(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	\$14.25	\$14.38	\$14.52	\$14.68	\$14.81	\$14.96	\$15.12	\$15.28	\$15.44	\$15.58	\$15.75	\$15.88
Biweekly	\$1,140.00	\$1,150.40	\$1,161.60	\$1,174.40	\$1,184.80	\$1,196.80	\$1,209.60	\$1,222.40	\$1,235.20	\$1,246.40	\$1,260.00	\$1,270.40
Annually	\$29,640.00	\$29,910.40	\$30,201.60	\$30,534.40	\$30,804.80	\$31,116.80	\$31,449.60	\$31,782.40	\$32,115.20	\$32,406.40	\$32,760.00	\$33,030.40
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$16.04	\$16.21	\$16.39	\$16.54	\$16.72	\$16.86	\$17.02	\$17.19	\$17.36	\$17.57	\$17.73	\$17.90
Biweekly	\$1,283.20	\$1,296.80	\$1,311.20	\$1,323.20	\$1,337.60	\$1,348.80	\$1,361.60	\$1,375.20	\$1,388.80	\$1,405.60	\$1,418.40	\$1,432.00
Annually	\$33,363.20	\$33,716.80	\$34,091.20	\$34,403.20	\$34,777.60	\$35,068.80	\$35,401.60	\$35,755.20	\$36,108.80	\$36,545.60	\$36,878.40	\$37,232.00
Ailliually	333,303.20	\$33,710.00	\$34,031.20	334,403.20	\$34,777.00	\$33,008.80	\$35,401.00	333,733.20	330,100.00	\$30,545.00	330,878.40	337,232.00
Stone												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$18.08	\$18.25	\$18.46	\$18.64	\$18.85	\$19.01	\$19.20	\$19.39	\$19.59	\$19.77	\$19.98	\$20.19
Biweekly	\$1,446.40	\$1,460.00	\$1,476.80	\$1,491.20	\$1,508.00	\$1,520.80	\$1,536.00	\$1,551.20	\$1,567.20	\$1,581.60	\$1,598.40	\$1,615.20
Annually	\$37,606.40	\$37,960.00	\$38,396.80	\$38,771.20	\$39,208.00	\$39,540.80	\$39,936.00	\$40,331.20	\$40,747.20	\$41,121.60	\$41,558.40	\$41,995.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$20.37	\$20.57	\$20.80	\$20.99	\$21.19	\$21.42	\$21.63	\$21.86	\$22.08	\$22.28	\$22.50	\$22.74
Biweekly	\$1,629.60	\$1,645.60	\$1,664.00	\$1,679.20	\$1,695.20	\$1,713.60	\$1,730.40	\$1,748.80	\$1,766.40	\$1,782.40	\$1,800.00	\$1,819.20
Annually	\$42,369.60	\$42,785.60	\$43,264.00	\$43,659.20	\$44,075.20	\$44,553.60	\$44,990.40	\$45,468.80	\$45,926.40	\$46,342.40	\$46,800.00	\$47,299.20
Steps	49	50	51	52	53	54	55					
Hourly	\$22.98	\$23.19	\$23.42	\$23.64	\$23.89	\$24.15	\$24.38					
Biweekly	\$1,838.40	\$1,855.20	\$1,873.60	\$1,891.20	\$1,911.20	\$1,932.00	\$1,950.40					
Annually	\$47,798.40	\$48,235.20	\$48,713.60	\$49,171.20	\$49,691.20	\$50,232.00	\$50,710.40					
Ailliually	347,730.40	340,233.20	340,713.00	345,171.20	349,091.20	\$30,232.00	\$30,710.40					
Grade 74												
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$16.04	2 \$16.21	3 \$16.39	4 \$16.54	5 \$16.72	6 \$16.86	7 \$17.02	\$17.19	9 \$17.36	10 \$17.57	11 \$17.73	12 \$17.90
Steps		_	_	-	_	-			-			
Steps Hourly	\$16.04	\$16.21	\$16.39	\$16.54	\$16.72	\$16.86	\$17.02	\$17.19	\$17.36	\$17.57	\$17.73	\$17.90
Steps Hourly Biweekly Annually	\$16.04 \$1,283.20	\$16.21 \$1,296.80	\$16.39 \$1,311.20	\$16.54 \$1,323.20	\$16.72 \$1,337.60	\$16.86 \$1,348.80	\$17.02 \$1,361.60	\$17.19 \$1,375.20	\$17.36 \$1,388.80	\$17.57 \$1,405.60	\$17.73 \$1,418.40	\$17.90 \$1,432.00
Steps Hourly Biweekly	\$16.04 \$1,283.20	\$16.21 \$1,296.80	\$16.39 \$1,311.20	\$16.54 \$1,323.20	\$16.72 \$1,337.60	\$16.86 \$1,348.80	\$17.02 \$1,361.60	\$17.19 \$1,375.20	\$17.36 \$1,388.80	\$17.57 \$1,405.60	\$17.73 \$1,418.40	\$17.90 \$1,432.00
Steps Hourly Biweekly Annually	\$16.04 \$1,283.20 \$33,363.20	\$16.21 \$1,296.80 \$33,716.80	\$16.39 \$1,311.20 \$34,091.20	\$16.54 \$1,323.20 \$34,403.20	\$16.72 \$1,337.60 \$34,777.60	\$16.86 \$1,348.80 \$35,068.80	\$17.02 \$1,361.60 \$35,401.60	\$17.19 \$1,375.20 \$35,755.20	\$17.36 \$1,388.80 \$36,108.80	\$17.57 \$1,405.60 \$36,545.60	\$17.73 \$1,418.40 \$36,878.40	\$17.90 \$1,432.00 \$37,232.00
Steps Hourly Biweekly Annually Steps	\$16.04 \$1,283.20 \$33,363.20	\$16.21 \$1,296.80 \$33,716.80	\$16.39 \$1,311.20 \$34,091.20	\$16.54 \$1,323.20 \$34,403.20	\$16.72 \$1,337.60 \$34,777.60	\$16.86 \$1,348.80 \$35,068.80	\$17.02 \$1,361.60 \$35,401.60	\$17.19 \$1,375.20 \$35,755.20	\$17.36 \$1,388.80 \$36,108.80	\$17.57 \$1,405.60 \$36,545.60	\$17.73 \$1,418.40 \$36,878.40	\$17.90 \$1,432.00 \$37,232.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20
Steps Hourly Biweekly Annually Steps Hourly	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37 \$1,629.60	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00 26 \$20.57 \$1,645.60	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80 \$1,664.00	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99 \$1,679.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19 \$1,695.20	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42 \$1,713.60	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63 \$1,730.40	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86 \$1,748.80	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20 33 \$22.08 \$1,766.40	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28 \$1,782.40	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50 \$1,800.00	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20 36 \$22.74 \$1,819.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37 \$1,629.60 \$42,369.60	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00 26 \$20.57 \$1,645.60 \$42,785.60	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80 \$1,664.00 \$43,264.00	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99 \$1,679.20 \$43,659.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19 \$1,695.20 \$44,075.20	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42 \$1,713.60 \$44,553.60	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63 \$1,730.40 \$44,990.40	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86 \$1,748.80 \$45,468.80	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20 33 \$22.08 \$1,766.40 \$45,926.40	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28 \$1,782.40 \$46,342.40	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50 \$1,800.00 \$46,800.00	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20 36 \$22.74 \$1,819.20 \$47,299.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37 \$1,629.60 \$42,369.60	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00 26 \$20.57 \$1,645.60 \$42,785.60	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80 \$1,664.00 \$43,264.00	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99 \$1,679.20 \$43,659.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19 \$1,695.20 \$44,075.20	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42 \$1,713.60 \$44,553.60	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63 \$1,730.40 \$44,990.40	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86 \$1,748.80 \$45,468.80	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20 33 \$22.08 \$1,766.40 \$45,926.40	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28 \$1,782.40 \$46,342.40	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50 \$1,800.00 \$46,800.00	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20 36 \$22.74 \$1,819.20 \$47,299.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37 \$1,629.60 \$42,369.60	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00 26 \$20.57 \$1,645.60 \$42,785.60	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80 \$1,664.00 \$43,264.00	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99 \$1,679.20 \$43,659.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19 \$1,695.20 \$44,075.20	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42 \$1,713.60 \$44,553.60	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63 \$1,730.40 \$44,990.40	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86 \$1,748.80 \$45,468.80	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20 33 \$22.08 \$1,766.40 \$45,926.40	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28 \$1,782.40 \$46,342.40	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50 \$1,800.00 \$46,800.00	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20 36 \$22.74 \$1,819.20 \$47,299.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37 \$1,629.60 \$42,369.60 37 \$22.98 \$1,838.40	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00 26 \$20.57 \$1,645.60 \$42,785.60 38 \$23.19 \$1,855.20	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80 \$1,664.00 \$43,264.00 39 \$23.42 \$1,873.60	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99 \$1,679.20 \$43,659.20 40 \$23.64 \$1,891.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19 \$1,695.20 \$44,075.20 41 \$23.89 \$1,911.20	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42 \$1,713.60 \$44,553.60 42 \$24.15 \$1,932.00	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63 \$1,730.40 \$44,990.40 43 \$24.38 \$1,950.40	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86 \$1,748.80 \$45,468.80 44 \$24.61 \$1,968.80	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20 33 \$22.08 \$1,766.40 \$45,926.40 45 \$24.86 \$1,988.80	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28 \$1,782.40 \$46,342.40 46 \$25.11 \$2,008.80	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50 \$1,800.00 \$46,800.00 47 \$25.36 \$2,028.80	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20 36 \$22.74 \$1,819.20 \$47,299.20 48 \$25.62 \$2,049.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37 \$1,629.60 \$42,369.60	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00 26 \$20.57 \$1,645.60 \$42,785.60	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80 \$1,664.00 \$43,264.00	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99 \$1,679.20 \$43,659.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19 \$1,695.20 \$44,075.20	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42 \$1,713.60 \$44,553.60	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63 \$1,730.40 \$44,990.40	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86 \$1,748.80 \$45,468.80	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20 33 \$22.08 \$1,766.40 \$45,926.40	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28 \$1,782.40 \$46,342.40	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50 \$1,800.00 \$46,800.00	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20 36 \$22.74 \$1,819.20 \$47,299.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37 \$1,629.60 \$42,369.60 37 \$22.98 \$1,838.40 \$47,798.40	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00 26 \$20.57 \$1,645.60 \$42,785.60 38 \$23.19 \$1,855.20 \$48,235.20	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80 \$1,664.00 \$43,264.00 39 \$23.42 \$1,873.60 \$48,713.60	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99 \$1,679.20 \$43,659.20 40 \$23.64 \$1,891.20 \$49,171.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19 \$1,695.20 \$44,075.20 41 \$23.89 \$1,911.20 \$49,691.20	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42 \$1,713.60 \$44,553.60 42 \$24.15 \$1,932.00 \$50,232.00	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63 \$1,730.40 \$44,990.40 43 \$24.38 \$1,950.40 \$50,710.40	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86 \$1,748.80 \$45,468.80 44 \$24.61 \$1,968.80	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20 33 \$22.08 \$1,766.40 \$45,926.40 45 \$24.86 \$1,988.80	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28 \$1,782.40 \$46,342.40 46 \$25.11 \$2,008.80	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50 \$1,800.00 \$46,800.00 47 \$25.36 \$2,028.80	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20 36 \$22.74 \$1,819.20 \$47,299.20 48 \$25.62 \$2,049.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37 \$1,629.60 \$42,369.60 37 \$22.98 \$1,838.40 \$47,798.40	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00 26 \$20.57 \$1,645.60 \$42,785.60 38 \$23.19 \$1,855.20 \$48,235.20	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80 \$1,664.00 \$43,264.00 39 \$23.42 \$1,873.60 \$48,713.60	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99 \$1,679.20 \$43,659.20 40 \$23.64 \$1,891.20 \$49,171.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19 \$1,695.20 \$44,075.20 41 \$23.89 \$1,911.20 \$49,691.20	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42 \$1,713.60 \$44,553.60 42 \$24.15 \$1,932.00 \$50,232.00	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63 \$1,730.40 \$44,990.40 43 \$24.38 \$1,950.40 \$50,710.40	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86 \$1,748.80 \$45,468.80 44 \$24.61 \$1,968.80	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20 33 \$22.08 \$1,766.40 \$45,926.40 45 \$24.86 \$1,988.80	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28 \$1,782.40 \$46,342.40 46 \$25.11 \$2,008.80	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50 \$1,800.00 \$46,800.00 47 \$25.36 \$2,028.80	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20 36 \$22.74 \$1,819.20 \$47,299.20 48 \$25.62 \$2,049.60
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	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37 \$1,629.60 \$42,369.60 37 \$22.98 \$1,838.40 \$47,798.40	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00 26 \$20.57 \$1,645.60 \$42,785.60 38 \$23.19 \$1,855.20 \$48,235.20	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80 \$1,664.00 \$43,264.00 39 \$23.42 \$1,873.60 \$48,713.60	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99 \$1,679.20 \$43,659.20 40 \$23.64 \$1,891.20 \$49,171.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19 \$1,695.20 \$44,075.20 41 \$23.89 \$1,911.20 \$49,691.20	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42 \$1,713.60 \$44,553.60 42 \$24.15 \$1,932.00 \$50,232.00	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63 \$1,730.40 \$44,990.40 43 \$24.38 \$1,950.40 \$50,710.40	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86 \$1,748.80 \$45,468.80 44 \$24.61 \$1,968.80	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20 33 \$22.08 \$1,766.40 \$45,926.40 45 \$24.86 \$1,988.80	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28 \$1,782.40 \$46,342.40 46 \$25.11 \$2,008.80	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50 \$1,800.00 \$46,800.00 47 \$25.36 \$2,028.80	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20 36 \$22.74 \$1,819.20 \$47,299.20 48 \$25.62 \$2,049.60
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	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37 \$1,629.60 \$42,369.60 37 \$22.98 \$1,838.40 \$47,798.40 49 \$25.86 \$2,068.80	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00 26 \$20.57 \$1,645.60 \$42,785.60 38 \$23.19 \$1,855.20 \$48,235.20 \$26.13 \$2,090.40	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80 \$1,664.00 \$43,264.00 39 \$23.42 \$1,873.60 \$48,713.60 \$48,713.60	\$16.54 \$1,323.20 \$34,403.20 \$34,403.20 \$18.64 \$1,491.20 \$38,771.20 \$28 \$20.99 \$1,679.20 \$43,659.20 \$43,659.20 \$49,171.20 \$23.64 \$1,891.20 \$49,171.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19 \$1,695.20 \$44,075.20 41 \$23.89 \$1,911.20 \$49,691.20 53 \$26.93 \$2,154.40	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42 \$1,713.60 \$44,553.60 42 \$24.15 \$1,932.00 \$50,232.00 54 \$27.19 \$2,175.20	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63 \$1,730.40 \$44,990.40 43 \$24.38 \$1,950.40 \$50,710.40 55 \$27.47 \$2,197.60	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86 \$1,748.80 \$45,468.80 44 \$24.61 \$1,968.80	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20 33 \$22.08 \$1,766.40 \$45,926.40 45 \$24.86 \$1,988.80	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28 \$1,782.40 \$46,342.40 46 \$25.11 \$2,008.80	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50 \$1,800.00 \$46,800.00 47 \$25.36 \$2,028.80	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20 36 \$22.74 \$1,819.20 \$47,299.20 48 \$25.62 \$2,049.60
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	\$16.04 \$1,283.20 \$33,363.20 13 \$18.08 \$1,446.40 \$37,606.40 25 \$20.37 \$1,629.60 \$42,369.60 37 \$22.98 \$1,838.40 \$47,798.40	\$16.21 \$1,296.80 \$33,716.80 14 \$18.25 \$1,460.00 \$37,960.00 26 \$20.57 \$1,645.60 \$42,785.60 38 \$23.19 \$1,855.20 \$48,235.20	\$16.39 \$1,311.20 \$34,091.20 15 \$18.46 \$1,476.80 \$38,396.80 27 \$20.80 \$1,664.00 \$43,264.00 39 \$23.42 \$1,873.60 \$48,713.60	\$16.54 \$1,323.20 \$34,403.20 16 \$18.64 \$1,491.20 \$38,771.20 28 \$20.99 \$1,679.20 \$43,659.20 40 \$23.64 \$1,891.20 \$49,171.20	\$16.72 \$1,337.60 \$34,777.60 17 \$18.85 \$1,508.00 \$39,208.00 29 \$21.19 \$1,695.20 \$44,075.20 41 \$23.89 \$1,911.20 \$49,691.20	\$16.86 \$1,348.80 \$35,068.80 18 \$19.01 \$1,520.80 \$39,540.80 30 \$21.42 \$1,713.60 \$44,553.60 42 \$24.15 \$1,932.00 \$50,232.00	\$17.02 \$1,361.60 \$35,401.60 19 \$19.20 \$1,536.00 \$39,936.00 31 \$21.63 \$1,730.40 \$44,990.40 43 \$24.38 \$1,950.40 \$50,710.40	\$17.19 \$1,375.20 \$35,755.20 20 \$19.39 \$1,551.20 \$40,331.20 32 \$21.86 \$1,748.80 \$45,468.80 44 \$24.61 \$1,968.80	\$17.36 \$1,388.80 \$36,108.80 21 \$19.59 \$1,567.20 \$40,747.20 33 \$22.08 \$1,766.40 \$45,926.40 45 \$24.86 \$1,988.80	\$17.57 \$1,405.60 \$36,545.60 22 \$19.77 \$1,581.60 \$41,121.60 34 \$22.28 \$1,782.40 \$46,342.40 46 \$25.11 \$2,008.80	\$17.73 \$1,418.40 \$36,878.40 23 \$19.98 \$1,598.40 \$41,558.40 35 \$22.50 \$1,800.00 \$46,800.00 47 \$25.36 \$2,028.80	\$17.90 \$1,432.00 \$37,232.00 24 \$20.19 \$1,615.20 \$41,995.20 36 \$22.74 \$1,819.20 \$47,299.20 48 \$25.62 \$2,049.60

(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	\$18.08	\$18.25	\$18.46	\$18.64	\$18.85	\$19.01	\$19.20	\$19.39	\$19.59	\$19.77	\$19.98	\$20.19
Biweekly	\$1,446.40	\$1,460.00	\$1,476.80	\$1,491.20	\$1,508.00	\$1,520.80	\$1,536.00	\$1,551.20	\$1,567.20	\$1,581.60	\$1,598.40	\$1,615.20
Annually	\$37,606.40	\$37,960.00	\$38,396.80	\$38,771.20	\$39,208.00	\$39,540.80	\$39,936.00	\$40,331.20	\$40,747.20	\$41,121.60	\$41,558.40	\$41,995.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$20.37	\$20.57	\$20.80	\$20.99	\$21.19	\$21.42	\$21.63	\$21.86	\$22.08	\$22.28	\$22.50	\$22.74
Biweekly	\$1,629.60	\$1,645.60	\$1,664.00	\$1,679.20	\$1,695.20	\$1,713.60	\$1,730.40	\$1,748.80	\$1,766.40	\$1,782.40	\$1,800.00	\$1,819.20
Annually	\$42,369.60	\$42,785.60	\$43,264.00	\$43,659.20	\$44,075.20	\$44,553.60	\$44,990.40	\$45,468.80	\$45,926.40	\$46,342.40	\$46,800.00	\$47,299.20
Chana												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$22.98 \$1,838.40	\$23.19	\$23.42	\$23.64	\$23.89	\$24.15	\$24.38 \$1,950.40	\$24.61	\$24.86	\$25.11	\$25.36	\$25.62
Biweekly Annually	\$1,838.40 \$47,798.40	\$1,855.20 \$48,235.20	\$1,873.60 \$48,713.60	\$1,891.20 \$49,171.20	\$1,911.20 \$49,691.20	\$1,932.00 \$50,232.00	\$1,950.40 \$50,710.40	\$1,968.80 \$51,188.80	\$1,988.80 \$51,708.80	\$2,008.80 \$52,228.80	\$2,028.80 \$52,748.80	\$2,049.60 \$53,289.60
Ailliually	347,738.40	348,233.20	348,713.00	349,171.20	349,091.20	\$30,232.00	330,710.40	331,188.80	331,708.80	332,228.80	332,748.80	333,289.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$25.86	\$26.13	\$26.41	\$26.63	\$26.93	\$27.19	\$27.47	\$27.73	\$28.01	\$28.30	\$28.58	\$28.85
Biweekly	\$2,068.80	\$2,090.40	\$2,112.80	\$2,130.40	\$2,154.40	\$2,175.20	\$2,197.60	\$2,218.40	\$2,240.80	\$2,264.00	\$2,286.40	\$2,308.00
Annually	\$53,788.80	\$54,350.40	\$54,932.80	\$55,390.40	\$56,014.40	\$56,555.20	\$57,137.60	\$57,678.40	\$58,260.80	\$58,864.00	\$59,446.40	\$60,008.00
Steps	49	50	51	52	53	54	55					
Hourly	\$29.16	\$29.46	\$29.72	\$30.03	\$30.35	\$30.64	\$30.94					
Biweekly	\$2,332.80	\$2,356.80	\$2,377.60	\$2,402.40	\$2,428.00	\$2,451.20	\$2,475.20					
Annually	\$60,652.80	\$61,276.80	\$61,817.60	\$62,462.40	\$63,128.00	\$63,731.20	\$64,355.20					
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$20.37	\$20.57	\$20.80	\$20.99	\$21.19	\$21.42	\$21.63	\$21.86	\$22.08	\$22.28	\$22.50	\$22.74
Biweekly	\$1,629.60	\$1,645.60	\$1,664.00	\$1,679.20	\$1,695.20	\$1,713.60	\$1,730.40	\$1,748.80	\$1,766.40	\$1,782.40	\$1,800.00	\$1,819.20
Annually	\$42,369.60	\$42,785.60	\$43,264.00	\$43,659.20	\$44,075.20	\$44,553.60	\$44,990.40	\$45,468.80	\$45,926.40	\$46,342.40	\$46,800.00	\$47,299.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$22.98	\$23.19	\$23.42	\$23.64	\$23.89	\$24.15	\$24.38	\$24.61	\$24.86	\$25.11	\$25.36	\$25.62
Biweekly	\$1,838.40	\$1,855.20	\$1,873.60	\$1,891.20	\$1,911.20	\$1,932.00	\$1,950.40	\$1,968.80	\$1,988.80	\$2,008.80	\$2,028.80	\$2,049.60
Annually	\$47,798.40	\$48,235.20	\$48,713.60	\$49,171.20	\$49,691.20	\$50,232.00	\$50,710.40	\$51,188.80	\$51,708.80	\$52,228.80	\$52,748.80	\$53,289.60
Chana												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$25.86	\$26.13 \$2,090.40	\$26.41	\$26.63	\$26.93	\$27.19	\$27.47	\$27.73	\$28.01	\$28.30	\$28.58	\$28.85
Biweekly Annually	\$2,068.80 \$53,788.80	\$2,090.40 \$54,350.40	\$2,112.80 \$54,932.80	\$2,130.40 \$55,390.40	\$2,154.40 \$56,014.40	\$2,175.20 \$56,555.20	\$2,197.60 \$57,137.60	\$2,218.40 \$57,678.40	\$2,240.80 \$58,260.80	\$2,264.00 \$58,864.00	\$2,286.40 \$59,446.40	\$2,308.00 \$60,008.00
Ailliually	\$33,788.80	\$34,330.40	\$34,332.80	\$33,390.40	\$30,014.40	\$30,333.20	\$37,137.00	337,078.40	\$38,200.80	\$38,804.00	\$35,440.40	300,008.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$29.16	\$29.46	\$29.72	\$30.03	\$30.35	\$30.64	\$30.94	\$31.24	\$31.57	\$31.86	\$32.20	\$32.52
Biweekly	\$2,332.80	\$2,356.80	\$2,377.60	\$2,402.40	\$2,428.00	\$2,451.20	\$2,475.20	\$2,499.20	\$2,525.60	\$2,548.80	\$2,576.00	\$2,601.60
Annually	\$60,652.80	\$61,276.80	\$61,817.60	\$62,462.40	\$63,128.00	\$63,731.20	\$64,355.20	\$64,979.20	\$65,665.60	\$66,268.80	\$66,976.00	\$67,641.60
Steps	49	50	51	52	53	54	55					
Hourly	\$32.85	\$33.16	\$33.48	\$33.82	\$34.16	\$34.51	\$34.87					
	7J2.UJ	733.1U	,,,, , 0	755.0Z	75 7 .10	7J-1JI	→ 507					
	\$2,628,00	\$2,652,80	\$2,678,40	\$2,705,60	\$2,732,80	\$2,760,80	\$2.789.60					
Biweekly Annually	\$2,628.00 \$68,328.00	\$2,652.80 \$68,972.80	\$2,678.40 \$69,638.40	\$2,705.60 \$70,345.60	\$2,732.80 \$71,052.80	\$2,760.80 \$71,780.80	\$2,789.60 \$72,529.60					

(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	\$22.98	\$23.19	\$23.42	\$23.64	\$23.89	\$24.15	\$24.38	\$24.61	\$24.86	\$25.11	\$25.36	\$25.62
Biweekly Annually	\$1,838.40 \$47,798.40	\$1,855.20 \$48,235.20	\$1,873.60 \$48,713.60	\$1,891.20 \$49,171.20	\$1,911.20 \$49,691.20	\$1,932.00 \$50,232.00	\$1,950.40 \$50,710.40	\$1,968.80 \$51,188.80	\$1,988.80 \$51,708.80	\$2,008.80 \$52,228.80	\$2,028.80 \$52,748.80	\$2,049.60 \$53,289.60
•	\$47,796.40	340,233.20	\$46,715.00	\$49,171.20	349,091.20	\$30,232.00	\$30,710.40	\$51,100.00	\$31,706.60	\$32,226.60	\$32,746.60	\$55,269.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$25.86	\$26.13	\$26.41	\$26.63	\$26.93	\$27.19	\$27.47	\$27.73	\$28.01	\$28.30	\$28.58	\$28.85
Biweekly Annually	\$2,068.80 \$53,788.80	\$2,090.40 \$54,350.40	\$2,112.80 \$54,932.80	\$2,130.40 \$55,390.40	\$2,154.40 \$56,014.40	\$2,175.20 \$56,555.20	\$2,197.60 \$57,137.60	\$2,218.40 \$57,678.40	\$2,240.80 \$58,260.80	\$2,264.00 \$58,864.00	\$2,286.40 \$59,446.40	\$2,308.00 \$60,008.00
Allitually	\$55,766.60	\$54,550.40	\$34,932.60	\$55,590.40	\$30,014.40	\$30,555.20	337,137.00	337,076.40	330,200.60	330,004.00	359,440.40	360,008.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$29.16	\$29.46	\$29.72	\$30.03	\$30.35	\$30.64	\$30.94	\$31.24	\$31.57	\$31.86	\$32.20	\$32.52
Biweekly	\$2,332.80	\$2,356.80	\$2,377.60	\$2,402.40	\$2,428.00	\$2,451.20	\$2,475.20	\$2,499.20	\$2,525.60	\$2,548.80	\$2,576.00	\$2,601.60
Annually	\$60,652.80	\$61,276.80	\$61,817.60	\$62,462.40	\$63,128.00	\$63,731.20	\$64,355.20	\$64,979.20	\$65,665.60	\$66,268.80	\$66,976.00	\$67,641.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$32.85	\$33.16	\$33.48	\$33.82	\$34.16	\$34.51	\$34.87	\$35.20	\$35.56	\$35.92	\$36.27	\$36.65
Biweekly	\$2,628.00	\$2,652.80	\$2,678.40	\$2,705.60	\$2,732.80	\$2,760.80	\$2,789.60	\$2,816.00	\$2,844.80	\$2,873.60	\$2,901.60	\$2,932.00
Annually	\$68,328.00	\$68,972.80	\$69,638.40	\$70,345.60	\$71,052.80	\$71,780.80	\$72,529.60	\$73,216.00	\$73,964.80	\$74,713.60	\$75,441.60	\$76,232.00
Steps	49	50	51	52	53	54	55					
Hourly	\$37.02	\$37.36	\$37.72	\$38.13	\$38.51	\$38.89	\$39.30					
Biweekly	\$2,961.60	\$2,988.80	\$3,017.60	\$3,050.40	\$3,080.80	\$3,111.20	\$3,144.00					
Annually	\$77,001.60	\$77,708.80	\$78,457.60	\$79,310.40	\$80,100.80	\$80,891.20	\$81,744.00					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$25.11	\$25.36	\$25.62	\$25.86	\$26.13	\$26.41	\$26.63	\$26.93	\$27.19	\$27.47	\$27.73	\$28.01
Biweekly	\$2,008.80	\$2,028.80	\$2,049.60	\$2,068.80	\$2,090.40	\$2,112.80	\$2,130.40	\$2,154.40	\$2,175.20	\$2,197.60	\$2,218.40	\$2,240.80
Annually	\$52,228.80	\$52,748.80	\$53,289.60	\$53,788.80	\$54,350.40	\$54,932.80	\$55,390.40	\$56,014.40	\$56,555.20	\$57,137.60	\$57,678.40	\$58,260.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$28.30	\$28.58	\$28.85	\$29.16	\$29.46	\$29.72	\$30.03	\$30.35	\$30.64	\$30.94	\$31.24	\$31.57
Biweekly	\$2,264.00	\$2,286.40	\$2,308.00	\$2,332.80	\$2,356.80	\$2,377.60	\$2,402.40	\$2,428.00	\$2,451.20	\$2,475.20	\$2,499.20	\$2,525.60
Annually	\$58,864.00	\$59,446.40	\$60,008.00	\$60,652.80	\$61,276.80	\$61,817.60	\$62,462.40	\$63,128.00	\$63,731.20	\$64,355.20	\$64,979.20	\$65,665.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$31.86	\$32.20	\$32.52	\$32.85	\$33.16	\$33.48	\$33.82	\$34.16	\$34.51	\$34.87	\$35.20	\$35.56
Biweekly	\$2,548.80	\$2,576.00	\$2,601.60	\$2,628.00	\$2,652.80	\$2,678.40	\$2,705.60	\$2,732.80	\$2,760.80	\$2,789.60	\$2,816.00	\$2,844.80
Annually	\$66,268.80	\$66,976.00	\$67,641.60	\$68,328.00	\$68,972.80	\$69,638.40	\$70,345.60	\$71,052.80	\$71,780.80	\$72,529.60	\$73,216.00	\$73,964.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$35.92	\$36.27	\$36.65	\$37.02	\$37.36	\$37.72	\$38.13	\$38.51	\$38.89	\$39.30	\$39.68	\$40.08
Biweekly	\$2,873.60	\$2,901.60	\$2,932.00	\$2,961.60	\$2,988.80	\$3,017.60	\$3,050.40	\$3,080.80	\$3,111.20	\$3,144.00	\$3,174.40	\$3,206.40
Annually	\$74,713.60	\$75,441.60	\$76,232.00	\$77,001.60	\$77,708.80	\$78,457.60	\$79,310.40	\$80,100.80	\$80,891.20	\$81,744.00	\$82,534.40	\$83,366.40
Steps	49	50	51	52	53	54	55					
Hourly	\$40.47	\$40.87	\$41.28	\$41.71	\$42.12	\$42.53	\$42.98					
Biweekly	\$3,237.60	\$3,269.60	\$3,302.40	\$3,336.80	\$3,369.60	\$3,402.40	\$3,438.40					
Annually	\$84,177.60	\$85,009.60	\$85,862.40	\$86,756.80	\$87,609.60	\$88,462.40	\$89,398.40					
•												

(Non-bargaining unit)

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

Stone	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$27.47	\$27.73	\$28.01	\$28.30	\$28.58	\$28.85	\$29.16	\$29.46	\$29.72	\$30.03	\$30.35	\$30.64
Biweekly	\$2,197.60	\$2,218.40	\$2,240.80	\$2,264.00	\$2,286.40	\$2,308.00	\$2,332.80	\$2,356.80	\$2,377.60	\$2,402.40	\$2,428.00	\$2,451.20
Annually	\$57,137.60	\$57,678.40	\$58,260.80	\$58,864.00	\$59,446.40	\$60,008.00	\$60,652.80	\$61,276.80	\$61,817.60	\$62,462.40	\$63,128.00	\$63,731.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$30.94	\$31.24	\$31.57	\$31.86	\$32.20	\$32.52	\$32.85	\$33.16	\$33.48	\$33.82	\$34.16	\$34.51
Biweekly	\$2,475.20	\$2,499.20	\$2,525.60	\$2,548.80	\$2,576.00	\$2,601.60	\$2,628.00	\$2,652.80	\$2,678.40	\$2,705.60	\$2,732.80	\$2,760.80
Annually	\$64,355.20	\$64,979.20	\$65,665.60	\$66,268.80	\$66,976.00	\$67,641.60	\$68,328.00	\$68,972.80	\$69,638.40	\$70,345.60	\$71,052.80	\$71,780.80
Steps							•					2.5
Hourly	25 \$34.87	26 \$35.20	27 \$35.56	28 \$35.92	29 \$36.27	30 \$36.65	31 \$37.02	32 \$37.36	33 \$37.72	34 \$38.13	35 \$38.51	36 \$38.89
Biweekly	\$2,789.60	\$2,816.00	\$2,844.80	\$2,873.60	\$2,901.60	\$2.932.00	\$2,961.60	\$2,988.80	\$3,017.60	\$3,050.40	\$3,080.80	\$3,111.20
Annually	\$72,529.60	\$73,216.00	\$73,964.80	\$74,713.60	\$75,441.60	\$76,232.00	\$77,001.60	\$77,708.80	\$78,457.60	\$79,310.40	\$80,100.80	\$80,891.20
, illiadily	J72,323.00	373,210.00	373,301.00	371,713.00	373,111.00	370,232.00	377,001.00	377,700.00	370,137.00	\$75,510.10	300,100.00	300,031.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$39.30	\$39.68	\$40.08	\$40.47	\$40.87	\$41.28	\$41.71	\$42.12	\$42.53	\$42.98	\$43.40	\$43.84
Biweekly	\$3,144.00	\$3,174.40	\$3,206.40	\$3,237.60	\$3,269.60	\$3,302.40	\$3,336.80	\$3,369.60	\$3,402.40	\$3,438.40	\$3,472.00	\$3,507.20
Annually	\$81,744.00	\$82,534.40	\$83,366.40	\$84,177.60	\$85,009.60	\$85,862.40	\$86,756.80	\$87,609.60	\$88,462.40	\$89,398.40	\$90,272.00	\$91,187.20
Steps	49	50	51	52	53	54	55					
Hourly	\$44.26	\$44.72	\$45.16	\$45.60	\$46.07	\$46.54	\$46.98					
Biweekly	\$3,540.80	\$3,577.60	\$3,612.80	\$3,648.00	\$3,685.60	\$3,723.20	\$3,758.40					
Annually	\$92,060.80	\$93,017.60	\$93,932.80	\$94,848.00	\$95,825.60	\$96,803.20	\$97,718.40					
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	40		
Hourly		_		•					-	10	11	12
	\$29.72	\$30.03	\$30.35	\$30.64	\$30.94	\$31.24	\$31.57	\$31.86	\$32.20	\$32.52	\$32.85	\$33.16
Biweekly	\$2,377.60	\$30.03 \$2,402.40	\$30.35 \$2,428.00	\$2,451.20	\$30.94 \$2,475.20	\$31.24 \$2,499.20	\$31.57 \$2,525.60	\$31.86 \$2,548.80	\$32.20 \$2,576.00	\$32.52 \$2,601.60	\$32.85 \$2,628.00	\$33.16 \$2,652.80
	•	\$30.03	\$30.35	•	\$30.94	\$31.24	\$31.57	\$31.86	\$32.20	\$32.52	\$32.85	\$33.16
Biweekly	\$2,377.60	\$30.03 \$2,402.40	\$30.35 \$2,428.00	\$2,451.20	\$30.94 \$2,475.20	\$31.24 \$2,499.20	\$31.57 \$2,525.60	\$31.86 \$2,548.80	\$32.20 \$2,576.00	\$32.52 \$2,601.60	\$32.85 \$2,628.00	\$33.16 \$2,652.80
Biweekly Annually	\$2,377.60 \$61,817.60 13 \$33.48	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16	\$2,451.20 \$63,731.20 16 \$34.51	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36
Biweekly Annually Steps Hourly Biweekly	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80
Biweekly Annually Steps Hourly	\$2,377.60 \$61,817.60 13 \$33.48	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16	\$2,451.20 \$63,731.20 16 \$34.51	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36
Biweekly Annually Steps Hourly Biweekly Annually	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80
Biweekly Annually Steps Hourly Biweekly Annually Steps	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80
Biweekly Annually Steps Hourly Biweekly Annually	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60 35 \$41.71	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40 25 \$37.72	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60 26 \$38.13	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80 27 \$38.51	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80 28 \$38.89	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60 29 \$39.30	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00 30 \$39.68	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80 31 \$40.08	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60 32 \$40.47	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60 33 \$40.87	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40 25 \$37.72 \$3,017.60 \$78,457.60	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60 26 \$38.13 \$3,050.40 \$79,310.40	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80 27 \$38.51 \$3,080.80 \$80,100.80	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80 28 \$38.89 \$3,111.20 \$80,891.20	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60 29 \$39.30 \$3,144.00 \$81,744.00	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00 30 \$39.68 \$3,174.40 \$82,534.40	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80 31 \$40.08 \$3,206.40 \$83,366.40	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60 32 \$40.47 \$3,237.60 \$84,177.60	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60 33 \$40.87 \$3,269.60 \$85,009.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00 34 \$41.28 \$3,302.40 \$85,862.40	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60 35 \$41.71 \$3,336.80 \$86,756.80	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80 36 \$42.12 \$3,369.60 \$87,609.60
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40 25 \$37.72 \$3,017.60 \$78,457.60	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60 26 \$38.13 \$3,050.40 \$79,310.40	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80 27 \$38.51 \$3,080.80 \$80,100.80	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80 28 \$38.89 \$3,111.20 \$80,891.20	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60 29 \$39.30 \$3,144.00 \$81,744.00	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00 30 \$39.68 \$3,174.40 \$82,534.40	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80 31 \$40.08 \$3,206.40 \$83,366.40	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60 32 \$40.47 \$3,237.60 \$84,177.60	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60 33 \$40.87 \$3,269.60 \$85,009.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00 34 \$41.28 \$3,302.40 \$85,862.40	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60 35 \$41.71 \$3,336.80 \$86,756.80	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80 36 \$42.12 \$3,369.60 \$87,609.60
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Hourly Hourly	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40 25 \$37.72 \$3,017.60 \$78,457.60	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60 26 \$38.13 \$3,050.40 \$79,310.40	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80 27 \$38.51 \$3,080.80 \$80,100.80	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80 28 \$38.89 \$3,111.20 \$80,891.20	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60 29 \$39.30 \$3,144.00 \$81,744.00	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00 30 \$39.68 \$3,174.40 \$82,534.40	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80 31 \$40.08 \$3,206.40 \$83,366.40	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60 32 \$40.47 \$3,237.60 \$84,177.60	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60 33 \$40.87 \$3,269.60 \$85,009.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00 34 \$41.28 \$3,302.40 \$85,862.40	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60 35 \$41.71 \$3,336.80 \$86,756.80	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80 36 \$42.12 \$3,369.60 \$87,609.60
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40 25 \$37.72 \$3,017.60 \$78,457.60 37 \$42.53 \$3,402.40	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60 26 \$38.13 \$3,050.40 \$79,310.40 38 \$42.98 \$3,438.40	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80 27 \$38.51 \$3,080.80 \$80,100.80 39 \$43.40 \$3,472.00	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80 28 \$38.89 \$3,111.20 \$80,891.20 40 \$43.84 \$3,507.20	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60 29 \$39.30 \$3,144.00 \$81,744.00	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00 30 \$39.68 \$3,174.40 \$82,534.40 42 \$44.72 \$3,577.60	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80 31 \$40.08 \$3,206.40 \$83,366.40 43 \$45.16 \$3,612.80	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60 32 \$40.47 \$3,237.60 \$84,177.60 44 \$45.60 \$3,648.00	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60 33 \$40.87 \$3,269.60 \$85,009.60 45 \$46.07 \$3,685.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00 34 \$41.28 \$3,302.40 \$85,862.40 46 \$46.54 \$3,723.20	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60 35 \$41.71 \$3,336.80 \$86,756.80 47 \$46.98 \$3,758.40	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80 36 \$42.12 \$3,369.60 \$87,609.60
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40 25 \$37.72 \$3,017.60 \$78,457.60	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60 26 \$38.13 \$3,050.40 \$79,310.40	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80 27 \$38.51 \$3,080.80 \$80,100.80	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80 28 \$38.89 \$3,111.20 \$80,891.20	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60 29 \$39.30 \$3,144.00 \$81,744.00	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00 30 \$39.68 \$3,174.40 \$82,534.40	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80 31 \$40.08 \$3,206.40 \$83,366.40	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60 32 \$40.47 \$3,237.60 \$84,177.60	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60 33 \$40.87 \$3,269.60 \$85,009.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00 34 \$41.28 \$3,302.40 \$85,862.40	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60 35 \$41.71 \$3,336.80 \$86,756.80	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80 36 \$42.12 \$3,369.60 \$87,609.60
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40 25 \$37.72 \$3,017.60 \$78,457.60 37 \$42.53 \$3,402.40	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60 26 \$38.13 \$3,050.40 \$79,310.40 38 \$42.98 \$3,438.40	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80 27 \$38.51 \$3,080.80 \$80,100.80 39 \$43.40 \$3,472.00	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80 28 \$38.89 \$3,111.20 \$80,891.20 40 \$43.84 \$3,507.20	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60 29 \$39.30 \$3,144.00 \$81,744.00	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00 30 \$39.68 \$3,174.40 \$82,534.40 42 \$44.72 \$3,577.60	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80 31 \$40.08 \$3,206.40 \$83,366.40 43 \$45.16 \$3,612.80	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60 32 \$40.47 \$3,237.60 \$84,177.60 44 \$45.60 \$3,648.00	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60 33 \$40.87 \$3,269.60 \$85,009.60 45 \$46.07 \$3,685.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00 34 \$41.28 \$3,302.40 \$85,862.40 46 \$46.54 \$3,723.20	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60 35 \$41.71 \$3,336.80 \$86,756.80 47 \$46.98 \$3,758.40	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80 36 \$42.12 \$3,369.60 \$87,609.60
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40 25 \$37.72 \$3,017.60 \$78,457.60 37 \$42.53 \$3,402.40 \$88,462.40	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60 26 \$38.13 \$3,050.40 \$79,310.40 38 \$42.98 \$3,438.40 \$89,398.40	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80 27 \$38.51 \$3,080.80 \$80,100.80 39 \$43.40 \$3,472.00 \$90,272.00	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80 28 \$38.89 \$3,111.20 \$80,891.20 40 \$43.84 \$3,507.20 \$91,187.20	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60 29 \$39.30 \$3,144.00 \$81,744.00 41 \$44.26 \$3,540.80 \$92,060.80	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00 30 \$39.68 \$3,174.40 \$82,534.40 42 \$44.72 \$3,577.60 \$93,017.60	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80 31 \$40.08 \$3,206.40 \$83,366.40 43 \$45.16 \$3,612.80 \$93,932.80	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60 32 \$40.47 \$3,237.60 \$84,177.60 44 \$45.60 \$3,648.00	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60 33 \$40.87 \$3,269.60 \$85,009.60 45 \$46.07 \$3,685.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00 34 \$41.28 \$3,302.40 \$85,862.40 46 \$46.54 \$3,723.20	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60 35 \$41.71 \$3,336.80 \$86,756.80 47 \$46.98 \$3,758.40	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80 36 \$42.12 \$3,369.60 \$87,609.60 48 \$47.46 \$3,796.80
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40 25 \$37.72 \$3,017.60 \$78,457.60 37 \$42.53 \$3,402.40 \$88,462.40 49 \$47.94 \$3,835.20	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60 26 \$38.13 \$3,050.40 \$79,310.40 38 \$42.98 \$3,438.40 \$89,398.40 50 \$48.43 \$3,874.40	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80 27 \$38.51 \$3,080.80 \$80,100.80 39 \$43.40 \$3,472.00 \$90,272.00 51 \$48.89 \$3,911.20	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80 28 \$38.89 \$3,111.20 \$80,891.20 40 \$43.84 \$3,507.20 \$91,187.20 \$49.40 \$3,952.00	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60 29 \$39.30 \$3,144.00 \$81,744.00 41 \$44.26 \$3,540.80 \$92,060.80 53 \$49.89 \$3,991.20	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00 30 \$39.68 \$3,174.40 \$82,534.40 42 \$44.72 \$3,577.60 \$93,017.60 54 \$50.37 \$4,029.60	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80 31 \$40.08 \$3,206.40 \$83,366.40 43 \$45.16 \$3,612.80 \$93,932.80 55 \$50.89 \$4,071.20	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60 32 \$40.47 \$3,237.60 \$84,177.60 44 \$45.60 \$3,648.00	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60 33 \$40.87 \$3,269.60 \$85,009.60 45 \$46.07 \$3,685.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00 34 \$41.28 \$3,302.40 \$85,862.40 46 \$46.54 \$3,723.20	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60 35 \$41.71 \$3,336.80 \$86,756.80 47 \$46.98 \$3,758.40	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80 36 \$42.12 \$3,369.60 \$87,609.60 48 \$47.46 \$3,796.80
Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$2,377.60 \$61,817.60 13 \$33.48 \$2,678.40 \$69,638.40 25 \$37.72 \$3,017.60 \$78,457.60 37 \$42.53 \$3,402.40 \$88,462.40	\$30.03 \$2,402.40 \$62,462.40 14 \$33.82 \$2,705.60 \$70,345.60 26 \$38.13 \$3,050.40 \$79,310.40 38 \$42.98 \$3,438.40 \$89,398.40	\$30.35 \$2,428.00 \$63,128.00 15 \$34.16 \$2,732.80 \$71,052.80 27 \$38.51 \$3,080.80 \$80,100.80 39 \$43.40 \$3,472.00 \$90,272.00	\$2,451.20 \$63,731.20 16 \$34.51 \$2,760.80 \$71,780.80 28 \$38.89 \$3,111.20 \$80,891.20 40 \$43.84 \$3,507.20 \$91,187.20	\$30.94 \$2,475.20 \$64,355.20 17 \$34.87 \$2,789.60 \$72,529.60 29 \$39.30 \$3,144.00 \$81,744.00 41 \$44.26 \$3,540.80 \$92,060.80	\$31.24 \$2,499.20 \$64,979.20 18 \$35.20 \$2,816.00 \$73,216.00 30 \$39.68 \$3,174.40 \$82,534.40 42 \$44.72 \$3,577.60 \$93,017.60	\$31.57 \$2,525.60 \$65,665.60 19 \$35.56 \$2,844.80 \$73,964.80 31 \$40.08 \$3,206.40 \$83,366.40 43 \$45.16 \$3,612.80 \$93,932.80 55 \$50.89	\$31.86 \$2,548.80 \$66,268.80 20 \$35.92 \$2,873.60 \$74,713.60 32 \$40.47 \$3,237.60 \$84,177.60 44 \$45.60 \$3,648.00	\$32.20 \$2,576.00 \$66,976.00 21 \$36.27 \$2,901.60 \$75,441.60 33 \$40.87 \$3,269.60 \$85,009.60 45 \$46.07 \$3,685.60	\$32.52 \$2,601.60 \$67,641.60 22 \$36.65 \$2,932.00 \$76,232.00 34 \$41.28 \$3,302.40 \$85,862.40 46 \$46.54 \$3,723.20	\$32.85 \$2,628.00 \$68,328.00 23 \$37.02 \$2,961.60 \$77,001.60 35 \$41.71 \$3,336.80 \$86,756.80 47 \$46.98 \$3,758.40	\$33.16 \$2,652.80 \$68,972.80 24 \$37.36 \$2,988.80 \$77,708.80 36 \$42.12 \$3,369.60 \$87,609.60

(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	\$32.52	\$32.85	\$33.16	\$33.48	\$33.82	\$34.16	\$34.51	\$34.87	\$35.20	\$35.56	\$35.92	\$36.27
Biweekly	\$2,601.60	\$2,628.00	\$2,652.80	\$2,678.40	\$2,705.60	\$2,732.80	\$2,760.80	\$2,789.60	\$2,816.00	\$2,844.80	\$2,873.60	\$2,901.60
Annually	\$67,641.60	\$68,328.00	\$68,972.80	\$69,638.40	\$70,345.60	\$71,052.80	\$71,780.80	\$72,529.60	\$73,216.00	\$73,964.80	\$74,713.60	\$75,441.60
Steps			4-			10	40		-			24
Hourly	13 \$36.65	14 \$37.02	15 \$37.36	16 \$37.72	17 \$38.13	18 \$38.51	19 \$38.89	20 \$39.30	21 \$39.68	22 \$40.08	23 \$40.47	24 \$40.87
Biweekly	\$2,932.00	\$2,961.60	\$2,988.80	\$37.72	\$3,050.40	\$3,080.80	\$3,111.20	\$3,144.00	\$3,174.40	\$3,206.40	\$3,237.60	\$3,269.60
Annually	\$76,232.00	\$77,001.60	\$77,708.80	\$78,457.60	\$79,310.40	\$80,100.80	\$80,891.20	\$81,744.00	\$82,534.40	\$83,366.40	\$84,177.60	\$85,009.60
, umauny	370,232.00	\$77,001.00	\$77,700.00	370,137.00	373,310.10	300,100.00	300,031.20	301,7 1 1.00	302,33 1.10	\$65,566.16	30 1,177.00	\$65,665.66
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$41.28	\$41.71	\$42.12	\$42.53	\$42.98	\$43.40	\$43.84	\$44.26	\$44.72	\$45.16	\$45.60	\$46.07
Biweekly	\$3,302.40	\$3,336.80	\$3,369.60	\$3,402.40	\$3,438.40	\$3,472.00	\$3,507.20	\$3,540.80	\$3,577.60	\$3,612.80	\$3,648.00	\$3,685.60
Annually	\$85,862.40	\$86,756.80	\$87,609.60	\$88,462.40	\$89,398.40	\$90,272.00	\$91,187.20	\$92,060.80	\$93,017.60	\$93,932.80	\$94,848.00	\$95,825.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$46.54	\$46.98	\$47.46	\$47.94	\$48.43	\$48.89	\$49.40	\$49.89	\$50.37	\$50.89	\$51.40	\$51.92
Biweekly	\$3,723.20	\$3,758.40	\$3,796.80	\$3,835.20	\$3,874.40	\$3,911.20	\$3,952.00	\$3,991.20	\$4,029.60	\$4,071.20	\$4,112.00	\$4,153.60
Annually	\$96,803.20	\$97,718.40	\$98,716.80	\$99,715.20	\$100,734.40	\$101,691.20	\$102,752.00	\$103,771.20	\$104,769.60	\$105,851.20	\$106,912.00	\$107,993.60
Steps	40		F4									
	49	50	51	52	53	54	55					
Hourly	\$52.42	\$52.97	\$53.49	\$54.03	\$54.57	\$55.12	\$55.65					
Biweekly	\$4,193.60 \$109,033.60	\$4,237.60 \$110,177.60	\$4,279.20 \$111,259.20	\$4,322.40 \$112,382.40	\$4,365.60 \$113,505.60	\$4,409.60 \$114,649.60	\$4,452.00					
Annually	\$109,055.00	3110,177.00	\$111,259.20	\$112,362.40	\$115,505.60	\$114,049.00	\$115,752.00					
Grade 82												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$36.65	\$37.02	\$37.36	\$37.72	\$38.13	\$38.51	\$38.89	\$39.30	\$39.68	\$40.08	\$40.47	\$40.87
Steps Hourly Biweekly	\$36.65 \$2,932.00	\$37.02 \$2,961.60	\$37.36 \$2,988.80	\$37.72 \$3,017.60	\$38.13 \$3,050.40	\$38.51 \$3,080.80	\$38.89 \$3,111.20	\$39.30 \$3,144.00	\$39.68 \$3,174.40	\$40.08 \$3,206.40	\$40.47 \$3,237.60	\$40.87 \$3,269.60
Steps Hourly	\$36.65	\$37.02	\$37.36	\$37.72	\$38.13	\$38.51	\$38.89	\$39.30	\$39.68	\$40.08	\$40.47	\$40.87
Steps Hourly Biweekly	\$36.65 \$2,932.00	\$37.02 \$2,961.60	\$37.36 \$2,988.80	\$37.72 \$3,017.60	\$38.13 \$3,050.40	\$38.51 \$3,080.80	\$38.89 \$3,111.20	\$39.30 \$3,144.00	\$39.68 \$3,174.40	\$40.08 \$3,206.40	\$40.47 \$3,237.60	\$40.87 \$3,269.60
Steps Hourly Biweekly Annually	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84	\$39.30 \$3,144.00 \$81,744.00 20 \$44.26	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28 \$3,302.40	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20	\$39.30 \$3,144.00 \$81,744.00 20 \$44.26 \$3,540.80	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60
Steps Hourly Biweekly Annually Steps Hourly	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84	\$39.30 \$3,144.00 \$81,744.00 20 \$44.26	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28 \$3,302.40 \$85,862.40	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20	\$39.30 \$3,144.00 \$81,744.00 20 \$44.26 \$3,540.80 \$92,060.80	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28 \$3,302.40 \$85,862.40	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20	\$39.30 \$3,144.00 \$81,744.00 20 \$44.26 \$3,540.80 \$92,060.80	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28 \$3,302.40 \$85,862.40	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40 29 \$48.43	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00 30 \$48.89	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20 31 \$49.40	\$39.30 \$3,144.00 \$81,744.00 20 \$44.26 \$3,540.80 \$92,060.80 32 \$49.89	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60 33 \$50.37	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80 34 \$50.89	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00 35 \$51.40	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60 36 \$51.92
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28 \$3,302.40 \$85,862.40	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20	\$39.30 \$3,144.00 \$81,744.00 20 \$44.26 \$3,540.80 \$92,060.80	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60 36 \$51.92 \$4,153.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28 \$3,302.40 \$85,862.40 25 \$46.54 \$3,723.20	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80 26 \$46.98 \$3,758.40	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60 27 \$47.46 \$3,796.80	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40 28 \$47.94 \$3,835.20	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40 29 \$48.43 \$3,874.40	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00 30 \$48.89 \$3,911.20	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20 31 \$49.40 \$3,952.00	\$39.30 \$3,144.00 \$81,744.00 20 \$44.26 \$3,540.80 \$92,060.80 32 \$49.89 \$3,991.20	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60 33 \$50.37 \$4,029.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80 34 \$50.89 \$4,071.20	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00 35 \$51.40 \$4,112.00	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60 36 \$51.92
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28 \$3,302.40 \$85,862.40 25 \$46.54 \$3,723.20 \$96,803.20	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80 26 \$46.98 \$3,758.40 \$97,718.40	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60 27 \$47.46 \$3,796.80 \$98,716.80	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40 28 \$47.94 \$3,835.20 \$99,715.20	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40 29 \$48.43 \$3,874.40 \$100,734.40	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00 30 \$48.89 \$3,911.20 \$101,691.20	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20 31 \$49.40 \$3,952.00 \$102,752.00	\$39.30 \$3,144.00 \$81,744.00 20 \$44.26 \$3,540.80 \$92,060.80 32 \$49.89 \$3,991.20	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60 33 \$50.37 \$4,029.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80 34 \$50.89 \$4,071.20 \$105,851.20	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00 35 \$51.40 \$4,112.00 \$106,912.00	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60 36 \$51.92 \$4,153.60 \$107,993.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28 \$3,302.40 \$85,862.40 25 \$46.54 \$3,723.20 \$96,803.20	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80 26 \$46.98 \$3,758.40 \$97,718.40	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60 27 \$47.46 \$3,796.80 \$98,716.80	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40 28 \$47.94 \$3,835.20 \$99,715.20	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40 29 \$48.43 \$3,874.40 \$100,734.40	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00 30 \$48.89 \$3,911.20 \$101,691.20	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20 31 \$49.40 \$3,952.00 \$102,752.00	\$39.30 \$3,144.00 \$81,744.00 \$44.26 \$3,540.80 \$92,060.80 32 \$49.89 \$3,991.20 \$103,771.20	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60 33 \$50.37 \$4,029.60 \$104,769.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80 34 \$50.89 \$4,071.20 \$105,851.20	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00 35 \$51.40 \$4,112.00 \$106,912.00	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60 36 \$51.92 \$4,153.60 \$107,993.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28 \$3,302.40 \$85,862.40 25 \$46.54 \$3,723.20 \$96,803.20 37 \$52.42 \$4,193.60	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80 26 \$46.98 \$3,758.40 \$97,718.40 38 \$52.97 \$4,237.60	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60 27 \$47.46 \$3,796.80 \$98,716.80 39 \$53.49 \$4,279.20	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40 28 \$47.94 \$3,835.20 \$99,715.20 40 \$54.03 \$4,322.40	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40 29 \$48.43 \$3,874.40 \$100,734.40	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00 30 \$48.89 \$3,911.20 \$101,691.20 42 \$55.12 \$4,409.60	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20 31 \$49.40 \$3,952.00 \$102,752.00 43 \$55.65 \$4,452.00	\$39.30 \$3,144.00 \$81,744.00 \$44.26 \$3,540.80 \$92,060.80 32 \$49.89 \$3,991.20 \$103,771.20 44 \$56.21 \$4,496.80	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60 33 \$50.37 \$4,029.60 \$104,769.60 45 \$56.77 \$4,541.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80 34 \$50.89 \$4,071.20 \$105,851.20 46 \$57.35 \$4,588.00	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00 35 \$51.40 \$4,112.00 \$106,912.00 47 \$57.91 \$4,632.80	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60 36 \$51.92 \$4,153.60 \$107,993.60 48 \$58.49 \$4,679.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28 \$3,302.40 \$85,862.40 25 \$46.54 \$3,723.20 \$96,803.20	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80 26 \$46.98 \$3,758.40 \$97,718.40	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60 27 \$47.46 \$3,796.80 \$98,716.80	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40 28 \$47.94 \$3,835.20 \$99,715.20	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40 29 \$48.43 \$3,874.40 \$100,734.40	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00 30 \$48.89 \$3,911.20 \$101,691.20	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20 31 \$49.40 \$3,952.00 \$102,752.00	\$39.30 \$3,144.00 \$81,744.00 \$44.26 \$3,540.80 \$92,060.80 32 \$49.89 \$3,991.20 \$103,771.20	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60 33 \$50.37 \$4,029.60 \$104,769.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80 34 \$50.89 \$4,071.20 \$105,851.20	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00 35 \$51.40 \$4,112.00 \$106,912.00	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60 36 \$51.92 \$4,153.60 \$107,993.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$36.65 \$2,932.00 \$76,232.00 13 \$41.28 \$3,302.40 \$85,862.40 25 \$46.54 \$3,723.20 \$96,803.20 37 \$52.42 \$4,193.60	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80 26 \$46.98 \$3,758.40 \$97,718.40 38 \$52.97 \$4,237.60	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60 27 \$47.46 \$3,796.80 \$98,716.80 39 \$53.49 \$4,279.20	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40 28 \$47.94 \$3,835.20 \$99,715.20 40 \$54.03 \$4,322.40	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40 29 \$48.43 \$3,874.40 \$100,734.40	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00 30 \$48.89 \$3,911.20 \$101,691.20 42 \$55.12 \$4,409.60	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20 31 \$49.40 \$3,952.00 \$102,752.00 43 \$55.65 \$4,452.00	\$39.30 \$3,144.00 \$81,744.00 \$44.26 \$3,540.80 \$92,060.80 32 \$49.89 \$3,991.20 \$103,771.20 44 \$56.21 \$4,496.80	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60 33 \$50.37 \$4,029.60 \$104,769.60 45 \$56.77 \$4,541.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80 34 \$50.89 \$4,071.20 \$105,851.20 46 \$57.35 \$4,588.00	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00 35 \$51.40 \$4,112.00 \$106,912.00 47 \$57.91 \$4,632.80	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60 36 \$51.92 \$4,153.60 \$107,993.60 48 \$58.49 \$4,679.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$36.65 \$2,932.00 \$76,232.00 \$13 \$41.28 \$3,302.40 \$85,862.40 25 \$46.54 \$3,723.20 \$96,803.20 37 \$52.42 \$4,193.60 \$109,033.60	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80 26 \$46.98 \$3,758.40 \$97,718.40 38 \$52.97 \$4,237.60 \$110,177.60	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60 27 \$47.46 \$3,796.80 \$98,716.80 39 \$53.49 \$4,279.20 \$111,259.20	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40 28 \$47.94 \$3,835.20 \$99,715.20 40 \$54.03 \$4,322.40 \$112,382.40	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40 29 \$48.43 \$3,874.40 \$100,734.40 41 \$54.57 \$4,365.60 \$113,505.60	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00 30 \$48.89 \$3,911.20 \$101,691.20 42 \$55.12 \$4,409.60 \$114,649.60	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20 31 \$49.40 \$3,952.00 \$102,752.00 43 \$55.65 \$4,452.00 \$115,752.00	\$39.30 \$3,144.00 \$81,744.00 \$44.26 \$3,540.80 \$92,060.80 32 \$49.89 \$3,991.20 \$103,771.20 44 \$56.21 \$4,496.80	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60 33 \$50.37 \$4,029.60 \$104,769.60 45 \$56.77 \$4,541.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80 34 \$50.89 \$4,071.20 \$105,851.20 46 \$57.35 \$4,588.00	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00 35 \$51.40 \$4,112.00 \$106,912.00 47 \$57.91 \$4,632.80	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60 36 \$51.92 \$4,153.60 \$107,993.60 48 \$58.49 \$4,679.20
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	\$36.65 \$2,932.00 \$76,232.00 \$13 \$41.28 \$3,302.40 \$85,862.40 25 \$46.54 \$3,723.20 \$96,803.20 37 \$52.42 \$4,193.60 \$109,033.60	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80 26 \$46.98 \$3,758.40 \$97,718.40 38 \$52.97 \$4,237.60 \$110,177.60	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60 27 \$47.46 \$3,796.80 \$98,716.80 39 \$53.49 \$4,279.20 \$111,259.20	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40 28 \$47.94 \$3,835.20 \$99,715.20 40 \$54.03 \$4,322.40 \$112,382.40 \$60.90	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40 29 \$48.43 \$3,874.40 \$100,734.40 41 \$54.57 \$4,365.60 \$113,505.60	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00 30 \$48.89 \$3,911.20 \$101,691.20 42 \$55.12 \$4,409.60 \$114,649.60	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20 31 \$49.40 \$3,952.00 \$102,752.00 43 \$55.65 \$4,452.00 \$115,752.00	\$39.30 \$3,144.00 \$81,744.00 \$44.26 \$3,540.80 \$92,060.80 32 \$49.89 \$3,991.20 \$103,771.20 44 \$56.21 \$4,496.80	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60 33 \$50.37 \$4,029.60 \$104,769.60 45 \$56.77 \$4,541.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80 34 \$50.89 \$4,071.20 \$105,851.20 46 \$57.35 \$4,588.00	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00 35 \$51.40 \$4,112.00 \$106,912.00 47 \$57.91 \$4,632.80	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60 36 \$51.92 \$4,153.60 \$107,993.60 48 \$58.49 \$4,679.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$36.65 \$2,932.00 \$76,232.00 \$13 \$41.28 \$3,302.40 \$85,862.40 25 \$46.54 \$3,723.20 \$96,803.20 37 \$52.42 \$4,193.60 \$109,033.60	\$37.02 \$2,961.60 \$77,001.60 14 \$41.71 \$3,336.80 \$86,756.80 26 \$46.98 \$3,758.40 \$97,718.40 38 \$52.97 \$4,237.60 \$110,177.60	\$37.36 \$2,988.80 \$77,708.80 15 \$42.12 \$3,369.60 \$87,609.60 27 \$47.46 \$3,796.80 \$98,716.80 39 \$53.49 \$4,279.20 \$111,259.20	\$37.72 \$3,017.60 \$78,457.60 16 \$42.53 \$3,402.40 \$88,462.40 28 \$47.94 \$3,835.20 \$99,715.20 40 \$54.03 \$4,322.40 \$112,382.40	\$38.13 \$3,050.40 \$79,310.40 17 \$42.98 \$3,438.40 \$89,398.40 29 \$48.43 \$3,874.40 \$100,734.40 41 \$54.57 \$4,365.60 \$113,505.60	\$38.51 \$3,080.80 \$80,100.80 18 \$43.40 \$3,472.00 \$90,272.00 30 \$48.89 \$3,911.20 \$101,691.20 42 \$55.12 \$4,409.60 \$114,649.60	\$38.89 \$3,111.20 \$80,891.20 19 \$43.84 \$3,507.20 \$91,187.20 31 \$49.40 \$3,952.00 \$102,752.00 43 \$55.65 \$4,452.00 \$115,752.00	\$39.30 \$3,144.00 \$81,744.00 \$44.26 \$3,540.80 \$92,060.80 32 \$49.89 \$3,991.20 \$103,771.20 44 \$56.21 \$4,496.80	\$39.68 \$3,174.40 \$82,534.40 21 \$44.72 \$3,577.60 \$93,017.60 33 \$50.37 \$4,029.60 \$104,769.60 45 \$56.77 \$4,541.60	\$40.08 \$3,206.40 \$83,366.40 22 \$45.16 \$3,612.80 \$93,932.80 34 \$50.89 \$4,071.20 \$105,851.20 46 \$57.35 \$4,588.00	\$40.47 \$3,237.60 \$84,177.60 23 \$45.60 \$3,648.00 \$94,848.00 35 \$51.40 \$4,112.00 \$106,912.00 47 \$57.91 \$4,632.80	\$40.87 \$3,269.60 \$85,009.60 24 \$46.07 \$3,685.60 \$95,825.60 36 \$51.92 \$4,153.60 \$107,993.60 48 \$58.49 \$4,679.20

(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	\$41.28	\$41.71	\$42.12	\$42.53	\$42.98	\$43.40	\$43.84	\$44.26	\$44.72	\$45.16	\$45.60	\$46.07
Biweekly	\$3,302.40	\$3,336.80	\$3,369.60	\$3,402.40	\$3,438.40	\$3,472.00	\$3,507.20	\$3,540.80	\$3,577.60	\$3,612.80	\$3,648.00	\$3,685.60
Annually	\$85,862.40	\$86,756.80	\$87,609.60	\$88,462.40	\$89,398.40	\$90,272.00	\$91,187.20	\$92,060.80	\$93,017.60	\$93,932.80	\$94,848.00	\$95,825.60
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$46.54	\$46.98	\$47.46	\$47.94	\$48.43	\$48.89	\$49.40	\$49.89	\$50.37	\$50.89	\$51.40	\$51.92
Biweekly	\$3,723.20	\$3,758.40	\$3,796.80	\$3,835.20	\$3,874.40	\$3,911.20	\$3,952.00	\$3,991.20	\$4,029.60	\$4,071.20	\$4,112.00	\$4,153.60
Annually	\$96,803.20	\$97,718.40	\$98,716.80	\$99,715.20	\$100,734.40	\$101,691.20	\$102,752.00	\$103,771.20	\$104,769.60	\$105,851.20	\$106,912.00	\$107,993.60
Aillidally	330,003.20	337,710.40	556,710.60	\$55,715.20	\$100,734.40	3101,031.20	3102,732.00	\$105,771.20	3104,703.00	\$105,051.20	\$100,512.00	3107,333.00
Steps												
	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$52.42	\$52.97	\$53.49	\$54.03	\$54.57	\$55.12	\$55.65	\$56.21	\$56.77	\$57.35	\$57.91	\$58.49
Biweekly	\$4,193.60	\$4,237.60	\$4,279.20	\$4,322.40	\$4,365.60	\$4,409.60	\$4,452.00	\$4,496.80	\$4,541.60	\$4,588.00	\$4,632.80	\$4,679.20
Annually	\$109,033.60	\$110,177.60	\$111,259.20	\$112,382.40	\$113,505.60	\$114,649.60	\$115,752.00	\$116,916.80	\$118,081.60	\$119,288.00	\$120,452.80	\$121,659.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$59.08	\$59.67	\$60.28	\$60.90	\$61.48	\$62.10	\$62.73	\$63.36	\$63.99	\$64.60	\$65.25	\$65.92
Biweekly	\$4,726.40	\$4,773.60	\$4,822.40	\$4,872.00	\$4,918.40	\$4,968.00	\$5,018.40	\$5,068.80	\$5,119.20	\$5,168.00	\$5,220.00	\$5,273.60
Annually	\$122,886.40	\$124,113.60	\$125,382.40	\$126,672.00	\$127,878.40	\$129,168.00	\$130,478.40	\$131,788.80	\$133,099.20	\$134,368.00	\$135,720.00	\$137,113.60
Ailliually	3122,000.40	\$124,113.00	\$125,362.40	3120,072.00	3127,070.40	\$129,100.00	3130,476.40	\$131,766.60	3133,033.20	3134,300.00	3133,720.00	3137,113.00
Steps	49	50	51	52	53	54	55					
Harriba	\$66.57	\$67.22	\$67.89	\$68.58	\$69.29	\$69.98	\$70.66					
Hourly												
Biweekly	\$5,325.60	\$5,377.60	\$5,431.20	\$5,486.40	\$5,543.20	\$5,598.40	\$5,652.80					
Annually	\$138,465.60	\$139,817.60	\$141,211.20	\$142,646.40	\$144,123.20	\$145,558.40	\$146,972.80					
04												
Grade 84												
	1	2	3	Δ	5	6	7	8	9	10	11	12
Steps	1 \$45.16	2 \$45.60	3 \$46.07	4 \$46.54	5 \$46.98	6 \$47.46	7 \$47.94	8 \$48.43	9 \$48.89	10	11 \$40.80	12 \$50.37
Steps Hourly	\$45.16	\$45.60	\$46.07	\$46.54	\$46.98	\$47.46	\$47.94	\$48.43	\$48.89	\$49.40	\$49.89	\$50.37
Steps Hourly Biweekly	\$45.16 \$3,612.80	\$45.60 \$3,648.00	\$46.07 \$3,685.60	\$46.54 \$3,723.20	\$46.98 \$3,758.40	\$47.46 \$3,796.80	\$47.94 \$3,835.20	\$48.43 \$3,874.40	\$48.89 \$3,911.20	\$49.40 \$3,952.00	\$49.89 \$3,991.20	\$50.37 \$4,029.60
Steps Hourly	\$45.16	\$45.60	\$46.07	\$46.54	\$46.98	\$47.46	\$47.94	\$48.43	\$48.89	\$49.40	\$49.89	\$50.37
Steps Hourly Biweekly Annually	\$45.16 \$3,612.80 \$93,932.80	\$45.60 \$3,648.00 \$94,848.00	\$46.07 \$3,685.60 \$95,825.60	\$46.54 \$3,723.20 \$96,803.20	\$46.98 \$3,758.40 \$97,718.40	\$47.46 \$3,796.80 \$98,716.80	\$47.94 \$3,835.20 \$99,715.20	\$48.43 \$3,874.40 \$100,734.40	\$48.89 \$3,911.20 \$101,691.20	\$49.40 \$3,952.00 \$102,752.00	\$49.89 \$3,991.20 \$103,771.20	\$50.37 \$4,029.60 \$104,769.60
Steps Hourly Biweekly Annually Steps	\$45.16 \$3,612.80 \$93,932.80	\$45.60 \$3,648.00 \$94,848.00	\$46.07 \$3,685.60 \$95,825.60	\$46.54 \$3,723.20 \$96,803.20	\$46.98 \$3,758.40 \$97,718.40	\$47.46 \$3,796.80 \$98,716.80	\$47.94 \$3,835.20 \$99,715.20	\$48.43 \$3,874.40 \$100,734.40	\$48.89 \$3,911.20 \$101,691.20	\$49.40 \$3,952.00 \$102,752.00	\$49.89 \$3,991.20 \$103,771.20	\$50.37 \$4,029.60 \$104,769.60
Steps Hourly Biweekly Annually Steps Hourly	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89	\$45.60 \$3,648.00 \$94,848.00 14 \$51.40	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12	\$49.40 \$3,952.00 \$102,752.00 22 \$55.65	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20	\$45.60 \$3,648.00 \$94,848.00 14 \$51.40 \$4,112.00	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57 \$4,365.60	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60	\$49.40 \$3,952.00 \$102,752.00 22 \$55.65 \$4,452.00	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60
Steps Hourly Biweekly Annually Steps Hourly	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89	\$45.60 \$3,648.00 \$94,848.00 14 \$51.40	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12	\$49.40 \$3,952.00 \$102,752.00 22 \$55.65	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20	\$45.60 \$3,648.00 \$94,848.00 14 \$51.40 \$4,112.00	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57 \$4,365.60	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60	\$49.40 \$3,952.00 \$102,752.00 22 \$55.65 \$4,452.00	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20	\$45.60 \$3,648.00 \$94,848.00 14 \$51.40 \$4,112.00	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57 \$4,365.60	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60	\$49.40 \$3,952.00 \$102,752.00 22 \$55.65 \$4,452.00	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57 \$4,365.60 \$113,505.60	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60	\$49.40 \$3,952.00 \$102,752.00 22 \$55.65 \$4,452.00 \$115,752.00	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57 \$4,365.60 \$113,505.60 32 \$61.48	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 34 \$62.73	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20 25 \$57.35 \$4,588.00	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00 26 \$57.91 \$4,632.80	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49 \$4,679.20	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08 \$4,726.40	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67 \$4,773.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28 \$4,822.40	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90 \$4,872.00	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57 \$4,365.60 \$113,505.60 32 \$61.48 \$4,918.40	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10 \$4,968.00	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 \$4 \$62.73 \$5,018.40	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36 \$5,068.80	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99 \$5,119.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57 \$4,365.60 \$113,505.60 32 \$61.48	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 34 \$62.73	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20 25 \$57.35 \$4,588.00 \$119,288.00	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00 26 \$57.91 \$4,632.80 \$120,452.80	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49 \$4,679.20 \$121,659.20	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08 \$4,726.40 \$122,886.40	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67 \$4,773.60 \$124,113.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28 \$4,822.40 \$125,382.40	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90 \$4,872.00 \$126,672.00	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57 \$4,365.60 \$113,505.60 32 \$61.48 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10 \$4,968.00 \$129,168.00	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 34 \$62.73 \$5,018.40 \$130,478.40	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36 \$5,068.80 \$131,788.80	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99 \$5,119.20 \$133,099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20 25 \$57.35 \$4,588.00 \$119,288.00	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00 26 \$57.91 \$4,632.80 \$120,452.80	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49 \$4,679.20 \$121,659.20	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08 \$4,726.40 \$122,886.40	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67 \$4,773.60 \$124,113.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28 \$4,822.40 \$125,382.40	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90 \$4,872.00 \$126,672.00	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57 \$4,365.60 \$113,505.60 32 \$61.48 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10 \$4,968.00 \$129,168.00	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 \$4 \$62.73 \$5,018.40 \$130,478.40	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36 \$5,068.80 \$131,788.80	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99 \$5,119.20 \$133,099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20 25 \$57.35 \$4,588.00 \$119,288.00	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00 \$26 \$57.91 \$4,632.80 \$120,452.80 \$38 \$65.25	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49 \$4,679.20 \$121,659.20	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08 \$4,726.40 \$122,886.40	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67 \$4,773.60 \$124,113.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28 \$4,822.40 \$125,382.40 42 \$67.89	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90 \$4,872.00 \$126,672.00	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57 \$4,365.60 \$113,505.60 32 \$61.48 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10 \$4,968.00 \$129,168.00	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 \$4 \$62.73 \$5,018.40 \$130,478.40	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36 \$5,068.80 \$131,788.80	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99 \$5,119.20 \$133,099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20 25 \$57.35 \$4,588.00 \$119,288.00 37 \$64.60 \$5,168.00	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00 \$26 \$57.91 \$4,632.80 \$120,452.80 \$65.25 \$5,220.00	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49 \$4,679.20 \$121,659.20 39 \$65.92 \$5,273.60	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08 \$4,726.40 \$122,886.40 40 \$66.57 \$5,325.60	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67 \$4,773.60 \$124,113.60 41 \$67.22 \$5,377.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28 \$4,822.40 \$125,382.40 42 \$67.89 \$5,431.20	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90 \$4,872.00 \$126,672.00 43 \$68.58 \$5,486.40	\$48.43 \$3,874.40 \$100,734.40 \$100,734.40 \$54.57 \$4,365.60 \$113,505.60 \$127,878.40 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10 \$4,968.00 \$129,168.00 45 \$69.98 \$5,598.40	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 \$4 \$62.73 \$5,018.40 \$130,478.40 \$70.66 \$5,652.80	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36 \$5,068.80 \$131,788.80 47 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99 \$5,119.20 \$133,099.20 48 \$72.10 \$5,768.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20 25 \$57.35 \$4,588.00 \$119,288.00	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00 \$26 \$57.91 \$4,632.80 \$120,452.80 \$38 \$65.25	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49 \$4,679.20 \$121,659.20	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08 \$4,726.40 \$122,886.40	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67 \$4,773.60 \$124,113.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28 \$4,822.40 \$125,382.40 42 \$67.89	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90 \$4,872.00 \$126,672.00	\$48.43 \$3,874.40 \$100,734.40 20 \$54.57 \$4,365.60 \$113,505.60 32 \$61.48 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10 \$4,968.00 \$129,168.00	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 \$4 \$62.73 \$5,018.40 \$130,478.40	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36 \$5,068.80 \$131,788.80	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99 \$5,119.20 \$133,099.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20 25 \$57.35 \$4,588.00 \$119,288.00 \$119,288.00 \$5,168.00 \$134,368.00	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00 \$57.91 \$4,632.80 \$120,452.80 \$65.25 \$5,220.00 \$135,720.00	\$46.07 \$3,685.60 \$95,825.60 \$15 \$51.92 \$4,153.60 \$107,993.60 \$27 \$58.49 \$4,679.20 \$121,659.20 \$65.92 \$5,273.60 \$137,113.60	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08 \$4,726.40 \$122,886.40 40 \$66.57 \$5,325.60 \$138,465.60	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67 \$4,773.60 \$124,113.60 41 \$67.22 \$5,377.60 \$139,817.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28 \$4,822.40 \$125,382.40 42 \$67.89 \$5,431.20 \$141,211.20	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90 \$4,872.00 \$126,672.00 43 \$68.58 \$5,486.40 \$142,646.40	\$48.43 \$3,874.40 \$100,734.40 \$100,734.40 \$54.57 \$4,365.60 \$113,505.60 \$127,878.40 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10 \$4,968.00 \$129,168.00 45 \$69.98 \$5,598.40	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 \$4 \$62.73 \$5,018.40 \$130,478.40 \$70.66 \$5,652.80	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36 \$5,068.80 \$131,788.80 47 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99 \$5,119.20 \$133,099.20 48 \$72.10 \$5,768.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20 25 \$57.35 \$4,588.00 \$119,288.00 37 \$64.60 \$5,168.00 \$134,368.00	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00 \$26 \$57.91 \$4,632.80 \$120,452.80 \$120,452.80 \$38 \$65.25 \$5,220.00 \$135,720.00	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49 \$4,679.20 \$121,659.20 39 \$65.92 \$5,273.60 \$137,113.60	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08 \$4,726.40 \$122,886.40 40 \$66.57 \$5,325.60 \$138,465.60	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67 \$4,773.60 \$124,113.60 41 \$67.22 \$5,377.60 \$139,817.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28 \$4,822.40 \$125,382.40 42 \$67.89 \$5,431.20 \$141,211.20	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90 \$4,872.00 \$126,672.00 43 \$68.58 \$5,486.40 \$142,646.40	\$48.43 \$3,874.40 \$100,734.40 \$100,734.40 \$54.57 \$4,365.60 \$113,505.60 \$127,878.40 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10 \$4,968.00 \$129,168.00 45 \$69.98 \$5,598.40	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 \$4 \$62.73 \$5,018.40 \$130,478.40 \$70.66 \$5,652.80	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36 \$5,068.80 \$131,788.80 47 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99 \$5,119.20 \$133,099.20 48 \$72.10 \$5,768.00
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	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20 25 \$57.35 \$4,588.00 \$119,288.00 \$119,288.00 \$134,368.00	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00 \$57.91 \$4,632.80 \$120,452.80 \$120,452.80 \$55,220.00 \$135,720.00	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49 \$4,679.20 \$121,659.20 39 \$65.92 \$5,273.60 \$137,113.60	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08 \$4,726.40 \$122,886.40 40 \$66.57 \$5,325.60 \$138,465.60	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67 \$4,773.60 \$124,113.60 41 \$67.22 \$5,377.60 \$139,817.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28 \$4,822.40 \$125,382.40 42 \$67.89 \$5,431.20 \$141,211.20	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90 \$4,872.00 \$126,672.00 43 \$68.58 \$5,486.40 \$142,646.40	\$48.43 \$3,874.40 \$100,734.40 \$100,734.40 \$54.57 \$4,365.60 \$113,505.60 \$127,878.40 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10 \$4,968.00 \$129,168.00 45 \$69.98 \$5,598.40	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 \$4 \$62.73 \$5,018.40 \$130,478.40 \$70.66 \$5,652.80	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36 \$5,068.80 \$131,788.80 47 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99 \$5,119.20 \$133,099.20 48 \$72.10 \$5,768.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20 25 \$57.35 \$4,588.00 \$119,288.00 37 \$64.60 \$5,168.00 \$134,368.00	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00 \$26 \$57.91 \$4,632.80 \$120,452.80 \$120,452.80 \$38 \$65.25 \$5,220.00 \$135,720.00	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49 \$4,679.20 \$121,659.20 39 \$65.92 \$5,273.60 \$137,113.60	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08 \$4,726.40 \$122,886.40 40 \$66.57 \$5,325.60 \$138,465.60	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67 \$4,773.60 \$124,113.60 41 \$67.22 \$5,377.60 \$139,817.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28 \$4,822.40 \$125,382.40 42 \$67.89 \$5,431.20 \$141,211.20	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90 \$4,872.00 \$126,672.00 43 \$68.58 \$5,486.40 \$142,646.40	\$48.43 \$3,874.40 \$100,734.40 \$100,734.40 \$54.57 \$4,365.60 \$113,505.60 \$127,878.40 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10 \$4,968.00 \$129,168.00 45 \$69.98 \$5,598.40	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 \$4 \$62.73 \$5,018.40 \$130,478.40 \$70.66 \$5,652.80	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36 \$5,068.80 \$131,788.80 47 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99 \$5,119.20 \$133,099.20 48 \$72.10 \$5,768.00
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	\$45.16 \$3,612.80 \$93,932.80 13 \$50.89 \$4,071.20 \$105,851.20 25 \$57.35 \$4,588.00 \$119,288.00 \$119,288.00 \$134,368.00	\$45.60 \$3,648.00 \$94,848.00 \$14 \$51.40 \$4,112.00 \$106,912.00 \$57.91 \$4,632.80 \$120,452.80 \$120,452.80 \$55,220.00 \$135,720.00	\$46.07 \$3,685.60 \$95,825.60 15 \$51.92 \$4,153.60 \$107,993.60 27 \$58.49 \$4,679.20 \$121,659.20 39 \$65.92 \$5,273.60 \$137,113.60	\$46.54 \$3,723.20 \$96,803.20 16 \$52.42 \$4,193.60 \$109,033.60 28 \$59.08 \$4,726.40 \$122,886.40 40 \$66.57 \$5,325.60 \$138,465.60	\$46.98 \$3,758.40 \$97,718.40 17 \$52.97 \$4,237.60 \$110,177.60 29 \$59.67 \$4,773.60 \$124,113.60 41 \$67.22 \$5,377.60 \$139,817.60	\$47.46 \$3,796.80 \$98,716.80 18 \$53.49 \$4,279.20 \$111,259.20 30 \$60.28 \$4,822.40 \$125,382.40 42 \$67.89 \$5,431.20 \$141,211.20	\$47.94 \$3,835.20 \$99,715.20 19 \$54.03 \$4,322.40 \$112,382.40 31 \$60.90 \$4,872.00 \$126,672.00 43 \$68.58 \$5,486.40 \$142,646.40	\$48.43 \$3,874.40 \$100,734.40 \$100,734.40 \$54.57 \$4,365.60 \$113,505.60 \$127,878.40 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 21 \$55.12 \$4,409.60 \$114,649.60 33 \$62.10 \$4,968.00 \$129,168.00 45 \$69.98 \$5,598.40	\$49.40 \$3,952.00 \$102,752.00 \$22 \$55.65 \$4,452.00 \$115,752.00 \$4 \$62.73 \$5,018.40 \$130,478.40 \$70.66 \$5,652.80	\$49.89 \$3,991.20 \$103,771.20 23 \$56.21 \$4,496.80 \$116,916.80 35 \$63.36 \$5,068.80 \$131,788.80 47 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 24 \$56.77 \$4,541.60 \$118,081.60 36 \$63.99 \$5,119.20 \$133,099.20 48 \$72.10 \$5,768.00

