(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
lourly	\$10.67	\$10.78	\$10.88	\$10.99	\$11.10	\$11.20	\$11.31	\$11.42	\$11.53	\$11.66	\$11.77	\$11.8
Biweekly	\$853.60	\$862.40	\$870.40	\$879.20	\$888.00	\$896.00	\$904.80	\$913.60	\$922.40	\$932.80	\$941.60	\$950.4
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	\$24,710.4
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	\$13.3
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	\$1,071.2
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	\$27,851.2
, uniquity	\$23,001.00	\$25,251.20	\$23,100.00	\$23,700.00	\$23,330.10	\$20,220.00	\$20,155.20	\$20,705.00	\$27,015.20	027,010.10	\$27,001.00	\$27,051.2
Steps	25	26	27	28	29	30	31	32	33	34	35	30
Hourly	\$13.52	\$13.65	\$13.79	\$13.93	\$14.06	\$14.21	\$14.36	\$14.50	\$14.65	\$14.79	\$14.95	\$15.0
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	\$1,206.4
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	\$31,366.4
Stone												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
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	\$1,360.0
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	\$35,360.0
Steps	49	50	51	52	53	54	55					
		50	J1									
Hourly												
Hourly Biweekly	\$17.16	\$17.33	\$17.52	\$17.69	\$17.89	\$18.05	\$18.23					
Biweekly	\$17.16 \$1,372.80	\$17.33 \$1,386.40	\$17.52 \$1,401.60	\$17.69 \$1,415.20	\$17.89 \$1,431.20	\$18.05 \$1,444.00	\$18.23 \$1,458.40					
	\$17.16	\$17.33	\$17.52	\$17.69	\$17.89	\$18.05	\$18.23					
Biweekly	\$17.16 \$1,372.80	\$17.33 \$1,386.40	\$17.52 \$1,401.60	\$17.69 \$1,415.20	\$17.89 \$1,431.20	\$18.05 \$1,444.00	\$18.23 \$1,458.40					
Biweekly Annually	\$17.16 \$1,372.80	\$17.33 \$1,386.40	\$17.52 \$1,401.60	\$17.69 \$1,415.20	\$17.89 \$1,431.20	\$18.05 \$1,444.00	\$18.23 \$1,458.40	8	9	10	11	12
Biweekly Annually de 72	\$17.16 \$1,372.80	\$17.33 \$1,386.40	\$17.52 \$1.401.60 \$36.441.60	\$17.69 \$1,415.20	\$17.89 \$1.431.20 \$37.211.20	\$18.05 \$1.444.00 \$37.544.00	\$18.23 \$1,458.40	8 \$12.87	9 \$12.99	10 \$13.13	11 \$13.27	12 \$13.3:

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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$19.34	\$19.53	\$19.74	\$19.93	\$20.12	\$20.34	\$20.53					
Biweekly	\$1,547.20	\$1,562.40	\$1,579.20	\$1,594.40	\$1,609.60	\$1,627.20	\$1,642.40					
Annually	\$40,227.20	\$40,622.40	\$41,059.20	\$41,454.40	\$41,849.60	\$42,307.20	\$42,702.40					

(Non-bargaining unit)

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

Grade	73
-------	----

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	\$15.0
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	\$1,206.4
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	\$31,366.4
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	\$17.0
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	\$1,360.0
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	\$35,360.0
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	\$19.1
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	\$1,533.6
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	\$39,873.6
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$19.34	\$19.53	\$19.74	\$19.93	\$20.12	42 \$20.34	\$20.53	\$20.75	\$20.96	\$21.15	\$21.37	\$21.5
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	\$1,726.4
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	\$44,886.4
Steps	49	50	51	52	53	54	55					
Hourly	\$21.81 \$1,744.80	\$22.02 \$1,761.60	\$22.23 \$1,778.40	\$22.45 \$1,796.00	\$22.68	\$22.92 \$1,833.60	\$23.15 \$1,852.00					
Biweekly Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,696.00	\$1,814.40 \$47.174.40	\$47,673.60	\$48,152.00					
Annually	\$45,504.80	\$45,801.00	\$40,238.40	\$40,090.00	\$47,174.40	\$47,075.00	\$48,152.00					
de 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$15.23	\$15.39	\$15.56	\$15.70	\$15.87	\$16.01	\$16.16	\$16.33	\$16.48	\$16.68	\$16.83	\$17.0
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	\$1,360.0
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	\$35.360.0

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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$24.55	\$24.80	\$25.07	\$25.29	\$25.56	\$25.81	\$26.08					
Biweekly	\$1,964.00	\$1,984.00	\$2,005.60	\$2,023.20	\$2,044.80	\$2,064.80	\$2,086.40					
Annually	\$51,064.00	\$51,584.00	\$52,145.60	\$52,603.20	\$53,164.80	\$53,684.80	\$54,246.40					

(Non-bargaining unit)

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

rade 75												
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	\$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	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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	\$2,214.40	\$2,236.80	\$2,257.60	\$2,280.80	\$2,304.80	\$2,327.20	\$2,349.60	\$2,372.80	\$2,397.60	\$2,420.00	\$2,444.80	\$2,469.60
Annually	\$57,574.40	\$58,156.80	\$58,697.60	\$59,300.80	\$59,924.80	\$60,507.20	\$61,089.60	\$61,692.80	\$62,337.60	\$62,920.00	\$63,564.80	\$64,209.60
Steps	49	50	51	52	53	54	55					
Hourly	\$31.18	\$31.49	\$31.79	\$32.11	\$32.44	\$32.76	\$33.10					
Biweekly	\$2,494.40	\$2,519.20	\$2,543.20	\$2,568.80	\$2,595.20	\$2,620.80	\$2,648.00					
Annually	\$64,854.40	\$65,499.20	\$66,123.20	\$66,788.80	\$67,475.20	\$68,140.80	\$68,848.00					

(Non-bargaining unit)

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

Grade	77
-------	----

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	\$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	13	14	15	16	17	18	19	20	21	22	23	24
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	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	\$2,214.40	\$2,236.80	\$2,257.60	\$2,280.80	\$2,304.80	\$2,327.20	\$2,349.60	\$2,372.80	\$2,397.60	\$2,420.00	\$2,444.80	\$2,469.60
Annually	\$57,574.40	\$58,156.80	\$58,697.60	\$59,300.80	\$59,924.80	\$60,507.20	\$61,089.60	\$61,692.80	\$62,337.60	\$62,920.00	\$63,564.80	\$64,209.60
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					
DIWEEKIY						\$76,793.60	\$77,604.80					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$1,907.20	\$1,926.40	\$1,945.60	\$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
Annually	\$49.587.20	\$50.086.40	\$50.585.60	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$26.86	\$27.14	\$27.39	\$27.68	\$27.96	\$28.22	\$28.51	\$28.81	\$29.09	\$29.37	\$29.66	\$29.97
Biweekly	\$2.148.80	\$2.171.20	\$2.191.20	\$2.214.40	\$2.236.80	\$2.257.60	\$2.280.80	\$2.304.80	\$2.327.20	\$2.349.60	\$2.372.80	\$2.397.60
Annually	\$55.868.80	\$56.451.20	\$56.971.20	\$57.574.40	\$58.156.80	\$58.697.60	\$59.300.80	\$59.924.80	\$60.507.20	\$61.089.60	\$61.692.80	\$62.337.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.25	\$30.56	\$30.87	\$31.18	\$31.49	\$31.79	\$32.11	\$32.44	\$32.76	\$33.10	\$33.42	\$33.75
Biweekly	\$2.420.00	\$2.444.80	\$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
Annually	\$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	\$68.848.00	\$69.513.60	\$70.200.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$34.10	\$34.43	\$34.79	\$35.14	\$35.47	\$35.81	\$36.20	\$36.55	\$36.92	\$37.31	\$37.66	\$38.05
Biweekly	\$2,728.00	\$2,754.40	\$2,783.20	\$2,811.20	\$2,837.60	\$2,864.80	\$2,896.00	\$2,924.00	\$2,953.60	\$2,984.80	\$3,012.80	\$3,044.00
Annually	\$70,928.00	\$71,614.40	\$72,363.20	\$73,091.20	\$73,777.60	\$74,484.80	\$75,296.00	\$76,024.00	\$76,793.60	\$77,604.80	\$78,332.80	\$79,144.00
Steps	49	50	51	52	53	54	55					
Hourly	\$38.42	\$38.80	\$39.19	\$39.59	\$39.99	\$40.38	\$40.80					
Biweekly	\$3,073.60	\$3,104.00	\$3,135.20	\$3,167.20	\$3,199.20	\$3,230.40	\$3,264.00					
Annually	\$79,913.60	\$80,704.00	\$81,515.20	\$82,347.20	\$83,179.20	\$83,990.40	\$84,864.00					

(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	
Iourly	\$26.08	\$26.33	\$26.59	\$26.86	\$27.14	\$27.39	\$27.68	\$27.96	\$28.22	\$28.51	\$28.81	\$29
Biweekly	\$2,086.40	\$2,106.40	\$2,127.20	\$2,148.80	\$2,171.20	\$2,191.20	\$2,214.40	\$2,236.80	\$2,257.60	\$2,280.80	\$2,304.80	\$2,327
Annually	\$54,246.40	\$54,766.40	\$55,307.20	\$55,868.80	\$56,451.20	\$56,971.20	\$57,574.40	\$58,156.80	\$58,697.60	\$59,300.80	\$59,924.80	\$60,507
Steps	13	14	15	16	17	18	19	20	21	22	23	
lourly	\$29.37	\$29.66	\$29.97	\$30.25	\$30.56	\$30.87	\$31.18	\$31.49	\$31.79	\$32.11	\$32.44	\$32
Biweekly	\$2,349.60	\$2,372.80	\$2,397.60	\$2,420.00	\$2,444.80	\$2,469.60	\$2,494.40	\$2,519.20	\$2,543.20	\$2,568.80	\$2,595.20	\$2,620
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
Steps	25	26	27	28	29	30	31	32	33	34	35	
lourly	\$33.10	\$33.42	\$33.75	\$34.10	\$34.43	\$34.79	\$35.14	\$35.47	\$35.81	\$36.20	\$36.55	\$36
Biweekly	\$2,648.00	\$2,673.60	\$2,700.00	\$2,728.00	\$2,754.40	\$2,783.20	\$2,811.20	\$2,837.60	\$2,864.80	\$2,896.00	\$2,924.00	\$2,953
Annually	\$68,848.00	\$69,513.60	\$70,200.00	\$70,928.00	\$71,614.40	\$72,363.20	\$73,091.20	\$73,777.60	\$74,484.80	\$75,296.00	\$76,024.00	\$76,793
Steps	37	38	39	40	41	42	43	44	45	46	47	
Iourly	\$37.31	\$37.66	\$38.05	\$38.42	\$38.80	\$39.19	\$39.59	\$39.99	\$40.38	\$40.80	\$41.21	\$41
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
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
Steps	49	50	51	52	53	54	55					
lourly	\$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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$2,257.60	\$2,280.80	\$2,304.80	\$2,327.20	\$2,349.60	\$2,372.80	\$2,397.60	\$2,420.00	\$2,444.80	\$2,469.60	\$2,494.40	\$2,519.20
Annually	\$58.697.60	\$59.300.80	\$59.924.80	\$60.507.20	\$61.089.60	\$61.692.80	\$62.337.60	\$62.920.00	\$63.564.80	\$64.209.60	\$64.854.40	\$65.499.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$31.79	\$32.11	\$32.44	\$32.76	\$33.10	\$33.42	\$33.75	\$34.10	\$34.43	\$34.79	\$35.14	\$35.47
Biweekly	\$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	\$2.811.20	\$2.837.60
Annually	\$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	\$73.091.20	\$73.777.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$35.81	\$36.20	\$36.55	\$36.92	\$37.31	\$37.66	\$38.05	\$38.42	\$38.80	\$39.19	\$39.59	\$39.99
Biweekly	\$2.864.80	\$2.896.00	\$2.924.00	\$2.953.60	\$2.984.80	\$3.012.80	\$3.044.00	\$3.073.60	\$3.104.00	\$3.135.20	\$3.167.20	\$3.199.20
Annually	\$74.484.80	\$75.296.00	\$76.024.00	\$76.793.60	\$77.604.80	\$78.332.80	\$79.144.00	\$79.913.60	\$80.704.00	\$81.515.20	\$82.347.20	\$83.179.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$40.38	\$40.80	\$41.21	\$41.61	\$42.02	\$42.46	\$42.87	\$43.30	\$43.74	\$44.18	\$44.60	\$45.06
Biweekly	\$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	\$3,534.40	\$3,568.00	\$3,604.80
Annually	\$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	\$91,894.40	\$92,768.00	\$93,724.80
Steps	49	50	51	52	53	54	55					
Hourly	\$45.51	\$45.97	\$46.42	\$46.90	\$47.36	\$47.82	\$48.32					
Biweekly	\$3,640.80	\$3,677.60	\$3,713.60	\$3,752.00	\$3,788.80	\$3,825.60	\$3,865.60					
Annually	\$94,660.80	\$95,617.60	\$96,553.60	\$97,552.00	\$98,508.80	\$99,465.60	\$100,505.60					

(Non-bargaining unit)

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

ade 81												
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	\$2,783.20	\$2,811.20	\$2,837.60	\$2,864.80	\$2,896.00	\$2,924.00	\$2,953.60	\$2,984.80	\$3,012.80	\$3,044.00	\$3,073.60	\$3,104.00
Annually	\$72,363.20	\$73,091.20	\$73,777.60	\$74,484.80	\$75,296.00	\$76,024.00	\$76,793.60	\$77,604.80	\$78,332.80	\$79,144.00	\$79,913.60	\$80,704.00
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	\$2,783.20	\$2,811.20	\$2,837.60	\$2,864.80	\$2,896.00	\$2,924.00	\$2,953.60	\$2,984.80	\$3,012.80	\$3,044.00	\$3,073.60	\$3,104.00
Annually	\$72.363.20	\$73.091.20	\$73.777.60	\$74.484.80	\$75.296.00	\$76.024.00	\$76.793.60	\$77.604.80	\$78.332.80	\$79.144.00	\$79.913.60	\$80.704.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$56.09	\$56.65	\$57.23	\$57.81	\$58.37	\$58.95	\$59.55					
Biweekly	\$4,487.20	\$4,532.00	\$4,578.40	\$4,624.80	\$4,669.60	\$4,716.00	\$4,764.00					
Annually	\$116,667.20	\$117,832.00	\$119,038.40	\$120,244.80	\$121,409.60	\$122,616.00	\$123,864.00					

(Non-bargaining unit)

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

de 83												
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	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$56.09	\$56.65	\$57.23	\$57.81	\$58.37	\$58.95	\$59.55	\$60.15	43 \$60.74	\$61.34	\$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
Annuany	\$110,007.20	5117,852.00	\$115,058.40	J120,244.00	\$121,405.00	\$122,010.00	\$125,804.00	\$125,112.00	\$120,555.20	\$127,567.20	\$120,050.00	\$150,100.40
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$3,429.60	\$3,464.00	\$3,499.20	\$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
Annually	\$89.169.60	\$90.064.00	\$90.979.20	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$48.32	\$48.79	\$49.29	\$49.77	\$50.29	\$50.78	\$51.30	\$51.80	\$52.34	\$52.83	\$53.37	\$53.89
Biweekly	\$3.865.60	\$3.903.20	\$3.943.20	\$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
Annually	\$100.505.60	\$101.483.20	\$102.523.20	\$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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$54.45	\$54.97	\$55.53	\$56.09	\$56.65	\$57.23	\$57.81	\$58.37	\$58.95	\$59.55	\$60.15	\$60.74
Biweekly	\$4.356.00	\$4.397.60	\$4.442.40	\$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
Annually	\$113.256.00	\$114.337.60	\$115.502.40	\$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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$61.34	\$61.95	\$62.58	\$63.20	\$63.82	\$64.46	\$65.11	\$65.78	\$66.44	\$67.09	\$67.76	\$68.45
Biweekly	\$4,907.20	\$4,956.00	\$5,006.40	\$5,056.00	\$5,105.60	\$5,156.80	\$5,208.80	\$5,262.40	\$5,315.20	\$5,367.20	\$5,420.80	\$5,476.00
Annually	\$127,587.20	\$128,856.00	\$130,166.40	\$131,456.00	\$132,745.60	\$134,076.80	\$135,428.80	\$136,822.40	\$138,195.20	\$139,547.20	\$140,940.80	\$142,376.00
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$69.11 \$5,528.80	\$69.81 \$5,584.80	\$70.52 \$5,641.60	\$71.23 \$5,698.40	\$71.92 \$5,753.60	\$72.65 \$5,812.00	\$73.39 \$5,871.20 \$152.651.20					
Annualiv	\$143,748.80	\$145,204.80	\$146,681.60	\$148,158.40	\$149,593.60	\$151,112.00	\$152,651.20					

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Grade 71

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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$20.32	\$20.51	\$20.72	\$20.93	\$21.14	\$21.36	\$21.56					
Biweekly	\$1,625.60	\$1,640.80	\$1,657.60	\$1,674.40	\$1,691.20	\$1,708.80	\$1,724.80					
Annually	\$42,265.60	\$42,660.80	\$43,097.60	\$43,534.40	\$43,971.20	\$44,428.80	\$44,844.80					

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Grade 73

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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$25.79	\$26.06	\$26.30	\$26.56	\$26.84	\$27.12	\$27.36					
Biweekly	\$2,063.20	\$2,084.80	\$2,104.00	\$2,124.80	\$2,147.20	\$2,169.60	\$2,188.80					
Annually	\$53,643.20	\$54,204.80	\$54,704.00	\$55,244.80	\$55,827.20	\$56,409.60	\$56,908.80					

(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	\$20.1
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	\$1,608.3
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.
Steps	13	14	15	16	17	18	19	20	21	22	23	2
Hourly	\$20.32	\$20.51	\$20.72	\$20.93	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.20	\$22.44	\$22.
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.
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.
Steps	25	26	27	28	29	30	31	32	33	34	35	3
Hourly	\$22.89	\$23.14	\$23.35	\$23.56	\$23.82	\$24.06	\$24.30	\$24.53	\$24.78	\$25.03	\$25.27	\$25.
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.
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.
Steps	37	38	39	40	41	42	43	44	45	46	47	
Hourly	\$25.79	\$26.06	\$26.30	\$26.56	\$26.84	\$27.12	\$27.36	\$27.63	\$27.93	\$28.20	\$28.49	\$28.
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.
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.
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					

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	\$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	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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
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
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%)

Grade 77

Biweekly

\$2.540.80

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	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
Stone												
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					
rade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$2,002.40	\$2,021.60	\$2,043.20	\$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
Annually	\$52.062.40	\$52.561.60	\$53.123.20	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$28.20	\$28.49	\$28.77	\$29.06	\$29.35	\$29.64	\$29.93	\$30.23	\$30.54	\$30.85	\$31.14	\$31.46
Biweekly	\$2.256.00	\$2.279.20	\$2.301.60	\$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
Annually	\$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	\$64.168.00	\$64.771.20	\$65.436.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$31.76	\$32.09	\$32.39	\$32.74	\$33.07	\$33.38	\$33.71	\$34.07	\$34.40	\$34.76	\$35.11	\$35.44
	551.70	552.05	552.55	552.74	555.07	555.50	555.71	551.57	551.40	551.70	555.11	555.44

Annually	\$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	\$72.300.80	\$73.028.80	
Steps	37	38	39	40	41	42	43	44	45	46	47	
Hourly	\$35.79	\$36.15	\$36.53	\$36.90	\$37.27	\$37.63	\$38.01	\$38.39	\$38.75	\$39.16	\$39.56	
Biweekly	\$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	\$3,132.80	\$3,164.80	
Annually	\$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	\$81,452.80	\$82,284.80	
Steps	49	50	51	52	53	54	55					
Hourly	\$40.34	\$40.76	\$41.16	\$41.58	\$41.98	\$42.42	\$42.84					
Binneddy	\$3.227.20	\$3.260.80	\$3.292.80	\$3.326.40	\$3.358.40	\$3.393.60	\$3.427.20					
Biweekly	\$3,227.20	JJ,200.80	JJ,ZJZ.00	JJ,JZ0.40	JJ,JJU.+0	JJ,JJJ.00	<i>JJJJJJJJJJJJJJ</i>					

