(Non-bargaining unit)

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

C1	1	2	3	4	5	6	7	8	9	10	11
Steps Hourly	\$10.07	\$10.38	\$10.69	\$11.00	\$11.33	\$11.68	\$11.90	\$12.15	\$12.38	\$12.62	\$12.89
Biweekly	\$805.60	\$830.40	\$855.20	\$880.00	\$906.40	\$934.40	\$952.00	\$972.00	\$990.40	\$1,009.60	\$1,031.20
Annually	\$20,945.60	\$21,590.40	\$22,235.20	\$22,880.00	\$23,566.40	\$24,294.40	\$24,752.00	\$25,272.00	\$25,750.40	\$26,249.60	\$26,811.20
· ·											
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$13.14	\$13.39	\$13.56	\$13.68	\$13.83						
Hourly	\$1,051.20	\$1,071.20	\$1,084.80	\$1,094.40	\$1,106.40						
Annually	\$27,331.20	\$27,851.20	\$28,204.80	\$28,454.40	\$28,766.40						
Grade 72											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$11.33	\$11.68	\$12.04	\$12.38	\$12.77	\$13.13	\$13.39	\$13.66	\$13.94	\$14.22	\$14.49
Biweekly	\$906.40	\$934.40	\$963.20	\$990.40	\$1,021.60	\$1,050.40	\$1,071.20	\$1,092.80	\$1,115.20	\$1,137.60	\$1,159.20
Annually	\$23,566.40	\$24,294.40	\$25,043.20	\$25,750.40	\$26,561.60	\$27,310.40	\$27,851.20	\$28,412.80	\$28,995.20	\$29,577.60	\$30,139.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$14.79	\$15.09	\$15.26	\$15.40	\$15.56						
Hourly	\$1,183.20	\$1,207.20	\$1,220.80	\$1,232.00	\$1,244.80						
Annually	\$30,763.20	\$31,387.20	\$31,740.80	\$32,032.00	\$32,364.80						
Grade 73											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$12.77	\$13.13	\$13.55	\$13.94	\$14.37	\$14.78	\$15.07	\$15.39	\$15.69	\$16.00	\$16.33
Biweekly	\$1,021.60	\$1,050.40	\$1,084.00	\$1,115.20	\$1,149.60	\$1,182.40	\$1,205.60	\$1,231.20	\$1,255.20	\$1,280.00	\$1,306.40
Annually	\$26,561.60	\$27,310.40	\$28,184.00	\$28,995.20	\$29,889.60	\$30,742.40	\$31,345.60	\$32,011.20	\$32,635.20	\$33,280.00	\$33,966.40
•	42	40	44	45	46	17	18	19	20		
Steps Biweekly	12 \$16.65	13 \$16.98	14 \$17.15	15 \$17.32	16 \$17.48	1/	18	19	20		
Hourly	\$1,332.00	\$1,358.40	\$1,372.00	\$1,385.60	\$1,398.40						
Annually	\$34,632.00	\$35,318.40	\$35,672.00	\$36,025.60	\$36,358.40						
Ailliually	334,032.00	333,316.40	333,072.00	330,023.00	330,338.40						
Grade 74											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$14.37	\$14.78	\$15.25	\$15.68	\$16.15	\$16.64	\$16.97	\$17.31	\$17.67	\$18.02	\$18.38
Biweekly	\$1,149.60	\$1,182.40	\$1,220.00	\$1,254.40	\$1,292.00	\$1,331.20	\$1,357.60	\$1,384.80	\$1,413.60	\$1,441.60	\$1,470.40
Annually	\$29,889.60	\$30,742.40	\$31,720.00	\$32,614.40	\$33,592.00	\$34,611.20	\$35,297.60	\$36,004.80	\$36,753.60	\$37,481.60	\$38,230.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$18.75	\$19.11	\$19.31	\$19.51	\$19.70						
Hourly	\$1,500.00	\$1,528.80	\$1,544.80	\$1,560.80	\$1,576.00						
Annually	\$39,000.00	\$39,748.80	\$40,164.80	\$40,580.80	\$40,976.00						

(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
	Hourly	\$16.15	\$16.64	\$17.14	\$17.67	\$18.18	\$18.74	\$19.10	\$19.49	\$19.86	\$20.27	\$20.68
	Biweekly	\$1,292.00	\$1,331.20	\$1,371.20	\$1,413.60	\$1,454.40	\$1,499.20	\$1,528.00	\$1,559.20	\$1,588.80	\$1,621.60	\$1,654.40
	Annually	\$33,592.00	\$34,611.20	\$35,651.20	\$36,753.60	\$37,814.40	\$38,979.20	\$39,728.00	\$40,539.20	\$41,308.80	\$42,161.60	\$43,014.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$21.08	\$21.51	\$21.73	\$21.94	\$22.17						
	Hourly	\$1,686.40	\$1,720.80	\$1,738.40	\$1,755.20	\$1,773.60						
	Annually	\$43,846.40	\$44,740.80	\$45,198.40	\$45,635.20	\$46,113.60						
Gra	de 76											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$18.18	\$18.74	\$19.29	\$19.86	\$20.47	\$21.07	\$21.50	\$21.93	\$22.37	\$22.83	\$23.29
	Biweekly	\$1,454.40	\$1,499.20	\$1,543.20	\$1,588.80	\$1,637.60	\$1,685.60	\$1,720.00	\$1,754.40	\$1,789.60	\$1,826.40	\$1,863.20
	Annually	\$37,814.40	\$38,979.20	\$40,123.20	\$41,308.80	\$42,577.60	\$43,825.60	\$44,720.00	\$45,614.40	\$46,529.60	\$47,486.40	\$48,443.20
	Aimuany	J37,814.40	\$30,575.20	J40,123.20	J41,300.00	542,577.00	J43,023.00	344,720.00	J4J,014.40	J40,J2J.00	J47,400.40	J40,44J.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$23.76	\$24.23	\$24.46	\$24.69	\$24.95						
	Hourly	\$1,900.80	\$1,938.40	\$1,956.80	\$1,975.20	\$1,996.00						
	Annually	\$49,420.80	\$50,398.40	\$50,876.80	\$51,355.20	\$51,896.00						
	Aimadily	Ş 4 3,420.00	\$30,330. 4 0	\$30,070.00	JJ1,JJJ.20	\$31,030.00						
Gra	de 77											
Gra	ide , ,											
	Stone	1	2	3	4	5	6	7	8	9	10	11
	Steps Hourly	\$20.47	\$21.07	\$21.72	\$22.36	\$23.03	\$23.75	\$24.21	\$24.68	\$25.18	\$25.67	\$26.21
	Biweekly	\$1,637.60	\$1,685.60	\$1,737.60	\$1,788.80	\$1,842.40	\$1,900.00	\$1,936.80	\$1,974.40	\$2,014.40	\$2,053.60	\$2,096.80
	Annually	\$42,577.60	\$43,825.60	\$45,177.60	\$46,508.80	\$47,902.40	\$49,400.00	\$50,356.80	\$51,334.40	\$52,374.40	\$53,393.60	\$54,516.80
	Ailliually	342,377.00	\$45,625.00	\$45,177.00	340,306.60	347,902.40	349,400.00	330,330.60	\$31,334.40	\$32,374.40	\$55,595.00	\$54,510.60
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$26.71	\$27.24	\$27.54	\$27.78	\$28.08	-,	10				
	Hourly	\$2,136.80	\$2,179.20	\$2,203.20	\$2,222.40	\$2,246.40						
	Annually	\$55,556.80	\$56,659.20	\$57,283.20	\$57,782.40	\$58,406.40						
	Aimadily	\$33,330.80	\$30,033.20	337,283.20	\$37,782.40	\$30,400.40						
Gra	de 78											
Gia	iue 70											
				-		_		_				
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$22.36	\$23.03	\$23.75	\$24.43	\$25.17	\$25.92	\$26.69	\$27.22	\$27.76	\$28.31	\$28.89
	Biweekly	\$1,788.80	\$1,842.40	\$1,900.00	\$1,954.40	\$2,013.60	\$2,073.60	\$2,135.20	\$2,177.60	\$2,220.80	\$2,264.80	\$2,311.20
	Annually	\$46,508.80	\$47,902.40	\$49,400.00	\$50,814.40	\$52,353.60	\$53,913.60	\$55,515.20	\$56,617.60	\$57,740.80	\$58,884.80	\$60,091.20
	C1	12	12	1.	1-		47	40	40	20		
	Steps	12 \$30.47	13	14	15	16	17	18	19	20		
	Biweekly	\$29.47	\$30.06	\$30.67	\$30.98	\$31.28	\$31.61					
	Hourly	\$2,357.60	\$2,404.80	\$2,453.60	\$2,478.40	\$2,502.40	\$2,528.80					
	Annually	\$61,297.60	\$62,524.80	\$63,793.60	\$64,438.40	\$65,062.40	\$65,748.80					

(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
	Hourly	\$24.43	\$25.17	\$25.92	\$26.69	\$27.52	\$28.29	\$29.19	\$30.05	\$30.65	\$31.27	\$31.89
	Biweekly	\$1,954.40	\$2,013.60	\$2,073.60	\$2,135.20	\$2,201.60	\$2,263.20	\$2,335.20	\$2,404.00	\$2,452.00	\$2,501.60	\$2,551.20
	Annually	\$50,814.40	\$52,353.60	\$53,913.60	\$55,515.20	\$57,241.60	\$58,843.20	\$60,715.20	\$62,504.00	\$63,752.00	\$65,041.60	\$66,331.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$32.54	\$33.21	\$33.85	\$34.53	\$34.87	\$35.21	\$35.58				
	Hourly	\$2,603.20	\$2,656.80	\$2,708.00	\$2,762.40	\$2,789.60	\$2,816.80	\$2,846.40				
	Annually	\$67,683.20	\$69,076.80	\$70,408.00	\$71,822.40	\$72,529.60	\$73,236.80	\$74,006.40				
Gra	de 80											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$26.69	\$27.52	\$28.29	\$29.19	\$30.05	\$30.97	\$31.86	\$32.83	\$33.49	\$34.16	\$34.86
	Biweekly	\$2,135.20	\$2,201.60	\$2,263.20	\$2,335.20	\$2,404.00	\$2,477.60	\$2,548.80	\$2,626.40	\$2,679.20	\$2,732.80	\$2,788.80
	Annually	\$55,515.20	\$57,241.60	\$58,843.20	\$60,715.20	\$62,504.00	\$64,417.60	\$66,268.80	\$68,286.40	\$69,659.20	\$71,052.80	\$72,508.80
	Ailliually	\$55,515.20	\$37,241.00	\$30,043.20	\$60,715.20	\$02,504.00	304,417.00	300,200.00	\$00,200.40	\$69,639.20	\$71,032.60	\$72,506.60
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$35.56	\$36.26	\$36.99	\$37.73	\$38.11	\$38.48	\$38.87	13	20		
	Hourly	\$2,844.80	\$2,900.80	\$2,959.20	\$3,018.40	\$3,048.80	\$3,078.40	\$3,109.60				
	Annually	\$73,964.80	\$75,420.80	\$76,939.20	\$78,478.40	\$79,268.80	\$80,038.40	\$80,849.60				
	Ailliually	\$75,904.60	\$75,420.60	\$70,959.20	\$70,470.40	\$79,200.00	\$60,036.40	\$60,645.00				
Gra	de 81											
G . u	uc											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$29.19	\$30.05	\$30.97	\$31.86	\$32.83	\$33.83	\$34.84	\$35.88	\$36.98	\$37.69	\$38.45
	Biweekly	\$2,335.20	\$2,404.00	\$2,477.60	\$2,548.80	\$2,626.40	\$2,706.40	\$2,787.20	\$2,870.40	\$2,958.40	\$3,015.20	\$3,076.00
	Annually	\$60,715.20	\$62,504.00	\$64,417.60	\$66,268.80	\$68,286.40	\$70,366.40	\$72,467.20	\$74,630.40	\$76,918.40	\$78,395.20	\$79,976.00
	Aimaany	300,713.20	302,304.00	304,417.00	500,208.80	300,200.40	370,300.40	\$72,407.20	\$74,030.40	\$70,510.40	\$76,333.20	\$75,570.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$39.24	\$40.00	\$40.80	\$41.62	\$42.45	\$42.90	\$43.30	\$43.75			
	Hourly	\$3,139.20	\$3,200.00	\$3,264.00	\$3,329.60	\$3,396.00	\$3,432.00	\$3,464.00	\$3,500.00			
	Annually	\$81,619.20	\$83,200.00	\$84,864.00	\$86,569.60	\$88,296.00	\$89,232.00	\$90,064.00	\$91,000.00			
		001,013.20	000,200.00	00.,0000	400,000.00	\$55,250.00	\$65, <u>2</u> 52.66	430,0000	452,000.00			
Gra	de 82											
G . u	uc											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$32.83	\$33.83	\$34.84	\$35.88	\$36.98	\$38.09	\$39.21	\$40.39	\$41.60	\$42.43	\$43.28
				J34.04			\$3,047.20	\$3,136.80	\$3,231.20	\$3,328.00	\$3,394.40	
				¢2 707 20	¢2 070 40							
	Biweekly	\$2,626.40	\$2,706.40	\$2,787.20	\$2,870.40	\$2,958.40						\$3,462.40
				\$2,787.20 \$72,467.20	\$2,870.40 \$74,630.40	\$76,918.40	\$79,227.20	\$81,556.80	\$84,011.20	\$86,528.00	\$88,254.40	\$90,022.40
	Biweekly Annually	\$2,626.40 \$68,286.40	\$2,706.40 \$70,366.40	\$72,467.20	\$74,630.40	\$76,918.40	\$79,227.20	\$81,556.80	\$84,011.20	\$86,528.00		
	Biweekly Annually Steps	\$2,626.40 \$68,286.40 12	\$2,706.40 \$70,366.40	\$72,467.20 14	\$74,630.40 15	\$76,918.40 16	\$79,227.20 17	\$81,556.80 18	\$84,011.20 19			
	Biweekly Annually Steps Biweekly	\$2.626.40 \$68.286.40 12 \$44.16	\$2,706.40 \$70,366.40 13 \$45.03	\$72,467.20 14 \$45.93	\$74,630.40 15 \$46.86	\$76.918.40 16 \$47.81	\$79,227.20 17 \$48.27	\$81,556.80 18 \$48.76	\$84,011.20 19 \$49.24	\$86,528.00		
	Biweekly Annually Steps	\$2,626.40 \$68,286.40 12	\$2,706.40 \$70,366.40	\$72,467.20 14	\$74,630.40 15	\$76,918.40 16	\$79,227.20 17	\$81,556.80 18	\$84,011.20 19	\$86,528.00		

(Non-bargaining unit)

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

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$36.98	\$38.09	\$39.21	\$40.39	\$41.60	\$42.86	\$44.14	\$45.47	\$46.83	\$47.78	\$48.74
Biweekly	\$2,958.40	\$3,047.20	\$3,136.80	\$3,231.20	\$3,328.00	\$3,428.80	\$3,531.20	\$3,637.60	\$3,746.40	\$3,822.40	\$3,899.20
Annually	\$76,918.40	\$79,227.20	\$81,556.80	\$84,011.20	\$86,528.00	\$89,148.80	\$91,811.20	\$94,577.60	\$97,406.40	\$99,382.40	\$101,379.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$49.70	\$50.69	\$51.70	\$52.74	\$53.79	\$54.34	\$54.85	\$55.43			
Hourly	\$3,976.00	\$4,055.20	\$4,136.00	\$4,219.20	\$4,303.20	\$4,347.20	\$4,388.00	\$4,434.40			
Annually	\$103.376.00	\$105.435.20	\$107.536.00	\$109.699.20	\$111.883.20	\$113.027.20	\$114.088.00	\$115.294.40			

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$40.39	\$41.60	\$42.86	\$44.14	\$45.47	\$46.83	\$48.24	\$49.69	\$51.17	\$52.71	\$53.76
Biweekly	\$3,231.20	\$3,328.00	\$3,428.80	\$3,531.20	\$3,637.60	\$3,746.40	\$3,859.20	\$3,975.20	\$4,093.60	\$4,216.80	\$4,300.80
Annually	\$84,011.20	\$86,528.00	\$89,148.80	\$91,811.20	\$94,577.60	\$97,406.40	\$100,339.20	\$103,355.20	\$106,433.60	\$109,636.80	\$111,820.80
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$54.80	\$55.90	\$57.03	\$58.16	\$59.35	\$60.52	\$61.15	\$61.75	\$62.37		
Hourly	\$4,384.00	\$4,472.00	\$4,562.40	\$4,652.80	\$4,748.00	\$4,841.60	\$4,892.00	\$4,940.00	\$4,989.60		
Annually	\$113,984.00	\$116,272.00	\$118,622.40	\$120,972.80	\$123,448.00	\$125,881.60	\$127,192.00	\$128,440.00	\$129,729.60		

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$10.59	\$10.89	\$11.23	\$11.56	\$11.90	\$12.27	\$12.50	\$12.77	\$13.03	\$13.28	\$13.55
	Biweekly	\$847.20	\$871.20	\$898.40	\$924.80	\$952.00	\$981.60	\$1,000.00	\$1,021.60	\$1,042.40	\$1,062.40	\$1,084.00
	Annually	\$22,027.20	\$22,651.20	\$23,358.40	\$24,044.80	\$24,752.00	\$25,521.60	\$26,000.00	\$26,561.60	\$27,102.40	\$27,622.40	\$28,184.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$13.82	\$14.10	\$14.21	\$14.38	\$14.51						
	Hourly	\$1,105.60	\$1,128.00	\$1,136.80	\$1,150.40	\$1,160.80						
	Annually	\$28,745.60	\$29,328.00	\$29,556.80	\$29,910.40	\$30,180.80						
Gra	de 72											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$11.90	\$12.27	\$12.61	\$13.03	\$13.38	\$13.81	\$14.10	\$14.37	\$14.66	\$14.93	\$15.23
	Biweekly	\$952.00	\$981.60	\$1,008.80	\$1,042.40	\$1,070.40	\$1,104.80	\$1,128.00	\$1,149.60	\$1,172.80	\$1,194.40	\$1,218.40
	Annually	\$24,752.00	\$25,521.60	\$26,228.80	\$27,102.40	\$27,830.40	\$28,724.80	\$29,328.00	\$29,889.60	\$30,492.80	\$31,054.40	\$31,678.40
	Amidany	72 −1,732.00	\$25,521.00	\$20,220.00	\$27,102. 4 0	\$27,030.40	\$20,724.00	723,320.00	\$25,005.00	Ç30, 4 32.00	Ç51,054.40	\$31,070. 4 0
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$15.56	\$15.85	\$16.00	\$16.17	\$16.33						
	Hourly	\$1,244.80	\$1,268.00	\$1,280.00	\$1,293.60	\$1,306.40						
	Annually	\$32,364.80	\$32,968.00	\$33,280.00	\$33,633.60	\$33,966.40						
	, amadany	432,30 1.00	432,300.00	\$33,200.00	433,033.00	433,300.10						
Gra	de 73											
Gia	iac 70											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$13.38	\$13.81	\$14.20	\$14.66	\$15.06	\$15.53	\$15.84	\$16.15	\$16.48	\$16.80	\$17.15
	Biweekly	\$1,070.40	\$1,104.80	\$1,136.00	\$1,172.80	\$1,204.80	\$1,242.40	\$1,267.20	\$1,292.00	\$1,318.40	\$1,344.00	\$1,372.00
	Annually	\$27,830.40	\$28,724.80	\$29,536.00	\$30,492.80	\$31,324.80	\$32,302.40	\$32,947.20	\$33,592.00	\$34,278.40	\$34,944.00	\$35,672.00
	Amidany	\$27,030.40	\$20,724.00	\$25,550.00	\$30,432.00	331,324.00	JJ2,J02.40	332,347.20	555,552.00	JJ4,270.40	554,544.00	555,072.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$17.47	\$17.84	\$18.01	\$18.19	\$18.36		_				
	Hourly	\$1,397.60	\$1,427.20	\$1,440.80	\$1,455.20	\$1,468.80						
	Annually	\$36,337.60	\$37,107.20	\$37,460.80	\$37,835.20	\$38,188.80						
		777,001,100	***************************************		***************************************	****						
Gra	de 74											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$15.06	\$15.53	\$15.99	\$16.47	\$16.96	\$17.46	\$17.82	\$18.18	\$18.54	\$18.92	\$19.30
	Biweekly	\$1,204.80	\$1,242.40	\$1,279.20	\$1,317.60	\$1,356.80	\$1,396.80	\$1,425.60	\$1,454.40	\$1,483.20	\$1,513.60	\$1,544.00
	Annually	\$31,324.80	\$32,302.40	\$33,259.20	\$34,257.60	\$35,276.80	\$36,316.80	\$37,065.60	\$37,814.40	\$38,563.20	\$39,353.60	\$40,144.00
	Amidany	JJ1,JZ4.00	JJ2,J02.40	JJJ,2JJ.20	334,237.00	333,270.00	230,310.00	337,003.00	337,014.40	550,505.20	\$33,333.00	340,144.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$19.68	\$20.08	\$20.28	\$20.47	\$20.68						
	Hourly	\$1,574.40	\$1,606.40	\$1,622.40	\$1,637.60	\$1,654.40						
	Annually	\$40,934.40	\$41,766.40	\$42,182.40	\$42,577.60	\$43,014.40						

