(Non-bargaining unit)

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

Hourity \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 Biweekly \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$54.40 Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$22,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24.40 Steps 13	\$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$950.40 \$22,193.60 \$22,422.40 \$22,630.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24,252.80 \$24,481.60 \$24,252.80 \$24,481.60 \$24,252.80 \$24,481.60 \$24,252.80 \$24,481.60 \$24,252.80 \$24,481.60 \$24,241.80 \$24	Steps 1 2 3 4 5 6 7 8 9 10 11 12	Stans 1 2 3 4 5 6 7 8 9 10 11 12	Steps 1 2 3 4 5 6 7 8 9 10 11		1	2	3	4	5	6	7	8	9	10	11	12
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Biweekly \$1,372.80 \$1,386.40 \$1,401.60 \$1,415.20 \$1,431.20 \$1,444.00 \$1,458.40		Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1.008.80 \$1.019.20 \$1.029.60 \$1.039.20 \$1.050.40 \$1.061.60 \$1.071.20 Annually \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$13.52	Hourly \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 Biweekly \$853.60 \$862.40 \$870.40 \$870.40 \$822.00 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$950.40 Annually \$22.193.60 \$22.422.40 \$22.630.40 \$22.859.20 \$23.088.00 \$23.296.00 \$23.524.80 \$23.753.60 \$23.782.40 \$24.252.80 \$24.481.60 \$24.710.40 \$24.40 \$22.859.20 \$22.859.20 \$23.088.00 \$23.296.00 \$23.524.80 \$23.753.60 \$23.982.40 \$24.252.80 \$24.481.60 \$24.710.40 \$24.40 \$2	Biweekly \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$996.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$40.00	Steps	49	50	51	52	53	54	55					
		Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1.008.80 \$1.019.20 \$1.029.60 \$1.039.20 \$1.050.40 \$1.016.60 \$1.071.20 Annually \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,699.60 \$27,019.20 \$1.050.40 \$1.061.60 \$27,601.60 \$10 \$10 \$10 \$1.00 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,699.60 \$27,019.20 \$27,310.4	Hourly \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 Biweekly \$853.60 \$862.40 \$879.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$950.40 Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24 \$24 \$44 \$45 \$46 \$47 \$48 \$40.00 \$40.00 \$15.23 \$15.39 \$15.56 \$15.70 \$15.87 \$16.01 \$16.60 \$1.292.80 \$33.00.80 \$30.00 \$	Biweekly \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$ Steps 13 14 15 16 17 18 19 20 21 22 23 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 Biweekly \$961.60 \$971.20 \$298.00 \$988.80 \$998.40 \$1.008.80 \$10.19.20 \$1.029.60 \$1.039.20 \$1.050.40 \$1.061.60 \$1.008.80 \$10.19.20 \$1.029.60 \$1.039.20 \$1.050.40 \$1.061.60 \$1.008.80 \$26,228.80 \$26,228.80 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,601.60 \$27,601.	Hourly	\$17.16	\$17.33	\$17.52	\$17.69	\$17.89	\$18.05	\$18.23					
Annually \$35,692.80 \$36,046.40 \$36,441.60 \$36,795.20 \$37,211.20 \$37,544.00 \$37,918.40		Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,061.60 \$1,071.20 Annually \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$1,061.60 \$1,071.20 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$13.52 \$13.65	Hourly \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 \$1	Biweekly Annually \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 Annually \$22,193.60 \$22,493.60 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$ Steps 13 14 15 16 17 18 19 20 21 22 23 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1.008.80 \$1.019.20 \$1.029.60 \$1.039.20 \$10.504.00 \$1.050.00 \$1.009.00 \$1.009.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27.019.20 \$27.310.40 \$27.601.60 \$27.501.60 \$27.731.040 \$27.601.60 \$27.601.60 \$28.20 \$20.729.60 \$22,600.00													
	\$35,692.80 \$36,046.40 \$36,441.60 \$36,795.20 \$37,211.20 \$37,544.00 \$37,918.40	Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1.008.80 \$1.019.00 \$1.029.60 \$1.039.20 \$1.050.40 \$1.031.20 \$1.061.60 \$1.071.20 Annually \$25,001.60 \$25,551.20 \$25,480.00 \$25,798.80 \$29,588.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 Steps 25 26 27 28 29 30 31 32 33 34 35 36	Houriv \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 Biweekly \$853.60 \$862.40 \$879.40 \$879.20 \$888.00 \$886.00 \$994.80 \$9913.60 \$922.40 \$932.80 \$5941.60 \$950.40 Annually \$22.193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,524.80 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$524,710.40 Steps 13	Biweekly \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$400.40 \$922.40 \$922.40 \$932.80 \$941.60 \$922.40 \$922.40 \$932.80 \$941.60 \$922.40 \$92	Annually	\$35,692.80	\$36,046.40	\$36,441.60	\$36,795.20	\$37,211.20	\$37,544.00	\$37,918.40					
		Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1.008.80 \$1.019.00 \$1.029.60 \$1.039.20 \$1.050.40 \$1.031.20 \$1.061.60 \$1.071.20 Annually \$25,001.60 \$25,551.20 \$25,480.00 \$25,798.80 \$29,588.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 Steps 25 26 27 28 29 30 31 32 33 34 35 36	Houriv \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 Biweekly \$853.60 \$862.40 \$879.40 \$879.20 \$888.00 \$886.00 \$994.80 \$9913.60 \$922.40 \$932.80 \$5941.60 \$950.40 Annually \$22.193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,524.80 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$524,710.40 Steps 13	Biweekly \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 Annually \$22,193.60 \$22,242.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$ Steps 13 14 15 16 17 18 19 20 21 22 23 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1.008.80 \$1.019.20 \$1.029.60 \$1.039.20 \$1.050.40 \$1.061.60 \$1.061.60 \$1.009.60 \$1.039.20 \$1.050.40 \$1.061.60 \$1.061.60 \$1.061.60 \$1.009.60 \$1.009.60 \$1.009.60 \$1.009.60 \$1.009.60 \$1.009.60 \$1.009.60 \$1.009.60 \$1.009.60 \$1.409.60													
Grade 72		Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 Biweekly \$961.60 \$971.20 \$980.00 \$98.80 \$998.40 \$10.08.8 \$1.019.20 \$10.09.90 \$10.051.00 \$10.09.20 \$10.09.00 \$10.09.20 \$10.09.20 \$27.019.20 \$27.010.40 \$27.601.60 \$27.851.20 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$13.52 \$13.56 \$13.79 \$13.93 \$14.06 \$14.21 \$14.36 \$14.50 \$14.79 \$14.95 \$15.06	Hourly \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 \$1 \$1.66 \$11.77 \$11.88 \$1.66 \$1.77 \$1.88 \$1.77 \$1.89 \$1.77	Biweekly \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,416.00 \$24,452.80 \$24,416.00 \$24,252.80 \$24,416.00 \$24,252.80 \$24,452.80 \$24,416.00 \$23,296.00 \$23,296.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,416.00 \$24,416.00 \$24,452.80 \$24,416.00 \$24,452.80 \$24,416.00 \$24,452.80 \$24,416.00 \$23,296.00	Grade 72												
Steps 1 2 3 4 5 6 7 8 9 10 11		Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1.008.80 \$1.019.00 \$1.029.60 \$1.039.20 \$1.050.40 \$1.031.20 \$1.061.60 \$1.071.20 Annually \$25,001.60 \$25,551.20 \$25,480.00 \$25,798.80 \$29,588.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 Steps 25 26 27 28 29 30 31 32 33 34 35 36	Hourly \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 \$1 \$1.88 \$1.88 \$1.99 \$1.00 \$1	Biweekly S833.60 S862.40 S870.40 S879.20 S888.00 S896.00 S908.80 S913.60 S922.40 S932.80 S941.60 S22,2193.60 S22,242.40 S22,630.40 S22,859.20 S23,088.00 S23,296.00 S23,524.80 S23,753.60 S23,982.40 S24,252.80 S24,481.60 S24,252.80 S24,481.60 S22,240.20 S22,252.80 S22,630.40 S22,859.20 S23,088.00 S23,296.00 S23,524.80 S23,753.60 S23,982.40 S24,252.80 S24,481.60 S24,252.80 S24,481.60 S24,252.80 S24,481.60 S24,252.80 S24,481.60 S24,252.80 S24,481.60 S24,252.80 S24,481.60 S24,252.80 S24,260 S24													
		Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 \$25.00 \$	Houriv \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 \$19 \$853.60 \$862.40 \$870.40 \$22.630.40 \$22.630.40 \$22.859.20 \$23.088.00 \$23.524.80 \$923.753.60 \$922.40 \$24.222.80 \$941.60 \$994.80 \$40.40 \$932.80 \$941.60 \$94.80 \$92.40 \$932.80 \$94.10 \$932.80 \$941.60 \$94.10 \$932.80 \$941.00 \$932.80 \$942.80 \$942	Biweekly \$853.60 \$862.40 \$\$70.40 \$\$27,00 \$\$888.00 \$\$998.00 \$\$904.80 \$\$913.60 \$\$924.00 \$\$932.80 \$\$941.60 \$\$Annually \$\$22,193.60 \$\$22,422.40 \$\$22,630.40 \$\$22,630.40 \$\$22,859.20 \$\$23,088.00 \$\$23,296.00 \$\$23,296.00 \$\$23,753.60 \$\$23,782.40 \$\$24,282.80 \$\$24,481.60 \$	Steps		_										
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<u> </u>	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20	Steps 13	Nouriv S10.67 S10.78 S	Biweekly \$853.60 \$862.40 \$870.40 \$2879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$40.00 \$4	Hourly Biweekly	\$12.02 \$961.60	\$12.14 \$971.20	\$12.25 \$980.00	\$12.36 \$988.80	\$12.48 \$998.40	\$12.61 \$1,008.80	\$12.74 \$1,019.20	\$12.87 \$1,029.60	\$12.99 \$1,039.20	\$13.13 \$1,050.40	\$13.27 \$1,061.60	\$13.39 \$1,071.20
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39	Steps 13	Nouriv	Biweekly S853.60 S862.40 S870.40 S879.20 S888.00 S896.00 S904.80 S913.60 S922.40 S922.80 S941.60 S922.40 S922.40 S922.80 S942.40 S922.40 S922.40 S922.80 S942.40 S922.40 S922.40 S922.80 S942.40 S922.40 S922.40 S922.80 S942.40 S922.40 S922.40 S922.40 S922.40 S922.80 S942.40 S922.40 S92	Hourly Biweekly Annually	\$12.02 \$961.60	\$12.14 \$971.20	\$12.25 \$980.00	\$12.36 \$988.80	\$12.48 \$998.40	\$12.61 \$1,008.80	\$12.74 \$1,019.20	\$12.87 \$1,029.60	\$12.99 \$1,039.20	\$13.13 \$1,050.40	\$13.27 \$1,061.60	\$13.39 \$1,071.20
	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20	Steps 13	Houriv Si0.67 Si0.78 Si0.88 Si0.99 Si1.10 Si1.20 Si1.31 Si1.42 Si1.53 Si1.66 Si1.77 Si1.88 Si0.98 Sid.04 Si7.04 Si7.20 Si8.00 Si8.00 Si8.00 Si8.00 Si3.50 Si2.39.20 Si2.39.80 Si1.10 Si2.20 Si2.39.80 Si2.	Biweekly	Hourly Biweekly Annually Steps	\$12.02 \$961.60 \$25,001.60	\$12.14 \$971.20 \$25,251.20	\$12.25 \$980.00 \$25,480.00	\$12.36 \$988.80 \$25,708.80	\$12.48 \$998.40 \$25,958.40	\$12.61 \$1,008.80 \$26,228.80	\$12.74 \$1,019.20 \$26,499.20	\$12.87 \$1,029.60 \$26,769.60	\$12.99 \$1,039.20 \$27,019.20	\$13.13 \$1,050.40 \$27,310.40	\$13.27 \$1,061.60 \$27,601.60	\$13.39 \$1,071.20 \$27,851.20
	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 \$13.52 \$13.55 \$13.65 \$13.79 \$13.93 \$14.06 \$14.21 \$14.36 \$14.50 \$14.50 \$14.65 \$14.79 \$14.95 \$15.08	Steps 1	Houriv S10.67 S10.78 S10.78 S10.78 S10.88 S10.99 S11.10 S11.20 S11.31 S11.42 S11.53 S11.66 S11.77 S11.88 S10.99 S11.80 S90.40 S	Biweekly S853.60 S862.40 S870.40 S879.20 S888.00 S896.00 S904.80 S913.60 S922.40 S922.80 S941.60 S922.80 S24.816.00 S22.859.20 S22.859.20 S23.984.00 S23.982.40 S22.859.20 S24.816.00 S23.982.40 S22.859.20 S24.816.00 S22.859.20 S22.859.20 S22.859.20 S22.859.20 S23.982.40 S22.859.20 S24.816.00 S22.859.20 S2	Hourly Biweekly Annually Steps Hourly	\$12.02 \$961.60 \$25,001.60 13 \$13.52	\$12.14 \$971.20 \$25,251.20 14 \$13.65	\$12.25 \$980.00 \$25,480.00 15 \$13.79	\$12.36 \$988.80 \$25,708.80 16 \$13.93	\$12.48 \$998.40 \$25,958.40 17 \$14.06	\$12.61 \$1,008.80 \$26,228.80 18 \$14.21	\$12.74 \$1,019.20 \$26,499.20 19 \$14.36	\$12.87 \$1,029.60 \$26,769.60 20 \$14.50	\$12.99 \$1,039.20 \$27,019.20 21 \$14.65	\$13.13 \$1,050.40 \$27,310.40 22 \$14.79	\$13.27 \$1,061.60 \$27,601.60 23 \$14.95	\$13.39 \$1,071.20 \$27,851.20 24 \$15.08
	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 \$13.52 \$13.55 \$13.65 \$13.79 \$13.93 \$14.06 \$14.21 \$14.36 \$14.50 \$14.50 \$14.65 \$14.79 \$14.95 \$15.08 \$1.081.60 \$1.092.00 \$1,092.00 \$1,103.20 \$1,114.40 \$1,124.80 \$1,136.80 \$1,148.80 \$1,160.00 \$1,172.00 \$1,183.20 \$1,196.00 \$1,206.40	Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,96.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 \$25.552.50 \$1.40 \$12.02 \$12.14 \$12.55 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$13.90 \$13.90 \$10.00 \$25,551.20 \$525,480.00 \$25,5708.80 \$25,958.40 \$52,6228.80 \$526,499.20 \$26,769.60 \$27,019.20 \$51,039.20 \$51,039.40 \$51,061.60 \$51,071.20 \$61,000.80 \$1.000.80 \$1.000.80 \$1.000.80 \$20,0	Hourity S10.67 S10.78 S10.88 S10.98 S10.99 S11.10 S11.20 S11.31 S11.42 S11.53 S11.66 S11.77 S11.88 S10.99 S13.60 S80.60 S80.00 S80.00 S90.00 S90.80 S91.60 S92.40 S22.422.80 S24.8160 S29.70.40 S22.99.60 S22.99.60 S23.524.80 S23.753.60 S23.982.40 S24.252.80 S24.481.60 S29.70.40 S22.99.60 S22.99.60 S23.524.80 S23.753.60 S23.982.40 S24.252.80 S24.481.60 S24.710.40 S29.898.00 S90.80	Biweekly S833.60 \$862.40 \$22,630.40 \$22,859.20 \$23,888.00 \$896.00 \$991.80 \$992.40 \$992.80 \$294.160 \$20 \$21 \$22 \$23 \$22,859.20 \$23,088.00 \$23,088.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$25 \$	Hourly Biweekly Annually Steps Hourly Biweekly	\$12.02 \$961.60 \$25,001.60 13 \$13.52 \$1,081.60	\$12.14 \$971.20 \$25,251.20 14 \$13.65 \$1.092.00	\$12.25 \$980.00 \$25,480.00 15 \$13.79 \$1,103.20	\$12.36 \$988.80 \$25,708.80 16 \$13.93 \$1,114.40	\$12.48 \$998.40 \$25,958.40 17 \$14.06 \$1,124.80	\$12.61 \$1,008.80 \$26,228.80 18 \$14.21 \$1.136.80	\$12.74 \$1,019.20 \$26,499.20 19 \$14.36 \$1.148.80	\$12.87 \$1,029.60 \$26,769.60 20 \$14.50 \$1.160.00	\$12.99 \$1,039.20 \$27,019.20 21 \$14.65 \$1.172.00	\$13.13 \$1,050.40 \$27,310.40 22 \$14.79 \$1.183.20	\$13.27 \$1,061.60 \$27,601.60 23 \$14.95 \$1.196.00	\$13.39 \$1,071.20 \$27,851.20 24 \$15.08 \$1.206.40
Aiiiuaiiy 526,121.00 526,592.00 526,005.20 526,574.40 529,244.60 529,506.60 529,008.60 550,100.00 550,472.00 550,705.20 551,090.00 551	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 \$13.52 \$13.55 \$13.65 \$13.79 \$13.93 \$14.06 \$14.21 \$14.36 \$14.50 \$14.50 \$14.65 \$14.79 \$14.95 \$15.08	Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,96.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 \$25.552.50 \$1.40 \$12.02 \$12.14 \$12.55 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$13.90 \$13.90 \$10.00 \$25,551.20 \$525,480.00 \$25,5708.80 \$25,958.40 \$52,6228.80 \$526,499.20 \$26,769.60 \$27,019.20 \$51,039.20 \$51,039.40 \$51,061.60 \$51,071.20 \$61,000.80 \$1.000.80 \$1.000.80 \$1.000.80 \$20,0	Hourity S10.67 S10.78 S10.88 S10.98 S10.99 S11.10 S11.20 S11.31 S11.42 S11.53 S11.66 S11.77 S11.88 S10.99 S13.60 S80.60 S80.00 S80.00 S90.00 S90.80 S91.60 S92.40 S22.422.80 S24.8160 S29.70.40 S22.99.60 S22.99.60 S23.524.80 S23.753.60 S23.982.40 S24.252.80 S24.481.60 S29.70.40 S22.99.60 S22.99.60 S23.524.80 S23.753.60 S23.982.40 S24.252.80 S24.481.60 S24.710.40 S29.898.00 S90.80	Biweekly S833.60 \$862.40 \$22,030.40 \$22,859.20 \$23,888.00 \$896.00 \$904.80 \$913.60 \$932.40 \$592.80 \$24.160 \$\$\$\$ \$\$\$\$ \$\$\$\$ \$\$\$\$ \$\$\$\$\$ \$\$\$\$\$ \$\$\$\$\$ \$\$\$\$\$ \$\$\$\$\$\$	Hourly Biweekly Annually Steps Hourly Biweekly	\$12.02 \$961.60 \$25,001.60 13 \$13.52 \$1,081.60	\$12.14 \$971.20 \$25,251.20 14 \$13.65 \$1.092.00	\$12.25 \$980.00 \$25,480.00 15 \$13.79 \$1,103.20	\$12.36 \$988.80 \$25,708.80 16 \$13.93 \$1,114.40	\$12.48 \$998.40 \$25,958.40 17 \$14.06 \$1,124.80	\$12.61 \$1,008.80 \$26,228.80 18 \$14.21 \$1.136.80	\$12.74 \$1,019.20 \$26,499.20 19 \$14.36 \$1.148.80	\$12.87 \$1,029.60 \$26,769.60 20 \$14.50 \$1.160.00	\$12.99 \$1,039.20 \$27,019.20 21 \$14.65 \$1.172.00	\$13.13 \$1,050.40 \$27,310.40 22 \$14.79 \$1.183.20	\$13.27 \$1,061.60 \$27,601.60 23 \$14.95 \$1.196.00	\$13.39 \$1,071.20 \$27,851.20 24 \$15.08 \$1.206.40
Steps 25 26 27 28 29 30 31 32 33 34 35	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 \$13.52 \$13.65 \$13.79 \$13.93 \$14.06 \$14.21 \$14.36 \$14.50 \$14.65 \$14.79 \$14.95 \$15.08 \$1.081.60 \$1.092.00 \$1,103.20 \$1,114.40 \$1,124.80 \$1,136.80 \$1,148.80 \$1,160.00 \$1,172.00 \$1,183.20 \$1,196.00 \$1,206.40 \$28,392.00 \$28,683.20 \$28,974.40 \$29,244.80 \$29,556.80 \$29,868.80 \$30,160.00 \$30,472.00 \$30,763.20 \$31,096.00 \$31,366.40	Steps 13	Hourity S10.67 S10.78 S10.88 S10.99 S11.10 S11.20 S11.31 S11.42 S11.53 S11.66 S11.77 S11.88 S10.88 S10.88 S10.99 S18.80 S898.00 S998.00 S998.80 S13.60 S922.40 S923.00 S24.60 S22.652.00 S2	Biweekly S853.60 \$862.40 \$870.40 \$879.20 \$5888.00 \$896.00 \$994.80 \$991.60 \$922.40 \$932.80 \$941.60 \$	Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.02 \$961.60 \$25,001.60 13 \$13.52 \$1,081.60 \$28,121.60	\$12.14 \$971.20 \$25,251.20 14 \$13.65 \$1.092.00 \$28.392.00	\$12.25 \$980.00 \$25,480.00 15 \$13.79 \$1,103.20 \$28,683.20	\$12.36 \$988.80 \$25,708.80 16 \$13.93 \$1.114.40 \$28.974.40	\$12.48 \$998.40 \$25,958.40 17 \$14.06 \$1,124.80 \$29,244.80	\$12.61 \$1,008.80 \$26,228.80 18 \$14.21 \$1.136.80 \$29,556.80	\$12.74 \$1,019.20 \$26,499.20 19 \$14.36 \$1,148.80 \$29,868.80	\$12.87 \$1,029.60 \$26,769.60 20 \$14.50 \$1,160.00 \$30,160.00	\$12.99 \$1,039.20 \$27,019.20 21 \$14.65 \$1.172.00 \$30,472.00	\$13.13 \$1,050.40 \$27,310.40 22 \$14.79 \$1.183.20 \$30.763.20	\$13.27 \$1,061.60 \$27,601.60 23 \$14.95 \$1,196.00 \$31,096.00	\$13.39 \$1,071.20 \$27,851.20 24 \$15.08 \$1,206.40 \$31,366.40
Steps 25 26 27 28 29 30 31 32 33 34 35 Hourly \$15.23 \$15.39 \$15.56 \$15.70 \$15.87 \$16.01 \$16.16 \$16.33 \$16.48 \$16.68 \$16.83	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 \$13.52 \$13.65 \$13.79 \$13.93 \$14.06 \$14.21 \$14.36 \$14.50 \$14.50 \$14.65 \$14.79 \$14.95 \$15.08 \$1.081.60 \$1,092.00 \$1,092.00 \$1,103.20 \$1,114.40 \$1,124.80 \$1,136.80 \$1,148.80 \$1,160.00 \$1,172.00 \$1,183.20 \$1,196.00 \$1,206.40 \$28,392.00 \$28,683.20 \$28,974.40 \$29,244.80 \$29,556.80 \$29,868.80 \$30,160.00 \$30,472.00 \$30,763.20 \$31,096.00 \$31,366.40 \$15.23 \$15.39 \$15.56 \$15.70 \$15.87 \$16.01 \$16.16 \$16.33 \$16.48 \$16.68 \$16.68 \$16.83 \$17.00	Steps	Producty \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 \$19.00 \$22.93.60 \$23.753.60 \$23.753.60 \$23.753.60 \$23.753.60 \$23.753.60 \$24.422.80 \$24.425.80 \$24.416.0 \$24.710.40 \$24.710.40 \$24.752.80 \$24.422.80 \$24.425.80 \$24.416.0 \$24.710.40 \$24.752.80 \$24.425.80 \$24.416.0 \$24.710.40 \$25.001.60 \$25.2422.40 \$22.23 \$24.40 \$22.253.20 \$22.253.20 \$24.40 \$22.253.20 \$24.40 \$22.253.20 \$24.40 \$25.253.20 \$24.40 \$25.253.20 \$24.40 \$25.253.20 \$24.40 \$25.253.20 \$24.40 \$25.253.20 \$24.40 \$25.253.20 \$24.40 \$25.253.20	Bisweekty S853.60 S862.40 S870.40 S879.20 S888.00 S996.00 S904.80 S913.60 S922.40 S922.80 S941.60 S922.80 S22.422.40 S22.639.40 S22.639.20 S23.986.00 S23.936.00 S23.735.60 S23.753.60 S23.753.60 S22.428.00 S24.752.80 S24.81.60 S922.40 S22.639.40 S22.639.40 S22.639.20 S23.639.60 S23.753.60 S23.753.60 S23.753.60 S23.753.60 S22.752.80 S24.81.60 S28.752.80 S22.639.20 S22.639.20 S23.880.00 S23.753.60 S23.75	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$12.02 \$961.60 \$25,001.60 13 \$13.52 \$1,081.60 \$28,121.60	\$12.14 \$971.20 \$25,251.20 14 \$13.65 \$1,092.00 \$28.392.00 26 \$15.39	\$12.25 \$980.00 \$25,480.00 15 \$13.79 \$1.103.20 \$28.683.20 27 \$15.56	\$12.36 \$988.80 \$25,708.80 16 \$13.93 \$1.114.40 \$28.974.40	\$12.48 \$998.40 \$25,958.40 17 \$14.06 \$1,124.80 \$29,244.80	\$12.61 \$1,008.80 \$26,228.80 18 \$14.21 \$1.136.80 \$29,556.80 30 \$16.01	\$12.74 \$1,019.20 \$26,499.20 19 \$14.36 \$1.148.80 \$29.868.80 31 \$16.16	\$12.87 \$1,029.60 \$26,769.60 20 \$14.50 \$1.160.00 \$30.160.00	\$12.99 \$1,039.20 \$27,019.20 21 \$14.65 \$1.172.00 \$30.472.00	\$13.13 \$1,050.40 \$27,310.40 22 \$14.79 \$1.183.20 \$30.763.20 34 \$16.68	\$13.27 \$1,061.60 \$27,601.60 23 \$14.95 \$1.196.00 \$31.096.00	\$13.39 \$1,071.20 \$27,851.20 24 \$15.08 \$1,206.40 \$31,366.40
Steps 25 26 27 28 29 30 31 32 33 34 35 Hourly \$15.23 \$15.39 \$15.56 \$15.70 \$15.87 \$16.01 \$16.16 \$16.33 \$16.48 \$16.68 \$16.83 Biweekly \$1,218.40 \$1,231.20 \$1,244.80 \$1,256.00 \$1,269.60 \$1,280.80 \$1,292.80 \$1,306.40 \$1,318.40 \$1,334.40 \$1,346.40 \$1	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 \$25,001.60 \$1.050.40	Steps 13	Proof. S10.67 S10.78 S10.88 S10.99 S11.10 S11.20 S11.31 S11.42 S11.53 S11.66 S11.77 S11.88 Biweekly S553.60 S596.00 S596.0	Bisweekly S853.560 S862.40 S27.042.00 S22.630.40 S22.830.20 S388.00 S396.00 S394.80 S23.753.60 S23.7	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$12.02 \$961.60 \$25,001.60 13 \$13.52 \$1,081.60 \$28,121.60 25 \$15.23 \$1,218.40	\$12.14 \$971.20 \$25,251.20 14 \$13.65 \$1,092.00 \$28,392.00 26 \$15.39 \$1,231.20	\$12.25 \$980.00 \$25,480.00 15 \$13.79 \$1.103.20 \$28,683.20 27 \$15.56 \$1,244.80	\$12.36 \$988.80 \$25,708.80 16 \$13.93 \$1,114.40 \$28,974.40 28 \$15.70 \$1,256.00	\$12.48 \$998.40 \$25,958.40 17 \$14.06 \$1,124.80 \$29,244.80 29 \$15.87 \$1,269.60	\$12.61 \$1,008.80 \$26,228.80 18 \$14.21 \$1.136.80 \$29,556.80 30 \$16.01 \$1,280.80	\$12.74 \$1,019.20 \$26,499.20 19 \$14.36 \$1.148.80 \$29.868.80 31 \$16.16 \$1.292.80	\$12.87 \$1,029.60 \$26,769.60 20 \$14.50 \$1.160.00 \$30.160.00 32 \$16.33 \$1.306.40	\$12.99 \$1,039.20 \$27,019.20 21 \$14.65 \$1.172.00 \$30.472.00 33 \$16.48 \$1.318.40	\$13.13 \$1,050.40 \$27,310.40 22 \$14.79 \$1.183.20 \$30.763.20 34 \$16.68 \$1.334.40	\$13.27 \$1,061.60 \$27,601.60 23 \$14.95 \$1,196.00 \$31,096.00 35 \$16.83 \$1,346.40	\$13.39 \$1,071.20 \$27,851.20 24 \$15.08 \$1,206.40 \$31.366.40 36 \$17.00 \$1.360.00
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Steps 25 26 27 28 29 30 31 32 33 34 35 Hourly \$15.23 \$15.39 \$15.56 \$15.70 \$15.87 \$16.01 \$16.16 \$16.33 \$16.48 \$16.68 \$16.83 Biweekly \$1,218.40 \$1,231.20 \$1,244.80 \$1,256.00 \$1,269.60 \$1,280.80 \$1,292.80 \$1,306.40 \$1,318.40 \$1,334.40 \$1,346.40 \$1	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 \$13.52 \$13.65 \$13.79 \$13.93 \$14.06 \$14.21 \$14.36 \$14.50 \$14.65 \$14.79 \$14.95 \$15.08 \$1.081.60 \$1,092.00 \$1,092.00 \$1,103.20 \$1,114.40 \$1,124.80 \$1,136.80 \$1,148.80 \$1,160.00 \$1,172.00 \$1,183.20 \$1,196.00 \$1,206.40 \$28,121.60 \$28,392.00 \$28,683.20 \$28,974.40 \$29,244.80 \$29,556.80 \$29,868.80 \$30,160.00 \$30,472.00 \$30,763.20 \$31,096.00 \$31,366.40 \$15.23 \$15.39 \$15.56 \$15.70 \$15.87 \$16.01 \$16.16 \$16.33 \$16.48 \$16.68 \$16.83 \$17.00 \$1,218.40 \$1,231.20 \$1,244.80 \$1,256.00 \$1,280.80 \$1,292.80 \$1,306.40 \$33,966.40 \$34,278.40 \$34,694.40 \$35,006.40 \$35,360.00 \$33,678.40 \$32,011.20 \$32,364.80 \$32,656.00 \$33,009.60 \$33,300.80 \$33,612.80 \$33,966.40 \$34,278.40 \$34,694.40 \$35,006.40 \$35,360.00	Steps 13	Hourity S10.67 S10.78 S10.88 S10.99 S11.10 S11.20 S11.31 S11.42 S11.53 S11.66 S11.77 S11.88 Biweekly S835.60 S862.40 S22.89.40 S22.89.40 S22.89.80 S23.888.00 S23.89.60 S23.52.880 S23.52.880 S23.888.00 S23.89.60 S23.52.880 S23.888.00 S23.89.60 S23.52.880 S23.888.00 S23.688.00 S23.52.880 S23.52.880 S23.888.00 S23.89.60 S23.52.880 S23.52.880 S23.888.00 S23.688.00 S23.89.60 S23.52.880 S23.52.880 S23.888.00 S23.688.00 S23.52.880 S23.52.880 S23.52.880 S23.52.880 S23.688.00 S23.52.880 S23.52.880 S23.52.880 S23.688.00 S23.52.880 S23.688.00 S23.52.880 S23.688.00 S23.6	Biweekly S833.60 S862.40 S870.40 S879.20 S888.00 S888.00 S908.40 S23,352.80 S23,356.00 S23,352.80 S23,356.00 S23,352.80 S23,356.00 S23,352.80 S23,356.00 S23,356.00 S23,352.80 S23,356.00	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.02 \$961.60 \$25,001.60 13 \$13.52 \$1,081.60 \$28,121.60 25 \$15.23 \$1,218.40 \$31,678.40	\$12.14 \$971.20 \$25,251.20 14 \$13.65 \$1,092.00 \$28.392.00 26 \$15.39 \$1,231.20 \$32,011.20	\$12.25 \$980.00 \$25,480.00 15 \$13.79 \$1.103.20 \$28,683.20 27 \$15.56 \$1,244.80 \$32,364.80	\$12.36 \$988.80 \$25,708.80 16 \$13.93 \$1,114.40 \$28,974.40 28 \$15.70 \$1,256.00 \$32,656.00	\$12.48 \$998.40 \$25,958.40 17 \$14.06 \$1,124.80 \$29,244.80 29 \$15.87 \$1,269.60 \$33,009.60	\$12.61 \$1,008.80 \$26,228.80 18 \$14.21 \$1.136.80 \$29,556.80 30 \$16.01 \$1,280.80 \$33,300.80	\$12.74 \$1,019.20 \$26,499.20 19 \$14.36 \$1.148.80 \$29.868.80 31 \$16.16 \$1.292.80 \$33,612.80	\$12.87 \$1,029.60 \$26,769.60 20 \$14.50 \$1.160.00 \$30.160.00 32 \$16.33 \$1.306.40 \$33.966.40	\$12.99 \$1,039.20 \$27,019.20 21 \$14.65 \$1.172.00 \$30.472.00 33 \$16.48 \$1.318.40 \$34.278.40	\$13.13 \$1,050.40 \$27,310.40 22 \$14.79 \$1.183.20 \$30.763.20 34 \$16.68 \$1,334.40 \$34,694.40	\$13.27 \$1,061.60 \$27,601.60 23 \$14.95 \$1,196.00 \$31,096.00 35 \$16.83 \$1,346.40 \$35,006.40	\$13.39 \$1,071.20 \$27,851.20 24 \$15.08 \$1,206.40 \$31,366.40 36 \$17.00 \$1,360.00 \$35,360.00
Steps 25 26 27 28 29 30 31 32 33 34 35 Hourly \$15.23 \$15.39 \$15.56 \$15.70 \$15.87 \$16.01 \$16.16 \$16.33 \$16.48 \$16.68 \$16.83 Biweekly \$1.218.40 \$1.231.20 \$1.244.80 \$1.256.00 \$1.269.60 \$1.280.80 \$1.306.40 \$1.318.40 \$1.334.40 \$1.346.40 \$1 Annually \$31.678.40 \$32.011.20 \$32.364.80 \$32.656.00 \$33.009.60 \$33.300.80 \$33.612.80 \$33.966.40 \$34.278.40 \$34.694.40 \$35.006.40	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1.008.80 \$1.019.20 \$1.029.60 \$1.029.60 \$1.039.20 \$1.050.40 \$1.061.60 \$1.071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 \$25,001.60 \$1.081.60 \$13.52 \$13.65 \$13.79 \$13.93 \$14.06 \$14.21 \$14.36 \$14.50 \$14.65 \$14.79 \$14.95 \$15.08 \$1.081.60 \$1.092.00 \$1.103.20 \$1.114.40 \$1.124.80 \$1.136.80 \$1.148.80 \$1.160.00 \$1.172.00 \$1.183.20 \$1.196.00 \$1.206.40 \$28.121.60 \$28.392.00 \$28.683.20 \$28.974.40 \$29.244.80 \$29.556.80 \$29.868.80 \$30.160.00 \$30.472.00 \$30.763.20 \$31.096.00 \$31.366.40 \$1.218.40 \$1.218.40 \$1.231.20 \$1.231.20 \$1.244.80 \$1.256.00 \$1.280.80 \$1.292.80 \$1.306.40 \$1.318.40 \$1.334.40 \$1.334.40 \$1.346.40 \$1.218.40 \$1.218.40 \$1.229.24 \$1.20 \$1.206.40 \$1.218.	Steps 13	Houry S10.67 S10.78 S10.88 S10.99 S11.10 S11.20 S11.31 S11.42 S11.53 S11.66 S11.77 S11.88 Biweekly S52.36.50 S62.40 S22.264.00 S22.265.00 S23.268.00 S23.268.00 S23.278.80	Biweekby \$583.60 \$562.40 \$570.40 \$570.20 \$588.00 \$593.60 \$590.80 \$593.60 \$593.20 \$593.20 \$5941.60 \$224.93 \$2	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$12.02 \$961.60 \$25,001.60 13 \$13.52 \$1,081.60 \$28,121.60 25 \$15.23 \$1,218.40 \$31.678.40	\$12.14 \$971.20 \$25,251.20 14 \$13.65 \$1.092.00 \$28.392.00 26 \$15.39 \$1,231.20 \$32.011.20	\$12.25 \$980.00 \$25,480.00 15 \$13.79 \$1.103.20 \$28,683.20 27 \$15.56 \$1.244.80 \$32,364.80	\$12.36 \$988.80 \$25,708.80 16 \$13.93 \$1.114.40 \$28,974.40 28 \$15.70 \$1,256.00 \$32.656.00	\$12.48 \$998.40 \$25,958.40 17 \$14.06 \$1.124.80 \$29.244.80 29 \$15.87 \$1,269.60 \$33.009.60	\$12.61 \$1,008.80 \$26,228.80 18 \$14.21 \$1.136.80 \$29.556.80 30 \$16.01 \$1.280.80 \$33.300.80	\$12.74 \$1,019.20 \$26,499.20 19 \$14.36 \$1.148.80 \$29.868.80 31 \$16.16 \$1.292.80 \$33,612.80	\$12.87 \$1,029.60 \$26,769.60 20 \$14.50 \$1.160.00 \$30.160.00 32 \$16.33 \$1.306.40 \$33.966.40	\$12.99 \$1,039.20 \$27,019.20 21 \$14.65 \$1.172.00 \$30.472.00 33 \$16.48 \$1.318.40 \$34.278.40	\$13.13 \$1,050.40 \$27,310.40 22 \$14.79 \$1.183.20 \$30.763.20 34 \$16.68 \$1,334.40 \$34,694.40	\$13.27 \$1,061.60 \$27,601.60 23 \$14.95 \$1.196.00 \$31.096.00 35 \$16.83 \$1,346.40 \$35.006.40	\$13.39 \$1,071.20 \$27,851.20 24 \$15.08 \$1.206.40 \$31.366.40 36 \$17.00 \$1,360.00 \$35,360.00
Steps 25 26 27 28 29 30 31 32 33 34 35 Hourly \$15.23 \$15.39 \$15.56 \$15.70 \$15.87 \$16.01 \$16.16 \$16.33 \$16.48 \$16.68 \$16.83 Biweekly \$1.218.40 \$1.231.20 \$1.244.80 \$1.256.00 \$1.269.60 \$1.280.80 \$1.306.40 \$1.318.40 \$1.334.40 \$1.346.40 \$1 Annually \$31.678.40 \$32.011.20 \$32.364.80 \$32.656.00 \$33.009.60 \$33.300.80 \$33.966.40 \$34.278.40 \$34.694.40 \$35.006.40 \$35 Steps 37 38 39 40 41 42 43 44 45 46 47 Hourly \$17.16 \$17.33 \$17.52 \$17.69 \$17.89 \$18.05 \$18.23 \$18.41 \$18.59 \$18.77 \$18.96 Biweekly \$1.372.80 \$1.386.40 \$1.401.60 \$1.431.20 \$1.444.00 \$1.458.40 \$1.472.80	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.77 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 \$13.33 \$13.47 \$13.39 \$13.47 \$18 \$19 \$20 \$21 \$22 \$23 \$24 \$13.52 \$13.65 \$13.79 \$13.93 \$14.06 \$14.21 \$14.36 \$14.36 \$14.50 \$14.65 \$14.79 \$14.95 \$15.08 \$1.081.60 \$1,092.00 \$1,103.20 \$1,114.40 \$1,124.80 \$1,136.80 \$1,148.80 \$1,160.00 \$1,172.00 \$1,183.20 \$1,196.00 \$1,206.40 \$28.392.00 \$28.683.20 \$28.974.40 \$29.244.80 \$29.556.80 \$29.868.80 \$30,160.00 \$30,472.00 \$30,763.20 \$31.096.00 \$31.366.40 \$31.24.80 \$1.24.80	Steps	Houriv S10.67 S10.78 S10.88 S10.99 S11.10 S11.20 S11.31 S11.42 S11.53 S11.66 S11.77 S11.88 S10.99 S11.00 S11.00 S11.20 S11.20 S11.42 S11.53 S11.66 S11.77 S11.88 S10.99 S12.40 S22.436.00 S22.420 S22.436.00 S22.436.00 S22.436.00 S22.352.40 S22.452.00 S22.452.00 S24.451.00 S24.710.40 S12.00 S12.00 S12.00 S22.352.40 S22.452.00 S24.452.00 S24.523.00 S24.451.00 S24.710.40 S12.00 S12.00 S12.00 S22.352.40 S22.452.00 S24.452.00 S24.523.00	Bitweekly \$533.00 \$582.40 \$879.40 \$879.20 \$588.00 \$599.480 \$5913.00 \$592.40 \$592.20 \$592.80 \$594.00 \$\$140.	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.02 \$961.60 \$25,001.60 13 \$13.52 \$1.081.60 \$28.121.60 25 \$15.23 \$1.218.40 \$31.678.40 37 \$17.16 \$1,372.80	\$12.14 \$971.20 \$25,251.20 14 \$13.65 \$1,092.00 \$28.392.00 26 \$15.39 \$1,231.20 \$32.011.20 38 \$17.33 \$1,386.40	\$12.25 \$980.00 \$25,480.00 15 \$13.79 \$1.103.20 \$28.683.20 27 \$15.56 \$1.244.80 \$32.364.80 39 \$17.52 \$1.401.60	\$12.36 \$988.80 \$25,708.80 16 \$13.93 \$1.114.40 \$28,974.40 28 \$15.70 \$1.256.00 \$32.656.00 40 \$17.69 \$1,415.20	\$12.48 \$998.40 \$25,958.40 17 \$14.06 \$1,124.80 \$29.244.80 29 \$15.87 \$1,269.60 \$33,009.60 41 \$17.89 \$1,431.20	\$12.61 \$1,008.80 \$26,228.80 18 \$14.21 \$1.136.80 \$29.556.80 30 \$16.01 \$1.280.80 \$33.300.80 42 \$18.05 \$1.444.00	\$12.74 \$1,019.20 \$26,499.20 19 \$14.36 \$1.148.80 \$29.868.80 31 \$16.16 \$1.292.80 \$33,612.80 43 \$18.23 \$1.458.40	\$12.87 \$1,029.60 \$26,769.60 20 \$14.50 \$1.160.00 \$30.160.00 32 \$16.33 \$1.306.40 \$33.966.40	\$12.99 \$1,039.20 \$27,019.20 21 \$14.65 \$1.172.00 \$30.472.00 33 \$16.48 \$1.318.40 \$34.278.40 45 \$18.59 \$1.487.20	\$13.13 \$1,050.40 \$27,310.40 22 \$14.79 \$1.183.20 \$30.763.20 34 \$16.68 \$1,334.40 \$34.694.40 46 \$18.77 \$1,501.60	\$13.27 \$1,061.60 \$27,601.60 23 \$14.95 \$1.196.00 \$31,096.00 35 \$16.83 \$1,346.40 \$35.006.40	\$13.39 \$1,071.20 \$27,851.20 24 \$15.08 \$1.206.40 \$31.366.40 36 \$17.00 \$1,360.00 \$35.360.00
Steps 25 26 27 28 29 30 31 32 33 34 35 Hourly \$15.23 \$15.39 \$15.56 \$15.70 \$15.87 \$16.01 \$16.16 \$16.33 \$16.48 \$16.68 \$16.83 Biweekly \$1.218.40 \$1.231.20 \$1.244.80 \$1.256.00 \$1.269.60 \$1.280.80 \$1.306.40 \$1.318.40 \$1.334.40 \$1.346.40 \$1 Annually \$31.678.40 \$32.011.20 \$32.364.80 \$32.656.00 \$33.009.60 \$33.300.80 \$33.966.40 \$34.278.40 \$34.694.40 \$35.006.40 \$35 Steps 37 38 39 40 41 42 43 44 45 46 47 Hourly \$17.16 \$17.33 \$17.52 \$17.69 \$17.89 \$18.05 \$18.23 \$18.41 \$18.59 \$18.77 \$18.96 Biweekly \$1.372.80 \$1.386.40 \$1.401.60 \$1.431.20 \$1.444.00 \$1.458.40 \$1.472.80	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.77 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 \$13.33 \$13.47 \$13.39 \$13.47 \$18 \$19 \$20 \$21 \$22 \$23 \$24 \$13.52 \$13.65 \$13.79 \$13.93 \$14.06 \$14.21 \$14.36 \$14.36 \$14.50 \$14.65 \$14.79 \$14.95 \$15.08 \$1.081.60 \$1,092.00 \$1,103.20 \$1,114.40 \$1,124.80 \$1,136.80 \$1,148.80 \$1,160.00 \$1,172.00 \$1,183.20 \$1,196.00 \$1,206.40 \$28.392.00 \$28.683.20 \$28.974.40 \$29.244.80 \$29.556.80 \$29.868.80 \$30,160.00 \$30,472.00 \$30,763.20 \$31.096.00 \$31.366.40 \$31.24.80 \$1.24.80	Steps	Houriv S10.67 S10.78 S10.88 S10.99 S11.10 S11.20 S11.31 S11.42 S11.53 S11.66 S11.77 S11.88 S10.99 S11.00 S11.00 S11.20 S11.20 S11.42 S11.53 S11.66 S11.77 S11.88 S10.99 S12.40 S22.436.00 S22.420 S22.436.00 S22.436.00 S22.436.00 S22.352.40 S22.452.00 S22.452.00 S24.451.00 S24.710.40 S12.00 S12.00 S12.00 S22.352.40 S22.452.00 S24.452.00 S24.523.00 S24.451.00 S24.710.40 S12.00 S12.00 S12.00 S22.352.40 S22.452.00 S24.452.00 S24.523.00	Bitweekly \$533.00 \$582.40 \$879.40 \$879.20 \$588.00 \$599.480 \$5913.00 \$592.40 \$592.20 \$592.80 \$594.00 \$\$140.	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.02 \$961.60 \$25,001.60 13 \$13.52 \$1.081.60 \$28.121.60 25 \$15.23 \$1.218.40 \$31.678.40 37 \$17.16 \$1,372.80	\$12.14 \$971.20 \$25,251.20 14 \$13.65 \$1,092.00 \$28.392.00 26 \$15.39 \$1,231.20 \$32.011.20 38 \$17.33 \$1,386.40	\$12.25 \$980.00 \$25,480.00 15 \$13.79 \$1.103.20 \$28.683.20 27 \$15.56 \$1.244.80 \$32.364.80 39 \$17.52 \$1.401.60	\$12.36 \$988.80 \$25,708.80 16 \$13.93 \$1.114.40 \$28,974.40 28 \$15.70 \$1.256.00 \$32.656.00 40 \$17.69 \$1,415.20	\$12.48 \$998.40 \$25,958.40 17 \$14.06 \$1,124.80 \$29.244.80 29 \$15.87 \$1,269.60 \$33,009.60 41 \$17.89 \$1,431.20	\$12.61 \$1,008.80 \$26,228.80 18 \$14.21 \$1.136.80 \$29.556.80 30 \$16.01 \$1.280.80 \$33.300.80 42 \$18.05 \$1.444.00	\$12.74 \$1,019.20 \$26,499.20 19 \$14.36 \$1.148.80 \$29.868.80 31 \$16.16 \$1.292.80 \$33,612.80 43 \$18.23 \$1,458.40	\$12.87 \$1,029.60 \$26,769.60 20 \$14.50 \$1.160.00 \$30.160.00 32 \$16.33 \$1.306.40 \$33.966.40	\$12.99 \$1,039.20 \$27,019.20 21 \$14.65 \$1.172.00 \$30.472.00 33 \$16.48 \$1.318.40 \$34.278.40 45 \$18.59 \$1.487.20	\$13.13 \$1,050.40 \$27,310.40 22 \$14.79 \$1.183.20 \$30.763.20 34 \$16.68 \$1,334.40 \$34.694.40 46 \$18.77 \$1,501.60	\$13.27 \$1,061.60 \$27,601.60 23 \$14.95 \$1.196.00 \$31,096.00 35 \$16.83 \$1,346.40 \$35.006.40	\$13.39 \$1,071.20 \$27,851.20 24 \$15.08 \$1.206.40 \$31.366.40 36 \$17.00 \$1,360.00 \$35.360.00
Steps 25 26 27 28 29 30 31 32 33 34 35 Hourly \$15.23 \$15.39 \$15.56 \$15.70 \$15.87 \$16.01 \$16.16 \$16.33 \$16.48 \$16.68 \$16.83 Biweekly \$1.218.40 \$1.231.20 \$1.244.80 \$1.256.00 \$1.269.60 \$1.280.80 \$1.306.40 \$1.318.40 \$1.334.40 \$1.346.40 \$1 Annually \$31.678.40 \$32.011.20 \$32.364.80 \$32.656.00 \$33.009.60 \$33.300.80 \$33.966.40 \$34.278.40 \$34.694.40 \$35.006.40 \$35 Steps 37 38 39 40 41 42 43 44 45 46 47 Hourly \$17.16 \$17.33 \$17.52 \$17.69 \$17.89 \$18.05 \$18.23 \$18.41 \$18.59 \$18.77 \$18.96 Biweekly \$1.372.80 \$1.386.40 \$1.401.60 \$1.431.20 \$1.444.00 \$1.458.40 \$1.472.80	\$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 \$1.33 \$14\$ \$15\$ \$16\$ \$17\$ \$18\$ \$19\$ \$20\$ \$21\$ \$22\$ \$23\$ \$24\$ \$13.55 \$13.65 \$13.79 \$13.39 \$14.06 \$1.124.80 \$1.136.80 \$1.148.80 \$1.140.00 \$1.172.00 \$1.183.20 \$1.183.20 \$1.194.00 \$1.124.80 \$1.136.80 \$1.148.80 \$1.140.00 \$1.172.00 \$1.183.20 \$1.183.20 \$1.194.00 \$29.244.80 \$29.244.80 \$29.244.80 \$29.868.80 \$30.160.00 \$30.472.00 \$30.763.20 \$31.096.00 \$31.366.40 \$1.218.40 \$1.218.40 \$1.228.80 \$1.2288.00 \$1.2288.	Steps	Houring Sin	Bitweek	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.02 \$961.60 \$25,001.60 13 \$13.52 \$1,081.60 \$28.121.60 25 \$15.23 \$1,218.40 \$31,678.40 37 \$17.16 \$1,372.80 \$35.692.80	\$12.14 \$971.20 \$25,251.20 14 \$13.65 \$1.092.00 \$28.392.00 26 \$15.39 \$1.231.20 \$32,011.20 38 \$17.33 \$1,386.40 \$36.046.40	\$12.25 \$980.00 \$25,480.00 \$15.79 \$1.103.20 \$28.683.20 \$27 \$15.56 \$1,244.80 \$32,364.80 \$32,364.80 \$32,364.80	\$12.36 \$988.80 \$25,708.80 16 \$13.93 \$1,114.40 \$28,974.40 28 \$15.70 \$1,256.00 \$32,656.00 40 \$17.69 \$1,415.20 \$36,795.20	\$12.48 \$998.40 \$25,958.40 17 \$14.06 \$1,124.80 \$29.244.80 29 \$15.87 \$1,269.60 \$33,009.60 41 \$17.89 \$1,431.20 \$37,211.20	\$12.61 \$1,008.80 \$26,228.80 18 \$14.21 \$1.136.80 \$29.556.80 30 \$16.01 \$1.280.80 \$33.300.80 42 \$18.05 \$1.444.00 \$37.544.00	\$12.74 \$1,019.20 \$26,499.20 19 \$14.36 \$1.148.80 \$29.868.80 31 \$16.16 \$1,292.80 \$33,612.80 43 \$18.23 \$1,458.40 \$37,918.40	\$12.87 \$1,029.60 \$26,769.60 20 \$14.50 \$1.160.00 \$30.160.00 32 \$16.33 \$1.306.40 \$33.966.40	\$12.99 \$1,039.20 \$27,019.20 21 \$14.65 \$1.172.00 \$30.472.00 33 \$16.48 \$1.318.40 \$34.278.40 45 \$18.59 \$1.487.20	\$13.13 \$1,050.40 \$27,310.40 22 \$14.79 \$1.183.20 \$30.763.20 34 \$16.68 \$1,334.40 \$34.694.40 46 \$18.77 \$1,501.60	\$13.27 \$1,061.60 \$27,601.60 23 \$14.95 \$1.196.00 \$31,096.00 35 \$16.83 \$1,346.40 \$35.006.40	\$13.39 \$1,071.20 \$27,851.20 24 \$15.08 \$1.206.40 \$31.366.40 36 \$17.00 \$1,360.00 \$35.360.00
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Annually \$35,692.80 \$36,046.40 \$36,441.60 \$36,795.20 \$37,211.20 \$37,544.00 \$37,918.40	\$1,372.80 \$1,386.40 \$1,401.60 \$1,415.20 \$1,431.20 \$1,444.00 \$1,458.40	Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1.008.80 \$1.019.20 \$1.029.60 \$1.039.20 \$1.050.40 \$1.016.60 \$1.071.20 Annually \$25.001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,696.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,601.60 \$27,601.60 \$27,501.20 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,696.60 \$27,019.20 \$27,310.40 \$27,601.60	Hourly \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 Biweekly \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$950.40 Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24 \$20.00 \$24.00 \$24,252.80 \$24,481.60 \$24,710.40 \$24.00	Biweekly \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$ Steps 13 14 15 16 17 18 19 20 21 22 23 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$10.19.20 \$1.029.60 \$1.039.20 \$1.050.40 \$1,061.60 \$1.029.60 \$1.039.20 \$1.050.40 \$1.061.60 \$1.029.60 \$1.039.20 \$1.050.40 \$1.061.60 \$1.029.60 \$1.039.20 \$1.050.40 \$1.061.60 \$1.029.60 \$1.039.20 \$1.050.40 \$1.061.60 \$1.029.60													
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Biweekly \$1.218.40 \$1.231.20 \$1.244.80 \$1.256.00 \$1.269.60 \$1.280.80 \$1.292.80 \$1.306.40 \$1.318.40 \$1.334.40 \$1.346.40 \$1 Annually \$31.678.40 \$32.011.20 \$32.364.80 \$32.656.00 \$33.009.60 \$33.300.80 \$33.612.80 \$33.966.40 \$34.278.40 \$34.694.40 \$35.006.40 \$35 Steps 49 50 51 52 53 54 55 Hourly \$17.16 \$17.33 \$17.52 \$17.69 \$17.89 \$18.05 \$18.23 Biweekly \$1.372.80 \$1.386.40 \$1.386.40 \$1.401.60 \$1.415.20 \$1.431.20 \$1.444.00 \$1.445.40	\$1,218.40 \$1,231.20 \$1,244.80 \$1,256.00 \$1,269.60 \$1,280.80 \$1,292.80 \$1,306.40 \$1,318.40 \$1,334.40 \$1,346.40 \$1,360.00 \$31,678.40 \$32,011.20 \$32,364.80 \$32,656.00 \$33,009.60 \$33,300.80 \$33,612.80 \$33,966.40 \$34,278.40 \$34,694.40 \$35,006.40 \$35,360.00 \$35,360.00 \$35,1678.40 \$36,000 \$36	Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,071.20 Annually \$25,001.60 \$25,251.20 \$25,480.00 \$25,708.80 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly<	Hourly \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 Biweekly \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$950.40 Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 \$	Biweekly Annually \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$ Steps 13 14 15 16 17 18 19 20 21 22 23 Hourly \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 Biweekly \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1,008.80 \$1,019.20 \$1,029.60 \$1,039.20 \$1,050.40 \$1,061.60 \$1,008.60 \$1,019.20 \$1,029.60 \$1,039.20 \$27,310.40 \$27,601.60 \$25,001.60 \$25,251.20 \$25,480.00 \$25,958.40 \$26,228.80 \$26,499.20 \$26,769.60 \$27,019.20 \$27,310.40 \$27,601.60	Steps	37	38	39	40	41	42	43	44	45	46	47	48
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Biweekly S961.60 S971.20 S980.00 S988.80 S998.40 S1.008.80 S1.019.20 S1.029.60 S1.039.20 S1.050.40 S1.061.60 S1.040 S25.001.60 S25.	\$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1.008.80 \$1.019.20 \$1.029.60 \$21.039.20 \$1.050.40 \$1.061.60 \$1.071.20 \$25.001.60 \$25.251.20 \$25.480.00 \$25.708.80 \$25.958.40 \$26.228.80 \$26.499.20 \$26.769.60 \$27.019.20 \$27.310.40 \$27.601.60 \$27.851.20 \$25.001.60 \$25.001.60 \$25.708.80 \$25.958.40 \$26.228.80 \$26.499.20 \$26.769.60 \$27.019.20 \$27.310.40 \$27.601.60 \$27.851.20 \$25.251.20 \$25.251.20 \$25.251.20 \$25.251.20 \$25.251.20 \$25.480.00 \$25.708.80 \$25.958.40 \$26.228.80 \$26.499.20 \$26.769.60 \$27.019.20 \$27.310.40 \$27.601.60 \$27.851.20 \$25.251.20	Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40	Hourly \$10.67 \$10.78 \$10.88 \$10.99 \$11.10 \$11.20 \$11.31 \$11.42 \$11.53 \$11.66 \$11.77 \$11.88 Biweekly \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$950.40 Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40	Biweekly \$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 Annually \$22,193.60 \$22,422.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$													
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Steps 13	13 14 15 16 17 18 19 20 21 22 23 24 \$12.02 \$12.14 \$12.25 \$12.36 \$12.48 \$12.61 \$12.74 \$12.87 \$12.99 \$13.13 \$13.27 \$13.39 \$961.60 \$971.20 \$980.00 \$988.80 \$998.40 \$1.008.80 \$1.019.20 \$1.029.60 \$1.039.20 \$1.050.40 \$1.061.60 \$1.071.20 \$25.001.60 \$25.251.20 \$25,480.00 \$25,708.80 \$25.958.40 \$26.228.80 \$26.499.20 \$26.769.60 \$27.019.20 \$27,310.40 \$27,601.60 \$27,601.60 \$27,851.20 \$27,851.20 \$28.20 \$28.20 \$26.499.20 \$26.769.60 \$27,019.20 \$27,310.40 \$27,601.60 \$27,851.20 </th <th></th> <th></th> <th>11.00</th> <th>Biweekly</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>\$896.00</th> <th>•</th> <th>·</th> <th></th> <th></th> <th></th> <th></th>			11.00	Biweekly						\$896.00	•	·				
Biweekly S853.60 S862.40 S879.40 S879.20 S888.00 S896.00 S904.80 S913.60 S922.40 S932.80 S941.60 S941.60 S922.80 S22,4252.80 S22,4252.80 S22,4252.80 S22,481.60 S24	\$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$950.40 \$22,193.60 \$22,422.40 \$22,630.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$22,452.80 \$24,481.60 \$24,710.40 \$24				Hourly												
Hourity S10.67 S10.78 S10.88 S10.99 S11.10 S11.20 S11.31 S11.42 S11.53 S11.66 S11.77	\$853.60 \$862.40 \$870.40 \$879.20 \$888.00 \$896.00 \$904.80 \$913.60 \$922.40 \$932.80 \$941.60 \$950.40 \$22,193.60 \$22,422.40 \$22,630.40 \$22,630.40 \$22,859.20 \$23,088.00 \$23,296.00 \$23,524.80 \$23,753.60 \$23,982.40 \$24,252.80 \$24,481.60 \$24,710.40 \$24		Stans 1 2 3 4 5 6 7 8 9 10 11 12		JICDS	1	2	3	4	5		7	8	9	10	11	12

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$13.52	\$13.65	\$13.79	\$13.93	\$14.06	\$14.21	\$14.36	\$14.50	\$14.65	\$14.79	\$14.95	\$15.08
Biweekly	\$1,081.60	\$1,092.00	\$1,103.20	\$1,114.40	\$1,124.80	\$1,136.80	\$1,148.80	\$1,160.00	\$1,172.00	\$1,183.20	\$1,196.00	\$1,206.40
Annually	\$28,121.60	\$28,392.00	\$28,683.20	\$28,974.40	\$29,244.80	\$29,556.80	\$29,868.80	\$30,160.00	\$30,472.00	\$30,763.20	\$31,096.00	\$31,366.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$15.23	\$15.39	\$15.56	\$15.70	\$15.87	\$16.01	\$16.16	\$16.33	\$16.48	\$16.68	\$16.83	\$17.00
Biweekly	\$1,218.40	\$1,231.20	\$1,244.80	\$1,256.00	\$1,269.60	\$1,280.80	\$1,292.80	\$1,306.40	\$1,318.40	\$1,334.40	\$1,346.40	\$1,360.00
Annually	\$31,678.40	\$32,011.20	\$32,364.80	\$32,656.00	\$33,009.60	\$33,300.80	\$33,612.80	\$33,966.40	\$34,278.40	\$34,694.40	\$35,006.40	\$35,360.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$17.16	\$17.33	\$17.52	\$17.69	\$17.89	\$18.05	\$18.23	\$18.41	\$18.59	\$18.77	\$18.96	\$19.17
Biweekly	\$1,372.80	\$1,386.40	\$1,401.60	\$1,415.20	\$1,431.20	\$1,444.00	\$1,458.40	\$1,472.80	\$1,487.20	\$1,501.60	\$1,516.80	\$1,533.60
Annually	\$35,692.80	\$36.046.40	\$36.441.60	\$36,795.20	\$37,211.20	\$37,544.00	\$37,918.40	\$38.292.80	\$38,667.20	\$39,041.60	\$39,436.80	\$39.873.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$19.34	\$19.53	\$19.74	\$19.93	\$20.12	\$20.34	\$20.53	\$20.75	\$20.96	\$21.15	\$21.37	\$21.58
Biweekly	\$1,547.20	\$1,562.40	\$1,579.20	\$1,594.40	\$1,609.60	\$1,627.20	\$1,642.40	\$1,660.00	\$1,676.80	\$1,692.00	\$1,709.60	\$1,726.40
Annually	\$40,227.20	\$40,622.40	\$41,059.20	\$41,454.40	\$41,849.60	\$42,307.20	\$42,702.40	\$43,160.00	\$43,596.80	\$43,992.00	\$44,449.60	\$44,886.40
Steps	49	50	51	52	53	54	55					
Hourly	\$21.81	\$22.02	\$22.23	\$22.45	\$22.68	\$22.92	\$23.15					
Biweekly	\$1,744.80	\$1,761.60	\$1,778.40	\$1,796.00	\$1,814.40	\$1,833.60	\$1,852.00					
Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,696.00	\$47,174.40	\$47,673.60	\$48,152.00					
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$15.23	\$15.39	\$15.56	\$15.70	\$15.87	\$16.01	\$16.16	\$16.33	\$16.48	\$16.68	\$16.83	\$17.00
Steps Hourly Biweekly	\$15.23 \$1,218.40	\$15.39 \$1,231.20	\$15.56 \$1,244.80	\$15.70 \$1,256.00	\$15.87 \$1,269.60	\$16.01 \$1,280.80	\$16.16 \$1,292.80	\$16.33 \$1,306.40	\$16.48 \$1,318.40	\$16.68 \$1,334.40	\$16.83 \$1,346.40	\$17.00 \$1,360.00
Steps Hourly Biweekly Annually	\$15.23	\$15.39	\$15.56	\$15.70	\$15.87	\$16.01	\$16.16	\$16.33	\$16.48	\$16.68	\$16.83	\$17.00 \$1,360.00 \$35,360.00
Steps Hourly Biweekly Annually Steps	\$15.23 \$1,218.40 \$31,678.40	\$15.39 \$1,231.20 \$32,011.20	\$15.56 \$1,244.80 \$32,364.80	\$15.70 \$1,256.00 \$32,656.00	\$15.87 \$1,269.60 \$33,009.60	\$16.01 \$1,280.80 \$33,300.80	\$16.16 \$1,292.80 \$33,612.80	\$16.33 \$1,306.40 \$33,966.40	\$16.48 \$1,318.40 \$34,278.40	\$16.68 \$1,334.40 \$34,694.40	\$16.83 \$1,346.40 \$35,006.40	\$17.00 \$1,360.00 \$35,360.00
Steps Hourly Biweekly Annually Steps Hourly	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1.372.80	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1,401.60	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1.431.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1.472.80	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1.487.20	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1.516.80	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1,533.60
Steps Hourly Biweekly Annually Steps Hourly	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1.372.80	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1,401.60	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1.472.80	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1.487.20	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1.516.80	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1,533.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1.372.80 \$35.692.80	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40 \$36.046.40	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1,401.60 \$36,441.60	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20 \$36,795.20	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1.431.20 \$37,211.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1.472.80 \$38.292.80	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1.487.20 \$38.667.20	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60 \$39,041.60	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1,516.80 \$39.436.80	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1.533.60 \$39,873.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1.372.80 \$35.692.80 25 \$19.34 \$1,547.20	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53 \$1,562.40	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1.401.60 \$36.441.60 27 \$19.74 \$1.579.20	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20 \$36,795.20 28 \$19.93 \$1,594.40	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20 29 \$20.12 \$1,609.60	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1,472.80 \$38,292.80 32 \$20.75 \$1,660.00	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1,487.20 \$38,667.20 33 \$20.96 \$1,676.80	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60 \$39,041.60 34 \$21.15 \$1,692.00	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1,516.80 \$39,436.80 35 \$21.37 \$1,709.60	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1.533.60 \$39.873.60 36 \$21.58 \$1,726.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1.372.80 \$35.692.80 25 \$19.34	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1.401.60 \$36,441.60	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20 \$36,795.20 28 \$19.93	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1.472.80 \$38.292.80 32 \$20.75	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1.487.20 \$38.667.20	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60 \$39,041.60 34 \$21.15	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1,516.80 \$39,436.80 35 \$21.37	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1,533.60 \$39,873.60 36 \$21.58
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1.372.80 \$35.692.80 25 \$19.34 \$1,547.20 \$40.227.20	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53 \$1,562.40 \$40.622.40	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1.401.60 \$36.441.60 27 \$19.74 \$1.579.20 \$41.059.20	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20 \$36,795.20 28 \$19.93 \$1,594.40 \$41,454.40	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1.431.20 \$37,211.20 29 \$20.12 \$1,609.60 \$41.849.60	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1.472.80 \$38.292.80 32 \$20.75 \$1.660.00 \$43.160.00	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1.487.20 \$38.667.20 33 \$20.96 \$1.676.80 \$43.596.80	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60 \$39,041.60 34 \$21.15 \$1,692.00 \$43,992.00	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1,516.80 \$39,436.80 35 \$21.37 \$1,709.60 \$44,449.60	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1.533.60 \$39,873.60 36 \$21.58 \$1,726.40 \$44,886.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1.372.80 \$35.692.80 25 \$19.34 \$1,547.20	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53 \$1,562.40	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1.401.60 \$36.441.60 27 \$19.74 \$1.579.20	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20 \$36,795.20 28 \$19.93 \$1,594.40	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20 29 \$20.12 \$1,609.60	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1,472.80 \$38,292.80 32 \$20.75 \$1,660.00	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1,487.20 \$38,667.20 33 \$20.96 \$1,676.80	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60 \$39,041.60 34 \$21.15 \$1,692.00 \$43,992.00	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1,516.80 \$39,436.80 35 \$21.37 \$1,709.60	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1.533.60 \$39.873.60 36 \$21.58 \$1,726.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1.372.80 \$35.692.80 25 \$19.34 \$1.547.20 \$40.227.20	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53 \$1.562.40 \$40.622.40	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1.401.60 \$36,441.60 27 \$19.74 \$1.579.20 \$41.059.20	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20 \$36.795.20 28 \$19.93 \$1,594.40 \$41,454.40	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1.431.20 \$37,211.20 29 \$20.12 \$1,609.60 \$41.849.60	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1.472.80 \$38.292.80 32 \$20.75 \$1.660.00 \$43.160.00	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1.487.20 \$38.667.20 33 \$20.96 \$1.676.80 \$43.596.80	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60 \$39,041.60 34 \$21.15 \$1,692.00 \$43,992.00	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1,516.80 \$39,436.80 35 \$21.37 \$1,709.60 \$44,449.60	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1.533.60 \$39.873.60 36 \$21.58 \$1.726.40 \$44,886.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1.372.80 \$35.692.80 25 \$19.34 \$1,547.20 \$40.227.20	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53 \$1,562.40 \$40.622.40	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1.401.60 \$36,441.60 27 \$19.74 \$1.579.20 \$41.059.20	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1.415.20 \$36.795.20 28 \$19.93 \$1.594.40 \$41,454.40	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1.431.20 \$37,211.20 29 \$20.12 \$1,609.60 \$41,849.60	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1.472.80 \$38.292.80 32 \$20.75 \$1,660.00 \$43.160.00	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1.487.20 \$38.667.20 33 \$20.96 \$1,676.80 \$43.596.80	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60 \$39,041.60 34 \$21.15 \$1,692.00 \$43,992.00	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1.516.80 \$39.436.80 35 \$21.37 \$1,709.60 \$44.449.60	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1.533.60 \$39.873.60 36 \$21.58 \$1.726.40 \$44.886.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1,372.80 \$35.692.80 25 \$19.34 \$1,547.20 \$40,227.20 37 \$21.81 \$1,744.80	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53 \$1.562.40 \$40.622.40 38 \$22.02 \$1,761.60	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1.401.60 \$36.441.60 27 \$19.74 \$1.579.20 \$41.059.20 39 \$22.23 \$1,778.40	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20 \$36.795.20 28 \$19.93 \$1,594.40 \$41,454.40 40 \$22.45 \$1,796.00	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20 29 \$20.12 \$1,609.60 \$41,849.60 41 \$22.68 \$1,814.40	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1.444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20 42 \$22.92 \$1,833.60	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40 43 \$23.15 \$1,852.00	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1.472.80 \$38.292.80 32 \$20.75 \$1,660.00 \$43,160.00 44 \$23.37 \$1,869.60	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1.487.20 \$38.667.20 33 \$20.96 \$1,676.80 \$43.596.80 45 \$23.59 \$1.887.20	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60 \$39,041.60 34 \$21.15 \$1,692.00 \$43,992.00 46 \$23.84 \$1,907.20	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1.516.80 \$39.436.80 35 \$21.37 \$1,709.60 \$44.449.60 47 \$24.08 \$1,926.40	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1,533.60 \$39,873.60 36 \$21.58 \$1,726.40 \$44,886.40 48 \$24.32 \$1,945.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1,372.80 \$35.692.80 25 \$19.34 \$1,547.20 \$40,227.20 37 \$21.81 \$1,744.80 \$45.364.80	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53 \$1.562.40 \$40.622.40 38 \$22.02 \$1,761.60 \$45.801.60	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1.401.60 \$36.441.60 27 \$19.74 \$1.579.20 \$41.059.20 39 \$22.23 \$1.778.40 \$46.238.40	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20 \$36.795.20 28 \$19.93 \$1,594.40 \$41,454.40 40 \$22.45 \$1,796.00 \$46.696.00	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20 29 \$20.12 \$1,609.60 \$41,849.60 41 \$22.68 \$1,814.40 \$47,174.40	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20 42 \$22.92 \$1,833.60 \$47,673.60	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40 43 \$23.15 \$1,852.00 \$48.152.00	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1.472.80 \$38.292.80 32 \$20.75 \$1,660.00 \$43,160.00 44 \$23.37 \$1,869.60	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1.487.20 \$38.667.20 33 \$20.96 \$1,676.80 \$43.596.80 45 \$23.59 \$1.887.20	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60 \$39,041.60 34 \$21.15 \$1,692.00 \$43,992.00 46 \$23.84 \$1,907.20	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1.516.80 \$39.436.80 35 \$21.37 \$1,709.60 \$44.449.60 47 \$24.08 \$1,926.40	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1,533.60 \$39,873.60 36 \$21.58 \$1,726.40 \$44,886.40 48 \$24.32 \$1,945.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1,372.80 \$35.692.80 25 \$19.34 \$1,547.20 \$40,227.20 37 \$21.81 \$1,744.80 \$45.364.80	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53 \$1.562.40 \$40.622.40 38 \$22.02 \$1,761.60 \$45.801.60 50 \$24.80	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1.401.60 \$36.441.60 27 \$19.74 \$1.579.20 \$41.059.20 39 \$22.23 \$1.778.40 \$46.238.40 51 \$25.07	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20 \$36.795.20 28 \$19.93 \$1,594.40 \$41,454.40 40 \$22,45 \$1,796.00 \$46.696.00	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20 29 \$20.12 \$1,609.60 \$41,849.60 41 \$22.68 \$1,814.40 \$47,174.40	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20 42 \$22.92 \$1,833.60 \$47,673.60	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1.458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40 43 \$23.15 \$1,852.00 \$48,152.00 \$48,152.00	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1.472.80 \$38.292.80 32 \$20.75 \$1,660.00 \$43,160.00 44 \$23.37 \$1,869.60	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1.487.20 \$38.667.20 33 \$20.96 \$1,676.80 \$43.596.80 45 \$23.59 \$1.887.20	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60 \$39,041.60 34 \$21.15 \$1,692.00 \$43,992.00 46 \$23.84 \$1,907.20	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1.516.80 \$39.436.80 35 \$21.37 \$1,709.60 \$44.449.60 47 \$24.08 \$1,926.40	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1.533.60 \$39.873.60 36 \$21.58 \$1,726.40 \$44,886.40 48 \$24.32 \$1,945.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps	\$15.23 \$1,218.40 \$31,678.40 13 \$17.16 \$1,372.80 \$35.692.80 25 \$19.34 \$1,547.20 \$40,227.20 37 \$21.81 \$1,744.80 \$45.364.80	\$15.39 \$1,231.20 \$32,011.20 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53 \$1.562.40 \$40.622.40 38 \$22.02 \$1,761.60 \$45.801.60	\$15.56 \$1,244.80 \$32,364.80 15 \$17.52 \$1.401.60 \$36.441.60 27 \$19.74 \$1.579.20 \$41.059.20 39 \$22.23 \$1.778.40 \$46.238.40	\$15.70 \$1,256.00 \$32,656.00 16 \$17.69 \$1,415.20 \$36.795.20 28 \$19.93 \$1,594.40 \$41,454.40 40 \$22.45 \$1,796.00 \$46.696.00	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20 29 \$20.12 \$1,609.60 \$41,849.60 41 \$22.68 \$1,814.40 \$47,174.40	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20 42 \$22.92 \$1,833.60 \$47,673.60	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40 43 \$23.15 \$1,852.00 \$48.152.00	\$16.33 \$1,306.40 \$33,966.40 20 \$18.41 \$1.472.80 \$38.292.80 32 \$20.75 \$1,660.00 \$43,160.00 44 \$23.37 \$1,869.60	\$16.48 \$1,318.40 \$34,278.40 21 \$18.59 \$1.487.20 \$38.667.20 33 \$20.96 \$1,676.80 \$43.596.80 45 \$23.59 \$1.887.20	\$16.68 \$1,334.40 \$34,694.40 22 \$18.77 \$1,501.60 \$39,041.60 34 \$21.15 \$1,692.00 \$43,992.00 46 \$23.84 \$1,907.20	\$16.83 \$1,346.40 \$35,006.40 23 \$18.96 \$1.516.80 \$39.436.80 35 \$21.37 \$1,709.60 \$44.449.60 47 \$24.08 \$1,926.40	\$17.00 \$1,360.00 \$35,360.00 24 \$19.17 \$1.533.60 \$39.873.60 36 \$21.58 \$1,726.40 \$44,886.40 48 \$24.32 \$1,945.60

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$17.16	\$17.33	\$17.52	\$17.69	\$17.89	\$18.05	\$18.23	\$18.41	\$18.59	\$18.77	\$18.96	\$19.17
Biweekly	\$1,372.80	\$1,386.40	\$1,401.60	\$1,415.20	\$1,431.20	\$1,444.00	\$1,458.40	\$1,472.80	\$1,487.20	\$1,501.60	\$1,516.80	\$1,533.60
Annually	\$35,692.80	\$36,046.40	\$36,441.60	\$36,795.20	\$37,211.20	\$37,544.00	\$37,918.40	\$38,292.80	\$38,667.20	\$39,041.60	\$39,436.80	\$39,873.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$19.34	\$19.53	\$19.74	\$19.93	\$20.12	\$20.34	\$20.53	\$20.75	\$20.96	\$21.15	\$21.37	\$21.58
Biweekly Annually	\$1,547.20 \$40,227.20	\$1,562.40 \$40,622.40	\$1,579.20 \$41,059.20	\$1,594.40 \$41,454.40	\$1,609.60 \$41,849.60	\$1,627.20 \$42,307.20	\$1,642.40 \$42,702.40	\$1,660.00 \$43,160.00	\$1,676.80 \$43,596.80	\$1,692.00 \$43,992.00	\$1,709.60 \$44,449.60	\$1,726.40 \$44,886.40
Aillidally	340,227.20	340,022.40	341,033.20	341,434.40	341,843.00	342,307.20	342,702.40	343,100.00	343,330.80	343,992.00	344,443.00	344,880.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$21.81	\$22.02	\$22.23	\$22.45	\$22.68	\$22.92	\$23.15	\$23.37	\$23.59	\$23.84	\$24.08	\$24.32
Biweekly	\$1,744.80	\$1,761.60	\$1,778.40	\$1,796.00	\$1,814.40	\$1,833.60	\$1,852.00	\$1,869.60	\$1,887.20	\$1,907.20	\$1,926.40	\$1,945.60
Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,696.00	\$47,174.40	\$47,673.60	\$48,152.00	\$48,609.60	\$49,067.20	\$49,587.20	\$50,086.40	\$50,585.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$24.55	\$24.80	\$25.07	\$25.29	\$25.56	\$25.81	\$26.08	\$26.33	\$26.59	\$26.86	\$27.14	\$27.39
Biweekly	\$1,964.00	\$1,984.00	\$2,005.60	\$2,023.20	\$2,044.80	\$2,064.80	\$2,086.40	\$2,106.40	\$2,127.20	\$2,148.80	\$2,171.20	\$2,191.20
Annually	\$51,064.00	\$51,584.00	\$52,145.60	\$52,603.20	\$53,164.80	\$53,684.80	\$54.246.40	\$54,766.40	\$55,307.20	\$55,868.80	\$56,451.20	\$56,971.20
Steps	49	50	51	52	53	54	55					
Hourly	\$27.68	\$27.96	\$28.22	\$28.51	\$28.81	\$29.09	\$29.37					
Biweekly	\$2,214.40	\$2,236.80	\$2,257.60	\$2,280.80	\$2,304.80	\$2,327.20	\$2,349.60					
Annually	\$57,574.40	\$58,156.80	\$58,697.60	\$59,300.80	\$59,924.80	\$60,507.20	\$61,089.60					
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$19.34	\$19.53	\$19.74	\$19.93	\$20.12	\$20.34	\$20.53	\$20.75	\$20.96	\$21.15	\$21.37	\$21.58
Steps Hourly Biweekly	\$19.34 \$1,547.20	\$19.53 \$1,562.40	\$19.74 \$1,579.20	\$19.93 \$1,594.40	\$20.12 \$1,609.60	\$20.34 \$1,627.20	\$20.53 \$1,642.40	\$20.75 \$1,660.00	\$20.96 \$1,676.80	\$21.15 \$1,692.00	\$21.37 \$1,709.60	\$21.58 \$1,726.40
Steps Hourly	\$19.34	\$19.53	\$19.74	\$19.93	\$20.12	\$20.34	\$20.53	\$20.75	\$20.96	\$21.15	\$21.37	\$21.58
Steps Hourly Biweekly Annually Steps	\$19.34 \$1,547.20 \$40,227.20	\$19.53 \$1,562.40 \$40,622.40	\$19.74 \$1,579.20 \$41,059.20	\$19.93 \$1,594.40 \$41,454.40	\$20.12 \$1,609.60 \$41,849.60	\$20.34 \$1,627.20 \$42,307.20	\$20.53 \$1,642.40 \$42,702.40	\$20.75 \$1,660.00 \$43,160.00	\$20.96 \$1,676.80 \$43,596.80	\$21.15 \$1,692.00 \$43,992.00	\$21.37 \$1,709.60 \$44,449.60	\$21.58 \$1,726.40 \$44,886.40
Steps Hourly Biweekly Annually Steps Hourly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15	\$20.75 \$1,660.00 \$43,160.00 20 \$23.37	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59	\$21.15 \$1,692.00 \$43,992.00 22 \$23.84	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1,778.40	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1,796.00	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1.852.00	\$20.75 \$1,660.00 \$43,160.00 20 \$23.37 \$1.869.60	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1.887.20	\$21.15 \$1,692.00 \$43,992.00 22 \$23.84 \$1,907.20	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1,945.60
Steps Hourly Biweekly Annually Steps Hourly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15	\$20.75 \$1,660.00 \$43,160.00 20 \$23.37	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59	\$21.15 \$1,692.00 \$43,992.00 22 \$23.84	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1,778.40	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1,796.00 \$46.696.00	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40 \$47,174.40	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1.852.00	\$20.75 \$1,660.00 \$43,160.00 20 \$23.37 \$1.869.60	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1.887.20	\$21.15 \$1,692.00 \$43,992.00 22 \$23.84 \$1,907.20	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1,945.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.55	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60 \$45.801.60	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.07	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1,796.00 \$46.696.00 28 \$25.29	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40 \$47.174.40 29 \$25.56	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60 \$47.673.60 30 \$25.81	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1,852.00 \$48,152.00 31 \$26.08	\$20.75 \$1,660.00 \$43,160.00 20 \$23.37 \$1,869.60 \$48,609.60 32 \$26.33	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1,887.20 \$49.067.20	\$21.15 \$1,692.00 \$43,992.00 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.86	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40 \$50.086.40 35 \$27.14	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1.945.60 \$50.585.60 36 \$27.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45,364.80 25 \$24.55 \$1,964.00	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.80 \$1,984.00	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.07 \$2,005.60	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1.796.00 \$46,696.00 28 \$25.29 \$2,023.20	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40 \$47.174.40 29 \$25.56 \$2,044.80	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60 \$47.673.60 30 \$25.81 \$2.064.80	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1,852.00 \$48.152.00 31 \$26.08 \$2.086.40	\$20.75 \$1,660.00 \$43,160.00 \$20 \$23.37 \$1.869.60 \$48,609.60 \$26.33 \$2,106.40	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1,887.20 \$49,067.20 33 \$26.59 \$2,127.20	\$21.15 \$1,692.00 \$43,992.00 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.86 \$2,148.80	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40 \$50.086.40 35 \$27.14 \$2,171.20	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1.945.60 \$50.585.60 36 \$27.39 \$2,191.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.55	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60 \$45.801.60	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.07	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1,796.00 \$46.696.00 28 \$25.29	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40 \$47.174.40 29 \$25.56	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60 \$47.673.60 30 \$25.81	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1,852.00 \$48,152.00 31 \$26.08	\$20.75 \$1,660.00 \$43,160.00 20 \$23.37 \$1,869.60 \$48,609.60 32 \$26.33	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1,887.20 \$49.067.20	\$21.15 \$1,692.00 \$43,992.00 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.86	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40 \$50.086.40 35 \$27.14	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1.945.60 \$50.585.60 36 \$27.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45,364.80 25 \$24.55 \$1,964.00 \$51.064.00	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.80 \$1,984.00 \$51,584.00	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.07 \$2,005.60 \$52,145.60	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1,796.00 \$46,696.00 28 \$25.29 \$2,023.20 \$52,603.20	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40 \$47,174.40 29 \$25.56 \$2,044.80 \$53.164.80	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60 \$47.673.60 30 \$25.81 \$2.064.80 \$53.684.80	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1,852.00 \$48,152.00 31 \$26.08 \$2,086.40 \$54,246.40	\$20.75 \$1,660.00 \$43,160.00 \$20 \$23.37 \$1.869.60 \$48,609.60 \$26.33 \$2,106.40 \$54,766.40	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1,887.20 \$49.067.20 33 \$26.59 \$2,127.20 \$55,307.20	\$21.15 \$1,692.00 \$43,992.00 \$22 \$23.84 \$1,907.20 \$49,587.20 \$49,587.20 \$26.86 \$2,148.80 \$55.868.80	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40 \$50,086.40 35 \$27.14 \$2,171.20 \$56.451.20	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1.945.60 \$50.585.60 36 \$27.39 \$2.191.20 \$56.971.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45,364.80 25 \$24.55 \$1,964.00	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.80 \$1,984.00	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.07 \$2,005.60	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1,796.00 \$46,696.00 28 \$25.29 \$2,023.20 \$52,603.20	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40 \$47,174.40 29 \$25.56 \$2,044.80 \$53,164.80	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60 \$47.673.60 30 \$25.81 \$2.064.80	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1,852.00 \$48.152.00 31 \$26.08 \$2.086.40	\$20.75 \$1,660.00 \$43,160.00 \$20 \$23.37 \$1.869.60 \$48,609.60 \$26.33 \$2,106.40	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1,887.20 \$49,067.20 33 \$26.59 \$2,127.20	\$21.15 \$1,692.00 \$43,992.00 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.86 \$2,148.80	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40 \$50.086.40 35 \$27.14 \$2,171.20	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1.945.60 \$50.585.60 36 \$27.39 \$2,191.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45,364.80 25 \$24.55 \$1,964.00 \$51.064.00	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60 \$45.801.60 26 \$24.80 \$1,984.00 \$51,584.00 38 \$27.96 \$2,236.80	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.07 \$2.005.60 \$52.145.60	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1.796.00 \$46,696.00 28 \$25.29 \$2,023.20 \$52,603.20	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40 \$47,174.40 29 \$25.56 \$2,044.80 \$53.164.80	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60 \$47.673.60 30 \$25.81 \$2.064.80 \$53.684.80	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1.852.00 \$48.152.00 31 \$26.08 \$2.086.40 \$54,246.40	\$20.75 \$1,660.00 \$43,160.00 \$20 \$23.37 \$1.869.60 \$48.609.60 \$26.33 \$2.106.40 \$54.766.40	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1.887.20 \$49.067.20 33 \$26.59 \$2.127.20 \$55.307.20	\$21.15 \$1,692.00 \$43,992.00 \$22 \$23.84 \$1,907.20 \$49,587.20 \$49,587.20 \$26.86 \$2,148.80 \$55,868.80	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40 \$50.086.40 35 \$27.14 \$2,171.20 \$56.451.20	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1.945.60 \$50.585.60 36 \$27.39 \$2.191.20 \$56.971.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.55 \$1,964.00 \$51,064.00	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60 \$45.801.60 26 \$24.80 \$1,984.00 \$51,584.00	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.07 \$2,005.60 \$52.145.60	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1,796.00 \$46,696.00 28 \$25.29 \$2,023.20 \$52,603.20	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1.814.40 \$47.174.40 29 \$25.56 \$2,044.80 \$53.164.80	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60 \$47,673.60 30 \$25.81 \$2.064.80 \$53.684.80	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1.852.00 \$48.152.00 31 \$26.08 \$2.086.40 \$54,246.40	\$20.75 \$1,660.00 \$43,160.00 \$20 \$23.37 \$1.869.60 \$48.609.60 \$26.33 \$2.106.40 \$54.766.40	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1,887.20 \$49,067.20 33 \$26.59 \$2,127.20 \$55,307.20	\$21.15 \$1,692.00 \$43,992.00 \$22 \$23.84 \$1,907.20 \$49,587.20 \$49,587.20 \$49,586.86 \$2,148.80 \$55,868.80	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40 \$50.086.40 35 \$27.14 \$2,171.20 \$56.451.20	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1.945.60 \$50.585.60 36 \$27.39 \$2.191.20 \$56,971.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.55 \$1,964.00 \$51,064.00 37 \$27.68 \$2,214.40	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60 \$45.801.60 26 \$24.80 \$1,984.00 \$51,584.00 38 \$27.96 \$2,236.80	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.07 \$2.005.60 \$52.145.60 39 \$28.22 \$2.257.60	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1,796.00 \$46.696.00 28 \$25.29 \$2,023.20 \$52,603.20 40 \$28.51 \$2,280.80	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40 \$47,174.40 29 \$25.56 \$2,044.80 \$53,164.80 41 \$28.81 \$2,304.80	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60 \$47,673.60 30 \$25.81 \$2.064.80 \$53.684.80 42 \$29.09 \$2.327.20	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1,852.00 \$48.152.00 31 \$26.08 \$2,086.40 \$54,246.40 43 \$29.37 \$2,349.60	\$20.75 \$1,660.00 \$43,160.00 \$20 \$23.37 \$1.869.60 \$48.609.60 \$26.33 \$2.106.40 \$54.766.40 \$29.66 \$2.372.80	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1,887.20 \$49.067.20 33 \$26.59 \$2,127.20 \$55,307.20 45 \$29.97 \$2,397.60	\$21.15 \$1,692.00 \$43,992.00 \$22 \$23.84 \$1,907.20 \$49,587.20 \$49,587.20 \$46 \$21.48.80 \$55,868.80 \$46 \$30.25 \$2,420.00	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40 \$50.086.40 35 \$27.14 \$2,171.20 \$56,451.20 47 \$30.56 \$2,444.80	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1.945.60 \$50.585.60 36 \$27.39 \$2.191.20 \$56.971.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps Hourly Steps	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.55 \$1,964.00 \$51,064.00 37 \$27.68 \$2,214.40 \$57,574.40	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60 \$45.801.60 26 \$24.80 \$1,984.00 \$51,584.00 38 \$27.96 \$2,236.80 \$58.156.80	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.07 \$2.005.60 \$52.145.60 39 \$28.22 \$2.257.60 \$58.697.60	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1,796.00 \$46.696.00 28 \$25.29 \$2,023.20 \$52,603.20 40 \$28.51 \$2,280.80 \$59,300.80	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40 \$47.174.40 29 \$25.56 \$2,044.80 \$53,164.80 41 \$28.81 \$2,304.80 \$59,924.80	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60 \$47,673.60 30 \$25.81 \$2.064.80 \$53.684.80 42 \$29.09 \$2.327.20 \$60.507.20	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1,852.00 \$48.152.00 31 \$26.08 \$2,086.40 \$54,246.40 43 \$29.37 \$2,349.60 \$61,089.60	\$20.75 \$1,660.00 \$43,160.00 \$20 \$23.37 \$1.869.60 \$48.609.60 \$26.33 \$2.106.40 \$54.766.40 \$29.66 \$2.372.80	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1,887.20 \$49.067.20 33 \$26.59 \$2,127.20 \$55,307.20 45 \$29.97 \$2,397.60	\$21.15 \$1,692.00 \$43,992.00 \$22 \$23.84 \$1,907.20 \$49,587.20 \$49,587.20 \$46 \$21.48.80 \$55,868.80 \$46 \$30.25 \$2,420.00	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40 \$50.086.40 35 \$27.14 \$2,171.20 \$56,451.20 47 \$30.56 \$2,444.80	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1.945.60 \$50.585.60 36 \$27.39 \$2.191.20 \$56.971.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.55 \$1,964.00 \$51,064.00 37 \$27.68 \$2,214.40 \$57.574.40	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60 \$45.801.60 26 \$24.80 \$1,984.00 \$51,584.00 38 \$27.96 \$2,236.80 \$58,156.80	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.07 \$2.005.60 \$52.145.60 39 \$28.22 \$2.257.60 \$58.697.60	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1,796.00 \$46.696.00 28 \$25.29 \$2,023.20 \$52,603.20 40 \$28.51 \$2,280.80 \$59,300.80	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40 \$47.174.40 29 \$25.56 \$2,044.80 \$53.164.80 41 \$28.81 \$2,304.80 \$59,924.80	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60 \$47.673.60 30 \$25.81 \$2.064.80 \$53,684.80 42 \$29.09 \$2,327.20 \$60,507.20	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1,852.00 \$48.152.00 31 \$26.08 \$2,086.40 \$54,246.40 43 \$29.37 \$2,349.60 \$61,089.60	\$20.75 \$1,660.00 \$43,160.00 \$20 \$23.37 \$1.869.60 \$48.609.60 \$26.33 \$2.106.40 \$54.766.40 \$29.66 \$2.372.80	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1,887.20 \$49.067.20 33 \$26.59 \$2,127.20 \$55,307.20 45 \$29.97 \$2,397.60	\$21.15 \$1,692.00 \$43,992.00 \$22 \$23.84 \$1,907.20 \$49,587.20 \$49,587.20 \$46 \$21.48.80 \$55,868.80 \$46 \$30.25 \$2,420.00	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40 \$50.086.40 35 \$27.14 \$2,171.20 \$56,451.20 47 \$30.56 \$2,444.80	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1.945.60 \$50.585.60 36 \$27.39 \$2.191.20 \$56.971.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1.744.80 \$45.364.80 25 \$24.55 \$1,964.00 \$51,064.00 37 \$27.68 \$2,214.40 \$57,574.40 49 \$31.18	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60 \$45.801.60 26 \$24.80 \$1,984.00 \$51,584.00 38 \$27.96 \$2.236.80 \$58.156.80 50 \$31.49	\$19.74 \$1,579.20 \$41,059.20 15 \$22.23 \$1.778.40 \$46,238.40 27 \$25.07 \$2,005.60 \$52,145.60 39 \$28.22 \$2,257.60 \$58,697.60	\$19.93 \$1,594.40 \$41,454.40 16 \$22.45 \$1,796.00 \$46.696.00 28 \$25.29 \$2,023.20 \$52,603.20 40 \$28.51 \$2,280.80 \$59,300.80	\$20.12 \$1,609.60 \$41,849.60 17 \$22.68 \$1,814.40 \$47,174.40 29 \$25.56 \$2,044.80 \$53,164.80 41 \$28.81 \$2,304.80 \$59,924.80 \$3	\$20.34 \$1,627.20 \$42,307.20 18 \$22.92 \$1.833.60 \$47,673.60 30 \$25.81 \$2,064.80 \$53,684.80 42 \$29.09 \$2.327.20 \$60,507.20	\$20.53 \$1,642.40 \$42,702.40 19 \$23.15 \$1,852.00 \$48.152.00 31 \$26.08 \$2.086.40 \$54,246.40 43 \$29.37 \$2,349.60 \$61,089.60	\$20.75 \$1,660.00 \$43,160.00 \$20 \$23.37 \$1.869.60 \$48.609.60 \$26.33 \$2.106.40 \$54.766.40 \$29.66 \$2.372.80	\$20.96 \$1,676.80 \$43,596.80 21 \$23.59 \$1,887.20 \$49.067.20 33 \$26.59 \$2,127.20 \$55,307.20 45 \$29.97 \$2,397.60	\$21.15 \$1,692.00 \$43,992.00 \$22 \$23.84 \$1,907.20 \$49,587.20 \$49,587.20 \$46 \$21.48.80 \$55,868.80 \$46 \$30.25 \$2,420.00	\$21.37 \$1,709.60 \$44,449.60 23 \$24.08 \$1,926.40 \$50.086.40 35 \$27.14 \$2,171.20 \$56,451.20 47 \$30.56 \$2,444.80	\$21.58 \$1,726.40 \$44,886.40 24 \$24.32 \$1.945.60 \$50.585.60 36 \$27.39 \$2.191.20 \$56.971.20

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$21.81	\$22.02	\$22.23	\$22.45	\$22.68	\$22.92	\$23.15	\$23.37	\$23.59	\$23.84	\$24.08	\$24.32
Biweekly Annually	\$1,744.80 \$45,364.80	\$1,761.60 \$45,801.60	\$1,778.40 \$46,238.40	\$1,796.00 \$46,696.00	\$1,814.40 \$47,174.40	\$1,833.60 \$47,673.60	\$1,852.00 \$48,152.00	\$1,869.60 \$48,609.60	\$1,887.20 \$49,067.20	\$1,907.20 \$49,587.20	\$1,926.40 \$50,086.40	\$1,945.60 \$50,585.60
•	\$45,304.60	\$45,801.00	\$40,238.40	\$40,030.00	347,174.40	\$47,073.00	348,132.00	\$48,009.00	\$45,007.20	343,387.20	\$30,080.40	
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$24.55	\$24.80	\$25.07	\$25.29	\$25.56	\$25.81	\$26.08	\$26.33	\$26.59	\$26.86	\$27.14	\$27.39
Annually	\$1,964.00 \$51,064.00	\$1,984.00 \$51,584.00	\$2,005.60 \$52,145.60	\$2,023.20 \$52,603.20	\$2,044.80 \$53,164.80	\$2,064.80 \$53,684.80	\$2,086.40 \$54,246.40	\$2,106.40 \$54,766.40	\$2,127.20 \$55,307.20	\$2,148.80 \$55,868.80	\$2,171.20 \$56,451.20	\$2,191.20 \$56,971.20
, ,	331,001.00	331,301.00	J32,113.00	J 32,003.20	\$33,101.00	\$33,001.00	J3 1,2 10. 10	33 1,7 00. 10	\$33,307.20	\$33,000.00	\$30, ISI.20	\$30,371.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$27.68	\$27.96	\$28.22	\$28.51	\$28.81	\$29.09	\$29.37	\$29.66	\$29.97	\$30.25	\$30.56	\$30.87
Biweekly Annually	\$2,214.40 \$57,574.40	\$2,236.80 \$58,156.80	\$2,257.60 \$58,697.60	\$2,280.80 \$59,300.80	\$2,304.80 \$59,924.80	\$2,327.20 \$60,507.20	\$2,349.60 \$61,089.60	\$2,372.80 \$61,692.80	\$2,397.60 \$62,337.60	\$2,420.00 \$62,920.00	\$2,444.80 \$63,564.80	\$2,469.60 \$64,209.60
Ailliually	337,374.40	\$30,130.00	\$36,097.00	\$39,500.60	339,924.60	360,307.20	301,089.00	301,092.80	302,337.00	302,920.00	303,304.60	304,209.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$31.18	\$31.49	\$31.79	\$32.11	\$32.44	\$32.76	\$33.10	\$33.42	\$33.75	\$34.10	\$34.43	\$34.79
Biweekly	\$2,494.40	\$2,519.20	\$2,543.20	\$2,568.80	\$2,595.20	\$2,620.80	\$2,648.00	\$2,673.60	\$2,700.00	\$2,728.00	\$2,754.40	\$2,783.20
Annually	\$64.854.40	\$65,499.20	\$66,123.20	\$66.788.80	\$67,475.20	\$68,140.80	\$68,848.00	\$69,513.60	\$70,200.00	\$70,928.00	\$71,614.40	\$72,363.20
Steps	49	50	51	52	53	54	55					
Hourly	\$35.14	\$35.47	\$35.81	\$36.20	\$36.55	\$36.92	\$37.31					
Biweekly	\$2,811.20	\$2,837.60	\$2,864.80	\$2,896.00	\$2,924.00	\$2,953.60	\$2,984.80					
Annually	\$73,091.20	\$73,777.60	\$74,484.80	\$75,296.00	\$76,024.00	\$76,793.60	\$77,604.80					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$23.84	\$24.08	\$24.32	\$24.55	\$24.80	\$25.07	\$25.29	\$25.56	\$25.81	\$26.08	\$26.33	\$26.59
Steps Hourly Biweekly	\$23.84 \$1,907.20	\$24.08 \$1,926.40	\$24.32 \$1,945.60	\$24.55 \$1,964.00	\$24.80 \$1,984.00	\$25.07 \$2,005.60	\$25.29 \$2,023.20	\$25.56 \$2,044.80	\$25.81 \$2,064.80	\$26.08 \$2,086.40	\$26.33 \$2,106.40	\$26.59 \$2,127.20
Steps Hourly Biweekly Annually	\$23.84	\$24.08	\$24.32	\$24.55	\$24.80	\$25.07	\$25.29	\$25.56	\$25.81	\$26.08	\$26.33	\$26.59 \$2,127.20 \$55,307.20
Steps Hourly Biweekly Annually Steps	\$23.84 \$1,907.20 \$49,587.20	\$24.08 \$1,926.40 \$50,086.40	\$24.32 \$1,945.60 \$50,585.60	\$24.55 \$1,964.00 \$51,064.00	\$24.80 \$1,984.00 \$51,584.00	\$25.07 \$2,005.60 \$52,145.60	\$25.29 \$2,023.20 \$52,603.20	\$25.56 \$2,044.80 \$53,164.80	\$25.81 \$2,064.80 \$53,684.80	\$26.08 \$2,086.40 \$54,246.40	\$26.33 \$2,106.40 \$54,766.40	\$26.59 \$2,127.20 \$55,307.20
Steps Hourly Biweekly Annually Steps Hourly	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68	\$24.80 \$1,984.00 \$51,584.00 17 \$27.96	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2,148.80	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68 \$2,214.40	\$24.80 \$1,984.00 \$51,584.00 17 \$27.96 \$2,236.80	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2,257.60	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2,280.80	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2,304.80	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2.372.80	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2,397.60
Steps Hourly Biweekly Annually Steps Hourly	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68	\$24.80 \$1,984.00 \$51,584.00 17 \$27.96	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2,148.80	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68 \$2,214.40	\$24.80 \$1,984.00 \$51,584.00 17 \$27.96 \$2,236.80 \$58.156.80	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2,257.60	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2,280.80	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2,304.80	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2.372.80	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2,397.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2,148.80 \$55,868.80 25 \$30.25	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20 \$56.451.20 26 \$30.56	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20 \$56,971.20	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68 \$2.214.40 \$57.574.40	\$24.80 \$1,984.00 \$51,584.00 17 \$27.96 \$2,236.80 \$58,156.80 29 \$31.49	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2,257.60 \$58.697.60 30 \$31.79	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2,280.80 \$59,300.80	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2,304.80 \$59,924.80 32 \$32.44	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20 \$60,507.20	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60 \$61,089.60 34 \$33.10	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2,372.80 \$61.692.80 35 \$33.42	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2.397.60 \$62,337.60 36 \$33.75
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2,148.80 \$55,868.80 25 \$30.25 \$2,420.00	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20 \$56.451.20 26 \$30.56 \$2.444.80	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20 \$56.971.20 27 \$30.87 \$2.469.60	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68 \$2,214.40 \$57,574.40 28 \$31.18 \$2,494.40	\$24.80 \$1,984.00 \$51,584.00 17 \$27.96 \$2.236.80 \$58.156.80 29 \$31.49 \$2.519.20	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2,257.60 \$58,697.60 30 \$31.79 \$2,543.20	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2,280.80 \$59,300.80 31 \$32.11 \$2,568.80	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2,304.80 \$59,924.80 32 \$32.44 \$2,595.20	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20 \$60,507.20 33 \$32.76 \$2,620.80	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60 \$61,089.60 34 \$33.10 \$2,648.00	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2,372.80 \$61.692.80 35 \$33.42 \$2,673.60	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2.397.60 \$62.337.60 36 \$33.75 \$2,700.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2,148.80 \$55,868.80 25 \$30.25	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20 \$56.451.20 26 \$30.56	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20 \$56,971.20	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68 \$2.214.40 \$57.574.40	\$24.80 \$1,984.00 \$51,584.00 17 \$27.96 \$2,236.80 \$58,156.80 29 \$31.49	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2,257.60 \$58.697.60 30 \$31.79	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2,280.80 \$59,300.80	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2,304.80 \$59,924.80 32 \$32.44	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20 \$60,507.20	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60 \$61,089.60 34 \$33.10	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2,372.80 \$61.692.80 35 \$33.42	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2.397.60 \$62,337.60 36 \$33.75
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2,148.80 \$55,868.80 25 \$30.25 \$2,420.00	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20 \$56.451.20 26 \$30.56 \$2.444.80	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20 \$56.971.20 27 \$30.87 \$2.469.60	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68 \$2,214.40 \$57,574.40 28 \$31.18 \$2,494.40	\$24.80 \$1,984.00 \$51,584.00 17 \$27.96 \$2.236.80 \$58.156.80 29 \$31.49 \$2.519.20	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2,257.60 \$58,697.60 30 \$31.79 \$2,543.20	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2,280.80 \$59,300.80 31 \$32.11 \$2,568.80	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2,304.80 \$59,924.80 32 \$32.44 \$2,595.20	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20 \$60,507.20 33 \$32.76 \$2,620.80	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60 \$61,089.60 34 \$33.10 \$2,648.00	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2,372.80 \$61.692.80 35 \$33.42 \$2,673.60	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2.397.60 \$62.337.60 36 \$33.75 \$2,700.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2.148.80 \$55.868.80 25 \$30.25 \$2,420.00 \$62,920.00	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20 \$56.451.20 26 \$30.56 \$2.444.80 \$63.564.80	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20 \$56,971.20 27 \$30.87 \$2,469.60 \$64,209.60	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68 \$2,214.40 \$57,574.40 28 \$31.18 \$2,494.40 \$64,854.40	\$24.80 \$1,984.00 \$51,584.00 \$51,584.00 17 \$27.96 \$2.236.80 \$58.156.80 29 \$31.49 \$2.519.20 \$65.499.20	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2,257.60 \$58.697.60 30 \$31.79 \$2,543.20 \$66.123.20	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2,280.80 \$59,300.80 31 \$32.11 \$2,568.80 \$66.788.80	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2.304.80 \$59,924.80 32 \$32.44 \$2.595.20 \$67,475.20	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20 \$60.507.20 33 \$32.76 \$2,620.80 \$68.140.80	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60 \$61,089.60 34 \$33.10 \$2,648.00 \$68.848.00	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2,372.80 \$61,692.80 35 \$33.42 \$2,673.60 \$69,513.60	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2.397.60 \$62.337.60 36 \$33.75 \$2,700.00 \$70,200.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2.148.80 \$55.868.80 25 \$30.25 \$2.420.00 \$62,920.00 37 \$34.10 \$2.728.00	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20 \$56.451.20 26 \$30.56 \$2.444.80 \$63,564.80 38 \$34.43 \$2,754.40	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20 \$56.971.20 27 \$30.87 \$2.469.60 \$64.209.60 39 \$34.79 \$2.783.20	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68 \$2,214.40 \$57,574.40 28 \$31.18 \$2,494.40 \$64,854.40 40 \$35.14 \$2,811.20	\$24.80 \$1,984.00 \$51,584.00 17 \$27.96 \$2.236.80 \$58.156.80 29 \$31.49 \$2.519.20 \$65,499.20 41 \$35.47 \$2.837.60	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2,257.60 \$58,697.60 30 \$31.79 \$2,543.20 \$66,123.20 42 \$35.81 \$2,864.80	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2.280.80 \$59.300.80 31 \$32.11 \$2.568.80 \$66,788.80 43 \$36.20 \$2.896.00	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2.304.80 \$59,924.80 32 \$32.44 \$2.595.20 \$67,475.20 44 \$36.55 \$2,924.00	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20 \$60.507.20 33 \$32.76 \$2,620.80 \$68.140.80 45 \$36.92 \$2,953.60	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60 \$61,089.60 34 \$33.10 \$2,648.00 \$68,848.00	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2,372.80 \$61,692.80 35 \$33.42 \$2,673.60 \$69,513.60	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2.397.60 \$62.337.60 36 \$33.75 \$2,700.00 \$70,200.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2.148.80 \$55.868.80 25 \$30.25 \$2,420.00 \$62,920.00	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20 \$56.451.20 26 \$30.56 \$2.444.80 \$63.564.80	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20 \$56,971.20 27 \$30.87 \$2,469.60 \$64,209.60	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68 \$2.214.40 \$57,574.40 28 \$31.18 \$2,494.40 \$64.854.40	\$24.80 \$1,984.00 \$51,584.00 17 \$27.96 \$2.236.80 \$58.156.80 29 \$31.49 \$2.519.20 \$65.499.20	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2.257.60 \$58.697.60 30 \$31.79 \$2,543.20 \$66.123.20	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2.280.80 \$59,300.80 31 \$32.11 \$2,568.80 \$66,788.80	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2.304.80 \$59,924.80 32 \$32.44 \$2.595.20 \$67,475.20	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20 \$60.507.20 33 \$32.76 \$2,620.80 \$68.140.80	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60 \$61,089.60 34 \$33.10 \$2,648.00 \$68.848.00	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2,372.80 \$61,692.80 35 \$33.42 \$2,673.60 \$69,513.60	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2.397.60 \$62.337.60 36 \$33.75 \$2,700.00 \$70,200.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2.148.80 \$55.868.80 25 \$30.25 \$2.420.00 \$62,920.00 37 \$34.10 \$2.728.00	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20 \$56.451.20 26 \$30.56 \$2.444.80 \$63,564.80 38 \$34.43 \$2,754.40	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20 \$56.971.20 27 \$30.87 \$2.469.60 \$64.209.60 39 \$34.79 \$2.783.20	\$24.55 \$1,964.00 \$51,064.00 16 \$27.68 \$2,214.40 \$57,574.40 28 \$31.18 \$2,494.40 \$64,854.40 40 \$35.14 \$2,811.20	\$24.80 \$1,984.00 \$51,584.00 17 \$27.96 \$2.236.80 \$58.156.80 29 \$31.49 \$2.519.20 \$65,499.20 41 \$35.47 \$2.837.60	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2,257.60 \$58,697.60 30 \$31.79 \$2,543.20 \$66,123.20 42 \$35.81 \$2,864.80	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2.280.80 \$59.300.80 31 \$32.11 \$2.568.80 \$66,788.80 43 \$36.20 \$2.896.00	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2.304.80 \$59,924.80 32 \$32.44 \$2.595.20 \$67,475.20 44 \$36.55 \$2,924.00	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20 \$60.507.20 33 \$32.76 \$2,620.80 \$68.140.80 45 \$36.92 \$2,953.60	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60 \$61,089.60 34 \$33.10 \$2,648.00 \$68,848.00	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2,372.80 \$61,692.80 35 \$33.42 \$2,673.60 \$69,513.60	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2.397.60 \$62.337.60 36 \$33.75 \$2,700.00 \$70,200.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2.148.80 \$55.868.80 25 \$30.25 \$2,420.00 \$62,920.00 37 \$34.10 \$2,728.00 \$70,928.00	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20 \$56.451.20 26 \$30.56 \$2.444.80 \$63.564.80 38 \$34.43 \$2.754.40 \$71,614.40	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20 \$56,971.20 27 \$30.87 \$2.469.60 \$64,209.60 39 \$34.79 \$2,783.20 \$72,363.20	\$24.55 \$1,964.00 \$51,064.00 \$16 \$27.68 \$2.214.40 \$57.574.40 \$31.18 \$2.494.40 \$64.854.40 \$35.14 \$2.811.20 \$73.091.20	\$24.80 \$1,984.00 \$51,584.00 \$51,584.00 17 \$27.96 \$2,236.80 \$58.156.80 29 \$31.49 \$2,519.20 \$65,499.20 41 \$35.47 \$2,837.60 \$73,777.60	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2,257.60 \$58.697.60 30 \$31.79 \$2,543.20 \$66.123.20 42 \$35.81 \$2,864.80 \$74,484.80	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2.280.80 \$59.300.80 31 \$32.11 \$2.568.80 \$66.788.80 43 \$36.20 \$2.896.00 \$75.296.00	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2.304.80 \$59,924.80 32 \$32.44 \$2.595.20 \$67,475.20 44 \$36.55 \$2,924.00	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20 \$60.507.20 33 \$32.76 \$2,620.80 \$68.140.80 45 \$36.92 \$2,953.60	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60 \$61,089.60 34 \$33.10 \$2,648.00 \$68,848.00	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2,372.80 \$61,692.80 35 \$33.42 \$2,673.60 \$69,513.60	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2.397.60 \$62.337.60 36 \$33.75 \$2,700.00 \$70,200.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps	\$23.84 \$1,907.20 \$49,587.20 13 \$26.86 \$2.148.80 \$55.868.80 25 \$30.25 \$2,420.00 \$62,920.00 37 \$34.10 \$2.728.00 \$70.928.00	\$24.08 \$1,926.40 \$50,086.40 14 \$27.14 \$2.171.20 \$56.451.20 26 \$30.56 \$2.444.80 \$63.564.80 38 \$34.43 \$2.754.40 \$71.614.40	\$24.32 \$1,945.60 \$50,585.60 15 \$27.39 \$2.191.20 \$56.971.20 27 \$30.87 \$2.469.60 \$64.209.60 39 \$34.79 \$2.783.20 \$72.363.20	\$24.55 \$1,964.00 \$51,064.00 \$1,064.00 \$27.68 \$2,214.40 \$57,574.40 \$31.18 \$2,494.40 \$64,854.40 \$40 \$35.14 \$2,811.20 \$73.091.20	\$24.80 \$1,984.00 \$51,584.00 \$51,584.00 17 \$27.96 \$2,236.80 \$58.156.80 29 \$31.49 \$2,519.20 \$65,499.20 41 \$35.47 \$2,837.60 \$73,777.60	\$25.07 \$2,005.60 \$52,145.60 18 \$28.22 \$2,257.60 \$58.697.60 30 \$31.79 \$2,543.20 \$66.123.20 42 \$35.81 \$2,864.80 \$74.484.80	\$25.29 \$2,023.20 \$52,603.20 19 \$28.51 \$2.280.80 \$59.300.80 31 \$32.11 \$2.568.80 \$66.788.80 43 \$36.20 \$2.896.00 \$75.296.00	\$25.56 \$2,044.80 \$53,164.80 20 \$28.81 \$2.304.80 \$59,924.80 32 \$32.44 \$2.595.20 \$67,475.20 44 \$36.55 \$2,924.00	\$25.81 \$2,064.80 \$53,684.80 21 \$29.09 \$2,327.20 \$60.507.20 33 \$32.76 \$2,620.80 \$68.140.80 45 \$36.92 \$2,953.60	\$26.08 \$2,086.40 \$54,246.40 22 \$29.37 \$2,349.60 \$61,089.60 34 \$33.10 \$2,648.00 \$68,848.00	\$26.33 \$2,106.40 \$54,766.40 23 \$29.66 \$2,372.80 \$61,692.80 35 \$33.42 \$2,673.60 \$69,513.60	\$26.59 \$2,127.20 \$55,307.20 24 \$29.97 \$2.397.60 \$62.337.60 36 \$33.75 \$2,700.00 \$70,200.00

(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	12
Hourly	\$26.08	\$26.33	\$26.59	\$26.86	\$27.14	\$27.39	\$27.68	\$27.96	\$28.22	\$28.51	\$28.81	\$29.09
Biweekly Annually	\$2,086.40 \$54,246.40	\$2,106.40 \$54,766.40	\$2,127.20 \$55,307.20	\$2,148.80 \$55,868.80	\$2,171.20 \$56,451.20	\$2,191.20 \$56,971.20	\$2,214.40 \$57,574.40	\$2,236.80 \$58,156.80	\$2,257.60 \$58,697.60	\$2,280.80 \$59,300.80	\$2,304.80 \$59,924.80	\$2,327.20 \$60,507.20
•	734,240.40	\$34,700.40	\$33,307.20	233,808.80	330, 4 31.20	\$30,371.20	<i>\$51,514.40</i>	\$30,130.00	\$38,037.00	\$33,300.00	\$33,324.00	
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$29.37 \$2,349.60	\$29.66 \$2,372.80	\$29.97 \$2,397.60	\$30.25 \$2,420.00	\$30.56 \$2,444.80	\$30.87 \$2,469.60	\$31.18 \$2.494.40	\$31.49 \$2,519.20	\$31.79 \$2,543.20	\$32.11 \$2,568.80	\$32.44 \$2,595.20	\$32.76 \$2,620.80
Annually	\$61,089.60	\$61,692.80	\$62,337.60	\$62,920.00	\$63,564.80	\$64,209.60	\$64,854.40	\$65,499.20	\$66,123.20	\$66,788.80	\$67,475.20	\$68,140.80
, ,	301,003.00	301,032.00	302,337.00	\$02,520.00	303,301.00	301,203.00	301,031.10	303, 133.20	300,123.20	\$60,766.66	007,173.20	300,110.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$33.10	\$33.42	\$33.75	\$34.10	\$34.43	\$34.79	\$35.14	\$35.47	\$35.81	\$36.20	\$36.55	\$36.92
Biweekly	\$2,648.00 \$68,848.00	\$2,673.60	\$2,700.00 \$70,200.00	\$2,728.00 \$70,928.00	\$2,754.40	\$2,783.20	\$2,811.20 \$73,091.20	\$2,837.60	\$2,864.80	\$2,896.00	\$2,924.00	\$2,953.60 \$76,793.60
Annually	300,040.00	\$69,513.60	\$70,200.00	\$70,928.00	\$71,614.40	\$72,363.20	\$75,091.20	\$73,777.60	\$74,484.80	\$75,296.00	\$76,024.00	\$70,795.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$37.31	\$37.66	\$38.05	\$38.42	\$38.80	\$39.19	\$39.59	\$39.99	\$40.38	\$40.80	\$41.21	\$41.61
Biweekly	\$2,984.80	\$3,012.80	\$3,044.00	\$3,073.60	\$3,104.00	\$3,135.20	\$3,167.20	\$3,199.20	\$3,230.40	\$3,264.00	\$3,296.80	\$3,328.80
Annually	\$77,604.80	\$78,332.80	\$79.144.00	\$79,913.60	\$80,704.00	\$81,515.20	\$82,347.20	\$83,179.20	\$83,990.40	\$84.864.00	\$85,716.80	\$86,548.80
Steps	49	50	51	52	53	54	55					
Hourly	\$42.02	\$42.46	\$42.87	\$43.30	\$43.74	\$44.18	\$44.60					
Biweekly	\$3,361.60	\$3,396.80	\$3,429.60	\$3,464.00	\$3,499.20	\$3,534.40	\$3,568.00					
Annually	\$87,401.60	\$88,316.80	\$89,169.60	\$90,064.00	\$90,979.20	\$91,894.40	\$92,768.00					
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$28.22	\$28.51	\$28.81	\$29.09	\$29.37	\$29.66	\$29.97	\$30.25	\$30.56	\$30.87	\$31.18	\$31.49
Steps Hourly Biweekly	\$28.22 \$2,257.60	\$28.51 \$2,280.80	\$28.81 \$2,304.80	\$29.09 \$2,327.20	\$29.37 \$2,349.60	\$29.66 \$2,372.80	\$29.97 \$2,397.60	\$30.25 \$2,420.00	\$30.56 \$2,444.80	\$30.87 \$2,469.60	\$31.18 \$2,494.40	\$31.49 \$2,519.20
Steps Hourly Biweekly Annually	\$28.22	\$28.51	\$28.81	\$29.09	\$29.37	\$29.66	\$29.97	\$30.25	\$30.56	\$30.87	\$31.18	\$31.49 \$2,519.20 \$65,499.20
Steps Hourly Biweekly Annually Steps	\$28.22 \$2,257.60 \$58,697.60	\$28.51 \$2,280.80 \$59,300.80	\$28.81 \$2,304.80 \$59,924.80	\$29.09 \$2,327.20 \$60,507.20	\$29.37 \$2,349.60 \$61,089.60	\$29.66 \$2,372.80 \$61,692.80	\$29.97 \$2,397.60 \$62,337.60	\$30.25 \$2,420.00 \$62,920.00	\$30.56 \$2,444.80 \$63,564.80	\$30.87 \$2,469.60 \$64,209.60	\$31.18 \$2,494.40 \$64,854.40	\$31.49 \$2,519.20 \$65,499.20
Steps Hourly Biweekly Annually Steps Hourly	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2.543.20	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2,568.80	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2,595.20	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2,620.80	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2.648.00	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2.673.60	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2,700.00	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2,728.00	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2,754.40	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2,837.60
Steps Hourly Biweekly Annually Steps Hourly	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2.543.20	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2,568.80	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2,595.20	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2,620.80	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2,648.00 \$68.848.00	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2,673.60 \$69,513.60	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2,700.00	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2,728.00	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2,754.40	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2,837.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2,543.20 \$66.123.20 25 \$35.81	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2.568.80 \$66.788.80	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2.595.20 \$67,475.20 27 \$36.55	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2,620.80 \$68.140.80 28 \$36.92	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2,648.00 \$68.848.00	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2,673.60 \$69,513.60	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2,700.00 \$70,200.00	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2.728.00 \$70.928.00 32 \$38.42	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2,754.40 \$71,614.40 33 \$38.80	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20 \$72,363.20 34 \$39.19	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20 \$73.091.20 35 \$39.59	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2.837.60 \$73,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2.543.20 \$66,123.20 25 \$35.81 \$2,864.80	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2.568.80 \$66.788.80 26 \$36.20 \$2,896.00	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2.595.20 \$67,475.20 27 \$36.55 \$2,924.00	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2.620.80 \$68,140.80 28 \$36.92 \$2.953.60	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2.648.00 \$68,848.00 29 \$37.31 \$2,984.80	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2,673.60 \$69,513.60 30 \$37.66 \$3,012.80	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2,700.00 \$70,200.00 31 \$38.05 \$3,044.00	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2,728.00 \$70,928.00 32 \$38.42 \$3.073.60	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2.754.40 \$71.614.40 33 \$38.80 \$3.104.00	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20 \$72,363.20 34 \$39.19 \$3,135.20	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20 \$73,091.20 35 \$39.59 \$3,167.20	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2.837.60 \$73.777.60 36 \$39.99 \$3,199.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2,543.20 \$66.123.20 25 \$35.81	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2.568.80 \$66.788.80	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2.595.20 \$67,475.20 27 \$36.55	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2,620.80 \$68.140.80 28 \$36.92	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2,648.00 \$68.848.00	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2,673.60 \$69,513.60	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2,700.00 \$70,200.00	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2.728.00 \$70.928.00 32 \$38.42	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2,754.40 \$71,614.40 33 \$38.80	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20 \$72,363.20 34 \$39.19	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20 \$73.091.20 35 \$39.59	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2.837.60 \$73,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2.543.20 \$66,123.20 25 \$35.81 \$2,864.80	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2.568.80 \$66.788.80 26 \$36.20 \$2,896.00	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2.595.20 \$67,475.20 27 \$36.55 \$2,924.00	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2.620.80 \$68,140.80 28 \$36.92 \$2.953.60	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2.648.00 \$68,848.00 29 \$37.31 \$2,984.80	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2,673.60 \$69,513.60 30 \$37.66 \$3,012.80	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2,700.00 \$70,200.00 31 \$38.05 \$3,044.00	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2,728.00 \$70,928.00 32 \$38.42 \$3.073.60	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2.754.40 \$71.614.40 33 \$38.80 \$3.104.00	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20 \$72,363.20 34 \$39.19 \$3,135.20	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20 \$73,091.20 35 \$39.59 \$3,167.20	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2.837.60 \$73.777.60 36 \$39.99 \$3,199.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2.543.20 \$66,123.20 25 \$35.81 \$2,864.80 \$74,484.80	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2.568.80 \$66.788.80 26 \$36.20 \$2.896.00 \$75,296.00	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2.595.20 \$67,475.20 27 \$36.55 \$2,924.00 \$76.024.00	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2.620.80 \$68.140.80 28 \$36.92 \$2,953.60 \$76.793.60	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2.648.00 \$68,848.00 29 \$37.31 \$2,984.80 \$77,604.80	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2.673.60 \$69.513.60 30 \$37.66 \$3.012.80 \$78.332.80	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2.700.00 \$70.200.00 31 \$38.05 \$3.044.00 \$79.144.00	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2,728.00 \$70,928.00 32 \$38.42 \$3,073.60 \$79,913.60	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2,754.40 \$71,614.40 33 \$38.80 \$3,104.00 \$80,704.00	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20 \$72,363.20 34 \$39.19 \$3,135.20 \$81,515.20	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20 \$73,091.20 35 \$39.59 \$3,167.20 \$82,347.20	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2.837.60 \$73.777.60 36 \$39.99 \$3.199.20 \$83,179.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2.543.20 \$66.123.20 25 \$35.81 \$2,864.80 \$74,484.80 37 \$40.38 \$3.230.40	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2.568.80 \$66.788.80 26 \$36.20 \$2.896.00 \$75.296.00 38 \$40.80 \$3.264.00	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2.595.20 \$67,475.20 27 \$36.55 \$2,924.00 \$76,024.00 39 \$41.21 \$3,296.80	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2.620.80 \$68.140.80 28 \$36.92 \$2,953.60 \$76,793.60 40 \$41.61 \$3.328.80	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2.648.00 \$68.848.00 29 \$37.31 \$2,984.80 \$77.604.80 41 \$42.02 \$3.361.60	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2.673.60 \$69.513.60 30 \$37.66 \$3,012.80 \$78.332.80 42 \$42.46 \$3.396.80	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2,700.00 \$70.200.00 31 \$38.05 \$3.044.00 \$79.144.00 43 \$42.87 \$3.429.60	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2,728.00 \$70,928.00 32 \$38.42 \$3,073.60 \$79,913.60 44 \$43.30 \$3,464.00	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2,754.40 \$71,614.40 33 \$38.80 \$3.104.00 \$80,704.00 45 \$43.74 \$3.499.20	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20 \$72,363.20 34 \$39.19 \$3,135.20 \$81,515.20 46 \$44.18 \$3,534.40	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20 \$73,091.20 35 \$39.59 \$3,167.20 \$82,347.20 47 \$44.60 \$3,568.00	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2,837.60 \$73,777.60 36 \$39.99 \$3,199.20 \$83,179.20 48 \$45.06 \$3,604.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2.543.20 \$66,123.20 25 \$35.81 \$2,864.80 \$74,484.80	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2.568.80 \$66.788.80 26 \$36.20 \$2.896.00 \$75,296.00	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2.595.20 \$67,475.20 27 \$36.55 \$2,924.00 \$76.024.00	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2.620.80 \$68.140.80 28 \$36.92 \$2,953.60 \$76.793.60	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2.648.00 \$68,848.00 29 \$37.31 \$2,984.80 \$77,604.80	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2.673.60 \$69.513.60 30 \$37.66 \$3.012.80 \$78.332.80	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2.700.00 \$70.200.00 31 \$38.05 \$3.044.00 \$79.144.00	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2,728.00 \$70,928.00 32 \$38.42 \$3,073.60 \$79,913.60	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2,754.40 \$71,614.40 33 \$38.80 \$3,104.00 \$80,704.00	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20 \$72,363.20 34 \$39.19 \$3,135.20 \$81,515.20	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20 \$73,091.20 35 \$39.59 \$3,167.20 \$82,347.20	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2.837.60 \$73.777.60 36 \$39.99 \$3.199.20 \$83,179.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2.543.20 \$66.123.20 25 \$35.81 \$2,864.80 \$74,484.80 37 \$40.38 \$3.230.40	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2.568.80 \$66.788.80 26 \$36.20 \$2.896.00 \$75.296.00 38 \$40.80 \$3.264.00	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2.595.20 \$67,475.20 27 \$36.55 \$2,924.00 \$76,024.00 39 \$41.21 \$3,296.80	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2.620.80 \$68.140.80 28 \$36.92 \$2,953.60 \$76,793.60 40 \$41.61 \$3.328.80	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2.648.00 \$68.848.00 29 \$37.31 \$2,984.80 \$77.604.80 41 \$42.02 \$3.361.60	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2.673.60 \$69.513.60 30 \$37.66 \$3,012.80 \$78.332.80 42 \$42.46 \$3.396.80	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2,700.00 \$70.200.00 31 \$38.05 \$3.044.00 \$79.144.00 43 \$42.87 \$3.429.60	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2,728.00 \$70,928.00 32 \$38.42 \$3,073.60 \$79,913.60 44 \$43.30 \$3,464.00	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2,754.40 \$71,614.40 33 \$38.80 \$3.104.00 \$80,704.00 45 \$43.74 \$3.499.20	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20 \$72,363.20 34 \$39.19 \$3,135.20 \$81,515.20 46 \$44.18 \$3,534.40	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20 \$73,091.20 35 \$39.59 \$3,167.20 \$82,347.20 47 \$44.60 \$3,568.00	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2,837.60 \$73,777.60 36 \$39.99 \$3,199.20 \$83,179.20 48 \$45.06 \$3,604.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2,543.20 \$66.123.20 25 \$35.81 \$2,864.80 \$74,484.80 37 \$40.38 \$3,230.40 \$83,990.40	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2.568.80 \$66.788.80 26 \$36.20 \$2.896.00 \$75,296.00 38 \$40.80 \$3.264.00 \$84,864.00	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2.595.20 \$67,475.20 27 \$36.55 \$2,924.00 \$76,024.00 39 \$41.21 \$3.296.80 \$85,716.80	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2,620.80 \$68.140.80 28 \$36.92 \$2,953.60 \$76,793.60 40 \$41.61 \$3,328.80 \$86.548.80	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2,648.00 \$68.848.00 29 \$37.31 \$2,984.80 \$77.604.80 41 \$42.02 \$3,361.60 \$87,401.60	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2.673.60 \$69.513.60 30 \$37.66 \$3,012.80 \$78.332.80 42 \$42.46 \$3,396.80 \$88.316.80	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2.700.00 \$70.200.00 31 \$38.05 \$3.044.00 \$79.144.00 43 \$42.87 \$3.429.60 \$89.169.60	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2,728.00 \$70,928.00 32 \$38.42 \$3,073.60 \$79,913.60 44 \$43.30 \$3,464.00	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2,754.40 \$71,614.40 33 \$38.80 \$3.104.00 \$80,704.00 45 \$43.74 \$3.499.20	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20 \$72,363.20 34 \$39.19 \$3,135.20 \$81,515.20 46 \$44.18 \$3,534.40	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20 \$73,091.20 35 \$39.59 \$3,167.20 \$82,347.20 47 \$44.60 \$3,568.00	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2,837.60 \$73,777.60 36 \$39.99 \$3,199.20 \$83,179.20 48 \$45.06 \$3,604.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$28.22 \$2,257.60 \$58,697.60 13 \$31.79 \$2,543.20 \$66,123.20 25 \$35.81 \$2,864.80 \$74,484.80 37 \$40.38 \$3,230.40 \$83,990.40	\$28.51 \$2,280.80 \$59,300.80 14 \$32.11 \$2.568.80 \$66.788.80 26 \$36.20 \$2.896.00 \$75,296.00 38 \$40.80 \$3.264.00 \$84.864.00	\$28.81 \$2,304.80 \$59,924.80 15 \$32.44 \$2.595.20 \$67,475.20 27 \$36.55 \$2,924.00 \$76.024.00 39 \$41.21 \$3.296.80 \$85,716.80	\$29.09 \$2,327.20 \$60,507.20 16 \$32.76 \$2.620.80 \$68.140.80 28 \$36.92 \$2,953.60 \$76,793.60 40 \$41.61 \$3,328.80 \$86.548.80	\$29.37 \$2,349.60 \$61,089.60 17 \$33.10 \$2,648.00 \$68.848.00 29 \$37.31 \$2,984.80 \$77.604.80 41 \$42.02 \$3,361.60 \$87.401.60	\$29.66 \$2,372.80 \$61,692.80 18 \$33.42 \$2.673.60 \$69.513.60 30 \$37.66 \$3,012.80 \$78,332.80 42 \$42.46 \$3,396.80 \$88,316.80	\$29.97 \$2,397.60 \$62,337.60 19 \$33.75 \$2,700.00 \$70,200.00 31 \$38.05 \$3,044.00 \$79,144.00 43 \$42.87 \$3,429.60 \$89,169.60	\$30.25 \$2,420.00 \$62,920.00 20 \$34.10 \$2,728.00 \$70,928.00 32 \$38.42 \$3,073.60 \$79,913.60 44 \$43.30 \$3,464.00	\$30.56 \$2,444.80 \$63,564.80 21 \$34.43 \$2,754.40 \$71,614.40 33 \$38.80 \$3.104.00 \$80,704.00 45 \$43.74 \$3.499.20	\$30.87 \$2,469.60 \$64,209.60 22 \$34.79 \$2,783.20 \$72,363.20 34 \$39.19 \$3,135.20 \$81,515.20 46 \$44.18 \$3,534.40	\$31.18 \$2,494.40 \$64,854.40 23 \$35.14 \$2,811.20 \$73,091.20 35 \$39.59 \$3,167.20 \$82,347.20 47 \$44.60 \$3,568.00	\$31.49 \$2,519.20 \$65,499.20 24 \$35.47 \$2,837.60 \$73,777.60 36 \$39.99 \$3,199.20 \$83,179.20 48 \$45.06 \$3,604.80

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$30.87	\$31.18	\$31.49	\$31.79	\$32.11	\$32.44	\$32.76	\$33.10	\$33.42	\$33.75	\$34.10	\$34.43
Biweekly	\$2,469.60	\$2,494.40	\$2,519.20	\$2,543.20	\$2,568.80	\$2,595.20	\$2,620.80	\$2,648.00	\$2,673.60	\$2,700.00	\$2,728.00	\$2,754.40
Annually	\$64,209.60	\$64,854.40	\$65,499.20	\$66,123.20	\$66,788.80	\$67,475.20	\$68,140.80	\$68,848.00	\$69,513.60	\$70,200.00	\$70,928.00	\$71,614.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$34.79	\$35.14	\$35.47	\$35.81	\$36.20	\$36.55	\$36.92	\$37.31	\$37.66	\$38.05	\$38.42	\$38.80
Biweekly Annually	\$2,783.20 \$72,363.20	\$2,811.20 \$73,091.20	\$2,837.60 \$73,777.60	\$2,864.80 \$74,484.80	\$2,896.00 \$75,296.00	\$2,924.00 \$76,024.00	\$2,953.60 \$76,793.60	\$2,984.80 \$77,604.80	\$3,012.80 \$78,332.80	\$3,044.00 \$79,144.00	\$3,073.60 \$79,913.60	\$3,104.00 \$80,704.00
Ailliually	372,303.20	373,091.20	3/3,///.00	374,464.60	373,230.00	370,024.00	370,793.00	377,004.80	378,332.80	373,144.00	379,913.00	380,704.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$39.19	\$39.59	\$39.99	\$40.38	\$40.80	\$41.21	\$41.61	\$42.02	\$42.46	\$42.87	\$43.30	\$43.74
Biweekly	\$3,135.20	\$3,167.20	\$3,199.20	\$3,230.40	\$3,264.00	\$3,296.80	\$3,328.80	\$3,361.60	\$3,396.80	\$3,429.60	\$3,464.00	\$3,499.20
Annually	\$81,515.20	\$82,347.20	\$83,179.20	\$83,990.40	\$84,864.00	\$85,716.80	\$86,548.80	\$87,401.60	\$88,316.80	\$89,169.60	\$90,064.00	\$90,979.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$44.18	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.90	\$47.36	\$47.82	\$48.32	\$48.79	\$49.29
Biweekly	\$3,534.40	\$3,568.00	\$3,604.80	\$3,640.80	\$3,677.60	\$3,713.60	\$3,752.00	\$3,788.80	\$3,825.60	\$3,865.60	\$3,903.20	\$3,943.20
Annually	\$91,894.40	\$92,768.00	\$93,724.80	\$94,660.80	\$95,617.60	\$96,553.60	\$97,552.00	\$98,508.80	\$99,465.60	\$100,505.60	\$101,483.20	\$102,523.20
Steps	49	50	51	52	53	54	55					
Hourly	\$49.77	\$50.29	\$50.78	\$51.30	\$51.80	\$52.34	\$52.83					
Biweekly	\$3,981.60	\$4,023.20	\$4,062.40	\$4,104.00	\$4,144.00	\$4,187.20	\$4,226.40					
Annually	\$103,521.60	\$104,603.20	\$105,622.40	\$106,704.00	\$107,744.00	\$108,867.20	\$109,886.40					
Grade 82												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$34.79	\$35.14	\$35.47	\$35.81	\$36.20	\$36.55	\$36.92	\$37.31	\$37.66	\$38.05	\$38.42	\$38.80
Steps Hourly Biweekly	\$34.79 \$2,783.20	\$35.14 \$2,811.20	\$35.47 \$2,837.60	\$35.81 \$2,864.80	\$36.20 \$2,896.00	\$36.55 \$2,924.00	\$36.92 \$2,953.60	\$37.31 \$2,984.80	\$37.66 \$3,012.80	\$38.05 \$3,044.00	\$38.42 \$3,073.60	\$38.80 \$3,104.00
Steps Hourly Biweekly Annually	\$34.79	\$35.14	\$35.47	\$35.81	\$36.20	\$36.55	\$36.92	\$37.31	\$37.66	\$38.05	\$38.42	\$38.80 \$3,104.00 \$80,704.00
Steps Hourly Biweekly Annually Steps	\$34.79 \$2,783.20 \$72,363.20	\$35.14 \$2,811.20 \$73,091.20	\$35.47 \$2,837.60 \$73,777.60	\$35.81 \$2,864.80 \$74,484.80	\$36.20 \$2,896.00 \$75,296.00	\$36.55 \$2,924.00 \$76,024.00	\$36.92 \$2,953.60 \$76,793.60	\$37.31 \$2,984.80 \$77,604.80	\$37.66 \$3,012.80 \$78,332.80	\$38.05 \$3,044.00 \$79,144.00	\$38.42 \$3,073.60 \$79,913.60	\$38.80 \$3,104.00 \$80,704.00
Steps Hourly Biweekly Annually Steps Hourly	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20
Steps Hourly Biweekly Annually Steps Hourly	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3.264.00 \$84,864.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3.464.00 \$90,064.00	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3.135.20 \$81,515.20 25 \$44.18	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20 \$82.347.20 26 \$44.60	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3.199.20 \$83,179.20 27 \$45.06	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3.230.40 \$83,990.40 28 \$45.51	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3.264.00 \$84,864.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3.296.80 \$85.716.80	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3.396.80 \$88.316.80 33 \$47.82	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3.429.60 \$89,169.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3.464.00 \$90,064.00	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3.499.20 \$90,979.20 36 \$49.29
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20 25 \$44.18 \$3,534.40	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20 \$82.347.20 26 \$44.60 \$3.568.00	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3.230.40 \$83.990.40 28 \$45.51 \$3,640.80	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3.264.00 \$84.864.00 29 \$45.97 \$3.677.60	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3.296.80 \$85.716.80 30 \$46.42 \$3.713.60	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3.396.80 \$88.316.80 33 \$47.82 \$3,825.60	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3.135.20 \$81,515.20 25 \$44.18	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20 \$82.347.20 26 \$44.60	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3.199.20 \$83,179.20 27 \$45.06	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3.230.40 \$83,990.40 28 \$45.51	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3.264.00 \$84,864.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3.296.80 \$85.716.80	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3.396.80 \$88.316.80 33 \$47.82	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3.429.60 \$89,169.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3.464.00 \$90,064.00	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3.499.20 \$90,979.20 36 \$49.29
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20 25 \$44.18 \$3,534.40	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20 \$82.347.20 26 \$44.60 \$3.568.00 \$92,768.00	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80 \$93,724.80	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3.230.40 \$83.990.40 28 \$45.51 \$3,640.80 \$94,660.80	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3.264.00 \$84.864.00 29 \$45.97 \$3.677.60 \$95.617.60	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3.296.80 \$85.716.80 30 \$46.42 \$3.713.60 \$96.553.60	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00 \$97,552.00	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87.401.60 32 \$47.36 \$3,788.80 \$98,508.80	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3.396.80 \$88.316.80 33 \$47.82 \$3,825.60 \$99,465.60	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90.979.20 36 \$49.29 \$3,943.20 \$102.523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81.515.20 25 \$44.18 \$3,534.40 \$91,894.40	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20 \$82.347.20 26 \$44.60 \$3.568.00	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3.230.40 \$83.990.40 28 \$45.51 \$3,640.80	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3.264.00 \$84.864.00 29 \$45.97 \$3.677.60	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3.296.80 \$85.716.80 30 \$46.42 \$3.713.60	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3.396.80 \$88.316.80 33 \$47.82 \$3,825.60	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81.515.20 25 \$44.18 \$3,534.40 \$91,894.40	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20 \$82.347.20 26 \$44.60 \$3,568.00 \$92,768.00 38 \$50.29 \$4,023.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3.199.20 \$83.179.20 27 \$45.06 \$3.604.80 \$93,724.80	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51 \$3,640.80 \$94,660.80 40 \$51.30 \$4,104.00	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3.264.00 \$84.864.00 29 \$45.97 \$3,677.60 \$95,617.60	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3.296.80 \$85,716.80 30 \$46.42 \$3.713.60 \$96.553.60 42 \$52.34 \$4.187.20	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3.328.80 \$86,548.80 31 \$46.90 \$3.752.00 \$97,552.00	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3.396.80 \$88.316.80 33 \$47.82 \$3,825.60 \$99.465.60	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90.064.00 35 \$48.79 \$3,903.20 \$101,483.20	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90.979.20 36 \$49.29 \$3,943.20 \$102,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20 25 \$44.18 \$3,534.40 \$91,894.40	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20 \$82.347.20 26 \$44.60 \$3,568.00 \$92,768.00	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3.199.20 \$83.179.20 27 \$45.06 \$3,604.80 \$93,724.80	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3.230.40 \$83.990.40 28 \$45.51 \$3,640.80 \$94,660.80	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3.264.00 \$84.864.00 29 \$45.97 \$3,677.60 \$95,617.60	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3.296.80 \$85,716.80 30 \$46.42 \$3,713.60 \$96.553.60	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86.548.80 31 \$46.90 \$3,752.00 \$97,552.00	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3.396.80 \$88.316.80 33 \$47.82 \$3,825.60 \$99,465.60	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90.064.00 35 \$48.79 \$3,903.20 \$101,483.20	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90.979.20 36 \$49.29 \$3,943.20 \$102,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3.135.20 \$81.515.20 25 \$44.18 \$3.534.40 \$91.894.40 37 \$49.77 \$3.981.60	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20 \$82.347.20 26 \$44.60 \$3,568.00 \$92,768.00 38 \$50.29 \$4,023.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3.199.20 \$83.179.20 27 \$45.06 \$3.604.80 \$93,724.80 39 \$50.78 \$4.062.40	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51 \$3,640.80 \$94,660.80 40 \$51.30 \$4,104.00	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3.264.00 \$84,864.00 29 \$45.97 \$3.677.60 \$95,617.60 41 \$51.80 \$4,144.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3.296.80 \$85,716.80 30 \$46.42 \$3.713.60 \$96.553.60 42 \$52.34 \$4.187.20	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3.328.80 \$86,548.80 31 \$46.90 \$3.752.00 \$97,552.00	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80 44 \$53.37 \$4,269.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3.396.80 \$88.316.80 33 \$47.82 \$3.825.60 \$99,465.60 45 \$53.89 \$4,311.20	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20 47 \$54.97 \$4,397.60	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20 \$102,523.20 48 \$55.53 \$4,442.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81.515.20 25 \$44.18 \$3,534.40 \$91,894.40 37 \$49.77 \$3,981.60 \$103,521.60	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20 \$82.347.20 26 \$44.60 \$3,568.00 \$92,768.00 38 \$50.29 \$4,023.20 \$104,603.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3.199.20 \$83.179.20 27 \$45.06 \$3.604.80 \$93,724.80 39 \$50.78 \$4,062.40 \$105.622.40	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3.230.40 \$83.990.40 28 \$45.51 \$3.640.80 \$94,660.80 40 \$51.30 \$4.104.00 \$106.704.00	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3.264.00 \$84.864.00 29 \$45.97 \$3.677.60 \$95,617.60 41 \$51.80 \$4.144.00 \$107.744.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3.296.80 \$85.716.80 30 \$46.42 \$3.713.60 \$96.553.60 42 \$52.34 \$4.187.20 \$108.867.20	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3.328.80 \$86.548.80 31 \$46.90 \$3.752.00 \$97.552.00 43 \$52.83 \$4.226.40 \$109.886.40	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80 44 \$53.37 \$4,269.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3.396.80 \$88.316.80 33 \$47.82 \$3.825.60 \$99,465.60 45 \$53.89 \$4,311.20	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20 47 \$54.97 \$4,397.60	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20 \$102,523.20 48 \$55.53 \$4,442.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3.135.20 \$81.515.20 25 \$44.18 \$3.534.40 \$91.894.40 37 \$49.77 \$3,981.60 \$103.521.60	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20 \$82.347.20 26 \$44.60 \$3.568.00 \$92,768.00 38 \$50.29 \$4,023.20 \$104,603.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3.199.20 \$83.179.20 27 \$45.06 \$3.604.80 \$93.724.80 39 \$50.78 \$4,062.40 \$105,622.40	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83.990.40 28 \$45.51 \$3,640.80 \$94,660.80 40 \$51.30 \$4,104.00 \$106,704.00	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00 \$84.864.00 29 \$45.97 \$3.677.60 \$95.617.60 41 \$51.80 \$4,144.00 \$107,744.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85.716.80 30 \$46.42 \$3,713.60 \$96.553.60 42 \$52.34 \$4,187.20 \$108.867.20	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00 \$97,552.00 43 \$52.83 \$4,226.40 \$109.886.40	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80 44 \$53.37 \$4,269.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3.396.80 \$88.316.80 33 \$47.82 \$3.825.60 \$99,465.60 45 \$53.89 \$4,311.20	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20 47 \$54.97 \$4,397.60	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20 \$102,523.20 48 \$55.53 \$4,442.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3.135.20 \$81.515.20 25 \$44.18 \$3.534.40 \$91.894.40 37 \$49.77 \$3.981.60 \$103.521.60	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3.167.20 \$82.347.20 26 \$44.60 \$3,568.00 \$92,768.00 38 \$50.29 \$4,023.20 \$104,603.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80 \$93,724.80 39 \$50.78 \$4,062.40 \$105.622.40	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3.230.40 \$83.990.40 28 \$45.51 \$3.640.80 \$94.660.80 40 \$51.30 \$4.104.00 \$106.704.00	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3.264.00 \$84.864.00 29 \$45.97 \$3.677.60 \$95.617.60 41 \$51.80 \$4.144.00 \$107.744.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3.296.80 \$85.716.80 30 \$46.42 \$3.713.60 \$96.553.60 42 \$52.34 \$4.187.20 \$108.867.20	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86.548.80 31 \$46.90 \$3,752.00 \$97,552.00 43 \$52.83 \$4.226.40 \$109.886.40	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80 44 \$53.37 \$4,269.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3.396.80 \$88.316.80 33 \$47.82 \$3.825.60 \$99,465.60 45 \$53.89 \$4,311.20	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20 47 \$54.97 \$4,397.60	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20 \$102,523.20 48 \$55.53 \$4,442.40

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$39.19	\$39.59	\$39.99	\$40.38	\$40.80	\$41.21	\$41.61	\$42.02	\$42.46	\$42.87	\$43.30	\$43.74
Biweekly	\$3,135.20	\$3,167.20	\$3,199.20	\$3,230.40	\$3,264.00	\$3,296.80	\$3,328.80	\$3,361.60	\$3,396.80	\$3,429.60	\$3,464.00	\$3,499.20
Annually	\$81,515.20	\$82,347.20	\$83,179.20	\$83,990.40	\$84,864.00	\$85,716.80	\$86,548.80	\$87,401.60	\$88,316.80	\$89,169.60	\$90,064.00	\$90,979.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$44.18	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.90	\$47.36	\$47.82	\$48.32	\$48.79	\$49.29
Biweekly	\$3,534.40	\$3,568.00	\$3,604.80	\$3,640.80	\$3,677.60	\$3,713.60	\$3,752.00	\$3,788.80	\$3,825.60	\$3,865.60	\$3,903.20	\$3,943.20
Annually	\$91,894.40	\$92,768.00	\$93,724.80	\$94,660.80	\$95,617.60	\$96,553.60	\$97,552.00	\$98,508.80	\$99,465.60	\$100,505.60	\$101,483.20	\$102,523.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$49.77	\$50.29	\$50.78	\$51.30	\$51.80	\$52.34	\$52.83	\$53.37	\$53.89	\$54.45	\$54.97	\$55.53
Biweekly	\$3,981.60	\$4,023.20	\$4,062.40	\$4,104.00	\$4,144.00	\$4,187.20	\$4,226.40	\$4,269.60	\$4,311.20	\$4,356.00	\$4,397.60	\$4,442.40
Annually	\$103,521.60	\$104,603.20	\$105,622.40	\$106,704.00	\$107,744.00	\$108,867.20	\$109,886.40	\$111,009.60	\$112,091.20	\$113,256.00	\$114,337.60	\$115,502.40
Steps	27		20	40					45	46	47	48
Hourly	37 \$56.09	38 \$56.65	39 \$57.23	40 \$57.81	41 \$58.37	42 \$58.95	43 \$59.55	44 \$60.15	45 \$60.74	46 \$61.34	47 \$61.95	\$62.58
Biweekly	\$4,487.20	\$4,532.00	\$4,578.40	\$4,624.80	\$4,669.60	\$4,716.00	\$4,764.00	\$4,812.00	\$4,859.20	\$4,907.20	\$4,956.00	\$5,006.40
Annually	\$116,667.20	\$117,832.00	\$119,038.40	\$120,244.80	\$121,409.60	\$122,616.00	\$123,864.00	\$125,112.00	\$126,339.20	\$127,587.20	\$128,856.00	\$130,166.40
Steps	**											
•	49	50	51	52	53	54	55					
Hourly	\$63.20	\$63.82	\$64.46	\$65.11	\$65.78	\$66.44	\$67.09					
Biweekly	\$5,056.00	\$5,105.60	\$5,156.80	\$5,208.80	\$5,262.40	\$5,315.20	\$5,367.20					
Annually	\$131,456.00	\$132,745.60	\$134,076.80	\$135,428.80	\$136,822.40	\$138,195.20	\$139,547.20					
Grade 84												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$42.87	\$43.30	\$43.74	\$44.18	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.90	\$47.36	\$47.82
Steps Hourly Biweekly	\$42.87 \$3,429.60	\$43.30 \$3,464.00	\$43.74 \$3,499.20	\$44.18 \$3,534.40	\$44.60 \$3,568.00	\$45.06 \$3,604.80	\$45.51 \$3,640.80	\$45.97 \$3,677.60	\$46.42 \$3,713.60	\$46.90 \$3,752.00	\$47.36 \$3,788.80	\$47.82 \$3,825.60
Steps Hourly Biweekly Annually	\$42.87	\$43.30	\$43.74	\$44.18	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.90	\$47.36	\$47.82
Steps Hourly Biweekly Annually Steps	\$42.87 \$3,429.60 \$89,169.60	\$43.30 \$3,464.00 \$90,064.00	\$43.74 \$3,499.20 \$90,979.20	\$44.18 \$3,534.40 \$91,894.40	\$44.60 \$3,568.00 \$92,768.00	\$45.06 \$3,604.80 \$93,724.80	\$45.51 \$3,640.80 \$94,660.80	\$45.97 \$3,677.60 \$95,617.60	\$46.42 \$3,713.60 \$96,553.60	\$46.90 \$3,752.00 \$97,552.00	\$47.36 \$3,788.80 \$98,508.80	\$47.82 \$3,825.60 \$99,465.60
Steps Hourly Biweekly Annually Steps Hourly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3.865.60	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3.903.20	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83 \$4,226.40	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20
Steps Hourly Biweekly Annually Steps Hourly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3.865.60	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3.903.20	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83 \$4,226.40	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100.505.60	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102.523.20	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103.521.60	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106.704.00	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108.867.20	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83 \$4,226.40 \$109.886.40	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111.009.60	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100.505.60 25 \$54.45 \$4,356.00	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101.483.20 26 \$54.97 \$4.397.60	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102.523.20 27 \$55.53 \$4,442.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103.521.60 28 \$56.09 \$4,487.20	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105.622.40 30 \$57.23 \$4,578.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106.704.00 31 \$57.81 \$4,624.80	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107.744.00 32 \$58.37 \$4,669.60	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108.867.20 33 \$58.95 \$4,716.00	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83 \$4.226.40 \$109.886.40 34 \$59.55 \$4,764.00	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4.269.60 \$111.009.60 35 \$60.15 \$4,812.00	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112.091.20 36 \$60.74 \$4,859.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3.903.20 \$101,483.20 26 \$54.97	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103.521.60 28 \$56.09	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4.062.40 \$105,622.40 30 \$57.23	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4.104.00 \$106,704.00	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4.144.00 \$107,744.00 32 \$58.37	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83 \$4.226.40 \$109,886.40 34 \$59.55	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4.269.60 \$111.009.60 35 \$60.15	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4.311.20 \$112,091.20 36 \$60.74
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3.865.60 \$100.505.60 25 \$54.45 \$4.356.00 \$113.256.00	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101.483.20 26 \$54.97 \$4.397.60 \$114,337.60	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102.523.20 27 \$55.53 \$4,442.40 \$115,502.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103.521.60 28 \$56.09 \$4,487.20 \$116.667.20	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104.603.20 29 \$56.65 \$4,532.00 \$117,832.00	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105.622.40 30 \$57.23 \$4,578.40 \$119,038.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106.704.00 31 \$57.81 \$4,624.80 \$120.244.80	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107.744.00 32 \$58.37 \$4,669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108.867.20 33 \$58.95 \$4,716.00 \$122,616.00	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4.226.40 \$109.886.40 \$59.55 \$4,764.00 \$123.864.00	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4.269.60 \$111.009.60 35 \$60.15 \$4.812.00 \$125,112.00	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112.091.20 36 \$60.74 \$4,859.20 \$126,339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweeklv Annually Steps	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3.865.60 \$100.505.60 25 \$54.45 \$4.356.00 \$113.256.00	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3.903.20 \$101,483.20 26 \$54.97 \$4.397.60 \$114.337.60	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102.523.20 27 \$55.53 \$4,442.40 \$115.502.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103.521.60 28 \$56.09 \$4,487.20 \$116.667.20	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105.622.40 30 \$57.23 \$4.578.40 \$119,038.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106.704.00 31 \$57.81 \$4,624.80 \$120.244.80	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00 32 \$58.37 \$4,669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4.187.20 \$108.867.20 33 \$58.95 \$4.716.00 \$122.616.00	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4,226.40 \$109.886.40 34 \$59.55 \$4,764.00 \$123.864.00	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111.009.60 35 \$60.15 \$4,812.00 \$125.112.00	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112.091.20 36 \$60.74 \$4,859.20 \$126,339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3.865.60 \$100.505.60 25 \$54.45 \$4,356.00 \$113,256.00	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3.903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102.523.20 27 \$55.53 \$4,442.40 \$115,502.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103.521.60 28 \$56.09 \$4,487.20 \$116,667.20	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4.062.40 \$105.622.40 30 \$57.23 \$4.578.40 \$119.038.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00 32 \$58.37 \$4,669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4.187.20 \$108.867.20 33 \$58.95 \$4,716.00 \$122,616.00	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4.226.40 \$109.886.40 34 \$59.55 \$4,764.00 \$123,864.00	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111.009.60 35 \$60.15 \$4,812.00 \$125,112.00	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4.311.20 \$112.091.20 36 \$60.74 \$4.859.20 \$126,339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweeklv Annually Steps	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3.865.60 \$100.505.60 25 \$54.45 \$4.356.00 \$113.256.00	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3.903.20 \$101,483.20 26 \$54.97 \$4.397.60 \$114.337.60	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102.523.20 27 \$55.53 \$4,442.40 \$115.502.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103.521.60 28 \$56.09 \$4,487.20 \$116.667.20	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105.622.40 30 \$57.23 \$4.578.40 \$119,038.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106.704.00 31 \$57.81 \$4,624.80 \$120.244.80	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00 32 \$58.37 \$4,669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4.187.20 \$108.867.20 33 \$58.95 \$4.716.00 \$122.616.00	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4,226.40 \$109.886.40 34 \$59.55 \$4,764.00 \$123.864.00	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111.009.60 35 \$60.15 \$4,812.00 \$125.112.00	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112.091.20 36 \$60.74 \$4,859.20 \$126,339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3.865.60 \$100.505.60 25 \$54.45 \$4,356.00 \$113,256.00 37 \$61.34 \$4,907.20 \$127,587.20	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3.903.20 \$101.483.20 26 \$54.97 \$4.397.60 \$114.337.60 38 \$61.95 \$4,956.00 \$128.856.00	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102.523.20 27 \$55.53 \$4,442.40 \$115.502.40 39 \$62.58 \$5,006.40 \$130,166.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103.521.60 28 \$56.09 \$4,487.20 \$116.667.20 40 \$63.20 \$5,056.00 \$131,456.00	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00 41 \$63.82 \$5,105.60 \$132,745.60	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4.062.40 \$105.622.40 30 \$57.23 \$4.578.40 \$119.038.40 42 \$64.46 \$5,156.80 \$134,076.80	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4.104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80 43 \$65.11 \$5,208.80 \$135,428.80	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00 32 \$58.37 \$4,669.60 \$121,409.60 44 \$65.78 \$5,262.40	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4.187.20 \$108.867.20 33 \$58.95 \$4.716.00 \$122,616.00 45 \$66.44 \$5,315.20	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4.226.40 \$109.886.40 34 \$59.55 \$4,764.00 \$123,864.00 46 \$67.09 \$5,367.20	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00 47 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112.091.20 36 \$60.74 \$4,859.20 \$126,339.20 48 \$68.45 \$5,476.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3.865.60 \$100.505.60 25 \$54.45 \$4.356.00 \$113,256.00 37 \$61.34 \$4,907.20 \$127.587.20	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60 38 \$61.95 \$4,956.00 \$128,856.00	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102.523.20 27 \$55.53 \$4.442.40 \$115.502.40 39 \$62.58 \$5,006.40 \$130.166.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103.521.60 28 \$56.09 \$4.487.20 \$116.667.20 40 \$63.20 \$5,056.00 \$131,456.00	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00 41 \$63.82 \$5,105.60 \$132,745.60	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4.062.40 \$105.622.40 30 \$57.23 \$4.578.40 \$119.038.40 42 \$64.46 \$5.156.80 \$134.076.80	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80 \$120,244.80 \$135,428.80	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00 32 \$58.37 \$4,669.60 \$121,409.60 44 \$65.78 \$5,262.40	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4.187.20 \$108.867.20 33 \$58.95 \$4.716.00 \$122,616.00 45 \$66.44 \$5,315.20	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4.226.40 \$109.886.40 34 \$59.55 \$4,764.00 \$123,864.00 46 \$67.09 \$5,367.20	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00 47 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4.311.20 \$112.091.20 36 \$60.74 \$4.859.20 \$126.339.20 48 \$68.45 \$5.476.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100.505.60 25 \$54.45 \$4,356.00 \$113,256.00 37 \$61.34 \$4,907.20 \$127.587.20	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3.903.20 \$101.483.20 26 \$54.97 \$4.397.60 \$114.337.60 38 \$61.95 \$4.956.00 \$128.856.00 \$69.81	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102.523.20 27 \$55.53 \$4,442.40 \$115.502.40 39 \$62.58 \$5,006.40 \$130.166.40 51 \$70.52	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103.521.60 28 \$56.09 \$4,487.20 \$116.667.20 40 \$63.20 \$5,056.00 \$131,456.00	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104.603.20 29 \$56.65 \$4,532.00 \$117.832.00 41 \$63.82 \$5,105.60 \$132,745.60	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4.062.40 \$105.622.40 30 \$57.23 \$4.578.40 \$119.038.40 42 \$64.46 \$5.156.80 \$134.076.80	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80 \$120,244.80 \$135,428.80 \$135,428.80	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00 32 \$58.37 \$4,669.60 \$121,409.60 44 \$65.78 \$5,262.40	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108.867.20 33 \$58.95 \$4,716.00 \$122,616.00 45 \$66.44 \$5,315.20	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4.226.40 \$109.886.40 34 \$59.55 \$4,764.00 \$123,864.00 46 \$67.09 \$5,367.20	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00 47 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4.311.20 \$112.091.20 36 \$60.74 \$4.859.20 \$126,339.20 48 \$68.45 \$5.476.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3.865.60 \$100.505.60 25 \$54.45 \$4.356.00 \$113,256.00 37 \$61.34 \$4,907.20 \$127.587.20	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60 38 \$61.95 \$4,956.00 \$128,856.00	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102.523.20 27 \$55.53 \$4.442.40 \$115.502.40 39 \$62.58 \$5,006.40 \$130.166.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103.521.60 28 \$56.09 \$4.487.20 \$116.667.20 40 \$63.20 \$5,056.00 \$131,456.00	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00 41 \$63.82 \$5,105.60 \$132,745.60	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4.062.40 \$105.622.40 30 \$57.23 \$4.578.40 \$119.038.40 42 \$64.46 \$5.156.80 \$134.076.80	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80 \$120,244.80 \$135,428.80	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00 32 \$58.37 \$4,669.60 \$121,409.60 44 \$65.78 \$5,262.40	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108.867.20 33 \$58.95 \$4,716.00 \$122,616.00 45 \$66.44 \$5,315.20	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4.226.40 \$109.886.40 34 \$59.55 \$4,764.00 \$123,864.00 46 \$67.09 \$5,367.20	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00 47 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4.311.20 \$112.091.20 36 \$60.74 \$4.859.20 \$126,339.20 48 \$68.45 \$5.476.00