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

9	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$14.94	\$15.11	\$15.24	\$15.40	\$15.56	\$15.73	\$15.88	\$16.03	\$16.20	\$16.36	\$16.52	\$16.68
	Biweekly	\$1,195.20	\$1,208.80	\$1,219.20	\$1,232.00	\$1,244.80	\$1,258.40	\$1,270.40	\$1,282.40	\$1,296.00	\$1,308.80	\$1,321.60	\$1,334.40
	Annually	\$31,075.20	\$31,428.80	\$31,699.20	\$32,032.00	\$32,364.80	\$32,718.40	\$33,030.40	\$33,342.40	\$33,696.00	\$34,028.80	\$34,361.60	\$34,694.40
		731,073.20	731, 120.00	431,033.20	732,032.00	Ų32,30 1.00	Ų32,7 10. TO	433,030.10	Ç33,3 12. 10	433,030.00	ψ3 1,020.00	75 1,501.00	
S	Steps	13	14	15	16	17	18	19	20	21	22	23	24
H	lourly	\$16.84	\$17.01	\$17.19	\$17.35	\$17.56	\$17.72	\$17.88	\$18.06	\$18.24	\$18.44	\$18.63	\$18.83
E	Biweekly	\$1,347.20	\$1,360.80	\$1,375.20	\$1,388.00	\$1,404.80	\$1,417.60	\$1,430.40	\$1,444.80	\$1,459.20	\$1,475.20	\$1,490.40	\$1,506.40
1	Annually	\$35,027.20	\$35,380.80	\$35,755.20	\$36,088.00	\$36,524.80	\$36,857.60	\$37,190.40	\$37,564.80	\$37,939.20	\$38,355.20	\$38,750.40	\$39,166.40
9	Steps	25	26	27	28	29	30	31	32	33	34	35	36
H	lourly	\$18.99	\$19.17	\$19.36	\$19.58	\$19.76	\$19.97	\$20.18	\$20.36	\$20.55	\$20.78	\$20.98	\$21.18
E	Biweekly	\$1,519.20	\$1,533.60	\$1,548.80	\$1,566.40	\$1,580.80	\$1,597.60	\$1,614.40	\$1,628.80	\$1,644.00	\$1,662.40	\$1,678.40	\$1,694.40
Į.	Annually	\$39,499.20	\$39,873.60	\$40,268.80	\$40,726.40	\$41,100.80	\$41,537.60	\$41,974.40	\$42,348.80	\$42,744.00	\$43,222.40	\$43,638.40	\$44,054.40
	•												
9	Steps	37	38	39	40	41	42	43	44	45	46	47	48
H	lourly	\$21.40	\$21.61	\$21.83	\$22.05	\$22.27	\$22.49	\$22.72	\$22.96	\$23.17	\$23.39	\$23.63	\$23.88
E	Biweekly	\$1,712.00	\$1,728.80	\$1,746.40	\$1,764.00	\$1,781.60	\$1,799.20	\$1,817.60	\$1,836.80	\$1,853.60	\$1,871.20	\$1,890.40	\$1,910.40
1	Annually	\$44,512.00	\$44,948.80	\$45,406.40	\$45,864.00	\$46,321.60	\$46,779.20	\$47,257.60	\$47,756.80	\$48,193.60	\$48,651.20	\$49,150.40	\$49,670.40
5	Steps	49	50	51	52	53	54	55					
H	lourly	\$24.12	\$24.37	\$24.59	\$24.82	\$25.09	\$25.34	\$25.59					
E	Biweekly	\$1,929.60	\$1,949.60	\$1,967.20	\$1,985.60	\$2,007.20	\$2,027.20	\$2,047.20					
Į.	Annually	\$50,169.60	\$50,689.60	\$51,147.20	\$51,625.60	\$52,187.20	\$52,707.20	\$53,227.20					
	•												
Cua	de 74												
Grad	ae / 4												
5	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Steps Hourly	1 \$16.84	2 \$17.01	3 \$17.19	4 \$17.35	5 \$17.56	6 \$17.72	7 \$17.88	8 \$18.06	9 \$18.24	10 \$18.44	11 \$18.63	12 \$18.83
H													
H E	lourly	\$16.84	\$17.01	\$17.19	\$17.35	\$17.56	\$17.72	\$17.88	\$18.06	\$18.24	\$18.44	\$18.63	\$18.83
H E <i>A</i>	Hourly Biweekly Annually	\$16.84 \$1,347.20 \$35,027.20	\$17.01 \$1,360.80 \$35,380.80	\$17.19 \$1,375.20 \$35,755.20	\$17.35 \$1,388.00 \$36,088.00	\$17.56 \$1,404.80 \$36,524.80	\$17.72 \$1,417.60 \$36,857.60	\$17.88 \$1,430.40 \$37,190.40	\$18.06 \$1,444.80 \$37,564.80	\$18.24 \$1,459.20 \$37,939.20	\$18.44 \$1,475.20 \$38,355.20	\$18.63 \$1,490.40 \$38,750.40	\$18.83 \$1,506.40 \$39,166.40
i E A	Hourly Biweekly Annually Steps	\$16.84 \$1,347.20 \$35,027.20	\$17.01 \$1,360.80 \$35,380.80	\$17.19 \$1,375.20 \$35,755.20	\$17.35 \$1,388.00 \$36,088.00	\$17.56 \$1,404.80 \$36,524.80	\$17.72 \$1,417.60 \$36,857.60	\$17.88 \$1,430.40 \$37,190.40	\$18.06 \$1,444.80 \$37,564.80	\$18.24 \$1,459.20 \$37,939.20	\$18.44 \$1,475.20 \$38,355.20	\$18.63 \$1,490.40 \$38,750.40	\$18.83 \$1,506.40 \$39,166.40
i E A	Hourly Biweekly Annually	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18
 	Hourly Biweekly Annually Steps	\$16.84 \$1,347.20 \$35,027.20	\$17.01 \$1,360.80 \$35,380.80	\$17.19 \$1,375.20 \$35,755.20	\$17.35 \$1,388.00 \$36,088.00	\$17.56 \$1,404.80 \$36,524.80	\$17.72 \$1,417.60 \$36,857.60	\$17.88 \$1,430.40 \$37,190.40	\$18.06 \$1,444.80 \$37,564.80	\$18.24 \$1,459.20 \$37,939.20	\$18.44 \$1,475.20 \$38,355.20	\$18.63 \$1,490.40 \$38,750.40	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40
 	Hourly Biweekly Annually Steps Hourly	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18
	Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36 \$1,548.80	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40
	Hourly Biweekly Annually Steps Hourly Biweekly	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36 \$1,548.80	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40
F F F F F F F F F F F F F F F F F F F	Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40
5 6 6 7 8 8	Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40
5 6 7 8 8 8	Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27 \$1,781.60	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88 \$1,910.40
5 6 7 8 8 8	Hourly Biweekly Annually Biteps Hourly Biweekly Annually Steps Hourly Biweekly Biweekly	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40 \$1,712.00	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60 26 \$21.61 \$1,728.80	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80 27 \$21.83 \$1,746.40	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05 \$1,764.00	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49 \$1,799.20	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72 \$1,817.60	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96 \$1,836.80	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00 33 \$23.17 \$1,853.60	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39 \$1,871.20	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63 \$1,890.40	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88
5 S S S S S S S S S S S S S S S S S S S	Hourly Biweekly Annually Biteps Hourly Biweekly Annually Steps Hourly Biweekly Biweekly	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40 \$1,712.00	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60 26 \$21.61 \$1,728.80	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80 27 \$21.83 \$1,746.40	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05 \$1,764.00	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27 \$1,781.60	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49 \$1,799.20	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72 \$1,817.60	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96 \$1,836.80	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00 33 \$23.17 \$1,853.60	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39 \$1,871.20	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63 \$1,890.40	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88 \$1,910.40
5 S S S S S S S S S S S S S S S S S S S	Hourly Biweekly Annually Bieps Hourly Biweekly Annually Bieps Hourly Biweekly Annually Annually	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40 \$1,712.00 \$44,512.00	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60 26 \$21.61 \$1,728.80 \$44,948.80	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80 27 \$21.83 \$1,746.40 \$45,406.40	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05 \$1,764.00 \$45,864.00	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27 \$1,781.60 \$46,321.60	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49 \$1,799.20 \$46,779.20	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72 \$1,817.60 \$47,257.60	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96 \$1,836.80 \$47,756.80	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00 33 \$23.17 \$1,853.60 \$48,193.60	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39 \$1,871.20 \$48,651.20	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63 \$1,890.40 \$49,150.40	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88 \$1,910.40 \$49,670.40
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	Hourly Biweekly Annually Biteps Hourly Biweekly Annually Biteps Hourly Biweekly Annually Biweekly Annually Biteps	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40 \$1,712.00 \$44,512.00 37 \$24.12	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60 26 \$21.61 \$1,728.80 \$44,948.80	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80 27 \$21.83 \$1,746.40 \$45,406.40	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05 \$1,764.00 \$45,864.00	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27 \$1,781.60 \$46,321.60	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49 \$1,799.20 \$46,779.20	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72 \$1,817.60 \$47,257.60	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96 \$1,836.80 \$47,756.80	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00 33 \$23.17 \$1,853.60 \$48,193.60	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39 \$1,871.20 \$48,651.20	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63 \$1,890.40 \$49,150.40	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88 \$1,910.40 \$49,670.40
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	Hourly Biweekly Annually Biweekly Biweekly Annually Biweekly Annually Biweekly Annually Biweekly Annually Biweekly Annually Biweekly Biweekly Biweekly	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40 \$1,712.00 \$44,512.00 37 \$24.12 \$1,929.60	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60 26 \$21.61 \$1,728.80 \$44,948.80 38 \$24.37 \$1,949.60	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80 27 \$21.83 \$1,746.40 \$45,406.40 39 \$24.59 \$1,967.20	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05 \$1,764.00 \$45,864.00 40 \$24.82 \$1,985.60	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27 \$1,781.60 \$46,321.60 41 \$25.09 \$2,007.20	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49 \$1,799.20 \$46,779.20 42 \$25.34 \$2,027.20	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72 \$1,817.60 \$47,257.60 43 \$25.59 \$2,047.20	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96 \$1,836.80 \$47,756.80 44 \$25.84 \$2,067.20	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00 33 \$23.17 \$1,853.60 \$48,193.60 45 \$26.11 \$2,088.80	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39 \$1,871.20 \$48,651.20 46 \$26.37 \$2,109.60	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63 \$1,890.40 \$49,150.40 47 \$26.61 \$2,128.80	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88 \$1,910.40 \$49,670.40 48 \$26.91 \$2,152.80
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	Hourly Siweekly Annually Steps Hourly Siweekly Annually Steps Hourly Siweekly Annually Steps Hourly Siweekly Annually Siweekly Annually	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40 \$1,712.00 \$44,512.00 37 \$24.12 \$1,929.60 \$50,169.60	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60 26 \$21.61 \$1,728.80 \$44,948.80 38 \$24.37 \$1,949.60 \$50,689.60	\$17.19 \$1,375.20 \$35,755.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80 27 \$21.83 \$1,746.40 \$45,406.40 39 \$24.59 \$1,967.20 \$51,147.20	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05 \$1,764.00 \$45,864.00 40 \$24.82 \$1,985.60 \$51,625.60	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27 \$1,781.60 \$46,321.60 41 \$25.09 \$2,007.20 \$52,187.20	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49 \$1,799.20 \$46,779.20 42 \$25.34 \$2,027.20 \$52,707.20	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72 \$1,817.60 \$47,257.60 43 \$25.59 \$2,047.20 \$53,227.20	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96 \$1,836.80 \$47,756.80	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00 33 \$23.17 \$1,853.60 \$48,193.60	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39 \$1,871.20 \$48,651.20	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63 \$1,890.40 \$49,150.40	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88 \$1,910.40 \$49,670.40
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	Hourly Biweekly Annually Biweekly Biweekly Annually Biweekly Annually Biweekly Annually Biweekly Annually Biweekly Annually Biweekly Biweekly Biweekly	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40 \$1,712.00 \$44,512.00 37 \$24.12 \$1,929.60	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60 26 \$21.61 \$1,728.80 \$44,948.80 38 \$24.37 \$1,949.60	\$17.19 \$1,375.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80 27 \$21.83 \$1,746.40 \$45,406.40 39 \$24.59 \$1,967.20	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05 \$1,764.00 \$45,864.00 40 \$24.82 \$1,985.60	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27 \$1,781.60 \$46,321.60 41 \$25.09 \$2,007.20	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49 \$1,799.20 \$46,779.20 42 \$25.34 \$2,027.20	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72 \$1,817.60 \$47,257.60 43 \$25.59 \$2,047.20	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96 \$1,836.80 \$47,756.80 44 \$25.84 \$2,067.20	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00 33 \$23.17 \$1,853.60 \$48,193.60 45 \$26.11 \$2,088.80	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39 \$1,871.20 \$48,651.20 46 \$26.37 \$2,109.60	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63 \$1,890.40 \$49,150.40 47 \$26.61 \$2,128.80	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88 \$1,910.40 \$49,670.40 48 \$26.91 \$2,152.80
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	Hourly Siweekly Annually Steps Hourly Siweekly Annually Steps Hourly Siweekly Annually Steps Hourly Siweekly Annually Siweekly Annually	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40 \$1,712.00 \$44,512.00 37 \$24.12 \$1,929.60 \$50,169.60	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60 26 \$21.61 \$1,728.80 \$44,948.80 38 \$24.37 \$1,949.60 \$50,689.60	\$17.19 \$1,375.20 \$35,755.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80 27 \$21.83 \$1,746.40 \$45,406.40 39 \$24.59 \$1,967.20 \$51,147.20	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05 \$1,764.00 \$45,864.00 40 \$24.82 \$1,985.60 \$51,625.60	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27 \$1,781.60 \$46,321.60 41 \$25.09 \$2,007.20 \$52,187.20	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49 \$1,799.20 \$46,779.20 42 \$25.34 \$2,027.20 \$52,707.20	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72 \$1,817.60 \$47,257.60 43 \$25.59 \$2,047.20 \$53,227.20	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96 \$1,836.80 \$47,756.80 44 \$25.84 \$2,067.20	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00 33 \$23.17 \$1,853.60 \$48,193.60 45 \$26.11 \$2,088.80	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39 \$1,871.20 \$48,651.20 46 \$26.37 \$2,109.60	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63 \$1,890.40 \$49,150.40 47 \$26.61 \$2,128.80	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88 \$1,910.40 \$49,670.40 48 \$26.91 \$2,152.80
5	Hourly Siweekly Annually Steps Hourly Siweekly Annually Steps Hourly Siweekly Annually Siteps Hourly Siweekly Annually Siteps Hourly Siteps Hourly Siteps Hourly Siteps Hourly Siteps Hourly Siteps Hourly	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40 \$1,712.00 \$44,512.00 37 \$24.12 \$1,929.60 \$50,169.60 49 \$27.17	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60 26 \$21.61 \$1,728.80 \$44,948.80 38 \$24.37 \$1,949.60 \$50,689.60 50 \$27.45	\$17.19 \$1,375.20 \$35,755.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80 27 \$21.83 \$1,746.40 \$45,406.40 39 \$24.59 \$1,967.20 \$51,147.20	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05 \$1,764.00 \$45,864.00 40 \$24.82 \$1,985.60 \$51,625.60 52 \$27.98	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27 \$1,781.60 \$46,321.60 41 \$25.09 \$2,007.20 \$52,187.20 53 \$28.28	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49 \$1,799.20 \$46,779.20 42 \$25.34 \$2,027.20 \$52,707.20	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72 \$1,817.60 \$47,257.60 43 \$25.59 \$2,047.20 \$53,227.20	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96 \$1,836.80 \$47,756.80 44 \$25.84 \$2,067.20	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00 33 \$23.17 \$1,853.60 \$48,193.60 45 \$26.11 \$2,088.80	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39 \$1,871.20 \$48,651.20 46 \$26.37 \$2,109.60	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63 \$1,890.40 \$49,150.40 47 \$26.61 \$2,128.80	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88 \$1,910.40 \$49,670.40 48 \$26.91 \$2,152.80
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	Hourly Siweekly Annually Steps Hourly	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40 \$1,712.00 \$44,512.00 37 \$24.12 \$1,929.60 \$50,169.60 49 \$27.17 \$2,173.60	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60 26 \$21.61 \$1,728.80 \$44,948.80 38 \$24.37 \$1,949.60 \$50,689.60 50 \$27.45 \$2,196.00	\$17.19 \$1,375.20 \$35,755.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80 27 \$21.83 \$1,746.40 \$45,406.40 39 \$24.59 \$1,967.20 \$51,147.20 51 \$27.70 \$2,216.00	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05 \$1,764.00 \$45,864.00 40 \$24.82 \$1,985.60 \$51,625.60 52 \$27.98 \$2,238.40	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27 \$1,781.60 \$46,321.60 41 \$25.09 \$2,007.20 \$52,187.20 53 \$28.28 \$2,262.40	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49 \$1,799.20 \$46,779.20 42 \$25.34 \$2,027.20 \$52,707.20 54 \$2,027.20	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72 \$1,817.60 \$47,257.60 43 \$25.59 \$2,047.20 \$53,227.20 55 \$28.82 \$2,305.60	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96 \$1,836.80 \$47,756.80 44 \$25.84 \$2,067.20	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00 33 \$23.17 \$1,853.60 \$48,193.60 45 \$26.11 \$2,088.80	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39 \$1,871.20 \$48,651.20 46 \$26.37 \$2,109.60	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63 \$1,890.40 \$49,150.40 47 \$26.61 \$2,128.80	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88 \$1,910.40 \$49,670.40 48 \$26.91 \$2,152.80
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	Hourly Siweekly Annually Steps Hourly Siweekly Annually Steps Hourly Siweekly Annually Siteps Hourly Siweekly Annually Siteps Hourly Siteps Hourly Siteps Hourly Siteps Hourly Siteps Hourly Siteps Hourly	\$16.84 \$1,347.20 \$35,027.20 13 \$18.99 \$1,519.20 \$39,499.20 25 \$21.40 \$1,712.00 \$44,512.00 37 \$24.12 \$1,929.60 \$50,169.60 49 \$27.17	\$17.01 \$1,360.80 \$35,380.80 14 \$19.17 \$1,533.60 \$39,873.60 26 \$21.61 \$1,728.80 \$44,948.80 38 \$24.37 \$1,949.60 \$50,689.60 50 \$27.45	\$17.19 \$1,375.20 \$35,755.20 \$35,755.20 15 \$19.36 \$1,548.80 \$40,268.80 27 \$21.83 \$1,746.40 \$45,406.40 39 \$24.59 \$1,967.20 \$51,147.20	\$17.35 \$1,388.00 \$36,088.00 16 \$19.58 \$1,566.40 \$40,726.40 28 \$22.05 \$1,764.00 \$45,864.00 40 \$24.82 \$1,985.60 \$51,625.60 52 \$27.98	\$17.56 \$1,404.80 \$36,524.80 17 \$19.76 \$1,580.80 \$41,100.80 29 \$22.27 \$1,781.60 \$46,321.60 41 \$25.09 \$2,007.20 \$52,187.20 53 \$28.28	\$17.72 \$1,417.60 \$36,857.60 18 \$19.97 \$1,597.60 \$41,537.60 30 \$22.49 \$1,799.20 \$46,779.20 42 \$25.34 \$2,027.20 \$52,707.20	\$17.88 \$1,430.40 \$37,190.40 19 \$20.18 \$1,614.40 \$41,974.40 31 \$22.72 \$1,817.60 \$47,257.60 43 \$25.59 \$2,047.20 \$53,227.20	\$18.06 \$1,444.80 \$37,564.80 20 \$20.36 \$1,628.80 \$42,348.80 32 \$22.96 \$1,836.80 \$47,756.80 44 \$25.84 \$2,067.20	\$18.24 \$1,459.20 \$37,939.20 21 \$20.55 \$1,644.00 \$42,744.00 33 \$23.17 \$1,853.60 \$48,193.60 45 \$26.11 \$2,088.80	\$18.44 \$1,475.20 \$38,355.20 22 \$20.78 \$1,662.40 \$43,222.40 34 \$23.39 \$1,871.20 \$48,651.20 46 \$26.37 \$2,109.60	\$18.63 \$1,490.40 \$38,750.40 23 \$20.98 \$1,678.40 \$43,638.40 35 \$23.63 \$1,890.40 \$49,150.40 47 \$26.61 \$2,128.80	\$18.83 \$1,506.40 \$39,166.40 24 \$21.18 \$1,694.40 \$44,054.40 36 \$23.88 \$1,910.40 \$49,670.40 48 \$26.91 \$2,152.80

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$18.99	\$19.17	\$19.36	\$19.58	\$19.76	\$19.97	\$20.18	\$20.36	\$20.55	\$20.78	\$20.98	\$21.18
Biweekly	\$1,519.20	\$1,533.60	\$1,548.80	\$1,566.40	\$1,580.80	\$1,597.60	\$1,614.40	\$1,628.80	\$1,644.00	\$1,662.40	\$1,678.40	\$1,694.40
Annually	\$39,499.20	\$39,873.60	\$40,268.80	\$40,726.40	\$41,100.80	\$41,537.60	\$41,974.40	\$42,348.80	\$42,744.00	\$43,222.40	\$43,638.40	\$44,054.40
Allitually	\$39,499.20	\$39,673.00	\$40,200.00	340,720.40	\$41,100.60	\$41,557.00	\$41,974.40	342,340.00	342,744.00	343,222.40	\$45,056.40	344,034.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.40	\$21.61	\$21.83	\$22.05	\$22.27	\$22.49	\$22.72	\$22.96	\$23.17	\$23.39	\$23.63	\$23.88
Biweekly	\$1,712.00	\$1,728.80	\$1,746.40	\$1,764.00	\$1,781.60	\$1,799.20	\$1,817.60	\$1,836.80	\$1,853.60	\$1,871.20	\$1,890.40	\$1,910.40
Annually	\$44,512.00	\$44,948.80	\$45,406.40	\$45,864.00	\$46,321.60	\$46,779.20	\$47,257.60	\$47,756.80	\$48,193.60	\$48,651.20	\$49,150.40	\$49,670.40
Ailliually	344,312.00	344,346.60	343,400.40	343,804.00	340,321.00	340,773.20	347,237.00	347,730.80	346,193.00	340,031.20	349,130.40	343,070.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$24.12		\$24.59	\$24.82	\$25.09	\$25.34					\$26.61	\$26.91
		\$24.37					\$25.59	\$25.84	\$26.11	\$26.37		
Biweekly	\$1,929.60	\$1,949.60	\$1,967.20	\$1,985.60	\$2,007.20	\$2,027.20	\$2,047.20	\$2,067.20	\$2,088.80	\$2,109.60	\$2,128.80	\$2,152.80
Annually	\$50,169.60	\$50,689.60	\$51,147.20	\$51,625.60	\$52,187.20	\$52,707.20	\$53,227.20	\$53,747.20	\$54,308.80	\$54,849.60	\$55,348.80	\$55,972.80
Ctomo												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$27.17	\$27.45	\$27.70	\$27.98	\$28.28	\$28.56	\$28.82	\$29.11	\$29.42	\$29.70	\$30.00	\$30.31
Biweekly	\$2,173.60	\$2,196.00	\$2,216.00	\$2,238.40	\$2,262.40	\$2,284.80	\$2,305.60	\$2,328.80	\$2,353.60	\$2,376.00	\$2,400.00	\$2,424.80
Annually	\$56,513.60	\$57,096.00	\$57,616.00	\$58,198.40	\$58,822.40	\$59,404.80	\$59,945.60	\$60,548.80	\$61,193.60	\$61,776.00	\$62,400.00	\$63,044.80
Ch												
Steps	49	50	51	52	53	54	55					
Hourly	\$30.61	\$30.92	\$31.22	\$31.53	\$31.84	\$32.18	\$32.50					
Biweekly	\$2,448.80	\$2,473.60	\$2,497.60	\$2,522.40	\$2,547.20	\$2,574.40	\$2,600.00					
Annually	\$63,668.80	\$64,313.60	\$64,937.60	\$65,582.40	\$66,227.20	\$66,934.40	\$67,600.00					
.	\$00,000.00	00.,010.00	40 1,507 100	V00,002110	000,227.20	4 00,000	4 07,000.00					
70												
Grade 76												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1 \$21.40	2 \$21.61	3 \$21.83	4 \$22.05	5 \$22.27	6 \$22.49	7 \$22.72	8 \$22.96	9 \$23.17	10 \$23,39	11 \$23.63	12 \$23.88
Steps Hourly	\$21.40	\$21.61	\$21.83	\$22.05	\$22.27	\$22.49	\$22.72	\$22.96	\$23.17	\$23.39	\$23.63	\$23.88
Steps Hourly Biweekly	\$21.40 \$1,712.00	\$21.61 \$1,728.80	\$21.83 \$1,746.40	\$22.05 \$1,764.00	\$22.27 \$1,781.60	\$22.49 \$1,799.20	\$22.72 \$1,817.60	\$22.96 \$1,836.80	\$23.17 \$1,853.60	\$23.39 \$1,871.20	\$23.63 \$1,890.40	\$23.88 \$1,910.40
Steps Hourly	\$21.40	\$21.61	\$21.83	\$22.05	\$22.27	\$22.49	\$22.72	\$22.96	\$23.17	\$23.39	\$23.63	\$23.88
Steps Hourly Biweekly Annually	\$21.40 \$1,712.00 \$44,512.00	\$21.61 \$1,728.80 \$44,948.80	\$21.83 \$1,746.40 \$45,406.40	\$22.05 \$1,764.00 \$45,864.00	\$22.27 \$1,781.60 \$46,321.60	\$22.49 \$1,799.20 \$46,779.20	\$22.72 \$1,817.60 \$47,257.60	\$22.96 \$1,836.80 \$47,756.80	\$23.17 \$1,853.60 \$48,193.60	\$23.39 \$1,871.20 \$48,651.20	\$23.63 \$1,890.40 \$49,150.40	\$23.88 \$1,910.40 \$49,670.40
Steps Hourly Biweekly Annually Steps	\$21.40 \$1,712.00 \$44,512.00	\$21.61 \$1,728.80 \$44,948.80	\$21.83 \$1,746.40 \$45,406.40	\$22.05 \$1,764.00 \$45,864.00	\$22.27 \$1,781.60 \$46,321.60	\$22.49 \$1,799.20 \$46,779.20	\$22.72 \$1,817.60 \$47,257.60	\$22.96 \$1,836.80 \$47,756.80	\$23.17 \$1,853.60 \$48,193.60	\$23.39 \$1,871.20 \$48,651.20	\$23.63 \$1,890.40 \$49,150.40	\$23.88 \$1,910.40 \$49,670.40
Steps Hourly Biweekly Annually Steps Hourly	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80
Steps Hourly Biweekly Annually Steps Hourly	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20 30 \$28.56	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20 30 \$28.56	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17 \$2,173.60	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60 26 \$27.45 \$2,196.00	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20 27 \$27.70 \$2,216.00	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98 \$2,238.40	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28 \$2,262.40	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20 30 \$28.56 \$2,284.80	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82 \$2,305.60	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11 \$2,328.80	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42 \$2,353.60	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70 \$2,376.00	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00 \$2,400.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80 36 \$30.31 \$2,424.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17 \$2,173.60	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60 26 \$27.45 \$2,196.00	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20 27 \$27.70 \$2,216.00	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98 \$2,238.40	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28 \$2,262.40	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20 30 \$28.56 \$2,284.80	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82 \$2,305.60	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11 \$2,328.80	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42 \$2,353.60	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70 \$2,376.00	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00 \$2,400.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80 36 \$30.31 \$2,424.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17 \$2,173.60 \$56,513.60	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60 26 \$27.45 \$2,196.00 \$57,096.00	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20 27 \$27.70 \$2,216.00 \$57,616.00	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98 \$2,238.40 \$58,198.40	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28 \$2,262.40 \$58,822.40	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20 30 \$28.56 \$2,284.80 \$59,404.80	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82 \$2,305.60 \$59,945.60	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11 \$2,328.80 \$60,548.80	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42 \$2,353.60 \$61,193.60	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70 \$2,376.00 \$61,776.00	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00 \$2,400.00 \$62,400.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80 36 \$30.31 \$2,424.80 \$63,044.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17 \$2,173.60 \$56,513.60	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60 26 \$27.45 \$2,196.00 \$57,096.00	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20 27 \$27.70 \$2,216.00 \$57,616.00	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98 \$2,238.40 \$58,198.40	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28 \$2,262.40 \$58,822.40	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20 30 \$28.56 \$2,284.80 \$59,404.80	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82 \$2,305.60 \$59,945.60	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11 \$2,328.80 \$60,548.80	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42 \$2,353.60 \$61,193.60	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70 \$2,376.00 \$61,776.00	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00 \$2,400.00 \$62,400.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80 36 \$30.31 \$2,424.80 \$63,044.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17 \$2,173.60 \$56,513.60 37 \$30.61 \$2,448.80	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60 26 \$27.45 \$2,196.00 \$57,096.00 38 \$30.92 \$2,473.60	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20 27 \$27.70 \$2,216.00 \$57,616.00 39 \$31.22 \$2,497.60	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98 \$2,238.40 \$58,198.40 40 \$31.53 \$2,522.40	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28 \$2,262.40 \$58,822.40 41 \$31.84 \$2,547.20	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20 30 \$28.56 \$2,284.80 \$59,404.80 42 \$32.18 \$2,574.40	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82 \$2,305.60 \$59,945.60	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11 \$2,328.80 \$60,548.80 44 \$32.79 \$2,623.20	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42 \$2,353.60 \$61,193.60 45 \$33.13 \$2,650.40	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70 \$2,376.00 \$61,776.00	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00 \$2,400.00 \$62,400.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80 36 \$30.31 \$2,424.80 \$63,044.80 48 \$34.11 \$2,728.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17 \$2,173.60 \$56,513.60	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60 26 \$27.45 \$2,196.00 \$57,096.00	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20 27 \$27.70 \$2,216.00 \$57,616.00	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98 \$2,238.40 \$58,198.40	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28 \$2,262.40 \$58,822.40	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20 30 \$28.56 \$2,284.80 \$59,404.80	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82 \$2,305.60 \$59,945.60	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11 \$2,328.80 \$60,548.80	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42 \$2,353.60 \$61,193.60	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70 \$2,376.00 \$61,776.00	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00 \$2,400.00 \$62,400.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80 36 \$30.31 \$2,424.80 \$63,044.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17 \$2,173.60 \$56,513.60 37 \$30.61 \$2,448.80	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60 26 \$27.45 \$2,196.00 \$57,096.00 38 \$30.92 \$2,473.60	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20 27 \$27.70 \$2,216.00 \$57,616.00 39 \$31.22 \$2,497.60	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98 \$2,238.40 \$58,198.40 40 \$31.53 \$2,522.40	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28 \$2,262.40 \$58,822.40 41 \$31.84 \$2,547.20	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20 30 \$28.56 \$2,284.80 \$59,404.80 42 \$32.18 \$2,574.40	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82 \$2,305.60 \$59,945.60	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11 \$2,328.80 \$60,548.80 44 \$32.79 \$2,623.20	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42 \$2,353.60 \$61,193.60 45 \$33.13 \$2,650.40	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70 \$2,376.00 \$61,776.00	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00 \$2,400.00 \$62,400.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80 36 \$30.31 \$2,424.80 \$63,044.80 48 \$34.11 \$2,728.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17 \$2,173.60 \$56,513.60 37 \$30.61 \$2,448.80 \$63,668.80	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60 26 \$27.45 \$2,196.00 \$57,096.00 38 \$30.92 \$2,473.60 \$64,313.60	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20 27 \$27.70 \$2,216.00 \$57,616.00 39 \$31.22 \$2,497.60 \$64,937.60	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98 \$2,238.40 \$58,198.40 40 \$31.53 \$2,522.40 \$65,582.40	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28 \$2,262.40 \$58,822.40 41 \$31.84 \$2,547.20 \$66,227.20	\$22.49 \$1,799.20 \$46,779.20 \$46,779.20 \$25.34 \$2,027.20 \$52,707.20 \$28.56 \$2,284.80 \$59,404.80 \$2,574.40 \$66,934.40	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82 \$2,305.60 \$59,945.60 43 \$32.50 \$2,600.00 \$67,600.00	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11 \$2,328.80 \$60,548.80 44 \$32.79 \$2,623.20	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42 \$2,353.60 \$61,193.60 45 \$33.13 \$2,650.40	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70 \$2,376.00 \$61,776.00	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00 \$2,400.00 \$62,400.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80 36 \$30.31 \$2,424.80 \$63,044.80 48 \$34.11 \$2,728.80
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	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17 \$2,173.60 \$56,513.60 37 \$30.61 \$2,448.80 \$63,668.80	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60 26 \$27.45 \$2,196.00 \$57,096.00 38 \$30.92 \$2,473.60 \$64,313.60 50 \$34.83	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20 27 \$27.70 \$2,216.00 \$57,616.00 39 \$31.22 \$2,497.60 \$64,937.60	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98 \$2,238.40 \$58,198.40 40 \$31.53 \$2,522.40 \$65,582.40	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28 \$2,262.40 \$58,822.40 41 \$31.84 \$2,547.20 \$66,227.20	\$22.49 \$1,799.20 \$46,779.20 \$46,779.20 \$25.34 \$2,027.20 \$52,707.20 \$28.56 \$2,284.80 \$59,404.80 \$42 \$32.18 \$2,574.40 \$66,934.40	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82 \$2,305.60 \$59,945.60 43 \$32.50 \$2,600.00 \$67,600.00	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11 \$2,328.80 \$60,548.80 44 \$32.79 \$2,623.20	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42 \$2,353.60 \$61,193.60 45 \$33.13 \$2,650.40	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70 \$2,376.00 \$61,776.00	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00 \$2,400.00 \$62,400.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80 36 \$30.31 \$2,424.80 \$63,044.80 48 \$34.11 \$2,728.80
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	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17 \$2,173.60 \$56,513.60 37 \$30.61 \$2,448.80 \$63,668.80 49 \$34.49 \$2,759.20	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60 26 \$27.45 \$2,196.00 \$57,096.00 38 \$30.92 \$2,473.60 \$64,313.60 50 \$34.83 \$2,786.40	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20 27 \$27.70 \$2,216.00 \$57,616.00 39 \$31.22 \$2,497.60 \$64,937.60 51 \$35.16 \$2,812.80	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98 \$2,238.40 \$58,198.40 40 \$31.53 \$2,522.40 \$65,582.40 52 \$35.51 \$2,840.80	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28 \$2,262.40 \$58,822.40 41 \$31.84 \$2,547.20 \$66,227.20 53 \$35.89 \$2,871.20	\$22.49 \$1,799.20 \$46,779.20 18 \$25.34 \$2,027.20 \$52,707.20 30 \$28.56 \$2,284.80 \$59,404.80 42 \$32.18 \$2,574.40 \$66,934.40 54 \$36.24 \$2,899.20	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82 \$2,305.60 \$59,945.60 43 \$32.50 \$2,600.00 \$67,600.00 55 \$36.62 \$2,929.60	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11 \$2,328.80 \$60,548.80 44 \$32.79 \$2,623.20	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42 \$2,353.60 \$61,193.60 45 \$33.13 \$2,650.40	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70 \$2,376.00 \$61,776.00	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00 \$2,400.00 \$62,400.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80 36 \$30.31 \$2,424.80 \$63,044.80 48 \$34.11 \$2,728.80
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	\$21.40 \$1,712.00 \$44,512.00 13 \$24.12 \$1,929.60 \$50,169.60 25 \$27.17 \$2,173.60 \$56,513.60 37 \$30.61 \$2,448.80 \$63,668.80	\$21.61 \$1,728.80 \$44,948.80 14 \$24.37 \$1,949.60 \$50,689.60 26 \$27.45 \$2,196.00 \$57,096.00 38 \$30.92 \$2,473.60 \$64,313.60 50 \$34.83	\$21.83 \$1,746.40 \$45,406.40 15 \$24.59 \$1,967.20 \$51,147.20 27 \$27.70 \$2,216.00 \$57,616.00 39 \$31.22 \$2,497.60 \$64,937.60	\$22.05 \$1,764.00 \$45,864.00 16 \$24.82 \$1,985.60 \$51,625.60 28 \$27.98 \$2,238.40 \$58,198.40 40 \$31.53 \$2,522.40 \$65,582.40	\$22.27 \$1,781.60 \$46,321.60 17 \$25.09 \$2,007.20 \$52,187.20 29 \$28.28 \$2,262.40 \$58,822.40 41 \$31.84 \$2,547.20 \$66,227.20	\$22.49 \$1,799.20 \$46,779.20 \$46,779.20 \$25.34 \$2,027.20 \$52,707.20 \$28.56 \$2,284.80 \$59,404.80 \$42 \$32.18 \$2,574.40 \$66,934.40	\$22.72 \$1,817.60 \$47,257.60 19 \$25.59 \$2,047.20 \$53,227.20 31 \$28.82 \$2,305.60 \$59,945.60 43 \$32.50 \$2,600.00 \$67,600.00	\$22.96 \$1,836.80 \$47,756.80 20 \$25.84 \$2,067.20 \$53,747.20 32 \$29.11 \$2,328.80 \$60,548.80 44 \$32.79 \$2,623.20	\$23.17 \$1,853.60 \$48,193.60 21 \$26.11 \$2,088.80 \$54,308.80 33 \$29.42 \$2,353.60 \$61,193.60 45 \$33.13 \$2,650.40	\$23.39 \$1,871.20 \$48,651.20 22 \$26.37 \$2,109.60 \$54,849.60 34 \$29.70 \$2,376.00 \$61,776.00	\$23.63 \$1,890.40 \$49,150.40 23 \$26.61 \$2,128.80 \$55,348.80 35 \$30.00 \$2,400.00 \$62,400.00	\$23.88 \$1,910.40 \$49,670.40 24 \$26.91 \$2,152.80 \$55,972.80 36 \$30.31 \$2,424.80 \$63,044.80 48 \$34.11 \$2,728.80

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

St	teps	1	2	3	4	5	6	7	8	9	10	11	12
	ourly	\$24.12	\$24.37	\$24.59	\$24.82	\$25.09	\$25.34	\$25.59	\$25.84	\$26.11	\$26.37	\$26.61	\$26.91
	iweekly	\$1,929.60	\$1,949.60	\$1,967.20	\$1,985.60	\$2,007.20	\$2,027.20	\$2,047.20	\$2,067.20	\$2,088.80	\$2,109.60	\$2,128.80	\$2,152.80
	nnually	\$50,169.60	\$50,689.60	\$51,147.20	\$51,625.60	\$52,187.20	\$52,707.20	\$53,227.20	\$53,747.20	\$54,308.80	\$54,849.60	\$55,348.80	\$55,972.80
	uuy	430,103.00	\$30,003.00	Ų31,1 17.20	ψ31,023.00	432,107.20	Ų32,707.ZO	433,227.20	433,717.20	43 1,300.00	43 1,0 13.00	733,3 10.00	Ų33,37 <u>2.</u> 00
St	teps	13	14	15	16	17	18	19	20	21	22	23	24
H	ourly	\$27.17	\$27.45	\$27.70	\$27.98	\$28.28	\$28.56	\$28.82	\$29.11	\$29.42	\$29.70	\$30.00	\$30.31
Bi	iweekly	\$2,173.60	\$2,196.00	\$2,216.00	\$2,238.40	\$2,262.40	\$2,284.80	\$2,305.60	\$2,328.80	\$2,353.60	\$2,376.00	\$2,400.00	\$2,424.80
A	nnually	\$56,513.60	\$57,096.00	\$57,616.00	\$58,198.40	\$58,822.40	\$59,404.80	\$59,945.60	\$60,548.80	\$61,193.60	\$61,776.00	\$62,400.00	\$63,044.80
	-												
St	teps	25	26	27	28	29	30	31	32	33	34	35	36
Н	ourly	\$30.61	\$30.92	\$31.22	\$31.53	\$31.84	\$32.18	\$32.50	\$32.79	\$33.13	\$33.45	\$33.80	\$34.11
	iweekly	\$2,448.80	\$2,473.60	\$2,497.60	\$2,522.40	\$2,547.20	\$2,574.40	\$2,600.00	\$2,623.20	\$2,650.40	\$2,676.00	\$2,704.00	\$2,728.80
	nnually	\$63,668.80	\$64,313.60	\$64,937.60	\$65,582.40	\$66,227.20	\$66,934.40	\$67,600.00	\$68,203.20	\$68,910.40	\$69,576.00	\$70,304.00	\$70,948.80
	iiiiuuiiy	303,000.00	J04,J1J.00	304,337.00	303,302.40	300,227.20	300,334.40	307,000.00	300,203.20	300,310.40	303,370.00	370,304.00	370,540.00
St	teps	37	38	39	40	41	42	43	44	45	46	47	48
	ourly	\$34.49	\$34.83	\$35.16	\$35.51	\$35.89	\$36.24	\$36.62	\$36.99	\$37.32	\$37.70	\$38.07	\$38.48
	iweekly	\$2,759.20	\$2,786.40	\$2,812.80	\$2,840.80	\$2,871.20	\$2,899.20	\$2,929.60	\$2,959.20	\$2,985.60	\$3,016.00	\$3,045.60	\$3,078.40
	nnually	\$71,739.20	\$72,446.40	\$73,132.80	\$73,860.80	\$74,651.20	\$75,379.20	\$76,169.60	\$76,939.20	\$77,625.60	\$78,416.00	\$79,185.60	\$80,038.40
A	illiually	3/1,/39.20	372,440.40	373,132.60	\$73,800.80	374,031.20	\$75,375.20	370,103.00	370,333.20	\$77,025.00	376,410.00	\$75,165.00	360,036.40
St	teps	49	50	51	52	53	54	55					
ш	ourly	\$38.86	\$39.26	\$39.65	\$40.04	\$40.44	\$40.82	\$41.25					
		\$3,108.80	\$3,140.80	\$3,172.00	\$3,203.20	\$3,235.20	\$3,265.60	\$3,300.00					
	iweekly												
A	nnually	\$80,828.80	\$81,660.80	\$82,472.00	\$83,283.20	\$84,115.20	\$84,905.60	\$85,800.00					
Grad	le 78												
	le 78												
St	teps	1	2	3	4	5	6	7	8	9	10	11	12
St H	teps ourly	\$26.37	\$26.61	\$26.91	\$27.17	\$27.45	\$27.70	\$27.98	\$28.28	\$28.56	\$28.82	\$29.11	\$29.42
S1 He Bi	teps ourly iweekly	\$26.37 \$2,109.60	\$26.61 \$2,128.80	\$26.91 \$2,152.80	\$27.17 \$2,173.60	\$27.45 \$2,196.00	\$27.70 \$2,216.00	\$27.98 \$2,238.40	\$28.28 \$2,262.40	\$28.56 \$2,284.80	\$28.82 \$2,305.60	\$29.11 \$2,328.80	\$29.42 \$2,353.60
S1 He Bi	teps ourly	\$26.37	\$26.61	\$26.91	\$27.17	\$27.45	\$27.70	\$27.98	\$28.28	\$28.56	\$28.82	\$29.11	\$29.42
St H Bi A	teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60	\$26.61 \$2,128.80 \$55,348.80	\$26.91 \$2,152.80 \$55,972.80	\$27.17 \$2,173.60 \$56,513.60	\$27.45 \$2,196.00 \$57,096.00	\$27.70 \$2,216.00 \$57,616.00	\$27.98 \$2,238.40 \$58,198.40	\$28.28 \$2,262.40 \$58,822.40	\$28.56 \$2,284.80 \$59,404.80	\$28.82 \$2,305.60 \$59,945.60	\$29.11 \$2,328.80 \$60,548.80	\$29.42 \$2,353.60 \$61,193.60
St H Bi Ai St	teps ourly iweekly nnually teps	\$26.37 \$2,109.60 \$54,849.60	\$26.61 \$2,128.80 \$55,348.80	\$26.91 \$2,152.80 \$55,972.80	\$27.17 \$2,173.60 \$56,513.60	\$27.45 \$2,196.00 \$57,096.00	\$27.70 \$2,216.00 \$57,616.00	\$27.98 \$2,238.40 \$58,198.40	\$28.28 \$2,262.40 \$58,822.40	\$28.56 \$2,284.80 \$59,404.80	\$28.82 \$2,305.60 \$59,945.60	\$29.11 \$2,328.80 \$60,548.80	\$29.42 \$2,353.60 \$61,193.60
St H Bi Ai St H	teps ourly iweekly nnually teps ourly	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13
St H Bi A St H Bi	teps ourly iweekly nnually teps ourly iweekly	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40
St H Bi A St H Bi	teps ourly iweekly nnually teps ourly	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13
St H: Bi A: St H: Bi	teps ourly iweekly nnually teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40
Si H Bi Ai Si H Bi Ai	teps ourly iweekly nnually teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40
Si H Bi Ai Si H Bi Ai	teps ourly iweekly nnually teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32
Si H Bi Ai Si H Si H	teps ourly iweekly nnually teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40
St H Bi Ai St H Bi Ai St Bi Bi	teps ourly iweekly nnually teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32
St H Bi Ai St H Bi Ai St Bi Bi	teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45 \$2,676.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00 26 \$33.80 \$2,704.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80 27 \$34.11 \$2,728.80	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49 \$2,759.20	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83 \$2,786.40	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16 \$2,812.80	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51 \$2,840.80	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89 \$2,871.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24 \$2,899.20	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00 34 \$36.62 \$2,929.60	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99 \$2,959.20	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32 \$2,985.60
Si H Bi Ai Si Ai Si Ai	teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45 \$2,676.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00 26 \$33.80 \$2,704.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80 27 \$34.11 \$2,728.80	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49 \$2,759.20	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83 \$2,786.40	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16 \$2,812.80	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51 \$2,840.80	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89 \$2,871.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24 \$2,899.20	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00 34 \$36.62 \$2,929.60	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99 \$2,959.20	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32 \$2,985.60
St H Bi Ai St H St H Bi Ai	teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45 \$2,676.00 \$69,576.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00 26 \$33.80 \$2,704.00 \$70,304.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80 27 \$34.11 \$2,728.80 \$70,948.80	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49 \$2,759.20 \$71,739.20	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83 \$2,786.40 \$72,446.40	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16 \$2,812.80 \$73,132.80	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51 \$2,840.80 \$73,860.80	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89 \$2,871.20 \$74,651.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24 \$2,899.20 \$75,379.20	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00 34 \$36.62 \$2,929.60 \$76,169.60	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99 \$2,959.20 \$76,939.20	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32 \$2,985.60 \$77,625.60
Si H Bi Ai Si Ai Bi Ai Bi Ai	teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45 \$2,676.00 \$69,576.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00 26 \$33.80 \$2,704.00 \$70,304.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80 27 \$34.11 \$2,728.80 \$70,948.80	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49 \$2,759.20 \$71,739.20	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83 \$2,786.40 \$72,446.40	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16 \$2,812.80 \$73,132.80	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51 \$2,840.80 \$73,860.80	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89 \$2,871.20 \$74,651.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24 \$2,899.20 \$75,379.20	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00 34 \$36.62 \$2,929.60 \$76,169.60	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99 \$2,959.20 \$76,939.20	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32 \$2,985.60 \$77,625.60
St H Bi Ai St Ai Bi Ai Bi Ai Bi Bi Bi	teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly ourly iweekly ourly iweekly	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45 \$2,676.00 \$69,576.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00 26 \$33.80 \$2,704.00 \$70,304.00	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80 27 \$34.11 \$2,728.80 \$70,948.80	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49 \$2,759.20 \$71,739.20 40 \$38.86 \$3,108.80	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83 \$2,786.40 \$72,446.40 41 \$39.26 \$3,140.80	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16 \$2,812.80 \$73,132.80 42 \$39.65 \$3,172.00	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51 \$2,840.80 \$73,860.80	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89 \$2,871.20 \$74,651.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24 \$2,899.20 \$75,379.20	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00 34 \$36.62 \$2,929.60 \$76,169.60	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99 \$2,959.20 \$76,939.20	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32 \$2,985.60 \$77,625.60
Si H Bi Ai Si H Bi Ai Si Ai	teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45 \$2,676.00 \$69,576.00 37 \$37.70 \$3,016.00 \$78,416.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00 26 \$33.80 \$2,704.00 \$70,304.00 38 \$38.07 \$3,045.60 \$79,185.60	\$26.91 \$2,152.80 \$55,972.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80 27 \$34.11 \$2,728.80 \$70,948.80 39 \$38.48 \$3,078.40 \$80,038.40	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49 \$2,759.20 \$71,739.20 40 \$38.86 \$3,108.80 \$80,828.80	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83 \$2,786.40 \$72,446.40 41 \$39.26 \$3,140.80 \$81,660.80	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16 \$2,812.80 \$73,132.80 42 \$39.65 \$3,172.00 \$82,472.00	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51 \$2,840.80 \$73,860.80 43 \$40.04 \$3,203.20 \$83,283.20	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89 \$2,871.20 \$74,651.20 44 \$40.44 \$3,235.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24 \$2,899.20 \$75,379.20 45 \$40.82 \$3,265.60	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00 34 \$36.62 \$2,929.60 \$76,169.60 46 \$41.25 \$3,300.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99 \$2,959.20 \$76,939.20 47 \$41.68 \$3,334.40	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32 \$2,985.60 \$77,625.60
Si H Bi Ai Si H Bi Ai Si Ai	teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly ourly iweekly ourly iweekly	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45 \$2,676.00 \$69,576.00 37 \$37.70 \$3,016.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00 26 \$33.80 \$2,704.00 \$70,304.00 38 \$38.07 \$3,045.60	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80 27 \$34.11 \$2,728.80 \$70,948.80 39 \$38.48 \$3,078.40	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49 \$2,759.20 \$71,739.20 40 \$38.86 \$3,108.80	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83 \$2,786.40 \$72,446.40 41 \$39.26 \$3,140.80	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16 \$2,812.80 \$73,132.80 42 \$39.65 \$3,172.00	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51 \$2,840.80 \$73,860.80	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89 \$2,871.20 \$74,651.20 44 \$40.44 \$3,235.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24 \$2,899.20 \$75,379.20 45 \$40.82 \$3,265.60	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00 34 \$36.62 \$2,929.60 \$76,169.60 46 \$41.25 \$3,300.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99 \$2,959.20 \$76,939.20 47 \$41.68 \$3,334.40	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32 \$2,985.60 \$77,625.60
St H Bi Ai St H Bi Ai St St St	teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly nnually teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45 \$2,676.00 \$69,576.00 37 \$37.70 \$3,016.00 \$78,416.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00 26 \$33.80 \$2,704.00 \$70,304.00 38 \$38.07 \$3,045.60 \$79,185.60	\$26.91 \$2,152.80 \$55,972.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80 27 \$34.11 \$2,728.80 \$70,948.80 39 \$38.48 \$3,078.40 \$80,038.40	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49 \$2,759.20 \$71,739.20 40 \$38.86 \$3,108.80 \$80,828.80	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83 \$2,786.40 \$72,446.40 41 \$39.26 \$3,140.80 \$81,660.80	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16 \$2,812.80 \$73,132.80 42 \$39.65 \$3,172.00 \$82,472.00	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51 \$2,840.80 \$73,860.80 43 \$40.04 \$3,203.20 \$83,283.20	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89 \$2,871.20 \$74,651.20 44 \$40.44 \$3,235.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24 \$2,899.20 \$75,379.20 45 \$40.82 \$3,265.60	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00 34 \$36.62 \$2,929.60 \$76,169.60 46 \$41.25 \$3,300.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99 \$2,959.20 \$76,939.20 47 \$41.68 \$3,334.40	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32 \$2,985.60 \$77,625.60
Si H Bi Ai Si Ai Si Ai Si H Bi Ai Si H Bi Ai	teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45 \$2,676.00 \$69,576.00 37 \$37.70 \$3,016.00 \$78,416.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00 26 \$33.80 \$2,704.00 \$70,304.00 38 \$38.07 \$3,045.60 \$79,185.60	\$26.91 \$2,152.80 \$55,972.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80 27 \$34.11 \$2,728.80 \$70,948.80 39 \$38.48 \$3,078.40 \$80,038.40	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49 \$2,759.20 \$71,739.20 40 \$38.86 \$3,108.80 \$80,828.80 52 \$43.81	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83 \$2,786.40 \$72,446.40 41 \$39.26 \$3,140.80 \$81,660.80	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16 \$2,812.80 \$73,132.80 42 \$39.65 \$3,172.00 \$82,472.00	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51 \$2,840.80 \$73,860.80 43 \$40.04 \$3,203.20 \$83,283.20	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89 \$2,871.20 \$74,651.20 44 \$40.44 \$3,235.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24 \$2,899.20 \$75,379.20 45 \$40.82 \$3,265.60	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00 34 \$36.62 \$2,929.60 \$76,169.60 46 \$41.25 \$3,300.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99 \$2,959.20 \$76,939.20 47 \$41.68 \$3,334.40	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32 \$2,985.60 \$77,625.60
Si H Bi Ai Si Ai Si H Bi Ai Si H Bi Ai Bi Bi Bi Bi Bi Bi Bi Bi Bi Bi Bi Bi Bi	teps ourly iweekly nnually teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45 \$2,676.00 \$69,576.00 37 \$37.70 \$3,016.00 \$78,416.00 49 \$42.49 \$3,399.20	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00 26 \$33.80 \$2,704.00 \$70,304.00 38 \$33.07 \$3,045.60 \$79,185.60 50 \$42.93 \$3,434.40	\$26.91 \$2,152.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80 27 \$34.11 \$2,728.80 \$70,948.80 39 \$38.48 \$3,078.40 \$80,038.40 51 \$43.35 \$3,468.00	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49 \$2,759.20 \$71,739.20 40 \$38.86 \$3,108.80 \$80,828.80 52 \$43.81 \$3,504.80	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83 \$2,786.40 \$72,446.40 41 \$39.26 \$3,140.80 \$81,660.80 53 \$44.22 \$3,537.60	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16 \$2,812.80 \$73,132.80 42 \$39.65 \$3,172.00 \$82,472.00 54 \$44.68 \$3,574.40	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51 \$2,840.80 \$73,860.80 43 \$40.04 \$3,203.20 \$83,283.20 55 \$45.13 \$3,610.40	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89 \$2,871.20 \$74,651.20 44 \$40.44 \$3,235.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24 \$2,899.20 \$75,379.20 45 \$40.82 \$3,265.60	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00 34 \$36.62 \$2,929.60 \$76,169.60 46 \$41.25 \$3,300.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99 \$2,959.20 \$76,939.20 47 \$41.68 \$3,334.40	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32 \$2,985.60 \$77,625.60
Si H Bi Ai Si Ai Si H Bi Ai Si H Bi Ai Bi Bi Bi Bi Bi Bi Bi Bi Bi Bi Bi Bi Bi	teps ourly iweekly nnually	\$26.37 \$2,109.60 \$54,849.60 13 \$29.70 \$2,376.00 \$61,776.00 25 \$33.45 \$2,676.00 \$69,576.00 37 \$37.70 \$3,016.00 \$78,416.00	\$26.61 \$2,128.80 \$55,348.80 14 \$30.00 \$2,400.00 \$62,400.00 26 \$33.80 \$2,704.00 \$70,304.00 38 \$38.07 \$3,045.60 \$79,185.60	\$26.91 \$2,152.80 \$55,972.80 \$55,972.80 15 \$30.31 \$2,424.80 \$63,044.80 27 \$34.11 \$2,728.80 \$70,948.80 39 \$38.48 \$3,078.40 \$80,038.40	\$27.17 \$2,173.60 \$56,513.60 16 \$30.61 \$2,448.80 \$63,668.80 28 \$34.49 \$2,759.20 \$71,739.20 40 \$38.86 \$3,108.80 \$80,828.80 52 \$43.81	\$27.45 \$2,196.00 \$57,096.00 17 \$30.92 \$2,473.60 \$64,313.60 29 \$34.83 \$2,786.40 \$72,446.40 41 \$39.26 \$3,140.80 \$81,660.80	\$27.70 \$2,216.00 \$57,616.00 18 \$31.22 \$2,497.60 \$64,937.60 30 \$35.16 \$2,812.80 \$73,132.80 42 \$39.65 \$3,172.00 \$82,472.00	\$27.98 \$2,238.40 \$58,198.40 19 \$31.53 \$2,522.40 \$65,582.40 31 \$35.51 \$2,840.80 \$73,860.80 43 \$40.04 \$3,203.20 \$83,283.20	\$28.28 \$2,262.40 \$58,822.40 20 \$31.84 \$2,547.20 \$66,227.20 32 \$35.89 \$2,871.20 \$74,651.20 44 \$40.44 \$3,235.20	\$28.56 \$2,284.80 \$59,404.80 21 \$32.18 \$2,574.40 \$66,934.40 33 \$36.24 \$2,899.20 \$75,379.20 45 \$40.82 \$3,265.60	\$28.82 \$2,305.60 \$59,945.60 22 \$32.50 \$2,600.00 \$67,600.00 34 \$36.62 \$2,929.60 \$76,169.60 46 \$41.25 \$3,300.00	\$29.11 \$2,328.80 \$60,548.80 23 \$32.79 \$2,623.20 \$68,203.20 35 \$36.99 \$2,959.20 \$76,939.20 47 \$41.68 \$3,334.40	\$29.42 \$2,353.60 \$61,193.60 24 \$33.13 \$2,650.40 \$68,910.40 36 \$37.32 \$2,985.60 \$77,625.60

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$28.82	\$29.11	\$29.42	\$29.70	\$30.00	\$30.31	\$30.61	\$30.92	\$31.22	\$31.53	\$31.84	\$32.18
Biweekly	\$2,305.60	\$2,328.80	\$2,353.60	\$2,376.00	\$2,400.00	\$2,424.80	\$2,448.80	\$2,473.60	\$2,497.60	\$2,522.40	\$2,547.20	\$2,574.40
Annually	\$59,945.60	\$60,548.80	\$61,193.60	\$61,776.00	\$62,400.00	\$63,044.80	\$63,668.80	\$64,313.60	\$64,937.60	\$65,582.40	\$66,227.20	\$66,934.40
Ailliaully	Ç55,5 - 5.00	Ç00,5 -1 0.00	J01,133.00	301,770.00	Ç02, 1 00.00	Ç03,044.00	703,000.00	Ç04,313.00	704,337.00	Ç03,302.40	300,227.20	Ç00,554.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$32.50	\$32.79	\$33.13	\$33.45	\$33.80	\$34.11	\$34.49	\$34.83	\$35.16	\$35.51	\$35.89	\$36.24
Biweekly	\$2,600.00	\$2,623.20	\$2,650.40	\$2,676.00	\$2,704.00	\$2,728.80	\$2,759.20	\$2,786.40	\$2,812.80	\$2,840.80	\$2,871.20	\$2,899.20
Annually	\$67,600.00	\$68,203.20	\$68,910.40	\$69,576.00	\$70,304.00	\$70,948.80	\$71,739.20	\$72,446.40	\$73,132.80	\$73,860.80	\$74,651.20	\$75,379.20
Amiliamy	307,000.00	308,203.20	300,310.40	\$05,570.00	\$70,304.00	370,340.00	\$71,735.20	372,440.40	3/3,132.00	373,800.80	374,031.20	\$75,375.20
Steps												
	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$36.62	\$36.99	\$37.32	\$37.70	\$38.07	\$38.48	\$38.86	\$39.26	\$39.65	\$40.04	\$40.44	\$40.82
Biweekly	\$2,929.60	\$2,959.20	\$2,985.60	\$3,016.00	\$3,045.60	\$3,078.40	\$3,108.80	\$3,140.80	\$3,172.00	\$3,203.20	\$3,235.20	\$3,265.60
Annually	\$76,169.60	\$76,939.20	\$77,625.60	\$78,416.00	\$79,185.60	\$80,038.40	\$80,828.80	\$81,660.80	\$82,472.00	\$83,283.20	\$84,115.20	\$84,905.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$41.25	\$41.68	\$42.07	\$42.49	\$42.93	\$43.35	\$43.81	\$44.22	\$44.68	\$45.13	\$45.56	\$46.03
Biweekly	\$3,300.00	\$3,334.40	\$3,365.60	\$3,399.20	\$3,434.40	\$3,468.00	\$3,504.80	\$3,537.60	\$3,574.40	\$3,610.40	\$3,644.80	\$3,682.40
Annually	\$85,800.00	\$86,694.40	\$87,505.60	\$88,379.20	\$89,294.40	\$90,168.00	\$91,124.80	\$91,977.60	\$92,934.40	\$93,870.40	\$94,764.80	\$95,742.40
, ,	\$65,666.66	\$50,05 H.15	407,500.00	400,075.20	003,230	450,100.00	V32,22	032,377100	\$52,55 II IO	\$30,070.10	45 1,7 6 1.66	<i>\$3377</i> 12110
Steps	49	50	51	52	53	54	55					
Hourly	\$46.51	\$46.94	\$47.42	\$47.90	\$48.39	\$48.86	\$49.34					
Biweekly	\$3,720.80	\$3,755.20	\$3,793.60	\$3,832.00	\$3,871.20	\$3,908.80	\$3,947.20					
-												
Annually	\$96,740.80	\$97,635.20	\$98,633.60	\$99,632.00	\$100,651.20	\$101,628.80	\$102,627.20					
0												
(-rade All												
Grade 80												
Grade ou Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$31.22	\$31.53	3 \$31.84	4 \$32.18	5 \$32.50	6 \$32.79	7 \$33.13	8 \$33.45	9 \$33.80	10 \$34.11	11 \$34.49	12 \$34.83
Steps		\$31.53	-						_			
Steps Hourly Biweekly	\$31.22 \$2,497.60	\$31.53 \$2,522.40	\$31.84 \$2,547.20	\$32.18 \$2,574.40	\$32.50 \$2,600.00	\$32.79 \$2,623.20	\$33.13 \$2,650.40	\$33.45 \$2,676.00	\$33.80 \$2,704.00	\$34.11 \$2,728.80	\$34.49 \$2,759.20	\$34.83 \$2,786.40
Steps Hourly Biweekly Annually	\$31.22	\$31.53	\$31.84	\$32.18	\$32.50	\$32.79	\$33.13	\$33.45	\$33.80	\$34.11	\$34.49	\$34.83
Steps Hourly Biweekly	\$31.22 \$2,497.60	\$31.53 \$2,522.40	\$31.84 \$2,547.20	\$32.18 \$2,574.40	\$32.50 \$2,600.00	\$32.79 \$2,623.20	\$33.13 \$2,650.40	\$33.45 \$2,676.00	\$33.80 \$2,704.00	\$34.11 \$2,728.80	\$34.49 \$2,759.20	\$34.83 \$2,786.40
Steps Hourly Biweekly Annually	\$31.22 \$2,497.60 \$64,937.60	\$31.53 \$2,522.40 \$65,582.40	\$31.84 \$2,547.20 \$66,227.20	\$32.18 \$2,574.40 \$66,934.40	\$32.50 \$2,600.00 \$67,600.00	\$32.79 \$2,623.20 \$68,203.20	\$33.13 \$2,650.40 \$68,910.40	\$33.45 \$2,676.00 \$69,576.00	\$33.80 \$2,704.00 \$70,304.00	\$34.11 \$2,728.80 \$70,948.80	\$34.49 \$2,759.20 \$71,739.20	\$34.83 \$2,786.40 \$72,446.40
Steps Hourly Biweekly Annually Steps Hourly	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32	\$33.45 \$2,676.00 \$69,576.00 20 \$37.70	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60	\$33.45 \$2,676.00 \$69,576.00 20 \$37.70 \$3,016.00	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80
Steps Hourly Biweekly Annually Steps Hourly	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32	\$33.45 \$2,676.00 \$69,576.00 20 \$37.70	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60	\$33.45 \$2,676.00 \$69,576.00 20 \$37.70 \$3,016.00 \$78,416.00	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60	\$33.45 \$2,676.00 \$69,576.00 20 \$37.70 \$3,016.00 \$78,416.00	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60	\$33.45 \$2,676.00 \$69,576.00 20 \$37.70 \$3,016.00 \$78,416.00 32 \$42.49	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65 \$3,172.00	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80 26 \$40.04 \$3,203.20	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20 27 \$40.44 \$3,235.20	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82 \$3,265.60	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25 \$3,300.00	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68 \$3,334.40	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60 31 \$42.07 \$3,365.60	\$33.45 \$2,676.00 \$69,576.00 20 \$37.70 \$3,016.00 \$78,416.00 32 \$42.49 \$3,399.20	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60 33 \$42.93 \$3,434.40	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40 34 \$43.35 \$3,468.00	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81 \$3,504.80	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80 36 \$44.22 \$3,537.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60	\$33.45 \$2,676.00 \$69,576.00 20 \$37.70 \$3,016.00 \$78,416.00 32 \$42.49	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65 \$3,172.00 \$82,472.00	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80 26 \$40.04 \$3,203.20 \$83,283.20	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20 27 \$40.44 \$3,235.20 \$84,115.20	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82 \$3,265.60 \$84,905.60	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25 \$3,300.00 \$85,800.00	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68 \$3,334.40 \$86,694.40	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60 31 \$42.07 \$3,365.60 \$87,505.60	\$33.45 \$2,676.00 \$69,576.00 \$37.70 \$3,016.00 \$78,416.00 \$2 \$42.49 \$3,399.20 \$88,379.20	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60 33 \$42.93 \$3,434.40 \$89,294.40	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40 34 \$43.35 \$3,468.00 \$90,168.00	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81 \$3,504.80 \$91,124.80	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80 36 \$44.22 \$3,537.60 \$91,977.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65 \$3,172.00 \$82,472.00	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80 26 \$40.04 \$3,203.20 \$83,283.20	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20 27 \$40.44 \$3,235.20 \$84,115.20	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82 \$3,265.60 \$84,905.60	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25 \$3,300.00 \$85,800.00	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68 \$3,334.40 \$86,694.40	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60 31 \$42.07 \$3,365.60 \$87,505.60	\$33.45 \$2,676.00 \$69,576.00 20 \$37.70 \$3,016.00 \$78,416.00 32 \$42.49 \$3,399.20 \$88,379.20	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60 33 \$42.93 \$3,434.40 \$89,294.40	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40 34 \$43.35 \$3,468.00 \$90,168.00	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81 \$3,504.80 \$91,124.80	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80 36 \$44.22 \$3,537.60 \$91,977.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65 \$3,172.00 \$82,472.00	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80 26 \$40.04 \$3,203.20 \$83,283.20	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20 27 \$40.44 \$3,235.20 \$84,115.20	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82 \$3,265.60 \$84,905.60	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25 \$3,300.00 \$85,800.00	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68 \$3,334.40 \$86,694.40	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60 31 \$42.07 \$3,365.60 \$87,505.60	\$33.45 \$2,676.00 \$69,576.00 20 \$37.70 \$3,016.00 \$78,416.00 32 \$42.49 \$3,399.20 \$88,379.20	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60 33 \$42.93 \$3,434.40 \$89,294.40	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40 34 \$43.35 \$3,468.00 \$90,168.00	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81 \$3,504.80 \$91,124.80	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80 36 \$44.22 \$3,537.60 \$91,977.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65 \$3,172.00 \$82,472.00 37 \$44.68 \$3,574.40	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80 26 \$40.04 \$3,203.20 \$83,283.20 38 \$45.13 \$3,610.40	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20 27 \$40.44 \$3,235.20 \$84,115.20 39 \$45.56 \$3,644.80	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82 \$3,265.60 \$84,905.60 40 \$46.03 \$3,682.40	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25 \$3,300.00 \$85,800.00	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68 \$3,334.40 \$86,694.40 42 \$46.94 \$3,755.20	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60 31 \$42.07 \$3,365.60 \$87,505.60 43 \$47.42 \$3,793.60	\$33.45 \$2,676.00 \$69,576.00 \$37.70 \$3,016.00 \$78,416.00 \$42.49 \$3,399.20 \$88,379.20 \$44.49 \$3,399.20 \$88,379.20	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60 33 \$42.93 \$3,434.40 \$89,294.40 45 \$48.39 \$3,871.20	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40 34 \$43.35 \$3,468.00 \$90,168.00 46 \$48.86 \$3,908.80	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81 \$3,504.80 \$91,124.80 47 \$49.34 \$3,947.20	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80 36 \$44.22 \$3,537.60 \$91,977.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65 \$3,172.00 \$82,472.00	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80 26 \$40.04 \$3,203.20 \$83,283.20	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20 27 \$40.44 \$3,235.20 \$84,115.20	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82 \$3,265.60 \$84,905.60	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25 \$3,300.00 \$85,800.00	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68 \$3,334.40 \$86,694.40	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60 31 \$42.07 \$3,365.60 \$87,505.60	\$33.45 \$2,676.00 \$69,576.00 20 \$37.70 \$3,016.00 \$78,416.00 32 \$42.49 \$3,399.20 \$88,379.20	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60 33 \$42.93 \$3,434.40 \$89,294.40	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40 34 \$43.35 \$3,468.00 \$90,168.00	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81 \$3,504.80 \$91,124.80	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80 36 \$44.22 \$3,537.60 \$91,977.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65 \$3,172.00 \$82,472.00 37 \$44.68 \$3,574.40 \$92,934.40	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80 26 \$40.04 \$3,203.20 \$83,283.20 38 \$45.13 \$3,610.40 \$93,870.40	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20 27 \$40.44 \$3,235.20 \$84,115.20 39 \$45.56 \$3,644.80 \$94,764.80	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82 \$3,265.60 \$84,905.60 40 \$46.03 \$3,682.40 \$95,742.40	\$32.50 \$2,600.00 \$67,600.00 \$17 \$36.62 \$2,929.60 \$76,169.60 \$29 \$41.25 \$3,300.00 \$85,800.00 \$41 \$46.51 \$3,720.80 \$96,740.80	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68 \$3,334.40 \$86,694.40 42 \$46.94 \$3,755.20 \$97,635.20	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60 31 \$42.07 \$3,365.60 \$87,505.60 43 \$47.42 \$3,793.60 \$98,633.60	\$33.45 \$2,676.00 \$69,576.00 \$37.70 \$3,016.00 \$78,416.00 \$42.49 \$3,399.20 \$88,379.20 \$44.49 \$3,399.20 \$88,379.20	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60 33 \$42.93 \$3,434.40 \$89,294.40 45 \$48.39 \$3,871.20	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40 34 \$43.35 \$3,468.00 \$90,168.00 46 \$48.86 \$3,908.80	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81 \$3,504.80 \$91,124.80 47 \$49.34 \$3,947.20	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80 36 \$44.22 \$3,537.60 \$91,977.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65 \$3,172.00 \$82,472.00 \$44.68 \$3,574.40 \$92,934.40	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80 26 \$40.04 \$3,203.20 \$83,283.20 38 \$45.13 \$3,610.40 \$93,870.40	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20 27 \$40.44 \$3,235.20 \$84,115.20 39 \$45.56 \$3,644.80 \$94,764.80	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82 \$3,265.60 \$84,905.60 40 \$46.03 \$3,682.40 \$95,742.40	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25 \$3,300.00 \$85,800.00 41 \$46.51 \$3,720.80 \$96,740.80	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68 \$3,334.40 \$86,694.40 42 \$46.94 \$3,755.20 \$97,635.20	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60 31 \$42.07 \$3,365.60 \$87,505.60 43 \$47.42 \$3,793.60 \$98,633.60	\$33.45 \$2,676.00 \$69,576.00 \$37.70 \$3,016.00 \$78,416.00 \$42.49 \$3,399.20 \$88,379.20 \$44.49 \$3,399.20 \$88,379.20	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60 33 \$42.93 \$3,434.40 \$89,294.40 45 \$48.39 \$3,871.20	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40 34 \$43.35 \$3,468.00 \$90,168.00 46 \$48.86 \$3,908.80	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81 \$3,504.80 \$91,124.80 47 \$49.34 \$3,947.20	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80 36 \$44.22 \$3,537.60 \$91,977.60
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	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65 \$3,172.00 \$82,472.00 37 \$44.68 \$3,574.40 \$92,934.40	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80 26 \$40.04 \$3,203.20 \$83,283.20 38 \$45.13 \$3,610.40 \$93,870.40	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20 27 \$40.44 \$3,235.20 \$84,115.20 39 \$45.56 \$3,644.80 \$94,764.80	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82 \$3,265.60 \$84,905.60 40 \$46.03 \$3,682.40 \$95,742.40	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25 \$3,300.00 \$85,800.00 41 \$46.51 \$3,720.80 \$96,740.80	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68 \$3,334.40 \$86,694.40 42 \$46.94 \$3,755.20 \$97,635.20	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60 31 \$42.07 \$3,365.60 \$87,505.60 43 \$47.42 \$3,793.60 \$98,633.60	\$33.45 \$2,676.00 \$69,576.00 \$37.70 \$3,016.00 \$78,416.00 \$42.49 \$3,399.20 \$88,379.20 \$44.49 \$3,399.20 \$88,379.20	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60 33 \$42.93 \$3,434.40 \$89,294.40 45 \$48.39 \$3,871.20	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40 34 \$43.35 \$3,468.00 \$90,168.00 46 \$48.86 \$3,908.80	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81 \$3,504.80 \$91,124.80 47 \$49.34 \$3,947.20	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80 36 \$44.22 \$3,537.60 \$91,977.60
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	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65 \$3,172.00 \$82,472.00 37 \$44.68 \$3,574.40 \$92,934.40 49 \$50.33 \$4,026.40	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80 26 \$40.04 \$3,203.20 \$83,283.20 38 \$45.13 \$3,610.40 \$93,870.40 50 \$50.84 \$4,067.20	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20 27 \$40.44 \$3,235.20 \$84,115.20 39 \$45.56 \$3,644.80 \$94,764.80 51 \$51.34 \$4,107.20	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82 \$3,265.60 \$84,905.60 40 \$46.03 \$3,682.40 \$95,742.40 52 \$51.87 \$4,149.60	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25 \$3,300.00 \$85,800.00 41 \$46.51 \$3,720.80 \$96,740.80 53 \$52.38 \$4,190.40	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68 \$3,334.40 \$86,694.40 42 \$46.94 \$3,755.20 \$97,635.20	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60 31 \$42.07 \$3,365.60 \$87,505.60 43 \$47.42 \$3,793.60 \$98,633.60 55 \$53.44 \$4,275.20	\$33.45 \$2,676.00 \$69,576.00 \$37.70 \$3,016.00 \$78,416.00 \$42.49 \$3,399.20 \$88,379.20 \$44.49 \$3,399.20 \$88,379.20	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60 33 \$42.93 \$3,434.40 \$89,294.40 45 \$48.39 \$3,871.20	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40 34 \$43.35 \$3,468.00 \$90,168.00 46 \$48.86 \$3,908.80	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81 \$3,504.80 \$91,124.80 47 \$49.34 \$3,947.20	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80 36 \$44.22 \$3,537.60 \$91,977.60
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	\$31.22 \$2,497.60 \$64,937.60 13 \$35.16 \$2,812.80 \$73,132.80 25 \$39.65 \$3,172.00 \$82,472.00 37 \$44.68 \$3,574.40 \$92,934.40	\$31.53 \$2,522.40 \$65,582.40 14 \$35.51 \$2,840.80 \$73,860.80 26 \$40.04 \$3,203.20 \$83,283.20 38 \$45.13 \$3,610.40 \$93,870.40	\$31.84 \$2,547.20 \$66,227.20 15 \$35.89 \$2,871.20 \$74,651.20 27 \$40.44 \$3,235.20 \$84,115.20 39 \$45.56 \$3,644.80 \$94,764.80	\$32.18 \$2,574.40 \$66,934.40 16 \$36.24 \$2,899.20 \$75,379.20 28 \$40.82 \$3,265.60 \$84,905.60 40 \$46.03 \$3,682.40 \$95,742.40	\$32.50 \$2,600.00 \$67,600.00 17 \$36.62 \$2,929.60 \$76,169.60 29 \$41.25 \$3,300.00 \$85,800.00 41 \$46.51 \$3,720.80 \$96,740.80	\$32.79 \$2,623.20 \$68,203.20 18 \$36.99 \$2,959.20 \$76,939.20 30 \$41.68 \$3,334.40 \$86,694.40 42 \$46.94 \$3,755.20 \$97,635.20	\$33.13 \$2,650.40 \$68,910.40 19 \$37.32 \$2,985.60 \$77,625.60 31 \$42.07 \$3,365.60 \$87,505.60 43 \$47.42 \$3,793.60 \$98,633.60	\$33.45 \$2,676.00 \$69,576.00 \$37.70 \$3,016.00 \$78,416.00 \$42.49 \$3,399.20 \$88,379.20 \$44.49 \$3,399.20 \$88,379.20	\$33.80 \$2,704.00 \$70,304.00 21 \$38.07 \$3,045.60 \$79,185.60 33 \$42.93 \$3,434.40 \$89,294.40 45 \$48.39 \$3,871.20	\$34.11 \$2,728.80 \$70,948.80 22 \$38.48 \$3,078.40 \$80,038.40 34 \$43.35 \$3,468.00 \$90,168.00 46 \$48.86 \$3,908.80	\$34.49 \$2,759.20 \$71,739.20 23 \$38.86 \$3,108.80 \$80,828.80 35 \$43.81 \$3,504.80 \$91,124.80 47 \$49.34 \$3,947.20	\$34.83 \$2,786.40 \$72,446.40 24 \$39.26 \$3,140.80 \$81,660.80 36 \$44.22 \$3,537.60 \$91,977.60