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps		. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11
Hourl		\$16.96	\$17.46	\$18.00	\$18.54	\$19.09	\$19.67	\$20.07	\$20.46	\$20.87	\$21.30	\$21.72
Biwee		\$1,356.80	\$1,396.80	\$1,440.00	\$1,483.20	\$1,527.20	\$1,573.60	\$1,605.60	\$1,636.80	\$1,669.60	\$1,704.00	\$1,737.60
Annua	ally	\$35,276.80	\$36,316.80	\$37,440.00	\$38,563.20	\$39,707.20	\$40,913.60	\$41,745.60	\$42,556.80	\$43,409.60	\$44,304.00	\$45,177.60
Steps	_	12	13	14	15	16	17	18	19	20		
Biwee		\$22.15	\$22.60	\$22.82	\$23.04	\$23.29	1/	10	13	20		
Hourl		\$1,772.00	\$1,808.00	\$1,825.60	\$1,843.20	\$1,863.20						
Annu		\$46,072.00	\$47,008.00	\$47,465.60	\$47,923.20	\$48,443.20						
Ailliu	any	J40,072.00	Ç47,008.00	Ç47,403.00	J47,J23.20	J40,443.20						
Grade 7	76											
Steps	c	1	2	3	4	5	6	7	8	9	10	11
Hourl		\$19.09	\$19.67	\$20.26	\$20.87	\$21.49	\$22.14	\$22.58	\$23.03	\$23.48	\$23.96	\$24.44
Biwee	•	\$1,527.20	\$1,573.60	\$1,620.80	\$1,669.60	\$1,719.20	\$1,771.20	\$1,806.40	\$1,842.40	\$1,878.40	\$1,916.80	\$1,955.20
Annua	-	\$39,707.20	\$40,913.60	\$42,140.80	\$43,409.60	\$44,699.20	\$46,051.20	\$46,966.40	\$47,902.40	\$48,838.40	\$49,836.80	\$50,835.20
	•	,	,.	. ,	,						,	, ,
Steps	s	12	13	14	15	16	17	18	19	20		
Biwee		\$24.93	\$25.42	\$25.67	\$25.92	\$26.19						
Hourl	ly	\$1,994.40	\$2,033.60	\$2,053.60	\$2,073.60	\$2,095.20						
Annua	ally	\$51,854.40	\$52,873.60	\$53,393.60	\$53,913.60	\$54,475.20						
Grade 7	77											
Steps	ς .	1	2	3	4	5	6	7	8	9	10	11
Hourl		\$21.49	\$22.14	\$22.79	\$23.47	\$24.19	\$24.91	\$25.41	\$25.91	\$26.44	\$26.97	\$27.52
Biwee	ekly	\$1,719.20	\$1,771.20	\$1,823.20	\$1,877.60	\$1,935.20	\$1,992.80	\$2,032.80	\$2,072.80	\$2,115.20	\$2,157.60	\$2,201.60
Annua	ally	\$44,699.20	\$46,051.20	\$47,403.20	\$48,817.60	\$50,315.20	\$51,812.80	\$52,852.80	\$53,892.80	\$54,995.20	\$56,097.60	\$57,241.60
Steps	s	12	13	14	15	16	17	18	19	20		
Biwee		\$28.06	\$28.64	\$28.89	\$29.20	\$29.47						
Hourl	-	\$2,244.80	\$2,291.20	\$2,311.20	\$2,336.00	\$2,357.60						
Annua	ally	\$58,364.80	\$59,571.20	\$60,091.20	\$60,736.00	\$61,297.60						
Grade 7	78											
Steps		1	2	3	4	5	6	7	8	9	10	11
Houri		\$23.47	\$24.19	\$24.91	\$25.64	\$26.43	\$27.20	\$28.04	\$28.62	\$29.18	\$29.76	\$30.36
Biwee	-	\$1,877.60	\$1,935.20	\$1,992.80	\$2,051.20	\$2,114.40	\$2,176.00	\$2,243.20	\$2,289.60	\$2,334.40	\$2,380.80	\$2,428.80
Annua		\$48,817.60	\$50,315.20	\$51,812.80	\$53,331.20	\$54,974.40	\$56,576.00	\$58,323.20	\$59,529.60	\$60,694.40	\$61,900.80	\$63,148.80
Ailliu	~ ,	\$ 10,017.00	230,313.20	JJ1,012.00	\$33,331.20	JJ4,J74.40	230,370.00	230,323.20	333,323.00	J00,054.40	301,300.00	J0J,140.00
Steps	s	12	13	14	15	16	17	18	19	20		
Biwe e	ekly	\$30.97	\$31.58	\$32.21	\$32.54	\$32.85	\$33.21					
Hourl	lv	\$2,477.60	\$2,526.40	\$2,576.80	\$2,603.20	\$2,628.00	\$2,656.80					
Annua	ally	\$64,417.60	\$65,686.40	\$66,996.80	\$67,683.20	\$68,328.00	\$69,076.80					

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

	Steps	. 1	2	. 3	4	. 5	. 6	. 7	. 8	. 9	10	11
	Hourly	\$25.64	\$26.43	\$27.20	\$28.04	\$28.86	\$29.75	\$30.63	\$31.56	\$32.18	\$32.83	\$33.48
	Biweekly	\$2,051.20	\$2,114.40	\$2,176.00	\$2,243.20	\$2,308.80	\$2,380.00	\$2,450.40	\$2,524.80	\$2,574.40	\$2,626.40	\$2,678.40
	Annually	\$53,331.20	\$54,974.40	\$56,576.00	\$58,323.20	\$60,028.80	\$61,880.00	\$63,710.40	\$65,644.80	\$66,934.40	\$68,286.40	\$69,638.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$34.15	\$34.84	\$35.54	\$36.25	\$36.60	\$36.99	\$37.36				
	Hourly	\$2,732.00	\$2,787.20	\$2,843.20	\$2,900.00	\$2,928.00	\$2,959.20	\$2,988.80				
	Annually	\$71,032.00	\$72,467.20	\$73,923.20	\$75,400.00	\$76,128.00	\$76,939.20	\$77,708.80				
	- 00											
Gra	de 80											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$28.04	\$28.86	\$29.75	\$30.63	\$31.56	\$32.53	\$33.47	\$34.49	\$35.17	\$35.87	\$36.59
	Biweekly	\$2,243.20	\$2,308.80	\$2,380.00	\$2,450.40	\$2,524.80	\$2,602.40	\$2,677.60	\$2,759.20	\$2,813.60	\$2,869.60	\$2,927.20
	Annually	\$58,323.20	\$60,028.80	\$61,880.00	\$63,710.40	\$65,644.80	\$67,662.40	\$69,617.60	\$71,739.20	\$73,153.60	\$74,609.60	\$76,107.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$37.33	\$38.09	\$38.84	\$39.63	\$39.99	\$40.41	\$40.80				
	Hourly	\$2,986.40	\$3,047.20	\$3,107.20	\$3,170.40	\$3,199.20	\$3,232.80	\$3,264.00				
	Annually	\$77,646.40	\$79,227.20	\$80,787.20	\$82,430.40	\$83,179.20	\$84,052.80	\$84,864.00				
Gra	de 81											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$30.63	\$31.56	\$32.53	\$33.47	\$34.49	\$35.51	\$36.58	\$37.67	\$38.83	\$39.60	\$40.39
	Biweekly	\$2,450.40	\$2,524.80	\$2,602.40	\$2,677.60	\$2,759.20	\$2,840.80	\$2,926.40	\$3,013.60	\$3,106.40	\$3,168.00	\$3,231.20
	Annually	\$63,710.40	\$65,644.80	\$67,662.40	\$69,617.60	\$71,739.20	\$73,860.80	\$76,086.40	\$78,353.60	\$80,766.40	\$82,368.00	\$84,011.20
	, umadiny	303,710.40	303,044.00	307,002.40	303,017.00	371,733.20	\$75,000.00	370,000.40	\$70,333.00	300,700.40	302,300.00	304,011.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$41.20	\$42.02	\$42.86	\$43.72	\$44.60	\$45.02	\$45.48	\$45.93			
	Hourly	\$3,296.00	\$3,361.60	\$3,428.80	\$3,497.60	\$3,568.00	\$3,601.60	\$3,638.40	\$3,674.40			
	Annually	\$85,696.00	\$87,401.60	\$89,148.80	\$90,937.60	\$92,768.00	\$93,641.60	\$94,598.40	\$95,534.40			
		700,000		*****			100,000	70 7,000				
Gra	de 82											
0.0	uc											
	Ctons	1	2	3	4	5	6	7	8	9	10	11
	Steps Hourly	\$34.49	\$35.51	\$36.58	\$37.67	\$38.83	\$39.97	\$41.19	\$42.40	\$43.69	\$44.58	\$45.46
	Biweekly	\$2,759.20	\$2,840.80	\$2,926.40	\$37.67	\$3,106.40	\$39.97	\$3,295.20	\$3,392.00	\$3,495.20	\$3,566.40	\$3,636.80
		\$71,739.20	\$73,860.80	\$76,086.40	\$78,353.60	\$80,766.40	\$83,137.60	\$85,675.20	\$88,192.00	\$90,875.20	\$92,726.40	\$94,556.80
	Annually	3/1,/39.20	3/3,000.80	370,080.40	\$10,555.DU	30U,/DD.4U	JOJ,137.0U	303,073.20	300,192.00	33U,0/3.2U	332,720.40	J34,330.8U
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$46.37	\$47.29	\$48.24	\$49.19	\$50.18	\$50.69	\$51.18	\$51.70	20		
	Hourly	\$3,709.60	\$3,783.20	\$3,859.20	\$3,935.20	\$4,014.40	\$4,055.20	\$4,094.40	\$4,136.00			
	Annually	\$96,449.60	\$98,363.20	\$100,339.20	\$102,315.20	\$104,374.40	\$105,435.20	\$106,454.40	\$107,536.00			
	Aillually	JJU,44J.00	220,303.20	J100,JJJ.20	J102,J1J.20	J104,J/4.40	J10J,4JJ.20	2100,434.40	2107,330.00			

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$38.83	\$39.97	\$41.19	\$42.40	\$43.69	\$44.97	\$46.34	\$47.76	\$49.17	\$50.15	\$51.16
Biweekly	\$3,106.40	\$3,197.60	\$3,295.20	\$3,392.00	\$3,495.20	\$3,597.60	\$3,707.20	\$3,820.80	\$3,933.60	\$4,012.00	\$4,092.80
Annually	\$80,766.40	\$83,137.60	\$85,675.20	\$88,192.00	\$90,875.20	\$93,537.60	\$96,387.20	\$99,340.80	\$102,273.60	\$104,312.00	\$106,412.80
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$52.17	\$53.21	\$54.27	\$55.37	\$56.47	\$57.02	\$57.60	\$58.17			
Hourly	\$4,173.60	\$4,256.80	\$4,341.60	\$4,429.60	\$4,517.60	\$4,561.60	\$4,608.00	\$4,653.60			
Annually	\$108.513.60	\$110.676.80	\$112.881.60	\$115,169,60	\$117,457,60	\$118,601,60	\$119.808.00	\$120,993,60			

Grade 84

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

07/07/2019

(Non-bargaining unit)

KODIAK (9%)

Grade	7	1
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Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$10.97	\$11.30	\$11.64	\$12.00	\$12.35	\$12.75	\$12.98	\$13.24	\$13.50	\$13.76	\$14.04
Biweekly	\$877.60	\$904.00	\$931.20	\$960.00	\$988.00	\$1,020.00	\$1,038.40	\$1,059.20	\$1,080.00	\$1,100.80	\$1,123.20
Annually	\$22,817.60	\$23,504.00	\$24,211.20	\$24,960.00	\$25,688.00	\$26,520.00	\$26,998.40	\$27,539.20	\$28,080.00	\$28,620.80	\$29,203.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$14.32	\$14.61	\$14.76	\$14.90	\$15.05						
Hourly	\$1,145.60	\$1,168.80	\$1,180.80	\$1,192.00	\$1,204.00						
Annually	\$29,785.60	\$30,388.80	\$30,700.80	\$30,992.00	\$31,304.00						
Grade 72											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$12.35	\$12.75	\$13.11	\$13.50	\$13.91	\$14.31	\$14.61	\$14.89	\$15.20	\$15.51	\$15.80
Biweekly	\$988.00	\$1,020.00	\$1,048.80	\$1,080.00	\$1,112.80	\$1,144.80	\$1,168.80	\$1,191.20	\$1,216.00	\$1,240.80	\$1,264.00
Annually	\$25,688.00	\$26,520.00	\$27,268.80	\$28,080.00	\$28,932.80	\$29,764.80	\$30,388.80	\$30,971.20	\$31,616.00	\$32,260.80	\$32,864.00
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Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$16.13	\$16.46	\$16.62	\$16.78	\$16.95						
Hourly	\$1,290.40	\$1,316.80	\$1,329.60	\$1,342.40	\$1,356.00						
Annually	\$33,550.40	\$34,236.80	\$34,569.60	\$34,902.40	\$35,256.00						
Grade 73											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$13.91	\$14.31	\$14.75	\$15.20	\$15.64	\$16.12	\$16.45	\$16.77	\$17.12	\$17.44	\$17.80
Biweekly	\$1,112.80	\$1,144.80	\$1,180.00	\$1,216.00	\$1,251.20	\$1,289.60	\$1,316.00	\$1,341.60	\$1,369.60	\$1,395.20	\$1,424.00
Annually	\$28,932.80	\$29,764.80	\$30,680.00	\$31,616.00	\$32,531.20	\$33,529.60	\$34,216.00	\$34,881.60	\$35,609.60	\$36,275.20	\$37,024.00
-											
Steps	. 12	13	14	15	16	17	18	19	20		
Biweekly	\$18.16	\$18.52	\$18.70	\$18.89	\$19.08						
Hourly	\$1,452.80	\$1,481.60	\$1,496.00	\$1,511.20	\$1,526.40						
Annually	\$37,772.80	\$38,521.60	\$38,896.00	\$39,291.20	\$39,686.40						
Grade 74											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$15.64	\$16.12	\$16.60	\$17.10	\$17.62	\$18.14	\$18.51	\$18.88	\$19.26	\$19.65	\$20.05
Biweekly	\$1,251.20	\$1,289.60	\$1,328.00	\$1,368.00	\$1,409.60	\$1,451.20	\$1,480.80	\$1,510.40	\$1,540.80	\$1,572.00	\$1,604.00
Annually	\$32,531.20	\$33,529.60	\$34,528.00	\$35,568.00	\$36,649.60	\$37,731.20	\$38,500.80	\$39,270.40	\$40,060.80	\$40,872.00	\$41,704.00
Ailliually	732,331.20	233,323.00	JJ4,JZ0.00	232,200.00	230,042.00	J37,731.20	556,500.60	333,270.40	340,000.80	340,672.00	541,704.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$20.44	\$20.84	\$21.04	\$21.27	\$21.47						
Hourly	\$1,635.20	\$1,667.20	\$1,683.20	\$1,701.60	\$1,717.60						
Annually	\$42,515.20	\$43,347.20	\$43,763.20	\$44,241.60	\$44,657.60						

(Non-bargaining unit)

KODIAK (9%)

Grade	75
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	Steps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11
	Hourly	\$17.62	\$18.14	\$18.69	\$19.26	\$19.82	\$20.43	\$20.81	\$21.26	\$21.66	\$22.09	\$22.56
	Biweekly	\$1,409.60	\$1,451.20	\$1,495.20	\$1,540.80	\$1,585.60	\$1,634.40	\$1,664.80	\$1,700.80	\$1,732.80	\$1,767.20	\$1,804.80
	Annually	\$36,649.60	\$37,731.20	\$38,875.20	\$40,060.80	\$41,225.60	\$42,494.40	\$43,284.80	\$44,220.80	\$45,052.80	\$45,947.20	\$46,924.80
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$22.98	\$23.44	\$23.69	\$23.93	\$24.16						
	Hourly	\$1,838.40	\$1,875.20	\$1,895.20	\$1,914.40	\$1,932.80						
	Annually	\$47,798.40	\$48,755.20	\$49,275.20	\$49,774.40	\$50,252.80						
Gra	ade 76											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$19.82	\$20.43	\$21.02	\$21.66	\$22.30	\$22.97	\$23.43	\$23.91	\$24.38	\$24.87	\$25.37
	Biweekly	\$1,585.60	\$1,634.40	\$1,681.60	\$1,732.80	\$1,784.00	\$1,837.60	\$1,874.40	\$1,912.80	\$1,950.40	\$1,989.60	\$2,029.60
	Annually	\$41,225.60	\$42,494.40	\$43,721.60	\$45,052.80	\$46,384.00	\$47,777.60	\$48,734.40	\$49,732.80	\$50,710.40	\$51,729.60	\$52,769.60
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$25.88	\$26.40	\$26.65	\$26.93	\$27.18	1/	10	19	20		
	Hourly	\$2,070.40	\$2,112.00	\$2,132.00	\$2,154.40	\$2,174.40						
	Annually	\$53,830.40	\$54,912.00	\$55,432.00	\$56,014.40	\$56,534.40						
	,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	70.70-2-00	,,	, ,	+,						
Gra	ade 77											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$22.30	\$22.97	\$23.68	\$24.37	\$25.11	\$25.87	\$26.39	\$26.92	\$27.47	\$28.01	\$28.58
	Biweekly	\$1,784.00	\$1,837.60	\$1,894.40	\$1,949.60	\$2,008.80	\$2,069.60	\$2,111.20	\$2,153.60	\$2,197.60	\$2,240.80	\$2,286.40
	Annually	\$46,384.00	\$47,777.60	\$49,254.40	\$50,689.60	\$52,228.80	\$53,809.60	\$54,891.20	\$55,993.60	\$57,137.60	\$58,260.80	\$59,446.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$29.14	\$29.72	\$30.00	\$30.31	\$30.59						
	Hourly	\$2,331.20	\$2,377.60	\$2,400.00	\$2,424.80	\$2,447.20						
	Annually	\$60,611.20	\$61,817.60	\$62,400.00	\$63,044.80	\$63,627.20						
Gra	ade 78											
	-					_		_				
	Steps Hourly	1 \$24.37	2	3 \$25.87	4 \$26.62	5 \$27.46	6 \$28.24	7 \$20.12	620.70	9 \$30.29	10	11 621 52
			\$25.11					\$29.12	\$29.70		\$30.90	\$31.52
	Biweekly	\$1,949.60	\$2,008.80	\$2,069.60	\$2,129.60 \$55,369.60	\$2,196.80	\$2,259.20	\$2,329.60	\$2,376.00 \$61,776.00	\$2,423.20 \$63,003.20	\$2,472.00 \$64,272.00	\$2,521.60 \$65,561.60
	Annually	\$50,689.60	\$52,228.80	\$53,809.60	JJJ,303.0U	\$57,116.80	\$58,739.20	\$60,569.60	301,770.00	303,003.20	\$04,Z/Z.UU	00.100,000
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$32.14	\$32.78	\$33.44	\$33.77	\$34.10	\$34.47					
	Hourly	\$2,571.20	\$2,622.40	\$2,675.20	\$2,701.60	\$2,728.00	\$2,757.60					
	Annually	\$66,851.20	\$68,182.40	\$69,555.20	\$70,241.60	\$70,928.00	\$71,697.60					

(Non-bargaining unit)

KODIAK (9%)

	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$26.62	\$27.46	\$28.24	\$29.12	\$29.97	\$30.89	\$31.79	\$32.77	\$33.42	\$34.09	\$34.78
	Biweekly	\$2,129.60	\$2,196.80	\$2,259.20	\$2,329.60	\$2,397.60	\$2,471.20	\$2,543.20	\$2,621.60	\$2,673.60	\$2,727.20	\$2,782.40
	Annually	\$55,369.60	\$57,116.80	\$58,739.20	\$60,569.60	\$62,337.60	\$64,251.20	\$66.123.20	\$68,161.60	\$69,513.60	\$70,907.20	\$72,342.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$35.46	\$36.19	\$36.91	\$37.63	\$38.02	\$38.39	\$38.78				
	Hourly	\$2,836.80	\$2,895.20	\$2,952.80	\$3,010.40	\$3,041.60	\$3,071.20	\$3,102.40				
	Annually	\$73,756.80	\$75,275.20	\$76,772.80	\$78,270.40	\$79,081.60	\$79,851.20	\$80,662.40				
Gra	ade 80											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$29.12	\$29.97	\$30.89	\$31.79	\$32.77	\$33.75	\$34.77	\$35.80	\$36.51	\$37.25	\$38.00
	Biweekly	\$2,329.60	\$2,397.60	\$2,471.20	\$2,543.20	\$2,621.60	\$2,700.00	\$2,781.60	\$2,864.00	\$2,920.80	\$2,980.00	\$3,040.00
	Annually	\$60,569.60	\$62,337.60	\$64,251.20	\$66,123.20	\$68,161.60	\$70,200.00	\$72,321.60	\$74,464.00	\$75,940.80	\$77,480.00	\$79,040.00
		40	42	44	45	46	47	40	19	20		
	Steps Biweekly	12 \$38.74	13 \$39.51	14 \$40.30	15 \$41.14	16 \$41.53	17 \$41.97	18 \$42.36	19	20		
	Hourly	\$3,099.20	\$3,160.80	\$3,224.00	\$3,291.20	\$3,322.40	\$3,357.60	\$3,388.80				
	Annually	\$80,579.20	\$82,180.80	\$83,824.00	\$85,571.20	\$86,382.40	\$87,297.60	\$88,108.80				
	Ailliually	\$60,575.20	302,100.00	J05,024.00	\$65,571.20	300,302. 4 0	\$67,237.00	\$60,100.00				
Gra	ade 81											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$31.79	\$32.77	\$33.75	\$34.77	\$35.80	\$36.86	\$37.98	\$39.11	\$40.29	\$41.10	\$41.92
	Biweekly	\$2,543.20	\$2,621.60	\$2,700.00	\$2,781.60	\$2,864.00	\$2,948.80	\$3,038.40	\$3,128.80	\$3,223.20	\$3,288.00	\$3,353.60
	Annually	\$66,123.20	\$68,161.60	\$70,200.00	\$72,321.60	\$74,464.00	\$76,668.80	\$78,998.40	\$81,348.80	\$83,803.20	\$85,488.00	\$87,193.60
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$42.76	\$43.62	\$44.48	\$45.39	\$46.29	\$46.74	\$47.22	\$47.70			
	Hourly	\$3,420.80	\$3,489.60	\$3,558.40	\$3,631.20	\$3,703.20	\$3,739.20	\$3,777.60	\$3,816.00			
	Annually	\$88,940.80	\$90,729.60	\$92,518.40	\$94,411.20	\$96,283.20	\$97,219.20	\$98,217.60	\$99,216.00			
Gra	ade 82											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$35.80	\$36.86	\$37.98	\$39.11	\$40.29	\$41.50	\$42.75	\$44.02	\$45.37	\$46.26	\$47.19
	Biweekly	\$2,864.00	\$2,948.80	\$3,038.40	\$3,128.80	\$3,223.20	\$3,320.00	\$3,420.00	\$3,521.60	\$3,629.60	\$3,700.80	\$3,775.20
	Annually	\$74,464.00	\$76,668.80	\$78,998.40	\$81,348.80	\$83,803.20	\$86,320.00	\$88,920.00	\$91,561.60	\$94,369.60	\$96,220.80	\$98,155.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$48.15	\$49.09	\$50.04	\$51.07	\$52.09	\$52.60	\$53.13	\$53.66	20		
	Hourly	\$3,852.00	\$3.927.20	\$4.003.20	\$4.085.60	\$4.167.20	\$4.208.00	\$4.250.40	\$4.292.80			
	Annually	\$100,152.00	\$102,107.20	\$104,083.20	\$106,225.60	\$108,347.20	\$109,408.00	\$110,510.40	\$111,612.80			
									,			

(Non-bargaining unit)

KODIAK (9%)

