(Non-bargaining unit)

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

Grade 71

| | Steps | 1 | 2 | 3 | 4 | 5 | 6 | . 7 | . 8 | 9 | 10 | 11 |
|-----|------------|-------------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Hourly | \$10.07 | \$10.38 | \$10.69 | \$11.00 | \$11.33 | \$11.68 | \$11.90 | \$12.15 | \$12.38 | \$12.62 | \$12.89 |
| | Biweekly | \$805.60 | \$830.40 | \$855.20 | \$880.00 | \$906.40 | \$934.40 | \$952.00 | \$972.00 | \$990.40 | \$1,009.60 | \$1,031.20 |
| | Annually | \$20,945.60 | \$21,590.40 | \$22,235.20 | \$22,880.00 | \$23,566.40 | \$24,294.40 | \$24,752.00 | \$25,272.00 | \$25,750.40 | \$26,249.60 | \$26,811.20 |
| | | - 10 | | | | | | | | | | |
| | Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Biweekly | \$13.14 | \$13.39 | \$13.56 | \$13.68 | \$13.83 | | | | | | |
| | Hourly | \$1,051.20 | \$1,071.20 | \$1,084.80 | \$1,094.40 | \$1,106.40 | | | | | | |
| | Annually | \$27,331.20 | \$27,851.20 | \$28,204.80 | \$28,454.40 | \$28,766.40 | | | | | | |
| | | | | | | | | | | | | |
| Gra | de 72 | | | | | | | | | | | |
| | Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Hourly | \$11.33 | \$11.68 | \$12.04 | \$12.38 | \$12.77 | \$13.13 | \$13.39 | \$13.66 | \$13.94 | \$14.22 | \$14.49 |
| | Biweekly | \$906.40 | \$934.40 | \$963.20 | \$990.40 | \$1,021.60 | \$1,050.40 | \$1,071.20 | \$1,092.80 | \$1,115.20 | \$1,137.60 | \$1,159.20 |
| | Annually | \$23,566.40 | \$24,294.40 | \$25,043.20 | \$25,750.40 | \$26,561.60 | \$27,310.40 | \$27,851.20 | \$28,412.80 | \$28,995.20 | \$29,577.60 | \$30,139.20 |
| | , , | 323,300.10 | J2 1,23 1.10 | J25,0 15.20 | 323,730.10 | 020,301.00 | 327,310.10 | 327,031.20 | 320, 112.00 | Q20,333.20 | 323,377.00 | 330,133.20 |
| | Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Biweekly | \$14.79 | \$15.09 | \$15.26 | \$15.40 | \$15.56 | | | | | | |
| | Hourly | \$1,183.20 | \$1,207.20 | \$1,220.80 | \$1,232.00 | \$1,244.80 | | | | | | |
| | Annually | \$30,763.20 | \$31,387.20 | \$31,740.80 | \$32,032.00 | \$32,364.80 | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Gra | ide 73 | | | | | | | | | | | |
| | Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Hourly | \$12.77 | \$13.13 | \$13.55 | \$13.94 | \$14.37 | \$14.78 | \$15.07 | \$15.39 | \$15.69 | \$16.00 | \$16.33 |
| | Biweekly | \$1,021.60 | \$1,050.40 | \$1,084.00 | \$1,115.20 | \$1,149.60 | \$1,182.40 | \$1,205.60 | \$1,231.20 | \$1,255.20 | \$1,280.00 | \$1,306.40 |
| | Annually | \$26,561.60 | \$27,310.40 | \$28,184.00 | \$28,995.20 | \$29,889.60 | \$30,742.40 | \$31,345.60 | \$32,011.20 | \$32,635.20 | \$33,280.00 | \$33,966.40 |
| | , | | | | | | | | | | | |
| | Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Biweekly | \$16.65 | \$16.98 | \$17.15 | \$17.32 | \$17.48 | | | | | | |
| | Hourly | \$1,332.00 | \$1,358.40 | \$1,372.00 | \$1,385.60 | \$1,398.40 | | | | | | |
| | Annually | \$34,632.00 | \$35,318.40 | \$35,672.00 | \$36,025.60 | \$36,358.40 | | | | | | |
| | | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Gra | ide 74 | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Hourly | \$14.37 | \$14.78 | \$15.25 | \$15.68 | \$16.15 | \$16.64 | \$16.97 | \$17.31 | \$17.67 | \$18.02 | \$18.38 |
| | Biweekly | \$1,149.60 | \$1,182.40 | \$1,220.00 | \$1,254.40 | \$1,292.00 | \$1,331.20 | \$1,357.60 | \$1,384.80 | \$1,413.60 | \$1,441.60 | \$1,470.40 |
| | Annually | \$29,889.60 | \$30,742.40 | \$31,720.00 | \$32,614.40 | \$33,592.00 | \$34,611.20 | \$35,297.60 | \$36,004.80 | \$36,753.60 | \$37,481.60 | \$38,230.40 |
| | - | | | | | | | | | | | |
| | Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Biweekly | \$18.75 | \$19.11 | \$19.31 | \$19.51 | \$19.70 | | | | | | |
| | Hourly | \$1,500.00 | \$1,528.80 | \$1,544.80 | \$1,560.80 | \$1,576.00 | | | | | | |
| | Annually | \$39,000.00 | \$39,748.80 | \$40,164.80 | \$40,580.80 | \$40,976.00 | | | | | | |

