(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Grade 71

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$12.36	\$12.48	\$12.63	\$12.75	\$12.88	\$12.99	\$13.11	\$13.25	\$13.37	\$13.51	\$13.64	\$13.79
Biweekly	\$988.80	\$998.40	\$1,010.40	\$1,020.00	\$1,030.40	\$1,039.20	\$1,048.80	\$1,060.00	\$1,069.60	\$1,080.80	\$1,091.20	\$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	\$13.94	\$14.06	\$14.21	\$14.35	\$14.48	\$14.62	\$14.77	\$14.94	\$15.08	\$15.23	\$15.38	\$15.54
Biweekly	\$1,115.20	\$1,124.80	\$1,136.80	\$1,148.00	\$1,158.40	\$1,169.60	\$1,181.60	\$1,195.20	\$1,206.40	\$1,218.40	\$1,230.40	\$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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$1,115.20	\$1,124.80	\$1,136.80	\$1,148.00	\$1,158.40	\$1,169.60	\$1,181.60	\$1,195.20	\$1,206.40	\$1,218.40	\$1,230.40	\$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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$22.44	\$22.67	\$22.88	\$23.13	\$23.36	\$23.58	\$23.83					
Biweekly	\$1,795.20	\$1,813.60	\$1,830.40	\$1,850.40	\$1,868.80	\$1,886.40	\$1,906.40					
Annually	\$46,675.20	\$47,153.60	\$47,590.40	\$48,110.40	\$48,588.80	\$49,046.40	\$49,566.40					

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Grade 73

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly Annually	\$15.69 \$1,255.20 \$32,635.20	\$15.86 \$1,268.80 \$32,988.80	\$15.99 \$1,279.20 \$33,259.20	\$16.14 \$1,291.20 \$33,571.20	\$16.32 \$1,305.60 \$33,945.60	\$16.47 \$1,317.60 \$34,257.60	\$16.67 \$1,333.60 \$34,673.60	\$16.82 \$1,345.60 \$34,985.60	\$16.99 \$1,359.20 \$35,339.20	\$17.15 \$1,372.00 \$35,672.00	\$17.32 \$1,385.60 \$36,025.60	\$17.49 \$1,399.20 \$36,379.20
Steps	10					10	10		•			
	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
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 Biweekly Annually	\$25.28 \$2,022.40 \$52,582.40	\$25.55 \$2.044.00 \$53.144.00	\$25.80 \$2,064.00 \$53,664.00	\$26.07 \$2,085.60 \$54,225.60	\$26.32 \$2.105.60 \$54,745.60	\$26.58 \$2,126.40 \$55,286.40	\$26.85 \$2,148.00 \$55,848.00					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$28.50	\$28.77	\$29.06	\$29.35	\$29.65	\$29.94	\$30.23					
Biweekly	\$2,280.00	\$2,301.60	\$2,324.80	\$2,348.00	\$2,372.00	\$2,395.20	\$2,418.40					
Annually	\$59,280.00	\$59,841.60	\$60,444.80	\$61,048.00	\$61,672.00	\$62,275.20	\$62,878.40					

