 \$2,711.20 \$70.491.20 17 \$38.19 \$3,055.20 \$79,435.20 29 \$43.02 \$3,441.60 \$89,481.60 41 \$48.50 \$3,880.00 \$100,880.00	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60 \$80,225.60 30 \$43.44 \$3,475.20 \$90,355.20 42 \$48.96 \$3,916.80 \$101,836.80	\$34.58 \$2,766.40 \$71,926.40 19 \$38.95 \$3.116.00 \$81,016.00 31 \$43.87 \$3,509.60 \$91,249.60 43 \$49.47 \$3,957.60 \$102.897.60	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20 \$81.827.20 32 \$44.34 \$3,547.20 \$92.227.20	\$35.27 \$2,821.60 \$73.361.60 21 \$39.75 \$3.180.00 \$82.680.00 33 \$44.77 \$3.581.60 \$93,121.60	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13 \$3,210.40 \$83,470.40 34 \$45.22 \$3,617.60 \$94,057.60	\$35.97 \$2,877.60 \$74.817.60 23 \$40.52 \$3.241.60 \$84,281.60 35 \$45.68 \$3.654.40 \$95.014.40	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3.273.60 \$85.113.60 36 \$46.13 \$3,690.40 \$95,950.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$32.57 \$2,605.60 \$67.745.60 13 \$36.68 \$2.934.40 \$76.294.40 25 \$41.36 \$3.308.80 \$86.028.80 37 \$46.60 \$3,728.00 \$96.928.00	\$32.91 \$2,632.80 \$68.452.80 14 \$37.06 \$2.964.80 \$77.084.80 26 \$41.76 \$3.340.80 \$86.860.80 38 \$47.07 \$3.765.60 \$97.905.60	\$33.24 \$2,659.20 \$69.139.20 15 \$37.44 \$2.995.20 \$77.875.20 27 \$42.16 \$3.372.80 \$87.692.80 39 \$47.54 \$3.803.20 \$98.883.20	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81 \$3,024.80 \$78,644.80 28 \$42.59 \$3,407.20 \$88.587.20 40 \$48.00 \$3,840.00 \$99,840.00	\$33.89 \$2,711.20 \$70,491.20 17 \$38.19 \$3,055.20 \$79,435.20 29 \$43.02 \$3,441.60 \$89,481.60 41 \$48.50 \$3,880.00 \$100,880.00	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60 \$80,225.60 30 \$43.44 \$3,475.20 \$90,355.20 42 \$48.96 \$3,916.80 \$101,836.80	\$34.58 \$2,766.40 \$71,926.40 19 \$38.95 \$3,116.00 \$81,016.00 31 \$43.87 \$3,509.60 \$91,249.60 43 \$49.47 \$3,957.60 \$102,897.60	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20 \$81.827.20 32 \$44.34 \$3.547.20 \$92.227.20 44 \$49.94 \$3.995.20	\$35.27 \$2,821.60 \$73.361.60 21 \$39.75 \$3.180.00 \$82.680.00 33 \$44.77 \$3.581.60 \$93,121.60 45 \$50.45 \$4,036.00	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13 \$3,210.40 \$83,470.40 34 \$45.22 \$3,617.60 \$94,057.60 46 \$50.94 \$4,075.20	\$35.97 \$2,877.60 \$74.817.60 23 \$40.52 \$3.241.60 \$84,281.60 35 \$45.68 \$3.654.40 \$95.014.40 47 \$51.47 \$4,117.60	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3.273.60 \$85.113.60 36 \$46.13 \$3.690.40 \$95,950.40 48 \$51.97 \$4,157.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$32.57 \$2,605.60 \$67.745.60 13 \$36.68 \$2,934.40 \$76.294.40 25 \$41.36 \$3.308.80 \$86.028.80 37 \$46.60 \$3,728.00 \$96,928.00	\$32.91 \$2,632.80 \$68.452.80 14 \$37.06 \$2.964.80 \$77.084.80 26 \$41.76 \$3.340.80 \$86.860.80 38 \$47.07 \$3.765.60 \$97.905.60	\$33.24 \$2,659.20 \$69,139.20 15 \$37.44 \$2,995.20 \$77.875.20 27 \$42.16 \$3,372.80 \$87.692.80 39 \$47.54 \$3,803.20 \$98,883.20	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81 \$3,024.80 \$78,644.80 28 \$42.59 \$3,407.20 \$88.587.20 40 \$48.00 \$3,840.00 \$99,840.00	\$33.89 \$2,711.20 \$70.491.20 17 \$38.19 \$3.055.20 \$79,435.20 29 \$43.02 \$3,441.60 \$89,481.60 41 \$48.50 \$3,880.00 \$100.880.00	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60 \$80,225.60 30 \$43.44 \$3,475.20 \$90,355.20 42 \$48.96 \$3,916.80 \$101,836.80	\$34.58 \$2,766.40 \$71,926.40 19 \$38.95 \$3,116.00 \$81,016.00 31 \$43.87 \$3,509.60 \$91,249.60 43 \$49.47 \$3,957.60 \$102,897.60	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20 \$81.827.20 32 \$44.34 \$3.547.20 \$92.227.20 44 \$49.94 \$3.995.20	\$35.27 \$2,821.60 \$73.361.60 21 \$39.75 \$3.180.00 \$82.680.00 33 \$44.77 \$3.581.60 \$93,121.60 45 \$50.45 \$4,036.00	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13 \$3,210.40 \$83,470.40 34 \$45.22 \$3,617.60 \$94,057.60 46 \$50.94 \$4,075.20	\$35.97 \$2,877.60 \$74.817.60 23 \$40.52 \$3.241.60 \$84,281.60 35 \$45.68 \$3.654.40 \$95.014.40 47 \$51.47 \$4,117.60	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3.273.60 \$85.113.60 36 \$46.13 \$3.690.40 \$95,950.40 48 \$51.97 \$4,157.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$32.57 \$2,605.60 \$67.745.60 13 \$36.68 \$2.934.40 \$76.294.40 25 \$41.36 \$3.308.80 \$86.028.80 37 \$46.60 \$3,728.00 \$96.928.00	\$32.91 \$2,632.80 \$68.452.80 14 \$37.06 \$2.964.80 \$77.084.80 26 \$41.76 \$3.340.80 \$86.860.80 38 \$47.07 \$3.765.60 \$97.905.60	\$33.24 \$2,659.20 \$69.139.20 15 \$37.44 \$2.995.20 \$77.875.20 27 \$42.16 \$3.372.80 \$87.692.80 39 \$47.54 \$3.803.20 \$98.883.20	\$33.58 \$2,686.40 \$69,846.40 16 \$37.81 \$3,024.80 \$78,644.80 28 \$42.59 \$3,407.20 \$88.587.20 40 \$48.00 \$3,840.00 \$99,840.00	\$33.89 \$2,711.20 \$70,491.20 17 \$38.19 \$3,055.20 \$79,435.20 29 \$43.02 \$3,441.60 \$89,481.60 41 \$48.50 \$3,880.00 \$100,880.00	\$34.24 \$2,739.20 \$71,219.20 18 \$38.57 \$3,085.60 \$80,225.60 30 \$43.44 \$3,475.20 \$90,355.20 42 \$48.96 \$3,916.80 \$101,836.80	\$34.58 \$2,766.40 \$71,926.40 19 \$38.95 \$3,116.00 \$81,016.00 31 \$43.87 \$3,509.60 \$91,249.60 43 \$49.47 \$3,957.60 \$102,897.60	\$34.93 \$2,794.40 \$72.654.40 20 \$39.34 \$3.147.20 \$81.827.20 32 \$44.34 \$3.547.20 \$92.227.20 44 \$49.94 \$3.995.20	\$35.27 \$2,821.60 \$73.361.60 21 \$39.75 \$3.180.00 \$82.680.00 33 \$44.77 \$3.581.60 \$93,121.60 45 \$50.45 \$4,036.00	\$35.63 \$2,850.40 \$74,110.40 22 \$40.13 \$3,210.40 \$83,470.40 34 \$45.22 \$3,617.60 \$94,057.60 46 \$50.94 \$4,075.20	\$35.97 \$2,877.60 \$74.817.60 23 \$40.52 \$3.241.60 \$84,281.60 35 \$45.68 \$3.654.40 \$95.014.40 47 \$51.47 \$4,117.60	\$36.35 \$2,908.00 \$75.608.00 24 \$40.92 \$3.273.60 \$85.113.60 36 \$46.13 \$3.690.40 \$95,950.40 48 \$51.97 \$4,157.60

(Non-bargaining unit)

BETHEL (38%)

12	11	10	9	8	7	6	5	4	3	2	1	Steps
\$39.75	\$39.34	\$38.95	\$38.57	\$38.19	\$37.81	\$37.44	\$37.06	\$36.68	\$36.35	\$35.97	\$35.63	Hourly
	\$3,147.20	\$3,116.00	\$3,085.60	\$3,055.20	\$3,024.80	\$2,995.20	\$2,964.80	\$2,934.40	\$2,908.00	\$2,877.60	\$2,850.40	Biweekly
	\$81,827.20	\$81,016.00	\$80,225.60	\$79,435.20	\$78,644.80	\$77,875.20	\$77,084.80	\$76,294.40	\$75,608.00	\$74,817.60	\$74,110.40	Annually
302,000.00	301,027.20	301,010.00	300,223.00	\$75,455.20	\$70,044.00	\$77,075.20	\$77,00 4 .00	\$70,234.40	\$75,000.00	374,017.00	374,110.40	Aimadily
24	23	22	21	20	19	18	17	16	15	14	13	Steps
												Hourly
\$93,121.60	\$92,227.20	\$91,249.60	\$90,355.20	\$89,481.60	\$88,587.20	\$87,692.80	\$86,860.80	\$86,028.80	\$85,113.60	\$84,281.60	\$83,470.40	Annually
36	35	34	33	32	31	30	29	28	27	26	25	Steps
	\$49.94	\$49.47	\$48.96	\$48.50	\$48.00	\$47.54	\$47.07	\$46.60	\$46.13	\$45.68	\$45.22	Hourly
\$4,036.00	\$3,995.20	\$3,957.60	\$3,916.80	\$3,880.00	\$3,840.00	\$3,803.20		\$3,728.00	\$3,690.40	\$3,654.40	\$3,617.60	Biweekly
	\$103,875.20											
Q10 1,550.00	V100,070.20	V102,037100	4101 ,000.00	\$100,000.00	\$33,0.0.00	\$30,000.20	\$37,303.00	450,520.00	\$33,330.10	033,020	45 1,657166	, ,
48	47	AC	ΛE	11	43	42	A1	40	20	20	27	Steps
												•
\$118,248.00	\$117,083.20	\$115,897.60	\$114,774.40	\$113,651.20	\$112,507.20	\$111,404.80	\$110,302.40	\$109,200.00	\$108,097.60	\$107,057.60	\$105,955.20	Annually
											40	Stone
										•		
					\$4,877.60	\$4,828.00	\$4,780.00	\$4,734.40	\$4,687.20	\$4,640.00	\$4,593.60	Biweekly
					\$126,817.60	\$125,528.00	\$124,280.00	\$123,094.40	\$121,867.20	\$120,640.00	\$119,433.60	Annually
												-
												Grade 80
12	44	10	0	•	-		-		2	2	4	
	11	10	9	8	7	6	5	4	3	2	1	Steps
\$43.02	\$42.59	\$42.16	\$41.76	\$41.36	\$40.92	\$40.52	\$40.13	\$39.75	\$39.34	\$38.95	\$38.57	Steps Hourly
\$43.02 \$3,441.60	\$42.59 \$3,407.20	\$42.16 \$3,372.80	\$41.76 \$3,340.80	\$41.36 \$3,308.80	\$40.92 \$3,273.60	\$40.52 \$3,241.60	\$40.13 \$3,210.40	\$39.75 \$3,180.00	\$39.34 \$3,147.20	\$38.95 \$3,116.00	\$38.57 \$3,085.60	Steps Hourly Biweekly
\$43.02 \$3,441.60	\$42.59	\$42.16	\$41.76	\$41.36	\$40.92	\$40.52	\$40.13	\$39.75	\$39.34	\$38.95	\$38.57	Steps Hourly
\$43.02 \$3,441.60 \$89,481.60	\$42.59 \$3,407.20 \$88,587.20	\$42.16 \$3,372.80 \$87,692.80	\$41.76 \$3,340.80 \$86,860.80	\$41.36 \$3,308.80 \$86,028.80	\$40.92 \$3,273.60 \$85,113.60	\$40.52 \$3,241.60 \$84,281.60	\$40.13 \$3,210.40 \$83,470.40	\$39.75 \$3,180.00 \$82,680.00	\$39.34 \$3,147.20 \$81,827.20	\$38.95 \$3,116.00 \$81,016.00	\$38.57 \$3,085.60 \$80,225.60	Steps Hourly Biweekly Annually
\$43.02 \$3,441.60 \$89,481.60	\$42.59 \$3,407.20 \$88.587.20	\$42.16 \$3,372.80 \$87.692.80	\$41.76 \$3,340.80 \$86,860.80	\$41.36 \$3,308.80 \$86,028.80	\$40.92 \$3,273.60 \$85,113.60	\$40.52 \$3,241.60 \$84,281.60	\$40.13 \$3,210.40 \$83,470.40	\$39.75 \$3,180.00 \$82,680.00	\$39.34 \$3,147.20 \$81.827.20	\$38.95 \$3,116.00 \$81,016.00	\$38.57 \$3,085.60 \$80,225.60	Steps Hourly Biweekly Annually Steps
\$43.02 \$3,441.60 \$89,481.60 24 \$48.50	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07	\$41.36 \$3,308.80 \$86,028.80 20 \$46.60	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13	\$40.52 \$3,241.60 \$84,281.60 18 \$45.68	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22	\$39.75 \$3,180.00 \$82,680.00 16 \$44.77	\$39.34 \$3,147.20 \$81,827.20 15 \$44.34	\$38.95 \$3,116.00 \$81,016.00 14 \$43.87	\$38.57 \$3,085.60 \$80,225.60 13 \$43.44	Steps Hourly Biweekly Annually Steps Hourly
\$43.02 \$3,441.60 \$89,481.60 24 \$48.50	\$42.59 \$3,407.20 \$88.587.20	\$42.16 \$3,372.80 \$87.692.80	\$41.76 \$3,340.80 \$86,860.80	\$41.36 \$3,308.80 \$86,028.80	\$40.92 \$3,273.60 \$85,113.60	\$40.52 \$3,241.60 \$84,281.60	\$40.13 \$3,210.40 \$83,470.40	\$39.75 \$3,180.00 \$82,680.00	\$39.34 \$3,147.20 \$81.827.20	\$38.95 \$3,116.00 \$81,016.00	\$38.57 \$3,085.60 \$80,225.60	Steps Hourly Biweekly Annually Steps
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3,880.00	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07	\$41.36 \$3,308.80 \$86,028.80 20 \$46.60	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13	\$40.52 \$3,241.60 \$84,281.60 18 \$45.68	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22	\$39.75 \$3,180.00 \$82,680.00 16 \$44.77	\$39.34 \$3,147.20 \$81,827.20 15 \$44.34	\$38.95 \$3,116.00 \$81,016.00 14 \$43.87	\$38.57 \$3,085.60 \$80,225.60 13 \$43.44	Steps Hourly Biweekly Annually Steps Hourly
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3,880.00	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3,840.00	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3,765.60	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3,728.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40	\$40.52 \$3,241.60 \$84,281.60 18 \$45.68 \$3,654.40	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60	\$39.75 \$3,180.00 \$82,680.00 16 \$44.77 \$3,581.60	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3.547.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3,509.60	\$38.57 \$3,085.60 \$80,225.60 13 \$43.44 \$3,475.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3,880.00 \$100.880.00	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3,840.00	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3,765.60	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3,728.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40	\$40.52 \$3,241.60 \$84,281.60 18 \$45.68 \$3,654.40	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60	\$39.75 \$3,180.00 \$82,680.00 16 \$44.77 \$3,581.60	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3.547.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3,509.60	\$38.57 \$3,085.60 \$80,225.60 13 \$43.44 \$3,475.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3.880.00 \$100.880.00	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3.840.00 \$99.840.00	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3.765.60 \$97.905.60	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3.728.00 \$96,928.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40 \$95.950.40	\$40.52 \$3,241.60 \$84,281.60 18 \$45.68 \$3,654.40 \$95,014.40	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94,057.60	\$39.75 \$3,180.00 \$82,680.00 16 \$44.77 \$3,581.60 \$93,121.60	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3.547.20 \$92.227.20	\$38.95 \$3,116.00 \$81,016.00 14 \$43.87 \$3,509.60 \$91,249.60	\$38.57 \$3,085.60 \$80,225.60 13 \$43.44 \$3,475.20 \$90,355.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps
\$43.02 \$3,441.60 \$89,481.60 24 \$48.50 \$3,880.00 \$100,880.00 36 \$54.64	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3,840.00 \$99,840.00	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3,765.60 \$97,905.60 33 \$53.03	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3,728.00 \$96,928.00 32 \$52.50	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3,690.40 \$95,950.40 31 \$51.97	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3,654.40 \$95,014.40 30 \$51.47	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94,057.60 29 \$50.94	\$39.75 \$3,180.00 \$82.680.00 16 \$44.77 \$3.581.60 \$93,121.60 28 \$50.45	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3,547.20 \$92,227.20 27 \$49.94	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3.509.60 \$91,249.60 26 \$49.47	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3,475.20 \$90,355.20 25 \$48.96	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3,880.00 \$100.880.00 36 \$54.64 \$4.371.20	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3.840.00 \$99,840.00 35 \$54.09 \$4.327.20	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56 \$4,284.80	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3,765.60 \$97,905.60 33 \$53.03 \$4,242.40	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3,728.00 \$96,928.00 32 \$52.50 \$4,200.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40 \$95,950.40 31 \$51.97 \$4,157.60	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3.654.40 \$95.014.40 30 \$51.47 \$4.117.60	\$40.13 \$3,210.40 \$83.470.40 17 \$45.22 \$3,617.60 \$94,057.60 29 \$50.94 \$4,075.20	\$39.75 \$3,180.00 \$82.680.00 16 \$44.77 \$3.581.60 \$93,121.60 28 \$50.45 \$4.036.00	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3.547.20 \$92.227.20 27 \$49.94 \$3.995.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3,509.60 \$91,249.60 26 \$49.47 \$3,957.60	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3,475.20 \$90.355.20 25 \$48.96 \$3,916.80	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3,880.00 \$100.880.00 36 \$54.64 \$4.371.20	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3,840.00 \$99,840.00	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3,765.60 \$97,905.60 33 \$53.03	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3,728.00 \$96,928.00 32 \$52.50	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3,690.40 \$95,950.40 31 \$51.97	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3,654.40 \$95,014.40 30 \$51.47	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94,057.60 29 \$50.94	\$39.75 \$3,180.00 \$82.680.00 16 \$44.77 \$3.581.60 \$93,121.60 28 \$50.45	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3,547.20 \$92,227.20 27 \$49.94	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3.509.60 \$91,249.60 26 \$49.47	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3,475.20 \$90,355.20 25 \$48.96	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3.880.00 \$100.880.00 36 \$54.64 \$4.371.20 \$113.651.20	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3,840.00 \$99,840.00 35 \$54.09 \$4,327.20 \$112.507.20	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98.883.20 34 \$53.56 \$4,284.80 \$111,404.80	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3,765.60 \$97,905.60 33 \$53.03 \$4,242.40 \$110.302.40	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3,728.00 \$96,928.00 32 \$52.50 \$4,200.00 \$109,200.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40 \$95.950.40 31 \$51.97 \$4.157.60 \$108.097.60	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3.654.40 \$95.014.40 30 \$51.47 \$4.117.60 \$107.057.60	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94,057.60 29 \$50.94 \$4,075.20 \$105,955.20	\$39.75 \$3,180.00 \$82.680.00 16 \$44.77 \$3.581.60 \$93,121.60 28 \$50.45 \$4.036.00 \$104.936.00	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3.547.20 \$92.227.20 27 \$49.94 \$3.995.20 \$103.875.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3,509.60 \$91,249.60 26 \$49.47 \$3,957.60 \$102.897.60	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3,475.20 \$90.355.20 25 \$48.96 \$3,916.80 \$101.836.80	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually
\$43.02 \$3,441.60 \$89,481.60 24 \$48.50 \$3,880.00 \$100.880.00 36 \$54.64 \$4,371.20 \$113,651.20	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3.840.00 \$99.840.00 35 \$54.09 \$4.327.20 \$112.507.20	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56 \$4,284.80 \$111,404.80	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3.765.60 \$97,905.60 33 \$53.03 \$4,242.40 \$110.302.40	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3.728.00 \$96,928.00 32 \$52.50 \$4,200.00 \$109,200.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40 \$95.950.40 31 \$51.97 \$4.157.60 \$108.097.60	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3.654.40 \$95.014.40 30 \$51.47 \$4.117.60 \$107.057.60	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94,057.60 29 \$50.94 \$4,075.20 \$105,955.20	\$39.75 \$3,180.00 \$82.680.00 16 \$44.77 \$3.581.60 \$93.121.60 28 \$50.45 \$4,036.00 \$104.936.00	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3.547.20 \$92.227.20 27 \$49.94 \$3.995.20 \$103.875.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3.509.60 \$91.249.60 26 \$49.47 \$3.957.60 \$102.897.60	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3,475.20 \$90.355.20 25 \$48.96 \$3,916.80 \$101.836.80	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps
\$43.02 \$3,441.60 \$89,481.60 24 \$48.50 \$3,880.00 \$100,880.00 36 \$54.64 \$4,371.20 \$113,651.20	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3.840.00 \$99.840.00 35 \$54.09 \$4,327.20 \$112.507.20	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56 \$4,284.80 \$111,404.80	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3,765.60 \$97,905.60 33 \$53.03 \$4,242.40 \$110.302.40	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3.728.00 \$96,928.00 32 \$52.50 \$4,200.00 \$109,200.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40 \$95.950.40 31 \$51.97 \$4.157.60 \$108.097.60	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3.654.40 \$95.014.40 30 \$51.47 \$4,117.60 \$107.057.60	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94,057.60 29 \$50.94 \$4,075.20 \$105,955.20	\$39.75 \$3,180.00 \$82.680.00 16 \$44.77 \$3.581.60 \$93.121.60 28 \$50.45 \$4,036.00 \$104.936.00	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3.547.20 \$92.227.20 27 \$49.94 \$3.995.20 \$103.875.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3.509.60 \$91.249.60 26 \$49.47 \$3.957.60 \$102.897.60	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3.475.20 \$90.355.20 25 \$48.96 \$3,916.80 \$101.836.80	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3.880.00 \$100.880.00 36 \$54.64 \$4.371.20 \$113.651.20 48 \$61.57 \$4.925.60	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3.840.00 \$99.840.00 35 \$54.09 \$4,327.20 \$112.507.20	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56 \$4,284.80 \$111,404.80	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3.765.60 \$97,905.60 33 \$53.03 \$4,242.40 \$110,302.40 45 \$59.75 \$4,780.00	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3.728.00 \$96.928.00 32 \$52.50 \$4,200.00 \$109,200.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40 \$95.950.40 31 \$51.97 \$4,157.60 \$108,097.60 43 \$58.59 \$4,687.20	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3.654.40 \$95.014.40 30 \$51.47 \$4.117.60 \$107,057.60 42 \$58.00 \$4.640.00	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94.057.60 29 \$50.94 \$4.075.20 \$105,955.20 41 \$57.42 \$4,593.60	\$39.75 \$3,180.00 \$82.680.00 16 \$44.77 \$3.581.60 \$93.121.60 28 \$50.45 \$4.036.00 \$104.936.00 \$56.85 \$4.548.00	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3.547.20 \$92.227.20 27 \$49.94 \$3.995.20 \$103.875.20 39 \$56.29 \$4.503.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3.509.60 \$91.249.60 26 \$49.47 \$3.957.60 \$102.897.60 38 \$55.72 \$4.457.60	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3.475.20 \$90.355.20 25 \$48.96 \$3,916.80 \$101.836.80 37 \$55.18 \$4,414.40	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3.880.00 \$100.880.00 36 \$54.64 \$4.371.20 \$113.651.20 48 \$61.57 \$4.925.60	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3.840.00 \$99.840.00 35 \$54.09 \$4,327.20 \$112.507.20	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56 \$4,284.80 \$111,404.80	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3,765.60 \$97,905.60 33 \$53.03 \$4,242.40 \$110.302.40	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3.728.00 \$96,928.00 32 \$52.50 \$4,200.00 \$109,200.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40 \$95.950.40 31 \$51.97 \$4.157.60 \$108.097.60	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3.654.40 \$95.014.40 30 \$51.47 \$4,117.60 \$107.057.60	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94,057.60 29 \$50.94 \$4,075.20 \$105,955.20	\$39.75 \$3,180.00 \$82.680.00 16 \$44.77 \$3.581.60 \$93.121.60 28 \$50.45 \$4,036.00 \$104.936.00	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3.547.20 \$92.227.20 27 \$49.94 \$3.995.20 \$103.875.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3.509.60 \$91.249.60 26 \$49.47 \$3.957.60 \$102.897.60	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3.475.20 \$90.355.20 25 \$48.96 \$3,916.80 \$101.836.80	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3.880.00 \$100.880.00 36 \$54.64 \$4.371.20 \$113.651.20 48 \$61.57 \$4.925.60	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3.840.00 \$99.840.00 35 \$54.09 \$4,327.20 \$112.507.20	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56 \$4,284.80 \$111,404.80	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3.765.60 \$97,905.60 33 \$53.03 \$4,242.40 \$110,302.40 45 \$59.75 \$4,780.00	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3.728.00 \$96.928.00 32 \$52.50 \$4,200.00 \$109,200.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3,690.40 \$95.950.40 31 \$51.97 \$4,157.60 \$108.097.60 43 \$58.59 \$4,687.20 \$121.867.20	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3,654.40 \$95.014.40 30 \$51.47 \$4.117.60 \$107.057.60 42 \$58.00 \$4,640.00 \$120,640.00	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94.057.60 29 \$50.94 \$4.075.20 \$105.955.20 41 \$57.42 \$4.593.60 \$119,433.60	\$39.75 \$3,180.00 \$82,680.00 16 \$44.77 \$3,581.60 \$93,121.60 28 \$50.45 \$4.036.00 \$104.936.00 40 \$56.85 \$4,548.00 \$118,248.00	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3,547.20 \$92.227.20 27 \$49.94 \$3.995.20 \$103.875.20 39 \$56.29 \$4,503.20 \$117,083.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3,509.60 \$91.249.60 26 \$49.47 \$3.957.60 \$102.897.60 38 \$55.72 \$4,457.60 \$115.897.60	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3,475.20 \$90.355.20 25 \$48.96 \$3.916.80 \$101.836.80 37 \$55.18 \$4,414.40 \$114.774.40	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3.880.00 \$100.880.00 36 \$54.64 \$4.371.20 \$113.651.20 48 \$61.57 \$4.925.60	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3.840.00 \$99.840.00 35 \$54.09 \$4,327.20 \$112.507.20	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56 \$4,284.80 \$111,404.80	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3.765.60 \$97,905.60 33 \$53.03 \$4,242.40 \$110,302.40 45 \$59.75 \$4,780.00	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3.728.00 \$96.928.00 32 \$52.50 \$4,200.00 \$109,200.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40 \$95.950.40 31 \$51.97 \$4.157.60 \$108.097.60 43 \$58.59 \$4.687.20 \$121.867.20	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3.654.40 \$95.014.40 30 \$51.47 \$4.117.60 \$107,057.60 42 \$58.00 \$4.640.00 \$120.640.00	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94.057.60 29 \$50.94 \$4.075.20 \$105.955.20 41 \$57.42 \$4.593.60 \$119,433.60	\$39.75 \$3,180.00 \$82,680.00 16 \$44.77 \$3,581.60 \$93,121.60 28 \$50.45 \$4,036.00 \$104,936.00 40 \$56.85 \$4,548.00 \$118,248.00	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3.547.20 \$92.227.20 27 \$49.94 \$3.995.20 \$103.875.20 39 \$56.29 \$4.503.20 \$117.083.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3.509.60 \$91.249.60 26 \$49.47 \$3.957.60 \$102.897.60 38 \$55.72 \$4.457.60 \$115.897.60	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3.475.20 \$90.355.20 25 \$48.96 \$3,916.80 \$101.836.80 37 \$55.18 \$4.414.40 \$114.774.40	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3.880.00 \$100.880.00 36 \$54.64 \$4.371.20 \$113.651.20 48 \$61.57 \$4.925.60	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3.840.00 \$99.840.00 35 \$54.09 \$4,327.20 \$112.507.20	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56 \$4,284.80 \$111,404.80	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3.765.60 \$97,905.60 33 \$53.03 \$4,242.40 \$110,302.40 45 \$59.75 \$4,780.00	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3.728.00 \$96.928.00 32 \$52.50 \$4,200.00 \$109,200.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40 \$95.950.40 31 \$51.97 \$4.157.60 \$108.097.60 43 \$58.59 \$4.687.20 \$121.867.20	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3.654.40 \$95.014.40 30 \$51.47 \$4.117.60 \$107,057.60 42 \$58.00 \$4.640.00 \$120.640.00	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94.057.60 29 \$50.94 \$4,075.20 \$105,955.20 41 \$57.42 \$4,593.60 \$119,433.60	\$39.75 \$3,180.00 \$82,680.00 16 \$44.77 \$3,581.60 \$93,121.60 28 \$50.45 \$4,036.00 \$104,936.00 \$104,936.00 \$118,248.00 \$118,248.00	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3,547.20 \$92.227.20 27 \$49.94 \$3.995.20 \$103,875.20 39 \$56.29 \$4,503.20 \$117.083.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3,509.60 \$91.249.60 26 \$49.47 \$3.957.60 \$102.897.60 38 \$55.72 \$4,457.60 \$115.897.60 50 \$62.81	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3.475.20 \$90.355.20 25 \$48.96 \$3.916.80 \$101.836.80 37 \$55.18 \$4.414.40 \$114.774.40	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3.880.00 \$100.880.00 36 \$54.64 \$4.371.20 \$113.651.20 48 \$61.57 \$4.925.60	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3.840.00 \$99.840.00 35 \$54.09 \$4,327.20 \$112.507.20	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56 \$4,284.80 \$111,404.80	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3.765.60 \$97,905.60 33 \$53.03 \$4,242.40 \$110,302.40 45 \$59.75 \$4,780.00	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3.728.00 \$96.928.00 32 \$52.50 \$4,200.00 \$109,200.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40 \$95.950.40 31 \$51.97 \$4.157.60 \$108.097.60 43 \$58.59 \$4.687.20 \$121.867.20	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3.654.40 \$95.014.40 30 \$51.47 \$4.117.60 \$107,057.60 42 \$58.00 \$4.640.00 \$120.640.00	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94.057.60 29 \$50.94 \$4.075.20 \$105.955.20 41 \$57.42 \$4.593.60 \$119,433.60	\$39.75 \$3,180.00 \$82,680.00 16 \$44.77 \$3,581.60 \$93,121.60 28 \$50.45 \$4,036.00 \$104,936.00 40 \$56.85 \$4,548.00 \$118,248.00	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3.547.20 \$92.227.20 27 \$49.94 \$3.995.20 \$103.875.20 39 \$56.29 \$4.503.20 \$117.083.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3.509.60 \$91.249.60 26 \$49.47 \$3.957.60 \$102.897.60 38 \$55.72 \$4.457.60 \$115.897.60	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3.475.20 \$90.355.20 25 \$48.96 \$3,916.80 \$101.836.80 37 \$55.18 \$4.414.40 \$114.774.40	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps
\$43.02 \$3,441.60 \$89.481.60 24 \$48.50 \$3.880.00 \$100.880.00 36 \$54.64 \$4.371.20 \$113.651.20 48 \$61.57 \$4.925.60	\$42.59 \$3,407.20 \$88.587.20 23 \$48.00 \$3.840.00 \$99.840.00 35 \$54.09 \$4,327.20 \$112.507.20	\$42.16 \$3,372.80 \$87,692.80 22 \$47.54 \$3,803.20 \$98,883.20 34 \$53.56 \$4,284.80 \$111,404.80	\$41.76 \$3,340.80 \$86.860.80 21 \$47.07 \$3.765.60 \$97,905.60 33 \$53.03 \$4,242.40 \$110,302.40 45 \$59.75 \$4,780.00	\$41.36 \$3,308.80 \$86.028.80 20 \$46.60 \$3.728.00 \$96.928.00 32 \$52.50 \$4,200.00 \$109,200.00	\$40.92 \$3,273.60 \$85.113.60 19 \$46.13 \$3.690.40 \$95.950.40 31 \$51.97 \$4.157.60 \$108.097.60 43 \$58.59 \$4.687.20 \$121.867.20	\$40.52 \$3,241.60 \$84.281.60 18 \$45.68 \$3.654.40 \$95.014.40 30 \$51.47 \$4.117.60 \$107,057.60 42 \$58.00 \$4.640.00 \$120.640.00	\$40.13 \$3,210.40 \$83,470.40 17 \$45.22 \$3,617.60 \$94.057.60 29 \$50.94 \$4,075.20 \$105,955.20 41 \$57.42 \$4,593.60 \$119,433.60	\$39.75 \$3,180.00 \$82,680.00 16 \$44.77 \$3,581.60 \$93,121.60 28 \$50.45 \$4,036.00 \$104,936.00 \$104,936.00 \$118,248.00 \$118,248.00	\$39.34 \$3,147.20 \$81.827.20 15 \$44.34 \$3,547.20 \$92.227.20 27 \$49.94 \$3.995.20 \$103,875.20 39 \$56.29 \$4,503.20 \$117.083.20	\$38.95 \$3,116.00 \$81.016.00 14 \$43.87 \$3,509.60 \$91.249.60 26 \$49.47 \$3.957.60 \$102.897.60 38 \$55.72 \$4,457.60 \$115.897.60 \$62.81	\$38.57 \$3,085.60 \$80.225.60 13 \$43.44 \$3.475.20 \$90.355.20 25 \$48.96 \$3.916.80 \$101.836.80 37 \$55.18 \$4.414.40 \$114.774.40	Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually
34 20 20 5 94 20 20 7 29	\$44.3 \$3.547.2 \$92.227.2 3 \$49.9 \$3.995.2 \$103.875.2	\$43.87 \$3,509.60 \$91,249.60	\$43.44 \$3.475.20 \$90.355.20	\$43.02 \$3,441.60 \$89,481.60	\$42.59 \$3.407.20 \$88.587.20 31 \$48.00 \$3.840.00 \$99.840.00 43 \$54.09 \$4.327.20 \$112.507.20 55 \$60.97 \$4,877.60	\$42.16 \$3.372.80 \$87.692.80 30 \$47.54 \$3.803.20 \$98.883.20 42 \$53.56 \$4.284.80 \$111.404.80 54	\$41.76 \$3.340.80 \$86.860.80 29 \$47.07 \$3.765.60 \$97.905.60 41 \$53.03 \$4.242.40 \$110.302.40 53 \$59.75 \$4,780.00	\$41.36 \$3.308.80 \$86.028.80 28 \$46.60 \$3.728.00 \$96.928.00 40 \$52.50 \$4,200.00 \$109,200.00	\$40.92 \$3.273.60 \$85.113.60 27 \$46.13 \$3.690.40 \$95.950.40 39 \$51.97 \$4.157.60 \$108.097.60 51 \$58.59 \$4,687.20	\$40.52 \$3.241.60 \$84.281.60 26 \$45.68 \$3.654.40 \$95.014.40 38 \$51.47 \$4.117.60 \$107.057.60 \$50 \$58.00 \$4,640.00	\$40.13 \$3.210.40 \$83.470.40 25 \$45.22 \$3.617.60 \$94.057.60 37 \$50.94 \$4,075.20 \$105.955.20	Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually

(Non-bargaining unit)

BETHEL (38%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$42.16	\$42.59	\$43.02	\$43.44	\$43.87	\$44.34	\$44.77	\$45.22	\$45.68	\$46.13	\$46.60	\$47.07
Biweekly	\$3,372.80	\$3,407.20	\$3,441.60	\$3,475.20	\$3,509.60	\$3,547.20	\$3,581.60	\$3,617.60	\$3,654.40	\$3,690.40	\$3,728.00	\$3,765.60
Annually	\$87,692.80	\$88,587.20	\$89,481.60	\$90,355.20	\$91,249.60	\$92,227.20	\$93,121.60	\$94,057.60	\$95,014.40	\$95,950.40	\$96,928.00	\$97,905.60
Ailliually	307,032.00	388,387.20	305,401.00	\$30,333.20	331,243.00	332,227.20	333,121.00	\$54,057.00	333,014.40	333,330.40	\$30,320.00	\$57,505.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$47.54	\$48.00	\$48.50	\$48.96	\$49.47	\$49.94	\$50.45	\$50.94	\$51.47	\$51.97	\$52.50	\$53.03
Biweekly	\$3,803.20	\$3,840.00	\$3,880.00	\$3,916.80	\$3,957.60	\$3,995.20	\$4,036.00	\$4,075.20	\$4,117.60	\$4,157.60	\$4,200.00	\$4,242.40
Annually	\$98,883.20	\$99,840.00	\$100,880.00	\$101,836.80	\$102,897.60	\$103,875.20	\$104,936.00	\$105,955.20	\$107,057.60	\$108,097.60	\$109,200.00	\$110,302.40
Aimany	\$30,003.20	\$55,040.00	3100,000.00	3101,030.00	3102,037.00	3103,073.20	3104,330.00	3103,333.20	3107,037.00	3100,037.00	\$105,200.00	3110,302.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$53.56	\$54.09	\$54.64	\$55.18	\$55.72	\$56.29	\$56.85	\$57.42	\$58.00	\$58.59	\$59.18	\$59.75
Biweekly	\$4,284.80	\$4,327.20	\$4,371.20	\$4,414.40	\$4,457.60	\$4,503.20	\$4,548.00	\$4,593.60	\$4,640.00	\$4,687.20	\$4,734.40	\$4,780.00
Annually	\$111,404.80	\$112,507.20	\$113,651.20	\$114,774.40	\$115,897.60	\$117,083.20	\$118,248.00	\$119,433.60	\$120,640.00	\$121,867.20	\$123,094.40	\$124,280.00
Allitually	3111,404.60	\$112,507.20	3113,031.20	3114,774.40	3113,637.00	3117,003.20	3110,240.00	3119,433.00	3120,040.00	3121,807.20	3123,034.40	\$124,280.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$60.35	\$60.97	\$61.57	\$62.18	\$62.81	\$63.44	\$64.08	\$64.73	\$65.37	\$66.02	\$66.68	\$67.35
Biweekly	\$4,828.00	\$4,877.60	\$4,925.60	\$4,974.40	\$5,024.80	\$5,075.20	\$5,126.40	\$5,178.40	\$5,229.60	\$5,281.60	\$5,334.40	\$5,388.00
		\$126,817.60	\$128,065.60	\$129,334.40	\$130,644.80		\$133,286.40	\$134,638.40	\$135,969.60	\$137,321.60	\$138,694.40	\$140,088.00
Annually	\$125,528.00	\$120,817.00	\$128,005.00	3129,334.40	\$130,044.80	\$131,955.20	\$133,280.40	\$134,038.40	\$135,969.60	\$137,321.00	\$138,094.40	\$140,088.00
Steps	49	50	51	52	53	54	55					
Hourly	\$68.02	\$68.70	\$69.40	\$70.07	\$70.77	\$71.50	\$72.21					
Biweekly	\$5,441.60	\$5,496.00	\$5,552.00	\$5,605.60	\$5,661.60	\$5,720.00	\$5,776.80					
Annually	\$141,481.60	\$142,896.00	\$144,352.00	\$145,745.60	\$147,201.60	\$148,720.00	\$150,196.80					
Ailliually	\$141,401.00	\$142,650.00	J144,332.00	\$143,743.00	7147,201.00	\$140,720.00	\$150,150.80					
Grade 82												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$47.54	\$48.00	\$48.50	\$48.96	\$49.47	\$49.94	\$50.45	\$50.94	\$51.47	\$51.97	\$52.50	\$53.03
Biweekly	\$3,803.20	\$3,840.00	\$3,880.00	\$3,916.80	\$3,957.60	\$3,995.20	\$4,036.00	\$4,075.20	\$4,117.60	\$4,157.60	\$4,200.00	\$4,242.40
Annually	\$98,883.20	\$99,840.00	\$100,880.00	\$101,836.80	\$102,897.60	\$103,875.20	\$104,936.00	\$105,955.20	\$107,057.60	\$108,097.60	\$109,200.00	\$110,302.40
, ,	\$50,005.20	\$33,010.00	\$100,000.00	3101,030.00	0102,037.00	J103,073.20	3101,330.00	J103,333.20	3107,037.00	3100,037.00	\$105,200.00	J110,502.10
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$53.56	\$54.09	\$54.64	\$55.18	\$55.72	\$56.29	\$56.85	\$57.42	\$58.00	\$58.59	\$59.18	\$59.75
Biweekly	\$4,284.80	\$4,327.20	\$4,371.20	\$4,414.40	\$4,457.60	\$4,503.20	4			4	\$4,734.40	\$4,780.00
Annually	\$111,404.80				\$ 1, 157.00	34,303.20	\$4,548.00	\$4,593.60	\$4,640.00	\$4,687.20	\$4,734.40	
	JIII, 10 1.00	\$112,507.20	\$113,651.20	\$114,774.40	\$115,897.60	\$117,083.20	\$4,548.00 \$118,248.00	\$4,593.60 \$119,433.60	\$4,640.00 \$120,640.00	\$4,687.20 \$121,867.20	\$123,094.40	\$124,280.00
	J111, 10 1.00	\$112,507.20										\$124,280.00
Steps	25	\$112,507.20 26										\$124,280.00
Steps Hourly			\$113,651.20	\$114,774.40	\$115,897.60	\$117,083.20	\$118,248.00	\$119,433.60	\$120,640.00	\$121,867.20	\$123,094.40	
•	25	26	\$113,651.20 27	\$114,774.40 28	\$115,897.60 29	\$117,083.20 30	\$118,248.00 31	\$119,433.60 32	\$120,640.00 33	\$121,867.20 34	\$123,094.40 35	36
Hourly	25 \$60.35 \$4,828.00	26 \$60.97	\$113,651.20 27 \$61.57	\$114,774.40 28 \$62.18	\$115,897.60 29 \$62.81	\$117,083.20 30 \$63.44	\$118,248.00 31 \$64.08	\$119.433.60 32 \$64.73	\$120.640.00 33 \$65.37	\$121,867.20 34 \$66.02	\$123,094.40 35 \$66.68	36 \$67.35
Hourly Biweekly	25 \$60.35	26 \$60.97 \$4,877.60	\$113,651.20 27 \$61.57 \$4,925.60	\$114,774.40 28 \$62.18 \$4,974.40	\$115,897.60 29 \$62.81 \$5,024.80	\$117,083.20 30 \$63.44 \$5.075.20	\$118,248.00 31 \$64.08 \$5,126.40	\$119.433.60 32 \$64.73 \$5.178.40	\$120,640.00 33 \$65.37 \$5,229.60	\$121,867.20 34 \$66.02 \$5,281.60	\$123,094.40 35 \$66.68 \$5,334.40	36 \$67.35 \$5,388.00
Hourly Biweekly	25 \$60.35 \$4,828.00	26 \$60.97 \$4,877.60	\$113,651.20 27 \$61.57 \$4,925.60	\$114,774.40 28 \$62.18 \$4,974.40	\$115.897.60 29 \$62.81 \$5.024.80 \$130.644.80	\$117.083.20 30 \$63.44 \$5.075.20 \$131.955.20	\$118,248.00 31 \$64.08 \$5,126.40 \$133,286.40	\$119.433.60 32 \$64.73 \$5.178.40	\$120,640.00 33 \$65.37 \$5,229.60	\$121,867.20 34 \$66.02 \$5,281.60	\$123,094.40 35 \$66.68 \$5,334.40	\$67.35 \$5,388.00 \$140,088.00
Hourly Biweekly Annually	25 \$60.35 \$4.828.00 \$125,528.00	\$60.97 \$4,877.60 \$126,817.60	\$113,651.20 27 \$61.57 \$4,925.60 \$128,065.60	\$114,774.40 28 \$62.18 \$4,974.40 \$129,334.40	\$115,897.60 29 \$62.81 \$5,024.80	\$117,083.20 30 \$63.44 \$5.075.20	\$118,248.00 31 \$64.08 \$5,126.40	\$119,433.60 32 \$64.73 \$5,178.40 \$134,638.40	\$120,640.00 33 \$65.37 \$5,229.60 \$135,969.60	\$121,867.20 34 \$66.02 \$5,281.60 \$137,321.60	\$123,094.40 35 \$66.68 \$5,334.40 \$138,694.40	36 \$67.35 \$5,388.00
Hourly Biweekly Annually Steps	25 \$60.35 \$4.828.00 \$125,528.00 37 \$68.02	\$60.97 \$4.877.60 \$126.817.60 \$38 \$68.70	\$113,651.20 27 \$61.57 \$4,925.60 \$128,065.60 39 \$69.40	\$114,774.40 28 \$62.18 \$4,974.40 \$129.334.40 40 \$70.07	\$115.897.60 29 \$62.81 \$5.024.80 \$130.644.80 41 \$70.77	\$117.083.20 30 \$63.44 \$5.075.20 \$131.955.20 42 \$71.50	\$118,248.00 31 \$64.08 \$5,126.40 \$133,286.40 43 \$72.21	\$119,433.60 32 \$64.73 \$5,178.40 \$134,638.40 44 \$72.91	\$120,640.00 33 \$65.37 \$5,229.60 \$135,969.60 45 \$73.63	\$121,867.20 34 \$66.02 \$5,281.60 \$137,321.60 46 \$74.39	\$123,094.40 35 \$66.68 \$5,334.40 \$138,694.40 47 \$75.13	36 \$67.35 \$5,388.00 \$140.088.00 48 \$75.87
Hourly Biweekly Annually Steps Hourly	25 \$60.35 \$4.828.00 \$125.528.00	26 \$60.97 \$4.877.60 \$126.817.60	\$113,651.20 27 \$61.57 \$4,925.60 \$128,065.60 39 \$69.40 \$5,552.00	\$114,774.40 28 \$62.18 \$4,974.40 \$129,334.40 40 \$70.07 \$5,605.60	\$115.897.60 29 \$62.81 \$5.024.80 \$130.644.80 41 \$70.77 \$5,661.60	\$117.083.20 30 \$63.44 \$5.075.20 \$131.955.20 42 \$71.50 \$5,720.00	\$118,248.00 31 \$64.08 \$5,126.40 \$133,286.40	\$119,433.60 32 \$64.73 \$5,178.40 \$134,638.40	\$120,640.00 33 \$65.37 \$5,229.60 \$135,969.60	\$121,867.20 34 \$66.02 \$5,281.60 \$137,321.60	\$123,094.40 35 \$66.68 \$5,334.40 \$138,694.40	36 \$67.35 \$5,388.00 \$140.088.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually	25 \$60.35 \$4.828.00 \$125,528.00 37 \$68.02 \$5,441.60 \$141,481.60	\$60.97 \$4.877.60 \$126.817.60 \$38 \$68.70 \$5.496.00 \$142.896.00	\$113,651.20 27 \$61.57 \$4,925.60 \$128,065.60 39 \$69.40 \$5,552.00 \$144,352.00	\$114,774.40 28 \$62.18 \$4.974.40 \$129,334.40 40 \$70.07 \$5,605.60 \$145,745.60	\$115.897.60 29 \$62.81 \$5.024.80 \$130.644.80 41 \$70.77 \$5.661.60 \$147.201.60	\$117.083.20 \$0 \$63.44 \$5.075.20 \$131.955.20 42 \$71.50 \$5.720.00 \$148.720.00	\$118,248.00 31 \$64.08 \$5,126.40 \$133,286.40 43 \$72.21 \$5,776.80 \$150,196.80	\$119,433.60 32 \$64.73 \$5,178.40 \$134,638.40 44 \$72.91 \$5,832.80	\$120,640.00 33 \$65.37 \$5,229.60 \$135,969.60 45 \$73.63 \$5,890.40	\$121,867.20 34 \$66.02 \$5,281.60 \$137,321.60 46 \$74.39 \$5,951.20	\$123,094.40 35 \$66.68 \$5,334.40 \$138,694.40 47 \$75.13 \$6,010.40	\$67.35 \$5,388.00 \$140.088.00 48 \$75.87 \$6.069.60
Hourly Biweekly Annually Steps Hourly Biweekly	\$60.35 \$4,828.00 \$125,528.00 \$7 \$68.02 \$5,441.60	\$60.97 \$4.877.60 \$126.817.60 \$38 \$68.70 \$5.496.00	\$113,651.20 27 \$61.57 \$4,925.60 \$128,065.60 39 \$69.40 \$5,552.00	\$114,774.40 28 \$62.18 \$4,974.40 \$129,334.40 40 \$70.07 \$5,605.60	\$115.897.60 29 \$62.81 \$5.024.80 \$130.644.80 41 \$70.77 \$5,661.60	\$117.083.20 30 \$63.44 \$5.075.20 \$131.955.20 42 \$71.50 \$5,720.00	\$118,248.00 31 \$64.08 \$5,126.40 \$133,286.40 43 \$72.21 \$5,776.80	\$119,433.60 32 \$64.73 \$5,178.40 \$134,638.40 44 \$72.91 \$5,832.80	\$120,640.00 33 \$65.37 \$5,229.60 \$135,969.60 45 \$73.63 \$5,890.40	\$121,867.20 34 \$66.02 \$5,281.60 \$137,321.60 46 \$74.39 \$5,951.20	\$123,094.40 35 \$66.68 \$5,334.40 \$138,694.40 47 \$75.13 \$6,010.40	\$67.35 \$5,388.00 \$140.088.00 \$48 \$75.87 \$6.069.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually	25 \$60.35 \$4.828.00 \$125,528.00 37 \$68.02 \$5,441.60 \$141,481.60	\$60.97 \$4.877.60 \$126.817.60 \$38 \$68.70 \$5.496.00 \$142.896.00	\$113,651.20 27 \$61.57 \$4,925.60 \$128,065.60 39 \$69.40 \$5,552.00 \$144,352.00	\$114,774.40 28 \$62.18 \$4.974.40 \$129,334.40 40 \$70.07 \$5,605.60 \$145,745.60	\$115.897.60 29 \$62.81 \$5.024.80 \$130.644.80 41 \$70.77 \$5.661.60 \$147.201.60	\$117.083.20 \$0 \$63.44 \$5.075.20 \$131.955.20 42 \$71.50 \$5.720.00 \$148.720.00	\$118,248.00 31 \$64.08 \$5,126.40 \$133,286.40 43 \$72.21 \$5,776.80 \$150,196.80	\$119,433.60 32 \$64.73 \$5,178.40 \$134,638.40 44 \$72.91 \$5,832.80	\$120,640.00 33 \$65.37 \$5,229.60 \$135,969.60 45 \$73.63 \$5,890.40	\$121,867.20 34 \$66.02 \$5,281.60 \$137,321.60 46 \$74.39 \$5,951.20	\$123,094.40 35 \$66.68 \$5,334.40 \$138,694.40 47 \$75.13 \$6,010.40	\$67.35 \$5,388.00 \$140.088.00 48 \$75.87 \$6.069.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$60.35 \$4.828.00 \$125,528.00 \$125,528.00 \$7 \$68.02 \$5,441.60 \$141,481.60	\$60.97 \$4.877.60 \$126.817.60 \$126.817.60 \$38 \$68.70 \$5.496.00 \$142.896.00	\$113,651.20 27 \$61.57 \$4,925.60 \$128,065.60 39 \$69.40 \$5,552.00 \$144,352.00	\$114,774.40 28 \$62.18 \$4,974.40 \$129,334.40 40 \$70.07 \$5,605.60 \$145,745.60	\$115.897.60 29 \$62.81 \$5.024.80 \$130.644.80 41 \$70.77 \$5.661.60 \$147.201.60	\$117.083.20 30 \$63.44 \$5.075.20 \$131.955.20 42 \$71.50 \$5,720.00 \$148,720.00	\$118,248.00 31 \$64.08 \$5,126.40 \$133,286.40 43 \$72.21 \$5,776.80 \$150,196.80	\$119,433.60 32 \$64.73 \$5,178.40 \$134,638.40 44 \$72.91 \$5,832.80	\$120,640.00 33 \$65.37 \$5,229.60 \$135,969.60 45 \$73.63 \$5,890.40	\$121,867.20 34 \$66.02 \$5,281.60 \$137,321.60 46 \$74.39 \$5,951.20	\$123,094.40 35 \$66.68 \$5,334.40 \$138,694.40 47 \$75.13 \$6,010.40	\$67.35 \$5,388.00 \$140.088.00 48 \$75.87 \$6.069.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$7 \$68.02 \$5,441.60 \$141,481.60	\$60.97 \$4.877.60 \$126.817.60 \$126.817.60 \$38 \$68.70 \$5.496.00 \$142.896.00 \$77.41	\$113,651.20 27 \$61.57 \$4,925.60 \$128,065.60 39 \$69.40 \$5,552.00 \$144,352.00 51 \$78.18	\$114,774.40 28 \$62.18 \$4,974.40 \$129,334.40 40 \$70.07 \$5,605.60 \$145,745.60 52 \$78.98	\$115.897.60 29 \$62.81 \$5.024.80 \$130.644.80 41 \$70.77 \$5.661.60 \$147,201.60 53 \$79.76	\$117.083.20 30 \$63.44 \$5.075.20 \$131.955.20 42 \$71.50 \$5.720.00 \$148.720.00 \$4 \$80.57	\$118,248.00 31 \$64.08 \$5,126.40 \$133,286.40 43 \$72.21 \$5,776.80 \$150,196.80 55 \$81.37	\$119,433.60 32 \$64.73 \$5,178.40 \$134,638.40 44 \$72.91 \$5,832.80	\$120,640.00 33 \$65.37 \$5,229.60 \$135,969.60 45 \$73.63 \$5,890.40	\$121,867.20 34 \$66.02 \$5,281.60 \$137,321.60 46 \$74.39 \$5,951.20	\$123,094.40 35 \$66.68 \$5,334.40 \$138,694.40 47 \$75.13 \$6,010.40	\$67.35 \$5,388.00 \$140.088.00 48 \$75.87 \$6.069.60

(Non-bargaining unit)

BETHEL (38%)

