(Non-bargaining unit)

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

Grade 73 - Do Not Use

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$15.23	\$15.39	\$15.56	\$15.70	\$15.87	\$16.01	\$16.16	\$16.33	\$16.48	\$16.68	\$16.83	\$17.00
Biweekly	\$1,218.40	\$1,231.20	\$1,244.80	\$1,256.00	\$1,269.60	\$1,280.80	\$1,292.80	\$1,306.40	\$1,318.40	\$1,334.40	\$1,346.40	\$1,360.00
Annually	\$31,678.40	\$32,011.20	\$32,364.80	\$32,656.00	\$33,009.60	\$33,300.80	\$33,612.80	\$33,966.40	\$34,278.40	\$34,694.40	\$35,006.40	\$35,360.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$17.16	\$17.33	\$17.52	\$17.69	\$17.89	\$18.05	\$18.23	\$18.41	\$18.59	\$18.77	\$18.96	\$19.17
Biweekly	\$1,372.80	\$1,386.40	\$1,401.60	\$1,415.20	\$1,431.20	\$1,444.00	\$1,458.40	\$1,472.80	\$1,487.20	\$1,501.60	\$1,516.80	\$1,533.60
Annually	\$35,692.80	\$36,046.40	\$36,441.60	\$36,795.20	\$37,211.20	\$37,544.00	\$37,918.40	\$38,292.80	\$38,667.20	\$39,041.60	\$39,436.80	\$39,873.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$19.34	\$19.53	\$19.74	\$19.93	\$20.12	\$20.34	\$20.53	\$20.75	\$20.96	\$21.15	\$21.37	\$21.58
Biweekly	\$1,547.20	\$1,562.40	\$1,579.20	\$1,594.40	\$1,609.60	\$1,627.20	\$1,642.40	\$1,660.00	\$1,676.80	\$1,692.00	\$1,709.60	\$1,726.40
Annually	\$40,227.20	\$40,622.40	\$41,059.20	\$41,454.40	\$41,849.60	\$42,307.20	\$42,702.40	\$43,160.00	\$43,596.80	\$43,992.00	\$44,449.60	\$44,886.40
_												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$21.81	\$22.02	\$22.23	\$22.45	\$22.68	\$22.92	\$23.15	\$23.37	\$23.59	\$23.84	\$24.08	\$24.32
Biweekly	\$1,744.80	\$1,761.60	\$1,778.40	\$1,796.00	\$1,814.40	\$1,833.60	\$1,852.00	\$1,869.60	\$1,887.20	\$1,907.20	\$1,926.40	\$1,945.60
Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,696.00	\$47,174.40	\$47,673.60	\$48,152.00	\$48,609.60	\$49,067.20	\$49,587.20	\$50,086.40	\$50,585.60
Steps	49	50	51	52	53	54	55					
Hourly	\$24.55	\$24.80	\$25.07	\$25.29	\$25.56	\$25.81	\$26.08					
Biweekly	\$1,964.00	\$1,984.00	\$2,005.60	\$2,023.20	\$2,044.80	\$2,064.80	\$2,086.40					
Annually	\$51,064.00	\$51,584.00	\$52,145.60	\$52,603.20	\$53,164.80	\$53,684.80	\$54,246.40					

(Non-bargaining unit)

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

0.00												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$17.16	\$17.33	\$17.52	\$17.69	\$17.89	\$18.05	\$18.23	\$18.41	\$18.59	\$18.77	\$18.96	\$19.17
Biweekly	\$1,372.80	\$1,386.40	\$1,401.60	\$1,415.20	\$1,431.20	\$1,444.00	\$1,458.40	\$1,472.80	\$1,487.20	\$1,501.60	\$1,516.80	\$1,533.60
Annually	\$35,692.80	\$36,046.40	\$36,441.60	\$36,795.20	\$37,211.20	\$37,544.00	\$37,918.40	\$38,292.80	\$38,667.20	\$39,041.60	\$39,436.80	\$39,873.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$19.34	\$19.53	\$19.74	\$19.93	\$20.12	\$20.34	\$20.53	\$20.75	\$20.96	\$21.15	\$21.37	\$21.58
Biweekly	\$1,547.20	\$1,562.40	\$1,579.20	\$1,594.40	\$1,609.60	\$1,627.20	\$1,642.40	\$1,660.00	\$1,676.80	\$1,692.00	\$1,709.60	\$1,726.40
Annually	\$40,227.20	\$40,622.40	\$41,059.20	\$41,454.40	\$41,849.60	\$42,307.20	\$42,702.40	\$43,160.00	\$43,596.80	\$43,992.00	\$44,449.60	\$44,886.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$21.81	\$22.02	\$22.23	\$22.45	\$22.68	\$22.92	\$23.15	\$23.37	\$23.59	\$23.84	\$24.08	\$24.32
Biweekly	\$1,744.80	\$1,761.60	\$1,778.40	\$1,796.00	\$1,814.40	\$1,833.60	\$1,852.00	\$1,869.60	\$1,887.20	\$1,907.20	\$1,926.40	\$1,945.60
Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,696.00	\$47,174.40	\$47,673.60	\$48,152.00	\$48,609.60	\$49,067.20	\$49,587.20	\$50,086.40	\$50,585.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$24.55	\$24.80	\$25.07	\$25.29	\$25.56	\$25.81	\$26.08	\$26.33	\$26.59	\$26.86	\$27.14	\$27.39
Biweekly	\$1,964.00	\$1,984.00	\$2,005.60	\$2,023.20	\$2,044.80	\$2,064.80	\$2,086.40	\$2,106.40	\$2,127.20	\$2,148.80	\$2,171.20	\$2,191.20
Annually	\$51,064.00	\$51,584.00	\$52,145.60	\$52,603.20	\$53,164.80	\$53,684.80	\$54,246.40	\$54,766.40	\$55,307.20	\$55,868.80	\$56,451.20	\$56,971.20
Steps	••											
•	. 49	. 50	. 51	. 52	. 53	. 54	. 55					
Hourly	\$27.68	\$27.96	\$28.22	\$28.51	\$28.81	\$29.09	\$29.37					
Biweekly	\$2,214.40	\$2,236.80	\$2,257.60	\$2,280.80	\$2,304.80	\$2,327.20	\$2,349.60					
Annually	\$57,574.40	\$58,156.80	\$58,697.60	\$59,300.80	\$59,924.80	\$60,507.20	\$61,089.60					
C 1- 76												
Grade 76												
Steps	. 1	2	. 3	4	. 5	6	. 7	. 8	9	10	11	12
Hourly	\$19.34	\$19.53	\$19.74	\$19.93	\$20.12	\$20.34	\$20.53	\$20.75	\$20.96	\$21.15	\$21.37	\$21.58
Biweekly	\$1,547.20	\$1,562.40	\$1,579.20	\$1,594.40	\$1,609.60	\$1,627.20	\$1,642.40	\$1,660.00	\$1,676.80	\$1,692.00	\$1,709.60	\$1,726.40
Annually	\$40,227.20	\$40,622.40	\$41,059.20	\$41,454.40	\$41,849.60	\$42,307.20	\$42,702.40	\$43,160.00	\$43,596.80	\$43,992.00	\$44,449.60	\$44,886.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.81	\$22.02	\$22.23	\$22.45	\$22.68	\$22.92	\$23.15	\$23.37	\$23.59	\$23.84	\$24.08	\$24.32
Biweekly	\$1,744.80	\$1,761.60	\$1,778.40	\$1,796.00	\$1,814.40	\$1,833.60	\$1,852.00	\$1,869.60	\$1,887.20	\$1,907.20	\$1,926.40	\$1,945.60
Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,696.00	\$47,174.40	\$47,673.60	\$48,152.00	\$48,609.60	\$49,067.20	\$49,587.20	\$50,086.40	\$50,585.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$24.55	\$24.80	\$25.07	\$25.29	\$25.56	\$25.81	\$26.08	\$26.33	\$26.59	\$26.86	\$27.14	\$27.39
Biweekly	\$1,964.00	\$1,984.00	\$2,005.60	\$2,023.20	\$2,044.80	\$2,064.80	\$2,086.40	\$2,106.40	\$2,127.20	\$2,148.80	\$2,171.20	\$2,191.20
Annually	\$51,064.00	\$51,584.00	\$52,145.60	\$52,603.20	\$53,164.80	\$53,684.80	\$54,246.40	\$54,766.40	\$55,307.20	\$55,868.80	\$56,451.20	\$56,971.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$27.68	\$27.96	\$28.22	\$28.51	\$28.81	\$29.09	\$29.37	\$29.66	\$29.97	\$30.25	\$30.56	\$30.87
Biweekly	\$2,214.40	\$2,236.80	\$2,257.60	\$2,280.80	\$2,304.80	\$2,327.20	\$2,349.60	\$2,372.80	\$2,397.60	\$2,420.00	\$2,444.80	\$2,469.60
Annually	\$57,574.40	\$58,156.80	\$58,697.60	\$59,300.80	\$59,924.80	\$60,507.20	\$61,089.60	\$61,692.80	\$62,337.60	\$62,920.00	\$63,564.80	\$64,209.60
Steps	49	50	51	52	53	54	55					
Hourly	\$31.18	\$31.49	\$31.79	\$32.11	\$32.44	\$32.76	\$33.10					
Biweekly	\$2,494.40	\$2,519.20	\$2,543.20	\$2,568.80	\$2,595.20	\$2,620.80	\$2,648.00					
,	T = 7 · · · · · · ·	7-/	7-/		7-/	7-,						
Annually	\$64,854.40	\$65,499.20	\$66,123.20	\$66,788.80	\$67,475.20	\$68,140.80	\$68,848.00					

(Non-bargaining unit)

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

0.0.0												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$21.81	\$22.02	\$22.23	\$22.45	\$22.68	\$22.92	\$23.15	\$23.37	\$23.59	\$23.84	\$24.08	\$24.32
Biweekly	\$1,744.80	\$1,761.60	\$1,778.40	\$1,796.00	\$1,814.40	\$1,833.60	\$1,852.00	\$1,869.60	\$1,887.20	\$1,907.20	\$1,926.40	\$1,945.60
Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,696.00	\$47,174.40	\$47,673.60	\$48,152.00	\$48,609.60	\$49,067.20	\$49,587.20	\$50,086.40	\$50,585.60
C1												
Steps	13	14	15	16	17	18	19	20	21	. 22	23	24
Hourly	\$24.55	\$24.80	\$25.07	\$25.29	\$25.56	\$25.81	\$26.08	\$26.33	\$26.59	\$26.86	\$27.14	\$27.39
Biweekly	\$1,964.00	\$1,984.00	\$2,005.60	\$2,023.20	\$2,044.80	\$2,064.80	\$2,086.40	\$2,106.40	\$2,127.20	\$2,148.80	\$2,171.20	\$2,191.20
Annually	\$51,064.00	\$51,584.00	\$52,145.60	\$52,603.20	\$53,164.80	\$53,684.80	\$54,246.40	\$54,766.40	\$55,307.20	\$55,868.80	\$56,451.20	\$56,971.20
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$27.68	\$27.96	\$28.22	\$28.51	\$28.81	\$29.09	\$29.37	\$29.66	\$29.97	\$30.25	\$30.56	\$30.87
Biweekly	\$2,214.40	\$2,236.80	\$2,257.60	\$2,280.80	\$2,304.80	\$2,327.20	\$2,349.60	\$2,372.80	\$2,397.60	\$2,420.00	\$2,444.80	\$2,469.60
Annually	\$57,574.40	\$58,156.80	\$58,697.60	\$59,300.80	\$59,924.80	\$60,507.20	\$61,089.60	\$61,692.80	\$62,337.60	\$62,920.00	\$63,564.80	\$64,209.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$31.18	\$31.49	\$31.79	\$32.11	\$32.44	\$32.76	\$33.10	\$33.42	\$33.75	\$34.10	\$34.43	\$34.79
Biweekly	\$2,494.40	\$2,519.20	\$2,543.20	\$2,568.80	\$2,595.20	\$2,620.80	\$2,648.00	\$2,673.60	\$2,700.00	\$2,728.00	\$2,754.40	\$2,783.20
Annually	\$64,854.40	\$65,499.20	\$66,123.20	\$66,788.80	\$67,475.20	\$68,140.80	\$68,848.00	\$69,513.60	\$70,200.00	\$70,928.00	\$71,614.40	\$72,363.20
Steps	49	50	51	52	53	54	55					
-	\$35.14			\$36.20	\$36.55		\$37.31					
Hourly Biweekly	\$35.14	\$35.47 \$2,837.60	\$35.81 \$2,864.80	\$2,896.00	\$2,924.00	\$36.92 \$2,953.60	\$37.31 \$2,984.80					
Annually	\$73,091.20	\$73,777.60	\$2,864.80 \$74,484.80	\$75,296.00	\$76,024.00	\$76,793.60	\$77,604.80					
Annually	\$73,091.20	\$73,777.00	\$74,484.80	\$75,296.00	\$76,024.00	\$70,793.00	\$77,004.80					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$23.84	\$24.08	\$24.32	\$24.55	\$24.80	\$25.07	\$25.29	\$25.56	\$25.81	\$26.08	\$26.33	\$26.59
Biweekly	\$1,907.20	\$1,926.40	\$1,945.60	\$1,964.00	\$1,984.00	\$2,005.60	\$2,023.20	\$2,044.80	\$2,064.80	\$2,086.40	\$2,106.40	\$2,127.20
Annually	\$49,587.20	\$50,086.40	\$50,585.60	\$51,064.00	\$51,584.00	\$52,145.60	\$52,603.20	\$53,164.80	\$53,684.80	\$54,246.40	\$54,766.40	\$55,307.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$26.86	\$27.14	\$27.39	\$27.68	\$27.96	\$28.22	\$28.51	\$28.81	\$29.09	\$29.37	\$29.66	\$29.97
Biweekly	\$2,148.80	\$2,171.20	\$2,191.20	\$2,214.40	\$2,236.80	\$2,257.60	\$2,280.80	\$2,304.80	\$2,327.20	\$2,349.60	\$2,372.80	\$2,397.60
Annually	\$55,868.80	\$56,451.20	\$56,971.20	\$57,574.40	\$58,156.80	\$58,697.60	\$59,300.80	\$59,924.80	\$60,507.20	\$61,089.60	\$61,692.80	\$62,337.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.25	\$30.56	\$30.87	\$31.18	\$31.49	\$31.79	\$32.11	\$32.44	\$32.76	\$33.10	\$33.42	\$33.75
Biweekly	\$2,420.00	\$2,444.80	\$2,469.60	\$2,494.40	\$2,519.20	\$2,543.20	\$2,568.80	\$2,595.20	\$2,620.80	\$2,648.00	\$2,673.60	\$2,700.00
Annually	\$62,920.00	\$63,564.80	\$64,209.60	\$64,854.40	\$65,499.20	\$66,123.20	\$66,788.80	\$67,475.20	\$68,140.80	\$68,848.00	\$69,513.60	\$70,200.00
Ailliually	302,320.00	Ç03,304.80	304,203.00	704,654.40	303,433.20	Ç00,123.20	\$00,788.80	J07,47J.20	J00,140.00	700,0 1 0.00	Ç05,515.00	\$70,200.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$34.10	\$34.43	\$34.79	\$35.14	\$35.47	\$35.81	\$36.20	\$36.55	\$36.92	\$37.31	\$37.66	\$38.05
Biweekly	\$2,728.00	\$2,754.40	\$2,783.20	\$2,811.20	\$2,837.60	\$2,864.80	\$2,896.00	\$2,924.00	\$2,953.60	\$2,984.80	\$3,012.80	\$3,044.00
Annually	\$70,928.00	\$71,614.40	\$72,363.20	\$73,091.20	\$73,777.60	\$74,484.80	\$75,296.00	\$76,024.00	\$76,793.60	\$77,604.80	\$78,332.80	\$79,144.00
Steps	••											
	. 49	. 50	51	. 52	. 53	. 54	. 55					
Hourly	\$38.42	\$38.80	\$39.19	\$39.59	\$39.99	\$40.38	\$40.80					
Biweekly	\$3,073.60	\$3,104.00	\$3,135.20	\$3,167.20	\$3,199.20	\$3,230.40	\$3,264.00					
Annually	\$79,913.60	\$80,704.00	\$81,515.20	\$82,347.20	\$83,179.20	\$83,990.40	\$84,864.00					

(Non-bargaining unit)

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

0.00												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$26.08	\$26.33	\$26.59	\$26.86	\$27.14	\$27.39	\$27.68	\$27.96	\$28.22	\$28.51	\$28.81	\$29.09
Biweekly	\$2,086.40	\$2,106.40	\$2,127.20	\$2,148.80	\$2,171.20	\$2,191.20	\$2,214.40	\$2,236.80	\$2,257.60	\$2,280.80	\$2,304.80	\$2,327.20
Annually	\$54,246.40	\$54,766.40	\$55,307.20	\$55,868.80	\$56,451.20	\$56,971.20	\$57,574.40	\$58,156.80	\$58,697.60	\$59,300.80	\$59,924.80	\$60,507.20
Ailliually	JJ4,240.40	334,700.40	333,307.20	\$55,000.00	550,451.20	330,371.20	337,374.40	556,150.60	\$30,037.00	\$55,500.00	333,324.00	300,307.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$29.37	\$29.66	\$29.97	\$30.25	\$30.56	\$30.87	\$31.18	\$31.49	\$31.79	\$32.11	\$32.44	\$32.76
Biweekly	\$2,349.60	\$2,372.80	\$2,397.60	\$2,420.00	\$2,444.80	\$2,469.60	\$2,494.40	\$2,519.20	\$2,543.20	\$2,568.80	\$2,595.20	\$2,620.80
Annually	\$61,089.60	\$61,692.80	\$62,337.60	\$62,920.00	\$63,564.80	\$64,209.60	\$64,854.40	\$65,499.20	\$66,123.20	\$66,788.80	\$67,475.20	\$68,140.80
,,	402,003.00	\$01,032.00	\$02,007.100	402,320.00	\$00,50 HGG	00 1,203.00	\$0 1,00 H 10	000, 100120	000,120.20	\$50,750.00	4 07,175120	\$55, <u>2</u> 15.55
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$33.10	\$33.42	\$33.75	\$34.10	\$34.43	\$34.79	\$35.14	\$35.47	\$35.81	\$36.20	\$36.55	\$36.92
	\$2,648.00	\$2,673.60	\$2,700.00	\$2,728.00	\$2,754.40	\$2,783.20	\$2,811.20	\$2,837.60	\$2,864.80	\$2,896.00	\$2,924.00	\$2,953.60
Biweekly												
Annually	\$68,848.00	\$69,513.60	\$70,200.00	\$70,928.00	\$71,614.40	\$72,363.20	\$73,091.20	\$73,777.60	\$74,484.80	\$75,296.00	\$76,024.00	\$76,793.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$37.31	\$37.66	\$38.05	\$38.42	\$38.80	\$39.19	\$39.59	\$39.99	\$40.38	\$40.80	\$41.21	\$41.61
Biweekly	\$2,984.80	\$3,012.80	\$3,044.00	\$3,073.60	\$3,104.00	\$3,135.20	\$3,167.20	\$3,199.20	\$3,230.40	\$3,264.00	\$3,296.80	\$3,328.80
Annually	\$77,604.80	\$78,332.80	\$79,144.00	\$79,913.60	\$80,704.00	\$81,515.20	\$82,347.20	\$83,179.20	\$83,990.40	\$84,864.00	\$85,716.80	\$86,548.80
Steps	49	50	51	52	53	54	55					
Harrie .	\$42.02				\$43.74		\$44.60					
Hourly		\$42.46	\$42.87	\$43.30		\$44.18						
Biweekly	\$3,361.60	\$3,396.80	\$3,429.60	\$3,464.00	\$3,499.20	\$3,534.40	\$3,568.00					
Annually	\$87,401.60	\$88,316.80	\$89,169.60	\$90,064.00	\$90,979.20	\$91,894.40	\$92,768.00					
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$28.22	\$28.51	\$28.81	\$29.09	\$29.37	\$29.66	\$29.97	\$30.25	\$30.56	\$30.87	\$31.18	\$31.49
Biweekly	\$2,257.60	\$2,280.80	\$2,304.80	\$2,327.20	\$2,349.60	\$2,372.80	\$2,397.60	\$2,420.00	\$2,444.80	\$2,469.60	\$2,494.40	\$2,519.20
Annually	\$58,697.60	\$59,300.80	\$59,924.80	\$60,507.20	\$61,089.60	\$61,692.80	\$62,337.60	\$62,920.00	\$63,564.80	\$64,209.60	\$64,854.40	\$65,499.20
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$31.79	\$32.11	\$32.44	\$32.76	\$33.10	\$33.42	\$33.75	\$34.10	\$34.43	\$34.79	\$35.14	\$35.47
Biweekly	\$2,543.20	\$2,568.80	\$2,595.20	\$2,620.80	\$2,648.00	\$2,673.60	\$2,700.00	\$2,728.00	\$2,754.40	\$2,783.20	\$2,811.20	\$2,837.60
Annually	\$66,123.20	\$66,788.80	\$67,475.20	\$68,140.80	\$68,848.00	\$69,513.60	\$70,200.00	\$70,928.00	\$71,614.40	\$72,363.20	\$73,091.20	\$73,777.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$35.81	\$36.20	\$36.55	\$36.92	\$37.31	\$37.66	\$38.05	\$38.42	\$38.80	\$39.19	\$39.59	\$39.99
Biweekly	\$2,864.80	\$2,896.00	\$2,924.00	\$2,953.60	\$2,984.80	\$3,012.80	\$3,044.00	\$3,073.60	\$3,104.00	\$3,135.20	\$3,167.20	\$3,199.20
Annually	\$74,484.80	\$75,296.00	\$76,024.00	\$76,793.60	\$77,604.80	\$78,332.80	\$79,144.00	\$79,913.60	\$80,704.00	\$81,515.20	\$82,347.20	\$83,179.20
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$40.38	\$40.80	\$41.21	\$41.61	\$42.02	\$42.46	\$42.87	\$43.30	\$43.74	\$44.18	\$44.60	\$45.06
Biweekly	\$3,230.40	\$3,264.00	\$3,296.80	\$3,328.80	\$3,361.60	\$3,396.80	\$3,429.60	\$3,464.00	\$3,499.20	\$3,534.40	\$3,568.00	\$3,604.80
Annually	\$83,990.40	\$84,864.00	\$85,716.80	\$86,548.80	\$87,401.60	\$88,316.80	\$89,169.60	\$90,064.00	\$90,979.20	\$91,894.40	\$92,768.00	\$93,724.80
•												
Steps	49	50	51	52	53	54	55					
Hourly	\$45.51	\$45.97	\$46.42	\$46.90	\$47.36	\$47.82	\$48.32					
Biweekly	\$3,640.80	\$3,677.60	\$3,713.60	\$3,752.00	\$3,788.80	\$3,825.60	\$3,865.60					
Annually	\$94,660.80	\$95,617.60	\$96,553.60	\$97,552.00	\$98,508.80	\$99,465.60	\$100,505.60					
	45.,300.00	\$33,317.00	450,555.00	\$5.,55 <u>2.</u> 00	\$30,500.00	433, 103.00	\$200,505.00					

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$30.87	\$31.18	\$31.49	\$31.79	\$32.11	\$32.44	\$32.76	\$33.10	\$33.42	\$33.75	\$34.10	\$34.43
Biweekly Annually	\$2,469.60 \$64,209.60	\$2,494.40 \$64,854.40	\$2,519.20 \$65,499.20	\$2,543.20 \$66,123.20	\$2,568.80 \$66,788.80	\$2,595.20 \$67,475.20	\$2,620.80 \$68,140.80	\$2,648.00 \$68,848.00	\$2,673.60 \$69,513.60	\$2,700.00 \$70,200.00	\$2,728.00 \$70,928.00	\$2,754.40 \$71,614.40
Steps	13 \$34.79	14 \$25.14	15 \$25.47	16	17 \$26.20	18	19	20 \$27.21	21	22 639.05	23 639.43	24
Hourly Biweekly	\$2,783.20	\$35.14 \$2,811.20	\$35.47 \$2,837.60	\$35.81 \$2,864.80	\$36.20 \$2,896.00	\$36.55 \$2,924.00	\$36.92 \$2,953.60	\$37.31 \$2,984.80	\$37.66 \$3,012.80	\$38.05 \$3,044.00	\$38.42 \$3,073.60	\$38.80 \$3,104.00
Annually	\$72,363.20	\$73,091.20	\$73,777.60	\$74,484.80	\$75,296.00	\$76,024.00	\$76,793.60	\$77,604.80	\$78,332.80	\$79,144.00	\$79,913.60	\$80,704.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly Biweekly	\$39.19 \$3,135.20	\$39.59 \$3,167.20	\$39.99 \$3,199.20	\$40.38 \$3,230.40	\$40.80 \$3,264.00	\$41.21 \$3,296.80	\$41.61 \$3,328.80	\$42.02 \$3,361.60	\$42.46 \$3.396.80	\$42.87 \$3,429.60	\$43.30 \$3,464.00	\$43.74 \$3.499.20
Annually	\$81,515.20	\$82,347.20	\$83,179.20	\$83,990.40	\$84,864.00	\$85,716.80	\$86,548.80	\$87,401.60	\$88,316.80	\$89,169.60	\$90,064.00	\$90,979.20
•	\$01,010.20	\$62,6 17.126	400,173.20	\$60,0000	\$6 1,66 HGG	00077 20100	\$50,5 .0.00	\$57,102.00	\$50,010.00	003,103.00	\$30,0000	430,373.20
Steps	. 37	. 38	. 39	. 40	. 41	. 42	. 43	. 44	. 45	. 46	. 47	48
Hourly Biweekly	\$44.18	\$44.60 \$3,568.00	\$45.06 \$3,604.80	\$45.51 \$3,640.80	\$45.97 \$3,677.60	\$46.42 \$3,713.60	\$46.90 \$3,752.00	\$47.36	\$47.82 \$3,825.60	\$48.32 \$3,865.60	\$48.79 \$3,903.20	\$49.29 \$3,943.20
Annually	\$3,534.40 \$91,894.40	\$92,768.00	\$93,724.80	\$94,660.80	\$95,617.60	\$96,553.60	\$97,552.00	\$3,788.80 \$98,508.80	\$99,465.60	\$100,505.60	\$101,483.20	\$102,523.20
·								\$30,300.00	333, 103.00	\$100,505.00	3101, 103.20	\$102,323.20
Steps	49	50	51	52	53	54	55					
Hourly	\$49.77	\$50.29	\$50.78	\$51.30	\$51.80	\$52.34	\$52.83					
Biweekly Annually	\$3,981.60 \$103,521.60	\$4,023.20 \$104,603.20	\$4,062.40 \$105,622.40	\$4,104.00 \$106,704.00	\$4,144.00 \$107,744.00	\$4,187.20 \$108,867.20	\$4,226.40 \$109,886.40					
Ailliually	\$103,521.00	\$104,003.20	\$105,022.40	3100,704.00	3107,744.00	\$108,807.20	\$105,880.40					
C"-4- 83												
Grade 82												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$34.79	\$35.14	\$35.47	\$35.81	\$36.20	\$36.55	\$36.92	\$37.31	\$37.66	\$38.05	\$38.42	\$38.80
Steps Hourly Biweekly	\$34.79 \$2,783.20	\$35.14 \$2,811.20	\$35.47 \$2,837.60	\$35.81 \$2,864.80	\$36.20 \$2,896.00	\$36.55 \$2,924.00	\$36.92 \$2,953.60	\$37.31 \$2,984.80	\$37.66 \$3,012.80	\$38.05 \$3,044.00	\$38.42 \$3,073.60	\$38.80 \$3,104.00
Steps Hourly Biweekly Annually	\$34.79 \$2,783.20 \$72,363.20	\$35.14 \$2,811.20 \$73,091.20	\$35.47 \$2,837.60 \$73,777.60	\$35.81 \$2,864.80 \$74,484.80	\$36.20 \$2,896.00 \$75,296.00	\$36.55 \$2,924.00 \$76,024.00	\$36.92 \$2,953.60 \$76,793.60	\$37.31 \$2,984.80 \$77,604.80	\$37.66 \$3,012.80 \$78,332.80	\$38.05 \$3,044.00 \$79,144.00	\$38.42 \$3,073.60 \$79,913.60	\$38.80 \$3,104.00 \$80,704.00
Steps Hourly Biweekly Annually Steps	\$34.79 \$2,783.20 \$72,363.20	\$35.14 \$2,811.20 \$73,091.20	\$35.47 \$2,837.60 \$73,777.60	\$35.81 \$2,864.80 \$74,484.80	\$36.20 \$2,896.00 \$75,296.00	\$36.55 \$2,924.00 \$76,024.00	\$36.92 \$2,953.60 \$76,793.60	\$37.31 \$2,984.80 \$77,604.80	\$37.66 \$3,012.80 \$78,332.80	\$38.05 \$3,044.00 \$79,144.00	\$38.42 \$3,073.60 \$79,913.60	\$38.80 \$3,104.00 \$80,704.00
Steps Hourly Biweekly Annually Steps Hourly	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74
Steps Hourly Biweekly Annually Steps	\$34.79 \$2,783.20 \$72,363.20	\$35.14 \$2,811.20 \$73,091.20	\$35.47 \$2,837.60 \$73,777.60	\$35.81 \$2,864.80 \$74,484.80	\$36.20 \$2,896.00 \$75,296.00	\$36.55 \$2,924.00 \$76,024.00	\$36.92 \$2,953.60 \$76,793.60	\$37.31 \$2,984.80 \$77,604.80	\$37.66 \$3,012.80 \$78,332.80	\$38.05 \$3,044.00 \$79,144.00	\$38.42 \$3,073.60 \$79,913.60	\$38.80 \$3,104.00 \$80,704.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20 \$82,347.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00 \$84,864.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80 \$88,316.80	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20 \$82,347.20 26 \$44.60	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00 \$84,864.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80 30 \$46.42	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80 \$88,316.80 33 \$47.82	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20 25 \$44.18 \$3,534.40	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20 \$82,347.20 26 \$44.60 \$3,568.00	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51 \$3,640.80	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00 \$84,864.00 29 \$45.97 \$3,677.60	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80 30 \$46.42 \$3,713.60	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80 \$88,316.80 33 \$47.82 \$3,825.60	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20 \$82,347.20 26 \$44.60	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00 \$84,864.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80 30 \$46.42	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80 \$88,316.80 33 \$47.82	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20 25 \$44.18 \$3,534.40 \$91,894.40	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20 \$82,347.20 26 \$44.60 \$3,568.00 \$92,768.00	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80 \$93,724.80	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51 \$3,640.80 \$94,660.80	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00 \$84,864.00 29 \$45.97 \$3,677.60 \$95,617.60	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80 30 \$46.42 \$3,713.60 \$96,553.60	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00 \$97,552.00	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80 \$88,316.80 33 \$47.82 \$3,825.60 \$99,465.60	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20 \$102,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20 25 \$44.18 \$3,534.40 \$91,894.40	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20 \$82,347.20 26 \$44.60 \$3,568.00 \$92,768.00	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80 \$93,724.80	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51 \$3,640.80 \$94,660.80	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00 \$84,864.00 29 \$45.97 \$3,677.60 \$95,617.60	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80 30 \$46.42 \$3,713.60 \$96,553.60	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00 \$97,552.00	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80 \$88,316.80 33 \$47.82 \$3,825.60 \$99,465.60	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20 \$102,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20 25 \$44.18 \$3,534.40 \$91,894.40 37 \$49.77 \$3,981.60	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20 \$82,347.20 26 \$44.60 \$3,568.00 \$92,768.00 38 \$50.29 \$4,023.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80 \$93,724.80 39 \$50.78 \$4,062.40	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51 \$3,640.80 \$94,660.80 40 \$51.30 \$4,104.00	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00 \$84,864.00 29 \$45.97 \$3,677.60 \$95,617.60 41 \$51.80 \$4,144.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80 30 \$46.42 \$3,713.60 \$96,553.60 42 \$52.34 \$4,187.20	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00 \$97,552.00	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80 44 \$53.37 \$4,269.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80 \$88,316.80 33 \$47.82 \$3,825.60 \$99,465.60 45 \$53.89 \$4,311.20	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20 47 \$54.97 \$4,397.60	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20 \$102,523.20 48 \$55.53 \$4,442.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.79 \$2,783.20 \$72,363.20 13 \$39.19 \$3,135.20 \$81,515.20 25 \$44.18 \$3,534.40 \$91,894.40	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20 \$82,347.20 26 \$44.60 \$3,568.00 \$92,768.00	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80 \$93,724.80	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51 \$3,640.80 \$94,660.80	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00 \$84,864.00 29 \$45.97 \$3,677.60 \$95,617.60	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80 30 \$46.42 \$3,713.60 \$96,553.60	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00 \$97,552.00 43 \$52.83 \$4,226.40 \$109,886.40	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80 \$88,316.80 33 \$47.82 \$3,825.60 \$99,465.60	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20 \$102,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$34.79 \$2,783.20 \$72,363.20 \$13 \$39.19 \$3,135.20 \$81,515.20 \$25 \$44.18 \$3,534.40 \$91,894.40 \$91,894.60 \$103,521.60	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20 \$82,347.20 26 \$44.60 \$3,568.00 \$92,768.00 38 \$50.29 \$4,023.20 \$104,603.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80 \$93,724.80 39 \$50.78 \$4,062.40 \$105,622.40	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51 \$3,640.80 \$94,660.80 40 \$51.30 \$4,104.00 \$106,704.00	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00 \$84,864.00 29 \$45.97 \$3,677.60 \$95,617.60 41 \$51.80 \$4,144.00 \$107,744.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80 30 \$46.42 \$3,713.60 \$96,553.60 42 \$52.34 \$4,187.20 \$108,867.20	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00 \$97,552.00 43 \$52.83 \$4,226.40 \$109,886.40	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80 44 \$53.37 \$4,269.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80 \$88,316.80 33 \$47.82 \$3,825.60 \$99,465.60 45 \$53.89 \$4,311.20	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20 47 \$54.97 \$4,397.60	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20 \$102,523.20 48 \$55.53 \$4,442.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.79 \$2,783.20 \$72,363.20 \$13 \$39.19 \$3,135.20 \$81,515.20 \$25 \$44.18 \$3,534.40 \$91,894.40 \$91,894.60 \$103,521.60 \$49 \$56.09	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20 \$82,347.20 26 \$44.60 \$3,568.00 \$92,768.00 38 \$50.29 \$4,023.20 \$104,603.20 \$50.65	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80 \$93,724.80 39 \$50.78 \$4,062.40 \$105,622.40	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51 \$3,640.80 \$94,660.80 40 \$51.30 \$4,104.00 \$106,704.00	\$36.20 \$2,896.00 \$75,296.00 \$75,296.00 \$40.80 \$3,264.00 \$84,864.00 \$95,617.60 \$95,617.60 \$107,744.00 \$107,744.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80 30 \$46.42 \$3,713.60 \$96,553.60 42 \$52.34 \$4,187.20 \$108,867.20	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00 \$97,552.00 43 \$52.83 \$4,226.40 \$109,886.40	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80 44 \$53.37 \$4,269.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80 \$88,316.80 33 \$47.82 \$3,825.60 \$99,465.60 45 \$53.89 \$4,311.20	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20 47 \$54.97 \$4,397.60	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20 \$102,523.20 48 \$55.53 \$4,442.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$34.79 \$2,783.20 \$72,363.20 \$13 \$39.19 \$3,135.20 \$81,515.20 \$25 \$44.18 \$3,534.40 \$91,894.40 \$91,894.60 \$103,521.60	\$35.14 \$2,811.20 \$73,091.20 14 \$39.59 \$3,167.20 \$82,347.20 26 \$44.60 \$3,568.00 \$92,768.00 38 \$50.29 \$4,023.20 \$104,603.20	\$35.47 \$2,837.60 \$73,777.60 15 \$39.99 \$3,199.20 \$83,179.20 27 \$45.06 \$3,604.80 \$93,724.80 39 \$50.78 \$4,062.40 \$105,622.40	\$35.81 \$2,864.80 \$74,484.80 16 \$40.38 \$3,230.40 \$83,990.40 28 \$45.51 \$3,640.80 \$94,660.80 40 \$51.30 \$4,104.00 \$106,704.00	\$36.20 \$2,896.00 \$75,296.00 17 \$40.80 \$3,264.00 \$84,864.00 29 \$45.97 \$3,677.60 \$95,617.60 41 \$51.80 \$4,144.00 \$107,744.00	\$36.55 \$2,924.00 \$76,024.00 18 \$41.21 \$3,296.80 \$85,716.80 30 \$46.42 \$3,713.60 \$96,553.60 42 \$52.34 \$4,187.20 \$108,867.20	\$36.92 \$2,953.60 \$76,793.60 19 \$41.61 \$3,328.80 \$86,548.80 31 \$46.90 \$3,752.00 \$97,552.00 43 \$52.83 \$4,226.40 \$109,886.40	\$37.31 \$2,984.80 \$77,604.80 20 \$42.02 \$3,361.60 \$87,401.60 32 \$47.36 \$3,788.80 \$98,508.80 44 \$53.37 \$4,269.60	\$37.66 \$3,012.80 \$78,332.80 21 \$42.46 \$3,396.80 \$88,316.80 33 \$47.82 \$3,825.60 \$99,465.60 45 \$53.89 \$4,311.20	\$38.05 \$3,044.00 \$79,144.00 22 \$42.87 \$3,429.60 \$89,169.60 34 \$48.32 \$3,865.60 \$100,505.60	\$38.42 \$3,073.60 \$79,913.60 23 \$43.30 \$3,464.00 \$90,064.00 35 \$48.79 \$3,903.20 \$101,483.20 47 \$54.97 \$4,397.60	\$38.80 \$3,104.00 \$80,704.00 24 \$43.74 \$3,499.20 \$90,979.20 36 \$49.29 \$3,943.20 \$102,523.20 48 \$55.53 \$4,442.40

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$39.19	\$39.59	\$39.99	\$40.38	\$40.80	\$41.21	\$41.61	\$42.02	\$42.46	\$42.87	\$43.30	\$43.74
Biweekly	\$3,135.20	\$3,167.20	\$3,199.20	\$3,230.40	\$3,264.00	\$3,296.80	\$3,328.80	\$3,361.60	\$3,396.80	\$3,429.60	\$3,464.00	\$3,499.20
Annually	\$81,515.20	\$82,347.20	\$83,179.20	\$83,990.40	\$84,864.00	\$85,716.80	\$86,548.80	\$87,401.60	\$88,316.80	\$89,169.60	\$90,064.00	\$90,979.20
Ailliually	\$81,515.20	382,347.20	363,179.20	\$65,550.40	364,604.00	383,710.80	380,348.80	387,401.00	388,310.80	389,109.00	390,004.00	\$30,373.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$44.18	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.90	\$47.36	\$47.82	\$48.32	\$48.79	\$49.29
Biweekly	\$3,534.40	\$3,568.00	\$3,604.80	\$3,640.80	\$3,677.60	\$3,713.60	\$3,752.00	\$3,788.80	\$3,825.60	\$3,865.60	\$3,903.20	\$3,943.20
Annually	\$91,894.40	\$92,768.00	\$93,724.80	\$94,660.80	\$95,617.60	\$96,553.60	\$97,552.00	\$98,508.80	\$99,465.60	\$100,505.60	\$101,483.20	\$102,523.20
7111144114	JJ1,05 1. 10	\$52,700.00	\$33,72 1.00	33 1,000.00	355,017.00	\$50,555.00	357,332.00	\$30,300.00	\$55,105.00	\$100,505.00	J101, 105.20	J102,323.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$49.77	\$50.29	\$50.78	\$51.30	\$51.80	\$52.34	\$52.83	\$53.37	\$53.89	\$54.45	\$54.97	\$55.53
Biweekly	\$3,981.60	\$4,023.20	\$4,062.40	\$4,104.00	\$4,144.00	\$4,187.20	\$4,226.40	\$4,269.60	\$4,311.20	\$4,356.00	\$4,397.60	\$4,442.40
-												
Annually	\$103,521.60	\$104.603.20	\$105.622.40	\$106,704.00	\$107,744.00	\$108.867.20	\$109.886.40	\$111,009.60	\$112,091.20	\$113,256.00	\$114.337.60	\$115,502.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$56.09	\$56.65	\$57.23	\$57.81	\$58.37	\$58.95	\$59.55	\$60.15	\$60.74	\$61.34	\$61.95	\$62.58
Biweekly	\$4,487.20	\$4,532.00	\$4,578.40	\$4,624.80	\$4,669.60	\$4,716.00	\$4,764.00	\$4,812.00	\$4,859.20	\$4,907.20	\$4,956.00	\$5,006.40
-												
Annually	\$116,667.20	\$117,832.00	\$119,038.40	\$120,244.80	\$121,409.60	\$122,616.00	\$123,864.00	\$125,112.00	\$126,339.20	\$127,587.20	\$128,856.00	\$130,166.40
Steps	49	50	51	52	53	54	55					
Handy	\$63.20	\$63.82	\$64.46	¢6F 11	\$65.78	\$66.44	\$67.09					
Hourly				\$65.11								
Biweekly	\$5,056.00	\$5,105.60	\$5,156.80	\$5,208.80	\$5,262.40	\$5,315.20	\$5,367.20					
Annually	\$131,456.00	\$132,745.60	\$134,076.80	\$135,428.80	\$136,822.40	\$138,195.20	\$139,547.20					
04												
Grade 84												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_		-	_	6 \$45.06	-		•	10 \$46.90	11 \$47.36	12 \$47.82
Steps Hourly	\$42.87	\$43.30	\$43.74	\$44.18	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.90	\$47.36	\$47.82
Steps Hourly Biweekly	\$42.87 \$3,429.60	\$43.30 \$3,464.00	\$43.74 \$3,499.20	\$44.18 \$3,534.40	\$44.60 \$3,568.00	\$45.06 \$3,604.80	\$45.51 \$3,640.80	\$45.97 \$3,677.60	\$46.42 \$3,713.60	\$46.90 \$3,752.00	\$47.36 \$3,788.80	\$47.82 \$3,825.60
Steps Hourly	\$42.87	\$43.30	\$43.74	\$44.18	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.90	\$47.36	\$47.82
Steps Hourly Biweekly	\$42.87 \$3,429.60	\$43.30 \$3,464.00	\$43.74 \$3,499.20	\$44.18 \$3,534.40	\$44.60 \$3,568.00	\$45.06 \$3,604.80	\$45.51 \$3,640.80	\$45.97 \$3,677.60	\$46.42 \$3,713.60	\$46.90 \$3,752.00	\$47.36 \$3,788.80	\$47.82 \$3,825.60
Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60	\$43.30 \$3,464.00 \$90,064.00	\$43.74 \$3,499.20 \$90,979.20	\$44.18 \$3,534.40 \$91,894.40	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29	\$45.06 \$3,604.80 \$93,724.80	\$45.51 \$3,640.80 \$94,660.80	\$45.97 \$3,677.60 \$95,617.60	\$46.42 \$3,713.60 \$96,553.60	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83	\$47.36 \$3,788.80 \$98,508.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89
Steps Hourly Biweekly Annually Steps	\$42.87 \$3,429.60 \$89,169.60	\$43.30 \$3,464.00 \$90,064.00	\$43.74 \$3,499.20 \$90,979.20	\$44.18 \$3,534.40 \$91,894.40	\$44.60 \$3,568.00 \$92,768.00	\$45.06 \$3,604.80 \$93,724.80	\$45.51 \$3,640.80 \$94,660.80	\$45.97 \$3,677.60 \$95,617.60	\$46.42 \$3,713.60 \$96,553.60	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83	\$47.36 \$3,788.80 \$98,508.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89
Steps Hourly Biweekly Annually Steps Hourly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34	\$46.90 \$3,752.00 \$97,552.00	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83 \$4,226.40	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83 \$4,226.40	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4,226.40 \$109,886.40	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60 25 \$54.45 \$4,356.00	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53 \$4,442.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09 \$4,487.20	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23 \$4,578.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00 32 \$58.37 \$4,669.60	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95 \$4,716.00	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55 \$4,764.00	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74 \$4,859.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00	\$45.97 \$3,677.60 \$95,617.60 20 \$51.80 \$4,144.00 \$107,744.00	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95	\$46.90 \$3,752.00 \$97,552.00 22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60 25 \$54.45 \$4,356.00 \$113,256.00	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53 \$4,442.40 \$115,502.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09 \$4,487.20 \$116,667.20	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23 \$4,578.40 \$119,038.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80	\$45.97 \$3,677.60 \$95,617.60 \$51.80 \$4,144.00 \$107,744.00 \$2 \$58.37 \$4,669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95 \$4,716.00 \$122,616.00	\$46.90 \$3,752.00 \$97,552.00 \$97,552.00 22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55 \$4,764.00 \$123,864.00	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74 \$4,859.20 \$126,339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60 25 \$54.45 \$4,356.00 \$113,256.00	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53 \$4,442.40 \$115,502.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09 \$4,487.20 \$116,667.20	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23 \$4,578.40 \$119,038.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80	\$45.97 \$3,677.60 \$95,617.60 \$51.80 \$4,144.00 \$107,744.00 \$2 \$58.37 \$4,669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95 \$4,716.00 \$122,616.00	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55 \$4,764.00 \$123,864.00	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74 \$4,859.20 \$126,339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60 25 \$54.45 \$4,356.00 \$113,256.00	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53 \$4,442.40 \$115,502.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09 \$4,487.20 \$116,667.20	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23 \$4,578.40 \$119,038.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80	\$45.97 \$3,677.60 \$95,617.60 \$95,617.60 \$51.80 \$4,144.00 \$107,744.00 \$121,744.00 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95 \$4,716.00 \$122,616.00	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55 \$4,764.00 \$123,864.00	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74 \$4,859.20 \$126,339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60 25 \$54.45 \$4,356.00 \$113,256.00 37 \$61.34 \$4,907.20	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60 38 \$61.95 \$4,956.00	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53 \$4,442.40 \$115,502.40 39 \$62.58 \$5,006.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09 \$4,487.20 \$116,667.20 40 \$63.20 \$5,056.00	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00 41 \$63.82 \$5,105.60	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23 \$4,578.40 \$119,038.40 42 \$64.46 \$5,156.80	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80 43 \$65.11 \$5,208.80	\$45.97 \$3,677.60 \$95,617.60 \$95,617.60 \$51.80 \$4,144.00 \$107,744.00 \$121,7409.60 \$121,409.60 \$65.78 \$5,262.40	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95 \$4,716.00 \$122,616.00 45 \$66.44 \$5,315.20	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55 \$4,764.00 \$123,864.00 46 \$67.09 \$5,367.20	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00 47 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74 \$4,859.20 \$126,339.20 48 \$68.45 \$5,476.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60 25 \$54.45 \$4,356.00 \$113,256.00	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53 \$4,442.40 \$115,502.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09 \$4,487.20 \$116,667.20	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23 \$4,578.40 \$119,038.40	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80	\$45.97 \$3,677.60 \$95,617.60 \$95,617.60 \$51.80 \$4,144.00 \$107,744.00 \$121,744.00 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95 \$4,716.00 \$122,616.00	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55 \$4,764.00 \$123,864.00	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74 \$4,859.20 \$126,339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60 25 \$54.45 \$4,356.00 \$113,256.00 37 \$61.34 \$4,907.20	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60 38 \$61.95 \$4,956.00	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53 \$4,442.40 \$115,502.40 39 \$62.58 \$5,006.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09 \$4,487.20 \$116,667.20 40 \$63.20 \$5,056.00	\$44.60 \$3,568.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00 41 \$63.82 \$5,105.60	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23 \$4,578.40 \$119,038.40 42 \$64.46 \$5,156.80	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80 43 \$65.11 \$5,208.80	\$45.97 \$3,677.60 \$95,617.60 \$95,617.60 \$51.80 \$4,144.00 \$107,744.00 \$121,7409.60 \$121,409.60 \$65.78 \$5,262.40	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95 \$4,716.00 \$122,616.00 45 \$66.44 \$5,315.20	\$46.90 \$3,752.00 \$97,552.00 \$22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55 \$4,764.00 \$123,864.00 46 \$67.09 \$5,367.20	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00 47 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74 \$4,859.20 \$126,339.20 48 \$68.45 \$5,476.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60 25 \$54.45 \$4,356.00 \$113,256.00 37 \$61.34 \$4,907.20 \$127,587.20	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60 38 \$61.95 \$4,956.00 \$128,856.00	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53 \$4,442.40 \$115,502.40 39 \$62.58 \$5,006.40 \$130,166.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09 \$4,487.20 \$116,667.20 40 \$63.20 \$5,056.00 \$131,456.00	\$44.60 \$3,568.00 \$92,768.00 \$17 \$50.29 \$4,023.20 \$104,603.20 \$29 \$56.65 \$4,532.00 \$117,832.00 \$117,832.00 \$132,745.60	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23 \$4,578.40 \$119,038.40 42 \$64.46 \$5,156.80 \$134,076.80	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80 \$120,244.80 \$135,428.80	\$45.97 \$3,677.60 \$95,617.60 \$95,617.60 \$51.80 \$4,144.00 \$107,744.00 \$121,7409.60 \$121,409.60 \$65.78 \$5,262.40	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95 \$4,716.00 \$122,616.00 45 \$66.44 \$5,315.20	\$46.90 \$3,752.00 \$97,552.00 \$97,552.00 22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55 \$4,764.00 \$123,864.00 46 \$67.09 \$5,367.20	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00 47 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74 \$4,859.20 \$126,339.20 48 \$68.45 \$5,476.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60 25 \$54.45 \$4,356.00 \$113,256.00 \$113,256.00 \$127,587.20	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60 38 \$61.95 \$4,956.00 \$128,856.00 \$69.81	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53 \$4,442.40 \$115,502.40 39 \$62.58 \$5,006.40 \$130,166.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09 \$4,487.20 \$116,667.20 40 \$63.20 \$5,056.00 \$131,456.00	\$44.60 \$3,568.00 \$92,768.00 \$17 \$50.29 \$4,023.20 \$104,603.20 \$29 \$56.65 \$4,532.00 \$117,832.00 \$117,832.00 \$132,745.60 \$33 \$71.92	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23 \$4,578.40 \$119,038.40 42 \$64.46 \$5,156.80 \$134,076.80	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80 \$120,244.80 \$135,428.80 \$135,428.80	\$45.97 \$3,677.60 \$95,617.60 \$95,617.60 \$51.80 \$4,144.00 \$107,744.00 \$121,7409.60 \$121,409.60 \$65.78 \$5,262.40	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95 \$4,716.00 \$122,616.00 45 \$66.44 \$5,315.20	\$46.90 \$3,752.00 \$97,552.00 \$97,552.00 22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55 \$4,764.00 \$123,864.00 46 \$67.09 \$5,367.20	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00 47 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74 \$4,859.20 \$126,339.20 48 \$68.45 \$5,476.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60 25 \$54.45 \$4,356.00 \$113,256.00 37 \$61.34 \$4,907.20 \$127,587.20 49 \$69.11 \$5,528.80	\$43.30 \$3,464.00 \$90,064.00 \$14 \$48.79 \$3,903.20 \$101,483.20 \$26 \$54.97 \$4,397.60 \$114,337.60 \$114,337.60 \$61.95 \$4,956.00 \$128,856.00 \$69.81 \$5,584.80	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53 \$4,442.40 \$115,502.40 39 \$62.58 \$5,006.40 \$130,166.40 51 \$70.52 \$5,641.60	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09 \$4,487.20 \$116,667.20 40 \$63.20 \$5,056.00 \$131,456.00 52 \$71.23 \$5,698.40	\$44.60 \$3,568.00 \$92,768.00 \$92,768.00 17 \$50.29 \$4,023.20 \$104,603.20 29 \$56.65 \$4,532.00 \$117,832.00 \$117,832.00 \$132,745.60 \$132,745.60	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23 \$4,578.40 \$119,038.40 42 \$64.46 \$5,156.80 \$134,076.80 54 \$72.65 \$5,812.00	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80 \$120,244.80 \$55.11 \$5,208.80 \$135,428.80 \$73.39 \$5,871.20	\$45.97 \$3,677.60 \$95,617.60 \$95,617.60 \$51.80 \$4,144.00 \$107,744.00 \$121,7409.60 \$121,409.60 \$65.78 \$5,262.40	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95 \$4,716.00 \$122,616.00 45 \$66.44 \$5,315.20	\$46.90 \$3,752.00 \$97,552.00 \$97,552.00 22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55 \$4,764.00 \$123,864.00 46 \$67.09 \$5,367.20	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00 47 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74 \$4,859.20 \$126,339.20 48 \$68.45 \$5,476.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.87 \$3,429.60 \$89,169.60 13 \$48.32 \$3,865.60 \$100,505.60 25 \$54.45 \$4,356.00 \$113,256.00 \$113,256.00 \$127,587.20	\$43.30 \$3,464.00 \$90,064.00 14 \$48.79 \$3,903.20 \$101,483.20 26 \$54.97 \$4,397.60 \$114,337.60 38 \$61.95 \$4,956.00 \$128,856.00 \$69.81	\$43.74 \$3,499.20 \$90,979.20 15 \$49.29 \$3,943.20 \$102,523.20 27 \$55.53 \$4,442.40 \$115,502.40 39 \$62.58 \$5,006.40 \$130,166.40	\$44.18 \$3,534.40 \$91,894.40 16 \$49.77 \$3,981.60 \$103,521.60 28 \$56.09 \$4,487.20 \$116,667.20 40 \$63.20 \$5,056.00 \$131,456.00	\$44.60 \$3,568.00 \$92,768.00 \$17 \$50.29 \$4,023.20 \$104,603.20 \$29 \$56.65 \$4,532.00 \$117,832.00 \$117,832.00 \$132,745.60 \$33 \$71.92	\$45.06 \$3,604.80 \$93,724.80 18 \$50.78 \$4,062.40 \$105,622.40 30 \$57.23 \$4,578.40 \$119,038.40 42 \$64.46 \$5,156.80 \$134,076.80	\$45.51 \$3,640.80 \$94,660.80 19 \$51.30 \$4,104.00 \$106,704.00 31 \$57.81 \$4,624.80 \$120,244.80 \$120,244.80 \$135,428.80 \$135,428.80	\$45.97 \$3,677.60 \$95,617.60 \$95,617.60 \$51.80 \$4,144.00 \$107,744.00 \$121,7409.60 \$121,409.60 \$65.78 \$5,262.40	\$46.42 \$3,713.60 \$96,553.60 21 \$52.34 \$4,187.20 \$108,867.20 33 \$58.95 \$4,716.00 \$122,616.00 45 \$66.44 \$5,315.20	\$46.90 \$3,752.00 \$97,552.00 \$97,552.00 22 \$52.83 \$4,226.40 \$109,886.40 34 \$59.55 \$4,764.00 \$123,864.00 46 \$67.09 \$5,367.20	\$47.36 \$3,788.80 \$98,508.80 23 \$53.37 \$4,269.60 \$111,009.60 35 \$60.15 \$4,812.00 \$125,112.00 47 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 24 \$53.89 \$4,311.20 \$112,091.20 36 \$60.74 \$4,859.20 \$126,339.20 48 \$68.45 \$5,476.00

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Grade 73 - Do Not Use

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$15.99	\$16.15	\$16.33	\$16.47	\$16.67	\$16.82	\$16.98	\$17.14	\$17.32	\$17.50	\$17.68	\$17.87
Biweekly	\$1,279.20	\$1,292.00	\$1,306.40	\$1,317.60	\$1,333.60	\$1,345.60	\$1,358.40	\$1,371.20	\$1,385.60	\$1,400.00	\$1,414.40	\$1,429.60
Annually	\$33,259.20	\$33,592.00	\$33,966.40	\$34,257.60	\$34,673.60	\$34,985.60	\$35,318.40	\$35,651.20	\$36,025.60	\$36,400.00	\$36,774.40	\$37,169.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$18.03	\$18.20	\$18.38	\$18.58	\$18.76	\$18.95	\$19.16	\$19.33	\$19.51	\$19.72	\$19.92	\$20.11
Biweekly	\$1,442.40	\$1,456.00	\$1,470.40	\$1,486.40	\$1,500.80	\$1,516.00	\$1,532.80	\$1,546.40	\$1,560.80	\$1,577.60	\$1,593.60	\$1,608.80
Annually	\$37,502.40	\$37,856.00	\$38,230.40	\$38,646.40	\$39,020.80	\$39,416.00	\$39,852.80	\$40,206.40	\$40,580.80	\$41,017.60	\$41,433.60	\$41,828.80
C1												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$20.32	\$20.51	\$20.72	\$20.93	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.20	\$22.44	\$22.67
Biweekly	\$1,625.60	\$1,640.80	\$1,657.60	\$1,674.40	\$1,691.20	\$1,708.80	\$1,724.80	\$1,743.20	\$1,760.00	\$1,776.00	\$1,795.20	\$1,813.60
Annually	\$42,265.60	\$42,660.80	\$43,097.60	\$43,534.40	\$43,971.20	\$44,428.80	\$44,844.80	\$45,323.20	\$45,760.00	\$46,176.00	\$46,675.20	\$47,153.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$22.89	\$23.14	\$23.35	\$23.56	\$23.82	\$24.06	\$24.30	\$24.53	\$24.78	\$25.03	\$25.27	\$25.54
Biweekly	\$1,831.20	\$1,851.20	\$1,868.00	\$1,884.80	\$1,905.60	\$1,924.80	\$1,944.00	\$1,962.40	\$1,982.40	\$2,002.40	\$2,021.60	\$2,043.20
Annually	\$47,611.20	\$48,131.20	\$48,568.00	\$49,004.80	\$49,545.60	\$50,044.80	\$50,544.00	\$51,022.40	\$51,542.40	\$52,062.40	\$52,561.60	\$53,123.20
Chama												
Steps	49	50	51	52	53	54	55					
Hourly	\$25.79	\$26.06	\$26.30	\$26.56	\$26.84	\$27.12	\$27.36					
Biweekly	\$2,063.20	\$2,084.80	\$2,104.00	\$2,124.80	\$2,147.20	\$2,169.60	\$2,188.80					
Annually	\$53,643.20	\$54,204.80	\$54,704.00	\$55,244.80	\$55,827.20	\$56,409.60	\$56,908.80					

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$18.03	\$18.20	\$18.38	\$18.58	\$18.76	\$18.95	\$19.16	\$19.33	\$19.51	\$19.72	\$19.92	\$20.11
Biweekly	\$1,442.40	\$1,456.00	\$1,470.40	\$1,486.40	\$1,500.80	\$1,516.00	\$1,532.80	\$1,546.40	\$1,560.80	\$1,577.60	\$1,593.60	\$1,608.80
Annually	\$37,502.40	\$37,856.00	\$38,230.40	\$38,646.40	\$39,020.80	\$39,416.00	\$39,852.80	\$40,206.40	\$40,580.80	\$41,017.60	\$41,433.60	\$41,828.80
Aillidully	337,302.40	\$37,030.00	JJ0,2J0.40	\$30,040.40	\$33,020.00	333,410.00	333,032.00	340,200.40	J-10,500.00	341,017.00	J+1,+35.00	J+1,020.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$20.32	\$20.51	\$20.72	\$20.93	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.20	\$22.44	\$22.67
Biweekly	\$1,625.60	\$1,640.80	\$1,657.60	\$1,674.40	\$1,691.20	\$1,708.80	\$1,724.80	\$1,743.20	\$1,760.00	\$1,776.00	\$1,795.20	\$1,813.60
-	\$42,265.60	\$42,660.80	\$43,097.60		\$43,971.20			\$45,323.20	\$45,760.00		\$46,675.20	\$47,153.60
Annually	342,203.00	\$42,000.80	343,097.00	\$43,534.40	\$43,971.20	\$44,428.80	\$44,844.80	\$45,323.20	\$45,760.00	\$46,176.00	\$40,075.20	\$47,155.00
C1												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$22.89	\$23.14	\$23.35	\$23.56	\$23.82	\$24.06	\$24.30	\$24.53	\$24.78	\$25.03	\$25.27	\$25.54
Biweekly	\$1,831.20	\$1,851.20	\$1,868.00	\$1,884.80	\$1,905.60	\$1,924.80	\$1,944.00	\$1,962.40	\$1,982.40	\$2,002.40	\$2,021.60	\$2,043.20
Annually	\$47,611.20	\$48,131.20	\$48,568.00	\$49,004.80	\$49,545.60	\$50,044.80	\$50,544.00	\$51,022.40	\$51,542.40	\$52,062.40	\$52,561.60	\$53,123.20
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$25.79	\$26.06	\$26.30	\$26.56	\$26.84	\$27.12	\$27.36	\$27.63	\$27.93	\$28.20	\$28.49	\$28.77
Biweekly	\$2,063.20	\$2,084.80	\$2,104.00	\$2,124.80	\$2,147.20	\$2,169.60	\$2,188.80	\$2,210.40	\$2,234.40	\$2,256.00	\$2,279.20	\$2,301.60
Annually	\$53,643.20	\$54,204.80	\$54,704.00	\$55,244.80	\$55,827.20	\$56,409.60	\$56,908.80	\$57,470.40	\$58,094.40	\$58,656.00	\$59,259.20	\$59,841.60
Allitually	333,043.20	334,204.60	\$54,704.00	\$55,244.60	333,027.20	330,409.00	330,306.60	\$37,470.40	\$36,094.40	\$30,030.00	339,239.20	\$59,641.00
Steps	49	50	51	52	53	54	55					
				_		_						
Hourly	\$29.06	\$29.35	\$29.64	\$29.93	\$30.23	\$30.54	\$30.85					
Biweekly	\$2,324.80	\$2,348.00	\$2,371.20	\$2,394.40	\$2,418.40	\$2,443.20	\$2,468.00					
Annually	\$60,444.80	\$61,048.00	\$61,651.20	\$62,254.40	\$62,878.40	\$63,523.20	\$64,168.00					
70												
Grade 76												
	1	2	3	4	5	6	7	Ω	q	10	11	12
Steps	1 \$20.22	2 \$20.51	3 \$20.72	\$20.02	5	6 \$21.26	7 \$21.56	8 \$21.70	9 \$22.00	10 \$22.20	11 \$22.44	12 \$22.67
Steps Hourly	\$20.32	\$20.51	\$20.72	\$20.93	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.20	\$22.44	\$22.67
Steps Hourly Biweekly	\$20.32 \$1,625.60	\$20.51 \$1,640.80	\$20.72 \$1,657.60	\$20.93 \$1,674.40	\$21.14 \$1,691.20	\$21.36 \$1,708.80	\$21.56 \$1,724.80	\$21.79 \$1,743.20	\$22.00 \$1,760.00	\$22.20 \$1,776.00	\$22.44 \$1,795.20	\$22.67 \$1,813.60
Steps Hourly	\$20.32	\$20.51	\$20.72	\$20.93	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.20	\$22.44	\$22.67
Steps Hourly Biweekly Annually	\$20.32 \$1,625.60 \$42,265.60	\$20.51 \$1,640.80 \$42,660.80	\$20.72 \$1,657.60 \$43,097.60	\$20.93 \$1,674.40 \$43,534.40	\$21.14 \$1,691.20 \$43,971.20	\$21.36 \$1,708.80 \$44,428.80	\$21.56 \$1,724.80 \$44,844.80	\$21.79 \$1,743.20 \$45,323.20	\$22.00 \$1,760.00 \$45,760.00	\$22.20 \$1,776.00 \$46,176.00	\$22.44 \$1,795.20 \$46,675.20	\$22.67 \$1,813.60 \$47,153.60
Steps Hourly Biweekly Annually Steps	\$20.32 \$1,625.60 \$42,265.60	\$20.51 \$1,640.80 \$42,660.80	\$20.72 \$1,657.60 \$43,097.60	\$20.93 \$1,674.40 \$43,534.40	\$21.14 \$1,691.20 \$43,971.20	\$21.36 \$1,708.80 \$44,428.80	\$21.56 \$1,724.80 \$44,844.80	\$21.79 \$1,743.20 \$45,323.20	\$22.00 \$1,760.00 \$45,760.00	\$22.20 \$1,776.00 \$46,176.00	\$22.44 \$1,795.20 \$46,675.20	\$22.67 \$1,813.60 \$47,153.60
Steps Hourly Biweekly Annually Steps Hourly	\$20.32 \$1,625.60 \$42,265.60 13 \$22.89	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53	\$22.00 \$1,760.00 \$45,760.00 21 \$24.78	\$22.20 \$1,776.00 \$46,176.00 22 \$25.03	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$20.32 \$1,625.60 \$42,265.60 13 \$22.89 \$1,831.20	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40	\$22.00 \$1,760.00 \$45,760.00 21 \$24.78 \$1,982.40	\$22.20 \$1,776.00 \$46,176.00 22 \$25.03 \$2,002.40	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27 \$2,021.60	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20
Steps Hourly Biweekly Annually Steps Hourly	\$20.32 \$1,625.60 \$42,265.60 13 \$22.89	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53	\$22.00 \$1,760.00 \$45,760.00 21 \$24.78	\$22.20 \$1,776.00 \$46,176.00 22 \$25.03	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40	\$22.00 \$1,760.00 \$45,760.00 21 \$24.78 \$1,982.40	\$22.20 \$1,776.00 \$46,176.00 22 \$25.03 \$2,002.40	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27 \$2,021.60	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$20.32 \$1,625.60 \$42,265.60 13 \$22.89 \$1,831.20	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40	\$22.00 \$1,760.00 \$45,760.00 21 \$24.78 \$1,982.40	\$22.20 \$1,776.00 \$46,176.00 22 \$25.03 \$2,002.40	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27 \$2,021.60	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40	\$22.00 \$1,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40	\$22.20 \$1,776.00 \$46,176.00 \$2 \$25.03 \$2,002.40 \$52,062.40	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27 \$2,021.60 \$52,561.60	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40	\$22.20 \$1,776.00 \$46,176.00 \$2 \$25.03 \$2,002.40 \$52,062.40	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27 \$2,021.60 \$52,561.60	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79 \$2,063.20	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06 \$2,084.80	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30 \$2,104.00	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56 \$2,124.80	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84 \$2,147.20	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12 \$2,169.60	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36 \$2,188.80	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63 \$2,210.40	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93 \$2,234.40	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 \$4 \$28.20 \$2,256.00	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27 \$2,021.60 \$52,561.60 35 \$28.49 \$2,279.20	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77 \$2,301.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 34 \$28.20	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27 \$2,021.60 \$52,561.60 35 \$28.49	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79 \$2,063.20 \$53,643.20	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06 \$2,084.80 \$54,204.80	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30 \$2,104.00 \$54,704.00	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56 \$2,124.80 \$55,244.80	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84 \$2,147.20 \$55,827.20	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12 \$2,169.60 \$56,409.60	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36 \$2,188.80 \$56,908.80	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63 \$2,210.40	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93 \$2,234.40 \$58,094.40	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 \$4 \$28.20 \$2,256.00 \$58,656.00	\$22.44 \$1,795.20 \$46,675.20 \$23 \$25.27 \$2,021.60 \$52,561.60 \$52,561.20 \$52,279.20 \$59,259.20	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77 \$2,301.60 \$59,841.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79 \$2,063.20 \$53,643.20	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06 \$2,084.80 \$54,204.80	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30 \$2,104.00 \$54,704.00	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56 \$2,124.80 \$55,244.80	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84 \$2,147.20 \$55,827.20	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12 \$2,169.60 \$56,409.60	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36 \$2,188.80 \$56,908.80	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63 \$2,210.40 \$57,470.40	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93 \$2,234.40 \$58,094.40	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 \$4 \$28.20 \$2,256.00 \$58,656.00	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27 \$2,021.60 \$52,561.60 35 \$28.49 \$2,279.20 \$59,259.20	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77 \$2,301.60 \$59,841.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79 \$2,063.20 \$53,643.20	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06 \$2,084.80 \$54,204.80 38 \$29.35	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30 \$2,104.00 \$54,704.00	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56 \$2,124.80 \$55,244.80	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84 \$2,147.20 \$55,827.20	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12 \$2,169.60 \$56,409.60	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36 \$2,188.80 \$56,908.80	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63 \$2,210.40 \$57,470.40	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93 \$2,234.40 \$58,094.40	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 \$4 \$28.20 \$2,256.00 \$58,656.00	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27 \$2,021.60 \$52,561.60 35 \$28.49 \$2,279.20 \$59,259.20	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77 \$2,301.60 \$59,841.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79 \$2,063.20 \$53,643.20 37 \$29.06 \$2,324.80	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06 \$2,084.80 \$54,204.80 38 \$29.35 \$2,348.00	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30 \$2,104.00 \$54,704.00 39 \$29.64 \$2,371.20	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56 \$2,124.80 \$55,244.80 40 \$29.93 \$2,394.40	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84 \$2,147.20 \$55,827.20 41 \$30.23 \$2,418.40	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12 \$2,169.60 \$56,409.60 42 \$30.54 \$2,443.20	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36 \$2,188.80 \$56,908.80 43 \$30.85 \$2,468.00	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63 \$2,210.40 \$57,470.40 44 \$31.14 \$2,491.20	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93 \$2,234.40 \$58,094.40 45 \$31.46 \$2,516.80	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 \$4 \$28.20 \$2,256.00 \$58,656.00 \$31.76 \$2,540.80	\$22.44 \$1,795.20 \$46,675.20 \$23 \$25.27 \$2,021.60 \$52,561.60 \$52,561.20 \$59,259.20	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77 \$2,301.60 \$59,841.60 48 \$32.39 \$2,591.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79 \$2,063.20 \$53,643.20	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06 \$2,084.80 \$54,204.80 38 \$29.35	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30 \$2,104.00 \$54,704.00	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56 \$2,124.80 \$55,244.80	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84 \$2,147.20 \$55,827.20	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12 \$2,169.60 \$56,409.60	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36 \$2,188.80 \$56,908.80	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63 \$2,210.40 \$57,470.40	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93 \$2,234.40 \$58,094.40	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 \$4 \$28.20 \$2,256.00 \$58,656.00	\$22.44 \$1,795.20 \$46,675.20 23 \$25.27 \$2,021.60 \$52,561.60 35 \$28.49 \$2,279.20 \$59,259.20	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77 \$2,301.60 \$59,841.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79 \$2,063.20 \$53,643.20 37 \$29.06 \$2,324.80	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06 \$2,084.80 \$54,204.80 38 \$29.35 \$2,348.00	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30 \$2,104.00 \$54,704.00 39 \$29.64 \$2,371.20	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56 \$2,124.80 \$55,244.80 40 \$29.93 \$2,394.40	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84 \$2,147.20 \$55,827.20 41 \$30.23 \$2,418.40	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12 \$2,169.60 \$56,409.60 42 \$30.54 \$2,443.20	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36 \$2,188.80 \$56,908.80 43 \$30.85 \$2,468.00	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63 \$2,210.40 \$57,470.40 44 \$31.14 \$2,491.20	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93 \$2,234.40 \$58,094.40 45 \$31.46 \$2,516.80	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 \$4 \$28.20 \$2,256.00 \$58,656.00 \$31.76 \$2,540.80	\$22.44 \$1,795.20 \$46,675.20 \$23 \$25.27 \$2,021.60 \$52,561.60 \$52,561.20 \$59,259.20	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77 \$2,301.60 \$59,841.60 48 \$32.39 \$2,591.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79 \$2,063.20 \$53,643.20 37 \$29.06 \$2,324.80 \$60,444.80	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06 \$2,084.80 \$54,204.80 38 \$29.35 \$2,348.00 \$61,048.00	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30 \$2,104.00 \$54,704.00 39 \$29.64 \$2,371.20 \$61,651.20	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56 \$2,124.80 \$55,244.80 40 \$29.93 \$2,394.40 \$62,254.40	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84 \$2,147.20 \$55,827.20 41 \$30.23 \$2,418.40 \$62,878.40	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12 \$2,169.60 \$56,409.60 42 \$30.54 \$2,443.20 \$63,523.20	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36 \$2,188.80 \$56,908.80 43 \$30.85 \$2,468.00 \$64,168.00	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63 \$2,210.40 \$57,470.40 44 \$31.14 \$2,491.20	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93 \$2,234.40 \$58,094.40 45 \$31.46 \$2,516.80	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 \$4 \$28.20 \$2,256.00 \$58,656.00 \$31.76 \$2,540.80	\$22.44 \$1,795.20 \$46,675.20 \$23 \$25.27 \$2,021.60 \$52,561.60 \$52,561.20 \$59,259.20	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77 \$2,301.60 \$59,841.60 48 \$32.39 \$2,591.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79 \$2,063.20 \$53,643.20 37 \$29.06 \$2,324.80 \$60,444.80	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06 \$2,084.80 \$54,204.80 38 \$29.35 \$2,348.00 \$61,048.00	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30 \$2,104.00 \$54,704.00 39 \$29.64 \$2,371.20 \$61,651.20	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56 \$2,124.80 \$55,244.80 40 \$29.93 \$2,394.40 \$62,254.40 52 \$33.71	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84 \$2,147.20 \$55,827.20 41 \$30.23 \$2,418.40 \$62,878.40	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12 \$2,169.60 \$56,409.60 42 \$30.54 \$2,443.20 \$63,523.20	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36 \$2,188.80 \$56,908.80 43 \$30.85 \$2,468.00 \$64,168.00	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63 \$2,210.40 \$57,470.40 44 \$31.14 \$2,491.20	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93 \$2,234.40 \$58,094.40 45 \$31.46 \$2,516.80	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 \$4 \$28.20 \$2,256.00 \$58,656.00 \$31.76 \$2,540.80	\$22.44 \$1,795.20 \$46,675.20 \$23 \$25.27 \$2,021.60 \$52,561.60 \$52,561.20 \$59,259.20	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77 \$2,301.60 \$59,841.60 48 \$32.39 \$2,591.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79 \$2,063.20 \$53,643.20 37 \$29.06 \$2,324.80 \$60,444.80 49 \$32.74 \$2,619.20	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06 \$2,084.80 \$54,204.80 38 \$29.35 \$2,348.00 \$61,048.00 50 \$33.07 \$2,645.60	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30 \$2,104.00 \$54,704.00 39 \$29.64 \$2,371.20 \$61,651.20 51 \$33.38 \$2,670.40	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56 \$2,124.80 \$55,244.80 40 \$29.93 \$2,394.40 \$62,254.40 52 \$33.71 \$2,696.80	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84 \$2,147.20 \$55,827.20 41 \$30.23 \$2,418.40 \$62,878.40 53 \$34.07 \$2,725.60	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12 \$2,169.60 \$56,409.60 42 \$30.54 \$2,443.20 \$63,523.20 54 \$34.40 \$2,752.00	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36 \$2,188.80 \$56,908.80 43 \$30.85 \$2,468.00 \$64,168.00 55 \$34.76 \$2,780.80	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63 \$2,210.40 \$57,470.40 44 \$31.14 \$2,491.20	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93 \$2,234.40 \$58,094.40 45 \$31.46 \$2,516.80	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 \$4 \$28.20 \$2,256.00 \$58,656.00 \$31.76 \$2,540.80	\$22.44 \$1,795.20 \$46,675.20 \$23 \$25.27 \$2,021.60 \$52,561.60 \$52,561.20 \$59,259.20	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77 \$2,301.60 \$59,841.60 48 \$32.39 \$2,591.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.32 \$1,625.60 \$42,265.60 \$42,265.60 13 \$22.89 \$1,831.20 \$47,611.20 25 \$25.79 \$2,063.20 \$53,643.20 37 \$29.06 \$2,324.80 \$60,444.80	\$20.51 \$1,640.80 \$42,660.80 14 \$23.14 \$1,851.20 \$48,131.20 26 \$26.06 \$2,084.80 \$54,204.80 38 \$29.35 \$2,348.00 \$61,048.00	\$20.72 \$1,657.60 \$43,097.60 15 \$23.35 \$1,868.00 \$48,568.00 27 \$26.30 \$2,104.00 \$54,704.00 39 \$29.64 \$2,371.20 \$61,651.20	\$20.93 \$1,674.40 \$43,534.40 16 \$23.56 \$1,884.80 \$49,004.80 28 \$26.56 \$2,124.80 \$55,244.80 40 \$29.93 \$2,394.40 \$62,254.40 52 \$33.71	\$21.14 \$1,691.20 \$43,971.20 17 \$23.82 \$1,905.60 \$49,545.60 29 \$26.84 \$2,147.20 \$55,827.20 41 \$30.23 \$2,418.40 \$62,878.40	\$21.36 \$1,708.80 \$44,428.80 18 \$24.06 \$1,924.80 \$50,044.80 30 \$27.12 \$2,169.60 \$56,409.60 42 \$30.54 \$2,443.20 \$63,523.20	\$21.56 \$1,724.80 \$44,844.80 19 \$24.30 \$1,944.00 \$50,544.00 31 \$27.36 \$2,188.80 \$56,908.80 43 \$30.85 \$2,468.00 \$64,168.00	\$21.79 \$1,743.20 \$45,323.20 20 \$24.53 \$1,962.40 \$51,022.40 32 \$27.63 \$2,210.40 \$57,470.40 44 \$31.14 \$2,491.20	\$22.00 \$1,760.00 \$45,760.00 \$45,760.00 21 \$24.78 \$1,982.40 \$51,542.40 33 \$27.93 \$2,234.40 \$58,094.40 45 \$31.46 \$2,516.80	\$22.20 \$1,776.00 \$46,176.00 \$22 \$25.03 \$2,002.40 \$52,062.40 \$4 \$28.20 \$2,256.00 \$58,656.00 \$31.76 \$2,540.80	\$22.44 \$1,795.20 \$46,675.20 \$23 \$25.27 \$2,021.60 \$52,561.60 \$52,561.20 \$59,259.20	\$22.67 \$1,813.60 \$47,153.60 24 \$25.54 \$2,043.20 \$53,123.20 36 \$28.77 \$2,301.60 \$59,841.60 48 \$32.39 \$2,591.20

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$22.89	\$23.14	\$23.35	\$23.56	\$23.82	\$24.06	\$24.30	\$24.53	\$24.78	\$25.03	\$25.27	\$25.54
Biweekly	\$1,831.20	\$1,851.20	\$1,868.00	\$1,884.80	\$1,905.60	\$1,924.80	\$1,944.00	\$1,962.40	\$1,982.40	\$2,002.40	\$2,021.60	\$2,043.20
Annually	\$47,611.20	\$48,131.20	\$48,568.00	\$49,004.80	\$49,545.60	\$50,044.80	\$50,544.00	\$51,022.40	\$51,542.40	\$52,062.40	\$52,561.60	\$53,123.20
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$25.79	\$26.06	\$26.30	\$26.56	\$26.84	\$27.12	\$27.36	\$27.63	\$27.93	\$28.20	\$28.49	\$28.77
Biweekly	\$2,063.20	\$2,084.80	\$2,104.00	\$2,124.80	\$2,147.20	\$2,169.60	\$2,188.80	\$2,210.40	\$2,234.40	\$2,256.00	\$2,279.20	\$2,301.60
Annually	\$53,643.20	\$54,204.80	\$54,704.00	\$55,244.80	\$55,827.20	\$56,409.60	\$56,908.80	\$57,470.40	\$58,094.40	\$58,656.00	\$59,259.20	\$59,841.60
,	700,0101=0	70 ./=0	70.7.0		***************************************	*****	***************************************	40.7	***************************************	***************************************	*****	*****
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$29.06	\$29.35	\$29.64	\$29.93	\$30.23	\$30.54	\$30.85	\$31.14	\$31.46	\$31.76	\$32.09	\$32.39
Biweekly	\$2,324.80	\$2,348.00	\$2,371.20	\$2,394.40	\$2,418.40	\$2,443.20	\$2,468.00	\$2,491.20	\$2,516.80	\$2,540.80	\$2,567.20	\$2,591.20
	\$60,444.80	\$61,048.00	\$61,651.20	\$62,254.40	\$62,878.40		\$64,168.00	\$64,771.20	\$65,436.80	\$66,060.80	\$66,747.20	
Annually	300,444.80	301,048.00	301,031.20	302,234.40	302,878.40	\$63,523.20	\$64,168.00	304,771.20	303,430.80	300,000.80	300,747.20	\$67,371.20
Steps												
	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$32.74	\$33.07	\$33.38	\$33.71	\$34.07	\$34.40	\$34.76	\$35.11	\$35.44	\$35.79	\$36.15	\$36.53
Biweekly	\$2,619.20	\$2,645.60	\$2,670.40	\$2,696.80	\$2,725.60	\$2,752.00	\$2,780.80	\$2,808.80	\$2,835.20	\$2,863.20	\$2,892.00	\$2,922.40
Annually	\$68,099.20	\$68,785.60	\$69,430.40	\$70,116.80	\$70,865.60	\$71,552.00	\$72,300.80	\$73,028.80	\$73,715.20	\$74,443.20	\$75,192.00	\$75,982.40
Steps	49	50	51	52	53	54	55					
•												
Hourly	\$36.90	\$37.27	\$37.63	\$38.01	\$38.39	\$38.75	\$39.16					
Biweekly	\$2,952.00	\$2,981.60	\$3,010.40	\$3,040.80	\$3,071.20	\$3,100.00	\$3,132.80					
Annually	\$76,752.00	\$77,521.60	\$78,270.40	\$79,060.80	\$79,851.20	\$80,600.00	\$81,452.80					
70												
Grade 78												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade /8 Steps Hourly	_	_	_	-	_			_				
Steps Hourly	\$25.03	\$25.27	\$25.54	\$25.79	\$26.06	\$26.30	\$26.56	\$26.84	\$27.12	\$27.36	\$27.63	\$27.93
Steps Hourly Biweekly	\$25.03 \$2,002.40	\$25.27 \$2,021.60	\$25.54 \$2,043.20	\$25.79 \$2,063.20	\$26.06 \$2,084.80	\$26.30 \$2,104.00	\$26.56 \$2,124.80	\$26.84 \$2,147.20	\$27.12 \$2,169.60	\$27.36 \$2,188.80	\$27.63 \$2,210.40	\$27.93 \$2,234.40
Steps Hourly	\$25.03	\$25.27	\$25.54	\$25.79	\$26.06	\$26.30	\$26.56	\$26.84	\$27.12	\$27.36	\$27.63	\$27.93
Steps Hourly Biweekly	\$25.03 \$2,002.40	\$25.27 \$2,021.60	\$25.54 \$2,043.20	\$25.79 \$2,063.20	\$26.06 \$2,084.80	\$26.30 \$2,104.00	\$26.56 \$2,124.80	\$26.84 \$2,147.20	\$27.12 \$2,169.60	\$27.36 \$2,188.80	\$27.63 \$2,210.40	\$27.93 \$2,234.40
Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40	\$25.27 \$2,021.60 \$52,561.60	\$25.54 \$2,043.20 \$53,123.20	\$25.79 \$2,063.20 \$53,643.20	\$26.06 \$2,084.80 \$54,204.80	\$26.30 \$2,104.00 \$54,704.00	\$26.56 \$2,124.80 \$55,244.80	\$26.84 \$2,147.20 \$55,827.20	\$27.12 \$2,169.60 \$56,409.60	\$27.36 \$2,188.80 \$56,908.80	\$27.63 \$2,210.40 \$57,470.40	\$27.93 \$2,234.40 \$58,094.40
Steps Hourly Biweekly Annually Steps	\$25.03 \$2,002.40 \$52,062.40	\$25.27 \$2,021.60 \$52,561.60	\$25.54 \$2,043.20 \$53,123.20	\$25.79 \$2,063.20 \$53,643.20	\$26.06 \$2,084.80 \$54,204.80	\$26.30 \$2,104.00 \$54,704.00	\$26.56 \$2,124.80 \$55,244.80	\$26.84 \$2,147.20 \$55,827.20	\$27.12 \$2,169.60 \$56,409.60	\$27.36 \$2,188.80 \$56,908.80	\$27.63 \$2,210.40 \$57,470.40	\$27.93 \$2,234.40 \$58,094.40
Steps Hourly Biweekly Annually Steps Hourly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20	\$26.56 \$2,124.80 \$55,244.80 \$59.93 \$29.93 \$2,394.40	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20	\$26.56 \$2,124.80 \$55,244.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38	\$26.56 \$2,124.80 \$55,244.80 \$19 \$29.93 \$2,394.40 \$62,254.40 \$31 \$33.71	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76 \$2,540.80	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09 \$2,567.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39 \$2,591.20	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40	\$26.56 \$2,124.80 \$55,244.80 \$19 \$29.93 \$2,394.40 \$62,254.40 \$33.71 \$2,696.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40 \$2,752.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20 35 \$35.11 \$2,808.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38	\$26.56 \$2,124.80 \$55,244.80 \$19 \$29.93 \$2,394.40 \$62,254.40 \$31 \$33.71	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76 \$2,540.80 \$66,060.80	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09 \$2,567.20 \$66,747.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39 \$2,591.20 \$67,371.20	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20 \$68,099.20	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40	\$26.56 \$2,124.80 \$55,244.80 \$19 \$29.93 \$2,394.40 \$62,254.40 \$33.71 \$2,696.80 \$70,116.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70,865.60	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40 \$2,752.00 \$71,552.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20 35 \$35.11 \$2,808.80 \$73,028.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20 \$73,715.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76 \$2,540.80 \$66,060.80	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09 \$2,567.20 \$66,747.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39 \$2,591.20 \$67,371.20	\$25.79 \$2,063.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20 \$68,099.20	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60	\$26.30 \$2,104.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80 \$70,116.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70,865.60	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40 \$2,752.00 \$71,552.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20 35 \$35.11 \$2,808.80 \$73,028.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20 \$73,715.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76 \$2,540.80 \$66,060.80	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09 \$2,567.20 \$66,747.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39 \$2,591.20 \$67,371.20	\$25.79 \$2,063.20 \$53,643.20 \$16 \$29.06 \$2,324.80 \$60,444.80 \$32.74 \$2,619.20 \$68,099.20	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60	\$26.30 \$2,104.00 \$54,704.00 \$18 \$29.64 \$2,371.20 \$61,651.20 \$33.38 \$2,670.40 \$69,430.40 \$2 \$37.63	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80 \$70,116.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70,865.60	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40 \$2,752.00 \$71,552.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20 35 \$35.11 \$2,808.80 \$73,028.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20 \$73,715.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76 \$2,540.80 \$66,060.80 37 \$35.79 \$2,863.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09 \$2,567.20 \$66,747.20 38 \$36.15 \$2,892.00	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39 \$2,591.20 \$67,371.20 39 \$36.53 \$2,922.40	\$25.79 \$2,063.20 \$53,643.20 \$16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20 \$68,099.20 40 \$36.90 \$2,952.00	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60 41 \$37.27 \$2,981.60	\$26.30 \$2,104.00 \$54,704.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40 42 \$37.63 \$3,010.40	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80 \$70,116.80 43 \$38.01 \$33,040.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70,865.60 44 \$38.39 \$3,071.20	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40 \$2,752.00 \$71,552.00 45 \$38.75 \$3,100.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80 46 \$39.16 \$3,132.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20 35 \$35.11 \$2,808.80 \$73,028.80 47 \$39.56 \$3,164.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20 \$73,715.20 48 \$39.94 \$3,195.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76 \$2,540.80 \$66,060.80	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09 \$2,567.20 \$66,747.20	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39 \$2,591.20 \$67,371.20	\$25.79 \$2,063.20 \$53,643.20 \$16 \$29.06 \$2,324.80 \$60,444.80 \$32.74 \$2,619.20 \$68,099.20	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60	\$26.30 \$2,104.00 \$54,704.00 \$18 \$29.64 \$2,371.20 \$61,651.20 \$33.38 \$2,670.40 \$69,430.40 \$2 \$37.63	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80 \$70,116.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70,865.60	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40 \$2,752.00 \$71,552.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20 35 \$35.11 \$2,808.80 \$73,028.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20 \$73,715.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76 \$2,540.80 \$66,060.80 37 \$35.79 \$2,863.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09 \$2,567.20 \$66,747.20 38 \$36.15 \$2,892.00	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39 \$2,591.20 \$67,371.20 39 \$36.53 \$2,922.40	\$25.79 \$2,063.20 \$53,643.20 \$16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20 \$68,099.20 40 \$36.90 \$2,952.00	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60 41 \$37.27 \$2,981.60	\$26.30 \$2,104.00 \$54,704.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40 42 \$37.63 \$3,010.40	\$26.56 \$2,124.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80 \$70,116.80 43 \$38.01 \$33,040.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70,865.60 44 \$38.39 \$3,071.20	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40 \$2,752.00 \$71,552.00 45 \$38.75 \$3,100.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80 46 \$39.16 \$3,132.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20 35 \$35.11 \$2,808.80 \$73,028.80 47 \$39.56 \$3,164.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20 \$73,715.20 48 \$39.94 \$3,195.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76 \$2,540.80 \$66,060.80 37 \$35.79 \$2,863.20 \$74,443.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09 \$2,567.20 \$66,747.20 38 \$36.15 \$2,892.00 \$75,192.00	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39 \$2,591.20 \$67,371.20 39 \$36.53 \$2,922.40 \$75,982.40	\$25.79 \$2,063.20 \$53,643.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20 \$68,099.20 40 \$36.90 \$2,952.00 \$76,752.00	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60 41 \$37.27 \$2,981.60 \$77,521.60	\$26.30 \$2,104.00 \$54,704.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40 42 \$37.63 \$3,010.40 \$78,270.40	\$26.56 \$2,124.80 \$55,244.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80 \$70,116.80 43 \$38.01 \$3,040.80 \$79,060.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70,865.60 44 \$38.39 \$3,071.20	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40 \$2,752.00 \$71,552.00 45 \$38.75 \$3,100.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80 46 \$39.16 \$3,132.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20 35 \$35.11 \$2,808.80 \$73,028.80 47 \$39.56 \$3,164.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20 \$73,715.20 48 \$39.94 \$3,195.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76 \$2,540.80 \$66,060.80 37 \$35.79 \$2,863.20 \$74,443.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09 \$2,567.20 \$66,747.20 38 \$36.15 \$2,892.00 \$75,192.00	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39 \$2,591.20 \$67,371.20 39 \$36.53 \$2,922.40 \$75,982.40	\$25.79 \$2,063.20 \$53,643.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20 \$68,099.20 40 \$36.90 \$2,952.00 \$76,752.00	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60 41 \$37.27 \$2,981.60 \$77,521.60	\$26.30 \$2,104.00 \$54,704.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40 42 \$37.63 \$3,010.40 \$78,270.40	\$26.56 \$2,124.80 \$55,244.80 \$19 \$29.93 \$2,394.40 \$62,254.40 \$33.71 \$2,696.80 \$70,116.80 \$43 \$38.01 \$3,040.80 \$79,060.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70,865.60 44 \$38.39 \$3,071.20	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40 \$2,752.00 \$71,552.00 45 \$38.75 \$3,100.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80 46 \$39.16 \$3,132.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20 35 \$35.11 \$2,808.80 \$73,028.80 47 \$39.56 \$3,164.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20 \$73,715.20 48 \$39.94 \$3,195.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76 \$2,540.80 \$66,060.80 37 \$35.79 \$2,863.20 \$74,443.20 49 \$40.34 \$3,227.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09 \$2,567.20 \$66,747.20 38 \$36.15 \$2,892.00 \$75,192.00 \$40.76 \$3,260.80	\$25.54 \$2,043.20 \$53,123.20 \$53,123.20 \$15 \$28.77 \$2,301.60 \$59,841.60 \$27 \$32.39 \$2,591.20 \$67,371.20 \$39 \$36.53 \$2,922.40 \$75,982.40 \$11 \$41.16 \$3,292.80	\$25.79 \$2,063.20 \$53,643.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20 \$68,099.20 40 \$36.90 \$2,952.00 \$76,752.00 52 \$41.58 \$3,326.40	\$26.06 \$2,084.80 \$54,204.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60 41 \$37.27 \$2,981.60 \$77,521.60 53 \$41.98 \$3,358.40	\$26.30 \$2,104.00 \$54,704.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40 42 \$37.63 \$3,010.40 \$78,270.40 54 \$42.42 \$3,393.60	\$26.56 \$2,124.80 \$55,244.80 \$55,244.80 19 \$29.93 \$2,394.40 \$62,254.40 31 \$33.71 \$2,696.80 \$70,116.80 43 \$38.01 \$3,040.80 \$79,060.80 55 \$42.84 \$3,427.20	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70,865.60 44 \$38.39 \$3,071.20	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40 \$2,752.00 \$71,552.00 45 \$38.75 \$3,100.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80 46 \$39.16 \$3,132.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20 35 \$35.11 \$2,808.80 \$73,028.80 47 \$39.56 \$3,164.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20 \$73,715.20 48 \$39.94 \$3,195.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.03 \$2,002.40 \$52,062.40 13 \$28.20 \$2,256.00 \$58,656.00 25 \$31.76 \$2,540.80 \$66,060.80 37 \$35.79 \$2,863.20 \$74,443.20	\$25.27 \$2,021.60 \$52,561.60 14 \$28.49 \$2,279.20 \$59,259.20 26 \$32.09 \$2,567.20 \$66,747.20 38 \$36.15 \$2,892.00 \$75,192.00	\$25.54 \$2,043.20 \$53,123.20 15 \$28.77 \$2,301.60 \$59,841.60 27 \$32.39 \$2,591.20 \$67,371.20 39 \$36.53 \$2,922.40 \$75,982.40	\$25.79 \$2,063.20 \$53,643.20 \$53,643.20 16 \$29.06 \$2,324.80 \$60,444.80 28 \$32.74 \$2,619.20 \$68,099.20 40 \$36.90 \$2,952.00 \$76,752.00	\$26.06 \$2,084.80 \$54,204.80 17 \$29.35 \$2,348.00 \$61,048.00 29 \$33.07 \$2,645.60 \$68,785.60 41 \$37.27 \$2,981.60 \$77,521.60	\$26.30 \$2,104.00 \$54,704.00 \$54,704.00 18 \$29.64 \$2,371.20 \$61,651.20 30 \$33.38 \$2,670.40 \$69,430.40 42 \$37.63 \$3,010.40 \$78,270.40	\$26.56 \$2,124.80 \$55,244.80 \$19 \$29.93 \$2,394.40 \$62,254.40 \$33.71 \$2,696.80 \$70,116.80 \$43 \$38.01 \$3,040.80 \$79,060.80	\$26.84 \$2,147.20 \$55,827.20 20 \$30.23 \$2,418.40 \$62,878.40 32 \$34.07 \$2,725.60 \$70,865.60 44 \$38.39 \$3,071.20	\$27.12 \$2,169.60 \$56,409.60 21 \$30.54 \$2,443.20 \$63,523.20 33 \$34.40 \$2,752.00 \$71,552.00 45 \$38.75 \$3,100.00	\$27.36 \$2,188.80 \$56,908.80 22 \$30.85 \$2,468.00 \$64,168.00 34 \$34.76 \$2,780.80 \$72,300.80 46 \$39.16 \$3,132.80	\$27.63 \$2,210.40 \$57,470.40 23 \$31.14 \$2,491.20 \$64,771.20 35 \$35.11 \$2,808.80 \$73,028.80 47 \$39.56 \$3,164.80	\$27.93 \$2,234.40 \$58,094.40 24 \$31.46 \$2,516.80 \$65,436.80 36 \$35.44 \$2,835.20 \$73,715.20 48 \$39.94 \$3,195.20

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$27.36	\$27.63	\$27.93	\$28.20	\$28.49	\$28.77	\$29.06	\$29.35	\$29.64	\$29.93	\$30.23	\$30.54
Biweekly	\$2,188.80	\$2,210.40	\$2,234.40	\$2,256.00	\$2,279.20	\$2,301.60	\$2,324.80	\$2,348.00	\$2,371.20	\$2,394.40	\$2,418.40	\$2,443.20
Annually	\$56,908.80	\$57,470.40	\$58,094.40	\$58,656.00	\$59,259.20	\$59,841.60	\$60,444.80	\$61,048.00	\$61,651.20	\$62,254.40	\$62,878.40	\$63,523.20
·	\$30,300.00	037,770.10	\$50,050	\$30,030.00	000,200.20	\$55,6.2.00	400,	401 /0 10100	001,001.20	V02,230	402,0700	000,020.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$30.85	\$31.14	\$31.46	\$31.76	\$32.09	\$32.39	\$32.74	\$33.07	\$33.38	\$33.71	\$34.07	\$34.40
Biweekly	\$2,468.00	\$2,491.20	\$2,516.80	\$2,540.80	\$2,567.20	\$2,591.20	\$2,619.20	\$2,645.60	\$2,670.40	\$2,696.80	\$2,725.60	\$2,752.00
Annually		\$64,771.20	\$65,436.80	\$66,060.80			\$68,099.20	\$68,785.60	\$69,430.40		\$70,865.60	\$71,552.00
Annually	\$64,168.00	\$64,771.20	\$05,430.80	\$60,060.80	\$66,747.20	\$67,371.20	308,099.20	\$08,785.00	\$69,430.40	\$70,116.80	\$70,805.00	\$71,552.00
C1												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$34.76	\$35.11	\$35.44	\$35.79	\$36.15	\$36.53	\$36.90	\$37.27	\$37.63	\$38.01	\$38.39	\$38.75
Biweekly	\$2,780.80	\$2,808.80	\$2,835.20	\$2,863.20	\$2,892.00	\$2,922.40	\$2,952.00	\$2,981.60	\$3,010.40	\$3,040.80	\$3,071.20	\$3,100.00
Annually	\$72,300.80	\$73,028.80	\$73,715.20	\$74,443.20	\$75,192.00	\$75,982.40	\$76,752.00	\$77,521.60	\$78,270.40	\$79,060.80	\$79,851.20	\$80,600.00
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$39.16	\$39.56	\$39.94	\$40.34	\$40.76	\$41.16	\$41.58	\$41.98	\$42.42	\$42.84	\$43.26	\$43.70
Biweekly	\$3,132.80	\$3,164.80	\$3,195.20	\$3,227.20	\$3,260.80	\$3,292.80	\$3,326.40	\$3,358.40	\$3,393.60	\$3,427.20	\$3,460.80	\$3,496.00
-												
Annually	\$81,452.80	\$82,284.80	\$83,075.20	\$83,907.20	\$84,780.80	\$85,612.80	\$86,486.40	\$87,318.40	\$88,233.60	\$89,107.20	\$89,980.80	\$90,896.00
Steps	49	50	51	52	53	54	55					
•			\$45.02									
Hourly	\$44.15	\$44.56		\$45.48	\$45.93	\$46.39	\$46.84					
Biweekly	\$3,532.00	\$3,564.80	\$3,601.60	\$3,638.40	\$3,674.40	\$3,711.20	\$3,747.20					
Annually	\$91,832.00	\$92,684.80	\$93,641.60	\$94,598.40	\$95,534.40	\$96,491.20	\$97,427.20					
Grade 80												
	1	2	2	4	E	6	7	0	۵	10	11	12
Steps	1 \$20.64	2	3	4	5 ¢20.95	6	7	8 \$21.76	9	10 \$22.20	11	12 \$22.07
Steps Hourly	\$29.64	\$29.93	\$30.23	\$30.54	\$30.85	\$31.14	\$31.46	\$31.76	\$32.09	\$32.39	\$32.74	\$33.07
Steps Hourly Biweekly	\$29.64 \$2,371.20	\$29.93 \$2,394.40	\$30.23 \$2,418.40	\$30.54 \$2,443.20	\$30.85 \$2,468.00	\$31.14 \$2,491.20	\$31.46 \$2,516.80	\$31.76 \$2,540.80	\$32.09 \$2,567.20	\$32.39 \$2,591.20	\$32.74 \$2,619.20	\$33.07 \$2,645.60
Steps Hourly	\$29.64	\$29.93	\$30.23	\$30.54	\$30.85	\$31.14	\$31.46	\$31.76	\$32.09	\$32.39	\$32.74	\$33.07
Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20	\$29.93 \$2,394.40 \$62,254.40	\$30.23 \$2,418.40 \$62,878.40	\$30.54 \$2,443.20 \$63,523.20	\$30.85 \$2,468.00 \$64,168.00	\$31.14 \$2,491.20 \$64,771.20	\$31.46 \$2,516.80 \$65,436.80	\$31.76 \$2,540.80 \$66,060.80	\$32.09 \$2,567.20 \$66,747.20	\$32.39 \$2,591.20 \$67,371.20	\$32.74 \$2,619.20 \$68,099.20	\$33.07 \$2,645.60 \$68,785.60
Steps Hourly Biweekly Annually Steps	\$29.64 \$2,371.20 \$61,651.20	\$29.93 \$2,394.40 \$62,254.40	\$30.23 \$2,418.40 \$62,878.40	\$30.54 \$2,443.20 \$63,523.20	\$30.85 \$2,468.00 \$64,168.00	\$31.14 \$2,491.20 \$64,771.20	\$31.46 \$2,516.80 \$65,436.80	\$31.76 \$2,540.80 \$66,060.80	\$32.09 \$2,567.20 \$66,747.20	\$32.39 \$2,591.20 \$67,371.20	\$32.74 \$2,619.20 \$68,099.20	\$33.07 \$2,645.60 \$68,785.60
Steps Hourly Biweekly Annually Steps Hourly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60
Steps Hourly Biweekly Annually Steps Hourly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63 \$3,010.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01 \$3,040.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39 \$3,071.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 30 \$39.56 \$3,164.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3,195.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34 \$3,227.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76 \$3,260.80	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3,326.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 30 \$39.56	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63 \$3,010.40 \$78,270.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01 \$3,040.80 \$79,060.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39 \$3,071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80 \$81,452.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 30 \$39.56 \$3,164.80 \$82,284.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3,195.20 \$83,075.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34 \$3,227.20 \$83,907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76 \$3,260.80 \$84,780.80	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3,326.40 \$86,486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63 \$3,010.40 \$78,270.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01 \$3,040.80 \$79,060.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39 \$3,071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80 \$81,452.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 30 \$39.56 \$3,164.80 \$82,284.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3,195.20 \$83,075.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34 \$3,227.20 \$83,907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76 \$3,260.80 \$84,780.80	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3,326.40 \$86,486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63 \$3,010.40 \$78,270.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01 \$3,040.80 \$79,060.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39 \$3,071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80 \$81,452.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 30 \$39.56 \$3,164.80 \$82,284.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3,195.20 \$83,075.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34 \$3,227.20 \$83,907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76 \$3,260.80 \$84,780.80	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3,326.40 \$86,486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63 \$3,010.40 \$78,270.40 37 \$42.42 \$3,393.60	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01 \$3,040.80 \$79,060.80 38 \$42.84 \$3,427.20	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39 \$3,071.20 \$79,851.20 39 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00 40 \$43.70 \$3,496.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80 \$81,452.80 41 \$44.15 \$3,532.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 30 \$39.56 \$3,164.80 \$82,284.80 42 \$44.56 \$3,564.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3,195.20 \$83,075.20 43 \$45.02 \$3,601.60	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34 \$3,227.20 \$83,907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76 \$3,260.80 \$84,780.80 45 \$45.93 \$3,674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3,326.40 \$86,486.40 47 \$46.84 \$3,747.20	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63 \$3,010.40 \$78,270.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01 \$3,040.80 \$79,060.80	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39 \$3,071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80 \$81,452.80	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 30 \$39.56 \$3,164.80 \$82,284.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3,195.20 \$83,075.20	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34 \$3,227.20 \$83,907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76 \$3,260.80 \$84,780.80	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3,326.40 \$86,486.40	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63 \$3,010.40 \$78,270.40 37 \$42.42 \$3,393.60	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01 \$3,040.80 \$79,060.80 38 \$42.84 \$3,427.20	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39 \$3,071.20 \$79,851.20 39 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00 40 \$43.70 \$3,496.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80 \$81,452.80 41 \$44.15 \$3,532.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 30 \$39.56 \$3,164.80 \$82,284.80 42 \$44.56 \$3,564.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3,195.20 \$83,075.20 43 \$45.02 \$3,601.60 \$93,641.60	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34 \$3,227.20 \$83,907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76 \$3,260.80 \$84,780.80 45 \$45.93 \$3,674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3,326.40 \$86,486.40 47 \$46.84 \$3,747.20	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63 \$3,010.40 \$78,270.40 37 \$42.42 \$3,393.60 \$88,233.60	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01 \$3,040.80 \$79,060.80 38 \$42.84 \$3,427.20 \$89,107.20	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39 \$3,071.20 \$79,851.20 39 \$43.26 \$3,460.80 \$89,980.80	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00 40 \$43.70 \$3,496.00 \$90,896.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80 \$81,452.80 41 \$44.15 \$3,532.00 \$91,832.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 30 \$39.56 \$3,164.80 \$82,284.80 42 \$44.56 \$3,564.80 \$92,684.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3,195.20 \$83,075.20 43 \$45.02 \$3,601.60 \$93,641.60	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34 \$3,227.20 \$83,907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76 \$3,260.80 \$84,780.80 45 \$45.93 \$3,674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3,326.40 \$86,486.40 47 \$46.84 \$3,747.20	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63 \$3,010.40 \$78,270.40 37 \$42.42 \$3,393.60 \$88,233.60	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01 \$3,040.80 \$79,060.80 38 \$42.84 \$3,427.20 \$89,107.20	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39 \$3,071.20 \$79,851.20 39 \$43.26 \$3,460.80 \$89,980.80 51 \$48.74	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00 40 \$43.70 \$3,496.00 \$90,896.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80 \$81,452.80 41 \$44.15 \$3,532.00 \$91,832.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 30 \$39.56 \$3,164.80 \$82,284.80 42 \$44.56 \$3,564.80 \$92,684.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3,195.20 \$83,075.20 43 \$45.02 \$3,601.60 \$93,641.60	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34 \$3,227.20 \$83,907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76 \$3,260.80 \$84,780.80 45 \$45.93 \$3,674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3,326.40 \$86,486.40 47 \$46.84 \$3,747.20	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63 \$3,010.40 \$78,270.40 37 \$42.42 \$3,393.60 \$88,233.60 49 \$47.78 \$3,822.40	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01 \$3,040.80 \$79,060.80 38 \$42.84 \$3,427.20 \$89,107.20 50 \$48.27 \$3,861.60	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39 \$3,071.20 \$79,851.20 39 \$43.26 \$3,460.80 \$89,980.80 51 \$48.74 \$3,899.20	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00 40 \$43.70 \$3,496.00 \$90,896.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80 \$81,452.80 41 \$44.15 \$3,532.00 \$91,832.00 \$91,832.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 \$39.56 \$3,164.80 \$82,284.80 42 \$44.56 \$3,564.80 \$92,684.80 54 \$50.21 \$4,016.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3,195.20 \$83,075.20 43 \$45.02 \$3,601.60 \$93,641.60 55 \$50.73 \$4,058.40	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34 \$3,227.20 \$83,907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76 \$3,260.80 \$84,780.80 45 \$45.93 \$3,674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3,326.40 \$86,486.40 47 \$46.84 \$3,747.20	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.64 \$2,371.20 \$61,651.20 13 \$33.38 \$2,670.40 \$69,430.40 25 \$37.63 \$3,010.40 \$78,270.40 37 \$42.42 \$3,393.60 \$88,233.60	\$29.93 \$2,394.40 \$62,254.40 14 \$33.71 \$2,696.80 \$70,116.80 26 \$38.01 \$3,040.80 \$79,060.80 38 \$42.84 \$3,427.20 \$89,107.20	\$30.23 \$2,418.40 \$62,878.40 15 \$34.07 \$2,725.60 \$70,865.60 27 \$38.39 \$3,071.20 \$79,851.20 39 \$43.26 \$3,460.80 \$89,980.80 51 \$48.74	\$30.54 \$2,443.20 \$63,523.20 16 \$34.40 \$2,752.00 \$71,552.00 28 \$38.75 \$3,100.00 \$80,600.00 40 \$43.70 \$3,496.00 \$90,896.00	\$30.85 \$2,468.00 \$64,168.00 17 \$34.76 \$2,780.80 \$72,300.80 29 \$39.16 \$3,132.80 \$81,452.80 41 \$44.15 \$3,532.00 \$91,832.00	\$31.14 \$2,491.20 \$64,771.20 18 \$35.11 \$2,808.80 \$73,028.80 30 \$39.56 \$3,164.80 \$82,284.80 42 \$44.56 \$3,564.80 \$92,684.80	\$31.46 \$2,516.80 \$65,436.80 19 \$35.44 \$2,835.20 \$73,715.20 31 \$39.94 \$3,195.20 \$83,075.20 43 \$45.02 \$3,601.60 \$93,641.60	\$31.76 \$2,540.80 \$66,060.80 20 \$35.79 \$2,863.20 \$74,443.20 32 \$40.34 \$3,227.20 \$83,907.20	\$32.09 \$2,567.20 \$66,747.20 21 \$36.15 \$2,892.00 \$75,192.00 33 \$40.76 \$3,260.80 \$84,780.80 45 \$45.93 \$3,674.40	\$32.39 \$2,591.20 \$67,371.20 22 \$36.53 \$2,922.40 \$75,982.40 34 \$41.16 \$3,292.80 \$85,612.80 46 \$46.39 \$3,711.20	\$32.74 \$2,619.20 \$68,099.20 23 \$36.90 \$2,952.00 \$76,752.00 35 \$41.58 \$3,326.40 \$86,486.40 47 \$46.84 \$3,747.20	\$33.07 \$2,645.60 \$68,785.60 24 \$37.27 \$2,981.60 \$77,521.60 36 \$41.98 \$3,358.40 \$87,318.40