\$2.645.60

\$2.567.20

\$2.591.20

\$2.619.20

\$2.670.40

\$2.696.80

\$2.725.60

\$2.752.00

\$2.780.80

\$2.808.80

\$2.835.20 \$73.715.20

48 \$39.94 \$3,195.20 \$83,075.20

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Grade 79

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$2,188.80	\$2,210.40	\$2,234.40	\$2,256.00	\$2,279.20	\$2,301.60	\$2,324.80	\$2,348.00	\$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
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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$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	\$2,619.20	\$2,645.60
Annually	\$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	\$68.099.20	\$68.785.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$33.38	\$33.71	\$34.07	\$34.40	\$34.76	\$35.11	\$35.44	\$35.79	\$36.15	\$36.53	\$36.90	\$37.27
Biweekly	\$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	\$2.952.00	\$2.981.60
Annually	\$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	\$76.752.00	\$77.521.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$37.63	\$38.01	\$38.39	\$38.75	\$39.16	\$39.56	\$39.94	\$40.34	\$40.76	\$41.16	\$41.58	\$41.98
Biweekly	\$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	\$3.292.80	\$3.326.40	\$3.358.40
Annually	\$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	\$85.612.80	\$86.486.40	\$87.318.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$42.42	\$42.84	\$43.26	\$43.70	\$44.15	\$44.56	\$45.02	\$45.48	\$45.93	\$46.39	\$46.84	\$47.32
Biweekly	\$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	\$3,711.20	\$3,747.20	\$3,785.60
Annually	\$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	\$96,491.20	\$97,427.20	\$98,425.60
Steps	49	50	51	52	53	54	55					
Hourly	\$47.78	\$48.27	\$48.74	\$49.24	\$49.73	\$50.21	\$50.73					
Biweekly	\$3,822.40	\$3,861.60	\$3,899.20	\$3,939.20	\$3,978.40	\$4,016.80	\$4,058.40					
Annually	\$99,382.40	\$100,401.60	\$101,379.20	\$102,419.20	\$103,438.40	\$104,436.80	\$105,518.40					

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Grade 81

Steps Hourly Biweekly Annually	1 \$32.39 \$2,591.20 \$67,371.20	2 \$32.74 \$2,619.20 \$68,099.20	3 \$33.07 \$2.645.60 \$68,785.60	4 \$33.38 \$2.670.40 \$69.430.40	5 \$33.71 \$2.696.80 \$70,116.80	6 \$34.07 \$2.725.60 \$70.865.60	7 \$34.40 \$2,752.00 \$71,552.00	8 \$34.76 \$2,780.80 \$72,300.80	9 \$35.11 \$2,808.80 \$73,028.80	10 \$35.44 \$2,835.20 \$73,715.20	11 \$35.79 \$2.863.20 \$74,443.20	12 \$36.15 \$2.892.00 \$75,192.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
Hourly Biweekly Annually	\$41.16 \$3,292.80 \$85,612.80	\$41.58 \$3,326.40 \$86,486.40	\$41.98 \$3,358.40 \$87,318.40	\$42.42 \$3,393.60 \$88,233.60	\$42.84 \$3,427.20 \$89,107.20	\$43.26 \$3,460.80 \$89,980.80	\$43.70 \$3,496.00 \$90,896.00	\$44.15 \$3,532.00 \$91,832.00	\$44.56 \$3,564.80 \$92,684.80	\$45.02 \$3,601.60 \$93,641.60	\$45.48 \$3,638.40 \$94,598.40	\$45.93 \$3.674.40 \$95.534.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly Annually	\$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	\$50.73 \$4,058.40 \$105,518.40	\$51.26 \$4,100.80 \$106,620.80	\$51.76 \$4,140.80 \$107,660.80
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$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	\$54.40 \$4,352.00 \$113,152.00	\$54.93 \$4,394.40 \$114,254.40	\$55.49 \$4,439.20 \$115,419.20					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$58.89 \$4,711.20 \$122,491.20	\$59.49 \$4,759.20 \$123,739.20	\$60.08 \$4.806.40 \$124,966.40	\$60.67 \$4,853.60 \$126,193.60	\$61.30 \$4,904.00 \$127,504.00	\$61.91 \$4,952.80 \$128,772.80	\$62.54 \$5,003.20 \$130,083.20					

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Grade 83

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	\$67.02	\$67.70	\$68.39	\$69.05	\$69.75	\$70.46					
Biweekly	\$5,309.60	\$5,361.60	\$5,416.00	\$5,471.20	\$5,524.00	\$5,580.00	\$5,636.80					
Annually	\$138,049.60	\$139,401.60	\$140,816.00	\$142,251.20	\$143,624.00	\$145,080.00	\$146,556.80					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$3,601.60	\$3,638.40	\$3,674.40	\$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
Annually	\$93.641.60	\$94.598.40	\$95.534.40	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$50.73	\$51.26	\$51.76	\$52.26	\$52.79	\$53.33	\$53.84	\$54.40	\$54.93	\$55.49	\$56.04	\$56.60
Biweekly	\$4.058.40	\$4.100.80	\$4.140.80	\$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
Annually	\$105.518.40	\$106.620.80	\$107.660.80	\$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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$57.18	\$57.72	\$58.31	\$58.89	\$59.49	\$60.08	\$60.67	\$61.30	\$61.91	\$62.54	\$63.14	\$63.77
Biweekly	\$4.574.40	\$4.617.60	\$4.664.80	\$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
Annually	\$118.934.40	\$120.057.60	\$121.284.80	\$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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$64.41	\$65.04	\$65.70	\$66.37	\$67.02	\$67.70	\$68.39	\$69.05	\$69.75	\$70.46	\$71.15	\$71.86
Biweekly	\$5,152.80	\$5,203.20	\$5,256.00	\$5,309.60	\$5,361.60	\$5,416.00	\$5,471.20	\$5,524.00	\$5,580.00	\$5,636.80	\$5,692.00	\$5,748.80
Annually	\$133,972.80	\$135,283.20	\$136,656.00	\$138,049.60	\$139,401.60	\$140,816.00	\$142,251.20	\$143,624.00	\$145,080.00	\$146,556.80	\$147,992.00	\$149,468.80
Steps	49	50	51	52	53	54	55					
Hourly	\$72.58	\$73.31	\$74.03	\$74.79	\$75.54	\$76.30	\$77.04					
Biweekly	\$5,806.40	\$5,864.80	\$5,922.40	\$5,983.20	\$6,043.20	\$6,104.00	\$6,163.20					
Annually	\$150,966.40	\$152,484.80	\$153,982.40	\$155,563.20	\$157,123.20	\$158,704.00	\$160,243.20					

(Non-bargaining unit)

KODIAK (9%)

Grade	71
-------	----

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
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	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					
ade 72												

Gr

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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$21.09	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39					
Biweekly	\$1,687.20	\$1,704.00	\$1,720.80	\$1,738.40	\$1,756.00	\$1,772.80	\$1,791.20					
Annually	\$43,867.20	\$44,304.00	\$44,740.80	\$45,198.40	\$45,656.00	\$46,092.80	\$46,571.20					

(Non-bargaining unit)

KODIAK (9%)

Grade	73
-------	----

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	\$15.97	\$16.12	\$16.29	\$16.4
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	\$1,314.4
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	13	14	15	16	17	18	19	20	21	22	23	24
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
, underly	\$51,520.00	\$51,502.10	\$55,250.00	\$33,300.00	\$55,505.20	\$30,337.00	\$50,070.10	\$50,502.10	\$57,115.20	\$37,733.00	\$50,100.00	\$50,512.10
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					
, unitadity	\$15,702.40	\$15,520.00	\$55,577.00	\$55,510.40	\$31,730. 4 0	\$31,337.00	<i>JJL, IJI.</i> 00					

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	\$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	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	\$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	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)

KODIAK (9%)

Grade	75
-------	----

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.
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.
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.
-												
Steps	13	14	15	16	17	18	19	20	21	22	23	2
Hourly	\$21.09	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39	\$22.60	\$22.84	\$23.05	\$23.28	\$23.
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.
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
-												
Steps	25	26	27	28	29	30	31	32	33	34	35	
Hourly	\$23.78	\$24.00	\$24.22	\$24.48	\$24.73	\$24.97	\$25.22	\$25.49	\$25.72	\$25.97	\$26.23	\$26
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
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
, and any	\$15,102.10	010,020.00	\$30,377.00	\$56,510.10	\$51,150.10	\$51,557.00	002,107.00	\$55,015.20	\$33,137.00	\$51,017.00	\$51,550.10	<i>\$55,120</i>
Steps	37	38	39	40	41	42	43	44	45	46	47	
Hourly	\$26.79	\$27.02	\$27.30	\$27.57	\$27.86	\$28.14	\$28.42	\$28.70	\$28.99	\$29.28	\$29.56	\$29
nouny		JZ7.0Z										
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
Biweekly			\$2,184.00 \$56,784.00	\$2,205.60 \$57,345.60	\$2,228.80 \$57,948.80	\$2,251.20 \$58,531.20	\$2,273.60 \$59,113.60	\$2,296.00 \$59,696.00	\$2,319.20 \$60,299.20	\$2,342.40 \$60,902.40	\$2,364.80 \$61,484.80	\$2,389 \$62,129
Biweekly Annually	\$2,143.20	\$2,161.60										\$2,389 \$62,129
Biweekly	\$2,143.20	\$2,161.60										
Biweekly Annually Steps	\$2,143.20 \$55,723.20 49	\$2,161.60 \$56,201.60 50	\$56,784.00 51	\$57,345.60 52	\$57,948.80 53	\$58,531.20 54	\$59,113.60 55					
Biweekly Annually Steps Hourly	\$2.143.20 \$55.723.20 49 \$30.17	\$2.161.60 \$56.201.60 50 \$30.46	\$56,784.00 51 \$30.76	\$57,345.60 52 \$31.06	\$57,948.80 53 \$31.39	\$58,531.20 54 \$31.69	\$59,113.60 55 \$32.03					
Biweekly Annually Steps Hourly Biweekly	\$2,143.20 \$55.723.20 49 \$30.17 \$2,413.60	\$2,161.60 \$56,201.60 50 \$30.46 \$2,436.80	\$56,784.00 51 \$30.76 \$2,460.80	\$57,345.60 52 \$31.06 \$2,484.80	\$57,948.80 53 \$31.39 \$2,511.20	\$58,531.20 54 \$31.69 \$2,535.20	\$59,113.60 55 \$32.03 \$2,562.40					
Biweekly Annually Steps Hourly	\$2.143.20 \$55.723.20 49 \$30.17	\$2.161.60 \$56.201.60 50 \$30.46	\$56,784.00 51 \$30.76	\$57,345.60 52 \$31.06	\$57,948.80 53 \$31.39	\$58,531.20 54 \$31.69	\$59,113.60 55 \$32.03					
Biweekly Annually Steps Hourly Biweekly	\$2,143.20 \$55.723.20 49 \$30.17 \$2,413.60	\$2,161.60 \$56,201.60 50 \$30.46 \$2,436.80	\$56,784.00 51 \$30.76 \$2,460.80	\$57,345.60 52 \$31.06 \$2,484.80	\$57,948.80 53 \$31.39 \$2,511.20	\$58,531.20 54 \$31.69 \$2,535.20	\$59,113.60 55 \$32.03 \$2,562.40					
Biweekly Annually Steps Hourly Biweekly Annually de 76	\$2,143.20 \$55.723.20 49 \$30.17 \$2,413.60	\$2,161.60 \$56,201.60 50 \$30.46 \$2,436.80	\$56,784.00 51 \$30.76 \$2,460.80	\$57,345.60 52 \$31.06 \$2,484.80	\$57,948.80 53 \$31.39 \$2,511.20	\$58,531.20 54 \$31.69 \$2,535.20	\$59,113.60 55 \$32.03 \$2,562.40					\$62,129
Biweekly Annually Steps Hourly Biweekly Annually	\$2,143.20 \$55.723.20 49 \$30.17 \$2,413.60	\$2.161.60 \$56.201.60 50 \$30.46 \$2.436.80 \$63.356.80	\$56.784.00 51 \$30.76 \$2.460.80 \$63.980.80	\$57.345.60 52 \$31.06 \$2,484.80 \$64,604.80	\$57.948.80 53 \$31.39 \$2,511.20 \$65,291.20	\$58.531.20 54 \$31.69 \$2,535.20 \$65,915.20	\$59,113.60 55 \$32.03 \$2,562.40	\$59,696.00	\$60,299.20	\$60.902.40	\$61.484.80	

Hourly Biweekly Annually	\$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	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly Annually	\$23.78 \$1.902.40 \$49.462.40	\$24.00 \$1.920.00 \$49.920.00	\$24.22 \$1.937.60 \$50.377.60	\$24.48 \$1.958.40 \$50.918.40	\$24.73 \$1.978.40 \$51.438.40	\$24.97 \$1.997.60 \$51.937.60	\$25.22 \$2.017.60 \$52.457.60	\$25.49 \$2.039.20 \$53.019.20	\$25.72 \$2.057.60 \$53.497.60	\$25.97 \$2.077.60 \$54.017.60	\$26.23 \$2.098.40 \$54.558.40	\$26.50 \$2.120.00 \$55.120.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourlv Biweekly Annually	\$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	\$29.28 \$2.342.40 \$60.902.40	\$29.56 \$2.364.80 \$61.484.80	\$29.87 \$2.389.60 \$62.129.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly Annually	\$30.17 \$2,413.60 \$62,753.60	\$30.46 \$2,436.80 \$63,356.80	\$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
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$33.99 \$2,719.20 \$70,699.20	\$34.34 \$2,747.20 \$71,427.20	\$34.66 \$2,772.80 \$72,092.80	\$35.00 \$2,800.00 \$72,800.00	\$35.37 \$2,829.60 \$73,569.60	\$35.71 \$2,856.80 \$74,276.80	\$36.08 \$2,886.40 \$75,046.40					

(Non-bargaining unit)

KODIAK (9%)

Grade 77	
Steps	1
Hourly	\$23.78

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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$2,077.60	\$2,098.40	\$2,120.00	\$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
Annually	\$54.017.60	\$54.558.40	\$55.120.00	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$29.28	\$29.56	\$29.87	\$30.17	\$30.46	\$30.76	\$31.06	\$31.39	\$31.69	\$32.03	\$32.33	\$32.66
Biweekly	\$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	\$2.562.40	\$2.586.40	\$2.612.80
Annually	\$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	\$66.622.40	\$67.246.40	\$67.932.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$32.98	\$33.32	\$33.65	\$33.99	\$34.34	\$34.66	\$35.00	\$35.37	\$35.71	\$36.08	\$36.43	\$36.81
Biweekly	\$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	\$2.886.40	\$2.914.40	\$2.944.80
Annually	\$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	\$75.046.40	\$75.774.40	\$76.564.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$37.17	\$37.54	\$37.92	\$38.29	\$38.67	\$39.06	\$39.47	\$39.83	\$40.24	\$40.64	\$41.06	\$41.46
Biweekly	\$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	\$3,251.20	\$3,284.80	\$3,316.80
Annually	\$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	\$84,531.20	\$85,404.80	\$86,236.80
Steps	49	50	51	52	53	54	55					
Hourly	\$41.87	\$42.29	\$42.73	\$43.17	\$43.59	\$44.02	\$44.47					
Biweekly	\$3,349.60	\$3,383.20	\$3,418.40	\$3,453.60	\$3,487.20	\$3,521.60	\$3,557.60					
Annually	\$87,089.60	\$87,963.20	\$88,878.40	\$89,793.60	\$90,667.20	\$91,561.60	\$92,497.60					

(Non-bargaining unit)

KODIAK (9%)

Grade	79
-------	----

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
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
Steps	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
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					
ade 80												

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Annually	\$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	\$70.699.20	\$71.427.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourlv Biweekly Annually	\$34.66 \$2.772.80 \$72.092.80	\$35.00 \$2.800.00 \$72.800.00	\$35.37 \$2.829.60 \$73.569.60	\$35.71 \$2.856.80 \$74.276.80	\$36.08 \$2.886.40 \$75.046.40	\$36.43 \$2.914.40 \$75.774.40	\$36.81 \$2.944.80 \$76.564.80	\$37.17 \$2.973.60 \$77.313.60	\$37.54 \$3.003.20 \$78.083.20	\$37.92 \$3.033.60 \$78.873.60	\$38.29 \$3.063.20 \$79.643.20	\$38.67 \$3.093.60 \$80.433.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourlv Biweekly Annually	\$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	\$42.73 \$3.418.40 \$88.878.40	\$43.17 \$3.453.60 \$89.793.60	\$43.59 \$3.487.20 \$90.667.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly Annually	\$44.02 \$3,521.60 \$91,561.60	\$44.47 \$3,557.60 \$92,497.60	\$44.91 \$3,592.80 \$93,412.80	\$45.36 \$3.628.80 \$94,348.80	\$45.80 \$3,664.00 \$95,264.00	\$46.27 \$3,701.60 \$96,241.60	\$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	\$48.64 \$3.891.20 \$101,171.20	\$49.12 \$3,929.60 \$102,169.60
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$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	\$52.13 \$4,170.40 \$108,430.40	\$52.65 \$4,212.00 \$109,512.00					

(Non-bargaining unit)

KODIAK (9%)

Grade	81
-------	----

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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$61.13	\$61.75	\$62.36	\$63.00	\$63.63	\$64.27	\$64.90					
Biweekly	\$4,890.40	\$4,940.00	\$4,988.80	\$5,040.00	\$5,090.40	\$5,141.60	\$5,192.00					
Annually	\$127,150.40	\$128,440.00	\$129,708.80	\$131,040.00	\$132,350.40	\$133,681.60	\$134,992.00					

(Non-bargaining unit)

KODIAK (9%)

Grade	83
-------	----

Stone	1	2	3	4	5	6	7	8	9	10	11	12
Steps 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
Annually	\$66,676.40	\$89,795.00	\$90,007.20	\$91,501.00	\$92,497.00	\$55,412.80	\$54,548.80	\$55,204.00	\$90,241.00	\$57,158.40	\$98,190.80	\$55,174.40
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					
Biweekly	\$5,512.00	\$5,566.40	\$5,621.60	\$5,678.40	\$5,736.80	\$5,793.60	\$5,849.60					
Annually	\$143,312.00	\$144,726.40	\$146,161.60	\$147,638.40	\$149,156.80	\$150,633.60	\$152,089.60					
, and any	\$1,5,512.00	\$111,720.40	\$1,0,101.00	\$117,030.40	51 13,130.00	\$130,033.00	\$132,005.00					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$3,738.40	\$3,776.80	\$3,814.40	\$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
Annually	\$97.198.40	\$98.196.80	\$99.174.40	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$52.65	\$53.20	\$53.73	\$54.25	\$54.79	\$55.36	\$55.90	\$56.47	\$57.01	\$57.59	\$58.18	\$58.76
Biweekly	\$4.212.00	\$4.256.00	\$4.298.40	\$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
Annually	\$109.512.00	\$110.656.00	\$111.758.40	\$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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$59.34	\$59.93	\$60.54	\$61.13	\$61.75	\$62.36	\$63.00	\$63.63	\$64.27	\$64.90	\$65.54	\$66.21
Biweekly	\$4.747.20	\$4.794.40	\$4.843.20	\$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
Annually	\$123.427.20	\$124.654.40	\$125.923.20	\$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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$66.86	\$67.53	\$68.20	\$68.90	\$69.58	\$70.27	\$70.98	\$71.71	\$72.42	\$73.12	\$73.87	\$74.61
Biweekly	\$5,348.80	\$5,402.40	\$5,456.00	\$5,512.00	\$5,566.40	\$5,621.60	\$5,678.40	\$5,736.80	\$5,793.60	\$5,849.60	\$5,909.60	\$5,968.80
Annually	\$139,068.80	\$140,462.40	\$141,856.00	\$143,312.00	\$144,726.40	\$146,161.60	\$147,638.40	\$149,156.80	\$150,633.60	\$152,089.60	\$153,649.60	\$155,188.80
Steps	49	50	51	52	53	54	55					
Hourly	\$75.35	\$76.10	\$76.86	\$77.65	\$78.41	\$79.19	\$79.97					
Biweekly	\$6,028.00	\$6,088.00	\$6,148.80	\$6,212.00	\$6,272.80	\$6,335.20	\$6,397.60					
Annually	\$156,728.00	\$158,288.00	\$159,868.80	\$161,512.00	\$163,092.80	\$164,715.20	\$166,337.60					

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$11.82	\$11.94	\$12.08	\$12.19	\$12.31	\$12.42	\$12.53	\$12.69	\$12.80	\$12.92	\$13.06	\$13.2
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	\$1,056.0
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	\$27,456.0
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	\$14.8
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	\$1,188.8
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	\$30,908.8
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	\$16.7
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	\$1,339.2
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	\$34,819.2
Steps	37	38	39	40	41	42	43	44	45	46	47	4
Hourly	\$16.92	\$17.09	\$17.26	\$17.43	\$17.61	\$17.76	\$17.97	\$18.12	\$18.32	\$18.50	\$18.69	\$18.8
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	\$1,509.6
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	\$39,249.6
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	\$1,552.80	\$1,572.00	\$1,586.40	\$1,602.40	\$1,619.20					
Biweekly	\$1,525.60					\$1,00L.10	\$1,015.20					