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$11.19	\$11.31	\$11.42	\$11.54	\$11.66	\$11.77	\$11.87	\$12.00	\$12.12	\$12.22	\$12.35	\$12.47
Biweekly	\$895.20	\$904.80	\$913.60	\$923.20	\$932.80	\$941.60	\$949.60	\$960.00	\$969.60	\$977.60	\$988.00	\$997.60
Annually	\$23,275.20	\$23,524.80	\$23,753.60	\$24,003.20	\$24,252.80	\$24,481.60	\$24,689.60	\$24,960.00	\$25,209.60	\$25,417.60	\$25,688.00	\$25,937.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$12.61	\$12.74	\$12.87	\$12.98	\$13.11	\$13.24	\$13.37	\$13.50	\$13.64	\$13.79	\$13.93	\$14.06
Biweekly	\$1,008.80	\$1,019.20	\$1,029.60	\$1,038.40	\$1,048.80	\$1,059.20	\$1,069.60	\$1,080.00	\$1,091.20	\$1,103.20	\$1,114.40	\$1,124.80
Annually	\$26,228.80	\$26,499.20	\$26,769.60	\$26,998.40	\$27,268.80	\$27,539.20	\$27,809.60	\$28,080.00	\$28,371.20	\$28,683.20	\$28,974.40	\$29,244.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$14.19	\$14.35	\$14.47	\$14.61	\$14.77	\$14.94	\$15.08	\$15.22	\$15.38	\$15.53	\$15.68	\$15.83
Biweekly	\$1,135.20	\$1,148.00	\$1,157.60	\$1,168.80	\$1,181.60	\$1,195.20	\$1,206.40	\$1,217.60	\$1,230.40	\$1,242.40	\$1,254.40	\$1,266.40
Annually	\$29,515.20	\$29,848.00	\$30,097.60	\$30,388.80	\$30,721.60	\$31,075.20	\$31,366.40	\$31,657.60	\$31,990.40	\$32,302.40	\$32,614.40	\$32,926.40
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$15.99	\$16.15	\$16.33	\$16.47	\$16.67	\$16.82	\$16.98	\$17.14	\$17.32	\$17.50	\$17.68	\$17.87
Biweekly	\$1,279.20	\$1,292.00	\$1,306.40	\$1,317.60	\$1,333.60	\$1,345.60	\$1,358.40	\$1,371.20	\$1,385.60	\$1,400.00	\$1,414.40	\$1,429.60
Annually	\$33,259.20	\$33,592.00	\$33,966.40	\$34,257.60	\$34,673.60	\$34,985.60	\$35,318.40	\$35,651.20	\$36,025.60	\$36,400.00	\$36,774.40	\$37,169.60
Steps	49	50	51	52	53	54	55					
Hourly	\$18.03	\$18.20	\$18.38	\$18.58	\$18.76	\$18.95	\$19.16					
Biweekly	\$1,442.40	\$1,456.00	\$1,470.40	\$1,486.40	\$1,500.80	\$1,516.00	\$1,532.80					
Annually	\$37,502.40	\$37,856.00	\$38,230.40	\$38,646.40	\$39,020.80	\$39,416.00	\$39,852.80					
. =-												
Grade 72												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$12.61	\$12.74	\$12.87	\$12.98	\$13.11	\$13.24	\$13.37	\$13.50	\$13.64	\$13.79	\$13.93	\$14.06
Steps Hourly Biweekly	\$12.61 \$1,008.80	\$12.74 \$1,019.20	\$12.87 \$1,029.60	\$12.98 \$1,038.40	\$13.11 \$1,048.80	\$13.24 \$1,059.20	\$13.37 \$1,069.60	\$13.50 \$1,080.00	\$13.64 \$1,091.20	\$13.79 \$1,103.20	\$13.93 \$1,114.40	\$14.06 \$1,124.80
Steps Hourly	\$12.61	\$12.74	\$12.87	\$12.98	\$13.11	\$13.24	\$13.37	\$13.50	\$13.64	\$13.79	\$13.93	\$14.06
Steps Hourly Biweekly	\$12.61 \$1,008.80	\$12.74 \$1,019.20	\$12.87 \$1,029.60	\$12.98 \$1,038.40	\$13.11 \$1,048.80	\$13.24 \$1,059.20	\$13.37 \$1,069.60	\$13.50 \$1,080.00	\$13.64 \$1,091.20	\$13.79 \$1,103.20	\$13.93 \$1,114.40	\$14.06 \$1,124.80
Steps Hourly Biweekly Annually Steps Hourly	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08	\$13.50 \$1,080.00 \$28,080.00 20 \$15.22	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1.168.80	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1,181.60	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1,195.20	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40	\$13.50 \$1,080.00 \$28,080.00 20 \$15.22 \$1,217.60	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1,230.40	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1,242.40	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1,266.40
Steps Hourly Biweekly Annually Steps Hourly	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08	\$13.50 \$1,080.00 \$28,080.00 20 \$15.22	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29,515.20	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1,168.80 \$30,388.80	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1,181.60 \$30,721.60	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1,195.20 \$31,075.20	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40	\$13.50 \$1,080.00 \$28,080.00 20 \$15.22 \$1,217.60 \$31,657.60	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1.230.40 \$31,990.40	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1,242.40 \$32,302.40	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32.926.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1.168.80	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1.181.60 \$30.721.60	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1,195.20	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40	\$13.50 \$1,080.00 \$28,080.00 20 \$15.22 \$1,217.60	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1,230.40	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1,242.40	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32,926.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29,515.20	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1.168.80 \$30.388.80	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1,181.60 \$30,721.60	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1,195.20 \$31,075.20	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40	\$13.50 \$1,080.00 \$28,080.00 \$28,080.00 \$15.22 \$1,217.60 \$31,657.60	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1.230.40 \$31,990.40	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1,242.40 \$32,302.40	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32.926.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29,515.20 25 \$15.99	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1.168.80 \$30.388.80	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1.181.60 \$30.721.60 29 \$16.67	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1,195.20 \$31,075.20 30 \$16.82	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40 31 \$16.98	\$13.50 \$1,080.00 \$28,080.00 20 \$15.22 \$1.217.60 \$31.657.60 32 \$17.14	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1.230.40 \$31.990.40	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1,242.40 \$32,302.40 34 \$17.50	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40 35 \$17.68	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32,926.40 36 \$17.87
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29,515.20 25 \$15.99 \$1,279.20 \$33,259.20	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00 26 \$16.15 \$1,292.00 \$33,592.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60 27 \$16.33 \$1.306.40 \$33.966.40	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1.168.80 \$30.388.80 28 \$16.47 \$1,317.60 \$34.257.60	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1.181.60 \$30.721.60 29 \$16.67 \$1,333.60 \$34,673.60	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1,195.20 \$31,075.20 30 \$16.82 \$1,345.60 \$34,985.60	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40 31 \$16.98 \$1,358.40 \$35,318.40	\$13.50 \$1,080.00 \$28,080.00 20 \$15.22 \$1.217.60 \$31.657.60 32 \$17.14 \$1.371.20 \$35.651.20	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1,230.40 \$31,990.40 33 \$17.32 \$1,385.60 \$36,025.60	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1,242.40 \$32,302.40 34 \$17.50 \$1,400.00 \$36,400.00	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40 35 \$17.68 \$1,414.40 \$36,774.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32.926.40 36 \$17.87 \$1,429.60 \$37,169.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29,515.20 25 \$15.99 \$1,279.20 \$33,259.20	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00 26 \$16.15 \$1.292.00 \$33.592.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60 27 \$16.33 \$1.306.40 \$33.966.40	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1.168.80 \$30.388.80 28 \$16.47 \$1,317.60 \$34,257.60	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1.181.60 \$30.721.60 29 \$16.67 \$1,333.60 \$34.673.60	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1,195.20 \$31,075.20 30 \$16.82 \$1,345.60 \$34,985.60	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40 31 \$16.98 \$1,358.40 \$35.318.40	\$13.50 \$1,080.00 \$28,080.00 20 \$15.22 \$1,217.60 \$31,657.60 32 \$17.14 \$1,371.20 \$35,651.20	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1,230.40 \$31,990.40 33 \$17.32 \$1,385.60 \$36,025.60	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1.242.40 \$32.302.40 34 \$17.50 \$1,400.00 \$36,400.00	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40 35 \$17.68 \$1,414.40 \$36,774.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32.926.40 36 \$17.87 \$1,429.60 \$37,169.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29,515.20 25 \$15.99 \$1,279.20 \$33,259.20	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00 26 \$16.15 \$1.292.00 \$33.592.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60 27 \$16.33 \$1.306.40 \$33.966.40	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1.168.80 \$30.388.80 28 \$16.47 \$1,317.60 \$34,257.60	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1.181.60 \$30.721.60 29 \$16.67 \$1,333.60 \$34.673.60	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1,195.20 \$31,075.20 30 \$16.82 \$1,345.60 \$34,985.60	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40 31 \$16.98 \$1,358.40 \$35,318.40	\$13.50 \$1,080.00 \$28,080.00 20 \$15.22 \$1,217.60 \$31,657.60 32 \$17.14 \$1,371.20 \$35,651.20	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1.230.40 \$31,990.40 33 \$17.32 \$1,385.60 \$36.025.60	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1.242.40 \$32,302.40 34 \$17.50 \$1,400.00 \$36,400.00	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40 35 \$17.68 \$1,414.40 \$36,774.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32.926.40 36 \$17.87 \$1,429.60 \$37,169.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29,515.20 25 \$15.99 \$1,279.20 \$33,259.20 37 \$18.03 \$1,442.40	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00 26 \$16.15 \$1.292.00 \$33,592.00 38 \$18.20 \$1,456.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60 27 \$16.33 \$1.306.40 \$33,966.40 39 \$18.38 \$1.470.40	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1,168.80 \$30.388.80 28 \$16.47 \$1,317.60 \$34,257.60 40 \$18.58 \$1,486.40	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1.181.60 \$30.721.60 29 \$16.67 \$1,333.60 \$34,673.60 41 \$18.76 \$1,500.80	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1.195.20 \$31,075.20 30 \$16.82 \$1,345.60 \$34,985.60 42 \$18.95 \$1,516.00	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40 31 \$16.98 \$1,358.40 \$35,318.40 43 \$19.16 \$1,532.80	\$13.50 \$1,080.00 \$28,080.00 \$15.22 \$1,217.60 \$31,657.60 32 \$17.14 \$1,371.20 \$35,651.20	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1.230.40 \$31.990.40 33 \$17.32 \$1,385.60 \$36,025.60 45 \$19.51 \$1,560.80	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1,242.40 \$32,302.40 34 \$17.50 \$1,400.00 \$36,400.00	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40 35 \$17.68 \$1,414.40 \$36,774.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32.926.40 36 \$17.87 \$1.429.60 \$37.169.60 48 \$20.11 \$1.608.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29,515.20 25 \$15.99 \$1,279.20 \$33,259.20	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00 26 \$16.15 \$1.292.00 \$33.592.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60 27 \$16.33 \$1.306.40 \$33.966.40	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1.168.80 \$30.388.80 28 \$16.47 \$1,317.60 \$34,257.60	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1.181.60 \$30.721.60 29 \$16.67 \$1,333.60 \$34.673.60	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1,195.20 \$31,075.20 30 \$16.82 \$1,345.60 \$34,985.60	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40 31 \$16.98 \$1,358.40 \$35,318.40	\$13.50 \$1,080.00 \$28,080.00 20 \$15.22 \$1,217.60 \$31,657.60 32 \$17.14 \$1,371.20 \$35,651.20	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1.230.40 \$31,990.40 33 \$17.32 \$1,385.60 \$36.025.60	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1.242.40 \$32,302.40 34 \$17.50 \$1,400.00 \$36,400.00	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40 35 \$17.68 \$1,414.40 \$36,774.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32.926.40 36 \$17.87 \$1,429.60 \$37,169.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29,515.20 25 \$15.99 \$1,279.20 \$33,259.20 37 \$18.03 \$1,442.40	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00 26 \$16.15 \$1.292.00 \$33,592.00 38 \$18.20 \$1,456.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60 27 \$16.33 \$1.306.40 \$33,966.40 39 \$18.38 \$1.470.40	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1,168.80 \$30.388.80 28 \$16.47 \$1,317.60 \$34,257.60 40 \$18.58 \$1,486.40	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1.181.60 \$30.721.60 29 \$16.67 \$1,333.60 \$34,673.60 41 \$18.76 \$1,500.80	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1.195.20 \$31,075.20 30 \$16.82 \$1,345.60 \$34,985.60 42 \$18.95 \$1,516.00	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40 31 \$16.98 \$1,358.40 \$35,318.40 43 \$19.16 \$1,532.80	\$13.50 \$1,080.00 \$28,080.00 \$15.22 \$1,217.60 \$31,657.60 32 \$17.14 \$1,371.20 \$35,651.20	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1.230.40 \$31.990.40 33 \$17.32 \$1,385.60 \$36,025.60 45 \$19.51 \$1,560.80	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1,242.40 \$32,302.40 34 \$17.50 \$1,400.00 \$36,400.00	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40 35 \$17.68 \$1,414.40 \$36,774.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32.926.40 36 \$17.87 \$1.429.60 \$37.169.60 48 \$20.11 \$1.608.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29.515.20 25 \$15.99 \$1,279.20 \$33,259.20 37 \$18.03 \$1,442.40 \$37,502.40	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00 26 \$16.15 \$1.292.00 \$33.592.00 38 \$18.20 \$1,456.00 \$37.856.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60 27 \$16.33 \$1.306.40 \$33.966.40 39 \$18.38 \$1,470.40 \$38.230.40	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1,168.80 \$30.388.80 28 \$16.47 \$1,317.60 \$34,257.60 40 \$18.58 \$1,486.40 \$38.646.40	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1,181.60 \$30.721.60 29 \$16.67 \$1,333.60 \$34,673.60 41 \$18.76 \$1,500.80 \$39.020.80	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1,195.20 \$31,075.20 30 \$16.82 \$1,345.60 \$34,985.60 42 \$18.95 \$1,516.00 \$39,416.00	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40 31 \$16.98 \$1,358.40 \$35,318.40 43 \$19.16 \$1,532.80 \$39.852.80	\$13.50 \$1,080.00 \$28,080.00 \$15.22 \$1,217.60 \$31,657.60 32 \$17.14 \$1,371.20 \$35,651.20	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1.230.40 \$31.990.40 33 \$17.32 \$1,385.60 \$36,025.60 45 \$19.51 \$1,560.80	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1,242.40 \$32,302.40 34 \$17.50 \$1,400.00 \$36,400.00	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40 35 \$17.68 \$1,414.40 \$36,774.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32.926.40 36 \$17.87 \$1.429.60 \$37.169.60 48 \$20.11 \$1.608.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29,515.20 25 \$15.99 \$1,279.20 \$33,259.20 37 \$18.03 \$1,442.40 \$37,502.40 49 \$20.32 \$1,625.60	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00 26 \$16.15 \$1.292.00 \$33.592.00 38 \$18.20 \$1,456.00 \$37.856.00 \$0 \$1,456.00 \$1,456.00 \$1,456.00 \$1,456.00 \$1,456.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60 27 \$16.33 \$1.306.40 \$33.966.40 39 \$18.38 \$1.470.40 \$38.230.40 51 \$20.72 \$1,657.60	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1,168.80 \$30,388.80 28 \$16.47 \$1,317.60 \$34,257.60 40 \$18.58 \$1,486.40 \$38,646.40 52 \$20.93 \$1,674.40	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1,181.60 \$30,721.60 29 \$16.67 \$1,333.60 \$34.673.60 41 \$18.76 \$1,500.80 \$39,020.80 53 \$21.14 \$1,691.20	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1.195.20 \$31.075.20 30 \$16.82 \$1,345.60 \$34,985.60 42 \$18.95 \$1,516.00 \$39,416.00 54 \$21.36 \$1,708.80	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40 31 \$16.98 \$1,358.40 \$35,318.40 43 \$19.16 \$1,532.80 \$39.852.80 55 \$21.56 \$1,724.80	\$13.50 \$1,080.00 \$28,080.00 \$15.22 \$1,217.60 \$31,657.60 32 \$17.14 \$1,371.20 \$35,651.20	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1.230.40 \$31.990.40 33 \$17.32 \$1,385.60 \$36,025.60 45 \$19.51 \$1,560.80	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1,242.40 \$32,302.40 34 \$17.50 \$1,400.00 \$36,400.00	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40 35 \$17.68 \$1,414.40 \$36,774.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32.926.40 36 \$17.87 \$1.429.60 \$37.169.60 48 \$20.11 \$1.608.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$12.61 \$1,008.80 \$26,228.80 13 \$14.19 \$1,135.20 \$29.515.20 25 \$15.99 \$1,279.20 \$33,259.20 37 \$18.03 \$1,442.40 \$37,502.40	\$12.74 \$1,019.20 \$26,499.20 14 \$14.35 \$1.148.00 \$29.848.00 26 \$16.15 \$1.292.00 \$33.592.00 38 \$18.20 \$1,456.00 \$37.856.00	\$12.87 \$1,029.60 \$26,769.60 15 \$14.47 \$1.157.60 \$30.097.60 27 \$16.33 \$1.306.40 \$33.966.40 39 \$18.38 \$1,470.40 \$38.230.40	\$12.98 \$1,038.40 \$26,998.40 16 \$14.61 \$1,168.80 \$30.388.80 28 \$16.47 \$1,317.60 \$34,257.60 40 \$18.58 \$1,486.40 \$38.646.40	\$13.11 \$1,048.80 \$27,268.80 17 \$14.77 \$1,181.60 \$30.721.60 29 \$16.67 \$1,333.60 \$34,673.60 41 \$18.76 \$1,500.80 \$39.020.80	\$13.24 \$1,059.20 \$27,539.20 18 \$14.94 \$1,195.20 \$31,075.20 30 \$16.82 \$1,345.60 \$34,985.60 42 \$18.95 \$1,516.00 \$39,416.00	\$13.37 \$1,069.60 \$27,809.60 19 \$15.08 \$1,206.40 \$31,366.40 31 \$16.98 \$1,358.40 \$35,318.40 43 \$19.16 \$1,532.80 \$39.852.80	\$13.50 \$1,080.00 \$28,080.00 \$15.22 \$1,217.60 \$31,657.60 32 \$17.14 \$1,371.20 \$35,651.20	\$13.64 \$1,091.20 \$28,371.20 21 \$15.38 \$1.230.40 \$31.990.40 33 \$17.32 \$1,385.60 \$36,025.60 45 \$19.51 \$1,560.80	\$13.79 \$1,103.20 \$28,683.20 22 \$15.53 \$1,242.40 \$32,302.40 34 \$17.50 \$1,400.00 \$36,400.00	\$13.93 \$1,114.40 \$28,974.40 23 \$15.68 \$1,254.40 \$32,614.40 35 \$17.68 \$1,414.40 \$36,774.40	\$14.06 \$1,124.80 \$29,244.80 24 \$15.83 \$1.266.40 \$32.926.40 36 \$17.87 \$1.429.60 \$37.169.60 48 \$20.11 \$1.608.80

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$14.19	\$14.35	\$14.47	\$14.61	\$14.77	\$14.94	\$15.08	\$15.22	\$15.38	\$15.53	\$15.68	\$15.83
Biweekly	\$1,135.20	\$1,148.00	\$1,157.60	\$1,168.80	\$1,181.60	\$1,195.20	\$1,206.40	\$1,217.60	\$1,230.40	\$1,242.40	\$1,254.40	\$1,266.40
Annually	\$29,515.20	\$29,848.00	\$30,097.60	\$30,388.80	\$30,721.60	\$31,075.20	\$31,366.40	\$31,657.60	\$31,990.40	\$32,302.40	\$32,614.40	\$32,926.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$15.99	\$16.15	\$16.33	\$16.47	\$16.67	\$16.82	\$16.98	\$17.14	\$17.32	\$17.50	\$17.68	\$17.87
Biweekly	\$1,279.20	\$1,292.00	\$1,306.40	\$1,317.60	\$1,333.60	\$1,345.60	\$1,358.40	\$1,371.20	\$1,385.60	\$1,400.00	\$1,414.40	\$1,429.60
Annually	\$33,259.20	\$33,592.00	\$33,966.40	\$34,257.60	\$34,673.60	\$34,985.60	\$35,318.40	\$35,651.20	\$36,025.60	\$36,400.00	\$36,774.40	\$37,169.60
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$18.03	\$18.20	\$18.38	\$18.58	\$18.76	\$18.95	\$19.16	\$19.33	\$19.51	\$19.72	\$19.92	\$20.11
Biweekly	\$1,442.40	\$1,456.00	\$1,470.40	\$1,486.40	\$1,500.80	\$1,516.00	\$1,532.80	\$1,546.40	\$1,560.80	\$1,577.60	\$1,593.60	\$1,608.80
Annually	\$37,502.40	\$37,856.00	\$38,230.40	\$38,646.40	\$39,020.80	\$39,416.00	\$39,852.80	\$40,206.40	\$40,580.80	\$41,017.60	\$41,433.60	\$41,828.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$20.32	\$20.51	\$20.72	\$20.93	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.20	\$22.44	\$22.67
Biweekly	\$1,625.60	\$1,640.80	\$1,657.60	\$1,674.40	\$1,691.20	\$1,708.80	\$1,724.80	\$1,743.20	\$1,760.00	\$1,776.00	\$1,795.20	\$1,813.60
Annually	\$42,265.60	\$42,660.80	\$43,097.60	\$43,534.40	\$43,971.20	\$44,428.80	\$44,844.80	\$45,323.20	\$45,760.00	\$46,176.00	\$46,675.20	\$47,153.60
Steps	49	50	51	52	53	54	55					
Hourly	\$22.89	\$23.14	\$23.35	\$23.56	\$23.82	\$24.06	\$24.30					
Biweekly	\$1,831.20	\$1,851.20	\$1,868.00	\$1,884.80	\$1,905.60	\$1,924.80	\$1,944.00					
Annually	\$47,611.20	\$48,131.20	\$48,568.00	\$49,004.80	\$49,545.60	\$50,044.80	\$50,544.00					
•												
Grade 74												
Grade 74	1	2	2	4	E	6	7	o	0	10	11	12
Steps	1 \$15 99	2 \$16.15	3 \$16.33	4 \$16.47	5 \$16.67	6 \$16.82	7 \$16.98	8 \$17.14	9 \$17.32	10 \$17 50	11 \$17.68	12 \$17.87
Steps Hourly	\$15.99	\$16.15	\$16.33	\$16.47	\$16.67	\$16.82	\$16.98	\$17.14	\$17.32	\$17.50	\$17.68	\$17.87
Steps		_	-	-								
Steps Hourly Biweekly Annually	\$15.99 \$1,279.20 \$33,259.20	\$16.15 \$1,292.00 \$33,592.00	\$16.33 \$1,306.40 \$33,966.40	\$16.47 \$1,317.60 \$34,257.60	\$16.67 \$1,333.60 \$34,673.60	\$16.82 \$1,345.60 \$34,985.60	\$16.98 \$1,358.40 \$35,318.40	\$17.14 \$1,371.20 \$35,651.20	\$17.32 \$1,385.60 \$36,025.60	\$17.50 \$1,400.00 \$36,400.00	\$17.68 \$1,414.40 \$36,774.40	\$17.87 \$1,429.60 \$37,169.60
Steps Hourly Biweekly Annually Steps	\$15.99 \$1,279.20 \$33,259.20	\$16.15 \$1,292.00 \$33,592.00	\$16.33 \$1,306.40 \$33,966.40	\$16.47 \$1,317.60 \$34,257.60	\$16.67 \$1,333.60 \$34,673.60	\$16.82 \$1,345.60 \$34,985.60	\$16.98 \$1,358.40 \$35,318.40	\$17.14 \$1,371.20 \$35,651.20	\$17.32 \$1,385.60 \$36,025.60	\$17.50 \$1,400.00 \$36,400.00	\$17.68 \$1,414.40 \$36,774.40	\$17.87 \$1,429.60 \$37,169.60
Steps Hourly Biweekly Annually Steps Hourly	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1.456.00	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1,486.40	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1,516.00	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1,577.60	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1,608.80
Steps Hourly Biweekly Annually Steps Hourly	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1.456.00	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1,486.40	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80 \$39,020.80	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1,516.00	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1,577.60	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1,608.80 \$41,828.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40 \$37.502.40 25 \$20.32	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1.456.00 \$37.856.00	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40 \$38.230.40	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1,486.40 \$38,646.40	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80 \$39,020.80 29 \$21.14	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1,516.00 \$39,416.00 30 \$21.36	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80 \$39.852.80 31 \$21.56	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40 \$40.206.40 32 \$21.79	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80 \$40.580.80	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1.577.60 \$41.017.60 34 \$22.20	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60 \$41,433.60 35 \$22.44	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1,608.80 \$41.828.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40 \$37,502.40 25 \$20.32 \$1,625.60	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1.456.00 \$37.856.00 26 \$20.51 \$1.640.80	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40 \$38.230.40 27 \$20.72 \$1,657.60	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1.486.40 \$38.646.40 28 \$20.93 \$1,674.40	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80 \$39,020.80 29 \$21.14 \$1,691.20	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1,516.00 \$39,416.00 30 \$21.36 \$1,708.80	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80 \$39,852.80 31 \$21.56 \$1,724.80	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40 \$40,206.40 32 \$21.79 \$1,743.20	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80 \$40.580.80 33 \$22.00 \$1,760.00	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1.577.60 \$41,017.60 34 \$22.20 \$1,776.00	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60 \$41,433.60 35 \$22.44 \$1,795.20	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1.608.80 \$41.828.80 36 \$22.67 \$1.813.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40 \$37.502.40 25 \$20.32	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1.456.00 \$37.856.00	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40 \$38.230.40	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1,486.40 \$38,646.40	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80 \$39,020.80 29 \$21.14	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1,516.00 \$39,416.00 30 \$21.36	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80 \$39.852.80 31 \$21.56	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40 \$40.206.40 32 \$21.79	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80 \$40.580.80	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1.577.60 \$41.017.60 34 \$22.20	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60 \$41,433.60 35 \$22.44	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1,608.80 \$41,828.80 36 \$22.67
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40 \$37.502.40 25 \$20.32 \$1,625.60 \$42,265.60	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1.456.00 \$37.856.00 26 \$20.51 \$1,640.80 \$42,660.80	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40 \$38.230.40 27 \$20.72 \$1.657.60 \$43.097.60	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1.486.40 \$38.646.40 28 \$20.93 \$1.674.40 \$43.534.40	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80 \$39,020.80 29 \$21.14 \$1,691.20 \$43,971.20	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1,516.00 \$39,416.00 30 \$21.36 \$1,708.80 \$44.428.80	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80 \$39,852.80 31 \$21.56 \$1,724.80 \$44,844.80	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40 \$40.206.40 32 \$21.79 \$1,743.20 \$45.323.20	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80 \$40.580.80 33 \$22.00 \$1.760.00 \$45.760.00	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1.577.60 \$41,017.60 34 \$22.20 \$1,776.00 \$46,176.00	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60 \$41,433.60 35 \$22.44 \$1,795.20 \$46,675.20	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1.608.80 \$41.828.80 36 \$22.67 \$1.813.60 \$47,153.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40 \$37,502.40 25 \$20.32 \$1,625.60 \$42,265.60	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1.456.00 \$37.856.00 26 \$20.51 \$1,640.80 \$42,660.80	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40 \$38.230.40 27 \$20.72 \$1,657.60 \$43.097.60	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1.486.40 \$38.646.40 28 \$20.93 \$1.674.40 \$43.534.40	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80 \$39,020.80 29 \$21.14 \$1,691.20 \$43,971.20	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1,516.00 \$39,416.00 30 \$21.36 \$1,708.80 \$44.428.80	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80 \$39.852.80 31 \$21.56 \$1,724.80 \$44.844.80	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40 \$40.206.40 32 \$21.79 \$1,743.20 \$45,323.20	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80 \$40.580.80 33 \$22.00 \$1.760.00 \$45.760.00	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1.577.60 \$41.017.60 34 \$22.20 \$1,776.00 \$46.176.00	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60 \$41,433.60 35 \$22.44 \$1,795.20 \$46,675.20	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1.608.80 \$41.828.80 36 \$22.67 \$1.813.60 \$47.153.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40 \$37,502.40 25 \$20.32 \$1,625.60 \$42,265.60	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1.456.00 \$37.856.00 26 \$20.51 \$1,640.80 \$42,660.80	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40 \$38.230.40 27 \$20.72 \$1,657.60 \$43.097.60	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1.486.40 \$38.646.40 28 \$20.93 \$1,674.40 \$43.534.40	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80 \$39,020.80 29 \$21.14 \$1,691.20 \$43,971.20	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1.516.00 \$39.416.00 30 \$21.36 \$1,708.80 \$44,428.80	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80 \$39.852.80 31 \$21.56 \$1,724.80 \$44,844.80	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40 \$40.206.40 32 \$21.79 \$1,743.20 \$45.323.20	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80 \$40.580.80 33 \$22.00 \$1.760.00 \$45.760.00	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1.577.60 \$41,017.60 34 \$22.20 \$1,776.00 \$46,176.00	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60 \$41,433.60 35 \$22.44 \$1,795.20 \$46.675.20	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1,608.80 \$41,828.80 36 \$22.67 \$1,813.60 \$47,153.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40 \$37,502.40 25 \$20.32 \$1,625.60 \$42,265.60	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1.456.00 \$37.856.00 26 \$20.51 \$1,640.80 \$42,660.80	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40 \$38.230.40 27 \$20.72 \$1,657.60 \$43.097.60	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1.486.40 \$38.646.40 28 \$20.93 \$1.674.40 \$43.534.40	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80 \$39,020.80 29 \$21.14 \$1,691.20 \$43,971.20	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1,516.00 \$39,416.00 30 \$21.36 \$1,708.80 \$44.428.80	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80 \$39.852.80 31 \$21.56 \$1,724.80 \$44.844.80	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40 \$40.206.40 32 \$21.79 \$1,743.20 \$45,323.20	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80 \$40.580.80 33 \$22.00 \$1.760.00 \$45.760.00	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1.577.60 \$41.017.60 34 \$22.20 \$1,776.00 \$46.176.00	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60 \$41,433.60 35 \$22.44 \$1,795.20 \$46,675.20	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1.608.80 \$41.828.80 36 \$22.67 \$1.813.60 \$47.153.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40 \$37,502.40 25 \$20.32 \$1,625.60 \$42,265.60 37 \$22.89 \$1,831.20 \$47,611.20	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1,456.00 \$37,856.00 26 \$20.51 \$1,640.80 \$42,660.80 38 \$23.14 \$1,851.20 \$48,131.20	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1,470.40 \$38.230.40 27 \$20.72 \$1.657.60 \$43.097.60 39 \$23.35 \$1,868.00 \$48.568.00	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1.486.40 \$38.646.40 28 \$20.93 \$1,674.40 \$43,534.40 40 \$23.56 \$1,884.80 \$49.004.80	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1.500.80 \$39.020.80 29 \$21.14 \$1,691.20 \$43,971.20 41 \$23.82 \$1,905.60 \$49.545.60	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1.516.00 \$39.416.00 30 \$21.36 \$1.708.80 \$44,428.80 42 \$24.06 \$1,924.80 \$50.044.80	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80 \$39.852.80 31 \$21.56 \$1,724.80 \$44,844.80 43 \$24.30 \$1,944.00 \$50,544.00	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40 \$40.206.40 32 \$21.79 \$1.743.20 \$45.323.20 44 \$24.53 \$1,962.40	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80 \$40.580.80 33 \$22.00 \$1.760.00 \$45.760.00 45 \$24.78 \$1,982.40	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1.577.60 \$41,017.60 34 \$22.20 \$1.776.00 \$46.176.00 46 \$25.03 \$2.002.40	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60 \$41,433.60 35 \$22.44 \$1,795.20 \$46,675.20 47 \$25.27 \$2,021.60	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1.608.80 \$41,828.80 36 \$22.67 \$1,813.60 \$47,153.60 48 \$25.54 \$2,043.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40 \$37,502.40 25 \$20.32 \$1,625.60 \$42,265.60 37 \$22.89 \$1,831.20 \$47,611.20	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1,456.00 \$37.856.00 26 \$20.51 \$1,640.80 \$42,660.80 38 \$23.14 \$1,851.20 \$48.131.20	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40 \$38,230.40 27 \$20.72 \$1,657.60 \$43,097.60 39 \$23.35 \$1,868.00 \$48,568.00	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1.486.40 \$38.646.40 28 \$20.93 \$1,674.40 \$43,534.40 40 \$23.56 \$1,884.80 \$49.004.80	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80 \$39,020.80 29 \$21.14 \$1,691.20 \$43,971.20 41 \$23.82 \$1,905.60 \$49,545.60	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1.516.00 \$39.416.00 30 \$21.36 \$1.708.80 \$44,428.80 42 \$24.06 \$1,924.80 \$50.044.80	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80 \$39.852.80 31 \$21.56 \$1,724.80 \$44,844.80 43 \$24.30 \$1,944.00 \$50,544.00	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40 \$40.206.40 32 \$21.79 \$1.743.20 \$45.323.20 44 \$24.53 \$1,962.40	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80 \$40.580.80 33 \$22.00 \$1.760.00 \$45.760.00 45 \$24.78 \$1,982.40	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1.577.60 \$41,017.60 34 \$22.20 \$1.776.00 \$46.176.00 46 \$25.03 \$2.002.40	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60 \$41,433.60 35 \$22.44 \$1,795.20 \$46,675.20 47 \$25.27 \$2,021.60	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1.608.80 \$41,828.80 36 \$22.67 \$1,813.60 \$47,153.60 48 \$25.54 \$2,043.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40 \$37,502.40 25 \$20.32 \$1,625.60 \$42,265.60 37 \$22.89 \$1,831.20 \$47,611.20	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1,456.00 \$37.856.00 26 \$20.51 \$1,640.80 \$42,660.80 38 \$23.14 \$1,851.20 \$48.131.20 \$26.06	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40 \$38.230.40 27 \$20.72 \$1.657.60 \$43.097.60 39 \$23.35 \$1.868.00 \$48.568.00	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1.486.40 \$38.646.40 28 \$20.93 \$1,674.40 \$43.534.40 40 \$23.56 \$1,884.80 \$49.004.80	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80 \$39.020.80 29 \$21.14 \$1,691.20 \$43,971.20 41 \$23.82 \$1,905.60 \$49.545.60	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1.516.00 \$39.416.00 30 \$21.36 \$1.708.80 \$44,428.80 42 \$24.06 \$1,924.80 \$50.044.80	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80 \$39.852.80 31 \$21.56 \$1,724.80 \$44.844.80 43 \$24.30 \$1,944.00 \$50.544.00	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40 \$40.206.40 32 \$21.79 \$1.743.20 \$45.323.20 44 \$24.53 \$1,962.40	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80 \$40.580.80 33 \$22.00 \$1.760.00 \$45.760.00 45 \$24.78 \$1,982.40	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1.577.60 \$41,017.60 34 \$22.20 \$1.776.00 \$46.176.00 46 \$25.03 \$2.002.40	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60 \$41,433.60 35 \$22.44 \$1,795.20 \$46,675.20 47 \$25.27 \$2,021.60	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1.608.80 \$41,828.80 36 \$22.67 \$1,813.60 \$47,153.60 48 \$25.54 \$2,043.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$15.99 \$1,279.20 \$33,259.20 13 \$18.03 \$1,442.40 \$37,502.40 25 \$20.32 \$1,625.60 \$42,265.60 37 \$22.89 \$1,831.20 \$47,611.20	\$16.15 \$1,292.00 \$33,592.00 14 \$18.20 \$1,456.00 \$37.856.00 26 \$20.51 \$1,640.80 \$42,660.80 38 \$23.14 \$1,851.20 \$48.131.20	\$16.33 \$1,306.40 \$33,966.40 15 \$18.38 \$1.470.40 \$38,230.40 27 \$20.72 \$1,657.60 \$43,097.60 39 \$23.35 \$1,868.00 \$48,568.00	\$16.47 \$1,317.60 \$34,257.60 16 \$18.58 \$1.486.40 \$38.646.40 28 \$20.93 \$1,674.40 \$43,534.40 40 \$23.56 \$1,884.80 \$49.004.80	\$16.67 \$1,333.60 \$34,673.60 17 \$18.76 \$1,500.80 \$39,020.80 29 \$21.14 \$1,691.20 \$43,971.20 41 \$23.82 \$1,905.60 \$49,545.60	\$16.82 \$1,345.60 \$34,985.60 18 \$18.95 \$1.516.00 \$39.416.00 30 \$21.36 \$1.708.80 \$44,428.80 42 \$24.06 \$1,924.80 \$50.044.80	\$16.98 \$1,358.40 \$35,318.40 19 \$19.16 \$1,532.80 \$39.852.80 31 \$21.56 \$1,724.80 \$44,844.80 43 \$24.30 \$1,944.00 \$50,544.00	\$17.14 \$1,371.20 \$35,651.20 20 \$19.33 \$1.546.40 \$40.206.40 32 \$21.79 \$1.743.20 \$45.323.20 44 \$24.53 \$1,962.40	\$17.32 \$1,385.60 \$36,025.60 21 \$19.51 \$1.560.80 \$40.580.80 33 \$22.00 \$1.760.00 \$45.760.00 45 \$24.78 \$1,982.40	\$17.50 \$1,400.00 \$36,400.00 22 \$19.72 \$1.577.60 \$41,017.60 34 \$22.20 \$1.776.00 \$46.176.00 46 \$25.03 \$2.002.40	\$17.68 \$1,414.40 \$36,774.40 23 \$19.92 \$1,593.60 \$41,433.60 35 \$22.44 \$1,795.20 \$46,675.20 47 \$25.27 \$2,021.60	\$17.87 \$1,429.60 \$37,169.60 24 \$20.11 \$1.608.80 \$41,828.80 36 \$22.67 \$1,813.60 \$47,153.60 48 \$25.54 \$2,043.20

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

-												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$18.03	\$18.20	\$18.38	\$18.58	\$18.76	\$18.95	\$19.16	\$19.33	\$19.51	\$19.72	\$19.92	\$20.11
Biweekly	\$1,442.40	\$1,456.00	\$1,470.40	\$1,486.40	\$1,500.80	\$1,516.00	\$1,532.80	\$1,546.40	\$1,560.80	\$1,577.60	\$1,593.60	\$1,608.80
Annually	\$37,502.40	\$37,856.00	\$38,230.40	\$38,646.40	\$39,020.80	\$39,416.00	\$39,852.80	\$40,206.40	\$40,580.80	\$41,017.60	\$41,433.60	\$41,828.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$20.32	\$20.51	\$20.72	\$20.93	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.20	\$22.44	\$22.67
Biweekly	\$1,625.60	\$1,640.80	\$1,657.60	\$1,674.40	\$1,691.20	\$1,708.80	\$1,724.80	\$1,743.20	\$1,760.00	\$1,776.00	\$1,795.20	\$1,813.60
Annually	\$42,265.60	\$42,660.80	\$43,097.60	\$43,534.40	\$43,971.20	\$44,428.80	\$44,844.80	\$45,323.20	\$45,760.00	\$46,176.00	\$46,675.20	\$47,153.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$22.89	\$23.14	\$23.35	\$23.56	\$23.82	\$24.06	\$24.30	\$24.53	\$24.78	\$25.03	\$25.27	\$25.54
Biweekly	\$1,831.20	\$1,851.20	\$1,868.00	\$1,884.80	\$1,905.60	\$1,924.80	\$1,944.00	\$1,962.40	\$1,982.40	\$2,002.40	\$2,021.60	\$2,043.20
Annually	\$47,611.20	\$48,131.20	\$48,568.00	\$49,004.80	\$49,545.60	\$50,044.80	\$50,544.00	\$51,022.40	\$51,542.40	\$52,062.40	\$52,561.60	\$53,123.20
Stone												
Steps Hourly	37 \$25.79	38 \$26.06	39 \$26.30	40 \$26.56	41 \$26.84	42 \$27.12	43 \$27.36	44 \$27.63	45 \$27.93	46 \$28.20	47 \$28.49	48 \$28.77
Biweekly	\$2,063.20	\$2,084.80	\$2,104.00	\$2,124.80	\$2,147.20	\$2,169.60	\$2,188.80	\$2,210.40	\$2,234.40	\$2,256.00	\$2,279.20	\$2,301.60
Annually	\$53,643.20	\$54,204.80	\$54,704.00	\$55,244.80	\$55,827.20	\$56,409.60	\$56,908.80	\$57,470.40	\$58,094.40	\$58,656.00	\$59,259.20	\$59,841.60
•								\$37,1761.16	\$30,030	\$30,030.00	\$33,233.20	\$55,6 .1.00
Steps	49	50	51	52	. 53	54	55					
Hourly	\$29.06	\$29.35	\$29.64	\$29.93	\$30.23	\$30.54	\$30.85					
Biweekly	\$2,324.80	\$2,348.00	\$2,371.20	\$2,394.40	\$2,418.40	\$2,443.20	\$2,468.00					
Annually	\$60,444.80	\$61,048.00	\$61,651.20	\$62,254.40	\$62,878.40	\$63,523.20	\$64,168.00					
o . 76												
Grade 76												
Steps	. 1	2	3	4	. 5	. 6	7	. 8	9	10	11	12
Hourly	\$20.32	\$20.51	\$20.72	\$20.93	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.20	\$22.44	\$22.67
Biweekly	\$1,625.60	\$1,640.80 \$42,660.80	\$1,657.60	\$1,674.40	\$1,691.20 \$43,971.20	\$1,708.80 \$44,428.80	\$1,724.80	\$1,743.20	\$1,760.00	\$1,776.00	\$1,795.20	\$1,813.60
Annually	\$42,265.60	\$42,000.80	\$43,097.60	\$43,534.40	\$43,971.20	\$44,428.80	\$44,844.80	\$45,323.20	\$45,760.00	\$46,176.00	\$46,675.20	\$47,153.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$22.89	\$23.14	\$23.35	\$23.56	\$23.82	\$24.06	\$24.30	\$24.53	\$24.78	\$25.03	\$25.27	\$25.54
Biweekly	\$1,831.20	\$1,851.20	\$1,868.00	\$1,884.80	\$1,905.60	\$1,924.80	\$1,944.00	\$1,962.40	\$1,982.40	\$2,002.40	\$2,021.60	\$2,043.20
Annually	\$47,611.20	\$48,131.20	\$48,568.00	\$49,004.80	\$49,545.60	\$50,044.80	\$50,544.00	\$51,022.40	\$51,542.40	\$52,062.40	\$52,561.60	\$53,123.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$25.79	\$26.06	\$26.30	\$26.56	\$26.84	\$27.12	\$27.36	\$27.63	\$27.93	\$28.20	\$28.49	\$28.77
Biweekly	\$2,063.20	\$2,084.80	\$2,104.00	\$2,124.80	\$2,147.20	\$2,169.60	\$2,188.80	\$2,210.40	\$2,234.40	\$2,256.00	\$2,279.20	\$2,301.60
Annually	\$53,643.20	\$54,204.80	\$54,704.00	\$55,244.80	\$55,827.20	\$56,409.60	\$56,908.80	\$57,470.40	\$58,094.40	\$58,656.00	\$59,259.20	\$59,841.60
Stone												
Steps Hourly	37 \$29.06	38 \$29.35	39 \$29.64	40 \$29.93	41 \$30.23	42 \$30.54	43 \$30.85	44 \$31.14	45 \$31.46	46 \$31.76	47 \$32.09	48 \$32.39
Houriy Biweekly	\$29.06 \$2,324.80	\$29.35 \$2,348.00	\$29.64 \$2,371.20	\$29.93 \$2,394.40	\$30.23 \$2,418.40	\$30.54 \$2,443.20	\$30.85 \$2,468.00	\$31.14 \$2,491.20	\$31.46 \$2,516.80	\$31.76 \$2,540.80	\$32.09 \$2,567.20	\$32.39 \$2,591.20
Annually	\$60,444.80	\$61,048.00	\$61,651.20	\$62,254.40	\$62,878.40	\$63,523.20	\$64,168.00	\$64,771.20	\$65,436.80	\$66,060.80	\$66,747.20	\$67,371.20
•								,	,	,		, ,
Steps	49	50	51	52	. 53	54	55					
Hourly	\$32.74	\$33.07	\$33.38	\$33.71	\$34.07	\$34.40	\$34.76					
Biweekly	\$2,619.20	\$2,645.60	\$2,670.40	\$2,696.80	\$2,725.60	\$2,752.00	\$2,780.80					
Annually	\$68,099.20	\$68,785.60	\$69,430.40	\$70,116.80	\$70,865.60	\$71,552.00	\$72,300.80					

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Stone	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$22.89	\$23.14	\$23.35	\$23.56	\$23.82	\$24.06	\$24.30	\$24.53	\$24.78	\$25.03	\$25.27	\$25.54
Biweekly	\$1,831.20	\$1,851.20	\$1,868.00	\$1,884.80	\$1,905.60	\$1,924.80	\$1,944.00	\$1,962.40	\$1,982.40	\$2,002.40	\$2,021.60	\$2,043.20
Annually	\$47,611.20	\$48,131.20	\$48,568.00	\$49,004.80	\$49,545.60	\$50,044.80	\$50,544.00	\$51,022.40	\$51,542.40	\$52,062.40	\$52,561.60	\$53,123.20
Stone												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$25.79	\$26.06	\$26.30	\$26.56	\$26.84	\$27.12	\$27.36	\$27.63	\$27.93	\$28.20	\$28.49	\$28.77
Biweekly	\$2,063.20	\$2,084.80	\$2,104.00	\$2,124.80	\$2,147.20	\$2,169.60	\$2,188.80	\$2,210.40	\$2,234.40	\$2,256.00	\$2,279.20	\$2,301.60
Annually	\$53,643.20	\$54,204.80	\$54,704.00	\$55,244.80	\$55,827.20	\$56,409.60	\$56,908.80	\$57,470.40	\$58,094.40	\$58,656.00	\$59,259.20	\$59,841.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$29.06	\$29.35	\$29.64	\$29.93	\$30.23	\$30.54	\$30.85	\$31.14	\$31.46	\$31.76	\$32.09	\$32.39
Biweekly	\$2,324.80	\$2,348.00	\$2,371.20	\$2,394.40	\$2,418.40	\$2,443.20	\$2,468.00	\$2,491.20	\$2,516.80	\$2,540.80	\$2,567.20	\$2,591.20
Annually	\$60,444.80	\$61,048.00	\$61,651.20	\$62,254.40	\$62,878.40	\$63,523.20	\$64,168.00	\$64,771.20	\$65,436.80	\$66,060.80	\$66,747.20	\$67,371.20
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$32.74	\$33.07	\$33.38	\$33.71	\$34.07	\$34.40	\$34.76	\$35.11	\$35.44	\$35.79	\$36.15	\$36.53
Biweekly	\$2,619.20	\$2,645.60	\$2,670.40	\$2,696.80	\$2,725.60	\$2,752.00	\$2,780.80	\$2,808.80	\$2,835.20	\$2,863.20	\$2,892.00	\$2,922.40
Annually	\$68,099.20	\$68,785.60	\$69,430.40	\$70,116.80	\$70,865.60	\$71,552.00	\$72,300.80	\$73,028.80	\$73,715.20	\$74,443.20	\$75,192.00	\$75,982.40
Steps	49	50	51	52	53	54	55					
Hourly	\$36.90	\$37.27	\$37.63	\$38.01	\$38.39	\$38.75	\$39.16					
Biweekly	\$2,952.00	\$2,981.60	\$3,010.40	\$3,040.80	\$3,071.20	\$3,100.00	\$3,132.80					
Annually	\$76,752.00	\$77,521.60	\$78,270.40	\$79,060.80	\$79,851.20	\$80,600.00	\$81,452.80					
, umauny	370,732.00	\$77,321.00	370,270.10	\$75,000.00	373,031.20	\$60,000.00	301, 132.00					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$25.03	\$25.27	\$25.54	\$25.79	\$26.06	\$26.30	\$26.56	\$26.84	\$27.12	\$27.36	\$27.63	\$27.93
Steps Hourly Biweekly	\$25.03 \$2,002.40	\$25.27 \$2,021.60	\$25.54 \$2,043.20	\$25.79 \$2,063.20	\$26.06 \$2,084.80	\$26.30 \$2,104.00	\$26.56 \$2,124.80	\$26.84 \$2,147.20	\$27.12 \$2,169.60	\$27.36 \$2,188.80	\$27.63 \$2,210.40	\$27.93 \$2,234.40
Steps Hourly	\$25.03	\$25.27	\$25.54	\$25.79	\$26.06	\$26.30	\$26.56	\$26.84	\$27.12	\$27.36	\$27.63	\$27.93
Steps Hourly Biweekly	\$25.03 \$2,002.40 \$52,062.40	\$25.27 \$2,021.60 \$52,561.60	\$25.54 \$2,043.20 \$53,123.20	\$25.79 \$2,063.20 \$53,643.20	\$26.06 \$2,084.80 \$54,204.80	\$26.30 \$2,104.00 \$54,704.00	\$26.56 \$2,124.80 \$55,244.80	\$26.84 \$2,147.20 \$55,827.20	\$27.12 \$2,169.60 \$56,409.60	\$27.36 \$2,188.80 \$56,908.80	\$27.63 \$2,210.40 \$57,470.40	\$27.93 \$2,234.40 \$58,094.40
Steps Hourly Biweekly Annually Steps	\$25.03 \$2,002.40 \$52,062.40	\$25.27 \$2,021.60 \$52,561.60	\$25.54 \$2,043.20 \$53,123.20	\$25.79 \$2,063.20 \$53,643.20	\$26.06 \$2,084.80 \$54,204.80	\$26.30 \$2,104.00 \$54,704.00	\$26.56 \$2,124.80 \$55,244.80	\$26.84 \$2,147.20 \$55,827.20	\$27.12 \$2,169.60 \$56,409.60	\$27.36 \$2,188.80 \$56,908.80	\$27.63 \$2,210.40 \$57,470.40	\$27.93 \$2,234.40 \$58,094.40
Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40	\$25.27 \$2,021.60 \$52,561.60	\$25.54 \$2,043.20 \$53,123.20	\$25.79 \$2,063.20 \$53,643.20	\$26.06 \$2,084.80 \$54,204.80	\$26.30 \$2,104.00 \$54,704.00	\$26.56 \$2,124.80 \$55,244.80	\$26.84 \$2,147.20 \$55,827.20	\$27.12 \$2,169.60 \$56,409.60	\$27.36 \$2,188.80 \$56,908.80	\$27.63 \$2,210.40 \$57,470.40	\$27.93 \$2,234.40 \$58,094.40
Steps Hourly Biweekly Annually Steps Hourly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2.371.20	\$26.56 \$2,124.80 \$55,244.80 \$55,244.80 19 \$29.93 \$2,394.40	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2.371.20	\$26.56 \$2,124.80 \$55,244.80 \$55,244.80 19 \$29.93 \$2,394.40	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65.436.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2.256.00 \$58,656.00	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2.279.20 \$59,259.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61.048.00	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20	\$26.56 \$2,124.80 \$55,244.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63.523.20	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65,436.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2.256.00 \$58,656.00 25 \$31.76 \$2.540.80	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2.279.20 \$59.259.20 26 \$32.09 \$2.567.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2.301.60 \$59.841.60 27 \$32.39 \$2.591.20	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40	\$26.56 \$2,124.80 \$55,244.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2.443.20 \$63.523.20 33 \$34.40 \$2,752.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2.491.20 \$64,771.20 35 \$35.11 \$2,808.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65.436.80 36 \$35.44 \$2.835.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2.256.00 \$58.656.00 25 \$31.76	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2.279.20 \$59.259.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2.301.60 \$59.841.60 27 \$32.39	\$25.79 \$2,063.20 \$53,643.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2.371.20 \$61.651.20 30 \$33.38	\$26.56 \$2,124.80 \$55,244.80 \$55,244.80 19 \$29.93 \$2.394.40 \$62.254.40 31 \$33.71	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2.418.40 \$62.878.40 32 \$34.07	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2.443.20 \$63.523.20	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2.468.00 \$64.168.00	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2.491.20 \$64.771.20 35 \$35.11	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65.436.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2.256.00 \$58.656.00 25 \$31.76 \$2.540.80 \$66.060.80	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2.279.20 \$59.259.20 26 \$32.09 \$2.567.20 \$66.747.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2.301.60 \$59.841.60 27 \$32.39 \$2.591.20 \$67.371.20	\$25.79 \$2,063.20 \$53,643.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20 \$68,099.20	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68.785.60	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61.651.20 30 \$33.38 \$2.670.40 \$69.430.40	\$26.56 \$2,124.80 \$55,244.80 \$55,244.80 19 \$29.93 \$2.394.40 \$62,254.40 31 \$33.71 \$2.696.80 \$70.116.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70.865.60	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2.443.20 \$63.523.20 33 \$34.40 \$2.752.00 \$71.552.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2.491.20 \$64,771.20 35 \$35.11 \$2,808.80 \$73,028.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65.436.80 36 \$35.44 \$2.835.20 \$73,715.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweeklv Annually Steps	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2.256.00 \$58,656.00 25 \$31.76 \$2.540.80 \$66.060.80	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59.259.20 26 \$32.09 \$2.567.20 \$66,747.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2.301.60 \$59.841.60 27 \$32.39 \$2.591.20 \$67.371.20	\$25.79 \$2,063.20 \$53,643.20 \$53,643.20 16 \$29.06 \$2.324.80 \$60.444.80 28 \$32.74 \$2.619.20 \$68.099.20	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68.785.60	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40	\$26.56 \$2,124.80 \$55,244.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80 \$70.116.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70,865.60	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2.443.20 \$63.523.20 33 \$34.40 \$2.752.00 \$71.552.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2.468.00 \$64.168.00 34 \$34.76 \$2.780.80 \$72.300.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2.491.20 \$64.771.20 35 \$35.11 \$2.808.80 \$73.028.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20 \$73,715.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2.256.00 \$58.656.00 25 \$31.76 \$2.540.80 \$66.060.80	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2.279.20 \$59.259.20 26 \$32.09 \$2.567.20 \$66.747.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2.301.60 \$59.841.60 27 \$32.39 \$2.591.20 \$67.371.20	\$25.79 \$2,063.20 \$53,643.20 \$16 \$29.06 \$2,324.80 \$60.444.80 \$32.74 \$2,619.20 \$68.099.20	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80 \$70,116.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62.878.40 32 \$34.07 \$2,725.60 \$70.865.60	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2.443.20 \$63.523.20 33 \$34.40 \$2.752.00 \$71.552.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2.491.20 \$64,771.20 35 \$35.11 \$2.808.80 \$73.028.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65.436.80 36 \$35.44 \$2.835.20 \$73.715.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2.256.00 \$58.656.00 25 \$31.76 \$2.540.80 \$66.060.80 37 \$35.79 \$2.863.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2.279.20 \$59,259.20 26 \$32.09 \$2.567.20 \$66,747.20 38 \$36.15 \$2.892.00	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2.301.60 \$59.841.60 27 \$32.39 \$2.591.20 \$67,371.20 39 \$36.53 \$2.922.40	\$25.79 \$2,063.20 \$53,643.20 \$16 \$29.06 \$2,324.80 \$60.444.80 \$32.74 \$2,619.20 \$68.099.20 \$40 \$36.90 \$2,952.00	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60 41 \$37.27 \$2,981.60	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2.371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40 42 \$37.63 \$3,010.40	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93 \$2.394.40 \$62.254.40 31 \$33.71 \$2,696.80 \$70,116.80 43 \$38.01 \$3.040.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62.878.40 32 \$34.07 \$2.725.60 \$70.865.60 44 \$38.39 \$3.071.20	\$27.12 \$2,169.60 \$56,409.60 \$1 \$30.54 \$2.443.20 \$63.523.20 \$34.40 \$2.752.00 \$71,552.00 \$38.75 \$38.75 \$3.100.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2.468.00 \$64.168.00 34 \$34.76 \$2.780.80 \$72,300.80 46 \$39.16 \$3.132.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2.491.20 \$64,771.20 35 \$35.11 \$2.808.80 \$73.028.80 47 \$39.56 \$31.164.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65.436.80 36 \$35.44 \$2.835.20 \$73,715.20 48 \$39.94 \$3.195.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2.256.00 \$58.656.00 25 \$31.76 \$2.540.80 \$66.060.80	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2.279.20 \$59.259.20 26 \$32.09 \$2.567.20 \$66.747.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2.301.60 \$59.841.60 27 \$32.39 \$2.591.20 \$67.371.20	\$25.79 \$2,063.20 \$53,643.20 \$16 \$29.06 \$2,324.80 \$60.444.80 \$32.74 \$2,619.20 \$68.099.20	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80 \$70,116.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62.878.40 32 \$34.07 \$2,725.60 \$70.865.60	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2.443.20 \$63.523.20 33 \$34.40 \$2.752.00 \$71.552.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2.468.00 \$64.168.00 34 \$34.76 \$2,780.80 \$72.300.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2.491.20 \$64,771.20 35 \$35.11 \$2.808.80 \$73.028.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65.436.80 36 \$35.44 \$2.835.20 \$73.715.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2.256.00 \$58.656.00 25 \$31.76 \$2.540.80 \$66.060.80 37 \$35.79 \$2.863.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2.279.20 \$59,259.20 26 \$32.09 \$2.567.20 \$66,747.20 38 \$36.15 \$2.892.00	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2.301.60 \$59.841.60 27 \$32.39 \$2.591.20 \$67,371.20 39 \$36.53 \$2.922.40	\$25.79 \$2,063.20 \$53,643.20 \$16 \$29.06 \$2,324.80 \$60.444.80 \$32.74 \$2,619.20 \$68.099.20 \$40 \$36.90 \$2,952.00	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60 41 \$37.27 \$2,981.60	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2.371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40 42 \$37.63 \$3,010.40	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93 \$2.394.40 \$62.254.40 31 \$33.71 \$2,696.80 \$70,116.80 43 \$38.01 \$3.040.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62.878.40 32 \$34.07 \$2.725.60 \$70.865.60 44 \$38.39 \$3.071.20	\$27.12 \$2,169.60 \$56,409.60 \$1 \$30.54 \$2.443.20 \$63.523.20 \$34.40 \$2.752.00 \$71,552.00 \$38.75 \$38.75 \$3.100.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2.468.00 \$64.168.00 34 \$34.76 \$2.780.80 \$72,300.80 46 \$39.16 \$3.132.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2.491.20 \$64,771.20 35 \$35.11 \$2.808.80 \$73.028.80 47 \$39.56 \$31.164.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65.436.80 36 \$35.44 \$2.835.20 \$73,715.20 48 \$39.94 \$3.195.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58.656.00 25 \$31.76 \$2,540.80 \$66.060.80 37 \$35.79 \$2,863.20 \$74.443.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2.279.20 \$59,259.20 26 \$32.09 \$2.567.20 \$66,747.20 38 \$36.15 \$2,892.00 \$75.192.00	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2.301.60 \$59.841.60 27 \$32.39 \$2.591.20 \$67.371.20 39 \$36.53 \$2.922.40 \$75.982.40	\$25.79 \$2,063.20 \$53,643.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20 \$68.099.20 40 \$36.90 \$2,952.00 \$76,752.00	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61.048.00 29 \$33.07 \$2,645.60 \$68,785.60 41 \$37.27 \$2,981.60 \$77,521.60	\$26.30 \$2,104.00 \$54,704.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61.651.20 30 \$33.38 \$2,670.40 \$69,430.40 42 \$37.63 \$3,010.40 \$78,270.40	\$26.56 \$2,124.80 \$55,244.80 \$19 \$29.93 \$2,394.40 \$62,254.40 \$33.71 \$2,696.80 \$70,116.80 \$43 \$38.01 \$3,040.80 \$79,060.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62.878.40 32 \$34.07 \$2.725.60 \$70.865.60 44 \$38.39 \$3.071.20	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2.443.20 \$63.523.20 33 \$34.40 \$2.752.00 \$71,552.00 45 \$38.75 \$3.100.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2.468.00 \$64.168.00 34 \$34.76 \$2.780.80 \$72,300.80 46 \$39.16 \$3.132.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2.491.20 \$64,771.20 35 \$35.11 \$2.808.80 \$73.028.80 47 \$39.56 \$31.164.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65.436.80 36 \$35.44 \$2.835.20 \$73,715.20 48 \$39.94 \$3.195.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2.256.00 \$58.656.00 25 \$31.76 \$2.540.80 \$66.060.80 37 \$35.79 \$2.863.20 \$74.443.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2.279.20 \$59,259.20 26 \$32.09 \$2.567.20 \$66.747.20 38 \$36.15 \$2.892.00 \$75.192.00	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59.841.60 27 \$32.39 \$2.591.20 \$67,371.20 39 \$36.53 \$2,922.40 \$75.982.40	\$25.79 \$2,063.20 \$53,643.20 \$16 \$29.06 \$2,324.80 \$60.444.80 \$32.74 \$2,619.20 \$68.099.20 \$40 \$36.90 \$2,952.00 \$76.752.00	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60 41 \$37.27 \$2,981.60 \$77,521.60	\$26.30 \$2,104.00 \$54,704.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40 42 \$37.63 \$3,010.40 \$78.270.40	\$26.56 \$2,124.80 \$55,244.80 \$19 \$29.93 \$2,394.40 \$62,254.40 \$33.71 \$2,696.80 \$70,116.80 \$38.01 \$3,040.80 \$79,060.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62.878.40 32 \$34.07 \$2.725.60 \$70.865.60 44 \$38.39 \$3.071.20	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2.443.20 \$63.523.20 33 \$34.40 \$2.752.00 \$71,552.00 45 \$38.75 \$3.100.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2.468.00 \$64.168.00 34 \$34.76 \$2.780.80 \$72,300.80 46 \$39.16 \$3.132.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2.491.20 \$64,771.20 35 \$35.11 \$2.808.80 \$73.028.80 47 \$39.56 \$31.164.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65.436.80 36 \$35.44 \$2.835.20 \$73,715.20 48 \$39.94 \$3.195.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2.256.00 \$58.656.00 25 \$31.76 \$2.540.80 \$66.060.80 37 \$35.79 \$2.863.20 \$74.443.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2.279.20 \$59,259.20 26 \$32.09 \$2.567.20 \$66.747.20 38 \$36.15 \$2.892.00 \$75.192.00	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2.301.60 \$59.841.60 27 \$32.39 \$2.591.20 \$67.371.20 39 \$36.53 \$2.922.40 \$75.982.40	\$25.79 \$2,063.20 \$53,643.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60.444.80 28 \$32.74 \$2,619.20 \$68.099.20 40 \$36.90 \$2,952.00 \$76,752.00	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60 41 \$37.27 \$2,981.60 \$77,521.60	\$26.30 \$2,104.00 \$54,704.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40 42 \$37.63 \$3,010.40 \$78,270.40	\$26.56 \$2,124.80 \$55,244.80 \$19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80 \$70,116.80 43 \$38.01 \$3,040.80 \$79,060.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62.878.40 32 \$34.07 \$2.725.60 \$70.865.60 44 \$38.39 \$3.071.20	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2.443.20 \$63.523.20 33 \$34.40 \$2.752.00 \$71,552.00 45 \$38.75 \$3.100.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2.468.00 \$64.168.00 34 \$34.76 \$2.780.80 \$72,300.80 46 \$39.16 \$3.132.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2.491.20 \$64,771.20 35 \$35.11 \$2.808.80 \$73.028.80 47 \$39.56 \$31.164.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2.516.80 \$65.436.80 36 \$35.44 \$2.835.20 \$73,715.20 48 \$39.94 \$3.195.20

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Chama	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$27.36	\$27.63	\$27.93	\$28.20	\$28.49	\$28.77	\$29.06	\$29.35	\$29.64	\$29.93	\$30.23	\$30.54
-			\$2,234.40					\$2,348.00				
Biweekly	\$2,188.80	\$2,210.40		\$2,256.00	\$2,279.20	\$2,301.60	\$2,324.80		\$2,371.20	\$2,394.40	\$2,418.40	\$2,443.20
Annually	\$56,908.80	\$57,470.40	\$58,094.40	\$58,656.00	\$59,259.20	\$59,841.60	\$60,444.80	\$61,048.00	\$61,651.20	\$62,254.40	\$62,878.40	\$63,523.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$30.85	\$31.14	\$31.46	\$31.76	\$32.09	\$32.39	\$32.74	\$33.07	\$33.38	\$33.71	\$34.07	\$34.40
Biweekly	\$2,468.00	\$2,491.20	\$2,516.80	\$2,540.80	\$2,567.20	\$2,591.20	\$2,619.20	\$2,645.60	\$2,670.40	\$2,696.80	\$2,725.60	\$2,752.00
Annually	\$64,168.00	\$64,771.20	\$65,436.80	\$66,060.80	\$66,747.20	\$67,371.20	\$68,099.20	\$68,785.60	\$69,430.40	\$70,116.80	\$70,865.60	\$71,552.00
, ,	301,100.00	301,771.20	\$65, 156.66	\$00,000.00	300,7 17.20	307,371.20	\$00,033.20	\$66,765.66	303, 130. 10	370,110.00	\$70,003.00	J71,332.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$34.76	\$35.11	\$35.44	\$35.79	\$36.15	\$36.53	\$36.90	\$37.27	\$37.63	\$38.01	\$38.39	\$38.75
Biweekly	\$2,780.80	\$2,808.80	\$2,835.20	\$2,863.20	\$2,892.00	\$2,922.40	\$2,952.00	\$2,981.60	\$3,010.40	\$3,040.80	\$3,071.20	\$3,100.00
Annually	\$72,300.80	\$73,028.80	\$73,715.20	\$74,443.20	\$75,192.00	\$75,982.40	\$76,752.00	\$77,521.60	\$78,270.40	\$79,060.80	\$79,851.20	\$80,600.00
,		*************	4.01.20.20	41.77.10.20	***************************************			***************************************		4.0,	***************************************	**********
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$39.16	\$39.56	\$39.94	\$40.34	\$40.76	\$41.16	\$41.58	\$41.98	\$42.42	\$42.84	\$43.26	\$43.70
Biweekly	\$3,132.80	\$3,164.80	\$3,195.20	\$3,227.20	\$3,260.80	\$3,292.80	\$3,326.40	\$3,358.40	\$3,393.60	\$3,427.20	\$3,460.80	\$3,496.00
Annually	\$81,452.80	\$82,284.80	\$83,075.20	\$83,907.20	\$84,780.80	\$85,612.80	\$86,486.40	\$87,318.40	\$88,233.60	\$89,107.20	\$89,980.80	\$90,896.00
•												
Steps	49	50	51	52	53	54	55					
Hourly	\$44.15	\$44.56	\$45.02	\$45.48	\$45.93	\$46.39	\$46.84					
Biweekly	\$3,532.00	\$3,564.80	\$3,601.60	\$3,638.40	\$3,674.40	\$3,711.20	\$3,747.20					
Annually	\$91,832.00	\$92,684.80	\$93,641.60	\$94,598.40	\$95,534.40	\$96,491.20	\$97,427.20					
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	\$29.64	\$29.93	\$30.23	\$30.54	\$30.85	\$31.14	\$31.46	\$31.76	\$32.09	\$32.39	\$32.74	\$33.07
Steps	_	_										
Steps Hourly	\$29.64	\$29.93	\$30.23	\$30.54	\$30.85	\$31.14	\$31.46	\$31.76	\$32.09	\$32.39	\$32.74	\$33.07
Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20	\$29.93 \$2,394.40 \$62,254.40	\$30.23 \$2,418.40 \$62,878.40	\$30.54 \$2,443.20 \$63,523.20	\$30.85 \$2,468.00 \$64,168.00	\$31.14 \$2,491.20 \$64,771.20	\$31.46 \$2,516.80 \$65,436.80	\$31.76 \$2,540.80 \$66,060.80	\$32.09 \$2,567.20 \$66,747.20	\$32.39 \$2,591.20 \$67,371.20	\$32.74 \$2,619.20 \$68,099.20	\$33.07 \$2,645.60 \$68,785.60
Steps Hourly Biweekly Annually Steps	\$29.64 \$2,371.20 \$61,651.20	\$29.93 \$2,394.40 \$62,254.40	\$30.23 \$2,418.40 \$62,878.40	\$30.54 \$2,443.20 \$63,523.20	\$30.85 \$2,468.00 \$64,168.00	\$31.14 \$2,491.20 \$64,771.20	\$31.46 \$2,516.80 \$65,436.80	\$31.76 \$2,540.80 \$66,060.80	\$32.09 \$2,567.20 \$66,747.20	\$32.39 \$2,591.20 \$67,371.20	\$32.74 \$2,619.20 \$68,099.20	\$33.07 \$2,645.60 \$68,785.60
Steps Hourly Biweekly Annually Steps Hourly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60
Steps Hourly Biweekly Annually Steps Hourly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70.865.60	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72.300.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2.835.20 \$73,715.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74.443.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69,430.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73,028.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2.835.20 \$73,715.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00 \$76,752.00	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2.752.00 \$71,552.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 30 \$39.56	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2.835.20 \$73.715.20 31 \$39.94	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20 32 \$40.34	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75.982.40 34 \$41.16	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77.521.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69.430.40 25 \$37.63 \$3.010.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01 \$3,040.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2.725.60 \$70.865.60 27 \$38.39 \$3.071.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71.552.00 28 \$38.75 \$3,100.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 30 \$39.56 \$3.164.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2.835.20 \$73.715.20 31 \$39.94 \$3.195.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74.443.20 32 \$40.34 \$3.227.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00 33 \$40.76 \$3,260.80	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3.292.80	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3.326.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77.521.60 36 \$41.98 \$3.358.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2.752.00 \$71,552.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 30 \$39.56	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2.835.20 \$73.715.20 31 \$39.94	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20 32 \$40.34	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75.982.40 34 \$41.16	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77.521.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69.430.40 25 \$37.63 \$3.010.40 \$78.270.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01 \$3.040.80 \$79.060.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2.725.60 \$70.865.60 27 \$38.39 \$3.071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71.552.00 28 \$38.75 \$3,100.00 \$80,600.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80 \$81,452.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 30 \$39.56 \$3.164.80 \$82.284.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2.835.20 \$73.715.20 31 \$39.94 \$3.195.20 \$83.075.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74.443.20 32 \$40.34 \$3.227.20 \$83.907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00 33 \$40.76 \$3.260.80 \$84,780.80	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3.292.80 \$85,612.80	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00 \$76,752.00 35 \$41.58 \$3.326.40 \$86,486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77.521.60 36 \$41.98 \$3.358.40 \$87.318.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69,430.40 25 \$37.63 \$3.010.40 \$78,270.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01 \$3.040.80 \$79.060.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70.865.60 27 \$38.39 \$3,071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71.552.00 28 \$38.75 \$3,100.00 \$80,600.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2.780.80 \$72.300.80 29 \$39.16 \$3.132.80 \$81,452.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73,028.80 30 \$39.56 \$3.164.80 \$82,284.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2.835.20 \$73,715.20 31 \$39.94 \$3.195.20 \$83.075.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20 32 \$40.34 \$3.227.20 \$83,907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00 33 \$40.76 \$3.260.80 \$84,780.80	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85.612.80	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00 \$76.752.00 35 \$41.58 \$3.326.40 \$86.486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69.430.40 25 \$37.63 \$3,010.40 \$78.270.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01 \$3,040.80 \$79,060.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70.865.60 27 \$38.39 \$3.071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2.780.80 \$72.300.80 29 \$39.16 \$3.132.80 \$81.452.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 30 \$39.56 \$3.164.80 \$82.284.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3.195.20 \$83,075.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20 32 \$40.34 \$3.227.20 \$83.907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00 33 \$40.76 \$3.260.80 \$84,780.80	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85.612.80	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00 \$76.752.00 35 \$41.58 \$3.326.40 \$86.486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69.430.40 25 \$37.63 \$3.010.40 \$78.270.40 37 \$42.42 \$3.393.60	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01 \$3.040.80 \$79,060.80 38 \$42.84 \$3,427.20	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70.865.60 27 \$38.39 \$3.071.20 \$79,851.20 39 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2.752.00 \$71.552.00 28 \$38.75 \$3.100.00 \$80,600.00 40 \$43.70 \$3,496.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2.780.80 \$72.300.80 29 \$39.16 \$3.132.80 \$81.452.80 41 \$44.15 \$3.532.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 30 \$39.56 \$3.164.80 \$82.284.80 42 \$44.56 \$3.564.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2.835.20 \$73,715.20 31 \$39.94 \$3.195.20 \$83.075.20 43 \$45.02 \$3,601.60	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20 32 \$40.34 \$3.227.20 \$83,907.20 44 \$45.48 \$3.638.40	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00 33 \$40.76 \$3.260.80 \$84,780.80 45 \$45.93 \$3.674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00 \$76.752.00 35 \$41.58 \$3.326.40 \$86.486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40 48 \$47.32 \$3,785.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69.430.40 25 \$37.63 \$3,010.40 \$78.270.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01 \$3,040.80 \$79,060.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70.865.60 27 \$38.39 \$3.071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2.780.80 \$72.300.80 29 \$39.16 \$3.132.80 \$81.452.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 30 \$39.56 \$3.164.80 \$82.284.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3.195.20 \$83,075.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20 32 \$40.34 \$3.227.20 \$83.907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00 33 \$40.76 \$3.260.80 \$84,780.80	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85.612.80	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00 \$76.752.00 35 \$41.58 \$3.326.40 \$86.486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69.430.40 25 \$37.63 \$3.010.40 \$78.270.40 37 \$42.42 \$3.393.60	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01 \$3.040.80 \$79,060.80 38 \$42.84 \$3,427.20	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70.865.60 27 \$38.39 \$3.071.20 \$79,851.20 39 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2.752.00 \$71.552.00 28 \$38.75 \$3.100.00 \$80,600.00 40 \$43.70 \$3,496.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2.780.80 \$72.300.80 29 \$39.16 \$3.132.80 \$81.452.80 41 \$44.15 \$3.532.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 30 \$39.56 \$3.164.80 \$82.284.80 42 \$44.56 \$3.564.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2.835.20 \$73,715.20 31 \$39.94 \$3.195.20 \$83.075.20 43 \$45.02 \$3,601.60	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20 32 \$40.34 \$3.227.20 \$83,907.20 44 \$45.48 \$3.638.40	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00 33 \$40.76 \$3.260.80 \$84,780.80 45 \$45.93 \$3.674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00 \$76.752.00 35 \$41.58 \$3.326.40 \$86.486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40 48 \$47.32 \$3,785.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69.430.40 25 \$37.63 \$3,010.40 \$78.270.40 37 \$42.42 \$3.393.60 \$88,233.60	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01 \$3.040.80 \$79.060.80 38 \$42.84 \$3.427.20 \$89.107.20	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70.865.60 27 \$38.39 \$3.071.20 \$79.851.20 39 \$43.26 \$3,460.80 \$89,980.80	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2.752.00 \$71.552.00 28 \$38.75 \$3.100.00 \$80.600.00 40 \$43.70 \$3.496.00 \$90.896.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2.780.80 \$72.300.80 29 \$39.16 \$3.132.80 \$81.452.80 41 \$44.15 \$3.532.00 \$91.832.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 \$39.56 \$3.164.80 \$82.284.80 42 \$44.56 \$3.564.80 \$92.684.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3.195.20 \$83,075.20 43 \$45.02 \$3,601.60 \$93,641.60	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20 32 \$40.34 \$3.227.20 \$83,907.20 44 \$45.48 \$3.638.40	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00 33 \$40.76 \$3.260.80 \$84,780.80 45 \$45.93 \$3.674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00 \$76.752.00 35 \$41.58 \$3.326.40 \$86.486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40 48 \$47.32 \$3,785.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69.430.40 25 \$37.63 \$3.010.40 \$78.270.40 37 \$42.42 \$3.393.60 \$88.233.60	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01 \$3.040.80 \$79.060.80 38 \$42.84 \$3.427.20 \$89.107.20	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70.865.60 27 \$38.39 \$3.071.20 \$79.851.20 39 \$43.26 \$3,460.80 \$89.980.80	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71.552.00 28 \$38.75 \$3.100.00 \$80.600.00 40 \$43.70 \$3,496.00 \$90,896.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2.780.80 \$72.300.80 29 \$39.16 \$3.132.80 \$81.452.80 41 \$44.15 \$3.532.00 \$91,832.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 30 \$39.56 \$3.164.80 \$82.284.80 42 \$44.56 \$3.564.80 \$92.684.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3.195.20 \$83.075.20 43 \$45.02 \$3,601.60 \$93,641.60	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20 32 \$40.34 \$3.227.20 \$83,907.20 44 \$45.48 \$3.638.40	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00 33 \$40.76 \$3.260.80 \$84,780.80 45 \$45.93 \$3.674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00 \$76.752.00 35 \$41.58 \$3.326.40 \$86.486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40 48 \$47.32 \$3,785.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69.430.40 25 \$37.63 \$3.010.40 \$78.270.40 37 \$42.42 \$3.393.60 \$88.233.60 49 \$47.78 \$3,822.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01 \$3.040.80 \$79.060.80 38 \$42.84 \$3,427.20 \$89,107.20 50 \$48.27 \$3,861.60	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70.865.60 27 \$38.39 \$3,071.20 \$79.851.20 39 \$43.26 \$3,460.80 \$89,980.80 51 \$48.74 \$3,899.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2.752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00 40 \$43.70 \$3,496.00 \$90.896.00 52 \$49.24 \$3,939.20	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2.780.80 \$72.300.80 29 \$39.16 \$3.132.80 \$81.452.80 41 \$44.15 \$3.532.00 \$91.832.00 \$91.832.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 30 \$39.56 \$3.164.80 \$82.284.80 42 \$44.56 \$3.564.80 \$92.684.80 \$92.684.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2.835.20 \$73.715.20 31 \$39.94 \$3.195.20 \$83.075.20 43 \$45.02 \$3.601.60 \$93.641.60 55 \$50.73 \$4,058.40	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20 32 \$40.34 \$3.227.20 \$83,907.20 44 \$45.48 \$3.638.40	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00 33 \$40.76 \$3.260.80 \$84,780.80 45 \$45.93 \$3.674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00 \$76.752.00 35 \$41.58 \$3.326.40 \$86.486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40 48 \$47.32 \$3,785.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2.670.40 \$69.430.40 25 \$37.63 \$3.010.40 \$78.270.40 37 \$42.42 \$3.393.60 \$88.233.60	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2.696.80 \$70.116.80 26 \$38.01 \$3.040.80 \$79.060.80 38 \$42.84 \$3.427.20 \$89.107.20	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70.865.60 27 \$38.39 \$3.071.20 \$79.851.20 39 \$43.26 \$3,460.80 \$89.980.80	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71.552.00 28 \$38.75 \$3.100.00 \$80.600.00 40 \$43.70 \$3,496.00 \$90,896.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2.780.80 \$72.300.80 29 \$39.16 \$3.132.80 \$81.452.80 41 \$44.15 \$3.532.00 \$91,832.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2.808.80 \$73.028.80 30 \$39.56 \$3.164.80 \$82.284.80 42 \$44.56 \$3.564.80 \$92.684.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3.195.20 \$83.075.20 43 \$45.02 \$3,601.60 \$93,641.60	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2.863.20 \$74,443.20 32 \$40.34 \$3.227.20 \$83,907.20 44 \$45.48 \$3.638.40	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2.892.00 \$75.192.00 33 \$40.76 \$3.260.80 \$84,780.80 45 \$45.93 \$3.674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2.952.00 \$76.752.00 35 \$41.58 \$3.326.40 \$86.486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40 48 \$47.32 \$3,785.60

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$32.39	\$32.74	\$33.07	\$33.38	\$33.71	\$34.07	\$34.40	\$34.76	\$35.11	\$35.44	\$35.79	\$36.15
Biweekly	\$2,591.20	\$2,619.20	\$2,645.60	\$2,670.40	\$2,696.80	\$2,725.60	\$2,752.00	\$2,780.80	\$2,808.80	\$2,835.20	\$2,863.20	\$2,892.00
Annually	\$67,371.20	\$68,099.20	\$68,785.60	\$69,430.40	\$70,116.80	\$70,865.60	\$71,552.00	\$72,300.80	\$73,028.80	\$73,715.20	\$74,443.20	\$75,192.00
Steps	42	44	45	46	47	40	40	20	24	22	22	24
•	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$36.53	\$36.90	\$37.27	\$37.63	\$38.01	\$38.39	\$38.75	\$39.16	\$39.56	\$39.94	\$40.34	\$40.76
	\$2,922.40	\$2,952.00	\$2,981.60	\$3,010.40	\$3,040.80	\$3,071.20	\$3,100.00	\$3,132.80	\$3,164.80	\$3,195.20	\$3,227.20	\$3,260.80
Annually	\$75,982.40	\$76,752.00	\$77,521.60	\$78,270.40	\$79,060.80	\$79,851.20	\$80,600.00	\$81,452.80	\$82,284.80	\$83,075.20	\$83,907.20	\$84,780.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$41.16	\$41.58	\$41.98	\$42.42	\$42.84	\$43.26	\$43.70	\$44.15	\$44.56	\$45.02	\$45.48	\$45.93
Biweekly	\$3,292.80	\$3,326.40	\$3,358.40	\$3,393.60	\$3,427.20	\$3,460.80	\$3,496.00	\$3,532.00	\$3,564.80	\$3,601.60	\$3,638.40	\$3,674.40
Annually	\$85,612.80	\$86,486.40	\$87,318.40	\$88,233.60	\$89,107.20	\$89,980.80	\$90,896.00	\$91,832.00	\$92,684.80	\$93,641.60	\$94,598.40	\$95,534.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$46.39	\$46.84	\$47.32	\$47.78	\$48.27	\$48.74	\$49.24	\$49.73	\$50.21	\$50.73	\$51.26	\$51.76
Biweekly	\$3,711.20	\$3,747.20	\$3,785.60	\$3,822.40	\$3,861.60	\$3,899.20	\$3,939.20	\$3,978.40	\$4,016.80	\$4,058.40	\$4,100.80	\$4,140.80
Annually	\$96,491.20	\$97.427.20	\$98.425.60	\$99,382.40	\$100,401.60	\$101,379.20	\$102,419.20	\$103,438.40	\$104,436.80	\$105,518.40	\$106,620.80	\$107,660.80
Steps	49	50	51	52	53	54	55					
Hourly	\$52.26	\$52.79	\$53.33	\$53.84	\$54.40	\$54.93	\$55.49					
Biweekly	\$4,180.80	\$4,223.20	\$4,266.40	\$4,307.20	\$4,352.00	\$4,394.40	\$4,439.20					
Annually	\$108,700.80	\$109,803.20	\$110,926.40	\$111,987.20	\$113,152.00	\$114,254.40	\$115,419.20					
Grade 82												
(Trade AZ												
Grade GE												
Steps	1	2	3	4	5	6	7	. 8	9	10	11	12
Steps Hourly	\$36.53	\$36.90	\$37.27	\$37.63	\$38.01	\$38.39	\$38.75	\$39.16	\$39.56	\$39.94	\$40.34	\$40.76
Steps Hourly Biweekly	\$36.53 \$2,922.40	\$36.90 \$2,952.00	\$37.27 \$2,981.60	\$37.63 \$3,010.40	\$38.01 \$3,040.80	\$38.39 \$3,071.20	\$38.75 \$3,100.00	\$39.16 \$3,132.80	\$39.56 \$3,164.80	\$39.94 \$3,195.20	\$40.34 \$3,227.20	\$40.76 \$3,260.80
Steps Hourly	\$36.53	\$36.90	\$37.27	\$37.63	\$38.01	\$38.39	\$38.75	\$39.16	\$39.56	\$39.94	\$40.34	\$40.76
Steps Hourly Biweekly	\$36.53 \$2,922.40	\$36.90 \$2,952.00 \$76,752.00	\$37.27 \$2,981.60 \$77,521.60	\$37.63 \$3,010.40 \$78,270.40	\$38.01 \$3,040.80 \$79,060.80	\$38.39 \$3,071.20 \$79,851.20	\$38.75 \$3,100.00 \$80,600.00	\$39.16 \$3,132.80 \$81,452.80	\$39.56 \$3,164.80 \$82,284.80	\$39.94 \$3,195.20 \$83,075.20	\$40.34 \$3,227.20 \$83,907.20	\$40.76 \$3,260.80 \$84,780.80
Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40	\$36.90 \$2,952.00 \$76,752.00	\$37.27 \$2,981.60 \$77,521.60	\$37.63 \$3,010.40 \$78,270.40	\$38.01 \$3,040.80 \$79,060.80	\$38.39 \$3,071.20 \$79,851.20	\$38.75 \$3,100.00 \$80,600.00	\$39.16 \$3,132.80 \$81,452.80	\$39.56 \$3,164.80 \$82,284.80	\$39.94 \$3,195.20 \$83,075.20	\$40.34 \$3,227.20 \$83,907.20	\$40.76 \$3,260.80 \$84,780.80
Steps Hourly Biweekly Annually Steps	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93
Steps Hourly Biweekly Annually Steps Hourly	\$36.53 \$2,922.40 \$75,982.40	\$36.90 \$2,952.00 \$76,752.00	\$37.27 \$2,981.60 \$77,521.60	\$37.63 \$3,010.40 \$78,270.40	\$38.01 \$3,040.80 \$79,060.80	\$38.39 \$3,071.20 \$79,851.20	\$38.75 \$3,100.00 \$80,600.00	\$39.16 \$3,132.80 \$81,452.80	\$39.56 \$3,164.80 \$82,284.80	\$39.94 \$3,195.20 \$83,075.20	\$40.34 \$3,227.20 \$83,907.20	\$40.76 \$3,260.80 \$84,780.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3.292.80	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3.326.40	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3.358.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3.393.60	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3.292.80	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3.326.40	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3.358.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3.393.60 \$88.233.60	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94,598.40	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95.534.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3.292.80 \$85,612.80 25 \$46.39	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3.326.40 \$86,486.40	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3.460.80 \$89,980.80 30 \$48.74	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3.532.00 \$91,832.00	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92,684.80 33 \$50.21	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94,598.40 35 \$51.26	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3.674.40 \$95,534.40 36 \$51.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85.612.80 25 \$46.39 \$3,711.20	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3.326.40 \$86.486.40 26 \$46.84 \$3.747.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3.358.40 \$87.318.40 27 \$47.32 \$3,785.60	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3.393.60 \$88,233.60 28 \$47.78 \$3,822.40	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92.684.80 33 \$50.21 \$4,016.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94.598.40 35 \$51.26 \$4,100.80	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95.534.40 36 \$51.76 \$4,140.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3.292.80 \$85,612.80 25 \$46.39	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3.326.40 \$86,486.40	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3.460.80 \$89,980.80 30 \$48.74	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3.532.00 \$91,832.00	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92,684.80 33 \$50.21	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94,598.40 35 \$51.26	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3.674.40 \$95,534.40 36 \$51.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85.612.80 25 \$46.39 \$3,711.20 \$96,491.20	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3.326.40 \$86.486.40 26 \$46.84 \$3.747.20 \$97,427.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3.393.60 \$88,233.60 28 \$47.78 \$3,822.40 \$99,382.40	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90.896.00 31 \$49.24 \$3,939.20 \$102,419.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92.684.80 33 \$50.21 \$4,016.80 \$104,436.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105.518.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94.598.40 35 \$51.26 \$4,100.80 \$106.620.80	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85.612.80 25 \$46.39 \$3,711.20 \$96,491.20	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3.326.40 \$86,486.40 26 \$46.84 \$3.747.20 \$97,427.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3.358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98.425.60	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3.393.60 \$88.233.60 28 \$47.78 \$3,822.40 \$99,382.40	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90.896.00 31 \$49.24 \$3,939.20 \$102,419.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92.684.80 33 \$50.21 \$4,016.80 \$104,436.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94.598.40 35 \$51.26 \$4,100.80 \$106,620.80	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3.674.40 \$95.534.40 36 \$51.76 \$4.140.80 \$107.660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85.612.80 25 \$46.39 \$3,711.20 \$96.491.20	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3.326.40 \$86,486.40 26 \$46.84 \$3,747.20 \$97,427.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3.358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3.393.60 \$88.233.60 28 \$47.78 \$3,822.40 \$99.382.40	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90.896.00 31 \$49.24 \$3,939.20 \$102,419.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92,684.80 33 \$50.21 \$4,016.80 \$104,436.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94.598.40 35 \$51.26 \$4,100.80 \$106.620.80	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95.534.40 36 \$51.76 \$4,140.80 \$107.660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3.292.80 \$85.612.80 25 \$46.39 \$3,711.20 \$96.491.20 37 \$52.26 \$4,180.80	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3.326.40 \$86.486.40 26 \$46.84 \$3.747.20 \$97.427.20 38 \$52.79 \$4,223.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3.358.40 \$87.318.40 27 \$47.32 \$3,785.60 \$98.425.60 39 \$53.33 \$4,266.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3.393.60 \$88.233.60 28 \$47.78 \$3,822.40 \$99,382.40 40 \$53.84 \$4,307.20	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60 41 \$54.40 \$4,352.00	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20 42 \$54.93 \$4,394.40	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20 43 \$55.49 \$4,439.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40 44 \$56.04 \$4,483.20	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92.684.80 33 \$50.21 \$4.016.80 \$104.436.80 45 \$56.60 \$4.528.00	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40 46 \$57.18 \$4,574.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94.598.40 35 \$51.26 \$4,100.80 \$106,620.80 47 \$57.72 \$4,617.60	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3.674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80 48 \$58.31 \$4,664.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85.612.80 25 \$46.39 \$3,711.20 \$96.491.20	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3.326.40 \$86,486.40 26 \$46.84 \$3,747.20 \$97,427.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3.358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3.393.60 \$88.233.60 28 \$47.78 \$3,822.40 \$99.382.40	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90.896.00 31 \$49.24 \$3,939.20 \$102,419.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92,684.80 33 \$50.21 \$4,016.80 \$104,436.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94.598.40 35 \$51.26 \$4,100.80 \$106.620.80	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95.534.40 36 \$51.76 \$4,140.80 \$107.660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3.292.80 \$85.612.80 25 \$46.39 \$3,711.20 \$96.491.20 37 \$52.26 \$4,180.80	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3.326.40 \$86.486.40 26 \$46.84 \$3.747.20 \$97.427.20 38 \$52.79 \$4,223.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3.358.40 \$87.318.40 27 \$47.32 \$3,785.60 \$98.425.60 39 \$53.33 \$4,266.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3.393.60 \$88.233.60 28 \$47.78 \$3,822.40 \$99,382.40 40 \$53.84 \$4,307.20	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60 41 \$54.40 \$4,352.00	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20 42 \$54.93 \$4,394.40	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20 43 \$55.49 \$4,439.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40 44 \$56.04 \$4,483.20	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92.684.80 33 \$50.21 \$4.016.80 \$104.436.80 45 \$56.60 \$4.528.00	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105.518.40 46 \$57.18 \$4,574.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94.598.40 35 \$51.26 \$4,100.80 \$106,620.80 47 \$57.72 \$4,617.60	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3.674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80 48 \$58.31 \$4,664.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3.292.80 \$85.612.80 25 \$46.39 \$3,711.20 \$96.491.20 37 \$52.26 \$4,180.80 \$108,700.80	\$36.90 \$2,952.00 \$76,752.00 \$14 \$41.58 \$3.326.40 \$86.486.40 26 \$46.84 \$3,747.20 \$97,427.20 \$97,427.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3.358.40 \$87.318.40 27 \$47.32 \$3.785.60 \$98.425.60 39 \$53.33 \$4,266.40 \$110.926.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3.393.60 \$88.233.60 28 \$47.78 \$3.822.40 \$99.382.40 40 \$53.84 \$4,307.20 \$111.987.20	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60 41 \$54.40 \$4,352.00 \$113,152.00	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101.379.20 42 \$54.93 \$4,394.40 \$114,254.40	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20 43 \$55.49 \$4,439.20 \$115,419.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40 44 \$56.04 \$4,483.20	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92.684.80 33 \$50.21 \$4.016.80 \$104.436.80 45 \$56.60 \$4.528.00	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105.518.40 46 \$57.18 \$4,574.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94.598.40 35 \$51.26 \$4,100.80 \$106,620.80 47 \$57.72 \$4,617.60	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3.674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80 48 \$58.31 \$4,664.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3.292.80 \$85.612.80 25 \$46.39 \$3,711.20 \$96.491.20 37 \$52.26 \$4,180.80 \$108,700.80	\$36.90 \$2,952.00 \$76,752.00 \$14 \$41.58 \$3.326.40 \$86.486.40 26 \$46.84 \$3,747.20 \$97,427.20 \$109.803.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3.358.40 \$87.318.40 27 \$47.32 \$3,785.60 \$98,425.60 39 \$53.33 \$4,266.40 \$110.926.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3.393.60 \$88.233.60 28 \$47.78 \$3,822.40 \$99,382.40 40 \$53.84 \$4,307.20 \$111,987.20	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100.401.60 41 \$54.40 \$4,352.00 \$113,152.00	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3.899.20 \$101,379.20 42 \$54.93 \$4,394.40 \$114,254.40	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3.496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102.419.20 43 \$55.49 \$4,439.20 \$115.419.20 55 \$62.54 \$5,003.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40 44 \$56.04 \$4,483.20	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92.684.80 33 \$50.21 \$4.016.80 \$104.436.80 45 \$56.60 \$4.528.00	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105.518.40 46 \$57.18 \$4,574.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94.598.40 35 \$51.26 \$4,100.80 \$106,620.80 47 \$57.72 \$4,617.60	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3.674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80 48 \$58.31 \$4,664.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3.292.80 \$85.612.80 25 \$46.39 \$3.711.20 \$96.491.20 37 \$52.26 \$4.180.80 \$108.700.80	\$36.90 \$2,952.00 \$76,752.00 \$14 \$41.58 \$3.326.40 \$86.486.40 26 \$46.84 \$3,747.20 \$97.427.20 \$109.803.20 \$50 \$50 \$59.49	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3.358.40 \$87.318.40 27 \$47.32 \$3,785.60 \$98.425.60 39 \$53.33 \$4.266.40 \$110.926.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88.233.60 28 \$47.78 \$3,822.40 \$99,382.40 \$99,382.40 \$111,987.20 \$111,987.20	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100.401.60 41 \$54.40 \$4,352.00 \$113,152.00	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3.899.20 \$101,379.20 42 \$54.93 \$4.394.40 \$114,254.40	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20 43 \$55.49 \$4,439.20 \$115,419.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40 44 \$56.04 \$4,483.20	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3.564.80 \$92.684.80 33 \$50.21 \$4.016.80 \$104.436.80 45 \$56.60 \$4.528.00	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105.518.40 46 \$57.18 \$4,574.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3.638.40 \$94.598.40 35 \$51.26 \$4,100.80 \$106,620.80 47 \$57.72 \$4,617.60	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3.674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80 48 \$58.31 \$4,664.80

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$41.16	\$41.58	\$41.98	\$42.42	\$42.84	\$43.26	\$43.70	\$44.15	\$44.56	\$45.02	\$45.48	\$45.93
Biweekly	\$3,292.80	\$3,326.40	\$3,358.40	\$3,393.60	\$3,427.20	\$3,460.80	\$3,496.00	\$3,532.00	\$3,564.80	\$3,601.60	\$3,638.40	\$3,674.40
Annually	\$85,612.80	\$86,486.40	\$87,318.40	\$88,233.60	\$89,107.20	\$89,980.80	\$90,896.00	\$91,832.00	\$92,684.80	\$93,641.60	\$94,598.40	\$95,534.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$46.39	\$46.84	\$47.32	\$47.78	\$48.27	\$48.74	\$49.24	\$49.73	\$50.21	\$50.73	\$51.26	\$51.76
Biweekly	\$3,711.20	\$3,747.20	\$3,785.60	\$3,822.40	\$3,861.60	\$3,899.20	\$3,939.20	\$3,978.40	\$4,016.80	\$4,058.40	\$4,100.80	\$4,140.80
Annually	\$96,491.20	\$97,427.20	\$98,425.60	\$99,382.40	\$100,401.60	\$101,379.20	\$102,419.20	\$103,438.40	\$104,436.80	\$105,518.40	\$106,620.80	\$107,660.80
Steps	25	26	27	28	29	30	31	32	33	34	. 35	36
Hourly	\$52.26	\$52.79	\$53.33	\$53.84	\$54.40	\$54.93	\$55.49	\$56.04	\$56.60	\$57.18	\$57.72	\$58.31
Biweekly	\$4,180.80	\$4,223.20	\$4,266.40	\$4,307.20	\$4,352.00	\$4,394.40	\$4,439.20	\$4,483.20	\$4,528.00	\$4,574.40	\$4,617.60	\$4,664.80
Annually	\$108,700.80	\$109,803.20	\$110,926.40	\$111,987.20	\$113,152.00	\$114,254.40	\$115,419.20	\$116,563.20	\$117,728.00	\$118,934.40	\$120,057.60	\$121,284.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$58.89	\$59.49	\$60.08	\$60.67	\$61.30	\$61.91	\$62.54	\$63.14	\$63.77	\$64.41	\$65.04	\$65.70
Biweekly	\$4,711.20	\$4,759.20	\$4,806.40	\$4,853.60	\$4,904.00	\$4,952.80	\$5,003.20	\$5,051.20	\$5,101.60	\$5,152.80	\$5,203.20	\$5,256.00
Annually	\$122,491.20	\$123,739.20	\$124,966.40	\$126,193.60	\$127,504.00	\$128,772.80	\$130,083.20	\$131,331.20	\$132,641.60	\$133,972.80	\$135,283.20	\$136,656.00
Steps												
•	49	50	51	52	53	54	55					
Hourly	\$66.37 \$5,309.60	\$67.02 \$5,361.60	\$67.70 \$5,416.00	\$68.39 \$5,471.20	\$69.05 \$5,524.00	\$69.75 \$5,580.00	\$70.46 \$5,636.80					
Biweekly Annually	\$138,049.60	\$139,401.60	\$140,816.00	\$142,251.20	\$143,624.00	\$145,080.00	\$146,556.80					
Ailliually	3136,043.00	3139,401.00	\$140,810.00	3142,231.20	3143,024.00	\$145,080.00	\$140,550.60					
. 04												
Grade 84												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$45.02	\$45.48	\$45.93	\$46.39	\$46.84	\$47.32	\$47.78	\$48.27	\$48.74	\$49.24	\$49.73	\$50.21
Steps Hourly Biweekly	\$45.02 \$3,601.60	\$45.48 \$3,638.40	\$45.93 \$3,674.40	\$46.39 \$3,711.20	\$46.84 \$3,747.20	\$47.32 \$3,785.60	\$47.78 \$3,822.40	\$48.27 \$3,861.60	\$48.74 \$3,899.20	\$49.24 \$3,939.20	\$49.73 \$3,978.40	\$50.21 \$4,016.80
Steps Hourly	\$45.02	\$45.48	\$45.93	\$46.39	\$46.84	\$47.32	\$47.78	\$48.27	\$48.74	\$49.24	\$49.73	\$50.21
Steps Hourly Biweekly Annually Steps	\$45.02 \$3,601.60 \$93,641.60	\$45.48 \$3,638.40 \$94,598.40	\$45.93 \$3,674.40 \$95,534.40	\$46.39 \$3,711.20 \$96,491.20	\$46.84 \$3,747.20 \$97,427.20	\$47.32 \$3,785.60 \$98,425.60	\$47.78 \$3,822.40 \$99,382.40	\$48.27 \$3,861.60 \$100,401.60	\$48.74 \$3,899.20 \$101,379.20	\$49.24 \$3,939.20 \$102,419.20	\$49.73 \$3,978.40 \$103,438.40	\$50.21 \$4,016.80 \$104,436.80
Steps Hourly Biweekly Annually Steps Hourly	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4.394.40	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00
Steps Hourly Biweekly Annually Steps Hourly	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105.518.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106.620.80	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109.803.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110.926.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4.307.20 \$111.987.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114.254.40	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116.563.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105.518.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106.620.80	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107.660.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110.926.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4.307.20 \$111.987.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114.254.40	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4.439.20 \$115,419.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116.563.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105.518.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106.620.80	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109.803.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110.926.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4.307.20 \$111.987.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114.254.40	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116.563.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4.528.00 \$117,728.00 36 \$63.77
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4.058.40 \$105,518.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106.620.80 26 \$57.72	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109.803.20 29 \$59.49 \$4,759.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4.266.40 \$110,926.40 30 \$60.08	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4.307.20 \$111,987.20 31 \$60.67	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114.254.40 33 \$61.91	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116.563.20 35 \$63.14 \$5,051.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105.518.40 25 \$57.18 \$4,574.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106.620.80 26 \$57.72 \$4,617.60	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107.660.80 27 \$58.31 \$4,664.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108.700.80 28 \$58.89 \$4,711.20	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109.803.20 29 \$59.49	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110.926.40 30 \$60.08 \$4,806.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4.307.20 \$111.987.20 31 \$60.67 \$4,853.60	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114.254.40 33 \$61.91 \$4.952.80	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115.419.20 34 \$62.54 \$5,003.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4.483.20 \$116,563.20 35 \$63.14	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4.528.00 \$117,728.00 36 \$63.77
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105.518.40 25 \$57.18 \$4,574.40 \$118.934.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4.100.80 \$106.620.80 26 \$57.72 \$4,617.60 \$120.057.60	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4.180.80 \$108.700.80 28 \$58.89 \$4,711.20 \$122,491.20	\$46.84 \$3,747.20 \$97,427.20 \$17 \$52.79 \$4,223.20 \$109,803.20 \$59.49 \$4,759.20 \$123,739.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110.926.40 30 \$60.08 \$4,806.40 \$124,966.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4.307.20 \$111.987.20 31 \$60.67 \$4.853.60 \$126.193.60	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114.254.40 33 \$61.91 \$4.952.80 \$128.772.80	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116.563.20 35 \$63.14 \$5,051.20 \$131,331.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4.528.00 \$117.728.00 36 \$63.77 \$5,101.60 \$132,641.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4.058.40 \$105.518.40 25 \$57.18 \$4.574.40 \$118.934.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20 29 \$59.49 \$4,759.20 \$123,739.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4.266.40 \$110.926.40 30 \$60.08 \$4,806.40 \$124,966.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4.307.20 \$111.987.20 31 \$60.67 \$4,853.60 \$126,193.60	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114,254.40 33 \$61.91 \$4.952.80 \$128,772.80	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4.483.20 \$116.563.20 35 \$63.14 \$5,051.20 \$131,331.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4.058.40 \$105.518.40 25 \$57.18 \$4.574.40 \$118,934.40 37 \$64.41 \$5,152.80	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106.620.80 26 \$57.72 \$4,617.60 \$120,057.60 38 \$65.04 \$5,203.20	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80 39 \$65.70 \$5,256.00	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37 \$5,309.60	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20 29 \$59.49 \$4,759.20 \$123,739.20 41 \$67.02 \$5,361.60	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110.926.40 30 \$60.08 \$4,806.40 \$124,966.40 42 \$67.70 \$5,416.00	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60 \$126,193.60 43 \$68.39 \$5,471.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00 44 \$69.05 \$5,524.00	\$48.74 \$3,899.20 \$101,379.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114,254.40 33 \$61.91 \$4.952.80 \$128,772.80 45 \$69.75 \$5.580.00	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20 46 \$70.46 \$5,636.80	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116.563.20 35 \$63.14 \$5,051.20 \$131,331.20 47 \$71.15 \$5,692.00	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60 48 \$71.86 \$5,748.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4.058.40 \$105.518.40 25 \$57.18 \$4.574.40 \$118.934.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20 29 \$59.49 \$4,759.20 \$123,739.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4.266.40 \$110.926.40 30 \$60.08 \$4,806.40 \$124,966.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4.307.20 \$111.987.20 31 \$60.67 \$4,853.60 \$126,193.60	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114,254.40 33 \$61.91 \$4.952.80 \$128,772.80	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4.483.20 \$116.563.20 35 \$63.14 \$5,051.20 \$131,331.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4.058.40 \$105.518.40 25 \$57.18 \$4.574.40 \$118,934.40 37 \$64.41 \$5,152.80	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106.620.80 26 \$57.72 \$4,617.60 \$120,057.60 38 \$65.04 \$5,203.20	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80 39 \$65.70 \$5,256.00	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37 \$5,309.60	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20 29 \$59.49 \$4,759.20 \$123,739.20 41 \$67.02 \$5,361.60	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110.926.40 30 \$60.08 \$4,806.40 \$124,966.40 42 \$67.70 \$5,416.00	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60 \$126,193.60 43 \$68.39 \$5,471.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00 44 \$69.05 \$5,524.00	\$48.74 \$3,899.20 \$101,379.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114,254.40 33 \$61.91 \$4.952.80 \$128,772.80 45 \$69.75 \$5.580.00	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20 46 \$70.46 \$5,636.80	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116.563.20 35 \$63.14 \$5,051.20 \$131,331.20 47 \$71.15 \$5,692.00	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60 48 \$71.86 \$5,748.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4.058.40 \$105.518.40 25 \$57.18 \$4.574.40 \$118.934.40 37 \$64.41 \$5.152.80 \$133.972.80	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106.620.80 26 \$57.72 \$4,617.60 \$120,057.60 38 \$65.04 \$5,203.20 \$135,283.20	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107.660.80 27 \$58.31 \$4,664.80 \$121,284.80 39 \$65.70 \$5,256.00 \$136,656.00	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108.700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37 \$5,309.60 \$138,049.60	\$46.84 \$3,747.20 \$97,427.20 \$17 \$52.79 \$4,223.20 \$109.803.20 \$59.49 \$4,759.20 \$123,739.20 \$123,739.20 \$139,401.60	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4.266.40 \$110.926.40 30 \$60.08 \$4.806.40 \$124.966.40 42 \$67.70 \$5,416.00 \$140.816.00	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111.987.20 31 \$60.67 \$4.853.60 \$126,193.60 43 \$68.39 \$5,471.20 \$142,251.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00 44 \$69.05 \$5,524.00	\$48.74 \$3,899.20 \$101,379.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114,254.40 33 \$61.91 \$4.952.80 \$128,772.80 45 \$69.75 \$5.580.00	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20 46 \$70.46 \$5,636.80	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116.563.20 35 \$63.14 \$5,051.20 \$131,331.20 47 \$71.15 \$5,692.00	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60 48 \$71.86 \$5,748.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4.058.40 \$105.518.40 25 \$57.18 \$4.574.40 \$118.934.40 37 \$64.41 \$5.152.80 \$133.972.80	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106.620.80 26 \$57.72 \$4,617.60 \$120.057.60 38 \$65.04 \$5,203.20 \$135,283.20 50 \$73.31	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107.660.80 27 \$58.31 \$4,664.80 \$121,284.80 39 \$65.70 \$5,256.00 \$136,656.00	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108.700.80 28 \$58.89 \$4,711.20 \$122.491.20 40 \$66.37 \$5,309.60 \$138,049.60 52 \$74.79	\$46.84 \$3,747.20 \$97,427.20 \$17 \$52.79 \$4,223.20 \$109,803.20 \$59.49 \$4,759.20 \$123,739.20 \$123,739.20 \$139,401.60 \$3 \$75.54	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4.266.40 \$110.926.40 30 \$60.08 \$4,806.40 \$124.966.40 42 \$67.70 \$5,416.00 \$140,816.00	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111.987.20 31 \$60.67 \$4,853.60 \$126.193.60 43 \$68.39 \$5,471.20 \$142,251.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00 44 \$69.05 \$5,524.00	\$48.74 \$3,899.20 \$101,379.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114,254.40 33 \$61.91 \$4.952.80 \$128,772.80 45 \$69.75 \$5.580.00	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20 46 \$70.46 \$5,636.80	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116.563.20 35 \$63.14 \$5,051.20 \$131,331.20 47 \$71.15 \$5,692.00	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60 48 \$71.86 \$5,748.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4.058.40 \$105.518.40 25 \$57.18 \$4.574.40 \$118.934.40 37 \$64.41 \$5.152.80 \$133.972.80	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106.620.80 26 \$57.72 \$4,617.60 \$120,057.60 38 \$65.04 \$5,203.20 \$135,283.20	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107.660.80 27 \$58.31 \$4,664.80 \$121.284.80 39 \$65.70 \$5,256.00 \$136,656.00	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108.700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37 \$5,309.60 \$138,049.60	\$46.84 \$3,747.20 \$97,427.20 \$17 \$52.79 \$4,223.20 \$109.803.20 \$59.49 \$4,759.20 \$123,739.20 \$123,739.20 \$139,401.60	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4.266.40 \$110.926.40 30 \$60.08 \$4.806.40 \$124.966.40 42 \$67.70 \$5,416.00 \$140.816.00	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111.987.20 31 \$60.67 \$4.853.60 \$126,193.60 43 \$68.39 \$5,471.20 \$142,251.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00 44 \$69.05 \$5,524.00	\$48.74 \$3,899.20 \$101,379.20 \$101,379.20 21 \$54.93 \$4.394.40 \$114,254.40 33 \$61.91 \$4.952.80 \$128,772.80 45 \$69.75 \$5.580.00	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20 46 \$70.46 \$5,636.80	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116.563.20 35 \$63.14 \$5,051.20 \$131,331.20 47 \$71.15 \$5,692.00	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60 48 \$71.86 \$5,748.80

(Non-bargaining unit)

Grade	7	1
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$11.64	\$11.74	\$11.85	\$11.99	\$12.11	\$12.21	\$12.33	\$12.44	\$12.55	\$12.71	\$12.84	\$12.96
Biweekly	\$931.20	\$939.20	\$948.00	\$959.20	\$968.80	\$976.80	\$986.40	\$995.20	\$1,004.00	\$1,016.80	\$1,027.20	\$1,036.80
Annually	\$24,211.20	\$24,419.20	\$24,648.00	\$24,939.20	\$25,188.80	\$25,396.80	\$25,646.40	\$25,875.20	\$26,104.00	\$26,436.80	\$26,707.20	\$26,956.80
Aillidally	J24,211.20	324,413.20	\$24,040.00	J24,JJJ.20	J2J,100.00	\$25,550.60	\$25,040.40	\$25,675.20	\$20,104.00	J20,4J0.80	\$20,707.20	\$20,550.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$13.08	\$13.22	\$13.36	\$13.49	\$13.60	\$13.75	\$13.88	\$14.02	\$14.16	\$14.32	\$14.44	\$14.59
Biweekly	\$1,046.40	\$1,057.60	\$1,068.80	\$1,079.20	\$1,088.00	\$1,100.00	\$1,110.40	\$1,121.60	\$1,132.80	\$1,145.60	\$1,155.20	\$1,167.20
Annually	\$27,206.40	\$27,497.60	\$27,788.80	\$28,059.20	\$28,288.00	\$28,600.00	\$28,870.40	\$29,161.60	\$29,452.80	\$29,785.60	\$30,035.20	\$30,347.20
Steps	25	25	2-	20	20	20	24	22	22	24	25	26
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$14.75	\$14.88	\$15.03	\$15.17	\$15.32	\$15.50	\$15.64	\$15.79	\$15.97	\$16.12	\$16.29	\$16.43
Biweekly	\$1,180.00	\$1,190.40	\$1,202.40	\$1,213.60	\$1,225.60	\$1,240.00	\$1,251.20	\$1,263.20	\$1,277.60	\$1,289.60	\$1,303.20	\$1,314.40
Annually	\$30,680.00	\$30,950.40	\$31,262.40	\$31,553.60	\$31,865.60	\$32,240.00	\$32,531.20	\$32,843.20	\$33,217.60	\$33,529.60	\$33,883.20	\$34,174.40
-												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$16.60	\$16.78	\$16.95	\$17.11	\$17.29	\$17.47	\$17.63	\$17.78	\$17.99	\$18.17	\$18.35	\$18.53
Biweekly	\$1,328.00	\$1,342.40	\$1,356.00	\$1,368.80	\$1,383.20	\$1,397.60	\$1,410.40	\$1,422.40	\$1,439.20	\$1,453.60	\$1,468.00	\$1,482.40
Annually	\$34,528.00	\$34,902.40	\$35,256.00	\$35,588.80	\$35,963.20	\$36,337.60	\$36,670.40	\$36,982.40	\$37,419.20	\$37,793.60	\$38,168.00	\$38,542.40
-												
Steps	49	50	51	52	53	54	55					
Hourly	\$18.72	\$18.91	\$19.09	\$19.28	\$19.48	\$19.68	\$19.87					
Biweekly	\$1,497.60	\$1,512.80	\$1,527.20	\$1,542.40	\$1,558.40	\$1,574.40	\$1,589.60					
Annually	\$38,937.60	\$39,332.80	\$39,707.20	\$40,102.40	\$40,518.40	\$40,934.40	\$41,329.60					
Ailliually	\$30,537.00	\$35,332.00	555,707.20	340,102.40	340,310.40	340,334.40	341,323.00					
Grade 72												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$13.08	\$13.22	\$13.36	\$13.49	\$13.60	\$13.75	\$13.88	\$14.02	\$14.16	\$14.32	\$14.44	\$14.59
Biweekly	\$1,046.40	\$1,057.60	\$1,068.80	\$1,079.20	\$1,088.00	\$1,100.00	\$1,110.40	\$1,121.60	\$1,132.80	\$1,145.60	\$1,155.20	\$1,167.20
Annually	\$27,206.40	\$27,497.60	\$27,788.80	\$28,059.20	\$28,288.00	\$28,600.00	\$28,870.40	\$29,161.60	\$29,452.80	\$29,785.60	\$30,035.20	\$30,347.20
Ailliually	327,200.40	327,437.00	\$27,700.00	\$20,039.20	\$20,200.00	\$28,000.00	320,070.40	\$29,101.00	323,432.00	\$29,765.00	\$30,035.20	330,347.20
Steps	13	14	15	16	17	18					22	
Hourly	\$14.75					19	19	20	21	22	23	24
Biweekly		\$14.88					-	-				24 \$16.43
		\$14.88 \$1.190.40	\$15.03	\$15.17	\$15.32	\$15.50	\$15.64	\$15.79	\$15.97	\$16.12	\$16.29	\$16.43
	\$1,180.00	\$1,190.40	\$15.03 \$1,202.40	\$15.17 \$1,213.60	\$15.32 \$1,225.60	\$15.50 \$1,240.00	\$15.64 \$1,251.20	\$15.79 \$1,263.20	\$15.97 \$1,277.60	\$16.12 \$1,289.60	\$16.29 \$1,303.20	\$16.43 \$1,314.40
Annually			\$15.03	\$15.17	\$15.32	\$15.50	\$15.64	\$15.79	\$15.97	\$16.12	\$16.29	\$16.43
Annually	\$1,180.00 \$30,680.00	\$1,190.40 \$30,950.40	\$15.03 \$1,202.40 \$31,262.40	\$15.17 \$1,213.60 \$31,553.60	\$15.32 \$1,225.60 \$31,865.60	\$15.50 \$1,240.00 \$32,240.00	\$15.64 \$1,251.20 \$32,531.20	\$15.79 \$1,263.20 \$32,843.20	\$15.97 \$1,277.60 \$33,217.60	\$16.12 \$1,289.60 \$33,529.60	\$16.29 \$1,303.20 \$33,883.20	\$16.43 \$1,314.40 \$34,174.40
Annually Steps	\$1,180.00 \$30,680.00	\$1,190.40 \$30,950.40 26	\$15.03 \$1,202.40 \$31,262.40	\$15.17 \$1,213.60 \$31.553.60	\$15.32 \$1,225.60 \$31,865.60	\$15.50 \$1,240.00 \$32,240.00	\$15.64 \$1.251.20 \$32.531.20	\$15.79 \$1,263.20 \$32,843.20	\$15.97 \$1,277.60 \$33,217.60	\$16.12 \$1,289.60 \$33,529.60	\$16.29 \$1.303.20 \$33.883.20	\$16.43 \$1,314.40 \$34,174.40
Annually Steps Hourly	\$1,180.00 \$30,680.00 25 \$16.60	\$1,190.40 \$30,950.40 26 \$16.78	\$15.03 \$1,202.40 \$31,262.40 27 \$16.95	\$15.17 \$1,213.60 \$31,553.60 28 \$17.11	\$15.32 \$1,225.60 \$31.865.60 29 \$17.29	\$15.50 \$1,240.00 \$32,240.00 30 \$17.47	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99	\$16.12 \$1,289.60 \$33,529.60 34 \$18.17	\$16.29 \$1,303.20 \$33.883.20 35 \$18.35	\$16.43 \$1,314.40 \$34,174.40 36 \$18.53
Annually Steps Hourly Biweekly	\$1,180.00 \$30,680.00 25 \$16.60 \$1,328.00	\$1,190.40 \$30,950.40 26 \$16.78 \$1,342.40	\$15.03 \$1.202.40 \$31.262.40 27 \$16.95 \$1.356.00	\$15.17 \$1,213.60 \$31,553.60 28 \$17.11 \$1,368.80	\$15.32 \$1.225.60 \$31.865.60 29 \$17.29 \$1.383.20	\$15.50 \$1,240.00 \$32,240.00 30 \$17.47 \$1,397.60	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63 \$1,410.40	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78 \$1,422.40	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99 \$1,439.20	\$16.12 \$1,289.60 \$33.529.60 34 \$18.17 \$1,453.60	\$16.29 \$1,303.20 \$33,883.20 35 \$18.35 \$1,468.00	\$16.43 \$1.314.40 \$34.174.40 36 \$18.53 \$1,482.40
Annually Steps Hourly	\$1,180.00 \$30,680.00 25 \$16.60	\$1,190.40 \$30,950.40 26 \$16.78	\$15.03 \$1,202.40 \$31,262.40 27 \$16.95	\$15.17 \$1,213.60 \$31,553.60 28 \$17.11	\$15.32 \$1,225.60 \$31.865.60 29 \$17.29	\$15.50 \$1,240.00 \$32,240.00 30 \$17.47	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99	\$16.12 \$1,289.60 \$33,529.60 34 \$18.17	\$16.29 \$1,303.20 \$33.883.20 35 \$18.35	\$16.43 \$1.314.40 \$34,174.40 36 \$18.53
Annually Steps Hourly Biweekly Annually	\$1,180.00 \$30,680.00 25 \$16.60 \$1,328.00 \$34,528.00	\$1,190.40 \$30.950.40 26 \$16.78 \$1,342.40 \$34,902.40	\$15.03 \$1.202.40 \$31.262.40 27 \$16.95 \$1.356.00 \$35.256.00	\$15.17 \$1,213.60 \$31.553.60 28 \$17.11 \$1,368.80 \$35,588.80	\$15.32 \$1,225.60 \$31.865.60 29 \$17.29 \$1.383.20 \$35.963.20	\$15.50 \$1,240.00 \$32,240.00 30 \$17.47 \$1,397.60 \$36,337.60	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63 \$1,410.40 \$36,670.40	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78 \$1,422.40 \$36,982.40	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99 \$1,439.20 \$37,419.20	\$16.12 \$1,289.60 \$33.529.60 34 \$18.17 \$1,453.60 \$37,793.60	\$16.29 \$1,303.20 \$33,883.20 35 \$18.35 \$1,468.00 \$38,168.00	\$16.43 \$1.314.40 \$34.174.40 36 \$18.53 \$1.482.40 \$38.542.40
Annually Steps Hourly Biweekly Annually Steps	\$1.180.00 \$30.680.00 25 \$16.60 \$1.328.00 \$34.528.00	\$1,190.40 \$30.950.40 26 \$16.78 \$1,342.40 \$34,902.40	\$15.03 \$1.202.40 \$31.262.40 27 \$16.95 \$1.356.00 \$35.256.00	\$15.17 \$1,213.60 \$31,553.60 28 \$17.11 \$1,368.80 \$35,588.80	\$15.32 \$1,225.60 \$31.865.60 29 \$17.29 \$1.383.20 \$35.963.20	\$15.50 \$1,240.00 \$32,240.00 30 \$17.47 \$1,397.60 \$36,337.60	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63 \$1,410.40 \$36,670.40	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78 \$1,422.40 \$36,982.40	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99 \$1,439.20 \$37,419.20	\$16.12 \$1,289.60 \$33.529.60 34 \$18.17 \$1,453.60 \$37,793.60	\$16.29 \$1,303.20 \$33,883.20 35 \$18.35 \$1,468.00 \$38,168.00	\$16.43 \$1.314.40 \$34.174.40 36 \$18.53 \$1.482.40 \$38.542.40
Annually Steps Hourly Biweekly Annually Steps Hourly	\$1,180.00 \$30,680.00 25 \$16.60 \$1,328.00 \$34,528.00	\$1,190.40 \$30.950.40 26 \$16.78 \$1,342.40 \$34.902.40 38 \$18.91	\$15.03 \$1.202.40 \$31,262.40 27 \$16.95 \$1.356.00 \$35.256.00	\$15.17 \$1,213.60 \$31,553.60 28 \$17.11 \$1,368.80 \$35,588.80	\$15.32 \$1,225.60 \$31.865.60 29 \$17.29 \$1.383.20 \$35.963.20	\$15.50 \$1,240.00 \$32,240.00 30 \$17.47 \$1,397.60 \$36,337.60 42 \$19.68	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63 \$1,410.40 \$36.670.40 43 \$19.87	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78 \$1,422.40 \$36,982.40 44 \$20.06	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99 \$1,439.20 \$37,419.20	\$16.12 \$1,289.60 \$33,529.60 34 \$18.17 \$1,453.60 \$37,793.60	\$16.29 \$1,303.20 \$33,883.20 35 \$18.35 \$1,468.00 \$38,168.00	\$16.43 \$1.314.40 \$34.174.40 36 \$18.53 \$1.482.40 \$38.542.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$1,180.00 \$30,680.00 25 \$16.60 \$1,328.00 \$34,528.00 37 \$18.72 \$1,497.60	\$1,190.40 \$30.950.40 26 \$16.78 \$1,342.40 \$34.902.40 38 \$18.91 \$1,512.80	\$15.03 \$1.202.40 \$31,262.40 27 \$16.95 \$1.356.00 \$35,256.00 39 \$19.09 \$1,527.20	\$15.17 \$1,213.60 \$31,553.60 28 \$17.11 \$1,368.80 \$35.588.80 40 \$19.28 \$1,542.40	\$15.32 \$1,225.60 \$31.865.60 29 \$17.29 \$1,383.20 \$35.963.20 41 \$19.48 \$1.558.40	\$15.50 \$1,240.00 \$32,240.00 \$32,240.00 \$17.47 \$1,397.60 \$36,337.60 \$42 \$19.68 \$1,574.40	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63 \$1,410.40 \$36.670.40 43 \$19.87 \$1,589.60	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78 \$1,422.40 \$36,982.40 44 \$20.06 \$1,604.80	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99 \$1,439.20 \$37,419.20 45 \$20.28 \$1,622.40	\$16.12 \$1,289.60 \$33,529.60 34 \$18.17 \$1,453.60 \$37,793.60 46 \$20.46 \$1,636.80	\$16.29 \$1,303.20 \$33,883.20 35 \$18.35 \$1,468.00 \$38,168.00 47 \$20.67 \$1,653.60	\$16.43 \$1.314.40 \$34.174.40 36 \$18.53 \$1.482.40 \$38.542.40 48 \$20.89 \$1,671.20
Annually Steps Hourly Biweekly Annually Steps Hourly	\$1,180.00 \$30,680.00 25 \$16.60 \$1,328.00 \$34,528.00	\$1,190.40 \$30.950.40 26 \$16.78 \$1,342.40 \$34.902.40 38 \$18.91	\$15.03 \$1.202.40 \$31,262.40 27 \$16.95 \$1.356.00 \$35.256.00	\$15.17 \$1,213.60 \$31,553.60 28 \$17.11 \$1,368.80 \$35,588.80	\$15.32 \$1,225.60 \$31.865.60 29 \$17.29 \$1.383.20 \$35.963.20	\$15.50 \$1,240.00 \$32,240.00 30 \$17.47 \$1,397.60 \$36,337.60 42 \$19.68	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63 \$1,410.40 \$36.670.40 43 \$19.87	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78 \$1,422.40 \$36,982.40 44 \$20.06	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99 \$1,439.20 \$37,419.20	\$16.12 \$1,289.60 \$33,529.60 34 \$18.17 \$1,453.60 \$37,793.60	\$16.29 \$1,303.20 \$33,883.20 35 \$18.35 \$1,468.00 \$38,168.00	\$16.43 \$1.314.40 \$34.174.40 36 \$18.53 \$1.482.40 \$38.542.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$1.180.00 \$30.680.00 25 \$16.60 \$1,328.00 \$34,528.00 37 \$18.72 \$1,497.60 \$38,937.60	\$1,190.40 \$30.950.40 26 \$16.78 \$1,342.40 \$34,902.40 38 \$18.91 \$1,512.80 \$39,332.80	\$15.03 \$1,202.40 \$31,262.40 27 \$16.95 \$1,356.00 \$35,256.00 39 \$19.09 \$1,527.20 \$39,707.20	\$15.17 \$1,213.60 \$31,553.60 28 \$17.11 \$1,368.80 \$35,588.80 40 \$19.28 \$1,542.40 \$40,102.40	\$15.32 \$1.225.60 \$31.865.60 29 \$17.29 \$1.383.20 \$35.963.20 41 \$19.48 \$1,558.40 \$40.518.40	\$15.50 \$1,240.00 \$32,240.00 \$32,240.00 \$17.47 \$1,397.60 \$36,337.60 \$42 \$19.68 \$1,574.40 \$40,934.40	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63 \$1,410.40 \$36.670.40 43 \$19.87 \$1,589.60 \$41,329.60	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78 \$1,422.40 \$36,982.40 44 \$20.06 \$1,604.80	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99 \$1,439.20 \$37,419.20 45 \$20.28 \$1,622.40	\$16.12 \$1,289.60 \$33,529.60 34 \$18.17 \$1,453.60 \$37,793.60 46 \$20.46 \$1,636.80	\$16.29 \$1,303.20 \$33,883.20 35 \$18.35 \$1,468.00 \$38,168.00 47 \$20.67 \$1,653.60	\$16.43 \$1.314.40 \$34.174.40 36 \$18.53 \$1.482.40 \$38.542.40 48 \$20.89 \$1,671.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$1.180.00 \$30.680.00 25 \$16.60 \$1.328.00 \$34.528.00 37 \$18.72 \$1,497.60 \$38.937.60	\$1,190.40 \$30.950.40 26 \$16.78 \$1,342.40 \$34,902.40 38 \$18.91 \$1,512.80 \$39,332.80	\$15.03 \$1.202.40 \$31.262.40 27 \$16.95 \$1.356.00 \$35.256.00 39 \$19.09 \$1,527.20 \$39,707.20	\$15.17 \$1.213.60 \$31.553.60 28 \$17.11 \$1.368.80 \$35.588.80 40 \$19.28 \$1.542.40 \$40.102.40	\$15.32 \$1.225.60 \$31.865.60 29 \$17.29 \$1.383.20 \$35.963.20 41 \$19.48 \$1.558.40 \$40.518.40	\$15.50 \$1,240.00 \$32,240.00 \$32,240.00 \$17.47 \$1,397.60 \$36,337.60 \$42 \$19.68 \$1,574.40 \$40,934.40	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63 \$1,410.40 \$36.670.40 43 \$19.87 \$1,589.60 \$41,329.60	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78 \$1,422.40 \$36,982.40 44 \$20.06 \$1,604.80	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99 \$1,439.20 \$37,419.20 45 \$20.28 \$1,622.40	\$16.12 \$1,289.60 \$33,529.60 34 \$18.17 \$1,453.60 \$37,793.60 46 \$20.46 \$1,636.80	\$16.29 \$1,303.20 \$33,883.20 35 \$18.35 \$1,468.00 \$38,168.00 47 \$20.67 \$1,653.60	\$16.43 \$1.314.40 \$34.174.40 36 \$18.53 \$1.482.40 \$38.542.40 48 \$20.89 \$1.671.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Hourly	\$1.180.00 \$30.680.00 25 \$16.60 \$1,328.00 \$34,528.00 37 \$18.72 \$1,497.60 \$38,937.60 49 \$21.09	\$1,190.40 \$30.950.40 26 \$16.78 \$1,342.40 \$34.902.40 38 \$18.91 \$1.512.80 \$39.332.80 50 \$21.30	\$15.03 \$1.202.40 \$31.262.40 27 \$16.95 \$1.356.00 \$35.256.00 39 \$19.09 \$1.527.20 \$39.707.20	\$15.17 \$1,213.60 \$31,553.60 28 \$17.11 \$1,368.80 \$35,588.80 40 \$19.28 \$1,542.40 \$40,102.40	\$15.32 \$1.225.60 \$31.865.60 29 \$17.29 \$1.383.20 \$35.963.20 41 \$19.48 \$1,558.40 \$40.518.40	\$15.50 \$1,240.00 \$32,240.00 \$32,240.00 \$0 \$17.47 \$1,397.60 \$36,337.60 \$19.68 \$1,574.40 \$40,934.40 \$40,934.40	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63 \$1,410.40 \$36.670.40 43 \$19.87 \$1,589.60 \$41,329.60 55 \$22.39	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78 \$1,422.40 \$36,982.40 44 \$20.06 \$1,604.80	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99 \$1,439.20 \$37,419.20 45 \$20.28 \$1,622.40	\$16.12 \$1,289.60 \$33,529.60 34 \$18.17 \$1,453.60 \$37,793.60 46 \$20.46 \$1,636.80	\$16.29 \$1,303.20 \$33,883.20 35 \$18.35 \$1,468.00 \$38,168.00 47 \$20.67 \$1,653.60	\$16.43 \$1.314.40 \$34.174.40 36 \$18.53 \$1.482.40 \$38.542.40 48 \$20.89 \$1.671.20
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$1.180.00 \$30.680.00 25 \$16.60 \$1,328.00 \$34.528.00 37 \$18.72 \$1.497.60 \$38,937.60 49 \$21.09 \$1,687.20	\$1,190.40 \$30.950.40 26 \$16.78 \$1,342.40 \$34,902.40 38 \$18.91 \$1,512.80 \$39,332.80 50 \$21.30 \$1,704.00	\$15.03 \$1,202.40 \$31,262.40 27 \$16.95 \$1,356.00 \$35,256.00 39 \$19.09 \$1,527.20 \$39,707.20 51 \$21.51 \$1,720.80	\$15.17 \$1,213.60 \$31,553.60 28 \$17.11 \$1,368.80 \$35.588.80 40 \$19.28 \$1,542.40 \$40,102.40 52 \$21.73 \$1,738.40	\$15.32 \$1.225.60 \$31.865.60 29 \$17.29 \$1,383.20 \$35.963.20 41 \$19.48 \$1.558.40 \$40.518.40 53 \$21.95 \$1,756.00	\$15.50 \$1,240.00 \$32,240.00 \$32,240.00 \$17.47 \$1,397.60 \$36,337.60 \$42 \$19.68 \$1,574.40 \$40,934.40 \$40,934.40	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63 \$1,410.40 \$36.670.40 43 \$19.87 \$1,589.60 \$41,329.60 55 \$22.39 \$1,791.20	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78 \$1,422.40 \$36,982.40 44 \$20.06 \$1,604.80	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99 \$1,439.20 \$37,419.20 45 \$20.28 \$1,622.40	\$16.12 \$1,289.60 \$33,529.60 34 \$18.17 \$1,453.60 \$37,793.60 46 \$20.46 \$1,636.80	\$16.29 \$1,303.20 \$33,883.20 35 \$18.35 \$1,468.00 \$38,168.00 47 \$20.67 \$1,653.60	\$16.43 \$1.314.40 \$34.174.40 36 \$18.53 \$1.482.40 \$38.542.40 48 \$20.89 \$1.671.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Hourly	\$1.180.00 \$30.680.00 25 \$16.60 \$1,328.00 \$34,528.00 37 \$18.72 \$1,497.60 \$38,937.60 49 \$21.09	\$1,190.40 \$30.950.40 26 \$16.78 \$1,342.40 \$34.902.40 38 \$18.91 \$1.512.80 \$39.332.80 50 \$21.30	\$15.03 \$1.202.40 \$31.262.40 27 \$16.95 \$1.356.00 \$35.256.00 39 \$19.09 \$1.527.20 \$39.707.20	\$15.17 \$1,213.60 \$31,553.60 28 \$17.11 \$1,368.80 \$35,588.80 40 \$19.28 \$1,542.40 \$40,102.40	\$15.32 \$1.225.60 \$31.865.60 29 \$17.29 \$1.383.20 \$35.963.20 41 \$19.48 \$1,558.40 \$40.518.40	\$15.50 \$1,240.00 \$32,240.00 \$32,240.00 \$0 \$17.47 \$1,397.60 \$36,337.60 \$19.68 \$1,574.40 \$40,934.40 \$40,934.40	\$15.64 \$1,251.20 \$32,531.20 31 \$17.63 \$1,410.40 \$36.670.40 43 \$19.87 \$1,589.60 \$41,329.60 55 \$22.39	\$15.79 \$1,263.20 \$32,843.20 32 \$17.78 \$1,422.40 \$36,982.40 44 \$20.06 \$1,604.80	\$15.97 \$1,277.60 \$33,217.60 33 \$17.99 \$1,439.20 \$37,419.20 45 \$20.28 \$1,622.40	\$16.12 \$1,289.60 \$33,529.60 34 \$18.17 \$1,453.60 \$37,793.60 46 \$20.46 \$1,636.80	\$16.29 \$1,303.20 \$33,883.20 35 \$18.35 \$1,468.00 \$38,168.00 47 \$20.67 \$1,653.60	\$16.43 \$1.314.40 \$34.174.40 36 \$18.53 \$1.482.40 \$38.542.40 48 \$20.89 \$1.671.20

(Non-bargaining unit)

Steps	1	2	3	4	5	6	7	. 8	9	10	11	12
Hourly	\$14.75	\$14.88	\$15.03	\$15.17	\$15.32	\$15.50	\$15.64	\$15.79 \$1.363.30	\$15.97	\$16.12	\$16.29	\$16.43
Biweekly Annually	\$1,180.00 \$30,680.00	\$1,190.40 \$30,950.40	\$1,202.40 \$31,262.40	\$1,213.60 \$31,553.60	\$1,225.60 \$31,865.60	\$1,240.00 \$32,240.00	\$1,251.20 \$32,531.20	\$1,263.20 \$32,843.20	\$1,277.60 \$33,217.60	\$1,289.60 \$33,529.60	\$1,303.20 \$33,883.20	\$1,314.40 \$34,174.40
•	\$30,000.00	\$30,330.40	J31,202.40	431,333.00	431,003.00	432,240.00	432,331.20	732,043.20	\$33,217.00	733,323.00	\$33,003.20	754,174.40
Steps	13	14	15	16	17	18	19	20	21	. 22	23	24
Hourly Biweekly	\$16.60 \$1,328.00	\$16.78	\$16.95	\$17.11 \$1,368.80	\$17.29	\$17.47	\$17.63	\$17.78	\$17.99	\$18.17 \$1,453.60	\$18.35 \$1,468.00	\$18.53
Annually	\$34,528.00	\$1,342.40 \$34,902.40	\$1,356.00 \$35,256.00	\$35,588.80	\$1,383.20 \$35,963.20	\$1,397.60 \$36,337.60	\$1,410.40 \$36,670.40	\$1,422.40 \$36,982.40	\$1,439.20 \$37,419.20	\$37,793.60	\$38,168.00	\$1,482.40 \$38,542.40
, amaany	JJ4,J20.00	334,302.40	\$33,230.00	\$33,300.00	\$33,303.20	330,337.00	330,070.40	J30,302.40	337,413.20	337,733.00	330,100.00	330,342.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$18.72	\$18.91	\$19.09	\$19.28	\$19.48	\$19.68	\$19.87	\$20.06	\$20.28	\$20.46	\$20.67	\$20.89
Biweekly	\$1,497.60	\$1,512.80	\$1,527.20	\$1,542.40	\$1,558.40	\$1,574.40	\$1,589.60	\$1,604.80	\$1,622.40	\$1,636.80	\$1,653.60	\$1,671.20
Annually	\$38,937.60	\$39,332.80	\$39,707.20	\$40,102.40	\$40,518.40	\$40,934.40	\$41,329.60	\$41,724.80	\$42,182.40	\$42,556.80	\$42,993.60	\$43,451.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$21.09	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39	\$22.60	\$22.84	\$23.05	\$23.28	\$23.52
Biweekly	\$1,687.20	\$1,704.00	\$1,720.80	\$1,738.40	\$1,756.00	\$1,772.80	\$1,791.20	\$1,808.00	\$1,827.20	\$1,844.00	\$1,862.40	\$1,881.60
Annually	\$43,867.20	\$44,304.00	\$44,740.80	\$45,198.40	\$45,656.00	\$46,092.80	\$46,571.20	\$47,008.00	\$47,507.20	\$47,944.00	\$48,422.40	\$48,921.60
Steps	49	50	51	52	53	54	55					
Hourly	\$23.78	\$24.00	\$24.22	\$24.48	\$24.73	\$24.97	\$25.22					
Biweekly	\$1,902.40	\$1,920.00	\$1,937.60	\$1,958.40	\$1,978.40	\$1,997.60	\$2,017.60					
Annually	\$49,462.40	\$49,920.00	\$50,377.60	\$50,918.40	\$51,438.40	\$51,937.60	\$52,457.60					
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$16.60	\$16.78	\$16.95	\$17.11	\$17.29	\$17.47	\$17.63	\$17.78	\$17.99	\$18.17	\$18.35	\$18.53
Biweekly Annually	\$1,328.00 \$34,528.00	\$1,342.40 \$34,902.40	\$1,356.00 \$35,256.00	\$1,368.80 \$35,588.80	\$1,383.20 \$35,963.20	\$1,397.60 \$36,337.60	\$1,410.40 \$36,670.40	\$1,422.40 \$36,982.40	\$1,439.20 \$37,419.20	\$1,453.60 \$37,793.60	\$1,468.00 \$38,168.00	\$1,482.40 \$38,542.40
•	\$34,528.00	334,302.40	\$33,230.00	\$33,388.80	\$33,903.20	\$30,337.00	\$30,070.40	\$30,562.40	\$37,413.20	\$37,793.00	\$38,108.00	
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$18.72	\$18.91	\$19.09	\$19.28	\$19.48	\$19.68	\$19.87	\$20.06	\$20.28	\$20.46	\$20.67	\$20.89
Biweekly Annually	\$1,497.60 \$38,937.60	\$1,512.80 \$39,332.80	\$1,527.20 \$39,707.20	\$1,542.40 \$40,102.40	\$1,558.40 \$40,518.40	\$1,574.40 \$40,934.40	\$1,589.60 \$41,329.60	\$1,604.80 \$41,724.80	\$1,622.40 \$42,182.40	\$1,636.80 \$42,556.80	\$1,653.60 \$42,993.60	\$1,671.20 \$43,451.20
Aimany	536,537.00	333,332.80	333,707.20	340,102.40	340,318.40	340,334.40	341,323.00	341,724.00	342,102.40	342,330.80	342,333.00	343,431.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$21.09	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39	\$22.60	\$22.84	\$23.05	\$23.28	\$23.52
Biweekly	\$1,687.20	\$1,704.00	\$1,720.80	\$1,738.40	\$1,756.00	\$1,772.80	\$1,791.20	\$1,808.00	\$1,827.20	\$1,844.00	\$1,862.40	\$1,881.60
Annually	\$43,867.20	\$44,304.00	\$44.740.80	\$45,198.40	\$45,656.00	\$46.092.80	\$46,571.20	\$47,008.00	\$47,507.20	\$47,944.00	\$48,422.40	\$48,921.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$23.78	\$24.00	\$24.22	\$24.48	\$24.73	\$24.97	\$25.22	\$25.49	\$25.72	\$25.97	\$26.23	\$26.50
Biweekly	\$1,902.40	\$1,920.00	\$1,937.60	\$1,958.40	\$1,978.40	\$1,997.60	\$2,017.60	\$2,039.20	\$2,057.60	\$2,077.60	\$2,098.40	\$2,120.00
Annually	\$49,462.40	\$49,920.00	\$50,377.60	\$50,918.40	\$51,438.40	\$51,937.60	\$52,457.60	\$53,019.20	\$53,497.60	\$54,017.60	\$54,558.40	\$55,120.00
Steps	49	50	51	52	53	54	55					
Hourly	\$26.79	\$27.02	\$27.30	\$27.57	\$27.86	\$28.14	\$28.42					
Biweekly	\$2,143.20	\$2,161.60	\$2,184.00	\$2,205.60	\$2,228.80	\$2,251.20	\$2,273.60					
Annually	\$55,723.20	\$56,201.60	\$56,784.00	\$57,345.60	\$57,948.80	\$58,531.20	\$59,113.60					

(Non-bargaining unit)

Grade	75
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$18.72	\$18.91	\$19.09	\$19.28	\$19.48	\$19.68	\$19.87	\$20.06	\$20.28	\$20.46	\$20.67	\$20.89
Biweekly	\$1,497.60	\$1,512.80	\$1,527.20	\$1,542.40	\$1,558.40	\$1,574.40	\$1,589.60	\$1,604.80	\$1,622.40	\$1,636.80	\$1,653.60	\$1,671.20
Annually	\$38,937.60	\$39,332.80	\$39,707.20	\$40,102.40	\$40,518.40	\$40,934.40	\$41,329.60	\$41,724.80	\$42,182.40	\$42,556.80	\$42,993.60	\$43,451.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.09	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39	\$22.60	\$22.84	\$23.05	\$23.28	\$23.52
Biweekly	\$1,687.20	\$1,704.00	\$1,720.80	\$1,738.40	\$1,756.00	\$1,772.80	\$1,791.20	\$1,808.00	\$1,827.20	\$1,844.00	\$1,862.40	\$1,881.60
Annually	\$43,867.20	\$44,304.00	\$44,740.80	\$45,198.40	\$45,656.00	\$46,092.80	\$46,571.20	\$47,008.00	\$47,507.20	\$47,944.00	\$48,422.40	\$48,921.60
Steps	. 25	26	27	28	29	30	31	32	. 33	. 34	35	36
Hourly	\$23.78	\$24.00	\$24.22	\$24.48	\$24.73	\$24.97	\$25.22	\$25.49	\$25.72	\$25.97	\$26.23	\$26.50
Biweekly	\$1,902.40	\$1,920.00	\$1,937.60	\$1,958.40	\$1,978.40	\$1,997.60	\$2,017.60	\$2,039.20	\$2,057.60	\$2,077.60	\$2,098.40	\$2,120.00
Annually	\$49,462.40	\$49,920.00	\$50,377.60	\$50,918.40	\$51,438.40	\$51,937.60	\$52,457.60	\$53,019.20	\$53,497.60	\$54,017.60	\$54,558.40	\$55,120.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$26.79	\$27.02	\$27.30	\$27.57	\$27.86	\$28.14	\$28.42	\$28.70	\$28.99	\$29.28	\$29.56	\$29.87
Biweekly	\$2,143.20	\$2,161.60	\$2,184.00	\$2,205.60	\$2,228.80	\$2,251.20	\$2,273.60	\$2,296.00	\$2,319.20	\$2,342.40	\$2,364.80	\$2,389.60
Annually	\$55,723.20	\$56,201.60	\$56,784.00	\$57,345.60	\$57,948.80	\$58,531.20	\$59,113.60	\$59,696.00	\$60,299.20	\$60,902.40	\$61,484.80	\$62,129.60
Steps	49	50	51	52	53	54	55					
Hourly	\$30.17	\$30.46	\$30.76	\$31.06	\$31.39	\$31.69	\$32.03					
Biweekly	\$2,413.60	\$2,436.80	\$2,460.80	\$2,484.80	\$2,511.20	\$2,535.20	\$2,562.40					
Annually	\$62,753.60	\$63,356.80	\$63,980.80	\$64,604.80	\$65,291.20	\$65,915.20	\$66,622.40					
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$21.09	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39	\$22.60	\$22.84	\$23.05	\$23.28	\$23.52
Steps Hourly Biweekly	\$21.09 \$1,687.20	\$21.30 \$1,704.00	\$21.51 \$1,720.80	\$21.73 \$1,738.40	\$21.95 \$1,756.00	\$22.16 \$1,772.80	\$22.39 \$1,791.20	\$22.60 \$1,808.00	\$22.84 \$1,827.20	\$23.05 \$1,844.00	\$23.28 \$1,862.40	\$23.52 \$1,881.60
Steps Hourly	\$21.09	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39	\$22.60	\$22.84	\$23.05	\$23.28	\$23.52
Steps Hourly Biweekly	\$21.09 \$1,687.20 \$43,867.20	\$21.30 \$1,704.00 \$44,304.00	\$21.51 \$1,720.80 \$44,740.80	\$21.73 \$1,738.40 \$45,198.40	\$21.95 \$1,756.00 \$45,656.00	\$22.16 \$1,772.80 \$46,092.80	\$22.39 \$1,791.20 \$46,571.20	\$22.60 \$1,808.00 \$47,008.00	\$22.84 \$1,827.20 \$47,507.20	\$23.05 \$1,844.00 \$47,944.00	\$23.28 \$1,862.40 \$48,422.40	\$23.52 \$1,881.60 \$48,921.60
Steps Hourly Biweekly Annually Steps Hourly	\$21.09 \$1,687.20 \$43,867.20 13 \$23.78	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.09 \$1,687.20 \$43,867.20 13 \$23.78 \$1.902.40	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2,039.20	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00
Steps Hourly Biweekly Annually Steps Hourly	\$21.09 \$1,687.20 \$43,867.20 13 \$23.78	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.09 \$1,687.20 \$43,867.20 13 \$23.78 \$1.902.40	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2,039.20	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49.462.40	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50.377.60	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2,039.20 \$53,019.20	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2.057.60 \$53,497.60	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40 \$54,558.40	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2.120.00 \$55.120.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.09 \$1,687.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49.462.40	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50.377.60	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2.017.60 \$52,457.60	\$22.60 \$1,808.00 \$47,008.00 \$25.49 \$2,039.20 \$53,019.20	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2.057.60 \$53.497.60	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60 \$54.017.60	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40 \$54,558.40	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.09 \$1,687.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1.937.60 \$50.377.60	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51.438.40 29 \$27.86	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2,039.20 \$53,019.20 32 \$28.70	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2.057.60 \$53.497.60 33 \$28.99	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60 \$54.017.60	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.09 \$1.687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1.902.40 \$49.462.40 25 \$26.79 \$2.143.20 \$55.723.20	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00 26 \$27.02 \$2.161.60 \$56.201.60	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1.937.60 \$50.377.60 27 \$27.30 \$2.184.00 \$56.784.00	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58.531.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2.017.60 \$52,457.60 31 \$28.42 \$2,273.60 \$59,113.60	\$22.60 \$1,808.00 \$47,008.00 \$20 \$25.49 \$2,039.20 \$53,019.20 \$2.296.00 \$59,696.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2.057.60 \$53.497.60 33 \$28.99 \$2.319.20 \$60.299.20	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60 \$54.017.60 34 \$29.28 \$2.342.40 \$60.902.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40 \$54,558.40 35 \$29.56 \$2,364.80 \$61,484.80	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2.120.00 \$55.120.00 36 \$29.87 \$2.389.60 \$62,129.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49.462.40 25 \$26.79 \$2,143.20 \$55.723.20	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00 26 \$27.02 \$2.161.60 \$56,201.60	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1.937.60 \$50.377.60 27 \$27.30 \$2.184.00 \$56.784.00	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51.438.40 29 \$27.86 \$2,228.80 \$57.948.80	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2.017.60 \$52.457.60 31 \$28.42 \$2,273.60 \$59.113.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2.039.20 \$53.019.20 32 \$28.70 \$2.296.00 \$59.696.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2.057.60 \$53.497.60 33 \$28.99 \$2.319.20 \$60,299.20	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60 \$54.017.60 34 \$29.28 \$2.342.40 \$60.902.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40 \$54.558.40 35 \$29.56 \$2,364.80 \$61,484.80	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2.120.00 \$55.120.00 36 \$29.87 \$2.389.60 \$62,129.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1.902.40 \$49.462.40 25 \$26.79 \$2,143.20 \$55.723.20	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00 26 \$27.02 \$2.161.60 \$56,201.60	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1.937.60 \$50.377.60 27 \$27.30 \$2.184.00 \$56.784.00	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2.017.60 \$52,457.60 31 \$28.42 \$2,273.60 \$59,113.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2,039.20 \$53,019.20 32 \$28.70 \$2,296.00 \$59,696.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2.057.60 \$53.497.60 33 \$28.99 \$2.319.20 \$60.299.20	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60 \$54.017.60 34 \$29.28 \$2.342.40 \$60.902.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40 \$54.558.40 35 \$29.56 \$2,364.80 \$61,484.80	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00 36 \$29.87 \$2,389.60 \$62,129.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49.462.40 25 \$26.79 \$2,143.20 \$55.723.20	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00 26 \$27.02 \$2.161.60 \$56,201.60	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1.937.60 \$50.377.60 27 \$27.30 \$2.184.00 \$56.784.00	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51.438.40 29 \$27.86 \$2,228.80 \$57.948.80	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2.017.60 \$52.457.60 31 \$28.42 \$2,273.60 \$59.113.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2.039.20 \$53.019.20 32 \$28.70 \$2.296.00 \$59.696.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2.057.60 \$53.497.60 33 \$28.99 \$2.319.20 \$60,299.20	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60 \$54.017.60 34 \$29.28 \$2.342.40 \$60.902.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40 \$54.558.40 35 \$29.56 \$2,364.80 \$61,484.80	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2.120.00 \$55.120.00 36 \$29.87 \$2.389.60 \$62,129.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49.462.40 25 \$26.79 \$2.143.20 \$55.723.20 37 \$30.17 \$2,413.60 \$62,753.60	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 \$1,920.00 \$49,920.00 \$27.02 \$2.161.60 \$56.201.60 \$38 \$30.46 \$2,436.80 \$63.356.80	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1.937.60 \$50.377.60 27 \$27.30 \$2.184.00 \$56,784.00 39 \$30.76 \$2,460.80 \$63,980.80	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60 40 \$31.06 \$2,484.80 \$64,604.80	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51.438.40 29 \$27.86 \$2,228.80 \$57,948.80 41 \$31.39 \$2,511.20 \$65,291.20	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20 42 \$31.69 \$2,535.20 \$65,915.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52.457.60 31 \$28.42 \$2,273.60 \$59,113.60 43 \$32.03 \$2.562.40 \$66.622.40	\$22.60 \$1,808.00 \$47,008.00 \$25.49 \$2.039.20 \$53.019.20 \$2.870 \$2.296.00 \$59.696.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2.057.60 \$53.497.60 33 \$28.99 \$2.319.20 \$60.299.20 45 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60 \$54.017.60 34 \$29.28 \$2.342.40 \$60,902.40 46 \$32.98 \$2.638.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40 \$54.558.40 35 \$29.56 \$2,364.80 \$61,484.80 47 \$33.32 \$2,665.60	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2.120.00 \$55.120.00 36 \$29.87 \$2.389.60 \$62,129.60 48 \$33.65 \$2.692.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps Steps Hourly Steps Steps Steps Steps Steps Steps Steps	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20 \$55,723.20 37 \$30.17 \$2,413.60 \$62,753.60	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 \$1.920.00 \$49,920.00 \$27.02 \$2.161.60 \$56.201.60 \$38 \$30.46 \$2.436.80 \$63.356.80	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50.377.60 27 \$27.30 \$2.184.00 \$56.784.00 39 \$30.76 \$2.460.80 \$63.980.80	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60 40 \$31.06 \$2,484.80 \$64,604.80	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80 41 \$31.39 \$2,511.20 \$65,291.20	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20 42 \$31.69 \$2,535.20 \$65,915.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52.457.60 31 \$28.42 \$2,273.60 \$59,113.60 43 \$32.03 \$2,562.40 \$66.622.40	\$22.60 \$1,808.00 \$47,008.00 \$25.49 \$2.039.20 \$53.019.20 \$2.870 \$2.296.00 \$59.696.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2.057.60 \$53.497.60 33 \$28.99 \$2.319.20 \$60.299.20 45 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60 \$54.017.60 34 \$29.28 \$2.342.40 \$60,902.40 46 \$32.98 \$2.638.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40 \$54.558.40 35 \$29.56 \$2,364.80 \$61,484.80 47 \$33.32 \$2,665.60	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2.120.00 \$55.120.00 36 \$29.87 \$2.389.60 \$62,129.60 48 \$33.65 \$2.692.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49.462.40 25 \$26.79 \$2,143.20 \$55,723.20 37 \$30.17 \$2,413.60 \$62,753.60 49 \$33.99	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 \$1.920.00 \$49,920.00 \$27.02 \$2.161.60 \$56.201.60 \$38 \$30.46 \$2.436.80 \$63.356.80 \$0 \$34.34	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1.937.60 \$50.377.60 27 \$27.30 \$2.184.00 \$56.784.00 39 \$30.76 \$2.460.80 \$63.980.80	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60 40 \$31.06 \$2,484.80 \$64,604.80	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51.438.40 29 \$27.86 \$2,228.80 \$57,948.80 41 \$31.39 \$2,511.20 \$65,291.20 53 \$35.37	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20 42 \$31.69 \$2,535.20 \$65,915.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52.457.60 31 \$28.42 \$2,273.60 \$59,113.60 43 \$32.03 \$2,562.40 \$66.622.40	\$22.60 \$1,808.00 \$47,008.00 \$25.49 \$2.039.20 \$53.019.20 \$2.870 \$2.296.00 \$59.696.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2.057.60 \$53.497.60 33 \$28.99 \$2.319.20 \$60.299.20 45 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60 \$54.017.60 34 \$29.28 \$2.342.40 \$60,902.40 46 \$32.98 \$2.638.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40 \$54.558.40 35 \$29.56 \$2,364.80 \$61,484.80 47 \$33.32 \$2,665.60	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2.120.00 \$55.120.00 36 \$29.87 \$2.389.60 \$62,129.60 48 \$33.65 \$2.692.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps Steps Hourly Steps Steps Steps Steps Steps Steps Steps	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20 \$55,723.20 37 \$30.17 \$2,413.60 \$62,753.60	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 \$1.920.00 \$49,920.00 \$27.02 \$2.161.60 \$56.201.60 \$38 \$30.46 \$2.436.80 \$63.356.80	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50.377.60 27 \$27.30 \$2.184.00 \$56.784.00 39 \$30.76 \$2.460.80 \$63.980.80	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60 40 \$31.06 \$2,484.80 \$64,604.80	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80 41 \$31.39 \$2,511.20 \$65,291.20	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20 42 \$31.69 \$2,535.20 \$65,915.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52.457.60 31 \$28.42 \$2,273.60 \$59,113.60 43 \$32.03 \$2,562.40 \$66.622.40	\$22.60 \$1,808.00 \$47,008.00 \$25.49 \$2.039.20 \$53.019.20 \$2.870 \$2.296.00 \$59.696.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2.057.60 \$53.497.60 33 \$28.99 \$2.319.20 \$60.299.20 45 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2.077.60 \$54.017.60 34 \$29.28 \$2.342.40 \$60,902.40 46 \$32.98 \$2,638.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2.098.40 \$54.558.40 35 \$29.56 \$2,364.80 \$61,484.80 47 \$33.32 \$2,665.60	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2.120.00 \$55.120.00 36 \$29.87 \$2.389.60 \$62,129.60 48 \$33.65 \$2.692.00

(Non-bargaining unit)

Grade	7	7
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$23.78	\$24.00	\$24.22	\$24.48	\$24.73	\$24.97	\$25.22	\$25.49	\$25.72	\$25.97	\$26.23	\$26.50
Biweekly	\$1,902.40	\$1,920.00	\$1,937.60	\$1,958.40	\$1,978.40	\$1,997.60	\$2,017.60	\$2,039.20	\$2,057.60	\$2,077.60	\$2,098.40	\$2,120.00
Annually	\$49,462.40	\$49,920.00	\$50,377.60	\$50,918.40	\$51,438.40	\$51,937.60	\$52,457.60	\$53,019.20	\$53,497.60	\$54,017.60	\$54,558.40	\$55,120.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$26.79	\$27.02	\$27.30	\$27.57	\$27.86	\$28.14	\$28.42	\$28.70	\$28.99	\$29.28	\$29.56	\$29.87
Biweekly	\$2,143.20	\$2,161.60	\$2,184.00	\$2,205.60	\$2,228.80	\$2,251.20	\$2,273.60	\$2,296.00	\$2,319.20	\$2,342.40	\$2,364.80	\$2,389.60
Annually	\$55,723.20	\$56,201.60	\$56,784.00	\$57,345.60	\$57,948.80	\$58,531.20	\$59,113.60	\$59,696.00	\$60,299.20	\$60,902.40	\$61,484.80	\$62,129.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.17	\$30.46	\$30.76	\$31.06	\$31.39	\$31.69	\$32.03	\$32.33	\$32.66	\$32.98	\$33.32	\$33.65
Biweekly	\$2,413.60	\$2,436.80	\$2,460.80	\$2,484.80	\$2,511.20	\$2,535.20	\$2,562.40	\$2,586.40	\$2,612.80	\$2,638.40	\$2,665.60	\$2,692.00
Annually	\$62,753.60	\$63,356.80	\$63,980.80	\$64,604.80	\$65,291.20	\$65,915.20	\$66,622.40	\$67,246.40	\$67,932.80	\$68,598.40	\$69,305.60	\$69,992.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$33.99	\$34.34	\$34.66	\$35.00	\$35.37	\$35.71	\$36.08	\$36.43	\$36.81	\$37.17	\$37.54	\$37.92
Biweekly	\$2,719.20	\$2,747.20	\$2,772.80	\$2,800.00	\$2,829.60	\$2,856.80	\$2,886.40	\$2,914.40	\$2,944.80	\$2,973.60	\$3,003.20	\$3,033.60
Annually	\$70,699.20	\$71,427.20	\$72,092.80	\$72,800.00	\$73,569.60	\$74,276.80	\$75,046.40	\$75,774.40	\$76,564.80	\$77,313.60	\$78,083.20	\$78,873.60
Steps	49	50	51	52	53	54	55					
Hourly	\$38.29	\$38.67	\$39.06	\$39.47	\$39.83	\$40.24	\$40.64					
Biweekly	\$3,063.20	\$3,093.60	\$3,124.80	\$3,157.60	\$3,186.40	\$3,219.20	\$3,251.20					
Annually	\$79,643.20	\$80,433.60	\$81,244.80	\$82,097.60	\$82,846.40	\$83,699.20	\$84,531.20					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$25.97	\$26.23	\$26.50	\$26.79	\$27.02	\$27.30	\$27.57	\$27.86	\$28.14	\$28.42	\$28.70	\$28.99
Steps Hourly Biweekly	\$25.97 \$2,077.60	\$26.23 \$2,098.40	\$26.50 \$2,120.00	\$26.79 \$2,143.20	\$27.02 \$2,161.60	\$27.30 \$2,184.00	\$27.57 \$2,205.60	\$27.86 \$2,228.80	\$28.14 \$2,251.20	\$28.42 \$2,273.60	\$28.70 \$2,296.00	\$28.99 \$2,319.20
Steps Hourly Biweekly Annually	\$25.97 \$2,077.60 \$54,017.60	\$26.23	\$26.50	\$26.79	\$27.02	\$27.30	\$27.57	\$27.86	\$28.14	\$28.42	\$28.70	\$28.99 \$2,319.20 \$60,299.20
Steps Hourly Biweekly Annually Steps	\$25.97 \$2,077.60 \$54,017.60	\$26.23 \$2,098.40 \$54,558.40	\$26.50 \$2,120.00 \$55,120.00	\$26.79 \$2,143.20 \$55,723.20	\$27.02 \$2,161.60 \$56,201.60	\$27.30 \$2,184.00 \$56,784.00	\$27.57 \$2,205.60 \$57,345.60	\$27.86 \$2,228.80 \$57,948.80	\$28.14 \$2,251.20 \$58,531.20	\$28.42 \$2,273.60 \$59,113.60	\$28.70 \$2,296.00 \$59,696.00	\$28.99 \$2,319.20 \$60,299.20
Steps Hourly Biweekly Annually Steps Hourly	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56	\$26.50 \$2,120.00 \$55,120.00 15 \$29.87	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46	\$27.30 \$2,184.00 \$56,784.00 18 \$30.76	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80	\$26.50 \$2,120.00 \$55,120.00 \$55,29.87 \$29.87 \$2.389.60	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80	\$27.30 \$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2.586.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80
Steps Hourly Biweekly Annually Steps Hourly	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56	\$26.50 \$2,120.00 \$55,120.00 15 \$29.87	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46	\$27.30 \$2,184.00 \$56,784.00 18 \$30.76	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60.902.40	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80	\$26.50 \$2,120.00 \$55,120.00 \$55,29.87 \$29.87 \$2.389.60	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2.413.60 \$62,753.60	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80	\$27.30 \$2,184.00 \$56,784.00 18 \$30.76 \$2.460.80 \$63,980.80	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2.586.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60.902.40 25 \$32.98	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80 \$61,484.80 26 \$33.32	\$26.50 \$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34	\$27.30 \$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2.511.20 \$65.291.20	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2.562.40 \$66.622.40 34 \$36.08	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2.612.80 \$67.932.80 36 \$36.81
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80 \$61.484.80 26 \$33.32 \$2,665.60	\$26.50 \$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20	\$27.30 \$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64.604.80 31 \$35.00 \$2,800.00	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2.511.20 \$65.291.20 32 \$35.37 \$2,829.60	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2.535.20 \$65,915.20 33 \$35.71 \$2.856.80	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66.622.40 34 \$36.08 \$2,886.40	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2.586.40 \$67.246.40 35 \$36.43 \$2.914.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60.902.40 25 \$32.98	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80 \$61,484.80 26 \$33.32	\$26.50 \$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34	\$27.30 \$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2.511.20 \$65.291.20	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2.562.40 \$66.622.40 34 \$36.08	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2.612.80 \$67.932.80 36 \$36.81
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80 \$61.484.80 26 \$33.32 \$2,665.60	\$26.50 \$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20	\$27.30 \$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64.604.80 31 \$35.00 \$2,800.00	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2.511.20 \$65.291.20 32 \$35.37 \$2,829.60	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2.535.20 \$65,915.20 33 \$35.71 \$2.856.80	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66.622.40 34 \$36.08 \$2,886.40	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2.586.40 \$67.246.40 35 \$36.43 \$2.914.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68.598.40	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32 \$2,665.60 \$69,305.60	\$26.50 \$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70.699.20	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71,427.20	\$27.30 \$2,184.00 \$56,784.00 \$18 \$30.76 \$2,460.80 \$63,980.80 \$34.66 \$2,772.80 \$72,092.80	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64.604.80 31 \$35.00 \$2,800.00 \$72,800.00	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2.511.20 \$65.291.20 32 \$35.37 \$2.829.60 \$73.569.60	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2.535.20 \$65,915.20 33 \$35.71 \$2.856.80 \$74.276.80	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66.622.40 34 \$36.08 \$2,886.40 \$75,046.40	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2.586.40 \$67.246.40 35 \$36.43 \$2.914.40 \$75.774.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68.598.40	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80 \$61.484.80 26 \$33.32 \$2.665.60 \$69.305.60 38 \$37.54 \$3.003.20	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00 39 \$37.92 \$3,033.60	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70.699.20 40 \$38.29 \$3,063.20	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71.427.20	\$27.30 \$2,184.00 \$56,784.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72.092.80 42 \$39.06 \$3,124.80	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2.484.80 \$64.604.80 31 \$35.00 \$2,800.00 \$72,800.00	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2.511.20 \$65.291.20 32 \$35.37 \$2,829.60 \$73.569.60	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2.535.20 \$65,915.20 33 \$35.71 \$2.856.80 \$74,276.80	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66.622.40 34 \$36.08 \$2,886.40 \$75.046.40	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2.586.40 \$67.246.40 35 \$36.43 \$2,914.40 \$75.774.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2.612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76.564.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68.598.40	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80 \$61.484.80 26 \$33.32 \$2.665.60 \$69.305.60	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 15 \$29.87 \$2.389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70.699.20	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71,427.20	\$27.30 \$2,184.00 \$56,784.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00 \$2,800.00 \$72,800.00	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2.511.20 \$65.291.20 32 \$35.37 \$2,829.60 \$73.569.60	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2.535.20 \$65,915.20 33 \$35.71 \$2.856.80 \$74,276.80	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66.622.40 34 \$36.08 \$2,886.40 \$75.046.40	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43 \$2,914.40 \$75,774.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2.612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76.564.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60.902.40 25 \$32.98 \$2,638.40 \$68.598.40 37 \$37.17 \$2,973.60	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80 \$61.484.80 26 \$33.32 \$2.665.60 \$69.305.60 38 \$37.54 \$3.003.20	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00 39 \$37.92 \$3,033.60	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70.699.20 40 \$38.29 \$3,063.20	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63.356.80 29 \$34.34 \$2,747.20 \$71,427.20	\$27.30 \$2,184.00 \$56,784.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72.092.80 42 \$39.06 \$3,124.80	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2.484.80 \$64.604.80 31 \$35.00 \$2,800.00 \$72,800.00	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2.511.20 \$65,291.20 32 \$35.37 \$2.829.60 \$73,569.60 44 \$39.83 \$3.186.40	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2.535.20 \$65,915.20 33 \$35.71 \$2.856.80 \$74,276.80 45 \$40.24 \$3,219.20	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66.622.40 34 \$36.08 \$2,886.40 \$75.046.40	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2.586.40 \$67.246.40 35 \$36.43 \$2,914.40 \$75,774.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$25.97 \$2,077.60 \$54,017.60 \$13 \$29.28 \$2,342.40 \$60.902.40 25 \$32.98 \$2.638.40 \$68.598.40 37 \$37.17 \$2,973.60 \$77.313.60	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80 \$61.484.80 26 \$33.32 \$2.665.60 \$69.305.60 38 \$37.54 \$3.003.20 \$78.083.20	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00 39 \$37.92 \$3,033.60 \$78.873.60	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70,699.20 40 \$38.29 \$3,063.20 \$79,643.20	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63.356.80 29 \$34.34 \$2,747.20 \$71,427.20 41 \$38.67 \$3,093.60 \$80.433.60	\$27.30 \$2,184.00 \$56,784.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80 42 \$39.06 \$3,124.80 \$81,244.80	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64.604.80 31 \$35.00 \$2,800.00 \$72,800.00 43 \$39.47 \$3,157.60 \$82,097.60	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2.511.20 \$65,291.20 32 \$35.37 \$2.829.60 \$73,569.60 44 \$39.83 \$3.186.40	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2.535.20 \$65,915.20 33 \$35.71 \$2.856.80 \$74,276.80 45 \$40.24 \$3,219.20	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66.622.40 34 \$36.08 \$2,886.40 \$75.046.40	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2.586.40 \$67.246.40 35 \$36.43 \$2,914.40 \$75,774.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourly Steps	\$25.97 \$2,077.60 \$54,017.60 \$13 \$29.28 \$2,342.40 \$60.902.40 \$25 \$32.98 \$2.638.40 \$68.598.40 \$37.17 \$2,973.60 \$77.313.60	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80 \$61.484.80 26 \$33.32 \$2.665.60 \$69.305.60 38 \$37.54 \$3,003.20 \$78.083.20	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62.129.60 27 \$33.65 \$2,692.00 \$69,992.00 39 \$37.92 \$3,033.60 \$78.873.60	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70.699.20 40 \$38.29 \$3,063.20 \$79.643.20	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63.356.80 29 \$34.34 \$2,747.20 \$71,427.20 41 \$38.67 \$3,093.60 \$80,433.60	\$27.30 \$2,184.00 \$56,784.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80 42 \$39.06 \$3,124.80 \$81,244.80	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64.604.80 31 \$35.00 \$2,800.00 \$72,800.00 43 \$39.47 \$3,157.60 \$82,097.60	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2.511.20 \$65,291.20 32 \$35.37 \$2.829.60 \$73,569.60 44 \$39.83 \$3.186.40	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2.535.20 \$65,915.20 33 \$35.71 \$2.856.80 \$74,276.80 45 \$40.24 \$3,219.20	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66.622.40 34 \$36.08 \$2,886.40 \$75.046.40	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2.586.40 \$67.246.40 35 \$36.43 \$2,914.40 \$75,774.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$25.97 \$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60.902.40 25 \$32.98 \$2.638.40 \$68.598.40 37 \$37.17 \$2,973.60 \$77.313.60	\$26.23 \$2,098.40 \$54,558.40 14 \$29.56 \$2.364.80 \$61.484.80 26 \$33.32 \$2.665.60 \$69.305.60 38 \$37.54 \$3.003.20 \$78.083.20	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00 39 \$37.92 \$3.033.60 \$78.873.60	\$26.79 \$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70,699.20 40 \$38.29 \$3,063.20 \$79,643.20 \$2 \$43.17	\$27.02 \$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63.356.80 29 \$34.34 \$2,747.20 \$71,427.20 41 \$38.67 \$3.093.60 \$80.433.60	\$27.30 \$2,184.00 \$56,784.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80 42 \$39.06 \$3,124.80 \$81,244.80	\$27.57 \$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64.604.80 31 \$35.00 \$2,800.00 \$72,800.00 \$72,800.00 539.47 \$31.57.60 \$82.097.60	\$27.86 \$2,228.80 \$57,948.80 20 \$31.39 \$2.511.20 \$65,291.20 32 \$35.37 \$2.829.60 \$73,569.60 44 \$39.83 \$3.186.40	\$28.14 \$2,251.20 \$58,531.20 21 \$31.69 \$2.535.20 \$65,915.20 33 \$35.71 \$2.856.80 \$74,276.80 45 \$40.24 \$3,219.20	\$28.42 \$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66.622.40 34 \$36.08 \$2,886.40 \$75.046.40	\$28.70 \$2,296.00 \$59,696.00 23 \$32.33 \$2.586.40 \$67.246.40 35 \$36.43 \$2,914.40 \$75,774.40	\$28.99 \$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80

