(Non-bargaining unit)

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

Grade 71

| 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 |
| 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 |
| | | | | | | | | | | | | |
| 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 |
| 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 |
| Steps | 49 | 50 | 51 | 52 | 53 | 54 | 55 | | | | | |
| Hourly | \$19.07 | \$19.26 | \$19.41 | \$19.65 | \$19.83 | \$20.03 | \$20.24 | | | | | |
| Biweekly | \$1,525.60 | \$1,540.80 | \$1,552.80 | \$1,572.00 | \$1,586.40 | \$1,602.40 | \$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 | | | | | |
| | | | | | | | | | | | | |

| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 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 |
| Steps | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 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 |
| Steps | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 |
| 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 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| 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 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | | | | | |
| Hourly | \$21.48 | \$21.69 | \$21.91 | \$22.12 | \$22.35 | \$22.57 | \$22.81 | | | | | |
| Biweekly | \$1,718.40 | \$1,735.20 | \$1,752.80 | \$1,769.60 | \$1,788.00 | \$1,805.60 | \$1,824.80 | | | | | |
| Annually | \$44,678.40 | \$45,115.20 | \$45,572.80 | \$46,009.60 | \$46,488.00 | \$46,945.60 | \$47,444.80 | | | | | |

(Non-bargaining unit)

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

Grade 73

| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 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 |
| 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 | | | | | |
| | | | | | | | | | | | | |

| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 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 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 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 | | | | | | | | | | | | |
| - | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 |
| 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 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| 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 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | | | | | |
| Hourly | \$27.27 | \$27.53 | \$27.82 | \$28.08 | \$28.39 | \$28.64 | \$28.93 | | | | | |
| Biweekly | \$2,181.60 | \$2,202.40 | \$2,225.60 | \$2,246.40 | \$2,271.20 | \$2,291.20 | \$2,314.40 | | | | | |
| Annually | \$56,721.60 | \$57,262.40 | \$57,865.60 | \$58,406.40 | \$59,051.20 | \$59,571.20 | \$60,174.40 | | | | | |

(Non-bargaining unit)

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

Grade 75

| 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 |
| | | | | | | | | | | | | |
| 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 | | | | | |
| - | | | | | | | | | | | | |
| Hourly | \$30.72 | \$31.03 | \$31.34 | \$31.64 | \$31.98 | \$32.28 | \$32.62 | | | | | |
| Biweekly | \$2,457.60 | \$2,482.40 | \$2,507.20 | \$2,531.20 | \$2,558.40 | \$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 | | | | | |
| | | | | | | | | | | | | |

| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 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 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 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 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 |
| 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 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| 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 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | | | | | |
| Hourly | \$34.61 | \$34.96 | \$35.31 | \$35.66 | \$36.03 | \$36.38 | \$36.74 | | | | | |
| Biweekly | \$2,768.80 | \$2,796.80 | \$2,824.80 | \$2,852.80 | \$2,882.40 | \$2,910.40 | \$2,939.20 | | | | | |
| Annually | \$71,988.80 | \$72,716.80 | \$73,444.80 | \$74,172.80 | \$74,942.40 | \$75,670.40 | \$76,419.20 | | | | | |

(Non-bargaining unit)

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

Grade 77

| 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 |
| Stone | | | | | | | | | | | | |
| 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 | | | | | |
| | | | | | | | | | | | | |

| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 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 |
| Biweekly | \$2,116.80 | \$2,139.20 | \$2,157.60 | \$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 |
| Annually | \$55,036.80 | \$55,619.20 | \$56,097.60 | \$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 |
| Steps | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| Hourly | \$29.83 | \$30.11 | \$30.40 | \$30.72 | \$31.03 | \$31.34 | \$31.64 | \$31.98 | \$32.28 | \$32.62 | \$32.92 | \$33.27 |
| Biweekly | \$2,386.40 | \$2,408.80 | \$2,432.00 | \$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 |
| Annually | \$62,046.40 | \$62,628.80 | \$63,232.00 | \$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 |
| Steps | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 |
| Hourly | \$33.61 | \$33.94 | \$34.27 | \$34.61 | \$34.96 | \$35.31 | \$35.66 | \$36.03 | \$36.38 | \$36.74 | \$37.11 | \$37.48 |
| Biweekly | \$2,688.80 | \$2,715.20 | \$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 |
| Annually | \$69,908.80 | \$70,595.20 | \$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 |
| Steps | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| Hourly | \$37.85 | \$38.22 | \$38.60 | \$39.01 | \$39.38 | \$39.78 | \$40.19 | \$40.57 | \$40.96 | \$41.39 | \$41.80 | \$42.22 |
| Biweekly | \$3,028.00 | \$3,057.60 | \$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 |
| Annually | \$78,728.00 | \$79,497.60 | \$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 |
| Steps | 49 | 50 | 51 | 52 | 53 | 54 | 55 | | | | | |
| Hourly | \$42.63 | \$43.09 | \$43.49 | \$43.95 | \$44.40 | \$44.84 | \$45.29 | | | | | |
| Biweekly | \$3,410.40 | \$3,447.20 | \$3,479.20 | \$3,516.00 | \$3,552.00 | \$3,587.20 | \$3,623.20 | | | | | |
| Annually | \$88,670.40 | \$89,627.20 | \$90,459.20 | \$91,416.00 | \$92,352.00 | \$93,267.20 | \$94,203.20 | | | | | |

(Non-bargaining unit)

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

Grade 79

| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|----------|-------------|-------------|---------------------|-------------------|----------------------------------|--------------------|----------------------------------|-------------|----------------------------------|---------------------|-------------------------|-------------|
| Hourly | \$28.93 | \$29.24 | \$29.52 | \$29.83 | \$30.11 | \$30.40 | \$30.72 | \$31.03 | \$31.34 | \$31.64 | \$31.98 | \$32.28 |
| Biweekly | \$2,314.40 | \$2,339.20 | \$2,361.60 | \$2,386.40 | \$2,408.80 | \$2,432.00 | \$2,457.60 | \$2,482.40 | \$2,507.20 | \$2,531.20 | \$2,558.40 | \$2,582.40 |
| Annually | \$60,174.40 | \$60,819.20 | \$61,401.60 | \$62,046.40 | \$62,628.80 | \$63,232.00 | \$63,897.60 | \$64,542.40 | \$65,187.20 | \$65,811.20 | \$66,518.40 | \$67,142.40 |
| Steps | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| Hourly | \$32.62 | \$32.92 | \$33.27 | \$33.61 | \$33.94 | \$34.27 | \$34.61 | \$34.96 | \$35.31 | \$35.66 | \$36.03 | \$36.38 |
| Biweekly | \$2,609.60 | \$2,633.60 | \$2,661.60 | \$2,688.80 | \$2,715.20 | \$2,741.60 | \$2,768.80 | \$2,796.80 | \$2,824.80 | \$2,852.80 | \$2,882.40 | \$2,910.40 |
| Annually | \$67,849.60 | \$68,473.60 | \$69,201.60 | \$69,908.80 | \$70,595.20 | \$71,281.60 | \$71,988.80 | \$72,716.80 | \$73,444.80 | \$74,172.80 | \$74,942.40 | \$75,670.40 |
| Steps | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 |
| Hourly | \$36.74 | \$37.11 | \$37.48 | \$37.85 | \$38.22 | \$38.60 | \$39.01 | \$39.38 | \$39.78 | \$40.19 | \$40.57 | \$40.96 |
| Biweekly | \$2,939.20 | \$2,968.80 | \$2,998.40 | \$3,028.00 | \$3,057.60 | \$3,088.00 | \$3,120.80 | \$3,150.40 | \$3,182.40 | \$3,215.20 | \$3,245.60 | \$3,276.80 |
| Annually | \$76,419.20 | \$77,188.80 | \$77,958.40 | \$78,728.00 | \$79,497.60 | \$80,288.00 | \$81,140.80 | \$81,910.40 | \$82,742.40 | \$83,595.20 | \$84,385.60 | \$85,196.80 |
| Announy | \$70,415.20 | \$77,100.00 | <i>\$77,55</i> 0.40 | <i>970,720.00</i> | <i>\$75</i> , 4 57.00 | <i>\$60,200.00</i> | <i>JOI,I</i> +0.00 | Ş01,510.40 | <i>JOZ,7</i> 42.40 | <i>\$03,333.</i> 20 | Ş0 4 ,303.00 | \$05,150.00 |
| Steps | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| Hourly | \$41.39 | \$41.80 | \$42.22 | \$42.63 | \$43.09 | \$43.49 | \$43.95 | \$44.40 | \$44.84 | \$45.29 | \$45.73 | \$46.19 |
| Biweekly | \$3,311.20 | \$3,344.00 | \$3,377.60 | \$3,410.40 | \$3,447.20 | \$3,479.20 | \$3,516.00 | \$3,552.00 | \$3,587.20 | \$3,623.20 | \$3,658.40 | \$3,695.20 |
| Annually | \$86,091.20 | \$86,944.00 | \$87,817.60 | \$88,670.40 | \$89,627.20 | \$90,459.20 | \$91,416.00 | \$92,352.00 | \$93,267.20 | \$94,203.20 | \$95,118.40 | \$96,075.20 |
| Steps | 49 | 50 | 51 | 52 | 53 | 54 | 55 | | | | | |
| Hourly | \$46.65 | \$47.12 | \$47.59 | \$48.07 | \$48.56 | \$49.05 | \$49.51 | | | | | |
| Biweekly | \$3,732.00 | \$3,769.60 | \$3,807.20 | \$3,845.60 | \$3,884.80 | \$3,924.00 | \$3,960.80 | | | | | |
| Annually | \$97,032.00 | \$98,009.60 | \$98,987.20 | \$99,985.60 | \$101,004.80 | \$102,024.00 | \$102,980.80 | | | | | |
| | \$57,002.00 | \$50,000.00 | \$50,507.120 | \$55,555.50 | - 101,0000 | 1 101,0100 | 1102,000.00 | | | | | |

| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|--------------------|-----------------------|-----------------------|---------------------------|-----------------------|-----------------------|--------------|----------------------|-------------|--------------|--------------|-----------------------|--------------|
| Hourly | \$31.34 | \$31.64 | \$31.98 | \$32.28 | \$32.62 | \$32.92 | \$33.27 | \$33.61 | \$33.94 | \$34.27 | \$34.61 | \$34.96 |
| Biweekly | \$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 | \$2,768.80 | \$2,796.80 |
| Annually | \$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 | \$71,988.80 | \$72,716.80 |
| Steps | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| Hourly | \$35.31 | \$35.66 | \$36.03 | \$36.38 | \$36.74 | \$37.11 | \$37.48 | \$37.85 | \$38.22 | \$38.60 | \$39.01 | \$39.38 |
| Biweekly | \$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 | \$3,120.80 | \$3,150.40 |
| Annually | \$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 | \$81,140.80 | \$81,910.40 |
| Steps | 25 | 26 | 27 | 28 | 29 | 30 | 21 | 32 | 33 | 34 | 35 | 36 |
| - | - | | \$40.57 | | | \$41.80 | 31 \$42.22 | \$42.63 | \$43.09 | \$43.49 | | \$44.40 |
| Hourly Biweekly | \$39.78 \$3,182.40 | \$40.19 \$3,215.20 | \$3,245.60 | \$40.96 \$3,276.80 | \$41.39 \$3,311.20 | \$3,344.00 | \$42.22 | \$3,410.40 | \$3,447.20 | \$3,479.20 | \$43.95 \$3,516.00 | \$3,552.00 |
| Annually | \$82,742.40 | \$83,595.20 | \$3,245.60 \$84,385.60 | \$85,196.80 | \$86,091.20 | \$86,944.00 | \$87,817.60 | \$88,670.40 | \$89,627.20 | \$90,459.20 | \$91,416.00 | \$92,352.00 |
| Annually | \$62,742.40 | \$65,595.20 | \$64,565.00 | \$85,190.80 | \$80,091.20 | \$80,944.00 | \$07,017.00 | \$66,070.40 | \$89,027.20 | \$90,459.20 | \$91,410.00 | \$92,552.00 |
| Steps | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| Hourly | \$44.84 | \$45.29 | \$45.73 | \$46.19 | \$46.65 | \$47.12 | \$47.59 | \$48.07 | \$48.56 | \$49.05 | \$49.51 | \$50.03 |
| Biweekly | \$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 | \$3,924.00 | \$3,960.80 | \$4,002.40 |
| Annually | \$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 | \$102,024.00 | \$102,980.80 | \$104,062.40 |
| Steps | 49 | 50 | 51 | 52 | 53 | 54 | 55 | | | | | |
| Hourly | \$50.50 | \$51.02 | \$51.51 | \$52.06 | \$52.57 | \$53.09 | \$53.64 | | | | | |
| Biweekly | \$4,040.00 | \$4,081.60 | \$4,120.80 | \$4,164.80 | \$4,205.60 | \$4,247.20 | \$4,291.20 | | | | | |
| Annually | \$105,040.00 | \$106,121.60 | \$107,140.80 | \$108,284.80 | \$109,345.60 | \$110,427.20 | \$111,571.20 | | | | | |