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$40.29	\$41.50	\$42.75	\$44.02	\$45.37	\$46.71	\$48.10	\$49.56	\$51.04	\$52.06	\$53.10
Biweekly	\$3,223.20	\$3,320.00	\$3,420.00	\$3,521.60	\$3,629.60	\$3,736.80	\$3,848.00	\$3,964.80	\$4,083.20	\$4,164.80	\$4,248.00
Annually	\$83,803.20	\$86,320.00	\$88,920.00	\$91,561.60	\$94,369.60	\$97,156.80	\$100,048.00	\$103,084.80	\$106,163.20	\$108,284.80	\$110,448.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$54.15	\$55.24	\$56.34	\$57.47	\$58.64	\$59.20	\$59.79	\$60.40			
Hourly	\$4,332.00	\$4,419.20	\$4,507.20	\$4,597.60	\$4,691.20	\$4,736.00	\$4,783.20	\$4,832.00			
Annually	\$112,632.00	\$114,899.20	\$117,187.20	\$119,537.60	\$121,971.20	\$123,136.00	\$124,363.20	\$125,632.00			

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$44.02	\$45.37	\$46.71	\$48.10	\$49.56	\$51.04	\$52.57	\$54.14	\$55.75	\$57.43	\$58.60
Biweekly	\$3,521.60	\$3,629.60	\$3,736.80	\$3,848.00	\$3,964.80	\$4,083.20	\$4,205.60	\$4,331.20	\$4,460.00	\$4,594.40	\$4,688.00
Annually	\$91,561.60	\$94,369.60	\$97,156.80	\$100,048.00	\$103,084.80	\$106,163.20	\$109,345.60	\$112,611.20	\$115,960.00	\$119,454.40	\$121,888.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$59.76	\$60.98	\$62.19	\$63.43	\$64.70	\$65.99	\$66.66	\$67.31	\$67.98		
Hourly	\$4,780.80	\$4,878.40	\$4,975.20	\$5,074.40	\$5,176.00	\$5,279.20	\$5,332.80	\$5,384.80	\$5,438.40		
Annually	\$124,300.80	\$126,838.40	\$129,355.20	\$131,934.40	\$134,576.00	\$137,259.20	\$138,652.80	\$140,004.80	\$141,398.40		

(Non-bargaining unit)

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

		_	_		_		_	_	_		
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$11.17 \$893.60	\$11.52	\$11.85 \$948.00	\$12.21 \$976.80	\$12.56	\$12.97	\$13.20	\$13.47	\$13.74	\$14.01	\$14.29
Biweekly		\$921.60			\$1,004.80 \$26,124.80	\$1,037.60 \$26,977.60	\$1,056.00	\$1,077.60	\$1,099.20	\$1,120.80	\$1,143.20 \$29,723.20
Annually	\$23,233.60	\$23,961.60	\$24,648.00	\$25,396.80	\$26,124.80	\$26,977.60	\$27,456.00	\$28,017.60	\$28,579.20	\$29.140.80	\$29,723.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$14.58	\$14.87	\$15.02	\$15.19	\$15.33						
Hourly	\$1,166.40	\$1,189.60	\$1,201.60	\$1,215.20	\$1,226.40						
Annually	\$30,326.40	\$30,929.60	\$31,241.60	\$31,595.20	\$31,886.40						
Grade 72											
Graue / E											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$12.56	\$12.97	\$13.34	\$13.74	\$14.17	\$14.57	\$14.87	\$15.17	\$15.47	\$15.78	\$16.09
Biweekly	\$1,004.80	\$1,037.60	\$1,067.20	\$1,099.20	\$1,133.60	\$1,165.60	\$1,189.60	\$1,213.60	\$1,237.60	\$1,262.40	\$1,287.20
Annually	\$26,124.80	\$26,977.60	\$27,747.20	\$28,579.20	\$29,473.60	\$30,305.60	\$30,929.60	\$31,553.60	\$32,177.60	\$32,822.40	\$33,467.20
Ch	12	13	14	15	16	17	18	19	20		
Steps Biweekly		\$16.77	\$16.92	\$17.10	\$17.26	1/	18	19	20		
Hourly	\$1,315.20	\$1,341.60	\$1,353.60	\$1,368.00	\$1,380.80						
Annually		\$34,881.60	\$35,193.60	\$35,568.00	\$35,900.80						
Annually	\$34,195.20	\$34,881.00	\$35,193.00	\$35,508.00	\$35,900.80						
Grade 73											
					_		_				
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$14.17	\$14.57	\$15.01	\$15.47	\$15.93	\$16.42	\$16.74	\$17.09	\$17.41	\$17.78	\$18.12
Biweekly		\$1,165.60	\$1,200.80	\$1,237.60	\$1,274.40	\$1,313.60	\$1,339.20	\$1,367.20	\$1,392.80	\$1,422.40	\$1,449.60
Annually	\$29,473.60	\$30,305.60	\$31,220.80	\$32,177.60	\$33,134.40	\$34,153.60	\$34,819.20	\$35,547.20	\$36,212.80	\$36,982.40	\$37,689.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$18.48	\$18.87	\$19.05	\$19.23	\$19.43						
Hourly	\$1,478.40	\$1,509.60	\$1,524.00	\$1,538.40	\$1,554.40						
Annually	\$38,438.40	\$39,249.60	\$39,624.00	\$39,998.40	\$40,414.40						
74											
Grade 74	•										
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$15.93	\$16.42	\$16.91	\$17.40	\$17.95	\$18.47	\$18.85	\$19.22	\$19.60	\$19.99	\$20.41
Biweekly		\$1,313.60	\$1,352.80	\$1,392.00	\$1,436.00	\$1,477.60	\$1,508.00	\$1,537.60	\$1,568.00	\$1,599.20	\$1,632.80
Annually		\$34,153.60	\$35,172.80	\$36,192.00	\$37,336.00	\$38,417.60	\$39,208.00	\$39,977.60	\$40,768.00	\$41,579.20	\$42,452.80
										T -=,5 - 5 - 20	7 :=, :5=:00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly		\$21.23	\$21.44	\$21.63	\$21.86						
Hourly	\$1,664.00	\$1,698.40	\$1,715.20	\$1,730.40	\$1,748.80						
Annually	\$43,264.00	\$44,158.40	\$44,595.20	\$44,990.40	\$45,468.80						

(Non-bargaining unit)

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

	teps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11
	lourly	\$17.95	\$18.47	\$19.02	\$19.60	\$20.19	\$20.78	\$21.22	\$21.62	\$22.06	\$22.50	\$22.95
	Biweekly	\$1,436.00	\$1,477.60	\$1,521.60	\$1,568.00	\$1,615.20	\$1,662.40	\$1,697.60	\$1,729.60	\$1,764.80	\$1,800.00	\$1,836.00
Δ	Annually	\$37,336.00	\$38,417.60	\$39,561.60	\$40,768.00	\$41,995.20	\$43,222.40	\$44,137.60	\$44,969.60	\$45,884.80	\$46,800.00	\$47,736.00
S	Steps	12	13	14	15	16	17	18	19	20		
В	Biweekly	\$23.41	\$23.88	\$24.11	\$24.36	\$24.60						
Н	lourly	\$1,872.80	\$1,910.40	\$1,928.80	\$1,948.80	\$1,968.00						
Α	Annually	\$48,692.80	\$49,670.40	\$50,148.80	\$50,668.80	\$51,168.00						
Cros	de 76											
Grac	ie 70											
S	Steps	1	2	3	4	5	6	7	8	9	10	11
	lourly	\$20.19	\$20.78	\$21.42	\$22.06	\$22.73	\$23.39	\$23.87	\$24.35	\$24.84	\$25.34	\$25.85
В	Biweekly	\$1,615.20	\$1,662.40	\$1,713.60	\$1,764.80	\$1,818.40	\$1,871.20	\$1,909.60	\$1,948.00	\$1,987.20	\$2,027.20	\$2,068.00
Δ	Annually	\$41,995.20	\$43,222.40	\$44,553.60	\$45,884.80	\$47,278.40	\$48,651.20	\$49,649.60	\$50,648.00	\$51,667.20	\$52,707.20	\$53,768.00
c	` + ~~~	12	13	14	15	16	17	18	19	20		
	Steps Biweekly	\$26.37	\$26.89	\$27.12	\$27.44	\$27.67	1/	10	15	20		
	lourly	\$2,109.60	\$2,151.20	\$2,169.60	\$2,195.20	\$2,213.60						
	Annually	\$54,849.60	\$55,931.20	\$56,409.60	\$57,075.20	\$57,553.60						
•	umaany	Ç3 1,0 13.00	455,551.20	450, 105.00	\$37,073.20	437,333.00						
Grac	de 77											
S	Steps	. 1	2	. 3	4	. 5	6	7	. 8	9	10	11
	lourly	\$22.73	\$23.39	\$24.10	\$24.83	\$25.56	\$26.36	\$26.88	\$27.43	\$27.98	\$28.53	\$29.11
	Biweekly	\$1,818.40	\$1,871.20	\$1,928.00	\$1,986.40	\$2,044.80	\$2,108.80	\$2,150.40	\$2,194.40	\$2,238.40	\$2,282.40	\$2,328.80
Α	Annually	\$47,278.40	\$48,651.20	\$50,128.00	\$51,646.40	\$53,164.80	\$54,828.80	\$55,910.40	\$57,054.40	\$58,198.40	\$59,342.40	\$60,548.80
5	iteps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$29.68	\$30.26	\$30.55	\$30.88	\$31.16						
н	lourly	\$2,374.40	\$2,420.80	\$2,444.00	\$2,470.40	\$2,492.80						
Δ	Annually	\$61,734.40	\$62,940.80	\$63,544.00	\$64,230.40	\$64,812.80						
Grad	de 78											
	teps	1	2	3	4	5	6	7	8	9	10	11
	lourly	\$24.83	\$25.56	\$26.36	\$27.10	\$27.97	\$28.76	\$29.66	\$30.24	\$30.86	\$31.48	\$32.11
	Biweekly	\$1,986.40	\$2,044.80	\$2,108.80	\$2,168.00	\$2,237.60	\$2,300.80	\$2,372.80	\$2,419.20	\$2,468.80	\$2,518.40	\$2,568.80
Д	Annually	\$51,646.40	\$53,164.80	\$54,828.80	\$56,368.00	\$58,177.60	\$59,820.80	\$61,692.80	\$62,899.20	\$64,188.80	\$65,478.40	\$66,788.80
S	Steps	12	13	14	15	16	17	18	19	20		
В	Biweekly	\$32.72	\$33.37	\$34.04	\$34.38	\$34.73	\$35.09					
Н	lourly	\$2,617.60	\$2,669.60	\$2,723.20	\$2,750.40	\$2,778.40	\$2,807.20					
Δ	Annually	\$68,057.60	\$69,409.60	\$70,803.20	\$71,510.40	\$72,238.40	\$72,987.20					

(Non-bargaining unit)

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

						_		-	•	•	40	44
	Steps Hourly	1 \$27.10	2 \$27.97	3 \$28.76	4 \$29.66	5 \$30.52	6 \$31.46	7 \$32.40	8 \$33.36	9 \$34.02	10 \$34.72	11 \$35.39
	Biweekly	\$2,168.00	\$2,237.60	\$2,300.80	\$2,372.80	\$2,441.60	\$2,516.80	\$2,592.00	\$2,668.80	\$2,721.60	\$2,777.60	\$2,831.20
	Annually	\$56,368.00	\$58,177.60	\$59,820.80	\$61,692.80	\$63,481.60	\$65,436.80	\$67,392.00	\$69,388.80	\$70,761.60	\$72,217.60	\$73,611.20
	Aimouny	330,300.00	330,177.00	\$55,020.00	301,032.00	303,401.00	303,430.00	307,332.00	303,300.00	370,701.00	372,217.00	373,011.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$36.11	\$36.84	\$37.56	\$38.31	\$38.70	\$39.09	\$39.49				
	Hourly	\$2,888.80	\$2,947.20	\$3,004.80	\$3,064.80	\$3,096.00	\$3,127.20	\$3,159.20				
	Annually	\$75,108.80	\$76,627.20	\$78,124.80	\$79,684.80	\$80,496.00	\$81,307.20	\$82,139.20				
Gra	de 80											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$29.66	\$30.52	\$31.46	\$32.40	\$33.36	\$34.37	\$35.38	\$36.45	\$37.18	\$37.91	\$38.68
	Biweekly	\$2,372.80	\$2,441.60	\$2,516.80	\$2,592.00	\$2,668.80	\$2,749.60	\$2,830.40	\$2,916.00	\$2,974.40	\$3,032.80	\$3,094.40
	Annually	\$61,692.80	\$63,481.60	\$65,436.80	\$67,392.00	\$69,388.80	\$71,489.60	\$73,590.40	\$75,816.00	\$77,334.40	\$78,852.80	\$80,454.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$39.45	\$40.24	\$41.04	\$41.89	\$42.30	\$42.70	\$43.16				
	Hourly	\$3,156.00	\$3,219.20	\$3,283.20	\$3,351.20	\$3,384.00	\$3,416.00	\$3,452.80				
	Annually	\$82,056.00	\$83,699.20	\$85,363.20	\$87,131.20	\$87,984.00	\$88,816.00	\$89,772.80				
Gra	de 81											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$32.40	\$33.36	\$34.37	\$35.38	\$36.45	\$37.54	\$38.67	\$39.84	\$41.03	\$41.84	\$42.67
	Biweekly	\$2,592.00	\$2,668.80	\$2,749.60	\$2,830.40	\$2,916.00	\$3,003.20	\$3,093.60	\$3,187.20	\$3,282.40	\$3,347.20	\$3,413.60
	Annually	\$67,392.00	\$69,388.80	\$71,489.60	\$73,590.40	\$75,816.00	\$78,083.20	\$80,433.60	\$82,867.20	\$85,342.40	\$87,027.20	\$88,753.60
	·										***************************************	
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$43.54	\$44.41	\$45.30	\$46.21	\$47.14	\$47.60	\$48.07	\$48.56			
	Hourly	\$3,483.20	\$3,552.80	\$3,624.00	\$3,696.80	\$3,771.20	\$3,808.00	\$3,845.60	\$3,884.80			
	Annually	\$90,563.20	\$92,372.80	\$94,224.00	\$96,116.80	\$98,051.20	\$99,008.00	\$99,985.60	\$101,004.80			
Gra	de 82											
	Steps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	9	10	. 11
	Hourly	\$36.45	\$37.54	\$38.67	\$39.84	\$41.03	\$42.28	\$43.53	\$44.84	\$46.19	\$47.11	\$48.05
	Biweekly	\$2,916.00	\$3,003.20	\$3,093.60	\$3,187.20	\$3,282.40	\$3,382.40	\$3,482.40	\$3,587.20	\$3,695.20	\$3,768.80	\$3,844.00
	Annually	\$75,816.00	\$78,083.20	\$80,433.60	\$82,867.20	\$85,342.40	\$87,942.40	\$90,542.40	\$93,267.20	\$96,075.20	\$97,988.80	\$99,944.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$49.02	\$49.98	\$50.98	\$52.01	\$53.05	\$53.58	\$54.10	\$54.65			
	Hourly	\$3,921.60	\$3,998.40	\$4,078.40	\$4,160.80	\$4,244.00	\$4,286.40	\$4,328.00	\$4,372.00			
	Annually	\$101,961.60	\$103,958.40	\$106,038.40	\$108,180.80	\$110,344.00	\$111,446.40	\$112,528.00	\$113,672.00			

(Non-bargaining unit)

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

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$41.03	\$42.28	\$43.53	\$44.84	\$46.19	\$47.55	\$48.99	\$50.46	\$51.99	\$53.03	\$54.08
Biweekly	\$3,282.40	\$3,382.40	\$3,482.40	\$3,587.20	\$3,695.20	\$3,804.00	\$3,919.20	\$4,036.80	\$4,159.20	\$4,242.40	\$4,326.40
Annually	\$85,342.40	\$87,942.40	\$90,542.40	\$93,267.20	\$96,075.20	\$98,904.00	\$101,899.20	\$104,956.80	\$108,139.20	\$110,302.40	\$112,486.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$55.17	\$56.26	\$57.39	\$58.56	\$59.71	\$60.31	\$60.89	\$61.51			
Hourly	\$4,413.60	\$4,500.80	\$4,591.20	\$4,684.80	\$4,776.80	\$4,824.80	\$4,871.20	\$4,920.80			
Annually	\$114,753.60	\$117,020.80	\$119,371.20	\$121,804.80	\$124,196.80	\$125,444.80	\$126,651.20	\$127,940.80			

Grade 84

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$44.84	\$46.19	\$47.55	\$48.99	\$50.46	\$51.99	\$53.55	\$55.15	\$56.81	\$58.50	\$59.67
Biweekly	\$3,587.20	\$3,695.20	\$3,804.00	\$3,919.20	\$4,036.80	\$4,159.20	\$4,284.00	\$4,412.00	\$4,544.80	\$4,680.00	\$4,773.60
Annually	\$93,267.20	\$96,075.20	\$98,904.00	\$101,899.20	\$104,956.80	\$108,139.20	\$111,384.00	\$114,712.00	\$118,164.80	\$121,680.00	\$124,113.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$60.85	\$62.08	\$63.32	\$64.59	\$65.88	\$67.19	\$67.87	\$68.55	\$69.25		
Hourly	\$4,868.00	\$4,966.40	\$5,065.60	\$5,167.20	\$5,270.40	\$5,375.20	\$5,429.60	\$5,484.00	\$5,540.00		
Annually	\$126,568.00	\$129,126.40	\$131,705.60	\$134,347.20	\$137,030.40	\$139,755.20	\$141,169.60	\$142,584.00	\$144,040.00		

07/07/2019

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Grade 71

	•	1	2	3	4	5	6	7	8	9	10	44
	Steps Hourly	\$11.69	\$12.04	\$12.38	\$12.78	\$13.14	\$13.56	\$13.82	\$ \$14.11	\$14.38	\$14.68	11 \$14.95
	Biweekly	\$935.20	\$963.20	\$990.40	\$1,022.40	\$1,051.20	\$1,084.80	\$1,105.60	\$1,128.80	\$1,150.40	\$1,174.40	\$1,196.00
	Annually	\$24,315.20	\$25,043.20	\$25,750.40	\$26,582.40	\$27,331.20	\$28,204.80	\$28,745.60	\$29,348.80	\$29,910.40	\$30,534.40	\$31,096.00
	Ailliually	\$24,515.20	\$25,045.20	\$25,750.40	320,362.40	327,331.20	320,204.60	320,743.00	323,340.00	\$29,910.40	\$50,554.40	\$51,090.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$15.26	\$15.56	\$15.70	\$15.87	\$16.02						
	Hourly	\$1,220.80	\$1,244.80	\$1,256.00	\$1,269.60	\$1,281.60						
	Annually	\$31,740.80	\$32,364.80	\$32,656.00	\$33,009.60	\$33,321.60						
	•											
	. 73											
Gra	de 72											
	Ctons	1	2	3	4	5	6	7	8	9	10	11
	Steps Hourly	\$13.14	\$13.56	\$13.95	\$14.38	\$14.79	\$15.25	\$15.56	\$15.85	\$16.17	\$16.51	\$16.82
	Biweekly	\$1,051.20	\$1,084.80	\$1,116.00	\$1,150.40	\$1,183.20	\$1,220.00	\$1,244.80	\$1,268.00	\$1,293.60	\$1,320.80	\$1,345.60
	Annually	\$27,331.20	\$28,204.80	\$29,016.00	\$29,910.40	\$30,763.20	\$31,720.00	\$32,364.80	\$32,968.00	\$33,633.60	\$34,340.80	\$34,985.60
	Ailliually	\$27,551.20	320,204.60	\$29,010.00	\$29,910.40	\$30,765.20	\$31,720.00	\$52,504.60	\$52,906.00	\$55,055.00	\$54,540.60	\$54,965.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$17.16	\$17.50	\$17.69	\$17.87	\$18.03						
	Hourly	\$1,372.80	\$1,400.00	\$1,415.20	\$1,429.60	\$1,442.40						
	Annually	\$35,692.80	\$36,400.00	\$36,795.20	\$37,169.60	\$37,502.40						
	•	, ,	,	,	, , , , , , , , , , , , , , , , , , , ,							
Gra	de 73											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$14.79	\$15.25	\$15.69	\$16.17	\$16.65	\$17.15	\$17.48	\$17.85	\$18.20	\$18.56	\$18.94
	Biweekly	\$1,183.20	\$1,220.00	\$1,255.20	\$1,293.60	\$1,332.00	\$1,372.00	\$1,398.40	\$1,428.00	\$1,456.00	\$1,484.80	\$1,515.20
	Annually	\$30,763.20	\$31,720.00	\$32,635.20	\$33,633.60	\$34,632.00	\$35,672.00	\$36,358.40	\$37,128.00	\$37,856.00	\$38,604.80	\$39,395.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$19.31	\$19.71	\$19.88	\$20.10	\$20.30						
	Hourly	\$1,544.80	\$1,576.80	\$1,590.40	\$1,608.00	\$1,624.00						
	Annually	\$40,164.80	\$40,996.80	\$41,350.40	\$41,808.00	\$42,224.00						
Gra	de 74											
Gia	iue / T											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$16.65	\$17.15	\$17.68	\$18.19	\$18.75	\$19.30	\$19.69	\$20.09	\$20.48	\$20.90	\$21.32
	Biweekly	\$1,332.00	\$1,372.00	\$1,414.40	\$1,455.20	\$1,500.00	\$1,544.00	\$1,575.20	\$1,607.20	\$1,638.40	\$1,672.00	\$1.705.60
	Annually	\$34,632.00	\$35,672.00	\$36,774.40	\$37,835.20	\$39,000.00	\$40,144.00	\$40,955.20	\$41,787.20	\$42,598.40	\$43,472.00	\$44,345.60
	Aillidally	JJ4,0J2.00	\$35,072.00	550,774.40	337,033.20	\$35,000.00	340,144.00	J 4 0,JJJ.20	341,767.20	342,336.40	343,472.00	344,343.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$21.74	\$22.17	\$22.39	\$22.63	\$22.85						
	Hourly	\$1,739.20	\$1,773.60	\$1,791.20	\$1,810.40	\$1,828.00						
	Annually	\$45,219.20	\$46,113.60	\$46,571.20	\$47,070.40	\$47,528.00						
	•											