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Grade 75

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly Annually	\$19.92 \$1.593.60 \$41,433.60	\$20.11 \$1.608.80 \$41,828.80	\$20.32 \$1.625.60 \$42,265.60	\$20.51 \$1,640.80 \$42,660.80	\$20.74 \$1,659.20 \$43,139.20	\$20.94 \$1,675.20 \$43,555.20	\$21.14 \$1,691.20 \$43,971.20	\$21.36 \$1,708.80 \$44,428.80	\$21.56 \$1,724.80 \$44,844.80	\$21.79 \$1,743.20 \$45,323.20	\$22.00 \$1,760.00 \$45,760.00	\$22.22 \$1,777.60 \$46,217.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly Annually	\$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	25	26	27	28	29	30	31	32	33	34	35	36
Hourly Biweekly Annually	\$25.28 \$2,022.40 \$52,582.40	\$25.55 \$2,044.00 \$53,144.00	\$25.80 \$2,064.00 \$53,664.00	\$26.07 \$2,085.60 \$54,225.60	\$26.32 \$2,105.60 \$54,745.60	\$26.58 \$2,126.40 \$55,286.40	\$26.85 \$2,148.00 \$55,848.00	\$27.13 \$2,170.40 \$56,430.40	\$27.37 \$2,189.60 \$56,929.60	\$27.64 \$2,211.20 \$57,491.20	\$27.93 \$2,234.40 \$58,094.40	\$28.20 \$2,256.00 \$58,656.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly Annually	\$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	\$31.15 \$2,492.00 \$64,792.00	\$31.46 \$2,516.80 \$65,436.80	\$31.76 \$2,540.80 \$66,060.80
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$32.10 \$2.568.00 \$66,768.00	\$32.43 \$2.594.40 \$67.454.40	\$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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	20	20	24	22	22	24	25	26
-	25	26		-	29	30	31	32	33	34	35	36
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 \$59,280.00	\$2,301.60 \$59,841.60	\$2,324.80 \$60,444.80	\$2,348.00 \$61,048.00	\$2,372.00 \$61,672.00	\$2,395.20 \$62,275.20	\$2,418.40 \$62,878.40	\$2,443.20 \$63,523.20	\$2,468.80 \$64,188.80	\$2,492.00 \$64,792.00	\$2,516.80 \$65,436.80	\$2,540.80 \$66,060.80
Annually	\$59,280.00	\$59,841.00	\$60,444.80	501,048.00	\$61,672.00	\$02,275.20	\$02,878.40	\$03,523.20	\$04,188.80	\$64,792.00	\$05,430.80	\$00,000.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
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
Annually	\$66,768.00	\$67,454.40	\$68,099.20	\$68,785.60	\$69,451.20	\$70,158.40	\$70,886.40	\$71,552.00	\$72,300.80	\$73,028.80	\$73,715.20	\$74,422.40
Steps	49	50	51	52	53	54	55					
Hourly	\$36.18	\$36.53	\$36.90	\$37.27	\$37.63	\$38.02	\$38.39					
Biweekly	\$2,894.40	\$2,922.40	\$2,952.00	\$2,981.60	\$3,010.40	\$3,041.60	\$3,071.20					
Annually	\$75,254.40	\$75,982.40	\$76,752.00	\$77,521.60	\$78,270.40	\$79,081.60	\$79,851.20					

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Grade 77

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly Annually	\$25.28 \$2,022.40 \$52,582.40	\$25.55 \$2,044.00 \$53,144.00	\$25.80 \$2,064.00 \$53,664.00	\$26.07 \$2,085.60 \$54,225.60	\$26.32 \$2,105.60 \$54,745.60	\$26.58 \$2,126.40 \$55,286.40	\$26.85 \$2,148.00 \$55,848.00	\$27.13 \$2.170.40 \$56,430.40	\$27.37 \$2,189.60 \$56,929.60	\$27.64 \$2,211.20 \$57,491.20	\$27.93 \$2,234.40 \$58,094.40	\$28.20 \$2,256.00 \$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	\$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
Annually	\$66,768.00	\$67,454.40	\$68,099.20	\$68,785.60	\$69,451.20	\$70,158.40	\$70,886.40	\$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 Biweekly Annually	\$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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$2,211.20	\$2,234.40	\$2,256.00	\$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
Annually	\$57,491.20	\$58,094.40	\$58,656.00	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$31.15	\$31.46	\$31.76	\$32.10	\$32.43	\$32.74	\$33.07	\$33.39	\$33.73	\$34.08	\$34.40	\$34.76
Biweekly	\$2,492.00	\$2,516.80	\$2,540.80	\$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
Annually	\$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	\$70,886.40	\$71,552.00	\$72,300.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$35.11	\$35.44	\$35.78	\$36.18	\$36.53	\$36.90	\$37.27	\$37.63	\$38.02	\$38.39	\$38.76	\$39.17
Biweekly	\$2,808.80	\$2,835.20	\$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
Annually	\$73,028.80	\$73,715.20	\$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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$39.56	\$39.95	\$40.36	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83	\$43.26	\$43.70	\$44.14
Biweekly	\$3,164.80	\$3,196.00	\$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
Annually	\$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	\$89,980.80	\$90,896.00	\$91,811.20
Steps	49	50	51	52	53	54	55					
Hourly	\$44.56	\$45.02	\$45.47	\$45.91	\$46.39	\$46.84	\$47.32					
Biweekly	\$3,564.80	\$3,601.60	\$3,637.60	\$3,672.80	\$3,711.20	\$3,747.20	\$3,785.60					
Annually	\$92,684.80	\$93,641.60	\$94,577.60	\$95,492.80	\$96,491.20	\$97,427.20	\$98,425.60					