(Non-bargaining unit)

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

Grade 81

| 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 |
| 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 |
| | | | | | | | | | | | | |
| 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 | | | | | |
| ,, | | | | 1 | | | | | | | | |

| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|--------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| 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 |
| 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 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 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 |
| Steps | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 |
| 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 | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| Hourly | \$55.26 | \$55.82 | \$56.37 | \$56.91 | \$57.50 | \$58.06 | \$58.64 | \$59.25 | \$59.83 | \$60.43 | \$61.01 | \$61.65 |
| Biweekly | \$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 | \$4,834.40 | \$4,880.80 | \$4,932.00 |
| Annually | \$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 | \$125,694.40 | \$126,900.80 | \$128,232.00 |
| Steps | 49 | 50 | 51 | 52 | 53 | 54 | 55 | | | | | |
| Hourly Biweekly Annually | \$62.26 \$4,980.80 \$129,500.80 | \$62.89 \$5,031.20 \$130,811.20 | \$63.52 \$5,081.60 \$132,121.60 | \$64.16 \$5,132.80 \$133,452.80 | \$64.80 \$5,184.00 \$134,784.00 | \$65.45 \$5,236.00 \$136,136.00 | \$66.09 \$5,287.20 \$137,467.20 | | | | | |

(Non-bargaining unit)

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

Grade 83

| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| 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 |
| Steps | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 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 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 |
| Hourly | \$55.26 | \$55.82 | \$56.37 | \$56.91 | \$57.50 | \$58.06 | \$58.64 | \$59.25 | \$59.83 | \$60.43 | \$61.01 | \$61.65 |
| Biweekly | \$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 | \$4,834.40 | \$4,880.80 | \$4,932.00 |
| Annually | \$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 | \$125,694.40 | \$126,900.80 | \$128,232.00 |
| Steps | 37 | 38 | 39 | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 |
| Hourly | \$62.26 | \$62.89 | \$63.52 | \$64.16 | \$64.80 | \$65.45 | \$66.09 | \$66.76 | \$67.42 | \$68.10 | \$68.77 | \$69.46 |
| Biweekly | \$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 | \$5,448.00 | \$5,501.60 | \$5,556.80 |
| Annually | \$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 | \$141,648.00 | \$143,041.60 | \$144,476.80 |
| 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 | \$5,783.20 | \$5,840.00 | \$5,899.20 | \$5,959.20 | | | | | |
| Annually | \$145,912.00 | \$147,409.60 | \$148,865.60 | | | | | | | | | |

| 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 | \$4,164.80 | \$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 | \$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 |
| 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 |
| 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 | | | | | |
| Hourly | \$76.72 | \$77.50 | \$78.28 | \$79.06 | \$79.86 | \$80.64 | \$81.45 | | | | | |
| Biweekly | \$6,137.60 | \$6,200.00 | \$6,262.40 | \$6,324.80 | \$6,388.80 | \$6,451.20 | \$6,516.00 | | | | | |
| Annually | \$159,577.60 | \$161,200.00 | \$162,822.40 | \$164,444.80 | \$166,108.80 | \$167,731.20 | \$169,416.00 | | | | | |