Effective

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

						_		_				
	Steps	1	2	3	4	5	6	7	\$ \$22.61	9 \$33.05	10	11 \$22.00
	lourly	\$18.75	\$19.30	\$19.86	\$20.48	\$21.08	\$21.73	\$22.16	\$22.61	\$23.05	\$23.50	\$23.98
	Biweekly	\$1,500.00	\$1,544.00	\$1,588.80	\$1,638.40	\$1,686.40	\$1,738.40	\$1,772.80 \$46,092.80	\$1,808.80	\$1,844.00	\$1,880.00	\$1,918.40
,	Annually	\$39,000.00	\$40,144.00	\$41,308.80	\$42,598.40	\$43,846.40	\$45,198.40	\$46,092.80	\$47,028.80	\$47,944.00	\$48,880.00	\$49,878.40
9	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$24.46	\$24.96	\$25.21	\$25.45	\$25.71						
H	Hourly	\$1,956.80	\$1,996.80	\$2,016.80	\$2,036.00	\$2,056.80						
1	Annually	\$50,876.80	\$51,916.80	\$52,436.80	\$52,936.00	\$53,476.80						
•	de 76											
Grad	ge / O											
	Steps	1	2	3	4	5	6	7	8	9	10	11
ì	Hourly	\$21.08	\$21.73	\$22.37	\$23.05	\$23.76	\$24.44	\$24.95	\$25.44	\$25.95	\$26.47	\$27.01
	Biweekly	\$1,686.40	\$1,738.40	\$1,789.60	\$1,844.00	\$1,900.80	\$1,955.20	\$1,996.00	\$2,035.20	\$2,076.00	\$2,117.60	\$2,160.80
	Annually	\$43,846.40	\$45,198.40	\$46,529.60	\$47,944.00	\$49,420.80	\$50,835.20	\$51,896.00	\$52,915.20	\$53,976.00	\$55,057.60	\$56,180.80
		,	, -,	, ,,,	, ,-	,	,	, , , , , , , , , , , , , , , , , , , ,	, , , , , ,	, ,	, ,	,
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$27.54	\$28.09	\$28.37	\$28.66	\$28.91						
	Hourly	\$2,203.20	\$2,247.20	\$2,269.60	\$2,292.80	\$2,312.80						
ŀ	Annually	\$57,283.20	\$58,427.20	\$59,009.60	\$59,612.80	\$60,132.80						
Grad	de 77											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$23.76	\$24.44	\$25.18	\$25.93	\$26.70	\$27.53	\$28.07	\$28.65	\$29.21	\$29.78	\$30.39
	Biweekly	\$1,900.80	\$1,955.20	\$2,014.40	\$2,074.40	\$2,136.00	\$2,202.40	\$2,245.60	\$2,292.00	\$2,336.80	\$2,382.40	\$2,431.20
	Annually	\$49,420.80	\$50,835.20	\$52,374.40	\$53,934.40	\$55,536.00	\$57,262.40	\$58,385.60	\$59,592.00	\$60,756.80	\$61,942.40	\$63,211.20
	,	\$ 15, 120.00	430,003.20	\$52,57 II IS	455,55 6	455 ,555.65	4 57,2020	\$30,000.00	\$55,55 <u>2</u> .00	\$00,750.00	001,3 .10	V00,E11.E0
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$31.00	\$31.62	\$31.94	\$32.25	\$32.58						
	Hourly	\$2,480.00	\$2,529.60	\$2,555.20	\$2,580.00	\$2,606.40						
,	Annually	\$64,480.00	\$65,769.60	\$66,435.20	\$67,080.00	\$67,766.40						
Grad	de 78											
	Steps	. 1	2	. 3	. 4	. 5	. 6	. 7	. 8	9	10	11
	Hourly	\$25.93	\$26.70	\$27.53	\$28.31	\$29.20	\$30.07	\$30.98	\$31.59	\$32.22	\$32.87	\$33.53
	Biweekly	\$2,074.40	\$2,136.00	\$2,202.40	\$2,264.80	\$2,336.00	\$2,405.60	\$2,478.40	\$2,527.20	\$2,577.60	\$2,629.60	\$2,682.40
I	Annually	\$53,934.40	\$55,536.00	\$57,262.40	\$58,884.80	\$60,736.00	\$62,545.60	\$64.438.40	\$65,707.20	\$67,017.60	\$68,369.60	\$69,742.40
9	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$34.19	\$34.88	\$35.59	\$35.93	\$36.29	\$36.66					
	lourly	\$2,735.20	\$2,790.40	\$2,847.20	\$2,874.40	\$2,903.20	\$2,932.80					
A	Annually	\$71,115.20	\$72,550.40	\$74,027.20	\$74,734.40	\$75,483.20	\$76,252.80					

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$28.31	\$29.20	\$30.07	\$30.98	\$31.90	\$32.85	\$33.86	\$34.87	\$35.56	\$36.27	\$37.00
	Biweekly	\$2,264.80	\$2,336.00	\$2,405.60	\$2,478.40	\$2,552.00	\$2,628.00	\$2,708.80	\$2,789.60	\$2,844.80	\$2,901.60	\$2,960.00
	Annually	\$58,884.80	\$60,736.00	\$62,545.60	\$64,438.40	\$66,352.00	\$68,328.00	\$70,428.80	\$72,529.60	\$73,964.80	\$75,441.60	\$76,960.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$37.74	\$38.49	\$39.28	\$40.04	\$40.46	\$40.85	\$41.27				
	Hourly	\$3,019.20	\$3,079.20	\$3,142.40	\$3,203.20	\$3,236.80	\$3,268.00	\$3,301.60				
	Annually	\$78,499.20	\$80,059.20	\$81,702.40	\$83,283.20	\$84,156.80	\$84,968.00	\$85,841.60				
		ψ. ο, .55.20	400,000.20	ψ02), 02 · ·	400,200.20	ψο 1,200.00	40 1,000.00	400,012.00				
Gra	de 80											
	Ctone	1	2	3	4	5	6	7	8	9	10	11
	Steps Hourly	\$30.98	\$31.90	\$32.85	\$33.86	\$34.87	\$35.91	\$36.99	\$38.11	\$38.86	\$39.65	\$40.44
	Biweekly	\$2,478.40	\$2,552.00	\$2,628.00	\$2,708.80	\$2,789.60	\$2,872.80	\$2,959.20	\$3,048.80	\$3,108.80	\$3,172.00	\$3,235.20
	-											
	Annually	\$64,438.40	\$66,352.00	\$68,328.00	\$70,428.80	\$72,529.60	\$74,692.80	\$76,939.20	\$79,268.80	\$80,828.80	\$82,472.00	\$84,115.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$41.23	\$42.08	\$42.92	\$43.76	\$44.19	\$44.66	\$45.07	13	20		
	Hourly	\$3,298.40	\$3,366.40	\$3,433.60	\$3,500.80	\$3,535.20	\$3,572.80	\$3,605.60				
	-						\$92,892.80					
	Annually	\$85,758.40	\$87,526.40	\$89,273.60	\$91,020.80	\$91,915.20	\$92,892.80	\$93,745.60				
Gra	de 81											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$33.86	\$34.87	\$35.91	\$36.99	\$38.11	\$39.24	\$40.41	\$41.62	\$42.90	\$43.74	\$44.63
	Biweekly	\$2,708.80	\$2,789.60	\$2,872.80	\$2,959.20	\$3,048.80	\$3,139.20	\$3,232.80	\$3,329.60	\$3,432.00	\$3,499.20	\$3,570.40
	Annually	\$70,428.80	\$72,529.60	\$74,692.80	\$76,939.20	\$79,268.80	\$81,619.20	\$84,052.80	\$86,569.60	\$89,232.00	\$90,979.20	\$92,830.40
	Ailliually	370,420.00	\$72,329.00	374,032.60	370,939.20	373,200.00	361,019.20	364,032.60	380,309.00	369,232.00	390,979.20	332,830.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$45.52	\$46.41	\$47.33	\$48.29	\$49.25	\$49.76	\$50.27	\$50.76			
	Hourly	\$3,641.60	\$3,712.80	\$3,786.40	\$3,863.20	\$3,940.00	\$3,980.80	\$4,021.60	\$4,060.80			
	Annually	\$94,681.60	\$96,532.80	\$98,446.40	\$100,443.20	\$102,440.00	\$103,500.80	\$104,561.60	\$105,580.80			
	,	334,001.00	330,332.00	\$30,440.40	3100,443.20	\$102,440.00	3103,300.00	3104,301.00	3103,300.00			
Gra	de 82											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$38.11	\$39.24	\$40.41	\$41.62	\$42.90	\$44.17	\$45.50	\$46.86	\$48.26	\$49.23	\$50.22
	Biweekly	\$3,048.80	\$3,139.20	\$3,232.80	\$3,329.60	\$3,432.00	\$3,533.60	\$3,640.00	\$3,748.80	\$3,860.80	\$3,938.40	\$4,017.60
	Annually	\$79,268.80	\$81,619.20	\$84,052.80	\$86,569.60	\$89,232.00	\$91,873.60	\$94,640.00	\$97,468.80	\$100,380.80	\$102,398.40	\$104,457.60
	Steps	. 12	. 13	. 14	15	16	17	18	. 19	20		
	Biweekly	\$51.22	\$52.24	\$53.27	\$54.38	\$55.44	\$56.01	\$56.54	\$57.13			
	Hourly	\$4,097.60	\$4,179.20	\$4,261.60	\$4,350.40	\$4,435.20	\$4,480.80	\$4,523.20	\$4,570.40			
	Annually	\$106,537.60	\$108,659.20	\$110,801.60	\$113,110.40	\$115,315.20	\$116,500.80	\$117,603.20	\$118,830.40			

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$42.90	\$44.17	\$45.50	\$46.86	\$48.26	\$49.71	\$51.20	\$52.74	\$54.34	\$55.42	\$56.50
Biweekly	\$3,432.00	\$3,533.60	\$3,640.00	\$3,748.80	\$3,860.80	\$3,976.80	\$4,096.00	\$4,219.20	\$4,347.20	\$4,433.60	\$4,520.00
Annually	\$89,232.00	\$91,873.60	\$94,640.00	\$97,468.80	\$100,380.80	\$103,396.80	\$106,496.00	\$109,699.20	\$113,027.20	\$115,273.60	\$117,520.00
•	40	42	4.4	45	46	47	10	40	20		
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$57.63	\$58.78	\$59.96	\$61.19	\$62.40	\$63.02	\$63.66	\$64.30			
Hourly	\$4,610.40	\$4,702.40	\$4,796.80	\$4,895.20	\$4,992.00	\$5,041.60	\$5,092.80	\$5,144.00			
Annually	\$119.870.40	\$122,262,40	\$124.716.80	\$127,275,20	\$129,792,00	\$131.081.60	\$132,412,80	\$133,744,00			

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$46.86	\$48.26	\$49.71	\$51.20	\$52.74	\$54.34	\$55.96	\$57.62	\$59.35	\$61.14	\$62.36
Biweekly	\$3,748.80	\$3,860.80	\$3,976.80	\$4,096.00	\$4,219.20	\$4,347.20	\$4,476.80	\$4,609.60	\$4,748.00	\$4,891.20	\$4,988.80
Annually	\$97,468.80	\$100,380.80	\$103,396.80	\$106,496.00	\$109,699.20	\$113,027.20	\$116,396.80	\$119,849.60	\$123,448.00	\$127,171.20	\$129,708.80
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$63.61	\$64.89	\$66.19	\$67.50	\$68.85	\$70.23	\$70.95	\$71.63	\$72.37		
Hourly	\$5,088.80	\$5,191.20	\$5,295.20	\$5,400.00	\$5,508.00	\$5,618.40	\$5,676.00	\$5,730.40	\$5,789.60		
Annually	\$132,308.80	\$134,971.20	\$137,675.20	\$140,400.00	\$143,208.00	\$146,078.40	\$147,576.00	\$148,990.40	\$150,529.60		

(Non-bargaining unit)

NENANA (20%)

Steps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11
Hourly	\$12.09	\$12.44	\$12.82	\$13.20	\$13.60	\$14.00	\$14.26	\$14.57	\$14.85	\$15.16	\$15.46
Biweekly	\$967.20	\$995.20	\$1,025.60	\$1,056.00	\$1,088.00	\$1,120.00	\$1,140.80	\$1,165.60	\$1,188.00	\$1,212.80	\$1,236.80
Annually	\$25,147.20	\$25,875.20	\$26,665.60	\$27,456.00	\$28,288.00	\$29,120.00	\$29,660.80	\$30,305.60	\$30,888.00	\$31,532.80	\$32,156.80
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$15.76	\$16.09	\$16.25	\$16.42	\$16.58	_,					
Hourly	\$1,260.80	\$1,287.20	\$1,300.00	\$1,313.60	\$1,326.40						
Annually	\$32,780.80	\$33,467.20	\$33,800.00	\$34,153.60	\$34,486.40						
, ,	402 ,700.00	400,107.20	455,555.55	Ç0 .,133.00	φο 1, 1001 10						
Grade 72											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$13.60	\$14.00	\$14.43	\$14.85	\$15.31	\$15.75	\$16.09	\$16.41	\$16.73	\$17.09	\$17.39
Biweekly	\$1,088.00	\$1,120.00	\$1,154.40	\$1,188.00	\$1,224.80	\$1,260.00	\$1,287.20	\$1,312.80	\$1,338.40	\$1,367.20	\$1,391.20
Annually	\$28,288.00	\$29,120.00	\$30,014.40	\$30,888.00	\$31,844.80	\$32,760.00	\$33,467.20	\$34,132.80	\$34,798.40	\$35,547.20	\$36,171.20
	, -,	,		, ,	,				, , , , , , ,	, , -	
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$17.76	\$18.12	\$18.28	\$18.48	\$18.65						
Hourly	\$1,420.80	\$1,449.60	\$1,462.40	\$1,478.40	\$1,492.00						
Annually	\$36,940.80	\$37,689.60	\$38,022.40	\$38,438.40	\$38,792.00						
Grade 73											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$15.31	\$15.75	\$16.24	\$16.73	\$17.22	\$17.75	\$18.11	\$18.45	\$18.84	\$19.20	\$19.60
Biweekly	\$1,224.80	\$1,260.00	\$1,299.20	\$1,338.40	\$1,377.60	\$1,420.00	\$1,448.80	\$1,476.00	\$1,507.20	\$1,536.00	\$1,568.00
Annually	\$31,844.80	\$32,760.00	\$33,779.20	\$34,798.40	\$35,817.60	\$36,920.00	\$37,668.80	\$38,376.00	\$39,187.20	\$39,936.00	\$40,768.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$19.97	\$20.39	\$20.58	\$20.78	\$20.99						
Hourly	\$1,597.60	\$1,631.20	\$1,646.40	\$1,662.40	\$1,679.20						
Annually	\$41,537.60	\$42,411.20	\$42,806.40	\$43,222.40	\$43,659.20						
Grade 74											
•			•		-		-	•	•	40	44
Steps	1 \$17.22	2 \$17.75	3 \$18.27	4 \$18.82	5 \$19.38	6 \$19.96	7 \$20.37	\$ \$20.76	9 \$21.20	10 \$31.63	11 \$22.06
Hourly	\$17.22 \$1,377.60	\$17.75 \$1,420.00	\$18.27 \$1,461.60	\$18.82 \$1,505.60	\$19.38 \$1,550.40	\$19.96 \$1,596.80	\$20.37 \$1,629.60	\$20.76 \$1,660.80	\$21.20 \$1,696.00	\$21.62 \$1,729.60	\$22.06 \$1,764.80
Biweekly											
Annually	\$35,817.60	\$36,920.00	\$38,001.60	\$39,145.60	\$40,310.40	\$41,516.80	\$42,369.60	\$43,180.80	\$44,096.00	\$44,969.60	\$45,884.80
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$22.49	\$22.93	\$23.18	\$23.40	\$23.65						
Hourly	\$1,799.20	\$1,834.40	\$1,854.40	\$1,872.00	\$1,892.00						
Annually	\$46,779.20	\$47,694.40	\$48,214.40	\$48,672.00	\$49,192.00						

(Non-bargaining unit)

NENANA (20%)

	Chama	1	2	3	4	5	6	7	8	9	10	11
	Steps Hourly	\$19.38	\$19.96	\$20.57	\$21.20	\$21.82	\$22.48	\$22.92	\$23.38	\$23.86	\$24.33	\$24.83
	Biweekly	\$1,550.40	\$1,596.80	\$1,645.60	\$1,696.00	\$1,745.60	\$1,798.40	\$1,833.60	\$1,870.40	\$1,908.80	\$1,946.40	\$1,986.40
	Annually	\$40,310.40	\$41,516.80	\$42,785.60	\$44,096.00	\$45,385.60	\$46,758.40	\$47,673.60	\$48,630.40	\$49,628.80	\$50,606.40	\$51,646.40
	-											
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$25.32	\$25.83	\$26.06	\$26.36	\$26.60						
	Hourly Annually	\$2,025.60 \$52,665.60	\$2,066.40 \$53,726.40	\$2,084.80 \$54,204.80	\$2,108.80 \$54,828.80	\$2,128.00 \$55,328.00						
	Ailliually	\$32,003.00	333,720.40	334,204.80	334,828.80	\$33,328.00						
_	. 70											
Gra	de 76											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$21.82	\$22.48	\$23.15	\$23.86	\$24.56	\$25.31	\$25.82	\$26.35	\$26.87	\$27.42	\$27.96
	Biweekly	\$1,745.60	\$1,798.40	\$1,852.00	\$1,908.80	\$1,964.80	\$2,024.80	\$2,065.60	\$2,108.00	\$2,149.60	\$2,193.60	\$2,236.80
	Annually	\$45,385.60	\$46,758.40	\$48,152.00	\$49,628.80	\$51,084.80	\$52,644.80	\$53,705.60	\$54,808.00	\$55,889.60	\$57,033.60	\$58,156.80
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$28.52	\$29.08	\$29.33	\$29.66	\$29.93						
	Hourly	\$2,281.60	\$2,326.40	\$2,346.40	\$2,372.80	\$2,394.40						
	Annually	\$59,321.60	\$60,486.40	\$61,006.40	\$61,692.80	\$62,254.40						
_	. 77											
Gra	de 77											
	Steps	1	2	3	Δ	5	6	7	8	9	10	11
	Hourly	\$24.56	\$25.31	\$26.04	\$26.86	\$27.62	\$28.51	\$29.07	\$29.65	\$30.23	\$30.83	\$31.44
	Biweekly	\$1,964.80	\$2,024.80	\$2,083.20	\$2,148.80	\$2,209.60	\$2,280.80	\$2,325.60	\$2,372.00	\$2,418.40	\$2,466.40	\$2,515.20
	Annually	\$51,084.80	\$52,644.80	\$54,163.20	\$55,868.80	\$57,449.60	\$59,300.80	\$60,465.60	\$61,672.00	\$62,878.40	\$64,126.40	\$65,395.20
	C1	12	13	14	15	16	17	18	19	20		
	Steps Biweekly	\$32.08	\$32.70	\$33.04	\$33.36	\$33.71	1/	10	13	20		
	Hourly	\$2,566.40	\$2,616.00	\$2,643.20	\$2,668.80	\$2,696.80						
	Annually	\$66,726.40	\$68,016.00	\$68,723.20	\$69,388.80	\$70,116.80						
	•											
C	de 78											
Gra	ide 70											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$26.86	\$27.62	\$28.51	\$29.30	\$30.22	\$31.11	\$32.05	\$32.68	\$33.34	\$34.01	\$34.69
	Biweekly	\$2,148.80	\$2,209.60	\$2,280.80	\$2,344.00	\$2,417.60	\$2,488.80	\$2,564.00	\$2,614.40	\$2,667.20	\$2,720.80	\$2,775.20
	Annually	\$55,868.80	\$57,449.60	\$59,300.80	\$60,944.00	\$62,857.60	\$64,708.80	\$66,664.00	\$67,974.40	\$69,347.20	\$70,740.80	\$72,155.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$35.37	\$36.09	\$36.80	\$37.17	\$37.54	\$37.91	10				
	Hourly	\$2,829.60	\$2,887.20	\$2,944.00	\$2,973.60	\$3,003.20	\$3,032.80					
	Annually	\$73,569.60	\$75,067.20	\$76,544.00	\$77,313.60	\$78,083.20	\$78,852.80					
	•											

(Non-bargaining unit)

NENANA (20%)

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$29.30	\$30.22	\$31.11	\$32.05	\$32.99	\$34.00	\$35.02	\$36.07	\$36.78	\$37.53	\$38.28
Biweekly	\$2,344.00	\$2,417.60	\$2,488.80	\$2,564.00	\$2,639.20	\$2,720.00	\$2,801.60	\$2,885.60	\$2,942.40	\$3,002.40	\$3,062.40
Annually	\$60,944.00	\$62,857.60	\$64,708.80	\$66,664.00	\$68,619.20	\$70,720.00	\$72,841.60	\$75,025.60	\$76,502.40	\$78,062.40	\$79,622.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$39.04	\$39.84	\$40.63	\$41.43	\$41.83	\$42.27	\$42.67				
Hourly	\$3,123.20	\$3,187.20	\$3,250.40	\$3,314.40	\$3,346.40	\$3,381.60	\$3,413.60				
Annually	\$81,203.20	\$82,867.20	\$84,510.40	\$86,174.40	\$87,006.40	\$87,921.60	\$88,753.60				
Grade 80											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$32.05	\$32.99	\$34.00	\$35.02	\$36.07	\$37.15	\$38.27	\$39.41	\$40.19	\$41.00	\$41.82
Biweekly	\$2,564.00	\$2,639.20	\$2,720.00	\$2,801.60	\$2,885.60	\$2,972.00	\$3,061.60	\$3,152.80	\$3,215.20	\$3,280.00	\$3,345.60
Annually	\$66,664.00	\$68,619.20	\$70,720.00	\$72,841.60	\$75,025.60	\$77,272.00	\$79,601.60	\$81,972.80	\$83,595.20	\$85,280.00	\$86,985.60
-						4-		40			
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$42.65	\$43.50 \$3,480.00	\$44.38 \$3,550.40	\$45.28 \$3,622.40	\$45.74 \$3,659.20	\$46.19	\$46.65				
Hourly	\$3,412.00					\$3,695.20	\$3,732.00				
Annually	\$88,712.00	\$90,480.00	\$92,310.40	\$94,182.40	\$95,139.20	\$96,075.20	\$97,032.00				
Grade 81											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$35.02	\$36.07	\$37.15	\$38.27	\$39.41	\$40.61	\$41.80	\$43.08	\$44.37	\$45.24	\$46.17
Biweekly	\$2,801.60	\$2,885.60	\$2,972.00	\$3,061.60	\$3,152.80	\$3,248.80	\$3,344.00	\$3,446.40	\$3,549.60	\$3,619.20	\$3,693.60
Annually	\$72,841.60	\$75,025.60	\$77,272.00	\$79,601.60	\$81,972.80	\$84,468.80	\$86,944.00	\$89,606.40	\$92,289.60	\$94,099.20	\$96,033.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$47.09	\$48.03	\$48.98	\$49.96	\$50.94	\$51.47	\$51.99	\$52.49			
Hourly	\$3,767.20	\$3,842.40	\$3,918.40	\$3,996.80	\$4,075.20	\$4,117.60	\$4,159.20	\$4,199.20			
Annually	\$97,947.20	\$99,902.40	\$101,878.40	\$103,916.80	\$105,955.20	\$107,057.60	\$108,139.20	\$109,179.20			
Grade 82											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$39.41	\$40.61	\$41.80	\$43.08	\$44.37	\$45.69	\$47.08	\$48.46	\$49.92	\$50.92	\$51.95
Biweekly	\$3,152.80	\$3,248.80	\$3,344.00	\$3,446.40	\$3,549.60	\$3,655.20	\$3,766.40	\$3,876.80	\$3,993.60	\$4,073.60	\$4,156.00
Annually	\$81,972.80	\$84,468.80	\$86,944.00	\$89,606.40	\$92,289.60	\$95,035.20	\$97,926.40	\$100,796.80	\$103,833.60	\$105,913.60	\$108,056.00
· ·											
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$52.99	\$54.04	\$55.12	\$56.24	\$57.35	\$57.93	\$58.50	\$59.09	20		
									20		