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$32.39	\$32.74	\$33.07	\$33.38	\$33.71	\$34.07	\$34.40	\$34.76	\$35.11	\$35.44	\$35.79	\$36.15
Biweekly	\$2,591.20	\$2,619.20	\$2,645.60	\$2,670.40	\$2,696.80	\$2,725.60	\$2,752.00	\$2,780.80	\$2,808.80	\$2,835.20	\$2,863.20	\$2,892.00
Annually	\$67,371.20	\$68,099.20	\$68,785.60	\$69,430.40	\$70,116.80	\$70,865.60	\$71,552.00	\$72,300.80	\$73,028.80	\$73,715.20	\$74,443.20	\$75,192.00
, ,	007,072,20	V00,055.20	\$00,700.00	000,100110	0,0,110.00	\$70,000.00	0, 1,552.00	0.2,000.00	470,020.00	V/0//15/20	<i>\$7.1,1.10.</i> 20	0,3,132.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$36.53	\$36.90	\$37.27	\$37.63	\$38.01	\$38.39	\$38.75	\$39.16	\$39.56	\$39.94	\$40.34	\$40.76
Biweekly	\$2,922.40	\$2,952.00	\$2,981.60	\$3,010.40	\$3,040.80	\$3,071.20	\$3,100.00	\$3,132.80	\$3,164.80	\$3,195.20	\$3,227.20	\$3,260.80
		\$76,752.00			\$79,060.80	\$79,851.20	\$80,600.00		\$82,284.80			
Annually	\$75,982.40	\$76,752.00	\$77,521.60	\$78,270.40	\$79,000.80	\$79,851.20	380,000.00	\$81,452.80	382,284.80	\$83,075.20	\$83,907.20	\$84,780.80
-												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$41.16	\$41.58	\$41.98	\$42.42	\$42.84	\$43.26	\$43.70	\$44.15	\$44.56	\$45.02	\$45.48	\$45.93
Biweekly	\$3,292.80	\$3,326.40	\$3,358.40	\$3,393.60	\$3,427.20	\$3,460.80	\$3,496.00	\$3,532.00	\$3,564.80	\$3,601.60	\$3,638.40	\$3,674.40
Annually	\$85,612.80	\$86,486.40	\$87,318.40	\$88,233.60	\$89,107.20	\$89,980.80	\$90,896.00	\$91,832.00	\$92,684.80	\$93,641.60	\$94,598.40	\$95,534.40
, ,	\$65,612.66	400, 1001 10	007,020110	\$00,200.00	\$65,107.L0	\$65,566.66	\$30,030.00	451,002.00	\$52,00 H00	455,612.00	45 1,5501 10	\$33,00 0
Steps	27	20	20	40	44	42	42	44	45	AC	47	40
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$46.39	\$46.84	\$47.32	\$47.78	\$48.27	\$48.74	\$49.24	\$49.73	\$50.21	\$50.73	\$51.26	\$51.76
Biweekly	\$3,711.20	\$3,747.20	\$3,785.60	\$3,822.40	\$3,861.60	\$3,899.20	\$3,939.20	\$3,978.40	\$4,016.80	\$4,058.40	\$4,100.80	\$4,140.80
Annually	\$96,491.20	\$97,427.20	\$98,425.60	\$99,382.40	\$100,401.60	\$101,379.20	\$102,419.20	\$103,438.40	\$104,436.80	\$105,518.40	\$106,620.80	\$107,660.80
Chana												
Steps	49	50	51	52	53	54	55					
Hourly	\$52.26	\$52.79	\$53.33	\$53.84	\$54.40	\$54.93	\$55.49					
Biweekly	\$4,180.80	\$4,223.20	\$4,266.40	\$4,307.20	\$4,352.00	\$4,394.40	\$4,439.20					
Annually	\$108,700.80	\$109,803.20	\$110,926.40	\$111,987.20	\$113,152.00	\$114,254.40	\$115,419.20					
71111144111	\$100,700.00	\$105,005.20	3110,320.10	J111,507.20	J115,152.00	311 1,23 1.10	J113, 113.20					
C d. 02												
(arano Az												
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	1 \$36.53	2 \$36.90	3 \$37.27	4 \$37.63	5 \$38.01	6 \$38.39	7 \$38.75	8 \$39.16	9 \$39.56	10 \$39.94	11 \$40.34	12 \$40.76
Steps Hourly	\$36.53	\$36.90	\$37.27	\$37.63	\$38.01	\$38.39	\$38.75	\$39.16	\$39.56	\$39.94	\$40.34	\$40.76
Steps Hourly Biweekly	\$36.53 \$2,922.40	\$36.90 \$2,952.00	\$37.27 \$2,981.60	\$37.63 \$3,010.40	\$38.01 \$3,040.80	\$38.39 \$3,071.20	\$38.75 \$3,100.00	\$39.16 \$3,132.80	\$39.56 \$3,164.80	\$39.94 \$3,195.20	\$40.34 \$3,227.20	\$40.76 \$3,260.80
Steps Hourly	\$36.53	\$36.90	\$37.27	\$37.63	\$38.01	\$38.39	\$38.75	\$39.16	\$39.56	\$39.94	\$40.34	\$40.76
Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40	\$36.90 \$2,952.00 \$76,752.00	\$37.27 \$2,981.60 \$77,521.60	\$37.63 \$3,010.40 \$78,270.40	\$38.01 \$3,040.80 \$79,060.80	\$38.39 \$3,071.20 \$79,851.20	\$38.75 \$3,100.00 \$80,600.00	\$39.16 \$3,132.80 \$81,452.80	\$39.56 \$3,164.80 \$82,284.80	\$39.94 \$3,195.20 \$83,075.20	\$40.34 \$3,227.20 \$83,907.20	\$40.76 \$3,260.80 \$84,780.80
Steps Hourly Biweekly Annually Steps	\$36.53 \$2,922.40 \$75,982.40	\$36.90 \$2,952.00 \$76,752.00	\$37.27 \$2,981.60 \$77,521.60	\$37.63 \$3,010.40 \$78,270.40	\$38.01 \$3,040.80 \$79,060.80	\$38.39 \$3,071.20 \$79,851.20	\$38.75 \$3,100.00 \$80,600.00	\$39.16 \$3,132.80 \$81,452.80	\$39.56 \$3,164.80 \$82,284.80	\$39.94 \$3,195.20 \$83,075.20	\$40.34 \$3,227.20 \$83,907.20	\$40.76 \$3,260.80 \$84,780.80
Steps Hourly Biweekly Annually Steps Hourly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40
Steps Hourly Biweekly Annually Steps Hourly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39 \$3,711.20	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39 \$3,711.20	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39 \$3,711.20	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40 \$99,382.40	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39 \$3,711.20 \$96,491.20	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20 \$97,427.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40 \$99,382.40	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80 \$104,436.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80 \$106,620.80	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39 \$3,711.20 \$96,491.20	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20 \$97,427.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40 \$99,382.40	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80 \$104,436.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80 \$106,620.80	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39 \$3,711.20 \$96,491.20 37 \$52.26 \$4,180.80	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20 \$97,427.20 38 \$52.79 \$4,223.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60 39 \$53.33 \$4,266.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40 \$99,382.40 40 \$53.84 \$4,307.20	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60 41 \$54.40 \$4,352.00	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20 42 \$54.93 \$4,394.40	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20 43 \$55.49 \$4,439.20	\$39.16 \$3,132.80 \$81,452.80 \$44.15 \$3,532.00 \$91,832.00 \$91,832.00 \$103,438.40 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80 \$104,436.80 45 \$56.60 \$4,528.00	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40 46 \$57.18 \$4,574.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80 \$106,620.80 47 \$57.72 \$4,617.60	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80 48 \$58.31 \$4,664.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39 \$3,711.20 \$96,491.20	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20 \$97,427.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40 \$99,382.40	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20	\$39.16 \$3,132.80 \$81,452.80 20 \$44.15 \$3,532.00 \$91,832.00 32 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80 \$104,436.80	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80 \$106,620.80	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39 \$3,711.20 \$96,491.20 37 \$52.26 \$4,180.80	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20 \$97,427.20 38 \$52.79 \$4,223.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60 39 \$53.33 \$4,266.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40 \$99,382.40 40 \$53.84 \$4,307.20	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60 41 \$54.40 \$4,352.00	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20 42 \$54.93 \$4,394.40	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20 43 \$55.49 \$4,439.20	\$39.16 \$3,132.80 \$81,452.80 \$44.15 \$3,532.00 \$91,832.00 \$91,832.00 \$103,438.40 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80 \$104,436.80 45 \$56.60 \$4,528.00	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40 46 \$57.18 \$4,574.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80 \$106,620.80 47 \$57.72 \$4,617.60	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80 48 \$58.31 \$4,664.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39 \$3,711.20 \$96,491.20 37 \$52.26 \$4,180.80 \$108,700.80	\$36.90 \$2,952.00 \$76,752.00 \$14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20 \$97,427.20 \$97,427.20 \$109,803.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60 39 \$53.33 \$4,266.40 \$110,926.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40 \$99,382.40 40 \$53.84 \$4,307.20 \$111,987.20	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60 41 \$54.40 \$4,352.00 \$113,152.00	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20 42 \$54.93 \$4,394.40 \$114,254.40	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20 43 \$55.49 \$4,439.20 \$115,419.20	\$39.16 \$3,132.80 \$81,452.80 \$44.15 \$3,532.00 \$91,832.00 \$91,832.00 \$103,438.40 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80 \$104,436.80 45 \$56.60 \$4,528.00	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40 46 \$57.18 \$4,574.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80 \$106,620.80 47 \$57.72 \$4,617.60	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80 48 \$58.31 \$4,664.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39 \$3,711.20 \$96,491.20 37 \$52.26 \$4,180.80 \$108,700.80	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20 \$97,427.20 38 \$52.79 \$4,223.20 \$109,803.20 50 \$59.49	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60 39 \$53.33 \$4,266.40 \$110,926.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40 \$99,382.40 40 \$53.84 \$4,307.20 \$111,987.20 \$60.67	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60 41 \$54.40 \$4,352.00 \$113,152.00	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20 42 \$54.93 \$4,394.40 \$114,254.40	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20 43 \$55.49 \$4,439.20 \$115,419.20	\$39.16 \$3,132.80 \$81,452.80 \$44.15 \$3,532.00 \$91,832.00 \$91,832.00 \$103,438.40 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80 \$104,436.80 45 \$56.60 \$4,528.00	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40 46 \$57.18 \$4,574.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80 \$106,620.80 47 \$57.72 \$4,617.60	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80 48 \$58.31 \$4,664.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 \$13 \$41.16 \$3,292.80 \$85,612.80 \$25 \$46.39 \$3,711.20 \$96,491.20 \$7 \$52.26 \$4,180.80 \$108,700.80 \$9 \$58.89 \$4,711.20	\$36.90 \$2,952.00 \$76,752.00 \$14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20 \$97,427.20 \$97,427.20 \$109,803.20 \$50 \$59.49 \$4,759.20	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60 39 \$53.33 \$4,266.40 \$110,926.40 51 \$60.08 \$4,806.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40 \$99,382.40 40 \$53.84 \$4,307.20 \$111,987.20 52 \$60.67 \$4,853.60	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60 41 \$54.40 \$4,352.00 \$113,152.00 53 \$61.30 \$4,904.00	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20 42 \$54.93 \$4,394.40 \$114,254.40 54 \$61.91 \$4,952.80	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20 43 \$55.49 \$4,439.20 \$115,419.20 55 \$62.54 \$5,003.20	\$39.16 \$3,132.80 \$81,452.80 \$44.15 \$3,532.00 \$91,832.00 \$91,832.00 \$103,438.40 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80 \$104,436.80 45 \$56.60 \$4,528.00	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40 46 \$57.18 \$4,574.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80 \$106,620.80 47 \$57.72 \$4,617.60	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80 48 \$58.31 \$4,664.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.53 \$2,922.40 \$75,982.40 13 \$41.16 \$3,292.80 \$85,612.80 25 \$46.39 \$3,711.20 \$96,491.20 37 \$52.26 \$4,180.80 \$108,700.80	\$36.90 \$2,952.00 \$76,752.00 14 \$41.58 \$3,326.40 \$86,486.40 26 \$46.84 \$3,747.20 \$97,427.20 38 \$52.79 \$4,223.20 \$109,803.20 50 \$59.49	\$37.27 \$2,981.60 \$77,521.60 15 \$41.98 \$3,358.40 \$87,318.40 27 \$47.32 \$3,785.60 \$98,425.60 39 \$53.33 \$4,266.40 \$110,926.40	\$37.63 \$3,010.40 \$78,270.40 16 \$42.42 \$3,393.60 \$88,233.60 28 \$47.78 \$3,822.40 \$99,382.40 40 \$53.84 \$4,307.20 \$111,987.20 \$60.67	\$38.01 \$3,040.80 \$79,060.80 17 \$42.84 \$3,427.20 \$89,107.20 29 \$48.27 \$3,861.60 \$100,401.60 41 \$54.40 \$4,352.00 \$113,152.00	\$38.39 \$3,071.20 \$79,851.20 18 \$43.26 \$3,460.80 \$89,980.80 30 \$48.74 \$3,899.20 \$101,379.20 42 \$54.93 \$4,394.40 \$114,254.40	\$38.75 \$3,100.00 \$80,600.00 19 \$43.70 \$3,496.00 \$90,896.00 31 \$49.24 \$3,939.20 \$102,419.20 43 \$55.49 \$4,439.20 \$115,419.20	\$39.16 \$3,132.80 \$81,452.80 \$44.15 \$3,532.00 \$91,832.00 \$91,832.00 \$103,438.40 \$49.73 \$3,978.40 \$103,438.40	\$39.56 \$3,164.80 \$82,284.80 21 \$44.56 \$3,564.80 \$92,684.80 33 \$50.21 \$4,016.80 \$104,436.80 45 \$56.60 \$4,528.00	\$39.94 \$3,195.20 \$83,075.20 22 \$45.02 \$3,601.60 \$93,641.60 34 \$50.73 \$4,058.40 \$105,518.40 46 \$57.18 \$4,574.40	\$40.34 \$3,227.20 \$83,907.20 23 \$45.48 \$3,638.40 \$94,598.40 35 \$51.26 \$4,100.80 \$106,620.80 47 \$57.72 \$4,617.60	\$40.76 \$3,260.80 \$84,780.80 24 \$45.93 \$3,674.40 \$95,534.40 36 \$51.76 \$4,140.80 \$107,660.80 48 \$58.31 \$4,664.80

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$41.16	\$41.58	\$41.98	\$42.42	\$42.84	\$43.26	\$43.70	\$44.15	\$44.56	\$45.02	\$45.48	\$45.93
Biweekly	\$3,292.80	\$3,326.40	\$3,358.40	\$3,393.60	\$3,427.20	\$3,460.80	\$3,496.00	\$3,532.00	\$3,564.80	\$3,601.60	\$3,638.40	\$3,674.40
Annually	\$85,612.80	\$86,486.40	\$87,318.40	\$88,233.60	\$89,107.20	\$89,980.80	\$90,896.00	\$91,832.00	\$92,684.80	\$93,641.60	\$94,598.40	\$95,534.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$46.39	\$46.84	\$47.32	\$47.78	\$48.27	\$48.74	\$49.24	\$49.73	\$50.21	\$50.73	\$51.26	\$51.76
Biweekly	\$3,711.20	\$3,747.20	\$3,785.60	\$3,822.40	\$3,861.60	\$3,899.20	\$3,939.20	\$3,978.40	\$4,016.80	\$4,058.40	\$4,100.80	\$4,140.80
Annually	\$96,491.20	\$97,427.20	\$98,425.60	\$99,382.40	\$100,401.60	\$101,379.20	\$102,419.20	\$103,438.40	\$104,436.80	\$105,518.40	\$106,620.80	\$107,660.80
Aillidally	330,431.20	337,427.20	\$30,423.00	333,302.40	3100,401.00	3101,373.20	\$102,415.20	J10J,4J0.40	3104,430.00	3103,310.40	\$100,020.80	3107,000.80
Stone												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$52.26	\$52.79	\$53.33	\$53.84	\$54.40	\$54.93	\$55.49	\$56.04	\$56.60	\$57.18	\$57.72	\$58.31
Biweekly	\$4,180.80	\$4,223.20	\$4,266.40	\$4,307.20	\$4,352.00	\$4,394.40	\$4,439.20	\$4,483.20	\$4,528.00	\$4,574.40	\$4,617.60	\$4,664.80
Annually	\$108,700.80	\$109,803.20	\$110,926.40	\$111,987.20	\$113,152.00	\$114,254.40	\$115,419.20	\$116,563.20	\$117,728.00	\$118,934.40	\$120,057.60	\$121,284.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$58.89	\$59.49	\$60.08	\$60.67	\$61.30	\$61.91	\$62.54	\$63.14	\$63.77	\$64.41	\$65.04	\$65.70
Biweekly	\$4,711.20	\$4,759.20	\$4,806.40	\$4,853.60	\$4,904.00	\$4,952.80	\$5,003.20	\$5,051.20	\$5,101.60	\$5,152.80	\$5,203.20	\$5,256.00
Annually	\$122,491.20	\$123,739.20	\$124,966.40	\$126,193.60	\$127,504.00	\$128,772.80	\$130,083.20	\$131,331.20	\$132,641.60	\$133,972.80	\$135,283.20	\$136,656.00
, ,	V122, 101.20	V120,703.20	022 1,5001 10	V120,130.00	0127,001.00	V120,772.00	\$150,000.20	0101,001.20	0101,011.00	0100,571.00	V100,200.20	V250,050.00
Steps	49	50	51	52	53	54	55					
Hourly	\$66.37	\$67.02	\$67.70	\$68.39	\$69.05	\$69.75	\$70.46					
Biweekly	\$5,309.60	\$5,361.60	\$5,416.00	\$5,471.20	\$5,524.00	\$5,580.00	\$5,636.80					
-												
Annually	\$138,049.60	\$139,401.60	\$140,816.00	\$142,251.20	\$143,624.00	\$145,080.00	\$146,556.80					
04												
Crada X4												
Grade 84												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade 84 Steps Hourly	1 \$45.02	2 \$45.48	3 \$45.93	4 \$46.39	5 \$46.84	6 \$47.32	7 \$47.78	8 \$48.27	9 \$48.74	10 \$49.24	11 \$49.73	12 \$50.21
Steps		_	_	\$46.39			\$47.78		_		\$49.73	
Steps Hourly Biweekly	\$45.02 \$3,601.60	\$45.48 \$3,638.40	\$45.93 \$3,674.40	\$46.39 \$3,711.20	\$46.84 \$3,747.20	\$47.32 \$3,785.60	\$47.78 \$3,822.40	\$48.27 \$3,861.60	\$48.74 \$3,899.20	\$49.24 \$3,939.20	\$49.73 \$3,978.40	\$50.21 \$4,016.80
Steps Hourly Biweekly Annually	\$45.02	\$45.48	\$45.93	\$46.39	\$46.84	\$47.32	\$47.78	\$48.27	\$48.74	\$49.24	\$49.73	\$50.21
Steps Hourly Biweekly	\$45.02 \$3,601.60	\$45.48 \$3,638.40	\$45.93 \$3,674.40	\$46.39 \$3,711.20	\$46.84 \$3,747.20	\$47.32 \$3,785.60	\$47.78 \$3,822.40	\$48.27 \$3,861.60	\$48.74 \$3,899.20	\$49.24 \$3,939.20	\$49.73 \$3,978.40	\$50.21 \$4,016.80
Steps Hourly Biweekly Annually Steps	\$45.02 \$3,601.60 \$93,641.60	\$45.48 \$3,638.40 \$94,598.40	\$45.93 \$3,674.40 \$95,534.40	\$46.39 \$3,711.20 \$96,491.20	\$46.84 \$3,747.20 \$97,427.20	\$47.32 \$3,785.60 \$98,425.60	\$47.78 \$3,822.40 \$99,382.40	\$48.27 \$3,861.60 \$100,401.60	\$48.74 \$3,899.20 \$101,379.20	\$49.24 \$3,939.20 \$102,419.20	\$49.73 \$3,978.40 \$103,438.40	\$50.21 \$4,016.80 \$104,436.80
Steps Hourly Biweekly Annually Steps Hourly	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4,394.40	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00
Steps Hourly Biweekly Annually Steps Hourly	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20 29 \$59.49	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20 29 \$59.49 \$4,759.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20 29 \$59.49	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40 \$118,934.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20 29 \$59.49 \$4,759.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40 \$124,966.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20 \$131,331.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40 \$118,934.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20 29 \$59.49 \$4,759.20 \$123,739.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40 \$124,966.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60 \$126,193.60	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80 \$128,772.80	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20 \$131,331.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40 \$118,934.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20	\$46.84 \$3,747.20 \$97,427.20 \$17 \$52.79 \$4,223.20 \$109,803.20 \$59.49 \$4,759.20 \$123,739.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40 \$124,966.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60 \$126,193.60 43 \$68.39	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80 \$128,772.80	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20 \$131,331.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40 \$118,934.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20	\$46.84 \$3,747.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20 29 \$59.49 \$4,759.20 \$123,739.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40 \$124,966.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60 \$126,193.60	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80 \$128,772.80	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20 \$131,331.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40 \$118,934.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20	\$46.84 \$3,747.20 \$97,427.20 \$17 \$52.79 \$4,223.20 \$109,803.20 \$59.49 \$4,759.20 \$123,739.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40 \$124,966.40	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60 \$126,193.60 43 \$68.39	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00	\$48.74 \$3,899.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80 \$128,772.80	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20 \$131,331.20	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40 \$118,934.40 37 \$64.41 \$5,152.80 \$133,972.80	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60 38 \$65.04 \$5,203.20 \$135,283.20	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80 39 \$65.70 \$5,256.00 \$136,656.00	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37 \$5,309.60 \$138,049.60	\$46.84 \$3,747.20 \$97,427.20 \$17 \$52.79 \$4,223.20 \$109,803.20 \$59.49 \$4,759.20 \$123,739.20 \$67.02 \$5,361.60 \$139,401.60	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40 \$124,966.40 42 \$67.70 \$5,416.00 \$140,816.00	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60 \$126,193.60 43 \$68.39 \$5,471.20 \$142,251.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00 44 \$69.05 \$5,524.00	\$48.74 \$3,899.20 \$101,379.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80 \$128,772.80 45 \$69.75 \$5,580.00	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20 46 \$70.46 \$5,636.80	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20 \$131,331.20 47 \$71.15 \$5,692.00	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60 48 \$71.86 \$5,748.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40 \$118,934.40 37 \$64.41 \$5,152.80	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60 38 \$65.04 \$5,203.20	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80 39 \$65.70 \$5,256.00	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37 \$5,309.60	\$46.84 \$3,747.20 \$97,427.20 \$17 \$52.79 \$4,223.20 \$109,803.20 \$59.49 \$4,759.20 \$123,739.20 \$67.02 \$5,361.60	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40 \$124,966.40 42 \$67.70 \$5,416.00	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60 \$126,193.60 43 \$68.39 \$5,471.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00 44 \$69.05 \$5,524.00	\$48.74 \$3,899.20 \$101,379.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80 \$128,772.80 45 \$69.75 \$5,580.00	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20 46 \$70.46 \$5,636.80	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20 \$131,331.20 47 \$71.15 \$5,692.00	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60 48 \$71.86 \$5,748.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40 \$118,934.40 37 \$64.41 \$5,152.80 \$133,972.80	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60 38 \$65.04 \$5,203.20 \$135,283.20	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80 39 \$65.70 \$5,256.00 \$136,656.00	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37 \$5,309.60 \$138,049.60	\$46.84 \$3,747.20 \$97,427.20 \$17 \$52.79 \$4,223.20 \$109,803.20 \$59.49 \$4,759.20 \$123,739.20 \$123,739.20 \$139,401.60	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40 \$124,966.40 42 \$67.70 \$5,416.00 \$140,816.00	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60 \$126,193.60 43 \$68.39 \$5,471.20 \$142,251.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00 44 \$69.05 \$5,524.00	\$48.74 \$3,899.20 \$101,379.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80 \$128,772.80 45 \$69.75 \$5,580.00	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20 46 \$70.46 \$5,636.80	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20 \$131,331.20 47 \$71.15 \$5,692.00	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60 48 \$71.86 \$5,748.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40 \$118,934.40 37 \$64.41 \$5,152.80 \$133,972.80	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60 38 \$65.04 \$5,203.20 \$135,283.20	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80 39 \$65.70 \$5,256.00 \$136,656.00	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37 \$5,309.60 \$138,049.60 52 \$74.79	\$46.84 \$3,747.20 \$97,427.20 \$17 \$52.79 \$4,223.20 \$109,803.20 \$19,803.20 \$123,739.20 \$123,739.20 \$123,739.20 \$139,401.60 \$139,401.60	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40 \$124,966.40 42 \$67.70 \$5,416.00 \$140,816.00	\$47.78 \$3,822.40 \$99,382.40 \$19 \$53.84 \$4,307.20 \$111,987.20 \$1126,193.60 \$4,853.60 \$126,193.60 \$68.39 \$5,471.20 \$142,251.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00 44 \$69.05 \$5,524.00	\$48.74 \$3,899.20 \$101,379.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80 \$128,772.80 45 \$69.75 \$5,580.00	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20 46 \$70.46 \$5,636.80	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20 \$131,331.20 47 \$71.15 \$5,692.00	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60 48 \$71.86 \$5,748.80
Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40 \$118,934.40 37 \$64.41 \$5,152.80 \$133,972.80 49 \$72.58 \$5,806.40	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60 38 \$65.04 \$5,203.20 \$135,283.20 50 \$73.31 \$5,864.80	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80 39 \$65.70 \$5,256.00 \$136,656.00 51 \$74.03 \$5,922.40	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37 \$5,309.60 \$138,049.60 52 \$74.79 \$5,983.20	\$46.84 \$3,747.20 \$97,427.20 \$97,427.20 17 \$52.79 \$4,223.20 \$109,803.20 29 \$59.49 \$4,759.20 \$123,739.20 41 \$67.02 \$5,361.60 \$139,401.60 53 \$75.54 \$6,043.20	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40 \$124,966.40 42 \$67.70 \$5,416.00 \$140,816.00 54 \$76.30 \$6,104.00	\$47.78 \$3,822.40 \$99,382.40 19 \$53.84 \$4,307.20 \$111,987.20 31 \$60.67 \$4,853.60 \$126,193.60 43 \$68.39 \$5,471.20 \$142,251.20 55 \$77.04 \$6,163.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00 44 \$69.05 \$5,524.00	\$48.74 \$3,899.20 \$101,379.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80 \$128,772.80 45 \$69.75 \$5,580.00	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20 46 \$70.46 \$5,636.80	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20 \$131,331.20 47 \$71.15 \$5,692.00	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60 48 \$71.86 \$5,748.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.02 \$3,601.60 \$93,641.60 13 \$50.73 \$4,058.40 \$105,518.40 25 \$57.18 \$4,574.40 \$118,934.40 37 \$64.41 \$5,152.80 \$133,972.80	\$45.48 \$3,638.40 \$94,598.40 14 \$51.26 \$4,100.80 \$106,620.80 26 \$57.72 \$4,617.60 \$120,057.60 38 \$65.04 \$5,203.20 \$135,283.20	\$45.93 \$3,674.40 \$95,534.40 15 \$51.76 \$4,140.80 \$107,660.80 27 \$58.31 \$4,664.80 \$121,284.80 39 \$65.70 \$5,256.00 \$136,656.00	\$46.39 \$3,711.20 \$96,491.20 16 \$52.26 \$4,180.80 \$108,700.80 28 \$58.89 \$4,711.20 \$122,491.20 40 \$66.37 \$5,309.60 \$138,049.60 52 \$74.79	\$46.84 \$3,747.20 \$97,427.20 \$17 \$52.79 \$4,223.20 \$109,803.20 \$19,803.20 \$123,739.20 \$123,739.20 \$123,739.20 \$139,401.60 \$139,401.60	\$47.32 \$3,785.60 \$98,425.60 18 \$53.33 \$4,266.40 \$110,926.40 30 \$60.08 \$4,806.40 \$124,966.40 42 \$67.70 \$5,416.00 \$140,816.00	\$47.78 \$3,822.40 \$99,382.40 \$19 \$53.84 \$4,307.20 \$111,987.20 \$1126,193.60 \$4,853.60 \$126,193.60 \$68.39 \$5,471.20 \$142,251.20	\$48.27 \$3,861.60 \$100,401.60 20 \$54.40 \$4,352.00 \$113,152.00 32 \$61.30 \$4,904.00 \$127,504.00 44 \$69.05 \$5,524.00	\$48.74 \$3,899.20 \$101,379.20 \$101,379.20 21 \$54.93 \$4,394.40 \$114,254.40 33 \$61.91 \$4,952.80 \$128,772.80 45 \$69.75 \$5,580.00	\$49.24 \$3,939.20 \$102,419.20 22 \$55.49 \$4,439.20 \$115,419.20 34 \$62.54 \$5,003.20 \$130,083.20 46 \$70.46 \$5,636.80	\$49.73 \$3,978.40 \$103,438.40 23 \$56.04 \$4,483.20 \$116,563.20 35 \$63.14 \$5,051.20 \$131,331.20 47 \$71.15 \$5,692.00	\$50.21 \$4,016.80 \$104,436.80 24 \$56.60 \$4,528.00 \$117,728.00 36 \$63.77 \$5,101.60 \$132,641.60 48 \$71.86 \$5,748.80

(Non-bargaining unit)

KODIAK (9%)

Grade 73 - Do Not Use

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$16.60	\$16.78	\$16.95	\$17.11	\$17.29	\$17.47	\$17.63	\$17.78	\$17.99	\$18.17	\$18.35	\$18.53
Biweekly	\$1,328.00	\$1,342.40	\$1,356.00	\$1,368.80	\$1,383.20	\$1,397.60	\$1,410.40	\$1,422.40	\$1,439.20	\$1,453.60	\$1,468.00	\$1,482.40
Annually	\$34,528.00	\$34,902.40	\$35,256.00	\$35,588.80	\$35,963.20	\$36,337.60	\$36,670.40	\$36,982.40	\$37,419.20	\$37,793.60	\$38,168.00	\$38,542.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$18.72	\$18.91	\$19.09	\$19.28	\$19.48	\$19.68	\$19.87	\$20.06	\$20.28	\$20.46	\$20.67	\$20.89
Biweekly	\$1,497.60	\$1,512.80	\$1,527.20	\$1,542.40	\$1,558.40	\$1,574.40	\$1,589.60	\$1,604.80	\$1,622.40	\$1,636.80	\$1,653.60	\$1,671.20
Annually	\$38,937.60	\$39,332.80	\$39,707.20	\$40,102.40	\$40,518.40	\$40,934.40	\$41,329.60	\$41,724.80	\$42,182.40	\$42,556.80	\$42,993.60	\$43,451.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$21.09	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39	\$22.60	\$22.84	\$23.05	\$23.28	\$23.52
Biweekly	\$1,687.20	\$1,704.00	\$1,720.80	\$1,738.40	\$1,756.00	\$1,772.80	\$1,791.20	\$1,808.00	\$1,827.20	\$1,844.00	\$1,862.40	\$1,881.60
Annually	\$43,867.20	\$44,304.00	\$44,740.80	\$45,198.40	\$45,656.00	\$46,092.80	\$46,571.20	\$47,008.00	\$47,507.20	\$47,944.00	\$48,422.40	\$48,921.60
C :												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$23.78	\$24.00	\$24.22	\$24.48	\$24.73	\$24.97	\$25.22	\$25.49	\$25.72	\$25.97	\$26.23	\$26.50
Biweekly	\$1,902.40	\$1,920.00	\$1,937.60	\$1,958.40	\$1,978.40	\$1,997.60	\$2,017.60	\$2,039.20	\$2,057.60	\$2,077.60	\$2,098.40	\$2,120.00
Annually	\$49,462.40	\$49,920.00	\$50,377.60	\$50,918.40	\$51,438.40	\$51,937.60	\$52,457.60	\$53,019.20	\$53,497.60	\$54,017.60	\$54,558.40	\$55,120.00
Steps	49	50	51	52	53	54	55					
Hourly	\$26.79	\$27.02	\$27.30	\$27.57	\$27.86	\$28.14	\$28.42					
Biweekly	\$2,143.20	\$2,161.60	\$2,184.00	\$2,205.60	\$2,228.80	\$2,251.20	\$2,273.60					
Annually	\$55,723.20	\$56,201.60	\$56,784.00	\$57,345.60	\$57,948.80	\$58,531.20	\$59,113.60					

(Non-bargaining unit)

KODIAK (9%)

Grade	75
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$18.72	\$18.91	\$19.09	\$19.28	\$19.48	\$19.68	\$19.87	\$20.06	\$20.28	\$20.46	\$20.67	\$20.89
Biweekly	\$1,497.60	\$1,512.80	\$1,527.20	\$1,542.40	\$1,558.40	\$1,574.40	\$1,589.60	\$1,604.80	\$1,622.40	\$1,636.80	\$1,653.60	\$1,671.20
Annually	\$38,937.60	\$39,332.80	\$39,707.20	\$40,102.40	\$40,518.40	\$40,934.40	\$41,329.60	\$41,724.80	\$42,182.40	\$42,556.80	\$42,993.60	\$43,451.20
Stone												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.09	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39	\$22.60	\$22.84	\$23.05	\$23.28	\$23.52
Biweekly		\$1,704.00	\$1,720.80	\$1,738.40	\$1,756.00	\$1,772.80	\$1,791.20	\$1,808.00	\$1,827.20	\$1,844.00	\$1,862.40	\$1,881.60
Annually	\$43,867.20	\$44,304.00	\$44,740.80	\$45,198.40	\$45,656.00	\$46,092.80	\$46,571.20	\$47,008.00	\$47,507.20	\$47,944.00	\$48,422.40	\$48,921.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$23.78	\$24.00	\$24.22	\$24.48	\$24.73	\$24.97	\$25.22	\$25.49	\$25.72	\$25.97	\$26.23	\$26.50
Biweekly		\$1,920.00	\$1,937.60	\$1,958.40	\$1,978.40	\$1,997.60	\$2,017.60	\$2,039.20	\$2,057.60	\$2,077.60	\$2,098.40	\$2,120.00
Annually	\$49,462.40	\$49,920.00	\$50,377.60	\$50,918.40	\$51,438.40	\$51,937.60	\$52,457.60	\$53,019.20	\$53,497.60	\$54,017.60	\$54,558.40	\$55,120.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$26.79	\$27.02	\$27.30	\$27.57	\$27.86	\$28.14	\$28.42	\$28.70	\$28.99	\$29.28	\$29.56	\$29.87
Biweekly		\$2,161.60	\$2,184.00	\$2,205.60	\$2,228.80	\$2,251.20	\$2,273.60	\$2,296.00	\$2,319.20	\$2,342.40	\$2,364.80	\$2,389.60
Annually	\$55,723.20	\$56,201.60	\$56,784.00	\$57,345.60	\$57,948.80	\$58,531.20	\$59,113.60	\$59,696.00	\$60,299.20	\$60,902.40	\$61,484.80	\$62,129.60
Steps	49	50	51	52	53	54	55					
						_						
Hourly	\$30.17	\$30.46	\$30.76	\$31.06	\$31.39	\$31.69	\$32.03					
Biweekly		\$2,436.80	\$2,460.80	\$2,484.80	\$2,511.20	\$2,535.20	\$2,562.40					
Annually	\$62,753.60	\$63,356.80	\$63,980.80	\$64,604.80	\$65,291.20	\$65,915.20	\$66,622.40					
Grade 76												
	1	2	2	1	Е	6	7	0	٥	10	11	12
Steps	1 \$21.09	2 \$21.30	3 \$21.51	4 \$21.73	5 \$21.95	6 \$22.16	7 \$22.39	8 \$22.60	9 \$22.84	10 \$23.05	11 \$23.28	12 \$23.52
Hourly	\$21.09	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39	\$22.60	\$22.84	\$23.05	\$23.28	\$23.52
Hourly Biweekly	\$21.09 \$1,687.20	\$21.30 \$1,704.00	\$21.51 \$1,720.80	\$21.73 \$1,738.40	\$21.95 \$1,756.00	\$22.16 \$1,772.80	\$22.39 \$1,791.20	\$22.60 \$1,808.00	\$22.84 \$1,827.20	\$23.05 \$1,844.00	\$23.28 \$1,862.40	\$23.52 \$1,881.60
Hourly	\$21.09 \$1,687.20	\$21.30	\$21.51	\$21.73	\$21.95	\$22.16	\$22.39	\$22.60	\$22.84	\$23.05	\$23.28	\$23.52
Hourly Biweekly	\$21.09 \$1,687.20	\$21.30 \$1,704.00	\$21.51 \$1,720.80	\$21.73 \$1,738.40	\$21.95 \$1,756.00	\$22.16 \$1,772.80	\$22.39 \$1,791.20	\$22.60 \$1,808.00	\$22.84 \$1,827.20	\$23.05 \$1,844.00	\$23.28 \$1,862.40	\$23.52 \$1,881.60
Hourly Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20	\$21.30 \$1,704.00 \$44,304.00	\$21.51 \$1,720.80 \$44,740.80	\$21.73 \$1,738.40 \$45,198.40	\$21.95 \$1,756.00 \$45,656.00	\$22.16 \$1,772.80 \$46,092.80	\$22.39 \$1,791.20 \$46,571.20	\$22.60 \$1,808.00 \$47,008.00	\$22.84 \$1,827.20 \$47,507.20	\$23.05 \$1,844.00 \$47,944.00	\$23.28 \$1,862.40 \$48,422.40	\$23.52 \$1,881.60 \$48,921.60
Hourly Biweekly Annually Steps	\$21.09 \$1,687.20 \$43,867.20 13 \$23.78	\$21.30 \$1,704.00 \$44,304.00	\$21.51 \$1,720.80 \$44,740.80	\$21.73 \$1,738.40 \$45,198.40	\$21.95 \$1,756.00 \$45,656.00	\$22.16 \$1,772.80 \$46,092.80	\$22.39 \$1,791.20 \$46,571.20	\$22.60 \$1,808.00 \$47,008.00	\$22.84 \$1,827.20 \$47,507.20	\$23.05 \$1,844.00 \$47,944.00	\$23.28 \$1,862.40 \$48,422.40	\$23.52 \$1,881.60 \$48,921.60
Hourly Biweekly Annually Steps Hourly	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2,039.20	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00
Hourly Biweekly Annually Steps Hourly Biweekly	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2,039.20	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2,039.20 \$53,019.20	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2,039.20 \$53,019.20	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2,039.20 \$53,019.20 32 \$28.70	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60 33 \$28.99	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60 34 \$29.28	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 \$1,920.00 \$49,920.00 \$26 \$27.02 \$2,161.60	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60 27 \$27.30 \$2,184.00	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60 31 \$28.42 \$2,273.60	\$22.60 \$1,808.00 \$47,008.00 \$20 \$25.49 \$2,039.20 \$53,019.20 \$2,296.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60 33 \$28.99 \$2,319.20	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60 34 \$29.28 \$2,342.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56 \$2,364.80	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00 36 \$29.87 \$2,389.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20 \$55,723.20	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00 26 \$27.02 \$2,161.60 \$56,201.60	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60 27 \$27.30 \$2,184.00 \$56,784.00	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60 31 \$28.42 \$2,273.60 \$59,113.60	\$22.60 \$1,808.00 \$47,008.00 20 \$25.49 \$2,039.20 \$53,019.20 32 \$28.70 \$2,296.00 \$59,696.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60 33 \$28.99 \$2,319.20 \$60,299.20	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60 34 \$29.28 \$2,342.40 \$60,902.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56 \$2,364.80 \$61,484.80	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00 36 \$29.87 \$2,389.60 \$62,129.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Steps Hourly	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20 \$55,723.20	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 \$1,920.00 \$49,920.00 \$27.02 \$2,161.60 \$56,201.60	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60 27 \$27.30 \$2,184.00 \$56,784.00	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60 31 \$28.42 \$2,273.60 \$59,113.60	\$22.60 \$1,808.00 \$47,008.00 \$25.49 \$2,039.20 \$53,019.20 \$2,296.00 \$59,696.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60 33 \$28.99 \$2,319.20 \$60,299.20	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60 34 \$29.28 \$2,342.40 \$60,902.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56 \$2,364.80 \$61,484.80	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00 36 \$29.87 \$2,389.60 \$62,129.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20 \$55,723.20 37 \$30.17 \$2,413.60	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00 26 \$27.02 \$2,161.60 \$56,201.60 38 \$30.46 \$2,436.80	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60 27 \$27.30 \$2,184.00 \$56,784.00 39 \$30.76 \$2,460.80	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60 40 \$31.06 \$2,484.80	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80 41 \$31.39 \$2,511.20	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20 42 \$31.69 \$2,535.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60 31 \$28.42 \$2,273.60 \$59,113.60 43 \$32.03 \$2,562.40	\$22.60 \$1,808.00 \$47,008.00 \$47,008.00 \$20 \$2,039.20 \$53,019.20 \$2,870 \$2,296.00 \$59,696.00 \$32 \$32.33 \$2,586.40	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60 33 \$28.99 \$2,319.20 \$60,299.20 45 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60 34 \$29.28 \$2,342.40 \$60,902.40 46 \$32.98 \$2,638.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56 \$2,364.80 \$61,484.80 47 \$33.32 \$2,665.60	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00 36 \$29.87 \$2,389.60 \$62,129.60 48 \$33.65 \$2,692.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Steps Hourly	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20 \$55,723.20 37 \$30.17 \$2,413.60	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 \$1,920.00 \$49,920.00 \$27.02 \$2,161.60 \$56,201.60	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60 27 \$27.30 \$2,184.00 \$56,784.00	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60 31 \$28.42 \$2,273.60 \$59,113.60	\$22.60 \$1,808.00 \$47,008.00 \$25.49 \$2,039.20 \$53,019.20 \$2,296.00 \$59,696.00	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60 33 \$28.99 \$2,319.20 \$60,299.20	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60 34 \$29.28 \$2,342.40 \$60,902.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56 \$2,364.80 \$61,484.80	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00 36 \$29.87 \$2,389.60 \$62,129.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20 \$55,723.20 37 \$30.17 \$2,413.60 \$62,753.60	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 \$1,920.00 \$1,920.00 \$49,920.00 \$2,161.60 \$56,201.60 \$38 \$30.46 \$2,436.80 \$63,356.80	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60 27 \$27.30 \$2,184.00 \$56,784.00 39 \$30.76 \$2,460.80 \$63,980.80	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60 40 \$31.06 \$2,484.80 \$64,604.80	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80 41 \$31.39 \$2,511.20 \$65,291.20	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20 42 \$31.69 \$2,535.20 \$65,915.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60 31 \$28.42 \$2,273.60 \$59,113.60 43 \$32.03 \$2,562.40 \$66,622.40	\$22.60 \$1,808.00 \$47,008.00 \$47,008.00 \$20 \$2,039.20 \$53,019.20 \$2,870 \$2,296.00 \$59,696.00 \$32 \$32.33 \$2,586.40	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60 33 \$28.99 \$2,319.20 \$60,299.20 45 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60 34 \$29.28 \$2,342.40 \$60,902.40 46 \$32.98 \$2,638.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56 \$2,364.80 \$61,484.80 47 \$33.32 \$2,665.60	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00 36 \$29.87 \$2,389.60 \$62,129.60 48 \$33.65 \$2,692.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20 \$55,723.20 37 \$30.17 \$2,413.60 \$62,753.60	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00 26 \$27.02 \$2,161.60 \$56,201.60 38 \$30.46 \$2,436.80 \$63,356.80	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60 27 \$27.30 \$2,184.00 \$56,784.00 39 \$30.76 \$2,460.80 \$63,980.80	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60 40 \$31.06 \$2,484.80 \$64,604.80	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80 41 \$31.39 \$2,511.20 \$65,291.20	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20 42 \$31.69 \$2,535.20 \$65,915.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60 31 \$28.42 \$2,273.60 \$59,113.60 43 \$32.03 \$2,562.40 \$66,622.40	\$22.60 \$1,808.00 \$47,008.00 \$47,008.00 \$20 \$2,039.20 \$53,019.20 \$2,870 \$2,296.00 \$59,696.00 \$32 \$32.33 \$2,586.40	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60 33 \$28.99 \$2,319.20 \$60,299.20 45 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60 34 \$29.28 \$2,342.40 \$60,902.40 46 \$32.98 \$2,638.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56 \$2,364.80 \$61,484.80 47 \$33.32 \$2,665.60	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00 36 \$29.87 \$2,389.60 \$62,129.60 48 \$33.65 \$2,692.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20 \$55,723.20 37 \$30.17 \$2,413.60 \$62,753.60 49 \$33.99	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 \$1,920.00 \$1,920.00 \$49,920.00 \$2,161.60 \$56,201.60 \$38 \$30.46 \$2,436.80 \$63,356.80 \$50 \$34.34	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60 27 \$27.30 \$2,184.00 \$56,784.00 39 \$30.76 \$2,460.80 \$63,980.80 51 \$34.66	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60 40 \$31.06 \$2,484.80 \$64,604.80	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80 41 \$31.39 \$2,511.20 \$65,291.20	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20 42 \$31.69 \$2,535.20 \$65,915.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60 31 \$28.42 \$2,273.60 \$59,113.60 43 \$32.03 \$2,562.40 \$66,622.40	\$22.60 \$1,808.00 \$47,008.00 \$47,008.00 \$20 \$2,039.20 \$53,019.20 \$2,870 \$2,296.00 \$59,696.00 \$32 \$32.33 \$2,586.40	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60 33 \$28.99 \$2,319.20 \$60,299.20 45 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60 34 \$29.28 \$2,342.40 \$60,902.40 46 \$32.98 \$2,638.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56 \$2,364.80 \$61,484.80 47 \$33.32 \$2,665.60	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00 36 \$29.87 \$2,389.60 \$62,129.60 48 \$33.65 \$2,692.00
Hourly Biweekly Annually Steps	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20 \$55,723.20 37 \$30.17 \$2,413.60 \$62,753.60 49 \$33.99 \$2,719.20	\$21.30 \$1,704.00 \$44,304.00 14 \$24.00 \$1,920.00 \$49,920.00 26 \$27.02 \$2,161.60 \$56,201.60 38 \$30.46 \$2,436.80 \$63,356.80 50 \$34.34 \$2,747.20	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60 27 \$27.30 \$2,184.00 \$56,784.00 39 \$30,76 \$2,460.80 \$63,980.80 51 \$34.66 \$2,772.80	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60 40 \$31.06 \$2,484.80 \$64,604.80 52	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80 41 \$31.39 \$2,511.20 \$65,291.20 53 \$35.37 \$2,829.60	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20 42 \$31.69 \$2,535.20 \$65,915.20 54 \$35.71 \$2,856.80	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60 31 \$28.42 \$2,273.60 \$59,113.60 43 \$32.03 \$2,562.40 \$66,622.40 55 \$36.08 \$2,886.40	\$22.60 \$1,808.00 \$47,008.00 \$47,008.00 \$20 \$2,039.20 \$53,019.20 \$2,870 \$2,296.00 \$59,696.00 \$32 \$32.33 \$2,586.40	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60 33 \$28.99 \$2,319.20 \$60,299.20 45 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60 34 \$29.28 \$2,342.40 \$60,902.40 46 \$32.98 \$2,638.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56 \$2,364.80 \$61,484.80 47 \$33.32 \$2,665.60	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00 36 \$29.87 \$2,389.60 \$62,129.60 48 \$33.65 \$2,692.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.09 \$1,687.20 \$43,867.20 \$43,867.20 13 \$23.78 \$1,902.40 \$49,462.40 25 \$26.79 \$2,143.20 \$55,723.20 37 \$30.17 \$2,413.60 \$62,753.60 49 \$33.99 \$2,719.20	\$21.30 \$1,704.00 \$44,304.00 \$44,304.00 \$1,920.00 \$1,920.00 \$49,920.00 \$2,161.60 \$56,201.60 \$38 \$30.46 \$2,436.80 \$63,356.80 \$50 \$34.34	\$21.51 \$1,720.80 \$44,740.80 15 \$24.22 \$1,937.60 \$50,377.60 27 \$27.30 \$2,184.00 \$56,784.00 39 \$30.76 \$2,460.80 \$63,980.80 51 \$34.66	\$21.73 \$1,738.40 \$45,198.40 16 \$24.48 \$1,958.40 \$50,918.40 28 \$27.57 \$2,205.60 \$57,345.60 40 \$31.06 \$2,484.80 \$64,604.80	\$21.95 \$1,756.00 \$45,656.00 17 \$24.73 \$1,978.40 \$51,438.40 29 \$27.86 \$2,228.80 \$57,948.80 41 \$31.39 \$2,511.20 \$65,291.20	\$22.16 \$1,772.80 \$46,092.80 18 \$24.97 \$1,997.60 \$51,937.60 30 \$28.14 \$2,251.20 \$58,531.20 42 \$31.69 \$2,535.20 \$65,915.20	\$22.39 \$1,791.20 \$46,571.20 19 \$25.22 \$2,017.60 \$52,457.60 31 \$28.42 \$2,273.60 \$59,113.60 43 \$32.03 \$2,562.40 \$66,622.40	\$22.60 \$1,808.00 \$47,008.00 \$47,008.00 \$20 \$2,039.20 \$53,019.20 \$2,870 \$2,296.00 \$59,696.00 \$32 \$32.33 \$2,586.40	\$22.84 \$1,827.20 \$47,507.20 21 \$25.72 \$2,057.60 \$53,497.60 33 \$28.99 \$2,319.20 \$60,299.20 45 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 22 \$25.97 \$2,077.60 \$54,017.60 34 \$29.28 \$2,342.40 \$60,902.40 46 \$32.98 \$2,638.40	\$23.28 \$1,862.40 \$48,422.40 23 \$26.23 \$2,098.40 \$54,558.40 35 \$29.56 \$2,364.80 \$61,484.80 47 \$33.32 \$2,665.60	\$23.52 \$1,881.60 \$48,921.60 24 \$26.50 \$2,120.00 \$55,120.00 36 \$29.87 \$2,389.60 \$62,129.60 48 \$33.65 \$2,692.00

(Non-bargaining unit)

KODIAK (9%)

Grade /	
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Steps												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$23.78	\$24.00	\$24.22	\$24.48	\$24.73	\$24.97	\$25.22	\$25.49	\$25.72	\$25.97	\$26.23	\$26.50
Biweekly	\$1,902.40	\$1,920.00	\$1,937.60	\$1,958.40	\$1,978.40	\$1,997.60	\$2,017.60	\$2,039.20	\$2,057.60	\$2,077.60	\$2,098.40	\$2,120.00
Annually	\$49,462.40	\$49,920.00	\$50,377.60	\$50,918.40	\$51,438.40	\$51,937.60	\$52,457.60	\$53,019.20	\$53,497.60	\$54,017.60	\$54,558.40	\$55,120.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$26.79	\$27.02	\$27.30	\$27.57	\$27.86	\$28.14	\$28.42	\$28.70	\$28.99	\$29.28	\$29.56	\$29.87
Biweekly	\$2,143.20	\$2,161.60	\$2,184.00	\$2,205.60	\$2,228.80	\$2,251.20	\$2,273.60	\$2,296.00	\$2,319.20	\$2,342.40	\$2,364.80	\$2,389.60
Annually	\$55,723.20	\$56,201.60	\$56,784.00	\$57,345.60	\$57,948.80	\$58,531.20	\$59,113.60	\$59,696.00	\$60,299.20	\$60,902.40	\$61,484.80	\$62,129.60
,	77777	***************************************			***************************************	***************************************	777,	***************************************	*****	***************************************		***************************************
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.17	\$30.46	\$30.76	\$31.06	\$31.39	\$31.69	\$32.03	\$32.33	\$32.66	\$32.98	\$33.32	\$33.65
Biweekly	\$2,413.60	\$2,436.80	\$2,460.80	\$2,484.80	\$2,511.20	\$2,535.20	\$2,562.40	\$2,586.40	\$2,612.80	\$2,638.40	\$2,665.60	\$2,692.00
Annually	\$62,753.60	\$63,356.80	\$63,980.80	\$64,604.80	\$65,291.20	\$65,915.20	\$66,622.40	\$67,246.40	\$67,932.80	\$68,598.40	\$69,305.60	\$69,992.00
Steps												
-	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly	\$33.99 \$2,719.20	\$34.34 \$2,747.20	\$34.66 \$2,772.80	\$35.00 \$2,800.00	\$35.37 \$2,829.60	\$35.71 \$2,856.80	\$36.08 \$2,886.40	\$36.43 \$2,914.40	\$36.81 \$2,944.80	\$37.17 \$2,973.60	\$37.54 \$3,003.20	\$37.92 \$3,033.60
Annually	\$70,699.20	\$71,427.20	\$72,092.80	\$72,800.00	\$73,569.60	\$74,276.80	\$75,046.40	\$75,774.40	\$76,564.80	\$77,313.60	\$78,083.20	\$78,873.60
Ailliually	\$70,055.20	371,427.20	372,032.80	372,800.00	\$75,505.00	374,270.00	373,040.40	373,774.40	370,304.80	377,313.00	378,083.20	378,873.00
Steps	49	50	51	52	53	54	55					
Hourly	\$38.29	\$38.67	\$39.06	\$39.47	\$39.83	\$40.24	\$40.64					
Biweekly	\$3,063.20	\$3,093.60	\$3,124.80	\$3,157.60	\$3,186.40	\$3,219.20	\$3,251.20					
Annually	\$79,643.20	\$80,433.60	\$81,244.80	\$82,097.60	\$82,846.40	\$83,699.20	\$84,531.20					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$25.97		4	4								
		\$26.23	\$26.50	\$26.79	\$27.02	\$27.30	\$27.57	\$27.86	\$28.14	\$28.42	\$28.70	\$28.99
Biweekly	\$2,077.60	\$2,098.40	\$2,120.00	\$2,143.20	\$2,161.60	\$2,184.00	\$2,205.60	\$2,228.80	\$2,251.20	\$2,273.60	\$2,296.00	\$2,319.20
Biweekly Annually												
-	\$2,077.60 \$54,017.60	\$2,098.40 \$54,558.40	\$2,120.00 \$55,120.00	\$2,143.20 \$55,723.20	\$2,161.60 \$56,201.60	\$2,184.00 \$56,784.00	\$2,205.60 \$57,345.60	\$2,228.80 \$57,948.80	\$2,251.20 \$58,531.20	\$2,273.60 \$59,113.60	\$2,296.00 \$59,696.00	\$2,319.20 \$60,299.20
Annually Steps	\$2,077.60 \$54,017.60 13	\$2,098.40 \$54,558.40 14	\$2,120.00 \$55,120.00 15	\$2,143.20 \$55,723.20 16	\$2,161.60 \$56,201.60 17	\$2,184.00 \$56,784.00	\$2,205.60 \$57,345.60 19	\$2,228.80 \$57,948.80 20	\$2,251.20 \$58,531.20 21	\$2,273.60 \$59,113.60 22	\$2,296.00 \$59,696.00 23	\$2,319.20 \$60,299.20 24
Annually	\$2,077.60 \$54,017.60 13 \$29.28	\$2,098.40 \$54,558.40	\$2,120.00 \$55,120.00	\$2,143.20 \$55,723.20	\$2,161.60 \$56,201.60	\$2,184.00 \$56,784.00	\$2,205.60 \$57,345.60	\$2,228.80 \$57,948.80	\$2,251.20 \$58,531.20	\$2,273.60 \$59,113.60	\$2,296.00 \$59,696.00	\$2,319.20 \$60,299.20
Annually Steps Hourly	\$2,077.60 \$54,017.60 13	\$2,098.40 \$54,558.40 14 \$29.56	\$2,120.00 \$55,120.00 15 \$29.87	\$2,143.20 \$55,723.20 16 \$30.17	\$2,161.60 \$56,201.60 17 \$30.46	\$2,184.00 \$56,784.00 18 \$30.76	\$2,205.60 \$57,345.60 19 \$31.06	\$2,228.80 \$57,948.80 20 \$31.39	\$2,251.20 \$58,531.20 21 \$31.69	\$2,273.60 \$59,113.60 22 \$32.03	\$2,296.00 \$59,696.00 23 \$32.33	\$2,319.20 \$60,299.20 24 \$32.66
Annually Steps Hourly Biweekly Annually	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80
Annually Steps Hourly Biweekly	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80
Annually Steps Hourly Biweekly Annually	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32 \$2,665.60	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00 \$2,800.00	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37 \$2,829.60	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20 33 \$35.71 \$2,856.80	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40 34 \$36.08 \$2,886.40	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43 \$2,914.40	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80
Annually Steps Hourly Biweekly Annually Steps Hourly	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20 33 \$35.71	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40 34 \$36.08	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68,598.40	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32 \$2,665.60 \$69,305.60	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70,699.20	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71,427.20	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00 \$2,800.00 \$72,800.00	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37 \$2,829.60 \$73,569.60	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20 33 \$35.71 \$2,856.80 \$74,276.80	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40 34 \$36.08 \$2,886.40 \$75,046.40	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43 \$2,914.40 \$75,774.40	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68,598.40	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32 \$2,665.60 \$69,305.60	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70,699.20	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71,427.20	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00 \$2,800.00 \$72,800.00	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37 \$2,829.60 \$73,569.60	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20 33 \$35.71 \$2,856.80 \$74,276.80	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40 34 \$36.08 \$2,886.40 \$75,046.40	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43 \$2,914.40 \$75,774.40	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Hourly Hourly	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68,598.40	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32 \$2,665.60 \$69,305.60	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70,699.20	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71,427.20	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00 \$2,800.00 \$72,800.00	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37 \$2,829.60 \$73,569.60	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20 33 \$35.71 \$2,856.80 \$74,276.80	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40 34 \$36.08 \$2,886.40 \$75,046.40	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43 \$2,914.40 \$75,774.40	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68,598.40 37 \$37.17 \$2,973.60	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32 \$2,665.60 \$69,305.60 38 \$37.54 \$3,003.20	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00 39 \$37.92 \$3,033.60	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70,699.20 40 \$38.29 \$3,063.20	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71,427.20 41 \$38.67 \$3,093.60	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80 42 \$39.06 \$3,124.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00 \$2,800.00 \$72,800.00 \$72,800.00	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37 \$2,829.60 \$73,569.60 44 \$39.83 \$3,186.40	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20 33 \$35.71 \$2,856.80 \$74,276.80 45 \$40.24 \$3,219.20	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40 34 \$36.08 \$2,886.40 \$75,046.40 46 \$40.64 \$3,251.20	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43 \$2,914.40 \$75,774.40 47 \$41.06 \$3,284.80	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80 48 \$41.46 \$3,316.80
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Hourly Hourly	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68,598.40	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32 \$2,665.60 \$69,305.60	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70,699.20	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71,427.20	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00 \$2,800.00 \$72,800.00	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37 \$2,829.60 \$73,569.60	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20 33 \$35.71 \$2,856.80 \$74,276.80	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40 34 \$36.08 \$2,886.40 \$75,046.40	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43 \$2,914.40 \$75,774.40	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68,598.40 37 \$37.17 \$2,973.60	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32 \$2,665.60 \$69,305.60 38 \$37.54 \$3,003.20	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00 39 \$37.92 \$3,033.60	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70,699.20 40 \$38.29 \$3,063.20	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71,427.20 41 \$38.67 \$3,093.60	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80 42 \$39.06 \$3,124.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00 \$2,800.00 \$72,800.00 \$72,800.00	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37 \$2,829.60 \$73,569.60 44 \$39.83 \$3,186.40	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20 33 \$35.71 \$2,856.80 \$74,276.80 45 \$40.24 \$3,219.20	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40 34 \$36.08 \$2,886.40 \$75,046.40 46 \$40.64 \$3,251.20	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43 \$2,914.40 \$75,774.40 47 \$41.06 \$3,284.80	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80 48 \$41.46 \$3,316.80
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68,598.40 37 \$37.17 \$2,973.60 \$77,313.60	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32 \$2,665.60 \$69,305.60 38 \$37.54 \$3,003.20 \$78,083.20	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00 39 \$37.92 \$3,033.60 \$78,873.60	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70,699.20 40 \$38.29 \$3,063.20 \$79,643.20	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71,427.20 41 \$38.67 \$3,093.60 \$80,433.60	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80 42 \$39.06 \$3,124.80 \$81,244.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00 \$2,800.00 \$72,800.00 43 \$39.47 \$3,157.60 \$82,097.60	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37 \$2,829.60 \$73,569.60 44 \$39.83 \$3,186.40	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20 33 \$35.71 \$2,856.80 \$74,276.80 45 \$40.24 \$3,219.20	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40 34 \$36.08 \$2,886.40 \$75,046.40 46 \$40.64 \$3,251.20	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43 \$2,914.40 \$75,774.40 47 \$41.06 \$3,284.80	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80 48 \$41.46 \$3,316.80
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68,598.40 37 \$37.17 \$2,973.60 \$77,313.60	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32 \$2,665.60 \$69,305.60 38 \$37.54 \$3,003.20 \$78,083.20	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00 39 \$37.92 \$3,033.60 \$78,873.60	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70,699.20 40 \$38.29 \$3,063.20 \$79,643.20	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71,427.20 41 \$38.67 \$3,093.60 \$80,433.60	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80 42 \$39.06 \$3,124.80 \$81,244.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00 \$2,800.00 \$72,800.00 43 \$39.47 \$3,157.60 \$82,097.60	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37 \$2,829.60 \$73,569.60 44 \$39.83 \$3,186.40	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20 33 \$35.71 \$2,856.80 \$74,276.80 45 \$40.24 \$3,219.20	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40 34 \$36.08 \$2,886.40 \$75,046.40 46 \$40.64 \$3,251.20	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43 \$2,914.40 \$75,774.40 47 \$41.06 \$3,284.80	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80 48 \$41.46 \$3,316.80
Annually Steps Hourly Biweekly Annually	\$2,077.60 \$54,017.60 13 \$29.28 \$2,342.40 \$60,902.40 25 \$32.98 \$2,638.40 \$68,598.40 37 \$37.17 \$2,973.60 \$77,313.60 49 \$41.87	\$2,098.40 \$54,558.40 14 \$29.56 \$2,364.80 \$61,484.80 26 \$33.32 \$2,665.60 \$69,305.60 38 \$37.54 \$3,003.20 \$78,083.20	\$2,120.00 \$55,120.00 15 \$29.87 \$2,389.60 \$62,129.60 27 \$33.65 \$2,692.00 \$69,992.00 39 \$37.92 \$3,033.60 \$78,873.60	\$2,143.20 \$55,723.20 16 \$30.17 \$2,413.60 \$62,753.60 28 \$33.99 \$2,719.20 \$70,699.20 40 \$38.29 \$3,063.20 \$79,643.20	\$2,161.60 \$56,201.60 17 \$30.46 \$2,436.80 \$63,356.80 29 \$34.34 \$2,747.20 \$71,427.20 41 \$38.67 \$3,093.60 \$80,433.60 53 \$43.59	\$2,184.00 \$56,784.00 18 \$30.76 \$2,460.80 \$63,980.80 30 \$34.66 \$2,772.80 \$72,092.80 42 \$39.06 \$3,124.80 \$81,244.80	\$2,205.60 \$57,345.60 19 \$31.06 \$2,484.80 \$64,604.80 31 \$35.00 \$2,800.00 \$72,800.00 43 \$39.47 \$3,157.60 \$82,097.60	\$2,228.80 \$57,948.80 20 \$31.39 \$2,511.20 \$65,291.20 32 \$35.37 \$2,829.60 \$73,569.60 44 \$39.83 \$3,186.40	\$2,251.20 \$58,531.20 21 \$31.69 \$2,535.20 \$65,915.20 33 \$35.71 \$2,856.80 \$74,276.80 45 \$40.24 \$3,219.20	\$2,273.60 \$59,113.60 22 \$32.03 \$2,562.40 \$66,622.40 34 \$36.08 \$2,886.40 \$75,046.40 46 \$40.64 \$3,251.20	\$2,296.00 \$59,696.00 23 \$32.33 \$2,586.40 \$67,246.40 35 \$36.43 \$2,914.40 \$75,774.40 47 \$41.06 \$3,284.80	\$2,319.20 \$60,299.20 24 \$32.66 \$2,612.80 \$67,932.80 36 \$36.81 \$2,944.80 \$76,564.80 48 \$41.46 \$3,316.80

(Non-bargaining unit)

KODIAK (9%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$28.42	\$28.70	\$28.99	\$29.28	\$29.56	\$29.87	\$30.17	\$30.46	\$30.76	\$31.06	\$31.39	\$31.69
Biweekly	\$2,273.60	\$2,296.00	\$2,319.20	\$2,342.40	\$2,364.80	\$2,389.60	\$2,413.60	\$2,436.80	\$2,460.80	\$2,484.80	\$2,511.20	\$2,535.20
Annually	\$59,113.60	\$59,696.00	\$60,299.20	\$60,902.40	\$61,484.80	\$62,129.60	\$62,753.60	\$63,356.80	\$63,980.80	\$64,604.80	\$65,291.20	\$65,915.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$32.03	\$32.33	\$32.66	\$32.98	\$33.32	\$33.65	\$33.99	\$34.34	\$34.66	\$35.00	\$35.37	\$35.71
Biweekly	\$2,562.40	\$2.586.40	\$2,612.80	\$2,638.40	\$2,665.60	\$2,692.00	\$2,719.20	\$2,747.20	\$2,772.80	\$2,800.00	\$2,829.60	\$2,856.80
Annually	\$66,622.40	\$67,246.40	\$67,932.80	\$68,598.40	\$69,305.60	\$69,992.00	\$70,699.20	\$71,427.20	\$72,092.80	\$72,800.00	\$73,569.60	\$74,276.80
Aimauny	300,022.40	307,240.40	307,332.00	300,330.40	303,303.00	303,332.00	\$70,033.20	371,427.20	372,032.00	372,000.00	373,303.00	374,270.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$36.08	\$36.43	\$36.81	\$37.17	\$37.54	\$37.92	\$38.29	\$38.67	\$39.06	\$39.47	\$39.83	\$40.24
Biweekly	\$2,886.40	\$2,914.40	\$2,944.80	\$2,973.60	\$3,003.20	\$3,033.60	\$3,063.20	\$3,093.60	\$3,124.80	\$3,157.60	\$3,186.40	\$3,219.20
Annually	\$75,046.40	\$75,774.40	\$76,564.80	\$77,313.60	\$78,083.20	\$78,873.60	\$79,643.20	\$80,433.60	\$81,244.80	\$82,097.60	\$82,846.40	\$83,699.20
Ctons												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$40.64 \$3,251.20	\$41.06	\$41.46	\$41.87	\$42.29 \$3,383.20	\$42.73	\$43.17	\$43.59 \$3,487.20	\$44.02 \$3,521.60	\$44.47	\$44.91 \$3,592.80	\$45.36 \$3,628.80
Biweekly Annually	\$84,531.20	\$3,284.80 \$85,404.80	\$3,316.80 \$86,236.80	\$3,349.60 \$87,089.60	\$87,963.20	\$3,418.40 \$88,878.40	\$3,453.60 \$89,793.60	\$90,667.20	\$3,521.60	\$3,557.60 \$92,497.60	\$3,592.80	\$94,348.80
Allitually	364,331.20	\$65,404.60	360,230.60	367,069.00	367,903.20	\$00,070.40	\$69,795.00	390,007.20	391,301.00	392,497.00	393,412.60	394,346.60
Steps	49	50	51	52	53	54	55					
Hourly	\$45.80	\$46.27	\$46.73	\$47.21	\$47.68	\$48.14	\$48.64					
Biweekly	\$3,664.00	\$3,701.60	\$3,738.40	\$3,776.80	\$3,814.40	\$3,851.20	\$3,891.20					
Annually	\$95,264.00	\$96,241.60	\$97,198.40	\$98,196.80	\$99,174.40	\$100,131.20	\$101,171.20					
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$30.76	\$31.06	\$31.39	\$31.69	\$32.03	\$32.33	\$32.66	\$32.98	\$33.32	\$33.65	\$33.99	\$34.34
Steps Hourly Biweekly	\$30.76 \$2,460.80	\$31.06 \$2,484.80	\$31.39 \$2,511.20	\$31.69 \$2,535.20	\$32.03 \$2,562.40	\$32.33 \$2,586.40	\$32.66 \$2,612.80	\$32.98 \$2,638.40	\$33.32 \$2,665.60	\$33.65 \$2,692.00	\$33.99 \$2,719.20	\$34.34 \$2,747.20
Steps Hourly	\$30.76	\$31.06	\$31.39	\$31.69	\$32.03	\$32.33	\$32.66	\$32.98	\$33.32	\$33.65	\$33.99	\$34.34
Steps Hourly Biweekly	\$30.76 \$2,460.80	\$31.06 \$2,484.80	\$31.39 \$2,511.20	\$31.69 \$2,535.20	\$32.03 \$2,562.40	\$32.33 \$2,586.40	\$32.66 \$2,612.80	\$32.98 \$2,638.40	\$33.32 \$2,665.60	\$33.65 \$2,692.00	\$33.99 \$2,719.20	\$34.34 \$2,747.20
Steps Hourly Biweekly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66	\$31.06 \$2,484.80 \$64,604.80	\$31.39 \$2,511.20 \$65,291.20	\$31.69 \$2,535.20 \$65,915.20	\$32.03 \$2,562.40 \$66,622.40	\$32.33 \$2,586.40 \$67,246.40	\$32.66 \$2,612.80 \$67,932.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17	\$33.32 \$2,665.60 \$69,305.60	\$33.65 \$2,692.00 \$69,992.00	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29	\$34.34 \$2,747.20 \$71,427.20
Steps Hourly Biweekly Annually Steps	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00	\$31.39 \$2,511.20 \$65,291.20	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80	\$32.03 \$2,562.40 \$66,622.40	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60
Steps Hourly Biweekly Annually Steps Hourly	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06 \$3,124.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83 \$3,186.40	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24 \$3,219.20	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64 \$3,251.20	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80 31 \$41.46 \$3,316.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87 \$3,349.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20 33 \$42.29 \$3,383.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60 34 \$42.73 \$3,418.40	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59 \$3,487.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06 \$3,124.80 \$81,244.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83 \$3,186.40 \$82,846.40	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64 \$3,251.20 \$84,531.20	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80 31 \$41.46 \$3,316.80 \$86,236.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87 \$3,349.60 \$87,089.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20 \$33 \$42.29 \$3,383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60 34 \$42.73 \$3,418.40 \$88,878.40	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59 \$3,487.20 \$90,667.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06 \$3,124.80 \$81,244.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83 \$3,186.40 \$82,846.40	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64 \$3,251.20 \$84,531.20	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80 31 \$41.46 \$3,316.80 \$86,236.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87 \$3,349.60 \$87,089.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20 33 \$42.29 \$3,383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60 34 \$42.73 \$3,418.40 \$88,878.40	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59 \$3,487.20 \$90,667.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06 \$3,124.80 \$81,244.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83 \$3,186.40 \$82,846.40	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64 \$3,251.20 \$84,531.20	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80 31 \$41.46 \$3,316.80 \$86,236.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87 \$3,349.60 \$87,089.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20 \$33 \$42.29 \$3,383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60 34 \$42.73 \$3,418.40 \$88,878.40	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59 \$3,487.20 \$90,667.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06 \$3,124.80 \$81,244.80	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83 \$3,186.40 \$82,846.40	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64 \$3,251.20 \$84,531.20	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80 31 \$41.46 \$3,316.80 \$86,236.80	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87 \$3,349.60 \$87,089.60	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20 \$33 \$42.29 \$3,383.20 \$87,963.20	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60 34 \$42.73 \$3,418.40 \$88,878.40	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59 \$3,487.20 \$90,667.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06 \$3,124.80 \$81,244.80 37 \$44.02 \$3,521.60 \$91,561.60	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60 38 \$44.47 \$3,557.60 \$92,497.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83 \$3,186.40 \$82,846.40 39 \$44.91 \$3,592.80 \$93,412.80	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20 40 \$45.36 \$3,628.80 \$94,348.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64 \$3,251.20 \$84,531.20 41 \$45.80 \$3,664.00 \$95,264.00	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80 42 \$46.27 \$3,701.60 \$96,241.60	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80 31 \$41.46 \$3,316.80 \$86,236.80 43 \$46.73 \$3,738.40 \$97,198.40	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87 \$3,349.60 \$87,089.60 44 \$47.21 \$3,776.80	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20 \$33 \$42.29 \$3,383.20 \$87,963.20 45 \$47.68 \$3,814.40	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60 34 \$42.73 \$3,418.40 \$88,878.40 46 \$48.14 \$3,851.20	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60 47 \$48.64 \$3,891.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59 \$3,487.20 \$90,667.20 48 \$49.12 \$3,929.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06 \$3,124.80 \$81,244.80 37 \$44.02 \$3,521.60 \$91,561.60	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60 38 \$44.47 \$3,557.60 \$92,497.60	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83 \$3,186.40 \$82,846.40 39 \$44.91 \$3,592.80 \$93,412.80	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20 40 \$45.36 \$3,628.80 \$94,348.80	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64 \$3,251.20 \$84,531.20 41 \$45.80 \$3,664.00 \$95,264.00	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80 42 \$46.27 \$3,701.60 \$96,241.60	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80 31 \$41.46 \$3,316.80 \$86,236.80 43 \$46.73 \$3,738.40 \$97,198.40	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87 \$3,349.60 \$87,089.60 44 \$47.21 \$3,776.80	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20 \$33 \$42.29 \$3,383.20 \$87,963.20 45 \$47.68 \$3,814.40	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60 34 \$42.73 \$3,418.40 \$88,878.40 46 \$48.14 \$3,851.20	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60 47 \$48.64 \$3,891.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59 \$3,487.20 \$90,667.20 48 \$49.12 \$3,929.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06 \$3,124.80 \$81,244.80 \$44.02 \$3,521.60 \$91,561.60	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60 38 \$44.47 \$3,557.60 \$92,497.60 50 \$50.11	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83 \$3,186.40 \$82,846.40 39 \$44.91 \$3,592.80 \$93,412.80 51 \$50.60	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20 40 \$45.36 \$3,628.80 \$94,348.80 52 \$51.12	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64 \$3,251.20 \$84,531.20 41 \$45.80 \$3,664.00 \$95,264.00	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80 42 \$46.27 \$3,701.60 \$96,241.60	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80 31 \$41.46 \$3,316.80 \$86,236.80 43 \$46.73 \$3,738.40 \$97,198.40	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87 \$3,349.60 \$87,089.60 44 \$47.21 \$3,776.80	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20 \$33 \$42.29 \$3,383.20 \$87,963.20 45 \$47.68 \$3,814.40	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60 34 \$42.73 \$3,418.40 \$88,878.40 46 \$48.14 \$3,851.20	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60 47 \$48.64 \$3,891.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59 \$3,487.20 \$90,667.20 48 \$49.12 \$3,929.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06 \$3,124.80 \$81,244.80 37 \$44.02 \$3,521.60 \$91,561.60 49 \$49.62 \$3,969.60	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60 38 \$44.47 \$3,557.60 \$92,497.60 \$50 \$50.11 \$4,008.80	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83 \$3,186.40 \$82,846.40 39 \$44.91 \$3,592.80 \$93,412.80 51 \$50.60 \$4,048.00	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20 40 \$45.36 \$3,628.80 \$94,348.80 52 \$51.12 \$4,089.60	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64 \$3,251.20 \$84,531.20 41 \$45.80 \$3,664.00 \$95,264.00 53 \$51.63 \$4,130.40	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80 42 \$46.27 \$3,701.60 \$96,241.60 54 \$52.13 \$4,170.40	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80 31 \$41.46 \$3,316.80 \$86,236.80 43 \$46,73 \$3,738.40 \$97,198.40 55 \$52.65 \$4,212.00	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87 \$3,349.60 \$87,089.60 44 \$47.21 \$3,776.80	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20 \$33 \$42.29 \$3,383.20 \$87,963.20 45 \$47.68 \$3,814.40	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60 34 \$42.73 \$3,418.40 \$88,878.40 46 \$48.14 \$3,851.20	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60 47 \$48.64 \$3,891.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59 \$3,487.20 \$90,667.20 48 \$49.12 \$3,929.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.76 \$2,460.80 \$63,980.80 13 \$34.66 \$2,772.80 \$72,092.80 25 \$39.06 \$3,124.80 \$81,244.80 \$44.02 \$3,521.60 \$91,561.60	\$31.06 \$2,484.80 \$64,604.80 14 \$35.00 \$2,800.00 \$72,800.00 26 \$39.47 \$3,157.60 \$82,097.60 38 \$44.47 \$3,557.60 \$92,497.60 50 \$50.11	\$31.39 \$2,511.20 \$65,291.20 15 \$35.37 \$2,829.60 \$73,569.60 27 \$39.83 \$3,186.40 \$82,846.40 39 \$44.91 \$3,592.80 \$93,412.80 51 \$50.60	\$31.69 \$2,535.20 \$65,915.20 16 \$35.71 \$2,856.80 \$74,276.80 28 \$40.24 \$3,219.20 \$83,699.20 40 \$45.36 \$3,628.80 \$94,348.80 52 \$51.12	\$32.03 \$2,562.40 \$66,622.40 17 \$36.08 \$2,886.40 \$75,046.40 29 \$40.64 \$3,251.20 \$84,531.20 41 \$45.80 \$3,664.00 \$95,264.00	\$32.33 \$2,586.40 \$67,246.40 18 \$36.43 \$2,914.40 \$75,774.40 30 \$41.06 \$3,284.80 \$85,404.80 42 \$46.27 \$3,701.60 \$96,241.60	\$32.66 \$2,612.80 \$67,932.80 19 \$36.81 \$2,944.80 \$76,564.80 31 \$41.46 \$3,316.80 \$86,236.80 43 \$46.73 \$3,738.40 \$97,198.40	\$32.98 \$2,638.40 \$68,598.40 20 \$37.17 \$2,973.60 \$77,313.60 32 \$41.87 \$3,349.60 \$87,089.60 44 \$47.21 \$3,776.80	\$33.32 \$2,665.60 \$69,305.60 21 \$37.54 \$3,003.20 \$78,083.20 \$33 \$42.29 \$3,383.20 \$87,963.20 45 \$47.68 \$3,814.40	\$33.65 \$2,692.00 \$69,992.00 22 \$37.92 \$3,033.60 \$78,873.60 34 \$42.73 \$3,418.40 \$88,878.40 46 \$48.14 \$3,851.20	\$33.99 \$2,719.20 \$70,699.20 23 \$38.29 \$3,063.20 \$79,643.20 35 \$43.17 \$3,453.60 \$89,793.60 47 \$48.64 \$3,891.20	\$34.34 \$2,747.20 \$71,427.20 24 \$38.67 \$3,093.60 \$80,433.60 36 \$43.59 \$3,487.20 \$90,667.20 48 \$49.12 \$3,929.60

(Non-bargaining unit)

KODIAK (9%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$33.65	\$33.99	\$34.34	\$34.66	\$35.00	\$35.37	\$35.71	\$36.08	\$36.43	\$36.81	\$37.17	\$37.54
Biweekly	\$2,692.00	\$2,719.20	\$2,747.20	\$2,772.80	\$2,800.00	\$2,829.60	\$2,856.80	\$2,886.40	\$2,914.40	\$2,944.80	\$2,973.60	\$3,003.20
Annually	\$69,992.00	\$70,699.20	\$71,427.20	\$72,092.80	\$72,800.00	\$73,569.60	\$74,276.80	\$75,046.40	\$75,774.40	\$76,564.80	\$77,313.60	\$78,083.20
Annually	\$69,992.00	370,099.20	3/1,42/.20	\$72,092.80	\$72,800.00	\$73,509.00	\$74,276.80	3/3,046.40	3/3,//4.40	\$70,504.80	\$77,313.00	\$78,083.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$37.92	\$38.29	\$38.67	\$39.06	\$39.47	\$39.83	\$40.24	\$40.64	\$41.06	\$41.46	\$41.87	\$42.29
Biweekly	\$3,033.60	\$3,063.20	\$3,093.60	\$3,124.80	\$3,157.60	\$3,186.40	\$3,219.20	\$3,251.20	\$3,284.80	\$3,316.80	\$3,349.60	\$3,383.20
Annually	\$78,873.60	\$79,643.20	\$80,433.60	\$81,244.80	\$82,097.60	\$82,846.40	\$83,699.20	\$84,531.20	\$85,404.80	\$86,236.80	\$87,089.60	\$87,963.20
Ailliually	370,073.00	373,043.20	360,433.00	301,244.00	362,037.00	302,040.40	\$63,033.20	304,331.20	363,404.60	360,230.60	367,063.00	367,303.20
Steps							•			•		36
•	25	26	27	28	29	30	31	32	33	34	35	
Hourly	\$42.73	\$43.17	\$43.59	\$44.02	\$44.47	\$44.91	\$45.36	\$45.80	\$46.27	\$46.73	\$47.21	\$47.68
Biweekly	\$3,418.40	\$3,453.60	\$3,487.20	\$3,521.60	\$3,557.60	\$3,592.80	\$3,628.80	\$3,664.00	\$3,701.60	\$3,738.40	\$3,776.80	\$3,814.40
Annually	\$88,878.40	\$89,793.60	\$90,667.20	\$91,561.60	\$92,497.60	\$93,412.80	\$94,348.80	\$95,264.00	\$96,241.60	\$97,198.40	\$98,196.80	\$99,174.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$48.14	\$48.64	\$49.12	\$49.62	\$50.11	\$50.60	\$51.12	\$51.63	\$52.13	\$52.65	\$53.20	\$53.73
Biweekly	\$3,851.20	\$3,891.20	\$3,929.60	\$3,969.60	\$4,008.80	\$4,048.00	\$4,089.60	\$4,130.40	\$4,170.40	\$4,212.00	\$4,256.00	\$4,298.40
Annually	\$100,131.20	\$101,171.20	\$102,169.60	\$103,209.60	\$104,228.80	\$105,248.00	\$106,329.60	\$107,390.40	\$108,430.40	\$109,512.00	\$110,656.00	\$111,758.40
Chana												
Steps	49	50	51	52	53	54	55					
Hourly	\$54.25	\$54.79	\$55.36	\$55.90	\$56.47	\$57.01	\$57.59					
Biweekly	\$4,340.00	\$4,383.20	\$4,428.80	\$4,472.00	\$4,517.60	\$4,560.80	\$4,607.20					
Annually	\$112,840.00	\$113,963.20	\$115,148.80	\$116,272.00	\$117,457.60	\$118,580.80	\$119,787.20					
. 00												
Crada 87												
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_		•		6 \$39.83	7 \$40.24	_		10 \$41.46	11 \$41.87	12 \$42.29
Steps Hourly	\$37.92	\$38.29	\$38.67	\$39.06	\$39.47	\$39.83	\$40.24	\$40.64	\$41.06	\$41.46	\$41.87	\$42.29
Steps Hourly Biweekly	\$37.92 \$3,033.60	\$38.29 \$3,063.20	\$38.67 \$3,093.60	\$39.06 \$3,124.80	\$39.47 \$3,157.60	\$39.83 \$3,186.40	\$40.24 \$3,219.20	\$40.64 \$3,251.20	\$41.06 \$3,284.80	\$41.46 \$3,316.80	\$41.87 \$3,349.60	\$42.29 \$3,383.20
Steps Hourly	\$37.92	\$38.29	\$38.67	\$39.06	\$39.47	\$39.83	\$40.24	\$40.64	\$41.06	\$41.46	\$41.87	\$42.29
Steps Hourly Biweekly	\$37.92 \$3,033.60	\$38.29 \$3,063.20	\$38.67 \$3,093.60	\$39.06 \$3,124.80	\$39.47 \$3,157.60	\$39.83 \$3,186.40	\$40.24 \$3,219.20	\$40.64 \$3,251.20	\$41.06 \$3,284.80	\$41.46 \$3,316.80	\$41.87 \$3,349.60	\$42.29 \$3,383.20 \$87,963.20
Steps Hourly Biweekly Annually Steps	\$37.92 \$3,033.60 \$78,873.60	\$38.29 \$3,063.20 \$79,643.20	\$38.67 \$3,093.60 \$80,433.60	\$39.06 \$3,124.80 \$81,244.80	\$39.47 \$3,157.60 \$82,097.60	\$39.83 \$3,186.40 \$82,846.40	\$40.24 \$3,219.20 \$83,699.20	\$40.64 \$3,251.20 \$84,531.20	\$41.06 \$3,284.80 \$85,404.80	\$41.46 \$3,316.80 \$86,236.80	\$41.87 \$3,349.60 \$87,089.60	\$42.29 \$3,383.20 \$87,963.20
Steps Hourly Biweekly Annually Steps Hourly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40
Steps Hourly Biweekly Annually Steps Hourly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00 \$95,264.00	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00 \$95,264.00	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00 \$95,264.00 32 \$51.63	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60 28 \$49.62 \$3,969.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60 \$4,048.00	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00 \$95,264.00 32 \$51.63 \$4,130.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12	\$40.64 \$3,251.20 \$84,531.20 20 \$45.80 \$3,664.00 \$95,264.00 32 \$51.63	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20	\$38.29 \$3,063.20 \$79,643.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20 \$101,171.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60 28 \$49.62 \$3,969.60 \$103,209.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60 \$4,048.00 \$105,248.00	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3,664.00 \$95,264.00 \$51.63 \$4,130.40 \$107,390.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20 \$101,171.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60 28 \$49.62 \$3,969.60 \$103,209.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60 \$4,048.00 \$105,248.00	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3,664.00 \$95,264.00 \$51.63 \$4,130.40 \$107,390.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20 \$101,171.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60 28 \$49.62 \$3,969.60 \$103,209.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60 \$4,048.00 \$105,248.00	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3,664.00 \$95,264.00 \$107,390.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20 37 \$54.25 \$4,340.00	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20 \$101,171.20 38 \$54.79 \$4,383.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60 39 \$55.36 \$4,428.80	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60 28 \$49.62 \$3,969.60 \$103,209.60 40 \$55.90 \$4,472.00	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80 41 \$56.47 \$4,517.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60 \$4,048.00 \$105,248.00 \$57.01 \$4,560.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60 43 \$57.59 \$4,607.20	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3,664.00 \$95,264.00 \$107,390.40 \$58.18 \$4,654.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40 45 \$58.76 \$4,700.80	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00 46 \$59.34 \$4,747.20	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40 48 \$60.54 \$4,843.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20 \$101,171.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60 28 \$49.62 \$3,969.60 \$103,209.60	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60 \$4,048.00 \$105,248.00	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3,664.00 \$95,264.00 \$107,390.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20 37 \$54.25 \$4,340.00	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20 \$101,171.20 38 \$54.79 \$4,383.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60 39 \$55.36 \$4,428.80	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60 28 \$49.62 \$3,969.60 \$103,209.60 40 \$55.90 \$4,472.00	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80 41 \$56.47 \$4,517.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60 \$4,048.00 \$105,248.00 \$57.01 \$4,560.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60 43 \$57.59 \$4,607.20	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3,664.00 \$95,264.00 \$107,390.40 \$58.18 \$4,654.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40 45 \$58.76 \$4,700.80	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00 46 \$59.34 \$4,747.20	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40 48 \$60.54 \$4,843.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$37.92 \$3,033.60 \$78,873.60 13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20 37 \$54.25 \$4,340.00 \$112,840.00	\$38.29 \$3,063.20 \$79,643.20 \$14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20 \$101,171.20 38 \$54.79 \$4,383.20 \$113,963.20	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60 39 \$55.36 \$4,428.80 \$115,148.80	\$39.06 \$3,124.80 \$81,244.80 16 \$44.02 \$3,521.60 \$91,561.60 28 \$49.62 \$3,969.60 \$103,209.60 40 \$55.90 \$4,472.00 \$116,272.00	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80 41 \$56.47 \$4,517.60 \$117,457.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60 \$4,048.00 \$105,248.00 42 \$57.01 \$4,560.80 \$118,580.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60 43 \$57.59 \$4,607.20 \$119,787.20	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3,664.00 \$95,264.00 \$107,390.40 \$58.18 \$4,654.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40 45 \$58.76 \$4,700.80	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00 46 \$59.34 \$4,747.20	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40 48 \$60.54 \$4,843.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 \$13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20 37 \$54.25 \$4,340.00 \$112,840.00	\$38.29 \$3,063.20 \$79,643.20 14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20 \$101,171.20 38 \$54.79 \$4,383.20 \$113,963.20 50 \$61.75	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60 39 \$55.36 \$4,428.80 \$115,148.80 51 \$62.36	\$39.06 \$3,124.80 \$81,244.80 \$1,244.80 \$1,244.80 \$44.02 \$3,521.60 \$91,561.60 \$103,209.60 \$103,209.60 \$103,209.60 \$103,209.60 \$103,209.60 \$103,209.60 \$116,272.00	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80 41 \$56.47 \$4,517.60 \$117,457.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60 \$4,048.00 \$105,248.00 42 \$57.01 \$4,560.80 \$118,580.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60 43 \$57.59 \$4,607.20 \$119,787.20	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3,664.00 \$95,264.00 \$107,390.40 \$58.18 \$4,654.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40 45 \$58.76 \$4,700.80	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00 46 \$59.34 \$4,747.20	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40 48 \$60.54 \$4,843.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 \$13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20 37 \$54.25 \$4,340.00 \$112,840.00 \$112,840.00	\$38.29 \$3,063.20 \$79,643.20 \$14 \$43.17 \$3,453.60 \$89,793.60 26 \$48.64 \$3,891.20 \$101,171.20 38 \$54.79 \$4,383.20 \$113,963.20 \$61.75 \$4,940.00	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60 39 \$55.36 \$4,428.80 \$115,148.80 51 \$62.36 \$4,988.80	\$39.06 \$3,124.80 \$81,244.80 \$1,244.80 \$1,244.80 \$44.02 \$3,521.60 \$91,561.60 \$103,209.60 \$103,209.60 \$103,209.60 \$103,209.60 \$103,209.60 \$103,209.60 \$55.90 \$4,472.00 \$116,272.00	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80 41 \$56.47 \$4,517.60 \$117,457.60 53 \$63.63 \$5,090.40	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60 \$4,048.00 \$105,248.00 42 \$57.01 \$4,560.80 \$118,580.80 54 \$64.27 \$5,141.60	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60 43 \$57.59 \$4,607.20 \$119,787.20 55 \$64.90 \$5,192.00	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3,664.00 \$95,264.00 \$107,390.40 \$58.18 \$4,654.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40 45 \$58.76 \$4,700.80	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00 46 \$59.34 \$4,747.20	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40 48 \$60.54 \$4,843.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.92 \$3,033.60 \$78,873.60 \$13 \$42.73 \$3,418.40 \$88,878.40 25 \$48.14 \$3,851.20 \$100,131.20 37 \$54.25 \$4,340.00 \$112,840.00	\$38.29 \$3,063.20 \$79,643.20 \$14 \$43.17 \$3,453.60 \$89,793.60 \$48.64 \$3,891.20 \$101,171.20 \$4,383.20 \$113,963.20 \$61.75	\$38.67 \$3,093.60 \$80,433.60 15 \$43.59 \$3,487.20 \$90,667.20 27 \$49.12 \$3,929.60 \$102,169.60 39 \$55.36 \$4,428.80 \$115,148.80 51 \$62.36	\$39.06 \$3,124.80 \$81,244.80 \$1,244.80 \$1,244.80 \$44.02 \$3,521.60 \$91,561.60 \$103,209.60 \$103,209.60 \$103,209.60 \$103,209.60 \$103,209.60 \$103,209.60 \$116,272.00	\$39.47 \$3,157.60 \$82,097.60 17 \$44.47 \$3,557.60 \$92,497.60 29 \$50.11 \$4,008.80 \$104,228.80 41 \$56.47 \$4,517.60 \$117,457.60	\$39.83 \$3,186.40 \$82,846.40 18 \$44.91 \$3,592.80 \$93,412.80 30 \$50.60 \$4,048.00 \$105,248.00 42 \$57.01 \$4,560.80 \$118,580.80	\$40.24 \$3,219.20 \$83,699.20 19 \$45.36 \$3,628.80 \$94,348.80 31 \$51.12 \$4,089.60 \$106,329.60 43 \$57.59 \$4,607.20 \$119,787.20	\$40.64 \$3,251.20 \$84,531.20 \$45.80 \$3,664.00 \$95,264.00 \$107,390.40 \$58.18 \$4,654.40	\$41.06 \$3,284.80 \$85,404.80 21 \$46.27 \$3,701.60 \$96,241.60 33 \$52.13 \$4,170.40 \$108,430.40 45 \$58.76 \$4,700.80	\$41.46 \$3,316.80 \$86,236.80 22 \$46.73 \$3,738.40 \$97,198.40 34 \$52.65 \$4,212.00 \$109,512.00 46 \$59.34 \$4,747.20	\$41.87 \$3,349.60 \$87,089.60 23 \$47.21 \$3,776.80 \$98,196.80 35 \$53.20 \$4,256.00 \$110,656.00	\$42.29 \$3,383.20 \$87,963.20 24 \$47.68 \$3,814.40 \$99,174.40 36 \$53.73 \$4,298.40 \$111,758.40 48 \$60.54 \$4,843.20

(Non-bargaining unit)

KODIAK (9%)

Steps	1	2	. 3	4	. 5	6	. 7	. 8	9	10	11	12
Hourly	\$42.73	\$43.17	\$43.59 \$3,487.20	\$44.02 \$3,521.60	\$44.47 \$3,557.60	\$44.91	\$45.36	\$45.80	\$46.27	\$46.73	\$47.21	\$47.68
Biweekly Annually	\$3,418.40 \$88,878.40	\$3,453.60 \$89,793.60	\$90,667.20	\$3,521.60	\$92,497.60	\$3,592.80 \$93,412.80	\$3,628.80 \$94,348.80	\$3,664.00 \$95,264.00	\$3,701.60 \$96,241.60	\$3,738.40 \$97,198.40	\$3,776.80 \$98,196.80	\$3,814.40 \$99,174.40
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$48.14 \$3,851.20	\$48.64 \$3,891.20	\$49.12 \$3,929.60	\$49.62 \$3,969.60	\$50.11 \$4,008.80	\$50.60 \$4,048.00	\$51.12 \$4,089.60	\$51.63 \$4,130.40	\$52.13 \$4,170.40	\$52.65 \$4,212.00	\$53.20 \$4,256.00	\$53.73 \$4.298.40
Annually	\$100,131.20	\$101,171.20	\$102,169.60	\$103,209.60	\$104,228.80	\$105,248.00	\$106,329.60	\$107,390.40	\$108,430.40	\$109,512.00	\$110,656.00	\$111,758.40
Ailliuully	\$100,131.20	3101,171.20	3102,103.00	\$103,203.00	J104,220.00	3103,240.00	\$100,323.00	3107,330.40	3100,430.40	\$105,512.00	3110,030.00	3111,730.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$54.25	\$54.79	\$55.36	\$55.90	\$56.47	\$57.01	\$57.59	\$58.18	\$58.76	\$59.34	\$59.93	\$60.54
Biweekly	\$4,340.00	\$4,383.20	\$4,428.80	\$4,472.00	\$4,517.60	\$4,560.80	\$4,607.20	\$4,654.40	\$4,700.80	\$4,747.20	\$4,794.40	\$4,843.20
Annually	\$112,840.00	\$113.963.20	\$115,148.80	\$116,272.00	\$117,457.60	\$118,580.80	\$119,787.20	\$121,014.40	\$122,220.80	\$123,427.20	\$124,654.40	\$125,923.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$61.13	\$61.75	\$62.36	\$63.00	\$63.63	\$64.27	\$64.90	\$65.54	\$66.21	\$66.86	\$67.53	\$68.20
Biweekly	\$4,890.40	\$4,940.00	\$4,988.80	\$5,040.00	\$5,090.40	\$5,141.60	\$5,192.00	\$5,243.20	\$5,296.80	\$5,348.80	\$5,402.40	\$5,456.00
Annually	\$127,150.40	\$128,440.00	\$129,708.80	\$131,040.00	\$132,350.40	\$133,681.60	\$134,992.00	\$136,323.20	\$137,716.80	\$139,068.80	\$140,462.40	\$141,856.00
Steps	49	50	51	52	53	54	55					
Hourly	\$68.90	\$69.58	\$70.27	\$70.98	\$71.71	\$72.42	\$73.12					
Biweekly	\$5,512.00	\$5,566.40	\$5,621.60	\$5,678.40	\$5,736.80	\$5,793.60	\$5,849.60					
Annually	\$143,312.00	\$144,726.40	\$146,161.60	\$147,638.40	\$149,156.80	\$150,633.60	\$152,089.60					
Grade 84												
Grade 04												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$46.73	\$47.21	\$47.68	\$48.14	\$48.64	\$49.12	\$49.62	\$50.11	\$50.60	\$51.12	\$51.63	\$52.13
Steps Hourly Biweekly	\$46.73 \$3,738.40	\$47.21 \$3,776.80	\$47.68 \$3,814.40	\$48.14 \$3,851.20	\$48.64 \$3,891.20	\$49.12 \$3,929.60	\$49.62 \$3,969.60	\$50.11 \$4,008.80	\$50.60 \$4,048.00	\$51.12 \$4,089.60	\$51.63 \$4,130.40	\$52.13 \$4,170.40
Steps Hourly	\$46.73	\$47.21	\$47.68	\$48.14	\$48.64	\$49.12	\$49.62	\$50.11	\$50.60	\$51.12	\$51.63	\$52.13
Steps Hourly Biweekly Annually Steps	\$46.73 \$3,738.40 \$97,198.40	\$47.21 \$3,776.80 \$98,196.80	\$47.68 \$3,814.40 \$99,174.40	\$48.14 \$3,851.20 \$100,131.20	\$48.64 \$3,891.20 \$101,171.20	\$49.12 \$3,929.60 \$102,169.60	\$49.62 \$3,969.60 \$103,209.60	\$50.11 \$4,008.80 \$104,228.80	\$50.60 \$4,048.00 \$105,248.00	\$51.12 \$4,089.60 \$106,329.60	\$51.63 \$4,130.40 \$107,390.40	\$52.13 \$4,170.40 \$108,430.40
Steps Hourly Biweekly Annually Steps Hourly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47	\$50.60 \$4,048.00 \$105,248.00 21 \$57.01	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60	\$50.60 \$4,048.00 \$105,248.00 21 \$57.01 \$4,560.80	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80
Steps Hourly Biweekly Annually Steps Hourly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47	\$50.60 \$4,048.00 \$105,248.00 21 \$57.01	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60	\$50.60 \$4,048.00 \$105,248.00 21 \$57.01 \$4,560.80	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111,758.40 27 \$60.54	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63	\$50.60 \$4,048.00 \$105,248.00 21 \$57.01 \$4,560.80 \$118,580.80 33 \$64.27	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40 35 \$65.54	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93 \$4,794.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111,758.40 27 \$60.54 \$4,843.20	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36 \$4,988.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40	\$50.60 \$4,048.00 \$105,248.00 21 \$57.01 \$4,560.80 \$118,580.80 33 \$64.27 \$5,141.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40 35 \$65.54 \$5,243.20	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5,296.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111,758.40 27 \$60.54	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63	\$50.60 \$4,048.00 \$105,248.00 21 \$57.01 \$4,560.80 \$118,580.80 33 \$64.27	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40 35 \$65.54	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93 \$4,794.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111,758.40 27 \$60.54 \$4,843.20	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00 \$128,440.00	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36 \$4,988.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40	\$50.60 \$4,048.00 \$105,248.00 21 \$57.01 \$4,560.80 \$118,580.80 33 \$64.27 \$5,141.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40 35 \$65.54 \$5,243.20 \$136,323.20	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5,296.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20 \$123,427.20	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93 \$4,794.40 \$124,654.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111,758.40 27 \$60.54 \$4,843.20 \$125,923.20	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40 \$127,150.40	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36 \$4,988.80 \$129,708.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00 \$131,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40	\$50.60 \$4,048.00 \$105,248.00 \$15,248.00 \$115,57.01 \$4,560.80 \$118,580.80 \$33 \$64.27 \$5,141.60 \$133,681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40 35 \$65.54 \$5,243.20 \$136,323.20	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5,296.80 \$137,716.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20 \$123,427.20 37 \$66.86 \$5,348.80	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93 \$4,794.40 \$124,654.40 38 \$67.53 \$5,402.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111,758.40 27 \$60.54 \$4,843.20 \$125,923.20 39 \$68.20 \$5,456.00	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40 \$127,150.40 40 \$68.90 \$5,512.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00 \$128,440.00 41 \$69.58 \$5,566.40	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36 \$4,988.80 \$129,708.80 42 \$70.27 \$5,621.60	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00 \$131,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40 44 \$71.71 \$5,736.80	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$1105,248.00 \$118,580.80 \$118,580.80 \$118,580.80 \$133,681.60 \$133,681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00 46 \$73.12 \$5,849.60	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40 35 \$65.54 \$5,243.20 \$136,323.20 47 \$73.87 \$5,909.60	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5,296.80 \$137,716.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20 \$123,427.20	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93 \$4,794.40 \$124,654.40 38 \$67.53	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111,758.40 27 \$60.54 \$4,843.20 \$125,923.20	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40 \$127,150.40	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00 \$128,440.00	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36 \$4,988.80 \$129,708.80	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00 \$131,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40	\$50.60 \$4,048.00 \$105,248.00 21 \$57.01 \$4,560.80 \$118,580.80 33 \$64.27 \$5,141.60 \$133,681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40 35 \$65.54 \$5,243.20 \$136,323.20	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5,296.80 \$137,716.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20 \$123,427.20 37 \$66.86 \$5,348.80	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93 \$4,794.40 \$124,654.40 38 \$67.53 \$5,402.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111,758.40 27 \$60.54 \$4,843.20 \$125,923.20 39 \$68.20 \$5,456.00	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40 \$127,150.40 40 \$68.90 \$5,512.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00 \$128,440.00 41 \$69.58 \$5,566.40	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36 \$4,988.80 \$129,708.80 42 \$70.27 \$5,621.60	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00 \$131,040.00	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40 44 \$71.71 \$5,736.80	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$1105,248.00 \$118,580.80 \$118,580.80 \$118,580.80 \$133,681.60 \$133,681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00 46 \$73.12 \$5,849.60	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40 35 \$65.54 \$5,243.20 \$136,323.20 47 \$73.87 \$5,909.60	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5,296.80 \$137,716.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20 \$123,427.20 37 \$66.86 \$5,348.80 \$139,068.80	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93 \$4,794.40 \$124,654.40 38 \$67.53 \$5,402.40 \$140,462.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111,758.40 27 \$60.54 \$4,843.20 \$125,923.20 39 \$68.20 \$5,456.00 \$141,856.00	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40 \$127,150.40 40 \$68.90 \$5,512.00 \$143,312.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00 \$128,440.00 41 \$69.58 \$5,566.40 \$144,726.40	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 \$62.36 \$4,988.80 \$129,708.80 42 \$70.27 \$5,621.60 \$146,161.60	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00 \$131,040.00 43 \$70.98 \$5,678.40 \$147,638.40	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40 44 \$71.71 \$5,736.80	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$1105,248.00 \$118,580.80 \$118,580.80 \$118,580.80 \$133,681.60 \$133,681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00 46 \$73.12 \$5,849.60	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40 35 \$65.54 \$5,243.20 \$136,323.20 47 \$73.87 \$5,909.60	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5,296.80 \$137,716.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20 \$123,427.20 37 \$66.86 \$5,348.80 \$139,068.80	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93 \$4,794.40 \$124,654.40 38 \$67.53 \$5,402.40 \$140,462.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111,758.40 27 \$60.54 \$4,843.20 \$125,923.20 39 \$68.20 \$5,456.00 \$141,856.00	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40 \$127,150.40 40 \$68.90 \$5,512.00 \$143,312.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00 \$128,440.00 \$128,69.58 \$5,566.40 \$144,726.40	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36 \$4,988.80 \$129,708.80 42 \$70.27 \$5,621.60 \$146,161.60	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00 \$131,040.00 43 \$70.98 \$5,678.40 \$147,638.40	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40 44 \$71.71 \$5,736.80	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$1105,248.00 \$118,580.80 \$118,580.80 \$118,580.80 \$133,681.60 \$133,681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00 46 \$73.12 \$5,849.60	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40 35 \$65.54 \$5,243.20 \$136,323.20 47 \$73.87 \$5,909.60	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5,296.80 \$137,716.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.73 \$3,738.40 \$97,198.40 13 \$52.65 \$4,212.00 \$109,512.00 25 \$59.34 \$4,747.20 \$123,427.20 37 \$66.86 \$5,348.80 \$139,068.80	\$47.21 \$3,776.80 \$98,196.80 14 \$53.20 \$4,256.00 \$110,656.00 26 \$59.93 \$4,794.40 \$124,654.40 38 \$67.53 \$5,402.40 \$140,462.40	\$47.68 \$3,814.40 \$99,174.40 15 \$53.73 \$4,298.40 \$111,758.40 27 \$60.54 \$4,843.20 \$125,923.20 39 \$68.20 \$5,456.00 \$141,856.00	\$48.14 \$3,851.20 \$100,131.20 16 \$54.25 \$4,340.00 \$112,840.00 28 \$61.13 \$4,890.40 \$127,150.40 40 \$68.90 \$5,512.00 \$143,312.00	\$48.64 \$3,891.20 \$101,171.20 17 \$54.79 \$4,383.20 \$113,963.20 29 \$61.75 \$4,940.00 \$128,440.00 41 \$69.58 \$5,566.40 \$144,726.40	\$49.12 \$3,929.60 \$102,169.60 18 \$55.36 \$4,428.80 \$115,148.80 30 \$62.36 \$4,988.80 \$129,708.80 42 \$70.27 \$5,621.60 \$146,161.60	\$49.62 \$3,969.60 \$103,209.60 19 \$55.90 \$4,472.00 \$116,272.00 31 \$63.00 \$5,040.00 \$131,040.00 43 \$70.98 \$5,678.40 \$147,638.40	\$50.11 \$4,008.80 \$104,228.80 20 \$56.47 \$4,517.60 \$117,457.60 32 \$63.63 \$5,090.40 \$132,350.40 44 \$71.71 \$5,736.80	\$50.60 \$4,048.00 \$105,248.00 \$105,248.00 \$1105,248.00 \$118,580.80 \$118,580.80 \$118,580.80 \$133,681.60 \$133,681.60	\$51.12 \$4,089.60 \$106,329.60 22 \$57.59 \$4,607.20 \$119,787.20 34 \$64.90 \$5,192.00 \$134,992.00 46 \$73.12 \$5,849.60	\$51.63 \$4,130.40 \$107,390.40 23 \$58.18 \$4,654.40 \$121,014.40 35 \$65.54 \$5,243.20 \$136,323.20 47 \$73.87 \$5,909.60	\$52.13 \$4,170.40 \$108,430.40 24 \$58.76 \$4,700.80 \$122,220.80 36 \$66.21 \$5,296.80 \$137,716.80