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Grade 79

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly Annually	\$30.23 \$2,418.40 \$62,878.40	\$30.54 \$2,443.20 \$63,523.20	\$30.86 \$2,468.80 \$64,188.80	\$31.15 \$2,492.00 \$64,792.00	\$31.46 \$2,516.80 \$65,436.80	\$31.76 \$2,540.80 \$66,060.80	\$32.10 \$2,568.00 \$66,768.00	\$32.43 \$2,594.40 \$67,454.40	\$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
Annually	<i>302,070.40</i>	Ş05,525.20	\$04,100.00	\$04,792.00	\$05,450.60	\$00,000.80	\$00,708.00	Ş07,454.4U	\$06,099.20	\$06,765.00	\$09,451.20	\$70,158.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly Annually	\$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	\$36.90 \$2,952.00 \$76,752.00	\$37.27 \$2,981.60 \$77,521.60	\$37.63 \$3,010.40 \$78,270.40	\$38.02 \$3,041.60 \$79,081.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly Biweekly Annually	\$38.39 \$3,071.20 \$79,851.20	\$38.76 \$3,100.80 \$80,620.80	\$39.17 \$3,133.60 \$81,473.60	\$39.56 \$3,164.80 \$82,284.80	\$39.95 \$3,196.00 \$83,096.00	\$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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly Annually	\$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	\$45.47 \$3,637.60 \$94,577.60	\$45.91 \$3,672.80 \$95,492.80	\$46.39 \$3,711.20 \$96,491.20	\$46.84 \$3.747.20 \$97,427.20	\$47.32 \$3,785.60 \$98,425.60	\$47.79 \$3,823.20 \$99,403.20	\$48.27 \$3,861.60 \$100,401.60
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$48.75 \$3,900.00 \$101,400.00	\$49.24 \$3,939.20 \$102,419.20	\$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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$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	\$2,894.40	\$2,922.40
Annually	\$68,099.20	\$68,785.60	\$69,451.20	\$70,158.40	\$70,886.40	\$71,552.00	\$72,300.80	\$73,028.80	\$73,715.20	\$74,422.40	\$75,254.40	\$75,982.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$36.90	\$37.27	\$37.63	\$38.02	\$38.39	\$38.76	\$39.17	\$39.56	\$39.95	\$40.36	\$40.77	\$41.17
Biweekly	\$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	\$3,261.60	\$3,293.60
Annually	\$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	\$84,801.60	\$85,633.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$41.57	\$41.98	\$42.42	\$42.83	\$43.26	\$43.70	\$44.14	\$44.56	\$45.02	\$45.47	\$45.91	\$46.39
Biweekly	\$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	\$3,637.60	\$3,672.80	\$3,711.20
Annually	\$86,465.60	\$87,318.40	\$88,233.60	\$89,086.40	\$89,980.80	\$90,896.00	\$91,811.20	\$92,684.80	\$93,641.60	\$94,577.60	\$95,492.80	\$96,491.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$46.84	\$47.32	\$47.79	\$48.27	\$48.75	\$49.24	\$49.73	\$50.26	\$50.75	\$51.26	\$51.76	\$52.26
Biweekly	\$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	\$4,100.80	\$4,140.80	\$4,180.80
Annually	\$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	\$106,620.80	\$107,660.80	\$108,700.80
Steps	49	50	51	52	53	54	55					
Hourly	\$52.79	\$53.33	\$53.84	\$54.41	\$54.94	\$55.49	\$56.04					
Biweekly	\$4,223.20	\$4,266.40	\$4,307.20	\$4,352.80	\$4,395.20	\$4,439.20	\$4,483.20					
Annually	\$109,803.20	\$110,926.40	\$111,987.20	\$113,172.80	\$114,275.20	\$115,419.20	\$116,563.20					

