(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    |             | \$10.38     | \$10.69     | \$11.00     | \$11.33     | \$11.68     | \$11.90     | \$12.15     | \$12.38     | \$12.62     | \$12.89     |
| Biweekly  |             | \$830.40    | \$855.20    | \$880.00    | \$906.40    | \$934.40    | \$952.00    | \$972.00    | \$990.40    | \$1,009.60  | \$1,031.20  |
| Annually  | Do Not Use  | \$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 |
| <b>C1</b> | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Steps     |             |             |             |             |             | 1/          | 10          | 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 |             |             |             |             |             |             |

#### Grade 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 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| 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 |             |             |             |             |             |             |

### Grade 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               |             |             |             |             |             |             |
| Biweekly<br>Hourly | \$16.65<br>\$1,332.00 | \$16.98<br>\$1,358.40 | \$17.15<br>\$1,372.00 | \$17.32<br>\$1,385.60 | \$17.48<br>\$1,398.40 |             |             |             |             |             |             |

| 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          |             |             |
|          | 494.99                | 404 54                | 44.4                  | 44.44                 | 400.47                |             |             |             |             |             |             |
| Biweekly | \$21.08               | \$21.51               | \$21.73               | \$21.94               | \$22.17               |             |             |             |             |             |             |
| Hourly   | \$21.08<br>\$1,686.40 | \$21.51<br>\$1,720.80 | \$21.73<br>\$1,738.40 | \$21.94<br>\$1,755.20 | \$22.17<br>\$1,773.60 |             |             |             |             |             |             |

### Grade 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 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$23.76     | \$24.23     | \$24.46     | \$24.69     | \$24.95     |             |             |             |             |             |             |
| Hourly   | \$1,900.80  | \$1,938.40  | \$1,956.80  | \$1,975.20  | \$1,996.00  |             |             |             |             |             |             |
| Annually | \$49,420.80 | \$50,398.40 | \$50,876.80 | \$51,355.20 | \$51,896.00 |             |             |             |             |             |             |

#### Grade 77

| 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 |
| 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 |             |             |             |             |             |             |

| 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     |             |             |             |             |
| 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 |             |             |             |             |

### Grade 80

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

#### Grade 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 |             |             |             |

| 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 |             |             |             |

(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  |             |             |              |

| 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 |              |              |

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

### Grade 71

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$10.59     | \$10.89     | \$11.23     | \$11.56     | \$11.90     | \$12.27     | \$12.50     | \$12.77     | \$13.03     | \$13.28     | \$13.55     |
| Biweekly | \$847.20    | \$871.20    | \$898.40    | \$924.80    | \$952.00    | \$981.60    | \$1,000.00  | \$1,021.60  | \$1,042.40  | \$1,062.40  | \$1,084.00  |
| Annually | \$22,027.20 | \$22,651.20 | \$23,358.40 | \$24,044.80 | \$24,752.00 | \$25,521.60 | \$26,000.00 | \$26,561.60 | \$27,102.40 | \$27,622.40 | \$28,184.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$13.82     | \$14.10     | \$14.21     | \$14.38     | \$14.51     |             |             |             |             |             |             |
| Hourly   | \$1,105.60  | \$1,128.00  | \$1,136.80  | \$1,150.40  | \$1,160.80  |             |             |             |             |             |             |
| Annually | \$28,745.60 | \$29,328.00 | \$29,556.80 | \$29,910.40 | \$30,180.80 |             |             |             |             |             |             |

### Grade 72

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$11.90     | \$12.27     | \$12.61     | \$13.03     | \$13.38     | \$13.81     | \$14.10     | \$14.37     | \$14.66     | \$14.93     | \$15.23     |
| Biweekly | \$952.00    | \$981.60    | \$1,008.80  | \$1,042.40  | \$1,070.40  | \$1,104.80  | \$1,128.00  | \$1,149.60  | \$1,172.80  | \$1,194.40  | \$1,218.40  |
| Annually | \$24,752.00 | \$25,521.60 | \$26,228.80 | \$27,102.40 | \$27,830.40 | \$28,724.80 | \$29,328.00 | \$29,889.60 | \$30,492.80 | \$31,054.40 | \$31,678.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$15.56     | \$15.85     | \$16.00     | \$16.17     | \$16.33     |             |             |             |             |             |             |
| Hourly   | \$1.244.80  | \$1,268.00  | \$1,280.00  | \$1,293.60  | \$1,306.40  |             |             |             |             |             |             |
|          |             |             |             |             |             |             |             |             |             |             |             |

### Grade 73

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$13.38     | \$13.81     | \$14.20     | \$14.66     | \$15.06     | \$15.53     | \$15.84     | \$16.15     | \$16.48     | \$16.80     | \$17.15     |
| Biweekly | \$1,070.40  | \$1,104.80  | \$1,136.00  | \$1,172.80  | \$1,204.80  | \$1,242.40  | \$1,267.20  | \$1,292.00  | \$1,318.40  | \$1,344.00  | \$1,372.00  |
| Annually | \$27,830.40 | \$28,724.80 | \$29,536.00 | \$30,492.80 | \$31,324.80 | \$32,302.40 | \$32,947.20 | \$33,592.00 | \$34,278.40 | \$34,944.00 | \$35,672.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$17.47     | \$17.84     | \$18.01     | \$18.19     | \$18.36     |             |             |             |             |             |             |
| Hourly   | \$1,397.60  | \$1,427.20  | \$1,440.80  | \$1,455.20  | \$1,468.80  |             |             |             |             |             |             |
| Annually | \$36,337.60 | \$37,107.20 | \$37,460.80 | \$37,835.20 | \$38,188.80 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$15.06     | \$15.53     | \$15.99     | \$16.47     | \$16.96     | \$17.46     | \$17.82     | \$18.18     | \$18.54     | \$18.92     | \$19.30     |
| Biweekly | \$1,204.80  | \$1,242.40  | \$1,279.20  | \$1,317.60  | \$1,356.80  | \$1,396.80  | \$1,425.60  | \$1,454.40  | \$1,483.20  | \$1,513.60  | \$1,544.00  |
| Annually | \$31,324.80 | \$32,302.40 | \$33,259.20 | \$34,257.60 | \$35,276.80 | \$36,316.80 | \$37,065.60 | \$37,814.40 | \$38,563.20 | \$39,353.60 | \$40,144.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$19.68     | \$20.08     | \$20.28     | \$20.47     | \$20.68     |             |             |             |             |             |             |
| Hourly   | \$1,574.40  | \$1,606.40  | \$1,622.40  | \$1,637.60  | \$1,654.40  |             |             |             |             |             |             |
| Annually | \$40,934.40 | \$41,766.40 | \$42,182.40 | \$42,577.60 | \$43,014.40 |             |             |             |             |             |             |

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

### Grade 75

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$16.96     | \$17.46     | \$18.00     | \$18.54     | \$19.09     | \$19.67     | \$20.07     | \$20.46     | \$20.87     | \$21.30     | \$21.72     |
| Biweekly | \$1,356.80  | \$1,396.80  | \$1,440.00  | \$1,483.20  | \$1,527.20  | \$1,573.60  | \$1,605.60  | \$1,636.80  | \$1,669.60  | \$1,704.00  | \$1,737.60  |
| Annually | \$35,276.80 | \$36,316.80 | \$37,440.00 | \$38,563.20 | \$39,707.20 | \$40,913.60 | \$41,745.60 | \$42,556.80 | \$43,409.60 | \$44,304.00 | \$45,177.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$22.15     | \$22.60     | \$22.82     | \$23.04     | \$23.29     |             |             |             |             |             |             |
| Hourly   | \$1,772.00  | \$1,808.00  | \$1,825.60  | \$1,843.20  | \$1,863.20  |             |             |             |             |             |             |
| Annually | \$46,072.00 | \$47,008.00 | \$47,465.60 | \$47,923.20 | \$48,443.20 |             |             |             |             |             |             |

#### Grade 76

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$19.09     | \$19.67     | \$20.26     | \$20.87     | \$21.49     | \$22.14     | \$22.58     | \$23.03     | \$23.48     | \$23.96     | \$24.44     |
| Biweekly | \$1,527.20  | \$1,573.60  | \$1,620.80  | \$1,669.60  | \$1,719.20  | \$1,771.20  | \$1,806.40  | \$1,842.40  | \$1,878.40  | \$1,916.80  | \$1,955.20  |
| Annually | \$39,707.20 | \$40,913.60 | \$42,140.80 | \$43,409.60 | \$44,699.20 | \$46,051.20 | \$46,966.40 | \$47,902.40 | \$48,838.40 | \$49,836.80 | \$50,835.20 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$24.93     | \$25.42     | \$25.67     | \$25.92     | \$26.19     |             |             |             |             |             |             |
| Hourly   | \$1,994.40  | \$2,033.60  | \$2,053.60  | \$2,073.60  | \$2,095.20  |             |             |             |             |             |             |
| Annually | \$51,854.40 | \$52,873.60 | \$53,393.60 | \$53,913.60 | \$54,475.20 |             |             |             |             |             |             |

### Grade 77

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$21.49     | \$22.14     | \$22.79     | \$23.47     | \$24.19     | \$24.91     | \$25.41     | \$25.91     | \$26.44     | \$26.97     | \$27.52     |
| Biweekly | \$1,719.20  | \$1,771.20  | \$1,823.20  | \$1,877.60  | \$1,935.20  | \$1,992.80  | \$2,032.80  | \$2,072.80  | \$2,115.20  | \$2,157.60  | \$2,201.60  |
| Annually | \$44,699.20 | \$46,051.20 | \$47,403.20 | \$48,817.60 | \$50,315.20 | \$51,812.80 | \$52,852.80 | \$53,892.80 | \$54,995.20 | \$56,097.60 | \$57,241.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$28.06     | \$28.64     | \$28.89     | \$29.20     | \$29.47     |             |             |             |             |             |             |
| Hourly   | \$2,244.80  | \$2,291.20  | \$2,311.20  | \$2,336.00  | \$2,357.60  |             |             |             |             |             |             |
| Annually | \$58,364.80 | \$59,571.20 | \$60.091.20 | \$60,736.00 | \$61,297.60 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$23.47     | \$24.19     | \$24.91     | \$25.64     | \$26.43     | \$27.20     | \$28.04     | \$28.62     | \$29.18     | \$29.76     | \$30.36     |
| Biweekly | \$1,877.60  | \$1,935.20  | \$1,992.80  | \$2,051.20  | \$2,114.40  | \$2,176.00  | \$2,243.20  | \$2,289.60  | \$2,334.40  | \$2,380.80  | \$2,428.80  |
| Annually | \$48,817.60 | \$50,315.20 | \$51,812.80 | \$53,331.20 | \$54,974.40 | \$56,576.00 | \$58,323.20 | \$59,529.60 | \$60,694.40 | \$61,900.80 | \$63,148.80 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$30.97     | \$31.58     | \$32.21     | \$32.54     | \$32.85     | \$33.21     |             |             |             |             |             |
| Hourly   | \$2,477.60  | \$2,526.40  | \$2,576.80  | \$2,603.20  | \$2,628.00  | \$2,656.80  |             |             |             |             |             |
| Annually | \$64,417.60 | \$65,686.40 | \$66,996.80 | \$67,683.20 | \$68,328.00 | \$69,076.80 |             |             |             |             |             |

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

### Grade 79

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$25.64     | \$26.43     | \$27.20     | \$28.04     | \$28.86     | \$29.75     | \$30.63     | \$31.56     | \$32.18     | \$32.83     | \$33.48     |
| Biweekly | \$2,051.20  | \$2,114.40  | \$2,176.00  | \$2,243.20  | \$2,308.80  | \$2,380.00  | \$2,450.40  | \$2,524.80  | \$2,574.40  | \$2,626.40  | \$2,678.40  |
| Annually | \$53,331.20 | \$54,974.40 | \$56,576.00 | \$58,323.20 | \$60,028.80 | \$61,880.00 | \$63,710.40 | \$65,644.80 | \$66,934.40 | \$68,286.40 | \$69,638.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$34.15     | \$34.84     | \$35.54     | \$36.25     | \$36.60     | \$36.99     | \$37.36     |             |             |             |             |
| Hourly   | \$2,732.00  | \$2,787.20  | \$2,843.20  | \$2,900.00  | \$2,928.00  | \$2,959.20  | \$2,988.80  |             |             |             |             |
| Annually | \$71,032.00 | \$72,467.20 | \$73,923.20 | \$75,400.00 | \$76,128.00 | \$76,939.20 | \$77,708.80 |             |             |             |             |

## Grade 80

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$28.04     | \$28.86     | \$29.75     | \$30.63     | \$31.56     | \$32.53     | \$33.47     | \$34.49     | \$35.17     | \$35.87     | \$36.59     |
| Biweekly | \$2,243.20  | \$2,308.80  | \$2,380.00  | \$2,450.40  | \$2,524.80  | \$2,602.40  | \$2,677.60  | \$2,759.20  | \$2,813.60  | \$2,869.60  | \$2,927.20  |
| Annually | \$58,323.20 | \$60,028.80 | \$61,880.00 | \$63,710.40 | \$65,644.80 | \$67,662.40 | \$69,617.60 | \$71,739.20 | \$73,153.60 | \$74,609.60 | \$76,107.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$37.33     | \$38.09     | \$38.84     | \$39.63     | \$39.99     | \$40.41     | \$40.80     |             |             |             |             |
| Hourly   | \$2,986.40  | \$3,047.20  | \$3,107.20  | \$3,170.40  | \$3,199.20  | \$3,232.80  | \$3,264.00  |             |             |             |             |
| Annually | \$77,646.40 | \$79,227.20 | \$80,787.20 | \$82,430.40 | \$83,179.20 | \$84,052.80 | \$84,864.00 |             |             |             |             |

### Grade 81

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$30.63     | \$31.56     | \$32.53     | \$33.47     | \$34.49     | \$35.51     | \$36.58     | \$37.67     | \$38.83     | \$39.60     | \$40.39     |
| Biweekly | \$2,450.40  | \$2,524.80  | \$2,602.40  | \$2,677.60  | \$2,759.20  | \$2,840.80  | \$2,926.40  | \$3,013.60  | \$3,106.40  | \$3,168.00  | \$3,231.20  |
| Annually | \$63,710.40 | \$65,644.80 | \$67,662.40 | \$69,617.60 | \$71,739.20 | \$73,860.80 | \$76,086.40 | \$78,353.60 | \$80,766.40 | \$82,368.00 | \$84,011.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$41.20     | \$42.02     | \$42.86     | \$43.72     | \$44.60     | \$45.02     | \$45.48     | \$45.93     |             |             |             |
| Hourly   | \$3,296.00  | \$3,361.60  | \$3,428.80  | \$3,497.60  | \$3,568.00  | \$3,601.60  | \$3,638.40  | \$3,674.40  |             |             |             |
| Annually | \$85,696.00 | \$87,401.60 | \$89,148.80 | \$90,937.60 | \$92,768.00 | \$93,641.60 | \$94,598.40 | \$95,534.40 |             |             |             |

| Steps    | 1           | 2           | 3            | 4            | 5            | 6            | 7            | 8            | 9           | 10          | 11          |
|----------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|
| Hourly   | \$34.49     | \$35.51     | \$36.58      | \$37.67      | \$38.83      | \$39.97      | \$41.19      | \$42.40      | \$43.69     | \$44.58     | \$45.46     |
| Biweekly | \$2,759.20  | \$2,840.80  | \$2,926.40   | \$3,013.60   | \$3,106.40   | \$3,197.60   | \$3,295.20   | \$3,392.00   | \$3,495.20  | \$3,566.40  | \$3,636.80  |
| Annually | \$71,739.20 | \$73,860.80 | \$76,086.40  | \$78,353.60  | \$80,766.40  | \$83,137.60  | \$85,675.20  | \$88,192.00  | \$90,875.20 | \$92,726.40 | \$94,556.80 |
| Steps    | 12          | 13          | 14           | 15           | 16           | 17           | 18           | 19           | 20          |             |             |
| Biweekly | \$46.37     | \$47.29     | \$48.24      | \$49.19      | \$50.18      | \$50.69      | \$51.18      | \$51.70      |             |             |             |
| Hourly   | \$3,709.60  | \$3,783.20  | \$3,859.20   | \$3,935.20   | \$4,014.40   | \$4,055.20   | \$4,094.40   | \$4,136.00   |             |             |             |
| Annually | \$96,449.60 | \$98,363.20 | \$100,339.20 | \$102,315.20 | \$104,374.40 | \$105,435.20 | \$106,454.40 | \$107,536.00 |             |             |             |

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

### Grade 83

| Steps     | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8                     | 9            | 10           | 11           |
|-----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------------|--------------|--------------|--------------|
| Hourly    | \$38.83     | \$39.97     | \$41.19     | \$42.40     | \$43.69     | \$44.97     | \$46.34     | \$47.76               | \$49.17      | \$50.15      | \$51.16      |
| Biweekly  | \$3,106.40  | \$3,197.60  | \$3,295.20  | \$3,392.00  | \$3,495.20  | \$3,597.60  | \$3,707.20  | \$3,820.80            | \$3,933.60   | \$4,012.00   | \$4,092.80   |
| Annually  | \$80,766.40 | \$83,137.60 | \$85,675.20 | \$88,192.00 | \$90,875.20 | \$93,537.60 | \$96,387.20 | \$99,340.80           | \$102,273.60 | \$104,312.00 | \$106,412.80 |
| Steps     | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19                    | 20           |              |              |
| Biweekly  | \$52.17     | \$53.21     | \$54.27     | \$55.37     | \$56.47     | \$57.02     | \$57.60     | \$58.17               |              |              |              |
| Divicenty | JJZ.17      | \$J3.21     | \$54.27     | \$22.37     | \$50.47     | \$57.0Z     | \$57.60     | \$58.17               |              |              |              |
| Hourly    | \$4,173.60  | \$4,256.80  | \$4,341.60  | \$4,429.60  | \$4,517.60  | \$4,561.60  | \$4,608.00  | \$58.17<br>\$4,653.60 |              |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$42.40      | \$43.69      | \$44.97      | \$46.34      | \$47.76      | \$49.17      | \$50.64      | \$52.16      | \$53.73      | \$55.32      | \$56.42      |
| Biweekly | \$3,392.00   | \$3,495.20   | \$3,597.60   | \$3,707.20   | \$3,820.80   | \$3,933.60   | \$4,051.20   | \$4,172.80   | \$4,298.40   | \$4,425.60   | \$4,513.60   |
| Annually | \$88,192.00  | \$90,875.20  | \$93,537.60  | \$96,387.20  | \$99,340.80  | \$102,273.60 | \$105,331.20 | \$108,492.80 | \$111,758.40 | \$115,065.60 | \$117,353.60 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$57.54      | \$58.73      | \$59.88      | \$61.10      | \$62.32      | \$63.57      | \$64.20      | \$64.84      | \$65.49      |              |              |
| Hourly   | \$4,603.20   | \$4,698.40   | \$4,790.40   | \$4,888.00   | \$4,985.60   | \$5,085.60   | \$5,136.00   | \$5,187.20   | \$5,239.20   |              |              |
| Annually | \$119,683.20 | \$122,158.40 | \$124,550.40 | \$127,088.00 | \$129,625.60 | \$132,225.60 | \$133,536.00 | \$134,867.20 | \$136,219.20 |              |              |

(Non-bargaining unit)

KODIAK (9%)

### Grade 71

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$10.97     | \$11.30     | \$11.64     | \$12.00     | \$12.35     | \$12.75     | \$12.98     | \$13.24     | \$13.50     | \$13.76     | \$14.04     |
| Biweekly | \$877.60    | \$904.00    | \$931.20    | \$960.00    | \$988.00    | \$1,020.00  | \$1,038.40  | \$1,059.20  | \$1,080.00  | \$1,100.80  | \$1,123.20  |
| Annually | \$22,817.60 | \$23,504.00 | \$24,211.20 | \$24,960.00 | \$25,688.00 | \$26,520.00 | \$26,998.40 | \$27,539.20 | \$28,080.00 | \$28,620.80 | \$29,203.20 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$14.32     | \$14.61     | \$14.76     | \$14.90     | \$15.05     |             |             |             |             |             |             |
| Hourly   | \$1,145.60  | \$1,168.80  | \$1,180.80  | \$1,192.00  | \$1,204.00  |             |             |             |             |             |             |
| Annually | \$29,785.60 | \$30,388.80 | \$30,700.80 | \$30,992.00 | \$31,304.00 |             |             |             |             |             |             |

### Grade 72

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$12.35     | \$12.75     | \$13.11     | \$13.50     | \$13.91     | \$14.31     | \$14.61     | \$14.89     | \$15.20     | \$15.51     | \$15.80     |
| Biweekly | \$988.00    | \$1,020.00  | \$1,048.80  | \$1,080.00  | \$1,112.80  | \$1,144.80  | \$1,168.80  | \$1,191.20  | \$1,216.00  | \$1,240.80  | \$1,264.00  |
| Annually | \$25,688.00 | \$26,520.00 | \$27,268.80 | \$28,080.00 | \$28,932.80 | \$29,764.80 | \$30,388.80 | \$30,971.20 | \$31,616.00 | \$32,260.80 | \$32,864.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$16.13     | \$16.46     | \$16.62     | \$16.78     | \$16.95     |             |             |             |             |             |             |
| Hourly   | \$1,290.40  | \$1,316.80  | \$1,329.60  | \$1,342.40  | \$1,356.00  |             |             |             |             |             |             |
| Annually | \$33,550.40 | \$34,236.80 | \$34,569.60 | \$34,902.40 | \$35,256.00 |             |             |             |             |             |             |