(Non-bargaining unit)

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

Grade 73 - Do Not Use

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$16.92	\$17.09	\$17.26	\$17.43	\$17.61	\$17.76	\$17.97	\$18.12	\$18.32	\$18.50	\$18.69	\$18.87
Biweekly	\$1,353.60	\$1,367.20	\$1,380.80	\$1,394.40	\$1,408.80	\$1,420.80	\$1,437.60	\$1,449.60	\$1,465.60	\$1,480.00	\$1,495.20	\$1,509.60
Annually	\$35,193.60	\$35,547.20	\$35,900.80	\$36,254.40	\$36,628.80	\$36,940.80	\$37,377.60	\$37,689.60	\$38,105.60	\$38,480.00	\$38,875.20	\$39,249.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$19.07	\$19.26	\$19.41	\$19.65	\$19.83	\$20.03	\$20.24	\$20.43	\$20.63	\$20.86	\$21.04	\$21.26
Biweekly	\$1,525.60	\$1,540.80	\$1,552.80	\$1,572.00	\$1,586.40	\$1,602.40	\$1,619.20	\$1,634.40	\$1,650.40	\$1,668.80	\$1,683.20	\$1,700.80
Annually	\$39,665.60	\$40,060.80	\$40,372.80	\$40,872.00	\$41,246.40	\$41,662.40	\$42,099.20	\$42,494.40	\$42,910.40	\$43,388.80	\$43,763.20	\$44,220.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$21.48	\$21.69	\$21.91	\$22.12	\$22.35	\$22.57	\$22.81	\$23.03	\$23.25	\$23.48	\$23.71	\$23.96
Biweekly	\$1,718.40	\$1,735.20	\$1,752.80	\$1,769.60	\$1,788.00	\$1,805.60	\$1,824.80	\$1,842.40	\$1,860.00	\$1,878.40	\$1,896.80	\$1,916.80
Annually	\$44,678.40	\$45,115.20	\$45,572.80	\$46,009.60	\$46,488.00	\$46,945.60	\$47,444.80	\$47,902.40	\$48,360.00	\$48,838.40	\$49,316.80	\$49,836.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$24.19	\$24.45	\$24.67	\$24.92	\$25.18	\$25.43	\$25.69	\$25.94	\$26.19	\$26.46	\$26.74	\$26.97
Biweekly	\$1,935.20	\$1,956.00	\$1,973.60	\$1,993.60	\$2,014.40	\$2,034.40	\$2,055.20	\$2,075.20	\$2,095.20	\$2,116.80	\$2,139.20	\$2,157.60
Annually	\$50,315.20	\$50,856.00	\$51,313.60	\$51,833.60	\$52,374.40	\$52,894.40	\$53,435.20	\$53,955.20	\$54,475.20	\$55,036.80	\$55,619.20	\$56,097.60
Steps	49	50	51	52	53	54	55					
Hourly	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93					
Biweekly	\$2,181.60	\$2,202.40	\$2,225.60	\$2,246.40	\$2,271.20	\$2,291.20	\$2,314.40					
Annually	\$56,721.60	\$57,262.40	\$57,865.60	\$58,406.40	\$59,051.20	\$59,571.20	\$60,174.40					
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(Non-bargaining unit)

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

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$19.07	\$19.26	\$19.41	\$19.65	\$19.83	\$20.03	\$20.24	\$20.43	\$20.63	\$20.86	\$21.04	\$21.26
Biweekly	\$1,525.60	\$1,540.80	\$1,552.80	\$1,572.00	\$1,586.40	\$1,602.40	\$1,619.20	\$1,634.40	\$1,650.40	\$1,668.80	\$1,683.20	\$1,700.80
Annually	\$39,665.60	\$40,060.80	\$40,372.80	\$40,872.00	\$41,246.40	\$41,662.40	\$42,099.20	\$42,494.40	\$42,910.40	\$43,388.80	\$43,763.20	\$44,220.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.48	\$21.69	\$21.91	\$22.12	\$22.35	\$22.57	\$22.81	\$23.03	\$23.25	\$23.48	\$23.71	\$23.96
Biweekly	\$1,718.40	\$1,735.20	\$1,752.80	\$1,769.60	\$1,788.00	\$1,805.60	\$1,824.80	\$1,842.40	\$1,860.00	\$1,878.40	\$1,896.80	\$1,916.80
Annually	\$44,678.40	\$45,115.20	\$45,572.80	\$46,009.60	\$46,488.00	\$46,945.60	\$47,444.80	\$47,902.40	\$48,360.00	\$48,838.40	\$49,316.80	\$49,836.80
_												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$24.19	\$24.45	\$24.67	\$24.92	\$25.18	\$25.43	\$25.69	\$25.94	\$26.19	\$26.46	\$26.74	\$26.97
Biweekly	\$1,935.20	\$1,956.00	\$1,973.60	\$1,993.60	\$2,014.40	\$2,034.40	\$2,055.20	\$2,075.20	\$2,095.20	\$2,116.80	\$2,139.20	\$2,157.60
Annually	\$50,315.20	\$50,856.00	\$51,313.60	\$51,833.60	\$52,374.40	\$52,894.40	\$53,435.20	\$53,955.20	\$54,475.20	\$55,036.80	\$55,619.20	\$56,097.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93	\$29.24	\$29.52	\$29.83	\$30.11	\$30.40
Biweekly	\$2,181.60	\$2,202.40	\$2,225.60	\$2,246.40	\$2,271.20	\$2,291.20	\$2,314.40	\$2,339.20	\$2,361.60	\$2,386.40	\$2,408.80	\$2,432.00
Annually	\$56,721.60	\$57,262.40	\$57,865.60	\$58,406.40	\$59,051.20	\$59,571.20	\$60,174.40	\$60,819.20	\$61,401.60	\$62,046.40	\$62,628.80	\$63,232.00
Steps	49	50	51	52	53	54	55					
•	\$30.72					\$32.28	\$32.62					
Hourly Biweekly	\$30.72 \$2,457.60	\$31.03 \$2,482.40	\$31.34 \$2,507.20	\$31.64 \$2,531.20	\$31.98 \$2,558.40	\$32.28 \$2,582.40	\$2,609.60					
Annually	\$63,897.60	\$64,542.40	\$65,187.20	\$65,811.20	\$66,518.40	\$67,142.40	\$67,849.60					
Aimany	303,037.00	304,342.40	\$05,107.20	303,011.20	300,310.40	307,142.40	307,043.00					
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$21.48	\$21.69	\$21.91	\$22.12	\$22.35	\$22.57	\$22.81	\$23.03	\$23.25	\$23.48	\$23.71	\$23.96
Biweekly Annually	\$1,718.40 \$44,678.40	\$1,735.20 \$45,115.20	\$1,752.80 \$45,572.80	\$1,769.60 \$46,009.60	\$1,788.00 \$46,488.00	\$1,805.60 \$46,945.60	\$1,824.80 \$47,444.80	\$1,842.40 \$47,902.40	\$1,860.00 \$48,360.00	\$1,878.40 \$48,838.40	\$1,896.80 \$49,316.80	\$1,916.80 \$49,836.80
•	344,076.40	345,115.20	\$45,572.60	340,009.00	340,466.00	340,943.00	\$47,444.60	\$47,902.40	\$46,500.00	\$40,030.40	\$49,510.60	
Steps	13	14	. 15	16	. 17	18	19	20	21	. 22	23	24
Hourly	\$24.19	\$24.45	\$24.67	\$24.92	\$25.18	\$25.43	\$25.69	\$25.94	\$26.19	\$26.46	\$26.74	\$26.97
Biweekly	\$1,935.20	\$1,956.00	\$1,973.60	\$1,993.60	\$2,014.40	\$2,034.40	\$2,055.20	\$2,075.20	\$2,095.20	\$2,116.80	\$2,139.20	\$2,157.60
Annually	\$50,315.20	\$50,856.00	\$51,313.60	\$51,833.60	\$52,374.40	\$52,894.40	\$53,435.20	\$53,955.20	\$54,475.20	\$55,036.80	\$55,619.20	\$56,097.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93	\$29.24	\$29.52	\$29.83	\$30.11	\$30.40
Biweekly	\$2,181.60	\$2,202.40	\$2,225.60	\$2,246.40	\$2,271.20	\$2,291.20	\$2,314.40	\$2,339.20	\$2,361.60	\$2,386.40	\$2,408.80	\$2,432.00
Annually	\$56,721.60	\$57,262.40	\$57,865.60	\$58,406.40	\$59,051.20	\$59,571.20	\$60,174.40	\$60,819.20	\$61,401.60	\$62,046.40	\$62,628.80	\$63,232.00
Steps	. 37	. 38	. 39	40	41	42	43	. 44	. 45	. 46	47	48
Hourly	\$30.72	\$31.03	\$31.34	\$31.64	\$31.98	\$32.28	\$32.62	\$32.92	\$33.27	\$33.61	\$33.94	\$34.27
Biweekly	\$2,457.60	\$2,482.40	\$2,507.20	\$2,531.20	\$2,558.40	\$2,582.40	\$2,609.60	\$2,633.60	\$2,661.60	\$2,688.80	\$2,715.20	\$2,741.60
Annually	\$63,897.60	\$64,542.40	\$65,187.20	\$65,811.20	\$66,518.40	\$67,142.40	\$67,849.60	\$68,473.60	\$69,201.60	\$69,908.80	\$70,595.20	\$71,281.60
Steps	49	50	51	52	53	54	55					
Hourly	\$34.61	\$34.96	\$35.31	\$35.66	\$36.03	\$36.38	\$36.74					
Biweekly	\$2,768.80	\$2,796.80	\$2,824.80	\$2,852.80	\$2,882.40	\$2,910.40	\$2,939.20					
Annually	\$71,988.80	\$72,716.80	\$73,444.80	\$74,172.80	\$74,942.40	\$75,670.40	\$76,419.20					

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$24.19	\$24.45	\$24.67	\$24.92	\$25.18	\$25.43	\$25.69	\$25.94	\$26.19	\$26.46	\$26.74	\$26.97
Biweekly	\$1,935.20	\$1,956.00	\$1,973.60	\$1,993.60	\$2,014.40	\$2,034.40	\$2,055.20	\$2,075.20	\$2,095.20	\$2,116.80	\$2,139.20	\$2,157.60
Annually	\$50,315.20	\$50,856.00	\$51,313.60	\$51,833.60	\$52,374.40	\$52,894.40	\$53,435.20	\$53,955.20	\$54,475.20	\$55,036.80	\$55,619.20	\$56,097.60
,,	***************************************	***************************************	***********	70-7000	***************************************	***************************************	***************************************	***************************************	70 1, 11 01-1	***************************************	***************************************	***************************************
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93	\$29.24	\$29.52	\$29.83	\$30.11	\$30.40
Biweekly	\$2,181.60	\$2,202.40	\$2,225.60	\$2,246.40	\$2,271.20	\$2,291.20	\$2,314.40	\$2,339.20	\$2,361.60	\$2,386.40	\$2,408.80	\$2,432.00
Annually	\$56,721.60	\$57,262.40	\$57,865.60	\$58,406.40	\$59,051.20	\$59,571.20	\$60,174.40	\$60,819.20	\$61,401.60	\$62,046.40	\$62,628.80	\$63,232.00
7	330,721.00	337,202.10	337,003.00	330, 100. 10	333,031.20	333,371.20	300,17 1.10	\$00,015.20	001,101.00	302,010.10	402,020.00	303,232.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.72	\$31.03	\$31.34	\$31.64	\$31.98	\$32.28	\$32.62	\$32.92	\$33.27	\$33.61	\$33.94	\$34.27
Biweekly	\$2,457.60	\$2,482.40	\$2,507.20	\$2,531.20	\$2,558.40	\$2,582.40	\$2,609.60	\$2,633.60	\$2,661.60	\$2,688.80	\$2,715.20	\$2,741.60
Annually	\$63,897.60	\$64,542.40	\$65,187.20	\$65,811.20	\$66,518.40	\$67,142.40	\$67,849.60	\$68,473.60	\$69,201.60	\$69,908.80	\$70,595.20	\$71,281.60
Steps												
-	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$34.61	\$34.96	\$35.31	\$35.66	\$36.03	\$36.38	\$36.74	\$37.11	\$37.48	\$37.85	\$38.22	\$38.60
Biweekly	\$2,768.80	\$2,796.80	\$2,824.80	\$2,852.80	\$2,882.40	\$2,910.40	\$2,939.20	\$2,968.80	\$2,998.40	\$3,028.00	\$3,057.60	\$3,088.00
Annually	\$71,988.80	\$72,716.80	\$73,444.80	\$74,172.80	\$74,942.40	\$75,670.40	\$76,419.20	\$77,188.80	\$77,958.40	\$78,728.00	\$79,497.60	\$80,288.00
Steps	49	50	51	52	53	54	55					
-												
Hourly	\$39.01	\$39.38	\$39.78	\$40.19	\$40.57	\$40.96	\$41.39					
Biweekly	\$3,120.80	\$3,150.40	\$3,182.40	\$3,215.20	\$3,245.60	\$3,276.80	\$3,311.20					
Annually	\$81,140.80	\$81,910.40	\$82,742.40	\$83,595.20	\$84,385.60	\$85,196.80	\$86,091.20					
~ . 70												
Grade 78												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade 78 Steps Hourly		2 \$26.74										
Steps Hourly	\$26.46	\$26.74	\$26.97	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93	\$29.24	\$29.52
Steps Hourly Biweekly	\$26.46 \$2,116.80	\$26.74 \$2,139.20	\$26.97 \$2,157.60	\$27.27 \$2,181.60	\$27.53 \$2,202.40	\$27.82 \$2,225.60	\$28.08 \$2,246.40	\$28.39 \$2,271.20	\$28.64 \$2,291.20	\$28.93 \$2,314.40	\$29.24 \$2,339.20	\$29.52 \$2,361.60
Steps Hourly	\$26.46	\$26.74	\$26.97	\$27.27	\$27.53	\$27.82	\$28.08	\$28.39	\$28.64	\$28.93	\$29.24	\$29.52
Steps Hourly Biweekly	\$26.46 \$2,116.80	\$26.74 \$2,139.20	\$26.97 \$2,157.60	\$27.27 \$2,181.60	\$27.53 \$2,202.40	\$27.82 \$2,225.60	\$28.08 \$2,246.40	\$28.39 \$2,271.20	\$28.64 \$2,291.20	\$28.93 \$2,314.40	\$29.24 \$2,339.20	\$29.52 \$2,361.60
Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80	\$26.74 \$2,139.20 \$55,619.20	\$26.97 \$2,157.60 \$56,097.60	\$27.27 \$2,181.60 \$56,721.60	\$27.53 \$2,202.40 \$57,262.40	\$27.82 \$2,225.60 \$57,865.60	\$28.08 \$2,246.40 \$58,406.40	\$28.39 \$2,271.20 \$59,051.20	\$28.64 \$2,291.20 \$59,571.20	\$28.93 \$2,314.40 \$60,174.40	\$29.24 \$2,339.20 \$60,819.20	\$29.52 \$2,361.60 \$61,401.60
Steps Hourly Biweekly Annually Steps	\$26.46 \$2,116.80 \$55,036.80	\$26.74 \$2,139.20 \$55,619.20	\$26.97 \$2,157.60 \$56,097.60	\$27.27 \$2,181.60 \$56,721.60	\$27.53 \$2,202.40 \$57,262.40	\$27.82 \$2,225.60 \$57,865.60	\$28.08 \$2,246.40 \$58,406.40	\$28.39 \$2,271.20 \$59,051.20	\$28.64 \$2,291.20 \$59,571.20	\$28.93 \$2,314.40 \$60,174.40	\$29.24 \$2,339.20 \$60,819.20	\$29.52 \$2,361.60 \$61,401.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60
Steps Hourly Biweekly Annually Steps Hourly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03 \$2,882.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38 \$2,910.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80 \$71,988.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03 \$2,882.40 \$74,942.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38 \$2,910.40 \$75,670.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77,958.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80 \$71,988.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03 \$2,882.40 \$74,942.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38 \$2,910.40 \$75,670.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77,958.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80 \$71,988.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03 \$2,882.40 \$74,942.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38 \$2,910.40 \$75,670.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77,958.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80 37 \$37.85 \$3,028.00	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20 38 \$38.22 \$3,057.60	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60 39 \$38.60 \$3,088.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80 \$71,988.80 40 \$39.01 \$3,120.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80 41 \$39.38 \$3,150.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80 42 \$39.78 \$3,182.40	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80 43 \$40.19 \$3,215.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03 \$2,882.40 \$74,942.40 44 \$40.57 \$3,245.60	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38 \$2,910.40 \$75,670.40 45 \$40.96 \$3,276.80	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20 46 \$41.39 \$3,311.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80 47 \$41.80 \$3,344.00	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77,958.40 48 \$42.22 \$3,377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80 \$71,988.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03 \$2,882.40 \$74,942.40	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38 \$2,910.40 \$75,670.40	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77,958.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80 37 \$37.85 \$3,028.00	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20 38 \$38.22 \$3,057.60	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60 39 \$38.60 \$3,088.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80 \$71,988.80 40 \$39.01 \$3,120.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80 41 \$39.38 \$3,150.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80 42 \$39.78 \$3,182.40	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80 43 \$40.19 \$3,215.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03 \$2,882.40 \$74,942.40 44 \$40.57 \$3,245.60	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38 \$2,910.40 \$75,670.40 45 \$40.96 \$3,276.80	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20 46 \$41.39 \$3,311.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80 47 \$41.80 \$3,344.00	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77,958.40 48 \$42.22 \$3,377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80 37 \$37.85 \$3,028.00 \$78,728.00	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20 38 \$38.22 \$3,057.60 \$79,497.60	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60 39 \$38.60 \$3,088.00 \$80,288.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80 \$71,988.80 40 \$39.01 \$3,120.80 \$81,140.80	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80 41 \$39.38 \$3,150.40 \$81,910.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80 42 \$39.78 \$3,182.40 \$82,742.40	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80 43 \$40.19 \$3,215.20 \$83,595.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03 \$2,882.40 \$74,942.40 44 \$40.57 \$3,245.60	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38 \$2,910.40 \$75,670.40 45 \$40.96 \$3,276.80	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20 46 \$41.39 \$3,311.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80 47 \$41.80 \$3,344.00	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77,958.40 48 \$42.22 \$3,377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80 37 \$37.85 \$3,028.00 \$78,728.00	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20 38 \$38.22 \$3,057.60 \$79,497.60 50 \$43.09	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60 39 \$38.60 \$3,088.00 \$80,288.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80 \$71,988.80 40 \$39.01 \$3,120.80 \$81,140.80 52 \$43.95	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80 41 \$39.38 \$3,150.40 \$81,910.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80 42 \$39.78 \$3,182.40 \$82,742.40	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80 43 \$40.19 \$3,215.20 \$83,595.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03 \$2,882.40 \$74,942.40 44 \$40.57 \$3,245.60	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38 \$2,910.40 \$75,670.40 45 \$40.96 \$3,276.80	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20 46 \$41.39 \$3,311.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80 47 \$41.80 \$3,344.00	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77,958.40 48 \$42.22 \$3,377.60
Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80 37 \$37.85 \$3,028.00 \$78,728.00 49 \$42.63 \$3,410.40	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20 38 \$38.22 \$3,057.60 \$79,497.60 50 \$43.09 \$3,447.20	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60 39 \$38.60 \$3,088.00 \$80,288.00 51 \$43.49 \$3,479.20	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80 \$71,988.80 40 \$39.01 \$3,120.80 \$81,140.80 52 \$43.95 \$3,516.00	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80 41 \$39.38 \$3,150.40 \$81,910.40 53 \$44.40 \$3,552.00	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80 42 \$39.78 \$3,182.40 \$82,742.40 54 \$44.84 \$3,587.20	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80 43 \$40.19 \$3,215.20 \$83,595.20 55 \$45.29 \$3,623.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03 \$2,882.40 \$74,942.40 44 \$40.57 \$3,245.60	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38 \$2,910.40 \$75,670.40 45 \$40.96 \$3,276.80	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20 46 \$41.39 \$3,311.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80 47 \$41.80 \$3,344.00	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77,958.40 48 \$42.22 \$3,377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.46 \$2,116.80 \$55,036.80 13 \$29.83 \$2,386.40 \$62,046.40 25 \$33.61 \$2,688.80 \$69,908.80 37 \$37.85 \$3,028.00 \$78,728.00	\$26.74 \$2,139.20 \$55,619.20 14 \$30.11 \$2,408.80 \$62,628.80 26 \$33.94 \$2,715.20 \$70,595.20 38 \$38.22 \$3,057.60 \$79,497.60 \$43.09	\$26.97 \$2,157.60 \$56,097.60 15 \$30.40 \$2,432.00 \$63,232.00 27 \$34.27 \$2,741.60 \$71,281.60 39 \$38.60 \$3,088.00 \$80,288.00	\$27.27 \$2,181.60 \$56,721.60 16 \$30.72 \$2,457.60 \$63,897.60 28 \$34.61 \$2,768.80 \$71,988.80 40 \$39.01 \$3,120.80 \$81,140.80 52 \$43.95	\$27.53 \$2,202.40 \$57,262.40 17 \$31.03 \$2,482.40 \$64,542.40 29 \$34.96 \$2,796.80 \$72,716.80 41 \$39.38 \$3,150.40 \$81,910.40	\$27.82 \$2,225.60 \$57,865.60 18 \$31.34 \$2,507.20 \$65,187.20 30 \$35.31 \$2,824.80 \$73,444.80 42 \$39.78 \$3,182.40 \$82,742.40	\$28.08 \$2,246.40 \$58,406.40 19 \$31.64 \$2,531.20 \$65,811.20 31 \$35.66 \$2,852.80 \$74,172.80 43 \$40.19 \$3,215.20 \$83,595.20	\$28.39 \$2,271.20 \$59,051.20 20 \$31.98 \$2,558.40 \$66,518.40 32 \$36.03 \$2,882.40 \$74,942.40 44 \$40.57 \$3,245.60	\$28.64 \$2,291.20 \$59,571.20 21 \$32.28 \$2,582.40 \$67,142.40 33 \$36.38 \$2,910.40 \$75,670.40 45 \$40.96 \$3,276.80	\$28.93 \$2,314.40 \$60,174.40 22 \$32.62 \$2,609.60 \$67,849.60 34 \$36.74 \$2,939.20 \$76,419.20 46 \$41.39 \$3,311.20	\$29.24 \$2,339.20 \$60,819.20 23 \$32.92 \$2,633.60 \$68,473.60 35 \$37.11 \$2,968.80 \$77,188.80 47 \$41.80 \$3,344.00	\$29.52 \$2,361.60 \$61,401.60 24 \$33.27 \$2,661.60 \$69,201.60 36 \$37.48 \$2,998.40 \$77,958.40 48 \$42.22 \$3,377.60

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$28.93 \$2,314.40	\$29.24 \$2,339.20	\$29.52 \$2,361.60	\$29.83 \$2,386.40	\$30.11 \$2,408.80	\$30.40 \$2,432.00	\$30.72 \$2,457.60	\$31.03 \$2,482.40	\$31.34 \$2,507.20	\$31.64 \$2,531.20	\$31.98 \$2,558.40	\$32.28 \$2,582.40
Annually	\$60,174.40	\$60,819.20	\$61,401.60	\$62,046.40	\$62,628.80	\$63,232.00	\$63,897.60	\$64,542.40	\$65,187.20	\$65,811.20	\$66,518.40	\$67,142.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$32.62	\$32.92	\$33.27	\$33.61	\$33.94	\$34.27	\$34.61	\$34.96	\$35.31	\$35.66	\$36.03	\$36.38
Biweekly Annually	\$2,609.60 \$67,849.60	\$2,633.60 \$68,473.60	\$2,661.60 \$69,201.60	\$2,688.80 \$69,908.80	\$2,715.20 \$70,595.20	\$2,741.60 \$71,281.60	\$2,768.80 \$71,988.80	\$2,796.80 \$72,716.80	\$2,824.80 \$73,444.80	\$2,852.80 \$74,172.80	\$2,882.40 \$74,942.40	\$2,910.40 \$75,670.40
-												
Steps Hourly	25 \$36.74	26 \$37.11	27 \$37.48	28 \$37.85	29 \$38.22	30 \$38.60	31 \$39.01	32 \$39.38	33 \$39.78	34 \$40.19	35 \$40.57	36 \$40.96
Biweekly	\$2,939.20	\$2,968.80	\$2,998.40	\$3,028.00	\$3,057.60	\$3,088.00	\$3,120.80	\$3,150.40	\$3,182.40	\$3,215.20	\$3,245.60	\$3,276.80
Annually	\$76,419.20	\$77,188.80	\$77,958.40	\$78,728.00	\$79,497.60	\$80,288.00	\$81,140.80	\$81,910.40	\$82,742.40	\$83,595.20	\$84,385.60	\$85,196.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$41.39	\$41.80	\$42.22	\$42.63	\$43.09	\$43.49	\$43.95	\$44.40	\$44.84	\$45.29	\$45.73	\$46.19
Biweekly	\$3,311.20	\$3,344.00	\$3,377.60	\$3,410.40	\$3,447.20	\$3,479.20	\$3,516.00	\$3,552.00	\$3,587.20	\$3,623.20	\$3,658.40	\$3,695.20
Annually	\$86,091.20	\$86,944.00	\$87,817.60	\$88,670.40	\$89,627.20	\$90,459.20	\$91,416.00	\$92,352.00	\$93,267.20	\$94,203.20	\$95,118.40	\$96,075.20
Steps	49	50	51	52	53	54	55					
Hourly	\$46.65	\$47.12	\$47.59	\$48.07	\$48.56	\$49.05	\$49.51					
Biweekly	\$3,732.00	\$3,769.60	\$3,807.20	\$3,845.60	\$3,884.80	\$3,924.00	\$3,960.80					
Annually	\$97,032.00	\$98,009.60	\$98,987.20	\$99,985.60	\$101,004.80	\$102,024.00	\$102,980.80					
Grade 80												
Stone	1	2	2	4	5	6	7	8	9	10	11	12
Steps Hourly	1 \$31.34	2 \$31.64	3 \$31.98	4 \$32.28	5 \$32.62	6 \$32.92	7 \$33.27	8 \$33.61	9 \$33.94	10 \$34.27	11 \$34.61	12 \$34.96
Hourly Biweekly	\$31.34 \$2,507.20	\$31.64 \$2,531.20	\$31.98 \$2,558.40	\$32.28 \$2,582.40	\$32.62 \$2,609.60	\$32.92 \$2,633.60	\$33.27 \$2,661.60	\$33.61 \$2,688.80	\$33.94 \$2,715.20	\$34.27 \$2,741.60	\$34.61 \$2,768.80	\$34.96 \$2,796.80
Hourly	\$31.34	\$31.64	\$31.98	\$32.28	\$32.62	\$32.92	\$33.27	\$33.61	\$33.94	\$34.27	\$34.61	\$34.96
Hourly Biweekly Annually Steps	\$31.34 \$2,507.20 \$65,187.20	\$31.64 \$2,531.20 \$65,811.20	\$31.98 \$2,558.40 \$66,518.40	\$32.28 \$2,582.40 \$67,142.40	\$32.62 \$2,609.60 \$67,849.60	\$32.92 \$2,633.60 \$68,473.60	\$33.27 \$2,661.60 \$69,201.60	\$33.61 \$2,688.80 \$69,908.80	\$33.94 \$2,715.20 \$70,595.20	\$34.27 \$2,741.60 \$71,281.60	\$34.61 \$2,768.80 \$71,988.80	\$34.96 \$2,796.80 \$72,716.80
Hourly Biweekly Annually Steps Hourly	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38
Hourly Biweekly Annually Steps Hourly Biweekly	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40
Hourly Biweekly Annually Steps Hourly	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80 \$73,444.80	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80 \$74,172.80	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40 \$74,942.40	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40 \$75,670.40	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20 \$76,419.20	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80 \$77,188.80	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40 \$77,958.40	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00 \$78,728.00	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60 \$79,497.60	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00 \$80,288.00	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80 \$81,140.80	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40 \$81,910.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80 \$73,444.80 25 \$39.78	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80 \$74,172.80 26 \$40.19	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40 \$74,942.40 27 \$40.57	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40 \$75,670.40 28 \$40.96	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20 \$76,419.20 29 \$41.39	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80 \$77,188.80 30 \$41.80	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40 \$77,958.40 31 \$42.22	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00 \$78,728.00 32 \$42.63	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60 \$79,497.60	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00 \$80,288.00	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80 \$81,140.80 35 \$43.95	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40 \$81,910.40 36 \$44.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80 \$73,444.80 25 \$39.78 \$3,182.40	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80 \$74,172.80 26 \$40.19 \$3,215.20	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40 \$74,942.40 27 \$40.57 \$3,245.60	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40 \$75,670.40 28 \$40.96 \$3,276.80	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20 \$76,419.20 29 \$41.39 \$3,311.20	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80 \$77,188.80 30 \$41.80 \$3,344.00	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40 \$77,958.40 31 \$42.22 \$3,377.60	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00 \$78,728.00 32 \$42.63 \$3,410.40	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60 \$79,497.60 33 \$43.09 \$3,447.20	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00 \$80,288.00 34 \$43.49 \$3,479.20	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80 \$81,140.80 35 \$43.95 \$3,516.00	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40 \$81,910.40 36 \$44.40 \$3,552.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80 \$73,444.80 25 \$39.78	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80 \$74,172.80 26 \$40.19	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40 \$74,942.40 27 \$40.57	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40 \$75,670.40 28 \$40.96	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20 \$76,419.20 29 \$41.39	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80 \$77,188.80 30 \$41.80 \$3,344.00 \$86,944.00	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40 \$77,958.40 31 \$42.22	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00 \$78,728.00 32 \$42.63	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60 \$79,497.60	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00 \$80,288.00	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80 \$81,140.80 35 \$43.95	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40 \$81,910.40 36 \$44.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Hourly Steps	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80 \$73,444.80 25 \$39.78 \$3,182.40 \$82,742.40	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80 \$74,172.80 26 \$40.19 \$3,215.20 \$83,595.20	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40 \$74,942.40 27 \$40.57 \$3,245.60 \$84,385.60	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40 \$75,670.40 28 \$40.96 \$3,276.80 \$85,196.80	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20 \$76,419.20 29 \$41.39 \$3,311.20 \$86,091.20	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80 \$77,188.80 30 \$41.80 \$3,344.00 \$86,944.00	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40 \$77,958.40 31 \$42.22 \$3,377.60 \$87,817.60	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00 \$78,728.00 32 \$42.63 \$3,410.40 \$88,670.40	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60 \$79,497.60 33 \$43.09 \$3,447.20 \$89,627.20	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00 \$80,288.00 34 \$43.49 \$3,479.20 \$90,459.20	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80 \$81,140.80 35 \$43.95 \$3,516.00 \$91,416.00	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40 \$81,910.40 36 \$44.40 \$3,552.00 \$92,352.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Bourly Bourly Bourly Bourly Bourly Bourly	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80 \$73,444.80 25 \$39.78 \$3,182.40 \$82,742.40	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80 \$74,172.80 26 \$40.19 \$3,215.20 \$83,595.20	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40 \$74,942.40 27 \$40.57 \$3,245.60 \$84,385.60	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40 \$75,670.40 28 \$40.96 \$3,276.80 \$85,196.80	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20 \$76,419.20 29 \$41.39 \$3,311.20 \$86,091.20	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80 \$77,188.80 30 \$41.80 \$3,344.00 \$86,944.00	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40 \$77,958.40 31 \$42.22 \$3,377.60 \$87,817.60	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00 \$78,728.00 32 \$42.63 \$3,410.40 \$88,670.40	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60 \$79,497.60 33 \$43.09 \$3,447.20 \$89,627.20	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00 \$80,288.00 34 \$43.49 \$3,479.20 \$90,459.20	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80 \$81,140.80 35 \$43.95 \$3,516.00 \$91,416.00	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40 \$81,910.40 36 \$44.40 \$3,552.00 \$92,352.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Hourly Steps	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80 \$73,444.80 25 \$39.78 \$3,182.40 \$82,742.40	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80 \$74,172.80 26 \$40.19 \$3,215.20 \$83,595.20	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40 \$74,942.40 27 \$40.57 \$3,245.60 \$84,385.60	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40 \$75,670.40 28 \$40.96 \$3,276.80 \$85,196.80	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20 \$76,419.20 29 \$41.39 \$3,311.20 \$86,091.20	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80 \$77,188.80 30 \$41.80 \$3,344.00 \$86,944.00	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40 \$77,958.40 31 \$42.22 \$3,377.60 \$87,817.60	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00 \$78,728.00 32 \$42.63 \$3,410.40 \$88,670.40	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60 \$79,497.60 33 \$43.09 \$3,447.20 \$89,627.20	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00 \$80,288.00 34 \$43.49 \$3,479.20 \$90,459.20	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80 \$81,140.80 35 \$43.95 \$3,516.00 \$91,416.00	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40 \$81,910.40 36 \$44.40 \$3,552.00 \$92,352.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80 \$73,444.80 25 \$39.78 \$3,182.40 \$82,742.40 37 \$44.84 \$3,587.20 \$93,267.20	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80 \$74,172.80 26 \$40.19 \$3,215.20 \$83,595.20 38 \$45.29 \$3,623.20 \$94,203.20	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40 \$74,942.40 27 \$40.57 \$3,245.60 \$84,385.60 39 \$45.73 \$3,658.40 \$95,118.40	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40 \$75,670.40 28 \$40.96 \$3,276.80 \$85,196.80 \$46.19 \$3,695.20 \$96,075.20	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20 \$76,419.20 29 \$41.39 \$3,311.20 \$86,091.20 41 \$46.65 \$3,732.00 \$97,032.00	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80 \$77,188.80 30 \$41.80 \$3,344.00 \$86,944.00 42 \$47.12 \$3,769.60 \$98,009.60	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40 \$77,958.40 31 \$42.22 \$3,377.60 \$87,817.60 \$43.59 \$3,807.20 \$98,987.20	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00 \$78,728.00 32 \$42.63 \$3,410.40 \$88,670.40 44 \$48.07 \$3,845.60	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60 \$79,497.60 33 \$43.09 \$3,447.20 \$89,627.20 45 \$48.56 \$3,884.80	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00 \$80,288.00 34 \$43.49 \$3,479.20 \$90,459.20 46 \$49.05 \$3,924.00	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80 \$81,140.80 35 \$43.95 \$3,516.00 \$91,416.00 47 \$49.51 \$3,960.80	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40 \$81,910.40 36 \$44.40 \$3,552.00 \$92,352.00 48 \$50.03 \$4,002.40
Hourly Biweekly Annually Steps	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80 \$73,444.80 25 \$39.78 \$3,182.40 \$82,742.40 37 \$44.84 \$3,587.20 \$93,267.20	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80 \$74,172.80 26 \$40.19 \$3,215.20 \$83,595.20 38 \$45.29 \$3,623.20 \$94,203.20	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40 \$74,942.40 27 \$40.57 \$3,245.60 \$84,385.60 39 \$45.73 \$3,658.40 \$95,118.40	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40 \$75,670.40 28 \$40.96 \$3,276.80 \$85,196.80 40 \$46.19 \$3,695.20 \$96,075.20	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20 \$76,419.20 29 \$41.39 \$3,311.20 \$86,091.20 41 \$46.65 \$3,732.00 \$97,032.00	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80 \$77,188.80 30 \$41.80 \$3,344.00 \$86,944.00 42 \$47.12 \$3,769.60 \$98,009.60	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40 \$77,958.40 31 \$42.22 \$3,377.60 \$87,817.60 43 \$47.59 \$3,807.20 \$98,987.20	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00 \$78,728.00 32 \$42.63 \$3,410.40 \$88,670.40 44 \$48.07 \$3,845.60	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60 \$79,497.60 33 \$43.09 \$3,447.20 \$89,627.20 45 \$48.56 \$3,884.80	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00 \$80,288.00 34 \$43.49 \$3,479.20 \$90,459.20 46 \$49.05 \$3,924.00	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80 \$81,140.80 35 \$43.95 \$3,516.00 \$91,416.00 47 \$49.51 \$3,960.80	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40 \$81,910.40 36 \$44.40 \$3,552.00 \$92,352.00 48 \$50.03 \$4,002.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80 \$73,444.80 25 \$39.78 \$3,182.40 \$82,742.40 37 \$44.84 \$3,587.20 \$93,267.20	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80 \$74,172.80 26 \$40.19 \$3,215.20 \$83,595.20 38 \$45.29 \$3,623.20 \$94,203.20	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40 \$74,942.40 27 \$40.57 \$3,245.60 \$84,385.60 39 \$45.73 \$3,658.40 \$95,118.40	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40 \$75,670.40 28 \$40.96 \$3,276.80 \$85,196.80 \$46.19 \$3,695.20 \$96,075.20	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20 \$76,419.20 29 \$41.39 \$3,311.20 \$86,091.20 41 \$46.65 \$3,732.00 \$97,032.00	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80 \$77,188.80 30 \$41.80 \$3,344.00 \$86,944.00 42 \$47.12 \$3,769.60 \$98,009.60	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40 \$77,958.40 31 \$42.22 \$3,377.60 \$87,817.60 \$43.59 \$3,807.20 \$98,987.20	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00 \$78,728.00 32 \$42.63 \$3,410.40 \$88,670.40 44 \$48.07 \$3,845.60	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60 \$79,497.60 33 \$43.09 \$3,447.20 \$89,627.20 45 \$48.56 \$3,884.80	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00 \$80,288.00 34 \$43.49 \$3,479.20 \$90,459.20 46 \$49.05 \$3,924.00	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80 \$81,140.80 35 \$43.95 \$3,516.00 \$91,416.00 47 \$49.51 \$3,960.80	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40 \$81,910.40 36 \$44.40 \$3,552.00 \$92,352.00 48 \$50.03 \$4,002.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.34 \$2,507.20 \$65,187.20 13 \$35.31 \$2,824.80 \$73,444.80 25 \$39.78 \$3,182.40 \$82,742.40 37 \$44.84 \$3,587.20 \$93,267.20	\$31.64 \$2,531.20 \$65,811.20 14 \$35.66 \$2,852.80 \$74,172.80 26 \$40.19 \$3,215.20 \$83,595.20 38 \$45.29 \$3,623.20 \$94,203.20 \$51.02	\$31.98 \$2,558.40 \$66,518.40 15 \$36.03 \$2,882.40 \$74,942.40 27 \$40.57 \$3,245.60 \$84,385.60 39 \$45.73 \$3,658.40 \$95,118.40	\$32.28 \$2,582.40 \$67,142.40 16 \$36.38 \$2,910.40 \$75,670.40 28 \$40.96 \$3,276.80 \$85,196.80 40 \$46.19 \$3,695.20 \$96,075.20	\$32.62 \$2,609.60 \$67,849.60 17 \$36.74 \$2,939.20 \$76,419.20 29 \$41.39 \$3,311.20 \$86,091.20 41 \$46.65 \$3,732.00 \$97,032.00	\$32.92 \$2,633.60 \$68,473.60 18 \$37.11 \$2,968.80 \$77,188.80 30 \$41.80 \$3,344.00 \$86,944.00 42 \$47.12 \$3,769.60 \$98,009.60	\$33.27 \$2,661.60 \$69,201.60 19 \$37.48 \$2,998.40 \$77,958.40 31 \$42.22 \$3,377.60 \$87,817.60 43 \$47.59 \$3,807.20 \$98,987.20	\$33.61 \$2,688.80 \$69,908.80 20 \$37.85 \$3,028.00 \$78,728.00 32 \$42.63 \$3,410.40 \$88,670.40 44 \$48.07 \$3,845.60	\$33.94 \$2,715.20 \$70,595.20 21 \$38.22 \$3,057.60 \$79,497.60 33 \$43.09 \$3,447.20 \$89,627.20 45 \$48.56 \$3,884.80	\$34.27 \$2,741.60 \$71,281.60 22 \$38.60 \$3,088.00 \$80,288.00 34 \$43.49 \$3,479.20 \$90,459.20 46 \$49.05 \$3,924.00	\$34.61 \$2,768.80 \$71,988.80 23 \$39.01 \$3,120.80 \$81,140.80 35 \$43.95 \$3,516.00 \$91,416.00 47 \$49.51 \$3,960.80	\$34.96 \$2,796.80 \$72,716.80 24 \$39.38 \$3,150.40 \$81,910.40 36 \$44.40 \$3,552.00 \$92,352.00 48 \$50.03 \$4,002.40

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$34.27	\$34.61	\$34.96	\$35.31	\$35.66	\$36.03	\$36.38	\$36.74	\$37.11	\$37.48	\$37.85	\$38.22
Biweekly	\$2,741.60	\$2,768.80	\$2,796.80	\$2,824.80	\$2,852.80	\$2,882.40	\$2,910.40	\$2,939.20	\$2,968.80	\$2,998.40	\$3,028.00	\$3,057.60
Annually	\$71,281.60	\$71,988.80	\$72,716.80	\$73,444.80	\$74,172.80	\$74,942.40	\$75,670.40	\$76,419.20	\$77,188.80	\$77,958.40	\$78,728.00	\$79,497.60
Ailliually	371,281.00	371,300.00	3/2,/10.80	373,444.00	374,172.00	374,342.40	\$75,070.40	370,413.20	\$77,188.80	377,338.40	378,728.00	373,437.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$38.60	\$39.01	\$39.38	\$39.78	\$40.19	\$40.57	\$40.96	\$41.39	\$41.80	\$42.22	\$42.63	\$43.09
Biweekly	\$3,088.00	\$3,120.80	\$3,150.40	\$3,182.40	\$3,215.20	\$3,245.60	\$3,276.80	\$3,311.20	\$3,344.00	\$3,377.60	\$3,410.40	\$3,447.20
Annually	\$80,288.00	\$81,140.80	\$81,910.40	\$82,742.40	\$83,595.20	\$84,385.60	\$85,196.80	\$86,091.20	\$86,944.00	\$87,817.60	\$88,670.40	\$89,627.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$43.49	\$43.95	\$44.40	\$44.84	\$45.29	\$45.73	\$46.19	\$46.65	\$47.12	\$47.59	\$48.07	\$48.56
Biweekly	\$3,479.20	\$3,516.00	\$3,552.00	\$3,587.20	\$3,623.20	\$3,658.40	\$3,695.20	\$3,732.00	\$3,769.60	\$3,807.20	\$3,845.60	\$3,884.80
Annually	\$90,459.20	\$91,416.00	\$92,352.00	\$93,267.20	\$94,203.20	\$95,118.40	\$96,075.20	\$97,032.00	\$98,009.60	\$98,987.20	\$99,985.60	\$101,004.80
, ,	450, 155.20	451, 110.00	432,032.00	\$50,207.20	45 1,265.26	433,113	450,075.20	437,032.00	\$50,005.00	\$30,307.120	\$33,300.00	0101,001.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$49.05	\$49.51	\$50.03	\$50.50	\$51.02	\$51.51	\$52.06	\$52.57	\$53.09	\$53.64	\$54.17	\$54.71
Biweekly	\$3,924.00	\$3,960.80	\$4,002.40	\$4,040.00	\$4,081.60	\$4,120.80	\$4,164.80	\$4,205.60	\$4,247.20	\$4,291.20	\$4,333.60	\$4,376.80
Annually	\$102,024.00	\$102,980.80	\$104,062.40	\$105,040.00	\$106,121.60	\$107,140.80	\$108,284.80	\$109,345.60	\$110,427.20	\$111,571.20	\$112,673.60	\$113,796.80
Steps	40		-4									
-	49	50	51	52	53	54	55					
Hourly	\$55.26	\$55.82	\$56.37	\$56.91	\$57.50	\$58.06	\$58.64					
Biweekly	\$4,420.80	\$4,465.60	\$4,509.60	\$4,552.80	\$4,600.00	\$4,644.80	\$4,691.20					
Annually	\$114,940.80	\$116,105.60	\$117,249.60	\$118,372.80	\$119,600.00	\$120,764.80	\$121,971.20					
•												
03												
Grade 82												
Grade 82												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$38.60	2 \$39.01	3 \$39.38	4 \$39.78	5 \$40.19	6 \$40.57	7 \$40.96	8 \$41.39	9 \$41.80	10 \$42.22	11 \$42.63	12 \$43.09
Steps	_	_	_	-	_			_				
Steps Hourly Biweekly	\$38.60 \$3,088.00	\$39.01 \$3,120.80	\$39.38 \$3,150.40	\$39.78 \$3,182.40	\$40.19 \$3,215.20	\$40.57 \$3,245.60	\$40.96 \$3,276.80	\$41.39 \$3,311.20	\$41.80 \$3,344.00	\$42.22 \$3,377.60	\$42.63 \$3,410.40	\$43.09 \$3,447.20
Steps Hourly Biweekly Annually	\$38.60	\$39.01	\$39.38	\$39.78	\$40.19	\$40.57	\$40.96	\$41.39	\$41.80	\$42.22	\$42.63	\$43.09
Steps Hourly Biweekly	\$38.60 \$3,088.00	\$39.01 \$3,120.80	\$39.38 \$3,150.40	\$39.78 \$3,182.40	\$40.19 \$3,215.20	\$40.57 \$3,245.60	\$40.96 \$3,276.80	\$41.39 \$3,311.20	\$41.80 \$3,344.00	\$42.22 \$3,377.60	\$42.63 \$3,410.40	\$43.09 \$3,447.20
Steps Hourly Biweekly Annually Steps	\$38.60 \$3,088.00 \$80,288.00	\$39.01 \$3,120.80 \$81,140.80	\$39.38 \$3,150.40 \$81,910.40	\$39.78 \$3,182.40 \$82,742.40	\$40.19 \$3,215.20 \$83,595.20	\$40.57 \$3,245.60 \$84,385.60	\$40.96 \$3,276.80 \$85,196.80	\$41.39 \$3,311.20 \$86,091.20	\$41.80 \$3,344.00 \$86,944.00	\$42.22 \$3,377.60 \$87,817.60	\$42.63 \$3,410.40 \$88,670.40	\$43.09 \$3,447.20 \$89,627.20
Steps Hourly Biweekly Annually Steps Hourly	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49 \$3,479.20	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80
Steps Hourly Biweekly Annually Steps Hourly	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49 \$3,479.20 \$90,459.20	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49 \$3,479.20 \$90,459.20	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49 \$3,479.20 \$90,459.20 25 \$49.05	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49 \$3,479.20 \$90,459.20 25 \$49.05 \$3,924.00	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49 \$3,479.20 \$90,459.20 25 \$49.05	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49 \$3,479.20 \$90,459.20 25 \$49.05 \$3,924.00	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.60 \$3,088.00 \$80,288.00 13 \$43.49 \$3,479.20 \$90,459.20 25 \$49.05 \$3,924.00	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80 \$113,796.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$49.05 \$3,924.00 \$102,024.00	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80 \$108,284.80	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80 \$113,796.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80 \$108,284.80	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80 \$113,796.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00 \$7 \$55.26 \$4,420.80	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80 \$102,980.80 38 \$55.82 \$4,465.60	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40 39 \$56.37 \$4,509.60	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00 40 \$56.91 \$4,552.80	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60 41 \$57.50 \$4,600.00	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80 42 \$58.06 \$4,644.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80 \$108,284.80 43 \$58.64 \$4,691.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60 44 \$59.25 \$4,740.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60 47 \$61.01 \$4,880.80	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80 \$113,796.80 48 \$61.65 \$4,932.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80 \$108,284.80	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80 \$113,796.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00 \$7 \$55.26 \$4,420.80	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80 \$102,980.80 38 \$55.82 \$4,465.60	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40 39 \$56.37 \$4,509.60	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00 40 \$56.91 \$4,552.80	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60 41 \$57.50 \$4,600.00	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80 42 \$58.06 \$4,644.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80 \$108,284.80 43 \$58.64 \$4,691.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60 44 \$59.25 \$4,740.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60 47 \$61.01 \$4,880.80	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80 \$113,796.80 48 \$61.65 \$4,932.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00 \$102,024.00 \$114,940.80	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80 \$102,980.80 38 \$55.82 \$4,465.60 \$116,105.60	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40 39 \$56.37 \$4,509.60 \$117,249.60	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00 40 \$56.91 \$4,552.80 \$118,372.80	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60 41 \$57.50 \$4,600.00 \$119,600.00	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80 42 \$58.06 \$4,644.80 \$120,764.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80 \$108,284.80 43 \$58.64 \$4,691.20 \$121,971.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60 44 \$59.25 \$4,740.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60 47 \$61.01 \$4,880.80	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80 \$113,796.80 48 \$61.65 \$4,932.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00 \$114,940.80 \$114,940.80	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80 \$102,980.80 38 \$55.82 \$4,465.60 \$116,105.60 50 \$62.89	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40 39 \$56.37 \$4,509.60 \$117,249.60 51 \$63.52	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00 40 \$56.91 \$4,552.80 \$118,372.80 52 \$64.16	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60 41 \$57.50 \$4,600.00 \$119,600.00	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80 42 \$58.06 \$4,644.80 \$120,764.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80 \$108,284.80 43 \$58.64 \$4,691.20 \$121,971.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60 44 \$59.25 \$4,740.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60 47 \$61.01 \$4,880.80	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80 \$113,796.80 48 \$61.65 \$4,932.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$80,288.00 13 \$43.49 \$3,479.20 \$90,459.20 25 \$49.05 \$3,924.00 \$102,024.00 37 \$55.26 \$4,420.80 \$114,940.80 49 \$62.26 \$4,980.80	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80 \$102,980.80 38 \$55.82 \$4,465.60 \$116,105.60 50 \$62.89 \$5,031.20	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40 39 \$56.37 \$4,509.60 \$117,249.60 51 \$63.52 \$5,081.60	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00 40 \$56.91 \$4,552.80 \$118,372.80 52 \$64.16 \$5,132.80	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60 41 \$57.50 \$4,600.00 \$119,600.00 53 \$64.80 \$5,184.00	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80 42 \$58.06 \$4,644.80 \$120,764.80 54 \$65.45 \$5,236.00	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80 \$108,284.80 43 \$58.64 \$4,691.20 \$121,971.20 55 \$66.09 \$5,287.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60 44 \$59.25 \$4,740.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60 47 \$61.01 \$4,880.80	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80 \$113,796.80 48 \$61.65 \$4,932.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.60 \$3,088.00 \$80,288.00 \$13 \$43.49 \$3,479.20 \$90,459.20 \$25 \$49.05 \$3,924.00 \$102,024.00 \$114,940.80 \$114,940.80	\$39.01 \$3,120.80 \$81,140.80 14 \$43.95 \$3,516.00 \$91,416.00 26 \$49.51 \$3,960.80 \$102,980.80 38 \$55.82 \$4,465.60 \$116,105.60 50 \$62.89	\$39.38 \$3,150.40 \$81,910.40 15 \$44.40 \$3,552.00 \$92,352.00 27 \$50.03 \$4,002.40 \$104,062.40 39 \$56.37 \$4,509.60 \$117,249.60 51 \$63.52	\$39.78 \$3,182.40 \$82,742.40 16 \$44.84 \$3,587.20 \$93,267.20 28 \$50.50 \$4,040.00 \$105,040.00 40 \$56.91 \$4,552.80 \$118,372.80 52 \$64.16	\$40.19 \$3,215.20 \$83,595.20 17 \$45.29 \$3,623.20 \$94,203.20 29 \$51.02 \$4,081.60 \$106,121.60 41 \$57.50 \$4,600.00 \$119,600.00	\$40.57 \$3,245.60 \$84,385.60 18 \$45.73 \$3,658.40 \$95,118.40 30 \$51.51 \$4,120.80 \$107,140.80 42 \$58.06 \$4,644.80 \$120,764.80	\$40.96 \$3,276.80 \$85,196.80 19 \$46.19 \$3,695.20 \$96,075.20 31 \$52.06 \$4,164.80 \$108,284.80 43 \$58.64 \$4,691.20 \$121,971.20	\$41.39 \$3,311.20 \$86,091.20 20 \$46.65 \$3,732.00 \$97,032.00 32 \$52.57 \$4,205.60 \$109,345.60 44 \$59.25 \$4,740.00	\$41.80 \$3,344.00 \$86,944.00 21 \$47.12 \$3,769.60 \$98,009.60 33 \$53.09 \$4,247.20 \$110,427.20	\$42.22 \$3,377.60 \$87,817.60 22 \$47.59 \$3,807.20 \$98,987.20 34 \$53.64 \$4,291.20 \$111,571.20	\$42.63 \$3,410.40 \$88,670.40 23 \$48.07 \$3,845.60 \$99,985.60 35 \$54.17 \$4,333.60 \$112,673.60 47 \$61.01 \$4,880.80	\$43.09 \$3,447.20 \$89,627.20 24 \$48.56 \$3,884.80 \$101,004.80 36 \$54.71 \$4,376.80 \$113,796.80 48 \$61.65 \$4,932.00

(Non-bargaining unit)

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

		_	_		_	_			_			
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$43.49	\$43.95	\$44.40	\$44.84	\$45.29	\$45.73	\$46.19	\$46.65	\$47.12	\$47.59	\$48.07	\$48.56
Biweekly	\$3,479.20	\$3,516.00	\$3,552.00	\$3,587.20	\$3,623.20	\$3,658.40	\$3,695.20	\$3,732.00	\$3,769.60	\$3,807.20	\$3,845.60	\$3,884.80
Annually	\$90,459.20	\$91,416.00	\$92,352.00	\$93,267.20	\$94,203.20	\$95,118.40	\$96,075.20	\$97,032.00	\$98,009.60	\$98,987.20	\$99,985.60	\$101,004.80
Ailliudily	\$30,433.20	\$31,410.00	\$32,332.00	\$33,207.20	334,203.20	333,110.40	330,073.20	\$57,032.00	\$30,003.00	\$30,307.20	\$55,565.00	3101,004.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$49.05	\$49.51	\$50.03	\$50.50	\$51.02	\$51.51	\$52.06	\$52.57	\$53.09	\$53.64	\$54.17	\$54.71
Biweekly	\$3,924.00	\$3,960.80	\$4,002.40	\$4,040.00	\$4,081.60	\$4,120.80	\$4,164.80	\$4,205.60	\$4,247.20	\$4,291.20	\$4,333.60	\$4,376.80
Annually	\$102,024.00	\$102,980.80	\$104,062.40	\$105,040.00	\$106,121.60	\$107,140.80	\$108,284.80	\$109,345.60	\$110,427.20	\$111,571.20	\$112,673.60	\$113,796.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$55.26	\$55.82	\$56.37	\$56.91	\$57.50	\$58.06	\$58.64	\$59.25	\$59.83	\$60.43	\$61.01	\$61.65
Biweekly	\$4,420.80	\$4,465.60	\$4,509.60	\$4,552.80	\$4,600.00	\$4,644.80	\$4,691.20	\$4,740.00	\$4,786.40	\$4,834.40	\$4,880.80	\$4,932.00
Annually	\$114,940.80	\$116,105.60	\$117,249.60	\$118,372.80	\$119,600.00	\$120,764.80	\$121,971.20	\$123,240.00	\$124,446.40	\$125,694.40	\$126,900.80	\$128,232.00
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$62.26	\$62.89	\$63.52	\$64.16	\$64.80	\$65.45	\$66.09	\$66.76	\$67.42	\$68.10	\$68.77	\$69.46
Biweekly	\$4,980.80	\$5,031.20	\$5,081.60	\$5,132.80	\$5,184.00	\$5,236.00	\$5,287.20	\$5,340.80	\$5,393.60	\$5,448.00	\$5,501.60	\$5,556.80
Annually	\$129,500.80	\$130,811.20	\$132,121.60	\$133,452.80	\$134,784.00	\$136,136.00	\$137,467.20	\$138,860.80	\$140,233.60	\$141,648.00	\$143,041.60	\$144,476.80
,,		*	*	V ==== (*				*=,=	
Steps	49	50	51	52	53	54	55					
Hourly	\$70.15	\$70.87	\$71.57	\$72.29	\$73.00	\$73.74	\$74.49					
Biweekly	\$5,612.00	\$5,669.60	\$5,725.60	\$5,783.20	\$5,840.00	\$5,899.20	\$5,959.20					
Annually	\$145,912.00	\$147,409.60	\$148,865.60	\$150,363.20	\$151,840.00	\$153,379.20	\$154,939.20					
Grade 84												
		2	2		-		7	0	0	10	11	42
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$47.59	\$48.07	\$48.56	\$49.05	\$49.51	\$50.03	\$50.50	\$51.02	\$51.51	\$52.06	\$52.57	\$53.09
Steps	_	_		•	_							
Steps Hourly	\$47.59	\$48.07	\$48.56	\$49.05	\$49.51	\$50.03	\$50.50	\$51.02	\$51.51	\$52.06	\$52.57	\$53.09
Steps Hourly Biweekly Annually	\$47.59 \$3,807.20	\$48.07 \$3,845.60	\$48.56 \$3,884.80	\$49.05 \$3,924.00	\$49.51 \$3,960.80	\$50.03 \$4,002.40	\$50.50 \$4,040.00	\$51.02 \$4,081.60	\$51.51 \$4,120.80	\$52.06 \$4,164.80	\$52.57 \$4,205.60	\$53.09 \$4,247.20
Steps Hourly Biweekly	\$47.59 \$3,807.20	\$48.07 \$3,845.60	\$48.56 \$3,884.80	\$49.05 \$3,924.00	\$49.51 \$3,960.80	\$50.03 \$4,002.40	\$50.50 \$4,040.00	\$51.02 \$4,081.60	\$51.51 \$4,120.80	\$52.06 \$4,164.80	\$52.57 \$4,205.60	\$53.09 \$4,247.20
Steps Hourly Biweekly Annually Steps	\$47.59 \$3,807.20 \$98,987.20	\$48.07 \$3,845.60 \$99,985.60	\$48.56 \$3,884.80 \$101,004.80	\$49.05 \$3,924.00 \$102,024.00	\$49.51 \$3,960.80 \$102,980.80	\$50.03 \$4,002.40 \$104,062.40	\$50.50 \$4,040.00 \$105,040.00	\$51.02 \$4,081.60 \$106,121.60	\$51.51 \$4,120.80 \$107,140.80	\$52.06 \$4,164.80 \$108,284.80	\$52.57 \$4,205.60 \$109,345.60	\$53.09 \$4,247.20 \$110,427.20
Steps Hourly Biweekly Annually Steps Hourly	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37	\$50.50 \$4,040.00 \$105,040.00 19 \$56.91	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50	\$51.51 \$4,120.80 \$107,140.80 21 \$58.06	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64 \$4,291.20	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26 \$4,420.80	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60	\$50.50 \$4,040.00 \$105,040.00 19 \$56.91 \$4,552.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00	\$51.51 \$4,120.80 \$107,140.80 21 \$58.06 \$4,644.80	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40
Steps Hourly Biweekly Annually Steps Hourly	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37	\$50.50 \$4,040.00 \$105,040.00 19 \$56.91	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50	\$51.51 \$4,120.80 \$107,140.80 21 \$58.06	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64 \$4,291.20 \$111,571.20	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60	\$50.50 \$4,040.00 \$105,040.00 \$105,040.00 19 \$56.91 \$4,552.80 \$118,372.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00	\$51.51 \$4,120.80 \$107,140.80 21 \$58.06 \$4,644.80 \$120,764.80	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64 \$4,291.20 \$111,571.20	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60	\$50.50 \$4,040.00 \$105,040.00 \$105,040.00 19 \$56.91 \$4,552.80 \$118,372.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00	\$51.51 \$4,120.80 \$107,140.80 21 \$58.06 \$4,644.80 \$120,764.80	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64 \$4,291.20 \$111,571.20	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52	\$50.50 \$4,040.00 \$105,040.00 19 \$56.91 \$4,552.80 \$118,372.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00	\$51.51 \$4,120.80 \$107,140.80 21 \$58.06 \$4,644.80 \$120,764.80	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64 \$4,291.20 \$111,571.20	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60	\$50.50 \$4,040.00 \$105,040.00 \$105,040.00 19 \$56.91 \$4,552.80 \$118,372.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00	\$51.51 \$4,120.80 \$107,140.80 21 \$58.06 \$4,644.80 \$120,764.80	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64 \$4,291.20 \$111,571.20	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52	\$50.50 \$4,040.00 \$105,040.00 19 \$56.91 \$4,552.80 \$118,372.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00	\$51.51 \$4,120.80 \$107,140.80 21 \$58.06 \$4,644.80 \$120,764.80	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64 \$4,291.20 \$111,571.20 25 \$60.43 \$4,834.40	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26 \$4,980.80	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60	\$50.50 \$4,040.00 \$105,040.00 19 \$56.91 \$4,552.80 \$118,372.80 31 \$64.16 \$5,132.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00	\$51.51 \$4,120.80 \$107,140.80 21 \$58.06 \$4,644.80 \$120,764.80 33 \$65.45 \$5,236.00	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64 \$4,291.20 \$111,571.20 25 \$60.43 \$4,834.40	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80 \$126,900.80	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00	\$49.05 \$3,924.00 \$102,024.00 \$155.26 \$4,420.80 \$114,940.80 \$28 \$62.26 \$4,980.80 \$129,500.80	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20 \$130,811.20	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60 \$132,121.60	\$50.50 \$4,040.00 \$105,040.00 19 \$56.91 \$4,552.80 \$118,372.80 31 \$64.16 \$5,132.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00	\$51.51 \$4,120.80 \$107,140.80 21 \$58.06 \$4,644.80 \$120,764.80 33 \$65.45 \$5,236.00	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60 \$140,233.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64 \$4,291.20 \$111,571.20 25 \$60.43 \$4,834.40 \$125,694.40	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80 \$126,900.80	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00 \$128,232.00	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26 \$4,980.80 \$129,500.80	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20 \$130,811.20	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60 \$132,121.60	\$50.50 \$4,040.00 \$105,040.00 \$105,040.00 19 \$56.91 \$4,552.80 \$118,372.80 \$118,372.80 \$133,452.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00 \$134,784.00	\$51.51 \$4,120.80 \$107,140.80 \$107,140.80 21 \$58.06 \$4,644.80 \$120,764.80 33 \$65.45 \$5,236.00 \$136,136.00	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20 \$137,467.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80 \$138,860.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60 \$140,233.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64 \$4,291.20 \$111,571.20 25 \$60.43 \$4,834.40 \$125,694.40	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80 \$126,900.80 38 \$68.77	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00 \$128,232.00	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26 \$4,980.80 \$129,500.80	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20 \$130,811.20	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60 \$132,121.60	\$50.50 \$4,040.00 \$105,040.00 \$15,040.00 \$56.91 \$4,552.80 \$118,372.80 \$133,452.80 \$133,452.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00 \$134,784.00	\$51.51 \$4,120.80 \$107,140.80 \$107,140.80 \$121 \$58.06 \$4,644.80 \$120,764.80 \$33 \$65.45 \$5,236.00 \$136,136.00	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20 \$137,467.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80 \$138,860.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60 \$140,233.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.59 \$3,807.20 \$98,987.20 \$13 \$53.64 \$4,291.20 \$111,571.20 \$60.43 \$4,834.40 \$125,694.40 \$7 \$68.10 \$5,448.00	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80 \$126,900.80 38 \$68.77 \$5,501.60	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00 \$128,232.00 \$19,5556.80	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26 \$4,980.80 \$129,500.80 40 \$70.15 \$5,612.00	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20 \$130,811.20 41 \$70.87 \$5,669.60	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60 \$132,121.60 42 \$71.57 \$5,725.60	\$50.50 \$4,040.00 \$105,040.00 \$105,040.00 \$19 \$56.91 \$4,552.80 \$118,372.80 \$133,452.80 \$133,452.80 \$133,452.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00 \$134,784.00	\$51.51 \$4,120.80 \$107,140.80 \$107,140.80 \$121 \$58.06 \$4,644.80 \$120,764.80 \$33 \$65.45 \$5,236.00 \$136,136.00 \$45 \$73.74 \$5,899.20	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20 \$137,467.20 46 \$74.49 \$5,959.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80 \$138,860.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60 \$140,233.60 48 \$75.97 \$6,077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.59 \$3,807.20 \$98,987.20 13 \$53.64 \$4,291.20 \$111,571.20 25 \$60.43 \$4,834.40 \$125,694.40	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80 \$126,900.80 38 \$68.77	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00 \$128,232.00	\$49.05 \$3,924.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26 \$4,980.80 \$129,500.80	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20 \$130,811.20	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60 \$132,121.60	\$50.50 \$4,040.00 \$105,040.00 \$15,040.00 \$56.91 \$4,552.80 \$118,372.80 \$133,452.80 \$133,452.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00 \$134,784.00	\$51.51 \$4,120.80 \$107,140.80 \$107,140.80 \$121 \$58.06 \$4,644.80 \$120,764.80 \$33 \$65.45 \$5,236.00 \$136,136.00	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20 \$137,467.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80 \$138,860.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60 \$140,233.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$47.59 \$3,807.20 \$98,987.20 \$13 \$53.64 \$4,291.20 \$111,571.20 \$60.43 \$4,834.40 \$125,694.40 \$7 \$68.10 \$5,448.00 \$141,648.00	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80 \$126,900.80 38 \$68.77 \$5,501.60 \$143,041.60	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00 \$128,232.00 39 \$69.46 \$5,556.80 \$144,476.80	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26 \$4,980.80 \$129,500.80 40 \$70.15 \$5,612.00 \$145,912.00	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20 \$130,811.20 41 \$70.87 \$5,669.60 \$147,409.60	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60 \$132,121.60 42 \$71.57 \$5,725.60 \$148,865.60	\$50.50 \$4,040.00 \$105,040.00 \$105,040.00 19 \$56.91 \$4,552.80 \$118,372.80 31 \$64.16 \$5,132.80 \$133,452.80 \$133,452.80	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00 \$134,784.00	\$51.51 \$4,120.80 \$107,140.80 \$107,140.80 \$121 \$58.06 \$4,644.80 \$120,764.80 \$33 \$65.45 \$5,236.00 \$136,136.00 \$45 \$73.74 \$5,899.20	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20 \$137,467.20 46 \$74.49 \$5,959.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80 \$138,860.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60 \$140,233.60 48 \$75.97 \$6,077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Annually Steps	\$47.59 \$3,807.20 \$98,987.20 \$13 \$53.64 \$4,291.20 \$111,571.20 \$60.43 \$4,834.40 \$125,694.40 \$125,694.40 \$141,648.00	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80 \$126,900.80 38 \$68.77 \$5,501.60 \$143,041.60	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00 \$128,232.00 39 \$69.46 \$5,556.80 \$144,476.80	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26 \$4,980.80 \$129,500.80 40 \$70.15 \$5,612.00 \$145,912.00	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20 \$130,811.20 41 \$70.87 \$5,669.60 \$147,409.60	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60 \$132,121.60 42 \$71.57 \$5,725.60 \$148,865.60	\$50.50 \$4,040.00 \$105,040.00 \$105,040.00 \$19 \$56.91 \$4,552.80 \$118,372.80 \$133.452.80 \$133,452.80 \$133,452.80 \$150,363.20	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00 \$134,784.00	\$51.51 \$4,120.80 \$107,140.80 \$107,140.80 \$121 \$58.06 \$4,644.80 \$120,764.80 \$33 \$65.45 \$5,236.00 \$136,136.00 \$45 \$73.74 \$5,899.20	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20 \$137,467.20 46 \$74.49 \$5,959.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80 \$138,860.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60 \$140,233.60 48 \$75.97 \$6,077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.59 \$3,807.20 \$98,987.20 \$13 \$53.64 \$4,291.20 \$111,571.20 \$60.43 \$4,834.40 \$125,694.40 \$125,694.40 \$141,648.00	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80 \$126,900.80 38 \$68.77 \$5,501.60 \$143,041.60 50 \$77.50	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00 \$128,232.00 39 \$69.46 \$5,556.80 \$144,476.80 51 \$78.28	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26 \$4,980.80 \$129,500.80 40 \$70.15 \$5,612.00 \$145,912.00	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20 \$130,811.20 41 \$70.87 \$5,669.60 \$147,409.60	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60 \$132,121.60 42 \$71.57 \$5,725.60 \$148,865.60	\$50.50 \$4,040.00 \$105,040.00 \$105,040.00 \$105,040.00 \$19 \$56.91 \$4,552.80 \$118,372.80 \$133,452.80 \$133,452.80 \$133,452.80 \$150,363.20 \$150,363.20	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00 \$134,784.00	\$51.51 \$4,120.80 \$107,140.80 \$107,140.80 \$121 \$58.06 \$4,644.80 \$120,764.80 \$33 \$65.45 \$5,236.00 \$136,136.00 \$45 \$73.74 \$5,899.20	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20 \$137,467.20 46 \$74.49 \$5,959.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80 \$138,860.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60 \$140,233.60 48 \$75.97 \$6,077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Annually Steps	\$47.59 \$3,807.20 \$98,987.20 \$13 \$53.64 \$4,291.20 \$111,571.20 \$60.43 \$4,834.40 \$125,694.40 \$125,694.40 \$141,648.00	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80 \$126,900.80 38 \$68.77 \$5,501.60 \$143,041.60	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00 \$128,232.00 39 \$69.46 \$5,556.80 \$144,476.80	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26 \$4,980.80 \$129,500.80 40 \$70.15 \$5,612.00 \$145,912.00	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20 \$130,811.20 41 \$70.87 \$5,669.60 \$147,409.60	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60 \$132,121.60 42 \$71.57 \$5,725.60 \$148,865.60	\$50.50 \$4,040.00 \$105,040.00 \$105,040.00 \$19 \$56.91 \$4,552.80 \$118,372.80 \$133.452.80 \$133,452.80 \$133,452.80 \$150,363.20	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00 \$134,784.00	\$51.51 \$4,120.80 \$107,140.80 \$107,140.80 \$121 \$58.06 \$4,644.80 \$120,764.80 \$33 \$65.45 \$5,236.00 \$136,136.00 \$45 \$73.74 \$5,899.20	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20 \$137,467.20 46 \$74.49 \$5,959.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80 \$138,860.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60 \$140,233.60 48 \$75.97 \$6,077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.59 \$3,807.20 \$98,987.20 \$13 \$53.64 \$4,291.20 \$111,571.20 \$60.43 \$4,834.40 \$125,694.40 \$125,694.40 \$4,834.40 \$125,694.40	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80 \$126,900.80 38 \$68.77 \$5,501.60 \$143,041.60 50 \$77.50 \$6,200.00	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00 \$128,232.00 39 \$69.46 \$5,556.80 \$144,476.80 51 \$78.28 \$6,262.40	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26 \$4,980.80 \$129,500.80 40 \$70.15 \$5,612.00 \$145,912.00 52 \$79.06 \$6,324.80	\$49.51 \$3,960.80 \$102,980.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20 \$130,811.20 41 \$70.87 \$5,669.60 \$147,409.60 53 \$79.86 \$6,388.80	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60 \$132,121.60 42 \$71.57 \$5,725.60 \$148,865.60 54 \$80.64 \$6,451.20	\$50.50 \$4,040.00 \$105,040.00 \$105,040.00 \$19 \$56.91 \$4,552.80 \$118,372.80 \$133,452.80 \$133,452.80 \$133,452.80 \$150,363.20 \$5,783.20 \$150,363.20	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00 \$134,784.00	\$51.51 \$4,120.80 \$107,140.80 \$107,140.80 \$121 \$58.06 \$4,644.80 \$120,764.80 \$33 \$65.45 \$5,236.00 \$136,136.00 \$45 \$73.74 \$5,899.20	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20 \$137,467.20 46 \$74.49 \$5,959.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80 \$138,860.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60 \$140,233.60 48 \$75.97 \$6,077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$47.59 \$3,807.20 \$98,987.20 \$13 \$53.64 \$4,291.20 \$111,571.20 \$60.43 \$4,834.40 \$125,694.40 \$125,694.40 \$141,648.00	\$48.07 \$3,845.60 \$99,985.60 14 \$54.17 \$4,333.60 \$112,673.60 26 \$61.01 \$4,880.80 \$126,900.80 38 \$68.77 \$5,501.60 \$143,041.60 50 \$77.50	\$48.56 \$3,884.80 \$101,004.80 15 \$54.71 \$4,376.80 \$113,796.80 27 \$61.65 \$4,932.00 \$128,232.00 39 \$69.46 \$5,556.80 \$144,476.80 51 \$78.28	\$49.05 \$3,924.00 \$102,024.00 \$102,024.00 16 \$55.26 \$4,420.80 \$114,940.80 28 \$62.26 \$4,980.80 \$129,500.80 40 \$70.15 \$5,612.00 \$145,912.00	\$49.51 \$3,960.80 \$102,980.80 17 \$55.82 \$4,465.60 \$116,105.60 29 \$62.89 \$5,031.20 \$130,811.20 41 \$70.87 \$5,669.60 \$147,409.60	\$50.03 \$4,002.40 \$104,062.40 18 \$56.37 \$4,509.60 \$117,249.60 30 \$63.52 \$5,081.60 \$132,121.60 42 \$71.57 \$5,725.60 \$148,865.60	\$50.50 \$4,040.00 \$105,040.00 \$105,040.00 \$105,040.00 \$19 \$56.91 \$4,552.80 \$118,372.80 \$133,452.80 \$133,452.80 \$133,452.80 \$150,363.20 \$150,363.20	\$51.02 \$4,081.60 \$106,121.60 20 \$57.50 \$4,600.00 \$119,600.00 32 \$64.80 \$5,184.00 \$134,784.00	\$51.51 \$4,120.80 \$107,140.80 \$107,140.80 \$121 \$58.06 \$4,644.80 \$120,764.80 \$33 \$65.45 \$5,236.00 \$136,136.00 \$45 \$73.74 \$5,899.20	\$52.06 \$4,164.80 \$108,284.80 22 \$58.64 \$4,691.20 \$121,971.20 34 \$66.09 \$5,287.20 \$137,467.20 46 \$74.49 \$5,959.20	\$52.57 \$4,205.60 \$109,345.60 23 \$59.25 \$4,740.00 \$123,240.00 35 \$66.76 \$5,340.80 \$138,860.80	\$53.09 \$4,247.20 \$110,427.20 24 \$59.83 \$4,786.40 \$124,446.40 36 \$67.42 \$5,393.60 \$140,233.60 48 \$75.97 \$6,077.60

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Grade 73 - Do Not Use

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$17.68	\$17.87	\$18.04	\$18.21	\$18.40	\$18.58	\$18.76	\$18.94	\$19.14	\$19.33	\$19.52	\$19.73
Biweekly	\$1,414.40	\$1,429.60	\$1,443.20	\$1,456.80	\$1,472.00	\$1,486.40	\$1,500.80	\$1,515.20	\$1,531.20	\$1,546.40	\$1,561.60	\$1,578.40
Annually	\$36,774.40	\$37,169.60	\$37,523.20	\$37,876.80	\$38,272.00	\$38,646.40	\$39,020.80	\$39,395.20	\$39,811.20	\$40,206.40	\$40,601.60	\$41,038.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$19.92	\$20.11	\$20.32	\$20.51	\$20.74	\$20.94	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.22
Biweekly	\$1,593.60	\$1,608.80	\$1,625.60	\$1,640.80	\$1,659.20	\$1,675.20	\$1,691.20	\$1,708.80	\$1,724.80	\$1,743.20	\$1,760.00	\$1,777.60
Annually	\$41,433.60	\$41,828.80	\$42,265.60	\$42,660.80	\$43,139.20	\$43,555.20	\$43,971.20	\$44,428.80	\$44,844.80	\$45,323.20	\$45,760.00	\$46,217.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$22.44	\$22.67	\$22.88	\$23.13	\$23.36	\$23.58	\$23.83	\$24.07	\$24.31	\$24.53	\$24.79	\$25.06
Biweekly	\$1,795.20	\$1,813.60	\$1,830.40	\$1,850.40	\$1,868.80	\$1,886.40	\$1,906.40	\$1,925.60	\$1,944.80	\$1,962.40	\$1,983.20	\$2,004.80
Annually	\$46,675.20	\$47,153.60	\$47,590.40	\$48,110.40	\$48,588.80	\$49,046.40	\$49,566.40	\$50,065.60	\$50,564.80	\$51,022.40	\$51,563.20	\$52,124.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$25.28	\$25.55	\$25.80	\$26.07	\$26.32	\$26.58	\$26.85	\$27.13	\$27.37	\$27.64	\$27.93	\$28.20
Biweekly	\$2,022.40	\$2,044.00	\$2,064.00	\$2,085.60	\$2,105.60	\$2,126.40	\$2,148.00	\$2,170.40	\$2,189.60	\$2,211.20	\$2,234.40	\$2,256.00
Annually	\$52,582.40	\$53,144.00	\$53,664.00	\$54,225.60	\$54,745.60	\$55,286.40	\$55,848.00	\$56,430.40	\$56,929.60	\$57,491.20	\$58,094.40	\$58,656.00
Chana												
Steps	49	50	51	52	53	54	55					
Hourly	\$28.50	\$28.77	\$29.06	\$29.35	\$29.65	\$29.94	\$30.23					
Biweekly	\$2,280.00	\$2,301.60	\$2,324.80	\$2,348.00	\$2,372.00	\$2,395.20	\$2,418.40					
Annually	\$59,280.00	\$59,841.60	\$60,444.80	\$61,048.00	\$61,672.00	\$62,275.20	\$62,878.40					

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$19.92	\$20.11	\$20.32	\$20.51	\$20.74	\$20.94	\$21.14	\$21.36	\$21.56	\$21.79	\$22.00	\$22.22
	Biweekly	\$1,593.60	\$1,608.80	\$1,625.60	\$1,640.80	\$1,659.20	\$1,675.20	\$1,691.20	\$1,708.80	\$1,724.80	\$1,743.20	\$1,760.00	\$1,777.60
	Annually	\$41,433.60	\$41,828.80	\$42,265.60	\$42,660.80	\$43,139.20	\$43,555.20	\$43,971.20	\$44,428.80	\$44,844.80	\$45,323.20	\$45,760.00	\$46,217.60
	, umadiny	\$11,155.00	\$11,020.00	312,203.00	\$ 12,000.00	\$ 15,155.20	\$ 15,555.20	\$ 13,371.20	\$11,120.00	\$11,011.00	313,323.20	\$ 13,700.00	310,217.00
	Steps	13	14	15	16	17	18	19	20	21	22	23	24
	Hourly	\$22.44	\$22.67	\$22.88	\$23.13	\$23.36	\$23.58	\$23.83	\$24.07	\$24.31	\$24.53	\$24.79	\$25.06
	Biweekly	\$1,795.20	\$1,813.60	\$1,830.40	\$1,850.40	\$1,868.80	\$1,886.40	\$1,906.40	\$1,925.60	\$1,944.80	\$1,962.40	\$1,983.20	\$2,004.80
	Annually	\$46,675.20	\$47,153.60	\$47,590.40	\$48,110.40	\$48,588.80	\$49,046.40	\$49,566.40	\$50,065.60	\$50,564.80	\$51,022.40	\$51,563.20	\$52,124.80
	,	*	***********		*						**=,*==:::	***************************************	***************************************
	Steps	25	26	27	28	29	30	31	32	33	34	35	36
	Hourly	\$25.28	\$25.55	\$25.80	\$26.07	\$26.32	\$26.58	\$26.85	\$27.13	\$27.37	\$27.64	\$27.93	\$28.20
	Biweekly	\$2,022.40	\$2,044.00	\$2,064.00	\$2,085.60	\$2,105.60	\$2,126.40	\$2,148.00	\$2,170.40	\$2,189.60	\$2,211.20	\$2,234.40	\$2,256.00
	Annually	\$52,582.40	\$53,144.00	\$53,664.00	\$54,225.60	\$54,745.60	\$55,286.40	\$55,848.00	\$56,430.40	\$56,929.60	\$57,491.20	\$58,094.40	\$58,656.00
,	Ailliually	332,382.40	\$55,144.00	\$55,004.00	\$54,225.00	334,743.00	333,280.40	333,848.00	\$30,430.40	\$30,323.00	337,431.20	\$30,034.40	\$38,030.00
	Steps	37	38	39	40	41	42	43	44	45	46	47	48
	Hourly	\$28.50	\$28.77	\$29.06	\$29.35	\$29.65	\$29.94	\$30.23	\$30.54	\$30.86	\$31.15	\$31.46	\$31.76
	Biweekly	\$2,280.00	\$2,301.60	\$2,324.80	\$2,348.00	\$2,372.00	\$2,395.20	\$2,418.40	\$2,443.20	\$2,468.80	\$2,492.00	\$2,516.80	\$2,540.80
	-	\$59,280.00			\$61,048.00	\$61,672.00	\$62,275.20	\$62,878.40			\$64,792.00	\$65,436.80	\$66,060.80
,	Annually	\$39,260.00	\$59,841.60	\$60,444.80	301,046.00	301,072.00	302,273.20	302,070.40	\$63,523.20	\$64,188.80	304,792.00	303,430.60	300,000.60
	Steps	49	50	51	52	53	54	55					
	Hourly	\$32.10	\$32.43	\$32.74	\$33.07	\$33.39	\$33.73	\$34.08					
	Biweekly	\$2,568.00	\$2,594.40	\$2,619.20	\$2,645.60	\$2,671.20	\$2,698.40	\$2,726.40					
,	Annually	\$66,768.00	\$67,454.40	\$68,099.20	\$68,785.60	\$69,451.20	\$70,158.40	\$70,886.40					
Gra	de 76												
VII d													
	Steps	. 1	2	3	. 4	. 5	6	. 7	. 8	9	10	. 11	12
l	Steps Hourly	\$22.44	\$22.67	\$22.88	\$23.13	\$23.36	\$23.58	\$23.83	\$24.07	\$24.31	\$24.53	\$24.79	\$25.06
	Steps Hourly Biweekly	\$22.44 \$1,795.20	\$22.67 \$1,813.60	\$22.88 \$1,830.40	\$23.13 \$1,850.40	\$23.36 \$1,868.80	\$23.58 \$1,886.40	\$23.83 \$1,906.40	\$24.07 \$1,925.60	\$24.31 \$1,944.80	\$24.53 \$1,962.40	\$24.79 \$1,983.20	\$25.06 \$2,004.80
	Steps Hourly	\$22.44	\$22.67	\$22.88	\$23.13	\$23.36	\$23.58	\$23.83	\$24.07	\$24.31	\$24.53	\$24.79	\$25.06
	Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20	\$22.67 \$1,813.60 \$47,153.60	\$22.88 \$1,830.40 \$47,590.40	\$23.13 \$1,850.40 \$48,110.40	\$23.36 \$1,868.80 \$48,588.80	\$23.58 \$1,886.40 \$49,046.40	\$23.83 \$1,906.40 \$49,566.40	\$24.07 \$1,925.60 \$50,065.60	\$24.31 \$1,944.80 \$50,564.80	\$24.53 \$1,962.40 \$51,022.40	\$24.79 \$1,983.20 \$51,563.20	\$25.06 \$2,004.80 \$52,124.80
	Steps Hourly Biweekly Annually Steps	\$22.44 \$1,795.20 \$46,675.20	\$22.67 \$1,813.60 \$47,153.60	\$22.88 \$1,830.40 \$47,590.40	\$23.13 \$1,850.40 \$48,110.40	\$23.36 \$1,868.80 \$48,588.80	\$23.58 \$1,886.40 \$49,046.40	\$23.83 \$1,906.40 \$49,566.40	\$24.07 \$1,925.60 \$50,065.60	\$24.31 \$1,944.80 \$50,564.80	\$24.53 \$1,962.40 \$51,022.40	\$24.79 \$1,983.20 \$51,563.20	\$25.06 \$2,004.80 \$52,124.80
	Steps Hourly Biweekly Annually Steps Hourly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20
	Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00
	Steps Hourly Biweekly Annually Steps Hourly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Steps Hourly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40 25 \$28.50	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Steps Hourly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40 25 \$28.50	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40 25 \$28.50 \$2,280.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35 \$2,348.00	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94 \$2,395.20	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54 \$2,443.20	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86 \$2,468.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46 \$2,516.80	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00 36 \$31.76 \$2,540.80
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40 25 \$28.50 \$2,280.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35 \$2,348.00	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94 \$2,395.20	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54 \$2,443.20	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86 \$2,468.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46 \$2,516.80	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00 36 \$31.76 \$2,540.80
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40 25 \$28.50 \$2,280.00 \$59,280.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60 \$59,841.60	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80 \$60,444.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94 \$2,395.20 \$62,275.20	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62,878.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54 \$2,443.20 \$63,523.20	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86 \$2,468.80 \$64,188.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46 \$2,516.80 \$65,436.80	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00 36 \$31.76 \$2,540.80 \$66,060.80
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40 25 \$28.50 \$2,280.00 \$59,280.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60 \$59,841.60	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80 \$60,444.80	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94 \$2,395.20 \$62,275.20	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62,878.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54 \$2,443.20 \$63,523.20	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86 \$2,468.80 \$64,188.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46 \$2,516.80 \$65,436.80	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00 36 \$31.76 \$2,540.80 \$66,060.80
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40 25 \$28.50 \$2,280.00 \$59,280.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60 \$59,841.60	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80 \$60,444.80 39 \$32.74 \$2,619.20	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00 40 \$33.07 \$2,645.60	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94 \$2,395.20 \$62,275.20 42 \$33.73 \$2,698.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62,878.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54 \$2,443.20 \$63,523.20	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86 \$2,468.80 \$64,188.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46 \$2,516.80 \$65,436.80 47 \$35.44 \$2,835.20	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00 36 \$31.76 \$2,540.80 \$66,060.80
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 \$46,675.20 \$25.28 \$2,022.40 \$52,582.40 \$2,280.00 \$59,280.00 \$59,280.00 \$37 \$32.10 \$2,568.00 \$66,768.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60 \$59,841.60 38 \$32.43 \$2,594.40 \$67,454.40	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80 \$60,444.80 39 \$32.74 \$2,619.20 \$68,099.20	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00 40 \$33.07 \$2,645.60 \$68,785.60	\$23.36 \$1,868.80 \$48,588.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20 \$69,451.20	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94 \$2,395.20 \$62,275.20 42 \$33.73 \$2,698.40 \$70,158.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62,878.40 43 \$34.08 \$2,726.40 \$70,886.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54 \$2,443.20 \$63,523.20 44 \$34.40 \$2,752.00	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86 \$2,468.80 \$64,188.80 45 \$34.76 \$2,780.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00 46 \$35.11 \$2,808.80	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46 \$2,516.80 \$65,436.80	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00 36 \$31.76 \$2,540.80 \$66,060.80
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40 25 \$28.50 \$2,280.00 \$59,280.00 37 \$32.10 \$2,568.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60 \$59,841.60 38 \$32.43 \$2,594.40	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80 \$60,444.80 39 \$32.74 \$2,619.20	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00 40 \$33.07 \$2,645.60	\$23.36 \$1,868.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94 \$2,395.20 \$62,275.20 42 \$33.73 \$2,698.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62,878.40 43 \$34.08 \$2,726.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54 \$2,443.20 \$63,523.20 44 \$34.40 \$2,752.00	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86 \$2,468.80 \$64,188.80 45 \$34.76 \$2,780.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00 46 \$35.11 \$2,808.80	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46 \$2,516.80 \$65,436.80 47 \$35.44 \$2,835.20	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00 36 \$31.76 \$2,540.80 \$66,060.80
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 \$46,675.20 \$25.28 \$2,022.40 \$52,582.40 \$2,280.00 \$59,280.00 \$59,280.00 \$37 \$32.10 \$2,568.00 \$66,768.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60 \$59,841.60 38 \$32.43 \$2,594.40 \$67,454.40	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80 \$60,444.80 39 \$32.74 \$2,619.20 \$68,099.20	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00 40 \$33.07 \$2,645.60 \$68,785.60	\$23.36 \$1,868.80 \$48,588.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20 \$69,451.20	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94 \$2,395.20 \$62,275.20 42 \$33.73 \$2,698.40 \$70,158.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62,878.40 43 \$34.08 \$2,726.40 \$70,886.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54 \$2,443.20 \$63,523.20 44 \$34.40 \$2,752.00	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86 \$2,468.80 \$64,188.80 45 \$34.76 \$2,780.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00 46 \$35.11 \$2,808.80	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46 \$2,516.80 \$65,436.80 47 \$35.44 \$2,835.20	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00 36 \$31.76 \$2,540.80 \$66,060.80
	Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40 25 \$28.50 \$2,280.00 \$59,280.00 37 \$32.10 \$2,568.00 \$66,768.00	\$22.67 \$1,813.60 \$47,153.60 14 \$2.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60 \$59,841.60 38 \$32.43 \$2,594.40 \$67,454.40	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80 \$60,444.80 39 \$32.74 \$2,619.20 \$68,099.20	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00 40 \$33.07 \$2,645.60 \$68,785.60	\$23.36 \$1,868.80 \$48,588.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20 \$69,451.20	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94 \$2,395.20 \$62,275.20 42 \$33.73 \$2,698.40 \$70,158.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62,878.40 43 \$34.08 \$2,726.40 \$70,886.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54 \$2,443.20 \$63,523.20 44 \$34.40 \$2,752.00	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86 \$2,468.80 \$64,188.80 45 \$34.76 \$2,780.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00 46 \$35.11 \$2,808.80	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46 \$2,516.80 \$65,436.80 47 \$35.44 \$2,835.20	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00 36 \$31.76 \$2,540.80 \$66,060.80
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40 25 \$28.50 \$2,280.00 \$59,280.00 \$59,280.00 37 \$32.10 \$2,568.00 \$66,768.00 49 \$36.18 \$2,894.40	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60 \$59,841.60 38 \$32.43 \$2,594.40 \$67,454.40 50 \$36.53 \$2,922.40	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80 \$60,444.80 39 \$32.74 \$2,619.20 \$68,099.20 51 \$36.90 \$2,952.00	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00 40 \$33.07 \$2,645.60 \$68,785.60 52 \$37.27 \$2,981.60	\$23.36 \$1,868.80 \$48,588.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20 \$69,451.20 53 \$37.63 \$3,010.40	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94 \$2,395.20 \$62,275.20 42 \$33.73 \$2,698.40 \$70,158.40 54 \$38.02 \$3,041.60	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62,878.40 43 \$34.08 \$2,726.40 \$70,886.40 55 \$38.39 \$3,071.20	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54 \$2,443.20 \$63,523.20 44 \$34.40 \$2,752.00	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86 \$2,468.80 \$64,188.80 45 \$34.76 \$2,780.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00 46 \$35.11 \$2,808.80	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46 \$2,516.80 \$65,436.80 47 \$35.44 \$2,835.20	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00 36 \$31.76 \$2,540.80 \$66,060.80
	Steps Hourly Biweekly Annually	\$22.44 \$1,795.20 \$46,675.20 13 \$25.28 \$2,022.40 \$52,582.40 25 \$2,280.00 \$59,280.00 \$59,280.00 \$66,768.00 \$66,768.00	\$22.67 \$1,813.60 \$47,153.60 14 \$25.55 \$2,044.00 \$53,144.00 26 \$28.77 \$2,301.60 \$59,841.60 38 \$32.43 \$2,594.40 \$67,454.40 50 \$36.53	\$22.88 \$1,830.40 \$47,590.40 15 \$25.80 \$2,064.00 \$53,664.00 27 \$29.06 \$2,324.80 \$60,444.80 39 \$32.74 \$2,619.20 \$68,099.20	\$23.13 \$1,850.40 \$48,110.40 16 \$26.07 \$2,085.60 \$54,225.60 28 \$29.35 \$2,348.00 \$61,048.00 40 \$33.07 \$2,645.60 \$68,785.60	\$23.36 \$1,868.80 \$48,588.80 \$48,588.80 17 \$26.32 \$2,105.60 \$54,745.60 29 \$29.65 \$2,372.00 \$61,672.00 41 \$33.39 \$2,671.20 \$69,451.20	\$23.58 \$1,886.40 \$49,046.40 18 \$26.58 \$2,126.40 \$55,286.40 30 \$29.94 \$2,395.20 \$62,275.20 42 \$33.73 \$2,698.40 \$70,158.40	\$23.83 \$1,906.40 \$49,566.40 19 \$26.85 \$2,148.00 \$55,848.00 31 \$30.23 \$2,418.40 \$62,878.40 43 \$34.08 \$2,726.40 \$70,886.40	\$24.07 \$1,925.60 \$50,065.60 20 \$27.13 \$2,170.40 \$56,430.40 32 \$30.54 \$2,443.20 \$63,523.20 44 \$34.40 \$2,752.00	\$24.31 \$1,944.80 \$50,564.80 21 \$27.37 \$2,189.60 \$56,929.60 33 \$30.86 \$2,468.80 \$64,188.80 45 \$34.76 \$2,780.80	\$24.53 \$1,962.40 \$51,022.40 22 \$27.64 \$2,211.20 \$57,491.20 34 \$31.15 \$2,492.00 \$64,792.00 46 \$35.11 \$2,808.80	\$24.79 \$1,983.20 \$51,563.20 23 \$27.93 \$2,234.40 \$58,094.40 35 \$31.46 \$2,516.80 \$65,436.80 47 \$35.44 \$2,835.20	\$25.06 \$2,004.80 \$52,124.80 24 \$28.20 \$2,256.00 \$58,656.00 36 \$31.76 \$2,540.80 \$66,060.80

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$25.28	\$25.55	\$25.80	\$26.07	\$26.32	\$26.58	\$26.85	\$27.13	\$27.37	\$27.64	\$27.93	\$28.20
Biweekly	\$2,022.40	\$2,044.00	\$2,064.00	\$2,085.60	\$2,105.60	\$2,126.40	\$2,148.00	\$2,170.40	\$2,189.60	\$2,211.20	\$2,234.40	\$2,256.00
Annually	\$52,582.40	\$53,144.00	\$53,664.00	\$54,225.60	\$54,745.60	\$55,286.40	\$55,848.00	\$56,430.40	\$56,929.60	\$57,491.20	\$58,094.40	\$58,656.00
7.11.11 1	332,302.10	\$33,111.00	\$33,001.00	J3 1,223.00	33 1,7 13.00	\$33,200.10	\$33,010.00	\$30,130.10	\$30,323.00	337,131.20	330,031.10	\$30,030.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$28.50	\$28.77	\$29.06	\$29.35	\$29.65	\$29.94	\$30.23	\$30.54	\$30.86	\$31.15	\$31.46	\$31.76
Biweekly	\$2,280.00	\$2,301.60	\$2,324.80	\$2,348.00	\$2,372.00	\$2,395.20	\$2,418.40	\$2,443.20	\$2,468.80	\$2,492.00	\$2,516.80	\$2,540.80
Annually	\$59,280.00	\$59,841.60	\$60,444.80	\$61,048.00	\$61,672.00	\$62,275.20	\$62,878.40	\$63,523.20	\$64,188.80	\$64,792.00	\$65,436.80	\$66,060.80
	\$55,255.55	\$55,612.00	\$ 00,11100	001,01010	V02,072.00	V02,273.20	\$02,070.TO	\$00,520.20	\$0.1,100.00	001,752.00	\$00, 100.00	\$00,000.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$32.10	\$32.43	\$32.74	\$33.07	\$33.39	\$33.73	\$34.08	\$34.40	\$34.76	\$35.11	\$35.44	\$35.78
Biweekly	\$2,568.00	\$2,594.40	\$2,619.20	\$2,645.60	\$2,671.20	\$2,698.40	\$2,726.40	\$2,752.00	\$2,780.80	\$2,808.80	\$2,835.20	\$2,862.40
Annually	\$66,768.00	\$67,454.40	\$68,099.20	\$68,785.60	\$69,451.20	\$70,158.40	\$70,886.40	\$71,552.00	\$72,300.80	\$73,028.80	\$73,715.20	\$74,422.40
Allitually	300,700.00	307,434.40	300,099.20	300,703.00	309,431.20	370,136.40	370,000.40	\$71,332.00	\$72,300.60	3/3,020.00	3/3,/13.20	374,422.40
Steps	27	20	20	40	44	42	42	44	45	4.0	47	40
•	37 \$36.18	38 \$36.53	39	40 \$37.27	41 \$37.63	42	43	44	45 \$20.17	46	47	48 \$40.36
Hourly		\$36.53	\$36.90			\$38.02	\$38.39	\$38.76	\$39.17	\$39.56	\$39.95	\$40.36
Biweekly	\$2,894.40	\$2,922.40	\$2,952.00	\$2,981.60	\$3,010.40	\$3,041.60	\$3,071.20	\$3,100.80	\$3,133.60	\$3,164.80	\$3,196.00	\$3,228.80
Annually	\$75,254.40	\$75,982.40	\$76,752.00	\$77,521.60	\$78,270.40	\$79,081.60	\$79,851.20	\$80,620.80	\$81,473.60	\$82,284.80	\$83,096.00	\$83,948.80
Steps	49	50	51	52	53	54	55					
•												
Hourly	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83	\$43.26					
Biweekly	\$3,261.60	\$3,293.60	\$3,325.60	\$3,358.40	\$3,393.60	\$3,426.40	\$3,460.80					
Annually	\$84,801.60	\$85,633.60	\$86,465.60	\$87,318.40	\$88,233.60	\$89,086.40	\$89,980.80					
Grade 78												
Grade 70												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	1 \$27.64	2 \$27.93	3 \$28.20	4 \$28.50	5 \$28.77	6 \$29.06	7 \$29.35	8 \$29.65	9 \$29.94	10 \$30.23	11 \$30.54	12 \$30.86
Steps												
Steps Hourly	\$27.64	\$27.93	\$28.20	\$28.50	\$28.77	\$29.06	\$29.35	\$29.65	\$29.94	\$30.23	\$30.54	\$30.86
Steps Hourly Biweekly Annually	\$27.64 \$2,211.20	\$27.93 \$2,234.40	\$28.20 \$2,256.00	\$28.50 \$2,280.00	\$28.77 \$2,301.60	\$29.06 \$2,324.80	\$29.35 \$2,348.00	\$29.65 \$2,372.00	\$29.94 \$2,395.20	\$30.23 \$2,418.40	\$30.54 \$2,443.20	\$30.86 \$2,468.80 \$64,188.80
Steps Hourly Biweekly Annually Steps	\$27.64 \$2,211.20 \$57,491.20	\$27.93 \$2,234.40 \$58,094.40	\$28.20 \$2,256.00 \$58,656.00	\$28.50 \$2,280.00 \$59,280.00	\$28.77 \$2,301.60 \$59,841.60	\$29.06 \$2,324.80 \$60,444.80	\$29.35 \$2,348.00 \$61,048.00	\$29.65 \$2,372.00	\$29.94 \$2,395.20 \$62,275.20	\$30.23 \$2,418.40 \$62,878.40	\$30.54 \$2,443.20 \$63,523.20	\$30.86 \$2,468.80 \$64,188.80
Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20	\$27.93 \$2,234.40 \$58,094.40	\$28.20 \$2,256.00 \$58,656.00	\$28.50 \$2,280.00 \$59,280.00	\$28.77 \$2,301.60 \$59,841.60	\$29.06 \$2,324.80 \$60,444.80	\$29.35 \$2,348.00 \$61,048.00	\$29.65 \$2,372.00 \$61,672.00	\$29.94 \$2,395.20 \$62,275.20	\$30.23 \$2,418.40 \$62,878.40	\$30.54 \$2,443.20 \$63,523.20	\$30.86 \$2,468.80 \$64,188.80
Steps Hourly Biweekly Annually Steps	\$27.64 \$2,211.20 \$57,491.20	\$27.93 \$2,234.40 \$58,094.40	\$28.20 \$2,256.00 \$58,656.00	\$28.50 \$2,280.00 \$59,280.00	\$28.77 \$2,301.60 \$59,841.60	\$29.06 \$2,324.80 \$60,444.80	\$29.35 \$2,348.00 \$61,048.00	\$29.65 \$2,372.00 \$61,672.00	\$29.94 \$2,395.20 \$62,275.20	\$30.23 \$2,418.40 \$62,878.40	\$30.54 \$2,443.20 \$63,523.20	\$30.86 \$2,468.80 \$64,188.80
Steps Hourly Biweekly Annually Steps Hourly	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2,568.00	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2,671.20	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2,671.20	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2,671.20 \$69,451.20	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00 28 \$36.18	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2,671.20 \$69,451.20 32 \$37.63	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44 \$2,835.20	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78 \$2,862.40	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00 28 \$36.18 \$2,894.40	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90 \$2,952.00	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2,671.20 \$69,451.20 32 \$37.63 \$3,010.40	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02 \$3,041.60	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39 \$3,071.20	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2,671.20 \$69,451.20 32 \$37.63	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44 \$2,835.20 \$73,715.20	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78 \$2,862.40 \$74,422.40	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00 28 \$36.18 \$2,894.40 \$75,254.40	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90 \$2,952.00 \$76,752.00	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60 \$77,521.60	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2,671.20 \$69,451.20 32 \$37.63 \$3,010.40 \$78,270.40	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02 \$3,041.60 \$79,081.60	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39 \$3,071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80 \$80,620.80	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44 \$2,835.20 \$73,715.20	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78 \$2,862.40 \$74,422.40	\$28.50 \$2,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00 28 \$36.18 \$2,894.40 \$75,254.40	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90 \$2,952.00 \$76,752.00	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60 \$77,521.60	\$29.65 \$2,372.00 \$61,672.00 20 \$33.39 \$2,671.20 \$69,451.20 32 \$37.63 \$3,010.40 \$78,270.40	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02 \$3,041.60 \$79,081.60	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39 \$3,071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80 \$80,620.80	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44 \$2,835.20 \$73,715.20	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78 \$2,862.40 \$74,422.40	\$28.50 \$2,280.00 \$59,280.00 \$16 \$32.10 \$2,568.00 \$66,768.00 \$36.18 \$2,894.40 \$75,254.40	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90 \$2,952.00 \$76,752.00	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60 \$77,521.60	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2,671.20 \$69,451.20 \$37.63 \$3,010.40 \$78,270.40	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02 \$3,041.60 \$79,081.60	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39 \$3,071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80 \$80,620.80	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80 37 \$39.56 \$3,164.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44 \$2,835.20 \$73,715.20 38 \$39.95 \$3,196.00	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78 \$2,862.40 \$74,422.40 39 \$40.36 \$3,228.80	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00 28 \$36.18 \$2,894.40 \$75,254.40 40 \$40.77 \$3,261.60	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3,293.60	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90 \$2,952.00 \$76,752.00 42 \$41.57 \$3,325.60	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60 \$77,521.60 43 \$41.98 \$3,358.40	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2,671.20 \$69,451.20 \$37.63 \$3,010.40 \$78,270.40 44 \$42.42 \$3,393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02 \$3,041.60 \$79,081.60 45 \$42.83 \$3,426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39 \$3,071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80 \$80,620.80 47 \$43.70 \$3,496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44 \$2,835.20 \$73,715.20	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78 \$2,862.40 \$74,422.40	\$28.50 \$2,280.00 \$59,280.00 \$16 \$32.10 \$2,568.00 \$66,768.00 \$36.18 \$2,894.40 \$75,254.40	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90 \$2,952.00 \$76,752.00	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60 \$77,521.60	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2,671.20 \$69,451.20 \$37.63 \$3,010.40 \$78,270.40	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02 \$3,041.60 \$79,081.60	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39 \$3,071.20 \$79,851.20	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80 \$80,620.80	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80 37 \$39.56 \$3,164.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44 \$2,835.20 \$73,715.20 38 \$39.95 \$3,196.00	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78 \$2,862.40 \$74,422.40 39 \$40.36 \$3,228.80	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00 28 \$36.18 \$2,894.40 \$75,254.40 40 \$40.77 \$3,261.60	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3,293.60	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90 \$2,952.00 \$76,752.00 42 \$41.57 \$3,325.60	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60 \$77,521.60 43 \$41.98 \$3,358.40	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2,671.20 \$69,451.20 \$37.63 \$3,010.40 \$78,270.40 44 \$42.42 \$3,393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02 \$3,041.60 \$79,081.60 45 \$42.83 \$3,426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39 \$3,071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80 \$80,620.80 47 \$43.70 \$3,496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80 37 \$39.56 \$3,164.80 \$82,284.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44 \$2,835.20 \$73,715.20 38 \$39.95 \$3,196.00 \$83,096.00	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78 \$2,862.40 \$74,422.40 39 \$40.36 \$3,228.80 \$83,948.80	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00 28 \$36.18 \$2,894.40 \$75,254.40 40 \$40.77 \$3,261.60 \$84,801.60	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3,293.60 \$85,633.60	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90 \$2,952.00 \$76,752.00 42 \$41.57 \$3,325.60 \$86,465.60	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60 \$77,521.60 43 \$41.98 \$3,358.40 \$87,318.40	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2,671.20 \$69,451.20 \$37.63 \$3,010.40 \$78,270.40 44 \$42.42 \$3,393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02 \$3,041.60 \$79,081.60 45 \$42.83 \$3,426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39 \$3,071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80 \$80,620.80 47 \$43.70 \$3,496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80 37 \$39.56 \$3,164.80 \$82,284.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44 \$2,835.20 \$73,715.20 38 \$39.95 \$3,196.00 \$83,096.00	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78 \$2,862.40 \$74,422.40 39 \$40.36 \$3,228.80 \$83,948.80 51 \$45.47	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00 28 \$36.18 \$2,894.40 \$75,254.40 40 \$40.77 \$3,261.60 \$84,801.60	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3,293.60 \$85,633.60 53 \$46.39	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90 \$2,952.00 \$76,752.00 42 \$41.57 \$3,325.60 \$86,465.60	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60 \$77,521.60 43 \$41.98 \$3,358.40 \$87,318.40	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2,671.20 \$69,451.20 \$37.63 \$3,010.40 \$78,270.40 44 \$42.42 \$3,393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02 \$3,041.60 \$79,081.60 45 \$42.83 \$3,426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39 \$3,071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80 \$80,620.80 47 \$43.70 \$3,496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80 \$73,028.80 37 \$39.56 \$3,164.80 \$82,284.80 49 \$44.56 \$3,564.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44 \$2,835.20 \$73,715.20 38 \$39.95 \$3,196.00 \$83,096.00 \$45.02 \$3,601.60	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78 \$2,862.40 \$74,422.40 39 \$40.36 \$3,228.80 \$83,948.80 51 \$45.47 \$3,637.60	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00 28 \$36.18 \$2,894.40 \$75,254.40 40 \$40.77 \$3,261.60 \$84,801.60 52 \$45.91 \$3,672.80	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3,293.60 \$85,633.60 53 \$46.39 \$3,711.20	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90 \$2,952.00 \$76,752.00 42 \$41.57 \$3,325.60 \$86,465.60 54 \$46.84 \$3,747.20	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60 \$77,521.60 43 \$41.98 \$3,358.40 \$87,318.40 55 \$47.32 \$3,785.60	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2,671.20 \$69,451.20 \$37.63 \$3,010.40 \$78,270.40 44 \$42.42 \$3,393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02 \$3,041.60 \$79,081.60 45 \$42.83 \$3,426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39 \$3,071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80 \$80,620.80 47 \$43.70 \$3,496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.64 \$2,211.20 \$57,491.20 13 \$31.15 \$2,492.00 \$64,792.00 25 \$35.11 \$2,808.80 \$73,028.80 37 \$39.56 \$3,164.80 \$82,284.80	\$27.93 \$2,234.40 \$58,094.40 14 \$31.46 \$2,516.80 \$65,436.80 26 \$35.44 \$2,835.20 \$73,715.20 38 \$39.95 \$3,196.00 \$83,096.00	\$28.20 \$2,256.00 \$58,656.00 15 \$31.76 \$2,540.80 \$66,060.80 27 \$35.78 \$2,862.40 \$74,422.40 39 \$40.36 \$3,228.80 \$83,948.80 51 \$45.47	\$28.50 \$2,280.00 \$59,280.00 \$59,280.00 16 \$32.10 \$2,568.00 \$66,768.00 28 \$36.18 \$2,894.40 \$75,254.40 40 \$40.77 \$3,261.60 \$84,801.60	\$28.77 \$2,301.60 \$59,841.60 17 \$32.43 \$2,594.40 \$67,454.40 29 \$36.53 \$2,922.40 \$75,982.40 41 \$41.17 \$3,293.60 \$85,633.60 53 \$46.39	\$29.06 \$2,324.80 \$60,444.80 18 \$32.74 \$2,619.20 \$68,099.20 30 \$36.90 \$2,952.00 \$76,752.00 42 \$41.57 \$3,325.60 \$86,465.60	\$29.35 \$2,348.00 \$61,048.00 19 \$33.07 \$2,645.60 \$68,785.60 31 \$37.27 \$2,981.60 \$77,521.60 43 \$41.98 \$3,358.40 \$87,318.40	\$29.65 \$2,372.00 \$61,672.00 \$33.39 \$2,671.20 \$69,451.20 \$37.63 \$3,010.40 \$78,270.40 44 \$42.42 \$3,393.60	\$29.94 \$2,395.20 \$62,275.20 21 \$33.73 \$2,698.40 \$70,158.40 33 \$38.02 \$3,041.60 \$79,081.60 45 \$42.83 \$3,426.40	\$30.23 \$2,418.40 \$62,878.40 22 \$34.08 \$2,726.40 \$70,886.40 34 \$38.39 \$3,071.20 \$79,851.20 46 \$43.26 \$3,460.80	\$30.54 \$2,443.20 \$63,523.20 23 \$34.40 \$2,752.00 \$71,552.00 35 \$38.76 \$3,100.80 \$80,620.80 47 \$43.70 \$3,496.00	\$30.86 \$2,468.80 \$64,188.80 24 \$34.76 \$2,780.80 \$72,300.80 36 \$39.17 \$3,133.60 \$81,473.60 48 \$44.14 \$3,531.20