(Non-bargaining unit)

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

Grade 75

| | Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|-----|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | Hourly | \$16.15 | \$16.64 | \$17.14 | \$17.67 | \$18.18 | \$18.74 | \$19.10 | \$19.49 | \$19.86 | \$20.27 | \$20.68 |
| | Biweekly | \$1,292.00 | \$1,331.20 | \$1,371.20 | \$1,413.60 | \$1,454.40 | \$1,499.20 | \$1,528.00 | \$1,559.20 | \$1,588.80 | \$1,621.60 | \$1,654.40 |
| | Annually | \$33,592.00 | \$34,611.20 | \$35,651.20 | \$36,753.60 | \$37,814.40 | \$38,979.20 | \$39,728.00 | \$40,539.20 | \$41,308.80 | \$42,161.60 | \$43,014.40 |
| | | | | | | | | | | | | |
| | Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Biweekly | \$21.08 | \$21.51 | \$21.73 | \$21.94 | \$22.17 | | | | | | |
| | Hourly | \$1,686.40 | \$1,720.80 | \$1,738.40 | \$1,755.20 | \$1,773.60 | | | | | | |
| | Annually | \$43,846.40 | \$44,740.80 | \$45,198.40 | \$45,635.20 | \$46,113.60 | | | | | | |
| | | | | | | | | | | | | |
| _ | . 76 | | | | | | | | | | | |
| Gra | ide 76 | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Hourly | \$18.18 | \$18.74 | \$19.29 | \$19.86 | \$20.47 | \$21.07 | \$21.50 | \$21.93 | \$22.37 | \$22.83 | \$23.29 |
| | Biweekly | \$1,454.40 | \$1,499.20 | \$1,543.20 | \$1,588.80 | \$1,637.60 | \$1,685.60 | \$1,720.00 | \$1,754.40 | \$1,789.60 | \$1,826.40 | \$1,863.20 |
| | Annually | \$37,814.40 | \$38,979.20 | \$40,123.20 | \$41,308.80 | \$42,577.60 | \$43,825.60 | \$44,720.00 | \$45,614.40 | \$46,529.60 | \$47,486.40 | \$48,443.20 |
| | Chama | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Steps Biweekly | \$23.76 | \$24.23 | \$24.46 | \$24.69 | \$24.95 | 1/ | 10 | 19 | 20 | | |
| | Hourly | \$1,900.80 | \$1,938.40 | \$1,956.80 | \$1,975.20 | \$1,996.00 | | | | | | |
| | Annually | \$49,420.80 | | \$50,876.80 | \$51,355.20 | \$51,896.00 | | | | | | |
| | Ailliually | 549,420.80 | \$50,398.40 | \$50,870.80 | \$51,355.20 | \$51,896.00 | | | | | | |
| | | | | | | | | | | | | |
| Gra | de 77 | | | | | | | | | | | |
| Gra | ide / / | | | | | | | | | | | |
| | Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Hourly | \$20.47 | \$21.07 | \$21.72 | \$22.36 | \$23.03 | \$23.75 | \$24.21 | \$24.68 | \$25.18 | \$25.67 | \$26.21 |
| | Biweekly | \$1,637.60 | \$1,685.60 | \$1,737.60 | \$1,788.80 | \$1,842.40 | \$1,900.00 | \$1,936.80 | \$1,974.40 | \$2,014.40 | \$2,053.60 | \$2,096.80 |
| | Annually | \$42,577.60 | \$43,825.60 | \$45,177.60 | \$46,508.80 | \$47,902.40 | \$49,400.00 | \$50,356.80 | \$51,334.40 | \$52,374.40 | \$53,393.60 | \$54,516.80 |
| | Aimadily | 342,377.00 | 343,023.00 | 343,177.00 | 340,300.00 | 347,302.40 | 343,400.00 | 230,330.00 | 331,334.40 | 332,374.40 | 233,333.00 | 334,310.00 |
| | Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Biweekly | \$26.71 | \$27.24 | \$27.54 | \$27.78 | \$28.08 | | | | | | |
| | Hourly | \$2,136.80 | \$2,179.20 | \$2,203.20 | \$2,222.40 | \$2,246.40 | | | | | | |
| | Annually | \$55,556.80 | \$56,659.20 | \$57,283.20 | \$57,782.40 | \$58,406.40 | | | | | | |
| | • | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Gra | ide 78 | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Hourly | \$22.36 | \$23.03 | \$23.75 | \$24.43 | \$25.17 | \$25.92 | \$26.69 | \$27.22 | \$27.76 | \$28.31 | \$28.89 |
| | Biweekly | \$1,788.80 | \$1,842.40 | \$1,900.00 | \$1,954.40 | \$2,013.60 | \$2,073.60 | \$2,135.20 | \$2,177.60 | \$2,220.80 | \$2,264.80 | \$2,311.20 |
| | Annually | \$46,508.80 | \$47,902.40 | \$49,400.00 | \$50,814.40 | \$52,353.60 | \$53,913.60 | \$55,515.20 | \$56,617.60 | \$57,740.80 | \$58,884.80 | \$60,091.20 |
| | - | | | | | | | | | | | |
| | Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Biweekly | \$29.47 | \$30.06 | \$30.67 | \$30.98 | \$31.28 | \$31.61 | | | | | |
| | Hourly | \$2,357.60 | \$2,404.80 | \$2,453.60 | \$2,478.40 | \$2,502.40 | \$2,528.80 | | | | | |
| | Annually | \$61,297.60 | \$62,524.80 | \$63,793.60 | \$64,438.40 | \$65,062.40 | \$65,748.80 | | | | | |