### Grade 73

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$13.91     | \$14.31     | \$14.75     | \$15.20     | \$15.64     | \$16.12     | \$16.45     | \$16.77     | \$17.12     | \$17.44     | \$17.80     |
| Biweekly | \$1,112.80  | \$1,144.80  | \$1,180.00  | \$1,216.00  | \$1,251.20  | \$1,289.60  | \$1,316.00  | \$1,341.60  | \$1,369.60  | \$1,395.20  | \$1,424.00  |
| Annually | \$28,932.80 | \$29,764.80 | \$30,680.00 | \$31,616.00 | \$32,531.20 | \$33,529.60 | \$34,216.00 | \$34,881.60 | \$35,609.60 | \$36,275.20 | \$37,024.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$18.16     | \$18.52     | \$18.70     | \$18.89     | \$19.08     |             |             |             |             |             |             |
| Hourly   | \$1,452.80  | \$1,481.60  | \$1,496.00  | \$1,511.20  | \$1,526.40  |             |             |             |             |             |             |
| Annually | \$37,772.80 | \$38,521.60 | \$38,896.00 | \$39,291.20 | \$39,686.40 |             |             |             |             |             |             |

| Steps         | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|---------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly        | \$15.64     | \$16.12     | \$16.60     | \$17.10     | \$17.62     | \$18.14     | \$18.51     | \$18.88     | \$19.26     | \$19.65     | \$20.05     |
| Biweekly      | \$1,251.20  | \$1,289.60  | \$1,328.00  | \$1,368.00  | \$1,409.60  | \$1,451.20  | \$1,480.80  | \$1,510.40  | \$1,540.80  | \$1,572.00  | \$1,604.00  |
| Annually      | \$32,531.20 | \$33,529.60 | \$34,528.00 | \$35,568.00 | \$36,649.60 | \$37,731.20 | \$38,500.80 | \$39,270.40 | \$40,060.80 | \$40,872.00 | \$41,704.00 |
| Steps         | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly      | \$20.44     | \$20.84     | \$21.04     | \$21.27     | \$21.47     |             |             |             |             |             |             |
| I I a conde c | \$1,635.20  | \$1.667.20  | \$1,683.20  | \$1,701.60  | \$1.717.60  |             |             |             |             |             |             |
| Hourly        | \$1,035.20  | \$1,007.20  | \$1,083.20  | 31,701.00   | \$1,717.00  |             |             |             |             |             |             |

(Non-bargaining unit)

KODIAK (9%)

### Grade 75

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$17.62     | \$18.14     | \$18.69     | \$19.26     | \$19.82     | \$20.43     | \$20.81     | \$21.26     | \$21.66     | \$22.09     | \$22.56     |
| Biweekly | \$1,409.60  | \$1,451.20  | \$1,495.20  | \$1,540.80  | \$1,585.60  | \$1,634.40  | \$1,664.80  | \$1,700.80  | \$1,732.80  | \$1,767.20  | \$1,804.80  |
| Annually | \$36,649.60 | \$37,731.20 | \$38,875.20 | \$40,060.80 | \$41,225.60 | \$42,494.40 | \$43,284.80 | \$44,220.80 | \$45,052.80 | \$45,947.20 | \$46,924.80 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$22.98     | \$23.44     | \$23.69     | \$23.93     | \$24.16     |             |             |             |             |             |             |
| Hourly   | \$1,838.40  | \$1,875.20  | \$1,895.20  | \$1,914.40  | \$1,932.80  |             |             |             |             |             |             |
| Annually | \$47,798.40 | \$48,755.20 | \$49,275.20 | \$49.774.40 | \$50,252.80 |             |             |             |             |             |             |

## Grade 76

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$19.82     | \$20.43     | \$21.02     | \$21.66     | \$22.30     | \$22.97     | \$23.43     | \$23.91     | \$24.38     | \$24.87     | \$25.37     |
| Biweekly | \$1,585.60  | \$1,634.40  | \$1,681.60  | \$1,732.80  | \$1,784.00  | \$1,837.60  | \$1,874.40  | \$1,912.80  | \$1,950.40  | \$1,989.60  | \$2,029.60  |
| Annually | \$41,225.60 | \$42,494.40 | \$43,721.60 | \$45,052.80 | \$46,384.00 | \$47,777.60 | \$48,734.40 | \$49,732.80 | \$50,710.40 | \$51,729.60 | \$52,769.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$25.88     | \$26.40     | \$26.65     | \$26.93     | \$27.18     |             |             |             |             |             |             |
| Hourly   | \$2,070.40  | \$2,112.00  | \$2,132.00  | \$2,154.40  | \$2,174.40  |             |             |             |             |             |             |
| Annually | \$53,830.40 | \$54,912.00 | \$55,432.00 | \$56,014.40 | \$56,534.40 |             |             |             |             |             |             |

### Grade 77

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$22.30     | \$22.97     | \$23.68     | \$24.37     | \$25.11     | \$25.87     | \$26.39     | \$26.92     | \$27.47     | \$28.01     | \$28.58     |
| Biweekly | \$1,784.00  | \$1,837.60  | \$1,894.40  | \$1,949.60  | \$2,008.80  | \$2,069.60  | \$2,111.20  | \$2,153.60  | \$2,197.60  | \$2,240.80  | \$2,286.40  |
| Annually | \$46,384.00 | \$47,777.60 | \$49,254.40 | \$50,689.60 | \$52,228.80 | \$53,809.60 | \$54,891.20 | \$55,993.60 | \$57,137.60 | \$58,260.80 | \$59,446.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$29.14     | \$29.72     | \$30.00     | \$30.31     | \$30.59     |             |             |             |             |             |             |
| Hourly   | \$2,331.20  | \$2,377.60  | \$2,400.00  | \$2,424.80  | \$2,447.20  |             |             |             |             |             |             |
| Annually | \$60,611.20 | \$61,817.60 | \$62,400.00 | \$63,044.80 | \$63,627.20 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$24.37     | \$25.11     | \$25.87     | \$26.62     | \$27.46     | \$28.24     | \$29.12     | \$29.70     | \$30.29     | \$30.90     | \$31.52     |
| Biweekly | \$1,949.60  | \$2,008.80  | \$2,069.60  | \$2,129.60  | \$2,196.80  | \$2,259.20  | \$2,329.60  | \$2,376.00  | \$2,423.20  | \$2,472.00  | \$2,521.60  |
| Annually | \$50,689.60 | \$52,228.80 | \$53,809.60 | \$55,369.60 | \$57,116.80 | \$58,739.20 | \$60,569.60 | \$61,776.00 | \$63,003.20 | \$64,272.00 | \$65,561.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$32.14     | \$32.78     | \$33.44     | \$33.77     | \$34.10     | \$34.47     |             |             |             |             |             |
| Hourly   | \$2,571.20  | \$2,622.40  | \$2,675.20  | \$2,701.60  | \$2,728.00  | \$2,757.60  |             |             |             |             |             |
| Annually | \$66,851.20 | \$68,182.40 | \$69,555.20 | \$70,241.60 | \$70,928.00 | \$71,697.60 |             |             |             |             |             |

(Non-bargaining unit)

KODIAK (9%)

## Grade 79

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$26.62     | \$27.46     | \$28.24     | \$29.12     | \$29.97     | \$30.89     | \$31.79     | \$32.77     | \$33.42     | \$34.09     | \$34.78     |
| Biweekly | \$2,129.60  | \$2,196.80  | \$2,259.20  | \$2,329.60  | \$2,397.60  | \$2,471.20  | \$2,543.20  | \$2,621.60  | \$2,673.60  | \$2,727.20  | \$2,782.40  |
| Annually | \$55,369.60 | \$57,116.80 | \$58,739.20 | \$60,569.60 | \$62,337.60 | \$64,251.20 | \$66,123.20 | \$68,161.60 | \$69,513.60 | \$70,907.20 | \$72,342.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$35.46     | \$36.19     | \$36.91     | \$37.63     | \$38.02     | \$38.39     | \$38.78     |             |             |             |             |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Hourly   | \$2,836.80  | \$2,895.20  | \$2,952.80  | \$3,010.40  | \$3,041.60  | \$3,071.20  | \$3,102.40  |             |             |             |             |

## Grade 80

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$29.12     | \$29.97     | \$30.89     | \$31.79     | \$32.77     | \$33.75     | \$34.77     | \$35.80     | \$36.51     | \$37.25     | \$38.00     |
| Biweekly | \$2,329.60  | \$2,397.60  | \$2,471.20  | \$2,543.20  | \$2,621.60  | \$2,700.00  | \$2,781.60  | \$2,864.00  | \$2,920.80  | \$2,980.00  | \$3,040.00  |
| Annually | \$60,569.60 | \$62,337.60 | \$64,251.20 | \$66,123.20 | \$68,161.60 | \$70,200.00 | \$72,321.60 | \$74,464.00 | \$75,940.80 | \$77,480.00 | \$79,040.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$38.74     | \$39.51     | \$40.30     | \$41.14     | \$41.53     | \$41.97     | \$42.36     |             |             |             |             |
| Hourly   | \$3,099.20  | \$3,160.80  | \$3,224.00  | \$3,291.20  | \$3,322.40  | \$3,357.60  | \$3,388.80  |             |             |             |             |
| Annually | \$80,579.20 | \$82,180.80 | \$83,824.00 | \$85,571.20 | \$86,382.40 | \$87,297.60 | \$88,108.80 |             |             |             |             |

## Grade 81

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$31.79     | \$32.77     | \$33.75     | \$34.77     | \$35.80     | \$36.86     | \$37.98     | \$39.11     | \$40.29     | \$41.10     | \$41.92     |
| Biweekly | \$2,543.20  | \$2,621.60  | \$2,700.00  | \$2,781.60  | \$2,864.00  | \$2,948.80  | \$3,038.40  | \$3,128.80  | \$3,223.20  | \$3,288.00  | \$3,353.60  |
| Annually | \$66,123.20 | \$68,161.60 | \$70,200.00 | \$72,321.60 | \$74,464.00 | \$76,668.80 | \$78,998.40 | \$81,348.80 | \$83,803.20 | \$85,488.00 | \$87,193.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$42.76     | \$43.62     | \$44.48     | \$45.39     | \$46.29     | \$46.74     | \$47.22     | \$47.70     |             |             |             |
|          | \$3.420.80  | \$3.489.60  | \$3,558.40  | \$3.631.20  | \$3.703.20  | \$3,739.20  | \$3.777.60  | \$3.816.00  |             |             |             |
| Hourly   | \$3,420.80  | \$5,465.00  | JJ,JJ0.40   | JJ,0J1.20   | \$5,705.E0  | \$0,700.L0  | \$0,1.1.100 | 00,010100   |             |             |             |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9           | 10          | 11          |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|
| Hourly   | \$35.80      | \$36.86      | \$37.98      | \$39.11      | \$40.29      | \$41.50      | \$42.75      | \$44.02      | \$45.37     | \$46.26     | \$47.19     |
| Biweekly | \$2,864.00   | \$2,948.80   | \$3,038.40   | \$3,128.80   | \$3,223.20   | \$3,320.00   | \$3,420.00   | \$3,521.60   | \$3,629.60  | \$3,700.80  | \$3,775.20  |
| Annually | \$74,464.00  | \$76,668.80  | \$78,998.40  | \$81,348.80  | \$83,803.20  | \$86,320.00  | \$88,920.00  | \$91,561.60  | \$94,369.60 | \$96,220.80 | \$98,155.20 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20          |             |             |
| Biweekly | \$48.15      | \$49.09      | \$50.04      | \$51.07      | \$52.09      | \$52.60      | \$53.13      | \$53.66      |             |             |             |
| Hourly   | \$3,852.00   | \$3,927.20   | \$4,003.20   | \$4,085.60   | \$4,167.20   | \$4,208.00   | \$4,250.40   | \$4,292.80   |             |             |             |
| Annually | \$100,152.00 | \$102,107.20 | \$104,083.20 | \$106,225.60 | \$108,347.20 | \$109,408.00 | \$110,510.40 | \$111,612.80 |             |             |             |

(Non-bargaining unit)

KODIAK (9%)

### Grade 83

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7            | 8            | 9            | 10           | 11           |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$40.29     | \$41.50     | \$42.75     | \$44.02     | \$45.37     | \$46.71     | \$48.10      | \$49.56      | \$51.04      | \$52.06      | \$53.10      |
| Biweekly | \$3,223.20  | \$3,320.00  | \$3,420.00  | \$3,521.60  | \$3,629.60  | \$3,736.80  | \$3,848.00   | \$3,964.80   | \$4,083.20   | \$4,164.80   | \$4,248.00   |
| Annually | \$83,803.20 | \$86,320.00 | \$88,920.00 | \$91,561.60 | \$94,369.60 | \$97,156.80 | \$100,048.00 | \$103,084.80 | \$106,163.20 | \$108,284.80 | \$110,448.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18           | 19           | 20           |              |              |
| Biweekly | \$54.15     | \$55.24     | \$56.34     | \$57.47     | \$58.64     | \$59.20     | \$59.79      | \$60.40      |              |              |              |
|          |             |             | +           | A           | ¢1 CO1 20   | 64 726 00   | \$4.783.20   | \$4.832.00   |              |              |              |
| Hourly   | \$4,332.00  | \$4,419.20  | \$4,507.20  | \$4,597.60  | \$4,691.20  | \$4,736.00  | \$4,783.20   | \$4,832.00   |              |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$44.02      | \$45.37      | \$46.71      | \$48.10      | \$49.56      | \$51.04      | \$52.57      | \$54.14      | \$55.75      | \$57.43      | \$58.60      |
| Biweekly | \$3,521.60   | \$3,629.60   | \$3,736.80   | \$3,848.00   | \$3,964.80   | \$4,083.20   | \$4,205.60   | \$4,331.20   | \$4,460.00   | \$4,594.40   | \$4,688.00   |
| Annually | \$91,561.60  | \$94,369.60  | \$97,156.80  | \$100,048.00 | \$103,084.80 | \$106,163.20 | \$109,345.60 | \$112,611.20 | \$115,960.00 | \$119,454.40 | \$121,888.00 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$59.76      | \$60.98      | \$62.19      | \$63.43      | \$64.70      | \$65.99      | \$66.66      | \$67.31      | \$67.98      |              |              |
| Hourly   | \$4,780.80   | \$4,878.40   | \$4,975.20   | \$5,074.40   | \$5,176.00   | \$5,279.20   | \$5,332.80   | \$5,384.80   | \$5,438.40   |              |              |
| Annually | \$124,300.80 | \$126,838.40 | \$129,355.20 | \$131,934.40 | \$134,576.00 | \$137,259.20 | \$138,652.80 | \$140,004.80 | \$141,398.40 |              |              |

(Non-bargaining unit)

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

### Grade 71

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$11.17     | \$11.52     | \$11.85     | \$12.21     | \$12.56     | \$12.97     | \$13.20     | \$13.47     | \$13.74     | \$14.01     | \$14.29     |
| Biweekly | \$893.60    | \$921.60    | \$948.00    | \$976.80    | \$1,004.80  | \$1,037.60  | \$1,056.00  | \$1,077.60  | \$1,099.20  | \$1,120.80  | \$1,143.20  |
| Annually | \$23,233.60 | \$23,961.60 | \$24,648.00 | \$25,396.80 | \$26,124.80 | \$26,977.60 | \$27,456.00 | \$28,017.60 | \$28,579.20 | \$29,140.80 | \$29,723.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$14.58     | \$14.87     | \$15.02     | \$15.19     | \$15.33     |             |             |             |             |             |             |
| Hourly   | \$1,166.40  | \$1,189.60  | \$1,201.60  | \$1,215.20  | \$1,226.40  |             |             |             |             |             |             |
| Annually | \$30,326.40 | \$30,929.60 | \$31,241.60 | \$31,595.20 | \$31,886.40 |             |             |             |             |             |             |

### Grade 72

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$12.56     | \$12.97     | \$13.34     | \$13.74     | \$14.17     | \$14.57     | \$14.87     | \$15.17     | \$15.47     | \$15.78     | \$16.09     |
| Biweekly | \$1,004.80  | \$1,037.60  | \$1,067.20  | \$1,099.20  | \$1,133.60  | \$1,165.60  | \$1,189.60  | \$1,213.60  | \$1,237.60  | \$1,262.40  | \$1,287.20  |
| Annually | \$26,124.80 | \$26,977.60 | \$27,747.20 | \$28,579.20 | \$29,473.60 | \$30,305.60 | \$30,929.60 | \$31,553.60 | \$32,177.60 | \$32,822.40 | \$33,467.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$16.44     | \$16.77     | \$16.92     | \$17.10     | \$17.26     |             |             |             |             |             |             |
| Hourly   | \$1,315.20  | \$1,341.60  | \$1,353.60  | \$1,368.00  | \$1,380.80  |             |             |             |             |             |             |
| Annually | \$34,195.20 | \$34,881.60 | \$35,193.60 | \$35,568.00 | \$35,900.80 |             |             |             |             |             |             |

### Grade 73

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$14.17     | \$14.57     | \$15.01     | \$15.47     | \$15.93     | \$16.42     | \$16.74     | \$17.09     | \$17.41     | \$17.78     | \$18.12     |
| Biweekly | \$1,133.60  | \$1,165.60  | \$1,200.80  | \$1,237.60  | \$1,274.40  | \$1,313.60  | \$1,339.20  | \$1,367.20  | \$1,392.80  | \$1,422.40  | \$1,449.60  |
| Annually | \$29,473.60 | \$30,305.60 | \$31,220.80 | \$32,177.60 | \$33,134.40 | \$34,153.60 | \$34,819.20 | \$35,547.20 | \$36,212.80 | \$36,982.40 | \$37,689.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$18.48     | \$18.87     | \$19.05     | \$19.23     | \$19.43     |             |             |             |             |             |             |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Hourly   | \$1,478.40  | \$1,509.60  | \$1,524.00  | \$1,538.40  | \$1,554.40  |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$15.93     | \$16.42     | \$16.91     | \$17.40     | \$17.95     | \$18.47     | \$18.85     | \$19.22     | \$19.60     | \$19.99     | \$20.41     |
| Biweekly | \$1,274.40  | \$1,313.60  | \$1,352.80  | \$1,392.00  | \$1,436.00  | \$1,477.60  | \$1,508.00  | \$1,537.60  | \$1,568.00  | \$1,599.20  | \$1,632.80  |
| Annually | \$33,134.40 | \$34,153.60 | \$35,172.80 | \$36,192.00 | \$37,336.00 | \$38,417.60 | \$39,208.00 | \$39,977.60 | \$40,768.00 | \$41,579.20 | \$42,452.80 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$20.80     | \$21.23     | \$21.44     | \$21.63     | \$21.86     |             |             |             |             |             |             |
| Hourly   | \$1,664.00  | \$1,698.40  | \$1,715.20  | \$1,730.40  | \$1,748.80  |             |             |             |             |             |             |
| Annually | \$43,264.00 | \$44,158.40 | \$44,595.20 | \$44,990.40 | \$45,468.80 |             |             |             |             |             |             |

(Non-bargaining unit)

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

### Grade 75

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$17.95     | \$18.47     | \$19.02     | \$19.60     | \$20.19     | \$20.78     | \$21.22     | \$21.62     | \$22.06     | \$22.50     | \$22.95     |
| Biweekly | \$1,436.00  | \$1,477.60  | \$1,521.60  | \$1,568.00  | \$1,615.20  | \$1,662.40  | \$1,697.60  | \$1,729.60  | \$1,764.80  | \$1,800.00  | \$1,836.00  |
| Annually | \$37,336.00 | \$38,417.60 | \$39,561.60 | \$40,768.00 | \$41,995.20 | \$43,222.40 | \$44,137.60 | \$44,969.60 | \$45,884.80 | \$46,800.00 | \$47,736.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$23.41     | \$23.88     | \$24.11     | \$24.36     | \$24.60     |             |             |             |             |             |             |
| Hourly   | \$1,872.80  | \$1,910.40  | \$1,928.80  | \$1,948.80  | \$1,968.00  |             |             |             |             |             |             |
| Annually | \$48,692.80 | \$49,670.40 | \$50,148.80 | \$50,668.80 | \$51,168.00 |             |             |             |             |             |             |

### Grade 76

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$20.19     | \$20.78     | \$21.42     | \$22.06     | \$22.73     | \$23.39     | \$23.87     | \$24.35     | \$24.84     | \$25.34     | \$25.85     |
| Biweekly | \$1,615.20  | \$1,662.40  | \$1,713.60  | \$1,764.80  | \$1,818.40  | \$1,871.20  | \$1,909.60  | \$1,948.00  | \$1,987.20  | \$2,027.20  | \$2,068.00  |
| Annually | \$41,995.20 | \$43,222.40 | \$44,553.60 | \$45,884.80 | \$47,278.40 | \$48,651.20 | \$49,649.60 | \$50,648.00 | \$51,667.20 | \$52,707.20 | \$53,768.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$26.37     | \$26.89     | \$27.12     | \$27.44     | \$27.67     |             |             |             |             |             |             |
| Hourly   | \$2,109.60  | \$2,151.20  | \$2,169.60  | \$2,195.20  | \$2,213.60  |             |             |             |             |             |             |
| Annually | \$54,849.60 | \$55,931.20 | \$56,409.60 | \$57,075.20 | \$57,553.60 |             |             |             |             |             |             |