(Non-bargaining unit)

NENANA (20%)

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$44.37	\$45.69	\$47.08	\$48.46	\$49.92	\$51.43	\$52.97	\$54.56	\$56.21	\$57.31	\$58.48
Biweekly	\$3,549.60	\$3,655.20	\$3,766.40	\$3,876.80	\$3,993.60	\$4,114.40	\$4,237.60	\$4,364.80	\$4,496.80	\$4,584.80	\$4,678.40
Annually	\$92,289.60	\$95,035.20	\$97,926.40	\$100,796.80	\$103,833.60	\$106,974.40	\$110,177.60	\$113,484.80	\$116,916.80	\$119,204.80	\$121,638.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$59.63	\$60.81	\$62.05	\$63.27	\$64.55	\$65.20	\$65.84	\$66.49			
Hourly	\$4,770.40	\$4,864.80	\$4,964.00	\$5,061.60	\$5,164.00	\$5,216.00	\$5,267.20	\$5,319.20			
Annually	\$124.030.40	\$126.484.80	\$129.064.00	\$131.601.60	\$134.264.00	\$135.616.00	\$136.947.20	\$138.299.20			

Grade 84

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$48.46	\$49.92	\$51.43	\$52.97	\$54.56	\$56.21	\$57.90	\$59.62	\$61.40	\$63.24	\$64.52
Biweekly	\$3,876.80	\$3,993.60	\$4,114.40	\$4,237.60	\$4,364.80	\$4,496.80	\$4,632.00	\$4,769.60	\$4,912.00	\$5,059.20	\$5,161.60
Annually	\$100,796.80	\$103,833.60	\$106,974.40	\$110,177.60	\$113,484.80	\$116,916.80	\$120,432.00	\$124,009.60	\$127,712.00	\$131,539.20	\$134,201.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$65.81	\$67.14	\$68.49	\$69.82	\$71.24	\$72.66	\$73.38	\$74.09	\$74.85		
Hourly	\$5,264.80	\$5,371.20	\$5,479.20	\$5,585.60	\$5,699.20	\$5,812.80	\$5,870.40	\$5,927.20	\$5,988.00		
Annually	\$136,884.80	\$139,651.20	\$142,459.20	\$145,225.60	\$148,179.20	\$151,132.80	\$152,630.40	\$154,107.20	\$155,688.00		

07/07/2019

(Non-bargaining unit)

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

Steps	. 1	2	. 3	4	. 5	6	7	. 8	9	10	11
Hourly	\$12.80	\$13.16	\$13.58	\$13.97	\$14.40	\$14.83	\$15.10	\$15.44	\$15.72	\$16.03	\$16.37
Biweekly	\$1,024.00	\$1,052.80	\$1,086.40	\$1,117.60	\$1,152.00	\$1,186.40	\$1,208.00	\$1,235.20	\$1,257.60	\$1,282.40	\$1,309.60
Annually	\$26,624.00	\$27,372.80	\$28,246.40	\$29,057.60	\$29,952.00	\$30,846.40	\$31,408.00	\$32,115.20	\$32,697.60	\$33,342.40	\$34,049.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$16.68	\$17.03	\$17.20	\$17.36	\$17.54						
Hourly	\$1,334.40	\$1,362.40	\$1,376.00	\$1,388.80	\$1,403.20						
Annually	\$34,694.40	\$35,422.40	\$35,776.00	\$36,108.80	\$36,483.20						
•											
Grade 72											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$14.40	\$14.83	\$15.28	\$15.72	\$16.21	\$16.67	\$17.03	\$17.35	\$17.71	\$18.06	\$18.41
Biweekly	\$1,152.00	\$1,186.40	\$1,222.40	\$1,257.60	\$1,296.80	\$1,333.60	\$1,362.40	\$1,388.00	\$1,416.80	\$1,444.80	\$1,472.80
Annually	\$29,952.00	\$30,846.40	\$31,782.40	\$32,697.60	\$33,716.80	\$34,673.60	\$35,422.40	\$36,088.00	\$36,836.80	\$37,564.80	\$38,292.80
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$18.79	\$19.17	\$19.35	\$19.55	\$19.74						
Hourly	\$1,503.20	\$1,533.60	\$1,548.00	\$1,564.00	\$1,579.20						
Annually	\$39,083.20	\$39,873.60	\$40,248.00	\$40,664.00	\$41,059.20						
	400,000.20	ψου,σ.σ.σ	ψ 10,2 10.00	ψ .σ,σσσσ	Ų 12,000120						
Grade 73											
Grade 73											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$16.21	\$16.67	\$17.19	\$17.71	\$18.23	\$18.78	\$19.16	\$19.54	\$19.93	\$20.33	\$20.74
Biweekly	\$1,296.80	\$1,333.60	\$1,375.20	\$1,416.80	\$1,458.40	\$1,502.40	\$1,532.80	\$1,563.20	\$1,594.40	\$1,626.40	\$1,659.20
Annually	\$33,716.80	\$34,673.60	\$35,755.20	\$36,836.80	\$37,918.40	\$39.062.40	\$39.852.80	\$40.643.20	\$41.454.40	\$42,286.40	\$43,139.20
Ailliually	333,710.60	334,073.00	\$55,755.20	\$30,030.00	337,910.40	339,002.40	\$55,652.60	340,043.20	341,434.40	342,200.40	343,139.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$21.17	\$21.57	\$21.77	\$22.00	\$22.22						
Hourly	\$1,693.60	\$1,725.60	\$1,741.60	\$1,760.00	\$1,777.60						
Annually	\$44,033.60	\$44,865.60	\$45,281.60	\$45,760.00	\$46,217.60						
Aillidally	344,033.00	344,803.00	343,281.00	343,700.00	340,217.00						
Grade 74											
Grade 74											
	1	2	3	4	5	6	7	8	9	10	11
Steps	1 \$18.23	2 \$18.78	3 \$19.34	4 \$19.90	5 \$20.51	6 \$21.13	7 \$21.56	8 \$21.99	9 \$22.42	10 \$22.88	11 \$23.24
Steps Hourly	\$18.23	\$18.78	\$19.34	\$19.90	\$20.51	\$21.13	\$21.56	\$21.99	\$22.42	\$22.88	\$23.34
Steps Hourly Biweekly	\$18.23 \$1,458.40	\$18.78 \$1,502.40	\$19.34 \$1,547.20	\$19.90 \$1,592.00	\$20.51 \$1,640.80	\$21.13 \$1,690.40	\$21.56 \$1,724.80	\$21.99 \$1,759.20	\$22.42 \$1,793.60	\$22.88 \$1,830.40	\$23.34 \$1,867.20
Steps Hourly	\$18.23	\$18.78	\$19.34	\$19.90	\$20.51	\$21.13	\$21.56	\$21.99	\$22.42	\$22.88	\$23.34
Steps Hourly Biweekly Annually	\$18.23 \$1,458.40 \$37,918.40	\$18.78 \$1,502.40 \$39,062.40	\$19.34 \$1.547.20 \$40.227.20	\$19.90 \$1,592.00 \$41,392.00	\$20.51 \$1,640.80 \$42,660.80	\$21.13 \$1,690.40 \$43,950.40	\$21.56 \$1,724.80 \$44,844.80	\$21.99 \$1,759.20 \$45,739.20	\$22.42 \$1,793.60 \$46,633.60	\$22.88 \$1,830.40	\$23.34 \$1,867.20
Steps Hourly Biweekly Annually Steps	\$18.23 \$1.458.40 \$37.918.40	\$18.78 \$1,502.40 \$39,062.40	\$19.34 \$1,547.20 \$40,227.20	\$19.90 \$1,592.00 \$41,392.00	\$20.51 \$1,640.80 \$42,660.80	\$21.13 \$1,690.40	\$21.56 \$1,724.80	\$21.99 \$1,759.20	\$22.42 \$1,793.60	\$22.88 \$1,830.40	\$23.34 \$1,867.20
Steps Hourly Biweekly Annually Steps Biweekly	\$18.23 \$1,458.40 \$37,918.40 12 \$23.81	\$18.78 \$1,502.40 \$39.062.40 13 \$24.28	\$19.34 \$1.547.20 \$40.227.20 14 \$24.52	\$19.90 \$1.592.00 \$41.392.00 15 \$24.77	\$20.51 \$1.640.80 \$42.660.80 16 \$25.02	\$21.13 \$1,690.40 \$43,950.40	\$21.56 \$1,724.80 \$44,844.80	\$21.99 \$1,759.20 \$45,739.20	\$22.42 \$1,793.60 \$46,633.60	\$22.88 \$1,830.40	\$23.34 \$1,867.20
Steps Hourly Biweekly Annually Steps	\$18.23 \$1.458.40 \$37.918.40	\$18.78 \$1,502.40 \$39,062.40	\$19.34 \$1,547.20 \$40,227.20	\$19.90 \$1,592.00 \$41,392.00	\$20.51 \$1,640.80 \$42,660.80	\$21.13 \$1,690.40 \$43,950.40	\$21.56 \$1,724.80 \$44,844.80	\$21.99 \$1,759.20 \$45,739.20	\$22.42 \$1,793.60 \$46,633.60	\$22.88 \$1,830.40	\$23.34 \$1,867.20

(Non-bargaining unit)

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

				3	4	5	6	7	•	•	10	44
	Steps Hourly	\$20.51	2 \$21.13	\$21.76	\$22.42	\$23.09	\$23.80	\$24.27	8 \$24.76	9 \$25.25	10 \$25.77	11 \$26.30
	Biweekly	\$1,640.80	\$1,690.40	\$1,740.80	\$1,793.60	\$1,847.20	\$1,904.00	\$1,941.60	\$1,980.80	\$2,020.00	\$2,061.60	\$2,104.00
	Annually	\$42,660.80	\$43,950.40	\$45,260.80	\$46,633.60	\$48,027.20	\$49,504.00	\$50,481.60	\$51,500.80	\$52,520.00	\$53,601.60	\$54,704.00
	Aimuuny	342,000.00	343,330.40	3-3,200.00	340,033.00	340,027.20	3-3,3000	330,401.00	331,300.00	332,320.00	333,001.00	334,704.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$26.82	\$27.36	\$27.59	\$27.92	\$28.14						
	Hourly	\$2,145.60	\$2,188.80	\$2,207.20	\$2,233.60	\$2,251.20						
	Annually	\$55,785.60	\$56,908.80	\$57,387.20	\$58,073.60	\$58,531.20						
C	de 76											
Gra	ide 70											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$23.09	\$23.80	\$24.50	\$25.25	\$25.99	\$26.81	\$27.35	\$27.90	\$28.46	\$28.95	\$29.55
	Biweekly	\$1,847.20	\$1,904.00	\$1,960.00	\$2,020.00	\$2,079.20	\$2,144.80	\$2,188.00	\$2,232.00	\$2,276.80	\$2,316.00	\$2,364.00
	Annually	\$48,027.20	\$49,504.00	\$50,960.00	\$52,520.00	\$54,059.20	\$55,764.80	\$56,888.00	\$58,032.00	\$59,196.80	\$60,216.00	\$61,464.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$30.14	\$30.75	\$31.06	\$31.37	\$31.68						
	Hourly	\$2,411.20	\$2,460.00	\$2,484.80	\$2,509.60	\$2,534.40						
	Annually	\$62,691.20	\$63,960.00	\$64,604.80	\$65,249.60	\$65,894.40						
	•											
Gra	de 77											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$25.99	\$26.81	\$27.57	\$28.38	\$29.24	\$30.12	\$30.72	\$31.35	\$32.01	\$32.62	\$33.29
	Biweekly	\$2,079.20	\$2,144.80	\$2,205.60	\$2,270.40	\$2,339.20	\$2,409.60	\$2,457.60	\$2,508.00	\$2,560.80	\$2,609.60	\$2,663.20
	Annually	\$54,059.20	\$55,764.80	\$57,345.60	\$59,030.40	\$60,819.20	\$62,649.60	\$63,897.60	\$65,208.00	\$66,580.80	\$67,849.60	\$69,243.20
		42	42	44	45	46	17	18	19	20		
	Steps Biweekly	12	13	14	15	16	1/	18	19	20		
	-	\$33.94	\$34.62	\$34.98	\$35.31	\$35.68						
	Hourly	\$2,715.20	\$2,769.60	\$2,798.40	\$2,824.80	\$2,854.40						
	Annually	\$70,595.20	\$72,009.60	\$72,758.40	\$73,444.80	\$74,214.40						
C	de 78											
Gra	ide 70											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$28.38	\$29.24	\$30.12	\$31.03	\$31.96	\$32.92	\$33.92	\$34.58	\$35.27	\$35.98	\$36.72
	Biweekly	\$2,270.40	\$2,339.20	\$2,409.60	\$2,482.40	\$2,556.80	\$2,633.60	\$2,713.60	\$2,766.40	\$2,821.60	\$2,878.40	\$2,937.60
	Annually	\$59,030.40	\$60,819.20	\$62,649.60	\$64,542.40	\$66,476.80	\$68,473.60	\$70,553.60	\$71,926.40	\$73,361.60	\$74,838.40	\$76,377.60
	C1	12	12	,,,	4-	4.5	4-7	40	40	20		
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$37.45	\$38.20	\$38.96	\$39.35	\$39.74	\$40.14					
	Hourly	\$2,996.00	\$3,056.00	\$3,116.80	\$3,148.00	\$3,179.20	\$3,211.20					
	Annually	\$77,896.00	\$79,456.00	\$81,036.80	\$81,848.00	\$82,659.20	\$83,491.20					

(Non-bargaining unit)

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

	۵.	1	2	3	4	5	6	7	8	9	10	44
	Steps Hourly	\$31.03	\$31.96	\$32.92	\$33.92	\$34.94	\$35.97	\$37.08	\$38.18	\$38.93	10 \$39.72	11 \$40.52
	Biweekly	\$2,482.40	\$2,556.80	\$2,633.60	\$2,713.60	\$2,795.20	\$2,877.60	\$2,966.40	\$3,054.40	\$3,114.40	\$3,177.60	\$3,241.60
	Annually	\$64,542.40	\$66,476.80	\$68,473.60	\$70,553.60	\$72,675.20	\$74,817.60	\$77,126.40	\$79,414.40	\$80,974.40	\$82,617.60	\$84,281.60
	Aimadily	304,342.40	300,470.00	300,473.00	\$70,555.00	372,073.20	374,017.00	377,120.40	373,414.40	300,374.40	302,017.00	304,201.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$41.31	\$42.16	\$42.99	\$43.84	\$44.28	\$44.73	\$45.17				
	Hourly	\$3,304.80	\$3,372.80	\$3,439.20	\$3,507.20	\$3,542.40	\$3,578.40	\$3,613.60				
	Annually	\$85,924.80	\$87,692.80	\$89,419.20	\$91,187.20	\$92,102.40	\$93,038.40	\$93,953.60				
Gra	de 80											
Gia	ue oo											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$33.92	\$34.94	\$35.97	\$37.08	\$38.18	\$39.32	\$40.50	\$41.72	\$42.54	\$43.40	\$44.27
	Biweekly	\$2,713.60	\$2,795.20	\$2,877.60	\$2,966.40	\$3,054.40	\$3,145.60	\$3,240.00	\$3,337.60	\$3,403.20	\$3,472.00	\$3,541.60
	Annually	\$70,553.60	\$72,675.20	\$74,817.60	\$77,126.40	\$79,414.40	\$81,785.60	\$84,240.00	\$86,777.60	\$88,483.20	\$90,272.00	\$92,081.60
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$45.15	\$46.05	\$46.98	\$47.92	\$48.38	\$48.89	\$49.37				
	Hourly	\$3,612.00	\$3,684.00	\$3,758.40	\$3,833.60	\$3,870.40	\$3,911.20	\$3,949.60				
	Annually	\$93,912.00	\$95,784.00	\$97,718.40	\$99,673.60	\$100,630.40	\$101,691.20	\$102,689.60				
	•											
Gra	de 81											
0.4	uc -											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$37.08	\$38.18	\$39.32	\$40.50	\$41.72	\$42.96	\$44.26	\$45.58	\$46.96	\$47.90	\$48.84
	Biweekly	\$2,966.40	\$3,054.40	\$3,145.60	\$3,240.00	\$3,337.60	\$3,436.80	\$3,540.80	\$3,646.40	\$3,756.80	\$3,832.00	\$3,907.20
	Annually	\$77,126.40	\$79,414.40	\$81,785.60	\$84,240.00	\$86,777.60	\$89,356.80	\$92,060.80	\$94,806.40	\$97,676.80	\$99,632.00	\$101,587.20
		42	42	44	45	46	47	40	40	20		
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$49.82	\$50.82	\$51.84	\$52.90	\$53.95	\$54.49	\$55.02	\$55.58			
	Hourly Annually	\$3,985.60 \$103,625.60	\$4,065.60 \$105,705.60	\$4,147.20	\$4,232.00	\$4,316.00	\$4,359.20	\$4,401.60 \$114,441.60	\$4,446.40 \$115,606.40			
	Annually	\$103,625.60	\$105,705.60	\$107,827.20	\$110,032.00	\$112,216.00	\$113,339.20	\$114,441.60	\$115,606.40			
_	. 02											
Gra	de 82											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$41.72	\$42.96	\$44.26	\$45.58	\$46.96	\$48.36	\$49.81	\$51.32	\$52.86	\$53.93	\$55.00
	Biweekly	\$3,337.60	\$3,436.80	\$3,540.80	\$3,646.40	\$3,756.80	\$3,868.80	\$3,984.80	\$4,105.60	\$4.228.80	\$4,314.40	\$4,400.00
	Annually	\$86,777.60	\$89,356.80	\$92,060.80	\$94,806.40	\$97,676.80	\$100,588.80	\$103,604.80	\$106,745.60	\$109,948.80	\$112,174.40	\$114,400.00
	,											
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$56.11	\$57.22	\$58.34	\$59.52	\$60.70	\$61.32	\$61.91	\$62.55			
	Hourly	\$4,488.80	\$4,577.60	\$4,667.20	\$4,761.60	\$4,856.00	\$4,905.60	\$4,952.80	\$5,004.00			
	Annually	\$116,708.80	\$119,017.60	\$121,347.20	\$123,801.60	\$126,256.00	\$127,545.60	\$128,772.80	\$130,104.00			

(Non-bargaining unit)

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

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$46.96	\$48.36	\$49.81	\$51.32	\$52.86	\$54.45	\$56.08	\$57.77	\$59.50	\$60.67	\$61.89
Biweekly	\$3,756.80	\$3,868.80	\$3,984.80	\$4,105.60	\$4,228.80	\$4,356.00	\$4,486.40	\$4,621.60	\$4,760.00	\$4,853.60	\$4,951.20
Annually	\$97,676.80	\$100,588.80	\$103,604.80	\$106,745.60	\$109,948.80	\$113,256.00	\$116,646.40	\$120,161.60	\$123,760.00	\$126,193.60	\$128,731.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$63.11	\$64.38	\$65.66	\$66.97	\$68.32	\$68.99	\$69.68	\$70.39			
Hourly	\$5,048.80	\$5,150.40	\$5,252.80	\$5,357.60	\$5,465.60	\$5,519.20	\$5,574.40	\$5,631.20			
Annually	\$131,268.80	\$133,910.40	\$136,572.80	\$139,297.60	\$142,105.60	\$143,499.20	\$144,934.40	\$146,411.20			

Grade 84

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$51.32	\$52.86	\$54.45	\$56.08	\$57.77	\$59.50	\$61.27	\$63.10	\$64.98	\$66.93	\$68.28
Biweekly	\$4,105.60	\$4,228.80	\$4,356.00	\$4,486.40	\$4,621.60	\$4,760.00	\$4,901.60	\$5,048.00	\$5,198.40	\$5,354.40	\$5,462.40
Annually	\$106,745.60	\$109,948.80	\$113,256.00	\$116,646.40	\$120,161.60	\$123,760.00	\$127,441.60	\$131,248.00	\$135,158.40	\$139,214.40	\$142,022.40
-											
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$69.64	\$71.04	\$72.46	\$73.89	\$75.38	\$76.89	\$77.66	\$78.44	\$79.22		
Hourly	\$5,571.20	\$5,683.20	\$5,796.80	\$5,911.20	\$6,030.40	\$6,151.20	\$6,212.80	\$6,275.20	\$6,337.60		
Annually	\$144,851.20	\$147,763.20	\$150,716.80	\$153,691.20	\$156,790.40	\$159,931.20	\$161,532.80	\$163,155.20	\$164,777.60		