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$34.11	\$34.49	\$34.83	\$35.16	\$35.51	\$35.89	\$36.24	\$36.62	\$36.99	\$37.32	\$37.70	\$38.07
Biweekly	\$2,728.80	\$2,759.20	\$2,786.40	\$2,812.80	\$2,840.80	\$2,871.20	\$2,899.20	\$2,929.60	\$2,959.20	\$2,985.60	\$3,016.00	\$3,045.60
-												
Annually	\$70,948.80	\$71,739.20	\$72,446.40	\$73,132.80	\$73,860.80	\$74,651.20	\$75,379.20	\$76,169.60	\$76,939.20	\$77,625.60	\$78,416.00	\$79,185.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$38.48	\$38.86	\$39.26	\$39.65	\$40.04	\$40.44	\$40.82	\$41.25	\$41.68	\$42.07	\$42.49	\$42.93
-	•	•	•			•		•	•			
Biweekly	\$3,078.40	\$3,108.80	\$3,140.80	\$3,172.00	\$3,203.20	\$3,235.20	\$3,265.60	\$3,300.00	\$3,334.40	\$3,365.60	\$3,399.20	\$3,434.40
Annually	\$80,038.40	\$80,828.80	\$81,660.80	\$82,472.00	\$83,283.20	\$84,115.20	\$84,905.60	\$85,800.00	\$86,694.40	\$87,505.60	\$88,379.20	\$89,294.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$43.35	\$43.81	\$44.22	\$44.68	\$45.13	\$45.56	\$46.03	\$46.51	\$46.94	\$47.42	\$47.90	\$48.39
Biweekly	\$3,468.00	\$3,504.80	\$3,537.60	\$3,574.40	\$3,610.40	\$3,644.80	\$3,682.40	\$3,720.80	\$3,755.20	\$3,793.60	\$3,832.00	\$3,871.20
Annually	\$90,168.00	\$91,124.80	\$91,977.60	\$92,934.40	\$93,870.40	\$94,764.80	\$95,742.40	\$96,740.80	\$97,635.20	\$98,633.60	\$99,632.00	\$100,651.20
Ailliually	330,100.00	331,124.00	331,377.00	\$32,334.40	\$33,670.40	\$34,704.80	\$33,742.40	330,740.00	337,033.20	\$30,033.00	\$55,032.00	\$100,051.20
Steps	27	20	20	10	44	42	42		AF	46	47	40
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$48.86	\$49.34	\$49.84	\$50.33	\$50.84	\$51.34	\$51.87	\$52.38	\$52.88	\$53.44	\$53.99	\$54.53
Biweekly	\$3,908.80	\$3,947.20	\$3,987.20	\$4,026.40	\$4,067.20	\$4,107.20	\$4,149.60	\$4,190.40	\$4,230.40	\$4,275.20	\$4,319.20	\$4,362.40
Annually	\$101,628.80	\$102,627.20	\$103,667.20	\$104,686.40	\$105,747.20	\$106,787.20	\$107,889.60	\$108,950.40	\$109,990.40	\$111,155.20	\$112,299.20	\$113,422.40
Steps	49	50	51	52	53	54	55					
Hourly	\$55.04	\$55.61	\$56.17	\$56.72	\$57.30	\$57.87	\$58.44					
Biweekly	\$4,403.20	\$4,448.80	\$4,493.60	\$4,537.60	\$4,584.00	\$4,629.60	\$4,675.20					
Annually	\$114,483.20	\$115,668.80	\$116,833.60	\$117,977.60	\$119,184.00	\$120,369.60	\$121,555.20					
Aimadily	3114,403.20	J11J,000.00	\$110,055.00	\$117,577.00	\$115,104.00	\$120,505.00	\$121,555.20					
Grade 82												
Grade 62												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$38.48	2 \$38.86	3 \$39.26	4 \$39.65	5 \$40.04	6 \$40.44	7 \$40.82	8 \$41.25	9 \$41.68	10 \$42.07	11 \$42.49	12 \$42.93
Steps Hourly	\$38.48	\$38.86	\$39.26	\$39.65	\$40.04	\$40.44	\$40.82	\$41.25	\$41.68	\$42.07	\$42.49	\$42.93
Steps Hourly Biweekly	\$38.48 \$3,078.40	\$38.86 \$3,108.80	\$39.26 \$3,140.80	\$39.65 \$3,172.00	\$40.04 \$3,203.20	\$40.44 \$3,235.20	\$40.82 \$3,265.60	\$41.25 \$3,300.00	\$41.68 \$3,334.40	\$42.07 \$3,365.60	\$42.49 \$3,399.20	\$42.93 \$3,434.40
Steps Hourly	\$38.48	\$38.86	\$39.26	\$39.65	\$40.04	\$40.44	\$40.82	\$41.25	\$41.68	\$42.07	\$42.49	\$42.93
Steps Hourly Biweekly Annually	\$38.48 \$3,078.40 \$80,038.40	\$38.86 \$3,108.80 \$80,828.80	\$39.26 \$3,140.80 \$81,660.80	\$39.65 \$3,172.00 \$82,472.00	\$40.04 \$3,203.20 \$83,283.20	\$40.44 \$3,235.20 \$84,115.20	\$40.82 \$3,265.60 \$84,905.60	\$41.25 \$3,300.00 \$85,800.00	\$41.68 \$3,334.40 \$86,694.40	\$42.07 \$3,365.60 \$87,505.60	\$42.49 \$3,399.20 \$88,379.20	\$42.93 \$3,434.40 \$89,294.40
Steps Hourly Biweekly Annually Steps	\$38.48 \$3,078.40 \$80,038.40	\$38.86 \$3,108.80 \$80,828.80	\$39.26 \$3,140.80 \$81,660.80	\$39.65 \$3,172.00 \$82,472.00	\$40.04 \$3,203.20 \$83,283.20	\$40.44 \$3,235.20 \$84,115.20	\$40.82 \$3,265.60 \$84,905.60	\$41.25 \$3,300.00 \$85,800.00	\$41.68 \$3,334.40 \$86,694.40	\$42.07 \$3,365.60 \$87,505.60	\$42.49 \$3,399.20 \$88,379.20	\$42.93 \$3,434.40 \$89,294.40
Steps Hourly Biweekly Annually Steps Hourly	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03	\$41.25 \$3,300.00 \$85,800.00 20 \$46.51	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40	\$41.25 \$3,300.00 \$85,800.00 20 \$46.51 \$3,720.80	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20
Steps Hourly Biweekly Annually Steps Hourly	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03	\$41.25 \$3,300.00 \$85,800.00 20 \$46.51	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40	\$41.25 \$3,300.00 \$85,800.00 20 \$46.51 \$3,720.80 \$96,740.80	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40	\$41.25 \$3,300.00 \$85,800.00 20 \$46.51 \$3,720.80 \$96,740.80	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40	\$41.25 \$3,300.00 \$85,800.00 20 \$46.51 \$3,720.80 \$96,740.80	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40	\$41.25 \$3,300.00 \$85,800.00 20 \$46.51 \$3,720.80 \$96,740.80	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33 \$4,026.40	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60	\$41.25 \$3,300.00 \$85,800.00 20 \$46.51 \$3,720.80 \$96,740.80 32 \$52.38 \$4,190.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 32 \$52.38	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80 \$101,628.80	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20 \$102,627.20	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20 \$103,667.20	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33 \$4,026.40 \$104,686.40	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20 \$105,747.20	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20 \$106,787.20	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60 \$107,889.60	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 \$2 \$52.38 \$4,190.40 \$108,950.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40 \$109,990.40	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20 \$111,155.20	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20 \$112,299.20	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40 \$113,422.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80 \$101,628.80	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20 \$102,627.20	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20 \$103,667.20	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33 \$4,026.40 \$104,686.40	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20 \$105,747.20	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20 \$106,787.20	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60 \$107,889.60	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 \$2 \$52.38 \$4,190.40 \$108,950.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40 \$109,990.40	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20 \$111,155.20	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20 \$112,299.20	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40 \$113,422.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80 \$101,628.80	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20 \$102,627.20	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20 \$103,667.20	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33 \$4,026.40 \$104,686.40	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20 \$105,747.20	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20 \$106,787.20	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60 \$107,889.60	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 \$52.38 \$4,190.40 \$108,950.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40 \$109,990.40	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20 \$111,155.20	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20 \$112,299.20	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40 \$113,422.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80 \$101,628.80 37 \$55.04 \$4,403.20	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20 \$102,627.20 38 \$55.61 \$4,448.80	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20 \$103,667.20 39 \$56.17 \$4,493.60	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33 \$4,026.40 \$104,686.40 40 \$56.72 \$4,537.60	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20 \$105,747.20 41 \$57.30 \$4,584.00	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20 \$106,787.20 42 \$57.87 \$4,629.60	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60 \$107,889.60 43 \$58.44 \$4,675.20	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 32 \$52.38 \$4,190.40 \$108,950.40 44 \$59.03 \$4,722.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40 \$109,990.40 45 \$59.62 \$4,769.60	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20 \$111,155.20 46 \$60.23 \$4,818.40	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20 \$112,299.20 47 \$60.80 \$4,864.00	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40 \$113,422.40 48 \$61.42 \$4,913.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80 \$101,628.80	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20 \$102,627.20	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20 \$103,667.20	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33 \$4,026.40 \$104,686.40	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20 \$105,747.20	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20 \$106,787.20	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60 \$107,889.60	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 \$52.38 \$4,190.40 \$108,950.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40 \$109,990.40	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20 \$111,155.20	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20 \$112,299.20	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40 \$113,422.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80 \$101,628.80 37 \$55.04 \$4,403.20 \$114,483.20	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20 \$102,627.20 38 \$55.61 \$4,448.80 \$115,668.80	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20 \$103,667.20 39 \$56.17 \$4,493.60 \$116,833.60	\$39.65 \$3,172.00 \$82,472.00 \$44.68 \$3,574.40 \$92,934.40 \$50.33 \$4,026.40 \$104,686.40 \$56.72 \$4,537.60 \$117,977.60	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20 \$105,747.20 41 \$57.30 \$4,584.00 \$119,184.00	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20 \$106,787.20 42 \$57.87 \$4,629.60 \$120,369.60	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60 \$107,889.60 43 \$58.44 \$4,675.20 \$121,555.20	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 32 \$52.38 \$4,190.40 \$108,950.40 44 \$59.03 \$4,722.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40 \$109,990.40 45 \$59.62 \$4,769.60	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20 \$111,155.20 46 \$60.23 \$4,818.40	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20 \$112,299.20 47 \$60.80 \$4,864.00	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40 \$113,422.40 48 \$61.42 \$4,913.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80 \$101,628.80 37 \$55.04 \$4,403.20 \$114,483.20	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20 \$102,627.20 38 \$55.61 \$4,448.80 \$115,668.80	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20 \$103,667.20 39 \$56.17 \$4,493.60 \$116,833.60	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33 \$4,026.40 \$104,686.40 40 \$56.72 \$4,537.60 \$117,977.60	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20 \$105,747.20 41 \$57.30 \$4,584.00 \$119,184.00	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20 \$106,787.20 42 \$57.87 \$4,629.60 \$120,369.60	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60 \$107,889.60 43 \$58.44 \$4,675.20 \$121,555.20	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 32 \$52.38 \$4,190.40 \$108,950.40 44 \$59.03 \$4,722.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40 \$109,990.40 45 \$59.62 \$4,769.60	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20 \$111,155.20 46 \$60.23 \$4,818.40	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20 \$112,299.20 47 \$60.80 \$4,864.00	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40 \$113,422.40 48 \$61.42 \$4,913.60
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	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80 \$101,628.80 37 \$55.04 \$4,403.20 \$114,483.20	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20 \$102,627.20 38 \$55.61 \$4,448.80 \$115,668.80	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20 \$103,667.20 39 \$56.17 \$4,493.60 \$116,833.60	\$39.65 \$3,172.00 \$82,472.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33 \$4,026.40 \$104,686.40 40 \$56.72 \$4,537.60 \$117,977.60	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20 \$105,747.20 41 \$57.30 \$4,584.00 \$119,184.00	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20 \$106,787.20 42 \$57.87 \$4,629.60 \$120,369.60	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60 \$107,889.60 43 \$58.44 \$4,675.20 \$121,555.20	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 32 \$52.38 \$4,190.40 \$108,950.40 44 \$59.03 \$4,722.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40 \$109,990.40 45 \$59.62 \$4,769.60	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20 \$111,155.20 46 \$60.23 \$4,818.40	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20 \$112,299.20 47 \$60.80 \$4,864.00	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40 \$113,422.40 48 \$61.42 \$4,913.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80 \$101,628.80 37 \$55.04 \$4,403.20 \$114,483.20	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20 \$102,627.20 38 \$55.61 \$4,448.80 \$115,668.80	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20 \$103,667.20 39 \$56.17 \$4,493.60 \$116,833.60	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33 \$4,026.40 \$104,686.40 40 \$56.72 \$4,537.60 \$117,977.60	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20 \$105,747.20 41 \$57.30 \$4,584.00 \$119,184.00	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20 \$106,787.20 42 \$57.87 \$4,629.60 \$120,369.60	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60 \$107,889.60 43 \$58.44 \$4,675.20 \$121,555.20	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 32 \$52.38 \$4,190.40 \$108,950.40 44 \$59.03 \$4,722.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40 \$109,990.40 45 \$59.62 \$4,769.60	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20 \$111,155.20 46 \$60.23 \$4,818.40	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20 \$112,299.20 47 \$60.80 \$4,864.00	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40 \$113,422.40 48 \$61.42 \$4,913.60
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	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80 \$101,628.80 37 \$55.04 \$4,403.20 \$114,483.20	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20 \$102,627.20 38 \$55.61 \$4,448.80 \$115,668.80 50 \$62.66 \$5,012.80	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20 \$103,667.20 39 \$56.17 \$4,493.60 \$116,833.60 51 \$63.29 \$5,063.20	\$39.65 \$3,172.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33 \$4,026.40 \$104,686.40 40 \$56.72 \$4,537.60 \$117,977.60 52 \$63.91 \$5,112.80	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20 \$105,747.20 41 \$57.30 \$4,584.00 \$119,184.00 53 \$64.56 \$5,164.80	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20 \$106,787.20 42 \$57.87 \$4,629.60 \$120,369.60 54 \$65.21 \$5,216.80	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60 \$107,889.60 43 \$4,675.20 \$121,555.20 55 \$65.88 \$5,270.40	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 32 \$52.38 \$4,190.40 \$108,950.40 44 \$59.03 \$4,722.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40 \$109,990.40 45 \$59.62 \$4,769.60	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20 \$111,155.20 46 \$60.23 \$4,818.40	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20 \$112,299.20 47 \$60.80 \$4,864.00	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40 \$113,422.40 48 \$61.42 \$4,913.60
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	\$38.48 \$3,078.40 \$80,038.40 13 \$43.35 \$3,468.00 \$90,168.00 25 \$48.86 \$3,908.80 \$101,628.80 37 \$55.04 \$4,403.20 \$114,483.20	\$38.86 \$3,108.80 \$80,828.80 14 \$43.81 \$3,504.80 \$91,124.80 26 \$49.34 \$3,947.20 \$102,627.20 38 \$55.61 \$4,448.80 \$115,668.80	\$39.26 \$3,140.80 \$81,660.80 15 \$44.22 \$3,537.60 \$91,977.60 27 \$49.84 \$3,987.20 \$103,667.20 39 \$56.17 \$4,493.60 \$116,833.60	\$39.65 \$3,172.00 \$82,472.00 \$82,472.00 16 \$44.68 \$3,574.40 \$92,934.40 28 \$50.33 \$4,026.40 \$104,686.40 40 \$56.72 \$4,537.60 \$117,977.60	\$40.04 \$3,203.20 \$83,283.20 17 \$45.13 \$3,610.40 \$93,870.40 29 \$50.84 \$4,067.20 \$105,747.20 41 \$57.30 \$4,584.00 \$119,184.00	\$40.44 \$3,235.20 \$84,115.20 18 \$45.56 \$3,644.80 \$94,764.80 30 \$51.34 \$4,107.20 \$106,787.20 42 \$57.87 \$4,629.60 \$120,369.60	\$40.82 \$3,265.60 \$84,905.60 19 \$46.03 \$3,682.40 \$95,742.40 31 \$51.87 \$4,149.60 \$107,889.60 43 \$58.44 \$4,675.20 \$121,555.20	\$41.25 \$3,300.00 \$85,800.00 \$46.51 \$3,720.80 \$96,740.80 32 \$52.38 \$4,190.40 \$108,950.40 44 \$59.03 \$4,722.40	\$41.68 \$3,334.40 \$86,694.40 21 \$46.94 \$3,755.20 \$97,635.20 33 \$52.88 \$4,230.40 \$109,990.40 45 \$59.62 \$4,769.60	\$42.07 \$3,365.60 \$87,505.60 22 \$47.42 \$3,793.60 \$98,633.60 34 \$53.44 \$4,275.20 \$111,155.20 46 \$60.23 \$4,818.40	\$42.49 \$3,399.20 \$88,379.20 23 \$47.90 \$3,832.00 \$99,632.00 35 \$53.99 \$4,319.20 \$112,299.20 47 \$60.80 \$4,864.00	\$42.93 \$3,434.40 \$89,294.40 24 \$48.39 \$3,871.20 \$100,651.20 36 \$54.53 \$4,362.40 \$113,422.40 48 \$61.42 \$4,913.60

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$43.35	\$43.81	\$44.22	\$44.68	\$45.13	\$45.56	\$46.03	\$46.51	\$46.94	\$47.42	\$47.90	\$48.39
Biweekly	\$3,468.00	\$3,504.80	\$3,537.60	\$3,574.40	\$3,610.40	\$3,644.80	\$3,682.40	\$3,720.80	\$3,755.20	\$3,793.60	\$3,832.00	\$3,871.20
Annually	\$90,168.00	\$91,124.80	\$91,977.60	\$92,934.40	\$93,870.40	\$94,764.80	\$95,742.40	\$96,740.80	\$97,635.20	\$98,633.60	\$99,632.00	\$100,651.20
Allitually	\$90,100.00	391,124.60	\$91,977.00	\$32,354.40	\$95,670.40	\$94,704.60	393,742.40	\$30,740.60	\$97,055.20	\$90,055.00	\$99,032.00	\$100,651.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$48.86	\$49.34	\$49.84	\$50.33	\$50.84	\$51.34	\$51.87	\$52.38	\$52.88	\$53.44	\$53.99	\$54.53
Biweekly	\$3,908.80	\$3,947.20	\$3,987.20	\$4,026.40	\$4,067.20	\$4,107.20	\$4,149.60	\$4,190.40	\$4,230.40	\$4,275.20	\$4,319.20	\$4,362.40
-		\$102,627.20	\$103,667.20					\$108,950.40	\$109,990.40		\$112,299.20	
Annually	\$101,628.80	\$102,027.20	\$105,007.20	\$104,686.40	\$105,747.20	\$106,787.20	\$107,889.60	\$106,950.40	3109,990.40	\$111,155.20	\$112,299.20	\$113,422.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
•												
Hourly	\$55.04	\$55.61	\$56.17	\$56.72	\$57.30	\$57.87	\$58.44	\$59.03	\$59.62	\$60.23	\$60.80	\$61.42
Biweekly	\$4,403.20	\$4,448.80	\$4,493.60	\$4,537.60	\$4,584.00	\$4,629.60	\$4,675.20	\$4,722.40	\$4,769.60	\$4,818.40	\$4,864.00	\$4,913.60
Annually	\$114,483.20	\$115,668.80	\$116,833.60	\$117,977.60	\$119,184.00	\$120,369.60	\$121,555.20	\$122,782.40	\$124,009.60	\$125,278.40	\$126,464.00	\$127,753.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$62.04	\$62.66	\$63.29	\$63.91	\$64.56	\$65.21	\$65.88	\$66.50	\$67.17	\$67.84	\$68.51	\$69.20
Biweekly	\$4,963.20	\$5,012.80	\$5,063.20	\$5,112.80	\$5,164.80	\$5,216.80	\$5,270.40	\$5,320.00	\$5,373.60	\$5,427.20	\$5,480.80	\$5,536.00
Annually	\$129,043.20	\$130,332.80	\$131,643.20	\$132,932.80	\$134,284.80	\$135,636.80	\$137,030.40	\$138,320.00	\$139,713.60	\$141,107.20	\$142,500.80	\$143,936.00
	V123,0 .5.20	\$100,002.00	V101,0 .0.20	\$101,501.00	V20 1,20 1.00	V100,000.00	V207,0001.10	\$100,010.00	V2007, 20100	VI 11,107120	VI.2,000.00	V2 10,550100
Steps	49	50	51	52	53	54	55					
Hourly	\$69.90	\$70.59	\$71.31	\$72.03	\$72.73	\$73.48	\$74.22					
Biweekly	\$5,592.00	\$5,647.20	\$5,704.80	\$5,762.40	\$5,818.40	\$5,878.40	\$5,937.60					
Annually	\$145,392.00	\$146,827.20	\$148,324.80	\$149,822.40	\$151,278.40	\$152,838.40	\$154,377.60					
Grade 84												
Grade 04												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	1 \$47.42	2 \$47.90		4 \$48.86		6 \$49.84	7 \$50.33	8 \$50.84	9 \$51.34	10 \$51.87	11 \$52.38	12 \$52.88
Steps Hourly	\$47.42	\$47.90	\$48.39	\$48.86	\$49.34	\$49.84	\$50.33	\$50.84	\$51.34	\$51.87	\$52.38	\$52.88
Steps Hourly Biweekly	\$47.42 \$3,793.60	\$47.90 \$3,832.00	\$48.39 \$3,871.20	\$48.86 \$3,908.80	\$49.34 \$3,947.20	\$49.84 \$3,987.20	\$50.33 \$4,026.40	\$50.84 \$4,067.20	\$51.34 \$4,107.20	\$51.87 \$4,149.60	\$52.38 \$4,190.40	\$52.88 \$4,230.40
Steps Hourly	\$47.42	\$47.90	\$48.39	\$48.86	\$49.34	\$49.84	\$50.33	\$50.84	\$51.34	\$51.87	\$52.38	\$52.88
Steps Hourly Biweekly	\$47.42 \$3,793.60	\$47.90 \$3,832.00	\$48.39 \$3,871.20	\$48.86 \$3,908.80	\$49.34 \$3,947.20	\$49.84 \$3,987.20	\$50.33 \$4,026.40	\$50.84 \$4,067.20	\$51.34 \$4,107.20	\$51.87 \$4,149.60	\$52.38 \$4,190.40	\$52.88 \$4,230.40
Steps Hourly Biweekly Annually	\$47.42 \$3,793.60 \$98,633.60	\$47.90 \$3,832.00 \$99,632.00	\$48.39 \$3,871.20 \$100,651.20	\$48.86 \$3,908.80 \$101,628.80	\$49.34 \$3,947.20 \$102,627.20	\$49.84 \$3,987.20 \$103,667.20	\$50.33 \$4,026.40 \$104,686.40	\$50.84 \$4,067.20 \$105,747.20	\$51.34 \$4,107.20 \$106,787.20	\$51.87 \$4,149.60 \$107,889.60	\$52.38 \$4,190.40 \$108,950.40	\$52.88 \$4,230.40 \$109,990.40
Steps Hourly Biweekly Annually Steps Hourly	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30	\$51.34 \$4,107.20 \$106,787.20 21 \$57.87	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00	\$51.34 \$4,107.20 \$106,787.20 21 \$57.87 \$4,629.60	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60
Steps Hourly Biweekly Annually Steps Hourly	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30	\$51.34 \$4,107.20 \$106,787.20 21 \$57.87	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00	\$51.34 \$4,107.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00	\$51.34 \$4,107.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56	\$51.34 \$4,107.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60 33 \$65.21	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80	\$51.34 \$4,107.20 \$106,787.20 \$17.87 \$4,629.60 \$120,369.60 \$120,369.60 \$15.21 \$5,216.80	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56	\$51.34 \$4,107.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60 33 \$65.21	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80	\$51.34 \$4,107.20 \$106,787.20 \$17.87 \$4,629.60 \$120,369.60 \$120,369.60 \$15.21 \$5,216.80	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60 \$139,713.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40 \$125,278.40	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00 \$126,464.00	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60 \$127,753.60	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20 \$129,043.20	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80 \$130,332.80	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20 \$131,643.20	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80 \$132,932.80	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80 \$134,284.80	\$51.34 \$4,107.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60 33 \$65.21 \$5,216.80 \$135,636.80	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40 \$137,030.40	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00 \$138,320.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60 \$139,713.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40 \$125,278.40	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00 \$126,464.00	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60 \$127,753.60	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20 \$129,043.20 40 \$69.90	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80 \$130,332.80	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20 \$131,643.20	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80 \$132,932.80	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80 \$134,284.80	\$51.34 \$4,107.20 \$106,787.20 \$17.87 \$4,629.60 \$120,369.60 \$120,369.60 \$135,636.80	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40 \$137,030.40	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00 \$138,320.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60 \$139,713.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40 \$125,278.40	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00 \$126,464.00	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60 \$127,753.60	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20 \$129,043.20	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80 \$130,332.80	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20 \$131,643.20	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80 \$132,932.80	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80 \$134,284.80	\$51.34 \$4,107.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60 33 \$65.21 \$5,216.80 \$135,636.80	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40 \$137,030.40	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00 \$138,320.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60 \$139,713.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40 \$125,278.40 37 \$67.84 \$5,427.20	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00 \$126,464.00 \$15,480.80	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60 \$127,753.60 39 \$69.20 \$5,536.00	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20 \$129,043.20 40 \$69.90 \$5,592.00	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80 \$130,332.80 41 \$70.59 \$5,647.20	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20 \$131,643.20 42 \$71.31 \$5,704.80	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80 \$132,932.80 43 \$72.03 \$5,762.40	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80 \$134,284.80 44 \$72.73 \$5,818.40	\$51.34 \$4,107.20 \$106,787.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60 33 \$65.21 \$5,216.80 \$135,636.80 45 \$73.48 \$5,878.40	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40 \$137,030.40 46 \$74.22 \$5,937.60	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00 \$138,320.00 47 \$74.95 \$5,996.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60 \$139,713.60 48 \$75.70 \$6,056.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40 \$125,278.40 37 \$67.84 \$5,427.20 \$141,107.20	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00 \$126,464.00 \$126,464.00	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60 \$127,753.60 39 \$69.20 \$5,536.00 \$143,936.00	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20 \$129,043.20 40 \$69.90 \$5,592.00 \$145,392.00	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80 \$130,332.80 41 \$70.59 \$5,647.20 \$146,827.20	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20 \$131,643.20 42 \$71.31 \$5,704.80 \$148,324.80	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80 \$132,932.80 43 \$72.03 \$5,762.40 \$149,822.40	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80 \$134,284.80	\$51.34 \$4,107.20 \$106,787.20 \$17.87 \$57.87 \$4,629.60 \$120,369.60 \$120,369.60 \$135,636.80 \$135,636.80	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40 \$137,030.40	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00 \$138,320.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60 \$139,713.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40 \$125,278.40 37 \$67.84 \$5,427.20	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00 \$126,464.00 \$15,480.80	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60 \$127,753.60 39 \$69.20 \$5,536.00	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20 \$129,043.20 40 \$69.90 \$5,592.00	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80 \$130,332.80 41 \$70.59 \$5,647.20	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20 \$131,643.20 42 \$71.31 \$5,704.80	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80 \$132,932.80 43 \$72.03 \$5,762.40	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80 \$134,284.80 44 \$72.73 \$5,818.40	\$51.34 \$4,107.20 \$106,787.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60 33 \$65.21 \$5,216.80 \$135,636.80 45 \$73.48 \$5,878.40	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40 \$137,030.40 46 \$74.22 \$5,937.60	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00 \$138,320.00 47 \$74.95 \$5,996.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60 \$139,713.60 48 \$75.70 \$6,056.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40 \$125,278.40 37 \$67.84 \$5,427.20 \$141,107.20	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00 \$126,464.00 38 \$68.51 \$5,480.80 \$142,500.80	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60 \$127,753.60 39 \$69.20 \$5,536.00 \$143,936.00	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20 \$129,043.20 40 \$69.90 \$5,592.00 \$145,392.00	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80 \$130,332.80 41 \$70.59 \$5,647.20 \$146,827.20	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20 \$131,643.20 42 \$71.31 \$5,704.80 \$148,324.80	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80 \$132,932.80 43 \$72.03 \$5,762.40 \$149,822.40	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80 \$134,284.80 44 \$72.73 \$5,818.40	\$51.34 \$4,107.20 \$106,787.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60 33 \$65.21 \$5,216.80 \$135,636.80 45 \$73.48 \$5,878.40	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40 \$137,030.40 46 \$74.22 \$5,937.60	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00 \$138,320.00 47 \$74.95 \$5,996.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60 \$139,713.60 48 \$75.70 \$6,056.00
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	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40 \$125,278.40 37 \$67.84 \$5,427.20 \$141,107.20	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00 \$126,464.00 38 \$68.51 \$5,480.80 \$142,500.80	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60 \$127,753.60 39 \$69.20 \$5,536.00 \$143,936.00	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20 \$129,043.20 40 \$69.90 \$5,592.00 \$145,392.00 52 \$78.78	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80 \$130,332.80 41 \$70.59 \$5,647.20 \$146,827.20	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20 \$131,643.20 42 \$71.31 \$5,704.80 \$148,324.80	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80 \$132,932.80 43 \$72.03 \$5,762.40 \$149,822.40	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80 \$134,284.80 44 \$72.73 \$5,818.40	\$51.34 \$4,107.20 \$106,787.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60 33 \$65.21 \$5,216.80 \$135,636.80 45 \$73.48 \$5,878.40	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40 \$137,030.40 46 \$74.22 \$5,937.60	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00 \$138,320.00 47 \$74.95 \$5,996.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60 \$139,713.60 48 \$75.70 \$6,056.00
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 Steps Hourly Biweekly Annually	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40 \$125,278.40 37 \$67.84 \$5,427.20 \$141,107.20 49 \$76.46 \$6,116.80	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00 \$126,464.00 \$126,464.00 \$142,500.80 \$77.22 \$6,177.60	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60 \$127,753.60 39 \$69.20 \$5,536.00 \$143,936.00 51 \$77.98 \$6,238.40	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20 \$129,043.20 40 \$69.90 \$5,592.00 \$145,392.00 52 \$78.78 \$6,302.40	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80 \$130,332.80 41 \$70.59 \$5,647.20 \$146,827.20 53 \$79.58 \$6,366.40	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20 \$131,643.20 42 \$71.31 \$5,704.80 \$148,324.80 54 \$80.37 \$6,429.60	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80 \$132,932.80 43 \$72.03 \$5,762.40 \$149,822.40 55 \$81.15 \$6,492.00	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80 \$134,284.80 44 \$72.73 \$5,818.40	\$51.34 \$4,107.20 \$106,787.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60 33 \$65.21 \$5,216.80 \$135,636.80 45 \$73.48 \$5,878.40	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40 \$137,030.40 46 \$74.22 \$5,937.60	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00 \$138,320.00 47 \$74.95 \$5,996.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60 \$139,713.60 48 \$75.70 \$6,056.00
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	\$47.42 \$3,793.60 \$98,633.60 13 \$53.44 \$4,275.20 \$111,155.20 25 \$60.23 \$4,818.40 \$125,278.40 37 \$67.84 \$5,427.20 \$141,107.20	\$47.90 \$3,832.00 \$99,632.00 14 \$53.99 \$4,319.20 \$112,299.20 26 \$60.80 \$4,864.00 \$126,464.00 38 \$68.51 \$5,480.80 \$142,500.80	\$48.39 \$3,871.20 \$100,651.20 15 \$54.53 \$4,362.40 \$113,422.40 27 \$61.42 \$4,913.60 \$127,753.60 39 \$69.20 \$5,536.00 \$143,936.00	\$48.86 \$3,908.80 \$101,628.80 16 \$55.04 \$4,403.20 \$114,483.20 28 \$62.04 \$4,963.20 \$129,043.20 40 \$69.90 \$5,592.00 \$145,392.00 52 \$78.78	\$49.34 \$3,947.20 \$102,627.20 17 \$55.61 \$4,448.80 \$115,668.80 29 \$62.66 \$5,012.80 \$130,332.80 41 \$70.59 \$5,647.20 \$146,827.20	\$49.84 \$3,987.20 \$103,667.20 18 \$56.17 \$4,493.60 \$116,833.60 30 \$63.29 \$5,063.20 \$131,643.20 42 \$71.31 \$5,704.80 \$148,324.80	\$50.33 \$4,026.40 \$104,686.40 19 \$56.72 \$4,537.60 \$117,977.60 31 \$63.91 \$5,112.80 \$132,932.80 43 \$72.03 \$5,762.40 \$149,822.40	\$50.84 \$4,067.20 \$105,747.20 20 \$57.30 \$4,584.00 \$119,184.00 32 \$64.56 \$5,164.80 \$134,284.80 44 \$72.73 \$5,818.40	\$51.34 \$4,107.20 \$106,787.20 \$106,787.20 21 \$57.87 \$4,629.60 \$120,369.60 33 \$65.21 \$5,216.80 \$135,636.80 45 \$73.48 \$5,878.40	\$51.87 \$4,149.60 \$107,889.60 22 \$58.44 \$4,675.20 \$121,555.20 34 \$65.88 \$5,270.40 \$137,030.40 46 \$74.22 \$5,937.60	\$52.38 \$4,190.40 \$108,950.40 23 \$59.03 \$4,722.40 \$122,782.40 35 \$66.50 \$5,320.00 \$138,320.00 47 \$74.95 \$5,996.00	\$52.88 \$4,230.40 \$109,990.40 24 \$59.62 \$4,769.60 \$124,009.60 36 \$67.17 \$5,373.60 \$139,713.60 48 \$75.70 \$6,056.00

(Non-bargaining unit)

Grade	7	3
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Steps												
21602	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$15.54	\$15.67	\$15.83	\$15.98	\$16.14	\$16.33	\$16.47	\$16.64	\$16.82	\$16.98	\$17.15	\$17.31
Biweek		\$1,253.60	\$1,266.40	\$1,278.40	\$1,291.20	\$1,306.40	\$1,317.60	\$1,331.20	\$1,345.60	\$1,358.40	\$1,372.00	\$1,384.80
Annual		\$32,593.60	\$32,926.40	\$33,238.40	\$33,571.20	\$33,966.40	\$34,257.60	\$34,611.20	\$34,985.60	\$35,318.40	\$35,672.00	\$36,004.80
7	114 432,323.20	432,333.00	432,320.10	433,230.10	Q33,37 1.20	433,300.10	Q3 1,237.00	ψ3 1,011.20	ψ3 1,303.00	ψ33,310.10	433,072.00	750,001.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$17.49	\$17.68	\$17.85	\$18.03	\$18.21	\$18.40	\$18.57	\$18.73	\$18.95	\$19.13	\$19.33	\$19.52
Biweek	kly \$1,399.20	\$1,414.40	\$1,428.00	\$1,442.40	\$1,456.80	\$1,472.00	\$1,485.60	\$1,498.40	\$1,516.00	\$1,530.40	\$1,546.40	\$1,561.60
Annual	lly \$36,379.20	\$36,774.40	\$37,128.00	\$37,502.40	\$37,876.80	\$38,272.00	\$38,625.60	\$38,958.40	\$39,416.00	\$39,790.40	\$40,206.40	\$40,601.60
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly		\$19.92	\$20.11	\$20.31	\$20.51	\$20.74	\$20.93	\$21.13	\$21.36	\$21.55	\$21.77	\$22.01
Biweek		\$1,593.60	\$1,608.80	\$1,624.80	\$1,640.80	\$1,659.20	\$1,674.40	\$1,690.40	\$1,708.80	\$1,724.00	\$1,741.60	\$1,760.80
Annual	lly \$41,017.60	\$41,433.60	\$41,828.80	\$42,244.80	\$42,660.80	\$43,139.20	\$43,534.40	\$43,950.40	\$44,428.80	\$44,824.00	\$45,281.60	\$45,780.80
Steps												
•	•	38	39	40	41	42	43	44	45	46	47	48 \$24.78
Hourly		\$22.43	\$22.66	\$22.89	\$23.12	\$23.35	\$23.58	\$23.81	\$24.06	\$24.28	\$24.52	
Biweek	-	\$1,794.40	\$1,812.80	\$1,831.20	\$1,849.60	\$1,868.00	\$1,886.40	\$1,904.80	\$1,924.80	\$1,942.40	\$1,961.60	\$1,982.40
Annual	lly \$46,217.60	\$46,654.40	\$47,132.80	\$47,611.20	\$48,089.60	\$48,568.00	\$49,046.40	\$49,524.80	\$50,044.80	\$50,502.40	\$51,001.60	\$51,542.40
Steps	49	50	51	52	53	54	55					
				_								
Hourly		\$25.28	\$25.51	\$25.78	\$26.06	\$26.30	\$26.56					
Biweek		\$2,022.40	\$2,040.80	\$2,062.40	\$2,084.80	\$2,104.00	\$2,124.80					
Annual	lly \$52,104.00	\$52,582.40	\$53,060.80	\$53,622.40	\$54,204.80	\$54,704.00	\$55,244.80					
Grade 7	4											
Grades												
Steps	1					_			^			
		2	3	4	. 5	. 6	. 7	. 8	9	10	11	12
Hourly	\$17.49	\$17.68	\$17.85	\$18.03	\$18.21	\$18.40	\$18.57	\$18.73	\$18.95	\$19.13	\$19.33	\$19.52
Hourly Biweek	\$17.49 kly \$1,399.20	\$17.68 \$1,414.40	\$17.85 \$1,428.00	\$18.03 \$1,442.40	\$18.21 \$1,456.80	\$18.40 \$1,472.00	\$18.57 \$1,485.60	\$18.73 \$1,498.40	\$18.95 \$1,516.00	\$19.13 \$1,530.40	\$19.33 \$1,546.40	\$19.52 \$1,561.60
	\$17.49 kly \$1,399.20	\$17.68	\$17.85	\$18.03	\$18.21	\$18.40	\$18.57	\$18.73	\$18.95	\$19.13	\$19.33	\$19.52
Biweek Annual	\$17.49 kly \$1,399.20 lly \$36,379.20	\$17.68 \$1,414.40 \$36,774.40	\$17.85 \$1,428.00 \$37,128.00	\$18.03 \$1,442.40 \$37,502.40	\$18.21 \$1,456.80 \$37,876.80	\$18.40 \$1,472.00 \$38,272.00	\$18.57 \$1,485.60 \$38,625.60	\$18.73 \$1,498.40 \$38,958.40	\$18.95 \$1,516.00 \$39,416.00	\$19.13 \$1,530.40 \$39,790.40	\$19.33 \$1,546.40 \$40,206.40	\$19.52 \$1,561.60 \$40,601.60
Biweek Annual Steps	\$17.49 kly \$1,399.20 lly \$36,379.20	\$17.68 \$1,414.40 \$36,774.40	\$17.85 \$1,428.00 \$37,128.00	\$18.03 \$1,442.40 \$37,502.40	\$18.21 \$1,456.80 \$37,876.80	\$18.40 \$1,472.00 \$38,272.00	\$18.57 \$1,485.60 \$38,625.60	\$18.73 \$1,498.40 \$38,958.40	\$18.95 \$1,516.00 \$39,416.00	\$19.13 \$1,530.40 \$39,790.40	\$19.33 \$1,546.40 \$40,206.40	\$19.52 \$1,561.60 \$40,601.60
Biweek Annual Steps Hourly	\$17.49 kly \$1,399.20 lly \$36,379.20 13 \$19.72	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92	\$17.85 \$1,428.00 \$37,128.00 15 \$20.11	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01
Biweek Annual Steps Hourly Biweek	\$17.49 kly \$1,399.20 lly \$36,379.20 13 \$19.72 kly \$1,577.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60	\$17.85 \$1,428.00 \$37,128.00 15 \$20.11 \$1,608.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80
Biweek Annual Steps Hourly	\$17.49 kly \$1,399.20 lly \$36,379.20 13 \$19.72 kly \$1,577.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92	\$17.85 \$1,428.00 \$37,128.00 15 \$20.11	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01
Biweek Annual Steps Hourly Biweek Annual	\$17.49 kly \$1,399.20 lly \$36,379.20 13 \$19.72 kly \$1,577.60 lly \$41,017.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60	\$17.85 \$1,428.00 \$37,128.00 15 \$20.11 \$1,608.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80
Biweek Annual Steps Hourly Biweek	\$17.49 kly \$1,399.20 lly \$36,379.20 13 \$19.72 kly \$1,577.60 lly \$41,017.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60	\$17.85 \$1,428.00 \$37,128.00 15 \$20.11 \$1,608.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80
Biweek Annual Steps Hourly Biweek Annual	\$17.49 kly \$1,399.20 lly \$36,379.20 13 \$19.72 kly \$1,577.60 lly \$41,017.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60	\$17.85 \$1,428.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80
Biweek Annual Steps Hourly Biweek Annual Steps	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Ily \$41,017.60 25 \$22.22	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60	\$17.85 \$1,428.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80
Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Ily \$41,017.60 25 \$22.22 kly \$1,777.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43 \$1,794.40	\$17.85 \$1,428.00 \$37,128.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66 \$1,812.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89 \$1,831.20	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80 29 \$23.12 \$1,849.60	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35 \$1,868.00	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58 \$1,886.40	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81 \$1,904.80	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06 \$1,924.80	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28 \$1,942.40	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52 \$1,961.60	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80 36 \$24.78 \$1,982.40
Biweek Annual Steps Hourly Biweek Annual Steps Hourly	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Ily \$41,017.60 25 \$22.22 kly \$1,777.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43	\$17.85 \$1,428.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80
Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Ily \$41,017.60 25 \$22.22 kly \$1,777.60 Ily \$46,217.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43 \$1,794.40	\$17.85 \$1,428.00 \$37,128.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66 \$1,812.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89 \$1,831.20	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80 29 \$23.12 \$1,849.60	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35 \$1,868.00	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58 \$1,886.40	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81 \$1,904.80	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06 \$1,924.80	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28 \$1,942.40	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52 \$1,961.60	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80 36 \$24.78 \$1,982.40 \$51,542.40
Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Ily \$41,017.60 25 \$22.22 kly \$1,777.60 Ily \$46,217.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43 \$1,794.40 \$46,654.40	\$17.85 \$1,428.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66 \$1,812.80 \$47,132.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89 \$1,831.20 \$47,611.20	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80 29 \$23.12 \$1,849.60 \$48,089.60	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35 \$1,868.00 \$48,568.00	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58 \$1,886.40 \$49,046.40	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81 \$1,904.80 \$49,524.80	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06 \$1,924.80 \$50,044.80	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28 \$1,942.40 \$50,502.40	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52 \$1,961.60 \$51,001.60	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80 36 \$24.78 \$1,982.40 \$51,542.40
Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly	\$17.49 \$1,399.20 \$1,399.20 \$1,399.20 \$1,399.20 \$1,577.60 \$1,577.60 \$1,577.60 \$1,577.60 \$1,777.60 \$22.22 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60 \$1,777.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43 \$1,794.40 \$46,654.40	\$17.85 \$1,428.00 \$37,128.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66 \$1,812.80 \$47,132.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89 \$1,831.20 \$47,611.20	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80 29 \$23.12 \$1,849.60 \$48,089.60	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35 \$1,868.00 \$48,568.00	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58 \$1,886.40 \$49,046.40	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81 \$1,904.80 \$49,524.80	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06 \$1,924.80 \$50,044.80	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28 \$1,942.40 \$50,502.40	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52 \$1,961.60 \$51,001.60	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80 36 \$24.78 \$1,982.40 \$51,542.40
Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Ily \$41,017.60 25 \$22.22 kly \$1,777.60 Ily \$46,217.60 37 \$25.05 kly \$2,004.00	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43 \$1,794.40 \$46,654.40 38 \$25.28 \$2,022.40	\$17.85 \$1,428.00 \$37,128.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66 \$1,812.80 \$47,132.80 39 \$25.51 \$2,040.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89 \$1,831.20 \$47,611.20 40 \$25.78 \$2,062.40	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80 29 \$23.12 \$1,849.60 \$48,089.60 41 \$26.06 \$2,084.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35 \$1,868.00 \$48,568.00 42 \$26.30 \$2,104.00	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58 \$1,886.40 \$49,046.40 43 \$26.56 \$2,124.80	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81 \$1,904.80 \$49,524.80 44 \$26.85 \$2,148.00	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06 \$1,924.80 \$50,044.80 45 \$27.09 \$2,167.20	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28 \$1,942.40 \$50,502.40 46 \$27.35 \$2,188.00	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52 \$1,961.60 \$51,001.60 47 \$27.63 \$2,210.40	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80 36 \$24.78 \$1,982.40 \$51,542.40 48 \$27.92 \$2,233.60
Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Ily \$41,017.60 25 \$22.22 kly \$1,777.60 Ily \$46,217.60 37 \$25.05 kly \$2,004.00 Ily \$52,104.00	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43 \$1,794.40 \$46,654.40 38 \$25.28 \$2,022.40 \$52,582.40	\$17.85 \$1,428.00 \$37,128.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66 \$1,812.80 \$47,132.80 \$47,132.80 \$25.51 \$2,040.80 \$53,060.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89 \$1,831.20 \$47,611.20 40 \$25.78 \$2,062.40 \$53,622.40	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80 29 \$23.12 \$1,849.60 \$48,089.60 41 \$26.06 \$2,084.80 \$54,204.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35 \$1,868.00 \$48,568.00 42 \$26.30 \$2,104.00 \$54,704.00	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58 \$1,886.40 \$49,046.40 43 \$26.56 \$2,124.80 \$55,244.80	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81 \$1,904.80 \$49,524.80	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06 \$1,924.80 \$50,044.80	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28 \$1,942.40 \$50,502.40	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52 \$1,961.60 \$51,001.60	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80 36 \$24.78 \$1,982.40 \$51,542.40
Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Ily \$41,017.60 25 \$22.22 kly \$1,777.60 Ily \$46,217.60 37 \$25.05 kly \$2,004.00 Ily \$52,104.00	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43 \$1,794.40 \$46,654.40 38 \$25.28 \$2,022.40	\$17.85 \$1,428.00 \$37,128.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66 \$1,812.80 \$47,132.80 39 \$25.51 \$2,040.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89 \$1,831.20 \$47,611.20 40 \$25.78 \$2,062.40	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80 29 \$23.12 \$1,849.60 \$48,089.60 41 \$26.06 \$2,084.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35 \$1,868.00 \$48,568.00 42 \$26.30 \$2,104.00	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58 \$1,886.40 \$49,046.40 43 \$26.56 \$2,124.80	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81 \$1,904.80 \$49,524.80 44 \$26.85 \$2,148.00	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06 \$1,924.80 \$50,044.80 45 \$27.09 \$2,167.20	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28 \$1,942.40 \$50,502.40 46 \$27.35 \$2,188.00	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52 \$1,961.60 \$51,001.60 47 \$27.63 \$2,210.40	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80 36 \$24.78 \$1,982.40 \$51,542.40 48 \$27.92 \$2,233.60
Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Ily \$41,017.60 25 \$22.22 kly \$1,777.60 Ily \$46,217.60 37 \$25.05 kly \$2,004.00 Ily \$52,104.00	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43 \$1,794.40 \$46,654.40 38 \$25.28 \$2,022.40 \$52,582.40	\$17.85 \$1,428.00 \$37,128.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66 \$1,812.80 \$47,132.80 \$47,132.80 \$25.51 \$2,040.80 \$53,060.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89 \$1,831.20 \$47,611.20 40 \$25.78 \$2,062.40 \$53,622.40	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80 29 \$23.12 \$1,849.60 \$48,089.60 41 \$26.06 \$2,084.80 \$54,204.80	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35 \$1,868.00 \$48,568.00 42 \$26.30 \$2,104.00 \$54,704.00	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58 \$1,886.40 \$49,046.40 43 \$26.56 \$2,124.80 \$55,244.80	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81 \$1,904.80 \$49,524.80 44 \$26.85 \$2,148.00	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06 \$1,924.80 \$50,044.80 45 \$27.09 \$2,167.20	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28 \$1,942.40 \$50,502.40 46 \$27.35 \$2,188.00	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52 \$1,961.60 \$51,001.60 47 \$27.63 \$2,210.40	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80 36 \$24.78 \$1,982.40 \$51,542.40 48 \$27.92 \$2,233.60
Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Illy \$41,017.60 25 \$22.22 kly \$1,777.60 Illy \$46,217.60 37 \$25.05 kly \$2,004.00 Illy \$52,104.00 49	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43 \$1,794.40 \$46,654.40 38 \$25.28 \$2,022.40 \$52,582.40	\$17.85 \$1,428.00 \$37,128.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66 \$1,812.80 \$47,132.80 39 \$25.51 \$2,040.80 \$53,060.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89 \$1,831.20 \$47,611.20 40 \$25.78 \$2,062.40 \$53,622.40	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80 29 \$23.12 \$1,849.60 \$48,089.60 41 \$26.06 \$2,084.80 \$54,204.80 53 \$29.34	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35 \$1,868.00 \$48,568.00 42 \$26.30 \$2,104.00 \$54,704.00	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58 \$1,886.40 \$49,046.40 43 \$26.56 \$2,124.80 \$55,244.80	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81 \$1,904.80 \$49,524.80 44 \$26.85 \$2,148.00	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06 \$1,924.80 \$50,044.80 45 \$27.09 \$2,167.20	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28 \$1,942.40 \$50,502.40 46 \$27.35 \$2,188.00	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52 \$1,961.60 \$51,001.60 47 \$27.63 \$2,210.40	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80 36 \$24.78 \$1,982.40 \$51,542.40 48 \$27.92 \$2,233.60
Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Ily \$41,017.60 25 \$22.22 kly \$1,777.60 Ily \$46,217.60 37 \$25.05 kly \$2,004.00 Ily \$52,104.00 49 \$28.22 kly \$2,257.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43 \$1,794.40 \$46,654.40 38 \$25.28 \$2,022.40 \$52,582.40 50 \$28.46 \$2,276.80	\$17.85 \$1,428.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66 \$1,812.80 \$47,132.80 39 \$25.51 \$2,040.80 \$53,060.80 51 \$28.75 \$2,300.00	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89 \$1,831.20 \$47,611.20 40 \$25.78 \$2,062.40 \$53,622.40 52 \$29.05 \$2,324.00	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80 29 \$23.12 \$1,849.60 \$48,089.60 41 \$26.06 \$2,084.80 \$54,204.80 53 \$29.34 \$2,347.20	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35 \$1,868.00 \$48,568.00 42 \$26.30 \$2,104.00 \$54,704.00 54 \$29.64 \$29.64 \$2,371.20	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58 \$1,886.40 \$49,046.40 43 \$26.56 \$2,124.80 \$55,244.80 \$55,244.80	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81 \$1,904.80 \$49,524.80 44 \$26.85 \$2,148.00	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06 \$1,924.80 \$50,044.80 45 \$27.09 \$2,167.20	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28 \$1,942.40 \$50,502.40 46 \$27.35 \$2,188.00	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52 \$1,961.60 \$51,001.60 47 \$27.63 \$2,210.40	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80 36 \$24.78 \$1,982.40 \$51,542.40 48 \$27.92 \$2,233.60
Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual Steps Hourly Biweek Annual	\$17.49 kly \$1,399.20 Ily \$36,379.20 13 \$19.72 kly \$1,577.60 Ily \$41,017.60 25 \$22.22 kly \$1,777.60 Ily \$46,217.60 37 \$25.05 kly \$2,004.00 Ily \$52,104.00 49 \$28.22 kly \$2,257.60	\$17.68 \$1,414.40 \$36,774.40 14 \$19.92 \$1,593.60 \$41,433.60 26 \$22.43 \$1,794.40 \$46,654.40 38 \$25.28 \$2,022.40 \$52,582.40	\$17.85 \$1,428.00 \$37,128.00 \$37,128.00 15 \$20.11 \$1,608.80 \$41,828.80 27 \$22.66 \$1,812.80 \$47,132.80 39 \$25.51 \$2,040.80 \$53,060.80	\$18.03 \$1,442.40 \$37,502.40 16 \$20.31 \$1,624.80 \$42,244.80 28 \$22.89 \$1,831.20 \$47,611.20 40 \$25.78 \$2,062.40 \$53,622.40	\$18.21 \$1,456.80 \$37,876.80 17 \$20.51 \$1,640.80 \$42,660.80 29 \$23.12 \$1,849.60 \$48,089.60 41 \$26.06 \$2,084.80 \$54,204.80 53 \$29.34	\$18.40 \$1,472.00 \$38,272.00 18 \$20.74 \$1,659.20 \$43,139.20 30 \$23.35 \$1,868.00 \$48,568.00 42 \$26.30 \$2,104.00 \$54,704.00	\$18.57 \$1,485.60 \$38,625.60 19 \$20.93 \$1,674.40 \$43,534.40 31 \$23.58 \$1,886.40 \$49,046.40 43 \$26.56 \$2,124.80 \$55,244.80	\$18.73 \$1,498.40 \$38,958.40 20 \$21.13 \$1,690.40 \$43,950.40 32 \$23.81 \$1,904.80 \$49,524.80 44 \$26.85 \$2,148.00	\$18.95 \$1,516.00 \$39,416.00 21 \$21.36 \$1,708.80 \$44,428.80 33 \$24.06 \$1,924.80 \$50,044.80 45 \$27.09 \$2,167.20	\$19.13 \$1,530.40 \$39,790.40 22 \$21.55 \$1,724.00 \$44,824.00 34 \$24.28 \$1,942.40 \$50,502.40 46 \$27.35 \$2,188.00	\$19.33 \$1,546.40 \$40,206.40 23 \$21.77 \$1,741.60 \$45,281.60 35 \$24.52 \$1,961.60 \$51,001.60 47 \$27.63 \$2,210.40	\$19.52 \$1,561.60 \$40,601.60 24 \$22.01 \$1,760.80 \$45,780.80 36 \$24.78 \$1,982.40 \$51,542.40 48 \$27.92 \$2,233.60

(Non-bargaining unit)

Grade	75
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$19.72	\$19.92	\$20.11	\$20.31	\$20.51	\$20.74	\$20.93	\$21.13	\$21.36	\$21.55	\$21.77	\$22.01
Biweekly	\$1,577.60	\$1,593.60	\$1,608.80	\$1,624.80	\$1,640.80	\$1,659.20	\$1,674.40	\$1,690.40	\$1,708.80	\$1,724.00	\$1,741.60	\$1,760.80
Annually	\$41,017.60	\$41,433.60	\$41,828.80	\$42,244.80	\$42,660.80	\$43,139.20	\$43,534.40	\$43,950.40	\$44,428.80	\$44,824.00	\$45,281.60	\$45,780.80
Aillidally	541,017.00	J41,4JJ.00	J41,020.00	342,244.00	742,000.80	J43,133.20	J43,334.40	J43,330.40	544,420.00	544,824.00	J45,281.00	J43,780.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$22.22	\$22.43	\$22.66	\$22.89	\$23.12	\$23.35	\$23.58	\$23.81	\$24.06	\$24.28	\$24.52	\$24.78
Biweekly	\$1,777.60	\$1,794.40	\$1,812.80	\$1,831.20	\$1,849.60	\$1,868.00	\$1,886.40	\$1,904.80	\$1,924.80	\$1,942.40	\$1,961.60	\$1,982.40
-												
Annually	\$46,217.60	\$46,654.40	\$47,132.80	\$47,611.20	\$48,089.60	\$48,568.00	\$49,046.40	\$49,524.80	\$50,044.80	\$50,502.40	\$51,001.60	\$51,542.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$25.05	\$25.28	\$25.51	\$25.78	\$26.06	\$26.30	\$26.56	\$26.85	\$27.09	\$27.35	\$27.63	\$27.92
Biweekly	\$2,004.00	\$2,022.40	\$2,040.80	\$2,062.40	\$2,084.80	\$2,104.00	\$2,124.80	\$2,148.00	\$2,167.20	\$2,188.00	\$2,210.40	\$2,233.60
Annually	\$52,104.00	\$52,582.40	\$53,060.80	\$53,622.40	\$54,204.80	\$54,704.00	\$55,244.80	\$55,848.00	\$56,347.20	\$56,888.00	\$57,470.40	\$58,073.60
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$28.22	\$28.46	\$28.75	\$29.05	\$29.34	\$29.64	\$29.93	\$30.24	\$30.54	\$30.84	\$31.14	\$31.47
Biweekly	\$2,257.60	\$2,276.80	\$2,300.00	\$2,324.00	\$2,347.20	\$2,371.20	\$2,394.40	\$2,419.20	\$2,443.20	\$2,467.20	\$2,491.20	\$2,517.60
-	\$58,697.60	\$59,196.80	\$59,800.00	\$60,424.00	\$61,027.20	\$61,651.20	\$62,254.40	\$62,899.20	\$63,523.20		\$64,771.20	\$65,457.60
Annually	\$58,097.00	\$59,190.80	\$59,800.00	300,424.00	\$61,027.20	\$01,051.20	302,234.40	302,899.20	\$03,523.20	\$64,147.20	304,771.20	305,457.00
Steps	49	50	51	52	53	54	55					
Harrely	\$31.78	\$32.08	\$32.40	\$32.71	\$33.06	\$33.38	\$33.74					
Hourly	\$31.78			\$32.71								
Biweekly	\$2,542.40	\$2,566.40	\$2,592.00	\$2,616.80	\$2,644.80	\$2,670.40	\$2,699.20					
Annually	\$66,102.40	\$66,726.40	\$67,392.00	\$68,036.80	\$68,764.80	\$69,430.40	\$70,179.20					
0 1 76												
Grade 76												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1 \$22.22					6 \$23.35	7 \$23.58	8 \$23.81		10 \$24.28	11 \$24.52	12 \$24.78
Steps Hourly	\$22.22	\$22.43	\$22.66	\$22.89	\$23.12	\$23.35	\$23.58	\$23.81	\$24.06	\$24.28	\$24.52	\$24.78
Steps Hourly Biweekly	\$22.22 \$1,777.60	\$22.43 \$1,794.40	\$22.66 \$1,812.80	\$22.89 \$1,831.20	\$23.12 \$1,849.60	\$23.35 \$1,868.00	\$23.58 \$1,886.40	\$23.81 \$1,904.80	\$24.06 \$1,924.80	\$24.28 \$1,942.40	\$24.52 \$1,961.60	\$24.78 \$1,982.40
Steps Hourly	\$22.22	\$22.43	\$22.66	\$22.89	\$23.12	\$23.35	\$23.58	\$23.81	\$24.06	\$24.28	\$24.52	\$24.78
Steps Hourly Biweekly Annually	\$22.22 \$1,777.60 \$46,217.60	\$22.43 \$1,794.40 \$46,654.40	\$22.66 \$1,812.80 \$47,132.80	\$22.89 \$1,831.20 \$47,611.20	\$23.12 \$1,849.60 \$48,089.60	\$23.35 \$1,868.00 \$48,568.00	\$23.58 \$1,886.40 \$49,046.40	\$23.81 \$1,904.80 \$49,524.80	\$24.06 \$1,924.80 \$50,044.80	\$24.28 \$1,942.40 \$50,502.40	\$24.52 \$1,961.60 \$51,001.60	\$24.78 \$1,982.40 \$51,542.40
Steps Hourly Biweekly Annually Steps	\$22.22 \$1,777.60 \$46,217.60	\$22.43 \$1,794.40 \$46,654.40	\$22.66 \$1,812.80 \$47,132.80	\$22.89 \$1,831.20 \$47,611.20	\$23.12 \$1,849.60 \$48,089.60	\$23.35 \$1,868.00 \$48,568.00	\$23.58 \$1,886.40 \$49,046.40	\$23.81 \$1,904.80 \$49,524.80	\$24.06 \$1,924.80 \$50,044.80	\$24.28 \$1,942.40 \$50,502.40	\$24.52 \$1,961.60 \$51,001.60	\$24.78 \$1,982.40 \$51,542.40
Steps Hourly Biweekly Annually Steps Hourly	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28	\$22.66 \$1,812.80 \$47,132.80 15 \$25.51	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40	\$22.66 \$1,812.80 \$47,132.80 15 \$25.51 \$2,040.80	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60
Steps Hourly Biweekly Annually Steps Hourly	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28	\$22.66 \$1,812.80 \$47,132.80 15 \$25.51	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40	\$22.66 \$1,812.80 \$47,132.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00 \$54,704.00	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40	\$22.66 \$1,812.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00 \$54,704.00	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46	\$22.66 \$1,812.80 \$47,132.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00 \$54,704.00 30 \$29.64	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40	\$22.66 \$1,812.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00 \$54,704.00	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46	\$22.66 \$1,812.80 \$47,132.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00 \$54,704.00 30 \$29.64	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60 36 \$31.47 \$2,517.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00 25 \$28.22 \$2,257.60	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46 \$2,276.80	\$22.66 \$1,812.80 \$47,132.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75 \$2,300.00	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05 \$2,324.00	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34 \$2,347.20	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00 \$54,704.00 30 \$29.64 \$2,371.20	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93 \$2,394.40	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24 \$2,419.20	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54 \$2,443.20	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84 \$2,467.20	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14 \$2,491.20	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00 25 \$28.22 \$2,257.60 \$58,697.60	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46 \$2,276.80 \$59,196.80	\$22.66 \$1,812.80 \$47,132.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75 \$2,300.00 \$59,800.00	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05 \$2,324.00 \$60,424.00	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34 \$2,347.20 \$61,027.20	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00 \$54,704.00 30 \$29.64 \$2,371.20 \$61,651.20	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93 \$2,394.40 \$62,254.40	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24 \$2,419.20 \$62,899.20	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54 \$2,443.20 \$63,523.20	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84 \$2,467.20 \$64,147.20	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14 \$2,491.20 \$64,771.20	\$24.78 \$1,982.40 \$51,542.40 \$24 \$27.92 \$2,233.60 \$58,073.60 \$31.47 \$2,517.60 \$65,457.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00 25 \$28.22 \$2,257.60 \$58,697.60	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46 \$2,276.80 \$59,196.80	\$22.66 \$1,812.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75 \$2,300.00 \$59,800.00	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05 \$2,324.00 \$60,424.00	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34 \$2,347.20 \$61,027.20	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00 \$54,704.00 30 \$29.64 \$2,371.20 \$61,651.20	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93 \$2,394.40 \$62,254.40	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24 \$2,419.20 \$62,899.20	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54 \$2,443.20 \$63,523.20	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84 \$2,467.20 \$64,147.20	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14 \$2,491.20 \$64,771.20	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60 36 \$31.47 \$2,517.60 \$65,457.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00 25 \$28.22 \$2,257.60 \$58,697.60	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46 \$2,276.80 \$59,196.80	\$22.66 \$1,812.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75 \$2,300.00 \$59,800.00	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05 \$2,324.00 \$60,424.00	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34 \$2,347.20 \$61,027.20	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00 \$54,704.00 30 \$29.64 \$2,371.20 \$61,651.20	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93 \$2,394.40 \$62,254.40	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24 \$2,419.20 \$62,899.20	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54 \$2,443.20 \$63,523.20	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84 \$2,467.20 \$64,147.20	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14 \$2,491.20 \$64,771.20	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60 36 \$31.47 \$2,517.60 \$65,457.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00 25 \$28.22 \$2,257.60 \$58,697.60 37 \$31.78 \$2,542.40	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46 \$2,276.80 \$59,196.80 38 \$32.08 \$2,566.40	\$22.66 \$1,812.80 \$47,132.80 \$15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75 \$2,300.00 \$59,800.00	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05 \$2,324.00 \$60,424.00 40 \$32.71 \$2,616.80	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34 \$2,347.20 \$61,027.20 41 \$33.06 \$2,644.80	\$23.35 \$1,868.00 \$48,568.00 \$48,568.00 \$26.30 \$2,104.00 \$54,704.00 \$0 \$29.64 \$2,371.20 \$61,651.20 \$29.64 \$2,371.20	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93 \$2,394.40 \$62,254.40 43 \$33.74 \$2,699.20	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24 \$2,419.20 \$62,899.20 44 \$34.05 \$2,724.00	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54 \$2,443.20 \$63,523.20 45 \$34.41 \$2,752.80	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84 \$2,467.20 \$64,147.20 46 \$34.74 \$2,779.20	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14 \$2,491.20 \$64,771.20 47 \$35.10 \$2,808.00	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60 36 \$31.47 \$2,517.60 \$65,457.60 48 \$35.44 \$2,835.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00 25 \$28.22 \$2,257.60 \$58,697.60	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46 \$2,276.80 \$59,196.80	\$22.66 \$1,812.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75 \$2,300.00 \$59,800.00	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05 \$2,324.00 \$60,424.00	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34 \$2,347.20 \$61,027.20	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00 \$54,704.00 30 \$29.64 \$2,371.20 \$61,651.20	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93 \$2,394.40 \$62,254.40	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24 \$2,419.20 \$62,899.20	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54 \$2,443.20 \$63,523.20	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84 \$2,467.20 \$64,147.20	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14 \$2,491.20 \$64,771.20	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60 36 \$31.47 \$2,517.60 \$65,457.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00 25 \$28.22 \$2,257.60 \$58,697.60 37 \$31.78 \$2,542.40	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46 \$2,276.80 \$59,196.80 38 \$32.08 \$2,566.40	\$22.66 \$1,812.80 \$47,132.80 \$15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75 \$2,300.00 \$59,800.00	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05 \$2,324.00 \$60,424.00 40 \$32.71 \$2,616.80	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34 \$2,347.20 \$61,027.20 41 \$33.06 \$2,644.80	\$23.35 \$1,868.00 \$48,568.00 \$48,568.00 \$26.30 \$2,104.00 \$54,704.00 \$0 \$29.64 \$2,371.20 \$61,651.20 \$29.64 \$2,371.20	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93 \$2,394.40 \$62,254.40 43 \$33.74 \$2,699.20	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24 \$2,419.20 \$62,899.20 44 \$34.05 \$2,724.00	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54 \$2,443.20 \$63,523.20 45 \$34.41 \$2,752.80	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84 \$2,467.20 \$64,147.20 46 \$34.74 \$2,779.20	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14 \$2,491.20 \$64,771.20 47 \$35.10 \$2,808.00	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60 36 \$31.47 \$2,517.60 \$65,457.60 48 \$35.44 \$2,835.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00 25 \$28.22 \$2,257.60 \$58,697.60 37 \$31.78 \$2,542.40 \$66,102.40	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46 \$2,276.80 \$59,196.80 38 \$32.08 \$2,566.40 \$66,726.40	\$22.66 \$1,812.80 \$47,132.80 \$47,132.80 \$15 \$25.51 \$2,040.80 \$53,060.80 \$28.75 \$2,300.00 \$59,800.00 \$9 \$32.40 \$2,592.00 \$67,392.00	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05 \$2,324.00 \$60,424.00 40 \$32.71 \$2,616.80 \$68,036.80	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34 \$2,347.20 \$61,027.20 41 \$33.06 \$2,644.80 \$68,764.80	\$23.35 \$1,868.00 \$48,568.00 \$48,568.00 \$26.30 \$2,104.00 \$54,704.00 \$42,371.20 \$61,651.20 \$42 \$33.38 \$2,670.40 \$69,430.40	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93 \$2,394.40 \$62,254.40 43 \$33.74 \$2,699.20 \$70,179.20	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24 \$2,419.20 \$62,899.20 44 \$34.05 \$2,724.00	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54 \$2,443.20 \$63,523.20 45 \$34.41 \$2,752.80	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84 \$2,467.20 \$64,147.20 46 \$34.74 \$2,779.20	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14 \$2,491.20 \$64,771.20 47 \$35.10 \$2,808.00	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60 36 \$31.47 \$2,517.60 \$65,457.60 48 \$35.44 \$2,835.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00 25 \$28.22 \$2,257.60 \$58,697.60 37 \$31.78 \$2,542.40 \$66,102.40	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46 \$2,276.80 \$59,196.80 38 \$32.08 \$2,566.40 \$66,726.40	\$22.66 \$1,812.80 \$47,132.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75 \$2,300.00 \$59,800.00 39 \$32.40 \$2,592.00 \$67,392.00	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05 \$2,324.00 \$60,424.00 40 \$32.71 \$2,616.80 \$68,036.80 52 \$36.86	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34 \$2,347.20 \$61,027.20 41 \$33.06 \$2,644.80 \$68,764.80	\$23.35 \$1,868.00 \$48,568.00 \$48,568.00 \$26.30 \$2,104.00 \$54,704.00 \$42,371.20 \$61,651.20 \$42,371.20 \$61,651.20 \$42 \$33.38 \$2,670.40 \$69,430.40	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93 \$2,394.40 \$62,254.40 43 \$33.74 \$2,699.20 \$70,179.20	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24 \$2,419.20 \$62,899.20 44 \$34.05 \$2,724.00	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54 \$2,443.20 \$63,523.20 45 \$34.41 \$2,752.80	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84 \$2,467.20 \$64,147.20 46 \$34.74 \$2,779.20	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14 \$2,491.20 \$64,771.20 47 \$35.10 \$2,808.00	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60 36 \$31.47 \$2,517.60 \$65,457.60 48 \$35.44 \$2,835.20
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	\$22.22 \$1,777.60 \$46,217.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00 25 \$28.22 \$2,257.60 \$58,697.60 37 \$31.78 \$2,542.40 \$66,102.40 49 \$35.80 \$2,864.00	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46 \$2,276.80 \$59,196.80 38 \$32.08 \$2,566.40 \$66,726.40 50 \$36.16 \$2,892.80	\$22.66 \$1,812.80 \$47,132.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75 \$2,300.00 \$59,800.00 39 \$32.40 \$2,592.00 \$67,392.00 51 \$36.51 \$2,920.80	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05 \$2,324.00 \$60,424.00 40 \$32.71 \$2,616.80 \$68,036.80 52 \$36.86 \$2,948.80	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34 \$2,347.20 \$61,027.20 41 \$33.06 \$2,644.80 \$68,764.80 53 \$37.25 \$2,980.00	\$23.35 \$1,868.00 \$48,568.00 18 \$26.30 \$2,104.00 \$54,704.00 30 \$29.64 \$2,371.20 \$61,651.20 42 \$33.38 \$2,670.40 \$69,430.40 54 \$37.62 \$3,009.60	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93 \$2,394.40 \$62,254.40 43 \$33.74 \$2,699.20 \$70,179.20 55 \$38.00 \$3,040.00	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24 \$2,419.20 \$62,899.20 44 \$34.05 \$2,724.00	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54 \$2,443.20 \$63,523.20 45 \$34.41 \$2,752.80	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84 \$2,467.20 \$64,147.20 46 \$34.74 \$2,779.20	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14 \$2,491.20 \$64,771.20 47 \$35.10 \$2,808.00	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60 36 \$31.47 \$2,517.60 \$65,457.60 48 \$35.44 \$2,835.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.22 \$1,777.60 \$46,217.60 13 \$25.05 \$2,004.00 \$52,104.00 25 \$28.22 \$2,257.60 \$58,697.60 37 \$31.78 \$2,542.40 \$66,102.40	\$22.43 \$1,794.40 \$46,654.40 14 \$25.28 \$2,022.40 \$52,582.40 26 \$28.46 \$2,276.80 \$59,196.80 38 \$32.08 \$2,566.40 \$66,726.40	\$22.66 \$1,812.80 \$47,132.80 \$47,132.80 15 \$25.51 \$2,040.80 \$53,060.80 27 \$28.75 \$2,300.00 \$59,800.00 39 \$32.40 \$2,592.00 \$67,392.00	\$22.89 \$1,831.20 \$47,611.20 16 \$25.78 \$2,062.40 \$53,622.40 28 \$29.05 \$2,324.00 \$60,424.00 40 \$32.71 \$2,616.80 \$68,036.80 52 \$36.86	\$23.12 \$1,849.60 \$48,089.60 17 \$26.06 \$2,084.80 \$54,204.80 29 \$29.34 \$2,347.20 \$61,027.20 41 \$33.06 \$2,644.80 \$68,764.80	\$23.35 \$1,868.00 \$48,568.00 \$48,568.00 \$26.30 \$2,104.00 \$54,704.00 \$42,371.20 \$61,651.20 \$42,371.20 \$61,651.20 \$42 \$33.38 \$2,670.40 \$69,430.40	\$23.58 \$1,886.40 \$49,046.40 19 \$26.56 \$2,124.80 \$55,244.80 31 \$29.93 \$2,394.40 \$62,254.40 43 \$33.74 \$2,699.20 \$70,179.20	\$23.81 \$1,904.80 \$49,524.80 20 \$26.85 \$2,148.00 \$55,848.00 32 \$30.24 \$2,419.20 \$62,899.20 44 \$34.05 \$2,724.00	\$24.06 \$1,924.80 \$50,044.80 21 \$27.09 \$2,167.20 \$56,347.20 33 \$30.54 \$2,443.20 \$63,523.20 45 \$34.41 \$2,752.80	\$24.28 \$1,942.40 \$50,502.40 22 \$27.35 \$2,188.00 \$56,888.00 34 \$30.84 \$2,467.20 \$64,147.20 46 \$34.74 \$2,779.20	\$24.52 \$1,961.60 \$51,001.60 23 \$27.63 \$2,210.40 \$57,470.40 35 \$31.14 \$2,491.20 \$64,771.20 47 \$35.10 \$2,808.00	\$24.78 \$1,982.40 \$51,542.40 24 \$27.92 \$2,233.60 \$58,073.60 36 \$31.47 \$2,517.60 \$65,457.60 48 \$35.44 \$2,835.20

(Non-bargaining unit)