### Grade 77

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$22.73     | \$23.39     | \$24.10     | \$24.83     | \$25.56     | \$26.36     | \$26.88     | \$27.43     | \$27.98     | \$28.53     | \$29.11     |
| Biweekly | \$1,818.40  | \$1,871.20  | \$1,928.00  | \$1,986.40  | \$2,044.80  | \$2,108.80  | \$2,150.40  | \$2,194.40  | \$2,238.40  | \$2,282.40  | \$2,328.80  |
| Annually | \$47,278.40 | \$48,651.20 | \$50,128.00 | \$51,646.40 | \$53,164.80 | \$54,828.80 | \$55,910.40 | \$57,054.40 | \$58,198.40 | \$59,342.40 | \$60,548.80 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$29.68     | \$30.26     | \$30.55     | \$30.88     | \$31.16     |             |             |             |             |             |             |
| Hourly   | \$2,374.40  | \$2,420.80  | \$2,444.00  | \$2,470.40  | \$2,492.80  |             |             |             |             |             |             |
| Annually | \$61,734.40 | \$62,940.80 | \$63,544.00 | \$64,230.40 | \$64,812.80 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$24.83     | \$25.56     | \$26.36     | \$27.10     | \$27.97     | \$28.76     | \$29.66     | \$30.24     | \$30.86     | \$31.48     | \$32.11     |
| Biweekly | \$1,986.40  | \$2,044.80  | \$2,108.80  | \$2,168.00  | \$2,237.60  | \$2,300.80  | \$2,372.80  | \$2,419.20  | \$2,468.80  | \$2,518.40  | \$2,568.80  |
| Annually | \$51,646.40 | \$53,164.80 | \$54,828.80 | \$56,368.00 | \$58,177.60 | \$59,820.80 | \$61,692.80 | \$62,899.20 | \$64,188.80 | \$65,478.40 | \$66,788.80 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$32.72     | \$33.37     | \$34.04     | \$34.38     | \$34.73     | \$35.09     |             |             |             |             |             |
| Hourly   | \$2,617.60  | \$2,669.60  | \$2,723.20  | \$2,750.40  | \$2,778.40  | \$2,807.20  |             |             |             |             |             |
| Annually | \$68,057.60 | \$69,409.60 | \$70,803.20 | \$71,510.40 | \$72,238.40 | \$72,987.20 |             |             |             |             |             |

(Non-bargaining unit)

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

### Grade 79

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$27.10     | \$27.97     | \$28.76     | \$29.66     | \$30.52     | \$31.46     | \$32.40     | \$33.36     | \$34.02     | \$34.72     | \$35.39     |
| Biweekly | \$2,168.00  | \$2,237.60  | \$2,300.80  | \$2,372.80  | \$2,441.60  | \$2,516.80  | \$2,592.00  | \$2,668.80  | \$2,721.60  | \$2,777.60  | \$2,831.20  |
| Annually | \$56,368.00 | \$58,177.60 | \$59,820.80 | \$61,692.80 | \$63,481.60 | \$65,436.80 | \$67,392.00 | \$69,388.80 | \$70,761.60 | \$72,217.60 | \$73,611.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$36.11     | \$36.84     | \$37.56     | \$38.31     | \$38.70     | \$39.09     | \$39.49     |             |             |             |             |
| Hourly   | \$2,888.80  | \$2,947.20  | \$3,004.80  | \$3,064.80  | \$3,096.00  | \$3,127.20  | \$3,159.20  |             |             |             |             |
| Annually | \$75,108.80 | \$76,627.20 | \$78,124.80 | \$79,684.80 | \$80,496.00 | \$81,307.20 | \$82,139.20 |             |             |             |             |

## Grade 80

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$29.66     | \$30.52     | \$31.46     | \$32.40     | \$33.36     | \$34.37     | \$35.38     | \$36.45     | \$37.18     | \$37.91     | \$38.68     |
| Biweekly | \$2,372.80  | \$2,441.60  | \$2,516.80  | \$2,592.00  | \$2,668.80  | \$2,749.60  | \$2,830.40  | \$2,916.00  | \$2,974.40  | \$3,032.80  | \$3,094.40  |
| Annually | \$61,692.80 | \$63,481.60 | \$65,436.80 | \$67,392.00 | \$69,388.80 | \$71,489.60 | \$73,590.40 | \$75,816.00 | \$77,334.40 | \$78,852.80 | \$80,454.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$39.45     | \$40.24     | \$41.04     | \$41.89     | \$42.30     | \$42.70     | \$43.16     |             |             |             |             |
| Hourly   | \$3,156.00  | \$3,219.20  | \$3,283.20  | \$3,351.20  | \$3,384.00  | \$3,416.00  | \$3,452.80  |             |             |             |             |
| Annually | \$82,056.00 | \$83,699.20 | \$85,363.20 | \$87,131.20 | \$87,984.00 | \$88,816.00 | \$89,772.80 |             |             |             |             |

### Grade 81

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8            | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|--------------|-------------|-------------|-------------|
| Hourly   | \$32.40     | \$33.36     | \$34.37     | \$35.38     | \$36.45     | \$37.54     | \$38.67     | \$39.84      | \$41.03     | \$41.84     | \$42.67     |
| Biweekly | \$2,592.00  | \$2,668.80  | \$2,749.60  | \$2,830.40  | \$2,916.00  | \$3,003.20  | \$3,093.60  | \$3,187.20   | \$3,282.40  | \$3,347.20  | \$3,413.60  |
| Annually | \$67,392.00 | \$69,388.80 | \$71,489.60 | \$73,590.40 | \$75,816.00 | \$78,083.20 | \$80,433.60 | \$82,867.20  | \$85,342.40 | \$87,027.20 | \$88,753.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19           | 20          |             |             |
| Biweekly | \$43.54     | \$44.41     | \$45.30     | \$46.21     | \$47.14     | \$47.60     | \$48.07     | \$48.56      |             |             |             |
| Hourly   | \$3,483.20  | \$3,552.80  | \$3,624.00  | \$3,696.80  | \$3,771.20  | \$3,808.00  | \$3,845.60  | \$3,884.80   |             |             |             |
| Annually | \$90.563.20 | \$92.372.80 | \$94.224.00 | \$96.116.80 | \$98.051.20 | \$99.008.00 | \$99.985.60 | \$101.004.80 |             |             |             |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9           | 10          | 11          |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|
| Hourly   | \$36.45      | \$37.54      | \$38.67      | \$39.84      | \$41.03      | \$42.28      | \$43.53      | \$44.84      | \$46.19     | \$47.11     | \$48.05     |
| Biweekly | \$2,916.00   | \$3,003.20   | \$3,093.60   | \$3,187.20   | \$3,282.40   | \$3,382.40   | \$3,482.40   | \$3,587.20   | \$3,695.20  | \$3,768.80  | \$3,844.00  |
| Annually | \$75,816.00  | \$78,083.20  | \$80,433.60  | \$82,867.20  | \$85,342.40  | \$87,942.40  | \$90,542.40  | \$93,267.20  | \$96,075.20 | \$97,988.80 | \$99,944.00 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20          |             |             |
| Biweekly | \$49.02      | \$49.98      | \$50.98      | \$52.01      | \$53.05      | \$53.58      | \$54.10      | \$54.65      |             |             |             |
| Hourly   | \$3,921.60   | \$3,998.40   | \$4,078.40   | \$4,160.80   | \$4,244.00   | \$4,286.40   | \$4,328.00   | \$4,372.00   |             |             |             |
| Annually | \$101,961.60 | \$103,958.40 | \$106,038.40 | \$108,180.80 | \$110,344.00 | \$111,446.40 | \$112,528.00 | \$113,672.00 |             |             |             |

(Non-bargaining unit)

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

### Grade 83

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$41.03      | \$42.28      | \$43.53      | \$44.84      | \$46.19      | \$47.55      | \$48.99      | \$50.46      | \$51.99      | \$53.03      | \$54.08      |
| Biweekly | \$3,282.40   | \$3,382.40   | \$3,482.40   | \$3,587.20   | \$3,695.20   | \$3,804.00   | \$3,919.20   | \$4,036.80   | \$4,159.20   | \$4,242.40   | \$4,326.40   |
| Annually | \$85,342.40  | \$87,942.40  | \$90,542.40  | \$93,267.20  | \$96,075.20  | \$98,904.00  | \$101,899.20 | \$104,956.80 | \$108,139.20 | \$110,302.40 | \$112,486.40 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$55.17      | \$56.26      | \$57.39      | \$58.56      | \$59.71      | \$60.31      | \$60.89      | \$61.51      |              |              |              |
| Hourly   | \$4,413.60   | \$4,500.80   | \$4,591.20   | \$4,684.80   | \$4,776.80   | \$4,824.80   | \$4,871.20   | \$4,920.80   |              |              |              |
|          | \$114,753.60 | \$117,020.80 | \$119,371.20 | \$121,804.80 | \$124,196.80 | \$125,444.80 | \$126,651.20 | \$127,940.80 |              |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$44.84      | \$46.19      | \$47.55      | \$48.99      | \$50.46      | \$51.99      | \$53.55      | \$55.15      | \$56.81      | \$58.50      | \$59.67      |
| Biweekly | \$3,587.20   | \$3,695.20   | \$3,804.00   | \$3,919.20   | \$4,036.80   | \$4,159.20   | \$4,284.00   | \$4,412.00   | \$4,544.80   | \$4,680.00   | \$4,773.60   |
| Annually | \$93,267.20  | \$96,075.20  | \$98,904.00  | \$101,899.20 | \$104,956.80 | \$108,139.20 | \$111,384.00 | \$114,712.00 | \$118,164.80 | \$121,680.00 | \$124,113.60 |
|          |              |              |              |              |              |              |              |              |              |              |              |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$60.85      | \$62.08      | \$63.32      | \$64.59      | \$65.88      | \$67.19      | \$67.87      | \$68.55      | \$69.25      |              |              |
| Hourly   | \$4,868.00   | \$4,966.40   | \$5,065.60   | \$5,167.20   | \$5,270.40   | \$5,375.20   | \$5,429.60   | \$5,484.00   | \$5,540.00   |              |              |
| Annually | \$126,568.00 | \$129,126.40 | \$131,705.60 | \$134,347.20 | \$137,030.40 | \$139,755.20 | \$141,169.60 | \$142,584.00 | \$144,040.00 |              |              |

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

### Grade 71

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$11.69     | \$12.04     | \$12.38     | \$12.78     | \$13.14     | \$13.56     | \$13.82     | \$14.11     | \$14.38     | \$14.68     | \$14.95     |
| Biweekly | \$935.20    | \$963.20    | \$990.40    | \$1,022.40  | \$1,051.20  | \$1,084.80  | \$1,105.60  | \$1,128.80  | \$1,150.40  | \$1,174.40  | \$1,196.00  |
| Annually | \$24,315.20 | \$25,043.20 | \$25,750.40 | \$26,582.40 | \$27,331.20 | \$28,204.80 | \$28,745.60 | \$29,348.80 | \$29,910.40 | \$30,534.40 | \$31,096.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$15.26     | \$15.56     | \$15.70     | \$15.87     | \$16.02     |             |             |             |             |             |             |
| Hourly   | \$1,220.80  | \$1,244.80  | \$1,256.00  | \$1,269.60  | \$1,281.60  |             |             |             |             |             |             |
| Annually | \$31,740.80 | \$32,364.80 | \$32,656.00 | \$33,009.60 | \$33,321.60 |             |             |             |             |             |             |

### Grade 72

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$13.14     | \$13.56     | \$13.95     | \$14.38     | \$14.79     | \$15.25     | \$15.56     | \$15.85     | \$16.17     | \$16.51     | \$16.82     |
| Biweekly | \$1,051.20  | \$1,084.80  | \$1,116.00  | \$1,150.40  | \$1,183.20  | \$1,220.00  | \$1,244.80  | \$1,268.00  | \$1,293.60  | \$1,320.80  | \$1,345.60  |
| Annually | \$27,331.20 | \$28,204.80 | \$29,016.00 | \$29,910.40 | \$30,763.20 | \$31,720.00 | \$32,364.80 | \$32,968.00 | \$33,633.60 | \$34,340.80 | \$34,985.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$17.16     | \$17.50     | \$17.69     | \$17.87     | \$18.03     |             |             |             |             |             |             |
| Hourly   | \$1,372.80  | \$1,400.00  | \$1,415.20  | \$1,429.60  | \$1,442.40  |             |             |             |             |             |             |
| Annually | \$35,692.80 | \$36,400.00 | \$36,795.20 | \$37,169.60 | \$37,502.40 |             |             |             |             |             |             |

### Grade 73

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$14.79     | \$15.25     | \$15.69     | \$16.17     | \$16.65     | \$17.15     | \$17.48     | \$17.85     | \$18.20     | \$18.56     | \$18.94     |
| Biweekly | \$1,183.20  | \$1,220.00  | \$1,255.20  | \$1,293.60  | \$1,332.00  | \$1,372.00  | \$1,398.40  | \$1,428.00  | \$1,456.00  | \$1,484.80  | \$1,515.20  |
| Annually | \$30,763.20 | \$31,720.00 | \$32,635.20 | \$33,633.60 | \$34,632.00 | \$35,672.00 | \$36,358.40 | \$37,128.00 | \$37,856.00 | \$38,604.80 | \$39,395.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$19.31     | \$19.71     | \$19.88     | \$20.10     | \$20.30     |             |             |             |             |             |             |
| Hourly   | \$1,544.80  | \$1,576.80  | \$1,590.40  | \$1,608.00  | \$1,624.00  |             |             |             |             |             |             |
| Annually | \$40,164.80 | \$40,996.80 | \$41,350.40 | \$41,808.00 | \$42,224.00 |             |             |             |             |             |             |

| Steps             | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly            | \$16.65     | \$17.15     | \$17.68     | \$18.19     | \$18.75     | \$19.30     | \$19.69     | \$20.09     | \$20.48     | \$20.90     | \$21.32     |
| Biweekly          | \$1,332.00  | \$1,372.00  | \$1,414.40  | \$1,455.20  | \$1,500.00  | \$1,544.00  | \$1,575.20  | \$1,607.20  | \$1,638.40  | \$1,672.00  | \$1,705.60  |
| Annually          | \$34,632.00 | \$35,672.00 | \$36,774.40 | \$37,835.20 | \$39,000.00 | \$40,144.00 | \$40,955.20 | \$41,787.20 | \$42,598.40 | \$43,472.00 | \$44,345.60 |
| Stone             | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Steps<br>Biweeklv | \$21.74     | \$22.17     | \$22.39     | \$22.63     | \$22.85     | 17          | 10          | 19          | 20          |             |             |
| Hourly            | \$1.739.20  | \$1.773.60  | \$1.791.20  | \$1.810.40  | \$1.828.00  |             |             |             |             |             |             |
| Annually          | \$45,219.20 | \$46,113.60 | \$46,571.20 | \$47,070.40 | \$47,528.00 |             |             |             |             |             |             |

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

### Grade 75

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$18.75     | \$19.30     | \$19.86     | \$20.48     | \$21.08     | \$21.73     | \$22.16     | \$22.61     | \$23.05     | \$23.50     | \$23.98     |
| Biweekly | \$1,500.00  | \$1,544.00  | \$1,588.80  | \$1,638.40  | \$1,686.40  | \$1,738.40  | \$1,772.80  | \$1,808.80  | \$1,844.00  | \$1,880.00  | \$1,918.40  |
| Annually | \$39,000.00 | \$40,144.00 | \$41,308.80 | \$42,598.40 | \$43,846.40 | \$45,198.40 | \$46,092.80 | \$47,028.80 | \$47,944.00 | \$48,880.00 | \$49,878.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$24.46     | \$24.96     | \$25.21     | \$25.45     | \$25.71     |             |             |             |             |             |             |
| Hourly   | \$1,956.80  | \$1,996.80  | \$2,016.80  | \$2,036.00  | \$2,056.80  |             |             |             |             |             |             |
| Annually | \$50,876.80 | \$51,916.80 | \$52,436.80 | \$52,936.00 | \$53,476.80 |             |             |             |             |             |             |

### Grade 76

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$21.08     | \$21.73     | \$22.37     | \$23.05     | \$23.76     | \$24.44     | \$24.95     | \$25.44     | \$25.95     | \$26.47     | \$27.01     |
| Biweekly | \$1,686.40  | \$1,738.40  | \$1,789.60  | \$1,844.00  | \$1,900.80  | \$1,955.20  | \$1,996.00  | \$2,035.20  | \$2,076.00  | \$2,117.60  | \$2,160.80  |
| Annually | \$43,846.40 | \$45,198.40 | \$46,529.60 | \$47,944.00 | \$49,420.80 | \$50,835.20 | \$51,896.00 | \$52,915.20 | \$53,976.00 | \$55,057.60 | \$56,180.80 |
|          |             | 10          |             | 45          | 46          | 47          | 40          | 10          | 20          |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$27.54     | \$28.09     | \$28.37     | \$28.66     | \$28.91     |             |             |             |             |             |             |
| Hourly   | \$2,203.20  | \$2,247.20  | \$2,269.60  | \$2,292.80  | \$2,312.80  |             |             |             |             |             |             |
| Annually | \$57,283.20 | \$58,427.20 | \$59,009.60 | \$59,612.80 | \$60,132.80 |             |             |             |             |             |             |

### Grade 77

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$23.76     | \$24.44     | \$25.18     | \$25.93     | \$26.70     | \$27.53     | \$28.07     | \$28.65     | \$29.21     | \$29.78     | \$30.39     |
| Biweekly | \$1,900.80  | \$1,955.20  | \$2,014.40  | \$2,074.40  | \$2,136.00  | \$2,202.40  | \$2,245.60  | \$2,292.00  | \$2,336.80  | \$2,382.40  | \$2,431.20  |
| Annually | \$49,420.80 | \$50,835.20 | \$52,374.40 | \$53,934.40 | \$55,536.00 | \$57,262.40 | \$58,385.60 | \$59,592.00 | \$60,756.80 | \$61,942.40 | \$63,211.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$31.00     | \$31.62     | \$31.94     | \$32.25     | \$32.58     |             |             |             |             |             |             |
| Hourly   | \$2,480.00  | \$2,529.60  | \$2,555.20  | \$2,580.00  | \$2,606.40  |             |             |             |             |             |             |
| Annually | \$64,480.00 | \$65,769.60 | \$66,435.20 | \$67,080.00 | \$67,766.40 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$25.93     | \$26.70     | \$27.53     | \$28.31     | \$29.20     | \$30.07     | \$30.98     | \$31.59     | \$32.22     | \$32.87     | \$33.53     |
| Biweekly | \$2,074.40  | \$2,136.00  | \$2,202.40  | \$2,264.80  | \$2,336.00  | \$2,405.60  | \$2,478.40  | \$2,527.20  | \$2,577.60  | \$2,629.60  | \$2,682.40  |
| Annually | \$53,934.40 | \$55,536.00 | \$57,262.40 | \$58,884.80 | \$60,736.00 | \$62,545.60 | \$64,438.40 | \$65,707.20 | \$67,017.60 | \$68,369.60 | \$69,742.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$34.19     | \$34.88     | \$35.59     | \$35.93     | \$36.29     | \$36.66     |             |             |             |             |             |
| Hourly   | \$2,735.20  | \$2,790.40  | \$2,847.20  | \$2,874.40  | \$2,903.20  | \$2,932.80  |             |             |             |             |             |
| Annually | \$71,115.20 | \$72,550.40 | \$74,027.20 | \$74,734.40 | \$75,483.20 | \$76,252.80 |             |             |             |             |             |

(Non-bargaining unit)

**DELTA JUNCTION-TOK (16%)** 

### Grade 79

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$28.31     | \$29.20     | \$30.07     | \$30.98     | \$31.90     | \$32.85     | \$33.86     | \$34.87     | \$35.56     | \$36.27     | \$37.00     |
| Biweekly | \$2,264.80  | \$2,336.00  | \$2,405.60  | \$2,478.40  | \$2,552.00  | \$2,628.00  | \$2,708.80  | \$2,789.60  | \$2,844.80  | \$2,901.60  | \$2,960.00  |
| Annually | \$58,884.80 | \$60,736.00 | \$62,545.60 | \$64,438.40 | \$66,352.00 | \$68,328.00 | \$70,428.80 | \$72,529.60 | \$73,964.80 | \$75,441.60 | \$76,960.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$37.74     | \$38.49     | \$39.28     | \$40.04     | \$40.46     | \$40.85     | \$41.27     |             |             |             |             |
| Hourly   | \$3,019.20  | \$3,079.20  | \$3,142.40  | \$3,203.20  | \$3,236.80  | \$3,268.00  | \$3,301.60  |             |             |             |             |
| Annually | \$78,499.20 | \$80,059.20 | \$81,702.40 | \$83,283.20 | \$84,156.80 | \$84,968.00 | \$85,841.60 |             |             |             |             |

## Grade 80

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$30.98     | \$31.90     | \$32.85     | \$33.86     | \$34.87     | \$35.91     | \$36.99     | \$38.11     | \$38.86     | \$39.65     | \$40.44     |
| Biweekly | \$2,478.40  | \$2,552.00  | \$2,628.00  | \$2,708.80  | \$2,789.60  | \$2,872.80  | \$2,959.20  | \$3,048.80  | \$3,108.80  | \$3,172.00  | \$3,235.20  |
| Annually | \$64,438.40 | \$66,352.00 | \$68,328.00 | \$70,428.80 | \$72,529.60 | \$74,692.80 | \$76,939.20 | \$79,268.80 | \$80,828.80 | \$82,472.00 | \$84,115.20 |
| •        |             | 40          |             | 45          | 46          | 47          | 10          | 40          |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$41.23     | \$42.08     | \$42.92     | \$43.76     | \$44.19     | \$44.66     | \$45.07     |             |             |             |             |
| Hourly   | \$3,298.40  | \$3,366.40  | \$3,433.60  | \$3,500.80  | \$3,535.20  | \$3,572.80  | \$3,605.60  |             |             |             |             |
| Annually | \$85,758.40 | \$87,526.40 | \$89,273.60 | \$91,020.80 | \$91,915.20 | \$92,892.80 | \$93,745.60 |             |             |             |             |