Steps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11	12
Hourly Biweekly	\$53.56 \$4,284.80	\$54.09 \$4,327.20	\$54.64 \$4,371.20	\$55.18 \$4,414.40	\$55.72 \$4,457.60	\$56.29 \$4,503.20	\$56.85 \$4,548.00	\$57.42 \$4,593.60	\$58.00 \$4,640.00	\$58.59 \$4,687.20	\$59.18 \$4,734.40	\$59.75 \$4,780.00
Annually	\$111,404.80	\$112,507.20	\$113,651.20	\$114,774.40	\$115,897.60	\$117,083.20	\$118,248.00	\$119,433.60	\$120,640.00	\$121,867.20	\$123,094.40	\$124,280.00
Steps	10		45	46	47	10	40	20	24	22	22	24
Hourly	13 \$60.35	14 \$60.97	15 \$61.57	16 \$62.18	17 \$62.81	18 \$63.44	19 \$64.08	20 \$64.73	21 \$65.37	22 \$66.02	23 \$66.68	\$67.35
Biweekly	\$4,828.00	\$4,877.60	\$4,925.60	\$4,974.40	\$5,024.80	\$5,075.20	\$5,126.40	\$5,178.40	\$5,229.60	\$5,281.60	\$5,334.40	\$5,388.00
Annually	\$125,528.00	\$126,817.60	\$128,065.60	\$129,334.40	\$130,644.80	\$131,955.20	\$133,286.40	\$134,638.40	\$135,969.60	\$137,321.60	\$138,694.40	\$140,088.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$68.02	\$68.70	\$69.40	\$70.07	\$70.77	\$71.50	\$72.21	\$72.91	\$73.63	\$74.39	\$75.13	\$75.87
Biweekly	\$5,441.60	\$5,496.00	\$5,552.00	\$5,605.60	\$5,661.60	\$5,720.00	\$5,776.80	\$5,832.80	\$5,890.40	\$5,951.20	\$6,010.40	\$6,069.60
Annually	\$141,481.60	\$142,896.00	\$144,352.00	\$145,745.60	\$147,201.60	\$148,720.00	\$150,196.80	\$151,652.80	\$153,150.40	\$154,731.20	\$156,270.40	\$157,809.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$76.63	\$77.41	\$78.18	\$78.98	\$79.76	\$80.57	\$81.37	\$82.17	\$82.99	\$83.82	\$84.65	\$85.49
Biweekly	\$6,130.40	\$6,192.80	\$6,254.40	\$6,318.40	\$6,380.80	\$6,445.60	\$6,509.60	\$6,573.60	\$6,639.20	\$6,705.60	\$6,772.00	\$6,839.20
Annually	\$159,390.40	\$161,012.80	\$162,614.40	\$164,278.40	\$165,900.80	\$167,585.60	\$169,249.60	\$170,913.60	\$172,619.20	\$174,345.60	\$176,072.00	\$177,819.20
Steps	49	50	51	52	53	54	55					
Hourly	\$86.34	\$87.23	\$88.09	\$89.00	\$89.86	\$90.77	\$91.68					
Biweekly	\$6,907.20	\$6,978.40	\$7,047.20	\$7,120.00	\$7,188.80	\$7,261.60	\$7,334.40					
Annually	\$179,587.20	\$181,438.40	\$183,227.20	\$185,120.00	\$186,908.80	\$188,801.60	\$190,694.40					
Grade 84												
Steps	1	2	3	4	5	6	. 7	8	9	10	11	12
Steps Hourly	\$58.59	\$59.18	\$59.75	\$60.35	\$60.97	\$61.57	\$62.18	\$62.81	\$63.44	\$64.08	\$64.73	\$65.37
Steps Hourly Biweekly	\$58.59 \$4,687.20	\$59.18 \$4,734.40	\$59.75 \$4,780.00	\$60.35 \$4,828.00	\$60.97 \$4,877.60	\$61.57 \$4,925.60	\$62.18 \$4,974.40	\$62.81 \$5,024.80	\$63.44 \$5,075.20	\$64.08 \$5,126.40	\$64.73 \$5,178.40	\$65.37 \$5,229.60
Steps Hourly Biweekly Annually	\$58.59	\$59.18	\$59.75	\$60.35	\$60.97	\$61.57	\$62.18	\$62.81	\$63.44	\$64.08	\$64.73	\$65.37
Steps Hourly Biweekly Annually Steps	\$58.59 \$4,687.20 \$121,867.20	\$59.18 \$4,734.40 \$123,094.40	\$59.75 \$4,780.00 \$124,280.00	\$60.35 \$4,828.00 \$125,528.00	\$60.97 \$4,877.60 \$126,817.60	\$61.57 \$4,925.60 \$128,065.60	\$62.18 \$4,974.40 \$129,334.40	\$62.81 \$5,024.80 \$130,644.80	\$63.44 \$5,075.20 \$131,955.20	\$64.08 \$5,126.40 \$133,286.40	\$64.73 \$5,178.40 \$134,638.40	\$65.37 \$5,229.60 \$135,969.60
Steps Hourly Biweekly Annually Steps Hourly	\$58.59 \$4,687.20 \$121,867.20 13 \$66.02	\$59.18 \$4,734.40 \$123,094.40 14 \$66.68	\$59.75 \$4,780.00 \$124,280.00 15 \$67.35	\$60.35 \$4,828.00 \$125,528.00 16 \$68.02	\$60.97 \$4,877.60 \$126,817.60 17 \$68.70	\$61.57 \$4,925.60 \$128,065.60 18 \$69.40	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07	\$62.81 \$5,024.80 \$130,644.80 20 \$70.77	\$63.44 \$5,075.20 \$131,955.20 21 \$71.50	\$64.08 \$5,126.40 \$133.286.40 22 \$72.21	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91	\$65.37 \$5,229.60 \$135,969.60 24 \$73.63
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$58.59 \$4,687.20 \$121,867.20 13 \$66.02 \$5,281.60	\$59.18 \$4,734.40 \$123,094.40 14 \$66.68 \$5,334.40	\$59.75 \$4,780.00 \$124,280.00 15 \$67.35 \$5,388.00	\$60.35 \$4,828.00 \$125,528.00 16 \$68.02 \$5,441.60	\$60.97 \$4,877.60 \$126,817.60 17 \$68.70 \$5,496.00	\$61.57 \$4,925.60 \$128,065.60 18 \$69.40 \$5,552.00	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60	\$62.81 \$5,024.80 \$130,644.80 20 \$70.77 \$5,661.60	\$63.44 \$5,075.20 \$131,955.20 21 \$71.50 \$5,720.00	\$64.08 \$5,126.40 \$133,286.40 22 \$72.21 \$5,776.80	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5,832.80	\$65.37 \$5,229.60 \$135,969.60 24 \$73.63 \$5,890.40
Steps Hourly Biweekly Annually Steps Hourly	\$58.59 \$4,687.20 \$121,867.20 13 \$66.02	\$59.18 \$4,734.40 \$123,094.40 14 \$66.68	\$59.75 \$4,780.00 \$124,280.00 15 \$67.35	\$60.35 \$4,828.00 \$125,528.00 16 \$68.02	\$60.97 \$4,877.60 \$126,817.60 17 \$68.70	\$61.57 \$4,925.60 \$128,065.60 18 \$69.40	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07	\$62.81 \$5,024.80 \$130,644.80 20 \$70.77	\$63.44 \$5,075.20 \$131,955.20 21 \$71.50	\$64.08 \$5,126.40 \$133.286.40 22 \$72.21	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91	\$65.37 \$5,229.60 \$135,969.60 24 \$73.63
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$58.59 \$4,687.20 \$121,867.20 13 \$66.02 \$5,281.60 \$137,321.60	\$59.18 \$4,734.40 \$123,094.40 14 \$66.68 \$5,334.40 \$138,694.40	\$59.75 \$4,780.00 \$124,280.00 15 \$67.35 \$5,388.00 \$140,088.00	\$60.35 \$4,828.00 \$125,528.00 16 \$68.02 \$5,441.60 \$141,481.60	\$60.97 \$4,877.60 \$126,817.60 17 \$68.70 \$5,496.00 \$142,896.00	\$61.57 \$4,925.60 \$128,065.60 18 \$69.40 \$5,552.00 \$144,352.00	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145,745.60	\$62.81 \$5,024.80 \$130,644.80 20 \$70.77 \$5,661.60 \$147,201.60	\$63.44 \$5,075.20 \$131,955.20 21 \$71.50 \$5,720.00	\$64.08 \$5,126.40 \$133,286.40 22 \$72.21 \$5,776.80 \$150,196.80	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5.832.80 \$151,652.80	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$58.59 \$4,687.20 \$121.867.20 13 \$66.02 \$5,281.60 \$137,321.60 25 \$74.39	\$59.18 \$4,734.40 \$123.094.40 14 \$66.68 \$5.334.40 \$138,694.40 26 \$75.13	\$59.75 \$4,780.00 \$124,280.00 15 \$67.35 \$5,388.00 \$140,088.00 27 \$75.87	\$60.35 \$4,828.00 \$125.528.00 16 \$68.02 \$5,441.60 \$141,481.60	\$60.97 \$4,877.60 \$126.817.60 17 \$68.70 \$5,496.00 \$142,896.00	\$61.57 \$4,925.60 \$128.065.60 18 \$69.40 \$5.552.00 \$144.352.00 30 \$78.18	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145.745.60 31 \$78.98	\$62.81 \$5,024.80 \$130.644.80 20 \$70.77 \$5.661.60 \$147,201.60 32 \$79.76	\$63.44 \$5,075.20 \$131,955.20 21 \$71.50 \$5,720.00 \$148,720.00 33 \$80.57	\$64.08 \$5,126.40 \$133.286.40 22 \$72.21 \$5.776.80 \$150.196.80 34 \$81.37	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5.832.80 \$151.652.80 35 \$82.17	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40 36 \$82.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$58.59 \$4,687.20 \$121.867.20 13 \$66.02 \$5,281.60 \$137.321.60 25 \$74.39 \$5,951.20	\$59.18 \$4,734.40 \$123.094.40 14 \$66.68 \$5,334.40 \$138.694.40 26 \$75.13 \$6,010.40	\$59.75 \$4,780.00 \$124,280.00 15 \$67.35 \$5,388.00 \$140.088.00 27 \$75.87 \$6,069.60	\$60.35 \$4,828.00 \$125.528.00 16 \$68.02 \$5,441.60 \$141,481.60 28 \$76.63 \$6,130.40	\$60.97 \$4,877.60 \$126.817.60 17 \$68.70 \$5,496.00 \$142.896.00 29 \$77.41 \$6,192.80	\$61.57 \$4,925.60 \$128.065.60 18 \$69.40 \$5.552.00 \$144.352.00 30 \$78.18 \$6,254.40	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145.745.60 31 \$78.98 \$6.318.40	\$62.81 \$5,024.80 \$130.644.80 20 \$70.77 \$5,661.60 \$147.201.60 32 \$79.76 \$6,380.80	\$63.44 \$5,075.20 \$131.955.20 21 \$71.50 \$5,720.00 \$148.720.00 33 \$80.57 \$6,445.60	\$64.08 \$5,126.40 \$133.286.40 22 \$72.21 \$5,776.80 \$150.196.80 34 \$81.37 \$6,509.60	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5.832.80 \$151.652.80 35 \$82.17 \$6.573.60	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40 36 \$82.99 \$6.639.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$58.59 \$4,687.20 \$121.867.20 13 \$66.02 \$5,281.60 \$137,321.60 25 \$74.39	\$59.18 \$4,734.40 \$123.094.40 14 \$66.68 \$5.334.40 \$138,694.40 26 \$75.13	\$59.75 \$4,780.00 \$124,280.00 15 \$67.35 \$5,388.00 \$140,088.00 27 \$75.87	\$60.35 \$4,828.00 \$125.528.00 16 \$68.02 \$5,441.60 \$141,481.60	\$60.97 \$4,877.60 \$126.817.60 17 \$68.70 \$5,496.00 \$142,896.00	\$61.57 \$4,925.60 \$128.065.60 18 \$69.40 \$5.552.00 \$144.352.00 30 \$78.18	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145.745.60 31 \$78.98	\$62.81 \$5,024.80 \$130.644.80 20 \$70.77 \$5.661.60 \$147,201.60 32 \$79.76	\$63.44 \$5,075.20 \$131,955.20 21 \$71.50 \$5,720.00 \$148,720.00 33 \$80.57	\$64.08 \$5,126.40 \$133.286.40 22 \$72.21 \$5.776.80 \$150.196.80 34 \$81.37	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5.832.80 \$151.652.80 35 \$82.17	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40 36 \$82.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$58.59 \$4,687.20 \$121.867.20 13 \$66.02 \$5,281.60 \$137,321.60 25 \$74.39 \$5,951.20 \$154,731.20	\$59.18 \$4,734.40 \$123.094.40 14 \$66.68 \$5,334.40 \$138.694.40 26 \$75.13 \$6,010.40	\$59.75 \$4,780.00 \$124,280.00 15 \$67.35 \$5.388.00 \$140,088.00 27 \$75.87 \$6,069.60 \$157,809.60	\$60.35 \$4,828.00 \$125.528.00 16 \$68.02 \$5,441.60 \$141,481.60 28 \$76.63 \$6,130.40 \$159,390.40	\$60.97 \$4,877.60 \$126.817.60 17 \$68.70 \$5.496.00 \$142.896.00 29 \$77.41 \$6,192.80 \$161,012.80	\$61.57 \$4,925.60 \$128.065.60 18 \$69.40 \$5.552.00 \$144.352.00 30 \$78.18 \$6.254.40 \$162,614.40	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145.745.60 31 \$78.98 \$6.318.40	\$62.81 \$5,024.80 \$130.644.80 20 \$70.77 \$5,661.60 \$147.201.60 32 \$79.76 \$6,380.80	\$63.44 \$5,075.20 \$131.955.20 21 \$71.50 \$5,720.00 \$148,720.00 33 \$80.57 \$6,445.60 \$167,585.60	\$64.08 \$5,126.40 \$133,286.40 22 \$72.21 \$5,776.80 \$150.196.80 34 \$81.37 \$6,509.60 \$169,249.60	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5,832.80 \$151.652.80 35 \$82.17 \$6,573.60 \$170.913.60	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40 36 \$82.99 \$6.639.20 \$172,619.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually	\$58.59 \$4,687.20 \$121.867.20 13 \$66.02 \$5,281.60 \$137,321.60 25 \$74.39 \$5,951.20 \$154,731.20	\$59.18 \$4,734.40 \$123.094.40 14 \$66.68 \$5.334.40 \$138.694.40 26 \$75.13 \$6,010.40 \$156,270.40	\$59.75 \$4,780.00 \$124,280.00 15 \$67.35 \$5.388.00 \$140,088.00 27 \$75.87 \$6,069.60 \$157,809.60	\$60.35 \$4,828.00 \$125.528.00 16 \$68.02 \$5,441.60 \$141,481.60 28 \$76.63 \$6,130.40 \$159,390.40 40 \$86.34	\$60.97 \$4,877.60 \$126.817.60 17 \$68.70 \$5,496.00 \$142.896.00 29 \$77.41 \$6,192.80 \$161.012.80	\$61.57 \$4,925.60 \$128.065.60 18 \$69.40 \$5.552.00 \$144.352.00 30 \$78.18 \$6.254.40 \$162.614.40	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145,745.60 31 \$78.98 \$6.318.40 \$164.278.40	\$62.81 \$5,024.80 \$130.644.80 20 \$70.77 \$5,661.60 \$147,201.60 32 \$79.76 \$6.380.80 \$165,900.80	\$63.44 \$5,075.20 \$131.955.20 21 \$71.50 \$5.720.00 \$148.720.00 33 \$80.57 \$6.445.60 \$167.585.60	\$64.08 \$5,126.40 \$133,286.40 22 \$72.21 \$5,776.80 \$150,196.80 34 \$81.37 \$6,509.60 \$169,249.60	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5,832.80 \$151,652.80 35 \$82.17 \$6,573.60 \$170.913.60	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40 36 \$82.99 \$6.639.20 \$172,619.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$58.59 \$4,687.20 \$121.867.20 13 \$66.02 \$5.281.60 \$137.321.60 25 \$74.39 \$5.951.20 \$154,731.20 37 \$83.82 \$6,705.60	\$59.18 \$4,734.40 \$123.094.40 14 \$66.68 \$5.334.40 \$138.694.40 26 \$75.13 \$6.010.40 \$156,270.40 38 \$84.65 \$6.772.00	\$59.75 \$4,780.00 \$124,280.00 \$124,280.00 \$67.35 \$5,388.00 \$140,088.00 \$75.87 \$6,069.60 \$157,809.60 \$9 \$85.49 \$6,839.20	\$60.35 \$4,828.00 \$125.528.00 16 \$68.02 \$5,441.60 \$141,481.60 28 \$76.63 \$6.130.40 \$159,390.40 40 \$86.34 \$6,907.20	\$60.97 \$4,877.60 \$126.817.60 17 \$68.70 \$5.496.00 \$142.896.00 29 \$77.41 \$6,192.80 \$161.012.80 41 \$87.23 \$6,978.40	\$61.57 \$4,925.60 \$128.065.60 18 \$69.40 \$5.552.00 \$144.352.00 30 \$78.18 \$6.254.40 \$162,614.40 42 \$88.09 \$7,047.20	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145,745.60 31 \$78.98 \$6.318.40 \$164.278.40 43 \$89.00 \$7.120.00	\$62.81 \$5,024.80 \$130.644.80 20 \$70.77 \$5,661.60 \$147,201.60 32 \$79.76 \$6.380.80 \$165,900.80 44 \$89.86 \$7,188.80	\$63.44 \$5,075.20 \$131.955.20 21 \$71.50 \$5,720.00 \$148,720.00 33 \$80.57 \$6,445.60 \$167,585.60 45 \$90,77 \$7,261.60	\$64.08 \$5,126.40 \$133,286.40 22 \$72.21 \$5,776.80 \$150.196.80 34 \$81.37 \$6.509.60 \$169.249.60 46 \$91.68 \$7.334.40	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5.832.80 \$151.652.80 35 \$82.17 \$6.573.60 \$170.913.60 47 \$92.61 \$7,408.80	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40 36 \$82.99 \$6.639.20 \$172.619.20 48 \$93.51 \$7.480.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually	\$58.59 \$4,687.20 \$121.867.20 13 \$66.02 \$5,281.60 \$137,321.60 25 \$74.39 \$5,951.20 \$154,731.20	\$59.18 \$4,734.40 \$123.094.40 14 \$66.68 \$5.334.40 \$138.694.40 26 \$75.13 \$6,010.40 \$156,270.40	\$59.75 \$4,780.00 \$124,280.00 15 \$67.35 \$5.388.00 \$140,088.00 27 \$75.87 \$6,069.60 \$157,809.60	\$60.35 \$4,828.00 \$125.528.00 16 \$68.02 \$5,441.60 \$141,481.60 28 \$76.63 \$6,130.40 \$159,390.40 40 \$86.34	\$60.97 \$4,877.60 \$126.817.60 17 \$68.70 \$5,496.00 \$142.896.00 29 \$77.41 \$6,192.80 \$161.012.80	\$61.57 \$4,925.60 \$128.065.60 18 \$69.40 \$5.552.00 \$144.352.00 30 \$78.18 \$6.254.40 \$162.614.40	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145,745.60 31 \$78.98 \$6.318.40 \$164.278.40	\$62.81 \$5,024.80 \$130.644.80 20 \$70.77 \$5,661.60 \$147,201.60 32 \$79.76 \$6.380.80 \$165,900.80	\$63.44 \$5,075.20 \$131.955.20 21 \$71.50 \$5.720.00 \$148.720.00 33 \$80.57 \$6.445.60 \$167.585.60	\$64.08 \$5,126.40 \$133,286.40 22 \$72.21 \$5,776.80 \$150,196.80 34 \$81.37 \$6,509.60 \$169,249.60	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5,832.80 \$151,652.80 35 \$82.17 \$6,573.60 \$170.913.60	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40 36 \$82.99 \$6.639.20 \$172,619.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$58.59 \$4,687.20 \$121.867.20 13 \$66.02 \$5.281.60 \$137.321.60 25 \$74.39 \$5.951.20 \$154,731.20 37 \$83.82 \$6,705.60	\$59.18 \$4,734.40 \$123.094.40 14 \$66.68 \$5.334.40 \$138.694.40 26 \$75.13 \$6.010.40 \$156,270.40 38 \$84.65 \$6.772.00	\$59.75 \$4,780.00 \$124,280.00 \$124,280.00 \$67.35 \$5,388.00 \$140,088.00 \$75.87 \$6,069.60 \$157,809.60 \$9 \$85.49 \$6,839.20	\$60.35 \$4,828.00 \$125.528.00 16 \$68.02 \$5,441.60 \$141,481.60 28 \$76.63 \$6.130.40 \$159,390.40 40 \$86.34 \$6,907.20	\$60.97 \$4,877.60 \$126.817.60 17 \$68.70 \$5.496.00 \$142.896.00 29 \$77.41 \$6,192.80 \$161.012.80 41 \$87.23 \$6,978.40	\$61.57 \$4,925.60 \$128.065.60 18 \$69.40 \$5.552.00 \$144.352.00 30 \$78.18 \$6.254.40 \$162,614.40 42 \$88.09 \$7,047.20	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145,745.60 31 \$78.98 \$6.318.40 \$164.278.40 43 \$89.00 \$7.120.00	\$62.81 \$5,024.80 \$130.644.80 20 \$70.77 \$5,661.60 \$147,201.60 32 \$79.76 \$6.380.80 \$165,900.80 44 \$89.86 \$7,188.80	\$63.44 \$5,075.20 \$131.955.20 21 \$71.50 \$5,720.00 \$148,720.00 33 \$80.57 \$6,445.60 \$167,585.60 45 \$90,77 \$7,261.60	\$64.08 \$5,126.40 \$133,286.40 22 \$72.21 \$5,776.80 \$150.196.80 34 \$81.37 \$6.509.60 \$169.249.60 46 \$91.68 \$7.334.40	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5.832.80 \$151.652.80 35 \$82.17 \$6.573.60 \$170.913.60 47 \$92.61 \$7,408.80	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40 36 \$82.99 \$6.639.20 \$172.619.20 48 \$93.51 \$7.480.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$58.59 \$4,687.20 \$121,867.20 \$121,867.20 \$66.02 \$5,281.60 \$137,321.60 \$74.39 \$5,951.20 \$154,731.20 \$37 \$83.82 \$6,705.60 \$174,345.60	\$59.18 \$4,734.40 \$123.094.40 14 \$66.68 \$5.334.40 \$138.694.40 26 \$75.13 \$6.010.40 \$156.270.40 38 \$84.65 \$6.772.00 \$176,072.00	\$59.75 \$4,780.00 \$124,280.00 \$124,280.00 \$15 \$67.35 \$5,388.00 \$140,088.00 \$157.809.60 \$157,809.60 \$157,809.60 \$157,809.60	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159.390.40 \$86.34 \$6,907.20 \$179,587.20	\$60.97 \$4,877.60 \$126,817.60 17 \$68.70 \$5,496.00 \$142,896.00 29 \$77.41 \$6,192.80 \$161,012.80 41 \$87.23 \$6,978.40 \$181,438.40	\$61.57 \$4,925.60 \$128.065.60 18 \$69.40 \$5.552.00 \$144.352.00 30 \$78.18 \$6,254.40 \$162.614.40 42 \$88.09 \$7.047.20 \$183,227.20	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145.745.60 31 \$78.98 \$6.318.40 \$164.278.40 43 \$89.00 \$7.120.00 \$185.120.00	\$62.81 \$5,024.80 \$130.644.80 20 \$70.77 \$5,661.60 \$147,201.60 32 \$79.76 \$6.380.80 \$165,900.80 44 \$89.86 \$7,188.80	\$63.44 \$5,075.20 \$131.955.20 21 \$71.50 \$5,720.00 \$148,720.00 33 \$80.57 \$6,445.60 \$167,585.60 45 \$90,77 \$7,261.60	\$64.08 \$5,126.40 \$133,286.40 22 \$72.21 \$5,776.80 \$150.196.80 34 \$81.37 \$6.509.60 \$169.249.60 46 \$91.68 \$7.334.40	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5.832.80 \$151.652.80 35 \$82.17 \$6.573.60 \$170.913.60 47 \$92.61 \$7,408.80	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40 36 \$82.99 \$6.639.20 \$172.619.20 48 \$93.51 \$7.480.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$58.59 \$4,687.20 \$121.867.20 \$121.867.20 13 \$66.02 \$5.281.60 \$137.321.60 25 \$74.39 \$5.951.20 \$154.731.20 37 \$83.82 \$6.705.60 \$174.345.60 49 \$94.46 \$7.556.80	\$59.18 \$4,734.40 \$123.094.40 14 \$66.68 \$5.334.40 \$138,694.40 26 \$75.13 \$6.010.40 \$156.270.40 38 \$84.65 \$6.772.00 \$176.072.00 \$95.39 \$7.631.20	\$59.75 \$4,780.00 \$124,280.00 \$124,280.00 \$15,388.00 \$140,088.00 \$140,088.00 \$157.809.60 \$157,809.60 \$157,809.60 \$157,809.60 \$157,809.60 \$157,809.60 \$157,809.60	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$16 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159.390.40 \$86.34 \$6,907.20 \$179,587.20 \$2 \$97.31 \$7,784.80	\$60.97 \$4,877.60 \$126.817.60 \$126.817.60 \$142.817.60 \$142.896.00 \$142.896.00 \$177.41 \$6.192.80 \$161.012.80 \$181.438.40 \$181.438.40 \$181.438.40	\$61.57 \$4,925.60 \$128.065.60 18 \$69.40 \$5.552.00 \$144.352.00 30 \$78.18 \$6.254.40 \$162.614.40 42 \$88.09 \$7.047.20 \$183.227.20 54 \$99.27 \$7.941.60	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145.745.60 31 \$78.98 \$6.318.40 \$164.278.40 43 \$89.00 \$7.120.00 \$185.120.00 55 \$100.24 \$8.019.20	\$62.81 \$5,024.80 \$130.644.80 20 \$70.77 \$5,661.60 \$147,201.60 32 \$79.76 \$6.380.80 \$165,900.80 44 \$89.86 \$7,188.80	\$63.44 \$5,075.20 \$131.955.20 21 \$71.50 \$5,720.00 \$148,720.00 33 \$80.57 \$6,445.60 \$167,585.60 45 \$90,77 \$7,261.60	\$64.08 \$5,126.40 \$133,286.40 22 \$72.21 \$5,776.80 \$150.196.80 34 \$81.37 \$6.509.60 \$169.249.60 46 \$91.68 \$7.334.40	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5.832.80 \$151.652.80 35 \$82.17 \$6.573.60 \$170.913.60 47 \$92.61 \$7,408.80	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40 36 \$82.99 \$6.639.20 \$172.619.20 48 \$93.51 \$7.480.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$58.59 \$4,687.20 \$121,867.20 \$121,867.20 \$13 \$66.02 \$5,281.60 \$137,321.60 \$74.39 \$5,951.20 \$154,731.20 \$154,731.20 \$174,345.60 \$174,345.60	\$59.18 \$4,734.40 \$123.094.40 14 \$66.68 \$5.334.40 \$138.694.40 26 \$75.13 \$6.010.40 \$156.270.40 38 \$84.65 \$6.772.00 \$176,072.00	\$59.75 \$4,780.00 \$124,280.00 \$124,280.00 \$15 \$67.35 \$5,388.00 \$140,088.00 \$75.87 \$6,069.60 \$157,809.60 \$157,809.60 \$157,809.60 \$157,819.20 \$177,819.20	\$60.35 \$4,828.00 \$125,528.00 16 \$68.02 \$5,441.60 \$141,481.60 28 \$76.63 \$6,130.40 \$159,390.40 40 \$86.34 \$6,907.20 \$179,587.20	\$60.97 \$4,877.60 \$126.817.60 17 \$68.70 \$5.496.00 \$142.896.00 29 \$77.41 \$6.192.80 \$161.012.80 41 \$87.23 \$6.978.40 \$181.438.40	\$61.57 \$4,925.60 \$128.065.60 18 \$69.40 \$5.552.00 \$144.352.00 30 \$78.18 \$6.254.40 \$162.614.40 42 \$88.09 \$7.047.20 \$183.227.20	\$62.18 \$4,974.40 \$129.334.40 19 \$70.07 \$5.605.60 \$145.745.60 31 \$78.98 \$6.318.40 \$164.278.40 43 \$89.00 \$7.120.00 \$185.120.00 \$185.120.00	\$62.81 \$5,024.80 \$130.644.80 20 \$70.77 \$5,661.60 \$147,201.60 32 \$79.76 \$6.380.80 \$165,900.80 44 \$89.86 \$7,188.80	\$63.44 \$5,075.20 \$131.955.20 21 \$71.50 \$5,720.00 \$148,720.00 33 \$80.57 \$6,445.60 \$167,585.60 45 \$90,77 \$7,261.60	\$64.08 \$5,126.40 \$133,286.40 22 \$72.21 \$5,776.80 \$150.196.80 34 \$81.37 \$6.509.60 \$169.249.60 46 \$91.68 \$7.334.40	\$64.73 \$5,178.40 \$134.638.40 23 \$72.91 \$5.832.80 \$151.652.80 35 \$82.17 \$6.573.60 \$170.913.60 47 \$92.61 \$7,408.80	\$65.37 \$5,229.60 \$135.969.60 24 \$73.63 \$5.890.40 \$153.150.40 36 \$82.99 \$6.639.20 \$172.619.20 48 \$93.51 \$7.480.80