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					
	\$1,935.20	\$1,956.00	\$1,973.60	\$1,993.60	\$2,014.40	\$2,034.40	\$2,055.20					
Biweekly						÷=,50 m m	÷=,000120					

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%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
lourly	\$19.07	\$19.26	\$19.41	\$19.65	\$19.83	\$20.03	\$20.24	\$20.43	\$20.63	\$20.86	\$21.04	\$21.2
iweekly	\$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	\$1,700.8
nnually	\$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.
Steps	13	14	15	16	17	18	19	20	21	22	23	2
lourly	\$21.48	\$21.69	\$21.91	\$22.12	\$22.35	\$22.57	\$22.81	\$23.03	\$23.25	\$23.48	\$23.71	\$23.9
iweekly	\$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	\$1,916.8
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	\$49,836.8
Steps	25	26	27	28	29	30	31	32	33	34	35	3
lourly	\$24.19	\$24.45	\$24.67	\$24.92	\$25.18	\$25.43	\$25.69	\$25.94	\$26.19	\$26.46	\$26.74	\$26.9
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	\$2,157.0
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	\$56,097.6
Steps	37	38	39	40	41	42	43	44	45	46	47	4
Hourly	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93	\$29.24	\$29.52	\$29.83	\$30.11	\$30.4
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	\$2,432.0
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	\$63,232.0
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					
de 76	\$05,697.00	\$04,542.40	505,167.20	\$05,811.20	300,318,40	<i>307,142.40</i>	\$07,845.00					

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 Hourly Biweekly Annually	1 \$24.19 \$1,935.20 \$50,315.20	2 \$24.45 \$1,956.00 \$50,856.00	3 \$24.67 \$1,973.60 \$51,313.60	4 \$24.92 \$1,993.60 \$51,833.60	5 \$25.18 \$2,014.40 \$52,374.40	6 \$25.43 \$2,034.40 \$52,894.40	7 \$25.69 \$2.055.20 \$53.435.20	8 \$25.94 \$2.075.20 \$53.955.20	9 \$26.19 \$2.095.20 \$54.475.20	10 \$26.46 \$2,116.80 \$55.036.80	11 \$26.74 \$2,139.20 \$55.619.20	12 \$26.97 \$2.157.60 \$56.097.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$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	\$29.83 \$2,386.40	\$30.11 \$2,408.80	\$30.40 \$2,432.00
Annually	\$56,721.60	\$2,202.40 \$57,262.40	\$57,865.60	\$2,246.40 \$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
Annually	\$50,721.00	\$57,202.40	\$57,805.00	\$58,400.40	\$55,051.20	\$55,571.20	500,174.40	500,015.20	501,401.00	502,040.40	502,020.00	\$05,252.00
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 Biweekly Annually	\$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					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	\$26.46	\$26.74	\$26.97	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93	\$29.24	\$29.52
Hourly												
Hourly Biweekly Annually	\$2,116.80 \$55.036.80	\$2,139.20 \$55.619.20	\$2,157.60 \$56.097.60	\$2,181.60 \$56.721.60	\$2,202.40 \$57.262.40	\$2,225.60 \$57.865.60	\$2,246.40 \$58.406.40	\$2,271.20 \$59.051.20	\$2,291.20 \$59.571.20	\$2,314.40 \$60.174.40	\$2,339.20 \$60.819.20	\$2,361.60 \$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
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					
rade 80												

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	31	32	33	34	35	36
Hourly	\$39.78	\$40.19	\$40.57	\$40.96	\$41.39	\$41.80	\$42.22	\$42.63	\$43.09	\$43.49	\$43.95	\$44.40
Biweekly	\$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	\$3.479.20	\$3.516.00	\$3.552.00
Annually	\$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	\$90.459.20	\$91.416.00	\$92.352.00
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	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	\$62.26	\$62.89	\$63.52	\$64.16	\$64.80	\$65.45	\$66.09					
Biweekly	\$4,980.80	\$5,031.20	\$5,081.60	\$5,132.80	\$5,184.00	\$5,236.00	\$5,287.20					
Annually	\$129,500.80	\$130,811.20	\$132,121.60	\$133,452.80	\$134,784.00	\$136,136.00	\$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	\$150,363.20	\$151,840.00	\$153,379.20	\$154,939.20					

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					

(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

9 \$15.86 0 \$1.268.80 0 \$32.988.80 8 \$17.87 0 \$1.429.60 0 \$37.169.60 5 26 2 \$20.11 0 \$1.608.80 0 \$41.828.80	\$15.99 \$1,279.20 \$33.259.20 15 \$18.04 \$1,443.20 \$37,523.20 27 \$20.32 \$1,625.60 \$42,265.60	\$16.14 \$1.291.20 \$33,571.20 16 \$18.21 \$1.456.80 \$37,876.80 28 \$20.51 \$1,640.80 \$42,660.80	\$16.32 \$1.305.60 \$33.945.60 17 \$18.40 \$1.472.00 \$38.272.00 29 \$20.74 \$1.659.20 \$43,139.20	\$16.47 \$1,317.60 \$34,257.60 18 \$18.58 \$1.486.40 \$38,646.40 30 \$20.94 \$1,675.20	\$16.67 \$1.333.60 \$34,673.60 19 \$18.76 \$1.500.80 \$39.020.80 31 \$21.14 \$1.691.20	\$16.82 \$1.345.60 \$34.985.60 20 \$18.94 \$1,515.20 \$39,395.20 32 \$21.36 \$1,708.80	\$16.99 \$1.359.20 \$35.339.20 21 \$19.14 \$1.531.20 \$39.811.20 33 \$21.56 \$1,724.80	\$17.15 \$1.372.00 \$35.672.00 22 \$19.33 \$1.546.40 \$40.206.40 34 \$21.79 \$1,743.20	\$17.32 \$1.385.60 \$36.025.60 23 \$19.52 \$1.561.60 \$40.601.60 35 \$22.00 \$1,760.00	\$17.49 \$1.399.20 \$36,379.20 24 \$19.73 \$1.578.40 \$41.038.40 36 \$22.22 \$1.777.60
0 \$32,988.80 3 14 8 \$17.87 0 \$1,429.60 0 \$37,169.60 5 26 2 \$20.11 0 \$1,608.80	\$33,259.20 15 \$18.04 \$1,443.20 \$37,523.20 27 \$20.32 \$1,625.60	\$33,571.20 16 \$18.21 \$1,456.80 \$37,876.80 28 \$20.51 \$1,640.80	\$33,945.60 17 \$18.40 \$1,472.00 \$38,272.00 29 \$20.74 \$1,659.20	\$34,257.60 18 \$18.58 \$1,486.40 \$38.646.40 30 \$20.94 \$1.675.20	\$34,673.60 19 \$18.76 \$1.500.80 \$39,020.80 31 \$21.14 \$1,691.20	\$34,985.60 20 \$18.94 \$1,515.20 \$39,395.20 32 \$21.36	\$35,339.20 21 \$19.14 \$1,531.20 \$39,811.20 33 \$21.56	\$35,672.00 22 \$19.33 \$1,546.40 \$40,206.40 34 \$21.79	\$36.025.60 23 \$19.52 \$1.561.60 \$40,601.60 35 \$22.00	\$36.379.20 24 \$19.73 \$1,578.40 \$41,038.40 36 \$22.22
14 8 \$17.87 0 \$1.429.60 0 \$37.169.60 5 26 2 \$20.11 0 \$1.608.80	15 \$18.04 \$1.443.20 \$37.523.20 27 \$20.32 \$1.625.60	16 \$18.21 \$1,456.80 \$37,876.80 28 \$20.51 \$1,640.80	17 \$18.40 \$1.472.00 \$38.272.00 29 \$20.74 \$1.659.20	18 \$18.58 \$1.486.40 \$38.646.40 30 \$20.94 \$1.675.20	19 \$18.76 \$1.500.80 \$39,020.80 31 \$21.14 \$1.691.20	20 \$18.94 \$1,515.20 \$39,395.20 32 \$21.36	21 \$19.14 \$1,531.20 \$39.811.20 33 \$21.56	22 \$19.33 \$1,546.40 \$40.206.40 34 \$21.79	23 \$19.52 \$1.561.60 \$40.601.60 35 \$22.00	24 \$19.73 \$1,578.40 \$41,038.40 36 \$22.22
8 \$17.87 0 \$1.429.60 0 \$37.169.60 5 26 2 \$20.11 0 \$1.608.80	\$18.04 \$1.443.20 \$37.523.20 27 \$20.32 \$1.625.60	\$18.21 \$1.456.80 \$37.876.80 28 \$20.51 \$1.640.80	\$18.40 \$1.472.00 \$38.272.00 29 \$20.74 \$1.659.20	\$18.58 \$1,486.40 \$38,646.40 30 \$20.94 \$1.675.20	\$18.76 \$1.500.80 \$39,020.80 31 \$21.14 \$1,691.20	\$18.94 \$1,515.20 \$39.395.20 32 \$21.36	\$19.14 \$1,531.20 \$39.811.20 33 \$21.56	\$19.33 \$1,546.40 \$40.206.40 34 \$21.79	\$19.52 \$1,561.60 \$40,601.60 35 \$22.00	\$19.73 \$1.578.40 \$41,038.40 36 \$22.22
0 \$1.429.60 0 \$37.169.60 5 2 \$20.11 0 \$1.608.80	\$1.443.20 \$37.523.20 27 \$20.32 \$1.625.60	\$1,456.80 \$37,876.80 28 \$20.51 \$1,640.80	\$1,472.00 \$38,272.00 29 \$20.74 \$1,659.20	\$1,486.40 \$38,646.40 30 \$20.94 \$1,675.20	\$1,500.80 \$39,020.80 31 \$21.14 \$1,691.20	\$1,515.20 \$39,395.20 32 \$21.36	\$1,531.20 \$39,811.20 33 \$21.56	\$1,546.40 \$40.206.40 34 \$21.79	\$1,561.60 \$40,601.60 35 \$22.00	\$1,578.40 \$41.038.40 36 \$22.22
0 \$37,169.60 2 \$20.11 0 \$1,608.80	\$37,523.20 27 \$20.32 \$1,625.60	\$37.876.80 28 \$20.51 \$1.640.80	\$38,272.00 29 \$20.74 \$1.659.20	\$38,646.40 30 \$20.94 \$1,675.20	\$39.020.80 31 \$21.14 \$1.691.20	\$39,395.20 32 \$21.36	\$39.811.20 33 \$21.56	\$40,206.40 34 \$21.79	\$40,601.60 35 \$22.00	\$41,038.40 36 \$22.22
26 2 \$20.11 0 \$1.608.80	27 \$20.32 \$1,625.60	28 \$20.51 \$1,640.80	29 \$20.74 \$1,659.20	30 \$20.94 \$1,675.20	31 \$21.14 \$1,691.20	32 \$21.36	33 \$21.56	34 \$21.79	35 \$22.00	36 \$22.22
2 \$20.11 0 \$1,608.80	\$20.32 \$1,625.60	\$20.51 \$1,640.80	\$20.74 \$1,659.20	\$20.94 \$1,675.20	\$21.14 \$1,691.20	\$21.36	\$21.56	\$21.79	\$22.00	\$22.22
2 \$20.11 0 \$1,608.80	\$20.32 \$1,625.60	\$20.51 \$1,640.80	\$20.74 \$1,659.20	\$20.94 \$1,675.20	\$21.14 \$1,691.20	\$21.36	\$21.56	\$21.79	\$22.00	\$22.22
0 \$1,608.80	\$1,625.60	\$1,640.80	\$1,659.20	\$1,675.20	\$1,691.20					
0 \$41,828.80	\$42,265.60	\$42,660.80	\$43 139 20	642 FFF 20						
			J4J,1JJ.20	\$43,555.20	\$43,971.20	\$44,428.80	\$44,844.80	\$45,323.20	\$45,760.00	\$46,217.60
38	39	40	41	42	43	44	45	46	47	48
4 \$22.67	\$22.88	\$23.13	\$23.36	\$23.58	\$23.83	\$24.07	\$24.31	\$24.53	\$24.79	\$25.06
										\$2,004.80
	\$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
50	51	52	53	54	55					
8 \$25.55	\$25.80	\$26.07	\$26.32	\$26.58	\$26.85					
	\$53,664.00	\$54,225.60	\$54,745.60	\$55,286.40	\$55,848.00					
	0 \$1.813.60 0 \$47.153.60 50 8 \$25.55 0 \$2.044.00	0 \$1,813.60 \$1,830.40 0 \$47,153.60 \$47,590.40 0 50 51 8 \$25.55 \$25.80 0 \$2,064.00 \$2,064.00	0 \$1.813.60 \$1.830.40 \$1.850.40 0 \$47.153.60 \$47.590.40 \$48.110.40 0 50 51 52 8 \$25.55 \$25.80 \$26.07 0 \$2.084.00 \$2.085.60 \$2.085.60	0 \$1,813.60 \$1,830.40 \$1,850.40 \$1,868.80 0 \$47,153.60 \$47,590.40 \$48,110.40 \$48,588.80 0 50 51 52 53 8 \$25.55 \$25.80 \$26.07 \$26.32 0 \$2,044.00 \$2,085.60 \$2,105.60	0 \$1,813.60 \$1,830.40 \$1,850.40 \$1.868.80 \$1.886.40 0 \$47,153.60 \$47,590.40 \$48,110.40 \$48,588.80 \$49,046.40 0 50 51 52 53 54 8 \$25.55 \$25.80 \$26.07 \$26.32 \$26.58 0 \$2,044.00 \$2,064.00 \$2,085.60 \$2,105.60 \$2,126.40	0 \$1,813.60 \$1,830.40 \$1.850.40 \$1.868.80 \$1.886.40 \$1.906.40 0 \$47,153.60 \$47,590.40 \$48,110.40 \$48,588.80 \$49,046.40 \$49,566.40 0 50 51 52 53 54 55 8 \$25.55 \$25.80 \$26.07 \$26.32 \$26.58 \$26.85 0 \$2,044.00 \$2,064.00 \$2,085.60 \$2,105.60 \$2,126.40 \$2,148.00	0 \$1,813.60 \$1,830.40 \$1,850.40 \$1,868.80 \$1,886.40 \$1,906.40 \$1,925.60 0 \$47,153.60 \$47,590.40 \$48,110.40 \$48,588.80 \$49,046.40 \$49,566.40 \$50,065.60 0 50 51 52 53 54 55 8 \$25.55 \$25.80 \$26.07 \$26.32 \$26.58 \$26.85 0 \$2,044.00 \$2,064.00 \$2,085.60 \$2,105.60 \$2,126.40 \$2,148.00	0 \$1,813.60 \$1,830.40 \$1,850.40 \$1,868.80 \$1,886.40 \$1,906.40 \$1,925.60 \$1,944.80 0 \$47,153.60 \$47,590.40 \$48,110.40 \$48,588.80 \$49,046.40 \$49,566.40 \$50,065.60 \$50,564.80 0 50 51 52 53 54 55 8 \$25.55 \$25.80 \$26.07 \$26.32 \$26.58 \$26.85 0 \$2,064.00 \$2,085.60 \$2,105.60 \$2,126.40 \$2,148.00	0 \$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 0 \$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 0 50 51 52 53 54 55 8 \$25.55 \$25.80 \$26.07 \$26.32 \$26.58 \$26.85 0 \$2.044.00 \$2.085.60 \$2.105.60 \$2.126.40 \$2.148.00 \$2.148.00	0 \$1,813.60 \$1,830.40 \$1,850.40 \$1,868.80 \$1,906.40 \$1,925.60 \$1,944.80 \$1,962.40 \$1,983.20 0 \$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 0 50 51 52 53 54 55 8 \$25.55 \$25.80 \$26.07 \$26.32 \$26.58 \$26.85 0 \$2,064.00 \$2,085.60 \$2,105.60 \$2,126.40 \$2,148.00 \$2,148.00

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	\$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
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
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					

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	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	\$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	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%)

Steps	1	2	3	4	5	6	7	8	9	10	11	1
Hourly	\$25.28	\$25.55	\$25.80	\$26.07	\$26.32	\$26.58	\$26.85	\$27.13	\$27.37	\$27.64	\$27.93	\$28.2
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.
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.
Steps	13	14	15	16	17	18	19	20	21	22	23	
Hourly	\$28.50	\$28.77	\$29.06	\$29.35	\$29.65	\$29.94	\$30.23	\$30.54	\$30.86	\$31.15	\$31.46	\$31.
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.
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.
Steps	25	26	27	28	29	30	31	32	33	34	35	:
Hourly	\$32.10	\$32.43	\$32.74	\$33.07	\$33.39	\$33.73	\$34.08	\$34.40	\$34.76	\$35.11	\$35.44	\$35.
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
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.
Steps	37	38	39	40	41	42	43	44	45	46	47	
Hourly	\$36.18	\$36.53	\$36.90	\$37.27	\$37.63	\$38.02	\$38.39	\$38.76	\$39.17	\$39.56	\$39.95	\$40
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
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.
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					
de 78												

Steps 1 Hourly \$27.64 Biweekly \$2,211.20	\$27.93	400.00		5	6	7	8	9	10	11	12
Biweekly \$2.211.2		\$28.20	\$28.50	\$28.77	\$29.06	\$29.35	\$29.65	\$29.94	\$30.23	\$30.54	\$30.86
	\$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 \$57.491.2	\$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 \$31.1	\$31.46	\$31.76	\$32.10	\$32.43	\$32.74	\$33.07	\$33.39	\$33.73	\$34.08	\$34.40	\$34.76
Biweekly \$2.492.0	\$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 \$64.792.0	\$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 \$35.1	\$35.44	\$35.78	\$36.18	\$36.53	\$36.90	\$37.27	\$37.63	\$38.02	\$38.39	\$38.76	\$39.17
Biweekly \$2.808.8	\$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 \$73.028.8	\$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 \$39.5	\$39.95	\$40.36	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83	\$43.26	\$43.70	\$44.14
Biweekly \$3,164.8	\$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 \$82,284.8	\$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 \$44.5	\$45.02	\$45.47	\$45.91	\$46.39	\$46.84	\$47.32					
Biweekly \$3,564.8	\$3,601.60	\$3,637.60	\$3,672.80	\$3,711.20	\$3,747.20	\$3,785.60					
Annually \$92,684.8	\$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	\$30.23	\$30.54	\$30.86	\$31.15	\$31.46	\$31.76	\$32.10	\$32.43	\$32.74	\$33.07	\$33.39	\$33.73
Biweekly	\$2,418.40	\$2,443.20	\$2,468.80	\$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
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	\$2,726.40	\$2,752.00	\$2,780.80	\$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
Annually	\$70,886.40	\$71,552.00	\$72,300.80	\$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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$38.39	\$38.76	\$39.17	\$39.56	\$39.95	\$40.36	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83
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	\$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					

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 Annually	\$4,223.20 \$109,803.20	\$4,266.40 \$110,926.40	\$4,307.20 \$111,987.20	\$4,352.80 \$113,172.80	\$4,395.20 \$114,275.20	\$4,439.20 \$115,419.20	\$4,483.20 \$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	\$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
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	\$87,318.40	\$88,233.60	\$89,086.40	\$89,980.80	\$90,896.00	\$91,811.20	\$92,684.80	\$93,641.60
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
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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	\$87.318.40	\$88.233.60	\$89.086.40	\$89.980.80	\$90.896.00	\$91.811.20	\$92.684.80	\$93.641.60
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 Biweekly Annually	\$65.05 \$5,204.00 \$135,304.00	\$65.72 \$5,257.60 \$136,697.60	\$66.38 \$5,310.40 \$138,070.40	\$67.04 \$5,363.20 \$139,443.20	\$67.71 \$5,416.80 \$140,836.80	\$68.41 \$5,472.80 \$142,292.80	\$69.07 \$5,525.60 \$143,665.60					
	C125 20/ 00	512660760	C122 070 /0									

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Grade 83

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
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					

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					

(Non-bargaining unit)

NENANA (20%)