(Non-bargaining unit)

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

Grade 79

| | Steps | . 1 | . 2 | . 3 | . 4 | . 5 | . 6 | . 7 | . 8 | . 9 | 10 | 11 |
|-----|-----------------|-------------|-------------|-------------|--------------------------|-------------|--------------|---------------------------|--------------|-------------|-------------|-------------|
| | Hourly | \$24.43 | \$25.17 | \$25.92 | \$26.69 | \$27.52 | \$28.29 | \$29.19 | \$30.05 | \$30.65 | \$31.27 | \$31.89 |
| | Biweekly | \$1,954.40 | \$2,013.60 | \$2,073.60 | \$2,135.20 | \$2,201.60 | \$2,263.20 | \$2,335.20 | \$2,404.00 | \$2,452.00 | \$2,501.60 | \$2,551.20 |
| | Annually | \$50,814.40 | \$52,353.60 | \$53,913.60 | \$55,515.20 | \$57,241.60 | \$58,843.20 | \$60,715.20 | \$62,504.00 | \$63,752.00 | \$65,041.60 | \$66,331.20 |
| | Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Biweekly | \$32.54 | \$33.21 | \$33.85 | \$34.53 | \$34.87 | \$35.21 | \$35.58 | 13 | 20 | | |
| | Hourly | \$2,603.20 | \$2,656.80 | \$2,708.00 | \$2,762.40 | \$2,789.60 | \$2,816.80 | \$2,846.40 | | | | |
| | Annually | \$67,683.20 | \$69,076.80 | \$70,408.00 | \$71,822.40 | \$72,529.60 | \$73,236.80 | \$74,006.40 | | | | |
| | Ailliually | 307,003.20 | \$05,070.00 | \$70,408.00 | \$71,022. 4 0 | \$72,323.00 | \$73,230.80 | \$74,000.40 | | | | |
| | | | | | | | | | | | | |
| Gra | de 80 | | | | | | | | | | | |
| | C1 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Steps Hourly | \$26.69 | \$27.52 | \$28.29 | \$29.19 | \$30.05 | \$30.97 | \$31.86 | \$32.83 | \$33.49 | \$34.16 | \$34.86 |
| | Biweekly | \$2,135.20 | \$2,201.60 | \$2,263.20 | \$2,335.20 | \$2,404.00 | \$2,477.60 | \$2,548.80 | \$2,626.40 | \$2,679.20 | \$2,732.80 | \$2,788.80 |
| | Annually | \$55,515.20 | \$57,241.60 | \$58,843.20 | \$60,715.20 | \$62,504.00 | \$64,417.60 | \$66,268.80 | \$68,286.40 | \$69,659.20 | \$71,052.80 | \$72,508.80 |
| | Ailliually | \$55,515.20 | \$57,241.00 | \$58,843.20 | \$60,715.20 | \$62,504.00 | \$64,417.60 | \$00,208.80 | \$08,280.40 | \$69,659.20 | \$71,052.80 | \$72,508.80 |
| | Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Biweekly | \$35.56 | \$36.26 | \$36.99 | \$37.73 | \$38.11 | \$38.48 | \$38.87 | | | | |
| | Hourly | \$2,844.80 | \$2,900.80 | \$2,959.20 | \$3,018.40 | \$3,048.80 | \$3,078.40 | \$3,109.60 | | | | |
| | Annually | \$73,964.80 | \$75,420.80 | \$76,939.20 | \$78,478.40 | \$79,268.80 | \$80,038.40 | \$80,849.60 | | | | |
| | - | | | | | | | | | | | |
| | | | | | | | | | | | | |
| Gra | de 81 | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Hourly | \$29.19 | \$30.05 | \$30.97 | \$31.86 | \$32.83 | \$33.83 | \$34.84 | \$35.88 | \$36.98 | \$37.69 | \$38.45 |
| | Biweekly | \$2,335.20 | \$2,404.00 | \$2,477.60 | \$2,548.80 | \$2,626.40 | \$2,706.40 | \$2,787.20 | \$2,870.40 | \$2,958.40 | \$3,015.20 | \$3,076.00 |