(Non-bargaining unit)

Grade 7	79
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$28.42	\$28.70	\$28.99	\$29.28	\$29.56	\$29.87	\$30.17	\$30.46	\$30.76	\$31.06	\$31.39	\$31.69
Biweekly	\$2,273.60	\$2,296.00	\$2,319.20	\$2,342.40	\$2,364.80	\$2,389.60	\$2,413.60	\$2,436.80	\$2,460.80	\$2,484.80	\$2,511.20	\$2,535.20
Annually	\$59,113.60	\$59,696.00	\$60,299.20	\$60,902.40	\$61,484.80	\$62,129.60	\$62,753.60	\$63,356.80	\$63,980.80	\$64,604.80	\$65,291.20	\$65,915.20
	400)110.00	455,656.66	\$00,233.20	ψου,30 <u>2</u> 0	ψ02, 10 H00	402,123.00	ψ02), 33.00	400,000.00	400,500.00	ψο 1,00 moo	V00,201.20	\$00,515.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$32.03	\$32.33	\$32.66	\$32.98	\$33.32	\$33.65	\$33.99	\$34.34	\$34.66	\$35.00	\$35.37	\$35.71
Biweekly	\$2,562.40	\$2,586.40	\$2,612.80	\$2,638.40	\$2,665.60	\$2,692.00	\$2,719.20	\$2,747.20	\$2,772.80	\$2,800.00	\$2,829.60	\$2,856.80
Annually	\$66,622.40	\$67,246.40	\$67,932.80	\$68,598.40	\$69,305.60	\$69,992.00	\$70,699.20	\$71,427.20	\$72,092.80	\$72,800.00	\$73,569.60	\$74,276.80
Ailliually	300,022.40	307,240.40	307,932.60	300,390.40	309,303.00	309,992.00	\$70,099.20	3/1,42/.20	\$72,092.60	\$72,800.00	\$75,509.00	\$74,270.60
Steps												20
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$36.08	\$36.43	\$36.81	\$37.17	\$37.54	\$37.92	\$38.29	\$38.67	\$39.06	\$39.47	\$39.83	\$40.24
Biweekly	\$2,886.40	\$2,914.40	\$2,944.80	\$2,973.60	\$3,003.20	\$3,033.60	\$3,063.20	\$3,093.60	\$3,124.80	\$3,157.60	\$3,186.40	\$3,219.20
Annually	\$75,046.40	\$75,774.40	\$76,564.80	\$77,313.60	\$78,083.20	\$78,873.60	\$79,643.20	\$80,433.60	\$81,244.80	\$82,097.60	\$82,846.40	\$83,699.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$40.64	\$41.06	\$41.46	\$41.87	\$42.29	\$42.73	\$43.17	\$43.59	\$44.02	\$44.47	\$44.91	\$45.36
Biweekly	\$3,251.20	\$3,284.80	\$3,316.80	\$3,349.60	\$3,383.20	\$3,418.40	\$3,453.60	\$3,487.20	\$3,521.60	\$3,557.60	\$3,592.80	\$3,628.80
Annually	\$84,531.20	\$85,404.80	\$86,236.80	\$87,089.60	\$87,963.20	\$88,878.40	\$89,793.60	\$90,667.20	\$91,561.60	\$92,497.60	\$93,412.80	\$94,348.80
C1												
Steps	49	50	51	52	53	54	55					
Hourly	\$45.80	\$46.27	\$46.73	\$47.21	\$47.68	\$48.14	\$48.64					
Biweekly	\$3,664.00	\$3,701.60	\$3,738.40	\$3,776.80	\$3,814.40	\$3,851.20	\$3,891.20					
Annually	\$95,264.00	\$96,241.60	\$97,198.40	\$98,196.80	\$99,174.40	\$100,131.20	\$101,171.20					
, ,	433,20 00	050,2 .2.00	\$57,130.10	\$30,230.00	455,170	0100,101.20	V101,1, 1.20					
Grade 80												
Grade CC												
	1	2	3	Δ	5	6	7	R	q	10	11	12
Steps	1 \$30.76	2 \$31.06	3 \$31.30	4 \$31.60	5 \$32.03	6 \$22.22	7 \$32.66	8 \$22.08	9 \$33.33	10 \$33.65	11 \$33.00	12 \$34.34
Steps Hourly	\$30.76	\$31.06	\$31.39	\$31.69	\$32.03	\$32.33	\$32.66	\$32.98	\$33.32	\$33.65	\$33.99	\$34.34
Steps Hourly Biweekly	\$30.76 \$2,460.80	\$31.06 \$2,484.80	\$31.39 \$2,511.20	\$31.69 \$2,535.20	\$32.03 \$2,562.40	\$32.33 \$2,586.40	\$32.66 \$2,612.80	\$32.98 \$2,638.40	\$33.32 \$2,665.60	\$33.65 \$2,692.00	\$33.99 \$2,719.20	\$34.34 \$2,747.20
Steps Hourly	\$30.76	\$31.06	\$31.39	\$31.69	\$32.03	\$32.33	\$32.66	\$32.98	\$33.32	\$33.65	\$33.99	\$34.34
Steps Hourly Biweekly Annually	\$30.76 \$2,460.80 \$63,980.80	\$31.06 \$2,484.80 \$64,604.80	\$31.39 \$2,511.20 \$65,291.20	\$31.69 \$2,535.20 \$65,915.20	\$32.03 \$2,562.40 \$66,622.40	\$32.33 \$2,586.40 \$67,246.40	\$32.66 \$2,612.80 \$67,932.80	\$32.98 \$2,638.40 \$68,598.40	\$33.32 \$2,665.60 \$69,305.60	\$33.65 \$2,692.00 \$69,992.00	\$33.99 \$2,719.20 \$70,699.20	\$34.34 \$2,747.20 \$71,427.20
Steps Hourly Biweekly Annually Steps	\$30.76 \$2,460.80 \$63,980.80	\$31.06 \$2,484.80 \$64,604.80	\$31.39 \$2,511.20 \$65,291.20	\$31.69 \$2,535.20 \$65,915.20	\$32.03 \$2,562.40 \$66,622.40	\$32.33 \$2,586.40 \$67,246.40	\$32.66 \$2,612.80 \$67,932.80	\$32.98 \$2,638.40 \$68,598.40	\$33.32 \$2,665.60 \$69,305.60	\$33.65 \$2,692.00 \$69,992.00	\$33.99 \$2,719.20 \$70,699.20	\$34.34 \$2,747.20 \$71,427.20
Steps Hourly Biweekly Annually Steps Hourly	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60
Steps Hourly Biweekly Annually Steps Hourly	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72.092.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74,276.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76.564.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3.063.20 \$79,643.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72.092.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73.569.60	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74,276.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76.564.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3.063.20 \$79,643.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73,569.60 27 \$39.83	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40 \$75,046.40	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2.914.40 \$75,774.40 30 \$41.06	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2.944.80 \$76,564.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77,313.60 32 \$41.87	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3.033.60 \$78,873.60	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3.063.20 \$79,643.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80,433.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2.772.80 \$72.092.80 25 \$39.06 \$3.124.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2.800.00 \$72.800.00 26 \$39.47 \$3.157.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83 \$3,186.40	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74.276.80 28 \$40.24 \$3.219.20	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75.046.40 29 \$40.64 \$3,251.20	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3.284.80	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76.564.80 31 \$41.46 \$3,316.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60 32 \$41.87 \$3,349.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78.083.20 33 \$42.29 \$3,383.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60 34 \$42.73 \$3,418.40	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3.063.20 \$79.643.20 35 \$43.17 \$3.453.60	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60 36 \$43.59 \$3.487.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73,569.60 27 \$39.83	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40 \$75,046.40	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2.914.40 \$75,774.40 30 \$41.06	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2.944.80 \$76,564.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77,313.60 32 \$41.87	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3.033.60 \$78,873.60	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3.063.20 \$79,643.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80,433.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2.772.80 \$72.092.80 25 \$39.06 \$3.124.80 \$81,244.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73,569.60 27 \$39.83 \$3.186.40 \$82,846.40	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74.276.80 28 \$40.24 \$3.219.20 \$83.699.20	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75.046.40 29 \$40.64 \$3,251.20 \$84,531.20	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3.284.80 \$85,404.80	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76.564.80 31 \$41.46 \$3.316.80 \$86,236.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60 32 \$41.87 \$3.349.60 \$87,089.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78.083.20 33 \$42.29 \$3,383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3.033.60 \$78.873.60 34 \$42.73 \$3,418.40 \$88.878.40	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3.063.20 \$79.643.20 35 \$43.17 \$3.453.60 \$89,793.60	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60 36 \$43.59 \$3.487.20 \$90.667.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweeklv Annually Steps	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72.092.80 25 \$39.06 \$3,124.80 \$81,244.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2.800.00 \$72.800.00 26 \$39.47 \$3.157.60 \$82.097.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73.569.60 27 \$39.83 \$3.186.40 \$82.846.40	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74.276.80 28 \$40.24 \$3.219.20 \$83.699.20	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40 \$75.046.40 29 \$40.64 \$3.251.20 \$84.531.20	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3.284.80 \$85,404.80	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76.564.80 31 \$41.46 \$3.316.80 \$86.236.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60 32 \$41.87 \$3,349.60 \$87,089.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20 33 \$42.29 \$3,383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60 34 \$42.73 \$3,418.40 \$88.878.40	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3.063.20 \$79.643.20 35 \$43.17 \$3.453.60 \$89.793.60	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60 36 \$43.59 \$3,487.20 \$90.667.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72.092.80 25 \$39.06 \$3,124.80 \$81,244.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2.800.00 \$72.800.00 26 \$39.47 \$3.157.60 \$82.097.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73.569.60 27 \$39.83 \$3.186.40 \$82.846.40	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83.699.20	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40 \$75.046.40 29 \$40.64 \$3,251.20 \$84,531.20	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2.944.80 \$76.564.80 31 \$41.46 \$3.316.80 \$86,236.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60 32 \$41.87 \$3,349.60 \$87.089.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3.003.20 \$78.083.20 \$42.29 \$3.383.20 \$87.963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60 34 \$42.73 \$3,418.40 \$88.878.40	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3.063.20 \$79,643.20 35 \$43.17 \$3.453.60 \$89,793.60	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60 36 \$43.59 \$3,487.20 \$90.667.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweeklv Annually Steps	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72.092.80 25 \$39.06 \$3.124.80 \$81.244.80 37 \$44.02 \$3.521.60	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2.800.00 \$72.800.00 26 \$39.47 \$3.157.60 \$82.097.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73.569.60 27 \$39.83 \$3.186.40 \$82.846.40 39 \$44.91 \$3.592.80	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20 40 \$45.36 \$3,628.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40 \$75.046.40 29 \$40.64 \$3,251.20 \$84.531.20 41 \$45.80 \$3,664.00	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3.284.80 \$85,404.80 42 \$46.27 \$3,701.60	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2.944.80 \$76.564.80 31 \$41.46 \$3.316.80 \$86,236.80 43 \$46.73 \$3,738.40	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60 32 \$41.87 \$3,349.60 \$87.089.60 44 \$47.21 \$3,776.80	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3.003.20 \$78.083.20 \$33 \$42.29 \$3.383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60 34 \$42.73 \$3.418.40 \$88,878.40 46 \$48.14 \$3,851.20	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60 47 \$48.64 \$3,891.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60 36 \$43.59 \$3,487.20 \$90.667.20 48 \$49.12 \$3,929.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72.092.80 25 \$39.06 \$3,124.80 \$81,244.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2.800.00 \$72.800.00 26 \$39.47 \$3.157.60 \$82.097.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73.569.60 27 \$39.83 \$3.186.40 \$82.846.40	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83.699.20	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40 \$75.046.40 29 \$40.64 \$3,251.20 \$84,531.20	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2.944.80 \$76.564.80 31 \$41.46 \$3.316.80 \$86,236.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60 32 \$41.87 \$3,349.60 \$87.089.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3.003.20 \$78.083.20 \$42.29 \$3.383.20 \$87.963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60 34 \$42.73 \$3,418.40 \$88.878.40	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3.063.20 \$79,643.20 35 \$43.17 \$3.453.60 \$89,793.60	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60 36 \$43.59 \$3,487.20 \$90.667.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72.092.80 25 \$39.06 \$3,124.80 \$81,244.80 37 \$44.02 \$3,521.60 \$91,561.60	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2.800.00 \$72.800.00 26 \$39.47 \$3.157.60 \$82.097.60 38 \$44.47 \$3.557.60 \$92.497.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73.569.60 27 \$39.83 \$3.186.40 \$82.846.40 39 \$44.91 \$3.592.80 \$93,412.80	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74.276.80 28 \$40.24 \$3,219.20 \$83.699.20 40 \$45.36 \$3,628.80 \$94,348.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40 \$75.046.40 29 \$40.64 \$3,251.20 \$84,531.20 41 \$45.80 \$3,664.00 \$95,264.00	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80 42 \$46.27 \$3,701.60 \$96,241.60	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76.564.80 31 \$41.46 \$3,316.80 \$86,236.80 43 \$46.73 \$3,738.40 \$97,198.40	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60 32 \$41.87 \$3,349.60 \$87.089.60 44 \$47.21 \$3,776.80	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3.003.20 \$78.083.20 \$33 \$42.29 \$3.383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60 34 \$42.73 \$3.418.40 \$88,878.40 46 \$48.14 \$3,851.20	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60 47 \$48.64 \$3,891.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60 36 \$43.59 \$3,487.20 \$90.667.20 48 \$49.12 \$3,929.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72.092.80 25 \$39.06 \$3.124.80 \$81,244.80 37 \$44.02 \$3,521.60 \$91,561.60	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60 38 \$44.47 \$3,557.60 \$92,497.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73.569.60 27 \$39.83 \$3.186.40 \$82.846.40 39 \$44.91 \$3.592.80 \$93,412.80	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20 40 \$45.36 \$3,628.80 \$94,348.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40 \$75.046.40 29 \$40.64 \$3,251.20 \$84,531.20 41 \$45.80 \$3,664.00 \$95,264.00	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3.284.80 \$85,404.80 42 \$46.27 \$3,701.60 \$96.241.60	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76.564.80 31 \$41.46 \$3,316.80 \$86,236.80 43 \$46.73 \$3,738.40 \$97,198.40	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60 32 \$41.87 \$3,349.60 \$87.089.60 44 \$47.21 \$3,776.80	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3.003.20 \$78.083.20 \$33 \$42.29 \$3.383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60 34 \$42.73 \$3.418.40 \$88,878.40 46 \$48.14 \$3,851.20	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60 47 \$48.64 \$3,891.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60 36 \$43.59 \$3,487.20 \$90.667.20 48 \$49.12 \$3,929.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72.092.80 25 \$39.06 \$3.124.80 \$81,244.80 37 \$44.02 \$3,521.60 \$91,561.60	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2.800.00 \$72.800.00 26 \$39.47 \$3.157.60 \$82.097.60 38 \$44.47 \$3.557.60 \$92.497.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73.569.60 27 \$39.83 \$3,186.40 \$82.846.40 39 \$44.91 \$3.592.80 \$93,412.80	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74.276.80 28 \$40.24 \$3,219.20 \$83.699.20 40 \$45.36 \$3,628.80 \$94,348.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40 \$75.046.40 29 \$40.64 \$3,251.20 \$84,531.20 41 \$45.80 \$3,664.00 \$95,264.00	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80 42 \$46.27 \$3,701.60 \$96,241.60	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76.564.80 31 \$41.46 \$3,316.80 \$86.236.80 43 \$46.73 \$3,738.40 \$97.198.40	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60 32 \$41.87 \$3,349.60 \$87.089.60 44 \$47.21 \$3,776.80	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3.003.20 \$78.083.20 \$33 \$42.29 \$3.383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60 34 \$42.73 \$3.418.40 \$88,878.40 46 \$48.14 \$3,851.20	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60 47 \$48.64 \$3,891.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60 36 \$43.59 \$3,487.20 \$90.667.20 48 \$49.12 \$3,929.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72.092.80 25 \$39.06 \$3.124.80 \$81,244.80 37 \$44.02 \$3,521.60 \$91,561.60	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60 38 \$44.47 \$3,557.60 \$92,497.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73.569.60 27 \$39.83 \$3.186.40 \$82.846.40 39 \$44.91 \$3.592.80 \$93,412.80	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20 40 \$45.36 \$3,628.80 \$94,348.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40 \$75.046.40 29 \$40.64 \$3,251.20 \$84,531.20 41 \$45.80 \$3,664.00 \$95,264.00	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3.284.80 \$85,404.80 42 \$46.27 \$3,701.60 \$96.241.60	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76.564.80 31 \$41.46 \$3,316.80 \$86,236.80 43 \$46.73 \$3,738.40 \$97,198.40	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60 32 \$41.87 \$3,349.60 \$87.089.60 44 \$47.21 \$3,776.80	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3.003.20 \$78.083.20 \$33 \$42.29 \$3.383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60 34 \$42.73 \$3.418.40 \$88,878.40 46 \$48.14 \$3,851.20	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60 47 \$48.64 \$3,891.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60 36 \$43.59 \$3,487.20 \$90.667.20 48 \$49.12 \$3,929.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72.092.80 25 \$39.06 \$3.124.80 \$81,244.80 37 \$44.02 \$3,521.60 \$91,561.60	\$31.06 \$2,484.80 \$64,604.80 \$14 \$35.00 \$2,800.00 \$72,800.00 \$72,800.00 \$39.47 \$3,157.60 \$82,097.60 \$44.47 \$3,557.60 \$92,497.60 \$50	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2.829.60 \$73.569.60 27 \$39.83 \$3,186.40 \$82.846.40 39 \$44.91 \$3.592.80 \$93,412.80	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2.856.80 \$74.276.80 28 \$40.24 \$3,219.20 \$83.699.20 40 \$45.36 \$3,628.80 \$94,348.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2.886.40 \$75.046.40 29 \$40.64 \$3,251.20 \$84.531.20 41 \$45.80 \$3.664.00 \$95.264.00	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80 42 \$46.27 \$3,701.60 \$96,241.60	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76.564.80 31 \$41.46 \$3,316.80 \$86.236.80 43 \$46.73 \$3,738.40 \$97.198.40	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2.973.60 \$77.313.60 32 \$41.87 \$3,349.60 \$87.089.60 44 \$47.21 \$3,776.80	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3.003.20 \$78.083.20 \$33 \$42.29 \$3.383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78.873.60 34 \$42.73 \$3.418.40 \$88,878.40 46 \$48.14 \$3,851.20	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60 47 \$48.64 \$3,891.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3.093.60 \$80.433.60 36 \$43.59 \$3,487.20 \$90.667.20 48 \$49.12 \$3,929.60

(Non-bargaining unit)

Grade	8	1
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$33.65	\$33.99	\$34.34	\$34.66	\$35.00	\$35.37	\$35.71	\$36.08	\$36.43	\$36.81	\$37.17	\$37.54
Biweekly	\$2,692.00	\$2,719.20	\$2,747.20	\$2,772.80	\$2,800.00	\$2,829.60	\$2,856.80	\$2,886.40	\$2,914.40	\$2,944.80	\$2,973.60	\$3,003.20
Annually	\$69,992.00	\$70,699.20	\$71,427.20	\$72,092.80	\$72,800.00	\$73,569.60	\$74,276.80	\$75,046.40	\$75,774.40	\$76,564.80	\$77,313.60	\$78,083.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$37.92	\$38.29	\$38.67	\$39.06	\$39.47	\$39.83	\$40.24	\$40.64	\$41.06	\$41.46	\$41.87	\$42.29
Biweekly	\$3,033.60	\$3,063.20	\$3,093.60	\$3,124.80	\$3,157.60	\$3,186.40	\$3,219.20	\$3,251.20	\$3,284.80	\$3,316.80	\$3,349.60	\$3,383.20
Annually	\$78,873.60	\$79,643.20	\$80,433.60	\$81,244.80	\$82,097.60	\$82,846.40	\$83,699.20	\$84,531.20	\$85,404.80	\$86,236.80	\$87,089.60	\$87,963.20
Stone												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$42.73	\$43.17	\$43.59	\$44.02	\$44.47	\$44.91	\$45.36	\$45.80	\$46.27	\$46.73	\$47.21	\$47.68
Biweekly	\$3,418.40	\$3,453.60	\$3,487.20	\$3,521.60	\$3,557.60	\$3,592.80	\$3,628.80	\$3,664.00	\$3,701.60	\$3,738.40	\$3,776.80	\$3,814.40
Annually	\$88,878.40	\$89,793.60	\$90,667.20	\$91,561.60	\$92,497.60	\$93,412.80	\$94,348.80	\$95,264.00	\$96,241.60	\$97,198.40	\$98,196.80	\$99,174.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$48.14	\$48.64	\$49.12	\$49.62	\$50.11	\$50.60	\$51.12	\$51.63	\$52.13	\$52.65	\$53.20	\$53.73
Biweekly	\$3,851.20	\$3,891.20	\$3,929.60	\$3,969.60	\$4,008.80	\$4,048.00	\$4,089.60	\$4,130.40	\$4,170.40	\$4,212.00	\$4,256.00	\$4,298.40
Annually	\$100,131.20	\$101,171.20	\$102,169.60	\$103,209.60	\$104,228.80	\$105,248.00	\$106,329.60	\$107,390.40	\$108,430.40	\$109,512.00	\$110,656.00	\$111,758.40
Steps	49	50	51	52	53	54	55					
•												
Hourly	\$54.25	\$54.79	\$55.36	\$55.90	\$56.47	\$57.01	\$57.59					
Biweekly	\$4,340.00	\$4,383.20	\$4,428.80	\$4,472.00	\$4,517.60	\$4,560.80	\$4,607.20					
Annually	\$112,840.00	\$113,963.20	\$115,148.80	\$116,272.00	\$117,457.60	\$118,580.80	\$119,787.20					
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade 82 Steps Hourly	1 \$37.92	2 \$38.29	3 \$38.67	4 \$39.06	5 \$39.47	6 \$39.83	7 \$40.24	8 \$40.64	9 \$41.06	10 \$41.46	11 \$41.87	12 \$42.29
Steps												
Steps Hourly	\$37.92	\$38.29	\$38.67	\$39.06	\$39.47	\$39.83	\$40.24	\$40.64	\$41.06	\$41.46	\$41.87	\$42.29
Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60	\$38.29 \$3,063.20 \$79,643.20	\$38.67 \$3,093.60 \$80,433.60	\$39.06 \$3,124.80 \$81,244.80	\$39.47 \$3,157.60 \$82,097.60	\$39.83 \$3,186.40 \$82,846.40	\$40.24 \$3,219.20 \$83,699.20	\$40.64 \$3,251.20 \$84,531.20	\$41.06 \$3,284.80 \$85,404.80	\$41.46 \$3,316.80 \$86,236.80	\$41.87 \$3,349.60 \$87,089.60	\$42.29 \$3,383.20 \$87,963.20
Steps Hourly Biweekly Annually Steps	\$37.92 \$3,033.60 \$78,873.60	\$38.29 \$3,063.20 \$79,643.20	\$38.67 \$3,093.60 \$80,433.60	\$39.06 \$3,124.80 \$81,244.80	\$39.47 \$3,157.60 \$82,097.60	\$39.83 \$3,186.40 \$82,846.40	\$40.24 \$3,219.20 \$83,699.20	\$40.64 \$3,251.20 \$84,531.20	\$41.06 \$3,284.80 \$85,404.80	\$41.46 \$3,316.80 \$86,236.80	\$41.87 \$3,349.60 \$87,089.60	\$42.29 \$3,383.20 \$87,963.20
Steps Hourly Biweekly Annually Steps Hourly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3.592.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40
Steps Hourly Biweekly Annually Steps Hourly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90.667.20	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91.561.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94.348.80	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88.878.40	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90.667.20	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91.561.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3.592.80 \$93,412.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94.348.80	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00 \$95,264.00	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96.241.60	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3.776.80 \$98.196.80	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88.878.40	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90.667.20	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91.561.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94.348.80	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00 \$95,264.00	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3.418.40 \$88,878.40 25 \$48.14	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3.521.60 \$91.561.60 28 \$49.62	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3.557.60 \$92,497.60 29 \$50.11	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3.592.80 \$93.412.80 30 \$50.60	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00 \$95,264.00 32 \$51.63	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3.814.40 \$99,174.40 36 \$53.73
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90.667.20 27 \$49.12 \$3,929.60	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91.561.60 28 \$49.62 \$3,969.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3.592.80 \$93.412.80 30 \$50.60 \$4,048.00	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00 \$95,264.00 32 \$51.63 \$4,130.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97.198.40 34 \$52.65 \$4,212.00	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98.196.80 35 \$53.20 \$4.256.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3.814.40 \$99.174.40 36 \$53.73 \$4,298.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88.878.40 25 \$48.14 \$3,851.20 \$100,131.20	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20 \$101.171.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90.667.20 27 \$49.12 \$3,929.60 \$102,169.60	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3.521.60 \$91.561.60 28 \$49.62 \$3,969.60 \$103,209.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3.592.80 \$93.412.80 30 \$50.60 \$4.048.00 \$105.248.00	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94.348.80 31 \$51.12 \$4,089.60 \$106.329.60	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3,664.00 \$95,264.00 \$51.63 \$4,130.40 \$107,390.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96.241.60 33 \$52.13 \$4,170.40 \$108,430.40	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97.198.40 34 \$52.65 \$4,212.00 \$109.512.00	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3.776.80 \$98.196.80 35 \$53.20 \$4,256.00 \$110.656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99.174.40 36 \$53.73 \$4,298.40 \$111,758.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3.453.60 \$89.793.60 26 \$48.64 \$3.891.20 \$101.171.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3.521.60 \$91,561.60 28 \$49.62 \$3,969.60 \$103,209.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3.592.80 \$93.412.80 30 \$50.60 \$4.048.00 \$105.248.00	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3.664.00 \$95,264.00 \$107.390.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3.453.60 \$89.793.60 26 \$48.64 \$3,891.20 \$101.171.20 38 \$54.79 \$4,383.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60 39 \$55.36 \$4,428.80	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3.521.60 \$91.561.60 28 \$49.62 \$3.969.60 \$103,209.60 40 \$55.90 \$4,472.00	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3.557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80 41 \$56.47 \$4,517.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3.592.80 \$93.412.80 30 \$50.60 \$4.048.00 \$105.248.00 42 \$57.01 \$4.560.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3.628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60 43 \$57.59 \$4,607.20	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3.664.00 \$95,264.00 32 \$51.63 \$4,130.40 \$107,390.40 44 \$58.18 \$4,654.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40 45 \$58.76 \$4,700.80	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00 46 \$59.34 \$4,747.20	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110.656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3.814.40 \$99.174.40 36 \$53.73 \$4.298.40 \$111.758.40 48 \$60.54 \$4,843.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3.453.60 \$89.793.60 26 \$48.64 \$3.891.20 \$101.171.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3.521.60 \$91,561.60 28 \$49.62 \$3,969.60 \$103,209.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3.592.80 \$93.412.80 30 \$50.60 \$4.048.00 \$105.248.00	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3.664.00 \$95,264.00 \$107.390.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100.131.20 37 \$54.25 \$4,340.00 \$112,840.00	\$38.29 \$3,063.20 \$79,643.20 \$14 \$43.17 \$3.453.60 \$89.793.60 26 \$48.64 \$3.891.20 \$101.171.20 38 \$54.79 \$4,383.20 \$113.963.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90.667.20 27 \$49.12 \$3,929.60 \$102.169.60 39 \$55.36 \$4,428.80 \$115,148.80	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60 28 \$49.62 \$3,969.60 \$103.209.60 40 \$55.90 \$4,472.00 \$116,272.00	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3.557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80 41 \$56.47 \$4,517.60 \$117,457.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93.412.80 30 \$50.60 \$4,048.00 \$105.248.00 42 \$57.01 \$4,560.80 \$118,580.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3.628.80 \$94.348.80 31 \$51.12 \$4,089.60 \$106.329.60 43 \$57.59 \$4,607.20 \$119.787.20	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3.664.00 \$95,264.00 32 \$51.63 \$4,130.40 \$107,390.40 44 \$58.18 \$4,654.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40 45 \$58.76 \$4,700.80	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00 46 \$59.34 \$4,747.20	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110.656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3.814.40 \$99.174.40 36 \$53.73 \$4.298.40 \$111.758.40 48 \$60.54 \$4,843.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20 37 \$54.25 \$4,340.00 \$112,840.00	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3.453.60 \$89.793.60 26 \$48.64 \$3.891.20 \$101.171.20 38 \$54.79 \$4.383.20 \$113.963.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60 39 \$55.36 \$4,428.80 \$115,148.80	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91.561.60 28 \$49.62 \$3.969.60 \$103,209.60 40 \$55.90 \$4.472.00 \$116,272.00	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80 41 \$56.47 \$4,517.60 \$117,457.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3.592.80 \$93.412.80 30 \$50.60 \$4.048.00 \$105.248.00 42 \$57.01 \$4.560.80 \$118.580.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94.348.80 31 \$51.12 \$4.089.60 \$106,329.60 43 \$57.59 \$4,607.20 \$119,787.20	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3.664.00 \$95,264.00 32 \$51.63 \$4,130.40 \$107,390.40 44 \$58.18 \$4,654.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40 45 \$58.76 \$4,700.80	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00 46 \$59.34 \$4,747.20	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110.656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3.814.40 \$99.174.40 36 \$53.73 \$4.298.40 \$111.758.40 48 \$60.54 \$4,843.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100.131.20 37 \$54.25 \$4,340.00 \$112,840.00	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3.453.60 \$89.793.60 26 \$48.64 \$3,891.20 \$101.171.20 38 \$54.79 \$4.383.20 \$113.963.20 \$61.75	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90.667.20 27 \$49.12 \$3,929.60 \$102,169.60 39 \$55.36 \$4,428.80 \$115,148.80 51 \$62.36	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91.561.60 28 \$49.62 \$3,969.60 \$103,209.60 40 \$55.90 \$4,472.00 \$116,272.00	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80 41 \$56.47 \$4,517.60 \$117,457.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3.592.80 \$93.412.80 30 \$50.60 \$4.048.00 \$105.248.00 42 \$57.01 \$4,560.80 \$118.580.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94.348.80 31 \$51.12 \$4,089.60 \$106.329.60 43 \$57.59 \$4,607.20 \$119,787.20	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3.664.00 \$95,264.00 32 \$51.63 \$4,130.40 \$107,390.40 44 \$58.18 \$4,654.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40 45 \$58.76 \$4,700.80	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00 46 \$59.34 \$4,747.20	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110.656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3.814.40 \$99.174.40 36 \$53.73 \$4.298.40 \$111.758.40 48 \$60.54 \$4,843.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20 37 \$54.25 \$4,340.00 \$112,840.00	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3.453.60 \$89.793.60 26 \$48.64 \$3.891.20 \$101.171.20 38 \$54.79 \$4.383.20 \$113.963.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60 39 \$55.36 \$4,428.80 \$115,148.80	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91.561.60 28 \$49.62 \$3.969.60 \$103,209.60 40 \$55.90 \$4.472.00 \$116,272.00	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80 41 \$56.47 \$4,517.60 \$117,457.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3.592.80 \$93.412.80 30 \$50.60 \$4.048.00 \$105.248.00 42 \$57.01 \$4.560.80 \$118.580.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94.348.80 31 \$51.12 \$4.089.60 \$106,329.60 43 \$57.59 \$4,607.20 \$119,787.20	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3.664.00 \$95,264.00 32 \$51.63 \$4,130.40 \$107,390.40 44 \$58.18 \$4,654.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40 45 \$58.76 \$4,700.80	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00 46 \$59.34 \$4,747.20	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110.656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3.814.40 \$99.174.40 36 \$53.73 \$4.298.40 \$111.758.40 48 \$60.54 \$4,843.20

(Non-bargaining unit)

KODIAK (9%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$42.73	\$43.17	\$43.59	\$44.02	\$44.47	\$44.91	\$45.36	\$45.80	\$46.27	\$46.73	\$47.21	\$47.68
Biweekly	\$3,418.40	\$3,453.60	\$3,487.20	\$3,521.60	\$3,557.60	\$3,592.80	\$3,628.80	\$3,664.00	\$3,701.60	\$3,738.40	\$3,776.80	\$3,814.40
Annually	\$88,878.40	\$89,793.60	\$90,667.20	\$91,561.60	\$92,497.60	\$93,412.80	\$94,348.80	\$95,264.00	\$96,241.60	\$97,198.40	\$98,196.80	\$99,174.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$48.14	\$48.64	\$49.12	\$49.62	\$50.11	\$50.60	\$51.12	\$51.63	\$52.13	\$52.65	\$53.20	\$53.73
Biweekly	\$3,851.20	\$3,891.20	\$3,929.60	\$3,969.60	\$4,008.80	\$4,048.00	\$4,089.60	\$4,130.40	\$4,170.40	\$4,212.00	\$4,256.00	\$4,298.40
Annually	\$100,131.20	\$101,171.20	\$102,169.60	\$103,209.60	\$104,228.80	\$105,248.00	\$106,329.60	\$107,390.40	\$108,430.40	\$109,512.00	\$110,656.00	\$111,758.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$54.25	\$54.79	\$55.36	\$55.90	\$56.47	\$57.01	\$57.59	\$58.18	\$58.76	\$59.34	\$59.93	\$60.54
Biweekly	\$4,340.00	\$4,383.20	\$4,428.80	\$4,472.00	\$4,517.60	\$4,560.80	\$4,607.20	\$4,654.40	\$4,700.80	\$4,747.20	\$4,794.40	\$4,843.20
Annually	\$112,840.00	\$113,963.20	\$115.148.80	\$116.272.00	\$117.457.60	\$118,580.80	\$119,787.20	\$121.014.40	\$122,220.80	\$123,427.20	\$124,654.40	\$125.923.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$61.13	\$61.75	\$62.36	\$63.00	\$63.63	\$64.27	\$64.90	\$65.54	\$66.21	\$66.86	\$67.53	\$68.20
Biweekly	\$4,890.40	\$4,940.00	\$4,988.80	\$5,040.00	\$5,090.40	\$5,141.60	\$5,192.00	\$5,243.20	\$5,296.80	\$5,348.80	\$5,402.40	\$5,456.00
Annually	\$127,150.40	\$128,440.00	\$129,708.80	\$131,040.00	\$132,350.40	\$133,681.60	\$134,992.00	\$136,323.20	\$137,716.80	\$139,068.80	\$140,462.40	\$141,856.00
Steps												
•	49	50	51	52	53	54	55					
Hourly	\$68.90	\$69.58	\$70.27	\$70.98	\$71.71	\$72.42	\$73.12 \$5,849.60					
Biweekly Annually	\$5,512.00 \$143,312.00	\$5,566.40 \$144,726.40	\$5,621.60 \$146,161.60	\$5,678.40 \$147,638.40	\$5,736.80 \$149,156.80	\$5,793.60 \$150,633.60	\$5,849.60 \$152,089.60					
Ailliually	3143,312.00	3144,720.40	3140,101.00	3147,036.40	3149,130.60	\$150,055.00	\$132,069.00					
C"040 8/1												
Grade 84												
Steps	1	2	3	4	. 5	6	7	. 8	9	10	11	12
Steps Hourly	\$46.73	\$47.21	\$47.68	\$48.14	\$48.64	\$49.12	\$49.62	\$50.11	\$50.60	\$51.12	\$51.63	\$52.13
Steps Hourly Biweekly	\$46.73 \$3,738.40	\$47.21 \$3,776.80	\$47.68 \$3,814.40	\$48.14 \$3,851.20	\$48.64 \$3,891.20	\$49.12 \$3,929.60	\$49.62 \$3,969.60	\$50.11 \$4,008.80	\$50.60 \$4,048.00	\$51.12 \$4,089.60	\$51.63 \$4,130.40	\$52.13 \$4,170.40
Steps Hourly	\$46.73	\$47.21	\$47.68	\$48.14	\$48.64	\$49.12	\$49.62	\$50.11	\$50.60	\$51.12	\$51.63	\$52.13
Steps Hourly Biweekly	\$46.73 \$3,738.40	\$47.21 \$3,776.80	\$47.68 \$3,814.40	\$48.14 \$3,851.20 \$100,131.20	\$48.64 \$3,891.20 \$101,171.20	\$49.12 \$3,929.60	\$49.62 \$3,969.60	\$50.11 \$4,008.80	\$50.60 \$4,048.00	\$51.12 \$4,089.60	\$51.63 \$4,130.40 \$107,390.40	\$52.13 \$4,170.40
Steps Hourly Biweekly Annually	\$46.73 \$3,738.40 \$97,198.40	\$47.21 \$3,776.80 \$98,196.80	\$47.68 \$3,814.40 \$99,174.40	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25	\$48.64 \$3,891.20 \$101,171.20	\$49.12 \$3,929.60 \$102,169.60	\$49.62 \$3,969.60 \$103,209.60	\$50.11 \$4,008.80 \$104,228.80	\$50.60 \$4,048.00 \$105,248.00	\$51.12 \$4,089.60 \$106,329.60	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60	\$50.60 \$4,048.00 \$105,248.00 \$15,248.00 21 \$57.01 \$4,560.80	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80
Steps Hourly Biweekly Annually Steps Hourly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47	\$50.60 \$4,048.00 \$105,248.00 21 \$57.01	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109.512.00	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110.656.00	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111.758.40	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112.840.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113.963.20	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115.148.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 21 \$57.01 \$4,560.80 \$118.580.80	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109.512.00	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110.656.00	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111.758.40	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112.840.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115.148.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 21 \$57.01 \$4,560.80 \$118.580.80	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110.656.00 26 \$59.93	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4.298.40 \$111.758.40 27 \$60.54	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4.428.80 \$115,148.80 30 \$62.36	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4.472.00 \$116,272.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 21 \$57.01 \$4,560.80 \$118.580.80 33 \$64.27	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109.512.00 25 \$59.34 \$4,747.20	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110.656.00 26 \$59.93 \$4,794.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111.758.40 27 \$60.54 \$4,843.20	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113.963.20 29 \$61.75 \$4,940.00	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115.148.80 30 \$62.36 \$4,988.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117.457.60 32 \$63.63 \$5.090.40	\$50.60 \$4,048.00 \$105,248.00 \$1705,248.00 \$1105,248.00 \$118.580.80 \$118.580.80 \$118.580.80 \$118.580.80	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40 35 \$65.54 \$5,243.20	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5.296.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110.656.00 26 \$59.93	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4.298.40 \$111.758.40 27 \$60.54	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4.428.80 \$115,148.80 30 \$62.36	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4.472.00 \$116,272.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 21 \$57.01 \$4,560.80 \$118.580.80 33 \$64.27	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109.512.00 25 \$59.34 \$4,747.20 \$123,427.20	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4.256.00 \$110.656.00 26 \$59.93 \$4.794.40 \$124,654.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111.758.40 27 \$60.54 \$4,843.20 \$125.923.20	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40 \$127,150.40	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00 \$128,440.00	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115.148.80 30 \$62.36 \$4,988.80 \$129,708.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116.272.00 31 \$63.00 \$5,040.00 \$131,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5.090.40 \$132.350.40	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$115,248.00 \$4.560.80 \$118.580.80 \$118.580.80 \$33 \$64.27 \$5,141.60 \$133,681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40 35 \$65.54 \$5,243.20 \$136,323.20	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5,296.80 \$137,716.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109.512.00 25 \$59.34 \$4,747.20 \$123,427.20	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110.656.00 26 \$59.93 \$4,794.40 \$124,654.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111.758.40 27 \$60.54 \$4,843.20 \$125.923.20	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112.840.00 28 \$61.13 \$4,890.40 \$127,150.40	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113.963.20 29 \$61.75 \$4,940.00 \$128,440.00	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36 \$4,988.80 \$129,708.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00 \$131,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117.457.60 32 \$63.63 \$5.090.40 \$132,350.40	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$21 \$57.01 \$4,560.80 \$118.580.80 \$33 \$64.27 \$5,141.60 \$133,681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40 35 \$65.54 \$5,243.20 \$136,323.20	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5.296.80 \$137,716.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109.512.00 25 \$59.34 \$4,747.20 \$123,427.20	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4.256.00 \$110.656.00 26 \$59.93 \$4.794.40 \$124,654.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111.758.40 27 \$60.54 \$4,843.20 \$125.923.20	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40 \$127,150.40 40 \$68.90 \$5,512.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00 \$128,440.00	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36 \$4,988.80 \$129,708.80 42 \$70.27 \$5,621.60	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116.272.00 31 \$63.00 \$5,040.00 \$131,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5.090.40 \$132.350.40	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$115,248.00 \$4.560.80 \$118.580.80 \$118.580.80 \$33 \$64.27 \$5,141.60 \$133,681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40 35 \$65.54 \$5,243.20 \$136,323.20	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5.296.80 \$137,716.80 48 \$74.61 \$5,968.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109.512.00 25 \$59.34 \$4,747.20 \$123,427.20	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93 \$4,794.40 \$124,654.40 38 \$67.53	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4.298.40 \$111.758.40 27 \$60.54 \$4,843.20 \$125,923.20	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112.840.00 28 \$61.13 \$4,890.40 \$127,150.40 40 \$68.90	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00 \$128,440.00	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115.148.80 30 \$62.36 \$4,988.80 \$129,708.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4.472.00 \$116.272.00 31 \$63.00 \$5,040.00 \$131,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$1105,248.00 \$118,580.80 \$118,580.80 \$118,580.80 \$133,681.60 \$133,681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40 35 \$65.54 \$5,243.20 \$136,323.20	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5,296.80 \$137,716.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20 \$123,427.20 37 \$66.86 \$5,348.80	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93 \$4,794.40 \$124,654.40 38 \$67.53 \$5,402.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4.298.40 \$111.758.40 27 \$60.54 \$4,843.20 \$125,923.20 39 \$68.20 \$5,456.00	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40 \$127,150.40 40 \$68.90 \$5,512.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00 \$128,440.00 41 \$69.58 \$5,566.40	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36 \$4,988.80 \$129,708.80 42 \$70.27 \$5,621.60	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00 \$131,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40 44 \$71.71 \$5,736.80	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$1105,248.00 \$118.580.80 \$118.580.80 \$118.580.80 \$133.681.60 \$133.681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00 46 \$73.12 \$5,849.60	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40 35 \$65.54 \$5,243.20 \$136.323.20 47 \$73.87 \$5,909.60	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5.296.80 \$137,716.80 48 \$74.61 \$5,968.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20 \$123,427.20 37 \$66.86 \$5,348.80 \$139,068.80	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4.256.00 \$110.656.00 26 \$59.93 \$4.794.40 \$124.654.40 38 \$67.53 \$5,402.40 \$140.462.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111.758.40 27 \$60.54 \$4,843.20 \$125,923.20 39 \$68.20 \$5,456.00 \$141.856.00	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112.840.00 28 \$61.13 \$4,890.40 \$127,150.40 40 \$68.90 \$5,512.00 \$143,312.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4.383.20 \$113.963.20 29 \$61.75 \$4,940.00 \$128.440.00 41 \$69.58 \$5.566.40 \$144.726.40	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115.148.80 30 \$62.36 \$4,988.80 \$129,708.80 42 \$70.27 \$5,621.60 \$146.161.60	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00 \$131,040.00 43 \$70.98 \$5,678.40 \$147,638.40	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40 44 \$71.71 \$5,736.80	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$1105,248.00 \$118.580.80 \$118.580.80 \$118.580.80 \$133.681.60 \$133.681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00 46 \$73.12 \$5,849.60	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40 35 \$65.54 \$5,243.20 \$136.323.20 47 \$73.87 \$5,909.60	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5.296.80 \$137,716.80 48 \$74.61 \$5,968.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109.512.00 25 \$59.34 \$4,747.20 \$123.427.20 37 \$66.86 \$5,348.80 \$139,068.80	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4.256.00 \$110.656.00 26 \$59.93 \$4,794.40 \$124.654.40 38 \$67.53 \$5,402.40 \$140.462.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4.298.40 \$111.758.40 27 \$60.54 \$4,843.20 \$125,923.20 39 \$68.20 \$5.456.00 \$141.856.00	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112.840.00 28 \$61.13 \$4,890.40 \$127.150.40 40 \$68.90 \$5,512.00 \$143,312.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4.383.20 \$113.963.20 29 \$61.75 \$4,940.00 \$128.440.00 41 \$69.58 \$5.566.40 \$144.726.40	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115.148.80 30 \$62.36 \$4,988.80 \$129,708.80 42 \$70.27 \$5,621.60 \$146.161.60	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4.472.00 \$116.272.00 31 \$63.00 \$5.040.00 \$131.040.00 43 \$70.98 \$5.678.40 \$147.638.40	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40 44 \$71.71 \$5,736.80	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$1105,248.00 \$118.580.80 \$118.580.80 \$118.580.80 \$133.681.60 \$133.681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00 46 \$73.12 \$5,849.60	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40 35 \$65.54 \$5,243.20 \$136.323.20 47 \$73.87 \$5,909.60	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5.296.80 \$137,716.80 48 \$74.61 \$5,968.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20 \$123,427.20 37 \$66.86 \$5,348.80 \$139,068.80	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4.256.00 \$110.656.00 26 \$59.93 \$4.794.40 \$124.654.40 38 \$67.53 \$5,402.40 \$140.462.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111.758.40 27 \$60.54 \$4,843.20 \$125,923.20 39 \$68.20 \$5,456.00 \$141.856.00	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112.840.00 28 \$61.13 \$4,890.40 \$127,150.40 40 \$68.90 \$5,512.00 \$143,312.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4.383.20 \$113.963.20 29 \$61.75 \$4,940.00 \$128.440.00 41 \$69.58 \$5.566.40 \$144.726.40	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115.148.80 30 \$62.36 \$4,988.80 \$129,708.80 42 \$70.27 \$5,621.60 \$146.161.60	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00 \$131,040.00 43 \$70.98 \$5,678.40 \$147,638.40	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40 44 \$71.71 \$5,736.80	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$1105,248.00 \$118.580.80 \$118.580.80 \$118.580.80 \$133.681.60 \$133.681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00 46 \$73.12 \$5,849.60	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4.654.40 \$121.014.40 35 \$65.54 \$5,243.20 \$136.323.20 47 \$73.87 \$5,909.60	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5.296.80 \$137,716.80 48 \$74.61 \$5,968.80

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$11.82	\$11.94	\$12.08	\$12.19	\$12.31	\$12.42	\$12.53	\$12.69	\$12.80	\$12.92	\$13.06	\$13.20
Biweekly	\$945.60	\$955.20	\$966.40	\$975.20	\$984.80	\$993.60	\$1,002.40	\$1,015.20	\$1,024.00	\$1,033.60	\$1,044.80	\$1,056.00
Annually	\$24,585.60	\$24,835.20	\$25,126.40	\$25,355.20	\$25,604.80	\$25,833.60	\$26,062.40	\$26,395.20	\$26,624.00	\$26,873.60	\$27,164.80	\$27,456.00
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$13.34	\$13.47	\$13.59	\$13.74	\$13.87	\$13.99	\$14.12	\$14.29	\$14.42	\$14.57	\$14.72	\$14.86
Biweekly	\$1,067.20	\$1,077.60	\$1,087.20	\$1,099.20	\$1,109.60	\$1,119.20	\$1,129.60	\$1,143.20	\$1,153.60	\$1,165.60	\$1,177.60	\$1,188.80
Annually	\$27,747.20	\$28,017.60	\$28,267.20	\$28,579.20	\$28,849.60	\$29,099.20	\$29,369.60	\$29,723.20	\$29,993.60	\$30,305.60	\$30,617.60	\$30,908.80
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$15.02	\$15.16	\$15.30	\$15.45	\$15.62	\$15.77	\$15.94	\$16.10	\$16.27	\$16.41	\$16.57	\$16.74
Biweekly	\$1,201.60	\$1,212.80	\$1,224.00	\$1,236.00	\$1,249.60	\$1,261.60	\$1,275.20	\$1,288.00	\$1,301.60	\$1,312.80	\$1,325.60	\$1,339.20
Annually	\$31,241.60	\$31,532.80	\$31,824.00	\$32,136.00	\$32,489.60	\$32,801.60	\$33,155.20	\$33,488.00	\$33,841.60	\$34,132.80	\$34,465.60	\$34,819.20
Ailliually	331,241.00	331,332.80	331,624.00	\$32,130.00	332,463.00	332,801.00	\$33,133.20	333,488.00	333,641.00	334,132.60	334,403.00	334,613.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$16.92	\$17.09	\$17.26	\$17.43	\$17.61	\$17.76	\$17.97	\$18.12	\$18.32	\$18.50	\$18.69	\$18.87
Biweekly	\$1,353.60	\$1,367.20	\$1,380.80	\$1,394.40	\$1,408.80	\$1,420.80	\$1,437.60	\$1,449.60	\$1,465.60	\$1,480.00	\$1,495.20	\$1,509.60
Annually	\$35,193.60	\$35,547.20	\$35,900.80	\$36,254.40	\$36,628.80	\$36,940.80	\$37,377.60	\$37,689.60	\$38,105.60	\$38,480.00	\$38,875.20	\$39,249.60
Allilually	\$55,195.00	333,347.20	\$55,900.60	330,234.40	330,020.00	330,340.60	\$57,577.00	337,069.00	\$56,105.00	\$30,400.00	\$50,075.20	339,249.00
Steps	49	50	51	52	53	54	55					
Hourly	\$19.07	\$19.26	\$19.41	\$19.65	\$19.83	\$20.03	\$20.24					
		\$1,540.80			\$1,586.40	\$1,602.40						
Biweekly	\$1,525.60		\$1,552.80	\$1,572.00			\$1,619.20					
Annually	\$39,665.60	\$40,060.80	\$40,372.80	\$40,872.00	\$41,246.40	\$41,662.40	\$42,099.20					
Grade 72												
Grade 72												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly		_							9 \$14.42	10 \$14.57		
Steps Hourly	\$13.34	\$13.47	\$13.59	\$13.74	\$13.87	\$13.99	\$14.12	\$14.29	\$14.42	\$14.57	\$14.72	\$14.86
Steps Hourly Biweekly	\$13.34 \$1,067.20	\$13.47 \$1,077.60	\$13.59 \$1,087.20	\$13.74 \$1,099.20	\$13.87 \$1,109.60	\$13.99 \$1,119.20	\$14.12 \$1,129.60	\$14.29 \$1,143.20	\$14.42 \$1,153.60	\$14.57 \$1,165.60	\$14.72 \$1,177.60	\$14.86 \$1,188.80
Steps Hourly Biweekly Annually	\$13.34	\$13.47	\$13.59	\$13.74	\$13.87	\$13.99	\$14.12	\$14.29	\$14.42	\$14.57	\$14.72	\$14.86
Steps Hourly Biweekly	\$13.34 \$1,067.20	\$13.47 \$1,077.60	\$13.59 \$1,087.20	\$13.74 \$1,099.20	\$13.87 \$1,109.60	\$13.99 \$1,119.20	\$14.12 \$1,129.60	\$14.29 \$1,143.20	\$14.42 \$1,153.60	\$14.57 \$1,165.60	\$14.72 \$1,177.60	\$14.86 \$1,188.80 \$30,908.80
Steps Hourly Biweekly Annually	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02	\$13.47 \$1,077.60 \$28,017.60	\$13.59 \$1,087.20 \$28,267.20	\$13.74 \$1,099.20 \$28,579.20	\$13.87 \$1,109.60 \$28,849.60	\$13.99 \$1,119.20 \$29,099.20	\$14.12 \$1,129.60 \$29,369.60	\$14.29 \$1,143.20 \$29,723.20	\$14.42 \$1,153.60 \$29,993.60	\$14.57 \$1,165.60 \$30,305.60	\$14.72 \$1,177.60 \$30,617.60	\$14.86 \$1,188.80 \$30,908.80
Steps Hourly Biweekly Annually Steps	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02	\$13.47 \$1,077.60 \$28,017.60	\$13.59 \$1,087.20 \$28,267.20	\$13.74 \$1,099.20 \$28,579.20	\$13.87 \$1,109.60 \$28,849.60	\$13.99 \$1,119.20 \$29,099.20	\$14.12 \$1,129.60 \$29,369.60	\$14.29 \$1,143.20 \$29,723.20	\$14.42 \$1,153.60 \$29,993.60	\$14.57 \$1,165.60 \$30,305.60	\$14.72 \$1,177.60 \$30,617.60	\$14.86 \$1,188.80 \$30,908.80
Steps Hourly Biweekly Annually Steps Hourly	\$13.34 \$1,067.20 \$27,747.20	\$13.47 \$1,077.60 \$28,017.60 14 \$15.16	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60	\$13.47 \$1,077.60 \$28,017.60 14 \$15.16 \$1,212.80	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1,224.00	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1,261.60	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1,275.20	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1,288.00	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1,301.60	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1,312.80	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60	\$13.47 \$1,077.60 \$28,017.60 14 \$15.16 \$1,212.80	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1,224.00	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1,261.60	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1,275.20	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1,288.00	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1,301.60	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1,312.80	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60	\$13.47 \$1,077.60 \$28,017.60 \$14 \$15.16 \$1,212.80 \$31,532.80	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1.224.00 \$31.824.00	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1,261.60 \$32.801.60	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1,275.20 \$33,155.20	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1.288.00 \$33,488.00	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1.301.60 \$33.841.60	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34.132.80	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34.465.60	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1,339.20 \$34,819.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60	\$13.47 \$1,077.60 \$28,017.60 \$14 \$15.16 \$1,212.80 \$31,532.80 \$26 \$17.09	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1,224.00 \$31,824.00	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1,261.60 \$32,801.60 30 \$17.76	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1,275.20 \$33,155.20 31 \$17.97	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1.288.00 \$33.488.00 32 \$18.12	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1.301.60 \$33.841.60 33 \$18.32	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34,132.80	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34,465.60 35 \$18.69	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1,339.20 \$34,819.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60 25 \$16.92 \$1,353.60	\$13.47 \$1,077.60 \$28,017.60 14 \$15.16 \$1,212.80 \$31,532.80 26 \$17.09 \$1,367.20	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1.224.00 \$31.824.00 27 \$17.26 \$1,380.80	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00 28 \$17.43 \$1,394.40	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60 29 \$17.61 \$1,408.80	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1,261.60 \$32,801.60 30 \$17.76 \$1,420.80	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1.275.20 \$33.155.20 31 \$17.97 \$1.437.60	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1.288.00 \$33.488.00 32 \$18.12 \$1,449.60	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1.301.60 \$33.841.60 33 \$18.32 \$1,465.60	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34.132.80 34 \$18.50 \$1.480.00	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34,465.60 35 \$18.69 \$1,495.20	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20 \$34.819.20 36 \$18.87 \$1.509.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60	\$13.47 \$1,077.60 \$28,017.60 \$14 \$15.16 \$1,212.80 \$31,532.80 \$26 \$17.09	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1,224.00 \$31,824.00	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1,261.60 \$32,801.60 30 \$17.76	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1,275.20 \$33,155.20 31 \$17.97	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1.288.00 \$33.488.00 32 \$18.12	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1.301.60 \$33.841.60 33 \$18.32	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34,132.80	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34,465.60 35 \$18.69	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1,339.20 \$34,819.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60 25 \$16.92 \$1,353.60 \$35.193.60	\$13.47 \$1,077.60 \$28,017.60 14 \$15.16 \$1.212.80 \$31.532.80 26 \$17.09 \$1,367.20 \$35.547.20	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1.224.00 \$31.824.00 27 \$17.26 \$1,380.80 \$35.900.80	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00 28 \$17.43 \$1,394.40 \$36,254.40	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60 29 \$17.61 \$1,408.80 \$36,628.80	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1.261.60 \$32,801.60 30 \$17.76 \$1,420.80 \$36.940.80	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1,275.20 \$33,155.20 31 \$17.97 \$1,437.60 \$37,377.60	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1.288.00 \$33.488.00 32 \$18.12 \$1,449.60 \$37,689.60	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1.301.60 \$33.841.60 33 \$18.32 \$1,465.60 \$38.105.60	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34.132.80 34 \$18.50 \$1.480.00 \$38.480.00	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34,465.60 35 \$18.69 \$1,495.20 \$38.875.20	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20 \$34.819.20 36 \$18.87 \$1.509.60 \$39.249.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60 25 \$16.92 \$1,353.60 \$35.193.60	\$13.47 \$1,077.60 \$28,017.60 14 \$15.16 \$1.212.80 \$31,532.80 26 \$17.09 \$1,367.20 \$35,547.20	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1.224.00 \$31.824.00 27 \$17.26 \$1,380.80 \$35,900.80	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00 28 \$17.43 \$1,394.40 \$36,254.40	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60 29 \$17.61 \$1,408.80 \$36.628.80	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1.261.60 \$32,801.60 30 \$17.76 \$1,420.80 \$36.940.80	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1.275.20 \$33.155.20 31 \$17.97 \$1,437.60 \$37.377.60	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1.288.00 \$33,488.00 32 \$18.12 \$1,449.60 \$37,689.60	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1.301.60 \$33.841.60 33 \$18.32 \$1,465.60 \$38.105.60	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34,132.80 34 \$18.50 \$1,480.00 \$38,480.00	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34.465.60 35 \$18.69 \$1.495.20 \$38.875.20	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20 \$34.819.20 36 \$18.87 \$1.509.60 \$39.249.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60 25 \$16.92 \$1,353.60 \$35.193.60	\$13.47 \$1,077.60 \$28,017.60 \$14 \$15.16 \$1.212.80 \$31.532.80 26 \$17.09 \$1,367.20 \$35.547.20	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1,224.00 \$31,824.00 27 \$17.26 \$1,380.80 \$35,900.80	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00 28 \$17.43 \$1,394.40 \$36,254.40	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60 29 \$17.61 \$1,408.80 \$36.628.80	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1.261.60 \$32.801.60 30 \$17.76 \$1,420.80 \$36.940.80	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1.275.20 \$33.155.20 31 \$17.97 \$1.437.60 \$37.377.60	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1.288.00 \$33,488.00 32 \$18.12 \$1.449.60 \$37,689.60	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1.301.60 \$33,841.60 33 \$18.32 \$1.465.60 \$38,105.60	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34.132.80 34 \$18.50 \$1.480.00 \$38.480.00	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34,465.60 35 \$18.69 \$1,495.20 \$38.875.20	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20 \$34.819.20 36 \$18.87 \$1.509.60 \$39.249.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60 25 \$16.92 \$1,353.60 \$35,193.60 37 \$19.07 \$1,525.60	\$13.47 \$1,077.60 \$28,017.60 \$28,017.60 14 \$15.16 \$1,212.80 \$31,532.80 26 \$17.09 \$1,367.20 \$35,547.20 38 \$19.26 \$1,540.80	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1,224.00 \$31.824.00 27 \$17.26 \$1.380.80 \$35,900.80 39 \$19.41 \$1,552.80	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00 28 \$17.43 \$1,394.40 \$36,254.40 40 \$19.65 \$1,572.00	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60 29 \$17.61 \$1,408.80 \$36,628.80 41 \$19.83 \$1,586.40	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1,261.60 \$32.801.60 30 \$17.76 \$1,420.80 \$36.940.80 42 \$20.03 \$1,602.40	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1,275.20 \$33,155.20 31 \$17.97 \$1,437.60 \$37,377.60	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1,288.00 \$33,488.00 32 \$18.12 \$1,449.60 \$37,689.60 44 \$20,43 \$1,634.40	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1,301.60 \$33,841.60 33 \$18.32 \$1,465.60 \$38,105.60	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34.132.80 34 \$18.50 \$1.480.00 \$38,480.00	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34,465.60 35 \$18.69 \$1,495.20 \$38.875.20	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20 \$34,819.20 36 \$18.87 \$1,509.60 \$39,249.60 48 \$21.26 \$1,700.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60 25 \$16.92 \$1,353.60 \$35.193.60	\$13.47 \$1,077.60 \$28,017.60 \$14 \$15.16 \$1.212.80 \$31.532.80 26 \$17.09 \$1,367.20 \$35.547.20	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1,224.00 \$31,824.00 27 \$17.26 \$1,380.80 \$35,900.80	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00 28 \$17.43 \$1,394.40 \$36,254.40	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60 29 \$17.61 \$1,408.80 \$36.628.80	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1.261.60 \$32.801.60 30 \$17.76 \$1,420.80 \$36.940.80	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1.275.20 \$33.155.20 31 \$17.97 \$1.437.60 \$37.377.60	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1.288.00 \$33,488.00 32 \$18.12 \$1.449.60 \$37,689.60	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1.301.60 \$33,841.60 33 \$18.32 \$1.465.60 \$38,105.60	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34.132.80 34 \$18.50 \$1.480.00 \$38.480.00	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34,465.60 35 \$18.69 \$1,495.20 \$38.875.20	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20 \$34.819.20 36 \$18.87 \$1.509.60 \$39.249.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60 25 \$16.92 \$1,353.60 \$35,193.60 37 \$19.07 \$1,525.60	\$13.47 \$1,077.60 \$28,017.60 \$28,017.60 14 \$15.16 \$1,212.80 \$31,532.80 26 \$17.09 \$1,367.20 \$35,547.20 38 \$19.26 \$1,540.80	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1,224.00 \$31.824.00 27 \$17.26 \$1.380.80 \$35,900.80 39 \$19.41 \$1,552.80	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00 28 \$17.43 \$1,394.40 \$36,254.40 40 \$19.65 \$1,572.00	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60 29 \$17.61 \$1,408.80 \$36,628.80 41 \$19.83 \$1,586.40	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1,261.60 \$32.801.60 30 \$17.76 \$1,420.80 \$36.940.80 42 \$20.03 \$1,602.40	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1,275.20 \$33,155.20 31 \$17.97 \$1,437.60 \$37,377.60	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1,288.00 \$33,488.00 32 \$18.12 \$1,449.60 \$37,689.60 44 \$20,43 \$1,634.40	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1,301.60 \$33,841.60 33 \$18.32 \$1,465.60 \$38,105.60	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34.132.80 34 \$18.50 \$1.480.00 \$38,480.00	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34,465.60 35 \$18.69 \$1,495.20 \$38.875.20	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20 \$34,819.20 36 \$18.87 \$1,509.60 \$39,249.60 48 \$21.26 \$1,700.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60 25 \$16.92 \$1,353.60 \$35,193.60 37 \$19.07 \$1,525.60 \$39,665.60	\$13.47 \$1,077.60 \$28,017.60 \$28,017.60 14 \$15.16 \$1,212.80 \$31.532.80 26 \$17.09 \$1.367.20 \$35,547.20 38 \$19.26 \$1,540.80 \$40.060.80	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1,224.00 \$31.824.00 27 \$17.26 \$1.380.80 \$35,900.80 39 \$19.41 \$1.552.80 \$40.372.80	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00 28 \$17.43 \$1,394.40 \$36,254.40 40 \$19.65 \$1,572.00 \$40.872.00	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60 29 \$17.61 \$1,408.80 \$36,628.80 41 \$19.83 \$1,586.40 \$41,246.40	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1,261.60 \$32.801.60 30 \$17.76 \$1,420.80 \$36.940.80 42 \$20.03 \$1,602.40 \$41,662.40	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1,275.20 \$33.155.20 31 \$17.97 \$1.437.60 \$37,377.60 43 \$20.24 \$1,619.20 \$42,099.20	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1,288.00 \$33,488.00 32 \$18.12 \$1,449.60 \$37,689.60 44 \$20,43 \$1,634.40	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1,301.60 \$33,841.60 33 \$18.32 \$1,465.60 \$38,105.60 45 \$20.63 \$1,650.40	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34.132.80 34 \$18.50 \$1.480.00 \$38,480.00	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34,465.60 35 \$18.69 \$1,495.20 \$38.875.20	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20 \$34,819.20 36 \$18.87 \$1,509.60 \$39,249.60 48 \$21.26 \$1,700.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60 25 \$1,353.60 \$35,193.60 37 \$19.07 \$1,525.60 \$39,665.60	\$13.47 \$1,077.60 \$28,017.60 \$28,017.60 14 \$15.16 \$1,212.80 \$31.532.80 26 \$17.09 \$1.367.20 \$35,547.20 38 \$19.26 \$1,540.80 \$40.060.80	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1,224.00 \$31,824.00 27 \$17.26 \$1,380.80 \$35,900.80 39 \$19.41 \$1,552.80 \$40,372.80	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00 28 \$17.43 \$1,394.40 \$36,254.40 40 \$19.65 \$1,572.00 \$40,872.00	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60 29 \$17.61 \$1,408.80 \$36,628.80 41 \$19.83 \$1,586.40 \$41,246.40	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1,261.60 \$32.801.60 30 \$17.76 \$1,420.80 \$36,940.80 42 \$20.03 \$1,602.40 \$41,662.40 \$4 \$22.57	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1,275.20 \$33.155.20 31 \$17.97 \$1,437.60 \$37,377.60 43 \$20.24 \$1,619.20 \$42,099.20	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1,288.00 \$33,488.00 32 \$18.12 \$1,449.60 \$37,689.60 44 \$20,43 \$1,634.40	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1,301.60 \$33,841.60 33 \$18.32 \$1,465.60 \$38,105.60 45 \$20.63 \$1,650.40	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34.132.80 34 \$18.50 \$1.480.00 \$38,480.00	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34,465.60 35 \$18.69 \$1,495.20 \$38.875.20	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20 \$34,819.20 36 \$18.87 \$1,509.60 \$39,249.60 48 \$21.26 \$1,700.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$13.34 \$1,067.20 \$27,747.20 13 \$15.02 \$1,201.60 \$31,241.60 25 \$16.92 \$1,353.60 \$35,193.60 37 \$19.07 \$1,525.60 \$39,665.60	\$13.47 \$1,077.60 \$28,017.60 \$28,017.60 14 \$15.16 \$1,212.80 \$31.532.80 26 \$17.09 \$1.367.20 \$35,547.20 38 \$19.26 \$1,540.80 \$40.060.80	\$13.59 \$1,087.20 \$28,267.20 15 \$15.30 \$1,224.00 \$31.824.00 27 \$17.26 \$1.380.80 \$35,900.80 39 \$19.41 \$1.552.80 \$40.372.80	\$13.74 \$1,099.20 \$28,579.20 16 \$15.45 \$1,236.00 \$32,136.00 28 \$17.43 \$1,394.40 \$36,254.40 40 \$19.65 \$1,572.00 \$40.872.00	\$13.87 \$1,109.60 \$28,849.60 17 \$15.62 \$1,249.60 \$32,489.60 29 \$17.61 \$1,408.80 \$36,628.80 41 \$19.83 \$1,586.40 \$41,246.40	\$13.99 \$1,119.20 \$29,099.20 18 \$15.77 \$1,261.60 \$32.801.60 30 \$17.76 \$1,420.80 \$36.940.80 42 \$20.03 \$1,602.40 \$41,662.40	\$14.12 \$1,129.60 \$29,369.60 19 \$15.94 \$1,275.20 \$33.155.20 31 \$17.97 \$1.437.60 \$37,377.60 43 \$20.24 \$1,619.20 \$42,099.20	\$14.29 \$1,143.20 \$29,723.20 20 \$16.10 \$1,288.00 \$33,488.00 32 \$18.12 \$1,449.60 \$37,689.60 44 \$20,43 \$1,634.40	\$14.42 \$1,153.60 \$29,993.60 21 \$16.27 \$1,301.60 \$33,841.60 33 \$18.32 \$1,465.60 \$38,105.60 45 \$20.63 \$1,650.40	\$14.57 \$1,165.60 \$30,305.60 22 \$16.41 \$1.312.80 \$34.132.80 34 \$18.50 \$1.480.00 \$38,480.00	\$14.72 \$1,177.60 \$30,617.60 23 \$16.57 \$1.325.60 \$34,465.60 35 \$18.69 \$1,495.20 \$38.875.20	\$14.86 \$1,188.80 \$30,908.80 24 \$16.74 \$1.339.20 \$34,819.20 36 \$18.87 \$1,509.60 \$39,249.60 48 \$21.26 \$1,700.80

(Non-bargaining unit)

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

Stone	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$15.02	\$15.16	\$15.30	\$15.45	\$15.62	\$15.77	\$15.94	\$16.10	\$16.27	\$16.41	\$16.57	\$16.74
Biweekly	\$1,201.60	\$1,212.80	\$1,224.00	\$1,236.00	\$1,249.60	\$1,261.60	\$1,275.20	\$1,288.00	\$1,301.60	\$1,312.80	\$1,325.60	\$1,339.20
Annually	\$31,241.60	\$31,532.80	\$31,824.00	\$32,136.00	\$32,489.60	\$32,801.60	\$33,155.20	\$33,488.00	\$33,841.60	\$34,132.80	\$34,465.60	\$34,819.20
Stone												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$16.92	\$17.09	\$17.26	\$17.43	\$17.61	\$17.76	\$17.97	\$18.12	\$18.32	\$18.50	\$18.69	\$18.87
Biweekly	\$1,353.60	\$1,367.20	\$1,380.80	\$1,394.40	\$1,408.80	\$1,420.80	\$1,437.60	\$1,449.60	\$1,465.60	\$1,480.00	\$1,495.20	\$1,509.60
Annually	\$35,193.60	\$35,547.20	\$35,900.80	\$36,254.40	\$36,628.80	\$36,940.80	\$37,377.60	\$37,689.60	\$38,105.60	\$38,480.00	\$38,875.20	\$39,249.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$19.07	\$19.26	\$19.41	\$19.65	\$19.83	\$20.03	\$20.24	\$20.43	\$20.63	\$20.86	\$21.04	\$21.26
Biweekly	\$1,525.60	\$1,540.80	\$1,552.80	\$1,572.00	\$1,586.40	\$1,602.40	\$1,619.20	\$1,634.40	\$1,650.40	\$1,668.80	\$1,683.20	\$1,700.80
Annually	\$39,665.60	\$40,060.80	\$40,372.80	\$40,872.00	\$41,246.40	\$41,662.40	\$42,099.20	\$42,494.40	\$42,910.40	\$43,388.80	\$43,763.20	\$44,220.80
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$21.48	\$21.69	\$21.91	\$22.12	\$22.35	\$22.57	\$22.81	\$23.03	\$23.25	\$23.48	\$23.71	\$23.96
Biweekly	\$1,718.40	\$1,735.20	\$1,752.80	\$1,769.60	\$1,788.00	\$1,805.60	\$1,824.80	\$1,842.40	\$1,860.00	\$1,878.40	\$1,896.80	\$1,916.80
Annually	\$44,678.40	\$45,115.20	\$45,572.80	\$46,009.60	\$46,488.00	\$46,945.60	\$47,444.80	\$47,902.40	\$48,360.00	\$48,838.40	\$49,316.80	\$49,836.80
Steps	49	50	51	52	53	54	55					
Hourly	\$24.19	\$24.45	\$24.67	\$24.92	\$25.18	\$25.43	\$25.69					
Biweekly	\$1,935.20	\$1,956.00	\$1,973.60	\$1,993.60	\$2,014.40	\$2,034.40	\$2,055.20					
Annually	\$50,315.20	\$50,856.00	\$51,313.60	\$51,833.60	\$52,374.40	\$52,894.40	\$53,435.20					
, umauny	030,313.20	\$30,030.00	JJ1,J1J.00	431,033.00	332,37 1.10	332,03 1.10	JJJ, 1JJ.20					
71												
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$16.92	\$17.09	\$17.26	\$17.43	\$17.61	\$17.76	\$17.97	\$18.12	\$18.32	\$18.50	\$18.69	\$18.87
Steps Hourly Biweekly	\$16.92 \$1,353.60	\$17.09 \$1,367.20	\$17.26 \$1,380.80	\$17.43 \$1,394.40	\$17.61 \$1,408.80	\$17.76 \$1,420.80	\$17.97 \$1,437.60	\$18.12 \$1,449.60	\$18.32 \$1,465.60	\$18.50 \$1,480.00	\$18.69 \$1,495.20	\$18.87 \$1,509.60
Steps Hourly	\$16.92	\$17.09	\$17.26	\$17.43	\$17.61	\$17.76	\$17.97	\$18.12	\$18.32	\$18.50	\$18.69	\$18.87
Steps Hourly Biweekly	\$16.92 \$1,353.60 \$35,193.60	\$17.09 \$1,367.20 \$35,547.20	\$17.26 \$1,380.80 \$35,900.80	\$17.43 \$1,394.40 \$36,254.40	\$17.61 \$1,408.80 \$36,628.80	\$17.76 \$1,420.80 \$36,940.80	\$17.97 \$1,437.60	\$18.12 \$1,449.60	\$18.32 \$1,465.60 \$38,105.60	\$18.50 \$1,480.00	\$18.69 \$1,495.20	\$18.87 \$1,509.60 \$39,249.60
Steps Hourly Biweekly Annually	\$16.92 \$1,353.60 \$35,193.60	\$17.09 \$1,367.20 \$35,547.20	\$17.26 \$1,380.80 \$35,900.80	\$17.43 \$1,394.40 \$36,254.40	\$17.61 \$1,408.80 \$36,628.80	\$17.76 \$1,420.80 \$36,940.80	\$17.97 \$1,437.60 \$37,377.60	\$18.12 \$1,449.60 \$37,689.60	\$18.32 \$1,465.60 \$38,105.60	\$18.50 \$1,480.00 \$38,480.00	\$18.69 \$1,495.20 \$38,875.20	\$18.87 \$1,509.60 \$39,249.60
Steps Hourly Biweekly Annually Steps	\$16.92 \$1,353.60 \$35,193.60	\$17.09 \$1,367.20 \$35,547.20	\$17.26 \$1,380.80 \$35,900.80	\$17.43 \$1,394.40 \$36,254.40	\$17.61 \$1,408.80 \$36,628.80	\$17.76 \$1,420.80 \$36,940.80	\$17.97 \$1,437.60 \$37,377.60	\$18.12 \$1,449.60 \$37,689.60	\$18.32 \$1,465.60 \$38,105.60	\$18.50 \$1,480.00 \$38,480.00	\$18.69 \$1,495.20 \$38,875.20	\$18.87 \$1,509.60 \$39,249.60
Steps Hourly Biweekly Annually Steps Hourly	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07	\$17.09 \$1,367.20 \$35,547.20 14 \$19.26	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63	\$18.50 \$1,480.00 \$38,480.00 22 \$20.86	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1.525.60	\$17.09 \$1,367.20 \$35,547.20 14 \$19.26 \$1.540.80	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1,572.00	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1,634.40	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1,650.40	\$18.50 \$1,480.00 \$38,480.00 22 \$20.86 \$1,668.80	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1.683.20	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1.525.60 \$39.665.60	\$17.09 \$1,367.20 \$35,547.20 14 \$19.26 \$1,540.80 \$40,060.80	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1,572.00 \$40.872.00	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40 \$41,662.40	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1,634.40 \$42,494.40	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42,910.40	\$18.50 \$1,480.00 \$38,480.00 22 \$20.86 \$1.668.80 \$43.388.80	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1,683.20 \$43.763.20	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39.665.60 25 \$21.48	\$17.09 \$1,367.20 \$35,547.20 14 \$19.26 \$1.540.80 \$40.060.80	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1,572.00 \$40.872.00	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40 \$41,662.40 30 \$22.57	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20 31 \$22.81	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42,910.40 33 \$23.25	\$18.50 \$1,480.00 \$38,480.00 22 \$20.86 \$1.668.80 \$43.388.80 34 \$23.48	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1,683.20 \$43,763.20 35 \$23.71	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80 36 \$23.96
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39,665.60 25 \$21.48 \$1,718.40	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 14 \$19.26 \$1.540.80 \$40,060.80 26 \$21.69 \$1,735.20	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91 \$1,752.80	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1,572.00 \$40.872.00 28 \$22.12 \$1,769.60	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35 \$1,788.00	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40 \$41,662.40 30 \$22.57 \$1,805.60	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20 31 \$22.81 \$1,824.80	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03 \$1,842.40	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42,910.40 33 \$23.25 \$1,860.00	\$18.50 \$1,480.00 \$38,480.00 22 \$20.86 \$1,668.80 \$43,388.80 34 \$23.48 \$1,878.40	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1,683.20 \$43,763.20 35 \$23.71 \$1,896.80	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1.700.80 \$44.220.80 36 \$23.96 \$1,916.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39.665.60 25 \$21.48	\$17.09 \$1,367.20 \$35,547.20 14 \$19.26 \$1.540.80 \$40.060.80	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1,572.00 \$40.872.00	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40 \$41,662.40 30 \$22.57	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20 31 \$22.81	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42,910.40 33 \$23.25	\$18.50 \$1,480.00 \$38,480.00 22 \$20.86 \$1.668.80 \$43.388.80 34 \$23.48	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1,683.20 \$43,763.20 35 \$23.71	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80 36 \$23.96
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39.665.60 25 \$21.48 \$1,718.40 \$44.678.40	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 14 \$19.26 \$1.540.80 \$40.060.80 26 \$21.69 \$1,735.20 \$45,115.20	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91 \$1.752.80 \$45.572.80	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1,572.00 \$40.872.00 28 \$22.12 \$1,769.60 \$46.009.60	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35 \$1,788.00 \$46.488.00	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40 \$41,662.40 30 \$22.57 \$1,805.60 \$46,945.60	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20 31 \$22.81 \$1,824.80 \$47,444.80	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03 \$1,842.40 \$47,902.40	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42,910.40 33 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38,480.00 \$22 \$20.86 \$1,668.80 \$43,388.80 \$44,388.80 \$44,838.40	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1,683.20 \$43,763.20 35 \$23.71 \$1,896.80 \$49,316.80	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80 36 \$23.96 \$1,916.80 \$49,836.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweeklv Annually Steps	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39.665.60 25 \$21.48 \$1,718.40 \$44,678.40	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 14 \$19.26 \$1.540.80 \$40.060.80 26 \$21.69 \$1,735.20 \$45.115.20	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91 \$1.752.80 \$45.572.80	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1.572.00 \$40.872.00 28 \$22.12 \$1,769.60 \$46.009.60	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35 \$1,788.00 \$46.488.00	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40 \$41,662.40 30 \$22.57 \$1,805.60 \$46,945.60	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20 31 \$22.81 \$1,824.80 \$47,444.80	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03 \$1,842.40 \$47,902.40	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42,910.40 33 \$23.25 \$1,860.00 \$48.360.00	\$18.50 \$1,480.00 \$38,480.00 22 \$20.86 \$1.668.80 \$43.388.80 34 \$23.48 \$1.878.40 \$48.838.40	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1,683.20 \$43,763.20 35 \$23,71 \$1,896.80 \$49,316.80	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80 36 \$23.96 \$1,916.80 \$49.836.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39.665.60 25 \$21.48 \$1,718.40 \$44.678.40	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 14 \$19.26 \$1,540.80 \$40.060.80 26 \$21.69 \$1,735.20 \$45.115.20	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91 \$1.752.80 \$45.572.80	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1,572.00 \$40.872.00 28 \$22.12 \$1,769.60 \$46.009.60	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35 \$1,788.00 \$46.488.00	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40 \$41,662.40 30 \$22.57 \$1,805.60 \$46,945.60	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20 31 \$22.81 \$1,824.80 \$47,444.80	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03 \$1,842.40 \$47.902.40	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42.910.40 33 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38,480.00 22 \$20.86 \$1.668.80 \$43,388.80 34 \$23.48 \$1.878.40 \$48.838.40	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1.683.20 \$43.763.20 35 \$23.71 \$1,896.80 \$49.316.80	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80 36 \$23.96 \$1,916.80 \$49.836.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39.665.60 25 \$21.48 \$1,718.40 \$44.678.40 37 \$24.19 \$1,935.20	\$17.09 \$1,367.20 \$35,547.20 14 \$19.26 \$1.540.80 \$40.060.80 26 \$21.69 \$1.735.20 \$45.115.20 38 \$24.45 \$1.956.00	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91 \$1.752.80 \$45.572.80 39 \$24.67 \$1,973.60	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1.572.00 \$40.872.00 28 \$22.12 \$1.769.60 \$46.009.60 40 \$24.92 \$1.993.60	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35 \$1,788.00 \$46.488.00 41 \$25.18 \$2,014.40	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1.602.40 \$41,662.40 30 \$22.57 \$1,805.60 \$46,945.60 42 \$25.43 \$2.034.40	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20 31 \$22.81 \$1,824.80 \$47,444.80 43 \$25.69 \$2,055.20	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03 \$1.842.40 \$47,902.40 44 \$25.94 \$2.075.20	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42.910.40 33 \$23.25 \$1.860.00 \$48.360.00 45 \$26.19 \$2.095.20	\$18.50 \$1,480.00 \$38,480.00 \$22 \$20.86 \$1,668.80 \$43.388.80 34 \$23.48 \$1,878.40 \$48,838.40 46 \$26.46 \$2,116.80	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1.683.20 \$43.763.20 35 \$23.71 \$1,896.80 \$49,316.80 47 \$26.74 \$2.139.20	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80 36 \$23.96 \$1,916.80 \$49,836.80 48 \$26.97 \$2.157.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39.665.60 25 \$21.48 \$1,718.40 \$44.678.40	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 14 \$19.26 \$1,540.80 \$40.060.80 26 \$21.69 \$1,735.20 \$45.115.20	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91 \$1.752.80 \$45.572.80	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1,572.00 \$40.872.00 28 \$22.12 \$1,769.60 \$46.009.60	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35 \$1,788.00 \$46.488.00	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40 \$41,662.40 30 \$22.57 \$1,805.60 \$46,945.60	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20 31 \$22.81 \$1,824.80 \$47,444.80	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03 \$1,842.40 \$47.902.40	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42.910.40 33 \$23.25 \$1.860.00 \$48.360.00	\$18.50 \$1,480.00 \$38,480.00 22 \$20.86 \$1.668.80 \$43,388.80 34 \$23.48 \$1.878.40 \$48.838.40	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1.683.20 \$43.763.20 35 \$23.71 \$1,896.80 \$49.316.80	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80 36 \$23.96 \$1,916.80 \$49.836.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39.665.60 25 \$21.48 \$1,718.40 \$44.678.40 37 \$24.19 \$1,935.20	\$17.09 \$1,367.20 \$35,547.20 14 \$19.26 \$1.540.80 \$40.060.80 26 \$21.69 \$1.735.20 \$45.115.20 38 \$24.45 \$1.956.00	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91 \$1.752.80 \$45.572.80 39 \$24.67 \$1,973.60	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1.572.00 \$40.872.00 28 \$22.12 \$1.769.60 \$46.009.60 40 \$24.92 \$1.993.60	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35 \$1,788.00 \$46.488.00 41 \$25.18 \$2,014.40	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1.602.40 \$41,662.40 30 \$22.57 \$1,805.60 \$46,945.60 42 \$25.43 \$2.034.40	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20 31 \$22.81 \$1,824.80 \$47,444.80 43 \$25.69 \$2,055.20	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03 \$1.842.40 \$47,902.40 44 \$25.94 \$2.075.20	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42.910.40 33 \$23.25 \$1.860.00 \$48.360.00 45 \$26.19 \$2.095.20	\$18.50 \$1,480.00 \$38,480.00 \$22 \$20.86 \$1,668.80 \$43.388.80 34 \$23.48 \$1,878.40 \$48,838.40 46 \$26.46 \$2,116.80	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1.683.20 \$43.763.20 35 \$23.71 \$1,896.80 \$49,316.80 47 \$26.74 \$2.139.20	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80 36 \$23.96 \$1,916.80 \$49,836.80 48 \$26.97 \$2.157.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweekly Annually	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39.665.60 25 \$21.48 \$1,718.40 \$44.678.40 37 \$24.19 \$1,935.20 \$50.315.20	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 14 \$19.26 \$1.540.80 \$40.060.80 26 \$21.69 \$1.735.20 \$45,115.20 38 \$24.45 \$1,956.00 \$50.856.00	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91 \$1.752.80 \$45,572.80 39 \$24.67 \$1.973.60 \$51.313.60	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1.572.00 \$40.872.00 28 \$22.12 \$1.769.60 \$46.009.60 40 \$24.92 \$1,993.60 \$51.833.60	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35 \$1,788.00 \$46,488.00 41 \$25.18 \$2,014.40 \$52,374.40	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40 \$41,662.40 30 \$22.57 \$1,805.60 \$46,945.60 42 \$25.43 \$2,034.40 \$52,894.40	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20 31 \$22.81 \$1,824.80 \$47,444.80 43 \$25.69 \$2,055.20 \$53,435.20	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03 \$1.842.40 \$47,902.40 44 \$25.94 \$2.075.20	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42.910.40 33 \$23.25 \$1.860.00 \$48.360.00 45 \$26.19 \$2.095.20	\$18.50 \$1,480.00 \$38,480.00 \$22 \$20.86 \$1,668.80 \$43.388.80 34 \$23.48 \$1,878.40 \$48,838.40 46 \$26.46 \$2,116.80	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1.683.20 \$43.763.20 35 \$23.71 \$1,896.80 \$49,316.80 47 \$26.74 \$2.139.20	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80 36 \$23.96 \$1,916.80 \$49,836.80 48 \$26.97 \$2.157.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39.665.60 25 \$21.48 \$1,718.40 \$44.678.40 37 \$24.19 \$1,935.20 \$50,315.20	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 14 \$19.26 \$1,540.80 \$40.060.80 26 \$21.69 \$1,735.20 \$45,115.20 38 \$24.45 \$1,956.00 \$50.856.00	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91 \$1.752.80 \$45.572.80 39 \$24.67 \$1,973.60 \$51,313.60	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1,572.00 \$40.872.00 28 \$22.12 \$1,769.60 \$46,009.60 40 \$24.92 \$1,993.60 \$51,833.60	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35 \$1,788.00 \$46,488.00 41 \$25.18 \$2,014.40 \$52,374.40	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40 \$41,662.40 30 \$22.57 \$1,805.60 \$46,945.60 42 \$25.43 \$2,034.40 \$52,894.40	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42.099.20 31 \$22.81 \$1,824.80 \$47,444.80 43 \$25.69 \$2,055.20 \$53,435.20	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03 \$1.842.40 \$47,902.40 44 \$25.94 \$2.075.20	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42.910.40 33 \$23.25 \$1.860.00 \$48.360.00 45 \$26.19 \$2.095.20	\$18.50 \$1,480.00 \$38,480.00 \$22 \$20.86 \$1,668.80 \$43.388.80 34 \$23.48 \$1,878.40 \$48,838.40 46 \$26.46 \$2,116.80	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1.683.20 \$43.763.20 35 \$23.71 \$1,896.80 \$49,316.80 47 \$26.74 \$2.139.20	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80 36 \$23.96 \$1,916.80 \$49,836.80 48 \$26.97 \$2,157.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$16.92 \$1,353.60 \$35,193.60 13 \$19.07 \$1,525.60 \$39.665.60 25 \$21.48 \$1,718.40 \$44.678.40 37 \$24.19 \$1,935.20 \$50.315.20	\$17.09 \$1,367.20 \$35,547.20 \$35,547.20 14 \$19.26 \$1.540.80 \$40.060.80 26 \$21.69 \$1.735.20 \$45.115.20 38 \$24.45 \$1,956.00 \$50.856.00	\$17.26 \$1,380.80 \$35,900.80 15 \$19.41 \$1.552.80 \$40.372.80 27 \$21.91 \$1.752.80 \$45.572.80 39 \$24.67 \$1.973.60 \$51,313.60	\$17.43 \$1,394.40 \$36,254.40 16 \$19.65 \$1.572.00 \$40.872.00 28 \$22.12 \$1.769.60 \$46.009.60 40 \$24.92 \$1,993.60 \$51,833.60 52 \$28.08	\$17.61 \$1,408.80 \$36,628.80 17 \$19.83 \$1,586.40 \$41,246.40 29 \$22.35 \$1,788.00 \$46,488.00 41 \$25.18 \$2,014.40 \$52,374.40	\$17.76 \$1,420.80 \$36,940.80 18 \$20.03 \$1,602.40 \$41,662.40 30 \$22.57 \$1,805.60 \$46,945.60 42 \$25.43 \$2,034.40 \$52,894.40	\$17.97 \$1,437.60 \$37,377.60 19 \$20.24 \$1,619.20 \$42,099.20 31 \$22.81 \$1,824.80 \$47,444.80 43 \$25.69 \$2,055.20 \$53,435.20	\$18.12 \$1,449.60 \$37,689.60 20 \$20.43 \$1.634.40 \$42,494.40 32 \$23.03 \$1.842.40 \$47,902.40 44 \$25.94 \$2.075.20	\$18.32 \$1,465.60 \$38,105.60 21 \$20.63 \$1.650.40 \$42.910.40 33 \$23.25 \$1.860.00 \$48.360.00 45 \$26.19 \$2.095.20	\$18.50 \$1,480.00 \$38,480.00 \$22 \$20.86 \$1,668.80 \$43.388.80 34 \$23.48 \$1,878.40 \$48,838.40 46 \$26.46 \$2,116.80	\$18.69 \$1,495.20 \$38,875.20 23 \$21.04 \$1.683.20 \$43.763.20 35 \$23.71 \$1,896.80 \$49,316.80 47 \$26.74 \$2.139.20	\$18.87 \$1,509.60 \$39,249.60 24 \$21.26 \$1,700.80 \$44,220.80 36 \$23.96 \$1,916.80 \$49,836.80 48 \$26.97 \$2,157.60

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$19.07	\$19.26	\$19.41	\$19.65	\$19.83	\$20.03	\$20.24	\$20.43	\$20.63	\$20.86	\$21.04	\$21.26
Biweekly	\$1,525.60	\$1,540.80	\$1,552.80	\$1,572.00	\$1,586.40	\$1,602.40	\$1,619.20	\$1,634.40	\$1,650.40	\$1,668.80	\$1,683.20	\$1,700.80
Annually	\$39,665.60	\$40,060.80	\$40,372.80	\$40,872.00	\$41,246.40	\$41,662.40	\$42,099.20	\$42,494.40	\$42,910.40	\$43,388.80	\$43,763.20	\$44,220.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.48	\$21.69	\$21.91	\$22.12	\$22.35	\$22.57	\$22.81	\$23.03	\$23.25	\$23.48	\$23.71	\$23.96
Biweekly	\$1,718.40	\$1,735.20	\$1,752.80	\$1,769.60	\$1,788.00	\$1,805.60	\$1,824.80	\$1,842.40	\$1,860.00	\$1,878.40	\$1,896.80	\$1,916.80
Annually	\$44,678.40	\$45,115.20	\$45,572.80	\$46,009.60	\$46,488.00	\$46,945.60	\$47,444.80	\$47,902.40	\$48,360.00	\$48,838.40	\$49,316.80	\$49,836.80
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$24.19	\$24.45	\$24.67	\$24.92	\$25.18	\$25.43	\$25.69	\$25.94	\$26.19	\$26.46	\$26.74	\$26.97
Biweekly	\$1,935.20	\$1,956.00	\$1,973.60	\$1,993.60	\$2,014.40	\$2,034.40	\$2,055.20	\$2,075.20	\$2,095.20	\$2,116.80	\$2,139.20	\$2,157.60
Annually	\$50,315.20	\$50,856.00	\$51,313.60	\$51,833.60	\$52,374.40	\$52,894.40	\$53,435.20	\$53,955.20	\$54,475.20	\$55,036.80	\$55,619.20	\$56,097.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93	\$29.24	\$29.52	\$29.83	\$30.11	\$30.40
Biweekly	\$2,181.60	\$2,202.40	\$2,225.60	\$2,246.40	\$2,271.20	\$2,291.20	\$2,314.40	\$2,339.20	\$2,361.60	\$2,386.40	\$2,408.80	\$2,432.00
Annually	\$56,721.60	\$57,262.40	\$57,865.60	\$58,406.40	\$59,051.20	\$59,571.20	\$60,174.40	\$60,819.20	\$61,401.60	\$62,046.40	\$62,628.80	\$63,232.00
Steps	49	50	51	52	53	54	55					
	\$30.72	\$31.03	\$31.34	\$31.64	\$31.98	\$32.28	\$32.62					
Hourly Biweekly	\$30.72 \$2,457.60	\$2,482.40	\$31.34 \$2,507.20	\$2,531.20	\$31.98 \$2,558.40	\$32.28 \$2,582.40	\$2,609.60					
Annually	\$63,897.60	\$64,542.40	\$65,187.20	\$65,811.20	\$66,518.40	\$67,142.40	\$67,849.60					
Ailliually	303,837.00	304,342.40	303,167.20	303,611.20	300,316.40	307,142.40	307,849.00					
Grada 76												
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$21.48	\$21.69	\$21.91	\$22.12	\$22.35	\$22.57	\$22.81	\$23.03	\$23.25	\$23.48	\$23.71	\$23.96
Steps Hourly Biweekly	\$21.48 \$1,718.40	\$21.69 \$1,735.20	\$21.91 \$1,752.80	\$22.12 \$1,769.60	\$22.35 \$1,788.00	\$22.57 \$1,805.60	\$22.81 \$1,824.80	\$23.03 \$1,842.40	\$23.25 \$1,860.00	\$23.48 \$1,878.40	\$23.71 \$1,896.80	\$23.96 \$1,916.80
Steps Hourly	\$21.48	\$21.69	\$21.91	\$22.12	\$22.35	\$22.57	\$22.81	\$23.03	\$23.25	\$23.48	\$23.71	\$23.96
Steps Hourly Biweekly	\$21.48 \$1,718.40	\$21.69 \$1,735.20	\$21.91 \$1,752.80	\$22.12 \$1,769.60	\$22.35 \$1,788.00	\$22.57 \$1,805.60	\$22.81 \$1,824.80	\$23.03 \$1,842.40	\$23.25 \$1,860.00	\$23.48 \$1,878.40	\$23.71 \$1,896.80	\$23.96 \$1,916.80
Steps Hourly Biweekly Annually	\$21.48 \$1,718.40 \$44,678.40	\$21.69 \$1,735.20 \$45,115.20	\$21.91 \$1,752.80 \$45,572.80	\$22.12 \$1,769.60 \$46,009.60	\$22.35 \$1,788.00 \$46,488.00	\$22.57 \$1,805.60 \$46,945.60	\$22.81 \$1,824.80 \$47,444.80	\$23.03 \$1,842.40 \$47,902.40	\$23.25 \$1,860.00 \$48,360.00	\$23.48 \$1,878.40 \$48,838.40	\$23.71 \$1,896.80 \$49,316.80	\$23.96 \$1,916.80 \$49,836.80
Steps Hourly Biweekly Annually Steps	\$21.48 \$1,718.40 \$44,678.40	\$21.69 \$1,735.20 \$45,115.20	\$21.91 \$1,752.80 \$45,572.80	\$22.12 \$1,769.60 \$46,009.60	\$22.35 \$1,788.00 \$46,488.00	\$22.57 \$1,805.60 \$46,945.60	\$22.81 \$1,824.80 \$47,444.80	\$23.03 \$1,842.40 \$47,902.40	\$23.25 \$1,860.00 \$48,360.00	\$23.48 \$1,878.40 \$48,838.40	\$23.71 \$1,896.80 \$49,316.80	\$23.96 \$1,916.80 \$49,836.80
Steps Hourly Biweekly Annually Steps Hourly	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45	\$21.91 \$1,752.80 \$45,572.80 15 \$24.67	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94	\$23.25 \$1,860.00 \$48,360.00 21 \$26.19	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50,315.20	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51.313.60	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1,993.60 \$51.833.60	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2,014.40 \$52,374.40	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2,034.40 \$52,894.40	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2,055.20 \$53,435.20	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2.075.20 \$53,955.20	\$23.25 \$1,860.00 \$48,360.00 21 \$26.19 \$2.095.20 \$54,475.20	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2.116.80 \$55.036.80	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2,139.20 \$55,619.20	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2,157.60 \$56,097.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50,315.20	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51.313.60	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1.993.60 \$51.833.60	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2,014.40 \$52,374.40	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2,034.40 \$52,894.40	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2,055.20 \$53,435.20	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2.075.20 \$53,955.20	\$23.25 \$1,860.00 \$48,360.00 \$48,360.00 21 \$26.19 \$2.095.20 \$54,475.20	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2.116.80 \$55.036.80	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2,139.20 \$55,619.20	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2,157.60 \$56.097.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50,315.20 25 \$27.27	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51,313.60	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1,993.60 \$51.833.60 28 \$28.08	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2,014.40 \$52,374.40 29 \$28.39	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2,034.40 \$52,894.40	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2,055.20 \$53,435.20 31 \$28.93	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2,075.20 \$53,955.20 32 \$29.24	\$23.25 \$1,860.00 \$48,360.00 21 \$26.19 \$2,095.20 \$54,475.20 33 \$29.52	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2,116.80 \$55.036.80 34 \$29.83	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2,139.20 \$55.619.20 35 \$30.11	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2.157.60 \$56,097.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50,315.20 25 \$27.27 \$2,181.60	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00 26 \$27.53 \$2,202.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51.313.60 27 \$27.82 \$2.225.60	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1.993.60 \$51.833.60 28 \$28.08 \$2.246.40	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2.014.40 \$52,374.40 29 \$28.39 \$2,271.20	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2.034.40 \$52.894.40 30 \$28.64 \$2,291.20	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2.055.20 \$53,435.20 31 \$28.93 \$2,314.40	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2.075.20 \$53.955.20 32 \$29.24 \$2.339.20	\$23.25 \$1,860.00 \$48,360.00 \$21 \$26.19 \$2.095.20 \$54,475.20 \$3 \$29.52 \$2,361.60	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2.116.80 \$55.036.80 34 \$29.83 \$2.386.40	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2.139.20 \$55.619.20 35 \$30.11 \$2.408.80	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2.157.60 \$56.097.60 36 \$30.40 \$2,432.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50,315.20 25 \$27.27	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51,313.60	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1,993.60 \$51.833.60 28 \$28.08	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2,014.40 \$52,374.40 29 \$28.39	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2,034.40 \$52,894.40	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2,055.20 \$53,435.20 31 \$28.93	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2,075.20 \$53,955.20 32 \$29.24	\$23.25 \$1,860.00 \$48,360.00 21 \$26.19 \$2,095.20 \$54,475.20 33 \$29.52	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2,116.80 \$55.036.80 34 \$29.83	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2,139.20 \$55.619.20 35 \$30.11	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2.157.60 \$56.097.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50.315.20 25 \$27.27 \$2,181.60 \$56,721.60	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00 26 \$27.53 \$2,202.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51.313.60 27 \$27.82 \$2,225.60 \$57.865.60	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1.993.60 \$51.833.60 28 \$28.08 \$2.246.40 \$58.406.40	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2,014.40 \$52,374.40 29 \$28.39 \$2,271.20 \$59,051.20	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2.034.40 \$52.894.40 30 \$28.64 \$2,291.20 \$59,571.20	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2.055.20 \$53,435.20 31 \$28.93 \$2.314.40 \$60,174.40	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2.075.20 \$53.955.20 32 \$29.24 \$2.339.20	\$23.25 \$1,860.00 \$48,360.00 \$21 \$26.19 \$2.095.20 \$54,475.20 \$3 \$29.52 \$2,361.60 \$61,401.60	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2.116.80 \$55.036.80 34 \$29.83 \$2.386.40 \$62.046.40	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2,139.20 \$55,619.20 35 \$30.11 \$2,408.80 \$62,628.80	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2.157.60 \$56.097.60 36 \$30.40 \$2,432.00 \$63,232.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50,315.20 25 \$27.27 \$2,181.60	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00 26 \$27.53 \$2,202.40 \$57,262.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51.313.60 27 \$27.82 \$2.225.60	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1.993.60 \$51.833.60 28 \$28.08 \$2.246.40	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2.014.40 \$52,374.40 29 \$28.39 \$2,271.20	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2.034.40 \$52.894.40 30 \$28.64 \$2,291.20	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2.055.20 \$53,435.20 31 \$28.93 \$2,314.40	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2.075.20 \$53.955.20 32 \$29.24 \$2.339.20 \$60.819.20	\$23.25 \$1,860.00 \$48,360.00 \$21 \$26.19 \$2.095.20 \$54,475.20 \$3 \$29.52 \$2,361.60	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2.116.80 \$55.036.80 34 \$29.83 \$2.386.40	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2.139.20 \$55.619.20 35 \$30.11 \$2.408.80	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2.157.60 \$56.097.60 36 \$30.40 \$2,432.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50.315.20 25 \$27.27 \$2,181.60 \$56.721.60	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00 26 \$27.53 \$2,202.40 \$57,262.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51.313.60 27 \$27.82 \$2.225.60 \$57.865.60	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1.993.60 \$51.833.60 28 \$28.08 \$2.246.40 \$58.406.40	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2.014.40 \$52,374.40 29 \$28.39 \$2,271.20 \$59.051.20	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2.034.40 \$52,894.40 30 \$28.64 \$2,291.20 \$59,571.20	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2.055.20 \$53.435.20 31 \$28.93 \$2.314.40 \$60.174.40	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2.075.20 \$53,955.20 32 \$29.24 \$2.339.20 \$60.819.20	\$23.25 \$1,860.00 \$48,360.00 21 \$26.19 \$2.095.20 \$54,475.20 33 \$29.52 \$2,361.60 \$61,401.60	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2.116.80 \$55.036.80 34 \$29.83 \$2.386.40 \$62.046.40	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2.139.20 \$55.619.20 35 \$30.11 \$2,408.80 \$62.628.80	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2.157.60 \$56.097.60 36 \$30.40 \$2.432.00 \$63.232.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50.315.20 25 \$27.27 \$2,181.60 \$56,721.60	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00 26 \$27.53 \$2,202.40 \$57,262.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51.313.60 27 \$27.82 \$2.225.60 \$57.865.60	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1,993.60 \$51.833.60 28 \$28.08 \$2.246.40 \$58,406.40	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2.014.40 \$52,374.40 29 \$28.39 \$2,271.20 \$59.051.20	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2.034.40 \$52,894.40 30 \$28.64 \$2,291.20 \$59,571.20	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2.055.20 \$53.435.20 31 \$28.93 \$2.314.40 \$60.174.40	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2.075.20 \$53.955.20 32 \$29.24 \$2.339.20 \$60.819.20	\$23.25 \$1,860.00 \$48,360.00 \$21 \$26.19 \$2.095.20 \$54,475.20 33 \$29.52 \$2,361.60 \$61,401.60	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2.116.80 \$55.036.80 34 \$29.83 \$2,386.40 \$62.046.40	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2.139.20 \$55,619.20 35 \$30.11 \$2,408.80 \$62,628.80	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2.157.60 \$56.097.60 36 \$30.40 \$2.432.00 \$63,232.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50.315.20 25 \$27.27 \$2,181.60 \$56,721.60 37 \$30.72 \$2,457.60	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00 26 \$27.53 \$2,202.40 \$57,262.40 38 \$31.03 \$2,482.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51.313.60 27 \$27.82 \$2.225.60 \$57.865.60 39 \$31.34 \$2.507.20	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1,993.60 \$51.833.60 28 \$28.08 \$2.246.40 \$58,406.40 40 \$31.64 \$2.531.20	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2,014.40 \$52,374.40 29 \$28.39 \$2,271.20 \$59,051.20 41 \$31.98 \$2,558.40	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2.034.40 \$52.894.40 30 \$28.64 \$2.291.20 \$59.571.20 42 \$32.28 \$2.582.40	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2.055.20 \$53.435.20 31 \$28.93 \$2.314.40 \$60.174.40 43 \$32.62 \$2.609.60	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2.075.20 \$53.955.20 32 \$29.24 \$2.339.20 \$60.819.20 44 \$32.92 \$2.633.60	\$23.25 \$1,860.00 \$48,360.00 \$48,360.00 21 \$26.19 \$2,095.20 \$54,475.20 33 \$29.52 \$2,361.60 \$61,401.60 45 \$33.27 \$2,661.60	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2.116.80 \$55.036.80 34 \$29.83 \$2.386.40 \$62.046.40 46 \$33.61 \$2.688.80	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2.139.20 \$55.619.20 35 \$30.11 \$2.408.80 \$62.628.80 47 \$33.94 \$2,715.20	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2,157.60 \$56.097.60 36 \$30.40 \$2,432.00 \$63,232.00 48 \$34.27 \$2,741.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps Hourly Steps	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50.315.20 25 \$27.27 \$2,181.60 \$56,721.60 37 \$30.72 \$2,457.60 \$63.897.60	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00 26 \$27.53 \$2,202.40 \$57,262.40 38 \$31.03 \$2,482.40 \$64,542.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51.313.60 27 \$27.82 \$2,225.60 \$57,865.60 39 \$31.34 \$2,507.20 \$65,187.20	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1.993.60 \$51.833.60 28 \$2.8.08 \$2.246.40 \$58,406.40 40 \$31.64 \$2.531.20 \$65,811.20	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2,014.40 \$52.374.40 29 \$28.39 \$2,271.20 \$59,051.20 41 \$31.98 \$2.558.40 \$66.518.40	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2.034.40 \$52.894.40 30 \$28.64 \$2.291.20 \$59,571.20 42 \$32.28 \$2.582.40 \$67,142.40	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2.055.20 \$53.435.20 31 \$28.93 \$2.314.40 \$60.174.40 43 \$32.62 \$2.609.60 \$67.849.60	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2.075.20 \$53.955.20 32 \$29.24 \$2.339.20 \$60.819.20 44 \$32.92 \$2.633.60	\$23.25 \$1,860.00 \$48,360.00 \$48,360.00 21 \$26.19 \$2,095.20 \$54,475.20 33 \$29.52 \$2,361.60 \$61,401.60 45 \$33.27 \$2,661.60	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2.116.80 \$55.036.80 34 \$29.83 \$2.386.40 \$62.046.40 46 \$33.61 \$2.688.80	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2.139.20 \$55.619.20 35 \$30.11 \$2.408.80 \$62.628.80 47 \$33.94 \$2,715.20	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2,157.60 \$56.097.60 36 \$30.40 \$2,432.00 \$63,232.00 48 \$34.27 \$2,741.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50.315.20 25 \$27.27 \$2,181.60 \$56,721.60 37 \$30.72 \$2,457.60 \$63.897.60	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00 26 \$27.53 \$2,202.40 \$57,262.40 38 \$31.03 \$2,482.40 \$64,542.40 \$0 \$34.96	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51.313.60 27 \$27.82 \$2.225.60 \$57.865.60 39 \$31.34 \$2.507.20 \$65.187.20	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1.993.60 \$51.833.60 28 \$28.08 \$2.246.40 \$58,406.40 40 \$31.64 \$2.531.20 \$65.811.20	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2,014.40 \$52.374.40 29 \$28.39 \$2,271.20 \$59,051.20 41 \$31.98 \$2,558.40 \$66.518.40	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2.034.40 \$52.894.40 30 \$28.64 \$2,291.20 \$59,571.20 42 \$32.28 \$2,582.40 \$67.142.40	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2.055.20 \$53.435.20 31 \$28.93 \$2.314.40 \$60.174.40 43 \$32.62 \$2.609.60 \$67.849.60	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2.075.20 \$53.955.20 32 \$29.24 \$2.339.20 \$60.819.20 44 \$32.92 \$2.633.60	\$23.25 \$1,860.00 \$48,360.00 \$48,360.00 21 \$26.19 \$2,095.20 \$54,475.20 33 \$29.52 \$2,361.60 \$61,401.60 45 \$33.27 \$2,661.60	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2.116.80 \$55.036.80 34 \$29.83 \$2.386.40 \$62.046.40 46 \$33.61 \$2.688.80	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2.139.20 \$55.619.20 35 \$30.11 \$2.408.80 \$62.628.80 47 \$33.94 \$2,715.20	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2,157.60 \$56.097.60 36 \$30.40 \$2,432.00 \$63,232.00 48 \$34.27 \$2,741.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps Hourly Steps	\$21.48 \$1,718.40 \$44,678.40 13 \$24.19 \$1,935.20 \$50.315.20 25 \$27.27 \$2,181.60 \$56,721.60 37 \$30.72 \$2,457.60 \$63.897.60	\$21.69 \$1,735.20 \$45,115.20 14 \$24.45 \$1,956.00 \$50.856.00 26 \$27.53 \$2,202.40 \$57,262.40 38 \$31.03 \$2,482.40 \$64,542.40	\$21.91 \$1,752.80 \$45,572.80 \$45,572.80 15 \$24.67 \$1.973.60 \$51.313.60 27 \$27.82 \$2,225.60 \$57,865.60 39 \$31.34 \$2,507.20 \$65,187.20	\$22.12 \$1,769.60 \$46,009.60 16 \$24.92 \$1.993.60 \$51.833.60 28 \$2.8.08 \$2.246.40 \$58,406.40 40 \$31.64 \$2.531.20 \$65,811.20	\$22.35 \$1,788.00 \$46,488.00 17 \$25.18 \$2,014.40 \$52.374.40 29 \$28.39 \$2,271.20 \$59,051.20 41 \$31.98 \$2.558.40 \$66.518.40	\$22.57 \$1,805.60 \$46,945.60 18 \$25.43 \$2.034.40 \$52.894.40 30 \$28.64 \$2.291.20 \$59,571.20 42 \$32.28 \$2.582.40 \$67,142.40	\$22.81 \$1,824.80 \$47,444.80 19 \$25.69 \$2.055.20 \$53.435.20 31 \$28.93 \$2.314.40 \$60.174.40 43 \$32.62 \$2.609.60 \$67.849.60	\$23.03 \$1,842.40 \$47,902.40 20 \$25.94 \$2.075.20 \$53.955.20 32 \$29.24 \$2.339.20 \$60.819.20 44 \$32.92 \$2.633.60	\$23.25 \$1,860.00 \$48,360.00 \$48,360.00 21 \$26.19 \$2,095.20 \$54,475.20 33 \$29.52 \$2,361.60 \$61,401.60 45 \$33.27 \$2,661.60	\$23.48 \$1,878.40 \$48,838.40 22 \$26.46 \$2.116.80 \$55.036.80 34 \$29.83 \$2.386.40 \$62.046.40 46 \$33.61 \$2.688.80	\$23.71 \$1,896.80 \$49,316.80 23 \$26.74 \$2.139.20 \$55.619.20 35 \$30.11 \$2.408.80 \$62.628.80 47 \$33.94 \$2,715.20	\$23.96 \$1,916.80 \$49,836.80 24 \$26.97 \$2,157.60 \$56.097.60 36 \$30.40 \$2,432.00 \$63,232.00 48 \$34.27 \$2,741.60

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$24.19	\$24.45	\$24.67	\$24.92	\$25.18	\$25.43	\$25.69	\$25.94	\$26.19	\$26.46	\$26.74	\$26.97
Biweekly	\$1,935.20	\$1,956.00	\$1,973.60	\$1,993.60	\$2,014.40	\$2,034.40	\$2,055.20	\$2,075.20	\$2,095.20	\$2,116.80	\$2,139.20	\$2,157.60
Annually	\$50,315.20	\$50,856.00	\$51,313.60	\$51,833.60	\$52,374.40	\$52,894.40	\$53,435.20	\$53,955.20	\$54,475.20	\$55,036.80	\$55,619.20	\$56,097.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93	\$29.24	\$29.52	\$29.83	\$30.11	\$30.40
Biweekly	\$2,181.60	\$2,202.40	\$2,225.60	\$2,246.40	\$2,271.20	\$2,291.20	\$2,314.40	\$2,339.20	\$2,361.60	\$2,386.40	\$2,408.80	\$2,432.00
Annually	\$56,721.60	\$57,262.40	\$57,865.60	\$58,406.40	\$59,051.20	\$59,571.20	\$60,174.40	\$60,819.20	\$61,401.60	\$62,046.40	\$62,628.80	\$63,232.00
C *												
Steps	25	26	27	28	29	30	31	32	. 33	. 34	35	36
Hourly	\$30.72	\$31.03	\$31.34	\$31.64	\$31.98	\$32.28	\$32.62	\$32.92	\$33.27	\$33.61	\$33.94	\$34.27
Biweekly	\$2,457.60	\$2,482.40	\$2,507.20	\$2,531.20	\$2,558.40	\$2,582.40	\$2,609.60	\$2,633.60	\$2,661.60	\$2,688.80	\$2,715.20	\$2,741.60
Annually	\$63,897.60	\$64,542.40	\$65,187.20	\$65,811.20	\$66,518.40	\$67,142.40	\$67,849.60	\$68,473.60	\$69,201.60	\$69,908.80	\$70,595.20	\$71,281.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$34.61	\$34.96	\$35.31	\$35.66	\$36.03	\$36.38	\$36.74	\$37.11	\$37.48	\$37.85	\$38.22	\$38.60
Biweekly	\$2,768.80	\$2,796.80	\$2,824.80	\$2,852.80	\$2,882.40	\$2,910.40	\$2,939.20	\$2,968.80	\$2,998.40	\$3,028.00	\$3,057.60	\$3,088.00
Annually	\$71,988.80	\$72,716.80	\$73,444.80	\$74,172.80	\$74,942.40	\$75,670.40	\$76,419.20	\$77,188.80	\$77,958.40	\$78,728.00	\$79,497.60	\$80,288.00
Steps	49	50	51	52	53	54	55					
Hourly	\$39.01	\$39.38	\$39.78	\$40.19	\$40.57	\$40.96	\$41.39					
Biweekly	\$3,120.80	\$3,150.40	\$3,182.40	\$3,215.20	\$3,245.60	\$3,276.80	\$3,311.20					
Annually	\$81,140.80	\$81,910.40	\$82,742.40	\$83,595.20	\$84,385.60	\$85,196.80	\$86,091.20					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$26.46	\$26.74	\$26.97	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93	\$29.24	\$29.52
Steps Hourly Biweekly	\$26.46 \$2,116.80	\$26.74 \$2,139.20	\$26.97 \$2,157.60	\$27.27 \$2,181.60	\$27.53 \$2,202.40	\$27.82 \$2,225.60	\$28.08 \$2,246.40	\$28.39 \$2,271.20	\$28.64 \$2,291.20	\$28.93 \$2,314.40	\$29.24 \$2,339.20	\$29.52 \$2,361.60
Steps Hourly	\$26.46	\$26.74	\$26.97	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93	\$29.24	\$29.52
Steps Hourly Biweekly	\$26.46 \$2,116.80	\$26.74 \$2,139.20	\$26.97 \$2,157.60	\$27.27 \$2,181.60	\$27.53 \$2,202.40	\$27.82 \$2,225.60	\$28.08 \$2,246.40	\$28.39 \$2,271.20	\$28.64 \$2,291.20	\$28.93 \$2,314.40	\$29.24 \$2,339.20	\$29.52 \$2,361.60
Steps Hourly Biweekly Annually Steps Hourly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60
Steps Hourly Biweekly Annually Steps Hourly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2.386.40 \$62,046.40	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40 \$66.518.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60 \$69,201.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64.542.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60 \$69,201.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2.386.40 \$62,046.40	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40 \$66,518.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2.582.40 \$67,142.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2.609.60 \$67.849.60	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2.633.60 \$68,473.60	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60 \$69,201.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62.046.40 25 \$33.61	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2.408.80 \$62,628.80 26 \$33.94	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2.432.00 \$63.232.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64.542.40 29 \$34.96	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40 \$66.518.40 32 \$36.03	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2.582.40 \$67.142.40 33 \$36.38	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67.849.60 34 \$36.74	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60 \$69,201.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2.408.80 \$62.628.80 26 \$33.94 \$2,715.20 \$70.595.20	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80 \$71,988.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2.482.40 \$64.542.40 29 \$34.96 \$2.796.80 \$72.716.80	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40 \$66.518.40 32 \$36.03 \$2.882.40 \$74.942.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2.582.40 \$67.142.40 33 \$36.38 \$2.910.40 \$75.670.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77,958.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweeklv Annually Steps	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2.408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70.595.20	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63.897.60 28 \$34.61 \$2,768.80 \$71,988.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2.482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35,31 \$2,824.80 \$73,444.80	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40 \$66.518.40 32 \$36.03 \$2.882.40 \$74.942.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2.582.40 \$67,142.40 33 \$36.38 \$2.910.40 \$75.670.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2.609.60 \$67.849.60 34 \$36.74 \$2.939.20 \$76.419.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60 \$69,201.60 36 \$37.48 \$2.998.40 \$77.958.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2.386.40 \$62.046.40 25 \$33.61 \$2,688.80 \$69,908.80	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2.408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70.595.20	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63.897.60 28 \$34.61 \$2,768.80 \$71,988.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40 \$66.518.40 32 \$36.03 \$2.882.40 \$74.942.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2.582.40 \$67.142.40 33 \$36.38 \$2.910.40 \$75.670.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2.609.60 \$67.849.60 34 \$36.74 \$2.939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77.958.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80 37 \$37.85 \$3,028.00	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20 38 \$38.22 \$3,057.60	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60 39 \$38.60 \$3,088.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2.457.60 \$63.897.60 28 \$34.61 \$2.768.80 \$71,988.80 40 \$39.01 \$31.20.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2.482.40 \$64.542.40 29 \$34.96 \$2,796.80 \$72,716.80 41 \$39.38 \$3.150.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65.187.20 30 \$35.31 \$2,824.80 \$73,444.80 42 \$39.78 \$31.82.40	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65.811.20 31 \$35.66 \$2,852.80 \$74,172.80 43 \$40.19 \$3,215.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40 \$66.518.40 32 \$36.03 \$2.882.40 \$74,942.40 44 \$40.57 \$3.245.60	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2.582.40 \$67.142.40 33 \$36.38 \$2.910.40 \$75,670.40 45 \$40.96 \$3.276.80	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20 46 \$41.39 \$3.311.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2.633.60 \$68.473.60 35 \$37.11 \$2,968.80 \$77.188.80 47 \$41.80 \$3.344.00	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60 \$69.201.60 36 \$37.48 \$2.998.40 \$77,958.40 48 \$42.22 \$3.377.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62.046.40 25 \$33.61 \$2,688.80 \$69,908.80 37 \$37.85 \$3,028.00 \$78,728.00	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20 38 \$38.22 \$3,057.60 \$79,497.60	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60 39 \$38.60 \$3,088.00 \$80,288.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63.897.60 28 \$34.61 \$2,768.80 \$71,988.80 40 \$39.01 \$31,120.80 \$81,140.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64.542.40 29 \$34.96 \$2,796.80 \$72,716.80 41 \$39.38 \$3,150.40 \$81,910.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2.507.20 \$65.187.20 30 \$35.31 \$2.824.80 \$73,444.80 42 \$39.78 \$31.182.40 \$82,742.40	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65.811.20 31 \$35.66 \$2,852.80 \$74,172.80 43 \$40.19 \$3,215.20 \$83,595.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40 \$66.518.40 32 \$36.03 \$2.882.40 \$74.942.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2.582.40 \$67.142.40 33 \$36.38 \$2.910.40 \$75.670.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2.609.60 \$67.849.60 34 \$36.74 \$2.939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77.958.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80 37 \$37.85 \$3,028.00 \$78,728.00	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20 38 \$38.22 \$3,057.60 \$79,497.60	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60 39 \$38.60 \$3.088.00 \$80,288.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63.897.60 28 \$34.61 \$2.768.80 \$71,988.80 40 \$39.01 \$3,120.80 \$81,140.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64.542.40 29 \$34.96 \$2,796.80 \$72,716.80 41 \$39.38 \$3,150.40 \$81,910.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65.187.20 30 \$35.31 \$2,824.80 \$73,444.80 42 \$39.78 \$3.182.40 \$82,742.40	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65.811.20 31 \$35.66 \$2,852.80 \$74,172.80 43 \$40.19 \$3,215.20 \$83,595.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40 \$66.518.40 32 \$36.03 \$2.882.40 \$74,942.40 44 \$40.57 \$3.245.60	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2.582.40 \$67.142.40 33 \$36.38 \$2.910.40 \$75,670.40 45 \$40.96 \$3.276.80	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20 46 \$41.39 \$3.311.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2.633.60 \$68.473.60 35 \$37.11 \$2,968.80 \$77.188.80 47 \$41.80 \$3.344.00	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60 \$69.201.60 36 \$37.48 \$2.998.40 \$77,958.40 48 \$42.22 \$3.377.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80 37 \$37.85 \$3,028.00 \$78.728.00	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62.628.80 26 \$33.94 \$2,715.20 \$70.595.20 38 \$38.22 \$3,057.60 \$79,497.60 \$0 \$43.09	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60 39 \$38.60 \$3.088.00 \$80,288.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63.897.60 28 \$34.61 \$2.768.80 \$71,988.80 40 \$39.01 \$3,120.80 \$81,140.80 52 \$43.95	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80 41 \$39.38 \$3,150.40 \$81,910.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65.187.20 30 \$35.31 \$2,824.80 \$73,444.80 42 \$39.78 \$3,182.40 \$82,742.40	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65.811.20 31 \$35.66 \$2,852.80 \$74,172.80 43 \$40.19 \$3,215.20 \$83,595.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40 \$66.518.40 32 \$36.03 \$2.882.40 \$74,942.40 44 \$40.57 \$3.245.60	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2.582.40 \$67.142.40 33 \$36.38 \$2.910.40 \$75,670.40 45 \$40.96 \$3.276.80	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20 46 \$41.39 \$3.311.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2.633.60 \$68.473.60 35 \$37.11 \$2,968.80 \$77.188.80 47 \$41.80 \$3.344.00	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60 \$69.201.60 36 \$37.48 \$2.998.40 \$77.958.40 48 \$42.22 \$3.377.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80 37 \$37.85 \$3,028.00 \$78,728.00	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20 38 \$38.22 \$3,057.60 \$79,497.60	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60 39 \$38.60 \$3.088.00 \$80,288.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63.897.60 28 \$34.61 \$2.768.80 \$71,988.80 40 \$39.01 \$3,120.80 \$81,140.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64.542.40 29 \$34.96 \$2,796.80 \$72,716.80 41 \$39.38 \$3,150.40 \$81,910.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65.187.20 30 \$35.31 \$2,824.80 \$73,444.80 42 \$39.78 \$3.182.40 \$82,742.40	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65.811.20 31 \$35.66 \$2,852.80 \$74,172.80 43 \$40.19 \$3,215.20 \$83,595.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2.558.40 \$66.518.40 32 \$36.03 \$2.882.40 \$74,942.40 44 \$40.57 \$3.245.60	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2.582.40 \$67.142.40 33 \$36.38 \$2.910.40 \$75,670.40 45 \$40.96 \$3.276.80	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20 46 \$41.39 \$3.311.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2.633.60 \$68.473.60 35 \$37.11 \$2,968.80 \$77.188.80 47 \$41.80 \$3.344.00	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2.661.60 \$69.201.60 36 \$37.48 \$2.998.40 \$77.958.40 48 \$42.22 \$3.377.60

(Non-bargaining unit)

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

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$34.27	\$34.61	\$34.96	\$35.31	\$35.66	\$36.03	\$36.38	\$36.74	\$37.11	\$37.48	\$37.85	\$38.22
Biweekly	\$2,741.60	\$2,768.80	\$2,796.80	\$2,824.80	\$2,852.80	\$2,882.40	\$2,910.40	\$2,939.20	\$2,968.80	\$2,998.40	\$3,028.00	\$3,057.60
Annually	\$71,281.60	\$71,988.80	\$72,716.80	\$73,444.80	\$74,172.80	\$74,942.40	\$75,670.40	\$76,419.20	\$77,188.80	\$77,958.40	\$78,728.00	\$79,497.60
Stone												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$38.60	\$39.01	\$39.38	\$39.78	\$40.19	\$40.57	\$40.96	\$41.39	\$41.80	\$42.22	\$42.63	\$43.09
Biweekly	\$3,088.00	\$3,120.80	\$3,150.40	\$3,182.40	\$3,215.20	\$3,245.60	\$3,276.80	\$3,311.20	\$3,344.00	\$3,377.60	\$3,410.40	\$3,447.20
Annually	\$80,288.00	\$81,140.80	\$81,910.40	\$82,742.40	\$83,595.20	\$84,385.60	\$85,196.80	\$86,091.20	\$86,944.00	\$87,817.60	\$88,670.40	\$89,627.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$43.49	\$43.95	\$44.40	\$44.84	\$45.29	\$45.73	\$46.19	\$46.65	\$47.12	\$47.59	\$48.07	\$48.56
Biweekly	\$3,479.20	\$3,516.00	\$3,552.00	\$3,587.20	\$3,623.20	\$3,658.40	\$3,695.20	\$3,732.00	\$3,769.60	\$3,807.20	\$3,845.60	\$3,884.80
Annually	\$90,459.20	\$91,416.00	\$92,352.00	\$93,267.20	\$94,203.20	\$95,118.40	\$96,075.20	\$97,032.00	\$98,009.60	\$98,987.20	\$99,985.60	\$101,004.80
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$49.05	\$49.51	\$50.03	\$50.50	\$51.02	\$51.51	\$52.06	\$52.57	\$53.09	\$53.64	\$54.17	\$54.71
Biweekly	\$3,924.00	\$3,960.80	\$4,002.40	\$4,040.00	\$4,081.60	\$4,120.80	\$4,164.80	\$4,205.60	\$4,247.20	\$4,291.20	\$4,333.60	\$4,376.80
Annually	\$102,024.00	\$102,980.80	\$104,062.40	\$105,040.00	\$106,121.60	\$107,140.80	\$108,284.80	\$109,345.60	\$110,427.20	\$111,571.20	\$112,673.60	\$113,796.80
Steps	49	50	51	52	53	54	55					
Hourly	\$55.26	\$55.82	\$56.37	\$56.91	\$57.50	\$58.06	\$58.64					
Biweekly	\$4,420.80	\$4,465.60	\$4,509.60	\$4,552.80	\$4,600.00	\$4,644.80	\$4,691.20					
Annually	\$114,940.80	\$116,105.60	\$117,249.60	\$118,372.80	\$119,600.00	\$120,764.80	\$121,971.20					
Grade 82												
Grade X/												
Grade 0=												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$38.60	\$39.01	\$39.38	\$39.78	\$40.19	\$40.57	\$40.96	\$41.39	\$41.80	\$42.22	\$42.63	\$43.09
Steps Hourly Biweekly	\$38.60 \$3,088.00	\$39.01 \$3,120.80	\$39.38 \$3,150.40	\$39.78 \$3,182.40	\$40.19 \$3,215.20	\$40.57 \$3,245.60	\$40.96 \$3,276.80	\$41.39 \$3,311.20	\$41.80 \$3,344.00	\$42.22 \$3,377.60	\$42.63 \$3,410.40	\$43.09 \$3,447.20
Steps Hourly	\$38.60	\$39.01	\$39.38	\$39.78	\$40.19	\$40.57	\$40.96	\$41.39	\$41.80	\$42.22	\$42.63	\$43.09
Steps Hourly Biweekly	\$38.60 \$3,088.00 \$80,288.00	\$39.01 \$3,120.80 \$81,140.80	\$39.38 \$3,150.40 \$81,910.40	\$39.78 \$3,182.40 \$82,742.40	\$40.19 \$3,215.20 \$83,595.20	\$40.57 \$3,245.60 \$84,385.60	\$40.96 \$3,276.80 \$85,196.80	\$41.39 \$3,311.20 \$86,091.20	\$41.80 \$3,344.00 \$86,944.00	\$42.22 \$3,377.60 \$87,817.60	\$42.63 \$3,410.40 \$88,670.40	\$43.09 \$3,447.20 \$89,627.20
Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00	\$39.01 \$3,120.80 \$81,140.80	\$39.38 \$3,150.40 \$81,910.40	\$39.78 \$3,182.40 \$82,742.40	\$40.19 \$3,215.20 \$83,595.20	\$40.57 \$3,245.60 \$84,385.60	\$40.96 \$3,276.80 \$85,196.80	\$41.39 \$3,311.20 \$86,091.20	\$41.80 \$3,344.00 \$86,944.00	\$42.22 \$3,377.60 \$87,817.60	\$42.63 \$3,410.40 \$88,670.40	\$43.09 \$3,447.20 \$89,627.20
Steps Hourly Biweekly Annually Steps	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56
Steps Hourly Biweekly Annually Steps Hourly	\$38.60 \$3,088.00 \$80,288.00	\$39.01 \$3,120.80 \$81,140.80	\$39.38 \$3,150.40 \$81,910.40	\$39.78 \$3,182.40 \$82,742.40	\$40.19 \$3,215.20 \$83,595.20	\$40.57 \$3,245.60 \$84,385.60	\$40.96 \$3,276.80 \$85,196.80	\$41.39 \$3,311.20 \$86,091.20	\$41.80 \$3,344.00 \$86,944.00	\$42.22 \$3,377.60 \$87,817.60	\$42.63 \$3,410.40 \$88,670.40	\$43.09 \$3,447.20 \$89,627.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49 \$3,479.20	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3.516.00	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49 \$3,479.20	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3.516.00	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3.516.00 \$91.416.00	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3.695.20 \$96,075.20 31 \$52.06	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3.807.20 \$98,987.20 34 \$53.64	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3.845.60 \$99.985.60 35 \$54.17	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$5 \$49.05 \$3,924.00	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96.075.20 31 \$52.06 \$4,164.80	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97.032.00 32 \$52.57 \$4,205.60	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98.009.60 33 \$53.09 \$4.247.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3.807.20 \$98,987.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3.845.60 \$99.985.60 35 \$54.17 \$4.333.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71 \$4.376.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3.516.00 \$91.416.00	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3.695.20 \$96,075.20 31 \$52.06	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3.807.20 \$98,987.20 34 \$53.64	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3.845.60 \$99.985.60 35 \$54.17	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90.459.20 \$5 \$49.05 \$3,924.00 \$102,024.00	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91.416.00 26 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80 \$108,284.80	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97.032.00 32 \$52.57 \$4,205.60 \$109,345.60	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98.009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3.807.20 \$98.987.20 34 \$53.64 \$4.291.20 \$111.571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3.845.60 \$99.985.60 35 \$54.17 \$4.333.60 \$112.673.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71 \$4.376.80 \$113,796.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49 \$3,479.20 \$90,459.20 25 \$49.05 \$3,924.00 \$102.024.00	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3.516.00 \$91,416.00 26 \$49.51 \$3.960.80 \$102.980.80	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3.552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104.062.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3.623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96.075.20 31 \$52.06 \$4,164.80 \$108.284.80	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98.009.60 33 \$53.09 \$4.247.20 \$110.427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3.845.60 \$99.985.60 35 \$54.17 \$4.333.60 \$112.673.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71 \$4.376.80 \$113,796.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3.516.00 \$91.416.00 26 \$49.51 \$3.960.80 \$102.980.80	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40 39 \$56.37	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3.623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95.118.40 30 \$51.51 \$4,120.80 \$107,140.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96.075.20 31 \$52.06 \$4,164.80 \$108.284.80	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71 \$4.376.80 \$113.796.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00 \$7 \$55.26 \$4,420.80	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3.516.00 \$91.416.00 26 \$49.51 \$3,960.80 \$102,980.80 38 \$55.82 \$4,465.60	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3.552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104.062.40 39 \$56.37 \$4,509.60	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3.587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00 40 \$56.91 \$4,552.80	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60 41 \$57.50 \$4,600.00	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3.658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80 42 \$58.06 \$4,644.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3.695.20 \$96.075.20 31 \$52.06 \$4.164.80 \$108,284.80 43 \$58.64 \$4,691.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60 44 \$59.25 \$4,740.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98.009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3.845.60 \$99.985.60 35 \$54.17 \$4.333.60 \$112.673.60 47 \$61.01 \$4,880.80	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71 \$4.376.80 \$113.796.80 48 \$61.65 \$4.932.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3.516.00 \$91.416.00 26 \$49.51 \$3.960.80 \$102.980.80	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40 39 \$56.37	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3.623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95.118.40 30 \$51.51 \$4,120.80 \$107,140.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96.075.20 31 \$52.06 \$4,164.80 \$108.284.80	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71 \$4.376.80 \$113.796.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00 \$7 \$55.26 \$4,420.80	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3.516.00 \$91.416.00 26 \$49.51 \$3,960.80 \$102,980.80 38 \$55.82 \$4,465.60	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3.552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104.062.40 39 \$56.37 \$4,509.60	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3.587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00 40 \$56.91 \$4,552.80	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94.203.20 29 \$51.02 \$4,081.60 \$106.121.60 41 \$57.50 \$4,600.00 \$119,600.00	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3.658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80 42 \$58.06 \$4,644.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3.695.20 \$96.075.20 31 \$52.06 \$4.164.80 \$108,284.80 43 \$58.64 \$4,691.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60 44 \$59.25 \$4,740.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98.009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3.845.60 \$99.985.60 35 \$54.17 \$4.333.60 \$112.673.60 47 \$61.01 \$4,880.80	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71 \$4.376.80 \$113.796.80 48 \$61.65 \$4.932.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00 \$102,024.00 \$114,940.80	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91.416.00 26 \$49.51 \$3,960.80 \$102,980.80 38 \$55.82 \$4,465.60 \$116,105.60	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3.552.00 \$92.352.00 27 \$50.03 \$4,002.40 \$104,062.40 39 \$56.37 \$4,509.60 \$117,249.60	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00 40 \$56.91 \$4,552.80 \$118,372.80	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106.121.60 41 \$57.50 \$4,600.00 \$119,600.00	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3.658.40 \$95.118.40 30 \$51.51 \$4,120.80 \$107,140.80 42 \$58.06 \$4,644.80 \$120,764.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96.075.20 31 \$52.06 \$4,164.80 \$108.284.80 43 \$58.64 \$4,691.20 \$121,971.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60 44 \$59.25 \$4,740.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98.009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3.845.60 \$99.985.60 35 \$54.17 \$4.333.60 \$112.673.60 47 \$61.01 \$4,880.80	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71 \$4.376.80 \$113.796.80 48 \$61.65 \$4.932.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102.024.00 \$112.024.00 \$114.940.80 \$114.940.80	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80 \$102,980.80 38 \$55.82 \$4,465.60 \$116,105.60	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40 39 \$56.37 \$4,509.60 \$117,249.60	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00 \$105,040.80 \$118,372.80	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94.203.20 29 \$51.02 \$4,081.60 \$106.121.60 41 \$57.50 \$4,600.00 \$119,600.00	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3.658.40 \$95.118.40 30 \$51.51 \$4.120.80 \$107.140.80 42 \$58.06 \$4.644.80 \$120.764.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96.075.20 31 \$52.06 \$4,164.80 \$108,284.80 43 \$58.64 \$4,691.20 \$121,971.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60 44 \$59.25 \$4,740.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98.009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3.845.60 \$99.985.60 35 \$54.17 \$4.333.60 \$112.673.60 47 \$61.01 \$4,880.80	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71 \$4.376.80 \$113.796.80 48 \$61.65 \$4.932.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102.024.00 \$114,940.80 \$114,940.80	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3.516.00 \$91.416.00 26 \$49.51 \$3,960.80 \$102.980.80 38 \$55.82 \$4.465.60 \$116.105.60	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3.552.00 \$92.352.00 27 \$50.03 \$4,002.40 \$104.062.40 39 \$56.37 \$4,509.60 \$117.249.60	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105.040.00 40 \$56.91 \$4,552.80 \$118,372.80 52 \$64.16	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106.121.60 41 \$57.50 \$4,600.00 \$119,600.00	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80 42 \$58.06 \$4,644.80 \$120.764.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3.695.20 \$96.075.20 31 \$52.06 \$4,164.80 \$108.284.80 43 \$58.64 \$4,691.20 \$121,971.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60 44 \$59.25 \$4,740.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98.009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3.845.60 \$99.985.60 35 \$54.17 \$4.333.60 \$112.673.60 47 \$61.01 \$4,880.80	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3.884.80 \$101.004.80 36 \$54.71 \$4.376.80 \$113.796.80 48 \$61.65 \$4.932.00

(Non-bargaining unit)

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

Steps 1
Steps 13
Steps
Hourhy S49,05 S49,51 S50,03 S50,50 S50,50 S50,50 S51,51 S52,06 S52,77 S53,00 S53,64 S54,17 S43,76 S44,76 S43,76 S44,76 S
Silveethy S.3.924.00 S.3.960.80 S.4.002.40 S.4.002.00 S.4.
Steps 25 26 27 28 29 30 31 32 33 34 35 36
Steps 25 26 27 28 29 30 31 32 33 34 35 36
Hourly S55,26 S55,32 S56,33 S56,31 S57,50 S58,06 S58,66 S59,25 S59,33 S60,03 S61,01 S61,65 Sincethy S4,420,80 S4,465,60 S4,960,90 S4,655,28 S4,600,00 S4,640,80 S4,691,20 S4,740,00 S12,446,40 S125,694,40 S126,900,80 S128,232,00
Biweekly S4,420,80 S4,465,60 S4,599,60 S4,599,60 S118,372.80 S4,690,00 S4,644.80 S4,691,20 S123,240,00 S124,464.60 S125,694.40 S125,694.40 S125,694.80 S128,322.00
Steps 37 38 39 40 41 42 43 44 45 46 47 48
Steps
Hourly S62.26 S62.89 S63.52 S64.16 S64.80 S5.48 S65.45 S66.09 S66.76 S67.42 S68.10 S5.48 S68.77 S69.46 Biweekly S4.980.80 S5.031.20 S5.031.20 S5.132.80 S5.132.80 S5.134.00 S5.236.00 S5.287.20 S5.340.80 S5.393.60 S5.448.00 S5.556.80 S5.556.80
Biweekly S4,980.80 S5,031.20 S5,081.60 S5,132.80 S5,132.80 S5,134.80 S5,287.20 S138.860.80 S5,393.60 S5,448.00 S5,501.60 S5,556.80
Annually
Steps 49 50 51 52 53 54 55
Hourly \$70.15 \$70.87 \$71.57 \$72.29 \$73.00 \$73.74 \$74.49 Biweekly \$5.612.00 \$5.669.60 \$5.725.60 \$5.725.60 \$5.783.20 \$5.840.00 \$5.899.20 \$5.959.20 \$73.00 \$5.959.20 \$73.00 \$73.74 \$74.49 \$74.49 \$74.50 \$74.59 \$
Biweekly \$5,612.00 \$5,669.60 \$5,725.60 \$5,783.20 \$5,840.00 \$5,899.20 \$5,959.20 \$154,409.60 \$145,912.00 \$147,409.60 \$148,865.60 \$150,363.20 \$151,840.00 \$153,379.20 \$154,930.20 \$154,930.20 \$154,930.20 \$154,930.20 \$154,930.20 \$154,930.20 \$154,940.20
Grade 84 Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly \$47.59 \$48.07 \$48.56 \$49.05 \$3,894.00 \$3,960.80 \$4,002.40 \$4,040.00 \$4,081.60 \$4,120.80 \$4,164.80 \$4,205.60 \$110,427.20 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$53.807.20 \$53.64 \$54.17 \$54.71 \$55.26 \$55.82 \$56.37 \$56.91 \$57.50 \$58.06 \$58.64 \$59.25 \$59.83 Biweekly \$4.291.20 \$43.36 \$54.376.80 \$44.280 \$44
Steps 1 2 3 4 5 5 6 7 8 9 10 11 12
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly \$47.59 \$48.07 \$48.56 \$49.05 \$49.51 \$50.03 \$50.50 \$51.02 \$51.51 \$52.06 \$52.57 \$53.09 Biweekly \$3,807.20 \$3,845.60 \$3,884.80 \$3,924.00 \$3,960.80 \$4,002.40 \$4,040.00 \$4,081.60 \$4,120.80 \$4,120.50 \$4,205.60 \$4,247.20 Annually \$98,987.20 \$99,985.60 \$101,004.80 \$102,024.00 \$102,980.80 \$104,062.40 \$105,040.00 \$107,140.80 \$108,284.80 \$109,345.60 \$110,427.20 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$53.64 \$54.17 \$54.71 \$55.26 \$55.82 \$56.37 \$56.91 \$57.50 \$58.06 \$58.64 \$59.25 \$59.83 Biweekly \$4.291.20 \$4.333.60
Hourly \$47.59 \$48.07 \$48.56 \$49.05 \$49.51 \$50.03 \$50.50 \$51.02 \$51.51 \$52.06 \$52.57 \$53.09 \$
Biweekly \$3,807.20 \$3,845.60 \$3,884.80 \$3,924.00 \$3,960.80 \$4,002.40 \$4,040.00 \$4,081.60 \$4,120.80 \$4,164.80 \$4,205.60 \$4,247.20 Annually \$98,987.20 \$99,985.60 \$101,004.80 \$102,024.00 \$102,980.80 \$104,062.40 \$105,040.00 \$106,121.60 \$107,140.80 \$4,164.80 \$4,205.60 \$4,247.20 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$53.64 \$54.17 \$55.26 \$55.82 \$56.37 \$56.91 \$57.50 \$58.06 \$58.64 \$59.25 \$59.83 Biweekly \$4,291.20 \$4,333.60 \$4,376.80 \$4,420.80 \$4,465.60 \$4,509.60 \$4,552.80 \$4,600.00 \$4,644.80 \$4,691.20 \$4,740.00 \$4,786.40 Annually \$111,571.20 \$112,673.60 \$113,796.80 \$114,940.80 \$116,105.60 \$117,249.60 \$118,372.80 \$119,600.00 \$120,764.80 \$121,971.20
Annually \$98,987.20 \$99,985.60 \$101,004.80 \$102,024.00 \$102,980.80 \$104,062.40 \$105,040.00 \$106,121.60 \$107,140.80 \$108,284.80 \$109,345.60 \$110,427.20 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$53.64 \$54.17 \$54.71 \$55.26 \$55.82 \$56.37 \$56.91 \$57.50 \$58.06 \$58.64 \$59.25 \$59.83 Biweekly \$4,291.20 \$4,333.60 \$4,376.80 \$4,420.80 \$4,465.60 \$4,509.60 \$4,552.80 \$4,600.00 \$4,644.80 \$4,691.20 \$4,740.00 \$4,786.40 Annually \$111,571.20 \$112,673.60 \$113,796.80 \$114,940.80 \$116,105.60 \$117,249.60 \$118,372.80 \$119,600.00 \$120,764.80 \$121,971.20 \$123,240.00 \$124,446.40 Steps 25 26 27 28 29 30 31 32 33 34 35 36 </th
Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$53.64 \$54.17 \$54.71 \$55.26 \$55.82 \$56.37 \$56.91 \$57.50 \$58.06 \$58.64 \$59.25 \$59.83 Biweekly \$4.291.20 \$4.333.60 \$4.376.80 \$4.420.80 \$4.465.60 \$4.509.60 \$4.552.80 \$4.600.00 \$4.644.80 \$4.691.20 \$4.740.00 \$4.786.40 Annually \$111,571.20 \$112,673.60 \$113,796.80 \$114,940.80 \$116,105.60 \$117,249.60 \$118,372.80 \$119,600.00 \$120,764.80 \$121,971.20 \$123,240.00 \$124,446.40 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$60.43 \$61.01 \$61.65 \$62.26 \$62.89 \$63.52 \$64.16 \$64.80 \$65.45 \$66.09 \$66.76 \$67.42 Biweekly \$4,834.40
Hourly \$53.64 \$54.17 \$54.71 \$55.26 \$55.82 \$56.37 \$56.91 \$57.50 \$58.06 \$58.64 \$59.25 \$59.83 Biweekly \$4.291.20 \$4.333.60 \$4.376.80 \$4.420.80 \$4.465.60 \$4.509.60 \$4.552.80 \$4.600.00 \$4.644.80 \$4.691.20 \$4.740.00 \$4.786.40 Annually \$111.571.20 \$112.673.60 \$113.796.80 \$114.940.80 \$116.105.60 \$117.249.60 \$118.372.80 \$119.600.00 \$120.764.80 \$121.971.20 \$123.240.00 \$124.446.40 \$1.00000000000000000000000000000000000
Biweekly \$4,291.20 \$4,333.60 \$4,376.80 \$4.420.80 \$4.420.80 \$4.65.60 \$4.509.60 \$4.552.80 \$4.600.00 \$4.644.80 \$4.691.20 \$4.740.00 \$4.786.40 Annually \$111,571.20 \$112,673.60 \$113,796.80 \$114,940.80 \$116,105.60 \$117,249.60 \$118,372.80 \$119,600.00 \$120,764.80 \$121,971.20 \$123,240.00 \$124,446.40 \$12
Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$60.43 \$61.01 \$61.65 \$62.26 \$62.89 \$63.52 \$64.16 \$64.80 \$65.45 \$66.09 \$66.76 \$67.42 Biweekly \$4.834.40 \$4.880.80 \$4.932.00 \$4.980.80 \$5,031.20 \$5,081.60 \$5,132.80 \$5,184.00 \$5,236.00 \$5,287.20 \$5,340.80 \$5,393.60
Hourly \$60.43 \$61.01 \$61.65 \$62.26 \$62.89 \$63.52 \$64.16 \$64.80 \$65.45 \$66.09 \$66.76 \$67.42 Biweekly \$4,834.40 \$4,880.80 \$4,932.00 \$4,980.80 \$5.031.20 \$5,081.60 \$5,132.80 \$5,184.00 \$5,236.00 \$5,287.20 \$5,340.80 \$5,393.60
Hourly \$60.43 \$61.01 \$61.65 \$62.26 \$62.89 \$63.52 \$64.16 \$64.80 \$65.45 \$66.09 \$66.76 \$67.42 Biweekly \$4.834.40 \$4.880.80 \$4,932.00 \$4,980.80 \$5.031.20 \$5,081.60 \$5,132.80 \$5,184.00 \$5,236.00 \$5,287.20 \$5,340.80 \$5,393.60
Biweekly \$4,834.40 \$4,880.80 \$4,932.00 \$4,980.80 \$5,031.20 \$5,081.60 \$5,132.80 \$5,184.00 \$5,236.00 \$5,287.20 \$5,340.80 \$5,393.60
Annually \$125,694.40 \$126,900.80 \$128,232.00 \$129,500.80 \$130,811.20 \$132,121.60 \$133,452.80 \$134,784.00 \$136,136.00 \$137,467.20 \$138,860.80 \$140,233.60
Steps 37 38 39 40 41 42 43 44 45 46 47 48
Hourly \$68.10 \$68.77 \$69.46 \$70.15 \$70.87 \$71.57 \$72.29 \$73.00 \$73.74 \$74.49 \$75.23 \$75.97
Biweekly \$5,448.00 \$5,501.60 \$5,556.80 \$5,612.00 \$5,669.60 \$5,725.60 \$5,783.20 \$5,840.00 \$5,899.20 \$5,959.20 \$6,018.40 \$6,077.60
Annually \$141,648.00 \$143,041.60 \$144,476.80 \$145,912.00 \$147,409.60 \$148,865.60 \$150,363.20 \$151,840.00 \$153,379.20 \$154,939.20 \$156,478.40 \$158,017.60
Steps 49 50 51 52 53 54 55
, 45 56 52 52 55 54 55

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$12.36 \$988.80	\$12.48 \$998.40	\$12.63 \$1,010.40	\$12.75 \$1,020.00	\$12.88 \$1,030.40	\$12.99 \$1,039.20	\$13.11 \$1,048.80	\$13.25 \$1,060.00	\$13.37 \$1,069.60	\$13.51 \$1,080.80	\$13.64 \$1,091.20	\$13.79 \$1,103.20
Annually	\$25,708.80	\$25,958.40	\$26,270.40	\$26,520.00	\$26,790.40	\$27,019.20	\$27,268.80	\$27,560.00	\$27,809.60	\$28,100.80	\$28,371.20	\$28,683.20
		· ·										
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$13.94 \$1,115.20	\$14.06 \$1,124.80	\$14.21 \$1,136.80	\$14.35 \$1,148.00	\$14.48 \$1,158.40	\$14.62 \$1,169.60	\$14.77 \$1,181.60	\$14.94 \$1,195.20	\$15.08 \$1,206.40	\$15.23 \$1,218.40	\$15.38 \$1,230.40	\$15.54 \$1,243.20
Annually	\$28,995.20	\$29,244.80	\$29,556.80	\$29,848.00	\$30,118.40	\$30,409.60	\$30,721.60	\$31,075.20	\$31,366.40	\$31,678.40	\$31,990.40	\$32,323.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$15.69	\$15.86	\$15.99	\$16.14	\$16.32	\$16.47	\$16.67	\$16.82	\$16.99	\$17.15	\$17.32	\$17.49
Biweekly	\$1,255.20	\$1,268.80	\$1,279.20	\$1,291.20	\$1,305.60	\$1,317.60	\$1,333.60	\$1,345.60	\$1,359.20	\$1,372.00	\$1,385.60	\$1,399.20
Annually	\$32,635.20	\$32,988.80	\$33,259.20	\$33,571.20	\$33,945.60	\$34,257.60	\$34,673.60	\$34,985.60	\$35,339.20	\$35,672.00	\$36,025.60	\$36,379.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$17.68	\$17.87	\$18.04	\$18.21	\$18.40	\$18.58	\$18.76	\$18.94	\$19.14	\$19.33	\$19.52	\$19.73
Biweekly	\$1,414.40	\$1,429.60	\$1,443.20	\$1,456.80	\$1,472.00	\$1,486.40	\$1,500.80	\$1,515.20	\$1,531.20	\$1,546.40	\$1,561.60	\$1,578.40
Annually	\$36,774.40	\$37,169.60	\$37,523.20	\$37,876.80	\$38,272.00	\$38.646.40	\$39.020.80	\$39,395.20	\$39,811.20	\$40,206.40	\$40,601.60	\$41,038.40
Steps	49	50	51	52	53	54	55					
Hourly	\$19.92	\$20.11	\$20.32	\$20.51	\$20.74	\$20.94	\$21.14					
Biweekly	\$1,593.60	\$1,608.80	\$1,625.60	\$1,640.80	\$1,659.20	\$1,675.20	\$1,691.20					
Annually	\$41,433.60	\$41,828.80	\$42,265.60	\$42,660.80	\$43,139.20	\$43,555.20	\$43,971.20					
73												
Grade 72												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$13.94	\$14.06	\$14.21	\$14.35	\$14.48	\$14.62	\$14.77	\$14.94	\$15.08	\$15.23	\$15.38	\$15.54
Steps Hourly Biweekly	\$13.94 \$1,115.20	\$14.06 \$1,124.80	\$14.21 \$1,136.80	\$14.35 \$1,148.00	\$14.48 \$1,158.40	\$14.62 \$1,169.60	\$14.77 \$1,181.60	\$14.94 \$1,195.20	\$15.08 \$1,206.40	\$15.23 \$1,218.40	\$15.38 \$1,230.40	\$15.54 \$1,243.20
Steps Hourly	\$13.94	\$14.06	\$14.21	\$14.35	\$14.48	\$14.62	\$14.77	\$14.94	\$15.08	\$15.23	\$15.38	\$15.54
Steps Hourly Biweekly Annually Steps	\$13.94 \$1,115.20 \$28,995.20	\$14.06 \$1,124.80 \$29,244.80	\$14.21 \$1,136.80 \$29,556.80	\$14.35 \$1,148.00 \$29,848.00	\$14.48 \$1,158.40 \$30,118.40	\$14.62 \$1,169.60 \$30,409.60	\$14.77 \$1,181.60 \$30,721.60	\$14.94 \$1,195.20 \$31,075.20	\$15.08 \$1,206.40 \$31,366.40	\$15.23 \$1,218.40 \$31,678.40	\$15.38 \$1,230.40 \$31,990.40	\$15.54 \$1,243.20 \$32,323.20
Steps Hourly Biweekly Annually Steps Hourly	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1,255.20	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1,268.80	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1,279.20	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1.317.60	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1,385.60	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1.399.20
Steps Hourly Biweekly Annually Steps Hourly	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1,255.20	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1,268.80	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1,279.20	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1.317.60	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1,385.60	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1.399.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1.255.20 \$32,635.20 25 \$17.68	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1.268.80 \$32.988.80 26 \$17.87	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1.279.20 \$33,259.20	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20 \$33,571.20 28 \$18.21	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60 \$33,945.60	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1,317.60 \$34,257.60 30 \$18.58	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60 \$34.673.60 31 \$18.76	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60 \$34,985.60	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20 \$35,339.20 33 \$19.14	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00 \$35,672.00 34 \$19.33	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1,385.60 \$36.025.60 35 \$19.52	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1,399.20 \$36,379.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1,255.20 \$32.635.20 25 \$17.68 \$1,414.40	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1.268.80 \$32.988.80 26 \$17.87 \$1,429.60	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1.279.20 \$33.259.20 27 \$18.04 \$1,443.20	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20 \$33,571.20 28 \$18.21 \$1,456.80	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60 \$33,945.60 29 \$18.40 \$1,472.00	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1,317.60 \$34,257.60 30 \$18.58 \$1,486.40	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60 \$34,673.60 31 \$18.76 \$1,500.80	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60 \$34,985.60 32 \$18.94 \$1.515.20	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20 \$35.339.20 33 \$19.14 \$1.531.20	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00 \$35.672.00 34 \$19.33 \$1.546.40	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1,385.60 \$36.025.60 35 \$19.52 \$1,561.60	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1,399.20 \$36,379.20 36 \$19.73 \$1,578.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1.255.20 \$32,635.20 25 \$17.68	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1.268.80 \$32.988.80 26 \$17.87	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1.279.20 \$33,259.20	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20 \$33,571.20 28 \$18.21	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60 \$33,945.60	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1,317.60 \$34,257.60 30 \$18.58	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60 \$34.673.60 31 \$18.76	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60 \$34,985.60	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20 \$35,339.20 33 \$19.14	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00 \$35,672.00 34 \$19.33	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1,385.60 \$36.025.60 35 \$19.52	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1,399.20 \$36,379.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1.255.20 \$32.635.20 25 \$17.68 \$1,414.40 \$36,774.40	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1.268.80 \$32.988.80 26 \$17.87 \$1,429.60	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1.279.20 \$33.259.20 27 \$18.04 \$1,443.20 \$37,523.20	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20 \$33,571.20 28 \$18.21 \$1,456.80 \$37,876.80	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60 \$33,945.60 29 \$18.40 \$1,472.00 \$38,272.00	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1,317.60 \$34,257.60 30 \$18.58 \$1,486.40 \$38,646.40	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60 \$34,673.60 31 \$18.76 \$1,500.80 \$39,020.80	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60 \$34,985.60 32 \$18.94 \$1.515.20	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20 \$35.339.20 33 \$19.14 \$1.531.20 \$39.811.20	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00 \$35.672.00 34 \$19.33 \$1.546.40 \$40.206.40	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1,385.60 \$36,025.60 35 \$19.52 \$1,561.60 \$40,601.60	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1,399.20 \$36,379.20 36 \$19.73 \$1,578.40 \$41,038.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1,255.20 \$32.635.20 25 \$17.68 \$1,414.40	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1.268.80 \$32.988.80 26 \$17.87 \$1,429.60 \$37,169.60	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1.279.20 \$33.259.20 27 \$18.04 \$1,443.20	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20 \$33,571.20 28 \$18.21 \$1,456.80	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60 \$33,945.60 29 \$18.40 \$1,472.00	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1,317.60 \$34,257.60 30 \$18.58 \$1,486.40	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60 \$34,673.60 31 \$18.76 \$1,500.80	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60 \$34,985.60 32 \$18.94 \$1.515.20 \$39.395.20	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20 \$35.339.20 33 \$19.14 \$1.531.20	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00 \$35.672.00 34 \$19.33 \$1.546.40	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1,385.60 \$36.025.60 35 \$19.52 \$1,561.60	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1,399.20 \$36,379.20 36 \$19.73 \$1,578.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Biweeklv Annually	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1,255.20 \$32.635.20 25 \$17.68 \$1.414.40 \$36.774.40 37 \$19.92 \$1.593.60	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1,268.80 \$32.988.80 26 \$17.87 \$1.429.60 \$37.169.60 38 \$20.11 \$1,608.80	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1,279.20 \$33,259.20 27 \$18.04 \$1,443.20 \$37,523.20 39 \$20.32 \$1,625.60	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20 \$33,571.20 28 \$18.21 \$1,456.80 \$37,876.80 40 \$20.51 \$1,640.80	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60 \$33,945.60 29 \$18.40 \$1,472.00 \$38,272.00 41 \$20.74 \$1,659.20	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1.317.60 \$34.257.60 30 \$18.58 \$1,486.40 \$38.646.40 42 \$20.94 \$1.675.20	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60 \$34,673.60 31 \$18.76 \$1,500.80 \$39.020.80 43 \$21.14 \$1,691.20	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60 \$34.985.60 32 \$18.94 \$1.515.20 \$39.395.20 44 \$21.36 \$1,708.80	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20 \$35.339.20 33 \$19.14 \$1.531.20 \$39,811.20 45 \$21.56 \$1,724.80	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00 \$35.672.00 34 \$19.33 \$1.546.40 \$40.206.40 46 \$21.79 \$1,743.20	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1.385.60 \$36.025.60 35 \$19.52 \$1,561.60 \$40.601.60 47 \$22.00 \$1,760.00	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1,399.20 \$36,379.20 36 \$19.73 \$1,578.40 \$41,038.40 48 \$22.22 \$1,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1,255.20 \$32,635.20 25 \$17.68 \$1,414.40 \$36,774.40	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1,268.80 \$32.988.80 26 \$17.87 \$1,429.60 \$37,169.60	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1,279.20 \$33,259.20 27 \$18.04 \$1,443.20 \$37,523.20	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20 \$33,571.20 28 \$18.21 \$1,456.80 \$37,876.80	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1.305.60 \$33.945.60 29 \$18.40 \$1,472.00 \$38,272.00	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1.317.60 \$34,257.60 30 \$18.58 \$1,486.40 \$38.646.40	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1.333.60 \$34,673.60 31 \$18.76 \$1,500.80 \$39.020.80	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60 \$34.985.60 32 \$18.94 \$1.515.20 \$39.395.20	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20 \$35.339.20 33 \$19.14 \$1,531.20 \$39.811.20	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00 \$35.672.00 34 \$19.33 \$1,546.40 \$40.206.40	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1.385.60 \$36.025.60 35 \$19.52 \$1,561.60 \$40.601.60	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1.399.20 \$36.379.20 36 \$19.73 \$1.578.40 \$41.038.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Biweeklv Annually	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1,255.20 \$32.635.20 25 \$17.68 \$1.414.40 \$36.774.40 37 \$19.92 \$1.593.60	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1,268.80 \$32.988.80 26 \$17.87 \$1.429.60 \$37.169.60 38 \$20.11 \$1,608.80	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1,279.20 \$33,259.20 27 \$18.04 \$1,443.20 \$37,523.20 39 \$20.32 \$1,625.60	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20 \$33,571.20 28 \$18.21 \$1,456.80 \$37,876.80 40 \$20.51 \$1,640.80	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60 \$33,945.60 29 \$18.40 \$1,472.00 \$38,272.00 41 \$20.74 \$1,659.20	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1,317.60 \$34,257.60 30 \$18.58 \$1,486.40 \$38.646.40 42 \$20.94 \$1,675.20	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60 \$34,673.60 31 \$18.76 \$1,500.80 \$39.020.80 43 \$21.14 \$1,691.20	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60 \$34.985.60 32 \$18.94 \$1.515.20 \$39.395.20 44 \$21.36 \$1,708.80	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20 \$35.339.20 33 \$19.14 \$1.531.20 \$39,811.20 45 \$21.56 \$1,724.80	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00 \$35.672.00 34 \$19.33 \$1.546.40 \$40.206.40 46 \$21.79 \$1,743.20	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1.385.60 \$36.025.60 35 \$19.52 \$1,561.60 \$40.601.60 47 \$22.00 \$1,760.00	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1.399.20 \$36.379.20 36 \$19.73 \$1.578.40 \$41.038.40 48 \$22.22 \$1.777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1,255.20 \$32,635.20 25 \$17.68 \$1,414.40 \$36,774.40 37 \$19.92 \$1.593.60 \$41,433.60	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1.268.80 \$32.988.80 26 \$17.87 \$1.429.60 \$37,169.60 38 \$20.11 \$1,608.80 \$41,828.80	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1.279.20 \$33.259.20 27 \$18.04 \$1,443.20 \$37.523.20 39 \$20.32 \$1.625.60 \$42,265.60	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20 \$33,571.20 28 \$18.21 \$1,456.80 \$37,876.80 40 \$20.51 \$1,640.80 \$42,660.80	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60 \$33,945.60 29 \$18.40 \$1,472.00 \$38,272.00 41 \$20.74 \$1,659.20 \$43,139.20	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1,317.60 \$34,257.60 30 \$18.58 \$1,486.40 \$38,646.40 42 \$20.94 \$1,675.20 \$43,555.20	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60 \$34,673.60 31 \$18.76 \$1,500.80 \$39,020.80 43 \$21.14 \$1,691.20 \$43,971.20	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60 \$34.985.60 32 \$18.94 \$1.515.20 \$39.395.20 44 \$21.36 \$1,708.80	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20 \$35.339.20 33 \$19.14 \$1.531.20 \$39,811.20 45 \$21.56 \$1,724.80	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00 \$35.672.00 34 \$19.33 \$1.546.40 \$40.206.40 46 \$21.79 \$1,743.20	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1.385.60 \$36.025.60 35 \$19.52 \$1,561.60 \$40.601.60 47 \$22.00 \$1,760.00	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1.399.20 \$36.379.20 36 \$19.73 \$1.578.40 \$41.038.40 48 \$22.22 \$1.777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1,255.20 \$32.635.20 25 \$17.68 \$1.414.40 \$36,774.40 37 \$19.92 \$1,593.60 \$41,433.60	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1.268.80 \$32.988.80 26 \$17.87 \$1.429.60 \$37.169.60 38 \$20.11 \$1,608.80 \$41.828.80	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1,279.20 \$33,259.20 27 \$18.04 \$1,443.20 \$37,523.20 39 \$20.32 \$1,625.60 \$42,265.60	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20 \$33.571.20 28 \$18.21 \$1.456.80 \$37.876.80 40 \$20.51 \$1,640.80 \$42.660.80	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60 \$33,945.60 29 \$18.40 \$1,472.00 \$38,272.00 41 \$20.74 \$1,659.20 \$43,139.20	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1,317.60 \$34,257.60 30 \$18.58 \$1,486.40 \$38,646.40 42 \$20.94 \$1,675.20 \$43,555.20	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60 \$34.673.60 31 \$18.76 \$1,500.80 \$39,020.80 43 \$21.14 \$1,691.20 \$43,971.20	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60 \$34.985.60 32 \$18.94 \$1.515.20 \$39.395.20 44 \$21.36 \$1,708.80	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20 \$35.339.20 33 \$19.14 \$1.531.20 \$39,811.20 45 \$21.56 \$1,724.80	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00 \$35.672.00 34 \$19.33 \$1.546.40 \$40.206.40 46 \$21.79 \$1,743.20	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1.385.60 \$36.025.60 35 \$19.52 \$1,561.60 \$40.601.60 47 \$22.00 \$1,760.00	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1,399.20 \$36,379.20 36 \$19.73 \$1,578.40 \$41,038.40 48 \$22.22 \$1,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$13.94 \$1,115.20 \$28,995.20 13 \$15.69 \$1,255.20 \$32,635.20 25 \$17.68 \$1,414.40 \$36,774.40 37 \$19.92 \$1,593.60 \$41,433.60	\$14.06 \$1,124.80 \$29,244.80 14 \$15.86 \$1.268.80 \$32.988.80 26 \$17.87 \$1.429.60 \$37.169.60 38 \$20.11 \$1.608.80 \$41.828.80 50 \$22.67	\$14.21 \$1,136.80 \$29,556.80 15 \$15.99 \$1.279.20 \$33.259.20 27 \$18.04 \$1,443.20 \$37.523.20 39 \$20.32 \$1,625.60 \$42,265.60	\$14.35 \$1,148.00 \$29,848.00 16 \$16.14 \$1,291.20 \$33,571.20 28 \$18.21 \$1,456.80 \$37,876.80 40 \$20.51 \$1,640.80 \$42,660.80	\$14.48 \$1,158.40 \$30,118.40 17 \$16.32 \$1,305.60 \$33,945.60 29 \$18.40 \$1,472.00 \$38,272.00 41 \$20.74 \$1,659.20 \$43,139.20	\$14.62 \$1,169.60 \$30,409.60 18 \$16.47 \$1,317.60 \$34,257.60 30 \$18.58 \$1,486.40 \$38,646.40 42 \$20.94 \$1,675.20 \$43,555.20	\$14.77 \$1,181.60 \$30,721.60 19 \$16.67 \$1,333.60 \$34.673.60 31 \$18.76 \$1,500.80 \$39,020.80 43 \$21.14 \$1,691.20 \$43,971.20	\$14.94 \$1,195.20 \$31,075.20 20 \$16.82 \$1.345.60 \$34.985.60 32 \$18.94 \$1.515.20 \$39.395.20 44 \$21.36 \$1,708.80	\$15.08 \$1,206.40 \$31,366.40 21 \$16.99 \$1.359.20 \$35.339.20 33 \$19.14 \$1.531.20 \$39,811.20 45 \$21.56 \$1,724.80	\$15.23 \$1,218.40 \$31,678.40 22 \$17.15 \$1.372.00 \$35.672.00 34 \$19.33 \$1.546.40 \$40.206.40 46 \$21.79 \$1,743.20	\$15.38 \$1,230.40 \$31,990.40 23 \$17.32 \$1.385.60 \$36.025.60 35 \$19.52 \$1,561.60 \$40.601.60 47 \$22.00 \$1,760.00	\$15.54 \$1,243.20 \$32,323.20 24 \$17.49 \$1,399.20 \$36,379.20 36 \$19.73 \$1,578.40 \$41,038.40 48 \$22.22 \$1,777.60