Grade 7	77
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$25.05	\$25.28	\$25.51	\$25.78	\$26.06	\$26.30	\$26.56	\$26.85	\$27.09	\$27.35	\$27.63	\$27.92
Biweekly	\$2,004.00	\$2,022.40	\$2,040.80	\$2,062.40	\$2,084.80	\$2,104.00	\$2,124.80	\$2,148.00	\$2,167.20	\$2,188.00	\$2,210.40	\$2,233.60
Annually	\$52,104.00	\$52,582.40	\$53,060.80	\$53,622.40	\$54,204.80	\$54,704.00	\$55,244.80	\$55,848.00	\$56,347.20	\$56,888.00	\$57,470.40	\$58,073.60
Ailliadily	732,104.00	732,302.40	755,000.00	733,022.40	Ş5 4 ,204.00	Ş3 4 ,704.00	755,244.00	Ç33,040.00	730,347.20	750,000.00	\$37,470.40	\$30,073.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$28.22	\$28.46	\$28.75	\$29.05	\$29.34	\$29.64	\$29.93	\$30.24	\$30.54	\$30.84	\$31.14	\$31.47
Biweekly	\$2,257.60	\$2,276.80	\$2,300.00	\$2,324.00	\$2,347.20	\$2,371.20	\$2,394.40	\$2,419.20	\$2,443.20	\$2,467.20	\$2,491.20	\$2,517.60
Annually	\$58,697.60	\$59,196.80	\$59,800.00	\$60,424.00	\$61,027.20	\$61,651.20	\$62,254.40	\$62,899.20	\$63,523.20	\$64,147.20	\$64,771.20	\$65,457.60
Aillidally	\$30,037.00	\$33,130.80	\$33,800.00	300,424.00	301,027.20	J01,0J1.20	302,234.40	\$02,033.20	303,323.20	304,147.20	304,771.20	303,437.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
•												
Hourly	\$31.78	\$32.08	\$32.40	\$32.71	\$33.06	\$33.38	\$33.74	\$34.05	\$34.41	\$34.74	\$35.10	\$35.44
Biweekly	\$2,542.40	\$2,566.40	\$2,592.00	\$2,616.80	\$2,644.80	\$2,670.40	\$2,699.20	\$2,724.00	\$2,752.80	\$2,779.20	\$2,808.00	\$2,835.20
Annually	\$66,102.40	\$66,726.40	\$67,392.00	\$68,036.80	\$68,764.80	\$69,430.40	\$70,179.20	\$70,824.00	\$71,572.80	\$72,259.20	\$73,008.00	\$73,715.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$35.80	\$36.16	\$36.51	\$36.86	\$37.25	\$37.62	\$38.00	\$38.37	\$38.77	\$39.15	\$39.54	\$39.94
Biweekly	\$2,864.00	\$2,892.80	\$2,920.80	\$2,948.80	\$2,980.00	\$3,009.60	\$3,040.00	\$3,069.60	\$3,101.60	\$3,132.00	\$3,163.20	\$3,195.20
Annually	\$74,464.00	\$75,212.80	\$75,940.80	\$76,668.80	\$77,480.00	\$78,249.60	\$79,040.00	\$79,809.60	\$80,641.60	\$81,432.00	\$82,243.20	\$83,075.20
Steps	49	50	51	52	53	54	55					
Hourly	\$40.33	\$40.73	\$41.14	\$41.57	\$41.96	\$42.39	\$42.81					
Biweekly	\$3,226.40	\$3,258.40	\$3,291.20	\$3,325.60	\$3,356.80	\$3,391.20	\$3,424.80					
Annually	\$83,886.40	\$84,718.40	\$85,571.20	\$86,465.60	\$87,276.80	\$88,171.20	\$89,044.80					
7 till daily	303,000.10	30 1,7 10. 10	005,571.20	300, 103.00	J07,270.00	000,171.20	203,011.00					
70												
Grade /8												
Grade 78		2			-		7	0	0	10	44	12
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$27.35	\$27.63	\$27.92	\$28.22	\$28.46	\$28.75	\$29.05	\$29.34	\$29.64	\$29.93	\$30.24	\$30.54
Steps Hourly Biweekly	\$27.35 \$2,188.00	\$27.63 \$2,210.40	\$27.92 \$2,233.60	\$28.22 \$2,257.60	\$28.46 \$2,276.80	\$28.75 \$2,300.00	\$29.05 \$2,324.00	\$29.34 \$2,347.20	\$29.64 \$2,371.20	\$29.93 \$2,394.40	\$30.24 \$2,419.20	\$30.54 \$2,443.20
Steps Hourly	\$27.35	\$27.63	\$27.92	\$28.22	\$28.46	\$28.75	\$29.05	\$29.34	\$29.64	\$29.93	\$30.24	\$30.54
Steps Hourly Biweekly Annually	\$27.35 \$2,188.00 \$56,888.00	\$27.63 \$2,210.40 \$57,470.40	\$27.92 \$2,233.60 \$58,073.60	\$28.22 \$2,257.60 \$58,697.60	\$28.46 \$2,276.80 \$59,196.80	\$28.75 \$2,300.00 \$59,800.00	\$29.05 \$2,324.00 \$60,424.00	\$29.34 \$2,347.20 \$61,027.20	\$29.64 \$2,371.20 \$61,651.20	\$29.93 \$2,394.40 \$62,254.40	\$30.24 \$2,419.20 \$62,899.20	\$30.54 \$2,443.20 \$63,523.20
Steps Hourly Biweekly Annually Steps	\$27.35 \$2,188.00 \$56,888.00	\$27.63 \$2,210.40 \$57,470.40	\$27.92 \$2,233.60 \$58,073.60	\$28.22 \$2,257.60 \$58,697.60	\$28.46 \$2,276.80 \$59,196.80	\$28.75 \$2,300.00 \$59,800.00	\$29.05 \$2,324.00 \$60,424.00	\$29.34 \$2,347.20 \$61,027.20	\$29.64 \$2,371.20 \$61,651.20	\$29.93 \$2,394.40 \$62,254.40	\$30.24 \$2,419.20 \$62,899.20	\$30.54 \$2,443.20 \$63,523.20
Steps Hourly Biweekly Annually Steps Hourly	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80
Steps Hourly Biweekly Annually Steps Hourly	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74 \$2,779.20	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20 26 \$35.10 \$2,808.00	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60 27 \$35.44 \$2,835.20	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80 \$2,864.00	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16 \$2,892.80	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51 \$2,920.80	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86 \$2,948.80	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25 \$2,980.00	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62 \$3,009.60	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00 \$3,040.00	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37 \$3,069.60	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80 36 \$38.77 \$3,101.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74 \$2,779.20 \$72,259.20	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20 26 \$35.10 \$2,808.00 \$73,008.00	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60 27 \$35.44 \$2,835.20 \$73,715.20	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80 \$2,864.00 \$74,464.00	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16 \$2,892.80 \$75,212.80	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51 \$2,920.80 \$75,940.80	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86 \$2,948.80 \$76,668.80	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25 \$2,980.00 \$77,480.00	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62 \$3,009.60 \$78,249.60	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00 \$3,040.00 \$79,040.00	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37 \$3,069.60 \$79,809.60	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80 36 \$38.77 \$3,101.60 \$80,641.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74 \$2,779.20 \$72,259.20	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20 26 \$35.10 \$2,808.00 \$73,008.00	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60 27 \$35.44 \$2,835.20 \$73,715.20	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80 \$2,864.00 \$74,464.00	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16 \$2,892.80 \$75,212.80	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51 \$2,920.80 \$75,940.80	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86 \$2,948.80 \$76,668.80	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25 \$2,980.00 \$77,480.00	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62 \$3,009.60 \$78,249.60	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00 \$3,040.00 \$79,040.00	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37 \$3,069.60 \$79,809.60	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80 36 \$38.77 \$3,101.60 \$80,641.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74 \$2,779.20 \$72,259.20	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20 26 \$35.10 \$2,808.00 \$73,008.00	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60 27 \$35.44 \$2,835.20 \$73,715.20	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80 \$2,864.00 \$74,464.00	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16 \$2,892.80 \$75,212.80	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51 \$2,920.80 \$75,940.80	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86 \$2,948.80 \$76,668.80	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25 \$2,980.00 \$77,480.00	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62 \$3,009.60 \$78,249.60	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00 \$3,040.00 \$79,040.00	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37 \$3,069.60 \$79,809.60	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80 36 \$38.77 \$3,101.60 \$80,641.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74 \$2,779.20 \$72,259.20 37 \$39.15 \$3,132.00	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20 26 \$35.10 \$2,808.00 \$73,008.00 38 \$39.54 \$3,163.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60 27 \$35.44 \$2,835.20 \$73,715.20 39 \$39.94 \$3,195.20	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80 \$2,864.00 \$74,464.00 40 \$40.33 \$3,226.40	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16 \$2,892.80 \$75,212.80 41 \$40.73 \$3,258.40	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51 \$2,920.80 \$75,940.80 42 \$41.14 \$3,291.20	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86 \$2,948.80 \$76,668.80	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25 \$2,980.00 \$77,480.00 44 \$41.96 \$3,356.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62 \$3,009.60 \$78,249.60 45 \$42.39 \$3,391.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00 \$3,040.00 \$79,040.00 46 \$42.81 \$3,424.80	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37 \$3,069.60 \$79,809.60 47 \$43.25 \$3,460.00	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80 36 \$38.77 \$3,101.60 \$80,641.60 48 \$43.67 \$3,493.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74 \$2,779.20 \$72,259.20	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20 26 \$35.10 \$2,808.00 \$73,008.00	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60 27 \$35.44 \$2,835.20 \$73,715.20	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80 \$2,864.00 \$74,464.00	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16 \$2,892.80 \$75,212.80	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51 \$2,920.80 \$75,940.80	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86 \$2,948.80 \$76,668.80	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25 \$2,980.00 \$77,480.00	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62 \$3,009.60 \$78,249.60	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00 \$3,040.00 \$79,040.00	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37 \$3,069.60 \$79,809.60	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80 36 \$38.77 \$3,101.60 \$80,641.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74 \$2,779.20 \$72,259.20 37 \$39.15 \$3,132.00	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20 26 \$35.10 \$2,808.00 \$73,008.00 38 \$39.54 \$3,163.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60 27 \$35.44 \$2,835.20 \$73,715.20 39 \$39.94 \$3,195.20	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80 \$2,864.00 \$74,464.00 40 \$40.33 \$3,226.40	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16 \$2,892.80 \$75,212.80 41 \$40.73 \$3,258.40	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51 \$2,920.80 \$75,940.80 42 \$41.14 \$3,291.20	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86 \$2,948.80 \$76,668.80	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25 \$2,980.00 \$77,480.00 44 \$41.96 \$3,356.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62 \$3,009.60 \$78,249.60 45 \$42.39 \$3,391.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00 \$3,040.00 \$79,040.00 46 \$42.81 \$3,424.80	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37 \$3,069.60 \$79,809.60 47 \$43.25 \$3,460.00	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80 36 \$38.77 \$3,101.60 \$80,641.60 48 \$43.67 \$3,493.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74 \$2,779.20 \$72,259.20 37 \$39.15 \$3,132.00 \$81,432.00	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20 26 \$35.10 \$2,808.00 \$73,008.00 38 \$39.54 \$3,163.20 \$82,243.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60 27 \$35.44 \$2,835.20 \$73,715.20 39 \$39.94 \$3,195.20 \$83,075.20	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80 \$2,864.00 \$74,464.00 40 \$40.33 \$3,226.40 \$83,886.40	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16 \$2,892.80 \$75,212.80 41 \$40.73 \$3,258.40 \$84,718.40	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51 \$2,920.80 \$75,940.80 42 \$41.14 \$3,291.20 \$85,571.20	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86 \$2,948.80 \$76,668.80 43 \$41.57 \$3,325.60 \$86,465.60	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25 \$2,980.00 \$77,480.00 44 \$41.96 \$3,356.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62 \$3,009.60 \$78,249.60 45 \$42.39 \$3,391.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00 \$3,040.00 \$79,040.00 46 \$42.81 \$3,424.80	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37 \$3,069.60 \$79,809.60 47 \$43.25 \$3,460.00	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80 36 \$38.77 \$3,101.60 \$80,641.60 48 \$43.67 \$3,493.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74 \$2,779.20 \$72,259.20 37 \$39.15 \$3,132.00 \$81,432.00	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20 26 \$35.10 \$2,808.00 \$73,008.00 38 \$39.54 \$3,163.20 \$82,243.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60 27 \$35.44 \$2,835.20 \$73,715.20 39 \$39.94 \$3,195.20 \$83,075.20	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80 \$2,864.00 \$74,464.00 40 \$40.33 \$3,226.40 \$83,886.40	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16 \$2,892.80 \$75,212.80 41 \$40.73 \$3,258.40 \$84,718.40	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51 \$2,920.80 \$75,940.80 42 \$41.14 \$3,291.20 \$85,571.20	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86 \$2,948.80 \$76,668.80 43 \$41.57 \$3,325.60 \$86,465.60	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25 \$2,980.00 \$77,480.00 44 \$41.96 \$3,356.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62 \$3,009.60 \$78,249.60 45 \$42.39 \$3,391.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00 \$3,040.00 \$79,040.00 46 \$42.81 \$3,424.80	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37 \$3,069.60 \$79,809.60 47 \$43.25 \$3,460.00	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80 36 \$38.77 \$3,101.60 \$80,641.60 48 \$43.67 \$3,493.60
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	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74 \$2,779.20 \$72,259.20 37 \$39.15 \$3,132.00 \$81,432.00 49 \$44.10 \$3,528.00	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20 26 \$35.10 \$2,808.00 \$73,008.00 38 \$39.54 \$3,163.20 \$82,243.20 50 \$44.54 \$3,563.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60 27 \$35.44 \$2,835.20 \$73,715.20 39 \$3,195.20 \$83,075.20 51 \$45.02 \$3,601.60	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80 \$2,864.00 \$74,464.00 40 \$40.33 \$3,226.40 \$83,886.40 52 \$45.47 \$3,637.60	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16 \$2,892.80 \$75,212.80 41 \$40.73 \$3,258.40 \$84,718.40 53 \$45.92 \$3,673.60	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51 \$2,920.80 \$75,940.80 42 \$41.14 \$3,291.20 \$85,571.20 54 \$46.37 \$3,709.60	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86 \$2,948.80 \$76,668.80 43 \$41.57 \$3,325.60 \$86,465.60 55 \$46.84 \$3,747.20	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25 \$2,980.00 \$77,480.00 44 \$41.96 \$3,356.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62 \$3,009.60 \$78,249.60 45 \$42.39 \$3,391.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00 \$3,040.00 \$79,040.00 46 \$42.81 \$3,424.80	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37 \$3,069.60 \$79,809.60 47 \$43.25 \$3,460.00	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80 36 \$38.77 \$3,101.60 \$80,641.60 48 \$43.67 \$3,493.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.35 \$2,188.00 \$56,888.00 13 \$30.84 \$2,467.20 \$64,147.20 25 \$34.74 \$2,779.20 \$72,259.20 37 \$39.15 \$3,132.00 \$81,432.00	\$27.63 \$2,210.40 \$57,470.40 14 \$31.14 \$2,491.20 \$64,771.20 26 \$35.10 \$2,808.00 \$73,008.00 38 \$39.54 \$3,163.20 \$82,243.20	\$27.92 \$2,233.60 \$58,073.60 15 \$31.47 \$2,517.60 \$65,457.60 27 \$35.44 \$2,835.20 \$73,715.20 39 \$39.94 \$3,195.20 \$83,075.20	\$28.22 \$2,257.60 \$58,697.60 16 \$31.78 \$2,542.40 \$66,102.40 28 \$35.80 \$2,864.00 \$74,464.00 40 \$40.33 \$3,226.40 \$83,886.40	\$28.46 \$2,276.80 \$59,196.80 17 \$32.08 \$2,566.40 \$66,726.40 29 \$36.16 \$2,892.80 \$75,212.80 41 \$40.73 \$3,258.40 \$84,718.40	\$28.75 \$2,300.00 \$59,800.00 18 \$32.40 \$2,592.00 \$67,392.00 30 \$36.51 \$2,920.80 \$75,940.80 42 \$41.14 \$3,291.20 \$85,571.20	\$29.05 \$2,324.00 \$60,424.00 19 \$32.71 \$2,616.80 \$68,036.80 31 \$36.86 \$2,948.80 \$76,668.80 43 \$41.57 \$3,325.60 \$86,465.60	\$29.34 \$2,347.20 \$61,027.20 20 \$33.06 \$2,644.80 \$68,764.80 32 \$37.25 \$2,980.00 \$77,480.00 44 \$41.96 \$3,356.80	\$29.64 \$2,371.20 \$61,651.20 21 \$33.38 \$2,670.40 \$69,430.40 33 \$37.62 \$3,009.60 \$78,249.60 45 \$42.39 \$3,391.20	\$29.93 \$2,394.40 \$62,254.40 22 \$33.74 \$2,699.20 \$70,179.20 34 \$38.00 \$3,040.00 \$79,040.00 46 \$42.81 \$3,424.80	\$30.24 \$2,419.20 \$62,899.20 23 \$34.05 \$2,724.00 \$70,824.00 35 \$38.37 \$3,069.60 \$79,809.60 47 \$43.25 \$3,460.00	\$30.54 \$2,443.20 \$63,523.20 24 \$34.41 \$2,752.80 \$71,572.80 36 \$38.77 \$3,101.60 \$80,641.60 48 \$43.67 \$3,493.60

(Non-bargaining unit)

Grade	79
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$29.93	\$30.24	\$30.54	\$30.84	\$31.14	\$31.47	\$31.78	\$32.08	\$32.40	\$32.71	\$33.06	\$33.38
Biweekly	\$2,394.40	\$2,419.20	\$2,443.20	\$2,467.20	\$2,491.20	\$2,517.60	\$2,542.40	\$2,566.40	\$2,592.00	\$2,616.80	\$2,644.80	\$2,670.40
Annually	\$62,254.40	\$62,899.20	\$63,523.20	\$64,147.20	\$64,771.20	\$65,457.60	\$66,102.40	\$66,726.40	\$67,392.00	\$68,036.80	\$68,764.80	\$69,430.40
Aimauny	J02,234.40	Ç02,033.20	Ç03,323.20	Ç04,147.20	Ç04,771.20	Ç05, 1 57.00	\$00,102. 4 0	\$00,720. 4 0	Ç07,332.00	\$00,030.00	300,70 4 .00	Ç05,450.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$33.74	\$34.05	\$34.41	\$34.74	\$35.10	\$35.44	\$35.80	\$36.16	\$36.51	\$36.86	\$37.25	\$37.62
Biweekly	\$2,699.20	\$2,724.00	\$2,752.80	\$2,779.20	\$2,808.00	\$2,835.20	\$2,864.00	\$2,892.80	\$2,920.80	\$2,948.80	\$2,980.00	\$3,009.60
Annually	\$70,179.20	\$70,824.00	\$71,572.80	\$72,259.20	\$73,008.00	\$73,715.20	\$74,464.00	\$75,212.80	\$75,940.80	\$76,668.80	\$77,480.00	\$78,249.60
Ailliually	370,179.20	370,624.00	3/1,3/2.60	3/2,239.20	373,006.00	3/3,/13.20	374,404.00	3/3,212.60	373,940.60	370,000.00	377,460.00	376,249.00
Ctons												
Steps	25	26	. 27	28	. 29	. 30	31	. 32	. 33	. 34	. 35	. 36
Hourly	\$38.00	\$38.37	\$38.77	\$39.15	\$39.54	\$39.94	\$40.33	\$40.73	\$41.14	\$41.57	\$41.96	\$42.39
Biweekly	\$3,040.00	\$3,069.60	\$3,101.60	\$3,132.00	\$3,163.20	\$3,195.20	\$3,226.40	\$3,258.40	\$3,291.20	\$3,325.60	\$3,356.80	\$3,391.20
Annually	\$79,040.00	\$79,809.60	\$80,641.60	\$81,432.00	\$82,243.20	\$83,075.20	\$83,886.40	\$84,718.40	\$85,571.20	\$86,465.60	\$87,276.80	\$88,171.20
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$42.81	\$43.25	\$43.67	\$44.10	\$44.54	\$45.02	\$45.47	\$45.92	\$46.37	\$46.84	\$47.31	\$47.78
Biweekly	\$3,424.80	\$3,460.00	\$3,493.60	\$3,528.00	\$3,563.20	\$3,601.60	\$3,637.60	\$3,673.60	\$3,709.60	\$3,747.20	\$3,784.80	\$3,822.40
Annually	\$89,044.80	\$89,960.00	\$90,833.60	\$91,728.00	\$92,643.20	\$93,641.60	\$94,577.60	\$95,513.60	\$96,449.60	\$97,427.20	\$98,404.80	\$99,382.40
Aimauny	\$05,044.00	\$65,500.00	\$30,033.00	331,720.00	332,043.20	333,041.00	334,377.00	\$55,515.00	\$30,443.00	337,427.20	\$50,404.00	333,302.40
Steps	49	50	51	52	53	54	55					
Hourly	\$48.24	\$48.74	\$49.23	\$49.72	\$50.22	\$50.71	\$51.24					
							\$4,099.20					
Biweekly	\$3,859.20	\$3,899.20	\$3,938.40	\$3,977.60	\$4,017.60	\$4,056.80						
Annually	\$100,339.20	\$101,379.20	\$102,398.40	\$103,417.60	\$104,457.60	\$105,476.80	\$106,579.20					
Grade 80												
Grade 60												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps		_		•	_	-	-		_			
Steps Hourly	\$32.40	\$32.71	\$33.06	\$33.38	\$33.74	\$34.05	\$34.41	\$34.74	\$35.10	\$35.44	\$35.80	\$36.16
Steps Hourly Biweekly	\$32.40 \$2,592.00	\$32.71 \$2,616.80	\$33.06 \$2,644.80	\$33.38 \$2,670.40	\$33.74 \$2,699.20	\$34.05 \$2,724.00	\$34.41 \$2,752.80	\$34.74 \$2,779.20	\$35.10 \$2,808.00	\$35.44 \$2,835.20	\$35.80 \$2,864.00	\$36.16 \$2,892.80
Steps Hourly	\$32.40	\$32.71	\$33.06	\$33.38	\$33.74	\$34.05	\$34.41	\$34.74	\$35.10	\$35.44	\$35.80	\$36.16
Steps Hourly Biweekly Annually	\$32.40 \$2,592.00 \$67,392.00	\$32.71 \$2,616.80 \$68,036.80	\$33.06 \$2,644.80 \$68,764.80	\$33.38 \$2,670.40 \$69,430.40	\$33.74 \$2,699.20 \$70,179.20	\$34.05 \$2,724.00 \$70,824.00	\$34.41 \$2,752.80 \$71,572.80	\$34.74 \$2,779.20 \$72,259.20	\$35.10 \$2,808.00 \$73,008.00	\$35.44 \$2,835.20 \$73,715.20	\$35.80 \$2,864.00 \$74,464.00	\$36.16 \$2,892.80 \$75,212.80
Steps Hourly Biweekly Annually Steps	\$32.40 \$2,592.00 \$67,392.00	\$32.71 \$2,616.80 \$68,036.80	\$33.06 \$2,644.80 \$68,764.80	\$33.38 \$2,670.40 \$69,430.40	\$33.74 \$2,699.20 \$70,179.20	\$34.05 \$2,724.00 \$70,824.00	\$34.41 \$2,752.80 \$71,572.80	\$34.74 \$2,779.20 \$72,259.20	\$35.10 \$2,808.00 \$73,008.00	\$35.44 \$2,835.20 \$73,715.20	\$35.80 \$2,864.00 \$74,464.00	\$36.16 \$2,892.80 \$75,212.80
Steps Hourly Biweekly Annually Steps Hourly	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37	\$34.41 \$2,752.80 \$71,572.80 19 \$38.77	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60	\$34.41 \$2,752.80 \$71,572.80 19 \$38.77 \$3,101.60	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33 \$3,226.40	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40
Steps Hourly Biweekly Annually Steps Hourly	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37	\$34.41 \$2,752.80 \$71,572.80 19 \$38.77	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60	\$34.41 \$2,752.80 \$71,572.80 19 \$38.77 \$3,101.60 \$80,641.60	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33 \$3,226.40 \$83,886.40	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60	\$34.41 \$2,752.80 \$71,572.80 19 \$38.77 \$3,101.60 \$80,641.60	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00	\$35.10 \$2,808.00 \$73,008.00 \$39.54 \$3,163.20 \$82,243.20	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33 \$3,226.40 \$83,886.40	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25	\$34.41 \$2,752.80 \$71,572.80 19 \$38.77 \$3,101.60 \$80,641.60	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33 \$3,226.40 \$83,886.40 35 \$45.47	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14 \$3,291.20	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25 \$3,460.00	\$34.41 \$2,752.80 \$71,572.80 \$19 \$38.77 \$3,101.60 \$80,641.60 31 \$43.67 \$3,493.60	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00	\$35.10 \$2,808.00 \$73,008.00 \$1 \$39.54 \$3,163.20 \$82,243.20 \$44.54 \$3,563.20	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33 \$3,226.40 \$83,886.40 35 \$45.47 \$3,637.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25	\$34.41 \$2,752.80 \$71,572.80 19 \$38.77 \$3,101.60 \$80,641.60	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33 \$3,226.40 \$83,886.40 35 \$45.47	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14 \$3,291.20	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25 \$3,460.00	\$34.41 \$2,752.80 \$71,572.80 \$19 \$38.77 \$3,101.60 \$80,641.60 31 \$43.67 \$3,493.60	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00	\$35.10 \$2,808.00 \$73,008.00 \$1 \$39.54 \$3,163.20 \$82,243.20 \$44.54 \$3,563.20	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33 \$3,226.40 \$83,886.40 35 \$45.47 \$3,637.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14 \$3,291.20 \$85,571.20	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60 \$86,465.60	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80 \$87,276.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20 \$88,171.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80 \$89,044.80	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25 \$3,460.00 \$89,960.00	\$34.41 \$2,752.80 \$71,572.80 \$19 \$38.77 \$3,101.60 \$80,641.60 \$43.67 \$3,493.60 \$90,833.60	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00 \$91,728.00	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20 33 \$44.54 \$3,563.20 \$92,643.20	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60 \$93,641.60	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33 \$3,226.40 \$83,886.40 35 \$45.47 \$3,637.60 \$94,577.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60 \$95,513.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14 \$3,291.20 \$85,571.20	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60 \$86,465.60	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80 \$87,276.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20 \$88,171.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80 \$89,044.80	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25 \$3,460.00 \$89,960.00	\$34.41 \$2,752.80 \$71,572.80 \$19 \$38.77 \$3,101.60 \$80,641.60 31 \$43.67 \$3,493.60 \$90,833.60	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00 \$91,728.00	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20 33 \$44.54 \$3,563.20 \$92,643.20	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60 \$93,641.60	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33 \$3,226.40 \$83,886.40 35 \$45.47 \$3,637.60 \$94,577.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60 \$95,513.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14 \$3,291.20 \$85,571.20	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60 \$86,465.60	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80 \$87,276.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20 \$88,171.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80 \$89,044.80	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25 \$3,460.00 \$89,960.00	\$34.41 \$2,752.80 \$71,572.80 \$19 \$38.77 \$3,101.60 \$80,641.60 \$43.67 \$3,493.60 \$90,833.60	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00 \$91,728.00	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20 33 \$44.54 \$3,563.20 \$92,643.20	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60 \$93,641.60	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33 \$3,226.40 \$83,886.40 35 \$45.47 \$3,637.60 \$94,577.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60 \$95,513.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14 \$3,291.20 \$85,571.20 37 \$46.37 \$3,709.60	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60 \$86,465.60 38 \$46.84 \$3,747.20	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80 \$87,276.80 39 \$47.31 \$3,784.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20 \$88,171.20 40 \$47.78 \$3,822.40	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80 \$89,044.80 41 \$48.24 \$3,859.20	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25 \$3,460.00 \$89,960.00 42 \$48.74 \$3,899.20	\$34.41 \$2,752.80 \$71,572.80 \$19 \$38.77 \$3,101.60 \$80,641.60 31 \$43.67 \$3,493.60 \$90,833.60 43 \$49.23 \$3,938.40	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00 \$91,728.00 44 \$49.72 \$3,977.60	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20 33 \$44.54 \$3,563.20 \$92,643.20 45 \$50.22 \$4,017.60	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60 \$93,641.60 46 \$50.71 \$4,056.80	\$35.80 \$2,864.00 \$74,464.00 \$40.33 \$3,226.40 \$83,886.40 \$51.24 \$45.47 \$3,637.60 \$94,577.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60 \$95,513.60 48 \$51.73 \$4,138.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14 \$3,291.20 \$85,571.20	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60 \$86,465.60	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80 \$87,276.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20 \$88,171.20	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80 \$89,044.80	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25 \$3,460.00 \$89,960.00	\$34.41 \$2,752.80 \$71,572.80 \$19 \$38.77 \$3,101.60 \$80,641.60 31 \$43.67 \$3,493.60 \$90,833.60 43 \$49.23 \$3,938.40 \$102,398.40	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00 \$91,728.00	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20 33 \$44.54 \$3,563.20 \$92,643.20	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60 \$93,641.60	\$35.80 \$2,864.00 \$74,464.00 23 \$40.33 \$3,226.40 \$83,886.40 35 \$45.47 \$3,637.60 \$94,577.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60 \$95,513.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14 \$3,291.20 \$85,571.20 37 \$46.37 \$3,709.60	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60 \$86,465.60 38 \$46.84 \$3,747.20	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80 \$87,276.80 39 \$47.31 \$3,784.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20 \$88,171.20 40 \$47.78 \$3,822.40	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80 \$89,044.80 41 \$48.24 \$3,859.20	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25 \$3,460.00 \$89,960.00 42 \$48.74 \$3,899.20	\$34.41 \$2,752.80 \$71,572.80 \$19 \$38.77 \$3,101.60 \$80,641.60 31 \$43.67 \$3,493.60 \$90,833.60 43 \$49.23 \$3,938.40	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00 \$91,728.00 44 \$49.72 \$3,977.60	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20 33 \$44.54 \$3,563.20 \$92,643.20 45 \$50.22 \$4,017.60	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60 \$93,641.60 46 \$50.71 \$4,056.80	\$35.80 \$2,864.00 \$74,464.00 \$40.33 \$3,226.40 \$83,886.40 \$51.24 \$45.47 \$3,637.60 \$94,577.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60 \$95,513.60 48 \$51.73 \$4,138.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14 \$3,291.20 \$85,571.20 37 \$46.37 \$3,709.60 \$96,449.60	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60 \$86,465.60 38 \$46.84 \$3,747.20 \$97,427.20	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80 \$87,276.80 39 \$47.31 \$3,784.80 \$98,404.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20 \$88,171.20 40 \$47.78 \$3,822.40 \$99,382.40	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80 \$89,044.80 41 \$48.24 \$3,859.20 \$100,339.20	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25 \$3,460.00 \$89,960.00 42 \$48.74 \$3,899.20 \$101,379.20	\$34.41 \$2,752.80 \$71,572.80 \$19 \$38.77 \$3,101.60 \$80,641.60 \$10,393.60 \$90,833.60 \$43.67 \$3,493.60 \$90,833.60 \$49.23 \$3,938.40 \$102,398.40	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00 \$91,728.00 44 \$49.72 \$3,977.60	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20 33 \$44.54 \$3,563.20 \$92,643.20 45 \$50.22 \$4,017.60	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60 \$93,641.60 46 \$50.71 \$4,056.80	\$35.80 \$2,864.00 \$74,464.00 \$40.33 \$3,226.40 \$83,886.40 \$51.24 \$45.47 \$3,637.60 \$94,577.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60 \$95,513.60 48 \$51.73 \$4,138.40
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	\$32.40 \$2,592.00 \$67,392.00 \$13 \$36.51 \$2,920.80 \$75,940.80 \$25 \$41.14 \$3,291.20 \$85,571.20 \$46.37 \$3,709.60 \$96,449.60	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60 \$86,465.60 38 \$46.84 \$3,747.20 \$97,427.20	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80 \$87,276.80 39 \$47.31 \$3,784.80 \$98,404.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20 \$88,171.20 40 \$47.78 \$3,822.40 \$99,382.40	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80 \$89,044.80 41 \$48.24 \$3,859.20 \$100,339.20	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25 \$3,460.00 \$89,960.00 42 \$48.74 \$3,899.20 \$101,379.20	\$34.41 \$2,752.80 \$71,572.80 \$19 \$38.77 \$3,101.60 \$80,641.60 31 \$43.67 \$3,493.60 \$90,833.60 43 \$49.23 \$3,938.40 \$102,398.40 \$55	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00 \$91,728.00 44 \$49.72 \$3,977.60	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20 33 \$44.54 \$3,563.20 \$92,643.20 45 \$50.22 \$4,017.60	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60 \$93,641.60 46 \$50.71 \$4,056.80	\$35.80 \$2,864.00 \$74,464.00 \$40.33 \$3,226.40 \$83,886.40 \$51.24 \$45.47 \$3,637.60 \$94,577.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60 \$95,513.60 48 \$51.73 \$4,138.40
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	\$32.40 \$2,592.00 \$67,392.00 13 \$36.51 \$2,920.80 \$75,940.80 25 \$41.14 \$3,291.20 \$85,571.20 37 \$46.37 \$3,709.60 \$96,449.60 49 \$52.27 \$4,181.60	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60 \$86,465.60 38 \$46.84 \$3,747.20 \$97,427.20	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80 \$87,276.80 39 \$47.31 \$3,784.80 \$98,404.80 51 \$53.31 \$4,264.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20 \$88,171.20 40 \$47.78 \$3,822.40 \$99,382.40 \$99,382.40	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80 \$89,044.80 41 \$48.24 \$3,859.20 \$100,339.20 53 \$54.38 \$4,350.40	\$34.05 \$2,724.00 \$70,824.00 \$18 \$38.37 \$3,069.60 \$79,809.60 \$43.25 \$3,460.00 \$89,960.00 \$42 \$48.74 \$3,899.20 \$101,379.20 \$44.954.91 \$4,392.80	\$34.41 \$2,752.80 \$71,572.80 \$71,572.80 \$38.77 \$3,101.60 \$80,641.60 \$43.67 \$3,493.60 \$90,833.60 \$49.23 \$3,938.40 \$102,398.40 \$55 \$55.46 \$4,436.80	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00 \$91,728.00 44 \$49.72 \$3,977.60	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20 33 \$44.54 \$3,563.20 \$92,643.20 45 \$50.22 \$4,017.60	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60 \$93,641.60 46 \$50.71 \$4,056.80	\$35.80 \$2,864.00 \$74,464.00 \$40.33 \$3,226.40 \$83,886.40 \$51.24 \$45.47 \$3,637.60 \$94,577.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60 \$95,513.60 48 \$51.73 \$4,138.40
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	\$32.40 \$2,592.00 \$67,392.00 \$13 \$36.51 \$2,920.80 \$75,940.80 \$25 \$41.14 \$3,291.20 \$85,571.20 \$46.37 \$3,709.60 \$96,449.60	\$32.71 \$2,616.80 \$68,036.80 14 \$36.86 \$2,948.80 \$76,668.80 26 \$41.57 \$3,325.60 \$86,465.60 38 \$46.84 \$3,747.20 \$97,427.20	\$33.06 \$2,644.80 \$68,764.80 15 \$37.25 \$2,980.00 \$77,480.00 27 \$41.96 \$3,356.80 \$87,276.80 39 \$47.31 \$3,784.80 \$98,404.80	\$33.38 \$2,670.40 \$69,430.40 16 \$37.62 \$3,009.60 \$78,249.60 28 \$42.39 \$3,391.20 \$88,171.20 40 \$47.78 \$3,822.40 \$99,382.40	\$33.74 \$2,699.20 \$70,179.20 17 \$38.00 \$3,040.00 \$79,040.00 29 \$42.81 \$3,424.80 \$89,044.80 41 \$48.24 \$3,859.20 \$100,339.20	\$34.05 \$2,724.00 \$70,824.00 18 \$38.37 \$3,069.60 \$79,809.60 30 \$43.25 \$3,460.00 \$89,960.00 42 \$48.74 \$3,899.20 \$101,379.20	\$34.41 \$2,752.80 \$71,572.80 \$19 \$38.77 \$3,101.60 \$80,641.60 31 \$43.67 \$3,493.60 \$90,833.60 43 \$49.23 \$3,938.40 \$102,398.40 \$55	\$34.74 \$2,779.20 \$72,259.20 20 \$39.15 \$3,132.00 \$81,432.00 32 \$44.10 \$3,528.00 \$91,728.00 44 \$49.72 \$3,977.60	\$35.10 \$2,808.00 \$73,008.00 21 \$39.54 \$3,163.20 \$82,243.20 33 \$44.54 \$3,563.20 \$92,643.20 45 \$50.22 \$4,017.60	\$35.44 \$2,835.20 \$73,715.20 22 \$39.94 \$3,195.20 \$83,075.20 34 \$45.02 \$3,601.60 \$93,641.60 46 \$50.71 \$4,056.80	\$35.80 \$2,864.00 \$74,464.00 \$40.33 \$3,226.40 \$83,886.40 \$51.24 \$45.47 \$3,637.60 \$94,577.60	\$36.16 \$2,892.80 \$75,212.80 24 \$40.73 \$3,258.40 \$84,718.40 36 \$45.92 \$3,673.60 \$95,513.60 48 \$51.73 \$4,138.40

(Non-bargaining unit)

KODIAK (9%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$35.44	\$35.80	\$36.16	\$36.51	\$36.86	\$37.25	\$37.62	\$38.00	\$38.37	\$38.77	\$39.15	\$39.54
Biweekly	\$2,835.20	\$2,864.00	\$2,892.80	\$2,920.80	\$2,948.80	\$2,980.00	\$3,009.60	\$3,040.00	\$3,069.60	\$3,101.60	\$3,132.00	\$3,163.20
Annually	\$73,715.20	\$74,464.00	\$75,212.80	\$75,940.80	\$76,668.80	\$77,480.00	\$78,249.60	\$79,040.00	\$79,809.60	\$80,641.60	\$81,432.00	\$82,243.20
•	,	. ,	,		,	. ,	,	, -,-	, -,	, -		
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$39.94	\$40.33	\$40.73	\$41.14	\$41.57	\$41.96	\$42.39	\$42.81	\$43.25	\$43.67	\$44.10	\$44.54
Biweekly	\$3,195.20	\$3,226.40	\$3,258.40	\$3,291.20	\$3,325.60	\$3,356.80	\$3,391.20	\$3,424.80	\$3,460.00	\$3,493.60	\$3,528.00	\$3,563.20
Annually	\$83,075.20	\$83,886.40	\$84,718.40	\$85,571.20	\$86,465.60	\$87,276.80	\$88,171.20	\$89,044.80	\$89,960.00	\$90,833.60	\$91,728.00	\$92,643.20
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$45.02	\$45.47	\$45.92	\$46.37	\$46.84	\$47.31	\$47.78	\$48.24	\$48.74	\$49.23	\$49.72	\$50.22
Biweekly	\$3,601.60	\$3,637.60	\$3,673.60	\$3,709.60	\$3,747.20	\$3,784.80	\$3,822.40	\$3,859.20	\$3,899.20	\$3,938.40	\$3,977.60	\$4,017.60
Annually	\$93,641.60	\$94,577.60	\$95,513.60	\$96,449.60	\$97,427.20	\$98,404.80	\$99,382.40	\$100,339.20	\$101,379.20	\$102,398.40	\$103,417.60	\$104,457.60
Ailliually	\$33,041.00	334,377.00	555,515.00	330,443.00	337,427.20	\$30,404.80	\$33,302.40	\$100,555.20	3101,373.20	\$102,550.40	\$105,417.00	3104,437.00
Steps	27	20	20	40	44	42	42	44	AF	46	47	40
•	37	38	39	40 ¢52.27	41 \$52.78	42	43 ćra or	44 ¢54.30	45	46	4 7	48
Hourly	\$50.71	\$51.24	\$51.73	\$52.27		\$53.31	\$53.85	\$54.38	\$54.91	\$55.46	\$56.04	\$56.60
Biweekly	\$4,056.80	\$4,099.20	\$4,138.40	\$4,181.60	\$4,222.40	\$4,264.80	\$4,308.00	\$4,350.40	\$4,392.80	\$4,436.80	\$4,483.20	\$4,528.00
Annually	\$105,476.80	\$106,579.20	\$107,598.40	\$108,721.60	\$109,782.40	\$110,884.80	\$112,008.00	\$113,110.40	\$114,212.80	\$115,356.80	\$116,563.20	\$117,728.00
Steps	49	50	51	52	53	54	55					
Hourly	\$57.14	\$57.71	\$58.31	\$58.88	\$59.48	\$60.05	\$60.67					
Biweekly	\$4,571.20	\$4,616.80	\$4,664.80	\$4,710.40	\$4,758.40	\$4,804.00	\$4,853.60					
Annually	\$118,851.20	\$120,036.80	\$121,284.80	\$122,470.40	\$123,718.40	\$124,904.00	\$126,193.60					
- 00												
Crada X7												
Grade 82												
Grade 82 Steps	1	2	3	4	5	6	7	8	9	10	11	12
	\$39.94	\$40.33	\$40.73	\$41.14	\$41.57	\$41.96	\$42.39	\$42.81	\$43.25	\$43.67	\$44.10	\$44.54
Steps		_	-						_			
Steps Hourly	\$39.94	\$40.33	\$40.73	\$41.14	\$41.57	\$41.96	\$42.39	\$42.81	\$43.25	\$43.67	\$44.10	\$44.54
Steps Hourly Biweekly Annually	\$39.94 \$3,195.20 \$83,075.20	\$40.33 \$3,226.40 \$83,886.40	\$40.73 \$3,258.40 \$84,718.40	\$41.14 \$3,291.20 \$85,571.20	\$41.57 \$3,325.60 \$86,465.60	\$41.96 \$3,356.80 \$87,276.80	\$42.39 \$3,391.20 \$88,171.20	\$42.81 \$3,424.80 \$89,044.80	\$43.25 \$3,460.00 \$89,960.00	\$43.67 \$3,493.60 \$90,833.60	\$44.10 \$3,528.00 \$91,728.00	\$44.54 \$3,563.20 \$92,643.20
Steps Hourly Biweekly Annually Steps	\$39.94 \$3,195.20 \$83,075.20	\$40.33 \$3,226.40 \$83,886.40	\$40.73 \$3,258.40 \$84,718.40	\$41.14 \$3,291.20 \$85,571.20	\$41.57 \$3,325.60 \$86,465.60	\$41.96 \$3,356.80 \$87,276.80	\$42.39 \$3,391.20 \$88,171.20	\$42.81 \$3,424.80 \$89,044.80	\$43.25 \$3,460.00 \$89,960.00	\$43.67 \$3,493.60 \$90,833.60	\$44.10 \$3,528.00 \$91,728.00	\$44.54 \$3,563.20 \$92,643.20
Steps Hourly Biweekly Annually Steps Hourly	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72 \$3,977.60	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60
Steps Hourly Biweekly Annually Steps Hourly	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72 \$3,977.60	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72 \$3,977.60	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.71	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.71 \$4,056.80	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60 26 \$51.24 \$4,099.20	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73 \$4,138.40	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27 \$4,181.60	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20 29 \$52.78 \$4,222.40	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31 \$4,264.80	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85 \$4,308.00	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38 \$4,350.40	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91 \$4,392.80	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40 34 \$55.46 \$4,436.80	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04 \$4,483.20	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60 \$4,528.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.71 \$4,056.80 \$105,476.80	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60 26 \$51.24 \$4,099.20 \$106,579.20	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73 \$4,138.40 \$107,598.40	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27 \$4,181.60 \$108,721.60	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20 29 \$52.78 \$4,222.40 \$109,782.40	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31 \$4,264.80 \$110,884.80	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85 \$4,308.00 \$112,008.00	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38 \$4,350.40 \$113,110.40	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91 \$4,392.80 \$114,212.80	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40 34 \$55.46 \$4,436.80 \$115,356.80	\$44.10 \$3,528.00 \$91,728.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04 \$4,483.20 \$116,563.20	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60 \$4,528.00 \$117,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.71 \$4,056.80 \$105,476.80	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60 26 \$51.24 \$4,099.20 \$106,579.20	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73 \$4,138.40 \$107,598.40	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27 \$4,181.60 \$108,721.60	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20 29 \$52.78 \$4,222.40 \$109,782.40	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31 \$4,264.80 \$110,884.80	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85 \$4,308.00 \$112,008.00	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38 \$4,350.40 \$113,110.40	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91 \$4,392.80 \$114,212.80	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40 34 \$55.46 \$4,436.80 \$115,356.80	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04 \$4,483.20 \$116,563.20	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60 \$4,528.00 \$117,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.71 \$4,056.80 \$105,476.80	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60 26 \$51.24 \$4,099.20 \$106,579.20	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73 \$4,138.40 \$107,598.40	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27 \$4,181.60 \$108,721.60	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20 29 \$52.78 \$4,222.40 \$109,782.40	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31 \$4,264.80 \$110,884.80	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85 \$4,308.00 \$112,008.00	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38 \$4,350.40 \$113,110.40	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91 \$4,392.80 \$114,212.80	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40 34 \$55.46 \$4,436.80 \$115,356.80	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04 \$4,483.20 \$116,563.20	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60 \$4,528.00 \$117,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.71 \$4,056.80 \$105,476.80 37 \$57.14 \$4,571.20	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60 26 \$51.24 \$4,099.20 \$106,579.20 38 \$57.71 \$4,616.80	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73 \$4,138.40 \$107,598.40 39 \$58.31 \$4,664.80	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27 \$4,181.60 \$108,721.60 40 \$58.88 \$4,710.40	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20 29 \$52.78 \$4,222.40 \$109,782.40 41 \$59.48 \$4,758.40	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31 \$4,264.80 \$110,884.80 42 \$60.05 \$4,804.00	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85 \$4,308.00 \$112,008.00 43 \$60.67 \$4,853.60	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38 \$4,350.40 \$113,110.40 44 \$61.29 \$4,903.20	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91 \$4,392.80 \$114,212.80 45 \$61.89 \$4,951.20	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40 34 \$55.46 \$4,436.80 \$115,356.80 46 \$62.50 \$5,000.00	\$44.10 \$3,528.00 \$91,728.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04 \$4,483.20 \$116,563.20 47 \$63.12 \$5,049.60	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60 \$4,528.00 \$117,728.00 48 \$63.77 \$5,101.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.71 \$4,056.80 \$105,476.80	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60 26 \$51.24 \$4,099.20 \$106,579.20	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73 \$4,138.40 \$107,598.40	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27 \$4,181.60 \$108,721.60	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20 29 \$52.78 \$4,222.40 \$109,782.40	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31 \$4,264.80 \$110,884.80	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85 \$4,308.00 \$112,008.00	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38 \$4,350.40 \$113,110.40	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91 \$4,392.80 \$114,212.80	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40 34 \$55.46 \$4,436.80 \$115,356.80	\$44.10 \$3,528.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04 \$4,483.20 \$116,563.20	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60 \$4,528.00 \$117,728.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.71 \$4,056.80 \$105,476.80 37 \$57.14 \$4,571.20	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60 26 \$51.24 \$4,099.20 \$106,579.20 38 \$57.71 \$4,616.80	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73 \$4,138.40 \$107,598.40 39 \$58.31 \$4,664.80	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27 \$4,181.60 \$108,721.60 40 \$58.88 \$4,710.40	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20 29 \$52.78 \$4,222.40 \$109,782.40 41 \$59.48 \$4,758.40	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31 \$4,264.80 \$110,884.80 42 \$60.05 \$4,804.00	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85 \$4,308.00 \$112,008.00 43 \$60.67 \$4,853.60	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38 \$4,350.40 \$113,110.40 44 \$61.29 \$4,903.20	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91 \$4,392.80 \$114,212.80 45 \$61.89 \$4,951.20	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40 34 \$55.46 \$4,436.80 \$115,356.80 46 \$62.50 \$5,000.00	\$44.10 \$3,528.00 \$91,728.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04 \$4,483.20 \$116,563.20 47 \$63.12 \$5,049.60	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60 \$4,528.00 \$117,728.00 48 \$63.77 \$5,101.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.71 \$4,056.80 \$105,476.80 37 \$57.14 \$4,571.20 \$118,851.20	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60 26 \$51.24 \$4,099.20 \$106,579.20 38 \$57.71 \$4,616.80 \$120,036.80	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73 \$4,138.40 \$107,598.40 39 \$58.31 \$4,664.80 \$121,284.80	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27 \$4,181.60 \$108,721.60 40 \$58.88 \$4,710.40 \$122,470.40	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20 29 \$52.78 \$4,222.40 \$109,782.40 41 \$59.48 \$4,758.40 \$123,718.40	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31 \$4,264.80 \$110,884.80 42 \$60.05 \$4,804.00 \$124,904.00	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85 \$4,308.00 \$112,008.00 43 \$60.67 \$4,853.60 \$126,193.60	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38 \$4,350.40 \$113,110.40 44 \$61.29 \$4,903.20	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91 \$4,392.80 \$114,212.80 45 \$61.89 \$4,951.20	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40 34 \$55.46 \$4,436.80 \$115,356.80 46 \$62.50 \$5,000.00	\$44.10 \$3,528.00 \$91,728.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04 \$4,483.20 \$116,563.20 47 \$63.12 \$5,049.60	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60 \$4,528.00 \$117,728.00 48 \$63.77 \$5,101.60
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	\$39.94 \$3,195.20 \$83,075.20 \$13 \$45.02 \$3,601.60 \$93,641.60 \$93,641.60 \$105,476.80 \$105,476.80 \$105,476.80 \$105,476.80	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60 26 \$51.24 \$4,099.20 \$106,579.20 38 \$57.71 \$4,616.80 \$120,036.80	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73 \$4,138.40 \$107,598.40 39 \$58.31 \$4,664.80 \$121,284.80	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27 \$4,181.60 \$108,721.60 40 \$58.88 \$4,710.40 \$122,470.40	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20 29 \$52.78 \$4,222.40 \$109,782.40 41 \$59.48 \$4,758.40 \$123,718.40 53 \$67.03	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31 \$4,264.80 \$110,884.80 42 \$60.05 \$4,804.00 \$124,904.00	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85 \$4,308.00 \$112,008.00 43 \$60.67 \$4,853.60 \$126,193.60 55 \$68.36	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38 \$4,350.40 \$113,110.40 44 \$61.29 \$4,903.20	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91 \$4,392.80 \$114,212.80 45 \$61.89 \$4,951.20	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40 34 \$55.46 \$4,436.80 \$115,356.80 46 \$62.50 \$5,000.00	\$44.10 \$3,528.00 \$91,728.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04 \$4,483.20 \$116,563.20 47 \$63.12 \$5,049.60	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60 \$4,528.00 \$117,728.00 48 \$63.77 \$5,101.60
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	\$39.94 \$3,195.20 \$83,075.20 13 \$45.02 \$3,601.60 \$93,641.60 25 \$50.71 \$4,056.80 \$105,476.80 37 \$57.14 \$4,571.20 \$118,851.20 49 \$64.39 \$5,151.20	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60 26 \$51.24 \$4,099.20 \$106,579.20 38 \$57.71 \$4,616.80 \$120,036.80 50 \$65.05 \$5,204.00	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73 \$4,138.40 \$107,598.40 39 \$58.31 \$4,664.80 \$121,284.80 51 \$65.68 \$5,254.40	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27 \$4,181.60 \$108,721.60 40 \$58.88 \$4,710.40 \$122,470.40 52 \$66.36 \$5,308.80	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20 29 \$52.78 \$4,222.40 \$109,782.40 41 \$59.48 \$4,758.40 \$123,718.40 53 \$67.03 \$5,362.40	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31 \$4,264.80 \$110,884.80 42 \$60.05 \$4,804.00 \$124,904.00 54 \$67.70 \$5,416.00	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85 \$4,308.00 \$112,008.00 43 \$60.67 \$4,853.60 \$126,193.60 55 \$68.36 \$5,468.80	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38 \$4,350.40 \$113,110.40 44 \$61.29 \$4,903.20	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91 \$4,392.80 \$114,212.80 45 \$61.89 \$4,951.20	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40 34 \$55.46 \$4,436.80 \$115,356.80 46 \$62.50 \$5,000.00	\$44.10 \$3,528.00 \$91,728.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04 \$4,483.20 \$116,563.20 47 \$63.12 \$5,049.60	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60 \$4,528.00 \$117,728.00 48 \$63.77 \$5,101.60
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	\$39.94 \$3,195.20 \$83,075.20 \$13 \$45.02 \$3,601.60 \$93,641.60 \$93,641.60 \$105,476.80 \$105,476.80 \$105,476.80 \$105,476.80	\$40.33 \$3,226.40 \$83,886.40 14 \$45.47 \$3,637.60 \$94,577.60 26 \$51.24 \$4,099.20 \$106,579.20 38 \$57.71 \$4,616.80 \$120,036.80	\$40.73 \$3,258.40 \$84,718.40 15 \$45.92 \$3,673.60 \$95,513.60 27 \$51.73 \$4,138.40 \$107,598.40 39 \$58.31 \$4,664.80 \$121,284.80	\$41.14 \$3,291.20 \$85,571.20 16 \$46.37 \$3,709.60 \$96,449.60 28 \$52.27 \$4,181.60 \$108,721.60 40 \$58.88 \$4,710.40 \$122,470.40	\$41.57 \$3,325.60 \$86,465.60 17 \$46.84 \$3,747.20 \$97,427.20 29 \$52.78 \$4,222.40 \$109,782.40 41 \$59.48 \$4,758.40 \$123,718.40 53 \$67.03	\$41.96 \$3,356.80 \$87,276.80 18 \$47.31 \$3,784.80 \$98,404.80 30 \$53.31 \$4,264.80 \$110,884.80 42 \$60.05 \$4,804.00 \$124,904.00	\$42.39 \$3,391.20 \$88,171.20 19 \$47.78 \$3,822.40 \$99,382.40 31 \$53.85 \$4,308.00 \$112,008.00 43 \$60.67 \$4,853.60 \$126,193.60 55 \$68.36	\$42.81 \$3,424.80 \$89,044.80 20 \$48.24 \$3,859.20 \$100,339.20 32 \$54.38 \$4,350.40 \$113,110.40 44 \$61.29 \$4,903.20	\$43.25 \$3,460.00 \$89,960.00 21 \$48.74 \$3,899.20 \$101,379.20 33 \$54.91 \$4,392.80 \$114,212.80 45 \$61.89 \$4,951.20	\$43.67 \$3,493.60 \$90,833.60 22 \$49.23 \$3,938.40 \$102,398.40 34 \$55.46 \$4,436.80 \$115,356.80 46 \$62.50 \$5,000.00	\$44.10 \$3,528.00 \$91,728.00 \$91,728.00 23 \$49.72 \$3,977.60 \$103,417.60 35 \$56.04 \$4,483.20 \$116,563.20 47 \$63.12 \$5,049.60	\$44.54 \$3,563.20 \$92,643.20 24 \$50.22 \$4,017.60 \$104,457.60 36 \$56.60 \$4,528.00 \$117,728.00 48 \$63.77 \$5,101.60

(Non-bargaining unit)

Grade	83
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Steps	. 1	2	. 3	4	. 5	. 6	7	. 8	9	10	11	12
Hourly	\$45.02	\$45.47	\$45.92	\$46.37	\$46.84	\$47.31	\$47.78	\$48.24	\$48.74	\$49.23	\$49.72	\$50.22
Biweekly	\$3,601.60	\$3,637.60	\$3,673.60	\$3,709.60	\$3,747.20	\$3,784.80	\$3,822.40	\$3,859.20	\$3,899.20	\$3,938.40	\$3,977.60	\$4,017.60
Annually	\$93,641.60	\$94,577.60	\$95,513.60	\$96,449.60	\$97,427.20	\$98,404.80	\$99,382.40	\$100,339.20	\$101,379.20	\$102,398.40	\$103,417.60	\$104,457.60
, ,	ψ55,0 .2.00	ψ5 1,577100	ψ55,525.55	ψ50,1.5.00	ψ37,127.20	ψ30, 10 H00	ψ33,00 <u>2</u> 1.10	\$100,000.20	ψ101,075.20	ψ102,030.10	ψ100, 11, 100	ψ10 i, i57 i00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$50.71	\$51.24	\$51.73	\$52.27	\$52.78	\$53.31	\$53.85	\$54.38	\$54.91	\$55.46	\$56.04	\$56.60
-	•		•					•	•			
Biweekly	\$4,056.80	\$4,099.20	\$4,138.40	\$4,181.60	\$4,222.40	\$4,264.80	\$4,308.00	\$4,350.40	\$4,392.80	\$4,436.80	\$4,483.20	\$4,528.00
Annually	\$105,476.80	\$106,579.20	\$107,598.40	\$108,721.60	\$109,782.40	\$110,884.80	\$112,008.00	\$113,110.40	\$114,212.80	\$115,356.80	\$116,563.20	\$117,728.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$57.14	\$57.71	\$58.31	\$58.88	\$59.48	\$60.05	\$60.67	\$61.29	\$61.89	\$62.50	\$63.12	\$63.77
Biweekly	\$4,571.20	\$4,616.80	\$4,664.80	\$4,710.40	\$4,758.40	\$4,804.00	\$4,853.60	\$4,903.20	\$4,951.20	\$5,000.00	\$5,049.60	\$5,101.60
	\$118,851.20	\$120,036.80	\$121,284.80	\$122,470.40	\$123,718.40	\$124,904.00	\$126,193.60	\$127,483.20	\$128,731.20	\$130,000.00	\$131,289.60	\$132,641.60
Annually	\$118,851.20	\$120,030.80	\$121,284.80	\$122,470.40	\$123,718.40	\$124,904.00	\$120,193.00	\$127,483.20	\$128,731.20	\$130,000.00	\$131,289.00	\$132,041.00
Chama												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$64.39	\$65.05	\$65.68	\$66.36	\$67.03	\$67.70	\$68.36	\$69.04	\$69.74	\$70.43	\$71.14	\$71.83
Biweekly	\$5,151.20	\$5,204.00	\$5,254.40	\$5,308.80	\$5,362.40	\$5,416.00	\$5,468.80	\$5,523.20	\$5,579.20	\$5,634.40	\$5,691.20	\$5,746.40
Annually	\$133,931.20	\$135,304.00	\$136,614.40	\$138,028.80	\$139,422.40	\$140,816.00	\$142,188.80	\$143,603.20	\$145,059.20	\$146,494.40	\$147,971.20	\$149,406.40
•												
Steps	49	50	51	52	53	54	55					
Hourly	\$72.57	\$73.29	\$74.01	\$74.76	\$75.54	\$76.28	\$77.02					
					\$75.54							
Biweekly	\$5,805.60	\$5,863.20	\$5,920.80	\$5,980.80	\$6,043.20	\$6,102.40	\$6,161.60					
Annually	\$150,945.60	\$152,443.20	\$153,940.80	\$155,500.80	\$157,123.20	\$158,662.40	\$160,201.60					
04												
Grade 84												
	1	3	3	4	E	6	7	0	0	10	11	12
Steps	1	2	3	4	5	6	7	8 652.70	9	10	11	12
Steps Hourly	\$49.23	\$49.72	\$50.22	\$50.71	\$51.24	\$51.73	\$52.27	\$52.78	\$53.31	\$53.85	\$54.38	\$54.91
Steps Hourly Biweekly	\$49.23 \$3,938.40	\$49.72 \$3,977.60	\$50.22 \$4,017.60	\$50.71 \$4,056.80	\$51.24 \$4,099.20	\$51.73 \$4,138.40	\$52.27 \$4,181.60	\$52.78 \$4,222.40	\$53.31 \$4,264.80	\$53.85 \$4,308.00	\$54.38 \$4,350.40	\$54.91 \$4,392.80
Steps Hourly	\$49.23	\$49.72	\$50.22	\$50.71	\$51.24	\$51.73	\$52.27	\$52.78	\$53.31	\$53.85	\$54.38	\$54.91
Steps Hourly Biweekly Annually	\$49.23 \$3,938.40 \$102,398.40	\$49.72 \$3,977.60 \$103,417.60	\$50.22 \$4,017.60 \$104,457.60	\$50.71 \$4,056.80 \$105,476.80	\$51.24 \$4,099.20 \$106,579.20	\$51.73 \$4,138.40 \$107,598.40	\$52.27 \$4,181.60 \$108,721.60	\$52.78 \$4,222.40 \$109,782.40	\$53.31 \$4,264.80 \$110,884.80	\$53.85 \$4,308.00 \$112,008.00	\$54.38 \$4,350.40 \$113,110.40	\$54.91 \$4,392.80 \$114,212.80
Steps Hourly Biweekly Annually Steps	\$49.23 \$3,938.40 \$102,398.40	\$49.72 \$3,977.60 \$103,417.60	\$50.22 \$4,017.60 \$104,457.60	\$50.71 \$4,056.80 \$105,476.80	\$51.24 \$4,099.20 \$106,579.20	\$51.73 \$4,138.40 \$107,598.40	\$52.27 \$4,181.60 \$108,721.60	\$52.78 \$4,222.40 \$109,782.40	\$53.31 \$4,264.80 \$110,884.80	\$53.85 \$4,308.00 \$112,008.00	\$54.38 \$4,350.40 \$113,110.40	\$54.91 \$4,392.80 \$114,212.80
Steps Hourly Biweekly Annually	\$49.23 \$3,938.40 \$102,398.40	\$49.72 \$3,977.60 \$103,417.60	\$50.22 \$4,017.60 \$104,457.60	\$50.71 \$4,056.80 \$105,476.80	\$51.24 \$4,099.20 \$106,579.20	\$51.73 \$4,138.40 \$107,598.40	\$52.27 \$4,181.60 \$108,721.60	\$52.78 \$4,222.40 \$109,782.40	\$53.31 \$4,264.80 \$110,884.80	\$53.85 \$4,308.00 \$112,008.00	\$54.38 \$4,350.40 \$113,110.40	\$54.91 \$4,392.80 \$114,212.80
Steps Hourly Biweekly Annually Steps	\$49.23 \$3,938.40 \$102,398.40	\$49.72 \$3,977.60 \$103,417.60	\$50.22 \$4,017.60 \$104,457.60	\$50.71 \$4,056.80 \$105,476.80	\$51.24 \$4,099.20 \$106,579.20	\$51.73 \$4,138.40 \$107,598.40	\$52.27 \$4,181.60 \$108,721.60	\$52.78 \$4,222.40 \$109,782.40	\$53.31 \$4,264.80 \$110,884.80	\$53.85 \$4,308.00 \$112,008.00	\$54.38 \$4,350.40 \$113,110.40	\$54.91 \$4,392.80 \$114,212.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60 \$4,528.00	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05 \$4,804.00	\$53.85 \$4,308.00 \$112,008.00 22 \$60.67 \$4,853.60	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20
Steps Hourly Biweekly Annually Steps Hourly	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05	\$53.85 \$4,308.00 \$112,008.00 22 \$60.67	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60 \$4,528.00 \$117,728.00	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05 \$4,804.00 \$124,904.00	\$53.85 \$4,308.00 \$112,008.00 22 \$60.67 \$4,853.60 \$126,193.60	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60 \$4,528.00 \$117,728.00	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05 \$4,804.00 \$124,904.00	\$53.85 \$4,308.00 \$112,008.00 \$22 \$60.67 \$4,853.60 \$126,193.60	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60 \$4,528.00 \$117,728.00 27 \$63.77	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05 \$4,804.00 \$124,904.00 33 \$67.70	\$53.85 \$4,308.00 \$112,008.00 \$22 \$60.67 \$4,853.60 \$126,193.60 34 \$68.36	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60 \$4,528.00 \$117,728.00 27 \$63.77 \$5,101.60	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05 \$4,804.00 \$124,904.00 33 \$67.70 \$5,416.00	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 22 \$60.67 \$4,853.60 \$126,193.60 34 \$68.36 \$5,468.80	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60 \$4,528.00 \$117,728.00 27 \$63.77	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05 \$4,804.00 \$124,904.00 33 \$67.70	\$53.85 \$4,308.00 \$112,008.00 \$22 \$60.67 \$4,853.60 \$126,193.60 34 \$68.36	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60 \$4,528.00 \$117,728.00 27 \$63.77 \$5,101.60	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05 \$4,804.00 \$124,904.00 33 \$67.70 \$5,416.00	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 22 \$60.67 \$4,853.60 \$126,193.60 34 \$68.36 \$5,468.80	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60 \$4,528.00 \$117,728.00 27 \$63.77 \$5,101.60	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05 \$4,804.00 \$124,904.00 33 \$67.70 \$5,416.00	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 22 \$60.67 \$4,853.60 \$126,193.60 34 \$68.36 \$5,468.80	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00 \$130,000.00	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60 \$131,289.60	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60 \$4,528.00 \$117,728.00 27 \$63.77 \$5,101.60 \$132,641.60	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20 \$133,931.20	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00 \$135,304.00	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40 \$136,614.40	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80 \$138,028.80	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40 \$139,422.40	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05 \$4,804.00 \$124,904.00 33 \$67.70 \$5,416.00 \$140,816.00	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 22 \$60.67 \$4,853.60 \$126,193.60 34 \$68.36 \$5,468.80 \$142,188.80	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20 \$143,603.20	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20 \$145,059.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00 \$130,000.00	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60 \$131,289.60 38 \$71.14	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60 \$4,528.00 \$117,728.00 27 \$63.77 \$5,101.60 \$132,641.60	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20 \$133,931.20	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00 \$135,304.00	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40 \$136,614.40	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80 \$138,028.80	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40 \$139,422.40	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05 \$4,804.00 \$124,904.00 33 \$67.70 \$5,416.00 \$140,816.00	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 22 \$60.67 \$4,853.60 \$126,193.60 \$44 \$68.36 \$5,468.80 \$142,188.80	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20 \$143,603.20	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20 \$145,059.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00 \$130,000.00	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60 \$131,289.60 38 \$71.14 \$5,691.20	\$50.22 \$4,017.60 \$104,457.60 \$15 \$56.60 \$4,528.00 \$117,728.00 \$132,641.60 \$39 \$71.83 \$5,746.40	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20 \$133,931.20 40 \$72.57 \$5,805.60	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00 \$135,304.00 41 \$73.29 \$5,863.20	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40 \$136,614.40 42 \$74.01 \$5,920.80	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80 \$138,028.80 43 \$74.76 \$5,980.80	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40 \$139,422.40 44 \$75.54 \$6,043.20	\$53.31 \$4,264.80 \$110,884.80 \$110,884.80 \$121,904.00 \$124,904.00 \$124,904.00 \$140,816.00 \$140,816.00	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 \$22 \$60.67 \$4,853.60 \$126,193.60 \$44 \$68.36 \$5,468.80 \$142,188.80 \$77.02 \$6,161.60	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20 \$143,603.20 47 \$77.81 \$6,224.80	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20 \$145,059.20 48 \$78.59 \$6,287.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00 \$130,000.00	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60 \$131,289.60 38 \$71.14	\$50.22 \$4,017.60 \$104,457.60 15 \$56.60 \$4,528.00 \$117,728.00 27 \$63.77 \$5,101.60 \$132,641.60	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20 \$133,931.20	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00 \$135,304.00	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40 \$136,614.40	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80 \$138,028.80	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40 \$139,422.40	\$53.31 \$4,264.80 \$110,884.80 21 \$60.05 \$4,804.00 \$124,904.00 33 \$67.70 \$5,416.00 \$140,816.00	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 22 \$60.67 \$4,853.60 \$126,193.60 \$44 \$68.36 \$5,468.80 \$142,188.80	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20 \$143,603.20	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20 \$145,059.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00 \$130,000.00 37 \$70.43 \$5,634.40 \$146,494.40	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60 \$131,289.60 \$131,289.60 \$147,971.20	\$50.22 \$4,017.60 \$104,457.60 \$56.60 \$4,528.00 \$117,728.00 \$132,641.60 \$132,641.60 \$132,641.60	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20 \$133,931.20 40 \$72.57 \$5,805.60 \$150,945.60	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00 \$135,304.00 41 \$73.29 \$5,863.20 \$152,443.20	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40 \$136,614.40 42 \$74.01 \$5,920.80 \$153,940.80	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80 \$138,028.80 43 \$74.76 \$5,980.80 \$155,500.80	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40 \$139,422.40 44 \$75.54 \$6,043.20	\$53.31 \$4,264.80 \$110,884.80 \$110,884.80 \$121,904.00 \$124,904.00 \$124,904.00 \$140,816.00 \$140,816.00	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 \$22 \$60.67 \$4,853.60 \$126,193.60 \$44 \$68.36 \$5,468.80 \$142,188.80 \$77.02 \$6,161.60	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20 \$143,603.20 47 \$77.81 \$6,224.80	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20 \$145,059.20 48 \$78.59 \$6,287.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00 \$130,000.00 37 \$70.43 \$5,634.40 \$146,494.40	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60 \$131,289.60 38 \$71.14 \$5,691.20 \$147,971.20	\$50.22 \$4,017.60 \$104,457.60 \$104,457.60 \$15 \$56.60 \$4,528.00 \$117,728.00 \$132,641.60 \$132,641.60 \$132,641.60 \$149,406.40	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20 \$133,931.20 40 \$72.57 \$5,805.60 \$150,945.60	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00 \$135,304.00 41 \$73.29 \$5,863.20 \$152,443.20	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40 \$136,614.40 42 \$74.01 \$5,920.80 \$153,940.80	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80 \$138,028.80 43 \$74.76 \$5,980.80 \$155,500.80	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40 \$139,422.40 44 \$75.54 \$6,043.20	\$53.31 \$4,264.80 \$110,884.80 \$110,884.80 \$121,904.00 \$124,904.00 \$124,904.00 \$140,816.00 \$140,816.00	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 \$22 \$60.67 \$4,853.60 \$126,193.60 \$44 \$68.36 \$5,468.80 \$142,188.80 \$77.02 \$6,161.60	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20 \$143,603.20 47 \$77.81 \$6,224.80	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20 \$145,059.20 48 \$78.59 \$6,287.20
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	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00 \$130,000.00 37 \$70.43 \$5,634.40 \$146,494.40	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60 \$131,289.60 38 \$71.14 \$5,691.20 \$147,971.20	\$50.22 \$4,017.60 \$104,457.60 \$104,457.60 \$15 \$56.60 \$4,528.00 \$117,728.00 \$137,728.00 \$132,641.60 \$132,641.60 \$132,641.60 \$149,406.40 \$149,406.40	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20 \$133,931.20 40 \$72.57 \$5,805.60 \$150,945.60	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00 \$135,304.00 41 \$73.29 \$5,863.20 \$152,443.20	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40 \$136,614.40 42 \$74.01 \$5,920.80 \$153,940.80 54 \$83.41	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80 \$138,028.80 43 \$74.76 \$5,980.80 \$155,500.80	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40 \$139,422.40 44 \$75.54 \$6,043.20	\$53.31 \$4,264.80 \$110,884.80 \$110,884.80 \$21 \$60.05 \$4,804.00 \$124,904.00 \$140,904.00 \$5,416.00 \$140,816.00 \$76.28 \$6,102.40	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 \$22 \$60.67 \$4,853.60 \$126,193.60 \$44 \$68.36 \$5,468.80 \$142,188.80 \$77.02 \$6,161.60	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20 \$143,603.20 47 \$77.81 \$6,224.80	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20 \$145,059.20 48 \$78.59 \$6,287.20
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	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00 \$130,000.00 37 \$70.43 \$5,634.40 \$146,494.40 49 \$79.36 \$6,348.80	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60 \$131,289.60 \$131,289.60 38 \$71.14 \$5,691.20 \$147,971.20 \$80.15 \$6,412.00	\$50.22 \$4,017.60 \$104,457.60 \$104,457.60 \$56.60 \$4,528.00 \$117,728.00 \$132,641.60 \$132,641.60 \$132,641.60 \$149,406.40 \$149,406.40	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20 \$133,931.20 40 \$72.57 \$5,805.60 \$150,945.60 52 \$81.80 \$6,544.00	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00 \$135,304.00 41 \$73.29 \$5,863.20 \$152,443.20 53 \$82.59 \$6,607.20	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40 \$136,614.40 42 \$74.01 \$5,920.80 \$153,940.80 54 \$83.41 \$6,672.80	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80 \$138,028.80 43 \$74.76 \$5,980.80 \$155,500.80 55 \$84.23 \$6,738.40	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40 \$139,422.40 44 \$75.54 \$6,043.20	\$53.31 \$4,264.80 \$110,884.80 \$110,884.80 \$21 \$60.05 \$4,804.00 \$124,904.00 \$140,904.00 \$5,416.00 \$140,816.00 \$76.28 \$6,102.40	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 \$22 \$60.67 \$4,853.60 \$126,193.60 \$44 \$68.36 \$5,468.80 \$142,188.80 \$77.02 \$6,161.60	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20 \$143,603.20 47 \$77.81 \$6,224.80	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20 \$145,059.20 48 \$78.59 \$6,287.20
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	\$49.23 \$3,938.40 \$102,398.40 13 \$55.46 \$4,436.80 \$115,356.80 25 \$62.50 \$5,000.00 \$130,000.00 37 \$70.43 \$5,634.40 \$146,494.40	\$49.72 \$3,977.60 \$103,417.60 14 \$56.04 \$4,483.20 \$116,563.20 26 \$63.12 \$5,049.60 \$131,289.60 38 \$71.14 \$5,691.20 \$147,971.20	\$50.22 \$4,017.60 \$104,457.60 \$104,457.60 \$15 \$56.60 \$4,528.00 \$117,728.00 \$137,728.00 \$132,641.60 \$132,641.60 \$132,641.60 \$149,406.40 \$149,406.40	\$50.71 \$4,056.80 \$105,476.80 16 \$57.14 \$4,571.20 \$118,851.20 28 \$64.39 \$5,151.20 \$133,931.20 40 \$72.57 \$5,805.60 \$150,945.60	\$51.24 \$4,099.20 \$106,579.20 17 \$57.71 \$4,616.80 \$120,036.80 29 \$65.05 \$5,204.00 \$135,304.00 41 \$73.29 \$5,863.20 \$152,443.20	\$51.73 \$4,138.40 \$107,598.40 18 \$58.31 \$4,664.80 \$121,284.80 30 \$65.68 \$5,254.40 \$136,614.40 42 \$74.01 \$5,920.80 \$153,940.80 54 \$83.41	\$52.27 \$4,181.60 \$108,721.60 19 \$58.88 \$4,710.40 \$122,470.40 31 \$66.36 \$5,308.80 \$138,028.80 43 \$74.76 \$5,980.80 \$155,500.80	\$52.78 \$4,222.40 \$109,782.40 20 \$59.48 \$4,758.40 \$123,718.40 32 \$67.03 \$5,362.40 \$139,422.40 44 \$75.54 \$6,043.20	\$53.31 \$4,264.80 \$110,884.80 \$110,884.80 \$21 \$60.05 \$4,804.00 \$124,904.00 \$140,904.00 \$5,416.00 \$140,816.00 \$76.28 \$6,102.40	\$53.85 \$4,308.00 \$112,008.00 \$112,008.00 \$22 \$60.67 \$4,853.60 \$126,193.60 \$44 \$68.36 \$5,468.80 \$142,188.80 \$77.02 \$6,161.60	\$54.38 \$4,350.40 \$113,110.40 23 \$61.29 \$4,903.20 \$127,483.20 35 \$69.04 \$5,523.20 \$143,603.20 47 \$77.81 \$6,224.80	\$54.91 \$4,392.80 \$114,212.80 24 \$61.89 \$4,951.20 \$128,731.20 36 \$69.74 \$5,579.20 \$145,059.20 48 \$78.59 \$6,287.20