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$30.23	\$30.54	\$30.86	\$31.15	\$31.46	\$31.76	\$32.10	\$32.43	\$32.74	\$33.07	\$33.39	\$33.73
Biweekly	\$2,418.40	\$2,443.20	\$2,468.80	\$2,492.00	\$2,516.80	\$2,540.80	\$2,568.00	\$2,594.40	\$2,619.20	\$2,645.60	\$2,671.20	\$2,698.40
Annually	\$62,878.40	\$63,523.20	\$64,188.80	\$64,792.00	\$65,436.80	\$66,060.80	\$66,768.00	\$67,454.40	\$68,099.20	\$68,785.60	\$69,451.20	\$70,158.40
Allilually	302,676.40	\$05,525.20	\$04,100.00	304,792.00	303,430.60	300,000.00	300,700.00	307,434.40	300,099.20	300,763.00	309,431.20	370,136.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$34.08	\$34.40	\$34.76	\$35.11	\$35.44	\$35.78	\$36.18	\$36.53	\$36.90	\$37.27	\$37.63	\$38.02
Biweekly	\$2,726.40	\$2,752.00	\$2,780.80	\$2,808.80	\$2,835.20	\$2,862.40	\$2,894.40	\$2,922.40	\$2,952.00	\$2,981.60	\$3,010.40	\$3,041.60
Annually	\$70,886.40	\$71,552.00	\$72,300.80	\$73,028.80	\$73,715.20	\$74,422.40	\$75,254.40	\$75,982.40	\$76,752.00	\$77,521.60	\$78,270.40	\$79,081.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$38.39	\$38.76	\$39.17	\$39.56	\$39.95	\$40.36	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83
Biweekly	\$3,071.20	\$3,100.80	\$3,133.60	\$3,164.80	\$3,196.00	\$3,228.80	\$3,261.60	\$3,293.60	\$3,325.60	\$3,358.40	\$3,393.60	\$3,426.40
Annually	\$79,851.20	\$80,620.80	\$81,473.60	\$82,284.80	\$83,096.00	\$83,948.80	\$84,801.60	\$85,633.60	\$86,465.60	\$87,318.40	\$88,233.60	\$89,086.40
Ailliually	3/9,031.20	300,020.00	301,473.00	302,204.00	363,090.00	303,340.00	304,001.00	303,033.00	300,403.00	307,310.40	\$66,255.00	369,060.40
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$43.26	\$43.70	\$44.14	\$44.56	\$45.02	\$45.47	\$45.91	\$46.39	\$46.84	\$47.32	\$47.79	\$48.27
Biweekly	\$3,460.80	\$3,496.00	\$3,531.20	\$3,564.80	\$3,601.60	\$3,637.60	\$3,672.80	\$3,711.20	\$3,747.20	\$3,785.60	\$3,823.20	\$3,861.60
Annually	\$89,980.80	\$90,896.00	\$91,811.20	\$92,684.80	\$93,641.60	\$94,577.60	\$95,492.80	\$96,491.20	\$97,427.20	\$98,425.60	\$99,403.20	\$100,401.60
Steps	49	50	51	52	53	54	55					
Hourly	\$48.75	\$49.24	\$49.73	\$50.26	\$50.75	\$51.26	\$51.76					
Biweekly	\$3,900.00	\$3,939.20	\$3,978.40	\$4,020.80	\$4,060.00	\$4,100.80	\$4,140.80					
·-												
Annually	\$101,400.00	\$102,419.20	\$103,438.40	\$104,540.80	\$105,560.00	\$106,620.80	\$107,660.80					
Grade 80												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_	_	-	_	-						12 \$36.53
Steps Hourly	\$32.74	\$33.07	\$33.39	\$33.73	\$34.08	\$34.40	\$34.76	\$35.11	\$35.44	\$35.78	\$36.18	\$36.53
Steps Hourly Biweekly	\$32.74 \$2,619.20	\$33.07 \$2,645.60	\$33.39 \$2,671.20	\$33.73 \$2,698.40	\$34.08 \$2,726.40	\$34.40 \$2,752.00	\$34.76 \$2,780.80	\$35.11 \$2,808.80	\$35.44 \$2,835.20	\$35.78 \$2,862.40	\$36.18 \$2,894.40	\$36.53 \$2,922.40
Steps Hourly	\$32.74	\$33.07	\$33.39	\$33.73	\$34.08	\$34.40	\$34.76	\$35.11	\$35.44	\$35.78	\$36.18	\$36.53
Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20	\$33.07 \$2,645.60 \$68,785.60	\$33.39 \$2,671.20 \$69,451.20	\$33.73 \$2,698.40 \$70,158.40	\$34.08 \$2,726.40 \$70,886.40	\$34.40 \$2,752.00 \$71,552.00	\$34.76 \$2,780.80 \$72,300.80	\$35.11 \$2,808.80 \$73,028.80	\$35.44 \$2,835.20 \$73,715.20	\$35.78 \$2,862.40 \$74,422.40	\$36.18 \$2,894.40 \$75,254.40	\$36.53 \$2,922.40 \$75,982.40
Steps Hourly Biweekly Annually Steps	\$32.74 \$2,619.20 \$68,099.20	\$33.07 \$2,645.60 \$68,785.60	\$33.39 \$2,671.20 \$69,451.20	\$33.73 \$2,698.40 \$70,158.40	\$34.08 \$2,726.40 \$70,886.40	\$34.40 \$2,752.00 \$71,552.00	\$34.76 \$2,780.80 \$72,300.80	\$35.11 \$2,808.80 \$73,028.80	\$35.44 \$2,835.20 \$73,715.20	\$35.78 \$2,862.40 \$74,422.40	\$36.18 \$2,894.40 \$75,254.40	\$36.53 \$2,922.40 \$75,982.40
Steps Hourly Biweekly Annually Steps Hourly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76 \$3,100.80	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60
Steps Hourly Biweekly Annually Steps Hourly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76 \$3,100.80	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76 \$3,100.80	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3,100.80 \$80,620.80	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80 \$82,284.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76 \$3,100.80 \$80,620.80 30 \$43.70	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80 \$82,284.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3,100.80 \$80,620.80 \$0 \$43.70 \$3,496.00	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80 \$82,284.80 32 \$44.56 \$3,564.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20	\$34.40 \$2,752.00 \$71,552.00 18 \$38.76 \$3,100.80 \$80,620.80 30 \$43.70	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80 \$82,284.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60 \$86,465.60	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40 \$87,318.40	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60 \$88,233.60	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3,100.80 \$80,620.80 \$43.70 \$3,496.00 \$90,896.00	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80 \$82,284.80 32 \$44.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20 \$96,491.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60 \$86,465.60	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40 \$87,318.40	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60 \$88,233.60	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3,100.80 \$80,620.80 \$43.70 \$3,496.00 \$90,896.00	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80 \$82,284.80 32 \$44.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20 \$96,491.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60 \$86,465.60	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40 \$87,318.40	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60 \$88,233.60	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3,100.80 \$80,620.80 \$43.70 \$3,496.00 \$90,896.00	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80 \$82,284.80 32 \$44.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20 \$96,491.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60 \$86,465.60 37 \$46.84 \$3,747.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40 \$87,318.40 38 \$47.32 \$3,785.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60 \$88,233.60 39 \$47.79 \$3,823.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40 40 \$48.27 \$3,861.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3,100.80 \$80,620.80 \$43.70 \$3,496.00 \$90,896.00 \$42 \$49.24 \$3,939.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20 43 \$49.73 \$3,978.40	\$35.11 \$2,808.80 \$73,028.80 \$20 \$39.56 \$3,164.80 \$82,284.80 \$2,644.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60 45 \$50.75 \$4,060.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60 46 \$51.26 \$4,100.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80 47 \$51.76 \$4,140.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20 \$96,491.20 48 \$52.26 \$4,180.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60 \$86,465.60	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40 \$87,318.40	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60 \$88,233.60	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3,100.80 \$80,620.80 \$43.70 \$3,496.00 \$90,896.00	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20	\$35.11 \$2,808.80 \$73,028.80 20 \$39.56 \$3,164.80 \$82,284.80 32 \$44.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20 \$96,491.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60 \$86,465.60 37 \$46.84 \$3,747.20 \$97,427.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40 \$87,318.40 38 \$47.32 \$3,785.60 \$98,425.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60 \$88,233.60 \$47.79 \$3,823.20 \$99,403.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40 40 \$48.27 \$3,861.60 \$100,401.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00 \$101,400.00	\$34.40 \$2,752.00 \$71,552.00 \$18 \$38.76 \$3,100.80 \$80,620.80 \$43.70 \$3,496.00 \$90,896.00 \$42 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20 43 \$49.73 \$3,978.40 \$103,438.40	\$35.11 \$2,808.80 \$73,028.80 \$20 \$39.56 \$3,164.80 \$82,284.80 \$2,644.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60 45 \$50.75 \$4,060.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60 46 \$51.26 \$4,100.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80 47 \$51.76 \$4,140.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20 \$96,491.20 48 \$52.26 \$4,180.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60 \$86,465.60 37 \$46.84 \$3,747.20 \$97,427.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40 \$87,318.40 38 \$47.32 \$3,785.60 \$98,425.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60 \$88,233.60 39 \$47.79 \$3,823.20 \$99,403.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40 40 \$48.27 \$3,861.60 \$100,401.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00 \$101,400.00	\$34.40 \$2,752.00 \$71,552.00 \$71,552.00 18 \$38.76 \$3,100.80 \$80,620.80 30 \$43.70 \$3,496.00 \$90,896.00 42 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20 43 \$49.73 \$3,978.40 \$103,438.40	\$35.11 \$2,808.80 \$73,028.80 \$20 \$39.56 \$3,164.80 \$82,284.80 \$2,644.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60 45 \$50.75 \$4,060.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60 46 \$51.26 \$4,100.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80 47 \$51.76 \$4,140.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20 \$96,491.20 48 \$52.26 \$4,180.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60 \$86,465.60 37 \$46.84 \$3,747.20 \$97,427.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40 \$87,318.40 38 \$47.32 \$3,785.60 \$98,425.60 \$50 \$53.33	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60 \$88,233.60 \$88,233.60 \$99,403.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40 40 \$48.27 \$3,861.60 \$100,401.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00 \$101,400.00	\$34.40 \$2,752.00 \$71,552.00 \$71,552.00 18 \$38.76 \$3,100.80 \$80,620.80 30 \$43.70 \$3,496.00 \$90,896.00 42 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20 43 \$49.73 \$3,978.40 \$103,438.40 55 \$56.04	\$35.11 \$2,808.80 \$73,028.80 \$20 \$39.56 \$3,164.80 \$82,284.80 \$2,644.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60 45 \$50.75 \$4,060.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60 46 \$51.26 \$4,100.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80 47 \$51.76 \$4,140.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20 \$96,491.20 48 \$52.26 \$4,180.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60 \$86,465.60 37 \$46.84 \$3,747.20 \$97,427.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40 \$87,318.40 38 \$47.32 \$3,785.60 \$98,425.60	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60 \$88,233.60 39 \$47.79 \$3,823.20 \$99,403.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40 40 \$48.27 \$3,861.60 \$100,401.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00 \$101,400.00	\$34.40 \$2,752.00 \$71,552.00 \$71,552.00 18 \$38.76 \$3,100.80 \$80,620.80 30 \$43.70 \$3,496.00 \$90,896.00 42 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20 43 \$49.73 \$3,978.40 \$103,438.40	\$35.11 \$2,808.80 \$73,028.80 \$20 \$39.56 \$3,164.80 \$82,284.80 \$2,644.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60 45 \$50.75 \$4,060.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60 46 \$51.26 \$4,100.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80 47 \$51.76 \$4,140.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20 \$96,491.20 48 \$52.26 \$4,180.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60 \$86,465.60 37 \$46.84 \$3,747.20 \$97,427.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40 \$87,318.40 38 \$47.32 \$3,785.60 \$98,425.60 50 \$53.33 \$4,266.40	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60 \$88,233.60 39 \$47.79 \$3,823.20 \$99,403.20 51 \$53.84 \$4,307.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40 40 \$48.27 \$3,861.60 \$100,401.60 52 \$54.41 \$4,352.80	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00 \$101,400.00	\$34.40 \$2,752.00 \$71,552.00 \$71,552.00 18 \$38.76 \$3,100.80 \$80,620.80 30 \$43.70 \$3,496.00 \$90,896.00 42 \$49.24 \$3,939.20 \$102,419.20 54 \$55.49 \$4,439.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20 43 \$49.73 \$3,978.40 \$103,438.40 55 \$56.04 \$4,483.20	\$35.11 \$2,808.80 \$73,028.80 \$20 \$39.56 \$3,164.80 \$82,284.80 \$2,644.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60 45 \$50.75 \$4,060.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60 46 \$51.26 \$4,100.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80 47 \$51.76 \$4,140.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20 \$96,491.20 48 \$52.26 \$4,180.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.74 \$2,619.20 \$68,099.20 13 \$36.90 \$2,952.00 \$76,752.00 25 \$41.57 \$3,325.60 \$86,465.60 37 \$46.84 \$3,747.20 \$97,427.20	\$33.07 \$2,645.60 \$68,785.60 14 \$37.27 \$2,981.60 \$77,521.60 26 \$41.98 \$3,358.40 \$87,318.40 38 \$47.32 \$3,785.60 \$98,425.60 \$50 \$53.33	\$33.39 \$2,671.20 \$69,451.20 15 \$37.63 \$3,010.40 \$78,270.40 27 \$42.42 \$3,393.60 \$88,233.60 \$88,233.60 \$99,403.20	\$33.73 \$2,698.40 \$70,158.40 16 \$38.02 \$3,041.60 \$79,081.60 28 \$42.83 \$3,426.40 \$89,086.40 40 \$48.27 \$3,861.60 \$100,401.60	\$34.08 \$2,726.40 \$70,886.40 17 \$38.39 \$3,071.20 \$79,851.20 29 \$43.26 \$3,460.80 \$89,980.80 41 \$48.75 \$3,900.00 \$101,400.00	\$34.40 \$2,752.00 \$71,552.00 \$71,552.00 18 \$38.76 \$3,100.80 \$80,620.80 30 \$43.70 \$3,496.00 \$90,896.00 42 \$49.24 \$3,939.20 \$102,419.20	\$34.76 \$2,780.80 \$72,300.80 19 \$39.17 \$3,133.60 \$81,473.60 31 \$44.14 \$3,531.20 \$91,811.20 43 \$49.73 \$3,978.40 \$103,438.40 55 \$56.04	\$35.11 \$2,808.80 \$73,028.80 \$20 \$39.56 \$3,164.80 \$82,284.80 \$2,644.56 \$3,564.80 \$92,684.80	\$35.44 \$2,835.20 \$73,715.20 21 \$39.95 \$3,196.00 \$83,096.00 33 \$45.02 \$3,601.60 \$93,641.60 45 \$50.75 \$4,060.00	\$35.78 \$2,862.40 \$74,422.40 22 \$40.36 \$3,228.80 \$83,948.80 34 \$45.47 \$3,637.60 \$94,577.60 46 \$51.26 \$4,100.80	\$36.18 \$2,894.40 \$75,254.40 23 \$40.77 \$3,261.60 \$84,801.60 35 \$45.91 \$3,672.80 \$95,492.80 47 \$51.76 \$4,140.80	\$36.53 \$2,922.40 \$75,982.40 24 \$41.17 \$3,293.60 \$85,633.60 36 \$46.39 \$3,711.20 \$96,491.20 48 \$52.26 \$4,180.80

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$35.78	\$36.18	\$36.53	\$36.90	\$37.27	\$37.63	\$38.02	\$38.39	\$38.76	\$39.17	\$39.56	\$39.95
Biweekly	\$2,862.40	\$2,894.40	\$2,922.40	\$2,952.00	\$2,981.60	\$3,010.40	\$3,041.60	\$3,071.20	\$3,100.80	\$3,133.60	\$3,164.80	\$3,196.00
Annually	\$74,422.40	\$75,254.40	\$75,982.40	\$76,752.00	\$77,521.60	\$78,270.40	\$79,081.60	\$79,851.20	\$80,620.80	\$81,473.60	\$82,284.80	\$83,096.00
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$40.36	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83	\$43.26	\$43.70	\$44.14	\$44.56	\$45.02
Biweekly	\$3,228.80	\$3,261.60	\$3,293.60	\$3,325.60	\$3,358.40	\$3,393.60	\$3,426.40	\$3,460.80	\$3,496.00	\$3,531.20	\$3,564.80	\$3,601.60
Annually	\$83,948.80	\$84,801.60	\$85,633.60	\$86,465.60	\$87,318.40	\$88,233.60	\$89,086.40	\$89,980.80	\$90,896.00	\$91,811.20	\$92,684.80	\$93,641.60
	\$65,5 10.00	VO 1,002.00	\$00,000.00	400,100.00	\$67,6261.10	\$50,255.55	000,0001.0	\$65,566.66	\$30,030.00	431 ,011.20	\$32,0000	050,012.00
Steps	25	26	27	20	20	20	24	32	22	24	25	26
•			27	28	29	30	31		33	34	35 650.36	36
Hourly	\$45.47	\$45.91	\$46.39	\$46.84	\$47.32	\$47.79	\$48.27	\$48.75	\$49.24	\$49.73	\$50.26	\$50.75
Biweekly	\$3,637.60	\$3,672.80	\$3,711.20	\$3,747.20	\$3,785.60	\$3,823.20	\$3,861.60	\$3,900.00	\$3,939.20	\$3,978.40	\$4,020.80	\$4,060.00
Annually	\$94,577.60	\$95,492.80	\$96,491.20	\$97,427.20	\$98,425.60	\$99,403.20	\$100,401.60	\$101,400.00	\$102,419.20	\$103,438.40	\$104,540.80	\$105,560.00
C1												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$51.26	\$51.76	\$52.26	\$52.79	\$53.33	\$53.84	\$54.41	\$54.94	\$55.49	\$56.04	\$56.61	\$57.19
Biweekly	\$4,100.80	\$4,140.80	\$4,180.80	\$4,223.20	\$4,266.40	\$4,307.20	\$4,352.80	\$4,395.20	\$4,439.20	\$4,483.20	\$4,528.80	\$4,575.20
Annually	\$106,620.80	\$107,660.80	\$108,700.80	\$109,803.20	\$110,926.40	\$111,987.20	\$113,172.80	\$114,275.20	\$115,419.20	\$116,563.20	\$117,748.80	\$118,955.20
Chama												
Steps	49	50	51	52	53	54	55					
Hourly	\$57.74	\$58.31	\$58.90	\$59.50	\$60.11	\$60.68	\$61.30					
Biweekly	\$4,619.20	\$4,664.80	\$4,712.00	\$4,760.00	\$4,808.80	\$4,854.40	\$4,904.00					
Annually	\$120,099.20	\$121,284.80	\$122,512.00	\$123,760.00	\$125,028.80	\$126,214.40	\$127,504.00					
•												
Grade 82												
					_		_	•		10	44	42
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$40.36	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83	\$43.26	\$43.70	\$44.14	\$44.56	\$45.02
Steps Hourly Biweekly	\$40.36 \$3,228.80	\$40.77 \$3,261.60	\$41.17 \$3,293.60	\$41.57 \$3,325.60	\$41.98 \$3,358.40	\$42.42 \$3,393.60	\$42.83 \$3,426.40	\$43.26 \$3,460.80	\$43.70 \$3,496.00	\$44.14 \$3,531.20	\$44.56 \$3,564.80	\$45.02 \$3,601.60
Steps Hourly	\$40.36	\$40.77	\$41.17	\$41.57	\$41.98	\$42.42	\$42.83	\$43.26	\$43.70	\$44.14	\$44.56	\$45.02
Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80	\$40.77 \$3,261.60 \$84,801.60	\$41.17 \$3,293.60 \$85,633.60	\$41.57 \$3,325.60 \$86,465.60	\$41.98 \$3,358.40 \$87,318.40	\$42.42 \$3,393.60 \$88,233.60	\$42.83 \$3,426.40 \$89,086.40	\$43.26 \$3,460.80 \$89,980.80	\$43.70 \$3,496.00 \$90,896.00	\$44.14 \$3,531.20 \$91,811.20	\$44.56 \$3,564.80 \$92,684.80	\$45.02 \$3,601.60 \$93,641.60
Steps Hourly Biweekly Annually Steps	\$40.36 \$3,228.80 \$83,948.80	\$40.77 \$3,261.60 \$84,801.60	\$41.17 \$3,293.60 \$85,633.60	\$41.57 \$3,325.60 \$86,465.60	\$41.98 \$3,358.40 \$87,318.40	\$42.42 \$3,393.60 \$88,233.60	\$42.83 \$3,426.40 \$89,086.40	\$43.26 \$3,460.80 \$89,980.80	\$43.70 \$3,496.00 \$90,896.00	\$44.14 \$3,531.20 \$91,811.20	\$44.56 \$3,564.80 \$92,684.80	\$45.02 \$3,601.60 \$93,641.60
Steps Hourly Biweekly Annually Steps Hourly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00
Steps Hourly Biweekly Annually Steps Hourly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80 35 \$56.61	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80 35 \$56.61 \$4,528.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80 35 \$56.61	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80 35 \$56.61 \$4,528.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80 35 \$56.61 \$4,528.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80 \$106,620.80	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40 \$110,926.40	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113,172.80	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20 \$116,563.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80 35 \$56.61 \$4,528.80 \$117,748.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20 \$118,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80 \$106,620.80	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40 \$110,926.40	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113,172.80	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20 \$116,563.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80 35 \$56.61 \$4,528.80 \$117,748.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20 \$118,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Hourly Hourly Hourly	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80 \$106,620.80	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40 \$110,926.40	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113,172.80	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20 \$116,563.20	\$44.56 \$3,564.80 \$92,684.80 23 \$50.26 \$4,020.80 \$104,540.80 35 \$56.61 \$4,528.80 \$117,748.80	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20 \$118,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80 \$106,620.80 37 \$57.74 \$4,619.20 \$120,099.20	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80 38 \$58.31 \$4,664.80 \$121,284.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80 39 \$58.90 \$4,712.00 \$122,512.00	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20 40 \$59.50 \$4,760.00 \$123,760.00	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40 \$110,926.40 41 \$60.11 \$4,808.80 \$125,028.80	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40 \$126,214.40	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113,172.80 43 \$61.30 \$4,904.00 \$127,504.00	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 \$23 \$50.26 \$4,020.80 \$104,540.80 \$56.61 \$4,528.80 \$117,748.80 \$13,77	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20 \$118,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80 \$106,620.80 37 \$57.74 \$4,619.20	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80 38 \$58.31 \$4,664.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80 39 \$58.90 \$4,712.00	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20 40 \$59.50 \$4,760.00	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40 \$110,926.40 41 \$60.11 \$4,808.80	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113,172.80 43 \$61.30 \$4,904.00	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 \$23 \$50.26 \$4,020.80 \$104,540.80 \$56.61 \$4,528.80 \$117,748.80 \$13,77	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20 \$118,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80 \$106,620.80 37 \$57.74 \$4,619.20 \$120,099.20	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80 38 \$58.31 \$4,664.80 \$121,284.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80 39 \$58.90 \$4,712.00 \$122,512.00	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20 40 \$59.50 \$4,760.00 \$123,760.00	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40 \$110,926.40 41 \$60.11 \$4,808.80 \$125,028.80	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40 \$126,214.40	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113,172.80 43 \$61.30 \$4,904.00 \$127,504.00	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 \$23 \$50.26 \$4,020.80 \$104,540.80 \$56.61 \$4,528.80 \$117,748.80 \$13,77	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20 \$118,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80 \$106,620.80 37 \$57.74 \$4,619.20 \$120,099.20	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80 38 \$58.31 \$4,664.80 \$121,284.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80 39 \$58.90 \$4,712.00 \$122,512.00	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20 40 \$59.50 \$4,760.00 \$123,760.00 \$123,760.00	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40 \$110,926.40 41 \$60.11 \$4,808.80 \$125,028.80 53 \$67.71	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40 \$126,214.40	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113,172.80 43 \$61.30 \$4,904.00 \$127,504.00	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 \$23 \$50.26 \$4,020.80 \$104,540.80 \$56.61 \$4,528.80 \$117,748.80 \$13,77	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20 \$118,955.20
Steps Hourly Biweekly Annually	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80 \$106,620.80 37 \$57.74 \$4,619.20 \$120,099.20 49 \$65.05 \$5,204.00	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80 38 \$58.31 \$4,664.80 \$121,284.80 50 \$65.72 \$5,257.60	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80 39 \$58.90 \$4,712.00 \$122,512.00 51 \$66.38 \$5,310.40	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20 40 \$59.50 \$4,760.00 \$123,760.00 52 \$67.04 \$5,363.20	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40 \$110,926.40 41 \$60.11 \$4,808.80 \$125,028.80 53 \$67.71 \$5,416.80	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40 \$126,214.40 54 \$68.41 \$5,472.80	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113,172.80 43 \$61.30 \$4,904.00 \$127,504.00 55 \$69.07 \$5,525.60	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 \$23 \$50.26 \$4,020.80 \$104,540.80 \$56.61 \$4,528.80 \$117,748.80 \$13,77	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20 \$118,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$40.36 \$3,228.80 \$83,948.80 13 \$45.47 \$3,637.60 \$94,577.60 25 \$51.26 \$4,100.80 \$106,620.80 37 \$57.74 \$4,619.20 \$120,099.20	\$40.77 \$3,261.60 \$84,801.60 14 \$45.91 \$3,672.80 \$95,492.80 26 \$51.76 \$4,140.80 \$107,660.80 38 \$58.31 \$4,664.80 \$121,284.80	\$41.17 \$3,293.60 \$85,633.60 15 \$46.39 \$3,711.20 \$96,491.20 27 \$52.26 \$4,180.80 \$108,700.80 39 \$58.90 \$4,712.00 \$122,512.00	\$41.57 \$3,325.60 \$86,465.60 16 \$46.84 \$3,747.20 \$97,427.20 28 \$52.79 \$4,223.20 \$109,803.20 40 \$59.50 \$4,760.00 \$123,760.00 \$123,760.00	\$41.98 \$3,358.40 \$87,318.40 17 \$47.32 \$3,785.60 \$98,425.60 29 \$53.33 \$4,266.40 \$110,926.40 41 \$60.11 \$4,808.80 \$125,028.80 53 \$67.71	\$42.42 \$3,393.60 \$88,233.60 18 \$47.79 \$3,823.20 \$99,403.20 30 \$53.84 \$4,307.20 \$111,987.20 42 \$60.68 \$4,854.40 \$126,214.40	\$42.83 \$3,426.40 \$89,086.40 19 \$48.27 \$3,861.60 \$100,401.60 31 \$54.41 \$4,352.80 \$113,172.80 43 \$61.30 \$4,904.00 \$127,504.00	\$43.26 \$3,460.80 \$89,980.80 20 \$48.75 \$3,900.00 \$101,400.00 32 \$54.94 \$4,395.20 \$114,275.20 44 \$61.91 \$4,952.80	\$43.70 \$3,496.00 \$90,896.00 21 \$49.24 \$3,939.20 \$102,419.20 33 \$55.49 \$4,439.20 \$115,419.20 45 \$62.54 \$5,003.20	\$44.14 \$3,531.20 \$91,811.20 22 \$49.73 \$3,978.40 \$103,438.40 34 \$56.04 \$4,483.20 \$116,563.20 46 \$63.14 \$5,051.20	\$44.56 \$3,564.80 \$92,684.80 \$23 \$50.26 \$4,020.80 \$104,540.80 \$56.61 \$4,528.80 \$117,748.80 \$13,77	\$45.02 \$3,601.60 \$93,641.60 24 \$50.75 \$4,060.00 \$105,560.00 36 \$57.19 \$4,575.20 \$118,955.20

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$45.47	\$45.91	\$46.39	\$46.84	\$47.32	\$47.79	\$48.27	\$48.75	\$49.24	\$49.73	\$50.26	\$50.75
Biweekly	\$3,637.60	\$3,672.80	\$3,711.20	\$3,747.20	\$3,785.60	\$3,823.20	\$3,861.60	\$3,900.00	\$3,939.20	\$3,978.40	\$4,020.80	\$4,060.00
Annually	\$94,577.60	\$95,492.80	\$96,491.20	\$97,427.20	\$98,425.60	\$99,403.20	\$100,401.60	\$101,400.00	\$102,419.20	\$103,438.40	\$104,540.80	\$105,560.00
Charac												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$51.26	\$51.76	\$52.26	\$52.79	\$53.33	\$53.84	\$54.41	\$54.94	\$55.49	\$56.04	\$56.61	\$57.19
Biweekly	\$4,100.80	\$4,140.80	\$4,180.80	\$4,223.20	\$4,266.40	\$4,307.20	\$4,352.80	\$4,395.20	\$4,439.20	\$4,483.20	\$4,528.80	\$4,575.20
Annually	\$106,620.80	\$107,660.80	\$108,700.80	\$109,803.20	\$110,926.40	\$111,987.20	\$113,172.80	\$114,275.20	\$115,419.20	\$116,563.20	\$117,748.80	\$118,955.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$57.74	\$58.31	\$58.90	\$59.50	\$60.11	\$60.68	\$61.30	\$61.91	\$62.54	\$63.14	\$63.77	\$64.41
Biweekly	\$4,619.20	\$4,664.80	\$4,712.00	\$4,760.00	\$4,808.80	\$4,854.40	\$4,904.00	\$4,952.80	\$5,003.20	\$5,051.20	\$5,101.60	\$5,152.80
Annually	\$120,099.20	\$121,284.80	\$122,512.00	\$123,760.00	\$125,028.80	\$126,214.40	\$127,504.00	\$128,772.80	\$130,083.20	\$131,331.20	\$132,641.60	\$133,972.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$65.05	\$65.72	\$66.38	\$67.04	\$67.71	\$68.41	\$69.07	\$69.76	\$70.48	\$71.15	\$71.87	\$72.58
Biweekly	\$5,204.00	\$5,257.60	\$5,310.40	\$5,363.20	\$5,416.80	\$5,472.80	\$5,525.60	\$5,580.80	\$5,638.40	\$5,692.00	\$5,749.60	\$5,806.40
Annually	\$135,304.00	\$136,697.60	\$138,070.40	\$139,443.20	\$140,836.80	\$142,292.80	\$143,665.60	\$145,100.80	\$146,598.40	\$147,992.00	\$149,489.60	\$150,966.40
Stons												
Steps	49	50	51	52	53	54	55					
Hourly	\$73.31	\$74.04	\$74.79	\$75.55	\$76.31	\$77.05	\$77.83					
Biweekly	\$5,864.80	\$5,923.20	\$5,983.20	\$6,044.00	\$6,104.80	\$6,164.00	\$6,226.40					
Annually	\$152,484.80	\$154,003.20	\$155,563.20	\$157,144.00	\$158,724.80	\$160,264.00	\$161,886.40					
Grade 84												
Grade 07												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	\$49.73	\$50.26	\$50.75	\$51.26	\$51.76	\$52.26	\$52.79	\$53.33	\$53.84	\$54.41	\$54.94	\$55.49
Steps	\$49.73 \$3,978.40	\$50.26 \$4,020.80	\$50.75 \$4,060.00	\$51.26 \$4,100.80	\$51.76 \$4,140.80	\$52.26 \$4,180.80	\$52.79 \$4,223.20	\$53.33 \$4,266.40	\$53.84 \$4,307.20	\$54.41 \$4,352.80	\$54.94 \$4,395.20	\$55.49 \$4,439.20
Steps Hourly	\$49.73	\$50.26	\$50.75	\$51.26	\$51.76	\$52.26	\$52.79	\$53.33	\$53.84	\$54.41	\$54.94	\$55.49
Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40	\$50.26 \$4,020.80 \$104,540.80	\$50.75 \$4,060.00 \$105,560.00	\$51.26 \$4,100.80 \$106,620.80	\$51.76 \$4,140.80 \$107,660.80	\$52.26 \$4,180.80 \$108,700.80	\$52.79 \$4,223.20 \$109,803.20	\$53.33 \$4,266.40 \$110,926.40	\$53.84 \$4,307.20 \$111,987.20	\$54.41 \$4,352.80 \$113,172.80	\$54.94 \$4,395.20 \$114,275.20	\$55.49 \$4,439.20 \$115,419.20
Steps Hourly Biweekly Annually Steps	\$49.73 \$3,978.40 \$103,438.40	\$50.26 \$4,020.80 \$104,540.80	\$50.75 \$4,060.00 \$105,560.00	\$51.26 \$4,100.80 \$106,620.80	\$51.76 \$4,140.80 \$107,660.80	\$52.26 \$4,180.80 \$108,700.80	\$52.79 \$4,223.20 \$109,803.20	\$53.33 \$4,266.40 \$110,926.40	\$53.84 \$4,307.20 \$111,987.20	\$54.41 \$4,352.80 \$113,172.80	\$54.94 \$4,395.20 \$114,275.20	\$55.49 \$4,439.20 \$115,419.20
Steps Hourly Biweekly Annually Steps Hourly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20
Steps Hourly Biweekly Annually Steps Hourly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00 \$127,504.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40	\$54.41 \$4,352.80 \$113,172.80 \$113,172.80 22 \$61.30 \$4,904.00 \$127,504.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20 27 \$64.41	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00 \$127,504.00 34	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14 \$5,051.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20 27 \$64.41 \$5,152.80	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00 \$127,504.00 34 \$69.07 \$5,525.60	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20 36 \$70.48 \$5,638.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20 27 \$64.41	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00 \$127,504.00 34	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14 \$5,051.20 \$131,331.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132,641.60	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20 27 \$64.41 \$5,152.80 \$133,972.80	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00 \$135,304.00	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20 \$139,443.20	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80 \$140,836.80	\$53.84 \$4,307.20 \$111,987.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00 \$127,504.00 34 \$69.07 \$5,525.60 \$143,665.60	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145,100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20 36 \$70.48 \$5,638.40 \$146,598.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14 \$5,051.20 \$131,331.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132,641.60	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20 27 \$64.41 \$5,152.80 \$133,972.80	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00 \$135,304.00	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20 \$139,443.20	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80 \$140,836.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80	\$54.41 \$4,352.80 \$113,172.80 22 \$61.30 \$4,904.00 \$127,504.00 34 \$69.07 \$5,525.60 \$143,665.60	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145,100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20 36 \$70.48 \$5,638.40 \$146,598.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14 \$5,051.20 \$131,331.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132,641.60	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20 27 \$64.41 \$5,152.80 \$133,972.80	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00 \$135,304.00	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20 \$139,443.20	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80 \$140,836.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80	\$54.41 \$4,352.80 \$113,172.80 \$22 \$61.30 \$4,904.00 \$127,504.00 \$127,504.00 \$4,904.00 \$127,504.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145,100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20 36 \$70.48 \$5,638.40 \$146,598.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14 \$5,051.20 \$131,331.20 37 \$71.15 \$5,692.00	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132,641.60 38 \$71.87 \$5,749.60	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20 27 \$64.41 \$5,152.80 \$133,972.80 39 \$72.58 \$5,806.40	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00 \$135,304.00 40 \$73.31 \$5,864.80	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60 41 \$74.04 \$5,923.20	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40 42 \$74.79 \$5,983.20	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20 \$139,443.20 43 \$75.55 \$6,044.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80 \$140,836.80 44 \$76.31 \$6,104.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80 45 \$77.05 \$6,164.00	\$54.41 \$4,352.80 \$113,172.80 \$22 \$61.30 \$4,904.00 \$127,504.00 \$127,504.00 \$4,904.00 \$127,504.00 \$4,904.00 \$1,7504.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145,100.80 47 \$78.62 \$6,289.60	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20 36 \$70.48 \$5,638.40 \$146,598.40 48 \$79.40 \$6,352.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14 \$5,051.20 \$131,331.20	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132,641.60	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20 27 \$64.41 \$5,152.80 \$133,972.80	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00 \$135,304.00	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20 \$139,443.20	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80 \$140,836.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80	\$54.41 \$4,352.80 \$113,172.80 \$22 \$61.30 \$4,904.00 \$127,504.00 \$127,504.00 \$4,904.00 \$127,504.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145,100.80	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20 36 \$70.48 \$5,638.40 \$146,598.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14 \$5,051.20 \$131,331.20 37 \$71.15 \$5,692.00	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132,641.60 38 \$71.87 \$5,749.60	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20 27 \$64.41 \$5,152.80 \$133,972.80 39 \$72.58 \$5,806.40	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00 \$135,304.00 40 \$73.31 \$5,864.80	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60 41 \$74.04 \$5,923.20	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40 42 \$74.79 \$5,983.20	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20 \$139,443.20 43 \$75.55 \$6,044.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80 \$140,836.80 44 \$76.31 \$6,104.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80 45 \$77.05 \$6,164.00	\$54.41 \$4,352.80 \$113,172.80 \$22 \$61.30 \$4,904.00 \$127,504.00 \$127,504.00 \$4,904.00 \$127,504.00 \$4,904.00 \$1,7504.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145,100.80 47 \$78.62 \$6,289.60	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20 36 \$70.48 \$5,638.40 \$146,598.40 48 \$79.40 \$6,352.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14 \$5,051.20 \$131,331.20 37 \$71.15 \$5,692.00 \$147,992.00	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132,641.60 38 \$71.87 \$5,749.60 \$149,489.60	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20 27 \$64.41 \$5,152.80 \$133,972.80 39 \$72.58 \$5,806.40 \$150,966.40	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00 \$135,304.00 40 \$73.31 \$5,864.80 \$152,484.80	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60 41 \$74.04 \$5,923.20 \$154,003.20	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40 42 \$74.79 \$5,983.20 \$155,563.20	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20 \$139,443.20 43 \$75.55 \$6,044.00 \$157,144.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80 \$140,836.80 44 \$76.31 \$6,104.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80 45 \$77.05 \$6,164.00	\$54.41 \$4,352.80 \$113,172.80 \$22 \$61.30 \$4,904.00 \$127,504.00 \$127,504.00 \$4,904.00 \$127,504.00 \$4,904.00 \$1,7504.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145,100.80 47 \$78.62 \$6,289.60	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20 36 \$70.48 \$5,638.40 \$146,598.40 48 \$79.40 \$6,352.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14 \$5,051.20 \$131,331.20 37 \$71.15 \$5,692.00 \$147,992.00	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132,641.60 38 \$71.87 \$5,749.60 \$149,489.60 \$0 \$80.99	\$50.75 \$4,060.00 \$105,560.00 \$105,560.00 \$15 \$57.19 \$4,575.20 \$118,955.20 \$27 \$64.41 \$5,152.80 \$133,972.80 \$72.58 \$5,806.40 \$150,966.40	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00 \$135,304.00 40 \$73.31 \$5,864.80 \$152,484.80	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60 41 \$74.04 \$5,923.20 \$154,003.20	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40 42 \$74.79 \$5,983.20 \$155,563.20	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20 \$139,443.20 43 \$75.55 \$6,044.00 \$157,144.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80 \$140,836.80 44 \$76.31 \$6,104.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80 45 \$77.05 \$6,164.00	\$54.41 \$4,352.80 \$113,172.80 \$22 \$61.30 \$4,904.00 \$127,504.00 \$127,504.00 \$4,904.00 \$127,504.00 \$4,904.00 \$1,7504.00	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145,100.80 47 \$78.62 \$6,289.60	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20 36 \$70.48 \$5,638.40 \$146,598.40 48 \$79.40 \$6,352.00
Steps Hourly Biweekly Annually Steps	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14 \$5,051.20 \$131,331.20 37 \$71.15 \$5,692.00 \$147,992.00 49 \$80.18 \$6,414.40	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132,641.60 38 \$71.87 \$5,749.60 \$149,489.60 50 \$80.99 \$6,479.20	\$50.75 \$4,060.00 \$105,560.00 15 \$57.19 \$4,575.20 \$118,955.20 27 \$64.41 \$5,152.80 \$133,972.80 39 \$72.58 \$5,806.40 \$150,966.40 51 \$81.81 \$6,544.80	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00 \$135,304.00 40 \$73.31 \$5,864.80 \$152,484.80 52 \$82.62 \$6,609.60	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60 41 \$74.04 \$5,923.20 \$154,003.20 53 \$83.45 \$6,676.00	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40 42 \$74.79 \$5,983.20 \$155,563.20 54 \$84.28 \$6,742.40	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20 \$139,443.20 43 \$75.55 \$6,044.00 \$157,144.00 55 \$85.13 \$6,810.40	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80 \$140,836.80 44 \$76.31 \$6,104.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80 45 \$77.05 \$6,164.00	\$54.41 \$4,352.80 \$113,172.80 \$22 \$61.30 \$4,904.00 \$127,504.00 \$127,504.00 \$49.07 \$5,525.60 \$143,665.60 \$46 \$77.83 \$6,226.40	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145,100.80 47 \$78.62 \$6,289.60	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20 36 \$70.48 \$5,638.40 \$146,598.40 48 \$79.40 \$6,352.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.73 \$3,978.40 \$103,438.40 13 \$56.04 \$4,483.20 \$116,563.20 25 \$63.14 \$5,051.20 \$131,331.20 37 \$71.15 \$5,692.00 \$147,992.00	\$50.26 \$4,020.80 \$104,540.80 14 \$56.61 \$4,528.80 \$117,748.80 26 \$63.77 \$5,101.60 \$132,641.60 38 \$71.87 \$5,749.60 \$149,489.60 \$0 \$80.99	\$50.75 \$4,060.00 \$105,560.00 \$105,560.00 \$15 \$57.19 \$4,575.20 \$118,955.20 \$27 \$64.41 \$5,152.80 \$133,972.80 \$72.58 \$5,806.40 \$150,966.40	\$51.26 \$4,100.80 \$106,620.80 16 \$57.74 \$4,619.20 \$120,099.20 28 \$65.05 \$5,204.00 \$135,304.00 40 \$73.31 \$5,864.80 \$152,484.80	\$51.76 \$4,140.80 \$107,660.80 17 \$58.31 \$4,664.80 \$121,284.80 29 \$65.72 \$5,257.60 \$136,697.60 41 \$74.04 \$5,923.20 \$154,003.20	\$52.26 \$4,180.80 \$108,700.80 18 \$58.90 \$4,712.00 \$122,512.00 30 \$66.38 \$5,310.40 \$138,070.40 42 \$74.79 \$5,983.20 \$155,563.20	\$52.79 \$4,223.20 \$109,803.20 19 \$59.50 \$4,760.00 \$123,760.00 31 \$67.04 \$5,363.20 \$139,443.20 43 \$75.55 \$6,044.00 \$157,144.00	\$53.33 \$4,266.40 \$110,926.40 20 \$60.11 \$4,808.80 \$125,028.80 32 \$67.71 \$5,416.80 \$140,836.80 44 \$76.31 \$6,104.80	\$53.84 \$4,307.20 \$111,987.20 21 \$60.68 \$4,854.40 \$126,214.40 33 \$68.41 \$5,472.80 \$142,292.80 45 \$77.05 \$6,164.00	\$54.41 \$4,352.80 \$113,172.80 \$22 \$61.30 \$4,904.00 \$127,504.00 \$127,504.00 \$49.07 \$5,525.60 \$143,665.60 \$46 \$77.83 \$6,226.40	\$54.94 \$4,395.20 \$114,275.20 23 \$61.91 \$4,952.80 \$128,772.80 35 \$69.76 \$5,580.80 \$145,100.80 47 \$78.62 \$6,289.60	\$55.49 \$4,439.20 \$115,419.20 24 \$62.54 \$5,003.20 \$130,083.20 36 \$70.48 \$5,638.40 \$146,598.40 48 \$79.40 \$6,352.00

(Non-bargaining unit)

NENANA (20%)

Grade 73 - Do Not Use

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$18.29	\$18.46	\$18.65	\$18.85	\$19.04	\$19.22	\$19.39	\$19.61	\$19.79	\$20.00	\$20.21	\$20.41
Biweekly	\$1,463.20	\$1,476.80	\$1,492.00	\$1,508.00	\$1,523.20	\$1,537.60	\$1,551.20	\$1,568.80	\$1,583.20	\$1,600.00	\$1,616.80	\$1,632.80
Annually	\$38,043.20	\$38,396.80	\$38,792.00	\$39,208.00	\$39,603.20	\$39,977.60	\$40,331.20	\$40,788.80	\$41,163.20	\$41,600.00	\$42,036.80	\$42,452.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$20.58	\$20.82	\$21.01	\$21.23	\$21.44	\$21.66	\$21.88	\$22.10	\$22.32	\$22.53	\$22.76	\$22.98
Biweekly	\$1,646.40	\$1,665.60	\$1,680.80	\$1,698.40	\$1,715.20	\$1,732.80	\$1,750.40	\$1,768.00	\$1,785.60	\$1,802.40	\$1,820.80	\$1,838.40
Annually	\$42,806.40	\$43,305.60	\$43,700.80	\$44,158.40	\$44,595.20	\$45,052.80	\$45,510.40	\$45,968.00	\$46,425.60	\$46,862.40	\$47,340.80	\$47,798.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$23.22	\$23.45	\$23.68	\$23.92	\$24.15	\$24.42	\$24.63	\$24.89	\$25.15	\$25.38	\$25.64	\$25.91
Biweekly	\$1,857.60	\$1,876.00	\$1,894.40	\$1,913.60	\$1,932.00	\$1,953.60	\$1,970.40	\$1,991.20	\$2,012.00	\$2,030.40	\$2,051.20	\$2,072.80
Annually	\$48,297.60	\$48,776.00	\$49,254.40	\$49,753.60	\$50,232.00	\$50,793.60	\$51,230.40	\$51,771.20	\$52,312.00	\$52,790.40	\$53,331.20	\$53,892.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$26.16	\$26.43	\$26.70	\$26.93	\$27.23	\$27.49	\$27.79	\$28.04	\$28.31	\$28.59	\$28.89	\$29.18
Biweekly	\$2,092.80	\$2,114.40	\$2,136.00	\$2,154.40	\$2,178.40	\$2,199.20	\$2,223.20	\$2,243.20	\$2,264.80	\$2,287.20	\$2,311.20	\$2,334.40
Annually	\$54,412.80	\$54,974.40	\$55,536.00	\$56,014.40	\$56,638.40	\$57,179.20	\$57,803.20	\$58,323.20	\$58,884.80	\$59,467.20	\$60,091.20	\$60,694.40
Steps	49	50	51	52	53	54	55					
Hourly	\$29.46	\$29.76	\$30.06	\$30.37	\$30.67	\$30.98	\$31.28					
Biweekly	\$2,356.80	\$2,380.80	\$2,404.80	\$2,429.60	\$2,453.60	\$2,478.40	\$2,502.40					
Annually	\$61,276.80	\$61,900.80	\$62,524.80	\$63,169.60	\$63,793.60	\$64,438.40	\$65,062.40					
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(Non-bargaining unit)

NENANA (20%)

Grade 7	5
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$20.58	\$20.82	\$21.01	\$21.23	\$21.44	\$21.66	\$21.88	\$22.10	\$22.32	\$22.53	\$22.76	\$22.98
Biweekly	\$1,646.40	\$1,665.60	\$1,680.80	\$1,698.40	\$1,715.20	\$1,732.80	\$1,750.40	\$1,768.00	\$1,785.60	\$1,802.40	\$1,820.80	\$1,838.40
Annually	\$42,806.40	\$43,305.60	\$43,700.80	\$44,158.40	\$44,595.20	\$45,052.80	\$45,510.40	\$45,968.00	\$46,425.60	\$46,862.40	\$47,340.80	\$47,798.40
, amading	\$ 12,000.10	\$ 15,505.00	\$ 15,700.00	311,130.10	\$11,333.20	\$ 13,032.00	\$ 13,310.10	\$ 13,500.00	\$10,125.00	\$ 10,002.10	\$17,510.00	\$17,750.10
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$23.22	\$23.45	\$23.68	\$23.92	\$24.15	\$24.42	\$24.63	\$24.89	\$25.15	\$25.38	\$25.64	\$25.91
Biweekly	\$1,857.60	\$1,876.00	\$1,894.40	\$1,913.60	\$1,932.00	\$1,953.60	\$1,970.40	\$1,991.20	\$2,012.00	\$2,030.40	\$2,051.20	\$2,072.80
Annually	\$48,297.60	\$48,776.00	\$49,254.40	\$49,753.60	\$50,232.00	\$50,793.60	\$51,230.40	\$51,771.20	\$52,312.00	\$52,790.40	\$53,331.20	\$53,892.80
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$26.16	\$26.43	\$26.70	\$26.93	\$27.23	\$27.49	\$27.79	\$28.04	\$28.31	\$28.59	\$28.89	\$29.18
Biweekly	\$2,092.80	\$2,114.40	\$2,136.00	\$2,154.40	\$2,178.40	\$2,199.20	\$2,223.20	\$2,243.20	\$2,264.80	\$2,287.20	\$2,311.20	\$2,334.40
Annually	\$54,412.80	\$54,974.40	\$55,536.00	\$56,014.40	\$56,638.40	\$57,179.20	\$57,803.20	\$58,323.20	\$58,884.80	\$59,467.20	\$60,091.20	\$60,694.40
,,	45 1, 121.00	\$5.1,57.11.10	\$55,555.55	030,020	\$50,000.10	\$37,173.20	\$57,000.20	\$30,023.20	\$50,0000	000,.07.20	000,031.20	\$00,03o
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$29.46	\$29.76	\$30.06	\$30.37	\$30.67	\$30.98	\$31.28	\$31.60	\$31.94	\$32.22	\$32.55	\$32.87
Biweekly	\$2,356.80	\$2,380.80	\$2,404.80	\$2,429.60	\$2,453.60	\$2,478.40	\$2,502.40	\$2,528.00	\$2,555.20	\$2,577.60	\$2,604.00	\$2,629.60
Annually	\$61,276.80	\$61,900.80	\$62,524.80	\$63,169.60	\$63,793.60	\$64,438.40	\$65,062.40	\$65,728.00	\$66,435.20	\$67,017.60	\$67,704.00	\$68,369.60
Aimauny	301,270.00	301,300.00	302,324.00	303,103.00	303,733.00	304,430.40	303,002.40	303,720.00	300,433.20	307,017.00	307,704.00	\$00,505.00
Steps	49	50	51	52	53	54	55					
Hourly	\$33.23	\$33.56	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26					
Biweekly	\$2,658.40	\$2,684.80	\$2,709.60	\$2,736.80	\$2,764.00	\$2,792.80	\$2,820.80					
Annually	\$69,118.40	\$69,804.80	\$70,449.60	\$71,156.80	\$71,864.00	\$72,612.80	\$73,340.80					
Ailliadily	303,110.40	303,004.00	370,443.00	371,130.00	371,004.00	372,012.00	\$75,540.00					
Grada 76												
Grade 70												
Grade 76	1	2	2	4	-		7	0	0	10	11	12
Steps	1	2	3	4	5	6	7	8	9	10	11	12 \$35.01
Steps Hourly	\$23.22	\$23.45	\$23.68	\$23.92	\$24.15	\$24.42	\$24.63	\$24.89	\$25.15	\$25.38	\$25.64	\$25.91
Steps Hourly Biweekly	\$23.22 \$1,857.60	\$23.45 \$1,876.00	\$23.68 \$1,894.40	\$23.92 \$1,913.60	\$24.15 \$1,932.00	\$24.42 \$1,953.60	\$24.63 \$1,970.40	\$24.89 \$1,991.20	\$25.15 \$2,012.00	\$25.38 \$2,030.40	\$25.64 \$2,051.20	\$25.91 \$2,072.80
Steps Hourly	\$23.22	\$23.45	\$23.68	\$23.92	\$24.15	\$24.42	\$24.63	\$24.89	\$25.15	\$25.38	\$25.64	\$25.91
Steps Hourly Biweekly	\$23.22 \$1,857.60 \$48,297.60	\$23.45 \$1,876.00 \$48,776.00	\$23.68 \$1,894.40 \$49,254.40	\$23.92 \$1,913.60 \$49,753.60	\$24.15 \$1,932.00 \$50,232.00	\$24.42 \$1,953.60 \$50,793.60	\$24.63 \$1,970.40 \$51,230.40	\$24.89 \$1,991.20 \$51,771.20	\$25.15 \$2,012.00 \$52,312.00	\$25.38 \$2,030.40 \$52,790.40	\$25.64 \$2,051.20 \$53,331.20	\$25.91 \$2,072.80 \$53,892.80
Steps Hourly Biweekly Annually Steps	\$23.22 \$1,857.60 \$48,297.60	\$23.45 \$1,876.00 \$48,776.00	\$23.68 \$1,894.40 \$49,254.40	\$23.92 \$1,913.60 \$49,753.60	\$24.15 \$1,932.00 \$50,232.00	\$24.42 \$1,953.60 \$50,793.60	\$24.63 \$1,970.40 \$51,230.40	\$24.89 \$1,991.20 \$51,771.20	\$25.15 \$2,012.00 \$52,312.00	\$25.38 \$2,030.40 \$52,790.40	\$25.64 \$2,051.20 \$53,331.20	\$25.91 \$2,072.80 \$53,892.80
Steps Hourly Biweekly Annually Steps Hourly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40
Steps Hourly Biweekly Annually Steps Hourly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20	\$25.15 \$2,012.00 \$52,312.00 \$2.312.00 \$28.31 \$2,264.80 \$58,884.80	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20	\$25.15 \$2,012.00 \$52,312.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76 \$2,380.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06 \$2,404.80	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37 \$2,429.60	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67 \$2,453.60	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60 \$2,528.00	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94 \$2,555.20	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55 \$2,604.00	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87 \$2,629.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76 \$2,380.80 \$61,900.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06 \$2,404.80 \$62,524.80	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37 \$2,429.60 \$63,169.60	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67 \$2,453.60 \$63,793.60	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60 \$2,528.00 \$65,728.00	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94 \$2,555.20 \$66,435.20	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60 \$67,017.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55 \$2,604.00 \$67,704.00	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87 \$2,629.60 \$68,369.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76 \$2,380.80 \$61,900.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06 \$2,404.80 \$62,524.80	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37 \$2,429.60 \$63,169.60	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67 \$2,453.60 \$63,793.60	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60 \$2,528.00 \$65,728.00	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94 \$2,555.20 \$66,435.20	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60 \$67,017.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55 \$2,604.00 \$67,704.00	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87 \$2,629.60 \$68,369.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76 \$2,380.80 \$61,900.80 38 \$33.56	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06 \$2,404.80 \$62,524.80	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37 \$2,429.60 \$63,169.60	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67 \$2,453.60 \$63,793.60	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60 \$2,528.00 \$65,728.00	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94 \$2,555.20 \$66,435.20	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60 \$67,017.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55 \$2,604.00 \$67,704.00	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87 \$2,629.60 \$68,369.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76 \$2,380.80 \$61,900.80 38 \$33.56 \$2,684.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06 \$2,404.80 \$62,524.80 39 \$33.87 \$2,709.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37 \$2,429.60 \$63,169.60 40 \$34.21 \$2,736.80	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67 \$2,453.60 \$63,793.60 41 \$34.55 \$2,764.00	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40 43 \$35.26 \$2,820.80	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60 \$2,528.00 \$65,728.00 44 \$35.60 \$2,848.00	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94 \$2,555.20 \$66,435.20 45 \$35.98 \$2,878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60 \$67,017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87 \$2,629.60 \$68,369.60 48 \$37.03 \$2,962.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76 \$2,380.80 \$61,900.80 38 \$33.56	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06 \$2,404.80 \$62,524.80	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37 \$2,429.60 \$63,169.60	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67 \$2,453.60 \$63,793.60	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60 \$2,528.00 \$65,728.00	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94 \$2,555.20 \$66,435.20	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60 \$67,017.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55 \$2,604.00 \$67,704.00	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87 \$2,629.60 \$68,369.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76 \$2,380.80 \$61,900.80 38 \$33.56 \$2,684.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06 \$2,404.80 \$62,524.80 39 \$33.87 \$2,709.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37 \$2,429.60 \$63,169.60 40 \$34.21 \$2,736.80	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67 \$2,453.60 \$63,793.60 41 \$34.55 \$2,764.00	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40 43 \$35.26 \$2,820.80	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60 \$2,528.00 \$65,728.00 44 \$35.60 \$2,848.00	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94 \$2,555.20 \$66,435.20 45 \$35.98 \$2,878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60 \$67,017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87 \$2,629.60 \$68,369.60 48 \$37.03 \$2,962.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40 \$69,118.40	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76 \$2,380.80 \$61,900.80 38 \$33.56 \$2,684.80 \$69,804.80	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06 \$2,404.80 \$62,524.80 39 \$33.87 \$2,709.60 \$70,449.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37 \$2,429.60 \$63,169.60 40 \$34.21 \$2,736.80 \$71,156.80	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67 \$2,453.60 \$63,793.60 41 \$34.55 \$2,764.00 \$71,864.00	\$24.42 \$1,953.60 \$50,793.60 \$27.49 \$2,199.20 \$57,179.20 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80 \$72,612.80	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40 43 \$35.26 \$2,820.80 \$73,340.80	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60 \$2,528.00 \$65,728.00 44 \$35.60 \$2,848.00	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94 \$2,555.20 \$66,435.20 45 \$35.98 \$2,878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60 \$67,017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87 \$2,629.60 \$68,369.60 48 \$37.03 \$2,962.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40 \$69,118.40	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76 \$2,380.80 \$61,900.80 38 \$33.56 \$2,684.80 \$69,804.80 50 \$37.78	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06 \$2,404.80 \$62,524.80 39 \$33.87 \$2,709.60 \$70,449.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37 \$2,429.60 \$63,169.60 40 \$34.21 \$2,736.80 \$71,156.80	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67 \$2,453.60 \$63,793.60 41 \$34.55 \$2,764.00 \$71,864.00	\$24.42 \$1,953.60 \$50,793.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80 \$72,612.80 54 \$39.32	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40 43 \$35.26 \$2,820.80 \$73,340.80	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60 \$2,528.00 \$65,728.00 44 \$35.60 \$2,848.00	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94 \$2,555.20 \$66,435.20 45 \$35.98 \$2,878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60 \$67,017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87 \$2,629.60 \$68,369.60 48 \$37.03 \$2,962.40
Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40 \$69,118.40 49 \$37.41 \$2,992.80	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76 \$2,380.80 \$61,900.80 38 \$33.56 \$2,684.80 \$69,804.80 50 \$37.78 \$3,022.40	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06 \$2,404.80 \$62,524.80 39 \$33.87 \$2,709.60 \$70,449.60 51 \$38.17 \$3,053.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37 \$2,429.60 \$63,169.60 40 \$34.21 \$2,736.80 \$71,156.80 52 \$38.54 \$3,083.20	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67 \$2,453.60 \$63,793.60 41 \$34.55 \$2,764.00 \$71,864.00 53 \$38.94 \$3,115.20	\$24.42 \$1,953.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80 \$72,612.80 54 \$39.32 \$3,145.60	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40 43 \$35.26 \$2,820.80 \$73,340.80 55 \$39.70 \$3,176.00	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60 \$2,528.00 \$65,728.00 44 \$35.60 \$2,848.00	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94 \$2,555.20 \$66,435.20 45 \$35.98 \$2,878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60 \$67,017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87 \$2,629.60 \$68,369.60 48 \$37.03 \$2,962.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.22 \$1,857.60 \$48,297.60 13 \$26.16 \$2,092.80 \$54,412.80 25 \$29.46 \$2,356.80 \$61,276.80 37 \$33.23 \$2,658.40 \$69,118.40	\$23.45 \$1,876.00 \$48,776.00 14 \$26.43 \$2,114.40 \$54,974.40 26 \$29.76 \$2,380.80 \$61,900.80 38 \$33.56 \$2,684.80 \$69,804.80 50 \$37.78	\$23.68 \$1,894.40 \$49,254.40 15 \$26.70 \$2,136.00 \$55,536.00 27 \$30.06 \$2,404.80 \$62,524.80 39 \$33.87 \$2,709.60 \$70,449.60	\$23.92 \$1,913.60 \$49,753.60 16 \$26.93 \$2,154.40 \$56,014.40 28 \$30.37 \$2,429.60 \$63,169.60 40 \$34.21 \$2,736.80 \$71,156.80	\$24.15 \$1,932.00 \$50,232.00 17 \$27.23 \$2,178.40 \$56,638.40 29 \$30.67 \$2,453.60 \$63,793.60 41 \$34.55 \$2,764.00 \$71,864.00	\$24.42 \$1,953.60 \$50,793.60 \$50,793.60 18 \$27.49 \$2,199.20 \$57,179.20 30 \$30.98 \$2,478.40 \$64,438.40 42 \$34.91 \$2,792.80 \$72,612.80 54 \$39.32	\$24.63 \$1,970.40 \$51,230.40 19 \$27.79 \$2,223.20 \$57,803.20 31 \$31.28 \$2,502.40 \$65,062.40 43 \$35.26 \$2,820.80 \$73,340.80	\$24.89 \$1,991.20 \$51,771.20 20 \$28.04 \$2,243.20 \$58,323.20 32 \$31.60 \$2,528.00 \$65,728.00 44 \$35.60 \$2,848.00	\$25.15 \$2,012.00 \$52,312.00 21 \$28.31 \$2,264.80 \$58,884.80 33 \$31.94 \$2,555.20 \$66,435.20 45 \$35.98 \$2,878.40	\$25.38 \$2,030.40 \$52,790.40 22 \$28.59 \$2,287.20 \$59,467.20 34 \$32.22 \$2,577.60 \$67,017.60 46 \$36.32 \$2,905.60	\$25.64 \$2,051.20 \$53,331.20 23 \$28.89 \$2,311.20 \$60,091.20 35 \$32.55 \$2,604.00 \$67,704.00 47 \$36.67 \$2,933.60	\$25.91 \$2,072.80 \$53,892.80 24 \$29.18 \$2,334.40 \$60,694.40 36 \$32.87 \$2,629.60 \$68,369.60 48 \$37.03 \$2,962.40

(Non-bargaining unit)

NENANA (20%)

Grade /	
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$26.16	\$26.43	\$26.70	\$26.93	\$27.23	\$27.49	\$27.79	\$28.04	\$28.31	\$28.59	\$28.89	\$29.18
Biweekly	\$2,092.80	\$2,114.40	\$2,136.00	\$2,154.40	\$2,178.40	\$2,199.20	\$2,223.20	\$2,243.20	\$2,264.80	\$2,287.20	\$2,311.20	\$2,334.40
Annually	\$54,412.80	\$54,974.40	\$55,536.00	\$56,014.40	\$56,638.40	\$57,179.20	\$57,803.20	\$58,323.20	\$58,884.80	\$59,467.20	\$60,091.20	\$60,694.40
Aillidally	334,412.00	334,374.40	\$55,550.00	330,014.40	550,058.40	337,173.20	337,003.20	330,323.20	330,004.00	333,407.20	300,031.20	300,034.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$29.46	\$29.76	\$30.06	\$30.37	\$30.67	\$30.98	\$31.28	\$31.60	\$31.94	\$32.22	\$32.55	\$32.87
Biweekly	\$2,356.80	\$2,380.80	\$2,404.80	\$2,429.60	\$2,453.60	\$2,478.40	\$2,502.40	\$2,528.00	\$2,555.20	\$2,577.60	\$2,604.00	\$2,629.60
Annually	\$61,276.80	\$61,900.80	\$62,524.80	\$63,169.60	\$63,793.60	\$64,438.40	\$65,062.40	\$65,728.00	\$66,435.20	\$67,017.60	\$67,704.00	\$68,369.60
	\$02,270.00	V02,500.00	\$02,52 ···00	000,200.00	\$00,750.00	40 1, 1001 10	\$65,662C	\$65,7 <u>2</u> 6.66	\$50, 155.E5	007,027.00	007,70000	\$00,000.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$33.23	\$33.56	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26	\$35.60	\$35.98	\$36.32	\$36.67	\$37.03
	\$2,658.40	\$2,684.80	\$2,709.60	\$2,736.80	\$2,764.00	\$2,792.80	\$2,820.80	\$2,848.00	\$2,878.40	\$2,905.60	\$2,933.60	\$2,962.40
Biweekly												
Annually	\$69,118.40	\$69,804.80	\$70,449.60	\$71,156.80	\$71,864.00	\$72,612.80	\$73,340.80	\$74,048.00	\$74,838.40	\$75,545.60	\$76,273.60	\$77,022.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$37.41	\$37.78	\$38.17	\$38.54	\$38.94	\$39.32	\$39.70	\$40.13	\$40.51	\$40.92	\$41.31	\$41.74
Biweekly	\$2,992.80	\$3,022.40	\$3,053.60	\$3,083.20	\$3,115.20	\$3,145.60	\$3,176.00	\$3,210.40	\$3,240.80	\$3,273.60	\$3,304.80	\$3,339.20
Annually	\$77,812.80	\$78,582.40	\$79,393.60	\$80,163.20	\$80,995.20	\$81,785.60	\$82,576.00	\$83,470.40	\$84,260.80	\$85,113.60	\$85,924.80	\$86,819.20
Steps	49	50	51	52	53	54	55					
Harrie	\$42.17			\$43.44	\$43.86		\$44.77					
Hourly		\$42.57	\$43.00			\$44.30						
Biweekly	\$3,373.60	\$3,405.60	\$3,440.00	\$3,475.20	\$3,508.80	\$3,544.00	\$3,581.60					
Annually	\$87,713.60	\$88,545.60	\$89,440.00	\$90,355.20	\$91,228.80	\$92,144.00	\$93,121.60					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$28.59	\$28.89	\$29.18	\$29.46	\$29.76	\$30.06	\$30.37	\$30.67	\$30.98	\$31.28	\$31.60	\$31.94
Biweekly	\$2,287.20	\$2,311.20	\$2,334.40	\$2,356.80	\$2,380.80	\$2,404.80	\$2,429.60	\$2,453.60	\$2,478.40	\$2,502.40	\$2,528.00	\$2,555.20
Annually	\$59,467.20	\$60,091.20	\$60,694.40	\$61,276.80	\$61,900.80	\$62,524.80	\$63,169.60	\$63,793.60	\$64,438.40	\$65,062.40	\$65,728.00	\$66,435.20
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$32.22	\$32.55	\$32.87	\$33.23	\$33.56	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26	\$35.60	\$35.98
Biweekly	\$2,577.60	\$2,604.00	\$2,629.60	\$2,658.40	\$2,684.80	\$2,709.60	\$2,736.80	\$2,764.00	\$2,792.80	\$2,820.80	\$2,848.00	\$2,878.40
Annually	\$67,017.60	\$67,704.00	\$68,369.60	\$69,118.40	\$69,804.80	\$70,449.60	\$71,156.80	\$71,864.00	\$72,612.80	\$73,340.80	\$74,048.00	\$74,838.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$36.32	\$36.67	\$37.03	\$37.41	\$37.78	\$38.17	\$38.54	\$38.94	\$39.32	\$39.70	\$40.13	\$40.51
Biweekly	\$2,905.60	\$2,933.60	\$2,962.40	\$2,992.80	\$3,022.40	\$3,053.60	\$3,083.20	\$3,115.20	\$3,145.60	\$3,176.00	\$3,210.40	\$3,240.80
Annually	\$75,545.60	\$76,273.60	\$77,022.40	\$77,812.80	\$78,582.40	\$79,393.60	\$80,163.20	\$80,995.20	\$81,785.60	\$82,576.00	\$83,470.40	\$84,260.80
7 u	\$75,515.00	ψ7 0,27 3.00	<i>\$777,022.10</i>	\$77,GIZ.GG	\$70,50 <u>2</u> .10	ψ, σ,σσσ.σσ	700,103.20	Q00,555.20	Q01,703.00	Q02,370.00	\$65,176.16	Ç0 1,200.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$40.92	\$41.31	\$41.74	\$42.17	\$42.57	\$43.00	\$43.44	\$43.86	\$44.30	\$44.77	\$45.20	\$45.64
Biweekly	\$3,273.60	\$3,304.80	\$3,339.20	\$3,373.60	\$3,405.60	\$3,440.00	\$3,475.20	\$3,508.80	\$3,544.00	\$3,581.60	\$3,616.00	\$3,651.20
Annually	\$85,113.60	\$85,924.80	\$86,819.20	\$87,713.60	\$88,545.60	\$89,440.00	\$90,355.20	\$91,228.80	\$92,144.00	\$93,121.60	\$94,016.00	\$94,931.20
•	\$65,115.00	₹ 05,52∓.00	300,013.20	Ç07,713.00	300,5 - 3.00	Ç02,440.00	750,555.20	JJ1,220.00	\$52,144.00	755,121.00	\$54,010.00	Ç54,551.20
Steps	49	50	51	52	53	54	55					
Hourly	\$46.11	\$46.57	\$47.04	\$47.49	\$48.00	\$48.45	\$48.95					
Biweekly	\$3,688.80		\$3,763.20	\$3,799.20	\$3,840.00	\$3,876.00	\$3,916.00					
		53.775 bil										
-		\$3,725.60										
Annually	\$95,908.80	\$96,865.60	\$97,843.20	\$98,779.20	\$99,840.00	\$100,776.00	\$101,816.00					

(Non-bargaining unit)

NENANA (20%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$31.28	\$31.60	\$31.94	\$32.22	\$32.55	\$32.87	\$33.23	\$33.56	\$33.87	\$34.21	\$34.55	\$34.91
Biweekly	\$2,502.40	\$2,528.00	\$2,555.20	\$2,577.60	\$2,604.00	\$2,629.60	\$2,658.40	\$2,684.80	\$2,709.60	\$2,736.80	\$2,764.00	\$2,792.80
Annually	\$65,062.40	\$65,728.00	\$66,435.20	\$67,017.60	\$67,704.00	\$68,369.60	\$69,118.40	\$69,804.80	\$70,449.60	\$71,156.80	\$71,864.00	\$72,612.80
Allitually	\$65,062.40	\$65,726.00	\$00,455.20	307,017.00	367,704.00	\$00,509.00	\$09,110.40	309,604.60	\$70,449.00	\$71,130.60	3/1,004.00	3/2,012.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$35.26	\$35.60	\$35.98	\$36.32	\$36.67	\$37.03	\$37.41	\$37.78	\$38.17	\$38.54	\$38.94	\$39.32
Biweekly	\$2,820.80	\$2,848.00	\$2,878.40	\$2,905.60	\$2,933.60	\$2,962.40	\$2,992.80	\$3,022.40	\$3,053.60	\$3,083.20	\$3,115.20	\$3,145.60
Annually	\$73,340.80	\$74,048.00	\$74,838.40	\$75,545.60	\$76,273.60	\$77,022.40	\$77,812.80	\$78,582.40	\$79,393.60	\$80,163.20	\$80,995.20	\$81,785.60
Ailliually	3/3,340.60	374,046.00	3/4,030.40	\$75,545.00	3/0,2/3.00	3//,022.40	3//,012.00	370,302.40	\$79,595.00	360,103.20	360,993.20	\$61,765.00
Steps		25	27	20	20	20	24	22	20		25	26
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$39.70	\$40.13	\$40.51	\$40.92	\$41.31	\$41.74	\$42.17	\$42.57	\$43.00	\$43.44	\$43.86	\$44.30
Biweekly	\$3,176.00	\$3,210.40	\$3,240.80	\$3,273.60	\$3,304.80	\$3,339.20	\$3,373.60	\$3,405.60	\$3,440.00	\$3,475.20	\$3,508.80	\$3,544.00
Annually	\$82,576.00	\$83,470.40	\$84,260.80	\$85,113.60	\$85,924.80	\$86,819.20	\$87,713.60	\$88,545.60	\$89,440.00	\$90,355.20	\$91,228.80	\$92,144.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$44.77	\$45.20	\$45.64	\$46.11	\$46.57	\$47.04	\$47.49	\$48.00	\$48.45	\$48.95	\$49.44	\$49.95
Biweekly	\$3,581.60	\$3,616.00	\$3,651.20	\$3,688.80	\$3,725.60	\$3,763.20	\$3,799.20	\$3,840.00	\$3,876.00	\$3,916.00	\$3,955.20	\$3,996.00
Annually	\$93,121.60	\$94,016.00	\$94,931.20	\$95,908.80	\$96,865.60	\$97,843.20	\$98,779.20	\$99,840.00	\$100,776.00	\$101,816.00	\$102,835.20	\$103,896.00
, ,	430 ,122.00	45 1,620.00	45 1,552.25	\$55,500.00	\$30,000.00	\$37,610.20	<i>\$30,773.</i> 20	\$55,6.0.00	V200,770.00	V101,010.00	V102,000.20	V100,000.00
Steps	49	50	51	52	53	54	55					
Hourly	\$50.44	\$50.95	\$51.44	\$51.98	\$52.49	\$53.01	\$53.55					
Biweekly	\$4,035.20	\$4,076.00	\$4,115.20	\$4,158.40	\$4,199.20	\$4,240.80	\$4,284.00					
Annually	\$104,915.20	\$105,976.00	\$106,995.20	\$108,118.40	\$109,179.20	\$110,260.80	\$111,384.00					
Grade 80												
Grade 80 Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$33.87	2 \$34.21	3 \$34.55	4 \$34.91	5 \$35.26	6 \$35.60	7 \$35.98	8 \$36.32	9 \$36.67	10 \$37.03	11 \$37.41	12 \$37.78
Steps Hourly	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26	\$35.60	\$35.98	\$36.32	\$36.67	\$37.03	\$37.41	\$37.78
Steps Hourly Biweekly	\$33.87 \$2,709.60	\$34.21 \$2,736.80	\$34.55 \$2,764.00	\$34.91 \$2,792.80	\$35.26 \$2,820.80	\$35.60 \$2,848.00	\$35.98 \$2,878.40	\$36.32 \$2,905.60	\$36.67 \$2,933.60	\$37.03 \$2,962.40	\$37.41 \$2,992.80	\$37.78 \$3,022.40
Steps Hourly	\$33.87	\$34.21	\$34.55	\$34.91	\$35.26	\$35.60	\$35.98	\$36.32	\$36.67	\$37.03	\$37.41	\$37.78
Steps Hourly Biweekly	\$33.87 \$2,709.60	\$34.21 \$2,736.80	\$34.55 \$2,764.00	\$34.91 \$2,792.80	\$35.26 \$2,820.80	\$35.60 \$2,848.00	\$35.98 \$2,878.40	\$36.32 \$2,905.60	\$36.67 \$2,933.60	\$37.03 \$2,962.40	\$37.41 \$2,992.80	\$37.78 \$3,022.40
Steps Hourly Biweekly Annually	\$33.87 \$2,709.60 \$70,449.60	\$34.21 \$2,736.80 \$71,156.80	\$34.55 \$2,764.00 \$71,864.00	\$34.91 \$2,792.80 \$72,612.80	\$35.26 \$2,820.80 \$73,340.80	\$35.60 \$2,848.00 \$74,048.00	\$35.98 \$2,878.40 \$74,838.40	\$36.32 \$2,905.60 \$75,545.60	\$36.67 \$2,933.60 \$76,273.60	\$37.03 \$2,962.40 \$77,022.40	\$37.41 \$2,992.80 \$77,812.80	\$37.78 \$3,022.40 \$78,582.40
Steps Hourly Biweekly Annually Steps Hourly	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60
Steps Hourly Biweekly Annually Steps Hourly	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20 26 \$43.44 \$3,475.20	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86 \$3,508.80	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60 28 \$44.30 \$3,544.00	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77 \$3,581.60	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20 \$3,616.00	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11 \$3,688.80	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57 \$3,725.60	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20 34 \$47.04 \$3,763.20	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60 35 \$47.49 \$3,799.20	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00 \$89,440.00	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20 26 \$43.44 \$3,475.20 \$90,355.20	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86 \$3,508.80 \$91,228.80	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60 28 \$44.30 \$3,544.00 \$92,144.00	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77 \$3,581.60 \$93,121.60	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20 \$3,616.00 \$94,016.00	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11 \$3,688.80 \$95,908.80	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20 34 \$47.04 \$3,763.20 \$97,843.20	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60 35 \$47.49 \$3,799.20 \$98,779.20	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00 \$99,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00 \$89,440.00	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20 26 \$43.44 \$3,475.20 \$90,355.20	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86 \$3,508.80 \$91,228.80	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60 28 \$44.30 \$3,544.00 \$92,144.00	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77 \$3,581.60 \$93,121.60	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20 \$3,616.00 \$94,016.00	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11 \$3,688.80 \$95,908.80	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20 34 \$47.04 \$3,763.20 \$97,843.20	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60 35 \$47.49 \$3,799.20 \$98,779.20	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00 \$99,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00 \$89,440.00	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20 26 \$43.44 \$3,475.20 \$90,355.20	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86 \$3,508.80 \$91,228.80	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60 28 \$44.30 \$3,544.00 \$92,144.00	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77 \$3,581.60 \$93,121.60	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20 \$3,616.00 \$94,016.00	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11 \$3,688.80 \$95,908.80	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20 34 \$47.04 \$3,763.20 \$97,843.20	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60 35 \$47.49 \$3,799.20 \$98,779.20	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00 \$99,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00 \$89,440.00	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20 26 \$43.44 \$3,475.20 \$90,355.20 38 \$48.95 \$3,916.00	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86 \$3,508.80 \$91,228.80 39 \$49.44 \$3,955.20	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60 28 \$44.30 \$3,544.00 \$92,144.00 40 \$49.95 \$3,996.00	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77 \$3,581.60 \$93,121.60 41 \$50.44 \$4,035.20	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20 \$3,616.00 \$94,016.00 42 \$50.95 \$4,076.00	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20 43 \$51.44 \$4,115.20	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11 \$3,688.80 \$95,908.80 44 \$51.98 \$4,158.40	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60 45 \$52.49 \$4,199.20	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20 34 \$47.04 \$3,763.20 \$97,843.20 46 \$53.01 \$4,240.80	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60 35 \$47.49 \$3,799.20 \$98,779.20	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00 \$99,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00 \$89,440.00	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20 26 \$43.44 \$3,475.20 \$90,355.20	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86 \$3,508.80 \$91,228.80	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60 28 \$44.30 \$3,544.00 \$92,144.00	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77 \$3,581.60 \$93,121.60	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20 \$3,616.00 \$94,016.00	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11 \$3,688.80 \$95,908.80	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20 34 \$47.04 \$3,763.20 \$97,843.20	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60 35 \$47.49 \$3,799.20 \$98,779.20	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00 \$99,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00 \$89,440.00 \$48.45 \$3,876.00 \$100,776.00	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20 26 \$43.44 \$3,475.20 \$90,355.20 38 \$48.95 \$3,916.00 \$101,816.00	\$34.55 \$2,764.00 \$71,864.00 \$15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86 \$3,508.80 \$91,228.80 39 \$49.44 \$3,955.20 \$102,835.20	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60 28 \$44.30 \$3,544.00 \$92,144.00 40 \$49.95 \$3,996.00 \$103,896.00	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77 \$3,581.60 \$93,121.60 41 \$50.44 \$4,035.20 \$104,915.20	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20 \$3,616.00 \$94,016.00 42 \$50.95 \$4,076.00 \$105,976.00	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20 43 \$51.44 \$4,115.20 \$106,995.20	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11 \$3,688.80 \$95,908.80 44 \$51.98 \$4,158.40	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60 45 \$52.49 \$4,199.20	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20 34 \$47.04 \$3,763.20 \$97,843.20 46 \$53.01 \$4,240.80	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60 35 \$47.49 \$3,799.20 \$98,779.20	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00 \$99,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00 \$89,440.00 37 \$48.45 \$3,876.00 \$100,776.00	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20 26 \$43.44 \$3,475.20 \$90,355.20 38 \$48.95 \$3,916.00 \$101,816.00	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86 \$3,508.80 \$91,228.80 39 \$49.44 \$3,955.20 \$102,835.20	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60 28 \$44.30 \$3,544.00 \$92,144.00 40 \$49.95 \$3,996.00 \$103,896.00	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77 \$3,581.60 \$93,121.60 41 \$50.44 \$4,035.20 \$104,915.20	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20 \$3,616.00 \$94,016.00 42 \$50.95 \$4,076.00 \$105,976.00	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20 43 \$51.44 \$4,115.20 \$106,995.20	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11 \$3,688.80 \$95,908.80 44 \$51.98 \$4,158.40	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60 45 \$52.49 \$4,199.20	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20 34 \$47.04 \$3,763.20 \$97,843.20 46 \$53.01 \$4,240.80	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60 35 \$47.49 \$3,799.20 \$98,779.20	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00 \$99,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00 \$89,440.00 \$89,440.00 49 \$54.60	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20 26 \$43.44 \$3,475.20 \$90,355.20 38 \$48.95 \$3,916.00 \$101,816.00	\$34.55 \$2,764.00 \$71,864.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86 \$3,508.80 \$91,228.80 39 \$49.44 \$3,955.20 \$102,835.20	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60 28 \$44.30 \$3,544.00 \$92,144.00 40 \$49.95 \$3,996.00 \$103,896.00	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77 \$3,581.60 \$93,121.60 41 \$50.44 \$4,035.20 \$104,915.20	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20 \$3,616.00 \$94,016.00 42 \$50.95 \$4,076.00 \$105,976.00	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20 43 \$51.44 \$4,115.20 \$106,995.20	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11 \$3,688.80 \$95,908.80 44 \$51.98 \$4,158.40	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60 45 \$52.49 \$4,199.20	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20 34 \$47.04 \$3,763.20 \$97,843.20 46 \$53.01 \$4,240.80	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60 35 \$47.49 \$3,799.20 \$98,779.20	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00 \$99,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00 \$89,440.00 37 \$48.45 \$3,876.00 \$100,776.00 49 \$54.60 \$4,368.00	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20 26 \$43.44 \$3,475.20 \$90,355.20 38 \$48.95 \$3,916.00 \$101,816.00 50 \$55.17 \$4,413.60	\$34.55 \$2,764.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86 \$3,508.80 \$91,228.80 39 \$49.44 \$3,955.20 \$102,835.20 51 \$55.72 \$4,457.60	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60 28 \$44.30 \$3,544.00 \$92,144.00 40 \$49.95 \$3,996.00 \$103,896.00 52 \$56.26 \$4,500.80	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77 \$3,581.60 \$93,121.60 41 \$50.44 \$4,035.20 \$104,915.20 53 \$56.83 \$4,546.40	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20 \$3,616.00 \$94,016.00 42 \$50.95 \$4,076.00 \$105,976.00 54 \$57.40 \$4,592.00	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20 43 \$51.44 \$4,115.20 \$106,995.20 55 \$57.97 \$4,637.60	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11 \$3,688.80 \$95,908.80 44 \$51.98 \$4,158.40	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60 45 \$52.49 \$4,199.20	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20 34 \$47.04 \$3,763.20 \$97,843.20 46 \$53.01 \$4,240.80	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60 35 \$47.49 \$3,799.20 \$98,779.20	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00 \$99,840.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.87 \$2,709.60 \$70,449.60 13 \$38.17 \$3,053.60 \$79,393.60 25 \$43.00 \$3,440.00 \$89,440.00 \$89,440.00 49 \$54.60	\$34.21 \$2,736.80 \$71,156.80 14 \$38.54 \$3,083.20 \$80,163.20 26 \$43.44 \$3,475.20 \$90,355.20 38 \$48.95 \$3,916.00 \$101,816.00	\$34.55 \$2,764.00 \$71,864.00 \$71,864.00 15 \$38.94 \$3,115.20 \$80,995.20 27 \$43.86 \$3,508.80 \$91,228.80 39 \$49.44 \$3,955.20 \$102,835.20	\$34.91 \$2,792.80 \$72,612.80 16 \$39.32 \$3,145.60 \$81,785.60 28 \$44.30 \$3,544.00 \$92,144.00 40 \$49.95 \$3,996.00 \$103,896.00	\$35.26 \$2,820.80 \$73,340.80 17 \$39.70 \$3,176.00 \$82,576.00 29 \$44.77 \$3,581.60 \$93,121.60 41 \$50.44 \$4,035.20 \$104,915.20	\$35.60 \$2,848.00 \$74,048.00 18 \$40.13 \$3,210.40 \$83,470.40 30 \$45.20 \$3,616.00 \$94,016.00 42 \$50.95 \$4,076.00 \$105,976.00	\$35.98 \$2,878.40 \$74,838.40 19 \$40.51 \$3,240.80 \$84,260.80 31 \$45.64 \$3,651.20 \$94,931.20 43 \$51.44 \$4,115.20 \$106,995.20	\$36.32 \$2,905.60 \$75,545.60 20 \$40.92 \$3,273.60 \$85,113.60 32 \$46.11 \$3,688.80 \$95,908.80 44 \$51.98 \$4,158.40	\$36.67 \$2,933.60 \$76,273.60 21 \$41.31 \$3,304.80 \$85,924.80 33 \$46.57 \$3,725.60 \$96,865.60 45 \$52.49 \$4,199.20	\$37.03 \$2,962.40 \$77,022.40 22 \$41.74 \$3,339.20 \$86,819.20 34 \$47.04 \$3,763.20 \$97,843.20 46 \$53.01 \$4,240.80	\$37.41 \$2,992.80 \$77,812.80 23 \$42.17 \$3,373.60 \$87,713.60 35 \$47.49 \$3,799.20 \$98,779.20	\$37.78 \$3,022.40 \$78,582.40 24 \$42.57 \$3,405.60 \$88,545.60 36 \$48.00 \$3,840.00 \$99,840.00

(Non-bargaining unit)

NENANA (20%)

Grade	81
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$37.03	\$37.41	\$37.78	\$38.17	\$38.54	\$38.94	\$39.32	\$39.70	\$40.13	\$40.51	\$40.92	\$41.31
Biweekly	\$2,962.40	\$2,992.80	\$3,022.40	\$3,053.60	\$3,083.20	\$3,115.20	\$3,145.60	\$3,176.00	\$3,210.40	\$3,240.80	\$3,273.60	\$3,304.80
Annually	\$77,022.40	\$77,812.80	\$78,582.40	\$79,393.60	\$80,163.20	\$80,995.20	\$81,785.60	\$82,576.00	\$83,470.40	\$84,260.80	\$85,113.60	\$85,924.80
Ailliually	377,022.40	377,012.00	370,302.40	\$75,555.00	300,103.20	\$60,555.20	301,703.00	302,370.00	303,470.40	384,200.80	505,115.00	303,324.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$41.74	\$42.17	\$42.57	\$43.00	\$43.44	\$43.86	\$44.30	\$44.77	\$45.20	\$45.64	\$46.11	\$46.57
Biweekly	\$3,339.20	\$3,373.60	\$3,405.60	\$3,440.00	\$3,475.20	\$3,508.80	\$3,544.00	\$3,581.60	\$3,616.00	\$3,651.20	\$3,688.80	\$3,725.60
Annually	\$86,819.20	\$87,713.60	\$88,545.60	\$89,440.00	\$90,355.20	\$91,228.80	\$92,144.00	\$93,121.60	\$94,016.00	\$94,931.20	\$95,908.80	\$96,865.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$47.04	\$47.49	\$48.00	\$48.45	\$48.95	\$49.44	\$49.95	\$50.44	\$50.95	\$51.44	\$51.98	\$52.49
Biweekly	\$3,763.20	\$3,799.20	\$3,840.00	\$3,876.00	\$3,916.00	\$3,955.20	\$3,996.00	\$4,035.20	\$4,076.00	\$4,115.20	\$4,158.40	\$4,199.20
Annually	\$97,843.20	\$98,779.20	\$99,840.00	\$100,776.00	\$101,816.00	\$102,835.20	\$103,896.00	\$104,915.20	\$105,976.00	\$106,995.20	\$108,118.40	\$109,179.20
C1												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$53.01	\$53.55	\$54.09	\$54.60	\$55.17	\$55.72	\$56.26	\$56.83	\$57.40	\$57.97	\$58.55	\$59.15
Biweekly	\$4,240.80	\$4,284.00	\$4,327.20	\$4,368.00	\$4,413.60	\$4,457.60	\$4,500.80	\$4,546.40	\$4,592.00	\$4,637.60	\$4,684.00	\$4,732.00
Annually	\$110,260.80	\$111,384.00	\$112,507.20	\$113,568.00	\$114,753.60	\$115,897.60	\$117,020.80	\$118,206.40	\$119,392.00	\$120,577.60	\$121,784.00	\$123,032.00
· · · · · · · · · · · · · · · · · · ·	V110,200.00	V111,0000	V112,507.120	\$110,000.00	V11 1,7 55100	V115,057.00	0117,020.00	V110,2001.0	V115,052.00	0120,077.100	0121,701.00	V120,002.00
Steps	49	50	51	52	53	54	55					
Hourly	\$59.72	\$60.33	\$60.93	\$61.53	\$62.17	\$62.79	\$63.41					
				\$01.55								
Biweekly	\$4,777.60	\$4,826.40	\$4,874.40	\$4,922.40	\$4,973.60	\$5,023.20	\$5,072.80					
Annually	\$124,217.60	\$125,486.40	\$126,734.40	\$127,982.40	\$129,313.60	\$130,603.20	\$131,892.80					
. 00												
Grade 82												
					_		_					
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$41.74	\$42.17	\$42.57	\$43.00	\$43.44	\$43.86	\$44.30	\$44.77	\$45.20	\$45.64	\$46.11	\$46.57
Steps	_	_	-	-	_			_				
Steps Hourly	\$41.74	\$42.17	\$42.57	\$43.00	\$43.44	\$43.86	\$44.30	\$44.77	\$45.20	\$45.64	\$46.11	\$46.57
Steps Hourly Biweekly Annually	\$41.74 \$3,339.20	\$42.17 \$3,373.60	\$42.57 \$3,405.60	\$43.00 \$3,440.00	\$43.44 \$3,475.20	\$43.86 \$3,508.80	\$44.30 \$3,544.00	\$44.77 \$3,581.60	\$45.20 \$3,616.00	\$45.64 \$3,651.20	\$46.11 \$3,688.80	\$46.57 \$3,725.60
Steps Hourly Biweekly	\$41.74 \$3,339.20	\$42.17 \$3,373.60	\$42.57 \$3,405.60	\$43.00 \$3,440.00	\$43.44 \$3,475.20	\$43.86 \$3,508.80	\$44.30 \$3,544.00	\$44.77 \$3,581.60	\$45.20 \$3,616.00	\$45.64 \$3,651.20	\$46.11 \$3,688.80	\$46.57 \$3,725.60
Steps Hourly Biweekly Annually Steps	\$41.74 \$3,339.20 \$86,819.20	\$42.17 \$3,373.60 \$87,713.60	\$42.57 \$3,405.60 \$88,545.60	\$43.00 \$3,440.00 \$89,440.00	\$43.44 \$3,475.20 \$90,355.20	\$43.86 \$3,508.80 \$91,228.80	\$44.30 \$3,544.00 \$92,144.00	\$44.77 \$3,581.60 \$93,121.60	\$45.20 \$3,616.00 \$94,016.00	\$45.64 \$3,651.20 \$94,931.20	\$46.11 \$3,688.80 \$95,908.80	\$46.57 \$3,725.60 \$96,865.60
Steps Hourly Biweekly Annually Steps Hourly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20
Steps Hourly Biweekly Annually Steps Hourly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00 31 \$56.26 \$4,500.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97 \$4,637.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55 \$4,684.00	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00 31 \$56.26 \$4,500.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97 \$4,637.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55 \$4,684.00	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80 \$110,260.80	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00 \$113,568.00	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60 \$114,753.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60 \$115,897.60	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00 31 \$56.26 \$4,500.80 \$117,020.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40 \$118,206.40	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00 \$119,392.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97 \$4,637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55 \$4,684.00 \$121,784.00	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00 \$123,032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80 \$110,260.80	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00 \$113,568.00 40 \$61.53	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60 \$114,753.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60 \$115,897.60	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00 31 \$56.26 \$4,500.80 \$117,020.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40 \$118,206.40	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00 \$119,392.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97 \$4,637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55 \$4,684.00 \$121,784.00	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00 \$123,032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80 \$110,260.80 37 \$59.72 \$4,777.60	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00 38 \$60.33 \$4,826.40	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20 39 \$60.93 \$4,874.40	\$43.00 \$3,440.00 \$89,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00 \$113,568.00 \$61.53 \$4,922.40	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60 \$114,753.60 41 \$62.17 \$4,973.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60 \$115,897.60 42 \$62.79 \$5,023.20	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00 31 \$56.26 \$4,500.80 \$117,020.80 43 \$63.41 \$5,072.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40 \$118,206.40 44 \$64.05 \$5,124.00	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00 \$119,392.00 45 \$64.69 \$5,175.20	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97 \$4,637.60 \$120,577.60 46 \$65.34 \$5,227.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55 \$4,684.00 \$121,784.00 47 \$65.98 \$5,278.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00 \$123,032.00 48 \$66.65 \$5,332.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.74 \$3,339.20 \$86,819.20 13 \$47.04 \$3,763.20 \$97,843.20 25 \$53.01 \$4,240.80 \$110,260.80	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20	\$43.00 \$3,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00 \$113,568.00 40 \$61.53	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60 \$114,753.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60 \$115,897.60	\$44.30 \$3,544.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00 31 \$56.26 \$4,500.80 \$117,020.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40 \$118,206.40	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00 \$119,392.00	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97 \$4,637.60 \$120,577.60	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55 \$4,684.00 \$121,784.00	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00 \$123,032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$41.74 \$3,339.20 \$86,819.20 \$13 \$47.04 \$3,763.20 \$97,843.20 \$53.01 \$4,240.80 \$110,260.80 \$7 \$59.72 \$4,777.60 \$124,217.60	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00 38 \$60.33 \$4,826.40 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20 39 \$60.93 \$4,874.40 \$126,734.40	\$43.00 \$3,440.00 \$89,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$127,982.40	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60 \$114,753.60 41 \$62.17 \$4,973.60 \$129,313.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60 \$115,897.60 42 \$62.79 \$5,023.20 \$130,603.20	\$44.30 \$3,544.00 \$92,144.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00 31 \$56.26 \$4,500.80 \$117,020.80 43 \$63.41 \$5,072.80 \$131,892.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40 \$118,206.40 44 \$64.05 \$5,124.00	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00 \$119,392.00 45 \$64.69 \$5,175.20	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97 \$4,637.60 \$120,577.60 46 \$65.34 \$5,227.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55 \$4,684.00 \$121,784.00 47 \$65.98 \$5,278.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00 \$123,032.00 48 \$66.65 \$5,332.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$41.74 \$3,339.20 \$86,819.20 \$13 \$47.04 \$3,763.20 \$97,843.20 \$25 \$53.01 \$4,240.80 \$110,260.80 \$7 \$59.72 \$4,777.60 \$124,217.60	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00 38 \$60.33 \$4,826.40 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20 39 \$60.93 \$4,874.40 \$126,734.40	\$43.00 \$3,440.00 \$89,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00 \$113,568.00 40 \$61.53 \$4,922.40 \$127,982.40	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60 \$114,753.60 41 \$62.17 \$4,973.60 \$129,313.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60 \$115,897.60 42 \$62.79 \$5,023.20 \$130,603.20	\$44.30 \$3,544.00 \$92,144.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00 31 \$56.26 \$4,500.80 \$117,020.80 43 \$63.41 \$5,072.80 \$131,892.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40 \$118,206.40 44 \$64.05 \$5,124.00	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00 \$119,392.00 45 \$64.69 \$5,175.20	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97 \$4,637.60 \$120,577.60 46 \$65.34 \$5,227.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55 \$4,684.00 \$121,784.00 47 \$65.98 \$5,278.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00 \$123,032.00 48 \$66.65 \$5,332.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.74 \$3,339.20 \$86,819.20 \$13 \$47.04 \$3,763.20 \$97,843.20 \$25 \$53.01 \$4,240.80 \$110,260.80 \$7 \$59.72 \$4,777.60 \$124,217.60	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00 38 \$60.33 \$4,826.40 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20 39 \$60.93 \$4,874.40 \$126,734.40	\$43.00 \$3,440.00 \$89,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00 \$113,568.00 40 \$61.53 \$4,922.40 \$127,982.40 \$127,982.40	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60 \$114,753.60 41 \$62.17 \$4,973.60 \$129,313.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60 \$115,897.60 42 \$62.79 \$5,023.20 \$130,603.20 54 \$70.75	\$44.30 \$3,544.00 \$92,144.00 \$19 \$49.95 \$3,996.00 \$103,896.00 \$117,020.80 \$117,020.80 \$131,892.80 \$131,892.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40 \$118,206.40 44 \$64.05 \$5,124.00	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00 \$119,392.00 45 \$64.69 \$5,175.20	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97 \$4,637.60 \$120,577.60 46 \$65.34 \$5,227.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55 \$4,684.00 \$121,784.00 47 \$65.98 \$5,278.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00 \$123,032.00 48 \$66.65 \$5,332.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$41.74 \$3,339.20 \$86,819.20 \$13 \$47.04 \$3,763.20 \$97,843.20 \$25 \$53.01 \$4,240.80 \$110,260.80 \$7 \$59.72 \$4,777.60 \$124,217.60	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00 38 \$60.33 \$4,826.40 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20 39 \$60.93 \$4,874.40 \$126,734.40	\$43.00 \$3,440.00 \$89,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00 \$113,568.00 40 \$61.53 \$4,922.40 \$127,982.40	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60 \$114,753.60 41 \$62.17 \$4,973.60 \$129,313.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60 \$115,897.60 42 \$62.79 \$5,023.20 \$130,603.20	\$44.30 \$3,544.00 \$92,144.00 \$92,144.00 19 \$49.95 \$3,996.00 \$103,896.00 31 \$56.26 \$4,500.80 \$117,020.80 43 \$63.41 \$5,072.80 \$131,892.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40 \$118,206.40 44 \$64.05 \$5,124.00	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00 \$119,392.00 45 \$64.69 \$5,175.20	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97 \$4,637.60 \$120,577.60 46 \$65.34 \$5,227.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55 \$4,684.00 \$121,784.00 47 \$65.98 \$5,278.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00 \$123,032.00 48 \$66.65 \$5,332.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.74 \$3,339.20 \$86,819.20 \$13 \$47.04 \$3,763.20 \$97,843.20 \$25 \$53.01 \$4,240.80 \$110,260.80 \$7 \$59.72 \$4,777.60 \$124,217.60	\$42.17 \$3,373.60 \$87,713.60 14 \$47.49 \$3,799.20 \$98,779.20 26 \$53.55 \$4,284.00 \$111,384.00 38 \$60.33 \$4,826.40 \$125,486.40	\$42.57 \$3,405.60 \$88,545.60 15 \$48.00 \$3,840.00 \$99,840.00 27 \$54.09 \$4,327.20 \$112,507.20 39 \$60.93 \$4,874.40 \$126,734.40	\$43.00 \$3,440.00 \$89,440.00 \$89,440.00 16 \$48.45 \$3,876.00 \$100,776.00 28 \$54.60 \$4,368.00 \$113,568.00 40 \$61.53 \$4,922.40 \$127,982.40 \$127,982.40	\$43.44 \$3,475.20 \$90,355.20 17 \$48.95 \$3,916.00 \$101,816.00 29 \$55.17 \$4,413.60 \$114,753.60 41 \$62.17 \$4,973.60 \$129,313.60	\$43.86 \$3,508.80 \$91,228.80 18 \$49.44 \$3,955.20 \$102,835.20 30 \$55.72 \$4,457.60 \$115,897.60 42 \$62.79 \$5,023.20 \$130,603.20 54 \$70.75	\$44.30 \$3,544.00 \$92,144.00 \$19 \$49.95 \$3,996.00 \$103,896.00 \$117,020.80 \$117,020.80 \$131,892.80 \$131,892.80	\$44.77 \$3,581.60 \$93,121.60 20 \$50.44 \$4,035.20 \$104,915.20 32 \$56.83 \$4,546.40 \$118,206.40 44 \$64.05 \$5,124.00	\$45.20 \$3,616.00 \$94,016.00 21 \$50.95 \$4,076.00 \$105,976.00 33 \$57.40 \$4,592.00 \$119,392.00 45 \$64.69 \$5,175.20	\$45.64 \$3,651.20 \$94,931.20 22 \$51.44 \$4,115.20 \$106,995.20 34 \$57.97 \$4,637.60 \$120,577.60 46 \$65.34 \$5,227.20	\$46.11 \$3,688.80 \$95,908.80 23 \$51.98 \$4,158.40 \$108,118.40 35 \$58.55 \$4,684.00 \$121,784.00 47 \$65.98 \$5,278.40	\$46.57 \$3,725.60 \$96,865.60 24 \$52.49 \$4,199.20 \$109,179.20 36 \$59.15 \$4,732.00 \$123,032.00 48 \$66.65 \$5,332.00

(Non-bargaining unit)