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

0.0.0												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$14.98	\$15.14	\$15.30	\$15.45	\$15.58	\$15.76	\$15.91	\$16.07	\$16.21	\$16.38	\$16.55	\$16.73
Biweekly	\$1,198.40	\$1,211.20	\$1,224.00	\$1,236.00	\$1,246.40	\$1,260.80	\$1,272.80	\$1,285.60	\$1,296.80	\$1,310.40	\$1,324.00	\$1,338.40
Annually	\$31,158.40	\$31,491.20	\$31,824.00	\$32,136.00	\$32,406.40	\$32,780.80	\$33,092.80	\$33,425.60	\$33,716.80	\$34,070.40	\$34,424.00	\$34,798.40
Ailliually	331,136.40	\$51,491.20	331,024.00	\$52,150.00	332,400.40	332,760.60	333,032.60	\$55,425.00	\$55,710.60	334,070.40	\$54,424.00	\$34,790.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$16.89	\$17.05	\$17.21	\$17.41	\$17.55	\$17.74	\$17.89	\$18.09	\$18.27	\$18.45	\$18.65	\$18.82
Biweekly	\$1,351.20	\$1,364.00	\$1,376.80	\$1,392.80	\$1,404.00	\$1,419.20	\$1,431.20	\$1,447.20	\$1,461.60	\$1,476.00	\$1,492.00	\$1,505.60
Annually	\$35,131.20	\$35,464.00	\$35,796.80	\$36,212.80	\$36,504.00	\$36,899.20	\$37,211.20	\$37,627.20	\$38,001.60	\$38,376.00	\$38,792.00	\$39,145.60
Allitually	\$55,151.20	333,404.00	\$55,790.60	330,212.00	\$30,304.00	\$30,699.20	\$57,211.20	337,027.20	336,001.00	\$30,370.00	330,792.00	\$59,145.00
Steps												
-	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$19.02	\$19.19	\$19.41	\$19.57	\$19.78	\$19.99	\$20.19	\$20.37	\$20.60	\$20.79	\$20.99	\$21.19
Biweekly	\$1,521.60	\$1,535.20	\$1,552.80	\$1,565.60	\$1,582.40	\$1,599.20	\$1,615.20	\$1,629.60	\$1,648.00	\$1,663.20	\$1,679.20	\$1,695.20
Annually	\$39,561.60	\$39,915.20	\$40,372.80	\$40,705.60	\$41,142.40	\$41,579.20	\$41,995.20	\$42,369.60	\$42,848.00	\$43,243.20	\$43,659.20	\$44,075.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$21.42	\$21.63	\$21.86	\$22.08	\$22.31	\$22.52	\$22.73	\$22.96	\$23.20	\$23.44	\$23.68	\$23.89
Biweekly	\$1,713.60	\$1,730.40	\$1,748.80	\$1,766.40	\$1,784.80	\$1,801.60	\$1,818.40	\$1,836.80	\$1,856.00	\$1,875.20	\$1,894.40	\$1,911.20
Annually	\$44,553.60	\$44,990.40	\$45,468.80	\$45,926.40	\$46,404.80	\$46,841.60	\$47,278.40	\$47,756.80	\$48,256.00	\$48,755.20	\$49,254.40	\$49,691.20
•												
Steps	49	50	51	52	53	54	55					
Hourly	\$24.16	\$24.37	\$24.61	\$24.88	\$25.12	\$25.38	\$25.63					
Biweekly	\$1,932.80	\$1,949.60	\$1,968.80	\$1,990.40	\$2,009.60	\$2,030.40	\$2,050.40					
Annually	\$50,252.80	\$50,689.60	\$51,188.80	\$51,750.40	\$52,249.60	\$52,790.40	\$53,310.40					
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Grade 72												
Grade 72					_		-			40	44	42
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$16.89	\$17.05	\$17.21	\$17.41	\$17.55	\$17.74	\$17.89	\$18.09	\$18.27	\$18.45	\$18.65	\$18.82
Steps Hourly Biweekly	\$16.89 \$1,351.20	\$17.05 \$1,364.00	\$17.21 \$1,376.80	\$17.41 \$1,392.80	\$17.55 \$1,404.00	\$17.74 \$1,419.20	\$17.89 \$1,431.20	\$18.09 \$1,447.20	\$18.27 \$1,461.60	\$18.45 \$1,476.00	\$18.65 \$1,492.00	\$18.82 \$1,505.60
Steps Hourly	\$16.89	\$17.05	\$17.21	\$17.41	\$17.55	\$17.74	\$17.89	\$18.09	\$18.27	\$18.45	\$18.65	\$18.82
Steps Hourly Biweekly Annually	\$16.89 \$1,351.20 \$35,131.20	\$17.05 \$1,364.00 \$35,464.00	\$17.21 \$1,376.80 \$35,796.80	\$17.41 \$1,392.80 \$36,212.80	\$17.55 \$1,404.00 \$36,504.00	\$17.74 \$1,419.20 \$36,899.20	\$17.89 \$1,431.20 \$37,211.20	\$18.09 \$1,447.20 \$37,627.20	\$18.27 \$1,461.60 \$38,001.60	\$18.45 \$1,476.00 \$38,376.00	\$18.65 \$1,492.00 \$38,792.00	\$18.82 \$1,505.60 \$39,145.60
Steps Hourly Biweekly Annually Steps	\$16.89 \$1,351.20 \$35,131.20	\$17.05 \$1,364.00 \$35,464.00	\$17.21 \$1,376.80 \$35,796.80	\$17.41 \$1,392.80 \$36,212.80	\$17.55 \$1,404.00 \$36.504.00	\$17.74 \$1,419.20 \$36,899.20	\$17.89 \$1,431.20 \$37,211.20	\$18.09 \$1,447.20 \$37,627.20	\$18.27 \$1,461.60 \$38,001.60	\$18.45 \$1,476.00 \$38,376.00	\$18.65 \$1,492.00 \$38,792.00	\$18.82 \$1,505.60 \$39,145.60
Steps Hourly Biweekly Annually Steps Hourly	\$16.89 \$1,351.20 \$35,131.20 13 \$19.02	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19	\$17.21 \$1,376.80 \$35.796.80 15 \$19.41	\$17.41 \$1,392.80 \$36.212.80 16 \$19.57	\$17.55 \$1,404.00 \$36,504.00 17 \$19.78	\$17.74 \$1,419.20 \$36,899.20 18 \$19.99	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19	\$18.09 \$1,447.20 \$37,627.20 20 \$20.37	\$18.27 \$1,461.60 \$38,001.60 21 \$20.60	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$16.89 \$1,351.20 \$35,131.20 13 \$19.02 \$1,521.60	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1,535.20	\$17.21 \$1,376.80 \$35.796.80 15 \$19.41 \$1,552.80	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1.565.60	\$17.55 \$1,404.00 \$36,504.00 17 \$19.78 \$1,582.40	\$17.74 \$1,419.20 \$36,899.20 18 \$19.99 \$1,599.20	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1,615.20	\$18.09 \$1,447.20 \$37.627.20 20 \$20.37 \$1,629.60	\$18.27 \$1,461.60 \$38,001.60 21 \$20.60 \$1,648.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1,663.20	\$18.65 \$1,492.00 \$38,792.00 23 \$20.99 \$1,679.20	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19 \$1.695.20
Steps Hourly Biweekly Annually Steps Hourly	\$16.89 \$1,351.20 \$35,131.20 13 \$19.02	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19	\$17.21 \$1,376.80 \$35.796.80 15 \$19.41	\$17.41 \$1,392.80 \$36.212.80 16 \$19.57	\$17.55 \$1,404.00 \$36,504.00 17 \$19.78	\$17.74 \$1,419.20 \$36,899.20 18 \$19.99	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19	\$18.09 \$1,447.20 \$37,627.20 20 \$20.37	\$18.27 \$1,461.60 \$38,001.60 21 \$20.60	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.89 \$1,351.20 \$35,131.20 13 \$19.02 \$1,521.60 \$39,561.60	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1.535.20 \$39,915.20	\$17.21 \$1,376.80 \$35.796.80 15 \$19.41 \$1.552.80 \$40.372.80	\$17.41 \$1,392.80 \$36.212.80 16 \$19.57 \$1.565.60 \$40.705.60	\$17.55 \$1,404.00 \$36,504.00 17 \$19.78 \$1,582.40 \$41,142.40	\$17.74 \$1,419.20 \$36,899.20 18 \$19.99 \$1,599.20 \$41,579.20	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1,615.20 \$41,995.20	\$18.09 \$1,447.20 \$37.627.20 20 \$20.37 \$1.629.60 \$42.369.60	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1.663.20 \$43,243.20	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99 \$1.679.20 \$43,659.20	\$18.82 \$1,505.60 \$39.145.60 24 \$21.19 \$1.695.20 \$44.075.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$16.89 \$1,351.20 \$35,131.20 13 \$19.02 \$1,521.60 \$39,561.60	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1.535.20 \$39,915.20	\$17.21 \$1,376.80 \$35.796.80 15 \$19.41 \$1.552.80 \$40.372.80	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1.565.60 \$40,705.60	\$17.55 \$1,404.00 \$36,504.00 17 \$19.78 \$1,582.40 \$41,142.40	\$17.74 \$1,419.20 \$36,899.20 18 \$19.99 \$1,599.20 \$41,579.20	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1,615.20 \$41,995.20	\$18.09 \$1,447.20 \$37.627.20 20 \$20.37 \$1.629.60 \$42,369.60	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1.663.20 \$43.243.20	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99 \$1.679.20 \$43,659.20	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19 \$1.695.20 \$44.075.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$16.89 \$1,351.20 \$35.131.20 13 \$19.02 \$1,521.60 \$39.561.60	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1,535.20 \$39,915.20	\$17.21 \$1,376.80 \$35,796.80 15 \$19.41 \$1.552.80 \$40,372.80 27 \$21.86	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1.565.60 \$40,705.60	\$17.55 \$1,404.00 \$36.504.00 17 \$19.78 \$1,582.40 \$41,142.40 29 \$22.31	\$17.74 \$1,419.20 \$36,899.20 18 \$19.99 \$1,599.20 \$41,579.20 30 \$22.52	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1,615.20 \$41,995.20 31 \$22.73	\$18.09 \$1,447.20 \$37.627.20 20 \$20.37 \$1.629.60 \$42.369.60 32 \$22.96	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1.663.20 \$43.243.20 34 \$23.44	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99 \$1.679.20 \$43.659.20 35 \$23.68	\$18.82 \$1,505.60 \$39.145.60 24 \$21.19 \$1,695.20 \$44,075.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$16.89 \$1,351.20 \$35.131.20 13 \$19.02 \$1,521.60 \$39,561.60 25 \$21.42 \$1,713.60	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1,535.20 \$39,915.20 26 \$21.63 \$1,730.40	\$17.21 \$1,376.80 \$35,796.80 \$15 \$19.41 \$1.552.80 \$40.372.80 \$21.86 \$1.748.80	\$17.41 \$1,392.80 \$36.212.80 16 \$19.57 \$1.565.60 \$40.705.60 28 \$22.08 \$1,766.40	\$17.55 \$1,404.00 \$36.504.00 17 \$19.78 \$1,582.40 \$41,142.40 29 \$22.31 \$1,784.80	\$17.74 \$1,419.20 \$36.899.20 18 \$19.99 \$1,599.20 \$41,579.20 30 \$22.52 \$1,801.60	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1,615.20 \$41,995.20 31 \$22.73 \$1,818.40	\$18.09 \$1,447.20 \$37.627.20 20 \$20.37 \$1.629.60 \$42.369.60 32 \$22.96 \$1.836.80	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00 33 \$23.20 \$1,856.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1.663.20 \$43.243.20 34 \$23.44 \$1.875.20	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99 \$1.679.20 \$43.659.20 35 \$23.68 \$1.894.40	\$18.82 \$1,505.60 \$39.145.60 24 \$21.19 \$1.695.20 \$44,075.20 36 \$23.89 \$1,911.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$16.89 \$1,351.20 \$35.131.20 13 \$19.02 \$1,521.60 \$39.561.60	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1,535.20 \$39,915.20	\$17.21 \$1,376.80 \$35,796.80 15 \$19.41 \$1.552.80 \$40,372.80 27 \$21.86	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1.565.60 \$40,705.60	\$17.55 \$1,404.00 \$36.504.00 17 \$19.78 \$1,582.40 \$41,142.40 29 \$22.31	\$17.74 \$1,419.20 \$36,899.20 18 \$19.99 \$1,599.20 \$41,579.20 30 \$22.52	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1,615.20 \$41,995.20 31 \$22.73	\$18.09 \$1,447.20 \$37.627.20 20 \$20.37 \$1.629.60 \$42.369.60 32 \$22.96	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1.663.20 \$43.243.20 34 \$23.44	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99 \$1.679.20 \$43.659.20 35 \$23.68	\$18.82 \$1,505.60 \$39.145.60 24 \$21.19 \$1,695.20 \$44,075.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.89 \$1,351.20 \$35.131.20 13 \$19.02 \$1,521.60 \$39,561.60 25 \$21.42 \$1,713.60	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1,535.20 \$39,915.20 26 \$21.63 \$1,730.40	\$17.21 \$1,376.80 \$35,796.80 \$15 \$19.41 \$1.552.80 \$40.372.80 \$21.86 \$1.748.80	\$17.41 \$1,392.80 \$36.212.80 16 \$19.57 \$1.565.60 \$40.705.60 28 \$22.08 \$1,766.40	\$17.55 \$1,404.00 \$36.504.00 17 \$19.78 \$1,582.40 \$41,142.40 29 \$22.31 \$1,784.80	\$17.74 \$1,419.20 \$36.899.20 18 \$19.99 \$1.599.20 \$41,579.20 30 \$22.52 \$1,801.60 \$46,841.60	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1,615.20 \$41,995.20 31 \$22.73 \$1,818.40	\$18.09 \$1,447.20 \$37.627.20 20 \$20.37 \$1.629.60 \$42.369.60 32 \$22.96 \$1.836.80	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00 33 \$23.20 \$1,856.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1.663.20 \$43.243.20 34 \$23.44 \$1.875.20	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99 \$1.679.20 \$43.659.20 35 \$23.68 \$1.894.40	\$18.82 \$1,505.60 \$39.145.60 24 \$21.19 \$1.695.20 \$44,075.20 36 \$23.89 \$1,911.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$16.89 \$1,351.20 \$35.131.20 13 \$19.02 \$1,521.60 \$39,561.60 25 \$21.42 \$1,713.60 \$44,553.60	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1,535.20 \$39,915.20 26 \$21.63 \$1,730.40	\$17.21 \$1,376.80 \$35,796.80 \$15 \$19.41 \$1,552.80 \$40,372.80 \$21.86 \$1,748.80 \$45,468.80	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1.565.60 \$40,705.60 28 \$22.08 \$1,766.40 \$45.926.40	\$17.55 \$1,404.00 \$36.504.00 17 \$19.78 \$1.582.40 \$41,142.40 29 \$22.31 \$1,784.80 \$46,404.80	\$17.74 \$1,419.20 \$36.899.20 18 \$19.99 \$1.599.20 \$41,579.20 30 \$22.52 \$1,801.60 \$46.841.60	\$17.89 \$1,431.20 \$37.211.20 19 \$20.19 \$1.615.20 \$41,995.20 31 \$22.73 \$1,818.40 \$47,278.40	\$18.09 \$1,447.20 \$37.627.20 20 \$20.37 \$1.629.60 \$42.369.60 32 \$22.96 \$1.836.80	\$18.27 \$1,461.60 \$38,001.60 21 \$20.60 \$1,648.00 \$42.848.00 33 \$23.20 \$1,856.00 \$48,256.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1.663.20 \$43.243.20 34 \$23.44 \$1.875.20	\$18.65 \$1,492.00 \$38,792.00 23 \$20.99 \$1.679.20 \$43,659.20 35 \$23.68 \$1,894.40 \$49,254.40	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19 \$1.695.20 \$44.075.20 36 \$23.89 \$1,911.20 \$49.691.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.89 \$1,351.20 \$35.131.20 13 \$19.02 \$1,521.60 \$39.561.60 25 \$21.42 \$1,713.60 \$44.553.60	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1,535.20 \$39,915.20 26 \$21.63 \$1,730.40 \$44,990.40	\$17.21 \$1,376.80 \$35,796.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.86 \$1,748.80 \$45,468.80	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1.565.60 \$40.705.60 28 \$22.08 \$1,766.40 \$45,926.40	\$17.55 \$1,404.00 \$36.504.00 17 \$19.78 \$1,582.40 \$41,142.40 29 \$22.31 \$1,784.80 \$46.404.80	\$17.74 \$1,419.20 \$36.899.20 18 \$19.99 \$1.599.20 \$41,579.20 30 \$22.52 \$1,801.60 \$46,841.60	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1,615.20 \$41,995.20 31 \$22.73 \$1,818.40 \$47,278.40	\$18.09 \$1,447.20 \$37,627.20 20 \$20.37 \$1.629.60 \$42.369.60 32 \$22.96 \$1.836.80 \$47,756.80	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00 33 \$23.20 \$1,856.00 \$48,256.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1.663.20 \$43.243.20 34 \$23.44 \$1.875.20 \$48.755.20	\$18.65 \$1,492.00 \$38,792.00 23 \$20.99 \$1.679.20 \$43,659.20 35 \$23.68 \$1,894.40 \$49,254.40	\$18.82 \$1,505.60 \$39.145.60 24 \$21.19 \$1.695.20 \$44.075.20 36 \$23.89 \$1,911.20 \$49.691.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$16.89 \$1,351.20 \$35.131.20 13 \$19.02 \$1,521.60 \$39,561.60 25 \$21.42 \$1,713.60 \$44,553.60	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1.535.20 \$39,915.20 26 \$21.63 \$1.730.40 \$44,990.40	\$17.21 \$1,376.80 \$35,796.80 \$15 \$19.41 \$1,552.80 \$40,372.80 \$21.86 \$1,748.80 \$45,468.80	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1.565.60 \$40,705.60 28 \$22.08 \$1,766.40 \$45.926.40	\$17.55 \$1,404.00 \$36.504.00 17 \$19.78 \$1.582.40 \$41,142.40 29 \$22.31 \$1,784.80 \$46,404.80	\$17.74 \$1,419.20 \$36.899.20 18 \$19.99 \$1.599.20 \$41,579.20 30 \$22.52 \$1,801.60 \$46.841.60	\$17.89 \$1,431.20 \$37.211.20 19 \$20.19 \$1.615.20 \$41,995.20 31 \$22.73 \$1,818.40 \$47,278.40	\$18.09 \$1,447.20 \$37.627.20 20 \$20.37 \$1.629.60 \$42.369.60 32 \$22.96 \$1.836.80 \$47.756.80	\$18.27 \$1,461.60 \$38,001.60 21 \$20.60 \$1,648.00 \$42.848.00 33 \$23.20 \$1,856.00 \$48,256.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1.663.20 \$43.243.20 34 \$23.44 \$1.875.20 \$48.755.20	\$18.65 \$1,492.00 \$38,792.00 23 \$20.99 \$1.679.20 \$43,659.20 35 \$23.68 \$1,894.40 \$49,254.40	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19 \$1.695.20 \$44.075.20 36 \$23.89 \$1,911.20 \$49.691.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.89 \$1,351.20 \$35.131.20 13 \$19.02 \$1,521.60 \$39,561.60 25 \$21.42 \$1,713.60 \$44.553.60	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1,535.20 \$39,915.20 26 \$21.63 \$1,730.40 \$44,990.40	\$17.21 \$1,376.80 \$35,796.80 \$35,796.80 15 \$19.41 \$1,552.80 \$40,372.80 27 \$21.86 \$1,748.80 \$45,468.80	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1,565.60 \$40,705.60 28 \$22.08 \$1,766.40 \$45,926.40	\$17.55 \$1,404.00 \$36.504.00 17 \$19.78 \$1.582.40 \$41,142.40 29 \$22.31 \$1,784.80 \$46,404.80	\$17.74 \$1,419.20 \$36.899.20 18 \$19.99 \$1.599.20 \$41,579.20 30 \$22.52 \$1,801.60 \$46.841.60	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1.615.20 \$41,995.20 31 \$22.73 \$1,818.40 \$47,278.40	\$18.09 \$1,447.20 \$37,627.20 20 \$20.37 \$1,629.60 \$42.369.60 32 \$22.96 \$1,836.80 \$47,756.80	\$18.27 \$1,461.60 \$38,001.60 21 \$20.60 \$1,648.00 \$42.848.00 33 \$23.20 \$1,856.00 \$48,256.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1,663.20 \$43.243.20 34 \$23.44 \$1,875.20 \$48,755.20	\$18.65 \$1,492.00 \$38,792.00 23 \$20.99 \$1,679.20 \$43,659.20 35 \$23.68 \$1,894.40 \$49,254.40	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19 \$1.695.20 \$44.075.20 36 \$23.89 \$1,911.20 \$49,691.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$16.89 \$1,351.20 \$35.131.20 \$35.131.20 13 \$19.02 \$1,521.60 \$39.561.60 25 \$21.42 \$1,713.60 \$44,553.60 37 \$24.16 \$1,932.80 \$50,252.80	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1,535.20 \$39.915.20 26 \$21.63 \$1,730.40 \$44.990.40 38 \$24.37 \$1,949.60 \$50,689.60	\$17.21 \$1,376.80 \$35.796.80 \$35.796.80 15 \$19.41 \$1,552.80 \$40.372.80 27 \$21.86 \$1,748.80 \$45,468.80 39 \$24.61 \$1,968.80 \$51,188.80	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1,565.60 \$40,705.60 28 \$22.08 \$1,766.40 \$45,926.40 40 \$24.88 \$1,990.40 \$51,750.40	\$17.55 \$1,404.00 \$36,504.00 17 \$19.78 \$1,582.40 \$41,142.40 29 \$22.31 \$1,784.80 \$46,404.80 41 \$25.12 \$2,009.60 \$52,249.60	\$17.74 \$1,419.20 \$36,899.20 18 \$19.99 \$1,599.20 \$41,579.20 30 \$22.52 \$1,801.60 \$46,841.60 42 \$25.38 \$2,030.40 \$52,790.40	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1,615.20 \$41,995.20 31 \$22.73 \$1,818.40 \$47,278.40 43 \$25.63 \$2,050.40 \$53,310.40	\$18.09 \$1,447.20 \$37,627.20 20 \$20.37 \$1,629.60 \$42.369.60 32 \$22.96 \$1.836.80 \$47.756.80 44 \$25.89 \$2,071.20	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00 33 \$23.20 \$1.856.00 \$48.256.00 45 \$26.15 \$2.092.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1,663.20 \$43,243.20 34 \$23.44 \$1.875.20 \$48.755.20 46 \$26.38 \$2.110.40	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99 \$1.679.20 \$43.659.20 35 \$23.68 \$1.894.40 \$49.254.40 47 \$26.65 \$2.132.00	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19 \$1.695.20 \$44.075.20 36 \$23.89 \$1,911.20 \$49,691.20 48 \$26.95 \$2.156.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.89 \$1,351.20 \$35.131.20 13 \$19.02 \$1,521.60 \$39.561.60 25 \$21.42 \$1,713.60 \$44.553.60 37 \$24.16 \$1,932.80	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1.535.20 \$39,915.20 26 \$21.63 \$1.730.40 \$44,990.40 38 \$24.37 \$1,949.60	\$17.21 \$1,376.80 \$35,796.80 \$35,796.80 15 \$19.41 \$1,552.80 \$40,372.80 27 \$21.86 \$1,748.80 \$45,468.80 39 \$24.61 \$1,968.80	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1.565.60 \$40.705.60 28 \$22.08 \$1.766.40 \$45,926.40 40 \$24.88 \$1,990.40	\$17.55 \$1,404.00 \$36.504.00 17 \$19.78 \$1.582.40 \$41.142.40 29 \$22.31 \$1.784.80 \$46.404.80 41 \$25.12 \$2.009.60	\$17.74 \$1,419.20 \$36.899.20 18 \$19.99 \$1,599.20 \$41,579.20 30 \$22.52 \$1,801.60 \$46,841.60 42 \$25.38 \$2.030.40	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1.615.20 \$41,995.20 31 \$22.73 \$1,818.40 \$47,278.40 43 \$25.63 \$2,050.40 \$53,310.40	\$18.09 \$1,447.20 \$37,627.20 20 \$20.37 \$1,629.60 \$42.369.60 32 \$22.96 \$1.836.80 \$47.756.80 44 \$25.89 \$2,071.20	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00 33 \$23.20 \$1.856.00 \$48.256.00 45 \$26.15 \$2.092.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1,663.20 \$43,243.20 34 \$23.44 \$1.875.20 \$48.755.20 46 \$26.38 \$2.110.40	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99 \$1.679.20 \$43.659.20 35 \$23.68 \$1.894.40 \$49.254.40 47 \$26.65 \$2.132.00	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19 \$1.695.20 \$44.075.20 36 \$23.89 \$1,911.20 \$49,691.20 48 \$26.95 \$2.156.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$16.89 \$1,351.20 \$35.131.20 \$35.131.20 13 \$19.02 \$1,521.60 \$39.561.60 25 \$21.42 \$1,713.60 \$44,553.60 37 \$24.16 \$1,932.80 \$50,252.80	\$17.05 \$1,364.00 \$35,464.00 14 \$19.19 \$1,535.20 \$39.915.20 26 \$21.63 \$1,730.40 \$44.990.40 38 \$24.37 \$1,949.60 \$50,689.60	\$17.21 \$1,376.80 \$35.796.80 \$35.796.80 15 \$19.41 \$1,552.80 \$40.372.80 27 \$21.86 \$1,748.80 \$45,468.80 39 \$24.61 \$1,968.80 \$51,188.80	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1,565.60 \$40,705.60 28 \$22.08 \$1,766.40 \$45,926.40 40 \$24.88 \$1,990.40 \$51,750.40	\$17.55 \$1,404.00 \$36,504.00 17 \$19.78 \$1,582.40 \$41,142.40 29 \$22.31 \$1,784.80 \$46,404.80 41 \$25.12 \$2,009.60 \$52,249.60	\$17.74 \$1,419.20 \$36,899.20 18 \$19.99 \$1,599.20 \$41,579.20 30 \$22.52 \$1,801.60 \$46,841.60 42 \$25.38 \$2,030.40 \$52,790.40	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1.615.20 \$41,995.20 31 \$22.73 \$1,818.40 \$47,278.40 43 \$25.63 \$2,050.40 \$53,310.40	\$18.09 \$1,447.20 \$37,627.20 20 \$20.37 \$1,629.60 \$42.369.60 32 \$22.96 \$1.836.80 \$47.756.80 44 \$25.89 \$2,071.20	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00 33 \$23.20 \$1.856.00 \$48.256.00 45 \$26.15 \$2.092.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1,663.20 \$43,243.20 34 \$23.44 \$1.875.20 \$48.755.20 46 \$26.38 \$2.110.40	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99 \$1.679.20 \$43.659.20 35 \$23.68 \$1.894.40 \$49.254.40 47 \$26.65 \$2.132.00	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19 \$1.695.20 \$44.075.20 36 \$23.89 \$1,911.20 \$49,691.20 48 \$26.95 \$2.156.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Steps Hourly Biweekly Annually Steps Steps Steps	\$16.89 \$1,351.20 \$35.131.20 \$35.131.20 \$19.02 \$1.521.60 \$39.561.60 \$25 \$21.42 \$1,713.60 \$44.553.60 \$7 \$24.16 \$1,932.80 \$50.252.80 \$9 \$27.19	\$17.05 \$1,364.00 \$35,464.00 \$35,464.00 14 \$19.19 \$1,535.20 \$39,915.20 26 \$21.63 \$1,730.40 \$44,990.40 38 \$24.37 \$1,949.60 \$50,689.60 50 \$27.49	\$17.21 \$1,376.80 \$35.796.80 \$35.796.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.86 \$1.748.80 \$45.468.80 39 \$24.61 \$1.968.80 \$51.188.80	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1.565.60 \$40,705.60 28 \$22.08 \$1,766.40 \$45,926.40 40 \$24.88 \$1,990.40 \$51,750.40	\$17.55 \$1,404.00 \$36,504.00 17 \$19.78 \$1,582.40 \$41,142.40 29 \$22.31 \$1,784.80 \$46,404.80 41 \$25.12 \$2,009.60 \$52,249.60 53 \$28.30	\$17.74 \$1,419.20 \$36,899.20 18 \$19.99 \$1,599.20 \$41,579.20 30 \$22.52 \$1,801.60 \$46,841.60 42 \$25.38 \$2,030.40 \$52,790.40	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1,615.20 \$41,995.20 31 \$22.73 \$1,818.40 \$47,278.40 43 \$25.63 \$2,050.40 \$53,310.40	\$18.09 \$1,447.20 \$37,627.20 20 \$20.37 \$1,629.60 \$42.369.60 32 \$22.96 \$1.836.80 \$47.756.80 44 \$25.89 \$2,071.20	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00 33 \$23.20 \$1.856.00 \$48.256.00 45 \$26.15 \$2.092.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1,663.20 \$43,243.20 34 \$23.44 \$1.875.20 \$48.755.20 46 \$26.38 \$2.110.40	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99 \$1.679.20 \$43.659.20 35 \$23.68 \$1.894.40 \$49.254.40 47 \$26.65 \$2.132.00	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19 \$1.695.20 \$44.075.20 36 \$23.89 \$1,911.20 \$49,691.20 48 \$26.95 \$2.156.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$16.89 \$1,351.20 \$35.131.20 \$35.131.20 \$19.02 \$1,521.60 \$39.561.60 \$25 \$21.42 \$1,713.60 \$44.553.60 \$7 \$24.16 \$1,932.80 \$50.252.80	\$17.05 \$1,364.00 \$35,464.00 \$35,464.00 14 \$19.19 \$1.535.20 \$39.915.20 26 \$21.63 \$1.730.40 \$44.990.40 38 \$24.37 \$1.949.60 \$50.689.60	\$17.21 \$1,376.80 \$35.796.80 \$35.796.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.86 \$1.748.80 \$45.468.80 39 \$24.61 \$1.968.80 \$51.188.80	\$17.41 \$1,392.80 \$36,212.80 16 \$19.57 \$1.565.60 \$40,705.60 28 \$22.08 \$1.766.40 \$45,926.40 40 \$24.88 \$1.990.40 \$51,750.40	\$17.55 \$1,404.00 \$36,504.00 17 \$19.78 \$1,582.40 \$41,142.40 29 \$22.31 \$1,784.80 \$46,404.80 41 \$25.12 \$2,009.60 \$52,249.60	\$17.74 \$1,419.20 \$36,899.20 18 \$19.99 \$1,599.20 \$41,579.20 30 \$22.52 \$1,801.60 \$46,841.60 42 \$25.38 \$2,030.40 \$52,790.40	\$17.89 \$1,431.20 \$37,211.20 19 \$20.19 \$1.615.20 \$41,995.20 31 \$22.73 \$1,818.40 \$47,278.40 43 \$25.63 \$2,050.40 \$53,310.40	\$18.09 \$1,447.20 \$37,627.20 20 \$20.37 \$1,629.60 \$42.369.60 32 \$22.96 \$1.836.80 \$47.756.80 44 \$25.89 \$2,071.20	\$18.27 \$1,461.60 \$38.001.60 21 \$20.60 \$1.648.00 \$42.848.00 33 \$23.20 \$1.856.00 \$48.256.00 45 \$26.15 \$2.092.00	\$18.45 \$1,476.00 \$38.376.00 22 \$20.79 \$1,663.20 \$43,243.20 34 \$23.44 \$1.875.20 \$48.755.20 46 \$26.38 \$2.110.40	\$18.65 \$1,492.00 \$38.792.00 23 \$20.99 \$1.679.20 \$43.659.20 35 \$23.68 \$1.894.40 \$49.254.40 47 \$26.65 \$2.132.00	\$18.82 \$1,505.60 \$39,145.60 24 \$21.19 \$1.695.20 \$44.075.20 36 \$23.89 \$1,911.20 \$49,691.20 48 \$26.95 \$2.156.00

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

St	teps	1	2	3	4	5	6	7	8	9	10	11	12
Н	ourly	\$19.02	\$19.19	\$19.41	\$19.57	\$19.78	\$19.99	\$20.19	\$20.37	\$20.60	\$20.79	\$20.99	\$21.19
В	iweekly	\$1,521.60	\$1,535.20	\$1,552.80	\$1,565.60	\$1,582.40	\$1,599.20	\$1,615.20	\$1,629.60	\$1,648.00	\$1,663.20	\$1,679.20	\$1,695.20
Α	nnually	\$39,561.60	\$39,915.20	\$40,372.80	\$40,705.60	\$41,142.40	\$41,579.20	\$41,995.20	\$42,369.60	\$42,848.00	\$43,243.20	\$43,659.20	\$44,075.20
S	teps			4=			40			•			-
	•	13	14	15	16	17	18	19	20	21	22	23	24
	ourly	\$21.42	\$21.63	\$21.86	\$22.08	\$22.31	\$22.52	\$22.73	\$22.96	\$23.20	\$23.44	\$23.68	\$23.89
	iweekly	\$1,713.60	\$1,730.40	\$1,748.80	\$1,766.40	\$1,784.80	\$1,801.60	\$1,818.40	\$1,836.80	\$1,856.00	\$1,875.20	\$1,894.40	\$1,911.20
А	nnually	\$44,553.60	\$44,990.40	\$45,468.80	\$45,926.40	\$46,404.80	\$46,841.60	\$47,278.40	\$47,756.80	\$48,256.00	\$48,755.20	\$49,254.40	\$49,691.20
S	teps							•					20
	•	25	26	27	28	29	30	31	32	33	34	35	36
	ourly	\$24.16	\$24.37	\$24.61	\$24.88	\$25.12	\$25.38	\$25.63	\$25.89	\$26.15	\$26.38	\$26.65	\$26.95
	iweekly	\$1,932.80	\$1,949.60	\$1,968.80	\$1,990.40	\$2,009.60	\$2,030.40	\$2,050.40	\$2,071.20	\$2,092.00	\$2,110.40	\$2,132.00	\$2,156.00
А	nnually	\$50,252.80	\$50,689.60	\$51,188.80	\$51,750.40	\$52,249.60	\$52,790.40	\$53,310.40	\$53,851.20	\$54,392.00	\$54,870.40	\$55,432.00	\$56,056.00
St	teps	37	38	39	40	41	42	43	44	45	46	47	48
	ourly	\$27.19	\$27.49	\$27.75	\$28.01	\$28.30	\$28.59	\$28.88	\$29.15	\$29.46	\$29.73	\$30.05	\$30.34
	iweekly	\$2,175.20	\$2,199.20	\$2,220.00	\$2,240.80	\$2,264.00	\$2,287.20	\$2,310.40	\$2,332.00	\$2,356.80	\$2,378.40	\$2,404.00	\$2,427.20
	nnually	\$56,555.20	\$57,179.20	\$57,720.00	\$58,260.80	\$58,864.00	\$59,467.20	\$60,070.40	\$60,632.00	\$61,276.80	\$61,838.40	\$62,504.00	\$63,107.20
A	illiualiy	\$30,333.20	337,179.20	\$57,720.00	\$56,200.60	330,004.00	339,407.20	360,070.40	360,632.00	301,270.60	301,030.40	302,304.00	303,107.20
St	teps	49	50	51	52	53	54	55					
н	ourly	\$30.66	\$30.97	\$31.26	\$31.59	\$31.89	\$32.22	\$32.52					
	iweekly	\$2,452.80	\$2,477.60	\$2,500.80	\$2,527.20	\$2,551.20	\$2,577.60	\$2,601.60					
	nnually	\$63,772.80	\$64,417.60	\$65,020.80	\$65,707.20	\$66,331.20	\$67,017.60	\$67,641.60					
^	imaany	\$05,772.00	Ç04,417.00	\$05,020.00	Ç03,707.20	300,331.20	307,017.00	Ç07,0∓1.00					
Grad	le 74												
St	teps	1	2	3	4	5	6	7	8	9	10	11	12
	ourly	\$21.42	\$21.63	\$21.86	\$22.08	\$22.31	\$22.52	\$22.73	\$22.96	\$23.20	\$23.44	\$23.68	\$23.89
В	iweekly	\$1,713.60	\$1,730.40	\$1,748.80	\$1,766.40	\$1,784.80	\$1,801.60	\$1,818.40	\$1,836.80	\$1,856.00	\$1,875.20	\$1,894.40	\$1,911.20
	nnually	\$44,553.60	\$44,990.40	\$45,468.80	\$45,926.40	\$46,404.80	\$46,841.60	\$47,278.40	\$47,756.80	\$48,256.00	\$48,755.20	\$49,254.40	\$49,691.20
_													
	teps	13	14	15	16	17	18	19	20	21	22	23	24
	ourly	\$24.16	\$24.37	\$24.61	\$24.88	\$25.12	\$25.38	\$25.63	\$25.89	\$26.15	\$26.38	\$26.65	\$26.95
	iweekly	\$1,932.80	\$1,949.60	\$1,968.80	\$1,990.40	\$2,009.60	\$2,030.40	\$2,050.40	\$2,071.20	\$2,092.00	\$2,110.40	\$2,132.00	\$2,156.00
Α	nnually	\$50,252.80	\$50,689.60	\$51,188.80	\$51,750.40	\$52,249.60	\$52,790.40	\$53,310.40	\$53,851.20	\$54,392.00	\$54,870.40	\$55,432.00	\$56,056.00
-													
	teps	25	26	27	28	29	30	31	32	33	34	35	36
	ourly	\$27.19	\$27.49	\$27.75	\$28.01	\$28.30	\$28.59	\$28.88	\$29.15	\$29.46	\$29.73	\$30.05	\$30.34
	iweekly	\$2,175.20	\$2,199.20	\$2,220.00	\$2,240.80	\$2,264.00	\$2,287.20	\$2,310.40	\$2,332.00	\$2,356.80	\$2,378.40	\$2,404.00	\$2,427.20
Α	nnually	\$56,555.20	\$57,179.20	\$57,720.00	\$58,260.80	\$58,864.00	\$59,467.20	\$60,070.40	\$60,632.00	\$61,276.80	\$61,838.40	\$62,504.00	\$63,107.20
C	.												
	teps	37	38	39	40	41	42	43	44	45	46	47	48
	ourly	\$30.66	\$30.97	\$31.26	\$31.59	\$31.89	\$32.22	\$32.52	\$32.86	\$33.18	\$33.51	\$33.84	\$34.19
	iweekly	\$2,452.80	\$2,477.60	\$2,500.80	\$2,527.20	\$2,551.20	\$2,577.60	\$2,601.60	\$2,628.80	\$2,654.40	\$2,680.80	\$2,707.20	\$2,735.20
А	nnually	\$63,772.80	\$64,417.60	\$65,020.80	\$65,707.20	\$66,331.20	\$67,017.60	\$67,641.60	\$68,348.80	\$69,014.40	\$69,700.80	\$70,387.20	\$71,115.20
St	teps	49	50	51	52	53	54	55					
ш	ourly	\$34.53	\$34.88	\$35.22	\$35.60	\$35.93	\$36.29	\$36.64					
	iweekly	\$2,762.40	\$2,790.40	\$2,817.60	\$2,848.00	\$35.93 \$2,874.40	\$2,903.20	\$2,931.20					
	nnually	\$71,822.40	\$72,550.40	\$73,257.60	\$74,048.00	\$2,874.40 \$74,734.40	\$75,483.20	\$76,211.20					
A		3/1.0ZZ.4U	3 / Z.J3U.4U										
	y		*	373,237.00	374,040.00	374,734.40	373,403.20	370,211.20					