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$15.82	\$15.97	\$16.11	\$16.27	\$16.45	\$16.62	\$16.79	\$16.96	\$17.13	\$17.29	\$17.46	\$17.64
Biweekly	\$1,265.60	\$1,277.60	\$1,288.80	\$1,301.60	\$1,316.00	\$1,329.60	\$1,343.20	\$1,356.80	\$1,370.40	\$1,383.20	\$1,396.80	\$1,411.20
Annually	\$32,905.60	\$33,217.60	\$33,508.80	\$33,841.60	\$34,216.00	\$34,569.60	\$34,923.20	\$35,276.80	\$35,630.40	\$35,963.20	\$36,316.80	\$36,691.20
7 iiii dany	432,303.00	755,217.00	433,300.00	ψ33,6 11.00	73 1,210.00	Ç3 1,303.00	431,323.20	ψ33,27 0.00	433,030.10	433,303.20	430,310.00	\$30,031.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$17.82	\$18.00	\$18.18	\$18.35	\$18.55	\$18.71	\$18.93	\$19.08	\$19.30	\$19.49	\$19.69	\$19.87
Biweekly	\$1,425.60	\$1,440.00	\$1,454.40	\$1,468.00	\$1,484.00	\$1,496.80	\$1,514.40	\$1,526.40	\$1,544.00	\$1,559.20	\$1,575.20	\$1,589.60
Annually	\$37,065.60	\$37,440.00	\$37,814.40	\$38,168.00	\$38,584.00	\$38,916.80	\$39,374.40	\$39,686.40	\$40,144.00	\$40,539.20	\$40,955.20	\$41,329.60
, 	407,000.00	0077110100	007,021110	\$55,255.55	400,0000	\$50,510.00	\$55,67 H.16	\$55,000.10	0.0,2	Q 10,555125	Q 10,555120	0.1,020.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$20.09	\$20.28	\$20.44	\$20.71	\$20.89	\$21.10	\$21.32	\$21.52	\$21.73	\$21.97	\$22.16	\$22.39
Biweekly	\$1,607.20	\$1,622.40	\$1,635.20	\$1,656.80	\$1,671.20	\$1,688.00	\$1,705.60	\$1,721.60	\$1,738.40	\$1,757.60	\$1,772.80	\$1,791.20
			\$42,515.20	\$43,076.80				\$44,761.60	\$45,198.40		\$46,092.80	\$46,571.20
Annually	\$41,787.20	\$42,182.40	342,313.20	\$43,076.80	\$43,451.20	\$43,888.00	\$44,345.60	344,/01.00	345,198.40	\$45,697.60	340,092.80	340,571.20
Steps												
-	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$22.62	\$22.85	\$23.08	\$23.29	\$23.54	\$23.78	\$24.03	\$24.26	\$24.49	\$24.73	\$24.98	\$25.24
Biweekly	\$1,809.60	\$1,828.00	\$1,846.40	\$1,863.20	\$1,883.20	\$1,902.40	\$1,922.40	\$1,940.80	\$1,959.20	\$1,978.40	\$1,998.40	\$2,019.20
Annually	\$47,049.60	\$47,528.00	\$48,006.40	\$48,443.20	\$48,963.20	\$49,462.40	\$49,982.40	\$50,460.80	\$50,939.20	\$51,438.40	\$51,958.40	\$52,499.20
Steps	49	50	51	52	53	54	55					
•				_								
Hourly	\$25.48	\$25.75	\$25.99	\$26.25	\$26.52	\$26.79	\$27.06					
Biweekly	\$2,038.40	\$2,060.00	\$2,079.20	\$2,100.00	\$2,121.60	\$2,143.20	\$2,164.80					
Annually	\$52,998.40	\$53,560.00	\$54,059.20	\$54,600.00	\$55,161.60	\$55,723.20	\$56,284.80					
Grade 74												
Grade / T												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	1 \$17.82	2 \$18.00	3 \$18.18	4 \$18.35	5 \$18.55	6 \$18.71	7 \$18.93	8 \$19.08	9 \$19.30	10 \$19.49	11 \$19.69	12 \$19.87
Steps Hourly												
Steps	\$17.82	\$18.00	\$18.18	\$18.35	\$18.55	\$18.71	\$18.93	\$19.08	\$19.30	\$19.49	\$19.69	\$19.87 \$1,589.60
Steps Hourly Biweekly Annually	\$17.82 \$1,425.60 \$37,065.60	\$18.00 \$1,440.00 \$37,440.00	\$18.18 \$1,454.40 \$37,814.40	\$18.35 \$1,468.00 \$38,168.00	\$18.55 \$1,484.00 \$38,584.00	\$18.71 \$1,496.80 \$38,916.80	\$18.93 \$1,514.40 \$39,374.40	\$19.08 \$1,526.40 \$39,686.40	\$19.30 \$1,544.00 \$40,144.00	\$19.49 \$1,559.20 \$40,539.20	\$19.69 \$1,575.20 \$40,955.20	\$19.87 \$1,589.60 \$41,329.60
Steps Hourly Biweekly Annually Steps	\$17.82 \$1,425.60 \$37,065.60	\$18.00 \$1,440.00 \$37,440.00	\$18.18 \$1,454.40 \$37,814.40	\$18.35 \$1,468.00 \$38,168.00	\$18.55 \$1,484.00 \$38,584.00	\$18.71 \$1,496.80 \$38,916.80	\$18.93 \$1,514.40 \$39,374.40	\$19.08 \$1,526.40 \$39,686.40	\$19.30 \$1,544.00 \$40,144.00	\$19.49 \$1,559.20 \$40,539.20	\$19.69 \$1,575.20 \$40,955.20	\$19.87 \$1,589.60 \$41,329.60
Steps Hourly Biweekly Annually	\$17.82 \$1,425.60 \$37,065.60	\$18.00 \$1,440.00 \$37,440.00	\$18.18 \$1,454.40 \$37,814.40	\$18.35 \$1,468.00 \$38,168.00	\$18.55 \$1,484.00 \$38,584.00	\$18.71 \$1,496.80 \$38,916.80	\$18.93 \$1,514.40 \$39,374.40	\$19.08 \$1,526.40 \$39,686.40	\$19.30 \$1,544.00 \$40,144.00	\$19.49 \$1,559.20 \$40,539.20	\$19.69 \$1,575.20 \$40,955.20	\$19.87 \$1,589.60 \$41,329.60
Steps Hourly Biweekly Annually Steps	\$17.82 \$1,425.60 \$37,065.60	\$18.00 \$1,440.00 \$37,440.00	\$18.18 \$1,454.40 \$37,814.40	\$18.35 \$1,468.00 \$38,168.00	\$18.55 \$1,484.00 \$38,584.00	\$18.71 \$1,496.80 \$38,916.80	\$18.93 \$1,514.40 \$39,374.40	\$19.08 \$1,526.40 \$39,686.40	\$19.30 \$1,544.00 \$40,144.00	\$19.49 \$1,559.20 \$40,539.20	\$19.69 \$1,575.20 \$40,955.20	\$19.87 \$1,589.60 \$41,329.60
Steps Hourly Biweekly Annually Steps Hourly	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09	\$18.00 \$1,440.00 \$37,440.00 14 \$20.28	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52	\$19.30 \$1,544.00 \$40,144.00 21 \$21.73	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20	\$18.00 \$1,440.00 \$37,440.00 14 \$20.28 \$1,622.40	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60	\$19.30 \$1,544.00 \$40,144.00 21 \$21.73 \$1,738.40	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20	\$18.00 \$1,440.00 \$37,440.00 14 \$20.28 \$1,622.40	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60	\$19.30 \$1,544.00 \$40,144.00 21 \$21.73 \$1,738.40	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20	\$18.00 \$1,440.00 \$37,440.00 \$40.28 \$1,622.40 \$42,182.40	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60	\$19.30 \$1,544.00 \$40,144.00 21 \$21.73 \$1,738.40 \$45,198.40	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20	\$18.00 \$1,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26	\$19.30 \$1,544.00 \$40,144.00 21 \$21.73 \$1,738.40 \$45,198.40 33 \$24.49	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20 25 \$22.62 \$1,809.60	\$18.00 \$1,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85 \$1,828.00	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08 \$1,846.40	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29 \$1,863.20	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54 \$1,883.20	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78 \$1,902.40	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03 \$1,922.40	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26 \$1,940.80	\$19.30 \$1,544.00 \$40,144.00 \$21 \$21.73 \$1,738.40 \$45,198.40 \$33 \$24.49 \$1,959.20	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73 \$1,978.40	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98 \$1,998.40	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20 36 \$25.24 \$2,019.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20	\$18.00 \$1,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26	\$19.30 \$1,544.00 \$40,144.00 21 \$21.73 \$1,738.40 \$45,198.40 33 \$24.49	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20 25 \$22.62 \$1,809.60 \$47,049.60	\$18.00 \$1,440.00 \$37,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85 \$1,828.00 \$47,528.00	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08 \$1,846.40 \$48,006.40	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29 \$1,863.20 \$48,443.20	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54 \$1,883.20 \$48,963.20	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78 \$1,902.40 \$49,462.40	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03 \$1,922.40 \$49,982.40	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26 \$1,940.80	\$19.30 \$1,544.00 \$40,144.00 \$21 \$21.73 \$1,738.40 \$45,198.40 \$33 \$24.49 \$1,959.20 \$50,939.20	\$19.49 \$1,559.20 \$40,539.20 \$22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73 \$1,978.40 \$51,438.40	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98 \$1,998.40	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20 36 \$25.24 \$2,019.20 \$52,499.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20 25 \$22.62 \$1,809.60 \$47,049.60	\$18.00 \$1,440.00 \$37,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85 \$1,828.00 \$47,528.00	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08 \$1,846.40 \$48,006.40	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29 \$1,863.20 \$48,443.20	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54 \$1,883.20 \$48,963.20	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78 \$1,902.40 \$49,462.40	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03 \$1,922.40 \$49,982.40	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26 \$1,940.80 \$50,460.80	\$19.30 \$1,544.00 \$40,144.00 21 \$21.73 \$1,738.40 \$45,198.40 33 \$24.49 \$1,959.20 \$50,939.20	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73 \$1,978.40 \$51,438.40	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98 \$1,998.40 \$51,958.40	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20 36 \$25.24 \$2,019.20 \$52,499.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20 25 \$22.62 \$1,809.60 \$47,049.60	\$18.00 \$1,440.00 \$37,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85 \$1,828.00 \$47,528.00	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08 \$1,846.40 \$48,006.40	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29 \$1,863.20 \$48,443.20	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54 \$1,883.20 \$48,963.20	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78 \$1,902.40 \$49,462.40	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03 \$1,922.40 \$49,982.40	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26 \$1,940.80 \$50,460.80	\$19.30 \$1,544.00 \$40,144.00 \$21 \$21.73 \$1,738.40 \$45,198.40 \$33 \$24.49 \$1,959.20 \$50,939.20	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73 \$1,978.40 \$51,438.40	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98 \$1,998.40 \$51,958.40	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20 36 \$25.24 \$2,019.20 \$52,499.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20 25 \$22.62 \$1,809.60 \$47,049.60 37 \$25.48 \$2,038.40	\$18.00 \$1,440.00 \$37,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85 \$1,828.00 \$47,528.00 38 \$25.75 \$2,060.00	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08 \$1,846.40 \$48,006.40 39 \$25.99 \$2,079.20	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29 \$1,863.20 \$48,443.20 40 \$26.25 \$2,100.00	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54 \$1,883.20 \$48,963.20 41 \$26.52 \$2,121.60	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78 \$1,902.40 \$49,462.40 42 \$26.79 \$2,143.20	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03 \$1,922.40 \$49,982.40 43 \$27.06 \$2,164.80	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26 \$1,940.80 \$50,460.80 44 \$27.32 \$2,185.60	\$19.30 \$1,544.00 \$40,144.00 \$21 \$21.73 \$1,738.40 \$45,198.40 \$45,198.40 \$1,959.20 \$50,939.20 \$27.59 \$2,207.20	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73 \$1,978.40 \$51,438.40 46 \$27.86 \$2,228.80	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98 \$1,998.40 \$51,958.40 47 \$28.17 \$2,253.60	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20 36 \$25.24 \$2,019.20 \$52,499.20 48 \$28.41 \$2,272.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20 25 \$22.62 \$1,809.60 \$47,049.60	\$18.00 \$1,440.00 \$37,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85 \$1,828.00 \$47,528.00	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08 \$1,846.40 \$48,006.40	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29 \$1,863.20 \$48,443.20	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54 \$1,883.20 \$48,963.20	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78 \$1,902.40 \$49,462.40	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03 \$1,922.40 \$49,982.40	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26 \$1,940.80 \$50,460.80	\$19.30 \$1,544.00 \$40,144.00 \$21 \$21.73 \$1,738.40 \$45,198.40 \$33 \$24.49 \$1,959.20 \$50,939.20	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73 \$1,978.40 \$51,438.40	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98 \$1,998.40 \$51,958.40	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20 36 \$25.24 \$2,019.20 \$52,499.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20 25 \$22.62 \$1,809.60 \$47,049.60 37 \$25.48 \$2,038.40	\$18.00 \$1,440.00 \$37,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85 \$1,828.00 \$47,528.00 38 \$25.75 \$2,060.00	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08 \$1,846.40 \$48,006.40 39 \$25.99 \$2,079.20	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29 \$1,863.20 \$48,443.20 40 \$26.25 \$2,100.00	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54 \$1,883.20 \$48,963.20 41 \$26.52 \$2,121.60	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78 \$1,902.40 \$49,462.40 42 \$26.79 \$2,143.20	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03 \$1,922.40 \$49,982.40 43 \$27.06 \$2,164.80	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26 \$1,940.80 \$50,460.80 44 \$27.32 \$2,185.60	\$19.30 \$1,544.00 \$40,144.00 \$21 \$21.73 \$1,738.40 \$45,198.40 \$45,198.40 \$1,959.20 \$50,939.20 \$27.59 \$2,207.20	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73 \$1,978.40 \$51,438.40 46 \$27.86 \$2,228.80	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98 \$1,998.40 \$51,958.40 47 \$28.17 \$2,253.60	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20 36 \$25.24 \$2,019.20 \$52,499.20 48 \$28.41 \$2,272.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20 25 \$22.62 \$1,809.60 \$47,049.60 37 \$25.48 \$2,038.40 \$52,998.40	\$18.00 \$1,440.00 \$37,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85 \$1,828.00 \$47,528.00 38 \$25.75 \$2,060.00 \$53,560.00	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08 \$1,846.40 \$48,006.40 39 \$25.99 \$2,079.20 \$54,059.20	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29 \$1,863.20 \$48,443.20 40 \$26.25 \$2,100.00 \$54,600.00	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54 \$1,883.20 \$48,963.20 41 \$26.52 \$2,121.60 \$55,161.60	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78 \$1,902.40 \$49,462.40 42 \$26.79 \$2,143.20 \$55,723.20	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03 \$1,922.40 \$49,982.40 43 \$27.06 \$2,164.80 \$56,284.80	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26 \$1,940.80 \$50,460.80 44 \$27.32 \$2,185.60	\$19.30 \$1,544.00 \$40,144.00 \$21 \$21.73 \$1,738.40 \$45,198.40 \$45,198.40 \$1,959.20 \$50,939.20 \$27.59 \$2,207.20	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73 \$1,978.40 \$51,438.40 46 \$27.86 \$2,228.80	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98 \$1,998.40 \$51,958.40 47 \$28.17 \$2,253.60	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20 36 \$25.24 \$2,019.20 \$52,499.20 48 \$28.41 \$2,272.80
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	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20 25 \$22.62 \$1,809.60 \$47,049.60 37 \$25.48 \$2,038.40 \$52,998.40	\$18.00 \$1,440.00 \$37,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85 \$1,828.00 \$47,528.00 \$47,528.00 50 \$29.00	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08 \$1,846.40 \$48,006.40 39 \$25.99 \$2,079.20 \$54,059.20	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29 \$1,863.20 \$48,443.20 40 \$26.25 \$2,100.00 \$54,600.00	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54 \$1,883.20 \$48,963.20 41 \$26.52 \$2,121.60 \$55,161.60	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78 \$1,902.40 \$49,462.40 42 \$26.79 \$2,143.20 \$55,723.20	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03 \$1,922.40 \$49,982.40 43 \$27.06 \$2,164.80 \$56,284.80 55 \$30.47	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26 \$1,940.80 \$50,460.80 44 \$27.32 \$2,185.60	\$19.30 \$1,544.00 \$40,144.00 \$21 \$21.73 \$1,738.40 \$45,198.40 \$45,198.40 \$1,959.20 \$50,939.20 \$27.59 \$2,207.20	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73 \$1,978.40 \$51,438.40 46 \$27.86 \$2,228.80	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98 \$1,998.40 \$51,958.40 47 \$28.17 \$2,253.60	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20 36 \$25.24 \$2,019.20 \$52,499.20 48 \$28.41 \$2,272.80
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	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20 25 \$22.62 \$1,809.60 \$47,049.60 37 \$25.48 \$2,038.40 \$52,998.40 49 \$28.72 \$2,297.60	\$18.00 \$1,440.00 \$37,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85 \$1,828.00 \$47,528.00 \$47,528.00 50 \$2,060.00 \$53,560.00 \$29.00 \$2,320.00	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08 \$1,846.40 \$48,006.40 39 \$25.99 \$2,079.20 \$54,059.20 51 \$29.30 \$2,344.00	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29 \$1,863.20 \$48,443.20 40 \$26.25 \$2,100.00 \$54,600.00 52 \$29.58 \$2,366.40	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54 \$1,883.20 \$48,963.20 41 \$26.52 \$2,121.60 \$55,161.60 53 \$29.90 \$2,392.00	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78 \$1,902.40 \$49,462.40 42 \$26.79 \$2,143.20 \$55,723.20 54 \$30.18 \$2,414.40	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03 \$1,922.40 \$49,982.40 43 \$27.06 \$2,164.80 \$56,284.80 55 \$30.47 \$2,437.60	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26 \$1,940.80 \$50,460.80 44 \$27.32 \$2,185.60	\$19.30 \$1,544.00 \$40,144.00 \$21 \$21.73 \$1,738.40 \$45,198.40 \$45,198.40 \$1,959.20 \$50,939.20 \$27.59 \$2,207.20	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73 \$1,978.40 \$51,438.40 46 \$27.86 \$2,228.80	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98 \$1,998.40 \$51,958.40 47 \$28.17 \$2,253.60	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20 36 \$25.24 \$2,019.20 \$52,499.20 48 \$28.41 \$2,272.80
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	\$17.82 \$1,425.60 \$37,065.60 13 \$20.09 \$1,607.20 \$41,787.20 25 \$22.62 \$1,809.60 \$47,049.60 37 \$25.48 \$2,038.40 \$52,998.40	\$18.00 \$1,440.00 \$37,440.00 \$37,440.00 14 \$20.28 \$1,622.40 \$42,182.40 26 \$22.85 \$1,828.00 \$47,528.00 \$47,528.00 50 \$29.00	\$18.18 \$1,454.40 \$37,814.40 15 \$20.44 \$1,635.20 \$42,515.20 27 \$23.08 \$1,846.40 \$48,006.40 39 \$25.99 \$2,079.20 \$54,059.20	\$18.35 \$1,468.00 \$38,168.00 16 \$20.71 \$1,656.80 \$43,076.80 28 \$23.29 \$1,863.20 \$48,443.20 40 \$26.25 \$2,100.00 \$54,600.00	\$18.55 \$1,484.00 \$38,584.00 17 \$20.89 \$1,671.20 \$43,451.20 29 \$23.54 \$1,883.20 \$48,963.20 41 \$26.52 \$2,121.60 \$55,161.60	\$18.71 \$1,496.80 \$38,916.80 18 \$21.10 \$1,688.00 \$43,888.00 30 \$23.78 \$1,902.40 \$49,462.40 42 \$26.79 \$2,143.20 \$55,723.20	\$18.93 \$1,514.40 \$39,374.40 19 \$21.32 \$1,705.60 \$44,345.60 31 \$24.03 \$1,922.40 \$49,982.40 43 \$27.06 \$2,164.80 \$56,284.80 55 \$30.47	\$19.08 \$1,526.40 \$39,686.40 20 \$21.52 \$1,721.60 \$44,761.60 32 \$24.26 \$1,940.80 \$50,460.80 44 \$27.32 \$2,185.60	\$19.30 \$1,544.00 \$40,144.00 \$21 \$21.73 \$1,738.40 \$45,198.40 \$45,198.40 \$1,959.20 \$50,939.20 \$27.59 \$2,207.20	\$19.49 \$1,559.20 \$40,539.20 22 \$21.97 \$1,757.60 \$45,697.60 34 \$24.73 \$1,978.40 \$51,438.40 46 \$27.86 \$2,228.80	\$19.69 \$1,575.20 \$40,955.20 23 \$22.16 \$1,772.80 \$46,092.80 35 \$24.98 \$1,998.40 \$51,958.40 47 \$28.17 \$2,253.60	\$19.87 \$1,589.60 \$41,329.60 24 \$22.39 \$1,791.20 \$46,571.20 36 \$25.24 \$2,019.20 \$52,499.20 48 \$28.41 \$2,272.80

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$20.09	\$20.28	\$20.44	\$20.71	\$20.89	\$21.10	\$21.32	\$21.52	\$21.73	\$21.97	\$22.16	\$22.39
Biweekly	\$1,607.20	\$1,622.40	\$1,635.20	\$1,656.80	\$1,671.20	\$1,688.00	\$1,705.60	\$1,721.60	\$1,738.40	\$1,757.60	\$1,772.80	\$1,791.20
Annually	\$41,787.20	\$42,182.40	\$42,515.20	\$43,076.80	\$43,451.20	\$43,888.00	\$44,345.60	\$44,761.60	\$45,198.40	\$45,697.60	\$46,092.80	\$46,571.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$22.62	\$22.85	\$23.08	\$23.29	\$23.54	\$23.78	\$24.03	\$24.26	\$24.49	\$24.73	\$24.98	\$25.24
Biweekly	\$1,809.60	\$1,828.00	\$1,846.40	\$1,863.20	\$1,883.20	\$1,902.40	\$1,922.40	\$1,940.80	\$1,959.20	\$1,978.40	\$1,998.40	\$2,019.20
Annually	\$47,049.60	\$47,528.00	\$48,006.40	\$48,443.20	\$48,963.20	\$49,462.40	\$49,982.40	\$50,460.80	\$50,939.20	\$51,438.40	\$51,958.40	\$52,499.20
Chama												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$25.48	\$25.75	\$25.99	\$26.25	\$26.52	\$26.79	\$27.06	\$27.32	\$27.59	\$27.86	\$28.17	\$28.41
Biweekly Annually	\$2,038.40 \$52,998.40	\$2,060.00 \$53,560.00	\$2,079.20 \$54,059.20	\$2,100.00 \$54,600.00	\$2,121.60 \$55,161.60	\$2,143.20 \$55,723.20	\$2,164.80 \$56,284.80	\$2,185.60 \$56,825.60	\$2,207.20 \$57,387.20	\$2,228.80 \$57,948.80	\$2,253.60 \$58,593.60	\$2,272.80 \$59,092.80
Ailliually	332,996.40	\$35,560.00	\$34,039.20	\$34,000.00	355,161.60	355,725.20	330,264.60	\$30,023.00	\$57,567.20	\$37,946.60	\$30,595.00	339,092.80
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$28.72	\$29.00	\$29.30	\$29.58	\$29.90	\$30.18	\$30.47	\$30.80	\$31.10	\$31.42	\$31.72	\$32.01
Biweekly	\$2,297.60	\$2,320.00	\$2,344.00	\$2,366.40	\$2,392.00	\$2,414.40	\$2,437.60	\$2,464.00	\$2,488.00	\$2,513.60	\$2,537.60	\$2,560.80
Annually	\$59,737.60	\$60,320.00	\$60,944.00	\$61,526.40	\$62,192.00	\$62,774.40	\$63,377.60	\$64,064.00	\$64,688.00	\$65,353.60	\$65,977.60	\$66,580.80
Steps	49	50	51	52	53	54	55					
Hourly	\$32.36	\$32.68	\$33.01	\$33.33	\$33.69	\$34.00	\$34.37					
Biweekly	\$2,588.80	\$2,614.40	\$2,640.80	\$2,666.40	\$2,695.20	\$2,720.00	\$2,749.60					
Annually	\$67,308.80	\$67,974.40	\$68,660.80	\$69,326.40	\$70,075.20	\$70,720.00	\$71,489.60					
Grade 76												
Grade 7 G												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	1 \$22.62	2 \$22.85	3 \$23.08	4 \$23.29	5 \$23.54	6 \$23.78	7 \$24.03	8 \$24.26	9 \$24.49	10 \$24.73	11 \$24.98	12 \$25.24
Steps Hourly Biweekly	\$22.62 \$1,809.60	\$22.85 \$1,828.00	\$23.08 \$1,846.40	\$23.29 \$1,863.20	\$23.54 \$1,883.20	\$23.78 \$1,902.40	\$24.03 \$1,922.40	\$24.26 \$1,940.80	\$24.49 \$1,959.20	\$24.73 \$1,978.40	\$24.98 \$1,998.40	\$25.24 \$2,019.20
Steps Hourly	\$22.62	\$22.85	\$23.08	\$23.29	\$23.54	\$23.78	\$24.03	\$24.26	\$24.49	\$24.73	\$24.98	\$25.24
Steps Hourly Biweekly	\$22.62 \$1,809.60 \$47,049.60	\$22.85 \$1,828.00 \$47,528.00	\$23.08 \$1,846.40 \$48,006.40	\$23.29 \$1,863.20 \$48,443.20	\$23.54 \$1,883.20 \$48,963.20	\$23.78 \$1,902.40 \$49,462.40	\$24.03 \$1,922.40 \$49,982.40	\$24.26 \$1,940.80 \$50,460.80	\$24.49 \$1,959.20 \$50,939.20	\$24.73 \$1,978.40 \$51,438.40	\$24.98 \$1,998.40 \$51,958.40	\$25.24 \$2,019.20 \$52,499.20
Steps Hourly Biweekly Annually	\$22.62 \$1,809.60	\$22.85 \$1,828.00	\$23.08 \$1,846.40	\$23.29 \$1,863.20	\$23.54 \$1,883.20	\$23.78 \$1,902.40	\$24.03 \$1,922.40	\$24.26 \$1,940.80	\$24.49 \$1,959.20	\$24.73 \$1,978.40	\$24.98 \$1,998.40	\$25.24 \$2,019.20
Steps Hourly Biweekly Annually Steps	\$22.62 \$1,809.60 \$47,049.60	\$22.85 \$1,828.00 \$47,528.00	\$23.08 \$1,846.40 \$48,006.40	\$23.29 \$1,863.20 \$48,443.20	\$23.54 \$1,883.20 \$48,963.20	\$23.78 \$1,902.40 \$49,462.40	\$24.03 \$1,922.40 \$49,982.40	\$24.26 \$1,940.80 \$50,460.80	\$24.49 \$1,959.20 \$50,939.20	\$24.73 \$1,978.40 \$51,438.40	\$24.98 \$1,998.40 \$51,958.40	\$25.24 \$2,019.20 \$52,499.20
Steps Hourly Biweekly Annually Steps Hourly	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48	\$22.85 \$1,828.00 \$47,528.00 14 \$25.75	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 14 \$25.75 \$2,060.00 \$53,560.00	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 14 \$25.75 \$2,060.00 \$53,560.00	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40 25 \$28.72	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 14 \$25.75 \$2,060.00 \$53,560.00	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20 27 \$29.30	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00 28 \$29.58	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60 29 \$29.90	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20 30 \$30.18	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80 31 \$30.47	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60 32 \$30.80	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20 33 \$31.10	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80 34 \$31.42	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60 35 \$31.72	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80 36 \$32.01
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40 25 \$28.72 \$2,297.60	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 14 \$25.75 \$2,060.00 \$53,560.00 26 \$29.00 \$2,320.00	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20 27 \$29.30 \$2,344.00	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00 28 \$29.58 \$2,366.40	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60 29 \$29.90 \$2,392.00	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20 30 \$30.18 \$2,414.40	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80 31 \$30.47 \$2,437.60	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60 32 \$30.80 \$2,464.00	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20 33 \$31.10 \$2,488.00	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80 34 \$31.42 \$2,513.60	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60 35 \$31.72 \$2,537.60	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80 36 \$32.01 \$2,560.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40 25 \$28.72	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 14 \$25.75 \$2,060.00 \$53,560.00	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20 27 \$29.30	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00 28 \$29.58	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60 29 \$29.90	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20 30 \$30.18	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80 31 \$30.47	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60 32 \$30.80	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20 33 \$31.10	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80 34 \$31.42	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60 35 \$31.72	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80 36 \$32.01
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40 25 \$28.72 \$2,297.60	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 14 \$25.75 \$2,060.00 \$53,560.00 26 \$29.00 \$2,320.00	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20 27 \$29.30 \$2,344.00	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00 28 \$29.58 \$2,366.40 \$61,526.40	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60 29 \$29.90 \$2,392.00 \$62,192.00	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20 30 \$30.18 \$2,414.40 \$62,774.40	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80 31 \$30.47 \$2,437.60	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60 32 \$30.80 \$2,464.00	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20 33 \$31.10 \$2,488.00	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80 34 \$31.42 \$2,513.60	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60 35 \$31.72 \$2,537.60	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80 36 \$32.01 \$2,560.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40 25 \$28.72 \$2,297.60 \$59,737.60	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 14 \$25.75 \$2,060.00 \$53,560.00 26 \$29.00 \$2,320.00 \$60,320.00	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20 27 \$29.30 \$2,344.00 \$60,944.00	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00 28 \$29.58 \$2,366.40	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60 29 \$29.90 \$2,392.00	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20 30 \$30.18 \$2,414.40	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80 31 \$30.47 \$2,437.60 \$63,377.60	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60 32 \$30.80 \$2,464.00 \$64,064.00	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20 33 \$31.10 \$2,488.00 \$64,688.00	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80 34 \$31.42 \$2,513.60 \$65,353.60	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60 35 \$31.72 \$2,537.60 \$65,977.60	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80 36 \$32.01 \$2,560.80 \$66,580.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40 25 \$28.72 \$2,297.60 \$59,737.60 37 \$32.36 \$2,588.80	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 \$25.75 \$2,060.00 \$53,560.00 \$2,320.00 \$60,320.00 \$38 \$32.68 \$2,614.40	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20 27 \$29.30 \$2,344.00 \$60,944.00 39 \$33.01 \$2,640.80	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00 28 \$29.58 \$2,366.40 \$61,526.40 40 \$33.33 \$2,666.40	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60 29 \$29.90 \$2,392.00 \$62,192.00 41 \$33.69 \$2,695.20	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20 30 \$30.18 \$2,414.40 \$62,774.40 42 \$34.00 \$2,720.00	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80 31 \$30.47 \$2,437.60 \$63,377.60 43 \$34.37 \$2,749.60	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60 32 \$30.80 \$2,464.00 \$64,064.00	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20 33 \$31.10 \$2,488.00 \$64,688.00 45 \$35.04 \$2,803.20	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80 34 \$31.42 \$2,513.60 \$65,353.60 46 \$35.40 \$2,832.00	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60 35 \$31.72 \$2,537.60 \$65,977.60 47 \$35.75 \$2,860.00	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80 36 \$32.01 \$2,560.80 \$66,580.80 48 \$36.09 \$2,887.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40 25 \$28.72 \$2,297.60 \$59,737.60	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 \$25.75 \$2,060.00 \$53,560.00 \$2,320.00 \$60,320.00 \$8 \$32.68	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20 27 \$29.30 \$2,344.00 \$60,944.00	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00 28 \$29.58 \$2,366.40 \$61,526.40 40 \$33.33	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60 29 \$29.90 \$2,392.00 \$62,192.00	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20 30 \$30.18 \$2,414.40 \$62,774.40	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80 31 \$30.47 \$2,437.60 \$63,377.60	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60 32 \$30.80 \$2,464.00 \$64,064.00	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20 33 \$31.10 \$2,488.00 \$64,688.00	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80 34 \$31.42 \$2,513.60 \$65,353.60	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60 35 \$31.72 \$2,537.60 \$65,977.60	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80 36 \$32.01 \$2,560.80 \$66,580.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40 25 \$28.72 \$2,297.60 \$59,737.60 37 \$32.36 \$2,588.80	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 \$25.75 \$2,060.00 \$53,560.00 \$2,320.00 \$60,320.00 \$38 \$32.68 \$2,614.40	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20 27 \$29.30 \$2,344.00 \$60,944.00 39 \$33.01 \$2,640.80	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00 28 \$29.58 \$2,366.40 \$61,526.40 40 \$33.33 \$2,666.40	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60 29 \$29.90 \$2,392.00 \$62,192.00 41 \$33.69 \$2,695.20	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20 30 \$30.18 \$2,414.40 \$62,774.40 42 \$34.00 \$2,720.00 \$70,720.00	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80 31 \$30.47 \$2,437.60 \$63,377.60 43 \$34.37 \$2,749.60	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60 32 \$30.80 \$2,464.00 \$64,064.00	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20 33 \$31.10 \$2,488.00 \$64,688.00 45 \$35.04 \$2,803.20	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80 34 \$31.42 \$2,513.60 \$65,353.60 46 \$35.40 \$2,832.00	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60 35 \$31.72 \$2,537.60 \$65,977.60 47 \$35.75 \$2,860.00	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80 36 \$32.01 \$2,560.80 \$66,580.80 48 \$36.09 \$2,887.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Steps Steps Steps Steps	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40 25 \$28.72 \$2,297.60 \$59,737.60 37 \$32.36 \$2,588.80 \$67,308.80	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 \$25.75 \$2,060.00 \$53,560.00 \$2,320.00 \$60,320.00 \$38 \$32.68 \$2,614.40 \$67,974.40	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20 27 \$29.30 \$2,344.00 \$60,944.00 39 \$33.01 \$2,640.80 \$68,660.80	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00 28 \$29.58 \$2,366.40 \$61,526.40 40 \$33.33 \$2,666.40 \$69,326.40	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60 29 \$29.90 \$2,392.00 \$62,192.00 41 \$33.69 \$2,695.20 \$70,075.20	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20 30 \$30.18 \$2,414.40 \$62,774.40 42 \$34.00 \$2,720.00 \$70,720.00	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80 31 \$30.47 \$2,437.60 \$63,377.60 43 \$34.37 \$2,749.60 \$71,489.60	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60 32 \$30.80 \$2,464.00 \$64,064.00	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20 33 \$31.10 \$2,488.00 \$64,688.00 45 \$35.04 \$2,803.20	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80 34 \$31.42 \$2,513.60 \$65,353.60 46 \$35.40 \$2,832.00	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60 35 \$31.72 \$2,537.60 \$65,977.60 47 \$35.75 \$2,860.00	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80 36 \$32.01 \$2,560.80 \$66,580.80 48 \$36.09 \$2,887.20
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	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40 25 \$28.72 \$2,297.60 \$59,737.60 37 \$32.36 \$2,588.80 \$67,308.80	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 \$47,528.00 \$25.75 \$2,060.00 \$53,560.00 \$2,320.00 \$60,320.00 \$60,320.00 \$67,974.40 \$67,974.40	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20 27 \$29.30 \$2,344.00 \$60,944.00 39 \$33.01 \$2,640.80 \$68,660.80	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00 28 \$29.58 \$2,366.40 \$61,526.40 40 \$33.33 \$2,666.40 \$69,326.40	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60 29 \$29.90 \$2,392.00 \$62,192.00 41 \$33.69 \$2,695.20 \$70,075.20	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20 30 \$30.18 \$2,414.40 \$62,774.40 42 \$34.00 \$2,720.00 \$70,720.00	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80 31 \$30.47 \$2,437.60 \$63,377.60 43 \$34.37 \$2,749.60 \$71,489.60	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60 32 \$30.80 \$2,464.00 \$64,064.00	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20 33 \$31.10 \$2,488.00 \$64,688.00 45 \$35.04 \$2,803.20	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80 34 \$31.42 \$2,513.60 \$65,353.60 46 \$35.40 \$2,832.00	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60 35 \$31.72 \$2,537.60 \$65,977.60 47 \$35.75 \$2,860.00	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80 36 \$32.01 \$2,560.80 \$66,580.80 48 \$36.09 \$2,887.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Steps Steps Steps Steps	\$22.62 \$1,809.60 \$47,049.60 13 \$25.48 \$2,038.40 \$52,998.40 25 \$28.72 \$2,297.60 \$59,737.60 37 \$32.36 \$2,588.80 \$67,308.80	\$22.85 \$1,828.00 \$47,528.00 \$47,528.00 \$25.75 \$2,060.00 \$53,560.00 \$2,320.00 \$60,320.00 \$38 \$32.68 \$2,614.40 \$67,974.40	\$23.08 \$1,846.40 \$48,006.40 15 \$25.99 \$2,079.20 \$54,059.20 27 \$29.30 \$2,344.00 \$60,944.00 39 \$33.01 \$2,640.80 \$68,660.80	\$23.29 \$1,863.20 \$48,443.20 16 \$26.25 \$2,100.00 \$54,600.00 28 \$29.58 \$2,366.40 \$61,526.40 40 \$33.33 \$2,666.40 \$69,326.40	\$23.54 \$1,883.20 \$48,963.20 17 \$26.52 \$2,121.60 \$55,161.60 29 \$29.90 \$2,392.00 \$62,192.00 41 \$33.69 \$2,695.20 \$70,075.20	\$23.78 \$1,902.40 \$49,462.40 18 \$26.79 \$2,143.20 \$55,723.20 30 \$30.18 \$2,414.40 \$62,774.40 42 \$34.00 \$2,720.00 \$70,720.00	\$24.03 \$1,922.40 \$49,982.40 19 \$27.06 \$2,164.80 \$56,284.80 31 \$30.47 \$2,437.60 \$63,377.60 43 \$34.37 \$2,749.60 \$71,489.60	\$24.26 \$1,940.80 \$50,460.80 20 \$27.32 \$2,185.60 \$56,825.60 32 \$30.80 \$2,464.00 \$64,064.00	\$24.49 \$1,959.20 \$50,939.20 21 \$27.59 \$2,207.20 \$57,387.20 33 \$31.10 \$2,488.00 \$64,688.00 45 \$35.04 \$2,803.20	\$24.73 \$1,978.40 \$51,438.40 22 \$27.86 \$2,228.80 \$57,948.80 34 \$31.42 \$2,513.60 \$65,353.60 46 \$35.40 \$2,832.00	\$24.98 \$1,998.40 \$51,958.40 23 \$28.17 \$2,253.60 \$58,593.60 35 \$31.72 \$2,537.60 \$65,977.60 47 \$35.75 \$2,860.00	\$25.24 \$2,019.20 \$52,499.20 24 \$28.41 \$2,272.80 \$59,092.80 36 \$32.01 \$2,560.80 \$66,580.80 48 \$36.09 \$2,887.20

(Non-bargaining unit)

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

Stops														
Houriv \$25.48		Steps	1	2	3	4	5	6	7	8	9	10	11	12
Binecekty S2,038.40 S2,008.00 S2,0079.00 S2,100.00 S2,121.60 S2,121.60 S2,128.60 S2,128.50 S2,128.80 S2,727.80 S2,			\$25.48	\$25.75	\$25.99	\$26.25	\$26.52	\$26.79	\$27.06	\$27.32	\$27.59	\$27.86	\$28.17	\$28.41
Steps 3		Biweekly	\$2.038.40	\$2.060.00	\$2,079,20	\$2,100,00	\$2,121,60	\$2.143.20		\$2.185.60	\$2,207,20	\$2,228,80	\$2,253,60	\$2,272,80
Steps		-												
Houry S28-72 S29-700 S29-300 S29-300 S29-300 S29-300 S29-300 S29-300 S29-3000 S29-300 S29-3000 S29-3000 S29-3000 S29-3000 S29-3000 S29-300 S29-3000 S		,	70-,000	+,	70.,000.20	70.,	700,202.00	7007	,,	700,000	70.700	70.70.000	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	****
Biweekk \$2,977.60 \$2,324.00 \$2,344.00 \$2,346.04 \$2,392.00 \$2,441.40 \$2,437.60 \$2,438.60 \$2,438.60 \$2,5438.60 \$2,5437.60 \$65,597.60 \$65,590.80 \$6		Steps	13	14	15	16	17	18	19	20	21	22	23	24
September Sept		Hourly	\$28.72	\$29.00	\$29.30	\$29.58	\$29.90	\$30.18	\$30.47	\$30.80	\$31.10	\$31.42	\$31.72	\$32.01
September Sept		Biweekly	\$2,297.60	\$2,320,00	\$2.344.00	\$2,366,40	\$2,392.00	\$2,414,40	\$2,437,60	\$2,464.00	\$2,488.00	\$2.513.60	\$2,537,60	\$2,560,80
Steps 25 26 27 28 29 30 31 32 33 34 35 36		-												
Hourk S32-36 S32-68 S33-01 S33-33 S33-69 S34-70 S34-47 S34-67 S35-06 S35-70 S35-75 S36-00 Biweekly S2-58-86 S2-664-00 S2-665-00 S2-695-20 S2-720-00 S71-89-60 S2-78-83-20 S72-88-32 S73-632-00 S74-86-00 S2-88-72 S75-85-80 S82-83-70 S75-85-80 S82-83-70 S75-85-80 S82-83-70 S75-85-80 S82-83-70 S75-85-80 S82-83-70 S75-85-80 S82-83-70 S75-85-80 S75-85-80 S76-85-80 S75-85-80 S77-85-80 S77-85-80 S78-85-80 S78-85-80 S77-85-80 S77-85-80 S78-85-80 S78-85-80 S77-85-80 S78-85-80 S78-85-8			400,707.00	\$00,020.00	000,5 1 1100	001,0201.10	V02,132.00	002,770	V00,077100	\$5 1,00 1100	\$0.,000.00	\$65,555.65	\$00,077.00	\$00,500.00
Hourk S32-36 S32-68 S33-01 S33-33 S33-69 S34-70 S34-47 S34-67 S35-06 S35-70 S35-75 S36-00 Biweekly S2-58-86 S2-664-00 S2-665-00 S2-695-20 S2-720-00 S71-89-60 S2-78-83-20 S72-88-32 S73-632-00 S74-86-00 S2-88-72 S75-85-80 S82-83-70 S75-85-80 S82-83-70 S75-85-80 S82-83-70 S75-85-80 S82-83-70 S75-85-80 S82-83-70 S75-85-80 S82-83-70 S75-85-80 S75-85-80 S76-85-80 S75-85-80 S77-85-80 S77-85-80 S78-85-80 S78-85-80 S77-85-80 S77-85-80 S78-85-80 S78-85-80 S77-85-80 S78-85-80 S78-85-8		Steps	25	26	27	28	20	30	21	32	22	2/1	25	36
Biweelty \$2,588.80 \$2,614.40 \$2,640.80 \$2,666.40 \$2,056.60 \$2,279.60 \$2,773.60 \$2,789.60 \$2,803.20 \$2,883.20 \$2,885.20 \$2,885.20 \$3,88		Hourly												
Steps														
Steps 1														
Hourhy S36.46 S36.82 S37.19 S37.57 S37.55 S38.32 S38.70 S39.09 S39.47 S39.37 S40.25 S40.66 Bluechty S2.918.60 S2.948.60 S2.978.20 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S77.352.00 S78.145.60 S78.936.00 S79.705.60 S80.496.00 S81.307.20 S82.997.60 S82.929.60 S83.720.00 S84.572.80 Steps		Annually	\$67,308.80	\$67,974.40	\$68,660.80	\$69,326.40	\$70,075.20	\$70,720.00	\$71,489.60	\$72,113.60	\$72,883.20	\$73,632.00	\$74,360.00	\$75,067.20
Hourhy S36.46 S36.82 S37.19 S37.57 S37.55 S38.32 S38.70 S39.09 S39.47 S39.37 S40.25 S40.66 Bluechty S2.918.60 S2.948.60 S2.978.20 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S30.06.60 S77.352.00 S78.145.60 S78.936.00 S79.705.60 S80.496.00 S81.307.20 S82.997.60 S82.929.60 S83.720.00 S84.572.80 Steps		Stone												
Biweekly S2.916.80 S2.945.60 S2.945.00 S2.975.20 S3.005.60 S3.005.60 S3.005.60 S3.005.60 S3.127.20 S3.157.60 S3.189.60 S3.220.00 S3.252.80		•												
Steps														
Steps 49 50 51 52 53 54 55		-												
Hourly S41.09 S41.07 S41.90 S41.47 S41.90 S42.34 S42.74 S43.15 S43.59 S43.59 S43.87.20 S43.35 S43.59		Annually	\$75,836.80	\$76,585.60	\$77,355.20	\$78,145.60	\$78,936.00	\$79,705.60	\$80,496.00	\$81,307.20	\$82,097.60	\$82,929.60	\$83,720.00	\$84,572.80
Hourly S41.09 S41.07 S41.90 S41.47 S41.90 S42.34 S42.74 S43.15 S43.59 S43.59 S43.87.20 S43.35 S43.59		Stens	40	F0	F1	F2	F2	Γ4	FF					
Biweekty		•												
Grade 78 Steps 1 2 3 4 55 6 7 8 9 10 11 12 Biweekly 52,153.60 55,976.00 566,580.80 567,308.80 567,308.80 567,308.80 567,308.80 567,308.80 567,308.80 567,308.80 567,308.80 567,308.80 567,308.80 567,308.80 567,308.80 567,308.80 567,308.80 567,308.80 567,348.80 583.360 576,585.60 576,885.60 576,885.60 576,885.60 576,885.60 576,885.80 567,348.80 588,309.80 581,30			\$41.09			\$42.34			\$43.59					
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 \$27.86 \$28.17 \$28.41 \$28.72 \$29.00 \$29.30 \$29.58 \$29.90 \$30.18 \$30.47 \$30.80 \$31.10 Biweekly \$2,228.80 \$2,273.60 \$2,273.60 \$2,320.00 \$2,344.00 \$2,366.40 \$2,392.00 \$2,414.40 \$2,488.00 \$24.86.00 \$2,414.40 \$2,488.00 \$2,414.40 \$2,488.00 \$2,414.40 \$2,488.00 \$2,414.40 \$2,488.00 \$66,580.00 \$66,320.00 \$60,944.00 \$61,526.40 \$62,192.00 \$62,774.40 \$63,377.60 \$64,668.00 \$66,580.00 \$64,668.00 \$62,792.00 \$62,774.40 \$63,377.60 \$64,668.00 \$66,940 \$2,543.60 \$2,543.60 \$2,537.60 \$2,888.00 \$2,640.80 \$2,666.40 \$2,669.20 \$2,720.00 \$2,749.60 \$2,773.60 \$2,803.20 \$2,749.60 \$2,773.60 \$2,803.20 \$2,749.60 \$2,773.60 \$2,803.20 \$2,749.60 \$2,7		Annually	\$85,467.20	\$86,257.60	\$87,152.00	\$88,067.20	\$88,899.20	\$89,752.00	\$90,667.20					
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly \$27.86 \$28.17 \$28.41 \$28.72 \$29.00 \$29.30 \$29.58 \$29.90 \$30.18 \$30.47 \$30.80 \$31.10 Biweekly \$2,228.80 \$2,273.60 \$2,273.60 \$2,320.00 \$2,344.00 \$2,366.40 \$2,392.00 \$2,414.40 \$2,488.00 \$24.86.00 \$2,414.40 \$2,488.00 \$2,414.40 \$2,488.00 \$2,414.40 \$2,488.00 \$2,414.40 \$2,488.00 \$66,580.00 \$66,320.00 \$60,944.00 \$61,526.40 \$62,192.00 \$62,774.40 \$63,377.60 \$64,668.00 \$66,580.00 \$64,668.00 \$62,792.00 \$62,774.40 \$63,377.60 \$64,668.00 \$66,940 \$2,543.60 \$2,543.60 \$2,537.60 \$2,888.00 \$2,640.80 \$2,666.40 \$2,669.20 \$2,720.00 \$2,749.60 \$2,773.60 \$2,803.20 \$2,749.60 \$2,773.60 \$2,803.20 \$2,749.60 \$2,773.60 \$2,803.20 \$2,749.60 \$2,7														
Steps 1 2 3 4 5 6 7 8 9 10 11 12 Hourly \$27.86 \$28.17 \$28.41 \$28.72 \$29.00 \$29.30 \$29.58 \$29.90 \$30.18 \$30.47 \$30.80 \$31.10 Biweekly \$2,228.80 \$2,273.60 \$2,273.60 \$2,320.00 \$2,344.00 \$2,366.40 \$2,392.00 \$2,414.40 \$2,488.00 \$24.86.00 \$2,414.40 \$2,488.00 \$2,414.40 \$2,488.00 \$2,414.40 \$2,488.00 \$2,414.40 \$2,488.00 \$66,580.00 \$66,320.00 \$60,944.00 \$61,526.40 \$62,192.00 \$62,774.40 \$63,377.60 \$64,668.00 \$66,580.00 \$64,668.00 \$62,792.00 \$62,774.40 \$63,377.60 \$64,668.00 \$66,940 \$2,543.60 \$2,543.60 \$2,537.60 \$2,888.00 \$2,640.80 \$2,666.40 \$2,669.20 \$2,720.00 \$2,749.60 \$2,773.60 \$2,803.20 \$2,749.60 \$2,773.60 \$2,803.20 \$2,749.60 \$2,773.60 \$2,803.20 \$2,749.60 \$2,7	_	. 70												
Houriv \$27.86 \$28.17 \$28.41 \$28.72 \$29.00 \$29.30 \$29.58 \$29.90 \$30.18 \$30.47 \$30.80 \$31.10 Biweekly \$2,228.80 \$2,253.60 \$2,272.80 \$2,272.80 \$2,297.60 \$2,320.00 \$2,344.00 \$2,366.40 \$2,392.00 \$2,414.40 \$2,437.60 \$2,446.00 \$2,448.00 \$2,488	(-ra	AA / X												
Hourity S27.86 S28.17 S28.41 S28.72 S29.00 S29.30 S29.58 S29.90 S30.18 S30.47 S30.80 S31.10	GIA	ue / o												
Biweekly \$2,228.80 \$2,235.60 \$2,272.80 \$2,277.60 \$2,320.00 \$2,340.00 \$2,366.40 \$2,392.00 \$2,414.40 \$2,437.60 \$2,488.00 \$2,488.00 \$60,944.00 \$61,526.40 \$62,192.00 \$62,774.40 \$63,377.60 \$2,460.00 \$64,668.00 \$64,668.00 \$60,944.00 \$61,526.40 \$62,192.00 \$62,774.40 \$63,377.60 \$64,064.00 \$64,668.00 \$64,668.00 \$62,774.40 \$63,377.60 \$64,064.00 \$64,668.00 \$60,944.00 \$61,526.40 \$62,192.00 \$62,774.40 \$63,377.60 \$64,064.00 \$64,668.00 \$60,944.00 \$61,526.40 \$62,192.00 \$62,774.40 \$64,064.00 \$64,668.00 \$62,513.60 \$2,513.60 \$32,53 \$32,68 \$33.01 \$33.33 \$33.69 \$34.00 \$34,37 \$34.60 \$2,773.60 \$2,580.30 \$2,513.60 \$2,513.60 \$2,558.80 \$2,614.40 \$2,640.80 \$2,666.40 \$2,695.20 \$2,720.00 \$2,749.60 \$2,773.60 \$2,803.20 \$2,489.50 \$2,640.80 \$66,608.80 \$69,326.40 \$70,075.20 \$70,720.00 <th></th> <th></th> <th>1</th> <th>2</th> <th>3</th> <th>4</th> <th>5</th> <th>6</th> <th>7</th> <th>8</th> <th>9</th> <th>10</th> <th>11</th> <th>12</th>			1	2	3	4	5	6	7	8	9	10	11	12
Annually \$57,948.80 \$58,936.0 \$59,092.80 \$59,737.60 \$60,320.00 \$60,944.00 \$61,526.40 \$62,192.00 \$62,774.40 \$63,377.60 \$64,064.00 \$64,688.00 Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$31.42 \$31.72 \$32.01 \$32.36 \$32.68 \$33.01 \$33.33 \$33.69 \$34.00 \$34.37 \$34.67 \$35.04 Biweekly \$2,513.60 \$2,537.60 \$2,568.80 \$2,6614.40 \$2,666.80 \$2,666.40 \$2,695.20 \$2,720.00 \$2,749.60 \$2,773.60 \$2,803.20 Annually \$65,353.60 \$66,580.80 \$67,308.80 \$67,974.40 \$68,660.80 \$69,326.40 \$70,075.20 \$70,720.00 \$71,489.60 \$2,773.60 \$2,803.20 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$35,40 \$35,50		Steps												
Steps 13 14 15 16 17 18 19 20 21 22 23 24 Hourly \$31.42 \$31.72 \$32.01 \$32.36 \$32.68 \$33.01 \$33.33 \$33.69 \$34.00 \$34.37 \$34.67 \$35.04 Biweekly \$2,513.60 \$2,537.60 \$2,560.80 \$2,588.80 \$2,614.40 \$2,640.80 \$2,666.40 \$2,695.20 \$2,720.00 \$2,749.60 \$2,773.60 \$2,803.20 Annually \$65,353.60 \$66,580.80 \$67,308.80 \$67,974.40 \$68,660.80 \$69,326.40 \$70,075.20 \$70,720.00 \$71,489.60 \$77,113.60 \$72,883.20 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$35.40 \$35.75 \$36.09 \$36.46 \$36.82 \$37.19 \$37.75 \$37.95 \$38.32 \$38.70 \$39.09 \$39.47 Biweekly \$2,832.00 \$2,887.20		Steps Hourly	\$27.86	\$28.17	\$28.41	\$28.72	\$29.00	\$29.30	\$29.58	\$29.90	\$30.18	\$30.47	\$30.80	\$31.10
Hourly \$31.42 \$31.72 \$32.01 \$32.36 \$32.68 \$33.01 \$33.33 \$33.69 \$34.00 \$34.37 \$34.67 \$35.04 \$8iweekly \$2.513.60 \$2.537.60 \$2.560.80 \$2.588.80 \$2.614.40 \$2.640.80 \$2.666.40 \$2.695.20 \$2.772.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.803.20 \$2.780.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.803.20 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.773.60 \$2.70.00 \$2.749.60 \$2.749.60 \$2.749.60 \$2.749.60 \$2.749.70 \$2.749.60 \$2.749.		Steps Hourly Biweekly	\$27.86 \$2,228.80	\$28.17 \$2,253.60	\$28.41 \$2,272.80	\$28.72 \$2,297.60	\$29.00 \$2,320.00	\$29.30 \$2,344.00	\$29.58 \$2,366.40	\$29.90 \$2,392.00	\$30.18 \$2,414.40	\$30.47 \$2,437.60	\$30.80 \$2,464.00	\$31.10 \$2,488.00
Biweekly \$2,513.60 \$2,537.60 \$2,560.80 \$2,588.80 \$2,614.40 \$2,640.80 \$2,666.40 \$2,695.20 \$2,720.00 \$2,749.60 \$2,773.60 \$2,803.20 \$2,749.60 \$65,853.60 \$65,977.60 \$66,580.80 \$67,308.80 \$67,974.40 \$68,660.80 \$69,326.40 \$70,075.20 \$70,075.20 \$71,489.60 \$72,113.60 \$72,813.20 \$32.85 \$32.80 \$32.80 \$32.80 \$32.80 \$32.80 \$33.80 \$34.85 \$35.80 \$35.75 \$36.09 \$36.46 \$36.82 \$37.19 \$37.57 \$37.95 \$38.32 \$38.70 \$39.09 \$39.47 \$39.87 \$38.20 \$2,832.00 \$2,887.20 \$2,916.80 \$2,945.60 \$2,975.20 \$3,005.60 \$3,036.00 \$3,065.60 \$3,096.00 \$3,127.20 \$3,157.60 \$30.80 \$74,360.00 \$75,067.20 \$75,836.80 \$76,585.60 \$77,355.20 \$78,145.60 \$78,936.00 \$79,705.60 \$80,496.00 \$81,307.20 \$82,097.60 \$39.87 \$40.25 \$40.66 \$41.09 \$41.47 \$41.90 \$42.34 \$42.74 \$43.15 \$43.59 \$44.03 \$44.47 \$48.47 \$48.49 \$49.80 \$3,189.60 \$3,252.80 \$32,252.80 \$32,872.0 \$33,17.60 \$33,352.00 \$33,452.00 \$3,492.00 \$34,470 \$34.90 \$42.34 \$42.74 \$43.15 \$43.59 \$44.03 \$44.47 \$48.49 \$49.00 \$48.572.80 \$88,467.20 \$88,575.60 \$87,152.00 \$88,667.20 \$88,899.20 \$38,752.00 \$39,667.20 \$91,582.40 \$92,497.60 \$30.950.00 \$30.		Steps Hourly Biweekly	\$27.86 \$2,228.80	\$28.17 \$2,253.60	\$28.41 \$2,272.80	\$28.72 \$2,297.60	\$29.00 \$2,320.00	\$29.30 \$2,344.00	\$29.58 \$2,366.40	\$29.90 \$2,392.00	\$30.18 \$2,414.40	\$30.47 \$2,437.60	\$30.80 \$2,464.00	\$31.10 \$2,488.00
Biweekly \$2,513.60 \$2,537.60 \$2,560.80 \$2,588.80 \$2,614.40 \$2,640.80 \$2,666.40 \$2,695.20 \$2,720.00 \$2,749.60 \$2,773.60 \$2,803.20 \$2,749.60 \$65,853.60 \$65,977.60 \$66,580.80 \$67,308.80 \$67,974.40 \$68,660.80 \$69,326.40 \$70,075.20 \$70,075.20 \$71,489.60 \$72,113.60 \$72,813.20 \$32.85 \$32.80 \$32.80 \$32.80 \$32.80 \$32.80 \$33.80 \$34.85 \$35.80 \$35.75 \$36.09 \$36.46 \$36.82 \$37.19 \$37.57 \$37.95 \$38.32 \$38.70 \$39.09 \$39.47 \$39.87 \$38.20 \$2,832.00 \$2,887.20 \$2,916.80 \$2,945.60 \$2,975.20 \$3,005.60 \$3,036.00 \$3,065.60 \$3,096.00 \$3,127.20 \$3,157.60 \$30.80 \$74,360.00 \$75,067.20 \$75,836.80 \$76,585.60 \$77,355.20 \$78,145.60 \$78,936.00 \$79,705.60 \$80,496.00 \$81,307.20 \$82,097.60 \$39.87 \$40.25 \$40.66 \$41.09 \$41.47 \$41.90 \$42.34 \$42.74 \$43.15 \$43.59 \$44.03 \$44.47 \$48.47 \$48.49 \$49.80 \$3,189.60 \$3,252.80 \$32,252.80 \$32,872.0 \$33,17.60 \$33,352.00 \$33,452.00 \$3,492.00 \$34,470 \$34.90 \$42.34 \$42.74 \$43.15 \$43.59 \$44.03 \$44.47 \$48.49 \$49.00 \$48.572.80 \$88,467.20 \$88,575.60 \$87,152.00 \$88,667.20 \$88,899.20 \$38,752.00 \$39,667.20 \$91,582.40 \$92,497.60 \$30.950.00 \$30.		Steps Hourly Biweekly Annually	\$27.86 \$2,228.80 \$57,948.80	\$28.17 \$2,253.60 \$58,593.60	\$28.41 \$2,272.80 \$59,092.80	\$28.72 \$2,297.60 \$59,737.60	\$29.00 \$2,320.00 \$60,320.00	\$29.30 \$2,344.00 \$60,944.00	\$29.58 \$2,366.40 \$61,526.40	\$29.90 \$2,392.00 \$62,192.00	\$30.18 \$2,414.40 \$62,774.40	\$30.47 \$2,437.60 \$63,377.60	\$30.80 \$2,464.00 \$64,064.00	\$31.10 \$2,488.00 \$64,688.00
Annually \$65,353.60 \$65,977.60 \$66,580.80 \$67,308.80 \$67,794.40 \$68,660.80 \$69,326.40 \$70,075.20 \$70,720.00 \$71,489.60 \$72,113.60 \$72,883.20 Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$35.40 \$35.75 \$36.09 \$36.46 \$36.82 \$37.19 \$37.57 \$37.95 \$38.32 \$38.70 \$39.09 \$39.47 Biweekly \$2,832.00 \$2,860.00 \$2,887.20 \$2,916.80 \$2,945.60 \$2,975.20 \$3,005.60 \$3,036.00 \$3,096.00 \$31,27.20 \$3,157.60 Annually \$73,632.00 \$74,360.00 \$75,067.20 \$75,836.80 \$76,585.60 \$77,355.20 \$78,145.60 \$79,705.60 \$80,496.00 \$81,307.20 \$82,097.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$39.87 \$40.		Steps Hourly Biweekly Annually Steps	\$27.86 \$2,228.80 \$57,948.80	\$28.17 \$2,253.60 \$58,593.60	\$28.41 \$2,272.80 \$59,092.80	\$28.72 \$2,297.60 \$59,737.60	\$29.00 \$2,320.00 \$60,320.00	\$29.30 \$2,344.00 \$60,944.00	\$29.58 \$2,366.40 \$61,526.40	\$29.90 \$2,392.00 \$62,192.00	\$30.18 \$2,414.40 \$62,774.40	\$30.47 \$2,437.60 \$63,377.60	\$30.80 \$2,464.00 \$64,064.00	\$31.10 \$2,488.00 \$64,688.00
Steps 25 26 27 28 29 30 31 32 33 34 35 36 Hourly \$35.40 \$35.75 \$36.09 \$36.46 \$36.82 \$37.19 \$37.57 \$37.95 \$38.32 \$38.70 \$39.09 \$39.47 Biweekly \$2,832.00 \$2,860.00 \$2,887.20 \$2,916.80 \$2,945.60 \$2,975.20 \$3,005.60 \$3,036.00 \$3,096.00 \$3,127.20 \$3,127.20 \$3,157.60 Annually \$73,632.00 \$74,360.00 \$75,067.20 \$75,836.80 \$76,585.60 \$77,355.20 \$78,145.60 \$79,705.60 \$80,496.00 \$81,307.20 \$82,097.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$39.87 \$40.25 \$40.66 \$41.09 \$41.47 \$41.90 \$42.34 \$42.74 \$43.15 \$43.15 \$43.59 \$44.03 \$44.47 \$48 Biweekly \$3,1		Steps Hourly Biweekly Annually Steps Hourly	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04
Hourly \$35.40 \$35.75 \$36.09 \$36.46 \$36.82 \$37.19 \$37.57 \$37.95 \$38.32 \$38.70 \$39.09 \$39.47 Biweekly \$2,832.00 \$2,860.00 \$2,887.20 \$2,916.80 \$2,945.60 \$2,975.20 \$3,005.60 \$3,036.00 \$3,065.60 \$3,096.00 \$3,127.20 \$3,157.60 Annually \$73,632.00 \$74,360.00 \$75,067.20 \$75,836.80 \$76,585.60 \$77,355.20 \$78,145.60 \$78,936.00 \$79,705.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$83,189.60 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$82,097.60		Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20
Hourly \$35.40 \$35.75 \$36.09 \$36.46 \$36.82 \$37.19 \$37.57 \$37.95 \$38.32 \$38.70 \$39.09 \$39.47 Biweekly \$2,832.00 \$2,860.00 \$2,887.20 \$2,916.80 \$2,945.60 \$2,975.20 \$3,005.60 \$3,036.00 \$3,065.60 \$3,096.00 \$3,127.20 \$3,157.60 Annually \$73,632.00 \$74,360.00 \$75,067.20 \$75,836.80 \$76,585.60 \$77,355.20 \$78,145.60 \$78,936.00 \$79,705.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$80,496.00 \$81,307.20 \$82,097.60 \$83,189.60 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$3,200.00 \$82,097.60		Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20
Biweekly Annually \$2,832.00 \$2,860.00 \$2,860.00 \$2,887.20 \$2,916.80 \$2,945.60 \$2,945.60 \$2,975.20 \$3,005.60 \$3,036.00 \$3,065.60 \$3,096.00 \$3,096.00 \$3,127.20 \$3,157.60 \$3,097.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$39.87 \$40.25 \$40.66 \$41.09 \$41.47 \$41.90 \$41.47 \$41.90 \$42.34 \$42.74 \$43.15 \$43.15 \$43.59 \$44.03 \$44.47 \$44.70 \$44.90 \$44.90 \$48.72.80 \$3,220.00 \$3,220.00 \$3,252.80 \$3,220.00 \$3,252.80 \$3,287.20 \$3,317.60 \$3,352.00 \$3,387.20 \$3,387.20 \$3,419.20 \$3,452.00 \$3,487.20 \$3,552.40 \$3,557.60 \$40.60 \$41.00 \$44.90 \$48.70 \$41.90 \$44.90 \$45.39 \$45.81 \$46.29 \$46.76 \$47.24 \$47.71 \$47.71 \$47.90 \$44.90 \$3,592.00 \$3,631.20 \$3,664.80 \$3,703.20 \$3,740.80 \$3,779.20 \$3,816.80		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20
Annually \$73,632.00 \$74,360.00 \$75,067.20 \$75,836.80 \$76,585.60 \$77,355.20 \$78,145.60 \$78,936.00 \$79,705.60 \$80,496.00 \$81,307.20 \$82,097.60 Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$39.87 \$40.25 \$40.66 \$41.09 \$41.47 \$41.90 \$42.34 \$42.74 \$43.15 \$43.59 \$44.03 \$44.47 Biweekly \$3,189.60 \$3,220.00 \$3,252.80 \$3,287.20 \$3,317.60 \$3,352.00 \$3,387.20 \$3,419.20 \$3,452.00 \$3,452.00 \$3,487.20 \$3,552.40 \$3,557.60 Annually \$82,929.60 \$83,720.00 \$84,572.80 \$85,467.20 \$86,257.60 \$87,152.00 \$88,067.20 \$88,899.20 \$89,752.00 \$90,667.20 \$91,582.40 \$92,497.60 Steps 49 50 51 52 53 54 55 Hourly \$44.90 \$45.39 \$45.81 \$46.29 \$46.76 \$47.24 \$47.71 Biweekly \$3,592.00 \$3,631.20 \$3,664.80 \$3,703.20 \$3,740.80 \$3,779.20 \$3,816.80		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20
Steps 37 38 39 40 41 42 43 44 45 46 47 48 Hourly \$39.87 \$40.25 \$40.66 \$41.09 \$41.47 \$41.90 \$42.34 \$42.74 \$43.15 \$43.59 \$44.03 \$44.47 Biweekly \$3,189.60 \$3,220.00 \$3,252.80 \$3,287.20 \$3,317.60 \$3,387.20 \$3,419.20 \$3,452.00 \$3,487.20 \$3,552.40 \$3,557.60 Annually \$82,929.60 \$83,720.00 \$84,572.80 \$85,467.20 \$86,257.60 \$87,152.00 \$88,067.20 \$88,899.20 \$89,752.00 \$90,667.20 \$91,582.40 \$92,497.60 Steps 49 50 51 52 53 54 55 Hourly \$44.90 \$45.39 \$45.81 \$46.29 \$46.76 \$47.24 \$47.71 Biweekly \$3,592.00 \$3,664.80 \$3,703.20 \$3,740.80 \$3,779.20 \$3,816.80		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20
Hourly \$39.87 \$40.25 \$40.66 \$41.09 \$41.47 \$41.90 \$42.34 \$42.74 \$43.15 \$43.59 \$44.03 \$44.47 \$8iweekly \$3,189.60 \$3,220.00 \$3,252.80 \$3,287.20 \$3,317.60 \$3,352.00 \$3,387.20 \$3,419.20 \$3,452.00 \$3,452.00 \$3,522.40 \$3,557.60 Annually \$82,929.60 \$83,720.00 \$84,572.80 \$85,467.20 \$86,257.60 \$87,152.00 \$88,067.20 \$88,899.20 \$89,752.00 \$90,667.20 \$91,582.40 \$92,497.60 \$80.00 \$40.		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60
Hourly \$39.87 \$40.25 \$40.66 \$41.09 \$41.47 \$41.90 \$42.34 \$42.74 \$43.15 \$43.59 \$44.03 \$44.47 \$8iweekly \$3,189.60 \$3,220.00 \$3,252.80 \$3,287.20 \$3,317.60 \$3,352.00 \$3,387.20 \$3,419.20 \$3,452.00 \$3,452.00 \$3,522.40 \$3,557.60 Annually \$82,929.60 \$83,720.00 \$84,572.80 \$85,467.20 \$86,257.60 \$87,152.00 \$88,067.20 \$88,899.20 \$89,752.00 \$90,667.20 \$91,582.40 \$92,497.60 \$80.00 \$40.		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60
Biweekly \$3,189.60 \$3,220.00 \$3,220.00 \$3,252.80 \$3,287.20 \$3,317.60 \$3,352.00 \$3,387.20 \$3,419.20 \$3,452.00 \$3,452.00 \$3,487.20 \$3,522.40 \$3,557.60 \$40.00 \$82,929.60 \$88,720.00 \$88,720.00 \$88,720.00 \$88,899.20 \$88,899.20 \$89,752.00 \$90,667.20 \$91,582.40 \$92,497.60 Steps 49 50 51 52 53 54 55 Hourly \$44.90 \$45.39 \$45.39 \$45.81 \$46.29 \$46.20 \$3,703.20 \$3,703.20 \$3,740.80 \$3,779.20 \$3,816.80 \$3,779.20 \$3,816.80 \$3,816.80		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00 \$73,632.00	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00 \$74,360.00	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20 \$75,067.20	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80 \$75,836.80	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60 \$76,585.60	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20 \$77,355.20	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60 \$78,145.60	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00 \$78,936.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60 \$79,705.60	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00 \$80,496.00	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20 \$81,307.20	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60 \$82,097.60
Annually \$82,929.60 \$83,720.00 \$84,572.80 \$85,467.20 \$86,257.60 \$87,152.00 \$88,067.20 \$88,899.20 \$89,752.00 \$90,667.20 \$91,582.40 \$92,497.60 Steps 49 50 51 52 53 54 55 Hourly \$44.90 \$45.39 \$45.81 \$46.29 \$46.76 \$47.24 \$47.71 Biweekly \$3,592.00 \$3,631.20 \$3,664.80 \$3,703.20 \$3,740.80 \$3,779.20 \$3,816.80		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00 \$73,632.00	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00 \$74,360.00	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20 \$75,067.20	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80 \$75,836.80	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60 \$76,585.60	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20 \$77,355.20	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60 \$78,145.60	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00 \$78,936.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60 \$79,705.60	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00 \$80,496.00	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20 \$81,307.20	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60 \$82,097.60
Steps 49 50 51 52 53 54 55 Hourly \$44.90 \$45.39 \$45.81 \$46.29 \$46.76 \$47.24 \$47.71 Biweekly \$3,592.00 \$3,631.20 \$3,664.80 \$3,703.20 \$3,740.80 \$3,779.20 \$3,816.80		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00 \$73,632.00	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00 \$74,360.00	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20 \$75,067.20	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80 \$75,836.80	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60 \$76,585.60	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20 \$77,355.20	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60 \$78,145.60	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00 \$78,936.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60 \$79,705.60	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00 \$80,496.00	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20 \$81,307.20	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60 \$82,097.60
Hourly \$44.90 \$45.39 \$45.81 \$46.29 \$46.76 \$47.24 \$47.71 Biweekly \$3,592.00 \$3,631.20 \$3,664.80 \$3,703.20 \$3,740.80 \$3,779.20 \$3,816.80		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00 \$73,632.00 37 \$39.87 \$3,189.60	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00 \$74,360.00 38 \$40.25 \$3,220.00	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20 \$75,067.20 39 \$40.66 \$3,252.80	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80 \$75,836.80 40 \$41.09 \$3,287.20	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60 \$76,585.60 41 \$41.47 \$3,317.60	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20 \$77,355.20 42 \$41.90 \$3,352.00	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60 \$78,145.60 43 \$42.34 \$3,387.20	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00 \$78,936.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60 \$79,705.60 45 \$43.15 \$3,452.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00 \$80,496.00 46 \$43.59 \$3,487.20	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20 \$81,307.20 47 \$44.03 \$3,522.40	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60 \$82,097.60 48 \$44.47 \$3,557.60
Hourly \$44.90 \$45.39 \$45.81 \$46.29 \$46.76 \$47.24 \$47.71 Biweekly \$3,592.00 \$3,631.20 \$3,664.80 \$3,703.20 \$3,740.80 \$3,779.20 \$3,816.80		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00 \$73,632.00 37 \$39.87 \$3,189.60	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00 \$74,360.00 38 \$40.25 \$3,220.00	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20 \$75,067.20 39 \$40.66 \$3,252.80	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80 \$75,836.80 40 \$41.09 \$3,287.20	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60 \$76,585.60 41 \$41.47 \$3,317.60	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20 \$77,355.20 42 \$41.90 \$3,352.00	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60 \$78,145.60 43 \$42.34 \$3,387.20	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00 \$78,936.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60 \$79,705.60 45 \$43.15 \$3,452.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00 \$80,496.00 46 \$43.59 \$3,487.20	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20 \$81,307.20 47 \$44.03 \$3,522.40	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60 \$82,097.60 48 \$44.47 \$3,557.60
Biweekly \$3,592.00 \$3,631.20 \$3,664.80 \$3,703.20 \$3,740.80 \$3,779.20 \$3,816.80		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00 \$73,632.00 37 \$39.87 \$3,189.60 \$82,929.60	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00 \$74,360.00 38 \$40.25 \$3,220.00 \$83,720.00	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20 \$75,067.20 39 \$40.66 \$3,252.80 \$84,572.80	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80 \$75,836.80 40 \$41.09 \$3,287.20 \$85,467.20	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60 \$76,585.60 41 \$41.47 \$3,317.60 \$86,257.60	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20 \$77,355.20 42 \$41.90 \$3,352.00 \$87,152.00	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60 \$78,145.60 43 \$42.34 \$3,387.20 \$88,067.20	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00 \$78,936.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60 \$79,705.60 45 \$43.15 \$3,452.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00 \$80,496.00 46 \$43.59 \$3,487.20	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20 \$81,307.20 47 \$44.03 \$3,522.40	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60 \$82,097.60 48 \$44.47 \$3,557.60
		Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00 \$73,632.00 37 \$39.87 \$3,189.60 \$82,929.60	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00 \$74,360.00 38 \$40.25 \$3,220.00 \$83,720.00	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20 \$75,067.20 39 \$40.66 \$3,252.80 \$84,572.80	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80 \$75,836.80 40 \$41.09 \$3,287.20 \$85,467.20	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60 \$76,585.60 41 \$41.47 \$3,317.60 \$86,257.60	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20 \$77,355.20 42 \$41.90 \$3,352.00 \$87,152.00	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60 \$78,145.60 43 \$42.34 \$3,387.20 \$88,067.20	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00 \$78,936.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60 \$79,705.60 45 \$43.15 \$3,452.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00 \$80,496.00 46 \$43.59 \$3,487.20	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20 \$81,307.20 47 \$44.03 \$3,522.40	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60 \$82,097.60 48 \$44.47 \$3,557.60
Annually \$93,392.00 \$94,411.20 \$95,284.80 \$96,283.20 \$97,260.80 \$98,259.20 \$99,236.80		Steps Hourly Biweekly Annually	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00 \$73,632.00 37 \$39.87 \$31.89.60 \$82,929.60 49 \$44.90	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00 \$74,360.00 38 \$40.25 \$3,220.00 \$83,720.00	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20 \$75,067.20 39 \$40.66 \$3,252.80 \$84,572.80	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80 \$75,836.80 40 \$41.09 \$3,287.20 \$85,467.20	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60 \$76,585.60 41 \$41.47 \$3,317.60 \$86,257.60	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20 \$77,355.20 42 \$41.90 \$3,352.00 \$87,152.00	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60 \$78,145.60 43 \$42.34 \$3,387.20 \$88,067.20	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00 \$78,936.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60 \$79,705.60 45 \$43.15 \$3,452.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00 \$80,496.00 46 \$43.59 \$3,487.20	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20 \$81,307.20 47 \$44.03 \$3,522.40	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60 \$82,097.60 48 \$44.47 \$3,557.60
		Steps Hourly Biweekly Annually	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00 \$73,632.00 37 \$39.87 \$3,189.60 \$82,929.60 49 \$44.90 \$3,592.00	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00 \$74,360.00 38 \$40.25 \$3,220.00 \$83,720.00 50 \$45.39 \$3,631.20	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20 \$75,067.20 39 \$40.66 \$3,252.80 \$84,572.80 51 \$45.81 \$3,664.80	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80 \$75,836.80 40 \$41.09 \$3,287.20 \$85,467.20 52 \$46.29 \$3,703.20	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60 \$76,585.60 41 \$41.47 \$3,317.60 \$86,257.60 53 \$46.76 \$3,740.80	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20 \$77,355.20 42 \$41.90 \$3,352.00 \$87,152.00 54 \$47.24 \$3,779.20	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60 \$78,145.60 43 \$42.34 \$3,387.20 \$88,067.20	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00 \$78,936.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60 \$79,705.60 45 \$43.15 \$3,452.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00 \$80,496.00 46 \$43.59 \$3,487.20	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20 \$81,307.20 47 \$44.03 \$3,522.40	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60 \$82,097.60 48 \$44.47 \$3,557.60
		Steps Hourly Biweekly Annually	\$27.86 \$2,228.80 \$57,948.80 13 \$31.42 \$2,513.60 \$65,353.60 25 \$35.40 \$2,832.00 \$73,632.00 37 \$39.87 \$3,189.60 \$82,929.60 49 \$44.90 \$3,592.00	\$28.17 \$2,253.60 \$58,593.60 14 \$31.72 \$2,537.60 \$65,977.60 26 \$35.75 \$2,860.00 \$74,360.00 38 \$40.25 \$3,220.00 \$83,720.00 \$50 \$45.39 \$3,631.20	\$28.41 \$2,272.80 \$59,092.80 15 \$32.01 \$2,560.80 \$66,580.80 27 \$36.09 \$2,887.20 \$75,067.20 39 \$40.66 \$3,252.80 \$84,572.80 51 \$45.81 \$3,664.80	\$28.72 \$2,297.60 \$59,737.60 16 \$32.36 \$2,588.80 \$67,308.80 28 \$36.46 \$2,916.80 \$75,836.80 40 \$41.09 \$3,287.20 \$85,467.20 52 \$46.29 \$3,703.20	\$29.00 \$2,320.00 \$60,320.00 17 \$32.68 \$2,614.40 \$67,974.40 29 \$36.82 \$2,945.60 \$76,585.60 41 \$41.47 \$3,317.60 \$86,257.60 53 \$46.76 \$3,740.80	\$29.30 \$2,344.00 \$60,944.00 18 \$33.01 \$2,640.80 \$68,660.80 30 \$37.19 \$2,975.20 \$77,355.20 42 \$41.90 \$3,352.00 \$87,152.00 54 \$47.24 \$3,779.20	\$29.58 \$2,366.40 \$61,526.40 19 \$33.33 \$2,666.40 \$69,326.40 31 \$37.57 \$3,005.60 \$78,145.60 43 \$42.34 \$3,387.20 \$88,067.20 55 \$47.71 \$3,816.80	\$29.90 \$2,392.00 \$62,192.00 20 \$33.69 \$2,695.20 \$70,075.20 32 \$37.95 \$3,036.00 \$78,936.00	\$30.18 \$2,414.40 \$62,774.40 21 \$34.00 \$2,720.00 \$70,720.00 33 \$38.32 \$3,065.60 \$79,705.60 45 \$43.15 \$3,452.00	\$30.47 \$2,437.60 \$63,377.60 22 \$34.37 \$2,749.60 \$71,489.60 34 \$38.70 \$3,096.00 \$80,496.00 46 \$43.59 \$3,487.20	\$30.80 \$2,464.00 \$64,064.00 23 \$34.67 \$2,773.60 \$72,113.60 35 \$39.09 \$3,127.20 \$81,307.20 47 \$44.03 \$3,522.40	\$31.10 \$2,488.00 \$64,688.00 24 \$35.04 \$2,803.20 \$72,883.20 36 \$39.47 \$3,157.60 \$82,097.60 48 \$44.47 \$3,557.60