NENANA (20%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$47.04	\$47.49	\$48.00	\$48.45	\$48.95	\$49.44	\$49.95	\$50.44	\$50.95	\$51.44	\$51.98	\$52.49
Biweekly Annually	\$3,763.20 \$97,843.20	\$3,799.20 \$98,779.20	\$3,840.00 \$99,840.00	\$3,876.00 \$100,776.00	\$3,916.00 \$101,816.00	\$3,955.20 \$102,835.20	\$3,996.00 \$103,896.00	\$4,035.20 \$104,915.20	\$4,076.00 \$105,976.00	\$4,115.20 \$106,995.20	\$4,158.40 \$108,118.40	\$4,199.20 \$109,179.20
	337,043.20	330,773.20	333,840.00	3100,770.00	3101,010.00	3102,033.20	3103,030.00	3104,313.20	3103,570.00	3100,333.20	3100,110.40	
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$53.01	\$53.55	\$54.09	\$54.60	\$55.17	\$55.72	\$56.26	\$56.83	\$57.40	\$57.97	\$58.55	\$59.15
Biweekly	\$4,240.80	\$4,284.00	\$4,327.20 \$112,507.20	\$4,368.00	\$4,413.60	\$4,457.60	\$4,500.80	\$4,546.40	\$4,592.00	\$4,637.60	\$4,684.00	\$4,732.00 \$123,032.00
Annually	\$110,260.80	\$111,384.00	\$112,507.20	\$113,568.00	\$114,753.60	\$115,897.60	\$117,020.80	\$118,206.40	\$119,392.00	\$120,577.60	\$121,784.00	\$123,032.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$59.72	\$60.33	\$60.93	\$61.53	\$62.17	\$62.79	\$63.41	\$64.05	\$64.69	\$65.34	\$65.98	\$66.65
Biweekly	\$4,777.60	\$4,826.40	\$4,874.40	\$4,922.40	\$4,973.60	\$5,023.20	\$5,072.80	\$5,124.00	\$5,175.20	\$5,227.20	\$5,278.40	\$5,332.00
Annually	\$124,217.60	\$125,486.40	\$126,734.40	\$127,982.40	\$129,313.60	\$130,603.20	\$131,892.80	\$133,224.00	\$134,555.20	\$135,907.20	\$137,238.40	\$138,632.00
Steps												
Hourly	37 \$67.31	38 \$67.99	39 \$68.66	40 \$69.36	41 \$70.06	42 \$70.75	43 \$71.46	44 \$72.19	45 \$72.90	46 \$73.62	47 \$74.35	48 \$75.09
Biweekly	\$5,384.80	\$5,439.20	\$5,492.80	\$5,548.80	\$5,604.80	\$5,660.00	\$5,716.80	\$5,775.20	\$5,832.00	\$5,889.60	\$5,948.00	\$6,007.20
Annually	\$140,004.80	\$141,419.20	\$142,812.80	\$144,268.80	\$145,724.80	\$147,160.00	\$148,636.80	\$150,155.20	\$151,632.00	\$153,129.60	\$154,648.00	\$156,187.20
									*			7-007-00
Steps	49	50	51	52	53	54	55					
Hourly	\$75.84	\$76.60	\$77.36	\$78.15	\$78.92	\$79.73	\$80.52					
Biweekly	\$6,067.20	\$6,128.00	\$6,188.80	\$6,252.00	\$6,313.60	\$6,378.40	\$6,441.60					
Annually	\$157,747.20	\$159,328.00	\$160,908.80	\$162,552.00	\$164,153.60	\$165,838.40	\$167,481.60					
Grade 84												
Grade 0-1												
Steps	1	2	3	. 4	5	6	. 7	. 8	. 9	10	11	12
Steps Hourly	\$51.44	\$51.98	\$52.49	\$53.01	\$53.55	\$54.09	\$54.60	\$55.17	\$55.72	\$56.26	\$56.83	\$57.40
Steps Hourly Biweekly	\$51.44 \$4,115.20	\$51.98 \$4,158.40	\$52.49 \$4,199.20	\$53.01 \$4,240.80	\$53.55 \$4,284.00	\$54.09 \$4,327.20	\$54.60 \$4,368.00	\$55.17 \$4,413.60	\$55.72 \$4,457.60	\$56.26 \$4,500.80	\$56.83 \$4,546.40	\$57.40 \$4,592.00
Steps Hourly	\$51.44	\$51.98	\$52.49	\$53.01	\$53.55	\$54.09	\$54.60	\$55.17	\$55.72	\$56.26	\$56.83	\$57.40
Steps Hourly Biweekly Annually Steps	\$51.44 \$4,115.20 \$106,995.20	\$51.98 \$4,158.40 \$108,118.40	\$52.49 \$4,199.20 \$109,179.20	\$53.01 \$4,240.80 \$110,260.80	\$53.55 \$4,284.00 \$111,384.00	\$54.09 \$4,327.20 \$112,507.20	\$54.60 \$4,368.00 \$113,568.00	\$55.17 \$4,413.60 \$114,753.60	\$55.72 \$4,457.60 \$115,897.60	\$56.26 \$4,500.80 \$117,020.80	\$56.83 \$4,546.40 \$118,206.40	\$57.40 \$4,592.00 \$119,392.00
Steps Hourly Biweekly Annually Steps Hourly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53 \$4,922.40	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5,175.20
Steps Hourly Biweekly Annually Steps Hourly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53 \$4,922.40	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5,175.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53 \$4,922.40 \$127,982.40 31 \$69.36	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130,603.20	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80 \$131,892.80 34 \$71.46	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5,175.20 \$134,555.20 36 \$72.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34 \$5,227.20	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00 26 \$65.98 \$5,278.40	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65 \$5,332.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5,384.80	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40 29 \$67.99 \$5,439.20	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40 30 \$68.66 \$5,492.80	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53 \$4,922.40 \$127,982.40 31 \$69.36 \$5,548.80	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130,603.20 33 \$70.75 \$5,660.00	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80 \$131,892.80 34 \$71.46 \$5,716.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19 \$5,775.20	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5,175.20 \$134,555.20 36 \$72.90 \$5,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00 26 \$65.98	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40 30 \$68.66	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53 \$4,922.40 \$127,982.40 31 \$69.36	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130,603.20 33 \$70.75	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80 \$131,892.80 34 \$71.46	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19	\$57.40 \$4,592.00 \$119,392.00 24 \$64.69 \$5,175.20 \$134,555.20 36 \$72.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34 \$5,227.20 \$135,907.20	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00 26 \$65.98 \$5,278.40 \$137,238.40	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65 \$5,332.00 \$138,632.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5,384.80 \$140,004.80	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40 29 \$67.99 \$5,439.20 \$141,419.20	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40 30 \$68.66 \$5,492.80 \$142,812.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$127,982.40 \$127,982.40 \$127,982.40 \$144,268.80	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80 \$145,724.80	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130,603.20 33 \$70.75 \$5,660.00 \$147,160.00	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80 \$131,892.80 34 \$71.46 \$5,716.80 \$148,636.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150,155.20	\$57.40 \$4,592.00 \$119,392.00 \$14 \$64.69 \$5,175.20 \$134,555.20 \$72.90 \$5,832.00 \$151,632.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34 \$5,227.20 \$135,907.20	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00 26 \$65.98 \$5,278.40 \$137,238.40	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65 \$5,332.00 \$138,632.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5,384.80 \$140,004.80	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40 29 \$67.99 \$5,439.20 \$141,419.20	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40 30 \$68.66 \$5,492.80 \$142,812.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$127,982.40 \$127,982.40 \$127,982.40 \$144,268.80	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80 \$145,724.80	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130,603.20 33 \$70.75 \$5,660.00 \$147,160.00	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80 \$131,892.80 34 \$71.46 \$5,716.80 \$148,636.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150,155.20	\$57.40 \$4,592.00 \$119,392.00 \$14 \$64.69 \$5,175.20 \$134,555.20 \$72.90 \$5,832.00 \$151,632.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34 \$5,227.20 \$135,907.20	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00 26 \$65.98 \$5,278.40 \$137,238.40 38 \$74.35	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65 \$5,332.00 \$138,632.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5,384.80 \$140,004.80	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40 29 \$67.99 \$5,439.20 \$141,419.20	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40 30 \$68.66 \$5,492.80 \$142,812.80	\$54.60 \$4,368.00 \$113,568.00 19 \$61.53 \$4,922.40 \$127,982.40 31 \$69.36 \$5,548.80 \$144,268.80	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80 \$145,724.80	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130,603.20 33 \$70.75 \$5,660.00 \$147,160.00	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80 \$131,892.80 34 \$71.46 \$5,716.80 \$148,636.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150,155.20	\$57.40 \$4,592.00 \$119,392.00 \$14 \$64.69 \$5,175.20 \$134,555.20 \$72.90 \$5,832.00 \$151,632.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34 \$5,227.20 \$135,907.20	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00 26 \$65.98 \$5,278.40 \$137,238.40	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65 \$5,332.00 \$138,632.00	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5,384.80 \$140,004.80	\$53.55 \$4,284.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40 29 \$67.99 \$5,439.20 \$141,419.20	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40 30 \$68.66 \$5,492.80 \$142,812.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$127,982.40 \$127,982.40 \$127,982.40 \$144,268.80	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80 \$145,724.80	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130,603.20 33 \$70.75 \$5,660.00 \$147,160.00	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80 \$131,892.80 34 \$71.46 \$5,716.80 \$148,636.80	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150,155.20	\$57.40 \$4,592.00 \$119,392.00 \$14 \$64.69 \$5,175.20 \$134,555.20 \$72.90 \$5,832.00 \$151,632.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34 \$5,227.20 \$135,907.20 37 \$73.62 \$5,889.60 \$153,129.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00 26 \$65.98 \$5,278.40 \$137,238.40 38 \$74.35 \$5,948.00 \$154,648.00	\$52.49 \$4,199.20 \$109,179.20 \$15 \$59.15 \$4,732.00 \$123,032.00 \$66.65 \$5,332.00 \$138,632.00 \$75.09 \$6,007.20 \$156,187.20	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5,384.80 \$140,004.80 40 \$75.84 \$6,067.20 \$157,747.20	\$53.55 \$4,284.00 \$111,384.00 \$111,384.00 17 \$60.33 \$4,826.40 \$125,486.40 \$125,486.40 \$41,419.20 \$141,419.20 \$141,419.20 \$159,328.00	\$54.09 \$4,327.20 \$112,507.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40 30 \$68.66 \$5,492.80 \$142,812.80 42 \$77.36 \$6,188.80 \$160,908.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$127,982.40 \$127,982.40 \$127,982.40 \$144,268.80 \$144,268.80 \$43 \$78.15 \$6,252.00 \$162,552.00	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80 \$145,724.80 44 \$78.92 \$6,313.60	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130,603.20 33 \$70.75 \$5,660.00 \$147,160.00 45 \$79.73 \$6,378.40	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80 \$131,892.80 34 \$71.46 \$5,716.80 \$148,636.80 46 \$80.52 \$6,441.60	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150,155.20 47 \$81.34 \$6,507.20	\$57.40 \$4,592.00 \$119,392.00 \$14 \$64.69 \$5,175.20 \$134,555.20 \$6 \$72.90 \$5,832.00 \$151,632.00 \$82.13 \$6,570.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34 \$5,227.20 \$135,907.20 37 \$73.62 \$5,889.60 \$153,129.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00 26 \$65.98 \$5,278.40 \$137,238.40 38 \$74.35 \$5,948.00 \$154,648.00	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65 \$5,332.00 \$138,632.00 39 \$75.09 \$6,007.20 \$156,187.20	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5,384.80 \$140,004.80 40 \$75.84 \$6,067.20 \$157,747.20	\$53.55 \$4,284.00 \$111,384.00 \$111,384.00 \$17 \$60.33 \$4,826.40 \$125,486.40 \$125,486.40 \$67.99 \$5,439.20 \$141,419.20 \$141,419.20 \$159,328.00 \$159,328.00	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40 \$68.66 \$5,492.80 \$142,812.80 42 \$77.36 \$6,188.80 \$160,908.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$113,568.00 \$19 \$61.53 \$4,922.40 \$127,982.40 \$127,982.40 \$144,268.80 \$144,268.80 \$78.15 \$6,252.00 \$162,552.00	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80 \$145,724.80 44 \$78.92 \$6,313.60	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130,603.20 33 \$70.75 \$5,660.00 \$147,160.00 45 \$79.73 \$6,378.40	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80 \$131,892.80 34 \$71.46 \$5,716.80 \$148,636.80 46 \$80.52 \$6,441.60	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150,155.20 47 \$81.34 \$6,507.20	\$57.40 \$4,592.00 \$119,392.00 \$14 \$64.69 \$5,175.20 \$134,555.20 \$6 \$72.90 \$5,832.00 \$151,632.00 \$82.13 \$6,570.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34 \$5,227.20 \$135,907.20 37 \$73.62 \$5,889.60 \$153,129.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00 26 \$65.98 \$5,278.40 \$137,238.40 38 \$74.35 \$5,948.00 \$154,648.00	\$52.49 \$4,199.20 \$109,179.20 \$15,15 \$4,732.00 \$123,032.00 \$13,032.00 \$138,632.00 \$138,632.00 \$156,187.20 \$156,187.20	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5,384.80 \$140,004.80 40 \$75.84 \$6,067.20 \$157,747.20	\$53.55 \$4,284.00 \$111,384.00 \$111,384.00 \$17 \$60.33 \$4,826.40 \$125,486.40 \$125,486.40 \$67.99 \$5,439.20 \$141,419.20 \$141,419.20 \$159,328.00 \$159,328.00	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40 30 \$68.66 \$5,492.80 \$142,812.80 42 \$77.36 \$6,188.80 \$160,908.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$113,568.00 \$19 \$61.53 \$4,922.40 \$127,982.40 \$127,982.40 \$144,268.80 \$144,268.80 \$144,268.80 \$144,268.80 \$144,268.80 \$162,552.00 \$162,552.00 \$162,552.00	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80 \$145,724.80 44 \$78.92 \$6,313.60	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130,603.20 33 \$70.75 \$5,660.00 \$147,160.00 45 \$79.73 \$6,378.40	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80 \$131,892.80 34 \$71.46 \$5,716.80 \$148,636.80 46 \$80.52 \$6,441.60	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150,155.20 47 \$81.34 \$6,507.20	\$57.40 \$4,592.00 \$119,392.00 \$14 \$64.69 \$5,175.20 \$134,555.20 \$6 \$72.90 \$5,832.00 \$151,632.00 \$82.13 \$6,570.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$51.44 \$4,115.20 \$106,995.20 13 \$57.97 \$4,637.60 \$120,577.60 25 \$65.34 \$5,227.20 \$135,907.20 37 \$73.62 \$5,889.60 \$153,129.60	\$51.98 \$4,158.40 \$108,118.40 14 \$58.55 \$4,684.00 \$121,784.00 26 \$65.98 \$5,278.40 \$137,238.40 38 \$74.35 \$5,948.00 \$154,648.00	\$52.49 \$4,199.20 \$109,179.20 15 \$59.15 \$4,732.00 \$123,032.00 27 \$66.65 \$5,332.00 \$138,632.00 39 \$75.09 \$6,007.20 \$156,187.20	\$53.01 \$4,240.80 \$110,260.80 16 \$59.72 \$4,777.60 \$124,217.60 28 \$67.31 \$5,384.80 \$140,004.80 40 \$75.84 \$6,067.20 \$157,747.20	\$53.55 \$4,284.00 \$111,384.00 \$111,384.00 \$17 \$60.33 \$4,826.40 \$125,486.40 \$125,486.40 \$67.99 \$5,439.20 \$141,419.20 \$141,419.20 \$159,328.00 \$159,328.00	\$54.09 \$4,327.20 \$112,507.20 18 \$60.93 \$4,874.40 \$126,734.40 \$68.66 \$5,492.80 \$142,812.80 42 \$77.36 \$6,188.80 \$160,908.80	\$54.60 \$4,368.00 \$113,568.00 \$113,568.00 \$113,568.00 \$19 \$61.53 \$4,922.40 \$127,982.40 \$127,982.40 \$144,268.80 \$144,268.80 \$78.15 \$6,252.00 \$162,552.00	\$55.17 \$4,413.60 \$114,753.60 20 \$62.17 \$4,973.60 \$129,313.60 32 \$70.06 \$5,604.80 \$145,724.80 44 \$78.92 \$6,313.60	\$55.72 \$4,457.60 \$115,897.60 21 \$62.79 \$5,023.20 \$130,603.20 33 \$70.75 \$5,660.00 \$147,160.00 45 \$79.73 \$6,378.40	\$56.26 \$4,500.80 \$117,020.80 22 \$63.41 \$5,072.80 \$131,892.80 34 \$71.46 \$5,716.80 \$148,636.80 46 \$80.52 \$6,441.60	\$56.83 \$4,546.40 \$118,206.40 23 \$64.05 \$5,124.00 \$133,224.00 35 \$72.19 \$5,775.20 \$150,155.20 47 \$81.34 \$6,507.20	\$57.40 \$4,592.00 \$119,392.00 \$14 \$64.69 \$5,175.20 \$134,555.20 \$6 \$72.90 \$5,832.00 \$151,632.00 \$82.13 \$6,570.40

(Non-bargaining unit)

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

Grade 73 - Do Not Use

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$19.34	\$19.53	\$19.75	\$19.94	\$20.14	\$20.34	\$20.53	\$20.74	\$20.96	\$21.17	\$21.38	\$21.59
Biweekly	\$1,547.20	\$1,562.40	\$1,580.00	\$1,595.20	\$1,611.20	\$1,627.20	\$1,642.40	\$1,659.20	\$1,676.80	\$1,693.60	\$1,710.40	\$1,727.20
Annually	\$40,227.20	\$40,622.40	\$41,080.00	\$41,475.20	\$41,891.20	\$42,307.20	\$42,702.40	\$43,139.20	\$43,596.80	\$44,033.60	\$44,470.40	\$44,907.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.81	\$22.02	\$22.23	\$22.46	\$22.69	\$22.93	\$23.16	\$23.38	\$23.60	\$23.84	\$24.09	\$24.33
Biweekly	\$1,744.80	\$1,761.60	\$1,778.40	\$1,796.80	\$1,815.20	\$1,834.40	\$1,852.80	\$1,870.40	\$1,888.00	\$1,907.20	\$1,927.20	\$1,946.40
Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,716.80	\$47,195.20	\$47,694.40	\$48,172.80	\$48,630.40	\$49,088.00	\$49,587.20	\$50,107.20	\$50,606.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$24.56	\$24.81	\$25.08	\$25.29	\$25.57	\$25.82	\$26.10	\$26.35	\$26.60	\$26.87	\$27.16	\$27.41
Biweekly	\$1,964.80	\$1,984.80	\$2,006.40	\$2,023.20	\$2,045.60	\$2,065.60	\$2,088.00	\$2,108.00	\$2,128.00	\$2,149.60	\$2,172.80	\$2,192.80
Annually	\$51,084.80	\$51,604.80	\$52,166.40	\$52,603.20	\$53,185.60	\$53,705.60	\$54,288.00	\$54,808.00	\$55,328.00	\$55,889.60	\$56,492.80	\$57,012.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$27.69	\$27.97	\$28.23	\$28.52	\$28.82	\$29.10	\$29.38	\$29.67	\$29.97	\$30.28	\$30.57	\$30.90
Biweekly	\$2,215.20	\$2,237.60	\$2,258.40	\$2,281.60	\$2,305.60	\$2,328.00	\$2,350.40	\$2,373.60	\$2,397.60	\$2,422.40	\$2,445.60	\$2,472.00
Annually	\$57,595.20	\$58,177.60	\$58,718.40	\$59,321.60	\$59,945.60	\$60,528.00	\$61,110.40	\$61,713.60	\$62,337.60	\$62,982.40	\$63,585.60	\$64,272.00
Chama												
Steps	49	50	51	52	53	54	55					
Hourly	\$31.19	\$31.49	\$31.80	\$32.13	\$32.45	\$32.77	\$33.11					
Biweekly	\$2,495.20	\$2,519.20	\$2,544.00	\$2,570.40	\$2,596.00	\$2,621.60	\$2,648.80					
Annually	\$64,875.20	\$65,499.20	\$66,144.00	\$66,830.40	\$67,496.00	\$68,161.60	\$68,868.80					

(Non-bargaining unit)

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

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$21.81	\$22.02	\$22.23	\$22.46	\$22.69	\$22.93	\$23.16	\$23.38	\$23.60	\$23.84	\$24.09	\$24.33
Biweekly	\$1,744.80	\$1,761.60	\$1,778.40	\$1,796.80	\$1,815.20	\$1,834.40	\$1,852.80	\$1,870.40	\$1,888.00	\$1,907.20	\$1,927.20	\$1,946.40
Annually	\$45,364.80	\$45,801.60	\$46,238.40	\$46,716.80	\$47,195.20	\$47,694.40	\$48,172.80	\$48,630.40	\$49,088.00	\$49,587.20	\$50,107.20	\$50,606.40
Ailliadily	343,304.00	343,001.00	340,230.40	340,710.00	347,133.20	347,034.40	340,172.00	340,030.40	345,000.00	343,307.20	330,107.20	330,000.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$24.56	\$24.81	\$25.08	\$25.29	\$25.57	\$25.82	\$26.10	\$26.35	\$26.60	\$26.87	\$27.16	\$27.41
Biweekly	\$1,964.80	\$1,984.80	\$2,006.40	\$2,023.20	\$2,045.60	\$2,065.60	\$2,088.00	\$2,108.00	\$2,128.00	\$2,149.60	\$2,172.80	\$2,192.80
Annually	\$51,084.80	\$51,604.80	\$52,166.40	\$52,603.20	\$53,185.60	\$53,705.60	\$54,288.00	\$54,808.00	\$55,328.00	\$55,889.60	\$56,492.80	\$57,012.80
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$27.69	\$27.97	\$28.23	\$28.52	\$28.82	\$29.10	\$29.38	\$29.67	\$29.97	\$30.28	\$30.57	\$30.90
Biweekly	\$2,215.20	\$2,237.60	\$2,258.40	\$2,281.60	\$2,305.60	\$2,328.00	\$2,350.40	\$2,373.60	\$2,397.60	\$2,422.40	\$2,445.60	\$2,472.00
Annually	\$57,595.20	\$58,177.60	\$58,718.40	\$59,321.60	\$59,945.60	\$60,528.00	\$61,110.40	\$61,713.60	\$62,337.60	\$62,982.40	\$63,585.60	\$64,272.00
Allitually	337,393.20	\$38,177.00	336,716.40	\$59,521.00	\$35,543.00	300,328.00	301,110.40	301,713.00	302,337.00	302,362.40	303,383.00	304,272.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$31.19	\$31.49	\$31.80	\$32.13	\$32.45	\$32.77	\$33.11	\$33.43	\$33.76	\$34.11	\$34.44	\$34.80
Biweekly	\$2,495.20	\$2,519.20	\$2,544.00	\$2,570.40	\$2,596.00	\$2,621.60	\$2,648.80	\$2,674.40	\$2,700.80	\$2,728.80	\$2,755.20	\$2,784.00
-	\$64,875.20	\$65,499.20		\$66,830.40		\$68,161.60	\$68,868.80	\$69,534.40	\$70,220.80	\$70,948.80	\$71,635.20	\$72,384.00
Annually	\$04,875.20	\$65,499.20	\$66,144.00	\$00,830.40	\$67,496.00	\$08,101.00	308,808.80	309,534.40	\$70,220.80	\$70,948.80	\$71,035.20	\$72,384.00
Steps	49	50	51	52	53	54	55					
Hourly	\$35.15	\$35.50	\$35.83	\$36.21	\$36.57	\$36.94	\$37.32					
	\$2,812.00	\$2,840.00	\$2,866.40	\$2,896.80	\$2,925.60		\$2,985.60					
Biweekly						\$2,955.20						
Annually	\$73,112.00	\$73,840.00	\$74,526.40	\$75,316.80	\$76,065.60	\$76,835.20	\$77,625.60					
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$24.56	\$24.81	\$25.08	\$25.29	\$25.57	\$25.82	\$26.10	\$26.35	\$26.60	\$26.87	\$27.16	\$27.41
Biweekly	\$1,964.80	\$1,984.80	\$2,006.40	\$2,023.20	\$2,045.60	\$2,065.60	\$2,088.00	\$2,108.00	\$2,128.00	\$2,149.60	\$2,172.80	\$2,192.80
Annually	\$51,084.80	\$51,604.80	\$52,166.40	\$52,603.20	\$53,185.60	\$53,705.60	\$54,288.00	\$54,808.00	\$55,328.00	\$55,889.60	\$56,492.80	\$57,012.80
Aillidally	331,004.00	\$31,004.00	\$32,100. 4 0	\$52,005.20	\$55,165.00	\$55,705.00	\$34,200.00	754,808.00	\$55,528.00	JJJ,00J.00	JJ0,4J2.00	J37,012.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$27.69	\$27.97	\$28.23	\$28.52	\$28.82	\$29.10	\$29.38	\$29.67	\$29.97	\$30.28	\$30.57	\$30.90
Biweekly	\$2,215.20	\$2,237.60	\$2,258.40	\$2,281.60	\$2,305.60	\$2,328.00	\$2,350.40	\$2,373.60	\$2,397.60	\$2,422.40	\$2,445.60	\$2,472.00
Annually	\$57,595.20	\$58,177.60	\$58,718.40	\$59,321.60	\$59,945.60	\$60,528.00	\$61,110.40	\$61,713.60	\$62,337.60	\$62,982.40	\$63,585.60	\$64,272.00
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$31.19	\$31.49	\$31.80	\$32.13	\$32.45	\$32.77	\$33.11	\$33.43	\$33.76	\$34.11	\$34.44	\$34.80
Biweekly	\$2,495.20	\$2,519.20	\$2,544.00	\$2,570.40	\$2,596.00	\$2,621.60	\$2,648.80	\$2,674.40	\$2,700.80	\$2,728.80	\$2,755.20	\$2,784.00
Annually	\$64,875.20	\$65,499.20	\$66,144.00	\$66,830.40	\$67,496.00	\$68,161.60	\$68,868.80	\$69,534.40	\$70,220.80	\$70,948.80	\$71,635.20	\$72,384.00
Ailliually	304,873.20	\$05,455.20	300,144.00	300,830.40	\$07,430.00	\$08,101.00	\$08,808.80	303,334.40	\$70,220.80	\$70,546.60	3/1,033.20	\$72,384.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$35.15	\$35.50	\$35.83	\$36.21	\$36.57	\$36.94	\$37.32	\$37.68	\$38.06	\$38.43	\$38.81	\$39.20
Biweekly	\$2,812.00	\$2,840.00	\$2,866.40	\$2,896.80	\$2,925.60	\$2,955.20	\$2,985.60	\$3,014.40	\$3,044.80	\$3,074.40	\$3,104.80	\$3,136.00
Annually	\$73,112.00	\$73,840.00	\$74,526.40	\$75,316.80	\$76,065.60	\$76,835.20	\$77,625.60	\$78,374.40	\$79,164.80	\$79,934.40	\$80,724.80	\$81,536.00
Ailliually	\$75,112.00	\$75,640.00	\$74,320.40	\$75,510.60	\$70,005.00	\$70,655.20	\$77,025.00	\$70,374.40	\$79,104.60	\$79,954.40	300,724.00	\$61,550.00
Steps	49	50	51	52	53	54	55					
Hourly	\$39.60	\$40.00	\$40.39	\$40.80	\$41.21	\$41.61	\$42.02					
Biweekly		\$3,200.00	\$3,231.20	\$3,264.00	\$3,296.80	\$3,328.80	\$3,361.60					
-	\$3,168.00											
Annually	\$82,368.00	\$83,200.00	\$84,011.20	\$84,864.00	\$85,716.80	\$86,548.80	\$87,401.60					

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$27.69	\$27.97	\$28.23	\$28.52	\$28.82	\$29.10	\$29.38	\$29.67	\$29.97	\$30.28	\$30.57	\$30.90
Biweekly	\$2,215.20	\$2,237.60	\$2,258.40	\$2,281.60	\$2,305.60	\$2,328.00	\$2,350.40	\$2,373.60	\$2,397.60	\$2,422.40	\$2,445.60	\$2,472.00
Annually	\$57,595.20	\$58,177.60	\$58,718.40	\$59,321.60	\$59,945.60	\$60,528.00	\$61,110.40	\$61,713.60	\$62,337.60	\$62,982.40	\$63,585.60	\$64,272.00
Steps												
•	13	14	15	16 \$32.13	17	18	19	20	21	22	23 \$34.44	24 \$34.80
Hourly Biweekly	\$31.19 \$2,495.20	\$31.49 \$2,519.20	\$31.80 \$2,544.00	\$32.13 \$2,570.40	\$32.45 \$2,596.00	\$32.77 \$2,621.60	\$33.11 \$2,648.80	\$33.43 \$2,674.40	\$33.76 \$2,700.80	\$34.11 \$2,728.80	\$34.44 \$2,755.20	\$34.80 \$2,784.00
Annually	\$64,875.20	\$65,499.20	\$66,144.00	\$66,830.40	\$67,496.00	\$68,161.60	\$68,868.80	\$69,534.40	\$70,220.80	\$70,948.80	\$71,635.20	\$72,384.00
Ailliually	304,873.20	303,433.20	300,144.00	300,830.40	307,490.00	308,101.00	308,808.80	303,334.40	370,220.80	370,348.80	3/1,033.20	372,364.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$35.15	\$35.50	\$35.83	\$36.21	\$36.57	\$36.94	\$37.32	\$37.68	\$38.06	\$38.43	\$38.81	\$39.20
Biweekly	\$2,812.00	\$2,840.00	\$2,866.40	\$2,896.80	\$2,925.60	\$2,955.20	\$2,985.60	\$3,014.40	\$3,044.80	\$3,074.40	\$3,104.80	\$3,136.00
Annually	\$73,112.00	\$73,840.00	\$74,526.40	\$75,316.80	\$76,065.60	\$76,835.20	\$77,625.60	\$78,374.40	\$79,164.80	\$79,934.40	\$80,724.80	\$81,536.00
Chama												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$39.60	\$40.00	\$40.39	\$40.80	\$41.21	\$41.61	\$42.02	\$42.46	\$42.88	\$43.30	\$43.74	\$44.19
Biweekly	\$3,168.00	\$3,200.00	\$3,231.20	\$3,264.00	\$3,296.80	\$3,328.80	\$3,361.60	\$3,396.80	\$3,430.40	\$3,464.00	\$3,499.20	\$3,535.20
Annually	\$82,368.00	\$83,200.00	\$84,011.20	\$84,864.00	\$85,716.80	\$86,548.80	\$87,401.60	\$88,316.80	\$89,190.40	\$90,064.00	\$90,979.20	\$91,915.20
Steps	49	50	51	52	53	54	55					
Hourly	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.88	\$47.36					
Biweekly	\$3,568.00	\$3,604.80	\$3,640.80	\$3,677.60	\$3,713.60	\$3,750.40	\$3,788.80					
Annually	\$92,768.00	\$93,724.80	\$94,660.80	\$95,617.60	\$96,553.60	\$97,510.40	\$98,508.80					
Grade 78												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade 78 Steps Hourly	1 \$30.28	2 \$30.57	3 \$30.90	4 \$31.19	5 \$31.49	6 \$31.80	7 \$32.13	8 \$32.45	9 \$32.77	10 \$33.11	11 \$33.43	12 \$33.76
Steps		_		-				_				
Steps Hourly	\$30.28	\$30.57	\$30.90	\$31.19	\$31.49	\$31.80	\$32.13	\$32.45	\$32.77	\$33.11	\$33.43	\$33.76
Steps Hourly Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40	\$30.57 \$2,445.60 \$63,585.60	\$30.90 \$2,472.00 \$64,272.00	\$31.19 \$2,495.20 \$64,875.20	\$31.49 \$2,519.20 \$65,499.20	\$31.80 \$2,544.00 \$66,144.00	\$32.13 \$2,570.40 \$66,830.40	\$32.45 \$2,596.00 \$67,496.00	\$32.77 \$2,621.60 \$68,161.60	\$33.11 \$2,648.80 \$68,868.80	\$33.43 \$2,674.40 \$69,534.40	\$33.76 \$2,700.80 \$70,220.80
Steps Hourly Biweekly Annually Steps	\$30.28 \$2,422.40 \$62,982.40	\$30.57 \$2,445.60 \$63,585.60	\$30.90 \$2,472.00 \$64,272.00	\$31.19 \$2,495.20 \$64,875.20	\$31.49 \$2,519.20 \$65,499.20	\$31.80 \$2,544.00 \$66,144.00	\$32.13 \$2,570.40 \$66,830.40	\$32.45 \$2,596.00 \$67,496.00	\$32.77 \$2,621.60 \$68,161.60	\$33.11 \$2,648.80 \$68,868.80	\$33.43 \$2,674.40 \$69,534.40	\$33.76 \$2,700.80 \$70,220.80
Steps Hourly Biweekly Annually Steps Hourly	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06
Steps Hourly Biweekly Annually Steps	\$30.28 \$2,422.40 \$62,982.40	\$30.57 \$2,445.60 \$63,585.60	\$30.90 \$2,472.00 \$64,272.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00	\$31.49 \$2,519.20 \$65,499.20	\$31.80 \$2,544.00 \$66,144.00	\$32.13 \$2,570.40 \$66,830.40	\$32.45 \$2,596.00 \$67,496.00	\$32.77 \$2,621.60 \$68,161.60	\$33.11 \$2,648.80 \$68,868.80	\$33.43 \$2,674.40 \$69,534.40	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2,784.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2,784.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2,784.00 \$72,384.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20	\$30.90 \$2,472.00 \$64,272.00 15 \$34.80 \$2,784.00 \$72,384.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80 25 \$38.43	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2,784.00 \$72,384.00 27 \$39.20	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00 28 \$39.60	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40 30 \$40.39	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60 32 \$41.21	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20 33 \$41.61	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80 25 \$38.43 \$3,074.40 \$79,934.40	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20 26 \$38.81 \$3,104.80	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2,784.00 \$72,384.00 27 \$39.20 \$3,136.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00 28 \$39.60 \$3,168.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00 29 \$40.00 \$3,200.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40 30 \$40.39 \$3,231.20 \$84,011.20	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60 32 \$41.21 \$3,296.80	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20 33 \$41.61 \$3,328.80	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40 35 \$42.46 \$3,396.80	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80 36 \$42.88 \$3,430.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps Steps	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80 25 \$38.43 \$3,074.40 \$79,934.40	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20 26 \$38.81 \$3,104.80 \$80,724.80	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2,784.00 \$72,384.00 \$72,384.00 \$39.20 \$3,136.00 \$81,536.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00 28 \$39.60 \$3,168.00 \$82,368.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00 \$40.00 \$3,200.00 \$83,200.00	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40 30 \$40.39 \$3,231.20 \$84,011.20	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84,864.00	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60 32 \$41.21 \$3,296.80 \$85,716.80	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20 33 \$41.61 \$3,328.80 \$86,548.80	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60 \$87,401.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40 35 \$42.46 \$3,396.80 \$88,316.80	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80 36 \$42.88 \$3,430.40 \$89,190.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80 25 \$38.43 \$3,074.40 \$79,934.40	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20 26 \$38.81 \$3,104.80 \$80,724.80	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2,784.00 \$72,384.00 \$39.20 \$3,136.00 \$81,536.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00 28 \$39.60 \$3,168.00 \$82,368.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00 \$3,200.00 \$83,200.00 \$41 \$45.06	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40 30 \$40.39 \$3,231.20 \$84,011.20	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84,864.00	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60 32 \$41.21 \$3,296.80 \$85,716.80	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20 33 \$41.61 \$3,328.80 \$86,548.80	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60 \$87,401.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40 35 \$42.46 \$3,396.80 \$88,316.80	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80 36 \$42.88 \$3,430.40 \$89,190.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80 25 \$38.43 \$3,074.40 \$79,934.40 37 \$43.30 \$3,464.00	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20 26 \$38.81 \$3,104.80 \$80,724.80 38 \$43.74 \$3,499.20	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2,784.00 \$72,384.00 \$39.20 \$3,136.00 \$81,536.00 \$44.19 \$3,535.20	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00 28 \$39.60 \$3,168.00 \$82,368.00 40 \$44.60 \$3,568.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00 \$3,200.00 \$3,200.00 \$41 \$45.06 \$3,604.80	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40 30 \$40.39 \$3,231.20 \$84,011.20 42 \$45.51 \$3,640.80	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84,864.00 43 \$45.97 \$3,677.60	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60 32 \$41.21 \$3,296.80 \$85,716.80 44 \$46.42 \$3,713.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20 33 \$41.61 \$3,328.80 \$86,548.80 45 \$46.88 \$3,750.40	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60 \$87,401.60 46 \$47.36 \$3,788.80	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40 35 \$42.46 \$3,396.80 \$88,316.80 47 \$47.82 \$3,825.60	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80 36 \$42.88 \$3,430.40 \$89,190.40 48 \$48.31 \$3,864.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80 25 \$38.43 \$3,074.40 \$79,934.40	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20 26 \$38.81 \$3,104.80 \$80,724.80	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2,784.00 \$72,384.00 \$39.20 \$3,136.00 \$81,536.00	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00 28 \$39.60 \$3,168.00 \$82,368.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00 \$3,200.00 \$83,200.00 \$41 \$45.06	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40 30 \$40.39 \$3,231.20 \$84,011.20	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84,864.00	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60 32 \$41.21 \$3,296.80 \$85,716.80	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20 33 \$41.61 \$3,328.80 \$86,548.80	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60 \$87,401.60	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40 35 \$42.46 \$3,396.80 \$88,316.80	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80 36 \$42.88 \$3,430.40 \$89,190.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80 25 \$38.43 \$3,074.40 \$79,934.40 37 \$43.30 \$3,464.00	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20 26 \$38.81 \$3,104.80 \$80,724.80 38 \$43.74 \$3,499.20	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2,784.00 \$72,384.00 \$39.20 \$3,136.00 \$81,536.00 \$44.19 \$3,535.20	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00 28 \$39.60 \$3,168.00 \$82,368.00 40 \$44.60 \$3,568.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00 \$3,200.00 \$3,200.00 \$41 \$45.06 \$3,604.80	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40 30 \$40.39 \$3,231.20 \$84,011.20 42 \$45.51 \$3,640.80	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84,864.00 43 \$45.97 \$3,677.60	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60 32 \$41.21 \$3,296.80 \$85,716.80 44 \$46.42 \$3,713.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20 33 \$41.61 \$3,328.80 \$86,548.80 45 \$46.88 \$3,750.40	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60 \$87,401.60 46 \$47.36 \$3,788.80	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40 35 \$42.46 \$3,396.80 \$88,316.80 47 \$47.82 \$3,825.60	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80 36 \$42.88 \$3,430.40 \$89,190.40 48 \$48.31 \$3,864.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80 25 \$38.43 \$3,074.40 \$79,934.40 37 \$43.30 \$3,464.00 \$90,064.00	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20 26 \$38.81 \$3,104.80 \$80,724.80 38 \$43.74 \$3,499.20 \$90,979.20	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2,784.00 \$72,384.00 \$39.20 \$3,136.00 \$81,536.00 \$44.19 \$3,535.20 \$91,915.20	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00 28 \$39.60 \$3,168.00 \$82,368.00 \$44.60 \$3,568.00 \$92,768.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00 \$3,200.00 \$3,200.00 \$83,200.00 \$41 \$45.06 \$3,604.80 \$93,724.80	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40 30 \$40.39 \$3,231.20 \$84,011.20 42 \$45.51 \$3,640.80 \$94,660.80	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84,864.00 43 \$45.97 \$3,677.60 \$95,617.60	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60 32 \$41.21 \$3,296.80 \$85,716.80 44 \$46.42 \$3,713.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20 33 \$41.61 \$3,328.80 \$86,548.80 45 \$46.88 \$3,750.40	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60 \$87,401.60 46 \$47.36 \$3,788.80	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40 35 \$42.46 \$3,396.80 \$88,316.80 47 \$47.82 \$3,825.60	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80 36 \$42.88 \$3,430.40 \$89,190.40 48 \$48.31 \$3,864.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80 25 \$38.43 \$3,074.40 \$79,934.40 37 \$43.30 \$3,464.00 \$90,064.00	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20 26 \$38.81 \$3,104.80 \$80,724.80 38 \$43.74 \$3,499.20 \$90,979.20 50 \$49.29	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2,784.00 \$72,384.00 \$72,384.00 \$3,136.00 \$81,536.00 \$44.19 \$3,535.20 \$91,915.20	\$31.19 \$2,495.20 \$64,875.20 \$16 \$35.15 \$2,812.00 \$73,112.00 \$3,168.00 \$3,168.00 \$44.60 \$3,568.00 \$92,768.00 \$52 \$50.29	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00 \$3,200.00 \$83,200.00 \$41 \$45.06 \$3,604.80 \$93,724.80	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40 30 \$40.39 \$3,231.20 \$84,011.20 42 \$45.51 \$3,640.80 \$94,660.80	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84,864.00 43 \$45.97 \$3,677.60 \$95,617.60	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60 32 \$41.21 \$3,296.80 \$85,716.80 44 \$46.42 \$3,713.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20 33 \$41.61 \$3,328.80 \$86,548.80 45 \$46.88 \$3,750.40	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60 \$87,401.60 46 \$47.36 \$3,788.80	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40 35 \$42.46 \$3,396.80 \$88,316.80 47 \$47.82 \$3,825.60	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80 36 \$42.88 \$3,430.40 \$89,190.40 48 \$48.31 \$3,864.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$30.28 \$2,422.40 \$62,982.40 13 \$34.11 \$2,728.80 \$70,948.80 25 \$38.43 \$3,074.40 \$79,934.40 37 \$43.30 \$3,464.00 \$90,064.00	\$30.57 \$2,445.60 \$63,585.60 14 \$34.44 \$2,755.20 \$71,635.20 26 \$38.81 \$3,104.80 \$80,724.80 38 \$43.74 \$3,499.20 \$90,979.20	\$30.90 \$2,472.00 \$64,272.00 \$15 \$34.80 \$2,784.00 \$72,384.00 \$39.20 \$3,136.00 \$81,536.00 \$44.19 \$3,535.20 \$91,915.20	\$31.19 \$2,495.20 \$64,875.20 16 \$35.15 \$2,812.00 \$73,112.00 28 \$39.60 \$3,168.00 \$82,368.00 \$44.60 \$3,568.00 \$92,768.00	\$31.49 \$2,519.20 \$65,499.20 17 \$35.50 \$2,840.00 \$73,840.00 \$3,200.00 \$3,200.00 \$83,200.00 \$41 \$45.06 \$3,604.80 \$93,724.80	\$31.80 \$2,544.00 \$66,144.00 18 \$35.83 \$2,866.40 \$74,526.40 30 \$40.39 \$3,231.20 \$84,011.20 42 \$45.51 \$3,640.80 \$94,660.80	\$32.13 \$2,570.40 \$66,830.40 19 \$36.21 \$2,896.80 \$75,316.80 31 \$40.80 \$3,264.00 \$84,864.00 43 \$45.97 \$3,677.60 \$95,617.60	\$32.45 \$2,596.00 \$67,496.00 20 \$36.57 \$2,925.60 \$76,065.60 32 \$41.21 \$3,296.80 \$85,716.80 44 \$46.42 \$3,713.60	\$32.77 \$2,621.60 \$68,161.60 21 \$36.94 \$2,955.20 \$76,835.20 33 \$41.61 \$3,328.80 \$86,548.80 45 \$46.88 \$3,750.40	\$33.11 \$2,648.80 \$68,868.80 22 \$37.32 \$2,985.60 \$77,625.60 34 \$42.02 \$3,361.60 \$87,401.60 46 \$47.36 \$3,788.80	\$33.43 \$2,674.40 \$69,534.40 23 \$37.68 \$3,014.40 \$78,374.40 35 \$42.46 \$3,396.80 \$88,316.80 47 \$47.82 \$3,825.60	\$33.76 \$2,700.80 \$70,220.80 24 \$38.06 \$3,044.80 \$79,164.80 36 \$42.88 \$3,430.40 \$89,190.40 48 \$48.31 \$3,864.80

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$33.11	\$33.43	\$33.76	\$34.11	\$34.44	\$34.80	\$35.15	\$35.50	\$35.83	\$36.21	\$36.57	\$36.94
Biweekly	\$2,648.80	\$2,674.40	\$2,700.80	\$2,728.80	\$2,755.20	\$2,784.00	\$2,812.00	\$2,840.00	\$2,866.40	\$2,896.80	\$2,925.60	\$2,955.20
Annually	\$68,868.80	\$69,534.40	\$70,220.80	\$70,948.80	\$71,635.20	\$72,384.00	\$73,112.00	\$73,840.00	\$74,526.40	\$75,316.80	\$76,065.60	\$76,835.20
7 timiuuny	\$00,000.00	303,331.10	370,220.00	\$70,510.00	371,033.20	372,301.00	373,112.00	\$75,010.00	\$7 1,320.10	\$75,510.00	\$70,005.00	J70,033.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$37.32	\$37.68	\$38.06	\$38.43	\$38.81	\$39.20	\$39.60	\$40.00	\$40.39	\$40.80	\$41.21	\$41.61
Biweekly	\$2,985.60	\$3,014.40	\$3,044.80	\$3,074.40	\$3,104.80	\$3,136.00	\$3,168.00	\$3,200.00	\$3,231.20	\$3,264.00	\$3,296.80	\$3,328.80
Annually	\$77,625.60	\$78,374.40	\$79,164.80	\$79,934.40	\$80,724.80	\$81,536.00	\$82,368.00	\$83,200.00	\$84,011.20	\$84,864.00	\$85,716.80	\$86,548.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$42.02	\$42.46	\$42.88	\$43.30	\$43.74	\$44.19	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.88
Biweekly	\$3,361.60	\$3,396.80	\$3,430.40	\$3,464.00	\$3,499.20	\$3,535.20	\$3,568.00	\$3,604.80	\$3,640.80	\$3,677.60	\$3,713.60	\$3,750.40
Annually	\$87,401.60	\$88,316.80	\$89,190.40	\$90,064.00	\$90,979.20	\$91,915.20	\$92,768.00	\$93,724.80	\$94,660.80	\$95,617.60	\$96,553.60	\$97,510.40
, ,	007,102.00	\$00,020.00	003,1301.10	430,0000	\$30,373.20	V01,010.20	432,700.00	455,721.00	45 1,000100	\$33,017.100	450,555.00	\$57,0201.0
Steps	37	20	20	40	44	42	42	44	45	AC	47	40
-		38	39	40	41	42	43	44	45 ¢51.20	46	47	48
Hourly	\$47.36	\$47.82	\$48.31	\$48.79	\$49.29	\$49.76	\$50.29	\$50.78	\$51.30	\$51.80	\$52.34	\$52.84
Biweekly	\$3,788.80	\$3,825.60	\$3,864.80	\$3,903.20	\$3,943.20	\$3,980.80	\$4,023.20	\$4.062.40	\$4,104.00	\$4,144.00	\$4,187.20	\$4,227.20
Annually	\$98,508.80	\$99,465.60	\$100,484.80	\$101,483.20	\$102,523.20	\$103,500.80	\$104,603.20	\$105,622.40	\$106,704.00	\$107,744.00	\$108,867.20	\$109,907.20
Ctono												
Steps	49	50	51	52	53	54	55					
Hourly	\$53.38	\$53.91	\$54.46	\$55.00	\$55.54	\$56.10	\$56.66					
Biweekly	\$4,270.40	\$4,312.80	\$4,356.80	\$4,400.00	\$4,443.20	\$4,488.00	\$4,532.80					
Annually	\$111,030.40	\$112,132.80	\$113,276.80	\$114,400.00	\$115,523.20	\$116,688.00	\$117,852.80					
C d. 00												
Grade ou												
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$35.83	2 \$36.21	3 \$36.57	4 \$36.94	5 \$37.32	6 \$37.68	7 \$38.06	8 \$38.43	9 \$38.81	10 \$39.20	11 \$39.60	12 \$40.00
Steps	_	_		-	_			_				
Steps Hourly Biweekly	\$35.83 \$2,866.40	\$36.21	\$36.57 \$2,925.60	\$36.94 \$2,955.20	\$37.32 \$2,985.60	\$37.68 \$3,014.40	\$38.06	\$38.43 \$3,074.40	\$38.81 \$3,104.80	\$39.20 \$3,136.00	\$39.60 \$3,168.00	\$40.00 \$3,200.00
Steps Hourly Biweekly Annually	\$35.83	\$36.21 \$2,896.80	\$36.57	\$36.94	\$37.32	\$37.68	\$38.06 \$3,044.80	\$38.43	\$38.81	\$39.20	\$39.60	\$40.00
Steps Hourly Biweekly	\$35.83 \$2,866.40	\$36.21 \$2,896.80	\$36.57 \$2,925.60	\$36.94 \$2,955.20	\$37.32 \$2,985.60	\$37.68 \$3,014.40	\$38.06 \$3,044.80	\$38.43 \$3,074.40	\$38.81 \$3,104.80	\$39.20 \$3,136.00	\$39.60 \$3,168.00	\$40.00 \$3,200.00 \$83,200.00
Steps Hourly Biweekly Annually Steps	\$35.83 \$2,866.40 \$74,526.40	\$36.21 \$2,896.80 \$75,316.80	\$36.57 \$2,925.60 \$76,065.60	\$36.94 \$2,955.20 \$76,835.20	\$37.32 \$2,985.60 \$77,625.60	\$37.68 \$3,014.40 \$78,374.40	\$38.06 \$3,044.80 \$79,164.80	\$38.43 \$3,074.40 \$79,934.40	\$38.81 \$3,104.80 \$80,724.80	\$39.20 \$3,136.00 \$81,536.00	\$39.60 \$3,168.00 \$82,368.00	\$40.00 \$3,200.00 \$83,200.00
Steps Hourly Biweekly Annually Steps Hourly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80
Steps Hourly Biweekly Annually Steps Hourly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20	\$39.60 \$3,168.00 \$82,368.00 \$2,368.00 \$44.60 \$3,568.00 \$92,768.00	\$40.00 \$3,200.00 \$83,200.00 \$45.06 \$3,604.80 \$93,724.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00 35 \$50.29	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00 35 \$50.29 \$4,023.20	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00 35 \$50.29	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00 35 \$50.29 \$4,023.20	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60 \$96,553.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40 \$97,510.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100,484.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20 \$101,483.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102,523.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00 35 \$50.29 \$4,023.20 \$104,603.20	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60 \$96,553.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40 \$97,510.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100,484.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20 \$101,483.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102,523.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00 35 \$50.29 \$4,023.20 \$104,603.20	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60 \$96,553.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40 \$97,510.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100,484.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20 \$101,483.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102,523.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00 35 \$50.29 \$4,023.20 \$104,603.20	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80 37 \$51.30 \$4,104.00	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60 38 \$51.80 \$4,144.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60 \$96,553.60 39 \$52.34 \$4,187.20	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40 \$97,510.40 40 \$52.84 \$4,227.20	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80 41 \$53.38 \$4,270.40	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60 42 \$53.91 \$4,312.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100,484.80 43 \$54.46 \$4,356.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20 \$101,483.20 44 \$55.00 \$4,400.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102,523.20 45 \$55.54 \$4,443.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80 46 \$56.10 \$4,488.00	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3,568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20 \$16.66 \$4,532.80	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40 48 \$57.24 \$4,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60 \$96,553.60	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40 \$97,510.40	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100,484.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20 \$101,483.20	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102,523.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80	\$39.60 \$3,168.00 \$82,368.00 23 \$44.60 \$3,568.00 \$92,768.00 35 \$50.29 \$4,023.20 \$104,603.20	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80 37 \$51.30 \$4,104.00	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60 38 \$51.80 \$4,144.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60 \$96,553.60 39 \$52.34 \$4,187.20	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40 \$97,510.40 40 \$52.84 \$4,227.20	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80 41 \$53.38 \$4,270.40	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60 42 \$53.91 \$4,312.80	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100,484.80 43 \$54.46 \$4,356.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20 \$101,483.20 44 \$55.00 \$4,400.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102,523.20 45 \$55.54 \$4,443.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80 46 \$56.10 \$4,488.00	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3,568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20 \$16.66 \$4,532.80	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40 48 \$57.24 \$4,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Annually Steps	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80 37 \$51.30 \$4,104.00 \$106,704.00	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60 38 \$51.80 \$4,144.00 \$107,744.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60 \$96,553.60 39 \$52.34 \$4,187.20 \$108,867.20	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40 \$97,510.40 40 \$52.84 \$4,227.20 \$109,907.20	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80 41 \$53.38 \$4,270.40 \$111,030.40	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60 42 \$53.91 \$4,312.80 \$112,132.80	\$38.06 \$3,044.80 \$79,164.80 \$19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100,484.80 43 \$54.46 \$4,356.80 \$113,276.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20 \$101,483.20 44 \$55.00 \$4,400.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102,523.20 45 \$55.54 \$4,443.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80 46 \$56.10 \$4,488.00	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3,568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20 \$16.66 \$4,532.80	\$40.00 \$3,200.00 \$83,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40 48 \$57.24 \$4,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80 37 \$51.30 \$4,104.00 \$106,704.00	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60 38 \$51.80 \$4,144.00 \$107,744.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60 \$96,553.60 39 \$52.34 \$4,187.20 \$108,867.20	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40 \$97,510.40 40 \$52.84 \$4,227.20 \$109,907.20	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80 41 \$53.38 \$4,270.40 \$111,030.40 53 \$60.16	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60 42 \$53.91 \$4,312.80 \$112,132.80	\$38.06 \$3,044.80 \$79,164.80 \$19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100,484.80 43 \$54.46 \$4,356.80 \$113,276.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20 \$101,483.20 44 \$55.00 \$4,400.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102,523.20 45 \$55.54 \$4,443.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80 46 \$56.10 \$4,488.00	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3,568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20 \$16.66 \$4,532.80	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40 48 \$57.24 \$4,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80 37 \$51.30 \$4,104.00 \$106,704.00	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60 \$95,617.60 38 \$51.80 \$4,144.00 \$107,744.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60 \$96,553.60 39 \$52.34 \$4,187.20 \$108,867.20	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40 \$97,510.40 40 \$52.84 \$4,227.20 \$109,907.20 52 \$59.55 \$4,764.00	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80 41 \$53.38 \$4,270.40 \$111,030.40 53 \$60.16 \$4,812.80	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60 42 \$53,91 \$4,312.80 \$112,132.80 \$60.74 \$4,859.20	\$38.06 \$3,044.80 \$79,164.80 19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100,484.80 43 \$54.46 \$4,356.80 \$113,276.80 55 \$61.35 \$4,908.00	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20 \$101,483.20 44 \$55.00 \$4,400.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102,523.20 45 \$55.54 \$4,443.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80 46 \$56.10 \$4,488.00	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3,568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20 \$16.66 \$4,532.80	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40 48 \$57.24 \$4,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.83 \$2,866.40 \$74,526.40 13 \$40.39 \$3,231.20 \$84,011.20 25 \$45.51 \$3,640.80 \$94,660.80 37 \$51.30 \$4,104.00 \$106,704.00	\$36.21 \$2,896.80 \$75,316.80 14 \$40.80 \$3,264.00 \$84,864.00 26 \$45.97 \$3,677.60 \$95,617.60 38 \$51.80 \$4,144.00 \$107,744.00	\$36.57 \$2,925.60 \$76,065.60 15 \$41.21 \$3,296.80 \$85,716.80 27 \$46.42 \$3,713.60 \$96,553.60 39 \$52.34 \$4,187.20 \$108,867.20	\$36.94 \$2,955.20 \$76,835.20 16 \$41.61 \$3,328.80 \$86,548.80 28 \$46.88 \$3,750.40 \$97,510.40 40 \$52.84 \$4,227.20 \$109,907.20	\$37.32 \$2,985.60 \$77,625.60 17 \$42.02 \$3,361.60 \$87,401.60 29 \$47.36 \$3,788.80 \$98,508.80 41 \$53.38 \$4,270.40 \$111,030.40 53 \$60.16	\$37.68 \$3,014.40 \$78,374.40 18 \$42.46 \$3,396.80 \$88,316.80 30 \$47.82 \$3,825.60 \$99,465.60 42 \$53.91 \$4,312.80 \$112,132.80	\$38.06 \$3,044.80 \$79,164.80 \$19 \$42.88 \$3,430.40 \$89,190.40 31 \$48.31 \$3,864.80 \$100,484.80 43 \$54.46 \$4,356.80 \$113,276.80	\$38.43 \$3,074.40 \$79,934.40 20 \$43.30 \$3,464.00 \$90,064.00 32 \$48.79 \$3,903.20 \$101,483.20 44 \$55.00 \$4,400.00	\$38.81 \$3,104.80 \$80,724.80 21 \$43.74 \$3,499.20 \$90,979.20 33 \$49.29 \$3,943.20 \$102,523.20 45 \$55.54 \$4,443.20	\$39.20 \$3,136.00 \$81,536.00 22 \$44.19 \$3,535.20 \$91,915.20 34 \$49.76 \$3,980.80 \$103,500.80 46 \$56.10 \$4,488.00	\$39.60 \$3,168.00 \$82,368.00 \$23 \$44.60 \$3,568.00 \$92,768.00 \$50.29 \$4,023.20 \$104,603.20 \$16.66 \$4,532.80	\$40.00 \$3,200.00 \$83,200.00 24 \$45.06 \$3,604.80 \$93,724.80 36 \$50.78 \$4,062.40 \$105,622.40 48 \$57.24 \$4,579.20

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$39.20	\$39.60	\$40.00	\$40.39	\$40.80	\$41.21	\$41.61	\$42.02	\$42.46	\$42.88	\$43.30	\$43.74
Biweekly	\$3,136.00	\$3,168.00	\$3,200.00	\$3,231.20	\$3,264.00	\$3,296.80	\$3,328.80	\$3,361.60	\$3,396.80	\$3,430.40	\$3,464.00	\$3,499.20
Annually	\$81,536.00	\$82,368.00	\$83,200.00	\$84,011.20	\$84,864.00	\$85,716.80	\$86,548.80	\$87,401.60	\$88,316.80	\$89,190.40	\$90,064.00	\$90,979.20
Aimaany	301,330.00	302,300.00	303,200.00	504,011.20	\$04,004.00	505,710.00	\$00,5 + 0.00	307,401.00	300,310.00	\$05,150.40	330,004.00	\$30,373.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$44.19	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.88	\$47.36	\$47.82	\$48.31	\$48.79	\$49.29
Biweekly	\$3,535.20	\$3,568.00	\$3,604.80	\$3,640.80	\$3,677.60	\$3,713.60	\$3,750.40	\$3,788.80	\$3,825.60	\$3,864.80	\$3,903.20	\$3,943.20
Annually	\$91,915.20	\$92,768.00	\$93,724.80	\$94,660.80	\$95,617.60	\$96,553.60	\$97,510.40	\$98,508.80	\$99,465.60	\$100,484.80	\$101,483.20	\$102,523.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$49.76	\$50.29	\$50.78	\$51.30	\$51.80	\$52.34	\$52.84	\$53.38	\$53.91	\$54.46	\$55.00	\$55.54
Biweekly	\$3,980.80	\$4,023.20	\$4,062.40	\$4,104.00	\$4,144.00	\$4,187.20	\$4,227.20	\$4,270.40	\$4,312.80	\$4,356.80	\$4,400.00	\$4,443.20
Annually	\$103,500.80	\$104,603.20	\$105,622.40	\$106,704.00	\$107,744.00	\$108,867.20	\$109,907.20	\$111,030.40	\$112,132.80	\$113,276.80	\$114,400.00	\$115,523.20
Annually	\$103,500.80	\$104,003.20	\$105,622.40	\$106,704.00	\$107,744.00	\$108,807.20	\$109,907.20	\$111,030.40	\$112,132.80	\$113,276.80	\$114,400.00	\$115,525.20
Stone												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$56.10	\$56.66	\$57.24	\$57.81	\$58.37	\$58.95	\$59.55	\$60.16	\$60.74	\$61.35	\$61.97	\$62.60
Biweekly	\$4,488.00	\$4,532.80	\$4,579.20	\$4,624.80	\$4,669.60	\$4,716.00	\$4,764.00	\$4,812.80	\$4,859.20	\$4,908.00	\$4,957.60	\$5,008.00
Annually	\$116,688.00	\$117,852.80	\$119,059.20	\$120,244.80	\$121,409.60	\$122,616.00	\$123,864.00	\$125,132.80	\$126,339.20	\$127,608.00	\$128,897.60	\$130,208.00
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Steps	49	50	51	52	53	54	55					
Hourly	\$63.23	\$63.83	\$64.47	\$65.13	\$65.79	\$66.45	\$67.10					
Biweekly	\$5,058.40	\$5,106.40	\$5,157.60	\$5,210.40	\$5,263.20	\$5,316.00	\$5,368.00					
Annually	\$131,518.40	\$132,766.40	\$134,097.60	\$135,470.40	\$136,843.20	\$138,216.00	\$139,568.00					
Grade 82												
		2	2		-		7	0	0	10	11	13
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$44.19	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.88	\$47.36	\$47.82	\$48.31	\$48.79	\$49.29
Steps	_	_		•	_							
Steps Hourly	\$44.19	\$44.60	\$45.06	\$45.51	\$45.97	\$46.42	\$46.88	\$47.36	\$47.82	\$48.31	\$48.79	\$49.29
Steps Hourly Biweekly Annually	\$44.19 \$3,535.20	\$44.60 \$3,568.00	\$45.06 \$3,604.80	\$45.51 \$3,640.80	\$45.97 \$3,677.60	\$46.42 \$3,713.60	\$46.88 \$3,750.40	\$47.36 \$3,788.80	\$47.82 \$3,825.60	\$48.31 \$3,864.80	\$48.79 \$3,903.20	\$49.29 \$3,943.20
Steps Hourly Biweekly	\$44.19 \$3,535.20	\$44.60 \$3,568.00	\$45.06 \$3,604.80	\$45.51 \$3,640.80	\$45.97 \$3,677.60	\$46.42 \$3,713.60	\$46.88 \$3,750.40	\$47.36 \$3,788.80	\$47.82 \$3,825.60	\$48.31 \$3,864.80	\$48.79 \$3,903.20	\$49.29 \$3,943.20 \$102,523.20
Steps Hourly Biweekly Annually Steps	\$44.19 \$3,535.20 \$91,915.20	\$44.60 \$3,568.00 \$92,768.00	\$45.06 \$3,604.80 \$93,724.80	\$45.51 \$3,640.80 \$94,660.80	\$45.97 \$3,677.60 \$95,617.60	\$46.42 \$3,713.60 \$96,553.60	\$46.88 \$3,750.40 \$97,510.40	\$47.36 \$3,788.80 \$98,508.80	\$47.82 \$3,825.60 \$99,465.60	\$48.31 \$3,864.80 \$100,484.80	\$48.79 \$3,903.20 \$101,483.20	\$49.29 \$3,943.20 \$102,523.20
Steps Hourly Biweekly Annually Steps Hourly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20
Steps Hourly Biweekly Annually Steps Hourly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104,603.20	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104,603.20	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104,603.20	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104,603.20	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104,603.20	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104,603.20 26 \$56.66 \$4,532.80	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00 \$116,688.00	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104,603.20 26 \$56.66 \$4,532.80 \$117,852.80	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20 \$119,059.20	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80 \$120,244.80	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00 \$122,616.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123,864.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00 \$127,608.00	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60 \$128,897.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00 \$116,688.00	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104,603.20 26 \$56.66 \$4,532.80 \$117,852.80	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20 \$119,059.20	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80 \$120,244.80	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00 \$122,616.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123,864.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00 \$127,608.00	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60 \$128,897.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00 \$116,688.00	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104,603.20 26 \$56.66 \$4,532.80 \$117,852.80 38 \$63.83	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20 \$119,059.20	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80 \$120,244.80 40 \$65.13	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00 \$122,616.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123,864.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00 \$127,608.00	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60 \$128,897.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00 \$116,688.00 37 \$63.23 \$5,058.40	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104,603.20 26 \$56.66 \$4,532.80 \$117,852.80 38 \$63.83 \$5,106.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20 \$119,059.20 39 \$64.47 \$5,157.60	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80 \$120,244.80 40 \$65.13 \$5,210.40	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60 \$121,409.60 41 \$65.79 \$5,263.20	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00 \$122,616.00 42 \$66.45 \$5,316.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123,864.00 43 \$67.10 \$5,368.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00 \$127,608.00 46 \$69.11 \$5,528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60 \$128,897.60 47 \$69.82 \$5,585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00 48 \$70.54 \$5,643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00 \$116,688.00	\$44.60 \$3,568.00 \$92,768.00 14 \$50.29 \$4,023.20 \$104,603.20 26 \$56.66 \$4,532.80 \$117,852.80 38 \$63.83	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20 \$119,059.20	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80 \$120,244.80 40 \$65.13	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60 \$121,409.60	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00 \$122,616.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123,864.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00 \$127,608.00	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60 \$128,897.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00 \$116,688.00 37 \$63.23 \$5,058.40 \$131,518.40	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117,852.80 \$117,852.80 \$132,766.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20 \$119,059.20 39 \$64.47 \$5,157.60 \$134,097.60	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80 \$120,244.80 \$120,244.80 \$65.13 \$5,210.40 \$135,470.40	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60 \$121,409.60 41 \$65.79 \$5,263.20 \$136,843.20	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00 \$122,616.00 42 \$66.45 \$5,316.00 \$138,216.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123,864.00 43 \$67.10 \$5,368.00 \$139,568.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00 \$127,608.00 46 \$69.11 \$5,528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60 \$128,897.60 47 \$69.82 \$5,585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00 48 \$70.54 \$5,643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00 \$116,688.00 37 \$63.23 \$5,058.40 \$131,518.40	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117,852.80 \$117,852.80 \$38 \$63.83 \$5,106.40 \$132,766.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20 \$119,059.20 39 \$64.47 \$5,157.60 \$134,097.60	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80 \$120,244.80 40 \$65.13 \$5,210.40 \$135,470.40	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60 \$121,409.60 41 \$65.79 \$5,263.20 \$136,843.20	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00 \$122,616.00 42 \$66.45 \$5,316.00 \$138,216.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123,864.00 43 \$67.10 \$5,368.00 \$139,568.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00 \$127,608.00 46 \$69.11 \$5,528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60 \$128,897.60 47 \$69.82 \$5,585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00 48 \$70.54 \$5,643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00 \$116,688.00 37 \$63.23 \$5,058.40 \$131,518.40	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117,852.80 \$117,852.80 \$132,766.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20 \$119,059.20 39 \$64.47 \$5,157.60 \$134,097.60	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80 \$120,244.80 \$120,244.80 \$65.13 \$5,210.40 \$135,470.40	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60 \$121,409.60 41 \$65.79 \$5,263.20 \$136,843.20	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00 \$122,616.00 42 \$66.45 \$5,316.00 \$138,216.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123,864.00 43 \$67.10 \$5,368.00 \$139,568.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00 \$127,608.00 46 \$69.11 \$5,528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60 \$128,897.60 47 \$69.82 \$5,585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00 48 \$70.54 \$5,643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00 \$116,688.00 37 \$63.23 \$5,058.40 \$131,518.40	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117,852.80 \$117,852.80 \$38 \$63.83 \$5,106.40 \$132,766.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20 \$119,059.20 39 \$64.47 \$5,157.60 \$134,097.60	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80 \$120,244.80 40 \$65.13 \$5,210.40 \$135,470.40	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60 \$121,409.60 41 \$65.79 \$5,263.20 \$136,843.20	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00 \$122,616.00 42 \$66.45 \$5,316.00 \$138,216.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123,864.00 43 \$67.10 \$5,368.00 \$139,568.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00 \$127,608.00 46 \$69.11 \$5,528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60 \$128,897.60 47 \$69.82 \$5,585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00 48 \$70.54 \$5,643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00 \$116,688.00 37 \$63.23 \$5,058.40 \$131,518.40 49 \$71.23 \$5,698.40	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117,852.80 \$117,852.80 \$38 \$63.83 \$5,106.40 \$132,766.40 \$71.93 \$5,754.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20 \$119,059.20 39 \$64.47 \$5,157.60 \$134,097.60 51 \$72.66 \$5,812.80	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80 \$120,244.80 \$120,244.80 \$65.13 \$5,210.40 \$135,470.40	\$45.97 \$3,677.60 \$95,617.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60 \$121,409.60 41 \$65.79 \$5,263.20 \$136,843.20 53 \$74.13 \$5,930.40	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00 \$122,616.00 42 \$66.45 \$5,316.00 \$138,216.00 54 \$74.89 \$5,991.20	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123,864.00 43 \$67.10 \$5,368.00 \$139,568.00 \$139,568.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00 \$127,608.00 46 \$69.11 \$5,528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60 \$128,897.60 47 \$69.82 \$5,585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00 48 \$70.54 \$5,643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$44.19 \$3,535.20 \$91,915.20 13 \$49.76 \$3,980.80 \$103,500.80 25 \$56.10 \$4,488.00 \$116,688.00 37 \$63.23 \$5,058.40 \$131,518.40 49 \$71.23	\$44.60 \$3,568.00 \$92,768.00 \$14 \$50.29 \$4,023.20 \$104,603.20 \$26 \$56.66 \$4,532.80 \$117,852.80 \$117,852.80 \$38 \$63.83 \$5,106.40 \$132,766.40	\$45.06 \$3,604.80 \$93,724.80 15 \$50.78 \$4,062.40 \$105,622.40 27 \$57.24 \$4,579.20 \$119,059.20 39 \$64.47 \$5,157.60 \$134,097.60	\$45.51 \$3,640.80 \$94,660.80 16 \$51.30 \$4,104.00 \$106,704.00 28 \$57.81 \$4,624.80 \$120,244.80 \$120,244.80 \$65.13 \$5,210.40 \$135,470.40	\$45.97 \$3,677.60 \$95,617.60 17 \$51.80 \$4,144.00 \$107,744.00 29 \$58.37 \$4,669.60 \$121,409.60 41 \$65.79 \$5,263.20 \$136,843.20	\$46.42 \$3,713.60 \$96,553.60 18 \$52.34 \$4,187.20 \$108,867.20 30 \$58.95 \$4,716.00 \$122,616.00 42 \$66.45 \$5,316.00 \$138,216.00	\$46.88 \$3,750.40 \$97,510.40 19 \$52.84 \$4,227.20 \$109,907.20 31 \$59.55 \$4,764.00 \$123,864.00 43 \$67.10 \$5,368.00 \$139,568.00 \$139,568.00	\$47.36 \$3,788.80 \$98,508.80 20 \$53.38 \$4,270.40 \$111,030.40 32 \$60.16 \$4,812.80 \$125,132.80 44 \$67.76 \$5,420.80	\$47.82 \$3,825.60 \$99,465.60 21 \$53.91 \$4,312.80 \$112,132.80 33 \$60.74 \$4,859.20 \$126,339.20 45 \$68.45 \$5,476.00	\$48.31 \$3,864.80 \$100,484.80 22 \$54.46 \$4,356.80 \$113,276.80 34 \$61.35 \$4,908.00 \$127,608.00 46 \$69.11 \$5,528.80	\$48.79 \$3,903.20 \$101,483.20 23 \$55.00 \$4,400.00 \$114,400.00 35 \$61.97 \$4,957.60 \$128,897.60 47 \$69.82 \$5,585.60	\$49.29 \$3,943.20 \$102,523.20 24 \$55.54 \$4,443.20 \$115,523.20 36 \$62.60 \$5,008.00 \$130,208.00 48 \$70.54 \$5,643.20

(Non-bargaining unit)

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

Steps Hourly	\$49.76	\$50.29	\$50.78	\$51.30	\$51.80	\$52.34	5 \$52.84	\$53.38	\$53.91	10 \$54.46	11 \$55.00	12 \$55.54
Biweekly Annually	\$3,980.80 \$103,500.80	\$4,023.20 \$104,603.20	\$4,062.40 \$105,622.40	\$4,104.00 \$106,704.00	\$4,144.00 \$107,744.00	\$4,187.20 \$108,867.20	\$4,227.20 \$109,907.20	\$4,270.40 \$111,030.40	\$4,312.80 \$112,132.80	\$4,356.80 \$113,276.80	\$4,400.00 \$114,400.00	\$4,443.20 \$115,523.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly Annually	\$56.10 \$4,488.00 \$116,688.00	\$56.66 \$4,532.80 \$117,852.80	\$57.24 \$4.579.20 \$119.059.20	\$57.81 \$4.624.80 \$120,244.80	\$58.37 \$4.669.60 \$121.409.60	\$58.95 \$4,716.00 \$122,616.00	\$59.55 \$4.764.00 \$123.864.00	\$60.16 \$4,812.80 \$125,132.80	\$60.74 \$4.859.20 \$126,339.20	\$61.35 \$4.908.00 \$127.608.00	\$61.97 \$4.957.60 \$128,897.60	\$62.60 \$5.008.00 \$130,208.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$63.23	\$63.83	\$64.47	\$65.13	\$65.79	\$66.45	\$67.10	\$67.76	\$68.45	\$69.11	\$69.82	\$70.54
Biweekly	\$5,058.40	\$5,106.40	\$5,157.60	\$5,210.40	\$5,263.20	\$5,316.00	\$5,368.00	\$5,420.80	\$5,476.00	\$5,528.80	\$5,585.60	\$5,643.20
Annually	\$131,518.40	\$132,766.40	\$134,097.60	\$135,470.40	\$136,843.20	\$138,216.00	\$139,568.00	\$140,940.80	\$142,376.00	\$143,748.80	\$145,225.60	\$146,723.20
Steps	37	38	. 39	40	41	42	43	44	. 45	46	. 47	48
Hourly Biweekly Annually	\$71.23 \$5.698.40 \$148.158.40	\$71.93 \$5.754.40 \$149,614.40	\$72.66 \$5,812.80 \$151,132.80	\$73.41 \$5.872.80 \$152,692.80	\$74.13 \$5,930.40 \$154,190.40	\$74.89 \$5,991.20 \$155,771.20	\$75.63 \$6,050.40 \$157,310.40	\$76.38 \$6,110.40 \$158,870.40	\$77.15 \$6.172.00 \$160,472.00	\$77.89 \$6,231.20 \$162,011.20	\$78.68 \$6,294.40 \$163,654.40	\$79.46 \$6,356.80 \$165,276.80
Steps	49	50	51	52	53	54	55					
Hourly	\$80.25	\$81.07	\$81.88	\$82.71	\$83.53	\$84.37	\$85.21					
Biweekly	\$6,420.00	\$6,485.60	\$6,550.40	\$6,616.80	\$6,682.40	\$6,749.60	\$6,816.80					
Annually	\$166,920.00	\$168,625.60	\$170,310.40	\$172,036.80	\$173,742.40	\$175,489.60	\$177,236.80					
Grade 84												
Steps	. 1	. 2	. 3	. 4	. 5	. 6	. 7	. 8	. 9	10	. 11	12
Hourly	\$54.46	\$55.00	\$55.54	\$56.10	\$56.66	\$57.24	\$57.81	\$58.37	\$58.95	\$59.55	\$60.16	\$60.74
Hourly Biweekly	\$54.46 \$4,356.80	\$55.00 \$4,400.00	\$55.54 \$4,443.20	\$56.10 \$4,488.00	\$56.66 \$4,532.80	\$57.24 \$4,579.20	\$57.81 \$4,624.80	\$58.37 \$4,669.60	\$58.95 \$4,716.00	\$59.55 \$4,764.00	\$60.16 \$4,812.80	\$60.74 \$4,859.20
Hourly Biweekly Annually	\$54.46	\$55.00	\$55.54	\$56.10	\$56.66	\$57.24	\$57.81	\$58.37	\$58.95	\$59.55	\$60.16	\$60.74 \$4,859.20 \$126,339.20
Hourly Biweekly Annually Steps	\$54.46 \$4,356.80 \$113,276.80	\$55.00 \$4,400.00 \$114,400.00	\$55.54 \$4,443.20 \$115,523.20	\$56.10 \$4,488.00 \$116,688.00	\$56.66 \$4,532.80 \$117,852.80	\$57.24 \$4,579.20 \$119,059.20	\$57.81 \$4,624.80 \$120,244.80	\$58.37 \$4,669.60 \$121,409.60	\$58.95 \$4,716.00 \$122,616.00	\$59.55 \$4,764.00 \$123,864.00	\$60.16 \$4,812.80 \$125,132.80	\$60.74 \$4,859.20 \$126,339.20
Hourly Biweekly Annually Steps Hourly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35	\$55.00 \$4,400.00 \$114,400.00 14 \$61.97	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45
Hourly Biweekly Annually Steps Hourly Biweekly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00	\$55.00 \$4,400.00 \$114,400.00 14 \$61.97 \$4,957.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23 \$5,058.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5,368.00	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00
Hourly Biweekly Annually Steps Hourly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35	\$55.00 \$4,400.00 \$114,400.00 14 \$61.97	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45
Hourly Biweekly Annually Steps Hourly Biweekly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00	\$55.00 \$4,400.00 \$114,400.00 14 \$61.97 \$4,957.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23 \$5,058.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5,368.00	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11	\$55.00 \$4,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23 \$5,058.40 \$131,518.40 28 \$71.23	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20 \$136,843.20 32 \$74.13	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00 \$138,216.00	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5,368.00 \$139,568.00 34 \$75.63	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140,940.80 35 \$76.38	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00 36 \$77.15
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11 \$5,528.80	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 \$128,897.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20	\$56.10 \$4,488.00 \$116,688.00 \$16 \$63.23 \$5,058.40 \$131,518.40 \$71.23 \$5,698.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40 31 \$73.41 \$5,872.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20 \$136,843.20 32 \$74.13 \$5,930.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00 \$138,216.00 33 \$74.89 \$5,991.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5,368.00 \$139,568.00 34 \$75.63 \$6,050.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140,940.80 35 \$76.38 \$6,110.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00 36 \$77.15 \$6,172.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11	\$55.00 \$4,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54	\$56.10 \$4,488.00 \$116,688.00 16 \$63.23 \$5,058.40 \$131,518.40 28 \$71.23	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20 \$136,843.20 32 \$74.13	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00 \$138,216.00	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5,368.00 \$139,568.00 34 \$75.63	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140,940.80 35 \$76.38	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00 36 \$77.15
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11 \$5,528.80 \$143,748.80	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69.82 \$5,585.60 \$145,225.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20 \$146,723.20	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$63.23 \$5,058.40 \$131,518.40 \$71.23 \$5,698.40 \$148,158.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40 \$149,614.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80 \$151,132.80	\$57.81 \$4,624.80 \$120,244.80 \$1520,244.80 \$120,244.80 \$135,210.40 \$135,470.40 \$135,470.40 \$135,470.80 \$152,692.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20 \$136,843.20 32 \$74.13 \$5,930.40 \$154,190.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00 \$138,216.00 33 \$74.89 \$5,991.20 \$155,771.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5,368.00 \$139,568.00 34 \$75.63 \$6,050.40 \$157,310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140,940.80 35 \$76.38 \$6,110.40 \$158,870.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00 36 \$77.15 \$6,172.00 \$160,472.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11 \$5,528.80	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 \$128,897.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20	\$56.10 \$4,488.00 \$116,688.00 \$16 \$63.23 \$5,058.40 \$131,518.40 \$71.23 \$5,698.40	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40 31 \$73.41 \$5,872.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20 \$136,843.20 32 \$74.13 \$5,930.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00 \$138,216.00 33 \$74.89 \$5,991.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5,368.00 \$139,568.00 34 \$75.63 \$6,050.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140,940.80 35 \$76.38 \$6,110.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00 36 \$77.15 \$6,172.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11 \$5,528.80 \$143,748.80 37 \$77.89 \$6,231.20	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69.82 \$5,585.60 \$145,225.60 38 \$78.68 \$6,294.40	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20 \$146,723.20 39 \$79.46 \$6,356.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$16 \$63.23 \$5,058.40 \$131,518.40 \$71.23 \$5,698.40 \$148,158.40 \$80.25 \$6,420.00	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40 \$149,614.40 41 \$81.07 \$6,485.60	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80 \$151,132.80 42 \$81.88 \$6,550.40	\$57.81 \$4,624.80 \$120,244.80 \$1520,244.80 \$152,210.40 \$135,470.40 \$135,470.40 \$135,470.40 \$152,692.80 \$152,692.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20 \$136,843.20 32 \$74.13 \$5,930.40 \$154,190.40 44 \$83.53 \$6,682.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00 \$138,216.00 33 \$74.89 \$5,991.20 \$155,771.20 45 \$84.37 \$6,749.60	\$59.55 \$4,764.00 \$123,864.00 \$22 \$67.10 \$5,368.00 \$139,568.00 \$157,310.40 \$157,310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140,940.80 35 \$76.38 \$6,110.40 \$158,870.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00 36 \$77.15 \$6,172.00 \$160,472.00 48 \$86.93 \$6,954.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11 \$5,528.80 \$143,748.80	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 \$128,897.60 \$69.82 \$5,585.60 \$145,225.60	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20 \$146,723.20	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 16 \$63.23 \$5,058.40 \$131,518.40 28 \$71.23 \$5,698.40 \$148,158.40 40 \$80.25	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40 \$149,614.40	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80 \$151,132.80	\$57.81 \$4,624.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40 31 \$73.41 \$5,872.80 \$152,692.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20 \$136,843.20 32 \$74.13 \$5,930.40 \$154,190.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00 \$138,216.00 33 \$74.89 \$5,991.20 \$155,771.20	\$59.55 \$4,764.00 \$123,864.00 22 \$67.10 \$5,368.00 \$139,568.00 34 \$75.63 \$6,050.40 \$157,310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140,940.80 35 \$76.38 \$6,110.40 \$158,870.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00 36 \$77.15 \$6,172.00 \$160,472.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11 \$5,528.80 \$143,748.80 37 \$77.89 \$6,231.20	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69.82 \$5,585.60 \$145,225.60 38 \$78.68 \$6,294.40	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20 \$146,723.20 39 \$79.46 \$6,356.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$16 \$63.23 \$5,058.40 \$131,518.40 \$71.23 \$5,698.40 \$148,158.40 \$80.25 \$6,420.00	\$56.66 \$4,532.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40 \$149,614.40 41 \$81.07 \$6,485.60	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80 \$151,132.80 42 \$81.88 \$6,550.40	\$57.81 \$4,624.80 \$120,244.80 \$1520,244.80 \$152,210.40 \$135,470.40 \$135,470.40 \$135,470.40 \$152,692.80 \$152,692.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20 \$136,843.20 32 \$74.13 \$5,930.40 \$154,190.40 44 \$83.53 \$6,682.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00 \$138,216.00 33 \$74.89 \$5,991.20 \$155,771.20 45 \$84.37 \$6,749.60	\$59.55 \$4,764.00 \$123,864.00 \$22 \$67.10 \$5,368.00 \$139,568.00 \$157,310.40 \$157,310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140,940.80 35 \$76.38 \$6,110.40 \$158,870.40 47 \$86.08 \$6,886.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00 36 \$77.15 \$6,172.00 \$160,472.00 48 \$86.93 \$6,954.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11 \$5,528.80 \$143,748.80 37 \$77.89 \$6,231.20 \$162,011.20	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69.82 \$5,585.60 \$145,225.60 38 \$78.68 \$6,294.40 \$163,654.40	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20 \$146,723.20 39 \$79.46 \$6,356.80 \$165,276.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$131,518.40 \$131,518.40 \$71.23 \$5,698.40 \$148,158.40 \$80.25 \$6,420.00 \$166,920.00	\$56.66 \$4,532.80 \$117,852.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40 \$149,614.40 41 \$81.07 \$6,485.60 \$168,625.60	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80 \$151,132.80 42 \$81.88 \$6,550.40 \$170,310.40	\$57.81 \$4,624.80 \$120,244.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40 31 \$73.41 \$5,872.80 \$152,692.80 43 \$82.71 \$6,616.80 \$172,036.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20 \$136,843.20 32 \$74.13 \$5,930.40 \$154,190.40 44 \$83.53 \$6,682.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00 \$138,216.00 33 \$74.89 \$5,991.20 \$155,771.20 45 \$84.37 \$6,749.60	\$59.55 \$4,764.00 \$123,864.00 \$22 \$67.10 \$5,368.00 \$139,568.00 \$157,310.40 \$157,310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140,940.80 35 \$76.38 \$6,110.40 \$158,870.40 47 \$86.08 \$6,886.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00 36 \$77.15 \$6,172.00 \$160,472.00 48 \$86.93 \$6,954.40
Hourly Biweekly Annually Steps	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11 \$5,528.80 \$143,748.80 37 \$77.89 \$6,231.20 \$162,011.20	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69.82 \$5,585.60 \$145,225.60 38 \$78.68 \$6,294.40 \$163,654.40	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20 \$146,723.20 39 \$79.46 \$6,356.80 \$165,276.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$16 \$63.23 \$5,058.40 \$131,518.40 \$71.23 \$5,698.40 \$148,158.40 \$80.25 \$6,420.00 \$166,920.00	\$56.66 \$4,532.80 \$117,852.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40 \$149,614.40 41 \$81.07 \$6,485.60 \$168,625.60	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80 \$151,132.80 42 \$81.88 \$6,550.40 \$170,310.40	\$57.81 \$4,624.80 \$120,244.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40 31 \$73.41 \$5,872.80 \$152,692.80 43 \$82.71 \$6,616.80 \$172,036.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20 \$136,843.20 32 \$74.13 \$5,930.40 \$154,190.40 44 \$83.53 \$6,682.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00 \$138,216.00 33 \$74.89 \$5,991.20 \$155,771.20 45 \$84.37 \$6,749.60	\$59.55 \$4,764.00 \$123,864.00 \$22 \$67.10 \$5,368.00 \$139,568.00 \$157,310.40 \$157,310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140,940.80 35 \$76.38 \$6,110.40 \$158,870.40 47 \$86.08 \$6,886.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00 36 \$77.15 \$6,172.00 \$160,472.00 48 \$86.93 \$6,954.40
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.46 \$4,356.80 \$113,276.80 13 \$61.35 \$4,908.00 \$127,608.00 25 \$69.11 \$5,528.80 \$143,748.80 37 \$77.89 \$6,231.20 \$162,011.20	\$55.00 \$4,400.00 \$114,400.00 \$114,400.00 14 \$61.97 \$4,957.60 \$128,897.60 26 \$69.82 \$5,585.60 \$145,225.60 38 \$78.68 \$6,294.40 \$163,654.40 50 \$88.67	\$55.54 \$4,443.20 \$115,523.20 15 \$62.60 \$5,008.00 \$130,208.00 27 \$70.54 \$5,643.20 \$146,723.20 39 \$79.46 \$6,356.80 \$165,276.80	\$56.10 \$4,488.00 \$116,688.00 \$116,688.00 \$131,518.40 \$131,518.40 \$71.23 \$5,698.40 \$148,158.40 \$80.25 \$6,420.00 \$166,920.00	\$56.66 \$4,532.80 \$117,852.80 \$117,852.80 17 \$63.83 \$5,106.40 \$132,766.40 29 \$71.93 \$5,754.40 \$149,614.40 41 \$81.07 \$6,485.60 \$168,625.60	\$57.24 \$4,579.20 \$119,059.20 18 \$64.47 \$5,157.60 \$134,097.60 30 \$72.66 \$5,812.80 \$151,132.80 42 \$81.88 \$6,550.40 \$170,310.40	\$57.81 \$4,624.80 \$120,244.80 \$120,244.80 19 \$65.13 \$5,210.40 \$135,470.40 31 \$73.41 \$5,872.80 \$152,692.80 43 \$82.71 \$6,616.80 \$172,036.80	\$58.37 \$4,669.60 \$121,409.60 20 \$65.79 \$5,263.20 \$136,843.20 32 \$74.13 \$5,930.40 \$154,190.40 44 \$83.53 \$6,682.40	\$58.95 \$4,716.00 \$122,616.00 21 \$66.45 \$5,316.00 \$138,216.00 33 \$74.89 \$5,991.20 \$155,771.20 45 \$84.37 \$6,749.60	\$59.55 \$4,764.00 \$123,864.00 \$22 \$67.10 \$5,368.00 \$139,568.00 \$157,310.40 \$157,310.40	\$60.16 \$4,812.80 \$125,132.80 23 \$67.76 \$5,420.80 \$140,940.80 35 \$76.38 \$6,110.40 \$158,870.40 47 \$86.08 \$6,886.40	\$60.74 \$4,859.20 \$126,339.20 24 \$68.45 \$5,476.00 \$142,376.00 36 \$77.15 \$6,172.00 \$160,472.00 48 \$86.93 \$6,954.40

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Grade 73 - Do Not Use

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Steps	1	2	3	Δ	5	6	7	8	9	10	11	12
Hourly Biweekly Annually	\$19.81 \$1,584.80 \$41,204.80	\$20.01 \$1,600.80 \$41,620.80	\$20.22 \$1,617.60 \$42,057.60	\$20.42 \$1,633.60 \$42,473.60	\$20.60 \$1,648.00 \$42,848.00	\$20.83 \$1,666.40 \$43,326.40	\$21.02 \$1,681.60 \$43,721.60	\$21.23 \$1,698.40 \$44,158.40	\$21.44 \$1,715.20 \$44,595.20	\$21.67 \$1,733.60 \$45,073.60	\$21.89 \$1,751.20 \$45,531.20	\$22.11 \$1,768.80 \$45,988.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly Annually	\$22.33 \$1,786.40 \$46,446.40	\$22.54 \$1,803.20 \$46,883.20	\$22.78 \$1,822.40 \$47,382.40	\$23.00 \$1,840.00 \$47,840.00	\$23.23 \$1,858.40 \$48,318.40	\$23.47 \$1,877.60 \$48,817.60	\$23.70 \$1,896.00 \$49,296.00	\$23.94 \$1,915.20 \$49,795.20	\$24.17 \$1,933.60 \$50,273.60	\$24.42 \$1,953.60 \$50,793.60	\$24.64 \$1,971.20 \$51,251.20	\$24.90 \$1,992.00 \$51,792.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80	\$25.39 \$2,031.20 \$52,811.20	\$25.65 \$2,052.00 \$53,352.00	\$25.91 \$2,072.80 \$53,892.80	\$26.17 \$2,093.60 \$54,433.60	\$26.44 \$2,115.20 \$54,995.20	\$26.71 \$2,136.80 \$55,556.80	\$26.95 \$2,156.00 \$56,056.00	\$27.24 \$2,179.20 \$56,659.20	\$27.49 \$2,199.20 \$57,179.20	\$27.80 \$2,224.00 \$57,824.00	\$28.06 \$2,244.80 \$58,364.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly Annually	\$28.35 \$2,268.00 \$58,968.00	\$28.61 \$2,288.80 \$59,508.80	\$28.90 \$2,312.00 \$60,112.00	\$29.19 \$2,335.20 \$60,715.20	\$29.50 \$2,360.00 \$61,360.00	\$29.78 \$2,382.40 \$61,942.40	\$30.09 \$2,407.20 \$62,587.20	\$30.38 \$2,430.40 \$63,190.40	\$30.67 \$2,453.60 \$63,793.60	\$30.99 \$2,479.20 \$64,459.20	\$31.30 \$2,504.00 \$65,104.00	\$31.61 \$2,528.80 \$65,748.80
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$31.95 \$2,556.00 \$66,456.00	\$32.23 \$2,578.40 \$67,038.40	\$32.59 \$2,607.20 \$67,787.20	\$32.90 \$2,632.00 \$68,432.00	\$33.24 \$2,659.20 \$69,139.20	\$33.57 \$2,685.60 \$69,825.60	\$33.90 \$2,712.00 \$70,512.00					

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Chama	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$22.33	\$22.54	\$22.78	\$23.00	\$23.23	\$23.47	\$23.70	\$23.94	\$24.17	\$24.42	\$24.64	\$24.90
Biweekly	\$1,786.40	\$1,803.20	\$1,822.40	\$1,840.00	\$1,858.40	\$1,877.60	\$1,896.00	\$1,915.20	\$1,933.60	\$1,953.60	\$1,971.20	\$1,992.00
Annually	\$46,446.40	\$46,883.20	\$47,382.40	\$47,840.00	\$48,318.40	\$48,817.60	\$49,296.00	\$49,795.20	\$50,273.60	\$50,793.60	\$51,251.20	\$51,792.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$25.16	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06
Biweekly	\$2,012.80	\$2,031.20	\$2,052.00	\$2,072.80	\$2,093.60	\$2,115.20	\$2,136.80	\$2,156.00	\$2,179.20	\$2,199.20	\$2,224.00	\$2,244.80
Annually	\$52,332.80	\$52,811.20	\$53,352.00	\$53,892.80	\$54,433.60	\$54,995.20	\$55,556.80	\$56,056.00	\$56,659.20	\$57,179.20	\$57,824.00	\$58,364.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$28.35	\$28.61	\$28.90	\$29.19	\$29.50	\$29.78	\$30.09	\$30.38	\$30.67	\$30.99	\$31.30	\$31.61
Biweekly	\$2,268.00	\$2,288.80	\$2,312.00	\$2,335.20	\$2,360.00	\$2,382.40	\$2,407,20	\$2.430.40	\$2,453.60	\$2,479.20	\$2,504.00	\$2,528.80
Annually	\$58,968.00	\$59,508.80	\$60,112.00	\$60,715.20	\$61,360.00	\$61,942.40	\$62,587.20	\$63,190.40	\$63,793.60	\$64,459.20	\$65,104.00	\$65,748.80
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$31.95	\$32.23	\$32.59	\$32.90	\$33.24	\$33.57	\$33.90	\$34.23	\$34.58	\$34.93	\$35.27	\$35.62
Biweekly	\$2,556.00	\$2,578.40	\$2,607.20	\$2,632.00	\$2,659.20	\$2,685.60	\$2,712.00	\$2,738.40	\$2,766.40	\$2,794.40	\$2,821.60	\$2,849.60
Annually	\$66,456.00	\$67,038.40	\$67,787.20	\$68,432.00	\$69,139.20	\$69,825.60	\$70,512.00	\$71,198.40	\$71,926.40	\$72,654.40	\$73,361.60	\$74,089.60
Steps	49	50	51	52	53	54	55					
Hourly	\$36.00	\$36.34	\$36.71	\$37.05	\$37.43	\$37.81	\$38.18					
Biweekly	\$2,880.00	\$2,907.20	\$2,936.80	\$2,964.00	\$2,994.40	\$3,024.80	\$3,054.40					
Annually	\$74,880.00	\$75,587.20	\$76,356.80	\$77,064.00	\$77,854.40	\$78,644.80	\$79,414.40					
•												
Grado 76												
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$25.16	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06
Steps Hourly Biweekly	\$25.16 \$2,012.80	\$25.39 \$2,031.20	\$25.65 \$2,052.00	\$25.91 \$2,072.80	\$26.17 \$2,093.60	\$26.44 \$2,115.20	\$26.71 \$2,136.80	\$26.95 \$2,156.00	\$27.24 \$2,179.20	\$27.49 \$2,199.20	\$27.80 \$2,224.00	\$28.06 \$2,244.80
Steps Hourly	\$25.16	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06
Steps Hourly Biweekly	\$25.16 \$2,012.80	\$25.39 \$2,031.20	\$25.65 \$2,052.00 \$53,352.00	\$25.91 \$2,072.80 \$53,892.80	\$26.17 \$2,093.60 \$54,433.60	\$26.44 \$2,115.20	\$26.71 \$2,136.80	\$26.95 \$2,156.00	\$27.24 \$2,179.20	\$27.49 \$2,199.20	\$27.80 \$2,224.00	\$28.06 \$2,244.80 \$58,364.80
Steps Hourly Biweekly Annually Steps Hourly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80
Steps Hourly Biweekly Annually Steps Hourly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20	\$27.80 \$2,224.00 \$57,824.00 \$31.30 \$2,504.00 \$65,104.00	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00 27 \$32.59	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80 36 \$35.62
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20	\$27.80 \$2,224.00 \$57,824.00 \$31.30 \$2,504.00 \$65,104.00	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95 \$2,556.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23 \$2,578.40	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00 27 \$32.59 \$2,607.20	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23 \$2,738.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58 \$2,766.40	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80 36 \$35.62 \$2,849.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95 \$2,556.00 \$66,456.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23 \$2,578.40 \$67,038.40	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00 27 \$32.59 \$2,607.20 \$67,787.20	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23 \$2,738.40 \$71,198.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58 \$2,766.40	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40	\$27.80 \$2,224.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60 \$73,361.60	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80 36 \$35.62 \$2,849.60 \$74,089.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95 \$2,556.00 \$66,456.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23 \$2,578.40 \$67,038.40	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00 27 \$32.59 \$2,607.20 \$67,787.20	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00 40 \$37.05	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23 \$2,738.40 \$71,198.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58 \$2,766.40 \$71,926.40	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60 \$73,361.60	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80 36 \$35.62 \$2,849.60 \$74,089.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95 \$2,556.00 \$66,456.00 37 \$36.00 \$2,880.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23 \$2,578.40 \$67,038.40 38 \$36.34 \$2,907.20	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00 27 \$32.59 \$2,607.20 \$67,787.20 39 \$36.71 \$2,936.80	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00 40 \$37.05 \$2,964.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20 41 \$37.43 \$2,994.40	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60 42 \$37.81 \$3,024.80	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00 43 \$38.18 \$3,054.40	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23 \$2,738.40 \$71,198.40 44 \$38.56 \$3,084.80	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58 \$2,766.40 \$71,926.40 45 \$38.96 \$3,116.80	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40 46 \$39.35 \$3,148.00	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60 \$73,361.60 47 \$39.73 \$3,178.40	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80 36 \$35.62 \$2,849.60 \$74,089.60 48 \$40.15 \$3,212.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95 \$2,556.00 \$66,456.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23 \$2,578.40 \$67,038.40	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00 27 \$32.59 \$2,607.20 \$67,787.20	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00 40 \$37.05	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23 \$2,738.40 \$71,198.40	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58 \$2,766.40 \$71,926.40	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60 \$73,361.60	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80 36 \$35.62 \$2,849.60 \$74,089.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95 \$2,556.00 \$66,456.00 37 \$36.00 \$2,880.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23 \$2,578.40 \$67,038.40 38 \$36.34 \$2,907.20	\$25.65 \$2,052.00 \$53,352.00 15 \$28.90 \$2,312.00 \$60,112.00 27 \$32.59 \$2,607.20 \$67,787.20 39 \$36.71 \$2,936.80	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00 40 \$37.05 \$2,964.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20 41 \$37.43 \$2,994.40	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60 42 \$37.81 \$3,024.80	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00 43 \$38.18 \$3,054.40	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23 \$2,738.40 \$71,198.40 44 \$38.56 \$3,084.80	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58 \$2,766.40 \$71,926.40 45 \$38.96 \$3,116.80	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40 46 \$39.35 \$3,148.00	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60 \$73,361.60 47 \$39.73 \$3,178.40	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80 36 \$35.62 \$2,849.60 \$74,089.60 48 \$40.15 \$3,212.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95 \$2,556.00 \$66,456.00 37 \$36.00 \$2,880.00 \$74,880.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23 \$2,578.40 \$67,038.40 38 \$36.34 \$2,907.20 \$75,587.20	\$25.65 \$2,052.00 \$53,352.00 \$15 \$28.90 \$2,312.00 \$60,112.00 \$67,787.20 \$67,787.20 \$32.59 \$2,607.20 \$67,787.20 \$36.71 \$2,936.80 \$76,356.80	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00 40 \$37.05 \$2,964.00 \$77,064.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20 41 \$37.43 \$2,994.40 \$77,854.40	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60 42 \$37.81 \$3,024.80 \$78,644.80	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00 43 \$38.18 \$3,054.40 \$79,414.40	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23 \$2,738.40 \$71,198.40 44 \$38.56 \$3,084.80	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58 \$2,766.40 \$71,926.40 45 \$38.96 \$3,116.80	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40 46 \$39.35 \$3,148.00	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60 \$73,361.60 47 \$39.73 \$3,178.40	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80 36 \$35.62 \$2,849.60 \$74,089.60 48 \$40.15 \$3,212.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95 \$2,556.00 \$66,456.00 37 \$36.00 \$2,880.00 \$74,880.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23 \$2,578.40 \$67,038.40 38 \$36.34 \$2,907.20 \$75,587.20 50 \$40.93	\$25.65 \$2,052.00 \$53,352.00 \$53,352.00 \$28.90 \$2,312.00 \$60,112.00 \$60,112.00 \$7,787.20 \$67,787.20 \$32.59 \$2,607.20 \$67,787.20 \$67,787.20	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00 40 \$37.05 \$2,964.00 \$77,064.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20 41 \$37.43 \$2,994.40 \$77,854.40	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60 42 \$37.81 \$3,024.80 \$78,644.80	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00 43 \$38.18 \$3,054.40 \$79,414.40	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23 \$2,738.40 \$71,198.40 44 \$38.56 \$3,084.80	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58 \$2,766.40 \$71,926.40 45 \$38.96 \$3,116.80	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40 46 \$39.35 \$3,148.00	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60 \$73,361.60 47 \$39.73 \$3,178.40	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80 36 \$35.62 \$2,849.60 \$74,089.60 48 \$40.15 \$3,212.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$25.16 \$2,012.80 \$52,332.80 13 \$28.35 \$2,268.00 \$58,968.00 25 \$31.95 \$2,556.00 \$66,456.00 37 \$36.00 \$2,880.00 \$74,880.00	\$25.39 \$2,031.20 \$52,811.20 14 \$28.61 \$2,288.80 \$59,508.80 26 \$32.23 \$2,578.40 \$67,038.40 38 \$36.34 \$2,907.20 \$75,587.20	\$25.65 \$2,052.00 \$53,352.00 \$15 \$28.90 \$2,312.00 \$60,112.00 \$67,787.20 \$67,787.20 \$32.59 \$2,607.20 \$67,787.20 \$36.71 \$2,936.80 \$76,356.80	\$25.91 \$2,072.80 \$53,892.80 16 \$29.19 \$2,335.20 \$60,715.20 28 \$32.90 \$2,632.00 \$68,432.00 40 \$37.05 \$2,964.00 \$77,064.00	\$26.17 \$2,093.60 \$54,433.60 17 \$29.50 \$2,360.00 \$61,360.00 29 \$33.24 \$2,659.20 \$69,139.20 41 \$37.43 \$2,994.40 \$77,854.40	\$26.44 \$2,115.20 \$54,995.20 18 \$29.78 \$2,382.40 \$61,942.40 30 \$33.57 \$2,685.60 \$69,825.60 42 \$37.81 \$3,024.80 \$78,644.80	\$26.71 \$2,136.80 \$55,556.80 19 \$30.09 \$2,407.20 \$62,587.20 31 \$33.90 \$2,712.00 \$70,512.00 43 \$38.18 \$3,054.40 \$79,414.40	\$26.95 \$2,156.00 \$56,056.00 20 \$30.38 \$2,430.40 \$63,190.40 32 \$34.23 \$2,738.40 \$71,198.40 44 \$38.56 \$3,084.80	\$27.24 \$2,179.20 \$56,659.20 21 \$30.67 \$2,453.60 \$63,793.60 33 \$34.58 \$2,766.40 \$71,926.40 45 \$38.96 \$3,116.80	\$27.49 \$2,199.20 \$57,179.20 22 \$30.99 \$2,479.20 \$64,459.20 34 \$34.93 \$2,794.40 \$72,654.40 46 \$39.35 \$3,148.00	\$27.80 \$2,224.00 \$57,824.00 \$57,824.00 23 \$31.30 \$2,504.00 \$65,104.00 35 \$35.27 \$2,821.60 \$73,361.60 47 \$39.73 \$3,178.40	\$28.06 \$2,244.80 \$58,364.80 24 \$31.61 \$2,528.80 \$65,748.80 36 \$35.62 \$2,849.60 \$74,089.60 48 \$40.15 \$3,212.00