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps Hourly Biweekly Annually	1 \$24.16 \$1,932.80	\$24.37 \$1,949.60	3 \$24.61	4 \$24.88	5 \$25.12	6 \$25.38	7 \$25.63	8 \$25.89	9 \$26.15	10 \$26.38	11 \$26.65	12 \$26.95
Hourly Biweekly			\$24.61	\$24.88	\$25.12	\$25.38	\$25.63	\$25.89	\$26.15	\$26.38	\$26.65	\$26.95
Biweekly												
-	Q1,501.00	51.949.00	\$1,968.80	\$1,990.40	\$2,009.60	\$2,030.40	\$2,050.40	\$2,071.20	\$2,092.00	\$2,110.40	\$2,132.00	\$2,156.00
Aimaany	\$50,252.80	\$50,689.60	\$51,188.80	\$51,750.40	\$52,249.60	\$52,790.40	\$53,310.40	\$53,851.20	\$54,392.00	\$54,870.40	\$55,432.00	\$56,056.00
	J30,232.00	\$50,005.00	331,100.00	JJ1,7J0.40	332,243.00	JJ2,7J0.40	\$55,510. 4 0	555,051.20	334,332.00	\$54,070.40	\$35, 4 52.00	\$30,030.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$27.19	\$27.49	\$27.75	\$28.01	\$28.30	\$28.59	\$28.88	\$29.15	\$29.46	\$29.73	\$30.05	\$30.34
Biweekly	\$2,175.20	\$2,199.20	\$2,220.00	\$2,240.80	\$2,264.00	\$2,287.20	\$2,310.40	\$2,332.00	\$2,356.80	\$2,378.40	\$2,404.00	\$2,427.20
Annually	\$56,555.20	\$57,179.20	\$57,720.00	\$58,260.80	\$58,864.00	\$59,467.20	\$60,070.40	\$60,632.00	\$61,276.80	\$61,838.40	\$62,504.00	\$63,107.20
C 1												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.66	\$30.97	\$31.26	\$31.59	\$31.89	\$32.22	\$32.52	\$32.86	\$33.18	\$33.51	\$33.84	\$34.19
Biweekly	\$2,452.80	\$2,477.60	\$2,500.80	\$2,527.20	\$2,551.20	\$2,577.60	\$2,601.60	\$2,628.80	\$2,654.40	\$2,680.80	\$2,707.20	\$2,735.20
Annually	\$63,772.80	\$64,417.60	\$65,020.80	\$65,707.20	\$66,331.20	\$67,017.60	\$67,641.60	\$68,348.80	\$69,014.40	\$69,700.80	\$70,387.20	\$71,115.20
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$34.53	\$34.88	\$35.22	\$35.60	\$35.93	\$36.29	\$36.64	\$37.02	\$37.38	\$37.76	\$38.14	\$38.53
Biweekly	\$2,762.40	\$2,790.40	\$2,817.60	\$2,848.00	\$2,874.40	\$2,903.20	\$2,931.20	\$2,961.60	\$2,990.40	\$3,020.80	\$3,051.20	\$3,082.40
Annually	\$71,822.40	\$72,550.40	\$73,257.60	\$74,048.00	\$74,734.40	\$75,483.20	\$76,211.20	\$77,001.60	\$77,750.40	\$78,540.80	\$79,331.20	\$80,142.40
Ailliually	3/1,022.40	372,330.40	\$75,257.00	374,046.00	3/4,/34.40	3/3,463.20	370,211.20	\$77,001.00	\$77,750.40	376,340.60	\$79,551.20	300,142.40
Steps	49	50	51	52	53	54	55					
Hourly	\$38.89	\$39.30	\$39.70	\$40.08	\$40.48	\$40.88	\$41.28					
-		•					\$41.28					
Biweekly	\$3,111.20	\$3,144.00	\$3,176.00	\$3,206.40	\$3,238.40	\$3,270.40	\$3,302.40					
Annually	\$80,891.20	\$81,744.00	\$82,576.00	\$83,366.40	\$84,198.40	\$85,030.40	\$85,862.40					
C 1- 76												
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$27.19	\$27.49	\$27.75	\$28.01	\$28.30	\$28.59	\$28.88	\$29.15	\$29.46	\$29.73	\$30.05	\$30.34
Biweekly	\$2,175.20	\$2,199.20	\$2,220.00	\$2,240.80	\$2,264.00	\$2,287.20	\$2,310.40	\$2,332.00	\$2,356.80	\$2,378.40	\$2,404.00	\$2,427.20
Annually	\$56,555.20	\$57,179.20	\$57,720.00	\$58,260.80	\$58,864.00	\$59,467.20	\$60,070.40	\$60,632.00	\$61,276.80	\$61,838.40	\$62,504.00	
Ailliually	\$30,333.20	337,179.20	\$37,720.00	\$30,200.00	330,004.00	339,407.20	300,070.40	300,032.00	301,270.00	301,030.40	302,304.00	\$63,107.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
-												\$34.19
												\$2,735.20
												\$71,115.20
Ailliually	303,772.00	304,417.00	303,020.60	303,707.20	300,331.20	307,017.00	307,041.00	300,340.00	309,014.40	309,700.60	\$70,567.20	3/1,113.20
Stens	25	26	27	20	20	20	21	ວາ	22	24	25	36
												\$38.53
												\$3,082.40
Annually	\$71,822.40	\$72,550.40	\$73,257.60	\$74,048.00	\$74,734.40	\$75,483.20	\$76,211.20	\$77,001.60	\$77,750.40	\$78,540.80	\$79,331.20	\$80,142.40
Ctons												
Steps	37	. 38	. 39	40	. 41	42	43	. 44	. 45	46	47	48
Hourly	\$38.89	\$39.30	\$39.70	\$40.08	\$40.48	\$40.88	\$41.28	\$41.71	\$42.12	\$42.54	\$42.96	\$43.39
Biweekly	\$3,111.20	\$3,144.00	\$3,176.00	\$3,206.40	\$3,238.40	\$3,270.40	\$3,302.40	\$3,336.80	\$3,369.60	\$3,403.20	\$3,436.80	\$3,471.20
Annually	\$80,891.20	\$81,744.00	\$82,576.00	\$83,366.40	\$84,198.40	\$85,030.40	\$85,862.40	\$86,756.80	\$87,609.60	\$88,483.20	\$89,356.80	\$90,251.20
Steps	49	50	51	52	53	54	55					
Hourly	\$43.83	\$44.26	\$44.71	\$45.16	\$45.61	\$46.08	\$46.53					
Biweekly	\$3,506.40	\$3,540.80	\$3,576.80	\$3,612.80	\$3,648.80	\$3,686.40	\$3,722.40					
Annually	\$91,166.40	\$92,060.80	\$92,996.80	\$93,932.80	\$94,868.80	\$95,846.40	\$96,782.40					
-												
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.66 \$2.452.80 \$63.772.80 25 \$34.53 \$2.762.40 \$71.822.40	\$30.97 \$2.477.60 \$64.417.60 26 \$34.88 \$2.790.40 \$72.550.40	\$31.26 \$2.500.80 \$65.020.80 27 \$35.22 \$2.817.60 \$73.257.60	\$31.59 \$2,527.20 \$65,707.20 28 \$35.60 \$2,848.00 \$74,048.00	\$31.89 \$2.551.20 \$66.331.20 29 \$35.93 \$2.874.40 \$74.734.40	\$32.22 \$2,577.60 \$67.017.60 30 \$36.29 \$2,903.20 \$75.483.20	\$32.52 \$2.601.60 \$67.641.60 31 \$36.64 \$2,931.20 \$76,211.20	\$32.86 \$2.628.80 \$68.348.80 32 \$37.02 \$2.961.60 \$77,001.60	\$33.18 \$2.654.40 \$69.014.40 33 \$37.38 \$2.990.40 \$77.750.40	\$33.51 \$2.680.80 \$69,700.80 34 \$37.76 \$3.020.80 \$78,540.80	\$33.84 \$2,707.20 \$70,387.20 35 \$38.14 \$3,051.20 \$79,331.20	

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$30.66	\$30.97	\$31.26	\$31.59	\$31.89	\$32.22	\$32.52	\$32.86	\$33.18	\$33.51	\$33.84	\$34.19
Biweekly Annually	\$2,452.80 \$63,772.80	\$2,477.60 \$64,417.60	\$2,500.80 \$65,020.80	\$2,527.20 \$65,707.20	\$2,551.20 \$66,331.20	\$2,577.60 \$67,017.60	\$2,601.60 \$67,641.60	\$2,628.80 \$68,348.80	\$2,654.40 \$69,014.40	\$2,680.80 \$69,700.80	\$2,707.20 \$70,387.20	\$2,735.20 \$71,115.20
	303,772.00	304,417.00	303,020.00	303,707.20	300,331.20	307,017.00	307,041.00	300,340.00	303,014.40	303,700.80	370,367.20	
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$34.53 \$2,762.40	\$34.88 \$2,790.40	\$35.22 \$2,817.60	\$35.60 \$2,848.00	\$35.93 \$2,874.40	\$36.29 \$2,903.20	\$36.64 \$2,931.20	\$37.02 \$2,961.60	\$37.38 \$2,990.40	\$37.76 \$3,020.80	\$38.14 \$3,051.20	\$38.53 \$3,082.40
Annually	\$71,822.40	\$72,550.40	\$73,257.60	\$74,048.00	\$74,734.40	\$75,483.20	\$76,211.20	\$77,001.60	\$77,750.40	\$78,540.80	\$79,331.20	\$80,142.40
, ,	<i>\$71,</i> 022110	¢, 2,3300	0,0,20,100	\$7.1,0.0.00	Ç7 1,70 II 10	\$7.5,155.25	V/ 0,222.20	0777002100	<i>\$77,73</i> 0.10	\$70,010.00	Q. 3,001.20	\$50,1 i.z. io
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$38.89	\$39.30	\$39.70	\$40.08	\$40.48	\$40.88	\$41.28	\$41.71	\$42.12	\$42.54	\$42.96	\$43.39
Biweekly	\$3,111.20	\$3,144.00	\$3,176.00	\$3,206.40	\$3,238.40	\$3,270.40	\$3,302.40	\$3,336.80	\$3,369.60	\$3,403.20	\$3,436.80	\$3,471.20
Annually	\$80,891.20	\$81,744.00	\$82,576.00	\$83,366.40	\$84,198.40	\$85,030.40	\$85,862.40	\$86,756.80	\$87,609.60	\$88,483.20	\$89,356.80	\$90,251.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$43.83	\$44.26	\$44.71	\$45.16	\$45.61	\$46.08	\$46.53	\$46.99	\$47.49	\$47.94	\$48.42	\$48.91
Biweekly	\$3,506.40	\$3,540.80	\$3,576.80	\$3,612.80	\$3,648.80	\$3,686.40	\$3,722.40	\$3,759.20	\$3,799.20	\$3,835.20	\$3,873.60	\$3,912.80
Annually	\$91,166.40	\$92,060.80	\$92,996.80	\$93,932.80	\$94,868.80	\$95,846.40	\$96,782.40	\$97.739.20	\$98,779.20	\$99,715.20	\$100,713.60	\$101,732.80
Steps	49	50	51	52	53	54	55					
Hourly	\$49.38	\$49.90	\$50.38	\$50.88	\$51.40	\$51.92	\$52.45					
Biweekly	\$3,950.40	\$3,992.00	\$4,030.40	\$4,070.40	\$4,112.00	\$4,153.60	\$4,196.00					
Annually	\$102,710.40	\$103,792.00	\$104,790.40	\$105,830.40	\$106,912.00	\$107,993.60	\$109,096.00					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$33.51	\$33.84	\$34.19	\$34.53	\$34.88	\$35.22	\$35.60	\$35.93	\$36.29	\$36.64	\$37.02	\$37.38
Steps Hourly Biweekly	\$33.51 \$2,680.80	\$33.84 \$2,707.20	\$34.19 \$2,735.20	\$34.53 \$2,762.40	\$34.88 \$2,790.40	\$35.22 \$2,817.60	\$35.60 \$2,848.00	\$35.93 \$2,874.40	\$36.29 \$2,903.20	\$36.64 \$2,931.20	\$37.02 \$2,961.60	\$37.38 \$2,990.40
Steps Hourly Biweekly Annually	\$33.51	\$33.84	\$34.19	\$34.53	\$34.88	\$35.22	\$35.60	\$35.93	\$36.29	\$36.64	\$37.02	\$37.38 \$2,990.40 \$77,750.40
Steps Hourly Biweekly Annually Steps	\$33.51 \$2,680.80 \$69,700.80	\$33.84 \$2,707.20 \$70,387.20	\$34.19 \$2,735.20 \$71,115.20	\$34.53 \$2,762.40 \$71.822.40	\$34.88 \$2,790.40 \$72,550.40	\$35.22 \$2,817.60 \$73,257.60	\$35.60 \$2,848.00 \$74,048.00	\$35.93 \$2,874.40 \$74,734.40	\$36.29 \$2,903.20 \$75,483.20	\$36.64 \$2,931.20 \$76,211.20	\$37.02 \$2,961.60 \$77,001.60	\$37.38 \$2,990.40 \$77.750.40
Steps Hourly Biweekly Annually Steps Hourly	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76	\$33.84 \$2,707.20 \$70,387.20 14 \$38.14	\$34.19 \$2,735.20 \$71,115.20 15 \$38.53	\$34.53 \$2,762.40 \$71,822.40 16 \$38.89	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30	\$35.22 \$2,817.60 \$73.257.60 18 \$39.70	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08	\$35.93 \$2,874.40 \$74.734.40 20 \$40.48	\$36.29 \$2,903.20 \$75.483.20 21 \$40.88	\$36.64 \$2,931.20 \$76,211.20 22 \$41.28	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71	\$37.38 \$2,990.40 \$77.750.40 24 \$42.12
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80	\$33.84 \$2,707.20 \$70.387.20 14 \$38.14 \$3.051.20	\$34.19 \$2,735.20 \$71.115.20 15 \$38.53 \$3,082.40	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3,111.20	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00	\$35.22 \$2,817.60 \$73,257.60 18 \$39.70 \$3,176.00	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08 \$3,206.40	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3,238.40	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40	\$36.64 \$2,931.20 \$76,211.20 22 \$41.28 \$3,302.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80	\$37.38 \$2,990.40 \$77.750.40 24 \$42.12 \$3.369.60
Steps Hourly Biweekly Annually Steps Hourly	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76	\$33.84 \$2,707.20 \$70,387.20 14 \$38.14	\$34.19 \$2,735.20 \$71,115.20 15 \$38.53	\$34.53 \$2,762.40 \$71,822.40 16 \$38.89	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30	\$35.22 \$2,817.60 \$73.257.60 18 \$39.70	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08	\$35.93 \$2,874.40 \$74.734.40 20 \$40.48	\$36.29 \$2,903.20 \$75.483.20 21 \$40.88	\$36.64 \$2,931.20 \$76,211.20 22 \$41.28	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71	\$37.38 \$2,990.40 \$77.750.40 24 \$42.12
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78,540.80	\$33.84 \$2,707.20 \$70,387.20 14 \$38.14 \$3,051.20 \$79,331.20	\$34.19 \$2,735.20 \$71.115.20 15 \$38.53 \$3.082.40 \$80.142.40	\$34.53 \$2,762.40 \$71,822.40 16 \$38.89 \$3,111.20 \$80,891.20	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00 \$81,744.00	\$35.22 \$2,817.60 \$73,257.60 18 \$39.70 \$3.176.00 \$82,576.00	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08 \$3,206.40 \$83,366.40	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3,238.40 \$84,198.40	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40	\$36.64 \$2,931.20 \$76,211.20 22 \$41.28 \$3,302.40 \$85,862.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80 \$86,756.80	\$37.38 \$2,990.40 \$77,750.40 24 \$42.12 \$3,369.60 \$87,609.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78,540.80 25 \$42.54	\$33.84 \$2,707.20 \$70,387.20 14 \$38.14 \$3,051.20 \$79,331.20 26 \$42.96	\$34.19 \$2,735.20 \$71.115.20 15 \$38.53 \$3.082.40 \$80.142.40 27 \$43.39	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3,111.20 \$80.891.20	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00 \$81,744.00	\$35.22 \$2,817.60 \$73,257.60 18 \$39.70 \$3.176.00 \$82,576.00	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08 \$3.206.40 \$83,366.40 31 \$45.16	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3,238.40 \$84,198.40 32 \$45.61	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08	\$36.64 \$2,931.20 \$76,211.20 22 \$41.28 \$3.302.40 \$85,862.40 34 \$46.53	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80 \$86.756.80 35 \$46.99	\$37.38 \$2,990.40 \$77,750.40 24 \$42.12 \$3,369.60 \$87,609.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78.540.80 25 \$42.54 \$3,403.20	\$33.84 \$2,707.20 \$70.387.20 14 \$38.14 \$3,051.20 \$79,331.20 26 \$42.96 \$3,436.80	\$34.19 \$2,735.20 \$71.115.20 15 \$38.53 \$3,082.40 \$80.142.40 27 \$43.39 \$3,471.20	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3,111.20 \$80.891.20 28 \$43.83 \$3,506.40	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00 \$81,744.00 29 \$44.26 \$3,540.80	\$35.22 \$2,817.60 \$73.257.60 18 \$39.70 \$3.176.00 \$82.576.00 30 \$44.71 \$3.576.80	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08 \$3,206.40 \$83,366.40 31 \$45.16 \$3,612.80	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3,238.40 \$84.198.40 32 \$45.61 \$3,648.80	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08 \$3,686.40	\$36.64 \$2,931.20 \$76,211.20 22 \$41.28 \$3,302.40 \$85.862.40 34 \$46.53 \$3,722.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3,336.80 \$86.756.80 35 \$46.99 \$3,759.20	\$37.38 \$2,990.40 \$77,750.40 24 \$42.12 \$3,369.60 \$87,609.60 36 \$47.49 \$3,799.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78,540.80 25 \$42.54	\$33.84 \$2,707.20 \$70,387.20 14 \$38.14 \$3,051.20 \$79,331.20 26 \$42.96	\$34.19 \$2,735.20 \$71.115.20 15 \$38.53 \$3.082.40 \$80.142.40 27 \$43.39	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3,111.20 \$80.891.20	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00 \$81,744.00	\$35.22 \$2,817.60 \$73,257.60 18 \$39.70 \$3.176.00 \$82,576.00	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08 \$3.206.40 \$83,366.40 31 \$45.16	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3,238.40 \$84,198.40 32 \$45.61	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08	\$36.64 \$2,931.20 \$76,211.20 22 \$41.28 \$3.302.40 \$85,862.40 34 \$46.53	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80 \$86.756.80 35 \$46.99	\$37.38 \$2,990.40 \$77,750.40 24 \$42.12 \$3,369.60 \$87,609.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78.540.80 25 \$42.54 \$3,403.20	\$33.84 \$2,707.20 \$70.387.20 14 \$38.14 \$3,051.20 \$79,331.20 26 \$42.96 \$3,436.80	\$34.19 \$2,735.20 \$71.115.20 15 \$38.53 \$3,082.40 \$80.142.40 27 \$43.39 \$3,471.20	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3,111.20 \$80.891.20 28 \$43.83 \$3,506.40	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00 \$81,744.00 29 \$44.26 \$3,540.80	\$35.22 \$2,817.60 \$73.257.60 18 \$39.70 \$3.176.00 \$82.576.00 30 \$44.71 \$3.576.80	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08 \$3,206.40 \$83,366.40 31 \$45.16 \$3,612.80	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3,238.40 \$84.198.40 32 \$45.61 \$3,648.80	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08 \$3,686.40	\$36.64 \$2,931.20 \$76,211.20 22 \$41.28 \$3,302.40 \$85.862.40 34 \$46.53 \$3,722.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3,336.80 \$86.756.80 35 \$46.99 \$3,759.20	\$37.38 \$2,990.40 \$77.750.40 24 \$42.12 \$3.369.60 \$87.609.60 36 \$47.49 \$3.799.20 \$98.779.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78.540.80 25 \$42.54 \$3,403.20 \$88,483.20	\$33.84 \$2,707.20 \$70.387.20 14 \$38.14 \$3.051.20 \$79.331.20 26 \$42.96 \$3.436.80 \$89.356.80	\$34.19 \$2,735.20 \$71.115.20 15 \$38.53 \$3.082.40 \$80.142.40 27 \$43.39 \$3.471.20 \$90.251.20	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3.111.20 \$80.891.20 28 \$43.83 \$3,506.40 \$91,166.40	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00 \$81,744.00 29 \$44.26 \$3,540.80 \$92,060.80	\$35.22 \$2,817.60 \$73,257.60 18 \$39.70 \$3,176.00 \$82,576.00 30 \$44.71 \$3,576.80 \$92,996.80	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08 \$3,206.40 \$83,366.40 31 \$45.16 \$3,612.80 \$93,932.80	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3,238.40 \$84.198.40 32 \$45.61 \$3,648.80 \$94,868.80	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08 \$3,686.40 \$95,846.40	\$36.64 \$2,931.20 \$76,211.20 22 \$41.28 \$3,302.40 \$85,862.40 34 \$46.53 \$3,722.40 \$96,782.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80 \$86.756.80 35 \$46.99 \$3.759.20 \$97,739.20	\$37.38 \$2,990.40 \$77,750.40 24 \$42.12 \$3,369.60 \$87,609.60 36 \$47.49 \$3,799.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78.540.80 25 \$42.54 \$3,403.20 \$88,483.20 37 \$47.94 \$3,835.20	\$33.84 \$2,707.20 \$70,387.20 14 \$38.14 \$3,051.20 \$79,331.20 26 \$42.96 \$3,436.80 \$89,356.80 38 \$48.42 \$3,873.60	\$34.19 \$2,735.20 \$71.115.20 15 \$38.53 \$3.082.40 \$80.142.40 27 \$43.39 \$3.471.20 \$90.251.20 39 \$48.91 \$3,912.80	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3.111.20 \$80.891.20 28 \$43.83 \$3.506.40 \$91.166.40 40 \$49.38 \$3.950.40	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00 \$81,744.00 29 \$44.26 \$3,540.80 \$92,060.80 41 \$49.90 \$3,992.00	\$35.22 \$2,817.60 \$73.257.60 18 \$39.70 \$3.176.00 \$82.576.00 30 \$44.71 \$3.576.80 \$92.996.80 42 \$50.38 \$4,030.40	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08 \$3,206.40 \$83,366.40 31 \$45.16 \$3,612.80 \$93,932.80 43 \$50.88 \$4,070.40	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3.238.40 \$84.198.40 32 \$45.61 \$3.648.80 \$94,868.80 44 \$51.40 \$4,112.00	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08 \$3,686.40 \$95,846.40 45 \$51.92 \$4,153.60	\$36.64 \$2,931.20 \$76.211.20 22 \$41.28 \$3.302.40 \$85.862.40 34 \$46.53 \$3.722.40 \$96,782.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80 \$86,756.80 35 \$46.99 \$3.759.20 \$97.739.20 47 \$52.95 \$4.236.00	\$37.38 \$2,990.40 \$77.750.40 24 \$42.12 \$3.369.60 \$87,609.60 36 \$47.49 \$3.799.20 \$98,779.20 48 \$53.49 \$4,279.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78,540.80 25 \$42.54 \$3,403.20 \$88,483.20	\$33.84 \$2,707.20 \$70.387.20 14 \$38.14 \$3.051.20 \$79.331.20 26 \$42.96 \$3,436.80 \$89,356.80	\$34.19 \$2,735.20 \$71,115.20 15 \$38.53 \$3,082.40 \$80,142.40 27 \$43.39 \$3,471.20 \$90,251.20	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3.111.20 \$80.891.20 28 \$43.83 \$3.506.40 \$91.166.40	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00 \$81,744.00 29 \$44.26 \$3,540.80 \$92,060.80	\$35.22 \$2,817.60 \$73.257.60 18 \$39.70 \$3.176.00 \$82.576.00 30 \$44.71 \$3.576.80 \$92.996.80	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08 \$3,206.40 \$83,366.40 31 \$45.16 \$3,612.80 \$93,932.80	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3,238.40 \$84,198.40 32 \$45.61 \$3,648.80 \$94,868.80	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08 \$3,686.40 \$95,846.40	\$36.64 \$2,931.20 \$76.211.20 22 \$41.28 \$3,302.40 \$85.862.40 34 \$46.53 \$3,722.40 \$96,782.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80 \$86,756.80 35 \$46.99 \$3,759.20 \$97,739.20	\$37.38 \$2,990.40 \$77.750.40 24 \$42.12 \$3.369.60 \$87,609.60 36 \$47.49 \$3,799.20 \$98,779.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78.540.80 25 \$42.54 \$3,403.20 \$88,483.20 37 \$47.94 \$3,835.20	\$33.84 \$2,707.20 \$70,387.20 14 \$38.14 \$3,051.20 \$79,331.20 26 \$42.96 \$3,436.80 \$89,356.80 38 \$48.42 \$3,873.60	\$34.19 \$2,735.20 \$71.115.20 15 \$38.53 \$3.082.40 \$80.142.40 27 \$43.39 \$3.471.20 \$90.251.20 39 \$48.91 \$3,912.80	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3.111.20 \$80.891.20 28 \$43.83 \$3.506.40 \$91.166.40 40 \$49.38 \$3.950.40	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00 \$81,744.00 29 \$44.26 \$3,540.80 \$92,060.80 41 \$49.90 \$3,992.00	\$35.22 \$2,817.60 \$73.257.60 18 \$39.70 \$3.176.00 \$82.576.00 30 \$44.71 \$3.576.80 \$92.996.80 42 \$50.38 \$4,030.40	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08 \$3,206.40 \$83,366.40 31 \$45.16 \$3,612.80 \$93,932.80 43 \$50.88 \$4,070.40	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3.238.40 \$84.198.40 32 \$45.61 \$3.648.80 \$94,868.80 44 \$51.40 \$4,112.00	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08 \$3,686.40 \$95,846.40 45 \$51.92 \$4,153.60	\$36.64 \$2,931.20 \$76.211.20 22 \$41.28 \$3.302.40 \$85.862.40 34 \$46.53 \$3.722.40 \$96,782.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80 \$86,756.80 35 \$46.99 \$3.759.20 \$97.739.20 47 \$52.95 \$4.236.00	\$37.38 \$2,990.40 \$77.750.40 24 \$42.12 \$3.369.60 \$87,609.60 36 \$47.49 \$3.799.20 \$98,779.20 48 \$53.49 \$4,279.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78,540.80 25 \$42.54 \$3,403.20 \$88,483.20 \$47.94 \$3,835.20 \$99,715.20	\$33.84 \$2,707.20 \$70,387.20 14 \$38.14 \$3,051.20 \$79,331.20 26 \$42.96 \$3,436.80 \$89,356.80 38 \$48.42 \$3,873.60 \$100,713.60	\$34.19 \$2,735.20 \$71,115.20 15 \$38.53 \$3,082.40 \$80,142.40 27 \$43.39 \$3,471.20 \$90,251.20 39 \$48.91 \$3,912.80 \$101,732.80	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3.111.20 \$80.891.20 28 \$43.83 \$3.506.40 \$91.166.40 40 \$49.38 \$3.950.40 \$102,710.40	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00 \$81,744.00 29 \$44.26 \$3,540.80 \$92,060.80 41 \$49.90 \$3,992.00 \$103,792.00	\$35.22 \$2,817.60 \$73.257.60 18 \$39.70 \$3.176.00 \$82.576.00 30 \$44.71 \$3.576.80 \$92.996.80 42 \$50.38 \$4.030.40 \$104.790.40	\$35.60 \$2,848.00 \$74,048.00 \$19 \$40.08 \$3.206.40 \$83,366.40 \$11 \$45.16 \$3,612.80 \$93,932.80 \$10,000 \$105.88	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3.238.40 \$84.198.40 32 \$45.61 \$3.648.80 \$94,868.80 44 \$51.40 \$4,112.00	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08 \$3,686.40 \$95,846.40 45 \$51.92 \$4,153.60	\$36.64 \$2,931.20 \$76.211.20 22 \$41.28 \$3.302.40 \$85.862.40 34 \$46.53 \$3.722.40 \$96,782.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80 \$86,756.80 35 \$46.99 \$3.759.20 \$97.739.20 47 \$52.95 \$4.236.00	\$37.38 \$2,990.40 \$77.750.40 24 \$42.12 \$3.369.60 \$87,609.60 36 \$47.49 \$3.799.20 \$98,779.20 48 \$53.49 \$4,279.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3.020.80 \$78.540.80 25 \$42.54 \$3,403.20 \$88,483.20 37 \$47.94 \$3,835.20 \$99,715.20	\$33.84 \$2,707.20 \$70,387.20 14 \$38.14 \$3.051.20 \$79,331.20 26 \$42.96 \$3,436.80 \$89,356.80 38 \$48.42 \$3,873.60 \$100,713.60 50 \$54.56 \$4,364.80	\$34.19 \$2,735.20 \$71.115.20 15 \$38.53 \$3.082.40 \$80.142.40 27 \$43.39 \$3.471.20 \$90.251.20 39 \$48.91 \$3,912.80 \$101.732.80 51 \$55.09 \$4,407.20	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3.111.20 \$80.891.20 28 \$43.83 \$3.506.40 \$91.166.40 40 \$49.38 \$3.950.40 \$102.710.40	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3.144.00 \$81,744.00 29 \$44.26 \$3,540.80 \$92,060.80 41 \$49.90 \$3,992.00 \$103,792.00 53 \$56.23 \$4,498.40	\$35.22 \$2,817.60 \$73,257.60 18 \$39.70 \$3.176.00 \$82,576.00 30 \$44.71 \$3.576.80 \$92.996.80 42 \$50.38 \$4.030.40 \$104.790.40 54 \$56.77 \$4,541.60	\$35.60 \$2,848.00 \$74,048.00 19 \$40.08 \$3.206.40 \$83,366.40 31 \$45.16 \$3,612.80 \$93,932.80 43 \$50.88 \$4,070.40 \$105.830.40 55 \$57.35	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3.238.40 \$84.198.40 32 \$45.61 \$3.648.80 \$94,868.80 44 \$51.40 \$4,112.00	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08 \$3,686.40 \$95,846.40 45 \$51.92 \$4,153.60	\$36.64 \$2,931.20 \$76.211.20 22 \$41.28 \$3.302.40 \$85.862.40 34 \$46.53 \$3.722.40 \$96,782.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80 \$86,756.80 35 \$46.99 \$3.759.20 \$97.739.20 47 \$52.95 \$4.236.00	\$37.38 \$2,990.40 \$77.750.40 24 \$42.12 \$3.369.60 \$87,609.60 36 \$47.49 \$3.799.20 \$98,779.20 48 \$53.49 \$4,279.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78,540.80 25 \$42.54 \$3,403.20 \$88,483.20 \$47.94 \$3,835.20 \$99,715.20	\$33.84 \$2,707.20 \$70,387.20 14 \$38.14 \$3,051.20 \$79,331.20 26 \$42.96 \$3,436.80 \$89,356.80 38 \$48.42 \$3,873.60 \$100,713.60	\$34.19 \$2,735.20 \$71,115.20 15 \$38.53 \$3,082.40 \$80,142.40 27 \$43.39 \$3,471.20 \$90,251.20 39 \$48.91 \$3,912.80 \$101,732.80	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3.111.20 \$80.891.20 28 \$43.83 \$3.506.40 \$91.166.40 40 \$49.38 \$3.950.40 \$102,710.40	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3,144.00 \$81,744.00 29 \$44.26 \$3,540.80 \$92,060.80 41 \$49.90 \$3,992.00 \$103,792.00	\$35.22 \$2,817.60 \$73.257.60 18 \$39.70 \$3.176.00 \$82.576.00 30 \$44.71 \$3.576.80 \$92.996.80 42 \$50.38 \$4.030.40 \$104.790.40	\$35.60 \$2,848.00 \$74,048.00 \$19 \$40.08 \$3.206.40 \$83,366.40 \$11 \$45.16 \$3,612.80 \$93,932.80 \$10,000 \$105.88	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3.238.40 \$84.198.40 32 \$45.61 \$3.648.80 \$94,868.80 44 \$51.40 \$4,112.00	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08 \$3,686.40 \$95,846.40 45 \$51.92 \$4,153.60	\$36.64 \$2,931.20 \$76.211.20 22 \$41.28 \$3.302.40 \$85.862.40 34 \$46.53 \$3.722.40 \$96,782.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80 \$86,756.80 35 \$46.99 \$3.759.20 \$97.739.20 47 \$52.95 \$4.236.00	\$37.38 \$2,990.40 \$77.750.40 24 \$42.12 \$3.369.60 \$87.609.60 36 \$47.49 \$3.799.20 \$98.779.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$33.51 \$2,680.80 \$69,700.80 13 \$37.76 \$3,020.80 \$78,540.80 25 \$42.54 \$3,403.20 \$88,483.20 37 \$47.94 \$3,835.20 \$99,715.20	\$33.84 \$2,707.20 \$70,387.20 14 \$38.14 \$3.051.20 \$79,331.20 26 \$42.96 \$3,436.80 \$89,356.80 38 \$48.42 \$3,873.60 \$100,713.60	\$34.19 \$2,735.20 \$71.115.20 15 \$38.53 \$3.082.40 \$80.142.40 27 \$43.39 \$3,471.20 \$90.251.20 39 \$48.91 \$3,912.80 \$101.732.80	\$34.53 \$2,762.40 \$71.822.40 16 \$38.89 \$3.111.20 \$80.891.20 28 \$43.83 \$3,506.40 \$91.166.40 40 \$49.38 \$3.950.40 \$102,710.40	\$34.88 \$2,790.40 \$72,550.40 17 \$39.30 \$3.144.00 \$81,744.00 29 \$44.26 \$3,540.80 \$92,060.80 41 \$49.90 \$3,992.00 \$103,792.00	\$35.22 \$2,817.60 \$73.257.60 18 \$39.70 \$3.176.00 \$82.576.00 30 \$44.71 \$3.576.80 \$92.996.80 42 \$50.38 \$4.030.40 \$104.790.40	\$35.60 \$2,848.00 \$74,048.00 \$14,048.00 \$40.08 \$3,206.40 \$83,366.40 \$3,612.80 \$93,932.80 \$4,070.40 \$105,830.40 \$55.83	\$35.93 \$2,874.40 \$74,734.40 20 \$40.48 \$3.238.40 \$84.198.40 32 \$45.61 \$3.648.80 \$94,868.80 44 \$51.40 \$4,112.00	\$36.29 \$2,903.20 \$75,483.20 21 \$40.88 \$3,270.40 \$85,030.40 33 \$46.08 \$3,686.40 \$95,846.40 45 \$51.92 \$4,153.60	\$36.64 \$2,931.20 \$76.211.20 22 \$41.28 \$3.302.40 \$85.862.40 34 \$46.53 \$3.722.40 \$96,782.40	\$37.02 \$2,961.60 \$77.001.60 23 \$41.71 \$3.336.80 \$86,756.80 35 \$46.99 \$3.759.20 \$97.739.20 47 \$52.95 \$4.236.00	\$37.38 \$2,990.40 \$77.750.40 24 \$42.12 \$3.369.60 \$87,609.60 36 \$47.49 \$3.799.20 \$98,779.20 48 \$53.49 \$4.279.20