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$15.69	\$15.86	\$15.99	\$16.14	\$16.32	\$16.47	\$16.67	\$16.82	\$16.99	\$17.15	\$17.32	\$17.49
Biweekly	\$1,255.20	\$1,268.80	\$1,279.20	\$1,291.20	\$1,305.60	\$1,317.60	\$1,333.60	\$1,345.60	\$1,359.20	\$1,372.00	\$1,385.60	\$1,399.20
Annually	\$32,635.20	\$32,988.80	\$33,259.20	\$33,571.20	\$33,945.60	\$34,257.60	\$34,673.60	\$34,985.60	\$35,339.20	\$35,672.00	\$36,025.60	\$36,379.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$17.68	\$17.87	\$18.04	\$18.21	\$18.40	\$18.58	\$18.76	\$18.94	\$19.14	\$19.33	\$19.52	\$19.73
Biweekly	\$1,414.40	\$1,429.60	\$1,443.20	\$1,456.80	\$1,472.00	\$1,486.40	\$1,500.80	\$1,515.20	\$1,531.20	\$1,546.40	\$1,561.60	\$1,578.40
Annually	\$36,774.40	\$37,169.60	\$37,523.20	\$37,876.80	\$38,272.00	\$38,646.40	\$39,020.80	\$39,395.20	\$39,811.20	\$40,206.40	\$40,601.60	\$41,038.40
C 1 - · · ·												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$19.92	\$20.11	\$20.32	\$20.51	\$20.74	\$20.94	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.22
Biweekly	\$1,593.60	\$1,608.80	\$1,625.60	\$1,640.80	\$1,659.20	\$1,675.20	\$1,691.20	\$1,708.80	\$1,724.80	\$1,743.20	\$1,760.00	\$1,777.60
Annually	\$41,433.60	\$41,828.80	\$42,265.60	\$42,660.80	\$43,139.20	\$43,555.20	\$43,971.20	\$44,428.80	\$44,844.80	\$45,323.20	\$45,760.00	\$46,217.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$22.44	\$22.67	\$22.88	\$23.13	\$23.36	\$23.58	\$23.83	\$24.07	\$24.31	\$24.53	\$24.79	\$25.06
Biweekly	\$1,795.20	\$1,813.60	\$1,830.40	\$1,850.40	\$1,868.80	\$1,886.40	\$1,906.40	\$1,925.60	\$1,944.80	\$1,962.40	\$1,983.20	\$2,004.80
Annually	\$46,675.20	\$47,153.60	\$47,590.40	\$48,110.40	\$48,588.80	\$49,046.40	\$49,566.40	\$50,065.60	\$50,564.80	\$51,022.40	\$51,563.20	\$52,124.80
Steps	49	50	51	52	53	54	55					
Hourly	\$25.28	\$25.55	\$25.80	\$26.07	\$26.32	\$26.58	\$26.85					
Biweekly	\$2,022.40	\$2,044.00	\$2,064.00	\$2,085.60	\$2,105.60	\$2,126.40	\$2,148.00					
Annually	\$52,582.40	\$53,144.00	\$53,664.00	\$54,225.60	\$54,745.60	\$55,286.40	\$55,848.00					
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$17.68	\$17.87	\$18.04	\$18.21	\$18.40	\$18.58	\$18.76	\$18.94	\$19.14	\$19.33	\$19.52	\$19.73
Steps Hourly Biweekly	\$17.68 \$1,414.40	\$17.87 \$1,429.60	\$18.04 \$1,443.20	\$18.21 \$1,456.80	\$18.40 \$1,472.00	\$18.58 \$1,486.40	\$18.76 \$1,500.80	\$18.94 \$1,515.20	\$19.14 \$1,531.20	\$19.33 \$1,546.40	\$19.52 \$1,561.60	\$19.73 \$1,578.40
Steps Hourly	\$17.68	\$17.87	\$18.04	\$18.21	\$18.40	\$18.58	\$18.76	\$18.94	\$19.14	\$19.33	\$19.52	\$19.73
Steps Hourly Biweekly	\$17.68 \$1,414.40	\$17.87 \$1,429.60	\$18.04 \$1,443.20	\$18.21 \$1,456.80	\$18.40 \$1,472.00	\$18.58 \$1,486.40	\$18.76 \$1,500.80	\$18.94 \$1,515.20	\$19.14 \$1,531.20	\$19.33 \$1,546.40	\$19.52 \$1,561.60	\$19.73 \$1,578.40
Steps Hourly Biweekly Annually Steps Hourly	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32	\$18.21 \$1,456.80 \$37,876.80 16 \$20.51	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1.608.80	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1,625.60	\$18.21 \$1,456.80 \$37,876.80 16 \$20.51 \$1,640.80	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1,659.20	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1.675.20	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1,691.20	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1,708.80	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1,724.80	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1,743.20	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1,760.00	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1,777.60
Steps Hourly Biweekly Annually Steps Hourly	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32	\$18.21 \$1,456.80 \$37,876.80 16 \$20.51	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1.608.80	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1,625.60 \$42,265.60	\$18.21 \$1,456.80 \$37,876.80 16 \$20.51 \$1,640.80	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1,659.20 \$43,139.20	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1,675.20 \$43,555.20	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1,691.20	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1,708.80	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1,724.80	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1,743.20	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1,760.00	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1,777.60 \$46,217.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60 \$41,433.60	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1,608.80 \$41,828.80	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1,625.60	\$18.21 \$1,456.80 \$37,876.80 16 \$20.51 \$1,640.80 \$42,660.80	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1,659.20	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1.675.20	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1,691.20 \$43,971.20	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1.708.80 \$44.428.80	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1,724.80 \$44.844.80	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1,743.20 \$45.323.20	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1.760.00 \$45.760.00	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60 \$41,433.60	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1,608.80 \$41,828.80	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1.625.60 \$42,265.60	\$18.21 \$1,456.80 \$37,876.80 16 \$20.51 \$1,640.80 \$42,660.80	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1,659.20 \$43,139.20	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1,675.20 \$43,555.20	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1,691.20 \$43,971.20	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1.708.80 \$44,428.80	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1.724.80 \$44.844.80	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1.743.20 \$45.323.20	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1.760.00 \$45.760.00 35 \$24.79 \$1,983.20	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1,777.60 \$46,217.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1.593.60 \$41,433.60 25 \$22.44	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1,608.80 \$41,828.80 26 \$22.67	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1.625.60 \$42.265.60	\$18.21 \$1,456.80 \$37,876.80 16 \$20.51 \$1,640.80 \$42,660.80	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1,659.20 \$43,139.20 29 \$23.36	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1,675.20 \$43,555.20 30 \$23.58	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1,691.20 \$43.971.20 31 \$23.83	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1.708.80 \$44,428.80 32 \$24.07	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1.724.80 \$44.844.80 33 \$24.31	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1.743.20 \$45.323.20	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1.760.00 \$45.760.00	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1,777.60 \$46,217.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60 \$41,433.60 25 \$22.44 \$1,795.20 \$46,675.20	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1,608.80 \$41,828.80 26 \$22.67 \$1,813.60 \$47,153.60	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1.625.60 \$42.265.60 27 \$22.88 \$1.830.40 \$47.590.40	\$18.21 \$1,456.80 \$37,876.80 16 \$20.51 \$1,640.80 \$42,660.80 28 \$23.13 \$1,850.40 \$48,110.40	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1,659.20 \$43,139.20 29 \$23.36 \$1,868.80 \$48,588.80	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1,675.20 \$43,555.20 30 \$23.58 \$1,886.40 \$49,046.40	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1,691.20 \$43,971.20 31 \$23.83 \$1,906.40 \$49,566.40	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1.708.80 \$44,428.80 32 \$24.07 \$1,925.60 \$50.065.60	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1.724.80 \$44.844.80 33 \$24.31 \$1.944.80 \$50.564.80	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1,743.20 \$45.323.20 34 \$24.53 \$1,962.40 \$51,022.40	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1.760.00 \$45,760.00 35 \$24.79 \$1,983.20 \$51,563.20	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1,777.60 \$46,217.60 36 \$25.06 \$2.004.80 \$52,124.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60 \$41,433.60 25 \$22.44 \$1,795.20 \$46.675.20	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1.608.80 \$41.828.80 26 \$22.67 \$1,813.60 \$47.153.60	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1.625.60 \$42.265.60 27 \$22.88 \$1,830.40 \$47.590.40	\$18.21 \$1,456.80 \$37,876.80 16 \$20.51 \$1.640.80 \$42.660.80 28 \$23.13 \$1,850.40 \$48.110.40	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1,659.20 \$43,139.20 29 \$23.36 \$1,868.80 \$48.588.80	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1,675.20 \$43,555.20 30 \$23.58 \$1,886.40 \$49.046.40	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1,691.20 \$43,971.20 31 \$23.83 \$1,906.40 \$49.566.40	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1.708.80 \$44.428.80 32 \$24.07 \$1,925.60 \$50.065.60	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1.724.80 \$44.844.80 33 \$24.31 \$1.944.80 \$50.564.80	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1.743.20 \$45.323.20 34 \$24.53 \$1.962.40 \$51.022.40	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1,760.00 \$45,760.00 35 \$24.79 \$1,983.20 \$51,563.20	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1,777.60 \$46.217.60 36 \$25.06 \$2.004.80 \$52.124.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60 \$41,433.60 25 \$22.44 \$1,795.20 \$46.675.20	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1.608.80 \$41.828.80 26 \$22.67 \$1.813.60 \$47.153.60	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1.625.60 \$42.265.60 27 \$22.88 \$1.830.40 \$47.590.40	\$18.21 \$1,456.80 \$37,876.80 16 \$20.51 \$1,640.80 \$42,660.80 28 \$23.13 \$1,850.40 \$48,110.40	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1,659.20 \$43,139.20 29 \$23.36 \$1,868.80 \$48.588.80	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1,675.20 \$43,555.20 30 \$23.58 \$1,886.40 \$49.046.40	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1.691.20 \$43,971.20 31 \$23.83 \$1,906.40 \$49.566.40	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1.708.80 \$44,428.80 32 \$24.07 \$1,925.60 \$50.065.60	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1.724.80 \$44.844.80 33 \$24.31 \$1,944.80 \$50.564.80	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1.743.20 \$45.323.20 34 \$24.53 \$1,962.40 \$51.022.40	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1,760.00 \$45,760.00 35 \$24.79 \$1,983.20 \$51,563.20	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1,777.60 \$46,217.60 36 \$25.06 \$2,004.80 \$52,124.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60 \$41,433.60 25 \$22.44 \$1,795.20 \$46.675.20	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1.608.80 \$41.828.80 26 \$22.67 \$1,813.60 \$47.153.60	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1.625.60 \$42.265.60 27 \$22.88 \$1,830.40 \$47.590.40	\$18.21 \$1,456.80 \$37,876.80 16 \$20.51 \$1.640.80 \$42.660.80 28 \$23.13 \$1,850.40 \$48.110.40	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1,659.20 \$43,139.20 29 \$23.36 \$1,868.80 \$48.588.80	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1,675.20 \$43,555.20 30 \$23.58 \$1,886.40 \$49.046.40	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1,691.20 \$43,971.20 31 \$23.83 \$1,906.40 \$49.566.40	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1.708.80 \$44.428.80 32 \$24.07 \$1,925.60 \$50.065.60	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1.724.80 \$44.844.80 33 \$24.31 \$1.944.80 \$50.564.80	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1.743.20 \$45.323.20 34 \$24.53 \$1.962.40 \$51.022.40	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1,760.00 \$45,760.00 35 \$24.79 \$1,983.20 \$51,563.20	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1,777.60 \$46.217.60 36 \$25.06 \$2.004.80 \$52.124.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60 \$41,433.60 25 \$22.44 \$1,795.20 \$46,675.20 37 \$25.28 \$2,022.40 \$52,582.40	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1.608.80 \$41.828.80 26 \$22.67 \$1.813.60 \$47.153.60 38 \$25.55 \$2,044.00 \$53.144.00	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1,625.60 \$42,265.60 27 \$22.88 \$1,830.40 \$47,590.40 39 \$25.80 \$2,064.00 \$53,664.00	\$18.21 \$1,456.80 \$37,876.80 \$16 \$20.51 \$1,640.80 \$42,660.80 \$23.13 \$1,850.40 \$48,110.40 \$26.07 \$2,085.60 \$54,225.60	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1,659.20 \$43.139.20 29 \$23.36 \$1,868.80 \$48,588.80 41 \$26.32 \$2,105.60 \$54,745.60	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1,675.20 \$43.555.20 30 \$23.58 \$1,886.40 \$49,046.40 42 \$26.58 \$2,126.40 \$55,286.40	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1,691.20 \$43,971.20 31 \$23.83 \$1,906.40 \$49,566.40 43 \$26.85 \$2,148.00 \$55,848.00	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1.708.80 \$44.428.80 32 \$24.07 \$1,925.60 \$50.065.60 44 \$27.13 \$2.170.40	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1.724.80 \$44.844.80 33 \$24.31 \$1,944.80 \$50,564.80 45 \$27.37 \$2,189.60	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1.743.20 \$45.323.20 34 \$24.53 \$1.962.40 \$51.022.40 46 \$27.64 \$2,211.20	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1.760.00 \$45.760.00 35 \$24.79 \$1,983.20 \$51,563.20 47 \$27.93 \$2,234.40	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1.777.60 \$46.217.60 36 \$25.06 \$2.004.80 \$52.124.80 48 \$28.20 \$2.256.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps Hourly Steps	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60 \$41,433.60 25 \$22.44 \$1,795.20 \$46.675.20 37 \$25.28 \$2,022.40 \$52,582.40	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1,608.80 \$41.828.80 26 \$22.67 \$1,813.60 \$47.153.60 38 \$25.55 \$2,044.00 \$53,144.00	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1.625.60 \$42,265.60 \$42,265.60 27 \$22.88 \$1.830.40 \$47,590.40 39 \$25.80 \$2,064.00 \$53,664.00	\$18.21 \$1,456.80 \$37,876.80 \$16 \$20.51 \$1,640.80 \$42.660.80 \$23.13 \$1,850.40 \$48,110.40 \$48,25.60 \$54,225.60	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1.659.20 \$43.139.20 29 \$23.36 \$1.868.80 \$48.588.80 41 \$26.32 \$2,105.60 \$54.745.60	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1.675.20 \$43.555.20 30 \$23.58 \$1,886.40 \$49.046.40 42 \$26.58 \$2,126.40 \$55.286.40	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1.691.20 \$43,971.20 31 \$23.83 \$1,906.40 \$49,566.40 43 \$26.85 \$2,148.00 \$55.848.00	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1.708.80 \$44.428.80 32 \$24.07 \$1,925.60 \$50.065.60 44 \$27.13 \$2.170.40	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1.724.80 \$44.844.80 33 \$24.31 \$1,944.80 \$50,564.80 45 \$27.37 \$2,189.60	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1.743.20 \$45.323.20 34 \$24.53 \$1.962.40 \$51.022.40 46 \$27.64 \$2,211.20	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1.760.00 \$45.760.00 35 \$24.79 \$1,983.20 \$51,563.20 47 \$27.93 \$2,234.40	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1.777.60 \$46.217.60 36 \$25.06 \$2.004.80 \$52.124.80 48 \$28.20 \$2.256.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60 \$41,433.60 25 \$22.44 \$1,795.20 \$46,675.20 37 \$25.28 \$2,022.40 \$52,582.40	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1,608.80 \$41.828.80 26 \$22.67 \$1,813.60 \$47,153.60 38 \$25.55 \$2,044.00 \$53,144.00 \$0 \$28.77	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1.625.60 \$42,265.60 27 \$22.88 \$1.830.40 \$47.590.40 39 \$25.80 \$2.064.00 \$53.664.00	\$18.21 \$1,456.80 \$37,876.80 \$1,640.80 \$42.660.80 \$42,660.80 \$23.13 \$1,850.40 \$48,110.40 \$26.07 \$2,085.60 \$54,225.60 \$2,35	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1.659.20 \$43.139.20 29 \$23.36 \$1.868.80 \$48.588.80 41 \$26.32 \$2,105.60 \$54,745.60	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1,675.20 \$43,555.20 30 \$23.58 \$1,886.40 \$49,046.40 42 \$26.58 \$2,126.40 \$55,286.40	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1.691.20 \$43,971.20 31 \$23.83 \$1,906.40 \$49,566.40 43 \$26.85 \$2,148.00 \$55.848.00	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1.708.80 \$44.428.80 32 \$24.07 \$1,925.60 \$50.065.60 44 \$27.13 \$2.170.40	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1.724.80 \$44.844.80 33 \$24.31 \$1,944.80 \$50,564.80 45 \$27.37 \$2,189.60	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1.743.20 \$45.323.20 34 \$24.53 \$1.962.40 \$51.022.40 46 \$27.64 \$2,211.20	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1.760.00 \$45.760.00 35 \$24.79 \$1,983.20 \$51,563.20 47 \$27.93 \$2,234.40	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1.777.60 \$46.217.60 36 \$25.06 \$2.004.80 \$52.124.80 48 \$28.20 \$2.256.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps Hourly Steps	\$17.68 \$1,414.40 \$36,774.40 13 \$19.92 \$1,593.60 \$41,433.60 25 \$22.44 \$1,795.20 \$46.675.20 37 \$25.28 \$2,022.40 \$52,582.40	\$17.87 \$1,429.60 \$37,169.60 14 \$20.11 \$1,608.80 \$41.828.80 26 \$22.67 \$1,813.60 \$47.153.60 38 \$25.55 \$2,044.00 \$53,144.00	\$18.04 \$1,443.20 \$37,523.20 15 \$20.32 \$1.625.60 \$42,265.60 \$42,265.60 27 \$22.88 \$1.830.40 \$47,590.40 39 \$25.80 \$2,064.00 \$53,664.00	\$18.21 \$1,456.80 \$37,876.80 \$16 \$20.51 \$1,640.80 \$42.660.80 \$23.13 \$1,850.40 \$48,110.40 \$48,25.60 \$54,225.60	\$18.40 \$1,472.00 \$38,272.00 17 \$20.74 \$1.659.20 \$43.139.20 29 \$23.36 \$1.868.80 \$48.588.80 41 \$26.32 \$2,105.60 \$54.745.60	\$18.58 \$1,486.40 \$38,646.40 18 \$20.94 \$1.675.20 \$43.555.20 30 \$23.58 \$1,886.40 \$49.046.40 42 \$26.58 \$2,126.40 \$55.286.40	\$18.76 \$1,500.80 \$39,020.80 19 \$21.14 \$1.691.20 \$43,971.20 31 \$23.83 \$1,906.40 \$49,566.40 43 \$26.85 \$2,148.00 \$55.848.00	\$18.94 \$1,515.20 \$39,395.20 20 \$21.36 \$1.708.80 \$44.428.80 32 \$24.07 \$1,925.60 \$50.065.60 44 \$27.13 \$2.170.40	\$19.14 \$1,531.20 \$39,811.20 21 \$21.56 \$1.724.80 \$44.844.80 33 \$24.31 \$1,944.80 \$50,564.80 45 \$27.37 \$2,189.60	\$19.33 \$1,546.40 \$40,206.40 22 \$21.79 \$1.743.20 \$45.323.20 34 \$24.53 \$1.962.40 \$51.022.40 46 \$27.64 \$2,211.20	\$19.52 \$1,561.60 \$40,601.60 23 \$22.00 \$1.760.00 \$45.760.00 35 \$24.79 \$1,983.20 \$51,563.20 47 \$27.93 \$2,234.40	\$19.73 \$1,578.40 \$41,038.40 24 \$22.22 \$1.777.60 \$46.217.60 36 \$25.06 \$2.004.80 \$52.124.80 48 \$28.20 \$2.256.00

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

	4	2	3	4	5	6	7	8	9	10	11	12
Steps	1					-						
Hourly	\$19.92	\$20.11	\$20.32	\$20.51	\$20.74	\$20.94	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.22
Biweekly	\$1,593.60	\$1,608.80	\$1,625.60	\$1,640.80	\$1,659.20	\$1,675.20	\$1,691.20	\$1,708.80	\$1,724.80	\$1,743.20	\$1,760.00	\$1,777.60
Annually	\$41,433.60	\$41,828.80	\$42,265.60	\$42,660.80	\$43,139.20	\$43,555.20	\$43,971.20	\$44,428.80	\$44,844.80	\$45,323.20	\$45,760.00	\$46,217.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$22.44	\$22.67	\$22.88	\$23.13	\$23.36	\$23.58	\$23.83	\$24.07	\$24.31	\$24.53	\$24.79	\$25.06
Biweekly	\$1,795.20	\$1,813.60	\$1,830.40	\$1,850.40	\$1,868.80	\$1,886.40	\$1,906.40	\$1,925.60	\$1,944.80	\$1,962.40	\$1,983.20	\$2,004.80
Annually	\$46,675.20	\$47,153.60	\$47,590.40	\$48,110.40	\$48,588.80	\$49,046.40	\$49,566.40	\$50,065.60	\$50,564.80	\$51,022.40	\$51,563.20	\$52,124.80
Aimuuny	340,073.20	547,155.00	347,330.40	340,110.40	540,500.00	343,040.40	343,300.40	330,003.00	330,304.80	331,022.40	331,303.20	332,124.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$25.28	\$25.55	\$25.80	\$26.07	\$26.32	\$26.58	\$26.85	\$27.13	\$27.37	\$27.64	\$27.93	\$28.20
Biweekly	\$2,022.40	\$2,044.00	\$2,064.00	\$2,085.60	\$2,105.60	\$2,126.40	\$2,148.00	\$2,170.40	\$2,189.60	\$2,211.20	\$2,234.40	\$2,256.00
Annually	\$52,582.40	\$53,144.00	\$53,664.00	\$54,225.60	\$54,745.60	\$55,286.40	\$55,848.00	\$56,430.40	\$56,929.60	\$57,491.20	\$58,094.40	\$58,656.00
rumaany	J32,302. 10	\$33,111.00	\$33,001.00	331,223.00	\$31,713.00	333,200.10	\$33,010.00	\$30,130.10	J30,323.00	337, 131.20	330,031.10	\$30,030.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$28.50	\$28.77	\$29.06	\$29.35	\$29.65	\$29.94	\$30.23	\$30.54	\$30.86	\$31.15	\$31.46	\$31.76
Biweekly	\$2,280.00	\$2,301.60	\$2,324.80	\$2,348.00	\$2,372.00	\$2,395.20	\$2,418.40	\$2,443.20	\$2,468.80	\$2,492.00	\$2,516.80	\$2,540.80
Annually	\$59,280.00	\$59,841.60	\$60,444.80	\$61,048.00	\$61,672.00	\$62,275.20	\$62,878.40	\$63,523.20	\$64,188.80	\$64,792.00	\$65,436.80	\$66,060.80
Steps	49	50	51	52	53	54	55					
Hourly	\$32.10	\$32.43	\$32.74	\$33.07	\$33.39	\$33.73	\$34.08					
Biweekly	\$2,568.00	\$2,594.40	\$2,619.20	\$2,645.60	\$2,671.20	\$2,698.40	\$2,726.40					
Annually	\$66,768.00	\$67,454.40	\$68,099.20	\$68,785.60	\$69,451.20	\$70,158.40	\$70,886.40					
•												
- 1 7 <i>C</i>												
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$22.44	2 \$22.67	3 \$22.88	4 \$23.13	5 \$23.36	6 \$23.58	7 \$23.83	8 \$24.07	9 \$24.31	10 \$24.53	11 \$24.79	12 \$25.06
Steps		_	-	-								
Steps Hourly	\$22.44	\$22.67	\$22.88	\$23.13	\$23.36	\$23.58	\$23.83	\$24.07	\$24.31	\$24.53	\$24.79	\$25.06
Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20	\$22.67 \$1,813.60 \$47,153.60	\$22.88 \$1,830.40	\$23.13 \$1,850.40	\$23.36 \$1,868.80	\$23.58 \$1,886.40	\$23.83 \$1,906.40	\$24.07 \$1,925.60	\$24.31 \$1,944.80	\$24.53 \$1,962.40	\$24.79 \$1,983.20	\$25.06 \$2,004.80 \$52,124.80
Steps Hourly Biweekly Annually Steps	\$22.44 \$1,795.20 \$46,675.20	\$22.67 \$1,813.60 \$47,153.60	\$22.88 \$1,830.40 \$47,590.40	\$23.13 \$1,850.40 \$48,110.40	\$23.36 \$1,868.80 \$48,588.80	\$23.58 \$1,886.40 \$49,046.40	\$23.83 \$1,906.40 \$49,566.40	\$24.07 \$1,925.60 \$50,065.60	\$24.31 \$1,944.80 \$50,564.80	\$24.53 \$1,962.40 \$51,022.40	\$24.79 \$1,983.20 \$51,563.20	\$25.06 \$2,004.80 \$52,124.80
Steps Hourly Biweekly Annually Steps Hourly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00
Steps Hourly Biweekly Annually Steps Hourly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54,225.60	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55,286.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2.148.00 \$55,848.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56,430.40	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56,929.60	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52.582.40 25 \$28.50	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55,286.40 30 \$29.94	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55.848.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56,430.40 32 \$30.54	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2.211.20 \$57,491.20	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58,656.00 36 \$31.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54,225.60	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55,286.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2.148.00 \$55,848.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56,430.40	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56,929.60	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58.656.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52.582.40 25 \$28.50	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55,286.40 30 \$29.94	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55.848.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56,430.40 32 \$30.54	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2.211.20 \$57,491.20	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58,656.00 36 \$31.76
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52.582.40 25 \$28.50 \$2.280.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00 27 \$29.06 \$2.324.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54.225.60 28 \$29.35 \$2.348.00	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55,286.40 30 \$29.94 \$2,395.20	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2.148.00 \$55.848.00 31 \$30.23 \$2.418.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56.430.40 32 \$30.54 \$2.443.20	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86 \$2.468.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2.211.20 \$57.491.20 34 \$31.15 \$2.492.00	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46 \$2,516.80	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58.656.00 36 \$31.76 \$2.540.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2.022.40 \$52,582.40 25 \$28.50 \$2,280.00 \$59,280.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2.044.00 \$53,144.00 26 \$28.77 \$2.301.60 \$59.841.60	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00 27 \$29.06 \$2.324.80 \$60.444.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54.225.60 28 \$29.35 \$2.348.00 \$61.048.00	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55,286.40 30 \$29.94 \$2,395.20 \$62,275.20	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2.148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62.878.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56,430.40 32 \$30.54 \$2.443.20 \$63.523.20	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86 \$2.468.80 \$64.188.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46 \$2,516.80 \$65,436.80	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58.656.00 36 \$31.76 \$2.540.80 \$66.060.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2.022.40 \$52,582.40 25 \$28.50 \$2,280.00 \$59,280.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2.044.00 \$53.144.00 26 \$28.77 \$2.301.60 \$59.841.60	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00 27 \$29.06 \$2.324.80 \$60.444.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54.225.60 28 \$29.35 \$2.348.00 \$61.048.00	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55.286.40 30 \$29.94 \$2.395.20 \$62.275.20	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62,878.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56.430.40 32 \$30.54 \$2.443.20 \$63.523.20	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86 \$2.468.80 \$64.188.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46 \$2,516.80 \$65,436.80	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58.656.00 36 \$31.76 \$2.540.80 \$66.060.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2.022.40 \$52,582.40 25 \$28.50 \$2,280.00 \$59,280.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2.044.00 \$53,144.00 26 \$28.77 \$2.301.60 \$59.841.60	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00 27 \$29.06 \$2.324.80 \$60.444.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54.225.60 28 \$29.35 \$2.348.00 \$61.048.00	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55,286.40 30 \$29.94 \$2,395.20 \$62,275.20	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2.148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62.878.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56,430.40 32 \$30.54 \$2.443.20 \$63.523.20	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86 \$2.468.80 \$64.188.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46 \$2,516.80 \$65,436.80	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58.656.00 36 \$31.76 \$2.540.80 \$66.060.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2.022.40 \$52,582.40 25 \$28.50 \$2,280.00 \$59,280.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2.044.00 \$53.144.00 26 \$28.77 \$2.301.60 \$59.841.60	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00 27 \$29.06 \$2.324.80 \$60.444.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54.225.60 28 \$29.35 \$2.348.00 \$61.048.00	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55.286.40 30 \$29.94 \$2,395.20 \$62,275.20	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2.148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62.878.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56.430.40 32 \$30.54 \$2.443.20 \$63.523.20	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86 \$2.468.80 \$64.188.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46 \$2,516.80 \$65,436.80	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58.656.00 36 \$31.76 \$2.540.80 \$66.060.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 \$46,675.20 13 \$25.28 \$2.022.40 \$52.582.40 25 \$28.50 \$2.280.00 \$59.280.00 \$59.280.00 \$66.768.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2.044.00 \$53.144.00 26 \$28.77 \$2.301.60 \$59.841.60 38 \$32.43 \$2.594.40 \$67,454.40	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00 27 \$29.06 \$2.324.80 \$60.444.80 39 \$32.74 \$2.619.20 \$68.099.20	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00 40 \$33.07 \$2,645.60 \$68,785.60	\$23.36 \$1,868.80 \$48,588.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20 \$69,451.20	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55.286.40 30 \$29.94 \$2,395.20 \$62,275.20 42 \$33.73 \$2,698.40 \$70.158.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55.848.00 31 \$30.23 \$2,418.40 \$62,878.40 43 \$34.08 \$2,726.40 \$70,886.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56.430.40 32 \$30.54 \$2.443.20 \$63,523.20 44 \$34.40 \$2,752.00	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86 \$2.468.80 \$64.188.80 45 \$34.76 \$2.780.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57.491.20 34 \$31.15 \$2.492.00 \$64.792.00 46 \$35.11 \$2.808.80	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46 \$2,516.80 \$65,436.80 47 \$35.44 \$2.835.20	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58,656.00 36 \$31.76 \$2.540.80 \$66.060.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$22.44 \$1,795.20 \$46,675.20 \$46,675.20 \$25.28 \$2.022.40 \$52.582.40 \$2.280.00 \$59,280.00 \$59,280.00 \$66.768.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2.044.00 \$53.144.00 26 \$28.77 \$2.301.60 \$59,841.60 38 \$32.43 \$2.594.40 \$67,454.40	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2.324.80 \$60.444.80 39 \$32.74 \$2,619.20 \$68.099.20	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00 40 \$33.07 \$2,645.60 \$68,785.60	\$23.36 \$1,868.80 \$48,588.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20 \$69,451.20	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55.286.40 30 \$29.94 \$2.395.20 \$62,275.20 42 \$33.73 \$2.698.40 \$70.158.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2.148.00 \$55.848.00 31 \$30.23 \$2.418.40 \$62.878.40 43 \$34.08 \$2,726.40 \$70.886.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56.430.40 32 \$30.54 \$2.443.20 \$63,523.20 44 \$34.40 \$2,752.00	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86 \$2.468.80 \$64.188.80 45 \$34.76 \$2.780.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57.491.20 34 \$31.15 \$2.492.00 \$64.792.00 46 \$35.11 \$2.808.80	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46 \$2,516.80 \$65,436.80 47 \$35.44 \$2.835.20	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58,656.00 36 \$31.76 \$2.540.80 \$66.060.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 \$46,675.20 \$13 \$25.28 \$2.022.40 \$52.582.40 \$52.582.40 \$2,280.00 \$59,280.00 \$59,280.00 \$66,768.00 \$66,768.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2.044.00 \$53.144.00 26 \$28.77 \$2.301.60 \$59.841.60 38 \$32.43 \$2.594.40 \$67,454.40 50 \$36.53	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80 \$60.444.80 39 \$32.74 \$2,619.20 \$68.099.20	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54,225.60 28 \$29.35 \$2.348.00 \$61,048.00 40 \$33.07 \$2.645.60 \$68,785.60	\$23.36 \$1,868.80 \$48,588.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20 \$69,451.20	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55.286.40 30 \$29.94 \$2.395.20 \$62,275.20 42 \$33.73 \$2.698.40 \$70.158.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2.148.00 \$55.848.00 31 \$30.23 \$2.418.40 \$62.878.40 43 \$34.08 \$2,726.40 \$70.886.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56.430.40 32 \$30.54 \$2.443.20 \$63,523.20 44 \$34.40 \$2,752.00	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86 \$2.468.80 \$64.188.80 45 \$34.76 \$2.780.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57.491.20 34 \$31.15 \$2.492.00 \$64.792.00 46 \$35.11 \$2.808.80	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46 \$2,516.80 \$65,436.80 47 \$35.44 \$2.835.20	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58,656.00 36 \$31.76 \$2.540.80 \$66.060.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweeklv Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52.582.40 25 \$28.50 \$2.280.00 \$59.280.00 \$59.280.00 \$66.768.00 \$66.768.00 49 \$36.18 \$2,894.40	\$22.67 \$1,813.60 \$47,153.60 \$47,153.60 \$47,153.60 \$25.55 \$2.044.00 \$53.144.00 \$53.144.00 \$26 \$28.77 \$2.301.60 \$59.841.60 \$32.43 \$2.594.40 \$67,454.40 \$67,454.40	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2.064.00 \$53.664.00 27 \$29.06 \$2.324.80 \$60.444.80 39 \$32.74 \$2.619.20 \$68.099.20 51 \$36.90 \$2,952.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00 40 \$33.07 \$2,645.60 \$68,785.60	\$23.36 \$1,868.80 \$48,588.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20 \$69,451.20 53 \$37.63 \$37.63 \$3,010.40	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55,286.40 30 \$29.94 \$2.395.20 \$62,275.20 42 \$33.73 \$2.698.40 \$70.158.40 54 \$38.02 \$3,041.60	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2.148.00 \$55.848.00 31 \$30.23 \$2.418.40 \$62.878.40 43 \$34.08 \$2.726.40 \$70.886.40 55 \$38.39 \$3,071.20	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56.430.40 32 \$30.54 \$2.443.20 \$63,523.20 44 \$34.40 \$2,752.00	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86 \$2.468.80 \$64.188.80 45 \$34.76 \$2.780.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57.491.20 34 \$31.15 \$2.492.00 \$64.792.00 46 \$35.11 \$2.808.80	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46 \$2,516.80 \$65,436.80 47 \$35.44 \$2.835.20	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58,656.00 36 \$31.76 \$2.540.80 \$66.060.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 \$46,675.20 \$13 \$25.28 \$2.022.40 \$52.582.40 \$52.582.40 \$2,280.00 \$59,280.00 \$59,280.00 \$66,768.00 \$66,768.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2.044.00 \$53.144.00 26 \$28.77 \$2.301.60 \$59.841.60 38 \$32.43 \$2.594.40 \$67,454.40 50 \$36.53	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80 \$60.444.80 39 \$32.74 \$2,619.20 \$68.099.20	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2.085.60 \$54,225.60 28 \$29.35 \$2.348.00 \$61,048.00 40 \$33.07 \$2.645.60 \$68,785.60	\$23.36 \$1,868.80 \$48,588.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20 \$69,451.20	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2.126.40 \$55.286.40 30 \$29.94 \$2.395.20 \$62,275.20 42 \$33.73 \$2.698.40 \$70.158.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2.148.00 \$55.848.00 31 \$30.23 \$2.418.40 \$62.878.40 43 \$34.08 \$2,726.40 \$70.886.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2.170.40 \$56.430.40 32 \$30.54 \$2.443.20 \$63,523.20 44 \$34.40 \$2,752.00	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2.189.60 \$56.929.60 33 \$30.86 \$2.468.80 \$64.188.80 45 \$34.76 \$2.780.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57.491.20 34 \$31.15 \$2.492.00 \$64.792.00 46 \$35.11 \$2.808.80	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58.094.40 35 \$31.46 \$2,516.80 \$65,436.80 47 \$35.44 \$2.835.20	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2.256.00 \$58,656.00 36 \$31.76 \$2.540.80 \$66.060.80

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

C4	1	2	3	4	5	6	7	8	9	10	11	12
Steps												
Hourly	\$25.28	\$25.55	\$25.80	\$26.07	\$26.32	\$26.58	\$26.85	\$27.13	\$27.37	\$27.64	\$27.93	\$28.20
Biweekly	\$2,022.40	\$2,044.00	\$2,064.00	\$2,085.60	\$2,105.60	\$2,126.40	\$2,148.00	\$2,170.40	\$2,189.60	\$2,211.20	\$2,234.40	\$2,256.00
Annually	\$52,582.40	\$53,144.00	\$53,664.00	\$54,225.60	\$54,745.60	\$55,286.40	\$55,848.00	\$56,430.40	\$56,929.60	\$57,491.20	\$58,094.40	\$58,656.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$28.50	\$28.77	\$29.06	\$29.35	\$29.65	\$29.94	\$30.23	\$30.54	\$30.86	\$31.15	\$31.46	\$31.76
Biweekly	\$2,280.00	\$2,301.60	\$2,324.80	\$2,348.00	\$2,372.00	\$2,395.20	\$2,418.40	\$2,443.20	\$2,468.80	\$2,492.00	\$2,516.80	\$2,540.80
Annually	\$59,280.00											
Annually	\$59,280.00	\$59,841.60	\$60,444.80	\$61,048.00	\$61,672.00	\$62,275.20	\$62,878.40	\$63,523.20	\$64,188.80	\$64,792.00	\$65,436.80	\$66,060.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$32.10	\$32.43	\$32.74	\$33.07	\$33.39	\$33.73	\$34.08	\$34.40	\$34.76	\$35.11	\$35.44	\$35.78
Biweekly	\$2,568.00	\$2,594.40	\$2,619.20	\$2,645.60	\$2,671.20	\$2,698.40	\$2,726.40	\$2,752.00	\$2,780.80	\$2,808.80	\$2,835.20	\$2,862.40
	\$66,768.00	\$67,454.40		\$68,785.60		\$70,158.40	\$70,886.40		\$72,300.80			
Annually	\$66,768.00	307,434.40	\$68,099.20	\$08,785.00	\$69,451.20	\$70,158.40	\$70,880.40	\$71,552.00	\$72,300.80	\$73,028.80	\$73,715.20	\$74,422.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$36.18	\$36.53	\$36.90	\$37.27	\$37.63	\$38.02	\$38.39	\$38.76	\$39.17	\$39.56	\$39.95	\$40.36
Biweekly	\$2,894.40	\$2,922.40	\$2,952.00	\$2,981.60	\$3,010.40	\$3,041.60	\$3,071.20	\$3,100.80	\$3,133.60	\$3,164.80	\$3,196.00	\$3,228.80
-												
Annually	\$75,254.40	\$75,982.40	\$76,752.00	\$77,521.60	\$78.270.40	\$79,081.60	\$79,851.20	\$80,620.80	\$81,473.60	\$82,284.80	\$83.096.00	\$83,948.80
Steps	49	50	51	52	53	54	55					
Hourly	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83	\$43.26					
Biweekly	\$3,261.60	\$3,293.60	\$3,325.60	\$3,358.40	\$3,393.60	\$3,426.40	\$3,460.80					
Annually	\$84,801.60	\$85,633.60	\$86,465.60	\$87,318.40	\$88,233.60	\$89,086.40	\$89,980.80					
Annually	\$84,801.00	\$85,033.00	\$80,405.00	\$87,318.40	\$88,233.00	\$89,080.40	\$89,980.80					
Grade 78												
Grade 70												
					_		_	-				
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$27.64	\$27.93	\$28.20	\$28.50	\$28.77	\$29.06	\$29.35	\$29.65	\$29.94	\$30.23	\$30.54	\$30.86
Steps	\$27.64 \$2,211.20	\$27.93 \$2,234.40	\$28.20 \$2,256.00	\$28.50 \$2,280.00	\$28.77 \$2,301.60	\$29.06 \$2,324.80	\$29.35 \$2,348.00	\$29.65 \$2,372.00	\$29.94 \$2,395.20	\$30.23 \$2,418.40	\$30.54 \$2,443.20	\$30.86 \$2,468.80
Steps Hourly	\$27.64	\$27.93	\$28.20	\$28.50	\$28.77	\$29.06	\$29.35	\$29.65	\$29.94	\$30.23	\$30.54	\$30.86
Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20	\$27.93 \$2,234.40 \$58,094.40	\$28.20 \$2,256.00 \$58,656.00	\$28.50 \$2,280.00 \$59,280.00	\$28.77 \$2,301.60 \$59,841.60	\$29.06 \$2,324.80 \$60,444.80	\$29.35 \$2,348.00 \$61,048.00	\$29.65 \$2,372.00 \$61,672.00	\$29.94 \$2,395.20 \$62,275.20	\$30.23 \$2,418.40 \$62,878.40	\$30.54 \$2,443.20 \$63,523.20	\$30.86 \$2,468.80 \$64,188.80
Steps Hourly Biweekly Annually Steps	\$27.64 \$2,211.20 \$57,491.20	\$27.93 \$2,234.40 \$58,094.40	\$28.20 \$2,256.00 \$58,656.00	\$28.50 \$2,280.00 \$59,280.00	\$28.77 \$2,301.60 \$59,841.60	\$29.06 \$2,324.80 \$60,444.80	\$29.35 \$2,348.00 \$61,048.00	\$29.65 \$2,372.00 \$61,672.00	\$29.94 \$2,395.20 \$62,275.20	\$30.23 \$2,418.40 \$62,878.40	\$30.54 \$2,443.20 \$63,523.20	\$30.86 \$2,468.80 \$64,188.80
Steps Hourly Biweekly Annually Steps Hourly	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2.568.00	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2,671.20	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80
Steps Hourly Biweekly Annually Steps Hourly	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2.568.00	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2,671.20	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65,436.80	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2.540.80 \$66.060.80	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66,768.00	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68.785.60	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2.671.20 \$69,451.20	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2.726.40 \$70.886.40	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72.300.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65.436.80	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2.540.80 \$66.060.80	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68.099.20	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68.785.60	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2.671.20 \$69.451.20	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2.752.00 \$71,552.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65,436.80	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2.540.80 \$66.060.80	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66,768.00	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68.785.60	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2.671.20 \$69,451.20	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2.726.40 \$70.886.40	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65,436.80 26 \$35.44	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2.540.80 \$66.060.80 27 \$35.78	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2.671.20 \$69,451.20 32 \$37.63	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2.752.00 \$71,552.00 35 \$38.76	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00 25 \$35.11 \$2.808.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65.436.80 26 \$35.44 \$2,835.20	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2.540.80 \$66.060.80 27 \$35.78 \$2,862.40	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18 \$2.894.40	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90 \$2.952.00	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68.785.60 31 \$37.27 \$2,981.60	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2.671.20 \$69.451.20 \$37.63 \$3,010.40	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02 \$3.041.60	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40 34 \$38.39 \$3.071.20	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2.780.80 \$72.300.80 36 \$39.17 \$3,133.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00 25 \$35.11 \$2.808.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65.436.80 26 \$35.44 \$2,835.20	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2.540.80 \$66.060.80 27 \$35.78 \$2,862.40	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18 \$2.894.40	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90 \$2.952.00	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68.785.60 31 \$37.27 \$2,981.60	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2.671.20 \$69.451.20 \$37.63 \$3,010.40	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02 \$3.041.60	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40 34 \$38.39 \$3.071.20	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2.780.80 \$72.300.80 36 \$39.17 \$3,133.60 \$81,473.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00 25 \$35.11 \$2.808.80 \$73.028.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65.436.80 26 \$35.44 \$2,835.20 \$73,715.20	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2.540.80 \$66.060.80 27 \$35.78 \$2,862.40 \$74,422.40	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18 \$2.894.40 \$75.254.40	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90 \$2,952.00 \$76.752.00	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60 \$77,521.60	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2.671.20 \$69.451.20 \$37.63 \$3,010.40 \$78,270.40	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02 \$3,041.60 \$79,081.60	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40 34 \$38.39 \$3.071.20 \$79.851.20	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80 \$80,620.80	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72.300.80 36 \$39.17 \$3,133.60 \$81,473.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00 25 \$35.11 \$2.808.80 \$73.028.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65,436.80 26 \$35.44 \$2.835.20 \$73.715.20	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2.540.80 \$66.060.80 27 \$35.78 \$2.862.40 \$74,422.40	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18 \$2.894.40 \$75.254.40	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90 \$2,952.00 \$76.752.00	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2.645.60 \$68.785.60 31 \$37.27 \$2,981.60 \$77,521.60	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2.671.20 \$69,451.20 \$37.63 \$3,010.40 \$78,270.40	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02 \$3,041.60 \$79.081.60	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40 34 \$38.39 \$3,071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3.100.80 \$80.620.80	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72.300.80 36 \$39.17 \$3,133.60 \$81,473.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00 25 \$35.11 \$2.808.80 \$73.028.80 37 \$39.56 \$3.164.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65.436.80 26 \$35.44 \$2.835.20 \$73.715.20 38 \$39.95 \$3.196.00	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2.540.80 \$66.060.80 27 \$35.78 \$2.862.40 \$74,422.40 39 \$40.36 \$3.228.80	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18 \$2.894.40 \$75,254.40 40 \$40.77 \$3,261.60	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67.454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3,293.60	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90 \$2,952.00 \$76,752.00 42 \$41.57 \$3.325.60	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2.645.60 \$68.785.60 31 \$37.27 \$2,981.60 \$77.521.60 43 \$41.98 \$3.358.40	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2.671.20 \$69.451.20 \$37.63 \$3.010.40 \$78,270.40 44 \$42.42 \$3.393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02 \$3.041.60 \$79.081.60 45 \$42.83 \$3.426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40 34 \$38.39 \$3.071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2.752.00 \$71.552.00 35 \$38.76 \$3.100.80 \$80.620.80 47 \$43.70 \$3.496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80 37 \$39.56 \$3,164.80 \$82,284.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65,436.80 26 \$35.44 \$2.835.20 \$73.715.20	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2.540.80 \$66.060.80 27 \$35.78 \$2.862.40 \$74,422.40	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18 \$2.894.40 \$75.254.40	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90 \$2,952.00 \$76.752.00	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68.785.60 31 \$37.27 \$2,981.60 \$77,521.60 43 \$41.98 \$3.358.40 \$87,318.40	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2.671.20 \$69,451.20 \$37.63 \$3,010.40 \$78,270.40	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02 \$3,041.60 \$79.081.60	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40 34 \$38.39 \$3,071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3.100.80 \$80.620.80	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72.300.80 36 \$39.17 \$3,133.60 \$81,473.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00 25 \$35.11 \$2.808.80 \$73.028.80 37 \$39.56 \$3.164.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65.436.80 26 \$35.44 \$2.835.20 \$73.715.20 38 \$39.95 \$3.196.00	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2.540.80 \$66.060.80 27 \$35.78 \$2.862.40 \$74,422.40 39 \$40.36 \$3.228.80	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18 \$2.894.40 \$75,254.40 40 \$40.77 \$3,261.60	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67.454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3,293.60 \$85.633.60	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90 \$2,952.00 \$76,752.00 42 \$41.57 \$3.325.60	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2.645.60 \$68.785.60 31 \$37.27 \$2,981.60 \$77.521.60 43 \$41.98 \$3,358.40 \$87,318.40	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2.671.20 \$69.451.20 \$37.63 \$3.010.40 \$78,270.40 44 \$42.42 \$3.393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02 \$3.041.60 \$79.081.60 45 \$42.83 \$3.426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40 34 \$38.39 \$3.071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2.752.00 \$71.552.00 35 \$38.76 \$3.100.80 \$80.620.80 47 \$43.70 \$3.496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00 25 \$35.11 \$2.808.80 \$73.028.80 37 \$39.56 \$3,164.80 \$82,284.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65,436.80 26 \$35.44 \$2.835.20 \$73.715.20 38 \$39.95 \$3.196.00 \$83.096.00	\$28.20 \$2,256.00 \$58,656.00 \$58,656.00 \$15 \$31.76 \$2.540.80 \$66.060.80 \$27 \$35.78 \$2.862.40 \$74.422.40 \$40.36 \$3,228.80 \$83.948.80	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18 \$2.894.40 \$75.254.40 40 \$40.77 \$3.261.60 \$84.801.60	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67.454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3,293.60 \$85.633.60	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90 \$2,952.00 \$76,752.00 42 \$41.57 \$3.325.60 \$86.465.60	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2.645.60 \$68.785.60 31 \$37.27 \$2,981.60 \$77.521.60 43 \$41.98 \$3,358.40 \$87,318.40	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2.671.20 \$69.451.20 \$37.63 \$3.010.40 \$78,270.40 44 \$42.42 \$3.393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02 \$3.041.60 \$79.081.60 45 \$42.83 \$3.426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40 34 \$38.39 \$3.071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2.752.00 \$71.552.00 35 \$38.76 \$3.100.80 \$80.620.80 47 \$43.70 \$3.496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweeklv Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00 25 \$35.11 \$2.808.80 \$73,028.80 37 \$39.56 \$3,164.80 \$82,284.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65,436.80 26 \$35.44 \$2.835.20 \$73.715.20 38 \$39.95 \$3,196.00 \$83.096.00	\$28.20 \$2,256.00 \$58,656.00 \$58,656.00 \$15 \$31.76 \$2.540.80 \$66,060.80 \$27 \$35.78 \$2.862.40 \$74.422.40 \$74.422.40 \$39 \$40.36 \$3.228.80 \$83.948.80 \$11 \$45.47	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18 \$2.894.40 \$75.254.40 40 \$40.77 \$3.261.60 \$84.801.60	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2.594.40 \$67.454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3,293.60 \$85.633.60	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90 \$2,952.00 \$76,752.00 42 \$41.57 \$3.325.60 \$86.465.60	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2.645.60 \$68.785.60 31 \$37.27 \$2,981.60 \$77,521.60 43 \$41.98 \$3.358.40 \$87.318.40	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2.671.20 \$69.451.20 \$37.63 \$3.010.40 \$78,270.40 44 \$42.42 \$3.393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02 \$3.041.60 \$79.081.60 45 \$42.83 \$3.426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40 34 \$38.39 \$3.071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2.752.00 \$71.552.00 35 \$38.76 \$3.100.80 \$80.620.80 47 \$43.70 \$3.496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweeklv Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80 \$73,028.80 37 \$39.56 \$3,164.80 \$82,284.80 49 \$44.56 \$3,564.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65.436.80 26 \$35.44 \$2.835.20 \$73,715.20 38 \$39.95 \$3.196.00 \$83,096.00 \$45.02 \$3,601.60	\$28.20 \$2,256.00 \$58,656.00 \$58,656.00 \$15 \$31.76 \$2.540.80 \$66.060.80 \$27 \$35.78 \$2.862.40 \$74,422.40 \$39 \$40.36 \$3,228.80 \$83,948.80 \$51 \$45.47 \$3,637.60	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18 \$2.894.40 \$75.254.40 40 \$40.77 \$3.261.60 \$84.801.60 52 \$45.91 \$3,672.80	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3.293.60 \$85.633.60 53 \$46.39 \$3,711.20	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90 \$2.952.00 \$76.752.00 42 \$41.57 \$3.325.60 \$86.465.60 54 \$46.84 \$3,747.20	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68.785.60 31 \$37.27 \$2,981.60 \$77.521.60 43 \$41.98 \$3.358.40 \$87.318.40 55 \$47.32 \$3,785.60	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2.671.20 \$69.451.20 \$37.63 \$3.010.40 \$78,270.40 44 \$42.42 \$3.393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02 \$3.041.60 \$79.081.60 45 \$42.83 \$3.426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40 34 \$38.39 \$3.071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2.752.00 \$71.552.00 35 \$38.76 \$3.100.80 \$80.620.80 47 \$43.70 \$3.496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweeklv Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2.492.00 \$64.792.00 25 \$35.11 \$2.808.80 \$73,028.80 37 \$39.56 \$3,164.80 \$82,284.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2.516.80 \$65,436.80 26 \$35.44 \$2.835.20 \$73.715.20 38 \$39.95 \$3,196.00 \$83.096.00	\$28.20 \$2,256.00 \$58,656.00 \$58,656.00 \$15 \$31.76 \$2.540.80 \$66,060.80 \$27 \$35.78 \$2.862.40 \$74.422.40 \$74.422.40 \$39 \$40.36 \$3.228.80 \$83.948.80 \$11 \$45.47	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2.568.00 \$66.768.00 28 \$36.18 \$2.894.40 \$75.254.40 40 \$40.77 \$3.261.60 \$84.801.60	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2.594.40 \$67.454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3,293.60 \$85.633.60	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2.619.20 \$68.099.20 30 \$36.90 \$2,952.00 \$76,752.00 42 \$41.57 \$3.325.60 \$86.465.60	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2.645.60 \$68.785.60 31 \$37.27 \$2,981.60 \$77,521.60 43 \$41.98 \$3.358.40 \$87.318.40	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2.671.20 \$69.451.20 \$37.63 \$3.010.40 \$78,270.40 44 \$42.42 \$3.393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2.698.40 \$70.158.40 33 \$38.02 \$3.041.60 \$79.081.60 45 \$42.83 \$3.426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70.886.40 34 \$38.39 \$3.071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2.752.00 \$71.552.00 35 \$38.76 \$3.100.80 \$80.620.80 47 \$43.70 \$3.496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$30.23 \$2,418.40	\$30.54 \$2,443.20	\$30.86 \$2,468.80	\$31.15 \$2,492.00	\$31.46 \$2,516.80	\$31.76 \$2,540.80	\$32.10 \$2,568.00	\$32.43 \$2,594.40	\$32.74 \$2,619.20	\$33.07 \$2,645.60	\$33.39 \$2,671.20	\$33.73 \$2,698.40
Annually	\$62,878.40	\$63,523.20	\$64,188.80	\$64,792.00	\$65,436.80	\$66,060.80	\$66,768.00	\$67,454.40	\$68,099.20	\$68,785.60	\$69,451.20	\$70,158.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$34.08	\$34.40	\$34.76	\$35.11	\$35.44	\$35.78	\$36.18	\$36.53	\$36.90	\$37.27	\$37.63	\$38.02
Biweekly Annually	\$2,726.40 \$70,886.40	\$2,752.00 \$71,552.00	\$2,780.80 \$72,300.80	\$2,808.80 \$73,028.80	\$2,835.20 \$73,715.20	\$2,862.40 \$74,422.40	\$2,894.40 \$75,254.40	\$2,922.40 \$75,982.40	\$2,952.00 \$76,752.00	\$2,981.60 \$77,521.60	\$3,010.40 \$78,270.40	\$3,041.60 \$79,081.60
Steps	25 \$38.39	26 \$38.76	27 \$39.17	28 \$39.56	29 \$39.95	30 \$40.36	31 \$40.77	32 \$41.17	33 \$41.57	34 \$41.98	35 \$42.42	36 \$42.83
Hourly Biweekly	\$3,071.20	\$3,100.80	\$3,133.60	\$3,164.80	\$3,196.00	\$3,228.80	\$3,261.60	\$3,293.60	\$3,325.60	\$3,358.40	\$3,393.60	\$42.83 \$3,426.40
Annually	\$79,851.20	\$80,620.80	\$81,473.60	\$82,284.80	\$83,096.00	\$83,948.80	\$84,801.60	\$85,633.60	\$86,465.60	\$87,318.40	\$88,233.60	\$89,086.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$43.26	\$43.70	\$44.14	\$44.56	\$45.02	\$45.47	\$45.91	\$46.39	\$46.84	\$47.32	\$47.79	\$48.27
Biweekly	\$3,460.80	\$3,496.00	\$3,531.20	\$3,564.80	\$3,601.60	\$3,637.60	\$3,672.80	\$3,711.20	\$3,747.20	\$3,785.60	\$3,823.20	\$3,861.60
Annually	\$89,980.80	\$90,896.00	\$91,811.20	\$92,684.80	\$93,641.60	\$94,577.60	\$95,492.80	\$96,491.20	\$97,427.20	\$98,425.60	\$99,403.20	\$100,401.60
Steps	49	50	51	52	53	54	55					
Hourly	\$48.75	\$49.24	\$49.73	\$50.26	\$50.75	\$51.26	\$51.76					
Biweekly	\$3,900.00	\$3,939.20	\$3,978.40	\$4,020.80	\$4,060.00	\$4,100.80	\$4,140.80					
Annually	\$101,400.00	\$102,419.20	\$103,438.40	\$104,540.80	\$105,560.00	\$106,620.80	\$107,660.80					
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$32.74	\$33.07	\$33.39	\$33.73	\$34.08	\$34.40	\$34.76	\$35.11	\$35.44	\$35.78	\$36.18	\$36.53
Steps Hourly Biweekly	\$32.74 \$2,619.20	\$33.07 \$2,645.60	\$33.39 \$2,671.20	\$33.73 \$2,698.40	\$34.08 \$2,726.40	\$34.40 \$2,752.00	\$34.76 \$2,780.80	\$35.11 \$2,808.80	\$35.44 \$2,835.20	\$35.78 \$2,862.40	\$36.18 \$2,894.40	\$36.53 \$2,922.40
Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20	\$33.07 \$2,645.60 \$68,785.60	\$33.39 \$2,671.20 \$69,451.20	\$33.73 \$2,698.40 \$70,158.40	\$34.08 \$2,726.40 \$70,886.40	\$34.40 \$2,752.00 \$71,552.00	\$34.76 \$2,780.80 \$72,300.80	\$35.11 \$2,808.80 \$73,028.80	\$35.44 \$2,835.20 \$73,715.20	\$35.78 \$2,862.40 \$74,422.40	\$36.18 \$2,894.40 \$75,254.40	\$36.53 \$2,922.40 \$75,982.40
Steps Hourly Biweekly Annually Steps	\$32.74 \$2,619.20 \$68,099.20	\$33.07 \$2,645.60 \$68,785.60	\$33.39 \$2,671.20 \$69,451.20	\$33.73 \$2,698.40 \$70,158.40	\$34.08 \$2,726.40 \$70,886.40	\$34.40 \$2,752.00 \$71,552.00	\$34.76 \$2,780.80 \$72,300.80	\$35.11 \$2,808.80 \$73,028.80	\$35.44 \$2,835.20 \$73,715.20	\$35.78 \$2,862.40 \$74,422.40	\$36.18 \$2,894.40 \$75,254.40	\$36.53 \$2,922.40 \$75,982.40
Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20	\$33.07 \$2,645.60 \$68,785.60	\$33.39 \$2,671.20 \$69,451.20	\$33.73 \$2,698.40 \$70,158.40	\$34.08 \$2,726.40 \$70,886.40	\$34.40 \$2,752.00 \$71,552.00	\$34.76 \$2,780.80 \$72,300.80	\$35.11 \$2,808.80 \$73,028.80	\$35.44 \$2,835.20 \$73,715.20	\$35.78 \$2,862.40 \$74,422.40	\$36.18 \$2,894.40 \$75,254.40	\$36.53 \$2,922.40 \$75,982.40
Steps Hourly Biweekly Annually Steps Hourly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3.010.40 \$78.270.40	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76 \$3.100.80 \$80.620.80	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3.164.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3.228.80 \$83.948.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3.293.60 \$85,633.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2.952.00 \$76,752.00 25 \$41.57	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3.010.40 \$78.270.40	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3.041.60 \$79,081.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76 \$3.100.80 \$80,620.80 30 \$43.70	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3.133.60 \$81,473.60	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3.164.80 \$82.284.80 32 \$44.56	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3.196.00 \$83,096.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3.228.80 \$83,948.80 34 \$45.47	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3.261.60 \$84,801.60 35 \$45.91	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77.521.60 26 \$41.98 \$3.358.40	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3.010.40 \$78.270.40 27 \$42.42 \$3.393.60	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76 \$3.100.80 \$80.620.80 30 \$43.70 \$3,496.00	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3.133.60 \$81.473.60 31 \$44.14 \$3,531.20	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80 \$82,284.80 32 \$44.56 \$3,564.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83.096.00 33 \$45.02 \$3,601.60	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3.228.80 \$83.948.80 34 \$45.47 \$3,637.60	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3.293.60 \$85,633.60 36 \$46.39 \$3.711.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2.952.00 \$76,752.00 25 \$41.57	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3.010.40 \$78.270.40	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3.041.60 \$79,081.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76 \$3.100.80 \$80,620.80 30 \$43.70	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3.133.60 \$81,473.60	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3.164.80 \$82.284.80 32 \$44.56	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3.196.00 \$83,096.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3.228.80 \$83,948.80 34 \$45.47	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3.261.60 \$84,801.60 35 \$45.91	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3.293.60 \$85,633.60 36 \$46.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77.521.60 26 \$41.98 \$3.358.40	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3.010.40 \$78.270.40 27 \$42.42 \$3.393.60	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76 \$3.100.80 \$80.620.80 30 \$43.70 \$3,496.00	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3.133.60 \$81.473.60 31 \$44.14 \$3,531.20	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80 \$82,284.80 32 \$44.56 \$3,564.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83.096.00 33 \$45.02 \$3,601.60	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3.228.80 \$83.948.80 34 \$45.47 \$3,637.60	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3.293.60 \$85,633.60 36 \$46.39 \$3.711.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2.952.00 \$76.752.00 25 \$41.57 \$3.325.60 \$86.465.60	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2.981.60 \$77.521.60 26 \$41.98 \$3,358.40 \$87,318.40	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3.010.40 \$78.270.40 27 \$42.42 \$3.393.60 \$88.233.60	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3.071.20 \$79.851.20 29 \$43.26 \$3.460.80 \$89,980.80	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76 \$3,100.80 \$80,620.80 30 \$43.70 \$3,496.00 \$90,896.00	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3.164.80 \$82,284.80 32 \$44.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3.196.00 \$83.096.00 33 \$45.02 \$3.601.60 \$93,641.60	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3.228.80 \$83.948.80 34 \$45.47 \$3.637.60 \$94.577.60	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3.293.60 \$85.633.60 36 \$46.39 \$3,711.20 \$96.491.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2.952.00 \$76.752.00 25 \$41.57 \$3.325.60 \$86,465.60 37 \$46.84 \$3,747.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2.981.60 \$77.521.60 26 \$41.98 \$3.358.40 \$87.318.40 38 \$47.32 \$3.785.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78.270.40 27 \$42.42 \$3.393.60 \$88.233.60 39 \$47.79 \$3,823.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3.041.60 \$79,081.60 28 \$42.83 \$3.426.40 \$89,086.40 40 \$48.27 \$3.861.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3,100.80 \$80,620.80 \$43.70 \$3,496.00 \$90,896.00 \$42 \$49.24 \$3,939.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3.133.60 \$81.473.60 31 \$44.14 \$3.531.20 \$91,811.20 43 \$49.73 \$3,978.40	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3.164.80 \$82,284.80 32 \$44.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60 45 \$50.75 \$4,060.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60 46 \$51.26 \$4,100.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80 47 \$51.76 \$4,140.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3.293.60 \$85.633.60 36 \$46.39 \$3,711.20 \$96,491.20 48 \$52.26 \$4,180.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2.952.00 \$76.752.00 25 \$41.57 \$3,325.60 \$86,465.60 37 \$46.84 \$3,747.20 \$97,427.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77.521.60 26 \$41.98 \$3,358.40 \$87,318.40 38 \$47.32 \$3,785.60 \$98,425.60	\$33.39 \$2,671.20 \$69,451.20 \$15 \$37.63 \$3.010.40 \$78.270.40 27 \$42.42 \$3.393.60 \$88.233.60 \$47.79 \$3,823.20 \$99,403.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40 40 \$48.27 \$3,861.60 \$100,401.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00 \$101,400.00	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3,100.80 \$80,620.80 \$43.70 \$3,496.00 \$90.896.00 \$42 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3.133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20 43 \$49.73 \$3,978.40 \$103,438.40	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3.164.80 \$82,284.80 32 \$44.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3.196.00 \$83.096.00 33 \$45.02 \$3.601.60 \$93,641.60	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3.228.80 \$83.948.80 34 \$45.47 \$3.637.60 \$94.577.60	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3.293.60 \$85.633.60 36 \$46.39 \$3,711.20 \$96.491.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2.952.00 \$76.752.00 25 \$41.57 \$3.325.60 \$86,465.60 37 \$46.84 \$3,747.20 \$97,427.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77.521.60 26 \$41.98 \$3,358.40 \$87,318.40 38 \$47.32 \$3,785.60 \$98,425.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3.010.40 \$78.270.40 27 \$42.42 \$3.393.60 \$88.233.60 39 \$47.79 \$3.823.20 \$99,403.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3.041.60 \$79,081.60 28 \$42.83 \$3.426.40 \$89,086.40 40 \$48.27 \$3.861.60 \$100,401.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00 \$101,400.00	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3.100.80 \$80,620.80 \$43.70 \$3.496.00 \$90,896.00 \$42 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3.133.60 \$81.473.60 31 \$44.14 \$3.531.20 \$91,811.20 43 \$49.73 \$3,978.40 \$103,438.40	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3.164.80 \$82,284.80 32 \$44.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60 45 \$50.75 \$4,060.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60 46 \$51.26 \$4,100.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80 47 \$51.76 \$4,140.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3.293.60 \$85.633.60 36 \$46.39 \$3,711.20 \$96,491.20 48 \$52.26 \$4,180.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2.952.00 \$76.752.00 25 \$41.57 \$3.325.60 \$86.465.60 37 \$46.84 \$3,747.20 \$97,427.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77.521.60 26 \$41.98 \$3,358.40 \$87,318.40 38 \$47.32 \$3,785.60 \$98,425.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78.270.40 27 \$42.42 \$3,393.60 \$88,233.60 39 \$47.79 \$3,823.20 \$99,403.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3.041.60 \$79,081.60 28 \$42.83 \$3.426.40 \$89,086.40 40 \$48.27 \$3,861.60 \$100,401.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3.071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00 \$101,400.00	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3,100.80 \$80,620.80 \$3,496.00 \$90,896.00 \$42 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20 43 \$49.73 \$3,978.40 \$103,438.40 55 \$56.04	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3.164.80 \$82,284.80 32 \$44.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60 45 \$50.75 \$4,060.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60 46 \$51.26 \$4,100.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80 47 \$51.76 \$4,140.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3.293.60 \$85.633.60 36 \$46.39 \$3,711.20 \$96,491.20 48 \$52.26 \$4,180.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2.952.00 \$76.752.00 25 \$41.57 \$3.325.60 \$86,465.60 37 \$46.84 \$3,747.20 \$97,427.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77.521.60 26 \$41.98 \$3,358.40 \$87,318.40 38 \$47.32 \$3,785.60 \$98,425.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3.010.40 \$78.270.40 27 \$42.42 \$3.393.60 \$88.233.60 39 \$47.79 \$3.823.20 \$99,403.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3.041.60 \$79,081.60 28 \$42.83 \$3.426.40 \$89,086.40 40 \$48.27 \$3.861.60 \$100,401.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00 \$101,400.00	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3.100.80 \$80,620.80 \$43.70 \$3.496.00 \$90,896.00 \$42 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3.133.60 \$81.473.60 31 \$44.14 \$3.531.20 \$91,811.20 43 \$49.73 \$3,978.40 \$103,438.40	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3.164.80 \$82,284.80 32 \$44.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60 45 \$50.75 \$4,060.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60 46 \$51.26 \$4,100.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80 47 \$51.76 \$4,140.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3.293.60 \$85.633.60 36 \$46.39 \$3,711.20 \$96,491.20 48 \$52.26 \$4,180.80

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

-		_	_		_		_	_	_			
Steps	. 1	2	. 3	4	. 5	6	. 7	8	9	10	11	12
Hourly	\$35.78	\$36.18	\$36.53	\$36.90	\$37.27	\$37.63	\$38.02	\$38.39	\$38.76	\$39.17	\$39.56	\$39.95
Biweekly	\$2,862.40	\$2,894.40	\$2,922.40	\$2,952.00	\$2,981.60	\$3,010.40	\$3,041.60	\$3,071.20	\$3,100.80	\$3,133.60	\$3,164.80	\$3,196.00
Annually	\$74,422.40	\$75,254.40	\$75,982.40	\$76,752.00	\$77,521.60	\$78,270.40	\$79,081.60	\$79,851.20	\$80,620.80	\$81,473.60	\$82,284.80	\$83,096.00
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$40.36	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83	\$43.26	\$43.70	\$44.14	\$44.56	\$45.02
Biweekly	\$3,228.80	\$3,261.60	\$3,293.60	\$3,325.60	\$3,358.40	\$3,393.60	\$3,426.40	\$3,460.80	\$3,496.00	\$3,531.20	\$3,564.80	\$3,601.60
Annually	\$83,948.80	\$84,801.60	\$85,633.60	\$86,465.60			\$89,086.40	\$89,980.80	\$90,896.00		\$92,684.80	\$93,641.60
Ailliually	\$63,946.60	\$84,801.00	\$85,033.00	\$80,405.00	\$87,318.40	\$88,233.60	\$89,080.40	\$89,980.80	\$90,896.00	\$91,811.20	\$92,084.80	\$93,041.00
Chama												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$45.47	\$45.91	\$46.39	\$46.84	\$47.32	\$47.79	\$48.27	\$48.75	\$49.24	\$49.73	\$50.26	\$50.75
Biweekly	\$3,637.60	\$3,672.80	\$3,711.20	\$3,747.20	\$3,785.60	\$3,823.20	\$3,861.60	\$3,900.00	\$3,939.20	\$3,978.40	\$4,020.80	\$4,060.00
Annually	\$94,577.60	\$95,492.80	\$96,491.20	\$97,427.20	\$98,425.60	\$99,403.20	\$100,401.60	\$101,400.00	\$102,419.20	\$103,438.40	\$104,540.80	\$105,560.00
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$51.26	\$51.76	\$52.26	\$52.79	\$53.33	\$53.84	\$54.41	\$54.94	\$55.49	\$56.04	\$56.61	\$57.19
Biweekly	\$4,100.80	\$4,140.80	\$4,180.80	\$4,223.20	\$4,266.40	\$4,307.20	\$4,352.80	\$4,395.20	\$4,439.20	\$4,483.20	\$4,528.80	\$4,575.20
Annually	\$106,620.80	\$107,660.80	\$108,700.80	\$109,803.20	\$110,926.40	\$111,987.20	\$113,172.80	\$114,275.20	\$115,419.20	\$116,563.20	\$117,748.80	\$118,955.20
Ailliually	\$100,020.00	\$107,000.80	\$100,700.80	\$105,805.20	\$110,520.40	\$111,567.20	3113,172.00	3114,273.20	\$115,415.20	\$110,505.20	3117,740.00	\$110,555.20
Steps	49	50	51	52	53	54	55					
Hourly	\$57.74	\$58.31	\$58.90	\$59.50	\$60.11	\$60.68	\$61.30					
Biweekly	\$4,619.20	\$4,664.80	\$4,712.00	\$4,760.00	\$4,808.80	\$4,854.40	\$4,904.00					
Annually	\$120,099.20	\$121,284.80	\$122,512.00	\$123,760.00	\$125,028.80	\$126,214.40	\$127,504.00					
Grade 82												
	1	2	2	4	E	6	7	0	٥	10	11	12
Steps	1	2	3	4	5	6	7	8	9	10	11	12 \$45.03
Steps Hourly	\$40.36	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83	\$43.26	\$43.70	\$44.14	\$44.56	\$45.02
Steps Hourly Biweekly	\$40.36 \$3,228.80	\$40.77 \$3,261.60	\$41.17 \$3,293.60	\$41.57 \$3,325.60	\$41.98 \$3,358.40	\$42.42 \$3,393.60	\$42.83 \$3,426.40	\$43.26 \$3,460.80	\$43.70 \$3,496.00	\$44.14 \$3,531.20	\$44.56 \$3,564.80	\$45.02 \$3,601.60
Steps Hourly	\$40.36	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83	\$43.26	\$43.70	\$44.14	\$44.56	\$45.02
Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80	\$40.77 \$3,261.60 \$84,801.60	\$41.17 \$3,293.60 \$85,633.60	\$41.57 \$3,325.60 \$86,465.60	\$41.98 \$3,358.40 \$87,318.40	\$42.42 \$3,393.60 \$88,233.60	\$42.83 \$3,426.40 \$89,086.40	\$43.26 \$3,460.80 \$89,980.80	\$43.70 \$3,496.00 \$90,896.00	\$44.14 \$3,531.20 \$91,811.20	\$44.56 \$3,564.80 \$92,684.80	\$45.02 \$3,601.60 \$93,641.60
Steps Hourly Biweekly Annually Steps	\$40.36 \$3,228.80 \$83,948.80	\$40.77 \$3,261.60 \$84,801.60	\$41.17 \$3,293.60 \$85,633.60	\$41.57 \$3,325.60 \$86,465.60	\$41.98 \$3,358.40 \$87,318.40	\$42.42 \$3,393.60 \$88,233.60	\$42.83 \$3,426.40 \$89,086.40	\$43.26 \$3,460.80 \$89,980.80	\$43.70 \$3,496.00 \$90,896.00	\$44.14 \$3,531.20 \$91,811.20	\$44.56 \$3,564.80 \$92,684.80	\$45.02 \$3,601.60 \$93,641.60
Steps Hourly Biweekly Annually Steps Hourly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00
Steps Hourly Biweekly Annually Steps Hourly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104.540.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105.560.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104.540.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3.637.60 \$94,577.60 25 \$51.26	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3.861.60 \$100,401.60 31 \$54.41	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3.900.00 \$101,400.00	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3.978.40 \$103,438.40 34 \$56.04	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80 35 \$56.61	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3.637.60 \$94.577.60 25 \$51.26 \$4,100.80	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95.492.80 26 \$51.76 \$4,140.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96.491.20 27 \$52.26 \$4,180.80	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97.427.20 28 \$52.79 \$4,223.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98.425.60 29 \$53.33 \$4,266.40	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100.401.60 31 \$54.41 \$4,352.80	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101.400.00 32 \$54.94 \$4.395.20	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102.419.20 33 \$55.49 \$4,439.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103.438.40 34 \$56.04 \$4,483.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104.540.80 35 \$56.61 \$4,528.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3.637.60 \$94,577.60 25 \$51.26	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3.861.60 \$100,401.60 31 \$54.41	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3.900.00 \$101,400.00	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3.978.40 \$103,438.40 34 \$56.04	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80 35 \$56.61	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3.637.60 \$94.577.60 25 \$51.26 \$4.100.80 \$106.620.80	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95.492.80 26 \$51.76 \$4,140.80 \$107,660.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96.491.20 27 \$52.26 \$4,180.80 \$108,700.80	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97.427.20 28 \$52.79 \$4,223.20 \$109.803.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98.425.60 29 \$53.33 \$4,266.40 \$110.926.40	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100.401.60 31 \$54.41 \$4,352.80 \$113,172.80	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101.400.00 32 \$54.94 \$4.395.20 \$114,275.20	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102.419.20 33 \$55.49 \$4,439.20 \$115.419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103.438.40 34 \$56.04 \$4,483.20 \$116.563.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104.540.80 35 \$56.61 \$4,528.80 \$117,748.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105.560.00 36 \$57.19 \$4,575.20 \$118,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3.637.60 \$94.577.60 25 \$51.26 \$4,100.80 \$106.620.80	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96.491.20 27 \$52.26 \$4,180.80 \$108,700.80	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98.425.60 29 \$53.33 \$4.266.40 \$110.926.40	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100.401.60 31 \$54.41 \$4,352.80 \$113,172.80	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4.395.20 \$114.275.20	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103.438.40 34 \$56.04 \$4.483.20 \$116.563.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4.020.80 \$104.540.80 35 \$56.61 \$4.528.80 \$117.748.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105.560.00 36 \$57.19 \$4.575.20 \$118.955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3.637.60 \$94.577.60 25 \$51.26 \$4.100.80 \$106.620.80	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3.672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98.425.60 29 \$53.33 \$4,266.40 \$110,926.40	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100.401.60 31 \$54.41 \$4,352.80 \$113,172.80	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20 \$116,563.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4.020.80 \$104.540.80 35 \$56.61 \$4.528.80 \$117.748.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105.560.00 36 \$57.19 \$4,575.20 \$118,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3.637.60 \$94.577.60 25 \$51.26 \$4.100.80 \$106.620.80 37 \$57.74 \$4,619.20	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3.672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80 38 \$58.31 \$4,664.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80 39 \$58.90 \$4,712.00	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20 40 \$59.50 \$4,760.00	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98.425.60 29 \$53.33 \$4,266.40 \$110,926.40 41 \$60.11 \$4,808.80	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3.861.60 \$100.401.60 31 \$54.41 \$4.352.80 \$113,172.80 43 \$61.30 \$4,904.00	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103.438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4.020.80 \$104.540.80 35 \$56.61 \$4,528.80 \$117.748.80 47 \$63.77 \$5,101.60	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4.060.00 \$105.560.00 36 \$57.19 \$4.575.20 \$118.955.20 48 \$64.41 \$5.152.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3.637.60 \$94.577.60 25 \$51.26 \$4.100.80 \$106.620.80	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3.672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98.425.60 29 \$53.33 \$4,266.40 \$110,926.40	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100.401.60 31 \$54.41 \$4,352.80 \$113,172.80	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20 \$116,563.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4.020.80 \$104.540.80 35 \$56.61 \$4,528.80 \$117.748.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105.560.00 36 \$57.19 \$4,575.20 \$118,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94.577.60 25 \$51.26 \$4,100.80 \$106.620.80 37 \$57.74 \$4,619.20 \$120,099.20	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80 38 \$58.31 \$4,664.80 \$121,284.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3.711.20 \$96.491.20 27 \$52.26 \$4,180.80 \$108.700.80 39 \$58.90 \$4,712.00 \$122,512.00	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109.803.20 40 \$59.50 \$4,760.00 \$123,760.00	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98.425.60 29 \$53.33 \$4,266.40 \$110.926.40 41 \$60.11 \$4,808.80 \$125,028.80	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40 \$126,214.40	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3.861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113.172.80 43 \$61.30 \$4,904.00 \$127.504.00	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103.438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4.020.80 \$104.540.80 35 \$56.61 \$4,528.80 \$117.748.80 47 \$63.77 \$5,101.60	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4.060.00 \$105.560.00 36 \$57.19 \$4.575.20 \$118.955.20 48 \$64.41 \$5.152.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3.637.60 \$94.577.60 25 \$51.26 \$4.100.80 \$106.620.80 37 \$57.74 \$4.619.20 \$120.099.20	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107.660.80 38 \$58.31 \$4,664.80 \$121,284.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80 39 \$58.90 \$4,712.00 \$122,512.00	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20 40 \$59.50 \$4,760.00 \$123,760.00	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98.425.60 29 \$53.33 \$4.266.40 \$110.926.40 41 \$60.11 \$4.808.80 \$125.028.80	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40 \$126,214.40	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113,172.80 43 \$61.30 \$4,904.00 \$127,504.00	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103.438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4.020.80 \$104.540.80 35 \$56.61 \$4,528.80 \$117.748.80 47 \$63.77 \$5,101.60	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4.060.00 \$105.560.00 36 \$57.19 \$4.575.20 \$118.955.20 48 \$64.41 \$5.152.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94.577.60 25 \$51.26 \$4,100.80 \$106.620.80 37 \$57.74 \$4,619.20 \$120,099.20	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80 38 \$58.31 \$4,664.80 \$121,284.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3.711.20 \$96.491.20 27 \$52.26 \$4,180.80 \$108.700.80 39 \$58.90 \$4,712.00 \$122,512.00	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109.803.20 40 \$59.50 \$4,760.00 \$123,760.00	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40 \$110.926.40 41 \$60.11 \$4,808.80 \$125,028.80 53 \$67.71	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40 \$126,214.40	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3.861.60 \$100.401.60 31 \$54.41 \$4,352.80 \$113.172.80 43 \$61.30 \$4,904.00 \$127,504.00	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103.438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4.020.80 \$104.540.80 35 \$56.61 \$4,528.80 \$117.748.80 47 \$63.77 \$5,101.60	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4.060.00 \$105.560.00 36 \$57.19 \$4.575.20 \$118.955.20 48 \$64.41 \$5.152.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3.637.60 \$94.577.60 25 \$51.26 \$4.100.80 \$106.620.80 37 \$57.74 \$4.619.20 \$120.099.20	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107.660.80 38 \$58.31 \$4,664.80 \$121,284.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80 39 \$58.90 \$4,712.00 \$122,512.00	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20 40 \$59.50 \$4,760.00 \$123,760.00	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98.425.60 29 \$53.33 \$4.266.40 \$110.926.40 41 \$60.11 \$4.808.80 \$125.028.80	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40 \$126,214.40	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113,172.80 43 \$61.30 \$4,904.00 \$127,504.00	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103.438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4.020.80 \$104.540.80 35 \$56.61 \$4,528.80 \$117.748.80 47 \$63.77 \$5,101.60	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4.060.00 \$105.560.00 36 \$57.19 \$4.575.20 \$118.955.20 48 \$64.41 \$5.152.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94.577.60 25 \$51.26 \$4.100.80 \$106.620.80 37 \$57.74 \$4,619.20 \$120.099.20	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107.660.80 38 \$58.31 \$4,664.80 \$121.284.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80 39 \$58.90 \$4,712.00 \$122,512.00	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97.427.20 28 \$52.79 \$4.223.20 \$109.803.20 40 \$59.50 \$4,760.00 \$123,760.00 \$123,760.00	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40 \$110.926.40 41 \$60.11 \$4,808.80 \$125,028.80 53 \$67.71	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40 \$126,214.40	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3.861.60 \$100.401.60 31 \$54.41 \$4,352.80 \$113.172.80 43 \$61.30 \$4,904.00 \$127,504.00	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103.438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4.020.80 \$104.540.80 35 \$56.61 \$4,528.80 \$117.748.80 47 \$63.77 \$5,101.60	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4.060.00 \$105.560.00 36 \$57.19 \$4.575.20 \$118.955.20 48 \$64.41 \$5.152.80

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$45.47	\$45.91	\$46.39	\$46.84	\$47.32	\$47.79	\$48.27	\$48.75	\$49.24	\$49.73	\$50.26	\$50.75
Biweekly	\$3,637.60	\$3,672.80	\$3,711.20	\$3,747.20	\$3,785.60	\$3,823.20	\$3,861.60	\$3,900.00	\$3,939.20	\$3,978.40	\$4,020.80	\$4,060.00
Annually	\$94,577.60	\$95,492.80	\$96,491.20	\$97,427.20	\$98,425.60	\$99,403.20	\$100,401.60	\$101,400.00	\$102,419.20	\$103,438.40	\$104,540.80	\$105,560.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$51.26	\$51.76	\$52.26	\$52.79	\$53.33	\$53.84	\$54.41	\$54.94	\$55.49	\$56.04	\$56.61	\$57.19
Biweekly	\$4,100.80	\$4,140.80	\$4,180.80	\$4,223.20	\$4,266.40	\$4,307.20	\$4,352.80	\$4,395.20	\$4,439.20	\$4,483.20	\$4,528.80	\$4,575.20
Annually	\$106,620.80	\$107,660.80	\$108,700.80	\$109,803.20	\$110,926.40	\$111,987.20	\$113,172.80	\$114,275.20	\$115,419.20	\$116,563.20	\$117,748.80	\$118,955.20
Amuany	3100,020.80	3107,000.80	3108,700.80	3103,803.20	3110,320.40	3111,367.20	3113,172.00	3114,273.20	3113,413.20	3110,303.20	3117,740.00	3110,333.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$57.74	\$58.31	\$58.90	\$59.50	\$60.11	\$60.68	\$61.30	\$61.91	\$62.54	\$63.14	\$63.77	\$64.41
Biweekly	\$4,619.20	\$4,664.80	\$4,712.00	\$4,760.00	\$4,808.80	\$4,854.40	\$4,904.00	\$4,952.80	\$5,003.20	\$5,051.20	\$5,101.60	\$5,152.80
Annually	\$120,099.20	\$121,284.80	\$122,512.00	\$123,760.00	\$125,028.80	\$126,214.40	\$127,504.00	\$128,772.80	\$130,083.20	\$131,331.20	\$132,641.60	\$133,972.80
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$65.05	\$65.72	\$66.38	\$67.04	\$67.71	\$68.41	\$69.07	\$69.76	\$70.48	\$71.15	\$71.87	\$72.58
Biweekly	\$5,204.00	\$5,257.60	\$5,310.40	\$5,363.20	\$5,416.80	\$5,472.80	\$5,525.60	\$5,580.80	\$5,638.40	\$5,692.00	\$5,749.60	\$5,806.40
Annually	\$135,304.00	\$136,697.60	\$138,070.40	\$139,443.20	\$140,836.80	\$142,292.80	\$143,665.60	\$145,100.80	\$146,598.40	\$147,992.00	\$149,489.60	\$150,966.40
Steps	49	50	51	52	53	54	55					
Hourly	\$73.31	\$74.04	\$74.79	\$75.55	\$76.31	\$77.05	\$77.83					
Biweekly	\$5,864.80	\$5,923.20	\$5,983.20	\$6,044.00	\$6,104.80	\$6,164.00	\$6,226.40					
Annually	\$152,484.80	\$154,003.20	\$155,563.20	\$157,144.00	\$158,724.80	\$160,264.00	\$161,886.40					
· ·												
Grada 84												
Grade 84							_					
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$49.73	\$50.26	\$50.75	\$51.26	\$51.76	\$52.26	\$52.79	\$53.33	\$53.84	\$54.41	\$54.94	\$55.49
Steps Hourly Biweekly	\$49.73 \$3,978.40	\$50.26 \$4,020.80	\$50.75 \$4,060.00	\$51.26 \$4,100.80	\$51.76 \$4,140.80	\$52.26 \$4,180.80	\$52.79 \$4,223.20	\$53.33 \$4,266.40	\$53.84 \$4,307.20	\$54.41 \$4,352.80	\$54.94 \$4,395.20	\$55.49 \$4,439.20
Steps Hourly	\$49.73	\$50.26	\$50.75	\$51.26	\$51.76	\$52.26	\$52.79	\$53.33	\$53.84	\$54.41	\$54.94	\$55.49
Steps Hourly Biweekly Annually Steps	\$49.73 \$3,978.40 \$103,438.40	\$50.26 \$4,020.80 \$104,540.80	\$50.75 \$4,060.00 \$105,560.00	\$51.26 \$4,100.80 \$106,620.80	\$51.76 \$4,140.80 \$107,660.80	\$52.26 \$4,180.80 \$108,700.80	\$52.79 \$4,223.20 \$109,803.20	\$53.33 \$4,266.40 \$110,926.40	\$53.84 \$4,307.20 \$111,987.20	\$54.41 \$4,352.80 \$113,172.80	\$54.94 \$4,395.20 \$114,275.20	\$55.49 \$4,439.20 \$115,419.20
Steps Hourly Biweekly Annually Steps Hourly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20
Steps Hourly Biweekly Annually Steps Hourly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116.563.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122.512.00	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4.904.00 \$127.504.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4.952.80 \$128,772.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116.563.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117.748.80	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118.955.20	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4.664.80 \$121,284.80	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122.512.00	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125.028.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126.214.40	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4.904.00 \$127.504.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4.952.80 \$128,772.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5.003.20 \$130.083.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4.483.20 \$116,563.20 25 \$63.14	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4.575.20 \$118,955.20	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4.664.80 \$121,284.80 29 \$65.72	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4.808.80 \$125,028.80 32 \$67.71	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4.904.00 \$127.504.00 34	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4.952.80 \$128.772.80 35 \$69.76	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5.003.20 \$130.083.20 36 \$70.48
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116.563.20 25 \$63.14 \$5.051.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117.748.80 26 \$63.77 \$5,101.60	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118.955.20 27 \$64.41 \$5,152.80	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120.099.20 28 \$65.05 \$5,204.00	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4.664.80 \$121.284.80 29 \$65.72 \$5.257.60	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122.512.00 30 \$66.38 \$5,310.40	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123.760.00 31 \$67.04 \$5.363.20	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125.028.80 32 \$67.71 \$5,416.80	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4.904.00 \$127.504.00 34 \$69.07 \$5.525.60	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4.952.80 \$128.772.80 35 \$69.76 \$5.580.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5.003.20 \$130.083.20 36 \$70.48 \$5,638.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4.483.20 \$116,563.20 25 \$63.14	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4.575.20 \$118,955.20	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4.664.80 \$121,284.80 29 \$65.72	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4.808.80 \$125,028.80 32 \$67.71	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4.904.00 \$127.504.00 34	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4.952.80 \$128.772.80 35 \$69.76	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5.003.20 \$130.083.20 36 \$70.48
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116.563.20 25 \$63.14 \$5.051.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117.748.80 26 \$63.77 \$5,101.60	\$50.75 \$4,060.00 \$105,560.00 \$15 \$57.19 \$4.575.20 \$118.955.20 \$14.955.20 \$133.972.80	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120.099.20 28 \$65.05 \$5,204.00 \$135,304.00	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4.664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123.760.00 31 \$67.04 \$5.363.20	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125.028.80 32 \$67.71 \$5,416.80	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4.904.00 \$127.504.00 34 \$69.07 \$5,525.60 \$143,665.60	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4.952.80 \$128.772.80 35 \$69.76 \$5.580.80 \$145.100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5.003.20 \$130.083.20 36 \$70.48 \$5,638.40 \$146.598.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116.563.20 25 \$63.14 \$5.051.20 \$131,331.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117.748.80 26 \$63.77 \$5,101.60 \$132,641.60	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4.575.20 \$118.955.20 27 \$64.41 \$5,152.80 \$133,972.80	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120.099.20 28 \$65.05 \$5,204.00 \$135,304.00	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4.664.80 \$121.284.80 29 \$65.72 \$5.257.60 \$136.697.60	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122.512.00 30 \$66.38 \$5,310.40 \$138.070.40	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123.760.00 31 \$67.04 \$5.363.20 \$139,443.20	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125.028.80 32 \$67.71 \$5,416.80 \$140.836.80	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126.214.40 33 \$68.41 \$5,472.80 \$142,292.80	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4.904.00 \$127.504.00 34 \$69.07 \$5.525.60 \$143.665.60	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4.952.80 \$128.772.80 35 \$69.76 \$5.580.80 \$145.100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5.003.20 \$130.083.20 36 \$70.48 \$5.638.40 \$146.598.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116.563.20 25 \$63.14 \$5.051.20 \$131.331.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4.528.80 \$117.748.80 26 \$63.77 \$5,101.60 \$132.641.60	\$50.75 \$4,060.00 \$105,560.00 \$15 \$57.19 \$4.575.20 \$118.955.20 \$14.955.20 \$133.972.80	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120.099.20 28 \$65.05 \$5,204.00 \$135,304.00	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4.664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5.363.20 \$139,443.20	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80 \$140,836.80	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4.904.00 \$127.504.00 34 \$69.07 \$5,525.60 \$143,665.60	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4.952.80 \$128.772.80 35 \$69.76 \$5.580.80 \$145.100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5.003.20 \$130.083.20 36 \$70.48 \$5,638.40 \$146.598.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116.563.20 25 \$63.14 \$5,051.20 \$131.331.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132,641.60	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4.575.20 \$118.955.20 27 \$64.41 \$5,152.80 \$133,972.80	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120.099.20 28 \$65.05 \$5,204.00 \$135,304.00	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4.664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136.697.60	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5.363.20 \$139,443.20	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4.808.80 \$125.028.80 32 \$67.71 \$5,416.80 \$140.836.80	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4.904.00 \$127.504.00 34 \$69.07 \$5,525.60 \$143,665.60	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4.952.80 \$128,772.80 35 \$69.76 \$5.580.80 \$145.100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5.003.20 \$130.083.20 36 \$70.48 \$5.638.40 \$146.598.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4.483.20 \$116.563.20 25 \$63.14 \$5.051.20 \$131,331.20 37 \$71.15 \$5.692.00 \$147,992.00	\$50.26 \$4,020.80 \$104,540.80 \$104,540.80 \$104,540.80 \$117,748.80 \$117,748.80 \$63.77 \$5,101.60 \$132,641.60 \$71.87 \$5,749.60 \$149,489.60	\$50.75 \$4,060.00 \$105,560.00 \$15,560.00 \$15,560.00 \$15,57.19 \$4,575.20 \$118,955.20 \$13,955.20 \$133,972.80 \$133,972.80 \$150,966.40	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120.099.20 28 \$65.05 \$5,204.00 \$135.304.00 40 \$73.31 \$5,864.80 \$152,484.80	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136.697.60 41 \$74.04 \$5,923.20 \$154,003.20	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138.070.40 42 \$74.79 \$5,983.20 \$155,563.20	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20 \$139,443.20 43 \$75.55 \$6,044.00 \$157,144.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125.028.80 32 \$67.71 \$5,416.80 \$140,836.80 44 \$76.31 \$6,104.80	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80 45 \$77.05 \$6,164.00	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00 \$127.504.00 34 \$69.07 \$5.525.60 \$143,665.60 46 \$77.83 \$6,226.40	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145.100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130.083.20 36 \$70.48 \$5,638.40 \$146.598.40 48 \$79.40 \$6,352.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116.563.20 25 \$63.14 \$5,051.20 \$131,331.20 37 \$71.15 \$5,692.00 \$147,992.00	\$50.26 \$4,020.80 \$104,540.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132.641.60 38 \$71.87 \$5,749.60 \$149,489.60	\$50.75 \$4,060.00 \$105,560.00 \$15,560.00 \$15,57.19 \$4,575.20 \$118,955.20 \$133,972.80 \$133,972.80 \$133,972.80 \$150,966.40 \$150,966.40	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120.099.20 28 \$65.05 \$5.204.00 \$135,304.00 40 \$73.31 \$5,864.80 \$152,484.80	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121.284.80 29 \$65.72 \$5.257.60 \$136.697.60 41 \$74.04 \$5,923.20 \$154,003.20	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122.512.00 30 \$66.38 \$5.310.40 \$138.070.40 42 \$74.79 \$5.983.20 \$155.563.20	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5.363.20 \$139,443.20 43 \$75.55 \$6,044.00 \$157,144.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125.028.80 32 \$67.71 \$5,416.80 \$140,836.80 44 \$76.31 \$6,104.80	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80 45 \$77.05 \$6,164.00	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00 \$127.504.00 34 \$69.07 \$5.525.60 \$143,665.60 46 \$77.83 \$6,226.40	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145.100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130.083.20 36 \$70.48 \$5,638.40 \$146.598.40 48 \$79.40 \$6,352.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4.483.20 \$116.563.20 25 \$63.14 \$5.051.20 \$131.331.20 37 \$71.15 \$5.692.00 \$147.992.00	\$50.26 \$4,020.80 \$104,540.80 \$104,540.80 14 \$56.61 \$4.528.80 \$117.748.80 26 \$63.77 \$5,101.60 \$132.641.60 38 \$71.87 \$5,749.60 \$149.489.60 \$0 \$80.99	\$50.75 \$4,060.00 \$105,560.00 \$15,560.00 \$15,560.00 \$15,57.19 \$4,575.20 \$118,955.20 \$133,972.80 \$133,972.80 \$133,972.80 \$150,966.40 \$150,966.40	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00 \$135.304.00 40 \$73.31 \$5,864.80 \$152,484.80	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121.284.80 29 \$65.72 \$5.257.60 \$136.697.60 41 \$74.04 \$5,923.20 \$154,003.20	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122.512.00 30 \$66.38 \$5.310.40 \$138.070.40 42 \$74.79 \$5.983.20 \$155.563.20	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123.760.00 31 \$67.04 \$5.363.20 \$139.443.20 43 \$75.55 \$6.044.00 \$157.144.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125.028.80 32 \$67.71 \$5,416.80 \$140,836.80 44 \$76.31 \$6,104.80	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80 45 \$77.05 \$6,164.00	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00 \$127.504.00 34 \$69.07 \$5.525.60 \$143,665.60 46 \$77.83 \$6,226.40	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145.100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130.083.20 36 \$70.48 \$5,638.40 \$146.598.40 48 \$79.40 \$6,352.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116.563.20 25 \$63.14 \$5,051.20 \$131,331.20 37 \$71.15 \$5,692.00 \$147,992.00	\$50.26 \$4,020.80 \$104,540.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132.641.60 38 \$71.87 \$5,749.60 \$149,489.60	\$50.75 \$4,060.00 \$105,560.00 \$15,560.00 \$15,57.19 \$4,575.20 \$118,955.20 \$133,972.80 \$133,972.80 \$133,972.80 \$150,966.40 \$150,966.40	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120.099.20 28 \$65.05 \$5.204.00 \$135,304.00 40 \$73.31 \$5,864.80 \$152,484.80	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121.284.80 29 \$65.72 \$5.257.60 \$136.697.60 41 \$74.04 \$5,923.20 \$154,003.20	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122.512.00 30 \$66.38 \$5.310.40 \$138.070.40 42 \$74.79 \$5.983.20 \$155.563.20	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5.363.20 \$139,443.20 43 \$75.55 \$6,044.00 \$157,144.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125.028.80 32 \$67.71 \$5,416.80 \$140,836.80 44 \$76.31 \$6,104.80	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80 45 \$77.05 \$6,164.00	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00 \$127.504.00 34 \$69.07 \$5.525.60 \$143,665.60 46 \$77.83 \$6,226.40	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145.100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5.003.20 \$130.083.20 36 \$70.48 \$5.638.40 \$146.598.40 48 \$79.40 \$6.352.00

(Non-bargaining unit)

NENANA (20%)

Grade /

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$12.80	\$12.92	\$13.05	\$13.19	\$13.31	\$13.44	\$13.56	\$13.71	\$13.85	\$13.98	\$14.12	\$14.28
Biweekly	\$1,024.00	\$1,033.60	\$1,044.00	\$1,055.20	\$1,064.80	\$1,075.20	\$1,084.80	\$1,096.80	\$1,108.00	\$1,118.40	\$1,129.60	\$1,142.40
Annually	\$26,624.00	\$26,873.60	\$27,144.00	\$27,435.20	\$27,684.80	\$27,955.20	\$28,204.80	\$28,516.80	\$28,808.00	\$29,078.40	\$29,369.60	\$29,702.40
Ailliually	\$20,024.00	\$20,675.00	327,144.00	327,435.20	\$27,004.00	\$27,955.20	320,204.60	\$20,310.00	\$20,000.00	329,076.40	\$29,509.00	\$29,702.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$14.41	\$14.55	\$14.71	\$14.85	\$15.00	\$15.13	\$15.28	\$15.43	\$15.60	\$15.74	\$15.92	\$16.08
Biweekly	\$1,152.80	\$1,164.00	\$1,176.80	\$1,188.00	\$1,200.00	\$1,210.40	\$1,222.40	\$1,234.40	\$1,248.00	\$1,259.20	\$1,273.60	\$1,286.40
Annually	\$29,972.80	\$30,264.00	\$30,596.80	\$30,888.00	\$31,200.00	\$31,470.40	\$31,782.40	\$32,094.40	\$32,448.00	\$32,739.20	\$33,113.60	\$33,446.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
•												
Hourly	\$16.24	\$16.39	\$16.54	\$16.71	\$16.90	\$17.06	\$17.24	\$17.38	\$17.58	\$17.74	\$17.93	\$18.09
Biweekly	\$1,299.20	\$1,311.20	\$1,323.20	\$1,336.80	\$1,352.00	\$1,364.80	\$1,379.20	\$1,390.40	\$1,406.40	\$1,419.20	\$1,434.40	\$1,447.20
Annually	\$33,779.20	\$34,091.20	\$34,403.20	\$34,756.80	\$35,152.00	\$35,484.80	\$35,859.20	\$36,150.40	\$36,566.40	\$36,899.20	\$37,294.40	\$37,627.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly					\$19.04							\$20.41
	\$18.29	\$18.46	\$18.65	\$18.85		\$19.22	\$19.39	\$19.61	\$19.79	\$20.00	\$20.21	
Biweekly	\$1,463.20	\$1,476.80	\$1,492.00	\$1,508.00	\$1,523.20	\$1,537.60	\$1,551.20	\$1,568.80	\$1,583.20	\$1,600.00	\$1,616.80	\$1,632.80
Annually	\$38,043.20	\$38,396.80	\$38,792.00	\$39,208.00	\$39,603.20	\$39,977.60	\$40,331.20	\$40,788.80	\$41,163.20	\$41,600.00	\$42,036.80	\$42,452.80
Steps	49	50	51	52	53	54	55					
Hourly	\$20.58	\$20.82	\$21.01	\$21.23	\$21.44	\$21.66	\$21.88					
Biweekly	\$1,646.40	\$1,665.60	\$1,680.80	\$1,698.40	\$1,715.20	\$1,732.80	\$1,750.40					
Annually	\$42,806.40	\$43,305.60	\$43,700.80	\$44,158.40	\$44,595.20	\$45,052.80	\$45,510.40					
Grade 72												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$14.41	\$14.55	\$14.71	\$14.85	\$15.00	\$15.13	\$15.28	\$15.43	\$15.60	\$15.74	\$15.92	\$16.08
Biweekly	\$1,152.80	\$1,164.00	\$1,176.80	\$1,188.00	\$1,200.00	\$1,210.40	\$1,222.40	\$1,234.40	\$1,248.00	\$1,259.20	\$1,273.60	\$1,286.40
Annually	\$29,972.80	\$30,264.00	\$30,596.80	\$30,888.00	\$31,200.00	\$31,470.40	\$31,782.40	\$32,094.40	\$32,448.00	\$32,739.20	\$33,113.60	\$33,446.40
Steps												
•	13	14	15	16	17	18	19	20	21	22	23 617.03	24
Hourly	\$16.24	\$16.39	\$16.54	\$16.71	\$16.90	\$17.06	\$17.24	\$17.38	\$17.58	\$17.74	\$17.93	\$18.09
Biweekly	\$1,299.20	\$1,311.20	\$1,323.20	\$1,336.80	\$1,352.00	\$1,364.80	\$1,379.20	\$1,390.40	\$1,406.40	\$1,419.20	\$1,434.40	\$1,447.20
Annually	\$33,779.20	\$34,091.20	\$34,403.20	\$34,756.80	\$35,152.00	\$35,484.80	\$35,859.20	\$36,150.40	\$36,566.40	\$36,899.20	\$37,294.40	\$37,627.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$18.29	\$18.46	\$18.65	\$18.85	\$19.04	\$19.22	\$19.39	\$19.61	\$19.79	\$20.00	\$20.21	\$20.41
Biweekly	\$1,463.20	\$1,476.80	\$1,492.00	\$1,508.00	\$1,523.20	\$1,537.60	\$1,551.20	\$1,568.80	\$1,583.20	\$1,600.00	\$1,616.80	\$1,632.80
Annually	\$38,043.20	\$38,396.80	\$38,792.00	\$39,208.00	\$39,603.20	\$39,977.60	\$40,331.20	\$40,788.80	\$41,163.20	\$41,600.00	\$42,036.80	\$42,452.80
Steps	27	20	20	40	44	42	42	44	45	46	47	40
	37	38	39	40	41	42	43		45	46	47	48
Hourly	\$20.58	\$20.82	\$21.01	\$21.23	\$21.44	\$21.66	\$21.88	\$22.10	\$22.32	\$22.53	\$22.76	\$22.98
Biweekly	\$1,646.40	\$1,665.60	\$1,680.80	\$1,698.40	\$1,715.20	\$1,732.80	\$1,750.40	\$1,768.00	\$1,785.60	\$1,802.40	\$1,820.80	\$1,838.40
Annually	\$42,806.40	\$43,305.60	\$43,700.80	\$44,158.40	\$44,595.20	\$45,052.80	\$45,510.40	\$45,968.00	\$46,425.60	\$46,862.40	\$47,340.80	\$47,798.40
Steps	49	50	51	52	53	54	55					
Hourly	\$23.22	\$23.45	\$23.68	\$23.92	\$24.15	\$24.42	\$24.63					
Biweekly	\$1,857.60	\$1,876.00	\$1,894.40	\$1,913.60	\$1,932.00	\$1,953.60	\$1,970.40					
	91,65/.0U	\$1,870.UU	\$1,894.40	\$1,913.00	\$1,932.00	\$1,953.00	\$1,970.40					
A 11	¢40.207.cc	¢40 776 00	C40 354 40	¢40.752.66	¢E0 222 00	¢50 702 CC	CE4 220 40					
Annually	\$48,297.60	\$48,776.00	\$49,254.40	\$49,753.60	\$50,232.00	\$50,793.60	\$51,230.40					

(Non-bargaining unit)

NENANA (20%)

Grade 73

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$16.24	\$16.39	\$16.54	\$16.71	\$16.90	\$17.06	\$17.24	\$17.38	\$17.58	\$17.74	\$17.93	\$18.09
Biweekly	\$1,299.20	\$1,311.20	\$1,323.20	\$1,336.80	\$1,352.00	\$1,364.80	\$1,379.20	\$1,390.40	\$1,406.40	\$1,419.20	\$1,434.40	\$1,447.20
Annually	\$33,779.20	\$34,091.20	\$34,403.20	\$34,756.80	\$35,152.00	\$35,484.80	\$35,859.20	\$36,150.40	\$36,566.40	\$36,899.20	\$37,294.40	\$37,627.20
Allitually	\$55,779.20	\$54,091.20	\$34,403.20	\$54,750.60	\$55,152.00	\$55,464.60	\$55,659.20	\$50,150.40	\$30,300.40	\$50,699.20	\$57,294.40	\$57,027.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$18.29	\$18.46	\$18.65	\$18.85	\$19.04	\$19.22	\$19.39	\$19.61	\$19.79	\$20.00	\$20.21	\$20.41
Biweekly	\$1,463.20	\$1,476.80	\$1,492.00	\$1,508.00	\$1,523.20	\$1,537.60	\$1,551.20	\$1,568.80	\$1,583.20	\$1,600.00	\$1,616.80	\$1,632.80
Annually	\$38,043.20	\$38,396.80	\$38,792.00	\$39,208.00	\$39,603.20	\$39,977.60	\$40,331.20	\$40,788.80	\$41,163.20	\$41,600.00	\$42,036.80	\$42,452.80
Allitually	\$38,043.20	\$38,390.80	\$38,792.00	\$39,208.00	\$39,003.20	\$39,977.00	540,331.20	340,788.80	\$41,103.20	541,600.00	\$42,030.80	\$42,452.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$20.58	\$20.82	\$21.01	\$21.23	\$21.44	\$21.66	\$21.88	\$22.10	\$22.32	\$22.53	\$22.76	\$22.98
Biweekly	\$1,646.40	\$1,665.60	\$1,680.80	\$1,698.40	\$1,715.20	\$1,732.80	\$1,750.40	\$1,768.00	\$1,785.60	\$1,802.40	\$1,820.80	\$1,838.40
Annually	\$42,806.40	\$43,305.60	\$43,700.80	\$44,158.40	\$44,595.20	\$45,052.80	\$45,510.40	\$45,968.00	\$46,425.60	\$46,862.40	\$47,340.80	\$47,798.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$23.22											\$25.91
		\$23.45	\$23.68	\$23.92	\$24.15	\$24.42	\$24.63	\$24.89	\$25.15	\$25.38	\$25.64	
Biweekly	\$1,857.60	\$1,876.00	\$1,894.40	\$1,913.60	\$1,932.00	\$1,953.60	\$1,970.40	\$1,991.20	\$2,012.00	\$2,030.40	\$2,051.20	\$2,072.80
Annually	\$48,297.60	\$48,776.00	\$49,254.40	\$49,753.60	\$50,232.00	\$50,793.60	\$51,230.40	\$51,771.20	\$52,312.00	\$52,790.40	\$53,331.20	\$53,892.80
Steps	49	50	51	52	53	54	55					
Hourly	\$26.16	\$26.43	\$26.70	\$26.93	\$27.23	\$27.49	\$27.79					
Biweekly	\$2,092.80	\$2,114.40	\$2,136.00	\$2,154.40	\$2,178.40	\$2,199.20	\$2,223.20					
Annually	\$54,412.80	\$54,974.40	\$55,536.00	\$56,014.40	\$56,638.40	\$57,179.20	\$57,803.20					
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$18.29	\$18.46	\$18.65	\$18.85	\$19.04	\$19.22	\$19.39	\$19.61	\$19.79	\$20.00	\$20.21	\$20.41
Biweekly	\$1,463.20	\$1,476.80	\$1,492.00	\$1,508.00	\$1,523.20	\$1,537.60	\$1,551.20	\$1,568.80	\$1,583.20	\$1,600.00	\$1,616.80	\$1,632.80
Annually	\$38,043.20	\$38,396.80	\$38,792.00	\$39,208.00	\$39,603.20	\$39,977.60	\$40,331.20	\$40,788.80	\$41,163.20	\$41,600.00	\$42,036.80	\$42,452.80
Aimadily	730,043.20	Ç30,330.00	\$30,732.00	733,200.00	433,003.20	Ç33,377.00	Ş -1 0,551.20	Ş -1 0,700.00	J-1,103.20	Ç41,000.00	\$ + 2,030.00	J42,432.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$20.58	\$20.82	\$21.01	\$21.23	\$21.44	\$21.66	\$21.88	\$22.10	\$22.32	\$22.53	\$22.76	\$22.98
Biweekly	\$1,646.40	\$1,665.60	\$1,680.80	\$1,698.40	\$1,715.20	\$1,732.80	\$1,750.40	\$1,768.00	\$1,785.60	\$1,802.40	\$1,820.80	\$1,838.40
Annually	\$42,806.40	\$43,305.60	\$43,700.80	\$44,158.40	\$44,595.20	\$45,052.80	\$45,510.40	\$45,968.00	\$46,425.60	\$46,862.40	\$47,340.80	\$47,798.40
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$23.22	\$23.45	\$23.68	\$23.92	\$24.15	\$24.42	\$24.63	\$24.89	\$25.15	\$25.38	\$25.64	\$25.91
Biweekly	\$1,857.60	\$1,876.00	\$1,894.40	\$1,913.60	\$1,932.00	\$1,953.60	\$1,970.40	\$1,991.20	\$2,012.00	\$2,030.40	\$2,051.20	\$2,072.80
Annually	\$48,297.60	\$48,776.00	\$49,254.40	\$49,753.60	\$50,232.00	\$50,793.60	\$51,230.40	\$51,771.20	\$52,312.00	\$52,790.40	\$53,331.20	\$53,892.80
Ailliually	340,237.00	548,770.00	343,234.40	545,755.00	JJ0,2J2.00	\$30,733.00	331,230.40	331,771.20	332,312.00	332,730.40	555,551.20	\$33,632.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$26.16	\$26.43	\$26.70	\$26.93	\$27.23	\$27.49	\$27.79	\$28.04	\$28.31	\$28.59	\$28.89	\$29.18
Biweekly	\$2,092.80	\$2,114.40	\$2,136.00	\$2,154.40	\$2,178.40	\$2,199.20	\$2,223.20	\$2,243.20	\$2,264.80	\$2,287.20	\$2,311.20	\$2,334.40
-		\$54,974.40						\$58,323.20				
Annually	\$54,412.80	\$54,974.40	\$55,536.00	\$56.014.40	\$56,638.40	\$57.179.20	\$57,803.20	\$38,323.20	\$58,884.80	\$59,467.20	\$60.091.20	\$60,694.40
Steps	49	50	51	52	53	54	55					
Hourly	\$29.46	\$29.76	\$30.06	\$30.37	\$30.67	\$30.98	\$31.28					
Biweekly	\$2,356.80	\$2,380.80	\$2,404.80	\$2,429.60	\$2,453.60	\$2,478.40	\$2,502.40					
Annually	\$61,276.80	\$61,900.80	\$62,524.80	\$63,169.60	\$63,793.60	\$64,438.40	\$65,062.40					

(Non-bargaining unit)

NENANA (20%)

	1	2	3	4	5	6	7	8	9	10	44	12
Steps											11	
Hourly	\$20.58	\$20.82	\$21.01	\$21.23	\$21.44	\$21.66	\$21.88	\$22.10	\$22.32	\$22.53	\$22.76	\$22.98
Biweekly	\$1,646.40	\$1,665.60	\$1,680.80	\$1,698.40	\$1,715.20	\$1,732.80	\$1,750.40	\$1,768.00	\$1,785.60	\$1,802.40	\$1,820.80	\$1,838.40
Annually	\$42,806.40	\$43,305.60	\$43,700.80	\$44,158.40	\$44,595.20	\$45,052.80	\$45,510.40	\$45,968.00	\$46,425.60	\$46,862.40	\$47,340.80	\$47,798.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
•												
Hourly	\$23.22	\$23.45	\$23.68	\$23.92	\$24.15	\$24.42	\$24.63	\$24.89	\$25.15	\$25.38	\$25.64	\$25.91
Biweekly	\$1,857.60	\$1,876.00	\$1,894.40	\$1,913.60	\$1,932.00	\$1,953.60	\$1,970.40	\$1,991.20	\$2,012.00	\$2,030.40	\$2,051.20	\$2,072.80
Annually	\$48,297.60	\$48,776.00	\$49,254.40	\$49,753.60	\$50,232.00	\$50,793.60	\$51,230.40	\$51,771.20	\$52,312.00	\$52,790.40	\$53,331.20	\$53,892.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$26.16	\$26.43	\$26.70	\$26.93	\$27.23	\$27.49	\$27.79	\$28.04	\$28.31	\$28.59	\$28.89	\$29.18
Biweekly	\$2,092.80	\$2,114.40	\$2,136.00	\$2,154.40	\$2,178.40	\$2,199.20	\$2,223.20	\$2,243.20	\$2,264.80	\$2,287.20	\$2,311.20	\$2,334.40
Annually	\$54,412.80	\$54,974.40	\$55,536.00	\$56,014.40	\$56,638.40	\$57,179.20	\$57,803.20	\$58,323.20	\$58,884.80	\$59,467.20	\$60,091.20	\$60,694.40
	45 1, 122.00	43 1,37 11 10	\$33,330.00	000,020	\$30,000.10	\$57,275.25	\$37,000.20	\$50,020.20	\$30,0000	\$55, 107.120	400,032.20	400,03 0
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$29.46	\$29.76	\$30.06	\$30.37	\$30.67	\$30.98	\$31.28	\$31.60	\$31.94	\$32.22	\$32.55	\$32.87
Biweekly	\$2,356.80	\$2,380.80	\$2,404.80	\$2,429.60	\$2,453.60	\$2,478.40	\$2,502.40	\$2,528.00	\$2,555.20	\$2,577.60	\$2,604.00	\$2,629.60
Annually	\$61,276.80	\$61,900.80	\$62,524.80	\$63,169.60	\$63,793.60	\$64,438.40	\$65,062.40	\$65,728.00	\$66,435.20	\$67,017.60	\$67,704.00	\$68,369.60
Ailliually	301,270.80	301,300.80	302,324.80	303,109.00	303,793.00	304,436.40	303,002.40	303,728.00	300,433.20	307,017.00	307,704.00	308,309.00
Steps	49	50	51	52	53	54	55					
Hourly	\$33.23	\$33.56	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26					
Biweekly	\$2,658.40	\$2,684.80	\$2,709.60	\$2,736.80	\$2,764.00	\$2,792.80	\$2,820.80					
-												
Annually	\$69,118.40	\$69,804.80	\$70,449.60	\$71,156.80	\$71,864.00	\$72,612.80	\$73,340.80					
Grade 76												
Grade 70												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$23.22	2 \$23.45	3 \$23.68	4 \$23.92	\$24.15	6 \$24.42	7 \$24.63	8 \$24.89	9 \$25.15	10 \$25.38	11 \$25.64	12 \$25.91
Steps		_		-	\$24.15							
Steps Hourly Biweekly	\$23.22	\$23.45	\$23.68 \$1,894.40	\$23.92 \$1,913.60	\$24.15 \$1,932.00	\$24.42 \$1,953.60	\$24.63 \$1,970.40	\$24.89	\$25.15	\$25.38 \$2,030.40	\$25.64 \$2,051.20	\$25.91 \$2,072.80
Steps Hourly Biweekly Annually	\$23.22 \$1,857.60	\$23.45 \$1,876.00	\$23.68	\$23.92	\$24.15	\$24.42	\$24.63	\$24.89 \$1,991.20	\$25.15 \$2,012.00	\$25.38	\$25.64	\$25.91
Steps Hourly Biweekly	\$23.22 \$1,857.60 \$48,297.60	\$23.45 \$1,876.00	\$23.68 \$1,894.40	\$23.92 \$1,913.60 \$49,753.60	\$24.15 \$1,932.00 \$50,232.00	\$24.42 \$1,953.60 \$50,793.60	\$24.63 \$1,970.40 \$51,230.40	\$24.89 \$1,991.20 \$51,771.20	\$25.15 \$2,012.00	\$25.38 \$2,030.40	\$25.64 \$2,051.20 \$53,331.20	\$25.91 \$2,072.80 \$53,892.80
Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60	\$23.45 \$1,876.00 \$48,776.00	\$23.68 \$1,894.40 \$49,254.40	\$23.92 \$1,913.60 \$49,753.60	\$24.15 \$1,932.00 \$50,232.00	\$24.42 \$1,953.60 \$50,793.60	\$24.63 \$1,970.40 \$51,230.40	\$24.89 \$1,991.20 \$51,771.20	\$25.15 \$2,012.00 \$52,312.00	\$25.38 \$2,030.40 \$52,790.40	\$25.64 \$2,051.20 \$53,331.20	\$25.91 \$2,072.80 \$53,892.80
Steps Hourly Biweekly Annually Steps	\$23.22 \$1,857.60 \$48,297.60	\$23.45 \$1,876.00 \$48,776.00	\$23.68 \$1,894.40 \$49,254.40	\$23.92 \$1,913.60 \$49,753.60	\$24.15 \$1,932.00 \$50,232.00	\$24.42 \$1,953.60 \$50,793.60	\$24.63 \$1,970.40 \$51,230.40	\$24.89 \$1,991.20 \$51,771.20	\$25.15 \$2,012.00 \$52,312.00	\$25.38 \$2,030.40 \$52,790.40	\$25.64 \$2,051.20 \$53,331.20	\$25.91 \$2,072.80 \$53,892.80
Steps Hourly Biweekly Annually Steps Hourly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2.092.80	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2.114.40	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20	\$25.15 \$2,012.00 \$52,312.00 \$21 \$28.31 \$2,264.80	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2.311.20	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2.092.80	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2.114.40	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20	\$25.15 \$2,012.00 \$52,312.00 \$21 \$28.31 \$2,264.80	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2.311.20	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2.092.80 \$54,412.80	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54,974.40	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2.199.20 \$57,179.20	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57.803.20	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20	\$25.15 \$2,012.00 \$52,312.00 \$52,312.00 21 \$28.31 \$2.264.80 \$58.884.80	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59,467.20	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55,536.00 27 \$30.06	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56.638.40 29 \$30.67	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57.803.20 31 \$31.28	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58.323.20 32 \$31.60	\$25.15 \$2,012.00 \$52,312.00 \$52,312.00 21 \$28.31 \$2.264.80 \$58.884.80	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59,467.20	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60.091.20 35 \$32.55	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54,974.40 26 \$29.76 \$2,380.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00 27 \$30.06 \$2,404.80	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37 \$2.429.60	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40 29 \$30.67 \$2.453.60	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2.199.20 \$57.179.20 30 \$30.98 \$2.478.40	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20 32 \$31.60 \$2.528.00	\$25.15 \$2,012.00 \$52,312.00 \$21 \$28.31 \$2.264.80 \$58.884.80 \$31.94 \$2.555.20	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59.467.20 34 \$32.22 \$2.577.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60.091.20 35 \$32.55 \$2,604.00	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87 \$2,629.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55,536.00 27 \$30.06	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56.638.40 29 \$30.67	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57.803.20 31 \$31.28	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58.323.20 32 \$31.60	\$25.15 \$2,012.00 \$52,312.00 \$52,312.00 21 \$28.31 \$2.264.80 \$58.884.80	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59,467.20	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60.091.20 35 \$32.55	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54,974.40 26 \$29.76 \$2.380.80 \$61,900.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00 27 \$30.06 \$2,404.80 \$62,524.80	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37 \$2.429.60 \$63.169.60	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40 29 \$30.67 \$2.453.60 \$63.793.60	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2.199.20 \$57.179.20 30 \$30.98 \$2.478.40 \$64.438.40	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20 32 \$31.60 \$2.528.00 \$65,728.00	\$25.15 \$2,012.00 \$52,312.00 \$21 \$28.31 \$2.264.80 \$58.884.80 \$31.94 \$2.555.20 \$66.435.20	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59.467.20 34 \$32.22 \$2.577.60 \$67,017.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60.091.20 35 \$32.55 \$2,604.00 \$67,704.00	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87 \$2,629.60 \$68,369.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2.092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54,974.40 26 \$29.76 \$2.380.80 \$61,900.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00 27 \$30.06 \$2,404.80 \$62,524.80	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37 \$2.429.60 \$63.169.60	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40 29 \$30.67 \$2,453.60 \$63,793.60	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64.438.40	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2.223.20 \$57.803.20 31 \$31.28 \$2.502.40 \$65.062.40	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20 32 \$31.60 \$2.528.00 \$65.728.00	\$25.15 \$2,012.00 \$52,312.00 \$1 \$28.31 \$2.264.80 \$58.884.80 \$31.94 \$2.555.20 \$66.435.20	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60 \$67,017.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2.311.20 \$60.091.20 35 \$32.55 \$2.604.00 \$67,704.00	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87 \$2,629.60 \$68.369.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2.092.80 \$54.412.80 25 \$29.46 \$2,356.80 \$61,276.80	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54.974.40 26 \$29.76 \$2.380.80 \$61.900.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00 27 \$30.06 \$2.404.80 \$62.524.80	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37 \$2,429.60 \$63.169.60	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40 29 \$30.67 \$2,453.60 \$63,793.60	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2.199.20 \$57.179.20 30 \$30.98 \$2.478.40 \$64.438.40	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2.223.20 \$57.803.20 31 \$31.28 \$2.502.40 \$65.062.40	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20 32 \$31.60 \$2.528.00 \$65.728.00	\$25.15 \$2,012.00 \$52,312.00 \$1 \$28.31 \$2.264.80 \$58.884.80 \$31.94 \$2.555.20 \$66.435.20	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59.467.20 34 \$32.22 \$2.577.60 \$67.017.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2.311.20 \$60.091.20 35 \$32.55 \$2.604.00 \$67,704.00	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87 \$2.629.60 \$68.369.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2.092.80 \$54.412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54.974.40 26 \$29.76 \$2.380.80 \$61,900.80 38 \$33.56 \$2,684.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00 27 \$30.06 \$2.404.80 \$62.524.80 39 \$33.87 \$2,709.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37 \$2,429.60 \$63.169.60 40 \$34.21 \$2,736.80	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40 29 \$30.67 \$2,453.60 \$63,793.60 41 \$34.55 \$2,764.00	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65.062.40 43 \$35.26 \$2,820.80	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20 32 \$31.60 \$2.528.00 \$65.728.00 44 \$35.60 \$2.848.00	\$25.15 \$2,012.00 \$52,312.00 \$21 \$28.31 \$2.264.80 \$58.884.80 \$31.94 \$2.555.20 \$66,435.20 \$45 \$35.98 \$2.878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59.467.20 34 \$32.22 \$2.577.60 \$67.017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60.091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87 \$2.629.60 \$68.369.60 48 \$37.03 \$2.962.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2.092.80 \$54.412.80 25 \$29.46 \$2,356.80 \$61,276.80	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54.974.40 26 \$29.76 \$2.380.80 \$61.900.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00 27 \$30.06 \$2.404.80 \$62.524.80	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37 \$2,429.60 \$63.169.60	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40 29 \$30.67 \$2,453.60 \$63,793.60	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2.199.20 \$57.179.20 30 \$30.98 \$2.478.40 \$64.438.40	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2.223.20 \$57.803.20 31 \$31.28 \$2.502.40 \$65.062.40	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20 32 \$31.60 \$2.528.00 \$65.728.00	\$25.15 \$2,012.00 \$52,312.00 \$1 \$28.31 \$2.264.80 \$58.884.80 \$31.94 \$2.555.20 \$66.435.20	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59.467.20 34 \$32.22 \$2.577.60 \$67.017.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2.311.20 \$60.091.20 35 \$32.55 \$2.604.00 \$67,704.00	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87 \$2.629.60 \$68.369.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2.092.80 \$54.412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54.974.40 26 \$29.76 \$2.380.80 \$61,900.80 38 \$33.56 \$2,684.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00 27 \$30.06 \$2.404.80 \$62.524.80 39 \$33.87 \$2,709.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37 \$2,429.60 \$63.169.60 40 \$34.21 \$2,736.80	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40 29 \$30.67 \$2,453.60 \$63,793.60 41 \$34.55 \$2,764.00	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65.062.40 43 \$35.26 \$2,820.80	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20 32 \$31.60 \$2.528.00 \$65.728.00 44 \$35.60 \$2.848.00	\$25.15 \$2,012.00 \$52,312.00 \$21 \$28.31 \$2.264.80 \$58.884.80 \$31.94 \$2.555.20 \$66,435.20 \$45 \$35.98 \$2.878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59.467.20 34 \$32.22 \$2.577.60 \$67.017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60.091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87 \$2.629.60 \$68.369.60 48 \$37.03 \$2.962.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2.092.80 \$54.412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40 \$69,118.40	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54.974.40 26 \$29.76 \$2.380.80 \$61.900.80 38 \$33.56 \$2.684.80 \$69.804.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00 27 \$30.06 \$2.404.80 \$62.524.80 39 \$33.87 \$2,709.60 \$70.449.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37 \$2,429.60 \$63.169.60 40 \$34.21 \$2,736.80 \$71.156.80	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40 29 \$30.67 \$2.453.60 \$63.793.60 41 \$34.55 \$2,764.00 \$71,864.00	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80 \$72,612.80	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57.803.20 31 \$31.28 \$2,502.40 \$65.062.40 43 \$35.26 \$2,820.80 \$73.340.80	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20 32 \$31.60 \$2.528.00 \$65.728.00 44 \$35.60 \$2.848.00	\$25.15 \$2,012.00 \$52,312.00 \$21 \$28.31 \$2.264.80 \$58.884.80 \$31.94 \$2.555.20 \$66,435.20 \$45 \$35.98 \$2.878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59.467.20 34 \$32.22 \$2.577.60 \$67.017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60.091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87 \$2.629.60 \$68.369.60 48 \$37.03 \$2.962.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2.092.80 \$54.412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40 \$69,118.40	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54,974.40 26 \$29.76 \$2.380.80 \$61,900.80 38 \$33.56 \$2.684.80 \$69.804.80 50 \$37.78	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00 27 \$30.06 \$2.404.80 \$62.524.80 39 \$33.87 \$2.709.60 \$70.449.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37 \$2.429.60 \$63.169.60 40 \$34.21 \$2.736.80 \$71.156.80	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40 29 \$30.67 \$2,453.60 \$63,793.60 41 \$34.55 \$2,764.00 \$71,864.00	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80 \$72,612.80 54 \$39.32	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57.803.20 31 \$31.28 \$2,502.40 \$65,062.40 43 \$35.26 \$2,820.80 \$73,340.80	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20 32 \$31.60 \$2.528.00 \$65.728.00 44 \$35.60 \$2.848.00	\$25.15 \$2,012.00 \$52,312.00 \$21 \$28.31 \$2.264.80 \$58.884.80 \$31.94 \$2.555.20 \$66,435.20 \$45 \$35.98 \$2.878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59.467.20 34 \$32.22 \$2.577.60 \$67.017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60.091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87 \$2.629.60 \$68.369.60 48 \$37.03 \$2.962.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweeklv Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40 \$69,118.40 49 \$37.41 \$2,992.80	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54,974.40 26 \$29.76 \$2.380.80 \$61,900.80 38 \$33.56 \$2,684.80 \$69.804.80 50 \$37.78 \$3,022.40	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00 27 \$30.06 \$2.404.80 \$62.524.80 39 \$33.87 \$2,709.60 \$70,449.60 51 \$38.17 \$3,053.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37 \$2.429.60 \$63.169.60 40 \$34.21 \$2.736.80 \$71.156.80 52 \$38.54 \$3,083.20	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40 29 \$30.67 \$2.453.60 \$63.793.60 41 \$34.55 \$2.764.00 \$71.864.00 53 \$38.94 \$3,115.20	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80 \$72,612.80 54 \$39.32 \$3,145.60	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40 43 \$35.26 \$2,820.80 \$73,340.80 55 \$39.70 \$3,176.00	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20 32 \$31.60 \$2.528.00 \$65.728.00 44 \$35.60 \$2.848.00	\$25.15 \$2,012.00 \$52,312.00 \$21 \$28.31 \$2.264.80 \$58.884.80 \$31.94 \$2.555.20 \$66,435.20 \$45 \$35.98 \$2.878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59.467.20 34 \$32.22 \$2.577.60 \$67.017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60.091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87 \$2.629.60 \$68.369.60 48 \$37.03 \$2.962.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2.092.80 \$54.412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40 \$69,118.40	\$23.45 \$1,876.00 \$48,776.00 \$48,776.00 14 \$26.43 \$2.114.40 \$54,974.40 26 \$29.76 \$2.380.80 \$61,900.80 38 \$33.56 \$2.684.80 \$69.804.80 50 \$37.78	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2.136.00 \$55.536.00 27 \$30.06 \$2.404.80 \$62.524.80 39 \$33.87 \$2.709.60 \$70.449.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2.154.40 \$56.014.40 28 \$30.37 \$2.429.60 \$63.169.60 40 \$34.21 \$2.736.80 \$71.156.80	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2.178.40 \$56.638.40 29 \$30.67 \$2,453.60 \$63,793.60 41 \$34.55 \$2,764.00 \$71,864.00	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80 \$72,612.80 54 \$39.32	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57.803.20 31 \$31.28 \$2,502.40 \$65,062.40 43 \$35.26 \$2,820.80 \$73,340.80	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2.243.20 \$58.323.20 32 \$31.60 \$2.528.00 \$65.728.00 44 \$35.60 \$2.848.00	\$25.15 \$2,012.00 \$52,312.00 \$21 \$28.31 \$2.264.80 \$58.884.80 \$31.94 \$2.555.20 \$66,435.20 \$45 \$35.98 \$2.878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2.287.20 \$59.467.20 34 \$32.22 \$2.577.60 \$67.017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60.091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2.334.40 \$60.694.40 36 \$32.87 \$2.629.60 \$68.369.60 48 \$37.03 \$2.962.40

(Non-bargaining unit)

NENANA (20%)

Grade /

Steps	. 1	2	3	4	5	6	7	8	9	10	11	12
Houri		\$26.43	\$26.70	\$26.93	\$27.23	\$27.49	\$27.79	\$28.04	\$28.31	\$28.59	\$28.89	\$29.18
Biwee		\$2,114.40	\$2,136.00	\$2,154.40	\$2,178.40	\$2,199.20	\$2,223.20	\$2,243.20	\$2,264.80	\$2,287.20	\$2,311.20	\$2,334.40
Annua	ally \$54,412.80	\$54,974.40	\$55,536.00	\$56,014.40	\$56,638.40	\$57,179.20	\$57,803.20	\$58,323.20	\$58,884.80	\$59,467.20	\$60,091.20	\$60,694.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourl		\$29.76	\$30.06	\$30.37	\$30.67	\$30.98	\$31.28	\$31.60	\$31.94	\$32.22	\$32.55	\$32.87
Biwee		\$2,380.80	\$2,404.80	\$2,429.60	\$2,453.60	\$2,478.40	\$2,502.40	\$2,528.00	\$2,555.20	\$2,577.60	\$2,604.00	\$2,629.60
Annua		\$61,900.80	\$62,524.80	\$63,169.60	\$63,793.60	\$64,438.40	\$65,062.40	\$65,728.00	\$66,435.20	\$67,017.60	\$67,704.00	\$68,369.60
Steps		26	27	28	29	30	31	32	33	34	35	36
Hourl		\$33.56	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26	\$35.60	\$35.98	\$36.32	\$36.67	\$37.03
Biwee		\$2,684.80	\$2,709.60	\$2,736.80	\$2,764.00	\$2,792.80	\$2,820.80	\$2,848.00	\$2,878.40	\$2,905.60	\$2,933.60	\$2,962.40
Annua	ally \$69,118.40	\$69,804.80	\$70,449.60	\$71,156.80	\$71,864.00	\$72,612.80	\$73,340.80	\$74,048.00	\$74,838.40	\$75,545.60	\$76,273.60	\$77,022.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourl	9,	\$37.78	\$38.17	\$38.54	\$38.94	\$39.32	\$39.70	\$40.13	\$40.51	\$40.92	\$41.31	\$41.74
Biwee		\$3,022.40	\$3,053.60	\$3,083.20	\$3,115.20	\$3,145.60	\$3,176.00	\$3,210.40	\$3,240.80	\$3,273.60	\$3,304.80	\$3,339.20
Annua	ally \$77,812.80	\$78,582.40	\$79,393.60	\$80,163.20	\$80,995.20	\$81,785.60	\$82,576.00	\$83,470.40	\$84,260.80	\$85,113.60	\$85,924.80	\$86,819.20
Steps	49	50	51	52	53	54	55					
	49											
Hourl		\$42.57 \$3,405.60	\$43.00	\$43.44 \$3,475.20	\$43.86	\$44.30	\$44.77 \$3,581.60					
Biwee Annua		\$88,545.60	\$3,440.00 \$89,440.00	\$3,475.20	\$3,508.80 \$91,228.80	\$3,544.00 \$92,144.00	\$3,581.60					
Ailliu	ally 387,713.00	\$88,545.00	389,440.00	390,333.20	331,228.80	392,144.00	393,121.00					
	20											
Grade 7	78											
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourl	; 1 y \$28.59	\$28.89	\$29.18	\$29.46	\$29.76	\$30.06	\$30.37	\$30.67	\$30.98	\$31.28	\$31.60	\$31.94
Steps Hourl Biwee	; 1 y \$28.59 ekly \$2,287.20	\$28.89 \$2,311.20	\$29.18 \$2,334.40	\$29.46 \$2,356.80	\$29.76 \$2,380.80	\$30.06 \$2,404.80	\$30.37 \$2,429.60	\$30.67 \$2,453.60	\$30.98 \$2,478.40	\$31.28 \$2,502.40	\$31.60 \$2,528.00	\$31.94 \$2,555.20
Steps Hourl	ty \$28.59 ekly \$2,287.20	\$28.89	\$29.18	\$29.46	\$29.76	\$30.06	\$30.37	\$30.67	\$30.98	\$31.28	\$31.60	\$31.94
Steps Hourl Biwee	ty \$28.59 ekky \$2,287.20 ally \$59,467.20	\$28.89 \$2,311.20	\$29.18 \$2,334.40	\$29.46 \$2,356.80	\$29.76 \$2,380.80	\$30.06 \$2,404.80	\$30.37 \$2,429.60	\$30.67 \$2,453.60	\$30.98 \$2,478.40	\$31.28 \$2,502.40	\$31.60 \$2,528.00	\$31.94 \$2,555.20
Steps Hourl Biwee Annua Steps Hourl	\$\begin{array}{cccccccccccccccccccccccccccccccccccc	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26	\$31.60 \$2,528.00 \$65,728.00 23 \$35.60	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98
Steps Hourl Biwee Annua Steps Hourl Biwee	\$\begin{array}{cccccccccccccccccccccccccccccccccccc	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2,604.00	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2,629.60	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2,658.40	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2,684.80	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2,736.80	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2,764.00	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2,792.80	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2,820.80	\$31.60 \$2,528.00 \$65,728.00 23 \$35.60 \$2.848.00	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2,878.40
Steps Hourl Biwee Annua Steps Hourl	\$\begin{array}{cccccccccccccccccccccccccccccccccccc	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26	\$31.60 \$2,528.00 \$65,728.00 23 \$35.60	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98
Steps Hourl Biwee Annua Steps Hourl Biwee	\$\begin{aligned} \begin{aligned} aligne	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2,604.00 \$67,704.00	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2,629.60 \$68.369.60	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2,658.40 \$69,118.40	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2,684.80 \$69,804.80	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70,449.60	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2,736.80 \$71.156.80	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2,764.00 \$71.864.00	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72,612.80	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73.340.80	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2,848.00 \$74,048.00	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74,838.40
Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps	\$\begin{aligned} \begin{aligned} aligne	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2,604.00 \$67,704.00	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2.629.60 \$68.369.60	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2.658.40 \$69,118.40	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2,684.80 \$69,804.80	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70,449.60	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2,736.80 \$71,156.80	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2,764.00 \$71.864.00	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72,612.80	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73.340.80	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2,848.00 \$74,048.00	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74,838.40
Steps Hourl Biwee Annua Steps Hourl Biwee Annua	\$\begin{aligned} \begin{aligned} aligne	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2,604.00 \$67,704.00	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2,629.60 \$68.369.60	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2,658.40 \$69,118.40	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2,684.80 \$69,804.80	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70,449.60	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2,736.80 \$71.156.80	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2,764.00 \$71.864.00	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72,612.80	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73.340.80	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2,848.00 \$74,048.00	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74,838.40
Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl	\$\begin{align*} 1 \\ \text{v} & \$28.59 \\ \text{ekly} & \$2,287.20 \\ \text{ally} & \$59,467.20 \\ \text{s} & \$13 \\ \text{v} & \$32.22 \\ \text{ekly} & \$2,577.60 \\ \text{ally} & \$67,017.60 \\ \text{v} & \$36.32 \\ \text{v} & \$36.32 \\ \text{v} & \$36.32 \\ \text{v} & \$2,905.60 \\ \text{v} & \$2,905.60 \\ \text{v} & \$36.32 \\ \	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2,604.00 \$67,704.00	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2.629.60 \$68.369.60 27 \$37.03	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2,658.40 \$69,118.40 28 \$37.41	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2,684.80 \$69,804.80 29 \$37.78	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2.709.60 \$70.449.60 30 \$38.17	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2,736.80 \$71,156.80 31 \$38.54	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2.764.00 \$71.864.00	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72,612.80 33 \$39.32	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73,340.80 34 \$39.70	\$31.60 \$2,528.00 \$65,728.00 23 \$35.60 \$2,848.00 \$74,048.00 35 \$40.13	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74,838.40 36 \$40.51
Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua	\$\begin{align*} \textbf{1} \\ \text{v} & \$28.59 \\ \text{ekly} & \$2,287.20 \\ \text{ally} & \$59,467.20 \\ \text{is} & \$13 \\ \text{v} & \$32.22 \\ \text{ekly} & \$2,577.60 \\ \text{ally} & \$67,017.60 \\ \text{is} & \$\text{v} & \$36.32 \\ \text{ekly} & \$2,905.60 \\ \text{ally} & \$75,545.60 \end{ally}	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2,604.00 \$67,704.00 26 \$36.67 \$2,933.60	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2.629.60 \$68.369.60 27 \$37.03 \$2,962.40	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2.658.40 \$69.118.40 28 \$37.41 \$2.992.80	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2,684.80 \$69,804.80 29 \$37.78 \$3,022.40	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70.449.60 30 \$38.17 \$3.053.60 \$79,393.60	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2,736.80 \$71.156.80 31 \$38.54 \$3,083.20	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2,764.00 \$71.864.00 32 \$38.94 \$3.115.20	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72.612.80 33 \$39.32 \$3.145.60	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73,340.80 34 \$39.70 \$3.176.00	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2,848.00 \$74,048.00 \$40.13 \$3,210.40	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74.838.40 36 \$40.51 \$3.240.80
Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps	\$\frac{1}{2}\text{v} \frac{528.59}{52.287.20}\$\text{ally} \frac{529.720}{559,467.20}\$\text{s} \frac{13}{52.22}\$\text{ekly} \frac{532.22}{567.60}\$\text{ally} \frac{567.017.60}{560}\$\text{s} \frac{25}{545.60}\$\text{v} \frac{536.32}{545.60}\$\text{ekly} \frac{575.545.60}{575.545.60}\$\text{s} \frac{775.545.60}{560}\$\text{s} \frac{775.545.60}{560}\$\text{s} \frac{775.545.60}{560}\$\text{s} \frac{775.545.60}{560}\$\text{s} \	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2.604.00 \$67,704.00 26 \$36.67 \$2.933.60 \$76.273.60	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2,629.60 \$68.369.60 27 \$37.03 \$2,962.40 \$77.022.40	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2.658.40 \$69.118.40 28 \$37.41 \$2.992.80 \$77.812.80	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2.684.80 \$69.804.80 29 \$37.78 \$3.022.40 \$78.582.40	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70,449.60 30 \$38.17 \$3,053.60 \$79,393.60	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2.736.80 \$71.156.80 31 \$38.54 \$3.083.20 \$80.163.20	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2,764.00 \$71.864.00 32 \$38.94 \$3,115.20 \$80.995.20	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72,612.80 33 \$39.32 \$3.145.60 \$81.785.60	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73.340.80 34 \$39.70 \$3.176.00 \$82.576.00	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2,848.00 \$74,048.00 \$35 \$40.13 \$3,210.40 \$83,470.40	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74.838.40 36 \$40.51 \$3.240.80 \$84.260.80
Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua	\$\frac{1}{2}\text{v} \frac{528.59}{52.287.20}\$\text{ally} \frac{529.467.20}{559,467.20}\$\text{is} \frac{13}{3}\text{v} \frac{532.22}{52.577.60}\$\text{ally} \frac{567.017.60}{560}\$\text{v} \frac{536.32}{545.60}\$\text{cklv} \frac{52905.60}{575,545.60}\$\text{sty} \frac{545.60}{545.92}\$\text{v} \frac{540.92}{540.92}\$\text{v} \frac{540.92}{540.92}\$\text{v} \frac{540.92}{540.92}\$\text{v} \frac{540.92}{540.92}\$\text{v} \frac{540.92}{540.92}\$\text{v} \frac{540.92}{540.92}\$\text{v}	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2.604.00 \$67,704.00 26 \$36.67 \$2.933.60 \$76,273.60	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2,629.60 \$68.369.60 27 \$37.03 \$2,962.40 \$77.022.40	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2.658.40 \$69.118.40 28 \$37.41 \$2,992.80 \$77.812.80	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2.684.80 \$69.804.80 29 \$37.78 \$3.022.40 \$78.582.40	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70,449.60 30 \$38.17 \$3,053.60 \$79,393.60	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2.736.80 \$71.156.80 31 \$38.54 \$3.083.20 \$80.163.20	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2.764.00 \$71.864.00 32 \$38.94 \$3.115.20 \$80,995.20	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72.612.80 33 \$39.32 \$3.145.60 \$81.785.60	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73.340.80 34 \$39.70 \$3.176.00 \$82.576.00	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2,848.00 \$74,048.00 \$40.13 \$3,210.40 \$83,470.40	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74.838.40 36 \$40.51 \$3,240.80 \$84,260.80
Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua	\$\frac{1}{2}\text{v} \qu	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2,604.00 \$67,704.00 26 \$36.67 \$2,933.60 \$76,273.60 38 \$41.31 \$3,304.80	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2,629.60 \$68.369.60 27 \$37.03 \$2.962.40 \$77,022.40 39 \$41.74 \$3,339.20	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2.658.40 \$69.118.40 28 \$37.41 \$2.992.80 \$77.812.80 40 \$42.17 \$3.373.60	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2.684.80 \$69.804.80 29 \$37.78 \$3.022.40 \$78.582.40 41 \$42.57 \$3.405.60	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70,449.60 30 \$38.17 \$3.053.60 \$79.393.60 42 \$43.00 \$3,440.00	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2,736.80 \$71.156.80 31 \$38.54 \$3.083.20 \$80.163.20 43 \$43.44 \$3.475.20	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2,764.00 \$71.864.00 32 \$38.94 \$3.115.20 \$80.995.20 44 \$43.86 \$3.508.80	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72.612.80 33 \$39.32 \$3.145.60 \$81.785.60 45 \$44.30 \$3.544.00	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73.340.80 34 \$39.70 \$3.176.00 \$82.576.00	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2.848.00 \$74,048.00 \$40.13 \$3,210.40 \$83,470.40 \$45.20 \$3,616.00	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74,838.40 36 \$40.51 \$3.240.80 \$84,260.80 48 \$45.64 \$3,651.20
Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua	\$\frac{1}{2}\text{v} \frac{528.59}{52.287.20}\$\text{ally} \frac{5287.20}{559,467.20}\$\text{s} \frac{13}{5}\text{v} \frac{532.22}{52.577.60}\$\text{ally} \frac{567.017.60}{560}\$\text{c} \frac{25}{545.60}\$\text{v} \frac{53.32}{545.60}\$\text{ally} \frac{575.545.60}{545.60}\$\text{s} \frac{37}{545.60}\$\text{v} \frac{540.92}{53.273.60}\$\text{c} \text{kly} \frac{53.273.60}{53.273.60}\$\text{c} \text{kly} \frac{53.273.60}{53.273.60}\$\text{c} \text{c} \frac{52.57}{53.273.60}\$\text{c} \frac{52.73.60}{53.273.60}\$\text{c} \frac{52.73.60}{53.273.60}\$\text{c} \frac{52.73.60}{53.273.60}\$\text{c} \frac{52.73.60}{53.273.60}\$\text{c} \frac{52.73.60}{53.273.60}\$\text{c} \frac{52.73.60}{53.273.60}\$\text{c} \q	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2.604.00 \$67,704.00 26 \$36.67 \$2.933.60 \$76,273.60	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2,629.60 \$68.369.60 27 \$37.03 \$2,962.40 \$77.022.40	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2.658.40 \$69.118.40 28 \$37.41 \$2,992.80 \$77.812.80	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2.684.80 \$69.804.80 29 \$37.78 \$3.022.40 \$78.582.40	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70,449.60 30 \$38.17 \$3,053.60 \$79,393.60	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2.736.80 \$71.156.80 31 \$38.54 \$3.083.20 \$80.163.20	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2.764.00 \$71.864.00 32 \$38.94 \$3.115.20 \$80,995.20	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72.612.80 33 \$39.32 \$3.145.60 \$81.785.60	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73.340.80 34 \$39.70 \$3.176.00 \$82.576.00	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2,848.00 \$74,048.00 \$40.13 \$3,210.40 \$83,470.40	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74.838.40 36 \$40.51 \$3,240.80 \$84,260.80
Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua	\$\frac{1}{2}\text{v} \frac{528.59}{52,287.20}\$ \$\frac{1}{2}\text{v} \frac{52,287.20}{559,467.20}\$ \$\frac{1}{3}\text{v} \frac{532.22}{52,577.60}\$ \$\frac{1}{2}\text{klv} \frac{52,577.60}{60}\$ \$\frac{25}{2}\text{v} \frac{536.32}{540.92}\$ \$\frac{1}{2}\text{klv} \frac{52,905.60}{575,545.60}\$ \$\frac{37}{2}\text{v} \frac{540.92}{53,273.60}\$ \$\frac{1}{2}\text{klv} \frac{53,273.60}{360}\$	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2,604.00 \$67,704.00 26 \$36.67 \$2,933.60 \$76,273.60 38 \$41.31 \$3,304.80	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2,629.60 \$68.369.60 27 \$37.03 \$2.962.40 \$77,022.40 39 \$41.74 \$3,339.20	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2.658.40 \$69.118.40 28 \$37.41 \$2.992.80 \$77.812.80 40 \$42.17 \$3.373.60	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2.684.80 \$69.804.80 29 \$37.78 \$3.022.40 \$78.582.40 41 \$42.57 \$3.405.60	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70,449.60 30 \$38.17 \$3.053.60 \$79.393.60 42 \$43.00 \$3,440.00	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2,736.80 \$71.156.80 31 \$38.54 \$3.083.20 \$80.163.20 43 \$43.44 \$3.475.20	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2,764.00 \$71.864.00 32 \$38.94 \$3.115.20 \$80.995.20 44 \$43.86 \$3.508.80	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72.612.80 33 \$39.32 \$3.145.60 \$81.785.60 45 \$44.30 \$3.544.00	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73.340.80 34 \$39.70 \$3.176.00 \$82.576.00	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2,848.00 \$74,048.00 \$40.13 \$3,210.40 \$83,470.40 \$45.20 \$3,616.00	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74,838.40 36 \$40.51 \$3.240.80 \$84,260.80 48 \$45.64 \$3,651.20
Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua Steps Hourl Biwee Annua	\$\frac{1}{2}\text{v} \qu	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2,604.00 \$67,704.00 26 \$36.67 \$2,933.60 \$76,273.60 38 \$41.31 \$3,304.80 \$85,924.80	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2,629.60 \$68.369.60 27 \$37.03 \$2,962.40 \$77,022.40 39 \$41.74 \$3,339.20 \$86,819.20	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2.658.40 \$69.118.40 28 \$37.41 \$2,992.80 \$77.812.80 40 \$42.17 \$3,373.60 \$87,713.60	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2.684.80 \$69.804.80 29 \$37.78 \$3.022.40 \$78.582.40 41 \$42.57 \$3,405.60 \$88.545.60	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70.449.60 30 \$38.17 \$3.053.60 \$79.393.60 42 \$43.00 \$3.440.00 \$89,440.00	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2,736.80 \$71.156.80 31 \$38.54 \$3.083.20 \$80,163.20 43 \$43.44 \$3.475.20 \$90,355.20	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2,764.00 \$71.864.00 32 \$38.94 \$3.115.20 \$80.995.20 44 \$43.86 \$3.508.80	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72.612.80 33 \$39.32 \$3.145.60 \$81.785.60 45 \$44.30 \$3.544.00	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73.340.80 34 \$39.70 \$3.176.00 \$82.576.00	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2,848.00 \$74,048.00 \$40.13 \$3,210.40 \$83,470.40 \$45.20 \$3,616.00	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74,838.40 36 \$40.51 \$3.240.80 \$84,260.80 48 \$45.64 \$3,651.20
Steps Hourly Biwee Annua	\$\frac{1}{2}\text{v} \qu	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2,604.00 \$67,704.00 26 \$36.67 \$2,933.60 \$76,273.60 38 \$41.31 \$3,304.80 \$85,924.80 50 \$46.57 \$3,725.60	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2,629.60 \$68.369.60 27 \$37.03 \$2,962.40 \$77.022.40 39 \$41.74 \$3.339.20 \$86,819.20 51 \$47.04 \$3,763.20	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2.658.40 \$69.118.40 28 \$37.41 \$2,992.80 \$77.812.80 40 \$42.17 \$3,373.60 \$87.713.60 52 \$47.49 \$3,799.20	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2.684.80 \$69.804.80 29 \$37.78 \$3,022.40 \$78,582.40 41 \$42.57 \$3.405.60 \$88.545.60 53 \$48.00 \$3,840.00	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70,449.60 30 \$38.17 \$3,053.60 \$79,393.60 42 \$43.00 \$3,440.00 \$89,440.00 \$48,45 \$3,876.00	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2,736.80 \$71,156.80 31 \$38.54 \$3,083.20 \$80,163.20 43 \$43.44 \$3,475.20 \$90,355.20 55 \$48.95 \$3,916.00	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2,764.00 \$71.864.00 32 \$38.94 \$3.115.20 \$80.995.20 44 \$43.86 \$3.508.80	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72.612.80 33 \$39.32 \$3.145.60 \$81.785.60 45 \$44.30 \$3.544.00	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73.340.80 34 \$39.70 \$3.176.00 \$82.576.00	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2,848.00 \$74,048.00 \$40.13 \$3,210.40 \$83,470.40 \$45.20 \$3,616.00	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74,838.40 36 \$40.51 \$3.240.80 \$84,260.80 48 \$45.64 \$3,651.20
Steps Hourly Biwee Annua	\$\frac{1}{2}\text{v} \qu	\$28.89 \$2,311.20 \$60,091.20 14 \$32.55 \$2,604.00 \$67,704.00 26 \$36.67 \$2,933.60 \$76,273.60 38 \$41.31 \$3,304.80 \$85,924.80 50 \$46.57	\$29.18 \$2,334.40 \$60,694.40 15 \$32.87 \$2,629.60 \$68.369.60 27 \$37.03 \$2.962.40 \$77.022.40 39 \$41.74 \$3.339.20 \$86.819.20	\$29.46 \$2,356.80 \$61,276.80 16 \$33.23 \$2.658.40 \$69.118.40 28 \$37.41 \$2.992.80 \$77.812.80 40 \$42.17 \$3.373.60 \$87,713.60	\$29.76 \$2,380.80 \$61,900.80 17 \$33.56 \$2.684.80 \$69.804.80 29 \$37.78 \$3,022.40 \$78,582.40 41 \$42.57 \$3,405.60 \$88,545.60	\$30.06 \$2,404.80 \$62,524.80 18 \$33.87 \$2,709.60 \$70,449.60 30 \$38.17 \$3,053.60 \$79,393.60 42 \$43.00 \$3,440.00 \$89,440.00	\$30.37 \$2,429.60 \$63,169.60 19 \$34.21 \$2,736.80 \$71.156.80 31 \$38.54 \$3.083.20 \$80.163.20 43 \$43.44 \$3,475.20 \$90.355.20	\$30.67 \$2,453.60 \$63,793.60 20 \$34.55 \$2,764.00 \$71.864.00 32 \$38.94 \$3.115.20 \$80.995.20 44 \$43.86 \$3.508.80	\$30.98 \$2,478.40 \$64,438.40 21 \$34.91 \$2.792.80 \$72.612.80 33 \$39.32 \$3.145.60 \$81.785.60 45 \$44.30 \$3.544.00	\$31.28 \$2,502.40 \$65,062.40 22 \$35.26 \$2.820.80 \$73.340.80 34 \$39.70 \$3.176.00 \$82.576.00	\$31.60 \$2,528.00 \$65,728.00 \$35.60 \$2,848.00 \$74,048.00 \$40.13 \$3,210.40 \$83,470.40 \$45.20 \$3,616.00	\$31.94 \$2,555.20 \$66,435.20 24 \$35.98 \$2.878.40 \$74,838.40 36 \$40.51 \$3.240.80 \$84,260.80 48 \$45.64 \$3,651.20