07/07/2019

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly		\$13.47	\$13.90	\$14.31	\$14.73	\$15.19	\$15.47	\$15.78	\$16.10	\$16.44	\$16.76
Biweek		\$1,077.60	\$1,112.00	\$1,144.80	\$1,178.40	\$1,215.20	\$1,237.60	\$1,262.40	\$1,288.00	\$1,315.20	\$1,340.80
Annual	lly \$27,248.00	\$28,017.60	\$28,912.00	\$29,764.80	\$30,638.40	\$31,595.20	\$32,177.60	\$32,822.40	\$33,488.00	\$34,195.20	\$34,860.80
Steps	12	13	. 14	15	16	17	18	19	20		
Biweek		\$17.41		\$17.79	\$17.97						
Hourly		\$1,392.80		\$1,423.20	\$1,437.60						
Annual	lly \$35,568.00	\$36,212.80	\$36,649.60	\$37,003.20	\$37,377.60						
Grade 7	2										
Grade 7	4										
					_		_		•		
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly		\$15.19	\$15.63	\$16.10	\$16.59	\$17.09	\$17.41	\$17.78	\$18.12	\$18.50	\$18.87
Biweek		\$1,215.20	\$1,250.40	\$1,288.00	\$1,327.20	\$1,367.20	\$1,392.80	\$1,422.40	\$1,449.60	\$1,480.00	\$1,509.60
Annual	lly \$30,638.40	\$31,595.20	\$32,510.40	\$33,488.00	\$34,507.20	\$35,547.20	\$36,212.80	\$36,982.40	\$37,689.60	\$38,480.00	\$39,249.60
Steps	12	13	14	15	16	17	18	19	20		
Biweek		\$19.64		\$20.00	\$20.22		10				
Hourly				\$1,600.00	\$1,617.60						
Annual		\$40,851.20		\$41,600.00	\$42,057.60						
71111441	,	Ų 10,031.20	Ų 11,223.00	ψ 11,000.00	\$ 12,037.00						
Grade 7	3										
Grade											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	_	\$17.09	\$17.60	\$18.12	\$18.65	\$19.23	\$19.61	\$19.99	\$20.41	\$20.80	\$21.24
Biweek	•	\$1,367.20	\$1,408.00	\$1,449.60	\$1,492.00	\$1,538.40	\$1,568.80	\$1,599.20	\$1,632.80	\$1,664.00	\$1,699.20
Annual		\$35,547.20	\$36,608.00	\$37,689.60	\$38,792.00	\$39,998.40	\$40,788.80	\$41,579.20	\$42,452.80	\$43,264.00	\$44,179.20
71111441	334,307.20	333,347.20	330,000.00	337,003.00	330,732.00	\$33,330.40	340,700.00	341,373.20	342,432.00	343,204.00	344,173.20
Steps	12	13	14	15	16	17	18	19	20		
Biweek	kly \$21.65	\$22.08	\$22.29	\$22.52	\$22.75						
Hourly	\$1,732.00	\$1,766.40	\$1,783.20	\$1,801.60	\$1,820.00						
Annual	lly \$45,032.00	\$45,926.40	\$46,363.20	\$46,841.60	\$47,320.00						
_	_										
Grade 7	4										
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$18.65	\$19.23	\$19.80	\$20.39	\$21.00	\$21.62	\$22.07	\$22.51	\$22.95	\$23.42	\$23.89
Biweek	kly \$1,492.00	\$1,538.40	\$1,584.00	\$1,631.20	\$1,680.00	\$1,729.60	\$1,765.60	\$1,800.80	\$1,836.00	\$1,873.60	\$1,911.20
Annual	lly \$38,792.00	\$39,998.40	\$41,184.00	\$42,411.20	\$43,680.00	\$44,969.60	\$45,905.60	\$46,820.80	\$47,736.00	\$48,713.60	\$49,691.20
Steps	12	13	14	15	16	17	18	19	20		
Biweek		\$24.85		\$25.35	\$25.59						
Hourly		\$1,988.00		\$2,028.00	\$2,047.20						
Annual	lly \$50,668.80	\$51,688.00	\$52,228.80	\$52,728.00	\$53,227.20						

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$21.00	\$21.62	\$22.27	\$22.95	\$23.65	\$24.35	\$24.84	\$25.34	\$25.84	\$26.37	\$26.90
	Biweekly	\$1,680.00	\$1,729.60	\$1,781.60	\$1,836.00	\$1,892.00	\$1,948.00	\$1,987.20	\$2,027.20	\$2,067.20	\$2,109.60	\$2,152.00
	Annually	\$43,680.00	\$44,969.60	\$46,321.60	\$47,736.00	\$49,192.00	\$50,648.00	\$51,667.20	\$52,707.20	\$53,747.20	\$54,849.60	\$55,952.00
	•											
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$27.45	\$27.99	\$28.22	\$28.56	\$28.80						
	Hourly	\$2,196.00	\$2,239.20	\$2,257.60	\$2,284.80	\$2,304.00						
	Annually	\$57,096.00	\$58,219.20	\$58,697.60	\$59,404.80	\$59,904.00						
Gra	de 76											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$23.65	\$24.35	\$25.07	\$25.84	\$26.60	\$27.44	\$27.98	\$28.54	\$29.11	\$29.69	\$30.28
	Biweekly	\$1,892.00	\$1,948.00	\$2,005.60	\$2,067.20	\$2,128.00	\$2,195.20	\$2,238.40	\$2,283.20	\$2,328.80	\$2,375.20	\$2,422.40
	Annually	\$49,192.00	\$50,648.00	\$52,145.60	\$53,747.20	\$55,328.00	\$57,075.20	\$58,198.40	\$59,363.20	\$60,548.80	\$61,755.20	\$62,982.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly .	\$30.88	\$31.49	\$31.78	\$32.12	\$32.43						
	Hourly	\$2,470.40	\$2,519.20	\$2,542.40	\$2,569.60	\$2,594.40						
	Annually	\$64,230.40	\$65,499.20	\$66,102.40	\$66,809.60	\$67,454.40						
Gra	de 77											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$26.60	\$27.44	\$28.21	\$29.09	\$29.94	\$30.86	\$31.48	\$32.11	\$32.73	\$33.38	\$34.05
	Biweekly	\$2,128.00	\$2,195.20	\$2,256.80	\$2,327.20	\$2,395.20	\$2,468.80	\$2,518.40	\$2,568.80	\$2,618.40	\$2,670.40	\$2,724.00
	Annually	\$55,328.00	\$57,075.20	\$58,676.80	\$60,507.20	\$62,275.20	\$64,188.80	\$65,478.40	\$66,788.80	\$68,078.40	\$69,430.40	\$70,824.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$34.76	\$35.42	\$35.79	\$36.17	\$36.50		10	13			
	Hourly	\$2,780.80	\$2,833.60	\$2,863.20	\$2,893.60	\$2,920.00						
	Annually	\$72,300.80	\$73,673.60	\$74,443.20	\$75,233.60	\$75,920.00						
			,	41.77.10.00		***************************************						
Gra	de 78											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$29.09	\$29.94	\$30.86	\$31.76	\$32.71	\$33.72	\$34.70	\$35.39	\$36.11	\$36.84	\$37.58
	Biweekly	\$2,327.20	\$2,395.20	\$2,468.80	\$2,540.80	\$2,616.80	\$2,697.60	\$2,776.00	\$2,831.20	\$2,888.80	\$2,947.20	\$3,006.40
	Annually	\$60,507.20	\$62,275.20	\$64,188.80	\$66,060.80	\$68,036.80	\$70,137.60	\$72,176.00	\$73,611.20	\$75,108.80	\$76,627.20	\$78,166.40
		200,507.20	\$02,273.20	\$01,100.00	\$00,000.00	200,030.00	2,0,15,.00	3,2,1,0.00	\$75,011.20	\$75,100.00	\$7.0,027.20	\$7.0,200.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$38.32	\$39.08	\$39.88	\$40.26	\$40.68	\$41.10					
	Hourly	\$3,065.60	\$3,126.40	\$3,190.40	\$3,220.80	\$3,254.40	\$3,288.00					
	Annually	\$79,705.60	\$81,286.40	\$82,950.40	\$83,740.80	\$84,614.40	\$85,488.00					

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$31.76	\$32.71	\$33.72	\$34.70	\$35.77	\$36.82	\$37.92	\$39.07	\$39.86	\$40.67	\$41.47
Biweekly	\$2,540.80	\$2,616.80	\$2,697.60	\$2,776.00	\$2,861.60	\$2,945.60	\$3,033.60	\$3,125.60	\$3,188.80	\$3,253.60	\$3,317.60
Annually	\$66,060.80	\$68,036.80	\$70,137.60	\$72,176.00	\$74,401.60	\$76,585.60	\$78,873.60	\$81,265.60	\$82,908.80	\$84,593.60	\$86,257.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$42.30	\$43.16	\$44.01	\$44.88	\$45.34	\$45.79	\$46.25				
Hourly	\$3,384.00	\$3,452.80	\$3,520.80	\$3,590.40	\$3,627.20	\$3,663.20	\$3,700.00				
Annually	\$87,984.00	\$89,772.80	\$91,540.80	\$93,350.40	\$94,307.20	\$95,243.20	\$96,200.00				
Grade 80											
0.0.0											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$34.70	\$35.77	\$36.82	\$37.92	\$39.07	\$40.24	\$41.45	\$42.67	\$43.54	\$44.41	\$45.31
Biweekly	\$2,776.00	\$2,861.60	\$2,945.60	\$3,033.60	\$3,125.60	\$3,219.20	\$3,316.00	\$3,413.60	\$3,483.20	\$3,552.80	\$3,624.80
Annually	\$72,176.00	\$74,401.60	\$76,585.60	\$78,873.60	\$81,265.60	\$83,699.20	\$86,216.00	\$88,753.60	\$90,563.20	\$92,372.80	\$94,244.80
Ailliadily	\$72,170.00	\$7 4,401.00	\$70,505.00	\$70,075.00	J01,20J.00	Ç03,033.20	\$00,210.00	\$00,733.00	750,505.20	<i>\$32,372.00</i>	Ş3 4,244. 00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$46.22	\$47.14	\$48.07	\$49.04	\$49.54	\$50.02	\$50.54				
Hourly	\$3,697.60	\$3,771.20	\$3,845.60	\$3,923.20	\$3,963.20	\$4,001.60	\$4,043.20				
Annually	\$96,137.60	\$98,051.20	\$99,985.60	\$102,003.20	\$103,043.20	\$104,041.60	\$105,123.20				
Ailliually	\$30,137.00	336,031.20	\$33,363.00	\$102,003.20	\$103,043.20	\$104,041.00	\$105,125.20				
Grade 81											
Grade 01											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$37.92	\$39.07	\$40.24	\$41.45	\$42.67	\$43.98	\$45.30	\$46.67	\$48.06	\$49.02	\$49.99
Biweekly	\$3,033.60	\$3,125.60	\$3,219.20	\$3,316.00	\$3,413.60	\$3,518.40	\$3,624.00	\$3,733.60	\$3,844.80	\$3,921.60	\$3,999.20
			\$83,699.20			\$91,478.40	\$94,224.00	\$97,073.60	\$99,964.80	\$101,961.60	
Annually	\$78,873.60	\$81,265.60		\$86,216.00	\$88,753.60						\$103,979.20
Steps			303,033.20	400,220.00		391,476.40	334,224.00	397,073.00	\$33,304.00	\$101,501.00	Q200,575.20
Jieps	12	13								3101,901.00	\$100,075,120
Riweekly	12 \$51.00	13 \$52.02	14	15	16	17	18	19	20	3101,901.00	\$100,070,120
Biweekly	\$51.00	\$52.02	14 \$53.06	15 \$54.11	16 \$55.21	17 \$55.74	18 \$56.30	19 \$56.87		3101,901.00	V2001373120
Hourly	\$51.00 \$4,080.00	\$52.02 \$4,161.60	14 \$53.06 \$4,244.80	15 \$54.11 \$4.328.80	16 \$55.21 \$4,416.80	17 \$55.74 \$4,459.20	18 \$56.30 \$4,504.00	19 \$56.87 \$4,549.60		3101,901.00	V200,07.0120
-	\$51.00	\$52.02	14 \$53.06	15 \$54.11	16 \$55.21	17 \$55.74	18 \$56.30	19 \$56.87		3101,901.00	Q100,07,012 0
Hourly	\$51.00 \$4,080.00	\$52.02 \$4,161.60	14 \$53.06 \$4,244.80	15 \$54.11 \$4.328.80	16 \$55.21 \$4,416.80	17 \$55.74 \$4,459.20	18 \$56.30 \$4,504.00	19 \$56.87 \$4,549.60		3101,901.00	V.100 (0) 10 10 10 10 10 10 10 10 10 10 10 10 10
Hourly Annually	\$51.00 \$4,080.00	\$52.02 \$4,161.60	14 \$53.06 \$4,244.80	15 \$54.11 \$4.328.80	16 \$55.21 \$4,416.80	17 \$55.74 \$4,459.20	18 \$56.30 \$4,504.00	19 \$56.87 \$4,549.60		3101,901.00	VISIO
Hourly	\$51.00 \$4,080.00	\$52.02 \$4,161.60	14 \$53.06 \$4,244.80	15 \$54.11 \$4.328.80	16 \$55.21 \$4,416.80	17 \$55.74 \$4,459.20	18 \$56.30 \$4,504.00	19 \$56.87 \$4,549.60		3101,901.00	
Hourly Annually Grade 82	\$51.00 \$4,080.00 \$106,080.00	\$52.02 \$4,161.60 \$108,201.60	\$53.06 \$4,244.80 \$110.364.80	\$54.11 \$4,328.80 \$112.548.80	\$55.21 \$4,416.80 \$114.836.80	\$55.74 \$4,459.20 \$115,939.20	\$56.30 \$4,504.00 \$117,104.00	\$56.87 \$4,549.60 \$118,289.60	20		
Hourly Annually Grade 82 Steps	\$51.00 \$4,080.00 \$106,080.00	\$52.02 \$4.161.60 \$108.201.60	\$53.06 \$4,244.80 \$110.364.80	\$54.11 \$4,328.80 \$112.548.80	\$55.21 \$4,416.80 \$114,836.80	\$55.74 \$4,459.20 \$115.939.20	18 \$56.30 \$4,504.00 \$117,104.00	\$56.87 \$4,549.60 \$118.289.60	20	10	11
Hourly Annually Grade 82 Steps Hourly	\$51.00 \$4,080.00 \$106,080.00 1 \$42.67	\$52.02 \$4.161.60 \$108.201.60 2 \$43.98	\$53.06 \$4,244.80 \$110.364.80 \$3 \$45.30	\$54.11 \$4.328.80 \$112.548.80 \$46.67	\$55.21 \$4,416.80 \$114,836.80 \$5 \$48.06	\$55.74 \$4,459.20 \$115.939.20 6 \$49.52	\$56.30 \$4,504.00 \$117,104.00 7 \$50.98	\$56.87 \$4.549.60 \$118.289.60 8 \$52.49	20 9 \$54.09	10 \$55.18	11 \$56.27
Hourly Annually Grade 82 Steps Hourly Biweekly	\$51.00 \$4,080.00 \$106,080.00 1 \$42.67 \$3,413.60	\$52.02 \$4.161.60 \$108.201.60 2 \$43.98 \$3.518.40	\$53.06 \$4,244.80 \$110.364.80 \$3 \$45.30 \$3.624.00	\$54.11 \$4.328.80 \$112.548.80 \$46.67 \$3,733.60	\$55.21 \$4,416.80 \$114,836.80 \$514,836.80 \$13,844.80	\$55.74 \$4.459.20 \$115.939.20 6 \$49.52 \$3,961.60	\$56.30 \$4,504.00 \$117,104.00 \$150.98 \$4,078.40	\$56.87 \$4.549.60 \$118.289.60 \$ \$ \$ \$52.49 \$4.199.20	9 \$54.09 \$4.327.20	10 \$55.18 \$4,414.40	11 \$56.27 \$4,501.60
Hourly Annually Grade 82 Steps Hourly	\$51.00 \$4,080.00 \$106,080.00 1 \$42.67	\$52.02 \$4.161.60 \$108.201.60 2 \$43.98	\$53.06 \$4,244.80 \$110.364.80 \$3 \$45.30	\$54.11 \$4.328.80 \$112.548.80 \$46.67	\$55.21 \$4,416.80 \$114,836.80 \$5 \$48.06	\$55.74 \$4,459.20 \$115.939.20 6 \$49.52	\$56.30 \$4,504.00 \$117,104.00 7 \$50.98	\$56.87 \$4.549.60 \$118.289.60 8 \$52.49	20 9 \$54.09	10 \$55.18	11 \$56.27
Hourly Annually Grade 82 Steps Hourly Biweekly Annually	\$51.00 \$4,080.00 \$106,080.00 106,080.00 1 \$42.67 \$3,413.60 \$88,753.60	\$52.02 \$4.161.60 \$108.201.60 2 \$43.98 \$3.518.40 \$91.478.40	\$53.06 \$4,244.80 \$110,364.80 \$3 \$45.30 \$3,624.00 \$94,224.00	\$54.11 \$4.328.80 \$112.548.80 \$112.548.80 \$46.67 \$3.733.60 \$97.073.60	\$55.21 \$4.416.80 \$114.836.80 \$14.836.80 \$5 \$48.06 \$3.844.80 \$99.964.80	\$55.74 \$4.459.20 \$115,939.20 \$15,939.20 \$49.52 \$3,961.60 \$103,001.60	\$56.30 \$4,504.00 \$117.104.00 \$117.104.00 \$106.038.40	\$56.87 \$4,549.60 \$118,289.60 \$ \$ \$ \$52.49 \$4,199.20 \$109,179.20	20 9 \$54.09 \$4.327.20 \$112.507.20	10 \$55.18 \$4,414.40	11 \$56.27 \$4,501.60
Hourly Annually Grade 82 Steps Hourly Biweekly Annually Steps	\$51.00 \$4,080.00 \$106,080.00 \$106,080.00 1 \$42.67 \$3,413.60 \$88,753.60	\$52.02 \$4.161.60 \$108.201.60 2 \$43.98 \$3.518.40 \$91.478.40	\$53.06 \$4,244.80 \$110,364.80 \$15.30 \$3.624.00 \$94,224.00	\$54.11 \$4.328.80 \$112,548.80 \$112,548.80 \$46.67 \$3,733.60 \$97,073.60	\$55.21 \$4.416.80 \$114.836.80 \$14.836.80 \$5 \$48.06 \$3.844.80 \$99.964.80	\$55.74 \$4.459.20 \$115,939.20 \$15,939.20 \$49.52 \$3,961.60 \$103,001.60	\$56.30 \$4.504.00 \$117.104.00 \$117.104.00 7 \$50.98 \$4.078.40 \$106.038.40	\$56.87 \$4.549.60 \$118.289.60 \$19.20 \$109.179.20	9 \$54.09 \$4.327.20	10 \$55.18 \$4,414.40	11 \$56.27 \$4,501.60
Hourly Annually Grade 82 Steps Hourly Biweekly Annually Steps Biweekly	\$51.00 \$4.080.00 \$106.080.00 \$106.080.00 \$42.67 \$3.413.60 \$88.753.60 \$2 \$57.40	\$52.02 \$4.161.60 \$108.201.60 2 \$43.98 \$3.518.40 \$91.478.40	\$53.06 \$4.244.80 \$110,364.80 \$15.30 \$3.624.00 \$94,224.00	\$54.11 \$4.328.80 \$112,548.80 \$112,548.80 \$112,548.80 \$46.67 \$3,733.60 \$97,073.60	\$55.21 \$4.416.80 \$114,836.80 \$114,836.80 \$ \$48.06 \$3.844.80 \$99.964.80 \$62.12	\$55.74 \$4.459.20 \$115.939.20 \$115.939.20 \$49.52 \$3.961.60 \$103.001.60	\$56.30 \$4.504.00 \$117,104.00 \$117,104.00 \$50.98 \$4.078.40 \$106.038.40 \$63.37	\$56.87 \$4.549.60 \$118,289.60 \$12,289.60 \$12,289.60 \$13,289.60 \$13,289.60 \$13,289.60 \$13,289.60 \$13,289.60 \$13,289.60 \$13,289.60	20 9 \$54.09 \$4.327.20 \$112.507.20	10 \$55.18 \$4,414.40	11 \$56.27 \$4,501.60
Hourly Annually Grade 82 Steps Hourly Biweekly Annually Steps	\$51.00 \$4,080.00 \$106,080.00 \$106,080.00 1 \$42.67 \$3,413.60 \$88,753.60	\$52.02 \$4.161.60 \$108.201.60 2 \$43.98 \$3.518.40 \$91.478.40	\$53.06 \$4,244.80 \$110,364.80 \$15.30 \$3.624.00 \$94,224.00	\$54.11 \$4.328.80 \$112,548.80 \$112,548.80 \$46.67 \$3,733.60 \$97,073.60	\$55.21 \$4.416.80 \$114.836.80 \$14.836.80 \$5 \$48.06 \$3.844.80 \$99.964.80	\$55.74 \$4.459.20 \$115,939.20 \$15,939.20 \$49.52 \$3,961.60 \$103,001.60	\$56.30 \$4.504.00 \$117.104.00 \$117.104.00 7 \$50.98 \$4.078.40 \$106.038.40	\$56.87 \$4.549.60 \$118.289.60 \$19.20 \$109.179.20	20 9 \$54.09 \$4.327.20 \$112.507.20	10 \$55.18 \$4,414.40	11 \$56.27 \$4,501.60

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Grade 83

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

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$52.49	\$54.09	\$55.70	\$57.38	\$59.10	\$60.87	\$62.72	\$64.59	\$66.52	\$68.52	\$69.89
Biweekly	\$4,199.20	\$4,327.20	\$4,456.00	\$4,590.40	\$4,728.00	\$4,869.60	\$5,017.60	\$5,167.20	\$5,321.60	\$5,481.60	\$5,591.20
Annually	\$109,179.20	\$112,507.20	\$115,856.00	\$119,350.40	\$122,928.00	\$126,609.60	\$130,457.60	\$134,347.20	\$138,361.60	\$142,521.60	\$145,371.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$71.28	\$72.72	\$74.16	\$75.65	\$77.15	\$78.68	\$79.49	\$80.27	\$81.09		
Hourly	\$5,702.40	\$5,817.60	\$5,932.80	\$6,052.00	\$6,172.00	\$6,294.40	\$6,359.20	\$6,421.60	\$6,487.20		
Annually	\$148,262.40	\$151,257.60	\$154,252.80	\$157,352.00	\$160,472.00	\$163,654.40	\$165,339.20	\$166,961.60	\$168,667.20		

(Non-bargaining unit)

NOME (34%)