Grade 2	71
---------	----

~ .		•	•	•	-	<i>c</i>	7	•	0	40		40
Steps	1 ¢12.00	2	3	4	5	6		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
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	\$33,446.4
-												
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	\$37,627.2
-												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$18.29	\$18.46	\$18.65	\$18.85	\$19.04	\$19.22	\$19.39	\$19.61	\$19.79	\$20.00	\$20.21	\$20.4
				44 500 00	64 533 30	61 537 60	\$1.551.20	\$1,568.80	\$1,583.20	\$1,600.00	61 C1C 00	64 633 0
Biweekly	\$1,463.20	\$1,476.80	\$1,492.00	\$1,508.00	\$1,523.20	\$1,537.60	\$1,551.20	J1,500.00	JI,J0J.20	JI,000.00	\$1,616.80	\$1,632.8
Biweekly Annually	\$1,463.20 \$38,043.20	\$1,476.80 \$38,396.80	\$1,492.00 \$38,792.00	\$1,508.00 \$39,208.00	\$1,523.20 \$39,603.20	\$1,537.60	\$40,331.20	\$40,788.80	\$41,163.20	\$41,600.00	\$1,616.80 \$42,036.80	
Annually	\$38,043.20	\$38,396.80	\$38,792.00	\$39,208.00	\$39,603.20	\$39,977.60	\$40,331.20					\$1,632.80 \$42,452.80
Annually Steps	\$38,043.20 49	\$38,396.80 50	\$38,792.00 51	\$39,208.00 52	\$39,603.20 53	\$39,977.60 54	\$40,331.20 55					
Annually Steps Hourly	\$38,043.20 49 \$20.58	\$38,396.80 50 \$20.82	\$38,792.00 51 \$21.01	\$39,208.00 52 \$21.23	\$39,603.20 53 \$21.44	\$39,977.60 54 \$21.66	\$40,331.20 55 \$21.88					
Annually Steps Hourly Biweekly	\$38,043.20 49 \$20.58 \$1,646.40	\$38,396.80 50 \$20.82 \$1,665.60	\$38,792.00 51 \$21.01 \$1,680.80	\$39,208.00 52 \$21.23 \$1,698.40	\$39,603.20 53 \$21.44 \$1,715.20	\$39,977.60 54 \$21.66 \$1,732.80	\$40,331.20 55 \$21.88 \$1,750.40					
Annually Steps Hourly	\$38,043.20 49 \$20.58	\$38,396.80 50 \$20.82	\$38,792.00 51 \$21.01	\$39,208.00 52 \$21.23	\$39,603.20 53 \$21.44	\$39,977.60 54 \$21.66	\$40,331.20 55 \$21.88					
Annually Steps Hourly Biweekly	\$38,043.20 49 \$20.58 \$1,646.40	\$38,396.80 50 \$20.82 \$1,665.60	\$38,792.00 51 \$21.01 \$1,680.80	\$39,208.00 52 \$21.23 \$1,698.40	\$39,603.20 53 \$21.44 \$1,715.20	\$39,977.60 54 \$21.66 \$1,732.80	\$40,331.20 55 \$21.88 \$1,750.40					
Annually Steps Hourly Biweekly Annually de 72	\$38,043.20 49 \$20.58 \$1,646.40	\$38,396.80 50 \$20.82 \$1,665.60	\$38,792.00 51 \$21.01 \$1,680.80	\$39,208.00 52 \$21.23 \$1,698.40	\$39,603.20 53 \$21.44 \$1,715.20	\$39,977.60 54 \$21.66 \$1,732.80	\$40,331.20 55 \$21.88 \$1,750.40					\$42,452.8
Annually Steps Hourly Biweekly Annually	\$38,043.20 49 \$20.58 \$1,646.40	\$38,396.80 50 \$20.82 \$1,665.60 \$43,305.60	\$38.792.00 51 \$21.01 \$1.680.80 \$43.700.80	\$39,208.00 52 \$21.23 \$1,698.40	\$39,603.20 53 \$21.44 \$1,715.20 \$44,595.20	\$39.977.60 54 \$21.66 \$1.732.80 \$45.052.80	\$40,331.20 55 \$21.88 \$1,750.40	\$40.788.80	\$41,163.20	\$41,600.00	\$42,036.80	

HOULIN	\$14.41	\$14.55	\$14.71	\$14.85	\$15.00	\$15.15	\$15.28	\$15.43	\$15.00	\$15.74	\$15.92	\$10.08
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	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	37	38	39	40	41	42	43	44	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					
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	\$18.0
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	\$1,447.2
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	\$37,627.2
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	\$20.4
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	\$1,632.8
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	\$42,452.8
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	\$22.9
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	\$1,838.4
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	\$47,798.4
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$23.22	\$23.45	\$23.68	\$23.92	41 \$24.15	\$24.42	43 \$24.63	\$24.89	43 \$25.15	\$25.38	\$25.64	\$25.9
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	\$2,072.8
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	\$53,892.8
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					
de 74												
Steps		2	3	4	5	6	7	8	9	10	11	13

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
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
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
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
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%)

Grade	75
-------	----

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$20.58	\$20.82	\$21.01	\$21.23	\$21.44	\$21.66	\$21.88	\$22.10	\$22.32	\$22.53	\$22.76	\$22.9
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	\$1,838.4
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	\$47,798.4
Steps	13	14	15	16	17	18	19	20	21	22	23	2
Hourly	\$23.22	\$23.45	\$23.68	\$23.92	\$24.15	\$24.42	\$24.63	\$24.89	\$25.15	\$25.38	\$25.64	\$25.9
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	\$2,072.8
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	\$53,892.8
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	\$29.1
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	\$2,334.4
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	\$60,694.4
Steps	37	38	39	40	41	42	43	44	45	46	47	4
Hourly	\$29.46	\$29.76	\$30.06	\$30.37	\$30.67	\$30.98	\$31.28	\$31.60	\$31.94	\$32.22	\$32.55	\$32.8
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	\$2,629.6
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	\$68,369.6
Steps	49	50	51	52	53	54	55					
Hourly	\$33.23	\$33.56	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26					
	\$2,658.40	\$2,684.80	\$2,709.60	\$2,736.80	\$2,764.00	\$2,792.80	\$2,820.80					
Biweekly	\$2,056.40						\$73,340.80					

		-	-		_	-		-				
Steps	. 1	2	3	4	5	6	7	. 8	. 9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$33.23	\$33.56	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26	\$35.60	\$35.98	\$36.32	\$36.67	\$37.03
Biweekly	\$2,658.40	\$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
Annually	\$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	49	50	51	52	53	54	55					
Hourly	\$37.41	\$37.78	\$38.17	\$38.54	\$38.94	\$39.32	\$39.70					
Biweekly	\$2,992.80	\$3,022.40	\$3,053.60	\$3,083.20	\$3,115.20	\$3,145.60	\$3,176.00					
Annually	\$77,812.80	\$78,582.40	\$79,393.60	\$80,163.20	\$80,995.20	\$81,785.60	\$82,576.00					

(Non-bargaining unit)

NENANA (20%)

Grade	7	7
-------	---	---

	2	3	4	5	6	7	8	9	10	11	12
\$26.16	\$26.43	\$26.70	\$26.93	\$27.23	\$27.49	\$27.79	\$28.04	\$28.31	\$28.59	\$28.89	\$29.18
\$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
\$54,412.80	\$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
13	14	15	16	17	18	19	20	21	22	23	24
\$29.46	\$29.76	\$30.06	\$30.37	\$30.67	\$30.98	\$31.28	\$31.60	\$31.94	\$32.22	\$32.55	\$32.87
											\$2,629.60
\$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
25	26	27	28	29	30	31	32	33	34	35	36
\$33.23	\$33.56	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26	\$35.60	\$35.98	\$36.32	\$36.67	\$37.03
\$2,658.40	\$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
\$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
37	38	39	40	41	42	43	44	45	46	47	48
\$37.41	\$37.78	\$38.17	\$38.54	\$38.94	\$39.32	\$39.70	\$40.13	\$40.51	\$40.92	\$41.31	\$41.74
\$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	\$3,339.20
\$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
49	50	51	52	53	54	55					
\$42.17	\$42.57	\$43.00	\$43.44	\$43.86	\$44.30	\$44.77					
\$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					
\$3,373.60	\$3,405.60	\$3,440.00	\$3,475.20	\$3,508.80	\$3,544.00	\$3,581.60					
\$3,373.60	\$3,405.60	\$3,440.00	\$3,475.20	\$3,508.80	\$3,544.00	\$3,581.60	8	9	10	11	12
\$3.373.60 \$87.713.60	\$3.405.60 \$88.545.60	\$3,440.00 \$89,440.00	\$3,475.20 \$90,355.20	\$3,508.80 \$91,228.80	\$3,544.00 \$92,144.00	\$3.581.60 \$93.121.60	8 \$30.67	9 \$30.98	10 \$31.28	11 \$31.60	12 \$31.94
\$3.373.60 \$87.713.60 1 \$28.59 \$2.287.20	\$3.405.60 \$88.545.60 2 \$28.89 \$2.311.20	\$3.440.00 \$89.440.00 3 \$29.18 \$2.334.40	\$3,475.20 \$90,355.20 4 \$29.46 \$2,356.80	\$3,508.80 \$91,228.80 5 \$29.76 \$2,380.80	\$3,544.00 \$92,144.00 6 \$30.06 \$2,404.80	\$3,581.60 \$93,121.60 7 \$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
\$3.373.60 \$87.713.60 1 \$28.59	\$3.405.60 \$88.545.60 2 \$28.89	\$3.440.00 \$89.440.00 3 \$29.18	\$3,475.20 \$90,355.20 4 \$29.46	\$3,508.80 \$91,228.80 5 \$29.76	\$3,544.00 \$92,144.00 6 \$30.06	\$3,581.60 \$93,121.60 7 \$30.37	\$30.67	\$30.98	\$31.28	\$31.60	\$31.94
	\$54,412.80 13 \$29,46 \$2,356.80 \$61,276.80 25 \$33.23 \$2,658.40 \$69,118.40 37 \$37,41 \$2,992.80 \$77,812.80	\$54,412.80 \$54,974.40 13 14 \$29,46 \$29,76 \$2,356.80 \$2,380.80 \$61,276.80 \$61,900.80 \$53,23 \$33.56 \$2,658.40 \$2,684.80 \$59,118.40 \$69,804.80 \$37,41 \$37,78 \$2,992.80 \$30,022.40 \$77,812.80 \$78,582.40	\$54,412.80 \$54,974.40 \$55,536.00 13 14 15 \$29,46 \$29,76 \$30,06 \$2,356.80 \$2,380.80 \$2,404.80 \$61,276.80 \$61,900.80 \$62,524.80 \$61,276.80 \$61,900.80 \$62,524.80 \$53,23 \$33,56 \$33,87 \$2,658.40 \$2,684.80 \$2,709.60 \$69,118.40 \$69,804.80 \$70,449.60 \$37,41 \$37,78 \$38.17 \$2,992.80 \$3,022.40 \$3,053.60 \$79,393.60 \$79,393.60	\$54,412.80 \$54,974.40 \$55,536.00 \$56,014.40 13 14 15 16 \$29,46 \$29,76 \$30.06 \$30.37 \$2,356.80 \$2,380.80 \$2,404.80 \$2,429.60 \$61,276.80 \$61,900.80 \$62,524.80 \$2,429.60 \$33.23 \$33.56 \$33.87 \$2,429.60 \$33.23 \$33.56 \$33.87 \$34.21 \$2,658.40 \$2,684.80 \$2,709.60 \$71,156.80 \$69,804.80 \$70,449.60 \$71,156.80 \$71,156.80 \$37.41 \$37.78 \$38.17 \$38.54 \$2,992.80 \$3,022.40 \$3,053.60 \$3,083.20 \$77,3812.80 \$78,582.40 \$79,393.60 \$80,163.20	\$54,412.80 \$54,974.40 \$55,536.00 \$56,014.40 \$56,638.40 13 14 15 16 17 \$29,46 \$29,76 \$30.06 \$30.37 \$30.67 \$2,356.80 \$2,380.80 \$2,404.80 \$2,429.60 \$2,453.60 \$61,276.80 \$61,900.80 \$62,524.80 \$63,169.60 \$63,793.60 25 26 27 28 29 \$33.23 \$33.56 \$33.87 \$34.21 \$34.55 \$2,658.40 \$2,684.80 \$2,709.60 \$2,736.80 \$2,764.00 \$69,804.80 \$70,449.60 \$71,156.80 \$71,864.00 \$71,864.00 \$37,41 \$37,78 \$38.17 \$38.54 \$38.94 \$3,053.60 \$3,083.20 \$3,115.20 \$77,812.80 \$78,582.40 \$79,333.60 \$80,163.20 \$80,995.20	\$54.412.80\$54.974.40\$55.536.00\$56,014.40\$56,638.40\$57,179.20131415161718\$29.46\$29.76\$30.06\$30.37\$30.67\$30.98\$2,356.80\$52,380.80\$2,404.80\$52,429.60\$2,453.60\$2,478.40\$61.276.80\$61.900.80\$62.524.80\$63.169.60\$63.793.60\$64.438.40\$33.23\$33.56\$33.87\$34.21\$34.55\$34.91\$2,658.40\$5,684.80\$2,709.60\$71,156.80\$72,612.80\$69,118.40\$69,804.80\$70,449.60\$71,156.80\$71,864.00\$37.41\$37.78\$38.17\$38.54\$38.94\$39.32\$2,992.80\$3,022.40\$3,053.60\$3,083.20\$3,115.20\$3,145.60\$77,812.80\$78,582.40\$79,393.60\$80,163.20\$80,995.20\$3,145.60	\$54,412.80 \$54,974.40 \$55,536.00 \$56,014.40 \$56,638.40 \$57,179.20 \$57,803.20 13 14 15 16 17 18 19 \$29,46 \$29,76 \$30.06 \$30.37 \$30.67 \$30.98 \$31.28 \$2,356.80 \$2,380.80 \$2,404.80 \$2,429.60 \$2,453.60 \$2,478.40 \$2,502.40 \$61,276.80 \$61,900.80 \$62,524.80 \$63,169.60 \$63,793.60 \$64,438.40 \$65,662.40 \$33.23 \$33.56 \$33.87 \$34.21 \$34.55 \$34.91 \$35.26 \$2,820.80 \$52,820.80 \$57,340.80 \$52,820.80 \$57,340.80 \$52,820.80 \$57,340.80 \$57,340.80 \$57,340.80 \$57,340.80 \$52,820.80 \$57,340.80 \$53,152.00 \$53,145.60 </td <td>\$54,412.80\$54,974.40\$55,536.00\$56,014.40\$56,638.40\$57,179.20\$57,803.20\$58,323.201314151617181920\$29,46\$29,76\$30.06\$30.37\$30.67\$30.98\$31.28\$31.28\$2,356.80\$2,380.80\$2,404.80\$2,429.60\$2,453.60\$2,478.40\$2,502.40\$2,528.00\$61.276.80\$61.900.80\$62,524.80\$63,169.60\$63,793.60\$64,438.40\$65,062.40\$2,528.00\$33.23\$33.56\$33.87\$34.21\$34.55\$34.91\$35.26\$35.60\$2,820.80\$2,658.40\$2,684.80\$2,709.60\$2,736.80\$2,764.00\$2,792.80\$2,820.80\$2,820.80\$59,118.40\$69,804.80\$70,449.60\$71,156.80\$71,864.00\$72,612.80\$73,340.80\$74,048.00\$37,41\$37.78\$38.17\$38.54\$38.94\$39.32\$39.70\$40.13\$2,992.80\$78,582.40\$3,053.60\$3,083.20\$3,115.20\$3,145.60\$3,176.00\$3,210.40\$77,812.80\$78,582.40\$3,053.60\$3,083.20\$3,115.20\$3,145.60\$3,176.00\$3,210.40</td> <td>\$54.412.80\$54.974.40\$55.536.00\$56.014.40\$56.638.40\$57.179.20\$57.803.20\$58.323.20\$58.884.80131415161718192021\$29.46\$29.76\$30.06\$30.37\$30.67\$30.98\$31.28\$31.60\$51.90\$2.356.80\$52.380.80\$52.404.80\$52.429.60\$2.453.60\$2.478.40\$2.502.40\$52.528.00\$56.728.00\$61.276.80\$61.900.80\$62.524.80\$63.169.60\$63.793.60\$64.438.40\$65.062.40\$56.728.00\$66.435.20\$33.23\$33.56\$33.87\$34.21\$34.55\$34.91\$35.26\$35.60\$35.98\$2.878.40\$2.558.40\$2.684.80\$52.709.60\$2.736.80\$2.764.00\$2.792.80\$2.820.80\$2.820.80\$2.848.00\$2.878.40\$37.18.40\$37.78\$38.77\$38.17\$38.54\$38.94\$38.94\$39.32\$39.32\$39.70\$40.13\$4445\$2.992.80\$3.022.40\$3.053.60\$3.083.20\$3.115.20\$3.145.60\$3.176.00\$3.176.00\$3.210.40\$3.240.80\$77.812.80\$78.582.40\$79.393.60\$3.083.20\$8.175.20\$3.145.60\$3.176.00\$3.210.40\$3.240.80</td> <td>\$54,412.80\$55,97.40\$55,536.00\$56,014.40\$56,638.40\$57,179.20\$57,803.20\$58,323.20\$58,884.80\$59,467.2013141516171819202122\$29,46\$29,76\$30.06\$30.37\$30.67\$30.98\$31.28\$31.60\$31.24\$31.60\$2,52.00\$2,55.20\$2,577.60\$21,276.80\$51.900.80\$52,524.80\$52,404.80\$52,433.60\$52,433.60\$2,433.60\$2,438.40\$55,520.40\$2,552.00\$2,555.20\$2,577.60\$51.276.80\$61.900.80\$62,524.80\$52,424.80\$54.21\$64.438.40\$65,062.40\$65,728.00\$66,435.20\$67,017.60\$25262728293031323334\$33.23\$33.56\$53.56\$53.60\$52,709.60\$52,736.80\$52,764.00\$52,928.00\$57,340.80\$74,048.00\$74,838.40\$75,545.60\$59.118.40\$59.804.80\$70,449.60\$71,156.80\$71,156.80\$71,864.00\$72,612.80\$73,340.80\$74,048.00\$74,838.40\$75,545.60\$37,41\$37,78\$38.17\$38.54\$38.94\$39.32\$39.32\$39.70\$40.13\$40.51\$40.92\$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\$77,812.80\$78,582.40\$3,053.60\$3,083.20\$8,113.60\$81,785.60\$82,576.00\$3,310.40\$3,24</td> <td>\$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\$60,091.201314151617181920212223\$29,46\$29,76\$30,66\$30,37\$30,67\$30,67\$30,98\$31.28\$31.60\$31.94\$32.22\$32.55\$2,358.80\$2,380.80\$52,404.80\$2,429.60\$2,453.60\$2,478.40\$52,528.00\$2,558.20\$2,557.60\$2,577.60\$2,50.400\$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\$2,577.60\$2,50.60\$33.23\$33.56\$33.56\$33.87\$34.51\$34.55\$34.91\$35.26\$35.60\$35.98\$35.98\$35.98\$2,905.60\$2,905.60\$2,933.60\$59,118.40\$50,804.80\$70,449.60\$71,156.80\$71,864.00\$72,612.80\$73,340.80\$74,048.00\$74,884.80\$52,905.60\$2,933.60\$59,118.40\$53,022.40\$30,53.60\$53,632\$33.67\$2,73.60\$7,1364.00\$71,156.80\$72,612.80\$73,340.80\$74,048.00\$74,884.00\$75,545.60\$2,933.60\$52,992.80\$53,022.40\$30,53.60\$53,053.60\$30,83.20\$31,15.20\$31,45.60\$31,76.00\$31,76.00\$32,210.40\$32,210.40\$32,213.60\$32,273.60\$52,992.80\$53,022.40\$3,053.60\$30,83.20\$30,83.20\$31</td>	\$54,412.80\$54,974.40\$55,536.00\$56,014.40\$56,638.40\$57,179.20\$57,803.20\$58,323.201314151617181920\$29,46\$29,76\$30.06\$30.37\$30.67\$30.98\$31.28\$31.28\$2,356.80\$2,380.80\$2,404.80\$2,429.60\$2,453.60\$2,478.40\$2,502.40\$2,528.00\$61.276.80\$61.900.80\$62,524.80\$63,169.60\$63,793.60\$64,438.40\$65,062.40\$2,528.00\$33.23\$33.56\$33.87\$34.21\$34.55\$34.91\$35.26\$35.60\$2,820.80\$2,658.40\$2,684.80\$2,709.60\$2,736.80\$2,764.00\$2,792.80\$2,820.80\$2,820.80\$59,118.40\$69,804.80\$70,449.60\$71,156.80\$71,864.00\$72,612.80\$73,340.80\$74,048.00\$37,41\$37.78\$38.17\$38.54\$38.94\$39.32\$39.70\$40.13\$2,992.80\$78,582.40\$3,053.60\$3,083.20\$3,115.20\$3,145.60\$3,176.00\$3,210.40\$77,812.80\$78,582.40\$3,053.60\$3,083.20\$3,115.20\$3,145.60\$3,176.00\$3,210.40	\$54.412.80\$54.974.40\$55.536.00\$56.014.40\$56.638.40\$57.179.20\$57.803.20\$58.323.20\$58.884.80131415161718192021\$29.46\$29.76\$30.06\$30.37\$30.67\$30.98\$31.28\$31.60\$51.90\$2.356.80\$52.380.80\$52.404.80\$52.429.60\$2.453.60\$2.478.40\$2.502.40\$52.528.00\$56.728.00\$61.276.80\$61.900.80\$62.524.80\$63.169.60\$63.793.60\$64.438.40\$65.062.40\$56.728.00\$66.435.20\$33.23\$33.56\$33.87\$34.21\$34.55\$34.91\$35.26\$35.60\$35.98\$2.878.40\$2.558.40\$2.684.80\$52.709.60\$2.736.80\$2.764.00\$2.792.80\$2.820.80\$2.820.80\$2.848.00\$2.878.40\$37.18.40\$37.78\$38.77\$38.17\$38.54\$38.94\$38.94\$39.32\$39.32\$39.70\$40.13\$4445\$2.992.80\$3.022.40\$3.053.60\$3.083.20\$3.115.20\$3.145.60\$3.176.00\$3.176.00\$3.210.40\$3.240.80\$77.812.80\$78.582.40\$79.393.60\$3.083.20\$8.175.20\$3.145.60\$3.176.00\$3.210.40\$3.240.80	\$54,412.80\$55,97.40\$55,536.00\$56,014.40\$56,638.40\$57,179.20\$57,803.20\$58,323.20\$58,884.80\$59,467.2013141516171819202122\$29,46\$29,76\$30.06\$30.37\$30.67\$30.98\$31.28\$31.60\$31.24\$31.60\$2,52.00\$2,55.20\$2,577.60\$21,276.80\$51.900.80\$52,524.80\$52,404.80\$52,433.60\$52,433.60\$2,433.60\$2,438.40\$55,520.40\$2,552.00\$2,555.20\$2,577.60\$51.276.80\$61.900.80\$62,524.80\$52,424.80\$54.21\$64.438.40\$65,062.40\$65,728.00\$66,435.20\$67,017.60\$25262728293031323334\$33.23\$33.56\$53.56\$53.60\$52,709.60\$52,736.80\$52,764.00\$52,928.00\$57,340.80\$74,048.00\$74,838.40\$75,545.60\$59.118.40\$59.804.80\$70,449.60\$71,156.80\$71,156.80\$71,864.00\$72,612.80\$73,340.80\$74,048.00\$74,838.40\$75,545.60\$37,41\$37,78\$38.17\$38.54\$38.94\$39.32\$39.32\$39.70\$40.13\$40.51\$40.92\$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\$77,812.80\$78,582.40\$3,053.60\$3,083.20\$8,113.60\$81,785.60\$82,576.00\$3,310.40\$3,24	\$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\$60,091.201314151617181920212223\$29,46\$29,76\$30,66\$30,37\$30,67\$30,67\$30,98\$31.28\$31.60\$31.94\$32.22\$32.55\$2,358.80\$2,380.80\$52,404.80\$2,429.60\$2,453.60\$2,478.40\$52,528.00\$2,558.20\$2,557.60\$2,577.60\$2,50.400\$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\$2,577.60\$2,50.60\$33.23\$33.56\$33.56\$33.87\$34.51\$34.55\$34.91\$35.26\$35.60\$35.98\$35.98\$35.98\$2,905.60\$2,905.60\$2,933.60\$59,118.40\$50,804.80\$70,449.60\$71,156.80\$71,864.00\$72,612.80\$73,340.80\$74,048.00\$74,884.80\$52,905.60\$2,933.60\$59,118.40\$53,022.40\$30,53.60\$53,632\$33.67\$2,73.60\$7,1364.00\$71,156.80\$72,612.80\$73,340.80\$74,048.00\$74,884.00\$75,545.60\$2,933.60\$52,992.80\$53,022.40\$30,53.60\$53,053.60\$30,83.20\$31,15.20\$31,45.60\$31,76.00\$31,76.00\$32,210.40\$32,210.40\$32,213.60\$32,273.60\$52,992.80\$53,022.40\$3,053.60\$30,83.20\$30,83.20\$31