### Grade 81

| Steps    | 1           | 2           | 3           | 4            | 5            | 6            | 7            | 8            | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|
| Hourly   | \$33.86     | \$34.87     | \$35.91     | \$36.99      | \$38.11      | \$39.24      | \$40.41      | \$41.62      | \$42.90     | \$43.74     | \$44.63     |
| Biweekly | \$2,708.80  | \$2,789.60  | \$2,872.80  | \$2,959.20   | \$3,048.80   | \$3,139.20   | \$3,232.80   | \$3,329.60   | \$3,432.00  | \$3,499.20  | \$3,570.40  |
| Annually | \$70,428.80 | \$72,529.60 | \$74,692.80 | \$76,939.20  | \$79,268.80  | \$81,619.20  | \$84,052.80  | \$86,569.60  | \$89,232.00 | \$90,979.20 | \$92,830.40 |
| Steps    | 12          | 13          | 14          | 15           | 16           | 17           | 18           | 19           | 20          |             |             |
| Biweekly | \$45.52     | \$46.41     | \$47.33     | \$48.29      | \$49.25      | \$49.76      | \$50.27      | \$50.76      |             |             |             |
| Hourly   | \$3,641.60  | \$3,712.80  | \$3,786.40  | \$3,863.20   | \$3,940.00   | \$3,980.80   | \$4,021.60   | \$4,060.80   |             |             |             |
| Annually | \$94.681.60 | \$96.532.80 | \$98.446.40 | \$100.443.20 | \$102.440.00 | \$103.500.80 | \$104.561.60 | \$105.580.80 |             |             |             |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$38.11      | \$39.24      | \$40.41      | \$41.62      | \$42.90      | \$44.17      | \$45.50      | \$46.86      | \$48.26      | \$49.23      | \$50.22      |
| Biweekly | \$3,048.80   | \$3,139.20   | \$3,232.80   | \$3,329.60   | \$3,432.00   | \$3,533.60   | \$3,640.00   | \$3,748.80   | \$3,860.80   | \$3,938.40   | \$4,017.60   |
| Annually | \$79,268.80  | \$81,619.20  | \$84,052.80  | \$86,569.60  | \$89,232.00  | \$91,873.60  | \$94,640.00  | \$97,468.80  | \$100,380.80 | \$102,398.40 | \$104,457.60 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$51.22      | \$52.24      | \$53.27      | \$54.38      | \$55.44      | \$56.01      | \$56.54      | \$57.13      |              |              |              |
| Hourly   | \$4,097.60   | \$4,179.20   | \$4,261.60   | \$4,350.40   | \$4,435.20   | \$4,480.80   | \$4,523.20   | \$4,570.40   |              |              |              |
| Annually | \$106,537.60 | \$108,659.20 | \$110,801.60 | \$113,110.40 | \$115,315.20 | \$116,500.80 | \$117,603.20 | \$118,830.40 |              |              |              |

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

### Grade 83

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$42.90      | \$44.17      | \$45.50      | \$46.86      | \$48.26      | \$49.71      | \$51.20      | \$52.74      | \$54.34      | \$55.42      | \$56.50      |
| Biweekly | \$3,432.00   | \$3,533.60   | \$3,640.00   | \$3,748.80   | \$3,860.80   | \$3,976.80   | \$4,096.00   | \$4,219.20   | \$4,347.20   | \$4,433.60   | \$4,520.00   |
| Annually | \$89,232.00  | \$91,873.60  | \$94,640.00  | \$97,468.80  | \$100,380.80 | \$103,396.80 | \$106,496.00 | \$109,699.20 | \$113,027.20 | \$115,273.60 | \$117,520.00 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$57.63      | \$58.78      | \$59.96      | \$61.19      | \$62.40      | \$63.02      | \$63.66      | \$64.30      |              |              |              |
| Hourly   | \$4,610.40   | \$4,702.40   | \$4,796.80   | \$4,895.20   | \$4,992.00   | \$5,041.60   | \$5,092.80   | \$5,144.00   |              |              |              |
| Annually | \$119,870.40 | \$122,262.40 | \$124,716.80 | \$127,275.20 | \$129,792.00 | \$131,081.60 | \$132,412.80 | \$133,744.00 |              |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$46.86      | \$48.26      | \$49.71      | \$51.20      | \$52.74      | \$54.34      | \$55.96      | \$57.62      | \$59.35      | \$61.14      | \$62.36      |
| Biweekly | \$3,748.80   | \$3,860.80   | \$3,976.80   | \$4,096.00   | \$4,219.20   | \$4,347.20   | \$4,476.80   | \$4,609.60   | \$4,748.00   | \$4,891.20   | \$4,988.80   |
| Annually | \$97,468.80  | \$100,380.80 | \$103,396.80 | \$106,496.00 | \$109,699.20 | \$113,027.20 | \$116,396.80 | \$119,849.60 | \$123,448.00 | \$127,171.20 | \$129,708.80 |
|          |              |              |              |              |              |              |              |              |              |              |              |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$63.61      | \$64.89      | \$66.19      | \$67.50      | \$68.85      | \$70.23      | \$70.95      | \$71.63      | \$72.37      |              |              |
| Hourly   | \$5,088.80   | \$5,191.20   | \$5,295.20   | \$5,400.00   | \$5,508.00   | \$5,618.40   | \$5,676.00   | \$5,730.40   | \$5,789.60   |              |              |
| Annually | \$132,308.80 | \$134,971.20 | \$137,675.20 | \$140,400.00 | \$143,208.00 | \$146,078.40 | \$147,576.00 | \$148,990.40 | \$150,529.60 |              |              |

(Non-bargaining unit)

NENANA (20%)

### Grade 71

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$12.09     | \$12.44     | \$12.82     | \$13.20     | \$13.60     | \$14.00     | \$14.26     | \$14.57     | \$14.85     | \$15.16     | \$15.46     |
| Biweekly | \$967.20    | \$995.20    | \$1,025.60  | \$1,056.00  | \$1,088.00  | \$1,120.00  | \$1,140.80  | \$1,165.60  | \$1,188.00  | \$1,212.80  | \$1,236.80  |
| Annually | \$25,147.20 | \$25,875.20 | \$26,665.60 | \$27,456.00 | \$28,288.00 | \$29,120.00 | \$29,660.80 | \$30,305.60 | \$30,888.00 | \$31,532.80 | \$32,156.80 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$15.76     | \$16.09     | \$16.25     | \$16.42     | \$16.58     |             |             |             |             |             |             |
| Hourly   | \$1,260.80  | \$1,287.20  | \$1,300.00  | \$1,313.60  | \$1,326.40  |             |             |             |             |             |             |
| Annually | \$32,780.80 | \$33,467.20 | \$33,800.00 | \$34,153.60 | \$34,486.40 |             |             |             |             |             |             |

### Grade 72

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$13.60     | \$14.00     | \$14.43     | \$14.85     | \$15.31     | \$15.75     | \$16.09     | \$16.41     | \$16.73     | \$17.09     | \$17.39     |
| Biweekly | \$1,088.00  | \$1,120.00  | \$1,154.40  | \$1,188.00  | \$1,224.80  | \$1,260.00  | \$1,287.20  | \$1,312.80  | \$1,338.40  | \$1,367.20  | \$1,391.20  |
| Annually | \$28,288.00 | \$29,120.00 | \$30,014.40 | \$30,888.00 | \$31,844.80 | \$32,760.00 | \$33,467.20 | \$34,132.80 | \$34,798.40 | \$35,547.20 | \$36,171.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$17.76     | \$18.12     | \$18.28     | \$18.48     | \$18.65     |             |             |             |             |             |             |
| Hourly   | \$1,420.80  | \$1,449.60  | \$1,462.40  | \$1,478.40  | \$1,492.00  |             |             |             |             |             |             |
| Annually | \$36,940.80 | \$37,689.60 | \$38,022.40 | \$38,438.40 | \$38,792.00 |             |             |             |             |             |             |

### Grade 73

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$15.31     | \$15.75     | \$16.24     | \$16.73     | \$17.22     | \$17.75     | \$18.11     | \$18.45     | \$18.84     | \$19.20     | \$19.60     |
| Biweekly | \$1,224.80  | \$1,260.00  | \$1,299.20  | \$1,338.40  | \$1,377.60  | \$1,420.00  | \$1,448.80  | \$1,476.00  | \$1,507.20  | \$1,536.00  | \$1,568.00  |
| Annually | \$31,844.80 | \$32,760.00 | \$33,779.20 | \$34,798.40 | \$35,817.60 | \$36,920.00 | \$37,668.80 | \$38,376.00 | \$39,187.20 | \$39,936.00 | \$40,768.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$19.97     | \$20.39     | \$20.58     | \$20.78     | \$20.99     |             |             |             |             |             |             |
| Hourly   | \$1,597.60  | \$1,631.20  | \$1,646.40  | \$1,662.40  | \$1,679.20  |             |             |             |             |             |             |
| Annually | \$41,537.60 | \$42,411.20 | \$42,806.40 | \$43,222.40 | \$43,659.20 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$17.22     | \$17.75     | \$18.27     | \$18.82     | \$19.38     | \$19.96     | \$20.37     | \$20.76     | \$21.20     | \$21.62     | \$22.06     |
| Biweekly | \$1,377.60  | \$1,420.00  | \$1,461.60  | \$1,505.60  | \$1,550.40  | \$1,596.80  | \$1,629.60  | \$1,660.80  | \$1,696.00  | \$1,729.60  | \$1,764.80  |
| Annually | \$35,817.60 | \$36,920.00 | \$38,001.60 | \$39,145.60 | \$40,310.40 | \$41,516.80 | \$42,369.60 | \$43,180.80 | \$44,096.00 | \$44,969.60 | \$45,884.80 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$22.49     | \$22.93     | \$23.18     | \$23.40     | \$23.65     |             |             |             |             |             |             |
| Hourly   | \$1,799.20  | \$1,834.40  | \$1,854.40  | \$1,872.00  | \$1,892.00  |             |             |             |             |             |             |
| Annually | \$46,779.20 | \$47,694.40 | \$48,214.40 | \$48,672.00 | \$49,192.00 |             |             |             |             |             |             |

(Non-bargaining unit)

NENANA (20%)

### Grade 75

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$19.38     | \$19.96     | \$20.57     | \$21.20     | \$21.82     | \$22.48     | \$22.92     | \$23.38     | \$23.86     | \$24.33     | \$24.83     |
| Biweekly | \$1,550.40  | \$1,596.80  | \$1,645.60  | \$1,696.00  | \$1,745.60  | \$1,798.40  | \$1,833.60  | \$1,870.40  | \$1,908.80  | \$1,946.40  | \$1,986.40  |
| Annually | \$40,310.40 | \$41,516.80 | \$42,785.60 | \$44,096.00 | \$45,385.60 | \$46,758.40 | \$47,673.60 | \$48,630.40 | \$49,628.80 | \$50,606.40 | \$51,646.40 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$25.32     | \$25.83     | \$26.06     | \$26.36     | \$26.60     |             |             |             |             |             |             |
| Hourly   | \$2,025.60  | \$2,066.40  | \$2,084.80  | \$2,108.80  | \$2,128.00  |             |             |             |             |             |             |
| Annually | \$52,665.60 | \$53,726.40 | \$54,204.80 | \$54,828.80 | \$55,328.00 |             |             |             |             |             |             |

## Grade 76

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$21.82     | \$22.48     | \$23.15     | \$23.86     | \$24.56     | \$25.31     | \$25.82     | \$26.35     | \$26.87     | \$27.42     | \$27.96     |
| Biweekly | \$1,745.60  | \$1,798.40  | \$1,852.00  | \$1,908.80  | \$1,964.80  | \$2,024.80  | \$2,065.60  | \$2,108.00  | \$2,149.60  | \$2,193.60  | \$2,236.80  |
| Annually | \$45,385.60 | \$46,758.40 | \$48,152.00 | \$49,628.80 | \$51,084.80 | \$52,644.80 | \$53,705.60 | \$54,808.00 | \$55,889.60 | \$57,033.60 | \$58,156.80 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$28.52     | \$29.08     | \$29.33     | \$29.66     | \$29.93     |             |             |             |             |             |             |
| Hourly   | \$2,281.60  | \$2,326.40  | \$2,346.40  | \$2,372.80  | \$2,394.40  |             |             |             |             |             |             |
| Annually | \$59,321.60 | \$60,486.40 | \$61,006.40 | \$61,692.80 | \$62,254.40 |             |             |             |             |             |             |

### Grade 77

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$24.56     | \$25.31     | \$26.04     | \$26.86     | \$27.62     | \$28.51     | \$29.07     | \$29.65     | \$30.23     | \$30.83     | \$31.44     |
| Biweekly | \$1,964.80  | \$2,024.80  | \$2,083.20  | \$2,148.80  | \$2,209.60  | \$2,280.80  | \$2,325.60  | \$2,372.00  | \$2,418.40  | \$2,466.40  | \$2,515.20  |
| Annually | \$51,084.80 | \$52,644.80 | \$54,163.20 | \$55,868.80 | \$57,449.60 | \$59,300.80 | \$60,465.60 | \$61,672.00 | \$62,878.40 | \$64,126.40 | \$65,395.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$32.08     | \$32.70     | \$33.04     | \$33.36     | \$33.71     |             |             |             |             |             |             |
| Hourly   | \$2,566.40  | \$2,616.00  | \$2,643.20  | \$2,668.80  | \$2,696.80  |             |             |             |             |             |             |
|          |             |             |             |             |             |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$26.86     | \$27.62     | \$28.51     | \$29.30     | \$30.22     | \$31.11     | \$32.05     | \$32.68     | \$33.34     | \$34.01     | \$34.69     |
| Biweekly | \$2,148.80  | \$2,209.60  | \$2,280.80  | \$2,344.00  | \$2,417.60  | \$2,488.80  | \$2,564.00  | \$2,614.40  | \$2,667.20  | \$2,720.80  | \$2,775.20  |
| Annually | \$55,868.80 | \$57,449.60 | \$59,300.80 | \$60,944.00 | \$62,857.60 | \$64,708.80 | \$66,664.00 | \$67,974.40 | \$69,347.20 | \$70,740.80 | \$72,155.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$35.37     | \$36.09     | \$36.80     | \$37.17     | \$37.54     | \$37.91     |             |             |             |             |             |
| Hourly   | \$2,829.60  | \$2,887.20  | \$2,944.00  | \$2,973.60  | \$3,003.20  | \$3,032.80  |             |             |             |             |             |
| Annually | \$73,569.60 | \$75,067.20 | \$76,544.00 | \$77,313.60 | \$78,083.20 | \$78,852.80 |             |             |             |             |             |

(Non-bargaining unit)

NENANA (20%)

### Grade 79

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$29.30     | \$30.22     | \$31.11     | \$32.05     | \$32.99     | \$34.00     | \$35.02     | \$36.07     | \$36.78     | \$37.53     | \$38.28     |
| Biweekly | \$2,344.00  | \$2,417.60  | \$2,488.80  | \$2,564.00  | \$2,639.20  | \$2,720.00  | \$2,801.60  | \$2,885.60  | \$2,942.40  | \$3,002.40  | \$3,062.40  |
| Annually | \$60,944.00 | \$62,857.60 | \$64,708.80 | \$66,664.00 | \$68,619.20 | \$70,720.00 | \$72,841.60 | \$75,025.60 | \$76,502.40 | \$78,062.40 | \$79,622.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$39.04     | \$39.84     | \$40.63     | \$41.43     | \$41.83     | \$42.27     | \$42.67     |             |             |             |             |
| Hourly   | \$3,123.20  | \$3,187.20  | \$3,250.40  | \$3,314.40  | \$3,346.40  | \$3,381.60  | \$3,413.60  |             |             |             |             |
| Annually | \$81,203.20 | \$82,867.20 | \$84,510.40 | \$86,174.40 | \$87,006.40 | \$87,921.60 | \$88,753.60 |             |             |             |             |

### Grade 80

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$32.05     | \$32.99     | \$34.00     | \$35.02     | \$36.07     | \$37.15     | \$38.27     | \$39.41     | \$40.19     | \$41.00     | \$41.82     |
| Biweekly | \$2,564.00  | \$2,639.20  | \$2,720.00  | \$2,801.60  | \$2,885.60  | \$2,972.00  | \$3,061.60  | \$3,152.80  | \$3,215.20  | \$3,280.00  | \$3,345.60  |
| Annually | \$66,664.00 | \$68,619.20 | \$70,720.00 | \$72,841.60 | \$75,025.60 | \$77,272.00 | \$79,601.60 | \$81,972.80 | \$83,595.20 | \$85,280.00 | \$86,985.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$42.65     | \$43.50     | \$44.38     | \$45.28     | \$45.74     | \$46.19     | \$46.65     |             |             |             |             |
| Hourly   | \$3,412.00  | \$3,480.00  | \$3,550.40  | \$3,622.40  | \$3,659.20  | \$3,695.20  | \$3,732.00  |             |             |             |             |
| Annually | \$88,712.00 | \$90,480.00 | \$92,310.40 | \$94,182.40 | \$95,139.20 | \$96,075.20 | \$97,032.00 |             |             |             |             |

## Grade 81

| Steps    | 1           | 2           | 3            | 4            | 5            | 6            | 7            | 8            | 9           | 10          | 11          |
|----------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|
| Hourly   | \$35.02     | \$36.07     | \$37.15      | \$38.27      | \$39.41      | \$40.61      | \$41.80      | \$43.08      | \$44.37     | \$45.24     | \$46.17     |
| Biweekly | \$2,801.60  | \$2,885.60  | \$2,972.00   | \$3,061.60   | \$3,152.80   | \$3,248.80   | \$3,344.00   | \$3,446.40   | \$3,549.60  | \$3,619.20  | \$3,693.60  |
| Annually | \$72,841.60 | \$75,025.60 | \$77,272.00  | \$79,601.60  | \$81,972.80  | \$84,468.80  | \$86,944.00  | \$89,606.40  | \$92,289.60 | \$94,099.20 | \$96,033.60 |
| Steps    | 12          | 13          | 14           | 15           | 16           | 17           | 18           | 19           | 20          |             |             |
| Biweekly | \$47.09     | \$48.03     | \$48.98      | \$49.96      | \$50.94      | \$51.47      | \$51.99      | \$52.49      |             |             |             |
| Hourly   | \$3,767.20  | \$3,842.40  | \$3,918.40   | \$3,996.80   | \$4,075.20   | \$4,117.60   | \$4,159.20   | \$4,199.20   |             |             |             |
| Annually | \$97,947.20 | \$99,902.40 | \$101,878.40 | \$103,916.80 | \$105,955.20 | \$107,057.60 | \$108,139.20 | \$109,179.20 |             |             |             |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$39.41      | \$40.61      | \$41.80      | \$43.08      | \$44.37      | \$45.69      | \$47.08      | \$48.46      | \$49.92      | \$50.92      | \$51.95      |
| Biweekly | \$3,152.80   | \$3,248.80   | \$3,344.00   | \$3,446.40   | \$3,549.60   | \$3,655.20   | \$3,766.40   | \$3,876.80   | \$3,993.60   | \$4,073.60   | \$4,156.00   |
| Annually | \$81,972.80  | \$84,468.80  | \$86,944.00  | \$89,606.40  | \$92,289.60  | \$95,035.20  | \$97,926.40  | \$100,796.80 | \$103,833.60 | \$105,913.60 | \$108,056.00 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$52.99      | \$54.04      | \$55.12      | \$56.24      | \$57.35      | \$57.93      | \$58.50      | \$59.09      |              |              |              |
| Hourly   | \$4,239.20   | \$4,323.20   | \$4,409.60   | \$4,499.20   | \$4,588.00   | \$4,634.40   | \$4,680.00   | \$4,727.20   |              |              |              |
| Annually | \$110,219.20 | \$112,403.20 | \$114,649.60 | \$116,979.20 | \$119,288.00 | \$120,494.40 | \$121,680.00 | \$122,907.20 |              |              |              |

(Non-bargaining unit)

NENANA (20%)

### Grade 83

| Steps    | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     | 8                     | 9            | 10           | 11           |
|----------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|--------------|--------------|--------------|
| Hourly   | \$44.37               | \$45.69               | \$47.08               | \$48.46               | \$49.92               | \$51.43               | \$52.97               | \$54.56               | \$56.21      | \$57.31      | \$58.48      |
| Biweekly | \$3,549.60            | \$3,655.20            | \$3,766.40            | \$3,876.80            | \$3,993.60            | \$4,114.40            | \$4,237.60            | \$4,364.80            | \$4,496.80   | \$4,584.80   | \$4,678.40   |
| Annually | \$92,289.60           | \$95,035.20           | \$97,926.40           | \$100,796.80          | \$103,833.60          | \$106,974.40          | \$110,177.60          | \$113,484.80          | \$116,916.80 | \$119,204.80 | \$121,638.40 |
| Steps    | 12                    | 13                    | 14                    | 15                    | 16                    | 17                    | 18                    | 19                    | 20           |              |              |
|          |                       |                       |                       |                       |                       |                       |                       |                       |              |              |              |
| Biweekly | \$59.63               | \$60.81               | \$62.05               | \$63.27               | \$64.55               | \$65.20               | \$65.84               | \$66.49               |              |              |              |
|          | \$59.63<br>\$4,770.40 | \$60.81<br>\$4,864.80 | \$62.05<br>\$4,964.00 | \$63.27<br>\$5,061.60 | \$64.55<br>\$5,164.00 | \$65.20<br>\$5,216.00 | \$65.84<br>\$5,267.20 | \$66.49<br>\$5,319.20 |              |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$48.46      | \$49.92      | \$51.43      | \$52.97      | \$54.56      | \$56.21      | \$57.90      | \$59.62      | \$61.40      | \$63.24      | \$64.52      |
| Biweekly | \$3,876.80   | \$3,993.60   | \$4,114.40   | \$4,237.60   | \$4,364.80   | \$4,496.80   | \$4,632.00   | \$4,769.60   | \$4,912.00   | \$5,059.20   | \$5,161.60   |
| Annually | \$100,796.80 | \$103,833.60 | \$106,974.40 | \$110,177.60 | \$113,484.80 | \$116,916.80 | \$120,432.00 | \$124,009.60 | \$127,712.00 | \$131,539.20 | \$134,201.60 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$65.81      | \$67.14      | \$68.49      | \$69.82      | \$71.24      | \$72.66      | \$73.38      | \$74.09      | \$74.85      |              |              |
| Hourly   | \$5,264.80   | \$5,371.20   | \$5,479.20   | \$5,585.60   | \$5,699.20   | \$5,812.80   | \$5,870.40   | \$5,927.20   | \$5,988.00   |              |              |
| Annually | \$136,884.80 | \$139,651.20 | \$142,459.20 | \$145,225.60 | \$148,179.20 | \$151,132.80 | \$152,630.40 | \$154,107.20 | \$155,688.00 |              |              |