Steps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11
Hourly	\$13.49	\$13.91	\$14.31	\$14.75	\$15.19	\$15.64	\$15.94	\$16.27	\$16.60	\$16.92	\$17.26
Biweek		\$1,112.80	\$1,144.80	\$1,180.00	\$1,215.20	\$1,251.20	\$1,275.20	\$1,301.60	\$1,328.00	\$1,353.60	\$1,380.80
Annuali	ly \$28,059.20	\$28,932.80	\$29,764.80	\$30,680.00	\$31,595.20	\$32,531.20	\$33,155.20	\$33,841.60	\$34,528.00	\$35.193.60	\$35,900.80
Steps	12	13	14	15	16	17	18	19	20		
Biweek		\$17.98	\$18.15	\$18.33	\$18.52						
Hourly	\$1,409.60	\$1,438.40	\$1,452.00	\$1,466.40	\$1,481.60						
Annuall	l y \$36,649.60	\$37,398.40	\$37,752.00	\$38,126.40	\$38,521.60						
Grade 72	2										
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$15.19	\$15.64	\$16.12	\$16.60	\$17.11	\$17.61	\$17.98	\$18.32	\$18.69	\$19.07	\$19.43
Biweek		\$1,251.20	\$1,289.60	\$1,328.00	\$1,368.80	\$1,408.80	\$1,438.40	\$1,465.60	\$1,495.20	\$1,525.60	\$1,554.40
Annuall	ly \$31,595.20	\$32,531.20	\$33,529.60	\$34,528.00	\$35,588.80	\$36,628.80	\$37,398.40	\$38,105.60	\$38,875.20	\$39,665.60	\$40,414.40
Steps	12	13	14	15	16	17	18	19	20		
Biweek		\$20.24	\$20.44	\$20.63	\$20.84				_•		
Hourly	\$1,586.40	\$1,619.20	\$1,635.20	\$1,650.40	\$1,667.20						
Annuall		\$42,099.20	\$42,515.20	\$42,910.40	\$43,347.20						
	•										
Grade 73											
Steps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11
Hourly	\$17.11	\$17.61	\$18.14	\$18.69	\$19.23	\$19.80	\$20.22	\$20.62	\$21.02	\$21.45	\$21.87
Biweek		\$1,408.80	\$1,451.20	\$1,495.20	\$1,538.40	\$1,584.00	\$1,617.60	\$1,649.60	\$1,681.60	\$1,716.00	\$1,749.60
Annuall	ly \$35,588.80	\$36,628.80	\$37,731.20	\$38,875.20	\$39,998.40	\$41,184.00	\$42,057.60	\$42,889.60	\$43,721.60	\$44,616.00	\$45,489.60
Steps	12	13	14	15	16	17	18	19	20		
Biweek	ly \$22.30	\$22.76	\$22.97	\$23.22	\$23.43						
Hourly	\$1,784.00	\$1,820.80	\$1,837.60	\$1,857.60	\$1,874.40						
Annuall	ly \$46,384.00	\$47,340.80	\$47,777.60	\$48,297.60	\$48,734.40						
Grade 74	1										
Grade 7	•										
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$19.23	\$19.80	\$20.43	\$21.01	\$21.65	\$22.29	\$22.75	\$23.19	\$23.68	\$24.15	\$24.63
Biweek	lv \$1,538.40	\$1,584.00	\$1,634.40	\$1,680.80	\$1,732.00	\$1,783.20	\$1,820.00	\$1,855.20	\$1,894.40	\$1,932.00	\$1,970.40
Annuall	ly \$39,998.40	\$41,184.00	\$42,494.40	\$43,700.80	\$45,032.00	\$46,363.20	\$47,320.00	\$48,235.20	\$49,254.40	\$50,232.00	\$51,230.40
Steps	12	13	14	15	16	17	18	19	20		
Biweek		\$25.61	\$25.88	\$26.13	\$26.41		10	13	20		
Hourly	\$2.008.80	\$2.048.80	\$2,070.40	\$2,090.40	\$2,112.80						
Annuali		\$53,268.80	\$53,830.40	\$54,350.40	\$54,932.80						
	, 252,225.00	\$55,255.00	\$55,555.10	45 .,555.10	\$5.,55 <u>2.</u> 60						

(Non-bargaining unit)

NOME (34%)

Gra	ade	7 5

	Chama	1	2	3	4	5	6	7	8	9	10	11
	Steps Hourly	\$21.65	\$22.29	\$22.96	\$23.68	\$24.36	\$25.09	\$25.58	\$26.12	\$26.61	\$27.14	\$27.68
	Biweekly	\$1,732.00	\$1,783.20	\$1,836.80	\$1,894.40	\$1,948.80	\$2,007.20	\$2,046.40	\$2,089.60	\$2,128.80	\$2,171.20	\$2,214.40
	Annually	\$45,032.00	\$46,363.20	\$47,756.80	\$49,254.40	\$50,668.80	\$52,187.20	\$53,206.40	\$54,329.60	\$55,348.80	\$56,451.20	\$57,574.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$28.24	\$28.80	\$29.13	\$29.38	\$29.72						
	Hourly Annually	\$2,259.20 \$58,739.20	\$2,304.00 \$59,904.00	\$2,330.40 \$60,590.40	\$2,350.40 \$61,110.40	\$2,377.60 \$61,817.60						
	Ailliually	\$38,739.20	\$35,504.00	300,330.40	301,110.40	301,817.00						
•	J. 76											
Gra	de 76											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$24.36	\$25.09	\$25.85	\$26.61	\$27.46	\$28.22	\$28.79	\$29.37	\$29.97	\$30.56	\$31.18
	Biweekly	\$1,948.80	\$2,007.20	\$2,068.00	\$2,128.80	\$2,196.80	\$2,257.60	\$2,303.20	\$2,349.60	\$2,397.60	\$2,444.80	\$2,494.40
	Annually	\$50,668.80	\$52,187.20	\$53,768.00	\$55,348.80	\$57,116.80	\$58,697.60	\$59,883.20	\$61,089.60	\$62,337.60	\$63,564.80	\$64,854.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$31.79	\$32.44	\$32.78	\$33.09	\$33.43						
	Hourly	\$2,543.20	\$2,595.20	\$2,622.40	\$2,647.20	\$2,674.40						
	Annually	\$66,123.20	\$67,475.20	\$68,182.40	\$68,827.20	\$69,534.40						
Gra	de 77											
Gia	iue / /											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$27.46	\$28.22	\$29.12	\$29.95	\$30.88	\$31.78	\$32.43	\$33.08	\$33.75	\$34.43	\$35.10
	Biweekly	\$2,196.80	\$2,257.60	\$2,329.60	\$2,396.00	\$2,470.40	\$2,542.40	\$2,594.40	\$2,646.40	\$2,700.00	\$2,754.40	\$2,808.00
	Annually	\$57,116.80	\$58,697.60	\$60,569.60	\$62,296.00	\$64,230.40	\$66,102.40	\$67,454.40	\$68,806.40	\$70,200.00	\$71,614.40	\$73,008.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$35.82	\$36.52	\$36.91	\$37.27	\$37.63						
	Hourly	\$2,865.60	\$2,921.60	\$2,952.80	\$2,981.60	\$3,010.40						
	Annually	\$74,505.60	\$75,961.60	\$76,772.80	\$77.521.60	\$78,270.40						
Gra	de 78											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$29.95	\$30.88	\$31.78	\$32.73	\$33.73	\$34.76	\$35.78	\$36.50	\$37.24	\$37.98	\$38.74
	Biweekly	\$2,396.00	\$2,470.40	\$2,542.40	\$2,618.40	\$2,698.40	\$2,780.80	\$2,862.40	\$2,920.00	\$2,979.20	\$3,038.40	\$3,099.20
	Annually	\$62,296.00	\$64,230.40	\$66,102.40	\$68,078.40	\$70,158.40	\$72,300.80	\$74,422.40	\$75,920.00	\$77,459.20	\$78,998.40	\$80,579.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$39.50	\$40.28	\$41.11	\$41.50	\$41.92	\$42.35	10				
	Hourly	\$3,160.00	\$3,222.40	\$3,288.80	\$3,320.00	\$3,353.60	\$3,388.00					
	Annually	\$82,160.00	\$83,782.40	\$85,508.80	\$86,320.00	\$87,193.60	\$88,088.00					
	•											

(Non-bargaining unit)

NOME (34%)

	Steps	. 1	2	. 3	4	. 5	. 6	. 7	. 8	9	10	11
	Hourly	\$32.73	\$33.73	\$34.76	\$35.78	\$36.85	\$37.96	\$39.10	\$40.27	\$41.08	\$41.91	\$42.74
	Biweekly	\$2,618.40	\$2,698.40	\$2,780.80	\$2,862.40	\$2,948.00	\$3,036.80	\$3,128.00	\$3,221.60	\$3,286.40	\$3,352.80	\$3,419.20
	Annually	\$68,078.40	\$70,158.40	\$72,300.80	\$74,422.40	\$76,648.00	\$78,956.80	\$81,328.00	\$83,761.60	\$85,446.40	\$87,172.80	\$88,899.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$43.58	\$44.46	\$45.37	\$46.26	\$46.72	\$47.21	\$47.69				
	Hourly	\$3,486.40	\$3,556.80	\$3,629.60	\$3,700.80	\$3,737.60	\$3,776.80	\$3,815.20				
	Annually	\$90,646.40	\$92,476.80	\$94,369.60	\$96,220.80	\$97,177.60	\$98,196.80	\$99,195.20				
Gra	ide 80											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$35.78	\$36.85	\$37.96	\$39.10	\$40.27	\$41.49	\$42.73	\$44.01	\$44.89	\$45.79	\$46.71
	Biweekly	\$2,862.40	\$2,948.00	\$3,036.80	\$3,128.00	\$3,221.60	\$3,319.20	\$3,418.40	\$3,520.80	\$3,591.20	\$3,663.20	\$3,736.80
	Annually	\$74,422.40	\$76,648.00	\$78,956.80	\$81,328.00	\$83,761.60	\$86,299.20	\$88,878.40	\$91,540.80	\$93,371.20	\$95,243.20	\$97,156.80
	•	13	13	14	15	16	47	18	19	20		
	Steps Biweekly	12 \$47.63	\$48.58	\$49.56	\$50.56	\$51.06	17 \$51.56	\$52.09	19	20		
	Hourly	\$3,810.40	\$3,886.40	\$3,964.80	\$4,044.80	\$4,084.80	\$4,124.80	\$4,167.20				
	Annually	\$99,070.40	\$101,046.40	\$103,084.80	\$105,164.80	\$106,204.80	\$107,244.80	\$108,347.20				
	Aimuany	\$55,070. 4 0	\$101,040.40	\$103,004.00	\$105,104.80	\$100,204.00	J107,244.00	\$100,547.20				
Gra	de 81											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$39.10	\$40.27	\$41.49	\$42.73	\$44.01	\$45.34	\$46.70	\$48.08	\$49.55	\$50.53	\$51.54
	Biweekly	\$3,128.00	\$3,221.60	\$3,319.20	\$3,418.40	\$3,520.80	\$3,627.20	\$3,736.00	\$3,846.40	\$3,964.00	\$4,042.40	\$4,123.20
	Annually	\$81,328.00	\$83,761.60	\$86,299.20	\$88,878.40	\$91,540.80	\$94,307.20	\$97,136.00	\$100,006.40	\$103,064.00	\$105,102.40	\$107,203.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$52.57	\$53.62	\$54.68	\$55.76	\$56.90	\$57.46	\$58.03	\$58.62			
	Hourly	\$4,205.60	\$4,289.60	\$4,374.40	\$4,460.80	\$4,552.00	\$4,596.80	\$4,642.40	\$4,689.60			
	Annually	\$109,345.60	\$111,529.60	\$113,734.40	\$115,980.80	\$118.352.00	\$119,516.80	\$120,702.40	\$121,929.60			
Gra	de 82											
	-											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$44.01	\$45.34	\$46.70	\$48.08	\$49.55	\$51.01	\$52.55	\$54.11	\$55.74	\$56.87	\$58.01
	Biweekly	\$3,520.80	\$3,627.20	\$3,736.00	\$3,846.40	\$3,964.00	\$4,080.80	\$4,204.00	\$4,328.80	\$4,459.20	\$4,549.60	\$4,640.80
	Annually	\$91,540.80	\$94,307.20	\$97,136.00	\$100,006.40	\$103,064.00	\$106,100.80	\$109,304.00	\$112,548.80	\$115,939.20	\$118,289.60	\$120,660.80
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$59.15	\$60.35	\$61.54	\$62.79	\$64.03	\$64.69	\$65.33	\$65.99			
	Hourly	\$4,732.00	\$4,828.00	\$4,923.20	\$5,023.20	\$5,122.40	\$5,175.20	\$5,226.40	\$5,279.20			
	Annually	\$123,032.00	\$125,528.00	\$128,003.20	\$130,603.20	\$133,182.40	\$134,555.20	\$135,886.40	\$137,259.20			
	•											

(Non-bargaining unit)

NOME (34%)

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$49.55	\$51.01	\$52.55	\$54.11	\$55.74	\$57.42	\$59.13	\$60.91	\$62.75	\$63.99	\$65.29
Biweekly	\$3,964.00	\$4,080.80	\$4,204.00	\$4,328.80	\$4,459.20	\$4,593.60	\$4,730.40	\$4,872.80	\$5,020.00	\$5,119.20	\$5,223.20
Annually	\$103,064.00	\$106,100.80	\$109,304.00	\$112,548.80	\$115,939.20	\$119,433.60	\$122,990.40	\$126,692.80	\$130,520.00	\$133,099.20	\$135,803.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$66.60	\$67.93	\$69.30	\$70.69	\$72.10	\$72.80	\$73.53	\$74.28			
Hourly	\$5,328.00	\$5,434.40	\$5,544.00	\$5,655.20	\$5,768.00	\$5,824.00	\$5,882.40	\$5,942.40			
Annually	\$138.528.00	\$141.294.40	\$144.144.00	\$147.035.20	\$149.968.00	\$151,424,00	\$152,942,40	\$154.502.40			

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$54.11	\$55.74	\$57.42	\$59.13	\$60.91	\$62.75	\$64.64	\$66.56	\$68.57	\$70.61	\$72.05
Biweekly	\$4,328.80	\$4,459.20	\$4,593.60	\$4,730.40	\$4,872.80	\$5,020.00	\$5,171.20	\$5,324.80	\$5,485.60	\$5,648.80	\$5,764.00
Annually	\$112,548.80	\$115,939.20	\$119,433.60	\$122,990.40	\$126,692.80	\$130,520.00	\$134,451.20	\$138,444.80	\$142,625.60	\$146,868.80	\$149,864.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$73.46	\$74.93	\$76.46	\$77.96	\$79.53	\$81.11	\$81.94	\$82.74	\$83.58		
Hourly	\$5,876.80	\$5,994.40	\$6,116.80	\$6,236.80	\$6,362.40	\$6,488.80	\$6,555.20	\$6,619.20	\$6,686.40		
Annually	\$152,796.80	\$155,854.40	\$159,036.80	\$162,156.80	\$165,422.40	\$168,708.80	\$170,435.20	\$172,099.20	\$173,846.40		

(Non-bargaining unit)

BETHEL (38%)

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$13.91	\$14.31	\$14.74	\$15.19	\$15.63	\$16.12	\$16.44	\$16.77	\$17.10	\$17.43	\$17.79
Biweekly	\$1,112.80	\$1,144.80	\$1,179.20	\$1,215.20	\$1,250.40	\$1,289.60	\$1,315.20	\$1,341.60	\$1,368.00	\$1,394.40	\$1,423.20
Annually	\$28,932.80	\$29,764.80	\$30,659.20	\$31,595.20	\$32,510.40	\$33,529.60	\$34,195.20	\$34,881.60	\$35,568.00	\$36,254.40	\$37,003.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$18.15	\$18.51	\$18.70	\$18.89	\$19.07						
Hourly	\$1,452.00	\$1,480.80	\$1,496.00	\$1,511.20	\$1,525.60						
Annually	\$37,752.00	\$38,500.80	\$38,896.00	\$39,291.20	\$39,665.60						
Grade 72											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$15.63	\$16.12	\$16.59	\$17.10	\$17.62	\$18.12	\$18.51	\$18.88	\$19.25	\$19.65	\$20.00
Biweekly	\$1,250.40	\$1,289.60	\$1,327.20	\$1,368.00	\$1,409.60	\$1,449.60	\$1,480.80	\$1,510.40	\$1,540.00	\$1,572.00	\$1,600.00
Annually	\$32,510.40	\$33,529.60	\$34,507.20	\$35,568.00	\$36,649.60	\$37,689.60	\$38,500.80	\$39,270.40	\$40,040.00	\$40,872.00	\$41,600.00
Stone	12	13	14	15	16	17	18	19	20		
Steps Biweekly	\$20.43	\$20.84	\$21.03	\$21.26	\$21.45	1/	10	13	20		
Hourly	\$1,634.40	\$1,667.20	\$1,682.40	\$1,700.80	\$1.716.00						
Annually	\$42,494.40	\$43,347.20	\$43,742.40	\$44,220.80	\$44,616.00						
Amuuny	J42,434.40	7+3,3+7.20	Ş + 3,7+2.40	Ţ ŢŢ ,220.00	Ş++,010.00						
Grade 73											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$17.62	\$18.12	\$18.68	\$19.25	\$19.80	\$20.41	\$20.81	\$21.24	\$21.66	\$22.08	\$22.53
Biweekly	\$1,409.60	\$1,449.60	\$1,494.40	\$1,540.00	\$1,584.00	\$1,632.80	\$1,664.80	\$1,699.20	\$1,732.80	\$1,766.40	\$1,802.40
Annually	\$36,649.60	\$37,689.60	\$38,854.40	\$40,040.00	\$41,184.00	\$42,452.80	\$43,284.80	\$44,179.20	\$45,052.80	\$45,926.40	\$46,862.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$22.97	\$23.43	\$23.68	\$23.90	\$24.15						
Hourly	\$1,837.60	\$1,874.40	\$1,894.40	\$1,912.00	\$1,932.00						
Annually	\$47,777.60	\$48,734.40	\$49,254.40	\$49,712.00	\$50,232.00						
Grade 74											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$19.80	\$20.41	\$21.02	\$21.63	\$22.29	\$22.95	\$23.42	\$23.89	\$24.37	\$24.87	\$25.37
Biweekly	\$1,584.00	\$1,632.80	\$1,681.60	\$1,730.40	\$1,783.20	\$1,836.00	\$1,873.60	\$1,911.20	\$1,949.60	\$1,989.60	\$2,029.60
Annually	\$41,184.00	\$42,452.80	\$43,721.60	\$44,990.40	\$46,363.20	\$47,736.00	\$48,713.60	\$49,691.20	\$50,689.60	\$51,729.60	\$52,769.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$25.87	\$26.39	\$26.64	\$26.92	\$27.17						
Hourly	\$2,069.60	\$2,111.20	\$2,131.20	\$2,153.60	\$2,173.60						
Annually	\$53,809.60	\$54,891.20	\$55,411.20	\$55,993.60	\$56,513.60						
		-	-	-							

(Non-bargaining unit)

BETHEL (38%)

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$22.29	\$22.95	\$23.67	\$24.37	\$25.09	\$25.85	\$26.38	\$26.90	\$27.45	\$27.99	\$28.56
Biweekly	\$1,783.20	\$1,836.00	\$1,893.60	\$1,949.60	\$2,007.20	\$2,068.00	\$2,110.40	\$2,152.00	\$2,196.00	\$2,239.20	\$2,284.80
Annually	\$46,363.20	\$47,736.00	\$49,233.60	\$50,689.60	\$52,187.20	\$53,768.00	\$54,870.40	\$55,952.00	\$57,096.00	\$58,219.20	\$59,404.80
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$29.12	\$29.70	\$29.97	\$30.30	\$30.59						
Hourly	\$2,329.60	\$2,376.00	\$2,397.60	\$2,424.00	\$2,447.20						
Annually	\$60,569.60	\$61,776.00	\$62,337.60	\$63,024.00	\$63,627.20						
-											
. 70											
Grade 76											
C1	1	2	3	4	5	6	7	8	9	10	11
Steps Hourly	\$25.09	\$25.85	\$26.60	\$27.45	\$28.22	\$29.11	\$29.69	\$30.28	\$30.89	\$31.50	\$32.13
Biweekly	\$2,007.20	\$2,068.00	\$2,128.00	\$2,196.00	\$2,257.60	\$2,328.80	\$2,375.20	\$2,422.40	\$2,471.20	\$2,520.00	\$2,570.40
Annually	\$52,187.20	\$53,768.00	\$55,328.00	\$57,096.00	\$58,697.60	\$60,548.80	\$61,755.20	\$62,982.40	\$64,251.20	\$65,520.00	\$66,830.40
Ailliually	\$32,187.20	\$33,708.00	\$33,326.00	\$37,090.00	\$36,037.00	300,348.80	301,733.20	302,382.40	\$04,231.20	\$05,520.00	\$00,830.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$32.76	\$33.42	\$33.75	\$34.09	\$34.44						
Hourly	\$2,620.80	\$2,673.60	\$2,700.00	\$2,727.20	\$2,755.20						
Annually	\$68,140.80	\$69,513.60	\$70,200.00	\$70,907.20	\$71,635.20						
Grade 77											
Grade 77											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$28.22	\$29.11	\$29.95	\$30.87	\$31.77	\$32.73	\$33.38	\$34.05	\$34.77	\$35.42	\$36.18
Biweekly	\$2,257.60	\$2,328.80	\$2,396.00	\$2,469.60	\$2,541.60	\$2,618.40	\$2,670.40	\$2,724.00	\$2,781.60	\$2,833.60	\$2,894.40
Annually	\$58,697.60	\$60,548.80	\$62,296.00	\$64,209.60	\$66,081.60	\$68,078.40	\$69,430.40	\$70,824.00	\$72,321.60	\$73,673.60	\$75,254.40
,	\$50,037.00	400,0 10.00	V02,230.00	VO 1,203.00	\$00,002.00	\$00,070.10	V03, .000	\$7.0,0 <u>2</u> 00	0,2,022.00	<i>\$10,010.00</i>	ψ, σ, <u>2</u> σσ
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$36.89	\$37.60	\$38.00	\$38.38	\$38.74						
Hourly	\$2,951.20	\$3,008.00	\$3,040.00	\$3,070.40	\$3,099.20						
Annually	\$76,731.20	\$78,208.00	\$79,040.00	\$79,830.40	\$80,579.20						
Grade 78											
Grade 70											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$30.87	\$31.77	\$32.73	\$33.73	\$34.73	\$35.78	\$36.84	\$37.57	\$38.33	\$39.10	\$39.90
Biweekly	\$2,469.60	\$2.541.60	\$2,618.40	\$2,698.40	\$2,778.40	\$2,862.40	\$2,947.20	\$3.005.60	\$3.066.40	\$3,128.00	\$3,192.00
Annually	\$64,209.60	\$66,081.60	\$68,078.40	\$70,158.40	\$72,238.40	\$74,422.40	\$76,627.20	\$78,145.60	\$79,726.40	\$81,328.00	\$82,992.00
,											
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$40.69	\$41.49	\$42.33	\$42.75	\$43.18	\$43.62					
Hourly	\$3,255.20	\$3,319.20	\$3,386.40	\$3,420.00	\$3,454.40	\$3,489.60					
Annually	\$84,635.20	\$86,299.20	\$88,046.40	\$88,920.00	\$89,814.40	\$90,729.60					

(Non-bargaining unit)

BETHEL (38%)