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$36.64	\$37.02	\$37.38	\$37.76	\$38.14	\$38.53	\$38.89	\$39.30	\$39.70	\$40.08	\$40.48	\$40.88
Biweekly	\$2,931.20	\$2,961.60	\$2,990.40	\$3,020.80	\$3,051.20	\$3,082.40	\$3,111.20	\$3,144.00	\$3,176.00	\$3,206.40	\$3,238.40	\$3,270.40
Annually	\$76,211.20	\$77,001.60	\$77,750.40	\$78,540.80	\$79,331.20	\$80,142.40	\$80,891.20	\$81,744.00	\$82,576.00	\$83,366.40	\$84,198.40	\$85,030.40
Ailliually	370,211.20	377,001.00	377,730.40	378,340.80	\$75,331.20	360,142.40	300,031.20	361,744.00	362,370.00	363,300.40	304,130.40	363,030.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$41.28	\$41.71	\$42.12	\$42.54	\$42.96	\$43.39	\$43.83	\$44.26	\$44.71	\$45.16	\$45.61	\$46.08
Biweekly	\$3,302.40	\$3,336.80	\$3,369.60	\$3,403.20	\$3,436.80	\$3,471.20	\$3,506.40	\$3,540.80	\$3,576.80	\$3,612.80	\$3,648.80	\$3,686.40
Annually	\$85,862.40	\$86,756.80	\$87,609.60	\$88,483.20	\$89,356.80	\$90,251.20	\$91,166.40	\$92,060.80	\$92,996.80	\$93,932.80	\$94,868.80	\$95,846.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$46.53	\$46.99	\$47.49	\$47.94	\$48.42	\$48.91	\$49.38	\$49.90	\$50.38	\$50.88	\$51.40	\$51.92
Biweekly	\$3,722.40	\$3,759.20	\$3,799.20	\$3,835.20	\$3,873.60	\$3,912.80	\$3,950.40	\$3,992.00	\$4,030.40	\$4,070.40	\$4,112.00	\$4,153.60
Annually	\$96,782.40	\$97,739.20	\$98,779.20	\$99,715.20	\$100,713.60	\$101,732.80	\$102,710.40	\$103,792.00	\$104,790.40	\$105,830.40	\$106,912.00	\$107,993.60
Allitually	390,762.40	397,739.20	390,779.20	399,713.20	\$100,715.00	\$101,752.60	3102,710.40	\$105,792.00	3104,790.40	\$105,650.40	\$100,912.00	3107,993.00
Steps												
	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$52.45	\$52.95	\$53.49	\$54.02	\$54.56	\$55.09	\$55.66	\$56.23	\$56.77	\$57.35	\$57.93	\$58.50
Biweekly	\$4,196.00	\$4,236.00	\$4,279.20	\$4,321.60	\$4,364.80	\$4,407.20	\$4,452.80	\$4,498.40	\$4,541.60	\$4,588.00	\$4,634.40	\$4,680.00
Annually	\$109,096.00	\$110,136.00	\$111,259.20	\$112,361.60	\$113,484.80	\$114,587.20	\$115,772.80	\$116,958.40	\$118,081.60	\$119,288.00	\$120,494.40	\$121,680.00
Steps	49	50	51	52	53	54	55					
Hourly	\$59.08	\$59.67	\$60.28	\$60.89	\$61.50	\$62.10	\$62.73					
Biweekly	\$4,726.40	\$4,773.60	\$4,822.40	\$4,871.20	\$4,920.00	\$4,968.00	\$5,018.40					
-												
Annually	\$122,886.40	\$124,113.60	\$125,382.40	\$126,651.20	\$127,920.00	\$129,168.00	\$130,478.40					
00												
Grade 80												
	1	2	2	4	E	6	7	0	۵	10	11	12
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$39.70	\$40.08	\$40.48	\$40.88	\$41.28	\$41.71	\$42.12	\$42.54	\$42.96	\$43.39	\$43.83	\$44.26
Steps Hourly Biweekly	\$39.70 \$3,176.00	\$40.08 \$3,206.40	\$40.48 \$3,238.40	\$40.88 \$3,270.40	\$41.28 \$3,302.40	\$41.71 \$3,336.80	\$42.12 \$3,369.60	\$42.54 \$3,403.20	\$42.96 \$3,436.80	\$43.39 \$3,471.20	\$43.83 \$3,506.40	\$44.26 \$3,540.80
Steps Hourly	\$39.70	\$40.08	\$40.48	\$40.88	\$41.28	\$41.71	\$42.12	\$42.54	\$42.96	\$43.39	\$43.83	\$44.26
Steps Hourly Biweekly Annually	\$39.70 \$3,176.00 \$82,576.00	\$40.08 \$3,206.40 \$83,366.40	\$40.48 \$3,238.40 \$84,198.40	\$40.88 \$3,270.40 \$85,030.40	\$41.28 \$3,302.40 \$85,862.40	\$41.71 \$3,336.80 \$86,756.80	\$42.12 \$3,369.60 \$87,609.60	\$42.54 \$3,403.20 \$88,483.20	\$42.96 \$3,436.80 \$89,356.80	\$43.39 \$3,471.20 \$90,251.20	\$43.83 \$3,506.40 \$91,166.40	\$44.26 \$3,540.80 \$92,060.80
Steps Hourly Biweekly Annually Steps	\$39.70 \$3,176.00 \$82,576.00	\$40.08 \$3,206.40 \$83,366.40	\$40.48 \$3,238.40 \$84,198.40	\$40.88 \$3,270.40 \$85,030.40	\$41.28 \$3,302.40 \$85,862.40	\$41.71 \$3,336.80 \$86,756.80	\$42.12 \$3,369.60 \$87,609.60	\$42.54 \$3,403.20 \$88,483.20	\$42.96 \$3,436.80 \$89,356.80	\$43.39 \$3,471.20 \$90,251.20	\$43.83 \$3,506.40 \$91,166.40	\$44.26 \$3,540.80 \$92,060.80
Steps Hourly Biweekly Annually	\$39.70 \$3,176.00 \$82,576.00	\$40.08 \$3,206.40 \$83,366.40	\$40.48 \$3,238.40 \$84,198.40	\$40.88 \$3,270.40 \$85,030.40	\$41.28 \$3,302.40 \$85,862.40	\$41.71 \$3,336.80 \$86,756.80	\$42.12 \$3,369.60 \$87,609.60	\$42.54 \$3,403.20 \$88,483.20	\$42.96 \$3,436.80 \$89,356.80	\$43.39 \$3,471.20 \$90,251.20	\$43.83 \$3,506.40 \$91,166.40	\$44.26 \$3,540.80 \$92,060.80
Steps Hourly Biweekly Annually Steps	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16	\$40.48 \$3,238.40 \$84,198.40 15 \$45.61	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53	\$41.71 \$3,336.80 \$86,756.80 18 \$46.99	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71 \$3,576.80	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80	\$40.48 \$3,238.40 \$84,198.40 15 \$45.61 \$3,648.80	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40	\$41.71 \$3,336.80 \$86,756.80 18 \$46.99 \$3,759.20	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20	\$42.54 \$3,403.20 \$88,483.20 20 \$47.94 \$3,835.20	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3,950.40	\$44.26 \$3,540.80 \$92,060.80 24 \$49.90 \$3,992.00
Steps Hourly Biweekly Annually Steps Hourly	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16	\$40.48 \$3,238.40 \$84,198.40 15 \$45.61	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53	\$41.71 \$3,336.80 \$86,756.80 18 \$46.99	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80	\$40.48 \$3,238.40 \$84.198.40 15 \$45.61 \$3,648.80 \$94.868.80	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40 \$95,846.40	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40	\$41.71 \$3,336.80 \$86,756.80 18 \$46.99 \$3,759.20 \$97,739.20	\$42.12 \$3,369.60 \$87.609.60 19 \$47.49 \$3,799.20 \$98,779.20	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3,835.20 \$99,715.20	\$42.96 \$3,436.80 \$89.356.80 21 \$48.42 \$3.873.60 \$100.713.60	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3.950.40 \$102.710.40	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90 \$3,992.00 \$103,792.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80	\$40.48 \$3,238.40 \$84.198.40 15 \$45.61 \$3,648.80 \$94,868.80	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40 \$95,846.40	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40	\$41.71 \$3,336.80 \$86,756.80 18 \$46.99 \$3,759.20 \$97,739.20	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99,715.20	\$42.96 \$3,436.80 \$89.356.80 21 \$48.42 \$3,873.60 \$100.713.60	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3.950.40 \$102,710.40	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90 \$3,992.00 \$103,792.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88	\$40.48 \$3,238.40 \$84,198.40 15 \$45.61 \$3,648.80 \$94,868.80	\$40.88 \$3,270.40 \$85.030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40	\$41.71 \$3,336.80 \$86,756.80 18 \$46.99 \$3,759.20 \$97,739.20 30 \$52.95	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3,835.20 \$99,715.20 32 \$54.02	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80	\$43.83 \$3,506.40 \$91,166.40 23 \$49.38 \$3.950.40 \$102,710.40 35 \$55.66	\$44.26 \$3,540.80 \$92,060.80 24 \$49.90 \$3,992.00 \$103,792.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38 \$4,030.40	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40	\$40.48 \$3,238.40 \$84,198.40 15 \$45.61 \$3,648.80 \$94,868.80 27 \$51.40 \$4,112.00	\$40.88 \$3,270.40 \$85.030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40 29 \$52.45 \$4,196.00	\$41.71 \$3,336.80 \$86.756.80 18 \$46.99 \$3,759.20 \$97,739.20 30 \$52.95 \$4,236.00	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20 31 \$53.49 \$4,279.20	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4,321.60	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56 \$4,364.80	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101.732.80 34 \$55.09 \$4,407.20	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3.950.40 \$102.710.40 35 \$55.66 \$4,452.80	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90 \$3,992.00 \$103.792.00 36 \$56.23 \$4,498.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88	\$40.48 \$3,238.40 \$84,198.40 15 \$45.61 \$3,648.80 \$94,868.80	\$40.88 \$3,270.40 \$85.030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40	\$41.71 \$3,336.80 \$86,756.80 18 \$46.99 \$3,759.20 \$97,739.20 30 \$52.95	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3,835.20 \$99,715.20 32 \$54.02	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80	\$43.83 \$3,506.40 \$91,166.40 23 \$49.38 \$3.950.40 \$102,710.40 35 \$55.66	\$44.26 \$3,540.80 \$92,060.80 24 \$49.90 \$3,992.00 \$103,792.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38 \$4,030.40	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40	\$40.48 \$3,238.40 \$84,198.40 15 \$45.61 \$3,648.80 \$94,868.80 27 \$51.40 \$4,112.00	\$40.88 \$3,270.40 \$85.030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40 29 \$52.45 \$4,196.00	\$41.71 \$3,336.80 \$86.756.80 18 \$46.99 \$3,759.20 \$97,739.20 30 \$52.95 \$4,236.00	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20 31 \$53.49 \$4,279.20	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4,321.60	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56 \$4,364.80	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101.732.80 34 \$55.09 \$4,407.20	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3.950.40 \$102.710.40 35 \$55.66 \$4,452.80	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90 \$3,992.00 \$103.792.00 36 \$56.23 \$4,498.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38 \$4,030.40	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40	\$40.48 \$3,238.40 \$84,198.40 15 \$45.61 \$3,648.80 \$94,868.80 27 \$51.40 \$4,112.00	\$40.88 \$3,270.40 \$85.030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40 29 \$52.45 \$4,196.00	\$41.71 \$3,336.80 \$86.756.80 18 \$46.99 \$3,759.20 \$97,739.20 30 \$52.95 \$4,236.00	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20 31 \$53.49 \$4,279.20	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4,321.60	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56 \$4,364.80	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101.732.80 34 \$55.09 \$4,407.20	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3.950.40 \$102.710.40 35 \$55.66 \$4,452.80	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90 \$3,992.00 \$103.792.00 36 \$56.23 \$4,498.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38 \$4,030.40 \$104,790.40	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40 \$105,830.40	\$40.48 \$3,238.40 \$84.198.40 15 \$45.61 \$3,648.80 \$94,868.80 27 \$51.40 \$4,112.00 \$106,912.00	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60 \$107,993.60	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40 29 \$52.45 \$4,196.00 \$109,096.00	\$41.71 \$3,336.80 \$86.756.80 18 \$46.99 \$3,759.20 \$97.739.20 30 \$52.95 \$4,236.00 \$110.136.00	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20 31 \$53.49 \$4,279.20 \$111,259.20	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4.321.60 \$112,361.60	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100.713.60 33 \$54.56 \$4,364.80 \$113,484.80	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101.732.80 34 \$55.09 \$4,407.20 \$114,587.20	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3.950.40 \$102.710.40 35 \$55.66 \$4.452.80 \$115.772.80	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90 \$3.992.00 \$103.792.00 36 \$56.23 \$4.498.40 \$116.958.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38 \$4,030.40 \$104,790.40	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40 \$105,830.40	\$40.48 \$3,238.40 \$84.198.40 15 \$45.61 \$3,648.80 \$94,868.80 27 \$51.40 \$4,112.00 \$106,912.00	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60 \$107,993.60	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40 29 \$52.45 \$4,196.00 \$109,096.00	\$41.71 \$3,336.80 \$86.756.80 18 \$46.99 \$3,759.20 \$97,739.20 \$52.95 \$4,236.00 \$110,136.00	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20 31 \$53.49 \$4,279.20 \$111,259.20	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4,321.60 \$112.361.60	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56 \$4,364.80 \$113,484.80	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80 34 \$55.09 \$4,407.20 \$114,587.20	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3.950.40 \$102,710.40 35 \$55.66 \$4.452.80 \$115,772.80	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90 \$3,992.00 \$103,792.00 36 \$56.23 \$4,498.40 \$116,958.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$39.70 \$3,176.00 \$82,576.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38 \$4.030.40 \$104,790.40 37 \$56.77 \$4,541.60	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40 \$105,830.40 38 \$57.35 \$4,588.00	\$40.48 \$3,238.40 \$84.198.40 15 \$45.61 \$3,648.80 \$94,868.80 27 \$51.40 \$4,112.00 \$106,912.00 39 \$57.93 \$4,634.40	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60 \$107,993.60 40 \$58.50 \$4,680.00	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40 29 \$52.45 \$4,196.00 \$109,096.00 41 \$59.08 \$4,726.40	\$41.71 \$3,336.80 \$86.756.80 18 \$46.99 \$3.759.20 \$97.739.20 30 \$52.95 \$4.236.00 \$110,136.00	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20 31 \$53.49 \$4,279.20 \$111,259.20 43 \$60.28 \$4,822.40	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4.321.60 \$112,361.60 44 \$60.89 \$4.871.20	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56 \$4,364.80 \$113,484.80 45 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80 34 \$55.09 \$4,407.20 \$114,587.20 46 \$62.10 \$4,968.00	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3.950.40 \$102.710.40 35 \$55.66 \$4.452.80 \$115.772.80	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90 \$3.992.00 \$103.792.00 36 \$56.23 \$4.498.40 \$116,958.40 48 \$63.37 \$5.069.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually	\$39.70 \$3,176.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38 \$4,030.40 \$104,790.40	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40 \$105,830.40	\$40.48 \$3,238.40 \$84.198.40 15 \$45.61 \$3,648.80 \$94,868.80 27 \$51.40 \$4,112.00 \$106,912.00	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60 \$107,993.60	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40 29 \$52.45 \$4,196.00 \$109,096.00	\$41.71 \$3,336.80 \$86.756.80 18 \$46.99 \$3,759.20 \$97,739.20 \$52.95 \$4,236.00 \$110,136.00	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20 31 \$53.49 \$4,279.20 \$111,259.20	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4,321.60 \$112.361.60	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56 \$4,364.80 \$113,484.80	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80 34 \$55.09 \$4,407.20 \$114,587.20	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3.950.40 \$102,710.40 35 \$55.66 \$4.452.80 \$115,772.80	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90 \$3,992.00 \$103,792.00 36 \$56.23 \$4,498.40 \$116,958.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$39.70 \$3,176.00 \$82,576.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38 \$4,030.40 \$104,790.40 37 \$56.77 \$4,541.60 \$118.081.60	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40 \$105,830.40 38 \$57.35 \$4,588.00 \$119,288.00	\$40.48 \$3,238.40 \$84.198.40 15 \$45.61 \$3,648.80 \$94.868.80 27 \$51.40 \$4.112.00 \$106.912.00 39 \$57.93 \$4.634.40 \$120,494.40	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60 \$107,993.60 40 \$58.50 \$4,680.00 \$121,680.00	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40 29 \$52.45 \$4,196.00 \$109,096.00 41 \$59.08 \$4,726.40 \$122,886.40	\$41.71 \$3,336.80 \$86.756.80 18 \$46.99 \$3,759.20 \$97.739.20 30 \$52.95 \$4,236.00 \$110.136.00 42 \$59.67 \$4,773.60 \$124,113.60	\$42.12 \$3,369.60 \$87.609.60 19 \$47.49 \$3,799.20 \$98,779.20 31 \$53.49 \$4,279.20 \$111,259.20 43 \$60.28 \$4,822.40 \$125,382.40	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4.321.60 \$112,361.60 44 \$60.89 \$4.871.20	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56 \$4,364.80 \$113,484.80 45 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80 34 \$55.09 \$4,407.20 \$114,587.20 46 \$62.10 \$4,968.00	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3.950.40 \$102.710.40 35 \$55.66 \$4.452.80 \$115.772.80	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90 \$3.992.00 \$103.792.00 36 \$56.23 \$4.498.40 \$116,958.40 48 \$63.37 \$5.069.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourly Steps Hourly Steps Hourly Steps	\$39.70 \$3,176.00 \$82,576.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38 \$4,030.40 \$104,790.40 37 \$56.77 \$4,541.60 \$118,081.60	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40 \$105,830.40 38 \$57.35 \$4,588.00 \$119,288.00	\$40.48 \$3,238.40 \$84.198.40 15 \$45.61 \$3,648.80 \$94.868.80 27 \$51.40 \$4.112.00 \$106.912.00 39 \$57.93 \$4.634.40 \$120.494.40	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60 \$107.993.60 40 \$58.50 \$4,680.00 \$121,680.00	\$41.28 \$3,302.40 \$85,862.40 17 \$46.53 \$3,722.40 \$96,782.40 29 \$52.45 \$4,196.00 \$109,096.00 41 \$59.08 \$4,726.40 \$122,886.40	\$41.71 \$3,336.80 \$86.756.80 18 \$46.99 \$3,759.20 \$97,739.20 30 \$52.95 \$4,236.00 \$110,136.00 42 \$59.67 \$4,773.60 \$124,113.60	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20 31 \$53.49 \$4,279.20 \$111,259.20 43 \$60.28 \$4,822.40 \$125,382.40	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4.321.60 \$112,361.60 44 \$60.89 \$4.871.20	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56 \$4,364.80 \$113,484.80 45 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80 34 \$55.09 \$4,407.20 \$114,587.20 46 \$62.10 \$4,968.00	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3.950.40 \$102.710.40 35 \$55.66 \$4.452.80 \$115.772.80	\$44.26 \$3,540.80 \$92,060.80 24 \$49.90 \$3,992.00 \$103,792.00 36 \$56.23 \$4,498.40 \$116,958.40 48 \$63.37 \$5,069.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$39.70 \$3,176.00 \$82,576.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38 \$4,030.40 \$104.790.40 37 \$56.77 \$4,541.60 \$118,081.60	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40 \$105.830.40 38 \$57.35 \$4,588.00 \$119,288.00 \$64.63	\$40.48 \$3,238.40 \$84.198.40 15 \$45.61 \$3.648.80 \$94.868.80 27 \$51.40 \$4,112.00 \$106.912.00 39 \$57.93 \$4,634.40 \$120.494.40	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60 \$107.993.60 40 \$58.50 \$4,680.00 \$121,680.00 \$121,680.00	\$41.28 \$3,302.40 \$85.862.40 17 \$46.53 \$3.722.40 \$96,782.40 29 \$52.45 \$4,196.00 \$109.096.00 41 \$59.08 \$4,726.40 \$122.886.40	\$41.71 \$3,336.80 \$86.756.80 18 \$46.99 \$3,759.20 \$97,739.20 30 \$52.95 \$4,236.00 \$110.136.00 42 \$59.67 \$4,773.60 \$124,113.60	\$42.12 \$3,369.60 \$87.609.60 19 \$47.49 \$3.799.20 \$98.779.20 31 \$53.49 \$4,279.20 \$111.259.20 43 \$60.28 \$4,822.40 \$125,382.40	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4.321.60 \$112,361.60 44 \$60.89 \$4.871.20	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56 \$4,364.80 \$113,484.80 45 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80 34 \$55.09 \$4,407.20 \$114,587.20 46 \$62.10 \$4,968.00	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3,950.40 \$102,710.40 35 \$55.66 \$4.452.80 \$115,772.80	\$44.26 \$3,540.80 \$92,060.80 24 \$49.90 \$3,992.00 \$103,792.00 36 \$56.23 \$4,498.40 \$116,958.40 48 \$63.37 \$5,069.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$39.70 \$3,176.00 \$82,576.00 \$82,576.00 \$44.71 \$3,576.80 \$92,996.80 \$50.38 \$4,030.40 \$104,790.40 \$7 \$56.77 \$4,541.60 \$118,081.60 \$9 \$63.99 \$5,119.20	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40 \$105,830.40 38 \$57.35 \$4,588.00 \$119,288.00 \$64.63 \$5,170.40	\$40.48 \$3,238.40 \$84.198.40 15 \$45.61 \$3,648.80 \$94.868.80 27 \$51.40 \$4,112.00 \$106.912.00 39 \$57.93 \$4,634.40 \$120.494.40 51 \$65.26 \$5,220.80	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60 \$107,993.60 40 \$58.50 \$4,680.00 \$121,680.00 \$121,680.00	\$41.28 \$3,302.40 \$85.862.40 17 \$46.53 \$3,722.40 \$96,782.40 29 \$52.45 \$4,196.00 \$109.096.00 41 \$59.08 \$4,726.40 \$122,886.40 53 \$66.60 \$5,328.00	\$41.71 \$3,336.80 \$86,756.80 18 \$46.99 \$3,759.20 \$97,739.20 30 \$52.95 \$4,236.00 \$110.136.00 42 \$59.67 \$4,773.60 \$124.113.60 54 \$67.25 \$5.380.00	\$42.12 \$3,369.60 \$87,609.60 19 \$47.49 \$3,799.20 \$98,779.20 31 \$53.49 \$4,279.20 \$111,259.20 43 \$60.28 \$4,822.40 \$125,382.40 55 \$67.91 \$5,432.80	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4.321.60 \$112,361.60 44 \$60.89 \$4.871.20	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56 \$4,364.80 \$113,484.80 45 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80 34 \$55.09 \$4,407.20 \$114,587.20 46 \$62.10 \$4,968.00	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3,950.40 \$102,710.40 35 \$55.66 \$4.452.80 \$115,772.80	\$44.26 \$3,540.80 \$92,060.80 24 \$49.90 \$3,992.00 \$103,792.00 36 \$56.23 \$4,498.40 \$116,958.40 48 \$63.37 \$5,069.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$39.70 \$3,176.00 \$82,576.00 \$82,576.00 13 \$44.71 \$3,576.80 \$92,996.80 25 \$50.38 \$4,030.40 \$104.790.40 37 \$56.77 \$4,541.60 \$118,081.60	\$40.08 \$3,206.40 \$83,366.40 14 \$45.16 \$3,612.80 \$93,932.80 26 \$50.88 \$4,070.40 \$105.830.40 38 \$57.35 \$4,588.00 \$119,288.00 \$64.63	\$40.48 \$3,238.40 \$84.198.40 15 \$45.61 \$3.648.80 \$94.868.80 27 \$51.40 \$4,112.00 \$106.912.00 39 \$57.93 \$4,634.40 \$120.494.40	\$40.88 \$3,270.40 \$85,030.40 16 \$46.08 \$3,686.40 \$95,846.40 28 \$51.92 \$4,153.60 \$107.993.60 40 \$58.50 \$4,680.00 \$121,680.00 \$121,680.00	\$41.28 \$3,302.40 \$85.862.40 17 \$46.53 \$3.722.40 \$96,782.40 29 \$52.45 \$4,196.00 \$109.096.00 41 \$59.08 \$4,726.40 \$122.886.40	\$41.71 \$3,336.80 \$86.756.80 18 \$46.99 \$3,759.20 \$97,739.20 30 \$52.95 \$4,236.00 \$110.136.00 42 \$59.67 \$4,773.60 \$124,113.60	\$42.12 \$3,369.60 \$87.609.60 19 \$47.49 \$3.799.20 \$98.779.20 31 \$53.49 \$4,279.20 \$111.259.20 43 \$60.28 \$4,822.40 \$125,382.40	\$42.54 \$3,403.20 \$88.483.20 20 \$47.94 \$3.835.20 \$99.715.20 32 \$54.02 \$4.321.60 \$112,361.60 44 \$60.89 \$4.871.20	\$42.96 \$3,436.80 \$89,356.80 21 \$48.42 \$3,873.60 \$100,713.60 33 \$54.56 \$4,364.80 \$113,484.80 45 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 22 \$48.91 \$3,912.80 \$101,732.80 34 \$55.09 \$4,407.20 \$114,587.20 46 \$62.10 \$4,968.00	\$43.83 \$3,506.40 \$91.166.40 23 \$49.38 \$3,950.40 \$102,710.40 35 \$55.66 \$4.452.80 \$115,772.80	\$44.26 \$3,540.80 \$92.060.80 24 \$49.90 \$3.992.00 \$103.792.00 36 \$56.23 \$4.498.40 \$116,958.40 48 \$63.37 \$5.069.60