(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          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$12.80     | \$13.16     | \$13.58     | \$13.97     | \$14.40     | \$14.83     | \$15.10     | \$15.44     | \$15.72     | \$16.03     | \$16.37     |
| Biweekly | \$1,024.00  | \$1,052.80  | \$1,086.40  | \$1,117.60  | \$1,152.00  | \$1,186.40  | \$1,208.00  | \$1,235.20  | \$1,257.60  | \$1,282.40  | \$1,309.60  |
| Annually | \$26,624.00 | \$27,372.80 | \$28,246.40 | \$29,057.60 | \$29,952.00 | \$30,846.40 | \$31,408.00 | \$32,115.20 | \$32,697.60 | \$33,342.40 | \$34,049.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$16.68     | \$17.03     | \$17.20     | \$17.36     | \$17.54     |             |             |             |             |             |             |
| Hourly   | \$1,334.40  | \$1,362.40  | \$1,376.00  | \$1,388.80  | \$1,403.20  |             |             |             |             |             |             |
| Annually | \$34,694.40 | \$35,422.40 | \$35,776.00 | \$36,108.80 | \$36,483.20 |             |             |             |             |             |             |

#### Grade 72

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$14.40     | \$14.83     | \$15.28     | \$15.72     | \$16.21     | \$16.67     | \$17.03     | \$17.35     | \$17.71     | \$18.06     | \$18.41     |
| Biweekly | \$1,152.00  | \$1,186.40  | \$1,222.40  | \$1,257.60  | \$1,296.80  | \$1,333.60  | \$1,362.40  | \$1,388.00  | \$1,416.80  | \$1,444.80  | \$1,472.80  |
| Annually | \$29,952.00 | \$30,846.40 | \$31,782.40 | \$32,697.60 | \$33,716.80 | \$34,673.60 | \$35,422.40 | \$36,088.00 | \$36,836.80 | \$37,564.80 | \$38,292.80 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$18.79     | \$19.17     | \$19.35     | \$19.55     | \$19.74     |             |             |             |             |             |             |
| Hourly   | \$1,503.20  | \$1,533.60  | \$1,548.00  | \$1,564.00  | \$1,579.20  |             |             |             |             |             |             |
| Annually | \$39,083.20 | \$39,873.60 | \$40,248.00 | \$40,664.00 | \$41,059.20 |             |             |             |             |             |             |

### Grade 73

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$16.21     | \$16.67     | \$17.19     | \$17.71     | \$18.23     | \$18.78     | \$19.16     | \$19.54     | \$19.93     | \$20.33     | \$20.74     |
| Biweekly | \$1,296.80  | \$1,333.60  | \$1,375.20  | \$1,416.80  | \$1,458.40  | \$1,502.40  | \$1,532.80  | \$1,563.20  | \$1,594.40  | \$1,626.40  | \$1,659.20  |
| Annually | \$33,716.80 | \$34,673.60 | \$35,755.20 | \$36,836.80 | \$37,918.40 | \$39,062.40 | \$39,852.80 | \$40,643.20 | \$41,454.40 | \$42,286.40 | \$43,139.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$21.17     | \$21.57     | \$21.77     | \$22.00     | \$22.22     |             |             |             |             |             |             |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Hourly   | \$1,693.60  | \$1,725.60  | \$1,741.60  | \$1,760.00  | \$1,777.60  |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$18.23     | \$18.78     | \$19.34     | \$19.90     | \$20.51     | \$21.13     | \$21.56     | \$21.99     | \$22.42     | \$22.88     | \$23.34     |
| Biweekly | \$1,458.40  | \$1,502.40  | \$1,547.20  | \$1,592.00  | \$1,640.80  | \$1,690.40  | \$1,724.80  | \$1,759.20  | \$1,793.60  | \$1,830.40  | \$1,867.20  |
| Annually | \$37,918.40 | \$39,062.40 | \$40,227.20 | \$41,392.00 | \$42,660.80 | \$43,950.40 | \$44,844.80 | \$45,739.20 | \$46,633.60 | \$47,590.40 | \$48,547.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$23.81     | \$24.28     | \$24.52     | \$24.77     | \$25.02     |             |             |             |             |             |             |
| Hourly   | \$1,904.80  | \$1,942.40  | \$1,961.60  | \$1,981.60  | \$2,001.60  |             |             |             |             |             |             |
| Annually | \$49,524.80 | \$50,502.40 | \$51,001.60 | \$51,521.60 | \$52,041.60 |             |             |             |             |             |             |

(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          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$20.51     | \$21.13     | \$21.76     | \$22.42     | \$23.09     | \$23.80     | \$24.27     | \$24.76     | \$25.25     | \$25.77     | \$26.30     |
| Biweekly | \$1,640.80  | \$1,690.40  | \$1,740.80  | \$1,793.60  | \$1,847.20  | \$1,904.00  | \$1,941.60  | \$1,980.80  | \$2,020.00  | \$2,061.60  | \$2,104.00  |
| Annually | \$42,660.80 | \$43,950.40 | \$45,260.80 | \$46,633.60 | \$48,027.20 | \$49,504.00 | \$50,481.60 | \$51,500.80 | \$52,520.00 | \$53,601.60 | \$54,704.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$26.82     | \$27.36     | \$27.59     | \$27.92     | \$28.14     |             |             |             |             |             |             |
| Hourly   | \$2,145.60  | \$2,188.80  | \$2,207.20  | \$2,233.60  | \$2,251.20  |             |             |             |             |             |             |
| Annually | \$55,785.60 | \$56,908.80 | \$57,387.20 | \$58,073.60 | \$58,531.20 |             |             |             |             |             |             |

### Grade 76

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$23.09     | \$23.80     | \$24.50     | \$25.25     | \$25.99     | \$26.81     | \$27.35     | \$27.90     | \$28.46     | \$28.95     | \$29.55     |
| Biweekly | \$1,847.20  | \$1,904.00  | \$1,960.00  | \$2,020.00  | \$2,079.20  | \$2,144.80  | \$2,188.00  | \$2,232.00  | \$2,276.80  | \$2,316.00  | \$2,364.00  |
| Annually | \$48,027.20 | \$49,504.00 | \$50,960.00 | \$52,520.00 | \$54,059.20 | \$55,764.80 | \$56,888.00 | \$58,032.00 | \$59,196.80 | \$60,216.00 | \$61,464.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$30.14     | \$30.75     | \$31.06     | \$31.37     | \$31.68     |             |             |             |             |             |             |
| Hourly   | \$2,411.20  | \$2,460.00  | \$2,484.80  | \$2,509.60  | \$2,534.40  |             |             |             |             |             |             |
| Annually | \$62,691.20 | \$63,960.00 | \$64,604.80 | \$65,249.60 | \$65,894.40 |             |             |             |             |             |             |

### Grade 77

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$25.99     | \$26.81     | \$27.57     | \$28.38     | \$29.24     | \$30.12     | \$30.72     | \$31.35     | \$32.01     | \$32.62     | \$33.29     |
| Biweekly | \$2,079.20  | \$2,144.80  | \$2,205.60  | \$2,270.40  | \$2,339.20  | \$2,409.60  | \$2,457.60  | \$2,508.00  | \$2,560.80  | \$2,609.60  | \$2,663.20  |
| Annually | \$54,059.20 | \$55,764.80 | \$57,345.60 | \$59,030.40 | \$60,819.20 | \$62,649.60 | \$63,897.60 | \$65,208.00 | \$66,580.80 | \$67,849.60 | \$69,243.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$33.94     | \$34.62     | \$34.98     | \$35.31     | \$35.68     |             |             |             |             |             |             |
| Hourly   | \$2,715.20  | \$2,769.60  | \$2,798.40  | \$2,824.80  | \$2,854.40  |             |             |             |             |             |             |
| Annually | \$70,595.20 | \$72,009.60 | \$72,758.40 | \$73,444.80 | \$74,214.40 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$28.38     | \$29.24     | \$30.12     | \$31.03     | \$31.96     | \$32.92     | \$33.92     | \$34.58     | \$35.27     | \$35.98     | \$36.72     |
| Biweekly | \$2,270.40  | \$2,339.20  | \$2,409.60  | \$2,482.40  | \$2,556.80  | \$2,633.60  | \$2,713.60  | \$2,766.40  | \$2,821.60  | \$2,878.40  | \$2,937.60  |
| Annually | \$59,030.40 | \$60,819.20 | \$62,649.60 | \$64,542.40 | \$66,476.80 | \$68,473.60 | \$70,553.60 | \$71,926.40 | \$73,361.60 | \$74,838.40 | \$76,377.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$37.45     | \$38.20     | \$38.96     | \$39.35     | \$39.74     | \$40.14     |             |             |             |             |             |
| Hourly   | \$2,996.00  | \$3,056.00  | \$3,116.80  | \$3,148.00  | \$3,179.20  | \$3,211.20  |             |             |             |             |             |
| Annually | \$77,896.00 | \$79,456.00 | \$81,036.80 | \$81,848.00 | \$82,659.20 | \$83,491.20 |             |             |             |             |             |

(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          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$31.03     | \$31.96     | \$32.92     | \$33.92     | \$34.94     | \$35.97     | \$37.08     | \$38.18     | \$38.93     | \$39.72     | \$40.52     |
| Biweekly | \$2,482.40  | \$2,556.80  | \$2,633.60  | \$2,713.60  | \$2,795.20  | \$2,877.60  | \$2,966.40  | \$3,054.40  | \$3,114.40  | \$3,177.60  | \$3,241.60  |
| Annually | \$64,542.40 | \$66,476.80 | \$68,473.60 | \$70,553.60 | \$72,675.20 | \$74,817.60 | \$77,126.40 | \$79,414.40 | \$80,974.40 | \$82,617.60 | \$84,281.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$41.31     | \$42.16     | \$42.99     | \$43.84     | \$44.28     | \$44.73     | \$45.17     |             |             |             |             |
| Hourly   | \$3,304.80  | \$3,372.80  | \$3,439.20  | \$3,507.20  | \$3,542.40  | \$3,578.40  | \$3,613.60  |             |             |             |             |
| Annually | \$85,924.80 | \$87,692.80 | \$89,419.20 | \$91,187.20 | \$92,102.40 | \$93,038.40 | \$93,953.60 |             |             |             |             |

### Grade 80

| Steps    | 1           | 2           | 3           | 4           | 5            | 6            | 7            | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|
| Hourly   | \$33.92     | \$34.94     | \$35.97     | \$37.08     | \$38.18      | \$39.32      | \$40.50      | \$41.72     | \$42.54     | \$43.40     | \$44.27     |
| Biweekly | \$2,713.60  | \$2,795.20  | \$2,877.60  | \$2,966.40  | \$3,054.40   | \$3,145.60   | \$3,240.00   | \$3,337.60  | \$3,403.20  | \$3,472.00  | \$3,541.60  |
| Annually | \$70,553.60 | \$72,675.20 | \$74,817.60 | \$77,126.40 | \$79,414.40  | \$81,785.60  | \$84,240.00  | \$86,777.60 | \$88,483.20 | \$90,272.00 | \$92,081.60 |
| Steps    | 12          | 13          | 14          | 15          | 16           | 17           | 18           | 19          | 20          |             |             |
| Biweekly | \$45.15     | \$46.05     | \$46.98     | \$47.92     | \$48.38      | \$48.89      | \$49.37      |             |             |             |             |
| Hourly   | \$3,612.00  | \$3,684.00  | \$3,758.40  | \$3,833.60  | \$3,870.40   | \$3,911.20   | \$3,949.60   |             |             |             |             |
| Annually | \$93,912.00 | \$95,784.00 | \$97,718.40 | \$99,673.60 | \$100,630.40 | \$101,691.20 | \$102,689.60 |             |             |             |             |

### Grade 81

| Steps         | 1           | 2           | 3           | 4           | 5           | 6                      | 7           | 8           | 9           | 10          | 11           |
|---------------|-------------|-------------|-------------|-------------|-------------|------------------------|-------------|-------------|-------------|-------------|--------------|
| Hourly        | \$37.08     | \$38.18     | \$39.32     | \$40.50     | \$41.72     | \$42.96                | \$44.26     | \$45.58     | \$46.96     | \$47.90     | \$48.84      |
| Biweekly      | \$2,966.40  | \$3,054.40  | \$3,145.60  | \$3,240.00  | \$3,337.60  | \$3,436.80             | \$3,540.80  | \$3,646.40  | \$3,756.80  | \$3,832.00  | \$3,907.20   |
| Annually      | \$77,126.40 | \$79,414.40 | \$81,785.60 | \$84,240.00 | \$86,777.60 | \$89,356.80            | \$92,060.80 | \$94,806.40 | \$97,676.80 | \$99,632.00 | \$101,587.20 |
| Steps         | 12          | 13          | 14          | 15          | 16          | 17                     | 18          | 19          | 20          |             |              |
| Biweekly      | \$49.82     | \$50.82     | \$51.84     | \$52.90     | \$53.95     | \$54.49                | \$55.02     | \$55.58     |             |             |              |
| I I a conde c | \$3.985.60  | \$4.065.60  | \$4.147.20  | \$4,232.00  | \$4.316.00  | \$4,359.20             | \$4.401.60  | \$4.446.40  |             |             |              |
| Hourly        | \$3,985.00  | \$4,005.00  | \$4,147.20  | \$4,252.00  | 54,510.00   | J <del>4</del> ,JJJ.20 | J4,401.00   | J-,00       |             |             |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$41.72      | \$42.96      | \$44.26      | \$45.58      | \$46.96      | \$48.36      | \$49.81      | \$51.32      | \$52.86      | \$53.93      | \$55.00      |
| Biweekly | \$3,337.60   | \$3,436.80   | \$3,540.80   | \$3,646.40   | \$3,756.80   | \$3,868.80   | \$3,984.80   | \$4,105.60   | \$4,228.80   | \$4,314.40   | \$4,400.00   |
| Annually | \$86,777.60  | \$89,356.80  | \$92,060.80  | \$94,806.40  | \$97,676.80  | \$100,588.80 | \$103,604.80 | \$106,745.60 | \$109,948.80 | \$112,174.40 | \$114,400.00 |
| -        |              |              |              |              |              |              |              |              |              |              |              |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$56.11      | \$57.22      | \$58.34      | \$59.52      | \$60.70      | \$61.32      | \$61.91      | \$62.55      |              |              |              |
| Hourly   | \$4,488.80   | \$4,577.60   | \$4,667.20   | \$4,761.60   | \$4,856.00   | \$4,905.60   | \$4,952.80   | \$5,004.00   |              |              |              |
| Annually | \$116,708.80 | \$119,017.60 | \$121,347.20 | \$123,801.60 | \$126,256.00 | \$127,545.60 | \$128,772.80 | \$130,104.00 |              |              |              |

(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           |
|----------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$46.96     | \$48.36      | \$49.81      | \$51.32      | \$52.86      | \$54.45      | \$56.08      | \$57.77      | \$59.50      | \$60.67      | \$61.89      |
| Biweekly | \$3,756.80  | \$3,868.80   | \$3,984.80   | \$4,105.60   | \$4,228.80   | \$4,356.00   | \$4,486.40   | \$4,621.60   | \$4,760.00   | \$4,853.60   | \$4,951.20   |
| Annually | \$97,676.80 | \$100,588.80 | \$103,604.80 | \$106,745.60 | \$109,948.80 | \$113,256.00 | \$116,646.40 | \$120,161.60 | \$123,760.00 | \$126,193.60 | \$128,731.20 |
| Steps    | 12          | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$63.11     | \$64.38      | \$65.66      | \$66.97      | \$68.32      | \$68.99      | \$69.68      | \$70.39      |              |              |              |
| Hourly   | \$5,048.80  | \$5.150.40   | \$5.252.80   | \$5.357.60   | \$5,465.60   | \$5,519.20   | \$5,574.40   | \$5,631.20   |              |              |              |
| nouny    |             |              |              |              |              |              |              |              |              |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$51.32      | \$52.86      | \$54.45      | \$56.08      | \$57.77      | \$59.50      | \$61.27      | \$63.10      | \$64.98      | \$66.93      | \$68.28      |
| Biweekly | \$4,105.60   | \$4,228.80   | \$4,356.00   | \$4,486.40   | \$4,621.60   | \$4,760.00   | \$4,901.60   | \$5,048.00   | \$5,198.40   | \$5,354.40   | \$5,462.40   |
| Annually | \$106,745.60 | \$109,948.80 | \$113,256.00 | \$116,646.40 | \$120,161.60 | \$123,760.00 | \$127,441.60 | \$131,248.00 | \$135,158.40 | \$139,214.40 | \$142,022.40 |
|          |              |              |              |              |              |              |              |              |              |              |              |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$69.64      | \$71.04      | \$72.46      | \$73.89      | \$75.38      | \$76.89      | \$77.66      | \$78.44      | \$79.22      |              |              |
| Hourly   | \$5,571.20   | \$5,683.20   | \$5,796.80   | \$5,911.20   | \$6,030.40   | \$6,151.20   | \$6,212.80   | \$6,275.20   | \$6,337.60   |              |              |
| Annually | \$144,851.20 | \$147,763.20 | \$150,716.80 | \$153,691.20 | \$156,790.40 | \$159,931.20 | \$161,532.80 | \$163,155.20 | \$164,777.60 |              |              |

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

### Grade 71

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$13.10     | \$13.47     | \$13.90     | \$14.31     | \$14.73     | \$15.19     | \$15.47     | \$15.78     | \$16.10     | \$16.44     | \$16.76     |
| Biweekly | \$1,048.00  | \$1,077.60  | \$1,112.00  | \$1,144.80  | \$1,178.40  | \$1,215.20  | \$1,237.60  | \$1,262.40  | \$1,288.00  | \$1,315.20  | \$1,340.80  |
| Annually | \$27,248.00 | \$28,017.60 | \$28,912.00 | \$29,764.80 | \$30,638.40 | \$31,595.20 | \$32,177.60 | \$32,822.40 | \$33,488.00 | \$34,195.20 | \$34,860.80 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$17.10     | \$17.41     | \$17.62     | \$17.79     | \$17.97     |             |             |             |             |             |             |
| Hourly   | \$1,368.00  | \$1,392.80  | \$1,409.60  | \$1,423.20  | \$1,437.60  |             |             |             |             |             |             |
| Annually | \$35,568.00 | \$36,212.80 | \$36,649.60 | \$37,003.20 | \$37,377.60 |             |             |             |             |             |             |

### Grade 72

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$14.73     | \$15.19     | \$15.63     | \$16.10     | \$16.59     | \$17.09     | \$17.41     | \$17.78     | \$18.12     | \$18.50     | \$18.87     |
| Biweekly | \$1,178.40  | \$1,215.20  | \$1,250.40  | \$1,288.00  | \$1,327.20  | \$1,367.20  | \$1,392.80  | \$1,422.40  | \$1,449.60  | \$1,480.00  | \$1,509.60  |
| Annually | \$30,638.40 | \$31,595.20 | \$32,510.40 | \$33,488.00 | \$34,507.20 | \$35,547.20 | \$36,212.80 | \$36,982.40 | \$37,689.60 | \$38,480.00 | \$39,249.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$19.25     | \$19.64     | \$19.82     | \$20.00     | \$20.22     |             |             |             |             |             |             |
| Hourly   | \$1,540.00  | \$1,571.20  | \$1,585.60  | \$1,600.00  | \$1,617.60  |             |             |             |             |             |             |
| Annually | \$40,040.00 | \$40,851.20 | \$41,225.60 | \$41,600.00 | \$42,057.60 |             |             |             |             |             |             |

### Grade 73

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$16.59     | \$17.09     | \$17.60     | \$18.12     | \$18.65     | \$19.23     | \$19.61     | \$19.99     | \$20.41     | \$20.80     | \$21.24     |
| Biweekly | \$1,327.20  | \$1,367.20  | \$1,408.00  | \$1,449.60  | \$1,492.00  | \$1,538.40  | \$1,568.80  | \$1,599.20  | \$1,632.80  | \$1,664.00  | \$1,699.20  |
| Annually | \$34,507.20 | \$35,547.20 | \$36,608.00 | \$37,689.60 | \$38,792.00 | \$39,998.40 | \$40,788.80 | \$41,579.20 | \$42,452.80 | \$43,264.00 | \$44,179.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$21.65     | \$22.08     | \$22.29     | \$22.52     | \$22.75     |             |             |             |             |             |             |
| Hourly   | \$1,732.00  | \$1,766.40  | \$1,783.20  | \$1,801.60  | \$1,820.00  |             |             |             |             |             |             |
| Annually | \$45,032.00 | \$45,926.40 | \$46,363.20 | \$46,841.60 | \$47,320.00 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$18.65     | \$19.23     | \$19.80     | \$20.39     | \$21.00     | \$21.62     | \$22.07     | \$22.51     | \$22.95     | \$23.42     | \$23.89     |
| Biweekly | \$1,492.00  | \$1,538.40  | \$1,584.00  | \$1,631.20  | \$1,680.00  | \$1,729.60  | \$1,765.60  | \$1,800.80  | \$1,836.00  | \$1,873.60  | \$1,911.20  |
| Annually | \$38,792.00 | \$39,998.40 | \$41,184.00 | \$42,411.20 | \$43,680.00 | \$44,969.60 | \$45,905.60 | \$46,820.80 | \$47,736.00 | \$48,713.60 | \$49,691.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$24.36     | \$24.85     | \$25.11     | \$25.35     | \$25.59     |             |             |             |             |             |             |
| Hourly   | \$1,948.80  | \$1,988.00  | \$2,008.80  | \$2,028.00  | \$2,047.20  |             |             |             |             |             |             |
| Annually | \$50,668.80 | \$51,688.00 | \$52,228.80 | \$52,728.00 | \$53,227.20 |             |             |             |             |             |             |