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$30.47	\$30.80	\$31.10	\$31.42	\$31.72	\$32.01	\$32.36	\$32.68	\$33.01	\$33.33	\$33.69	\$34.00
Biweekly	\$2,437.60	\$2,464.00	\$2,488.00	\$2,513.60	\$2,537.60	\$2,560.80	\$2,588.80	\$2,614.40	\$2,640.80	\$2,666.40	\$2,695.20	\$2,720.00
Annually	\$63,377.60	\$64,064.00	\$64,688.00	\$65,353.60	\$65,977.60	\$66,580.80	\$67,308.80	\$67,974.40	\$68,660.80	\$69,326.40	\$70,075.20	\$70,720.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$34.37	\$34.67	\$35.04	\$35.40	\$35.75	\$36.09	\$36.46	\$36.82	\$37.19	\$37.57	\$37.95	\$38.32
Biweekly	\$2,749.60	\$2,773.60	\$2,803.20	\$2,832.00	\$2,860.00	\$2,887.20	\$2,916.80	\$2,945.60	\$2,975.20	\$3,005.60	\$3,036.00	\$3,065.60
Annually	\$71,489.60	\$72,113.60	\$72,883.20	\$73,632.00	\$74,360.00	\$75,067.20	\$75,836.80	\$76,585.60	\$77,355.20	\$78,145.60	\$78,936.00	\$79,705.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$38.70	\$39.09	\$39.47	\$39.87	\$40.25	\$40.66	\$41.09	\$41.47	\$41.90	\$42.34	\$42.74	\$43.15
Biweekly	\$3,096.00	\$3,127.20	\$3,157.60	\$3,189.60	\$3,220.00	\$3,252.80	\$3,287.20	\$3,317.60	\$3,352.00	\$3,387.20	\$3,419.20	\$3,452.00
Annually	\$80,496.00	\$81,307.20	\$82,097.60	\$82,929.60	\$83,720.00	\$84,572.80	\$85,467.20	\$86,257.60	\$87,152.00	\$88,067.20	\$88,899.20	\$89,752.00
Chama												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly	\$43.59 \$3,487.20	\$44.03 \$3,522.40	\$44.47 \$3,557.60	\$44.90 \$3,592.00	\$45.39 \$3,631.20	\$45.81 \$3,664.80	\$46.29 \$3,703.20	\$46.76 \$3,740.80	\$47.24 \$3,779.20	\$47.71 \$3,816.80	\$48.17 \$3,853.60	\$48.65 \$3,892.00
Annually	\$90,667.20	\$91,582.40	\$92,497.60	\$93,392.00	\$94,411.20	\$95,284.80	\$96,283.20	\$97,260.80	\$98,259.20	\$99,236.80	\$100,193.60	\$101,192.00
	330,007.20	331,302.10	432, 137.00	\$33,33 <u>2</u> .00	J3 1, 111.20	\$33,20 1.00	\$30,203.20	337,200.00	JJ0,233.20	JJJ,230.00	3100,133.00	3101,132.00
Steps	49	50	51	52	53	54	55					
Hourly	\$49.15	\$49.63	\$50.13	\$50.64	\$51.16	\$51.66	\$52.16					
Biweekly	\$3,932.00	\$3,970.40	\$4,010.40	\$4,051.20	\$4,092.80	\$4,132.80	\$4,172.80					
Annually	\$102,232.00	\$103,230.40	\$104,270.40	\$105,331.20	\$106,412.80	\$107,452.80	\$108,492.80					
Grade 80												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$33.01	\$33.33	\$33.69	\$34.00	\$34.37	\$34.67	\$35.04	\$35.40	\$35.75	\$36.09	\$36.46	\$36.82
Steps Hourly Biweekly	\$33.01 \$2,640.80	\$33.33 \$2,666.40	\$33.69 \$2,695.20	\$34.00 \$2,720.00	\$34.37 \$2,749.60	\$34.67 \$2,773.60	\$35.04 \$2,803.20	\$35.40 \$2,832.00	\$35.75 \$2,860.00	\$36.09 \$2,887.20	\$36.46 \$2,916.80	\$36.82 \$2,945.60
Steps Hourly	\$33.01	\$33.33	\$33.69	\$34.00	\$34.37	\$34.67	\$35.04	\$35.40	\$35.75	\$36.09	\$36.46	\$36.82
Steps Hourly Biweekly	\$33.01 \$2,640.80	\$33.33 \$2,666.40	\$33.69 \$2,695.20	\$34.00 \$2,720.00	\$34.37 \$2,749.60	\$34.67 \$2,773.60	\$35.04 \$2,803.20	\$35.40 \$2,832.00	\$35.75 \$2,860.00	\$36.09 \$2,887.20	\$36.46 \$2,916.80	\$36.82 \$2,945.60
Steps Hourly Biweekly Annually Steps Hourly	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47	\$35.40 \$2,832.00 \$73,632.00 20 \$39.87	\$35.75 \$2,860.00 \$74,360.00 21 \$40.25	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60	\$35.40 \$2,832.00 \$73,632.00 20 \$39.87 \$3,189.60	\$35.75 \$2,860.00 \$74,360.00 21 \$40.25 \$3,220.00	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60
Steps Hourly Biweekly Annually Steps Hourly	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47	\$35.40 \$2,832.00 \$73,632.00 20 \$39.87	\$35.75 \$2,860.00 \$74,360.00 21 \$40.25	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60	\$35.40 \$2,832.00 \$73,632.00 20 \$39.87 \$3,189.60 \$82,929.60	\$35.75 \$2,860.00 \$74,360.00 21 \$40.25 \$3,220.00 \$83,720.00	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60	\$35.40 \$2,832.00 \$73,632.00 \$39.87 \$3,189.60 \$82,929.60	\$35.75 \$2,860.00 \$74,360.00 21 \$40.25 \$3,220.00 \$83,720.00	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60	\$35.40 \$2,832.00 \$73,632.00 20 \$39.87 \$3,189.60 \$82,929.60	\$35.75 \$2,860.00 \$74,360.00 21 \$40.25 \$3,220.00 \$83,720.00	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80 34 \$45.81	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20 35 \$46.29	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20 25 \$41.90	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00 29 \$43.59	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20 30 \$44.03	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60	\$35.40 \$2,832.00 \$73,632.00 20 \$39.87 \$3,189.60 \$82,929.60 32 \$44.90	\$35.75 \$2,860.00 \$74,360.00 21 \$40.25 \$3,220.00 \$83,720.00	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60 36 \$46.76
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20 25 \$41.90 \$3,352.00	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60 26 \$42.34 \$3,387.20	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00 27 \$42.74 \$3,419.20	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60 28 \$43.15 \$3,452.00	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00 29 \$43.59 \$3,487.20	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20 30 \$44.03 \$3,522.40 \$91,582.40	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60 31 \$44.47 \$3,557.60	\$35.40 \$2,832.00 \$73,632.00 \$39.87 \$3,189.60 \$82,929.60 32 \$44.90 \$3,592.00	\$35.75 \$2,860.00 \$74,360.00 21 \$40.25 \$3,220.00 \$83,720.00 33 \$45.39 \$3,631.20	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80 34 \$45.81 \$3,664.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20 35 \$46.29 \$3,703.20	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60 36 \$46.76 \$3,740.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20 25 \$41.90 \$3,352.00 \$87,152.00	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60 26 \$42.34 \$3,387.20 \$88,067.20	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00 27 \$42.74 \$3,419.20 \$88,899.20	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60 28 \$43.15 \$3,452.00 \$89,752.00	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00 29 \$43.59 \$3,487.20 \$90,667.20	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20 30 \$44.03 \$3,522.40 \$91,582.40	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60 31 \$44.47 \$3,557.60 \$92,497.60	\$35.40 \$2,832.00 \$73,632.00 \$39.87 \$3,189.60 \$82,929.60 32 \$44.90 \$3,592.00 \$93,392.00	\$35.75 \$2,860.00 \$74,360.00 21 \$40.25 \$3,220.00 \$83,720.00 33 \$45.39 \$3,631.20 \$94,411.20	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80 34 \$45.81 \$3,664.80 \$95,284.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20 35 \$46.29 \$3,703.20 \$96,283.20	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60 36 \$46.76 \$3,740.80 \$97,260.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20 25 \$41.90 \$3,352.00 \$87,152.00	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60 26 \$42.34 \$3,387.20 \$88,067.20	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00 27 \$42.74 \$3,419.20 \$88,899.20	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60 28 \$43.15 \$3,452.00 \$89,752.00	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00 29 \$43.59 \$3,487.20 \$90,667.20	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20 30 \$44.03 \$3,522.40 \$91,582.40	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60 31 \$44.47 \$3,557.60 \$92,497.60	\$35.40 \$2,832.00 \$73,632.00 \$39.87 \$3,189.60 \$82,929.60 32 \$44.90 \$3,592.00 \$93,392.00	\$35.75 \$2,860.00 \$74,360.00 \$40.25 \$3,220.00 \$83,720.00 \$33 \$45.39 \$3,631.20 \$94,411.20	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80 34 \$45.81 \$3,664.80 \$95,284.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20 35 \$46.29 \$3,703.20 \$96,283.20	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60 36 \$46.76 \$3,740.80 \$97,260.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20 25 \$41.90 \$3,352.00 \$87,152.00 37 \$47.24 \$3,779.20	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60 26 \$42.34 \$3,387.20 \$88,067.20 38 \$47.71 \$3,816.80	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00 27 \$42.74 \$3,419.20 \$88,899.20 39 \$48.17 \$3,853.60	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60 28 \$43.15 \$3,452.00 \$89,752.00 40 \$48.65 \$3,892.00	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00 29 \$43.59 \$3,487.20 \$90,667.20 41 \$49.15 \$3,932.00	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20 30 \$44.03 \$3,522.40 \$91,582.40 42 \$49.63 \$3,970.40	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60 31 \$44.47 \$3,557.60 \$92,497.60 43 \$50.13 \$4,010.40	\$35.40 \$2,832.00 \$73,632.00 \$39.87 \$3,189.60 \$82,929.60 32 \$44.90 \$3,592.00 \$93,392.00 44 \$50.64 \$4,051.20	\$35.75 \$2,860.00 \$74,360.00 \$40.25 \$3,220.00 \$83,720.00 \$33 \$45.39 \$3,631.20 \$94,411.20 \$51.16 \$4,092.80	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80 34 \$45.81 \$3,664.80 \$95,284.80 46 \$51.66 \$4,132.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20 35 \$46.29 \$3,703.20 \$96,283.20 47 \$52.16 \$4,172.80	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60 36 \$46.76 \$3,740.80 \$97,260.80 48 \$52.70 \$4,216.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20 25 \$41.90 \$3,352.00 \$87,152.00	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60 26 \$42.34 \$3,387.20 \$88,067.20	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00 27 \$42.74 \$3,419.20 \$88,899.20	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60 28 \$43.15 \$3,452.00 \$89,752.00	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00 29 \$43.59 \$3,487.20 \$90,667.20	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20 30 \$44.03 \$3,522.40 \$91,582.40	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60 31 \$44.47 \$3,557.60 \$92,497.60	\$35.40 \$2,832.00 \$73,632.00 \$39.87 \$3,189.60 \$82,929.60 32 \$44.90 \$3,592.00 \$93,392.00	\$35.75 \$2,860.00 \$74,360.00 \$40.25 \$3,220.00 \$83,720.00 \$33 \$45.39 \$3,631.20 \$94,411.20	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80 34 \$45.81 \$3,664.80 \$95,284.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20 35 \$46.29 \$3,703.20 \$96,283.20	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60 36 \$46.76 \$3,740.80 \$97,260.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20 25 \$41.90 \$3,352.00 \$87,152.00 37 \$47.24 \$3,779.20	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60 26 \$42.34 \$3,387.20 \$88,067.20 38 \$47.71 \$3,816.80	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00 27 \$42.74 \$3,419.20 \$88,899.20 39 \$48.17 \$3,853.60	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60 28 \$43.15 \$3,452.00 \$89,752.00 40 \$48.65 \$3,892.00	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00 29 \$43.59 \$3,487.20 \$90,667.20 41 \$49.15 \$3,932.00	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20 30 \$44.03 \$3,522.40 \$91,582.40 42 \$49.63 \$3,970.40	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60 31 \$44.47 \$3,557.60 \$92,497.60 43 \$50.13 \$4,010.40	\$35.40 \$2,832.00 \$73,632.00 \$39.87 \$3,189.60 \$82,929.60 32 \$44.90 \$3,592.00 \$93,392.00 44 \$50.64 \$4,051.20	\$35.75 \$2,860.00 \$74,360.00 \$40.25 \$3,220.00 \$83,720.00 \$33 \$45.39 \$3,631.20 \$94,411.20 \$51.16 \$4,092.80	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80 34 \$45.81 \$3,664.80 \$95,284.80 46 \$51.66 \$4,132.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20 35 \$46.29 \$3,703.20 \$96,283.20 47 \$52.16 \$4,172.80	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60 36 \$46.76 \$3,740.80 \$97,260.80 48 \$52.70 \$4,216.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20 25 \$41.90 \$3,352.00 \$87,152.00 37 \$47.24 \$3,779.20 \$98,259.20	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60 26 \$42.34 \$3,387.20 \$88,067.20 38 \$47.71 \$3,816.80 \$99,236.80	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00 27 \$42.74 \$3,419.20 \$88,899.20 39 \$48.17 \$3,853.60 \$100,193.60	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60 28 \$43.15 \$3,452.00 \$89,752.00 40 \$48.65 \$3,892.00 \$101,192.00	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00 29 \$43.59 \$3,487.20 \$90,667.20 41 \$49.15 \$3,932.00 \$102,232.00	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20 30 \$44.03 \$3,522.40 \$91,582.40 42 \$49.63 \$3,970.40 \$103,230.40	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60 31 \$44.47 \$3,557.60 \$92,497.60 43 \$50.13 \$4,010.40 \$104,270.40	\$35.40 \$2,832.00 \$73,632.00 \$39.87 \$3,189.60 \$82,929.60 32 \$44.90 \$3,592.00 \$93,392.00 44 \$50.64 \$4,051.20	\$35.75 \$2,860.00 \$74,360.00 \$40.25 \$3,220.00 \$83,720.00 \$33 \$45.39 \$3,631.20 \$94,411.20 \$51.16 \$4,092.80	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80 34 \$45.81 \$3,664.80 \$95,284.80 46 \$51.66 \$4,132.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20 35 \$46.29 \$3,703.20 \$96,283.20 47 \$52.16 \$4,172.80	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60 36 \$46.76 \$3,740.80 \$97,260.80 48 \$52.70 \$4,216.00
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	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20 25 \$41.90 \$3,352.00 \$87,152.00 37 \$47.24 \$3,779.20 \$98,259.20 49 \$53.20 \$4,256.00	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60 26 \$42.34 \$3,387.20 \$88,067.20 38 \$47.71 \$3,816.80 \$99,236.80 50 \$53.74 \$4,299.20	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00 27 \$42.74 \$3,419.20 \$88,899.20 39 \$48.17 \$3,853.60 \$100,193.60 51 \$54.26 \$4,340.80	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60 28 \$43.15 \$3,452.00 \$89,752.00 40 \$48.65 \$3,892.00 \$101,192.00 52 \$54.84 \$4,387.20	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00 29 \$43.59 \$3,487.20 \$90,667.20 41 \$49.15 \$3,932.00 \$102,232.00 53 \$55.38 \$4,430.40	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20 30 \$44.03 \$3,522.40 \$91,582.40 42 \$49.63 \$3,970.40 \$103,230.40 54 \$55.92 \$4,473.60	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60 31 \$44.47 \$3,557.60 \$92,497.60 43 \$50.13 \$4,010.40 \$104,270.40 55 \$56.51 \$4,520.80	\$35.40 \$2,832.00 \$73,632.00 \$39.87 \$3,189.60 \$82,929.60 32 \$44.90 \$3,592.00 \$93,392.00 44 \$50.64 \$4,051.20	\$35.75 \$2,860.00 \$74,360.00 \$40.25 \$3,220.00 \$83,720.00 \$33 \$45.39 \$3,631.20 \$94,411.20 \$51.16 \$4,092.80	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80 34 \$45.81 \$3,664.80 \$95,284.80 46 \$51.66 \$4,132.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20 35 \$46.29 \$3,703.20 \$96,283.20 47 \$52.16 \$4,172.80	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60 36 \$46.76 \$3,740.80 \$97,260.80 48 \$52.70 \$4,216.00
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	\$33.01 \$2,640.80 \$68,660.80 13 \$37.19 \$2,975.20 \$77,355.20 25 \$41.90 \$3,352.00 \$87,152.00 37 \$47.24 \$3,779.20 \$98,259.20	\$33.33 \$2,666.40 \$69,326.40 14 \$37.57 \$3,005.60 \$78,145.60 26 \$42.34 \$3,387.20 \$88,067.20 38 \$47.71 \$3,816.80 \$99,236.80 50 \$53.74	\$33.69 \$2,695.20 \$70,075.20 15 \$37.95 \$3,036.00 \$78,936.00 27 \$42.74 \$3,419.20 \$88,899.20 39 \$48.17 \$3,853.60 \$100,193.60	\$34.00 \$2,720.00 \$70,720.00 16 \$38.32 \$3,065.60 \$79,705.60 28 \$43.15 \$3,452.00 \$89,752.00 40 \$48.65 \$3,892.00 \$101,192.00	\$34.37 \$2,749.60 \$71,489.60 17 \$38.70 \$3,096.00 \$80,496.00 29 \$43.59 \$3,487.20 \$90,667.20 41 \$49.15 \$3,932.00 \$102,232.00	\$34.67 \$2,773.60 \$72,113.60 18 \$39.09 \$3,127.20 \$81,307.20 30 \$44.03 \$3,522.40 \$91,582.40 42 \$49.63 \$3,970.40 \$103,230.40	\$35.04 \$2,803.20 \$72,883.20 19 \$39.47 \$3,157.60 \$82,097.60 31 \$44.47 \$3,557.60 \$92,497.60 43 \$50.13 \$4,010.40 \$104,270.40	\$35.40 \$2,832.00 \$73,632.00 \$39.87 \$3,189.60 \$82,929.60 32 \$44.90 \$3,592.00 \$93,392.00 44 \$50.64 \$4,051.20	\$35.75 \$2,860.00 \$74,360.00 \$40.25 \$3,220.00 \$83,720.00 \$33 \$45.39 \$3,631.20 \$94,411.20 \$51.16 \$4,092.80	\$36.09 \$2,887.20 \$75,067.20 22 \$40.66 \$3,252.80 \$84,572.80 34 \$45.81 \$3,664.80 \$95,284.80 46 \$51.66 \$4,132.80	\$36.46 \$2,916.80 \$75,836.80 23 \$41.09 \$3,287.20 \$85,467.20 35 \$46.29 \$3,703.20 \$96,283.20 47 \$52.16 \$4,172.80	\$36.82 \$2,945.60 \$76,585.60 24 \$41.47 \$3,317.60 \$86,257.60 36 \$46.76 \$3,740.80 \$97,260.80 48 \$52.70 \$4,216.00

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$36.09	\$36.46	\$36.82	\$37.19	\$37.57	\$37.95	\$38.32	\$38.70	\$39.09	\$39.47	\$39.87	\$40.25
Biweekly	\$2,887.20	\$2,916.80	\$2,945.60	\$2,975.20	\$3,005.60	\$3,036.00	\$3,065.60	\$3,096.00	\$3,127.20	\$3,157.60	\$3,189.60	\$3,220.00
Annually	\$75,067.20	\$75,836.80	\$76,585.60	\$77,355.20	\$78,145.60	\$78,936.00	\$79,705.60	\$80,496.00	\$81,307.20	\$82,097.60	\$82,929.60	\$83,720.00
,aa,	\$75,007.20	\$75,050.00	\$70,505.00	ψ77,333.E0	ψ70,113.00	¥70,550.00	<i>\$75,765.00</i>	Ç00, 150.00	Q01,307.20	Q02,037.00	402,323.00	Ç03,720.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$40.66	\$41.09	\$41.47	\$41.90	\$42.34	\$42.74	\$43.15	\$43.59	\$44.03	\$44.47	\$44.90	\$45.39
Biweekly	\$3,252.80	\$3,287.20	\$3,317.60	\$3,352.00	\$3,387.20	\$3,419.20	\$3,452.00	\$3,487.20	\$3,522.40	\$3,557.60	\$3,592.00	\$3,631.20
Annually	\$84,572.80	\$85,467.20	\$86,257.60	\$87,152.00	\$88,067.20	\$88,899.20	\$89,752.00	\$90,667.20	\$91,582.40	\$92,497.60	\$93,392.00	\$94,411.20
•												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$45.81	\$46.29	\$46.76	\$47.24	\$47.71	\$48.17	\$48.65	\$49.15	\$49.63	\$50.13	\$50.64	\$51.16
Biweekly	\$3,664.80	\$3,703.20	\$3,740.80	\$3,779.20	\$3,816.80	\$3,853.60	\$3,892.00	\$3,932.00	\$3,970.40	\$4,010.40	\$4,051.20	\$4,092.80
Annually	\$95,284.80	\$96,283.20	\$97,260.80	\$98,259.20	\$99,236.80	\$100,193.60	\$101,192.00	\$102,232.00	\$103,230.40	\$104,270.40	\$105,331.20	\$106,412.80
	\$55,2555	\$50,200.20	\$37,200.00	\$30,233.20	\$33,230.00	V100/130.00	V101,132.00	V102,202.00	V100,2001.0	010 1,27 01 10	V100,001.20	V100,112100
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$51.66	\$52.16	\$52.70	\$53.20	\$53.74	\$54.26	\$54.84	\$55.38	\$55.92	\$56.51	\$57.05	\$57.63
Biweekly	\$4,132.80	\$4,172.80	\$4,216.00	\$4,256.00	\$4,299.20	\$4,340.80	\$4,387.20	\$4,430.40	\$4,473.60	\$4,520.80	\$4,564.00	\$4,610.40
Annually	\$107,452.80	\$108,492.80	\$109,616.00	\$110,656.00	\$111,779.20	\$112,860.80	\$114,067.20	\$115,190.40	\$116,313.60	\$117,540.80	\$118,664.00	\$119,870.40
Steps	49	F0	F1	F.3	F2	F.4	55					
		. 50	51	52	53	. 54						
Hourly	\$58.20	\$58.80	\$59.38	\$59.95	\$60.58	\$61.15	\$61.77					
Biweekly	\$4,656.00	\$4,704.00	\$4,750.40	\$4,796.00	\$4,846.40	\$4,892.00	\$4,941.60					
Annually	\$121,056.00	\$122,304.00	\$123,510.40	\$124,696.00	\$126,006.40	\$127,192.00	\$128,481.60					
C												
Grade 82												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$40.66	\$41.09	\$41.47	\$41.90	\$42.34	\$42.74	\$43.15	\$43.59	\$44.03	\$44.47	\$44.90	\$45.39
Steps	_	_	-	-	-			-	-			
Steps Hourly	\$40.66	\$41.09	\$41.47	\$41.90	\$42.34	\$42.74	\$43.15	\$43.59	\$44.03	\$44.47	\$44.90	\$45.39
Steps Hourly Biweekly Annually	\$40.66 \$3,252.80 \$84,572.80	\$41.09 \$3,287.20 \$85,467.20	\$41.47 \$3,317.60 \$86,257.60	\$41.90 \$3,352.00 \$87,152.00	\$42.34 \$3,387.20 \$88,067.20	\$42.74 \$3,419.20 \$88,899.20	\$43.15 \$3,452.00 \$89,752.00	\$43.59 \$3,487.20 \$90,667.20	\$44.03 \$3,522.40 \$91,582.40	\$44.47 \$3,557.60 \$92,497.60	\$44.90 \$3,592.00 \$93,392.00	\$45.39 \$3,631.20 \$94,411.20
Steps Hourly Biweekly Annually Steps	\$40.66 \$3,252.80 \$84,572.80	\$41.09 \$3,287.20 \$85,467.20	\$41.47 \$3,317.60 \$86,257.60	\$41.90 \$3,352.00 \$87,152.00	\$42.34 \$3,387.20 \$88,067.20	\$42.74 \$3,419.20 \$88,899.20	\$43.15 \$3,452.00 \$89,752.00	\$43.59 \$3,487.20 \$90,667.20	\$44.03 \$3,522.40 \$91,582.40	\$44.47 \$3,557.60 \$92,497.60	\$44.90 \$3,592.00 \$93,392.00	\$45.39 \$3,631.20 \$94,411.20
Steps Hourly Biweekly Annually	\$40.66 \$3,252.80 \$84,572.80	\$41.09 \$3,287.20 \$85,467.20	\$41.47 \$3,317.60 \$86,257.60	\$41.90 \$3,352.00 \$87,152.00	\$42.34 \$3,387.20 \$88,067.20	\$42.74 \$3,419.20 \$88,899.20	\$43.15 \$3,452.00 \$89,752.00	\$43.59 \$3,487.20 \$90,667.20	\$44.03 \$3,522.40 \$91,582.40	\$44.47 \$3,557.60 \$92,497.60	\$44.90 \$3,592.00 \$93,392.00	\$45.39 \$3,631.20 \$94,411.20
Steps Hourly Biweekly Annually Steps	\$40.66 \$3,252.80 \$84,572.80	\$41.09 \$3,287.20 \$85,467.20	\$41.47 \$3,317.60 \$86,257.60	\$41.90 \$3,352.00 \$87,152.00	\$42.34 \$3,387.20 \$88,067.20	\$42.74 \$3,419.20 \$88,899.20	\$43.15 \$3,452.00 \$89,752.00	\$43.59 \$3,487.20 \$90,667.20	\$44.03 \$3,522.40 \$91,582.40	\$44.47 \$3,557.60 \$92,497.60	\$44.90 \$3,592.00 \$93,392.00	\$45.39 \$3,631.20 \$94,411.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80	\$41.90 \$3,352.00 \$87,152.00 16 \$47.24 \$3,779.20	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40	\$44.90 \$3,592.00 \$93,392.00 23 \$50.64 \$4,051.20	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80
Steps Hourly Biweekly Annually Steps Hourly	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76	\$41.90 \$3,352.00 \$87,152.00 16 \$47.24	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13	\$44.90 \$3,592.00 \$93,392.00 23 \$50.64	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80	\$41.90 \$3,352.00 \$87,152.00 16 \$47.24 \$3,779.20 \$98,259.20	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40	\$44.90 \$3,592.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80	\$41.90 \$3,352.00 \$87,152.00 16 \$47.24 \$3,779.20 \$98,259.20	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40	\$44.90 \$3,592.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70	\$41.90 \$3,352.00 \$87,152.00 16 \$47.24 \$3,779.20 \$98,259.20 28 \$53.20	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51	\$44.90 \$3,592.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20 26 \$52.16 \$4,172.80	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00	\$41.90 \$3,352.00 \$87,152.00 16 \$47.24 \$3,779.20 \$98,259.20 28 \$53.20 \$4,256.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80	\$44.90 \$3,592.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70	\$41.90 \$3,352.00 \$87,152.00 16 \$47.24 \$3,779.20 \$98,259.20 28 \$53.20	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51	\$44.90 \$3,592.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80 \$107,452.80	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20 26 \$52.16 \$4,172.80 \$108,492.80	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00 \$109,616.00	\$41.90 \$3,352.00 \$87,152.00 \$87,152.00 16 \$47.24 \$3,779.20 \$98,259.20 28 \$53.20 \$4,256.00 \$110,656.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20 \$111,779.20	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80 \$112,860.80	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20 \$114,067.20	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40 \$115,190.40	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60 \$116,313.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80 \$117,540.80	\$44.90 \$3,592.00 \$93,392.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00 \$118,664.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40 \$119,870.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80 \$107,452.80	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20 26 \$52.16 \$4,172.80 \$108,492.80	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00 \$109,616.00	\$41.90 \$3,352.00 \$87,152.00 16 \$47.24 \$3,779.20 \$98,259.20 28 \$53.20 \$4,256.00 \$110,656.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20 \$111,779.20	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80 \$112,860.80	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20 \$114,067.20	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40 \$115,190.40	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60 \$116,313.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80 \$117,540.80	\$44.90 \$3,592.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00 \$118,664.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40 \$119,870.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80 \$107,452.80	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20 26 \$52.16 \$4,172.80 \$108,492.80 38 \$58.80	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00 \$109,616.00	\$41.90 \$3,352.00 \$87,152.00 16 \$47.24 \$3,779.20 \$98,259.20 28 \$53.20 \$4,256.00 \$110,656.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20 \$111,779.20	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80 \$112,860.80	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20 \$114,067.20	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40 \$115,190.40	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60 \$116,313.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80 \$117,540.80	\$44.90 \$3,592.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00 \$118,664.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40 \$119,870.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80 \$107,452.80 37 \$58.20 \$4,656.00	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20 26 \$52.16 \$4,172.80 \$108,492.80 38 \$58.80 \$4,704.00	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00 \$109,616.00 39 \$59.38 \$4,750.40	\$41.90 \$3,352.00 \$87,152.00 16 \$47.24 \$3,779.20 \$98,259.20 28 \$53.20 \$4,256.00 \$110,656.00 40 \$59.95 \$4,796.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20 \$111,779.20 41 \$60.58 \$4,846.40	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80 \$112,860.80 42 \$61.15 \$4,892.00	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20 \$114,067.20 43 \$61.77 \$4,941.60	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40 \$115,190.40 44 \$62.41 \$4,992.80	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60 \$116,313.60 45 \$63.02 \$5,041.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80 \$117,540.80 46 \$63.65 \$5,092.00	\$44.90 \$3,592.00 \$93,392.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00 \$118,664.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40 \$119,870.40 48 \$64.94 \$5,195.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80 \$107,452.80	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20 26 \$52.16 \$4,172.80 \$108,492.80 38 \$58.80	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00 \$109,616.00	\$41.90 \$3,352.00 \$87,152.00 16 \$47.24 \$3,779.20 \$98,259.20 28 \$53.20 \$4,256.00 \$110,656.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20 \$111,779.20	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80 \$112,860.80	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20 \$114,067.20	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40 \$115,190.40	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60 \$116,313.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80 \$117,540.80	\$44.90 \$3,592.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00 \$118,664.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40 \$119,870.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80 \$107,452.80 37 \$58.20 \$4,656.00 \$121,056.00	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20 26 \$52.16 \$4,172.80 \$108,492.80 38 \$58.80 \$4,704.00 \$122,304.00	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00 \$109,616.00 39 \$59.38 \$4,750.40 \$123,510.40	\$41.90 \$3,352.00 \$87,152.00 \$16 \$47.24 \$3,779.20 \$98,259.20 \$4,256.00 \$110,656.00 \$110,656.00 \$59.95 \$4,796.00 \$124,696.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20 \$111,779.20 41 \$60.58 \$4,846.40 \$126,006.40	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80 \$112,860.80 42 \$61.15 \$4,892.00 \$127,192.00	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20 \$114,067.20 43 \$61.77 \$4,941.60 \$128,481.60	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40 \$115,190.40 44 \$62.41 \$4,992.80	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60 \$116,313.60 45 \$63.02 \$5,041.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80 \$117,540.80 46 \$63.65 \$5,092.00	\$44.90 \$3,592.00 \$93,392.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00 \$118,664.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40 \$119,870.40 48 \$64.94 \$5,195.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80 \$107,452.80 37 \$58.20 \$4,656.00 \$121,056.00	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20 26 \$52.16 \$4,172.80 \$108,492.80 38 \$58.80 \$4,704.00 \$122,304.00	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00 \$109,616.00 39 \$59.38 \$4,750.40 \$123,510.40	\$41.90 \$3,352.00 \$87,152.00 \$16 \$47.24 \$3,779.20 \$98,259.20 \$4,256.00 \$110,656.00 \$110,656.00 \$124,696.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20 \$111,779.20 41 \$60.58 \$4,846.40 \$126,006.40	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80 \$112,860.80 42 \$61.15 \$4,892.00 \$127,192.00	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20 \$114,067.20 43 \$61.77 \$4,941.60 \$128,481.60	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40 \$115,190.40 44 \$62.41 \$4,992.80	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60 \$116,313.60 45 \$63.02 \$5,041.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80 \$117,540.80 46 \$63.65 \$5,092.00	\$44.90 \$3,592.00 \$93,392.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00 \$118,664.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40 \$119,870.40 48 \$64.94 \$5,195.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80 \$107,452.80 37 \$58.20 \$4,656.00 \$121,056.00	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20 26 \$52.16 \$4,172.80 \$108,492.80 38 \$58.80 \$4,704.00 \$122,304.00 \$66.25	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00 \$109,616.00 39 \$59.38 \$4,750.40 \$123,510.40	\$41.90 \$3,352.00 \$87,152.00 \$16 \$47.24 \$3,779.20 \$98,259.20 \$4,256.00 \$110,656.00 \$124,696.00 \$124,696.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20 \$111,779.20 41 \$60.58 \$4,846.40 \$126,006.40	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80 \$112,860.80 42 \$61.15 \$4,892.00 \$127,192.00	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20 \$114,067.20 43 \$61.77 \$4,941.60 \$128,481.60 55 \$69.62	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40 \$115,190.40 44 \$62.41 \$4,992.80	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60 \$116,313.60 45 \$63.02 \$5,041.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80 \$117,540.80 46 \$63.65 \$5,092.00	\$44.90 \$3,592.00 \$93,392.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00 \$118,664.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40 \$119,870.40 48 \$64.94 \$5,195.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80 \$107,452.80 37 \$58.20 \$4,656.00 \$121,056.00	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20 26 \$52.16 \$4,172.80 \$108,492.80 38 \$58.80 \$4,704.00 \$122,304.00	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00 \$109,616.00 39 \$59.38 \$4,750.40 \$123,510.40	\$41.90 \$3,352.00 \$87,152.00 \$16 \$47.24 \$3,779.20 \$98,259.20 \$4,256.00 \$110,656.00 \$110,656.00 \$124,696.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20 \$111,779.20 41 \$60.58 \$4,846.40 \$126,006.40	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80 \$112,860.80 42 \$61.15 \$4,892.00 \$127,192.00	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20 \$114,067.20 43 \$61.77 \$4,941.60 \$128,481.60	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40 \$115,190.40 44 \$62.41 \$4,992.80	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60 \$116,313.60 45 \$63.02 \$5,041.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80 \$117,540.80 46 \$63.65 \$5,092.00	\$44.90 \$3,592.00 \$93,392.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00 \$118,664.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40 \$119,870.40 48 \$64.94 \$5,195.20
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	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80 \$107,452.80 37 \$58.20 \$4,656.00 \$121,056.00	\$41.09 \$3,287.20 \$85,467.20 14 \$46.29 \$3,703.20 \$96,283.20 26 \$52.16 \$4,172.80 \$108,492.80 38 \$58.80 \$4,704.00 \$122,304.00 \$66.25	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00 \$109,616.00 39 \$59.38 \$4,750.40 \$123,510.40	\$41.90 \$3,352.00 \$87,152.00 \$16 \$47.24 \$3,779.20 \$98,259.20 \$4,256.00 \$110,656.00 \$124,696.00 \$124,696.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20 \$111,779.20 41 \$60.58 \$4,846.40 \$126,006.40	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80 \$112,860.80 42 \$61.15 \$4,892.00 \$127,192.00	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20 \$114,067.20 43 \$61.77 \$4,941.60 \$128,481.60 55 \$69.62	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40 \$115,190.40 44 \$62.41 \$4,992.80	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60 \$116,313.60 45 \$63.02 \$5,041.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80 \$117,540.80 46 \$63.65 \$5,092.00	\$44.90 \$3,592.00 \$93,392.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00 \$118,664.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40 \$119,870.40 48 \$64.94 \$5,195.20
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	\$40.66 \$3,252.80 \$84,572.80 13 \$45.81 \$3,664.80 \$95,284.80 25 \$51.66 \$4,132.80 \$107,452.80 37 \$58.20 \$4,656.00 \$121,056.00 49 \$65.58 \$5,246.40	\$41.09 \$3,287.20 \$85,467.20 \$46.29 \$3,703.20 \$96,283.20 \$26 \$52.16 \$4,172.80 \$108,492.80 \$18,492.80 \$58.80 \$4,704.00 \$122,304.00 \$66.25 \$5,300.00	\$41.47 \$3,317.60 \$86,257.60 15 \$46.76 \$3,740.80 \$97,260.80 27 \$52.70 \$4,216.00 \$109,616.00 39 \$59.38 \$4,750.40 \$123,510.40 51 \$66.91 \$5,352.80	\$41.90 \$3,352.00 \$87,152.00 \$16 \$47.24 \$3,779.20 \$98,259.20 \$4,256.00 \$110,656.00 \$110,656.00 \$124,696.00 \$124,696.00	\$42.34 \$3,387.20 \$88,067.20 17 \$47.71 \$3,816.80 \$99,236.80 29 \$53.74 \$4,299.20 \$111,779.20 41 \$60.58 \$4,846.40 \$126,006.40 53 \$68.26 \$5,460.80	\$42.74 \$3,419.20 \$88,899.20 18 \$48.17 \$3,853.60 \$100,193.60 30 \$54.26 \$4,340.80 \$112,860.80 42 \$61.15 \$4,892.00 \$127,192.00 54 \$68.94 \$5,515.20	\$43.15 \$3,452.00 \$89,752.00 19 \$48.65 \$3,892.00 \$101,192.00 31 \$54.84 \$4,387.20 \$114,067.20 43 \$61.77 \$4,941.60 \$128,481.60 55 \$69.62 \$5,569.60	\$43.59 \$3,487.20 \$90,667.20 20 \$49.15 \$3,932.00 \$102,232.00 32 \$55.38 \$4,430.40 \$115,190.40 44 \$62.41 \$4,992.80	\$44.03 \$3,522.40 \$91,582.40 21 \$49.63 \$3,970.40 \$103,230.40 33 \$55.92 \$4,473.60 \$116,313.60 45 \$63.02 \$5,041.60	\$44.47 \$3,557.60 \$92,497.60 22 \$50.13 \$4,010.40 \$104,270.40 34 \$56.51 \$4,520.80 \$117,540.80 46 \$63.65 \$5,092.00	\$44.90 \$3,592.00 \$93,392.00 \$93,392.00 23 \$50.64 \$4,051.20 \$105,331.20 35 \$57.05 \$4,564.00 \$118,664.00	\$45.39 \$3,631.20 \$94,411.20 24 \$51.16 \$4,092.80 \$106,412.80 36 \$57.63 \$4,610.40 \$119,870.40 48 \$64.94 \$5,195.20

(Non-bargaining unit)

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

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$45.81	\$46.29	\$46.76	\$47.24	\$47.71	\$48.17	\$48.65	\$49.15	\$49.63	\$50.13	\$50.64	\$51.16
Biweekly	\$3,664.80	\$3,703.20	\$3,740.80	\$3,779.20	\$3,816.80	\$3,853.60	\$3,892.00	\$3,932.00	\$3,970.40	\$4,010.40	\$4,051.20	\$4,092.80
Annually	\$95,284.80	\$96,283.20	\$97,260.80	\$98,259.20	\$99,236.80	\$100,193.60	\$101,192.00	\$102,232.00	\$103,230.40	\$104,270.40	\$105,331.20	\$106,412.80
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$51.66	\$52.16	\$52.70	\$53.20	\$53.74	\$54.26	\$54.84	\$55.38	\$55.92	\$56.51	\$57.05	\$57.63
Biweekly	\$4,132.80	\$4,172.80	\$4,216.00	\$4,256.00	\$4,299.20	\$4,340.80	\$4,387.20	\$4,430.40	\$4,473.60	\$4,520.80	\$4,564.00	\$4,610.40
Annually	\$107,452.80	\$108,492.80	\$109,616.00	\$110,656.00	\$111,779.20	\$112,860.80	\$114,067.20	\$115,190.40	\$116,313.60	\$117,540.80	\$118,664.00	\$119,870.40
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$58.20	\$58.80	\$59.38	\$59.95	\$60.58	\$61.15	\$61.77	\$62.41	\$63.02	\$63.65	\$64.26	\$64.94
	\$4,656.00	\$4,704.00	\$4,750.40	\$4,796.00	\$4,846.40	\$4,892.00	\$4,941.60	\$4,992.80	\$5,041.60	\$5,092.00	\$5,140.80	\$5,195.20
Biweekly												
Annually	\$121,056.00	\$122,304.00	\$123,510.40	\$124,696.00	\$126,006.40	\$127,192.00	\$128,481.60	\$129,812.80	\$131,081.60	\$132,392.00	\$133,660.80	\$135,075.20
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$65.58	\$66.25	\$66.91	\$67.58	\$68.26	\$68.94	\$69.62	\$70.32	\$71.01	\$71.73	\$72.44	\$73.16
Biweekly	\$5,246.40	\$5,300.00	\$5,352.80	\$5,406.40	\$5,460.80	\$5,515.20	\$5,569.60	\$5,625.60	\$5,680.80	\$5,738.40	\$5,795.20	\$5,852.80
Annually	\$136,406.40	\$137,800.00	\$139,172.80	\$140,566.40	\$141,980.80	\$143,395.20	\$144,809.60	\$146,265.60	\$147,700.80	\$149,198.40	\$150,675.20	\$152,172.80
Steps	40											
	49	50	51	52	53	. 54	55					
Hourly	\$73.89	\$74.65	\$75.39	\$76.15	\$76.90	\$77.68	\$78.46					
Biweekly	\$5,911.20	\$5,972.00	\$6,031.20	\$6,092.00	\$6,152.00	\$6,214.40	\$6,276.80					
Annually	\$153,691.20	\$155,272.00	\$156,811.20	\$158,392.00	\$159,952.00	\$161,574.40	\$163,196.80					
0												
Grade 84												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps		_	-						_			
Steps Hourly	\$50.13	\$50.64	\$51.16	\$51.66	\$52.16	\$52.70	\$53.20	\$53.74	\$54.26	\$54.84	\$55.38	\$55.92
Steps Hourly Biweekly	\$50.13 \$4,010.40	\$50.64 \$4,051.20	\$51.16 \$4,092.80	\$51.66 \$4,132.80	\$52.16 \$4,172.80	\$52.70 \$4,216.00	\$53.20 \$4,256.00	\$53.74 \$4,299.20	\$54.26 \$4,340.80	\$54.84 \$4,387.20	\$55.38 \$4,430.40	\$55.92 \$4,473.60
Steps Hourly Biweekly Annually	\$50.13	\$50.64	\$51.16	\$51.66	\$52.16	\$52.70	\$53.20	\$53.74	\$54.26	\$54.84	\$55.38	\$55.92
Steps Hourly Biweekly	\$50.13 \$4,010.40	\$50.64 \$4,051.20	\$51.16 \$4,092.80	\$51.66 \$4,132.80	\$52.16 \$4,172.80	\$52.70 \$4,216.00	\$53.20 \$4,256.00	\$53.74 \$4,299.20	\$54.26 \$4,340.80	\$54.84 \$4,387.20	\$55.38 \$4,430.40	\$55.92 \$4,473.60
Steps Hourly Biweekly Annually	\$50.13 \$4,010.40 \$104,270.40	\$50.64 \$4,051.20 \$105,331.20	\$51.16 \$4,092.80 \$106,412.80	\$51.66 \$4,132.80 \$107,452.80	\$52.16 \$4,172.80 \$108,492.80	\$52.70 \$4,216.00 \$109,616.00	\$53.20 \$4,256.00 \$110,656.00	\$53.74 \$4,299.20 \$111,779.20	\$54.26 \$4,340.80 \$112,860.80	\$54.84 \$4,387.20 \$114,067.20	\$55.38 \$4,430.40 \$115,190.40	\$55.92 \$4,473.60 \$116,313.60
Steps Hourly Biweekly Annually Steps Hourly	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38	\$53.20 \$4,256.00 \$110,656.00 19 \$59.95	\$53.74 \$4,299.20 \$111,779.20 20 \$60.58	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40	\$53.20 \$4,256.00 \$110,656.00 19 \$59.95 \$4,796.00	\$53.74 \$4,299.20 \$111,779.20 20 \$60.58 \$4,846.40	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60
Steps Hourly Biweekly Annually Steps Hourly	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38	\$53.20 \$4,256.00 \$110,656.00 19 \$59.95	\$53.74 \$4,299.20 \$111,779.20 20 \$60.58	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40	\$53.20 \$4,256.00 \$110,656.00 19 \$59.95 \$4,796.00 \$124,696.00	\$53.74 \$4,299.20 \$111,779.20 20 \$60.58 \$4,846.40 \$126,006.40	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40	\$53.20 \$4,256.00 \$110,656.00 19 \$59.95 \$4,796.00 \$124,696.00	\$53.74 \$4,299.20 \$111,779.20 20 \$60.58 \$4,846.40 \$126,006.40	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91	\$53.20 \$4,256.00 \$110,656.00 19 \$59.95 \$4,796.00 \$124,696.00	\$53.74 \$4,299.20 \$111,779.20 20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65 \$5,092.00	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00 26 \$64.26 \$5,140.80	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40 27 \$64.94 \$5,195.20	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00 28 \$65.58 \$5,246.40	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00 29 \$66.25 \$5,300.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91 \$5,352.80	\$53.20 \$4,256.00 \$110,656.00 19 \$59.95 \$4,796.00 \$124,696.00 31 \$67.58 \$5,406.40	\$53.74 \$4,299.20 \$111,779.20 20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26 \$5,460.80	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94 \$5,515.20	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62 \$5,569.60	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32 \$5,625.60	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01 \$5,680.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91	\$53.20 \$4,256.00 \$110,656.00 19 \$59.95 \$4,796.00 \$124,696.00	\$53.74 \$4,299.20 \$111,779.20 20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65 \$5,092.00 \$132,392.00	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00 26 \$64.26 \$5,140.80 \$133,660.80	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40 27 \$64.94 \$5,195.20 \$135,075.20	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00 28 \$65.58 \$5,246.40 \$136,406.40	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00 29 \$66.25 \$5,300.00 \$137,800.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91 \$5,352.80 \$139,172.80	\$53.20 \$4,256.00 \$110,656.00 \$19 \$59.95 \$4,796.00 \$124,696.00 \$140,566.40	\$53.74 \$4,299.20 \$111,779.20 20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26 \$5,460.80 \$141,980.80	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94 \$5,515.20 \$143,395.20	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62 \$5,569.60 \$144,809.60	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32 \$5,625.60 \$146,265.60	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01 \$5,680.80 \$147,700.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65 \$5,092.00 \$132,392.00	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00 26 \$64.26 \$5,140.80 \$133,660.80	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40 27 \$64.94 \$5,195.20 \$135,075.20	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00 28 \$65.58 \$5,246.40 \$136,406.40	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00 29 \$66.25 \$5,300.00 \$137,800.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91 \$5,352.80 \$139,172.80	\$53.20 \$4,256.00 \$110,656.00 19 \$59.95 \$4,796.00 \$124,696.00 31 \$67.58 \$5,406.40 \$140,566.40	\$53.74 \$4,299.20 \$111,779.20 20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26 \$5,460.80 \$141,980.80	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94 \$5,515.20 \$143,395.20	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62 \$5,569.60 \$144,809.60	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32 \$5,625.60 \$146,265.60	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01 \$5,680.80 \$147,700.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65 \$5,092.00 \$132,392.00	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00 26 \$64.26 \$5,140.80 \$133,660.80	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40 27 \$64.94 \$5,195.20 \$135,075.20	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00 28 \$65.58 \$5,246.40 \$136,406.40	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00 29 \$66.25 \$5,300.00 \$137,800.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91 \$5,352.80 \$139,172.80	\$53.20 \$4,256.00 \$110,656.00 19 \$59.95 \$4,796.00 \$124,696.00 31 \$67.58 \$5,406.40 \$140,566.40	\$53.74 \$4,299.20 \$111,779.20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26 \$5,460.80 \$141,980.80	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94 \$5,515.20 \$143,395.20	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62 \$5,569.60 \$144,809.60	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32 \$5,625.60 \$146,265.60	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01 \$5,680.80 \$147,700.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65 \$5,092.00 \$132,392.00 37 \$71.73 \$5,738.40	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00 26 \$64.26 \$5,140.80 \$133,660.80 38 \$72.44 \$5,795.20	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40 27 \$64.94 \$5,195.20 \$135,075.20 39 \$73.16 \$5,852.80	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00 28 \$65.58 \$5,246.40 \$136,406.40 40 \$73.89 \$5,911.20	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00 29 \$66.25 \$5,300.00 \$137,800.00 41 \$74.65 \$5,972.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91 \$5,352.80 \$139,172.80 42 \$75.39 \$6,031.20	\$53.20 \$4,256.00 \$110,656.00 \$19 \$59.95 \$4,796.00 \$124,696.00 \$140,566.40 \$140,566.40	\$53.74 \$4,299.20 \$111,779.20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26 \$5,460.80 \$141,980.80 44 \$76.90 \$6,152.00	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94 \$5,515.20 \$143,395.20 45 \$77.68 \$6,214.40	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62 \$5,569.60 \$144,809.60 46 \$78.46 \$6,276.80	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32 \$5,625.60 \$146,265.60 47 \$79.24 \$6,339.20	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01 \$5,680.80 \$147,700.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65 \$5,092.00 \$132,392.00	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00 26 \$64.26 \$5,140.80 \$133,660.80	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40 27 \$64.94 \$5,195.20 \$135,075.20	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00 28 \$65.58 \$5,246.40 \$136,406.40	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00 29 \$66.25 \$5,300.00 \$137,800.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91 \$5,352.80 \$139,172.80	\$53.20 \$4,256.00 \$110,656.00 19 \$59.95 \$4,796.00 \$124,696.00 31 \$67.58 \$5,406.40 \$140,566.40	\$53.74 \$4,299.20 \$111,779.20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26 \$5,460.80 \$141,980.80	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94 \$5,515.20 \$143,395.20	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62 \$5,569.60 \$144,809.60	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32 \$5,625.60 \$146,265.60	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01 \$5,680.80 \$147,700.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65 \$5,092.00 \$132,392.00 37 \$71.73 \$5,738.40 \$149,198.40	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00 26 \$64.26 \$5,140.80 \$133,660.80 38 \$72.44 \$5,795.20 \$150,675.20	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40 27 \$64.94 \$5,195.20 \$135,075.20 39 \$73.16 \$5,852.80 \$152,172.80	\$51.66 \$4,132.80 \$107,452.80 \$107,452.80 \$58.20 \$4,656.00 \$121,056.00 \$28 \$55,246.40 \$136,406.40 \$73.89 \$5,911.20 \$153,691.20	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00 29 \$66.25 \$5,300.00 \$137,800.00 41 \$74.65 \$5,972.00 \$155,272.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91 \$5,352.80 \$139,172.80 42 \$75.39 \$6,031.20 \$156,811.20	\$53.20 \$4,256.00 \$110,656.00 \$19 \$59.95 \$4,796.00 \$124,696.00 \$140,566.40 \$140,566.40 \$43 \$76.15 \$6,092.00 \$158,392.00	\$53.74 \$4,299.20 \$111,779.20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26 \$5,460.80 \$141,980.80 44 \$76.90 \$6,152.00	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94 \$5,515.20 \$143,395.20 45 \$77.68 \$6,214.40	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62 \$5,569.60 \$144,809.60 46 \$78.46 \$6,276.80	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32 \$5,625.60 \$146,265.60 47 \$79.24 \$6,339.20	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01 \$5,680.80 \$147,700.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65 \$5,092.00 \$132,392.00 37 \$71.73 \$5,738.40 \$149,198.40	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00 26 \$64.26 \$5,140.80 \$133,660.80 38 \$72.44 \$5,795.20 \$150,675.20	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40 27 \$64.94 \$5,195.20 \$135,075.20 39 \$73.16 \$5,852.80 \$152,172.80	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00 28 \$65.58 \$5,246.40 \$136,406.40 40 \$73.89 \$5,911.20 \$153,691.20	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00 29 \$66.25 \$5,300.00 \$137,800.00 41 \$74.65 \$5,972.00 \$155,272.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91 \$5,352.80 \$139,172.80 42 \$75.39 \$6,031.20 \$156,811.20	\$53.20 \$4,256.00 \$110,656.00 \$110,656.00 \$19 \$59.95 \$4,796.00 \$124,696.00 \$140,566.40 \$140,566.40 \$16.15 \$6,092.00 \$158,392.00	\$53.74 \$4,299.20 \$111,779.20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26 \$5,460.80 \$141,980.80 44 \$76.90 \$6,152.00	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94 \$5,515.20 \$143,395.20 45 \$77.68 \$6,214.40	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62 \$5,569.60 \$144,809.60 46 \$78.46 \$6,276.80	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32 \$5,625.60 \$146,265.60 47 \$79.24 \$6,339.20	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01 \$5,680.80 \$147,700.80
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	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65 \$5,092.00 \$132,392.00 37 \$71.73 \$5,738.40 \$149,198.40	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00 26 \$64.26 \$5,140.80 \$133,660.80 38 \$72.44 \$5,795.20 \$150,675.20	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40 27 \$64.94 \$5,195.20 \$135,075.20 39 \$73.16 \$5,852.80 \$152,172.80	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00 28 \$65.58 \$5,246.40 \$136,406.40 40 \$73.89 \$5,911.20 \$153,691.20	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00 29 \$66.25 \$5,300.00 \$137,800.00 41 \$74.65 \$5,972.00 \$155,272.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91 \$5,352.80 \$139,172.80 42 \$75.39 \$6,031.20 \$156,811.20	\$53.20 \$4,256.00 \$110,656.00 \$110,656.00 \$19 \$59.95 \$4,796.00 \$124,696.00 \$140,566.40 \$140,566.40 \$43 \$76.15 \$6,092.00 \$158,392.00 \$55 \$85.79	\$53.74 \$4,299.20 \$111,779.20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26 \$5,460.80 \$141,980.80 44 \$76.90 \$6,152.00	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94 \$5,515.20 \$143,395.20 45 \$77.68 \$6,214.40	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62 \$5,569.60 \$144,809.60 46 \$78.46 \$6,276.80	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32 \$5,625.60 \$146,265.60 47 \$79.24 \$6,339.20	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01 \$5,680.80 \$147,700.80
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	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65 \$5,092.00 \$132,392.00 37 \$71.73 \$5,738.40 \$149,198.40 49 \$80.81 \$6,464.80	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00 26 \$64.26 \$5,140.80 \$133,660.80 38 \$72.44 \$5,795.20 \$150,675.20 \$81.64 \$6,531.20	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40 27 \$64.94 \$5,195.20 \$135,075.20 39 \$73.16 \$5,852.80 \$152,172.80 51 \$82.45 \$6,596.00	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00 28 \$65.58 \$5,246.40 \$136,406.40 40 \$73.89 \$5,911.20 \$153,691.20 52 \$83.28 \$6,662.40	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00 29 \$66.25 \$5,300.00 \$137,800.00 41 \$74.65 \$5,972.00 \$155,272.00 53 \$84.12 \$6,729.60	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91 \$5,352.80 \$139,172.80 42 \$75.39 \$6,031.20 \$156,811.20 54 \$84.95 \$6,796.00	\$53.20 \$4,256.00 \$110,656.00 \$110,656.00 \$19 \$59.95 \$4,796.00 \$124,696.00 \$140,566.40 \$140,566.40 \$43 \$76.15 \$6,092.00 \$158,392.00 \$55 \$85.79 \$6,863.20	\$53.74 \$4,299.20 \$111,779.20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26 \$5,460.80 \$141,980.80 44 \$76.90 \$6,152.00	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94 \$5,515.20 \$143,395.20 45 \$77.68 \$6,214.40	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62 \$5,569.60 \$144,809.60 46 \$78.46 \$6,276.80	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32 \$5,625.60 \$146,265.60 47 \$79.24 \$6,339.20	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01 \$5,680.80 \$147,700.80
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	\$50.13 \$4,010.40 \$104,270.40 13 \$56.51 \$4,520.80 \$117,540.80 25 \$63.65 \$5,092.00 \$132,392.00 37 \$71.73 \$5,738.40 \$149,198.40	\$50.64 \$4,051.20 \$105,331.20 14 \$57.05 \$4,564.00 \$118,664.00 26 \$64.26 \$5,140.80 \$133,660.80 38 \$72.44 \$5,795.20 \$150,675.20	\$51.16 \$4,092.80 \$106,412.80 15 \$57.63 \$4,610.40 \$119,870.40 27 \$64.94 \$5,195.20 \$135,075.20 39 \$73.16 \$5,852.80 \$152,172.80	\$51.66 \$4,132.80 \$107,452.80 16 \$58.20 \$4,656.00 \$121,056.00 28 \$65.58 \$5,246.40 \$136,406.40 40 \$73.89 \$5,911.20 \$153,691.20	\$52.16 \$4,172.80 \$108,492.80 17 \$58.80 \$4,704.00 \$122,304.00 29 \$66.25 \$5,300.00 \$137,800.00 41 \$74.65 \$5,972.00 \$155,272.00	\$52.70 \$4,216.00 \$109,616.00 18 \$59.38 \$4,750.40 \$123,510.40 30 \$66.91 \$5,352.80 \$139,172.80 42 \$75.39 \$6,031.20 \$156,811.20	\$53.20 \$4,256.00 \$110,656.00 \$110,656.00 \$19 \$59.95 \$4,796.00 \$124,696.00 \$140,566.40 \$140,566.40 \$43 \$76.15 \$6,092.00 \$158,392.00 \$55 \$85.79	\$53.74 \$4,299.20 \$111,779.20 \$60.58 \$4,846.40 \$126,006.40 32 \$68.26 \$5,460.80 \$141,980.80 44 \$76.90 \$6,152.00	\$54.26 \$4,340.80 \$112,860.80 21 \$61.15 \$4,892.00 \$127,192.00 33 \$68.94 \$5,515.20 \$143,395.20 45 \$77.68 \$6,214.40	\$54.84 \$4,387.20 \$114,067.20 22 \$61.77 \$4,941.60 \$128,481.60 34 \$69.62 \$5,569.60 \$144,809.60 46 \$78.46 \$6,276.80	\$55.38 \$4,430.40 \$115,190.40 23 \$62.41 \$4,992.80 \$129,812.80 35 \$70.32 \$5,625.60 \$146,265.60 47 \$79.24 \$6,339.20	\$55.92 \$4,473.60 \$116,313.60 24 \$63.02 \$5,041.60 \$131,081.60 36 \$71.01 \$5,680.80 \$147,700.80

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$16.53	\$16.71	\$16.84	\$17.00	\$17.18	\$17.35	\$17.56	\$17.72	\$17.89	\$18.07	\$18.24	\$18.42
	Biweekly	\$1,322.40	\$1,336.80	\$1,347.20	\$1,360.00	\$1,374.40	\$1,388.00	\$1,404.80	\$1,417.60	\$1,431.20	\$1,445.60	\$1,459.20	\$1,473.60
	Annually	\$34,382.40	\$34,756.80	\$35,027.20	\$35,360.00	\$35,734.40	\$36,088.00	\$36,524.80	\$36,857.60	\$37,211.20	\$37,585.60	\$37,939.20	\$38,313.60
	Stone												
	Steps	13	14	15	16	17	18	19	20	21	. 22	23	24
	Hourly	\$18.63	\$18.83	\$19.00	\$19.18	\$19.38	\$19.58	\$19.76	\$19.95	\$20.16	\$20.36	\$20.56	\$20.79
	Biweekly	\$1,490.40	\$1,506.40	\$1,520.00	\$1,534.40	\$1,550.40	\$1,566.40	\$1,580.80	\$1,596.00	\$1,612.80	\$1,628.80	\$1,644.80	\$1,663.20
	Annually	\$38,750.40	\$39,166.40	\$39,520.00	\$39,894.40	\$40,310.40	\$40,726.40	\$41,100.80	\$41,496.00	\$41,932.80	\$42,348.80	\$42,764.80	\$43,243.20
	^.												
	Steps	25	26	27	28	29	30	31	32	33	34	35	36
	Hourly	\$20.98	\$21.18	\$21.40	\$21.61	\$21.85	\$22.06	\$22.27	\$22.49	\$22.72	\$22.96	\$23.17	\$23.41
	Biweekly	\$1,678.40	\$1,694.40	\$1,712.00	\$1,728.80	\$1,748.00	\$1,764.80	\$1,781.60	\$1,799.20	\$1,817.60	\$1,836.80	\$1,853.60	\$1,872.80
	Annually	\$43,638.40	\$44,054.40	\$44,512.00	\$44,948.80	\$45,448.00	\$45,884.80	\$46,321.60	\$46,779.20	\$47,257.60	\$47,756.80	\$48,193.60	\$48,692.80
	Steps	37	38	39	40	41	42	43	44	45	46	47	48
	Hourly	\$23.63	\$23.88	\$24.11	\$24.36	\$24.60	\$24.85	\$25.10	\$25.35	\$25.61	\$25.84	\$26.12	\$26.40
	Biweekly	\$1,890.40	\$1,910.40	\$1,928.80	\$1,948.80	\$1,968.00	\$1,988.00	\$2,008.00	\$2,028.00	\$2,048.80	\$2,067.20	\$2,089.60	\$2,112.00
	Annually	\$49,150.40	\$49,670.40	\$50,148.80	\$50,668.80	\$51,168.00	\$51,688.00	\$52,208.00	\$52,728.00	\$53,268.80	\$53,747.20	\$54,329.60	\$54,912.00
	Steps	49	50	51	52	53	54	55					
	•				_								
	Hourly	\$26.62	\$26.92	\$27.18	\$27.46	\$27.72	\$28.00	\$28.29					
	Biweekly	\$2,129.60	\$2,153.60	\$2,174.40	\$2,196.80	\$2,217.60	\$2,240.00	\$2,263.20					
4	Annually	\$55,369.60	\$55,993.60	\$56,534.40	\$57,116.80	\$57,657.60	\$58,240.00	\$58,843.20					
Gra	de 74												
		1	2	3	4	5	6	7	8	9	10	11	12
	de 74 Steps	1 \$18.63	2 \$18.83	3 \$19.00	4 \$19.18	5 \$19.38	6 \$19.58	7 \$19.76	8 \$19.95	9 \$20.16	10 \$20.36	11 \$20.56	
ŀ	Steps												\$20.79 \$1,663.20
	Steps Hourly	\$18.63	\$18.83	\$19.00	\$19.18	\$19.38	\$19.58	\$19.76	\$19.95	\$20.16	\$20.36	\$20.56	\$20.79
	Steps Hourly Biweekly Annually	\$18.63 \$1,490.40 \$38,750.40	\$18.83 \$1,506.40 \$39,166.40	\$19.00 \$1,520.00 \$39,520.00	\$19.18 \$1,534.40 \$39,894.40	\$19.38 \$1,550.40 \$40,310.40	\$19.58 \$1,566.40 \$40,726.40	\$19.76 \$1,580.80 \$41,100.80	\$19.95 \$1,596.00 \$41,496.00	\$20.16 \$1,612.80 \$41,932.80	\$20.36 \$1,628.80 \$42,348.80	\$20.56 \$1,644.80 \$42,764.80	\$20.79 \$1,663.20 \$43,243.20
1	Steps Hourly Biweekly Annually Steps	\$18.63 \$1,490.40 \$38,750.40	\$18.83 \$1,506.40 \$39,166.40	\$19.00 \$1,520.00 \$39,520.00	\$19.18 \$1,534.40 \$39,894.40	\$19.38 \$1,550.40 \$40,310.40	\$19.58 \$1,566.40 \$40,726.40	\$19.76 \$1,580.80 \$41,100.80	\$19.95 \$1,596.00 \$41,496.00	\$20.16 \$1,612.80 \$41,932.80	\$20.36 \$1,628.80 \$42,348.80	\$20.56 \$1,644.80 \$42,764.80	\$20.79 \$1,663.20 \$43,243.20
	Steps Hourly Biweekly Annually Steps Hourly	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72	\$20.36 \$1,628.80 \$42,348.80 22 \$22.96	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41
	Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60	\$20.36 \$1,628.80 \$42,348.80 22 \$22.96 \$1,836.80	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80
	Steps Hourly Biweekly Annually Steps Hourly	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72	\$20.36 \$1,628.80 \$42,348.80 22 \$22.96	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60	\$20.36 \$1,628.80 \$42,348.80 22 \$22.96 \$1,836.80 \$47,756.80	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60	\$20.36 \$1,628.80 \$42,348.80 \$22.96 \$1,836.80 \$47,756.80	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61	\$20.36 \$1,628.80 \$42,348.80 \$22.96 \$1,836.80 \$47,756.80	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63 \$1,890.40	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88 \$1,910.40	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00 27 \$24.11 \$1,928.80	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36 \$1,948.80	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60 \$1,968.00	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85 \$1,988.00	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10 \$2,008.00	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35 \$2,028.00	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61 \$2,048.80	\$20.36 \$1,628.80 \$42,348.80 \$22.96 \$1,836.80 \$47,756.80 \$44,756.80	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12 \$2,089.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40 \$2,112.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61	\$20.36 \$1,628.80 \$42,348.80 \$22.96 \$1,836.80 \$47,756.80	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63 \$1,890.40 \$49,150.40	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88 \$1,910.40 \$49,670.40	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00 27 \$24.11 \$1,928.80 \$50,148.80	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36 \$1,948.80 \$50,668.80	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60 \$1,968.00 \$51,168.00	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85 \$1,988.00 \$51,688.00	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10 \$2,008.00 \$52,208.00	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35 \$2,028.00 \$52,728.00	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61 \$2,048.80 \$53,268.80	\$20.36 \$1,628.80 \$42,348.80 \$22.96 \$1,836.80 \$47,756.80 34 \$25.84 \$2,067.20 \$53,747.20	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12 \$2,089.60 \$54,329.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40 \$2,112.00 \$54,912.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63 \$1,890.40 \$49,150.40	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88 \$1,910.40 \$49,670.40	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00 27 \$24.11 \$1,928.80 \$50,148.80	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36 \$1,948.80 \$50,668.80	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60 \$1,968.00 \$51,168.00	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85 \$1,988.00 \$51,688.00	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10 \$2,008.00 \$52,208.00	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35 \$2,028.00 \$52,728.00	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61 \$2,048.80 \$53,268.80	\$20.36 \$1,628.80 \$42,348.80 \$22.96 \$1,836.80 \$47,756.80 34 \$25.84 \$2,067.20 \$53,747.20	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12 \$2,089.60 \$54,329.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40 \$2,112.00 \$54,912.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63 \$1,890.40 \$49,150.40	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88 \$1,910.40 \$49,670.40	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00 27 \$24.11 \$1,928.80 \$50,148.80 39 \$27.18	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36 \$1,948.80 \$50,668.80	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60 \$1,968.00 \$51,168.00	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85 \$1,988.00 \$51,688.00	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10 \$2,008.00 \$52,208.00	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35 \$2,028.00 \$52,728.00	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61 \$2,048.80 \$53,268.80	\$20.36 \$1,628.80 \$42,348.80 \$22 \$22.96 \$1,836.80 \$47,756.80 34 \$25.84 \$2,067.20 \$53,747.20	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12 \$2,089.60 \$54,329.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40 \$2,112.00 \$54,912.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63 \$1,890.40 \$49,150.40 37 \$26.62 \$2,129.60	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88 \$1,910.40 \$49,670.40 38 \$26.92 \$2,153.60	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00 27 \$24.11 \$1,928.80 \$50,148.80 39 \$27.18 \$2,174.40	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36 \$1,948.80 \$50,668.80 40 \$27.46 \$2,196.80	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60 \$1,968.00 \$51,168.00 41 \$27.72 \$2,217.60	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85 \$1,988.00 \$51,688.00 42 \$28.00 \$2,240.00	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10 \$2,008.00 \$52,208.00 43 \$28.29 \$2,263.20	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35 \$2,028.00 \$52,728.00 44 \$28.57 \$2,285.60	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61 \$2,048.80 \$53,268.80 45 \$28.83 \$2,306.40	\$20.36 \$1,628.80 \$42,348.80 \$22 \$22.96 \$1,836.80 \$47,756.80 34 \$25.84 \$2,067.20 \$53,747.20	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12 \$2,089.60 \$54,329.60 47 \$29.42 \$2,353.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40 \$2,112.00 \$54,912.00 48 \$29.70 \$2,376.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63 \$1,890.40 \$49,150.40	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88 \$1,910.40 \$49,670.40	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00 27 \$24.11 \$1,928.80 \$50,148.80 39 \$27.18	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36 \$1,948.80 \$50,668.80	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60 \$1,968.00 \$51,168.00	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85 \$1,988.00 \$51,688.00	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10 \$2,008.00 \$52,208.00	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35 \$2,028.00 \$52,728.00	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61 \$2,048.80 \$53,268.80	\$20.36 \$1,628.80 \$42,348.80 \$22 \$22.96 \$1,836.80 \$47,756.80 34 \$25.84 \$2,067.20 \$53,747.20	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12 \$2,089.60 \$54,329.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40 \$2,112.00 \$54,912.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63 \$1,890.40 \$49,150.40 37 \$26.62 \$2,129.60	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88 \$1,910.40 \$49,670.40 38 \$26.92 \$2,153.60	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00 27 \$24.11 \$1,928.80 \$50,148.80 39 \$27.18 \$2,174.40	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36 \$1,948.80 \$50,668.80 40 \$27.46 \$2,196.80	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60 \$1,968.00 \$51,168.00 41 \$27.72 \$2,217.60	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85 \$1,988.00 \$51,688.00 42 \$28.00 \$2,240.00	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10 \$2,008.00 \$52,208.00 43 \$28.29 \$2,263.20	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35 \$2,028.00 \$52,728.00 44 \$28.57 \$2,285.60	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61 \$2,048.80 \$53,268.80 45 \$28.83 \$2,306.40	\$20.36 \$1,628.80 \$42,348.80 \$22 \$22.96 \$1,836.80 \$47,756.80 34 \$25.84 \$2,067.20 \$53,747.20	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12 \$2,089.60 \$54,329.60 47 \$29.42 \$2,353.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40 \$2,112.00 \$54,912.00
	Steps Hourly Biweekly Annually Steps	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63 \$1,890.40 \$49,150.40 37 \$26.62 \$2,129.60 \$55,369.60	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88 \$1,910.40 \$49,670.40 38 \$26.92 \$2,153.60 \$55,993.60	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00 27 \$24.11 \$1,928.80 \$50,148.80 39 \$27.18 \$2,174.40 \$56,534.40	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36 \$1,948.80 \$50,668.80 40 \$27.46 \$2,196.80 \$57,116.80	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60 \$1,968.00 \$51,168.00 41 \$27.72 \$2,217.60 \$57,657.60	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85 \$1,988.00 \$51,688.00 42 \$28.00 \$2,240.00 \$58,240.00	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10 \$2,008.00 \$52,208.00 43 \$28.29 \$2,263.20 \$58,843.20	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35 \$2,028.00 \$52,728.00 44 \$28.57 \$2,285.60	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61 \$2,048.80 \$53,268.80 45 \$28.83 \$2,306.40	\$20.36 \$1,628.80 \$42,348.80 \$22 \$22.96 \$1,836.80 \$47,756.80 34 \$25.84 \$2,067.20 \$53,747.20	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12 \$2,089.60 \$54,329.60 47 \$29.42 \$2,353.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40 \$2,112.00 \$54,912.00 48 \$29.70 \$2,376.00
	Steps Hourly Biweekly Annually	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63 \$1,890.40 \$49,150.40 37 \$26.62 \$2,129.60 \$55,369.60 49 \$30.02	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88 \$1,910.40 \$49,670.40 38 \$26.92 \$2,153.60 \$55,993.60 \$0 \$30.31	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00 27 \$24.11 \$1,928.80 \$50,148.80 39 \$27.18 \$2,174.40 \$56,534.40	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36 \$1,948.80 \$50,668.80 40 \$27.46 \$2,196.80 \$57,116.80 52	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60 \$1,968.00 \$51,168.00 41 \$27.72 \$2,217.60 \$57,657.60	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85 \$1,988.00 \$51,688.00 42 \$28.00 \$2,240.00 \$58,240.00	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10 \$2,008.00 \$52,208.00 43 \$28.29 \$2,263.20 \$58,843.20 55 \$31.84	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35 \$2,028.00 \$52,728.00 44 \$28.57 \$2,285.60	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61 \$2,048.80 \$53,268.80 45 \$28.83 \$2,306.40	\$20.36 \$1,628.80 \$42,348.80 \$22 \$22.96 \$1,836.80 \$47,756.80 34 \$25.84 \$2,067.20 \$53,747.20	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12 \$2,089.60 \$54,329.60 47 \$29.42 \$2,353.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40 \$2,112.00 \$54,912.00 48 \$29.70 \$2,376.00
	Steps Hourly Biweekly Annually	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63 \$1,890.40 \$49,150.40 37 \$26.62 \$2,129.60 \$55,369.60 49 \$30.02 \$2,401.60	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88 \$1,910.40 \$49,670.40 38 \$26.92 \$2,153.60 \$55,993.60 50 \$30.31 \$2,424.80	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00 27 \$24.11 \$1,928.80 \$50,148.80 39 \$27.18 \$2,174.40 \$56,534.40 51 \$30.61 \$2,448.80	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36 \$1,948.80 \$50,668.80 40 \$27.46 \$2,196.80 \$57,116.80 52 \$30.92 \$2,473.60	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60 \$1,968.00 \$51,168.00 41 \$27.72 \$2,217.60 \$57,657.60 53 \$31.23 \$2,498.40	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85 \$1,988.00 \$51,688.00 42 \$28.00 \$2,240.00 \$58,240.00 54 \$31.54 \$2,523.20	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10 \$2,008.00 \$52,208.00 43 \$28.29 \$2,263.20 \$58,843.20 55 \$31.84 \$2,547.20	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35 \$2,028.00 \$52,728.00 44 \$28.57 \$2,285.60	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61 \$2,048.80 \$53,268.80 45 \$28.83 \$2,306.40	\$20.36 \$1,628.80 \$42,348.80 \$22 \$22.96 \$1,836.80 \$47,756.80 34 \$25.84 \$2,067.20 \$53,747.20	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12 \$2,089.60 \$54,329.60 47 \$29.42 \$2,353.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40 \$2,112.00 \$54,912.00 48 \$29.70 \$2,376.00
	Steps Hourly Biweekly Annually	\$18.63 \$1,490.40 \$38,750.40 13 \$20.98 \$1,678.40 \$43,638.40 25 \$23.63 \$1,890.40 \$49,150.40 37 \$26.62 \$2,129.60 \$55,369.60 49 \$30.02	\$18.83 \$1,506.40 \$39,166.40 14 \$21.18 \$1,694.40 \$44,054.40 26 \$23.88 \$1,910.40 \$49,670.40 38 \$26.92 \$2,153.60 \$55,993.60 \$0 \$30.31	\$19.00 \$1,520.00 \$39,520.00 15 \$21.40 \$1,712.00 \$44,512.00 27 \$24.11 \$1,928.80 \$50,148.80 39 \$27.18 \$2,174.40 \$56,534.40	\$19.18 \$1,534.40 \$39,894.40 16 \$21.61 \$1,728.80 \$44,948.80 28 \$24.36 \$1,948.80 \$50,668.80 40 \$27.46 \$2,196.80 \$57,116.80 52	\$19.38 \$1,550.40 \$40,310.40 17 \$21.85 \$1,748.00 \$45,448.00 29 \$24.60 \$1,968.00 \$51,168.00 41 \$27.72 \$2,217.60 \$57,657.60	\$19.58 \$1,566.40 \$40,726.40 18 \$22.06 \$1,764.80 \$45,884.80 30 \$24.85 \$1,988.00 \$51,688.00 42 \$28.00 \$2,240.00 \$58,240.00	\$19.76 \$1,580.80 \$41,100.80 19 \$22.27 \$1,781.60 \$46,321.60 31 \$25.10 \$2,008.00 \$52,208.00 43 \$28.29 \$2,263.20 \$58,843.20 55 \$31.84	\$19.95 \$1,596.00 \$41,496.00 20 \$22.49 \$1,799.20 \$46,779.20 32 \$25.35 \$2,028.00 \$52,728.00 44 \$28.57 \$2,285.60	\$20.16 \$1,612.80 \$41,932.80 21 \$22.72 \$1,817.60 \$47,257.60 33 \$25.61 \$2,048.80 \$53,268.80 45 \$28.83 \$2,306.40	\$20.36 \$1,628.80 \$42,348.80 \$22 \$22.96 \$1,836.80 \$47,756.80 34 \$25.84 \$2,067.20 \$53,747.20	\$20.56 \$1,644.80 \$42,764.80 23 \$23.17 \$1,853.60 \$48,193.60 35 \$26.12 \$2,089.60 \$54,329.60 47 \$29.42 \$2,353.60	\$20.79 \$1,663.20 \$43,243.20 24 \$23.41 \$1,872.80 \$48,692.80 36 \$26.40 \$2,112.00 \$54,912.00 48 \$29.70 \$2,376.00