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$43.39	\$43.83	\$44.26	\$44.71	\$45.16	\$45.61	\$46.08	\$46.53	\$46.99	\$47.49	\$47.94	\$48.42
Biweekly	\$3,471.20	\$3,506.40	\$3,540.80	\$3,576.80	\$3,612.80	\$3,648.80	\$3,686.40	\$3,722.40	\$3,759.20	\$3,799.20	\$3,835.20	\$3,873.60
Annually	\$90,251.20	\$91,166.40	\$92,060.80	\$92,996.80	\$93,932.80	\$94,868.80	\$95,846.40	\$96,782.40	\$97,739.20	\$98,779.20	\$99,715.20	\$100,713.60
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$48.91	\$49.38	\$49.90	\$50.38	\$50.88	\$51.40	\$51.92	\$52.45	\$52.95	\$53.49	\$54.02	\$54.56
Biweekly	\$3,912.80	\$3,950.40	\$3,992.00	\$4,030.40	\$4,070.40	\$4,112.00	\$4,153.60	\$4,196.00	\$4,236.00	\$4,279.20	\$4,321.60	\$4,364.80
Annually	\$101,732.80	\$102,710.40	\$103,792.00	\$104,790.40	\$105,830.40	\$106,912.00	\$107,993.60	\$109,096.00	\$110,136.00	\$111,259.20	\$112,361.60	\$113,484.80
,,	*	* =,· = - · · ·	*		T =	7 = 7 7 7 7 1 7 7		*====	*	*		*,
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$55.09	\$55.66	\$56.23	\$56.77	\$57.35	\$57.93	\$58.50	\$59.08	\$59.67	\$60.28	\$60.89	\$61.50
	\$4,407.20	\$4,452.80	\$4,498.40	\$4,541.60	\$4,588.00	\$4,634.40	\$4,680.00	\$4,726.40	\$4,773.60	\$4,822.40	\$4,871.20	\$4,920.00
Biweekly												
Annually	\$114,587.20	\$115,772.80	\$116,958.40	\$118,081.60	\$119,288.00	\$120,494.40	\$121,680.00	\$122,886.40	\$124,113.60	\$125,382.40	\$126,651.20	\$127,920.00
Stone												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$62.10	\$62.73	\$63.37	\$63.99	\$64.63	\$65.26	\$65.92	\$66.60	\$67.25	\$67.91	\$68.61	\$69.30
Biweekly	\$4,968.00	\$5,018.40	\$5,069.60	\$5,119.20	\$5,170.40	\$5,220.80	\$5,273.60	\$5,328.00	\$5,380.00	\$5,432.80	\$5,488.80	\$5,544.00
Annually	\$129,168.00	\$130,478.40	\$131,809.60	\$133,099.20	\$134,430.40	\$135,740.80	\$137,113.60	\$138,528.00	\$139,880.00	\$141,252.80	\$142,708.80	\$144,144.00
Steps												
-	49	50	51	52	53	. 54	55					
Hourly	\$69.99	\$70.68	\$71.40	\$72.12	\$72.83	\$73.56	\$74.27					
Biweekly	\$5,599.20	\$5,654.40	\$5,712.00	\$5,769.60	\$5,826.40	\$5,884.80	\$5,941.60					
Annually	\$145,579.20	\$147,014.40	\$148,512.00	\$150,009.60	\$151,486.40	\$153,004.80	\$154,481.60					
02												
Grade 82												
	1	2	3	4	5	6	7	R	9	10	11	12
Steps	1 \$48.91	2 \$49.38	3 \$49.90	4 \$50.38	5 \$50.88	6 \$51.40	7 \$51.92	8 \$52.45	9 \$52.95	10 \$53.49	11 \$54.02	12 \$54 56
Steps Hourly	\$48.91	\$49.38	\$49.90	\$50.38	\$50.88	\$51.40	\$51.92	\$52.45	\$52.95	\$53.49	\$54.02	\$54.56
Steps Hourly Biweekly	\$48.91 \$3,912.80	\$49.38 \$3,950.40	\$49.90 \$3,992.00	\$50.38 \$4,030.40	\$50.88 \$4,070.40	\$51.40 \$4,112.00	\$51.92 \$4,153.60	\$52.45 \$4,196.00	\$52.95 \$4,236.00	\$53.49 \$4,279.20	\$54.02 \$4,321.60	\$54.56 \$4,364.80
Steps Hourly	\$48.91	\$49.38	\$49.90	\$50.38	\$50.88	\$51.40	\$51.92	\$52.45	\$52.95	\$53.49	\$54.02	\$54.56
Steps Hourly Biweekly	\$48.91 \$3,912.80 \$101,732.80	\$49.38 \$3,950.40 \$102,710.40	\$49.90 \$3,992.00 \$103,792.00	\$50.38 \$4,030.40 \$104,790.40	\$50.88 \$4,070.40 \$105,830.40	\$51.40 \$4,112.00 \$106,912.00	\$51.92 \$4,153.60 \$107,993.60	\$52.45 \$4,196.00 \$109,096.00	\$52.95 \$4,236.00 \$110,136.00	\$53.49 \$4,279.20 \$111,259.20	\$54.02 \$4,321.60 \$112,361.60	\$54.56 \$4,364.80 \$113.484.80
Steps Hourly Biweekly Annually Steps	\$48.91 \$3,912.80 \$101,732.80	\$49.38 \$3,950.40 \$102,710.40	\$49.90 \$3,992.00 \$103,792.00	\$50.38 \$4,030.40 \$104,790.40	\$50.88 \$4,070.40 \$105,830.40	\$51.40 \$4,112.00 \$106,912.00	\$51.92 \$4,153.60 \$107,993.60	\$52.45 \$4,196.00 \$109,096.00	\$52.95 \$4,236.00 \$110,136.00	\$53.49 \$4,279.20 \$111,259.20	\$54.02 \$4,321.60 \$112,361.60	\$54.56 \$4,364.80 \$113,484.80
Steps Hourly Biweekly Annually Steps Hourly	\$48.91 \$3,912.80 \$101.732.80 13 \$55.09	\$49.38 \$3,950.40 \$102,710.40 14 \$55.66	\$49.90 \$3,992.00 \$103,792.00 15 \$56.23	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77	\$50.88 \$4,070.40 \$105,830.40 17 \$57.35	\$51.40 \$4,112.00 \$106,912.00 18 \$57.93	\$51.92 \$4,153.60 \$107,993.60 19 \$58.50	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$48.91 \$3,912.80 \$101.732.80 13 \$55.09 \$4,407.20	\$49.38 \$3,950.40 \$102,710.40 14 \$55.66 \$4,452.80	\$49.90 \$3,992.00 \$103,792.00 15 \$56.23 \$4,498.40	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4,541.60	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4,588.00	\$51.40 \$4,112.00 \$106,912.00 18 \$57.93 \$4,634.40	\$51.92 \$4,153.60 \$107,993.60 19 \$58.50 \$4,680.00	\$52.45 \$4,196.00 \$109,096.00 20 \$59.08 \$4,726.40	\$52.95 \$4,236.00 \$110,136.00 21 \$59.67 \$4,773.60	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00
Steps Hourly Biweekly Annually Steps Hourly	\$48.91 \$3,912.80 \$101.732.80 13 \$55.09	\$49.38 \$3,950.40 \$102,710.40 14 \$55.66	\$49.90 \$3,992.00 \$103,792.00 15 \$56.23	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77	\$50.88 \$4,070.40 \$105,830.40 17 \$57.35	\$51.40 \$4,112.00 \$106,912.00 18 \$57.93	\$51.92 \$4,153.60 \$107,993.60 19 \$58.50	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.91 \$3,912.80 \$101,732.80 13 \$55.09 \$4,407.20 \$114,587.20	\$49.38 \$3,950.40 \$102.710.40 14 \$55.66 \$4,452.80 \$115.772.80	\$49.90 \$3,992.00 \$103.792.00 15 \$56.23 \$4,498.40 \$116.958.40	\$50.38 \$4,030.40 \$104.790.40 16 \$56.77 \$4,541.60 \$118,081.60	\$50.88 \$4,070.40 \$105,830.40 17 \$57.35 \$4,588.00 \$119,288.00	\$51.40 \$4,112.00 \$106,912.00 18 \$57.93 \$4,634.40 \$120,494.40	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121,680.00	\$52.45 \$4,196.00 \$109,096.00 20 \$59.08 \$4,726.40 \$122,886.40	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20 \$126,651.20	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$48.91 \$3,912.80 \$101,732.80 13 \$55.09 \$4,407.20 \$114,587.20	\$49.38 \$3,950.40 \$102,710.40 14 \$55.66 \$4,452.80 \$115,772.80	\$49.90 \$3,992.00 \$103.792.00 15 \$56.23 \$4,498.40 \$116.958.40	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4,541.60 \$118,081.60	\$50.88 \$4,070.40 \$105,830.40 17 \$57.35 \$4,588.00 \$119,288.00	\$51.40 \$4,112.00 \$106,912.00 18 \$57.93 \$4,634.40 \$120,494.40	\$51.92 \$4,153.60 \$107,993.60 19 \$58.50 \$4,680.00 \$121,680.00	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4,726.40 \$122,886.40	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20 \$126,651.20	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$48.91 \$3,912.80 \$101.732.80 13 \$55.09 \$4,407.20 \$114.587.20 25 \$62.10	\$49.38 \$3,950.40 \$102,710.40 14 \$55.66 \$4,452.80 \$115,772.80 26 \$62.73	\$49.90 \$3,992.00 \$103.792.00 15 \$56.23 \$4,498.40 \$116.958.40 27 \$63.37	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4,541.60 \$118,081.60 28 \$63.99	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4,588.00 \$119,288.00 29 \$64.63	\$51.40 \$4,112.00 \$106,912.00 18 \$57.93 \$4,634.40 \$120,494.40	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121,680.00	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4,726.40 \$122,886.40 32 \$66.60	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4.871.20 \$126,651.20 35 \$68.61	\$54.56 \$4,364.80 \$113.484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$48.91 \$3,912.80 \$101,732.80 13 \$55.09 \$4,407.20 \$114.587.20 25 \$62.10 \$4,968.00	\$49.38 \$3,950.40 \$102,710.40 14 \$55.66 \$4,452.80 \$115,772.80 26 \$62.73 \$5,018.40	\$49.90 \$3,992.00 \$103.792.00 15 \$56.23 \$4,498.40 \$116.958.40 27 \$63.37 \$5.069.60	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4,541.60 \$118.081.60 28 \$63.99 \$5,119.20	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4,588.00 \$119,288.00 29 \$64.63 \$5,170.40	\$51.40 \$4,112.00 \$106,912.00 18 \$57.93 \$4,634.40 \$120.494.40 30 \$65.26 \$5,220.80	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121.680.00 31 \$65.92 \$5.273.60	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4,726.40 \$122.886.40 32 \$66.60 \$5.328.00	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25 \$5,380.00	\$53.49 \$4,279.20 \$111.259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91 \$5,432.80	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20 \$126,651.20 35 \$68.61 \$5,488.80	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30 \$5.544.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$48.91 \$3,912.80 \$101.732.80 13 \$55.09 \$4,407.20 \$114.587.20 25 \$62.10	\$49.38 \$3,950.40 \$102,710.40 14 \$55.66 \$4,452.80 \$115,772.80 26 \$62.73	\$49.90 \$3,992.00 \$103.792.00 15 \$56.23 \$4,498.40 \$116.958.40 27 \$63.37	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4,541.60 \$118,081.60 28 \$63.99	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4,588.00 \$119,288.00 29 \$64.63	\$51.40 \$4,112.00 \$106,912.00 18 \$57.93 \$4,634.40 \$120,494.40	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121,680.00	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4,726.40 \$122,886.40 32 \$66.60	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4.871.20 \$126,651.20 35 \$68.61	\$54.56 \$4,364.80 \$113.484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$48.91 \$3,912.80 \$101,732.80 13 \$55.09 \$4,407.20 \$114.587.20 25 \$62.10 \$4,968.00 \$129,168.00	\$49.38 \$3,950.40 \$102,710.40 14 \$55.66 \$4,452.80 \$115,772.80 26 \$62.73 \$5,018.40 \$130,478.40	\$49.90 \$3,992.00 \$103.792.00 \$15 \$56.23 \$4,498.40 \$116.958.40 \$27 \$63.37 \$5.069.60 \$131.809.60	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4,541.60 \$118.081.60 28 \$63.99 \$5,119.20 \$133,099.20	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4,588.00 \$119.288.00 29 \$64.63 \$5,170.40 \$134,430.40	\$51.40 \$4,112.00 \$106.912.00 18 \$57.93 \$4,634.40 \$120.494.40 30 \$65.26 \$5,220.80 \$135,740.80	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121.680.00 31 \$65.92 \$5.273.60 \$137,113.60	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4,726.40 \$122.886.40 32 \$66.60 \$5,328.00 \$138,528.00	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124.113.60 33 \$67.25 \$5,380.00 \$139,880.00	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91 \$5,432.80 \$141,252.80	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20 \$126,651.20 35 \$68.61 \$5,488.80 \$142,708.80	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30 \$5,544.00 \$144,144.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$48.91 \$3,912.80 \$101,732.80 13 \$55.09 \$4,407.20 \$114,587.20 25 \$62.10 \$4,968.00 \$129,168.00	\$49.38 \$3,950.40 \$102.710.40 14 \$55.66 \$4,452.80 \$115.772.80 26 \$62.73 \$5.018.40 \$130.478.40	\$49.90 \$3,992.00 \$103.792.00 15 \$56.23 \$4,498.40 \$116.958.40 27 \$63.37 \$5.069.60 \$131.809.60	\$50.38 \$4,030.40 \$104.790.40 16 \$56.77 \$4.541.60 \$118.081.60 28 \$63.99 \$5.119.20 \$133.099.20	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4.588.00 \$119.288.00 29 \$64.63 \$5.170.40 \$134,430.40	\$51.40 \$4,112.00 \$106.912.00 18 \$57.93 \$4,634.40 \$120.494.40 30 \$65.26 \$5,220.80 \$135,740.80	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4.680.00 \$121.680.00 31 \$65.92 \$5.273.60 \$137.113.60	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4,726.40 \$122,886.40 32 \$66.60 \$5,328.00 \$138,528.00	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25 \$5,380.00 \$139.880.00	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91 \$5,432.80 \$141,252.80	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20 \$126,651.20 35 \$68.61 \$5,488.80 \$142,708.80	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30 \$5,544.00 \$144,144.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$48.91 \$3,912.80 \$101,732.80 13 \$55.09 \$4,407.20 \$114,587.20 25 \$62.10 \$4,968.00 \$129,168.00 37 \$69.99	\$49.38 \$3,950.40 \$102.710.40 14 \$55.66 \$4,452.80 \$115.772.80 26 \$62.73 \$5.018.40 \$130.478.40	\$49.90 \$3,992.00 \$103.792.00 \$15 \$56.23 \$4.498.40 \$116.958.40 \$131.809.60 \$131.809.60	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4,541.60 \$118,081.60 28 \$63.99 \$5,119.20 \$133,099.20	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4.588.00 \$119.288.00 29 \$64.63 \$5,170.40 \$134,430.40	\$51.40 \$4,112.00 \$106.912.00 18 \$57.93 \$4.634.40 \$120.494.40 30 \$65.26 \$5,220.80 \$135,740.80	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121.680.00 31 \$65.92 \$5,273.60 \$137.113.60	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4,726.40 \$122.886.40 32 \$66.60 \$5.328.00 \$138.528.00	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25 \$5,380.00 \$139,880.00	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91 \$5,432.80 \$141,252.80	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4.871.20 \$126,651.20 35 \$68.61 \$5.488.80 \$142,708.80	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30 \$5,544.00 \$144,144.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$48.91 \$3,912.80 \$101.732.80 13 \$55.09 \$4,407.20 \$114,587.20 25 \$62.10 \$4,968.00 \$129,168.00 \$129,168.00	\$49.38 \$3,950.40 \$102.710.40 14 \$55.66 \$4.452.80 \$115.772.80 26 \$62.73 \$5.018.40 \$130.478.40 38 \$70.68 \$5.654.40	\$49.90 \$3,992.00 \$103.792.00 \$15 \$56.23 \$4.498.40 \$116.958.40 \$131.809.60 \$131.809.60 \$71.40 \$5.712.00	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4,541.60 \$118,081.60 28 \$63.99 \$5,119.20 \$133,099.20 40 \$72.12 \$5,769.60	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4,588.00 \$119,288.00 29 \$64.63 \$5,170.40 \$134,430.40 41 \$72.83 \$5,826.40	\$51.40 \$4,112.00 \$106.912.00 18 \$57.93 \$4,634.40 \$120.494.40 30 \$65.26 \$5,220.80 \$135,740.80 42 \$73.56 \$5,884.80	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121.680.00 31 \$65.92 \$5,273.60 \$137,113.60 43 \$74.27 \$5,941.60	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4.726.40 \$122.886.40 32 \$66.60 \$5.328.00 \$138.528.00 \$44 \$75.04 \$6.003.20	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25 \$5,380.00 \$139.880.00 45 \$75.78 \$6.062.40	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91 \$5,432.80 \$141,252.80 46 \$76.53 \$6,122.40	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20 \$126,651.20 35 \$68.61 \$5,488.80 \$142,708.80 47 \$77.31 \$6,184.80	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30 \$5,544.00 \$144,144.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$48.91 \$3,912.80 \$101,732.80 13 \$55.09 \$4,407.20 \$114,587.20 25 \$62.10 \$4,968.00 \$129,168.00 37 \$69.99	\$49.38 \$3,950.40 \$102.710.40 14 \$55.66 \$4,452.80 \$115.772.80 26 \$62.73 \$5.018.40 \$130.478.40	\$49.90 \$3,992.00 \$103.792.00 \$15 \$56.23 \$4.498.40 \$116.958.40 \$131.809.60 \$131.809.60	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4,541.60 \$118,081.60 28 \$63.99 \$5,119.20 \$133,099.20	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4.588.00 \$119.288.00 29 \$64.63 \$5,170.40 \$134,430.40	\$51.40 \$4,112.00 \$106.912.00 18 \$57.93 \$4.634.40 \$120.494.40 30 \$65.26 \$5,220.80 \$135,740.80	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121.680.00 31 \$65.92 \$5,273.60 \$137.113.60	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4,726.40 \$122.886.40 32 \$66.60 \$5.328.00 \$138.528.00	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25 \$5,380.00 \$139,880.00	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91 \$5,432.80 \$141,252.80	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4.871.20 \$126,651.20 35 \$68.61 \$5.488.80 \$142,708.80	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30 \$5,544.00 \$144,144.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$48.91 \$3,912.80 \$101,732.80 \$101,732.80 \$55.09 \$4,407.20 \$114,587.20 \$25 \$62.10 \$4,968.00 \$129,168.00 \$129,168.00	\$49.38 \$3,950.40 \$102,710.40 14 \$55.66 \$4,452.80 \$115,772.80 26 \$62.73 \$5.018.40 \$130,478.40 38 \$70.68 \$5,654.40 \$147,014.40	\$49.90 \$3,992.00 \$103,792.00 \$15 \$56.23 \$4,498.40 \$116,958.40 27 \$63.37 \$5,069.60 \$131,809.60 \$71.40 \$5,712.00 \$148,512.00	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4,541.60 \$118,081.60 28 \$63.99 \$5,119.20 \$133,099.20 40 \$72.12 \$5,769.60 \$150,009.60	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4,588.00 \$119,288.00 29 \$64.63 \$5,170.40 \$134,430.40 41 \$72.83 \$5,826.40 \$151,486.40	\$51.40 \$4,112.00 \$106.912.00 18 \$57.93 \$4.634.40 \$120.494.40 30 \$65.26 \$5,220.80 \$135.740.80 42 \$73.56 \$5.884.80 \$153.004.80	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121.680.00 31 \$65.92 \$5.273.60 \$137.113.60 43 \$74.27 \$5.941.60 \$154,481.60	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4.726.40 \$122.886.40 32 \$66.60 \$5.328.00 \$138.528.00 \$44 \$75.04 \$6.003.20	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25 \$5,380.00 \$139.880.00 45 \$75.78 \$6.062.40	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91 \$5,432.80 \$141,252.80 46 \$76.53 \$6,122.40	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20 \$126,651.20 35 \$68.61 \$5,488.80 \$142,708.80 47 \$77.31 \$6,184.80	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30 \$5,544.00 \$144,144.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps	\$48.91 \$3,912.80 \$101.732.80 \$101.732.80 \$101.732.80 \$4.407.20 \$114.587.20 \$12.10 \$4.968.00 \$129.168.00 \$129.168.00 \$129.168.00	\$49.38 \$3,950.40 \$102.710.40 14 \$55.66 \$4.452.80 \$115.772.80 26 \$62.73 \$5,018.40 \$130.478.40 38 \$70.68 \$5,654.40 \$147.014.40	\$49.90 \$3,992.00 \$103.792.00 \$15 \$56.23 \$4.498.40 \$116.958.40 \$131.809.60 \$131.809.60 \$71.40 \$5,712.00 \$148.512.00	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4,541.60 \$118,081.60 28 \$63.99 \$5,119.20 \$133,099.20 40 \$72.12 \$5,769.60 \$150,009.60	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4,588.00 \$119.288.00 29 \$64.63 \$5,170.40 \$134,430.40 41 \$72.83 \$5,826.40 \$151,486.40	\$51.40 \$4,112.00 \$106.912.00 18 \$57.93 \$4,634.40 \$120.494.40 30 \$65.26 \$5.220.80 \$135.740.80 42 \$73.56 \$5,884.80 \$153.004.80	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121.680.00 31 \$65.92 \$5,273.60 \$137.113.60 43 \$74.27 \$5,941.60 \$154,481.60	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4.726.40 \$122.886.40 32 \$66.60 \$5.328.00 \$138.528.00 \$44 \$75.04 \$6.003.20	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25 \$5,380.00 \$139.880.00 45 \$75.78 \$6.062.40	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91 \$5,432.80 \$141,252.80 46 \$76.53 \$6,122.40	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20 \$126,651.20 35 \$68.61 \$5,488.80 \$142,708.80 47 \$77.31 \$6,184.80	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30 \$5,544.00 \$144,144.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$48.91 \$3,912.80 \$101.732.80 \$101.732.80 \$101.732.80 \$4.407.20 \$114.587.20 \$62.10 \$4,968.00 \$129.168.00 \$129.168.00 \$129.168.00 \$129.168.00	\$49.38 \$3,950.40 \$102.710.40 14 \$55.66 \$4.452.80 \$115.772.80 26 \$62.73 \$5.018.40 \$130.478.40 38 \$70.68 \$5.654.40 \$147.014.40	\$49.90 \$3,992.00 \$103.792.00 \$103.792.00 \$56.23 \$4.498.40 \$116.958.40 \$27 \$63.37 \$5.069.60 \$131.809.60 \$71.40 \$5.712.00 \$148.512.00	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4.541.60 \$118,081.60 28 \$63.99 \$5,119.20 \$133.099.20 40 \$72.12 \$5,769.60 \$150,009.60	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4,588.00 \$119.288.00 29 \$64.63 \$5,170.40 \$134.430.40 41 \$72.83 \$5,826.40 \$151,486.40	\$51.40 \$4,112.00 \$106.912.00 18 \$57.93 \$4.634.40 \$120.494.40 30 \$65.26 \$5.220.80 \$135.740.80 42 \$73.56 \$5.884.80 \$153.004.80	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121.680.00 31 \$65.92 \$5,273.60 \$137.113.60 43 \$74.27 \$5,941.60 \$154,481.60	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4.726.40 \$122.886.40 32 \$66.60 \$5.328.00 \$138.528.00 \$44 \$75.04 \$6.003.20	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25 \$5,380.00 \$139.880.00 45 \$75.78 \$6.062.40	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91 \$5,432.80 \$141,252.80 46 \$76.53 \$6,122.40	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20 \$126,651.20 35 \$68.61 \$5,488.80 \$142,708.80 47 \$77.31 \$6,184.80	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30 \$5,544.00 \$144,144.00
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	\$48.91 \$3,912.80 \$101.732.80 \$101.732.80 \$55.09 \$4.407.20 \$114.587.20 \$62.10 \$4,968.00 \$129.168.00 \$129.168.00 \$145.579.20 \$145.579.20	\$49.38 \$3,950.40 \$102.710.40 14 \$55.66 \$4.452.80 \$115.772.80 26 \$62.73 \$5.018.40 \$130.478.40 38 \$70.68 \$5,654.40 \$147.014.40 50 \$79.65 \$6.372.00	\$49.90 \$3,992.00 \$103.792.00 \$15 \$56.23 \$4.498.40 \$116.958.40 \$131.809.60 \$131.809.60 \$131.809.60 \$5,712.00 \$148.512.00 \$148.512.00	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4.541.60 \$118,081.60 28 \$63.99 \$5,119.20 \$133.099.20 40 \$72.12 \$5,769.60 \$150.009.60 52 \$81.26 \$6.500.80	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4.588.00 \$119.288.00 29 \$64.63 \$5.170.40 \$134.430.40 41 \$72.83 \$5.826.40 \$151.486.40 53 \$82.06 \$6.564.80	\$51.40 \$4,112.00 \$106,912.00 18 \$57.93 \$4,634.40 \$120,494.40 30 \$65.26 \$5,220.80 \$135,740.80 42 \$73.56 \$5,884.80 \$153.004.80 54 \$82.90 \$6,632.00	\$51.92 \$4,153.60 \$107.993.60 \$107.993.60 \$19 \$58.50 \$4,680.00 \$121,680.00 \$121,680.00 \$137,113.60 \$137,113.60 \$43 \$74.27 \$5,941.60 \$154,481.60 \$55 \$83.73 \$6.698.40	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4.726.40 \$122.886.40 32 \$66.60 \$5.328.00 \$138.528.00 \$44 \$75.04 \$6.003.20	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25 \$5,380.00 \$139.880.00 45 \$75.78 \$6.062.40	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91 \$5,432.80 \$141,252.80 46 \$76.53 \$6,122.40	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20 \$126,651.20 35 \$68.61 \$5,488.80 \$142,708.80 47 \$77.31 \$6,184.80	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30 \$5,544.00 \$144,144.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$48.91 \$3,912.80 \$101.732.80 \$101.732.80 \$101.732.80 \$4.407.20 \$114.587.20 \$62.10 \$4,968.00 \$129.168.00 \$129.168.00 \$129.168.00 \$129.168.00	\$49.38 \$3,950.40 \$102.710.40 14 \$55.66 \$4.452.80 \$115.772.80 26 \$62.73 \$5.018.40 \$130.478.40 38 \$70.68 \$5.654.40 \$147.014.40	\$49.90 \$3,992.00 \$103.792.00 \$103.792.00 \$56.23 \$4.498.40 \$116.958.40 \$27 \$63.37 \$5.069.60 \$131.809.60 \$71.40 \$5.712.00 \$148.512.00	\$50.38 \$4,030.40 \$104,790.40 16 \$56.77 \$4.541.60 \$118,081.60 28 \$63.99 \$5,119.20 \$133.099.20 40 \$72.12 \$5,769.60 \$150,009.60	\$50.88 \$4,070.40 \$105.830.40 17 \$57.35 \$4,588.00 \$119.288.00 29 \$64.63 \$5,170.40 \$134.430.40 41 \$72.83 \$5,826.40 \$151,486.40	\$51.40 \$4,112.00 \$106.912.00 18 \$57.93 \$4.634.40 \$120.494.40 30 \$65.26 \$5.220.80 \$135.740.80 42 \$73.56 \$5.884.80 \$153.004.80	\$51.92 \$4,153.60 \$107.993.60 19 \$58.50 \$4,680.00 \$121.680.00 31 \$65.92 \$5,273.60 \$137.113.60 43 \$74.27 \$5,941.60 \$154,481.60	\$52.45 \$4,196.00 \$109.096.00 20 \$59.08 \$4.726.40 \$122.886.40 32 \$66.60 \$5.328.00 \$138.528.00 \$44 \$75.04 \$6.003.20	\$52.95 \$4,236.00 \$110.136.00 21 \$59.67 \$4,773.60 \$124,113.60 33 \$67.25 \$5,380.00 \$139.880.00 45 \$75.78 \$6.062.40	\$53.49 \$4,279.20 \$111,259.20 22 \$60.28 \$4,822.40 \$125,382.40 34 \$67.91 \$5,432.80 \$141,252.80 46 \$76.53 \$6,122.40	\$54.02 \$4,321.60 \$112,361.60 23 \$60.89 \$4,871.20 \$126,651.20 35 \$68.61 \$5,488.80 \$142,708.80 47 \$77.31 \$6,184.80	\$54.56 \$4,364.80 \$113,484.80 24 \$61.50 \$4,920.00 \$127,920.00 36 \$69.30 \$5,544.00 \$144,144.00