(Non-bargaining unit)

NENANA (20%)

	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$31.28	\$31.60	\$31.94	\$32.22	\$32.55	\$32.87	\$33.23	\$33.56	\$33.87	\$34.21	\$34.55	\$34.91
Biweekly	\$2,502.40	\$2,528.00	\$2,555.20	\$2,577.60	\$2,604.00	\$2,629.60	\$2,658.40	\$2,684.80	\$2,709.60	\$2,736.80	\$2,764.00	\$2,792.80
	\$65,062.40	\$65,728.00	\$66,435.20	\$67,017.60	\$67,704.00	\$68,369.60	\$69,118.40	\$69,804.80	\$70,449.60	\$71,156.80	\$71,864.00	\$72,612.80
Annually	\$65,062.40	\$65,728.00	\$66,435.20	\$67,017.60	\$67,704.00	\$08,309.00	\$69,118.40	\$69,804.80	\$70,449.60	\$71,150.80	\$71,864.00	\$72,012.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$35.26	\$35.60	\$35.98	\$36.32	\$36.67	\$37.03	\$37.41	\$37.78	\$38.17	\$38.54	\$38.94	\$39.32
Biweekly	\$2,820.80	\$2,848.00	\$2,878.40	\$2,905.60	\$2,933.60	\$2,962.40	\$2,992.80	\$3,022.40	\$3,053.60	\$3,083.20	\$3,115.20	\$3,145.60
Annually	\$73,340.80	\$74,048.00	\$74,838.40	\$75,545.60	\$76,273.60	\$77,022.40	\$77,812.80	\$78,582.40	\$79,393.60	\$80,163.20	\$80,995.20	\$81,785.60
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$39.70	\$40.13	\$40.51	\$40.92	\$41.31	\$41.74	\$42.17	\$42.57	\$43.00	\$43.44	\$43.86	\$44.30
Biweekly	\$3,176.00	\$3,210.40	\$3,240.80	\$3,273.60	\$3,304.80	\$3,339.20	\$3,373.60	\$3,405.60	\$3,440.00	\$3,475.20	\$3,508.80	\$3,544.00
Annually	\$82,576.00	\$83,470.40	\$84,260.80	\$85,113.60	\$85,924.80	\$86,819.20	\$87,713.60	\$88,545.60	\$89,440.00	\$90,355.20	\$91,228.80	\$92,144.00
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Steps	. 37	38	39	40	41	42	43	44	45	. 46	. 47	48
Hourly	\$44.77	\$45.20	\$45.64	\$46.11	\$46.57	\$47.04	\$47.49	\$48.00	\$48.45	\$48.95	\$49.44	\$49.95
Biweekly	\$3,581.60	\$3,616.00	\$3,651.20	\$3,688.80	\$3,725.60	\$3,763.20	\$3,799.20	\$3,840.00	\$3,876.00	\$3,916.00	\$3,955.20	\$3,996.00
Annually	\$93,121.60	\$94,016.00	\$94,931.20	\$95,908.80	\$96,865.60	\$97,843.20	\$98,779.20	\$99,840.00	\$100,776.00	\$101,816.00	\$102,835.20	\$103,896.00
Steps	49	50	51	52	53	54	55					
Handy												
Hourly Biweekly	\$50.44 \$4,035.20	\$50.95 \$4,076.00	\$51.44 \$4,115.20	\$51.98 \$4,158.40	\$52.49 \$4,199.20	\$53.01 \$4,240.80	\$53.55 \$4,284.00					
=												
Annually	\$104,915.20	\$105,976.00	\$106,995.20	\$108,118.40	\$109,179.20	\$110,260.80	\$111,384.00					
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26	\$35.60	\$35.98	\$36.32	\$36.67	\$37.03	\$37.41	\$37.78
Biweekly	\$2,709.60	\$2,736.80	\$2,764.00	\$2,792.80	\$2,820.80	\$2,848.00	\$2,878.40	\$2,905.60	\$2,933.60	\$2,962.40	\$2,992.80	\$3,022.40
Annually	\$70,449.60		4	¢72 C12 00	¢72 240 00	¢74 049 00	¢74 020 40	\$75,545.60	\$76,273.60	677 022 40	677.042.00	\$78,582.40
C		\$71,156.80	\$71,864.00	\$72,612.80	\$73,340.80	\$74,048.00	\$74,838.40	۶/J,J 4 J.00	۶/0,2/3.00	\$77,022.40	\$77,812.80	7/0,J02. 4 0
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$38.17	14 \$38.54	15 \$38.94	16 \$39.32	17 \$39.70	18 \$40.13	19 \$40.51	20 \$40.92	21 \$41.31	22 \$41.74	23 \$42.17	24 \$42.57
Hourly Biweekly	\$38.17 \$3,053.60	14 \$38.54 \$3,083.20	15 \$38.94 \$3,115.20	16 \$39.32 \$3,145.60	17 \$39.70 \$3,176.00	18 \$40.13 \$3,210.40	19 \$40.51 \$3,240.80	20 \$40.92 \$3,273.60	21 \$41.31 \$3,304.80	22 \$41.74 \$3,339.20	23 \$42.17 \$3,373.60	\$42.57 \$3,405.60
Hourly	\$38.17	14 \$38.54	15 \$38.94	16 \$39.32	17 \$39.70	18 \$40.13	19 \$40.51	20 \$40.92	21 \$41.31	22 \$41.74	23 \$42.17	24 \$42.57
Hourly Biweekly Annually	\$38.17 \$3,053.60 \$79,393.60	\$38.54 \$3,083.20 \$80,163.20	\$38.94 \$3,115.20 \$80,995.20	\$39.32 \$3.145.60 \$81.785.60	\$39.70 \$3,176.00 \$82,576.00	\$40.13 \$3,210.40 \$83,470.40	\$40.51 \$3,240.80 \$84,260.80	\$40.92 \$3,273.60 \$85,113.60	\$41.31 \$3,304.80 \$85,924.80	\$41.74 \$3,339.20 \$86,819.20	\$42.17 \$3,373.60 \$87,713.60	\$42.57 \$3.405.60 \$88,545.60
Hourly Biweekly Annually Steps	\$38.17 \$3.053.60 \$79.393.60	\$38.54 \$3,083.20 \$80,163.20	\$38.94 \$3.115.20 \$80.995.20	\$39.32 \$3,145.60 \$81,785.60	\$39.70 \$3.176.00 \$82.576.00	\$40.13 \$3,210.40 \$83,470.40	\$40.51 \$3,240.80 \$84,260.80	\$40.92 \$3,273.60 \$85,113.60	\$41.31 \$3,304.80 \$85,924.80	\$41.74 \$3.339.20 \$86.819.20	\$42.17 \$3.373.60 \$87,713.60	\$42.57 \$3,405.60 \$88,545.60
Hourly Biweekly Annually Steps Hourly	\$38.17 \$3,053.60 \$79,393.60 25 \$43.00	\$38.54 \$3,083.20 \$80,163.20 26 \$43.44	\$38.94 \$3.115.20 \$80.995.20 27 \$43.86	\$39.32 \$3,145.60 \$81,785.60 \$84.30	\$39.70 \$3.176.00 \$82.576.00 \$2.576.00	\$40.13 \$3.210.40 \$83.470.40 \$0 \$45.20	\$40.51 \$3,240.80 \$84,260.80 31 \$45.64	\$40.92 \$3,273.60 \$85,113.60 \$2 \$46.11	\$41.31 \$3.304.80 \$85,924.80 33 \$46.57	\$41.74 \$3.339.20 \$86.819.20 34 \$47.04	\$42.17 \$3.373.60 \$87,713.60 \$5 \$47.49	\$42.57 \$3,405.60 \$88,545.60 36 \$48.00
Hourly Biweekly Annually Steps Hourly Biweekly	\$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00	\$38.54 \$3,083.20 \$80,163.20 \$43.44 \$3,475.20	\$38.94 \$3.115.20 \$80.995.20 27 \$43.86 \$3.508.80	\$39.32 \$3.145.60 \$81,785.60 \$81,785.60 \$81,785.60	\$39.70 \$3.176.00 \$82.576.00 \$2.576.00 \$44.77 \$3.581.60	\$40.13 \$3.210.40 \$83.470.40 \$0 \$45.20 \$3.616.00	\$40.51 \$3.240.80 \$84,260.80 31 \$45.64 \$3,651.20	\$40.92 \$3,273.60 \$85,113.60 \$2 \$46.11 \$3,688.80	\$41.31 \$3,304.80 \$85,924.80 \$33 \$46.57 \$3,725.60	\$41.74 \$3.339.20 \$86.819.20 \$47.04 \$3,763.20	\$42.17 \$3.373.60 \$87,713.60 \$5 \$47.49 \$3,799.20	\$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00
Hourly Biweekly Annually Steps Hourly	\$38.17 \$3,053.60 \$79,393.60 25 \$43.00	\$38.54 \$3,083.20 \$80,163.20 26 \$43.44	\$38.94 \$3.115.20 \$80.995.20 27 \$43.86	\$39.32 \$3,145.60 \$81,785.60 \$84,785.60	\$39.70 \$3.176.00 \$82.576.00 \$2.576.00	\$40.13 \$3.210.40 \$83.470.40 \$0 \$45.20	\$40.51 \$3,240.80 \$84,260.80 31 \$45.64	\$40.92 \$3,273.60 \$85,113.60 \$2 \$46.11	\$41.31 \$3.304.80 \$85,924.80 33 \$46.57	\$41.74 \$3.339.20 \$86.819.20 34 \$47.04	\$42.17 \$3.373.60 \$87,713.60 \$5 \$47.49	\$42.57 \$3,405.60 \$88,545.60 36 \$48.00
Hourly Biweekly Annually Steps Hourly Biweekly	\$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00	\$38.54 \$3,083.20 \$80,163.20 \$43.44 \$3,475.20 \$90,355.20	\$38.94 \$3.115.20 \$80.995.20 27 \$43.86 \$3.508.80	\$39.32 \$3.145.60 \$81,785.60 \$81,785.60 \$81,785.60	\$39.70 \$3.176.00 \$82.576.00 \$2.576.00 \$44.77 \$3.581.60	\$40.13 \$3,210.40 \$83,470.40 \$0 \$45.20 \$3,616.00 \$94,016.00	\$40.51 \$3.240.80 \$84,260.80 31 \$45.64 \$3,651.20	\$40.92 \$3,273.60 \$85,113.60 \$2 \$46.11 \$3,688.80	\$41.31 \$3,304.80 \$85,924.80 \$33 \$46.57 \$3,725.60	\$41.74 \$3.339.20 \$86.819.20 \$47.04 \$3,763.20	\$42.17 \$3.373.60 \$87,713.60 \$5 \$47.49 \$3,799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 \$48.00 \$3,840.00 \$99,840.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.17 \$3,053.60 \$79,393.60 \$25 \$43.00 \$3,440.00 \$89,440.00	\$38.54 \$3.083.20 \$80.163.20 \$43.44 \$3.475.20 \$90.355.20	\$38.94 \$3.115.20 \$80.995.20 \$43.86 \$3.508.80 \$91.228.80	\$39.32 \$3.145.60 \$81,785.60 \$81,785.60 \$44.30 \$3.544.00 \$92,144.00	\$39.70 \$3.176.00 \$82.576.00 \$82.576.00 29 \$44.77 \$3.581.60 \$93.121.60	\$40.13 \$3.210.40 \$83.470.40 \$30 \$45.20 \$3.616.00 \$94.016.00	\$40.51 \$3.240.80 \$84,260.80 \$1 \$45.64 \$3.651.20 \$94,931.20	\$40.92 \$3,273.60 \$85,113.60 \$85,113.60 \$2 \$46.11 \$3,688.80 \$95,908.80	\$41.31 \$3.304.80 \$85,924.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60	\$41.74 \$3.339.20 \$86.819.20 \$47.04 \$3.763.20 \$97.843.20	\$42.17 \$3.373.60 \$87,713.60 \$5 \$47.49 \$3.799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 \$48.00 \$3,840.00 \$99,840.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00 \$89,440.00	\$38.54 \$3,083.20 \$80,163.20 \$43.44 \$3,475.20 \$90,355.20	\$38.94 \$3.115.20 \$80.995.20 27 \$43.86 \$3.508.80 \$91,228.80	\$39.32 \$3,145.60 \$81.785.60 \$28 \$44.30 \$3.544.00 \$92,144.00	\$39.70 \$3,176.00 \$82,576.00 \$82,576.00 \$93,581.60 \$93,121.60	\$40.13 \$3.210.40 \$83.470.40 \$30 \$45.20 \$3.616.00 \$94.016.00	\$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20	\$40.92 \$3.273.60 \$85.113.60 \$85.113.60 \$46.11 \$3.688.80 \$95.908.80	\$41.31 \$3.304.80 \$85.924.80 33 \$46.57 \$3.725.60 \$96.865.60	\$41.74 \$3.339.20 \$86.819.20 \$47.04 \$3.763.20 \$97.843.20	\$42.17 \$3.373.60 \$87.713.60 \$87.713.60 \$5 \$47.49 \$3.799.20 \$98.779.20	\$42.57 \$3,405.60 \$88.545.60 \$48.00 \$3,840.00 \$99,840.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.17 \$3,053.60 \$79,393.60 \$25 \$43.00 \$3,440.00 \$89,440.00	\$38.54 \$3.083.20 \$80.163.20 \$43.44 \$3.475.20 \$90.355.20	\$38.94 \$3.115.20 \$80.995.20 \$43.86 \$3.508.80 \$91.228.80	\$39.32 \$3.145.60 \$81,785.60 \$81,785.60 \$44.30 \$3.544.00 \$92,144.00	\$39.70 \$3.176.00 \$82.576.00 \$82.576.00 29 \$44.77 \$3.581.60 \$93.121.60	\$40.13 \$3.210.40 \$83.470.40 \$30 \$45.20 \$3.616.00 \$94.016.00	\$40.51 \$3.240.80 \$84,260.80 \$1 \$45.64 \$3.651.20 \$94,931.20	\$40.92 \$3,273.60 \$85,113.60 \$85,113.60 \$2 \$46.11 \$3,688.80 \$95,908.80	\$41.31 \$3.304.80 \$85,924.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60	\$41.74 \$3.339.20 \$86.819.20 \$47.04 \$3.763.20 \$97.843.20	\$42.17 \$3.373.60 \$87,713.60 \$5 \$47.49 \$3.799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 \$48.00 \$3,840.00 \$99,840.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.17 \$3.053.60 \$79.393.60 \$79.393.60 \$43.00 \$3,440.00 \$89,440.00 \$89,440.00 \$3,876.00 \$100,776.00	\$38.54 \$3.083.20 \$80,163.20 \$80,163.20 \$43.44 \$3,475.20 \$90,355.20 \$48.95 \$3,916.00 \$101,816.00	\$38.94 \$3.115.20 \$80.995.20 27 \$43.86 \$3.508.80 \$91.228.80 39 \$49.44 \$3.955.20 \$102.835.20	\$39.32 \$3.145.60 \$81.785.60 \$81.785.60 \$44.30 \$3.544.00 \$92.144.00 \$49.95 \$3.996.00 \$103.896.00	\$39.70 \$3.176.00 \$82,576.00 \$82,576.00 \$93,121.60 \$93,121.60 \$104,915.20	\$40.13 \$3.210.40 \$83.470.40 \$30 \$45.20 \$3.616.00 \$94.016.00 \$42 \$50.95 \$4.076.00 \$105.976.00	\$40.51 \$3.240.80 \$84.260.80 31 \$45.64 \$3.651.20 \$94.931.20 43 \$51.44 \$4.115.20 \$106.995.20	\$40.92 \$3.273.60 \$85,113.60 \$85,113.60 \$2 \$46.11 \$3.688.80 \$95,908.80 \$41.58.40	\$41.31 \$3.304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60 45 \$52.49 \$4,199.20	\$41.74 \$3.339.20 \$86.819.20 \$47.04 \$3.763.20 \$97.843.20 \$53.01 \$4.240.80	\$42.17 \$3.373.60 \$87.713.60 \$55 \$47.49 \$3.799.20 \$98.779.20 \$753.55 \$4.284.00	\$42.57 \$3.405.60 \$88.545.60 \$48.00 \$3.840.00 \$99.840.00 \$48.00 \$99.840.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.17 \$3,053.60 \$79,393.60 \$25 \$43.00 \$3,440.00 \$89,440.00 \$48.45 \$3,876.00	\$38.54 \$3,083.20 \$80,163.20 \$80,163.20 26 \$43.44 \$3,475.20 \$90,355.20 38 \$48.95 \$3,916.00	\$38.94 \$3,115.20 \$80.995.20 27 \$43.86 \$3.508.80 \$91.228.80 39 \$49.44 \$3.955.20 \$102.835.20	\$39.32 \$3.145.60 \$81.785.60 \$81.785.60 \$81.785.60 \$92.144.00 \$92.144.00 \$49.95 \$3.996.00 \$103.896.00	\$39.70 \$3.176.00 \$82.576.00 \$82.576.00 \$93.581.60 \$93.121.60 \$104.915.20 \$104.915.20	\$40.13 \$3,210.40 \$83,470.40 \$30 \$45.20 \$3,616.00 \$94,016.00 \$42 \$50.95 \$4,076.00	\$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20 43 \$51.44 \$4,115.20 \$106.995.20	\$40.92 \$3.273.60 \$85,113.60 \$85,113.60 \$2 \$46.11 \$3.688.80 \$95,908.80 \$41.58.40	\$41.31 \$3.304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60 45 \$52.49 \$4,199.20	\$41.74 \$3.339.20 \$86.819.20 \$47.04 \$3.763.20 \$97.843.20 \$53.01 \$4.240.80	\$42.17 \$3.373.60 \$87.713.60 \$55 \$47.49 \$3.799.20 \$98.779.20 \$753.55 \$4.284.00	\$42.57 \$3,405.60 \$88.545.60 \$48.00 \$3,840.00 \$99,840.00 \$99,840.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.17 \$3.053.60 \$79.393.60 \$79.393.60 \$43.00 \$3,440.00 \$89,440.00 \$89,440.00 \$3,876.00 \$100,776.00	\$38.54 \$3.083.20 \$80,163.20 \$80,163.20 \$43.44 \$3,475.20 \$90,355.20 \$48.95 \$3,916.00 \$101,816.00	\$38.94 \$3.115.20 \$80.995.20 27 \$43.86 \$3.508.80 \$91.228.80 39 \$49.44 \$3.955.20 \$102.835.20	\$39.32 \$3.145.60 \$81.785.60 \$81.785.60 28 \$44.30 \$3.544.00 \$92,144.00 40 \$49.95 \$3.996.00 \$103,896.00	\$39.70 \$3.176.00 \$82,576.00 \$82,576.00 \$93,121.60 \$93,121.60 \$104,915.20	\$40.13 \$3.210.40 \$83.470.40 \$30 \$45.20 \$3.616.00 \$94.016.00 \$42 \$50.95 \$4.076.00 \$105.976.00	\$40.51 \$3.240.80 \$84,260.80 31 \$45.64 \$3.651.20 \$94,931.20 43 \$51.44 \$4.115.20 \$106,995.20	\$40.92 \$3.273.60 \$85,113.60 \$85,113.60 \$2 \$46.11 \$3.688.80 \$95,908.80 \$41.58.40	\$41.31 \$3.304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60 45 \$52.49 \$4,199.20	\$41.74 \$3.339.20 \$86.819.20 \$47.04 \$3.763.20 \$97.843.20 \$53.01 \$4.240.80	\$42.17 \$3.373.60 \$87.713.60 \$55 \$47.49 \$3.799.20 \$98.779.20 \$753.55 \$4.284.00	\$42.57 \$3,405.60 \$88,545.60 \$48.00 \$3,840.00 \$99,840.00 \$4,327.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.17 \$3.053.60 \$79.393.60 25 \$43.00 \$3.440.00 \$89.440.00 37 \$48.45 \$3.876.00 \$100.776.00	\$38.54 \$3.083.20 \$80.163.20 \$80,163.20 \$43.44 \$3,475.20 \$90.355.20 \$48.95 \$3,916.00 \$101,816.00	\$38.94 \$3,115.20 \$80.995.20 27 \$43.86 \$3.508.80 \$91.228.80 39 \$49.44 \$3.955.20 \$102.835.20	\$39.32 \$3.145.60 \$81.785.60 \$81.785.60 \$81.785.60 \$92.144.00 \$92.144.00 \$49.95 \$3.996.00 \$103.896.00	\$39.70 \$3.176.00 \$82.576.00 \$82.576.00 \$93.581.60 \$93.121.60 \$104.915.20 \$104.915.20	\$40.13 \$3,210.40 \$83,470.40 \$30 \$45.20 \$3,616.00 \$94,016.00 \$42 \$50.95 \$4,076.00 \$105.976.00	\$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20 43 \$51.44 \$4,115.20 \$106.995.20	\$40.92 \$3.273.60 \$85,113.60 \$85,113.60 \$2 \$46.11 \$3.688.80 \$95,908.80 \$41.58.40	\$41.31 \$3.304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60 45 \$52.49 \$4,199.20	\$41.74 \$3.339.20 \$86.819.20 \$47.04 \$3.763.20 \$97.843.20 \$53.01 \$4.240.80	\$42.17 \$3.373.60 \$87.713.60 \$55 \$47.49 \$3.799.20 \$98.779.20 \$753.55 \$4.284.00	\$42.57 \$3,405.60 \$88,545.60 \$48.00 \$3,840.00 \$99,840.00 \$4,327.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Hourly Hourly Hourly Hourly	\$38.17 \$3.053.60 \$79.393.60 25 \$43.00 \$3,440.00 \$89,440.00 37 \$48.45 \$3.876.00 \$100,776.00	\$38.54 \$3.083.20 \$80,163.20 \$80,163.20 \$43.44 \$3,475.20 \$90,355.20 \$8 \$48.95 \$3,916.00 \$101,816.00	\$38.94 \$3.115.20 \$80.995.20 \$43.86 \$3.508.80 \$91.228.80 \$91.228.80 \$102.835.20	\$39.32 \$3.145.60 \$81.785.60 \$81.785.60 28 \$44.30 \$3.544.00 \$92,144.00 40 \$49.95 \$3.996.00 \$103,896.00	\$39.70 \$3.176.00 \$82,576.00 \$82,576.00 \$93.581.60 \$93,121.60 \$104.915.20 \$104.915.20	\$40.13 \$3.210.40 \$83,470.40 \$30 \$45.20 \$3.616.00 \$94.016.00 \$42 \$50.95 \$4.076.00 \$105.976.00	\$40.51 \$3.240.80 \$84,260.80 31 \$45.64 \$3.651.20 \$94,931.20 43 \$51.44 \$4.115.20 \$106,995.20	\$40.92 \$3.273.60 \$85,113.60 \$85,113.60 \$2 \$46.11 \$3.688.80 \$95,908.80 \$41.58.40	\$41.31 \$3.304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60 45 \$52.49 \$4,199.20	\$41.74 \$3.339.20 \$86.819.20 \$47.04 \$3.763.20 \$97.843.20 \$53.01 \$4.240.80	\$42.17 \$3.373.60 \$87.713.60 \$55 \$47.49 \$3.799.20 \$98.779.20 \$753.55 \$4.284.00	\$42.57 \$3,405.60 \$88,545.60 \$48.00 \$3,840.00 \$99,840.00 \$4,327.20

(Non-bargaining unit)

NENANA (20%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$37.03	\$37.41	\$37.78	\$38.17	\$38.54	\$38.94	\$39.32	\$39.70	\$40.13	\$40.51	\$40.92	\$41.31
Biweekly	\$2,962.40	\$2,992.80	\$3,022.40	\$3,053.60	\$3,083.20	\$3,115.20	\$3,145.60	\$3,176.00	\$3,210.40	\$3,240.80	\$3,273.60	\$3,304.80
Annually	\$77,022.40	\$77,812.80	\$78,582.40	\$79,393.60	\$80,163.20	\$80,995.20	\$81,785.60	\$82,576.00	\$83,470.40	\$84,260.80	\$85,113.60	\$85,924.80
Steps	42	14	45	16	17	10	10	20	24	22	22	24
	13 \$41.74	14 \$42.17	15	16		18	19	20	21	22	23	
Hourly Biweekly	\$3,339.20	\$3,373.60	\$42.57 \$3,405.60	\$43.00 \$3,440.00	\$43.44 \$3,475.20	\$43.86 \$3,508.80	\$44.30 \$3,544.00	\$44.77	\$45.20	\$45.64 \$3,651.20	\$46.11 \$3,688.80	\$46.57 \$3,725.60
Annually	\$86,819.20	\$87,713.60	\$88,545.60	\$89,440.00	\$90,355.20	\$91,228.80	\$92,144.00	\$3,581.60 \$93,121.60	\$3,616.00 \$94,016.00	\$94,931.20	\$95,908.80	\$96,865.60
Ailliually	300,019.20	\$67,715.00	\$66,545.00	\$69,440.00	\$90,555.20	391,220.00	392,144.00	393,121.00	394,010.00	394,931.20	\$95,906.60	390,803.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$47.04	\$47.49	\$48.00	\$48.45	\$48.95	\$49.44	\$49.95	\$50.44	\$50.95	\$51.44	\$51.98	\$52.49
Biweekly	\$3,763.20	\$3,799.20	\$3,840.00	\$3,876.00	\$3,916.00	\$3,955.20	\$3,996.00	\$4,035.20	\$4,076.00	\$4,115.20	\$4,158.40	\$4,199.20
Annually	\$97,843.20	\$98,779.20	\$99,840.00	\$100,776.00	\$101,816.00	\$102,835.20	\$103,896.00	\$104,915.20	\$105,976.00	\$106,995.20	\$108,118.40	\$109,179.20
Chama												
Steps	. 37	. 38	. 39	40	41	42	43	44	. 45	. 46	47	48
Hourly	\$53.01	\$53.55	\$54.09	\$54.60	\$55.17	\$55.72	\$56.26	\$56.83	\$57.40	\$57.97	\$58.55	\$59.15
Biweekly	\$4,240.80	\$4,284.00	\$4,327.20	\$4,368.00	\$4,413.60	\$4,457.60	\$4,500.80	\$4,546.40	\$4,592.00	\$4,637.60	\$4,684.00	\$4,732.00
Annually	\$110,260.80	\$111,384.00	\$112,507.20	\$113,568.00	\$114,753.60	\$115,897.60	\$117,020.80	\$118,206.40	\$119,392.00	\$120,577.60	\$121,784.00	\$123,032.00
Steps	49	50	51	52	53	54	55					
Hourly	\$59.72	\$60.33	\$60.93	\$61.53	\$62.17	\$62.79	\$63.41					
Biweekly	\$4,777.60	\$4,826.40	\$4,874.40	\$4,922.40	\$4,973.60	\$5,023.20	\$5,072.80					
Annually	\$124,217.60	\$125,486.40	\$126,734.40	\$127,982.40	\$129,313.60	\$130,603.20	\$131,892.80					
03												
Grade 82												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$41.74	\$42.17	\$42.57	\$43.00	\$43.44	\$43.86	\$44.30	\$44.77	\$45.20	\$45.64	\$46.11	\$46.57
Steps Hourly Biweekly	\$41.74 \$3,339.20	\$42.17 \$3,373.60	\$42.57 \$3,405.60	\$43.00 \$3,440.00	\$43.44 \$3,475.20	\$43.86 \$3,508.80	\$44.30 \$3,544.00	\$44.77 \$3,581.60	\$45.20 \$3,616.00	\$45.64 \$3,651.20	\$46.11 \$3,688.80	\$46.57 \$3,725.60
Steps Hourly	\$41.74	\$42.17	\$42.57	\$43.00	\$43.44	\$43.86	\$44.30	\$44.77	\$45.20	\$45.64	\$46.11	\$46.57
Steps Hourly Biweekly	\$41.74 \$3,339.20	\$42.17 \$3,373.60	\$42.57 \$3,405.60	\$43.00 \$3,440.00	\$43.44 \$3,475.20	\$43.86 \$3,508.80	\$44.30 \$3,544.00	\$44.77 \$3,581.60	\$45.20 \$3,616.00	\$45.64 \$3,651.20	\$46.11 \$3,688.80	\$46.57 \$3,725.60
Steps Hourly Biweekly Annually	\$41.74 \$3,339.20 \$86,819.20	\$42.17 \$3,373.60 \$87,713.60	\$42.57 \$3,405.60 \$88,545.60	\$43.00 \$3,440.00 \$89,440.00	\$43.44 \$3,475.20 \$90,355.20	\$43.86 \$3,508.80 \$91,228.80	\$44.30 \$3,544.00 \$92,144.00	\$44.77 \$3,581.60 \$93,121.60	\$45.20 \$3,616.00 \$94,016.00	\$45.64 \$3,651.20 \$94,931.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20
Steps Hourly Biweekly Annually Steps Hourly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3.876.00 \$100.776.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101.816.00	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102.835.20	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3.996.00 \$103.896.00	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4.115.20 \$106.995.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3.876.00 \$100.776.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101.816.00	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3.955.20 \$102.835.20	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103.896.00	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104.915.20	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106.995.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109.179.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3.763.20 \$97,843.20 25 \$53.01	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3.876.00 \$100,776.00 28 \$54.60	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3.955.20 \$102,835.20 30 \$55.72	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3.996.00 \$103,896.00	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4.035.20 \$104,915.20 32 \$56.83	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4.115.20 \$106.995.20 34 \$57.97	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40 35 \$58.55	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4.199.20 \$109,179.20 36 \$59.15
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3.876.00 \$100.776.00 28 \$54.60 \$4,368.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3.916.00 \$101.816.00 29 \$55.17 \$4.413.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102.835.20 30 \$55.72 \$4,457.60	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3.996.00 \$103.896.00 31 \$56.26 \$4.500.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104.915.20 32 \$56.83 \$4,546.40	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00 33 \$57.40 \$4.592.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4.115.20 \$106.995.20 34 \$57.97 \$4,637.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40 35 \$58.55 \$4,684.00	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109.179.20 36 \$59.15 \$4,732.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3.763.20 \$97,843.20 25 \$53.01	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3.876.00 \$100,776.00 28 \$54.60	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3.955.20 \$102,835.20 30 \$55.72	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3.996.00 \$103,896.00	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4.035.20 \$104,915.20 32 \$56.83	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4.115.20 \$106.995.20 34 \$57.97	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40 35 \$58.55	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4.199.20 \$109,179.20 36 \$59.15
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3.876.00 \$100.776.00 28 \$54.60 \$4,368.00 \$113,568.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101.816.00 29 \$55.17 \$4,413.60 \$114,753.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102.835.20 30 \$55.72 \$4,457.60 \$115.897.60	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3.996.00 \$103.896.00 31 \$56.26 \$4,500.80 \$117,020.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40 \$118.206.40	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00 33 \$57.40 \$4.592.00 \$119.392.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106.995.20 34 \$57.97 \$4,637.60 \$120.577.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40 35 \$58.55 \$4.684.00 \$121,784.00	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00 \$123,032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97.843.20 25 \$53.01 \$4,240.80 \$110,260.80	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98.779.20 26 \$53.55 \$4,284.00 \$111,384.00	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3.876.00 \$100.776.00 28 \$54.60 \$4.368.00 \$113.568.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101.816.00 29 \$55.17 \$4,413.60 \$114,753.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3.955.20 \$102.835.20 30 \$55.72 \$4.457.60 \$115,897.60	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3.996.00 \$103.896.00 31 \$56.26 \$4.500.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104.915.20 32 \$56.83 \$4,546.40	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00 33 \$57.40 \$4.592.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4.115.20 \$106.995.20 34 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40 35 \$58.55 \$4,684.00 \$121,784.00	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4.199.20 \$109.179.20 36 \$59.15 \$4,732.00 \$123,032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Steps Steps Steps	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80 \$110,260.80	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3.876.00 \$100.776.00 28 \$54.60 \$4,368.00 \$113,568.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101.816.00 29 \$55.17 \$4,413.60 \$114,753.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102.835.20 30 \$55.72 \$4,457.60 \$115.897.60	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3.996.00 \$103.896.00 31 \$56.26 \$4,500.80 \$117,020.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104.915.20 32 \$56.83 \$4,546.40 \$118.206.40	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00 33 \$57.40 \$4.592.00 \$119.392.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106.995.20 34 \$57.97 \$4,637.60 \$120.577.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40 35 \$58.55 \$4.684.00 \$121,784.00	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00 \$123,032.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80 \$110,260.80	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112.507.20	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3.876.00 \$100.776.00 28 \$54.60 \$4,368.00 \$113,568.00 40 \$61.53	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60 \$114,753.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3.955.20 \$102.835.20 30 \$55.72 \$4.457.60 \$115.897.60	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3.996.00 \$103.896.00 31 \$56.26 \$4,500.80 \$117,020.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4.035.20 \$104.915.20 32 \$56.83 \$4,546.40 \$118.206.40	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00 33 \$57.40 \$4.592.00 \$119.392.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4.115.20 \$106.995.20 34 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40 35 \$58.55 \$4,684.00 \$121.784.00	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4.199.20 \$109.179.20 36 \$59.15 \$4,732.00 \$123,032.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97.843.20 25 \$53.01 \$4,240.80 \$110.260.80 37 \$59.72 \$4,777.60 \$124,217.60	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00 38 \$60.33 \$4,826.40 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3.840.00 \$99.840.00 27 \$54.09 \$4,327.20 \$112.507.20 39 \$60.93 \$4,874.40 \$126,734.40	\$43.00 \$3,440.00 \$89,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00 \$113.568.00 40 \$61.53 \$4,922.40 \$127,982.40	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101.816.00 29 \$55.17 \$4,413.60 \$114,753.60 41 \$62.17 \$4,973.60 \$129,313.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60 \$115.897.60 42 \$62.79 \$5,023.20 \$130,603.20	\$44.30 \$3,544.00 \$92,144.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103.896.00 31 \$56.26 \$4.500.80 \$117.020.80 43 \$63.41 \$5.072.80 \$131,892.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4.035.20 \$104.915.20 32 \$56.83 \$4,546.40 \$118.206.40 44 \$64.05 \$5,124.00	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00 33 \$57.40 \$4.592.00 \$119.392.00 45 \$64.69 \$5.175.20	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4.115.20 \$106.995.20 34 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40 35 \$58.55 \$4,684.00 \$121,784.00 47 \$65.98 \$5,278.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4.199.20 \$109.179.20 36 \$59.15 \$4,732.00 \$123,032.00 48 \$66.65 \$5,332.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80 \$110,260.80 37 \$59.72 \$4,777.60 \$124,217.60	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00 38 \$60.33 \$4,826.40 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20 39 \$60.93 \$4,874.40 \$126,734.40	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3.876.00 \$100.776.00 28 \$54.60 \$4.368.00 \$113.568.00 40 \$61.53 \$4.922.40 \$127.982.40	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101.816.00 29 \$55.17 \$4,413.60 \$114.753.60 41 \$62.17 \$4,973.60 \$129,313.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102.835.20 30 \$55.72 \$4.457.60 \$115.897.60 42 \$62.79 \$5,023.20 \$130.603.20	\$44.30 \$3,544.00 \$92,144.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103.896.00 31 \$56.26 \$4.500.80 \$117.020.80 43 \$63.41 \$5,072.80 \$131.892.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4.035.20 \$104.915.20 32 \$56.83 \$4,546.40 \$118.206.40 44 \$64.05 \$5,124.00	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00 33 \$57.40 \$4.592.00 \$119.392.00 45 \$64.69 \$5.175.20	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4.115.20 \$106.995.20 34 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40 35 \$58.55 \$4,684.00 \$121,784.00 47 \$65.98 \$5,278.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4.199.20 \$109.179.20 36 \$59.15 \$4,732.00 \$123,032.00 48 \$66.65 \$5,332.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80 \$110,260.80 37 \$59.72 \$4,777.60 \$124,217.60	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00 38 \$60.33 \$4,826.40 \$125,486.40 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112.507.20 39 \$60.93 \$4,874.40 \$126,734.40	\$43.00 \$3,440.00 \$89,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00 \$113.568.00 40 \$61.53 \$4,922.40 \$127,982.40 \$127,982.40	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60 \$114.753.60 \$114.753.60 \$129.313.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102.835.20 30 \$55.72 \$4,457.60 \$115.897.60 42 \$62.79 \$5,023.20 \$130,603.20	\$44.30 \$3,544.00 \$92,144.00 \$19 \$49.95 \$3,996.00 \$103.896.00 \$117.020.80 \$117.020.80 \$131.892.80 \$131.892.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4.035.20 \$104.915.20 32 \$56.83 \$4,546.40 \$118.206.40 44 \$64.05 \$5,124.00	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00 33 \$57.40 \$4.592.00 \$119.392.00 45 \$64.69 \$5.175.20	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4.115.20 \$106.995.20 34 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40 35 \$58.55 \$4,684.00 \$121,784.00 47 \$65.98 \$5,278.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4.199.20 \$109.179.20 36 \$59.15 \$4,732.00 \$123,032.00 48 \$66.65 \$5,332.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80 \$110,260.80 37 \$59.72 \$4,777.60 \$124,217.60	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00 38 \$60.33 \$4,826.40 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20 39 \$60.93 \$4,874.40 \$126,734.40	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3.876.00 \$100.776.00 28 \$54.60 \$4.368.00 \$113.568.00 40 \$61.53 \$4.922.40 \$127.982.40	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101.816.00 29 \$55.17 \$4,413.60 \$114.753.60 41 \$62.17 \$4,973.60 \$129,313.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102.835.20 30 \$55.72 \$4.457.60 \$115.897.60 42 \$62.79 \$5,023.20 \$130.603.20	\$44.30 \$3,544.00 \$92,144.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103.896.00 31 \$56.26 \$4.500.80 \$117.020.80 43 \$63.41 \$5,072.80 \$131.892.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4.035.20 \$104.915.20 32 \$56.83 \$4,546.40 \$118.206.40 44 \$64.05 \$5,124.00	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4.076.00 \$105.976.00 33 \$57.40 \$4.592.00 \$119.392.00 45 \$64.69 \$5.175.20	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4.115.20 \$106.995.20 34 \$57.97 \$4.637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4.158.40 \$108.118.40 35 \$58.55 \$4,684.00 \$121,784.00 47 \$65.98 \$5,278.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4.199.20 \$109.179.20 36 \$59.15 \$4,732.00 \$123,032.00 48 \$66.65 \$5,332.00

(Non-bargaining unit)

NENANA (20%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$47.04 \$3,763.20	\$47.49 \$3,799.20	\$48.00 \$3,840.00	\$48.45 \$3,876.00	\$48.95 \$3,916.00	\$49.44 \$3,955.20	\$49.95 \$3,996.00	\$50.44 \$4,035.20	\$50.95 \$4,076.00	\$51.44 \$4,115.20	\$51.98 \$4,158.40	\$52.49 \$4,199.20
Annually	\$97,843.20	\$98,779.20	\$99,840.00	\$100,776.00	\$101,816.00	\$102,835.20	\$103,896.00	\$104,915.20	\$105,976.00	\$106,995.20	\$108,118.40	\$109,179.20
Steps							10					
Hourly	13 \$53.01	14 \$53.55	15 \$54.09	16 \$54.60	17 \$55.17	18 \$55.72	19 \$56.26	20 \$56.83	21 \$57.40	22 \$57.97	23 \$58.55	24 \$59.15
Biweekly	\$4,240.80	\$4,284.00	\$4,327.20	\$4,368.00	\$4,413.60	\$4,457.60	\$4,500.80	\$4,546.40	\$4,592.00	\$4,637.60	\$4,684.00	\$4,732.00
Annually	\$110,260.80	\$111,384.00	\$112,507.20	\$113,568.00	\$114,753.60	\$115,897.60	\$117,020.80	\$118,206.40	\$119,392.00	\$120,577.60	\$121,784.00	\$123,032.00
Chara												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly Biweekly	\$59.72 \$4,777.60	\$60.33 \$4,826.40	\$60.93 \$4,874.40	\$61.53 \$4,922.40	\$62.17 \$4,973.60	\$62.79 \$5,023.20	\$63.41 \$5,072.80	\$64.05 \$5,124.00	\$64.69 \$5,175.20	\$65.34 \$5,227.20	\$65.98 \$5,278.40	\$66.65 \$5,332.00
Annually	\$124,217.60	\$125,486.40	\$126,734.40	\$4,922.40	\$129,313.60	\$130,603.20	\$131,892.80	\$133,224.00	\$134,555.20	\$135,907.20	\$137,238.40	\$138,632.00
	3124,217.00	\$125,400.40	3120,734.40	3127,302.40	3123,313.00	3130,003.20	3131,032.00	\$133,224.00	3134,333.20	3133,307.20	3137,230.40	3130,032.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$67.31	\$67.99	\$68.66	\$69.36	\$70.06	\$70.75	\$71.46	\$72.19	\$72.90	\$73.62	\$74.35	\$75.09
Biweekly	\$5,384.80	\$5,439.20	\$5,492.80	\$5,548.80	\$5,604.80	\$5,660.00	\$5,716.80	\$5,775.20	\$5,832.00	\$5,889.60	\$5,948.00	\$6,007.20
Annually	\$140,004.80	\$141,419.20	\$142,812.80	\$144,268.80	\$145,724.80	\$147,160.00	\$148,636.80	\$150,155.20	\$151,632.00	\$153,129.60	\$154,648.00	\$156,187.20
Steps	49	50	51	52	53	54	55					
Hourly	\$75.84	\$76.60	\$77.36	\$78.15	\$78.92	\$79.73	\$80.52					
Biweekly	\$6,067.20	\$6,128.00	\$6,188.80	\$6,252.00	\$6,313.60	\$6,378.40	\$6,441.60					
Annually	\$157,747.20	\$159,328.00	\$160,908.80	\$162,552.00	\$164,153.60	\$165,838.40	\$167,481.60					
O 1 0/1												
Grade 84												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$51.44	\$51.98	\$52.49	\$53.01	\$53.55	\$54.09	\$54.60	\$55.17	\$55.72	\$56.26	\$56.83	\$57.40
Steps Hourly Biweekly	\$51.44 \$4,115.20	\$51.98 \$4,158.40	\$52.49 \$4,199.20	\$53.01 \$4,240.80	\$53.55 \$4,284.00	\$54.09 \$4,327.20	\$54.60 \$4,368.00	\$55.17 \$4,413.60	\$55.72 \$4,457.60	\$56.26 \$4,500.80	\$56.83 \$4,546.40	\$57.40 \$4,592.00
Steps Hourly Biweekly Annually	\$51.44	\$51.98	\$52.49	\$53.01	\$53.55	\$54.09	\$54.60	\$55.17	\$55.72	\$56.26	\$56.83	\$57.40
Steps Hourly Biweekly Annually Steps	\$51.44 \$4,115.20 \$106,995.20	\$51.98 \$4,158.40 \$108,118.40	\$52.49 \$4,199.20 \$109,179.20	\$53.01 \$4,240.80 \$110,260.80	\$53.55 \$4,284.00 \$111,384.00	\$54.09 \$4,327.20 \$112,507.20	\$54.60 \$4,368.00 \$113,568.00	\$55.17 \$4,413.60 \$114,753.60	\$55.72 \$4,457.60 \$115,897.60	\$56.26 \$4,500.80 \$117,020.80	\$56.83 \$4,546.40 \$118,206.40	\$57.40 \$4,592.00 \$119,392.00
Steps Hourly Biweekly Annually Steps Hourly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53 \$4,922.40	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5.072.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20
Steps Hourly Biweekly Annually Steps Hourly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120.577.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4.826.40 \$125,486.40	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53 \$4,922.40 \$127,982.40	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5.072.80 \$131.892.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5.124.00 \$133,224.00	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134.555.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4.777.60 \$124,217.60 28 \$67.31	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4.826.40 \$125,486.40 29 \$67.99	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4.874.40 \$126,734.40 30 \$68.66	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$127.982.40 \$127.982.40 \$127.982.40	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5.023.20 \$130,603.20 33 \$70.75	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5.072.80 \$131.892.80 34 \$71.46	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134,555.20 36 \$72.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120.577.60 25 \$65.34 \$5,227.20	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121.784.00 26 \$65.98 \$5.278.40	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123.032.00 27 \$66.65 \$5.332.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5.384.80	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4.826.40 \$125.486.40 29 \$67.99 \$5,439.20	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4.874.40 \$126.734.40 30 \$68.66 \$5.492.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$127.982.40 \$127.982.40 \$127.982.40 \$127.982.40	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130.603.20 33 \$70.75 \$5,660.00	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5.072.80 \$131.892.80 34 \$71.46 \$5.716.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5.124.00 \$133.224.00 35 \$72.19 \$5.775.20	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134.555.20 36 \$72.90 \$5.832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4.777.60 \$124,217.60 28 \$67.31	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4.826.40 \$125,486.40 29 \$67.99	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4.874.40 \$126,734.40 30 \$68.66	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$127.982.40 \$127.982.40 \$127.982.40	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5.023.20 \$130,603.20 33 \$70.75	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5.072.80 \$131.892.80 34 \$71.46	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134,555.20 36 \$72.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120.577.60 25 \$65.34 \$5,227.20	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121.784.00 26 \$65.98 \$5.278.40	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123.032.00 27 \$66.65 \$5.332.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5.384.80	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4.826.40 \$125.486.40 29 \$67.99 \$5,439.20	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4.874.40 \$126.734.40 30 \$68.66 \$5.492.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$127.982.40 \$127.982.40 \$127.982.40 \$127.982.40	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130.603.20 33 \$70.75 \$5,660.00	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5.072.80 \$131.892.80 34 \$71.46 \$5.716.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5.124.00 \$133.224.00 35 \$72.19 \$5.775.20	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134.555.20 36 \$72.90 \$5.832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120.577.60 25 \$65.34 \$5,227.20 \$135,907.20	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121.784.00 26 \$65.98 \$5.278.40 \$137,238.40	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123.032.00 27 \$66.65 \$5.332.00 \$138.632.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4.777.60 \$124,217.60 28 \$67.31 \$5.384.80 \$140,004.80	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4.826.40 \$125.486.40 29 \$67.99 \$5,439.20 \$141,419.20	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4.874.40 \$126.734.40 30 \$68.66 \$5.492.80 \$142.812.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$19 \$61.53 \$4.922.40 \$127,982.40 \$127,982.40 \$55,548.80 \$144,268.80	\$55.17 \$4,413.60 \$114,753.60 \$62.17 \$4,973.60 \$129,313.60 \$70.06 \$5,604.80 \$145,724.80	\$55.72 \$4,457.60 \$115,897.60 \$115,897.60 \$130.603.20 \$130.603.20 \$130.603.20 \$147.160.00	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5.072.80 \$131.892.80 34 \$71.46 \$5,716.80 \$148,636.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5.124.00 \$133.224.00 35 \$72.19 \$5.775.20 \$150.155.20	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134.555.20 36 \$72.90 \$5,832.00 \$151,632.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120.577.60 25 \$65.34 \$5,227.20 \$135,907.20 37 \$73.62 \$5,889.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121.784.00 26 \$65.98 \$5.278.40 \$137,238.40 38 \$74.35 \$5,948.00	\$52.49 \$4,199.20 \$109,179.20 \$15 \$59.15 \$4,732.00 \$123.032.00 \$138.632.00 \$138.632.00 \$75.09 \$6.007.20	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5.384.80 \$140.004.80 40 \$75.84 \$6,067.20	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40 29 \$67.99 \$5,439.20 \$141,419.20 41 \$76.60 \$6,128.00	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4.874.40 \$126,734.40 30 \$68.66 \$5.492.80 \$142,812.80 42 \$77.36 \$6.188.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$19 \$61.53 \$4,922.40 \$127,982.40 \$127,982.40 \$144,268.80 \$144,268.80	\$55.17 \$4,413.60 \$114,753.60 \$12.17 \$4,973.60 \$129,313.60 \$70.06 \$5,604.80 \$145,724.80 \$78.92 \$6,313.60	\$55.72 \$4,457.60 \$115,897.60 \$115,897.60 \$21 \$62.79 \$5.023.20 \$130,603.20 \$33 \$70.75 \$5,660.00 \$147,160.00 \$45 \$79.73 \$6.378.40	\$56.26 \$4,500.80 \$117,020.80 \$117,020.80 \$22 \$63.41 \$5.072.80 \$131.892.80 \$44 \$5.71.6.80 \$148.636.80 \$46 \$80.52 \$6.441.60	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5.124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150.155.20	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134.555.20 36 \$72.90 \$5.832.00 \$151.632.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120.577.60 25 \$65.34 \$5,227.20 \$135,907.20	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4.684.00 \$121.784.00 26 \$65.98 \$5.278.40 \$137.238.40 38 \$74.35	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65 \$5,332.00 \$138,632.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4.777.60 \$124,217.60 28 \$67.31 \$5.384.80 \$140,004.80	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4.826.40 \$125.486.40 29 \$67.99 \$5,439.20 \$141,419.20	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4.874.40 \$126,734.40 30 \$68.66 \$5,492.80 \$142,812.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$19 \$61.53 \$4.922.40 \$127,982.40 \$127,982.40 \$55,548.80 \$144,268.80	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80 \$145,724.80	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5.023.20 \$130.603.20 33 \$70.75 \$5,660.00 \$147.160.00	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5.072.80 \$131.892.80 34 \$71.46 \$5,716.80 \$148,636.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5.124.00 \$133.224.00 35 \$72.19 \$5.775.20 \$150.155.20	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134.555.20 36 \$72.90 \$5,832.00 \$151,632.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120.577.60 25 \$65.34 \$5,227.20 \$135,907.20 37 \$73.62 \$5,889.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121.784.00 26 \$65.98 \$5.278.40 \$137,238.40 38 \$74.35 \$5,948.00	\$52.49 \$4,199.20 \$109,179.20 \$15 \$59.15 \$4,732.00 \$123.032.00 \$138.632.00 \$138.632.00 \$75.09 \$6.007.20	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5.384.80 \$140.004.80 40 \$75.84 \$6,067.20	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40 29 \$67.99 \$5,439.20 \$141,419.20 41 \$76.60 \$6,128.00	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4.874.40 \$126,734.40 30 \$68.66 \$5.492.80 \$142,812.80 42 \$77.36 \$6.188.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$19 \$61.53 \$4,922.40 \$127,982.40 \$127,982.40 \$144,268.80 \$144,268.80	\$55.17 \$4,413.60 \$114,753.60 \$12.17 \$4,973.60 \$129,313.60 \$70.06 \$5,604.80 \$145,724.80 \$78.92 \$6,313.60	\$55.72 \$4,457.60 \$115,897.60 \$115,897.60 \$12.79 \$5.023.20 \$130.603.20 \$33 \$70.75 \$5.660.00 \$147,160.00 \$45 \$79.73 \$6.378.40	\$56.26 \$4,500.80 \$117,020.80 \$117,020.80 \$22 \$63.41 \$5.072.80 \$131.892.80 \$44 \$5.71.6.80 \$148.636.80 \$46 \$80.52 \$6.441.60	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5.124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150.155.20	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134.555.20 36 \$72.90 \$5.832.00 \$151.632.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34 \$5,227.20 \$135,907.20 37 \$73.62 \$5,889.60 \$153,129.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00 26 \$65.98 \$5,278.40 \$137,238.40 38 \$74.35 \$5,948.00 \$154,648.00	\$52.49 \$4,199.20 \$109,179.20 \$15 \$59.15 \$4,732.00 \$123,032.00 \$138,632.00 \$138,632.00 \$156,187.20	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5,384.80 \$140.004.80 40 \$75.84 \$6,067.20 \$157,747.20	\$53.55 \$4,284.00 \$111,384.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40 \$125,486.40 \$41 \$76.60 \$6,128.00 \$159,328.00	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40 30 \$68.66 \$5,492.80 \$142.812.80 42 \$77.36 \$6,188.80 \$160.908.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$127.982.40 \$127.982.40 \$127.982.40 \$144.268.80 \$144.268.80 \$43 \$78.15 \$6.252.00 \$162.552.00	\$55.17 \$4,413.60 \$114,753.60 \$12.17 \$4,973.60 \$129,313.60 \$70.06 \$5,604.80 \$145,724.80 \$78.92 \$6,313.60	\$55.72 \$4,457.60 \$115,897.60 \$115,897.60 \$12.79 \$5.023.20 \$130.603.20 \$33 \$70.75 \$5.660.00 \$147,160.00 \$45 \$79.73 \$6.378.40	\$56.26 \$4,500.80 \$117,020.80 \$117,020.80 \$22 \$63.41 \$5.072.80 \$131.892.80 \$44 \$5.71.6.80 \$148.636.80 \$46 \$80.52 \$6.441.60	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5.124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150.155.20	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134.555.20 36 \$72.90 \$5.832.00 \$151.632.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120.577.60 25 \$65.34 \$5,227.20 \$135.907.20 37 \$73.62 \$5,889.60 \$153,129.60 49 \$82.96 \$6,636.80	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121.784.00 26 \$65.98 \$5,278.40 \$137,238.40 38 \$74.35 \$5,948.00 \$154,648.00 50 \$83.77 \$6,701.60	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65 \$5,332.00 \$138,632.00 39 \$75.09 \$6,007.20 \$156,187.20 51 \$84.63 \$6,770.40	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5.384.80 \$140.004.80 40 \$75.84 \$6.067.20 \$157,747.20	\$53.55 \$4,284.00 \$111,384.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40 \$125,486.40 \$67.99 \$5,439.20 \$141,419.20 41 \$76.60 \$6,128.00 \$159,328.00	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4.874.40 \$126,734.40 30 \$68.66 \$5.492.80 \$142.812.80 42 \$77.36 \$6.188.80 \$160.908.80 54 \$87.18 \$6,974.40	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$127.982.40 \$127.982.40 \$127.982.40 \$144.268.80 \$144.268.80 \$162.552.00 \$162.552.00 \$162.552.00 \$162.552.00	\$55.17 \$4,413.60 \$114,753.60 \$12.17 \$4,973.60 \$129,313.60 \$70.06 \$5,604.80 \$145,724.80 \$78.92 \$6,313.60	\$55.72 \$4,457.60 \$115,897.60 \$115,897.60 \$12.79 \$5.023.20 \$130.603.20 \$33 \$70.75 \$5.660.00 \$147,160.00 \$45 \$79.73 \$6.378.40	\$56.26 \$4,500.80 \$117,020.80 \$117,020.80 \$22 \$63.41 \$5.072.80 \$131.892.80 \$44 \$5.71.6.80 \$148.636.80 \$46 \$80.52 \$6.441.60	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5.124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150.155.20	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134.555.20 36 \$72.90 \$5.832.00 \$151.632.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120.577.60 25 \$65.34 \$5,227.20 \$135,907.20 37 \$73.62 \$5,889.60 \$153,129.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121.784.00 26 \$65.98 \$5,278.40 \$137,238.40 38 \$74.35 \$5,948.00 \$154,648.00	\$52.49 \$4,199.20 \$109,179.20 \$15 \$59.15 \$4,732.00 \$123.032.00 \$138.632.00 \$138.632.00 \$156.187.20 \$156.187.20	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5.384.80 \$140.004.80 40 \$75.84 \$6.067.20 \$157.747.20	\$53.55 \$4,284.00 \$111,384.00 \$111,384.00 \$17 \$60.33 \$4,826.40 \$125,486.40 \$125,486.40 \$67.99 \$5,439.20 \$141,419.20 \$141,419.20 \$159.328.00 \$159.328.00	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4.874.40 \$126.734.40 30 \$68.66 \$5.492.80 \$142.812.80 42 \$77.36 \$6.188.80 \$160.908.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$19 \$61.53 \$4,922.40 \$127.982.40 \$127.982.40 \$144.268.80 \$144.268.80 \$144.268.80 \$144.268.80 \$144.268.80 \$5.548.00 \$162.552.00 \$162.552.00	\$55.17 \$4,413.60 \$114,753.60 \$12.17 \$4,973.60 \$129,313.60 \$70.06 \$5,604.80 \$145,724.80 \$78.92 \$6,313.60	\$55.72 \$4,457.60 \$115,897.60 \$115,897.60 \$12.79 \$5.023.20 \$130.603.20 \$33 \$70.75 \$5.660.00 \$147,160.00 \$45 \$79.73 \$6.378.40	\$56.26 \$4,500.80 \$117,020.80 \$117,020.80 \$22 \$63.41 \$5.072.80 \$131.892.80 \$44 \$5.71.6.80 \$148.636.80 \$46 \$80.52 \$6.441.60	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5.124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150.155.20	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5.175.20 \$134.555.20 36 \$72.90 \$5.832.00 \$151.632.00

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$13.53	\$13.69	\$13.82	\$13.96	\$14.09	\$14.22	\$14.37	\$14.50	\$14.65	\$14.79	\$14.96	\$15.10
Biweekly	\$1,082.40	\$1,095.20	\$1,105.60	\$1,116.80	\$1,127.20	\$1,137.60	\$1,149.60	\$1,160.00	\$1,172.00	\$1,183.20	\$1,196.80	\$1,208.00
Annually	\$28,142.40	\$28,475.20	\$28,745.60	\$29,036.80	\$29,307.20	\$29,577.60	\$29,889.60	\$30,160.00	\$30,472.00	\$30,763.20	\$31,116.80	\$31,408.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$15.24	\$15.40	\$15.57	\$15.71	\$15.87	\$16.01	\$16.16	\$16.35	\$16.49	\$16.69	\$16.84	\$17.01
Biweekly	\$1,219.20	\$1,232.00	\$1,245.60	\$1,256.80	\$1,269.60	\$1,280.80	\$1,292.80	\$1,308.00	\$1,319.20	\$1,335.20	\$1,347.20	\$1,360.80
Annually	\$31,699.20	\$32,032.00	\$32,385.60	\$32,676.80	\$33,009.60	\$33,300.80	\$33,612.80	\$34,008.00	\$34,299.20	\$34,715.20	\$35,027.20	\$35,380.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$17.16	\$17.33	\$17.52	\$17.68	\$17.89	\$18.05	\$18.23	\$18.41	\$18.60	\$18.78	\$18.96	\$19.16
Biweekly	\$1,372.80	\$1,386.40	\$1,401.60	\$1,414.40	\$1,431.20	\$1,444.00	\$1,458.40	\$1,472.80	\$1,488.00	\$1,502.40	\$1,516.80	\$1,532.80
Annually	\$35,692.80	\$36.046.40	\$36,441.60	\$36,774.40	\$37,211.20	\$37,544.00	\$37,918.40	\$38,292.80	\$38,688.00	\$39,062.40	\$39,436.80	\$39,852.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$19.34	\$19.53	\$19.75	\$19.94	\$20.14	\$20.34	\$20.53	\$20.74	\$20.96	\$21.17	\$21.38	\$21.59
Biweekly	\$1,547.20	\$1,562.40	\$1,580.00	\$1,595.20	\$1,611.20	\$1,627.20	\$1,642.40	\$1,659.20	\$1,676.80	\$1,693.60	\$1,710.40	\$1,727.20
Annually	\$40,227.20	\$40,622.40	\$41,080.00	\$41,475.20	\$41,891.20	\$42,307.20	\$42,702.40	\$43,139.20	\$43,596.80	\$44,033.60	\$44,470.40	\$44,907.20
Steps	49	50	51	52	53	54	55					
Hourly	\$21.81	\$22.02	\$22.23	\$22.46	\$22.69	\$22.93	\$23.16					
Biweekly	\$1,744.80	\$1,761.60	\$1,778.40	\$1,796.80	\$1,815.20	\$1,834.40	\$1,852.80					
Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,716.80	\$47,195.20	\$47,694.40	\$48,172.80					
Grade 72												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$15.24	\$15.40	\$15.57	\$15.71	\$15.87	\$16.01	\$16.16	\$16.35	\$16.49	\$16.69	\$16.84	\$17.01
Steps Hourly Biweekly	\$15.24 \$1,219.20	\$15.40 \$1,232.00	\$15.57 \$1,245.60	\$15.71 \$1,256.80	\$15.87 \$1,269.60	\$16.01 \$1,280.80	\$16.16 \$1,292.80	\$16.35 \$1,308.00	\$16.49 \$1,319.20	\$16.69 \$1,335.20	\$16.84 \$1,347.20	\$17.01 \$1,360.80
Steps Hourly Biweekly Annually	\$15.24 \$1,219.20 \$31,699.20	\$15.40	\$15.57	\$15.71	\$15.87	\$16.01	\$16.16	\$16.35	\$16.49	\$16.69	\$16.84	\$17.01 \$1,360.80 \$35,380.80
Steps Hourly Biweekly Annually Steps	\$15.24 \$1,219.20 \$31,699.20	\$15.40 \$1,232.00 \$32,032.00	\$15.57 \$1,245.60 \$32,385.60	\$15.71 \$1,256.80 \$32,676.80	\$15.87 \$1,269.60 \$33,009.60	\$16.01 \$1,280.80 \$33,300.80	\$16.16 \$1,292.80 \$33,612.80	\$16.35 \$1,308.00 \$34,008.00	\$16.49 \$1,319.20 \$34,299.20	\$16.69 \$1,335.20 \$34,715.20	\$16.84 \$1,347.20 \$35,027.20	\$17.01 \$1,360.80 \$35,380.80
Steps Hourly Biweekly Annually Steps Hourly	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16	\$15.40 \$1,232.00 \$32,032.00 14 \$17.33	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23	\$16.35 \$1,308.00 \$34,008.00 20 \$18.41	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1.372.80	\$15.40 \$1,232.00 \$32,032.00 14 \$17.33 \$1.386.40	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1,401.60	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1,414.40	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1.431.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40	\$16.35 \$1,308.00 \$34,008.00 20 \$18.41 \$1.472.80	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1.516.80	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80
Steps Hourly Biweekly Annually Steps Hourly	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16	\$15.40 \$1,232.00 \$32,032.00 14 \$17.33	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23	\$16.35 \$1,308.00 \$34,008.00 20 \$18.41	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1.372.80	\$15.40 \$1,232.00 \$32,032.00 14 \$17.33 \$1.386.40	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1,401.60	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1,414.40	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40	\$16.35 \$1,308.00 \$34,008.00 20 \$18.41 \$1.472.80	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1.516.80	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80 \$39.852.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1,372.80 \$35.692.80 25 \$19.34	\$15.40 \$1,232.00 \$32,032.00 \$1,232.00 \$14 \$17.33 \$1,386.40 \$36.046.40	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1,401.60 \$36,441.60	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1,414.40 \$36,774.40	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53	\$16.35 \$1,308.00 \$34,008.00 \$18.41 \$1.472.80 \$38.292.80 32 \$20.74	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00 \$38.688.00	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40 \$39.062.40 34 \$21.17	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1,516.80 \$39,436.80 35 \$21.38	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80 \$39.852.80 36 \$21.59
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1.372.80 \$35,692.80 25 \$19.34 \$1,547.20	\$15.40 \$1,232.00 \$32,032.00 14 \$17.33 \$1,386.40 \$36.046.40 26 \$19.53 \$1,562.40	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1,401.60 \$36,441.60 27 \$19.75 \$1,580.00	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1.414.40 \$36,774.40 28 \$19.94 \$1,595.20	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1.431.20 \$37,211.20 29 \$20.14 \$1,611.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40	\$16.35 \$1,308.00 \$34,008.00 \$18.41 \$1.472.80 \$38,292.80 32 \$20.74 \$1.659.20	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00 \$38.688.00 33 \$20.96 \$1.676.80	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40 \$39,062.40 34 \$21.17 \$1,693.60	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1,516.80 \$39,436.80 35 \$21.38 \$1,710.40	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1,532.80 \$39.852.80 36 \$21.59 \$1,727.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1,372.80 \$35.692.80 25 \$19.34	\$15.40 \$1,232.00 \$32,032.00 \$1,232.00 \$14 \$17.33 \$1,386.40 \$36.046.40	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1,401.60 \$36,441.60	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1,414.40 \$36,774.40	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53	\$16.35 \$1,308.00 \$34,008.00 \$18.41 \$1.472.80 \$38.292.80 32 \$20.74	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00 \$38.688.00	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40 \$39.062.40 34 \$21.17	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1,516.80 \$39,436.80 35 \$21.38	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80 \$39.852.80 36 \$21.59
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1.372.80 \$35,692.80 25 \$19.34 \$1,547.20 \$40.227.20	\$15.40 \$1,232.00 \$32,032.00 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53 \$1,562.40 \$40,622.40	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1,401.60 \$36,441.60 27 \$19.75 \$1,580.00 \$41,080.00	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1.414.40 \$36,774.40 28 \$19.94 \$1,595.20 \$41,475.20	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1.431.20 \$37,211.20 29 \$20.14 \$1,611.20 \$41.891.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1.458.40 \$37.918.40 31 \$20.53 \$1,642.40 \$42.702.40	\$16.35 \$1,308.00 \$34,008.00 \$18.41 \$1.472.80 \$38.292.80 32 \$20.74 \$1.659.20 \$43.139.20	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00 \$38.688.00 33 \$20.96 \$1.676.80 \$43.596.80	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40 \$39,062.40 34 \$21.17 \$1,693.60 \$44,033.60	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1.516.80 \$39,436.80 35 \$21.38 \$1,710.40 \$44,470.40	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80 \$39.852.80 36 \$21.59 \$1,727.20 \$44,907.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1.372.80 \$35,692.80 25 \$19.34 \$1,547.20	\$15.40 \$1,232.00 \$32,032.00 14 \$17.33 \$1,386.40 \$36.046.40 26 \$19.53 \$1,562.40	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1.401.60 \$36.441.60 27 \$19.75 \$1,580.00 \$41,080.00	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1.414.40 \$36,774.40 28 \$19.94 \$1,595.20	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1.431.20 \$37,211.20 29 \$20.14 \$1,611.20 \$41.891.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1.458.40 \$37,918.40 31 \$20.53 \$1,642.40	\$16.35 \$1,308.00 \$34,008.00 \$18.41 \$1.472.80 \$38,292.80 32 \$20.74 \$1.659.20	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00 \$38.688.00 33 \$20.96 \$1.676.80	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40 \$39.062.40 34 \$21.17 \$1,693.60 \$44,033.60	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1.516.80 \$39.436.80 35 \$21.38 \$1,710.40 \$44.470.40	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80 \$39.852.80 36 \$21.59 \$1,727.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1.372.80 \$35.692.80 25 \$19.34 \$1.547.20 \$40.227.20	\$15.40 \$1,232.00 \$32,032.00 14 \$17.33 \$1.386.40 \$36.046.40 26 \$19.53 \$1.562.40 \$40.622.40	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1,401.60 \$36,441.60 27 \$19.75 \$1,580.00 \$41,080.00	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1.414.40 \$36.774.40 28 \$19.94 \$1,595.20 \$41,475.20	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1.431.20 \$37,211.20 29 \$20.14 \$1,611.20 \$41.891.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40	\$16.35 \$1,308.00 \$34,008.00 \$18.41 \$1.472.80 \$38.292.80 32 \$20.74 \$1.659.20 \$43.139.20	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00 \$38.688.00 33 \$20.96 \$1.676.80 \$43.596.80	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40 \$39,062.40 34 \$21.17 \$1,693.60 \$44,033.60	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1.516.80 \$39,436.80 35 \$21.38 \$1,710.40 \$44,470.40	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80 \$39.852.80 36 \$21.59 \$1,727.20 \$44,907.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Biweekly Hourly Biweekly Hourly	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1.372.80 \$35.692.80 25 \$19.34 \$1,547.20 \$40,227.20	\$15.40 \$1,232.00 \$32,032.00 \$14 \$17.33 \$1.386.40 \$36.046.40 \$26 \$19.53 \$1.562.40 \$40.622.40	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1,401.60 \$36,441.60 27 \$19.75 \$1,580.00 \$41,080.00	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1.414.40 \$36,774.40 28 \$19.94 \$1,595.20 \$41,475.20	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1.431.20 \$37.211.20 29 \$20.14 \$1,611.20 \$41.891.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40	\$16.35 \$1,308.00 \$34,008.00 \$18.41 \$1.472.80 \$38.292.80 32 \$20.74 \$1,659.20 \$43,139.20	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00 \$38.688.00 33 \$20.96 \$1.676.80 \$43.596.80	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40 \$39,062.40 34 \$21.17 \$1,693.60 \$44,033.60	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1.516.80 \$39.436.80 35 \$21.38 \$1,710.40 \$44,470.40	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80 \$39.852.80 36 \$21.59 \$1,727.20 \$44,907.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1.372.80 \$35.692.80 25 \$19.34 \$1,547.20 \$40,227.20 37 \$21.81 \$1,744.80	\$15.40 \$1,232.00 \$32,032.00 \$14 \$17.33 \$1,386.40 \$36.046.40 \$26 \$19.53 \$1,562.40 \$40.622.40 \$22.02 \$1,761.60	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1.401.60 \$36.441.60 27 \$19.75 \$1,580.00 \$41,080.00 39 \$22.23 \$1,778.40	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1.414.40 \$36.774.40 28 \$19.94 \$1,595.20 \$41,475.20 40 \$22.46 \$1,796.80	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20 29 \$20.14 \$1,611.20 \$41,891.20 41 \$22.69 \$1,815.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20 42 \$22.93 \$1,834.40	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40 43 \$23.16 \$1,852.80	\$16.35 \$1,308.00 \$34,008.00 \$18.41 \$1.472.80 \$38.292.80 32 \$20.74 \$1,659.20 \$43,139.20 44 \$23.38 \$1.870.40	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00 \$38.688.00 33 \$20.96 \$1,676.80 \$43.596.80 45 \$23.60 \$1.888.00	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40 \$39.062.40 34 \$21.17 \$1,693.60 \$44.033.60 46 \$23.84 \$1,907.20	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1.516.80 \$39.436.80 35 \$21.38 \$1,710.40 \$44.470.40 47 \$24.09 \$1,927.20	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80 \$39.852.80 36 \$21.59 \$1,727.20 \$44,907.20 48 \$24.33 \$1,946.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps Steps Hourly Steps Steps Steps Steps Steps Steps Steps	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1.372.80 \$35.692.80 25 \$19.34 \$1,547.20 \$40,227.20 37 \$21.81 \$1.744.80 \$45.364.80	\$15.40 \$1,232.00 \$32,032.00 \$14 \$17.33 \$1,386.40 \$36.046.40 \$26 \$19.53 \$1,562.40 \$40,622.40 \$40,622.40 \$45.801.60	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1,401.60 \$36.441.60 27 \$19.75 \$1,580.00 \$41,080.00 39 \$22.23 \$1,778.40 \$46.238.40	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1,414.40 \$36.774.40 28 \$19.94 \$1,595.20 \$41,475.20 40 \$22.46 \$1,796.80 \$46.716.80	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20 29 \$20.14 \$1,611.20 \$41,891.20 41 \$22.69 \$1,815.20 \$47,195.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20 42 \$22.93 \$1,834.40 \$47,694.40	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40 43 \$23.16 \$1,852.80 \$48.172.80	\$16.35 \$1,308.00 \$34,008.00 \$18.41 \$1.472.80 \$38.292.80 32 \$20.74 \$1,659.20 \$43,139.20 44 \$23.38 \$1.870.40	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00 \$38.688.00 33 \$20.96 \$1,676.80 \$43.596.80 45 \$23.60 \$1.888.00	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40 \$39.062.40 34 \$21.17 \$1,693.60 \$44.033.60 46 \$23.84 \$1,907.20	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1.516.80 \$39.436.80 35 \$21.38 \$1,710.40 \$44.470.40 47 \$24.09 \$1,927.20	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80 \$39.852.80 36 \$21.59 \$1.727.20 \$44,907.20 48 \$24.33 \$1,946.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1,372.80 \$35.692.80 25 \$19.34 \$1,547.20 \$40,227.20 37 \$21.81 \$1,744.80 \$45.364.80	\$15.40 \$1,232.00 \$32,032.00 \$14 \$17.33 \$1,386.40 \$36.046.40 \$26 \$19.53 \$1,562.40 \$40,622.40 \$22.02 \$1,761.60 \$45,801.60	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1,401.60 \$36.441.60 27 \$19.75 \$1,580.00 \$41,080.00 39 \$22.23 \$1,778.40 \$46,238.40	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1,414.40 \$36.774.40 28 \$19.94 \$1,595.20 \$41,475.20 40 \$22,46 \$1,796.80 \$46,716.80	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20 29 \$20.14 \$1,611.20 \$41,891.20 41 \$22.69 \$1,815.20 \$47,195.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20 42 \$22.93 \$1,834.40 \$47,694.40	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40 43 \$23.16 \$1,852.80 \$48,172.80	\$16.35 \$1,308.00 \$34,008.00 \$18.41 \$1.472.80 \$38.292.80 32 \$20.74 \$1,659.20 \$43,139.20 44 \$23.38 \$1.870.40	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00 \$38.688.00 33 \$20.96 \$1,676.80 \$43.596.80 45 \$23.60 \$1.888.00	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40 \$39.062.40 34 \$21.17 \$1,693.60 \$44.033.60 46 \$23.84 \$1,907.20	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1.516.80 \$39.436.80 35 \$21.38 \$1,710.40 \$44.470.40 47 \$24.09 \$1,927.20	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80 \$39.852.80 36 \$21.59 \$1.727.20 \$44,907.20 48 \$24.33 \$1,946.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$15.24 \$1,219.20 \$31,699.20 13 \$17.16 \$1,372.80 \$35.692.80 25 \$19.34 \$1,547.20 \$40,227.20 37 \$21.81 \$1,744.80 \$45.364.80	\$15.40 \$1,232.00 \$32,032.00 \$32,032.00 14 \$17.33 \$1,386.40 \$36.046.40 26 \$19.53 \$1,562.40 \$40.622.40 38 \$22.02 \$1,761.60 \$45.801.60	\$15.57 \$1,245.60 \$32,385.60 15 \$17.52 \$1,401.60 \$36.441.60 27 \$19.75 \$1,580.00 \$41,080.00 39 \$22.23 \$1,778.40 \$46,238.40 51 \$25.08	\$15.71 \$1,256.80 \$32,676.80 16 \$17.68 \$1,414.40 \$36.774.40 28 \$19.94 \$1,595.20 \$41,475.20 40 \$22,46 \$1,796.80 \$46.716.80 52 \$25.29	\$15.87 \$1,269.60 \$33,009.60 17 \$17.89 \$1,431.20 \$37,211.20 29 \$20.14 \$1,611.20 \$41,891.20 41 \$22.69 \$1,815.20 \$47,195.20	\$16.01 \$1,280.80 \$33,300.80 18 \$18.05 \$1,444.00 \$37,544.00 30 \$20.34 \$1,627.20 \$42,307.20 42 \$22.93 \$1,834.40 \$47,694.40	\$16.16 \$1,292.80 \$33,612.80 19 \$18.23 \$1,458.40 \$37,918.40 31 \$20.53 \$1,642.40 \$42,702.40 43 \$23.16 \$1,852.80 \$48,172.80 55 \$26.10	\$16.35 \$1,308.00 \$34,008.00 \$18.41 \$1.472.80 \$38.292.80 32 \$20.74 \$1,659.20 \$43,139.20 44 \$23.38 \$1.870.40	\$16.49 \$1,319.20 \$34,299.20 21 \$18.60 \$1.488.00 \$38.688.00 33 \$20.96 \$1,676.80 \$43.596.80 45 \$23.60 \$1.888.00	\$16.69 \$1,335.20 \$34,715.20 22 \$18.78 \$1,502.40 \$39.062.40 34 \$21.17 \$1,693.60 \$44.033.60 46 \$23.84 \$1,907.20	\$16.84 \$1,347.20 \$35,027.20 23 \$18.96 \$1.516.80 \$39.436.80 35 \$21.38 \$1,710.40 \$44.470.40 47 \$24.09 \$1,927.20	\$17.01 \$1,360.80 \$35,380.80 24 \$19.16 \$1.532.80 \$39.852.80 36 \$21.59 \$1.727.20 \$44,907.20 48 \$24.33 \$1,946.40

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$17.16	\$17.33	\$17.52	\$17.68	\$17.89	\$18.05	\$18.23	\$18.41	\$18.60	\$18.78	\$18.96	\$19.16
Biweekly	\$1,372.80	\$1,386.40	\$1,401.60	\$1,414.40	\$1,431.20	\$1,444.00	\$1,458.40	\$1,472.80	\$1,488.00	\$1,502.40	\$1,516.80	\$1,532.80
Annually	\$35,692.80	\$36,046.40	\$36,441.60	\$36,774.40	\$37,211.20	\$37,544.00	\$37,918.40	\$38,292.80	\$38,688.00	\$39,062.40	\$39,436.80	\$39,852.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$19.34	\$19.53	\$19.75	\$19.94	\$20.14	\$20.34	\$20.53	\$20.74	\$20.96	\$21.17	\$21.38	\$21.59
Biweekly Annually	\$1,547.20 \$40,227.20	\$1,562.40 \$40,622.40	\$1,580.00 \$41,080.00	\$1,595.20 \$41,475.20	\$1,611.20 \$41,891.20	\$1,627.20 \$42,307.20	\$1,642.40 \$42,702.40	\$1,659.20 \$43,139.20	\$1,676.80 \$43,596.80	\$1,693.60 \$44,033.60	\$1,710.40 \$44,470.40	\$1,727.20 \$44,907.20
Aimadily	340,227.20	340,022.40	341,080.00	341,473.20	341,031.20	342,307.20	342,702.40	545,155.20	343,330.80	344,033.00	344,470.40	344,307.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$21.81	\$22.02	\$22.23	\$22.46	\$22.69	\$22.93	\$23.16	\$23.38	\$23.60	\$23.84	\$24.09	\$24.33
Biweekly	\$1,744.80	\$1,761.60	\$1,778.40	\$1,796.80	\$1,815.20	\$1,834.40	\$1,852.80	\$1,870.40	\$1,888.00	\$1,907.20	\$1,927.20	\$1,946.40
Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,716.80	\$47,195.20	\$47,694.40	\$48,172.80	\$48,630.40	\$49,088.00	\$49,587.20	\$50,107.20	\$50,606.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$24.56	\$24.81	\$25.08	\$25.29	\$25.57	\$25.82	\$26.10	\$26.35	\$26.60	\$26.87	\$27.16	\$27.41
Biweekly	\$1,964.80	\$1,984.80	\$2,006.40	\$2,023.20	\$2,045.60	\$2,065.60	\$2,088.00	\$2,108.00	\$2,128.00	\$2,149.60	\$2,172.80	\$2,192.80
Annually	\$51,084.80	\$51,604.80	\$52,166.40	\$52,603.20	\$53,185.60	\$53,705.60	\$54,288.00	\$54,808.00	\$55,328.00	\$55,889.60	\$56,492.80	\$57,012.80
Steps	49	50	51	52	53	54	55					
Hourly	\$27.69	\$27.97	\$28.23	\$28.52	\$28.82	\$29.10	\$29.38					
Biweekly	\$2,215.20	\$2,237.60	\$2,258.40	\$2,281.60	\$2,305.60	\$2,328.00	\$2,350.40					
Annually	\$57,595.20	\$58,177.60	\$58,718.40	\$59,321.60	\$59,945.60	\$60,528.00	\$61,110.40					
Grade 74												
Grade 7												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$19.34	\$19.53	\$19.75	\$19.94	\$20.14	\$20.34	\$20.53	\$20.74	\$20.96	\$21.17	\$21.38	\$21.59
Steps Hourly Biweekly	\$19.34 \$1,547.20	\$19.53 \$1,562.40	\$19.75 \$1,580.00	\$19.94 \$1,595.20	\$20.14 \$1,611.20	\$20.34 \$1,627.20	\$20.53 \$1,642.40	\$20.74 \$1,659.20	\$20.96 \$1,676.80	\$21.17 \$1,693.60	\$21.38 \$1,710.40	\$21.59 \$1,727.20
Steps Hourly Biweekly Annually	\$19.34	\$19.53	\$19.75	\$19.94	\$20.14	\$20.34	\$20.53	\$20.74	\$20.96	\$21.17	\$21.38	\$21.59
Steps Hourly Biweekly Annually Steps	\$19.34 \$1,547.20 \$40,227.20	\$19.53 \$1,562.40 \$40,622.40	\$19.75 \$1,580.00 \$41,080.00	\$19.94 \$1,595.20 \$41,475.20	\$20.14 \$1,611.20 \$41,891.20	\$20.34 \$1,627.20 \$42,307.20	\$20.53 \$1,642.40 \$42,702.40	\$20.74 \$1,659.20 \$43,139.20	\$20.96 \$1,676.80 \$43,596.80	\$21.17 \$1,693.60 \$44,033.60	\$21.38 \$1,710.40 \$44,470.40	\$21.59 \$1,727.20 \$44,907.20
Steps Hourly Biweekly Annually Steps Hourly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1,778.40	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1,796.80	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1.815.20	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1,888.00	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1,946.40
Steps Hourly Biweekly Annually Steps Hourly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1,761.60	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1,778.40	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1,796.80 \$46,716.80	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1.815.20 \$47,195.20	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1,888.00	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1,946.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.56	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.08	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1,796.80 \$46,716.80 28 \$25.29	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1.815.20 \$47,195.20 29 \$25.57	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40 \$47.694.40 30 \$25.82	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80 \$48.172.80 31 \$26.10	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40 \$48.630.40 32 \$26.35	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1.888.00 \$49.088.00	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.87	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20 \$50.107.20 35 \$27.16	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1.946.40 \$50,606.40 36 \$27.41
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45,364.80 25 \$24.56 \$1,964.80	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.81 \$1.984.80	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.08 \$2,006.40	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1.796.80 \$46,716.80 28 \$25.29 \$2.023.20	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1,815.20 \$47,195.20 29 \$25.57 \$2,045.60	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40 \$47.694.40 30 \$25.82 \$2.065.60	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80 \$48.172.80 31 \$26.10 \$2.088.00	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40 \$48.630.40 32 \$26.35 \$2.108.00	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1.888.00 \$49.088.00 33 \$26.60 \$2.128.00	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.87 \$2,149.60	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20 \$50.107.20 35 \$27.16 \$2,172.80	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1.946.40 \$50.606.40 36 \$27.41 \$2.192.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.56	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.08	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1,796.80 \$46,716.80 28 \$25.29	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1.815.20 \$47,195.20 29 \$25.57	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40 \$47.694.40 30 \$25.82	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80 \$48.172.80 31 \$26.10	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40 \$48.630.40 32 \$26.35	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1.888.00 \$49.088.00	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.87	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20 \$50.107.20 35 \$27.16	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1.946.40 \$50,606.40 36 \$27.41
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45,364.80 25 \$24.56 \$1,964.80	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.81 \$1.984.80	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.08 \$2,006.40	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1.796.80 \$46,716.80 28 \$25.29 \$2.023.20	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1,815.20 \$47,195.20 29 \$25.57 \$2,045.60	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40 \$47.694.40 30 \$25.82 \$2.065.60	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80 \$48.172.80 31 \$26.10 \$2.088.00	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40 \$48.630.40 32 \$26.35 \$2.108.00	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1.888.00 \$49.088.00 33 \$26.60 \$2.128.00	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.87 \$2,149.60	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20 \$50.107.20 35 \$27.16 \$2,172.80	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1.946.40 \$50.606.40 36 \$27.41 \$2.192.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45,364.80 25 \$24.56 \$1,964.80 \$51,084.80 37 \$27.69	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.81 \$1.984.80 \$51.604.80	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.08 \$2.006.40 \$52.166.40	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1.796.80 \$46.716.80 28 \$25.29 \$2.023.20 \$52,603.20	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1.815.20 \$47.195.20 29 \$25.57 \$2.045.60 \$53.185.60	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40 \$47.694.40 30 \$25.82 \$2.065.60 \$53.705.60	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80 \$48.172.80 31 \$26.10 \$2.088.00 \$54.288.00	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40 \$48.630.40 32 \$26.35 \$2.108.00 \$54.808.00	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1.888.00 \$49.088.00 33 \$26.60 \$2.128.00 \$55.328.00	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.87 \$2,149.60 \$55,889.60	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20 \$50.107.20 35 \$27.16 \$2.172.80 \$56.492.80	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1.946.40 \$50.606.40 36 \$27.41 \$2.192.80 \$57.012.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.56 \$1,964.80 \$51.084.80 37 \$27.69 \$2.215.20	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.81 \$1.984.80 \$51,604.80 38 \$27.97 \$2,237.60	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.08 \$2.006.40 \$52.166.40 39 \$28.23 \$2.258.40	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1,796.80 \$46.716.80 28 \$25.29 \$2,023.20 \$52,603.20 40 \$28.52 \$2.281.60	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1,815.20 \$47,195.20 29 \$25.57 \$2,045.60 \$53,185.60 41 \$28.82 \$2,305.60	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40 \$47.694.40 30 \$25.82 \$2.065.60 \$53.705.60 42 \$29.10 \$2.328.00	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80 \$48.172.80 31 \$26.10 \$2.088.00 \$54.288.00 43 \$29.38 \$23.8	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40 \$48.630.40 32 \$26.35 \$2.108.00 \$54,808.00 44 \$29.67 \$2.373.60	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1.888.00 \$49.088.00 33 \$26.60 \$2.128.00 \$55,328.00 45 \$29.97 \$2.397.60	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.87 \$2,149.60 \$55,889.60 46 \$30.28 \$2,422.40	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20 \$50.107.20 35 \$27.16 \$2,172.80 \$56.492.80 47 \$30.57 \$2,445.60	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1.946.40 \$50.606.40 36 \$27.41 \$2,192.80 \$57.012.80 48 \$30.90 \$2.472.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45,364.80 25 \$24.56 \$1,964.80 \$51,084.80 37 \$27.69	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.81 \$1.984.80 \$51.604.80	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.08 \$2.006.40 \$52.166.40	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1.796.80 \$46.716.80 28 \$25.29 \$2.023.20 \$52.603.20	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1.815.20 \$47,195.20 29 \$25.57 \$2,045.60 \$53.185.60	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40 \$47.694.40 30 \$25.82 \$2.065.60 \$53,705.60	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80 \$48.172.80 31 \$26.10 \$2.088.00 \$54,288.00	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40 \$48.630.40 32 \$26.35 \$2.108.00 \$54.808.00	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1.888.00 \$49.088.00 33 \$26.60 \$2.128.00 \$55.328.00	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.87 \$2,149.60 \$55,889.60	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20 \$50.107.20 35 \$27.16 \$2,172.80 \$56.492.80	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1.946.40 \$50.606.40 36 \$27.41 \$2.192.80 \$57.012.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.56 \$1,964.80 \$51.084.80 37 \$27.69 \$2.215.20	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.81 \$1.984.80 \$51,604.80 38 \$27.97 \$2,237.60	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.08 \$2.006.40 \$52.166.40 39 \$28.23 \$2.258.40	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1,796.80 \$46.716.80 28 \$25.29 \$2,023.20 \$52,603.20 40 \$28.52 \$2.281.60	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1,815.20 \$47,195.20 29 \$25.57 \$2,045.60 \$53,185.60 41 \$28.82 \$2,305.60	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40 \$47.694.40 30 \$25.82 \$2.065.60 \$53.705.60 42 \$29.10 \$2.328.00	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80 \$48.172.80 31 \$26.10 \$2.088.00 \$54.288.00 43 \$29.38 \$23.8	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40 \$48.630.40 32 \$26.35 \$2.108.00 \$54,808.00 44 \$29.67 \$2.373.60	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1.888.00 \$49.088.00 33 \$26.60 \$2.128.00 \$55,328.00 45 \$29.97 \$2.397.60	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.87 \$2,149.60 \$55,889.60 46 \$30.28 \$2,422.40	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20 \$50.107.20 35 \$27.16 \$2,172.80 \$56.492.80 47 \$30.57 \$2,445.60	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1.946.40 \$50.606.40 36 \$27.41 \$2,192.80 \$57.012.80 48 \$30.90 \$2.472.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.56 \$1,964.80 \$51,084.80 37 \$27.69 \$2,215.20 \$57.595.20	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.81 \$1.984.80 \$51,604.80 38 \$27.97 \$2.237.60 \$58.177.60	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.08 \$2.006.40 \$52.166.40 39 \$28.23 \$2.258.40 \$58.718.40	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1,796.80 \$46.716.80 28 \$25.29 \$2,023.20 \$52,603.20 40 \$28.52 \$2,281.60 \$59.321.60	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1,815.20 \$47,195.20 29 \$25.57 \$2,045.60 \$53,185.60 41 \$28.82 \$2,305.60 \$59,945.60	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40 \$47.694.40 30 \$25.82 \$2.065.60 \$53.705.60 42 \$29.10 \$2.328.00 \$60.528.00	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80 \$48.172.80 31 \$26.10 \$2.088.00 \$54.288.00 43 \$29.38 \$2.350.40 \$61.110.40	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40 \$48.630.40 32 \$26.35 \$2.108.00 \$54,808.00 44 \$29.67 \$2.373.60	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1.888.00 \$49.088.00 33 \$26.60 \$2.128.00 \$55,328.00 45 \$29.97 \$2.397.60	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.87 \$2,149.60 \$55,889.60 46 \$30.28 \$2,422.40	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20 \$50.107.20 35 \$27.16 \$2,172.80 \$56.492.80 47 \$30.57 \$2,445.60	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1.946.40 \$50.606.40 36 \$27.41 \$2,192.80 \$57.012.80 48 \$30.90 \$2.472.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.56 \$1,964.80 \$51.084.80 37 \$27.69 \$2.215.20 \$57.595.20 49 \$31.19 \$2,495.20	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.81 \$1.984.80 \$51,604.80 38 \$27.97 \$2.237.60 \$58.177.60 50 \$31.49 \$2,519.20	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1.778.40 \$46.238.40 27 \$25.08 \$2,006.40 \$52,166.40 39 \$28.23 \$2.258.40 \$58.718.40 51 \$31.80 \$2,544.00	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1,796.80 \$46,716.80 28 \$25.29 \$2,023.20 \$52,603.20 40 \$28.52 \$2,281.60 \$59,321.60 52 \$32.13 \$2,570.40	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1,815.20 \$47,195.20 29 \$25.57 \$2,045.60 \$53,185.60 41 \$28.82 \$2,305.60 \$59,945.60 53 \$32.45 \$2,596.00	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40 \$47.694.40 30 \$25.82 \$2,065.60 \$53.705.60 42 \$29.10 \$2.328.00 \$60.528.00 54 \$32.77 \$2,621.60	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80 \$48.172.80 31 \$26.10 \$2.088.00 \$54.288.00 43 \$29.38 \$23.350.40 \$61.110.40 55 \$33.11 \$2,648.80	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40 \$48.630.40 32 \$26.35 \$2.108.00 \$54,808.00 44 \$29.67 \$2.373.60	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1.888.00 \$49.088.00 33 \$26.60 \$2.128.00 \$55,328.00 45 \$29.97 \$2.397.60	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.87 \$2,149.60 \$55,889.60 46 \$30.28 \$2,422.40	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20 \$50.107.20 35 \$27.16 \$2,172.80 \$56.492.80 47 \$30.57 \$2,445.60	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1.946.40 \$50.606.40 36 \$27.41 \$2,192.80 \$57.012.80 48 \$30.90 \$2.472.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$19.34 \$1,547.20 \$40,227.20 13 \$21.81 \$1,744.80 \$45.364.80 25 \$24.56 \$1,964.80 \$51,084.80 37 \$27.69 \$2,215.20 \$57,595.20 49 \$31.19	\$19.53 \$1,562.40 \$40,622.40 14 \$22.02 \$1.761.60 \$45.801.60 26 \$24.81 \$1.984.80 \$51.604.80 38 \$27.97 \$2.237.60 \$58.177.60	\$19.75 \$1,580.00 \$41,080.00 15 \$22.23 \$1.778.40 \$46,238.40 27 \$25.08 \$2,006.40 \$52,166.40 39 \$28.23 \$2.258.40 \$58,718.40	\$19.94 \$1,595.20 \$41,475.20 16 \$22.46 \$1,796.80 \$46.716.80 28 \$25.29 \$2,023.20 \$52,603.20 40 \$28.52 \$2,281.60 \$59.321.60	\$20.14 \$1,611.20 \$41,891.20 17 \$22.69 \$1,815.20 \$47,195.20 29 \$25.57 \$2,045.60 \$53,185.60 41 \$28.82 \$2,305.60 \$59,945.60	\$20.34 \$1,627.20 \$42,307.20 18 \$22.93 \$1.834.40 \$47.694.40 30 \$25.82 \$2.065.60 \$53.705.60 42 \$29.10 \$2.328.00 \$60.528.00	\$20.53 \$1,642.40 \$42,702.40 19 \$23.16 \$1.852.80 \$48.172.80 31 \$26.10 \$2.088.00 \$54.288.00 43 \$29.38 \$2.350.40 \$61.110.40	\$20.74 \$1,659.20 \$43,139.20 20 \$23.38 \$1.870.40 \$48.630.40 32 \$26.35 \$2.108.00 \$54,808.00 44 \$29.67 \$2.373.60	\$20.96 \$1,676.80 \$43,596.80 21 \$23.60 \$1.888.00 \$49.088.00 33 \$26.60 \$2.128.00 \$55,328.00 45 \$29.97 \$2.397.60	\$21.17 \$1,693.60 \$44,033.60 22 \$23.84 \$1,907.20 \$49,587.20 34 \$26.87 \$2,149.60 \$55,889.60 46 \$30.28 \$2,422.40	\$21.38 \$1,710.40 \$44,470.40 23 \$24.09 \$1,927.20 \$50.107.20 35 \$27.16 \$2,172.80 \$56.492.80 47 \$30.57 \$2,445.60	\$21.59 \$1,727.20 \$44,907.20 24 \$24.33 \$1.946.40 \$50.606.40 36 \$27.41 \$2,192.80 \$57.012.80 48 \$30.90 \$2.472.00

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$21.81	\$22.02	\$22.23	\$22.46	\$22.69	\$22.93	\$23.16	\$23.38	\$23.60	\$23.84	\$24.09	\$24.33
Biweekly	\$1,744.80	\$1,761.60	\$1,778.40	\$1,796.80	\$1,815.20	\$1,834.40	\$1,852.80	\$1,870.40	\$1,888.00	\$1,907.20	\$1,927.20	\$1,946.40
Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,716.80	\$47,195.20	\$47,694.40	\$48,172.80	\$48,630.40	\$49,088.00	\$49,587.20	\$50,107.20	\$50,606.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$24.56	\$24.81	\$25.08	\$25.29	\$25.57	\$25.82	\$26.10	\$26.35	\$26.60	\$26.87	\$27.16	\$27.41
Biweekly	\$1,964.80	\$1,984.80	\$2,006.40	\$2,023.20	\$2,045.60	\$2,065.60	\$2,088.00	\$2,108.00	\$2,128.00	\$2,149.60	\$2,172.80	\$2,192.80
Annually	\$51,084.80	\$51,604.80	\$52,166.40	\$52,603.20	\$53,185.60	\$53,705.60	\$54,288.00	\$54,808.00	\$55,328.00	\$55,889.60	\$56,492.80	\$57,012.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$27.69	\$27.97	\$28.23	\$28.52	\$28.82	\$29.10	\$29.38	\$29.67	\$29.97	\$30.28	\$30.57	\$30.90
Biweekly	\$2,215.20	\$2,237.60	\$2,258.40	\$2,281.60	\$2,305.60	\$2,328.00	\$2,350.40	\$2,373.60	\$2,397.60	\$2,422.40	\$2,445.60	\$2,472.00
Annually	\$57,595.20	\$58,177.60	\$58,718.40	\$59,321.60	\$59,945.60	\$60,528.00	\$61,110.40	\$61,713.60	\$62,337.60	\$62,982.40	\$63,585.60	\$64,272.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$31.19	\$31.49	\$31.80	\$32.13	\$32.45	\$32.77	\$33.11	\$33.43	\$33.76	\$34.11	\$34.44	\$34.80
Biweekly	\$2,495.20	\$2,519.20	\$2,544.00	\$2,570.40	\$2,596.00	\$2,621.60	\$2,648.80	\$2,674.40	\$2,700.80	\$2,728.80	\$2,755.20	\$2,784.00
Annually	\$64,875.20	\$65,499.20	\$66,144.00	\$66,830.40	\$67,496.00	\$68,161.60	\$68,868.80	\$69,534.40	\$70,220.80	\$70,948.80	\$71,635.20	\$72,384.00
Steps	49	50	51	52	53	54	55					
Hourly	\$35.15	\$35.50	\$35.83	\$36.21	\$36.57	\$36.94	\$37.32					
Biweekly	\$2,812.00	\$2,840.00	\$2,866.40	\$2,896.80	\$2,925.60	\$2,955.20	\$2,985.60					
Annually	\$73,112.00	\$73,840.00	\$74,526.40	\$75,316.80	\$76,065.60	\$76,835.20	\$77,625.60					
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Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$24.56	\$24.81	\$25.08	\$25.29	\$25.57	\$25.82	\$26.10	\$26.35	\$26.60	\$26.87	\$27.16	\$27.41
Steps Hourly Biweekly	\$24.56 \$1,964.80	\$24.81 \$1,984.80	\$25.08 \$2,006.40	\$25.29 \$2,023.20	\$25.57 \$2,045.60	\$25.82 \$2,065.60	\$26.10 \$2,088.00	\$26.35 \$2,108.00	\$26.60 \$2,128.00	\$26.87 \$2,149.60	\$27.16 \$2,172.80	\$27.41 \$2,192.80
Steps Hourly	\$24.56	\$24.81	\$25.08	\$25.29	\$25.57	\$25.82	\$26.10	\$26.35	\$26.60	\$26.87	\$27.16	\$27.41
Steps Hourly Biweekly Annually Steps	\$24.56 \$1,964.80 \$51,084.80	\$24.81 \$1,984.80 \$51,604.80	\$25.08 \$2,006.40 \$52,166.40	\$25.29 \$2,023.20 \$52,603.20	\$25.57 \$2,045.60 \$53,185.60	\$25.82 \$2,065.60 \$53,705.60	\$26.10 \$2,088.00 \$54,288.00	\$26.35 \$2,108.00 \$54,808.00	\$26.60 \$2,128.00 \$55,328.00	\$26.87 \$2,149.60 \$55,889.60	\$27.16 \$2,172.80 \$56,492.80	\$27.41 \$2,192.80 \$57,012.80
Steps Hourly Biweekly Annually Steps Hourly	\$24.56 \$1,964.80 \$51,084.80 13 \$27.69	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10	\$26.10 \$2,088.00 \$54,288.00 19 \$29.38	\$26.35 \$2,108.00 \$54,808.00 20 \$29.67	\$26.60 \$2,128.00 \$55,328.00 21 \$29.97	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$24.56 \$1,964.80 \$51,084.80 \$27.69 \$2,215.20	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2,237.60	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2,258.40	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2,281.60	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2,328.00	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 19 \$29.38 \$2,350.40	\$26.35 \$2,108.00 \$54,808.00 20 \$29.67 \$2.373.60	\$26.60 \$2,128.00 \$55,328.00 \$29.97 \$2397.60	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2,472.00
Steps Hourly Biweekly Annually Steps Hourly	\$24.56 \$1,964.80 \$51,084.80 13 \$27.69	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10	\$26.10 \$2,088.00 \$54,288.00 19 \$29.38	\$26.35 \$2,108.00 \$54,808.00 20 \$29.67	\$26.60 \$2,128.00 \$55,328.00 21 \$29.97	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$24.56 \$1,964.80 \$51,084.80 \$27.69 \$2,215.20	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2,237.60	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2,258.40	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2,281.60	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2,328.00	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 19 \$29.38 \$2,350.40	\$26.35 \$2,108.00 \$54,808.00 20 \$29.67 \$2.373.60	\$26.60 \$2,128.00 \$55,328.00 \$29.97 \$2397.60	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2,472.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$24.56 \$1,964.80 \$51,084.80 \$1,084.80 \$27.69 \$2,215.20 \$57,595.20	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2.237.60 \$58.177.60	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2.258.40 \$58,718.40	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2,281.60 \$59,321.60	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60 \$59,945.60	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2,328.00 \$60,528.00	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 19 \$29.38 \$2,350.40 \$61,110.40	\$26.35 \$2,108.00 \$54,808.00 20 \$29.67 \$2.373.60 \$61,713.60	\$26.60 \$2,128.00 \$55,328.00 \$55,328.00 21 \$29.97 \$2.397.60 \$62.337.60	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40 \$62,982.40	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60 \$63,585.60	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2,472.00 \$64,272.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$24.56 \$1,964.80 \$51,084.80 13 \$27.69 \$2,215.20 \$57,595.20 25 \$31.19 \$2,495.20	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2.237.60 \$58.177.60 26 \$31.49 \$2.519.20	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2.258.40 \$58,718.40	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2,281.60 \$59,321.60 28 \$32.13 \$2,570.40	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60 \$59,945.60	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2.328.00 \$60.528.00	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 19 \$29.38 \$2,350.40 \$61,110.40	\$26.35 \$2,108.00 \$54,808.00 20 \$29.67 \$2,373.60 \$61,713.60 32 \$33.43 \$2,674.40	\$26.60 \$2,128.00 \$55,328.00 \$55,328.00 21 \$29.97 \$2.397.60 \$62,337.60	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40 \$62,982.40	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60 \$63,585.60	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2.472.00 \$64.272.00 36 \$34.80 \$2,784.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$24.56 \$1,964.80 \$51,084.80 13 \$27.69 \$2,215.20 \$57,595.20 25 \$31.19	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2.237.60 \$58.177.60	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2.258.40 \$58.718.40 27 \$31.80	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2,281.60 \$59,321.60 28 \$32.13	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60 \$59,945.60 29 \$32.45	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2.328.00 \$60.528.00 30 \$32.77	\$26.10 \$2,088.00 \$54,288.00 19 \$29.38 \$2,350.40 \$61,110.40 31 \$33.11	\$26.35 \$2,108.00 \$54,808.00 20 \$29.67 \$2,373.60 \$61,713.60 32 \$33.43	\$26.60 \$2,128.00 \$55,328.00 \$55,328.00 21 \$29.97 \$2.397.60 \$62.337.60 33 \$33.76	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40 \$62,982.40 34 \$34.11	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60 \$63,585.60	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2.472.00 \$64.272.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$24.56 \$1,964.80 \$51,084.80 13 \$27.69 \$2.215.20 \$57.595.20 25 \$31.19 \$2.495.20 \$64.875.20	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2.237.60 \$58.177.60 26 \$31.49 \$2,519.20 \$65.499.20	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2.258.40 \$58.718.40 27 \$31.80 \$2.544.00 \$66.144.00	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2,281.60 \$59,321.60 28 \$32.13 \$2,570.40 \$66.830.40	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60 \$59,945.60 29 \$32.45 \$2,596.00 \$67,496.00	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2,328.00 \$60,528.00 30 \$32.77 \$2,621.60 \$68.161.60	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 19 \$29.38 \$2,350.40 \$61,110.40 31 \$33.11 \$2,648.80 \$68.868.80	\$26.35 \$2,108.00 \$54,808.00 \$29.67 \$2,373.60 \$61,713.60 32 \$33.43 \$2,674.40 \$69,534.40	\$26.60 \$2,128.00 \$55,328.00 21 \$29.97 \$2,397.60 \$62,337.60 33 \$33.76 \$2,700.80 \$70,220.80	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40 \$62,982.40 34 \$34.11 \$2,728.80 \$70,948.80	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60 \$63.585.60 35 \$34.44 \$2,755.20 \$71,635.20	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2.472.00 \$64,272.00 36 \$34.80 \$2,784.00 \$72,384.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$24.56 \$1,964.80 \$51,084.80 13 \$27.69 \$2.215.20 \$57.595.20 25 \$31.19 \$2.495.20 \$64.875.20	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2.237.60 \$58.177.60 26 \$31.49 \$2.519.20 \$65.499.20	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2.258.40 \$58.718.40 27 \$31.80 \$2.544.00 \$66.144.00	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2,281.60 \$59,321.60 28 \$32.13 \$2,570.40 \$66,830.40	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60 \$59,945.60 29 \$32.45 \$2,596.00 \$67,496.00	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2,328.00 \$60.528.00 30 \$32.77 \$2,621.60 \$68.161.60	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 19 \$29.38 \$2,350.40 \$61,110.40 31 \$33.11 \$2,648.80 \$68.868.80	\$26.35 \$2,108.00 \$54,808.00 20 \$29.67 \$2,373.60 \$61,713.60 32 \$33.43 \$2,674.40 \$69,534.40	\$26.60 \$2,128.00 \$55,328.00 21 \$29.97 \$2.397.60 \$62,337.60 33 \$33.76 \$2,700.80 \$70.220.80	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40 \$62,982.40 34 \$34.11 \$2,728.80 \$70,948.80	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60 \$63,585.60 35 \$34.44 \$2,755.20 \$71,635.20	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2,472.00 \$64,272.00 36 \$34.80 \$2,784.00 \$72,384.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$24.56 \$1,964.80 \$51,084.80 13 \$27.69 \$2,215.20 \$57,595.20 25 \$31.19 \$2,495.20 \$64.875.20	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2.237.60 \$58.177.60 26 \$31.49 \$2,519.20 \$65,499.20	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2.258.40 \$58,718.40 27 \$31.80 \$2.544.00 \$66.144.00	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2,281.60 \$59.321.60 28 \$32.13 \$2,570.40 \$66.830.40	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2.305.60 \$59,945.60 29 \$32.45 \$2.596.00 \$67,496.00	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2,328.00 \$60,528.00 30 \$32.77 \$2,621.60 \$68,161.60	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 19 \$29.38 \$2,350.40 \$61,110.40 31 \$33.11 \$2,648.80 \$68,868.80	\$26.35 \$2,108.00 \$54,808.00 20 \$29.67 \$2.373.60 \$61,713.60 32 \$33.43 \$2,674.40 \$69,534.40	\$26.60 \$2,128.00 \$55,328.00 \$1 \$29.97 \$2,397.60 \$62,337.60 \$33.76 \$2,700.80 \$70,220.80	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40 \$62,982.40 34 \$34.11 \$2,728.80 \$70,948.80	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60 \$63,585.60 35 \$34.44 \$2,755.20 \$71,635.20	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2,472.00 \$64,272.00 36 \$34.80 \$2,784.00 \$72,384.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$24.56 \$1,964.80 \$51,084.80 13 \$27.69 \$2.215.20 \$57.595.20 25 \$31.19 \$2.495.20 \$64.875.20	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2.237.60 \$58.177.60 26 \$31.49 \$2.519.20 \$65.499.20	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2.258.40 \$58.718.40 27 \$31.80 \$2.544.00 \$66.144.00	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2,281.60 \$59,321.60 28 \$32.13 \$2,570.40 \$66,830.40	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60 \$59,945.60 29 \$32.45 \$2,596.00 \$67,496.00	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2,328.00 \$60.528.00 30 \$32.77 \$2,621.60 \$68.161.60	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 19 \$29.38 \$2,350.40 \$61,110.40 31 \$33.11 \$2,648.80 \$68.868.80	\$26.35 \$2,108.00 \$54,808.00 20 \$29.67 \$2,373.60 \$61,713.60 32 \$33.43 \$2,674.40 \$69,534.40	\$26.60 \$2,128.00 \$55,328.00 21 \$29.97 \$2.397.60 \$62,337.60 33 \$33.76 \$2,700.80 \$70.220.80	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40 \$62,982.40 34 \$34.11 \$2,728.80 \$70,948.80	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60 \$63,585.60 35 \$34.44 \$2,755.20 \$71,635.20	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2.472.00 \$64.272.00 36 \$34.80 \$2,784.00 \$72,384.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$24.56 \$1,964.80 \$51,084.80 13 \$27.69 \$2,215.20 \$57.595.20 25 \$31.19 \$2,495.20 \$64.875.20 37 \$35.15 \$2.812.00	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2.237.60 \$58.177.60 26 \$31.49 \$2.519.20 \$65,499.20 38 \$35.50 \$2.840.00	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2.258.40 \$58.718.40 27 \$31.80 \$2.544.00 \$66.144.00 39 \$35.83 \$2.866.40	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2.281.60 \$59.321.60 28 \$32.13 \$2.570.40 \$66.830.40 40 \$36.21 \$2.896.80	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60 \$59,945.60 29 \$32.45 \$2,596.00 \$67,496.00 41 \$36.57 \$2,925.60 \$76,065.60	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2.328.00 \$60.528.00 30 \$32.77 \$2,621.60 \$68.161.60 42 \$36.94 \$2.955.20	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 19 \$29.38 \$2,350.40 \$61,110.40 31 \$33.11 \$2,648.80 \$68,868.80 43 \$37.32 \$2,985.60	\$26.35 \$2,108.00 \$54,808.00 \$29.67 \$23,73.60 \$61,713.60 \$32 \$33.43 \$2,674.40 \$69,534.40 \$44 \$37.68 \$3,014.40	\$26.60 \$2,128.00 \$55,328.00 \$55,328.00 21 \$29.97 \$2,397.60 \$62,337.60 33 \$33.76 \$2,700.80 \$70,220.80 45 \$38.06 \$3,044.80	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40 \$62,982.40 34 \$34.11 \$2,728.80 \$70,948.80 46 \$38.43 \$3.074.40	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60 \$63,585.60 35 \$34.44 \$2,755.20 \$71,635.20	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2,472.00 \$64,272.00 36 \$34.80 \$2,784.00 \$72,384.00 48 \$39.20 \$3,136.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps	\$24.56 \$1,964.80 \$51,084.80 \$1,084.80 \$27.69 \$2,215.20 \$57.595.20 \$31.19 \$2,495.20 \$64,875.20 \$35.15 \$2,812.00 \$73,112.00	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2,237.60 \$58.177.60 26 \$31.49 \$2,519.20 \$65,499.20 38 \$35.50 \$2,840.00 \$73.840.00	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2.258.40 \$58.718.40 27 \$31.80 \$2.544.00 \$66.144.00 39 \$35.83 \$2.866.40 \$74.526.40	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2.281.60 \$59.321.60 28 \$32.13 \$2.570.40 \$66.830.40 40 \$36.21 \$2.896.80 \$75.316.80	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60 \$59,945.60 29 \$32.45 \$2,596.00 \$67,496.00 41 \$36.57 \$2,925.60 \$76.065.60	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2.328.00 \$60.528.00 30 \$32.77 \$2,621.60 \$68,161.60 42 \$36.94 \$2,955.20 \$76.835.20	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 \$19 \$29.38 \$2,350.40 \$61,110.40 \$33.11 \$2,648.80 \$68,868.80 \$43 \$37.32 \$2,985.60 \$77,625.60	\$26.35 \$2,108.00 \$54,808.00 \$29.67 \$23,73.60 \$61,713.60 \$32 \$33.43 \$2,674.40 \$69,534.40 \$44 \$37.68 \$3,014.40	\$26.60 \$2,128.00 \$55,328.00 \$55,328.00 21 \$29.97 \$2,397.60 \$62,337.60 33 \$33.76 \$2,700.80 \$70,220.80 45 \$38.06 \$3,044.80	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40 \$62,982.40 34 \$34.11 \$2,728.80 \$70,948.80 46 \$38.43 \$3.074.40	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60 \$63,585.60 35 \$34.44 \$2,755.20 \$71,635.20	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2,472.00 \$64,272.00 36 \$34.80 \$2,784.00 \$72,384.00 48 \$39.20 \$3,136.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$24.56 \$1,964.80 \$51,084.80 13 \$27.69 \$2.215.20 \$57.595.20 25 \$31.19 \$2.495.20 \$64,875.20 37 \$35.15 \$2.812.00 \$73.112.00	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2,237.60 \$58.177.60 26 \$31.49 \$2,519.20 \$65,499.20 38 \$35.50 \$2,840.00 \$73,840.00	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2.258.40 \$58,718.40 27 \$31.80 \$2.544.00 \$66.144.00 39 \$35.83 \$2.866.40 \$74,526.40	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2.281.60 \$59.321.60 28 \$32.13 \$2,570.40 \$66,830.40 40 \$36.21 \$2.896.80 \$75.316.80	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60 \$59,945.60 29 \$32.45 \$2,596.00 \$67,496.00 41 \$36.57 \$2,925.60 \$76.065.60	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2,328.00 \$60.528.00 30 \$32.77 \$2,621.60 \$68,161.60 42 \$36.94 \$2,955.20 \$76.835.20	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 \$29.38 \$2,350.40 \$61,110.40 31 \$33.11 \$2,648.80 \$68,868.80 43 \$37.32 \$2,985.60 \$77.625.60	\$26.35 \$2,108.00 \$54,808.00 \$29.67 \$23,73.60 \$61,713.60 \$32 \$33.43 \$2,674.40 \$69,534.40 \$44 \$37.68 \$3,014.40	\$26.60 \$2,128.00 \$55,328.00 \$55,328.00 21 \$29.97 \$2,397.60 \$62,337.60 33 \$33.76 \$2,700.80 \$70,220.80 45 \$38.06 \$3,044.80	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40 \$62,982.40 34 \$34.11 \$2,728.80 \$70,948.80 46 \$38.43 \$3.074.40	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60 \$63,585.60 35 \$34.44 \$2,755.20 \$71,635.20	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2.472.00 \$64,272.00 36 \$34.80 \$2,784.00 \$72,384.00 48 \$39.20 \$3,136.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps	\$24.56 \$1,964.80 \$51,084.80 \$1,084.80 \$27.69 \$2,215.20 \$57.595.20 \$31.19 \$2,495.20 \$64,875.20 \$35.15 \$2,812.00 \$73,112.00	\$24.81 \$1,984.80 \$51,604.80 14 \$27.97 \$2,237.60 \$58.177.60 26 \$31.49 \$2,519.20 \$65,499.20 38 \$35.50 \$2,840.00 \$73.840.00	\$25.08 \$2,006.40 \$52,166.40 15 \$28.23 \$2.258.40 \$58.718.40 27 \$31.80 \$2.544.00 \$66.144.00 39 \$35.83 \$2.866.40 \$74.526.40	\$25.29 \$2,023.20 \$52,603.20 16 \$28.52 \$2.281.60 \$59.321.60 28 \$32.13 \$2.570.40 \$66.830.40 40 \$36.21 \$2.896.80 \$75.316.80	\$25.57 \$2,045.60 \$53,185.60 17 \$28.82 \$2,305.60 \$59,945.60 29 \$32.45 \$2,596.00 \$67,496.00 41 \$36.57 \$2,925.60 \$76.065.60	\$25.82 \$2,065.60 \$53,705.60 18 \$29.10 \$2.328.00 \$60.528.00 30 \$32.77 \$2,621.60 \$68,161.60 42 \$36.94 \$2,955.20 \$76.835.20	\$26.10 \$2,088.00 \$54,288.00 \$54,288.00 \$19 \$29.38 \$2,350.40 \$61,110.40 \$33.11 \$2,648.80 \$68,868.80 \$43 \$37.32 \$2,985.60 \$77,625.60	\$26.35 \$2,108.00 \$54,808.00 \$29.67 \$23,73.60 \$61,713.60 \$32 \$33.43 \$2,674.40 \$69,534.40 \$44 \$37.68 \$3,014.40	\$26.60 \$2,128.00 \$55,328.00 \$55,328.00 21 \$29.97 \$2,397.60 \$62,337.60 33 \$33.76 \$2,700.80 \$70,220.80 45 \$38.06 \$3,044.80	\$26.87 \$2,149.60 \$55,889.60 22 \$30.28 \$2,422.40 \$62,982.40 34 \$34.11 \$2,728.80 \$70,948.80 46 \$38.43 \$3.074.40	\$27.16 \$2,172.80 \$56,492.80 23 \$30.57 \$2,445.60 \$63,585.60 35 \$34.44 \$2,755.20 \$71,635.20	\$27.41 \$2,192.80 \$57,012.80 24 \$30.90 \$2,472.00 \$64,272.00 36 \$34.80 \$2,784.00 \$72,384.00 48 \$39.20 \$3,136.00

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$27.69	\$27.97	\$28.23	\$28.52	\$28.82	\$29.10	\$29.38	\$29.67	\$29.97	\$30.28	\$30.57	\$30.90
Biweekly	\$2,215.20	\$2,237.60	\$2,258.40	\$2,281.60	\$2,305.60	\$2,328.00	\$2,350.40	\$2,373.60	\$2,397.60	\$2,422.40	\$2,445.60	\$2,472.00
Annually	\$57,595.20	\$58,177.60	\$58,718.40	\$59,321.60	\$59,945.60	\$60,528.00	\$61,110.40	\$61,713.60	\$62,337.60	\$62,982.40	\$63,585.60	\$64,272.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$31.19	\$31.49	\$31.80	\$32.13	\$32.45	\$32.77	\$33.11	\$33.43	\$33.76	\$34.11	\$34.44	\$34.80
Biweekly	\$2,495.20	\$2,519.20	\$2,544.00	\$2,570.40	\$2,596.00	\$2,621.60	\$2,648.80	\$2,674.40	\$2,700.80	\$2,728.80	\$2,755.20	\$2,784.00
Annually	\$64,875.20	\$65,499.20	\$66,144.00	\$66,830.40	\$67,496.00	\$68,161.60	\$68,868.80	\$69,534.40	\$70,220.80	\$70,948.80	\$71,635.20	\$72,384.00
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$35.15	\$35.50	\$35.83	\$36.21	\$36.57	\$36.94	\$37.32	\$37.68	\$38.06	\$38.43	\$38.81	\$39.20
Biweekly	\$2,812.00	\$2,840.00	\$2,866.40	\$2,896.80	\$2,925.60	\$2,955.20	\$2,985.60	\$3,014.40	\$3,044.80	\$3,074.40	\$3,104.80	\$3,136.00
Annually	\$73,112.00	\$73,840.00	\$74,526.40	\$75,316.80	\$76,065.60	\$76,835.20	\$77,625.60	\$78,374.40	\$79,164.80	\$79,934.40	\$80,724.80	\$81,536.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$39.60	\$40.00	\$40.39	\$40.80	\$41.21	\$41.61	\$42.02	\$42.46	\$42.88	\$43.30	\$43.74	\$44.19
Biweekly	\$3,168.00	\$3,200.00	\$3,231.20	\$3,264.00	\$3,296.80	\$3,328.80	\$3,361.60	\$3,396.80	\$3,430.40	\$3,464.00	\$3,499.20	\$3,535.20
Annually	\$82,368.00	\$83,200.00	\$84,011.20	\$84,864.00	\$85,716.80	\$86,548.80	\$87,401.60	\$88,316.80	\$89,190.40	\$90,064.00	\$90,979.20	\$91,915.20
Steps	49	50	51	52	53	54	55					
Hourly	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.88	\$47.36					
Biweekly	\$3,568.00	\$3,604.80	\$3,640.80	\$3,677.60	\$3,713.60	\$3,750.40	\$3,788.80					
Annually	\$92,768.00	\$93,724.80	\$94,660.80	\$95,617.60	\$96,553.60	\$97,510.40	\$98,508.80					
-												
Grade 78												
Grade 78	1	2	2	4	-	6	7	0	0	10	11	12
Steps	1 \$30.28	2 \$30.57	3 \$30.90	4 \$31 10	5 \$31.49	6 \$31.80	7 \$32.13	8 \$32.45	9 \$32.77	10 \$33.11	11 \$33.43	12 \$33.76
Steps Hourly	\$30.28	\$30.57	\$30.90	\$31.19	\$31.49	\$31.80	\$32.13	\$32.45	\$32.77	\$33.11	\$33.43	\$33.76
Steps		_	\$30.90 \$2,472.00	•					\$32.77 \$2,621.60	\$33.11 \$2,648.80	\$33.43 \$2,674.40	\$33.76 \$2,700.80
Steps Hourly Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40	\$30.57 \$2,445.60 \$63,585.60	\$30.90 \$2,472.00 \$64,272.00	\$31.19 \$2,495.20 \$64,875.20	\$31.49 \$2,519.20 \$65,499.20	\$31.80 \$2,544.00 \$66,144.00	\$32.13 \$2,570.40 \$66,830.40	\$32.45 \$2,596.00 \$67,496.00	\$32.77 \$2,621.60 \$68,161.60	\$33.11 \$2,648.80 \$68,868.80	\$33.43 \$2,674.40 \$69,534.40	\$33.76 \$2,700.80 \$70,220.80
Steps Hourly Biweekly Annually Steps	\$30.28 \$2,422.40 \$62,982.40	\$30.57 \$2,445.60 \$63,585.60	\$30.90 \$2,472.00 \$64,272.00	\$31.19 \$2,495.20 \$64,875.20	\$31.49 \$2,519.20 \$65,499.20	\$31.80 \$2,544.00 \$66,144.00	\$32.13 \$2,570.40 \$66,830.40	\$32.45 \$2,596.00 \$67,496.00	\$32.77 \$2,621.60 \$68,161.60	\$33.11 \$2,648.80 \$68,868.80	\$33.43 \$2,674.40 \$69,534.40	\$33.76 \$2,700.80 \$70,220.80
Steps Hourly Biweekly Annually Steps Hourly	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2,784.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80
Steps Hourly Biweekly Annually Steps Hourly	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2,784.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2.840.00 \$73.840.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80 \$79,164.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70.948.80	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71.635.20	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2,784.00 \$72,384.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2.840.00 \$73.840.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2.866.40 \$74.526.40	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2.896.80 \$75.316.80	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76.065.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76.835.20	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77.625.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80 \$79,164.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2.728.80 \$70.948.80 25 \$38.43 \$3.074.40	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71.635.20 26 \$38.81 \$3,104.80	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2,784.00 \$72,384.00 27 \$39.20 \$3.136.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2.812.00 \$73.112.00 28 \$39.60 \$3,168.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00 29 \$40.00 \$3,200.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2.866.40 \$74.526.40 30 \$40.39 \$3,231.20	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2.896.80 \$75.316.80 31 \$40.80 \$3,264.00	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60 32 \$41.21 \$3,296.80	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2.955.20 \$76.835.20 33 \$41.61 \$3.328.80	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77.625.60 34 \$42.02 \$3,361.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78.374.40 35 \$42.46 \$3,396.80	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80 36 \$42.88 \$3,430.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2.728.80 \$70,948.80 25 \$38.43	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2.784.00 \$72.384.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2.840.00 \$73.840.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2.866.40 \$74,526.40 30 \$40.39	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2.896.80 \$75,316.80 31 \$40.80	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2.925.60 \$76.065.60 32 \$41.21	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2.955.20 \$76.835.20	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77.625.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3.014.40 \$78.374.40	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80 \$79.164.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2.728.80 \$70.948.80 25 \$38.43 \$3.074.40 \$79.934.40	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71.635.20 26 \$38.81 \$3,104.80 \$80,724.80	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2,784.00 \$72,384.00 27 \$39.20 \$3.136.00 \$81,536.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2.812.00 \$73.112.00 28 \$39.60 \$3.168.00 \$82,368.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2.840.00 \$73,840.00 29 \$40.00 \$3,200.00 \$83,200.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2.866.40 \$74.526.40 30 \$40.39 \$3,231.20 \$84,011.20	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2.896.80 \$75.316.80 31 \$40.80 \$3.264.00 \$84.864.00	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76.065.60 32 \$41.21 \$3.296.80 \$85,716.80	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2.955.20 \$76.835.20 33 \$41.61 \$3.328.80 \$86.548.80	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77.625.60 34 \$42.02 \$3,361.60 \$87,401.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3.014.40 \$78.374.40 35 \$42.46 \$3.396.80 \$88.316.80	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80 \$79,164.80 36 \$42.88 \$3.430.40 \$89.190.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2.728.80 \$70.948.80 25 \$38.43 \$3.074.40 \$79.934.40	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71.635.20 26 \$38.81 \$3.104.80 \$80,724.80	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2.784.00 \$72.384.00 27 \$39.20 \$3.136.00 \$81.536.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2.812.00 \$73.112.00 28 \$39.60 \$3,168.00 \$82,368.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2.840.00 \$73.840.00 \$3.200.00 \$83,200.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2.866.40 \$74.526.40 30 \$40.39 \$3.231.20 \$84.011.20	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2.896.80 \$75.316.80 31 \$40.80 \$3,264.00 \$84,864.00	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2.925.60 \$76.065.60 32 \$41.21 \$3.296.80 \$85.716.80	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2.955.20 \$76.835.20 33 \$41.61 \$3.328.80 \$86.548.80	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60 \$87,401.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78.374.40 35 \$42.46 \$3.396.80 \$88.316.80	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80 \$79,164.80 36 \$42.88 \$3.430.40 \$89,190.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2.728.80 \$70.948.80 25 \$38.43 \$3,074.40 \$79,934.40	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2.755.20 \$71.635.20 26 \$38.81 \$3.104.80 \$80.724.80	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2.784.00 \$72.384.00 \$72.384.00 \$39.20 \$3,136.00 \$81.536.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2.812.00 \$73,112.00 28 \$39.60 \$3,168.00 \$82,368.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2.840.00 \$73.840.00 \$3.200.00 \$83,200.00 \$41 \$45.06	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2.866.40 \$74.526.40 30 \$40.39 \$3.231.20 \$84,011.20	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2.896.80 \$75,316.80 31 \$40.80 \$3.264.00 \$84,864.00	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2.925.60 \$76.065.60 32 \$41.21 \$3.296.80 \$85.716.80	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76.835.20 33 \$41.61 \$3.328.80 \$86.548.80	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60 \$87,401.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78.374.40 35 \$42.46 \$3.396.80 \$88.316.80	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80 \$79,164.80 36 \$42.88 \$3,430.40 \$89,190.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2.728.80 \$70.948.80 25 \$38.43 \$3.074.40 \$79.934.40	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71.635.20 26 \$38.81 \$3.104.80 \$80,724.80	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2.784.00 \$72.384.00 27 \$39.20 \$3.136.00 \$81.536.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2.812.00 \$73.112.00 28 \$39.60 \$3,168.00 \$82,368.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2.840.00 \$73.840.00 \$3.200.00 \$83,200.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2.866.40 \$74.526.40 30 \$40.39 \$3.231.20 \$84.011.20	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2.896.80 \$75.316.80 31 \$40.80 \$3,264.00 \$84,864.00	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2.925.60 \$76.065.60 32 \$41.21 \$3.296.80 \$85.716.80	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2.955.20 \$76.835.20 33 \$41.61 \$3.328.80 \$86.548.80	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60 \$87,401.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78.374.40 35 \$42.46 \$3.396.80 \$88.316.80	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80 \$79.164.80 36 \$42.88 \$3.430.40 \$89.190.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2.728.80 \$70.948.80 25 \$38.43 \$3.074.40 \$79.934.40 37 \$43.30 \$3.464.00 \$90.064.00	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2.755.20 \$71.635.20 26 \$38.81 \$3.104.80 \$80.724.80 38 \$43.74 \$3.499.20 \$90,979.20	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2.784.00 \$72.384.00 \$72.384.00 \$3.136.00 \$81.536.00 \$44.19 \$3,535.20 \$91.915.20	\$31.19 \$2,495.20 \$64,875.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00 28 \$39.60 \$3,168.00 \$82,368.00 \$44.60 \$3,568.00 \$92,768.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2.840.00 \$73.840.00 \$3.200.00 \$3.200.00 \$83.200.00 \$40.00 \$3.200.00 \$3.200.00 \$3.200.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74.526.40 30 \$40.39 \$3,231.20 \$84.011.20 42 \$45.51 \$3,640.80 \$94,660.80	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84.864.00 43 \$45.97 \$3,677.60 \$95,617.60	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76.065.60 32 \$41.21 \$3.296.80 \$85.716.80 44 \$46.42 \$3,713.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2.955.20 \$76.835.20 33 \$41.61 \$3.328.80 \$86,548.80 45 \$46.88 \$3.750.40	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77.625.60 34 \$42.02 \$3.361.60 \$87,401.60 46 \$47.36 \$3,788.80	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3.014.40 \$78.374.40 35 \$42.46 \$3.396.80 \$88.316.80 47 \$47.82 \$3.825.60	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80 \$79.164.80 36 \$42.88 \$3,430.40 \$89,190.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2.728.80 \$70.948.80 25 \$38.43 \$3.074.40 \$79,934.40 37 \$43.30 \$3,464.00 \$90.064.00	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2.755.20 \$71.635.20 26 \$38.81 \$3.104.80 \$80.724.80 38 \$43.74 \$3.499.20 \$90.979.20	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2.784.00 \$72.384.00 \$31.136.00 \$81.536.00 \$44.19 \$3.535.20 \$91.915.20	\$31.19 \$2,495.20 \$64,875.20 \$16 \$35.15 \$2,812.00 \$73,112.00 \$3,168.00 \$3,168.00 \$82,368.00 \$44.60 \$3,568.00 \$92,768.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2.840.00 \$73.840.00 \$3,200.00 \$3,200.00 \$83,200.00 \$41 \$45.06 \$3,604.80 \$93,724.80	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74.526.40 30 \$40.39 \$3,231.20 \$84.011.20 42 \$45.51 \$3,640.80 \$94,660.80	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84,864.00 43 \$45.97 \$3,677.60 \$95,617.60	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76.065.60 32 \$41.21 \$3.296.80 \$85.716.80 44 \$46.42 \$3,713.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2.955.20 \$76.835.20 33 \$41.61 \$3.328.80 \$86,548.80 45 \$46.88 \$3,750.40	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77.625.60 34 \$42.02 \$3.361.60 \$87,401.60 46 \$47.36 \$3,788.80	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3.014.40 \$78.374.40 35 \$42.46 \$3.396.80 \$88.316.80 47 \$47.82 \$3.825.60	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80 \$79.164.80 36 \$42.88 \$3,430.40 \$89,190.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2.728.80 \$70.948.80 25 \$38.43 \$3.074.40 \$79,934.40 37 \$43.30 \$3,464.00 \$90.064.00	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2.755.20 \$71.635.20 26 \$38.81 \$3,104.80 \$80.724.80 38 \$43.74 \$3,499.20 \$90,979.20 \$49.29	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2.784.00 \$72.384.00 \$31.136.00 \$81.536.00 \$44.19 \$3.535.20 \$91.915.20	\$31.19 \$2,495.20 \$64,875.20 \$16 \$35.15 \$2,812.00 \$73,112.00 \$3,168.00 \$3,168.00 \$44.60 \$3,568.00 \$92,768.00 \$92,768.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2.840.00 \$73.840.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40 30 \$40.39 \$3,231.20 \$84,011.20 42 \$45.51 \$3,640.80 \$94,660.80	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84,864.00 43 \$45.97 \$3,677.60 \$95,617.60	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76.065.60 32 \$41.21 \$3.296.80 \$85.716.80 44 \$46.42 \$3,713.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2.955.20 \$76.835.20 33 \$41.61 \$3.328.80 \$86,548.80 45 \$46.88 \$3,750.40	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77.625.60 34 \$42.02 \$3.361.60 \$87,401.60 46 \$47.36 \$3,788.80	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3.014.40 \$78.374.40 35 \$42.46 \$3.396.80 \$88.316.80 47 \$47.82 \$3.825.60	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80 \$79.164.80 36 \$42.88 \$3,430.40 \$89,190.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2.728.80 \$70.948.80 25 \$38.43 \$3.074.40 \$79,934.40 37 \$43.30 \$3,464.00 \$90.064.00	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2.755.20 \$71.635.20 26 \$38.81 \$3.104.80 \$80.724.80 38 \$43.74 \$3.499.20 \$90.979.20	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2.784.00 \$72.384.00 \$31.136.00 \$81.536.00 \$44.19 \$3.535.20 \$91.915.20	\$31.19 \$2,495.20 \$64,875.20 \$16 \$35.15 \$2,812.00 \$73,112.00 \$3,168.00 \$3,168.00 \$82,368.00 \$44.60 \$3,568.00 \$92,768.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2.840.00 \$73.840.00 29 \$40.00 \$3.200.00 \$83.200.00 \$41 \$45.06 \$3.604.80 \$93.724.80	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74.526.40 30 \$40.39 \$3,231.20 \$84.011.20 42 \$45.51 \$3,640.80 \$94,660.80	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84,864.00 43 \$45.97 \$3,677.60 \$95,617.60	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76.065.60 32 \$41.21 \$3.296.80 \$85.716.80 44 \$46.42 \$3,713.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2.955.20 \$76.835.20 33 \$41.61 \$3.328.80 \$86,548.80 45 \$46.88 \$3,750.40	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77.625.60 34 \$42.02 \$3.361.60 \$87,401.60 46 \$47.36 \$3,788.80	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3.014.40 \$78.374.40 35 \$42.46 \$3.396.80 \$88.316.80 47 \$47.82 \$3.825.60	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3.044.80 \$79.164.80 36 \$42.88 \$3,430.40 \$89,190.40

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$33.11	\$33.43	\$33.76	\$34.11	\$34.44	\$34.80	\$35.15	\$35.50	\$35.83	\$36.21	\$36.57	\$36.94
Biweekly	\$2,648.80	\$2,674.40	\$2,700.80	\$2,728.80	\$2,755.20	\$2,784.00	\$2,812.00	\$2,840.00	\$2,866.40	\$2,896.80	\$2,925.60	\$2,955.20
Annually	\$68,868.80	\$69,534.40	\$70,220.80	\$70,948.80	\$71,635.20	\$72,384.00	\$73,112.00	\$73,840.00	\$74,526.40	\$75,316.80	\$76,065.60	\$76,835.20
Aimaany	\$00,000.00	Ç05,55 4.4 0	\$70,220.00	\$70,5 4 0.00	\$71,033.20	\$72,30 4 .00	\$75,112.00	\$75,040.00	\$74,320.40	\$75,510.00	\$70,005.00	\$70,033.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$37.32	\$37.68	\$38.06	\$38.43	\$38.81	\$39.20	\$39.60	\$40.00	\$40.39	\$40.80	\$41.21	\$41.61
Biweekly	\$2,985.60	\$3,014.40	\$3,044.80	\$3,074.40	\$3,104.80	\$3,136.00	\$3,168.00	\$3,200.00	\$3,231.20	\$3,264.00	\$3,296.80	\$3,328.80
Annually	\$77,625.60	\$78,374.40	\$79,164.80	\$79,934.40	\$80,724.80	\$81,536.00	\$82,368.00	\$83,200.00	\$84,011.20	\$84,864.00	\$85,716.80	\$86,548.80
Steps	2-	25	27	20	20	20	24		22	24	25	26
-	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$42.02	\$42.46	\$42.88	\$43.30	\$43.74	\$44.19	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.88
Biweekly	\$3,361.60	\$3,396.80	\$3,430.40	\$3,464.00	\$3,499.20	\$3,535.20	\$3,568.00	\$3,604.80	\$3,640.80	\$3,677.60	\$3,713.60	\$3,750.40
Annually	\$87,401.60	\$88,316.80	\$89,190.40	\$90,064.00	\$90,979.20	\$91,915.20	\$92,768.00	\$93,724.80	\$94,660.80	\$95,617.60	\$96,553.60	\$97,510.40
C1												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$47.36	\$47.82	\$48.31	\$48.79	\$49.29	\$49.76	\$50.29	\$50.78	\$51.30	\$51.80	\$52.34	\$52.84
Biweekly	\$3,788.80	\$3,825.60	\$3,864.80	\$3,903.20	\$3,943.20	\$3,980.80	\$4,023.20	\$4,062.40	\$4,104.00	\$4,144.00	\$4,187.20	\$4,227.20
Annually	\$98,508.80	\$99,465.60	\$100,484.80	\$101,483.20	\$102,523.20	\$103,500.80	\$104,603.20	\$105,622.40	\$106,704.00	\$107,744.00	\$108,867.20	\$109,907.20
Steps												
•	49	50	51	52	53	54	55					
Hourly	\$53.38	\$53.91	\$54.46	\$55.00	\$55.54	\$56.10	\$56.66					
Biweekly	\$4,270.40	\$4,312.80	\$4,356.80	\$4,400.00	\$4,443.20	\$4,488.00	\$4,532.80					
Annually	\$111,030.40	\$112,132.80	\$113,276.80	\$114,400.00	\$115,523.20	\$116,688.00	\$117,852.80					
-												
Grade 80												
	1	2	2	4	-	6	7	0	0	10	11	12
Steps	1 625.82	2	3	4	5 627.22	6	7	8 639.43	9	10 \$20.20	11 \$20.50	12
Steps Hourly	\$35.83	\$36.21	\$36.57	\$36.94	\$37.32	\$37.68	\$38.06	\$38.43	\$38.81	\$39.20	\$39.60	\$40.00
Steps Hourly Biweekly	\$35.83 \$2,866.40	\$36.21 \$2,896.80	\$36.57 \$2,925.60	\$36.94 \$2,955.20	\$37.32 \$2,985.60	\$37.68 \$3,014.40	\$38.06 \$3,044.80	\$38.43 \$3,074.40	\$38.81 \$3,104.80	\$39.20 \$3,136.00	\$39.60 \$3,168.00	\$40.00 \$3,200.00
Steps Hourly	\$35.83	\$36.21	\$36.57	\$36.94	\$37.32	\$37.68	\$38.06	\$38.43	\$38.81	\$39.20	\$39.60	\$40.00
Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40	\$36.21 \$2,896.80 \$75,316.80	\$36.57 \$2,925.60 \$76,065.60	\$36.94 \$2,955.20 \$76,835.20	\$37.32 \$2,985.60 \$77,625.60	\$37.68 \$3,014.40 \$78,374.40	\$38.06 \$3,044.80 \$79,164.80	\$38.43 \$3,074.40 \$79,934.40	\$38.81 \$3,104.80 \$80,724.80	\$39.20 \$3,136.00 \$81,536.00	\$39.60 \$3,168.00 \$82,368.00	\$40.00 \$3,200.00 \$83,200.00
Steps Hourly Biweekly Annually Steps	\$35.83 \$2,866.40 \$74,526.40	\$36.21 \$2,896.80 \$75,316.80	\$36.57 \$2,925.60 \$76,065.60	\$36.94 \$2,955.20 \$76,835.20	\$37.32 \$2,985.60 \$77,625.60	\$37.68 \$3,014.40 \$78,374.40	\$38.06 \$3,044.80 \$79,164.80	\$38.43 \$3,074.40 \$79,934.40	\$38.81 \$3,104.80 \$80,724.80	\$39.20 \$3,136.00 \$81,536.00	\$39.60 \$3,168.00 \$82,368.00	\$40.00 \$3,200.00 \$83,200.00
Steps Hourly Biweekly Annually Steps Hourly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3.464.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3.499.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3.604.80
Steps Hourly Biweekly Annually Steps Hourly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86.548.80	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84.011.20	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86.548.80	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88,316.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90.064.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3.535.20 \$91,915.20	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3.231.20 \$84,011.20	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3.264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86,548.80	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3.361.60 \$87,401.60	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88,316.80 30 \$47.82	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3.499.20 \$90.979.20 33 \$49.29	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3.535.20 \$91,915.20 34 \$49.76	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3.568.00 \$92,768.00 35 \$50.29	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84.864.00 26 \$45.97 \$3,677.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86.548.80 28 \$46.88 \$3.750.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88,316.80 30 \$47.82 \$3,825.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90.064.00 32 \$48.79 \$3,903.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90.979.20 33 \$49.29 \$3,943.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3.568.00 \$92.768.00 35 \$50.29 \$4,023.20	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3.231.20 \$84,011.20	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3.264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86,548.80	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3.361.60 \$87,401.60	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88,316.80 30 \$47.82	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3.499.20 \$90.979.20 33 \$49.29	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3.535.20 \$91,915.20 34 \$49.76	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3.568.00 \$92,768.00 35 \$50.29	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84.864.00 26 \$45.97 \$3,677.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86.548.80 28 \$46.88 \$3.750.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88.316.80 30 \$47.82 \$3,825.60 \$99,465.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90.064.00 32 \$48.79 \$3,903.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90.979.20 33 \$49.29 \$3,943.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3.568.00 \$92.768.00 35 \$50.29 \$4,023.20	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3.264.00 \$84,864.00 26 \$45.97 \$3.677.60 \$95.617.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3.296.80 \$85.716.80 27 \$46.42 \$3.713.60 \$96.553.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86.548.80 28 \$46.88 \$3.750.40 \$97.510.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88.316.80 30 \$47.82 \$3,825.60 \$99,465.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100.484.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3.464.00 \$90.064.00 32 \$48.79 \$3.903.20 \$101.483.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102.523.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92.768.00 35 \$50.29 \$4,023.20 \$104,603.20	\$40.00 \$3,200.00 \$83,200.00 \$4 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105.622.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3.264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85.716.80 27 \$46.42 \$3,713.60 \$96,553.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86.548.80 28 \$46.88 \$3.750.40 \$97,510.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88.316.80 30 \$47.82 \$3,825.60 \$99,465.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100,484.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90.064.00 32 \$48.79 \$3,903.20 \$101.483.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90.979.20 33 \$49.29 \$3,943.20 \$102,523.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00 35 \$50.29 \$4,023.20 \$104,603.20	\$40.00 \$3,200.00 \$83,200.00 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105.622.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3.264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3.296.80 \$85.716.80 27 \$46.42 \$3.713.60 \$96.553.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86.548.80 28 \$46.88 \$3.750.40 \$97.510.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88.316.80 30 \$47.82 \$3,825.60 \$99,465.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100.484.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3.464.00 \$90.064.00 32 \$48.79 \$3.903.20 \$101.483.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102.523.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00 35 \$50.29 \$4,023.20 \$104,603.20	\$40.00 \$3,200.00 \$83,200.00 \$4 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105.622.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3.264.00 \$84,864.00 26 \$45.97 \$3.677.60 \$95.617.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3.296.80 \$85,716.80 27 \$46.42 \$3,713.60 \$96,553.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86.548.80 28 \$46.88 \$3.750.40 \$97.510.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98.508.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100.484.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3.464.00 \$90.064.00 32 \$48.79 \$3,903.20 \$101.483.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3.499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102.523.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3.535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3.568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20 \$56.66 \$4,532.80	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3.231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80 37 \$51.30 \$4,104.00 \$106,704.00	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3.264.00 \$84.864.00 26 \$45.97 \$3.677.60 \$95.617.60 \$95.617.60 \$4.144.00 \$107.744.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3.296.80 \$85.716.80 27 \$46.42 \$3,713.60 \$96.553.60 39 \$52.34 \$4,187.20 \$108.867.20	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86.548.80 28 \$46.88 \$3,750.40 \$97.510.40 40 \$52.84 \$4,227.20 \$109,907.20	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3.361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98.508.80 41 \$53.38 \$4,270.40 \$111.030.40	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88.316.80 30 \$47.82 \$3,825.60 \$99,465.60 42 \$53.91 \$4,312.80 \$112,132.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3.430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100.484.80 43 \$54.46 \$4,356.80 \$113.276.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3.464.00 \$90.064.00 32 \$48.79 \$3,903.20 \$101.483.20 44 \$55.00 \$4,400.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3.499.20 \$90.979.20 33 \$49.29 \$3.943.20 \$102.523.20 45 \$55.54 \$4,443.20	\$39.20 \$3,136.00 \$81,536.00 \$22 \$44.19 \$3.535.20 \$91.915.20 34 \$49.76 \$3.980.80 \$103.500.80	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3,568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40 48 \$57.24 \$4,579.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3.264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60 38 \$51.80 \$4,144.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3.296.80 \$85.716.80 27 \$46.42 \$3,713.60 \$96,553.60 39 \$52.34 \$4,187.20	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86.548.80 28 \$46.88 \$3.750.40 \$97,510.40 40 \$52.84 \$4,227.20	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3.361.60 \$87,401.60 29 \$47.36 \$3.788.80 \$98.508.80 41 \$53.38 \$4,270.40	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60 42 \$53.91 \$4,312.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3.430.40 \$89.190.40 31 \$48.31 \$3.864.80 \$100.484.80 43 \$54.46 \$4.356.80 \$113.276.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3.464.00 \$90.064.00 32 \$48.79 \$3,903.20 \$101.483.20 44 \$55.00 \$4,400.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3.499.20 \$90.979.20 33 \$49.29 \$3.943.20 \$102.523.20 45 \$55.54 \$4,443.20	\$39.20 \$3,136.00 \$81,536.00 \$22 \$44.19 \$3.535.20 \$91.915.20 34 \$49.76 \$3.980.80 \$103.500.80	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3.568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20 \$56.66 \$4,532.80	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40 48 \$57.24 \$4,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3.231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80 37 \$51.30 \$4,104.00 \$106,704.00	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3.264.00 \$84.864.00 26 \$45.97 \$3.677.60 \$95.617.60 \$95.617.60 \$4.144.00 \$107.744.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3.296.80 \$85.716.80 27 \$46.42 \$3,713.60 \$96.553.60 39 \$52.34 \$4,187.20 \$108.867.20	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3.328.80 \$86.548.80 28 \$46.88 \$3,750.40 \$97.510.40 40 \$52.84 \$4,227.20 \$109,907.20	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3.361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98.508.80 41 \$53.38 \$4,270.40 \$111.030.40	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88.316.80 30 \$47.82 \$3,825.60 \$99,465.60 42 \$53.91 \$4,312.80 \$112,132.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3.430.40 \$89.190.40 31 \$48.31 \$3.864.80 \$100.484.80 43 \$54.46 \$4.356.80 \$113.276.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3.464.00 \$90.064.00 32 \$48.79 \$3,903.20 \$101.483.20 44 \$55.00 \$4,400.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3.499.20 \$90.979.20 33 \$49.29 \$3.943.20 \$102.523.20 45 \$55.54 \$4,443.20	\$39.20 \$3,136.00 \$81,536.00 \$22 \$44.19 \$3.535.20 \$91.915.20 34 \$49.76 \$3.980.80 \$103.500.80	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3.568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20 \$56.66 \$4,532.80	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40 48 \$57.24 \$4,579.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94.660.80 37 \$51.30 \$4,104.00 \$106,704.00	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3.264.00 \$84.864.00 26 \$45.97 \$3.677.60 \$95.617.60 \$95.617.60 \$107.744.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3.296.80 \$85.716.80 27 \$46.42 \$3,713.60 \$96.553.60 39 \$52.34 \$4,187.20 \$108.867.20	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86.548.80 28 \$46.88 \$3,750.40 \$97.510.40 40 \$52.84 \$4,227.20 \$109,907.20	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3.361.60 \$87,401.60 29 \$47.36 \$3.788.80 \$98.508.80 41 \$53.38 \$4.270.40 \$111.030.40 53 \$60.16	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60 42 \$53,91 \$4,312.80 \$112,132.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3.430.40 \$89.190.40 31 \$48.31 \$3,864.80 \$100.484.80 43 \$54.46 \$4,356.80 \$113,276.80 55 \$61.35	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3.464.00 \$90.064.00 32 \$48.79 \$3,903.20 \$101.483.20 44 \$55.00 \$4,400.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3.499.20 \$90.979.20 33 \$49.29 \$3.943.20 \$102.523.20 45 \$55.54 \$4,443.20	\$39.20 \$3,136.00 \$81,536.00 \$22 \$44.19 \$3.535.20 \$91.915.20 34 \$49.76 \$3.980.80 \$103.500.80	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3.568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20 \$56.66 \$4,532.80	\$40.00 \$3,200.00 \$83,200.00 \$4 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40 48 \$57.24 \$4,579.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourly Steps	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3.231.20 \$84,011.20 25 \$45.51 \$3.640.80 \$94,660.80 37 \$51.30 \$4,104.00 \$106,704.00	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3.264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60 38 \$51.80 \$4,144.00 \$107,744.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3.296.80 \$85.716.80 27 \$46.42 \$3,713.60 \$96,553.60 39 \$52.34 \$4,187.20 \$108.867.20	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86.548.80 28 \$46.88 \$3,750.40 \$97,510.40 40 \$52.84 \$4,227.20 \$109,907.20	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80 41 \$53.38 \$4,270.40 \$111,030.40	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3.396.80 \$88.316.80 30 \$47.82 \$3.825.60 \$99,465.60 42 \$53.91 \$4,312.80 \$112,132.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3.430.40 \$89.190.40 31 \$48.31 \$3.864.80 \$100.484.80 43 \$54.46 \$4.356.80 \$113.276.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3.464.00 \$90.064.00 32 \$48.79 \$3,903.20 \$101.483.20 44 \$55.00 \$4,400.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3.499.20 \$90.979.20 33 \$49.29 \$3.943.20 \$102.523.20 45 \$55.54 \$4,443.20	\$39.20 \$3,136.00 \$81,536.00 \$22 \$44.19 \$3.535.20 \$91.915.20 34 \$49.76 \$3.980.80 \$103.500.80	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3.568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20 \$56.66 \$4,532.80	\$40.00 \$3,200.00 \$83,200.00 \$4 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40 48 \$57.24 \$4,579.20

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$39.20 \$3,136.00	\$39.60 \$3,168.00	\$40.00 \$3,200.00	\$40.39 \$3,231.20	\$40.80 \$3,264.00	\$41.21 \$3,296.80	\$41.61 \$3,328.80	\$42.02 \$3,361.60	\$42.46 \$3,396.80	\$42.88 \$3,430.40	\$43.30 \$3,464.00	\$43.74 \$3,499.20
Annually	\$81,536.00	\$82,368.00	\$83,200.00	\$84,011.20	\$84,864.00	\$85,716.80	\$86,548.80	\$87,401.60	\$88,316.80	\$89,190.40	\$90,064.00	\$90,979.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$44.19	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.88	\$47.36	\$47.82	\$48.31	\$48.79	\$49.29
Biweekly Annually	\$3,535.20 \$91,915.20	\$3,568.00 \$92,768.00	\$3,604.80 \$93,724.80	\$3,640.80 \$94,660.80	\$3,677.60 \$95,617.60	\$3,713.60 \$96,553.60	\$3,750.40 \$97,510.40	\$3,788.80 \$98,508.80	\$3,825.60 \$99,465.60	\$3,864.80 \$100,484.80	\$3,903.20 \$101,483.20	\$3,943.20 \$102,523.20
Ailliaully	331,313.20	332,700.00	333,724.80	334,000.80	333,017.00	330,333.00	337,310.40	\$38,308.80	333,403.00	3100,404.80	3101,403.20	3102,323.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$49.76	\$50.29	\$50.78	\$51.30	\$51.80	\$52.34	\$52.84	\$53.38	\$53.91	\$54.46	\$55.00	\$55.54
Biweekly	\$3,980.80	\$4,023.20	\$4,062.40	\$4,104.00	\$4,144.00	\$4,187.20	\$4,227.20	\$4,270.40	\$4,312.80	\$4,356.80	\$4,400.00	\$4,443.20 \$115,523.20
Annually	\$103,500.80	\$104,603.20	\$105,622.40	\$106,704.00	\$107,744.00	\$108,867.20	\$109,907.20	\$111,030.40	\$112,132.80	\$113,276.80	\$114,400.00	\$115,523.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$56.10	\$56.66	\$57.24	\$57.81	\$58.37	\$58.95	\$59.55	\$60.16	\$60.74	\$61.35	\$61.97	\$62.60
Biweekly	\$4,488.00	\$4,532.80	\$4,579.20	\$4,624.80	\$4,669.60	\$4,716.00	\$4,764.00	\$4,812.80	\$4,859.20	\$4,908.00	\$4,957.60	\$5,008.00
Annually	\$116,688.00	\$117,852.80	\$119,059.20	\$120,244.80	\$121,409.60	\$122,616.00	\$123,864.00	\$125,132.80	\$126,339.20	\$127,608.00	\$128,897.60	\$130,208.00
Steps	49	50	51	52	53	54	55					
Hourly	\$63.23	\$63.83	\$64.47	\$65.13	\$65.79	\$66.45	\$67.10					
Biweekly	\$5,058.40	\$5,106.40	\$5,157.60	\$5,210.40	\$5,263.20	\$5,316.00	\$5,368.00					
Annually	\$131,518.40	\$132,766.40	\$134,097.60	\$135,470.40	\$136,843.20	\$138,216.00	\$139,568.00					
Grade 82												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$44.19	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.88	\$47.36	\$47.82	\$48.31	\$48.79	\$49.29
Steps Hourly Biweekly	\$44.19 \$3,535.20	\$44.60 \$3,568.00	\$45.06 \$3,604.80	\$45.51 \$3,640.80	\$45.97 \$3,677.60	\$46.42 \$3,713.60	\$46.88 \$3,750.40	\$47.36 \$3,788.80	\$47.82 \$3,825.60	\$48.31 \$3,864.80	\$48.79 \$3,903.20	\$49.29 \$3,943.20
Steps Hourly Biweekly Annually	\$44.19	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.88	\$47.36	\$47.82	\$48.31	\$48.79	\$49.29 \$3,943.20 \$102,523.20
Steps Hourly Biweekly Annually Steps	\$44.19 \$3,535.20 \$91,915.20	\$44.60 \$3,568.00 \$92,768.00	\$45.06 \$3,604.80 \$93,724.80	\$45.51 \$3,640.80 \$94,660.80	\$45.97 \$3,677.60 \$95,617.60	\$46.42 \$3,713.60 \$96,553.60	\$46.88 \$3,750.40 \$97,510.40	\$47.36 \$3,788.80 \$98,508.80	\$47.82 \$3,825.60 \$99,465.60	\$48.31 \$3,864.80 \$100,484.80	\$48.79 \$3,903.20 \$101,483.20	\$49.29 \$3,943.20 \$102,523.20
Steps Hourly Biweekly Annually Steps Hourly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20
Steps Hourly Biweekly Annually Steps Hourly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103.500.80	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4.144.00 \$107.744.00	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3.980.80 \$103,500.80 25 \$56.10	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4.104.00 \$106.704.00	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4.144.00 \$107.744.00	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4.187.20 \$108.867.20	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4.227.20 \$109,907.20	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4.312.80 \$112,132.80	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4.356.80 \$113,276.80 34 \$61.35	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4.400.00 \$114,400.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115,523.20 36 \$62.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103.500.80 25 \$56.10 \$4,488.00	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104.603.20 26 \$56.66 \$4,532.80	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4.104.00 \$106.704.00 28 \$57.81 \$4,624.80	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4.144.00 \$107.744.00 29 \$58.37 \$4,669.60	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108.867.20 30 \$58.95 \$4,716.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4.227.20 \$109.907.20 31 \$59.55 \$4,764.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111.030.40 32 \$60.16 \$4,812.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4.356.80 \$113.276.80 34 \$61.35 \$4,908.00	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4.400.00 \$114.400.00 35 \$61.97 \$4.957.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115.523.20 36 \$62.60 \$5,008.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3.980.80 \$103,500.80 25 \$56.10	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4.104.00 \$106.704.00	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4.144.00 \$107.744.00	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4.187.20 \$108.867.20	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4.227.20 \$109,907.20 31 \$59.55	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111.030.40 32 \$60.16	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4.312.80 \$112,132.80 33 \$60.74	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4.356.80 \$113,276.80 34 \$61.35	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4.400.00 \$114,400.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115,523.20 36 \$62.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103.500.80 25 \$56.10 \$4,488.00	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104.603.20 26 \$56.66 \$4,532.80	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4.104.00 \$106.704.00 28 \$57.81 \$4,624.80	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4.144.00 \$107.744.00 29 \$58.37 \$4,669.60	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108.867.20 30 \$58.95 \$4,716.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4.227.20 \$109.907.20 31 \$59.55 \$4,764.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111.030.40 32 \$60.16 \$4,812.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4.356.80 \$113.276.80 34 \$61.35 \$4,908.00	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4.400.00 \$114.400.00 35 \$61.97 \$4.957.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115.523.20 36 \$62.60 \$5,008.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103.500.80 25 \$56.10 \$4,488.00 \$116,688.00	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104.603.20 26 \$56.66 \$4,532.80 \$117,852.80	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105.622.40 27 \$57.24 \$4,579.20 \$119,059.20	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4.104.00 \$106.704.00 28 \$57.81 \$4.624.80 \$120.244.80	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107.744.00 29 \$58.37 \$4,669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108.867.20 30 \$58.95 \$4,716.00 \$122,616.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4.227.20 \$109.907.20 31 \$59.55 \$4,764.00 \$123.864.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111.030.40 32 \$60.16 \$4,812.80 \$125,132.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4.356.80 \$113.276.80 34 \$61.35 \$4.908.00 \$127,608.00	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4.400.00 \$114.400.00 35 \$61.97 \$4,957.60 \$128.897.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115.523.20 36 \$62.60 \$5,008.00 \$130,208.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103.500.80 25 \$56.10 \$4,488.00 \$116,688.00 37 \$63.23 \$5,058.40	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117,852.80 \$38 \$63.83 \$5,106.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105.622.40 27 \$57.24 \$4.579.20 \$119,059.20 39 \$64.47 \$5,157.60	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4.104.00 \$106.704.00 28 \$57.81 \$4.624.80 \$120.244.80 40 \$65.13 \$5,210.40	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4.144.00 \$107,744.00 29 \$58.37 \$4.669.60 \$121,409.60 41 \$65.79 \$5,263.20	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4.187.20 \$108.867.20 30 \$58.95 \$4.716.00 \$122.616.00 42 \$66.45 \$5.316.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109.907.20 31 \$59.55 \$4,764.00 \$123,864.00 43 \$67.10 \$5,368.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4.356.80 \$113.276.80 34 \$61.35 \$4.908.00 \$127.608.00 46 \$69.11 \$5.528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4.957.60 \$128.897.60 47 \$69.82 \$5.585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115.523.20 36 \$62.60 \$5.008.00 \$130.208.00 48 \$70.54 \$5.643.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103.500.80 25 \$56.10 \$4,488.00 \$116,688.00	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117,852.80	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4.062.40 \$105.622.40 27 \$57.24 \$4.579.20 \$119,059.20	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4.104.00 \$106.704.00 28 \$57.81 \$4.624.80 \$120.244.80	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4.144.00 \$107.744.00 29 \$58.37 \$4.669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4.187.20 \$108.867.20 30 \$58.95 \$4,716.00 \$122,616.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109.907.20 31 \$59.55 \$4,764.00 \$123,864.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4.312.80 \$112.132.80 33 \$60.74 \$4,859.20 \$126,339.20	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4.356.80 \$113.276.80 34 \$61.35 \$4,908.00 \$127.608.00	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4.400.00 \$114.400.00 35 \$61.97 \$4,957.60 \$128.897.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103.500.80 25 \$56.10 \$4,488.00 \$116,688.00 37 \$63.23 \$5,058.40	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117,852.80 \$38 \$63.83 \$5,106.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105.622.40 27 \$57.24 \$4.579.20 \$119,059.20 39 \$64.47 \$5,157.60	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4.104.00 \$106.704.00 28 \$57.81 \$4.624.80 \$120.244.80 40 \$65.13 \$5,210.40	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4.144.00 \$107,744.00 29 \$58.37 \$4.669.60 \$121,409.60 41 \$65.79 \$5,263.20	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4.187.20 \$108.867.20 30 \$58.95 \$4.716.00 \$122.616.00 42 \$66.45 \$5.316.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109.907.20 31 \$59.55 \$4,764.00 \$123,864.00 43 \$67.10 \$5,368.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4.356.80 \$113.276.80 34 \$61.35 \$4.908.00 \$127.608.00 46 \$69.11 \$5.528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4.957.60 \$128.897.60 47 \$69.82 \$5.585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115.523.20 36 \$62.60 \$5.008.00 \$130.208.00 48 \$70.54 \$5.643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103.500.80 25 \$56.10 \$4,488.00 \$116.688.00 37 \$63.23 \$5,058.40 \$131,518.40	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117,852.80 \$117,852.80 \$132,766.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4.062.40 \$105.622.40 27 \$57.24 \$4,579.20 \$119.059.20 39 \$64.47 \$5,157.60 \$134,097.60	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4.104.00 \$106.704.00 28 \$57.81 \$4.624.80 \$120.244.80 40 \$65.13 \$5.210.40 \$135.470.40	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4.144.00 \$107.744.00 29 \$58.37 \$4.669.60 \$121.409.60 41 \$65.79 \$5.263.20 \$136.843.20	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108.867.20 30 \$58.95 \$4,716.00 \$122.616.00 42 \$66.45 \$5,316.00 \$138,216.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109.907.20 31 \$59.55 \$4,764.00 \$123.864.00 43 \$67.10 \$5,368.00 \$139.568.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4.356.80 \$113.276.80 34 \$61.35 \$4.908.00 \$127.608.00 46 \$69.11 \$5.528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4.957.60 \$128.897.60 47 \$69.82 \$5.585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115.523.20 36 \$62.60 \$5.008.00 \$130.208.00 48 \$70.54 \$5.643.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103.500.80 25 \$56.10 \$4,488.00 \$116,688.00 37 \$63.23 \$5,058.40 \$131,518.40	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117,852.80 \$117,852.80 \$38 \$63.83 \$5,106.40 \$132,766.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105.622.40 27 \$57.24 \$4.579.20 \$119,059.20 39 \$64.47 \$5,157.60 \$134,097.60	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4.104.00 \$106.704.00 28 \$57.81 \$4.624.80 \$120.244.80 40 \$65.13 \$5.210.40 \$135.470.40 52 \$73.41 \$5,872.80	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4.144.00 \$107.744.00 29 \$58.37 \$4.669.60 \$121.409.60 41 \$65.79 \$5,263.20 \$136.843.20	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4.187.20 \$108.867.20 30 \$58.95 \$4.716.00 \$122.616.00 42 \$66.45 \$5.316.00 \$138.216.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4.227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123.864.00 43 \$67.10 \$5.368.00 \$139.568.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4.356.80 \$113.276.80 34 \$61.35 \$4.908.00 \$127.608.00 46 \$69.11 \$5.528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4.957.60 \$128.897.60 47 \$69.82 \$5.585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115.523.20 36 \$62.60 \$5.008.00 \$130.208.00 48 \$70.54 \$5.643.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103.500.80 25 \$56.10 \$4,488.00 \$116.688.00 37 \$63.23 \$5,058.40 \$131,518.40 49 \$71.23	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117.852.80 \$117.852.80 \$132,766.40 \$132,766.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4.062.40 \$105.622.40 27 \$57.24 \$4.579.20 \$119.059.20 39 \$64.47 \$5,157.60 \$134.097.60	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4.104.00 \$106.704.00 28 \$57.81 \$4.624.80 \$120.244.80 40 \$65.13 \$5.210.40 \$135.470.40	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4.144.00 \$107.744.00 29 \$58.37 \$4.669.60 \$121.409.60 41 \$65.79 \$5.263.20 \$136.843.20	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4.187.20 \$108.867.20 30 \$58.95 \$4.716.00 \$122.616.00 42 \$66.45 \$5.316.00 \$138.216.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109.907.20 31 \$59.55 \$4,764.00 \$123.864.00 \$139.568.00 \$139.568.00 \$139.568.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4.356.80 \$113.276.80 34 \$61.35 \$4.908.00 \$127.608.00 46 \$69.11 \$5.528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4.957.60 \$128.897.60 47 \$69.82 \$5.585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4.443.20 \$115.523.20 36 \$62.60 \$5.008.00 \$130.208.00 48 \$70.54 \$5.643.20