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Grade 81

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$35.78 \$2,862.40	\$36.18 \$2,894.40	\$36.53 \$2,922.40	\$36.90 \$2,952.00	\$37.27 \$2,981.60	\$37.63 \$3,010.40	\$38.02 \$3,041.60	\$38.39 \$3,071.20	\$38.76 \$3,100.80	\$39.17 \$3,133.60	\$39.56 \$3,164.80	\$39.95 \$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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
	<i>3</i> 03,940.00	\$64,801.00	\$65,055.00	\$60,405.00	<i>307,310.40</i>	<i>\$</i> 00,235.00	Ş69,060.40	<i>309,90</i> 0.00	\$90,890.00	Ş91,811.20	<i>\$92,0</i> 04.00	\$95,041.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly Biweekly Annually	\$45.47 \$3,637.60 \$94,577.60	\$45.91 \$3,672.80 \$95,492.80	\$46.39 \$3,711.20 \$96,491.20	\$46.84 \$3,747.20 \$97,427.20	\$47.32 \$3,785.60 \$98,425.60	\$47.79 \$3,823.20 \$99,403.20	\$48.27 \$3,861.60 \$100,401.60	\$48.75 \$3,900.00 \$101,400.00	\$49.24 \$3,939.20 \$102,419.20	\$49.73 \$3,978.40 \$103,438.40	\$50.26 \$4,020.80 \$104,540.80	\$50.75 \$4,060.00 \$105,560.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly Annually	\$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	\$56.04 \$4,483.20 \$116,563.20	\$56.61 \$4,528.80 \$117,748.80	\$57.19 \$4,575.20 \$118,955.20
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$57.74 \$4,619.20 \$120,099.20	\$58.31 \$4.664.80 \$121,284.80	\$58.90 \$4,712.00 \$122,512.00	\$59.50 \$4,760.00 \$123,760.00	\$60.11 \$4,808.80 \$125,028.80	\$60.68 \$4,854.40 \$126,214.40	\$61.30 \$4,904.00 \$127,504.00					

Stone	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$40.36	\$40.77	\$41.17	4 \$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	\$87,318.40	\$88,233.60	\$89,086.40	\$89,980.80	\$90,896.00	\$91,811.20	\$92,684.80	\$93,641.60
Annually	J0J,J40.00	\$64,001.00	\$85,055.00	\$80,405.00	J07,J10.40	\$66,255.00	\$65,000.40	\$65,560.60	\$50,850.00	\$51,011.20	\$52,004.00	\$55,041.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$65.05	\$65.72	\$66.38	\$67.04	\$67.71	\$68.41	\$69.07					
Biweekly	\$5,204.00	\$5,257.60	\$5,310.40	\$5,363.20	\$5,416.80	\$5,472.80	\$5,525.60					
Annually	\$135,304.00	\$136,697.60	\$138,070.40	\$139,443.20	\$140,836.80	\$142,292.80	\$143,665.60					

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$45.47 \$3,637.60	\$45.91 \$3,672.80	\$46.39 \$3,711.20	\$46.84 \$3,747.20	\$47.32 \$3,785.60	\$47.79 \$3,823.20	\$48.27 \$3,861.60	\$48.75 \$3,900.00	\$49.24 \$3,939.20	\$49.73 \$3,978.40	\$50.26 \$4,020.80	\$50.75 \$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
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
Chama												
Steps	49	50	51	52	53	54	55					
Steps Hourly	49 \$73.31	50 \$74.04	51 \$74.79	52 \$75.55	53 \$76.31	54 \$77.05	55 \$77.83					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$3,978.40	\$4,020.80	\$4,060.00	\$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
Annually	\$103,438.40	\$104,540.80	\$105,560.00	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$56.04	\$56.61	\$57.19	\$57.74	\$58.31	\$58.90	\$59.50	\$60.11	\$60.68	\$61.30	\$61.91	\$62.54
Biweekly	\$4,483.20	\$4,528.80	\$4,575.20	\$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
Annually	\$116,563.20	\$117,748.80	\$118,955.20	\$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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$63.14	\$63.77	\$64.41	\$65.05	\$65.72	\$66.38	\$67.04	\$67.71	\$68.41	\$69.07	\$69.76	\$70.48
Biweekly	\$5,051.20	\$5,101.60	\$5,152.80	\$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
Annually	\$131,331.20	\$132,641.60	\$133,972.80	\$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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$71.15	\$71.87	\$72.58	\$73.31	\$74.04	\$74.79	\$75.55	\$76.31	\$77.05	\$77.83	\$78.62	\$79.40
Biweekly	\$5,692.00	\$5,749.60	\$5,806.40	\$5,864.80	\$5,923.20	\$5,983.20	\$6,044.00	\$6,104.80	\$6,164.00	\$6,226.40	\$6,289.60	\$6,352.00
Annually	\$147,992.00	\$149,489.60	\$150,966.40	\$152,484.80	\$154,003.20	\$155,563.20	\$157,144.00	\$158,724.80	\$160,264.00	\$161,886.40	\$163,529.60	\$165,152.00
Steps	49	50	51	52	53	54	55					
Hourly	\$80.18	\$80.99	\$81.81	\$82.62	\$83.45	\$84.28	\$85.13					
Biweekly	\$6,414.40	\$6,479.20	\$6,544.80	\$6,609.60	\$6,676.00	\$6,742.40	\$6,810.40					
Annually	\$166,774.40	\$168,459.20	\$170,164.80	\$171,849.60	\$173,576.00	\$175,302.40	\$177,070.40					