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$28.35	\$28.61	\$28.90	\$29.19	\$29.50	\$29.78	\$30.09	\$30.38	\$30.67	\$30.99	\$31.30	\$31.61
Biweekly	\$2,268.00	\$2,288.80	\$2,312.00	\$2,335.20	\$2,360.00	\$2,382.40	\$2,407.20	\$2,430.40	\$2,453.60	\$2,479.20	\$2,504.00	\$2,528.80
Annually	\$58,968.00	\$59,508.80	\$60,112.00	\$60,715.20	\$61,360.00	\$61,942.40	\$62,587.20	\$63,190.40	\$63,793.60	\$64,459.20	\$65,104.00	\$65,748.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$31.95	\$32.23	\$32.59	\$32.90	\$33.24	\$33.57	\$33.90	\$34.23	\$34.58	\$34.93	\$35.27	\$35.62
Biweekly	\$2,556.00	\$2,578.40	\$2,607.20	\$2,632.00	\$2,659.20	\$2,685.60	\$2,712.00	\$2,738.40	\$2,766.40	\$2,794.40	\$2,821.60	\$2,849.60
Annually	\$66,456.00	\$67,038.40	\$67,787.20	\$68,432.00	\$69,139.20	\$69,825.60	\$70,512.00	\$71,198.40	\$71,926.40	\$72,654.40	\$73,361.60	\$74,089.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$36.00	\$36.34	\$36.71	\$37.05	\$37.43	\$37.81	\$38.18	\$38.56	\$38.96	\$39.35	\$39.73	\$40.15
Biweekly	\$2,880.00	\$2,907.20	\$2,936.80	\$2,964.00	\$2,994.40	\$3,024.80	\$3,054.40	\$3,084.80	\$3,116.80	\$3,148.00	\$3,178.40	\$3,212.00
Annually	\$74,880.00	\$75,587.20	\$76,356.80	\$77,064.00	\$77,854.40	\$78,644.80	\$79,414.40	\$80,204.80	\$81,036.80	\$81,848.00	\$82,638.40	\$83,512.00
Aillidally	\$74,000.00	\$75,567.20	\$70,550.60	377,004.00	\$77,054.40	370,044.00	373,414.40	300,204.00	301,030.00	301,040.00	302,030.40	\$65,512.00
Steps	37	20	20	40	44	42	42	44	45	46	47	40
•		38	39	40	41	42	43	44	45	46	47	48
Hourly	\$40.52	\$40.93	\$41.33	\$41.75	\$42.18	\$42.58	\$43.01	\$43.45	\$43.88	\$44.33	\$44.80	\$45.22
Biweekly	\$3,241.60	\$3,274.40	\$3,306.40	\$3,340.00	\$3,374.40	\$3,406.40	\$3,440.80	\$3,476.00	\$3,510.40	\$3,546.40	\$3,584.00	\$3,617.60
Annually	\$84,281.60	\$85,134.40	\$85,966.40	\$86,840.00	\$87,734.40	\$88,566.40	\$89,460.80	\$90,376.00	\$91,270.40	\$92,206.40	\$93,184.00	\$94,057.60
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Steps	49	50	51	52	53	54	55					
Hourly	\$45.68	\$46.14	\$46.58	\$47.06	\$47.52	\$48.00	\$48.47					
Biweekly	\$3,654.40	\$3,691.20	\$3,726.40	\$3,764.80	\$3,801.60	\$3,840.00	\$3,877.60					
Annually	\$95,014.40	\$95,971.20	\$96,886.40	\$97,884.80	\$98,841.60	\$99,840.00	\$100,817.60					
Ailliually	393,014.40	393,971.20	390,000.40	397,004.00	330,041.00	333,040.00	3100,617.00					
70												
Grade 78												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_	-	-		6 \$32.50	7 \$32.90	_	-	10 \$33.90	11 \$34.23	12 \$24.58
Steps Hourly	\$30.99	\$31.30	\$31.61	\$31.95	\$32.23	\$32.59	\$32.90	\$33.24	\$33.57	\$33.90	\$34.23	\$34.58
Steps Hourly Biweekly	\$30.99 \$2,479.20	\$31.30 \$2,504.00	\$31.61 \$2,528.80	\$31.95 \$2,556.00	\$32.23 \$2,578.40	\$32.59 \$2,607.20	\$32.90 \$2,632.00	\$33.24 \$2,659.20	\$33.57 \$2,685.60	\$33.90 \$2,712.00	\$34.23 \$2,738.40	\$34.58 \$2,766.40
Steps Hourly	\$30.99	\$31.30	\$31.61	\$31.95	\$32.23	\$32.59	\$32.90	\$33.24	\$33.57	\$33.90	\$34.23	\$34.58
Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20	\$31.30 \$2,504.00 \$65,104.00	\$31.61 \$2,528.80 \$65,748.80	\$31.95 \$2,556.00 \$66,456.00	\$32.23 \$2,578.40 \$67,038.40	\$32.59 \$2,607.20 \$67,787.20	\$32.90 \$2,632.00 \$68,432.00	\$33.24 \$2,659.20 \$69,139.20	\$33.57 \$2,685.60 \$69,825.60	\$33.90 \$2,712.00 \$70,512.00	\$34.23 \$2,738.40 \$71,198.40	\$34.58 \$2,766.40 \$71,926.40
Steps Hourly Biweekly Annually Steps	\$30.99 \$2,479.20 \$64,459.20	\$31.30 \$2,504.00 \$65,104.00	\$31.61 \$2,528.80 \$65,748.80	\$31.95 \$2,556.00 \$66,456.00	\$32.23 \$2,578.40 \$67,038.40	\$32.59 \$2,607.20 \$67,787.20	\$32.90 \$2,632.00 \$68,432.00	\$33.24 \$2,659.20 \$69,139.20	\$33.57 \$2,685.60 \$69,825.60	\$33.90 \$2,712.00 \$70,512.00	\$34.23 \$2,738.40 \$71,198.40	\$34.58 \$2,766.40 \$71,926.40
Steps Hourly Biweekly Annually Steps Hourly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96
Steps Hourly Biweekly Annually Steps	\$30.99 \$2,479.20 \$64,459.20	\$31.30 \$2,504.00 \$65,104.00	\$31.61 \$2,528.80 \$65,748.80	\$31.95 \$2,556.00 \$66,456.00	\$32.23 \$2,578.40 \$67,038.40	\$32.59 \$2,607.20 \$67,787.20	\$32.90 \$2,632.00 \$68,432.00	\$33.24 \$2,659.20 \$69,139.20	\$33.57 \$2,685.60 \$69,825.60	\$33.90 \$2,712.00 \$70,512.00	\$34.23 \$2,738.40 \$71,198.40	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80
Steps Hourly Biweekly Annually Steps Hourly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27 \$2,821.60	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3,054.40	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27 \$2,821.60	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3,054.40	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40	\$31.30 \$2,504.00 \$65,104.00 \$14 \$35.27 \$2,821.60 \$73,361.60	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00 \$77,064.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35	\$31.30 \$2,504.00 \$65,104.00 \$14 \$35.27 \$2,821.60 \$73,361.60	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00 \$77,064.00 31 \$41.75	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60 26 \$39.73 \$3,178.40	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33 \$3,306.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00 \$77,064.00 31 \$41.75 \$3,340.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 34 \$43.01 \$3,440.80	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35	\$31.30 \$2,504.00 \$65,104.00 \$14 \$35.27 \$2,821.60 \$73,361.60	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00 \$77,064.00 31 \$41.75	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00 \$81,848.00	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60 26 \$39.73 \$3,178.40 \$82,638.40	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60 \$84,281.60	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40 \$85,134.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33 \$3,306.40 \$85,966.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00 \$77,064.00 31 \$41.75 \$3,340.00 \$86,840.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40 \$88,566.40	\$33.90 \$2,712.00 \$70,512.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 \$43.01 \$3,440.80 \$89,460.80	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00 \$90,376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40 \$91,270.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00 \$81,848.00	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60 26 \$39.73 \$3,178.40 \$82,638.40	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60 \$84,281.60	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40 \$85,134.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33 \$3,306.40 \$85,966.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00 \$77,064.00 31 \$41.75 \$3,340.00 \$86,840.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40 \$88,566.40	\$33.90 \$2,712.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00 \$90,376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40 \$91,270.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00 \$81,848.00	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60 26 \$39.73 \$3,178.40 \$82,638.40	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60 \$84,281.60	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40 \$85,134.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33 \$3,306.40 \$85,966.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00 \$77,064.00 31 \$41.75 \$3,340.00 \$86,840.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40 \$88,566.40	\$33.90 \$2,712.00 \$70,512.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00 \$90,376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40 \$91,270.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00 \$81,848.00	\$31.30 \$2,504.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60 26 \$39.73 \$3,178.40 \$82,638.40	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60 \$84,281.60	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40 \$85,134.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33 \$3,306.40 \$85,966.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00 \$77,064.00 31 \$41.75 \$3,340.00 \$86,840.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40 \$88,566.40	\$33.90 \$2,712.00 \$70,512.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80 46 \$48.47 \$3,877.60	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00 \$90,376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40 \$91,270.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00 \$81,848.00	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60 26 \$39.73 \$3,178.40 \$82,638.40	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60 \$84,281.60	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40 \$85,134.40	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33 \$3,306.40 \$85,966.40	\$32.90 \$2,632.00 \$68,432.00 19 \$37.05 \$2,964.00 \$77,064.00 31 \$41.75 \$3,340.00 \$86,840.00	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40 \$88,566.40	\$33.90 \$2,712.00 \$70,512.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00 \$90,376.00	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40 \$91,270.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00 \$81,848.00 37 \$44.33 \$3,546.40 \$92,206.40	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60 26 \$39.73 \$3,178.40 \$82,638.40 38 \$44.80 \$3,584.00 \$93,184.00	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00 \$45.22 \$3,617.60 \$94,057.60	\$31.95 \$2,556.00 \$66,456.00 \$16 \$36.00 \$2,880.00 \$74,880.00 \$74,880.00 \$40.52 \$3,241.60 \$84,281.60 \$45.68 \$3,654.40 \$95,014.40	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40 \$85,134.40 41 \$46.14 \$3,691.20 \$95,971.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33 \$3,306.40 \$85,966.40 42 \$46.58 \$3,726.40 \$96,886.40	\$32.90 \$2,632.00 \$68,432.00 \$19 \$37.05 \$2,964.00 \$77,064.00 \$31 \$41.75 \$3,340.00 \$86,840.00 \$47.06 \$3,764.80 \$97,884.80	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40 \$88,566.40 45 \$48.00 \$3,840.00	\$33.90 \$2,712.00 \$70,512.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80 46 \$48.47 \$3,877.60	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00 \$90,376.00 47 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40 \$91,270.40 48 \$49.44 \$3,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00 \$81,848.00 37 \$44.33 \$3,546.40	\$31.30 \$2,504.00 \$65,104.00 \$14 \$35.27 \$2,821.60 \$73,361.60 \$39.73 \$3,178.40 \$82,638.40 \$3,584.00	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00 \$45.22 \$3,617.60	\$31.95 \$2,556.00 \$66,456.00 16 \$36.00 \$2,880.00 \$74,880.00 28 \$40.52 \$3,241.60 \$84,281.60 40 \$45.68 \$3,654.40	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40 \$85,134.40 41 \$46.14 \$3,691.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33 \$3,306.40 \$85,966.40 42 \$46.58 \$3,726.40	\$32.90 \$2,632.00 \$68,432.00 \$19 \$37.05 \$2,964.00 \$77,064.00 \$3,340.00 \$86,840.00 \$47.06 \$3,764.80 \$97,884.80	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40 \$88,566.40 45 \$48.00 \$3,840.00	\$33.90 \$2,712.00 \$70,512.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80 46 \$48.47 \$3,877.60	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00 \$90,376.00 47 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40 \$91,270.40 48 \$49.44 \$3,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00 \$81,848.00 37 \$44.33 \$3,546.40 \$92,206.40	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60 26 \$39.73 \$3,178.40 \$82,638.40 38 \$44.80 \$3,584.00 \$93,184.00	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00 \$83,512.00 \$94,057.60	\$31.95 \$2,556.00 \$66,456.00 \$16 \$36.00 \$2,880.00 \$74,880.00 \$74,880.00 \$40.52 \$3,241.60 \$84,281.60 \$45.68 \$3,654.40 \$95,014.40	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40 \$85,134.40 41 \$46.14 \$3,691.20 \$95,971.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33 \$3,306.40 \$85,966.40 42 \$46.58 \$3,726.40 \$96,886.40	\$32.90 \$2,632.00 \$68,432.00 \$19 \$37.05 \$2,964.00 \$77,064.00 \$3,340.00 \$86,840.00 \$47.06 \$3,764.80 \$97,884.80	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40 \$88,566.40 45 \$48.00 \$3,840.00	\$33.90 \$2,712.00 \$70,512.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80 46 \$48.47 \$3,877.60	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00 \$90,376.00 47 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40 \$91,270.40 48 \$49.44 \$3,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00 \$81,848.00 37 \$44.33 \$3,546.40 \$92,206.40	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60 26 \$39.73 \$3,178.40 \$82,638.40 \$82,638.40 \$3,584.00 \$93,184.00	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00 \$83,512.00 \$94,057.60 51 \$50.95	\$31.95 \$2,556.00 \$66,456.00 \$16 \$36.00 \$2,880.00 \$74,880.00 \$74,880.00 \$40.52 \$3,241.60 \$84,281.60 \$45.68 \$3,654.40 \$95,014.40	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40 \$85,134.40 41 \$46.14 \$3,691.20 \$95,971.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33 \$3,306.40 \$85,966.40 42 \$46.58 \$3,726.40 \$96,886.40	\$32.90 \$2,632.00 \$68,432.00 \$19 \$37.05 \$2,964.00 \$77,064.00 \$3,340.00 \$86,840.00 \$47.06 \$3,764.80 \$97,884.80 \$55 \$53.04	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40 \$88,566.40 45 \$48.00 \$3,840.00	\$33.90 \$2,712.00 \$70,512.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80 46 \$48.47 \$3,877.60	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00 \$90,376.00 47 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40 \$91,270.40 48 \$49.44 \$3,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00 \$81,848.00 37 \$44.33 \$3,546.40 \$92,206.40 49 \$49.96 \$3,996.80	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60 26 \$39.73 \$3,178.40 \$82,638.40 38 \$44.80 \$3,584.00 \$93,184.00 \$50.45 \$4,036.00	\$31.61 \$2,528.80 \$65,748.80 \$15 \$35.62 \$2,849.60 \$74,089.60 \$40.15 \$3,212.00 \$83,512.00 \$83,512.00 \$94,057.60 \$94,057.60	\$31.95 \$2,556.00 \$66,456.00 \$16 \$36.00 \$2,880.00 \$74,880.00 \$74,880.00 \$40.52 \$3,241.60 \$84,281.60 \$45.68 \$3,654.40 \$95,014.40 \$52 \$51.45 \$4,116.00	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40 \$85,134.40 41 \$46.14 \$3,691.20 \$95,971.20 53 \$51.99 \$4,159.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2.936.80 \$76,356.80 30 \$41.33 \$3,306.40 \$85,966.40 42 \$46.58 \$3,726.40 \$96,886.40 54 \$52.50 \$4,200.00	\$32.90 \$2,632.00 \$68,432.00 \$19 \$37.05 \$2,964.00 \$77,064.00 \$31 \$41.75 \$3,340.00 \$86,840.00 \$47.06 \$3,764.80 \$97,884.80 \$97,884.80	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40 \$88,566.40 45 \$48.00 \$3,840.00	\$33.90 \$2,712.00 \$70,512.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80 46 \$48.47 \$3,877.60	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00 \$90,376.00 47 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40 \$91,270.40 48 \$49.44 \$3,955.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.99 \$2,479.20 \$64,459.20 13 \$34.93 \$2,794.40 \$72,654.40 25 \$39.35 \$3,148.00 \$81,848.00 37 \$44.33 \$3,546.40 \$92,206.40	\$31.30 \$2,504.00 \$65,104.00 \$65,104.00 14 \$35.27 \$2,821.60 \$73,361.60 26 \$39.73 \$3,178.40 \$82,638.40 \$82,638.40 \$3,584.00 \$93,184.00	\$31.61 \$2,528.80 \$65,748.80 15 \$35.62 \$2,849.60 \$74,089.60 27 \$40.15 \$3,212.00 \$83,512.00 \$83,512.00 \$94,057.60 51 \$50.95	\$31.95 \$2,556.00 \$66,456.00 \$16 \$36.00 \$2,880.00 \$74,880.00 \$74,880.00 \$40.52 \$3,241.60 \$84,281.60 \$45.68 \$3,654.40 \$95,014.40	\$32.23 \$2,578.40 \$67,038.40 17 \$36.34 \$2,907.20 \$75,587.20 29 \$40.93 \$3,274.40 \$85,134.40 41 \$46.14 \$3,691.20 \$95,971.20	\$32.59 \$2,607.20 \$67,787.20 18 \$36.71 \$2,936.80 \$76,356.80 30 \$41.33 \$3,306.40 \$85,966.40 42 \$46.58 \$3,726.40 \$96,886.40	\$32.90 \$2,632.00 \$68,432.00 \$19 \$37.05 \$2,964.00 \$77,064.00 \$3,340.00 \$86,840.00 \$47.06 \$3,764.80 \$97,884.80 \$55 \$53.04	\$33.24 \$2,659.20 \$69,139.20 20 \$37.43 \$2,994.40 \$77,854.40 32 \$42.18 \$3,374.40 \$87,734.40	\$33.57 \$2,685.60 \$69,825.60 21 \$37.81 \$3,024.80 \$78,644.80 33 \$42.58 \$3,406.40 \$88,566.40 45 \$48.00 \$3,840.00	\$33.90 \$2,712.00 \$70,512.00 \$70,512.00 22 \$38.18 \$3,054.40 \$79,414.40 34 \$43.01 \$3,440.80 \$89,460.80 46 \$48.47 \$3,877.60	\$34.23 \$2,738.40 \$71,198.40 23 \$38.56 \$3,084.80 \$80,204.80 35 \$43.45 \$3,476.00 \$90,376.00 47 \$48.97 \$3,917.60	\$34.58 \$2,766.40 \$71,926.40 24 \$38.96 \$3,116.80 \$81,036.80 36 \$43.88 \$3,510.40 \$91,270.40 48 \$49.44 \$3,955.20

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$33.90	\$34.23	\$34.58	\$34.93	\$35.27	\$35.62	\$36.00	\$36.34	\$36.71	\$37.05	\$37.43	\$37.81
Biweekly	\$2,712.00	\$2,738.40	\$2,766.40	\$2,794.40	\$2,821.60	\$2,849.60	\$2,880.00	\$2,907.20	\$2,936.80	\$2,964.00	\$2,994.40	\$3,024.80
Annually	\$70,512.00	\$71,198.40	\$71,926.40	\$72,654.40	\$73,361.60	\$74,089.60	\$74,880.00	\$75,587.20	\$76,356.80	\$77,064.00	\$77,854.40	\$78,644.80
Ailliually	\$70,512.00	\$71,130.40	371,320.40	372,034.40	3/3,301.00	374,083.00	\$74,860.00	\$75,567.20	\$70,330.80	377,004.00	377,034.40	376,044.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$38.18	\$38.56	\$38.96	\$39.35	\$39.73	\$40.15	\$40.52	\$40.93	\$41.33	\$41.75	\$42.18	\$42.58
Biweekly	\$3,054.40	\$3,084.80	\$3,116.80	\$3,148.00	\$3,178.40	\$3,212.00	\$3,241.60	\$3,274.40	\$3,306.40	\$3,340.00	\$3,374.40	\$3,406.40
Annually	\$79,414.40	\$80,204.80	\$81,036.80	\$81,848.00	\$82,638.40	\$83,512.00	\$84,281.60	\$85,134.40	\$85,966.40	\$86,840.00	\$87,734.40	\$88,566.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$43.01	\$43.45	\$43.88	\$44.33	\$44.80	\$45.22	\$45.68	\$46.14	\$46.58	\$47.06	\$47.52	\$48.00
Biweekly	\$3,440.80	\$3,476.00	\$3,510.40	\$3,546.40	\$3,584.00	\$3,617.60	\$3,654.40	\$3,691.20	\$3,726.40	\$3,764.80	\$3,801.60	\$3,840.00
Annually	\$89,460.80	\$90,376.00	\$91,270.40	\$92,206.40	\$93,184.00	\$94,057.60	\$95,014.40	\$95,971.20	\$96,886.40	\$97,884.80	\$98,841.60	\$99,840.00
Ailliually	303,400.00	330,370.00	331,270.40	332,200.40	\$33,104.00	\$34,037.00	333,014.40	333,371.20	330,880.40	337,004.00	330,041.00	\$33,840.00
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$48.47	\$48.97	\$49.44	\$49.96	\$50.45	\$50.95	\$51.45	\$51.99	\$52.50	\$53.04	\$53.56	\$54.10
Biweekly	\$3,877.60	\$3,917.60	\$3,955.20	\$3,996.80	\$4,036.00	\$4,076.00	\$4,116.00	\$4,159.20	\$4,200.00	\$4,243.20	\$4,284.80	\$4,328.00
Annually	\$100,817.60	\$101,857.60	\$102,835.20	\$103,916.80	\$104,936.00	\$105,976.00	\$107,016.00	\$108,139.20	\$109,200.00	\$110,323.20	\$111,404.80	\$112,528.00
Steps	49	50	51	52	53	54	55					
Hourly	\$54.64	\$55.19	\$55.74	\$56.29	\$56.86	\$57.42	\$57.99					
Biweekly	\$4,371.20	\$4,415.20	\$4,459.20	\$4,503.20	\$4,548.80	\$4,593.60	\$4,639.20					
Annually	\$113,651.20	\$114,795.20	\$115,939.20	\$117,083.20	\$118,268.80	\$119,433.60	\$120,619.20					
Allitually	\$115,051.20	3114,793.20	\$115,959.20	3117,003.20	\$110,200.00	3119,433.00	\$120,019.20					
0												
Grade 80												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_		-	_			_				
Steps Hourly	\$36.71	\$37.05	\$37.43	\$37.81	\$38.18	\$38.56	\$38.96	\$39.35	\$39.73	\$40.15	\$40.52	\$40.93
Steps Hourly Biweekly	\$36.71 \$2,936.80	\$37.05 \$2,964.00	\$37.43 \$2,994.40	\$37.81 \$3,024.80	\$38.18 \$3,054.40	\$38.56 \$3,084.80	\$38.96 \$3,116.80	\$39.35 \$3,148.00	\$39.73 \$3,178.40	\$40.15 \$3,212.00	\$40.52 \$3,241.60	\$40.93 \$3,274.40
Steps Hourly	\$36.71	\$37.05	\$37.43	\$37.81	\$38.18	\$38.56	\$38.96	\$39.35	\$39.73	\$40.15	\$40.52	\$40.93
Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80	\$37.05 \$2,964.00 \$77,064.00	\$37.43 \$2,994.40 \$77,854.40	\$37.81 \$3,024.80 \$78,644.80	\$38.18 \$3,054.40 \$79,414.40	\$38.56 \$3,084.80 \$80,204.80	\$38.96 \$3,116.80 \$81,036.80	\$39.35 \$3,148.00 \$81,848.00	\$39.73 \$3,178.40 \$82,638.40	\$40.15 \$3,212.00 \$83,512.00	\$40.52 \$3,241.60 \$84,281.60	\$40.93 \$3,274.40 \$85,134.40
Steps Hourly Biweekly Annually Steps	\$36.71 \$2,936.80 \$76,356.80	\$37.05 \$2,964.00 \$77,064.00	\$37.43 \$2,994.40 \$77,854.40	\$37.81 \$3,024.80 \$78,644.80	\$38.18 \$3,054.40 \$79,414.40	\$38.56 \$3,084.80 \$80,204.80	\$38.96 \$3,116.80 \$81,036.80	\$39.35 \$3,148.00 \$81,848.00	\$39.73 \$3,178.40 \$82,638.40	\$40.15 \$3,212.00 \$83,512.00	\$40.52 \$3,241.60 \$84,281.60	\$40.93 \$3,274.40 \$85,134.40
Steps Hourly Biweekly Annually Steps Hourly	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3,546.40	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20
Steps Hourly Biweekly Annually Steps Hourly	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3,546.40	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3,546.40	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3,546.40 \$92,206.40	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45 \$4,036.00	\$40.15 \$3,212.00 \$83,512.00 \$22 \$45.22 \$3,617.60 \$94,057.60 \$4,057.60	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44	\$39.35 \$3,148.00 \$81,848.00 20 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60 \$101,857.60	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 \$22 \$45.22 \$3,617.60 \$94,057.60 \$4,057.60 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60 \$101,857.60	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60 \$101,857.60	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40 37 \$52.50 \$4,200.00	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80 38 \$53.04 \$4,243.20	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60 39 \$53.56 \$4,284.80	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00 40 \$54.10 \$4,328.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60 41 \$54.64 \$4,371.20	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60 \$101,857.60 42 \$55.19 \$4,415.20	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80 44 \$56.29 \$4,503.20	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 \$22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20 48 \$58.58 \$4,686.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60 \$101,857.60	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40 37 \$52.50 \$4,200.00 \$109,200.00	\$37.05 \$2,964.00 \$77,064.00 \$14 \$41.75 \$3,340.00 \$86,840.00 \$26 \$47.06 \$3,764.80 \$97,884.80 \$97,884.20 \$110,323.20	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60 39 \$53.56 \$4,284.80 \$111,404.80	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00 40 \$54.10 \$4,328.00 \$112,528.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60 41 \$54.64 \$4,371.20 \$113,651.20	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60 \$101,857.60 42 \$55.19 \$4,415.20 \$114,795.20	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20 \$15,74 \$4,459.20 \$115,939.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80 44 \$56.29 \$4,503.20	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 \$22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20 48 \$58.58 \$4,686.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40 37 \$52.50 \$4,200.00 \$109,200.00	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80 38 \$53.04 \$4,243.20 \$110,323.20	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60 39 \$53.56 \$4,284.80 \$111,404.80	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00 40 \$54.10 \$4,328.00 \$112,528.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60 41 \$54.64 \$4,371.20 \$113,651.20	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60 \$101,857.60 42 \$55.19 \$4,415.20 \$114,795.20	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20 \$102,835.20 \$115,939.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80 44 \$56.29 \$4,503.20	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 \$22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20 48 \$58.58 \$4,686.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40 37 \$52.50 \$4,200.00 \$109,200.00	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80 38 \$53.04 \$4,243.20 \$110,323.20	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60 39 \$53.56 \$4,284.80 \$111,404.80 51 \$60.34	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00 40 \$54.10 \$4,328.00 \$112,528.00 \$112,528.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60 41 \$54.64 \$4,371.20 \$113,651.20	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60 \$101,857.60 42 \$55.19 \$4,415.20 \$114,795.20	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20 43 \$55.74 \$4,459.20 \$115,939.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80 44 \$56.29 \$4,503.20	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 \$22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20 48 \$58.58 \$4,686.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40 37 \$52.50 \$4,200.00 \$109,200.00	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80 38 \$53.04 \$4,243.20 \$110,323.20	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60 39 \$53.56 \$4,284.80 \$111,404.80	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00 40 \$54.10 \$4,328.00 \$112,528.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60 41 \$54.64 \$4,371.20 \$113,651.20	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60 \$101,857.60 42 \$55.19 \$4,415.20 \$114,795.20	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20 \$102,835.20 \$115,939.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80 44 \$56.29 \$4,503.20	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 \$22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20 48 \$58.58 \$4,686.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.71 \$2,936.80 \$76,356.80 13 \$41.33 \$3,306.40 \$85,966.40 25 \$46.58 \$3,726.40 \$96,886.40 37 \$52.50 \$4,200.00 \$109,200.00	\$37.05 \$2,964.00 \$77,064.00 14 \$41.75 \$3,340.00 \$86,840.00 26 \$47.06 \$3,764.80 \$97,884.80 38 \$53.04 \$4,243.20 \$110,323.20	\$37.43 \$2,994.40 \$77,854.40 15 \$42.18 \$3,374.40 \$87,734.40 27 \$47.52 \$3,801.60 \$98,841.60 39 \$53.56 \$4,284.80 \$111,404.80 51 \$60.34	\$37.81 \$3,024.80 \$78,644.80 16 \$42.58 \$3,406.40 \$88,566.40 28 \$48.00 \$3,840.00 \$99,840.00 40 \$54.10 \$4,328.00 \$112,528.00 \$112,528.00	\$38.18 \$3,054.40 \$79,414.40 17 \$43.01 \$3,440.80 \$89,460.80 29 \$48.47 \$3,877.60 \$100,817.60 41 \$54.64 \$4,371.20 \$113,651.20	\$38.56 \$3,084.80 \$80,204.80 18 \$43.45 \$3,476.00 \$90,376.00 30 \$48.97 \$3,917.60 \$101,857.60 42 \$55.19 \$4,415.20 \$114,795.20	\$38.96 \$3,116.80 \$81,036.80 19 \$43.88 \$3,510.40 \$91,270.40 31 \$49.44 \$3,955.20 \$102,835.20 43 \$55.74 \$4,459.20 \$115,939.20	\$39.35 \$3,148.00 \$81,848.00 \$44.33 \$3,546.40 \$92,206.40 32 \$49.96 \$3,996.80 \$103,916.80 44 \$56.29 \$4,503.20	\$39.73 \$3,178.40 \$82,638.40 21 \$44.80 \$3,584.00 \$93,184.00 33 \$50.45 \$4,036.00 \$104,936.00	\$40.15 \$3,212.00 \$83,512.00 \$22 \$45.22 \$3,617.60 \$94,057.60 34 \$50.95 \$4,076.00 \$105,976.00	\$40.52 \$3,241.60 \$84,281.60 23 \$45.68 \$3,654.40 \$95,014.40 35 \$51.45 \$4,116.00 \$107,016.00	\$40.93 \$3,274.40 \$85,134.40 24 \$46.14 \$3,691.20 \$95,971.20 36 \$51.99 \$4,159.20 \$108,139.20 48 \$58.58 \$4,686.40

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$40.15	\$40.52	\$40.93	\$41.33	\$41.75	\$42.18	\$42.58	\$43.01	\$43.45	\$43.88	\$44.33	\$44.80
Biweekly	\$3,212.00	\$3,241.60	\$3,274.40	\$3,306.40	\$3,340.00	\$3,374.40	\$3,406.40	\$3,440.80	\$3,476.00	\$3,510.40	\$3,546.40	\$3,584.00
Annually	\$83,512.00	\$84,281.60	\$85,134.40	\$85,966.40	\$86,840.00	\$87,734.40	\$88,566.40	\$89,460.80	\$90,376.00	\$91,270.40	\$92,206.40	\$93,184.00
Aimadily	303,312.00	304,201.00	303,134.40	\$05,500.40	300,040.00	307,734.40	300,300.40	303,400.00	\$30,370.00	JJ1,270.40	332,200.40	\$55,104.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$45.22	\$45.68	\$46.14	\$46.58	\$47.06	\$47.52	\$48.00	\$48.47	\$48.97	\$49.44	\$49.96	\$50.45
Biweekly	\$3,617.60	\$3,654.40	\$3,691.20	\$3,726.40	\$3,764.80	\$3,801.60	\$3,840.00	\$3,877.60	\$3,917.60	\$3,955.20	\$3,996.80	\$4,036.00
Annually	\$94,057.60	\$95,014.40	\$95,971.20	\$96,886.40	\$97,884.80	\$98,841.60	\$99,840.00	\$100,817.60	\$101,857.60	\$102,835.20	\$103,916.80	\$104,936.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$50.95	\$51.45	\$51.99	\$52.50	\$53.04	\$53.56	\$54.10	\$54.64	\$55.19	\$55.74	\$56.29	\$56.86
Biweekly	\$4,076.00	\$4,116.00	\$4,159.20	\$4,200.00	\$4,243.20	\$4,284.80	\$4,328.00	\$4,371.20	\$4,415.20	\$4,459.20	\$4,503.20	\$4,548.80
Annually	\$105,976.00	\$107,016.00	\$108,139.20	\$109,200.00	\$110,323.20	\$111,404.80	\$112,528.00	\$113,651.20	\$114,795.20	\$115,939.20	\$117,083.20	\$118,268.80
Annually	\$105,976.00	\$107,016.00	\$108,139.20	\$109,200.00	\$110,323.20	\$111,404.80	\$112,528.00	\$113,051.20	\$114,795.20	\$115,939.20	\$117,083.20	\$118,208.80
Chana												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$57.42	\$57.99	\$58.58	\$59.18	\$59.76	\$60.34	\$60.95	\$61.58	\$62.19	\$62.82	\$63.44	\$64.08
Biweekly	\$4,593.60	\$4,639.20	\$4,686.40	\$4,734.40	\$4,780.80	\$4,827.20	\$4,876.00	\$4,926.40	\$4,975.20	\$5,025.60	\$5,075.20	\$5,126.40
Annually	\$119,433.60	\$120,619.20	\$121,846.40	\$123,094.40	\$124,300.80	\$125,507.20	\$126,776.00	\$128,086.40	\$129,355.20	\$130,665.60	\$131,955.20	\$133,286.40
, .	V223, 100100	V120,013.20	0121,0.00	V120,030	V12 1,000100	V125,507.120	V120,770.00	V120,0001.0	V125,555.20	V100,000.00	V101,505.20	V100,2001.0
Steps	49	50	51	52	53	54	55					
Hourly	\$64.72	\$65.37	\$66.02	\$66.68	\$67.36	\$68.02	\$68.69					
Biweekly	\$5,177.60	\$5,229.60	\$5,281.60	\$5,334.40	\$5,388.80	\$5,441.60	\$5,495.20					
Annually	\$134,617.60	\$135,969.60	\$137,321.60	\$138,694.40	\$140,108.80	\$141,481.60	\$142,875.20					
Grade 8 2												
Grade 82					_		_					
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$45.22	\$45.68	\$46.14	\$46.58	\$47.06	\$47.52	\$48.00	\$48.47	\$48.97	\$49.44	\$49.96	\$50.45
Steps	_	_	-	-	_			_				
Steps Hourly	\$45.22	\$45.68	\$46.14	\$46.58	\$47.06	\$47.52	\$48.00	\$48.47	\$48.97	\$49.44	\$49.96	\$50.45
Steps Hourly Biweekly Annually	\$45.22 \$3,617.60	\$45.68 \$3,654.40	\$46.14 \$3,691.20	\$46.58 \$3,726.40	\$47.06 \$3,764.80	\$47.52 \$3,801.60	\$48.00 \$3,840.00	\$48.47 \$3,877.60	\$48.97 \$3,917.60	\$49.44 \$3,955.20	\$49.96 \$3,996.80	\$50.45 \$4,036.00 \$104,936.00
Steps Hourly Biweekly	\$45.22 \$3,617.60	\$45.68 \$3,654.40	\$46.14 \$3,691.20	\$46.58 \$3,726.40	\$47.06 \$3,764.80	\$47.52 \$3,801.60	\$48.00 \$3,840.00	\$48.47 \$3,877.60	\$48.97 \$3,917.60	\$49.44 \$3,955.20	\$49.96 \$3,996.80	\$50.45 \$4,036.00
Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60	\$45.68 \$3,654.40 \$95,014.40	\$46.14 \$3,691.20 \$95,971.20	\$46.58 \$3,726.40 \$96,886.40	\$47.06 \$3,764.80 \$97,884.80	\$47.52 \$3,801.60 \$98,841.60	\$48.00 \$3,840.00 \$99,840.00	\$48.47 \$3,877.60 \$100,817.60	\$48.97 \$3,917.60 \$101,857.60	\$49.44 \$3,955.20 \$102,835.20	\$49.96 \$3,996.80 \$103,916.80	\$50.45 \$4,036.00 \$104,936.00
Steps Hourly Biweekly Annually Steps Hourly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74 \$4,459.20	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80
Steps Hourly Biweekly Annually Steps Hourly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113,651.20	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74 \$4,459.20 \$115,939.20	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113,651.20	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20	\$49.44 \$3,955.20 \$102,835.20 22 \$55.74 \$4,459.20 \$115,939.20	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00 31 \$60.95	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113,651.20 32 \$61.58	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 34 \$62.82	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00 31 \$60.95 \$4,876.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113,651.20 32 \$61.58 \$4,926.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 34 \$62.82 \$5,025.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00 31 \$60.95	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113,651.20 32 \$61.58	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 34 \$62.82	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00 31 \$60.95 \$4,876.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113,651.20 32 \$61.58 \$4,926.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 34 \$62.82 \$5,025.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00 31 \$60.95 \$4,876.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113,651.20 32 \$61.58 \$4,926.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 34 \$62.82 \$5,025.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40 \$133,286.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60 \$119,433.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20 \$120,619.20	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80 \$124,300.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20 \$125,507.20	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00 31 \$60.95 \$4,876.00 \$126,776.00	\$48.47 \$3,877.60 \$100,817.60 20 \$54.64 \$4,371.20 \$113,651.20 32 \$61.58 \$4,926.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20 \$129,355.20	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 34 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20 \$131,955.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40 \$133,286.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60 \$119,433.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20 \$120,619.20 38 \$65.37	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40 40 \$66.68	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80 \$124,300.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20 \$125,507.20	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00 31 \$60.95 \$4,876.00 \$126,776.00	\$48.47 \$3,877.60 \$100,817.60 \$20 \$54.64 \$4,371.20 \$113,651.20 \$128,086.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20 \$129,355.20	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$4 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20 \$131,955.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40 \$133,286.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60 \$119,433.60 37 \$64.72 \$5,177.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20 \$120,619.20 38 \$65.37 \$5,229.60	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40 39 \$66.02 \$5,281.60	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40 40 \$66.68 \$5,334.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80 \$124,300.80 41 \$67.36 \$5,388.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20 \$125,507.20 42 \$68.02 \$5,441.60	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00 31 \$60.95 \$4,876.00 \$126,776.00 43 \$68.69 \$5,495.20	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113,651.20 \$128,086.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20 \$129,355.20 45 \$70.08 \$5,606.40	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$44 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20 \$131,955.20 47 \$71.47 \$5,717.60	\$50.45 \$4,036.00 \$104,936.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40 \$133,286.40 48 \$72.22 \$5,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60 \$119,433.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20 \$120,619.20 38 \$65.37	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40 40 \$66.68	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80 \$124,300.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20 \$125,507.20	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00 31 \$60.95 \$4,876.00 \$126,776.00	\$48.47 \$3,877.60 \$100,817.60 \$20 \$54.64 \$4,371.20 \$113,651.20 \$128,086.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20 \$129,355.20	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$4 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20 \$131,955.20	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40 \$133,286.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60 \$119,433.60 37 \$64.72 \$5,177.60 \$134,617.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20 \$120,619.20 38 \$65.37 \$5,229.60 \$135,969.60	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40 39 \$66.02 \$5,281.60 \$137,321.60	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40 40 \$66.68 \$5,334.40 \$138,694.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80 \$124,300.80 41 \$67.36 \$5,388.80 \$140,108.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20 \$125,507.20 42 \$68.02 \$5,441.60 \$141,481.60	\$48.00 \$3,840.00 \$99,840.00 \$199,840.00 \$54.10 \$4,328.00 \$112,528.00 \$112,528.00 \$126,776.00 \$126,776.00 \$126,776.00 \$126,776.20 \$142,875.20	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113,651.20 \$128,086.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20 \$129,355.20 45 \$70.08 \$5,606.40	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$44 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20 \$131,955.20 47 \$71.47 \$5,717.60	\$50.45 \$4,036.00 \$104,936.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40 \$133,286.40 48 \$72.22 \$5,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60 \$119,433.60 37 \$64.72 \$5,177.60 \$134,617.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20 \$120,619.20 38 \$65.37 \$5,229.60 \$135,969.60	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40 39 \$66.02 \$5,281.60 \$137,321.60	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40 40 \$66.68 \$5,334.40 \$138,694.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80 \$124,300.80 41 \$67.36 \$5,388.80 \$140,108.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20 \$125,507.20 42 \$68.02 \$5,441.60 \$141,481.60	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00 31 \$60.95 \$4,876.00 \$126,776.00 43 \$68.69 \$5,495.20 \$142,875.20	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113,651.20 \$128,086.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20 \$129,355.20 45 \$70.08 \$5,606.40	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$44 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20 \$131,955.20 47 \$71.47 \$5,717.60	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40 \$133,286.40 48 \$72.22 \$5,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60 \$119,433.60 37 \$64.72 \$5,177.60 \$134,617.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20 \$120,619.20 38 \$65.37 \$5,229.60 \$135,969.60 50 \$73.64	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40 \$121,846.40 \$137,321.60	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40 40 \$66.68 \$5,334.40 \$138,694.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80 \$124,300.80 41 \$67.36 \$5,388.80 \$140,108.80 53 \$75.89	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20 \$125,507.20 42 \$68.02 \$5,441.60 \$141,481.60	\$48.00 \$3,840.00 \$99,840.00 \$199,840.00 \$19 \$54.10 \$4,328.00 \$112,528.00 \$112,528.00 \$126,776.00 \$126,776.00 \$126,776.00 \$142,875.20 \$142,875.20	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113,651.20 \$128,086.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20 \$129,355.20 45 \$70.08 \$5,606.40	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$44 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20 \$131,955.20 47 \$71.47 \$5,717.60	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40 \$133,286.40 48 \$72.22 \$5,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60 \$119,433.60 37 \$64.72 \$5,177.60 \$134,617.60 49 \$72.91 \$5,832.80	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20 \$120,619.20 38 \$65.37 \$5,229.60 \$135,969.60 50 \$73.64 \$5,891.20	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40 \$121,846.40 \$137,321.60 51 \$74.38 \$5,950.40	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40 40 \$66.68 \$5,334.40 \$138,694.40 52 \$75.14 \$6,011.20	\$47.06 \$3,764.80 \$97,884.80 \$17 \$53.04 \$4,243.20 \$110,323.20 \$124,300.80 \$124,300.80 \$124,300.80 \$140,108.80 \$140,108.80	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20 \$125,507.20 42 \$68.02 \$5,441.60 \$141,481.60 54 \$76.64 \$6,131.20	\$48.00 \$3,840.00 \$99,840.00 19 \$54.10 \$4,328.00 \$112,528.00 31 \$60.95 \$4,876.00 \$126,776.00 43 \$68.69 \$5,495.20 \$142,875.20 55 \$77.42 \$6,193.60	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113,651.20 \$128,086.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20 \$129,355.20 45 \$70.08 \$5,606.40	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$44 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20 \$131,955.20 47 \$71.47 \$5,717.60	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40 \$133,286.40 48 \$72.22 \$5,777.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.22 \$3,617.60 \$94,057.60 13 \$50.95 \$4,076.00 \$105,976.00 25 \$57.42 \$4,593.60 \$119,433.60 37 \$64.72 \$5,177.60 \$134,617.60	\$45.68 \$3,654.40 \$95,014.40 14 \$51.45 \$4,116.00 \$107,016.00 26 \$57.99 \$4,639.20 \$120,619.20 38 \$65.37 \$5,229.60 \$135,969.60 50 \$73.64	\$46.14 \$3,691.20 \$95,971.20 15 \$51.99 \$4,159.20 \$108,139.20 27 \$58.58 \$4,686.40 \$121,846.40 \$121,846.40 \$137,321.60	\$46.58 \$3,726.40 \$96,886.40 16 \$52.50 \$4,200.00 \$109,200.00 28 \$59.18 \$4,734.40 \$123,094.40 40 \$66.68 \$5,334.40 \$138,694.40	\$47.06 \$3,764.80 \$97,884.80 17 \$53.04 \$4,243.20 \$110,323.20 29 \$59.76 \$4,780.80 \$124,300.80 41 \$67.36 \$5,388.80 \$140,108.80 53 \$75.89	\$47.52 \$3,801.60 \$98,841.60 18 \$53.56 \$4,284.80 \$111,404.80 30 \$60.34 \$4,827.20 \$125,507.20 42 \$68.02 \$5,441.60 \$141,481.60	\$48.00 \$3,840.00 \$99,840.00 \$199,840.00 \$19 \$54.10 \$4,328.00 \$112,528.00 \$112,528.00 \$126,776.00 \$126,776.00 \$126,776.00 \$142,875.20 \$142,875.20	\$48.47 \$3,877.60 \$100,817.60 \$54.64 \$4,371.20 \$113,651.20 \$128,086.40 \$128,086.40	\$48.97 \$3,917.60 \$101,857.60 21 \$55.19 \$4,415.20 \$114,795.20 33 \$62.19 \$4,975.20 \$129,355.20 45 \$70.08 \$5,606.40	\$49.44 \$3,955.20 \$102,835.20 \$22 \$55.74 \$4,459.20 \$115,939.20 \$44 \$62.82 \$5,025.60 \$130,665.60	\$49.96 \$3,996.80 \$103,916.80 23 \$56.29 \$4,503.20 \$117,083.20 35 \$63.44 \$5,075.20 \$131,955.20 47 \$71.47 \$5,717.60	\$50.45 \$4,036.00 \$104,936.00 24 \$56.86 \$4,548.80 \$118,268.80 36 \$64.08 \$5,126.40 \$133,286.40 48 \$72.22 \$5,777.60

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

C+	4	2	3	4	5	•	7	8	9	10	11	12
Steps	1	_		-	_	6	-			10	11	
Hourly	\$50.95	\$51.45	\$51.99	\$52.50	\$53.04	\$53.56	\$54.10	\$54.64	\$55.19	\$55.74	\$56.29	\$56.86
Biweekly	\$4,076.00	\$4,116.00	\$4,159.20	\$4,200.00	\$4,243.20	\$4,284.80	\$4,328.00	\$4,371.20	\$4,415.20	\$4,459.20	\$4,503.20	\$4,548.80
Annually	\$105,976.00	\$107,016.00	\$108,139.20	\$109,200.00	\$110,323.20	\$111,404.80	\$112,528.00	\$113,651.20	\$114,795.20	\$115,939.20	\$117,083.20	\$118,268.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$57.42	\$57.99	\$58.58	\$59.18	\$59.76	\$60.34	\$60.95	\$61.58	\$62.19	\$62.82	\$63.44	\$64.08
Biweekly	\$4,593.60	\$4,639.20	\$4,686.40	\$4,734.40	\$4,780.80	\$4,827.20	\$4,876.00	\$4,926.40	\$4,975.20	\$5,025.60	\$5,075.20	\$5,126.40
Annually	\$119,433.60	\$120,619.20	\$121,846.40	\$123,094.40	\$124,300.80	\$125,507.20	\$126,776.00	\$128,086.40	\$129,355.20	\$130,665.60	\$131,955.20	\$133,286.40
Ailliually	\$119,433.00	\$120,019.20	3121,840.40	\$123,034.40	\$124,300.80	\$125,507.20	\$120,770.00	\$128,080.40	\$129,333.20	\$130,005.00	\$131,933.20	\$133,280.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$64.72	\$65.37	\$66.02	\$66.68	\$67.36	\$68.02	\$68.69	\$69.39	\$70.08	\$70.76	\$71.47	\$72.22
Biweekly	\$5,177.60	\$5,229.60	\$5,281.60	\$5,334.40	\$5,388.80	\$5,441.60	\$5,495.20	\$5,551.20	\$5,606.40	\$5,660.80	\$5,717.60	\$5,777.60
Annually	\$134,617.60	\$135,969.60	\$137,321.60	\$138,694.40	\$140,108.80	\$141,481.60	\$142,875.20	\$144,331.20	\$145,766.40	\$147,180.80	\$148,657.60	\$150,217.60
Allitually	\$154,017.00	\$155,909.00	\$157,521.00	\$150,094.40	\$140,106.60	\$141,461.00	\$142,675.20	3144,331.20	\$145,766.40	3147,100.00	3146,037.00	\$150,217.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$72.91	\$73.64	\$74.38	\$75.14	\$75.89	\$76.64	\$77.42	\$78.18	\$78.96	\$79.76	\$80.56	\$81.36
Biweekly	\$5,832.80	\$5,891.20	\$5,950.40	\$6,011.20	\$6,071.20	\$6,131.20	\$6,193.60	\$6,254.40	\$6,316.80	\$6,380.80	\$6,444.80	\$6,508.80
Annually	\$151,652.80	\$153,171.20	\$154,710.40	\$156,291.20	\$157,851.20	\$159,411.20	\$161,033.60	\$162,614.40	\$164,236.80	\$165,900.80	\$167,564.80	\$169,228.80
Allitually	\$151,052.00	\$155,171.20	\$154,710.40	\$150,291.20	\$157,651.20	\$159,411.20	\$101,055.00	3102,014.40	\$104,230.60	\$105,900.60	3107,304.60	\$109,220.00
Steps	49	50	51	52	53	54	55					
Hourly	\$82.15	\$82.99	\$83.80	\$84.67	\$85.50	\$86.36	\$87.23					
Biweekly	\$6,572.00	\$6,639.20	\$6,704.00	\$6,773.60	\$6,840.00	\$6,908.80	\$6,978.40					
Annually	\$170,872.00	\$172,619.20	\$174,304.00	\$176,113.60	\$177,840.00	\$179,628.80	\$181,438.40					
Ailliually	3170,872.00	\$172,019.20	3174,304.00	\$170,113.00	3177,840.00	3179,020.00	\$101,430.40					
01- 0/												
Grade 84												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_	-		_							12 \$62.19
Steps Hourly	\$55.74	\$56.29	\$56.86	\$57.42	\$57.99	\$58.58	\$59.18	\$59.76	\$60.34	\$60.95	\$61.58	\$62.19
Steps Hourly Biweekly	\$55.74 \$4,459.20	\$56.29 \$4,503.20	\$56.86 \$4,548.80	\$57.42 \$4,593.60	\$57.99 \$4,639.20	\$58.58 \$4,686.40	\$59.18 \$4,734.40	\$59.76 \$4,780.80	\$60.34 \$4,827.20	\$60.95 \$4,876.00	\$61.58 \$4,926.40	\$62.19 \$4,975.20
Steps Hourly Biweekly Annually	\$55.74	\$56.29	\$56.86	\$57.42	\$57.99	\$58.58	\$59.18	\$59.76	\$60.34	\$60.95	\$61.58	\$62.19
Steps Hourly Biweekly	\$55.74 \$4,459.20	\$56.29 \$4,503.20	\$56.86 \$4,548.80	\$57.42 \$4,593.60	\$57.99 \$4,639.20	\$58.58 \$4,686.40	\$59.18 \$4,734.40	\$59.76 \$4,780.80	\$60.34 \$4,827.20	\$60.95 \$4,876.00	\$61.58 \$4,926.40	\$62.19 \$4,975.20
Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20	\$56.29 \$4,503.20 \$117,083.20	\$56.86 \$4,548.80 \$118,268.80	\$57.42 \$4,593.60 \$119,433.60	\$57.99 \$4,639.20 \$120,619.20	\$58.58 \$4,686.40 \$121,846.40	\$59.18 \$4,734.40 \$123,094.40	\$59.76 \$4,780.80 \$124,300.80	\$60.34 \$4,827.20 \$125,507.20	\$60.95 \$4,876.00 \$126,776.00	\$61.58 \$4,926.40 \$128,086.40	\$62.19 \$4,975.20 \$129,355.20
Steps Hourly Biweekly Annually Steps	\$55.74 \$4,459.20 \$115,939.20	\$56.29 \$4,503.20 \$117,083.20	\$56.86 \$4,548.80 \$118,268.80	\$57.42 \$4,593.60 \$119,433.60	\$57.99 \$4,639.20 \$120,619.20	\$58.58 \$4,686.40 \$121,846.40	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68	\$59.76 \$4,780.80 \$124,300.80	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02	\$60.95 \$4,876.00 \$126,776.00	\$61.58 \$4,926.40 \$128,086.40	\$62.19 \$4,975.20 \$129,355.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5,025.60	\$56.29 \$4,503.20 \$117,083.20 14 \$63.44 \$5,075.20	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5,388.80	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40
Steps Hourly Biweekly Annually Steps Hourly	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82	\$56.29 \$4,503.20 \$117,083.20 14 \$63.44	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5,025.60	\$56.29 \$4,503.20 \$117,083.20 14 \$63.44 \$5,075.20	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5,388.80	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60	\$56.29 \$4,503.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5,388.80 \$140,108.80	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142,875.20	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$55.74 \$4,459.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60	\$56.29 \$4,503.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5,388.80 \$140,108.80	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142,875.20	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.74 \$4,459.20 \$115,939.20 \$13 \$62.82 \$5,025.60 \$130,665.60 \$70.76 \$5,660.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5,388.80 \$140,108.80 32 \$75.89 \$6,071.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142,875.20 34 \$77.42 \$6,193.60	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20 35 \$78.18 \$6,254.40	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$55.74 \$4,459.20 \$115,939.20 \$13 \$62.82 \$5,025.60 \$130,665.60 \$25 \$70.76	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5,388.80 \$140,108.80 32 \$75.89	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142,875.20 34 \$77.42	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$55.74 \$4,459.20 \$115,939.20 \$13 \$62.82 \$5,025.60 \$130,665.60 \$70.76 \$5,660.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20	\$59.76 \$4,780.80 \$124,300.80 20 \$67.36 \$5,388.80 \$140,108.80 32 \$75.89 \$6,071.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20	\$60.95 \$4,876.00 \$126,776.00 22 \$68.69 \$5,495.20 \$142,875.20 34 \$77.42 \$6,193.60	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20 35 \$78.18 \$6,254.40	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60 25 \$70.76 \$5,660.80 \$147,180.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80 \$151,652.80	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20 \$156,291.20	\$59.76 \$4,780.80 \$124,300.80 \$67.36 \$5,388.80 \$140,108.80 32 \$75.89 \$6,071.20 \$157,851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$4 \$77.42 \$6,193.60 \$161,033.60	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20 35 \$78.18 \$6,254.40 \$162,614.40	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80 \$164,236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60 25 \$70.76 \$5,660.80 \$147,180.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80 \$151,652.80 40 \$82.15	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20 \$156,291.20	\$59.76 \$4,780.80 \$124,300.80 \$67.36 \$5,388.80 \$140,108.80 \$75.89 \$6,071.20 \$157,851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161,033.60	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20 35 \$78.18 \$6,254.40 \$162,614.40	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80 \$164,236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60 25 \$70.76 \$5,660.80 \$147,180.80 37 \$79.76 \$6,380.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60 38 \$80.56 \$6,444.80	\$56.86 \$4,548.80 \$118,268.80 \$118,268.80 \$13,286.40 \$133,286.40 \$72.22 \$5,777.60 \$150,217.60 \$81.36 \$6,508.80	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80 \$151,652.80 40 \$82.15 \$6,572.00	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20 41 \$82.99 \$6,639.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40 42 \$83.80 \$6,704.00	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20 \$156,291.20 43 \$84.67 \$6,773.60	\$59.76 \$4,780.80 \$124,300.80 \$67.36 \$5,388.80 \$140,108.80 32 \$75.89 \$6,071.20 \$157,851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20 45 \$86.36 \$6,908.80	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161,033.60 \$46 \$87.23 \$6,978.40	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20 35 \$78.18 \$6,254.40 \$162,614.40 47 \$88.11 \$7,048.80	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80 \$164,236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60 25 \$70.76 \$5,660.80 \$147,180.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60	\$56.86 \$4,548.80 \$118,268.80 15 \$64.08 \$5,126.40 \$133,286.40 27 \$72.22 \$5,777.60 \$150,217.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80 \$151,652.80 40 \$82.15	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20 \$156,291.20	\$59.76 \$4,780.80 \$124,300.80 \$67.36 \$5,388.80 \$140,108.80 \$75.89 \$6,071.20 \$157,851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161,033.60	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20 35 \$78.18 \$6,254.40 \$162,614.40	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80 \$164,236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60 25 \$70.76 \$5,660.80 \$147,180.80 37 \$79.76 \$6,380.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60 38 \$80.56 \$6,444.80	\$56.86 \$4,548.80 \$118,268.80 \$118,268.80 \$13,286.40 \$133,286.40 \$72.22 \$5,777.60 \$150,217.60 \$81.36 \$6,508.80	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80 \$151,652.80 40 \$82.15 \$6,572.00	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20 41 \$82.99 \$6,639.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40 42 \$83.80 \$6,704.00	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20 \$156,291.20 43 \$84.67 \$6,773.60	\$59.76 \$4,780.80 \$124,300.80 \$67.36 \$5,388.80 \$140,108.80 32 \$75.89 \$6,071.20 \$157,851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20 45 \$86.36 \$6,908.80	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161,033.60 \$46 \$87.23 \$6,978.40	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20 35 \$78.18 \$6,254.40 \$162,614.40 47 \$88.11 \$7,048.80	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80 \$164,236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60 25 \$70.76 \$5,660.80 \$147,180.80 37 \$79.76 \$6,380.80 \$165,900.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60 38 \$80.56 \$6,444.80 \$167,564.80	\$56.86 \$4,548.80 \$118,268.80 \$118,268.80 \$118,268.80 \$5,126.40 \$133,286.40 \$77,222 \$5,777.60 \$150,217.60 \$150,217.60 \$150,217.80 \$169,228.80	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80 \$151,652.80 40 \$82.15 \$6,572.00 \$170,872.00	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20 41 \$82.99 \$6,639.20 \$172,619.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40 42 \$83.80 \$6,704.00 \$174,304.00	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20 \$156,291.20 43 \$84.67 \$6,773.60 \$176,113.60	\$59.76 \$4,780.80 \$124,300.80 \$67.36 \$5,388.80 \$140,108.80 32 \$75.89 \$6,071.20 \$157,851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20 45 \$86.36 \$6,908.80	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161,033.60 \$46 \$87.23 \$6,978.40	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20 35 \$78.18 \$6,254.40 \$162,614.40 47 \$88.11 \$7,048.80	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80 \$164,236.80 48 \$88.97 \$7,117.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60 25 \$70.76 \$5,660.80 \$147,180.80 37 \$79.76 \$6,380.80 \$165,900.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60 38 \$80.56 \$6,444.80 \$167,564.80 50 \$90.76	\$56.86 \$4,548.80 \$118,268.80 \$118,268.80 \$15 \$64.08 \$5,126.40 \$133,286.40 \$7 \$72.22 \$5,777.60 \$150,217.60 \$150,217.60 \$150,217.60 \$150,217.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80 \$151,652.80 40 \$82.15 \$6,572.00 \$170,872.00	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20 41 \$82.99 \$6,639.20 \$172,619.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40 42 \$83.80 \$6,704.00 \$174,304.00	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20 \$156,291.20 43 \$84.67 \$6,773.60 \$176,113.60	\$59.76 \$4,780.80 \$124,300.80 \$67.36 \$5,388.80 \$140,108.80 32 \$75.89 \$6,071.20 \$157,851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20 45 \$86.36 \$6,908.80	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161,033.60 \$46 \$87.23 \$6,978.40	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20 35 \$78.18 \$6,254.40 \$162,614.40 47 \$88.11 \$7,048.80	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80 \$164,236.80 48 \$88.97 \$7,117.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60 25 \$70.76 \$5,660.80 \$147,180.80 37 \$79.76 \$6,380.80 \$165,900.80 49 \$89.89 \$7,191.20	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60 \$148,657.60 \$167,564.80 50 \$90.76 \$7,260.80	\$56.86 \$4,548.80 \$118,268.80 \$118,268.80 \$118,268.80 \$5,126.40 \$133,286.40 \$7 \$72.22 \$5,777.60 \$150,217.60 \$150,217.60 \$150,228.80 \$169,228.80 \$169,228.80	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80 \$151,652.80 40 \$82.15 \$6,572.00 \$170,872.00 \$7,408.00	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20 41 \$82.99 \$6,639.20 \$172,619.20 53 \$93.53 \$7,482.40	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40 42 \$83.80 \$6,704.00 \$174,304.00 54 \$94.45 \$7,556.00	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20 \$156,291.20 43 \$84.67 \$6,773.60 \$176,113.60 55 \$95.38 \$7,630.40	\$59.76 \$4,780.80 \$124,300.80 \$67.36 \$5,388.80 \$140,108.80 32 \$75.89 \$6,071.20 \$157,851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20 45 \$86.36 \$6,908.80	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161,033.60 \$46 \$87.23 \$6,978.40	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20 35 \$78.18 \$6,254.40 \$162,614.40 47 \$88.11 \$7,048.80	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80 \$164,236.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$55.74 \$4,459.20 \$115,939.20 \$115,939.20 13 \$62.82 \$5,025.60 \$130,665.60 25 \$70.76 \$5,660.80 \$147,180.80 37 \$79.76 \$6,380.80 \$165,900.80	\$56.29 \$4,503.20 \$117,083.20 \$117,083.20 14 \$63.44 \$5,075.20 \$131,955.20 26 \$71.47 \$5,717.60 \$148,657.60 38 \$80.56 \$6,444.80 \$167,564.80 50 \$90.76	\$56.86 \$4,548.80 \$118,268.80 \$118,268.80 \$15 \$64.08 \$5,126.40 \$133,286.40 \$7 \$72.22 \$5,777.60 \$150,217.60 \$150,217.60 \$150,217.60 \$150,217.60	\$57.42 \$4,593.60 \$119,433.60 16 \$64.72 \$5,177.60 \$134,617.60 28 \$72.91 \$5,832.80 \$151,652.80 40 \$82.15 \$6,572.00 \$170,872.00	\$57.99 \$4,639.20 \$120,619.20 17 \$65.37 \$5,229.60 \$135,969.60 29 \$73.64 \$5,891.20 \$153,171.20 41 \$82.99 \$6,639.20 \$172,619.20	\$58.58 \$4,686.40 \$121,846.40 18 \$66.02 \$5,281.60 \$137,321.60 30 \$74.38 \$5,950.40 \$154,710.40 42 \$83.80 \$6,704.00 \$174,304.00	\$59.18 \$4,734.40 \$123,094.40 19 \$66.68 \$5,334.40 \$138,694.40 31 \$75.14 \$6,011.20 \$156,291.20 43 \$84.67 \$6,773.60 \$176,113.60	\$59.76 \$4,780.80 \$124,300.80 \$67.36 \$5,388.80 \$140,108.80 32 \$75.89 \$6,071.20 \$157,851.20	\$60.34 \$4,827.20 \$125,507.20 21 \$68.02 \$5,441.60 \$141,481.60 33 \$76.64 \$6,131.20 \$159,411.20 45 \$86.36 \$6,908.80	\$60.95 \$4,876.00 \$126,776.00 \$22 \$68.69 \$5,495.20 \$142,875.20 \$44 \$77.42 \$6,193.60 \$161,033.60 \$46 \$87.23 \$6,978.40	\$61.58 \$4,926.40 \$128,086.40 23 \$69.39 \$5,551.20 \$144,331.20 35 \$78.18 \$6,254.40 \$162,614.40 47 \$88.11 \$7,048.80	\$62.19 \$4,975.20 \$129,355.20 24 \$70.08 \$5,606.40 \$145,766.40 36 \$78.96 \$6,316.80 \$164,236.80 48 \$88.97 \$7,117.60

(Non-bargaining unit)

NOME (34%)

Grade 73 - Do Not Use

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$20.41	\$20.61	\$20.84	\$21.04	\$21.25	\$21.47	\$21.67	\$21.88	\$22.11	\$22.34	\$22.56	\$22.79
Biweekly	\$1,632.80	\$1,648.80	\$1,667.20	\$1,683.20	\$1,700.00	\$1,717.60	\$1,733.60	\$1,750.40	\$1,768.80	\$1,787.20	\$1,804.80	\$1,823.20
Annually	\$42,452.80	\$42,868.80	\$43,347.20	\$43,763.20	\$44,200.00	\$44,657.60	\$45,073.60	\$45,510.40	\$45,988.80	\$46,467.20	\$46,924.80	\$47,403.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$23.01	\$23.23	\$23.47	\$23.70	\$23.95	\$24.18	\$24.44	\$24.66	\$24.90	\$25.16	\$25.41	\$25.66
Biweekly	\$1,840.80	\$1,858.40	\$1,877.60	\$1,896.00	\$1,916.00	\$1,934.40	\$1,955.20	\$1,972.80	\$1,992.00	\$2,012.80	\$2,032.80	\$2,052.80
Annually	\$47,860.80	\$48,318.40	\$48,817.60	\$49,296.00	\$49,816.00	\$50,294.40	\$50,835.20	\$51,292.80	\$51,792.00	\$52,332.80	\$52,852.80	\$53,372.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$25.93	\$26.18	\$26.45	\$26.71	\$26.96	\$27.26	\$27.51	\$27.81	\$28.07	\$28.35	\$28.63	\$28.93
Biweekly	\$2,074.40	\$2,094.40	\$2,116.00	\$2,136.80	\$2,156.80	\$2,180.80	\$2,200.80	\$2,224.80	\$2,245.60	\$2,268.00	\$2,290.40	\$2,314.40
Annually	\$53,934.40	\$54,454.40	\$55,016.00	\$55,556.80	\$56,076.80	\$56,700.80	\$57,220.80	\$57,844.80	\$58,385.60	\$58,968.00	\$59,550.40	\$60,174.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$29.23	\$29.51	\$29.80	\$30.09	\$30.39	\$30.70	\$31.01	\$31.32	\$31.62	\$31.97	\$32.26	\$32.60
Biweekly	\$2,338.40	\$2,360.80	\$2,384.00	\$2,407.20	\$2,431.20	\$2,456.00	\$2,480.80	\$2,505.60	\$2,529.60	\$2,557.60	\$2,580.80	\$2,608.00
Annually	\$60,798.40	\$61,380.80	\$61,984.00	\$62,587.20	\$63,211.20	\$63,856.00	\$64,500.80	\$65,145.60	\$65,769.60	\$66,497.60	\$67,100.80	\$67,808.00
Ctons												
Steps	49	50	51	52	53	54	55					
Hourly	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93					
Biweekly	\$2,632.80	\$2,660.00	\$2,686.40	\$2,714.40	\$2,740.80	\$2,767.20	\$2,794.40					
Annually	\$68,452.80	\$69,160.00	\$69,846.40	\$70,574.40	\$71,260.80	\$71,947.20	\$72,654.40					

(Non-bargaining unit)

NOME (34%)

Grade	75
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	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$23.01	\$23.23	\$23.47	\$23.70	\$23.95	\$24.18	\$24.44	\$24.66	\$24.90	\$25.16	\$25.41	\$25.66
	Biweekly	\$1,840.80	\$1,858.40	\$1,877.60	\$1,896.00	\$1,916.00	\$1,934.40	\$1,955.20	\$1,972.80	\$1,992.00	\$2,012.80	\$2,032.80	\$2,052.80
	Annually	\$47,860.80	\$48,318.40	\$48,817.60	\$49,296.00	\$49,816.00	\$50,294.40	\$50,835.20	\$51,292.80	\$51,792.00	\$52,332.80	\$52,852.80	\$53,372.80
	Chama												
	Steps	. 13	. 14	15	16	17	18	19	. 20	. 21	22	23	24
	Hourly	\$25.93	\$26.18	\$26.45	\$26.71	\$26.96	\$27.26	\$27.51	\$27.81	\$28.07	\$28.35	\$28.63	\$28.93
	Biweekly	\$2,074.40	\$2,094.40	\$2,116.00	\$2,136.80	\$2,156.80	\$2,180.80	\$2,200.80	\$2,224.80	\$2,245.60	\$2,268.00	\$2,290.40	\$2,314.40
	Annually	\$53,934.40	\$54,454.40	\$55,016.00	\$55,556.80	\$56,076.80	\$56,700.80	\$57,220.80	\$57,844.80	\$58,385.60	\$58,968.00	\$59,550.40	\$60,174.40
	Steps	25	26	27	28	29	30	31	32	33	34	35	36
	Hourly	\$29.23	\$29.51	\$29.80	\$30.09	\$30.39	\$30.70	\$31.01	\$31.32	\$31.62	\$31.97	\$32.26	\$32.60
	Biweekly	\$2,338.40	\$2,360.80	\$2,384.00	\$2,407.20	\$2,431.20	\$2,456.00	\$2,480.80	\$2,505.60	\$2,529.60	\$2,557.60	\$2,580.80	\$2,608.00
	Annually	\$60,798.40	\$61,380.80	\$61,984.00	\$62,587.20	\$63,211.20	\$63,856.00	\$64,500.80	\$65,145.60	\$65,769.60	\$66,497.60	\$67,100.80	\$67,808.00
	Steps	37	38	39	40	41	42	43	44	45	46	47	48
	Hourly	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93	\$35.29	\$35.64	\$36.01	\$36.34	\$36.72
	Biweekly	\$2,632.80	\$2,660.00	\$2,686.40	\$2,714.40	\$2,740.80	\$2,767.20	\$2,794.40	\$2,823.20	\$2,851.20	\$2,880.80	\$2,907.20	\$2,937.60
	Annually	\$68,452.80	\$69,160.00	\$69,846.40	\$70,574.40	\$71,260.80	\$71,947.20	\$72,654.40	\$73,403.20	\$74,131.20	\$74,900.80	\$75,587.20	\$76,377.60
	Steps	40		F4									
	•	. 49	50	51	. 52	. 53	. 54	. 55					
	Hourly	\$37.07	\$37.45	\$37.83	\$38.19	\$38.58	\$38.98	\$39.36					
	Biweekly	\$2,965.60	\$2,996.00	\$3,026.40	\$3,055.20	\$3,086.40	\$3,118.40	\$3,148.80					
	Annually	\$77,105.60	\$77,896.00	\$78,686.40	\$79,435.20	\$80,246.40	\$81,078.40	\$81,868.80					
Gra	de 76												
0.0													
	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$25.93	\$26.18	\$26.45	\$26.71	\$26.96	\$27.26	\$27.51	\$27.81	\$28.07	\$28.35	\$28.63	\$28.93
	Hourly Biweekly	\$25.93 \$2,074.40	\$26.18 \$2,094.40	\$26.45 \$2,116.00	\$26.71 \$2,136.80	\$26.96 \$2,156.80	\$27.26 \$2,180.80	\$27.51 \$2,200.80	\$27.81 \$2,224.80	\$28.07 \$2,245.60	\$28.35 \$2,268.00	\$28.63 \$2,290.40	\$28.93 \$2,314.40
	Hourly	\$25.93	\$26.18	\$26.45	\$26.71	\$26.96	\$27.26	\$27.51	\$27.81	\$28.07	\$28.35	\$28.63	\$28.93
	Hourly Biweekly Annually	\$25.93 \$2,074.40 \$53,934.40	\$26.18 \$2,094.40 \$54,454.40	\$26.45 \$2,116.00 \$55,016.00	\$26.71 \$2,136.80 \$55,556.80	\$26.96 \$2,156.80 \$56,076.80	\$27.26 \$2,180.80 \$56,700.80	\$27.51 \$2,200.80 \$57,220.80	\$27.81 \$2,224.80 \$57,844.80	\$28.07 \$2,245.60 \$58,385.60	\$28.35 \$2,268.00 \$58,968.00	\$28.63 \$2,290.40 \$59,550.40	\$28.93 \$2,314.40 \$60,174.40
	Hourly Biweekly Annually Steps	\$25.93 \$2,074.40 \$53,934.40	\$26.18 \$2,094.40 \$54,454.40	\$26.45 \$2,116.00 \$55,016.00	\$26.71 \$2,136.80 \$55,556.80	\$26.96 \$2,156.80 \$56,076.80	\$27.26 \$2,180.80 \$56,700.80	\$27.51 \$2,200.80 \$57,220.80	\$27.81 \$2,224.80 \$57,844.80	\$28.07 \$2,245.60 \$58,385.60	\$28.35 \$2,268.00 \$58,968.00	\$28.63 \$2,290.40 \$59,550.40	\$28.93 \$2,314.40 \$60,174.40
	Hourly Biweekly Annually Steps Hourly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60
	Hourly Biweekly Annually Steps Hourly Biweekly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00
	Hourly Biweekly Annually Steps Hourly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00	\$27.51 \$2,200.80 \$57,220.80 \$1.01 \$2,480.80 \$64,500.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00	\$27.51 \$2,200.80 \$57,220.80 \$1.01 \$2,480.80 \$64,500.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91 \$2,632.80	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58 \$2,686.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93 \$2,794.40	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29 \$2,823.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34 \$2,907.20	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91 \$2,632.80 \$68,452.80	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69,846.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20	\$27.51 \$2,200.80 \$57,220.80 \$1.01 \$2,480.80 \$64,500.80 \$31.01 \$2,780.80 \$4,500.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29 \$2,823.20 \$73,403.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74,131.20	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34 \$2,907.20 \$75,587.20	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91 \$2,632.80 \$68,452.80	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69,846.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93 \$2,794.40 \$72,654.40	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29 \$2,823.20 \$73,403.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74,131.20	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34 \$2,907.20 \$75,587.20	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91 \$2,632.80 \$68,452.80	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69,846.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93 \$2,794.40 \$72,654.40	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29 \$2,823.20 \$73,403.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74,131.20	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34 \$2,907.20 \$75,587.20	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91 \$2,632.80 \$68,452.80	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69,846.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40 40 \$38.19 \$3,055.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80 41 \$38.58 \$3,086.40	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93 \$2,794.40 \$72,654.40	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29 \$2,823.20 \$73,403.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74,131.20	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80 46 \$40.54 \$3,243.20	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34 \$2,907.20 \$75,587.20 47 \$40.95 \$3,276.00	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60 48 \$41.34 \$3,307.20
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91 \$2,632.80 \$68,452.80 37 \$37.07 \$2,965.60 \$77,105.60	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00 38 \$37.45 \$2,996.00 \$77,896.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69,846.40 39 \$37.83 \$3,026.40 \$78,686.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40 40 \$38.19 \$3,055.20 \$79,435.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80 41 \$38.58 \$3,086.40 \$80,246.40	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20 42 \$38.98 \$3,118.40 \$81,078.40	\$27.51 \$2,200.80 \$57,220.80 \$1.01 \$2,480.80 \$64,500.80 \$31.01 \$34.93 \$2,794.40 \$72,654.40 \$39.36 \$3,148.80 \$81,868.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29 \$2,823.20 \$73,403.20 44 \$39.74 \$3,179.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74,131.20 45 \$40.17 \$3,213.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34 \$2,907.20 \$75,587.20	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91 \$2,632.80 \$68,452.80 37 \$37.07 \$2,965.60	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00 38 \$37.45 \$2,996.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69,846.40 39 \$37.83 \$3,026.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40 40 \$38.19 \$3,055.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80 41 \$38.58 \$3,086.40	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20 42 \$38.98 \$3,118.40	\$27.51 \$2,200.80 \$57,220.80 19 \$31.01 \$2,480.80 \$64,500.80 31 \$34.93 \$2,794.40 \$72,654.40 43 \$39.36 \$3,148.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29 \$2,823.20 \$73,403.20 44 \$39.74 \$3,179.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74,131.20 45 \$40.17 \$3,213.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80 46 \$40.54 \$3,243.20	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34 \$2,907.20 \$75,587.20 47 \$40.95 \$3,276.00	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60 48 \$41.34 \$3,307.20
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91 \$2,632.80 \$68,452.80 37 \$37.07 \$2,965.60 \$77,105.60	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00 38 \$37.45 \$2,996.00 \$77,896.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69,846.40 39 \$37.83 \$3,026.40 \$78,686.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40 40 \$38.19 \$3,055.20 \$79,435.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80 41 \$38.58 \$3,086.40 \$80,246.40	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20 42 \$38.98 \$3,118.40 \$81,078.40	\$27.51 \$2,200.80 \$57,220.80 \$1.01 \$2,480.80 \$64,500.80 \$31.01 \$34.93 \$2,794.40 \$72,654.40 \$39.36 \$3,148.80 \$81,868.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29 \$2,823.20 \$73,403.20 44 \$39.74 \$3,179.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74,131.20 45 \$40.17 \$3,213.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80 46 \$40.54 \$3,243.20	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34 \$2,907.20 \$75,587.20 47 \$40.95 \$3,276.00	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60 48 \$41.34 \$3,307.20
	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91 \$2,632.80 \$68,452.80 37 \$37.07 \$2,965.60 \$77,105.60	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00 38 \$37.45 \$2,996.00 \$77,896.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69,846.40 39 \$37.83 \$3,026.40 \$78,686.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40 40 \$38.19 \$3,055.20 \$79,435.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80 41 \$38.58 \$3,086.40 \$80,246.40	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20 42 \$38.98 \$3,118.40 \$81,078.40	\$27.51 \$2,200.80 \$57,220.80 \$19 \$31.01 \$2,480.80 \$64,500.80 \$31 \$34.93 \$2,794.40 \$72,654.40 \$39.36 \$3,148.80 \$81,868.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29 \$2,823.20 \$73,403.20 44 \$39.74 \$3,179.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74,131.20 45 \$40.17 \$3,213.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80 46 \$40.54 \$3,243.20	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34 \$2,907.20 \$75,587.20 47 \$40.95 \$3,276.00	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60 48 \$41.34 \$3,307.20
	Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91 \$2,632.80 \$68,452.80 37 \$37.07 \$2,965.60 \$77,105.60	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00 38 \$37.45 \$2,996.00 \$77,896.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69,846.40 39 \$37.83 \$3,026.40 \$78,686.40	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40 40 \$38.19 \$3,055.20 \$79,435.20	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80 41 \$38.58 \$3,086.40 \$80,246.40	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20 42 \$38.98 \$3,118.40 \$81,078.40	\$27.51 \$2,200.80 \$57,220.80 \$19 \$31.01 \$2,480.80 \$64,500.80 \$31 \$34.93 \$2,794.40 \$72,654.40 \$39.36 \$3,148.80 \$81,868.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29 \$2,823.20 \$73,403.20 44 \$39.74 \$3,179.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74,131.20 45 \$40.17 \$3,213.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80 46 \$40.54 \$3,243.20	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34 \$2,907.20 \$75,587.20 47 \$40.95 \$3,276.00	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60 48 \$41.34 \$3,307.20
	Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.93 \$2,074.40 \$53,934.40 13 \$29.23 \$2,338.40 \$60,798.40 25 \$32.91 \$2,632.80 \$68,452.80 37 \$37.07 \$2,965.60 \$77,105.60	\$26.18 \$2,094.40 \$54,454.40 14 \$29.51 \$2,360.80 \$61,380.80 26 \$33.25 \$2,660.00 \$69,160.00 38 \$37.45 \$2,996.00 \$77,896.00 \$0 \$42.20 \$3,376.00	\$26.45 \$2,116.00 \$55,016.00 15 \$29.80 \$2,384.00 \$61,984.00 27 \$33.58 \$2,686.40 \$69,846.40 39 \$37.83 \$3,026.40 \$78,686.40 51 \$42.61 \$3,408.80	\$26.71 \$2,136.80 \$55,556.80 16 \$30.09 \$2,407.20 \$62,587.20 28 \$33.93 \$2,714.40 \$70,574.40 40 \$38.19 \$3,055.20 \$79,435.20 52 \$43.02 \$3,441.60	\$26.96 \$2,156.80 \$56,076.80 17 \$30.39 \$2,431.20 \$63,211.20 29 \$34.26 \$2,740.80 \$71,260.80 41 \$38.58 \$3,086.40 \$80,246.40 53 \$43.47 \$3,477.60	\$27.26 \$2,180.80 \$56,700.80 18 \$30.70 \$2,456.00 \$63,856.00 30 \$34.59 \$2,767.20 \$71,947.20 42 \$38.98 \$3,118.40 \$81,078.40 54 \$43.89 \$3,511.20	\$27.51 \$2,200.80 \$57,220.80 \$1.01 \$2,480.80 \$64,500.80 \$31.01 \$34.93 \$2,794.40 \$72,654.40 \$39.36 \$3,148.80 \$81,868.80 \$55 \$44.36 \$3,548.80	\$27.81 \$2,224.80 \$57,844.80 20 \$31.32 \$2,505.60 \$65,145.60 32 \$35.29 \$2,823.20 \$73,403.20 44 \$39.74 \$3,179.20	\$28.07 \$2,245.60 \$58,385.60 21 \$31.62 \$2,529.60 \$65,769.60 33 \$35.64 \$2,851.20 \$74,131.20 45 \$40.17 \$3,213.60	\$28.35 \$2,268.00 \$58,968.00 22 \$31.97 \$2,557.60 \$66,497.60 34 \$36.01 \$2,880.80 \$74,900.80 46 \$40.54 \$3,243.20	\$28.63 \$2,290.40 \$59,550.40 23 \$32.26 \$2,580.80 \$67,100.80 35 \$36.34 \$2,907.20 \$75,587.20 47 \$40.95 \$3,276.00	\$28.93 \$2,314.40 \$60,174.40 24 \$32.60 \$2,608.00 \$67,808.00 36 \$36.72 \$2,937.60 \$76,377.60 48 \$41.34 \$3,307.20

(Non-bargaining unit)

NOME (34%)

Gr	ad	le	7	7

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$29.23	\$29.51	\$29.80	\$30.09	\$30.39	\$30.70	\$31.01	\$31.32	\$31.62	\$31.97	\$32.26	\$32.60
Biweekly	\$2,338.40	\$2,360.80	\$2,384.00	\$2,407.20	\$2,431.20	\$2,456.00	\$2,480.80	\$2,505.60	\$2,529.60	\$2,557.60	\$2,580.80	\$2,608.00
Annually	\$60,798.40	\$61,380.80	\$61,984.00	\$62,587.20	\$63,211.20	\$63,856.00	\$64,500.80	\$65,145.60	\$65,769.60	\$66,497.60	\$67,100.80	\$67,808.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93	\$35.29	\$35.64	\$36.01	\$36.34	\$36.72
Biweekly	\$2,632.80	\$2,660.00	\$2,686.40	\$2,714.40	\$2,740.80	\$2,767.20	\$2,794.40	\$2,823.20	\$2,851.20	\$2,880.80	\$2,907.20	\$2,937.60
Annually	\$68,452.80	\$69,160.00	\$69,846.40	\$70,574.40	\$71,260.80	\$71,947.20	\$72,654.40	\$73,403.20	\$74,131.20	\$74,900.80	\$75,587.20	\$76,377.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$37.07	\$37.45	\$37.83	\$38.19	\$38.58	\$38.98	\$39.36	\$39.74	\$40.17	\$40.54	\$40.95	\$41.34
Biweekly	\$2,965.60	\$2,996.00	\$3,026.40	\$3,055.20	\$3,086.40	\$3,118.40	\$3,148.80	\$3,179.20	\$3,213.60	\$3,243.20	\$3,276.00	\$3,307.20
Annually	\$77,105.60	\$77,896.00	\$78,686.40	\$79,435.20	\$80,246.40	\$81,078.40	\$81,868.80	\$82,659.20	\$83,553.60	\$84,323.20	\$85,176.00	\$85,987.20
•												
Steps	37	38	39	40	41	. 42	43	. 44	45	46	. 47	. 48
Hourly	\$41.78	\$42.20	\$42.61	\$43.02	\$43.47	\$43.89	\$44.36	\$44.82	\$45.24	\$45.70	\$46.16	\$46.61
Biweekly	\$3,342.40	\$3,376.00	\$3,408.80	\$3,441.60	\$3,477.60	\$3,511.20	\$3,548.80	\$3,585.60	\$3,619.20	\$3,656.00	\$3,692.80	\$3,728.80
Annually	\$86,902.40	\$87,776.00	\$88,628.80	\$89,481.60	\$90,417.60	\$91,291.20	\$92,268.80	\$93,225.60	\$94,099.20	\$95,056.00	\$96,012.80	\$96,948.80
Steps	49	50	51	52	53	54	55					
Hourly	\$47.09	\$47.56	\$48.03	\$48.50	\$49.00	\$49.46	\$49.98					
Biweekly	\$3,767.20	\$3,804.80	\$3,842.40	\$3,880.00	\$3,920.00	\$3,956.80	\$3,998.40					
Annually	\$97,947.20	\$98,924.80	\$99,902.40	\$100,880.00	\$101,920.00	\$102,876.80	\$103,958.40					
Grade 78												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$31.97	\$32.26	\$32.60	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93	\$35.29	\$35.64
Steps Hourly Biweekly	\$31.97 \$2,557.60	\$32.26 \$2,580.80	\$32.60 \$2,608.00	\$32.91 \$2,632.80	\$33.25 \$2,660.00	\$33.58 \$2,686.40	\$33.93 \$2,714.40	\$34.26 \$2,740.80	\$34.59 \$2,767.20	\$34.93 \$2,794.40	\$35.29 \$2,823.20	\$35.64 \$2,851.20
Steps Hourly	\$31.97	\$32.26	\$32.60	\$32.91	\$33.25	\$33.58	\$33.93	\$34.26	\$34.59	\$34.93	\$35.29	\$35.64
Steps Hourly Biweekly	\$31.97 \$2,557.60	\$32.26 \$2,580.80	\$32.60 \$2,608.00	\$32.91 \$2,632.80	\$33.25 \$2,660.00	\$33.58 \$2,686.40	\$33.93 \$2,714.40	\$34.26 \$2,740.80	\$34.59 \$2,767.20	\$34.93 \$2,794.40	\$35.29 \$2,823.20	\$35.64 \$2,851.20
Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60	\$32.26 \$2,580.80 \$67,100.80	\$32.60 \$2,608.00 \$67,808.00	\$32.91 \$2,632.80 \$68,452.80	\$33.25 \$2,660.00 \$69,160.00	\$33.58 \$2,686.40 \$69,846.40	\$33.93 \$2,714.40 \$70,574.40	\$34.26 \$2,740.80 \$71,260.80	\$34.59 \$2,767.20 \$71,947.20	\$34.93 \$2,794.40 \$72,654.40	\$35.29 \$2,823.20 \$73,403.20	\$35.64 \$2,851.20 \$74,131.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60
Steps Hourly Biweekly Annually Steps Hourly	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20	\$32.60 \$2,608.00 \$67,808.00 \$15 \$36.72 \$2,937.60 \$76,377.60	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20	\$32.60 \$2,608.00 \$67,808.00 \$15 \$36.72 \$2,937.60 \$76,377.60	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76,377.60	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60 28 \$41.78	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80 34 \$44.36	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76,377.60 27 \$41.34 \$3,307.20	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60 28 \$41.78 \$3,342.40	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00 29 \$42.20 \$3,376.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61 \$3,408.80	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40 33 \$43.89 \$3,511.20	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80 34 \$44.36 \$3,548.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24 \$3,619.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76,377.60	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60 28 \$41.78	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80 34 \$44.36	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20 \$84,323.20	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76,377.60 27 \$41.34 \$3,307.20 \$85,987.20	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60 28 \$41.78 \$3,342.40 \$86,902.40	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00 29 \$42.20 \$3,376.00 \$87,776.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61 \$3,408.80 \$88,628.80	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60 \$90,417.60	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40 33 \$43.89 \$3,511.20 \$91,291.20	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80 34 \$44.36 \$3,548.80 \$92,268.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24 \$3,619.20 \$94,099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20 \$84,323.20	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76,377.60 27 \$41.34 \$3,307.20 \$85,987.20	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60 28 \$41.78 \$3,342.40 \$86,902.40	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00 29 \$42.20 \$3,376.00 \$87,776.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61 \$3,408.80 \$88,628.80	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60 \$90,417.60	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40 33 \$43.89 \$3,511.20 \$91,291.20	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80 34 \$44.36 \$3,548.80 \$92,268.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24 \$3,619.20 \$94,099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20 \$84,323.20 37 \$45.70 \$3,656.00	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00 38 \$46.16 \$3,692.80	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76,377.60 27 \$41.34 \$3,307.20 \$85,987.20 39 \$46.61 \$3,728.80	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60 28 \$41.78 \$3,342.40 \$86,902.40 40 \$47.09 \$3,767.20	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00 29 \$42.20 \$3,376.00 \$87,776.00 41 \$47.56 \$3,804.80	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61 \$3,408.80 \$88,628.80 42 \$48.03 \$3,842.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60 43 \$48.50 \$3,880.00	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60 \$90,417.60 44 \$49.00 \$3,920.00	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40 33 \$43.89 \$3,511.20 \$91,291.20 45 \$49.46 \$3,956.80	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80 34 \$44.36 \$3,548.80 \$92,268.80 46 \$49.98 \$3,998.40	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60 47 \$50.46 \$4,036.80	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24 \$3,619.20 \$94,099.20 48 \$50.97 \$4,077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20 \$84,323.20	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76,377.60 27 \$41.34 \$3,307.20 \$85,987.20	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60 28 \$41.78 \$3,342.40 \$86,902.40	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00 29 \$42.20 \$3,376.00 \$87,776.00	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61 \$3,408.80 \$88,628.80	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60 \$90,417.60	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40 33 \$43.89 \$3,511.20 \$91,291.20	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80 34 \$44.36 \$3,548.80 \$92,268.80	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24 \$3,619.20 \$94,099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20 \$84,323.20 37 \$45.70 \$3,656.00	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00 38 \$46.16 \$3,692.80	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76,377.60 27 \$41.34 \$3,307.20 \$85,987.20 39 \$46.61 \$3,728.80	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60 28 \$41.78 \$3,342.40 \$86,902.40 40 \$47.09 \$3,767.20	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00 29 \$42.20 \$3,376.00 \$87,776.00 41 \$47.56 \$3,804.80	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61 \$3,408.80 \$88,628.80 42 \$48.03 \$3,842.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60 43 \$48.50 \$3,880.00	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60 \$90,417.60 44 \$49.00 \$3,920.00	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40 33 \$43.89 \$3,511.20 \$91,291.20 45 \$49.46 \$3,956.80	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80 34 \$44.36 \$3,548.80 \$92,268.80 46 \$49.98 \$3,998.40	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60 47 \$50.46 \$4,036.80	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24 \$3,619.20 \$94,099.20 48 \$50.97 \$4,077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00 \$46.16 \$3,692.80 \$96,012.80	\$32.60 \$2,608.00 \$67,808.00 \$15 \$36.72 \$2,937.60 \$76,377.60 27 \$41.34 \$3,307.20 \$85,987.20 \$46.61 \$3,728.80 \$96,948.80	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60 28 \$41.78 \$3,342.40 \$86,902.40 40 \$47.09 \$3,767.20 \$97,947.20	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00 29 \$42.20 \$3,376.00 \$87,776.00 41 \$47.56 \$3,804.80 \$98,924.80	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61 \$3,408.80 \$88,628.80 42 \$48.03 \$3,842.40 \$99,902.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60 43 \$48.50 \$3,880.00 \$100,880.00	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60 \$90,417.60 44 \$49.00 \$3,920.00	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40 33 \$43.89 \$3,511.20 \$91,291.20 45 \$49.46 \$3,956.80	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80 34 \$44.36 \$3,548.80 \$92,268.80 46 \$49.98 \$3,998.40	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60 47 \$50.46 \$4,036.80	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24 \$3,619.20 \$94,099.20 48 \$50.97 \$4,077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20 \$84,323.20 37 \$45.70 \$3,656.00 \$95,056.00	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00 38 \$46.16 \$3,692.80 \$96,012.80	\$32.60 \$2,608.00 \$67,808.00 15 \$36.72 \$2,937.60 \$76,377.60 27 \$41.34 \$3,307.20 \$85,987.20 39 \$46.61 \$3,728.80 \$96,948.80	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60 28 \$41.78 \$3,342.40 \$86,902.40 40 \$47.09 \$3,767.20 \$97,947.20	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00 29 \$42.20 \$3,376.00 \$87,776.00 41 \$47.56 \$3,804.80 \$98,924.80	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61 \$3,408.80 \$88,628.80 42 \$48.03 \$3,842.40 \$99,902.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60 43 \$48.50 \$3,880.00 \$100,880.00	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60 \$90,417.60 44 \$49.00 \$3,920.00	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40 33 \$43.89 \$3,511.20 \$91,291.20 45 \$49.46 \$3,956.80	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80 34 \$44.36 \$3,548.80 \$92,268.80 46 \$49.98 \$3,998.40	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60 47 \$50.46 \$4,036.80	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24 \$3,619.20 \$94,099.20 48 \$50.97 \$4,077.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.97 \$2,557.60 \$66,497.60 13 \$36.01 \$2,880.80 \$74,900.80 25 \$40.54 \$3,243.20 \$84,323.20 37 \$45.70 \$3,656.00 \$95,056.00	\$32.26 \$2,580.80 \$67,100.80 14 \$36.34 \$2,907.20 \$75,587.20 26 \$40.95 \$3,276.00 \$85,176.00 38 \$46.16 \$3,692.80 \$96,012.80 50 \$52.02	\$32.60 \$2,608.00 \$67,808.00 \$15 \$36.72 \$2,937.60 \$76,377.60 27 \$41.34 \$3,307.20 \$85,987.20 \$85,987.20 \$96,948.80 \$96,948.80	\$32.91 \$2,632.80 \$68,452.80 16 \$37.07 \$2,965.60 \$77,105.60 28 \$41.78 \$3,342.40 \$86,902.40 40 \$47.09 \$3,767.20 \$97,947.20	\$33.25 \$2,660.00 \$69,160.00 17 \$37.45 \$2,996.00 \$77,896.00 29 \$42.20 \$3,376.00 \$87,776.00 41 \$47.56 \$3,804.80 \$98,924.80 53 \$53.59	\$33.58 \$2,686.40 \$69,846.40 18 \$37.83 \$3,026.40 \$78,686.40 30 \$42.61 \$3,408.80 \$88,628.80 42 \$48.03 \$3,842.40 \$99,902.40	\$33.93 \$2,714.40 \$70,574.40 19 \$38.19 \$3,055.20 \$79,435.20 31 \$43.02 \$3,441.60 \$89,481.60 43 \$48.50 \$3,880.00 \$100,880.00	\$34.26 \$2,740.80 \$71,260.80 20 \$38.58 \$3,086.40 \$80,246.40 32 \$43.47 \$3,477.60 \$90,417.60 44 \$49.00 \$3,920.00	\$34.59 \$2,767.20 \$71,947.20 21 \$38.98 \$3,118.40 \$81,078.40 33 \$43.89 \$3,511.20 \$91,291.20 45 \$49.46 \$3,956.80	\$34.93 \$2,794.40 \$72,654.40 22 \$39.36 \$3,148.80 \$81,868.80 34 \$44.36 \$3,548.80 \$92,268.80 46 \$49.98 \$3,998.40	\$35.29 \$2,823.20 \$73,403.20 23 \$39.74 \$3,179.20 \$82,659.20 35 \$44.82 \$3,585.60 \$93,225.60 47 \$50.46 \$4,036.80	\$35.64 \$2,851.20 \$74,131.20 24 \$40.17 \$3,213.60 \$83,553.60 36 \$45.24 \$3,619.20 \$94,099.20 48 \$50.97 \$4,077.60

(Non-bargaining unit)

NOME (34%)

Grade	79
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$34.93	\$35.29	\$35.64	\$36.01	\$36.34	\$36.72	\$37.07	\$37.45	\$37.83	\$38.19	\$38.58	\$38.98
Biweekly	\$2,794.40	\$2,823.20	\$2,851.20	\$2,880.80	\$2,907.20	\$2,937.60	\$2,965.60	\$2,996.00	\$3,026.40	\$3,055.20	\$3,086.40	\$3,118.40
Annually	\$72,654.40	\$73,403.20	\$74,131.20	\$74,900.80	\$75,587.20	\$76,377.60	\$77,105.60	\$77,896.00	\$78,686.40	\$79,435.20	\$80,246.40	\$81,078.40
Ailliually	372,034.40	373,403.20	374,131.20	\$74,500.60	\$75,567.20	\$70,377.00	\$77,105.00	377,830.00	378,080.40	\$75,433.20	380,240.40	361,076.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$39.36	\$39.74	\$40.17	\$40.54	\$40.95	\$41.34	\$41.78	\$42.20	\$42.61	\$43.02	\$43.47	\$43.89
Biweekly	\$3,148.80	\$3,179.20	\$3,213.60	\$3,243.20	\$3,276.00	\$3,307.20	\$3,342.40	\$3,376.00	\$3,408.80	\$3,441.60	\$3,477.60	\$3,511.20
Annually	\$81,868.80	\$82,659.20	\$83,553.60	\$84,323.20	\$85,176.00	\$85,987.20	\$86,902.40	\$87,776.00	\$88,628.80	\$89,481.60	\$90,417.60	\$91,291.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$44.36	\$44.82	\$45.24	\$45.70	\$46.16	\$46.61	\$47.09	\$47.56	\$48.03	\$48.50	\$49.00	\$49.46
Biweekly	\$3,548.80	\$3,585.60	\$3,619.20	\$3,656.00	\$3,692.80	\$3,728.80	\$3,767.20	\$3,804.80	\$3,842.40	\$3,880.00	\$3,920.00	\$3,956.80
Annually	\$92,268.80	\$93,225.60	\$94,099.20	\$95,056.00	\$96,012.80	\$96,948.80	\$97,947.20	\$98,924.80	\$99,902.40	\$100,880.00	\$101,920.00	\$102,876.80
, ,	\$32,200.00	\$50,220.00	43 1,033120	\$33,030.00	\$30,012.00	\$30,3 10.00	037,320	\$50,520	455 ,5020	\$100,000.00	0101,520.00	V102,070.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$49.98	\$50.46	\$50.97	\$51.47	\$52.02	\$52.51	\$53.06	\$53.59	\$54.12	\$54.67	\$55.22	\$55.76
Biweekly	\$3,998.40	\$4,036.80	\$4,077.60	\$4,117.60	\$4,161.60	\$4,200.80	\$4,244.80	\$4,287.20	\$4,329.60	\$4,373.60	\$4,417.60	\$4,460.80
Annually	\$103,958.40	\$104,956.80	\$106,017.60	\$107,057.60	\$108,201.60	\$109,220.80	\$110,364.80	\$111,467.20	\$112,569.60	\$113,713.60	\$114,857.60	\$115,980.80
Steps												
-	49	50	51	52	53	54	55					
Hourly	\$56.31	\$56.88	\$57.45	\$58.02	\$58.60	\$59.20	\$59.79					
Biweekly	\$4,504.80	\$4,550.40	\$4,596.00	\$4,641.60	\$4,688.00	\$4,736.00	\$4,783.20					
Annually	\$117,124.80	\$118,310.40	\$119,496.00	\$120,681.60	\$121,888.00	\$123,136.00	\$124,363.20					
•												
C d. 00												
Grade ou												
Grade 80												
Steps	. 1	2	3	4	5	6	7	8	9	10	11	12
	\$37.83	\$38.19	\$38.58	\$38.98	\$39.36	\$39.74	\$40.17	\$40.54	\$40.95	\$41.34	\$41.78	\$42.20
Steps	_	_		-	_			_	_			
Steps Hourly Biweekly	\$37.83 \$3,026.40	\$38.19 \$3,055.20	\$38.58 \$3,086.40	\$38.98 \$3,118.40	\$39.36 \$3,148.80	\$39.74 \$3,179.20	\$40.17 \$3,213.60	\$40.54 \$3,243.20	\$40.95 \$3,276.00	\$41.34 \$3,307.20	\$41.78 \$3,342.40	\$42.20 \$3,376.00
Steps Hourly Biweekly Annually	\$37.83	\$38.19	\$38.58	\$38.98	\$39.36	\$39.74	\$40.17	\$40.54	\$40.95	\$41.34	\$41.78	\$42.20
Steps Hourly Biweekly	\$37.83 \$3,026.40	\$38.19 \$3,055.20	\$38.58 \$3,086.40	\$38.98 \$3,118.40	\$39.36 \$3,148.80	\$39.74 \$3,179.20	\$40.17 \$3,213.60	\$40.54 \$3,243.20	\$40.95 \$3,276.00	\$41.34 \$3,307.20	\$41.78 \$3,342.40	\$42.20 \$3,376.00
Steps Hourly Biweekly Annually	\$37.83 \$3,026.40 \$78,686.40	\$38.19 \$3,055.20 \$79,435.20	\$38.58 \$3,086.40 \$80,246.40	\$38.98 \$3,118.40 \$81,078.40	\$39.36 \$3,148.80 \$81,868.80	\$39.74 \$3,179.20 \$82,659.20	\$40.17 \$3,213.60 \$83,553.60	\$40.54 \$3,243.20 \$84,323.20	\$40.95 \$3,276.00 \$85,176.00	\$41.34 \$3,307.20 \$85,987.20	\$41.78 \$3,342.40 \$86,902.40	\$42.20 \$3,376.00 \$87,776.00
Steps Hourly Biweekly Annually Steps Hourly	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24	\$40.54 \$3,243.20 \$84,323.20 20 \$45.70	\$40.95 \$3,276.00 \$85,176.00 21 \$46.16	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20	\$40.54 \$3,243.20 \$84,323.20 20 \$45.70 \$3,656.00	\$40.95 \$3,276.00 \$85,176.00 21 \$46.16 \$3,692.80	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80
Steps Hourly Biweekly Annually Steps Hourly	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24	\$40.54 \$3,243.20 \$84,323.20 20 \$45.70	\$40.95 \$3,276.00 \$85,176.00 21 \$46.16	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20	\$40.54 \$3,243.20 \$84,323.20 20 \$45.70 \$3,656.00 \$95,056.00	\$40.95 \$3,276.00 \$85,176.00 21 \$46.16 \$3,692.80 \$96,012.80	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20	\$40.54 \$3,243.20 \$84,323.20 20 \$45.70 \$3,656.00 \$95,056.00	\$40.95 \$3,276.00 \$85,176.00 21 \$46.16 \$3,692.80 \$96,012.80	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 32 \$51.47	\$40.95 \$3,276.00 \$85,176.00 21 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60 26 \$48.50 \$3,880.00	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$2 \$51.47 \$4,117.60	\$40.95 \$3,276.00 \$85,176.00 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51 \$4,200.80	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 32 \$51.47	\$40.95 \$3,276.00 \$85,176.00 21 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60 26 \$48.50 \$3,880.00	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$2 \$51.47 \$4,117.60	\$40.95 \$3,276.00 \$85,176.00 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51 \$4,200.80	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20 \$111,467.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40 \$99,902.40	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60 26 \$48.50 \$3,880.00 \$100,880.00	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00 \$101,920.00	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80 \$102,876.80	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40 \$103,958.40	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80 \$104,956.80	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60 \$106,017.60	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$95,056.00 \$107,057.60	\$40.95 \$3,276.00 \$85,176.00 21 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60 \$108,201.60	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51 \$4,200.80 \$109,220.80	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80 \$110,364.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20 \$111,467.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40 \$99,902.40	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60 26 \$48.50 \$3,880.00 \$100,880.00	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00 \$101,920.00	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80 \$102,876.80	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40 \$103,958.40	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80 \$104,956.80	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60 \$106,017.60	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$95,056.00 \$107,057.60	\$40.95 \$3,276.00 \$85,176.00 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60 \$108,201.60	\$41.34 \$3,307.20 \$85,987.20 \$22 \$46.61 \$3,728.80 \$96,948.80 \$4 \$52.51 \$4,200.80 \$109,220.80	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80 \$110,364.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20 \$111,467.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40 \$99,902.40	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60 26 \$48.50 \$3,880.00 \$100,880.00	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00 \$101,920.00	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80 \$102,876.80	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40 \$103,958.40	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80 \$104,956.80	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60 \$106,017.60	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$95,056.00 \$107,057.60	\$40.95 \$3,276.00 \$85,176.00 21 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60 \$108,201.60	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51 \$4,200.80 \$109,220.80	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80 \$110,364.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20 \$111,467.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40 \$99,902.40 37 \$54.12 \$4,329.60	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60 26 \$48.50 \$3,880.00 \$100,880.00 38 \$54.67 \$4,373.60	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00 \$101,920.00 39 \$55.22 \$4,417.60	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80 \$102,876.80 40 \$55.76 \$4,460.80	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40 \$103,958.40 41 \$56.31 \$4,504.80	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80 \$104,956.80 42 \$56.88 \$4,550.40	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60 \$106,017.60 43 \$57.45 \$4,596.00	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$95,056.00 \$107,057.60 \$44 \$58.02 \$4,641.60	\$40.95 \$3,276.00 \$85,176.00 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60 \$108,201.60 45 \$58.60 \$4,688.00	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51 \$4,200.80 \$109,220.80 46 \$59.20 \$4,736.00	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80 \$110,364.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20 \$111,467.20 48 \$60.39 \$4,831.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40 \$99,902.40	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60 26 \$48.50 \$3,880.00 \$100,880.00	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00 \$101,920.00	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80 \$102,876.80	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40 \$103,958.40	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80 \$104,956.80	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60 \$106,017.60	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$95,056.00 \$107,057.60	\$40.95 \$3,276.00 \$85,176.00 21 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60 \$108,201.60	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51 \$4,200.80 \$109,220.80	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80 \$110,364.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20 \$111,467.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40 \$99,902.40 37 \$54.12 \$4,329.60	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60 26 \$48.50 \$3,880.00 \$100,880.00	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00 \$101,920.00 39 \$55.22 \$4,417.60	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80 \$102,876.80 40 \$55.76 \$4,460.80	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40 \$103,958.40 41 \$56.31 \$4,504.80	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80 \$104,956.80 42 \$56.88 \$4,550.40	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60 \$106,017.60 43 \$57.45 \$4,596.00	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$95,056.00 \$107,057.60 \$44 \$58.02 \$4,641.60	\$40.95 \$3,276.00 \$85,176.00 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60 \$108,201.60 45 \$58.60 \$4,688.00	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51 \$4,200.80 \$109,220.80 46 \$59.20 \$4,736.00	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80 \$110,364.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20 \$111,467.20 48 \$60.39 \$4,831.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40 \$99,902.40 37 \$54.12 \$4,329.60 \$112,569.60	\$38.19 \$3,055.20 \$79,435.20 14 \$43.02 \$3,441.60 \$89,481.60 26 \$48.50 \$3,880.00 \$100,880.00 38 \$54.67 \$4,373.60 \$113,713.60	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00 \$101,920.00 39 \$55.22 \$4,417.60 \$114,857.60	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80 \$102,876.80 40 \$55.76 \$4,460.80 \$115,980.80	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40 \$103,958.40 41 \$56.31 \$4,504.80 \$117,124.80	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80 \$104,956.80 42 \$56.88 \$4,550.40 \$118,310.40	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60 \$106,017.60 43 \$57.45 \$4,596.00 \$119,496.00	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$95,056.00 \$107,057.60 \$44 \$58.02 \$4,641.60	\$40.95 \$3,276.00 \$85,176.00 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60 \$108,201.60 45 \$58.60 \$4,688.00	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51 \$4,200.80 \$109,220.80 46 \$59.20 \$4,736.00	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80 \$110,364.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20 \$111,467.20 48 \$60.39 \$4,831.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40 \$99,902.40 37 \$54.12 \$4,329.60 \$112,569.60	\$38.19 \$3,055.20 \$79,435.20 \$14 \$43.02 \$3,441.60 \$89,481.60 \$26 \$48.50 \$3,880.00 \$100,880.00 \$110,880.00 \$54.67 \$4,373.60 \$113,713.60 \$61.60	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00 \$101,920.00 39 \$55.22 \$4,417.60 \$114,857.60	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80 \$102,876.80 40 \$55.76 \$4,460.80 \$115,980.80	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40 \$103,958.40 41 \$56.31 \$4,504.80 \$117,124.80	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80 \$104,956.80 42 \$56.88 \$4,550.40 \$118,310.40	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60 \$106,017.60 43 \$57.45 \$4,596.00 \$119,496.00	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$95,056.00 \$107,057.60 \$44 \$58.02 \$4,641.60	\$40.95 \$3,276.00 \$85,176.00 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60 \$108,201.60 45 \$58.60 \$4,688.00	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51 \$4,200.80 \$109,220.80 46 \$59.20 \$4,736.00	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80 \$110,364.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20 \$111,467.20 48 \$60.39 \$4,831.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40 \$99,902.40 37 \$54.12 \$4,329.60 \$112,569.60 49 \$60.97 \$4,877.60	\$38.19 \$3,055.20 \$79,435.20 \$14 \$43.02 \$3,441.60 \$89,481.60 \$48.50 \$3,880.00 \$100,880.00 \$110,880.00 \$54.67 \$4,373.60 \$113,713.60 \$61.60 \$4,928.00	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00 \$101,920.00 39 \$55.22 \$4,417.60 \$114,857.60 51 \$62.22 \$4,977.60	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80 \$102,876.80 40 \$55.76 \$4,460.80 \$115,980.80 52 \$62.85 \$5,028.00	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40 \$103,958.40 41 \$56.31 \$4,504.80 \$117,124.80 53 \$63.46 \$5,076.80	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80 \$104,956.80 42 \$56.88 \$4,550.40 \$118,310.40 54 \$64.11 \$5,128.80	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60 \$106,017.60 43 \$57.45 \$4,596.00 \$119,496.00 55 \$64.74 \$5,179.20	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$95,056.00 \$107,057.60 \$44 \$58.02 \$4,641.60	\$40.95 \$3,276.00 \$85,176.00 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60 \$108,201.60 45 \$58.60 \$4,688.00	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51 \$4,200.80 \$109,220.80 46 \$59.20 \$4,736.00	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80 \$110,364.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20 \$111,467.20 48 \$60.39 \$4,831.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.83 \$3,026.40 \$78,686.40 13 \$42.61 \$3,408.80 \$88,628.80 25 \$48.03 \$3,842.40 \$99,902.40 37 \$54.12 \$4,329.60 \$112,569.60	\$38.19 \$3,055.20 \$79,435.20 \$14 \$43.02 \$3,441.60 \$89,481.60 \$26 \$48.50 \$3,880.00 \$100,880.00 \$110,880.00 \$54.67 \$4,373.60 \$113,713.60 \$61.60	\$38.58 \$3,086.40 \$80,246.40 15 \$43.47 \$3,477.60 \$90,417.60 27 \$49.00 \$3,920.00 \$101,920.00 39 \$55.22 \$4,417.60 \$114,857.60	\$38.98 \$3,118.40 \$81,078.40 16 \$43.89 \$3,511.20 \$91,291.20 28 \$49.46 \$3,956.80 \$102,876.80 40 \$55.76 \$4,460.80 \$115,980.80	\$39.36 \$3,148.80 \$81,868.80 17 \$44.36 \$3,548.80 \$92,268.80 29 \$49.98 \$3,998.40 \$103,958.40 41 \$56.31 \$4,504.80 \$117,124.80	\$39.74 \$3,179.20 \$82,659.20 18 \$44.82 \$3,585.60 \$93,225.60 30 \$50.46 \$4,036.80 \$104,956.80 42 \$56.88 \$4,550.40 \$118,310.40	\$40.17 \$3,213.60 \$83,553.60 19 \$45.24 \$3,619.20 \$94,099.20 31 \$50.97 \$4,077.60 \$106,017.60 43 \$57.45 \$4,596.00 \$119,496.00	\$40.54 \$3,243.20 \$84,323.20 \$45.70 \$3,656.00 \$95,056.00 \$95,056.00 \$107,057.60 \$44 \$58.02 \$4,641.60	\$40.95 \$3,276.00 \$85,176.00 \$46.16 \$3,692.80 \$96,012.80 33 \$52.02 \$4,161.60 \$108,201.60 45 \$58.60 \$4,688.00	\$41.34 \$3,307.20 \$85,987.20 22 \$46.61 \$3,728.80 \$96,948.80 34 \$52.51 \$4,200.80 \$109,220.80 46 \$59.20 \$4,736.00	\$41.78 \$3,342.40 \$86,902.40 23 \$47.09 \$3,767.20 \$97,947.20 35 \$53.06 \$4,244.80 \$110,364.80	\$42.20 \$3,376.00 \$87,776.00 24 \$47.56 \$3,804.80 \$98,924.80 36 \$53.59 \$4,287.20 \$111,467.20 48 \$60.39 \$4,831.20

(Non-bargaining unit)