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

### Grade 75

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$21.00     | \$21.62     | \$22.27     | \$22.95     | \$23.65     | \$24.35     | \$24.84     | \$25.34     | \$25.84     | \$26.37     | \$26.90     |
| Biweekly | \$1,680.00  | \$1,729.60  | \$1,781.60  | \$1,836.00  | \$1,892.00  | \$1,948.00  | \$1,987.20  | \$2,027.20  | \$2,067.20  | \$2,109.60  | \$2,152.00  |
| Annually | \$43,680.00 | \$44,969.60 | \$46,321.60 | \$47,736.00 | \$49,192.00 | \$50,648.00 | \$51,667.20 | \$52,707.20 | \$53,747.20 | \$54,849.60 | \$55,952.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$27.45     | \$27.99     | \$28.22     | \$28.56     | \$28.80     |             |             |             |             |             |             |
| Hourly   | \$2,196.00  | \$2,239.20  | \$2,257.60  | \$2,284.80  | \$2,304.00  |             |             |             |             |             |             |
| Annually | \$57,096.00 | \$58,219.20 | \$58,697.60 | \$59,404.80 | \$59,904.00 |             |             |             |             |             |             |

#### Grade 76

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$23.65     | \$24.35     | \$25.07     | \$25.84     | \$26.60     | \$27.44     | \$27.98     | \$28.54     | \$29.11     | \$29.69     | \$30.28     |
| Biweekly | \$1,892.00  | \$1,948.00  | \$2,005.60  | \$2,067.20  | \$2,128.00  | \$2,195.20  | \$2,238.40  | \$2,283.20  | \$2,328.80  | \$2,375.20  | \$2,422.40  |
| Annually | \$49,192.00 | \$50,648.00 | \$52,145.60 | \$53,747.20 | \$55,328.00 | \$57,075.20 | \$58,198.40 | \$59,363.20 | \$60,548.80 | \$61,755.20 | \$62,982.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$30.88     | \$31.49     | \$31.78     | \$32.12     | \$32.43     |             |             |             |             |             |             |
| Hourly   | \$2,470.40  | \$2,519.20  | \$2,542.40  | \$2,569.60  | \$2,594.40  |             |             |             |             |             |             |
| Annually | \$64,230.40 | \$65,499.20 | \$66,102.40 | \$66,809.60 | \$67,454.40 |             |             |             |             |             |             |

### Grade 77

| Steps    | 1           | 2           | 3           | 4               | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-----------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$26.60     | \$27.44     | \$28.21     | \$29.09         | \$29.94     | \$30.86     | \$31.48     | \$32.11     | \$32.73     | \$33.38     | \$34.05     |
| Biweekly | \$2,128.00  | \$2,195.20  | \$2,256.80  | \$2,327.20      | \$2,395.20  | \$2,468.80  | \$2,518.40  | \$2,568.80  | \$2,618.40  | \$2,670.40  | \$2,724.00  |
| Annually | \$55,328.00 | \$57,075.20 | \$58,676.80 | \$60,507.20     | \$62,275.20 | \$64,188.80 | \$65,478.40 | \$66,788.80 | \$68,078.40 | \$69,430.40 | \$70,824.00 |
| Steps    | 12          | 13          | 14          | 15              | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$34.76     | \$35.42     | \$35.79     | \$36.17         | \$36.50     |             |             |             |             |             |             |
|          |             |             |             | \$50.1 <i>/</i> | \$50.50     |             |             |             |             |             |             |
| Hourly   | \$2,780.80  | \$2,833.60  | \$2,863.20  | \$2,893.60      | \$2,920.00  |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$29.09     | \$29.94     | \$30.86     | \$31.76     | \$32.71     | \$33.72     | \$34.70     | \$35.39     | \$36.11     | \$36.84     | \$37.58     |
| Biweekly | \$2,327.20  | \$2,395.20  | \$2,468.80  | \$2,540.80  | \$2,616.80  | \$2,697.60  | \$2,776.00  | \$2,831.20  | \$2,888.80  | \$2,947.20  | \$3,006.40  |
| Annually | \$60,507.20 | \$62,275.20 | \$64,188.80 | \$66,060.80 | \$68,036.80 | \$70,137.60 | \$72,176.00 | \$73,611.20 | \$75,108.80 | \$76,627.20 | \$78,166.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$38.32     | \$39.08     | \$39.88     | \$40.26     | \$40.68     | \$41.10     |             |             |             |             |             |
| Hourly   | \$3,065.60  | \$3,126.40  | \$3,190.40  | \$3,220.80  | \$3,254.40  | \$3,288.00  |             |             |             |             |             |
| Annually | \$79,705.60 | \$81,286.40 | \$82,950.40 | \$83,740.80 | \$84,614.40 | \$85,488.00 |             |             |             |             |             |

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

### Grade 79

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$31.76     | \$32.71     | \$33.72     | \$34.70     | \$35.77     | \$36.82     | \$37.92     | \$39.07     | \$39.86     | \$40.67     | \$41.47     |
| Biweekly | \$2,540.80  | \$2,616.80  | \$2,697.60  | \$2,776.00  | \$2,861.60  | \$2,945.60  | \$3,033.60  | \$3,125.60  | \$3,188.80  | \$3,253.60  | \$3,317.60  |
| Annually | \$66,060.80 | \$68,036.80 | \$70,137.60 | \$72,176.00 | \$74,401.60 | \$76,585.60 | \$78,873.60 | \$81,265.60 | \$82,908.80 | \$84,593.60 | \$86,257.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$42.30     | \$43.16     | \$44.01     | \$44.88     | \$45.34     | \$45.79     | \$46.25     |             |             |             |             |
| Hourly   | \$3,384.00  | \$3,452.80  | \$3,520.80  | \$3,590.40  | \$3,627.20  | \$3,663.20  | \$3,700.00  |             |             |             |             |
| Annually | \$87,984.00 | \$89,772.80 | \$91,540.80 | \$93,350.40 | \$94,307.20 | \$95,243.20 | \$96,200.00 |             |             |             |             |

## Grade 80

| Steps    | 1           | 2           | 3           | 4            | 5            | 6            | 7            | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|
| Hourly   | \$34.70     | \$35.77     | \$36.82     | \$37.92      | \$39.07      | \$40.24      | \$41.45      | \$42.67     | \$43.54     | \$44.41     | \$45.31     |
| Biweekly | \$2,776.00  | \$2,861.60  | \$2,945.60  | \$3,033.60   | \$3,125.60   | \$3,219.20   | \$3,316.00   | \$3,413.60  | \$3,483.20  | \$3,552.80  | \$3,624.80  |
| Annually | \$72,176.00 | \$74,401.60 | \$76,585.60 | \$78,873.60  | \$81,265.60  | \$83,699.20  | \$86,216.00  | \$88,753.60 | \$90,563.20 | \$92,372.80 | \$94,244.80 |
| Steps    | 12          | 13          | 14          | 15           | 16           | 17           | 18           | 19          | 20          |             |             |
| Biweekly | \$46.22     | \$47.14     | \$48.07     | \$49.04      | \$49.54      | \$50.02      | \$50.54      |             |             |             |             |
| Hourly   | \$3,697.60  | \$3,771.20  | \$3,845.60  | \$3,923.20   | \$3,963.20   | \$4,001.60   | \$4,043.20   |             |             |             |             |
| Annually | \$96,137.60 | \$98,051.20 | \$99,985.60 | \$102,003.20 | \$103,043.20 | \$104,041.60 | \$105,123.20 |             |             |             |             |

#### Grade 81

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9           | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|--------------|--------------|
| Hourly   | \$37.92      | \$39.07      | \$40.24      | \$41.45      | \$42.67      | \$43.98      | \$45.30      | \$46.67      | \$48.06     | \$49.02      | \$49.99      |
| Biweekly | \$3,033.60   | \$3,125.60   | \$3,219.20   | \$3,316.00   | \$3,413.60   | \$3,518.40   | \$3,624.00   | \$3,733.60   | \$3,844.80  | \$3,921.60   | \$3,999.20   |
| Annually | \$78,873.60  | \$81,265.60  | \$83,699.20  | \$86,216.00  | \$88,753.60  | \$91,478.40  | \$94,224.00  | \$97,073.60  | \$99,964.80 | \$101,961.60 | \$103,979.20 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20          |              |              |
| Biweekly | \$51.00      | \$52.02      | \$53.06      | \$54.11      | \$55.21      | \$55.74      | \$56.30      | \$56.87      |             |              |              |
| Hourly   | \$4,080.00   | \$4,161.60   | \$4,244.80   | \$4,328.80   | \$4,416.80   | \$4,459.20   | \$4,504.00   | \$4,549.60   |             |              |              |
| Annually | \$106.080.00 | \$108.201.60 | \$110.364.80 | \$112.548.80 | \$114.836.80 | \$115.939.20 | \$117.104.00 | \$118.289.60 |             |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$42.67      | \$43.98      | \$45.30      | \$46.67      | \$48.06      | \$49.52      | \$50.98      | \$52.49      | \$54.09      | \$55.18      | \$56.27      |
| Biweekly | \$3,413.60   | \$3,518.40   | \$3,624.00   | \$3,733.60   | \$3,844.80   | \$3,961.60   | \$4,078.40   | \$4,199.20   | \$4,327.20   | \$4,414.40   | \$4,501.60   |
| Annually | \$88,753.60  | \$91,478.40  | \$94,224.00  | \$97,073.60  | \$99,964.80  | \$103,001.60 | \$106,038.40 | \$109,179.20 | \$112,507.20 | \$114,774.40 | \$117,041.60 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$57.40      | \$58.57      | \$59.71      | \$60.90      | \$62.12      | \$62.76      | \$63.37      | \$64.01      |              |              |              |
| Hourly   | \$4,592.00   | \$4,685.60   | \$4,776.80   | \$4,872.00   | \$4,969.60   | \$5,020.80   | \$5,069.60   | \$5,120.80   |              |              |              |
| Annually | \$119,392.00 | \$121,825.60 | \$124,196.80 | \$126,672.00 | \$129,209.60 | \$130,540.80 | \$131,809.60 | \$133,140.80 |              |              |              |

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

### Grade 83

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$48.06      | \$49.52      | \$50.98      | \$52.49      | \$54.09      | \$55.70      | \$57.38      | \$59.10      | \$60.87      | \$62.08      | \$63.32      |
| Biweekly | \$3,844.80   | \$3,961.60   | \$4,078.40   | \$4,199.20   | \$4,327.20   | \$4,456.00   | \$4,590.40   | \$4,728.00   | \$4,869.60   | \$4,966.40   | \$5,065.60   |
| Annually | \$99,964.80  | \$103,001.60 | \$106,038.40 | \$109,179.20 | \$112,507.20 | \$115,856.00 | \$119,350.40 | \$122,928.00 | \$126,609.60 | \$129,126.40 | \$131,705.60 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$64.60      | \$65.89      | \$67.21      | \$68.56      | \$69.93      | \$70.64      | \$71.32      | \$72.06      |              |              |              |
| Hourly   | \$5,168.00   | \$5,271.20   | \$5,376.80   | \$5,484.80   | \$5,594.40   | \$5,651.20   | \$5,705.60   | \$5,764.80   |              |              |              |
| Annually | \$134,368.00 | \$137,051.20 | \$139,796.80 | \$142,604.80 | \$145,454.40 | \$146,931.20 | \$148,345.60 | \$149,884.80 |              |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$52.49      | \$54.09      | \$55.70      | \$57.38      | \$59.10      | \$60.87      | \$62.72      | \$64.59      | \$66.52      | \$68.52      | \$69.89      |
| Biweekly | \$4,199.20   | \$4,327.20   | \$4,456.00   | \$4,590.40   | \$4,728.00   | \$4,869.60   | \$5,017.60   | \$5,167.20   | \$5,321.60   | \$5,481.60   | \$5,591.20   |
| Annually | \$109,179.20 | \$112,507.20 | \$115,856.00 | \$119,350.40 | \$122,928.00 | \$126,609.60 | \$130,457.60 | \$134,347.20 | \$138,361.60 | \$142,521.60 | \$145,371.20 |
|          |              |              |              |              |              |              |              |              |              |              |              |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$71.28      | \$72.72      | \$74.16      | \$75.65      | \$77.15      | \$78.68      | \$79.49      | \$80.27      | \$81.09      |              |              |
| Hourly   | \$5,702.40   | \$5,817.60   | \$5,932.80   | \$6,052.00   | \$6,172.00   | \$6,294.40   | \$6,359.20   | \$6,421.60   | \$6,487.20   |              |              |
| Annually | \$148,262.40 | \$151,257.60 | \$154,252.80 | \$157,352.00 | \$160,472.00 | \$163,654.40 | \$165,339.20 | \$166,961.60 | \$168,667.20 |              |              |

(Non-bargaining unit)

NOME (34%)

### Grade 71

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$13.49     | \$13.91     | \$14.31     | \$14.75     | \$15.19     | \$15.64     | \$15.94     | \$16.27     | \$16.60     | \$16.92     | \$17.26     |
| Biweekly | \$1,079.20  | \$1,112.80  | \$1,144.80  | \$1,180.00  | \$1,215.20  | \$1,251.20  | \$1,275.20  | \$1,301.60  | \$1,328.00  | \$1,353.60  | \$1,380.80  |
| Annually | \$28,059.20 | \$28,932.80 | \$29,764.80 | \$30,680.00 | \$31,595.20 | \$32,531.20 | \$33,155.20 | \$33,841.60 | \$34,528.00 | \$35,193.60 | \$35,900.80 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$17.62     | \$17.98     | \$18.15     | \$18.33     | \$18.52     |             |             |             |             |             |             |
| Hourly   | \$1,409.60  | \$1,438.40  | \$1,452.00  | \$1,466.40  | \$1,481.60  |             |             |             |             |             |             |
| Annually | \$36,649.60 | \$37,398.40 | \$37,752.00 | \$38,126.40 | \$38,521.60 |             |             |             |             |             |             |

### Grade 72

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$15.19     | \$15.64     | \$16.12     | \$16.60     | \$17.11     | \$17.61     | \$17.98     | \$18.32     | \$18.69     | \$19.07     | \$19.43     |
| Biweekly | \$1,215.20  | \$1,251.20  | \$1,289.60  | \$1,328.00  | \$1,368.80  | \$1,408.80  | \$1,438.40  | \$1,465.60  | \$1,495.20  | \$1,525.60  | \$1,554.40  |
| Annually | \$31,595.20 | \$32,531.20 | \$33,529.60 | \$34,528.00 | \$35,588.80 | \$36,628.80 | \$37,398.40 | \$38,105.60 | \$38,875.20 | \$39,665.60 | \$40,414.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$19.83     | \$20.24     | \$20.44     | \$20.63     | \$20.84     |             |             |             |             |             |             |
| Hourly   | \$1,586.40  | \$1,619.20  | \$1,635.20  | \$1,650.40  | \$1,667.20  |             |             |             |             |             |             |
| Annually | \$41,246.40 | \$42,099.20 | \$42,515.20 | \$42,910.40 | \$43,347.20 |             |             |             |             |             |             |

### Grade 73

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$17.11     | \$17.61     | \$18.14     | \$18.69     | \$19.23     | \$19.80     | \$20.22     | \$20.62     | \$21.02     | \$21.45     | \$21.87     |
| Biweekly | \$1,368.80  | \$1,408.80  | \$1,451.20  | \$1,495.20  | \$1,538.40  | \$1,584.00  | \$1,617.60  | \$1,649.60  | \$1,681.60  | \$1,716.00  | \$1,749.60  |
| Annually | \$35,588.80 | \$36,628.80 | \$37,731.20 | \$38,875.20 | \$39,998.40 | \$41,184.00 | \$42,057.60 | \$42,889.60 | \$43,721.60 | \$44,616.00 | \$45,489.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$22.30     | \$22.76     | \$22.97     | \$23.22     | \$23.43     |             |             |             |             |             |             |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Hourly   | \$1,784.00  | \$1,820.80  | \$1,837.60  | \$1,857.60  | \$1,874.40  |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$19.23     | \$19.80     | \$20.43     | \$21.01     | \$21.65     | \$22.29     | \$22.75     | \$23.19     | \$23.68     | \$24.15     | \$24.63     |
| Biweekly | \$1,538.40  | \$1,584.00  | \$1,634.40  | \$1,680.80  | \$1,732.00  | \$1,783.20  | \$1,820.00  | \$1,855.20  | \$1,894.40  | \$1,932.00  | \$1,970.40  |
| Annually | \$39,998.40 | \$41,184.00 | \$42,494.40 | \$43,700.80 | \$45,032.00 | \$46,363.20 | \$47,320.00 | \$48,235.20 | \$49,254.40 | \$50,232.00 | \$51,230.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$25.11     | \$25.61     | \$25.88     | \$26.13     | \$26.41     |             |             |             |             |             |             |
| Hourly   | \$2,008.80  | \$2,048.80  | \$2,070.40  | \$2,090.40  | \$2,112.80  |             |             |             |             |             |             |
| Annually | \$52,228.80 | \$53,268.80 | \$53,830.40 | \$54,350.40 | \$54,932.80 |             |             |             |             |             |             |

(Non-bargaining unit)

NOME (34%)

### Grade 75

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$21.65     | \$22.29     | \$22.96     | \$23.68     | \$24.36     | \$25.09     | \$25.58     | \$26.12     | \$26.61     | \$27.14     | \$27.68     |
| Biweekly | \$1,732.00  | \$1,783.20  | \$1,836.80  | \$1,894.40  | \$1,948.80  | \$2,007.20  | \$2,046.40  | \$2,089.60  | \$2,128.80  | \$2,171.20  | \$2,214.40  |
| Annually | \$45,032.00 | \$46,363.20 | \$47,756.80 | \$49,254.40 | \$50,668.80 | \$52,187.20 | \$53,206.40 | \$54,329.60 | \$55,348.80 | \$56,451.20 | \$57,574.40 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$28.24     | \$28.80     | \$29.13     | \$29.38     | \$29.72     |             |             |             |             |             |             |
| Hourly   | \$2,259.20  | \$2,304.00  | \$2,330.40  | \$2,350.40  | \$2,377.60  |             |             |             |             |             |             |
| Annually | \$58,739.20 | \$59,904.00 | \$60,590.40 | \$61,110.40 | \$61,817.60 |             |             |             |             |             |             |

### Grade 76

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$24.36     | \$25.09     | \$25.85     | \$26.61     | \$27.46     | \$28.22     | \$28.79     | \$29.37     | \$29.97     | \$30.56     | \$31.18     |
| Biweekly | \$1,948.80  | \$2,007.20  | \$2,068.00  | \$2,128.80  | \$2,196.80  | \$2,257.60  | \$2,303.20  | \$2,349.60  | \$2,397.60  | \$2,444.80  | \$2,494.40  |
| Annually | \$50,668.80 | \$52,187.20 | \$53,768.00 | \$55,348.80 | \$57,116.80 | \$58,697.60 | \$59,883.20 | \$61,089.60 | \$62,337.60 | \$63,564.80 | \$64,854.40 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$31.79     | \$32.44     | \$32.78     | \$33.09     | \$33.43     |             |             |             |             |             |             |
| Hourly   | \$2,543.20  | \$2,595.20  | \$2,622.40  | \$2,647.20  | \$2,674.40  |             |             |             |             |             |             |
| Annually | \$66,123.20 | \$67,475.20 | \$68,182.40 | \$68,827.20 | \$69,534.40 |             |             |             |             |             |             |

### Grade 77

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$27.46     | \$28.22     | \$29.12     | \$29.95     | \$30.88     | \$31.78     | \$32.43     | \$33.08     | \$33.75     | \$34.43     | \$35.10     |
| Biweekly | \$2,196.80  | \$2,257.60  | \$2,329.60  | \$2,396.00  | \$2,470.40  | \$2,542.40  | \$2,594.40  | \$2,646.40  | \$2,700.00  | \$2,754.40  | \$2,808.00  |
| Annually | \$57,116.80 | \$58,697.60 | \$60,569.60 | \$62,296.00 | \$64,230.40 | \$66,102.40 | \$67,454.40 | \$68,806.40 | \$70,200.00 | \$71,614.40 | \$73,008.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$35.82     | \$36.52     | \$36.91     | \$37.27     | \$37.63     |             |             |             |             |             |             |
| Hourly   | \$2,865.60  | \$2,921.60  | \$2,952.80  | \$2,981.60  | \$3,010.40  |             |             |             |             |             |             |
| Annually | \$74,505.60 | \$75,961.60 | \$76,772.80 | \$77,521.60 | \$78,270.40 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$29.95     | \$30.88     | \$31.78     | \$32.73     | \$33.73     | \$34.76     | \$35.78     | \$36.50     | \$37.24     | \$37.98     | \$38.74     |
| Biweekly | \$2,396.00  | \$2,470.40  | \$2,542.40  | \$2,618.40  | \$2,698.40  | \$2,780.80  | \$2,862.40  | \$2,920.00  | \$2,979.20  | \$3,038.40  | \$3,099.20  |
| Annually | \$62,296.00 | \$64,230.40 | \$66,102.40 | \$68,078.40 | \$70,158.40 | \$72,300.80 | \$74,422.40 | \$75,920.00 | \$77,459.20 | \$78,998.40 | \$80,579.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$39.50     | \$40.28     | \$41.11     | \$41.50     | \$41.92     | \$42.35     |             |             |             |             |             |
| Hourly   | \$3,160.00  | \$3,222.40  | \$3,288.80  | \$3,320.00  | \$3,353.60  | \$3,388.00  |             |             |             |             |             |
| Annually | \$82,160.00 | \$83,782.40 | \$85,508.80 | \$86,320.00 | \$87,193.60 | \$88,088.00 |             |             |             |             |             |

(Non-bargaining unit)

NOME (34%)