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$49.76	\$50.29	\$50.78	\$51.30	\$51.80	\$52.34	\$52.84	\$53.38	\$53.91	\$54.46	\$55.00	\$55.54
Biweekly	\$3,980.80	\$4,023.20	\$4,062.40	\$4,104.00	\$4,144.00	\$4,187.20	\$4,227.20	\$4,270.40	\$4,312.80	\$4,356.80	\$4,400.00	\$4,443.20
Annually	\$103,500.80	\$104,603.20	\$105,622.40	\$106,704.00	\$107,744.00	\$108,867.20	\$109,907.20	\$111,030.40	\$112,132.80	\$113,276.80	\$114,400.00	\$115,523.20
Ailliaully	\$105,500.00	\$10 -1 ,005.20	\$105,022. 4 0	\$100,704.00	Ş107,7 44.00	\$100,007.20	\$105,507.20	7111,030.40	J112,132.00	7113,270.00	711-,-00.00	Ç113,323.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$56.10	\$56.66	\$57.24	\$57.81	\$58.37	\$58.95	\$59.55	\$60.16	\$60.74	\$61.35	\$61.97	\$62.60
Biweekly	\$4,488.00	\$4,532.80	\$4,579.20	\$4,624.80	\$4,669.60	\$4,716.00	\$4,764.00	\$4,812.80	\$4,859.20	\$4,908.00	\$4,957.60	\$5,008.00
Annually	\$116,688.00	\$117,852.80	\$119,059.20	\$120,244.80	\$121,409.60	\$122,616.00	\$123,864.00	\$125,132.80	\$126,339.20	\$127,608.00	\$128,897.60	\$130,208.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$63.23	\$63.83	\$64.47	\$65.13	\$65.79	\$66.45	\$67.10	\$67.76	\$68.45	\$69.11	\$69.82	\$70.54
Biweekly	\$5,058.40	\$5,106.40	\$5,157.60	\$5,210.40	\$5,263.20	\$5,316.00	\$5,368.00	\$5,420.80	\$5,476.00	\$5,528.80	\$5,585.60	\$5,643.20
Annually	\$131,518.40	\$132,766.40	\$134,097.60	\$135,470.40	\$136,843.20	\$138,216.00	\$139,568.00	\$140,940.80	\$142,376.00	\$143,748.80	\$145,225.60	\$146,723.20
Allitually	\$151,516.40	3132,700.40	\$154,097.00	3133,470.40	\$150,645.20	3136,210.00	3139,300.00	\$140,940.60	3142,370.00	\$145,740.00	3143,223.00	3140,723.20
Steps	37	20	20	40	44	40	40	44	45	4.0	47	40
		38	39	40	41	42	43		45	46	47	48
Hourly	\$71.23	\$71.93	\$72.66	\$73.41	\$74.13	\$74.89	\$75.63	\$76.38	\$77.15	\$77.89	\$78.68	\$79.46
Biweekly	\$5,698.40	\$5,754.40	\$5,812.80	\$5,872.80	\$5,930.40	\$5,991.20	\$6,050.40	\$6,110.40	\$6,172.00	\$6,231.20	\$6,294.40	\$6,356.80
Annually	\$148,158.40	\$149,614.40	\$151,132.80	\$152,692.80	\$154,190.40	\$155,771.20	\$157,310.40	\$158,870.40	\$160,472.00	\$162,011.20	\$163,654.40	\$165,276.80
Steps	40		-4									
•	49	50	51	52	53	54	55					
Hourly	\$80.25	\$81.07	\$81.88	\$82.71	\$83.53	\$84.37	\$85.21					
Biweekly	\$6,420.00	\$6,485.60	\$6,550.40	\$6,616.80	\$6,682.40	\$6,749.60	\$6,816.80					
Annually	\$166,920.00	\$168,625.60	\$170,310.40	\$172,036.80	\$173,742.40	\$175,489.60	\$177,236.80					
•												
Grade 84												
Grade 84							_					
Steps	. 1	. 2		4	. 5	. 6	. 7	. 8	. 9	10	11	12
Steps Hourly	\$54.46	\$55.00	\$55.54	\$56.10	\$56.66	\$57.24	\$57.81	\$58.37	\$58.95	\$59.55	\$60.16	\$60.74
Steps		_							-		\$60.16 \$4,812.80	
Steps Hourly	\$54.46	\$55.00	\$55.54	\$56.10	\$56.66	\$57.24	\$57.81	\$58.37	\$58.95	\$59.55	\$60.16	\$60.74
Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80	\$55.00 \$4,400.00 \$114,400.00	\$55.54 \$4,443.20 \$115,523.20	\$56.10 \$4,488.00 \$116,688.00	\$56.66 \$4,532.80 \$117,852.80	\$57.24 \$4,579.20 \$119,059.20	\$57.81 \$4,624.80 \$120,244.80	\$58.37 \$4,669.60 \$121,409.60	\$58.95 \$4,716.00 \$122,616.00	\$59.55 \$4,764.00 \$123,864.00	\$60.16 \$4,812.80 \$125,132.80	\$60.74 \$4,859.20 \$126,339.20
Steps Hourly Biweekly Annually Steps	\$54.46 \$4,356.80 \$113,276.80	\$55.00 \$4,400.00 \$114,400.00	\$55.54 \$4,443.20 \$115,523.20	\$56.10 \$4,488.00 \$116,688.00	\$56.66 \$4,532.80 \$117,852.80	\$57.24 \$4,579.20 \$119,059.20	\$57.81 \$4,624.80 \$120,244.80	\$58.37 \$4,669.60 \$121,409.60	\$58.95 \$4,716.00 \$122,616.00	\$59.55 \$4,764.00 \$123,864.00	\$60.16 \$4,812.80 \$125,132.80	\$60.74 \$4,859.20 \$126,339.20
Steps Hourly Biweekly Annually Steps Hourly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35	\$55.00 \$4,400.00 \$114,400.00 14 \$61.97	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45
Steps Hourly Biweekly Annually Steps	\$54.46 \$4,356.80 \$113,276.80	\$55.00 \$4,400.00 \$114,400.00	\$55.54 \$4,443.20 \$115,523.20	\$56.10 \$4,488.00 \$116,688.00	\$56.66 \$4,532.80 \$117,852.80	\$57.24 \$4,579.20 \$119,059.20	\$57.81 \$4,624.80 \$120,244.80	\$58.37 \$4,669.60 \$121,409.60	\$58.95 \$4,716.00 \$122,616.00	\$59.55 \$4,764.00 \$123,864.00	\$60.16 \$4,812.80 \$125,132.80	\$60.74 \$4,859.20 \$126,339.20
Steps Hourly Biweekly Annually Steps Hourly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35	\$55.00 \$4,400.00 \$114,400.00 14 \$61.97	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00	\$55.00 \$4,400.00 \$114,400.00 14 \$61.97 \$4,957.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5.008.00	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23 \$5,058.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5.106.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5.316.00	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23 \$5,058.40 \$131,518.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136.843.20	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5.316.00 \$138,216.00	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5,368.00 \$139,568.00	\$60.16 \$4,812.80 \$125,132.80 \$23 \$67.76 \$5,420.80 \$140.940.80	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4.908.00 \$127.608.00	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130.208.00	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23 \$5,058.40 \$131.518.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5.157.60 \$134,097.60	\$57.81 \$4,624.80 \$120,244.80 \$15.13 \$5.210.40 \$135.470.40	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136.843.20	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5.316.00 \$138.216.00	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00	\$60.16 \$4,812.80 \$125,132.80 \$23 \$67.76 \$5,420.80 \$140.940.80	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4.908.00 \$127.608.00 25 \$69.11	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69.82	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5.008.00 \$130,208.00	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23 \$5.058.40 \$131.518.40 28 \$71.23	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5.157.60 \$134,097.60 30 \$72.66	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136,843.20 32 \$74.13	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5.316.00 \$138.216.00	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00 34 \$75.63	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5.420.80 \$140.940.80 35 \$76.38	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4.908.00 \$127.608.00 25 \$69.11 \$5.528.80	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128.897.60 \$128.897.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130.208.00 27 \$70.54 \$5,643.20	\$56.10 \$4,488.00 \$116,688.00 \$16 \$63.23 \$5,058.40 \$131,518.40 \$71.23 \$5,698.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132.766.40 29 \$71.93 \$5,754.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5.157.60 \$134.097.60 30 \$72.66 \$5,812.80	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135.470.40 31 \$73.41 \$5.872.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136,843.20 32 \$74.13 \$5.930.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5.316.00 \$138.216.00 33 \$74.89 \$5.991.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5,368.00 \$139,568.00 34 \$75.63 \$6,050.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140.940.80 35 \$76.38 \$6,110.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00 \$142.376.00 36 \$77.15 \$6.172.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4.908.00 \$127.608.00 25 \$69.11	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69.82	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5.008.00 \$130,208.00	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23 \$5.058.40 \$131.518.40 28 \$71.23	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5.157.60 \$134,097.60 30 \$72.66	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136,843.20 32 \$74.13	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5.316.00 \$138.216.00	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00 34 \$75.63	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5.420.80 \$140.940.80 35 \$76.38	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4.908.00 \$127.608.00 25 \$69.11 \$5.528.80 \$143,748.80	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128.897.60 \$128.897.60 \$69.82 \$5,585.60 \$145,225.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130.208.00 27 \$70.54 \$5,643.20 \$146,723.20	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$63.23 \$5,058.40 \$131,518.40 \$71.23 \$5,698.40 \$148,158.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132.766.40 29 \$71.93 \$5,754.40 \$149,614.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134.097.60 30 \$72.66 \$5,812.80 \$151,132.80	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135.470.40 31 \$73.41 \$5.872.80 \$152.692.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136,843.20 32 \$74.13 \$5.930.40 \$154.190.40	\$58.95 \$4,716.00 \$122,616.00 \$122,616.00 \$138.216.00 \$138.216.00 \$138.216.00 \$138.216.00 \$138.216.00	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5,368.00 \$139.568.00 34 \$75.63 \$6,050.40 \$157,310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140.940.80 35 \$76.38 \$6.110.40 \$158.870.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00 \$142,376.00 36 \$77.15 \$6.172.00 \$160.472.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4.908.00 \$127.608.00 25 \$69.11 \$5.528.80 \$143.748.80	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4.957.60 \$128.897.60 \$128.897.60 \$69.82 \$5,585.60 \$145,225.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5.008.00 \$130.208.00 27 \$70.54 \$5.643.20 \$146.723.20	\$56.10 \$4,488.00 \$116,688.00 \$16 \$63.23 \$5,058.40 \$131.518.40 28 \$71.23 \$5,698.40 \$148,158.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40 \$149.614.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134.097.60 30 \$72.66 \$5,812.80 \$151,132.80	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40 31 \$73.41 \$5,872.80 \$152.692.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136.843.20 32 \$74.13 \$5.930.40 \$154.190.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5.316.00 \$138,216.00 33 \$74.89 \$5.991.20 \$155,771.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00 34 \$75.63 \$6.050.40 \$157.310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5.420.80 \$140.940.80 35 \$76.38 \$6.110.40 \$158.870.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00 \$142.376.00 36 \$77.15 \$6.172.00 \$160.472.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4.908.00 \$127.608.00 25 \$69.11 \$5.528.80 \$143.748.80	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69,82 \$5,585.60 \$145,225.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5.008.00 \$130.208.00 27 \$70.54 \$5.643.20 \$146,723.20	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 16 \$63.23 \$5,058.40 \$131,518.40 28 \$71.23 \$5,698.40 \$148,158.40 40 \$80.25	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5.106.40 \$132.766.40 29 \$71.93 \$5.754.40 \$149.614.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80 \$151,132.80	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5.210.40 \$135.470.40 31 \$73.41 \$5.872.80 \$152.692.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136.843.20 32 \$74.13 \$5.930.40 \$154.190.40	\$58.95 \$4,716.00 \$122,616.00 \$122,616.00 \$132,616.00 \$138,216.00 \$138,216.00 \$138,216.00 \$155,771.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00 34 \$75.63 \$6.050.40 \$157.310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140.940.80 35 \$76.38 \$6,110.40 \$158,870.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00 \$142.376.00 36 \$77.15 \$6.172.00 \$160.472.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4.908.00 \$127.608.00 25 \$69.11 \$5.528.80 \$143.748.80	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4.957.60 \$128.897.60 \$128.897.60 \$69.82 \$5,585.60 \$145,225.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5.008.00 \$130.208.00 27 \$70.54 \$5.643.20 \$146.723.20	\$56.10 \$4,488.00 \$116,688.00 \$16 \$63.23 \$5,058.40 \$131.518.40 28 \$71.23 \$5,698.40 \$148,158.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40 \$149.614.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134.097.60 30 \$72.66 \$5,812.80 \$151,132.80	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40 31 \$73.41 \$5,872.80 \$152.692.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136.843.20 32 \$74.13 \$5.930.40 \$154.190.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5.316.00 \$138,216.00 33 \$74.89 \$5.991.20 \$155,771.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00 34 \$75.63 \$6.050.40 \$157.310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5.420.80 \$140.940.80 35 \$76.38 \$6.110.40 \$158.870.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00 \$142.376.00 36 \$77.15 \$6.172.00 \$160.472.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4.908.00 \$127.608.00 25 \$69.11 \$5.528.80 \$143.748.80	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69,82 \$5,585.60 \$145,225.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5.008.00 \$130.208.00 27 \$70.54 \$5.643.20 \$146,723.20	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 16 \$63.23 \$5,058.40 \$131,518.40 28 \$71.23 \$5,698.40 \$148,158.40 40 \$80.25	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5.106.40 \$132.766.40 29 \$71.93 \$5.754.40 \$149.614.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80 \$151,132.80	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5.210.40 \$135.470.40 31 \$73.41 \$5.872.80 \$152.692.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136.843.20 32 \$74.13 \$5.930.40 \$154.190.40	\$58.95 \$4,716.00 \$122,616.00 \$122,616.00 \$132,616.00 \$138,216.00 \$138,216.00 \$138,216.00 \$155,771.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00 34 \$75.63 \$6.050.40 \$157.310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140.940.80 35 \$76.38 \$6,110.40 \$158,870.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00 \$142.376.00 36 \$77.15 \$6.172.00 \$160.472.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127.608.00 25 \$69.11 \$5.528.80 \$143,748.80 37 \$77.89 \$6,231.20 \$162.011.20	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 \$114,400.00 \$124.957.60 \$128.897.60 \$128.897.60 \$69.82 \$5,585.60 \$145,225.60 \$145,225.60 \$145,225.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5.008.00 \$130.208.00 27 \$70.54 \$5.643.20 \$146.723.20 39 \$79.46 \$6,356.80 \$165,276.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$131,518.40 \$131,518.40 \$71.23 \$5,698.40 \$148,158.40 \$80.25 \$6,420.00 \$166,920.00	\$56.66 \$4,532.80 \$117,852.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132.766.40 29 \$71.93 \$5,754.40 \$149.614.40 41 \$81.07 \$6,485.60 \$168.625.60	\$57.24 \$4,579.20 \$119,059.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80 \$151,132.80 42 \$81.88 \$6,550.40 \$170,310.40	\$57.81 \$4,624.80 \$120,244.80 \$1520,244.80 \$152.10.40 \$135.470.40 \$135.470.40 \$135.470.40 \$152.692.80 \$152.692.80 \$152.692.80 \$172.036.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136.843.20 32 \$74.13 \$5,930.40 \$154.190.40 44 \$83.53 \$6.682.40	\$58.95 \$4,716.00 \$122,616.00 \$122,616.00 \$132,616.00 \$138,216.00 \$138,216.00 \$138,216.00 \$155,771.20 \$155,771.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00 34 \$75.63 \$6.050.40 \$157.310.40 46 \$85.21 \$6.816.80	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140.940.80 35 \$76.38 \$6.110.40 \$158,870.40 47 \$86.08 \$6,886.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00 \$142.376.00 36 \$77.15 \$6,172.00 \$160.472.00 48 \$86.93 \$6.954.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4.908.00 \$127,608.00 25 \$69.11 \$5.528.80 \$143,748.80 37 \$77.89 \$6,231.20	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128.897.60 26 \$69.82 \$5,585.60 \$145,225.60 38 \$78.68 \$6,294.40	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20 \$146,723.20 39 \$79.46 \$6,356.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$16 \$63.23 \$5,058.40 \$131,518.40 \$71.23 \$5,698.40 \$148,158.40 \$80.25 \$6,420.00	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5.106.40 \$132.766.40 29 \$71.93 \$5.754.40 \$149.614.40 41 \$81.07 \$6.485.60	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80 \$151,132.80 42 \$81.88 \$6,550.40	\$57.81 \$4,624.80 \$120,244.80 \$1520,244.80 \$152.10.40 \$135.470.40 \$135.470.40 \$135.470.40 \$135.470.80 \$152.692.80 \$152.692.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136.843.20 32 \$74.13 \$5,930.40 \$154.190.40 44 \$83.53 \$6.682.40	\$58.95 \$4,716.00 \$122,616.00 \$122,616.00 \$132,616.00 \$138,216.00 \$138,216.00 \$138,216.00 \$155,771.20 \$155,771.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00 34 \$75.63 \$6.050.40 \$157.310.40 46 \$85.21 \$6.816.80	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140.940.80 35 \$76.38 \$6.110.40 \$158,870.40 47 \$86.08 \$6,886.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00 \$142.376.00 36 \$77.15 \$6,172.00 \$160.472.00 48 \$86.93 \$6.954.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11 \$5.528.80 \$143,748.80 37 \$77.89 \$6,231.20 \$162,011.20	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69.82 \$5,585.60 \$145,225.60 38 \$78.68 \$6,294.40 \$163,654.40	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20 \$146,723.20 39 \$79.46 \$6,356.80 \$165,276.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$131.518.40 \$131.518.40 \$71.23 \$5.698.40 \$148.158.40 \$80.25 \$6,420.00 \$166.920.00	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40 \$149,614.40 41 \$81.07 \$6,485.60 \$168.625.60	\$57.24 \$4,579.20 \$119,059.20 \$119,059.20 \$64.47 \$5,157.60 \$134,097.60 \$72.66 \$5.812.80 \$151,132.80 \$42 \$81.88 \$6,550.40 \$170,310.40	\$57.81 \$4,624.80 \$120,244.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40 31 \$73.41 \$5,872.80 \$152.692.80 43 \$82.71 \$6,616.80 \$172.036.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136.843.20 32 \$74.13 \$5,930.40 \$154.190.40 44 \$83.53 \$6.682.40	\$58.95 \$4,716.00 \$122,616.00 \$122,616.00 \$132,616.00 \$138,216.00 \$138,216.00 \$138,216.00 \$155,771.20 \$155,771.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00 34 \$75.63 \$6.050.40 \$157.310.40 46 \$85.21 \$6.816.80	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140.940.80 35 \$76.38 \$6.110.40 \$158,870.40 47 \$86.08 \$6,886.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00 \$142.376.00 36 \$77.15 \$6,172.00 \$160.472.00 48 \$86.93 \$6.954.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127.608.00 25 \$69.11 \$5.528.80 \$143.748.80 37 \$77.89 \$6.231.20 \$162,011.20	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 \$114,400.00 \$61.97 \$4.957.60 \$128.897.60 \$128.897.60 \$69.82 \$5,585.60 \$145,225.60 \$145,225.60 \$145,225.60 \$145,225.60 \$145,225.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20 \$146,723.20 39 \$79.46 \$6,356.80 \$165,276.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$131,518.40 \$131,518.40 \$71.23 \$5,698.40 \$148.158.40 \$80.25 \$6,420.00 \$166,920.00	\$56.66 \$4,532.80 \$117,852.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132.766.40 29 \$71.93 \$5,754.40 \$149.614.40 41 \$81.07 \$6,485.60 \$168.625.60	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5.157.60 \$134,097.60 30 \$72.66 \$5.812.80 \$151.132.80 42 \$81.88 \$6.550.40 \$170.310.40	\$57.81 \$4,624.80 \$120,244.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40 31 \$73.41 \$5,872.80 \$152.692.80 43 \$82.71 \$6,616.80 \$172,036.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136.843.20 32 \$74.13 \$5,930.40 \$154.190.40 44 \$83.53 \$6.682.40	\$58.95 \$4,716.00 \$122,616.00 \$122,616.00 \$132,616.00 \$138,216.00 \$138,216.00 \$138,216.00 \$155,771.20 \$155,771.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00 34 \$75.63 \$6.050.40 \$157.310.40 46 \$85.21 \$6.816.80	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140.940.80 35 \$76.38 \$6.110.40 \$158,870.40 47 \$86.08 \$6,886.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00 \$142.376.00 36 \$77.15 \$6,172.00 \$160.472.00 48 \$86.93 \$6.954.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11 \$5.528.80 \$143,748.80 37 \$77.89 \$6,231.20 \$162,011.20	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69.82 \$5,585.60 \$145,225.60 38 \$78.68 \$6,294.40 \$163,654.40	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20 \$146,723.20 39 \$79.46 \$6,356.80 \$165,276.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$131.518.40 \$131.518.40 \$71.23 \$5.698.40 \$148.158.40 \$80.25 \$6,420.00 \$166.920.00	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40 \$149,614.40 41 \$81.07 \$6,485.60 \$168.625.60	\$57.24 \$4,579.20 \$119,059.20 \$119,059.20 \$64.47 \$5,157.60 \$134,097.60 \$72.66 \$5.812.80 \$151,132.80 \$42 \$81.88 \$6,550.40 \$170,310.40	\$57.81 \$4,624.80 \$120,244.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40 31 \$73.41 \$5,872.80 \$152.692.80 43 \$82.71 \$6,616.80 \$172.036.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5.263.20 \$136.843.20 32 \$74.13 \$5,930.40 \$154.190.40 44 \$83.53 \$6.682.40	\$58.95 \$4,716.00 \$122,616.00 \$122,616.00 \$132,616.00 \$138,216.00 \$138,216.00 \$138,216.00 \$155,771.20 \$155,771.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5.368.00 \$139.568.00 34 \$75.63 \$6.050.40 \$157.310.40 46 \$85.21 \$6.816.80	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140.940.80 35 \$76.38 \$6.110.40 \$158,870.40 47 \$86.08 \$6,886.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5.476.00 \$142.376.00 36 \$77.15 \$6,172.00 \$160.472.00 48 \$86.93 \$6.954.40

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$13.87	\$14.00	\$14.14	\$14.29	\$14.42	\$14.55	\$14.71	\$14.85	\$14.99	\$15.13	\$15.29	\$15.45
Biweekly	\$1,109.60	\$1,120.00	\$1,131.20	\$1,143.20	\$1,153.60	\$1,164.00	\$1,176.80	\$1,188.00	\$1,199.20	\$1,210.40	\$1,223.20	\$1,236.00
Annually	\$28,849.60	\$29,120.00	\$29,411.20	\$29,723.20	\$29,993.60	\$30,264.00	\$30,596.80	\$30,888.00	\$31,179.20	\$31,470.40	\$31,803.20	\$32,136.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$15.61	\$15.75	\$15.93	\$16.08	\$16.24	\$16.39	\$16.54	\$16.73	\$16.91	\$17.07	\$17.25	\$17.39
Biweekly	\$1,248.80	\$1,260.00	\$1,274.40	\$1,286.40	\$1,299.20	\$1,311.20	\$1,323.20	\$1,338.40	\$1,352.80	\$1,365.60	\$1,380.00	\$1,391.20
Annually	\$32,468.80	\$32,760.00	\$33,134.40	\$33,446.40	\$33,779.20	\$34,091.20	\$34,403.20	\$34,798.40	\$35,172.80	\$35,505.60	\$35,880.00	\$36,171.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$17.59	\$17.75	\$17.94	\$18.09	\$18.30	\$18.46	\$18.66	\$18.86	\$19.04	\$19.23	\$19.39	\$19.62
Biweekly	\$1,407.20	\$1,420.00	\$1,435.20	\$1,447.20	\$1,464.00	\$1,476.80	\$1,492.80	\$1,508.80	\$1,523.20	\$1,538.40	\$1,551.20	\$1,569.60
Annually	\$36,587.20	\$36,920.00	\$37,315.20	\$37,627.20	\$38,064.00	\$38.396.80	\$38,812.80	\$39,228.80	\$39,603.20	\$39,998.40	\$40,331.20	\$40,809.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$19.81	\$20.01	\$20.22	\$20.42	\$20.60	\$20.83	\$21.02	\$21.23	\$21.44	\$21.67	\$21.89	\$22.11
Biweekly	\$1,584.80	\$1,600.80	\$1,617.60	\$1,633.60	\$1,648.00	\$1,666.40	\$1,681.60	\$1,698.40	\$1,715.20	\$1,733.60	\$1,751.20	\$1,768.80
Annually	\$41,204.80	\$41,620.80	\$42,057.60	\$42,473.60	\$42,848.00	\$43,326.40	\$43,721.60	\$44,158.40	\$44,595.20	\$45,073.60	\$45,531.20	\$45,988.80
Steps	49	50	51	52	53	54	55					
Hourly	\$22.33	\$22.54	\$22.78	\$23.00	\$23.23	\$23.47	\$23.70					
Biweekly	\$1,786.40	\$1,803.20	\$1,822.40	\$1,840.00	\$1,858.40	\$1,877.60	\$1,896.00					
Annually	\$46,446.40	\$46,883.20	\$47,382.40	\$47,840.00	\$48,318.40	\$48,817.60	\$49,296.00					
Grade 72												
Steps	. 1	2	3	4	. 5	6	7	8	9	10	. 11	. 12
Steps Hourly	\$15.61	\$15.75	\$15.93	\$16.08	\$16.24	\$16.39	\$16.54	\$16.73	\$16.91	\$17.07	\$17.25	\$17.39
Steps Hourly Biweekly	\$15.61 \$1,248.80	\$15.75 \$1,260.00	\$15.93 \$1,274.40	\$16.08 \$1,286.40	\$16.24 \$1,299.20	\$16.39 \$1,311.20	\$16.54 \$1,323.20	\$16.73 \$1,338.40	\$16.91 \$1,352.80	\$17.07 \$1,365.60	\$17.25 \$1,380.00	\$17.39 \$1,391.20
Steps Hourly Biweekly Annually	\$15.61	\$15.75	\$15.93	\$16.08	\$16.24	\$16.39	\$16.54	\$16.73	\$16.91	\$17.07	\$17.25	\$17.39 \$1,391.20 \$36,171.20
Steps Hourly Biweekly Annually Steps	\$15.61 \$1,248.80 \$32,468.80	\$15.75 \$1,260.00 \$32,760.00	\$15.93 \$1,274.40 \$33,134.40	\$16.08 \$1,286.40 \$33,446.40	\$16.24 \$1,299.20 \$33,779.20	\$16.39 \$1,311.20 \$34,091.20	\$16.54 \$1,323.20 \$34,403.20	\$16.73 \$1,338.40 \$34,798.40	\$16.91 \$1,352.80 \$35,172.80	\$17.07 \$1,365.60 \$35,505.60	\$17.25 \$1,380.00 \$35,880.00	\$17.39 \$1,391.20 \$36,171.20
Steps Hourly Biweekly Annually Steps Hourly	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46	\$16.54 \$1,323.20 \$34,403.20 19 \$18.66	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86	\$16.91 \$1,352.80 \$35,172.80 21 \$19.04	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1,407.20	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75 \$1.420.00	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1.435.20	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1.464.00	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1,476.80	\$16.54 \$1,323.20 \$34,403.20 19 \$18.66 \$1,492.80	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1.508.80	\$16.91 \$1,352.80 \$35,172.80 21 \$19.04 \$1.523.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1,551.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1,569.60
Steps Hourly Biweekly Annually Steps Hourly	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46	\$16.54 \$1,323.20 \$34,403.20 19 \$18.66	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86	\$16.91 \$1,352.80 \$35,172.80 21 \$19.04	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1,407.20	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75 \$1.420.00	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1.435.20	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1.464.00	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1,476.80	\$16.54 \$1,323.20 \$34,403.20 19 \$18.66 \$1,492.80	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1.508.80	\$16.91 \$1,352.80 \$35,172.80 21 \$19.04 \$1.523.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1,551.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1,569.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1,407.20 \$36,587.20	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75 \$1,420.00 \$36,920.00	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1,435.20 \$37,315.20	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20 \$37,627.20	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1,464.00 \$38.064.00	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1,476.80 \$38.396.80	\$16.54 \$1,323.20 \$34,403.20 19 \$18.66 \$1,492.80 \$38.812.80	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1,508.80 \$39,228.80	\$16.91 \$1,352.80 \$35,172.80 21 \$19.04 \$1,523.20 \$39,603.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40 \$39,998.40	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1,551.20 \$40,331.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1.569.60 \$40.809.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1,407.20 \$36,587.20 25 \$19.81 \$1,584.80	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75 \$1,420.00 \$36,920.00 26 \$20.01 \$1,600.80	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1.435.20 \$37,315.20 27 \$20.22 \$1,617.60	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20 \$37,627.20 28 \$20.42 \$1,633.60	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1,464.00 \$38.064.00 29 \$20.60 \$1,648.00	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1,476.80 \$38,396.80 30 \$20.83 \$1,666.40	\$16.54 \$1,323.20 \$34,403.20 19 \$18.66 \$1,492.80 \$38.812.80 31 \$21.02 \$1,681.60	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1,508.80 \$39,228.80 32 \$21.23 \$1,698.40	\$16.91 \$1,352.80 \$35,172.80 21 \$19.04 \$1,523.20 \$39,603.20 33 \$21.44 \$1,715.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40 \$39,998.40 34 \$21.67 \$1,733.60	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1,551.20 \$40,331.20 35 \$21.89 \$1,751.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1.569.60 \$40.809.60 36 \$22.11 \$1.768.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1,407.20 \$36.587.20 25 \$19.81	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75 \$1.420.00 \$36,920.00	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1.435.20 \$37,315.20	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20 \$37.627.20 28 \$20.42	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1,464.00 \$38.064.00 29 \$20.60	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1,476.80 \$38,396.80 30 \$20.83	\$16.54 \$1,323.20 \$34,403.20 19 \$18.66 \$1,492.80 \$38.812.80 31 \$21.02	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1.508.80 \$39,228.80 32 \$21.23	\$16.91 \$1,352.80 \$35,172.80 21 \$19.04 \$1,523.20 \$39,603.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40 \$39,998.40 34 \$21.67	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1,551.20 \$40,331.20 35 \$21.89	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1,569.60 \$40,809.60 36 \$22.11
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1.407.20 \$36.587.20 25 \$19.81 \$1,584.80 \$41,204.80	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75 \$1.420.00 \$36,920.00 26 \$20.01 \$1,600.80 \$41,620.80	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1,435.20 \$37,315.20 27 \$20.22 \$1,617.60 \$42,057.60	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20 \$37,627.20 28 \$20.42 \$1,633.60 \$42,473.60	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1.464.00 \$38.064.00 29 \$20.60 \$1,648.00 \$42.848.00	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1,476.80 \$38.396.80 30 \$20.83 \$1,666.40 \$43.326.40	\$16.54 \$1,323.20 \$34,403.20 19 \$18.66 \$1,492.80 \$38,812.80 31 \$21.02 \$1,681.60 \$43,721.60	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1,508.80 \$39,228.80 32 \$21.23 \$1,698.40 \$44,158.40	\$16.91 \$1,352.80 \$35,172.80 \$21 \$19.04 \$1,523.20 \$39.603.20 33 \$21.44 \$1,715.20 \$44,595.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40 \$39,998.40 34 \$21.67 \$1,733.60 \$45,073.60	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1,551.20 \$40,331.20 35 \$21.89 \$1,751.20 \$45,531.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1.569.60 \$40.809.60 36 \$22.11 \$1.768.80 \$45.988.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1,407.20 \$36,587.20 25 \$19.81 \$1,584.80	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75 \$1,420.00 \$36,920.00 26 \$20.01 \$1,600.80	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1.435.20 \$37,315.20 27 \$20.22 \$1,617.60	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20 \$37,627.20 28 \$20.42 \$1,633.60	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1.464.00 \$38.064.00 29 \$20.60 \$1,648.00 \$42.848.00	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1,476.80 \$38,396.80 30 \$20.83 \$1,666.40	\$16.54 \$1,323.20 \$34,403.20 19 \$18.66 \$1,492.80 \$38.812.80 31 \$21.02 \$1,681.60	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1,508.80 \$39,228.80 32 \$21.23 \$1,698.40	\$16.91 \$1,352.80 \$35,172.80 21 \$19.04 \$1,523.20 \$39,603.20 33 \$21.44 \$1,715.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40 \$39,998.40 34 \$21.67 \$1,733.60	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1,551.20 \$40,331.20 35 \$21.89 \$1,751.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1.569.60 \$40.809.60 36 \$22.11 \$1.768.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps Steps Steps Steps Steps	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1,407.20 \$36,587.20 25 \$19.81 \$1,584.80 \$41,204.80	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75 \$1.420.00 \$36,920.00 26 \$20.01 \$1,600.80 \$41,620.80	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1.435.20 \$37.315.20 27 \$20.22 \$1.617.60 \$42.057.60	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20 \$37,627.20 28 \$20.42 \$1,633.60 \$42,473.60	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1.464.00 \$38.064.00 29 \$20.60 \$1,648.00 \$42.848.00	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1.476.80 \$38.396.80 30 \$20.83 \$1.666.40 \$43.326.40	\$16.54 \$1,323.20 \$34,403.20 19 \$18.66 \$1,492.80 \$38.812.80 31 \$21.02 \$1,681.60 \$43.721.60	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1,508.80 \$39,228.80 32 \$21.23 \$1,698.40 \$44,158.40	\$16.91 \$1,352.80 \$35,172.80 \$15.04 \$1.523.20 \$39.603.20 \$39.603.20 \$44.595.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40 \$39,998.40 34 \$21.67 \$1,733.60 \$45.073.60	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1,551.20 \$40,331.20 35 \$21.89 \$1,751.20 \$45,531.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1.569.60 \$40.809.60 36 \$22.11 \$1.768.80 \$45.988.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1.407.20 \$36,587.20 25 \$19.81 \$1,584.80 \$41,204.80	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75 \$1.420.00 \$36.920.00 26 \$20.01 \$1,600.80 \$41,620.80	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1.435.20 \$37.315.20 27 \$20.22 \$1,617.60 \$42,057.60	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20 \$37,627.20 28 \$20.42 \$1,633.60 \$42,473.60	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1.464.00 \$38.064.00 29 \$20.60 \$1,648.00 \$42.848.00	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1.476.80 \$38.396.80 30 \$20.83 \$1,666.40 \$43.326.40	\$16.54 \$1,323.20 \$34,403.20 19 \$18.66 \$1,492.80 \$38,812.80 31 \$21.02 \$1,681.60 \$43,721.60	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1.508.80 \$39.228.80 32 \$21.23 \$1,698.40 \$44.158.40	\$16.91 \$1,352.80 \$35,172.80 \$21 \$19.04 \$1,523.20 \$39,603.20 \$39,603.20 \$44,595.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40 \$39,998.40 34 \$21.67 \$1,733.60 \$45.073.60	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1,551.20 \$40,331.20 35 \$21.89 \$1,751.20 \$45,531.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1,569.60 \$40.809.60 36 \$22.11 \$1,768.80 \$45,988.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1,407.20 \$36,587.20 25 \$19.81 \$1,584.80 \$41,204.80 37 \$22.33 \$1,786.40	\$15.75 \$1,260.00 \$32,760.00 14 \$17.75 \$1.420.00 \$36.920.00 26 \$20.01 \$1,600.80 \$41,620.80 38 \$22.54 \$1,803.20	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1.435.20 \$37.315.20 27 \$20.22 \$1,617.60 \$42.057.60 39 \$22.78 \$1,822.40	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20 \$37,627.20 28 \$20.42 \$1,633.60 \$42,473.60 40 \$23.00 \$1,840.00	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1.464.00 \$38.064.00 29 \$20.60 \$1.648.00 \$42.848.00 41 \$23.23 \$1.858.40	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1.476.80 \$38.396.80 30 \$20.83 \$1.666.40 \$43,326.40 42 \$23.47 \$1,877.60	\$16.54 \$1,323.20 \$34,403.20 \$18.66 \$1.492.80 \$38.812.80 31 \$21.02 \$1,681.60 \$43,721.60 43 \$23.70 \$1,896.00	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1.508.80 \$39.228.80 32 \$21.23 \$1,698.40 \$44.158.40 44 \$23.94 \$1,915.20	\$16.91 \$1,352.80 \$35,172.80 \$19.04 \$1,523.20 \$39.603.20 \$39.603.20 \$44.595.20 \$44.595.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40 \$39,998.40 34 \$21.67 \$1,733.60 \$45.073.60 46 \$24.42 \$1,953.60	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1.551.20 \$40.331.20 35 \$21.89 \$1.751.20 \$45.531.20 47 \$24.64 \$1.971.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1,569.60 \$40.809.60 36 \$22.11 \$1,768.80 \$45,988.80 48 \$24.90 \$1,992.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps Steps Hourly Steps Steps Hourly Steps	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1,407.20 \$36,587.20 25 \$19.81 \$1,584.80 \$41,204.80 37 \$22.33 \$1,786.40 \$46.446.40	\$15.75 \$1,260.00 \$32,760.00 \$14 \$17.75 \$1.420.00 \$36.920.00 \$20.01 \$1,600.80 \$41,620.80 \$41,620.80 \$42.54 \$1,803.20 \$46.883.20	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1.435.20 \$37,315.20 27 \$20.22 \$1,617.60 \$42.057.60 39 \$22.78 \$1,822.40 \$47,382.40	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20 \$37,627.20 28 \$20.42 \$1,633.60 \$42,473.60 40 \$23.00 \$1,840.00 \$47,840.00	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1,464.00 \$38.064.00 29 \$20.60 \$1,648.00 \$42.848.00 41 \$23.23 \$1,858.40 \$48.318.40	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1.476.80 \$38.396.80 30 \$20.83 \$1.666.40 \$43,326.40 42 \$23.47 \$1,877.60 \$48.817.60	\$16.54 \$1,323.20 \$34,403.20 \$18.66 \$1,492.80 \$38.812.80 31 \$21.02 \$1,681.60 \$43,721.60 43 \$23.70 \$1,896.00 \$49,296.00	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1.508.80 \$39.228.80 32 \$21.23 \$1,698.40 \$44.158.40 44 \$23.94 \$1,915.20	\$16.91 \$1,352.80 \$35,172.80 \$19.04 \$1,523.20 \$39.603.20 \$39.603.20 \$44.595.20 \$44.595.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40 \$39,998.40 34 \$21.67 \$1,733.60 \$45.073.60 46 \$24.42 \$1,953.60	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1.551.20 \$40.331.20 35 \$21.89 \$1.751.20 \$45.531.20 47 \$24.64 \$1.971.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1,569.60 \$40.809.60 36 \$22.11 \$1,768.80 \$45,988.80 48 \$24.90 \$1,992.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1,407.20 \$36.587.20 25 \$19.81 \$1,584.80 \$41,204.80 37 \$22.33 \$1,786.40 \$46.446.40	\$15.75 \$1,260.00 \$32,760.00 \$14 \$17.75 \$1,420.00 \$36,920.00 \$26 \$20.01 \$1,600.80 \$41,620.80 \$41,620.80 \$42.54 \$1,803.20 \$46,883.20 \$45.39	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1.435.20 \$37.315.20 27 \$20.22 \$1,617.60 \$42,057.60 39 \$22.78 \$1,822.40 \$47.382.40 \$47.382.40	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20 \$37,627.20 28 \$20.42 \$1,633.60 \$42,473.60 40 \$23.00 \$1,840.00 \$47,840.00	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1,464.00 \$38.064.00 29 \$20.60 \$1,648.00 \$42,848.00 41 \$23.23 \$1,858.40 \$48.318.40	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1.476.80 \$38.396.80 30 \$20.83 \$1,666.40 \$43,326.40 42 \$23.47 \$1.877.60 \$48.817.60	\$16.54 \$1,323.20 \$34,403.20 \$18.66 \$1.492.80 \$38.812.80 31 \$21.02 \$1,681.60 \$43,721.60 43 \$23.70 \$1,896.00 \$49,296.00	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1.508.80 \$39.228.80 32 \$21.23 \$1,698.40 \$44.158.40 44 \$23.94 \$1,915.20	\$16.91 \$1,352.80 \$35,172.80 \$19.04 \$1,523.20 \$39.603.20 \$39.603.20 \$44.595.20 \$44.595.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40 \$39,998.40 34 \$21.67 \$1,733.60 \$45.073.60 46 \$24.42 \$1,953.60	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1.551.20 \$40.331.20 35 \$21.89 \$1.751.20 \$45.531.20 47 \$24.64 \$1.971.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1,569.60 \$40.809.60 36 \$22.11 \$1,768.80 \$45,988.80 48 \$24.90 \$1,992.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps Steps Hourly Steps Steps Hourly Steps	\$15.61 \$1,248.80 \$32,468.80 13 \$17.59 \$1,407.20 \$36,587.20 25 \$19.81 \$1,584.80 \$41,204.80 37 \$22.33 \$1,786.40 \$46.446.40	\$15.75 \$1,260.00 \$32,760.00 \$14 \$17.75 \$1.420.00 \$36.920.00 \$20.01 \$1,600.80 \$41,620.80 \$41,620.80 \$42.54 \$1,803.20 \$46.883.20	\$15.93 \$1,274.40 \$33,134.40 15 \$17.94 \$1.435.20 \$37,315.20 27 \$20.22 \$1,617.60 \$42.057.60 39 \$22.78 \$1,822.40 \$47,382.40	\$16.08 \$1,286.40 \$33,446.40 16 \$18.09 \$1,447.20 \$37,627.20 28 \$20.42 \$1,633.60 \$42,473.60 40 \$23.00 \$1,840.00 \$47,840.00	\$16.24 \$1,299.20 \$33,779.20 17 \$18.30 \$1,464.00 \$38.064.00 29 \$20.60 \$1,648.00 \$42,848.00 41 \$23.23 \$1,858.40 \$48.318.40	\$16.39 \$1,311.20 \$34,091.20 18 \$18.46 \$1.476.80 \$38.396.80 30 \$20.83 \$1.666.40 \$43,326.40 42 \$23.47 \$1,877.60 \$48.817.60	\$16.54 \$1,323.20 \$34,403.20 \$18.66 \$1,492.80 \$38.812.80 31 \$21.02 \$1,681.60 \$43,721.60 43 \$23.70 \$1,896.00 \$49,296.00	\$16.73 \$1,338.40 \$34,798.40 20 \$18.86 \$1.508.80 \$39.228.80 32 \$21.23 \$1,698.40 \$44.158.40 44 \$23.94 \$1,915.20	\$16.91 \$1,352.80 \$35,172.80 \$19.04 \$1,523.20 \$39.603.20 \$39.603.20 \$44.595.20 \$44.595.20	\$17.07 \$1,365.60 \$35,505.60 22 \$19.23 \$1,538.40 \$39,998.40 34 \$21.67 \$1,733.60 \$45.073.60 46 \$24.42 \$1,953.60	\$17.25 \$1,380.00 \$35,880.00 23 \$19.39 \$1.551.20 \$40.331.20 35 \$21.89 \$1.751.20 \$45.531.20 47 \$24.64 \$1.971.20	\$17.39 \$1,391.20 \$36,171.20 24 \$19.62 \$1.569.60 \$40.809.60 36 \$22.11 \$1.768.80 \$45.988.80 48 \$24.90 \$1,992.00

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$17.59	\$17.75	\$17.94	\$18.09	\$18.30	\$18.46	\$18.66	\$18.86	\$19.04	\$19.23	\$19.39	\$19.62
Biweekly	\$1,407.20	\$1,420.00	\$1,435.20	\$1,447.20	\$1,464.00	\$1,476.80	\$1,492.80	\$1,508.80	\$1,523.20	\$1,538.40	\$1,551.20	\$1,569.60
Annually	\$36,587.20	\$36,920.00	\$37,315.20	\$37,627.20	\$38,064.00	\$38,396.80	\$38,812.80	\$39,228.80	\$39,603.20	\$39,998.40	\$40,331.20	\$40,809.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$19.81	\$20.01	\$20.22	\$20.42	\$20.60	\$20.83	\$21.02	\$21.23	\$21.44	\$21.67	\$21.89	\$22.11
Biweekly	\$1,584.80	\$1,600.80	\$1,617.60	\$1,633.60	\$1,648.00	\$1,666.40	\$1,681.60	\$1,698.40	\$1,715.20	\$1,733.60	\$1,751.20	\$1,768.80
Annually	\$41,204.80	\$41,620.80	\$42,057.60	\$42,473.60	\$42,848.00	\$43,326.40	\$43,721.60	\$44,158.40	\$44,595.20	\$45,073.60	\$45,531.20	\$45,988.80
Steps												
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly Biweekly	\$22.33 \$1,786.40	\$22.54 \$1,803.20	\$22.78 \$1,822.40	\$23.00 \$1,840.00	\$23.23 \$1,858.40	\$23.47 \$1,877.60	\$23.70 \$1,896.00	\$23.94 \$1,915.20	\$24.17 \$1,933.60	\$24.42 \$1,953.60	\$24.64 \$1,971.20	\$24.90 \$1,992.00
Annually	\$46,446.40	\$46,883.20	\$1,822.40	\$1,840.00	\$48,318.40	\$48,817.60	\$49,296.00	\$49,795.20	\$50,273.60	\$50,793.60	\$1,971.20	\$1,992.00
Ailliually	340,440.40	340,883.20	347,382.40	347,840.00	348,318.40	348,817.00	343,230.00	349,793.20	330,273.00	330,733.00	331,231.20	331,792.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$25.16	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06
Biweekly	\$2,012.80	\$2,031.20	\$2,052.00	\$2,072.80	\$2,093.60	\$2,115.20	\$2,136.80	\$2,156.00	\$2,179.20	\$2,199.20	\$2,224.00	\$2,244.80
Annually	\$52,332.80	\$52,811.20	\$53,352.00	\$53,892.80	\$54,433.60	\$54,995.20	\$55,556.80	\$56,056.00	\$56,659.20	\$57,179.20	\$57,824.00	\$58,364.80
Steps	49	50	51	52	53	54	55					
Hourly	\$28.35	\$28.61	\$28.90	\$29.19	\$29.50	\$29.78	\$30.09					
Biweekly	\$2,268.00	\$2,288.80	\$2,312.00	\$2,335.20	\$2,360.00	\$2,382.40	\$2,407.20					
Annually	\$58,968.00	\$59,508.80	\$60,112.00	\$60,715.20	\$61,360.00	\$61,942.40	\$62,587.20					
Grade 74												
					_		_	-				
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$19.81	\$20.01	\$20.22	\$20.42	\$20.60	\$20.83	\$21.02	\$21.23	\$21.44	\$21.67	\$21.89	\$22.11
Steps Hourly Biweekly	\$19.81 \$1,584.80	\$20.01 \$1,600.80	\$20.22 \$1,617.60	\$20.42 \$1,633.60	\$20.60 \$1,648.00	\$20.83 \$1,666.40	\$21.02 \$1,681.60	\$21.23 \$1,698.40	\$21.44 \$1,715.20	\$21.67 \$1,733.60	\$21.89 \$1,751.20	\$22.11 \$1,768.80
Steps Hourly	\$19.81	\$20.01	\$20.22	\$20.42	\$20.60	\$20.83	\$21.02	\$21.23	\$21.44	\$21.67	\$21.89	\$22.11
Steps Hourly Biweekly Annually Steps	\$19.81 \$1,584.80 \$41,204.80	\$20.01 \$1,600.80 \$41,620.80	\$20.22 \$1,617.60 \$42,057.60	\$20.42 \$1,633.60 \$42,473.60	\$20.60 \$1,648.00 \$42,848.00	\$20.83 \$1,666.40 \$43,326.40	\$21.02 \$1,681.60 \$43,721.60	\$21.23 \$1,698.40 \$44,158.40	\$21.44 \$1,715.20 \$44,595.20	\$21.67 \$1,733.60 \$45,073.60	\$21.89 \$1,751.20 \$45,531.20	\$22.11 \$1,768.80 \$45,988.80
Steps Hourly Biweekly Annually Steps Hourly	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00	\$20.60 \$1,648.00 \$42,848.00 17 \$23.23	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17	\$21.67 \$1,733.60 \$45,073.60 22 \$24.42	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1,786.40	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1,803.20	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1,822.40	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1,840.00	\$20.60 \$1,648.00 \$42,848.00 17 \$23.23 \$1,858.40	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1,877.60	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1.896.00	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1,915.20	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1,933.60	\$21.67 \$1,733.60 \$45,073.60 22 \$24.42 \$1,953.60	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1,992.00
Steps Hourly Biweekly Annually Steps Hourly	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00	\$20.60 \$1,648.00 \$42,848.00 17 \$23.23	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17	\$21.67 \$1,733.60 \$45,073.60 22 \$24.42	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1,786.40	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1,803.20	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1,822.40	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1,840.00	\$20.60 \$1,648.00 \$42,848.00 17 \$23.23 \$1,858.40	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1,877.60	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1.896.00	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1,915.20	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1,933.60	\$21.67 \$1,733.60 \$45,073.60 22 \$24.42 \$1,953.60	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1,992.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1.786.40 \$46.446.40 25 \$25.16	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1.803.20 \$46,883.20	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1.822.40 \$47.382.40	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1,840.00 \$47,840.00	\$20.60 \$1,648.00 \$42,848.00 17 \$23.23 \$1,858.40 \$48,318.40 29 \$26.17	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1,877.60 \$48.817.60	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1,896.00 \$49,296.00 31 \$26.71	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49,795.20 32 \$26.95	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1,933.60 \$50.273.60	\$21.67 \$1,733.60 \$45,073.60 22 \$24.42 \$1,953.60 \$50,793.60	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51,792.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1.786.40 \$46.446.40 25 \$25.16 \$2.012.80	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1.803.20 \$46.883.20 26 \$25.39 \$2,031.20	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1.822.40 \$47.382.40 27 \$25.65 \$2,052.00	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1.840.00 \$47.840.00 28 \$25.91 \$2.072.80	\$20.60 \$1,648.00 \$42,848.00 \$42,848.00 17 \$23.23 \$1,858.40 \$48,318.40 29 \$26.17 \$2,093.60	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1.877.60 \$48.817.60 30 \$26.44 \$2.115.20	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1.896.00 \$49,296.00 31 \$26.71 \$2.136.80	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49.795.20 32 \$26.95 \$2.156.00	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1.933.60 \$50.273.60 33 \$27.24 \$2.179.20	\$21.67 \$1,733.60 \$45,073.60 \$22 \$24.42 \$1.953.60 \$50.793.60 \$4 \$27.49 \$2.199.20	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80 \$2,224.00	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51.792.00 36 \$28.06 \$2.244.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1.786.40 \$46.446.40 25 \$25.16	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1.803.20 \$46,883.20	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1.822.40 \$47.382.40	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1,840.00 \$47,840.00	\$20.60 \$1,648.00 \$42,848.00 17 \$23.23 \$1,858.40 \$48,318.40 29 \$26.17	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1.877.60 \$48.817.60 30 \$26.44	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1,896.00 \$49,296.00 31 \$26.71	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49,795.20 32 \$26.95	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1.933.60 \$50.273.60 33 \$27.24	\$21.67 \$1,733.60 \$45,073.60 22 \$24.42 \$1,953.60 \$50.793.60	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51,792.00 36 \$28.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1.786.40 \$46.446.40 25 \$2.012.80 \$52.332.80	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1.803.20 \$46.883.20 26 \$25.39 \$2,031.20 \$52,811.20	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1.822.40 \$47.382.40 27 \$25.65 \$2,052.00 \$53,352.00	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1.840.00 \$47.840.00 28 \$25.91 \$2.072.80 \$53.892.80	\$20.60 \$1,648.00 \$42,848.00 \$42,848.00 17 \$23.23 \$1,858.40 \$48,318.40 29 \$26.17 \$2,093.60 \$54,433.60	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1,877.60 \$48,817.60 30 \$26.44 \$2,115.20 \$54,995.20	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1.896.00 \$49,296.00 31 \$26.71 \$2.136.80 \$55,556.80	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49.795.20 32 \$26.95 \$2.156.00 \$56.056.00	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1.933.60 \$50.273.60 33 \$27.24 \$2.179.20 \$56.659.20	\$21.67 \$1,733.60 \$45,073.60 \$22 \$24.42 \$1.953.60 \$50.793.60 \$4 \$27.49 \$2.199.20 \$57,179.20	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80 \$2,224.00 \$57,824.00	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51.792.00 36 \$28.06 \$2.244.80 \$58.364.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1.786.40 \$46.446.40 25 \$25.16 \$2.012.80 \$52.332.80	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1.803.20 \$46.883.20 26 \$25.39 \$2.031.20 \$52,811.20	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1.822.40 \$47.382.40 27 \$25.65 \$2.052.00 \$53.352.00	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1.840.00 \$47.840.00 28 \$25.91 \$2.072.80 \$53.892.80	\$20.60 \$1,648.00 \$42,848.00 17 \$23.23 \$1.858.40 \$48,318.40 29 \$26.17 \$2,093.60 \$54,433.60	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1,877.60 \$48,817.60 30 \$26.44 \$2,115.20 \$54,995.20	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1.896.00 \$49.296.00 31 \$26.71 \$2.136.80 \$55.556.80	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49.795.20 32 \$26.95 \$2.156.00 \$56.056.00	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1,933.60 \$50.273.60 33 \$27.24 \$2.179.20 \$56.659.20	\$21.67 \$1,733.60 \$45,073.60 22 \$24.42 \$1.953.60 \$50,793.60 34 \$27.49 \$2.199.20 \$57.179.20	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80 \$2,224.00 \$57,824.00	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51.792.00 36 \$28.06 \$2.244.80 \$58.364.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1,786.40 \$46,446.40 25 \$25.16 \$2.012.80 \$52.332.80	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1.803.20 \$46.883.20 26 \$25.39 \$2.031.20 \$52.811.20	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1,822.40 \$47,382.40 27 \$25.65 \$2,052.00 \$53,352.00	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1.840.00 \$47.840.00 28 \$25.91 \$2.072.80 \$53.892.80	\$20.60 \$1,648.00 \$42,848.00 17 \$23.23 \$1.858.40 \$48.318.40 29 \$26.17 \$2.093.60 \$54.433.60	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1.877.60 \$48.817.60 30 \$26.44 \$2,115.20 \$54,995.20	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1.896.00 \$49.296.00 31 \$26.71 \$2.136.80 \$55.556.80	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49.795.20 32 \$26.95 \$2.156.00 \$56,056.00	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1,933.60 \$50.273.60 33 \$27.24 \$2.179.20 \$56.659.20	\$21.67 \$1,733.60 \$45,073.60 22 \$24.42 \$1,953.60 \$50.793.60 34 \$27.49 \$2.199.20 \$57.179.20	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80 \$2,224.00 \$57,824.00	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51.792.00 36 \$28.06 \$2.244.80 \$58.364.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1,786.40 \$46,446.40 25 \$25.16 \$2,012.80 \$52.332.80 37 \$28.35 \$2.268.00	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1.803.20 \$46.883.20 26 \$25.39 \$2.031.20 \$52.811.20 38 \$28.61 \$2.288.80	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1,822.40 \$47,382.40 27 \$25.65 \$2.052.00 \$53,352.00 39 \$28.90 \$2,312.00	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1.840.00 \$47.840.00 28 \$25.91 \$2.072.80 \$53.892.80 40 \$29.19 \$2.335.20	\$20.60 \$1,648.00 \$42,848.00 17 \$23.23 \$1,858.40 \$48.318.40 29 \$26.17 \$2,093.60 \$54,433.60 41 \$29.50 \$2.360.00	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1,877.60 \$48.817.60 30 \$26.44 \$2,115.20 \$54,995.20 42 \$29.78 \$2.382.40	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1.896.00 \$49.296.00 31 \$26.71 \$2.136.80 \$55.556.80 43 \$30.09 \$2.407.20	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49.795.20 32 \$26.95 \$2.156.00 \$56.056.00	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1.933.60 \$50,273.60 33 \$27.24 \$2.179.20 \$56,659.20 45 \$30.67 \$2,453.60	\$21.67 \$1,733.60 \$45,073.60 \$22 \$24.42 \$1.953.60 \$50.793.60 \$27.49 \$2.199.20 \$57.179.20 \$6 \$30.99 \$2.479.20	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80 \$2,224.00 \$57,824.00 47 \$31.30 \$2,504.00	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51,792.00 36 \$28.06 \$2,244.80 \$58.364.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1,786.40 \$46.446.40 25 \$2,012.80 \$52,332.80 37 \$28.35 \$2,268.00 \$58,968.00	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1.803.20 \$46.883.20 26 \$25.39 \$2.031.20 \$52.811.20 38 \$28.61 \$2.288.80 \$59.508.80	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1,822.40 \$47.382.40 27 \$25.65 \$2.052.00 \$53.352.00 39 \$28.90 \$2.312.00 \$60,112.00	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1,840.00 \$47.840.00 28 \$25.91 \$2,072.80 \$53.892.80 40 \$29.19 \$2,335.20 \$60,715.20	\$20.60 \$1,648.00 \$42,848.00 \$42,848.00 17 \$23.23 \$1.858.40 \$48.318.40 29 \$26.17 \$2.093.60 \$54,433.60 41 \$29.50 \$2,360.00 \$61,360.00	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1.877.60 \$48.817.60 30 \$26.44 \$2.115.20 \$54,995.20 42 \$29.78 \$2.382.40 \$61,942.40	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1,896.00 \$49.296.00 31 \$26.71 \$2.136.80 \$55.556.80 43 \$30.09 \$2.407.20 \$62.587.20	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49.795.20 32 \$26.95 \$2.156.00 \$56,056.00	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1,933.60 \$50.273.60 33 \$27.24 \$2.179.20 \$56.659.20	\$21.67 \$1,733.60 \$45,073.60 22 \$24.42 \$1,953.60 \$50.793.60 34 \$27.49 \$2.199.20 \$57.179.20	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80 \$2,224.00 \$57,824.00	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51.792.00 36 \$28.06 \$2.244.80 \$58.364.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1,786.40 \$46,446.40 25 \$25.16 \$2,012.80 \$52,332.80 37 \$28.35 \$2,268.00 \$58,968.00	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1.803.20 \$46.883.20 26 \$25.39 \$2.031.20 \$52.811.20 38 \$28.61 \$2.288.80 \$59.508.80	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1,822.40 \$47.382.40 27 \$25.65 \$2.052.00 \$53.352.00 39 \$28.90 \$2.312.00 \$60.112.00	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1.840.00 \$47.840.00 28 \$25.91 \$2,072.80 \$53.892.80 40 \$29.19 \$2.335.20 \$60,715.20	\$20.60 \$1,648.00 \$42,848.00 \$42,848.00 17 \$23.23 \$1,858.40 \$48.318.40 29 \$26.17 \$2,093.60 \$54,433.60 41 \$29.50 \$2,360.00 \$61,360.00	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1,877.60 \$48.817.60 30 \$26.44 \$2,115.20 \$54,995.20 42 \$29.78 \$2,382.40 \$61,942.40	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1.896.00 \$49.296.00 31 \$26.71 \$2.136.80 \$55,556.80 43 \$30.09 \$2,407.20 \$62,587.20	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49.795.20 32 \$26.95 \$2.156.00 \$56.056.00	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1.933.60 \$50,273.60 33 \$27.24 \$2.179.20 \$56,659.20 45 \$30.67 \$2,453.60	\$21.67 \$1,733.60 \$45,073.60 \$22 \$24.42 \$1.953.60 \$50.793.60 \$27.49 \$2.199.20 \$57.179.20 \$6 \$30.99 \$2.479.20	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80 \$2,224.00 \$57,824.00 47 \$31.30 \$2,504.00	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51,792.00 36 \$28.06 \$2,244.80 \$58.364.80 48 \$31.61 \$2,528.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1,786.40 \$46.446.40 25 \$25.16 \$2,012.80 \$52,332.80 37 \$28.35 \$2,268.00 \$58,968.00 49 \$31.95	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1,803.20 \$46,883.20 26 \$25.39 \$2,031.20 \$52,811.20 38 \$28.61 \$2,288.80 \$59,508.80	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1,822.40 \$47,382.40 27 \$25.65 \$2.052.00 \$53.352.00 \$9 \$28.90 \$2.312.00 \$60.112.00	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1,840.00 \$47.840.00 28 \$25.91 \$2,072.80 \$53.892.80 40 \$29.19 \$2,335.20 \$60,715.20	\$20.60 \$1,648.00 \$42,848.00 \$42,848.00 17 \$23.23 \$1,858.40 \$48.318.40 29 \$26.17 \$2.093.60 \$54,433.60 41 \$29.50 \$2,360.00 \$61,360.00	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1,877.60 \$48.817.60 30 \$26.44 \$2,115.20 \$54,995.20 42 \$29.78 \$2,382.40 \$61,942.40 54 \$33.57	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1.896.00 \$49.296.00 31 \$26.71 \$2.136.80 \$55.556.80 43 \$30.09 \$2.407.20 \$62.587.20	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49.795.20 32 \$26.95 \$2.156.00 \$56.056.00	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1.933.60 \$50,273.60 33 \$27.24 \$2.179.20 \$56,659.20 45 \$30.67 \$2,453.60	\$21.67 \$1,733.60 \$45,073.60 \$22 \$24.42 \$1.953.60 \$50.793.60 \$27.49 \$2.199.20 \$57.179.20 \$6 \$30.99 \$2.479.20	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80 \$2,224.00 \$57,824.00 47 \$31.30 \$2,504.00	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51,792.00 36 \$28.06 \$2,244.80 \$58.364.80 48 \$31.61 \$2,528.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1,786.40 \$46.446.40 25 \$2,012.80 \$52,332.80 37 \$28.35 \$2,268.00 \$58.968.00 49 \$31.95 \$2,556.00	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1,803.20 \$46.883.20 26 \$25.39 \$2.031.20 \$52.811.20 38 \$28.61 \$2,288.80 \$59.508.80 50 \$32.23 \$2,578.40	\$20.22 \$1,617.60 \$42,057.60 \$42,057.60 \$15 \$22.78 \$1,822.40 \$47.382.40 \$25.65 \$2.052.00 \$53,352.00 \$39 \$28.90 \$2,312.00 \$60,112.00 \$1 \$32.59 \$2,607.20	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1,840.00 \$47.840.00 28 \$25.91 \$2,072.80 \$53.892.80 40 \$29.19 \$2,335.20 \$60,715.20 52 \$32.90 \$2,632.00	\$20.60 \$1,648.00 \$42,848.00 \$42,848.00 17 \$23.23 \$1.858.40 \$48.318.40 29 \$26.17 \$2.093.60 \$54,433.60 41 \$29.50 \$2,360.00 \$61,360.00 53 \$33.24 \$2,659.20	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1,877.60 \$48.817.60 30 \$26.44 \$2,115.20 \$54.995.20 42 \$29.78 \$2,382.40 \$61,942.40 54 \$33.57 \$2,685.60	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1,896.00 \$49,296.00 31 \$26.71 \$2,136.80 \$55,556.80 43 \$30.09 \$2,407.20 \$62,587.20 55 \$33.90 \$2,712.00	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49.795.20 32 \$26.95 \$2.156.00 \$56.056.00	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1.933.60 \$50,273.60 33 \$27.24 \$2.179.20 \$56,659.20 45 \$30.67 \$2,453.60	\$21.67 \$1,733.60 \$45,073.60 \$22 \$24.42 \$1.953.60 \$50.793.60 \$27.49 \$2.199.20 \$57.179.20 \$6 \$30.99 \$2.479.20	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80 \$2,224.00 \$57,824.00 47 \$31.30 \$2,504.00	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51,792.00 36 \$28.06 \$2,244.80 \$58.364.80 48 \$31.61 \$2,528.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually	\$19.81 \$1,584.80 \$41,204.80 13 \$22.33 \$1,786.40 \$46.446.40 25 \$25.16 \$2,012.80 \$52,332.80 37 \$28.35 \$2,268.00 \$58,968.00 49 \$31.95	\$20.01 \$1,600.80 \$41,620.80 14 \$22.54 \$1,803.20 \$46,883.20 26 \$25.39 \$2,031.20 \$52,811.20 38 \$28.61 \$2,288.80 \$59,508.80	\$20.22 \$1,617.60 \$42,057.60 15 \$22.78 \$1,822.40 \$47,382.40 27 \$25.65 \$2.052.00 \$53.352.00 \$9 \$28.90 \$2.312.00 \$60.112.00	\$20.42 \$1,633.60 \$42,473.60 16 \$23.00 \$1,840.00 \$47.840.00 28 \$25.91 \$2,072.80 \$53.892.80 40 \$29.19 \$2,335.20 \$60,715.20	\$20.60 \$1,648.00 \$42,848.00 \$42,848.00 17 \$23.23 \$1,858.40 \$48.318.40 29 \$26.17 \$2.093.60 \$54,433.60 41 \$29.50 \$2,360.00 \$61,360.00	\$20.83 \$1,666.40 \$43,326.40 18 \$23.47 \$1,877.60 \$48.817.60 30 \$26.44 \$2,115.20 \$54,995.20 42 \$29.78 \$2,382.40 \$61,942.40 54 \$33.57	\$21.02 \$1,681.60 \$43,721.60 19 \$23.70 \$1.896.00 \$49.296.00 31 \$26.71 \$2.136.80 \$55.556.80 43 \$30.09 \$2.407.20 \$62.587.20	\$21.23 \$1,698.40 \$44,158.40 20 \$23.94 \$1.915.20 \$49.795.20 32 \$26.95 \$2.156.00 \$56.056.00	\$21.44 \$1,715.20 \$44,595.20 21 \$24.17 \$1.933.60 \$50,273.60 33 \$27.24 \$2.179.20 \$56,659.20 45 \$30.67 \$2,453.60	\$21.67 \$1,733.60 \$45,073.60 \$22 \$24.42 \$1.953.60 \$50.793.60 \$27.49 \$2.199.20 \$57.179.20 \$6 \$30.99 \$2.479.20	\$21.89 \$1,751.20 \$45,531.20 23 \$24.64 \$1,971.20 \$51,251.20 35 \$27.80 \$2,224.00 \$57,824.00 47 \$31.30 \$2,504.00	\$22.11 \$1,768.80 \$45,988.80 24 \$24.90 \$1.992.00 \$51,792.00 36 \$28.06 \$2,244.80 \$58.364.80 48 \$31.61 \$2,528.80

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$22.33	\$22.54	\$22.78	\$23.00	\$23.23	\$23.47	\$23.70	\$23.94	\$24.17	\$24.42	\$24.64	\$24.90
Biweekly	\$1,786.40	\$1,803.20	\$1,822.40	\$1,840.00	\$1,858.40	\$1,877.60	\$1,896.00	\$1,915.20	\$1,933.60	\$1,953.60	\$1,971.20	\$1,992.00
Annually	\$46,446.40	\$46,883.20	\$47,382.40	\$47,840.00	\$48,318.40	\$48,817.60	\$49,296.00	\$49,795.20	\$50,273.60	\$50,793.60	\$51,251.20	\$51,792.00
•	ψ 10, 1 101 10	ψ .0,000.20	Ų 17,002110	ψ 17 ,0 10100	ψ 10,0 ±01 10	ψ 10,017100	ψ 13,230.00	ψ .5,7.55.26	430,273.00	φου,, σοισο	401,201.20	ψ52,752.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$25.16	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06
Biweekly	\$2,012.80	\$2,031.20	\$2,052.00	\$2,072.80	\$2,093.60	\$2,115.20	\$2,136.80	\$2,156.00	\$2,179.20	\$2,199.20	\$2,224.00	\$2,244.80
Annually	\$52,332.80	\$52,811.20	\$53,352.00	\$53,892.80	\$54,433.60	\$54,995.20	\$55,556.80	\$56,056.00	\$56,659.20	\$57,179.20	\$57,824.00	\$58,364.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$28.35	\$28.61	\$28.90	\$29.19	\$29.50	\$29.78	\$30.09	\$30.38	\$30.67	\$30.99	\$31.30	\$31.61
Biweekly	\$2,268.00	\$2,288.80	\$2,312.00	\$2,335.20	\$2,360.00	\$2,382.40	\$2,407.20	\$2,430.40	\$2,453.60	\$2,479.20	\$2,504.00	\$2,528.80
Annually	\$58,968.00	\$59,508.80	\$60,112.00	\$60,715.20	\$61,360.00	\$61,942.40	\$62,587.20	\$63,190.40	\$63,793.60	\$64,459.20	\$65,104.00	\$65,748.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$31.95	\$32.23	\$32.59	\$32.90	\$33.24	\$33.57	\$33.90	\$34.23	\$34.58	\$34.93	\$35.27	\$35.62
Biweekly	\$2,556.00	\$2,578.40	\$2,607.20	\$2,632.00	\$2,659.20	\$2,685.60	\$2,712.00	\$2,738.40	\$2,766.40	\$2,794.40	\$2,821.60	\$2,849.60
Annually	\$66,456.00	\$67,038.40	\$67,787.20	\$68,432.00	\$69,139.20	\$69,825.60	\$70,512.00	\$71,198.40	\$71,926.40	\$72,654.40	\$73,361.60	\$74,089.60
Stone												
Steps	49	50	51	52	53	54	55					
Hourly	\$36.00	\$36.34	\$36.71	\$37.05	\$37.43	\$37.81	\$38.18					
Biweekly	\$2,880.00	\$2,907.20	\$2,936.80	\$2,964.00	\$2,994.40	\$3,024.80	\$3,054.40					
Annually	\$74,880.00	\$75,587.20	\$76,356.80	\$77,064.00	\$77,854.40	\$78,644.80	\$79,414.40					
0 1 76												
(-rada /h												
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$25.16	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06
Steps Hourly Biweekly	\$25.16 \$2,012.80	\$25.39 \$2,031.20	\$25.65 \$2,052.00	\$25.91 \$2,072.80	\$26.17 \$2,093.60	\$26.44 \$2,115.20	\$26.71 \$2,136.80	\$26.95 \$2,156.00	\$27.24 \$2,179.20	\$27.49 \$2,199.20	\$27.80 \$2,224.00	\$28.06 \$2,244.80
Steps Hourly	\$25.16	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06
Steps Hourly Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80	\$25.39 \$2,031.20 \$52,811.20	\$25.65 \$2,052.00 \$53,352.00	\$25.91 \$2,072.80 \$53,892.80	\$26.17 \$2,093.60 \$54,433.60	\$26.44 \$2,115.20 \$54,995.20	\$26.71 \$2,136.80 \$55,556.80	\$26.95 \$2,156.00 \$56,056.00	\$27.24 \$2,179.20 \$56,659.20	\$27.49 \$2,199.20 \$57,179.20	\$27.80 \$2,224.00 \$57,824.00	\$28.06 \$2,244.80 \$58,364.80
Steps Hourly Biweekly Annually Steps	\$25.16 \$2,012.80 \$52,332.80	\$25.39 \$2,031.20 \$52,811.20	\$25.65 \$2,052.00 \$53,352.00	\$25.91 \$2,072.80 \$53,892.80	\$26.17 \$2,093.60 \$54,433.60	\$26.44 \$2,115.20 \$54,995.20	\$26.71 \$2,136.80 \$55,556.80	\$26.95 \$2,156.00 \$56,056.00	\$27.24 \$2,179.20 \$56,659.20	\$27.49 \$2,199.20 \$57,179.20	\$27.80 \$2,224.00 \$57,824.00	\$28.06 \$2,244.80 \$58,364.80
Steps Hourly Biweekly Annually Steps Hourly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80
Steps Hourly Biweekly Annually Steps Hourly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2.268.00 \$58,968.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59,508.80	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63.190.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65,748.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2.268.00 \$58,968.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59,508.80	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2.312.00 \$60,112.00	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2.453.60 \$63.793.60	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20	\$27.80 \$2,224.00 \$57,824.00 \$31.30 \$2,504.00 \$65,104.00	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65,748.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00 27 \$32.59	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65.748.80 36 \$35.62
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2.268.00 \$58.968.00 25 \$31.95 \$2.556.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59.508.80 26 \$32.23 \$2,578.40	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2.312.00 \$60.112.00 27 \$32.59 \$2,607.20	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60.715.20 28 \$32.90 \$2.632.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63.190.40 32 \$34.23 \$2,738.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2.453.60 \$63.793.60 33 \$34.58 \$2,766.40	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65.748.80 36 \$35.62 \$2,849.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00 27 \$32.59	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65.748.80 36 \$35.62
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2.268.00 \$58.968.00 25 \$31.95 \$2.556.00 \$66.456.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59.508.80 26 \$32.23 \$2.578.40 \$67,038.40	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2.312.00 \$60.112.00 27 \$32.59 \$2,607.20 \$67,787.20	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63.190.40 32 \$34.23 \$2,738.40 \$71.198.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2.453.60 \$63.793.60 33 \$34.58 \$2.766.40 \$71.926.40	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60 \$73,361.60	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65.748.80 36 \$35.62 \$2,849.60 \$74,089.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2.268.00 \$58,968.00 25 \$31.95 \$2.556.00 \$66.456.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59.508.80 26 \$32.23 \$2.578.40 \$67.038.40	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2.312.00 \$60,112.00 27 \$32.59 \$2,607.20 \$67,787.20	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2.335.20 \$60.715.20 28 \$32.90 \$2.632.00 \$68.432.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69.825.60	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70.512.00	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2.430.40 \$63.190.40 32 \$34.23 \$2.738.40 \$71.198.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2.453.60 \$63,793.60 33 \$34.58 \$2,766.40 \$71,926.40	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60 \$73.361.60	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65.748.80 36 \$35.62 \$2.849.60 \$74,089.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2.268.00 \$58,968.00 25 \$31.95 \$2.556.00 \$66.456.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59.508.80 26 \$32.23 \$2.578.40 \$67.038.40	\$25.65 \$2,052.00 \$53,352.00 \$53,352.00 \$15 \$28.90 \$2,312.00 \$60,112.00 \$60,112.00 \$27 \$32.59 \$2,607.20 \$67,787.20	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2.335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2.382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69.825.60	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70.512.00	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2.430.40 \$63.190.40 32 \$34.23 \$2.738.40 \$71.198.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2.453.60 \$63.793.60 33 \$34.58 \$2.766.40 \$71.926.40	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 \$31.30 \$2,504.00 \$65,104.00 \$5,104.00 \$73.361.60	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65,748.80 36 \$35.62 \$2.849.60 \$74,089.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2.268.00 \$58,968.00 25 \$31.95 \$2.556.00 \$66.456.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59.508.80 26 \$32.23 \$2.578.40 \$67.038.40	\$25.65 \$2,052.00 \$53,352.00 \$53,352.00 \$2.312.00 \$60.112.00 \$60.112.00 \$67.787.20 \$32.59 \$2.607.20 \$67.787.20	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2.335.20 \$60.715.20 28 \$32.90 \$2.632.00 \$68.432.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69.825.60	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70.512.00	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2.430.40 \$63.190.40 32 \$34.23 \$2.738.40 \$71.198.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2.453.60 \$63,793.60 33 \$34.58 \$2,766.40 \$71,926.40	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2.504.00 \$65.104.00 35 \$35.27 \$2,821.60 \$73.361.60 47 \$39.73 \$31.78.40	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65,748.80 36 \$35.62 \$2.849.60 \$74.089.60 48 \$40.15 \$3.212.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95 \$2,556.00 \$66,456.00 37 \$36.00 \$2,880.00 \$74,880.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59.508.80 26 \$32.23 \$2.578.40 \$67.038.40 38 \$36.34 \$2,907.20 \$75,587.20	\$25.65 \$2,052.00 \$53,352.00 \$53,352.00 \$28.90 \$2.312.00 \$60.112.00 \$60.112.00 \$75.25 \$2.607.20 \$67,787.20 \$36.71 \$2.936.80 \$76,356.80	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2.335.20 \$60.715.20 28 \$32.90 \$2.632.00 \$68.432.00 40 \$37.05 \$2,964.00 \$77.064.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20 41 \$37,43 \$2,994.40 \$77,854.40	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60 42 \$37.81 \$3,024.80 \$78,644.80	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00 43 \$38.18 \$3,054.40 \$79,414.40	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63.190.40 32 \$34.23 \$2,738.40 \$71,198.40 44 \$38.56 \$3,084.80	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2.453.60 \$63.793.60 33 \$34.58 \$2.766.40 \$71,926.40 45 \$38.96 \$3.116.80	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40 46 \$39.35 \$3,148.00	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 \$31.30 \$2,504.00 \$65,104.00 \$5,104.00 \$73.361.60	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65,748.80 36 \$35.62 \$2.849.60 \$74,089.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2.268.00 \$58,968.00 25 \$31.95 \$2.556.00 \$66.456.00 37 \$36.00 \$2.880.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59.508.80 26 \$32.23 \$2.578.40 \$67.038.40 38 \$36.34 \$2.907.20	\$25.65 \$2,052.00 \$53,352.00 \$53,352.00 \$2.312.00 \$60.112.00 \$60.112.00 \$67.787.20 \$32.59 \$2.607.20 \$67.787.20	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00 40 \$37.05 \$2,964.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20 41 \$37.43 \$2,994.40	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2.382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60 42 \$37.81 \$3.024.80	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00 43 \$38.18 \$3.054.40	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63.190.40 32 \$34.23 \$2,738.40 \$71,198.40 44 \$38.56 \$3,084.80	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2.453.60 \$63.793.60 33 \$34.58 \$2.766.40 \$71,926.40 45 \$38.96 \$3.116.80	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40 46 \$39.35 \$3,148.00	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2.504.00 \$65.104.00 35 \$35.27 \$2,821.60 \$73.361.60 47 \$39.73 \$31.78.40	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65,748.80 36 \$35.62 \$2.849.60 \$74.089.60 48 \$40.15 \$3.212.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95 \$2,556.00 \$66,456.00 37 \$36.00 \$2,880.00 \$74,880.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59.508.80 26 \$32.23 \$2.578.40 \$67.038.40 38 \$36.34 \$2,907.20 \$75,587.20	\$25.65 \$2,052.00 \$53,352.00 \$53,352.00 \$28.90 \$2.312.00 \$60.112.00 \$60.112.00 \$75.25 \$2.607.20 \$67,787.20 \$36.71 \$2.936.80 \$76,356.80	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2.335.20 \$60.715.20 28 \$32.90 \$2.632.00 \$68.432.00 40 \$37.05 \$2,964.00 \$77.064.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20 41 \$37.43 \$2,994.40 \$77,854.40	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60 42 \$37.81 \$3,024.80 \$78,644.80	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00 43 \$38.18 \$3,054.40 \$79,414.40	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63.190.40 32 \$34.23 \$2,738.40 \$71,198.40 44 \$38.56 \$3,084.80	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2.453.60 \$63.793.60 33 \$34.58 \$2.766.40 \$71,926.40 45 \$38.96 \$3.116.80	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40 46 \$39.35 \$3,148.00	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2.504.00 \$65.104.00 35 \$35.27 \$2,821.60 \$73.361.60 47 \$39.73 \$31.78.40	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65,748.80 36 \$35.62 \$2.849.60 \$74.089.60 48 \$40.15 \$3.212.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2.268.00 \$58.968.00 25 \$31.95 \$2,556.00 \$66,456.00 37 \$36.00 \$2.880.00 \$74.880.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59.508.80 26 \$32.23 \$2.578.40 \$67.038.40 38 \$36.34 \$2.907.20 \$75.587.20	\$25.65 \$2,052.00 \$53,352.00 \$53,352.00 \$2.312.00 \$60.112.00 \$60.112.00 \$67.787.20 \$32.59 \$2.607.20 \$67.787.20 \$36.71 \$2.936.80 \$76.356.80	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00 40 \$37.05 \$2,964.00 \$77.064.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20 41 \$37,43 \$2,994.40 \$77,854.40	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2.382.40 \$61,942.40 30 \$33.57 \$2.685.60 \$69,825.60 42 \$37.81 \$3.024.80 \$78.644.80	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00 43 \$38.18 \$3,054.40 \$79,414.40	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63.190.40 32 \$34.23 \$2,738.40 \$71,198.40 44 \$38.56 \$3,084.80	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2.453.60 \$63.793.60 33 \$34.58 \$2.766.40 \$71,926.40 45 \$38.96 \$3.116.80	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40 46 \$39.35 \$3,148.00	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2.504.00 \$65.104.00 35 \$35.27 \$2,821.60 \$73.361.60 47 \$39.73 \$31.78.40	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65,748.80 36 \$35.62 \$2.849.60 \$74.089.60 48 \$40.15 \$3.212.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2.268.00 \$58.968.00 25 \$31.95 \$2.556.00 \$66.456.00 37 \$36.00 \$2.880.00 \$74.880.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2.288.80 \$59.508.80 26 \$32.23 \$2.578.40 \$67.038.40 38 \$36.34 \$2.907.20 \$75,587.20	\$25.65 \$2,052.00 \$53,352.00 \$53,352.00 \$28.90 \$2,312.00 \$60,112.00 \$60,112.00 \$75.259 \$2,607.20 \$67,787.20 \$32.59 \$36.71 \$2,936.80 \$76,356.80	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2.335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00 40 \$37.05 \$2,964.00 \$77.064.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20 41 \$37.43 \$2,994.40 \$77,854.40	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2.382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60 42 \$37.81 \$3,024.80 \$78.644.80	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00 43 \$38.18 \$3,054.40 \$79,414.40	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63.190.40 32 \$34.23 \$2,738.40 \$71,198.40 44 \$38.56 \$3,084.80	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2.453.60 \$63.793.60 33 \$34.58 \$2.766.40 \$71,926.40 45 \$38.96 \$3.116.80	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40 46 \$39.35 \$3,148.00	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2.504.00 \$65.104.00 35 \$35.27 \$2,821.60 \$73.361.60 47 \$39.73 \$31.78.40	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2.528.80 \$65,748.80 36 \$35.62 \$2.849.60 \$74.089.60 48 \$40.15 \$3.212.00

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$28.35	\$28.61	\$28.90	\$29.19	\$29.50	\$29.78	\$30.09	\$30.38	\$30.67	\$30.99	\$31.30	\$31.61
Biweekly	\$2,268.00	\$2,288.80	\$2,312.00	\$2,335.20	\$2,360.00	\$2,382.40	\$2,407.20	\$2,430.40	\$2,453.60	\$2,479.20	\$2,504.00	\$2,528.80
Annually	\$58,968.00	\$59,508.80	\$60,112.00	\$60,715.20	\$61,360.00	\$61,942.40	\$62,587.20	\$63,190.40	\$63,793.60	\$64,459.20	\$65,104.00	\$65,748.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$31.95	\$32.23	\$32.59	\$32.90	\$33.24	\$33.57	\$33.90	\$34.23	\$34.58	\$34.93	\$35.27	\$35.62
Biweekly	\$2,556.00	\$2,578.40	\$2,607.20	\$2,632.00	\$2,659.20	\$2,685.60	\$2,712.00	\$2,738.40	\$2,766.40	\$2,794.40	\$2,821.60	\$2,849.60
Annually	\$66,456.00	\$67,038.40	\$67,787.20	\$68,432.00	\$69,139.20	\$69,825.60	\$70,512.00	\$71,198.40	\$71,926.40	\$72,654.40	\$73,361.60	\$74,089.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$36.00	\$36.34	\$36.71	\$37.05	\$37.43	\$37.81	\$38.18	\$38.56	\$38.96	\$39.35	\$39.73	\$40.15
Biweekly	\$2,880.00	\$2,907.20	\$2,936.80	\$2,964.00	\$2,994.40	\$3,024.80	\$3,054.40	\$3,084.80	\$3,116.80	\$3,148.00	\$3,178.40	\$3,212.00
Annually	\$74,880.00	\$75.587.20	\$76,356.80	\$77,064.00	\$77,854.40	\$78,644.80	\$79,414.40	\$80,204.80	\$81,036.80	\$81,848.00	\$82,638.40	\$83,512.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$40.52	\$40.93	\$41.33	\$41.75	\$42.18	\$42.58	\$43.01	\$43.45	\$43.88	\$44.33	\$44.80	\$45.22
Biweekly	\$3,241.60	\$3,274.40	\$3,306.40	\$3,340.00	\$3,374.40	\$3,406.40	\$3,440.80	\$3,476.00	\$3,510.40	\$3,546.40	\$3,584.00	\$3,617.60
Annually	\$84,281.60	\$85,134.40	\$85,966.40	\$86,840.00	\$87,734.40	\$88,566.40	\$89,460.80	\$90,376.00	\$91,270.40	\$92,206.40	\$93,184.00	\$94,057.60
Steps	49	50	51	52	53	54	55					
Hourly	\$45.68	\$46.14	\$46.58	\$47.06	\$47.52	\$48.00	\$48.47					
Biweekly	\$3,654.40	\$3,691.20	\$3,726.40	\$3,764.80	\$3,801.60	\$3,840.00	\$3,877.60					
Annually	\$95,014.40	\$95,971.20	\$96,886.40	\$97,884.80	\$98,841.60	\$99,840.00	\$100,817.60					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$30.99	\$31.30	\$31.61	\$31.95	\$32.23	\$32.59	\$32.90	\$33.24	\$33.57	\$33.90	\$34.23	\$34.58
Steps Hourly Biweekly	\$30.99 \$2,479.20	\$31.30 \$2,504.00	\$31.61 \$2,528.80	\$31.95 \$2,556.00	\$32.23 \$2,578.40	\$32.59 \$2,607.20	\$32.90 \$2,632.00	\$33.24 \$2,659.20	\$33.57 \$2,685.60	\$33.90 \$2,712.00	\$34.23 \$2,738.40	\$34.58 \$2,766.40
Steps Hourly Biweekly Annually	\$30.99	\$31.30	\$31.61	\$31.95	\$32.23	\$32.59	\$32.90	\$33.24	\$33.57	\$33.90	\$34.23	\$34.58 \$2,766.40 \$71,926.40
Steps Hourly Biweekly Annually Steps	\$30.99 \$2,479.20 \$64,459.20	\$31.30 \$2,504.00 \$65,104.00	\$31.61 \$2,528.80 \$65,748.80	\$31.95 \$2,556.00 \$66,456.00	\$32.23 \$2,578.40 \$67,038.40	\$32.59 \$2,607.20 \$67,787.20	\$32.90 \$2,632.00 \$68,432.00	\$33.24 \$2,659.20 \$69,139.20	\$33.57 \$2,685.60 \$69,825.60	\$33.90 \$2,712.00 \$70,512.00	\$34.23 \$2,738.40 \$71,198.40	\$34.58 \$2,766.40 \$71,926.40
Steps Hourly Biweekly Annually Steps Hourly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27 \$2,821.60	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3,054.40	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80
Steps Hourly Biweekly Annually Steps Hourly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27 \$2,821.60	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2.880.00 \$74.880.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2.907.20 \$75,587.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3,054.40	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3.116.80 \$81,036.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2.794.40 \$72,654.40 25 \$39.35	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2.849.60 \$74,089.60 27 \$40.15	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2.880.00 \$74.880.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2.907.20 \$75,587.20 29 \$40.93	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2.936.80 \$76.356.80 30 \$41.33	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2.964.00 \$77.064.00 31 \$41.75	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77.854.40 32 \$42.18	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3.024.80 \$78.644.80	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3.054.40 \$79,414.40	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3.084.80 \$80,204.80	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3.116.80 \$81,036.80 36 \$43.88
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2.794.40 \$72.654.40 25 \$39.35 \$3.148.00	\$31.30 \$2,504.00 \$65,104.00 \$14 \$35.27 \$2,821.60 \$73.361.60 26 \$39.73 \$3,178.40	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2.880.00 \$74.880.00 28 \$40.52 \$3.241.60	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2.936.80 \$76.356.80 30 \$41.33 \$3.306.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2.964.00 \$77.064.00 31 \$41.75 \$3.340.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77.854.40 32 \$42.18 \$3.374.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3.024.80 \$78.644.80 33 \$42.58 \$3.406.40	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3.054.40 \$79,414.40 34 \$43.01 \$3,440.80	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3.084.80 \$80,204.80 35 \$43.45 \$3.476.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3.116.80 \$81.036.80 36 \$43.88 \$3.510.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2.794.40 \$72,654.40 25 \$39.35	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2.849.60 \$74,089.60 27 \$40.15	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2.880.00 \$74.880.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2.907.20 \$75,587.20 29 \$40.93	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2.936.80 \$76.356.80 30 \$41.33	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2.964.00 \$77.064.00 31 \$41.75	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77.854.40 32 \$42.18	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3.024.80 \$78.644.80	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3.054.40 \$79,414.40	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3.084.80 \$80,204.80	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3.116.80 \$81,036.80 36 \$43.88
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2.794.40 \$72.654.40 25 \$39.35 \$3.148.00	\$31.30 \$2,504.00 \$65,104.00 \$14 \$35.27 \$2,821.60 \$73.361.60 26 \$39.73 \$3,178.40	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2.880.00 \$74.880.00 28 \$40.52 \$3.241.60	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2.936.80 \$76.356.80 30 \$41.33 \$3.306.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2.964.00 \$77.064.00 31 \$41.75 \$3.340.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77.854.40 32 \$42.18 \$3.374.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3.024.80 \$78.644.80 33 \$42.58 \$3.406.40	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3.054.40 \$79,414.40 34 \$43.01 \$3,440.80	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3.084.80 \$80,204.80 35 \$43.45 \$3.476.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3.116.80 \$81.036.80 36 \$43.88 \$3.510.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2.794.40 \$72.654.40 25 \$39.35 \$3.148.00 \$81.848.00	\$31.30 \$2,504.00 \$65,104.00 \$14 \$35.27 \$2.821.60 \$73.361.60 26 \$39.73 \$3.178.40 \$82,638.40	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2.880.00 \$74.880.00 28 \$40.52 \$3.241.60 \$84,281.60	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75.587.20 29 \$40.93 \$3.274.40 \$85.134.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2.936.80 \$76.356.80 30 \$41.33 \$3.306.40 \$85.966.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2.964.00 \$77.064.00 31 \$41.75 \$3.340.00 \$86.840.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77.854.40 32 \$42.18 \$3.374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3.024.80 \$78.644.80 33 \$42.58 \$3.406.40 \$88.566.40	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3.054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3.084.80 \$80.204.80 35 \$43.45 \$3.476.00 \$90.376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3.116.80 \$81.036.80 36 \$43.88 \$3.510.40 \$91,270.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2.794.40 \$72.654.40 25 \$39.35 \$3,148.00 \$81.848.00	\$31.30 \$2,504.00 \$65,104.00 \$14 \$35.27 \$2,821.60 \$73.361.60 26 \$39.73 \$3,178.40 \$82,638.40	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00 \$45.22 \$3,617.60	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2.880.00 \$74.880.00 28 \$40.52 \$3.241.60 \$84.281.60	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3.274.40 \$85.134.40 41 \$46.14 \$3.691.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76.356.80 30 \$41.33 \$3.306.40 \$85.966.40 42 \$46.58 \$3.726.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00 \$77,064.00 31 \$41.75 \$3.340.00 \$86.840.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77.854.40 32 \$42.18 \$3.374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3.024.80 \$78.644.80 33 \$42.58 \$3,406.40 \$88.566.40	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3.054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3.084.80 \$80.204.80 35 \$43.45 \$3.476.00 \$90.376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3.116.80 \$81.036.80 36 \$43.88 \$3.510.40 \$91.270.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2.794.40 \$72.654.40 25 \$39.35 \$3,148.00 \$81.848.00	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27 \$2.821.60 \$73.361.60 26 \$39.73 \$3.178.40 \$82.638.40	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60 \$84,281.60	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2.907.20 \$75,587.20 29 \$40.93 \$3.274.40 \$85.134.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2.936.80 \$76.356.80 30 \$41.33 \$3.306.40 \$85.966.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2.964.00 \$77.064.00 31 \$41.75 \$3.340.00 \$86,840.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2.994.40 \$77.854.40 32 \$42.18 \$3.374.40 \$87.734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3.024.80 \$78.644.80 33 \$42.58 \$3.406.40 \$88.566.40	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3.054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3.084.80 \$80.204.80 35 \$43.45 \$3.476.00 \$90.376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81.036.80 36 \$43.88 \$3,510.40 \$91.270.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72.654.40 25 \$39.35 \$3.148.00 \$81,848.00 37 \$44.33 \$3.546.40	\$31.30 \$2,504.00 \$65,104.00 \$14 \$35.27 \$2.821.60 \$73.361.60 \$26 \$39.73 \$3.178.40 \$82,638.40 \$44.80 \$3,584.00	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00 \$45.22 \$3,617.60	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60 \$84,281.60 40 \$45.68 \$3,654.40	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3.274.40 \$85.134.40 41 \$46.14 \$3.691.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76.356.80 30 \$41.33 \$3.306.40 \$85.966.40 42 \$46.58 \$3.726.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00 \$77,064.00 31 \$41.75 \$3.340.00 \$86.840.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2.994.40 \$77.854.40 32 \$42.18 \$3.374.40 \$87.734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3.024.80 \$78.644.80 33 \$42.58 \$3.406.40 \$88.566.40 45 \$48.00 \$3.840.00	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3.054.40 \$79.414.40 34 \$43.01 \$3.440.80 \$89,460.80 46 \$48.47 \$3.877.60	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3.084.80 \$80.204.80 35 \$43.45 \$3.476.00 \$90.376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3.116.80 \$81,036.80 36 \$43.88 \$3.510.40 \$91,270.40 48 \$49.44 \$3,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2.794.40 \$72.654.40 25 \$39.35 \$3.148.00 \$81.848.00 37 \$44.33 \$3.546.40 \$92.206.40	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2.821.60 \$73.361.60 26 \$39.73 \$3.178.40 \$82.638.40 38 \$44.80 \$3,584.00 \$93,184.00	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00 39 \$45.22 \$3,617.60 \$94,057.60	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60 \$84,281.60 40 \$45.68 \$3,654.40 \$95,014.40	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3.274.40 \$85,134.40 41 \$46.14 \$3,691.20 \$95,971.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2.936.80 \$76.356.80 30 \$41.33 \$3.306.40 \$85.966.40 42 \$46.58 \$3.726.40 \$96.886.40	\$32.90 \$2,632.00 \$68,432.00 \$19 \$37.05 \$2,964.00 \$77.064.00 \$3.340.00 \$86,840.00 \$47.06 \$3,764.80 \$97,884.80	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2.994.40 \$77.854.40 32 \$42.18 \$3.374.40 \$87.734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3.024.80 \$78.644.80 33 \$42.58 \$3.406.40 \$88.566.40 45 \$48.00 \$3.840.00	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3.054.40 \$79.414.40 34 \$43.01 \$3.440.80 \$89,460.80 46 \$48.47 \$3.877.60	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3.084.80 \$80.204.80 35 \$43.45 \$3.476.00 \$90.376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3.116.80 \$81,036.80 36 \$43.88 \$3.510.40 \$91,270.40 48 \$49.44 \$3,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2.794.40 \$72.654.40 25 \$39.35 \$3,148.00 \$81.848.00 37 \$44.33 \$3,546.40 \$92,206.40	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73.361.60 26 \$39.73 \$3,178.40 \$82,638.40 38 \$44.80 \$3,584.00 \$93,184.00	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74.089.60 27 \$40.15 \$3,212.00 \$83.512.00 \$83.512.00 \$45.22 \$3,617.60 \$94,057.60	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60 \$84,281.60 40 \$45.68 \$3,654.40 \$95,014.40	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2.907.20 \$75.587.20 29 \$40.93 \$3.274.40 \$85,134.40 41 \$46.14 \$3.691.20 \$95,971.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2.936.80 \$76.356.80 30 \$41.33 \$3.306.40 \$85.966.40 42 \$46.58 \$3.726.40 \$96.886.40	\$32.90 \$2,632.00 \$68,432.00 \$19 \$37.05 \$2,964.00 \$77.064.00 \$31 \$41.75 \$3.340.00 \$86.840.00 \$47.06 \$3,764.80 \$97.884.80	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2.994.40 \$77.854.40 32 \$42.18 \$3.374.40 \$87.734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3.024.80 \$78.644.80 33 \$42.58 \$3.406.40 \$88.566.40 45 \$48.00 \$3.840.00	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3.054.40 \$79.414.40 34 \$43.01 \$3.440.80 \$89,460.80 46 \$48.47 \$3.877.60	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3.084.80 \$80.204.80 35 \$43.45 \$3.476.00 \$90.376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3.116.80 \$81,036.80 36 \$43.88 \$3.510.40 \$91,270.40 48 \$49.44 \$3,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2.794.40 \$72.654.40 25 \$39.35 \$3.148.00 \$81.848.00 37 \$44.33 \$3.546.40 \$92,206.40	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73.361.60 26 \$39.73 \$3,178.40 \$82,638.40 38 \$44.80 \$3,584.00 \$93,184.00	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00 \$83,512.00 \$94,057.60	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60 \$84,281.60 40 \$45.68 \$3,654.40 \$95,014.40	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2.907.20 \$75.587.20 29 \$40.93 \$3.274.40 \$85.134.40 41 \$46.14 \$3.691.20 \$95,971.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2.936.80 \$76.356.80 30 \$41.33 \$3.306.40 \$85.966.40 42 \$46.58 \$3,726.40 \$96.886.40	\$32.90 \$2,632.00 \$68,432.00 \$19 \$37.05 \$2,964.00 \$77.064.00 \$3.340.00 \$86.840.00 \$47.06 \$3,764.80 \$97,884.80 \$55 \$53.04	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2.994.40 \$77.854.40 32 \$42.18 \$3.374.40 \$87.734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3.024.80 \$78.644.80 33 \$42.58 \$3.406.40 \$88.566.40 45 \$48.00 \$3.840.00	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3.054.40 \$79.414.40 34 \$43.01 \$3.440.80 \$89,460.80 46 \$48.47 \$3.877.60	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3.084.80 \$80.204.80 35 \$43.45 \$3.476.00 \$90.376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3.116.80 \$81,036.80 36 \$43.88 \$3.510.40 \$91,270.40 48 \$49.44 \$3,955.20

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$33.90	\$34.23	\$34.58	\$34.93	\$35.27	\$35.62	\$36.00	\$36.34	\$36.71	\$37.05	\$37.43	\$37.81
Biweekly	\$2,712.00	\$2,738.40	\$2,766.40	\$2,794.40	\$2,821.60	\$2,849.60	\$2,880.00	\$2,907.20	\$2,936.80	\$2,964.00	\$2,994.40	\$3,024.80
Annually	\$70,512.00	\$71,198.40	\$71,926.40	\$72,654.40	\$73,361.60	\$74,089.60	\$74,880.00	\$75,587.20	\$76,356.80	\$77,064.00	\$77,854.40	\$78,644.80
Steps												
•	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$38.18	\$38.56	\$38.96	\$39.35	\$39.73	\$40.15	\$40.52	\$40.93	\$41.33	\$41.75	\$42.18	\$42.58
Biweekly	\$3,054.40	\$3,084.80	\$3,116.80	\$3,148.00	\$3,178.40	\$3,212.00	\$3,241.60	\$3,274.40	\$3,306.40	\$3,340.00	\$3,374.40	\$3,406.40
Annually	\$79,414.40	\$80,204.80	\$81,036.80	\$81,848.00	\$82,638.40	\$83.512.00	\$84.281.60	\$85,134.40	\$85,966.40	\$86,840.00	\$87,734.40	\$88,566.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$43.01	\$43.45	\$43.88	\$44.33	\$44.80	\$45.22	\$45.68	\$46.14	\$46.58	\$47.06	\$47.52	\$48.00
Biweekly	\$3,440.80	\$3,476.00	\$3,510.40	\$3,546.40	\$3,584.00	\$3,617.60	\$3,654.40	\$3,691.20	\$3,726.40	\$3,764.80	\$3,801.60	\$3,840.00
Annually	\$89,460.80	\$90,376.00	\$91,270.40	\$92,206.40	\$93,184.00	\$94,057.60	\$95,014.40	\$95,971.20	\$96,886.40	\$97,884.80	\$98,841.60	\$99,840.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$48.47	\$48.97	\$49.44	\$49.96	\$50.45	\$50.95	\$51.45	\$51.99	\$52.50	\$53.04	\$53.56	\$54.10
Biweekly	\$3,877.60	\$3,917.60	\$3,955.20	\$3,996.80	\$4,036.00	\$4,076.00	\$4,116.00	\$4,159.20	\$4,200.00	\$4,243.20	\$4,284.80	\$4,328.00
Annually	\$100,817.60	\$101,857.60	\$102,835.20	\$103,916.80	\$104,936.00	\$105,976.00	\$107,016.00	\$108,139.20	\$109,200.00	\$110,323.20	\$111,404.80	\$112,528.00
Steps	49	50	51	52	53	54	55					
Hourly	\$54.64	\$55.19	\$55.74	\$56.29	\$56.86	\$57.42	\$57.99					
Biweekly	\$4,371.20	\$4,415.20	\$4,459.20	\$4,503.20	\$4,548.80	\$4,593.60	\$4,639.20					
Annually	\$113,651.20	\$114,795.20	\$115,939.20	\$117,083.20	\$118,268.80	\$119,433.60	\$120,619.20					
•												
Grade 80												
Grada XII												
Graue 00												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$36.71	\$37.05	\$37.43	\$37.81	\$38.18	\$38.56	\$38.96	\$39.35	\$39.73	\$40.15	\$40.52	\$40.93
Steps Hourly Biweekly	\$36.71 \$2,936.80	\$37.05 \$2,964.00	\$37.43 \$2,994.40	\$37.81 \$3,024.80	\$38.18 \$3,054.40	\$38.56 \$3,084.80	\$38.96 \$3,116.80	\$39.35 \$3,148.00	\$39.73 \$3,178.40	\$40.15 \$3,212.00	\$40.52 \$3,241.60	\$40.93 \$3,274.40
Steps Hourly	\$36.71	\$37.05	\$37.43	\$37.81	\$38.18	\$38.56	\$38.96	\$39.35	\$39.73	\$40.15	\$40.52	\$40.93
Steps Hourly Biweekly	\$36.71 \$2,936.80 \$76,356.80	\$37.05 \$2,964.00 \$77,064.00	\$37.43 \$2,994.40 \$77,854.40	\$37.81 \$3,024.80 \$78,644.80	\$38.18 \$3,054.40 \$79,414.40	\$38.56 \$3,084.80 \$80,204.80	\$38.96 \$3,116.80 \$81,036.80	\$39.35 \$3,148.00 \$81,848.00	\$39.73 \$3,178.40 \$82,638.40	\$40.15 \$3,212.00 \$83,512.00	\$40.52 \$3,241.60 \$84,281.60	\$40.93 \$3,274.40 \$85,134.40
Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80	\$37.05 \$2,964.00 \$77,064.00	\$37.43 \$2,994.40 \$77,854.40	\$37.81 \$3,024.80 \$78,644.80	\$38.18 \$3,054.40 \$79,414.40	\$38.56 \$3,084.80 \$80,204.80	\$38.96 \$3,116.80 \$81,036.80	\$39.35 \$3,148.00 \$81,848.00	\$39.73 \$3,178.40 \$82,638.40	\$40.15 \$3,212.00 \$83,512.00	\$40.52 \$3,241.60 \$84,281.60	\$40.93 \$3,274.40 \$85,134.40
Steps Hourly Biweekly Annually Steps	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14
Steps Hourly Biweekly Annually Steps Hourly	\$36.71 \$2,936.80 \$76,356.80	\$37.05 \$2,964.00 \$77,064.00	\$37.43 \$2,994.40 \$77,854.40	\$37.81 \$3,024.80 \$78,644.80	\$38.18 \$3,054.40 \$79,414.40	\$38.56 \$3,084.80 \$80,204.80	\$38.96 \$3,116.80 \$81,036.80	\$39.35 \$3,148.00 \$81,848.00	\$39.73 \$3,178.40 \$82,638.40	\$40.15 \$3,212.00 \$83,512.00	\$40.52 \$3,241.60 \$84,281.60	\$40.93 \$3,274.40 \$85,134.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3,546.40	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3,546.40	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3.654.40 \$95,014.40	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3.306.40 \$85,966.40 25 \$46.58	\$37.05 \$2,964.00 \$77,064.00 \$41.75 \$3,340.00 \$86,840.00	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40 \$87,734.40	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3.510.40 \$91,270.40 31 \$49.44	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3.546.40 \$92,206.40 32 \$49.96	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93,184.00 33 \$50.45	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3.654.40 \$95,014.40 35 \$51.45	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3.691.20 \$95,971.20 36 \$51.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86.840.00 26 \$47.06 \$3,764.80	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88.566.40 28 \$48.00 \$3,840.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90.376.00 30 \$48.97 \$3,917.60	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93.184.00 33 \$50.45 \$4,036.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94.057.60 34 \$50.95 \$4,076.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3.654.40 \$95.014.40 35 \$51.45 \$4.116.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95.971.20 36 \$51.99 \$4,159.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3.306.40 \$85,966.40 25 \$46.58	\$37.05 \$2,964.00 \$77,064.00 \$41.75 \$3,340.00 \$86,840.00	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40 \$87,734.40	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3.510.40 \$91,270.40 31 \$49.44	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3.546.40 \$92,206.40 32 \$49.96	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93,184.00 33 \$50.45	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3.654.40 \$95,014.40 35 \$51.45	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3.691.20 \$95,971.20 36 \$51.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88.566.40 28 \$48.00 \$3,840.00 \$99,840.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100.817.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60 \$101,857.60	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93.184.00 33 \$50.45 \$4.036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 \$22 \$45.22 \$3,617.60 \$94,057.60 \$4,057.60 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3.654.40 \$95.014.40 35 \$51.45 \$4.116.00 \$107.016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95.971.20 36 \$51.99 \$4,159.20 \$108,139.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98.841.60	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90.376.00 30 \$48.97 \$3,917.60 \$101.857.60	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3.510.40 \$91,270.40 31 \$49.44 \$3.955.20 \$102.835.20	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3.546.40 \$92.206.40 32 \$49.96 \$3,996.80 \$103.916.80	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3.654.40 \$95.014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90.376.00 30 \$48.97 \$3,917.60 \$101.857.60	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3.546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3.654.40 \$95.014.40 35 \$51.45 \$4,116.00 \$107.016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3.306.40 \$85,966.40 25 \$46.58 \$3.726.40 \$96,886.40 37 \$52.50 \$4,200.00	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3.340.00 \$86.840.00 26 \$47.06 \$3.764.80 \$97.884.80 38 \$53.04 \$4,243.20	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40 \$87.734.40 27 \$47.52 \$3,801.60 \$98.841.60 39 \$53.56 \$4,284.80	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3.406.40 \$88,566.40 28 \$48.00 \$3.840.00 \$99,840.00 40 \$54.10 \$4.328.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3.476.00 \$90.376.00 30 \$48.97 \$3.917.60 \$101.857.60 42 \$55.19 \$4,415.20	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3.510.40 \$91,270.40 31 \$49.44 \$3.955.20 \$102,835.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3.996.80 \$103,916.80 44 \$56.29 \$4,503.20	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93,184.00 33 \$50.45 \$4.036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20 48 \$58.58 \$4,686.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90.376.00 30 \$48.97 \$3,917.60 \$101.857.60	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3.546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3.654.40 \$95.014.40 35 \$51.45 \$4,116.00 \$107.016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3.306.40 \$85,966.40 25 \$46.58 \$3.726.40 \$96,886.40 37 \$52.50 \$4,200.00	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3.340.00 \$86.840.00 26 \$47.06 \$3.764.80 \$97.884.80 38 \$53.04 \$4,243.20	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40 \$87.734.40 27 \$47.52 \$3,801.60 \$98.841.60 39 \$53.56 \$4,284.80	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3.406.40 \$88,566.40 28 \$48.00 \$3.840.00 \$99,840.00 40 \$54.10 \$4.328.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3.476.00 \$90.376.00 30 \$48.97 \$3.917.60 \$101.857.60 42 \$55.19 \$4,415.20	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3.510.40 \$91,270.40 31 \$49.44 \$3.955.20 \$102,835.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3.996.80 \$103,916.80 44 \$56.29 \$4,503.20	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93,184.00 33 \$50.45 \$4.036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20 48 \$58.58 \$4,686.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40 37 \$52.50 \$4,200.00 \$109,200.00	\$37.05 \$2,964.00 \$77,064.00 \$14 \$41.75 \$3,340.00 \$86,840.00 \$26 \$47.06 \$3,764.80 \$97,884.80 \$97,884.20 \$110,323.20	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40 \$87.734.40 27 \$47.52 \$3.801.60 \$98.841.60 39 \$53.56 \$4.284.80 \$111.404.80	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3.406.40 \$88.566.40 28 \$48.00 \$3,840.00 \$99.840.00 40 \$54.10 \$4,328.00 \$112,528.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100.817.60 41 \$54.64 \$4,371.20 \$113,651.20	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3.476.00 \$90.376.00 30 \$48.97 \$3,917.60 \$101.857.60 42 \$55.19 \$4,415.20 \$114,795.20	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91.270.40 31 \$49.44 \$3,955.20 \$102.835.20 \$102.835.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3.996.80 \$103,916.80 44 \$56.29 \$4,503.20	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93,184.00 33 \$50.45 \$4.036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20 48 \$58.58 \$4,686.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40 37 \$52.50 \$4,200.00 \$109,200.00	\$37.05 \$2,964.00 \$77,064.00 \$14 \$41.75 \$3,340.00 \$86,840.00 \$6 \$47.06 \$3,764.80 \$97,884.80 \$97,884.20 \$110,323.20	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40 \$87.734.40 27 \$47.52 \$3,801.60 \$98.841.60 39 \$53.56 \$4,284.80 \$111,404.80	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88.566.40 28 \$48.00 \$3,840.00 \$99,840.00 40 \$54.10 \$4,328.00 \$112,528.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100.817.60 41 \$54.64 \$4,371.20 \$113,651.20	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90.376.00 30 \$48.97 \$3.917.60 \$101.857.60 42 \$55.19 \$4,415.20 \$114.795.20	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20 43 \$55.74 \$4,459.20 \$115,939.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3.996.80 \$103,916.80 44 \$56.29 \$4,503.20	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93,184.00 33 \$50.45 \$4.036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20 48 \$58.58 \$4,686.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40 37 \$52.50 \$4,200.00 \$109,200.00	\$37.05 \$2,964.00 \$77,064.00 \$14 \$41.75 \$3.340.00 \$86.840.00 \$26 \$47.06 \$3.764.80 \$97.884.80 \$97.884.20 \$110.323.20	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3.374.40 \$87.734.40 27 \$47.52 \$3.801.60 \$98.841.60 39 \$53.56 \$4.284.80 \$111.404.80	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3.406.40 \$88.566.40 28 \$48.00 \$3.840.00 \$99.840.00 40 \$54.10 \$4.328.00 \$112.528.00 \$12.528.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100.817.60 41 \$54.64 \$4,371.20 \$113,651.20	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90.376.00 30 \$48.97 \$3,917.60 \$101.857.60 42 \$55.19 \$4,415.20 \$114,795.20	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102.835.20 \$102.835.20 \$15,939.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3.996.80 \$103,916.80 44 \$56.29 \$4,503.20	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3.584.00 \$93,184.00 33 \$50.45 \$4.036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20 48 \$58.58 \$4,686.40

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$40.15	\$40.52	\$40.93	\$41.33	\$41.75	\$42.18	\$42.58	\$43.01	\$43.45	\$43.88	\$44.33	\$44.80
Biweekly	\$3,212.00	\$3,241.60	\$3,274.40	\$3,306.40	\$3,340.00	\$3,374.40	\$3,406.40	\$3,440.80	\$3,476.00	\$3,510.40	\$3,546.40	\$3,584.00
Annually	\$83,512.00	\$84,281.60	\$85,134.40	\$85,966.40	\$86,840.00	\$87,734.40	\$88,566.40	\$89,460.80	\$90,376.00	\$91,270.40	\$92,206.40	\$93,184.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$45.22	\$45.68	\$46.14	\$46.58	\$47.06	\$47.52	\$48.00	\$48.47	\$48.97	\$49.44	\$49.96	\$50.45
Biweekly	\$3,617.60	\$3,654.40	\$3,691.20	\$3,726.40	\$3,764.80	\$3,801.60	\$3,840.00	\$3,877.60	\$3,917.60	\$3,955.20	\$3,996.80	\$4,036.00
Annually	\$94,057.60	\$95,014.40	\$95,971.20	\$96,886.40	\$97,884.80	\$98,841.60	\$99,840.00	\$100,817.60	\$101,857.60	\$102,835.20	\$103,916.80	\$104,936.00
· · · · · · · · · · · · · · · · · · ·	\$3.,007.00	\$33,020	\$33,371.20	\$30,000.10	\$37,0000	\$30,0 .1.00	\$33,0.10.00	\$100,017.00	\$101,007.00	\$102,000.20	V100,010.00	\$10.1,500.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$50.95	\$51.45	\$51.99	\$52.50	\$53.04	\$53.56	\$54.10	\$54.64	\$55.19	\$55.74	\$56.29	\$56.86
Biweekly	\$4,076.00	\$4,116.00	\$4,159.20	\$4,200.00	\$4,243.20	\$4,284.80	\$4,328.00	\$4,371.20	\$4,415.20	\$4,459.20	\$4,503.20	\$4,548.80
Annually	\$105,976.00	\$107,016.00	\$108,139.20	\$109,200.00	\$110,323.20	\$111,404.80	\$112,528.00	\$113,651.20	\$114,795.20	\$115,939.20	\$117,083.20	\$118,268.80
Steps	37	30	20	40	41	42	42	11	45	46	47	40
Hourly	\$57.42	38 \$57.99	39 \$58.58	40 \$59.18	41 \$59.76	42 \$60.34	43 \$60.95	44 \$61.58	45 \$62.19	46 \$62.82	47 \$63.44	48 \$64.08
Biweekly	\$4,593.60	\$4,639.20	\$4,686.40	\$4,734.40	\$4,780.80	\$4,827.20	\$4,876.00	\$4,926.40	\$4,975.20	\$5,025.60	\$5,075.20	\$5,126.40
Annually	\$119,433.60	\$120,619.20	\$121,846.40	\$123,094.40	\$124,300.80	\$125,507.20	\$126,776.00	\$128,086.40	\$129,355.20	\$130,665.60	\$131,955.20	\$133,286.40
Ailliually	3119,433.00	\$120,019.20	3121,840.40	\$123,034.40	3124,300.80	\$125,507.20	3120,770.00	\$128,080.40	\$129,333.20	\$130,005.00	3131,933.20	\$133,280.40
Steps	49	50	51	52	53	54	55					
Hourly	\$64.72	\$65.37	\$66.02	\$66.68	\$67.36	\$68.02	\$68.69					
Biweekly	\$5,177.60	\$5,229.60	\$5,281.60	\$5,334.40	\$5,388.80	\$5,441.60	\$5,495.20					
Annually	\$134,617.60	\$135,969.60	\$137,321.60	\$138,694.40	\$140,108.80	\$141,481.60	\$142,875.20					
Grade 82												
Grade 82					_		_			10	44	42
Steps	1 645.22	2	3	4	5	6 \$47.53	7	8 \$49.47	9	10	11	12
Steps Hourly	\$45.22	\$45.68	\$46.14	\$46.58	\$47.06	\$47.52	\$48.00	\$48.47	\$48.97	\$49.44	\$49.96	\$50.45
Steps Hourly Biweekly	\$45.22 \$3,617.60	\$45.68 \$3,654.40	\$46.14 \$3,691.20	\$46.58 \$3,726.40	\$47.06 \$3,764.80	\$47.52 \$3,801.60	\$48.00 \$3,840.00	\$48.47 \$3,877.60	\$48.97 \$3,917.60	\$49.44 \$3,955.20	\$49.96 \$3,996.80	\$50.45 \$4,036.00
Steps Hourly Biweekly Annually	\$45.22	\$45.68	\$46.14	\$46.58	\$47.06	\$47.52	\$48.00	\$48.47	\$48.97	\$49.44	\$49.96	\$50.45
Steps Hourly Biweekly Annually Steps	\$45.22 \$3,617.60 \$94,057.60	\$45.68 \$3,654.40 \$95,014.40	\$46.14 \$3,691.20 \$95,971.20	\$46.58 \$3,726.40 \$96,886.40	\$47.06 \$3,764.80 \$97,884.80	\$47.52 \$3,801.60 \$98,841.60	\$48.00 \$3,840.00 \$99,840.00	\$48.47 \$3,877.60 \$100,817.60	\$48.97 \$3,917.60 \$101,857.60	\$49.44 \$3,955.20 \$102,835.20	\$49.96 \$3,996.80 \$103,916.80	\$50.45 \$4,036.00 \$104,936.00
Steps Hourly Biweekly Annually Steps Hourly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4.371.20	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74 \$4,459.20	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80
Steps Hourly Biweekly Annually Steps Hourly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107.016.00	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110.323.20	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111.404.80	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112.528.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113.651.20	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114.795.20	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74 \$4.459.20 \$115.939.20	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105.976.00	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108.139.20	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110.323.20	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111.404.80	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112.528.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113.651.20	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74 \$4.459.20 \$115.939.20	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118.268.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4.076.00 \$105,976.00	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4.200.00 \$109,200.00	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4.243.20 \$110.323.20 29 \$59.76	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4.284.80 \$111.404.80 30 \$60.34	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112.528.00 31 \$60.95	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113,651.20 32 \$61.58	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74 \$4.459.20 \$115,939.20 34 \$62.82	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4.548.80 \$118,268.80 36 \$64.08
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107.016.00 26 \$57.99 \$4,639.20	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108.139.20 27 \$58.58 \$4,686.40	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110.323.20 29 \$59.76 \$4,780.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111.404.80 30 \$60.34 \$4,827.20	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112.528.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113.651.20 32 \$61.58 \$4,926.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114.795.20 33 \$62.19 \$4,975.20	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115.939.20 34 \$62.82 \$5,025.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20 35 \$63.44 \$5.075.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4.548.80 \$118.268.80 36 \$64.08 \$5,126.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4.076.00 \$105,976.00	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4.200.00 \$109,200.00	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4.243.20 \$110.323.20 29 \$59.76	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4.284.80 \$111.404.80 30 \$60.34	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112.528.00 31 \$60.95 \$4.876.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113,651.20 32 \$61.58	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74 \$4.459.20 \$115,939.20 34 \$62.82	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4.548.80 \$118,268.80 36
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4.076.00 \$105.976.00 25 \$57.42 \$4.593.60 \$119.433.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4.116.00 \$107,016.00 26 \$57.99 \$4.639.20 \$120.619.20	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4.159.20 \$108.139.20 27 \$58.58 \$4.686.40 \$121.846.40	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4.200.00 \$109.200.00 28 \$59.18 \$4.734.40 \$123.094.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110.323.20 29 \$59.76 \$4,780.80 \$124,300.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4.284.80 \$111.404.80 30 \$60.34 \$4,827.20 \$125.507.20	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112.528.00 31 \$60.95 \$4.876.00 \$126.776.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113.651.20 32 \$61.58 \$4,926.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4.415.20 \$114.795.20 33 \$62.19 \$4.975.20 \$129.355.20	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 34 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20 35 \$63.44 \$5.075.20 \$131,955.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118.268.80 36 \$64.08 \$5,126.40 \$133,286.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Biweeklv Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4.076.00 \$105.976.00 25 \$57.42 \$4,593.60 \$119.433.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4.116.00 \$107,016.00 26 \$57.99 \$4,639.20 \$120,619.20 38 \$65.37	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40 40 \$66.68	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110.323.20 29 \$59.76 \$4,780.80 \$124,300.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4.284.80 \$111.404.80 30 \$60.34 \$4,827.20 \$125.507.20	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112.528.00 31 \$60.95 \$4.876.00 \$126.776.00	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113.651.20 \$61.58 \$4,926.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20 \$129,355.20	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 34 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20 35 \$63.44 \$5.075.20 \$131,955.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4.548.80 \$118.268.80 36 \$64.08 \$5,126.40 \$133,286.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4.076.00 \$105.976.00 25 \$57.42 \$4.593.60 \$119.433.60 37 \$64.72 \$5.177.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107.016.00 26 \$57.99 \$4.639.20 \$120,619.20 38 \$65.37 \$5,229.60	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108.139.20 27 \$58.58 \$4,686.40 \$121,846.40 39 \$66.02 \$5,281.60	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40 40 \$66.68 \$5,334.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110.323.20 29 \$59.76 \$4,780.80 \$124,300.80 41 \$67.36 \$5,388.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111.404.80 30 \$60.34 \$4,827.20 \$125,507.20 42 \$68.02 \$5,441.60	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112.528.00 31 \$60.95 \$4.876.00 \$126,776.00	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113.651.20 32 \$61.58 \$4,926.40 \$128.086.40 44 \$69.39 \$5.551.20	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4.975.20 \$129,355.20 45 \$70.08 \$5,606.40	\$49.44 \$3,955.20 \$102,835.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$44 \$62.82 \$5.025.60 \$130.665.60 \$70.76 \$5.660.80	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20 35 \$63.44 \$5.075.20 \$131,955.20 47 \$71.47 \$5,717.60	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4.548.80 \$118.268.80 36 \$64.08 \$5,126.40 \$133,286.40 48 \$72.22 \$5,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Biweeklv Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4.076.00 \$105.976.00 25 \$57.42 \$4,593.60 \$119.433.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4.116.00 \$107,016.00 26 \$57.99 \$4,639.20 \$120,619.20 38 \$65.37	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40 40 \$66.68	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110.323.20 29 \$59.76 \$4,780.80 \$124,300.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4.284.80 \$111.404.80 30 \$60.34 \$4,827.20 \$125.507.20	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112.528.00 31 \$60.95 \$4.876.00 \$126.776.00	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113.651.20 \$61.58 \$4,926.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20 \$129,355.20	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 34 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20 35 \$63.44 \$5.075.20 \$131,955.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4.548.80 \$118.268.80 36 \$64.08 \$5,126.40 \$133,286.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4.076.00 \$105.976.00 25 \$57.42 \$4,593.60 \$119.433.60 37 \$64.72 \$5.177.60 \$134,617.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4.116.00 \$107.016.00 26 \$57.99 \$4,639.20 \$120,619.20 38 \$65.37 \$5,229.60 \$135,969.60	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40 39 \$66.02 \$5,281.60 \$137,321.60	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123.094.40 40 \$66.68 \$5,334.40 \$138,694.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80 \$124,300.80 41 \$67.36 \$5,388.80 \$140,108.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20 \$125.507.20 42 \$68.02 \$5,441.60 \$141,481.60	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112,528.00 31 \$60.95 \$4.876.00 \$126,776.00 43 \$68.69 \$5,495.20 \$142.875.20	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113.651.20 32 \$61.58 \$4,926.40 \$128.086.40 44 \$69.39 \$5.551.20	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4.975.20 \$129,355.20 45 \$70.08 \$5,606.40	\$49.44 \$3,955.20 \$102,835.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$44 \$62.82 \$5.025.60 \$130.665.60 \$70.76 \$5.660.80	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20 35 \$63.44 \$5.075.20 \$131,955.20 47 \$71.47 \$5,717.60	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4.548.80 \$118.268.80 36 \$64.08 \$5,126.40 \$133,286.40 48 \$72.22 \$5,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105.976.00 25 \$57.42 \$4,593.60 \$119,433.60 37 \$64.72 \$5,177.60 \$134,617.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4.116.00 \$107.016.00 26 \$57.99 \$4.639.20 \$120.619.20 38 \$65.37 \$5,229.60 \$135.969.60	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4.159.20 \$108.139.20 27 \$58.58 \$4,686.40 \$121.846.40 39 \$66.02 \$5,281.60 \$137.321.60	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123.094.40 40 \$66.68 \$5,334.40 \$138.694.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110.323.20 29 \$59.76 \$4.780.80 \$124.300.80 41 \$67.36 \$5.388.80 \$140.108.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4.827.20 \$125,507.20 42 \$68.02 \$5,441.60 \$141,481.60	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112.528.00 31 \$60.95 \$4.876.00 \$126.776.00 43 \$68.69 \$5.495.20 \$142.875.20	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113.651.20 32 \$61.58 \$4,926.40 \$128.086.40 44 \$69.39 \$5.551.20	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4.975.20 \$129,355.20 45 \$70.08 \$5,606.40	\$49.44 \$3,955.20 \$102,835.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$44 \$62.82 \$5.025.60 \$130.665.60 \$70.76 \$5.660.80	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20 35 \$63.44 \$5.075.20 \$131,955.20 47 \$71.47 \$5,717.60	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4.548.80 \$118.268.80 36 \$64.08 \$5,126.40 \$133,286.40 48 \$72.22 \$5,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4.076.00 \$105.976.00 25 \$57.42 \$4.593.60 \$119.433.60 37 \$64.72 \$5.177.60 \$134,617.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4.116.00 \$107.016.00 26 \$57.99 \$4,639.20 \$120.619.20 38 \$65.37 \$5,229.60 \$135.969.60 50 \$73.64	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4.159.20 \$108.139.20 27 \$58.58 \$4,686.40 \$121.846.40 \$121.846.40 \$137.321.60	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123.094.40 40 \$66.68 \$5,334.40 \$138.694.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110.323.20 29 \$59.76 \$4,780.80 \$124.300.80 41 \$67.36 \$5,388.80 \$140.108.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111.404.80 30 \$60.34 \$4.827.20 \$125.507.20 42 \$68.02 \$5,441.60 \$141,481.60	\$48.00 \$3,840.00 \$99,840.00 \$199,840.00 \$19 \$54.10 \$4.328.00 \$112.528.00 \$112.528.00 \$126.776.00 \$126.776.00 \$126.776.00 \$142.875.20 \$142.875.20	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113.651.20 32 \$61.58 \$4,926.40 \$128.086.40 44 \$69.39 \$5.551.20	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4.975.20 \$129,355.20 45 \$70.08 \$5,606.40	\$49.44 \$3,955.20 \$102,835.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$44 \$62.82 \$5.025.60 \$130.665.60 \$70.76 \$5.660.80	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20 35 \$63.44 \$5.075.20 \$131,955.20 47 \$71.47 \$5,717.60	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4.548.80 \$118.268.80 36 \$64.08 \$5,126.40 \$133,286.40 48 \$72.22 \$5,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105.976.00 25 \$57.42 \$4,593.60 \$119,433.60 37 \$64.72 \$5,177.60 \$134,617.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4.116.00 \$107.016.00 26 \$57.99 \$4.639.20 \$120.619.20 38 \$65.37 \$5,229.60 \$135.969.60	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4.159.20 \$108.139.20 27 \$58.58 \$4,686.40 \$121.846.40 39 \$66.02 \$5,281.60 \$137.321.60	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123.094.40 40 \$66.68 \$5,334.40 \$138.694.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110.323.20 29 \$59.76 \$4.780.80 \$124.300.80 41 \$67.36 \$5.388.80 \$140.108.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4.827.20 \$125,507.20 42 \$68.02 \$5,441.60 \$141,481.60	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4.328.00 \$112.528.00 31 \$60.95 \$4.876.00 \$126.776.00 43 \$68.69 \$5.495.20 \$142.875.20	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113.651.20 32 \$61.58 \$4,926.40 \$128.086.40 44 \$69.39 \$5.551.20	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4.975.20 \$129,355.20 45 \$70.08 \$5,606.40	\$49.44 \$3,955.20 \$102,835.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$44 \$62.82 \$5.025.60 \$130.665.60 \$70.76 \$5.660.80	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4.503.20 \$117.083.20 35 \$63.44 \$5.075.20 \$131,955.20 47 \$71.47 \$5,717.60	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4.548.80 \$118.268.80 36 \$64.08 \$5,126.40 \$133,286.40 48 \$72.22 \$5,777.60

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$50.95	\$51.45	\$51.99	\$52.50	\$53.04	\$53.56	\$54.10	\$54.64	\$55.19	\$55.74	\$56.29	\$56.86
Biweekly	\$4,076.00	\$4,116.00	\$4,159.20	\$4,200.00	\$4,243.20	\$4,284.80	\$4,328.00	\$4,371.20	\$4,415.20	\$4,459.20	\$4,503.20	\$4,548.80
Annually	\$105,976.00	\$107,016.00	\$108,139.20	\$109,200.00	\$110,323.20	\$111,404.80	\$112,528.00	\$113,651.20	\$114,795.20	\$115,939.20	\$117,083.20	\$118,268.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$57.42	\$57.99	\$58.58	\$59.18	\$59.76	\$60.34	\$60.95	\$61.58	\$62.19	\$62.82	\$63.44	\$64.08
Biweekly	\$4,593.60	\$4,639.20	\$4,686.40	\$4,734.40	\$4,780.80	\$4,827.20	\$4,876.00	\$4.926.40	\$4,975.20	\$5,025.60	\$5,075.20	\$5,126.40
Annually	\$119,433.60	\$120,619.20	\$121,846.40	\$123,094.40	\$124,300.80	\$125,507.20	\$126,776.00	\$128,086.40	\$129,355.20	\$130,665.60	\$131,955.20	\$133,286.40
Chama												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$64.72	\$65.37	\$66.02	\$66.68	\$67.36	\$68.02	\$68.69	\$69.39	\$70.08	\$70.76	\$71.47	\$72.22
Biweekly	\$5,177.60	\$5,229.60	\$5,281.60	\$5,334.40	\$5,388.80	\$5,441.60	\$5,495.20	\$5,551.20	\$5,606.40	\$5,660.80	\$5,717.60	\$5,777.60
Annually	\$134,617.60	\$135,969.60	\$137,321.60	\$138,694.40	\$140,108.80	\$141,481.60	\$142,875.20	\$144,331.20	\$145,766.40	\$147,180.80	\$148,657.60	\$150,217.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$72.91	\$73.64	\$74.38	\$75.14	\$75.89	\$76.64	\$77.42	\$78.18	\$78.96	\$79.76	\$80.56	\$81.36
Biweekly	\$5,832.80	\$5,891.20	\$5,950.40	\$6,011.20	\$6,071.20	\$6,131.20	\$6,193.60	\$6,254.40	\$6,316.80	\$6,380.80	\$6,444.80	\$6,508.80
Annually	\$151,652.80	\$153,171.20	\$154,710.40	\$156,291.20	\$157,851.20	\$159,411.20	\$161,033.60	\$162,614.40	\$164,236.80	\$165,900.80	\$167,564.80	\$169,228.80
Steps	49	50	51	52	53	54	55					
Hourly	\$82.15	\$82.99	\$83.80	\$84.67	\$85.50	\$86.36	\$87.23					
Biweekly	\$6,572.00	\$6,639.20	\$6,704.00	\$6,773.60	\$6,840.00	\$6,908.80	\$6,978.40					
Annually	\$170,872.00	\$172,619.20	\$174,304.00	\$176,113.60	\$177,840.00	\$179,628.80	\$181,438.40					
Grade 84												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$55.74	\$56.29	\$56.86	\$57.42	\$57.99	\$58.58	\$59.18	\$59.76	\$60.34	\$60.95	\$61.58	\$62.19
Steps Hourly Biweekly	\$55.74 \$4,459.20	\$56.29 \$4,503.20	\$56.86 \$4,548.80	\$57.42 \$4,593.60	\$57.99 \$4,639.20	\$58.58 \$4,686.40	\$59.18 \$4,734.40	\$59.76 \$4,780.80	\$60.34 \$4,827.20	\$60.95 \$4,876.00	\$61.58 \$4,926.40	\$62.19 \$4,975.20
Steps Hourly	\$55.74	\$56.29	\$56.86	\$57.42	\$57.99	\$58.58	\$59.18	\$59.76	\$60.34	\$60.95	\$61.58	\$62.19
Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20	\$56.29 \$4,503.20 \$117,083.20	\$56.86 \$4,548.80 \$118,268.80	\$57.42 \$4,593.60 \$119,433.60	\$57.99 \$4,639.20 \$120,619.20	\$58.58 \$4,686.40 \$121,846.40	\$59.18 \$4,734.40 \$123,094.40	\$59.76 \$4,780.80 \$124,300.80	\$60.34 \$4,827.20 \$125,507.20	\$60.95 \$4,876.00 \$126,776.00	\$61.58 \$4,926.40 \$128,086.40	\$62.19 \$4,975.20 \$129,355.20
Steps Hourly Biweekly Annually Steps	\$55.74 \$4,459.20 \$115,939.20	\$56.29 \$4,503.20 \$117,083.20	\$56.86 \$4,548.80 \$118,268.80	\$57.42 \$4,593.60 \$119,433.60	\$57.99 \$4,639.20 \$120,619.20	\$58.58 \$4,686.40 \$121,846.40	\$59.18 \$4,734.40 \$123,094.40	\$59.76 \$4,780.80 \$124,300.80	\$60.34 \$4,827.20 \$125,507.20	\$60.95 \$4,876.00 \$126,776.00	\$61.58 \$4,926.40 \$128,086.40	\$62.19 \$4,975.20 \$129,355.20
Steps Hourly Biweekly Annually Steps Hourly	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82	\$56.29 \$4,503.20 \$117,083.20 14 \$63.44	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08
Steps Hourly Biweekly Annually Steps	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5,025.60	\$56.29 \$4,503.20 \$117,083.20 14 \$63.44 \$5,075.20	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5.606.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82	\$56.29 \$4,503.20 \$117,083.20 14 \$63.44	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5,025.60	\$56.29 \$4,503.20 \$117,083.20 14 \$63.44 \$5,075.20	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60	\$56.29 \$4,503.20 \$117,083.20 \$14 \$63.44 \$5,075.20 \$131,955.20	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5.177.60 \$134.617.60 28 \$72.91	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135.969.60	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80 \$140.108.80	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142,875.20	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144,331.20	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5.606.40 \$145.766.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5.025.60 \$130.665.60 25 \$70.76 \$5.660.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5.075.20 \$131,955.20 26 \$71.47 \$5,717.60	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5.177.60 \$134.617.60 28 \$72.91 \$5.832.80	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138.694.40 31 \$75.14 \$6,011.20	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80 \$140.108.80 32 \$75.89 \$6.071.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142.875.20 34 \$77.42 \$6,193.60	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144.331.20 35 \$78.18 \$6,254.40	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5.025.60 \$130,665.60 25 \$70.76	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5.075.20 \$131,955.20	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5.177.60 \$134.617.60 28 \$72.91	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5.334.40 \$138,694.40 31 \$75.14	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5,388.80 \$140,108.80 32 \$75.89	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142,875.20	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144,331.20	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5.025.60 \$130.665.60 25 \$70.76 \$5.660.80 \$147,180.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5.075.20 \$131.955.20 26 \$71.47 \$5,717.60 \$148,657.60	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5.177.60 \$134.617.60 28 \$72.91 \$5.832.80 \$151,652.80	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135.969.60 29 \$73.64 \$5,891.20 \$153,171.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137.321.60 30 \$74.38 \$5,950.40 \$154,710.40	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138.694.40 31 \$75.14 \$6,011.20 \$156,291.20	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80 \$140.108.80 32 \$75.89 \$6.071.20 \$157.851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142.875.20 34 \$77.42 \$6.193.60 \$161.033.60	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144.331.20 35 \$78.18 \$6.254.40 \$162,614.40	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5.606.40 \$145.766.40 36 \$78.96 \$6.316.80 \$164.236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130.665.60 25 \$70.76 \$5,660.80 \$147,180.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5.126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5.177.60 \$134.617.60 28 \$72.91 \$5,832.80 \$151,652.80	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135.969.60 29 \$73.64 \$5,891.20 \$153,171.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137.321.60 30 \$74.38 \$5,950.40 \$154,710.40	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138.694.40 31 \$75.14 \$6,011.20 \$156,291.20	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80 \$140.108.80 32 \$75.89 \$6.071.20 \$157.851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142.875.20 34 \$77.42 \$6,193.60 \$161.033.60	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144.331.20 35 \$78.18 \$6.254.40 \$162.614.40	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5.606.40 \$145.766.40 36 \$78.96 \$6.316.80 \$164.236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5.025.60 \$130.665.60 25 \$70.76 \$5,660.80 \$147,180.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5.126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5.177.60 \$134,617.60 28 \$72.91 \$5.832.80 \$151,652.80 40 \$82.15	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138.694.40 31 \$75.14 \$6,011.20 \$156,291.20	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80 \$140.108.80 32 \$75.89 \$6.071.20 \$157.851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142.875.20 34 \$77.42 \$6,193.60 \$161.033.60	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144.331.20 35 \$78.18 \$6.254.40 \$162,614.40	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5.606.40 \$145.766.40 36 \$78.96 \$6,316.80 \$164.236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5.025.60 \$130.665.60 25 \$70.76 \$5.660.80 \$147,180.80 37 \$79.76 \$6.380.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5.075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60 38 \$80.56 \$6,444.80	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60 39 \$81.36 \$6,508.80	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5.177.60 \$134,617.60 28 \$72.91 \$5.832.80 \$151,652.80 40 \$82.15 \$6.572.00	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5.229.60 \$135,969.60 29 \$73.64 \$5.891.20 \$153,171.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40 42 \$83.80 \$6,704.00	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5.334.40 \$138.694.40 31 \$75.14 \$6.011.20 \$156.291.20 43 \$84.67 \$6.773.60	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80 \$140.108.80 32 \$75.89 \$6,071.20 \$157.851.20 44 \$85.50 \$6.840.00	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20 45 \$86.36 \$6,908.80	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161.033.60 \$87.23 \$6,978.40	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144.331.20 35 \$78.18 \$6.254.40 \$162,614.40 47 \$88.11 \$7,048.80	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5.606.40 \$145.766.40 36 \$78.96 \$6.316.80 \$164.236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5.025.60 \$130.665.60 25 \$70.76 \$5,660.80 \$147,180.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5.126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5.177.60 \$134,617.60 28 \$72.91 \$5.832.80 \$151,652.80 40 \$82.15	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138.694.40 31 \$75.14 \$6,011.20 \$156,291.20	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80 \$140.108.80 32 \$75.89 \$6.071.20 \$157.851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142.875.20 34 \$77.42 \$6,193.60 \$161.033.60	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144.331.20 35 \$78.18 \$6.254.40 \$162,614.40	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5.606.40 \$145.766.40 36 \$78.96 \$6,316.80 \$164.236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5.025.60 \$130.665.60 25 \$70.76 \$5.660.80 \$147,180.80 37 \$79.76 \$6.380.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5.075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60 38 \$80.56 \$6,444.80	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60 39 \$81.36 \$6,508.80	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5.177.60 \$134,617.60 28 \$72.91 \$5.832.80 \$151,652.80 40 \$82.15 \$6.572.00	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5.229.60 \$135,969.60 29 \$73.64 \$5.891.20 \$153,171.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40 42 \$83.80 \$6,704.00	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5.334.40 \$138.694.40 31 \$75.14 \$6.011.20 \$156.291.20 43 \$84.67 \$6.773.60	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80 \$140.108.80 32 \$75.89 \$6,071.20 \$157.851.20 44 \$85.50 \$6.840.00	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20 45 \$86.36 \$6,908.80	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161.033.60 \$87.23 \$6,978.40	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144.331.20 35 \$78.18 \$6.254.40 \$162,614.40 47 \$88.11 \$7,048.80	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5.606.40 \$145.766.40 36 \$78.96 \$6.316.80 \$164.236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60 25 \$70.76 \$5,660.80 \$147,180.80 37 \$79.76 \$6,380.80 \$165,900.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148.657.60 38 \$80.56 \$6.444.80 \$167,564.80	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60 39 \$81.36 \$6,508.80 \$169,228.80	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80 \$151.652.80 40 \$82.15 \$6,572.00 \$170,872.00	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20 41 \$82.99 \$6,639.20 \$172,619.20	\$58.58 \$4,686.40 \$121,846.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137.321.60 30 \$74.38 \$5,950.40 \$154,710.40 42 \$83.80 \$6,704.00 \$174,304.00	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5.334.40 \$138.694.40 31 \$75.14 \$6.011.20 \$156.291.20 43 \$84.67 \$6.773.60 \$176.113.60	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80 \$140.108.80 32 \$75.89 \$6,071.20 \$157.851.20 44 \$85.50 \$6.840.00	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20 45 \$86.36 \$6,908.80	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161.033.60 \$87.23 \$6,978.40	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144.331.20 35 \$78.18 \$6.254.40 \$162,614.40 47 \$88.11 \$7,048.80	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5.606.40 \$145.766.40 36 \$78.96 \$6.316.80 \$164.236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Steps Steps Hourly Steps Hourly Steps Steps Hourly Steps Steps Hourly Steps	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5.025.60 \$130.665.60 25 \$70.76 \$5.660.80 \$147.180.80 37 \$79.76 \$6.380.80 \$165.900.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5.075.20 \$131.955.20 26 \$71.47 \$5.717.60 \$148,657.60 38 \$80.56 \$6,444.80 \$167,564.80	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60 39 \$81.36 \$6,508.80 \$169,228.80	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5.177.60 \$134,617.60 28 \$72.91 \$5.832.80 \$151.652.80 40 \$82.15 \$6.572.00 \$170.872.00	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20 41 \$82.99 \$6,639.20 \$172,619.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40 42 \$83.80 \$6,704.00 \$174,304.00	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5.334.40 \$138,694.40 31 \$75.14 \$6,011.20 \$156,291.20 43 \$84.67 \$6,773.60 \$176,113.60	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80 \$140.108.80 32 \$75.89 \$6,071.20 \$157.851.20 44 \$85.50 \$6.840.00	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20 45 \$86.36 \$6,908.80	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161.033.60 \$87.23 \$6,978.40	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144.331.20 35 \$78.18 \$6.254.40 \$162,614.40 47 \$88.11 \$7,048.80	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5.606.40 \$145.766.40 36 \$78.96 \$6.316.80 \$164.236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60 25 \$70.76 \$5,660.80 \$147,180.80 37 \$79.76 \$6,380.80 \$165,900.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148.657.60 38 \$80.56 \$6,444.80 \$167,564.80	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60 39 \$81.36 \$6,508.80 \$169,228.80 51	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134.617.60 28 \$72.91 \$5.832.80 \$151.652.80 40 \$82.15 \$6.572.00 \$170.872.00	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20 41 \$82.99 \$6,639.20 \$172,619.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137.321.60 30 \$74.38 \$5,950.40 \$154,710.40 42 \$83.80 \$6,704.00 \$174,304.00	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20 \$156,291.20 43 \$84.67 \$6,773.60 \$176,113.60	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5.388.80 \$140.108.80 32 \$75.89 \$6,071.20 \$157.851.20 44 \$85.50 \$6.840.00	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20 45 \$86.36 \$6,908.80	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161.033.60 \$87.23 \$6,978.40	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5.551.20 \$144.331.20 35 \$78.18 \$6.254.40 \$162,614.40 47 \$88.11 \$7,048.80	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5.606.40 \$145.766.40 36 \$78.96 \$6.316.80 \$164.236.80

(Non-bargaining unit)

Grade / 1

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$14.29	\$14.42	\$14.57	\$14.72	\$14.86	\$15.02	\$15.16	\$15.30	\$15.45	\$15.61	\$15.77	\$15.94
Biweekly	\$1,143.20	\$1,153.60	\$1,165.60	\$1,177.60	\$1,188.80	\$1,201.60	\$1,212.80	\$1,224.00	\$1,236.00	\$1,248.80	\$1,261.60	\$1,275.20
Annually	\$29,723.20	\$29,993.60	\$30,305.60	\$30,617.60	\$30,908.80	\$31,241.60	\$31,532.80	\$31,824.00	\$32,136.00	\$32,468.80	\$32,801.60	\$33,155.20
Steps	13	14	15	16	. 17	18	. 19	20	21	. 22	23	24
Hourly	\$16.09	\$16.27	\$16.41	\$16.57	\$16.74	\$16.91	\$17.07	\$17.24	\$17.39	\$17.60	\$17.76	\$17.96
Biweekly	\$1,287.20	\$1,301.60	\$1,312.80	\$1,325.60	\$1,339.20	\$1,352.80	\$1,365.60	\$1,379.20	\$1,391.20	\$1,408.00	\$1,420.80	\$1,436.80
Annually	\$33,467.20	\$33,841.60	\$34,132.80	\$34,465.60	\$34,819.20	\$35,172.80	\$35,505.60	\$35.859.20	\$36.171.20	\$36,608.00	\$36,940.80	\$37,356.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$18.12	\$18.31	\$18.47	\$18.65	\$18.85	\$19.05	\$19.25	\$19.41	\$19.64	\$19.82	\$20.01	\$20.21
Biweekly	\$1,449.60	\$1,464.80	\$1,477.60	\$1,492.00	\$1,508.00	\$1,524.00	\$1,540.00	\$1,552.80	\$1,571.20	\$1,585.60	\$1,600.80	\$1,616.80
Annually	\$37,689.60	\$38,084.80	\$38,417.60	\$38,792.00	\$39,208.00	\$39,624.00	\$40,040.00	\$40,372.80	\$40,851.20	\$41,225.60	\$41,620.80	\$42,036.80
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$20.41	\$20.61	\$20.84	\$21.04	\$21.25	\$21.47	\$21.67	\$21.88	\$22.11	\$22.34	\$22.56	\$22.79
Biweekly	\$1,632.80	\$1,648.80	\$1,667.20	\$1,683.20	\$1,700.00	\$1,717.60	\$1,733.60	\$1,750.40	\$1,768.80	\$1,787.20	\$1,804.80	\$1,823.20
Annually	\$42,452.80	\$42,868.80	\$43,347.20	\$43,763.20	\$44,200.00	\$44,657.60	\$45,073.60	\$45,510.40	\$45,988.80	\$46,467.20	\$46,924.80	\$47,403.20
Steps	49	50	51	52	53	54	55					
Hourly	\$23.01	\$23.23	\$23.47	\$23.70	\$23.95	\$24.18	\$24.44					
Biweekly	\$1,840.80	\$1,858.40	\$1,877.60	\$1,896.00	\$1,916.00	\$1,934.40	\$1,955.20					
Annually	\$47,860.80	\$48,318.40	\$48,817.60	\$49,296.00	\$49,816.00	\$50,294.40	\$50,835.20					
Grade 72												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$16.09	\$16.27	\$16.41	\$16.57	\$16.74	\$16.91	\$17.07	\$17.24	\$17.39	\$17.60	\$17.76	\$17.96
Biweekly	\$1,287.20	\$1,301.60	\$1,312.80	\$1,325.60	\$1,339.20	\$1,352.80	\$1,365.60	\$1,379.20	\$1,391.20	\$1,408.00	\$1,420.80	\$1,436.80
Annually	\$33,467.20	\$33,841.60	\$34,132.80	\$34,465.60	\$34,819.20	\$35,172.80	\$35,505.60	\$35,859.20	\$36,171.20	\$36,608.00	\$36,940.80	\$37,356.80
Steps	13											
Hourly	12	14	15	16	17	18	19	20	21	22	23	24
Hourty	\$18.12	14 \$18.31	15 \$18.47	16 \$18.65	17 \$18.85	18 \$19.05	19 \$19.25	20 \$19.41	21 \$19.64	22 \$19.82	23 \$20.01	24 \$20.21
Biweekly	\$18.12 \$1,449.60	\$18.31 \$1,464.80	\$18.47 \$1,477.60	\$18.65 \$1,492.00	\$18.85 \$1,508.00	\$19.05 \$1,524.00	\$19.25 \$1,540.00	\$19.41 \$1,552.80	\$19.64 \$1,571.20	\$19.82 \$1,585.60	\$20.01 \$1,600.80	\$20.21 \$1,616.80
	\$18.12	\$18.31	\$18.47	\$18.65	\$18.85	\$19.05	\$19.25	\$19.41	\$19.64	\$19.82	\$20.01	\$20.21
Biweekly Annually	\$18.12 \$1,449.60 \$37,689.60	\$18.31 \$1,464.80 \$38,084.80	\$18.47 \$1,477.60 \$38,417.60	\$18.65 \$1,492.00 \$38,792.00	\$18.85 \$1,508.00 \$39,208.00	\$19.05 \$1,524.00 \$39,624.00	\$19.25 \$1,540.00 \$40,040.00	\$19.41 \$1,552.80 \$40,372.80	\$19.64 \$1,571.20 \$40,851.20	\$19.82 \$1,585.60 \$41,225.60	\$20.01 \$1,600.80 \$41,620.80	\$20.21 \$1,616.80 \$42,036.80
Biweekly Annually Steps	\$18.12 \$1,449.60 \$37.689.60	\$18.31 \$1,464.80 \$38,084.80	\$18.47 \$1,477.60 \$38.417.60	\$18.65 \$1,492.00 \$38,792.00	\$18.85 \$1.508.00 \$39,208.00	\$19.05 \$1,524.00 \$39,624.00	\$19.25 \$1,540.00 \$40,040.00	\$19.41 \$1,552.80 \$40.372.80	\$19.64 \$1,571.20 \$40.851.20	\$19.82 \$1,585.60 \$41,225.60	\$20.01 \$1.600.80 \$41.620.80	\$20.21 \$1.616.80 \$42.036.80
Biweekly Annually Steps Hourly	\$18.12 \$1.449.60 \$37.689.60 25 \$20.41	\$18.31 \$1.464.80 \$38.084.80 26 \$20.61	\$18.47 \$1,477.60 \$38.417.60 27 \$20.84	\$18.65 \$1.492.00 \$38.792.00 28 \$21.04	\$18.85 \$1,508.00 \$39,208.00 29 \$21.25	\$19.05 \$1,524.00 \$39.624.00 30 \$21.47	\$19.25 \$1,540.00 \$40.040.00 31 \$21.67	\$19.41 \$1,552.80 \$40.372.80 32 \$21.88	\$19.64 \$1,571.20 \$40.851.20 33 \$22.11	\$19.82 \$1,585.60 \$41,225.60 34 \$22.34	\$20.01 \$1,600.80 \$41,620.80 35 \$22.56	\$20.21 \$1.616.80 \$42.036.80 36 \$22.79
Biweekly Annually Steps Hourly Biweekly	\$18.12 \$1,449.60 \$37,689.60 25 \$20.41 \$1,632.80	\$18.31 \$1.464.80 \$38.084.80 26 \$20.61 \$1.648.80	\$18.47 \$1,477.60 \$38.417.60 27 \$20.84 \$1.667.20	\$18.65 \$1.492.00 \$38.792.00 28 \$21.04 \$1.683.20	\$18.85 \$1.508.00 \$39,208.00 29 \$21.25 \$1,700.00	\$19.05 \$1.524.00 \$39.624.00 30 \$21.47 \$1.717.60	\$19.25 \$1.540.00 \$40.040.00 31 \$21.67 \$1,733.60	\$19.41 \$1.552.80 \$40.372.80 32 \$21.88 \$1,750.40	\$19.64 \$1.571.20 \$40.851.20 33 \$22.11 \$1,768.80	\$19.82 \$1,585.60 \$41,225.60 34 \$22.34 \$1,787.20	\$20.01 \$1,600.80 \$41,620.80 35 \$22.56 \$1,804.80	\$20.21 \$1.616.80 \$42.036.80 36 \$22.79 \$1.823.20
Biweekly Annually Steps Hourly	\$18.12 \$1.449.60 \$37.689.60 25 \$20.41	\$18.31 \$1.464.80 \$38.084.80 26 \$20.61	\$18.47 \$1,477.60 \$38.417.60 27 \$20.84	\$18.65 \$1.492.00 \$38.792.00 28 \$21.04	\$18.85 \$1,508.00 \$39,208.00 29 \$21.25	\$19.05 \$1,524.00 \$39.624.00 30 \$21.47	\$19.25 \$1,540.00 \$40.040.00 31 \$21.67	\$19.41 \$1,552.80 \$40.372.80 32 \$21.88	\$19.64 \$1,571.20 \$40.851.20 33 \$22.11	\$19.82 \$1,585.60 \$41,225.60 34 \$22.34	\$20.01 \$1,600.80 \$41,620.80 35 \$22.56	\$20.21 \$1.616.80 \$42.036.80 36 \$22.79
Biweekly Annually Steps Hourly Biweekly	\$18.12 \$1,449.60 \$37,689.60 25 \$20.41 \$1,632.80 \$42,452.80	\$18.31 \$1.464.80 \$38.084.80 26 \$20.61 \$1.648.80 \$42.868.80	\$18.47 \$1,477.60 \$38.417.60 27 \$20.84 \$1,667.20 \$43,347.20	\$18.65 \$1.492.00 \$38.792.00 28 \$21.04 \$1.683.20 \$43.763.20	\$18.85 \$1.508.00 \$39,208.00 29 \$21.25 \$1,700.00 \$44,200.00	\$19.05 \$1.524.00 \$39.624.00 30 \$21.47 \$1.717.60 \$44.657.60	\$19.25 \$1,540.00 \$40.040.00 31 \$21.67 \$1,733.60 \$45,073.60	\$19.41 \$1.552.80 \$40.372.80 \$21.88 \$1.750.40 \$45.510.40	\$19.64 \$1.571.20 \$40.851.20 33 \$22.11 \$1,768.80 \$45.988.80	\$19.82 \$1,585.60 \$41,225.60 34 \$22.34 \$1,787.20 \$46.467.20	\$20.01 \$1,600.80 \$41,620.80 35 \$22.56 \$1,804.80 \$46,924.80	\$20.21 \$1,616.80 \$42,036.80 36 \$22.79 \$1,823.20 \$47,403.20
Biweekly Annually Steps Hourly Biweekly Annually	\$18.12 \$1,449.60 \$37.689.60 25 \$20.41 \$1,632.80 \$42,452.80	\$18.31 \$1.464.80 \$38.084.80 26 \$20.61 \$1.648.80 \$42.868.80	\$18.47 \$1,477.60 \$38.417.60 27 \$20.84 \$1,667.20 \$43,347.20	\$18.65 \$1.492.00 \$38.792.00 28 \$21.04 \$1.683.20 \$43.763.20	\$18.85 \$1.508.00 \$39.208.00 29 \$21.25 \$1.700.00 \$44.200.00	\$19.05 \$1.524.00 \$39.624.00 30 \$21.47 \$1.717.60 \$44.657.60	\$19.25 \$1,540.00 \$40.040.00 31 \$21.67 \$1,733.60 \$45,073.60	\$19.41 \$1,552.80 \$40.372.80 \$21.88 \$1,750.40 \$45,510.40	\$19.64 \$1.571.20 \$40.851.20 33 \$22.11 \$1.768.80 \$45.988.80	\$19.82 \$1,585.60 \$41,225.60 34 \$22.34 \$1,787.20 \$46,467.20	\$20.01 \$1,600.80 \$41,620.80 \$5 \$22.56 \$1,804.80 \$46,924.80	\$20.21 \$1.616.80 \$42.036.80 36 \$22.79 \$1.823.20 \$47.403.20
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$18.12 \$1,449.60 \$37,689.60 25 \$20.41 \$1,632.80 \$42,452.80 37 \$23.01 \$1,840.80	\$18.31 \$1.464.80 \$38.084.80 26 \$20.61 \$1.648.80 \$42.868.80 38 \$23.23 \$1.858.40	\$18.47 \$1,477.60 \$38.417.60 27 \$20.84 \$1,667.20 \$43.347.20 39 \$23.47 \$1,877.60	\$18.65 \$1.492.00 \$38.792.00 28 \$21.04 \$1.683.20 \$43.763.20 40 \$23.70 \$1.896.00	\$18.85 \$1.508.00 \$39.208.00 29 \$21.25 \$1.700.00 \$44,200.00 41 \$23.95 \$1,916.00	\$19.05 \$1.524.00 \$39.624.00 30 \$21.47 \$1.717.60 \$44.657.60 42 \$24.18 \$1.934.40	\$19.25 \$1,540.00 \$40.040.00 31 \$21.67 \$1,733.60 \$45.073.60 43 \$24.44 \$1,955.20	\$19.41 \$1,552.80 \$40.372.80 \$21.88 \$1,750.40 \$45,510.40 \$45,510.40	\$19.64 \$1,571.20 \$40.851.20 33 \$22.11 \$1,768.80 \$45.988.80 45 \$24.90 \$1,992.00	\$19.82 \$1,585.60 \$41,225.60 34 \$22.34 \$1,787.20 \$46.467.20 46 \$25.16 \$2,012.80	\$20.01 \$1,600.80 \$41,620.80 \$5 \$22.56 \$1,804.80 \$46,924.80 \$7 \$25.41 \$2,032.80	\$20.21 \$1.616.80 \$42.036.80 36 \$22.79 \$1.823.20 \$47.403.20 48 \$25.66 \$2,052.80
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$18.12 \$1,449.60 \$37,689.60 25 \$20.41 \$1,632.80 \$42,452.80 37 \$23.01	\$18.31 \$1.464.80 \$38.084.80 26 \$20.61 \$1.648.80 \$42.868.80	\$18.47 \$1,477.60 \$38.417.60 27 \$20.84 \$1.667.20 \$43.347.20 39 \$23.47	\$18.65 \$1.492.00 \$38.792.00 28 \$21.04 \$1.683.20 \$43.763.20 40 \$23.70	\$18.85 \$1.508.00 \$39,208.00 29 \$21.25 \$1,700.00 \$44,200.00	\$19.05 \$1.524.00 \$39.624.00 30 \$21.47 \$1.717.60 \$44.657.60	\$19.25 \$1,540.00 \$40.040.00 31 \$21.67 \$1,733.60 \$45.073.60	\$19.41 \$1.552.80 \$40.372.80 \$2 \$21.88 \$1.750.40 \$45.510.40	\$19.64 \$1.571.20 \$40.851.20 33 \$22.11 \$1.768.80 \$45.988.80 45 \$24.90	\$19.82 \$1,585.60 \$41,225.60 34 \$22.34 \$1,787.20 \$46.467.20	\$20.01 \$1,600.80 \$41,620.80 35 \$22.56 \$1,804.80 \$46,924.80	\$20.21 \$1.616.80 \$42.036.80 36 \$22.79 \$1.823.20 \$47.403.20
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$18.12 \$1,449.60 \$37,689.60 25 \$20.41 \$1,632.80 \$42,452.80 37 \$23.01 \$1,840.80	\$18.31 \$1.464.80 \$38.084.80 26 \$20.61 \$1.648.80 \$42.868.80 38 \$23.23 \$1.858.40	\$18.47 \$1,477.60 \$38.417.60 27 \$20.84 \$1,667.20 \$43.347.20 39 \$23.47 \$1,877.60	\$18.65 \$1.492.00 \$38.792.00 28 \$21.04 \$1.683.20 \$43.763.20 40 \$23.70 \$1.896.00	\$18.85 \$1.508.00 \$39.208.00 29 \$21.25 \$1.700.00 \$44,200.00 41 \$23.95 \$1,916.00	\$19.05 \$1.524.00 \$39.624.00 30 \$21.47 \$1.717.60 \$44.657.60 42 \$24.18 \$1.934.40	\$19.25 \$1,540.00 \$40.040.00 31 \$21.67 \$1,733.60 \$45.073.60 43 \$24.44 \$1,955.20	\$19.41 \$1,552.80 \$40.372.80 \$21.88 \$1,750.40 \$45,510.40 \$45,510.40	\$19.64 \$1,571.20 \$40.851.20 33 \$22.11 \$1,768.80 \$45.988.80 45 \$24.90 \$1,992.00	\$19.82 \$1,585.60 \$41,225.60 34 \$22.34 \$1,787.20 \$46.467.20 46 \$25.16 \$2,012.80	\$20.01 \$1,600.80 \$41,620.80 \$5 \$22.56 \$1,804.80 \$46,924.80 \$7 \$25.41 \$2,032.80	\$20.21 \$1.616.80 \$42.036.80 36 \$22.79 \$1.823.20 \$47.403.20 48 \$25.66 \$2,052.80
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$18.12 \$1.449.60 \$37.689.60 25 \$20.41 \$1.632.80 \$42.452.80 37 \$23.01 \$1.840.80 \$47.860.80	\$18.31 \$1.464.80 \$38.084.80 26 \$20.61 \$1.648.80 \$42.868.80 38 \$23.23 \$1.858.40 \$48.318.40	\$18.47 \$1.477.60 \$38.417.60 \$20.84 \$1.667.20 \$43.347.20 \$9 \$23.47 \$1.877.60 \$48.817.60	\$18.65 \$1.492.00 \$38.792.00 28 \$21.04 \$1.683.20 \$43.763.20 40 \$23.70 \$1.896.00 \$49.296.00	\$18.85 \$1.508.00 \$39.208.00 29 \$21.25 \$1.700.00 \$44.200.00 41 \$23.95 \$1,916.00 \$49.816.00	\$19.05 \$1.524.00 \$39.624.00 30 \$21.47 \$1.717.60 \$44.657.60 42 \$24.18 \$1.934.40 \$50.294.40	\$19.25 \$1.540.00 \$40.040.00 31 \$21.67 \$1,733.60 \$45.073.60 43 \$24.44 \$1,955.20 \$50.835.20	\$19.41 \$1,552.80 \$40.372.80 \$21.88 \$1,750.40 \$45,510.40 \$45,510.40	\$19.64 \$1,571.20 \$40.851.20 33 \$22.11 \$1,768.80 \$45.988.80 45 \$24.90 \$1,992.00	\$19.82 \$1,585.60 \$41,225.60 34 \$22.34 \$1,787.20 \$46.467.20 46 \$25.16 \$2,012.80	\$20.01 \$1,600.80 \$41,620.80 \$5 \$22.56 \$1,804.80 \$46,924.80 \$7 \$25.41 \$2,032.80	\$20.21 \$1.616.80 \$42.036.80 36 \$22.79 \$1.823.20 \$47.403.20 48 \$25.66 \$2,052.80
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$18.12 \$1.449.60 \$37.689.60 25 \$20.41 \$1.632.80 \$42.452.80 37 \$23.01 \$1,840.80 \$47.860.80	\$18.31 \$1.464.80 \$38.084.80 26 \$20.61 \$1.648.80 \$42.868.80 38 \$23.23 \$1.858.40 \$48.318.40	\$18.47 \$1.477.60 \$38.417.60 \$20.84 \$1.667.20 \$43.347.20 \$43.347.60 \$48.817.60 \$48.817.60	\$18.65 \$1.492.00 \$38.792.00 \$28 \$21.04 \$1.683.20 \$43.763.20 \$43.763.20 \$49.296.00 \$49.296.00	\$18.85 \$1.508.00 \$39.208.00 \$29 \$21.25 \$1,700.00 \$44,200.00 \$49.816.00 \$49.816.00	\$19.05 \$1.524.00 \$39.624.00 30 \$21.47 \$1,717.60 \$44.657.60 42 \$24.18 \$1,934.40 \$50.294.40	\$19.25 \$1.540.00 \$40.040.00 31 \$21.67 \$1,733.60 \$45.073.60 43 \$24.44 \$1,955.20 \$50,835.20	\$19.41 \$1,552.80 \$40.372.80 \$21.88 \$1,750.40 \$45,510.40 \$45,510.40	\$19.64 \$1,571.20 \$40.851.20 33 \$22.11 \$1,768.80 \$45.988.80 45 \$24.90 \$1,992.00	\$19.82 \$1,585.60 \$41,225.60 34 \$22.34 \$1,787.20 \$46.467.20 46 \$25.16 \$2,012.80	\$20.01 \$1,600.80 \$41,620.80 \$5 \$22.56 \$1,804.80 \$46,924.80 \$7 \$25.41 \$2,032.80	\$20.21 \$1.616.80 \$42.036.80 36 \$22.79 \$1.823.20 \$47.403.20 48 \$25.66 \$2,052.80
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$18.12 \$1.449.60 \$37.689.60 25 \$20.41 \$1.632.80 \$42.452.80 37 \$23.01 \$1.840.80 \$47.860.80	\$18.31 \$1.464.80 \$38.084.80 26 \$20.61 \$1.648.80 \$42.868.80 38 \$23.23 \$1.858.40 \$48.318.40	\$18.47 \$1.477.60 \$38.417.60 \$20.84 \$1.667.20 \$43.347.20 \$9 \$23.47 \$1.877.60 \$48.817.60	\$18.65 \$1.492.00 \$38.792.00 28 \$21.04 \$1.683.20 \$43.763.20 40 \$23.70 \$1.896.00 \$49.296.00	\$18.85 \$1.508.00 \$39.208.00 29 \$21.25 \$1.700.00 \$44.200.00 41 \$23.95 \$1,916.00 \$49.816.00	\$19.05 \$1.524.00 \$39.624.00 30 \$21.47 \$1.717.60 \$44.657.60 42 \$24.18 \$1.934.40 \$50.294.40	\$19.25 \$1.540.00 \$40.040.00 31 \$21.67 \$1,733.60 \$45.073.60 43 \$24.44 \$1,955.20 \$50.835.20	\$19.41 \$1,552.80 \$40.372.80 \$21.88 \$1,750.40 \$45,510.40 \$45,510.40	\$19.64 \$1,571.20 \$40.851.20 33 \$22.11 \$1,768.80 \$45.988.80 45 \$24.90 \$1,992.00	\$19.82 \$1,585.60 \$41,225.60 34 \$22.34 \$1,787.20 \$46.467.20 46 \$25.16 \$2,012.80	\$20.01 \$1,600.80 \$41,620.80 \$5 \$22.56 \$1,804.80 \$46,924.80 \$7 \$25.41 \$2,032.80	\$20.21 \$1.616.80 \$42.036.80 36 \$22.79 \$1.823.20 \$47.403.20 48 \$25.66 \$2,052.80