NOME (34%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$41.34	\$41.78	\$42.20	\$42.61	\$43.02	\$43.47	\$43.89	\$44.36	\$44.82	\$45.24	\$45.70	\$46.16
Biweekly	\$3,307.20	\$3,342.40	\$3,376.00	\$3,408.80	\$3,441.60	\$3,477.60	\$3,511.20	\$3,548.80	\$3,585.60	\$3,619.20	\$3,656.00	\$3,692.80
Annually	\$85,987.20	\$86,902.40	\$87,776.00	\$88,628.80	\$89,481.60	\$90,417.60	\$91,291.20	\$92,268.80	\$93,225.60	\$94,099.20	\$95,056.00	\$96,012.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$46.61	\$47.09	\$47.56	\$48.03	\$48.50	\$49.00	\$49.46	\$49.98	\$50.46	\$50.97	\$51.47	\$52.02
Biweekly	\$3,728.80	\$3,767.20	\$3,804.80	\$3,842.40	\$3,880.00	\$3,920.00	\$3,956.80	\$3,998.40	\$4,036.80	\$4,077.60	\$4,117.60	\$4,161.60
Annually	\$96,948.80	\$97,947.20	\$98,924.80	\$99,902.40	\$100,880.00	\$101,920.00	\$102,876.80	\$103,958.40	\$104,956.80	\$106,017.60	\$107,057.60	\$108,201.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$52.51	\$53.06	\$53.59	\$54.12	\$54.67	\$55.22	\$55.76	\$56.31	\$56.88	\$57.45	\$58.02	\$58.60
Biweekly	\$4,200.80	\$4,244.80	\$4,287.20	\$4,329.60	\$4,373.60	\$4,417.60	\$4,460.80	\$4,504.80	\$4,550.40	\$4,596.00	\$4,641.60	\$4,688.00
Annually	\$109,220.80	\$110,364.80	\$111,467.20	\$112,569.60	\$113,713.60	\$114,857.60	\$115,980.80	\$117,124.80	\$118,310.40	\$119,496.00	\$120,681.60	\$121,888.00
•												
Steps	. 37	38	. 39	40	41	. 42	43	. 44	. 45	. 46	. 47	. 48
Hourly	\$59.20	\$59.79	\$60.39	\$60.97	\$61.60	\$62.22	\$62.85	\$63.46	\$64.11	\$64.74	\$65.40	\$66.05
Biweekly	\$4,736.00	\$4,783.20	\$4,831.20	\$4,877.60	\$4,928.00	\$4,977.60	\$5,028.00	\$5,076.80	\$5,128.80	\$5,179.20	\$5,232.00	\$5,284.00
Annually	\$123,136.00	\$124,363.20	\$125,611.20	\$126,817.60	\$128,128.00	\$129,417.60	\$130,728.00	\$131,996.80	\$133,348.80	\$134,659.20	\$136,032.00	\$137,384.00
Steps	49	50	51	52	53	54	55					
Hourly	\$66.71	\$67.38	\$68.06	\$68.73	\$69.43	\$70.11	\$70.80					
Biweekly	\$5,336.80	\$5,390.40	\$5,444.80	\$5,498.40	\$5,554.40	\$5,608.80	\$5,664.00					
Annually	\$138,756.80	\$140,150.40	\$141,564.80	\$142,958.40	\$144,414.40	\$145,828.80	\$147,264.00					
Grade 82												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$46.61	\$47.09	\$47.56	\$48.03	\$48.50	\$49.00	\$49.46	\$49.98	\$50.46	\$50.97	\$51.47	\$52.02
Hourly Biweekly	\$46.61 \$3,728.80	\$47.09 \$3,767.20	\$47.56 \$3,804.80	\$48.03 \$3,842.40	\$48.50 \$3,880.00	\$49.00 \$3,920.00	\$49.46 \$3,956.80	\$49.98 \$3,998.40	\$50.46 \$4,036.80	\$50.97 \$4,077.60	\$51.47 \$4,117.60	\$52.02 \$4,161.60
Hourly	\$46.61	\$47.09	\$47.56	\$48.03	\$48.50	\$49.00	\$49.46	\$49.98	\$50.46	\$50.97	\$51.47	\$52.02
Hourly Biweekly Annually Steps	\$46.61 \$3,728.80 \$96,948.80	\$47.09 \$3,767.20 \$97,947.20	\$47.56 \$3,804.80 \$98,924.80	\$48.03 \$3,842.40 \$99,902.40	\$48.50 \$3,880.00 \$100,880.00	\$49.00 \$3,920.00 \$101,920.00	\$49.46 \$3,956.80 \$102,876.80	\$49.98 \$3,998.40 \$103,958.40	\$50.46 \$4,036.80 \$104,956.80	\$50.97 \$4,077.60 \$106,017.60	\$51.47 \$4,117.60 \$107,057.60	\$52.02 \$4,161.60 \$108,201.60
Hourly Biweekly Annually Steps Hourly	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12	\$48.50 \$3,880.00 \$100,880.00 17 \$54.67	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31	\$50.46 \$4,036.80 \$104,956.80 21 \$56.88	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60
Hourly Biweekly Annually Steps Hourly Biweekly	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60	\$48.50 \$3,880.00 \$100,880.00 17 \$54.67 \$4,373.60	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76 \$4,460.80	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80	\$50.46 \$4,036.80 \$104,956.80 21 \$56.88 \$4,550.40	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00
Hourly Biweekly Annually Steps Hourly	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12	\$48.50 \$3,880.00 \$100,880.00 17 \$54.67	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31	\$50.46 \$4,036.80 \$104,956.80 21 \$56.88	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60
Hourly Biweekly Annually Steps Hourly Biweekly	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60	\$48.50 \$3,880.00 \$100,880.00 17 \$54.67 \$4,373.60	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76 \$4,460.80	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80	\$50.46 \$4,036.80 \$104,956.80 21 \$56.88 \$4,550.40	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60	\$48.50 \$3,880.00 \$100,880.00 17 \$54.67 \$4,373.60 \$113,713.60	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76 \$4,460.80 \$115,980.80	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80	\$50.46 \$4,036.80 \$104,956.80 21 \$56.88 \$4,550.40 \$118,310.40	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60	\$48.50 \$3,880.00 \$100,880.00 17 \$54.67 \$4,373.60 \$113,713.60	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76 \$4,460.80 \$115,980.80	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80	\$50.46 \$4,036.80 \$104,956.80 21 \$56.88 \$4,550.40 \$118,310.40	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80 25 \$59.20	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80 26 \$59.79	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20 27 \$60.39	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60 28 \$60.97	\$48.50 \$3,880.00 \$100,880.00 17 \$54.67 \$4,373.60 \$113,713.60 29 \$61.60	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60 30 \$62.22	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76 \$4,460.80 \$115,980.80 31 \$62.85	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80 32 \$63.46	\$50.46 \$4,036.80 \$104,956.80 21 \$56.88 \$4,550.40 \$118,310.40 33 \$64.11	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00 36 \$66.05
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80 25 \$59.20 \$4,736.00 \$123,136.00	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80 26 \$59.79 \$4,783.20 \$124,363.20	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20 27 \$60.39 \$4,831.20 \$125,611.20	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60 28 \$60.97 \$4,877.60 \$126,817.60	\$48.50 \$3,880.00 \$100,880.00 17 \$54.67 \$4,373.60 \$113,713.60 29 \$61.60 \$4,928.00 \$128,128.00	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60 30 \$62.22 \$4,977.60 \$129,417.60	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76 \$4,460.80 \$115,980.80 31 \$62.85 \$5,028.00 \$130,728.00	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80 32 \$63.46 \$5,076.80 \$131,996.80	\$50.46 \$4,036.80 \$104,956.80 21 \$56.88 \$4,550.40 \$118,310.40 33 \$64.11 \$5,128.80 \$133,348.80	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00 34 \$64.74 \$5,179.20 \$134,659.20	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60 35 \$65.40 \$5,232.00 \$136,032.00	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00 36 \$66.05 \$5,284.00 \$137,384.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Hourly Steps	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80 25 \$59.20 \$4,736.00 \$123,136.00	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80 26 \$59.79 \$4,783.20 \$124,363.20	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20 27 \$60.39 \$4,831.20 \$125,611.20	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60 28 \$60.97 \$4,877.60 \$126,817.60	\$48.50 \$3,880.00 \$100,880.00 17 \$54.67 \$4,373.60 \$113,713.60 29 \$61.60 \$4,928.00 \$128,128.00	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60 30 \$62.22 \$4,977.60 \$129,417.60	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76 \$4,460.80 \$115,980.80 31 \$62.85 \$5,028.00 \$130,728.00	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80 32 \$63.46 \$5,076.80 \$131,996.80	\$50.46 \$4,036.80 \$104,956.80 21 \$56.88 \$4,550.40 \$118,310.40 33 \$64.11 \$5,128.80 \$133,348.80	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00 34 \$64.74 \$5,179.20 \$134,659.20	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60 35 \$65.40 \$5,232.00 \$136,032.00	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00 36 \$66.05 \$5,284.00 \$137,384.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80 25 \$59.20 \$4,736.00 \$123,136.00	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80 26 \$59.79 \$4,783.20 \$124,363.20	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20 27 \$60.39 \$4,831.20 \$125,611.20	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60 28 \$60.97 \$4,877.60 \$126,817.60 40 \$68.73	\$48.50 \$3,880.00 \$100,880.00 17 \$54.67 \$4,373.60 \$113,713.60 29 \$61.60 \$4,928.00 \$128,128.00	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60 30 \$62.22 \$4,977.60 \$129,417.60	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76 \$4,460.80 \$115,980.80 31 \$62.85 \$5,028.00 \$130,728.00	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80 32 \$63.46 \$5,076.80 \$131,996.80	\$50.46 \$4,036.80 \$104,956.80 21 \$56.88 \$4,550.40 \$118,310.40 33 \$64.11 \$5,128.80 \$133,348.80	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00 34 \$64.74 \$5,179.20 \$134,659.20	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60 35 \$65.40 \$5,232.00 \$136,032.00	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00 36 \$66.05 \$5,284.00 \$137,384.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80 25 \$59.20 \$4,736.00 \$123,136.00 37 \$66.71 \$5,336.80	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80 26 \$59.79 \$4,783.20 \$124,363.20 38 \$67.38 \$5,390.40	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20 27 \$60.39 \$4,831.20 \$125,611.20 39 \$68.06 \$5,444.80	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60 28 \$60.97 \$4,877.60 \$126,817.60 40 \$68.73 \$5,498.40	\$48.50 \$3,880.00 \$100,880.00 17 \$54.67 \$4,373.60 \$113,713.60 29 \$61.60 \$4,928.00 \$128,128.00 41 \$69.43 \$5,554.40	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60 30 \$62.22 \$4,977.60 \$129,417.60 42 \$70.11 \$5,608.80	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76 \$4,460.80 \$115,980.80 31 \$62.85 \$5,028.00 \$130,728.00 43 \$70.80 \$5,664.00	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80 32 \$63.46 \$5,076.80 \$131,996.80 44 \$71.51 \$5,720.80	\$50.46 \$4,036.80 \$104,956.80 \$1104,956.80 \$118,310.40 \$118,310.40 \$133,348.80 \$133,348.80 \$133,348.80	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00 34 \$64.74 \$5,179.20 \$134,659.20 46 \$72.95 \$5,836.00	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60 35 \$65.40 \$5,232.00 \$136,032.00 47 \$73.66 \$5,892.80	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00 36 \$66.05 \$5,284.00 \$137,384.00 48 \$74.42 \$5,953.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80 25 \$59.20 \$4,736.00 \$123,136.00 37 \$66.71 \$5,336.80 \$138,756.80	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80 26 \$59.79 \$4,783.20 \$124,363.20 38 \$67.38 \$5,390.40 \$140,150.40	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20 27 \$60.39 \$4,831.20 \$125,611.20 39 \$68.06 \$5,444.80 \$141,564.80	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60 28 \$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$142,958.40	\$48.50 \$3,880.00 \$100,880.00 \$100,880.00 17 \$54.67 \$4,373.60 \$113,713.60 29 \$61.60 \$4,928.00 \$128,128.00 41 \$69.43 \$5,554.40 \$144,414.40	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60 30 \$62.22 \$4,977.60 \$129,417.60 42 \$70.11 \$5,608.80 \$145,828.80	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76 \$4,460.80 \$115,980.80 31 \$62.85 \$5,028.00 \$130,728.00 43 \$70.80 \$5,664.00 \$147,264.00	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80 32 \$63.46 \$5,076.80 \$131,996.80	\$50.46 \$4,036.80 \$104,956.80 21 \$56.88 \$4,550.40 \$118,310.40 33 \$64.11 \$5,128.80 \$133,348.80	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00 34 \$64.74 \$5,179.20 \$134,659.20	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60 35 \$65.40 \$5,232.00 \$136,032.00	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00 36 \$66.05 \$5,284.00 \$137,384.00
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80 25 \$59.20 \$4,736.00 \$123,136.00 37 \$66.71 \$5,336.80 \$138,756.80	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80 26 \$59.79 \$4,783.20 \$124,363.20 38 \$67.38 \$5,390.40 \$140,150.40	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20 27 \$60.39 \$4,831.20 \$125,611.20 39 \$68.06 \$5,444.80 \$141,564.80	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60 28 \$60.97 \$4,877.60 \$126,817.60 40 \$68.73 \$5,498.40 \$142,958.40	\$48.50 \$3,880.00 \$100,880.00 \$100,880.00 \$17 \$54.67 \$4,373.60 \$113,713.60 \$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$141,414.40	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60 30 \$62.22 \$4,977.60 \$129,417.60 42 \$70.11 \$5,608.80 \$145,828.80	\$49.46 \$3,956.80 \$102,876.80 \$155.76 \$4,460.80 \$115,980.80 \$130,728.00 \$130,728.00 \$147,264.00	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80 32 \$63.46 \$5,076.80 \$131,996.80 44 \$71.51 \$5,720.80	\$50.46 \$4,036.80 \$104,956.80 \$1104,956.80 \$118,310.40 \$118,310.40 \$133,348.80 \$133,348.80 \$133,348.80	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00 34 \$64.74 \$5,179.20 \$134,659.20 46 \$72.95 \$5,836.00	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60 35 \$65.40 \$5,232.00 \$136,032.00 47 \$73.66 \$5,892.80	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00 36 \$66.05 \$5,284.00 \$137,384.00 48 \$74.42 \$5,953.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80 25 \$59.20 \$4,736.00 \$123,136.00 37 \$66.71 \$5,336.80 \$138,756.80	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80 26 \$59.79 \$4,783.20 \$124,363.20 38 \$67.38 \$5,390.40 \$140,150.40	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20 27 \$60.39 \$4,831.20 \$125,611.20 39 \$68.06 \$5,444.80 \$141,564.80	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60 28 \$60.97 \$4,877.60 \$126,817.60 40 \$68.73 \$5,498.40 \$142,958.40	\$48.50 \$3,880.00 \$100,880.00 \$100,880.00 \$17 \$54.67 \$4,373.60 \$113,713.60 \$29 \$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$144,414.40 \$53 \$78.21	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60 30 \$62.22 \$4,977.60 \$129,417.60 42 \$70.11 \$5,608.80 \$145,828.80	\$49.46 \$3,956.80 \$102,876.80 \$102,876.80 \$155.76 \$4,460.80 \$115,980.80 \$130,728.00 \$130,728.00 \$130,728.00 \$5,664.00 \$147,264.00 \$5,664.00 \$147,264.00	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80 32 \$63.46 \$5,076.80 \$131,996.80 44 \$71.51 \$5,720.80	\$50.46 \$4,036.80 \$104,956.80 \$1104,956.80 \$118,310.40 \$118,310.40 \$133,348.80 \$133,348.80 \$133,348.80	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00 34 \$64.74 \$5,179.20 \$134,659.20 46 \$72.95 \$5,836.00	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60 35 \$65.40 \$5,232.00 \$136,032.00 47 \$73.66 \$5,892.80	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00 36 \$66.05 \$5,284.00 \$137,384.00 48 \$74.42 \$5,953.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80 25 \$59.20 \$4,736.00 \$123,136.00 37 \$66.71 \$5,336.80 \$138,756.80 49 \$75.16 \$6,012.80	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80 26 \$59.79 \$4,783.20 \$124,363.20 38 \$67.38 \$5,390.40 \$140,150.40 50 \$75.92 \$6,073.60	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20 27 \$60.39 \$4,831.20 \$125,611.20 39 \$68.06 \$5,444.80 \$141,564.80 51 \$76.66 \$6,132.80	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60 28 \$60.97 \$4,877.60 \$126,817.60 40 \$68.73 \$5,498.40 \$142,958.40 52 \$77.45 \$6,196.00	\$48.50 \$3,880.00 \$100,880.00 \$100,880.00 \$17 \$54.67 \$4,373.60 \$113,713.60 \$29 \$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$141,414.40 \$59.43 \$5,554.40 \$144,414.40 \$3 \$78.21 \$6,256.80	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60 30 \$62.22 \$4,977.60 \$129,417.60 42 \$70.11 \$5,608.80 \$145,828.80 54 \$79.00 \$6,320.00	\$49.46 \$3,956.80 \$102,876.80 19 \$55.76 \$4,460.80 \$115,980.80 31 \$62.85 \$5,028.00 \$130,728.00 43 \$70.80 \$5,664.00 \$147,264.00 55 \$79.81 \$6,384.80	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80 32 \$63.46 \$5,076.80 \$131,996.80 44 \$71.51 \$5,720.80	\$50.46 \$4,036.80 \$104,956.80 \$1104,956.80 \$118,310.40 \$118,310.40 \$133,348.80 \$133,348.80 \$133,348.80	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00 34 \$64.74 \$5,179.20 \$134,659.20 46 \$72.95 \$5,836.00	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60 35 \$65.40 \$5,232.00 \$136,032.00 47 \$73.66 \$5,892.80	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00 36 \$66.05 \$5,284.00 \$137,384.00 48 \$74.42 \$5,953.60
Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.61 \$3,728.80 \$96,948.80 13 \$52.51 \$4,200.80 \$109,220.80 25 \$59.20 \$4,736.00 \$123,136.00 37 \$66.71 \$5,336.80 \$138,756.80	\$47.09 \$3,767.20 \$97,947.20 14 \$53.06 \$4,244.80 \$110,364.80 26 \$59.79 \$4,783.20 \$124,363.20 38 \$67.38 \$5,390.40 \$140,150.40	\$47.56 \$3,804.80 \$98,924.80 15 \$53.59 \$4,287.20 \$111,467.20 27 \$60.39 \$4,831.20 \$125,611.20 39 \$68.06 \$5,444.80 \$141,564.80	\$48.03 \$3,842.40 \$99,902.40 16 \$54.12 \$4,329.60 \$112,569.60 28 \$60.97 \$4,877.60 \$126,817.60 40 \$68.73 \$5,498.40 \$142,958.40	\$48.50 \$3,880.00 \$100,880.00 \$100,880.00 \$17 \$54.67 \$4,373.60 \$113,713.60 \$29 \$61.60 \$4,928.00 \$128,128.00 \$128,128.00 \$144,414.40 \$53 \$78.21	\$49.00 \$3,920.00 \$101,920.00 18 \$55.22 \$4,417.60 \$114,857.60 30 \$62.22 \$4,977.60 \$129,417.60 42 \$70.11 \$5,608.80 \$145,828.80	\$49.46 \$3,956.80 \$102,876.80 \$102,876.80 \$155.76 \$4,460.80 \$115,980.80 \$130,728.00 \$130,728.00 \$130,728.00 \$5,664.00 \$147,264.00 \$5,664.00 \$147,264.00	\$49.98 \$3,998.40 \$103,958.40 20 \$56.31 \$4,504.80 \$117,124.80 32 \$63.46 \$5,076.80 \$131,996.80 44 \$71.51 \$5,720.80	\$50.46 \$4,036.80 \$104,956.80 \$1104,956.80 \$118,310.40 \$118,310.40 \$133,348.80 \$133,348.80 \$133,348.80	\$50.97 \$4,077.60 \$106,017.60 22 \$57.45 \$4,596.00 \$119,496.00 34 \$64.74 \$5,179.20 \$134,659.20 46 \$72.95 \$5,836.00	\$51.47 \$4,117.60 \$107,057.60 23 \$58.02 \$4,641.60 \$120,681.60 35 \$65.40 \$5,232.00 \$136,032.00 47 \$73.66 \$5,892.80	\$52.02 \$4,161.60 \$108,201.60 24 \$58.60 \$4,688.00 \$121,888.00 36 \$66.05 \$5,284.00 \$137,384.00 48 \$74.42 \$5,953.60

(Non-bargaining unit)

NOME (34%)

		_	_	_	_	_	_	_	_			
Steps	. 1	2	. 3	4	. 5	6	. 7	. 8	9	10	11	12
Hourly	\$52.51	\$53.06	\$53.59	\$54.12	\$54.67	\$55.22	\$55.76	\$56.31	\$56.88	\$57.45	\$58.02	\$58.60
Biweekly	\$4,200.80	\$4,244.80	\$4,287.20	\$4,329.60	\$4,373.60	\$4,417.60	\$4,460.80	\$4,504.80	\$4,550.40	\$4,596.00	\$4,641.60	\$4,688.00
Annually	\$109,220.80	\$110,364.80	\$111,467.20	\$112,569.60	\$113,713.60	\$114,857.60	\$115,980.80	\$117,124.80	\$118,310.40	\$119,496.00	\$120,681.60	\$121,888.00
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$59.20	\$59.79	\$60.39	\$60.97	\$61.60	\$62.22	\$62.85	\$63.46	\$64.11	\$64.74	\$65.40	\$66.05
Biweekly	\$4,736.00	\$4,783.20	\$4,831.20	\$4,877.60	\$4,928.00	\$4,977.60	\$5,028.00	\$5,076.80	\$5,128.80	\$5,179.20	\$5,232.00	\$5,284.00
Annually	\$123,136.00	\$124,363.20	\$125,611.20	\$126,817.60	\$128,128.00	\$129,417.60	\$130,728.00	\$131,996.80	\$133,348.80	\$134,659.20	\$136,032.00	\$137,384.00
Ailliually	\$123,130.00	\$124,303.20	\$125,011.20	\$120,617.00	\$120,120.00	3123,417.00	\$130,728.00	\$131,550.60	\$133,340.00	3134,033.20	3130,032.00	3137,364.00
Stone												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$66.71	\$67.38	\$68.06	\$68.73	\$69.43	\$70.11	\$70.80	\$71.51	\$72.24	\$72.95	\$73.66	\$74.42
Biweekly	\$5,336.80	\$5,390.40	\$5,444.80	\$5,498.40	\$5,554.40	\$5,608.80	\$5,664.00	\$5,720.80	\$5,779.20	\$5,836.00	\$5,892.80	\$5,953.60
Annually	\$138,756.80	\$140,150.40	\$141,564.80	\$142,958.40	\$144,414.40	\$145,828.80	\$147,264.00	\$148,740.80	\$150,259.20	\$151,736.00	\$153,212.80	\$154,793.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$75.16	\$75.92	\$76.66	\$77.45	\$78.21	\$79.00	\$79.81	\$80.59	\$81.40	\$82.19	\$83.04	\$83.84
Biweekly	\$6,012.80	\$6,073.60	\$6,132.80	\$6,196.00	\$6,256.80	\$6,320.00	\$6,384.80	\$6,447.20	\$6,512.00	\$6,575.20	\$6,643.20	\$6,707.20
Annually	\$156,332.80	\$157,913.60	\$159,452.80	\$161,096.00	\$162,676.80	\$164,320.00	\$166,004.80	\$167,627.20	\$169,312.00	\$170,955.20	\$172,723.20	\$174,387.20
Allitually	\$150,552.60	\$157,915.00	\$159,452.60	3101,090.00	3102,070.00	\$104,520.00	3100,004.80	\$107,027.20	\$109,512.00	\$170,955.20	31/2,/23.20	31/4,36/.20
Steps	49	50	51	52	53	54	55					
Hourly	\$84.70	\$85.54	\$86.40	\$87.27	\$88.13	\$89.01	\$89.92					
Biweekly	\$6,776.00	\$6,843.20	\$6,912.00	\$6,981.60	\$7,050.40	\$7,120.80	\$7,193.60					
Annually	\$176,176.00	\$177,923.20	\$179,712.00	\$181,521.60	\$183,310.40	\$185,140.80	\$187,033.60					
04												
Grade 84												
	1	2	2	4	5	6	7	8	a	10	11	12
Steps	1 \$57.45	2	3	4	5	6	7	8	9 \$62.22	10	11	12 \$64.11
Steps Hourly	\$57.45	\$58.02	\$58.60	\$59.20	\$59.79	\$60.39	\$60.97	\$61.60	\$62.22	\$62.85	\$63.46	\$64.11
Steps Hourly Biweekly	\$57.45 \$4,596.00	\$58.02 \$4,641.60	\$58.60 \$4,688.00	\$59.20 \$4,736.00	\$59.79 \$4,783.20	\$60.39 \$4,831.20	\$60.97 \$4,877.60	\$61.60 \$4,928.00	\$62.22 \$4,977.60	\$62.85 \$5,028.00	\$63.46 \$5,076.80	\$64.11 \$5,128.80
Steps Hourly	\$57.45	\$58.02	\$58.60	\$59.20	\$59.79	\$60.39	\$60.97	\$61.60	\$62.22	\$62.85	\$63.46	\$64.11
Steps Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00	\$58.02 \$4,641.60 \$120,681.60	\$58.60 \$4,688.00 \$121,888.00	\$59.20 \$4,736.00 \$123,136.00	\$59.79 \$4,783.20 \$124,363.20	\$60.39 \$4,831.20 \$125,611.20	\$60.97 \$4,877.60 \$126,817.60	\$61.60 \$4,928.00 \$128,128.00	\$62.22 \$4,977.60 \$129,417.60	\$62.85 \$5,028.00 \$130,728.00	\$63.46 \$5,076.80 \$131,996.80	\$64.11 \$5,128.80 \$133,348.80
Steps Hourly Biweekly Annually Steps	\$57.45 \$4,596.00 \$119,496.00	\$58.02 \$4,641.60 \$120,681.60	\$58.60 \$4,688.00 \$121,888.00	\$59.20 \$4,736.00 \$123,136.00	\$59.79 \$4,783.20 \$124,363.20	\$60.39 \$4,831.20 \$125,611.20	\$60.97 \$4,877.60 \$126,817.60	\$61.60 \$4,928.00 \$128,128.00	\$62.22 \$4,977.60 \$129,417.60	\$62.85 \$5,028.00 \$130,728.00	\$63.46 \$5,076.80 \$131,996.80	\$64.11 \$5,128.80 \$133,348.80
Steps Hourly Biweekly Annually Steps Hourly	\$57.45 \$4,596.00 \$119,496.00 13 \$64.74	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40	\$58.60 \$4,688.00 \$121,888.00 15 \$66.05	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73	\$61.60 \$4,928.00 \$128,128.00 20 \$69.43	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11	\$62.85 \$5,028.00 \$130,728.00 22 \$70.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$57.45 \$4,596.00 \$119,496.00 13 \$64.74 \$5,179.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00	\$58.60 \$4,688.00 \$121,888.00 \$15 \$66.05 \$5,284.00	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71 \$5,336.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40	\$61.60 \$4,928.00 \$128,128.00 20 \$69.43 \$5,554.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80	\$62.85 \$5,028.00 \$130,728.00 22 \$70.80 \$5,664.00	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20
Steps Hourly Biweekly Annually Steps Hourly	\$57.45 \$4,596.00 \$119,496.00 13 \$64.74	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40	\$58.60 \$4,688.00 \$121,888.00 15 \$66.05	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73	\$61.60 \$4,928.00 \$128,128.00 20 \$69.43	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11	\$62.85 \$5,028.00 \$130,728.00 22 \$70.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$57.45 \$4,596.00 \$119,496.00 13 \$64.74 \$5,179.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00	\$58.60 \$4,688.00 \$121,888.00 \$15 \$66.05 \$5,284.00	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71 \$5,336.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40	\$61.60 \$4,928.00 \$128,128.00 20 \$69.43 \$5,554.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80	\$62.85 \$5,028.00 \$130,728.00 22 \$70.80 \$5,664.00	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$57.45 \$4,596.00 \$119,496.00 13 \$64.74 \$5,179.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00	\$58.60 \$4,688.00 \$121,888.00 \$15 \$66.05 \$5,284.00	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71 \$5,336.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40	\$61.60 \$4,928.00 \$128,128.00 20 \$69.43 \$5,554.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80	\$62.85 \$5,028.00 \$130,728.00 22 \$70.80 \$5,664.00	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 13 \$64.74 \$5,179.20 \$134,659.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 15 \$66.05 \$5,284.00 \$137,384.00	\$59.20 \$4,736.00 \$123,136.00 16 \$66.71 \$5,336.80 \$138,756.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142,958.40	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80	\$62.85 \$5,028.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$57.45 \$4,596.00 \$119,496.00 13 \$64.74 \$5,179.20 \$134,659.20 25 \$72.95	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 15 \$66.05 \$5,284.00 \$137,384.00	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5,336.80 \$138,756.80 28 \$75.16	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142,958.40	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00	\$62.85 \$5,028.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 34 \$79.81	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$57.45 \$4,596.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 15 \$66.05 \$5,284.00 \$137,384.00 27 \$74.42 \$5,953.60	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5,336.80 \$138,756.80 28 \$75.16 \$6,012.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142,958.40 31 \$77.45 \$6,196.00	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00	\$62.85 \$5,028.00 \$130,728.00 \$22 \$70.80 \$5,664.00 \$147,264.00 \$4 \$79.81 \$6,384.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59 \$6,447.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$57.45 \$4,596.00 \$119,496.00 13 \$64.74 \$5,179.20 \$134,659.20 25 \$72.95	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 15 \$66.05 \$5,284.00 \$137,384.00	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5,336.80 \$138,756.80 28 \$75.16	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142,958.40	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00	\$62.85 \$5,028.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 34 \$79.81	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15 \$66.05 \$5,284.00 \$137,384.00 \$74.42 \$5,953.60 \$154,793.60	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5,336.80 \$138,756.80 28 \$75.16 \$6,012.80 \$156,332.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60 \$157,913.60	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142,958.40 31 \$77.45 \$6,196.00 \$161,096.00	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80 \$162,676.80	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$22 \$70.80 \$5,664.00 \$147,264.00 \$4 \$79.81 \$6,384.80 \$166,004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59 \$6,447.20 \$167,627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$57.45 \$4,596.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15 \$66.05 \$5,284.00 \$137,384.00 \$74.42 \$5,953.60 \$154,793.60	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5,336.80 \$138,756.80 28 \$75.16 \$6,012.80 \$156,332.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60 \$157,913.60	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142,958.40 31 \$77.45 \$6,196.00 \$161,096.00	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80 \$162,676.80	\$62.22 \$4,977.60 \$129,417.60 21 \$70.11 \$5,608.80 \$145,828.80 33 \$79.00 \$6,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$22 \$70.80 \$5,664.00 \$147,264.00 \$44 \$79.81 \$6,384.80 \$166,004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59 \$6,447.20 \$167,627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15,284.00 \$137,384.00 \$137,384.00 \$154,793.60 \$154,793.60	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5,336.80 \$138,756.80 28 \$75.16 \$6,012.80 \$156,332.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60 \$157,913.60	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142,958.40 31 \$77.45 \$6,196.00 \$161,096.00	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80 \$162,676.80	\$62.22 \$4,977.60 \$129,417.60 \$129,417.60 \$70.11 \$5,608.80 \$145,828.80 \$33 \$79.00 \$6,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 \$44 \$79.81 \$6,384.80 \$166,004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59 \$6,447.20 \$167,627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00 \$151,736.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04 \$6,643.20	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15,284.00 \$137,384.00 \$74.42 \$5,953.60 \$154,793.60 \$83.84 \$6,707.20	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5,336.80 \$138,756.80 28 \$75.16 \$6,012.80 \$156,332.80 40 \$84.70 \$6,776.00	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60 \$157,913.60 41 \$85.54 \$6,843.20	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80 42 \$86.40 \$6,912.00	\$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$19 \$68.73 \$5,498.40 \$142,958.40 \$177.45 \$6,196.00 \$161,096.00 \$43 \$87.27 \$6,981.60	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80 \$162,676.80 44 \$88.13 \$7,050.40	\$62.22 \$4,977.60 \$129,417.60 \$129,417.60 \$70.11 \$5,608.80 \$145,828.80 \$33 \$79.00 \$6,320.00 \$164,320.00 \$45 \$89.01 \$7,120.80	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 \$44 \$79.81 \$6,384.80 \$166,004.80 \$46 \$89.92 \$7,193.60	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59 \$6,447.20 \$167,627.20 47 \$90.80 \$7,264.00	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00 48 \$91.71 \$7,336.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15,284.00 \$137,384.00 \$137,384.00 \$154,793.60 \$154,793.60	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5,336.80 \$138,756.80 28 \$75.16 \$6,012.80 \$156,332.80	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60 \$157,913.60	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80	\$60.97 \$4,877.60 \$126,817.60 19 \$68.73 \$5,498.40 \$142,958.40 31 \$77.45 \$6,196.00 \$161,096.00	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80 \$162,676.80	\$62.22 \$4,977.60 \$129,417.60 \$129,417.60 \$70.11 \$5,608.80 \$145,828.80 \$33 \$79.00 \$6,320.00 \$164,320.00	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 \$44 \$79.81 \$6,384.80 \$166,004.80	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59 \$6,447.20 \$167,627.20	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00 \$151,736.00 \$151,736.00	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04 \$6,643.20 \$172,723.20	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15 \$66.05 \$5,284.00 \$137,384.00 \$74.42 \$5,953.60 \$154,793.60 \$39 \$83.84 \$6,707.20 \$174,387.20	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 16 \$66.71 \$5,336.80 \$138,756.80 28 \$75.16 \$6,012.80 \$156,332.80 40 \$84.70 \$6,776.00 \$176,176.00	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60 \$157,913.60 41 \$85.54 \$6,843.20 \$177,923.20	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80 42 \$86.40 \$6,912.00 \$179,712.00	\$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$19 \$68.73 \$5,498.40 \$142,958.40 \$142,958.40 \$161,096.00 \$161,096.00 \$43 \$87.27 \$6,981.60 \$181,521.60	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80 \$162,676.80 44 \$88.13 \$7,050.40	\$62.22 \$4,977.60 \$129,417.60 \$129,417.60 \$70.11 \$5,608.80 \$145,828.80 \$33 \$79.00 \$6,320.00 \$164,320.00 \$45 \$89.01 \$7,120.80	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 \$44 \$79.81 \$6,384.80 \$166,004.80 \$46 \$89.92 \$7,193.60	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59 \$6,447.20 \$167,627.20 47 \$90.80 \$7,264.00	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00 48 \$91.71 \$7,336.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00 \$151,736.00 \$170,955.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04 \$6,643.20 \$172,723.20	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15,284.00 \$137,384.00 \$137,384.00 \$154,793.60 \$154,793.60 \$154,793.60 \$174,387.20	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 \$16 \$66.71 \$5,336.80 \$138,756.80 \$75.16 \$6,012.80 \$156,332.80 \$40 \$84.70 \$6,776.00 \$176,176.00	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60 \$157,913.60 41 \$85.54 \$6,843.20 \$177,923.20	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80 42 \$86.40 \$6,912.00 \$179,712.00	\$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$68.73 \$5,498.40 \$142,958.40 \$142,958.40 \$161,096.00 \$161,096.00 \$43 \$87.27 \$6,981.60 \$181,521.60	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80 \$162,676.80 44 \$88.13 \$7,050.40	\$62.22 \$4,977.60 \$129,417.60 \$129,417.60 \$70.11 \$5,608.80 \$145,828.80 \$33 \$79.00 \$6,320.00 \$164,320.00 \$45 \$89.01 \$7,120.80	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 \$44 \$79.81 \$6,384.80 \$166,004.80 \$46 \$89.92 \$7,193.60	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59 \$6,447.20 \$167,627.20 47 \$90.80 \$7,264.00	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00 48 \$91.71 \$7,336.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00 \$151,736.00 \$170,955.20 \$170,955.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04 \$6,643.20 \$172,723.20	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15 \$66.05 \$5,284.00 \$137,384.00 \$154,793.60 \$154,793.60 \$154,793.60 \$174,387.20 \$174,387.20	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 \$16 \$66.71 \$5,336.80 \$138,756.80 \$156,332.80 \$156,332.80 \$40 \$84.70 \$6,776.00 \$176,176.00 \$176,176.00	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60 \$157,913.60 41 \$85.54 \$6,843.20 \$177,923.20	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80 42 \$86.40 \$6,912.00 \$179,712.00	\$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$19 \$68.73 \$5,498.40 \$142,958.40 \$142,958.40 \$161,096.00 \$161,096.00 \$181,521.60 \$181,521.60	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80 \$162,676.80 44 \$88.13 \$7,050.40	\$62.22 \$4,977.60 \$129,417.60 \$129,417.60 \$70.11 \$5,608.80 \$145,828.80 \$33 \$79.00 \$6,320.00 \$164,320.00 \$45 \$89.01 \$7,120.80	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 \$44 \$79.81 \$6,384.80 \$166,004.80 \$46 \$89.92 \$7,193.60	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59 \$6,447.20 \$167,627.20 47 \$90.80 \$7,264.00	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00 48 \$91.71 \$7,336.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00 \$151,736.00 \$170,955.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04 \$6,643.20 \$172,723.20	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15,284.00 \$137,384.00 \$137,384.00 \$154,793.60 \$154,793.60 \$154,793.60 \$174,387.20	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 \$16 \$66.71 \$5,336.80 \$138,756.80 \$75.16 \$6,012.80 \$156,332.80 \$40 \$84.70 \$6,776.00 \$176,176.00	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60 \$157,913.60 41 \$85.54 \$6,843.20 \$177,923.20	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80 42 \$86.40 \$6,912.00 \$179,712.00	\$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$68.73 \$5,498.40 \$142,958.40 \$142,958.40 \$161,096.00 \$161,096.00 \$43 \$87.27 \$6,981.60 \$181,521.60	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80 \$162,676.80 44 \$88.13 \$7,050.40	\$62.22 \$4,977.60 \$129,417.60 \$129,417.60 \$70.11 \$5,608.80 \$145,828.80 \$33 \$79.00 \$6,320.00 \$164,320.00 \$45 \$89.01 \$7,120.80	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 \$44 \$79.81 \$6,384.80 \$166,004.80 \$46 \$89.92 \$7,193.60	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59 \$6,447.20 \$167,627.20 47 \$90.80 \$7,264.00	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00 48 \$91.71 \$7,336.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.45 \$4,596.00 \$119,496.00 \$119,496.00 \$13 \$64.74 \$5,179.20 \$134,659.20 \$72.95 \$5,836.00 \$151,736.00 \$151,736.00 \$170,955.20 \$170,955.20	\$58.02 \$4,641.60 \$120,681.60 14 \$65.40 \$5,232.00 \$136,032.00 26 \$73.66 \$5,892.80 \$153,212.80 38 \$83.04 \$6,643.20 \$172,723.20	\$58.60 \$4,688.00 \$121,888.00 \$121,888.00 \$15 \$66.05 \$5,284.00 \$137,384.00 \$154,793.60 \$154,793.60 \$154,793.60 \$174,387.20 \$174,387.20	\$59.20 \$4,736.00 \$123,136.00 \$123,136.00 \$16 \$66.71 \$5,336.80 \$138,756.80 \$156,332.80 \$156,332.80 \$40 \$84.70 \$6,776.00 \$176,176.00 \$176,176.00	\$59.79 \$4,783.20 \$124,363.20 17 \$67.38 \$5,390.40 \$140,150.40 29 \$75.92 \$6,073.60 \$157,913.60 41 \$85.54 \$6,843.20 \$177,923.20	\$60.39 \$4,831.20 \$125,611.20 18 \$68.06 \$5,444.80 \$141,564.80 30 \$76.66 \$6,132.80 \$159,452.80 42 \$86.40 \$6,912.00 \$179,712.00	\$60.97 \$4,877.60 \$126,817.60 \$126,817.60 \$19 \$68.73 \$5,498.40 \$142,958.40 \$142,958.40 \$161,096.00 \$161,096.00 \$181,521.60 \$181,521.60	\$61.60 \$4,928.00 \$128,128.00 \$69.43 \$5,554.40 \$144,414.40 32 \$78.21 \$6,256.80 \$162,676.80 44 \$88.13 \$7,050.40	\$62.22 \$4,977.60 \$129,417.60 \$129,417.60 \$70.11 \$5,608.80 \$145,828.80 \$33 \$79.00 \$6,320.00 \$164,320.00 \$45 \$89.01 \$7,120.80	\$62.85 \$5,028.00 \$130,728.00 \$130,728.00 \$70.80 \$5,664.00 \$147,264.00 \$44 \$79.81 \$6,384.80 \$166,004.80 \$46 \$89.92 \$7,193.60	\$63.46 \$5,076.80 \$131,996.80 23 \$71.51 \$5,720.80 \$148,740.80 35 \$80.59 \$6,447.20 \$167,627.20 47 \$90.80 \$7,264.00	\$64.11 \$5,128.80 \$133,348.80 24 \$72.24 \$5,779.20 \$150,259.20 36 \$81.40 \$6,512.00 \$169,312.00 48 \$91.71 \$7,336.80

(Non-bargaining unit)

BETHEL (38%)

Grade 73 - Do Not Use

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly Annually	\$21.02 \$1,681.60 \$43,721.60	\$21.24 \$1,699.20 \$44,179.20	\$21.45 \$1,716.00 \$44,616.00	\$21.67 \$1,733.60 \$45,073.60	\$21.89 \$1,751.20 \$45,531.20	\$22.11 \$1,768.80 \$45,988.80	\$22.33 \$1,786.40 \$46,446.40	\$22.54 \$1,803.20 \$46,883.20	\$22.78 \$1,822.40 \$47,382.40	\$23.00 \$1,840.00 \$47,840.00	\$23.23 \$1,858.40 \$48,318.40	\$23.47 \$1,877.60 \$48,817.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly Annually	\$23.69 \$1,895.20 \$49,275.20	\$23.94 \$1,915.20 \$49,795.20	\$24.15 \$1,932.00 \$50,232.00	\$24.43 \$1,954.40 \$50,814.40	\$24.64 \$1,971.20 \$51,251.20	\$24.90 \$1,992.00 \$51,792.00	\$25.17 \$2,013.60 \$52,353.60	\$25.39 \$2,031.20 \$52,811.20	\$25.65 \$2,052.00 \$53,352.00	\$25.91 \$2,072.80 \$53,892.80	\$26.17 \$2,093.60 \$54,433.60	\$26.44 \$2,115.20 \$54,995.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly Biweekly Annually	\$26.71 \$2,136.80 \$55,556.80	\$26.95 \$2,156.00 \$56,056.00	\$27.24 \$2,179.20 \$56,659.20	\$27.49 \$2,199.20 \$57,179.20	\$27.80 \$2,224.00 \$57,824.00	\$28.06 \$2,244.80 \$58,364.80	\$28.35 \$2,268.00 \$58,968.00	\$28.61 \$2,288.80 \$59,508.80	\$28.92 \$2,313.60 \$60,153.60	\$29.19 \$2,335.20 \$60,715.20	\$29.50 \$2,360.00 \$61,360.00	\$29.80 \$2,384.00 \$61,984.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly Annually	\$30.10 \$2,408.00 \$62,608.00	\$30.38 \$2,430.40 \$63,190.40	\$30.69 \$2,455.20 \$63,835.20	\$30.99 \$2,479.20 \$64,459.20	\$31.30 \$2,504.00 \$65,104.00	\$31.62 \$2,529.60 \$65,769.60	\$31.96 \$2,556.80 \$66,476.80	\$32.25 \$2,580.00 \$67,080.00	\$32.58 \$2,606.40 \$67,766.40	\$32.90 \$2,632.00 \$68,432.00	\$33.24 \$2,659.20 \$69,139.20	\$33.57 \$2,685.60 \$69,825.60
Steps	49	50	51	52	53	54	55					
Hourly Biweekly Annually	\$33.92 \$2,713.60 \$70,553.60	\$34.23 \$2,738.40 \$71,198.40	\$34.58 \$2,766.40 \$71,926.40	\$34.93 \$2,794.40 \$72,654.40	\$35.28 \$2,822.40 \$73,382.40	\$35.62 \$2,849.60 \$74,089.60	\$35.99 \$2,879.20 \$74,859.20					

(Non-bargaining unit)

Grade	75
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$23.69	\$23.94	\$24.15	\$24.43	\$24.64	\$24.90	\$25.17	\$25.39	\$25.65	\$25.91	\$26.17	\$26.44
Biweekly	\$1,895.20	\$1,915.20	\$1,932.00	\$1,954.40	\$1,971.20	\$1,992.00	\$2,013.60	\$2,031.20	\$2,052.00	\$2,072.80	\$2,093.60	\$2,115.20
Annually	\$49,275.20	\$49,795.20	\$50,232.00	\$50,814.40	\$51,251.20	\$51,792.00	\$52,353.60	\$52,811.20	\$53,352.00	\$53,892.80	\$54,433.60	\$54,995.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$26.71	\$26.95	\$27.24	\$27.49	\$27.80	\$28.06	\$28.35	\$28.61	\$28.92	\$29.19	\$29.50	\$29.80
Biweekly	\$2,136.80	\$2,156.00	\$2,179.20	\$2,199.20	\$2,224.00	\$2,244.80	\$2,268.00	\$2,288.80	\$2,313.60	\$2,335.20	\$2,360.00	\$2,384.00
Annually	\$55,556.80	\$56.056.00	\$56.659.20	\$57,179.20	\$57,824.00	\$58,364.80	\$58,968.00	\$59,508.80	\$60,153.60	\$60,715.20	\$61,360.00	\$61,984.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.10	\$30.38	\$30.69	\$30.99	\$31.30	\$31.62	\$31.96	\$32.25	\$32.58	\$32.90	\$33.24	\$33.57
Biweekly	\$2,408.00	\$2,430.40	\$2,455.20	\$2,479.20	\$2,504.00	\$2,529.60	\$2,556.80	\$2,580.00	\$2,606.40	\$2,632.00	\$2,659.20	\$2,685.60
Annually	\$62,608.00	\$63,190.40	\$63,835.20	\$64,459.20	\$65,104.00	\$65,769.60	\$66,476.80	\$67,080.00	\$67,766.40	\$68,432.00	\$69,139.20	\$69,825.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$33.92	\$34.23	\$34.58	\$34.93	\$35.28	\$35.62	\$35.99	\$36.33	\$36.71	\$37.05	\$37.43	\$37.81
Biweekly	\$2,713.60	\$2,738.40	\$2,766.40	\$2,794.40	\$2,822.40	\$2,849.60	\$2,879.20	\$2,906.40	\$2,936.80	\$2,964.00	\$2,994.40	\$3,024.80
Annually	\$70,553.60	\$71,198.40	\$71,926.40	\$72,654.40	\$73,382.40	\$74,089.60	\$74,859.20	\$75,566.40	\$76,356.80	\$77,064.00	\$77,854.40	\$78,644.80
Steps	49	50	51	52	53	54	55					
Hourly	\$38.19	\$38.57	\$38.96	\$39.34	\$39.73	\$40.15	\$40.53					
Biweekly	\$3,055.20	\$3,085.60	\$3,116.80	\$3,147.20	\$3,178.40	\$3,212.00	\$3,242.40					
Annually	\$79,435.20	\$80,225.60	\$81,036.80	\$81,827.20	\$82,638.40	\$83,512.00	\$84,302.40					
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$26.71		627.24	¢27.40	\$27.80	¢20.00			ຕ່ວດ ດວ			
Biweekly	•	\$26.95	\$27.24	\$27.49		\$28.06	\$28.35	\$28.61	\$28.92	\$29.19	\$29.50	\$29.80
	\$2,136.80	\$2,156.00	\$2,179.20	\$2,199.20	\$2,224.00	\$2,244.80	\$2,268.00	\$2,288.80	\$2,313.60	\$2,335.20	\$2,360.00	\$2,384.00
Annually	•	•					•	•	•			
Annually Steps	\$2,136.80 \$55,556.80	\$2,156.00 \$56,056.00	\$2,179.20 \$56,659.20 15	\$2,199.20 \$57,179.20 16	\$2,224.00 \$57,824.00 17	\$2,244.80 \$58,364.80 18	\$2,268.00 \$58,968.00	\$2,288.80 \$59,508.80 20	\$2,313.60 \$60,153.60 21	\$2,335.20 \$60,715.20	\$2,360.00 \$61,360.00	\$2,384.00 \$61,984.00
Annually Steps Hourly	\$2,136.80 \$55,556.80 13 \$30.10	\$2,156.00 \$56,056.00 14 \$30.38	\$2,179.20 \$56,659.20 15 \$30.69	\$2,199.20 \$57,179.20 16 \$30.99	\$2,224.00 \$57,824.00 17 \$31.30	\$2,244.80 \$58,364.80 18 \$31.62	\$2,268.00 \$58,968.00 19 \$31.96	\$2,288.80 \$59,508.80 20 \$32.25	\$2,313.60 \$60,153.60 21 \$32.58	\$2,335.20 \$60,715.20 22 \$32.90	\$2,360.00 \$61,360.00 23 \$33.24	\$2,384.00 \$61,984.00 24 \$33.57
Annually Steps Hourly Biweekly	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00	\$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60
Annually Steps Hourly	\$2,136.80 \$55,556.80 13 \$30.10	\$2,156.00 \$56,056.00 14 \$30.38	\$2,179.20 \$56,659.20 15 \$30.69	\$2,199.20 \$57,179.20 16 \$30.99	\$2,224.00 \$57,824.00 17 \$31.30	\$2,244.80 \$58,364.80 18 \$31.62	\$2,268.00 \$58,968.00 19 \$31.96	\$2,288.80 \$59,508.80 20 \$32.25	\$2,313.60 \$60,153.60 21 \$32.58	\$2,335.20 \$60,715.20 22 \$32.90	\$2,360.00 \$61,360.00 23 \$33.24	\$2,384.00 \$61,984.00 24 \$33.57
Annually Steps Hourly Biweekly	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00	\$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60 \$69,825.60
Annually Steps Hourly Biweekly Annually	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00	\$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40 26 \$34.23 \$2,738.40	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28 \$2,822.40	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00 32 \$36.33 \$2,906.40	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71 \$2,936.80	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00 34 \$37.05 \$2,964.00	\$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20 35 \$37.43 \$2,994.40	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60 \$69,825.60 36 \$37.81 \$3,024.80
Annually Steps Hourly Biweekly Annually Steps Hourly	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40 26 \$34.23	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00 32 \$36.33	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00 34 \$37.05	\$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20 35 \$37.43	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60 \$69,825.60 36 \$37.81
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60 \$70,553.60	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40 26 \$34.23 \$2,738.40 \$71,198.40	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40 \$71,926.40	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40 \$72,654.40	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28 \$2,822.40 \$73,382.40	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74,089.60	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20 \$74,859.20	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00 32 \$36.33 \$2,906.40 \$75,566.40	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71 \$2,936.80 \$76,356.80	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00 34 \$37.05 \$2,964.00 \$77,064.00	\$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20 35 \$37.43 \$2,994.40 \$77,854.40	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60 \$69,825.60 36 \$37.81 \$3,024.80 \$78,644.80
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40 26 \$34.23 \$2,738.40	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28 \$2,822.40	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00 32 \$36.33 \$2,906.40	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71 \$2,936.80	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00 34 \$37.05 \$2,964.00	\$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20 35 \$37.43 \$2,994.40	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60 \$69,825.60 36 \$37.81 \$3,024.80
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60 \$70,553.60	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40 26 \$34.23 \$2,738.40 \$71,198.40	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40 \$71,926.40	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40 \$72,654.40	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28 \$2,822.40 \$73,382.40	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74,089.60	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20 \$74,859.20	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00 32 \$36.33 \$2,906.40 \$75,566.40	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71 \$2,936.80 \$76,356.80	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00 34 \$37.05 \$2,964.00 \$77,064.00	\$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20 35 \$37.43 \$2,994.40 \$77,854.40	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60 \$69,825.60 36 \$37.81 \$3,024.80 \$78,644.80
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60 \$70,553.60	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40 26 \$34.23 \$2,738.40 \$71,198.40 38 \$38.57	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40 \$71,926.40 39 \$38.96	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40 \$72,654.40	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28 \$2,822.40 \$73,382.40 41 \$39.73	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74,089.60	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20 \$74,859.20	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00 32 \$36.33 \$2,906.40 \$75,566.40	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71 \$2,936.80 \$76,356.80	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00 34 \$37.05 \$2,964.00 \$77,064.00	\$2,360.00 \$61,360.00 23 \$33.24 \$2,659.20 \$69,139.20 35 \$37.43 \$2,994.40 \$77,854.40	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60 \$69,825.60 36 \$37.81 \$3,024.80 \$78,644.80
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60 \$70,553.60 37 \$38.19 \$3,055.20	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40 26 \$34.23 \$2,738.40 \$71,198.40 38 \$38.57 \$3,085.60	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40 \$71,926.40 39 \$38.96 \$3,116.80	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40 \$72,654.40 40 \$39.34 \$3,147.20	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28 \$2,822.40 \$73,382.40 41 \$39.73 \$3,178.40	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74,089.60 42 \$40.15 \$3,212.00	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20 \$74,859.20 43 \$40.53 \$3,242.40	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00 32 \$36.33 \$2,906.40 \$75,566.40 44 \$40.93 \$3,274.40	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71 \$2,936.80 \$76,356.80 45 \$41.33 \$3,306.40	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00 34 \$37.05 \$2,964.00 \$77,064.00 46 \$41.77 \$3,341.60	\$2,360.00 \$61,360.00 \$33.24 \$2,659.20 \$69,139.20 \$5 \$37.43 \$2,994.40 \$77,854.40 \$42.18 \$3,374.40	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60 \$69,825.60 36 \$37.81 \$3,024.80 \$78,644.80 48 \$42.58 \$3,406.40
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60 \$70,553.60 37 \$38.19 \$3,055.20 \$79,435.20	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40 26 \$34.23 \$2,738.40 \$71,198.40 38 \$38.57 \$3,085.60 \$80,225.60	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40 \$71,926.40 39 \$38.96 \$3,116.80 \$81,036.80	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40 \$72,654.40 40 \$39.34 \$3,147.20 \$81,827.20	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28 \$2,822.40 \$73,382.40 41 \$39.73 \$3,178.40 \$82,638.40	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74,089.60 42 \$40.15 \$3,212.00 \$83,512.00	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20 \$74,859.20 43 \$40.53 \$3,242.40 \$84,302.40	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00 32 \$36.33 \$2,906.40 \$75,566.40 44 \$40.93 \$3,274.40	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71 \$2,936.80 \$76,356.80 45 \$41.33 \$3,306.40	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00 34 \$37.05 \$2,964.00 \$77,064.00 46 \$41.77 \$3,341.60	\$2,360.00 \$61,360.00 \$33.24 \$2,659.20 \$69,139.20 \$5 \$37.43 \$2,994.40 \$77,854.40 \$42.18 \$3,374.40	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60 \$69,825.60 36 \$37.81 \$3,024.80 \$78,644.80 48 \$42.58 \$3,406.40
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Annually	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60 \$70,553.60 37 \$38.19 \$3,055.20 \$79,435.20	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40 26 \$34.23 \$2,738.40 \$71,198.40 38 \$38.57 \$3,085.60 \$80,225.60	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40 \$71,926.40 39 \$38.96 \$3,116.80 \$81,036.80	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40 \$72,654.40 40 \$39.34 \$3,147.20 \$81,827.20	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28 \$2,822.40 \$73,382.40 41 \$39.73 \$3,178.40 \$82,638.40	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74,089.60 42 \$40.15 \$3,212.00 \$83,512.00	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20 \$74,859.20 43 \$40.53 \$3,242.40 \$84,302.40	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00 32 \$36.33 \$2,906.40 \$75,566.40 44 \$40.93 \$3,274.40	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71 \$2,936.80 \$76,356.80 45 \$41.33 \$3,306.40	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00 34 \$37.05 \$2,964.00 \$77,064.00 46 \$41.77 \$3,341.60	\$2,360.00 \$61,360.00 \$33.24 \$2,659.20 \$69,139.20 \$5 \$37.43 \$2,994.40 \$77,854.40 \$42.18 \$3,374.40	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60 \$69,825.60 36 \$37.81 \$3,024.80 \$78,644.80 48 \$42.58 \$3,406.40
Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$2,136.80 \$55,556.80 13 \$30.10 \$2,408.00 \$62,608.00 25 \$33.92 \$2,713.60 \$70,553.60 37 \$38.19 \$3,055.20 \$79,435.20	\$2,156.00 \$56,056.00 14 \$30.38 \$2,430.40 \$63,190.40 26 \$34.23 \$2,738.40 \$71,198.40 38 \$38.57 \$3,085.60 \$80,225.60 \$43.45	\$2,179.20 \$56,659.20 15 \$30.69 \$2,455.20 \$63,835.20 27 \$34.58 \$2,766.40 \$71,926.40 39 \$38.96 \$3,116.80 \$81,036.80 51 \$43.87	\$2,199.20 \$57,179.20 16 \$30.99 \$2,479.20 \$64,459.20 28 \$34.93 \$2,794.40 \$72,654.40 40 \$39.34 \$3,147.20 \$81,827.20	\$2,224.00 \$57,824.00 17 \$31.30 \$2,504.00 \$65,104.00 29 \$35.28 \$2,822.40 \$73,382.40 41 \$39.73 \$3,178.40 \$82,638.40 53 \$44.78	\$2,244.80 \$58,364.80 18 \$31.62 \$2,529.60 \$65,769.60 30 \$35.62 \$2,849.60 \$74,089.60 42 \$40.15 \$3,212.00 \$83,512.00	\$2,268.00 \$58,968.00 19 \$31.96 \$2,556.80 \$66,476.80 31 \$35.99 \$2,879.20 \$74,859.20 43 \$40.53 \$3,242.40 \$84,302.40	\$2,288.80 \$59,508.80 20 \$32.25 \$2,580.00 \$67,080.00 32 \$36.33 \$2,906.40 \$75,566.40 44 \$40.93 \$3,274.40	\$2,313.60 \$60,153.60 21 \$32.58 \$2,606.40 \$67,766.40 33 \$36.71 \$2,936.80 \$76,356.80 45 \$41.33 \$3,306.40	\$2,335.20 \$60,715.20 22 \$32.90 \$2,632.00 \$68,432.00 34 \$37.05 \$2,964.00 \$77,064.00 46 \$41.77 \$3,341.60	\$2,360.00 \$61,360.00 \$33.24 \$2,659.20 \$69,139.20 \$5 \$37.43 \$2,994.40 \$77,854.40 \$42.18 \$3,374.40	\$2,384.00 \$61,984.00 24 \$33.57 \$2,685.60 \$69,825.60 36 \$37.81 \$3,024.80 \$78,644.80 48 \$42.58 \$3,406.40

(Non-bargaining unit)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$30.10	\$30.38	\$30.69	\$30.99	\$31.30	\$31.62	\$31.96	\$32.25	\$32.58	\$32.90	\$33.24	\$33.57
Biweekly	\$2,408.00	\$2,430.40	\$2,455.20	\$2,479.20	\$2,504.00	\$2,529.60	\$2,556.80	\$2,580.00	\$2,606.40	\$2,632.00	\$2,659.20	\$2,685.60
Annually	\$62,608.00	\$63,190.40	\$63,835.20	\$64,459.20	\$65,104.00	\$65,769.60	\$66,476.80	\$67,080.00	\$67,766.40	\$68,432.00	\$69,139.20	\$69,825.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$33.92	\$34.23	\$34.58	\$34.93	\$35.28	\$35.62	\$35.99	\$36.33	\$36.71	\$37.05	\$37.43	\$37.81
Biweekly	\$2,713.60	\$2,738.40	\$2,766.40	\$2,794.40	\$2,822.40	\$2,849.60	\$2,879.20	\$2,906.40	\$2,936.80	\$2,964.00	\$2,994.40	\$3,024.80
Annually	\$70,553.60	\$71,198.40	\$71,926.40	\$72,654.40	\$73,382.40	\$74,089.60	\$74,859.20	\$75,566.40	\$76,356.80	\$77,064.00	\$77,854.40	\$78,644.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$38.19	\$38.57	\$38.96	\$39.34	\$39.73	\$40.15	\$40.53	\$40.93	\$41.33	\$41.77	\$42.18	\$42.58
Biweekly	\$3,055.20	\$3,085.60	\$3,116.80	\$3,147.20	\$3,178.40	\$3,212.00	\$3,242.40	\$3,274.40	\$3,306.40	\$3,341.60	\$3,374.40	\$3,406.40
Annually	\$79,435.20	\$80,225.60	\$81,036.80	\$81,827.20	\$82,638.40	\$83,512.00	\$84,302.40	\$85,134.40	\$85,966.40	\$86,881.60	\$87,734.40	\$88,566.40
Steps												**
Hourly	37 \$43.02	38 \$43.45	39 \$43.87	40 \$44.31	41 \$44.78	42 \$45.22	43 \$45.67	44 \$46.14	45 \$46.59	46 \$47.07	47 \$47.54	48 \$48.02
Biweekly	\$3,441.60	\$3,476.00	\$3,509.60	\$3,544.80	\$3,582.40	\$3,617.60	\$3,653.60	\$3,691.20	\$3,727.20	\$3,765.60	\$3,803.20	\$3,841.60
Annually	\$89,481.60	\$90,376.00	\$91,249.60	\$92,164.80	\$93,142.40	\$94,057.60	\$94,993.60	\$95,971.20	\$96,907.20	\$97,905.60	\$98,883.20	\$99,881.60
•												
Steps	49	50	51	52	53	. 54	55					
Hourly	\$48.48	\$48.99	\$49.45	\$49.96	\$50.44	\$50.95	\$51.45					
Biweekly	\$3,878.40	\$3,919.20	\$3,956.00	\$3,996.80	\$4,035.20	\$4,076.00	\$4,116.00					
Annually	\$100,838.40	\$101,899.20	\$102,856.00	\$103,916.80	\$104,915.20	\$105,976.00	\$107,016.00					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$32.90	\$33.24	\$33.57	\$33.92	\$34.23	\$34.58	\$34.93	\$35.28	\$35.62	\$35.99	\$36.33	\$36.71
Biweekly							•					
	\$2,632.00	\$2,659.20	\$2,685.60	\$2,713.60	\$2,738.40	\$2,766.40	\$2,794.40	\$2,822.40	\$2,849.60	\$2,879.20	\$2,906.40	\$2,936.80
Annually	\$2,632.00 \$68,432.00	\$2,659.20 \$69,139.20	\$2,685.60 \$69,825.60	\$2,713.60 \$70,553.60	\$2,738.40 \$71,198.40	\$2,766.40 \$71,926.40	•	\$2,822.40 \$73,382.40	\$2,849.60 \$74,089.60	\$2,879.20 \$74,859.20	\$2,906.40 \$75,566.40	\$76,356.80
Steps							\$2,794.40					
Steps Hourly	\$68,432.00 13 \$37.05	\$69,139.20 14 \$37.43	\$69,825.60 15 \$37.81	\$70,553.60 16 \$38.19	\$71,198.40 17 \$38.57	\$71,926.40 18 \$38.96	\$2,794.40 \$72,654.40 19 \$39.34	\$73,382.40 20 \$39.73	\$74,089.60 21 \$40.15	\$74,859.20 22 \$40.53	\$75,566.40 23 \$40.93	\$76,356.80 24 \$41.33
Steps Hourly Biweekly	\$68,432.00 13 \$37.05 \$2,964.00	\$69,139.20 14 \$37.43 \$2,994.40	\$69,825.60 15 \$37.81 \$3,024.80	\$70,553.60 16 \$38.19 \$3,055.20	\$71,198.40 17 \$38.57 \$3,085.60	\$71,926.40 18 \$38.96 \$3,116.80	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20	\$73,382.40 20 \$39.73 \$3,178.40	\$74,089.60 21 \$40.15 \$3,212.00	\$74,859.20 22 \$40.53 \$3,242.40	\$75,566.40 23 \$40.93 \$3,274.40	\$76,356.80 24 \$41.33 \$3,306.40
Steps Hourly	\$68,432.00 13 \$37.05	\$69,139.20 14 \$37.43	\$69,825.60 15 \$37.81	\$70,553.60 16 \$38.19	\$71,198.40 17 \$38.57	\$71,926.40 18 \$38.96	\$2,794.40 \$72,654.40 19 \$39.34	\$73,382.40 20 \$39.73	\$74,089.60 21 \$40.15	\$74,859.20 22 \$40.53	\$75,566.40 23 \$40.93	\$76,356.80 24 \$41.33
Steps Hourly Biweekly	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40
Steps Hourly Biweekly Annually	\$68,432.00 13 \$37.05 \$2,964.00	\$69,139.20 14 \$37.43 \$2,994.40	\$69,825.60 15 \$37.81 \$3,024.80	\$70,553.60 16 \$38.19 \$3,055.20	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60	\$71,926.40 18 \$38.96 \$3,116.80	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20	\$73,382.40 20 \$39.73 \$3,178.40	\$74,089.60 21 \$40.15 \$3,212.00	\$74,859.20 22 \$40.53 \$3,242.40	\$75,566.40 23 \$40.93 \$3,274.40	\$76,356.80 24 \$41.33 \$3,306.40
Steps Hourly Biweekly Annually Steps	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40
Steps Hourly Biweekly Annually Steps Hourly	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00 25 \$41.77	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40 26 \$42.18	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80 27 \$42.58	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20 28 \$43.02	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60 29 \$43.45	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80 30 \$43.87	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20 31 \$44.31	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40 32 \$44.78	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00 33 \$45.22	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40 34 \$45.67	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40 35 \$46.14	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40 36 \$46.59
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00 25 \$41.77 \$3,341.60 \$86,881.60	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40 26 \$42.18 \$3,374.40 \$87,734.40	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80 27 \$42.58 \$3,406.40 \$88,566.40	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20 28 \$43.02 \$3,441.60 \$89,481.60	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60 29 \$43.45 \$3,476.00 \$90,376.00	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80 30 \$43.87 \$3,509.60 \$91,249.60	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20 31 \$44.31 \$3,544.80 \$92,164.80	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40 32 \$44.78 \$3,582.40 \$93,142.40	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00 33 \$45.22 \$3,617.60 \$94,057.60	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40 34 \$45.67 \$3,653.60 \$94,993.60	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40 35 \$46.14 \$3,691.20 \$95,971.20	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40 36 \$46.59 \$3,727.20 \$96,907.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00 25 \$41.77 \$3,341.60 \$86,881.60	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40 26 \$42.18 \$3,374.40 \$87,734.40	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80 27 \$42.58 \$3,406.40 \$88,566.40	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20 28 \$43.02 \$3,441.60 \$89,481.60	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60 29 \$43.45 \$3,476.00 \$90,376.00	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80 30 \$43.87 \$3,509.60 \$91,249.60	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20 31 \$44.31 \$3,544.80 \$92,164.80	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40 32 \$44.78 \$3,582.40 \$93,142.40	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00 33 \$45.22 \$3,617.60 \$94,057.60	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40 34 \$45.67 \$3,653.60 \$94,993.60	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40 35 \$46.14 \$3,691.20 \$95,971.20	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40 36 \$46.59 \$3,727.20 \$96,907.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00 25 \$41.77 \$3,341.60 \$86,881.60 37 \$47.07	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40 26 \$42.18 \$3,374.40 \$87,734.40	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80 27 \$42.58 \$3,406.40 \$88,566.40	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20 28 \$43.02 \$3,441.60 \$89,481.60	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60 29 \$43.45 \$3,476.00 \$90,376.00 41 \$48.99	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80 30 \$43.87 \$3,509.60 \$91,249.60 42 \$49.45	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20 31 \$44.31 \$3,544.80 \$92,164.80	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40 32 \$44.78 \$3,582.40 \$93,142.40	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00 33 \$45.22 \$3,617.60 \$94,057.60 45 \$50.95	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40 34 \$45.67 \$3,653.60 \$94,993.60 46 \$51.45	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40 35 \$46.14 \$3,691.20 \$95,971.20	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40 36 \$46.59 \$3,727.20 \$96,907.20 48 \$52.49
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00 25 \$41.77 \$3,341.60 \$86,881.60 37 \$47.07 \$3,765.60	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40 26 \$42.18 \$3,374.40 \$87,734.40 38 \$47.54 \$3,803.20	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80 27 \$42.58 \$3,406.40 \$88,566.40 39 \$48.02 \$3,841.60	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20 28 \$43.02 \$3,441.60 \$89,481.60 40 \$48.48 \$3,878.40	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60 29 \$43.45 \$3,476.00 \$90,376.00 41 \$48.99 \$3,919.20	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80 30 \$43.87 \$3,509.60 \$91,249.60 42 \$49.45 \$3,956.00	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20 31 \$44.31 \$3,544.80 \$92,164.80 43 \$49.96 \$3,996.80	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40 32 \$44.78 \$3,582.40 \$93,142.40 44 \$50.44 \$4,035.20	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00 33 \$45.22 \$3,617.60 \$94,057.60 45 \$50.95 \$4,076.00	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40 34 \$45.67 \$3,653.60 \$94,993.60 46 \$51.45 \$4,116.00	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40 35 \$46.14 \$3,691.20 \$95,971.20 47 \$51.98 \$4,158.40	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40 36 \$46.59 \$3,727.20 \$96,907.20 48 \$52.49 \$4,199.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00 25 \$41.77 \$3,341.60 \$86,881.60 37 \$47.07	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40 26 \$42.18 \$3,374.40 \$87,734.40	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80 27 \$42.58 \$3,406.40 \$88,566.40	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20 28 \$43.02 \$3,441.60 \$89,481.60	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60 29 \$43.45 \$3,476.00 \$90,376.00 41 \$48.99	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80 30 \$43.87 \$3,509.60 \$91,249.60 42 \$49.45	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20 31 \$44.31 \$3,544.80 \$92,164.80	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40 32 \$44.78 \$3,582.40 \$93,142.40	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00 33 \$45.22 \$3,617.60 \$94,057.60 45 \$50.95	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40 34 \$45.67 \$3,653.60 \$94,993.60 46 \$51.45	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40 35 \$46.14 \$3,691.20 \$95,971.20	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40 36 \$46.59 \$3,727.20 \$96,907.20 48 \$52.49
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00 25 \$41.77 \$3,341.60 \$86,881.60 37 \$47.07 \$3,765.60	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40 26 \$42.18 \$3,374.40 \$87,734.40 38 \$47.54 \$3,803.20	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80 27 \$42.58 \$3,406.40 \$88,566.40 39 \$48.02 \$3,841.60	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20 28 \$43.02 \$3,441.60 \$89,481.60 40 \$48.48 \$3,878.40	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60 29 \$43.45 \$3,476.00 \$90,376.00 41 \$48.99 \$3,919.20	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80 30 \$43.87 \$3,509.60 \$91,249.60 42 \$49.45 \$3,956.00	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20 31 \$44.31 \$3,544.80 \$92,164.80 43 \$49.96 \$3,996.80	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40 32 \$44.78 \$3,582.40 \$93,142.40 44 \$50.44 \$4,035.20	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00 33 \$45.22 \$3,617.60 \$94,057.60 45 \$50.95 \$4,076.00	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40 34 \$45.67 \$3,653.60 \$94,993.60 46 \$51.45 \$4,116.00	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40 35 \$46.14 \$3,691.20 \$95,971.20 47 \$51.98 \$4,158.40	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40 36 \$46.59 \$3,727.20 \$96,907.20 48 \$52.49 \$4,199.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00 25 \$41.77 \$3,341.60 \$86,881.60 37 \$47.07 \$3,765.60 \$97,905.60	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40 26 \$42.18 \$3,374.40 \$87,734.40 38 \$47.54 \$3,803.20 \$98,883.20	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80 27 \$42.58 \$3,406.40 \$88,566.40 39 \$48.02 \$3,841.60 \$99,881.60	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20 28 \$43.02 \$3,441.60 \$89,481.60 40 \$48.48 \$3,878.40 \$100,838.40	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60 29 \$43.45 \$3,476.00 \$90,376.00 41 \$48.99 \$3,919.20 \$101,899.20	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80 30 \$43.87 \$3,509.60 \$91,249.60 42 \$49.45 \$3,956.00 \$102,856.00	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20 31 \$44.31 \$3,544.80 \$92,164.80 43 \$49.96 \$3,996.80 \$103,916.80	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40 32 \$44.78 \$3,582.40 \$93,142.40 44 \$50.44 \$4,035.20	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00 33 \$45.22 \$3,617.60 \$94,057.60 45 \$50.95 \$4,076.00	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40 34 \$45.67 \$3,653.60 \$94,993.60 46 \$51.45 \$4,116.00	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40 35 \$46.14 \$3,691.20 \$95,971.20 47 \$51.98 \$4,158.40	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40 36 \$46.59 \$3,727.20 \$96,907.20 48 \$52.49 \$4,199.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00 25 \$41.77 \$3,341.60 \$86,881.60 37 \$47.07 \$3,765.60 \$97,905.60 49 \$53.03 \$4,242.40	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40 26 \$42.18 \$3,374.40 \$87,734.40 38 \$47.54 \$3,803.20 \$98,883.20 \$50 \$53.56 \$4,284.80	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80 27 \$42.58 \$3,406.40 \$88,566.40 39 \$48.02 \$3,841.60 \$99,881.60 51 \$54.10 \$4,328.00	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20 28 \$43.02 \$3,441.60 \$89,481.60 40 \$48.48 \$3,878.40 \$100,838.40 52 \$54.63 \$4,370.40	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60 29 \$43.45 \$3,476.00 \$90,376.00 41 \$48.99 \$3,919.20 \$101,899.20 53 \$55.19 \$4,415.20	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80 30 \$43.87 \$3,509.60 \$91,249.60 42 \$49.45 \$3,956.00 \$102,856.00 \$102,856.00	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20 31 \$44.31 \$3,544.80 \$92,164.80 43 \$49.96 \$3,996.80 \$103,916.80 55 \$56.28 \$4,502.40	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40 32 \$44.78 \$3,582.40 \$93,142.40 44 \$50.44 \$4,035.20	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00 33 \$45.22 \$3,617.60 \$94,057.60 45 \$50.95 \$4,076.00	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40 34 \$45.67 \$3,653.60 \$94,993.60 46 \$51.45 \$4,116.00	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40 35 \$46.14 \$3,691.20 \$95,971.20 47 \$51.98 \$4,158.40	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40 36 \$46.59 \$3,727.20 \$96,907.20 48 \$52.49 \$4,199.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$68,432.00 13 \$37.05 \$2,964.00 \$77,064.00 25 \$41.77 \$3,341.60 \$86,881.60 37 \$47.07 \$3,765.60 \$97,905.60 49 \$53.03	\$69,139.20 14 \$37.43 \$2,994.40 \$77,854.40 26 \$42.18 \$3,374.40 \$87,734.40 38 \$47.54 \$3,803.20 \$98,883.20 \$50 \$53.56	\$69,825.60 15 \$37.81 \$3,024.80 \$78,644.80 27 \$42.58 \$3,406.40 \$88,566.40 39 \$48.02 \$3,841.60 \$99,881.60 51 \$54.10	\$70,553.60 16 \$38.19 \$3,055.20 \$79,435.20 28 \$43.02 \$3,441.60 \$89,481.60 40 \$48.48 \$3,878.40 \$100,838.40 52 \$54.63	\$71,198.40 17 \$38.57 \$3,085.60 \$80,225.60 29 \$43.45 \$3,476.00 \$90,376.00 41 \$48.99 \$3,919.20 \$101,899.20 53 \$55.19	\$71,926.40 18 \$38.96 \$3,116.80 \$81,036.80 30 \$43.87 \$3,509.60 \$91,249.60 42 \$49.45 \$3,956.00 \$102,856.00 \$102,856.73	\$2,794.40 \$72,654.40 19 \$39.34 \$3,147.20 \$81,827.20 31 \$44.31 \$3,544.80 \$92,164.80 43 \$49.96 \$3,996.80 \$103,916.80 55 \$56.28	\$73,382.40 20 \$39.73 \$3,178.40 \$82,638.40 32 \$44.78 \$3,582.40 \$93,142.40 44 \$50.44 \$4,035.20	\$74,089.60 21 \$40.15 \$3,212.00 \$83,512.00 33 \$45.22 \$3,617.60 \$94,057.60 45 \$50.95 \$4,076.00	\$74,859.20 22 \$40.53 \$3,242.40 \$84,302.40 34 \$45.67 \$3,653.60 \$94,993.60 46 \$51.45 \$4,116.00	\$75,566.40 23 \$40.93 \$3,274.40 \$85,134.40 35 \$46.14 \$3,691.20 \$95,971.20 47 \$51.98 \$4,158.40	\$76,356.80 24 \$41.33 \$3,306.40 \$85,966.40 36 \$46.59 \$3,727.20 \$96,907.20 48 \$52.49 \$4,199.20

(Non-bargaining unit)

Grade	7	9
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Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$35.99 \$36.33 \$36.71 \$37.05 \$37.43 \$37.81 \$38.19 \$38.57 \$38.96 \$39.34 \$38.96 \$39.34 \$38.96 \$3.024.80 \$3.024.80 \$3.055.20 \$3.085.60 \$3,116.80 \$3,147.20 \$3.15.80	
Hourly \$35.99 \$36.33 \$36.71 \$37.05 \$37.43 \$37.81 \$38.19 \$38.57 \$38.96 \$39.34 \$38.19 Biweekly \$2,879.20 \$2,996.40 \$2,936.80 \$2,994.40 \$3,024.80 \$3,055.20 \$3,085.60 \$3,116.80 \$3,147.20 \$3,1	11 12
Biweekly \$2,879.20 \$2,906.40 \$2,936.80 \$2,964.00 \$2,994.40 \$3,024.80 \$3,055.20 \$3,085.60 \$3,116.80 \$3,147.20 \$3,156.00 \$3,116.80 \$3,147.20 \$3,156.00 \$3,156.	9.73 \$40.15
	8.40 \$3,212.00
Annually \$74,859.20 \$75,566.40 \$76,356.80 \$77,064.00 \$77.854.40 \$78,644.80 \$79,435.20 \$80,225.60 \$81,036.80 \$81,827.20 \$82,63	
Aintelly 374,033.20 373,000.40 370,030.00 377,004.00 377,034.40 370,044.00 373,433.20 300,223.00 301,030.00 301,027.20 302,00	3.40 383,312.00
Steps 13 14 15 16 17 18 19 20 21 22	23 24
	4.78 \$45.22
Biweekly \$3,242.40 \$3,274.40 \$3,306.40 \$3,341.60 \$3,374.40 \$3,406.40 \$3,441.60 \$3,476.00 \$3,509.60 \$3,544.80 \$3,58	
Annually \$84,302.40 \$85,134.40 \$85,966.40 \$86,881.60 \$87,734.40 \$88,566.40 \$89,481.60 \$90,376.00 \$91,249.60 \$92,164.80 \$93,14	2.40 \$94,057.60
Steps 25 26 27 28 29 30 31 32 33 34	35 36
	0.44 \$50.95
Biweekly \$3,653.60 \$3,691.20 \$3,727.20 \$3,765.60 \$3,803.20 \$3,841.60 \$3,878.40 \$3,919.20 \$3,956.00 \$3,996.80 \$4,03	
Annually \$94,993.60 \$95,971.20 \$96,907.20 \$97,905.60 \$98,883.20 \$99,881.60 \$100,838.40 \$101,899.20 \$102,856.00 \$103,916.80 \$104,95	5.20 \$105,976.00
Steps 37 38 39 40 41 42 43 44 45 46	47 48
Hourly \$51.45 \$51.98 \$52.49 \$53.03 \$53.56 \$54.10 \$54.63 \$55.19 \$55.73 \$56.28 \$5	6.85 \$57.42
Biweekly \$4,116.00 \$4,158.40 \$4,199.20 \$4,242.40 \$4,284.80 \$4,328.00 \$4,370.40 \$4,415.20 \$4,458.40 \$4,502.40 \$4,502.40	8.00 \$4,593.60
Annually \$107.016.00 \$108.118.40 \$109.179.20 \$110.302.40 \$111.404.80 \$112.528.00 \$113.630.40 \$114.795.20 \$115.918.40 \$117.062.40 \$118.24	
71111441, 0107,010.00 0107,101.10 0110,001.10 0111,101.00 0111,101.00 0111,101.10 0111,101.10 0111,101.10	3.00 3113, 133.00
Steps 49 50 51 52 53 54 55	
Hourly \$57.99 \$58.58 \$59.18 \$59.77 \$60.35 \$60.95 \$61.58	
Biweekly \$4,639.20 \$4,686.40 \$4,734.40 \$4,781.60 \$4,828.00 \$4,876.00 \$4,926.40	
Annually \$120,619.20 \$121,846.40 \$123,094.40 \$124,321.60 \$125,528.00 \$126,776.00 \$128,086.40	
Grade 80	
Grade 80	
Steps 1 2 3 4 5 6 7 8 9 10	11 12
Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$38.96 \$39.34 \$39.73 \$40.15 \$40.53 \$40.93 \$41.33 \$41.77 \$42.18 \$42.58 \$4	3.02 \$43.45
Steps 1 2 3 4 5 6 7 8 9 10	3.02 \$43.45
Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$38.96 \$39.34 \$39.73 \$40.15 \$40.53 \$40.93 \$41.33 \$41.77 \$42.18 \$42.58 \$4 Biweekly \$3,116.80 \$3,147.20 \$3,178.40 \$3,212.00 \$3,242.40 \$3,274.40 \$3,306.40 \$3,341.60 \$3,374.40 \$3,406.40 \$3,44	3.02 \$43.45 1.60 \$3,476.00
Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$38.96 \$39.34 \$39.73 \$40.15 \$40.53 \$40.93 \$41.33 \$41.77 \$42.18 \$42.58 \$48.58 Biweekly \$3,116.80 \$3,147.20 \$3,178.40 \$3,212.00 \$3,242.40 \$3,274.40 \$3,306.40 \$3,341.60 \$3,374.40 \$3,406.40 \$3,44 Annually \$81,036.80 \$81,827.20 \$82,638.40 \$83,512.00 \$84,302.40 \$85,134.40 \$85,966.40 \$86,881.60 \$87,734.40 \$88,566.40 \$89,48	3.02 \$43.45 1.60 \$3,476.00
Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$38.96 \$39.34 \$39.73 \$40.15 \$40.53 \$40.93 \$41.33 \$41.77 \$42.18 \$42.58 \$4 Biweekly \$3,116.80 \$3,147.20 \$3,178.40 \$3,212.00 \$3,242.40 \$3,274.40 \$3,306.40 \$3,341.60 \$3,374.40 \$3,406.40 \$3,44	3.02 \$43.45 1.60 \$3,476.00
Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$38.96 \$39.34 \$39.73 \$40.15 \$40.53 \$40.93 \$41.33 \$41.77 \$42.18 \$42.58 \$48.58	3.02 \$43.45 1.60 \$3,476.00 1.60 \$90,376.00 23 24
Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$38.96 \$39.34 \$39.73 \$40.15 \$40.53 \$40.93 \$41.33 \$41.77 \$42.18 \$42.58 \$4 Biweekly \$3,116.80 \$3,147.20 \$3,178.40 \$3,212.00 \$3,242.40 \$3,274.40 \$3,306.40 \$3,374.40 \$3,406.40 \$3,4 Annually \$81,036.80 \$81,827.20 \$82,638.40 \$83,512.00 \$84,302.40 \$85,134.40 \$85,966.40 \$86,881.60 \$87,734.40 \$88,566.40 \$89,48 Steps 13 14 15 16 17 18 19 20 21 22 Hourly \$43.87 \$44.31 \$44.78 \$45.22 \$45.67 \$46.14 \$46.59 \$47.07 \$47.54 \$48.02 \$48.02	3.02 \$43.45 1.60 \$3,476.00 1.60 \$90,376.00 23 24 8.48 \$48.99
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Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$38.96 \$39.34 \$39.73 \$40.15 \$40.53 \$40.93 \$41.33 \$41.77 \$42.18 \$42.58 \$48.88 Biweekly \$3,116.80 \$3,147.20 \$3,178.40 \$32.212.00 \$3,242.40 \$32.774.40 \$3,364.60 \$3,374.40 \$3.406.40 \$3,474.00 \$3,474.00 \$3,474.40 \$3,406.40 \$3,474.40 \$3,406.40 \$3,474.40 \$3,406.40 \$3,474.40 \$3,406.40 \$3,474.40 \$3,406.40 \$3,474.40 \$3,406.40 \$3,474.40 \$3,406.40 \$3,474.40 \$3,406.40 \$3,474.40 \$3,406.40 \$3,474.40 \$3,406.40 \$3,474.40 \$3,406.40 \$3,444.40 \$3,506.40 \$3,444.40 \$3,506.40 \$3,444.41 \$44.71 \$42.18 \$42.28 \$42.41 \$44.71 \$42.18 \$42.28 \$42.41 \$44.72 \$42.41 \$44.72 \$42.41 \$42.41 \$42.41 \$42.41 \$42.41 \$42.41 \$42.41 <	3.02 \$43.45 1.60 \$3,476.00 1.60 \$90,376.00 23 24 8.48 \$48.99 8.40 \$3,919.20 8.40 \$101,899.20 35 36 4.63 \$55.19 0.40 \$4,415.20 0.40 \$114,795.20 47 48 1.58 \$62.19 6.40 \$4,975.20
Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$38.96 \$39.34 \$39.73 \$40.15 \$40.53 \$40.93 \$41.33 \$41.77 \$42.18 \$42.58 \$48.88 Biweekly \$3,116.80 \$3,147.20 \$32.712.00 \$3,242.40 \$3,2774.40 \$3,306.40 \$3,341.60 \$3,374.40 \$84.02.40 \$3,2774.40 \$85,966.40 \$3,341.60 \$3,374.40 \$84.06.40 \$88.81.60 \$87,734.40 \$88,566.40 \$88,666.40 \$88,668.81.60 \$87,734.40 \$88,566.40 \$88,666.40 \$88,666.40 \$88,766.40 \$88,666.40 \$88,764.40 \$88,666.40 \$88,766.40 \$88,666.40 \$88,766.40 \$88,766.40 \$88,666.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,666.40 \$88,734.40 \$88,666.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,666.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,734.40 \$88,666.40 \$88,734.40 \$88,566.40 \$88,41.60 \$88,734.40	3.02 \$43.45 1.60 \$3,476.00 1.60 \$90,376.00 23 24 8.48 \$48.99 8.40 \$3,919.20 8.40 \$101,899.20 35 36 4.63 \$55.19 0.40 \$4,415.20 0.40 \$114,795.20 47 48 1.58 \$62.19 6.40 \$4,975.20
Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$38.96 \$39.34 \$39.73 \$40.15 \$40.53 \$40.93 \$41.33 \$41.77 \$42.18 \$42.58 \$58.85 Biweekly \$3,116.80 \$3,147.20 \$3,178.40 \$32,120.00 \$3,244.40 \$3,306.40 \$3,341.60 \$3,374.40 \$3,406.40 \$3.44 Annually \$81,036.80 \$81,827.20 \$82,638.40 \$83,512.00 \$84,302.40 \$85,966.40 \$86,881.60 \$37,744.0 \$3,406.40 \$3.44 Annually \$41.81 \$44.78 \$45.22 \$45.67 \$46.14 \$46.59 \$47.07 \$47.54 \$48.02	3.02 \$43.45 1.60 \$3,476.00 1.60 \$90,376.00 23 24 8.48 \$48.99 8.40 \$3,919.20 8.40 \$101,899.20 35 36 4.63 \$55.19 0.40 \$4,415.20 0.40 \$114,795.20 47 48 1.58 \$62.19 6.40 \$4,975.20
Steps 1 2 3 4 5 6 7 8 9 10 Hourly \$38.96 \$39.34 \$39.73 \$40.15 \$40.53 \$40.93 \$41.33 \$41.77 \$42.18 \$42.58 \$48.88 Biweekly \$3,116.80 \$3,147.20 \$3,272.00 \$3,242.40 \$3,2774.40 \$3,306.40 \$3,374.40 \$3,406.40 \$3,341.60 \$3,374.40 \$3,406.40 \$3,406.40 \$3,341.60 \$3,374.40 \$88,566.40 \$88,664.0 \$88,734.40 \$88,566.40 \$88,668.81.60 \$87,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,734.40 \$88,566.40 \$88,44 \$88,566.40 \$88,44 \$88,566.40 \$88,44 \$88,566.40 \$88,44 \$88,566.40 \$88,44 \$88,566.40 \$88,	3.02 \$43.45 1.60 \$3,476.00 1.60 \$90,376.00 23 24 8.48 \$48.99 8.40 \$3,919.20 8.40 \$101,899.20 35 36 4.63 \$55.19 0.40 \$4,415.20 0.40 \$114,795.20 47 48 1.58 \$62.19 6.40 \$4,975.20
Steps 1 2 3 4 5 6 7 8 9 10 Hourly 538.96 \$39.34 \$39.73 \$40.15 \$40.53 \$40.93 \$41.33 \$41.77 \$42.18 \$42.58 \$58.86 Biweekly \$3,116.80 \$3,147.20 \$3,374.40 \$33,212.00 \$3,242.40 \$3,274.40 \$3,306.40 \$3,341.60 \$3,374.40 \$34,064.0 \$3.44 Annually \$81,036.80 \$81,827.20 \$82,638.40 \$83,512.00 \$84,302.40 \$85,134.40 \$85,966.40 \$86,881.60 \$37,744.0 \$34,064.0 \$3.44 Steps 13 14 15 16 17 18 19 20 21 22 Hourly \$43.87 \$44.31 \$44.78 \$45.22 \$45.67 \$46.14 \$46.59 \$47.07 \$47.54 \$48.02 \$48.02 \$48.02 \$48.02 \$48.02 \$48.02 \$48.02 \$48.02 \$48.02 \$48.02 \$48.02 \$48.02 \$48.02 \$48.	3.02 \$43.45 1.60 \$3,476.00 1.60 \$90,376.00 23 24 8.48 \$48.99 8.40 \$3,919.20 8.40 \$101,899.20 35 36 4.63 \$55.19 0.40 \$4,415.20 0.40 \$114,795.20 47 48 1.58 \$62.19 6.40 \$4,975.20

(Non-bargaining unit)

BETHEL (38%)

Steps Hourly	1 \$42.58	2 \$43.02	3 \$43.45	4 \$43.87	5 \$44.31	6 \$44.78	7 \$45.22	8 \$45.67	9 \$46.14	10 \$46.59	11 \$47.07	12 \$47.54
Biweekly Annually	\$3,406.40 \$88,566.40	\$3,441.60 \$89,481.60	\$3,476.00 \$90,376.00	\$3,509.60 \$91,249.60	\$3,544.80 \$92,164.80	\$3,582.40 \$93,142.40	\$3,617.60 \$94,057.60	\$3,653.60 \$94,993.60	\$3,691.20 \$95,971.20	\$3,727.20 \$96,907.20	\$3,765.60 \$97,905.60	\$3,803.20 \$98,883.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$48.02 \$3,841.60	\$48.48 \$3,878.40	\$48.99 \$3,919.20	\$49.45 \$3,956.00	\$49.96 \$3,996.80	\$50.44 \$4,035.20	\$50.95 \$4,076.00	\$51.45 \$4,116.00	\$51.98 \$4,158.40	\$52.49 \$4,199.20	\$53.03 \$4,242.40	\$53.56 \$4,284.80
Annually	\$99,881.60	\$100,838.40	\$101,899.20	\$102,856.00	\$103,916.80	\$104,915.20	\$105,976.00	\$107,016.00	\$108.118.40	\$109,179.20	\$110,302.40	\$111,404.80
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$54.10	\$54.63	\$55.19	\$55.73	\$56.28	\$56.85	\$57.42	\$57.99	\$58.58	\$59.18	\$59.77	\$60.35
Biweekly	\$4,328.00	\$4,370.40	\$4,415.20	\$4,458.40	\$4,502.40	\$4,548.00	\$4,593.60	\$4,639.20	\$4,686.40	\$4,734.40	\$4,781.60	\$4,828.00
Annually	\$112,528.00	\$113,630.40	\$114,795.20	\$115,918.40	\$117,062.40	\$118,248.00	\$119,433.60	\$120,619.20	\$121,846.40	\$123,094.40	\$124,321.60	\$125,528.00
Steps	37	. 38	39	40	41	42	43	. 44	45	46	47	48
Hourly	\$60.95	\$61.58	\$62.19	\$62.80	\$63.44	\$64.07	\$64.72	\$65.38	\$66.02	\$66.68	\$67.35	\$68.02
Biweekly Annually	\$4,876.00 \$126,776.00	\$4,926.40 \$128,086.40	\$4,975.20 \$129,355.20	\$5,024.00 \$130,624.00	\$5,075.20 \$131,955.20	\$5,125.60 \$133,265.60	\$5,177.60 \$134,617.60	\$5,230.40 \$135,990.40	\$5,281.60 \$137,321.60	\$5,334.40 \$138,694.40	\$5,388.00 \$140,088.00	\$5,441.60 \$141,481.60
Steps	49	50	51	52	53	54	55					
Hourly	\$68.70	\$69.39	\$70.09	\$70.77	\$71.48	\$72.22	\$72.93					
Biweekly	\$5,496.00	\$5,551.20	\$5,607.20	\$5,661.60	\$5,718.40	\$5,777.60	\$5,834.40					
Annually	\$142,896.00	\$144,331.20	\$145,787.20	\$147,201.60	\$148,678.40	\$150,217.60	\$151,694.40					
Grade 82												
Steps	1	2	3	4	. 5	6	7	. 8	9	10	11	12
Steps Hourly	\$48.02	\$48.48	\$48.99	\$49.45	\$49.96	\$50.44	\$50.95	\$51.45	\$51.98	\$52.49	\$53.03	\$53.56
Steps Hourly Biweekly	\$48.02 \$3,841.60	\$48.48 \$3,878.40	\$48.99 \$3,919.20	\$49.45 \$3,956.00	\$49.96 \$3,996.80	\$50.44 \$4,035.20	\$50.95 \$4,076.00	\$51.45 \$4,116.00	\$51.98 \$4,158.40	\$52.49 \$4,199.20	\$53.03 \$4,242.40	\$53.56 \$4,284.80
Steps Hourly Biweekly Annually	\$48.02	\$48.48	\$48.99	\$49.45	\$49.96	\$50.44	\$50.95	\$51.45	\$51.98	\$52.49	\$53.03	\$53.56
Steps Hourly Biweekly Annually Steps	\$48.02 \$3,841.60 \$99,881.60	\$48.48 \$3,878.40 \$100,838.40	\$48.99 \$3,919.20 \$101,899.20	\$49.45 \$3,956.00 \$102,856.00	\$49.96 \$3,996.80 \$103,916.80	\$50.44 \$4,035.20 \$104,915.20	\$50.95 \$4,076.00 \$105,976.00	\$51.45 \$4,116.00 \$107,016.00	\$51.98 \$4,158.40 \$108,118.40	\$52.49 \$4,199.20 \$109,179.20	\$53.03 \$4,242.40 \$110,302.40	\$53.56 \$4,284.80 \$111,404.80
Steps Hourly Biweekly Annually Steps Hourly	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115,918.40	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118,248.00	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119,433.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123,094.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115,918.40 28 \$62.80	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118,248.00 30 \$64.07	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119,433.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123,094.40 34 \$66.68	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00 36 \$68.02
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95 \$4,876.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58 \$4,926.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115,918.40 28 \$62.80 \$5,024.00	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44 \$5,075.20	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118,248.00 30 \$64.07 \$5,125.60	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119,433.60 31 \$64.72 \$5,177.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123,094.40 34 \$66.68 \$5,334.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5,388.00	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00 36 \$68.02 \$5,441.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115,918.40 28 \$62.80	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118,248.00 30 \$64.07	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119,433.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123,094.40 34 \$66.68	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00 36 \$68.02
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95 \$4,876.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58 \$4,926.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20 \$129,355.20	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115,918.40 28 \$62.80 \$5,024.00 \$130,624.00	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44 \$5,075.20 \$131,955.20	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118,248.00 30 \$64.07 \$5,125.60 \$133,265.60	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119,433.60 31 \$64.72 \$5,177.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123,094.40 34 \$66.68 \$5,334.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5,388.00 \$140,088.00	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00 36 \$68.02 \$5,441.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95 \$4,876.00 \$126,776.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128,086.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20 \$129,355.20 39 \$70.09	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115,918.40 28 \$62.80 \$5,024.00 \$130,624.00	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44 \$5,075.20 \$131,955.20	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118,248.00 30 \$64.07 \$5,125.60 \$133,265.60	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119,433.60 31 \$64.72 \$5,177.60 \$134,617.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123,094.40 34 \$66.68 \$5,334.40 \$138,694.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5,388.00 \$140,088.00	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00 36 \$68.02 \$5,441.60 \$141,481.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95 \$4,876.00 \$126,776.00 37 \$68.70 \$5,496.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128,086.40 38 \$69.39 \$5,551.20	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20 \$129,355.20 39 \$70.09 \$5,607.20	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115,918.40 28 \$62.80 \$5,024.00 \$130,624.00 40 \$70.77 \$5,661.60	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44 \$5,075.20 \$131,955.20 41 \$71.48 \$5,718.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118,248.00 30 \$64.07 \$5,125.60 \$133,265.60 42 \$72.22 \$5,777.60	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119,433.60 31 \$64.72 \$5,177.60 \$134,617.60 43 \$72.93 \$5,834.40	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40 44 \$73.64 \$5,891.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60 45 \$74.37 \$5,949.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123,094.40 34 \$66.68 \$5,334.40 \$138,694.40 46 \$75.13 \$6,010.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5,388.00 \$140,088.00 47 \$75.88 \$6,070.40	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00 36 \$68.02 \$5,441.60 \$141,481.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95 \$4,876.00 \$126,776.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128,086.40	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20 \$129,355.20 39 \$70.09	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115,918.40 28 \$62.80 \$5,024.00 \$130,624.00	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44 \$5,075.20 \$131,955.20	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118,248.00 30 \$64.07 \$5,125.60 \$133,265.60	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119,433.60 31 \$64.72 \$5,177.60 \$134,617.60	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123,094.40 34 \$66.68 \$5,334.40 \$138,694.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5,388.00 \$140,088.00	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00 36 \$68.02 \$5,441.60 \$141,481.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95 \$4,876.00 \$126,776.00 37 \$68.70 \$5,496.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128,086.40 38 \$69.39 \$5,551.20	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20 \$129,355.20 39 \$70.09 \$5,607.20	\$49.45 \$3,956.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115,918.40 28 \$62.80 \$5,024.00 \$130,624.00 40 \$70.77 \$5,661.60	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44 \$5,075.20 \$131,955.20 41 \$71.48 \$5,718.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118,248.00 30 \$64.07 \$5,125.60 \$133,265.60 42 \$72.22 \$5,777.60	\$50.95 \$4,076.00 \$105,976.00 19 \$57.42 \$4,593.60 \$119,433.60 31 \$64.72 \$5,177.60 \$134,617.60 43 \$72.93 \$5,834.40	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40 44 \$73.64 \$5,891.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60 45 \$74.37 \$5,949.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123,094.40 34 \$66.68 \$5,334.40 \$138,694.40 46 \$75.13 \$6,010.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5,388.00 \$140,088.00 47 \$75.88 \$6,070.40	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00 36 \$68.02 \$5,441.60 \$141,481.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95 \$4,876.00 \$126,776.00 37 \$68.70 \$5,496.00 \$142,896.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128,086.40 38 \$69.39 \$5,551.20 \$144,331.20	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20 \$129,355.20 39 \$70.09 \$5,607.20 \$145,787.20	\$49.45 \$3,956.00 \$102,856.00 \$102,856.00 \$16 \$55.73 \$4,458.40 \$115,918.40 \$62.80 \$5,024.00 \$130,624.00 \$70.77 \$5,661.60 \$147,201.60	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44 \$5,075.20 \$131,955.20 41 \$71.48 \$5,718.40 \$148,678.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118,248.00 30 \$64.07 \$5,125.60 \$133,265.60 42 \$72.22 \$5,777.60 \$150,217.60	\$50.95 \$4,076.00 \$105,976.00 \$19,\$57.42 \$4,593.60 \$119,433.60 \$119,433.60 \$134,617.60 \$134,617.60 \$134,617.60 \$151,694.40 \$151,694.40	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40 44 \$73.64 \$5,891.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60 45 \$74.37 \$5,949.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123,094.40 34 \$66.68 \$5,334.40 \$138,694.40 46 \$75.13 \$6,010.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5,388.00 \$140,088.00 47 \$75.88 \$6,070.40	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00 36 \$68.02 \$5,441.60 \$141,481.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$48.02 \$3,841.60 \$99,881.60 13 \$54.10 \$4,328.00 \$112,528.00 25 \$60.95 \$4,876.00 \$126,776.00 37 \$68.70 \$5,496.00 \$142,896.00	\$48.48 \$3,878.40 \$100,838.40 14 \$54.63 \$4,370.40 \$113,630.40 26 \$61.58 \$4,926.40 \$128,086.40 38 \$69.39 \$5,551.20 \$144,331.20	\$48.99 \$3,919.20 \$101,899.20 15 \$55.19 \$4,415.20 \$114,795.20 27 \$62.19 \$4,975.20 \$129,355.20 39 \$70.09 \$5,607.20 \$145,787.20	\$49.45 \$3,956.00 \$102,856.00 \$102,856.00 16 \$55.73 \$4,458.40 \$115,918.40 28 \$62.80 \$5,024.00 \$130,624.00 40 \$70.77 \$5,661.60 \$147,201.60	\$49.96 \$3,996.80 \$103,916.80 17 \$56.28 \$4,502.40 \$117,062.40 29 \$63.44 \$5,075.20 \$131,955.20 41 \$71.48 \$5,718.40 \$148,678.40	\$50.44 \$4,035.20 \$104,915.20 18 \$56.85 \$4,548.00 \$118,248.00 \$64.07 \$5,125.60 \$133,265.60 42 \$72.22 \$5,777.60 \$150,217.60	\$50.95 \$4,076.00 \$105,976.00 \$105,976.00 \$19 \$57.42 \$4,593.60 \$119,433.60 \$119,433.60 \$134,617.60 \$134,617.60 \$134,617.60 \$151,694.40	\$51.45 \$4,116.00 \$107,016.00 20 \$57.99 \$4,639.20 \$120,619.20 32 \$65.38 \$5,230.40 \$135,990.40 44 \$73.64 \$5,891.20	\$51.98 \$4,158.40 \$108,118.40 21 \$58.58 \$4,686.40 \$121,846.40 33 \$66.02 \$5,281.60 \$137,321.60 45 \$74.37 \$5,949.60	\$52.49 \$4,199.20 \$109,179.20 22 \$59.18 \$4,734.40 \$123,094.40 34 \$66.68 \$5,334.40 \$138,694.40 46 \$75.13 \$6,010.40	\$53.03 \$4,242.40 \$110,302.40 23 \$59.77 \$4,781.60 \$124,321.60 35 \$67.35 \$5,388.00 \$140,088.00 47 \$75.88 \$6,070.40	\$53.56 \$4,284.80 \$111,404.80 24 \$60.35 \$4,828.00 \$125,528.00 36 \$68.02 \$5,441.60 \$141,481.60

(Non-bargaining unit)