| | Annually | \$60,715.20 | \$62,504.00 | \$64,417.60 | \$66,268.80 | \$68,286.40 | \$70,366.40 | \$72,467.20 | \$74,630.40 | \$76,918.40 | \$78,395.20 | \$79,976.00 |
| | Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Biweekly | \$39.24 | \$40.00 | \$40.80 | \$41.62 | \$42.45 | \$42.90 | \$43.30 | \$43.75 | | | |
| | Hourly | \$3,139.20 | \$3,200.00 | \$3,264.00 | \$3,329.60 | \$3,396.00 | \$3,432.00 | \$3,464.00 | \$3,500.00 | | | |
| | Annually | \$81,619.20 | \$83,200.00 | \$84,864.00 | \$86,569.60 | \$88,296.00 | \$89,232.00 | \$90,064.00 | \$91,000.00 | | | |
| | | | | | | | | | | | | |
| _ | . 02 | | | | | | | | | | | |
| Gra | de 82 | | | | | | | | | | | |
| | | | | | | | | | | | | |
| | Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Hourly | \$32.83 | \$33.83 | \$34.84 | \$35.88 | \$36.98 | \$38.09 | \$39.21 | \$40.39 | \$41.60 | \$42.43 | \$43.28 |
| | Biweekly | \$2,626.40 | \$2,706.40 | \$2,787.20 | \$2,870.40 | \$2,958.40 | \$3,047.20 | \$3,136.80 | \$3,231.20 | \$3,328.00 | \$3,394.40 | \$3,462.40 |
| | Annually | \$68,286.40 | \$70,366.40 | \$72,467.20 | \$74,630.40 | \$76,918.40 | \$79,227.20 | \$81,556.80 | \$84,011.20 | \$86,528.00 | \$88,254.40 | \$90,022.40 |
| | Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| | Biweekly | \$44.16 | \$45.03 | \$45.93 | \$46.86 | \$47.81 | \$48.27 | \$48.76 | \$49.24 | | | |
| | Hourly | \$3,532.80 | \$3,602.40 | \$3,674.40 | \$3,748.80 | \$3,824.80 | \$3,861.60 | \$3,900.80 | \$3,939.20 | | | |
| | Annually | \$91,852.80 | \$93,662.40 | \$95,534.40 | \$97,468.80 | \$99,444.80 | \$100,401.60 | \$101,420.80 | \$102,419.20 | | | |
| | , | +,552.05 | +,50= | +,555 | +=:,:00.00 | +, | +===,.0=.00 | + , · · · · · · · | +, .20.20 | | | |

Effective

(Non-bargaining unit)

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

Grade 83

| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|--------------|
| Hourly | \$36.98 | \$38.09 | \$39.21 | \$40.39 | \$41.60 | \$42.86 | \$44.14 | \$45.47 | \$46.83 | \$47.78 | \$48.74 |
| Biweekly | \$2,958.40 | \$3,047.20 | \$3,136.80 | \$3,231.20 | \$3,328.00 | \$3,428.80 | \$3,531.20 | \$3,637.60 | \$3,746.40 | \$3,822.40 | \$3,899.20 |
| Annually | \$76,918.40 | \$79,227.20 | \$81,556.80 | \$84,011.20 | \$86,528.00 | \$89,148.80 | \$91,811.20 | \$94,577.60 | \$97,406.40 | \$99,382.40 | \$101,379.20 |
| Steps | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | | |
| Biweekly | \$49.70 | \$50.69 | \$51.70 | \$52.74 | \$53.79 | \$54.34 | \$54.85 | \$55.43 | | | |
| Hourly | \$3,976.00 | \$4,055.20 | \$4,136.00 | \$4,219.20 | \$4,303.20 | \$4,347.20 | \$4,388.00 | \$4,434.40 | | | |
| Annually | \$103,376.00 | \$105,435.20 | \$107,536.00 | \$109,699.20 | \$111,883.20 | \$113,027.20 | \$114,088.00 | \$115,294.40 | | | |

Grade 84

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