(Non-bargaining unit)

Grade 7	73
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$18.12	\$18.31	\$18.47	\$18.65	\$18.85	\$19.05	\$19.25	\$19.41	\$19.64	\$19.82	\$20.01	\$20.21
Biweekly	\$1,449.60	\$1,464.80	\$1,477.60	\$1,492.00	\$1,508.00	\$1,524.00	\$1,540.00	\$1,552.80	\$1,571.20	\$1,585.60	\$1,600.80	\$1,616.80
Annually	\$37,689.60	\$38,084.80	\$38,417.60	\$38,792.00	\$39,208.00	\$39,624.00	\$40,040.00	\$40,372.80	\$40,851.20	\$41,225.60	\$41,620.80	\$42,036.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$20.41	\$20.61	\$20.84	\$21.04	\$21.25	\$21.47	\$21.67	\$21.88	\$22.11	\$22.34	\$22.56	\$22.79
Biweekly	\$1,632.80	\$1,648.80	\$1,667.20	\$1,683.20	\$1,700.00	\$1,717.60	\$1,733.60	\$1.750.40	\$1,768.80	\$1,787.20	\$1,804.80	\$1,823.20
Annually	\$42,452.80	\$42,868.80	\$43,347.20	\$43,763.20	\$44,200.00	\$44,657.60	\$45,073.60	\$45,510.40	\$45,988.80	\$46,467.20	\$46,924.80	\$47,403.20
Stons												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$23.01	\$23.23	\$23.47	\$23.70	\$23.95	\$24.18	\$24.44	\$24.66	\$24.90	\$25.16	\$25.41	\$25.66
Biweekly	\$1,840.80	\$1,858.40	\$1,877.60	\$1,896.00	\$1,916.00	\$1,934.40	\$1,955.20	\$1,972.80	\$1,992.00	\$2,012.80	\$2,032.80	\$2,052.80
Annually	\$47,860.80	\$48,318.40	\$48,817.60	\$49,296.00	\$49,816.00	\$50,294.40	\$50,835.20	\$51,292.80	\$51,792.00	\$52,332.80	\$52,852.80	\$53,372.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$25.93	\$26.18	\$26.45	\$26.71	\$26.96	\$27.26	\$27.51	\$27.81	\$28.07	\$28.35	\$28.63	\$28.93
Biweekly	\$2,074.40	\$2,094.40	\$2,116.00	\$2,136.80	\$2,156.80	\$2,180.80	\$2,200.80	\$2,224.80	\$2,245.60	\$2,268.00	\$2,290.40	\$2,314.40
Annually	\$53,934.40	\$54,454.40	\$55,016.00	\$55,556.80	\$56,076.80	\$56,700.80	\$57,220.80	\$57,844.80	\$58,385.60	\$58,968.00	\$59,550.40	\$60,174.40
•	\$33,33 I. IO	33 1, 13 1. 10	\$33,010.00	\$33,330.00	\$30,070.00	\$30,700.00	J37,220.00	337,611.00	\$30,303.00	\$30,300.00	\$33,330.10	300,17 1.10
Steps	49	50	51	52	53	54	55					
Hourly	\$29.23	\$29.51	\$29.80	\$30.09	\$30.39	\$30.70	\$31.01					
Biweekly	\$2,338.40	\$2,360.80	\$2,384.00	\$2,407.20	\$2,431.20	\$2,456.00	\$2,480.80					
Annually	\$60,798.40	\$61,380.80	\$61,984.00	\$62,587.20	\$63,211.20	\$63,856.00	\$64,500.80					
C d . 7/1												
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$20.41	\$20.61	\$20.84	\$21.04	\$21.25	\$21.47	\$21.67	\$21.88	\$22.11	\$22.34	\$22.56	\$22.79
Steps Hourly Biweekly	\$20.41 \$1,632.80	\$20.61 \$1,648.80	\$20.84 \$1,667.20	\$21.04 \$1,683.20	\$21.25 \$1,700.00	\$21.47 \$1,717.60	\$21.67 \$1,733.60	\$21.88 \$1,750.40	\$22.11 \$1,768.80	\$22.34 \$1,787.20	\$22.56 \$1,804.80	\$22.79 \$1,823.20
Steps Hourly	\$20.41	\$20.61	\$20.84	\$21.04	\$21.25	\$21.47	\$21.67	\$21.88	\$22.11	\$22.34	\$22.56	\$22.79
Steps Hourly Biweekly	\$20.41 \$1,632.80	\$20.61 \$1,648.80 \$42,868.80	\$20.84 \$1,667.20 \$43,347.20	\$21.04 \$1,683.20 \$43,763.20	\$21.25 \$1,700.00 \$44,200.00	\$21.47 \$1,717.60 \$44,657.60	\$21.67 \$1,733.60	\$21.88 \$1,750.40 \$45,510.40	\$22.11 \$1,768.80	\$22.34 \$1,787.20 \$46,467.20	\$22.56 \$1,804.80 \$46,924.80	\$22.79 \$1,823.20 \$47,403.20
Steps Hourly Biweekly Annually	\$20.41 \$1,632.80 \$42,452.80	\$20.61 \$1,648.80	\$20.84 \$1,667.20	\$21.04 \$1,683.20	\$21.25 \$1,700.00	\$21.47 \$1,717.60	\$21.67 \$1,733.60 \$45,073.60	\$21.88 \$1,750.40	\$22.11 \$1,768.80 \$45,988.80	\$22.34 \$1,787.20	\$22.56 \$1,804.80 \$46,924.80	\$22.79 \$1,823.20
Steps Hourly Biweekly Annually Steps	\$20.41 \$1,632.80 \$42,452.80	\$20.61 \$1,648.80 \$42,868.80	\$20.84 \$1,667.20 \$43,347.20	\$21.04 \$1,683.20 \$43,763.20	\$21.25 \$1,700.00 \$44,200.00	\$21.47 \$1,717.60 \$44,657.60	\$21.67 \$1,733.60 \$45,073.60	\$21.88 \$1,750.40 \$45,510.40	\$22.11 \$1,768.80 \$45,988.80	\$22.34 \$1,787.20 \$46,467.20	\$22.56 \$1,804.80 \$46,924.80	\$22.79 \$1,823.20 \$47,403.20
Steps Hourly Biweekly Annually Steps Hourly	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47	\$21.04 \$1,683.20 \$43,763.20 16 \$23.70	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18	\$21.67 \$1,733.60 \$45,073.60 19 \$24.44	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90	\$22.34 \$1,787.20 \$46,467.20 22 \$25.16	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1.840.80	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60	\$21.04 \$1,683.20 \$43,763.20 16 \$23.70 \$1.896.00	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1,916.00	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40	\$21.67 \$1,733.60 \$45,073.60 19 \$24.44 \$1,955.20	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1,972.80	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1,992.00	\$22.34 \$1,787.20 \$46,467.20 22 \$25.16 \$2,012.80	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2,032.80	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66 \$2,052.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$20.41 \$1,632.80 \$42,452.80 \$13 \$23.01 \$1,840.80 \$47,860.80	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60	\$21.04 \$1,683.20 \$43,763.20 16 \$23.70 \$1.896.00 \$49,296.00	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1,916.00 \$49.816.00	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50,294.40	\$21.67 \$1,733.60 \$45,073.60 19 \$24.44 \$1,955.20 \$50.835.20	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1,972.80 \$51,292.80	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1,992.00	\$22.34 \$1,787.20 \$46,467.20 \$2 \$25.16 \$2,012.80 \$52,332.80	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2,032.80 \$52,852.80	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66 \$2.052.80 \$53,372.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1,840.80 \$47.860.80	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45	\$21.04 \$1,683.20 \$43,763.20 16 \$23.70 \$1,896.00 \$49,296.00 28 \$26.71	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1,916.00 \$49.816.00 29 \$26.96	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50,294.40 30 \$27.26	\$21.67 \$1,733.60 \$45,073.60 19 \$24.44 \$1,955.20 \$50.835.20 31 \$27.51	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1,972.80 \$51,292.80 32 \$27.81	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1,992.00 \$51,792.00 33 \$28.07	\$22.34 \$1,787.20 \$46,467.20 22 \$25.16 \$2,012.80 \$52,332.80 34 \$28.35	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2,032.80 \$52.852.80	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66 \$2,052.80 \$53,372.80 36 \$28.93
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1,840.80 \$47,860.80 25 \$25.93 \$2,074.40	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40 26 \$26.18 \$2.094.40	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45 \$2.116.00	\$21.04 \$1,683.20 \$43,763.20 16 \$23.70 \$1,896.00 \$49,296.00 28 \$26.71 \$2,136.80	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1.916.00 \$49.816.00 29 \$26.96 \$2,156.80	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50.294.40 30 \$27.26 \$2,180.80	\$21.67 \$1,733.60 \$45,073.60 19 \$24.44 \$1,955.20 \$50,835.20 31 \$27.51 \$2,200.80	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1.972.80 \$51.292.80 32 \$27.81 \$2.224.80	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1.992.00 \$51.792.00 33 \$28.07 \$2.245.60	\$22.34 \$1,787.20 \$46,467.20 \$22 \$25.16 \$2.012.80 \$52.332.80 \$4 \$28.35 \$2.268.00	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2,032.80 \$52.852.80 35 \$28.63 \$2,290.40	\$22.79 \$1,823.20 \$47,403.20 \$47,403.20 24 \$25.66 \$2,052.80 \$53,372.80 36 \$28.93 \$2,314.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1,840.80 \$47.860.80	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45	\$21.04 \$1,683.20 \$43,763.20 16 \$23.70 \$1,896.00 \$49,296.00 28 \$26.71	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1,916.00 \$49.816.00 29 \$26.96	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50,294.40 30 \$27.26	\$21.67 \$1,733.60 \$45,073.60 19 \$24.44 \$1,955.20 \$50.835.20 31 \$27.51	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1,972.80 \$51,292.80 32 \$27.81	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1,992.00 \$51,792.00 33 \$28.07	\$22.34 \$1,787.20 \$46,467.20 22 \$25.16 \$2,012.80 \$52,332.80 34 \$28.35	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2,032.80 \$52.852.80	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66 \$2,052.80 \$53,372.80 36 \$28.93
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1,840.80 \$47,860.80 25 \$25.93 \$2,074.40 \$53,934.40	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40 26 \$26.18 \$2.094.40 \$54,454.40	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45 \$2.116.00 \$55.016.00	\$21.04 \$1,683.20 \$43,763.20 16 \$23.70 \$1,896.00 \$49,296.00 28 \$26.71 \$2,136.80 \$55,556.80	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1,916.00 \$49,816.00 29 \$26.96 \$2,156.80 \$56.076.80	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50,294.40 30 \$27.26 \$2,180.80 \$56,700.80	\$21.67 \$1,733.60 \$45,073.60 \$45,073.60 19 \$24.44 \$1,955.20 \$50,835.20 31 \$27.51 \$2,200.80 \$57,220.80	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1,972.80 \$51.292.80 32 \$27.81 \$2,224.80 \$57.844.80	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1.992.00 \$51.792.00 33 \$28.07 \$2.245.60 \$58.385.60	\$22.34 \$1,787.20 \$46,467.20 \$22 \$25.16 \$2.012.80 \$52.332.80 \$4 \$28.35 \$2.268.00 \$58,968.00	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2.032.80 \$52.852.80 35 \$28.63 \$2.290.40 \$59.550.40	\$22.79 \$1,823.20 \$47,403.20 \$47,403.20 24 \$25.66 \$2,052.80 \$53,372.80 36 \$28.93 \$2,314.40 \$60,174.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1.840.80 \$47.860.80 25 \$25.93 \$2.074.40 \$53.934.40	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40 26 \$26.18 \$2.094.40 \$54,454.40	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45 \$2.116.00 \$55,016.00	\$21.04 \$1,683.20 \$43,763.20 16 \$23.70 \$1.896.00 \$49.296.00 28 \$26.71 \$2,136.80 \$55.556.80	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1.916.00 \$49.816.00 29 \$26.96 \$2.156.80 \$56.076.80	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50.294.40 30 \$27.26 \$2,180.80 \$56,700.80	\$21.67 \$1,733.60 \$45,073.60 19 \$24.44 \$1,955.20 \$50.835.20 31 \$27.51 \$2,200.80 \$57,220.80	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1,972.80 \$51,292.80 32 \$27.81 \$2,224.80 \$57,844.80	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1,992.00 \$51,792.00 33 \$28.07 \$2.245.60 \$58.385.60	\$22.34 \$1,787.20 \$46,467.20 \$22 \$25.16 \$2,012.80 \$52,332.80 34 \$28.35 \$2,268.00 \$58.968.00	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2.032.80 \$52.852.80 35 \$28.63 \$2.290.40 \$59.550.40	\$22.79 \$1,823.20 \$47,403.20 \$47,403.20 24 \$25.66 \$2,052.80 \$53,372.80 36 \$28.93 \$2,314.40 \$60,174.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1,840.80 \$47,860.80 25 \$25.93 \$2,074.40 \$53,934.40	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40 26 \$26.18 \$2.094.40 \$54.454.40	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45 \$2.116.00 \$55.016.00	\$21.04 \$1,683.20 \$43,763.20 \$43,763.20 16 \$23.70 \$1.896.00 \$49.296.00 28 \$26.71 \$2.136.80 \$55.556.80	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1.916.00 \$49.816.00 29 \$26.96 \$2.156.80 \$56.076.80	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50.294.40 30 \$27.26 \$2,180.80 \$56,700.80	\$21.67 \$1,733.60 \$45,073.60 19 \$24.44 \$1.955.20 \$50.835.20 31 \$27.51 \$2,200.80 \$57,220.80	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1,972.80 \$51.292.80 32 \$27.81 \$2,224.80 \$57.844.80	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1,992.00 \$51,792.00 33 \$28.07 \$2.245.60 \$58.385.60	\$22.34 \$1,787.20 \$46,467.20 \$22 \$25.16 \$2.012.80 \$52.332.80 \$4 \$28.35 \$2.268.00 \$58.968.00	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2.032.80 \$52.852.80 35 \$28.63 \$2.290.40 \$59.550.40	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66 \$2.052.80 \$53.372.80 36 \$28.93 \$2,314.40 \$60.174.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1,840.80 \$47,860.80 25 \$25.93 \$2,074.40 \$53,934.40 37 \$29.23 \$2,338.40	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40 26 \$26.18 \$2.094.40 \$54,454.40 38 \$29.51 \$2.360.80	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45 \$2.116.00 \$55.016.00 39 \$29.80 \$2.384.00	\$21.04 \$1,683.20 \$43,763.20 \$43,763.20 16 \$23.70 \$1,896.00 \$49.296.00 28 \$26.71 \$2.136.80 \$55.556.80 40 \$30.09 \$2.407.20	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1,916.00 \$49.816.00 29 \$26.96 \$2,156.80 \$56.076.80 41 \$30.39 \$2.431.20	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50.294.40 30 \$27.26 \$2,180.80 \$56,700.80 42 \$30.70 \$2,456.00	\$21.67 \$1,733.60 \$45,073.60 19 \$24.44 \$1,955.20 \$50.835.20 31 \$27.51 \$2,200.80 \$57,220.80 43 \$31.01 \$2,480.80	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1.972.80 \$51.292.80 32 \$27.81 \$2.224.80 \$57.844.80 44 \$31.32 \$2.505.60	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1.992.00 \$51.792.00 33 \$28.07 \$2.245.60 \$58.385.60 45 \$31.62 \$2.529.60	\$22.34 \$1,787.20 \$46,467.20 \$22 \$25.16 \$2,012.80 \$52,332.80 34 \$28.35 \$2,268.00 \$58,968.00 46 \$31.97 \$2,557.60	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2,032.80 \$52.852.80 35 \$28.63 \$2,290.40 \$59,550.40 47 \$32.26 \$2,580.80	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66 \$2.052.80 \$53.372.80 36 \$28.93 \$2.314.40 \$60.174.40 48 \$32.60 \$2.608.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1,840.80 \$47,860.80 25 \$25.93 \$2,074.40 \$53,934.40	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40 26 \$26.18 \$2.094.40 \$54.454.40	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45 \$2.116.00 \$55.016.00	\$21.04 \$1,683.20 \$43,763.20 \$43,763.20 16 \$23.70 \$1.896.00 \$49.296.00 28 \$26.71 \$2.136.80 \$55.556.80	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1.916.00 \$49.816.00 29 \$26.96 \$2.156.80 \$56.076.80	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50.294.40 30 \$27.26 \$2,180.80 \$56,700.80	\$21.67 \$1,733.60 \$45,073.60 19 \$24.44 \$1.955.20 \$50.835.20 31 \$27.51 \$2,200.80 \$57,220.80	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1,972.80 \$51.292.80 32 \$27.81 \$2,224.80 \$57.844.80	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1,992.00 \$51,792.00 33 \$28.07 \$2.245.60 \$58.385.60	\$22.34 \$1,787.20 \$46,467.20 \$22 \$25.16 \$2.012.80 \$52.332.80 \$4 \$28.35 \$2.268.00 \$58.968.00	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2.032.80 \$52.852.80 35 \$28.63 \$2.290.40 \$59.550.40	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66 \$2.052.80 \$53.372.80 36 \$28.93 \$2,314.40 \$60.174.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1,840.80 \$47,860.80 25 \$25.93 \$2,074.40 \$53,934.40 37 \$29.23 \$2,338.40	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40 26 \$26.18 \$2.094.40 \$54,454.40 38 \$29.51 \$2.360.80	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45 \$2.116.00 \$55.016.00 39 \$29.80 \$2.384.00	\$21.04 \$1,683.20 \$43,763.20 \$43,763.20 16 \$23.70 \$1,896.00 \$49.296.00 28 \$26.71 \$2.136.80 \$55.556.80 40 \$30.09 \$2.407.20	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1,916.00 \$49.816.00 29 \$26.96 \$2,156.80 \$56.076.80 41 \$30.39 \$2.431.20	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50.294.40 30 \$27.26 \$2,180.80 \$56,700.80 42 \$30.70 \$2,456.00	\$21.67 \$1,733.60 \$45,073.60 19 \$24.44 \$1,955.20 \$50.835.20 31 \$27.51 \$2,200.80 \$57,220.80 43 \$31.01 \$2,480.80	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1.972.80 \$51.292.80 32 \$27.81 \$2.224.80 \$57.844.80 44 \$31.32 \$2.505.60	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1.992.00 \$51.792.00 33 \$28.07 \$2.245.60 \$58.385.60 45 \$31.62 \$2.529.60	\$22.34 \$1,787.20 \$46,467.20 \$22 \$25.16 \$2,012.80 \$52,332.80 34 \$28.35 \$2,268.00 \$58,968.00 46 \$31.97 \$2,557.60	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2,032.80 \$52.852.80 35 \$28.63 \$2,290.40 \$59,550.40 47 \$32.26 \$2,580.80	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66 \$2.052.80 \$53.372.80 36 \$28.93 \$2.314.40 \$60.174.40 48 \$32.60 \$2.608.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1,840.80 \$47,860.80 25 \$25.93 \$2,074.40 \$53,934.40 37 \$29.23 \$2,338.40 \$60,798.40	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40 26 \$26.18 \$2.094.40 \$54.454.40 38 \$29.51 \$2.360.80 \$61.380.80	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45 \$2.116.00 \$55,016.00 39 \$29.80 \$2.384.00 \$61.984.00	\$21.04 \$1,683.20 \$43,763.20 \$43,763.20 16 \$23.70 \$1,896.00 \$49.296.00 28 \$26.71 \$2.136.80 \$55,556.80 40 \$30.09 \$2,407.20 \$62,587.20	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1,916.00 \$49.816.00 29 \$26.96 \$2.156.80 \$56.076.80 41 \$30.39 \$2.431.20 \$63.211.20	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50.294.40 30 \$27.26 \$2,180.80 \$56,700.80 42 \$30.70 \$2,456.00 \$63.856.00	\$21.67 \$1,733.60 \$45,073.60 \$45,073.60 19 \$24.44 \$1,955.20 \$50.835.20 31 \$27.51 \$2,200.80 \$57,220.80 43 \$31.01 \$2,480.80 \$64,500.80	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1.972.80 \$51.292.80 32 \$27.81 \$2.224.80 \$57.844.80 44 \$31.32 \$2.505.60	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1.992.00 \$51.792.00 33 \$28.07 \$2.245.60 \$58.385.60 45 \$31.62 \$2.529.60	\$22.34 \$1,787.20 \$46,467.20 \$22 \$25.16 \$2,012.80 \$52,332.80 34 \$28.35 \$2,268.00 \$58,968.00 46 \$31.97 \$2,557.60	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2,032.80 \$52.852.80 35 \$28.63 \$2,290.40 \$59,550.40 47 \$32.26 \$2,580.80	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66 \$2.052.80 \$53.372.80 36 \$28.93 \$2.314.40 \$60.174.40 48 \$32.60 \$2.608.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1,840.80 \$47.860.80 25 \$25.93 \$2,074.40 \$53,934.40 37 \$29.23 \$2,338.40 \$60,798.40	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40 26 \$26.18 \$2.094.40 \$54.454.40 38 \$29.51 \$2.360.80 \$61.380.80	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45 \$2.116.00 \$55.016.00 39 \$29.80 \$2.384.00 \$61.984.00	\$21.04 \$1,683.20 \$43,763.20 \$43,763.20 16 \$23.70 \$1.896.00 \$49.296.00 28 \$26.71 \$2.136.80 \$55,556.80 40 \$30.09 \$2,407.20 \$62,587.20 52	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1,916.00 \$49.816.00 29 \$26.96 \$2,156.80 \$56,076.80 41 \$30.39 \$2,431.20 \$63,211.20	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50.294.40 30 \$27.26 \$2,180.80 \$56,700.80 42 \$30.70 \$2,456.00 \$63.856.00	\$21.67 \$1,733.60 \$45,073.60 \$45,073.60 19 \$24.44 \$1,955.20 \$50.835.20 31 \$27.51 \$2,200.80 \$57,220.80 \$57,220.80 \$54.500.80	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1.972.80 \$51.292.80 32 \$27.81 \$2.224.80 \$57.844.80 44 \$31.32 \$2.505.60	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1.992.00 \$51.792.00 33 \$28.07 \$2.245.60 \$58.385.60 45 \$31.62 \$2.529.60	\$22.34 \$1,787.20 \$46,467.20 \$22 \$25.16 \$2,012.80 \$52,332.80 34 \$28.35 \$2,268.00 \$58,968.00 46 \$31.97 \$2,557.60	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2,032.80 \$52.852.80 35 \$28.63 \$2,290.40 \$59,550.40 47 \$32.26 \$2,580.80	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66 \$2.052.80 \$53.372.80 36 \$28.93 \$2.314.40 \$60.174.40 48 \$32.60 \$2.608.00
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$20.41 \$1,632.80 \$42,452.80 13 \$23.01 \$1,840.80 \$47,860.80 25 \$25.93 \$2,074.40 \$53,934.40 37 \$29.23 \$2,338.40 \$60,798.40	\$20.61 \$1,648.80 \$42,868.80 14 \$23.23 \$1.858.40 \$48.318.40 26 \$26.18 \$2.094.40 \$54.454.40 38 \$29.51 \$2.360.80 \$61.380.80	\$20.84 \$1,667.20 \$43,347.20 15 \$23.47 \$1.877.60 \$48.817.60 27 \$26.45 \$2.116.00 \$55,016.00 39 \$29.80 \$2.384.00 \$61.984.00	\$21.04 \$1,683.20 \$43,763.20 \$43,763.20 16 \$23.70 \$1,896.00 \$49.296.00 28 \$26.71 \$2.136.80 \$55,556.80 40 \$30.09 \$2,407.20 \$62,587.20	\$21.25 \$1,700.00 \$44,200.00 17 \$23.95 \$1,916.00 \$49.816.00 29 \$26.96 \$2.156.80 \$56.076.80 41 \$30.39 \$2.431.20 \$63.211.20	\$21.47 \$1,717.60 \$44,657.60 18 \$24.18 \$1,934.40 \$50.294.40 30 \$27.26 \$2,180.80 \$56,700.80 42 \$30.70 \$2,456.00 \$63.856.00	\$21.67 \$1,733.60 \$45,073.60 \$45,073.60 19 \$24.44 \$1,955.20 \$50.835.20 31 \$27.51 \$2,200.80 \$57,220.80 43 \$31.01 \$2,480.80 \$64,500.80	\$21.88 \$1,750.40 \$45,510.40 20 \$24.66 \$1.972.80 \$51.292.80 32 \$27.81 \$2.224.80 \$57.844.80 44 \$31.32 \$2.505.60	\$22.11 \$1,768.80 \$45,988.80 21 \$24.90 \$1.992.00 \$51.792.00 33 \$28.07 \$2.245.60 \$58.385.60 45 \$31.62 \$2.529.60	\$22.34 \$1,787.20 \$46,467.20 \$22 \$25.16 \$2,012.80 \$52,332.80 34 \$28.35 \$2,268.00 \$58,968.00 46 \$31.97 \$2,557.60	\$22.56 \$1,804.80 \$46,924.80 23 \$25.41 \$2,032.80 \$52.852.80 35 \$28.63 \$2,290.40 \$59,550.40 47 \$32.26 \$2,580.80	\$22.79 \$1,823.20 \$47,403.20 24 \$25.66 \$2.052.80 \$53.372.80 36 \$28.93 \$2.314.40 \$60.174.40 48 \$32.60 \$2.608.00

(Non-bargaining unit)

Grade	75
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$23.01	\$23.23	\$23.47	\$23.70	\$23.95	\$24.18	\$24.44	\$24.66	\$24.90	\$25.16	\$25.41	\$25.66
Biweekly	\$1,840.80	\$1,858.40	\$1,877.60	\$1,896.00	\$1,916.00	\$1,934.40	\$1,955.20	\$1,972.80	\$1,992.00	\$2,012.80	\$2,032.80	\$2,052.80
Annually	\$47,860.80	\$48,318.40	\$48,817.60	\$49,296.00	\$49,816.00	\$50,294.40	\$50,835.20	\$51,292.80	\$51,792.00	\$52,332.80	\$52,852.80	\$53,372.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$25.93	\$26.18	\$26.45	\$26.71	\$26.96	\$27.26	\$27.51	\$27.81	\$28.07	\$28.35	\$28.63	\$28.93
Biweekly	\$2,074.40	\$2,094.40	\$2,116.00	\$2,136.80	\$2,156.80	\$2,180.80	\$2,200.80	\$2,224.80	\$2,245.60	\$2,268.00	\$2,290.40	\$2,314.40
Annually	\$53,934.40	\$54,454.40	\$55,016.00	\$55,556.80	\$56,076.80	\$56,700.80	\$57,220.80	\$57,844.80	\$58,385.60	\$58,968.00	\$59,550.40	\$60,174.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$29.23	\$29.51	\$29.80	\$30.09	\$30.39	\$30.70	\$31.01	\$31.32	\$31.62	\$31.97	\$32.26	\$32.60
Biweekly	\$2,338.40	\$2,360.80	\$2,384.00	\$2,407.20	\$2,431.20	\$2,456.00	\$2,480.80	\$2,505.60	\$2,529.60	\$2,557.60	\$2,580.80	\$2,608.00
Annually	\$60,798.40	\$61,380.80	\$61,984.00	\$62,587.20	\$63,211.20	\$63,856.00	\$64,500.80	\$65,145.60	\$65,769.60	\$66,497.60	\$67,100.80	\$67,808.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93	\$35.29	\$35.64	\$36.01	\$36.34	\$36.72
Biweekly	\$2,632.80	\$2,660.00	\$2,686.40	\$2,714.40	\$2,740.80	\$2,767.20	\$2,794.40	\$2,823.20	\$2,851.20	\$2,880.80	\$2,907.20	\$2,937.60
Annually	\$68,452.80	\$69.160.00	\$69,846.40	\$70,574.40	\$71,260.80	\$71,947.20	\$72,654.40	\$73,403.20	\$74,131.20	\$74,900.80	\$75,587.20	\$76,377.60
Steps	49	50	51	52	53	54	55					
Hourly	\$37.07	\$37.45	\$37.83	\$38.19	\$38.58	\$38.98	\$39.36					
Biweekly	\$2,965.60	\$2,996.00	\$3,026.40	\$3,055.20	\$3,086.40	\$3,118.40	\$3,148.80					
Annually	\$77,105.60	\$77,896.00	\$78,686.40	\$79,435.20	\$80,246.40	\$81,078.40	\$81,868.80					
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$25.93	\$26.18	\$26.45	\$26.71	\$26.96	\$27.26	\$27.51	\$27.81	\$28.07	\$28.35	\$28.63	\$28.93
Steps Hourly Biweekly	\$25.93 \$2,074.40	\$26.18 \$2,094.40	\$26.45 \$2,116.00	\$26.71 \$2,136.80	\$26.96 \$2,156.80	\$27.26 \$2,180.80	\$27.51 \$2,200.80	\$27.81 \$2,224.80	\$28.07 \$2,245.60	\$28.35 \$2,268.00	\$28.63 \$2,290.40	\$28.93 \$2,314.40
Steps Hourly Biweekly Annually	\$25.93	\$26.18	\$26.45	\$26.71	\$26.96	\$27.26	\$27.51	\$27.81	\$28.07	\$28.35	\$28.63	\$28.93 \$2,314.40 \$60,174.40
Steps Hourly Biweekly Annually Steps	\$25.93 \$2,074.40 \$53,934.40	\$26.18 \$2,094.40 \$54,454.40	\$26.45 \$2,116.00 \$55,016.00	\$26.71 \$2,136.80 \$55,556.80	\$26.96 \$2,156.80 \$56,076.80	\$27.26 \$2,180.80 \$56,700.80	\$27.51 \$2,200.80 \$57,220.80	\$27.81 \$2,224.80 \$57,844.80	\$28.07 \$2,245.60 \$58,385.60	\$28.35 \$2,268.00 \$58,968.00	\$28.63 \$2,290.40 \$59,550.40	\$28.93 \$2,314.40 \$60,174.40
Steps Hourly Biweekly Annually Steps Hourly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2.338.40	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2.360.80	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00
Steps Hourly Biweekly Annually Steps Hourly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2.360.80	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60.798.40 25 \$32.91	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2.384.00 \$61,984.00 27 \$33.58	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60 \$65.145.60 32 \$35.29	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2.580.80 \$67.100.80	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2.338.40 \$60,798.40 25 \$32.91 \$2,632.80	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2.384.00 \$61,984.00 27 \$33.58 \$2,686.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93 \$2,794.40	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60 \$65.145.60 32 \$35.29 \$2.823.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2.529.60 \$65,769.60 33 \$35.64 \$2.851.20	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67.100.80 35 \$36.34 \$2,907.20	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2.608.00 \$67.808.00 36 \$36.72 \$2.937.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60.798.40 25 \$32.91	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2.384.00 \$61,984.00 27 \$33.58	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60 \$65.145.60 32 \$35.29	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2.580.80 \$67.100.80	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2.338.40 \$60,798.40 25 \$32.91 \$2,632.80 \$68.452.80	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2.384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69.846.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20	\$27.51 \$2,200.80 \$57,220.80 \$1.01 \$2,480.80 \$64,500.80 \$31 \$34.93 \$2,794.40 \$72,654.40	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60 \$65.145.60 32 \$35.29 \$2.823.20 \$73.403.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74,131.20	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2.580.80 \$67.100.80 35 \$36.34 \$2,907.20 \$75,587.20	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2.608.00 \$67.808.00 36 \$36.72 \$2.937.60 \$76.377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2.338.40 \$60,798.40 25 \$32.91 \$2,632.80	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2.384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69.846.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93 \$2,794.40	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60 \$65.145.60 32 \$35.29 \$2.823.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2.529.60 \$65,769.60 33 \$35.64 \$2.851.20	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66.497.60 34 \$36.01 \$2,880.80 \$74,900.80	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2.580.80 \$67.100.80 35 \$36.34 \$2,907.20 \$75.587.20	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2.608.00 \$67.808.00 36 \$36.72 \$2.937.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2.338.40 \$60.798.40 25 \$32.91 \$2.632.80 \$68.452.80	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2.384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69.846.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70.574.40	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2.456.00 \$63.856.00 30 \$34.59 \$2,767.20 \$71,947.20	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2.480.80 \$64.500.80 31 \$34.93 \$2,794.40 \$72.654.40	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60 \$65.145.60 32 \$35.29 \$2.823.20 \$73.403.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2.529.60 \$65.769.60 33 \$35.64 \$2.851.20 \$74.131.20	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2.580.80 \$67.100.80 35 \$36.34 \$2,907.20 \$75,587.20	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2.608.00 \$67.808.00 36 \$36.72 \$2.937.60 \$76.377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2.338.40 \$60.798.40 25 \$32.91 \$2.632.80 \$68.452.80	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2.360.80 \$61.380.80 26 \$33.25 \$2,660.00 \$69.160.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2.384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69.846.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70.574.40	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93 \$2,794.40 \$72,654.40	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60 \$65.145.60 32 \$35.29 \$2.823.20 \$73.403.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74.131.20	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66.497.60 34 \$36.01 \$2,880.80 \$74,900.80	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2.580.80 \$67.100.80 35 \$36.34 \$2,907.20 \$75.587.20	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2.338.40 \$60.798.40 25 \$32.91 \$2.632.80 \$68.452.80 37 \$37.07 \$2,965.60	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2.360.80 \$61.380.80 26 \$33.25 \$2,660.00 \$69,160.00 38 \$37.45 \$2.996.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2.384.00 \$61,984.00 27 \$33.58 \$2.686.40 \$69,846.40 39 \$37.83 \$3.026.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70.574.40 40 \$38.19 \$3.055.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80 41 \$38.58 \$3,086.40	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2.456.00 \$63.856.00 30 \$34.59 \$2.767.20 \$71,947.20 42 \$38.98 \$3.118.40	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2.480.80 \$64.500.80 31 \$34.93 \$2.794.40 \$72.654.40 43 \$39.36 \$31.48.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60 \$65.145.60 32 \$35.29 \$2.823.20 \$73,403.20 44 \$39.74 \$3.179.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2.529.60 \$65.769.60 33 \$35.64 \$2,851.20 \$74,131.20 45 \$40.17 \$3,213.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2.557.60 \$66.497.60 34 \$36.01 \$2,880.80 \$74,900.80 46 \$40.54 \$3,243.20	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2.580.80 \$67.100.80 35 \$36.34 \$2,907.20 \$75,587.20 47 \$40.95 \$3.276.00	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60 48 \$41.34 \$3,307.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60.798.40 25 \$32.91 \$2.632.80 \$68,452.80 37 \$37.07 \$2,965.60 \$77.105.60	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2.360.80 \$61.380.80 26 \$33.25 \$2,660.00 \$69,160.00 38 \$37.45 \$2.996.00 \$77.896.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2.384.00 \$61,984.00 27 \$33.58 \$2.686.40 \$69,846.40 39 \$37.83 \$3.026.40 \$78.686.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40 40 \$38.19 \$3,055.20 \$79,435.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63.211.20 29 \$34.26 \$2,740.80 \$71,260.80 41 \$38.58 \$3,086.40 \$80.246.40	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63.856.00 30 \$34.59 \$2,767.20 \$71,947.20 42 \$38.98 \$3,118.40 \$81,078.40	\$27.51 \$2,200.80 \$57,220.80 \$19 \$31.01 \$2.480.80 \$64.500.80 \$1 \$34.93 \$2.794.40 \$72.654.40 \$39.36 \$31.48.80 \$81.868.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60 \$65.145.60 32 \$35.29 \$2.823.20 \$73,403.20 44 \$39.74 \$3.179.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2.529.60 \$65.769.60 33 \$35.64 \$2,851.20 \$74,131.20 45 \$40.17 \$3,213.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2.557.60 \$66.497.60 34 \$36.01 \$2,880.80 \$74,900.80 46 \$40.54 \$3,243.20	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2.580.80 \$67.100.80 35 \$36.34 \$2,907.20 \$75,587.20 47 \$40.95 \$3.276.00	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60 48 \$41.34 \$3,307.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60.798.40 25 \$32.91 \$2.632.80 \$68.452.80 37 \$37.07 \$2,965.60 \$77.105.60	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00 38 \$37.45 \$2,996.00 \$77,896.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2.384.00 \$61,984.00 27 \$33.58 \$2.686.40 \$69.846.40 39 \$37.83 \$3,026.40 \$78,686.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62.587.20 28 \$33.93 \$2,714.40 \$70.574.40 40 \$38.19 \$3,055.20 \$79,435.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63.211.20 29 \$34.26 \$2,740.80 \$71,260.80 41 \$38.58 \$3,086.40 \$80,246.40	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63.856.00 30 \$34.59 \$2,767.20 \$71,947.20 42 \$38.98 \$3,118.40 \$81.078.40	\$27.51 \$2,200.80 \$57,220.80 \$1.01 \$2.480.80 \$64.500.80 \$31.01 \$34.93 \$2.794.40 \$72.654.40 \$39.36 \$31.48.80 \$81.868.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60 \$65.145.60 32 \$35.29 \$2.823.20 \$73,403.20 44 \$39.74 \$3.179.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2.529.60 \$65.769.60 33 \$35.64 \$2,851.20 \$74,131.20 45 \$40.17 \$3,213.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2.557.60 \$66.497.60 34 \$36.01 \$2,880.80 \$74,900.80 46 \$40.54 \$3,243.20	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2.580.80 \$67.100.80 35 \$36.34 \$2,907.20 \$75,587.20 47 \$40.95 \$3.276.00	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60 48 \$41.34 \$3,307.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2.338.40 \$60.798.40 25 \$32.91 \$2.632.80 \$68.452.80 37 \$37.07 \$2,965.60 \$77.105.60	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2.360.80 \$61.380.80 26 \$33.25 \$2.660.00 \$69.160.00 38 \$37.45 \$2.996.00 \$77.896.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2.384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69,846.40 39 \$37.83 \$3.026.40 \$78.686.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40 40 \$38.19 \$3,055.20 \$79,435.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80 41 \$38.58 \$3,086.40 \$80,246.40	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63.856.00 30 \$34.59 \$2,767.20 \$71,947.20 42 \$38.98 \$3,118.40 \$81.078.40	\$27.51 \$2,200.80 \$57,220.80 \$19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93 \$2,794.40 \$72,654.40 43 \$39.36 \$3,148.80 \$81,868.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2.505.60 \$65.145.60 32 \$35.29 \$2.823.20 \$73,403.20 44 \$39.74 \$3.179.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2.529.60 \$65.769.60 33 \$35.64 \$2,851.20 \$74,131.20 45 \$40.17 \$3,213.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2.557.60 \$66.497.60 34 \$36.01 \$2,880.80 \$74,900.80 46 \$40.54 \$3,243.20	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2.580.80 \$67.100.80 35 \$36.34 \$2,907.20 \$75,587.20 47 \$40.95 \$3.276.00	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60 48 \$41.34 \$3,307.20

(Non-bargaining unit)

Grade /

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$29.23 \$2,338.40	\$29.51 \$2,360.80	\$29.80 \$2,384.00	\$30.09 \$2,407.20	\$30.39 \$2,431.20	\$30.70 \$2,456.00	\$31.01 \$2,480.80	\$31.32 \$2,505.60	\$31.62 \$2,529.60	\$31.97 \$2,557.60	\$32.26 \$2,580.80	\$32.60 \$2,608.00
Annually	\$60,798.40	\$61,380.80	\$61,984.00	\$62,587.20	\$63,211.20	\$63,856.00	\$64,500.80	\$65,145.60	\$65,769.60	\$66,497.60	\$67,100.80	\$67,808.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93	\$35.29	\$35.64	\$36.01	\$36.34	\$36.72
Biweekly Annually	\$2,632.80 \$68,452.80	\$2,660.00 \$69,160.00	\$2,686.40 \$69,846.40	\$2,714.40 \$70,574.40	\$2,740.80 \$71,260.80	\$2,767.20 \$71,947.20	\$2,794.40 \$72,654.40	\$2,823.20 \$73,403.20	\$2,851.20 \$74,131.20	\$2,880.80 \$74,900.80	\$2,907.20 \$75,587.20	\$2,937.60 \$76,377.60
Ailliually	300,432.60	369,160.00	309,840.40	370,374.40	371,200.80	371,947.20	372,034.40	3/3,403.20	374,131.20	374,900.80	3/3,36/.20	370,377.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$37.07	\$37.45	\$37.83	\$38.19	\$38.58	\$38.98	\$39.36	\$39.74	\$40.17	\$40.54	\$40.95	\$41.34
Biweekly	\$2,965.60	\$2,996.00 \$77,896.00	\$3,026.40 \$78,686.40	\$3,055.20 \$79,435.20	\$3,086.40	\$3,118.40 \$81,078.40	\$3,148.80 \$81,868.80	\$3,179.20 \$82,659.20	\$3,213.60 \$83,553.60	\$3,243.20 \$84,323.20	\$3,276.00	\$3,307.20 \$85,987.20
Annually	\$77,105.60	377,890.00	378,080.40	379,433.20	\$80,246.40	361,076.40	301,000.00	362,039.20	\$65,555.00	364,323.20	\$85,176.00	363,967.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$41.78	\$42.20	\$42.61	\$43.02	\$43.47	\$43.89	\$44.36	\$44.82	\$45.24	\$45.70	\$46.16	\$46.61
Biweekly	\$3,342.40 \$86,902.40	\$3,376.00 \$87,776.00	\$3,408.80 \$88,628.80	\$3,441.60 \$89,481.60	\$3,477.60 \$90,417.60	\$3,511.20 \$91,291.20	\$3,548.80 \$92,268.80	\$3,585.60 \$93,225.60	\$3,619.20 \$94,099.20	\$3,656.00 \$95,056.00	\$3,692.80 \$96,012.80	\$3,728.80 \$96,948.80
Annually	\$80,902.40	\$87,776.00	\$88,028.80	\$89,481.00	\$90,417.60	\$91,291.20	\$92,268.80	\$93,225.00	594,099.20	\$95,056.00	\$96,012.80	590,948.80
Steps	49	50	51	52	53	54	55					
Hourly	\$47.09	\$47.56	\$48.03	\$48.50	\$49.00	\$49.46	\$49.98					
Biweekly	\$3,767.20	\$3,804.80	\$3,842.40	\$3,880.00	\$3,920.00	\$3,956.80	\$3,998.40					
Annually	\$97,947.20	\$98,924.80	\$99,902.40	\$100,880.00	\$101,920.00	\$102,876.80	\$103,958.40					
Grade 78												
Steps	. 1	. 2	. 3	. 4	. 5	6	. 7	. 8	9	10	. 11	12
Steps Hourly	\$31.97	\$32.26	\$32.60	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93	\$35.29	\$35.64
Steps Hourly Biweekly	\$31.97 \$2,557.60	\$32.26 \$2,580.80	\$32.60 \$2,608.00	\$32.91 \$2,632.80	\$33.25 \$2,660.00	\$33.58 \$2,686.40	\$33.93 \$2,714.40	\$34.26 \$2,740.80	\$34.59 \$2,767.20	\$34.93 \$2,794.40	\$35.29 \$2,823.20	\$35.64 \$2,851.20
Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60	\$32.26 \$2,580.80 \$67,100.80	\$32.60 \$2,608.00 \$67,808.00	\$32.91 \$2,632.80 \$68,452.80	\$33.25 \$2,660.00 \$69,160.00	\$33.58 \$2,686.40 \$69,846.40	\$33.93 \$2,714.40 \$70,574.40	\$34.26 \$2,740.80 \$71,260.80	\$34.59 \$2,767.20 \$71,947.20	\$34.93 \$2,794.40 \$72,654.40	\$35.29 \$2,823.20 \$73,403.20	\$35.64 \$2,851.20 \$74,131.20
Steps Hourly Biweekly Annually Steps	\$31.97 \$2,557.60 \$66,497.60	\$32.26 \$2,580.80 \$67,100.80	\$32.60 \$2,608.00 \$67,808.00	\$32.91 \$2,632.80 \$68,452.80	\$33.25 \$2,660.00 \$69,160.00	\$33.58 \$2,686.40 \$69,846.40	\$33.93 \$2,714.40 \$70,574.40	\$34.26 \$2,740.80 \$71,260.80	\$34.59 \$2,767.20 \$71,947.20	\$34.93 \$2,794.40 \$72,654.40	\$35.29 \$2,823.20 \$73,403.20	\$35.64 \$2,851.20 \$74,131.20
Steps Hourly Biweekly Annually Steps Hourly	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3.118.40	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60
Steps Hourly Biweekly Annually Steps Hourly	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2.880.80 \$74,900.80	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76.377.60	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2.965.60 \$77,105.60	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2.996.00 \$77.896.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3.026.40 \$78.686.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3.055.20 \$79,435.20	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3.118.40 \$81.078.40	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3.148.80 \$81.868.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3.179.20 \$82.659.20	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83.553.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2.880.80 \$74,900.80 25 \$40.54	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2.937.60 \$76,377.60	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2.965.60 \$77,105.60 28 \$41.78	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2.996.00 \$77.896.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3.026.40 \$78.686.40 30 \$42.61	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3.055.20 \$79,435.20	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3.086.40 \$80,246.40 32 \$43.47	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3.118.40 \$81.078.40 33 \$43.89	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3.148.80 \$81,868.80 34 \$44.36	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3.179.20 \$82,659.20 35 \$44.82	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2.880.80 \$74.900.80 25 \$40.54 \$3,243.20	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76.377.60 27 \$41.34 \$3,307.20	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2.965.60 \$77.105.60 28 \$41.78 \$3.342.40	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2.996.00 \$77.896.00 29 \$42.20 \$3.376.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3.026.40 \$78.686.40 30 \$42.61 \$3.408.80	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81.078.40 33 \$43.89 \$3,511.20	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3.148.80 \$81.868.80 34 \$44.36 \$3,548.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83.553.60 36 \$45.24 \$3,619.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2.880.80 \$74,900.80 25 \$40.54	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2.937.60 \$76,377.60	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2.965.60 \$77,105.60 28 \$41.78	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2.996.00 \$77.896.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3.026.40 \$78.686.40 30 \$42.61	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3.055.20 \$79,435.20	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3.086.40 \$80,246.40 32 \$43.47	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3.118.40 \$81.078.40 33 \$43.89	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3.148.80 \$81,868.80 34 \$44.36	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3.179.20 \$82,659.20 35 \$44.82	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3.213.60 \$83,553.60 36 \$45.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2.880.80 \$74.900.80 25 \$40.54 \$3,243.20	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76.377.60 27 \$41.34 \$3,307.20	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2.965.60 \$77.105.60 28 \$41.78 \$3.342.40	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2.996.00 \$77.896.00 29 \$42.20 \$3.376.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3.026.40 \$78.686.40 30 \$42.61 \$3.408.80	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81.078.40 33 \$43.89 \$3,511.20	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3.148.80 \$81.868.80 34 \$44.36 \$3,548.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83.553.60 36 \$45.24 \$3,619.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2.880.80 \$74,900.80 25 \$40.54 \$3.243.20 \$84,323.20	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76.377.60 27 \$41.34 \$3.307.20 \$85,987.20	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2.965.60 \$77,105.60 28 \$41.78 \$3.342.40 \$86,902.40	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2.996.00 \$77.896.00 29 \$42.20 \$3.376.00 \$87.776.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3.026.40 \$78.686.40 30 \$42.61 \$3.408.80 \$88.628.80	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60 \$90,417.60	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3.118.40 \$81.078.40 33 \$43.89 \$3.511.20 \$91,291.20	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3.148.80 \$81.868.80 34 \$44.36 \$3.548.80 \$92,268.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3.213.60 \$83.553.60 36 \$45.24 \$3.619.20 \$94,099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20 \$84,323.20 37 \$45.70 \$3,656.00	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00 38 \$46.16 \$3,692.80	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2.937.60 \$76.377.60 27 \$41.34 \$3.307.20 \$85,987.20 39 \$46.61 \$3,728.80	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2.965.60 \$77,105.60 28 \$41.78 \$3.342.40 \$86,902.40 40 \$47.09 \$3,767.20	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2.996.00 \$77.896.00 29 \$42.20 \$3.376.00 \$87.776.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61 \$3,408.80 \$88,628.80 42 \$48.03 \$3,842.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3.055.20 \$79.435.20 31 \$43.02 \$3.441.60 \$89.481.60	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3.086.40 \$80,246.40 32 \$43.47 \$3.477.60 \$90,417.60 44 \$49.00 \$3,920.00	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3.118.40 \$81.078.40 33 \$43.89 \$3.511.20 \$91,291.20 45 \$49.46 \$3.956.80	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3.148.80 \$81,868.80 34 \$44.36 \$3.548.80 \$92,268.80 46 \$49.98 \$3.998.40	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60 47 \$50.46 \$4,036.80	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3.213.60 \$83.553.60 36 \$45.24 \$3.619.20 \$94,099.20 48 \$50.97 \$4,077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2.880.80 \$74,900.80 25 \$40.54 \$3.243.20 \$84,323.20	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76.377.60 27 \$41.34 \$3.307.20 \$85,987.20	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2.965.60 \$77,105.60 28 \$41.78 \$3.342.40 \$86,902.40	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2.996.00 \$77.896.00 29 \$42.20 \$3.376.00 \$87.776.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3.026.40 \$78.686.40 30 \$42.61 \$3.408.80 \$88.628.80	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60 \$90,417.60	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3.118.40 \$81.078.40 33 \$43.89 \$3.511.20 \$91,291.20	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3.148.80 \$81.868.80 34 \$44.36 \$3.548.80 \$92,268.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3.213.60 \$83.553.60 36 \$45.24 \$3.619.20 \$94,099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20 \$84,323.20 37 \$45.70 \$3,656.00	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00 38 \$46.16 \$3,692.80	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2.937.60 \$76.377.60 27 \$41.34 \$3.307.20 \$85,987.20 39 \$46.61 \$3,728.80	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77.105.60 28 \$41.78 \$3.342.40 \$86.902.40 40 \$47.09 \$3,767.20 \$97,947.20	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2.996.00 \$77.896.00 29 \$42.20 \$3.376.00 \$87.776.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61 \$3,408.80 \$88,628.80 42 \$48.03 \$3,842.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3.055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60 \$48.50 \$3,880.00 \$100,880.00	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3.086.40 \$80,246.40 32 \$43.47 \$3.477.60 \$90,417.60 44 \$49.00 \$3,920.00	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3.118.40 \$81.078.40 33 \$43.89 \$3.511.20 \$91,291.20 45 \$49.46 \$3.956.80	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3.148.80 \$81,868.80 34 \$44.36 \$3.548.80 \$92,268.80 46 \$49.98 \$3.998.40	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60 47 \$50.46 \$4,036.80	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3.213.60 \$83.553.60 36 \$45.24 \$3.619.20 \$94.099.20 48 \$50.97 \$4.077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74.900.80 25 \$40.54 \$3,243.20 \$84.323.20 \$45.70 \$3,656.00 \$95,056.00	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00 38 \$46.16 \$3,692.80 \$96,012.80	\$32.60 \$2,608.00 \$67,808.00 \$15 \$36.72 \$2,937.60 \$76.377.60 27 \$41.34 \$3,307.20 \$85,987.20 \$46.61 \$3,728.80 \$96,948.80 51 \$52.51	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77.105.60 28 \$41.78 \$3.342.40 \$86.902.40 40 \$47.09 \$3,767.20 \$97.947.20	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77.896.00 29 \$42.20 \$3.376.00 \$87.776.00 41 \$47.56 \$3,804.80 \$98.924.80	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78.686.40 30 \$42.61 \$3,408.80 \$88.628.80 42 \$48.03 \$3,842.40 \$99,902.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3.055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60 43 \$48.50 \$3,880.00 \$100.880.00	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3.086.40 \$80,246.40 32 \$43.47 \$3.477.60 \$90,417.60 44 \$49.00 \$3,920.00	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3.118.40 \$81.078.40 33 \$43.89 \$3.511.20 \$91,291.20 45 \$49.46 \$3.956.80	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3.148.80 \$81,868.80 34 \$44.36 \$3.548.80 \$92,268.80 46 \$49.98 \$3.998.40	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60 47 \$50.46 \$4,036.80	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3.213.60 \$83.553.60 36 \$45.24 \$3.619.20 \$94.099.20 48 \$50.97 \$4.077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20 \$84,323.20 37 \$45.70 \$3,656.00 \$95,056.00	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3.276.00 \$85,176.00 38 \$46.16 \$3,692.80 \$96,012.80	\$32.60 \$2,608.00 \$67,808.00 \$15 \$36.72 \$2,937.60 \$76.377.60 27 \$41.34 \$3.307.20 \$85,987.20 \$46.61 \$3,728.80 \$96,948.80	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77.105.60 28 \$41.78 \$3.342.40 \$86.902.40 40 \$47.09 \$3,767.20 \$97,947.20	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77.896.00 29 \$42.20 \$3.376.00 \$87.776.00 41 \$47.56 \$3,804.80 \$98.924.80	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78.686.40 30 \$42.61 \$3.408.80 \$88.628.80 42 \$48.03 \$3,842.40 \$99.902.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3.055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60 \$48.50 \$3,880.00 \$100,880.00	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3.086.40 \$80,246.40 32 \$43.47 \$3.477.60 \$90,417.60 44 \$49.00 \$3,920.00	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3.118.40 \$81.078.40 33 \$43.89 \$3.511.20 \$91,291.20 45 \$49.46 \$3.956.80	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3.148.80 \$81,868.80 34 \$44.36 \$3.548.80 \$92,268.80 46 \$49.98 \$3.998.40	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60 47 \$50.46 \$4,036.80	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3.213.60 \$83.553.60 36 \$45.24 \$3.619.20 \$94.099.20 48 \$50.97 \$4.077.60

(Non-bargaining unit)

Grade	7	9
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Houriv \$34,93 \$35,29 \$35,64 \$36,01 \$36,34 \$36,72 \$37,07 \$37,45 \$37,83 \$38,19 \$38,58 \$38,19 \$38,19 \$38,58 \$38,19 \$3	\$\begin{array}{c c c c c c c c c c c c c c c c c c c	Stone 1 2 2 4 5 6 7 8 9 10 11 12		6 7 8 9 10 1	12
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Steps 13	13 14 15 16 17 18 19 20 21 22 23 24 \$39.36 \$39.74 \$40.17 \$40.54 \$40.95 \$41.34 \$41.78 \$42.20 \$42.61 \$43.02 \$43.47 \$43.89 \$43.89 \$3,148.80 \$3,179.20 \$3,213.60 \$3,243.20 \$3,276.00 \$3,307.20 \$3,342.40 \$3,376.00 \$3,408.80 \$3,441.60 \$3,477.60 \$35.11.20 \$81.868.80 \$82,659.20 \$83,553.60 \$84.323.20 \$85,176.00 \$85,987.20 \$86,902.40 \$87,776.00 \$88,628.80 \$3,441.60 \$3,477.60 \$3,511.20 \$3,148.80 \$3,477.60 \$3,477.60 \$3,511.20 \$3,148.80 \$3,477.60 \$3,477.60 \$3,511.20 \$3,656.90 \$88,528.80 \$87,776.00 \$88,628.80 \$89,481.60 \$90,417.60 \$91,291.20 \$3,648.30 \$48.60 \$48.03 \$48.50 \$49.00 \$49.40 \$4,44 \$4,44 \$4,44 \$4,44 \$4,44 \$4,44 \$4,44 \$4,44 \$4,44 \$4,44 \$4,44 </th <th>Hourly \$34.93 \$35.29 \$35.64 \$36.01 \$36.34 \$36.72 \$37.07 \$37.45 \$37.83 \$38.19 \$38.58 \$38.98</th> <th>Hourly \$34.93 \$35.29 \$35.64 \$36.01 \$36.34 \$36.72 \$37.07 \$37.45 \$37.83 \$38.19 \$38.58 \$3</th> <th></th> <th></th>	Hourly \$34.93 \$35.29 \$35.64 \$36.01 \$36.34 \$36.72 \$37.07 \$37.45 \$37.83 \$38.19 \$38.58 \$38.98	Hourly \$34.93 \$35.29 \$35.64 \$36.01 \$36.34 \$36.72 \$37.07 \$37.45 \$37.83 \$38.19 \$38.58 \$3		
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(Non-bargaining unit)

NOME (34%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$41.34	\$41.78	\$42.20	\$42.61	\$43.02	\$43.47	\$43.89	\$44.36	\$44.82	\$45.24	\$45.70	\$46.16
Biweekly	\$3,307.20	\$3,342.40	\$3,376.00	\$3,408.80	\$3,441.60	\$3,477.60	\$3,511.20	\$3,548.80	\$3,585.60	\$3,619.20	\$3,656.00	\$3,692.80
Annually	\$85,987.20	\$86,902.40	\$87,776.00	\$88,628.80	\$89,481.60	\$90,417.60	\$91,291.20	\$92,268.80	\$93,225.60	\$94,099.20	\$95,056.00	\$96,012.80
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$46.61	\$47.09	\$47.56	\$48.03	\$48.50	\$49.00	\$49.46	\$49.98	\$50.46	\$50.97	\$51.47	\$52.02
Biweekly	\$3,728.80	\$3,767.20	\$3,804.80	\$3,842.40	\$3,880.00	\$3,920.00	\$3,956.80	\$3,998.40	\$4,036.80	\$4,077.60	\$4,117.60	\$4,161.60
Annually	\$96,948.80	\$97,947.20	\$98,924.80	\$99,902.40	\$100,880.00	\$101,920.00	\$102,876.80	\$103,958.40	\$104,956.80	\$106,017.60	\$107,057.60	\$108,201.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$52.51	\$53.06	\$53.59	\$54.12	\$54.67	\$55.22	\$55.76	\$56.31	\$56.88	\$57.45	\$58.02	\$58.60
Biweekly	\$4,200.80	\$4,244.80	\$4,287.20	\$4,329.60	\$4,373.60	\$4,417.60	\$4,460.80	\$4,504.80	\$4,550.40	\$4,596.00	\$4,641.60	\$4,688.00
Annually	\$109,220.80	\$110,364.80	\$111,467.20	\$112,569.60	\$113,713.60	\$114,857.60	\$115,980.80	\$117,124.80	\$118,310.40	\$119,496.00	\$120,681.60	\$121,888.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$59.20	\$59.79	\$60.39	\$60.97	\$61.60	\$62.22	\$62.85	\$63.46	\$64.11	\$64.74	\$65.40	\$66.05
Biweekly	\$4,736.00	\$4,783.20	\$4,831.20	\$4,877.60	\$4,928.00	\$4,977.60	\$5,028.00	\$5,076.80	\$5,128.80	\$5,179.20	\$5,232.00	\$5,284.00
Annually	\$123,136.00	\$124,363.20	\$125,611.20	\$126,817.60	\$128,128.00	\$129,417.60	\$130,728.00	\$131,996.80	\$133,348.80	\$134,659.20	\$136,032.00	\$137,384.00
Steps												
•	49	50	51	52	53	54	55					
Hourly	\$66.71	\$67.38	\$68.06	\$68.73	\$69.43	\$70.11	\$70.80					
Biweekly	\$5,336.80	\$5,390.40	\$5,444.80	\$5,498.40	\$5,554.40	\$5,608.80	\$5,664.00					
Annually	\$138,756.80	\$140,150.40	\$141,564.80	\$142,958.40	\$144,414.40	\$145,828.80	\$147,264.00					
Grade 82												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$46.61	\$47.09	\$47.56	\$48.03	\$48.50	\$49.00	\$49.46	\$49.98	\$50.46	\$50.97	\$51.47	\$52.02
Biweekly	\$3,728.80	\$3,767.20	\$3,804.80	\$3,842.40	\$3,880.00	\$3,920.00	\$3,956.80	\$3,998.40	\$4,036.80	\$4,077.60	\$4,117.60	\$4,161.60
Annually	\$96,948.80	\$97,947.20	\$98,924.80	\$99,902.40	\$100,880.00	\$101,920.00	\$102,876.80	\$103,958.40	\$104,956.80	\$106,017.60	\$107,057.60	\$108,201.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$52.51	\$53.06	\$53.59	\$54.12	\$54.67	\$55.22	\$55.76	\$56.31	\$56.88	\$57.45	\$58.02	\$58.60
Biweekly	\$4,200.80	\$4,244.80	\$4,287.20	\$4,329.60	\$4,373.60	\$4,417.60	\$4,460.80	\$4,504.80	\$4,550.40	\$4,596.00	\$4,641.60	\$4,688.00
Annually	\$109,220.80	\$110,364.80	\$111,467.20	\$112,569.60	\$113,713.60	\$114,857.60	\$115,980.80	\$117,124.80	\$118,310.40	\$119,496.00	\$120,681.60	\$121,888.00
,,	\$103,220.00	4110,00 00	V111, 107,120	V112,003.00	V110;; 10:00	V11.,007.00	V115/500.00	V117,12	0110,0100	V113, 130.00	\$120,001.00	\$121,000.00
Steps												
	25	26	27	28	29	30	31	32	33	34	35	36
Hourly								-				
Hourly Biweekly	\$59.20	\$59.79	\$60.39	\$60.97	\$61.60	\$62.22	\$62.85	\$63.46	\$64.11	\$64.74	\$65.40	\$66.05
Biweekly	\$59.20 \$4,736.00	\$59.79 \$4,783.20	\$60.39 \$4,831.20	\$60.97 \$4,877.60	\$61.60 \$4,928.00	\$62.22 \$4,977.60	\$62.85 \$5,028.00	\$63.46 \$5,076.80	\$64.11 \$5,128.80	\$64.74 \$5,179.20	\$65.40 \$5,232.00	\$66.05 \$5,284.00
	\$59.20	\$59.79	\$60.39	\$60.97	\$61.60	\$62.22	\$62.85	\$63.46	\$64.11	\$64.74	\$65.40	\$66.05
Biweekly	\$59.20 \$4,736.00	\$59.79 \$4,783.20	\$60.39 \$4,831.20	\$60.97 \$4,877.60 \$126,817.60	\$61.60 \$4,928.00 \$128,128.00	\$62.22 \$4,977.60 \$129,417.60	\$62.85 \$5,028.00	\$63.46 \$5,076.80	\$64.11 \$5,128.80	\$64.74 \$5,179.20 \$134,659.20	\$65.40 \$5,232.00	\$66.05 \$5,284.00 \$137,384.00
Biweekly Annually	\$59.20 \$4,736.00 \$123,136.00	\$59.79 \$4,783.20 \$124,363.20	\$60.39 \$4,831.20 \$125,611.20	\$60.97 \$4,877.60	\$61.60 \$4,928.00	\$62.22 \$4,977.60	\$62.85 \$5,028.00 \$130,728.00	\$63.46 \$5,076.80 \$131,996.80	\$64.11 \$5,128.80 \$133,348.80	\$64.74 \$5.179.20 \$134.659.20	\$65.40 \$5.232.00 \$136.032.00	\$66.05 \$5,284.00 \$137,384.00
Biweekly Annually Steps	\$59.20 \$4.736.00 \$123.136.00	\$59.79 \$4.783.20 \$124.363.20	\$60.39 \$4,831.20 \$125,611.20	\$60.97 \$4,877.60 \$126,817.60 40 \$68.73	\$61.60 \$4.928.00 \$128.128.00	\$62.22 \$4.977.60 \$129.417.60	\$62.85 \$5.028.00 \$130.728.00	\$63.46 \$5,076.80 \$131,996.80	\$64.11 \$5.128.80 \$133.348.80	\$64.74 \$5,179.20 \$134,659.20 46 \$72.95	\$65.40 \$5.232.00 \$136.032.00 47 \$73.66	\$66.05 \$5,284.00 \$137,384.00
Biweekly Annually Steps Hourly	\$59.20 \$4,736.00 \$123,136.00 37 \$66.71	\$59.79 \$4,783.20 \$124,363.20 38 \$67.38	\$60.39 \$4,831.20 \$125,611.20 39 \$68.06	\$60.97 \$4.877.60 \$126.817.60	\$61.60 \$4,928.00 \$128,128.00 41 \$69.43	\$62.22 \$4,977.60 \$129,417.60 42 \$70.11	\$62.85 \$5,028.00 \$130,728.00 43 \$70.80	\$63.46 \$5,076.80 \$131,996.80 44 \$71.51	\$64.11 \$5,128.80 \$133,348.80 45 \$72.24	\$64.74 \$5.179.20 \$134.659.20	\$65.40 \$5.232.00 \$136.032.00	\$66.05 \$5.284.00 \$137.384.00 48 \$74.42
Biweekly Annually Steps Hourly Biweekly Annually	\$59.20 \$4,736.00 \$123,136.00 37 \$66.71 \$5,336.80 \$138,756.80	\$59.79 \$4.783.20 \$124.363.20 38 \$67.38 \$5.390.40 \$140.150.40	\$60.39 \$4.831.20 \$125,611.20 39 \$68.06 \$5,444.80 \$141,564.80	\$60.97 \$4,877.60 \$126,817.60 40 \$68.73 \$5,498.40 \$142,958.40	\$61.60 \$4.928.00 \$128.128.00 \$128.128.00 41 \$69.43 \$5.554.40 \$144,414.40	\$62.22 \$4,977.60 \$129,417.60 42 \$70.11 \$5,608.80 \$145,828.80	\$62.85 \$5,028.00 \$130,728.00 \$170.80 \$5,664.00 \$147,264.00	\$63.46 \$5,076.80 \$131,996.80 44 \$71.51 \$5,720.80	\$64.11 \$5.128.80 \$133.348.80 45 \$72.24 \$5,779.20	\$64.74 \$5,179.20 \$134,659.20 46 \$72.95 \$5,836.00	\$65.40 \$5.232.00 \$136.032.00 47 \$73.66 \$5.892.80	\$66.05 \$5.284.00 \$137.384.00 48 \$74.42 \$5.953.60
Biweekly Annually Steps Hourly Biweekly Annually Steps	\$59.20 \$4,736.00 \$123,136.00 37 \$66.71 \$5,336.80 \$138,756.80	\$59.79 \$4.783.20 \$124.363.20 38 \$67.38 \$5.390.40 \$140.150.40	\$60.39 \$4,831.20 \$125,611.20 39 \$68.06 \$5,444.80 \$141,564.80	\$60.97 \$4.877.60 \$126.817.60 40 \$68.73 \$5.498.40 \$142.958.40	\$61.60 \$4.928.00 \$128.128.00 \$128.128.40 \$69.43 \$5.554.40 \$144.414.40	\$62.22 \$4,977.60 \$129,417.60 42 \$70.11 \$5,608.80 \$145,828.80	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00	\$63.46 \$5,076.80 \$131,996.80 44 \$71.51 \$5,720.80	\$64.11 \$5.128.80 \$133.348.80 45 \$72.24 \$5,779.20	\$64.74 \$5,179.20 \$134,659.20 46 \$72.95 \$5,836.00	\$65.40 \$5.232.00 \$136.032.00 47 \$73.66 \$5.892.80	\$66.05 \$5.284.00 \$137.384.00 48 \$74.42 \$5.953.60
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$59.20 \$4,736.00 \$123,136.00 37 \$66.71 \$5,336.80 \$138,756.80 49 \$75.16	\$59.79 \$4.783.20 \$124.363.20 38 \$67.38 \$5.390.40 \$140.150.40 50 \$75.92	\$60.39 \$4.831.20 \$125.611.20 39 \$68.06 \$5,444.80 \$141.564.80 51	\$60.97 \$4.877.60 \$126.817.60 \$68.73 \$5.498.40 \$142.958.40 \$77.45	\$61.60 \$4.928.00 \$128.128.00 \$128.128.00 41 \$69.43 \$5.554.40 \$144.414.40 53 \$78.21	\$62.22 \$4,977.60 \$129,417.60 \$70.11 \$5,608.80 \$145,828.80 \$4	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 \$55	\$63.46 \$5,076.80 \$131,996.80 44 \$71.51 \$5,720.80	\$64.11 \$5.128.80 \$133.348.80 45 \$72.24 \$5,779.20	\$64.74 \$5,179.20 \$134,659.20 46 \$72.95 \$5,836.00	\$65.40 \$5.232.00 \$136.032.00 47 \$73.66 \$5.892.80	\$66.05 \$5.284.00 \$137.384.00 48 \$74.42 \$5.953.60
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$59.20 \$4,736.00 \$123,136.00 37 \$66.71 \$5,336.80 \$138,756.80 49 \$75.16 \$6,012.80	\$59.79 \$4.783.20 \$124.363.20 38 \$67.38 \$5.390.40 \$140.150.40 50 \$75.92 \$6,073.60	\$60.39 \$4,831.20 \$125,611.20 39 \$68.06 \$5,444.80 \$141,564.80 51	\$60.97 \$4.877.60 \$126.817.60 \$68.73 \$5.498.40 \$142.958.40 \$77.45 \$6,196.00	\$61.60 \$4.928.00 \$128.128.00 \$128.128.00 41 \$69.43 \$5.554.40 \$144.414.40 53 \$78.21 \$6,256.80	\$62.22 \$4,977.60 \$129,417.60 \$70.11 \$5,608.80 \$145,828.80 \$4 \$79.00 \$6,320.00	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 \$55 \$79.81 \$6,384.80	\$63.46 \$5,076.80 \$131,996.80 44 \$71.51 \$5,720.80	\$64.11 \$5.128.80 \$133.348.80 45 \$72.24 \$5,779.20	\$64.74 \$5,179.20 \$134,659.20 46 \$72.95 \$5,836.00	\$65.40 \$5.232.00 \$136.032.00 47 \$73.66 \$5.892.80	\$66.05 \$5.284.00 \$137.384.00 48 \$74.42 \$5.953.60
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$59.20 \$4,736.00 \$123,136.00 37 \$66.71 \$5,336.80 \$138,756.80 49 \$75.16	\$59.79 \$4.783.20 \$124.363.20 38 \$67.38 \$5.390.40 \$140.150.40 50 \$75.92	\$60.39 \$4.831.20 \$125.611.20 39 \$68.06 \$5,444.80 \$141.564.80 51	\$60.97 \$4.877.60 \$126.817.60 \$68.73 \$5.498.40 \$142.958.40 \$77.45	\$61.60 \$4.928.00 \$128.128.00 \$128.128.00 41 \$69.43 \$5.554.40 \$144.414.40 53 \$78.21	\$62.22 \$4,977.60 \$129,417.60 \$70.11 \$5,608.80 \$145,828.80 \$4	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 \$55	\$63.46 \$5,076.80 \$131,996.80 44 \$71.51 \$5,720.80	\$64.11 \$5.128.80 \$133.348.80 45 \$72.24 \$5,779.20	\$64.74 \$5,179.20 \$134,659.20 46 \$72.95 \$5,836.00	\$65.40 \$5.232.00 \$136.032.00 47 \$73.66 \$5.892.80	\$66.05 \$5.284.00 \$137.384.00 48 \$74.42 \$5.953.60

(Non-bargaining unit)

NOME (34%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$52.51	\$53.06	\$53.59	\$54.12	\$54.67	\$55.22	\$55.76	\$56.31	\$56.88	\$57.45	\$58.02	\$58.60
Biweekly	\$4,200.80	\$4,244.80	\$4,287.20	\$4,329.60	\$4,373.60	\$4,417.60	\$4,460.80	\$4,504.80	\$4,550.40	\$4,596.00	\$4,641.60	\$4,688.00
Annually	\$109,220.80	\$110,364.80	\$111,467.20	\$112,569.60	\$113,713.60	\$114,857.60	\$115,980.80	\$117,124.80	\$118,310.40	\$119,496.00	\$120,681.60	\$121,888.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$59.20	\$59.79	\$60.39	\$60.97	\$61.60	\$62.22	\$62.85	\$63.46	\$64.11	\$64.74	\$65.40	\$66.05
Biweekly	\$4,736.00	\$4,783.20	\$4,831.20	\$4,877.60	\$4,928.00	\$4,977.60	\$5,028.00	\$5,076.80	\$5,128.80	\$5,179.20	\$5,232.00	\$5,284.00
Annually	\$123,136.00	\$124,363.20	\$125,611.20	\$126,817.60	\$128,128.00	\$129,417.60	\$130,728.00	\$131,996.80	\$133,348.80	\$134,659.20	\$136,032.00	\$137,384.00
Ailliually	3123,130.00	\$124,505.20	\$125,011.20	\$120,817.00	\$120,120.00	\$129,417.00	\$130,728.00	\$151,990.60	\$155,546.60	\$154,059.20	3130,032.00	\$137,364.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$66.71	\$67.38	\$68.06	\$68.73	\$69.43	\$70.11	\$70.80	\$71.51	\$72.24	\$72.95	\$73.66	\$74.42
Biweekly	\$5,336.80	\$5,390.40	\$5,444.80	\$5,498.40	\$5,554.40	\$5,608.80	\$5,664.00	\$5,720.80	\$5,779.20	\$5,836.00	\$5,892.80	\$5,953.60
Annually	\$138,756.80	\$140,150.40	\$141,564.80	\$142,958.40	\$144,414.40	\$145,828.80	\$147,264.00	\$148,740.80	\$150,259.20	\$151,736.00	\$153,212.80	\$154,793.60
Chama												
Steps	. 37	. 38	. 39	40	41	42	43	44	45	. 46	. 47	48
Hourly	\$75.16	\$75.92	\$76.66	\$77.45	\$78.21	\$79.00	\$79.81	\$80.59	\$81.40	\$82.19	\$83.04	\$83.84
Biweekly	\$6,012.80	\$6,073.60	\$6,132.80	\$6,196.00	\$6,256.80	\$6,320.00	\$6,384.80	\$6,447.20	\$6,512.00	\$6,575.20	\$6,643.20	\$6,707.20
Annually	\$156,332.80	\$157,913.60	\$159,452.80	\$161,096.00	\$162,676.80	\$164,320.00	\$166,004.80	\$167,627.20	\$169,312.00	\$170,955.20	\$172,723.20	\$174,387.20
Steps	49	50	51	52	53	54	55					
Hourly	\$84.70	\$85.54	\$86.40	\$87.27	\$88.13	\$89.01	\$89.92					
Biweekly	\$6,776.00	\$6,843.20	\$6,912.00	\$6,981.60	\$7,050.40	\$7,120.80	\$7,193.60					
Annually	\$176,176.00	\$177,923.20	\$179,712.00	\$181,521.60	\$183,310.40	\$185,140.80	\$187,033.60					
C d. 91												
Grade 84												
Steps	. 1	2	3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11	12
Hourly	\$57.45	\$58.02	\$58.60	\$59.20	\$59.79	\$60.39	\$60.97	\$61.60	\$62.22	\$62.85	\$63.46	\$64.11
Hourly Biweekly	\$57.45 \$4,596.00	\$58.02 \$4,641.60	\$58.60 \$4,688.00	\$59.20 \$4,736.00	\$59.79 \$4,783.20	\$60.39 \$4,831.20	\$60.97 \$4,877.60	\$61.60 \$4,928.00	\$62.22 \$4,977.60	\$62.85 \$5,028.00	\$63.46 \$5,076.80	\$64.11 \$5,128.80
Hourly	\$57.45	\$58.02	\$58.60	\$59.20	\$59.79	\$60.39	\$60.97	\$61.60	\$62.22	\$62.85	\$63.46	\$64.11
Hourly Biweekly	\$57.45 \$4,596.00	\$58.02 \$4,641.60	\$58.60 \$4,688.00	\$59.20 \$4,736.00	\$59.79 \$4,783.20	\$60.39 \$4,831.20	\$60.97 \$4,877.60	\$61.60 \$4,928.00	\$62.22 \$4,977.60	\$62.85 \$5,028.00	\$63.46 \$5,076.80	\$64.11 \$5,128.80
Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00	\$58.02 \$4,641.60 \$120,681.60	\$58.60 \$4,688.00 \$121,888.00	\$59.20 \$4,736.00 \$123,136.00	\$59.79 \$4,783.20 \$124,363.20	\$60.39 \$4,831.20 \$125,611.20	\$60.97 \$4,877.60 \$126,817.60	\$61.60 \$4,928.00 \$128,128.00	\$62.22 \$4,977.60 \$129,417.60	\$62.85 \$5,028.00 \$130,728.00	\$63.46 \$5,076.80 \$131,996.80	\$64.11 \$5,128.80 \$133,348.80
Hourly Biweekly Annually Steps	\$57.45 \$4,596.00 \$119,496.00	\$58.02 \$4,641.60 \$120,681.60	\$58.60 \$4,688.00 \$121,888.00	\$59.20 \$4,736.00 \$123,136.00	\$59.79 \$4,783.20 \$124,363.20	\$60.39 \$4,831.20 \$125,611.20	\$60.97 \$4,877.60 \$126,817.60	\$61.60 \$4,928.00 \$128,128.00	\$62.22 \$4,977.60 \$129,417.60	\$62.85 \$5,028.00 \$130,728.00	\$63.46 \$5,076.80 \$131,996.80	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20
Hourly Biweekly Annually Steps Hourly	\$57.45 \$4,596.00 \$119,496.00 13 \$64.74	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40	\$58.60 \$4,688.00 \$121,888.00 15 \$66.05	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73	\$61.60 \$4,928.00 \$128,128.00 20 \$69.43	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11	\$62.85 \$5,028.00 \$130,728.00 22 \$70.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 13 \$64.74 \$5.179.20 \$134.659.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00	\$58.60 \$4,688.00 \$121,888.00 \$15 \$66.05 \$5,284.00 \$137,384.00	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71 \$5.336.80 \$138.756.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5.390.40 \$140.150.40	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141.564.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142.958.40	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 20 \$69.43 \$5,554.40 \$144,414.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148.740.80	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$57.45 \$4,596.00 \$119,496.00 13 \$64.74 \$5.179.20 \$134.659.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136.032.00	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$5,284.00 \$137,384.00	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71 \$5.336.80 \$138.756.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5.390.40 \$140,150.40	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141.564.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142.958.40	\$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$57.45 \$4,596.00 \$119,496.00 \$13 \$64.74 \$5.179.20 \$134,659.20 \$72.95	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 15 \$66.05 \$5.284.00 \$137,384.00 27 \$74.42	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71 \$5.336.80 \$138,756.80 28 \$75.16	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5.390.40 \$140,150.40 29 \$75.92	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5.444.80 \$141,564.80 30 \$76.66	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142,958.40	\$61.60 \$4,928.00 \$128,128.00 \$20 \$69.43 \$5.554.40 \$144,414.40 32 \$78.21	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$57.45 \$4,596.00 \$119,496.00 \$13 \$64.74 \$5.179.20 \$134.659.20 \$72.95 \$5.836.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136.032.00 26 \$73.66 \$5,892.80	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$5.284.00 \$137,384.00 \$74.42 \$5,953.60	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71 \$5.336.80 \$138.756.80 28 \$75.16 \$6,012.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5.390.40 \$140.150.40 29 \$75.92 \$6.073.60	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141.564.80 30 \$76.66 \$6,132.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142.958.40 31 \$77.45 \$6,196.00	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 \$78.21 \$6,256.80	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00 \$4 \$79.81 \$6.384.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5.720.80 \$148.740.80 35 \$80.59 \$6.447.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$57.45 \$4,596.00 \$119,496.00 \$13 \$64.74 \$5.179.20 \$134,659.20 \$72.95	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 15 \$66.05 \$5.284.00 \$137,384.00 27 \$74.42	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71 \$5.336.80 \$138,756.80 28 \$75.16	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5.390.40 \$140,150.40 29 \$75.92	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5.444.80 \$141,564.80 30 \$76.66	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142,958.40	\$61.60 \$4,928.00 \$128,128.00 \$20 \$69.43 \$5.554.40 \$144,414.40 32 \$78.21	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 13 \$64.74 \$5.179.20 \$134.659.20 25 \$72.95 \$5.836.00 \$151,736.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136.032.00 26 \$73.66 \$5,892.80 \$153,212.80	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15,284.00 \$137,384.00 \$74.42 \$5,953.60 \$154,793.60	\$59.20 \$4,736.00 \$123,136.00 \$16 \$66.71 \$5.336.80 \$138.756.80 \$28 \$75.16 \$6.012.80 \$156.332.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5.390.40 \$140.150.40 29 \$75.92 \$6.073.60 \$157,913.60	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141.564.80 30 \$76.66 \$6.132.80 \$159,452.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142.958.40 31 \$77.45 \$6.196.00 \$161,096.00	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80 \$162,676.80	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00 \$4 \$79.81 \$6.384.80 \$166.004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148.740.80 35 \$80.59 \$6,447.20 \$167,627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Hourly Steps	\$57.45 \$4,596.00 \$119,496.00 \$13 \$64.74 \$5.179.20 \$134.659.20 \$72.95 \$5,836.00 \$151,736.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15,566.05 \$5,284.00 \$137,384.00 \$74.42 \$5,953.60 \$154,793.60	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5.336.80 \$138.756.80 28 \$75.16 \$6.012.80 \$156,332.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5.390.40 \$140.150.40 29 \$75.92 \$6.073.60 \$157.913.60	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141.564.80 30 \$76.66 \$6,132.80 \$159,452.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142.958.40 31 \$77.45 \$6,196.00 \$161.096.00	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5.554.40 \$144,414.40 32 \$78.21 \$6.256.80 \$162.676.80	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00 \$4 \$79.81 \$6.384.80 \$166,004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5.720.80 \$148.740.80 35 \$80.59 \$6.447.20 \$167,627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Bourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5.179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15,566.05 \$5,284.00 \$137,384.00 \$74.42 \$5,953.60 \$154,793.60	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71 \$5.336.80 \$138.756.80 28 \$75.16 \$6.012.80 \$156.332.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5.390.40 \$140.150.40 29 \$75.92 \$6.073.60 \$157.913.60	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142.958.40 31 \$77.45 \$6.196.00 \$161.096.00	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5.554.40 \$144,414.40 32 \$78.21 \$6.256.80 \$162.676.80	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00 \$4 \$79.81 \$6.384.80 \$166.004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5.720.80 \$148.740.80 35 \$80.59 \$6.447.20 \$167.627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150.259.20 36 \$81.40 \$6,512.00 \$169,312.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Hourly Steps	\$57.45 \$4,596.00 \$119,496.00 \$13 \$64.74 \$5.179.20 \$134.659.20 \$72.95 \$5,836.00 \$151,736.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15,566.05 \$5,284.00 \$137,384.00 \$74.42 \$5,953.60 \$154,793.60	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5.336.80 \$138.756.80 28 \$75.16 \$6.012.80 \$156,332.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5.390.40 \$140.150.40 29 \$75.92 \$6.073.60 \$157.913.60	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141.564.80 30 \$76.66 \$6,132.80 \$159,452.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142.958.40 31 \$77.45 \$6,196.00 \$161.096.00	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5.554.40 \$144,414.40 32 \$78.21 \$6.256.80 \$162.676.80	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00 \$4 \$79.81 \$6.384.80 \$166,004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5.720.80 \$148.740.80 35 \$80.59 \$6.447.20 \$167,627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00 \$42.19 \$6,575.20 \$170,955.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136.032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04 \$6,643.20 \$172,723.20	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$566.05 \$5,284.00 \$137,384.00 \$74.42 \$5,953.60 \$154,793.60 \$83.84 \$6,707.20 \$174,387.20	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5.336.80 \$138.756.80 28 \$75.16 \$6,012.80 \$156.332.80 40 \$84.70 \$6,776.00 \$176,176.00	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5.390.40 \$140.150.40 29 \$75.92 \$6.073.60 \$157.913.60 41 \$85.54 \$6.843.20 \$177,923.20	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80 42 \$86.40 \$6,912.00 \$179,712.00	\$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$68.73 \$5,498.40 \$142.958.40 \$177.45 \$6,196.00 \$161.096.00 \$43 \$87.27 \$6,981.60 \$181,521.60	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5.554.40 \$144,414.40 32 \$78.21 \$6.256.80 \$162.676.80 44 \$88.13 \$7.050.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00 \$164,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00 \$46 \$79.81 \$6.384.80 \$166.004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5.720.80 \$148.740.80 35 \$80.59 \$6.447.20 \$167.627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00
Hourly Biweekly Annually Steps	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134.659.20 \$72.95 \$5.836.00 \$151.736.00 \$151.736.00 \$151.736.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136.032.00 26 \$73.66 \$5.892.80 \$153,212.80 38 \$83.04 \$6.643.20 \$172,723.20	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$152,284.00 \$137,384.00 \$137,384.00 \$154,793.60 \$154,793.60 \$154,793.60 \$174,387.20	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 \$16 \$66.71 \$5.336.80 \$138.756.80 \$75.16 \$6.012.80 \$156.332.80 \$40 \$84.70 \$6.776.00 \$176.176.00	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140.150.40 29 \$75.92 \$6.073.60 \$157.913.60 41 \$85.54 \$6,843.20 \$177.923.20	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5.444.80 \$141.564.80 30 \$76.66 \$6.132.80 \$159.452.80 42 \$86.40 \$6.912.00 \$179,712.00	\$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$19 \$68.73 \$5,498.40 \$142.958.40 \$177.45 \$6.196.00 \$161.096.00 \$43 \$87.27 \$6,981.60 \$181,521.60	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5.554.40 \$144,414.40 32 \$78.21 \$6.256.80 \$162.676.80 44 \$88.13 \$7.050.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00 \$164,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00 \$46 \$79.81 \$6.384.80 \$166.004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5.720.80 \$148.740.80 35 \$80.59 \$6.447.20 \$167.627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134.659.20 \$72.95 \$5.836.00 \$151.736.00 \$151.736.00 \$170.955.20 \$170.955.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04 \$6,643.20 \$172,723.20	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15,284.00 \$137,384.00 \$137,384.00 \$154,793.60 \$154,793.60 \$154,793.60 \$154,793.60 \$154,793.60 \$154,793.60 \$174,387.20	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 \$16 \$66.71 \$5.336.80 \$138.756.80 \$75.16 \$6.012.80 \$156.332.80 \$40 \$84.70 \$6.776.00 \$176.176.00	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$53.90.40 \$140.150.40 29 \$75.92 \$6.073.60 \$157.913.60 41 \$85.54 \$6.843.20 \$177.923.20	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5.444.80 \$141.564.80 30 \$76.66 \$6.132.80 \$159.452.80 42 \$86.40 \$6.912.00 \$179.712.00	\$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$19 \$68.73 \$5,498.40 \$142.958.40 \$177.45 \$6,196.00 \$161.096.00 \$181.521.60 \$181,521.60	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5.554.40 \$144,414.40 32 \$78.21 \$6.256.80 \$162.676.80 44 \$88.13 \$7.050.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00 \$164,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00 \$46 \$79.81 \$6.384.80 \$166.004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5.720.80 \$148.740.80 35 \$80.59 \$6.447.20 \$167.627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00 \$151,736.00 \$170,955.20 \$170,955.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04 \$6,643.20 \$172,723.20 50 \$93.57 \$7,485.60	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15 \$66.05 \$5,284.00 \$137,384.00 \$137,384.00 \$154,793.60 \$154,793.60 \$154,793.60 \$174,387.20 \$174,387.20 \$174,387.20	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 \$16 \$66.71 \$5,336.80 \$138,756.80 \$28 \$75.16 \$6,012.80 \$156,332.80 \$4,70 \$6,776.00 \$176,176.00 \$176,176.00	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60 \$157.913.60 41 \$85.54 \$6,843.20 \$177,923.20 53 \$96.39 \$7,711.20	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141.564.80 30 \$76.66 \$6.132.80 \$159.452.80 42 \$86.40 \$6.912.00 \$179,712.00 54 \$97.37 \$7,789.60	\$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$19 \$68.73 \$5,498.40 \$142.958.40 \$142.958.40 \$161.096.00 \$161.096.00 \$181.521.60 \$181,521.60 \$98.31 \$7,864.80	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5.554.40 \$144,414.40 32 \$78.21 \$6.256.80 \$162.676.80 44 \$88.13 \$7.050.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00 \$164,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00 \$46 \$79.81 \$6.384.80 \$166.004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5.720.80 \$148.740.80 35 \$80.59 \$6.447.20 \$167.627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150.259.20 36 \$81.40 \$6,512.00 \$169,312.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134.659.20 \$72.95 \$5.836.00 \$151.736.00 \$151.736.00 \$170.955.20 \$170.955.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04 \$6,643.20 \$172,723.20	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15,284.00 \$137,384.00 \$137,384.00 \$154,793.60 \$154,793.60 \$154,793.60 \$154,793.60 \$154,793.60 \$154,793.60 \$174,387.20	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 \$16 \$66.71 \$5.336.80 \$138.756.80 \$75.16 \$6.012.80 \$156.332.80 \$40 \$84.70 \$6.776.00 \$176.176.00	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$53.90.40 \$140.150.40 29 \$75.92 \$6.073.60 \$157.913.60 41 \$85.54 \$6.843.20 \$177.923.20	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5.444.80 \$141.564.80 30 \$76.66 \$6.132.80 \$159.452.80 42 \$86.40 \$6.912.00 \$179.712.00	\$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$19 \$68.73 \$5,498.40 \$142.958.40 \$177.45 \$6,196.00 \$161.096.00 \$181.521.60 \$181,521.60	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5.554.40 \$144,414.40 32 \$78.21 \$6.256.80 \$162.676.80 44 \$88.13 \$7.050.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00 \$164,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5.664.00 \$147.264.00 \$46 \$79.81 \$6.384.80 \$166.004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5.720.80 \$148.740.80 35 \$80.59 \$6.447.20 \$167.627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150.259.20 36 \$81.40 \$6,512.00 \$169,312.00

(Non-bargaining unit)

Grade /

Ste	eps	1	2 3	4	5	6	7	8	9	10	11	12
		1.72 \$14.8	6 \$15.02	\$15.16	\$15.30	\$15.46	\$15.61	\$15.75	\$15.92	\$16.08	\$16.26	\$16.40
	weekly \$1,17			\$1,212.80	\$1,224.00	\$1,236.80	\$1,248.80	\$1,260.00	\$1,273.60	\$1,286.40	\$1,300.80	\$1,312.00
	nually \$30,61			\$31,532.80	\$31,824.00	\$32,156.80	\$32,468.80	\$32,760.00	\$33,113.60	\$33,446.40	\$33,820.80	\$34,112.00
A	11ually \$50,01	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	0 \$31,241.00	\$31,332.00	331,024.00	JJ2,1J0.80	JJ2,400.00	\$32,700.00	\$33,113.00	JJJ,440.40	\$33,820.80	JJ4,112.00
Ste	eps	13 1	4 15	16	17	18	19	20	21	22	23	24
Ho	ourly \$1	5.56 \$16.7		\$17.08	\$17.24	\$17.38	\$17.58	\$17.74	\$17.94	\$18.12	\$18.31	\$18.47
	weekly \$1,32			\$1,366.40	\$1,379.20	\$1,390.40	\$1,406.40	\$1,419.20	\$1,435.20	\$1,449.60	\$1,464.80	\$1,477.60
AIII	nually \$34,44	1.80 \$34,819.2	0 \$35,193.60	\$35,526.40	\$35,859.20	\$36,150.40	\$36,566.40	\$36,899.20	\$37,315.20	\$37,689.60	\$38,084.80	\$38,417.60
Ste	eps	25 2	5 27	28	29	30	21	32	33	24	35	36
	•						31			34		
		3.66 \$18.8		\$19.22	\$19.39	\$19.63	\$19.81	\$20.01	\$20.21	\$20.41	\$20.60	\$20.82
	weekly \$1,49			\$1,537.60	\$1,551.20	\$1,570.40	\$1,584.80	\$1,600.80	\$1,616.80	\$1,632.80	\$1,648.00	\$1,665.60
Anı	nually \$38,81	2.80 \$39,208.0	0 \$39,582.40	\$39,977.60	\$40,331.20	\$40,830.40	\$41,204.80	\$41,620.80	\$42,036.80	\$42,452.80	\$42,848.00	\$43,305.60
Cha	•											
	eps	37 3		40	41	42	43	44	45	46	47	48
		1.02 \$21.2		\$21.67	\$21.89	\$22.11	\$22.33	\$22.54	\$22.78	\$23.00	\$23.23	\$23.47
Biw	weekly \$1,68			\$1,733.60	\$1,751.20	\$1,768.80	\$1,786.40	\$1,803.20	\$1,822.40	\$1,840.00	\$1,858.40	\$1,877.60
Anı	nually \$43,72:	L.60 \$44,179.2	0 \$44,616.00	\$45,073.60	\$45,531.20	\$45,988.80	\$46,446.40	\$46,883.20	\$47,382.40	\$47,840.00	\$48,318.40	\$48,817.60
Ste	eps	49 5		F2	F2	54	55					
	•			. 52	53							
		3.69 \$23.9		\$24.43	\$24.64	\$24.90	\$25.17					
Biw	weekly \$1,89	5.20 \$1,915.2	0 \$1,932.00	\$1,954.40	\$1,971.20	\$1,992.00	\$2,013.60					
Anı	nually \$49,27	5.20 \$49,795.2	0 \$50,232.00	\$50,814.40	\$51,251.20	\$51,792.00	\$52,353.60					
Grade	₂ 72											
Ste	eps		2 3	4	. 5	. 6	. 7	. 8	. 9	10	11	12
		5.56 \$16.7		\$17.08	\$17.24	\$17.38	\$17.58	\$17.74	\$17.94	\$18.12	\$18.31	\$18.47
Biw	weekly \$1,32	1.80 \$1,339.2	0 \$1,353.60	\$1,366.40	\$1,379.20	\$1,390.40	\$1,406.40	\$1,419.20	\$1,435.20	\$1,449.60	\$1,464.80	\$1,477.60
Anı	nually \$34,44	1.80 \$34,819.2	0 \$35,193.60	\$35,526.40	\$35,859.20	\$36,150.40	\$36,566.40	\$36,899.20	\$37,315.20	\$37,689.60	\$38,084.80	\$38,417.60
Ct -												
	eps	13 1		16	17	. 18	. 19	20	21	22	23	24
		3.66 \$18.8		\$19.22	\$19.39	\$19.63	\$19.81	\$20.01	\$20.21	\$20.41	\$20.60	\$20.82
	weekly \$1,49	2.80 \$1,508.0	0 \$1,522.40									
Anı	nually \$38,813			\$1,537.60	\$1,551.20	\$1,570.40	\$1,584.80	\$1,600.80	\$1,616.80	\$1,632.80	\$1,648.00	\$1,665.60
	111ualiy 330,01.	2.80 \$39,208.0		\$39,977.60	\$1,551.20 \$40,331.20	\$1,570.40 \$40,830.40						\$1,665.60 \$43,305.60
	-	2.80 \$39,208.0					\$1,584.80	\$1,600.80	\$1,616.80	\$1,632.80	\$1,648.00	
Ste	eps	2.80 \$39,208.0 25 2	0 \$39,582.40				\$1,584.80	\$1,600.80	\$1,616.80	\$1,632.80	\$1,648.00	\$43.305.60 36
	eps		0 \$39,582.40 6 27	\$39,977.60	\$40,331.20	\$40,830.40	\$1,584.80 \$41,204.80	\$1,600.80 \$41,620.80	\$1,616.80 \$42,036.80	\$1,632.80 \$42,452.80	\$1,648.00 \$42,848.00	\$43,305.60 36
Ho	eps ourly \$2	25 2 1.02 \$21.2	0 \$39.582.40 6 27 4 \$21.45	\$39,977.60 28 \$21.67	\$40,331.20 29 \$21.89	\$40.830.40 30 \$22.11	\$1,584.80 \$41,204.80 31 \$22.33	\$1,600.80 \$41,620.80 32 \$22.54	\$1,616.80 \$42,036.80 33 \$22.78	\$1,632.80 \$42,452.80 34 \$23.00	\$1.648.00 \$42.848.00 35 \$23.23	\$43.305.60 36 \$23.47
Ho: Biw	eps ourly \$2 weekly \$1,68	25 2 .0.02 \$21.2 .6.60 \$1,699.2	0 \$39.582.40 6 27 4 \$21.45 0 \$1,716.00	\$39.977.60 28 \$21.67 \$1.733.60	\$40,331.20 29 \$21.89 \$1,751.20	\$40.830.40 30 \$22.11 \$1.768.80	\$1.584.80 \$41.204.80 31 \$22.33 \$1.786.40	\$1,600.80 \$41,620.80 32 \$22.54 \$1,803.20	\$1,616.80 \$42,036.80 33 \$22.78 \$1,822.40	\$1,632.80 \$42,452.80 34 \$23.00 \$1,840.00	\$1,648.00 \$42,848.00 35 \$23.23 \$1,858.40	\$43.305.60 36 \$23.47 \$1.877.60
Ho: Biw	eps ourly \$2	25 2 .0.02 \$21.2 .6.60 \$1,699.2	0 \$39.582.40 6 27 4 \$21.45 0 \$1,716.00	\$39,977.60 28 \$21.67	\$40,331.20 29 \$21.89	\$40.830.40 30 \$22.11	\$1,584.80 \$41,204.80 31 \$22.33	\$1,600.80 \$41,620.80 32 \$22.54	\$1,616.80 \$42,036.80 33 \$22.78	\$1,632.80 \$42,452.80 34 \$23.00	\$1.648.00 \$42.848.00 35 \$23.23	\$43.305.60 36 \$23.47
Hor Biw Ani	eps purly \$2 weekly \$1,68 nually \$43,72	25 1.02 \$21.2 1.60 \$1.699.2 1.60 \$44.179.2	0 \$39,582.40 6 27 4 \$21.45 0 \$1,716.00 0 \$44,616.00	\$39.977.60 28 \$21.67 \$1.733.60 \$45.073.60	\$40.331.20 29 \$21.89 \$1.751.20 \$45.531.20	\$40.830.40 30 \$22.11 \$1.768.80 \$45.988.80	\$1,584.80 \$41,204.80 31 \$22.33 \$1,786.40 \$46,446.40	\$1,600.80 \$41,620.80 32 \$22.54 \$1,803.20 \$46,883.20	\$1,616.80 \$42.036.80 33 \$22.78 \$1.822.40 \$47.382.40	\$1.632.80 \$42.452.80 34 \$23.00 \$1.840.00 \$47.840.00	\$1,648.00 \$42,848.00 35 \$23.23 \$1,858.40 \$48,318.40	\$43,305.60 36 \$23.47 \$1.877.60 \$48,817.60
Hot Biw And Ste	eps purly \$2 weekly \$1.68 nually \$43.72	25 2 1.02 \$21.2 1.60 \$1.699.2 1.60 \$44.179.2	0 \$39,582.40 6 27 4 \$21.45 0 \$1,716.00 0 \$44,616.00 8 39	\$39.977.60 28 \$21.67 \$1.733.60 \$45.073.60	\$40.331.20 29 \$21.89 \$1.751.20 \$45.531.20	\$40.830.40 30 \$22.11 \$1.768.80 \$45.988.80	\$1,584.80 \$41,204.80 31 \$22.33 \$1,786.40 \$46,446.40	\$1,600.80 \$41,620.80 32 \$22.54 \$1,803.20 \$46,883.20	\$1,616.80 \$42,036.80 33 \$22.78 \$1.822.40 \$47.382.40	\$1.632.80 \$42.452.80 34 \$23.00 \$1.840.00 \$47.840.00	\$1,648.00 \$42,848.00 35 \$23.23 \$1,858.40 \$48,318.40	\$43,305.60 36 \$23.47 \$1.877.60 \$48.817.60
Hoo Biw And Ste Hoo	eps purly \$2 weekly \$1.68 purally \$43.72 eps purly \$2	25 2 1.02 \$21.2 1.60 \$1,699.2 1.60 \$44,179.2 37 3 3.69 \$23.9	0 \$39,582.40 6 27 4 \$21.45 0 \$1,716.00 0 \$44.616.00 8 39 4 \$24.15	\$39.977.60 28 \$21.67 \$1.733.60 \$45,073.60 40 \$24.43	\$40.331.20 29 \$21.89 \$1.751.20 \$45.531.20 41 \$24.64	\$40.830.40 30 \$22.11 \$1.768.80 \$45.988.80 42 \$24.90	\$1,584.80 \$41,204.80 31 \$22.33 \$1,786.40 \$46,446.40 43 \$25.17	\$1,600.80 \$41,620.80 32 \$22.54 \$1,803.20 \$46,883.20 44 \$25.39	\$1,616.80 \$42,036.80 33 \$22.78 \$1,822.40 \$47.382.40 45 \$25.65	\$1.632.80 \$42.452.80 34 \$23.00 \$1.840.00 \$47.840.00	\$1,648.00 \$42,848.00 35 \$23.23 \$1,858.40 \$48,318.40 47 \$26.17	\$43.305.60 36 \$23.47 \$1.877.60 \$48.817.60 48 \$26.44
Hoo Biw And Ste Hoo Biw	eps veekly \$1.68 nually \$43.72 eps veekly \$1.89	25 2 2 1.02 \$21.2 1.60 \$1,699.2 1.60 \$44,179.2 37 3.669 \$23.9 5.20 \$1,915.2	0 \$39,582.40 6 27 4 \$21.45 0 \$1,716.00 0 \$44,616.00 8 39 4 \$24.15 0 \$1,932.00	\$39.977.60 28 \$21.67 \$1.733.60 \$45.073.60 40 \$24.43 \$1.954.40	\$40.331.20 29 \$21.89 \$1.751.20 \$45.531.20 41 \$24.64 \$1.971.20	\$40.830.40 30 \$22.11 \$1.768.80 \$45.988.80 42 \$24.90 \$1.992.00	\$1,584.80 \$41,204.80 31 \$22.33 \$1,786.40 \$46,446.40 43 \$25.17 \$2,013.60	\$1,600.80 \$41,620.80 32 \$22.54 \$1,803.20 \$46.883.20 44 \$25.39 \$2.031.20	\$1,616.80 \$42,036.80 33 \$22.78 \$1,822.40 \$47.382.40 45 \$25.65 \$2,052.00	\$1.632.80 \$42.452.80 34 \$23.00 \$1.840.00 \$47.840.00	\$1,648.00 \$42,848.00 35 \$23.23 \$1,858.40 \$48,318.40 47 \$26.17 \$2,093.60	\$43.305.60 36 \$23.47 \$1.877.60 \$48.817.60 48 \$26.44 \$2.115.20
Hoo Biw And Ste Hoo Biw	eps purly \$2 weekly \$1.68 purally \$43.72 eps purly \$2	25 2 2 1.02 \$21.2 1.60 \$1,699.2 1.60 \$44,179.2 37 3.669 \$23.9 5.20 \$1,915.2	0 \$39,582.40 6 27 4 \$21.45 0 \$1,716.00 0 \$44,616.00 8 39 4 \$24.15 0 \$1,932.00	\$39.977.60 28 \$21.67 \$1.733.60 \$45,073.60 40 \$24.43	\$40.331.20 29 \$21.89 \$1.751.20 \$45.531.20 41 \$24.64	\$40.830.40 30 \$22.11 \$1.768.80 \$45.988.80 42 \$24.90	\$1,584.80 \$41,204.80 31 \$22.33 \$1,786.40 \$46,446.40 43 \$25.17	\$1,600.80 \$41,620.80 32 \$22.54 \$1,803.20 \$46,883.20 44 \$25.39	\$1,616.80 \$42,036.80 33 \$22.78 \$1,822.40 \$47.382.40 45 \$25.65	\$1.632.80 \$42.452.80 34 \$23.00 \$1.840.00 \$47.840.00	\$1,648.00 \$42,848.00 35 \$23.23 \$1,858.40 \$48,318.40 47 \$26.17	\$43,305.60 36 \$23.47 \$1.877.60 \$48.817.60 48 \$26.44
Hoi Biw Ani Ste Hoi Biw Ani	eps veekly \$1.68 value \$43.72 eps veekly \$2.00 eps veekly \$1.89	25 2 1.02 \$21.2 1.60 \$1,699.2 1.60 \$44.179.2 37 3 3.69 \$23.9 5.20 \$1,915.2 5.20 \$49,795.2	0 \$39,582.40 6 27 4 \$21.45 0 \$1,716.00 0 \$44,616.00 8 39 4 \$24.15 0 \$1,932.00 0 \$50,232.00	\$39,977.60 28 \$21.67 \$1,733.60 \$45,073.60 40 \$24.43 \$1,954.40 \$50,814.40	\$40.331.20 29 \$21.89 \$1,751.20 \$45.531.20 41 \$24.64 \$1,971.20 \$51,251.20	\$40.830.40 30 \$22.11 \$1.768.80 \$45.988.80 42 \$24.90 \$1.992.00 \$51.792.00	\$1.584.80 \$41.204.80 31 \$22.33 \$1,786.40 \$46.446.40 43 \$25.17 \$2.013.60 \$52.353.60	\$1,600.80 \$41,620.80 32 \$22.54 \$1,803.20 \$46.883.20 44 \$25.39 \$2.031.20	\$1,616.80 \$42,036.80 33 \$22.78 \$1,822.40 \$47.382.40 45 \$25.65 \$2,052.00	\$1.632.80 \$42.452.80 34 \$23.00 \$1.840.00 \$47.840.00	\$1,648.00 \$42,848.00 35 \$23.23 \$1,858.40 \$48,318.40 47 \$26.17 \$2,093.60	\$43.305.60 36 \$23.47 \$1.877.60 \$48.817.60 48 \$26.44 \$2.115.20
Hoo Biw Ann Ste Hoo Biw Ann Ste	eps purly \$2: weekly \$1.68 nually \$43.72: eps purly \$2: weekly \$1.89: nually \$49.27: eps	25 2 1.02 \$21.2 1.60 \$1,699.2 1.60 \$44,179.2 37 3 3.69 \$23.9 5.20 \$1,915.2 5.20 \$49,795.2	0 \$39,582.40 6 27 4 \$21.45 0 \$1,716.00 0 \$44.616.00 8 39 4 \$24.15 0 \$1,932.00 0 \$50,232.00	\$39.977.60 28 \$21.67 \$1.733.60 \$45.073.60 40 \$24.43 \$1.954.40 \$50.814.40	\$40.331.20 29 \$21.89 \$1.751.20 \$45.531.20 41 \$24.64 \$1.971.20 \$51.251.20	\$40.830.40 30 \$22.11 \$1.768.80 \$45.988.80 42 \$24.90 \$1.992.00 \$51.792.00	\$1.584.80 \$41.204.80 31 \$22.33 \$1.786.40 \$46.446.40 43 \$25.17 \$2.013.60 \$52.353.60	\$1,600.80 \$41,620.80 32 \$22.54 \$1,803.20 \$46.883.20 44 \$25.39 \$2.031.20	\$1,616.80 \$42,036.80 33 \$22.78 \$1,822.40 \$47.382.40 45 \$25.65 \$2,052.00	\$1.632.80 \$42.452.80 34 \$23.00 \$1.840.00 \$47.840.00	\$1,648.00 \$42,848.00 35 \$23.23 \$1,858.40 \$48,318.40 47 \$26.17 \$2,093.60	\$43.305.60 36 \$23.47 \$1.877.60 \$48.817.60 48 \$26.44 \$2.115.20
Hoo Biw Ann Ste Hoo Biw Ann Ste	eps purly \$2: weekly \$1.68: nually \$43.72: eps purly \$2: weekly \$1.89: nually \$49.27: eps purly \$2: purly \$2: purly \$2: purly \$2: purly \$49.27: purly \$2:	25 2.02 \$21.2 1.60 \$1,699.2 1.60 \$44.179.2 37 3.669 \$23.9 5.20 \$1,915.2 5.20 \$49,795.2	0 \$39,582.40 6 27 4 \$21.45 0 \$1,716.00 0 \$44.616.00 8 39 4 \$24.15 0 \$1,932.00 0 \$50,232.00 51 5 \$27.24	\$39.977.60 28 \$21.67 \$1.733.60 \$45.073.60 40 \$24.43 \$1.954.40 \$50.814.40	\$40.331.20 29 \$21.89 \$1.751.20 \$45.531.20 41 \$24.64 \$1.971.20 \$51.251.20 53 \$27.80	\$40.830.40 30 \$22.11 \$1.768.80 \$45.988.80 42 \$24.90 \$1.992.00 \$51.792.00 54 \$28.06	\$1.584.80 \$41.204.80 31 \$22.33 \$1.786.40 \$46.446.40 43 \$25.17 \$2.013.60 \$52.353.60 55 \$28.35	\$1,600.80 \$41,620.80 32 \$22.54 \$1,803.20 \$46.883.20 44 \$25.39 \$2.031.20	\$1,616.80 \$42,036.80 33 \$22.78 \$1,822.40 \$47.382.40 45 \$25.65 \$2,052.00	\$1.632.80 \$42.452.80 34 \$23.00 \$1.840.00 \$47.840.00	\$1,648.00 \$42,848.00 35 \$23.23 \$1,858.40 \$48,318.40 47 \$26.17 \$2,093.60	\$43.305.60 36 \$23.47 \$1.877.60 \$48.817.60 48 \$26.44 \$2.115.20
Hoo Biw Ann Ste Hoo Biw Ann Ste Hoo Biw	eps veekly \$1.68 nually \$43.72 eps veekly \$1.89 nually \$49.27 eps veekly \$1.89 nually \$49.27 eps veekly \$2.75 veekly \$2.75	25 2.02 \$21.2 1.60 \$1.699.2 1.60 \$44.179.2 37 3.669 \$23.9 5.20 \$1.915.2 5.20 \$49.795.2 49 5.71 \$26.9 5.80 \$2,156.0	0 \$39,582.40 6 27 4 \$21.45 0 \$1,716.00 0 \$44,616.00 8 39 4 \$24.15 0 \$1,932.00 0 \$50,232.00 0 \$1 5 \$27.24 0 \$2,179.20	\$39.977.60 28 \$21.67 \$1.733.60 \$45.073.60 40 \$24.43 \$1.954.40 \$50.814.40 52 \$27.49 \$2,199.20	\$40.331.20 29 \$21.89 \$1.751.20 \$45.531.20 41 \$24.64 \$1.971.20 \$51.251.20 53 \$27.80 \$2,224.00	\$40.830.40 \$0 \$22.11 \$1.768.80 \$45.988.80 42 \$24.90 \$1.992.00 \$51.792.00 54 \$28.06 \$2,244.80	\$1.584.80 \$41.204.80 31 \$22.33 \$1.786.40 \$46,446.40 43 \$25.17 \$2.013.60 \$52.353.60 55 \$28.35 \$2,268.00	\$1,600.80 \$41,620.80 32 \$22.54 \$1,803.20 \$46.883.20 44 \$25.39 \$2.031.20	\$1,616.80 \$42,036.80 33 \$22.78 \$1,822.40 \$47.382.40 45 \$25.65 \$2,052.00	\$1.632.80 \$42.452.80 34 \$23.00 \$1.840.00 \$47.840.00	\$1,648.00 \$42,848.00 35 \$23.23 \$1,858.40 \$48,318.40 47 \$26.17 \$2,093.60	\$43.305.60 36 \$23.47 \$1.877.60 \$48.817.60 48 \$26.44 \$2.115.20
Hoo Biw Ann Ste Hoo Biw Ann Ste Hoo Biw	eps purly \$2: weekly \$1.68: nually \$43.72: eps purly \$2: weekly \$1.89: nually \$49.27: eps purly \$2: purly \$2: purly \$2: purly \$2: purly \$49.27: purly \$2:	25 2.02 \$21.2 1.60 \$1.699.2 1.60 \$44.179.2 37 3.669 \$23.9 5.20 \$1.915.2 5.20 \$49.795.2 49 5.71 \$26.9 5.80 \$2,156.0	0 \$39,582.40 6 27 4 \$21.45 0 \$1,716.00 0 \$44,616.00 8 39 4 \$24.15 0 \$1,932.00 0 \$50,232.00 0 \$1 5 \$27.24 0 \$2,179.20	\$39.977.60 28 \$21.67 \$1.733.60 \$45.073.60 40 \$24.43 \$1.954.40 \$50.814.40	\$40.331.20 29 \$21.89 \$1.751.20 \$45.531.20 41 \$24.64 \$1.971.20 \$51.251.20 53 \$27.80	\$40.830.40 30 \$22.11 \$1.768.80 \$45.988.80 42 \$24.90 \$1.992.00 \$51.792.00 54 \$28.06	\$1.584.80 \$41.204.80 31 \$22.33 \$1.786.40 \$46.446.40 43 \$25.17 \$2.013.60 \$52.353.60 55 \$28.35	\$1,600.80 \$41,620.80 32 \$22.54 \$1,803.20 \$46.883.20 44 \$25.39 \$2.031.20	\$1,616.80 \$42,036.80 33 \$22.78 \$1,822.40 \$47.382.40 45 \$25.65 \$2,052.00	\$1.632.80 \$42.452.80 34 \$23.00 \$1.840.00 \$47.840.00	\$1,648.00 \$42,848.00 35 \$23.23 \$1,858.40 \$48,318.40 47 \$26.17 \$2,093.60	\$43.305.60 36 \$23.47 \$1.877.60 \$48.817.60 48 \$26.44 \$2.115.20

(Non-bargaining unit)

Grade 7	3
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$18.66	\$18.85	\$19.03	\$19.22	\$19.39	\$19.63	\$19.81	\$20.01	\$20.21	\$20.41	\$20.60	\$20.82
Biweekly	\$1,492.80	\$1,508.00	\$1,522.40	\$1,537.60	\$1,551.20	\$1,570.40	\$1,584.80	\$1,600.80	\$1,616.80	\$1,632.80	\$1,648.00	\$1,665.60
Annually	\$38,812.80	\$39,208.00	\$39,582.40	\$39,977.60	\$40,331.20	\$40,830.40	\$41,204.80	\$41,620.80	\$42,036.80	\$42,452.80	\$42,848.00	\$43,305.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.02	\$21.24	\$21.45	\$21.67	\$21.89	\$22.11	\$22.33	\$22.54	\$22.78	\$23.00	\$23.23	\$23.47
Biweekly	\$1,681.60	\$1,699.20	\$1,716.00	\$1,733.60	\$1,751.20	\$1,768.80	\$1,786.40	\$1,803.20	\$1,822.40	\$1,840.00	\$1,858.40	\$1,877.60
Annually	\$43,721.60	\$44,179.20	\$44,616.00	\$45,073.60	\$45,531.20	\$45,988.80	\$46,446.40	\$46,883.20	\$47,382.40	\$47,840.00	\$48,318.40	\$48,817.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$23.69	\$23.94	\$24.15	\$24.43	\$24.64	\$24.90	\$25.17	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44
Biweekly	\$1,895.20	\$1,915.20	\$1,932.00	\$1,954.40	\$1,971.20	\$1,992.00	\$2,013.60	\$2,031.20	\$2,052.00	\$2,072.80	\$2,093.60	\$2,115.20
Annually	\$49,275.20	\$49,795.20	\$50,232.00	\$50,814.40	\$51,251.20	\$51,792.00	\$52,353.60	\$52,811.20	\$53,352.00	\$53,892.80	\$54,433.60	\$54,995.20
	\$ 13,275.25	\$ 15,755.25	\$30,232.00	\$50,020	\$51,251.25	\$31,732.00	\$32,000.00	402,011.20	\$55,552.00	\$33,032.00	43 1, 133.00	45 1,555.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06	\$28.35	\$28.61	\$28.92	\$29.19	\$29.50	\$29.80
Biweekly	\$2,136.80	\$2,156.00	\$2,179.20	\$2,199.20	\$2,224.00	\$2,244.80	\$2,268.00	\$2,288.80	\$2,313.60	\$2,335.20	\$2,360.00	\$2,384.00
Annually	\$55,556.80	\$56,056.00	\$56,659.20	\$57,179.20	\$57,824.00	\$58,364.80	\$58,968.00	\$59,508.80	\$60,153.60	\$60,715.20	\$61,360.00	\$61,984.00
Steps	49	50	51	52	53	54	55					
Hourly	\$30.10	\$30.38	\$30.69	\$30.99	\$31.30	\$31.62	\$31.96					
Biweekly	\$2,408.00	\$2,430.40	\$2,455.20	\$2,479.20	\$2,504.00	\$2,529.60	\$2,556.80					
Annually	\$62,608.00	\$63,190.40	\$63,835.20	\$64,459.20	\$65,104.00	\$65,769.60	\$66,476.80					
Aillidally	302,000.00	303,130.40	303,833.20	304,433.20	303,104.00	\$05,705.00	300,470.80					
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$21.02	\$21.24	\$21.45	\$21.67	\$21.89	\$22.11	\$22.33	\$22.54	\$22.78	\$23.00	\$23.23	\$23.47
Biweekly	\$1,681.60	\$1,699.20	\$1,716.00	\$1,733.60	\$1,751.20	\$1,768.80	\$1,786.40	\$1,803.20	\$1,822.40	\$1,840.00	\$1,858.40	\$1,877.60
Annually	\$43,721.60	\$44,179.20	\$44,616.00	\$45,073.60	\$45,531.20	\$45,988.80	\$46,446.40	\$46,883.20	\$47,382.40	\$47,840.00	\$48,318.40	\$48,817.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$23.69	\$23.94	\$24.15	\$24.43	\$24.64	\$24.90	\$25.17	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44
Biweekly	\$1,895.20	\$1,915.20	\$1,932.00	\$1,954.40	\$1,971.20	\$1,992.00	\$2,013.60	\$2,031.20	\$2,052.00	\$2,072.80	\$2,093.60	\$2,115.20
Annually	\$49,275.20	\$49,795.20	\$50,232.00	\$50,814.40	\$51,251.20	\$51,792.00	\$52,353.60	\$52,811.20	\$53,352.00	\$53,892.80	\$54,433.60	\$54,995.20
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06	\$28.35	\$28.61	\$28.92	\$29.19	\$29.50	\$29.80
Biweekly	\$2,136.80	\$2,156.00	\$2,179.20	\$2,199.20	\$2,224.00	\$2,244.80	\$2,268.00	\$2,288.80	\$2,313.60	\$2,335.20	\$2,360.00	\$2,384.00
Annually	\$55,556.80	\$56,056.00	\$56,659.20	\$57,179.20	\$57,824.00	\$58,364.80	\$58,968.00	\$59,508.80	\$60,153.60	\$60,715.20	\$61,360.00	\$61,984.00
Steps												
	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$30.10	\$30.38	\$30.69	\$30.99	\$31.30	\$31.62	\$31.96	\$32.25	\$32.58	\$32.90	\$33.24	\$33.57
Biweekly	\$2,408.00	\$2,430.40	\$2,455.20	\$2,479.20	\$2,504.00	\$2,529.60	\$2,556.80	\$2,580.00	\$2,606.40	\$2,632.00	\$2,659.20	\$2,685.60
Annually	\$62,608.00	\$63,190.40	\$63,835.20	\$64,459.20	\$65,104.00	\$65.769.60	\$66,476.80	\$67,080.00	\$67,766.40	\$68,432.00	\$69,139.20	\$69,825.60
Steps	49	50	51	52	53	54	55					
Hourly	¢22.02	\$34.23	Ć24 F0	\$34.93	\$35.28	\$35.62	\$35.99					
Hourry	\$33.92	Ş34.Z3	\$34.58	\$34.93	222.20	\$55.0Z	333.33					
Biweekly	\$33.92 \$2,713.60	\$34.23 \$2,738.40	\$34.58 \$2,766.40	\$34.93 \$2,794.40	\$2,822.40	\$2,849.60	\$2,879.20					
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(Non-bargaining unit)

Grade	75
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Stone	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$23.69	\$23.94	\$24.15	\$24.43	\$24.64	\$24.90	\$25.17	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44
Biweekly	\$1,895.20	\$1,915.20	\$1,932.00	\$1,954.40	\$1,971.20	\$1,992.00	\$2,013.60	\$2,031.20	\$2,052.00	\$2,072.80	\$2,093.60	\$2,115.20
Annually	\$49,275.20	\$49,795.20	\$50,232.00	\$50,814.40	\$51,251.20	\$51,792.00	\$52,353.60	\$52,811.20	\$53,352.00	\$53,892.80	\$54,433.60	\$54,995.20
Chana												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06	\$28.35	\$28.61	\$28.92	\$29.19	\$29.50	\$29.80
Biweekly	\$2,136.80	\$2,156.00	\$2,179.20	\$2,199.20	\$2,224.00	\$2,244.80	\$2,268.00	\$2,288.80	\$2,313.60	\$2,335.20	\$2,360.00	\$2,384.00
Annually	\$55,556.80	\$56,056.00	\$56,659.20	\$57,179.20	\$57,824.00	\$58,364.80	\$58,968.00	\$59,508.80	\$60,153.60	\$60,715.20	\$61,360.00	\$61,984.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.10	\$30.38	\$30.69	\$30.99	\$31.30	\$31.62	\$31.96	\$32.25	\$32.58	\$32.90	\$33.24	\$33.57
Biweekly	\$2,408.00	\$2,430.40	\$2,455.20	\$2,479.20	\$2,504.00	\$2,529.60	\$2,556.80	\$2,580.00	\$2,606.40	\$2,632.00	\$2,659.20	\$2,685.60
Annually	\$62,608.00	\$63,190.40	\$63,835.20	\$64,459.20	\$65,104.00	\$65,769.60	\$66,476.80	\$67,080.00	\$67,766.40	\$68,432.00	\$69,139.20	\$69,825.60
,,						7.07	************			,	,	7.0
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$33.92	\$34.23	\$34.58	\$34.93	\$35.28	\$35.62	\$35.99	\$36.33	\$36.71	\$37.05	\$37.43	\$37.81
Biweekly	\$2,713.60	\$2,738.40	\$2,766.40	\$2,794.40	\$2,822.40	\$2,849.60	\$2,879.20	\$2,906.40	\$2,936.80	\$2,964.00	\$2,994.40	\$3,024.80
Annually	\$70,553.60	\$71,198.40	\$71,926.40	\$72,654.40	\$73,382.40	\$74,089.60	\$74,859.20	\$75,566.40	\$76,356.80	\$77,064.00	\$77,854.40	\$78,644.80
Steps	49	50	51	52	53	54	55					
•												
Hourly Biweekly	\$38.19 \$3,055.20	\$38.57 \$3,085.60	\$38.96 \$3,116.80	\$39.34 \$3,147.20	\$39.73 \$3,178.40	\$40.15 \$3,212.00	\$40.53 \$3,242.40					
Annually	\$79,435.20	\$80,225.60	\$81,036.80	\$81,827.20	\$82,638.40	\$83,512.00	\$84,302.40					
Ailliually	379,433.20	380,223.00	361,030.60	361,627.20	302,030.40	363,312.00	364,302.40					
Grade 76												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade 76 Steps Hourly	1 \$26.71	2 \$26.95	3 \$27.24	\$27.49	5 \$27.80	6 \$28.06	7 \$28.35	8 \$28.61	9 \$28.92	10 \$29.19	11 \$29.50	12 \$29.80
Steps		_										
Steps Hourly	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06	\$28.35	\$28.61	\$28.92	\$29.19	\$29.50	\$29.80
Steps Hourly Biweekly Annually	\$26.71 \$2,136.80 \$55,556.80	\$26.95 \$2,156.00 \$56,056.00	\$27.24 \$2,179.20 \$56,659.20	\$27.49 \$2,199.20 \$57,179.20	\$27.80 \$2,224.00 \$57,824.00	\$28.06 \$2,244.80 \$58,364.80	\$28.35 \$2,268.00 \$58,968.00	\$28.61 \$2,288.80 \$59,508.80	\$28.92 \$2,313.60 \$60,153.60	\$29.19 \$2,335.20 \$60,715.20	\$29.50 \$2,360.00 \$61,360.00	\$29.80 \$2,384.00 \$61,984.00
Steps Hourly Biweekly Annually Steps	\$26.71 \$2,136.80 \$55,556.80	\$26.95 \$2,156.00 \$56,056.00	\$27.24 \$2,179.20 \$56,659.20	\$27.49 \$2,199.20 \$57,179.20	\$27.80 \$2,224.00 \$57,824.00	\$28.06 \$2,244.80 \$58,364.80	\$28.35 \$2,268.00 \$58,968.00	\$28.61 \$2,288.80 \$59,508.80	\$28.92 \$2,313.60 \$60,153.60	\$29.19 \$2,335.20 \$60,715.20	\$29.50 \$2,360.00 \$61,360.00	\$29.80 \$2,384.00 \$61,984.00
Steps Hourly Biweekly Annually Steps Hourly	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25	\$28.92 \$2,313.60 \$60,153.60 21 \$32.58	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90	\$29.50 \$2,360.00 \$61,360.00 23 \$33.24	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57
Steps Hourly Biweekly Annually Steps	\$26.71 \$2,136.80 \$55,556.80	\$26.95 \$2,156.00 \$56,056.00	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00	\$28.06 \$2,244.80 \$58,364.80	\$28.35 \$2,268.00 \$58,968.00	\$28.61 \$2,288.80 \$59,508.80	\$28.92 \$2,313.60 \$60,153.60	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00	\$29.50 \$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2.408.00	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00	\$28.92 \$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90	\$29.50 \$2,360.00 \$61,360.00 23 \$33.24	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2.408.00	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00	\$28.92 \$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00	\$29.50 \$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2.408.00 \$62.608.00	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00	\$28.92 \$2,313.60 \$60,153.60 21 \$32.58 \$2.606.40 \$67,766.40	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00	\$29.50 \$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69,825.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2.408.00 \$62,608.00	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2.580.00 \$67,080.00	\$28.92 \$2,313.60 \$60,153.60 21 \$32.58 \$2.606.40 \$67,766.40	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2.632.00 \$68,432.00	\$29.50 \$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69,825.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40 26 \$34.23	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2.556.80 \$66.476.80 31 \$35.99	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2.580.00 \$67.080.00	\$28.92 \$2,313.60 \$60,153.60 21 \$32.58 \$2.606.40 \$67,766.40 33 \$36.71	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2.632.00 \$68,432.00 34 \$37.05	\$29.50 \$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20 35 \$37.43	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69,825.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63.190.40 26 \$34.23 \$2,738.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65.104.00 29 \$35.28 \$2,822.40	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2.580.00 \$67,080.00 32 \$36.33 \$2,906.40	\$28.92 \$2,313.60 \$60,153.60 21 \$32.58 \$2.606.40 \$67.766.40 33 \$36.71 \$2,936.80	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00 34 \$37.05 \$2,964.00	\$29.50 \$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20 35 \$37.43 \$2,994.40	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69,825.60 36 \$37.81 \$3,024.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2.408.00 \$62,608.00 25 \$33.92 \$2,713.60 \$70.553.60	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63.190.40 26 \$34.23 \$2,738.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2.455.20 \$63.835.20 27 \$34.58 \$2.766.40 \$71.926.40	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40 \$72,654.40	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28 \$2,822.40 \$73.382.40	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74,089.60	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00 32 \$36.33 \$2,906.40 \$75,566.40	\$28.92 \$2,313.60 \$60,153.60 21 \$32.58 \$2.606.40 \$67.766.40 33 \$36.71 \$2,936.80	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2.632.00 \$68,432.00 34 \$37.05 \$2.964.00 \$77.064.00	\$29.50 \$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20 35 \$37.43 \$2,994.40 \$77,854.40	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69,825.60 36 \$37.81 \$3,024.80 \$78,644.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2.408.00 \$62.608.00 25 \$33.92 \$2,713.60 \$70.553.60	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2.430.40 \$63.190.40 26 \$34.23 \$2,738.40 \$71.198.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2.455.20 \$63.835.20 27 \$34.58 \$2.766.40 \$71.926.40	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2.479.20 \$64.459.20 28 \$34.93 \$2.794.40 \$72.654.40	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2.504.00 \$65,104.00 29 \$35.28 \$2,822.40 \$73.382.40	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74,089.60	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20 \$74,859.20	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2.580.00 \$67,080.00 32 \$36.33 \$2.906.40 \$75.566.40	\$28.92 \$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71 \$2.936.80 \$76.356.80	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2.632.00 \$68.432.00 34 \$37.05 \$2,964.00 \$77.064.00	\$29.50 \$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20 35 \$37.43 \$2,994.40 \$77.854.40	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69.825.60 36 \$37.81 \$3,024.80 \$78,644.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2.408.00 \$62.608.00 25 \$33.92 \$2,713.60 \$70.553.60 37 \$38.19 \$3.055.20	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63.190.40 26 \$34.23 \$2,738.40 \$71,198.40 38 \$38.57 \$3,085.60	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2.455.20 \$63.835.20 27 \$34.58 \$2.766.40 \$71,926.40 39 \$38.96 \$3.116.80	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64.459.20 28 \$34.93 \$2,794.40 \$72,654.40 40 \$39.34 \$3,147.20	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65.104.00 29 \$35.28 \$2,822.40 \$73,382.40 41 \$39.73 \$3,178.40	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74.089.60 42 \$40.15 \$3,212.00	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66.476.80 31 \$35.99 \$2,879.20 \$74,859.20 43 \$40.53 \$3,242.40	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2.580.00 \$67,080.00 32 \$36.33 \$2.906.40 \$75,566.40	\$28.92 \$2,313.60 \$60,153.60 \$1 \$32.58 \$2.606.40 \$67,766.40 \$3 \$36.71 \$2.936.80 \$76,356.80 \$41.33 \$33,306.40	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2.632.00 \$68.432.00 34 \$37.05 \$2.964.00 \$77.064.00	\$29.50 \$2,360.00 \$61,360.00 \$33.24 \$2.659.20 \$69.139.20 \$5 \$37.43 \$2,994.40 \$77.854.40 \$42.18 \$3.374.40	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69,825.60 36 \$37.81 \$3.024.80 \$78,644.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2.408.00 \$62.608.00 25 \$33.92 \$2,713.60 \$70.553.60	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2.430.40 \$63.190.40 26 \$34.23 \$2,738.40 \$71.198.40	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2.455.20 \$63.835.20 27 \$34.58 \$2.766.40 \$71.926.40	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2.479.20 \$64.459.20 28 \$34.93 \$2.794.40 \$72.654.40	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2.504.00 \$65,104.00 29 \$35.28 \$2,822.40 \$73.382.40	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74,089.60	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20 \$74,859.20	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2.580.00 \$67,080.00 32 \$36.33 \$2.906.40 \$75.566.40	\$28.92 \$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71 \$2.936.80 \$76.356.80	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2.632.00 \$68.432.00 34 \$37.05 \$2,964.00 \$77.064.00	\$29.50 \$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20 35 \$37.43 \$2,994.40 \$77.854.40	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69.825.60 36 \$37.81 \$3,024.80 \$78,644.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2.408.00 \$62.608.00 25 \$33.92 \$2,713.60 \$70.553.60 37 \$38.19 \$3.055.20	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63.190.40 26 \$34.23 \$2,738.40 \$71,198.40 38 \$38.57 \$3,085.60	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2.455.20 \$63.835.20 27 \$34.58 \$2.766.40 \$71,926.40 39 \$38.96 \$3.116.80	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64.459.20 28 \$34.93 \$2,794.40 \$72,654.40 40 \$39.34 \$3,147.20	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2.504.00 \$65.104.00 29 \$35.28 \$2.822.40 \$73.382.40 41 \$39.73 \$3.178.40 \$82.638.40	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2.529.60 \$65.769.60 30 \$35.62 \$2,849.60 \$74,089.60 42 \$40.15 \$3,212.00 \$83,512.00	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66.476.80 31 \$35.99 \$2,879.20 \$74,859.20 43 \$40.53 \$3,242.40 \$84,302.40	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2.580.00 \$67,080.00 32 \$36.33 \$2.906.40 \$75,566.40	\$28.92 \$2,313.60 \$60,153.60 \$1 \$32.58 \$2.606.40 \$67,766.40 \$3 \$36.71 \$2.936.80 \$76,356.80 \$41.33 \$33,306.40	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2.632.00 \$68.432.00 34 \$37.05 \$2.964.00 \$77.064.00	\$29.50 \$2,360.00 \$61,360.00 \$33.24 \$2.659.20 \$69.139.20 \$5 \$37.43 \$2,994.40 \$77.854.40 \$42.18 \$3.374.40	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69,825.60 36 \$37.81 \$3.024.80 \$78,644.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60 \$70.553.60 37 \$38.19 \$3,055.20 \$79,435.20	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63.190.40 26 \$34.23 \$2,738.40 \$71.198.40 38 \$38.57 \$3.085.60 \$80,225.60	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40 \$71,926.40 39 \$38.96 \$3,116.80 \$81,036.80	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64.459.20 28 \$34.93 \$2,794.40 \$72,654.40 40 \$39.34 \$3,147.20 \$81,827.20	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65.104.00 29 \$35.28 \$2,822.40 \$73,382.40 41 \$39.73 \$3,178.40 \$82,638.40	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65.769.60 30 \$35.62 \$2,849.60 \$74.089.60 42 \$40.15 \$3,212.00 \$83,512.00	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66.476.80 31 \$35.99 \$2,879.20 \$74,859.20 43 \$40.53 \$3,242.40 \$84,302.40	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2.580.00 \$67,080.00 32 \$36.33 \$2.906.40 \$75,566.40	\$28.92 \$2,313.60 \$60,153.60 \$1 \$32.58 \$2.606.40 \$67,766.40 \$3 \$36.71 \$2.936.80 \$76,356.80 \$41.33 \$33,306.40	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2.632.00 \$68.432.00 34 \$37.05 \$2.964.00 \$77.064.00	\$29.50 \$2,360.00 \$61,360.00 \$33.24 \$2.659.20 \$69.139.20 \$5 \$37.43 \$2,994.40 \$77.854.40 \$42.18 \$3.374.40	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69,825.60 36 \$37.81 \$3.024.80 \$78,644.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60 \$70,553.60 37 \$38.19 \$3,055.20 \$79,435.20	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2.430.40 \$63.190.40 26 \$34.23 \$2.738.40 \$71.198.40 38 \$38.57 \$3.085.60 \$80.225.60	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63.835.20 27 \$34.58 \$2,766.40 \$71,926.40 39 \$38.96 \$3,116.80 \$81,036.80	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40 \$72,654.40 40 \$39.34 \$3,147.20 \$81,827.20	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65.104.00 29 \$35.28 \$2,822.40 \$73,382.40 41 \$39.73 \$3.178.40 \$82.638.40	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74,089.60 42 \$40.15 \$3,212.00 \$83,512.00	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66.476.80 31 \$35.99 \$2,879.20 \$74,859.20 43 \$40.53 \$3,242.40 \$84.302.40	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2.580.00 \$67,080.00 32 \$36.33 \$2.906.40 \$75,566.40	\$28.92 \$2,313.60 \$60,153.60 \$1 \$32.58 \$2.606.40 \$67,766.40 \$3 \$36.71 \$2.936.80 \$76,356.80 \$41.33 \$33,306.40	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2.632.00 \$68.432.00 34 \$37.05 \$2.964.00 \$77.064.00	\$29.50 \$2,360.00 \$61,360.00 \$33.24 \$2.659.20 \$69.139.20 \$5 \$37.43 \$2,994.40 \$77.854.40 \$42.18 \$3.374.40	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69,825.60 36 \$37.81 \$3.024.80 \$78,644.80
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourly Steps Hourly Steps	\$26.71 \$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60 \$70.553.60 37 \$38.19 \$3,055.20 \$79,435.20	\$26.95 \$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63.190.40 26 \$34.23 \$2,738.40 \$71.198.40 38 \$38.57 \$3.085.60 \$80,225.60	\$27.24 \$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40 \$71,926.40 39 \$38.96 \$3,116.80 \$81,036.80	\$27.49 \$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64.459.20 28 \$34.93 \$2,794.40 \$72,654.40 40 \$39.34 \$3,147.20 \$81,827.20	\$27.80 \$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65.104.00 29 \$35.28 \$2,822.40 \$73,382.40 41 \$39.73 \$3,178.40 \$82,638.40	\$28.06 \$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65.769.60 30 \$35.62 \$2,849.60 \$74.089.60 42 \$40.15 \$3,212.00 \$83,512.00	\$28.35 \$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66.476.80 31 \$35.99 \$2,879.20 \$74,859.20 43 \$40.53 \$3,242.40 \$84,302.40	\$28.61 \$2,288.80 \$59,508.80 20 \$32.25 \$2.580.00 \$67,080.00 32 \$36.33 \$2.906.40 \$75,566.40	\$28.92 \$2,313.60 \$60,153.60 \$1 \$32.58 \$2.606.40 \$67,766.40 \$3 \$36.71 \$2.936.80 \$76,356.80 \$41.33 \$33,306.40	\$29.19 \$2,335.20 \$60,715.20 22 \$32.90 \$2.632.00 \$68.432.00 34 \$37.05 \$2.964.00 \$77.064.00	\$29.50 \$2,360.00 \$61,360.00 \$33.24 \$2.659.20 \$69.139.20 \$5 \$37.43 \$2,994.40 \$77.854.40 \$42.18 \$3.374.40	\$29.80 \$2,384.00 \$61,984.00 24 \$33.57 \$2.685.60 \$69,825.60 36 \$37.81 \$3.024.80 \$78,644.80

(Non-bargaining unit)

Grade /

•	1	2	3	4	5	6	7	8	9	10	11	12
Steps				•						10		12 \$22.57
Hourly	\$30.10 \$2,408.00	\$30.38	\$30.69	\$30.99 \$2,479.20	\$31.30 \$2,504.00	\$31.62 \$2,529.60	\$31.96 \$2,556.80	\$32.25 \$2,580.00	\$32.58	\$32.90	\$33.24 \$2,659.20	\$33.57 \$2,685.60
Biweekly		\$2,430.40	\$2,455.20						\$2,606.40	\$2,632.00		
Annually	\$62,608.00	\$63,190.40	\$63,835.20	\$64,459.20	\$65,104.00	\$65,769.60	\$66,476.80	\$67,080.00	\$67,766.40	\$68,432.00	\$69,139.20	\$69,825.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$33.92	\$34.23	\$34.58	\$34.93	\$35.28	\$35.62	\$35.99	\$36.33	\$36.71	\$37.05	\$37.43	\$37.81
Biweekly	\$2,713.60	\$2,738.40	\$2,766.40	\$2,794.40	\$2,822.40	\$2,849.60	\$2,879.20	\$2,906.40	\$2,936.80	\$2,964.00	\$2,994.40	\$3,024.80
Annually	\$70,553.60	\$71,198.40	\$71,926.40	\$72,654.40	\$73,382.40	\$74,089.60	\$74,859.20	\$75,566.40	\$76,356.80	\$77,064.00	\$77,854.40	\$78,644.80
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$38.19	\$38.57	\$38.96	\$39.34	\$39.73	\$40.15	\$40.53	\$40.93	\$41.33	\$41.77	\$42.18	\$42.58
Biweekly	\$3,055.20	\$3,085.60	\$3,116.80	\$3,147.20	\$3,178.40	\$3,212.00	\$3,242.40	\$3,274.40	\$3,306.40	\$3,341.60	\$3,374.40	\$3,406.40
Annually	\$79,435.20	\$80,225.60	\$81,036.80	\$81,827.20	\$82,638.40	\$83,512.00	\$84,302.40	\$85,134.40	\$85,966.40	\$86,881.60	\$87,734.40	\$88,566.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$43.02	\$43.45	\$43.87	\$44.31	\$44.78	\$45.22	\$45.67	\$46.14	\$46.59	\$47.07	\$47.54	\$48.02
Biweekly	\$3,441.60	\$3,476.00	\$3,509.60	\$3,544.80	\$3,582.40	\$3,617.60	\$3,653.60	\$3,691.20	\$3,727.20	\$3,765.60	\$3,803.20	\$3,841.60
Annually	\$89,481.60	\$90,376.00	\$91,249.60	\$92,164.80	\$93,142.40	\$94,057.60	\$94,993.60	\$95,971.20	\$96,907.20	\$97,905.60	\$98,883.20	\$99,881.60
Steps	49	50	51	52	53	54	55					
Hourly	\$48.48	\$48.99	\$49.45	\$49.96	\$50.44	\$50.95	\$51.45					
Biweekly	\$3,878.40	\$3,919.20	\$3,956.00	\$3,996.80	\$4,035.20	\$4,076.00	\$4,116.00					
Annually	\$100,838.40	\$101,899.20	\$102,856.00	\$103,916.80	\$104,915.20	\$105,976.00	\$107,016.00					
Allitually	\$100,656.40	\$101,699.20	\$102,850.00	\$105,910.00	\$104,915.20	\$105,976.00	3107,016.00					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$32.90	\$33.24	\$33.57	\$33.92	\$34.23	\$34.58	\$34.93	\$35.28	\$35.62	\$35.99	\$36.33	\$36.71
Biweekly	\$2,632.00	\$2,659.20	\$2,685.60	\$2,713.60	\$2,738.40	\$2,766.40	\$2,794.40	\$2,822.40	\$2,849.60	\$2,879.20	\$2,906.40	\$2,936.80
Annually	\$68,432.00	\$69,139.20	\$69,825.60	\$70,553.60	\$71,198.40	\$71,926.40	\$72,654.40	\$73,382.40	\$74,089.60	\$74,859.20	\$75,566.40	\$76,356.80
Steps	42	1.4	15	16	17	40	10	20	24	22	22	24
Hourly	13 \$37.05	14 \$37.43	15 \$37.81	16 \$38.19	17 \$38.57	18 \$38.96	19 \$39.34	20 \$39.73	21 \$40.15	22 \$40.53	23 \$40.93	\$41.33
Biweekly	\$2,964.00	\$2,994.40	\$3,024.80	\$3,055.20	\$3,085.60	\$3,116.80	\$3,147.20	\$3,178.40	\$3,212.00	\$3,242.40	\$3,274.40	\$3,306.40
Annually	\$77,064.00	\$77,854.40	\$78,644.80	\$79,435.20	\$80,225.60	\$81,036.80	\$81,827.20	\$82,638.40	\$83,512.00	\$84,302.40	\$85,134.40	\$85,966.40
Aimuany	377,004.00	377,834.40	378,044.80	\$75,433.20	380,223.00	381,030.80	361,627.20	382,038.40	363,312.00	364,302.40	363,134.40	383,300.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$41.77	\$42.18	\$42.58	\$43.02	\$43.45	\$43.87	\$44.31	\$44.78	\$45.22	\$45.67	\$46.14	\$46.59
Biweekly	\$3,341.60	\$3,374.40	\$3,406.40	\$3,441.60	\$3,476.00	\$3,509.60	\$3,544.80	\$3,582.40	\$3,617.60	\$3,653.60	\$3,691.20	\$3,727.20
Annually	\$86,881.60	\$87,734.40	\$88,566.40	\$89,481.60	\$90,376.00	\$91,249.60	\$92,164.80	\$93,142.40	\$94,057.60	\$94,993.60	\$95,971.20	\$96,907.20
, ,	\$00,002.00	\$37,73	\$00,000.10	\$65,162.66	\$30,070.00	\$51,2 ·5·00	\$32,10 00	433,1 12.10	\$3.,037.00	43.,333.00	433,371.20	\$30,307.120
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$47.07	\$47.54	\$48.02	\$48.48	\$48.99	\$49.45	\$49.96	\$50.44	\$50.95	\$51.45	\$51.98	\$52.49
Biweekly	\$3,765.60	\$3,803.20	\$3,841.60	\$3,878.40	\$3,919.20	\$3,956.00	\$3,996.80	\$4,035.20	\$4,076.00	\$4,116.00	\$4,158.40	\$4,199.20
Annually	\$97,905.60	\$98,883.20	\$99,881.60	\$100,838.40	\$101,899.20	\$102,856.00	\$103,916.80	\$104,915.20	\$105,976.00	\$107,016.00	\$108,118.40	\$109,179.20
Steps	40											
•	. 49	. 50	. 51	. 52	53	. 54	55					
Hourly	\$53.03	\$53.56	\$54.10	\$54.63	\$55.19	\$55.73	\$56.28					
Biweekly	\$4,242.40	\$4,284.80	\$4,328.00	\$4,370.40	\$4,415.20	\$4,458.40	\$4,502.40					
Annually	\$110,302.40	\$111,404.80	\$112,528.00	\$113,630.40	\$114,795.20	\$115,918.40	\$117,062.40					

(Non-bargaining unit)

BETHEL (38%)

		•	•		_	•	-	•	9	40	44	40
Steps	1	2	3	4	5	6	7	8	•	10	11	12
Hourly	\$35.99	\$36.33	\$36.71	\$37.05	\$37.43	\$37.81	\$38.19	\$38.57	\$38.96	\$39.34	\$39.73	\$40.15
Biweekly	\$2,879.20	\$2,906.40	\$2,936.80	\$2,964.00	\$2,994.40	\$3,024.80	\$3,055.20	\$3,085.60	\$3,116.80	\$3,147.20	\$3,178.40	\$3,212.00
Annually	\$74,859.20	\$75,566.40	\$76,356.80	\$77,064.00	\$77,854.40	\$78,644.80	\$79,435.20	\$80,225.60	\$81,036.80	\$81,827.20	\$82,638.40	\$83,512.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$40.53	\$40.93	\$41.33	\$41.77	\$42.18	\$42.58	\$43.02	\$43.45	\$43.87	\$44.31	\$44.78	\$45.22
Biweekly	\$3,242.40	\$3,274.40	\$3,306.40	\$3,341.60	\$3,374.40	\$3,406.40	\$3,441.60	\$3,476.00	\$3,509.60	\$3,544.80	\$3,582.40	\$3,617.60
Annually	\$84,302.40	\$85,134.40	\$85,966.40	\$86,881.60	\$87,734.40	\$88,566.40	\$89,481.60	\$90,376.00	\$91,249.60	\$92,164.80	\$93,142.40	\$94,057.60
Amuany	304,302.40	363,134.40	383,300.40	300,001.00	367,734.40	388,300.40	303,401.00	330,370.00	331,243.00	332,104.00	333,142.40	334,037.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$45.67	\$46.14	\$46.59	\$47.07	\$47.54	\$48.02	\$48.48	\$48.99	\$49.45	\$49.96	\$50.44	\$50.95
Biweekly	\$3,653.60	\$3,691.20	\$3,727.20	\$3,765.60	\$3,803.20	\$3,841.60	\$3,878.40	\$3,919.20	\$3,956.00	\$3,996.80	\$4,035.20	\$4,076.00
Annually	\$94,993.60	\$95,971.20	\$96,907.20	\$97,905.60	\$98,883.20	\$99,881.60	\$100,838.40	\$101,899.20	\$102,856.00	\$103,916.80	\$104,915.20	\$105,976.00
	\$5.,550.00	\$30,371.20	\$30,307.20	\$37,300.00	\$30,000.20	\$33,002.00	\$100,000.io	\$101,033.20	\$102,030.00	\$100,010.00	\$10 i,510i20	Q200,570.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$51.45	\$51.98	\$52.49	\$53.03	\$53.56	\$54.10	\$54.63	\$55.19	\$55.73	\$56.28	\$56.85	\$57.42
Biweekly	\$4,116.00	\$4,158.40	\$4,199.20	\$4,242.40	\$4,284.80	\$4,328.00	\$4,370.40	\$4,415.20	\$4,458.40	\$4,502.40	\$4,548.00	\$4,593.60
Annually	\$107,016.00	\$108,118.40	\$109,179.20	\$110,302.40	\$111,404.80	\$112,528.00	\$113,630.40	\$114,795.20	\$115,918.40	\$117,062.40	\$118,248.00	\$119,433.60
•												
Steps	49	50	51	52	53	54	55					
Hourly	\$57.99	\$58.58	\$59.18	\$59.77	\$60.35	\$60.95	\$61.58					
Biweekly	\$4,639.20	\$4,686.40	\$4,734.40	\$4,781.60	\$4,828.00	\$4,876.00	\$4,926.40					
Annually	\$120,619.20	\$121,846.40	\$123,094.40	\$124,321.60	\$125,528.00	\$126,776.00	\$128,086.40					
Grade 80												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade 80 Steps Hourly	1 \$38.96	2 \$39.34	3 \$39.73	4 \$40.15	5 \$40.53	6 \$40.93	7 \$41.33	8 \$41.77	9 \$42.18	10 \$42.58	11 \$43.02	
Steps		_							•			12 \$43.45 \$3,476.00
Steps Hourly	\$38.96	\$39.34	\$39.73	\$40.15	\$40.53	\$40.93	\$41.33	\$41.77	\$42.18	\$42.58	\$43.02	\$43.45
Steps Hourly Biweekly Annually	\$38.96 \$3,116.80 \$81,036.80	\$39.34 \$3,147.20 \$81,827.20	\$39.73 \$3,178.40 \$82,638.40	\$40.15 \$3,212.00 \$83,512.00	\$40.53 \$3,242.40 \$84,302.40	\$40.93 \$3,274.40 \$85,134.40	\$41.33 \$3,306.40 \$85,966.40	\$41.77 \$3,341.60 \$86,881.60	\$42.18 \$3,374.40 \$87,734.40	\$42.58 \$3,406.40 \$88,566.40	\$43.02 \$3,441.60 \$89,481.60	\$43.45 \$3,476.00 \$90,376.00
Steps Hourly Biweekly Annually Steps	\$38.96 \$3,116.80 \$81,036.80	\$39.34 \$3,147.20 \$81,827.20	\$39.73 \$3,178.40 \$82,638.40	\$40.15 \$3,212.00 \$83,512.00	\$40.53 \$3,242.40 \$84,302.40	\$40.93 \$3,274.40 \$85,134.40	\$41.33 \$3,306.40 \$85,966.40	\$41.77 \$3,341.60 \$86,881.60	\$42.18 \$3,374.40 \$87,734.40	\$42.58 \$3,406.40 \$88,566.40	\$43.02 \$3,441.60 \$89,481.60	\$43.45 \$3,476.00 \$90,376.00
Steps Hourly Biweekly Annually Steps Hourly	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07	\$42.18 \$3,374.40 \$87,734.40 21 \$47.54	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3,509.60	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3,582.40	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3,691.20	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60	\$42.18 \$3,374.40 \$87,734.40 21 \$47.54 \$3,803.20	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3,878.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20
Steps Hourly Biweekly Annually Steps Hourly	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07	\$42.18 \$3,374.40 \$87,734.40 21 \$47.54	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3,509.60 \$91,249.60	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92,164.80	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3,582.40 \$93,142.40	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60 \$94,057.60	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94,993.60	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3,691.20 \$95,971.20	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96.907.20	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60	\$42.18 \$3,374.40 \$87,734.40 21 \$47.54 \$3.803.20 \$98.883.20	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101,899.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3,509.60 \$91,249.60	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92.164.80	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3,582.40 \$93,142.40	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60 \$94,057.60	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94,993.60	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3,691.20 \$95.971.20	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96.907.20	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60	\$42.18 \$3,374.40 \$87,734.40 \$21 \$47.54 \$3.803.20 \$98.883.20	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3.919.20 \$101.899.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3.509.60 \$91,249.60 25 \$49.45	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92,164.80 26 \$49.96	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3.582.40 \$93,142.40 27 \$50.44	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3.617.60 \$94,057.60 28 \$50.95	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94,993.60 29 \$51.45	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3.691.20 \$95,971.20 30 \$51.98	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96,907.20 31 \$52.49	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60 32 \$53.03	\$42.18 \$3,374.40 \$87,734.40 \$21 \$47.54 \$3.803.20 \$98.883.20 \$33 \$53.56	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101.899.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3,509.60 \$91,249.60 25 \$49.45 \$3,956.00	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92,164.80 26 \$49.96 \$3,996.80	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3,582.40 \$93,142.40 27 \$50.44 \$4,035.20	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60 \$94.057.60 28 \$50.95 \$4,076.00	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94,993.60 29 \$51.45 \$4,116.00	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3,691.20 \$95,971.20 30 \$51.98 \$4.158.40	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96,907.20 31 \$52.49 \$4,199.20	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60 32 \$53.03 \$4,242.40	\$42.18 \$3,374.40 \$87,734.40 21 \$47.54 \$3.803.20 \$98.883.20 33 \$53.56 \$4.284.80	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60 34 \$54.10 \$4,328.00	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63 \$4.370.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101.899.20 36 \$55.19 \$4,415.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3.509.60 \$91,249.60 25 \$49.45	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92,164.80 26 \$49.96	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3.582.40 \$93,142.40 27 \$50.44	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3.617.60 \$94,057.60 28 \$50.95	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94,993.60 29 \$51.45	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3.691.20 \$95,971.20 30 \$51.98	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96,907.20 31 \$52.49	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60 32 \$53.03	\$42.18 \$3,374.40 \$87,734.40 \$21 \$47.54 \$3.803.20 \$98.883.20 \$33 \$53.56	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101.899.20 36 \$55.19
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3,509.60 \$91,249.60 25 \$49.45 \$3,956.00 \$102.856.00	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92.164.80 26 \$49.96 \$3,996.80 \$103,916.80	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3,582.40 \$93,142.40 27 \$50.44 \$4,035.20 \$104,915.20	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3.617.60 \$94.057.60 28 \$50.95 \$4.076.00 \$105.976.00	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94.993.60 29 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3.691.20 \$95.971.20 30 \$51.98 \$4.158.40 \$108.118.40	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96.907.20 31 \$52.49 \$4,199.20 \$109,179.20	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97.905.60 32 \$53.03 \$4,242.40 \$110,302.40	\$42.18 \$3,374.40 \$87,734.40 \$47.54 \$3.803.20 \$98.883.20 \$33 \$53.56 \$4.284.80 \$111.404.80	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60 34 \$54.10 \$4,328.00 \$112,528.00	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63 \$4.370.40 \$113.630.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101.899.20 36 \$55.19 \$4,415.20 \$114,795.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3,509.60 \$91,249.60 25 \$49.45 \$3,956.00 \$102,856.00	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92,164.80 26 \$49.96 \$3,996.80 \$103,916.80	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3,582.40 \$93,142.40 27 \$50.44 \$4,035.20 \$104,915.20	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60 \$94,057.60 28 \$50.95 \$4,076.00 \$105.976.00	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94.993.60 29 \$51.45 \$4,116.00 \$107.016.00	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3.691.20 \$95.971.20 30 \$51.98 \$4.158.40 \$108.118.40	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96.907.20 31 \$52.49 \$4,199.20 \$109,179.20	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60 32 \$53.03 \$4,242.40 \$110.302.40	\$42.18 \$3,374.40 \$87,734.40 \$21 \$47.54 \$3.803.20 \$98.883.20 \$98.883.20 \$33 \$53.56 \$4.284.80 \$111.404.80	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60 34 \$54.10 \$4,328.00 \$112.528.00	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63 \$4.370.40 \$113.630.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101,899.20 36 \$55.19 \$4,415.20 \$114,795.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3.509.60 \$91,249.60 25 \$49.45 \$3,956.00 \$102,856.00	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3.544.80 \$92,164.80 26 \$49.96 \$3.996.80 \$103,916.80	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3,582.40 \$93,142.40 27 \$50.44 \$4,035.20 \$104,915.20	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60 \$94,057.60 28 \$50.95 \$4,076.00 \$105,976.00	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94,993.60 29 \$51.45 \$4,116.00 \$107.016.00	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3.691.20 \$95.971.20 30 \$51.98 \$4.158.40 \$108.118.40	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96.907.20 31 \$52.49 \$4,199.20 \$109,179.20	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60 32 \$53.03 \$4,242.40 \$110,302.40	\$42.18 \$3,374.40 \$87,734.40 \$87,734.40 21 \$47.54 \$3.803.20 \$98.883.20 33 \$53.56 \$4.284.80 \$111,404.80	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60 34 \$54.10 \$4,328.00 \$112,528.00	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63 \$4.370.40 \$113,630.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101.899.20 36 \$55.19 \$4,415.20 \$114.795.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3.509.60 \$91,249.60 25 \$49.45 \$3.956.00 \$102,856.00 \$102,856.00	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92,164.80 26 \$49.96 \$3.996.80 \$103,916.80 38 \$56.28 \$4,502.40	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3.582.40 \$93,142.40 27 \$50.44 \$4.035.20 \$104,915.20 39 \$56.85 \$4,548.00	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60 \$94,057.60 28 \$50.95 \$4,076.00 \$105,976.00	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3.653.60 \$94,993.60 29 \$51.45 \$4,116.00 \$107,016.00 41 \$57.99 \$4,639.20	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3.691.20 \$95.971.20 30 \$51.98 \$4.158.40 \$108.118.40 42 \$58.58 \$4.686.40	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3.727.20 \$96,907.20 31 \$52.49 \$4.199.20 \$109,179.20 43 \$59.18 \$4,734.40	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60 32 \$53.03 \$4,242.40 \$110,302.40 44 \$59.77 \$4,781.60	\$42.18 \$3,374.40 \$87,734.40 \$47.54 \$3,803.20 \$98.883.20 \$98.883.20 \$33 \$53.56 \$4.284.80 \$111.404.80	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60 34 \$54.10 \$4,328.00 \$112,528.00 46 \$60.95 \$4,876.00	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63 \$4.370.40 \$113,630.40 47 \$61.58 \$4.926.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101.899.20 36 \$55.19 \$4,415.20 \$114,795.20 48 \$62.19 \$4,975.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3.509.60 \$91,249.60 25 \$49.45 \$3,956.00 \$102,856.00	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3.544.80 \$92,164.80 26 \$49.96 \$3.996.80 \$103,916.80	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3,582.40 \$93,142.40 27 \$50.44 \$4,035.20 \$104,915.20	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60 \$94,057.60 28 \$50.95 \$4,076.00 \$105,976.00	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94,993.60 29 \$51.45 \$4,116.00 \$107.016.00	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3.691.20 \$95.971.20 30 \$51.98 \$4.158.40 \$108.118.40	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96.907.20 31 \$52.49 \$4,199.20 \$109,179.20	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60 32 \$53.03 \$4,242.40 \$110,302.40	\$42.18 \$3,374.40 \$87,734.40 \$87,734.40 21 \$47.54 \$3.803.20 \$98.883.20 33 \$53.56 \$4.284.80 \$111,404.80	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60 34 \$54.10 \$4,328.00 \$112,528.00	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63 \$4.370.40 \$113,630.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101.899.20 36 \$55.19 \$4,415.20 \$114.795.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3.509.60 \$91,249.60 25 \$49.45 \$3.956.00 \$102,856.00 \$102,856.00	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92,164.80 26 \$49.96 \$3.996.80 \$103,916.80 38 \$56.28 \$4,502.40	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3.582.40 \$93,142.40 27 \$50.44 \$4.035.20 \$104,915.20 39 \$56.85 \$4,548.00	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60 \$94,057.60 28 \$50.95 \$4,076.00 \$105,976.00	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3.653.60 \$94,993.60 29 \$51.45 \$4,116.00 \$107,016.00 41 \$57.99 \$4,639.20	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3.691.20 \$95.971.20 30 \$51.98 \$4.158.40 \$108.118.40 42 \$58.58 \$4.686.40	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3.727.20 \$96,907.20 31 \$52.49 \$4.199.20 \$109,179.20 43 \$59.18 \$4,734.40	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60 32 \$53.03 \$4,242.40 \$110,302.40 44 \$59.77 \$4,781.60	\$42.18 \$3,374.40 \$87,734.40 \$47.54 \$3,803.20 \$98.883.20 \$98.883.20 \$33 \$53.56 \$4.284.80 \$111.404.80	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60 34 \$54.10 \$4,328.00 \$112,528.00 46 \$60.95 \$4,876.00	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63 \$4.370.40 \$113,630.40 47 \$61.58 \$4.926.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101.899.20 36 \$55.19 \$4,415.20 \$114.795.20 48 \$62.19 \$4,975.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3,509.60 \$91,249.60 25 \$49.45 \$3,956.00 \$102,856.00 \$102,856.00 \$115,918.40	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92,164.80 26 \$49.96 \$3,996.80 \$103,916.80 38 \$56.28 \$4,502.40 \$117,062.40	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3,582.40 \$93,142.40 27 \$50.44 \$4,035.20 \$104,915.20 39 \$56.85 \$4,548.00 \$118,248.00	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60 \$94,057.60 28 \$50.95 \$4,076.00 \$105,976.00 40 \$57.42 \$4,593.60 \$119,433.60	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94,993.60 29 \$51.45 \$4,116.00 \$107.016.00 41 \$57.99 \$4,639.20 \$120,619.20	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3.691.20 \$95.971.20 30 \$51.98 \$4.158.40 \$108.118.40 42 \$58.58 \$4.686.40 \$121.846.40	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96,907.20 31 \$52.49 \$4,199.20 \$109,179.20 43 \$59.18 \$4,734.40 \$123,094.40	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60 32 \$53.03 \$4,242.40 \$110,302.40 44 \$59.77 \$4,781.60	\$42.18 \$3,374.40 \$87,734.40 \$47.54 \$3,803.20 \$98.883.20 \$98.883.20 \$33 \$53.56 \$4.284.80 \$111.404.80	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60 34 \$54.10 \$4,328.00 \$112,528.00 46 \$60.95 \$4,876.00	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63 \$4.370.40 \$113,630.40 47 \$61.58 \$4.926.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101.899.20 36 \$55.19 \$4,415.20 \$114.795.20 48 \$62.19 \$4,975.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3,509.60 \$91,249.60 25 \$49.45 \$3,956.00 \$102.856.00 \$102.856.00 \$115.918.40	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92,164.80 26 \$49.96 \$3,996.80 \$103,916.80 38 \$56.28 \$4,502.40 \$117.062.40 50 \$63.44	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3,582.40 \$93,142.40 27 \$50.44 \$4,035.20 \$104,915.20 39 \$56.85 \$4,548.00 \$118,248.00	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60 \$94.057.60 28 \$50.95 \$4,076.00 \$105.976.00 40 \$57.42 \$4,593.60 \$119,433.60	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94.993.60 29 \$51.45 \$4,116.00 \$107.016.00 41 \$57.99 \$4,639.20 \$120.619.20	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3.691.20 \$95.971.20 30 \$51.98 \$4,158.40 \$108.118.40 42 \$58.58 \$4,686.40 \$121.846.40	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96,907.20 31 \$52.49 \$4,199.20 \$109,179.20 43 \$59.18 \$4,734.40 \$123,094.40 55 \$66.68	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60 32 \$53.03 \$4,242.40 \$110,302.40 44 \$59.77 \$4,781.60	\$42.18 \$3,374.40 \$87,734.40 \$47.54 \$3,803.20 \$98.883.20 \$98.883.20 \$33 \$53.56 \$4.284.80 \$111.404.80	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60 34 \$54.10 \$4,328.00 \$112,528.00 46 \$60.95 \$4,876.00	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63 \$4.370.40 \$113,630.40 47 \$61.58 \$4.926.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101.899.20 36 \$55.19 \$4,415.20 \$114.795.20 48 \$62.19 \$4,975.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$38.96 \$3,116.80 \$81,036.80 13 \$43.87 \$3,509.60 \$91,249.60 25 \$49.45 \$3,956.00 \$102,856.00 \$102,856.00 \$115,918.40	\$39.34 \$3,147.20 \$81,827.20 14 \$44.31 \$3,544.80 \$92,164.80 26 \$49.96 \$3,996.80 \$103,916.80 38 \$56.28 \$4,502.40 \$117,062.40	\$39.73 \$3,178.40 \$82,638.40 15 \$44.78 \$3,582.40 \$93,142.40 27 \$50.44 \$4,035.20 \$104,915.20 39 \$56.85 \$4,548.00 \$118,248.00	\$40.15 \$3,212.00 \$83,512.00 16 \$45.22 \$3,617.60 \$94,057.60 28 \$50.95 \$4,076.00 \$105,976.00 40 \$57.42 \$4,593.60 \$119,433.60	\$40.53 \$3,242.40 \$84,302.40 17 \$45.67 \$3,653.60 \$94,993.60 29 \$51.45 \$4,116.00 \$107.016.00 41 \$57.99 \$4,639.20 \$120,619.20	\$40.93 \$3,274.40 \$85,134.40 18 \$46.14 \$3.691.20 \$95.971.20 30 \$51.98 \$4.158.40 \$108.118.40 42 \$58.58 \$4.686.40 \$121.846.40	\$41.33 \$3,306.40 \$85,966.40 19 \$46.59 \$3,727.20 \$96,907.20 31 \$52.49 \$4,199.20 \$109,179.20 43 \$59.18 \$4,734.40 \$123,094.40	\$41.77 \$3,341.60 \$86,881.60 20 \$47.07 \$3,765.60 \$97,905.60 32 \$53.03 \$4,242.40 \$110,302.40 44 \$59.77 \$4,781.60	\$42.18 \$3,374.40 \$87,734.40 \$47.54 \$3,803.20 \$98.883.20 \$98.883.20 \$33 \$53.56 \$4.284.80 \$111.404.80	\$42.58 \$3,406.40 \$88,566.40 22 \$48.02 \$3,841.60 \$99,881.60 34 \$54.10 \$4,328.00 \$112,528.00 46 \$60.95 \$4,876.00	\$43.02 \$3,441.60 \$89,481.60 23 \$48.48 \$3.878.40 \$100.838.40 35 \$54.63 \$4.370.40 \$113,630.40 47 \$61.58 \$4.926.40	\$43.45 \$3,476.00 \$90,376.00 24 \$48.99 \$3,919.20 \$101.899.20 36 \$55.19 \$4,415.20 \$114.795.20 48 \$62.19 \$4,975.20