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$33.73	\$34.73	\$35.78	\$36.84	\$37.96	\$39.09	\$40.27	\$41.47	\$42.31	\$43.17	\$44.02
Biweekly	\$2,698.40	\$2,778.40	\$2,862.40	\$2,947.20	\$3,036.80	\$3,127.20	\$3,221.60	\$3,317.60	\$3,384.80	\$3,453.60	\$3,521.60
Annually	\$70,158.40	\$72,238.40	\$74,422.40	\$76,627.20	\$78,956.80	\$81,307.20	\$83,761.60	\$86,257.60	\$88,004.80	\$89,793.60	\$91,561.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$44.89	\$45.80	\$46.71	\$47.63	\$48.13	\$48.60	\$49.09		20		
Hourly	\$3,591.20	\$3,664.00	\$3,736.80	\$3,810.40	\$3,850.40	\$3,888.00	\$3,927.20				
Annually	\$93,371.20	\$95,264.00	\$97,156.80	\$99,070.40	\$100,110.40	\$101,088.00	\$102,107.20				
Aimuuny	\$55,571.20	755,204.00	\$57,150.00	\$55,070.40	\$100,110.40	\$101,000.00	\$102,107.20				
Grade 80											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$36.84	\$37.96	\$39.09	\$40.27	\$41.47	\$42.73	\$44.00	\$45.34	\$46.24	\$47.16	\$48.10
Biweekly	\$2,947.20	\$3,036.80	\$3,127.20	\$3,221.60	\$3,317.60	\$3,418.40	\$3,520.00	\$3,627.20	\$3,699.20	\$3,772.80	\$3,848.00
Annually	\$76,627.20	\$78,956.80	\$81,307.20	\$83,761.60	\$86,257.60	\$88,878.40	\$91,520.00	\$94,307.20	\$96,179.20	\$98,092.80	\$100,048.00
Aillidally	\$70,027.20	\$76,550.60	J01,J07.20	Ç63,701.00	\$60,237.00	₹80,070. 4 0	JJ1,J20.00	\$54,507.20	\$30,173.20	\$30,032.00	\$100,048.00
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$49.05	\$50.02	\$51.02	\$52.06	\$52.57	\$53.10	\$53.64				
Hourly	\$3,924.00	\$4,001.60	\$4,081.60	\$4,164.80	\$4,205.60	\$4,248.00	\$4,291.20				
Annually	\$102,024.00	\$104,041.60	\$106,121.60	\$108,284.80	\$109,345.60	\$110,448.00	\$111,571.20				
•		,			,.	,					
Grade 81											
					_		_				
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$40.27	\$41.47	\$42.73	\$44.00	\$45.34	\$46.69	\$48.08	\$49.54	\$51.01	\$52.03	\$53.07
Biweekly	\$3,221.60	\$3,317.60	\$3,418.40	\$3,520.00	\$3,627.20	\$3,735.20	\$3,846.40	\$3,963.20	\$4,080.80	\$4,162.40	\$4,245.60
Annually	\$83,761.60	\$86,257.60	\$88,878.40	\$91,520.00	\$94,307.20	\$97,115.20	\$100,006.40	\$103,043.20	\$106,100.80	\$108,222.40	\$110,385.60
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$54.13	\$55.22	\$56.31	\$57.44	\$58.61	\$59.18	\$59.77	\$60.37			
Hourly	\$4,330.40	\$4,417.60	\$4,504.80	\$4,595.20	\$4,688.80	\$4,734.40	\$4,781.60	\$4,829.60			
Annually	\$112,590.40	\$114,857.60	\$117,124.80	\$119,475.20	\$121,908.80	\$123,094.40	\$124,321.60	\$125,569.60			
Grade 82											
Grade oz											
Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$45.34	\$46.69	\$48.08	\$49.54	\$51.01	\$52.55	\$54.12	\$55.72	\$57.41	\$58.58	\$59.73
Biweekly	\$3,627.20	\$3,735.20	\$3,846.40	\$3,963.20	\$4,080.80	\$4,204.00	\$4,329.60	\$4,457.60	\$4,592.80	\$4,686.40	\$4,778.40
Annually	\$94,307.20	\$97,115.20	\$100,006.40	\$103,043.20	\$106,100.80	\$109,304.00	\$112,569.60	\$115,897.60	\$119,412.80	\$121,846.40	\$124,238.40
-											
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$60.93	\$62.14	\$63.39	\$64.66	\$65.95	\$66.62	\$67.27	\$67.96			
Hourly											
Annually	\$4,874.40 \$126,734.40	\$4,971.20 \$129,251.20	\$5,071.20 \$131,851.20	\$5,172.80 \$134,492.80	\$5,276.00 \$137,176.00	\$5,329.60 \$138,569.60	\$5,381.60 \$139,921.60	\$5,436.80 \$141,356.80			

(Non-bargaining unit)

BETHEL (38%)

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$51.01	\$52.55	\$54.12	\$55.72	\$57.41	\$59.12	\$60.90	\$62.74	\$64.63	\$65.93	\$67.24
Biweekly	\$4,080.80	\$4,204.00	\$4,329.60	\$4,457.60	\$4,592.80	\$4,729.60	\$4,872.00	\$5,019.20	\$5,170.40	\$5,274.40	\$5,379.20
Annually	\$106,100.80	\$109,304.00	\$112,569.60	\$115,897.60	\$119,412.80	\$122,969.60	\$126,672.00	\$130,499.20	\$134,430.40	\$137,134.40	\$139,859.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$68.57	\$69.94	\$71.34	\$72.78	\$74.26	\$74.97	\$75.72	\$76.49			
Hourly	\$5,485.60	\$5,595.20	\$5,707.20	\$5,822.40	\$5,940.80	\$5,997.60	\$6,057.60	\$6,119.20			
Annually	\$142,625.60	\$145,475.20	\$148,387.20	\$151,382.40	\$154,460.80	\$155,937.60	\$157,497.60	\$159,099.20			

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$55.72	\$57.41	\$59.12	\$60.90	\$62.74	\$64.63	\$66.56	\$68.56	\$70.61	\$72.73	\$74.18
Biweekly	\$4,457.60	\$4,592.80	\$4,729.60	\$4,872.00	\$5,019.20	\$5,170.40	\$5,324.80	\$5,484.80	\$5,648.80	\$5,818.40	\$5,934.40
Annually	\$115,897.60	\$119,412.80	\$122,969.60	\$126,672.00	\$130,499.20	\$134,430.40	\$138,444.80	\$142,604.80	\$146,868.80	\$151,278.40	\$154,294.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$75.66	\$77.18	\$78.71	\$80.28	\$81.90	\$83.53	\$84.37	\$85.21	\$86.07		
Hourly	\$6,052.80	\$6,174.40	\$6,296.80	\$6,422.40	\$6,552.00	\$6,682.40	\$6,749.60	\$6,816.80	\$6,885.60		
Annually	\$157,372.80	\$160,534.40	\$163,716.80	\$166,982.40	\$170,352.00	\$173,742.40	\$175,489.60	\$177,236.80	\$179,025.60		

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$14.29	\$14.73	\$15.17	\$15.63	\$16.09	\$16.58	\$16.89	\$17.25	\$17.60	\$17.96	\$18.28
	Biweekly	\$1,143.20	\$1,178.40	\$1,213.60	\$1,250.40	\$1,287.20	\$1,326.40	\$1,351.20	\$1,380.00	\$1,408.00	\$1,436.80	\$1,462.40
	Annually	\$29,723.20	\$30,638.40	\$31,553.60	\$32,510.40	\$33,467.20	\$34,486.40	\$35,131.20	\$35,880.00	\$36,608.00	\$37,356.80	\$38,022.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$18.68	\$19.05	\$19.23	\$19.43	\$19.64						
	Hourly	\$1,494.40	\$1,524.00	\$1,538.40	\$1,554.40	\$1,571.20						
	Annually	\$38,854.40	\$39,624.00	\$39,998.40	\$40,414.40	\$40,851.20						
	. 73											
Gra	de 72											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$16.09	\$16.58	\$17.09	\$17.60	\$18.12	\$18.65	\$19.05	\$19.40	\$19.79	\$20.20	\$20.59
	Biweekly	\$1,287.20	\$1,326.40	\$1,367.20	\$1,408.00	\$1,449.60	\$1,492.00	\$1,524.00	\$1,552.00	\$1,583.20	\$1,616.00	\$1,647.20
	Annually	\$33,467.20	\$34,486.40	\$35,547.20	\$36,608.00	\$37,689.60	\$38,792.00	\$39,624.00	\$40,352.00	\$41,163.20	\$42,016.00	\$42,827.20
	Aimadily	Ç55,407.20	754,400.40	↓55,5 ∓7.20	\$50,000.00	757,005.00	750,752.00	\$33,02 4 .00	Ş-10,332.00	Ç+1,105.20	Ş-12,010.00	Ş42,027.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$21.01	\$21.44	\$21.65	\$21.86	\$22.07						
	Hourly	\$1,680.80	\$1,715.20	\$1,732.00	\$1,748.80	\$1,765.60						
	Annually	\$43,700.80	\$44,595.20	\$45,032.00	\$45,468.80	\$45,905.60						
	•											
Gra	de 73											
	6.	4	2	3	4	5	6	7	8	9	10	11
	Steps	1 (10.12			4 \$19.79	\$20.39	\$20.99	\$21.42			10 \$22.74	11 \$23.18
	Hourly Biweekly	\$18.12	\$18.65	\$19.22	•	\$20.39 \$1,631.20	\$20.99 \$1,679.20	•	\$21.85	\$22.28	•	\$23.18 \$1,854.40
	-	\$1,449.60	\$1,492.00	\$1,537.60	\$1,583.20			\$1,713.60	\$1,748.00	\$1,782.40	\$1,819.20	
	Annually	\$37,689.60	\$38,792.00	\$39,977.60	\$41,163.20	\$42,411.20	\$43,659.20	\$44,553.60	\$45,448.00	\$46,342.40	\$47,299.20	\$48,214.40
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$23.65	\$24.12	\$24.35	\$24.59	\$24.85						
	Hourly	\$1,892.00	\$1,929.60	\$1,948.00	\$1,967.20	\$1,988.00						
	Annually	\$49,192.00	\$50,169.60	\$50,648.00	\$51,147.20	\$51,688.00						
					77-7-111-1	75-75555						
Gra	de 74											
Gra	ue , .											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$20.39	\$20.99	\$21.63	\$22.27	\$22.94	\$23.64	\$24.10	\$24.58	\$25.07	\$25.58	\$26.09
	Biweekly	\$1,631.20	\$1,679.20	\$1,730.40	\$1,781.60	\$1,835.20	\$1,891.20	\$1,928.00	\$1,966.40	\$2,005.60	\$2,046.40	\$2,087.20
	Annually	\$42,411.20	\$43,659.20	\$44,990.40	\$46,321.60	\$47,715.20	\$49,171.20	\$50,128.00	\$51,126.40	\$52,145.60	\$53,206.40	\$54,267.20
	Ailludily	J42,411.2U	343,033.20	J44,J3U.4U	340,321.00	347,713.2U	345,1/1.2U	\$50,120.00	331,120.40	\$32,143.00	\$J3,200.40	\$J4,207.2U
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$26.60	\$27.12	\$27.45	\$27.67	\$27.99						
	Hourly	\$2,128.00	\$2,169.60	\$2,196.00	\$2,213.60	\$2,239.20						
	Annually	\$55,328.00	\$56,409.60	\$57,096.00	\$57,553.60	\$58,219.20						

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

	eps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11
	ourly	\$22.94	\$23.64	\$24.34	\$25.07	\$25.83	\$26.59	\$27.10	\$27.65	\$28.20	\$28.77	\$29.34
	weekly	\$1,835.20	\$1,891.20	\$1,947.20	\$2,005.60	\$2,066.40	\$2,127.20	\$2,168.00	\$2,212.00	\$2,256.00	\$2,301.60	\$2,347.20
An	nnually	\$47,715.20	\$49,171.20	\$50,627.20	\$52,145.60	\$53,726.40	\$55,307.20	\$56,368.00	\$57,512.00	\$58,656.00	\$59,841.60	\$61,027.20
C+.	eps	12	13	14	15	16	17	18	19	20		
	weekly	\$29.94	\$30.54	\$30.87	\$31.16	\$31.50		10	13	20		
	ourly	\$2,395.20	\$2,443.20	\$2,469.60	\$2,492.80	\$2,520.00						
	nually	\$62,275.20	\$63,523.20	\$64,209.60	\$64,812.80	\$65,520.00						
All	iiiuaiiy	302,273.20	703,323.20	J04,20J.00	Ç04,612.60	J0J,J20.00						
Grade	e 76											
Sto	eps	1	2	3	4	5	6	7	8	9	10	11
	ourly	\$25.83	\$26.59	\$27.42	\$28.20	\$29.09	\$29.93	\$30.52	\$31.15	\$31.76	\$32.41	\$33.05
Biv	weekly	\$2,066.40	\$2,127.20	\$2,193.60	\$2,256.00	\$2,327.20	\$2,394.40	\$2,441.60	\$2,492.00	\$2,540.80	\$2,592.80	\$2,644.00
An	nually	\$53,726.40	\$55,307.20	\$57,033.60	\$58,656.00	\$60,507.20	\$62,254.40	\$63,481.60	\$64,792.00	\$66,060.80	\$67,412.80	\$68,744.00
St	eps	12	13	14	15	16	17	18	19	20		
	weekly	\$33.72	\$34.38	\$34.73	\$35.07	\$35.41						
	ourly	\$2,697.60	\$2,750.40	\$2,778.40	\$2,805.60	\$2,832.80						
An	nually	\$70,137.60	\$71,510.40	\$72,238.40	\$72,945.60	\$73,652.80						
Grade	e 77											
Sto	eps	1	2	3	4	5	6	7	8	9	10	11
	ourly	\$29.09	\$29.93	\$30.84	\$31.73	\$32.70	\$33.70	\$34.34	\$35.06	\$35.77	\$36.45	\$37.22
	weekly	\$2,327.20	\$2,394.40	\$2,467.20	\$2,538.40	\$2,616.00	\$2,696.00	\$2,747.20	\$2,804.80	\$2,861.60	\$2,916.00	\$2,977.60
	nually	\$60,507.20	\$62,254.40	\$64,147.20	\$65,998.40	\$68,016.00	\$70,096.00	\$71,427.20	\$72,924.80	\$74,401.60	\$75,816.00	\$77,417.60
St	eps	12	13	14	15	16	17	18	19	20		
	weekly	\$37.95	\$38.71	\$39.09	\$39.48	\$39.87						
	ourly	\$3,036.00	\$3,096.80	\$3,127.20	\$3,158.40	\$3,189.60						
An	nnually	\$78,936.00	\$80,516.80	\$81,307.20	\$82,118.40	\$82,929.60						
Grade	e 78											
S+	eps	1	2	3	4	5	6	7	8	9	10	11
	ourly	\$31.73	\$32.70	\$33.70	\$34.69	\$35.74	\$36.82	\$37.90	\$38.67	\$39.44	\$40.23	\$41.07
	weekly	\$2,538.40	\$2,616.00	\$2,696.00	\$2,775.20	\$2,859.20	\$2,945.60	\$3,032.00	\$3,093.60	\$3,155.20	\$3,218.40	\$3,285.60
	nually	\$65,998.40	\$68,016.00	\$70,096.00	\$72,155.20	\$74,339.20	\$76,585.60	\$78,832.00	\$80,433.60	\$82,035.20	\$83,678.40	\$85,425.60
All	auiiy	505,550.40	\$00,010.00	\$70,050.00	\$72,133.20	\$77,333.20	2,0,505.00	\$70,032.00	J00, - JJ.00	302,033.20	303,070.40	JUJ, 42J.00
	eps	12	13	14	15	16	17	18	19	20		
Biv	weeklv	\$41.86	\$42.69	\$43.55	\$43.99	\$44.42	\$44.89					
Ho	ourly	\$3,348.80	\$3,415.20	\$3,484.00	\$3,519.20	\$3,553.60	\$3,591.20					
An	nually	\$87,068.80	\$88,795.20	\$90,584.00	\$91,499.20	\$92,393.60	\$93,371.20					

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

		1	2	3	4	5	6	7	8	9	10	44
	Steps Hourly	\$34.69	\$35.74	\$36.82	\$37.90	\$39.06	\$40.22	\$41.45	\$42.66	\$43.52	\$44.40	11 \$45.29
	Biweekly	\$2,775.20	\$2,859.20	\$2,945.60	\$3,032.00	\$3,124.80	\$3,217.60	\$3,316.00	\$3,412.80	\$3,481.60	\$3,552.00	\$3,623.20
	Annually	\$72,155.20	\$74,339.20	\$76,585.60	\$78,832.00	\$81,244.80	\$83,657.60	\$86,216.00	\$88,732.80	\$90,521.60	\$92,352.00	\$94,203.20
	Ailliadily	372,133.20	374,333.20	370,303.00	370,032.00	301,244.00	\$65,657.66	300,210.00	300,732.00	330,321.00	332,332.00	334,203.20
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$46.20	\$47.13	\$48.06	\$49.02	\$49.53	\$49.99	\$50.53				
	Hourly	\$3,696.00	\$3,770.40	\$3,844.80	\$3,921.60	\$3,962.40	\$3,999.20	\$4,042.40				
	Annually	\$96,096.00	\$98,030.40	\$99,964.80	\$101,961.60	\$103,022.40	\$103,979.20	\$105,102.40				
	. 00											
Gra	ide 80											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$37.90	\$39.06	\$40.22	\$41.45	\$42.66	\$43.98	\$45.28	\$46.63	\$47.55	\$48.51	\$49.50
	Biweekly	\$3,032.00	\$3,124.80	\$3,217.60	\$3,316.00	\$3,412.80	\$3,518.40	\$3,622.40	\$3,730.40	\$3,804.00	\$3,880.80	\$3,960.00
	Annually	\$78,832.00	\$81,244.80	\$83,657.60	\$86,216.00	\$88,732.80	\$91,478.40	\$94,182.40	\$96,990.40	\$98,904.00	\$100,900.80	\$102,960.00
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$50.49	\$51.49	\$52.51	\$53.57	\$54.10	\$54.64	\$55.20				
	Hourly	\$4,039.20	\$4,119.20	\$4,200.80	\$4,285.60	\$4,328.00	\$4,371.20	\$4,416.00				
	Annually	\$105,019.20	\$107,099.20	\$109,220.80	\$111,425.60	\$112,528.00	\$113,651.20	\$114,816.00				
	•											
Gra	de 81											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$41.45	\$42.66	\$43.98	\$45.28	\$46.63	\$48.03	\$49.48	\$50.94	\$52.49	\$53.54	\$54.61
	Biweekly	\$3,316.00	\$3,412.80	\$3,518.40	\$3,622.40	\$3,730.40	\$3,842.40	\$3,958.40	\$4,075.20	\$4,199.20	\$4,283.20	\$4,368.80
	Annually	\$86,216.00	\$88,732.80	\$91,478.40	\$94,182.40	\$96,990.40	\$99,902.40	\$102,918.40	\$105,955.20	\$109,179.20	\$111,363.20	\$113,588.80
	,					\$30,330.10					\$111,000.120	\$225,500.00
	Steps	. 12	13	14	15	16	17	18	. 19	20		
	Biweekly	\$55.70	\$56.83	\$57.95	\$59.11	\$60.30	\$60.90	\$61.50	\$62.12			
	Hourly	\$4,456.00	\$4,546.40	\$4,636.00	\$4,728.80	\$4,824.00	\$4,872.00	\$4,920.00	\$4,969.60			
	Annually	\$115,856.00	\$118,206.40	\$120,536.00	\$122,948.80	\$125,424.00	\$126,672.00	\$127,920.00	\$129,209.60			
C==	de 82											
GIA	iue 02											
	Steps	1	2	3	4	5	6	7	8	9	10	11
	Hourly	\$46.63	\$48.03	\$49.48	\$50.94	\$52.49	\$54.06	\$55.69	\$57.35	\$59.08	\$60.27	\$61.47
	Biweekly	\$3,730.40	\$3,842.40	\$3,958.40	\$4,075.20	\$4,199.20	\$4,324.80	\$4,455.20	\$4,588.00	\$4,726.40	\$4,821.60	\$4,917.60
	Annually	\$96,990.40	\$99,902.40	\$102,918.40	\$105,955.20	\$109,179.20	\$112,444.80	\$115,835.20	\$119,288.00	\$122,886.40	\$125,361.60	\$127,857.60
	Steps	12	13	14	15	16	17	18	19	20		
	Biweekly	\$62.71	\$63.95	\$65.23	\$66.53	\$67.86	\$68.55	\$69.21	\$69.92			
	Hourly	\$5,016.80	\$5,116.00	\$5,218.40	\$5,322.40	\$5,428.80	\$5,484.00	\$5,536.80	\$5,593.60			
	Annually	\$130,436.80	\$133,016.00	\$135,678.40	\$138,382.40	\$141,148.80	\$142,584.00	\$143,956.80	\$145,433.60			

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$52.49	\$54.06	\$55.69	\$57.35	\$59.08	\$60.83	\$62.69	\$64.56	\$66.49	\$67.82	\$69.18
Biweekly	\$4,199.20	\$4,324.80	\$4,455.20	\$4,588.00	\$4,726.40	\$4,866.40	\$5,015.20	\$5,164.80	\$5,319.20	\$5,425.60	\$5,534.40
Annually	\$109,179.20	\$112,444.80	\$115,835.20	\$119,288.00	\$122,886.40	\$126,526.40	\$130,395.20	\$134,284.80	\$138,299.20	\$141,065.60	\$143,894.40
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$70.54	\$71.97	\$73.42	\$74.88	\$76.39	\$77.14	\$77.91	\$78.69			
Hourly	\$5,643.20	\$5,757.60	\$5,873.60	\$5,990.40	\$6,111.20	\$6,171.20	\$6,232.80	\$6,295.20			
Annually	\$146,723,20	\$149.697.60	\$152,713,60	\$155.750.40	\$158.891.20	\$160.451.20	\$162.052.80	\$163.675.20			

Grade 84

Steps	1	2	3	4	5	6	7	8	9	10	11
Hourly	\$57.35	\$59.08	\$60.83	\$62.69	\$64.56	\$66.49	\$68.51	\$70.53	\$72.68	\$74.84	\$76.34
Biweekly	\$4,588.00	\$4,726.40	\$4,866.40	\$5,015.20	\$5,164.80	\$5,319.20	\$5,480.80	\$5,642.40	\$5,814.40	\$5,987.20	\$6,107.20
Annually	\$119,288.00	\$122,886.40	\$126,526.40	\$130,395.20	\$134,284.80	\$138,299.20	\$142,500.80	\$146,702.40	\$151,174.40	\$155,667.20	\$158,787.20
Steps	12	13	14	15	16	17	18	19	20		
Biweekly	\$77.87	\$79.44	\$81.03	\$82.63	\$84.30	\$85.98	\$86.81	\$87.71	\$88.56		
Hourly	\$6,229.60	\$6,355.20	\$6,482.40	\$6,610.40	\$6,744.00	\$6,878.40	\$6,944.80	\$7,016.80	\$7,084.80		
Annually	\$161,969.60	\$165,235.20	\$168,542.40	\$171,870.40	\$175,344.00	\$178,838.40	\$180,564.80	\$182,436.80	\$184,204.80		

07/07/2019