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps Hourly Biweekly	1 \$55.09 \$4,407.20	\$55.66 \$4,452.80	\$56.23 \$4,498.40	\$56.77 \$4,541.60	\$57.35 \$4,588.00	6 \$57.93 \$4,634.40	\$58.50 \$4,680.00	\$59.08 \$4,726.40	\$59.67 \$4,773.60	10 \$60.28 \$4,822.40	11 \$60.89 \$4,871.20	\$61.50 \$4,920.00
Annually	\$114,587.20	\$115,772.80	\$116,958.40	\$118,081.60	\$119,288.00	\$120,494.40	\$121,680.00	\$122,886.40	\$124,113.60	\$125,382.40	\$126,651.20	\$127,920.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly Annually	\$62.10 \$4,968.00 \$129,168.00	\$62.73 \$5,018.40 \$130,478.40	\$63.37 \$5,069.60 \$131,809.60	\$63.99 \$5,119.20 \$133,099.20	\$64.63 \$5,170.40 \$134,430.40	\$65.26 \$5,220.80 \$135,740.80	\$65.92 \$5,273.60 \$137,113.60	\$66.60 \$5,328.00 \$138,528.00	\$67.25 \$5,380.00 \$139,880.00	\$67.91 \$5.432.80 \$141,252.80	\$68.61 \$5.488.80 \$142,708.80	\$69.30 \$5,544.00 \$144,144.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$69.99	\$70.68	\$71.40	\$72.12	\$72.83	\$73.56	\$74.27	\$75.04	\$75.78	\$76.53	\$77.31	\$78.08
Biweekly	\$5,599.20	\$5,654.40	\$5,712.00	\$5,769.60	\$5,826.40	\$5,884.80	\$5,941.60	\$6,003.20	\$6,062.40	\$6,122.40	\$6,184.80	\$6,246.40
Annually	\$145,579.20	\$147,014.40	\$148,512.00	\$150,009.60	\$151,486.40	\$153,004.80	\$154,481.60	\$156,083.20	\$157,622.40	\$159,182.40	\$160,804.80	\$162,406.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$78.87	\$79.65	\$80.45	\$81.26	\$82.06	\$82.90	\$83.73	\$84.55	\$85.40	\$86.24	\$87.11	\$87.98
Biweekly Annually	\$6,309.60 \$164,049.60	\$6,372.00 \$165,672.00	\$6,436.00 \$167,336.00	\$6,500.80 \$169,020.80	\$6,564.80 \$170,684.80	\$6,632.00 \$172,432.00	\$6,698.40 \$174,158.40	\$6,764.00 \$175,864.00	\$6,832.00 \$177,632.00	\$6,899.20 \$179,379.20	\$6,968.80 \$181,188.80	\$7,038.40 \$182,998.40
Steps	49	50	51	52	53	54	55					
Hourly	\$88.86	\$89.75	\$90.65	\$91.57	\$92.47	\$93.40	\$94.34					
Biweekly	\$7,108.80	\$7,180.00	\$7,252.00	\$7,325.60	\$7,397.60	\$7,472.00	\$7,547.20					
Annually	\$184,828.80	\$186,680.00	\$188,552.00	\$190,465.60	\$192,337.60	\$194,272.00	\$196,227.20					
Grade 84												
Grade 9 .												
Steps	. 1	2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	. 10	11	12
Steps Hourly	\$60.28	\$60.89	\$61.50	\$62.10	\$62.73	\$63.37	\$63.99	\$64.63	\$65.26	\$65.92	\$66.60	\$67.25
Steps Hourly Biweekly	\$60.28 \$4,822.40	\$60.89 \$4,871.20	\$61.50 \$4,920.00	\$62.10 \$4,968.00	\$62.73 \$5,018.40	\$63.37 \$5,069.60	\$63.99 \$5,119.20	\$64.63 \$5,170.40	\$65.26 \$5,220.80	\$65.92 \$5,273.60	\$66.60 \$5,328.00	\$67.25 \$5,380.00
Steps Hourly	\$60.28	\$60.89	\$61.50	\$62.10	\$62.73	\$63.37	\$63.99	\$64.63	\$65.26	\$65.92	\$66.60	\$67.25
Steps Hourly Biweekly	\$60.28 \$4,822.40	\$60.89 \$4,871.20	\$61.50 \$4,920.00	\$62.10 \$4,968.00	\$62.73 \$5,018.40	\$63.37 \$5,069.60	\$63.99 \$5,119.20	\$64.63 \$5,170.40	\$65.26 \$5,220.80	\$65.92 \$5,273.60	\$66.60 \$5,328.00	\$67.25 \$5,380.00
Steps Hourly Biweekly Annually Steps Hourly	\$60.28 \$4,822.40 \$125,382.40 13 \$67.91	\$60.89 \$4,871.20 \$126,651.20 14 \$68.61	\$61.50 \$4,920.00 \$127.920.00 15 \$69.30	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99	\$62.73 \$5,018.40 \$130,478.40 17 \$70.68	\$63.37 \$5,069.60 \$131.809.60 18 \$71.40	\$63.99 \$5,119.20 \$133,099.20 19 \$72.12	\$64.63 \$5,170.40 \$134.430.40 20 \$72.83	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56	\$65.92 \$5,273.60 \$137.113.60 22 \$74.27	\$66.60 \$5,328.00 \$138,528.00 23 \$75.04	\$67.25 \$5,380.00 \$139,880.00 24 \$75.78
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.28 \$4,822.40 \$125,382.40 13 \$67.91 \$5,432.80	\$60.89 \$4,871.20 \$126,651.20 14 \$68.61 \$5,488.80	\$61.50 \$4,920.00 \$127,920.00 15 \$69.30 \$5,544.00	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99 \$5,599.20	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5,654.40	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00	\$63.99 \$5,119.20 \$133,099.20 19 \$72.12 \$5,769.60	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5,826.40	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56 \$5,884.80	\$65.92 \$5,273.60 \$137.113.60 22 \$74.27 \$5,941.60	\$66.60 \$5,328.00 \$138,528.00 23 \$75.04 \$6,003.20	\$67.25 \$5,380.00 \$139,880.00 24 \$75.78 \$6,062.40
Steps Hourly Biweekly Annually Steps Hourly	\$60.28 \$4,822.40 \$125,382.40 13 \$67.91	\$60.89 \$4,871.20 \$126,651.20 14 \$68.61	\$61.50 \$4,920.00 \$127.920.00 15 \$69.30	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99	\$62.73 \$5,018.40 \$130,478.40 17 \$70.68	\$63.37 \$5,069.60 \$131.809.60 18 \$71.40	\$63.99 \$5,119.20 \$133,099.20 19 \$72.12	\$64.63 \$5,170.40 \$134.430.40 20 \$72.83	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56	\$65.92 \$5,273.60 \$137.113.60 22 \$74.27	\$66.60 \$5,328.00 \$138,528.00 23 \$75.04	\$67.25 \$5,380.00 \$139,880.00 24 \$75.78
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.28 \$4,822.40 \$125,382.40 13 \$67.91 \$5,432.80	\$60.89 \$4,871.20 \$126,651.20 14 \$68.61 \$5,488.80	\$61.50 \$4,920.00 \$127,920.00 15 \$69.30 \$5,544.00	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99 \$5,599.20	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5,654.40	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00	\$63.99 \$5,119.20 \$133,099.20 19 \$72.12 \$5,769.60	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5,826.40	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56 \$5,884.80	\$65.92 \$5,273.60 \$137.113.60 22 \$74.27 \$5,941.60	\$66.60 \$5,328.00 \$138,528.00 23 \$75.04 \$6,003.20	\$67.25 \$5,380.00 \$139,880.00 24 \$75.78 \$6,062.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.28 \$4,822.40 \$125,382.40 13 \$67.91 \$5,432.80 \$141,252.80	\$60.89 \$4,871.20 \$126,651.20 14 \$68.61 \$5,488.80 \$142,708.80	\$61.50 \$4,920.00 \$127,920.00 15 \$69.30 \$5,544.00 \$144,144.00	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99 \$5,599.20 \$145,579.20	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5,654.40 \$147,014.40	\$63.37 \$5,069.60 \$131.809.60 18 \$71.40 \$5,712.00 \$148.512.00	\$63.99 \$5,119.20 \$133,099.20 19 \$72.12 \$5,769.60 \$150,009.60	\$64.63 \$5,170.40 \$134.430.40 20 \$72.83 \$5,826.40 \$151.486.40	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56 \$5,884.80 \$153,004.80	\$65.92 \$5,273.60 \$137.113.60 22 \$74.27 \$5,941.60 \$154.481.60	\$66.60 \$5,328.00 \$138,528.00 23 \$75.04 \$6.003.20 \$156.083.20	\$67.25 \$5,380.00 \$139,880.00 24 \$75.78 \$6,062.40 \$157,622.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.28 \$4,822.40 \$125.382.40 13 \$67.91 \$5,432.80 \$141.252.80 25 \$76.53 \$6,122.40	\$60.89 \$4,871.20 \$126.651.20 14 \$68.61 \$5.488.80 \$142.708.80 26 \$77.31 \$6.184.80	\$61.50 \$4,920.00 \$127,920.00 15 \$69.30 \$5,544.00 \$144,144.00 27 \$78.08 \$6,246.40	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99 \$5,599.20 \$145,579.20 28 \$78.87 \$6,309.60	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5,654.40 \$147.014.40 29 \$79.65 \$6,372.00	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00 \$148,512.00 30 \$80.45 \$6,436.00	\$63.99 \$5,119.20 \$133.099.20 19 \$72.12 \$5,769.60 \$150.009.60 31 \$81.26 \$6,500.80	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5.826.40 \$151.486.40 32 \$82.06 \$6.564.80	\$65.26 \$5,220.80 \$135.740.80 21 \$73.56 \$5,884.80 \$153.004.80 33 \$82.90 \$6,632.00	\$65.92 \$5,273.60 \$137,113.60 22 \$74.27 \$5,941.60 \$154.481.60 34 \$83.73 \$6.698.40	\$66.60 \$5,328.00 \$138.528.00 \$138.528.00 23 \$75.04 \$6.003.20 \$156.083.20 35 \$84.55 \$6.764.00	\$67.25 \$5,380.00 \$139.880.00 24 \$75.78 \$6,062.40 \$157,622.40 36 \$85.40 \$6,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$60.28 \$4,822.40 \$125,382.40 13 \$67.91 \$5,432.80 \$141,252.80 25 \$76.53	\$60.89 \$4,871.20 \$126.651.20 14 \$68.61 \$5,488.80 \$142,708.80 26 \$77.31	\$61.50 \$4,920.00 \$127,920.00 15 \$69.30 \$5,544.00 \$144,144.00	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99 \$5,599.20 \$145,579.20 28 \$78.87	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5.654.40 \$147.014.40 29 \$79.65	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00 \$148,512.00 30 \$80.45	\$63.99 \$5,119.20 \$133.099.20 19 \$72.12 \$5,769.60 \$150,009.60 31 \$81.26	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5,826.40 \$151,486.40 32 \$82.06	\$65.26 \$5,220.80 \$135.740.80 21 \$73.56 \$5.884.80 \$153,004.80 33 \$82.90	\$65.92 \$5,273.60 \$137.113.60 22 \$74.27 \$5.941.60 \$154.481.60 34 \$83.73	\$66.60 \$5,328.00 \$138.528.00 \$138.528.00 23 \$75.04 \$6.003.20 \$156.083.20 35 \$84.55	\$67.25 \$5,380.00 \$139,880.00 24 \$75.78 \$6.062.40 \$157,622.40 36 \$85.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.28 \$4,822.40 \$125,382.40 13 \$67.91 \$5,432.80 \$141,252.80 25 \$76.53 \$6,122.40 \$159,182.40	\$60.89 \$4,871.20 \$126.651.20 14 \$68.61 \$5.488.80 \$142.708.80 26 \$77.31 \$6.184.80 \$160.804.80	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 15 \$69.30 \$5,544.00 \$144,144.00 27 \$78.08 \$6,246.40 \$162,406.40	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99 \$5,599.20 \$145,579.20 28 \$78.87 \$6,309.60 \$164,049.60	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5.654.40 \$147.014.40 29 \$79.65 \$6.372.00 \$165.672.00	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00 \$148.512.00 30 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133.099.20 19 \$72.12 \$5,769.60 \$150.009.60 31 \$81.26 \$6,500.80 \$169,020.80	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5.826.40 \$151,486.40 32 \$82.06 \$6.564.80 \$170.684.80	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56 \$5,884.80 \$153,004.80 33 \$82.90 \$6,632.00 \$172,432.00	\$65.92 \$5,273.60 \$137,113.60 22 \$74.27 \$5,941.60 \$154.481.60 34 \$83.73 \$6.698.40 \$174,158.40	\$66.60 \$5,328.00 \$138.528.00 \$138.528.00 23 \$75.04 \$6.003.20 \$156.083.20 35 \$84.55 \$6.764.00 \$175.864.00	\$67.25 \$5,380.00 \$139.880.00 \$157.78 \$6,062.40 \$157,622.40 \$6,832.00 \$177,632.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.28 \$4,822.40 \$125.382.40 13 \$67.91 \$5.432.80 \$141,252.80 25 \$76.53 \$6,122.40 \$159,182.40	\$60.89 \$4,871.20 \$126.651.20 14 \$68.61 \$5,488.80 \$142,708.80 26 \$77.31 \$6,184.80 \$160.804.80	\$61.50 \$4,920.00 \$127.920.00 15 \$69.30 \$5.544.00 \$144,144.00 27 \$78.08 \$6,246.40 \$162.406.40	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99 \$5,599.20 \$145,579.20 28 \$78.87 \$6,309.60 \$164,049.60	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5,654.40 \$147,014.40 29 \$79.65 \$6,372.00 \$165,672.00	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00 \$148,512.00 30 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 19 \$72.12 \$5,769.60 \$150,009.60 31 \$81.26 \$6,500.80 \$169,020.80	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5.826.40 \$151,486.40 32 \$82.06 \$6,564.80 \$170,684.80	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56 \$5,884.80 \$153,004.80 33 \$82.90 \$6,632.00 \$172,432.00	\$65.92 \$5,273.60 \$137,113.60 22 \$74.27 \$5,941.60 \$154,481.60 34 \$83.73 \$6,698.40 \$174,158.40	\$66.60 \$5,328.00 \$138.528.00 \$138.528.00 23 \$75.04 \$6.003.20 \$156.083.20 35 \$84.55 \$6,764.00 \$175,864.00	\$67.25 \$5,380.00 \$139,880.00 24 \$75.78 \$6,062.40 \$157,622.40 36 \$85.40 \$6,832.00 \$177,632.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$60.28 \$4,822.40 \$125,382.40 13 \$67.91 \$5,432.80 \$141,252.80 25 \$76.53 \$6,122.40 \$159,182.40	\$60.89 \$4,871.20 \$126.651.20 14 \$68.61 \$5.488.80 \$142.708.80 26 \$77.31 \$6.184.80 \$160.804.80	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 15 \$69.30 \$5,544.00 \$144,144.00 27 \$78.08 \$6,246.40 \$162,406.40	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99 \$5,599.20 \$145,579.20 28 \$78.87 \$6,309.60 \$164,049.60	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5.654.40 \$147.014.40 29 \$79.65 \$6.372.00 \$165.672.00	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00 \$148.512.00 30 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133.099.20 19 \$72.12 \$5,769.60 \$150.009.60 31 \$81.26 \$6,500.80 \$169,020.80	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5.826.40 \$151,486.40 32 \$82.06 \$6.564.80 \$170.684.80	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56 \$5,884.80 \$153,004.80 33 \$82.90 \$6,632.00 \$172,432.00	\$65.92 \$5,273.60 \$137,113.60 22 \$74.27 \$5,941.60 \$154.481.60 34 \$83.73 \$6.698.40 \$174,158.40	\$66.60 \$5,328.00 \$138.528.00 \$138.528.00 23 \$75.04 \$6.003.20 \$156.083.20 35 \$84.55 \$6.764.00 \$175.864.00	\$67.25 \$5,380.00 \$139.880.00 \$157.78 \$6,062.40 \$157,622.40 \$6,832.00 \$177,632.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.28 \$4,822.40 \$125.382.40 13 \$67.91 \$5,432.80 \$141,252.80 25 \$76.53 \$6,122.40 \$159,182.40	\$60.89 \$4,871.20 \$126.651.20 14 \$68.61 \$5,488.80 \$142,708.80 26 \$77.31 \$6,184.80 \$160.804.80	\$61.50 \$4,920.00 \$127.920.00 15 \$69.30 \$5.544.00 \$144,144.00 27 \$78.08 \$6,246.40 \$162.406.40	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99 \$5,599.20 \$145,579.20 28 \$78.87 \$6,309.60 \$164,049.60	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5,654.40 \$147,014.40 29 \$79.65 \$6.372.00 \$165,672.00	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00 \$148,512.00 30 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 19 \$72.12 \$5,769.60 \$150,009.60 31 \$81.26 \$6,500.80 \$169,020.80	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5.826.40 \$151,486.40 32 \$82.06 \$6,564.80 \$170,684.80	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56 \$5,884.80 \$153,004.80 33 \$82.90 \$6,632.00 \$172,432.00	\$65.92 \$5,273.60 \$137,113.60 22 \$74.27 \$5,941.60 \$154,481.60 34 \$83.73 \$6,698.40 \$174,158.40	\$66.60 \$5,328.00 \$138.528.00 \$138.528.00 \$23 \$75.04 \$6.003.20 \$156.083.20 \$35 \$84.55 \$6,764.00 \$175.864.00	\$67.25 \$5,380.00 \$139,880.00 24 \$75.78 \$6,062.40 \$157,622.40 36 \$85.40 \$6,832.00 \$177,632.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$60.28 \$4,822.40 \$125.382.40 13 \$67.91 \$5.432.80 \$141.252.80 25 \$76.53 \$6.122.40 \$159.182.40 37 \$86.24 \$6.899.20	\$60.89 \$4,871.20 \$126.651.20 14 \$68.61 \$5.488.80 \$142.708.80 26 \$77.31 \$6.184.80 \$160.804.80 38 \$87.11 \$6.968.80	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 \$15.544.00 \$144,144.00 \$78.08 \$6,246.40 \$162,406.40 \$162,406.40 \$182,998.40	\$62.10 \$4,968.00 \$129,168.00 16 \$69.99 \$5,599.20 \$145,579.20 28 \$78.87 \$6,309.60 \$164,049.60 40 \$88.86 \$7,108.80	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5.654.40 \$147,014.40 29 \$79.65 \$6,372.00 \$165,672.00 41 \$89.75 \$7,180.00	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00 \$148,512.00 30 \$80.45 \$6,436.00 \$167,336.00 42 \$90.65 \$7,252.00	\$63.99 \$5,119.20 \$133,099.20 19 \$72.12 \$5,769.60 \$150,009.60 31 \$81.26 \$6,500.80 \$169,020.80 43 \$91.57 \$7,325.60	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5.826.40 \$151,486.40 32 \$82.06 \$6,564.80 \$170,684.80 44 \$92.47 \$7,397.60	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56 \$5,884.80 \$153,004.80 33 \$82.90 \$6,632.00 \$172,432.00 45 \$93.40 \$7,472.00	\$65.92 \$5,273.60 \$137,113.60 22 \$74.27 \$5,941.60 \$154,481.60 34 \$83.73 \$6.698.40 \$174,158.40 46 \$94.34 \$7,547.20	\$66.60 \$5,328.00 \$138.528.00 \$138.528.00 \$23 \$75.04 \$6.003.20 \$156.083.20 \$35 \$84.55 \$6,764.00 \$175.864.00 \$175.864.20	\$67.25 \$5,380.00 \$139,880.00 24 \$75.78 \$6,062.40 \$157,622.40 36 \$85.40 \$6,832.00 \$177,632.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$60.28 \$4,822.40 \$125,382.40 13 \$67.91 \$5,432.80 \$141,252.80 25 \$76.53 \$6,122.40 \$159,182.40 37 \$86.24 \$6,899.20 \$179,379.20	\$60.89 \$4,871.20 \$126.651.20 14 \$68.61 \$5.488.80 \$142.708.80 26 \$77.31 \$6,184.80 \$160.804.80 38 \$87.11 \$6,968.80 \$181.188.80	\$61.50 \$4,920.00 \$127.920.00 \$127.920.00 \$15 \$69.30 \$5,544.00 \$144.144.00 \$78.08 \$6,246.40 \$162,406.40 \$182,998.40 \$182,998.40	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 \$69.99 \$5,599.20 \$145,579.20 \$28 \$78.87 \$6,309.60 \$164,049.60 \$88.86 \$7,108.80 \$184,828.80	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5,654.40 \$147.014.40 29 \$79.65 \$6.372.00 \$165,672.00 41 \$89.75 \$7.180.00 \$186,680.00	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00 \$148,512.00 30 \$80.45 \$6,436.00 \$167,336.00 42 \$90.65 \$7,252.00 \$188,552.00	\$63.99 \$5,119.20 \$133,099.20 19 \$72.12 \$5,769.60 \$150,009.60 31 \$81.26 \$6,500.80 \$169,020.80 43 \$91.57 \$7,325.60 \$190,465.60	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5.826.40 \$151,486.40 32 \$82.06 \$6,564.80 \$170,684.80 44 \$92.47 \$7,397.60	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56 \$5,884.80 \$153,004.80 33 \$82.90 \$6,632.00 \$172,432.00 45 \$93.40 \$7,472.00	\$65.92 \$5,273.60 \$137,113.60 22 \$74.27 \$5,941.60 \$154,481.60 34 \$83.73 \$6.698.40 \$174,158.40 46 \$94.34 \$7,547.20	\$66.60 \$5,328.00 \$138.528.00 \$138.528.00 \$23 \$75.04 \$6.003.20 \$156.083.20 \$35 \$84.55 \$6,764.00 \$175.864.00 \$175.864.20	\$67.25 \$5,380.00 \$139,880.00 24 \$75.78 \$6,062.40 \$157,622.40 36 \$85.40 \$6,832.00 \$177,632.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$60.28 \$4,822.40 \$125.382.40 13 \$67.91 \$5.432.80 \$141.252.80 25 \$76.53 \$6.122.40 \$159.182.40 37 \$86.24 \$6.899.20 \$179.379.20	\$60.89 \$4,871.20 \$126.651.20 14 \$68.61 \$5.488.80 \$142.708.80 26 \$77.31 \$6.184.80 \$160.804.80 38 \$87.11 \$6.968.80 \$181.188.80	\$61.50 \$4,920.00 \$127.920.00 \$127.920.00 \$15.569.30 \$5.544.00 \$144.144.00 \$78.08 \$6.246.40 \$162.406.40 \$162.406.40 \$182.998.40 \$182.998.40	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 \$69.99 \$5,599.20 \$145,579.20 \$28 \$78.87 \$6,309.60 \$164,049.60 \$88.86 \$7,108.80 \$184,828.80 \$2 \$100.14	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5,654.40 \$147,014.40 29 \$79.65 \$6.372.00 \$165,672.00 41 \$89.75 \$7,180.00 \$186,680.00	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00 \$148,512.00 30 \$80.45 \$6,436.00 \$167,336.00 42 \$90.65 \$7,252.00 \$188,552.00	\$63.99 \$5,119.20 \$133,099.20 19 \$72.12 \$5,769.60 \$150,009.60 31 \$81.26 \$6,500.80 \$169,020.80 43 \$91.57 \$7,325.60 \$190,465.60	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5.826.40 \$151,486.40 32 \$82.06 \$6,564.80 \$170,684.80 44 \$92.47 \$7,397.60	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56 \$5,884.80 \$153,004.80 33 \$82.90 \$6,632.00 \$172,432.00 45 \$93.40 \$7,472.00	\$65.92 \$5,273.60 \$137,113.60 22 \$74.27 \$5,941.60 \$154,481.60 34 \$83.73 \$6.698.40 \$174,158.40 46 \$94.34 \$7,547.20	\$66.60 \$5,328.00 \$138.528.00 \$138.528.00 \$23 \$75.04 \$6,003.20 \$156,083.20 \$35 \$84.55 \$6,764.00 \$175,864.00 \$175,864.00	\$67.25 \$5,380.00 \$139,880.00 \$139,880.00 24 \$75.78 \$6,062.40 \$157,622.40 36 \$85.40 \$6,832.00 \$177,632.00 48 \$96.21 \$7,696.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$60.28 \$4,822.40 \$125,382.40 13 \$67.91 \$5,432.80 \$141,252.80 25 \$76.53 \$6,122.40 \$159,182.40 37 \$86.24 \$6,899.20 \$179,379.20	\$60.89 \$4,871.20 \$126.651.20 14 \$68.61 \$5.488.80 \$142.708.80 26 \$77.31 \$6,184.80 \$160.804.80 38 \$87.11 \$6,968.80 \$181.188.80	\$61.50 \$4,920.00 \$127.920.00 \$127.920.00 \$15 \$69.30 \$5,544.00 \$144.144.00 \$78.08 \$6,246.40 \$162,406.40 \$182,998.40 \$182,998.40	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 \$69.99 \$5,599.20 \$145,579.20 \$28 \$78.87 \$6,309.60 \$164,049.60 \$88.86 \$7,108.80 \$184,828.80	\$62.73 \$5,018.40 \$130.478.40 17 \$70.68 \$5,654.40 \$147.014.40 29 \$79.65 \$6.372.00 \$165,672.00 41 \$89.75 \$7.180.00 \$186,680.00	\$63.37 \$5,069.60 \$131,809.60 18 \$71.40 \$5,712.00 \$148,512.00 30 \$80.45 \$6,436.00 \$167,336.00 42 \$90.65 \$7,252.00 \$188,552.00	\$63.99 \$5,119.20 \$133,099.20 19 \$72.12 \$5,769.60 \$150,009.60 31 \$81.26 \$6,500.80 \$169,020.80 43 \$91.57 \$7,325.60 \$190,465.60	\$64.63 \$5,170.40 \$134,430.40 20 \$72.83 \$5.826.40 \$151,486.40 32 \$82.06 \$6,564.80 \$170,684.80 44 \$92.47 \$7,397.60	\$65.26 \$5,220.80 \$135,740.80 21 \$73.56 \$5,884.80 \$153,004.80 33 \$82.90 \$6,632.00 \$172,432.00 45 \$93.40 \$7,472.00	\$65.92 \$5,273.60 \$137,113.60 22 \$74.27 \$5,941.60 \$154,481.60 34 \$83.73 \$6.698.40 \$174,158.40 46 \$94.34 \$7,547.20	\$66.60 \$5,328.00 \$138.528.00 \$138.528.00 \$23 \$75.04 \$6,003.20 \$156,083.20 \$35 \$84.55 \$6,764.00 \$175,864.00 \$175,864.00	\$67.25 \$5,380.00 \$139,880.00 \$139,880.00 24 \$75.78 \$6,062.40 \$157,622.40 36 \$85.40 \$6,832.00 \$177,632.00 48 \$96.21 \$7,696.80