(Non-bargaining unit)

BETHEL (38%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$42.58	\$43.02	\$43.45	\$43.87	\$44.31	\$44.78	\$45.22	\$45.67	\$46.14	\$46.59	\$47.07	\$47.54
Biweekly	\$3,406.40	\$3,441.60	\$3,476.00	\$3,509.60	\$3,544.80	\$3,582.40	\$3,617.60	\$3,653.60	\$3,691.20	\$3,727.20	\$3,765.60	\$3,803.20
Annually	\$88,566.40	\$89,481.60	\$90,376.00	\$91,249.60	\$92,164.80	\$93,142.40	\$94,057.60	\$94,993.60	\$95,971.20	\$96,907.20	\$97,905.60	\$98,883.20
	****	,,	,, - · - · - · - · · · · ·	,, - · · · · · ·	,,··	700,- 1-11	70.,	7-1,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	700,000.00	, ,	
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$48.02	\$48.48	\$48.99	\$49.45	\$49.96	\$50.44	\$50.95	\$51.45	\$51.98	\$52.49	\$53.03	\$53.56
Biweekly	\$3,841.60	\$3,878.40	\$3,919.20	\$3,956.00	\$3,996.80	\$4,035.20	\$4,076.00	\$4,116.00	\$4,158.40	\$4,199.20	\$4,242.40	\$4,284.80
Annually	\$99,881.60	\$100,838.40	\$101,899.20	\$102,856.00	\$103,916.80	\$104,915.20	\$105,976.00	\$107,016.00	\$108,118.40	\$109,179.20	\$110,302.40	\$111,404.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$54.10	\$54.63	\$55.19	\$55.73	\$56.28	\$56.85	\$57.42	\$57.99	\$58.58	\$59.18	\$59.77	\$60.35
Biweekly	\$4,328.00	\$4,370.40	\$4,415.20	\$4,458.40	\$4,502.40	\$4,548.00	\$4,593.60	\$4,639.20	\$4,686.40	\$4,734.40	\$4,781.60	\$4,828.00
Annually	\$112,528.00	\$113,630.40	\$114,795.20	\$115,918.40	\$117,062.40	\$118,248.00	\$119,433.60	\$120,619.20	\$121,846.40	\$123,094.40	\$124,321.60	\$125,528.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$60.95	\$61.58	\$62.19	\$62.80	\$63.44	\$64.07	\$64.72	\$65.38	\$66.02	\$66.68	\$67.35	\$68.02
Biweekly	\$4,876.00	\$4,926.40	\$4,975.20	\$5,024.00	\$5,075.20	\$5,125.60	\$5,177.60	\$5,230.40	\$5,281.60	\$5,334.40	\$5,388.00	\$5,441.60
Annually	\$126,776.00	\$128,086.40	\$129,355.20	\$130,624.00	\$131,955.20	\$133,265.60	\$134,617.60	\$135,990.40	\$137,321.60	\$138,694.40	\$140,088.00	\$141,481.60
Steps												
•	49	50	. 51	. 52	. 53	. 54	55					
Hourly	\$68.70	\$69.39	\$70.09	\$70.77	\$71.48	\$72.22	\$72.93					
Biweekly	\$5,496.00	\$5,551.20	\$5,607.20	\$5,661.60	\$5,718.40	\$5,777.60	\$5,834.40					
Annually	\$142,896.00	\$144,331.20	\$145,787.20	\$147,201.60	\$148,678.40	\$150,217.60	\$151,694.40					
Grade 82												
•	4	2	2	4	-	•	7	•	•	10	11	12
Steps	1	2	3	4	5 \$40.06	6 \$50.44	7	8 ¢=1 4=	9	10 \$52.40	11 ¢52.02	12 ¢52.56
Hourly	\$48.02	\$48.48	\$48.99	\$49.45	\$49.96	\$50.44	\$50.95	\$51.45	\$51.98	\$52.49	\$53.03	\$53.56
Hourly Biweekly	\$48.02 \$3,841.60	\$48.48 \$3,878.40	\$48.99 \$3,919.20	\$49.45 \$3,956.00	\$49.96 \$3,996.80	\$50.44 \$4,035.20	\$50.95 \$4,076.00	\$51.45 \$4,116.00	\$51.98 \$4,158.40	\$52.49 \$4,199.20	\$53.03 \$4,242.40	\$53.56 \$4,284.80
Hourly	\$48.02	\$48.48	\$48.99	\$49.45	\$49.96	\$50.44	\$50.95	\$51.45	\$51.98	\$52.49	\$53.03	\$53.56
Hourly Biweekly	\$48.02 \$3,841.60	\$48.48 \$3,878.40	\$48.99 \$3,919.20 \$101,899.20	\$49.45 \$3,956.00	\$49.96 \$3,996.80 \$103,916.80	\$50.44 \$4,035.20 \$104,915.20	\$50.95 \$4,076.00	\$51.45 \$4,116.00	\$51.98 \$4,158.40	\$52.49 \$4,199.20	\$53.03 \$4,242.40 \$110,302.40	\$53.56 \$4,284.80 \$111,404.80
Hourly Biweekly Annually	\$48.02 \$3,841.60 \$99,881.60	\$48.48 \$3,878.40 \$100,838.40	\$48.99 \$3,919.20 \$101,899.20	\$49.45 \$3,956.00 \$102,856.00	\$49.96 \$3,996.80 \$103,916.80	\$50.44 \$4,035.20 \$104,915.20	\$50.95 \$4,076.00 \$105,976.00	\$51.45 \$4,116.00 \$107,016.00	\$51.98 \$4,158.40 \$108,118.40	\$52.49 \$4,199.20 \$109,179.20	\$53.03 \$4,242.40 \$110,302.40	\$53.56 \$4,284.80 \$111,404.80
Hourly Biweekly Annually Steps	\$48.02 \$3,841.60 \$99,881.60	\$48.48 \$3,878.40 \$100,838.40	\$48.99 \$3,919.20 \$101,899.20	\$49.45 \$3,956.00 \$102,856.00	\$49.96 \$3,996.80 \$103,916.80	\$50.44 \$4,035.20 \$104,915.20	\$50.95 \$4,076.00 \$105,976.00	\$51.45 \$4,116.00 \$107,016.00	\$51.98 \$4,158.40 \$108,118.40	\$52.49 \$4,199.20 \$109,179.20	\$53.03 \$4,242.40 \$110,302.40	\$53.56 \$4,284.80 \$111,404.80
Hourly Biweekly Annually Steps Hourly	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35
Hourly Biweekly Annually Steps Hourly Biweekly	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4.639.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00
Hourly Biweekly Annually Steps Hourly Biweekly	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4.639.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114.795.20 27 \$62.19	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115,918.40	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118.248.00	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119,433.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120.619.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113.630.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114.795.20	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115.918.40	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117.062.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118.248.00	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119,433.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120.619.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121.846.40	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124.321.60	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125.528.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113.630.40 26 \$61.58	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114.795.20 27 \$62.19	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115.918.40 28 \$62.80	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4.548.00 \$118,248.00 30 \$64.07	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4.593.60 \$119,433.60 31 \$64.72	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120.619.20 32 \$65.38	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121.846.40 33 \$66.02	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4.734.40 \$123,094.40 34 \$66.68	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4.781.60 \$124,321.60 35 \$67.35	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00 36 \$68.02
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112.528.00 25 \$60.95 \$4,876.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113.630.40 26 \$61.58 \$4,926.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114.795.20 27 \$62.19 \$4,975.20	\$49.45 \$3,956.00 \$102,856.00 \$155.73 \$4,458.40 \$115,918.40 \$28 \$62.80 \$5,024.00	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117.062.40 29 \$63.44 \$5.075.20	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4.548.00 \$118.248.00 30 \$64.07 \$5,125.60 \$133,265.60	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119.433.60 31 \$64.72 \$5,177.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120.619.20 32 \$65.38 \$5.230.40	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40 34 \$66.68 \$5.334.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124.321.60 35 \$67.35 \$5.388.00	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125.528.00 36 \$68.02 \$5,441.60 \$141,481.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95 \$4,876.00 \$126,776.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4.370.40 \$113.630.40 26 \$61.58 \$4.926.40 \$128.086.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20 \$129,355.20	\$49.45 \$3,956.00 \$102,856.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115.918.40 28 \$62.80 \$5,024.00 \$130.624.00	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44 \$5,075.20 \$131,955.20	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4.548.00 \$118.248.00 30 \$64.07 \$5,125.60 \$133.265.60	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119.433.60 31 \$64.72 \$5,177.60 \$134,617.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4.639.20 \$120.619.20 32 \$65.38 \$5.230.40 \$135.990.40	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4.686.40 \$121.846.40 33 \$66.02 \$5,281.60 \$137,321.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40 34 \$66.68 \$5.334.40 \$138.694.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124.321.60 35 \$67.35 \$5.388.00 \$140.088.00	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125.528.00 36 \$68.02 \$5,441.60 \$141,481.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Biweeklv Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4.328.00 \$112.528.00 25 \$60.95 \$4.876.00 \$126,776.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4.370.40 \$113.630.40 26 \$61.58 \$4.926.40 \$128.086.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20 \$129,355.20	\$49.45 \$3,956.00 \$102,856.00 \$102,856.00 16 \$55.73 \$4.458.40 \$115.918.40 28 \$62.80 \$5.024.00 \$130,624.00	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44 \$5,075.20 \$131,955.20	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4.548.00 \$118.248.00 30 \$64.07 \$5,125.60 \$133,265.60	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4.593.60 \$119.433.60 31 \$64.72 \$5.177.60 \$134.617.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4.686.40 \$121.846.40 33 \$66.02 \$5.281.60 \$137.321.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40 34 \$66.68 \$5.334.40 \$138,694.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5,388.00 \$140,088.00	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125.528.00 36 \$68.02 \$5,441.60 \$141,481.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4.328.00 \$112.528.00 25 \$60.95 \$4.876.00 \$126.776.00 37 \$68.70 \$5.496.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128,086.40 38 \$69.39 \$5,551.20	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20 \$129,355.20 39 \$70.09 \$5,607.20	\$49.45 \$3,956.00 \$102,856.00 \$102,856.00 16 \$55.73 \$4.458.40 \$115,918.40 28 \$62.80 \$5.024.00 \$130,624.00 40 \$70.77 \$5.661.60	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117.062.40 29 \$63.44 \$5.075.20 \$131.955.20 41 \$71.48 \$5,718.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4.548.00 \$118.248.00 30 \$64.07 \$5.125.60 \$133,265.60 42 \$72.22 \$5,777.60	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119.433.60 31 \$64.72 \$5.177.60 \$134,617.60 43 \$72.93 \$5.834.40	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40 44 \$73.64 \$5,891.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60 45 \$74.37 \$5,949.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40 34 \$66.68 \$5.334.40 \$138,694.40 46 \$75.13 \$6,010.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5.388.00 \$140,088.00 47 \$75.88 \$6,070.40	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4.828.00 \$125.528.00 36 \$68.02 \$5,441.60 \$141,481.60 48 \$76.63 \$6,130.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Biweeklv Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4.328.00 \$112.528.00 25 \$60.95 \$4.876.00 \$126,776.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4.370.40 \$113.630.40 26 \$61.58 \$4.926.40 \$128.086.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20 \$129,355.20	\$49.45 \$3,956.00 \$102,856.00 \$102,856.00 16 \$55.73 \$4.458.40 \$115.918.40 28 \$62.80 \$5.024.00 \$130,624.00	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44 \$5,075.20 \$131,955.20	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4.548.00 \$118.248.00 30 \$64.07 \$5,125.60 \$133,265.60	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4.593.60 \$119.433.60 31 \$64.72 \$5.177.60 \$134.617.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4.686.40 \$121.846.40 33 \$66.02 \$5.281.60 \$137.321.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40 34 \$66.68 \$5.334.40 \$138,694.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5,388.00 \$140,088.00	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125.528.00 36 \$68.02 \$5,441.60 \$141,481.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4.328.00 \$112.528.00 25 \$60.95 \$4.876.00 \$126,776.00 37 \$68.70 \$5,496.00 \$142.896.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128,086.40 38 \$69.39 \$5,551.20 \$144,331.20	\$48.99 \$3,919.20 \$101,899.20 \$15 \$55.19 \$4,415.20 \$114,795.20 \$27 \$62.19 \$4,975.20 \$129,355.20 \$70.09 \$5,607.20 \$145,787.20	\$49.45 \$3,956.00 \$102,856.00 \$102,856.00 \$155.73 \$4,458.40 \$115,918.40 \$62.80 \$5,024.00 \$130,624.00 \$70.77 \$5,661.60 \$147,201.60	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117.062.40 29 \$63.44 \$5.075.20 \$131.955.20 41 \$71.48 \$5,718.40 \$148.678.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118.248.00 30 \$64.07 \$5,125.60 \$133.265.60 42 \$72.22 \$5,777.60 \$150,217.60	\$50.95 \$4,076.00 \$105,976.00 \$157.42 \$4.593.60 \$119.433.60 \$134.617.60 \$134.617.60 \$134.617.60 \$151.694.40	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40 44 \$73.64 \$5,891.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60 45 \$74.37 \$5,949.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40 34 \$66.68 \$5.334.40 \$138,694.40 46 \$75.13 \$6,010.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5.388.00 \$140,088.00 47 \$75.88 \$6,070.40	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4.828.00 \$125.528.00 36 \$68.02 \$5,441.60 \$141,481.60 48 \$76.63 \$6,130.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4.328.00 \$112.528.00 25 \$60.95 \$4,876.00 \$126.776.00 37 \$68.70 \$5.496.00 \$142.896.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4.370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128,086.40 38 \$69.39 \$5,551.20 \$144,331.20	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4.415.20 \$114.795.20 27 \$62.19 \$4,975.20 \$129,355.20 39 \$70.09 \$5,607.20 \$145,787.20	\$49.45 \$3,956.00 \$102,856.00 \$102,856.00 \$155.73 \$4.458.40 \$115,918.40 \$62.80 \$5,024.00 \$130.624.00 \$70.77 \$5,661.60 \$147.201.60	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4.502.40 \$117.062.40 29 \$63.44 \$5.075.20 \$131.955.20 41 \$71.48 \$5.718.40 \$148.678.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4.548.00 \$118.248.00 30 \$64.07 \$5.125.60 \$133.265.60 42 \$72.22 \$5,777.60 \$150.217.60	\$50.95 \$4,076.00 \$105,976.00 \$105,976.00 \$19.433.60 \$119.433.60 \$119.433.60 \$134.617.60 \$134.617.60 \$134.617.60 \$151.694.40	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40 44 \$73.64 \$5,891.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60 45 \$74.37 \$5,949.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40 34 \$66.68 \$5.334.40 \$138,694.40 46 \$75.13 \$6,010.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5.388.00 \$140,088.00 47 \$75.88 \$6,070.40	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4.828.00 \$125.528.00 36 \$68.02 \$5,441.60 \$141,481.60 48 \$76.63 \$6,130.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4.328.00 \$112.528.00 25 \$60.95 \$4.876.00 \$126.776.00 37 \$68.70 \$5.496.00 \$142.896.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4.370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128.086.40 \$128.085.40 \$128.085.40 \$128.085.20 \$144.331.20	\$48.99 \$3,919.20 \$101,899.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114.795.20 27 \$62.19 \$4,975.20 \$129,355.20 39 \$70.09 \$5,607.20 \$145,787.20 51	\$49.45 \$3,956.00 \$102,856.00 \$102,856.00 \$155.73 \$4.458.40 \$115,918.40 \$62.80 \$5,024.00 \$130.624.00 \$70.77 \$5,661.60 \$147.201.60	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117.062.40 29 \$63.44 \$5.075.20 \$131.955.20 41 \$71.48 \$5,718.40 \$148.678.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118.248.00 30 \$64.07 \$5.125.60 \$133.265.60 42 \$72.22 \$5,777.60 \$150.217.60	\$50.95 \$4,076.00 \$105,976.00 \$19 \$57.42 \$4,593.60 \$119,433.60 \$134.617.60 \$134.617.60 \$134.617.60 \$151.694.40 \$55 \$82.18	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40 44 \$73.64 \$5,891.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60 45 \$74.37 \$5,949.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40 34 \$66.68 \$5.334.40 \$138,694.40 46 \$75.13 \$6,010.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5.388.00 \$140,088.00 47 \$75.88 \$6,070.40	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4.828.00 \$125.528.00 36 \$68.02 \$5,441.60 \$141,481.60 48 \$76.63 \$6,130.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4.328.00 \$112.528.00 25 \$60.95 \$4.876.00 \$126.776.00 37 \$68.70 \$5.496.00 \$142.896.00 \$142.896.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4.370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128,086.40 38 \$69.39 \$5,551.20 \$144,331.20 50 \$78.18 \$6,254.40	\$48.99 \$3,919.20 \$101,899.20 \$101,899.20 \$55.19 \$4,415.20 \$114,795.20 \$62.19 \$4,975.20 \$129,355.20 \$70.09 \$5,607.20 \$145,787.20 \$18,787.20	\$49.45 \$3,956.00 \$102,856.00 \$102,856.00 \$15,73 \$4,458.40 \$115,918.40 \$62.80 \$5,024.00 \$130,624.00 \$70.77 \$5,661.60 \$147,201.60 \$2 \$79.77 \$6,381.60	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117.062.40 29 \$63.44 \$5.075.20 \$131.955.20 41 \$71.48 \$5,718.40 \$148.678.40 53 \$80.56 \$6,444.80	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4.548.00 \$118,248.00 30 \$64.07 \$5.125.60 \$133,265.60 42 \$72.22 \$5,777.60 \$150,217.60 54 \$81.38 \$6,510.40	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4.593.60 \$119,433.60 31 \$64.72 \$5.177.60 \$134.617.60 43 \$72.93 \$5.834.40 \$151.694.40 55 \$82.18 \$6,574.40	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40 44 \$73.64 \$5,891.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60 45 \$74.37 \$5,949.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40 34 \$66.68 \$5.334.40 \$138,694.40 46 \$75.13 \$6,010.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5.388.00 \$140,088.00 47 \$75.88 \$6,070.40	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4.828.00 \$125.528.00 36 \$68.02 \$5,441.60 \$141,481.60 48 \$76.63 \$6,130.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4.328.00 \$112.528.00 25 \$60.95 \$4.876.00 \$126.776.00 37 \$68.70 \$5.496.00 \$142.896.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4.370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128.086.40 \$128.085.40 \$128.085.40 \$128.085.20 \$144.331.20	\$48.99 \$3,919.20 \$101,899.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114.795.20 27 \$62.19 \$4,975.20 \$129,355.20 39 \$70.09 \$5,607.20 \$145,787.20 51	\$49.45 \$3,956.00 \$102,856.00 \$102,856.00 \$155.73 \$4.458.40 \$115,918.40 \$62.80 \$5,024.00 \$130.624.00 \$70.77 \$5,661.60 \$147.201.60	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117.062.40 29 \$63.44 \$5.075.20 \$131.955.20 41 \$71.48 \$5,718.40 \$148.678.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118.248.00 30 \$64.07 \$5.125.60 \$133.265.60 42 \$72.22 \$5,777.60 \$150.217.60	\$50.95 \$4,076.00 \$105,976.00 \$19 \$57.42 \$4,593.60 \$119,433.60 \$134.617.60 \$134.617.60 \$134.617.60 \$151.694.40 \$55 \$82.18	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40 44 \$73.64 \$5,891.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60 45 \$74.37 \$5,949.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123.094.40 34 \$66.68 \$5.334.40 \$138,694.40 46 \$75.13 \$6,010.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5.388.00 \$140,088.00 47 \$75.88 \$6,070.40	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4.828.00 \$125.528.00 36 \$68.02 \$5,441.60 \$141,481.60 48 \$76.63 \$6,130.40

(Non-bargaining unit)

BETHEL (38%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$54.10	\$54.63	\$55.19	\$55.73	\$56.28	\$56.85	\$57.42	\$57.99	\$58.58	\$59.18	\$59.77	\$60.35
Biweekly	\$4,328.00	\$4,370.40	\$4,415.20	\$4,458.40	\$4,502.40	\$4,548.00	\$4,593.60	\$4,639.20	\$4,686.40	\$4,734.40	\$4,781.60	\$4,828.00
Annually	\$112,528.00	\$113,630.40	\$114,795.20	\$115,918.40	\$117,062.40	\$118,248.00	\$119,433.60	\$120,619.20	\$121,846.40	\$123,094.40	\$124,321.60	\$125,528.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$60.95	\$61.58	\$62.19	\$62.80	\$63.44	\$64.07	\$64.72	\$65.38	\$66.02	\$66.68	\$67.35	\$68.02
Biweekly	\$4,876.00	\$4,926.40	\$4,975.20	\$5,024.00	\$5,075.20	\$5,125.60	\$5,177.60	\$5,230.40	\$5,281.60	\$5,334.40	\$5,388.00	\$5,441.60
Annually	\$126,776.00	\$128,086.40	\$129,355.20	\$130,624.00	\$131,955.20	\$133,265.60	\$134,617.60	\$135,990.40	\$137,321.60	\$138,694.40	\$140,088.00	\$141,481.60
,,	4120,770.00	\$120,000.TO	\$123,000.20	\$100,02 ···00	\$101,555.25	\$100, <u>2</u> 00.00	Q10 1,017 100	\$100,0000	\$107,021.00	\$100,00 II IO	\$1.0,000.00	\$1.1,.01.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$68.70	\$69.39	\$70.09	\$70.77	\$71.48	\$72.22	\$72.93	\$73.64	\$74.37	\$75.13	\$75.88	\$76.63
Biweekly	\$5,496.00	\$5,551.20	\$5,607.20	\$5,661.60	\$5,718.40	\$5,777.60	\$5,834.40	\$5,891.20	\$5,949.60	\$6,010.40	\$6,070.40	\$6,130.40
Annually	\$142,896.00	\$144,331.20	\$145,787.20	\$147,201.60	\$148,678.40	\$150,217.60	\$151,694.40	\$153,171.20	\$154,689.60	\$156,270.40	\$157,830.40	\$159,390.40
Steps	37	20	20	40	44	42	43	44	45	45	47	48
Hourly	\$77.40	38 \$78.18	39 \$78.96	\$79.77	41 \$80.56	42 \$81.38	\$82.18	\$82.99	45 \$83.82	46 \$84.66	47 \$85.50	\$86.34
Biweekly	\$6,192.00	\$6,254.40	\$6,316.80	\$6,381.60	\$6,444.80	\$6,510.40	\$6,574.40	\$6,639.20	\$6,705.60	\$6,772.80	\$6,840.00	\$6,907.20
Annually	\$160,992.00	\$162,614.40	\$164,236.80	\$165,921.60	\$167,564.80	\$169,270.40	\$170,934.40	\$172,619.20	\$174,345.60	\$176,092.80	\$177,840.00	\$179,587.20
	3100,332.00	3102,014.40	3104,230.80	3103,321.00	3107,304.80	3103,270.40	3170,334.40	3172,013.20	3174,343.00	3170,032.80	3177,040.00	3173,387.20
Steps	49	50	51	52	53	54	55					
Hourly	\$87.20	\$88.10	\$88.97	\$89.89	\$90.76	\$91.68	\$92.60					
Biweekly	\$6,976.00	\$7,048.00	\$7,117.60	\$7,191.20	\$7,260.80	\$7,334.40	\$7,408.00					
Annually	\$181,376.00	\$183,248.00	\$185,057.60	\$186,971.20	\$188,780.80	\$190,694.40	\$192,608.00					
Grade 84												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
						-	•		•			
Hourly	\$59.18	\$59.77	\$60.35	\$60.95	\$61.58	\$62.19	\$62.80	\$63.44	\$64.07	\$64.72	\$65.38	\$66.02
Hourly Biweekly	\$4,734.40	\$4,781.60	\$60.35 \$4,828.00	\$60.95 \$4,876.00	\$4,926.40	\$62.19 \$4,975.20	\$62.80 \$5,024.00	\$63.44 \$5,075.20	\$64.07 \$5,125.60	\$64.72 \$5,177.60	\$65.38 \$5,230.40	\$66.02 \$5,281.60
Hourly			\$60.35	\$60.95		\$62.19	\$62.80	\$63.44	\$64.07	\$64.72	\$65.38	\$66.02
Hourly Biweekly	\$4,734.40	\$4,781.60	\$60.35 \$4,828.00	\$60.95 \$4,876.00	\$4,926.40	\$62.19 \$4,975.20	\$62.80 \$5,024.00	\$63.44 \$5,075.20	\$64.07 \$5,125.60	\$64.72 \$5,177.60	\$65.38 \$5,230.40	\$66.02 \$5,281.60
Hourly Biweekly Annually	\$4,734.40 \$123,094.40	\$4,781.60 \$124,321.60	\$60.35 \$4,828.00 \$125,528.00	\$60.95 \$4,876.00 \$126,776.00	\$4,926.40 \$128,086.40 17	\$62.19 \$4,975.20 \$129,355.20	\$62.80 \$5,024.00 \$130,624.00	\$63.44 \$5,075.20 \$131,955.20	\$64.07 \$5,125.60 \$133,265.60	\$64.72 \$5,177.60 \$134,617.60	\$65.38 \$5,230.40 \$135,990.40	\$66.02 \$5,281.60 \$137,321.60
Hourly Biweekly Annually Steps	\$4,734.40 \$123,094.40	\$4,781.60 \$124,321.60	\$60.35 \$4,828.00 \$125,528.00	\$60.95 \$4,876.00 \$126,776.00	\$4,926.40 \$128,086.40	\$62.19 \$4,975.20 \$129,355.20	\$62.80 \$5,024.00 \$130,624.00	\$63.44 \$5,075.20 \$131,955.20	\$64.07 \$5,125.60 \$133,265.60	\$64.72 \$5,177.60 \$134,617.60	\$65.38 \$5,230.40 \$135,990.40	\$66.02 \$5,281.60 \$137,321.60
Hourly Biweekly Annually Steps Hourly	\$4,734.40 \$123,094.40 13 \$66.68	\$4,781.60 \$124,321.60 14 \$67.35	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70	\$4,926.40 \$128,086.40 17 \$69.39	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40	\$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00 \$142,896.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5.607.20 \$145,787.20	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148.678.40	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5.834.40 \$151.694.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5.891.20 \$153.171.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40	\$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140.088.00	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00 \$142,896.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5.607.20 \$145,787.20	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148.678.40	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5.834.40 \$151.694.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5.891.20 \$153.171.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40 25 \$75.13	\$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140.088.00 26 \$75.88	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00 \$142,896.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5.607.20 \$145.787.20 30 \$78.96	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5.661.60 \$147,201.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148.678.40 32 \$80.56	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5.834.40 \$151,694.40 34 \$82.18	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5.891.20 \$153,171.20 35 \$82.99	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40 25 \$75.13 \$6,010.40	\$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140.088.00 26 \$75.88 \$6,070.40	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 27 \$76.63 \$6,130.40	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00 \$142.896.00 28 \$77.40 \$6,192.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144.331.20 29 \$78.18 \$6,254.40	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5.607.20 \$145.787.20 30 \$78.96 \$6.316.80	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6,381.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148.678.40 32 \$80.56 \$6.444.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150.217.60 33 \$81.38 \$6,510.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5.834.40 \$151.694.40 34 \$82.18 \$6.574.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5.891.20 \$153.171.20 35 \$82.99 \$6,639.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40 25 \$75.13	\$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140.088.00 26 \$75.88	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00 \$142,896.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5.607.20 \$145.787.20 30 \$78.96	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5.661.60 \$147,201.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148.678.40 32 \$80.56	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5.834.40 \$151,694.40 34 \$82.18	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5.891.20 \$153,171.20 35 \$82.99	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40 25 \$75.13 \$6,010.40	\$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140.088.00 26 \$75.88 \$6,070.40	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60 27 \$76.63 \$6,130.40 \$159,390.40	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00 \$142.896.00 28 \$77.40 \$6,192.00 \$160,992.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5.551.20 \$144.331.20 29 \$78.18 \$6.254.40 \$162.614.40	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5.607.20 \$145.787.20 30 \$78.96 \$6.316.80 \$164,236.80	\$62.80 \$5,024.00 \$130,624.00 \$170.77 \$5,661.60 \$147,201.60 \$147,201.60 \$15,921.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148.678.40 32 \$80.56 \$6.444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 \$121 \$72.22 \$5,777.60 \$150,217.60 \$150,217.60 \$150,217.60	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5.834.40 \$151.694.40 34 \$82.18 \$6.574.40 \$170.934.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5.891.20 \$153.171.20 35 \$82.99 \$6.639.20 \$172.619.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Hourly Steps	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40 25 \$75.13 \$6.010.40 \$156.270.40	\$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00 26 \$75.88 \$6,070.40 \$157,830.40	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60 27 \$76.63 \$6,130.40 \$159,390.40	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5.496.00 \$142.896.00 28 \$77.40 \$6.192.00 \$160.992.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5.551.20 \$144,331.20 29 \$78.18 \$6.254.40 \$162,614.40	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5.607.20 \$145,787.20 30 \$78.96 \$6.316.80 \$164,236.80	\$62.80 \$5,024.00 \$130,624.00 \$170.77 \$5,661.60 \$147,201.60 \$147,201.60 \$165.921.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5.718.40 \$148.678.40 32 \$80.56 \$6.444.80 \$167.564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5.834.40 \$151.694.40 34 \$82.18 \$6.574.40 \$170,934.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5.891.20 \$153.171.20 35 \$82.99 \$6,639.20 \$172,619.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40 25 \$75.13 \$6.010.40 \$156.270.40	\$4,781.60 \$124,321.60 14 \$67.35 \$5.388.00 \$140.088.00 26 \$75.88 \$6.070.40 \$157,830.40	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60 27 \$76.63 \$6,130.40 \$159,390.40	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00 \$142.896.00 28 \$77.40 \$6,192.00 \$160,992.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5.551.20 \$144.331.20 29 \$78.18 \$6.254.40 \$162.614.40	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5.607.20 \$145.787.20 30 \$78.96 \$6.316.80 \$164,236.80	\$62.80 \$5,024.00 \$130,624.00 \$170.77 \$5,661.60 \$147,201.60 \$147,201.60 \$15,921.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148.678.40 32 \$80.56 \$6.444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 \$121 \$72.22 \$5,777.60 \$150,217.60 \$150,217.60 \$150,217.60	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5.834.40 \$151.694.40 34 \$82.18 \$6.574.40 \$170.934.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5.891.20 \$153.171.20 35 \$82.99 \$6.639.20 \$172.619.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154.689.60 36 \$83.82 \$6,705.60 \$174,345.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40 25 \$75.13 \$6.010.40 \$156,270.40	\$4,781.60 \$124,321.60 14 \$67.35 \$5.388.00 \$140,088.00 26 \$75.88 \$6,070.40 \$157,830.40	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60 27 \$76.63 \$6,130.40 \$159,390.40 39 \$86.34	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00 \$142.896.00 28 \$77.40 \$6,192.00 \$160.992.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5.551.20 \$144,331.20 29 \$78.18 \$6.254.40 \$162,614.40	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5.607.20 \$145,787.20 30 \$78.96 \$6.316.80 \$164,236.80	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6.381.60 \$165,921.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5.718.40 \$148.678.40 32 \$80.56 \$6.444.80 \$167.564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5.834.40 \$151.694.40 34 \$82.18 \$6.574.40 \$170.934.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153.171.20 35 \$82.99 \$6,639.20 \$172,619.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40 25 \$75.13 \$6.010.40 \$156.270.40 37 \$84.66 \$6.772.80 \$176.092.80	\$4,781.60 \$124,321.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140.088.00 26 \$75.88 \$6,070.40 \$157,830.40 38 \$85.50 \$6,840.00 \$177,840.00	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159.390.40 \$159.390.40 \$86.34 \$6,907.20 \$179,587.20	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$68.70 \$5,496.00 \$142.896.00 \$28 \$77.40 \$6.192.00 \$160.992.00 \$87.20 \$6,976.00 \$181,376.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144.331.20 29 \$78.18 \$6,254.40 \$162,614.40 41 \$88.10 \$7,048.00 \$183,248.00	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164,236.80 42 \$88.97 \$7,117.60 \$185.057.60	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147.201.60 31 \$79.77 \$6.381.60 \$165.921.60 43 \$89.89 \$7.191.20 \$186,971.20	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148.678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40 45 \$91.68 \$7,334.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151.694.40 34 \$82.18 \$6.574.40 \$170,934.40 46 \$92.60 \$7,408.00	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6.639.20 \$172,619.20 47 \$93.54 \$7,483.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60 48 \$94.45 \$7,556.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40 25 \$75.13 \$6.010.40 \$156.270.40 37 \$84.66 \$6.772.80 \$176.092.80	\$4,781.60 \$124,321.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140.088.00 26 \$75.88 \$6.070.40 \$157.830.40 38 \$85.50 \$6,840.00 \$177,840.00	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40 \$159,390.40 \$179,587.20	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$68.70 \$5,496.00 \$142,896.00 \$142,896.00 \$6,192.00 \$160,992.00 \$87.20 \$6,976.00 \$181,376.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5.551.20 \$144.331.20 29 \$78.18 \$6,254.40 \$162.614.40 41 \$88.10 \$7,048.00 \$183.248.00	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5.607.20 \$145,787.20 30 \$78.96 \$6.316.80 \$164.236.80 42 \$88.97 \$7,117.60 \$185.057.60	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6.381.60 \$165.921.60 43 \$89.89 \$7.191.20 \$186.971.20	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148.678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40 45 \$91.68 \$7,334.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151.694.40 34 \$82.18 \$6.574.40 \$170,934.40 46 \$92.60 \$7,408.00	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6.639.20 \$172,619.20 47 \$93.54 \$7,483.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60 48 \$94.45 \$7,556.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40 25 \$75.13 \$6.010.40 \$156.270.40 37 \$84.66 \$6,772.80 \$176.092.80	\$4,781.60 \$124,321.60 \$124,321.60 14 \$67.35 \$5.388.00 \$140.088.00 26 \$75.88 \$6.070.40 \$157.830.40 38 \$85.50 \$6.840.00 \$177.840.00	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40 \$159,390.40 \$159,390.40 \$159,390.40 \$159,390.40	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$68.70 \$5,496.00 \$142.896.00 \$161.92.00 \$160.992.00 \$87.20 \$6,976.00 \$181.376.00 \$98.28	\$4,926.40 \$128,086.40 17 \$69.39 \$5.551.20 \$144.331.20 29 \$78.18 \$6,254.40 \$162.614.40 41 \$88.10 \$7,048.00 \$183.248.00	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164.236.80 42 \$88.97 \$7,117.60 \$185.057.60	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6,381.60 \$165.921.60 43 \$89.89 \$7,191.20 \$186,971.20	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148.678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40 45 \$91.68 \$7,334.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151.694.40 34 \$82.18 \$6.574.40 \$170,934.40 46 \$92.60 \$7,408.00	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6.639.20 \$172,619.20 47 \$93.54 \$7,483.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60 48 \$94.45 \$7,556.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$4,734.40 \$123,094.40 13 \$66.68 \$5.334.40 \$138.694.40 25 \$75.13 \$6.010.40 \$156.270.40 37 \$84.66 \$6.772.80 \$176.092.80	\$4,781.60 \$124,321.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140.088.00 26 \$75.88 \$6.070.40 \$157.830.40 38 \$85.50 \$6,840.00 \$177,840.00	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40 \$159,390.40 \$179,587.20	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$68.70 \$5,496.00 \$142,896.00 \$142,896.00 \$6,192.00 \$160,992.00 \$87.20 \$6,976.00 \$181,376.00	\$4,926.40 \$128,086.40 17 \$69.39 \$5.551.20 \$144.331.20 29 \$78.18 \$6,254.40 \$162.614.40 41 \$88.10 \$7,048.00 \$183.248.00	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5.607.20 \$145,787.20 30 \$78.96 \$6.316.80 \$164.236.80 42 \$88.97 \$7,117.60 \$185.057.60	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6.381.60 \$165.921.60 43 \$89.89 \$7.191.20 \$186.971.20	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148.678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40 45 \$91.68 \$7,334.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151.694.40 34 \$82.18 \$6.574.40 \$170,934.40 46 \$92.60 \$7,408.00	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6.639.20 \$172,619.20 47 \$93.54 \$7,483.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60 48 \$94.45 \$7,556.00

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$15.13	\$15.29	\$15.45	\$15.60	\$15.74	\$15.92	\$16.07	\$16.23	\$16.37	\$16.54	\$16.72	\$16.90
Biweekly	\$1,210.40	\$1,223.20	\$1,236.00	\$1,248.00	\$1,259.20	\$1,273.60	\$1,285.60	\$1,298.40	\$1,309.60	\$1,323.20	\$1,337.60	\$1,352.00
Annually	\$31,470.40	\$31,803.20	\$32,136.00	\$32,448.00	\$32,739.20	\$33,113.60	\$33,425.60	\$33,758.40	\$34,049.60	\$34,403.20	\$34,777.60	\$35,152.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$17.06	\$17.22	\$17.38	\$17.58	\$17.73	\$17.92	\$18.07	\$18.27	\$18.45	\$18.63	\$18.84	\$19.01
Biweekly	\$1,364.80	\$1,377.60	\$1,390.40	\$1,406.40	\$1,418.40	\$1,433.60	\$1,445.60	\$1,461.60	\$1,476.00	\$1,490.40	\$1,507.20	\$1,520.80
Annually	\$35,484.80	\$35,817.60	\$36,150.40	\$36,566.40	\$36,878.40	\$37,273.60	\$37,585.60	\$38,001.60	\$38,376.00	\$38,750.40	\$39,187.20	\$39,540.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$19.21	\$19.38	\$19.60	\$19.77	\$19.98	\$20.19	\$20.39	\$20.57	\$20.81	\$21.00	\$21.20	\$21.40
Biweekly	\$1,536.80	\$1,550.40	\$1,568.00	\$1,581.60	\$1,598.40	\$1,615.20	\$1,631.20	\$1,645.60	\$1,664.80	\$1,680.00	\$1,696.00	\$1,712.00
Annually	\$39,956.80	\$40,310.40	\$40,768.00	\$41,121.60	\$41,558.40	\$41,995.20	\$42,411.20	\$42,785.60	\$43,284.80	\$43,680.00	\$44.096.00	\$44,512.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$21.63	\$21.85	\$22.08	\$22.30	\$22.53	\$22.75	\$22.96	\$23.19	\$23.43	\$23.67	\$23.92	\$24.13
Biweekly	\$1,730.40	\$1,748.00	\$1,766.40	\$1,784.00	\$1,802.40	\$1,820.00	\$1,836.80	\$1,855.20	\$1,874.40	\$1,893.60	\$1,913.60	\$1,930.40
Annually	\$44,990.40	\$45,448.00	\$45,926.40	\$46,384.00	\$46,862.40	\$47,320.00	\$47,756.80	\$48,235.20	\$48,734.40	\$49,233.60	\$49,753.60	\$50,190.40
Steps	49	50	51	52	53	54	55					
Hourly	\$24.40	\$24.61	\$24.86	\$25.13	\$25.37	\$25.63	\$25.89					
Biweekly	\$1,952.00	\$1,968.80	\$1,988.80	\$2,010.40	\$2,029.60	\$2,050.40	\$2,071.20					
Annually	\$50,752.00	\$51,188.80	\$51,708.80	\$52,270.40	\$52,769.60	\$53,310.40	\$53,851.20					
Grade 72												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$17.06	\$17.22	\$17.38	\$17.58	\$17.73	\$17.92	\$18.07	\$18.27	\$18.45	\$18.63	\$18.84	\$19.01
Steps Hourly Biweekly	\$17.06 \$1,364.80	\$17.22 \$1,377.60	\$17.38 \$1,390.40	\$17.58 \$1,406.40	\$17.73 \$1,418.40	\$17.92 \$1,433.60	\$18.07 \$1,445.60	\$18.27 \$1,461.60	\$18.45 \$1,476.00	\$18.63 \$1,490.40	\$18.84 \$1,507.20	\$19.01 \$1,520.80
Steps Hourly Biweekly Annually	\$17.06	\$17.22	\$17.38	\$17.58	\$17.73	\$17.92	\$18.07	\$18.27	\$18.45	\$18.63	\$18.84	\$19.01
Steps Hourly Biweekly Annually Steps	\$17.06 \$1,364.80 \$35,484.80	\$17.22 \$1,377.60 \$35,817.60	\$17.38 \$1,390.40 \$36,150.40	\$17.58 \$1,406.40 \$36,566.40	\$17.73 \$1,418.40 \$36,878.40	\$17.92 \$1,433.60 \$37,273.60	\$18.07 \$1,445.60 \$37,585.60	\$18.27 \$1,461.60 \$38,001.60	\$18.45 \$1,476.00 \$38,376.00	\$18.63 \$1,490.40 \$38,750.40	\$18.84 \$1,507.20 \$39,187.20	\$19.01 \$1,520.80 \$39,540.80
Steps Hourly Biweekly Annually Steps Hourly	\$17.06 \$1,364.80 \$35,484.80 13 \$19.21	\$17.22 \$1,377.60 \$35,817.60 14 \$19.38	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.06 \$1,364.80 \$35,484.80 \$35,484.80 13 \$19.21 \$1.536.80	\$17.22 \$1,377.60 \$35,817.60 14 \$19.38 \$1.550.40	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1,615.20	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1,645.60	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1,664.80	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1.680.00	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1.696.00	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1,712.00
Steps Hourly Biweekly Annually Steps Hourly	\$17.06 \$1,364.80 \$35,484.80 13 \$19.21	\$17.22 \$1,377.60 \$35,817.60 14 \$19.38	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.06 \$1,364.80 \$35,484.80 \$35,484.80 13 \$19.21 \$1.536.80	\$17.22 \$1,377.60 \$35,817.60 14 \$19.38 \$1.550.40	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40 \$41,558.40	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1,615.20 \$41,995.20	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1,645.60	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1,664.80	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1.680.00	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1.696.00	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1,712.00 \$44,512.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.06 \$1,364.80 \$35,484.80 13 \$19.21 \$1,536.80 \$39,956.80 25 \$21.63	\$17.22 \$1,377.60 \$35,817.60 14 \$19.38 \$1.550.40 \$40.310.40 26 \$21.85	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00 \$40.768.00 27 \$22.08	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60 28 \$22.30	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40 \$41,558.40 29 \$22.53	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1,615.20 \$41,995.20 30 \$22.75	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20 \$42,411.20 31 \$22.96	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1,645.60 \$42,785.60 32 \$23.19	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1.664.80 \$43.284.80 33 \$23.43	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1,680.00 \$43,680.00 34 \$23.67	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1,696.00 \$44.096.00 35 \$23.92	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1,712.00 \$44,512.00 36 \$24.13
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.06 \$1,364.80 \$35,484.80 13 \$19.21 \$1.536.80 \$39,956.80 25 \$21.63 \$1,730.40	\$17.22 \$1,377.60 \$35,817.60 14 \$19.38 \$1.550.40 \$40,310.40 26 \$21.85 \$1,748.00	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00 \$40.768.00 27 \$22.08 \$1,766.40	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60 28 \$22.30 \$1,784.00	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40 \$41.558.40 29 \$22.53 \$1,802.40	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1,615.20 \$41,995.20 30 \$22.75 \$1,820.00	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20 \$42,411.20 31 \$22.96 \$1,836.80	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1,645.60 \$42,785.60 32 \$23.19 \$1,855.20	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1.664.80 \$43,284.80 33 \$23.43 \$1,874.40	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1,680.00 \$43,680.00 34 \$23.67 \$1,893.60	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1,696.00 \$44.096.00 35 \$23.92 \$1,913.60	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1.712.00 \$44.512.00 36 \$24.13 \$1,930.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$17.06 \$1,364.80 \$35,484.80 13 \$19.21 \$1,536.80 \$39,956.80 25 \$21.63	\$17.22 \$1,377.60 \$35,817.60 14 \$19.38 \$1.550.40 \$40.310.40 26 \$21.85	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00 \$40.768.00 27 \$22.08	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60 28 \$22.30	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40 \$41,558.40 29 \$22.53	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1,615.20 \$41,995.20 30 \$22.75	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20 \$42,411.20 31 \$22.96	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1,645.60 \$42,785.60 32 \$23.19	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1.664.80 \$43.284.80 33 \$23.43	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1,680.00 \$43,680.00 34 \$23.67	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1,696.00 \$44.096.00 35 \$23.92	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1,712.00 \$44,512.00 36 \$24.13
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.06 \$1,364.80 \$35,484.80 13 \$19.21 \$1.536.80 \$39.956.80 25 \$21.63 \$1.730.40 \$44.990.40	\$17.22 \$1,377.60 \$35,817.60 \$19.38 \$1,550.40 \$40,310.40 26 \$21.85 \$1,748.00 \$45,448.00	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00 \$40.768.00 27 \$22.08 \$1,766.40 \$45.926.40	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60 28 \$22.30 \$1,784.00 \$46.384.00	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40 \$41,558.40 29 \$22.53 \$1,802.40 \$46.862.40	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1,615.20 \$41,995.20 30 \$22.75 \$1,820.00 \$47,320.00	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20 \$42,411.20 31 \$22.96 \$1,836.80 \$47,756.80	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1,645.60 \$42,785.60 32 \$23.19 \$1,855.20 \$48,235.20	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1.664.80 \$43,284.80 33 \$23.43 \$1.874.40 \$48,734.40	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1,680.00 \$43,680.00 34 \$23.67 \$1,893.60 \$49,233.60	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1,696.00 \$44,096.00 35 \$23.92 \$1,913.60 \$49,753.60	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1.712.00 \$44.512.00 36 \$24.13 \$1.930.40 \$50.190.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.06 \$1,364.80 \$35,484.80 13 \$19.21 \$1.536.80 \$39,956.80 25 \$21.63 \$1,730.40	\$17.22 \$1,377.60 \$35,817.60 14 \$19.38 \$1.550.40 \$40,310.40 26 \$21.85 \$1,748.00	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00 \$40.768.00 27 \$22.08 \$1,766.40	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60 28 \$22.30 \$1,784.00	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1.598.40 \$41,558.40 29 \$22.53 \$1,802.40 \$46.862.40	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1,615.20 \$41,995.20 30 \$22.75 \$1,820.00	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20 \$42,411.20 31 \$22.96 \$1,836.80	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1,645.60 \$42,785.60 32 \$23.19 \$1,855.20	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1.664.80 \$43,284.80 33 \$23.43 \$1,874.40	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1.680.00 \$43,680.00 34 \$23.67 \$1,893.60 \$49,233.60	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1.696.00 \$44,096.00 35 \$23.92 \$1,913.60 \$49,753.60	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1.712.00 \$44.512.00 36 \$24.13 \$1,930.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$17.06 \$1,364.80 \$35,484.80 13 \$19.21 \$1,536.80 \$39.956.80 25 \$21.63 \$1,730.40 \$44,990.40	\$17.22 \$1,377.60 \$35,817.60 \$19.38 \$1.550.40 \$40.310.40 26 \$21.85 \$1,748.00 \$45,448.00	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00 \$40.768.00 27 \$22.08 \$1,766.40 \$45.926.40	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60 28 \$22.30 \$1,784.00 \$46.384.00	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40 \$41,558.40 29 \$22.53 \$1,802.40 \$46.862.40	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1,615.20 \$41,995.20 30 \$22.75 \$1,820.00 \$47,320.00	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20 \$42,411.20 31 \$22.96 \$1,836.80 \$47,756.80	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1,645.60 \$42.785.60 32 \$23.19 \$1,855.20 \$48,235.20	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1,664.80 \$43,284.80 33 \$23.43 \$1,874.40 \$48,734.40	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1,680.00 \$43,680.00 34 \$23.67 \$1,893.60 \$49,233.60	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1,696.00 \$44,096.00 35 \$23.92 \$1,913.60 \$49,753.60	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1,712.00 \$44.512.00 36 \$24.13 \$1,930.40 \$50,190.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Hourly Hourly Hourly Hourly Hourly Hourly	\$17.06 \$1,364.80 \$35,484.80 13 \$19.21 \$1.536.80 \$39.956.80 25 \$21.63 \$1,730.40 \$44,990.40	\$17.22 \$1,377.60 \$35,817.60 \$19.38 \$1,550.40 \$40,310.40 26 \$21.85 \$1,748.00 \$45,448.00	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00 \$40.768.00 27 \$22.08 \$1.766.40 \$45.926.40	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60 28 \$22.30 \$1,784.00 \$46.384.00	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40 \$41,558.40 29 \$22.53 \$1,802.40 \$46.862.40	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1,615.20 \$41,995.20 30 \$22.75 \$1,820.00 \$47,320.00	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20 \$42,411.20 31 \$22.96 \$1,836.80 \$47,756.80	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1,645.60 \$42,785.60 32 \$23.19 \$1,855.20 \$48,235.20	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1,664.80 \$43,284.80 33 \$23.43 \$1,874.40 \$48,734.40	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1.680.00 \$43,680.00 34 \$23.67 \$1,893.60 \$49,233.60	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1,696.00 \$44,096.00 35 \$23.92 \$1,913.60 \$49,753.60	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1,712.00 \$44.512.00 36 \$24.13 \$1,930.40 \$50,190.40
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$17.06 \$1,364.80 \$35,484.80 \$35,484.80 13 \$19.21 \$1,536.80 \$39.956.80 25 \$21.63 \$1,730.40 \$44.990.40 37 \$24.40 \$1,952.00	\$17.22 \$1,377.60 \$35,817.60 \$35,817.60 14 \$19.38 \$1.550.40 \$40.310.40 26 \$21.85 \$1.748.00 \$45,448.00 38 \$24.61 \$1.968.80	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00 \$40.768.00 27 \$22.08 \$1.766.40 \$45,926.40 39 \$24.86 \$1,988.80	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60 28 \$22.30 \$1,784.00 \$46,384.00 40 \$25.13 \$2,010.40	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40 \$41,558.40 29 \$22.53 \$1,802.40 \$46.862.40 41 \$25.37 \$2,029.60	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1.615.20 \$41,995.20 30 \$22.75 \$1,820.00 \$47,320.00 42 \$25.63 \$2,050.40	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20 \$42,411.20 31 \$22.96 \$1,836.80 \$47,756.80 43 \$25.89 \$2,071.20	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1.645.60 \$42.785.60 32 \$23.19 \$1,855.20 \$48,235.20 44 \$26.15 \$2.092.00	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1.664.80 \$43.284.80 33 \$23.43 \$1.874.40 \$48.734.40 45 \$26.41 \$2.112.80	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1.680.00 \$43,680.00 34 \$23.67 \$1,893.60 \$49,233.60 46 \$26.64 \$2,131.20	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1.696.00 \$44,096.00 35 \$23.92 \$1,913.60 \$49,753.60 47 \$26.92 \$2,153.60	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1,712.00 \$44.512.00 36 \$24.13 \$1.930.40 \$50,190.40 48 \$27.22 \$2,177.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$17.06 \$1,364.80 \$35,484.80 \$35,484.80 13 \$19.21 \$1,536.80 \$39.956.80 25 \$21.63 \$1,730.40 \$44.990.40 37 \$24.40 \$1,952.00 \$50.752.00	\$17.22 \$1,377.60 \$35,817.60 \$35,817.60 14 \$19.38 \$1.550.40 \$40.310.40 26 \$21.85 \$1.748.00 \$45,448.00 38 \$24.61 \$1.968.80 \$51.188.80	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00 \$40.768.00 27 \$22.08 \$1.766.40 \$45,926.40 39 \$24.86 \$1.988.80 \$51.708.80	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60 28 \$22.30 \$1,784.00 \$46,384.00 40 \$25.13 \$2,010.40 \$52,270.40	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40 \$41,558.40 29 \$22.53 \$1,802.40 \$46,862.40 41 \$25.37 \$2,029.60 \$52,769.60	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1.615.20 \$41,995.20 30 \$22.75 \$1,820.00 \$47,320.00 42 \$25.63 \$2,050.40 \$53,310.40	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20 \$42,411.20 31 \$22.96 \$1,836.80 \$47,756.80 43 \$25.89 \$2,071.20 \$53.851.20	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1.645.60 \$42.785.60 32 \$23.19 \$1,855.20 \$48,235.20 44 \$26.15 \$2.092.00	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1.664.80 \$43.284.80 33 \$23.43 \$1.874.40 \$48.734.40 45 \$26.41 \$2.112.80	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1.680.00 \$43,680.00 34 \$23.67 \$1,893.60 \$49,233.60 46 \$26.64 \$2,131.20	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1.696.00 \$44,096.00 35 \$23.92 \$1,913.60 \$49,753.60 47 \$26.92 \$2,153.60	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1,712.00 \$44.512.00 36 \$24.13 \$1.930.40 \$50,190.40 48 \$27.22 \$2,177.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Annually	\$17.06 \$1,364.80 \$35,484.80 \$35,484.80 13 \$19.21 \$1,536.80 \$39,956.80 25 \$21.63 \$1,730.40 \$44,990.40 37 \$24.40 \$1,952.00 \$50,752.00	\$17.22 \$1,377.60 \$35,817.60 \$35,817.60 14 \$19.38 \$1,550.40 \$40.310.40 26 \$21.85 \$1,748.00 \$45,448.00 38 \$24.61 \$1,968.80 \$51,188.80	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00 \$40.768.00 27 \$22.08 \$1.766.40 \$45.926.40 39 \$24.86 \$1,988.80 \$51,708.80	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60 28 \$22.30 \$1,784.00 \$46,384.00 40 \$25.13 \$2,010.40 \$52,270.40	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40 \$41,558.40 29 \$22.53 \$1,802.40 \$46,862.40 41 \$25.37 \$2,029.60 \$52,769.60	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1,615.20 \$41,995.20 30 \$22.75 \$1,820.00 \$47,320.00 42 \$25.63 \$2,050.40 \$53,310.40	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20 \$42,411.20 31 \$22.96 \$1,836.80 \$47,756.80 43 \$25.89 \$2,071.20 \$53,851.20	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1.645.60 \$42.785.60 32 \$23.19 \$1,855.20 \$48,235.20 44 \$26.15 \$2.092.00	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1.664.80 \$43.284.80 33 \$23.43 \$1.874.40 \$48.734.40 45 \$26.41 \$2.112.80	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1.680.00 \$43,680.00 34 \$23.67 \$1,893.60 \$49,233.60 46 \$26.64 \$2,131.20	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1.696.00 \$44,096.00 35 \$23.92 \$1,913.60 \$49,753.60 47 \$26.92 \$2,153.60	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1,712.00 \$44.512.00 36 \$24.13 \$1.930.40 \$50,190.40 48 \$27.22 \$2,177.60
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$17.06 \$1,364.80 \$35,484.80 \$35,484.80 13 \$19.21 \$1,536.80 \$39.956.80 25 \$21.63 \$1,730.40 \$44.990.40 37 \$24.40 \$1,952.00 \$50.752.00	\$17.22 \$1,377.60 \$35,817.60 \$35,817.60 14 \$19.38 \$1.550.40 \$40.310.40 26 \$21.85 \$1.748.00 \$45,448.00 38 \$24.61 \$1,968.80 \$51.188.80 50 \$27.76	\$17.38 \$1,390.40 \$36,150.40 15 \$19.60 \$1.568.00 \$40.768.00 27 \$22.08 \$1.766.40 \$45,926.40 39 \$24.86 \$1,988.80 \$51,708.80	\$17.58 \$1,406.40 \$36,566.40 16 \$19.77 \$1,581.60 \$41,121.60 28 \$22.30 \$1,784.00 \$46,384.00 40 \$25.13 \$2,010.40 \$52,270.40	\$17.73 \$1,418.40 \$36,878.40 17 \$19.98 \$1,598.40 \$41,558.40 29 \$22.53 \$1,802.40 \$46,862.40 41 \$25.37 \$2,029.60 \$52,769.60	\$17.92 \$1,433.60 \$37,273.60 18 \$20.19 \$1,615.20 \$41,995.20 30 \$22.75 \$1,820.00 \$47,320.00 42 \$25.63 \$2,050.40 \$53,310.40	\$18.07 \$1,445.60 \$37,585.60 19 \$20.39 \$1,631.20 \$42,411.20 31 \$22.96 \$1,836.80 \$47,756.80 43 \$25.89 \$2,071.20 \$53,851.20	\$18.27 \$1,461.60 \$38,001.60 20 \$20.57 \$1.645.60 \$42.785.60 32 \$23.19 \$1,855.20 \$48,235.20 44 \$26.15 \$2.092.00	\$18.45 \$1,476.00 \$38,376.00 21 \$20.81 \$1.664.80 \$43.284.80 33 \$23.43 \$1.874.40 \$48.734.40 45 \$26.41 \$2.112.80	\$18.63 \$1,490.40 \$38,750.40 22 \$21.00 \$1.680.00 \$43,680.00 34 \$23.67 \$1,893.60 \$49,233.60 46 \$26.64 \$2,131.20	\$18.84 \$1,507.20 \$39,187.20 23 \$21.20 \$1.696.00 \$44,096.00 35 \$23.92 \$1,913.60 \$49,753.60 47 \$26.92 \$2,153.60	\$19.01 \$1,520.80 \$39,540.80 24 \$21.40 \$1,712.00 \$44.512.00 36 \$24.13 \$1.930.40 \$50,190.40 48 \$27.22 \$2,177.60

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$19.21	\$19.38	\$19.60	\$19.77	\$19.98	\$20.19	\$20.39	\$20.57	\$20.81	\$21.00	\$21.20	\$21.40
Biweekly	\$1,536.80	\$1,550.40	\$1,568.00	\$1,581.60	\$1,598.40	\$1,615.20	\$1,631.20	\$1,645.60	\$1,664.80	\$1,680.00	\$1,696.00	\$1,712.00
Annually	\$39,956.80	\$40,310.40	\$40,768.00	\$41,121.60	\$41,558.40	\$41,995.20	\$42,411.20	\$42,785.60	\$43,284.80	\$43,680.00	\$44,096.00	\$44,512.00
	, ,	,.	,	, ,	. ,	, ,	. ,	, ,	, -, -		. ,	, ,-
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.63	\$21.85	\$22.08	\$22.30	\$22.53	\$22.75	\$22.96	\$23.19	\$23.43	\$23.67	\$23.92	\$24.13
Biweekly	\$1,730.40	\$1,748.00	\$1,766.40	\$1,784.00	\$1,802.40	\$1,820.00	\$1,836.80	\$1,855.20	\$1,874.40	\$1,893.60	\$1,913.60	\$1,930.40
Annually	\$44,990.40	\$45,448.00	\$45,926.40	\$46,384.00	\$46,862.40	\$47,320.00	\$47,756.80	\$48,235.20	\$48,734.40	\$49,233.60	\$49,753.60	\$50,190.40
, amauny	J-1-,550.40	343,440.00	343,320.40	\$ +0,50+.00	340,002.40	J+7,J20.00	347,730.00	J-10,233.20	340,734.40	J-7,233.00	J-5,755.00	\$30,130.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$24.40	\$24.61	\$24.86	\$25.13	\$25.37	\$25.63	\$25.89	\$26.15	\$26.41	\$26.64	\$26.92	\$27.22
Biweekly	\$1,952.00	\$1,968.80	\$1,988.80	\$2,010.40	\$2,029.60	\$2,050.40	\$2,071.20	\$2,092.00	\$2,112.80	\$2,131.20	\$2,153.60	\$2,177.60
Annually	\$50,752.00	\$51,188.80	\$51,708.80	\$52,270.40	\$52,769.60	\$53,310.40	\$53,851.20	\$54,392.00	\$54,932.80	\$55,411.20	\$55,993.60	\$56,617.60
Steps	37	20	20	40		42	43	44	45	46	47	40
		38	39	40	41	42	\$29.17			46	47	48
Hourly	\$27.46	\$27.76	\$28.03	\$28.29	\$28.58	\$28.88		\$29.44	\$29.75	\$30.03	\$30.35	\$30.64
Biweekly	\$2,196.80	\$2,220.80	\$2,242.40	\$2,263.20	\$2,286.40	\$2,310.40	\$2,333.60	\$2,355.20	\$2,380.00	\$2,402.40	\$2,428.00	\$2,451.20
Annually	\$57,116.80	\$57,740.80	\$58,302.40	\$58,843.20	\$59,446.40	\$60,070.40	\$60,673.60	\$61,235.20	\$61,880.00	\$62,462.40	\$63,128.00	\$63,731.20
Steps	49	50	51	52	53	54	55					
11												
Hourly	\$30.97	\$31.28	\$31.57	\$31.91	\$32.21	\$32.54	\$32.85					
Biweekly	\$2,477.60	\$2,502.40	\$2,525.60	\$2,552.80	\$2,576.80	\$2,603.20	\$2,628.00					
Annually	\$64,417.60	\$65,062.40	\$65,665.60	\$66,372.80	\$66,996.80	\$67,683.20	\$68,328.00					
Grade 74												
••												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	1 \$21.63	2 \$21.85	3 \$22.08	4 \$22.30			7 \$22.96	8 \$23.19	9 \$23.43	10 \$23.67	11 \$23.92	12 \$24.13
					5 \$22.53 \$1,802.40	6 \$22.75 \$1,820.00						
Hourly	\$21.63	\$21.85	\$22.08	\$22.30	\$22.53	\$22.75	\$22.96	\$23.19	\$23.43	\$23.67	\$23.92 \$1,913.60	\$24.13 \$1,930.40
Hourly Biweekly Annually	\$21.63 \$1,730.40 \$44,990.40	\$21.85 \$1,748.00 \$45,448.00	\$22.08 \$1,766.40 \$45,926.40	\$22.30 \$1,784.00 \$46,384.00	\$22.53 \$1,802.40 \$46,862.40	\$22.75 \$1,820.00 \$47,320.00	\$22.96 \$1,836.80 \$47,756.80	\$23.19 \$1,855.20 \$48,235.20	\$23.43 \$1,874.40 \$48,734.40	\$23.67 \$1,893.60 \$49,233.60	\$23.92 \$1,913.60 \$49,753.60	\$24.13 \$1,930.40 \$50,190.40
Hourly Biweekly Annually Steps	\$21.63 \$1,730.40 \$44,990.40	\$21.85 \$1,748.00 \$45,448.00	\$22.08 \$1,766.40 \$45,926.40	\$22.30 \$1,784.00 \$46,384.00	\$22.53 \$1,802.40 \$46,862.40	\$22.75 \$1,820.00 \$47,320.00	\$22.96 \$1,836.80 \$47,756.80	\$23.19 \$1,855.20 \$48,235.20	\$23.43 \$1,874.40 \$48,734.40	\$23.67 \$1,893.60 \$49,233.60	\$23.92 \$1,913.60 \$49,753.60	\$24.13 \$1,930.40 \$50,190.40
Hourly Biweekly Annually Steps Hourly	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37	\$22.75 \$1,820.00 \$47,320.00 18 \$25.63	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89	\$23.19 \$1,855.20 \$48,235.20 20 \$26.15	\$23.43 \$1,874.40 \$48,734.40 21 \$26.41	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22
Hourly Biweekly Annually Steps Hourly Biweekly	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1,988.80	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2,010.40	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2,029.60	\$22.75 \$1,820.00 \$47,320.00 18 \$25.63 \$2,050.40	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20	\$23.19 \$1,855.20 \$48,235.20 20 \$26.15 \$2,092.00	\$23.43 \$1,874.40 \$48,734.40 21 \$26.41 \$2,112.80	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2,131.20	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2,153.60	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2,177.60
Hourly Biweekly Annually Steps Hourly	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37	\$22.75 \$1,820.00 \$47,320.00 18 \$25.63	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89	\$23.19 \$1,855.20 \$48,235.20 20 \$26.15	\$23.43 \$1,874.40 \$48,734.40 21 \$26.41	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1,988.80	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2,010.40	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2,029.60	\$22.75 \$1,820.00 \$47,320.00 18 \$25.63 \$2,050.40	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20	\$23.19 \$1,855.20 \$48,235.20 20 \$26.15 \$2,092.00	\$23.43 \$1,874.40 \$48,734.40 21 \$26.41 \$2,112.80	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2,131.20	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2,153.60	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2,177.60
Hourly Biweekly Annually Steps Hourly Biweekly	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1,988.80	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2,010.40	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2,029.60	\$22.75 \$1,820.00 \$47,320.00 18 \$25.63 \$2,050.40	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20	\$23.19 \$1,855.20 \$48,235.20 20 \$26.15 \$2,092.00	\$23.43 \$1,874.40 \$48,734.40 21 \$26.41 \$2,112.80	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2,131.20	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2,153.60	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2,177.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50,752.00	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51,188.80	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1,988.80 \$51,708.80	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2,010.40 \$52,270.40	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2,029.60 \$52,769.60	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 18 \$25.63 \$2,050.40 \$53,310.40	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20 \$53,851.20	\$23.19 \$1,855.20 \$48,235.20 20 \$26.15 \$2.092.00 \$54.392.00	\$23.43 \$1,874.40 \$48,734.40 21 \$26.41 \$2,112.80 \$54,932.80	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2,131.20 \$55,411.20	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2,153.60 \$55,993.60	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2,177.60 \$56,617.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50.752.00	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51,188.80	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1,988.80 \$51,708.80	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2,010.40 \$52,270.40	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2,029.60 \$52,769.60	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 18 \$25.63 \$2,050.40 \$53,310.40	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20 \$53,851.20	\$23.19 \$1,855.20 \$48,235.20 20 \$26.15 \$2.092.00 \$54.392.00	\$23.43 \$1,874.40 \$48,734.40 \$248,734.40 \$2,112.80 \$54,932.80	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2,131.20 \$55,411.20	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2,153.60 \$55,993.60 35 \$30.35	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2,177.60 \$56,617.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50,752.00 25 \$27.46 \$2,196.80	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51.188.80 26 \$27.76 \$2.220.80	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1.988.80 \$51,708.80 27 \$28.03 \$2,242.40	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2,010.40 \$52,270.40 28 \$28.29 \$2,263.20	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2,029.60 \$52,769.60 29 \$28.58 \$2,286.40	\$22.75 \$1,820.00 \$47,320.00 18 \$25.63 \$2,050.40 \$53,310.40 30 \$28.88 \$2,310.40	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20 \$53,851.20 31 \$29.17 \$2,333.60	\$23.19 \$1,855.20 \$48,235.20 \$20 \$26.15 \$2.092.00 \$54.392.00 \$29.44 \$2,355.20	\$23.43 \$1,874.40 \$48,734.40 \$21 \$26.41 \$2,112.80 \$54.932.80 \$3 \$29.75 \$2,380.00	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2,131.20 \$55,411.20 34 \$30.03 \$2,402.40	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2,153.60 \$55,993.60 35 \$30.35 \$2,428.00	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2.177.60 \$56.617.60 36 \$30.64 \$2,451.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50,752.00 25 \$27.46	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51,188.80 26 \$27.76	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1.988.80 \$51.708.80 27 \$28.03	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2,010.40 \$52,270.40 28 \$28.29	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2,029.60 \$52,769.60 29 \$28.58	\$22.75 \$1,820.00 \$47,320.00 18 \$25.63 \$2,050.40 \$53,310.40 30 \$28.88	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20 \$53,851.20 31 \$29.17	\$23.19 \$1,855.20 \$48,235.20 \$26.15 \$2.092.00 \$54,392.00	\$23.43 \$1,874.40 \$48,734.40 \$248,734.40 \$2,112.80 \$54,932.80 \$33 \$29.75	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2,131.20 \$55,411.20	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2,153.60 \$55,993.60 35 \$30.35	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2,177.60 \$56,617.60 36 \$30.64
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50.752.00 25 \$27.46 \$2,196.80 \$57.116.80	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51,188.80 26 \$27.76 \$2,220.80 \$57,740.80	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1.988.80 \$51.708.80 27 \$28.03 \$2.242.40 \$58.302.40	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2,010.40 \$52,270.40 28 \$28.29 \$2,263.20 \$58.843.20	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2,029.60 \$52,769.60 29 \$28.58 \$2,286.40 \$59,446.40	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 18 \$25.63 \$2,050.40 \$53,310.40 \$28.88 \$2,310.40 \$60.070.40	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20 \$53.851.20 31 \$29.17 \$2,333.60 \$60,673.60	\$23.19 \$1,855.20 \$48,235.20 \$20 \$26.15 \$2.092.00 \$54.392.00 \$29.44 \$2,355.20	\$23.43 \$1,874.40 \$48,734.40 \$21 \$26.41 \$2,112.80 \$54.932.80 \$3 \$29.75 \$2,380.00 \$61,880.00	\$23.67 \$1,893.60 \$49,233.60 \$22 \$26.64 \$2,131.20 \$55,411.20 \$30.03 \$2,402.40 \$62,462.40	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2,153.60 \$55,993.60 35 \$30.35 \$2,428.00 \$63,128.00	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2,177.60 \$56,617.60 36 \$30.64 \$2,451.20 \$63,731.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50.752.00 25 \$27.46 \$2,196.80 \$57.116.80	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51,188.80 26 \$27.76 \$2,220.80 \$57,740.80	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1,988.80 \$51,708.80 27 \$28.03 \$2,242.40 \$58,302.40	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2,010.40 \$52,270.40 28 \$28.29 \$2,263.20 \$58.843.20	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2,029.60 \$52,769.60 29 \$28.58 \$2,286.40 \$59.446.40	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 18 \$25.63 \$2,050.40 \$53,310.40 \$0 \$28.88 \$2,310.40 \$60.070.40	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20 \$53,851.20 31 \$29.17 \$2,333.60 \$60.673.60	\$23.19 \$1,855.20 \$48,235.20 \$20 \$26.15 \$2.092.00 \$54.392.00 \$29.44 \$2.355.20 \$61,235.20	\$23.43 \$1,874.40 \$48,734.40 21 \$26.41 \$2.112.80 \$54,932.80 33 \$29.75 \$2.380.00 \$61,880.00	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2,131.20 \$55,411.20 34 \$30.03 \$2,402.40 \$62,462.40	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2,153.60 \$55,993.60 35 \$30.35 \$2,428.00 \$63,128.00	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2.177.60 \$56.617.60 36 \$30.64 \$2.451.20 \$63,731.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50.752.00 25 \$27.46 \$2,196.80 \$57,116.80	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51,188.80 26 \$27.76 \$2,220.80 \$57,740.80	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1,988.80 \$51,708.80 27 \$28.03 \$2,242.40 \$58.302.40	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2.010.40 \$52.270.40 28 \$28.29 \$2.263.20 \$58.843.20	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2.029.60 \$52.769.60 29 \$28.58 \$2.286.40 \$59.446.40	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 18 \$25.63 \$2,050.40 \$53,310.40 \$0 \$28.88 \$2,310.40 \$60.070.40	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20 \$53,851.20 31 \$29.17 \$2,333.60 \$60.673.60	\$23.19 \$1,855.20 \$48,235.20 \$20 \$26.15 \$2.092.00 \$54.392.00 \$29.44 \$2.355.20 \$61,235.20	\$23.43 \$1,874.40 \$48,734.40 21 \$26.41 \$2.112.80 \$54,932.80 33 \$29.75 \$2.380.00 \$61,880.00	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2,131.20 \$55,411.20 34 \$30.03 \$2,402.40 \$62,462.40	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2,153.60 \$55,993.60 35 \$30.35 \$2,428.00 \$63,128.00	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2.177.60 \$56.617.60 36 \$30.64 \$2.451.20 \$63,731.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50.752.00 25 \$27.46 \$2,196.80 \$57,116.80 37 \$30.97 \$2,477.60	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51.188.80 26 \$27.76 \$2,220.80 \$57,740.80 38 \$31.28 \$2,502.40	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1,988.80 \$51.708.80 27 \$28.03 \$2.242.40 \$58.302.40 39 \$31.57 \$2.525.60	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2.010.40 \$52.270.40 28 \$28.29 \$2.263.20 \$58,843.20 40 \$31.91 \$2.552.80	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2.029.60 \$52,769.60 29 \$28.58 \$2,286.40 \$59,446.40 41 \$32.21 \$2,576.80	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 18 \$25.63 \$2.050.40 \$53.310.40 \$0 \$28.88 \$2.310.40 \$60.070.40 42 \$32.54 \$2.603.20	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2.071.20 \$53.851.20 31 \$29.17 \$2.333.60 \$60.673.60 43 \$32.85 \$2.628.00	\$23.19 \$1,855.20 \$48,235.20 \$20 \$26.15 \$2,092.00 \$54.392.00 \$29.44 \$2.355.20 \$61,235.20 \$44 \$33.19 \$2,655.20	\$23.43 \$1,874.40 \$48,734.40 \$21 \$26.41 \$2.112.80 \$54,932.80 \$33 \$29.75 \$2.380.00 \$61,880.00 \$45 \$33.51 \$2,680.80	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2.131.20 \$55.411.20 34 \$30.03 \$2,402.40 \$62,462.40 46 \$33.85 \$2,708.00	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2.153.60 \$55,993.60 35 \$30.35 \$2,428.00 \$63,128.00	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2.177.60 \$56.617.60 36 \$30.64 \$2.451.20 \$63.731.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50.752.00 25 \$27.46 \$2,196.80 \$57,116.80	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51,188.80 26 \$27.76 \$2,220.80 \$57,740.80	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1,988.80 \$51,708.80 27 \$28.03 \$2,242.40 \$58.302.40	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2.010.40 \$52.270.40 28 \$28.29 \$2.263.20 \$58.843.20	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2.029.60 \$52.769.60 29 \$28.58 \$2.286.40 \$59.446.40	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 18 \$25.63 \$2,050.40 \$53,310.40 \$0 \$28.88 \$2,310.40 \$60.070.40	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20 \$53,851.20 31 \$29.17 \$2,333.60 \$60,673.60	\$23.19 \$1,855.20 \$48,235.20 \$20 \$26.15 \$2.092.00 \$54.392.00 \$29.44 \$2.355.20 \$61,235.20	\$23.43 \$1,874.40 \$48,734.40 21 \$26.41 \$2.112.80 \$54,932.80 33 \$29.75 \$2.380.00 \$61,880.00	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2,131.20 \$55,411.20 34 \$30.03 \$2,402.40 \$62,462.40	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2,153.60 \$55,993.60 35 \$30.35 \$2,428.00 \$63,128.00	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2.177.60 \$56.617.60 36 \$30.64 \$2.451.20 \$63,731.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50.752.00 25 \$27.46 \$2,196.80 \$57,116.80 37 \$30.97 \$2,477.60	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51.188.80 26 \$27.76 \$2,220.80 \$57,740.80 38 \$31.28 \$2,502.40	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1,988.80 \$51.708.80 27 \$28.03 \$2.242.40 \$58.302.40 39 \$31.57 \$2.525.60	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2.010.40 \$52.270.40 28 \$28.29 \$2.263.20 \$58,843.20 40 \$31.91 \$2.552.80	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2.029.60 \$52,769.60 29 \$28.58 \$2,286.40 \$59,446.40 41 \$32.21 \$2,576.80	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 18 \$25.63 \$2.050.40 \$53.310.40 \$0 \$28.88 \$2.310.40 \$60.070.40 42 \$32.54 \$2.603.20	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2.071.20 \$53.851.20 31 \$29.17 \$2.333.60 \$60.673.60 43 \$32.85 \$2.628.00	\$23.19 \$1,855.20 \$48,235.20 \$20 \$26.15 \$2,092.00 \$54.392.00 \$29.44 \$2.355.20 \$61,235.20 \$44 \$33.19 \$2,655.20	\$23.43 \$1,874.40 \$48,734.40 \$21 \$26.41 \$2.112.80 \$54,932.80 \$33 \$29.75 \$2.380.00 \$61,880.00 \$45 \$33.51 \$2,680.80	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2.131.20 \$55.411.20 34 \$30.03 \$2,402.40 \$62,462.40 46 \$33.85 \$2,708.00	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2.153.60 \$55,993.60 35 \$30.35 \$2,428.00 \$63,128.00	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2.177.60 \$56.617.60 36 \$30.64 \$2.451.20 \$63.731.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50.752.00 25 \$27.46 \$2,196.80 \$57,116.80 37 \$30.97 \$2,477.60 \$64,417.60	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51.188.80 26 \$27.76 \$2,220.80 \$57,740.80 38 \$31.28 \$2,502.40 \$65.062.40	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1.988.80 \$51.708.80 27 \$28.03 \$2.242.40 \$58.302.40 39 \$31.57 \$2.525.60 \$65.665.60	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2.010.40 \$52,270.40 28 \$28.29 \$2.263.20 \$58.843.20 40 \$31.91 \$2,552.80 \$66,372.80	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2,029.60 \$52,769.60 29 \$28.58 \$2,286.40 \$59,446.40 41 \$32.21 \$2,576.80 \$66,996.80	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 18 \$25.63 \$2,050.40 \$53.310.40 \$0 \$28.88 \$2,310.40 \$60,070.40 42 \$32.54 \$2,603.20 \$67.683.20	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2,071.20 \$53,851.20 31 \$29.17 \$2,333.60 \$60,673.60 43 \$32.85 \$2,628.00 \$68,328.00	\$23.19 \$1,855.20 \$48,235.20 \$20 \$26.15 \$2,092.00 \$54.392.00 \$29.44 \$2.355.20 \$61,235.20 \$44 \$33.19 \$2,655.20	\$23.43 \$1,874.40 \$48,734.40 \$21 \$26.41 \$2.112.80 \$54,932.80 \$33 \$29.75 \$2.380.00 \$61,880.00 \$45 \$33.51 \$2,680.80	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2.131.20 \$55.411.20 34 \$30.03 \$2,402.40 \$62,462.40 46 \$33.85 \$2,708.00	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2.153.60 \$55,993.60 35 \$30.35 \$2,428.00 \$63,128.00	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2.177.60 \$56.617.60 36 \$30.64 \$2.451.20 \$63.731.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50.752.00 25 \$27.46 \$2,196.80 \$57,116.80 37 \$30.97 \$2,477.60 \$64.417.60	\$21.85 \$1,748.00 \$45,448.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51.188.80 26 \$27.76 \$2,220.80 \$57.740.80 38 \$31.28 \$2,502.40 \$65.062.40	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1.988.80 \$51.708.80 27 \$28.03 \$2.242.40 \$58.302.40 39 \$31.57 \$2.525.60 \$65.665.60	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2.010.40 \$52.270.40 28 \$28.29 \$2.263.20 \$58.843.20 40 \$31.91 \$2.552.80 \$66.372.80 52 \$35.96	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2,029.60 \$52,769.60 29 \$28.58 \$2,286.40 \$59,446.40 41 \$32.21 \$2,576.80 \$66,996.80 53 \$36.29	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 18 \$25.63 \$2.050.40 \$53.310.40 30 \$28.88 \$2.310.40 \$60.070.40 42 \$32.54 \$2.603.20 \$67.683.20	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2.071.20 \$53.851.20 31 \$29.17 \$2.333.60 \$60.673.60 43 \$32.85 \$2.628.00 \$68.328.00	\$23.19 \$1,855.20 \$48,235.20 \$20 \$26.15 \$2,092.00 \$54.392.00 \$29.44 \$2.355.20 \$61,235.20 \$44 \$33.19 \$2,655.20	\$23.43 \$1,874.40 \$48,734.40 \$21 \$26.41 \$2.112.80 \$54,932.80 \$33 \$29.75 \$2.380.00 \$61,880.00 \$45 \$33.51 \$2,680.80	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2.131.20 \$55.411.20 34 \$30.03 \$2,402.40 \$62,462.40 46 \$33.85 \$2,708.00	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2.153.60 \$55,993.60 35 \$30.35 \$2,428.00 \$63,128.00	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2.177.60 \$56.617.60 36 \$30.64 \$2.451.20 \$63.731.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Steps Hourly Biweekly Annually Steps	\$21.63 \$1,730.40 \$44,990.40 13 \$24.40 \$1,952.00 \$50.752.00 25 \$27.46 \$2,196.80 \$57,116.80 37 \$30.97 \$2,477.60 \$64.417.60	\$21.85 \$1,748.00 \$45,448.00 14 \$24.61 \$1,968.80 \$51.188.80 26 \$27.76 \$2,220.80 \$57,740.80 38 \$31.28 \$2,502.40 \$65.062.40	\$22.08 \$1,766.40 \$45,926.40 15 \$24.86 \$1.988.80 \$51.708.80 27 \$28.03 \$2.242.40 \$58.302.40 39 \$31.57 \$2.525.60 \$65.665.60	\$22.30 \$1,784.00 \$46,384.00 16 \$25.13 \$2,010.40 \$52,270.40 28 \$28.29 \$2,263.20 \$58,843.20 40 \$31.91 \$2,552.80 \$66,372.80	\$22.53 \$1,802.40 \$46,862.40 17 \$25.37 \$2.029.60 \$52.769.60 29 \$28.58 \$2.286.40 \$59.446.40 41 \$32.21 \$2.576.80 \$66.996.80	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 \$25.63 \$2.050.40 \$53.310.40 \$60.070.40 \$42 \$32.54 \$2.603.20 \$67.683.20	\$22.96 \$1,836.80 \$47,756.80 19 \$25.89 \$2.071.20 \$53.851.20 31 \$29.17 \$2.333.60 \$60.673.60 43 \$32.85 \$2.628.00 \$68.328.00	\$23.19 \$1,855.20 \$48,235.20 \$20 \$26.15 \$2,092.00 \$54.392.00 \$29.44 \$2.355.20 \$61,235.20 \$44 \$33.19 \$2,655.20	\$23.43 \$1,874.40 \$48,734.40 \$21 \$26.41 \$2.112.80 \$54,932.80 \$33 \$29.75 \$2.380.00 \$61,880.00 \$45 \$33.51 \$2,680.80	\$23.67 \$1,893.60 \$49,233.60 22 \$26.64 \$2.131.20 \$55.411.20 34 \$30.03 \$2,402.40 \$62,462.40 46 \$33.85 \$2,708.00	\$23.92 \$1,913.60 \$49,753.60 23 \$26.92 \$2.153.60 \$55,993.60 35 \$30.35 \$2,428.00 \$63,128.00	\$24.13 \$1,930.40 \$50,190.40 24 \$27.22 \$2.177.60 \$56.617.60 36 \$30.64 \$2.451.20 \$63.731.20

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$24.40	\$24.61	\$24.86	\$25.13	\$25.37	\$25.63	\$25.89	\$26.15	\$26.41	\$26.64	\$26.92	\$27.22
Biweekly	\$1,952.00	\$1,968.80	\$1,988.80	\$2,010.40	\$2,029.60	\$2,050.40	\$2,071.20	\$2,092.00	\$2,112.80	\$2,131.20	\$2,153.60	\$2,177.60
Annually	\$50,752.00	\$51,188.80	\$51,708.80	\$52,270.40	\$52,769.60	\$53,310.40	\$53,851.20	\$54,392.00	\$54,932.80	\$55,411.20	\$55,993.60	\$56,617.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$27.46	\$27.76	\$28.03	\$28.29	\$28.58	\$28.88	\$29.17	\$29.44	\$29.75	\$30.03	\$30.35	\$30.64
Biweekly	\$2,196.80	\$2,220.80	\$2,242.40	\$2,263.20	\$2,286.40	\$2,310.40	\$2,333.60	\$2,355.20	\$2,380.00	\$2,402.40	\$2,428.00	\$2,451.20
Annually	\$57,116.80	\$57,740.80	\$58,302.40	\$58,843.20	\$59,446.40	\$60,070.40	\$60,673.60	\$61,235.20	\$61,880.00	\$62,462.40	\$63,128.00	\$63,731.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.97	\$31.28	\$31.57	\$31.91	\$32.21	\$32.54	\$32.85	\$33.19	\$33.51	\$33.85	\$34.18	\$34.53
Biweekly	\$2,477.60	\$2,502.40	\$2,525.60	\$2,552.80	\$2,576.80	\$2,603.20	\$2,628.00	\$2,655.20	\$2,680.80	\$2,708.00	\$2,734.40	\$2,762.40
Annually	\$64,417.60	\$65,062.40	\$65,665.60	\$66,372.80	\$66.996.80	\$67.683.20	\$68,328.00	\$69,035.20	\$69,700.80	\$70.408.00	\$71.094.40	\$71,822.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$34.88	\$35.23	\$35.57	\$35.96	\$36.29	\$36.65	\$37.01	\$37.39	\$37.75	\$38.14	\$38.52	\$38.92
Biweekly	\$2,790.40	\$2,818.40	\$2,845.60	\$2,876.80	\$2,903.20	\$2,932.00	\$2,960.80	\$2,991.20	\$3,020.00	\$3,051.20	\$3,081.60	\$3,113.60
Annually	\$72,550.40	\$73,278.40	\$73,985.60	\$74,796.80	\$75,483.20	\$76,232.00	\$76,980.80	\$77,771.20	\$78,520.00	\$79,331.20	\$80,121.60	\$80,953.60
Steps	49	50	51	52	53	54	55					
Hourly	\$39.28	\$39.69	\$40.10	\$40.48	\$40.88	\$41.29	\$41.69					
Biweekly	\$3,142.40	\$3,175.20	\$3,208.00	\$3,238.40	\$3,270.40	\$3,303.20	\$3,335.20					
Annually	\$81,702.40	\$82,555.20	\$83,408.00	\$84,198.40	\$85,030.40	\$85,883.20	\$86,715.20					
	\$02,702.10	\$02,000.20	\$65,.66.66	\$5.,250.10	\$65,6561.6	\$65,665.26	\$60,713.20					
Grade 76												
					_		_					
Steps Hourly	1	2	3	420.20	5	6	7	8	9	10 \$30.03	11	12
Biweekly	\$27.46 \$2,196.80	\$27.76 \$2,220.80	\$28.03 \$2,242.40	\$28.29 \$2,263.20	\$28.58 \$2,286.40	\$28.88 \$2,310.40	\$29.17 \$2,333.60	\$29.44 \$2,355.20	\$29.75 \$2,380.00	\$30.03 \$2,402.40	\$30.35 \$2,428.00	\$30.64 \$2,451.20
Annually	\$57,116.80	\$57,740.80	\$58,302.40	\$58,843.20	\$59,446.40	\$60,070.40	\$60,673.60	\$61,235.20	\$61,880.00	\$62,462.40	\$63,128.00	\$63,731.20
•	Ç57,110.00	\$57,740.00	\$30,302.40	750,045.20	Ç55,440.40	\$00,070.40	\$60,073.00	701,233.20	\$01,000.00	\$02,402.40	\$03,120.00	
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$30.97	\$31.28	\$31.57	\$31.91	\$32.21	\$32.54	\$32.85	\$33.19	\$33.51	\$33.85	\$34.18	\$34.53
Biweekly	\$2,477.60	\$2,502.40	\$2,525.60	\$2,552.80	\$2,576.80	\$2,603.20	\$2,628.00	\$2,655.20	\$2,680.80	\$2,708.00	\$2,734.40	\$2,762.40
Annually	\$64,417.60	\$65,062.40	\$65,665.60	\$66,372.80	\$66,996.80	\$67,683.20	\$68,328.00	\$69,035.20	\$69,700.80	\$70,408.00	\$71,094.40	\$71,822.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$34.88	\$35.23	\$35.57	\$35.96	\$36.29	\$36.65	\$37.01	\$37.39	\$37.75	\$38.14	\$38.52	\$38.92
Biweekly	\$2,790.40	\$2,818.40	\$2,845.60	\$2,876.80	\$2,903.20	\$2,932.00	\$2,960.80	\$2,991.20	\$3,020.00	\$3,051.20	\$3,081.60	\$3,113.60
Annually	\$72,550.40	\$73,278.40	\$73,985.60	\$74,796.80	\$75,483.20	\$76,232.00	\$76,980.80	\$77,771.20	\$78,520.00	\$79,331.20	\$80,121.60	\$80,953.60
-												
Steps	. 37	. 38	39	40	41	42	43	. 44	. 45	46	47	. 48
Hourly	\$39.28	\$39.69	\$40.10	\$40.48	\$40.88	\$41.29	\$41.69	\$42.13	\$42.54	\$42.97	\$43.39	\$43.82
Biweekly	\$3,142.40	\$3,175.20	\$3,208.00	\$3,238.40	\$3,270.40	\$3,303.20	\$3,335.20	\$3,370.40	\$3,403.20	\$3,437.60	\$3,471.20	\$3,505.60
Annually	\$81,702.40	\$82,555.20	\$83,408.00	\$84,198.40	\$85,030.40	\$85,883.20	\$86,715.20	\$87,630.40	\$88,483.20	\$89,377.60	\$90,251.20	\$91,145.60
Steps	49	50	51	52	53	54	55					
Hourly	\$44.27	\$44.70	\$45.16	\$45.61	\$46.07	\$46.54	\$47.00					
Biweekly	\$3,541.60	\$3,576.00	\$3,612.80	\$3,648.80	\$3,685.60	\$3,723.20	\$3,760.00					
Annually	\$92,081.60	\$92,976.00	\$93,932.80	\$94,868.80	\$95,825.60	\$96,803.20	\$97,760.00					
•												

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

			_									
Steps	. 1	2	. 3	4	. 5	6	7	. 8	9	10	11	12
Hourly	\$30.97	\$31.28	\$31.57	\$31.91	\$32.21	\$32.54	\$32.85	\$33.19	\$33.51	\$33.85	\$34.18	\$34.53
Biweekly	\$2,477.60	\$2,502.40	\$2,525.60	\$2,552.80	\$2,576.80	\$2,603.20	\$2,628.00	\$2,655.20	\$2,680.80	\$2,708.00	\$2,734.40	\$2,762.40
Annually	\$64,417.60	\$65,062.40	\$65,665.60	\$66,372.80	\$66,996.80	\$67,683.20	\$68,328.00	\$69,035.20	\$69,700.80	\$70,408.00	\$71,094.40	\$71,822.40
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$34.88	\$35.23	\$35.57	\$35.96	\$36.29	\$36.65	\$37.01	\$37.39	\$37.75	\$38.14	\$38.52	\$38.92
Biweekly	\$2,790.40	\$2,818.40	\$2,845.60	\$2,876.80	\$2,903.20	\$2,932.00	\$2,960.80	\$2,991.20	\$3,020.00	\$3,051.20	\$3,081.60	\$3,113.60
Annually	\$72,550.40	\$73,278.40	\$73,985.60	\$74,796.80	\$75,483.20	\$76,232.00	\$76,980.80	\$77,771.20	\$78,520.00	\$79,331.20	\$80,121.60	\$80,953.60
Ailliually	\$72,330.40	3/3,2/0.40	\$73,363.00	\$74,730.80	\$75,465.20	\$70,232.00	\$70,360.60	\$77,771.20	378,320.00	\$75,331.20	360,121.00	360,333.00
Steps	25	20	27	20	20	20	24	22	22	24	25	26
	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$39.28	\$39.69	\$40.10	\$40.48	\$40.88	\$41.29	\$41.69	\$42.13	\$42.54	\$42.97	\$43.39	\$43.82
Biweekly	\$3,142.40	\$3,175.20	\$3,208.00	\$3,238.40	\$3,270.40	\$3,303.20	\$3,335.20	\$3,370.40	\$3,403.20	\$3,437.60	\$3,471.20	\$3,505.60
Annually	\$81,702.40	\$82,555.20	\$83,408.00	\$84,198.40	\$85,030.40	\$85,883.20	\$86,715.20	\$87,630.40	\$88,483.20	\$89,377.60	\$90,251.20	\$91,145.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$44.27	\$44.70	\$45.16	\$45.61	\$46.07	\$46.54	\$47.00	\$47.46	\$47.96	\$48.42	\$48.90	\$49.40
Biweekly	\$3,541.60	\$3,576.00	\$3,612.80	\$3,648.80	\$3,685.60	\$3,723.20	\$3,760.00	\$3,796.80	\$3,836.80	\$3,873.60	\$3,912.00	\$3,952.00
Annually	\$92,081.60	\$92,976.00	\$93,932.80	\$94,868.80	\$95,825.60	\$96,803.20	\$97,760.00	\$98,716.80	\$99,756.80	\$100,713.60	\$101,712.00	\$102,752.00
•												
Steps	49	50	51	52	53	54	55					
Hourly	\$49.87	\$50.40	\$50.88	\$51.39	\$51.91	\$52.44	\$52.97					
Biweekly	\$3,989.60	\$4,032.00	\$4,070.40	\$4,111.20	\$4,152.80	\$4,195.20	\$4,237.60					
-												
Annually	\$103,729.60	\$104,832.00	\$105,830.40	\$106,891.20	\$107,972.80	\$109,075.20	\$110,177.60					
Grade 78												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1 \$33.85	2 \$34 18	3 \$34 53	4 \$34.88	5 \$35.23	6 \$35.57	7 \$35.96	8 \$36.29	9 \$36.65	10 \$37.01	11 \$37 39	12 \$37.75
Steps Hourly	\$33.85	\$34.18	\$34.53	\$34.88	\$35.23	\$35.57	\$35.96	\$36.29	\$36.65	\$37.01	\$37.39	\$37.75
Steps Hourly Biweekly	\$33.85 \$2,708.00	\$34.18 \$2,734.40	\$34.53 \$2,762.40	\$34.88 \$2,790.40	\$35.23 \$2,818.40	\$35.57 \$2,845.60	\$35.96 \$2,876.80	\$36.29 \$2,903.20	\$36.65 \$2,932.00	\$37.01 \$2,960.80	\$37.39 \$2,991.20	\$37.75 \$3,020.00
Steps Hourly	\$33.85	\$34.18	\$34.53	\$34.88	\$35.23	\$35.57	\$35.96	\$36.29	\$36.65	\$37.01	\$37.39	\$37.75
Steps Hourly Biweekly	\$33.85 \$2,708.00 \$70,408.00	\$34.18 \$2,734.40 \$71,094.40	\$34.53 \$2,762.40 \$71,822.40	\$34.88 \$2,790.40 \$72,550.40	\$35.23 \$2,818.40 \$73,278.40	\$35.57 \$2,845.60 \$73,985.60	\$35.96 \$2,876.80 \$74,796.80	\$36.29 \$2,903.20 \$75,483.20	\$36.65 \$2,932.00 \$76,232.00	\$37.01 \$2,960.80 \$76,980.80	\$37.39 \$2,991.20 \$77,771.20	\$37.75 \$3,020.00 \$78,520.00
Steps Hourly Biweekly Annually Steps	\$33.85 \$2,708.00 \$70,408.00	\$34.18 \$2,734.40 \$71,094.40	\$34.53 \$2,762.40 \$71,822.40	\$34.88 \$2,790.40 \$72,550.40	\$35.23 \$2,818.40 \$73,278.40	\$35.57 \$2,845.60 \$73,985.60	\$35.96 \$2,876.80 \$74,796.80	\$36.29 \$2,903.20 \$75,483.20	\$36.65 \$2,932.00 \$76,232.00	\$37.01 \$2,960.80 \$76,980.80	\$37.39 \$2,991.20 \$77,771.20	\$37.75 \$3,020.00 \$78,520.00
Steps Hourly Biweekly Annually Steps Hourly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20
Steps Hourly Biweekly Annually Steps Hourly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20 \$85,883.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3.370.40 \$87,630.40	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80.121.60	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80.953.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82,555.20	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3.208.00 \$83.408.00	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84.198.40	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20 \$85,883.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3.370.40 \$87,630.40	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3.051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3.081.60 \$80,121.60	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3.113.60 \$80,953.60 27 \$43.82	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3.142.40 \$81,702.40 28 \$44.27	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82,555.20 29 \$44.70	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3.208.00 \$83,408.00 30 \$45.16	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3.238.40 \$84.198.40 31 \$45.61	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3.303.20 \$85,883.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3.335.20 \$86,715.20	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3.370.40 \$87,630.40	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80.121.60 26 \$43.39 \$3,471.20	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80.953.60 27 \$43.82 \$3,505.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20 29 \$44.70 \$3.576.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3.208.00 \$83.408.00 30 \$45.16 \$3,612.80	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84.198.40 31 \$45.61 \$3,648.80	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20 \$85,883.20 33 \$46.54 \$3,723.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3.335.20 \$86,715.20 34 \$47.00 \$3,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3.370.40 \$87.630.40 35 \$47.46 \$3.796.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3.051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3.081.60 \$80,121.60	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3.113.60 \$80,953.60 27 \$43.82	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3.142.40 \$81,702.40 28 \$44.27	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82,555.20 29 \$44.70	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3.208.00 \$83,408.00 30 \$45.16	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3.238.40 \$84.198.40 31 \$45.61	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3.303.20 \$85,883.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3.335.20 \$86,715.20	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3.370.40 \$87,630.40	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80.121.60 26 \$43.39 \$3,471.20	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80.953.60 27 \$43.82 \$3,505.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20 29 \$44.70 \$3.576.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3.208.00 \$83.408.00 30 \$45.16 \$3,612.80	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84.198.40 31 \$45.61 \$3,648.80	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20 \$85,883.20 33 \$46.54 \$3,723.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3.335.20 \$86,715.20 34 \$47.00 \$3,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3.370.40 \$87.630.40 35 \$47.46 \$3.796.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3.051.20 \$79.331.20 25 \$42.97 \$3.437.60 \$89.377.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3.081.60 \$80.121.60 26 \$43.39 \$3.471.20 \$90.251.20	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3.113.60 \$80.953.60 27 \$43.82 \$3.505.60 \$91.145.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20 29 \$44.70 \$3.576.00 \$92,976.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84.198.40 31 \$45.61 \$3,648.80 \$94,868.80	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20 \$85,883.20 33 \$46.54 \$3,723.20 \$96,803.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3.370.40 \$87.630.40 35 \$47.46 \$3.796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3.051.20 \$79.331.20 25 \$42.97 \$3.437.60 \$89.377.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3.081.60 \$80.121.60 26 \$43.39 \$3.471.20 \$90,251.20	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80.953.60 27 \$43.82 \$3,505.60 \$91,145.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20 29 \$44.70 \$3.576.00 \$92.976.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3.208.00 \$83.408.00 30 \$45.16 \$3.612.80 \$93,932.80	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84.198.40 31 \$45.61 \$3,648.80 \$94,868.80	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60	\$36.65 \$2,932.00 \$76,232.00 \$41.29 \$3,303.20 \$85,883.20 \$46.54 \$3,723.20 \$96,803.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3.335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3.370.40 \$87.630.40 35 \$47.46 \$3.796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3.051.20 \$79.331.20 25 \$42.97 \$3.437.60 \$89.377.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3.081.60 \$80.121.60 26 \$43.39 \$3.471.20 \$90,251.20	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3.113.60 \$80.953.60 27 \$43.82 \$3.505.60 \$91.145.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20 29 \$44.70 \$3.576.00 \$92,976.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84.198.40 31 \$45.61 \$3,648.80 \$94,868.80	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20 \$85,883.20 33 \$46.54 \$3,723.20 \$96,803.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3.370.40 \$87.630.40 35 \$47.46 \$3.796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Biweeklv Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3.051.20 \$79,331.20 25 \$42.97 \$3.437.60 \$89,377.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3.081.60 \$80.121.60 26 \$43.39 \$3.471.20 \$90.251.20	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3.113.60 \$80.953.60 27 \$43.82 \$3.505.60 \$91.145.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20 29 \$44.70 \$3.576.00 \$92,976.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3.238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20 \$85,883.20 33 \$46.54 \$3,723.20 \$96,803.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3.370.40 \$87.630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$33.85 \$2,708.00 \$70,408.00 \$13 \$38.14 \$3,051.20 \$79,331.20 \$25 \$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3.081.60 \$80.121.60 26 \$43.39 \$3,471.20 \$90.251.20 38 \$48.90 \$3,912.00 \$101,712.00	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3.113.60 \$80.953.60 27 \$43.82 \$3,505.60 \$91,145.60 39 \$49.40 \$3,952.00 \$102,752.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60 40 \$49.87 \$3,989.60 \$103,729.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20 29 \$44.70 \$3.576.00 \$92.976.00 41 \$50.40 \$4,032.00 \$104,832.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83.408.00 30 \$45.16 \$3,612.80 \$93,932.80 42 \$50.88 \$4,070.40 \$105,830.40	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3.238.40 \$84.198.40 31 \$45.61 \$3,648.80 \$94.868.80 43 \$51.39 \$4.111.20 \$106.891.20	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3.270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$141.29 \$3.303.20 \$85,883.20 \$346.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Biweeklv Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3.051.20 \$79,331.20 25 \$42.97 \$3.437.60 \$89,377.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3.081.60 \$80.121.60 26 \$43.39 \$3.471.20 \$90,251.20 38 \$48.90 \$3,912.00	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3.113.60 \$80.953.60 27 \$43.82 \$3.505.60 \$91.145.60 39 \$49.40 \$3.952.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3.142.40 \$81,702.40 28 \$44.27 \$3.541.60 \$92,081.60 40 \$49.87 \$3,989.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20 29 \$44.70 \$3.576.00 \$92,976.00 41 \$50.40 \$4,032.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3.208.00 \$83,408.00 30 \$45.16 \$3.612.80 \$93,932.80 42 \$50.88 \$4,070.40	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3.238.40 \$84,198.40 31 \$45.61 \$3.648.80 \$94,868.80 43 \$51.39 \$4,111.20	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3.270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$141.29 \$3.303.20 \$85,883.20 \$346.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80 47 \$53.48 \$4.278.40	\$37.75 \$3,020.00 \$78,520.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$33.85 \$2,708.00 \$70,408.00 \$13 \$38.14 \$3,051.20 \$79,331.20 \$25 \$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3.081.60 \$80.121.60 26 \$43.39 \$3,471.20 \$90.251.20 38 \$48.90 \$3,912.00 \$101,712.00	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3.113.60 \$80.953.60 27 \$43.82 \$3,505.60 \$91,145.60 39 \$49.40 \$3,952.00 \$102,752.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60 40 \$49.87 \$3,989.60 \$103,729.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20 29 \$44.70 \$3.576.00 \$92.976.00 41 \$50.40 \$4,032.00 \$104,832.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83.408.00 30 \$45.16 \$3,612.80 \$93,932.80 42 \$50.88 \$4,070.40 \$105,830.40	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3.238.40 \$84.198.40 31 \$45.61 \$3,648.80 \$94.868.80 43 \$51.39 \$4.111.20 \$106.891.20	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3.270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$141.29 \$3.303.20 \$85,883.20 \$346.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80 47 \$53.48 \$4.278.40	\$37.75 \$3,020.00 \$78,520.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60 \$89,377.60 37 \$48.42 \$3,873.60 \$100,713.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3.081.60 \$80.121.60 26 \$43.39 \$3,471.20 \$90.251.20 38 \$48.90 \$3.912.00 \$101.712.00	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3.113.60 \$80.953.60 27 \$43.82 \$3.505.60 \$91.145.60 39 \$49.40 \$3.952.00 \$102.752.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92.081.60 40 \$49.87 \$3,989.60 \$103,729.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20 29 \$44.70 \$3.576.00 \$92.976.00 41 \$50.40 \$4.032.00 \$104.832.00 \$104.832.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80 42 \$50.88 \$4,070.40 \$105.830.40	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84.198.40 31 \$45.61 \$3,648.80 \$94.868.80 43 \$51.39 \$4.111.20 \$106.891.20	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3.270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$141.29 \$3.303.20 \$85,883.20 \$346.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80 47 \$53.48 \$4.278.40	\$37.75 \$3,020.00 \$78,520.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweeklv Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3.051.20 \$79.331.20 25 \$42.97 \$3.437.60 \$89.377.60 37 \$48.42 \$3.873.60 \$100.713.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3.081.60 \$80.121.60 26 \$43.39 \$3.471.20 \$90,251.20 38 \$48.90 \$3,912.00 \$101,712.00	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80.953.60 27 \$43.82 \$3,505.60 \$91,145.60 39 \$49.40 \$3,952.00 \$102,752.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92.081.60 40 \$49.87 \$3,989.60 \$103,729.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3.175.20 \$82.555.20 29 \$44.70 \$3.576.00 \$92.976.00 41 \$50.40 \$4.032.00 \$104.832.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80 42 \$50.88 \$4,070.40 \$105.830.40	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3.238.40 \$84.198.40 31 \$45.61 \$3.648.80 \$94.868.80 43 \$51.39 \$4.111.20 \$106.891.20	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3.270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$141.29 \$3.303.20 \$85,883.20 \$346.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80 47 \$53.48 \$4.278.40	\$37.75 \$3,020.00 \$78,520.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$37.01	\$37.39	\$37.75	\$38.14	\$38.52	\$38.92	\$39.28	\$39.69	\$40.10	\$40.48	\$40.88	\$41.29
Biweekly	\$2,960.80	\$2,991.20	\$3,020.00	\$3,051.20	\$3,081.60	\$3,113.60	\$3,142.40	\$3,175.20	\$3,208.00	\$3,238.40	\$3,270.40	\$3,303.20
Annually	\$76,980.80	\$77,771.20	\$78,520.00	\$79,331.20	\$80,121.60	\$80,953.60	\$81,702.40	\$82,555.20	\$83,408.00	\$84,198.40	\$85,030.40	\$85,883.20
Aimaany	\$70,500.00	<i>\$77,77</i> 1.20	\$70,320.00	\$75,551.20	700,121.00	\$00,555.00	Ç01,702. 4 0	Ç02,333.20	Ç03,400.00	Ç04,130.40	\$65,656.46	
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$41.69	\$42.13	\$42.54	\$42.97	\$43.39	\$43.82	\$44.27	\$44.70	\$45.16	\$45.61	\$46.07	\$46.54
Biweekly	\$3,335.20	\$3,370.40	\$3,403.20	\$3,437.60	\$3,471.20	\$3,505.60	\$3,541.60	\$3,576.00	\$3,612.80	\$3,648.80	\$3,685.60	\$3,723.20
Annually	\$86,715.20	\$87,630.40	\$88,483.20	\$89,377.60	\$90,251.20	\$91,145.60	\$92,081.60	\$92,976.00	\$93,932.80	\$94,868.80	\$95,825.60	\$96,803.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$47.00	\$47.46	\$47.96	\$48.42	\$48.90	\$49.40	\$49.87	\$50.40	\$50.88	\$51.39	\$51.91	\$52.44
Biweekly	\$3,760.00	\$3,796.80	\$3,836.80	\$3,873.60	\$3,912.00	\$3,952.00	\$3,989.60	\$4,032.00	\$4,070.40	\$4,111.20	\$4,152.80	\$4,195.20
Annually	\$97,760.00	\$98,716.80	\$99,756.80	\$100,713.60	\$101,712.00	\$102,752.00	\$103,729.60	\$104,832.00	\$105,830.40	\$106,891.20	\$107,972.80	\$109,075.20
Steps	27	20	20	40		42	40		4-	4.0	47	48
Hourly	37 \$52.97	38 \$53.48	39 \$54.02	40 \$54.56	41 \$55.11	42 \$55.64	43 \$56.22	44 \$56.79	45 \$57.34	46 \$57.92	47 \$58.51	\$59.09
Biweekly	\$4,237.60	\$4,278.40	\$4,321.60	\$4,364.80	\$4,408.80	\$4,451.20	\$4,497.60	\$4,543.20	\$4,587.20	\$4,633.60	\$4,680.80	\$4,727.20
Annually	\$110,177.60	\$111,238.40	\$112,361.60	\$113,484.80	\$114,628.80	\$115,731.20	\$116,937.60	\$118,123.20	\$119,267.20	\$120,473.60	\$121,700.80	\$122,907.20
Annually	\$110,177.60	\$111,238.40	\$112,301.00	\$113,484.80	\$114,028.80	\$115,731.20	\$110,937.00	\$118,123.20	\$119,267.20	\$120,473.00	\$121,700.80	\$122,907.20
Steps	49	50	51	52	53	54	55					
Hourly	\$59.67	\$60.27	\$60.88	\$61.50	\$62.12	\$62.72	\$63.36					
Biweekly	\$4,773.60	\$4,821.60	\$4,870.40	\$4,920.00	\$4,969.60	\$5,017.60	\$5,068.80					
Annually	\$124,113.60	\$125,361.60	\$126,630.40	\$127,920.00	\$129,209.60	\$130,457.60	\$131,788.80					
,y	V12 1,110.00	V120,001.00	V120,0000	V127,520.00	V123,203.00	Q100,107.00	V101,700.00					
00												
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$40.10	\$40.48	\$40.88	\$41.29	\$41.69	\$42.13	\$42.54	\$42.97	\$43.39	\$43.82	\$44.27	\$44.70
Biweekly		\$40.48	Ψ.0.00	y								
DIWEERIY	\$3,208.00	\$3,238.40	\$3,270.40	\$3,303.20	\$3,335.20	\$3,370.40	\$3,403.20	\$3,437.60	\$3,471.20	\$3,505.60	\$3,541.60	\$3,576.00
Annually	\$3,208.00 \$83,408.00								\$3,471.20 \$90,251.20	\$3,505.60 \$91,145.60	\$3,541.60 \$92,081.60	\$3,576.00 \$92,976.00
Annually	\$83,408.00	\$3,238.40 \$84,198.40	\$3,270.40 \$85,030.40	\$3,303.20 \$85,883.20	\$3,335.20 \$86,715.20	\$3,370.40 \$87,630.40	\$3,403.20 \$88,483.20	\$3,437.60 \$89,377.60	\$90,251.20	\$91,145.60	\$92,081.60	\$92,976.00
Annually Steps	\$83,408.00 13	\$3,238.40 \$84,198.40 14	\$3,270.40 \$85,030.40 15	\$3,303.20 \$85,883.20 16	\$3,335.20 \$86,715.20	\$3,370.40 \$87,630.40	\$3,403.20 \$88,483.20	\$3,437.60 \$89,377.60 20	\$90,251.20 21	\$91,145.60 22	\$92,081.60 23	\$92,976.00
Annually Steps Hourly	\$83,408.00 13 \$45.16	\$3,238.40 \$84,198.40 14 \$45.61	\$3,270.40 \$85,030.40 15 \$46.07	\$3,303.20 \$85,883.20 16 \$46.54	\$3,335.20 \$86,715.20 17 \$47.00	\$3,370.40 \$87,630.40 18 \$47.46	\$3,403.20 \$88,483.20 19 \$47.96	\$3,437.60 \$89,377.60 20 \$48.42	\$90,251.20 21 \$48.90	\$91,145.60 22 \$49.40	\$92,081.60 23 \$49.87	\$92,976.00 24 \$50.40
Annually Steps Hourly Biweekly	\$83,408.00 13 \$45.16 \$3,612.80	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80	\$3,270.40 \$85,030.40 15 \$46.07 \$3.685.60	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80	\$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60	\$90,251.20 21 \$48.90 \$3,912.00	\$91,145.60 22 \$49.40 \$3.952.00	\$92,081.60 23 \$49.87 \$3,989.60	\$92,976.00 24 \$50.40 \$4,032.00
Annually Steps Hourly	\$83,408.00 13 \$45.16	\$3,238.40 \$84,198.40 14 \$45.61	\$3,270.40 \$85,030.40 15 \$46.07	\$3,303.20 \$85,883.20 16 \$46.54	\$3,335.20 \$86,715.20 17 \$47.00	\$3,370.40 \$87,630.40 18 \$47.46	\$3,403.20 \$88,483.20 19 \$47.96	\$3,437.60 \$89,377.60 20 \$48.42	\$90,251.20 21 \$48.90	\$91,145.60 22 \$49.40	\$92,081.60 23 \$49.87	\$92,976.00 24 \$50.40
Annually Steps Hourly Biweekly	\$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96.803.20	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80	\$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100,713.60	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00	\$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00	\$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60	\$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00
Annually Steps Hourly Biweekly Annually Steps	\$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96.803.20	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80	\$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100.713.60	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00	\$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00	\$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60	\$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00
Annually Steps Hourly Biweekly Annually Steps Hourly	\$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96.803.20 28 \$52.44	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97	\$3,370.40 \$87,630.40 18 \$47.46 \$3.796.80 \$98,716.80 30 \$53.48	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02	\$3,437.60 \$89,377.60 20 \$48.42 \$3.873.60 \$100.713.60 32 \$54.56	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11	\$91,145.60 22 \$49.40 \$3.952.00 \$102,752.00 34 \$55.64	\$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22	\$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94.868.80 26 \$51.39 \$4,111.20	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96.803.20 28 \$52.44 \$4,195.20	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98.716.80 30 \$53.48 \$4.278.40	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60	\$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100.713.60 32 \$54.56 \$4,364.80	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80	\$91,145.60 22 \$49.40 \$3.952.00 \$102,752.00 34 \$55.64 \$4,451.20	\$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60	\$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20
Annually Steps Hourly Biweekly Annually Steps Hourly	\$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96.803.20 28 \$52.44	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97	\$3,370.40 \$87,630.40 18 \$47.46 \$3.796.80 \$98,716.80 30 \$53.48	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02	\$3,437.60 \$89,377.60 20 \$48.42 \$3.873.60 \$100.713.60 32 \$54.56	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11	\$91,145.60 22 \$49.40 \$3.952.00 \$102,752.00 34 \$55.64	\$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22	\$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$83,408.00 13 \$45.16 \$3,612.80 \$93.932.80 25 \$50.88 \$4,070.40 \$105.830.40	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94.868.80 26 \$51.39 \$4,111.20 \$106,891.20	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96.803.20 28 \$52.44 \$4,195.20 \$109.075.20	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97.760.00 29 \$52.97 \$4,237.60 \$110,177.60	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98.716.80 30 \$53.48 \$4.278.40 \$111,238.40	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112,361.60	\$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100.713.60 32 \$54.56 \$4,364.80	\$90,251.20 21 \$48.90 \$3,912.00 \$101.712.00 33 \$55.11 \$4,408.80 \$114,628.80	\$91,145.60 22 \$49.40 \$3.952.00 \$102.752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60	\$92,976.00 24 \$50.40 \$4.032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40 \$105.830.40	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106.891.20	\$3,270.40 \$85,030.40 15 \$46.07 \$3.685.60 \$95.825.60 27 \$51.91 \$4.152.80 \$107.972.80	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96.803.20 28 \$52.44 \$4,195.20 \$109.075.20	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4.237.60 \$110.177.60	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98.716.80 30 \$53.48 \$4.278.40 \$111.238.40	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112.361.60	\$3,437.60 \$89,377.60 20 \$48.42 \$3.873.60 \$100.713.60 32 \$54.56 \$4.364.80 \$113.484.80	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80	\$91,145.60 22 \$49.40 \$3.952.00 \$102,752.00 34 \$55.64 \$4.451.20 \$115,731.20	\$92,081.60 23 \$49.87 \$3.989.60 \$103.729.60 35 \$56.22 \$4,497.60 \$116.937.60	\$92,976.00 24 \$50.40 \$4.032.00 \$104.832.00 36 \$56.79 \$4.543.20 \$118.123.20
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40 \$105,830.40 37 \$57.34	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96.803.20 28 \$52.44 \$4.195.20 \$109,075.20	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111,238.40	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112,361.60	\$3,437.60 \$89,377.60 20 \$48.42 \$3.873.60 \$100.713.60 32 \$54.56 \$4,364.80 \$113,484.80	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12	\$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$92,081.60 23 \$49.87 \$3.989.60 \$103.729.60 35 \$56.22 \$4.497.60 \$116.937.60	\$92,976.00 24 \$50.40 \$4.032.00 \$104.832.00 36 \$56.79 \$4.543.20 \$118,123.20
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly	\$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4.070.40 \$105,830.40 37 \$57.34 \$4,587.20	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107.972.80 39 \$58.51 \$4,680.80	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96.803.20 28 \$52.44 \$4.195.20 \$109.075.20 40 \$59.09 \$4,727.20	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4.278.40 \$111,238.40 42 \$60.27 \$4,821.60	\$3,403.20 \$88,483.20 19 \$47.96 \$3.836.80 \$99.756.80 31 \$54.02 \$4,321.60 \$112.361.60	\$3,437.60 \$89,377.60 20 \$48.42 \$3.873.60 \$100.713.60 32 \$54.56 \$4.364.80 \$113.484.80	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80	\$91,145.60 22 \$49.40 \$3.952.00 \$102,752.00 34 \$55.64 \$4.451.20 \$115,731.20	\$92,081.60 23 \$49.87 \$3.989.60 \$103.729.60 35 \$56.22 \$4,497.60 \$116.937.60	\$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40 \$105.830.40 37 \$57.34 \$4,587.20 \$119,267.20	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60 \$120,473.60	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107.972.80 39 \$58.51 \$4,680.80 \$121,700.80	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109.075.20 40 \$59.09 \$4,727.20 \$122,907.20	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110.177.60 41 \$59.67 \$4,773.60 \$124,113.60	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111.238.40 42 \$60.27 \$4,821.60 \$125,361.60	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112,361.60 43 \$60.88 \$4,870.40 \$126,630.40	\$3,437.60 \$89,377.60 20 \$48.42 \$3.873.60 \$100.713.60 32 \$54.56 \$4.364.80 \$113.484.80 44 \$61.50 \$4,920.00	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$91,145.60 22 \$49.40 \$3.952.00 \$102.752.00 34 \$55.64 \$4.451.20 \$115.731.20 46 \$62.72 \$5.017.60	\$92,081.60 23 \$49.87 \$3.989.60 \$103,729.60 35 \$56.22 \$4.497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$92,976.00 24 \$50.40 \$4.032.00 \$104.832.00 36 \$56.79 \$4.543.20 \$118,123.20
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly	\$83,408.00 13 \$45.16 \$3,612.80 \$93.932.80 25 \$50.88 \$4,070.40 \$105.830.40 37 \$57.34 \$4,587.20 \$119.267.20	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107.972.80 39 \$58.51 \$4,680.80 \$121,700.80	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96.803.20 28 \$52.44 \$4.195.20 \$109.075.20 40 \$59.09 \$4,727.20 \$122.907.20	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4.237.60 \$110,177.60 41 \$59.67 \$4,773.60 \$124,113.60	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4.278.40 \$111,238.40 42 \$60.27 \$4,821.60 \$125.361.60	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112.361.60 43 \$60.88 \$4,870.40 \$126.630.40	\$3,437.60 \$89,377.60 20 \$48.42 \$3.873.60 \$100.713.60 32 \$54.56 \$4.364.80 \$113.484.80 44 \$61.50 \$4,920.00	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$91,145.60 22 \$49.40 \$3.952.00 \$102.752.00 34 \$55.64 \$4.451.20 \$115.731.20 46 \$62.72 \$5.017.60	\$92,081.60 23 \$49.87 \$3.989.60 \$103,729.60 35 \$56.22 \$4.497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40 \$105.830.40 37 \$57.34 \$4,587.20 \$119,267.20	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60 \$120,473.60	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107.972.80 39 \$58.51 \$4,680.80 \$121,700.80	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109.075.20 40 \$59.09 \$4,727.20 \$122,907.20 52 \$66.58	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110.177.60 41 \$59.67 \$4,773.60 \$124,113.60	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111.238.40 42 \$60.27 \$4,821.60 \$125,361.60	\$3,403.20 \$88,483.20 19 \$47.96 \$3.836.80 \$99.756.80 31 \$54.02 \$4,321.60 \$112.361.60 43 \$60.88 \$4,870.40 \$126,630.40 55 \$68.59	\$3,437.60 \$89,377.60 20 \$48.42 \$3.873.60 \$100.713.60 32 \$54.56 \$4.364.80 \$113.484.80 44 \$61.50 \$4,920.00	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$91,145.60 22 \$49.40 \$3.952.00 \$102.752.00 34 \$55.64 \$4.451.20 \$115.731.20 46 \$62.72 \$5.017.60	\$92,081.60 23 \$49.87 \$3.989.60 \$103,729.60 35 \$56.22 \$4.497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$83,408.00 13 \$45.16 \$3,612.80 \$93.932.80 25 \$50.88 \$4,070.40 \$105.830.40 37 \$57.34 \$4,587.20 \$119.267.20	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60 \$120,473.60	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107.972.80 39 \$58.51 \$4,680.80 \$121,700.80	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96.803.20 28 \$52.44 \$4.195.20 \$109.075.20 40 \$59.09 \$4,727.20 \$122.907.20	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4.237.60 \$110,177.60 41 \$59.67 \$4,773.60 \$124,113.60	\$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4.278.40 \$111,238.40 42 \$60.27 \$4,821.60 \$125.361.60	\$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112.361.60 43 \$60.88 \$4,870.40 \$126.630.40	\$3,437.60 \$89,377.60 20 \$48.42 \$3.873.60 \$100.713.60 32 \$54.56 \$4.364.80 \$113.484.80 44 \$61.50 \$4,920.00	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$91,145.60 22 \$49.40 \$3.952.00 \$102.752.00 34 \$55.64 \$4.451.20 \$115.731.20 46 \$62.72 \$5.017.60	\$92,081.60 23 \$49.87 \$3.989.60 \$103,729.60 35 \$56.22 \$4.497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40 \$105.830.40 37 \$57.34 \$4,587.20 \$119,267.20 49 \$64.63	\$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94.868.80 26 \$51.39 \$4,111.20 \$106.891.20 38 \$57.92 \$4,633.60 \$120,473.60	\$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107.972.80 39 \$58.51 \$4,680.80 \$121,700.80 51	\$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109.075.20 40 \$59.09 \$4,727.20 \$122,907.20 52 \$66.58	\$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110.177.60 41 \$59.67 \$4,773.60 \$124,113.60	\$3,370.40 \$87,630.40 18 \$47.46 \$3.796.80 \$98.716.80 30 \$53.48 \$4.278.40 \$111.238.40 42 \$60.27 \$4,821.60 \$125.361.60	\$3,403.20 \$88,483.20 19 \$47.96 \$3.836.80 \$99.756.80 31 \$54.02 \$4,321.60 \$112.361.60 43 \$60.88 \$4,870.40 \$126,630.40 55 \$68.59	\$3,437.60 \$89,377.60 20 \$48.42 \$3.873.60 \$100.713.60 32 \$54.56 \$4.364.80 \$113.484.80 44 \$61.50 \$4,920.00	\$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$91,145.60 22 \$49.40 \$3.952.00 \$102.752.00 34 \$55.64 \$4.451.20 \$115.731.20 46 \$62.72 \$5.017.60	\$92,081.60 23 \$49.87 \$3.989.60 \$103,729.60 35 \$56.22 \$4.497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$43.82	\$44.27	\$44.70	\$45.16	\$45.61	\$46.07	\$46.54	\$47.00	\$47.46	\$47.96	\$48.42	\$48.90
Biweekly	\$3,505.60	\$3,541.60	\$3,576.00	\$3,612.80	\$3,648.80	\$3,685.60	\$3,723.20	\$3,760.00	\$3,796.80	\$3,836.80	\$3,873.60	\$3,912.00
Annually	\$91,145.60	\$92,081.60	\$92,976.00	\$93,932.80	\$94,868.80	\$95,825.60	\$96,803.20	\$97,760.00	\$98,716.80	\$99,756.80	\$100,713.60	\$101,712.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$49.40	\$49.87	\$50.40	\$50.88	\$51.39	\$51.91	\$52.44	\$52.97	\$53.48	\$54.02	\$54.56	\$55.11
Biweekly	\$3,952.00	\$3,989.60	\$4,032.00	\$4,070.40	\$4,111.20	\$4,152.80	\$4,195.20	\$4,237.60	\$4,278.40	\$4,321.60	\$4,364.80	\$4,408.80
Annually	\$102,752.00	\$103,729.60	\$104,832.00	\$105,830.40	\$106,891.20	\$107,972.80	\$109,075.20	\$110,177.60	\$111,238.40	\$112,361.60	\$113,484.80	\$114,628.80
Aimadily	3102,732.00	3103,723.00	3104,832.00	3103,830.40	3100,031.20	3107,372.00	3103,073.20	3110,177.00	3111,238.40	3112,301.00	3113,404.00	3114,020.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$55.64	\$56.22	\$56.79	\$57.34	\$57.92	\$58.51	\$59.09	\$59.67	\$60.27	\$60.88	\$61.50	\$62.12
Biweekly	\$4,451.20	\$4,497.60	\$4,543.20	\$4,587.20	\$4,633.60	\$4,680.80	\$4,727.20	\$4,773.60	\$4,821.60	\$4,870.40	\$4,920.00	\$4,969.60
Annually	\$115,731.20	\$116,937.60	\$118,123.20	\$119,267.20	\$120,473.60	\$121,700.80	\$122,907.20	\$124,113.60	\$125,361.60	\$126,630.40	\$127,920.00	\$129,209.60
Steps												
•	37	38	39	40	41 ¢cr 20	42	43	44 ¢c7.27	45	46	47	48
Hourly	\$62.72	\$63.36	\$64.00	\$64.63	\$65.28	\$65.91	\$66.58	\$67.27	\$67.92	\$68.59	\$69.30	\$69.99
Biweekly	\$5,017.60 \$130,457.60	\$5,068.80 \$131,788.80	\$5,120.00 \$133,120.00	\$5,170.40 \$134,430.40	\$5,222.40 \$135,782.40	\$5,272.80 \$137,092.80	\$5,326.40 \$138,486.40	\$5,381.60 \$139,921.60	\$5,433.60 \$141,273.60	\$5,487.20 \$142,667.20	\$5,544.00	\$5,599.20 \$145,579.20
Annually	\$130,457.00	\$131,788.80	\$133,120.00	\$134,430.40	\$135,782.40	\$137,092.80	\$138,480.40	\$139,921.00	\$141,273.00	\$142,007.20	\$144,144.00	\$145,579.20
Steps	49	50	51	52	53	54	55					
Hourly	\$70.69	\$71.39	\$72.11	\$72.84	\$73.56	\$74.30	\$75.01					
Biweekly	\$5,655.20	\$5,711.20	\$5,768.80	\$5,827.20	\$5,884.80	\$5,944.00	\$6,000.80					
Annually	\$147,035.20	\$148,491.20	\$149,988.80	\$151,507.20	\$153,004.80	\$154,544.00	\$156,020.80					
Grade 82												
					_		_					
Steps	1	2	3	4	5	6	7	8 652.07	9	10	11	12
Steps Hourly	\$49.40	\$49.87	\$50.40	\$50.88	\$51.39	\$51.91	\$52.44	\$52.97	\$53.48	\$54.02	\$54.56	\$55.11
Steps Hourly Biweekly	\$49.40 \$3,952.00	\$49.87 \$3,989.60	\$50.40 \$4,032.00	\$50.88 \$4,070.40	\$51.39 \$4,111.20	\$51.91 \$4,152.80	\$52.44 \$4,195.20	\$52.97 \$4,237.60	\$53.48 \$4,278.40	\$54.02 \$4,321.60	\$54.56 \$4,364.80	\$55.11 \$4,408.80
Steps Hourly	\$49.40	\$49.87	\$50.40	\$50.88	\$51.39	\$51.91	\$52.44	\$52.97	\$53.48	\$54.02	\$54.56	\$55.11
Steps Hourly Biweekly Annually Steps	\$49.40 \$3,952.00 \$102,752.00	\$49.87 \$3,989.60 \$103,729.60	\$50.40 \$4,032.00 \$104,832.00	\$50.88 \$4,070.40 \$105,830.40	\$51.39 \$4,111.20 \$106,891.20	\$51.91 \$4,152.80 \$107,972.80	\$52.44 \$4,195.20 \$109,075.20	\$52.97 \$4,237.60 \$110,177.60	\$53.48 \$4,278.40 \$111,238.40	\$54.02 \$4,321.60 \$112,361.60	\$54.56 \$4,364.80 \$113,484.80	\$55.11 \$4,408.80 \$114,628.80
Steps Hourly Biweekly Annually Steps Hourly	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22	\$50.40 \$4,032.00 \$104,832.00 15 \$56.79	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60	\$50.40 \$4,032.00 \$104,832.00 15 \$56.79 \$4,543.20	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60
Steps Hourly Biweekly Annually Steps Hourly	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22	\$50.40 \$4,032.00 \$104,832.00 15 \$56.79	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116.937.60	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121.700.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125.361.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127,920.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4.451.20 \$115,731.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116.937.60	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118.123.20	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4.633.60 \$120,473.60	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121.700.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122.907.20	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125.361.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127,920.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116.937.60	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119.267.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121.700.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125.361.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127,920.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4.451.20 \$115,731.20 25 \$62.72	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116.937.60 26 \$63.36	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4.543.20 \$118,123.20 \$27 \$64.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4.633.60 \$120,473.60 29 \$65.28	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4.680.80 \$121,700.80 30 \$65.91	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125.361.60 33 \$67.92	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126,630.40	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127.920.00 35 \$69.30	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4.969.60 \$129,209.60 36 \$69.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.40 \$3,952.00 \$102,752.00 \$15.752.00 \$15.752.00 \$15.731.20 \$15.731.20 \$62.72 \$5.017.60	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116.937.60 26 \$63.36 \$5.068.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118.123.20 \$64.00 \$5,120.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119.267.20 28 \$64.63 \$5,170.40	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4.633.60 \$120.473.60 29 \$65.28 \$5,222.40	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121.700.80 30 \$65.91 \$5.272.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58 \$5,326.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40 34 \$68.59 \$5,487.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127.920.00 35 \$69.30 \$5.544.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20 25 \$62.72 \$5,017.60 \$130,457.60	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116.937.60 26 \$63.36 \$5,068.80 \$131,788.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4.543.20 \$118.123.20 \$27 \$64.00 \$5,120.00 \$133,120.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4.587.20 \$119.267.20 28 \$64.63 \$5,170.40 \$134,430.40	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4.633.60 \$120.473.60 29 \$65.28 \$5,222.40 \$135,782.40	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137,092.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122.907.20 31 \$66.58 \$5.326.40 \$138,486.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4.821.60 \$125.361.60 33 \$67.92 \$5.433.60 \$141.273.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127,920.00 35 \$69.30 \$5.544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129.209.60 36 \$69.99 \$5.599.20 \$145,579.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 13 \$55.64 \$4.451.20 \$115,731.20 25 \$62.72 \$5,017.60 \$130,457.60	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36 \$5,068.80 \$131,788.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4.543.20 \$118.123.20 \$27 \$64.00 \$5,120.00 \$133,120.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4.587.20 \$119.267.20 28 \$64.63 \$5,170.40 \$134,430.40	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4.633.60 \$120.473.60 29 \$65.28 \$5,222.40 \$135.782.40	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4.680.80 \$121.700.80 30 \$65.91 \$5,272.80 \$137.092.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58 \$5.326.40 \$138,486.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127.920.00 35 \$69.30 \$5.544.00 \$144.144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20 \$145,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 13 \$55.64 \$4.451.20 \$115,731.20 25 \$62.72 \$5.017.60 \$130,457.60 37 \$70.69 \$5,655.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116.937.60 26 \$63.36 \$5.068.80 \$131.788.80 38 \$71.39 \$5,711.20	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20 \$27 \$64.00 \$5,120.00 \$133,120.00 \$72.11 \$5,768.80	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40 \$134,430.40 40 \$72.84 \$5,827.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120.473.60 29 \$65.28 \$5,222.40 \$135,782.40 41 \$73.56 \$5,884.80	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137,092.80 42 \$74.30 \$5,944.00	\$52.44 \$4,195.20 \$109,075.20 \$19,075.20 \$19 \$59.09 \$4,727.20 \$122,907.20 \$122,907.20 \$131 \$66.58 \$5.326.40 \$138,486.40 \$138,486.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60 44 \$75.79 \$6.063.20	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.54 \$6,123.20	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40 34 \$68.59 \$5.487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127.920.00 35 \$69.30 \$5.544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129.209.60 36 \$69.99 \$5.599.20 \$145.579.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 13 \$55.64 \$4.451.20 \$115,731.20 25 \$62.72 \$5,017.60 \$130,457.60	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36 \$5,068.80 \$131,788.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4.543.20 \$118.123.20 \$27 \$64.00 \$5,120.00 \$133,120.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4.587.20 \$119.267.20 28 \$64.63 \$5,170.40 \$134,430.40	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4.633.60 \$120.473.60 29 \$65.28 \$5,222.40 \$135.782.40	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4.680.80 \$121.700.80 30 \$65.91 \$5,272.80 \$137.092.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58 \$5.326.40 \$138,486.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127.920.00 35 \$69.30 \$5.544.00 \$144.144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20 \$145,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Biweeklv Annually	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 13 \$55.64 \$4.451.20 \$115,731.20 25 \$62.72 \$5.017.60 \$130,457.60 37 \$70.69 \$5,655.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116.937.60 26 \$63.36 \$5.068.80 \$131.788.80 38 \$71.39 \$5,711.20	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20 \$27 \$64.00 \$5,120.00 \$133,120.00 \$72.11 \$5,768.80	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40 \$134,430.40 40 \$72.84 \$5,827.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120.473.60 29 \$65.28 \$5,222.40 \$135,782.40 41 \$73.56 \$5,884.80	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137,092.80 42 \$74.30 \$5,944.00	\$52.44 \$4,195.20 \$109,075.20 \$19,075.20 \$19 \$59.09 \$4,727.20 \$122.907.20 \$122.907.20 \$131 \$66.58 \$5.326.40 \$138,486.40 \$138,486.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60 44 \$75.79 \$6.063.20	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.54 \$6,123.20	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40 34 \$68.59 \$5.487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127.920.00 35 \$69.30 \$5.544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129.209.60 36 \$69.99 \$5.599.20 \$145.579.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 \$13 \$55.64 \$4,451.20 \$115,731.20 \$25 \$62.72 \$5,017.60 \$130,457.60 \$130,457.60 \$147.035.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116.937.60 26 \$63.36 \$5.068.80 \$131.788.80 38 \$71.39 \$5,711.20 \$148,491.20	\$50.40 \$4,032.00 \$104,832.00 \$104,832.00 \$56.79 \$4,543.20 \$118.123.20 \$27 \$64.00 \$5,120.00 \$133,120.00 \$39 \$72.11 \$5,768.80 \$149,988.80	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40 \$134,430.40 40 \$72.84 \$5,827.20 \$151,507.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120.473.60 29 \$65.28 \$5.222.40 \$135.782.40 41 \$73.56 \$5,884.80 \$153.004.80	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137.092.80 42 \$74.30 \$5,944.00 \$154,544.00	\$52.44 \$4,195.20 \$109,075.20 \$109,075.20 \$19 \$59.09 \$4,727.20 \$122,907.20 \$122,907.20 \$138.486.40 \$138.486.40 \$138.486.40 \$156,000.80 \$156,020.80	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60 44 \$75.79 \$6.063.20	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.54 \$6,123.20	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40 34 \$68.59 \$5.487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127.920.00 35 \$69.30 \$5.544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129.209.60 36 \$69.99 \$5.599.20 \$145.579.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Biweeklv Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweekly Annually	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 \$102,752.00 \$13 \$55.64 \$4,451.20 \$115,731.20 \$62.72 \$5.017.60 \$130.457.60 \$130.457.60 \$147.035.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4.497.60 \$116.937.60 26 \$63.36 \$5.068.80 \$131.788.80 38 \$71.39 \$5,711.20 \$148.491.20	\$50.40 \$4,032.00 \$104,832.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20 \$27 \$64.00 \$5,120.00 \$133,120.00 \$133,120.00 \$149,988.80	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119.267.20 28 \$64.63 \$5,170.40 \$134.430.40 40 \$72.84 \$5,827.20 \$151,507.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120.473.60 29 \$65.28 \$5.222.40 \$135.782.40 41 \$73.56 \$5,884.80 \$153.004.80	\$51.91 \$4,152.80 \$107,972.80 18 \$55.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137.092.80 42 \$74.30 \$5,944.00 \$154,544.00	\$52.44 \$4,195.20 \$109,075.20 \$109,075.20 \$19 \$59.09 \$4,727.20 \$122,907.20 \$122,907.20 \$131 \$66.58 \$5,326.40 \$138,486.40 \$138,486.40 \$156,000.80 \$156,020.80	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60 44 \$75.79 \$6.063.20	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.54 \$6,123.20	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40 34 \$68.59 \$5.487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127.920.00 35 \$69.30 \$5.544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129.209.60 36 \$69.99 \$5.599.20 \$145.579.20
Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourlv Biweeklv Annually Steps Hourlv Steps Hourlv Steps Hourlv Steps	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 \$13 \$55.64 \$4,451.20 \$115,731.20 \$25 \$62.72 \$5,017.60 \$130,457.60 \$130,457.60 \$147.035.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116.937.60 26 \$63.36 \$5.068.80 \$131.788.80 38 \$71.39 \$5,711.20 \$148,491.20	\$50.40 \$4,032.00 \$104,832.00 \$104,832.00 \$56.79 \$4,543.20 \$118.123.20 \$27 \$64.00 \$5,120.00 \$133,120.00 \$39 \$72.11 \$5,768.80 \$149,988.80	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40 \$134,430.40 40 \$72.84 \$5,827.20 \$151,507.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120.473.60 29 \$65.28 \$5.222.40 \$135.782.40 41 \$73.56 \$5,884.80 \$153.004.80	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137.092.80 42 \$74.30 \$5,944.00 \$154,544.00	\$52.44 \$4,195.20 \$109,075.20 \$109,075.20 \$19 \$59.09 \$4,727.20 \$122,907.20 \$122,907.20 \$138.486.40 \$138.486.40 \$138.486.40 \$156,000.80 \$156,020.80	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60 44 \$75.79 \$6.063.20	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.54 \$6,123.20	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4.870.40 \$126.630.40 34 \$68.59 \$5.487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4.920.00 \$127.920.00 35 \$69.30 \$5.544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129.209.60 36 \$69.99 \$5.599.20 \$145.579.20

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$55.64	\$56.22	\$56.79	\$57.34	\$57.92	\$58.51	\$59.09	\$59.67	\$60.27	\$60.88	\$61.50	\$62.12
Biweekly	\$4,451.20	\$4,497.60	\$4,543.20	\$4,587.20	\$4,633.60	\$4,680.80	\$4,727.20	\$4,773.60	\$4,821.60	\$4,870.40	\$4,920.00	\$4,969.60
Annually	\$115,731.20	\$116,937.60	\$118,123.20	\$119,267.20	\$120,473.60	\$121,700.80	\$122,907.20	\$124,113.60	\$125,361.60	\$126,630.40	\$127,920.00	\$129,209.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$62.72	\$63.36	\$64.00	\$64.63	\$65.28	\$65.91	\$66.58	\$67.27	\$67.92	\$68.59	\$69.30	\$69.99
Biweekly	\$5,017.60	\$5,068.80	\$5,120.00	\$5,170.40	\$5,222.40	\$5,272.80	\$5,326.40	\$5,381.60	\$5,433.60	\$5,487.20	\$5,544.00	\$5,599.20
Annually	\$130,457.60	\$131,788.80	\$133,120.00	\$134,430.40	\$135,782.40	\$137,092.80	\$138,486.40	\$139,921.60	\$141,273.60	\$142,667.20	\$144,144.00	\$145,579.20
Allilually	\$150,457.60	\$151,766.60	\$155,120.00	\$154,450.40	\$155,762.40	3137,092.60	\$156,460.40	\$159,921.00	\$141,275.00	\$142,007.20	3144,144.00	\$145,579.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$70.69	\$71.39	\$72.11	\$72.84	\$73.56	\$74.30	\$75.01	\$75.79	\$76.54	\$77.30	\$78.08	\$78.86
Biweekly	\$5,655.20	\$5,711.20	\$5,768.80	\$5,827.20	\$5,884.80	\$5,944.00	\$6,000.80	\$6,063.20	\$6,123.20	\$6,184.00	\$6,246.40	\$6,308.80
Annually	\$147,035.20	\$148,491.20	\$149,988.80	\$151,507.20	\$153,004.80	\$154,544.00	\$156,020.80	\$157,643.20	\$159,203.20	\$160,784.00	\$162,406.40	\$164,028.80
Chana												
Steps	. 37	. 38	. 39	40	41	42	43	44	45	46	. 47	48
Hourly	\$79.66	\$80.45	\$81.25	\$82.07	\$82.88	\$83.73	\$84.57	\$85.40	\$86.25	\$87.10	\$87.98	\$88.86
Biweekly	\$6,372.80	\$6,436.00	\$6,500.00	\$6,565.60	\$6,630.40	\$6,698.40	\$6,765.60	\$6,832.00	\$6,900.00	\$6,968.00	\$7,038.40	\$7,108.80
Annually	\$165,692.80	\$167,336.00	\$169,000.00	\$170,705.60	\$172,390.40	\$174,158.40	\$175,905.60	\$177,632.00	\$179,400.00	\$181,168.00	\$182,998.40	\$184,828.80
Steps	49	50	51	52	53	54	55					
Hourly	\$89.75	\$90.65	\$91.56	\$92.49	\$93.39	\$94.33	\$95.28					
Biweekly	\$7,180.00	\$7,252.00	\$7,324.80	\$7,399.20	\$7,471.20	\$7,546.40	\$7,622.40					
Annually	\$186,680.00	\$188,552.00	\$190,444.80	\$192,379.20	\$194,251.20	\$196,206.40	\$198,182.40					
•												
C												
Grade 84												
Steps	. 1	. 2	. 3	. 4	. 5	6	. 7	. 8	. 9	10	11	12
Hourly	\$60.88	\$61.50	\$62.12	\$62.72	\$63.36	\$64.00	\$64.63	\$65.28	\$65.91	\$66.58	\$67.27	\$67.92
Hourly Biweekly	\$60.88 \$4,870.40	\$61.50 \$4,920.00	\$62.12 \$4,969.60	\$62.72 \$5,017.60	\$63.36 \$5,068.80	\$64.00 \$5,120.00	\$64.63 \$5,170.40	\$65.28 \$5,222.40	\$65.91 \$5,272.80	\$66.58 \$5,326.40	\$67.27 \$5,381.60	\$67.92 \$5,433.60
Hourly	\$60.88	\$61.50	\$62.12	\$62.72	\$63.36	\$64.00	\$64.63	\$65.28	\$65.91	\$66.58	\$67.27	\$67.92
Hourly Biweekly	\$60.88 \$4,870.40	\$61.50 \$4,920.00	\$62.12 \$4,969.60	\$62.72 \$5,017.60	\$63.36 \$5,068.80	\$64.00 \$5,120.00	\$64.63 \$5,170.40	\$65.28 \$5,222.40	\$65.91 \$5,272.80	\$66.58 \$5,326.40	\$67.27 \$5,381.60	\$67.92 \$5,433.60
Hourly Biweekly Annually	\$60.88 \$4,870.40 \$126,630.40	\$61.50 \$4,920.00 \$127,920.00	\$62.12 \$4,969.60 \$129,209.60	\$62.72 \$5,017.60 \$130,457.60	\$63.36 \$5,068.80 \$131,788.80	\$64.00 \$5,120.00 \$133,120.00	\$64.63 \$5,170.40 \$134,430.40	\$65.28 \$5,222.40 \$135,782.40	\$65.91 \$5,272.80 \$137,092.80	\$66.58 \$5,326.40 \$138,486.40	\$67.27 \$5,381.60 \$139,921.60	\$67.92 \$5,433.60 \$141,273.60
Hourly Biweekly Annually Steps	\$60.88 \$4,870.40 \$126,630.40	\$61.50 \$4,920.00 \$127,920.00	\$62.12 \$4,969.60 \$129,209.60	\$62.72 \$5,017.60 \$130,457.60	\$63.36 \$5,068.80 \$131,788.80	\$64.00 \$5,120.00 \$133,120.00	\$64.63 \$5,170.40 \$134,430.40	\$65.28 \$5,222.40 \$135,782.40	\$65.91 \$5,272.80 \$137,092.80	\$66.58 \$5,326.40 \$138,486.40	\$67.27 \$5,381.60 \$139,921.60	\$67.92 \$5,433.60 \$141,273.60
Hourly Biweekly Annually Steps Hourly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59	\$61.50 \$4,920.00 \$127,920.00 14 \$69.30	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142.667.20	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145.579.20	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5.655.20 \$147,035.20	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153,004.80	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154.544.00	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6.063.20 \$157.643.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142.667.20	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145.579.20	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5.655.20 \$147,035.20	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6.063.20 \$157.643.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6.123.20 \$159,203.20
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145.579.20 27 \$78.86	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147,035.20 28 \$79.66	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5.827.20 \$151.507.20 31 \$82.07	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80 32 \$82.88	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6.000.80 \$156,020.80	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6.063.20 \$157.643.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6.123.20 \$159,203.20 36 \$86.25
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5.487.20 \$142.667.20 25 \$77.30 \$6,184.00	\$61.50 \$4,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00 26 \$78.08 \$6,246.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145,579.20 27 \$78.86 \$6.308.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5.655.20 \$147,035.20 28 \$79.66 \$6.372.80	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148.491.20 29 \$80.45 \$6,436.00	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151.507.20 31 \$82.07 \$6.565.60	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153,004.80 32 \$82.88 \$6.630.40	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00 33 \$83.73 \$6.698.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57 \$6,765.60	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6.063.20 \$157.643.20 35 \$85.40 \$6.832.00	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25 \$6,900.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145.579.20 27 \$78.86	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147,035.20 28 \$79.66	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5.827.20 \$151.507.20 31 \$82.07	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80 32 \$82.88	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6.000.80 \$156,020.80	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6.063.20 \$157.643.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6.123.20 \$159,203.20 36 \$86.25
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5.487.20 \$142.667.20 25 \$77.30 \$6,184.00 \$160,784.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144.144.00 26 \$78.08 \$6,246.40 \$162,406.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145,579.20 27 \$78.86 \$6.308.80 \$164,028.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5.655.20 \$147.035.20 28 \$79.66 \$6.372.80 \$165.692.80	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148.491.20 29 \$80.45 \$6,436.00 \$167,336.00	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07 \$6,565.60 \$170,705.60	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80 32 \$82.88 \$6.630.40 \$172.390.40	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154.544.00 33 \$83.73 \$6.698.40 \$174,158.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57 \$6,765.60 \$175,905.60	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6.063.20 \$157.643.20 35 \$85.40 \$6.832.00 \$177.632.00	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159.203.20 36 \$86.25 \$6,900.00 \$179,400.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142.667.20 25 \$77.30 \$6,184.00 \$160.784.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5.544.00 \$144,144.00 26 \$78.08 \$6.246.40 \$162,406.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145.579.20 27 \$78.86 \$6.308.80 \$164.028.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5.655.20 \$147,035.20 28 \$79.66 \$6,372.80 \$165,692.80	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148.491.20 29 \$80.45 \$6,436.00 \$167,336.00	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5.827.20 \$151.507.20 31 \$82.07 \$6.565.60 \$170.705.60	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80 32 \$82.88 \$6.630.40 \$172.390.40	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5.944.00 \$154.544.00 33 \$83.73 \$6.698.40 \$174.158.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6.000.80 \$156.020.80 34 \$84.57 \$6.765.60 \$175,905.60	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6.063.20 \$157.643.20 35 \$85.40 \$6.832.00 \$177.632.00	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25 \$6,900.00 \$179,400.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00 \$160,784.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5.544.00 \$144,144.00 26 \$78.08 \$6.246.40 \$162,406.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145.579.20 27 \$78.86 \$6.308.80 \$164.028.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5.655.20 \$147,035.20 28 \$79.66 \$6.372.80 \$165.692.80	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148.491.20 29 \$80.45 \$6,436.00 \$167,336.00	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5.827.20 \$151.507.20 31 \$82.07 \$6,565.60 \$170.705.60	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80 32 \$82.88 \$6.630.40 \$172.390.40	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5.944.00 \$154,544.00 33 \$83.73 \$6.698.40 \$174.158.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57 \$6,765.60 \$175,905.60	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6.063.20 \$157.643.20 35 \$85.40 \$6,832.00 \$177.632.00	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6.123.20 \$159.203.20 36 \$86.25 \$6.900.00 \$179,400.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142.667.20 25 \$77.30 \$6,184.00 \$160.784.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5.544.00 \$144,144.00 26 \$78.08 \$6.246.40 \$162,406.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145.579.20 27 \$78.86 \$6.308.80 \$164.028.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5.655.20 \$147,035.20 28 \$79.66 \$6,372.80 \$165,692.80	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148.491.20 29 \$80.45 \$6,436.00 \$167,336.00	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5.827.20 \$151.507.20 31 \$82.07 \$6.565.60 \$170.705.60	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80 32 \$82.88 \$6.630.40 \$172.390.40	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5.944.00 \$154.544.00 33 \$83.73 \$6.698.40 \$174.158.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6.000.80 \$156.020.80 34 \$84.57 \$6.765.60 \$175,905.60	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6.063.20 \$157.643.20 35 \$85.40 \$6.832.00 \$177.632.00	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25 \$6,900.00 \$179,400.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6.184.00 \$160,784.00 37 \$87.10 \$6.968.00 \$181,168.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5.544.00 \$144.144.00 26 \$78.08 \$6.246.40 \$162,406.40 38 \$87.98 \$7.038.40 \$182.998.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145.579.20 27 \$78.86 \$6.308.80 \$164,028.80 39 \$88.86 \$7,108.80 \$184.828.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5.655.20 \$147.035.20 28 \$79.66 \$6.372.80 \$165.692.80 40 \$89.75 \$7,180.00 \$186.680.00	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00 41 \$90.65 \$7,252.00 \$188,552.00	\$64.00 \$5,120.00 \$133,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00 42 \$91.56 \$7,324.80 \$190,444.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07 \$6,565.60 \$170,705.60 43 \$92.49 \$7,399.20 \$192,379.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80 32 \$82.88 \$6.630.40 \$172.390.40 44 \$93.39 \$7,471.20	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5.944.00 \$154,544.00 33 \$83.73 \$6.698.40 \$174.158.40 45 \$94.33 \$7.546.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6.000.80 \$156.020.80 34 \$84.57 \$6,765.60 \$175,905.60 46 \$95.28 \$7,622.40	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00 47 \$96.24 \$7,699.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6.123.20 \$159.203.20 36 \$86.25 \$6.900.00 \$179,400.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6.184.00 \$160.784.00 37 \$87.10 \$6,968.00 \$181,168.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 \$14 \$69.30 \$5,544.00 \$144,144.00 \$162,406.40 \$162,406.40 \$182,998.40 \$182,998.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145.579.20 27 \$78.86 \$6.308.80 \$164,028.80 39 \$88.86 \$7.108.80 \$184,828.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5.655.20 \$147.035.20 28 \$79.66 \$6.372.80 \$165.692.80 40 \$89.75 \$7.180.00 \$186.680.00	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00 41 \$90.65 \$7,252.00 \$188,552.00	\$64.00 \$5,120.00 \$133,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00 42 \$91.56 \$7,324.80 \$190,444.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151.507.20 31 \$82.07 \$6,565.60 \$170,705.60 43 \$92.49 \$7,399.20 \$192,379.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80 32 \$82.88 \$6.630.40 \$172.390.40 44 \$93.39 \$7,471.20	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5.944.00 \$154,544.00 33 \$83.73 \$6.698.40 \$174.158.40 45 \$94.33 \$7.546.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6.000.80 \$156.020.80 34 \$84.57 \$6,765.60 \$175,905.60 46 \$95.28 \$7,622.40	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00 47 \$96.24 \$7,699.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6.123.20 \$159.203.20 36 \$86.25 \$6.900.00 \$179,400.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$60.88 \$4,870.40 \$126,630.40 13 \$685.9 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00 \$160.784.00 37 \$87.10 \$6,968.00 \$181,168.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5.544.00 \$144.144.00 26 \$78.08 \$6.246.40 \$162,406.40 38 \$87.98 \$7.038.40 \$182.998.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145.579.20 27 \$78.86 \$6.308.80 \$164,028.80 39 \$88.86 \$7.108.80 \$184.828.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5.655.20 \$147.035.20 28 \$79.66 \$6.372.80 \$165.692.80 40 \$89.75 \$7.180.00 \$186.680.00	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00 41 \$90.65 \$7,252.00 \$188,552.00	\$64.00 \$5,120.00 \$133,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00 42 \$91.56 \$7,324.80 \$190,444.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151.507.20 31 \$82.07 \$6,565.60 \$170.705.60 43 \$92.49 \$7,399.20 \$192,379.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80 32 \$82.88 \$6.630.40 \$172.390.40 44 \$93.39 \$7,471.20	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5.944.00 \$154,544.00 33 \$83.73 \$6.698.40 \$174.158.40 45 \$94.33 \$7.546.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6.000.80 \$156.020.80 34 \$84.57 \$6,765.60 \$175,905.60 46 \$95.28 \$7,622.40	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00 47 \$96.24 \$7,699.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6.123.20 \$159.203.20 36 \$86.25 \$6.900.00 \$179,400.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00 \$160,784.00 \$181,168.00 49 \$98.17 \$7,853.60	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 \$127,920.00 \$14 \$69.30 \$5.544.00 \$144.144.00 \$162.406.40 \$162.406.40 \$162.406.40 \$182.998.40 \$182.998.40 \$99.14 \$7,931.20	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20 \$145,579.20 27 \$78.86 \$6,308.80 \$164,028.80 \$184,828.80 51 \$100.13 \$8,010.40	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147.035.20 28 \$79.66 \$6,372.80 \$165,692.80 40 \$89.75 \$7,180.00 \$186,680.00 52 \$101.14 \$8,091.20	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00 41 \$90.65 \$7,252.00 \$188,552.00 53 \$102.15 \$8,172.00	\$64.00 \$5,120.00 \$133,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149.988.80 \$149.988.80 \$149.988.80 \$49.56 \$6,500.00 \$169.000.00 42 \$91.56 \$7,324.80 \$190.444.80 54 \$103.17 \$8,253.60	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151.507.20 31 \$82.07 \$6,565.60 \$170.705.60 43 \$92.49 \$7,399.20 \$192,379.20 55 \$104.18 \$8,334.40	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80 32 \$82.88 \$6.630.40 \$172.390.40 44 \$93.39 \$7,471.20	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5.944.00 \$154,544.00 33 \$83.73 \$6.698.40 \$174.158.40 45 \$94.33 \$7.546.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6.000.80 \$156.020.80 34 \$84.57 \$6,765.60 \$175,905.60 46 \$95.28 \$7,622.40	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00 47 \$96.24 \$7,699.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6.123.20 \$159.203.20 36 \$86.25 \$6.900.00 \$179,400.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$60.88 \$4,870.40 \$126,630.40 13 \$685.9 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00 \$160.784.00 37 \$87.10 \$6,968.00 \$181,168.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5.544.00 \$144.144.00 26 \$78.08 \$6.246.40 \$162,406.40 38 \$87.98 \$7.038.40 \$182.998.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5.599.20 \$145.579.20 27 \$78.86 \$6.308.80 \$164,028.80 39 \$88.86 \$7.108.80 \$184.828.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5.655.20 \$147.035.20 28 \$79.66 \$6.372.80 \$165.692.80 40 \$89.75 \$7.180.00 \$186.680.00	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00 41 \$90.65 \$7,252.00 \$188,552.00	\$64.00 \$5,120.00 \$133,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00 42 \$91.56 \$7,324.80 \$190,444.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151.507.20 31 \$82.07 \$6,565.60 \$170.705.60 43 \$92.49 \$7,399.20 \$192,379.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5.884.80 \$153.004.80 32 \$82.88 \$6.630.40 \$172.390.40 44 \$93.39 \$7,471.20	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5.944.00 \$154,544.00 33 \$83.73 \$6.698.40 \$174.158.40 45 \$94.33 \$7.546.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6.000.80 \$156.020.80 34 \$84.57 \$6,765.60 \$175,905.60 46 \$95.28 \$7,622.40	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00 47 \$96.24 \$7,699.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6.123.20 \$159.203.20 36 \$86.25 \$6.900.00 \$179,400.00