•		0001002120		0011270100		002.0200	0001200100	0001100100				500.155.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$32.22	\$32.55	\$32.87	\$33.23	\$33.56	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26	\$35.60	\$35.98
Biweekly	\$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	\$2.820.80	\$2.848.00	\$2.878.40
Annually	\$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	\$73.340.80	\$74.048.00	\$74.838.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$36.32	\$36.67	\$37.03	\$37.41	\$37.78	\$38.17	\$38.54	\$38.94	\$39.32	\$39.70	\$40.13	\$40.51
Biweekly	\$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	\$3.176.00	\$3.210.40	\$3.240.80
Annually	\$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	\$82.576.00	\$83.470.40	\$84.260.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$40.92	\$41.31	\$41.74	\$42.17	\$42.57	\$43.00	\$43.44	\$43.86	\$44.30	\$44.77	\$45.20	\$45.64
Biweekly	\$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	\$3,581.60	\$3,616.00	\$3,651.20
Annually	\$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	\$93,121.60	\$94,016.00	\$94,931.20
Steps	49	50	51	52	53	54	55					
Hourly	\$46.11	\$46.57	\$47.04	\$47.49	\$48.00	\$48.45	\$48.95					
Biweekly	\$3,688.80	\$3,725.60	\$3.763.20	\$3,799.20	\$3.840.00	\$3.876.00	\$3,916.00					
Annually	\$95,908.80	\$96,865.60	\$97,843.20	\$98,779.20	\$99,840.00	\$100,776.00	\$101,816.00					

(Non-bargaining unit)

NENANA (20%)

Grade	79
-------	----

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Annually	\$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
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
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
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					
Hourly	\$50.44	\$50.95	\$51.44	\$51.98	\$52.49	\$53.01	\$53.55					
Biweekly	\$4,035.20	\$4,076.00	\$4,115.20	\$4,158.40	\$4,199.20	\$4,240.80	\$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					

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	\$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	\$77.812.80	\$78.582.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$38.17	\$38.54	\$38.94	\$39.32	\$39.70	\$40.13	\$40.51	\$40.92	\$41.31	\$41.74	\$42.17	\$42.57
Biweekly	\$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	\$3.373.60	\$3.405.60
Annually	\$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	\$87.713.60	\$88.545.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$43.00	\$43.44	\$43.86	\$44.30	\$44.77	\$45.20	\$45.64	\$46.11	\$46.57	\$47.04	\$47.49	\$48.00
Biweekly	\$3.440.00	\$3.475.20	\$3.508.80	\$3.544.00	\$3.581.60	\$3.616.00	\$3.651.20	\$3.688.80	\$3.725.60	\$3.763.20	\$3.799.20	\$3.840.00
Annually	\$89.440.00	\$90.355.20	\$91.228.80	\$92.144.00	\$93.121.60	\$94.016.00	\$94.931.20	\$95.908.80	\$96.865.60	\$97.843.20	\$98.779.20	\$99.840.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$48.45	\$48.95	\$49.44	\$49.95	\$50.44	\$50.95	\$51.44	\$51.98	\$52.49	\$53.01	\$53.55	\$54.09
Biweekly	\$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	\$4,240.80	\$4,284.00	\$4,327.20
Annually	\$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	\$110,260.80	\$111,384.00	\$112,507.20
Steps	49	50	51	52	53	54	55					
Hourly Biweekly	\$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	\$57.97 \$4,637.60					
Annually	\$113,568.00	\$114,753.60	\$115,897.60	\$117,020.80	\$118,206.40	\$119,392.00	\$120,577.60					

(Non-bargaining unit)

NENANA (20%)

Grade	81
-------	----

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	13	14	15	16	17	18	19	20	21	22	23	24
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
Biweekly	\$3,339.20	\$3,373.60	\$3,405.60	\$3,440.00	\$3,475.20	\$3,508.80	\$3,544.00	\$3,581.60	\$3,616.00	\$3,651.20	\$3,688.80	\$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	\$93,121.60	\$94,016.00	\$94,931.20	\$95,908.80	\$96,865.60
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
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					
					\$4,973.60	\$5,023.20	\$5,072.80					
Biweekly	\$4,777.60	\$4,826.40	\$4,874.40	\$4,922.40	54.973.60							

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$3,339.20	\$3,373.60	\$3,405.60	\$3,440.00	\$3,475.20	\$3,508.80	\$3,544.00	\$3,581.60	\$3,616.00	\$3,651.20	\$3,688.80	\$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	\$93.121.60	\$94.016.00	\$94.931.20	\$95.908.80	\$96.865.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$59.72	\$60.33	\$60.93	\$61.53	\$62.17	\$62.79	\$63.41	\$64.05	\$64.69	\$65.34	\$65.98	\$66.65
Biweekly	\$4,777.60	\$4,826.40	\$4,874.40	\$4,922.40	\$4,973.60	\$5,023.20	\$5,072.80	\$5,124.00	\$5,175.20	\$5,227.20	\$5,278.40	\$5,332.00
Annually	\$124,217.60	\$125,486.40	\$126,734.40	\$127,982.40	\$129,313.60	\$130,603.20	\$131,892.80	\$133,224.00	\$134,555.20	\$135,907.20	\$137,238.40	\$138,632.00
Steps	49	50	51	52	53	54	55					
Hourly	\$67.31	\$67.99	\$68.66	\$69.36	\$70.06	\$70.75	\$71.46					
Biweekly	\$5,384.80	\$5,439.20	\$5,492.80	\$5,548.80	\$5,604.80	\$5,660.00	\$5,716.80					
Annually	\$140,004.80	\$141,419.20	\$142,812.80	\$144,268.80	\$145,724.80	\$147,160.00	\$148,636.80					

(Non-bargaining unit)

NENANA (20%)

Grade	83
-------	----

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$59.72	\$60.33	\$60.93	\$61.53	\$62.17	\$62.79	\$63.41	\$64.05	\$64.69	\$65.34	\$65.98	\$66.65
Biweekly	\$4,777.60	\$4,826.40	\$4,874.40	\$4,922.40	\$4,973.60	\$5,023.20	\$5,072.80	\$5,124.00	\$5,175.20	\$5,227.20	\$5,278.40	\$5,332.00
Annually	\$124,217.60	\$125,486.40	\$126,734.40	\$127,982.40	\$129,313.60	\$130,603.20	\$131,892.80	\$133,224.00	\$134,555.20	\$135,907.20	\$137,238.40	\$138,632.00
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$4,115.20	\$4,158.40	\$4,199.20	\$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
Annually	\$106.995.20	\$108.118.40	\$109.179.20	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$57.97	\$58.55	\$59.15	\$59.72	\$60.33	\$60.93	\$61.53	\$62.17	\$62.79	\$63.41	\$64.05	\$64.69
Biweekly	\$4.637.60	\$4.684.00	\$4.732.00	\$4.777.60	\$4.826.40	\$4.874.40	\$4.922.40	\$4.973.60	\$5.023.20	\$5.072.80	\$5.124.00	\$5.175.20
Annually	\$120.577.60	\$121.784.00	\$123.032.00	\$124.217.60	\$125.486.40	\$126.734.40	\$127.982.40	\$129.313.60	\$130.603.20	\$131.892.80	\$133.224.00	\$134.555.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$65.34	\$65.98	\$66.65	\$67.31	\$67.99	\$68.66	\$69.36	\$70.06	\$70.75	\$71.46	\$72.19	\$72.90
Biweekly	\$5.227.20	\$5.278.40	\$5.332.00	\$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
Annually	\$135.907.20	\$137.238.40	\$138.632.00	\$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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$73.62	\$74.35	\$75.09	\$75.84	\$76.60	\$77.36	\$78.15	\$78.92	\$79.73	\$80.52	\$81.34	\$82.13
Biweekly	\$5,889.60	\$5,948.00	\$6,007.20	\$6,067.20	\$6,128.00	\$6,188.80	\$6,252.00	\$6,313.60	\$6,378.40	\$6,441.60	\$6,507.20	\$6,570.40
Annually	\$153,129.60	\$154,648.00	\$156,187.20	\$157,747.20	\$159,328.00	\$160,908.80	\$162,552.00	\$164,153.60	\$165,838.40	\$167,481.60	\$169,187.20	\$170,830.40
Steps	49	50	51	52	53	54	55					
Hourly	\$82.96	\$83.77	\$84.63	\$85.46	\$86.32	\$87.18	\$88.07					
Biweekly Annually	\$6,636.80 \$172,556.80	\$6,701.60 \$174,241.60	\$6,770.40 \$176,030.40	\$6,836.80 \$177,756.80	\$6,905.60 \$179,545.60	\$6,974.40 \$181,334.40	\$7,045.60 \$183,185.60					

(Non-bargaining unit)

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

Grade 71

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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$24.56	\$24.81	\$25.08	\$25.29	\$25.57	\$25.82	\$26.10					
Biweekly	\$1,964.80	\$1,984.80	\$2,006.40	\$2,023.20	\$2,045.60	\$2,065.60	\$2,088.00					
Annually	\$51,084.80	\$51,604.80	\$52,166.40	\$52,603.20	\$53,185.60	\$53,705.60	\$54,288.00					

(Non-bargaining unit)

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

Grade 73

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	\$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	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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$31.19	\$31.49	\$31.80	\$32.13	\$32.45	\$32.77	\$33.11					
Biweekly	\$2,495.20	\$2,519.20	\$2,544.00	\$2,570.40	\$2,596.00	\$2,621.60	\$2,648.80					
Annually	\$64,875.20	\$65,499.20	\$66,144.00	\$66,830.40	\$67,496.00	\$68,161.60	\$68,868.80					

(Non-bargaining unit)

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

Grade 75

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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$39.60	\$40.00	\$40.39	\$40.80	\$41.21	\$41.61	\$42.02					
Biweekly	\$3,168.00	\$3,200.00	\$3,231.20	\$3,264.00	\$3,296.80	\$3,328.80	\$3,361.60					
Annually	\$82,368.00	\$83,200.00	\$84,011.20	\$84,864.00	\$85,716.80	\$86,548.80	\$87,401.60					

(Non-bargaining unit)

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

Grade 77

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
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					
-												

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$2,422.40	\$2,445.60	\$2,472.00	\$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
Annually	\$62.982.40	\$63.585.60	\$64.272.00	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$34.11	\$34.44	\$34.80	\$35.15	\$35.50	\$35.83	\$36.21	\$36.57	\$36.94	\$37.32	\$37.68	\$38.06
Biweekly	\$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	\$2.985.60	\$3.014.40	\$3.044.80
Annually	\$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	\$77.625.60	\$78.374.40	\$79.164.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$38.43	\$38.81	\$39.20	\$39.60	\$40.00	\$40.39	\$40.80	\$41.21	\$41.61	\$42.02	\$42.46	\$42.88
Biweekly	\$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	\$3.361.60	\$3.396.80	\$3.430.40
Annually	\$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	\$87.401.60	\$88.316.80	\$89.190.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$43.30	\$43.74	\$44.19	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.88	\$47.36	\$47.82	\$48.31
Biweekly	\$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	\$3,788.80	\$3,825.60	\$3,864.80
Annually	\$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	\$98,508.80	\$99,465.60	\$100,484.80
Steps	49	50	51	52	53	54	55					
Hourly	\$48.79	\$49.29	\$49.76	\$50.29	\$50.78	\$51.30	\$51.80					
Biweekly	\$3,903.20	\$3,943.20	\$3,980.80	\$4,023.20	\$4,062.40	\$4,104.00	\$4,144.00					
Annually	\$101,483.20	\$102,523.20	\$103,500.80	\$104,603.20	\$105,622.40	\$106,704.00	\$107,744.00					

(Non-bargaining unit)

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

Grade 79

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
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	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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$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	\$3,168.00	\$3,200.00
Annually	\$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	\$82.368.00	\$83.200.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$40.39	\$40.80	\$41.21	\$41.61	\$42.02	\$42.46	\$42.88	\$43.30	\$43.74	\$44.19	\$44.60	\$45.06
Biweekly	\$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	\$3.568.00	\$3.604.80
Annually	\$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	\$92.768.00	\$93.724.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$45.51	\$45.97	\$46.42	\$46.88	\$47.36	\$47.82	\$48.31	\$48.79	\$49.29	\$49.76	\$50.29	\$50.78
Biweekly	\$3.640.80	\$3.677.60	\$3.713.60	\$3.750.40	\$3.788.80	\$3.825.60	\$3.864.80	\$3.903.20	\$3.943.20	\$3.980.80	\$4.023.20	\$4.062.40
Annually	\$94.660.80	\$95.617.60	\$96.553.60	\$97.510.40	\$98.508.80	\$99.465.60	\$100.484.80	\$101.483.20	\$102.523.20	\$103.500.80	\$104.603.20	\$105.622.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$51.30	\$51.80	\$52.34	\$52.84	\$53.38	\$53.91	\$54.46	\$55.00	\$55.54	\$56.10	\$56.66	\$57.24
Biweekly	\$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	\$4,488.00	\$4,532.80	\$4,579.20
Annually	\$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	\$116,688.00	\$117,852.80	\$119,059.20
Steps	49	50	51	52	53	54	55					
Hourly	\$57.81	\$58.37	\$58.95	\$59.55	\$60.16	\$60.74	\$61.35					
Biweekly	\$4,624.80	\$4,669.60	\$4,716.00	\$4,764.00	\$4,812.80	\$4,859.20	\$4,908.00					
Annually	\$120,244.80	\$121,409.60	\$122,616.00	\$123,864.00	\$125,132.80	\$126,339.20	\$127,608.00					

(Non-bargaining unit)

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

Grade 81

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$39.20	\$39.60	\$40.00	\$40.39	\$40.80	\$41.21	\$41.61	\$42.02	\$42.46	\$42.88	\$43.30	\$43.74
Biweekly	\$3,136.00	\$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
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	\$3,535.20	\$3,568.00	\$3,604.80	\$3,640.80	\$3,677.60	\$3,713.60	\$3,750.40	\$3,788.80	\$3,825.60	\$3,864.80	\$3,903.20	\$3,943.20
Annually	\$91,915.20	\$92,768.00	\$93,724.80	\$94,660.80	\$95,617.60	\$96,553.60	\$97,510.40	\$98,508.80	\$99,465.60	\$100,484.80	\$101,483.20	\$102,523.20
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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	\$3,535.20	\$3,568.00	\$3,604.80	\$3,640.80	\$3,677.60	\$3,713.60	\$3,750.40	\$3,788.80	\$3,825.60	\$3,864.80	\$3,903.20	\$3,943.20
Annually	\$91.915.20	\$92.768.00	\$93.724.80	\$94.660.80	\$95.617.60	\$96.553.60	\$97.510.40	\$98.508.80	\$99.465.60	\$100.484.80	\$101.483.20	\$102.523.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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
Steps	49	50	51	52	53	54	55					
Hourly	\$71.23	\$71.93	\$72.66	\$73.41	\$74.13	\$74.89	\$75.63					
Biweekly Annually	\$5,698.40 \$148,158.40	\$5,754.40 \$149,614.40	\$5,812.80 \$151,132.80	\$5,872.80 \$152,692.80	\$5,930.40	\$5,991.20	\$6,050.40					
					\$154,190.40	\$155,771.20	\$157,310.40					

(Non-bargaining unit)

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

Grade 83

Steps	1	2	3	4	5	6	7	8	9	10	11	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
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
Steps	37	38	39	40	41	42	43	44	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	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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$4,356.80	\$4,400.00	\$4,443.20	\$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
Annually	\$113.276.80	\$114.400.00	\$115.523.20	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$61.35	\$61.97	\$62.60	\$63.23	\$63.83	\$64.47	\$65.13	\$65.79	\$66.45	\$67.10	\$67.76	\$68.45
Biweekly	\$4.908.00	\$4.957.60	\$5.008.00	\$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
Annually	\$127.608.00	\$128.897.60	\$130.208.00	\$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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$69.11	\$69.82	\$70.54	\$71.23	\$71.93	\$72.66	\$73.41	\$74.13	\$74.89	\$75.63	\$76.38	\$77.15
Biweekly	\$5.528.80	\$5.585.60	\$5.643.20	\$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
Annually	\$143.748.80	\$145.225.60	\$146.723.20	\$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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$77.89	\$78.68	\$79.46	\$80.25	\$81.07	\$81.88	\$82.71	\$83.53	\$84.37	\$85.21	\$86.08	\$86.93
Biweekly	\$6,231.20	\$6,294.40	\$6,356.80	\$6,420.00	\$6,485.60	\$6,550.40	\$6,616.80	\$6,682.40	\$6,749.60	\$6,816.80	\$6,886.40	\$6,954.40
Annually	\$162,011.20	\$163,654.40	\$165,276.80	\$166,920.00	\$168,625.60	\$170,310.40	\$172,036.80	\$173,742.40	\$175,489.60	\$177,236.80	\$179,046.40	\$180,814.40
Steps	49	50	51	52	53	54	55					
Hourly	\$87.79	\$88.67	\$89.55	\$90.46	\$91.34	\$92.27	\$93.19					
Biweekly	\$7,023.20	\$7,093.60	\$7,164.00	\$7,236.80	\$7,307.20	\$7,381.60	\$7,455.20					
Annually	\$182,603.20	\$184,433.60	\$186,264.00	\$188,156.80	\$189,987.20	\$191,921.60	\$193,835.20					