### Grade 79

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$32.73     | \$33.73     | \$34.76     | \$35.78     | \$36.85     | \$37.96     | \$39.10     | \$40.27     | \$41.08     | \$41.91     | \$42.74     |
| Biweekly | \$2,618.40  | \$2,698.40  | \$2,780.80  | \$2,862.40  | \$2,948.00  | \$3,036.80  | \$3,128.00  | \$3,221.60  | \$3,286.40  | \$3,352.80  | \$3,419.20  |
| Annually | \$68,078.40 | \$70,158.40 | \$72,300.80 | \$74,422.40 | \$76,648.00 | \$78,956.80 | \$81,328.00 | \$83,761.60 | \$85,446.40 | \$87,172.80 | \$88,899.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$43.58     | \$44.46     | \$45.37     | \$46.26     | \$46.72     | \$47.21     | \$47.69     |             |             |             |             |
| Hourly   | \$3,486.40  | \$3,556.80  | \$3,629.60  | \$3,700.80  | \$3,737.60  | \$3,776.80  | \$3,815.20  |             |             |             |             |
| Annually | \$90,646.40 | \$92,476.80 | \$94,369.60 | \$96,220.80 | \$97,177.60 | \$98,196.80 | \$99,195.20 |             |             |             |             |

### Grade 80

| Steps    | 1           | 2            | 3            | 4            | 5            | 6            | 7            | 8           | 9           | 10          | 11          |
|----------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|
| Hourly   | \$35.78     | \$36.85      | \$37.96      | \$39.10      | \$40.27      | \$41.49      | \$42.73      | \$44.01     | \$44.89     | \$45.79     | \$46.71     |
| Biweekly | \$2,862.40  | \$2,948.00   | \$3,036.80   | \$3,128.00   | \$3,221.60   | \$3,319.20   | \$3,418.40   | \$3,520.80  | \$3,591.20  | \$3,663.20  | \$3,736.80  |
| Annually | \$74,422.40 | \$76,648.00  | \$78,956.80  | \$81,328.00  | \$83,761.60  | \$86,299.20  | \$88,878.40  | \$91,540.80 | \$93,371.20 | \$95,243.20 | \$97,156.80 |
| Steps    | 12          | 13           | 14           | 15           | 16           | 17           | 18           | 19          | 20          |             |             |
| Biweekly | \$47.63     | \$48.58      | \$49.56      | \$50.56      | \$51.06      | \$51.56      | \$52.09      |             |             |             |             |
| Hourly   | \$3,810.40  | \$3,886.40   | \$3,964.80   | \$4,044.80   | \$4,084.80   | \$4,124.80   | \$4,167.20   |             |             |             |             |
| Annually | \$99,070.40 | \$101,046.40 | \$103,084.80 | \$105,164.80 | \$106,204.80 | \$107,244.80 | \$108,347.20 |             |             |             |             |

### Grade 81

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$39.10      | \$40.27      | \$41.49      | \$42.73      | \$44.01      | \$45.34      | \$46.70      | \$48.08      | \$49.55      | \$50.53      | \$51.54      |
| Biweekly | \$3,128.00   | \$3,221.60   | \$3,319.20   | \$3,418.40   | \$3,520.80   | \$3,627.20   | \$3,736.00   | \$3,846.40   | \$3,964.00   | \$4,042.40   | \$4,123.20   |
| Annually | \$81,328.00  | \$83,761.60  | \$86,299.20  | \$88,878.40  | \$91,540.80  | \$94,307.20  | \$97,136.00  | \$100,006.40 | \$103,064.00 | \$105,102.40 | \$107,203.20 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$52.57      | \$53.62      | \$54.68      | \$55.76      | \$56.90      | \$57.46      | \$58.03      | \$58.62      |              |              |              |
| Hourly   | \$4,205.60   | \$4,289.60   | \$4,374.40   | \$4,460.80   | \$4,552.00   | \$4,596.80   | \$4,642.40   | \$4,689.60   |              |              |              |
| Annually | \$109.345.60 | \$111.529.60 | \$113.734.40 | \$115.980.80 | \$118.352.00 | \$119.516.80 | \$120.702.40 | \$121.929.60 |              |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$44.01      | \$45.34      | \$46.70      | \$48.08      | \$49.55      | \$51.01      | \$52.55      | \$54.11      | \$55.74      | \$56.87      | \$58.01      |
| Biweekly | \$3,520.80   | \$3,627.20   | \$3,736.00   | \$3,846.40   | \$3,964.00   | \$4,080.80   | \$4,204.00   | \$4,328.80   | \$4,459.20   | \$4,549.60   | \$4,640.80   |
| Annually | \$91,540.80  | \$94,307.20  | \$97,136.00  | \$100,006.40 | \$103,064.00 | \$106,100.80 | \$109,304.00 | \$112,548.80 | \$115,939.20 | \$118,289.60 | \$120,660.80 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$59.15      | \$60.35      | \$61.54      | \$62.79      | \$64.03      | \$64.69      | \$65.33      | \$65.99      |              |              |              |
| Hourly   | \$4,732.00   | \$4,828.00   | \$4,923.20   | \$5,023.20   | \$5,122.40   | \$5,175.20   | \$5,226.40   | \$5,279.20   |              |              |              |
| Annually | \$123,032.00 | \$125,528.00 | \$128,003.20 | \$130,603.20 | \$133,182.40 | \$134,555.20 | \$135,886.40 | \$137,259.20 |              |              |              |

(Non-bargaining unit)

NOME (34%)

### Grade 83

| Steps              | 1            | 2                    | 3                    | 4             | 5            | 6            | 7             | 8            | 9            | 10           | 11           |
|--------------------|--------------|----------------------|----------------------|---------------|--------------|--------------|---------------|--------------|--------------|--------------|--------------|
| Hourly             | \$49.55      | \$51.01              | \$52.55              | \$54.11       | \$55.74      | \$57.42      | \$59.13       | \$60.91      | \$62.75      | \$63.99      | \$65.29      |
| Biweekly           | \$3,964.00   | \$4,080.80           | \$4,204.00           | \$4,328.80    | \$4,459.20   | \$4,593.60   | \$4,730.40    | \$4,872.80   | \$5,020.00   | \$5,119.20   | \$5,223.20   |
| Annually           | \$103,064.00 | \$106,100.80         | \$109,304.00         | \$112,548.80  | \$115,939.20 | \$119,433.60 | \$122,990.40  | \$126,692.80 | \$130,520.00 | \$133,099.20 | \$135,803.20 |
| <b>Ch</b> - 11 - 1 | 40           |                      |                      |               | 40           | 47           | 10            | 10           | 20           |              |              |
| Steps              | 12           | 13                   | 14                   | 15            | 16           | 17           | 18            | 19           | 20           |              |              |
| Steps<br>Biweekly  | \$66.60      | <b>13</b><br>\$67.93 | <b>14</b><br>\$69.30 | 15<br>\$70.69 | \$72.10      | \$72.80      | 18<br>\$73.53 | \$74.28      | 20           |              |              |
|                    |              |                      |                      |               |              |              |               |              | 20           |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$54.11      | \$55.74      | \$57.42      | \$59.13      | \$60.91      | \$62.75      | \$64.64      | \$66.56      | \$68.57      | \$70.61      | \$72.05      |
| Biweekly | \$4,328.80   | \$4,459.20   | \$4,593.60   | \$4,730.40   | \$4,872.80   | \$5,020.00   | \$5,171.20   | \$5,324.80   | \$5,485.60   | \$5,648.80   | \$5,764.00   |
| Annually | \$112,548.80 | \$115,939.20 | \$119,433.60 | \$122,990.40 | \$126,692.80 | \$130,520.00 | \$134,451.20 | \$138,444.80 | \$142,625.60 | \$146,868.80 | \$149,864.00 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$73.46      | \$74.93      | \$76.46      | \$77.96      | \$79.53      | \$81.11      | \$81.94      | \$82.74      | \$83.58      |              |              |
| Hourly   | \$5,876.80   | \$5,994.40   | \$6,116.80   | \$6,236.80   | \$6,362.40   | \$6,488.80   | \$6,555.20   | \$6,619.20   | \$6,686.40   |              |              |
| Annually | \$152,796.80 | \$155,854.40 | \$159,036.80 | \$162,156.80 | \$165,422.40 | \$168,708.80 | \$170,435.20 | \$172,099.20 | \$173,846.40 |              |              |

(Non-bargaining unit)

**BETHEL (38%)** 

### Grade 71

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$13.91     | \$14.31     | \$14.74     | \$15.19     | \$15.63     | \$16.12     | \$16.44     | \$16.77     | \$17.10     | \$17.43     | \$17.79     |
| Biweekly | \$1,112.80  | \$1,144.80  | \$1,179.20  | \$1,215.20  | \$1,250.40  | \$1,289.60  | \$1,315.20  | \$1,341.60  | \$1,368.00  | \$1,394.40  | \$1,423.20  |
| Annually | \$28,932.80 | \$29,764.80 | \$30,659.20 | \$31,595.20 | \$32,510.40 | \$33,529.60 | \$34,195.20 | \$34,881.60 | \$35,568.00 | \$36,254.40 | \$37,003.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$18.15     | \$18.51     | \$18.70     | \$18.89     | \$19.07     |             |             |             |             |             |             |
| Hourly   | \$1,452.00  | \$1,480.80  | \$1,496.00  | \$1,511.20  | \$1,525.60  |             |             |             |             |             |             |
| Annually | \$37,752.00 | \$38,500.80 | \$38,896.00 | \$39,291.20 | \$39,665.60 |             |             |             |             |             |             |

### Grade 72

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$15.63     | \$16.12     | \$16.59     | \$17.10     | \$17.62     | \$18.12     | \$18.51     | \$18.88     | \$19.25     | \$19.65     | \$20.00     |
| Biweekly | \$1,250.40  | \$1,289.60  | \$1,327.20  | \$1,368.00  | \$1,409.60  | \$1,449.60  | \$1,480.80  | \$1,510.40  | \$1,540.00  | \$1,572.00  | \$1,600.00  |
| Annually | \$32,510.40 | \$33,529.60 | \$34,507.20 | \$35,568.00 | \$36,649.60 | \$37,689.60 | \$38,500.80 | \$39,270.40 | \$40,040.00 | \$40,872.00 | \$41,600.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$20.43     | \$20.84     | \$21.03     | \$21.26     | \$21.45     |             |             |             |             |             |             |
| Hourly   | \$1,634.40  | \$1,667.20  | \$1,682.40  | \$1,700.80  | \$1,716.00  |             |             |             |             |             |             |
| Annually | \$42,494.40 | \$43,347.20 | \$43,742.40 | \$44,220.80 | \$44,616.00 |             |             |             |             |             |             |

### Grade 73

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$17.62     | \$18.12     | \$18.68     | \$19.25     | \$19.80     | \$20.41     | \$20.81     | \$21.24     | \$21.66     | \$22.08     | \$22.53     |
| Biweekly | \$1,409.60  | \$1,449.60  | \$1,494.40  | \$1,540.00  | \$1,584.00  | \$1,632.80  | \$1,664.80  | \$1,699.20  | \$1,732.80  | \$1,766.40  | \$1,802.40  |
| Annually | \$36,649.60 | \$37,689.60 | \$38,854.40 | \$40,040.00 | \$41,184.00 | \$42,452.80 | \$43,284.80 | \$44,179.20 | \$45,052.80 | \$45,926.40 | \$46,862.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$22.97     | \$23.43     | \$23.68     | \$23.90     | \$24.15     |             |             |             |             |             |             |
| Hourly   | \$1,837.60  | \$1,874.40  | \$1,894.40  | \$1,912.00  | \$1,932.00  |             |             |             |             |             |             |
| Annually | \$47,777.60 | \$48,734.40 | \$49,254.40 | \$49,712.00 | \$50,232.00 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$19.80     | \$20.41     | \$21.02     | \$21.63     | \$22.29     | \$22.95     | \$23.42     | \$23.89     | \$24.37     | \$24.87     | \$25.37     |
| Biweekly | \$1,584.00  | \$1,632.80  | \$1,681.60  | \$1,730.40  | \$1,783.20  | \$1,836.00  | \$1,873.60  | \$1,911.20  | \$1,949.60  | \$1,989.60  | \$2,029.60  |
| Annually | \$41,184.00 | \$42,452.80 | \$43,721.60 | \$44,990.40 | \$46,363.20 | \$47,736.00 | \$48,713.60 | \$49,691.20 | \$50,689.60 | \$51,729.60 | \$52,769.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$25.87     | \$26.39     | \$26.64     | \$26.92     | \$27.17     |             |             |             |             |             |             |
| Hourly   | \$2,069.60  | \$2,111.20  | \$2,131.20  | \$2,153.60  | \$2,173.60  |             |             |             |             |             |             |
| Annually | \$53,809.60 | \$54.891.20 | \$55,411.20 | \$55,993.60 | \$56,513.60 |             |             |             |             |             |             |

(Non-bargaining unit)

**BETHEL (38%)** 

### Grade 75

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$22.29     | \$22.95     | \$23.67     | \$24.37     | \$25.09     | \$25.85     | \$26.38     | \$26.90     | \$27.45     | \$27.99     | \$28.56     |
| Biweekly | \$1,783.20  | \$1,836.00  | \$1,893.60  | \$1,949.60  | \$2,007.20  | \$2,068.00  | \$2,110.40  | \$2,152.00  | \$2,196.00  | \$2,239.20  | \$2,284.80  |
| Annually | \$46,363.20 | \$47,736.00 | \$49,233.60 | \$50,689.60 | \$52,187.20 | \$53,768.00 | \$54,870.40 | \$55,952.00 | \$57,096.00 | \$58,219.20 | \$59,404.80 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$29.12     | \$29.70     | \$29.97     | \$30.30     | \$30.59     |             |             |             |             |             |             |
| Hourly   | \$2,329.60  | \$2,376.00  | \$2,397.60  | \$2,424.00  | \$2,447.20  |             |             |             |             |             |             |
| Annually | \$60,569.60 | \$61,776.00 | \$62,337.60 | \$63,024.00 | \$63,627.20 |             |             |             |             |             |             |

### Grade 76

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$25.09     | \$25.85     | \$26.60     | \$27.45     | \$28.22     | \$29.11     | \$29.69     | \$30.28     | \$30.89     | \$31.50     | \$32.13     |
| Biweekly | \$2,007.20  | \$2,068.00  | \$2,128.00  | \$2,196.00  | \$2,257.60  | \$2,328.80  | \$2,375.20  | \$2,422.40  | \$2,471.20  | \$2,520.00  | \$2,570.40  |
| Annually | \$52,187.20 | \$53,768.00 | \$55,328.00 | \$57,096.00 | \$58,697.60 | \$60,548.80 | \$61,755.20 | \$62,982.40 | \$64,251.20 | \$65,520.00 | \$66,830.40 |
|          |             |             |             |             |             |             |             |             |             |             |             |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$32.76     | \$33.42     | \$33.75     | \$34.09     | \$34.44     |             |             |             |             |             |             |
| Hourly   | \$2,620.80  | \$2,673.60  | \$2,700.00  | \$2,727.20  | \$2,755.20  |             |             |             |             |             |             |
| Annually | \$68,140.80 | \$69,513.60 | \$70,200.00 | \$70,907.20 | \$71,635.20 |             |             |             |             |             |             |

### Grade 77

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$28.22     | \$29.11     | \$29.95     | \$30.87     | \$31.77     | \$32.73     | \$33.38     | \$34.05     | \$34.77     | \$35.42     | \$36.18     |
| Biweekly | \$2,257.60  | \$2,328.80  | \$2,396.00  | \$2,469.60  | \$2,541.60  | \$2,618.40  | \$2,670.40  | \$2,724.00  | \$2,781.60  | \$2,833.60  | \$2,894.40  |
| Annually | \$58,697.60 | \$60,548.80 | \$62,296.00 | \$64,209.60 | \$66,081.60 | \$68,078.40 | \$69,430.40 | \$70,824.00 | \$72,321.60 | \$73,673.60 | \$75,254.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$36.89     | \$37.60     | \$38.00     | \$38.38     | \$38.74     |             |             |             |             |             |             |
| Hourly   | \$2,951.20  | \$3,008.00  | \$3,040.00  | \$3,070.40  | \$3,099.20  |             |             |             |             |             |             |
| Annually | \$76,731.20 | \$78,208.00 | \$79,040.00 | \$79,830.40 | \$80,579.20 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$30.87     | \$31.77     | \$32.73     | \$33.73     | \$34.73     | \$35.78     | \$36.84     | \$37.57     | \$38.33     | \$39.10     | \$39.90     |
| Biweekly | \$2,469.60  | \$2,541.60  | \$2,618.40  | \$2,698.40  | \$2,778.40  | \$2,862.40  | \$2,947.20  | \$3,005.60  | \$3,066.40  | \$3,128.00  | \$3,192.00  |
| Annually | \$64,209.60 | \$66,081.60 | \$68,078.40 | \$70,158.40 | \$72,238.40 | \$74,422.40 | \$76,627.20 | \$78,145.60 | \$79,726.40 | \$81,328.00 | \$82,992.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$40.69     | \$41.49     | \$42.33     | \$42.75     | \$43.18     | \$43.62     |             |             |             |             |             |
| Hourly   | \$3,255.20  | \$3,319.20  | \$3,386.40  | \$3,420.00  | \$3,454.40  | \$3,489.60  |             |             |             |             |             |
| Annually | \$84,635.20 | \$86,299.20 | \$88,046.40 | \$88,920.00 | \$89,814.40 | \$90,729.60 |             |             |             |             |             |

(Non-bargaining unit)

**BETHEL (38%)** 

### Grade 79

| Steps    | 1           | 2           | 3           | 4           | 5            | 6            | 7            | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|
| Hourly   | \$33.73     | \$34.73     | \$35.78     | \$36.84     | \$37.96      | \$39.09      | \$40.27      | \$41.47     | \$42.31     | \$43.17     | \$44.02     |
| Biweekly | \$2,698.40  | \$2,778.40  | \$2,862.40  | \$2,947.20  | \$3,036.80   | \$3,127.20   | \$3,221.60   | \$3,317.60  | \$3,384.80  | \$3,453.60  | \$3,521.60  |
| Annually | \$70,158.40 | \$72,238.40 | \$74,422.40 | \$76,627.20 | \$78,956.80  | \$81,307.20  | \$83,761.60  | \$86,257.60 | \$88,004.80 | \$89,793.60 | \$91,561.60 |
| Steps    | 12          | 13          | 14          | 15          | 16           | 17           | 18           | 19          | 20          |             |             |
| Biweekly | \$44.89     | \$45.80     | \$46.71     | \$47.63     | \$48.13      | \$48.60      | \$49.09      |             |             |             |             |
| Hourly   | \$3,591.20  | \$3,664.00  | \$3,736.80  | \$3,810.40  | \$3,850.40   | \$3,888.00   | \$3,927.20   |             |             |             |             |
| Annually | \$93,371.20 | \$95,264.00 | \$97,156.80 | \$99,070.40 | \$100,110.40 | \$101,088.00 | \$102,107.20 |             |             |             |             |

### Grade 80

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8           | 9           | 10          | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|--------------|
| Hourly   | \$36.84      | \$37.96      | \$39.09      | \$40.27      | \$41.47      | \$42.73      | \$44.00      | \$45.34     | \$46.24     | \$47.16     | \$48.10      |
| Biweekly | \$2,947.20   | \$3,036.80   | \$3,127.20   | \$3,221.60   | \$3,317.60   | \$3,418.40   | \$3,520.00   | \$3,627.20  | \$3,699.20  | \$3,772.80  | \$3,848.00   |
| Annually | \$76,627.20  | \$78,956.80  | \$81,307.20  | \$83,761.60  | \$86,257.60  | \$88,878.40  | \$91,520.00  | \$94,307.20 | \$96,179.20 | \$98,092.80 | \$100,048.00 |
|          |              |              |              |              |              |              |              |             |             |             |              |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19          | 20          |             |              |
| Biweekly | \$49.05      | \$50.02      | \$51.02      | \$52.06      | \$52.57      | \$53.10      | \$53.64      |             |             |             |              |
| Hourly   | \$3,924.00   | \$4,001.60   | \$4,081.60   | \$4,164.80   | \$4,205.60   | \$4,248.00   | \$4,291.20   |             |             |             |              |
| Annually | \$102,024.00 | \$104,041.60 | \$106,121.60 | \$108,284.80 | \$109,345.60 | \$110,448.00 | \$111,571.20 |             |             |             |              |

### Grade 81

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$40.27      | \$41.47      | \$42.73      | \$44.00      | \$45.34      | \$46.69      | \$48.08      | \$49.54      | \$51.01      | \$52.03      | \$53.07      |
| Biweekly | \$3,221.60   | \$3,317.60   | \$3,418.40   | \$3,520.00   | \$3,627.20   | \$3,735.20   | \$3,846.40   | \$3,963.20   | \$4,080.80   | \$4,162.40   | \$4,245.60   |
| Annually | \$83,761.60  | \$86,257.60  | \$88,878.40  | \$91,520.00  | \$94,307.20  | \$97,115.20  | \$100,006.40 | \$103,043.20 | \$106,100.80 | \$108,222.40 | \$110,385.60 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$54.13      | \$55.22      | \$56.31      | \$57.44      | \$58.61      | \$59.18      | \$59.77      | \$60.37      |              |              |              |
| Hourly   | \$4,330.40   | \$4,417.60   | \$4,504.80   | \$4,595.20   | \$4,688.80   | \$4,734.40   | \$4,781.60   | \$4,829.60   |              |              |              |
| Annually | \$112,590.40 | \$114,857.60 | \$117,124.80 | \$119,475.20 | \$121,908.80 | \$123,094.40 | \$124,321.60 | \$125,569.60 |              |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$45.34      | \$46.69      | \$48.08      | \$49.54      | \$51.01      | \$52.55      | \$54.12      | \$55.72      | \$57.41      | \$58.58      | \$59.73      |
| Biweekly | \$3,627.20   | \$3,735.20   | \$3,846.40   | \$3,963.20   | \$4,080.80   | \$4,204.00   | \$4,329.60   | \$4,457.60   | \$4,592.80   | \$4,686.40   | \$4,778.40   |
| Annually | \$94,307.20  | \$97,115.20  | \$100,006.40 | \$103,043.20 | \$106,100.80 | \$109,304.00 | \$112,569.60 | \$115,897.60 | \$119,412.80 | \$121,846.40 | \$124,238.40 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$60.93      | \$62.14      | \$63.39      | \$64.66      | \$65.95      | \$66.62      | \$67.27      | \$67.96      |              |              |              |
| Hourly   | \$4,874.40   | \$4,971.20   | \$5,071.20   | \$5,172.80   | \$5,276.00   | \$5,329.60   | \$5,381.60   | \$5,436.80   |              |              |              |
| Annually | \$126,734.40 | \$129,251.20 | \$131,851.20 | \$134,492.80 | \$137,176.00 | \$138,569.60 | \$139,921.60 | \$141,356.80 |              |              |              |