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$20.98	\$21.18	\$21.40	\$21.61	\$21.85	\$22.06	\$22.27	\$22.49	\$22.72	\$22.96	\$23.17	\$23.41
Biweekly	\$1,678.40	\$1,694.40	\$1,712.00	\$1,728.80	\$1,748.00	\$1,764.80	\$1,781.60	\$1,799.20	\$1,817.60	\$1,836.80	\$1,853.60	\$1,872.80
Annually	\$43,638.40	\$44,054.40	\$44,512.00	\$44,948.80	\$45,448.00	\$45,884.80	\$46,321.60	\$46,779.20	\$47,257.60	\$47,756.80	\$48,193.60	\$48,692.80
Steps												
	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$23.63 \$1,890.40	\$23.88 \$1,910.40	\$24.11 \$1,928.80	\$24.36 \$1,948.80	\$24.60 \$1,968.00	\$24.85 \$1,988.00	\$25.10 \$2,008.00	\$25.35 \$2,028.00	\$25.61 \$2,048.80	\$25.84 \$2,067.20	\$26.12 \$2,089.60	\$26.40 \$2,112.00
Annually	\$49,150.40	\$49,670.40	\$50,148.80	\$50,668.80	\$51,168.00	\$51,688.00	\$52,208.00	\$52,728.00	\$53,268.80	\$53,747.20	\$54,329.60	\$54,912.00
Ailliually	349,130.40	349,070.40	330,148.80	330,008.80	331,108.00	331,088.00	\$32,208.00	332,728.00	333,208.80	333,747.20	\$34,329.00	334,912.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$26.62	\$26.92	\$27.18	\$27.46	\$27.72	\$28.00	\$28.29	\$28.57	\$28.83	\$29.12	\$29.42	\$29.70
Biweekly	\$2,129.60	\$2,153.60	\$2,174.40	\$2,196.80	\$2,217.60	\$2,240.00	\$2,263.20	\$2,285.60	\$2,306.40	\$2,329.60	\$2,353.60	\$2,376.00
Annually	\$55,369.60	\$55,993.60	\$56,534.40	\$57,116.80	\$57,657.60	\$58,240.00	\$58,843.20	\$59,425.60	\$59,966.40	\$60,569.60	\$61,193.60	\$61,776.00
Ctons												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$30.02	\$30.31	\$30.61	\$30.92	\$31.23	\$31.54	\$31.84	\$32.18	\$32.51	\$32.81	\$33.13	\$33.45
Biweekly	\$2,401.60	\$2,424.80	\$2,448.80	\$2,473.60	\$2,498.40	\$2,523.20	\$2,547.20	\$2,574.40	\$2,600.80	\$2,624.80	\$2,650.40	\$2,676.00
Annually	\$62,441.60	\$63,044.80	\$63,668.80	\$64,313.60	\$64.958.40	\$65,603.20	\$66,227.20	\$66,934.40	\$67,620.80	\$68.244.80	\$68.910.40	\$69,576.00
Steps	49	50	51	52	53	54	55					
Hourly	\$33.81	\$34.15	\$34.49	\$34.83	\$35.17	\$35.54	\$35.90					
Biweekly	\$2,704.80	\$2,732.00	\$2,759.20	\$2,786.40	\$2,813.60	\$2,843.20	\$2,872.00					
Annually	\$70,324.80	\$71,032.00	\$71,739.20	\$72,446.40	\$73,153.60	\$73,923.20	\$74,672.00					
C 1- 76												
(-rade / D												
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$23.63	\$23.88	\$24.11	\$24.36	\$24.60	\$24.85	\$25.10	\$25.35	\$25.61	\$25.84	\$26.12	\$26.40
Steps Hourly Biweekly	\$23.63 \$1,890.40	\$23.88 \$1,910.40	\$24.11 \$1,928.80	\$24.36 \$1,948.80	\$24.60 \$1,968.00	\$24.85 \$1,988.00	\$25.10 \$2,008.00	\$25.35 \$2,028.00	\$25.61 \$2,048.80	\$25.84 \$2,067.20	\$26.12 \$2,089.60	\$26.40 \$2,112.00
Steps Hourly	\$23.63	\$23.88	\$24.11	\$24.36	\$24.60	\$24.85	\$25.10	\$25.35	\$25.61	\$25.84	\$26.12	\$26.40
Steps Hourly Biweekly	\$23.63 \$1,890.40	\$23.88 \$1,910.40	\$24.11 \$1,928.80 \$50,148.80	\$24.36 \$1,948.80 \$50,668.80	\$24.60 \$1,968.00 \$51,168.00	\$24.85 \$1,988.00 \$51,688.00	\$25.10 \$2,008.00 \$52,208.00	\$25.35 \$2,028.00	\$25.61 \$2,048.80	\$25.84 \$2,067.20 \$53,747.20	\$26.12 \$2,089.60 \$54,329.60	\$26.40 \$2,112.00 \$54,912.00
Steps Hourly Biweekly Annually Steps Hourly	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00	\$25.10 \$2,008.00 \$52,208.00 19 \$28.29	\$25.35 \$2,028.00 \$52,728.00 20 \$28.57	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42	\$26.40 \$2,112.00 \$54,912.00 24 \$29.70
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72 \$2,217.60	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00 \$2,240.00	\$25.10 \$2,008.00 \$52,208.00 19 \$28.29 \$2,263.20	\$25.35 \$2,028.00 \$52,728.00 20 \$28.57 \$2,285.60	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60	\$26.40 \$2,112.00 \$54,912.00 24 \$29.70 \$2,376.00
Steps Hourly Biweekly Annually Steps Hourly	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00	\$25.10 \$2,008.00 \$52,208.00 19 \$28.29	\$25.35 \$2,028.00 \$52,728.00 20 \$28.57	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42	\$26.40 \$2,112.00 \$54,912.00 24 \$29.70
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00 \$2,240.00 \$58,240.00	\$25.10 \$2,008.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20	\$25.35 \$2,028.00 \$52,728.00 20 \$28.57 \$2,285.60 \$59,425.60	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60	\$26.40 \$2,112.00 \$54,912.00 \$29.70 \$2,376.00 \$61,776.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00 \$2,240.00 \$58,240.00	\$25.10 \$2,008.00 \$52,208.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20	\$25.35 \$2,028.00 \$52,728.00 \$28.57 \$2,285.60 \$59,425.60	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60	\$26.40 \$2,112.00 \$54,912.00 \$29.70 \$2,376.00 \$61,776.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00 \$2,240.00 \$58,240.00 30 \$31.54	\$25.10 \$2,008.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84	\$25.35 \$2,028.00 \$52,728.00 20 \$28.57 \$2,285.60 \$59,425.60 32 \$32.18	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13	\$26.40 \$2,112.00 \$54,912.00 24 \$29.70 \$2,376.00 \$61,776.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02 \$2,401.60	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31 \$2,424.80	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61 \$2,448.80	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92 \$2,473.60	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23 \$2,498.40	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00 \$2,240.00 \$58,240.00 30 \$31.54 \$2,523.20	\$25.10 \$2,008.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84 \$2,547.20	\$25.35 \$2,028.00 \$52,728.00 \$20 \$28.57 \$2,285.60 \$59,425.60 \$32 \$32.18 \$2,574.40	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51 \$2,600.80	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81 \$2,624.80	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13 \$2,650.40	\$26.40 \$2,112.00 \$54,912.00 \$2,376.00 \$61,776.00 \$33.45 \$2,676.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00 \$2,240.00 \$58,240.00 30 \$31.54	\$25.10 \$2,008.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84	\$25.35 \$2,028.00 \$52,728.00 20 \$28.57 \$2,285.60 \$59,425.60 32 \$32.18	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13	\$26.40 \$2,112.00 \$54,912.00 24 \$29.70 \$2,376.00 \$61,776.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02 \$2,401.60	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31 \$2,424.80	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61 \$2,448.80	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92 \$2,473.60	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23 \$2,498.40 \$64,958.40	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00 \$2,240.00 \$58,240.00 30 \$31.54 \$2,523.20	\$25.10 \$2,008.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84 \$2,547.20	\$25.35 \$2,028.00 \$52,728.00 \$20 \$28.57 \$2,285.60 \$59,425.60 \$32 \$32.18 \$2,574.40	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51 \$2,600.80	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81 \$2,624.80	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13 \$2,650.40	\$26.40 \$2,112.00 \$54,912.00 24 \$29.70 \$2,376.00 \$61,776.00 36 \$33.45 \$2,676.00 \$69,576.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02 \$2,401.60 \$62,441.60	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31 \$2,424.80 \$63,044.80	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61 \$2,448.80 \$63,668.80	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92 \$2,473.60 \$64,313.60	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23 \$2,498.40 \$64,958.40	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00 \$2,240.00 \$58,240.00 30 \$31.54 \$2,523.20 \$65,603.20	\$25.10 \$2,008.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84 \$2,547.20 \$66,227.20	\$25.35 \$2,028.00 \$52,728.00 \$20 \$28.57 \$2,285.60 \$59,425.60 \$32.18 \$2,574.40 \$66,934.40	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51 \$2,600.80 \$67,620.80	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81 \$2,624.80 \$68,244.80	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13 \$2,650.40 \$68,910.40	\$26.40 \$2,112.00 \$54,912.00 \$54,912.00 24 \$29.70 \$2,376.00 \$61,776.00 36 \$33.45 \$2,676.00 \$69,576.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02 \$2,401.60 \$62,441.60	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31 \$2,424.80 \$63,044.80	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61 \$2,448.80 \$63,668.80	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92 \$2,473.60 \$64,313.60	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23 \$2,498.40 \$64,958.40	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00 \$2,240.00 \$58,240.00 30 \$31.54 \$2,523.20 \$65,603.20	\$25.10 \$2,008.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84 \$2,547.20 \$66,227.20	\$25.35 \$2,028.00 \$52,728.00 20 \$28.57 \$2,285.60 \$59,425.60 32 \$32.18 \$2,574.40 \$66,934.40	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51 \$2,600.80 \$67,620.80	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81 \$2,624.80 \$68,244.80	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13 \$2,650.40 \$68,910.40	\$26.40 \$2,112.00 \$54,912.00 \$54,912.00 24 \$29.70 \$2,376.00 \$61,776.00 36 \$33.45 \$2,676.00 \$69,576.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02 \$2,401.60 \$62,441.60	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31 \$2,424.80 \$63,044.80	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61 \$2,448.80 \$63,668.80	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92 \$2,473.60 \$64,313.60	\$24.60 \$1,968.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23 \$2,498.40 \$64,958.40	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00 \$2,240.00 \$58,240.00 30 \$31.54 \$2,523.20 \$65,603.20	\$25.10 \$2,008.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84 \$2,547.20 \$66,227.20	\$25.35 \$2,028.00 \$52,728.00 \$28.57 \$2,285.60 \$59,425.60 \$32.18 \$2,574.40 \$66,934.40	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51 \$2,600.80 \$67,620.80	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81 \$2,624.80 \$68,244.80	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13 \$2,650.40 \$68,910.40	\$26.40 \$2,112.00 \$54,912.00 \$54,912.00 24 \$29.70 \$2,376.00 \$61,776.00 36 \$33.45 \$2,676.00 \$69,576.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02 \$2,401.60 \$62,441.60 37 \$33.81 \$2,704.80 \$70,324.80	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31 \$2,424.80 \$63,044.80 38 \$34.15 \$2,732.00 \$71,032.00	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61 \$2,448.80 \$63,668.80 39 \$34.49 \$2,759.20 \$71,739.20	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92 \$2,473.60 \$64,313.60 40 \$34.83 \$2,786.40 \$72,446.40	\$24.60 \$1,968.00 \$51,168.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23 \$2,498.40 \$64,958.40 41 \$35.17 \$2,813.60 \$73,153.60	\$24.85 \$1,988.00 \$51,688.00 \$28.00 \$2,240.00 \$58,240.00 \$31.54 \$2,523.20 \$65,603.20 \$42 \$35.54 \$2,843.20 \$73,923.20	\$25.10 \$2,008.00 \$52,208.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84 \$2,547.20 \$66,227.20 43 \$35.90 \$2,872.00 \$74,672.00	\$25.35 \$2,028.00 \$52,728.00 \$28.57 \$2,285.60 \$59,425.60 \$32.18 \$2,574.40 \$66,934.40 44 \$36.24 \$2,899.20	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51 \$2,600.80 \$67,620.80 45 \$36.62 \$2,929.60	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81 \$2,624.80 \$68,244.80 46 \$36.99 \$2,959.20	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13 \$2,650.40 \$68,910.40 47 \$37.32 \$2,985.60	\$26.40 \$2,112.00 \$54,912.00 \$4 \$29.70 \$2,376.00 \$61,776.00 \$69,576.00 \$69,576.00 \$33.45 \$2,676.00 \$69,576.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02 \$2,401.60 \$62,441.60 37 \$33.81 \$2,704.80 \$70,324.80	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31 \$2,424.80 \$63,044.80 38 \$34.15 \$2,732.00 \$71,032.00	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61 \$2,448.80 \$63,668.80 39 \$34.49 \$2,759.20 \$71,739.20	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92 \$2,473.60 \$64,313.60 40 \$34.83 \$2,786.40 \$72,446.40	\$24.60 \$1,968.00 \$51,168.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23 \$2,498.40 \$64,958.40 41 \$35.17 \$2,813.60 \$73,153.60	\$24.85 \$1,988.00 \$51,688.00 \$1,688.00 \$28.00 \$2,240.00 \$58,240.00 \$31.54 \$2,523.20 \$65,603.20 \$42 \$35.54 \$2,843.20 \$73,923.20	\$25.10 \$2,008.00 \$52,208.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84 \$2,547.20 \$66,227.20 43 \$35.90 \$2,872.00 \$74,672.00	\$25.35 \$2,028.00 \$52,728.00 \$28.57 \$2,285.60 \$59,425.60 \$32.18 \$2,574.40 \$66,934.40 44 \$36.24 \$2,899.20	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51 \$2,600.80 \$67,620.80 45 \$36.62 \$2,929.60	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81 \$2,624.80 \$68,244.80 46 \$36.99 \$2,959.20	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13 \$2,650.40 \$68,910.40 47 \$37.32 \$2,985.60	\$26.40 \$2,112.00 \$54,912.00 \$4 \$29.70 \$2,376.00 \$61,776.00 \$69,576.00 \$69,576.00 \$33.45 \$2,676.00 \$69,576.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02 \$2,401.60 \$62,441.60 37 \$33.81 \$2,704.80 \$70,324.80	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31 \$2,424.80 \$63,044.80 38 \$34.15 \$2,732.00 \$71,032.00	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61 \$2,448.80 \$63,668.80 39 \$34.49 \$2,759.20 \$71,739.20	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92 \$2,473.60 \$64,313.60 40 \$34.83 \$2,786.40 \$72,446.40	\$24.60 \$1,968.00 \$51,168.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23 \$2,498.40 \$64,958.40 41 \$35.17 \$2,813.60 \$73,153.60	\$24.85 \$1,988.00 \$51,688.00 \$1,688.00 \$28.00 \$2,240.00 \$58,240.00 \$31.54 \$2,523.20 \$65,603.20 \$42 \$35.54 \$2,843.20 \$73,923.20	\$25.10 \$2,008.00 \$52,208.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84 \$2,547.20 \$66,227.20 43 \$35.90 \$2,872.00 \$74,672.00	\$25.35 \$2,028.00 \$52,728.00 \$28.57 \$2,285.60 \$59,425.60 \$32.18 \$2,574.40 \$66,934.40 44 \$36.24 \$2,899.20	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51 \$2,600.80 \$67,620.80 45 \$36.62 \$2,929.60	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81 \$2,624.80 \$68,244.80 46 \$36.99 \$2,959.20	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13 \$2,650.40 \$68,910.40 47 \$37.32 \$2,985.60	\$26.40 \$2,112.00 \$54,912.00 \$4 \$29.70 \$2,376.00 \$61,776.00 \$69,576.00 \$69,576.00 \$33.45 \$2,676.00 \$69,576.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02 \$2,401.60 \$62,441.60 37 \$33.81 \$2,704.80 \$70,324.80 49 \$38.10 \$3,048.00	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31 \$2,424.80 \$63,044.80 38 \$34.15 \$2,732.00 \$71,032.00 50 \$38.48 \$3,078.40	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61 \$2,448.80 \$63,668.80 39 \$34.49 \$2,759.20 \$71,739.20 51 \$38.86 \$3,108.80	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92 \$2,473.60 \$64,313.60 40 \$34.83 \$2,786.40 \$72,446.40 52 \$39.26 \$31,140.80	\$24.60 \$1,968.00 \$51,168.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23 \$2,498.40 \$64,958.40 41 \$35.17 \$2,813.60 \$73,153.60 53 \$39.65 \$3,172.00	\$24.85 \$1,988.00 \$51,688.00 18 \$28.00 \$2,240.00 \$58,240.00 30 \$31.54 \$2,523.20 \$65,603.20 42 \$35.54 \$2,843.20 \$73,923.20 54 \$40.05 \$3,204.00	\$25.10 \$2,008.00 \$52,208.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84 \$2,547.20 \$66,227.20 43 \$35.90 \$2,872.00 \$74,672.00 55 \$40.44 \$3,235.20	\$25.35 \$2,028.00 \$52,728.00 \$28.57 \$2,285.60 \$59,425.60 \$32.18 \$2,574.40 \$66,934.40 44 \$36.24 \$2,899.20	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51 \$2,600.80 \$67,620.80 45 \$36.62 \$2,929.60	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81 \$2,624.80 \$68,244.80 46 \$36.99 \$2,959.20	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13 \$2,650.40 \$68,910.40 47 \$37.32 \$2,985.60	\$26.40 \$2,112.00 \$54,912.00 \$4 \$29.70 \$2,376.00 \$61,776.00 \$69,576.00 \$69,576.00 \$33.45 \$2,676.00 \$69,576.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$23.63 \$1,890.40 \$49,150.40 13 \$26.62 \$2,129.60 \$55,369.60 25 \$30.02 \$2,401.60 \$62,441.60 37 \$33.81 \$2,704.80 \$70,324.80	\$23.88 \$1,910.40 \$49,670.40 14 \$26.92 \$2,153.60 \$55,993.60 26 \$30.31 \$2,424.80 \$63,044.80 38 \$34.15 \$2,732.00 \$71,032.00	\$24.11 \$1,928.80 \$50,148.80 15 \$27.18 \$2,174.40 \$56,534.40 27 \$30.61 \$2,448.80 \$63,668.80 39 \$34.49 \$2,759.20 \$71,739.20	\$24.36 \$1,948.80 \$50,668.80 16 \$27.46 \$2,196.80 \$57,116.80 28 \$30.92 \$2,473.60 \$64,313.60 40 \$34.83 \$2,786.40 \$72,446.40	\$24.60 \$1,968.00 \$51,168.00 \$51,168.00 17 \$27.72 \$2,217.60 \$57,657.60 29 \$31.23 \$2,498.40 \$64,958.40 41 \$35.17 \$2,813.60 \$73,153.60	\$24.85 \$1,988.00 \$51,688.00 \$1,688.00 \$28.00 \$2,240.00 \$58,240.00 \$31.54 \$2,523.20 \$65,603.20 \$42 \$35.54 \$2,843.20 \$73,923.20	\$25.10 \$2,008.00 \$52,208.00 \$52,208.00 19 \$28.29 \$2,263.20 \$58,843.20 31 \$31.84 \$2,547.20 \$66,227.20 43 \$35.90 \$2,872.00 \$74,672.00	\$25.35 \$2,028.00 \$52,728.00 \$28.57 \$2,285.60 \$59,425.60 \$32.18 \$2,574.40 \$66,934.40 44 \$36.24 \$2,899.20	\$25.61 \$2,048.80 \$53,268.80 21 \$28.83 \$2,306.40 \$59,966.40 33 \$32.51 \$2,600.80 \$67,620.80 45 \$36.62 \$2,929.60	\$25.84 \$2,067.20 \$53,747.20 22 \$29.12 \$2,329.60 \$60,569.60 34 \$32.81 \$2,624.80 \$68,244.80 46 \$36.99 \$2,959.20	\$26.12 \$2,089.60 \$54,329.60 23 \$29.42 \$2,353.60 \$61,193.60 35 \$33.13 \$2,650.40 \$68,910.40 47 \$37.32 \$2,985.60	\$26.40 \$2,112.00 \$54,912.00 \$4 \$29.70 \$2,376.00 \$61,776.00 \$69,576.00 \$69,576.00 \$33.45 \$2,676.00 \$69,576.00

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$26.62	\$26.92	\$27.18	\$27.46	\$27.72	\$28.00	\$28.29	\$28.57	\$28.83	\$29.12	\$29.42	\$29.70
Biweekly	\$2,129.60	\$2,153.60	\$2,174.40	\$2,196.80	\$2,217.60	\$2,240.00	\$2,263.20	\$2,285.60	\$2,306.40	\$2,329.60	\$2,353.60	\$2,376.00
Annually	\$55,369.60	\$55,993.60	\$56,534.40	\$57,116.80	\$57,657.60	\$58,240.00	\$58,843.20	\$59,425.60	\$59,966.40	\$60,569.60	\$61,193.60	\$61,776.00
Steps												
-	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$30.02 \$2,401.60	\$30.31 \$2,424.80	\$30.61 \$2,448.80	\$30.92 \$2,473.60	\$31.23 \$2,498.40	\$31.54 \$2,523.20	\$31.84 \$2,547.20	\$32.18 \$2,574.40	\$32.51 \$2,600.80	\$32.81 \$2,624.80	\$33.13 \$2,650.40	\$33.45 \$2,676.00
Annually	\$62,441.60	\$63,044.80	\$63,668.80	\$64,313.60	\$64,958.40	\$65,603.20	\$66,227.20	\$66,934.40	\$67,620.80	\$68,244.80	\$68,910.40	\$69,576.00
Allitually	302,441.00	303,044.80	303,008.80	504,313.00	304,338.40	303,003.20	300,227.20	300,934.40	307,020.80	308,244.80	308,910.40	309,370.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$33.81	\$34.15	\$34.49	\$34.83	\$35.17	\$35.54	\$35.90	\$36.24	\$36.62	\$36.99	\$37.32	\$37.69
Biweekly	\$2,704.80	\$2,732.00	\$2,759.20	\$2,786.40	\$2,813.60	\$2,843.20	\$2,872.00	\$2,899.20	\$2,929.60	\$2,959.20	\$2,985.60	\$3,015.20
Annually	\$70,324.80	\$71,032.00	\$71,739.20	\$72,446.40	\$73,153.60	\$73,923.20	\$74,672.00	\$75,379.20	\$76,169.60	\$76,939.20	\$77,625.60	\$78,395.20
Chama												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$38.10	\$38.48	\$38.86	\$39.26	\$39.65	\$40.05	\$40.44	\$40.83	\$41.26	\$41.68	\$42.08	\$42.51
Biweekly Annually	\$3,048.00 \$79,248.00	\$3,078.40 \$80,038.40	\$3,108.80 \$80,828.80	\$3,140.80 \$81,660.80	\$3,172.00 \$82,472.00	\$3,204.00 \$83,304.00	\$3,235.20 \$84,115.20	\$3,266.40 \$84,926.40	\$3,300.80 \$85,820.80	\$3,334.40 \$86,694.40	\$3,366.40 \$87,526.40	\$3,400.80 \$88,420.80
Allitually	379,246.00	360,036.40	300,020.00	361,000.00	302,472.00	\$65,504.00	304,113.20	364,920.40	303,020.00	300,094.40	367,320.40	300,420.60
Steps	49	50	51	52	53	54	55					
Hourly	\$42.94	\$43.36	\$43.79	\$44.22	\$44.68	\$45.12	\$45.56					
Biweekly	\$3,435.20	\$3,468.80	\$3,503.20	\$3,537.60	\$3,574.40	\$3,609.60	\$3,644.80					
Annually	\$89,315.20	\$90,188.80	\$91,083.20	\$91,977.60	\$92,934.40	\$93,849.60	\$94,764.80					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$29.12	\$29.42	\$29.70	\$30.02	\$30.31	\$30.61	\$30.92	\$31.23	\$31.54	\$31.84	\$32.18	\$32.51
Steps Hourly Biweekly	\$29.12 \$2,329.60	\$29.42 \$2,353.60	\$29.70 \$2,376.00	\$30.02 \$2,401.60	\$30.31 \$2,424.80	\$30.61 \$2,448.80	\$30.92 \$2,473.60	\$31.23 \$2,498.40	\$31.54 \$2,523.20	\$31.84 \$2,547.20	\$32.18 \$2,574.40	\$32.51 \$2,600.80
Steps Hourly	\$29.12	\$29.42	\$29.70	\$30.02	\$30.31	\$30.61	\$30.92	\$31.23	\$31.54	\$31.84	\$32.18	\$32.51
Steps Hourly Biweekly	\$29.12 \$2,329.60	\$29.42 \$2,353.60	\$29.70 \$2,376.00	\$30.02 \$2,401.60	\$30.31 \$2,424.80	\$30.61 \$2,448.80	\$30.92 \$2,473.60	\$31.23 \$2,498.40	\$31.54 \$2,523.20	\$31.84 \$2,547.20	\$32.18 \$2,574.40	\$32.51 \$2,600.80
Steps Hourly Biweekly Annually	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13	\$29.70 \$2,376.00 \$61,776.00	\$30.02 \$2,401.60 \$62,441.60	\$30.31 \$2,424.80 \$63,044.80	\$30.61 \$2,448.80 \$63,668.80	\$30.92 \$2,473.60 \$64,313.60	\$31.23 \$2,498.40 \$64,958.40	\$31.54 \$2,523.20 \$65,603.20	\$31.84 \$2,547.20 \$66,227.20	\$32.18 \$2,574.40 \$66,934.40	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62
Steps Hourly Biweekly Annually Steps	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40	\$29.70 \$2,376.00 \$61,776.00 15 \$33.45 \$2,676.00	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60
Steps Hourly Biweekly Annually Steps Hourly	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13	\$29.70 \$2,376.00 \$61,776.00 15 \$33.45	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40	\$29.70 \$2,376.00 \$61,776.00 15 \$33.45 \$2,676.00 \$69,576.00	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40	\$29.70 \$2,376.00 \$61,776.00 15 \$33.45 \$2,676.00 \$69,576.00	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80 25 \$36.99	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40 26 \$37.32	\$29.70 \$2,376.00 \$61,776.00 15 \$33.45 \$2,676.00 \$69,576.00 27 \$37.69	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80 28 \$38.10	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20 30 \$38.86	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40 31 \$39.26	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60 32 \$39.65	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20 33 \$40.05	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20 35 \$40.83	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60 36 \$41.26
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80 25 \$36.99 \$2,959.20	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40 26 \$37.32 \$2,985.60	\$29.70 \$2,376.00 \$61,776.00 15 \$33.45 \$2,676.00 \$69,576.00 27 \$37.69 \$3,015.20	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80 28 \$38.10 \$3,048.00	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00 29 \$38.48 \$3,078.40	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20 30 \$38.86 \$3,108.80	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40 31 \$39.26 \$3,140.80	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60 32 \$39.65 \$3,172.00	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20 33 \$40.05 \$3,204.00	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00 34 \$40.44 \$3,235.20	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20 35 \$40.83 \$3,266.40	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60 36 \$41.26 \$3,300.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80 25 \$36.99	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40 26 \$37.32	\$29.70 \$2,376.00 \$61,776.00 15 \$33.45 \$2,676.00 \$69,576.00 27 \$37.69	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80 28 \$38.10	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20 30 \$38.86	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40 31 \$39.26	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60 32 \$39.65	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20 33 \$40.05	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20 35 \$40.83	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60 36 \$41.26
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80 25 \$36.99 \$2,959.20 \$76,939.20	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40 26 \$37.32 \$2,985.60 \$77,625.60	\$29.70 \$2,376.00 \$61,776.00 15 \$33.45 \$2,676.00 \$69,576.00 27 \$37.69 \$3,015.20 \$78,395.20	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80 28 \$38.10 \$3,048.00 \$79,248.00	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00 29 \$38.48 \$3,078.40 \$80,038.40	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20 30 \$38.86 \$3,108.80 \$80,828.80	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40 31 \$39.26 \$3,140.80 \$81,660.80	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60 32 \$39.65 \$3,172.00 \$82,472.00	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20 33 \$40.05 \$3,204.00 \$83,304.00	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00 34 \$40.44 \$3,235.20 \$84,115.20	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20 35 \$40.83 \$3,266.40 \$84,926.40	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60 36 \$41.26 \$3,300.80 \$85,820.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80 25 \$36.99 \$2,959.20 \$76,939.20	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40 26 \$37.32 \$2,985.60 \$77,625.60	\$29.70 \$2,376.00 \$61,776.00 \$15 \$33.45 \$2,676.00 \$69,576.00 \$37.69 \$3,015.20 \$78,395.20	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80 28 \$38.10 \$3,048.00 \$79,248.00	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00 29 \$38.48 \$3,078.40 \$80,038.40	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20 30 \$38.86 \$3,108.80 \$80,828.80	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40 31 \$39.26 \$3,140.80 \$81,660.80	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60 32 \$39.65 \$3,172.00	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20 33 \$40.05 \$3,204.00 \$83,304.00	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00 34 \$40.44 \$3,235.20 \$84,115.20	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20 35 \$40.83 \$3,266.40 \$84,926.40	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60 36 \$41.26 \$3,300.80 \$85,820.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80 25 \$36.99 \$2,959.20 \$76,939.20	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40 26 \$37.32 \$2,985.60 \$77,625.60	\$29.70 \$2,376.00 \$61,776.00 15 \$33.45 \$2,676.00 \$69,576.00 27 \$37.69 \$3,015.20 \$78,395.20	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80 28 \$38.10 \$3,048.00 \$79,248.00	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00 29 \$38.48 \$3,078.40 \$80,038.40	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20 30 \$38.86 \$3,108.80 \$80,828.80	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40 31 \$39.26 \$3,140.80 \$81,660.80	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60 32 \$39.65 \$3,172.00 \$82,472.00	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20 33 \$40.05 \$3,204.00 \$83,304.00	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00 34 \$40.44 \$3,235.20 \$84,115.20	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20 35 \$40.83 \$3,266.40 \$84,926.40	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60 36 \$41.26 \$3,300.80 \$85,820.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80 25 \$36.99 \$2,959.20 \$76,939.20	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40 26 \$37.32 \$2,985.60 \$77,625.60	\$29.70 \$2,376.00 \$61,776.00 \$15 \$33.45 \$2,676.00 \$69,576.00 \$37.69 \$3,015.20 \$78,395.20	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80 28 \$38.10 \$3,048.00 \$79,248.00	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00 29 \$38.48 \$3,078.40 \$80,038.40	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20 30 \$38.86 \$3,108.80 \$80,828.80	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40 31 \$39.26 \$3,140.80 \$81,660.80	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60 32 \$39.65 \$3,172.00 \$82,472.00	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20 33 \$40.05 \$3,204.00 \$83,304.00	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00 34 \$40.44 \$3,235.20 \$84,115.20	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20 35 \$40.83 \$3,266.40 \$84,926.40	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60 36 \$41.26 \$3,300.80 \$85,820.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80 25 \$36.99 \$2,959.20 \$76,939.20 37 \$41.68 \$3,334.40 \$86,694.40	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40 26 \$37.32 \$2,985.60 \$77,625.60 38 \$42.08 \$3,366.40 \$87,526.40	\$29.70 \$2,376.00 \$61,776.00 \$15 \$33.45 \$2,676.00 \$69,576.00 \$78,395.20 \$78,395.20 \$78,395.20 \$3,015.20 \$78,395.20	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80 28 \$38.10 \$3,048.00 \$79,248.00 40 \$42.94 \$3,435.20 \$89,315.20	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00 29 \$38.48 \$3,078.40 \$80,038.40 41 \$43.36 \$3,468.80 \$90,188.80	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20 30 \$38.86 \$3,108.80 \$80,828.80 42 \$43.79 \$3,503.20 \$91,083.20	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40 31 \$39.26 \$3,140.80 \$81,660.80 43 \$44.22 \$3,537.60 \$91,977.60	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60 32 \$39.65 \$3,172.00 \$82,472.00 44 \$44.68 \$3,574.40	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20 33 \$40.05 \$3,204.00 \$83,304.00 45 \$45.12 \$3,609.60	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00 34 \$40.44 \$3,235.20 \$84,115.20 46 \$45.56 \$3,644.80	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20 35 \$40.83 \$3,266.40 \$84,926.40 47 \$46.03 \$3,682.40	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60 36 \$41.26 \$3,300.80 \$85,820.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80 25 \$36.99 \$2,959.20 \$76,939.20 37 \$41.68 \$3,334.40 \$86,694.40	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40 26 \$37.32 \$2,985.60 \$77,625.60 38 \$42.08 \$3,366.40 \$87,526.40	\$29.70 \$2,376.00 \$61,776.00 \$15 \$33.45 \$2,676.00 \$69,576.00 \$37.69 \$3,015.20 \$78,395.20 \$42.51 \$3,400.80 \$88,420.80	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80 28 \$38.10 \$3,048.00 \$79,248.00 40 \$42.94 \$3,435.20 \$89,315.20	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00 29 \$38.48 \$3,078.40 \$80,038.40 41 \$43.36 \$3,468.80 \$90,188.80	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20 30 \$38.86 \$3,108.80 \$80,828.80 42 \$43.79 \$3,503.20 \$91,083.20	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40 31 \$39.26 \$3,140.80 \$81,660.80 43 \$44.22 \$3,537.60 \$91,977.60	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60 32 \$39.65 \$3,172.00 \$82,472.00 44 \$44.68 \$3,574.40	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20 33 \$40.05 \$3,204.00 \$83,304.00 45 \$45.12 \$3,609.60	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00 34 \$40.44 \$3,235.20 \$84,115.20 46 \$45.56 \$3,644.80	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20 35 \$40.83 \$3,266.40 \$84,926.40 47 \$46.03 \$3,682.40	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60 36 \$41.26 \$3,300.80 \$85,820.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80 25 \$36.99 \$2,959.20 \$76,939.20 37 \$41.68 \$3,334.40 \$86,694.40	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40 26 \$37.32 \$2,985.60 \$77,625.60 38 \$42.08 \$3,366.40 \$87,526.40 50 \$47.42	\$29.70 \$2,376.00 \$61,776.00 \$15 \$33.45 \$2,676.00 \$69,576.00 \$37.69 \$3,015.20 \$78,395.20 \$42.51 \$3,400.80 \$88,420.80 \$1 \$47.89	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80 28 \$38.10 \$3,048.00 \$79,248.00 40 \$42.94 \$3,435.20 \$89,315.20	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00 29 \$38.48 \$3,078.40 \$80,038.40 41 \$43.36 \$3,468.80 \$90,188.80	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20 30 \$38.86 \$3,108.80 \$80,828.80 42 \$43.79 \$3,503.20 \$91,083.20	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40 31 \$39.26 \$3,140.80 \$81,660.80 43 \$44.22 \$3,537.60 \$91,977.60	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60 32 \$39.65 \$3,172.00 \$82,472.00 44 \$44.68 \$3,574.40	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20 33 \$40.05 \$3,204.00 \$83,304.00 45 \$45.12 \$3,609.60	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00 34 \$40.44 \$3,235.20 \$84,115.20 46 \$45.56 \$3,644.80	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20 35 \$40.83 \$3,266.40 \$84,926.40 47 \$46.03 \$3,682.40	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60 36 \$41.26 \$3,300.80 \$85,820.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$29.12 \$2,329.60 \$60,569.60 13 \$32.81 \$2,624.80 \$68,244.80 25 \$36.99 \$2,959.20 \$76,939.20 37 \$41.68 \$3,334.40 \$86,694.40	\$29.42 \$2,353.60 \$61,193.60 14 \$33.13 \$2,650.40 \$68,910.40 26 \$37.32 \$2,985.60 \$77,625.60 38 \$42.08 \$3,366.40 \$87,526.40	\$29.70 \$2,376.00 \$61,776.00 \$15 \$33.45 \$2,676.00 \$69,576.00 \$37.69 \$3,015.20 \$78,395.20 \$42.51 \$3,400.80 \$88,420.80	\$30.02 \$2,401.60 \$62,441.60 16 \$33.81 \$2,704.80 \$70,324.80 28 \$38.10 \$3,048.00 \$79,248.00 40 \$42.94 \$3,435.20 \$89,315.20	\$30.31 \$2,424.80 \$63,044.80 17 \$34.15 \$2,732.00 \$71,032.00 29 \$38.48 \$3,078.40 \$80,038.40 41 \$43.36 \$3,468.80 \$90,188.80	\$30.61 \$2,448.80 \$63,668.80 18 \$34.49 \$2,759.20 \$71,739.20 30 \$38.86 \$3,108.80 \$80,828.80 42 \$43.79 \$3,503.20 \$91,083.20	\$30.92 \$2,473.60 \$64,313.60 19 \$34.83 \$2,786.40 \$72,446.40 31 \$39.26 \$3,140.80 \$81,660.80 43 \$44.22 \$3,537.60 \$91,977.60	\$31.23 \$2,498.40 \$64,958.40 20 \$35.17 \$2,813.60 \$73,153.60 32 \$39.65 \$3,172.00 \$82,472.00 44 \$44.68 \$3,574.40	\$31.54 \$2,523.20 \$65,603.20 21 \$35.54 \$2,843.20 \$73,923.20 33 \$40.05 \$3,204.00 \$83,304.00 45 \$45.12 \$3,609.60	\$31.84 \$2,547.20 \$66,227.20 22 \$35.90 \$2,872.00 \$74,672.00 34 \$40.44 \$3,235.20 \$84,115.20 46 \$45.56 \$3,644.80	\$32.18 \$2,574.40 \$66,934.40 23 \$36.24 \$2,899.20 \$75,379.20 35 \$40.83 \$3,266.40 \$84,926.40 47 \$46.03 \$3,682.40	\$32.51 \$2,600.80 \$67,620.80 24 \$36.62 \$2,929.60 \$76,169.60 36 \$41.26 \$3,300.80 \$85,820.80

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$31.84	\$32.18	\$32.51	\$32.81	\$33.13	\$33.45	\$33.81	\$34.15	\$34.49	\$34.83	\$35.17	\$35.54
Biweekly	\$2,547.20	\$2,574.40	\$2,600.80	\$2,624.80	\$2,650.40	\$2,676.00	\$2,704.80	\$2,732.00	\$2,759.20	\$2,786.40	\$2,813.60	\$2,843.20
Annually	\$66,227.20	\$66,934.40	\$67,620.80	\$68,244.80	\$68,910.40	\$69,576.00	\$70,324.80	\$71,032.00	\$71,739.20	\$72,446.40	\$73,153.60	\$73,923.20
7 iiii dany	Q00,227.20	Ç00,55 1. 10	Q07,020.00	700,211.00	\$00,510.10	Ç03,37 0.00	770,321.00	ψ71,032.00	Ç71,733.20	\$72,110.10	ψ73,133.00	\$75,525.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$35.90	\$36.24	\$36.62	\$36.99	\$37.32	\$37.69	\$38.10	\$38.48	\$38.86	\$39.26	\$39.65	\$40.05
Biweekly	\$2,872.00	\$2,899.20	\$2,929.60	\$2,959.20	\$2,985.60	\$3,015.20	\$3,048.00	\$3,078.40	\$3,108.80	\$3,140.80	\$3,172.00	\$3,204.00
Annually	\$74,672.00	\$75,379.20	\$76,169.60	\$76,939.20	\$77,625.60	\$78,395.20	\$79,248.00	\$80,038.40	\$80,828.80	\$81,660.80	\$82,472.00	\$83,304.00
Ailliually	374,072.00	3/3,3/3.20	\$70,109.00	\$70,333.20	\$77,025.00	\$76,333.20	\$75,240.00	360,036.40	300,020.00	361,000.80	362,472.00	363,304.00
Steps		26	27	20	20	20	24	22	22	24	25	26
	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$40.44	\$40.83	\$41.26	\$41.68	\$42.08	\$42.51	\$42.94	\$43.36	\$43.79	\$44.22	\$44.68	\$45.12
Biweekly	\$3,235.20	\$3,266.40	\$3,300.80	\$3,334.40	\$3,366.40	\$3,400.80	\$3,435.20	\$3,468.80	\$3,503.20	\$3,537.60	\$3,574.40	\$3,609.60
Annually	\$84,115.20	\$84,926.40	\$85,820.80	\$86,694.40	\$87,526.40	\$88,420.80	\$89,315.20	\$90,188.80	\$91,083.20	\$91,977.60	\$92,934.40	\$93,849.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$45.56	\$46.03	\$46.50	\$46.94	\$47.42	\$47.89	\$48.36	\$48.86	\$49.34	\$49.84	\$50.34	\$50.84
Biweekly	\$3,644.80	\$3,682.40	\$3,720.00	\$3,755.20	\$3,793.60	\$3,831.20	\$3,868.80	\$3,908.80	\$3,947.20	\$3,987.20	\$4,027.20	\$4,067.20
Annually	\$94,764.80	\$95,742.40	\$96,720.00	\$97,635.20	\$98,633.60	\$99,611.20	\$100,588.80	\$101,628.80	\$102,627.20	\$103,667.20	\$104,707.20	\$105,747.20
Steps	49	50	51	52	53	54	55					
Hourly	\$51.35	\$51.87	\$52.38	\$52.94	\$53.46	\$53.99	\$54.53					
Biweekly	\$4,108.00	\$4,149.60	\$4,190.40	\$4,235.20	\$4,276.80	\$4,319.20	\$4,362.40					
Annually	\$106,808.00	\$107,889.60	\$108,950.40	\$110,115.20	\$111,196.80	\$112,299.20	\$113,422.40					
Aillidally	3100,808.00	3107,003.00	\$100,550.40	\$110,115.20	\$111,150.80	3112,233.20	3113,422.40					
Grade &U												
Grade 80												
Steps	1	2	3	4	5	6	7	. 8	9	10	11	12
Steps Hourly	\$34.49	\$34.83	\$35.17	\$35.54	\$35.90	\$36.24	\$36.62	\$36.99	\$37.32	\$37.69	\$38.10	\$38.48
Steps	_	_	-		_			-	-			
Steps Hourly	\$34.49	\$34.83	\$35.17	\$35.54	\$35.90	\$36.24	\$36.62	\$36.99	\$37.32	\$37.69	\$38.10	\$38.48
Steps Hourly Biweekly Annually	\$34.49 \$2,759.20 \$71,739.20	\$34.83 \$2,786.40 \$72,446.40	\$35.17 \$2,813.60	\$35.54 \$2,843.20	\$35.90 \$2,872.00	\$36.24 \$2,899.20	\$36.62 \$2,929.60	\$36.99 \$2,959.20	\$37.32 \$2,985.60	\$37.69 \$3,015.20	\$38.10 \$3,048.00	\$38.48 \$3,078.40 \$80,038.40
Steps Hourly Biweekly	\$34.49 \$2,759.20	\$34.83 \$2,786.40	\$35.17 \$2,813.60	\$35.54 \$2,843.20	\$35.90 \$2,872.00	\$36.24 \$2,899.20	\$36.62 \$2,929.60	\$36.99 \$2,959.20	\$37.32 \$2,985.60	\$37.69 \$3,015.20	\$38.10 \$3,048.00 \$79,248.00	\$38.48 \$3,078.40 \$80,038.40
Steps Hourly Biweekly Annually	\$34.49 \$2,759.20 \$71,739.20	\$34.83 \$2,786.40 \$72,446.40	\$35.17 \$2,813.60 \$73,153.60	\$35.54 \$2,843.20 \$73,923.20	\$35.90 \$2,872.00 \$74,672.00	\$36.24 \$2,899.20 \$75,379.20	\$36.62 \$2,929.60 \$76,169.60	\$36.99 \$2,959.20 \$76,939.20	\$37.32 \$2,985.60 \$77,625.60	\$37.69 \$3,015.20 \$78,395.20	\$38.10 \$3,048.00 \$79,248.00	\$38.48 \$3,078.40 \$80,038.40
Steps Hourly Biweekly Annually Steps	\$34.49 \$2,759.20 \$71,739.20	\$34.83 \$2,786.40 \$72,446.40	\$35.17 \$2,813.60 \$73,153.60	\$35.54 \$2,843.20 \$73,923.20	\$35.90 \$2,872.00 \$74,672.00	\$36.24 \$2,899.20 \$75,379.20	\$36.62 \$2,929.60 \$76,169.60	\$36.99 \$2,959.20 \$76,939.20	\$37.32 \$2,985.60 \$77,625.60	\$37.69 \$3,015.20 \$78,395.20	\$38.10 \$3,048.00 \$79,248.00	\$38.48 \$3,078.40 \$80,038.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80	\$36.99 \$2,959.20 \$76,939.20 20 \$41.68 \$3,334.40	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80
Steps Hourly Biweekly Annually Steps Hourly	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26	\$36.99 \$2,959.20 \$76,939.20 20 \$41.68	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80	\$36.99 \$2,959.20 \$76,939.20 20 \$41.68 \$3,334.40 \$86,694.40	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80	\$36.99 \$2,959.20 \$76,939.20 20 \$41.68 \$3,334.40 \$86,694.40	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50	\$36.99 \$2,959.20 \$76,939.20 20 \$41.68 \$3,334.40 \$86,694.40	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79 \$3,503.20	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80 26 \$44.22 \$3,537.60	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00 27 \$44.68 \$3,574.40	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12 \$3,609.60	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20 29 \$45.56 \$3,644.80	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40 30 \$46.03 \$3,682.40	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50 \$3,720.00	\$36.99 \$2,959.20 \$76,939.20 20 \$41.68 \$3,334.40 \$86,694.40 32 \$46.94 \$3,755.20	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40 33 \$47.42 \$3,793.60	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80 34 \$47.89 \$3,831.20	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36 \$3,868.80	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86 \$3,908.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50	\$36.99 \$2,959.20 \$76,939.20 20 \$41.68 \$3,334.40 \$86,694.40	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79 \$3,503.20 \$91,083.20	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80 26 \$44.22 \$3,537.60 \$91,977.60	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00 27 \$44.68 \$3,574.40 \$92,934.40	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12 \$3,609.60 \$93,849.60	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20 29 \$45.56 \$3,644.80 \$94,764.80	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40 30 \$46.03 \$3,682.40 \$95,742.40	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50 \$3,720.00 \$96,720.00	\$36.99 \$2,959.20 \$76,939.20 \$41.68 \$3,334.40 \$86,694.40 32 \$46.94 \$3,755.20 \$97,635.20	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40 33 \$47.42 \$3,793.60 \$98,633.60	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80 34 \$47.89 \$3,831.20 \$99,611.20	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36 \$3,868.80 \$100,588.80	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86 \$3,908.80 \$101,628.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79 \$3,503.20 \$91,083.20	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80 26 \$44.22 \$3,537.60 \$91,977.60	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00 27 \$44.68 \$3,574.40 \$92,934.40	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12 \$3,609.60 \$93,849.60	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20 29 \$45.56 \$3,644.80 \$94,764.80	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40 30 \$46.03 \$3,682.40 \$95,742.40	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50 \$3,720.00 \$96,720.00	\$36.99 \$2,959.20 \$76,939.20 20 \$41.68 \$3,334.40 \$86,694.40 32 \$46.94 \$3,755.20 \$97,635.20	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40 33 \$47.42 \$3,793.60 \$98,633.60	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80 34 \$47.89 \$3,831.20 \$99,611.20	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36 \$3,868.80 \$100,588.80	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86 \$3,908.80 \$101,628.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79 \$3,503.20 \$91,083.20	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80 26 \$44.22 \$3,537.60 \$91,977.60	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00 27 \$44.68 \$3,574.40 \$92,934.40	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12 \$3,609.60 \$93,849.60	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20 29 \$45.56 \$3,644.80 \$94,764.80	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40 30 \$46.03 \$3,682.40 \$95,742.40	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50 \$3,720.00 \$96,720.00	\$36.99 \$2,959.20 \$76,939.20 20 \$41.68 \$3,334.40 \$86,694.40 32 \$46.94 \$3,755.20 \$97,635.20	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40 33 \$47.42 \$3,793.60 \$98,633.60	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80 34 \$47.89 \$3,831.20 \$99,611.20	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36 \$3,868.80 \$100,588.80	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86 \$3,908.80 \$101,628.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79 \$3,503.20 \$91,083.20 37 \$49.34 \$3,947.20	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80 26 \$44.22 \$3,537.60 \$91,977.60 38 \$49.84 \$3,987.20	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00 27 \$44.68 \$3,574.40 \$92,934.40 39 \$50.34 \$4,027.20	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12 \$3,609.60 \$93,849.60 40 \$50.84 \$4,067.20	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20 29 \$45.56 \$3,644.80 \$94,764.80 41 \$51.35 \$4,108.00	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40 30 \$46.03 \$3,682.40 \$95,742.40 42 \$51.87 \$4,149.60	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50 \$3,720.00 \$96,720.00	\$36.99 \$2,959.20 \$76,939.20 \$41.68 \$3,334.40 \$86,694.40 32 \$46.94 \$3,755.20 \$97,635.20	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40 33 \$47.42 \$3,793.60 \$98,633.60 45 \$53.46 \$4,276.80	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80 34 \$47.89 \$3,831.20 \$99,611.20 46 \$53.99 \$4,319.20	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36 \$3,868.80 \$100,588.80 \$100,588.80	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86 \$3,908.80 \$101,628.80 48 \$55.04 \$4,403.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79 \$3,503.20 \$91,083.20	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80 26 \$44.22 \$3,537.60 \$91,977.60	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00 27 \$44.68 \$3,574.40 \$92,934.40	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12 \$3,609.60 \$93,849.60	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20 29 \$45.56 \$3,644.80 \$94,764.80	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40 30 \$46.03 \$3,682.40 \$95,742.40	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50 \$3,720.00 \$96,720.00	\$36.99 \$2,959.20 \$76,939.20 20 \$41.68 \$3,334.40 \$86,694.40 32 \$46.94 \$3,755.20 \$97,635.20	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40 33 \$47.42 \$3,793.60 \$98,633.60	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80 34 \$47.89 \$3,831.20 \$99,611.20	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36 \$3,868.80 \$100,588.80	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86 \$3,908.80 \$101,628.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79 \$3,503.20 \$91,083.20 37 \$49.34 \$3,947.20	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80 26 \$44.22 \$3,537.60 \$91,977.60 38 \$49.84 \$3,987.20	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00 27 \$44.68 \$3,574.40 \$92,934.40 39 \$50.34 \$4,027.20	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12 \$3,609.60 \$93,849.60 40 \$50.84 \$4,067.20	\$35.90 \$2,872.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20 29 \$45.56 \$3,644.80 \$94,764.80 41 \$51.35 \$4,108.00	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40 30 \$46.03 \$3,682.40 \$95,742.40 42 \$51.87 \$4,149.60	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50 \$3,720.00 \$96,720.00	\$36.99 \$2,959.20 \$76,939.20 \$41.68 \$3,334.40 \$86,694.40 32 \$46.94 \$3,755.20 \$97,635.20	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40 33 \$47.42 \$3,793.60 \$98,633.60 45 \$53.46 \$4,276.80	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80 34 \$47.89 \$3,831.20 \$99,611.20 46 \$53.99 \$4,319.20	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36 \$3,868.80 \$100,588.80 \$100,588.80	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86 \$3,908.80 \$101,628.80 48 \$55.04 \$4,403.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79 \$3,503.20 \$91,083.20 37 \$49.34 \$3,947.20 \$102,627.20	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80 26 \$44.22 \$3,537.60 \$91,977.60 38 \$49.84 \$3,987.20 \$103,667.20	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00 27 \$44.68 \$3,574.40 \$92,934.40 39 \$50.34 \$4,027.20 \$104,707.20	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12 \$3,609.60 \$93,849.60 40 \$50.84 \$4,067.20 \$105,747.20	\$35.90 \$2,872.00 \$74,672.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20 29 \$45.56 \$3,644.80 \$94,764.80 41 \$51.35 \$4,108.00 \$106,808.00	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40 30 \$46.03 \$3,682.40 \$95,742.40 42 \$51.87 \$4,149.60 \$107,889.60	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50 \$3,720.00 \$96,720.00 43 \$52.38 \$4,190.40 \$108,950.40	\$36.99 \$2,959.20 \$76,939.20 \$41.68 \$3,334.40 \$86,694.40 32 \$46.94 \$3,755.20 \$97,635.20	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40 33 \$47.42 \$3,793.60 \$98,633.60 45 \$53.46 \$4,276.80	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80 34 \$47.89 \$3,831.20 \$99,611.20	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36 \$3,868.80 \$100,588.80 \$100,588.80	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86 \$3,908.80 \$101,628.80 48 \$55.04 \$4,403.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79 \$3,503.20 \$91,083.20 37 \$49.34 \$3,947.20 \$102,627.20	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80 26 \$44.22 \$3,537.60 \$91,977.60 38 \$49.84 \$3,987.20 \$103,667.20	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00 27 \$44.68 \$3,574.40 \$92,934.40 39 \$50.34 \$4,027.20 \$104,707.20	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12 \$3,609.60 \$93,849.60 40 \$50.84 \$4,067.20 \$105,747.20	\$35.90 \$2,872.00 \$74,672.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20 29 \$45.56 \$3,644.80 \$94,764.80 41 \$51.35 \$4,108.00 \$106,808.00	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40 30 \$46.03 \$3,682.40 \$95,742.40 42 \$51.87 \$4,149.60 \$107,889.60	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50 \$3,720.00 \$96,720.00 43 \$52.38 \$4,190.40 \$108,950.40	\$36.99 \$2,959.20 \$76,939.20 \$41.68 \$3,334.40 \$86,694.40 32 \$46.94 \$3,755.20 \$97,635.20	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40 33 \$47.42 \$3,793.60 \$98,633.60 45 \$53.46 \$4,276.80	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80 34 \$47.89 \$3,831.20 \$99,611.20	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36 \$3,868.80 \$100,588.80 \$100,588.80	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86 \$3,908.80 \$101,628.80 48 \$55.04 \$4,403.20
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	\$34.49 \$2,759.20 \$71,739.20 \$13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79 \$3,503.20 \$91,083.20 \$91,083.20 \$102,627.20	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80 26 \$44.22 \$3,537.60 \$91,977.60 38 \$49.84 \$3,987.20 \$103,667.20 50 \$56.17 \$4,493.60	\$35.17 \$2,813.60 \$73,153.60 \$15 \$39.65 \$3,172.00 \$82,472.00 \$27 \$44.68 \$3,574.40 \$92,934.40 \$92,934.40 \$104,707.20 \$104,707.20	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12 \$3,609.60 \$93,849.60 40 \$50.84 \$4,067.20 \$105,747.20 52 \$57.31 \$4,584.80	\$35.90 \$2,872.00 \$74,672.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20 29 \$45.56 \$3,644.80 \$94,764.80 41 \$51.35 \$4,108.00 \$106,808.00 53 \$57.88 \$4,630.40	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40 30 \$46.03 \$3,682.40 \$95,742.40 42 \$51.87 \$4,149.60 \$107,889.60 54 \$58.44 \$4,675.20	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50 \$3,720.00 \$96,720.00 43 \$52.38 \$4,190.40 \$108,950.40 55 \$59.03 \$4,722.40	\$36.99 \$2,959.20 \$76,939.20 \$41.68 \$3,334.40 \$86,694.40 32 \$46.94 \$3,755.20 \$97,635.20	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40 33 \$47.42 \$3,793.60 \$98,633.60 45 \$53.46 \$4,276.80	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80 34 \$47.89 \$3,831.20 \$99,611.20	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36 \$3,868.80 \$100,588.80 \$100,588.80	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86 \$3,908.80 \$101,628.80 48 \$55.04 \$4,403.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.49 \$2,759.20 \$71,739.20 13 \$38.86 \$3,108.80 \$80,828.80 25 \$43.79 \$3,503.20 \$91,083.20 37 \$49.34 \$3,947.20 \$102,627.20	\$34.83 \$2,786.40 \$72,446.40 14 \$39.26 \$3,140.80 \$81,660.80 26 \$44.22 \$3,537.60 \$91,977.60 38 \$49.84 \$3,987.20 \$103,667.20	\$35.17 \$2,813.60 \$73,153.60 15 \$39.65 \$3,172.00 \$82,472.00 27 \$44.68 \$3,574.40 \$92,934.40 39 \$50.34 \$4,027.20 \$104,707.20	\$35.54 \$2,843.20 \$73,923.20 16 \$40.05 \$3,204.00 \$83,304.00 28 \$45.12 \$3,609.60 \$93,849.60 40 \$50.84 \$4,067.20 \$105,747.20	\$35.90 \$2,872.00 \$74,672.00 \$74,672.00 17 \$40.44 \$3,235.20 \$84,115.20 29 \$45.56 \$3,644.80 \$94,764.80 41 \$51.35 \$4,108.00 \$106,808.00	\$36.24 \$2,899.20 \$75,379.20 18 \$40.83 \$3,266.40 \$84,926.40 30 \$46.03 \$3,682.40 \$95,742.40 42 \$51.87 \$4,149.60 \$107,889.60	\$36.62 \$2,929.60 \$76,169.60 19 \$41.26 \$3,300.80 \$85,820.80 31 \$46.50 \$3,720.00 \$96,720.00 43 \$52.38 \$4,190.40 \$108,950.40	\$36.99 \$2,959.20 \$76,939.20 \$41.68 \$3,334.40 \$86,694.40 32 \$46.94 \$3,755.20 \$97,635.20	\$37.32 \$2,985.60 \$77,625.60 21 \$42.08 \$3,366.40 \$87,526.40 33 \$47.42 \$3,793.60 \$98,633.60 45 \$53.46 \$4,276.80	\$37.69 \$3,015.20 \$78,395.20 22 \$42.51 \$3,400.80 \$88,420.80 34 \$47.89 \$3,831.20 \$99,611.20	\$38.10 \$3,048.00 \$79,248.00 23 \$42.94 \$3,435.20 \$89,315.20 35 \$48.36 \$3,868.80 \$100,588.80 \$100,588.80	\$38.48 \$3,078.40 \$80,038.40 24 \$43.36 \$3,468.80 \$90,188.80 36 \$48.86 \$3,908.80 \$101,628.80 48 \$55.04 \$4,403.20

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$37.69	\$38.10	\$38.48	\$38.86	\$39.26	\$39.65	\$40.05	\$40.44	\$40.83	\$41.26	\$41.68	\$42.08
Biweekly	\$3,015.20	\$3,048.00	\$3,078.40	\$3,108.80	\$3,140.80	\$3,172.00	\$3,204.00	\$3,235.20	\$3,266.40	\$3,300.80	\$3,334.40	\$3,366.40
Annually	\$78,395.20	\$79,248.00	\$80,038.40	\$80,828.80	\$81,660.80	\$82,472.00	\$83,304.00	\$84,115.20	\$84,926.40	\$85,820.80	\$86,694.40	\$87,526.40
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$42.51	\$42.94	\$43.36	\$43.79	\$44.22	\$44.68	\$45.12	\$45.56	\$46.03	\$46.50	\$46.94	\$47.42
Biweekly	\$3,400.80	\$3,435.20	\$3,468.80	\$3,503.20	\$3,537.60	\$3,574.40	\$3,609.60	\$3,644.80	\$3,682.40	\$3,720.00	\$3,755.20	\$3,793.60
Annually	\$88,420.80	\$89,315.20	\$90,188.80	\$91,083.20	\$91,977.60	\$92,934.40	\$93,849.60	\$94,764.80	\$95,742.40	\$96,720.00	\$97,635.20	\$98,633.60
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$47.89	\$48.36	\$48.86	\$49.34	\$49.84	\$50.34	\$50.84	\$51.35	\$51.87	\$52.38	\$52.94	\$53.46
	\$3,831.20	\$3,868.80	\$3,908.80	\$3,947.20	\$3,987.20	\$4,027.20	\$4,067.20	\$4,108.00	\$4,149.60	\$4,190.40	\$4,235.20	\$4,276.80
Biweekly												
Annually	\$99,611.20	\$100,588.80	\$101,628.80	\$102,627.20	\$103,667.20	\$104,707.20	\$105,747.20	\$106,808.00	\$107,889.60	\$108,950.40	\$110,115.20	\$111,196.80
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$53.99	\$54.53	\$55.04	\$55.61	\$56.17	\$56.72	\$57.31	\$57.88	\$58.44	\$59.03	\$59.63	\$60.24
Biweekly	\$4,319.20	\$4,362.40	\$4,403.20	\$4,448.80	\$4,493.60	\$4,537.60	\$4,584.80	\$4,630.40	\$4,675.20	\$4,722.40	\$4,770.40	\$4,819.20
Annually	\$112,299.20	\$113,422.40	\$114,483.20	\$115,668.80	\$116,833.60	\$117,977.60	\$119,204.80	\$120,390.40	\$121,555.20	\$122,782.40	\$124,030.40	\$125,299.20
Steps												
	49	50	51	52	53	54	55					
Hourly	\$60.82	\$61.42	\$62.05	\$62.68	\$63.32	\$63.92	\$64.56					
Biweekly	\$4,865.60	\$4,913.60	\$4,964.00	\$5,014.40	\$5,065.60	\$5,113.60	\$5,164.80					
Annually	\$126,505.60	\$127,753.60	\$129,064.00	\$130,374.40	\$131,705.60	\$132,953.60	\$134,284.80					
03												
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps		_	-		-	-			_			
Steps Hourly	\$42.51	\$42.94	\$43.36	\$43.79	\$44.22	\$44.68	\$45.12	\$45.56	\$46.03	\$46.50	\$46.94	\$47.42
Steps Hourly Biweekly	\$42.51 \$3,400.80	\$42.94 \$3,435.20	\$43.36 \$3,468.80	\$43.79 \$3,503.20	\$44.22 \$3,537.60	\$44.68 \$3,574.40	\$45.12 \$3,609.60	\$45.56 \$3,644.80	\$46.03 \$3,682.40	\$46.50 \$3,720.00	\$46.94 \$3,755.20	\$47.42 \$3,793.60
Steps Hourly Biweekly Annually	\$42.51	\$42.94	\$43.36	\$43.79	\$44.22	\$44.68	\$45.12	\$45.56	\$46.03	\$46.50	\$46.94	\$47.42
Steps Hourly Biweekly	\$42.51 \$3,400.80	\$42.94 \$3,435.20	\$43.36 \$3,468.80	\$43.79 \$3,503.20	\$44.22 \$3,537.60	\$44.68 \$3,574.40	\$45.12 \$3,609.60	\$45.56 \$3,644.80	\$46.03 \$3,682.40	\$46.50 \$3,720.00	\$46.94 \$3,755.20	\$47.42 \$3,793.60
Steps Hourly Biweekly Annually	\$42.51 \$3,400.80 \$88,420.80	\$42.94 \$3,435.20 \$89,315.20	\$43.36 \$3,468.80 \$90,188.80	\$43.79 \$3,503.20 \$91,083.20	\$44.22 \$3,537.60 \$91,977.60	\$44.68 \$3,574.40 \$92,934.40	\$45.12 \$3,609.60 \$93,849.60	\$45.56 \$3,644.80 \$94,764.80	\$46.03 \$3,682.40 \$95,742.40	\$46.50 \$3,720.00 \$96,720.00	\$46.94 \$3,755.20 \$97,635.20	\$47.42 \$3,793.60 \$98,633.60
Steps Hourly Biweekly Annually Steps Hourly	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87	\$46.50 \$3,720.00 \$96,720.00 22 \$52.38	\$46.94 \$3,755.20 \$97,635.20 23 \$52.94	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34 \$3,947.20	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35 \$4,108.00	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60	\$46.50 \$3,720.00 \$96,720.00 22 \$52.38 \$4,190.40	\$46.94 \$3,755.20 \$97,635.20 23 \$52.94 \$4,235.20	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80
Steps Hourly Biweekly Annually Steps Hourly	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87	\$46.50 \$3,720.00 \$96,720.00 22 \$52.38	\$46.94 \$3,755.20 \$97,635.20 23 \$52.94	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80 \$101,628.80	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34 \$3,947.20 \$102,627.20	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35 \$4,108.00 \$106,808.00	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60	\$46.50 \$3,720.00 \$96,720.00 22 \$52.38 \$4,190.40 \$108,950.40	\$46.94 \$3,755.20 \$97,635.20 23 \$52.94 \$4,235.20 \$110,115.20	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80 \$101,628.80	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34 \$3,947.20 \$102,627.20	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35 \$4,108.00 \$106,808.00	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60	\$46.50 \$3,720.00 \$96,720.00 22 \$52.38 \$4,190.40 \$108,950.40	\$46.94 \$3,755.20 \$97,635.20 23 \$52.94 \$4,235.20 \$110,115.20	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80 \$101,628.80	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34 \$3,947.20 \$102,627.20	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35 \$4,108.00 \$106,808.00 32 \$57.88	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60	\$46.50 \$3,720.00 \$96,720.00 22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03	\$46.94 \$3,755.20 \$97,635.20 23 \$52.94 \$4,235.20 \$110,115.20 35 \$59.63	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99 \$4,319.20	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80 26 \$54.53 \$4,362.40	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80 \$101,628.80 27 \$55.04 \$4,403.20	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34 \$3,947.20 \$102,627.20 28 \$55.61 \$4,448.80	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20 29 \$56.17 \$4,493.60	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20 30 \$56.72 \$4,537.60	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20 31 \$57.31 \$4,584.80	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35 \$4,108.00 \$106,808.00 32 \$57.88 \$4,630.40	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60 33 \$58.44 \$4,675.20	\$46.50 \$3,720.00 \$96,720.00 \$22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03 \$4,722.40	\$46.94 \$3,755.20 \$97,635.20 \$23 \$52.94 \$4,235.20 \$110,115.20 \$59.63 \$4,770.40	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80 36 \$60.24 \$4,819.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80 \$101,628.80	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34 \$3,947.20 \$102,627.20	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35 \$4,108.00 \$106,808.00 32 \$57.88	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60	\$46.50 \$3,720.00 \$96,720.00 22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03	\$46.94 \$3,755.20 \$97,635.20 23 \$52.94 \$4,235.20 \$110,115.20 35 \$59.63	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99 \$4,319.20 \$112,299.20	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80 26 \$54.53 \$4,362.40 \$113,422.40	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80 \$101,628.80 27 \$55.04 \$4,403.20 \$114,483.20	\$43.79 \$3,503.20 \$91,083.20 \$1,083.20 16 \$49.34 \$3,947.20 \$102,627.20 28 \$55.61 \$4,448.80 \$115,668.80	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20 29 \$56.17 \$4,493.60 \$116,833.60	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20 30 \$56.72 \$4,537.60 \$117,977.60	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20 31 \$57.31 \$4,584.80 \$119,204.80	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35 \$4,108.00 \$106,808.00 32 \$57.88 \$4,630.40 \$120,390.40	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60 33 \$58.44 \$4,675.20 \$121,555.20	\$46.50 \$3,720.00 \$96,720.00 \$96,720.00 22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03 \$4,722.40 \$122,782.40	\$46.94 \$3,755.20 \$97,635.20 \$97,635.20 23 \$52.94 \$4,235.20 \$110,115.20 35 \$59.63 \$4,770.40 \$124,030.40	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80 36 \$60.24 \$4,819.20 \$125,299.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99 \$4,319.20 \$112,299.20	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80 26 \$54.53 \$4,362.40 \$113,422.40	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80 \$101,628.80 27 \$55.04 \$4,403.20 \$114,483.20	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34 \$3,947.20 \$102,627.20 28 \$55.61 \$4,448.80 \$115,668.80	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20 29 \$56.17 \$4,493.60 \$116,833.60	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20 30 \$56.72 \$4,537.60 \$117,977.60	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20 31 \$57.31 \$4,584.80 \$119,204.80	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35 \$4,108.00 \$106,808.00 32 \$57.88 \$4,630.40 \$120,390.40	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60 33 \$58.44 \$4,675.20 \$121,555.20	\$46.50 \$3,720.00 \$96,720.00 \$22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03 \$4,722.40 \$122,782.40	\$46.94 \$3,755.20 \$97,635.20 23 \$52.94 \$4,235.20 \$110,115.20 35 \$59.63 \$4,770.40 \$124,030.40	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80 36 \$60.24 \$4,819.20 \$125,299.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99 \$4,319.20 \$112,299.20	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80 26 \$54.53 \$4,362.40 \$113,422.40	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80 \$101,628.80 27 \$55.04 \$4,403.20 \$114,483.20	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34 \$3,947.20 \$102,627.20 28 \$55.61 \$4,448.80 \$115,668.80	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20 29 \$56.17 \$4,493.60 \$116,833.60	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20 30 \$56.72 \$4,537.60 \$117,977.60	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20 31 \$57.31 \$4,584.80 \$119,204.80	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35 \$4,108.00 \$106,808.00 32 \$57.88 \$4,630.40 \$120,390.40	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60 33 \$58.44 \$4,675.20 \$121,555.20	\$46.50 \$3,720.00 \$96,720.00 \$22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03 \$4,722.40 \$122,782.40	\$46.94 \$3,755.20 \$97,635.20 23 \$52.94 \$4,235.20 \$110,115.20 35 \$59.63 \$4,770.40 \$124,030.40	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80 36 \$60.24 \$4,819.20 \$125,299.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99 \$4,319.20 \$112,299.20 37 \$60.82 \$4,865.60	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80 26 \$54.53 \$4,362.40 \$113,422.40 38 \$61.42 \$4,913.60	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80 \$101,628.80 27 \$55.04 \$4,403.20 \$114,483.20 39 \$62.05 \$4,964.00	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34 \$3,947.20 \$102,627.20 28 \$55.61 \$4,448.80 \$115,668.80 40 \$62.68 \$5,014.40	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20 29 \$56.17 \$4,493.60 \$116,833.60 41 \$63.32 \$5,065.60	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20 30 \$56.72 \$4,537.60 \$117,977.60 42 \$63.92 \$5,113.60	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20 31 \$57.31 \$4,584.80 \$119,204.80 43 \$64.56 \$5,164.80	\$45.56 \$3,644.80 \$94,764.80 \$105.35 \$4,108.00 \$106,808.00 \$2 \$57.88 \$4,630.40 \$120,390.40 \$65.21 \$5,216.80	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60 33 \$58.44 \$4,675.20 \$121,555.20 45 \$65.88 \$5,270.40	\$46.50 \$3,720.00 \$96,720.00 \$22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03 \$4,722.40 \$122,782.40 \$66.50 \$5,320.00	\$46.94 \$3,755.20 \$97,635.20 \$97,635.20 \$23 \$52.94 \$4,235.20 \$110,115.20 \$59.63 \$4,770.40 \$124,030.40 \$67.17 \$5,373.60	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80 36 \$60.24 \$4,819.20 \$125,299.20 48 \$67.84 \$5,427.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99 \$4,319.20 \$112,299.20	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80 26 \$54.53 \$4,362.40 \$113,422.40	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80 \$101,628.80 27 \$55.04 \$4,403.20 \$114,483.20	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34 \$3,947.20 \$102,627.20 28 \$55.61 \$4,448.80 \$115,668.80	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20 29 \$56.17 \$4,493.60 \$116,833.60	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20 30 \$56.72 \$4,537.60 \$117,977.60	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20 31 \$57.31 \$4,584.80 \$119,204.80	\$45.56 \$3,644.80 \$94,764.80 20 \$51.35 \$4,108.00 \$106,808.00 32 \$57.88 \$4,630.40 \$120,390.40	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60 33 \$58.44 \$4,675.20 \$121,555.20	\$46.50 \$3,720.00 \$96,720.00 \$22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03 \$4,722.40 \$122,782.40	\$46.94 \$3,755.20 \$97,635.20 23 \$52.94 \$4,235.20 \$110,115.20 35 \$59.63 \$4,770.40 \$124,030.40	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80 36 \$60.24 \$4,819.20 \$125,299.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99 \$4,319.20 \$112,299.20 37 \$60.82 \$4,865.60	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80 26 \$54.53 \$4,362.40 \$113,422.40 38 \$61.42 \$4,913.60	\$43.36 \$3,468.80 \$90,188.80 15 \$48.86 \$3,908.80 \$101,628.80 27 \$55.04 \$4,403.20 \$114,483.20 39 \$62.05 \$4,964.00	\$43.79 \$3,503.20 \$91,083.20 16 \$49.34 \$3,947.20 \$102,627.20 28 \$55.61 \$4,448.80 \$115,668.80 40 \$62.68 \$5,014.40	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20 29 \$56.17 \$4,493.60 \$116,833.60 41 \$63.32 \$5,065.60	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20 30 \$56.72 \$4,537.60 \$117,977.60 42 \$63.92 \$5,113.60	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20 31 \$57.31 \$4,584.80 \$119,204.80 43 \$64.56 \$5,164.80 \$134,284.80	\$45.56 \$3,644.80 \$94,764.80 \$105.35 \$4,108.00 \$106,808.00 \$2 \$57.88 \$4,630.40 \$120,390.40 \$65.21 \$5,216.80	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60 33 \$58.44 \$4,675.20 \$121,555.20 45 \$65.88 \$5,270.40	\$46.50 \$3,720.00 \$96,720.00 \$22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03 \$4,722.40 \$122,782.40 \$66.50 \$5,320.00	\$46.94 \$3,755.20 \$97,635.20 \$97,635.20 \$23 \$52.94 \$4,235.20 \$110,115.20 \$59.63 \$4,770.40 \$124,030.40 \$67.17 \$5,373.60	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80 36 \$60.24 \$4,819.20 \$125,299.20 48 \$67.84 \$5,427.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99 \$4,319.20 \$112,299.20 37 \$60.82 \$4,865.60 \$126,505.60	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80 26 \$54.53 \$4,362.40 \$113,422.40 38 \$61.42 \$4,913.60 \$127,753.60	\$43.36 \$3,468.80 \$90,188.80 \$15 \$48.86 \$3,908.80 \$101,628.80 \$27 \$55.04 \$4,403.20 \$114,483.20 \$114,483.20 \$129,064.00 \$129,064.00	\$43.79 \$3,503.20 \$91,083.20 \$1,083.20 \$16 \$49.34 \$3,947.20 \$102,627.20 \$1102,627.20 \$115,668.80 \$115,668.80 \$115,668.80	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20 29 \$56.17 \$4,493.60 \$116,833.60 41 \$63.32 \$5,065.60 \$131,705.60	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20 30 \$56.72 \$4,537.60 \$117,977.60 42 \$63.92 \$5,113.60 \$132,953.60	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20 31 \$57.31 \$4,584.80 \$119,204.80 43 \$64.56 \$5,164.80 \$134,284.80	\$45.56 \$3,644.80 \$94,764.80 \$105.35 \$4,108.00 \$106,808.00 \$2 \$57.88 \$4,630.40 \$120,390.40 \$65.21 \$5,216.80	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60 33 \$58.44 \$4,675.20 \$121,555.20 45 \$65.88 \$5,270.40	\$46.50 \$3,720.00 \$96,720.00 \$22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03 \$4,722.40 \$122,782.40 \$66.50 \$5,320.00	\$46.94 \$3,755.20 \$97,635.20 \$97,635.20 \$23 \$52.94 \$4,235.20 \$110,115.20 \$59.63 \$4,770.40 \$124,030.40 \$67.17 \$5,373.60	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80 36 \$60.24 \$4,819.20 \$125,299.20 48 \$67.84 \$5,427.20
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	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99 \$4,319.20 \$112,299.20 37 \$60.82 \$4,865.60 \$126,505.60	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80 26 \$54.53 \$4,362.40 \$113,422.40 38 \$61.42 \$4,913.60 \$127,753.60 50 \$69.23	\$43.36 \$3,468.80 \$90,188.80 \$15 \$48.86 \$3,908.80 \$101,628.80 \$27 \$55.04 \$4,403.20 \$114,483.20 \$129,064.00 \$129,064.00	\$43.79 \$3,503.20 \$91,083.20 \$1,083.20 \$16 \$49.34 \$3,947.20 \$102,627.20 \$28 \$55.61 \$4,448.80 \$115,668.80 \$62.68 \$5,014.40 \$130,374.40 \$2 \$70.61	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20 29 \$56.17 \$4,493.60 \$116,833.60 41 \$63.32 \$5,065.60 \$131,705.60	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20 30 \$56.72 \$4,537.60 \$117,977.60 42 \$63.92 \$5,113.60 \$132,953.60	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20 31 \$57.31 \$4,584.80 \$119,204.80 43 \$64.56 \$5,164.80 \$134,284.80	\$45.56 \$3,644.80 \$94,764.80 \$105.35 \$4,108.00 \$106,808.00 \$2 \$57.88 \$4,630.40 \$120,390.40 \$65.21 \$5,216.80	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60 33 \$58.44 \$4,675.20 \$121,555.20 45 \$65.88 \$5,270.40	\$46.50 \$3,720.00 \$96,720.00 \$22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03 \$4,722.40 \$122,782.40 \$66.50 \$5,320.00	\$46.94 \$3,755.20 \$97,635.20 \$97,635.20 \$23 \$52.94 \$4,235.20 \$110,115.20 \$59.63 \$4,770.40 \$124,030.40 \$67.17 \$5,373.60	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80 36 \$60.24 \$4,819.20 \$125,299.20 48 \$67.84 \$5,427.20
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	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99 \$4,319.20 \$112,299.20 37 \$60.82 \$4,865.60 \$126,505.60 49 \$68.52 \$5,481.60	\$42.94 \$3,435.20 \$89,315.20 \$48.36 \$3,868.80 \$100,588.80 \$100,588.80 \$4,362.40 \$113,422.40 \$113,422.40 \$127,753.60 \$61.42 \$4,913.60 \$127,753.60	\$43.36 \$3,468.80 \$90,188.80 \$15 \$48.86 \$3,908.80 \$101,628.80 \$27 \$55.04 \$4,403.20 \$114,483.20 \$114,483.20 \$129,064.00 \$129,064.00	\$43.79 \$3,503.20 \$91,083.20 \$1,083.20 \$1,083.20 \$16 \$49.34 \$3,947.20 \$102,627.20 \$1,627.20 \$28 \$55.61 \$4,448.80 \$115,668.80 \$115,668.80 \$130,374.40 \$130,374.40 \$130,374.40	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20 29 \$56.17 \$4,493.60 \$116,833.60 41 \$63.32 \$5,065.60 \$131,705.60 53 \$71.32 \$5,705.60	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20 30 \$56.72 \$4,537.60 \$117,977.60 42 \$63.92 \$5,113.60 \$132,953.60 54 \$72.05 \$5,764.00	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20 31 \$57.31 \$4,584.80 \$119,204.80 43 \$64.56 \$5,164.80 \$134,284.80 55 \$72.76 \$5,820.80	\$45.56 \$3,644.80 \$94,764.80 \$105.35 \$4,108.00 \$106,808.00 \$2 \$57.88 \$4,630.40 \$120,390.40 \$65.21 \$5,216.80	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60 33 \$58.44 \$4,675.20 \$121,555.20 45 \$65.88 \$5,270.40	\$46.50 \$3,720.00 \$96,720.00 \$22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03 \$4,722.40 \$122,782.40 \$66.50 \$5,320.00	\$46.94 \$3,755.20 \$97,635.20 \$97,635.20 \$23 \$52.94 \$4,235.20 \$110,115.20 \$59.63 \$4,770.40 \$124,030.40 \$67.17 \$5,373.60	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80 36 \$60.24 \$4,819.20 \$125,299.20 48 \$67.84 \$5,427.20
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	\$42.51 \$3,400.80 \$88,420.80 13 \$47.89 \$3,831.20 \$99,611.20 25 \$53.99 \$4,319.20 \$112,299.20 37 \$60.82 \$4,865.60 \$126,505.60	\$42.94 \$3,435.20 \$89,315.20 14 \$48.36 \$3,868.80 \$100,588.80 26 \$54.53 \$4,362.40 \$113,422.40 38 \$61.42 \$4,913.60 \$127,753.60 50 \$69.23	\$43.36 \$3,468.80 \$90,188.80 \$15 \$48.86 \$3,908.80 \$101,628.80 \$27 \$55.04 \$4,403.20 \$114,483.20 \$129,064.00 \$129,064.00	\$43.79 \$3,503.20 \$91,083.20 \$1,083.20 \$16 \$49.34 \$3,947.20 \$102,627.20 \$28 \$55.61 \$4,448.80 \$115,668.80 \$62.68 \$5,014.40 \$130,374.40 \$2 \$70.61	\$44.22 \$3,537.60 \$91,977.60 17 \$49.84 \$3,987.20 \$103,667.20 29 \$56.17 \$4,493.60 \$116,833.60 41 \$63.32 \$5,065.60 \$131,705.60	\$44.68 \$3,574.40 \$92,934.40 18 \$50.34 \$4,027.20 \$104,707.20 30 \$56.72 \$4,537.60 \$117,977.60 42 \$63.92 \$5,113.60 \$132,953.60	\$45.12 \$3,609.60 \$93,849.60 19 \$50.84 \$4,067.20 \$105,747.20 31 \$57.31 \$4,584.80 \$119,204.80 43 \$64.56 \$5,164.80 \$134,284.80	\$45.56 \$3,644.80 \$94,764.80 \$105.35 \$4,108.00 \$106,808.00 \$2 \$57.88 \$4,630.40 \$120,390.40 \$65.21 \$5,216.80	\$46.03 \$3,682.40 \$95,742.40 21 \$51.87 \$4,149.60 \$107,889.60 33 \$58.44 \$4,675.20 \$121,555.20 45 \$65.88 \$5,270.40	\$46.50 \$3,720.00 \$96,720.00 \$22 \$52.38 \$4,190.40 \$108,950.40 34 \$59.03 \$4,722.40 \$122,782.40 \$66.50 \$5,320.00	\$46.94 \$3,755.20 \$97,635.20 \$97,635.20 \$23 \$52.94 \$4,235.20 \$110,115.20 \$59.63 \$4,770.40 \$124,030.40 \$67.17 \$5,373.60	\$47.42 \$3,793.60 \$98,633.60 24 \$53.46 \$4,276.80 \$111,196.80 36 \$60.24 \$4,819.20 \$125,299.20 48 \$67.84 \$5,427.20