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Grade 71

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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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
Steps	49	50	51	52	53	54	55					
Hourly	\$25.16	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44	\$26.71					
Biweekly	\$2,012.80	\$2,031.20	\$2,052.00	\$2,072.80	\$2,093.60	\$2,115.20	\$2,136.80					
Annually	\$52,332.80	\$52,811.20	\$53,352.00	\$53,892.80	\$54,433.60	\$54,995.20	\$55,556.80					

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Grade 73

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	\$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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$31.95	\$32.23	\$32.59	\$32.90	\$33.24	\$33.57	\$33.90					
Biweekly	\$2,556.00	\$2,578.40	\$2,607.20	\$2,632.00	\$2,659.20	\$2,685.60	\$2,712.00					
Annually	\$66,456.00	\$67,038.40	\$67,787.20	\$68,432.00	\$69,139.20	\$69,825.60	\$70,512.00					

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Grade 75

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
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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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		• •					•					•
-	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$40.52	\$40.93	\$41.33	\$41.75	\$42.18	\$42.58	\$43.01					
Biweekly	\$3,241.60	\$3,274.40	\$3,306.40	\$3,340.00	\$3,374.40	\$3,406.40	\$3,440.80					
Annually	\$84,281.60	\$85,134.40	\$85,966.40	\$86,840.00	\$87,734.40	\$88,566.40	\$89,460.80					

(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					
rade 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
	-	2	-		-			•				

Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$34.93	\$35.27	\$35.62	\$36.00	\$36.34	\$36.71	\$37.05	\$37.43	\$37.81	\$38.18	\$38.56	\$38.96
Biweekly	\$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	\$3.054.40	\$3.084.80	\$3.116.80
Annually	\$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	\$79.414.40	\$80.204.80	\$81.036.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$39.35	\$39.73	\$40.15	\$40.52	\$40.93	\$41.33	\$41.75	\$42.18	\$42.58	\$43.01	\$43.45	\$43.88
Biweekly	\$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	\$3.440.80	\$3.476.00	\$3.510.40
Annually	\$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	\$89.460.80	\$90.376.00	\$91.270.40
. .												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Steps Hourly	37 \$44.33	38 \$44.80	39 \$45.22	40 \$45.68	41 \$46.14	42 \$46.58	43 \$47.06	44 \$47.52	45 \$48.00	46 \$48.47	47 \$48.97	48 \$49.44
-	-								-			
Hourly	\$44.33	\$44.80	\$45.22	\$45.68	\$46.14	\$46.58	\$47.06	\$47.52	\$48.00	\$48.47	\$48.97	\$49.44
Hourly Biweekly	\$44.33 \$3,546.40	\$44.80 \$3,584.00	\$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
Hourly Biweekly Annually	\$44.33 \$3,546.40 \$92,206.40	\$44.80 \$3,584.00 \$93,184.00	\$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	\$48.00 \$3,840.00	\$48.47 \$3,877.60	\$48.97 \$3,917.60	\$49.44 \$3,955.20
Hourly Biweekly Annually Steps	\$44.33 \$3.546.40 \$92.206.40 49	\$44.80 \$3,584.00 \$93,184.00 50	\$45.22 \$3.617.60 \$94.057.60 51	\$45.68 \$3.654.40 \$95.014.40 52	\$46.14 \$3.691.20 \$95.971.20 53	\$46.58 \$3,726.40 \$96.886.40 54	\$47.06 \$3.764.80 \$97.884.80 55	\$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

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Grade 79

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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$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	\$3,241.60	\$3,274.40
Annually	\$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	\$84.281.60	\$85.134.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$41.33	\$41.75	\$42.18	\$42.58	\$43.01	\$43.45	\$43.88	\$44.33	\$44.80	\$45.22	\$45.68	\$46.14
Biweekly	\$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	\$3.654.40	\$3.691.20
Annually	\$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	\$95.014.40	\$95.971.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$46.58	\$47.06	\$47.52	\$48.00	\$48.47	\$48.97	\$49.44	\$49.96	\$50.45	\$50.95	\$51.45	\$51.99
Biweekly	\$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	\$4.076.00	\$4.116.00	\$4.159.20
Annually	\$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	\$105.976.00	\$107.016.00	\$108.139.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$52.50	\$53.04	\$53.56	\$54.10	\$54.64	\$55.19	\$55.74	\$56.29	\$56.86	\$57.42	\$57.99	\$58.58
Biweekly	\$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	\$4,593.60	\$4,639.20	\$4,686.40
Annually	\$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	\$119,433.60	\$120,619.20	\$121,846.40
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$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	\$62.82 \$5.025.60 \$130,665.60					

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Grade 81

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
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	38	39	40	41	42	43	44	45	46	47	48
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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$72.91	\$73.64	\$74.38	\$75.14	\$75.89	\$76.64	\$77.42					
Biweekly Annually	\$5,832.80 \$151,652.80	\$5,891.20 \$153,171.20	\$5,950.40 \$154,710.40	\$6,011.20 \$156,291.20	\$6,071.20 \$157,851.20	\$6,131.20 \$159,411.20	\$6,193.60 \$161,033.60					

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Grade 83

Steps Hourly Biweekly Annually	1 \$50.95 \$4,076.00 \$105,976.00	2 \$51.45 \$4,116.00 \$107.016.00	3 \$51.99 \$4,159.20 \$108,139.20	4 \$52.50 \$4,200.00 \$109,200.00	5 \$53.04 \$4,243.20 \$110,323.20	6 \$53.56 \$4,284.80 \$111,404.80	7 \$54.10 \$4,328.00 \$112,528.00	8 \$54.64 \$4,371.20 \$113,651.20	9 \$55.19 \$4,415.20 \$114,795.20	10 \$55.74 \$4,459.20 \$115,939.20	11 \$56.29 \$4,503.20 \$117,083.20	12 \$56.86 \$4,548.80 \$118,268.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly Annually	\$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	\$62.82 \$5,025.60 \$130,665.60	\$63.44 \$5.075.20 \$131,955.20	\$64.08 \$5,126.40 \$133,286.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly Biweekly Annually	\$64.72 \$5,177.60 \$134,617.60	\$65.37 \$5,229.60 \$135,969.60	\$66.02 \$5,281.60 \$137,321.60	\$66.68 \$5,334.40 \$138.694.40	\$67.36 \$5,388.80 \$140,108.80	\$68.02 \$5,441.60 \$141,481.60	\$68.69 \$5,495.20 \$142,875.20	\$69.39 \$5,551.20 \$144,331.20	\$70.08 \$5.606.40 \$145.766.40	\$70.76 \$5.660.80 \$147,180.80	\$71.47 \$5,717.60 \$148,657.60	\$72.22 \$5,777.60 \$150,217.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly Annually	\$72.91 \$5.832.80 \$151,652.80	\$73.64 \$5,891.20 \$153,171.20	\$74.38 \$5,950.40 \$154,710.40	\$75.14 \$6.011.20 \$156,291.20	\$75.89 \$6.071.20 \$157,851.20	\$76.64 \$6,131.20 \$159,411.20	\$77.42 \$6.193.60 \$161,033.60	\$78.18 \$6,254.40 \$162,614.40	\$78.96 \$6.316.80 \$164.236.80	\$79.76 \$6,380.80 \$165,900.80	\$80.56 \$6,444.80 \$167,564.80	\$81.36 \$6.508.80 \$169,228.80
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$82.15 \$6,572.00 \$170,872.00	\$82.99 \$6,639.20 \$172,619.20	\$83.80 \$6,704.00 \$174,304.00	\$84.67 \$6,773.60 \$176,113.60	\$85.50 \$6,840.00 \$177,840.00	\$86.36 \$6,908.80 \$179,628.80	\$87.23 \$6,978.40 \$181,438.40					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$4,459.20	\$4,503.20	\$4,548.80	\$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
Annually	\$115.939.20	\$117.083.20	\$118.268.80	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$62.82	\$63.44	\$64.08	\$64.72	\$65.37	\$66.02	\$66.68	\$67.36	\$68.02	\$68.69	\$69.39	\$70.08
Biweekly	\$5.025.60	\$5.075.20	\$5.126.40	\$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
Annually	\$130.665.60	\$131.955.20	\$133.286.40	\$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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$70.76	\$71.47	\$72.22	\$72.91	\$73.64	\$74.38	\$75.14	\$75.89	\$76.64	\$77.42	\$78.18	\$78.96
Biweekly	\$5.660.80	\$5.717.60	\$5.777.60	\$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
Annually	\$147.180.80	\$148.657.60	\$150.217.60	\$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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$79.76	\$80.56	\$81.36	\$82.15	\$82.99	\$83.80	\$84.67	\$85.50	\$86.36	\$87.23	\$88.11	\$88.97
Biweekly	\$6,380.80	\$6,444.80	\$6,508.80	\$6,572.00	\$6,639.20	\$6,704.00	\$6,773.60	\$6,840.00	\$6,908.80	\$6,978.40	\$7,048.80	\$7,117.60
Annually	\$165,900.80	\$167,564.80	\$169,228.80	\$170,872.00	\$172,619.20	\$174,304.00	\$176,113.60	\$177,840.00	\$179,628.80	\$181,438.40	\$183,268.80	\$185,057.60
Steps	49	50	51	52	53	54	55					
Hourly Biweekly	\$89.89 \$7,191.20	\$90.76 \$7,260.80	\$91.67 \$7,333.60	\$92.60 \$7,408.00	\$93.53 \$7,482.40	\$94.45 \$7,556.00	\$95.38 \$7,630.40					
Annually	\$186,971.20	\$188,780.80	\$190,673.60	\$192,608.00	\$194,542.40	\$196,456.00	\$198,390.40					

(Non-bargaining unit)

NOME (34%)

Grade	71
-------	----

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
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					
, unically	017,000.00	010,010.10	010,017.00	010,200.00	010,010.00	000,201.10	\$50,055.20					
de 72												
Steps	1	2	3	4	5	6	7	8	9	10	11	12

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	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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
Chama												
Steps	49	50	51	52	53	54	55					
Hourly	\$25.93	\$26.18	\$26.45	\$26.71	\$26.96	\$27.26	\$27.51					
Biweekly	\$2,074.40	\$2,094.40	\$2,116.00	\$2,136.80	\$2,156.80	\$2,180.80	\$2,200.80					
Annually	\$53,934.40	\$54,454.40	\$55,016.00	\$55,556.80	\$56,076.80	\$56,700.80	\$57,220.80					

(Non-bargaining unit)

NOME (34%)

Grade	73
-------	----

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
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
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					
ade 74												

Gr

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93					
Biweekly	\$2,632.80	\$2,660.00	\$2,686.40	\$2,714.40	\$2,740.80	\$2,767.20	\$2,794.40					
Annually	\$68,452.80	\$69,160.00	\$69,846.40	\$70,574.40	\$71,260.80	\$71,947.20	\$72,654.40					

(Non-bargaining unit)

NOME (34%)

Grade	75
-------	----

Steps	1	2	3	4	5	6	7	8	9	10	11	1
ourly	\$23.01	\$23.23	\$23.47	\$23.70	\$23.95	\$24.18	\$24.44	\$24.66	\$24.90	\$25.16	\$25.41	\$25.
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.
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.
-												
Steps	13	14	15	16	17	18	19	20	21	22	23	
lourly	\$25.93	\$26.18	\$26.45	\$26.71	\$26.96	\$27.26	\$27.51	\$27.81	\$28.07	\$28.35	\$28.63	\$28.
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.
Innually	\$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
-												
Steps	25	26	27	28	29	30	31	32	33	34	35	
lourly	\$29.23	\$29.51	\$29.80	\$30.09	\$30.39	\$30.70	\$31.01	\$31.32	\$31.62	\$31.97	\$32.26	\$32
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
nnually	\$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
,												
Steps	37	38	39	40	41	42	43	44	45	46	47	
Hourly	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93	\$35.29	\$35.64	\$36.01	\$36.34	\$36
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
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
•												
Steps	49	50	51	52	53	54	55					
lourly	\$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					
linddiry	\$77,105.00	\$77,650.00	970,000.40	<i>979</i> , 4 35.20	500,240.40	JU1,070.40	\$01,000.00					
. 70												
de 76												

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	\$3,026.40	\$3,055.20	\$3,086.40	\$3,118.40	\$3,148.80	\$3,179.20	\$3,213.60	\$3,243.20	\$3,276.00	\$3,307.20
Annually	\$77,105.60	\$77,896.00	\$78,686.40	\$79,435.20	\$80,246.40	\$81,078.40	\$81,868.80	\$82,659.20	\$83,553.60	\$84,323.20	\$85,176.00	\$85,987.20
Steps	49	50	51	52	53	54	55					
Hourly	\$41.78	\$42.20	\$42.61	\$43.02	\$43.47	\$43.89	\$44.36					
Biweekly	\$3,342.40	\$3,376.00	\$3,408.80	\$3,441.60	\$3,477.60	\$3,511.20	\$3,548.80					
Annually	\$86,902.40	\$87,776.00	\$88,628.80	\$89,481.60	\$90,417.60	\$91,291.20	\$92,268.80					

(Non-bargaining unit)

NOME (34%)

Grade	7	7
-------	---	---

Steps	1	2	3	4	5	6	7	8	9	10	11	1
de 78												
Annually	\$97,947.20	\$98,924.80	\$99,902.40	\$100,880.00	\$101,920.00	\$102,876.80	\$103,958.40					
Biweekly	\$3,767.20	\$3,804.80	\$3,842.40	\$3,880.00	\$3,920.00	\$3,956.80	\$3,998.40					
Hourly	\$47.09	\$47.56	\$48.03	\$48.50	\$49.00	\$49.46	\$49.98					
Steps	49	50	51	52	53	54	55					
•	ə80,902.4U	\$87,770.00	\$88,028.80	\$89,481.60	\$90,417.60	\$91,291.20	\$92,208.80	\$93,225.00	\$94,099.20	292,020,00	220,012.80	ə90,948
Biweekly Annually	\$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 \$96,948
Hourly	\$41.78	\$42.20	\$42.61	\$43.02	\$43.47	\$43.89	\$44.36	\$44.82	\$45.24	\$45.70	\$46.16	\$4
Steps	37	38	39	40	41	42	43	44	45	46	47	
,		2,000.00	2.0,000.10	2.0,.00.20	200,2 .0.10	202,0.0.10	202,000.00	202,000.20	200,000.00	\$0.1020.20	200,2, 0.00	\$22,50
Annually	\$77,105.60	\$77,896.00	\$78,686.40	\$79,435.20	\$80,246.40	\$81,078.40	\$81,868.80	\$82,659.20	\$83,553.60	\$84,323.20	\$85,176.00	\$85,98
Biweekly	\$2,965.60	\$2,996.00	\$3,026.40	\$3,055.20	\$3,086.40	\$3,118.40	\$3,148.80	\$39.74	\$3,213.60	\$40.54 \$3,243.20	\$40.95	\$4. \$3,30
Hourly	25 \$37.07	26 \$37.45	27 \$37.83	28 \$38.19	29 \$38.58	30 \$38.98	31 \$39.36	32 \$39.74	33 \$40.17	34 \$40.54	35 \$40.95	\$4
Steps		26			20							
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	\$76,37
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	\$2,93
Hourly	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93	\$35.29	\$35.64	\$36.01	\$36.34	\$3
Steps	13	14	15	16	17	18	19	20	21	22	23	
•			02,00 1100						000,700,000		007,200.00	
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
Biweeklv	\$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
Steps Hourly	\$29.23	\$29.51	\$29.80	4 \$30.09	5 \$30.39	6 \$30.70	\$31.01	8 \$31.32	9 \$31.62	10 \$31.97	11 \$32.26	\$32