Grade	83
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Step													
Separation Sep	Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps	Hourly	\$54.10	\$54.63	\$55.19	\$55.73	\$56.28	\$56.85	\$57.42	\$57.99	\$58.58	\$59.18	\$59.77	\$60.35
Steps	Biweekly	\$4.328.00	\$4.370.40	\$4,415,20	\$4.458.40	\$4.502.40	\$4.548.00	\$4,593,60	\$4.639.20	\$4.686.40	\$4.734.40	\$4.781.60	\$4.828.00
Steps 13													
Houry Sept	Ailliually	\$112,520.00	3113,030.40	3114,733.20	\$115,510.40	\$117,002.40	3110,240.00	\$115,455.00	\$120,015.20	\$121,040.40	3123,034.40	3124,321.00	\$125,526.00
Houry Sept	Steps	13	14	15	16	17	18	19	20	21	22	23	24
Biweekby S48,76.00 S4,926.40 S4,975.20 S5,024.00 S5,075.20 S5,127.60 S5,127.60 S5,234.00 S5,334.40 S5,338.00 S5,441.60													
Steps 25 26 27 28 28 28 28 29 30 313.652.00 31													
Steps													
Hourk S68.70 S69.39 S70.09 S70.77 S71.48 S72.22 S72.93 S73.64 S74.37 S75.13 S75.88 S76.63 S7	Annually	\$126,776.00	\$128,086.40	\$129,355.20	\$130,624.00	\$131,955.20	\$133,265.60	\$134,617.60	\$135,990.40	\$137,321.60	\$138,694.40	\$140,088.00	\$141,481.60
Hourk S68.70 S69.39 S70.09 S70.77 S71.48 S72.22 S72.93 S73.64 S74.37 S75.13 S75.88 S76.63 S7													
Biweekly St,496.00 St,551.20 St,607.20 St,661.60 St,718.40 St,777.60 St,818.40 St,777.60 St,818.40 St,978.10 St,978.60 St,97	Steps	25	26	27	28	29	30	31	32	33	34	35	36
Biweekly St,496.00 St,551.20 St,607.20 St,661.60 St,718.40 St,770.60 St,818.40 St,770.60 St,818.40 St,970.70 St,980.40 St,970.70 St,97	Hourly	\$68.70	\$69.39	\$70.09	\$70.77	\$71.48	\$72.22	\$72.93	\$73.64	\$74.37	\$75.13	\$75.88	\$76.63
Steps													
Steps 37 38 39 40 519 579 579 589 589 581 582 581 582 581 582 581 582 582 583 582 583 582 583 582 583													
Hourly S17,40 S77,40 S78,18 S78,96 S79,77 S80,55 S81,38 S82,18 S82,99 S88,82 S84,66 S85,50 S86,34 S86,340 S65,374,04 S66,392,00 S162,614.40 S6164,236.80 S165,921.60 S167,564.80 S169,270.40 S170,934.40 S172,619.20 S174,345.60 S176,092.80 S177,840.00 S179,587.20 S189,89 S90,76 S91,68 S92,60 S180,684,00 S180,693.00 S180,693.0	Annually	\$142,896.00	\$144,331.20	\$145,787.20	\$147,201.60	\$148,678.40	\$150,217.60	\$151,694.40	\$153,171.20	\$154,689.60	\$156,270.40	\$157,830.40	\$159,390.40
Hourly S17,40 S77,40 S78,18 S78,96 S79,77 S80,55 S81,38 S82,18 S82,99 S88,82 S84,66 S85,50 S86,34 S86,340 S65,374,04 S66,392,00 S162,614.40 S6164,236.80 S165,921.60 S167,564.80 S169,270.40 S170,934.40 S172,619.20 S174,345.60 S176,092.80 S177,840.00 S179,587.20 S189,89 S90,76 S91,68 S92,60 S180,684,00 S180,693.00 S180,693.0	•												
Biweekly S6,192.00 S6,254.40 S6,318.80 S6,381.60 S6,381.60 S6,444.80 S6,510.40 S6,574.40 S6,639.20 S6,705.60 S6,772.80 S6,840.00 S6,907.20	-												
Steps	Hourly	\$77.40	\$78.18	\$78.96	\$79.77	\$80.56	\$81.38	\$82.18	\$82.99	\$83.82	\$84.66	\$85.50	\$86.34
Steps	Biweekly	\$6.192.00	\$6.254.40	\$6.316.80	\$6.381.60	\$6,444.80	\$6.510.40	\$6,574,40	\$6.639.20	\$6,705,60	\$6,772,80	\$6.840.00	\$6,907,20
Steps 49 50 51 52 53 54 55 52 53 54 55	-												
Hourly S87.20 S88.10 S88.97 S89.89 S90.76 S73.84.40 S74.00.80 S77.201.80 S77.201.80 S77.201.80 S182.768.00 S192.608.00 S192.608.	, amaany	\$100,332.00	J102,01 1.10	J10 1,230.00	J105,521.00	\$107,501.00	3103,270.10	3170,331.10	3172,013.20	J17 1,5 15.00	3170,032.00	3177,010.00	J175,507.20
Hourly S87.20 S88.10 S88.97 S89.89 S90.76 S73.84.40 S74.00.80 S77.201.80 S77.201.80 S77.201.80 S182.768.00 S192.608.00 S192.608.	Steps	49	50	51	52	53	54	55					
Biweekty S6,976,00 S7,048,00 S7,117.60 S7,191.20 S188,780.80 S7,334.40 S7,408.00 S192,608.00													
Grade 84 Steps 1 2 3 4,876.00 \$185,057.60 \$186,971.20 \$186,971.20 \$188,780.80 \$190,694.40 \$192,608.00 Steps 1 94,734.40 \$192,40 \$192,400 \$192,400 \$192,400 \$192,608.00 Steps 1 94,734.40 \$124,321.60 \$125,258.00 \$126,760.00 \$128,086.40 \$192,808.4													
Steps 1 2 3 4 5 5 6 7 8 9 10 11 12	-												
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly 559.18 559.77 \$60.35 \$60.95 \$61.58 \$62.19 \$62.80 \$63.44 \$64.07 \$64.72 \$65.38 \$66.02 Biweekly \$4,734.40 \$4,781.60 \$4,828.00 \$4,876.00 \$4,926.40 \$4,975.20 \$50,720.00 \$51,25.60 \$51,77.60 \$52,281.60 Annually \$123,094.00 \$124,321.60 \$125,5728.00 \$126,776.00 \$128,886.00 \$51,000 \$131,955.20 \$133,265.60 \$513,461.60 \$313,990.00 \$137,321.60 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$66.68 \$67.35 \$68.02 \$68.70 \$69.39 \$70.09 \$70.77 \$71.48 \$72.22 \$72.93 \$73.64 \$74.37 Biweekly \$5,334.40 \$5,388.00 \$54.41.60 \$54.96.00	Annually	\$181,376.00	\$183,248.00	\$185,057.60	\$186,971.20	\$188,780.80	\$190,694.40	\$192,608.00					
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly 559.18 559.77 \$60.35 \$60.95 \$61.58 \$62.19 \$62.80 \$63.44 \$64.07 \$64.72 \$65.38 \$66.02 Biweekly \$4,734.40 \$4,781.60 \$4,828.00 \$4,876.00 \$4,926.40 \$4,975.20 \$50,720.00 \$51,25.60 \$51,77.60 \$52,281.60 Annually \$123,094.00 \$124,321.60 \$125,5728.00 \$126,776.00 \$128,886.00 \$51,000 \$131,955.20 \$133,265.60 \$513,461.60 \$313,990.00 \$137,321.60 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$66.68 \$67.35 \$68.02 \$68.70 \$69.39 \$70.09 \$70.77 \$71.48 \$72.22 \$72.93 \$73.64 \$74.37 Biweekly \$5,334.40 \$5,388.00 \$54.41.60 \$54.96.00													
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly \$59.18 \$59.77 \$60.35 \$60.95 \$61.58 \$62.19 \$62.80 \$63.44 \$64.07 \$64.72 \$65.38 \$66.02 Biweekly \$4,74.40 \$4,781.60 \$4,828.00 \$4,876.00 \$4,926.40 \$4,975.20 \$5,074.00 \$55,125.60 \$51,17.60 \$52,30.40 \$52,81.60 Annually \$123,094.40 \$124,321.60 \$125,728.00 \$126,776.00 \$128,864.00 \$130,652.00 \$5131,255.00 \$134,617.60 \$135,990.40 \$157,321.60 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$66.68 \$67.35 \$68.02 \$68.70 \$69.39 \$70.09 \$70.77 \$71.48 \$72.22 \$72.93 \$73.64 \$74.37 Biweekly \$5,384.00 \$5,441.60 \$54,96.00 \$5,5551.20													
Hourly S59.18 S59.77 S60.35 S60.95 S61.58 S62.19 S62.80 S63.44 S64.07 S64.72 S65.38 S66.02	Grade 84												
Hourly S59.18 S59.77 S60.35 S60.95 S61.58 S62.19 S62.80 S63.44 S64.07 S64.72 S65.38 S66.02	Giuac C .												
Biweekly \$4,734,40 \$4,781,60 \$4,828,00 \$4,876,00 \$4,976,00 \$4,975,20 \$5,075,20 \$5,075,20 \$5,125,60 \$5,177,60 \$5,230,40 \$5,281,60 \$123,094,40 \$123,094,40 \$124,321,60 \$125,528,00 \$126,776,00 \$128,086,40 \$129,355,20 \$130,624,00 \$131,955,20 \$133,265,60 \$134,617,60 \$135,990,40 \$137,321,60 \$2				-		_		_	•				40
Steps 13	Steps		_	-	-	_							
Steps 13	Steps Hourly	\$59.18	\$59.77	\$60.35	\$60.95	\$61.58	\$62.19	\$62.80	\$63.44	\$64.07	\$64.72	\$65.38	\$66.02
Hourly S66.68 S67.35 S68.02 S68.70 S69.39 S70.09 S70.77 S71.48 S72.22 S72.93 S73.64 S74.37 S84.40 S5,384.40 S5,388.00 S5,441.60 S5,496.00 S5,551.20 S5,607.20 S5,601.60 S5,718.40 S5,777.60 S5,834.40 S5,891.20 S5,949.60 S141,481.60 S142,896.00 S144,331.20 S145,787.20 S147,201.60 S148,678.40 S150,217.60 S151,694.40 S153,171.20 S154,689.60 Steps 25 26 27 28 29 30 31 32 33 34 35 36 S82.18 S82.99 S83.82 S82.84 S82.94 S83.84 S82.94 S83.84 S82.94 S83.84 S82.94 S83.84 S82.94 S83.84	Steps Hourly	\$59.18	\$59.77	\$60.35	\$60.95	\$61.58	\$62.19	\$62.80	\$63.44	\$64.07	\$64.72	\$65.38	\$66.02
Hourly S66.68 S67.35 S68.02 S68.70 S69.39 S70.09 S70.77 S71.48 S72.22 S72.93 S73.64 S74.37 S80.04 S5,384.40 S5,388.00 S5,441.60 S5,496.00 S5,551.20 S5,607.20 S5,601.60 S5,718.40 S5,777.60 S5,834.40 S5,831.40 S5,891.20 S5,949.60 S141,481.60 S142,896.00 S144,331.20 S145,787.20 S147,201.60 S148,678.40 S150,217.60 S151,694.40 S153,171.20 S154,689.60 S18.04 S75.13 S75.88 S76.63 S77.40 S78.18 S78.96 S79.77 S80.56 S81.38 S82.18 S82.99 S83.82 S80 S80.04 S6,070.40 S6,130.40 S6,192.00 S6,254.40 S6,316.80 S6,344.48 S6,510.40 S6,574.40 S6,639.20 S6,705.60 S162,614.40 S164,236.80 S165,921.60 S167,564.80 S169,270.40 S170,934.40 S172,619.20 S174,345.60 S169,270.40 S84.66 S85.50 S86.34 S87.20 S88.10 S88.97 S89.89 S90.76 S91.68 S92.60 S93.54 S94.45 S80.04 S170,092.80 S177,840.00 S179,587.20 S181,376.00 S183,248.00 S185,057.60 S186,971.20 S188,780.80 S190,694.40 S192,608.00 S194,563.20 S196,456.00 S160,445.60 S160,44	Steps Hourly Biweekly	\$59.18 \$4,734.40	\$59.77 \$4,781.60	\$60.35 \$4,828.00	\$60.95 \$4,876.00	\$61.58 \$4,926.40	\$62.19 \$4,975.20	\$62.80 \$5,024.00	\$63.44 \$5,075.20	\$64.07 \$5,125.60	\$64.72 \$5,177.60	\$65.38 \$5,230.40	\$66.02 \$5,281.60
Biweekly \$5,334.40 \$5,388.00 \$5,441.60 \$5,496.00 \$5,551.20 \$5,607.20 \$5,607.20 \$5,607.70 \$5,718.40 \$5,777.60 \$5,834.40 \$5,891.20 \$5,949.60 \$140,088.00 \$141,481.60 \$142,896.00 \$144,331.20 \$145,787.20 \$145,787.20 \$144,678.40 \$150,217.60 \$151,694.40 \$153,171.20 \$154,689.60 \$144,331.20 \$144,331.20 \$145,787.20 \$145,787.20 \$144,678.40 \$150,217.60 \$151,694.40 \$153,171.20 \$154,689.60 \$144,331.20 \$144,331.20 \$145,787.20 \$144,781.60 \$148,678.40 \$150,217.60 \$151,694.40 \$153,171.20 \$154,689.60 \$160,000 \$160,000 \$144,331.20 \$145,787.20 \$144,781.60 \$144,78	Steps Hourly Biweekly Annually	\$59.18 \$4,734.40	\$59.77 \$4,781.60	\$60.35 \$4,828.00	\$60.95 \$4,876.00	\$61.58 \$4,926.40	\$62.19 \$4,975.20	\$62.80 \$5,024.00	\$63.44 \$5,075.20	\$64.07 \$5,125.60	\$64.72 \$5,177.60	\$65.38 \$5,230.40	\$66.02 \$5,281.60 \$137,321.60
Annually \$138,694.40 \$140,088.00 \$141,481.60 \$142,896.00 \$144,331.20 \$145,787.20 \$147,201.60 \$148,678.40 \$150,217.60 \$151,694.40 \$153,171.20 \$154,689.60 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$75.13 \$75.88 \$76.63 \$77.40 \$78.18 \$78.96 \$79.77 \$80.56 \$81.38 \$82.18 \$82.99 \$38.82 Biweekly \$6,010.40 \$6,070.40 \$6,130.40 \$6,192.00 \$6,254.40 \$6,316.80 \$6,381.60 \$6,444.80 \$6,510.40 \$6,639.20 \$6,705.60 Annually \$156,270.40 \$157,830.40 \$160,992.00 \$162,614.40 \$164,236.80 \$165,921.60 \$167,564.80 \$169,270.40 \$170,934.40 \$172,619.20 \$174,345.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Biweekly \$6,	Steps Hourly Biweekly Annually	\$59.18 \$4,734.40 \$123,094.40	\$59.77 \$4,781.60 \$124,321.60	\$60.35 \$4,828.00 \$125,528.00	\$60.95 \$4,876.00 \$126,776.00	\$61.58 \$4,926.40 \$128,086.40	\$62.19 \$4,975.20 \$129,355.20	\$62.80 \$5,024.00 \$130,624.00	\$63.44 \$5,075.20 \$131,955.20	\$64.07 \$5,125.60 \$133,265.60	\$64.72 \$5,177.60 \$134,617.60	\$65.38 \$5,230.40 \$135,990.40	\$66.02 \$5,281.60 \$137,321.60
Annually \$138,694.40 \$140,088.00 \$141,481.60 \$142,896.00 \$144,331.20 \$145,787.20 \$147,201.60 \$148,678.40 \$150,217.60 \$151,694.40 \$153,171.20 \$154,689.60 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$75.13 \$75.88 \$76.63 \$77.40 \$78.18 \$78.96 \$79.77 \$80.56 \$81.38 \$82.18 \$82.99 \$38.82 Biweekly \$6,010.40 \$6,070.40 \$6,130.40 \$6,192.00 \$6,254.40 \$6,316.80 \$6,381.60 \$6,444.80 \$6,510.40 \$6,639.20 \$6,705.60 Annually \$156,270.40 \$157,830.40 \$160,992.00 \$162,614.40 \$164,236.80 \$165,921.60 \$167,564.80 \$169,270.40 \$170,934.40 \$172,619.20 \$174,345.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Biweekly \$6,	Steps Hourly Biweekly Annually Steps	\$59.18 \$4,734.40 \$123,094.40	\$59.77 \$4,781.60 \$124,321.60	\$60.35 \$4,828.00 \$125,528.00	\$60.95 \$4,876.00 \$126,776.00	\$61.58 \$4,926.40 \$128,086.40	\$62.19 \$4,975.20 \$129,355.20	\$62.80 \$5,024.00 \$130,624.00	\$63.44 \$5,075.20 \$131,955.20	\$64.07 \$5,125.60 \$133,265.60	\$64.72 \$5,177.60 \$134,617.60	\$65.38 \$5,230.40 \$135,990.40	\$66.02 \$5,281.60 \$137,321.60
Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$75.13 \$75.88 \$76.63 \$77.40 \$78.18 \$78.96 \$79.77 \$80.56 \$81.38 \$82.18 \$82.99 \$83.82 Biweekly \$6,010.40 \$6,070.40 \$6,130.40 \$6,192.00 \$6,254.40 \$6,316.80 \$6,381.60 \$6,444.80 \$6,510.40 \$6,574.40 \$6,639.20 \$6,705.60 Annually \$156,270.40 \$157,830.40 \$160,992.00 \$162,614.40 \$164,236.80 \$165,921.60 \$167,564.80 \$169,270.40 \$170,934.40 \$172,619.20 \$174,345.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$84.66 \$85.50 \$86.34 \$87.20 \$88.10 \$88.97 \$89.89 \$90.76 \$91.68 \$92.60 \$93.54 \$94.45 Biweekly \$6,772.80 \$6,840.00 </th <th>Steps Hourly Biweekly Annually Steps Hourly</th> <th>\$59.18 \$4,734.40 \$123,094.40 13 \$66.68</th> <th>\$59.77 \$4,781.60 \$124,321.60 14 \$67.35</th> <th>\$60.35 \$4,828.00 \$125,528.00 15 \$68.02</th> <th>\$60.95 \$4,876.00 \$126,776.00 16 \$68.70</th> <th>\$61.58 \$4,926.40 \$128,086.40 17 \$69.39</th> <th>\$62.19 \$4,975.20 \$129,355.20 18 \$70.09</th> <th>\$62.80 \$5,024.00 \$130,624.00 19 \$70.77</th> <th>\$63.44 \$5,075.20 \$131,955.20 20 \$71.48</th> <th>\$64.07 \$5,125.60 \$133,265.60 21 \$72.22</th> <th>\$64.72 \$5,177.60 \$134,617.60 22 \$72.93</th> <th>\$65.38 \$5,230.40 \$135,990.40 23 \$73.64</th> <th>\$66.02 \$5,281.60 \$137,321.60 24 \$74.37</th>	Steps Hourly Biweekly Annually Steps Hourly	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37
Hourly \$75.13 \$75.88 \$76.63 \$77.40 \$78.18 \$78.96 \$79.77 \$80.56 \$81.38 \$82.18 \$82.99 \$83.82 \$8iweekly \$6,010.40 \$6,070.40 \$6,130.40 \$6,130.40 \$6,192.00 \$6,254.40 \$6,316.80 \$6,316.80 \$6,381.60 \$6,444.80 \$6,510.40 \$6,574.40 \$6,639.20 \$6,705.60 \$6,701.40 \$157,830.40 \$159,390.40 \$160,992.00 \$162,614.40 \$164,236.80 \$165,921.60 \$167,564.80 \$169,270.40 \$170,934.40 \$172,619.20 \$174,345.60 \$169,270.40 \$170,934.40 \$170,934.40 \$172,619.20 \$174,345.60 \$169,270.40 \$170,934.40 \$170,93	Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60
Hourly \$75.13 \$75.88 \$76.63 \$77.40 \$78.18 \$78.96 \$79.77 \$80.56 \$81.38 \$82.18 \$82.99 \$83.82 \$8iweekly \$6,010.40 \$6,070.40 \$6,130.40 \$6,130.40 \$6,192.00 \$6,254.40 \$6,316.80 \$6,316.80 \$6,381.60 \$6,444.80 \$6,510.40 \$6,574.40 \$6,639.20 \$6,705.60 \$6,701.40 \$157,830.40 \$159,390.40 \$160,992.00 \$162,614.40 \$164,236.80 \$165,921.60 \$167,564.80 \$169,270.40 \$170,934.40 \$172,619.20 \$174,345.60 \$169,270.40 \$170,934.40 \$170,934.40 \$172,619.20 \$174,345.60 \$169,270.40 \$170,934.40 \$170,93	Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60
Biweekly Annually \$6,010.40 \$6,070.40 \$6,130.40 \$6,192.00 \$6,254.40 \$6,316.80 \$6,381.60 \$6,444.80 \$6,510.40 \$6,574.40 \$6,639.20 \$6,705.60 Annually \$156,270.40 \$157,830.40 \$159,390.40 \$160,992.00 \$162,614.40 \$164,236.80 \$165,921.60 \$167,564.80 \$169,270.40 \$170,934.40 \$172,619.20 \$174,345.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$84.66 \$85.50 \$86.34 \$87.20 \$88.10 \$88.97 \$89.89 \$90.76 \$91.68 \$92.60 \$93.54 \$94.45 Biweekly \$6,772.80 \$6,840.00 \$6,907.20 \$6,976.00 \$7,048.00 \$7,117.60 \$7,191.20 \$7,260.80 \$7,334.40 \$7,408.00 \$7,483.20 \$7,556.00 Annually \$176,092.80 \$177,840.00 \$181,376.00 \$183,248.00 \$186,971.20 \$186,971.20 \$186,971.20 \$186,971.20 \$196,694.40<	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00 \$142,896.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148,678.40	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151,694.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60
Annually \$156,270.40 \$157,830.40 \$159,390.40 \$160,992.00 \$162,614.40 \$164,236.80 \$165,921.60 \$167,564.80 \$169,270.40 \$170,934.40 \$172,619.20 \$174,345.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$84.66 \$85.50 \$86.34 \$87.20 \$88.10 \$88.97 \$89.89 \$90.76 \$91.68 \$92.60 \$93.54 \$94.45 Biweekly \$6,772.80 \$6,840.00 \$6,907.20 \$6,976.00 \$7,048.00 \$7,117.60 \$7,191.20 \$7,260.80 \$7,334.40 \$7,408.00 \$7,483.20 \$7,556.00 Annually \$176,092.80 \$177,840.00 \$181,376.00 \$183,248.00 \$185,057.60 \$186,971.20 \$188,780.80 \$190,694.40 \$192,608.00 \$194,563.20 \$196,456.00 Steps 49 50 51 52 53 54 55 Hourly \$95.40 \$96.34 \$97.32 \$98.28	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00 \$142,896.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148,678.40	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151,694.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60
Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$84.66 \$85.50 \$86.34 \$87.20 \$88.10 \$88.97 \$89.89 \$90.76 \$91.68 \$92.60 \$93.54 \$94.45 Biweekly \$6,772.80 \$6,840.00 \$6,907.20 \$6,976.00 \$7,048.00 \$7,117.60 \$7,191.20 \$7,260.80 \$7,334.40 \$7,408.00 \$7,483.20 \$7,556.00 Annually \$176,092.80 \$177,840.00 \$181,376.00 \$183,248.00 \$185,057.60 \$186,971.20 \$188,780.80 \$190,694.40 \$192,608.00 \$194,563.20 \$196,456.00 Steps 49 50 51 52 53 54 55 Hourly \$95.40 \$96.34 \$97.32 \$98.28 \$99.27 \$100.26 \$101.24 Biweekly \$7,632.00 \$7,707.20 \$7,855.60 \$7,862.40 \$7,941.60 \$8,020.80 \$8,099.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00	\$60.35 \$4,828.00 \$125,528.00 \$15,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60	\$60.95 \$4,876.00 \$126,776.00 16 \$68.70 \$5,496.00 \$142,896.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151,694.40 34 \$82.18	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82
Hourly \$84.66 \$85.50 \$86.34 \$87.20 \$88.10 \$88.97 \$89.89 \$90.76 \$91.68 \$92.60 \$93.54 \$94.45 Biweekly \$6,772.80 \$6,840.00 \$6,907.20 \$6,976.00 \$7,048.00 \$7,117.60 \$7,191.20 \$7,260.80 \$7,334.40 \$7,408.00 \$7,408.00 \$7,483.20 \$7,556.00 Annually \$176,092.80 \$177,840.00 \$179,587.20 \$181,376.00 \$183,248.00 \$185,057.60 \$186,971.20 \$188,780.80 \$190,694.40 \$192,608.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$196,45	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00 26 \$75.88 \$6,070.40	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60 27 \$76.63 \$6,130.40	\$60.95 \$4,876.00 \$126,776.00 \$16 \$68.70 \$5,496.00 \$142,896.00 \$28 \$77.40 \$6,192.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6,381.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151,694.40 34 \$82.18 \$6,574.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60
Hourly \$84.66 \$85.50 \$86.34 \$87.20 \$88.10 \$88.97 \$89.89 \$90.76 \$91.68 \$92.60 \$93.54 \$94.45 Biweekly \$6,772.80 \$6,840.00 \$6,907.20 \$6,976.00 \$7,048.00 \$7,117.60 \$7,191.20 \$7,260.80 \$7,334.40 \$7,408.00 \$7,408.00 \$7,483.20 \$7,556.00 Annually \$176,092.80 \$177,840.00 \$179,587.20 \$181,376.00 \$183,248.00 \$185,057.60 \$186,971.20 \$188,780.80 \$190,694.40 \$192,608.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$196,45	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00 26 \$75.88 \$6,070.40	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60 27 \$76.63 \$6,130.40	\$60.95 \$4,876.00 \$126,776.00 \$16 \$68.70 \$5,496.00 \$142,896.00 \$28 \$77.40 \$6,192.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6,381.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151,694.40 34 \$82.18 \$6,574.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60
Hourly \$84.66 \$85.50 \$86.34 \$87.20 \$88.10 \$88.97 \$89.89 \$90.76 \$91.68 \$92.60 \$93.54 \$94.45 \$95.00 \$6,972.80 \$6,972.80 \$6,972.80 \$6,972.80 \$177,840.00 \$179,587.20 \$181,376.00 \$183,248.00 \$185,057.60 \$186,971.20 \$7,260.80 \$7,334.40 \$7,408.00 \$7,408.00 \$7,408.00 \$7,408.00 \$7,408.00 \$7,408.00 \$194,563.20 \$196,456.00 \$185,057.60 \$185,057.60 \$185,057.60 \$186,971.20 \$188,780.80 \$190,694.40 \$192,608.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$194,563.20 \$196,456.00 \$196	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00 26 \$75.88 \$6,070.40	\$60.35 \$4,828.00 \$125,528.00 15 \$68.02 \$5,441.60 \$141,481.60 27 \$76.63 \$6,130.40	\$60.95 \$4,876.00 \$126,776.00 \$16 \$68.70 \$5,496.00 \$142,896.00 \$28 \$77.40 \$6,192.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80	\$62.80 \$5,024.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6,381.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151,694.40 34 \$82.18 \$6,574.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60
Biweekly s6,772.80 s6,840.00 Annually \$176,092.80 \$177,840.00 \$179,587.20 \$181,376.00 \$183,248.00 \$185,057.60 \$186,971.20 \$7,260.80 \$7,334.40 \$7,408.00 \$7,408.00 \$7,483.20 \$7,556.00 \$186,971.20 \$188,780.80 \$190,694.40 \$192,608.00 \$194,563.20 \$196,456.00 Steps 49 50 51 52 53 54 55 Hourly \$95.40 \$96.34 \$97.32 \$98.28 \$99.27 \$100.26 \$101.24 \$100.20 \$7,707.20 \$7,707.20 \$7,785.60 \$7,862.40 \$7,941.60 \$8,020.80 \$8,099.20 \$101.24 \$8,099.20 \$100.26 \$101.24 \$100.20 \$10	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40 \$156,270.40	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00 26 \$75.88 \$6,070.40 \$157,830.40	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$18,02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$68.70 \$5,496.00 \$142,896.00 \$77.40 \$6,192.00 \$160,992.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40 \$162,614.40	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164,236.80	\$62.80 \$5,024.00 \$130,624.00 \$17,7 \$5,661.60 \$147,201.60 \$147,201.60 \$15,921.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 \$172.22 \$5,777.60 \$150,217.60 \$150,217.60 \$150,217.60	\$64.72 \$5,177.60 \$134,617.60 \$72.93 \$5,834.40 \$151,694.40 \$82.18 \$6,574.40 \$170,934.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20 \$172,619.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60
Annually \$176,092.80 \$177,840.00 \$179,587.20 \$181,376.00 \$183,248.00 \$185,057.60 \$186,971.20 \$188,780.80 \$190,694.40 \$192,608.00 \$194,563.20 \$196,456.00 Steps 49 50 51 52 53 54 55 Hourly \$95.40 \$96.34 \$97.32 \$98.28 \$99.27 \$100.26 \$101.24 \$100.26 \$101.24 \$100.26	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40 \$156,270.40	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00 26 \$75.88 \$6,070.40 \$157,830.40	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$68.70 \$5,496.00 \$142,896.00 \$77.40 \$6,192.00 \$160,992.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40 \$162,614.40	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164,236.80	\$62.80 \$5,024.00 \$130,624.00 \$170.77 \$5,661.60 \$147,201.60 \$147,201.60 \$165,921.60	\$63.44 \$5,075.20 \$131,955.20 20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151,694.40 34 \$82.18 \$6,574.40 \$170,934.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20 \$172,619.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60
Steps 49 50 51 52 53 54 55 Hourly \$95.40 \$96.34 \$97.32 \$98.28 \$99.27 \$100.26 \$101.24 Biweekly \$7,632.00 \$7,707.20 \$7,856.60 \$7,862.40 \$7,941.60 \$8,020.80 \$8,099.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40 \$156,270.40	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00 26 \$75.88 \$6,070.40 \$157,830.40	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40 \$9 \$86.34	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$68.70 \$5,496.00 \$142,896.00 \$77.40 \$6,192.00 \$160,992.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40 \$162,614.40	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164,236.80	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6,381.60 \$165,921.60	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40	\$64.72 \$5,177.60 \$134,617.60 22 \$72.93 \$5,834.40 \$151,694.40 34 \$82.18 \$6,574.40 \$170,934.40	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20 \$172,619.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60
Hourly \$95.40 \$96.34 \$97.32 \$98.28 \$99.27 \$100.26 \$101.24 Biweekly \$7,632.00 \$7,707.20 \$7,785.60 \$7,862.40 \$7,941.60 \$8,020.80 \$8,099.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40 \$156,270.40 37 \$84.66 \$6,772.80	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00 26 \$75.88 \$6,070.40 \$157,830.40 38 \$85.50 \$6,840.00	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40 \$86.34 \$6,907.20	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$68.70 \$5,496.00 \$142,896.00 \$177.40 \$6,192.00 \$160,992.00 \$87.20 \$6,976.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40 \$162,614.40 41 \$88.10 \$7,048.00	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164,236.80 42 \$88.97 \$7,117.60	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6,381.60 \$165,921.60 43 \$89.89 \$7,191.20	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40 45 \$91.68 \$7,334.40	\$64.72 \$5,177.60 \$134,617.60 \$22 \$72.93 \$5,834.40 \$151,694.40 \$46 \$6,574.40 \$170,934.40 \$92.60 \$7,408.00	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20 \$172,619.20 47 \$93.54 \$7,483.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60 48 \$94.45 \$7,556.00
Hourly \$95.40 \$96.34 \$97.32 \$98.28 \$99.27 \$100.26 \$101.24 Biweekly \$7,632.00 \$7,707.20 \$7,785.60 \$7,862.40 \$7,941.60 \$8,020.80 \$8,099.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40 \$156,270.40 37 \$84.66 \$6,772.80	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00 26 \$75.88 \$6,070.40 \$157,830.40 38 \$85.50 \$6,840.00	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40 \$86.34 \$6,907.20	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$68.70 \$5,496.00 \$142,896.00 \$177.40 \$6,192.00 \$160,992.00 \$87.20 \$6,976.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40 \$162,614.40 41 \$88.10 \$7,048.00	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164,236.80 42 \$88.97 \$7,117.60	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6,381.60 \$165,921.60 43 \$89.89 \$7,191.20	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40 45 \$91.68 \$7,334.40	\$64.72 \$5,177.60 \$134,617.60 \$22 \$72.93 \$5,834.40 \$151,694.40 \$46 \$6,574.40 \$170,934.40 \$92.60 \$7,408.00	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20 \$172,619.20 47 \$93.54 \$7,483.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60 48 \$94.45 \$7,556.00
Biweekly \$7,632.00 \$7,707.20 \$7,785.60 \$7,862.40 \$7,941.60 \$8,020.80 \$8,099.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40 \$156,270.40 37 \$84.66 \$6,772.80 \$176,092.80	\$59.77 \$4,781.60 \$124,321.60 \$124,321.60 \$44 \$67.35 \$5,388.00 \$140,088.00 \$26 \$75.88 \$6,070.40 \$157,830.40 \$85.50 \$6,840.00 \$177,840.00	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40 \$159,390.40 \$86.34 \$6,907.20 \$179,587.20	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$68.70 \$5,496.00 \$142,896.00 \$142,896.00 \$160,992.00 \$160,992.00 \$87.20 \$6,976.00 \$181,376.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40 \$162,614.40 41 \$88.10 \$7,048.00 \$183,248.00	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164,236.80 42 \$88.97 \$7,117.60 \$185,057.60	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 19 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6,381.60 \$165,921.60 43 \$89.89 \$7,191.20 \$186,971.20	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40 45 \$91.68 \$7,334.40	\$64.72 \$5,177.60 \$134,617.60 \$22 \$72.93 \$5,834.40 \$151,694.40 \$46 \$6,574.40 \$170,934.40 \$92.60 \$7,408.00	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20 \$172,619.20 47 \$93.54 \$7,483.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60 48 \$94.45 \$7,556.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40 \$156,270.40 37 \$84.66 \$6,772.80 \$176,092.80	\$59.77 \$4,781.60 \$124,321.60 14 \$67.35 \$5,388.00 \$140,088.00 26 \$75.88 \$6,070.40 \$157,830.40 38 \$85.50 \$6,840.00 \$177,840.00	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40 \$86.34 \$6,907.20 \$179,587.20	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$142,876.00 \$142,896.00 \$142,896.00 \$142,896.00 \$160,992.00 \$160,992.00 \$87.20 \$6,976.00 \$181,376.00	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40 \$162,614.40 41 \$88.10 \$7,048.00 \$183,248.00	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164,236.80 42 \$88.97 \$7,117.60 \$185,057.60	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 \$19 \$70.77 \$5,661.60 \$147,201.60 \$165,921.60 \$165,921.60 \$43 \$89.89 \$7,191.20 \$186,971.20	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40 45 \$91.68 \$7,334.40	\$64.72 \$5,177.60 \$134,617.60 \$22 \$72.93 \$5,834.40 \$151,694.40 \$46 \$6,574.40 \$170,934.40 \$92.60 \$7,408.00	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20 \$172,619.20 47 \$93.54 \$7,483.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60 48 \$94.45 \$7,556.00
Annually \$198,432.00 \$200,387.20 \$202,425.60 \$204,422.40 \$206,481.60 \$208,540.80 \$210,579.20	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40 \$156,270.40 37 \$84.66 \$6,772.80 \$176,092.80	\$59.77 \$4,781.60 \$124,321.60 \$124,321.60 \$47.35 \$5,388.00 \$140,088.00 \$26 \$75.88 \$6,070.40 \$157,830.40 \$157,830.40 \$157,830.40 \$157,830.40	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40 \$159,390.40 \$159,390.40 \$159,390.40 \$159,390.40	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$142,876.00 \$142,896.00 \$142,896.00 \$160,992.00 \$160,992.00 \$6,976.00 \$181,376.00 \$98.28	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40 \$162,614.40 41 \$88.10 \$7,048.00 \$183,248.00	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164,236.80 42 \$88.97 \$7,117.60 \$185,057.60	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6,381.60 \$165,921.60 43 \$89.89 \$7,191.20 \$186,971.20	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40 45 \$91.68 \$7,334.40	\$64.72 \$5,177.60 \$134,617.60 \$22 \$72.93 \$5,834.40 \$151,694.40 \$46 \$6,574.40 \$170,934.40 \$92.60 \$7,408.00	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20 \$172,619.20 47 \$93.54 \$7,483.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60 48 \$94.45 \$7,556.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40 \$156,270.40 37 \$84.66 \$6,772.80 \$176,092.80	\$59.77 \$4,781.60 \$124,321.60 \$124,321.60 \$47.35 \$5,388.00 \$140,088.00 \$26 \$75.88 \$6,070.40 \$157,830.40 \$157,830.40 \$157,830.40 \$157,830.40	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40 \$159,390.40 \$159,390.40 \$159,390.40 \$159,390.40	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$142,876.00 \$142,896.00 \$142,896.00 \$160,992.00 \$160,992.00 \$6,976.00 \$181,376.00 \$98.28	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40 \$162,614.40 41 \$88.10 \$7,048.00 \$183,248.00	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164,236.80 42 \$88.97 \$7,117.60 \$185,057.60	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 \$70.77 \$5,661.60 \$147,201.60 31 \$79.77 \$6,381.60 \$165,921.60 43 \$89.89 \$7,191.20 \$186,971.20	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40 45 \$91.68 \$7,334.40	\$64.72 \$5,177.60 \$134,617.60 \$22 \$72.93 \$5,834.40 \$151,694.40 \$46 \$6,574.40 \$170,934.40 \$92.60 \$7,408.00	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20 \$172,619.20 47 \$93.54 \$7,483.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60 48 \$94.45 \$7,556.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$59.18 \$4,734.40 \$123,094.40 13 \$66.68 \$5,334.40 \$138,694.40 25 \$75.13 \$6,010.40 \$156,270.40 37 \$84.66 \$6,772.80 \$176,092.80 49 \$95.40 \$7,632.00	\$59.77 \$4,781.60 \$124,321.60 \$124,321.60 \$44 \$67.35 \$5,388.00 \$140,088.00 \$26 \$75.88 \$6,070.40 \$157,830.40 \$157,830.40 \$157,830.40 \$157,830.40 \$157,830.40	\$60.35 \$4,828.00 \$125,528.00 \$125,528.00 \$15,528.00 \$68.02 \$5,441.60 \$141,481.60 \$76.63 \$6,130.40 \$159,390.40 \$159,390.40 \$159,390.40 \$159,390.40 \$159,390.40	\$60.95 \$4,876.00 \$126,776.00 \$126,776.00 \$126,776.00 \$5,496.00 \$142,896.00 \$142,896.00 \$160,992.00 \$160,992.00 \$87.20 \$6,976.00 \$181,376.00 \$98.28 \$7,862.40	\$61.58 \$4,926.40 \$128,086.40 17 \$69.39 \$5,551.20 \$144,331.20 29 \$78.18 \$6,254.40 \$162,614.40 41 \$88.10 \$7,048.00 \$183,248.00 53 \$99.27 \$7,941.60	\$62.19 \$4,975.20 \$129,355.20 18 \$70.09 \$5,607.20 \$145,787.20 30 \$78.96 \$6,316.80 \$164,236.80 42 \$88.97 \$7,117.60 \$185,057.60 54 \$100.26 \$8,020.80	\$62.80 \$5,024.00 \$130,624.00 \$130,624.00 \$70.77 \$5,661.60 \$147,201.60 \$147,201.60 \$165,921.60 \$43 \$89.89 \$7,191.20 \$186,971.20 \$186,971.20	\$63.44 \$5,075.20 \$131,955.20 \$71.48 \$5,718.40 \$148,678.40 32 \$80.56 \$6,444.80 \$167,564.80	\$64.07 \$5,125.60 \$133,265.60 21 \$72.22 \$5,777.60 \$150,217.60 33 \$81.38 \$6,510.40 \$169,270.40 45 \$91.68 \$7,334.40	\$64.72 \$5,177.60 \$134,617.60 \$22 \$72.93 \$5,834.40 \$151,694.40 \$46 \$6,574.40 \$170,934.40 \$92.60 \$7,408.00	\$65.38 \$5,230.40 \$135,990.40 23 \$73.64 \$5,891.20 \$153,171.20 35 \$82.99 \$6,639.20 \$172,619.20 47 \$93.54 \$7,483.20	\$66.02 \$5,281.60 \$137,321.60 24 \$74.37 \$5,949.60 \$154,689.60 36 \$83.82 \$6,705.60 \$174,345.60 48 \$94.45 \$7,556.00

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Grade 73 - Do Not Use

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$21.63	\$21.85	\$22.08	\$22.30	\$22.53	\$22.75	\$22.96	\$23.19	\$23.43	\$23.67	\$23.92	\$24.13
Biweekly	\$1,730.40	\$1,748.00	\$1,766.40	\$1,784.00	\$1,802.40	\$1,820.00	\$1,836.80	\$1,855.20	\$1,874.40	\$1,893.60	\$1,913.60	\$1,930.40
Annually	\$44,990.40	\$45,448.00	\$45,926.40	\$46,384.00	\$46,862.40	\$47,320.00	\$47,756.80	\$48,235.20	\$48,734.40	\$49,233.60	\$49,753.60	\$50,190.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$24.40	\$24.61	\$24.86	\$25.13	\$25.37	\$25.63	\$25.89	\$26.15	\$26.41	\$26.64	\$26.92	\$27.22
Biweekly	\$1,952.00	\$1,968.80	\$1,988.80	\$2,010.40	\$2,029.60	\$2,050.40	\$2,071.20	\$2,092.00	\$2,112.80	\$2,131.20	\$2,153.60	\$2,177.60
Annually	\$50,752.00	\$51,188.80	\$51,708.80	\$52,270.40	\$52,769.60	\$53,310.40	\$53,851.20	\$54,392.00	\$54,932.80	\$55,411.20	\$55,993.60	\$56,617.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$27.46	\$27.76	\$28.03	\$28.29	\$28.58	\$28.88	\$29.17	\$29.44	\$29.75	\$30.03	\$30.35	\$30.64
Biweekly	\$2,196.80	\$2,220.80	\$2,242.40	\$2,263.20	\$2,286.40	\$2,310.40	\$2,333.60	\$2,355.20	\$2,380.00	\$2,402.40	\$2,428.00	\$2,451.20
Annually	\$57,116.80	\$57,740.80	\$58,302.40	\$58,843.20	\$59,446.40	\$60,070.40	\$60,673.60	\$61,235.20	\$61,880.00	\$62,462.40	\$63,128.00	\$63,731.20
C :												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$30.97	\$31.28	\$31.57	\$31.91	\$32.21	\$32.54	\$32.85	\$33.19	\$33.51	\$33.85	\$34.18	\$34.53
Biweekly	\$2,477.60	\$2,502.40	\$2,525.60	\$2,552.80	\$2,576.80	\$2,603.20	\$2,628.00	\$2,655.20	\$2,680.80	\$2,708.00	\$2,734.40	\$2,762.40
Annually	\$64,417.60	\$65,062.40	\$65,665.60	\$66,372.80	\$66,996.80	\$67,683.20	\$68,328.00	\$69,035.20	\$69,700.80	\$70,408.00	\$71,094.40	\$71,822.40
Steps	49	50	51	52	53	54	55					
Hourly	\$34.88	\$35.23	\$35.57	\$35.96	\$36.29	\$36.65	\$37.01					
Biweekly	\$2,790.40	\$2,818.40	\$2,845.60	\$2,876.80	\$2,903.20	\$2,932.00	\$2,960.80					
Annually	\$72,550.40	\$73,278.40	\$73,985.60	\$74,796.80	\$75,483.20	\$76,232.00	\$76,980.80					

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$24.40	\$24.61	\$24.86	\$25.13	\$25.37	\$25.63	\$25.89	\$26.15	\$26.41	\$26.64	\$26.92	\$27.22
Biweekl		\$1,968.80	\$1,988.80	\$2,010.40	\$2,029.60	\$2,050.40	\$2,071.20	\$2,092.00	\$2,112.80	\$2,131.20	\$2,153.60	\$2,177.60
Annually		\$51,188.80	\$51,708.80	\$52,270.40	\$52,769.60	\$53,310.40	\$53,851.20	\$54,392.00	\$54,932.80	\$55,411.20	\$55,993.60	\$56,617.60
Aimaan	\$30,732.00	331,100.00	331,700.00	332,270.40	332,703.00	\$33,310.40	333,031.20	JJ-1,JJ2.00	JJ-1,JJ2.00	JJJ,411.20	333,333.00	330,017.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$27.46	\$27.76	\$28.03	\$28.29	\$28.58	\$28.88	\$29.17	\$29.44	\$29.75	\$30.03	\$30.35	\$30.64
Biweekl		\$2,220.80	\$2,242.40	\$2,263.20	\$2,286.40	\$2,310.40	\$2,333.60	\$2,355.20	\$2,380.00	\$2,402.40	\$2,428.00	\$2,451.20
Annually		\$57,740.80	\$58,302.40	\$58,843.20	\$59,446.40	\$60,070.40	\$60,673.60	\$61,235.20	\$61,880.00	\$62,462.40	\$63,128.00	\$63,731.20
Allitually	337,110.60	337,740.60	\$30,302.40	\$30,043.20	339,440.40	300,070.40	300,073.00	301,233.20	301,000.00	302,402.40	303,120.00	303,/31.20
Steps												
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.97	\$31.28	\$31.57	\$31.91	\$32.21	\$32.54	\$32.85	\$33.19	\$33.51	\$33.85	\$34.18	\$34.53
Biweekh	y \$2,477.60	\$2,502.40	\$2,525.60	\$2,552.80	\$2,576.80	\$2,603.20	\$2,628.00	\$2,655.20	\$2,680.80	\$2,708.00	\$2,734.40	\$2,762.40
Annually	\$64,417.60	\$65,062.40	\$65,665.60	\$66,372.80	\$66,996.80	\$67,683.20	\$68,328.00	\$69,035.20	\$69,700.80	\$70,408.00	\$71,094.40	\$71,822.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$34.88	\$35.23	\$35.57	\$35.96	\$36.29	\$36.65	\$37.01	\$37.39	\$37.75	\$38.14	\$38.52	\$38.92
Biweekl	y \$2,790.40	\$2,818.40	\$2,845.60	\$2,876.80	\$2,903.20	\$2,932.00	\$2,960.80	\$2,991.20	\$3,020.00	\$3,051.20	\$3,081.60	\$3,113.60
Annually		\$73,278.40	\$73,985.60	\$74,796.80	\$75,483.20	\$76,232.00	\$76,980.80	\$77,771.20	\$78,520.00	\$79,331.20	\$80,121.60	\$80,953.60
7	¢, 2,000.10	0,0,2,0.10	4.0,505.00	<i>\$7.1,750.00</i>	470,100.20	Q7 0,202.00	4.0,500.00	<i>\$7.7,7.7.</i> 2.20	¢,0,520.00	0.0,001.20	000,121.00	400,555.00
Steps	49	50	51	52	53	54	55					
Hourly	\$39.28	\$39.69	\$40.10	\$40.48	\$40.88	\$41.29	\$41.69					
Biweekl		\$3,175.20	\$3,208.00	\$3,238.40	\$3,270.40	\$3,303.20	\$3,335.20					
Annually	\$81,702.40	\$82,555.20	\$83,408.00	\$84,198.40	\$85,030.40	\$85,883.20	\$86,715.20					
70	•											
Grade 76												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade / b	1	_	_	•	_			_				
Steps Hourly	1 \$27.46	\$27.76	\$28.03	\$28.29	\$28.58	\$28.88	\$29.17	\$29.44	\$29.75	\$30.03	\$30.35	\$30.64
Steps Hourly Biweekl	\$27.46 \$2,196.80	\$27.76 \$2,220.80	\$28.03 \$2,242.40	\$28.29 \$2,263.20	\$28.58 \$2,286.40	\$28.88 \$2,310.40	\$29.17 \$2,333.60	\$29.44 \$2,355.20	\$29.75 \$2,380.00	\$30.03 \$2,402.40	\$30.35 \$2,428.00	\$30.64 \$2,451.20
Steps Hourly	\$27.46 \$2,196.80	\$27.76	\$28.03	\$28.29	\$28.58	\$28.88	\$29.17	\$29.44	\$29.75	\$30.03	\$30.35	\$30.64
Steps Hourly Biweekl	\$27.46 \$2,196.80	\$27.76 \$2,220.80	\$28.03 \$2,242.40 \$58,302.40	\$28.29 \$2,263.20 \$58,843.20	\$28.58 \$2,286.40 \$59,446.40	\$28.88 \$2,310.40	\$29.17 \$2,333.60	\$29.44 \$2,355.20	\$29.75 \$2,380.00	\$30.03 \$2,402.40	\$30.35 \$2,428.00	\$30.64 \$2,451.20 \$63,731.20
Steps Hourly Biweekl Annually Steps	\$27.46 \$27.96.80 \$57,116.80	\$27.76 \$2,220.80 \$57,740.80	\$28.03 \$2,242.40 \$58,302.40	\$28.29 \$2,263.20 \$58,843.20	\$28.58 \$2,286.40 \$59,446.40	\$28.88 \$2,310.40 \$60,070.40	\$29.17 \$2,333.60 \$60,673.60	\$29.44 \$2,355.20 \$61,235.20	\$29.75 \$2,380.00 \$61,880.00	\$30.03 \$2,402.40 \$62,462.40	\$30.35 \$2,428.00 \$63,128.00	\$30.64 \$2,451.20 \$63,731.20
Steps Hourly Biweekh Annually Steps Hourly	\$27.46 \$27.96.80 \$57,116.80 13 \$30.97	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53
Steps Hourly Biweekh Annually Steps Hourly Biweekh	\$27.46 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19 \$2,655.20	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51 \$2,680.80	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40
Steps Hourly Biweekh Annually Steps Hourly	\$27.46 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19 \$2,655.20 \$69,035.20	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40
Steps Hourly Biweekh Annually Steps Hourly Biweekh Annually	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19 \$2,655.20 \$69,035.20	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40
Steps Hourly Biweekh Annually Steps Hourly Biweekh Annually Steps Hourly	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 30 \$36.65	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 30 \$36.65 \$2,932.00	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60
Steps Hourly Biweekh Annually Steps Hourly Biweekh Annually Steps Hourly	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 30 \$36.65	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40 \$72,550.40	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40 \$73,278.40	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60 \$73,985.60	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80 \$74,796.80	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20 \$75,483.20	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 30 \$36.65 \$2,932.00 \$76,232.00	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80 \$76,980.80	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00 \$78,520.00	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20 \$79,331.20	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60 \$80,121.60	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60 \$80,953.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40 \$72,550.40	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40 \$73,278.40	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60 \$73,985.60	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80 \$74,796.80	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20 \$75,483.20	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 30 \$36.65 \$2,932.00 \$76,232.00	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80 \$76,980.80	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00 \$78,520.00	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20 \$79,331.20	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60 \$80,121.60	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60 \$80,953.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40 \$72,550.40	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40 \$73,278.40	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60 \$73,985.60	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80 \$74,796.80	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20 \$75,483.20	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 30 \$36.65 \$2,932.00 \$76,232.00	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80 \$76,980.80	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00 \$78,520.00	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20 \$79,331.20	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60 \$80,121.60	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60 \$80,953.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40 \$73,278.40 38 \$39.69 \$3,175.20	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60 \$73,985.60 39 \$40.10 \$3,208.00	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80 \$74,796.80 40 \$40.48 \$3,238.40	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20 \$75,483.20	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 30 \$36.65 \$2,932.00 \$76,232.00 42 \$41.29 \$3,303.20	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.69 \$3,335.20	\$29.44 \$2,355.20 \$61,235.20 \$61,235.20 \$33.19 \$2,655.20 \$69,035.20 \$37.39 \$2,991.20 \$77,771.20 \$44 \$42.13 \$3,370.40	\$29.75 \$2,380.00 \$61,880.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.54 \$3,403.20	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20 \$79,331.20	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60 \$80,121.60	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60 \$80,953.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40 \$73,278.40	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60 \$73,985.60	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80 \$74,796.80	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20 \$75,483.20	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 30 \$36.65 \$2,932.00 \$76,232.00	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80 \$76,980.80	\$29.44 \$2,355.20 \$61,235.20 20 \$33.19 \$2,655.20 \$69,035.20 32 \$37.39 \$2,991.20 \$77,771.20	\$29.75 \$2,380.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00 \$78,520.00	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20 \$79,331.20	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60 \$80,121.60	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60 \$80,953.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40 \$81,702.40	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40 \$73,278.40 38 \$39.69 \$3,175.20 \$82,555.20	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60 \$73,985.60 39 \$40.10 \$3,208.00 \$83,408.00	\$28.29 \$2,263.20 \$58,843.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80 \$74,796.80 40 \$40.48 \$3,238.40 \$84,198.40	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20 \$75,483.20 41 \$40.88 \$3,270.40 \$85,030.40	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 30 \$36.65 \$2,932.00 \$76,232.00 42 \$41.29 \$3,303.20 \$85,883.20	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.69 \$3,335.20 \$86,715.20	\$29.44 \$2,355.20 \$61,235.20 \$61,235.20 \$33.19 \$2,655.20 \$69,035.20 \$37.39 \$2,991.20 \$77,771.20 \$44 \$42.13 \$3,370.40	\$29.75 \$2,380.00 \$61,880.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.54 \$3,403.20	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20 \$79,331.20 46 \$42.97 \$3,437.60	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60 \$80,121.60 47 \$43.39 \$3,471.20	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60 \$80,953.60 48 \$43.82 \$3,505.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Steps Steps	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40 \$81,702.40	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40 \$73,278.40 38 \$39.69 \$3,175.20 \$82,555.20	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60 \$73,985.60 39 \$40.10 \$3,208.00 \$83,408.00	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80 \$74,796.80 40 \$40.48 \$3,238.40 \$84,198.40	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20 \$75,483.20 41 \$40.88 \$3,270.40 \$85,030.40	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 \$36.65 \$2,932.00 \$76,232.00 42 \$41.29 \$3,303.20 \$85,883.20	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.69 \$3,335.20 \$86,715.20	\$29.44 \$2,355.20 \$61,235.20 \$61,235.20 \$33.19 \$2,655.20 \$69,035.20 \$37.39 \$2,991.20 \$77,771.20 \$44 \$42.13 \$3,370.40	\$29.75 \$2,380.00 \$61,880.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.54 \$3,403.20	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20 \$79,331.20 46 \$42.97 \$3,437.60	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60 \$80,121.60 47 \$43.39 \$3,471.20	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60 \$80,953.60 48 \$43.82 \$3,505.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40 \$81,702.40	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40 \$73,278.40 38 \$39.69 \$3,175.20 \$82,555.20	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60 \$73,985.60 39 \$40.10 \$3,208.00 \$83,408.00	\$28.29 \$2,263.20 \$58,843.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80 \$74,796.80 40 \$40.48 \$3,238.40 \$84,198.40	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20 \$75,483.20 41 \$40.88 \$3,270.40 \$85,030.40	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 30 \$36.65 \$2,932.00 \$76,232.00 42 \$41.29 \$3,303.20 \$85,883.20	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.69 \$3,335.20 \$86,715.20	\$29.44 \$2,355.20 \$61,235.20 \$61,235.20 \$33.19 \$2,655.20 \$69,035.20 \$37.39 \$2,991.20 \$77,771.20 \$44 \$42.13 \$3,370.40	\$29.75 \$2,380.00 \$61,880.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.54 \$3,403.20	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20 \$79,331.20 46 \$42.97 \$3,437.60	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60 \$80,121.60 47 \$43.39 \$3,471.20	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60 \$80,953.60 48 \$43.82 \$3,505.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Steps Steps	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40 \$81,702.40 49 \$44.27	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40 \$73,278.40 38 \$39.69 \$3,175.20 \$82,555.20	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60 \$73,985.60 39 \$40.10 \$3,208.00 \$83,408.00	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80 \$74,796.80 40 \$40.48 \$3,238.40 \$84,198.40	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20 \$75,483.20 41 \$40.88 \$3,270.40 \$85,030.40	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 \$36.65 \$2,932.00 \$76,232.00 42 \$41.29 \$3,303.20 \$85,883.20	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.69 \$3,335.20 \$86,715.20	\$29.44 \$2,355.20 \$61,235.20 \$61,235.20 \$33.19 \$2,655.20 \$69,035.20 \$37.39 \$2,991.20 \$77,771.20 \$44 \$42.13 \$3,370.40	\$29.75 \$2,380.00 \$61,880.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.54 \$3,403.20	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20 \$79,331.20 46 \$42.97 \$3,437.60	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60 \$80,121.60 47 \$43.39 \$3,471.20	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60 \$80,953.60 48 \$43.82 \$3,505.60
Steps Hourly Biweekly Annually Steps	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40 \$81,702.40 49 \$44.27 \$3,541.60	\$27.76 \$2,220.80 \$57,740.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40 \$73,278.40 38 \$39.69 \$3,175.20 \$82,555.20 50 \$44.70 \$3,576.00	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60 \$73,985.60 39 \$40.10 \$3,208.00 \$83,408.00 \$83,408.00	\$28.29 \$2,263.20 \$58,843.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80 \$74,796.80 40 \$40.48 \$3,238.40 \$84,198.40 52 \$45.61 \$3,648.80	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20 \$75,483.20 41 \$40.88 \$3,270.40 \$85,030.40 53 \$46.07 \$3,685.60	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 30 \$36.65 \$2,932.00 \$76,232.00 42 \$41.29 \$3,303.20 \$85,883.20 54 \$46.54 \$3,723.20	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.69 \$3,335.20 \$86,715.20 55 \$47.00 \$3,760.00	\$29.44 \$2,355.20 \$61,235.20 \$61,235.20 \$33.19 \$2,655.20 \$69,035.20 \$37.39 \$2,991.20 \$77,771.20 \$44 \$42.13 \$3,370.40	\$29.75 \$2,380.00 \$61,880.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.54 \$3,403.20	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20 \$79,331.20 46 \$42.97 \$3,437.60	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60 \$80,121.60 47 \$43.39 \$3,471.20	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60 \$80,953.60 48 \$43.82 \$3,505.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	1 \$27.46 \$2,196.80 \$57,116.80 13 \$30.97 \$2,477.60 \$64,417.60 25 \$34.88 \$2,790.40 \$72,550.40 37 \$39.28 \$3,142.40 \$81,702.40 49 \$44.27 \$3,541.60	\$27.76 \$2,220.80 \$57,740.80 14 \$31.28 \$2,502.40 \$65,062.40 26 \$35.23 \$2,818.40 \$73,278.40 38 \$39.69 \$3,175.20 \$82,555.20	\$28.03 \$2,242.40 \$58,302.40 15 \$31.57 \$2,525.60 \$65,665.60 27 \$35.57 \$2,845.60 \$73,985.60 39 \$40.10 \$3,208.00 \$83,408.00	\$28.29 \$2,263.20 \$58,843.20 16 \$31.91 \$2,552.80 \$66,372.80 28 \$35.96 \$2,876.80 \$74,796.80 40 \$40.48 \$3,238.40 \$84,198.40	\$28.58 \$2,286.40 \$59,446.40 17 \$32.21 \$2,576.80 \$66,996.80 29 \$36.29 \$2,903.20 \$75,483.20 41 \$40.88 \$3,270.40 \$85,030.40	\$28.88 \$2,310.40 \$60,070.40 18 \$32.54 \$2,603.20 \$67,683.20 \$36.65 \$2,932.00 \$76,232.00 42 \$41.29 \$3,303.20 \$85,883.20	\$29.17 \$2,333.60 \$60,673.60 19 \$32.85 \$2,628.00 \$68,328.00 31 \$37.01 \$2,960.80 \$76,980.80 43 \$41.69 \$3,335.20 \$86,715.20	\$29.44 \$2,355.20 \$61,235.20 \$61,235.20 \$33.19 \$2,655.20 \$69,035.20 \$37.39 \$2,991.20 \$77,771.20 \$44 \$42.13 \$3,370.40	\$29.75 \$2,380.00 \$61,880.00 \$61,880.00 21 \$33.51 \$2,680.80 \$69,700.80 33 \$37.75 \$3,020.00 \$78,520.00 45 \$42.54 \$3,403.20	\$30.03 \$2,402.40 \$62,462.40 22 \$33.85 \$2,708.00 \$70,408.00 34 \$38.14 \$3,051.20 \$79,331.20 46 \$42.97 \$3,437.60	\$30.35 \$2,428.00 \$63,128.00 23 \$34.18 \$2,734.40 \$71,094.40 35 \$38.52 \$3,081.60 \$80,121.60 47 \$43.39 \$3,471.20	\$30.64 \$2,451.20 \$63,731.20 24 \$34.53 \$2,762.40 \$71,822.40 36 \$38.92 \$3,113.60 \$80,953.60 48 \$43.82 \$3,505.60

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$30.97	\$31.28	\$31.57	\$31.91	\$32.21	\$32.54	\$32.85	\$33.19	\$33.51	\$33.85	\$34.18	\$34.53
Biweekly	\$2,477.60	\$2,502.40	\$2,525.60	\$2,552.80	\$2,576.80	\$2,603.20	\$2,628.00	\$2,655.20	\$2,680.80	\$2,708.00	\$2,734.40	\$2,762.40
Annually	\$64,417.60	\$65,062.40	\$65,665.60	\$66,372.80	\$66,996.80	\$67,683.20	\$68,328.00	\$69,035.20	\$69,700.80	\$70,408.00	\$71,094.40	\$71,822.40
Ailliually	304,417.00	303,002.40	303,003.00	300,372.80	\$00,550.80	507,005.20	300,320.00	\$05,055.20	303,700.00	\$70,400.00	371,034.40	371,022.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$34.88	\$35.23	\$35.57	\$35.96	\$36.29	\$36.65	\$37.01	\$37.39	\$37.75	\$38.14	\$38.52	\$38.92
Biweekly	\$2,790.40	\$2,818.40	\$2,845.60	\$2,876.80	\$2,903.20	\$2,932.00	\$2,960.80	\$2,991.20	\$3,020.00	\$3,051.20	\$3,081.60	\$3,113.60
Annually	\$72,550.40	\$73,278.40	\$73,985.60	\$74,796.80	\$75,483.20	\$76,232.00	\$76,980.80	\$77,771.20	\$78,520.00	\$79,331.20	\$80,121.60	\$80,953.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$39.28	\$39.69	\$40.10	\$40.48	\$40.88	\$41.29	\$41.69	\$42.13	\$42.54	\$42.97	\$43.39	\$43.82
Biweekly	\$3,142.40	\$3,175.20	\$3,208.00	\$3,238.40	\$3,270.40	\$3,303.20	\$3,335.20	\$3,370.40	\$3,403.20	\$3,437.60	\$3,471.20	\$3,505.60
Annually	\$81,702.40	\$82,555.20	\$83,408.00	\$84,198.40	\$85,030.40	\$85,883.20	\$86,715.20	\$87,630.40	\$88,483.20	\$89,377.60	\$90,251.20	\$91,145.60
C1												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$44.27	\$44.70	\$45.16	\$45.61	\$46.07	\$46.54	\$47.00	\$47.46	\$47.96	\$48.42	\$48.90	\$49.40
Biweekly	\$3,541.60	\$3,576.00	\$3,612.80	\$3,648.80	\$3,685.60	\$3,723.20	\$3,760.00	\$3,796.80	\$3,836.80	\$3,873.60	\$3,912.00	\$3,952.00
Annually	\$92,081.60	\$92,976.00	\$93,932.80	\$94,868.80	\$95,825.60	\$96,803.20	\$97,760.00	\$98,716.80	\$99,756.80	\$100,713.60	\$101,712.00	\$102,752.00
Ailliually	332,001.00	332,370.00	\$33,332.00	334,000.00	\$55,625.00	\$30,003.20	337,700.00	\$30,710.00	\$55,750.00	\$100,715.00	\$101,712.00	\$102,732.00
Steps	49	50	51	52	53	54	55					
Hourly	\$49.87	\$50.40	\$50.88	\$51.39	\$51.91	\$52.44	\$52.97					
Biweekly	\$3,989.60	\$4,032.00	\$4,070.40	\$4,111.20	\$4,152.80	\$4,195.20	\$4,237.60					
Annually	\$103,729.60	\$104,832.00	\$105,830.40	\$106,891.20	\$107,972.80	\$109,075.20	\$110,177.60					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$33.85	2 \$34.18	3 \$34.53	4 \$34.88	5 \$35.23	6 \$35.57	7 \$35.96	8 \$36.29	9 \$36.65	10 \$37.01	11 \$37.39	12 \$37.75
Steps	_	_	-	-	_				_			
Steps Hourly Biweekly	\$33.85 \$2,708.00	\$34.18 \$2,734.40	\$34.53 \$2,762.40	\$34.88 \$2,790.40	\$35.23 \$2,818.40	\$35.57 \$2,845.60	\$35.96 \$2,876.80	\$36.29 \$2,903.20	\$36.65 \$2,932.00	\$37.01 \$2,960.80	\$37.39 \$2,991.20	\$37.75 \$3,020.00
Steps Hourly	\$33.85	\$34.18	\$34.53	\$34.88	\$35.23	\$35.57	\$35.96	\$36.29	\$36.65	\$37.01	\$37.39	\$37.75
Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00	\$34.18 \$2,734.40 \$71,094.40	\$34.53 \$2,762.40 \$71,822.40	\$34.88 \$2,790.40 \$72,550.40	\$35.23 \$2,818.40 \$73,278.40	\$35.57 \$2,845.60 \$73,985.60	\$35.96 \$2,876.80 \$74,796.80	\$36.29 \$2,903.20 \$75,483.20	\$36.65 \$2,932.00 \$76,232.00	\$37.01 \$2,960.80 \$76,980.80	\$37.39 \$2,991.20 \$77,771.20	\$37.75 \$3,020.00 \$78,520.00
Steps Hourly Biweekly Annually Steps	\$33.85 \$2,708.00 \$70,408.00	\$34.18 \$2,734.40 \$71,094.40	\$34.53 \$2,762.40 \$71,822.40	\$34.88 \$2,790.40 \$72,550.40	\$35.23 \$2,818.40 \$73,278.40	\$35.57 \$2,845.60 \$73,985.60	\$35.96 \$2,876.80 \$74,796.80	\$36.29 \$2,903.20 \$75,483.20	\$36.65 \$2,932.00 \$76,232.00	\$37.01 \$2,960.80 \$76,980.80	\$37.39 \$2,991.20 \$77,771.20	\$37.75 \$3,020.00 \$78,520.00
Steps Hourly Biweekly Annually Steps Hourly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20
Steps Hourly Biweekly Annually Steps Hourly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20 \$85,883.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07	\$36.65 \$2,932.00 \$76,232.00 \$41.29 \$3,303.20 \$85,883.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60	\$36.65 \$2,932.00 \$76,232.00 \$1 \$41.29 \$3,303.20 \$85,883.20 \$46.54 \$3,723.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07	\$36.65 \$2,932.00 \$76,232.00 \$41.29 \$3,303.20 \$85,883.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60 \$89,377.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20 \$90,251.20	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60 \$91,145.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00 \$92,976.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60	\$36.65 \$2,932.00 \$76,232.00 \$1 \$41.29 \$3,303.20 \$85,883.20 \$3 \$46.54 \$3,723.20 \$96,803.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60 \$89,377.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20 \$90,251.20	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60 \$91,145.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00 \$92,976.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60	\$36.65 \$2,932.00 \$76,232.00 21 \$41.29 \$3,303.20 \$85,883.20 33 \$46.54 \$3,723.20 \$96,803.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60 \$89,377.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20 \$90,251.20	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60 \$91,145.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00 \$92,976.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60	\$36.65 \$2,932.00 \$76,232.00 \$1 \$41.29 \$3,303.20 \$85,883.20 \$3 \$46.54 \$3,723.20 \$96,803.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60 \$89,377.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20 \$90,251.20 38 \$48.90 \$3,912.00	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60 \$91,145.60 39 \$49.40 \$3,952.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60 40 \$49.87 \$3,989.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00 \$92,976.00 41 \$50.40 \$4,032.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80 42 \$50.88 \$4,070.40	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80 43 \$51.39 \$4,111.20	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$1 \$41.29 \$3,303.20 \$85,883.20 \$46.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60 \$89,377.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20 \$90,251.20	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60 \$91,145.60	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00 \$92,976.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60	\$36.65 \$2,932.00 \$76,232.00 \$1 \$41.29 \$3,303.20 \$85,883.20 \$3 \$46.54 \$3,723.20 \$96,803.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 \$13 \$38.14 \$3,051.20 \$79,331.20 \$25 \$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20 \$90,251.20 38 \$48.90 \$3,912.00 \$101,712.00	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60 \$91,145.60 39 \$49.40 \$3,952.00 \$102,752.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60 40 \$49.87 \$3,989.60 \$103,729.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00 \$92,976.00 41 \$50.40 \$4,032.00 \$104,832.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80 42 \$50.88 \$4,070.40 \$105,830.40	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80 43 \$51.39 \$4,111.20 \$106,891.20	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$1 \$41.29 \$3,303.20 \$85,883.20 \$46.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60 \$89,377.60 37 \$48.42 \$3,873.60 \$100,713.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20 \$90,251.20 38 \$48.90 \$3,912.00 \$101,712.00	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60 \$91,145.60 39 \$49.40 \$3,952.00 \$102,752.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60 40 \$49.87 \$3,989.60 \$103,729.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00 \$92,976.00 41 \$50.40 \$4,032.00 \$104,832.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80 42 \$50.88 \$4,070.40 \$105,830.40	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80 43 \$51.39 \$4,111.20 \$106,891.20	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$1 \$41.29 \$3,303.20 \$85,883.20 \$46.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 \$13 \$38.14 \$3,051.20 \$79,331.20 \$25 \$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20 \$90,251.20 38 \$48.90 \$3,912.00 \$101,712.00	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60 \$91,145.60 39 \$49.40 \$3,952.00 \$102,752.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60 40 \$49.87 \$3,989.60 \$103,729.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00 \$92,976.00 41 \$50.40 \$4,032.00 \$104,832.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80 42 \$50.88 \$4,070.40 \$105,830.40	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80 43 \$51.39 \$4,111.20 \$106,891.20	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$1 \$41.29 \$3,303.20 \$85,883.20 \$46.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$33.85 \$2,708.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60 \$89,377.60 37 \$48.42 \$3,873.60 \$100,713.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20 \$90,251.20 38 \$48.90 \$3,912.00 \$101,712.00	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60 \$91,145.60 39 \$49.40 \$3,952.00 \$102,752.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60 40 \$49.87 \$3,989.60 \$103,729.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00 \$92,976.00 41 \$50.40 \$4,032.00 \$104,832.00 \$104,832.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80 42 \$50.88 \$4,070.40 \$105,830.40	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80 43 \$51.39 \$4,111.20 \$106,891.20	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$1 \$41.29 \$3,303.20 \$85,883.20 \$46.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 \$70,408.00 13 \$38.14 \$3,051.20 \$79,331.20 25 \$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60 49 \$54.56 \$4,364.80	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20 \$90,251.20 38 \$48.90 \$3,912.00 \$101,712.00 50 \$55.11 \$4,408.80	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60 \$91,145.60 39 \$49.40 \$3,952.00 \$102,752.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60 40 \$49.87 \$3,989.60 \$103,729.60 52 \$56.22 \$4,497.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00 \$92,976.00 41 \$50.40 \$4,032.00 \$104,832.00 \$104,832.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 \$45.16 \$3,612.80 \$93,932.80 42 \$50.88 \$4,070.40 \$105,830.40 54 \$57.34 \$4,587.20	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80 43 \$51.39 \$4,111.20 \$106,891.20 55 \$57.92 \$4,633.60	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$1 \$41.29 \$3,303.20 \$85,883.20 \$46.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.85 \$2,708.00 \$70,408.00 \$13 \$38.14 \$3,051.20 \$79,331.20 \$25 \$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60	\$34.18 \$2,734.40 \$71,094.40 14 \$38.52 \$3,081.60 \$80,121.60 26 \$43.39 \$3,471.20 \$90,251.20 38 \$48.90 \$3,912.00 \$101,712.00	\$34.53 \$2,762.40 \$71,822.40 15 \$38.92 \$3,113.60 \$80,953.60 27 \$43.82 \$3,505.60 \$91,145.60 39 \$49.40 \$3,952.00 \$102,752.00	\$34.88 \$2,790.40 \$72,550.40 16 \$39.28 \$3,142.40 \$81,702.40 28 \$44.27 \$3,541.60 \$92,081.60 40 \$49.87 \$3,989.60 \$103,729.60	\$35.23 \$2,818.40 \$73,278.40 17 \$39.69 \$3,175.20 \$82,555.20 29 \$44.70 \$3,576.00 \$92,976.00 41 \$50.40 \$4,032.00 \$104,832.00 \$104,832.00	\$35.57 \$2,845.60 \$73,985.60 18 \$40.10 \$3,208.00 \$83,408.00 30 \$45.16 \$3,612.80 \$93,932.80 42 \$50.88 \$4,070.40 \$105,830.40	\$35.96 \$2,876.80 \$74,796.80 19 \$40.48 \$3,238.40 \$84,198.40 31 \$45.61 \$3,648.80 \$94,868.80 43 \$51.39 \$4,111.20 \$106,891.20	\$36.29 \$2,903.20 \$75,483.20 20 \$40.88 \$3,270.40 \$85,030.40 32 \$46.07 \$3,685.60 \$95,825.60 44 \$51.91 \$4,152.80	\$36.65 \$2,932.00 \$76,232.00 \$1 \$41.29 \$3,303.20 \$85,883.20 \$46.54 \$3,723.20 \$96,803.20 \$52.44 \$4,195.20	\$37.01 \$2,960.80 \$76,980.80 22 \$41.69 \$3,335.20 \$86,715.20 34 \$47.00 \$3,760.00 \$97,760.00	\$37.39 \$2,991.20 \$77,771.20 23 \$42.13 \$3,370.40 \$87,630.40 35 \$47.46 \$3,796.80 \$98,716.80	\$37.75 \$3,020.00 \$78,520.00 24 \$42.54 \$3,403.20 \$88,483.20 36 \$47.96 \$3,836.80 \$99,756.80 48 \$54.02 \$4,321.60

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$37.01	\$37.39	\$37.75	\$38.14	\$38.52	\$38.92	\$39.28	\$39.69	\$40.10	\$40.48	\$40.88	\$41.29
Biweekly	\$2,960.80	\$2,991.20	\$3,020.00	\$3,051.20	\$3,081.60	\$3,113.60	\$3,142.40	\$3,175.20	\$3,208.00	\$3,238.40	\$3,270.40	\$3,303.20
Annually	\$76,980.80	\$77,771.20	\$78,520.00	\$79,331.20	\$80,121.60	\$80,953.60	\$81,702.40	\$82,555.20	\$83,408.00	\$84,198.40	\$85,030.40	\$85,883.20
Annually	\$70,500.00	\$77,771.20	\$70,320.00	\$75,551.20	500,121.00	\$00,555.00	J01,702.40	302,333.20	\$05,400.00	JU-1,1JUTU	303,030.40	\$05,005.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$41.69	\$42.13	\$42.54	\$42.97	\$43.39	\$43.82	\$44.27	\$44.70	\$45.16	\$45.61	\$46.07	\$46.54
Biweekly	\$3,335.20	\$3,370.40	\$3,403.20	\$3,437.60	\$3,471.20	\$3,505.60	\$3,541.60	\$3,576.00	\$3,612.80	\$3,648.80	\$3,685.60	\$3,723.20
Annually	\$86,715.20	\$87,630.40	\$88,483.20	\$89,377.60	\$90,251.20	\$91,145.60	\$92,081.60	\$92,976.00	\$93,932.80	\$94,868.80	\$95,825.60	\$96,803.20
-												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
•												
Hourly	\$47.00	\$47.46	\$47.96	\$48.42	\$48.90	\$49.40	\$49.87	\$50.40	\$50.88	\$51.39	\$51.91	\$52.44
Biweekly	\$3,760.00	\$3,796.80	\$3,836.80	\$3,873.60	\$3,912.00	\$3,952.00	\$3,989.60	\$4,032.00	\$4,070.40	\$4,111.20	\$4,152.80	\$4,195.20
Annually	\$97,760.00	\$98,716.80	\$99,756.80	\$100,713.60	\$101,712.00	\$102,752.00	\$103,729.60	\$104,832.00	\$105,830.40	\$106,891.20	\$107,972.80	\$109,075.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$52.97	\$53.48	\$54.02	\$54.56	\$55.11	\$55.64	\$56.22	\$56.79	\$57.34	\$57.92	\$58.51	\$59.09
Biweekly	\$4,237.60	\$4,278.40	\$4,321.60	\$4,364.80	\$4,408.80	\$4,451.20	\$4,497.60	\$4,543.20	\$4,587.20	\$4,633.60	\$4,680.80	\$4,727.20
	\$110,177.60		\$112,361.60	\$113,484.80			\$116,937.60	\$118,123.20	\$119,267.20	\$120,473.60	\$121,700.80	
Annually	\$110,177.00	\$111,238.40	\$112,301.00	\$113,484.80	\$114,628.80	\$115,731.20	\$110,937.00	\$118,123.20	\$119,267.20	\$120,473.00	\$121,700.80	\$122,907.20
Steps	49	50	51	52	53	54	55					
-												
Hourly	\$59.67	\$60.27	\$60.88	\$61.50	\$62.12	\$62.72	\$63.36					
Biweekly	\$4,773.60	\$4,821.60	\$4,870.40	\$4,920.00	\$4,969.60	\$5,017.60	\$5,068.80					
Annually	\$124,113.60	\$125,361.60	\$126,630.40	\$127,920.00	\$129,209.60	\$130,457.60	\$131,788.80					
C"24 2 0U												
Grade OU												
Grade 80												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_		-	_			_				
Steps Hourly	\$40.10	\$40.48	\$40.88	\$41.29	\$41.69	\$42.13	\$42.54	\$42.97	\$43.39	\$43.82	\$44.27	\$44.70
Steps Hourly Biweekly	\$40.10 \$3,208.00	\$40.48 \$3,238.40	\$40.88 \$3,270.40	\$41.29 \$3,303.20	\$41.69 \$3,335.20	\$42.13 \$3,370.40	\$42.54 \$3,403.20	\$42.97 \$3,437.60	\$43.39 \$3,471.20	\$43.82 \$3,505.60	\$44.27 \$3,541.60	\$44.70 \$3,576.00
Steps Hourly	\$40.10	\$40.48	\$40.88	\$41.29	\$41.69	\$42.13	\$42.54	\$42.97	\$43.39	\$43.82	\$44.27	\$44.70
Steps Hourly Biweekly Annually	\$40.10 \$3,208.00 \$83,408.00	\$40.48 \$3,238.40 \$84,198.40	\$40.88 \$3,270.40 \$85,030.40	\$41.29 \$3,303.20 \$85,883.20	\$41.69 \$3,335.20 \$86,715.20	\$42.13 \$3,370.40 \$87,630.40	\$42.54 \$3,403.20 \$88,483.20	\$42.97 \$3,437.60 \$89,377.60	\$43.39 \$3,471.20 \$90,251.20	\$43.82 \$3,505.60 \$91,145.60	\$44.27 \$3,541.60 \$92,081.60	\$44.70 \$3,576.00 \$92,976.00
Steps Hourly Biweekly Annually Steps	\$40.10 \$3,208.00 \$83,408.00	\$40.48 \$3,238.40 \$84,198.40	\$40.88 \$3,270.40 \$85,030.40	\$41.29 \$3,303.20 \$85,883.20	\$41.69 \$3,335.20 \$86,715.20	\$42.13 \$3,370.40 \$87,630.40	\$42.54 \$3,403.20 \$88,483.20	\$42.97 \$3,437.60 \$89,377.60	\$43.39 \$3,471.20 \$90,251.20	\$43.82 \$3,505.60 \$91,145.60	\$44.27 \$3,541.60 \$92,081.60	\$44.70 \$3,576.00 \$92,976.00
Steps Hourly Biweekly Annually Steps Hourly	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40
Steps Hourly Biweekly Annually Steps	\$40.10 \$3,208.00 \$83,408.00	\$40.48 \$3,238.40 \$84,198.40	\$40.88 \$3,270.40 \$85,030.40	\$41.29 \$3,303.20 \$85,883.20	\$41.69 \$3,335.20 \$86,715.20	\$42.13 \$3,370.40 \$87,630.40	\$42.54 \$3,403.20 \$88,483.20	\$42.97 \$3,437.60 \$89,377.60	\$43.39 \$3,471.20 \$90,251.20	\$43.82 \$3,505.60 \$91,145.60	\$44.27 \$3,541.60 \$92,081.60	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00
Steps Hourly Biweekly Annually Steps Hourly	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16 \$3,612.80	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100,713.60	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$40.10 \$3,208.00 \$83,408.00 \$13 \$45.16 \$3,612.80 \$93,932.80	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100,713.60	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109,075.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40 \$105,830.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109,075.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111,238.40	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112,361.60	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40 \$105,830.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109,075.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111,238.40	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112,361.60	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.10 \$3,208.00 \$83,408.00 \$13 \$45.16 \$3,612.80 \$93,932.80 \$50.88 \$4,070.40 \$105,830.40 \$7 \$57.34 \$4,587.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80 39 \$58.51 \$4,680.80	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109,075.20 40 \$59.09 \$4,727.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60 41 \$59.67 \$4,773.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111,238.40 42 \$60.27 \$4,821.60	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112,361.60 43 \$60.88 \$4,870.40	\$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.10 \$3,208.00 \$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40 \$105,830.40	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109,075.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111,238.40	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112,361.60	\$42.97 \$3,437.60 \$89,377.60 20 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.10 \$3,208.00 \$83,408.00 \$13 \$45.16 \$3,612.80 \$93,932.80 \$50.88 \$4,070.40 \$105,830.40 \$7 \$57.34 \$4,587.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80 39 \$58.51 \$4,680.80 \$121,700.80	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109,075.20 40 \$59.09 \$4,727.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60 41 \$59.67 \$4,773.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111,238.40 42 \$60.27 \$4,821.60	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112,361.60 43 \$60.88 \$4,870.40	\$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$40.10 \$3,208.00 \$83,408.00 \$13 \$45.16 \$3,612.80 \$93,932.80 \$50.88 \$4,070.40 \$105,830.40 \$7 \$57.34 \$4,587.20 \$119,267.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60 \$120,473.60	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80 39 \$58.51 \$4,680.80 \$121,700.80	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109,075.20 40 \$59.09 \$4,727.20 \$122,907.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60 41 \$59.67 \$4,773.60 \$124,113.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111,238.40 42 \$60.27 \$4,821.60 \$125,361.60	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112,361.60 43 \$60.88 \$4,870.40 \$126,630.40	\$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.10 \$3,208.00 \$83,408.00 \$13 \$45.16 \$3,612.80 \$93,932.80 \$50.88 \$4,070.40 \$105,830.40 \$7 \$57.34 \$4,587.20 \$119,267.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60 \$120,473.60 50 \$65.28	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80 39 \$58.51 \$4,680.80 \$121,700.80 51 \$65.91	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109,075.20 40 \$59.09 \$4,727.20 \$122,907.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60 41 \$59.67 \$4,773.60 \$124,113.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111,238.40 42 \$60.27 \$4,821.60 \$125,361.60	\$42.54 \$3,403.20 \$88,483.20 \$19 \$47.96 \$3,836.80 \$99,756.80 \$11,361.60 \$112,361.60 \$112,361.60 \$126,630.40 \$15,630.40	\$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.10 \$3,208.00 \$83,408.00 \$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40 \$105,830.40 37 \$57.34 \$4,587.20 \$119,267.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60 \$120,473.60 50 \$65.28 \$5,222.40	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80 39 \$58.51 \$4,680.80 \$121,700.80 51 \$65.91 \$5,272.80	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109,075.20 40 \$59.09 \$4,727.20 \$122,907.20 52 \$66.58 \$5,326.40	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60 41 \$59.67 \$4,773.60 \$124,113.60 53 \$67.27 \$5,381.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111,238.40 42 \$60.27 \$4,821.60 \$125,361.60 54 \$67.92 \$5,433.60	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112,361.60 43 \$60.88 \$4,870.40 \$126,630.40 55 \$68.59 \$5,487.20	\$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.10 \$3,208.00 \$83,408.00 \$13 \$45.16 \$3,612.80 \$93,932.80 \$50.88 \$4,070.40 \$105,830.40 \$7 \$57.34 \$4,587.20 \$119,267.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60 \$120,473.60 50 \$65.28	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80 39 \$58.51 \$4,680.80 \$121,700.80 51 \$65.91	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109,075.20 40 \$59.09 \$4,727.20 \$122,907.20	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60 41 \$59.67 \$4,773.60 \$124,113.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111,238.40 42 \$60.27 \$4,821.60 \$125,361.60	\$42.54 \$3,403.20 \$88,483.20 \$19 \$47.96 \$3,836.80 \$99,756.80 \$11,361.60 \$112,361.60 \$112,361.60 \$126,630.40 \$15,630.40	\$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.10 \$3,208.00 \$83,408.00 \$83,408.00 13 \$45.16 \$3,612.80 \$93,932.80 25 \$50.88 \$4,070.40 \$105,830.40 37 \$57.34 \$4,587.20 \$119,267.20	\$40.48 \$3,238.40 \$84,198.40 14 \$45.61 \$3,648.80 \$94,868.80 26 \$51.39 \$4,111.20 \$106,891.20 38 \$57.92 \$4,633.60 \$120,473.60 50 \$65.28 \$5,222.40	\$40.88 \$3,270.40 \$85,030.40 15 \$46.07 \$3,685.60 \$95,825.60 27 \$51.91 \$4,152.80 \$107,972.80 39 \$58.51 \$4,680.80 \$121,700.80 51 \$65.91 \$5,272.80	\$41.29 \$3,303.20 \$85,883.20 16 \$46.54 \$3,723.20 \$96,803.20 28 \$52.44 \$4,195.20 \$109,075.20 40 \$59.09 \$4,727.20 \$122,907.20 52 \$66.58 \$5,326.40	\$41.69 \$3,335.20 \$86,715.20 17 \$47.00 \$3,760.00 \$97,760.00 29 \$52.97 \$4,237.60 \$110,177.60 41 \$59.67 \$4,773.60 \$124,113.60 53 \$67.27 \$5,381.60	\$42.13 \$3,370.40 \$87,630.40 18 \$47.46 \$3,796.80 \$98,716.80 30 \$53.48 \$4,278.40 \$111,238.40 42 \$60.27 \$4,821.60 \$125,361.60 54 \$67.92 \$5,433.60	\$42.54 \$3,403.20 \$88,483.20 19 \$47.96 \$3,836.80 \$99,756.80 31 \$54.02 \$4,321.60 \$112,361.60 43 \$60.88 \$4,870.40 \$126,630.40 55 \$68.59 \$5,487.20	\$42.97 \$3,437.60 \$89,377.60 \$48.42 \$3,873.60 \$100,713.60 32 \$54.56 \$4,364.80 \$113,484.80 44 \$61.50 \$4,920.00	\$43.39 \$3,471.20 \$90,251.20 21 \$48.90 \$3,912.00 \$101,712.00 33 \$55.11 \$4,408.80 \$114,628.80 45 \$62.12 \$4,969.60	\$43.82 \$3,505.60 \$91,145.60 22 \$49.40 \$3,952.00 \$102,752.00 34 \$55.64 \$4,451.20 \$115,731.20	\$44.27 \$3,541.60 \$92,081.60 23 \$49.87 \$3,989.60 \$103,729.60 35 \$56.22 \$4,497.60 \$116,937.60 47 \$63.36 \$5,068.80	\$44.70 \$3,576.00 \$92,976.00 24 \$50.40 \$4,032.00 \$104,832.00 36 \$56.79 \$4,543.20 \$118,123.20 48 \$64.00 \$5,120.00

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$43.82	\$44.27	\$44.70	\$45.16	\$45.61	\$46.07	\$46.54	\$47.00	\$47.46	\$47.96	\$48.42	\$48.90
Biweekly	\$3,505.60	\$3,541.60	\$3,576.00	\$3,612.80	\$3,648.80	\$3,685.60	\$3,723.20	\$3,760.00	\$3,796.80	\$3,836.80	\$3,873.60	\$3,912.00
Annually	\$91,145.60	\$92,081.60	\$92,976.00	\$93,932.80	\$94,868.80	\$95,825.60	\$96,803.20	\$97,760.00	\$98,716.80	\$99,756.80	\$100,713.60	\$101,712.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$49.40	\$49.87	\$50.40	\$50.88	\$51.39	\$51.91	\$52.44	\$52.97	\$53.48	\$54.02	\$54.56	\$55.11
Biweekly	\$3,952.00	\$3,989.60	\$4,032.00	\$4,070.40	\$4,111.20	\$4,152.80	\$4,195.20	\$4,237.60	\$4,278.40	\$4,321.60	\$4,364.80	\$4.408.80
Annually	\$102,752.00	\$103,729.60	\$104,832.00	\$105,830.40	\$106,891.20	\$107,972.80	\$109,075.20	\$110,177.60	\$111,238.40	\$112,361.60	\$113,484.80	\$114,628.80
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$55.64	\$56.22	\$56.79	\$57.34	\$57.92	\$58.51	\$59.09	\$59.67	\$60.27	\$60.88	\$61.50	\$62.12
Biweekly	\$4,451.20	\$4,497.60	\$4,543.20	\$4,587.20	\$4,633.60	\$4,680.80	\$4,727.20	\$4,773.60	\$4,821.60	\$4,870.40	\$4,920.00	\$4,969.60
Annually	\$115,731.20	\$116,937.60	\$118,123.20	\$119,267.20	\$120,473.60	\$121,700.80	\$122,907.20	\$124,113.60	\$125,361.60	\$126,630.40	\$127,920.00	\$129,209.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$62.72	\$63.36	\$64.00	\$64.63	\$65.28	\$65.91	\$66.58	\$67.27	\$67.92	\$68.59	\$69.30	\$69.99
Biweekly	\$5,017.60	\$5,068.80	\$5,120.00	\$5,170.40	\$5,222.40	\$5,272.80	\$5,326.40	\$5,381.60	\$5,433.60	\$5,487.20	\$5,544.00	\$5,599.20
Annually	\$130,457.60	\$131,788.80	\$133,120.00	\$134,430.40	\$135,782.40	\$137,092.80	\$138,486.40	\$139,921.60	\$141,273.60	\$142,667.20	\$144,144.00	\$145,579.20
		\$101 ,700.00	V 2007220.00	\$15 1, 1551 15	\$100 ,702.10	\$107,032.00	\$100,100.10	V103,321.00	V1.1,2,0.00	Q1.2,007.20	41.1,11.100	\$1.0,075.20
Steps	49	50	51	52	53	54	55					
Hourly	\$70.69	\$71.39	\$72.11	\$72.84	\$73.56	\$74.30	\$75.01					
Biweekly	\$5,655.20	\$5,711.20	\$5,768.80	\$5,827.20	\$5,884.80	\$5,944.00	\$6,000.80					
Annually	\$147,035.20	\$148,491.20	\$149,988.80	\$151,507.20	\$153,004.80	\$154,544.00	\$156,020.80					
Grade 82												
Grade 02												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$49.40	\$49.87	\$50.40	\$50.88	\$51.39	\$51.91	\$52.44	\$52.97	\$53.48	\$54.02	\$54.56	\$55.11
Steps Hourly Biweekly	\$49.40 \$3,952.00	\$49.87 \$3,989.60	\$50.40 \$4,032.00	\$50.88 \$4,070.40	\$51.39 \$4,111.20	\$51.91 \$4,152.80	\$52.44 \$4,195.20	\$52.97 \$4,237.60	\$53.48 \$4,278.40	\$54.02 \$4,321.60	\$54.56 \$4,364.80	\$55.11 \$4,408.80
Steps Hourly	\$49.40	\$49.87	\$50.40	\$50.88	\$51.39	\$51.91	\$52.44	\$52.97	\$53.48	\$54.02	\$54.56	\$55.11
Steps Hourly Biweekly	\$49.40 \$3,952.00	\$49.87 \$3,989.60	\$50.40 \$4,032.00	\$50.88 \$4,070.40	\$51.39 \$4,111.20	\$51.91 \$4,152.80	\$52.44 \$4,195.20	\$52.97 \$4,237.60	\$53.48 \$4,278.40	\$54.02 \$4,321.60	\$54.56 \$4,364.80	\$55.11 \$4,408.80
Steps Hourly Biweekly Annually	\$49.40 \$3,952.00 \$102,752.00	\$49.87 \$3,989.60 \$103,729.60	\$50.40 \$4,032.00 \$104,832.00	\$50.88 \$4,070.40 \$105,830.40	\$51.39 \$4,111.20 \$106,891.20	\$51.91 \$4,152.80 \$107,972.80	\$52.44 \$4,195.20 \$109,075.20	\$52.97 \$4,237.60 \$110,177.60	\$53.48 \$4,278.40 \$111,238.40	\$54.02 \$4,321.60 \$112,361.60	\$54.56 \$4,364.80 \$113,484.80	\$55.11 \$4,408.80 \$114,628.80
Steps Hourly Biweekly Annually Steps	\$49.40 \$3,952.00 \$102,752.00	\$49.87 \$3,989.60 \$103,729.60	\$50.40 \$4,032.00 \$104,832.00 15 \$56.79 \$4,543.20	\$50.88 \$4,070.40 \$105,830.40	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20	\$52.97 \$4,237.60 \$110,177.60	\$53.48 \$4,278.40 \$111,238.40	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60
Steps Hourly Biweekly Annually Steps Hourly	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22	\$50.40 \$4,032.00 \$104,832.00 15 \$56.79	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20 \$7 \$64.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60 29 \$65.28	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40 34 \$68.59	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00 35 \$69.30	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20 25 \$62.72 \$5,017.60	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36 \$5,068.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20 \$27 \$64.00 \$5,120.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60 29 \$65.28 \$5,222.40	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58 \$5,326.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40 34 \$68.59 \$5,487.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00 35 \$69.30 \$5,544.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20 \$7 \$64.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60 29 \$65.28	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40 34 \$68.59	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00 35 \$69.30	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20 25 \$62.72 \$5,017.60 \$130,457.60	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36 \$5,068.80 \$131,788.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20 \$64.00 \$5,120.00 \$133,120.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40 \$134,430.40	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60 29 \$65.28 \$5,222.40 \$135,782.40	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137,092.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58 \$5,326.40 \$138,486.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00 35 \$69.30 \$5,544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20 \$145,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20 25 \$62.72 \$5,017.60	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36 \$5,068.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20 \$27 \$64.00 \$5,120.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60 29 \$65.28 \$5,222.40	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58 \$5,326.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40 34 \$68.59 \$5,487.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00 35 \$69.30 \$5,544.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20 25 \$62.72 \$5,017.60 \$130,457.60	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36 \$5,068.80 \$131,788.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20 \$64.00 \$5,120.00 \$133,120.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40 \$134,430.40	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60 29 \$65.28 \$5,222.40 \$135,782.40	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137,092.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58 \$5,326.40 \$138,486.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00 35 \$69.30 \$5,544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20 \$145,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.40 \$3,952.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20 25 \$62.72 \$5,017.60 \$130,457.60	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36 \$5,068.80 \$131,788.80	\$50.40 \$4,032.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20 \$64.00 \$5,120.00 \$133,120.00	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40 \$134,430.40 40 \$72.84	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60 29 \$65.28 \$5,222.40 \$135,782.40	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137,092.80	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58 \$5,326.40 \$138,486.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00 35 \$69.30 \$5,544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20 \$145,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20 25 \$62.72 \$5,017.60 \$130,457.60 \$70.69 \$5,655.20 \$147,035.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36 \$5,068.80 \$131,788.80 38 \$71.39 \$5,711.20 \$148,491.20	\$50.40 \$4,032.00 \$104,832.00 \$104,832.00 \$56.79 \$4,543.20 \$118,123.20 \$7 \$64.00 \$5,120.00 \$133,120.00 \$72.11 \$5,768.80 \$149,988.80	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40 \$134,430.40 40 \$72.84 \$5,827.20 \$151,507.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60 29 \$65.28 \$5,222.40 \$135,782.40 41 \$73.56 \$5,884.80 \$153,004.80	\$51.91 \$4,152.80 \$107,972.80 \$18 \$58.51 \$4,680.80 \$121,700.80 \$65.91 \$5,272.80 \$137,092.80 \$74.30 \$5,944.00 \$154,544.00	\$52.44 \$4,195.20 \$109,075.20 19 \$59.09 \$4,727.20 \$122,907.20 31 \$66.58 \$5,326.40 \$138,486.40 43 \$75.01 \$6,000.80 \$156,020.80	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60 44 \$75.79 \$6,063.20	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.54 \$6,123.20	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00 35 \$69.30 \$5,544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20 \$145,579.20 48 \$78.86 \$6,308.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20 25 \$62.72 \$5,017.60 \$130,457.60 37 \$70.69 \$5,655.20 \$147,035.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36 \$5,068.80 \$131,788.80 38 \$71.39 \$5,711.20 \$148,491.20	\$50.40 \$4,032.00 \$104,832.00 \$104,832.00 \$56.79 \$4,543.20 \$118,123.20 \$64.00 \$5,120.00 \$133,120.00 \$72.11 \$5,768.80 \$149,988.80	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40 \$134,430.40 40 \$72.84 \$5,827.20 \$151,507.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60 29 \$65.28 \$5,222.40 \$135,782.40 41 \$73.56 \$5,884.80 \$153,004.80	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137,092.80 42 \$74.30 \$5,944.00 \$154,544.00	\$52.44 \$4,195.20 \$109,075.20 \$19 \$59.09 \$4,727.20 \$122,907.20 \$123,907.20 \$138,486.40 \$138,486.40 \$138,486.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60 44 \$75.79 \$6,063.20	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.54 \$6,123.20	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00 35 \$69.30 \$5,544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20 \$145,579.20 48 \$78.86 \$6,308.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20 25 \$62.72 \$5,017.60 \$130,457.60 \$130,457.60 \$147,035.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36 \$5,068.80 \$131,788.80 38 \$71.39 \$5,711.20 \$148,491.20	\$50.40 \$4,032.00 \$104,832.00 \$104,832.00 \$15 \$56.79 \$4,543.20 \$118,123.20 \$27 \$64.00 \$5,120.00 \$133,120.00 \$133,120.00 \$149,988.80	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40 \$134,430.40 40 \$72.84 \$5,827.20 \$151,507.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60 29 \$65.28 \$5,222.40 \$135,782.40 41 \$73.56 \$5,884.80 \$153,004.80	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137,092.80 42 \$74.30 \$5,944.00 \$154,544.00	\$52.44 \$4,195.20 \$109,075.20 \$19,075.20 \$59.09 \$4,727.20 \$122,907.20 \$122,907.20 \$138,486.40 \$138,486.40 \$138,486.40 \$5,326.40 \$138,486.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60 44 \$75.79 \$6,063.20	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.54 \$6,123.20	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00 35 \$69.30 \$5,544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20 \$145,579.20 48 \$78.86 \$6,308.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$49.40 \$3,952.00 \$102,752.00 \$102,752.00 13 \$55.64 \$4,451.20 \$115,731.20 25 \$62.72 \$5,017.60 \$130,457.60 37 \$70.69 \$5,655.20 \$147,035.20	\$49.87 \$3,989.60 \$103,729.60 14 \$56.22 \$4,497.60 \$116,937.60 26 \$63.36 \$5,068.80 \$131,788.80 38 \$71.39 \$5,711.20 \$148,491.20	\$50.40 \$4,032.00 \$104,832.00 \$104,832.00 \$56.79 \$4,543.20 \$118,123.20 \$64.00 \$5,120.00 \$133,120.00 \$72.11 \$5,768.80 \$149,988.80	\$50.88 \$4,070.40 \$105,830.40 16 \$57.34 \$4,587.20 \$119,267.20 28 \$64.63 \$5,170.40 \$134,430.40 40 \$72.84 \$5,827.20 \$151,507.20	\$51.39 \$4,111.20 \$106,891.20 17 \$57.92 \$4,633.60 \$120,473.60 29 \$65.28 \$5,222.40 \$135,782.40 41 \$73.56 \$5,884.80 \$153,004.80	\$51.91 \$4,152.80 \$107,972.80 18 \$58.51 \$4,680.80 \$121,700.80 30 \$65.91 \$5,272.80 \$137,092.80 42 \$74.30 \$5,944.00 \$154,544.00	\$52.44 \$4,195.20 \$109,075.20 \$19 \$59.09 \$4,727.20 \$122,907.20 \$123,907.20 \$138,486.40 \$138,486.40 \$138,486.40	\$52.97 \$4,237.60 \$110,177.60 20 \$59.67 \$4,773.60 \$124,113.60 32 \$67.27 \$5,381.60 \$139,921.60 44 \$75.79 \$6,063.20	\$53.48 \$4,278.40 \$111,238.40 21 \$60.27 \$4,821.60 \$125,361.60 33 \$67.92 \$5,433.60 \$141,273.60 45 \$76.54 \$6,123.20	\$54.02 \$4,321.60 \$112,361.60 22 \$60.88 \$4,870.40 \$126,630.40 34 \$68.59 \$5,487.20 \$142,667.20	\$54.56 \$4,364.80 \$113,484.80 23 \$61.50 \$4,920.00 \$127,920.00 35 \$69.30 \$5,544.00 \$144,144.00	\$55.11 \$4,408.80 \$114,628.80 24 \$62.12 \$4,969.60 \$129,209.60 36 \$69.99 \$5,599.20 \$145,579.20 48 \$78.86 \$6,308.80

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps Hourly	1 \$55.64	2 \$56.22	3 \$56.79	4 \$57.34	5 \$57.92	6 \$58.51	7 \$59.09	8 \$59.67	9 \$60.27	10 \$60.88	11 \$61.50	12 \$62.12
Biweekly	\$4,451.20	\$4,497.60	\$4,543.20	\$4,587.20	\$4,633.60	\$4,680.80	\$4,727.20	\$4,773.60	\$4,821.60	\$4,870.40	\$4,920.00	\$4,969.60
Annually	\$115,731.20	\$116,937.60	\$118,123.20	\$119,267.20	\$120,473.60	\$121,700.80	\$122,907.20	\$124,113.60	\$125,361.60	\$126,630.40	\$127,920.00	\$129,209.60
Steps	13	. 14	. 15	16	17	18	19	20	21	22	23	. 24
Hourly Biweekly	\$62.72 \$5,017.60	\$63.36 \$5,068.80	\$64.00 \$5,120.00	\$64.63 \$5,170.40	\$65.28 \$5,222.40	\$65.91 \$5,272.80	\$66.58 \$5,326.40	\$67.27 \$5,381.60	\$67.92 \$5,433.60	\$68.59 \$5,487.20	\$69.30 \$5,544.00	\$69.99 \$5,599.20
Annually	\$130,457.60	\$131,788.80	\$133,120.00	\$134,430.40	\$135,782.40	\$137,092.80	\$138,486.40	\$139,921.60	\$141,273.60	\$142,667.20	\$144,144.00	\$145,579.20
Stone												
Steps Hourly	25 \$70.69	26 \$71.39	27 \$72.11	28 \$72.84	29 \$73.56	30 \$74.30	31 \$75.01	32 \$75.79	33 \$76.54	34 \$77.30	35 \$78.08	36 \$78.86
Biweekly	\$5,655.20	\$5,711.20	\$5,768.80	\$5,827.20	\$5,884.80	\$5,944.00	\$6,000.80	\$6,063.20	\$6,123.20	\$6,184.00	\$6,246.40	\$6,308.80
Annually	\$147,035.20	\$148,491.20	\$149,988.80	\$151,507.20	\$153,004.80	\$154,544.00	\$156,020.80	\$157,643.20	\$159,203.20	\$160,784.00	\$162,406.40	\$164,028.80
Steps	27	20	20	40	44	42	40		45	46	47	40
Hourly	37 \$79.66	38 \$80.45	39 \$81.25	40 \$82.07	41 \$82.88	42 \$83.73	43 \$84.57	44 \$85.40	45 \$86.25	46 \$87.10	47 \$87.98	48 \$88.86
Biweekly	\$6,372.80	\$6,436.00	\$6,500.00	\$6,565.60	\$6,630.40	\$6,698.40	\$6,765.60	\$6,832.00	\$6,900.00	\$6,968.00	\$7,038.40	\$7,108.80
Annually	\$165,692.80	\$167,336.00	\$169,000.00	\$170,705.60	\$172,390.40	\$174,158.40	\$175,905.60	\$177,632.00	\$179,400.00	\$181,168.00	\$182,998.40	\$184,828.80
Steps	49	50	51	52	53	54	55					
Hourly	\$89.75	\$90.65	\$91.56	\$92.49	\$93.39	\$94.33	\$95.28					
Biweekly	\$7,180.00	\$7,252.00	\$7,324.80	\$7,399.20	\$7,471.20	\$7,546.40	\$7,622.40					
Annually	\$186,680.00	\$188,552.00	\$190,444.80	\$192,379.20	\$194,251.20	\$196,206.40	\$198,182.40					
Grade 84												
Grade 84												
Grade 9 :												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$60.88	\$61.50	\$62.12	\$62.72	\$63.36	\$64.00	\$64.63	\$65.28	\$65.91	\$66.58	\$67.27	\$67.92
Steps												
Steps Hourly Biweekly	\$60.88 \$4,870.40 \$126,630.40	\$61.50 \$4,920.00 \$127,920.00	\$62.12 \$4,969.60 \$129,209.60	\$62.72 \$5,017.60 \$130,457.60	\$63.36 \$5,068.80 \$131,788.80	\$64.00 \$5,120.00 \$133,120.00	\$64.63 \$5,170.40 \$134,430.40	\$65.28 \$5,222.40 \$135,782.40	\$65.91 \$5,272.80 \$137,092.80	\$66.58 \$5,326.40 \$138,486.40	\$67.27 \$5,381.60 \$139,921.60	\$67.92 \$5,433.60 \$141,273.60
Steps Hourly Biweekly Annually	\$60.88 \$4,870.40	\$61.50 \$4,920.00	\$62.12 \$4,969.60	\$62.72 \$5,017.60	\$63.36 \$5,068.80	\$64.00 \$5,120.00	\$64.63 \$5,170.40	\$65.28 \$5,222.40	\$65.91 \$5,272.80	\$66.58 \$5,326.40	\$67.27 \$5,381.60	\$67.92 \$5,433.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20	\$61.50 \$4,920.00 \$127,920.00 14 \$69.30 \$5,544.00	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20
Steps Hourly Biweekly Annually Steps Hourly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59	\$61.50 \$4,920.00 \$127,920.00 14 \$69.30	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20	\$61.50 \$4,920.00 \$127,920.00 14 \$69.30 \$5,544.00	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147,035.20	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80 \$153,004.80	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20	\$61.50 \$4,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20 \$145,579.20	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147,035.20 28 \$79.66	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80 \$153,004.80 32 \$82.88	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00	\$61.50 \$4,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00 26 \$78.08 \$6,246.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20 \$145,579.20 27 \$78.86 \$6,308.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147,035.20 28 \$79.66 \$6,372.80	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07 \$6,565.60	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80 \$153,004.80 32 \$82.88 \$6,630.40	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00 33 \$83.73 \$6,698.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57 \$6,765.60	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25 \$6,900.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20	\$61.50 \$4,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20 \$145,579.20	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147,035.20 28 \$79.66	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80 \$153,004.80 32 \$82.88	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00 \$160,784.00	\$61.50 \$4,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00 26 \$78.08 \$6,246.40 \$162,406.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20 \$145,579.20 27 \$78.86 \$6,308.80 \$164,028.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147,035.20 28 \$79.66 \$6,372.80 \$165,692.80	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00	\$64.00 \$5,120.00 \$133,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07 \$6,565.60 \$170,705.60	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80 \$153,004.80 32 \$82.88 \$6,630.40 \$172,390.40	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00 33 \$83.73 \$6,698.40 \$174,158.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57 \$6,765.60 \$175,905.60	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25 \$6,900.00 \$179,400.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00 \$160,784.00	\$61.50 \$4,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00 26 \$78.08 \$6,246.40 \$162,406.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20 \$145,579.20 27 \$78.86 \$6,308.80 \$164,028.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147,035.20 28 \$79.66 \$6,372.80 \$165,692.80 40 \$89.75	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00	\$64.00 \$5,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07 \$6,565.60 \$170,705.60	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80 \$153,004.80 32 \$82.88 \$6,630.40 \$172,390.40	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00 33 \$83.73 \$6,698.40 \$174,158.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57 \$6,765.60 \$175,905.60	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25 \$6,900.00 \$179,400.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00 \$160,784.00 37 \$87.10 \$6,968.00	\$61.50 \$4,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00 26 \$78.08 \$6,246.40 \$162,406.40 38 \$87.98 \$7,038.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20 \$145,579.20 27 \$78.86 \$6,308.80 \$164,028.80 39 \$88.86 \$7,108.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147,035.20 28 \$79.66 \$6,372.80 \$165,692.80 40 \$89.75 \$7,180.00	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00 41 \$90.65 \$7,252.00	\$64.00 \$5,120.00 \$133,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00 42 \$91.56 \$7,324.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07 \$6,565.60 \$170,705.60 43 \$92.49 \$7,399.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80 \$153,004.80 32 \$82.88 \$6,630.40 \$172,390.40 44 \$93.39 \$7,471.20	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00 33 \$83.73 \$6,698.40 \$174,158.40 45 \$94.33 \$7,546.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57 \$6,765.60 \$175,905.60 46 \$95.28 \$7,622.40	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00 47 \$96.24 \$7,699.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25 \$6,900.00 \$179,400.00 48 \$97.17 \$7,773.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00 \$160,784.00 \$160,784.00 \$181,168.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00 26 \$78.08 \$6,246.40 \$162,406.40 38 \$87.98 \$7,038.40 \$182,998.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20 \$145,579.20 27 \$78.86 \$6,308.80 \$164,028.80 \$88.86 \$7,108.80 \$184,828.80	\$62.72 \$5,017.60 \$130,457.60 \$130,457.60 \$70.69 \$5,655.20 \$147,035.20 \$28 \$79.66 \$6,372.80 \$165,692.80 \$40 \$89.75 \$7,180.00 \$186,680.00	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00 41 \$90.65 \$7,252.00 \$188,552.00	\$64.00 \$5,120.00 \$133,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00 42 \$91.56 \$7,324.80 \$190,444.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07 \$6,565.60 \$170,705.60 43 \$92.49 \$7,399.20 \$192,379.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80 \$153,004.80 32 \$82.88 \$6,630.40 \$172,390.40	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00 33 \$83.73 \$6,698.40 \$174,158.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57 \$6,765.60 \$175,905.60	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25 \$6,900.00 \$179,400.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00 \$160,784.00 37 \$87.10 \$6,968.00 \$181,168.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00 26 \$78.08 \$6,246.40 \$162,406.40 38 \$87.98 \$7,038.40 \$182,998.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20 \$145,579.20 27 \$78.86 \$6,308.80 \$164,028.80 39 \$88.86 \$7,108.80 \$184,828.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147,035.20 28 \$79.66 \$6,372.80 \$165,692.80 40 \$89.75 \$7,180.00 \$186,680.00	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00 41 \$90.65 \$7,252.00 \$188,552.00	\$64.00 \$5,120.00 \$133,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00 42 \$91.56 \$7,324.80 \$190,444.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07 \$6,565.60 \$170,705.60 43 \$92.49 \$7,399.20 \$192,379.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80 \$153,004.80 32 \$82.88 \$6,630.40 \$172,390.40 44 \$93.39 \$7,471.20	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00 33 \$83.73 \$6,698.40 \$174,158.40 45 \$94.33 \$7,546.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57 \$6,765.60 \$175,905.60 46 \$95.28 \$7,622.40	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00 47 \$96.24 \$7,699.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25 \$6,900.00 \$179,400.00 48 \$97.17 \$7,773.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00 \$160,784.00 37 \$87.10 \$6,968.00 \$181,168.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 \$14 \$69.30 \$5,544.00 \$144,144.00 \$162,406.40 \$162,406.40 \$182,998.40 \$182,998.40 \$99.14	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20 \$145,579.20 27 \$78.86 \$6,308.80 \$164,028.80 \$184,828.80	\$62.72 \$5,017.60 \$130,457.60 \$130,457.60 \$70.69 \$5,655.20 \$147,035.20 \$28 \$79.66 \$6,372.80 \$165,692.80 \$40 \$89.75 \$7,180.00 \$186,680.00	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00 41 \$90.65 \$7,252.00 \$188,552.00 \$188,552.00	\$64.00 \$5,120.00 \$133,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00 42 \$91.56 \$7,324.80 \$190,444.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07 \$6,565.60 \$170,705.60 43 \$92.49 \$7,399.20 \$192,379.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80 \$153,004.80 32 \$82.88 \$6,630.40 \$172,390.40 44 \$93.39 \$7,471.20	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00 33 \$83.73 \$6,698.40 \$174,158.40 45 \$94.33 \$7,546.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57 \$6,765.60 \$175,905.60 46 \$95.28 \$7,622.40	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00 47 \$96.24 \$7,699.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25 \$6,900.00 \$179,400.00 48 \$97.17 \$7,773.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$60.88 \$4,870.40 \$126,630.40 13 \$68.59 \$5,487.20 \$142,667.20 25 \$77.30 \$6,184.00 \$160,784.00 37 \$87.10 \$6,968.00 \$181,168.00	\$61.50 \$4,920.00 \$127,920.00 \$127,920.00 14 \$69.30 \$5,544.00 \$144,144.00 26 \$78.08 \$6,246.40 \$162,406.40 38 \$87.98 \$7,038.40 \$182,998.40	\$62.12 \$4,969.60 \$129,209.60 15 \$69.99 \$5,599.20 \$145,579.20 27 \$78.86 \$6,308.80 \$164,028.80 39 \$88.86 \$7,108.80 \$184,828.80	\$62.72 \$5,017.60 \$130,457.60 16 \$70.69 \$5,655.20 \$147,035.20 28 \$79.66 \$6,372.80 \$165,692.80 40 \$89.75 \$7,180.00 \$186,680.00	\$63.36 \$5,068.80 \$131,788.80 17 \$71.39 \$5,711.20 \$148,491.20 29 \$80.45 \$6,436.00 \$167,336.00 41 \$90.65 \$7,252.00 \$188,552.00	\$64.00 \$5,120.00 \$133,120.00 \$133,120.00 18 \$72.11 \$5,768.80 \$149,988.80 30 \$81.25 \$6,500.00 \$169,000.00 42 \$91.56 \$7,324.80 \$190,444.80	\$64.63 \$5,170.40 \$134,430.40 19 \$72.84 \$5,827.20 \$151,507.20 31 \$82.07 \$6,565.60 \$170,705.60 43 \$92.49 \$7,399.20 \$192,379.20	\$65.28 \$5,222.40 \$135,782.40 20 \$73.56 \$5,884.80 \$153,004.80 32 \$82.88 \$6,630.40 \$172,390.40 44 \$93.39 \$7,471.20	\$65.91 \$5,272.80 \$137,092.80 21 \$74.30 \$5,944.00 \$154,544.00 33 \$83.73 \$6,698.40 \$174,158.40 45 \$94.33 \$7,546.40	\$66.58 \$5,326.40 \$138,486.40 22 \$75.01 \$6,000.80 \$156,020.80 34 \$84.57 \$6,765.60 \$175,905.60 46 \$95.28 \$7,622.40	\$67.27 \$5,381.60 \$139,921.60 23 \$75.79 \$6,063.20 \$157,643.20 35 \$85.40 \$6,832.00 \$177,632.00 47 \$96.24 \$7,699.20	\$67.92 \$5,433.60 \$141,273.60 24 \$76.54 \$6,123.20 \$159,203.20 36 \$86.25 \$6,900.00 \$179,400.00 48 \$97.17 \$7,773.60