(Non-bargaining unit)

**BETHEL (38%)** 

### Grade 83

| Steps             | 1            | 2                    | 3                    | 4             | 5             | 6                    | 7                    | 8                    | 9            | 10           | 11           |
|-------------------|--------------|----------------------|----------------------|---------------|---------------|----------------------|----------------------|----------------------|--------------|--------------|--------------|
| Hourly            | \$51.01      | \$52.55              | \$54.12              | \$55.72       | \$57.41       | \$59.12              | \$60.90              | \$62.74              | \$64.63      | \$65.93      | \$67.24      |
| Biweekly          | \$4,080.80   | \$4,204.00           | \$4,329.60           | \$4,457.60    | \$4,592.80    | \$4,729.60           | \$4,872.00           | \$5,019.20           | \$5,170.40   | \$5,274.40   | \$5,379.20   |
| Annually          | \$106,100.80 | \$109,304.00         | \$112,569.60         | \$115,897.60  | \$119,412.80  | \$122,969.60         | \$126,672.00         | \$130,499.20         | \$134,430.40 | \$137,134.40 | \$139,859.20 |
| Stone             | 10           |                      |                      |               |               |                      |                      |                      | 20           |              |              |
| Sleps             | 12           | 13                   | 14                   | 15            | 16            | 17                   | 18                   | 19                   | 20           |              |              |
| Steps<br>Biweekly | \$68.57      | <b>13</b><br>\$69.94 | <b>14</b><br>\$71.34 | 15<br>\$72.78 | 16<br>\$74.26 | <b>17</b><br>\$74.97 | <b>18</b><br>\$75.72 | <b>19</b><br>\$76.49 | 20           |              |              |
|                   |              |                      |                      |               |               |                      |                      |                      | 20           |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$55.72      | \$57.41      | \$59.12      | \$60.90      | \$62.74      | \$64.63      | \$66.56      | \$68.56      | \$70.61      | \$72.73      | \$74.18      |
| Biweekly | \$4,457.60   | \$4,592.80   | \$4,729.60   | \$4,872.00   | \$5,019.20   | \$5,170.40   | \$5,324.80   | \$5,484.80   | \$5,648.80   | \$5,818.40   | \$5,934.40   |
| Annually | \$115,897.60 | \$119,412.80 | \$122,969.60 | \$126,672.00 | \$130,499.20 | \$134,430.40 | \$138,444.80 | \$142,604.80 | \$146,868.80 | \$151,278.40 | \$154,294.40 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$75.66      | \$77.18      | \$78.71      | \$80.28      | \$81.90      | \$83.53      | \$84.37      | \$85.21      | \$86.07      |              |              |
| Hourly   | \$6,052.80   | \$6,174.40   | \$6,296.80   | \$6,422.40   | \$6,552.00   | \$6,682.40   | \$6,749.60   | \$6,816.80   | \$6,885.60   |              |              |
| Annually | \$157,372.80 | \$160,534.40 | \$163,716.80 | \$166,982.40 | \$170,352.00 | \$173,742.40 | \$175,489.60 | \$177,236.80 | \$179,025.60 |              |              |

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

### Grade 71

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$14.29     | \$14.73     | \$15.17     | \$15.63     | \$16.09     | \$16.58     | \$16.89     | \$17.25     | \$17.60     | \$17.96     | \$18.28     |
| Biweekly | \$1,143.20  | \$1,178.40  | \$1,213.60  | \$1,250.40  | \$1,287.20  | \$1,326.40  | \$1,351.20  | \$1,380.00  | \$1,408.00  | \$1,436.80  | \$1,462.40  |
| Annually | \$29,723.20 | \$30,638.40 | \$31,553.60 | \$32,510.40 | \$33,467.20 | \$34,486.40 | \$35,131.20 | \$35,880.00 | \$36,608.00 | \$37,356.80 | \$38,022.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$18.68     | \$19.05     | \$19.23     | \$19.43     | \$19.64     |             |             |             |             |             |             |
| Hourly   | \$1,494.40  | \$1,524.00  | \$1,538.40  | \$1,554.40  | \$1,571.20  |             |             |             |             |             |             |
| Annually | \$38,854.40 | \$39,624.00 | \$39,998.40 | \$40,414.40 | \$40,851.20 |             |             |             |             |             |             |

### Grade 72

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$16.09     | \$16.58     | \$17.09     | \$17.60     | \$18.12     | \$18.65     | \$19.05     | \$19.40     | \$19.79     | \$20.20     | \$20.59     |
| Biweekly | \$1,287.20  | \$1,326.40  | \$1,367.20  | \$1,408.00  | \$1,449.60  | \$1,492.00  | \$1,524.00  | \$1,552.00  | \$1,583.20  | \$1,616.00  | \$1,647.20  |
| Annually | \$33,467.20 | \$34,486.40 | \$35,547.20 | \$36,608.00 | \$37,689.60 | \$38,792.00 | \$39,624.00 | \$40,352.00 | \$41,163.20 | \$42,016.00 | \$42,827.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$21.01     | \$21.44     | \$21.65     | \$21.86     | \$22.07     |             |             |             |             |             |             |
| Hourly   | \$1,680.80  | \$1,715.20  | \$1,732.00  | \$1,748.80  | \$1,765.60  |             |             |             |             |             |             |
| Annually | \$43,700.80 | \$44,595.20 | \$45,032.00 | \$45,468.80 | \$45,905.60 |             |             |             |             |             |             |

### Grade 73

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$18.12     | \$18.65     | \$19.22     | \$19.79     | \$20.39     | \$20.99     | \$21.42     | \$21.85     | \$22.28     | \$22.74     | \$23.18     |
| Biweekly | \$1,449.60  | \$1,492.00  | \$1,537.60  | \$1,583.20  | \$1,631.20  | \$1,679.20  | \$1,713.60  | \$1,748.00  | \$1,782.40  | \$1,819.20  | \$1,854.40  |
| Annually | \$37,689.60 | \$38,792.00 | \$39,977.60 | \$41,163.20 | \$42,411.20 | \$43,659.20 | \$44,553.60 | \$45,448.00 | \$46,342.40 | \$47,299.20 | \$48,214.40 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$23.65     | \$24.12     | \$24.35     | \$24.59     | \$24.85     |             |             |             |             |             |             |
| Hourly   | \$1,892.00  | \$1,929.60  | \$1,948.00  | \$1,967.20  | \$1,988.00  |             |             |             |             |             |             |
| Annually | \$49,192.00 | \$50,169.60 | \$50,648.00 | \$51,147.20 | \$51,688.00 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$20.39     | \$20.99     | \$21.63     | \$22.27     | \$22.94     | \$23.64     | \$24.10     | \$24.58     | \$25.07     | \$25.58     | \$26.09     |
| Biweekly | \$1,631.20  | \$1,679.20  | \$1,730.40  | \$1,781.60  | \$1,835.20  | \$1,891.20  | \$1,928.00  | \$1,966.40  | \$2,005.60  | \$2,046.40  | \$2,087.20  |
| Annually | \$42,411.20 | \$43,659.20 | \$44,990.40 | \$46,321.60 | \$47,715.20 | \$49,171.20 | \$50,128.00 | \$51,126.40 | \$52,145.60 | \$53,206.40 | \$54,267.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$26.60     | \$27.12     | \$27.45     | \$27.67     | \$27.99     |             |             |             |             |             |             |
| Hourly   | \$2,128.00  | \$2,169.60  | \$2,196.00  | \$2,213.60  | \$2,239.20  |             |             |             |             |             |             |
| Annually | \$55,328.00 | \$56,409.60 | \$57,096.00 | \$57,553.60 | \$58,219.20 |             |             |             |             |             |             |

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

### Grade 75

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$22.94     | \$23.64     | \$24.34     | \$25.07     | \$25.83     | \$26.59     | \$27.10     | \$27.65     | \$28.20     | \$28.77     | \$29.34     |
| Biweekly | \$1,835.20  | \$1,891.20  | \$1,947.20  | \$2,005.60  | \$2,066.40  | \$2,127.20  | \$2,168.00  | \$2,212.00  | \$2,256.00  | \$2,301.60  | \$2,347.20  |
| Annually | \$47,715.20 | \$49,171.20 | \$50,627.20 | \$52,145.60 | \$53,726.40 | \$55,307.20 | \$56,368.00 | \$57,512.00 | \$58,656.00 | \$59,841.60 | \$61,027.20 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$29.94     | \$30.54     | \$30.87     | \$31.16     | \$31.50     |             |             |             |             |             |             |
| Hourly   | \$2,395.20  | \$2,443.20  | \$2,469.60  | \$2,492.80  | \$2,520.00  |             |             |             |             |             |             |
| Annually | \$62,275.20 | \$63,523.20 | \$64,209.60 | \$64,812.80 | \$65,520.00 |             |             |             |             |             |             |

### Grade 76

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$25.83     | \$26.59     | \$27.42     | \$28.20     | \$29.09     | \$29.93     | \$30.52     | \$31.15     | \$31.76     | \$32.41     | \$33.05     |
| Biweekly | \$2,066.40  | \$2,127.20  | \$2,193.60  | \$2,256.00  | \$2,327.20  | \$2,394.40  | \$2,441.60  | \$2,492.00  | \$2,540.80  | \$2,592.80  | \$2,644.00  |
| Annually | \$53,726.40 | \$55,307.20 | \$57,033.60 | \$58,656.00 | \$60,507.20 | \$62,254.40 | \$63,481.60 | \$64,792.00 | \$66,060.80 | \$67,412.80 | \$68,744.00 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$33.72     | \$34.38     | \$34.73     | \$35.07     | \$35.41     |             |             |             |             |             |             |
| Hourly   | \$2,697.60  | \$2,750.40  | \$2,778.40  | \$2,805.60  | \$2,832.80  |             |             |             |             |             |             |
| Annually | \$70,137.60 | \$71,510.40 | \$72,238.40 | \$72,945.60 | \$73,652.80 |             |             |             |             |             |             |

### Grade 77

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$29.09     | \$29.93     | \$30.84     | \$31.73     | \$32.70     | \$33.70     | \$34.34     | \$35.06     | \$35.77     | \$36.45     | \$37.22     |
| Biweekly | \$2,327.20  | \$2,394.40  | \$2,467.20  | \$2,538.40  | \$2,616.00  | \$2,696.00  | \$2,747.20  | \$2,804.80  | \$2,861.60  | \$2,916.00  | \$2,977.60  |
| Annually | \$60,507.20 | \$62,254.40 | \$64,147.20 | \$65,998.40 | \$68,016.00 | \$70,096.00 | \$71,427.20 | \$72,924.80 | \$74,401.60 | \$75,816.00 | \$77,417.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$37.95     | \$38.71     | \$39.09     | \$39.48     | \$39.87     |             |             |             |             |             |             |
| Hourly   | \$3,036.00  | \$3,096.80  | \$3,127.20  | \$3,158.40  | \$3,189.60  |             |             |             |             |             |             |
| Annually | \$78,936.00 | \$80,516.80 | \$81,307.20 | \$82,118.40 | \$82,929.60 |             |             |             |             |             |             |

| Steps    | 1           | 2           | 3           | 4           | 5           | 6           | 7           | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Hourly   | \$31.73     | \$32.70     | \$33.70     | \$34.69     | \$35.74     | \$36.82     | \$37.90     | \$38.67     | \$39.44     | \$40.23     | \$41.07     |
| Biweekly | \$2,538.40  | \$2,616.00  | \$2,696.00  | \$2,775.20  | \$2,859.20  | \$2,945.60  | \$3,032.00  | \$3,093.60  | \$3,155.20  | \$3,218.40  | \$3,285.60  |
| Annually | \$65,998.40 | \$68,016.00 | \$70,096.00 | \$72,155.20 | \$74,339.20 | \$76,585.60 | \$78,832.00 | \$80,433.60 | \$82,035.20 | \$83,678.40 | \$85,425.60 |
| Steps    | 12          | 13          | 14          | 15          | 16          | 17          | 18          | 19          | 20          |             |             |
| Biweekly | \$41.86     | \$42.69     | \$43.55     | \$43.99     | \$44.42     | \$44.89     |             |             |             |             |             |
| Hourly   | \$3,348.80  | \$3,415.20  | \$3,484.00  | \$3,519.20  | \$3,553.60  | \$3,591.20  |             |             |             |             |             |
| Annually | \$87,068.80 | \$88,795.20 | \$90,584.00 | \$91,499.20 | \$92,393.60 | \$93,371.20 |             |             |             |             |             |

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

### Grade 79

| Steps    | 1           | 2           | 3           | 4            | 5            | 6            | 7            | 8           | 9           | 10          | 11          |
|----------|-------------|-------------|-------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|
| Hourly   | \$34.69     | \$35.74     | \$36.82     | \$37.90      | \$39.06      | \$40.22      | \$41.45      | \$42.66     | \$43.52     | \$44.40     | \$45.29     |
| Biweekly | \$2,775.20  | \$2,859.20  | \$2,945.60  | \$3,032.00   | \$3,124.80   | \$3,217.60   | \$3,316.00   | \$3,412.80  | \$3,481.60  | \$3,552.00  | \$3,623.20  |
| Annually | \$72,155.20 | \$74,339.20 | \$76,585.60 | \$78,832.00  | \$81,244.80  | \$83,657.60  | \$86,216.00  | \$88,732.80 | \$90,521.60 | \$92,352.00 | \$94,203.20 |
| Steps    | 12          | 13          | 14          | 15           | 16           | 17           | 18           | 19          | 20          |             |             |
| Biweekly | \$46.20     | \$47.13     | \$48.06     | \$49.02      | \$49.53      | \$49.99      | \$50.53      |             |             |             |             |
| Hourly   | \$3,696.00  | \$3,770.40  | \$3,844.80  | \$3,921.60   | \$3,962.40   | \$3,999.20   | \$4,042.40   |             |             |             |             |
| Annually | \$96,096.00 | \$98,030.40 | \$99,964.80 | \$101,961.60 | \$103,022.40 | \$103,979.20 | \$105,102.40 |             |             |             |             |

### Grade 80

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8           | 9           | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|--------------|--------------|
| Hourly   | \$37.90      | \$39.06      | \$40.22      | \$41.45      | \$42.66      | \$43.98      | \$45.28      | \$46.63     | \$47.55     | \$48.51      | \$49.50      |
| Biweekly | \$3,032.00   | \$3,124.80   | \$3,217.60   | \$3,316.00   | \$3,412.80   | \$3,518.40   | \$3,622.40   | \$3,730.40  | \$3,804.00  | \$3,880.80   | \$3,960.00   |
| Annually | \$78,832.00  | \$81,244.80  | \$83,657.60  | \$86,216.00  | \$88,732.80  | \$91,478.40  | \$94,182.40  | \$96,990.40 | \$98,904.00 | \$100,900.80 | \$102,960.00 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19          | 20          |              |              |
| Biweekly | \$50.49      | \$51.49      | \$52.51      | \$53.57      | \$54.10      | \$54.64      | \$55.20      |             |             |              |              |
| Hourly   | \$4,039.20   | \$4,119.20   | \$4,200.80   | \$4,285.60   | \$4,328.00   | \$4,371.20   | \$4,416.00   |             |             |              |              |
| Annually | \$105,019.20 | \$107,099.20 | \$109,220.80 | \$111,425.60 | \$112,528.00 | \$113,651.20 | \$114,816.00 |             |             |              |              |

### Grade 81

| Steps              | 1                     | 2                     | 3                     | 4                     | 5                     | 6                     | 7                     | 8                     | 9            | 10           | 11           |
|--------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|--------------|--------------|--------------|
| Hourly             | \$41.45               | \$42.66               | \$43.98               | \$45.28               | \$46.63               | \$48.03               | \$49.48               | \$50.94               | \$52.49      | \$53.54      | \$54.61      |
| Biweekly           | \$3,316.00            | \$3,412.80            | \$3,518.40            | \$3,622.40            | \$3,730.40            | \$3,842.40            | \$3,958.40            | \$4,075.20            | \$4,199.20   | \$4,283.20   | \$4,368.80   |
| Annually           | \$86,216.00           | \$88,732.80           | \$91,478.40           | \$94,182.40           | \$96,990.40           | \$99,902.40           | \$102,918.40          | \$105,955.20          | \$109,179.20 | \$111,363.20 | \$113,588.80 |
| Steps              | 12                    | 13                    | 14                    | 15                    | 16                    | 17                    | 18                    | 19                    | 20           |              |              |
|                    |                       |                       |                       |                       |                       |                       |                       |                       |              |              |              |
| Biweekly           | \$55.70               | \$56.83               | \$57.95               | \$59.11               | \$60.30               | \$60.90               | \$61.50               | \$62.12               |              |              |              |
| Biweekly<br>Hourly | \$55.70<br>\$4,456.00 | \$56.83<br>\$4,546.40 | \$57.95<br>\$4,636.00 | \$59.11<br>\$4,728.80 | \$60.30<br>\$4,824.00 | \$60.90<br>\$4,872.00 | \$61.50<br>\$4,920.00 | \$62.12<br>\$4,969.60 |              |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$46.63      | \$48.03      | \$49.48      | \$50.94      | \$52.49      | \$54.06      | \$55.69      | \$57.35      | \$59.08      | \$60.27      | \$61.47      |
| Biweekly | \$3,730.40   | \$3,842.40   | \$3,958.40   | \$4,075.20   | \$4,199.20   | \$4,324.80   | \$4,455.20   | \$4,588.00   | \$4,726.40   | \$4,821.60   | \$4,917.60   |
| Annually | \$96,990.40  | \$99,902.40  | \$102,918.40 | \$105,955.20 | \$109,179.20 | \$112,444.80 | \$115,835.20 | \$119,288.00 | \$122,886.40 | \$125,361.60 | \$127,857.60 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$62.71      | \$63.95      | \$65.23      | \$66.53      | \$67.86      | \$68.55      | \$69.21      | \$69.92      |              |              |              |
| Hourly   | \$5,016.80   | \$5,116.00   | \$5,218.40   | \$5,322.40   | \$5,428.80   | \$5,484.00   | \$5,536.80   | \$5,593.60   |              |              |              |
| Annually | \$130,436.80 | \$133,016.00 | \$135,678.40 | \$138,382.40 | \$141,148.80 | \$142,584.00 | \$143,956.80 | \$145,433.60 |              |              |              |

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

### Grade 83

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$52.49      | \$54.06      | \$55.69      | \$57.35      | \$59.08      | \$60.83      | \$62.69      | \$64.56      | \$66.49      | \$67.82      | \$69.18      |
| Biweekly | \$4,199.20   | \$4,324.80   | \$4,455.20   | \$4,588.00   | \$4,726.40   | \$4,866.40   | \$5,015.20   | \$5,164.80   | \$5,319.20   | \$5,425.60   | \$5,534.40   |
| Annually | \$109,179.20 | \$112,444.80 | \$115,835.20 | \$119,288.00 | \$122,886.40 | \$126,526.40 | \$130,395.20 | \$134,284.80 | \$138,299.20 | \$141,065.60 | \$143,894.40 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$70.54      | \$71.97      | \$73.42      | \$74.88      | \$76.39      | \$77.14      | \$77.91      | \$78.69      |              |              |              |
| Hourly   | \$5,643.20   | \$5,757.60   | \$5,873.60   | \$5,990.40   | \$6,111.20   | \$6,171.20   | \$6,232.80   | \$6,295.20   |              |              |              |
|          | \$146,723.20 | \$149,697.60 | \$152,713.60 | \$155,750.40 | \$158,891.20 | \$160,451.20 | \$162,052.80 | \$163,675.20 |              |              |              |

| Steps    | 1            | 2            | 3            | 4            | 5            | 6            | 7            | 8            | 9            | 10           | 11           |
|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Hourly   | \$57.35      | \$59.08      | \$60.83      | \$62.69      | \$64.56      | \$66.49      | \$68.51      | \$70.53      | \$72.68      | \$74.84      | \$76.34      |
| Biweekly | \$4,588.00   | \$4,726.40   | \$4,866.40   | \$5,015.20   | \$5,164.80   | \$5,319.20   | \$5,480.80   | \$5,642.40   | \$5,814.40   | \$5,987.20   | \$6,107.20   |
| Annually | \$119,288.00 | \$122,886.40 | \$126,526.40 | \$130,395.20 | \$134,284.80 | \$138,299.20 | \$142,500.80 | \$146,702.40 | \$151,174.40 | \$155,667.20 | \$158,787.20 |
| Steps    | 12           | 13           | 14           | 15           | 16           | 17           | 18           | 19           | 20           |              |              |
| Biweekly | \$77.87      | \$79.44      | \$81.03      | \$82.63      | \$84.30      | \$85.98      | \$86.81      | \$87.71      | \$88.56      |              |              |
| Hourly   | \$6,229.60   | \$6,355.20   | \$6,482.40   | \$6,610.40   | \$6,744.00   | \$6,878.40   | \$6,944.80   | \$7,016.80   | \$7,084.80   |              |              |
| Annually | \$161,969.60 | \$165,235.20 | \$168,542.40 | \$171,870.40 | \$175,344.00 | \$178,838.40 | \$180,564.80 | \$182,436.80 | \$184,204.80 |              |              |