1	2	3	4	5	6	7	8	9	10	11	12
\$31.97	\$32.26	\$32.60	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93	\$35.29	\$35.64
\$2,557.60	\$2,580.80	\$2,608.00	\$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
\$66.497.60	\$67.100.80	\$67.808.00	\$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
13	14	15	16	17	18	19	20	21	22	23	24
\$36.01	\$36.34	\$36.72	\$37.07	\$37.45	\$37.83	\$38.19	\$38.58	\$38.98	\$39.36	\$39.74	\$40.17
\$2.880.80	\$2.907.20	\$2.937.60	\$2.965.60	\$2.996.00	\$3.026.40	\$3.055.20	\$3.086.40	\$3.118.40	\$3.148.80	\$3.179.20	\$3.213.60
\$74.900.80	\$75.587.20	\$76.377.60	\$77.105.60	\$77.896.00	\$78.686.40	\$79.435.20	\$80.246.40	\$81.078.40	\$81.868.80	\$82.659.20	\$83.553.60
25	26	27	28	29	30	31	32	33	34	35	36
\$40.54	\$40.95	\$41.34	\$41.78	\$42.20	\$42.61	\$43.02	\$43.47	\$43.89	\$44.36	\$44.82	\$45.24
\$3.243.20	\$3.276.00	\$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
\$84.323.20	\$85.176.00	\$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
37	38	39	40	41	42	43	44	45	46	47	48
\$45.70	\$46.16	\$46.61	\$47.09	\$47.56	\$48.03	\$48.50	\$49.00	\$49.46	\$49.98	\$50.46	\$50.97
\$3,656.00	\$3,692.80	\$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
\$95,056.00	\$96,012.80	\$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
49	50	51	52	53	54	55					
\$51.47 \$4,117.60	\$52.02 \$4,161.60	\$52.51 \$4,200.80	\$53.06 \$4,244.80	\$53.59 \$4,287.20	\$54.12 \$4,329.60	\$54.67 \$4,373.60					
\$107,057.60	\$108,201.60	\$109,220.80	\$110,364.80	\$111,467.20	\$112,569.60	\$113,713.60					
	\$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 49 \$51.47 \$4.117.60	\$2,557.60 \$2,580.80 \$66.497.60 \$67.100.80 13 14 \$36.01 \$36.34 \$2.880.80 \$2.907.20 \$74.900.80 \$75.587.20 \$25 26 \$40.54 \$40.95 \$3.243.20 \$35.176.00 \$84.323.20 \$3.692.80 \$95,056.00 \$3.692.80 \$95,056.00 \$96,012.80 \$95,056.00 \$41,17.60	\$2,557.60 \$2,580.80 \$2,608.00 \$66.497.60 \$67.100.80 \$67.808.00 13 14 15 \$36.01 \$36.34 \$36.72 \$2.880.80 \$2.907.20 \$2.937.60 \$74.900.80 \$75.587.20 \$76.377.60 \$40.54 \$40.95 \$41.34 \$3.243.20 \$3.276.00 \$3.307.20 \$84.323.20 \$35.176.00 \$85.987.20 \$45.70 \$46.16 \$46.61 \$3.656.00 \$3,692.80 \$3.728.80 \$95.056.00 \$96.012.80 \$96.948.80 \$95.056.00 \$96.012.80 \$96.948.80 \$41.17.60 \$4.161.60 \$4.200.80	\$2,557.60 \$2,580.80 \$2,608.00 \$2,632.80 \$66.497.60 \$67.100.80 \$67.808.00 \$68.452.80 13 14 15 16 \$36.01 \$36.34 \$36.72 \$37.07 \$2.880.80 \$2.907.20 \$2.937.60 \$2.965.60 \$74.900.80 \$75.587.20 \$76.377.60 \$77.105.60 25 26 27 28 \$40.54 \$40.95 \$41.34 \$41.78 \$3.243.20 \$3.276.00 \$3.307.20 \$3.342.40 \$84.323.20 \$35.176.00 \$85.987.20 \$86.902.40 \$45.70 \$46.16 \$46.61 \$47.09 \$3.656.00 \$3.692.80 \$3.728.80 \$3.767.20 \$36.59.05.600 \$3.692.80 \$3.728.80 \$3.767.20 \$95.056.00 \$3.692.80 \$3.728.80 \$3.767.20 \$95.056.00 \$3.692.80 \$3.728.80 \$3.767.20 \$95.948.80 \$97.947.20 \$96.948.80 \$97.947.20 49 50 51 5	\$2,557.60\$2,580.80\$2,608.00\$2,632.80\$2,660.00\$66.497.60\$67.100.80\$67.808.00\$68.452.80\$69.160.001314151617\$36.01\$36.34\$36.72\$37.07\$37.45\$2.880.80\$2.907.20\$2.937.60\$2.965.60\$2.996.00\$74.900.80\$75.587.20\$76.377.60\$77.105.60\$77.896.00\$40.54\$40.95\$41.34\$41.78\$42.20\$3.243.20\$3.276.00\$3.307.20\$3.342.40\$3.376.00\$84.323.20\$3.276.00\$85.987.20\$86.902.40\$87.776.00\$44.32\$45.176\$46.61\$47.09\$47.56\$3.656.00\$3.692.80\$3.728.80\$3.767.20\$3.804.80\$95.056.00\$36.912.80\$96.948.80\$97.947.20\$98.924.80\$51.47\$52.02\$52.51\$53.06\$53.59\$4.117.60\$4.161.60\$4.200.80\$4.244.80\$4.287.20	\$2,557.60 \$2,580.80 \$2,608.00 \$2,632.80 \$2,660.00 \$2,686.40 \$66.497.60 \$67.100.80 \$67.808.00 \$68.452.80 \$69.160.00 \$69.846.40 13 14 15 16 17 18 \$36.01 \$36.34 \$36.72 \$37.07 \$37.45 \$37.83 \$2.880.80 \$2.907.20 \$2.937.60 \$2.965.60 \$2.996.00 \$3.026.40 \$74.900.80 \$75.587.20 \$76.377.60 \$77.105.60 \$77.896.00 \$78.686.40 \$40.54 \$40.95 \$41.34 \$41.78 \$42.20 \$42.61 \$3.243.20 \$3.276.00 \$3.307.20 \$3.342.40 \$3.376.00 \$3.408.80 \$84.323.20 \$85.176.00 \$85.987.20 \$86.902.40 \$87.776.00 \$88.628.80 \$3.656.00 \$3.692.80 \$3.782.80 \$3.767.20 \$3.804.80 \$3.842.40 \$95.056.00 \$3.692.80 \$3.778.80 \$3.767.20 \$3.804.80 \$3.842.40 \$95.056.00 \$3.692.80 \$3.778.80 \$3.767.20	\$2,557.60 \$2,580.80 \$2,608.00 \$2,632.80 \$2,660.00 \$2,686.40 \$2,714.40 \$66.497.60 \$67.100.80 \$67.808.00 \$68.452.80 \$69.160.00 \$69.846.40 \$70.574.40 13 14 15 16 17 18 19 \$36.01 \$36.34 \$36.72 \$37.07 \$37.45 \$37.83 \$38.19 \$2.880.80 \$2.907.20 \$2.937.60 \$2.965.60 \$2.996.00 \$3.026.40 \$79.435.20 \$74.900.80 \$75.587.20 \$76.377.60 \$77.105.60 \$77.896.00 \$78.686.40 \$79.435.20 \$40.54 \$40.95 \$41.34 \$41.78 \$42.20 \$42.61 \$43.02 \$3.243.20 \$3.276.00 \$3.307.20 \$3.342.40 \$3.376.00 \$3.408.80 \$3.441.60 \$44.32 \$43.720 \$3.342.40 \$3.376.00 \$3.408.80 \$3.441.60 \$84.323.20 \$36.16 \$46.61 \$47.09 \$47.56 \$48.03 \$48.50 \$3.656.00 \$3.692.80 \$3.728.80 \$3.767.20 \$3.804.80 \$3.842.40 \$3.880.00 \$3.6	\$2,557.60 \$2,580.80 \$2,608.00 \$2,632.80 \$2,660.00 \$2,686.40 \$2,714.40 \$2,740.80 \$66.497.60 \$67.100.80 \$67.808.00 \$68.452.80 \$69.160.00 \$69.846.40 \$70.574.40 \$71.260.80 13 14 15 16 17 18 19 20 \$36.01 \$36.34 \$36.72 \$37.07 \$37.45 \$37.83 \$38.19 \$38.58 \$2.880.80 \$2.907.20 \$2.937.60 \$2.965.60 \$2.996.00 \$3.026.40 \$3.055.20 \$3.086.40 \$74.900.80 \$75.587.20 \$40.37 \$48.80 \$41.34 \$41.78 \$42.61 \$43.02 \$43.47 \$3.243.20 \$3.276.00 \$3.307.20 \$3.342.40 \$3.376.00 \$3.408.80 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3.441.60 \$3	\$31.97\$32.26\$32.60\$32.91\$33.25\$33.58\$33.93\$34.26\$34.26\$34.59\$2,557.60\$2,580.80\$2,608.00\$2,632.80\$2,660.00\$2,686.40\$2,714.40\$2,740.80\$2,767.20\$66.497.60\$67.100.80\$67.808.00\$68.452.80\$69.160.00\$69.846.40\$70.574.40\$71.260.80\$71.947.20131415161718192021\$36.01\$36.34\$36.72\$37.07\$37.45\$37.83\$38.19\$38.58\$38.98\$2.880.80\$2.907.20\$2.937.60\$2.996.00\$3.026.40\$3.055.20\$3.086.40\$31.18.40\$74.900.80\$57.587.20\$76.377.60\$77.105.60\$77.896.00\$78.686.40\$79.435.20\$80.246.40\$81.078.40\$40.54\$40.95\$41.34\$41.78\$42.20\$42.61\$43.02\$43.47\$43.89\$32.20\$3276.00\$3.370.70\$3.376.00\$3.408.80\$3.41.60\$3.477.60\$3.41.84\$40.54\$32.76.00\$3.370.70\$3.376.00\$3.408.80\$3.44.60\$3.477.60\$3.511.20\$41.78\$42.20\$42.61\$43.02\$43.47\$43.89\$3.511.87\$3.22.0\$32.76.00\$3.377.60\$3.477.60\$3.44.60\$3.477.60\$3.417.60\$4.32.20\$3.276.00\$3.376.70\$3.84.80\$3.44.60\$3.44.60\$3.970.00\$4.55.00\$3.970.00\$3.477.60\$3.477.60\$3.48.00\$3.44.60\$3.49.00 </td <td>\$31.97\$32.26\$32.60\$32.91\$33.25\$33.58\$33.58\$33.93\$34.26\$34.26\$34.59\$34.59\$2.557.60\$2.580.80\$5.608.00\$2.632.80\$2.660.00\$69.866.40\$70.574.40\$71.260.80\$71.947.20\$72.654.4013141516171819202122\$36.01\$36.34\$36.72\$37.07\$37.45\$37.83\$38.19\$38.58\$38.98\$39.96\$2.808.00\$2.907.20\$2.937.60\$2.965.60\$2.996.00\$3.026.40\$3.055.20\$3.086.40\$3.118.40\$3.148.80\$74.900.80\$75.587.20\$76.377.60\$27.7105.60\$77.896.00\$3.026.40\$3.055.20\$3.086.40\$3.118.40\$3.148.80\$40.54\$40.95\$41.34\$41.78\$42.20\$42.61\$43.02\$43.47\$43.89\$44.36\$3.243.20\$32.760.00\$3.307.20\$3.376.00\$3.408.80\$33.441.60\$3.477.60\$3.511.20\$3.548.80\$40.54\$40.95\$41.34\$41.78\$42.20\$42.61\$43.02\$43.47\$43.89\$544.36\$3.243.20\$3.276.00\$3.307.20\$3.376.70\$3.408.80\$33.448.80\$3.448.80\$3.448.80\$3.448.80\$40.54\$40.95\$43.776.00\$3.804.80\$3.848.80\$3.448.80\$3.448.80\$3.448.80\$3.448.80\$40.54\$40.95\$41.34\$41.78\$42.20\$42.61\$43.02\$43.47\$43.89\$44.36</td> <td>\$31.97\$32.26\$32.60\$32.91\$33.25\$33.58\$33.93\$34.26\$34.56\$34.59\$34.59\$34.93\$35.29\$2.557.60\$57.00.80\$52.60.00\$52.632.80\$52.660.00\$50.864.40\$70.714.40\$71.260.80\$71.947.20\$72.574.40\$72.823.201314151617181920212223\$36.01\$36.34\$36.72\$37.07\$37.45\$37.83\$38.19\$38.58\$38.98\$39.36\$39.74\$2.880.80\$2.907.20\$2.937.60\$52.965.60\$2.996.00\$3.052.40\$3.055.20\$3.086.40\$3.118.40\$3.148.80\$3.179.20\$74.900.80\$75.587.20\$56.377.60\$77.105.60\$77.896.00\$78.686.40\$3.055.20\$3.086.40\$3.118.40\$3.148.80\$3.179.20\$74.900.80\$75.587.20\$56.377.60\$77.105.60\$77.896.00\$3.426.61\$43.02\$3.33\$3.43.89\$44.36\$40.54\$40.55\$76.377.60\$3.341.24\$3.376.00\$3.41.61\$43.02\$43.47\$3.54.88\$34.56\$3.41.61\$41.78\$41.78\$42.20\$3.376.00\$3.41.61\$3.41.61\$3.41.61\$44.82\$44.82\$3.41.61\$58.5987.20\$3.367.20\$3.348.80\$3.441.60\$3.477.60\$3.11.20\$3.248.80\$3.99.40\$43.22\$3.858\$3.76.00\$3.372.80\$3.776.00\$3.776.00\$3.441.60\$3.477.60\$3.441.60\$3.477.60</td>	\$31.97\$32.26\$32.60\$32.91\$33.25\$33.58\$33.58\$33.93\$34.26\$34.26\$34.59\$34.59\$2.557.60\$2.580.80\$5.608.00\$2.632.80\$2.660.00\$69.866.40\$70.574.40\$71.260.80\$71.947.20\$72.654.4013141516171819202122\$36.01\$36.34\$36.72\$37.07\$37.45\$37.83\$38.19\$38.58\$38.98\$39.96\$2.808.00\$2.907.20\$2.937.60\$2.965.60\$2.996.00\$3.026.40\$3.055.20\$3.086.40\$3.118.40\$3.148.80\$74.900.80\$75.587.20\$76.377.60\$27.7105.60\$77.896.00\$3.026.40\$3.055.20\$3.086.40\$3.118.40\$3.148.80\$40.54\$40.95\$41.34\$41.78\$42.20\$42.61\$43.02\$43.47\$43.89\$44.36\$3.243.20\$32.760.00\$3.307.20\$3.376.00\$3.408.80\$33.441.60\$3.477.60\$3.511.20\$3.548.80\$40.54\$40.95\$41.34\$41.78\$42.20\$42.61\$43.02\$43.47\$43.89\$544.36\$3.243.20\$3.276.00\$3.307.20\$3.376.70\$3.408.80\$33.448.80\$3.448.80\$3.448.80\$3.448.80\$40.54\$40.95\$43.776.00\$3.804.80\$3.848.80\$3.448.80\$3.448.80\$3.448.80\$3.448.80\$40.54\$40.95\$41.34\$41.78\$42.20\$42.61\$43.02\$43.47\$43.89\$44.36	\$31.97\$32.26\$32.60\$32.91\$33.25\$33.58\$33.93\$34.26\$34.56\$34.59\$34.59\$34.93\$35.29\$2.557.60\$57.00.80\$52.60.00\$52.632.80\$52.660.00\$50.864.40\$70.714.40\$71.260.80\$71.947.20\$72.574.40\$72.823.20 1314151617181920212223 \$36.01\$36.34\$36.72\$37.07\$37.45\$37.83\$38.19\$38.58\$38.98\$39.36\$39.74\$2.880.80\$2.907.20\$2.937.60\$52.965.60\$2.996.00\$3.052.40\$3.055.20\$3.086.40\$3.118.40\$3.148.80\$3.179.20\$74.900.80\$75.587.20\$56.377.60\$77.105.60\$77.896.00\$78.686.40\$3.055.20\$3.086.40\$3.118.40\$3.148.80\$3.179.20\$74.900.80\$75.587.20\$56.377.60\$77.105.60\$77.896.00\$3.426.61\$43.02\$3.33\$3.43.89\$44.36\$40.54\$40.55\$76.377.60\$3.341.24\$3.376.00\$3.41.61\$43.02\$43.47\$3.54.88\$34.56\$3.41.61\$41.78\$41.78\$42.20\$3.376.00\$3.41.61\$3.41.61\$3.41.61\$44.82\$44.82\$3.41.61\$58.5987.20\$3.367.20\$3.348.80\$3.441.60\$3.477.60\$3.11.20\$3.248.80\$3.99.40\$43.22\$3.858\$3.76.00\$3.372.80\$3.776.00\$3.776.00\$3.441.60\$3.477.60\$3.441.60\$3.477.60

(Non-bargaining unit)

NOME (34%)

Grade	79
-------	----

-		2	•	-	-		7		•			
Steps	1	2	3	4	5	6	/	8	9	10	11	12
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
Biweekly	\$2,794.40	\$2,823.20	\$2,851.20	\$2,880.80	\$2,907.20	\$2,937.60	\$2,965.60	\$2,996.00	\$3,026.40	\$3,055.20	\$3,086.40	\$3,118.40
Annually	\$72,654.40	\$73,403.20	\$74,131.20	\$74,900.80	\$75,587.20	\$76,377.60	\$77,105.60	\$77,896.00	\$78,686.40	\$79,435.20	\$80,246.40	\$81,078.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$39.36	\$39.74	\$40.17	\$40.54	\$40.95	\$41.34	\$41.78	\$42.20	\$42.61	\$43.02	\$43.47	\$43.89
Biweekly	\$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	\$3,511.20
Annually	\$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	\$89,481.60	\$90,417.60	\$91,291.20
, and any	\$61,666.66	\$62,655.20	\$65,555.66	\$61,525.20	\$65,17 0.00	\$65,567.20	\$66,562.10	007,770.00	\$66,626.66	\$65,101.00	\$50,117.00	\$51,251.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$44.36	\$44.82	\$45.24	\$45.70	\$46.16	\$46.61	\$47.09	\$47.56	\$48.03	\$48.50	\$49.00	\$49.46
Biweekly	\$3,548.80	\$3,585.60	\$3,619.20	\$3,656.00	\$3,692.80	\$3,728.80	\$3,767.20	\$3,804.80	\$3,842.40	\$3,880.00	\$3,920.00	\$3,956.80
Annually	\$92,268.80	\$93,225.60	\$94,099.20	\$95,056.00	\$96,012.80	\$96,948.80	\$97,947.20	\$98,924.80	\$99,902.40	\$100,880.00	\$101,920.00	\$102,876.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$49.98	\$50.46	\$50.97	\$51.47	\$52.02	\$52.51	\$53.06	\$53.59	\$54.12	\$54.67	\$55.22	\$55.76
Biweekly	\$3,998.40	\$4,036.80	\$4,077.60	\$4,117.60	\$4,161.60	\$4,200.80	\$4,244.80	\$4,287.20	\$4,329.60	\$4,373.60	\$4,417.60	\$4,460.80
Annually	\$103,958.40	\$104,956.80	\$106,017.60	\$107,057.60	\$108,201.60	\$109,220.80	\$110,364.80	\$111,467.20	\$112,569.60	\$113,713.60	\$114,857.60	\$115,980.80
,,	0100,000.10	0101,000100	\$100,017,000	0107,007100	0100,201.00	0100,220,000	0110,000.000	0111,107.20	\$112,000,000	0110,710,000	0111007100	0110,000,00
Steps	49	50	51	52	53	54	55					
Hourly	\$56.31	\$56.88	\$57.45	\$58.02	\$58.60	\$59.20	\$59.79					
Biweekly	\$4,504.80	\$4,550.40	\$4,596.00	\$4,641.60	\$4,688.00	\$4,736.00	\$4,783.20					
Annually	\$117,124.80	\$118,310.40	\$119,496.00	\$120,681.60	\$121,888.00	\$123,136.00	\$124,363.20					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$37.83	\$38.19	\$38.58	\$38.98	\$39.36	\$39.74	\$40.17	\$40.54	\$40.95	\$41.34	\$41.78	\$42.20
Biweekly	\$3,026.40	\$3,055.20	\$3,086.40	\$3,118.40	\$3,148.80	\$3,179.20	\$3,213.60	\$3,243.20	\$3,276.00	\$3,307.20	\$3,342.40	\$3,376.00
Annually	\$78.686.40	\$79.435.20	\$80.246.40	\$81.078.40	\$81.868.80	\$82.659.20	\$83.553.60	\$84.323.20	\$85.176.00	\$85.987.20	\$86.902.40	\$87.776.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$42.61	\$43.02	\$43.47	\$43.89	\$44.36	\$44.82	\$45.24	\$45.70	\$46.16	\$46.61	\$47.09	\$47.56
Biweekly	\$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	\$3.728.80	\$3.767.20	\$3.804.80
Annually	\$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	\$96.948.80	\$97.947.20	\$98.924.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$48.03	\$48.50	\$49.00	\$49.46	\$49.98	\$50.46	\$50.97	\$51.47	\$52.02	\$52.51	\$53.06	\$53.59
Biweekly	\$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	\$4.200.80	\$4.244.80	\$4.287.20
Annually	\$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	\$109.220.80	\$110.364.80	\$111.467.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$54.12	\$54.67	\$55.22	\$55.76	\$56.31	\$56.88	\$57.45	\$58.02	\$58.60	\$59.20	\$59.79	\$60.39
Biweekly	\$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	\$4,736.00	\$4,783.20	\$4,831.20
Annually	\$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	\$123,136.00	\$124,363.20	\$125,611.20
Steps	49	50	51	52	53	54	55					
Hourly	\$60.97	\$61.60	\$62.22	\$62.85	\$63.46	\$64.11	\$64.74					
Biweekly	\$4,877.60	\$4,928.00	\$4,977.60	\$5,028.00	\$5,076.80	\$5,128.80	\$5,179.20					
Annually	\$126,817.60	\$128,128.00	\$129,417.60	\$130,728.00	\$131,996.80	\$133,348.80	\$134,659.20					

(Non-bargaining unit)

NOME (34%)

Grade	81
-------	----

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
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					

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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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
Steps	49	50	51	52	53	54	55					
Hourly	\$75.16	\$75.92	\$76.66	\$77.45	\$78.21	\$79.00	\$79.81					
Biweekly	\$6,012.80	\$6,073.60	\$6,132.80	\$6,196.00	\$6,256.80	\$6,320.00	\$6,384.80					
Annually	\$156,332.80	\$157,913.60	\$159,452.80	\$161,096.00	\$162,676.80	\$164,320.00	\$166,004.80					

(Non-bargaining unit)

NOME (34%)

Grade	83
-------	----

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
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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Annually	\$119.496.00	\$120.681.60	\$121.888.00	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourlv Biweekly Annually	\$64.74 \$5.179.20 \$134.659.20	\$65.40 \$5.232.00 \$136.032.00	\$66.05 \$5.284.00 \$137.384.00	\$66.71 \$5.336.80 \$138.756.80	\$67.38 \$5.390.40 \$140.150.40	\$68.06 \$5.444.80 \$141.564.80	\$68.73 \$5.498.40 \$142.958.40	\$69.43 \$5.554.40 \$144.414.40	\$70.11 \$5.608.80 \$145.828.80	\$70.80 \$5.664.00 \$147.264.00	\$71.51 \$5.720.80 \$148.740.80	\$72.24 \$5.779.20 \$150.259.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourlv Biweekly Annually	\$72.95 \$5.836.00 \$151.736.00	\$73.66 \$5.892.80 \$153.212.80	\$74.42 \$5.953.60 \$154.793.60	\$75.16 \$6.012.80 \$156.332.80	\$75.92 \$6.073.60 \$157.913.60	\$76.66 \$6.132.80 \$159.452.80	\$77.45 \$6.196.00 \$161.096.00	\$78.21 \$6.256.80 \$162.676.80	\$79.00 \$6.320.00 \$164.320.00	\$79.81 \$6.384.80 \$166.004.80	\$80.59 \$6.447.20 \$167.627.20	\$81.40 \$6.512.00 \$169.312.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly Annually	\$82.19 \$6,575.20 \$170,955.20	\$83.04 \$6,643.20 \$172,723.20	\$83.84 \$6,707.20 \$174,387.20	\$84.70 \$6,776.00 \$176,176.00	\$85.54 \$6,843.20 \$177,923.20	\$86.40 \$6,912.00 \$179,712.00	\$87.27 \$6,981.60 \$181,521.60	\$88.13 \$7,050.40 \$183,310.40	\$89.01 \$7,120.80 \$185,140.80	\$89.92 \$7,193.60 \$187,033.60	\$90.80 \$7,264.00 \$188,864.00	\$91.71 \$7,336.80 \$190,756.80
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$92.64 \$7,411.20 \$192,691.20	\$93.57 \$7,485.60 \$194,625.60	\$94.50 \$7,560.00 \$196,560.00	\$95.43 \$7,634.40 \$198,494.40	\$96.39 \$7,711.20 \$200,491.20	\$97.37 \$7,789.60 \$202,529.60	\$98.31 \$7,864.80 \$204,484.80					

(Non-bargaining unit)

Grade	71
-------	----

Steps	1	2	3	4	5	6	7	8	9	10	11	1
ourly	\$14.72	\$14.86	\$15.02	\$15.16	\$15.30	\$15.46	\$15.61	\$15.75	\$15.92	\$16.08	\$16.26	\$16.
iweekly	\$1,177.60	\$1,188.80	\$1,201.60	\$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.
Annually	\$30,617.60	\$30,908.80	\$31,241.60	\$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.
-												
Steps	13	14	15	16	17	18	19	20	21	22	23	2
Hourly	\$16.56	\$16.74	\$16.92	\$17.08	\$17.24	\$17.38	\$17.58	\$17.74	\$17.94	\$18.12	\$18.31	\$18.
Biweekly	\$1,324.80	\$1,339.20	\$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.
Annually	\$34,444.80	\$34,819.20	\$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
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	
Hourly	\$18.66	\$18.85	\$19.03	\$19.22	\$19.39	\$19.63	\$19.81	\$20.01	\$20.21	\$20.41	\$20.60	\$20
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
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
Steps	37	38	39	40	41	42	43	44	45	46	47	
Hourly	\$21.02	\$21.24	\$21.45	\$21.67	\$21.89	\$22.11	\$22.33	\$22.54	\$22.78	\$23.00	\$23.23	\$23
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
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
Steps	49	50	51	52	53	54	55					
Hourly	\$23.69	\$23.94	\$24.15	\$24.43	\$24.64	\$24.90	\$25.17					
Biweekly	\$1,895.20	\$1,915.20	\$1,932.00	\$1,954.40	\$1,971.20	\$1,992.00	\$2.013.60					
Annually	\$49,275.20	\$49,795.20	\$50,232.00	\$50,814.40	\$51,251.20	\$51,792.00	\$52,353.60					
unduny	010,270.20	010,700.20	\$50,252.00	000,011.10	\$51,251.20	\$51,752.00	002,000					
de 72												
Steps	1	2	3	4	5	6	7	8	9	10	11	
Steps	¢10 F0	¢10 74	ć1C 02	¢17.00	ć17.24	ć17.00	ć17 F0	617 74	ć17.04	ć10.12	¢10.21	¢10

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$16.56	\$16.74	\$16.92	\$17.08	\$17.24	\$17.38	\$17.58	\$17.74	\$17.94	\$18.12	\$18.31	\$18.47
Biweekly	\$1,324.80	\$1,339.20	\$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
Annually	\$34.444.80	\$34.819.20	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	21	32	33	24	35	36
-							31			34		
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06	\$28.35					
Biweekly	\$2,136.80	\$2,156.00	\$2,179.20	\$2,199.20	\$2,224.00	\$2,244.80	\$2,268.00					
Annually	\$55,556.80	\$56,056.00	\$56,659.20	\$57,179.20	\$57,824.00	\$58,364.80	\$58,968.00					

(Non-bargaining unit)

Grade	73
-------	----

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
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					
de 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
		4		4	4	44 769 99	44 706 40	64 000 00	64 000 40	44 040 00	44 050 40	64 077 CO
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

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	\$33.92	\$34.23	\$34.58	\$34.93	\$35.28	\$35.62	\$35.99					
Biweekly	\$2,713.60	\$2,738.40	\$2,766.40	\$2,794.40	\$2,822.40	\$2,849.60	\$2,879.20					
Annually	\$70,553.60	\$71,198.40	\$71,926.40	\$72,654.40	\$73,382.40	\$74,089.60	\$74,859.20					

(Non-bargaining unit)

Grade	75
-------	----

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$23.69	\$23.94	\$24.15	\$24.43	\$24.64	\$24.90	\$25.17	\$25.39	\$25.65	\$25.91	\$26.17	\$26.4
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.
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.
Steps	13	14	15	16	17	18	19	20	21	22	23	2
Hourly	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06	\$28.35	\$28.61	\$28.92	\$29.19	\$29.50	\$29.
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.
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	\$61,984.0
Steps	25	26	27	28	29	30	31	32	33	34	35	3
Hourly	\$30.10	\$30.38	\$30.69	\$30.99	\$31.30	\$31.62	\$31.96	\$32.25	\$32.58	\$32.90	\$33.24	\$33.
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	\$2,685.0
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.
Steps	37	38	39	40	41	42	43	44	45	46	47	4
Hourly	\$33.92	\$34.23	\$34.58	\$34.93	\$35.28	\$35.62	\$35.99	\$36.33	\$36.71	\$37.05	\$37.43	\$37.
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.
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.
Steps	49	50	51	52	53	54	55					
Hourly	\$38.19	\$38.57	\$38.96	\$39.34	\$39.73	\$40.15	\$40.53					
Biweekly	\$3,055.20	\$3,085.60	\$3.116.80	\$3.147.20	\$3.178.40	\$3.212.00	\$3.242.40					
			\$81,036.80	\$81,827.20	\$82,638.40	\$83,512.00	\$84,302.40					
	\$79,435.20	\$80,225.60	501,050.00	201,027.20								
Annually de 76	\$79,435.20	\$80,225.60	561,050.80	301,027.20								

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$43.02	\$43.45	\$43.87	\$44.31	\$44.78	\$45.22	\$45.67					
Biweekly	\$3,441.60	\$3,476.00	\$3,509.60	\$3,544.80	\$3,582.40	\$3,617.60	\$3,653.60					
Annually	\$89,481.60	\$90,376.00	\$91,249.60	\$92,164.80	\$93,142.40	\$94,057.60	\$94,993.60					

(Non-bargaining unit)

BETHEL (38%)

Grade	77
-------	----

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

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	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$37.05	\$37.43	\$37.81	\$38.19	\$38.57	\$38.96	\$39.34	\$39.73	\$40.15	\$40.53	\$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
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
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	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)

Grade	79
-------	----

Steps	1	2	3	4	5	6	7	8	9	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	\$40.1
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	\$3,212.0
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	\$83,512.0
<u>.</u> .												
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
Steps	25	20	27	20	20	20	21	22	22	24	25	24
	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	\$50.9
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	\$105,976.0
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	\$57.4
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
Stone												
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					
ide 80												
Stons	1	2	3	4	5	6	7	8	9	10	11	1:

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$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	\$3,441.60	\$3,476.00
Annually	\$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	\$89.481.60	\$90.376.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$43.87	\$44.31	\$44.78	\$45.22	\$45.67	\$46.14	\$46.59	\$47.07	\$47.54	\$48.02	\$48.48	\$48.99
Biweekly	\$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	\$3.878.40	\$3.919.20
Annually	\$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	\$100.838.40	\$101.899.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$49.45	\$49.96	\$50.44	\$50.95	\$51.45	\$51.98	\$52.49	\$53.03	\$53.56	\$54.10	\$54.63	\$55.19
Biweekly	\$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	\$4.328.00	\$4.370.40	\$4.415.20
Annually	\$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	\$112.528.00	\$113.630.40	\$114.795.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$55.73	\$56.28	\$56.85	\$57.42	\$57.99	\$58.58	\$59.18	\$59.77	\$60.35	\$60.95	\$61.58	\$62.19
Biweekly	\$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	\$4,876.00	\$4,926.40	\$4,975.20
Annually	\$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	\$126,776.00	\$128,086.40	\$129,355.20
Steps	49	50	51	52	53	54	55					
Hourly	\$62.80	\$63.44	\$64.07	\$64.72	\$65.38	\$66.02	\$66.68					
Biweekly	\$5,024.00	\$5,075.20	\$5,125.60	\$5,177.60	\$5,230.40	\$5,281.60	\$5,334.40					
Annually	\$130,624.00	\$131,955.20	\$133,265.60	\$134,617.60	\$135,990.40	\$137,321.60	\$138,694.40					

(Non-bargaining unit)

BETHEL (38%)

Grade	81
-------	----

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
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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$77.40	\$78.18	\$78.96	\$79.77	\$80.56	\$81.38	\$82.18					
Biweekly	\$6,192.00	\$6,254.40	\$6,316.80	\$6,381.60	\$6,444.80	\$6,510.40	\$6,574.40					
Annually	\$160,992.00	\$162,614.40	\$164,236.80	\$165,921.60	\$167,564.80	\$169,270.40	\$170,934.40					

(Non-bargaining unit)

BETHEL (38%)

Grade	83
-------	----

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
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	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$77.40	\$78.18	\$78.96	\$79.77	\$80.56	\$81.38	\$82.18	\$82.99	\$83.82	\$84.66	\$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
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					

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
Biweekly	\$4,734.40	\$4,781.60	\$4,828.00	\$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
Annually	\$123.094.40	\$124.321.60	\$125.528.00	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$66.68	\$67.35	\$68.02	\$68.70	\$69.39	\$70.09	\$70.77	\$71.48	\$72.22	\$72.93	\$73.64	\$74.37
Biweekly	\$5.334.40	\$5.388.00	\$5.441.60	\$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
Annually	\$138.694.40	\$140.088.00	\$141.481.60	\$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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$75.13	\$75.88	\$76.63	\$77.40	\$78.18	\$78.96	\$79.77	\$80.56	\$81.38	\$82.18	\$82.99	\$83.82
Biweekly	\$6.010.40	\$6.070.40	\$6.130.40	\$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
Annually	\$156.270.40	\$157.830.40	\$159.390.40	\$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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$84.66	\$85.50	\$86.34	\$87.20	\$88.10	\$88.97	\$89.89	\$90.76	\$91.68	\$92.60	\$93.54	\$94.45
Biweekly	\$6,772.80	\$6,840.00	\$6,907.20	\$6,976.00	\$7,048.00	\$7,117.60	\$7,191.20	\$7,260.80	\$7,334.40	\$7,408.00	\$7,483.20	\$7,556.00
Annually	\$176,092.80	\$177,840.00	\$179,587.20	\$181,376.00	\$183,248.00	\$185,057.60	\$186,971.20	\$188,780.80	\$190,694.40	\$192,608.00	\$194,563.20	\$196,456.00
Steps	49	50	51	52	53	54	55					
Hourly	\$95.40	\$96.34	\$97.32	\$98.28	\$99.27	\$100.26	\$101.24					
Biweekly	\$7,632.00	\$7,707.20	\$7,785.60	\$7,862.40	\$7,941.60	\$8,020.80	\$8,099.20					
Annually	\$198,432.00	\$200,387.20	\$202,425.60	\$204,422.40	\$206,481.60	\$208,540.80	\$210,579.20					

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Grade 71

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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$27.46	\$27.76	\$28.03	\$28.29	\$28.58	\$28.88	\$29.17					
Biweekly	\$2,196.80	\$2,220.80	\$2,242.40	\$2,263.20	\$2,286.40	\$2,310.40	\$2,333.60					
Annually	\$57,116.80	\$57,740.80	\$58,302.40	\$58,843.20	\$59,446.40	\$60,070.40	\$60,673.60					

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	1
de 74												
Annually	\$64,417.60	\$65,062.40	\$65,665.60	\$66,372.80	\$66,996.80	\$67,683.20	\$68,328.00					
Hourly Biweekly	\$30.97 \$2,477.60	\$31.28 \$2,502.40	\$31.57 \$2,525.60	\$31.91 \$2,552.80	\$32.21 \$2,576.80	\$32.54 \$2,603.20	\$32.85 \$2,628.00					
-	\$30.97						\$32.85					
Steps	49	50	51	52	53	54	55					
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	\$63,73
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	\$2,45
Hourly	\$27.46	\$27.76	\$28.03	\$28.29	\$28.58	\$28.88	\$29.17	\$29.44	\$29.75	\$30.03	\$30.35	\$3
Steps	37	38	39	40	41	42	43	44	45	46	47	
,					/							
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	\$56,61
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	\$2,17
Hourly	25 \$24.40	26 \$24.61	27 \$24.86	28 \$25.13	29 \$25.37	30 \$25.63	31 \$25.89	32 \$26.15	33 \$26.41	34 \$26.64	35 \$26.92	\$2
Steps							•			••		
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
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	\$1,93
Hourly	\$21.63	\$21.85	\$22.08	\$22.30	\$22.53	\$22.75	\$22.96	\$23.19	\$23.43	\$23.67	\$23.92	\$24
Steps	13	14	15	16	17	18	19	20	21	22	23	
•												
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	\$44,51
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	\$1,71
Steps Hourly	1 \$19.21	2 \$19.38	3 \$19.60	4 \$19.77	5 \$19.98	6 \$20.19	\$20.39	8 \$20.57	9 \$20.81	10 \$21.00	11 \$21.20	\$2:

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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	37	38	39	40	41	42	43	44	45	46	47	48
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	49	50	51	52	53	54	55					
Hourly	\$34.88	\$35.23	\$35.57	\$35.96	\$36.29	\$36.65	\$37.01					
Biweekly	\$2,790.40	\$2,818.40	\$2,845.60	\$2,876.80	\$2,903.20	\$2,932.00	\$2,960.80					
Annually	\$72,550.40	\$73,278.40	\$73,985.60	\$74,796.80	\$75,483.20	\$76,232.00	\$76,980.80					

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Grade 75

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					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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	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
Stope												
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%)

Grade 77

Steps Hourly	422.27			4	5	6	7	8	9	10	11	12
	\$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,	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,	4,417.60	\$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,	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,	2,550.40	\$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	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,	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,	8,541.60	\$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,	2,081.60	\$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					
	8,989.60	\$4,032.00	\$4,070.40	\$4,111.20	\$4,152.80	\$4,195.20	\$4,237.60					
-		104,832.00	\$105,830.40	\$106,891.20	\$107,972.80	\$109,075.20	\$110,177.60					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Biweekly	\$2,708.00	\$2,734.40	\$2,762.40	\$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
Annually	\$70.408.00	\$71.094.40	\$71.822.40	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$38.14	\$38.52	\$38.92	\$39.28	\$39.69	\$40.10	\$40.48	\$40.88	\$41.29	\$41.69	\$42.13	\$42.54
Biweekly	\$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	\$3.335.20	\$3.370.40	\$3.403.20
Annually	\$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	\$86.715.20	\$87.630.40	\$88.483.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$42.97	\$43.39	\$43.82	\$44.27	\$44.70	\$45.16	\$45.61	\$46.07	\$46.54	\$47.00	\$47.46	\$47.96
Biweekly	\$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	\$3.760.00	\$3.796.80	\$3.836.80
Annually	\$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	\$97.760.00	\$98.716.80	\$99.756.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$48.42	\$48.90	\$49.40	\$49.87	\$50.40	\$50.88	\$51.39	\$51.91	\$52.44	\$52.97	\$53.48	\$54.02
Biweekly	\$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	\$4,237.60	\$4,278.40	\$4,321.60
Annually	\$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	\$110,177.60	\$111,238.40	\$112,361.60
Steps	49	50	51	52	53	54	55					
Hourly	\$54.56	\$55.11	\$55.64	\$56.22	\$56.79	\$57.34	\$57.92					
Biweekly	\$4,364.80	\$4,408.80	\$4,451.20	\$4,497.60	\$4,543.20	\$4,587.20	\$4,633.60					
Annually	\$113,484.80	\$114,628.80	\$115,731.20	\$116,937.60	\$118,123.20	\$119,267.20	\$120,473.60					

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Grade 79

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
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	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$52.97	\$53.48	\$54.02	\$54.56	\$55.11	\$55.64	\$56.22	\$56.79	\$57.34	\$57.92	\$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
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					

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	\$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	\$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	\$92.081.60	\$92.976.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$45.16	\$45.61	\$46.07	\$46.54	\$47.00	\$47.46	\$47.96	\$48.42	\$48.90	\$49.40	\$49.87	\$50.40
Biweekly	\$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	\$3.989.60	\$4.032.00
Annually	\$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	\$103.729.60	\$104.832.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$50.88	\$51.39	\$51.91	\$52.44	\$52.97	\$53.48	\$54.02	\$54.56	\$55.11	\$55.64	\$56.22	\$56.79
Biweekly	\$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	\$4.451.20	\$4.497.60	\$4.543.20
Annually	\$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	\$115.731.20	\$116.937.60	\$118.123.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$57.34	\$57.92	\$58.51	\$59.09	\$59.67	\$60.27	\$60.88	\$61.50	\$62.12	\$62.72	\$63.36	\$64.00
Biweekly	\$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	\$5,017.60	\$5,068.80	\$5,120.00
Annually	\$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	\$130,457.60	\$131,788.80	\$133,120.00
Steps	49	50	51	52	53	54	55					
Hourly Biweekly	\$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	\$68.59 \$5,487.20					
Annually	\$134,430.40	\$135,782.40	\$137,092.80	\$138,486.40	\$139,921.60	\$141,273.60	\$142,667.20					

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Grade 81

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
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	42	43	44	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	\$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
Steps	49	50	51	52	53	54	55					
Hourly Biweekly	\$70.69 \$5,655.20 \$147.025.20	\$71.39 \$5,711.20 \$148,491.20	\$72.11 \$5,768.80 \$149,988.80	\$72.84 \$5,827.20 \$151,507.20	\$73.56 \$5,884.80 \$153,004.80	\$74.30 \$5,944.00 \$154,544.00	\$75.01 \$6,000.80 \$156,020.80					
Annually	\$147,035.20	\$148,491.20	\$149,988.80	\$121,207.20	\$153,004.80	\$154,544.00	2120,020.80					

Steps	1	2	3	4	5	6	7	8	9	10	11	12
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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
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	25	26	27	28	29	30	31	32	33	34	35	36
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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
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
Steps	49	50	51	52	53	54	55					
Hourly Biweekly	\$79.66 \$6,372.80	\$80.45 \$6,436.00	\$81.25 \$6,500.00	\$82.07 \$6,565.60	\$82.88 \$6,630.40	\$83.73 \$6,698.40	\$84.57 \$6,765.60					
Annually	\$165,692.80	\$167,336.00	\$169,000.00	\$170,705.60	\$172,390.40	\$174,158.40	\$175,905.60					

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Grade 83

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
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
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					

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
Biweekly	\$4,870.40	\$4,920.00	\$4,969.60	\$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
Annually	\$126.630.40	\$127.920.00	\$129.209.60	\$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
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$68.59	\$69.30	\$69.99	\$70.69	\$71.39	\$72.11	\$72.84	\$73.56	\$74.30	\$75.01	\$75.79	\$76.54
Biweekly	\$5.487.20	\$5.544.00	\$5.599.20	\$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
Annually	\$142.667.20	\$144.144.00	\$145.579.20	\$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
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$77.30	\$78.08	\$78.86	\$79.66	\$80.45	\$81.25	\$82.07	\$82.88	\$83.73	\$84.57	\$85.40	\$86.25
Biweekly	\$6.184.00	\$6.246.40	\$6.308.80	\$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
Annually	\$160.784.00	\$162.406.40	\$164.028.80	\$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
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$87.10	\$87.98	\$88.86	\$89.75	\$90.65	\$91.56	\$92.49	\$93.39	\$94.33	\$95.28	\$96.24	\$97.17
Biweekly	\$6,968.00	\$7,038.40	\$7,108.80	\$7,180.00	\$7,252.00	\$7,324.80	\$7,399.20	\$7,471.20	\$7,546.40	\$7,622.40	\$7,699.20	\$7,773.60
Annually	\$181,168.00	\$182,998.40	\$184,828.80	\$186,680.00	\$188,552.00	\$190,444.80	\$192,379.20	\$194,251.20	\$196,206.40	\$198,182.40	\$200,179.20	\$202,113.60
Steps	49	50	51	52	53	54	55					
Hourly	\$98.17	\$99.14	\$100.13	\$101.14	\$102.15	\$103.17	\$104.18					
Biweekly	\$7,853.60	\$7,931.20	\$8,010.40	\$8,091.20	\$8,172.00	\$8,253.60	\$8,334.40					
Annually	\$204,193.60	\$206,211.20	\$208,270.40	\$210,371.20	\$212,472.00	\$214,593.60	\$216,694.40					