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$47.89	\$48.36	\$48.86	\$49.34	\$49.84	\$50.34	\$50.84	\$51.35	\$51.87	\$52.38	\$52.94	\$53.46
Biweekly	\$3,831.20	\$3,868.80	\$3,908.80	\$3,947.20	\$3,987.20	\$4,027.20	\$4,067.20	\$4,108.00	\$4,149.60	\$4,190.40	\$4,235.20	\$4,276.80
Annually	\$99,611.20	\$100,588.80	\$101,628.80	\$102,627.20	\$103,667.20	\$104,707.20	\$105,747.20	\$106,808.00	\$107,889.60	\$108,950.40	\$110,115.20	\$111,196.80
Aillidally	\$55,011.20	\$100,566.60	\$101,020.00	\$102,027.20	\$103,007.20	\$104,707.20	\$105,747.20	\$100,808.00	\$107,885.00	\$100,550.40	J110,11J.20	\$111,150.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$53.99	\$54.53	\$55.04	\$55.61	\$56.17	\$56.72	\$57.31	\$57.88	\$58.44	\$59.03	\$59.63	\$60.24
Biweekly	\$4,319.20	\$4,362.40	\$4,403.20	\$4,448.80	\$4,493.60	\$4,537.60	\$4,584.80	\$4,630.40	\$4,675.20	\$4,722.40	\$4,770.40	\$4,819.20
Annually	\$112,299.20	\$113,422.40	\$114,483.20	\$115,668.80	\$116,833.60	\$117,977.60	\$119,204.80	\$120,390.40	\$121,555.20	\$122,782.40	\$124,030.40	\$125,299.20
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$60.82	\$61.42	\$62.05	\$62.68	\$63.32	\$63.92	\$64.56	\$65.21	\$65.88	\$66.50	\$67.17	\$67.84
Biweekly	\$4,865.60	\$4,913.60	\$4,964.00	\$5,014.40	\$5,065.60	\$5,113.60	\$5,164.80	\$5,216.80	\$5,270.40	\$5,320.00	\$5,373.60	\$5,427.20
Annually	\$126,505.60	\$127,753.60	\$129,064.00	\$130,374.40	\$131,705.60	\$132,953.60	\$134,284.80	\$135,636.80	\$137,030.40	\$138,320.00	\$139,713.60	\$141,107.20
Ailliually	3120,303.00	3127,733.00	3123,004.00	3130,374.40	3131,703.00	\$132,555.00	\$154,204.00	3133,030.00	3137,030.40	\$130,320.00	\$155,715.00	\$141,107.20
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$68.52	\$69.23	\$69.91	\$70.61	\$71.32	\$72.05	\$72.76	\$73.49	\$74.24	\$74.95	\$75.71	\$76.46
Biweekly	\$5,481.60	\$5,538.40	\$5,592.80	\$5,648.80	\$5,705.60	\$5,764.00	\$5,820.80	\$5,879.20	\$5,939.20	\$5,996.00	\$6,056.80	\$6,116.80
Annually	\$142,521.60	\$143,998.40	\$145,412.80	\$146,868.80	\$148,345.60	\$149,864.00	\$151,340.80	\$152,859.20	\$154,419.20	\$155,896.00	\$157,476.80	\$159,036.80
Steps	49	50	51	52	53	54	55					
Hourly	\$77.22	\$77.99	\$78.78	\$79.59	\$80.38	\$81.16	\$81.98					
Biweekly	\$6,177.60	\$6,239.20	\$6,302.40	\$6,367.20	\$6,430.40	\$6,492.80	\$6,558.40					
Annually	\$160,617.60	\$162,219.20	\$163,862.40	\$165,547.20	\$167,190.40	\$168,812.80	\$170,518.40					
04												
Grade 84												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1	2	3	4	5	6	7	8 ¢56 17	9	10 \$57.21	11 657.99	12
Steps Hourly	\$52.38	\$52.94	\$53.46	\$53.99	\$54.53	\$55.04	\$55.61	\$56.17	\$56.72	\$57.31	\$57.88	\$58.44
Steps Hourly Biweekly	\$52.38 \$4,190.40	\$52.94 \$4,235.20	\$53.46 \$4,276.80	\$53.99 \$4,319.20	\$54.53 \$4,362.40	\$55.04 \$4,403.20	\$55.61 \$4,448.80	\$56.17 \$4,493.60	\$56.72 \$4,537.60	\$57.31 \$4,584.80	\$57.88 \$4,630.40	\$58.44 \$4,675.20
Steps Hourly	\$52.38	\$52.94	\$53.46	\$53.99	\$54.53	\$55.04	\$55.61	\$56.17	\$56.72	\$57.31	\$57.88	\$58.44
Steps Hourly Biweekly Annually	\$52.38 \$4,190.40 \$108,950.40	\$52.94 \$4,235.20 \$110,115.20	\$53.46 \$4,276.80 \$111,196.80	\$53.99 \$4,319.20 \$112,299.20	\$54.53 \$4,362.40 \$113,422.40	\$55.04 \$4,403.20 \$114,483.20	\$55.61 \$4,448.80 \$115,668.80	\$56.17 \$4,493.60 \$116,833.60	\$56.72 \$4,537.60 \$117,977.60	\$57.31 \$4,584.80 \$119,204.80	\$57.88 \$4,630.40 \$120,390.40	\$58.44 \$4,675.20 \$121,555.20
Steps Hourly Biweekly Annually Steps	\$52.38 \$4,190.40 \$108,950.40	\$52.94 \$4,235.20 \$110,115.20	\$53.46 \$4,276.80 \$111,196.80	\$53.99 \$4,319.20 \$112,299.20	\$54.53 \$4,362.40 \$113,422.40	\$55.04 \$4,403.20 \$114,483.20	\$55.61 \$4,448.80 \$115,668.80	\$56.17 \$4,493.60 \$116,833.60	\$56.72 \$4,537.60 \$117,977.60	\$57.31 \$4,584.80 \$119,204.80	\$57.88 \$4,630.40 \$120,390.40	\$58.44 \$4,675.20 \$121,555.20
Steps Hourly Biweekly Annually	\$52.38 \$4,190.40 \$108,950.40	\$52.94 \$4,235.20 \$110,115.20	\$53.46 \$4,276.80 \$111,196.80	\$53.99 \$4,319.20 \$112,299.20	\$54.53 \$4,362.40 \$113,422.40	\$55.04 \$4,403.20 \$114,483.20	\$55.61 \$4,448.80 \$115,668.80	\$56.17 \$4,493.60 \$116,833.60	\$56.72 \$4,537.60 \$117,977.60	\$57.31 \$4,584.80 \$119,204.80	\$57.88 \$4,630.40 \$120,390.40	\$58.44 \$4,675.20 \$121,555.20
Steps Hourly Biweekly Annually Steps	\$52.38 \$4,190.40 \$108,950.40	\$52.94 \$4,235.20 \$110,115.20	\$53.46 \$4,276.80 \$111,196.80	\$53.99 \$4,319.20 \$112,299.20	\$54.53 \$4,362.40 \$113,422.40	\$55.04 \$4,403.20 \$114,483.20	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68	\$56.17 \$4,493.60 \$116,833.60	\$56.72 \$4,537.60 \$117,977.60	\$57.31 \$4,584.80 \$119,204.80	\$57.88 \$4,630.40 \$120,390.40	\$58.44 \$4,675.20 \$121,555.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40
Steps Hourly Biweekly Annually Steps Hourly	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40 26 \$67.17 \$5,373.60	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91 \$5,592.80	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40 26 \$67.17 \$5,373.60	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91 \$5,592.80	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00 \$138,320.00	\$52.94 \$4,235.20 \$110,115.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40 26 \$67.17 \$5,373.60 \$139,713.60	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20 \$141,107.20	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60 \$142,521.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40 \$143,998.40	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91 \$5,592.80 \$145,412.80	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80 \$146,868.80	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60 \$148,345.60	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00 \$149,864.00	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80 \$151,340.80	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20 \$152,859.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20 \$154,419.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00 \$138,320.00	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40 26 \$67.17 \$5,373.60 \$139,713.60	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20 \$141,107.20	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60 \$142,521.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40 \$143,998.40	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91 \$5,592.80 \$145,412.80	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80 \$146,868.80	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60 \$148,345.60	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00 \$149,864.00	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80 \$151,340.80	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20 \$152,859.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20 \$154,419.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00 \$138,320.00	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40 26 \$67.17 \$5,373.60 \$139,713.60	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20 \$141,107.20	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60 \$142,521.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40 \$143,998.40 41 \$77.99	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91 \$5,592.80 \$145,412.80	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80 \$146,868.80	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60 \$148,345.60	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00 \$149,864.00	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80 \$151,340.80	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20 \$152,859.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20 \$154,419.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00 \$138,320.00 \$7 \$74.95 \$5,996.00	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40 26 \$67.17 \$5,373.60 \$139,713.60 38 \$75.71 \$6,056.80	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20 \$141,107.20 39 \$76.46 \$6,116.80	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60 \$142,521.60 40 \$77.22 \$6,177.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40 \$143,998.40 41 \$77.99 \$6,239.20	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91 \$5,592.80 \$145,412.80 42 \$78.78 \$6,302.40	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80 \$146,868.80 43 \$79.59 \$6,367.20	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60 \$148,345.60 44 \$80.38 \$6,430.40	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00 \$149,864.00 45 \$81.16 \$6,492.80	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80 \$151,340.80 46 \$81.98 \$6,558.40	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20 \$152,859.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20 \$154,419.20 48 \$83.64 \$6,691.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00 \$138,320.00	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40 26 \$67.17 \$5,373.60 \$139,713.60	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20 \$141,107.20	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60 \$142,521.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40 \$143,998.40 41 \$77.99	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91 \$5,592.80 \$145,412.80	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80 \$146,868.80	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60 \$148,345.60	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00 \$149,864.00	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80 \$151,340.80	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20 \$152,859.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20 \$154,419.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00 \$138,320.00 \$7 \$74.95 \$5,996.00	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40 26 \$67.17 \$5,373.60 \$139,713.60 38 \$75.71 \$6,056.80	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20 \$141,107.20 39 \$76.46 \$6,116.80 \$159,036.80	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60 \$142,521.60 40 \$77.22 \$6,177.60 \$160,617.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40 \$143,998.40 41 \$77.99 \$6,239.20	\$55.04 \$4,403.20 \$114,483.20 \$114,483.20 \$62.05 \$4,964.00 \$129,064.00 \$69.91 \$5,592.80 \$145,412.80 \$78.78 \$6,302.40 \$163,862.40	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80 \$146,868.80 43 \$79.59 \$6,367.20 \$165,547.20	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60 \$148,345.60 44 \$80.38 \$6,430.40	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00 \$149,864.00 45 \$81.16 \$6,492.80	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80 \$151,340.80 46 \$81.98 \$6,558.40	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20 \$152,859.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20 \$154,419.20 48 \$83.64 \$6,691.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00 \$138,320.00 37 \$74.95 \$5,996.00 \$155,896.00	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40 26 \$67.17 \$5,373.60 \$139,713.60 38 \$75.71 \$6,056.80 \$157,476.80	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20 \$141,107.20 39 \$76.46 \$6,116.80 \$159,036.80	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60 \$142,521.60 40 \$77.22 \$6,177.60 \$160,617.60	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40 \$143,998.40 41 \$77.99 \$6,239.20 \$162,219.20	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91 \$5,592.80 \$145,412.80 42 \$78.78 \$6,302.40 \$163,862.40	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80 \$146,868.80 43 \$79.59 \$6,367.20 \$165,547.20	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60 \$148,345.60 44 \$80.38 \$6,430.40	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00 \$149,864.00 45 \$81.16 \$6,492.80	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80 \$151,340.80 46 \$81.98 \$6,558.40	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20 \$152,859.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20 \$154,419.20 48 \$83.64 \$6,691.20
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	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00 \$138,320.00 37 \$74.95 \$5,996.00 \$155,896.00	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40 26 \$67.17 \$5,373.60 \$139,713.60 38 \$75.71 \$6,056.80 \$157,476.80 50 \$85.31	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20 \$141,107.20 39 \$76.46 \$6,116.80 \$159,036.80	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60 \$142,521.60 40 \$77.22 \$6,177.60 \$160,617.60 52 \$87.03	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40 \$143,998.40 41 \$77.99 \$6,239.20 \$162,219.20	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91 \$5,592.80 \$145,412.80 42 \$78.78 \$6,302.40 \$163,862.40	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80 \$146,868.80 43 \$79.59 \$6,367.20 \$165,547.20	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60 \$148,345.60 44 \$80.38 \$6,430.40	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00 \$149,864.00 45 \$81.16 \$6,492.80	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80 \$151,340.80 46 \$81.98 \$6,558.40	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20 \$152,859.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20 \$154,419.20 48 \$83.64 \$6,691.20
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	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00 \$138,320.00 37 \$74.95 \$5,996.00 \$155,896.00	\$52.94 \$4,235.20 \$110,115.20 \$110,115.20 \$14 \$59.63 \$4,770.40 \$124,030.40 \$6 \$67.17 \$5,373.60 \$139,713.60 \$139,713.60 \$157,476.80 \$157,476.80	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20 \$141,107.20 39 \$76.46 \$6,116.80 \$159,036.80 51 \$86.17 \$6,893.60	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60 \$142,521.60 40 \$77.22 \$6,177.60 \$160,617.60 52 \$87.03 \$6,962.40	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40 \$143,998.40 41 \$77.99 \$6,239.20 \$162,219.20 53 \$87.90 \$7,032.00	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91 \$5,592.80 \$145,412.80 42 \$78.78 \$6,302.40 \$163,862.40 \$88.77 \$7,101.60	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80 \$146,868.80 43 \$79.59 \$6,367.20 \$165,547.20 55 \$89.67 \$7,173.60	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60 \$148,345.60 44 \$80.38 \$6,430.40	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00 \$149,864.00 45 \$81.16 \$6,492.80	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80 \$151,340.80 46 \$81.98 \$6,558.40	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20 \$152,859.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20 \$154,419.20 48 \$83.64 \$6,691.20
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	\$52.38 \$4,190.40 \$108,950.40 13 \$59.03 \$4,722.40 \$122,782.40 25 \$66.50 \$5,320.00 \$138,320.00 37 \$74.95 \$5,996.00 \$155,896.00	\$52.94 \$4,235.20 \$110,115.20 14 \$59.63 \$4,770.40 \$124,030.40 26 \$67.17 \$5,373.60 \$139,713.60 38 \$75.71 \$6,056.80 \$157,476.80 50 \$85.31	\$53.46 \$4,276.80 \$111,196.80 15 \$60.24 \$4,819.20 \$125,299.20 27 \$67.84 \$5,427.20 \$141,107.20 39 \$76.46 \$6,116.80 \$159,036.80	\$53.99 \$4,319.20 \$112,299.20 16 \$60.82 \$4,865.60 \$126,505.60 28 \$68.52 \$5,481.60 \$142,521.60 40 \$77.22 \$6,177.60 \$160,617.60 52 \$87.03	\$54.53 \$4,362.40 \$113,422.40 17 \$61.42 \$4,913.60 \$127,753.60 29 \$69.23 \$5,538.40 \$143,998.40 41 \$77.99 \$6,239.20 \$162,219.20	\$55.04 \$4,403.20 \$114,483.20 18 \$62.05 \$4,964.00 \$129,064.00 30 \$69.91 \$5,592.80 \$145,412.80 42 \$78.78 \$6,302.40 \$163,862.40	\$55.61 \$4,448.80 \$115,668.80 19 \$62.68 \$5,014.40 \$130,374.40 31 \$70.61 \$5,648.80 \$146,868.80 43 \$79.59 \$6,367.20 \$165,547.20	\$56.17 \$4,493.60 \$116,833.60 20 \$63.32 \$5,065.60 \$131,705.60 32 \$71.32 \$5,705.60 \$148,345.60 44 \$80.38 \$6,430.40	\$56.72 \$4,537.60 \$117,977.60 21 \$63.92 \$5,113.60 \$132,953.60 33 \$72.05 \$5,764.00 \$149,864.00 45 \$81.16 \$6,492.80	\$57.31 \$4,584.80 \$119,204.80 22 \$64.56 \$5,164.80 \$134,284.80 34 \$72.76 \$5,820.80 \$151,340.80 46 \$81.98 \$6,558.40	\$57.88 \$4,630.40 \$120,390.40 23 \$65.21 \$5,216.80 \$135,636.80 35 \$73.49 \$5,879.20 \$152,859.20	\$58.44 \$4,675.20 \$121,555.20 24 \$65.88 \$5,270.40 \$137,030.40 36 \$74.24 \$5,939.20 \$154,419.20 48 \$83.64 \$6,691.20

(Non-bargaining unit)

NENANA (20%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$17.10	\$17.27	\$17.43	\$17.60	\$17.80	\$17.97	\$18.16	\$18.30	\$18.52	\$18.69	\$18.89	\$19.05
Biweekly	\$1,368.00	\$1,381.60	\$1,394.40	\$1,408.00	\$1,424.00	\$1,437.60	\$1,452.80	\$1,464.00	\$1,481.60	\$1,495.20	\$1,511.20	\$1,524.00
Annually	\$35,568.00	\$35,921.60	\$36,254.40	\$36,608.00	\$37,024.00	\$37,377.60	\$37,772.80	\$38,064.00	\$38,521.60	\$38,875.20	\$39,291.20	\$39,624.00
Ailliadily	\$33,300.00	Ç33,321.00	750,254.40	730,000.00	J37,024.00	Ç37,377.00	<i>\$37,772.</i> 00	\$30,00 4 .00	750,521.00	750,075.20	755,251.20	\$35,02 4 .00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$19.26	\$19.44	\$19.65	\$19.85	\$20.06	\$20.24	\$20.42	\$20.66	\$20.85	\$21.07	\$21.28	\$21.50
Biweekly	\$1,540.80	\$1,555.20	\$1,572.00	\$1,588.00	\$1,604.80	\$1,619.20	\$1,633.60	\$1,652.80	\$1,668.00	\$1,685.60	\$1,702.40	\$1,720.00
Annually	\$40,060.80	\$40,435.20	\$40,872.00	\$41,288.00	\$41,724.80	\$42,099.20	\$42,473.60	\$42,972.80	\$43,368.00	\$43,825.60	\$44,262.40	\$44,720.00
Ailliually	340,000.80	340,433.20	340,672.00	341,200.00	341,724.00	342,033.20	342,473.00	342,372.00	\$43,306.00	\$43,623.00	344,202.40	344,720.00
Steps	25	20	27	20	20	20	24			24	25	20
	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$21.68	\$21.93	\$22.13	\$22.36	\$22.58	\$22.82	\$23.05	\$23.27	\$23.51	\$23.74	\$23.97	\$24.21
Biweekly	\$1,734.40	\$1,754.40	\$1,770.40	\$1,788.80	\$1,806.40	\$1,825.60	\$1,844.00	\$1,861.60	\$1,880.80	\$1,899.20	\$1,917.60	\$1,936.80
Annually	\$45,094.40	\$45,614.40	\$46,030.40	\$46,508.80	\$46,966.40	\$47,465.60	\$47,944.00	\$48,401.60	\$48,900.80	\$49,379.20	\$49,857.60	\$50,356.80
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$24.45	\$24.69	\$24.95	\$25.19	\$25.44	\$25.72	\$25.94	\$26.22	\$26.49	\$26.72	\$27.01	\$27.29
Biweekly	\$1,956.00	\$1,975.20	\$1,996.00	\$2,015.20	\$2,035.20	\$2,057.60	\$2,075.20	\$2,097.60	\$2,119.20	\$2,137.60	\$2,160.80	\$2,183.20
Annually	\$50,856.00	\$51,355.20	\$51,896.00	\$52,395.20	\$52,915.20	\$53,497.60	\$53,955.20	\$54,537.60	\$55,099.20	\$55,577.60	\$56,180.80	\$56,763.20
Steps	49	50	51	52	53	54	55					
Hourly	\$27.56	\$27.83	\$28.13	\$28.37	\$28.68	\$28.95	\$29.27					
Biweekly	\$2,204.80	\$2,226.40	\$2,250.40	\$2,269.60	\$2,294.40	\$2,316.00	\$2,341.60					
Annually	\$57,324.80	\$57,886.40	\$58,510.40	\$59,009.60	\$59,654.40	\$60,216.00	\$60,881.60					
Aillidally	337,324.00	337,000.40	\$30,310.40	\$33,003.00	\$33,034.40	500,210.00	500,881.00					
Grade 74												
Grade / 4												
							_					
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$19.26	\$19.44	\$19.65	\$19.85	\$20.06	\$20.24	\$20.42	\$20.66	\$20.85	\$21.07	\$21.28	\$21.50
Steps	\$19.26 \$1,540.80	\$19.44 \$1,555.20	\$19.65 \$1,572.00	\$19.85 \$1,588.00		\$20.24 \$1,619.20	\$20.42 \$1,633.60	\$20.66 \$1,652.80	\$20.85 \$1,668.00	\$21.07 \$1,685.60	\$21.28 \$1,702.40	\$21.50 \$1,720.00
Steps Hourly	\$19.26	\$19.44	\$19.65	\$19.85	\$20.06	\$20.24	\$20.42	\$20.66	\$20.85	\$21.07	\$21.28	\$21.50
Steps Hourly Biweekly Annually	\$19.26 \$1,540.80 \$40,060.80	\$19.44 \$1,555.20 \$40,435.20	\$19.65 \$1,572.00 \$40,872.00	\$19.85 \$1,588.00 \$41,288.00	\$20.06 \$1,604.80 \$41,724.80	\$20.24 \$1,619.20 \$42,099.20	\$20.42 \$1,633.60 \$42,473.60	\$20.66 \$1,652.80 \$42,972.80	\$20.85 \$1,668.00 \$43,368.00	\$21.07 \$1,685.60 \$43,825.60	\$21.28 \$1,702.40 \$44,262.40	\$21.50 \$1,720.00 \$44,720.00
Steps Hourly Biweekly Annually Steps	\$19.26 \$1,540.80 \$40,060.80	\$19.44 \$1,555.20 \$40,435.20	\$19.65 \$1,572.00 \$40,872.00	\$19.85 \$1,588.00 \$41,288.00	\$20.06 \$1,604.80 \$41,724.80	\$20.24 \$1,619.20 \$42,099.20	\$20.42 \$1,633.60 \$42,473.60	\$20.66 \$1,652.80 \$42,972.80	\$20.85 \$1,668.00 \$43,368.00	\$21.07 \$1,685.60 \$43,825.60	\$21.28 \$1,702.40 \$44,262.40	\$21.50 \$1,720.00 \$44,720.00
Steps Hourly Biweekly Annually	\$19.26 \$1,540.80 \$40,060.80	\$19.44 \$1,555.20 \$40,435.20	\$19.65 \$1,572.00 \$40,872.00	\$19.85 \$1,588.00 \$41,288.00	\$20.06 \$1,604.80 \$41,724.80	\$20.24 \$1,619.20 \$42,099.20	\$20.42 \$1,633.60 \$42,473.60	\$20.66 \$1,652.80 \$42,972.80	\$20.85 \$1,668.00 \$43,368.00	\$21.07 \$1,685.60 \$43,825.60	\$21.28 \$1,702.40 \$44,262.40	\$21.50 \$1,720.00 \$44,720.00
Steps Hourly Biweekly Annually Steps	\$19.26 \$1,540.80 \$40,060.80	\$19.44 \$1,555.20 \$40,435.20	\$19.65 \$1,572.00 \$40,872.00	\$19.85 \$1,588.00 \$41,288.00	\$20.06 \$1,604.80 \$41,724.80	\$20.24 \$1,619.20 \$42,099.20	\$20.42 \$1,633.60 \$42,473.60	\$20.66 \$1,652.80 \$42,972.80	\$20.85 \$1,668.00 \$43,368.00	\$21.07 \$1,685.60 \$43,825.60	\$21.28 \$1,702.40 \$44,262.40	\$21.50 \$1,720.00 \$44,720.00
Steps Hourly Biweekly Annually Steps Hourly	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93	\$19.65 \$1,572.00 \$40,872.00 15 \$22.13	\$19.85 \$1,588.00 \$41,288.00 16 \$22.36	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27	\$20.85 \$1,668.00 \$43,368.00 21 \$23.51	\$21.07 \$1,685.60 \$43,825.60 22 \$23.74	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97	\$21.50 \$1,720.00 \$44,720.00 24 \$24.21
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40	\$19.65 \$1,572.00 \$40,872.00 15 \$22.13 \$1,770.40	\$19.85 \$1,588.00 \$41,288.00 16 \$22.36 \$1,788.80	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60	\$20.85 \$1,668.00 \$43,368.00 21 \$23.51 \$1,880.80	\$21.07 \$1,685.60 \$43,825.60 22 \$23.74 \$1,899.20	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60	\$21.50 \$1,720.00 \$44,720.00 24 \$24.21 \$1,936.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40	\$19.65 \$1,572.00 \$40,872.00 15 \$22.13 \$1,770.40	\$19.85 \$1,588.00 \$41,288.00 16 \$22.36 \$1,788.80	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60	\$20.85 \$1,668.00 \$43,368.00 21 \$23.51 \$1,880.80	\$21.07 \$1,685.60 \$43,825.60 22 \$23.74 \$1,899.20	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60	\$21.50 \$1,720.00 \$44,720.00 24 \$24.21 \$1,936.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 16 \$22.36 \$1,788.80 \$46,508.80	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60	\$20.85 \$1,668.00 \$43,368.00 \$21 \$23.51 \$1,880.80 \$48,900.80	\$21.07 \$1,685.60 \$43,825.60 22 \$23.74 \$1,899.20 \$49,379.20	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 16 \$22.36 \$1,788.80 \$46,508.80 28 \$25.19	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22	\$20.85 \$1,668.00 \$43,368.00 \$21 \$23.51 \$1,880.80 \$48,900.80 33 \$26.49	\$21.07 \$1,685.60 \$43,825.60 22 \$23.74 \$1,899.20 \$49,379.20 34 \$26.72	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45 \$1,956.00	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40 26 \$24.69 \$1,975.20	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95 \$1,996.00	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 16 \$22.36 \$1,788.80 \$46,508.80 28 \$25.19 \$2,015.20	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44 \$2,035.20	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72 \$2,057.60	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00 31 \$25.94 \$2,075.20	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22 \$2,097.60	\$20.85 \$1,668.00 \$43,368.00 \$21 \$23.51 \$1,880.80 \$48,900.80 \$33 \$26.49 \$2,119.20	\$21.07 \$1,685.60 \$43,825.60 22 \$23.74 \$1,899.20 \$49,379.20 34 \$26.72 \$2,137.60	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01 \$2,160.80	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80 36 \$27.29 \$2,183.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 16 \$22.36 \$1,788.80 \$46,508.80 28 \$25.19	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22	\$20.85 \$1,668.00 \$43,368.00 \$21 \$23.51 \$1,880.80 \$48,900.80 33 \$26.49	\$21.07 \$1,685.60 \$43,825.60 22 \$23.74 \$1,899.20 \$49,379.20 34 \$26.72	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45 \$1,956.00 \$50,856.00	\$19.44 \$1,555.20 \$40,435.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40 26 \$24.69 \$1,975.20 \$51,355.20	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95 \$1,996.00 \$51,896.00	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 16 \$22.36 \$1,788.80 \$46,508.80 28 \$25.19 \$2,015.20 \$52,395.20	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44 \$2,035.20 \$52,915.20	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72 \$2,057.60 \$53,497.60	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00 31 \$25.94 \$2,075.20 \$53,955.20	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22 \$2,097.60 \$54,537.60	\$20.85 \$1,668.00 \$43,368.00 \$21 \$23.51 \$1,880.80 \$48,900.80 \$3 \$26.49 \$2,119.20 \$55,099.20	\$21.07 \$1,685.60 \$43,825.60 22 \$23.74 \$1,899.20 \$49,379.20 34 \$26.72 \$2,137.60 \$55,577.60	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01 \$2,160.80 \$56,180.80	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80 36 \$27.29 \$2,183.20 \$56,763.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45 \$1,956.00 \$50,856.00	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40 26 \$24.69 \$1,975.20 \$51,355.20	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95 \$1,996.00 \$51,896.00	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 16 \$22.36 \$1,788.80 \$46,508.80 28 \$25.19 \$2,015.20 \$52,395.20	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44 \$2,035.20 \$52,915.20	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72 \$2,057.60 \$53,497.60	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00 31 \$25.94 \$2,075.20 \$53,955.20	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22 \$2,097.60 \$54,537.60	\$20.85 \$1,668.00 \$43,368.00 21 \$23.51 \$1,880.80 \$48,900.80 33 \$26.49 \$2,119.20 \$55,099.20	\$21.07 \$1,685.60 \$43,825.60 22 \$23.74 \$1,899.20 \$49,379.20 34 \$26.72 \$2,137.60 \$55,577.60	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01 \$2,160.80 \$56,180.80	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80 36 \$27.29 \$2,183.20 \$56,763.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45 \$1,956.00 \$50,856.00	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40 26 \$24.69 \$1,975.20 \$51,355.20	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95 \$1,996.00 \$51,896.00	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 16 \$22.36 \$1,788.80 \$46,508.80 28 \$25.19 \$2,015.20 \$52,395.20	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44 \$2,035.20 \$52,915.20	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72 \$2,057.60 \$53,497.60	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00 31 \$25.94 \$2,075.20 \$53,955.20	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22 \$2,097.60 \$54,537.60	\$20.85 \$1,668.00 \$43,368.00 21 \$23.51 \$1,880.80 \$48,900.80 33 \$26.49 \$2,119.20 \$55,099.20	\$21.07 \$1,685.60 \$43,825.60 22 \$23.74 \$1,899.20 \$49,379.20 34 \$26.72 \$2,137.60 \$55,577.60	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01 \$2,160.80 \$56,180.80	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80 36 \$27.29 \$2,183.20 \$56,763.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45 \$1,956.00 \$50,856.00 37 \$27.56 \$2,204.80	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40 26 \$24.69 \$1,975.20 \$51,355.20 38 \$27.83 \$2,226.40	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95 \$1,996.00 \$51,896.00 39 \$28.13 \$2,250.40	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 16 \$22.36 \$1,788.80 \$46,508.80 28 \$25.19 \$2,015.20 \$52,395.20 40 \$28.37 \$2,269.60	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44 \$2,035.20 \$52,915.20 41 \$28.68 \$2,294.40	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72 \$2,057.60 \$53,497.60 42 \$28.95 \$2,316.00	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00 31 \$25.94 \$2,075.20 \$53,955.20 43 \$29.27 \$2,341.60	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22 \$2,097.60 \$54,537.60 44 \$29.54 \$2,363.20	\$20.85 \$1,668.00 \$43,368.00 \$43,368.00 \$21 \$1,880.80 \$48,900.80 \$26.49 \$2,119.20 \$55,099.20 \$55,099.20	\$21.07 \$1,685.60 \$43,825.60 \$22 \$23.74 \$1,899.20 \$49,379.20 \$49,379.20 \$26.72 \$2,137.60 \$55,577.60	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01 \$2,160.80 \$56,180.80 47 \$30.43 \$2,434.40	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80 36 \$27.29 \$2,183.20 \$56,763.20 48 \$30.73 \$2,458.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45 \$1,956.00 \$50,856.00	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40 26 \$24.69 \$1,975.20 \$51,355.20	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95 \$1,996.00 \$51,896.00	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 16 \$22.36 \$1,788.80 \$46,508.80 28 \$25.19 \$2,015.20 \$52,395.20	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44 \$2,035.20 \$52,915.20	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72 \$2,057.60 \$53,497.60	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00 31 \$25.94 \$2,075.20 \$53,955.20	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22 \$2,097.60 \$54,537.60	\$20.85 \$1,668.00 \$43,368.00 21 \$23.51 \$1,880.80 \$48,900.80 33 \$26.49 \$2,119.20 \$55,099.20	\$21.07 \$1,685.60 \$43,825.60 22 \$23.74 \$1,899.20 \$49,379.20 34 \$26.72 \$2,137.60 \$55,577.60	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01 \$2,160.80 \$56,180.80	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80 36 \$27.29 \$2,183.20 \$56,763.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45 \$1,956.00 \$50,856.00 37 \$27.56 \$2,204.80 \$57,324.80	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40 26 \$24.69 \$1,975.20 \$51,355.20 38 \$27.83 \$2,226.40 \$57,886.40	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95 \$1,996.00 \$51,896.00 39 \$28.13 \$2,250.40 \$58,510.40	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 \$16 \$22.36 \$1,788.80 \$46,508.80 \$25.19 \$2,015.20 \$52,395.20 \$40 \$28.37 \$2,269.60 \$59,009.60	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44 \$2,035.20 \$52,915.20 41 \$28.68 \$2,294.40 \$59,654.40	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72 \$2,057.60 \$53,497.60 42 \$28.95 \$2,316.00 \$60,216.00	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00 31 \$25.94 \$2,075.20 \$53,955.20 43 \$29.27 \$2,341.60 \$60,881.60	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22 \$2,097.60 \$54,537.60 44 \$29.54 \$2,363.20	\$20.85 \$1,668.00 \$43,368.00 \$43,368.00 \$21 \$1,880.80 \$48,900.80 \$26.49 \$2,119.20 \$55,099.20 \$55,099.20	\$21.07 \$1,685.60 \$43,825.60 \$22 \$23.74 \$1,899.20 \$49,379.20 \$49,379.20 \$26.72 \$2,137.60 \$55,577.60	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01 \$2,160.80 \$56,180.80 47 \$30.43 \$2,434.40	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80 36 \$27.29 \$2,183.20 \$56,763.20 48 \$30.73 \$2,458.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45 \$1,956.00 \$50,856.00 37 \$27.56 \$2,204.80 \$57,324.80	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40 26 \$24.69 \$1,975.20 \$51,355.20 38 \$27.83 \$2,226.40 \$57,886.40	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95 \$1,996.00 \$51,896.00 39 \$28.13 \$2,250.40 \$58,510.40	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 \$16 \$22.36 \$1,788.80 \$46,508.80 \$25.19 \$2,015.20 \$52,395.20 \$28.37 \$2,269.60 \$59,009.60	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44 \$2,035.20 \$52,915.20 41 \$28.68 \$2,294.40 \$59,654.40	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72 \$2,057.60 \$53,497.60 42 \$28.95 \$2,316.00 \$60,216.00	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00 31 \$25.94 \$2,075.20 \$53,955.20 43 \$29.27 \$2,341.60 \$60,881.60	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22 \$2,097.60 \$54,537.60 44 \$29.54 \$2,363.20	\$20.85 \$1,668.00 \$43,368.00 \$43,368.00 \$21 \$1,880.80 \$48,900.80 \$26.49 \$2,119.20 \$55,099.20 \$55,099.20	\$21.07 \$1,685.60 \$43,825.60 \$22 \$23.74 \$1,899.20 \$49,379.20 \$49,379.20 \$26.72 \$2,137.60 \$55,577.60	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01 \$2,160.80 \$56,180.80 47 \$30.43 \$2,434.40	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80 36 \$27.29 \$2,183.20 \$56,763.20 48 \$30.73 \$2,458.40
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	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45 \$1,956.00 \$50,856.00 37 \$27.56 \$2,204.80 \$57,324.80	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40 26 \$24.69 \$1,975.20 \$51,355.20 38 \$27.83 \$2,226.40 \$57,886.40	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95 \$1,996.00 \$51,896.00 39 \$28.13 \$2,250.40 \$58,510.40	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 \$16 \$22.36 \$1,788.80 \$46,508.80 \$25.19 \$2,015.20 \$52,395.20 \$28.37 \$2,269.60 \$59,009.60 \$28.37 \$2,269.60 \$59,009.60	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44 \$2,035.20 \$52,915.20 41 \$28.68 \$2,294.40 \$59,654.40	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72 \$2,057.60 \$53,497.60 42 \$28.95 \$2,316.00 \$60,216.00	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00 31 \$25.94 \$2,075.20 \$53,955.20 43 \$29.27 \$2,341.60 \$60,881.60	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22 \$2,097.60 \$54,537.60 44 \$29.54 \$2,363.20	\$20.85 \$1,668.00 \$43,368.00 \$43,368.00 \$21 \$1,880.80 \$48,900.80 \$26.49 \$2,119.20 \$55,099.20 \$55,099.20	\$21.07 \$1,685.60 \$43,825.60 \$22 \$23.74 \$1,899.20 \$49,379.20 \$49,379.20 \$26.72 \$2,137.60 \$55,577.60	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01 \$2,160.80 \$56,180.80 47 \$30.43 \$2,434.40	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80 36 \$27.29 \$2,183.20 \$56,763.20 48 \$30.73 \$2,458.40
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	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45 \$1,956.00 \$50,856.00 37 \$27.56 \$2,204.80 \$57,324.80 49 \$31.03 \$2,482.40	\$19.44 \$1,555.20 \$40,435.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40 26 \$24.69 \$1,975.20 \$51,355.20 38 \$27.83 \$2,226.40 \$57,886.40 50 \$31.35 \$2,508.00	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95 \$1,996.00 \$51,896.00 39 \$28.13 \$2,250.40 \$58,510.40 51 \$31.66 \$2,532.80	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 \$41,288.00 \$16 \$22.36 \$1,788.80 \$46,508.80 \$25.19 \$2,015.20 \$52,395.20 \$2,015.20 \$52,395.20 \$28.37 \$2,269.60 \$59,009.60 \$28.37 \$2,558.40	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44 \$2,035.20 \$52,915.20 41 \$28.68 \$2,294.40 \$59,654.40 53 \$32.31 \$2,584.80	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72 \$2,057.60 \$53,497.60 42 \$28.95 \$2,316.00 \$60,216.00 54 \$32.63 \$2,610.40	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00 31 \$25.94 \$2,075.20 \$53,955.20 43 \$29.27 \$2,341.60 \$60,881.60 55 \$32.95 \$2,636.00	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22 \$2,097.60 \$54,537.60 44 \$29.54 \$2,363.20	\$20.85 \$1,668.00 \$43,368.00 \$43,368.00 \$21 \$1,880.80 \$48,900.80 \$26.49 \$2,119.20 \$55,099.20 \$55,099.20	\$21.07 \$1,685.60 \$43,825.60 \$22 \$23.74 \$1,899.20 \$49,379.20 \$49,379.20 \$26.72 \$2,137.60 \$55,577.60	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01 \$2,160.80 \$56,180.80 47 \$30.43 \$2,434.40	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80 36 \$27.29 \$2,183.20 \$56,763.20 48 \$30.73 \$2,458.40
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	\$19.26 \$1,540.80 \$40,060.80 13 \$21.68 \$1,734.40 \$45,094.40 25 \$24.45 \$1,956.00 \$50,856.00 37 \$27.56 \$2,204.80 \$57,324.80	\$19.44 \$1,555.20 \$40,435.20 14 \$21.93 \$1,754.40 \$45,614.40 26 \$24.69 \$1,975.20 \$51,355.20 38 \$27.83 \$2,226.40 \$57,886.40	\$19.65 \$1,572.00 \$40,872.00 \$40,872.00 15 \$22.13 \$1,770.40 \$46,030.40 27 \$24.95 \$1,996.00 \$51,896.00 39 \$28.13 \$2,250.40 \$58,510.40	\$19.85 \$1,588.00 \$41,288.00 \$41,288.00 \$16 \$22.36 \$1,788.80 \$46,508.80 \$25.19 \$2,015.20 \$52,395.20 \$28.37 \$2,269.60 \$59,009.60 \$28.37 \$2,269.60 \$59,009.60	\$20.06 \$1,604.80 \$41,724.80 17 \$22.58 \$1,806.40 \$46,966.40 29 \$25.44 \$2,035.20 \$52,915.20 41 \$28.68 \$2,294.40 \$59,654.40	\$20.24 \$1,619.20 \$42,099.20 18 \$22.82 \$1,825.60 \$47,465.60 30 \$25.72 \$2,057.60 \$53,497.60 42 \$28.95 \$2,316.00 \$60,216.00	\$20.42 \$1,633.60 \$42,473.60 19 \$23.05 \$1,844.00 \$47,944.00 31 \$25.94 \$2,075.20 \$53,955.20 43 \$29.27 \$2,341.60 \$60,881.60	\$20.66 \$1,652.80 \$42,972.80 20 \$23.27 \$1,861.60 \$48,401.60 32 \$26.22 \$2,097.60 \$54,537.60 44 \$29.54 \$2,363.20	\$20.85 \$1,668.00 \$43,368.00 \$43,368.00 \$21 \$1,880.80 \$48,900.80 \$26.49 \$2,119.20 \$55,099.20 \$55,099.20	\$21.07 \$1,685.60 \$43,825.60 \$22 \$23.74 \$1,899.20 \$49,379.20 \$49,379.20 \$26.72 \$2,137.60 \$55,577.60	\$21.28 \$1,702.40 \$44,262.40 23 \$23.97 \$1,917.60 \$49,857.60 35 \$27.01 \$2,160.80 \$56,180.80 47 \$30.43 \$2,434.40	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 24 \$24.21 \$1,936.80 \$50,356.80 36 \$27.29 \$2,183.20 \$56,763.20 48 \$30.73 \$2,458.40

(Non-bargaining unit)

NENANA (20%)

Grade	75
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$21.68	\$21.93	\$22.13	\$22.36	\$22.58	\$22.82	\$23.05	\$23.27	\$23.51	\$23.74	\$23.97	\$24.21
Biweekly	\$1,734.40	\$1,754.40	\$1,770.40	\$1,788.80	\$1,806.40	\$1,825.60	\$1,844.00	\$1,861.60	\$1,880.80	\$1,899.20	\$1,917.60	\$1,936.80
Annually	\$45,094.40	\$45,614.40	\$46,030.40	\$46,508.80	\$46,966.40	\$47,465.60	\$47,944.00	\$48,401.60	\$48,900.80	\$49,379.20	\$49,857.60	\$50,356.80
Aimaany	уч 5,054.40	Ş+3,01 + .+0	Ş40,030.40	Ş -1 0,500.00	Ş40,300.40	Ş47,403.00	Ş + 7,5++.00	Ç-10,-101.00	Ş-10,500.00	Ş - 3,373.20	Ç - 7,037.00	750,550.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$24.45	\$24.69	\$24.95	\$25.19	\$25.44	\$25.72	\$25.94	\$26.22	\$26.49	\$26.72	\$27.01	\$27.29
Biweekly	\$1,956.00	\$1,975.20	\$1,996.00	\$2,015.20	\$2,035.20	\$2,057.60	\$2,075.20	\$2,097.60	\$2,119.20	\$2,137.60	\$2,160.80	\$2,183.20
Annually	\$50,856.00	\$51,355.20	\$51,896.00	\$52,395.20	\$52,915.20	\$53,497.60	\$53,955.20	\$54,537.60	\$55,099.20	\$55,577.60	\$56,180.80	\$56,763.20
, amadany	\$30,030.00	JJ1,JJJ.20	331,030.00	J 32,333.20	JJ2,J13.20	\$33,137.00	\$33,333.20	J3 1,337.00	333,033.20	333,377.00	\$30,100.00	J30,703.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$27.56	\$27.83	\$28.13	\$28.37	\$28.68	\$28.95	\$29.27	\$29.54	\$29.82	\$30.12	\$30.43	\$30.73
Biweekly	\$2,204.80	\$2,226.40	\$2,250.40	\$2,269.60	\$2,294.40	\$2,316.00	\$2,341.60	\$2,363.20	\$2,385.60	\$2,409.60	\$2,434.40	\$2,458.40
Annually	\$57,324.80	\$57,886.40	\$58,510.40	\$59,009.60	\$59,654.40	\$60,216.00	\$60,881.60	\$61,443.20	\$62,025.60	\$62,649.60	\$63,294.40	\$63,918.40
Steps												
	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$31.03	\$31.35	\$31.66	\$31.98	\$32.31	\$32.63	\$32.95	\$33.29	\$33.65	\$33.93	\$34.29	\$34.62
Biweekly	\$2,482.40	\$2,508.00	\$2,532.80	\$2,558.40	\$2,584.80	\$2,610.40	\$2,636.00	\$2,663.20	\$2,692.00	\$2,714.40	\$2,743.20	\$2,769.60
Annually	\$64,542.40	\$65,208.00	\$65,852.80	\$66,518.40	\$67,204.80	\$67,870.40	\$68,536.00	\$69,243.20	\$69,992.00	\$70,574.40	\$71,323.20	\$72,009.60
Steps	49	F0	F4	F2	F2	F.4	55					
		50	51	52	53	54						
Hourly	\$35.00	\$35.35	\$35.68	\$36.03	\$36.40	\$36.77	\$37.14					
Biweekly	\$2,800.00	\$2,828.00	\$2,854.40	\$2,882.40	\$2,912.00	\$2,941.60	\$2,971.20					
Annually	\$72,800.00	\$73,528.00	\$74,214.40	\$74,942.40	\$75,712.00	\$76,481.60	\$77,251.20					
0 1 76												
Grade 76												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps		_	_		_				-			
Steps Hourly	\$24.45	\$24.69	\$24.95	\$25.19	\$25.44	\$25.72	\$25.94	\$26.22	\$26.49	\$26.72	\$27.01	\$27.29
Steps Hourly Biweekly	\$24.45 \$1,956.00	\$24.69 \$1,975.20	\$24.95 \$1,996.00	\$25.19 \$2,015.20	\$25.44 \$2,035.20	\$25.72 \$2,057.60	\$25.94 \$2,075.20	\$26.22 \$2,097.60	\$26.49 \$2,119.20	\$26.72 \$2,137.60	\$27.01 \$2,160.80	\$27.29 \$2,183.20
Steps Hourly	\$24.45	\$24.69	\$24.95	\$25.19	\$25.44	\$25.72	\$25.94	\$26.22	\$26.49	\$26.72	\$27.01	\$27.29
Steps Hourly Biweekly	\$24.45 \$1,956.00	\$24.69 \$1,975.20	\$24.95 \$1,996.00	\$25.19 \$2,015.20	\$25.44 \$2,035.20	\$25.72 \$2,057.60	\$25.94 \$2,075.20	\$26.22 \$2,097.60	\$26.49 \$2,119.20	\$26.72 \$2,137.60	\$27.01 \$2,160.80	\$27.29 \$2,183.20
Steps Hourly Biweekly Annually	\$24.45 \$1,956.00 \$50,856.00	\$24.69 \$1,975.20 \$51,355.20	\$24.95 \$1,996.00 \$51,896.00	\$25.19 \$2,015.20 \$52,395.20	\$25.44 \$2,035.20 \$52,915.20	\$25.72 \$2,057.60 \$53,497.60	\$25.94 \$2,075.20 \$53,955.20	\$26.22 \$2,097.60 \$54,537.60	\$26.49 \$2,119.20 \$55,099.20	\$26.72 \$2,137.60 \$55,577.60	\$27.01 \$2,160.80 \$56,180.80	\$27.29 \$2,183.20 \$56,763.20
Steps Hourly Biweekly Annually Steps Hourly	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83	\$24.95 \$1,996.00 \$51,896.00 15 \$28.13	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40	\$24.95 \$1,996.00 \$51,896.00 15 \$28.13 \$2,250.40	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40
Steps Hourly Biweekly Annually Steps Hourly	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83	\$24.95 \$1,996.00 \$51,896.00 15 \$28.13	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40	\$24.95 \$1,996.00 \$51,896.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40	\$24.95 \$1,996.00 \$51,896.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60	\$27.01 \$2,160.80 \$56,180.80 \$30.43 \$2,434.40 \$63,294.40	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35	\$24.95 \$1,996.00 \$51,896.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03 \$2,482.40	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35 \$2,508.00	\$24.95 \$1,996.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66 \$2,532.80	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98 \$2,558.40	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31 \$2,584.80	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63 \$2,610.40	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95 \$2,636.00	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29 \$2,663.20	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65 \$2,692.00	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93 \$2,714.40	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29 \$2,743.20	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62 \$2,769.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35	\$24.95 \$1,996.00 \$51,896.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03 \$2,482.40 \$64,542.40	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35 \$2,508.00 \$65,208.00	\$24.95 \$1,996.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66 \$2,532.80 \$65,852.80	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98 \$2,558.40 \$66,518.40	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31 \$2,584.80 \$67,204.80	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63 \$2,610.40 \$67,870.40	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95 \$2,636.00 \$68,536.00	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29 \$2,663.20 \$69,243.20	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65 \$2,692.00 \$69,992.00	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93 \$2,714.40 \$70,574.40	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29 \$2,743.20 \$71,323.20	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62 \$2,769.60 \$72,009.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03 \$2,482.40 \$64,542.40	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35 \$2,508.00 \$65,208.00	\$24.95 \$1,996.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66 \$2,532.80 \$65,852.80	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98 \$2,558.40 \$66,518.40	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31 \$2,584.80 \$67,204.80	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63 \$2,610.40 \$67,870.40	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95 \$2,636.00 \$68,536.00	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29 \$2,663.20 \$69,243.20	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65 \$2,692.00 \$69,992.00	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93 \$2,714.40 \$70,574.40	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29 \$2,743.20 \$71,323.20	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62 \$2,769.60 \$72,009.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03 \$2,482.40 \$64,542.40	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35 \$2,508.00 \$65,208.00	\$24.95 \$1,996.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66 \$2,532.80 \$65,852.80	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98 \$2,558.40 \$66,518.40	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31 \$2,584.80 \$67,204.80	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63 \$2,610.40 \$67,870.40	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95 \$2,636.00 \$68,536.00	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29 \$2,663.20 \$69,243.20	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65 \$2,692.00 \$69,992.00	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93 \$2,714.40 \$70,574.40	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29 \$2,743.20 \$71,323.20	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62 \$2,769.60 \$72,009.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03 \$2,482.40 \$64,542.40 37 \$35.00 \$2,800.00	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35 \$2,508.00 \$65,208.00 38 \$35.35 \$2,828.00	\$24.95 \$1,996.00 \$51,896.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66 \$2,532.80 \$65,852.80 39 \$35.68 \$2,854.40	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98 \$2,558.40 \$66,518.40 40 \$36.03 \$2,882.40	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31 \$2,584.80 \$67,204.80 41 \$36.40 \$2,912.00	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63 \$2,610.40 \$67,870.40 42 \$36.77 \$2,941.60	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95 \$2,636.00 \$68,536.00 43 \$37.14 \$2,971.20	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29 \$2,663.20 \$69,243.20 44 \$37.50 \$3,000.00	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65 \$2,692.00 \$69,992.00 45 \$37.90 \$3,032.00	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93 \$2,714.40 \$70,574.40 46 \$38.26 \$3,060.80	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29 \$2,743.20 \$71,323.20 47 \$38.63 \$3,090.40	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62 \$2,769.60 \$72,009.60 48 \$39.01 \$3,120.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03 \$2,482.40 \$64,542.40	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35 \$2,508.00 \$65,208.00	\$24.95 \$1,996.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66 \$2,532.80 \$65,852.80	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98 \$2,558.40 \$66,518.40	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31 \$2,584.80 \$67,204.80	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63 \$2,610.40 \$67,870.40	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95 \$2,636.00 \$68,536.00	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29 \$2,663.20 \$69,243.20	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65 \$2,692.00 \$69,992.00	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93 \$2,714.40 \$70,574.40	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29 \$2,743.20 \$71,323.20	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62 \$2,769.60 \$72,009.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03 \$2,482.40 \$64,542.40 37 \$35.00 \$2,800.00 \$72,800.00	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35 \$2,508.00 \$65,208.00 \$35.35 \$2,828.00 \$73,528.00	\$24.95 \$1,996.00 \$51,896.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66 \$2,532.80 \$65,852.80 39 \$35.68 \$2,854.40 \$74,214.40	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98 \$2,558.40 \$66,518.40 40 \$36.03 \$2,882.40 \$74,942.40	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31 \$2,584.80 \$67,204.80 41 \$36.40 \$2,912.00 \$75,712.00	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63 \$2,610.40 \$67,870.40 42 \$36.77 \$2,941.60 \$76,481.60	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95 \$2,636.00 \$68,536.00 43 \$37.14 \$2,971.20 \$77,251.20	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29 \$2,663.20 \$69,243.20 44 \$37.50 \$3,000.00	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65 \$2,692.00 \$69,992.00 45 \$37.90 \$3,032.00	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93 \$2,714.40 \$70,574.40 46 \$38.26 \$3,060.80	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29 \$2,743.20 \$71,323.20 47 \$38.63 \$3,090.40	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62 \$2,769.60 \$72,009.60 48 \$39.01 \$3,120.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03 \$2,482.40 \$64,542.40 37 \$35.00 \$2,800.00 \$72,800.00	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35 \$2,508.00 \$65,208.00 38 \$35.35 \$2,828.00 \$73,528.00	\$24.95 \$1,996.00 \$51,896.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66 \$2,532.80 \$65,852.80 39 \$35.68 \$2,854.40 \$74,214.40	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98 \$2,558.40 \$66,518.40 40 \$36.03 \$2,882.40 \$74,942.40	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31 \$2,584.80 \$67,204.80 41 \$36.40 \$2,912.00 \$75,712.00	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63 \$2,610.40 \$67,870.40 42 \$36.77 \$2,941.60 \$76,481.60	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95 \$2,636.00 \$68,536.00 43 \$37.14 \$2,971.20 \$77,251.20	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29 \$2,663.20 \$69,243.20 44 \$37.50 \$3,000.00	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65 \$2,692.00 \$69,992.00 45 \$37.90 \$3,032.00	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93 \$2,714.40 \$70,574.40 46 \$38.26 \$3,060.80	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29 \$2,743.20 \$71,323.20 47 \$38.63 \$3,090.40	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62 \$2,769.60 \$72,009.60 48 \$39.01 \$3,120.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03 \$2,482.40 \$64,542.40 37 \$35.00 \$2,800.00 \$72,800.00	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35 \$2,508.00 \$65,208.00 38 \$35.35 \$2,828.00 \$73,528.00	\$24.95 \$1,996.00 \$51,896.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66 \$2,532.80 \$65,852.80 39 \$35.68 \$2,854.40 \$74,214.40	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98 \$2,558.40 \$66,518.40 40 \$36.03 \$2,882.40 \$74,942.40	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31 \$2,584.80 \$67,204.80 41 \$36.40 \$2,912.00 \$75,712.00	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63 \$2,610.40 \$67,870.40 42 \$36.77 \$2,941.60 \$76,481.60	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95 \$2,636.00 \$68,536.00 43 \$37.14 \$2,971.20 \$77,251.20	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29 \$2,663.20 \$69,243.20 44 \$37.50 \$3,000.00	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65 \$2,692.00 \$69,992.00 45 \$37.90 \$3,032.00	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93 \$2,714.40 \$70,574.40 46 \$38.26 \$3,060.80	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29 \$2,743.20 \$71,323.20 47 \$38.63 \$3,090.40	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62 \$2,769.60 \$72,009.60 48 \$39.01 \$3,120.80
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	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03 \$2,482.40 \$64,542.40 37 \$35.00 \$2,800.00 \$72,800.00 49 \$39.40 \$3,152.00	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35 \$2,508.00 \$65,208.00 \$65,208.00 \$73,528.00 \$73,528.00 \$39.80 \$3,184.00	\$24.95 \$1,996.00 \$51,896.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66 \$2,532.80 \$65,852.80 39 \$35.68 \$2,854.40 \$74,214.40 51 \$40.20 \$3,216.00	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98 \$2,558.40 \$66,518.40 40 \$36.03 \$2,882.40 \$74,942.40 52 \$40.60 \$3,248.00	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31 \$2,584.80 \$67,204.80 41 \$36.40 \$2,912.00 \$75,712.00 53 \$41.02 \$3,281.60	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63 \$2,610.40 \$67,870.40 42 \$36.77 \$2,941.60 \$76,481.60 54 \$41.41 \$3,312.80	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95 \$2,636.00 \$68,536.00 43 \$37.14 \$2,971.20 \$77,251.20 55 \$41.82 \$3,345.60	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29 \$2,663.20 \$69,243.20 44 \$37.50 \$3,000.00	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65 \$2,692.00 \$69,992.00 45 \$37.90 \$3,032.00	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93 \$2,714.40 \$70,574.40 46 \$38.26 \$3,060.80	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29 \$2,743.20 \$71,323.20 47 \$38.63 \$3,090.40	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62 \$2,769.60 \$72,009.60 48 \$39.01 \$3,120.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$24.45 \$1,956.00 \$50,856.00 13 \$27.56 \$2,204.80 \$57,324.80 25 \$31.03 \$2,482.40 \$64,542.40 37 \$35.00 \$2,800.00 \$72,800.00	\$24.69 \$1,975.20 \$51,355.20 14 \$27.83 \$2,226.40 \$57,886.40 26 \$31.35 \$2,508.00 \$65,208.00 38 \$35.35 \$2,828.00 \$73,528.00	\$24.95 \$1,996.00 \$51,896.00 \$51,896.00 15 \$28.13 \$2,250.40 \$58,510.40 27 \$31.66 \$2,532.80 \$65,852.80 39 \$35.68 \$2,854.40 \$74,214.40	\$25.19 \$2,015.20 \$52,395.20 16 \$28.37 \$2,269.60 \$59,009.60 28 \$31.98 \$2,558.40 \$66,518.40 40 \$36.03 \$2,882.40 \$74,942.40	\$25.44 \$2,035.20 \$52,915.20 17 \$28.68 \$2,294.40 \$59,654.40 29 \$32.31 \$2,584.80 \$67,204.80 41 \$36.40 \$2,912.00 \$75,712.00	\$25.72 \$2,057.60 \$53,497.60 18 \$28.95 \$2,316.00 \$60,216.00 30 \$32.63 \$2,610.40 \$67,870.40 42 \$36.77 \$2,941.60 \$76,481.60	\$25.94 \$2,075.20 \$53,955.20 19 \$29.27 \$2,341.60 \$60,881.60 31 \$32.95 \$2,636.00 \$68,536.00 43 \$37.14 \$2,971.20 \$77,251.20	\$26.22 \$2,097.60 \$54,537.60 20 \$29.54 \$2,363.20 \$61,443.20 32 \$33.29 \$2,663.20 \$69,243.20 44 \$37.50 \$3,000.00	\$26.49 \$2,119.20 \$55,099.20 21 \$29.82 \$2,385.60 \$62,025.60 33 \$33.65 \$2,692.00 \$69,992.00 45 \$37.90 \$3,032.00	\$26.72 \$2,137.60 \$55,577.60 22 \$30.12 \$2,409.60 \$62,649.60 34 \$33.93 \$2,714.40 \$70,574.40 46 \$38.26 \$3,060.80	\$27.01 \$2,160.80 \$56,180.80 23 \$30.43 \$2,434.40 \$63,294.40 35 \$34.29 \$2,743.20 \$71,323.20 47 \$38.63 \$3,090.40	\$27.29 \$2,183.20 \$56,763.20 24 \$30.73 \$2,458.40 \$63,918.40 36 \$34.62 \$2,769.60 \$72,009.60 48 \$39.01 \$3,120.80

(Non-bargaining unit)

NENANA (20%)

Grade 7	77
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$27.56	\$27.83	\$28.13	\$28.37	\$28.68	\$28.95	\$29.27	\$29.54	\$29.82	\$30.12	\$30.43	\$30.73
Biweekly	\$2,204.80	\$2,226.40	\$2,250.40	\$2,269.60	\$2,294.40	\$2,316.00	\$2,341.60	\$2,363.20	\$2,385.60	\$2,409.60	\$2,434.40	\$2,458.40
Annually	\$57,324.80	\$57,886.40	\$58,510.40	\$59,009.60	\$59,654.40	\$60,216.00	\$60,881.60	\$61,443.20	\$62,025.60	\$62,649.60	\$63,294.40	\$63,918.40
71111144117	Ç37,32 1.00	<i>437,</i> 000.10	Ç30,310.10	433,003.00	Ç33,03 1. 10	700,210.00	700,001.00	Ç01, 113.20	Q02,023.00	Q02,013.00	Ç03,23 I. IO	703,310.10
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$31.03	\$31.35	\$31.66	\$31.98	\$32.31	\$32.63	\$32.95	\$33.29	\$33.65	\$33.93	\$34.29	\$34.62
-	•	•	•				•	·	•	•	\$2,743.20	\$2,769.60
Biweekly	\$2,482.40	\$2,508.00	\$2,532.80	\$2,558.40	\$2,584.80	\$2,610.40	\$2,636.00	\$2,663.20	\$2,692.00	\$2,714.40		
Annually	\$64,542.40	\$65,208.00	\$65,852.80	\$66,518.40	\$67,204.80	\$67,870.40	\$68,536.00	\$69,243.20	\$69,992.00	\$70,574.40	\$71,323.20	\$72,009.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$35.00	\$35.35	\$35.68	\$36.03	\$36.40	\$36.77	\$37.14	\$37.50	\$37.90	\$38.26	\$38.63	\$39.01
Biweekly	\$2,800.00	\$2,828.00	\$2,854.40	\$2,882.40	\$2,912.00	\$2,941.60	\$2,971.20	\$3,000.00	\$3,032.00	\$3,060.80	\$3,090.40	\$3,120.80
Annually	\$72,800.00	\$73,528.00	\$74,214.40	\$74,942.40	\$75,712.00	\$76,481.60	\$77,251.20	\$78,000.00	\$78,832.00	\$79,580.80	\$80,350.40	\$81,140.80
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$39.40	\$39.80	\$40.20	\$40.60	\$41.02	\$41.41	\$41.82	\$42.26	\$42.68	\$43.11	\$43.51	\$43.97
Biweekly	\$3,152.00	\$3,184.00	\$3,216.00	\$3,248.00	\$3,281.60	\$3,312.80	\$3,345.60	\$3,380.80	\$3,414.40	\$3,448.80	\$3,480.80	\$3,517.60
Annually	\$81,952.00	\$82,784.00	\$83,616.00	\$84,448.00	\$85,321.60	\$86,132.80	\$86,985.60	\$87,900.80	\$88,774.40	\$89,668.80	\$90,500.80	\$91,457.60
Steps	40											
	49	50	51	52	53	54	55					
Hourly	\$44.42	\$44.84	\$45.29	\$45.76	\$46.20	\$46.66	\$47.16					
Biweekly	\$3,553.60	\$3,587.20	\$3,623.20	\$3,660.80	\$3,696.00	\$3,732.80	\$3,772.80					
Annually	\$92,393.60	\$93,267.20	\$94,203.20	\$95,180.80	\$96,096.00	\$97,052.80	\$98,092.80					
-												
Grada 78												
Grade 70												
Grade 78					_		_					
Steps	1	2	3	4	5	6	. 7	. 8	9	10	. 11	12
Steps Hourly	\$30.12	\$30.43	\$30.73	\$31.03	\$31.35	\$31.66	\$31.98	\$32.31	\$32.63	\$32.95	\$33.29	\$33.65
Steps		_	_		-			_	-			
Steps Hourly	\$30.12	\$30.43	\$30.73	\$31.03	\$31.35	\$31.66	\$31.98	\$32.31	\$32.63	\$32.95	\$33.29	\$33.65
Steps Hourly Biweekly Annually	\$30.12 \$2,409.60 \$62,649.60	\$30.43 \$2,434.40 \$63,294.40	\$30.73 \$2,458.40 \$63,918.40	\$31.03 \$2,482.40 \$64,542.40	\$31.35 \$2,508.00 \$65,208.00	\$31.66 \$2,532.80 \$65,852.80	\$31.98 \$2,558.40 \$66,518.40	\$32.31 \$2,584.80 \$67,204.80	\$32.63 \$2,610.40 \$67,870.40	\$32.95 \$2,636.00 \$68,536.00	\$33.29 \$2,663.20 \$69,243.20	\$33.65 \$2,692.00 \$69,992.00
Steps Hourly Biweekly	\$30.12 \$2,409.60	\$30.43 \$2,434.40	\$30.73 \$2,458.40	\$31.03 \$2,482.40	\$31.35 \$2,508.00	\$31.66 \$2,532.80	\$31.98 \$2,558.40	\$32.31 \$2,584.80	\$32.63 \$2,610.40	\$32.95 \$2,636.00	\$33.29 \$2,663.20	\$33.65 \$2,692.00
Steps Hourly Biweekly Annually	\$30.12 \$2,409.60 \$62,649.60	\$30.43 \$2,434.40 \$63,294.40	\$30.73 \$2,458.40 \$63,918.40	\$31.03 \$2,482.40 \$64,542.40	\$31.35 \$2,508.00 \$65,208.00	\$31.66 \$2,532.80 \$65,852.80	\$31.98 \$2,558.40 \$66,518.40	\$32.31 \$2,584.80 \$67,204.80	\$32.63 \$2,610.40 \$67,870.40	\$32.95 \$2,636.00 \$68,536.00	\$33.29 \$2,663.20 \$69,243.20	\$33.65 \$2,692.00 \$69,992.00
Steps Hourly Biweekly Annually Steps	\$30.12 \$2,409.60 \$62,649.60	\$30.43 \$2,434.40 \$63,294.40	\$30.73 \$2,458.40 \$63,918.40	\$31.03 \$2,482.40 \$64,542.40	\$31.35 \$2,508.00 \$65,208.00	\$31.66 \$2,532.80 \$65,852.80	\$31.98 \$2,558.40 \$66,518.40	\$32.31 \$2,584.80 \$67,204.80	\$32.63 \$2,610.40 \$67,870.40	\$32.95 \$2,636.00 \$68,536.00	\$33.29 \$2,663.20 \$69,243.20	\$33.65 \$2,692.00 \$69,992.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35 \$2,828.00	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14 \$2,971.20	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00
Steps Hourly Biweekly Annually Steps Hourly	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35 \$2,828.00 \$73,528.00	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14 \$2,971.20 \$77,251.20	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35 \$2,828.00 \$73,528.00	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14 \$2,971.20 \$77,251.20	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35 \$2,828.00 \$73,528.00 29 \$39.80	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14 \$2,971.20 \$77,251.20 34 \$41.82	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35 \$2,828.00 \$73,528.00 29 \$39.80 \$3,184.00	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14 \$2,971.20 \$77,251.20 34 \$41.82 \$3,345.60	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35 \$2,828.00 \$73,528.00 29 \$39.80	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14 \$2,971.20 \$77,251.20 34 \$41.82	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80 \$79,580.80	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40 \$80,350.40	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80 \$81,140.80	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00 \$81,952.00	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35 \$2,828.00 \$73,528.00 29 \$39.80 \$3,184.00 \$82,784.00	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00 \$83,616.00	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00 \$84,448.00	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60 \$85,321.60	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80 \$86,132.80	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14 \$2,971.20 \$77,251.20 34 \$41.82 \$3,345.60 \$86,985.60	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00 35 \$42.26 \$3,380.80 \$87,900.80	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40 \$88,774.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80 \$79,580.80	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40 \$80,350.40	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80 \$81,140.80	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00 \$81,952.00	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35 \$2,828.00 \$73,528.00 29 \$39.80 \$3,184.00 \$82,784.00	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00 \$83,616.00	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00 \$84,448.00	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60 \$85,321.60	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80 \$86,132.80	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14 \$2,971.20 \$77,251.20 34 \$41.82 \$3,345.60 \$86,985.60	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00 35 \$42.26 \$3,380.80 \$87,900.80	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40 \$88,774.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80 \$79,580.80	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40 \$80,350.40	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80 \$81,140.80 39 \$43.97	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00 \$81,952.00	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35 \$2,828.00 \$73,528.00 29 \$39.80 \$3,184.00 \$82,784.00	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00 \$83,616.00	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00 \$84,448.00	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60 \$85,321.60	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80 \$86,132.80	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14 \$2,971.20 \$77,251.20 34 \$41.82 \$3,345.60 \$86,985.60	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00 35 \$42.26 \$3,380.80 \$87,900.80	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40 \$88,774.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80 \$79,580.80 37 \$43.11 \$3,448.80	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40 \$80,350.40 38 \$43.51 \$3,480.80	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80 \$81,140.80 39 \$43.97 \$3,517.60	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00 \$81,952.00 40 \$44.42 \$3,553.60	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35 \$2,828.00 \$73,528.00 29 \$39.80 \$3,184.00 \$82,784.00	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00 \$83,616.00 42 \$45.29 \$3,623.20	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00 \$84,448.00 43 \$45.76 \$3,660.80	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60 \$85,321.60	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80 \$86,132.80 45 \$46.66 \$3,732.80	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14 \$2,971.20 \$77,251.20 34 \$41.82 \$3,345.60 \$86,985.60	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00 35 \$42.26 \$3,380.80 \$87,900.80	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40 \$88,774.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80 \$79,580.80	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40 \$80,350.40	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80 \$81,140.80 39 \$43.97	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00 \$81,952.00	\$31.35 \$2,508.00 \$65,208.00 17 \$35.35 \$2,828.00 \$73,528.00 29 \$39.80 \$3,184.00 \$82,784.00	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00 \$83,616.00	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00 \$84,448.00	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60 \$85,321.60	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80 \$86,132.80	\$32.95 \$2,636.00 \$68,536.00 22 \$37.14 \$2,971.20 \$77,251.20 34 \$41.82 \$3,345.60 \$86,985.60	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00 35 \$42.26 \$3,380.80 \$87,900.80	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40 \$88,774.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80 \$79,580.80 37 \$43.11 \$3,448.80 \$89,668.80	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40 \$80,350.40 38 \$43.51 \$3,480.80 \$90,500.80	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80 \$81,140.80 39 \$43.97 \$3,517.60 \$91,457.60	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00 \$81,952.00 40 \$44.42 \$3,553.60 \$92,393.60	\$31.35 \$2,508.00 \$65,208.00 \$17 \$35.35 \$2,828.00 \$73,528.00 \$39.80 \$3,184.00 \$82,784.00 \$44.84 \$3,587.20 \$93,267.20	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00 \$83,616.00 42 \$45.29 \$3,623.20 \$94,203.20	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00 \$84,448.00 43 \$45.76 \$3,660.80 \$95,180.80	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60 \$85,321.60 44 \$46.20 \$3,696.00	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80 \$86,132.80 45 \$46.66 \$3,732.80	\$32.95 \$2,636.00 \$68,536.00 \$22 \$37.14 \$2,971.20 \$77,251.20 \$41.82 \$3,345.60 \$86,985.60 \$47.16 \$3,772.80	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00 35 \$42.26 \$3,380.80 \$87,900.80	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40 \$88,774.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80 \$79,580.80 37 \$43.11 \$3,448.80 \$89,668.80	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40 \$80,350.40 38 \$43.51 \$3,480.80 \$90,500.80	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80 \$81,140.80 39 \$43.97 \$3,517.60 \$91,457.60	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00 \$81,952.00 40 \$44.42 \$3,553.60 \$92,393.60	\$31.35 \$2,508.00 \$65,208.00 \$17 \$35.35 \$2,828.00 \$73,528.00 \$3,184.00 \$82,784.00 \$44.84 \$3,587.20 \$93,267.20	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00 \$83,616.00 42 \$45.29 \$3,623.20 \$94,203.20	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00 \$84,448.00 43 \$45.76 \$3,660.80 \$95,180.80	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60 \$85,321.60 44 \$46.20 \$3,696.00	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80 \$86,132.80 45 \$46.66 \$3,732.80	\$32.95 \$2,636.00 \$68,536.00 \$22 \$37.14 \$2,971.20 \$77,251.20 \$41.82 \$3,345.60 \$86,985.60 \$47.16 \$3,772.80	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00 35 \$42.26 \$3,380.80 \$87,900.80	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40 \$88,774.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80 \$79,580.80 37 \$43.11 \$3,448.80 \$89,668.80	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40 \$80,350.40 38 \$43.51 \$3,480.80 \$90,500.80	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80 \$81,140.80 39 \$43.97 \$3,517.60 \$91,457.60	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00 \$81,952.00 40 \$44.42 \$3,553.60 \$92,393.60	\$31.35 \$2,508.00 \$65,208.00 \$17 \$35.35 \$2,828.00 \$73,528.00 \$39.80 \$3,184.00 \$82,784.00 \$44.84 \$3,587.20 \$93,267.20	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00 \$83,616.00 42 \$45.29 \$3,623.20 \$94,203.20	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00 \$84,448.00 43 \$45.76 \$3,660.80 \$95,180.80	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60 \$85,321.60 44 \$46.20 \$3,696.00	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80 \$86,132.80 45 \$46.66 \$3,732.80	\$32.95 \$2,636.00 \$68,536.00 \$22 \$37.14 \$2,971.20 \$77,251.20 \$41.82 \$3,345.60 \$86,985.60 \$47.16 \$3,772.80	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00 35 \$42.26 \$3,380.80 \$87,900.80	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40 \$88,774.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80 \$79,580.80 37 \$43.11 \$3,448.80 \$89,668.80	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40 \$80,350.40 38 \$43.51 \$3,480.80 \$90,500.80	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80 \$81,140.80 39 \$43.97 \$3,517.60 \$91,457.60	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00 \$81,952.00 40 \$44.42 \$3,553.60 \$92,393.60	\$31.35 \$2,508.00 \$65,208.00 \$17 \$35.35 \$2,828.00 \$73,528.00 \$3,184.00 \$82,784.00 \$44.84 \$3,587.20 \$93,267.20	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00 \$83,616.00 42 \$45.29 \$3,623.20 \$94,203.20	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00 \$84,448.00 43 \$45.76 \$3,660.80 \$95,180.80	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60 \$85,321.60 44 \$46.20 \$3,696.00	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80 \$86,132.80 45 \$46.66 \$3,732.80	\$32.95 \$2,636.00 \$68,536.00 \$22 \$37.14 \$2,971.20 \$77,251.20 \$41.82 \$3,345.60 \$86,985.60 \$47.16 \$3,772.80	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00 35 \$42.26 \$3,380.80 \$87,900.80	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40 \$88,774.40
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	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80 \$79,580.80 37 \$43.11 \$3,448.80 \$89,668.80 49 \$48.57 \$3,885.60	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40 \$80,350.40 38 \$43.51 \$3,480.80 \$90,500.80 50 \$49.05 \$3,924.00	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80 \$81,140.80 39 \$43.97 \$3,517.60 \$91,457.60 51 \$49.55 \$3,964.00	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00 \$81,952.00 40 \$44.42 \$3,553.60 \$92,393.60 52 \$50.02 \$4,001.60	\$31.35 \$2,508.00 \$65,208.00 \$17 \$35.35 \$2,828.00 \$73,528.00 \$39.80 \$3,184.00 \$82,784.00 \$44.84 \$3,587.20 \$93,267.20 \$50.56 \$4,044.80	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00 \$83,616.00 42 \$45.29 \$3,623.20 \$94,203.20 54 \$51.03 \$4,082.40	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00 \$84,448.00 43 \$45.76 \$3,660.80 \$95,180.80 55 \$51.56 \$4,124.80	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60 \$85,321.60 44 \$46.20 \$3,696.00	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80 \$86,132.80 45 \$46.66 \$3,732.80	\$32.95 \$2,636.00 \$68,536.00 \$22 \$37.14 \$2,971.20 \$77,251.20 \$41.82 \$3,345.60 \$86,985.60 \$47.16 \$3,772.80	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00 35 \$42.26 \$3,380.80 \$87,900.80	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40 \$88,774.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$30.12 \$2,409.60 \$62,649.60 13 \$33.93 \$2,714.40 \$70,574.40 25 \$38.26 \$3,060.80 \$79,580.80 37 \$43.11 \$3,448.80 \$89,668.80 49 \$48.57	\$30.43 \$2,434.40 \$63,294.40 14 \$34.29 \$2,743.20 \$71,323.20 26 \$38.63 \$3,090.40 \$80,350.40 38 \$43.51 \$3,480.80 \$90,500.80 50 \$49.05	\$30.73 \$2,458.40 \$63,918.40 15 \$34.62 \$2,769.60 \$72,009.60 27 \$39.01 \$3,120.80 \$81,140.80 39 \$43.97 \$3,517.60 \$91,457.60	\$31.03 \$2,482.40 \$64,542.40 16 \$35.00 \$2,800.00 \$72,800.00 28 \$39.40 \$3,152.00 \$81,952.00 40 \$44.42 \$3,553.60 \$92,393.60	\$31.35 \$2,508.00 \$65,208.00 \$17 \$35.35 \$2,828.00 \$73,528.00 \$3,184.00 \$82,784.00 \$44.84 \$3,587.20 \$93,267.20 \$50.56	\$31.66 \$2,532.80 \$65,852.80 18 \$35.68 \$2,854.40 \$74,214.40 30 \$40.20 \$3,216.00 \$83,616.00 42 \$45.29 \$3,623.20 \$94,203.20	\$31.98 \$2,558.40 \$66,518.40 19 \$36.03 \$2,882.40 \$74,942.40 31 \$40.60 \$3,248.00 \$84,448.00 43 \$45.76 \$3,660.80 \$95,180.80 55 \$51.56	\$32.31 \$2,584.80 \$67,204.80 20 \$36.40 \$2,912.00 \$75,712.00 32 \$41.02 \$3,281.60 \$85,321.60 44 \$46.20 \$3,696.00	\$32.63 \$2,610.40 \$67,870.40 21 \$36.77 \$2,941.60 \$76,481.60 33 \$41.41 \$3,312.80 \$86,132.80 45 \$46.66 \$3,732.80	\$32.95 \$2,636.00 \$68,536.00 \$22 \$37.14 \$2,971.20 \$77,251.20 \$41.82 \$3,345.60 \$86,985.60 \$47.16 \$3,772.80	\$33.29 \$2,663.20 \$69,243.20 23 \$37.50 \$3,000.00 \$78,000.00 35 \$42.26 \$3,380.80 \$87,900.80	\$33.65 \$2,692.00 \$69,992.00 24 \$37.90 \$3,032.00 \$78,832.00 36 \$42.68 \$3,414.40 \$88,774.40

(Non-bargaining unit)

NENANA (20%)

Grade i	7	9
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Hourin S2295 S3329 S3329 S3339 S3420 S3462 S35.00 S35.50 S35.68 S36.08 S36.00	Mourity \$12.95 \$23.95 \$33.99 \$33.85 \$33.99 \$33.462 \$33.00 \$53.85 \$33.85 \$33.85 \$35.80 \$53.200 \$26.8200													
Houriv S2,955 S33,29 S33,69 S33,99 S34,62 S35,00 S35,50 S35,00 S35,60 S36,00 S	Mourity \$12.95 \$23.95 \$33.99 \$33.85 \$33.99 \$33.462 \$33.00 \$53.85 \$33.85 \$33.85 \$35.80 \$53.200 \$26.8200	Stens	1	2	3	4	5	6	7	8	9	10	11	12
Breecky \$2,68.00 \$2,68.20 \$2,69.20 \$2,714.00 \$2,743.20 \$2,76.00 \$2,280.00 \$2,882.00 \$2,882.40 \$2,882.40 \$2,912.00 \$3,921.00	Biweekly \$2,685.00 \$2,685.20 \$52,992.00 \$2,714.40 \$2,743.20 \$2,789.00 \$72,000.00 \$73,528.00 \$72,888.00 \$74,314.40 \$2,884.40 \$2,884.20 \$74,914.20 \$75,712.00 \$73,528.00 \$74,314.40 \$74,942.40 \$75,712.00 \$73,528.00 \$73,528.00 \$74,314.40 \$74,942.40 \$75,712.00 \$73,528.00 \$73,528.00 \$73,528.00 \$73,528.00 \$74,000.00	Hourly	_	_					-					\$36.77
Steps 1	Steps 37 38 39 40 53.448.0 53.488.0 53.454.0 53.488.0 53.455.0 53.488.0 53.456.0 53.480.0 53.						\$2 743 20							\$2,941.60
Steps	Steps													
Hourk S37/14 S37/50 S37/90 S382/6 S3868 S390/40 S319/20 S318/80 S40.70 S40.60 S41.07 S41.12	Hourk S37,14 S37,50 S37,90 S38,26 S3,863 S39,01 S33,00 S39,80 S40,20 S40,60 S3,110,60 S3	Ailliually	\$00,550.00	303,243.20	\$05,552.00	\$70,374.40	\$71,323.20	\$72,005.00	\$72,000.00	\$73,320.00	J74,214.40	\$74,542.40	\$75,712.00	\$70, 4 01.00
Hourk S37.14 S37.50 S37.90 S38.26 S38.63 S39.01 S39.40 S39.80 S40.20 S40.60 S41.02 S41.12	Houry S37,14 S37,50 S37,90 S38,26 S38,63 S39,01 S39,00 S39,00 S3,000,00 S3,000,00 S3,000,00 S3,000,00 S3,000,00 S3,000,00 S3,000,00 S3,000,00 S8,000,00 S8,000,0	Steps	13	14	15	16	17	18	19	20	21	22	23	24
Biweekly \$2,971.20 \$3,000.00 \$3,030.00 \$3,030.00 \$3,090.40 \$3,120.80 \$3,120.80 \$3,131.00 \$53,131.00 \$53,241.60	Biweekly S2,971.20 S3,000.00 S3,032.00 S3,032.00 S3,032.00 S3,032.00 S3,032.00 S3,032.00 S3,032.00 S3,033.00 S3,032.00 S3,032.00 S3,032.00 S3,032.00 S3,032.00 S3,032.00 S8,032.00 S8,03	Hourly												\$41.41
Steps 25 26 27 28 29 30 31 32 33 34 35 54 54 54 54 54	Steps 25	-	•	•	•				•	•		•		\$3,312.80
Steps	Steps 25	-												
Hourk S41 82 S42 6 S42 6 S43 84 S43 51 S43 51 S43 77 S44 84 S45 29 S45 76 S46 80 S48	Nourhy S41,82 S42,26 S42,68 S43,11 S43,51 S43,97 S44,42 S44,84 S45,29 S45,75 S46,20 S46,000 S46,00	Aimany	\$77,231.20	\$70,000.00	\$70,032.00	\$75,500.00	\$00,550.40	301,140.00	301,332.00	302,704.00	303,010.00	504,440.00	303,321.00	300,132.00
Hourk S41 82 S42 6 S42 6 S43 84 S43 51 S43 51 S43 77 S44 84 S45 29 S45 76 S46 80 S48	Nourhy S41,82 S42,26 S42,68 S43,11 S43,51 S43,97 S44,42 S44,84 S45,29 S45,75 S46,20 S46,000 S46,00	Stens	25	26	27	20	20	20	24	22	22	24	25	20
Bisweekly S3.345.60 S3.346.80 S3.414.40 S3.448.80 S3.480.80 S3.517.60 S3.553.60 S3.537.20 S3.652.80 S3.660.80 S36.600.00 S37.732.	Biweekly S3,345.60 S3,380.80 S3,441.40 S39,468.80 S9,408.00 S9,408.00 S9,408.00 S9,408.00 S9,408.00 S9,2393.60 S4,035.60 S9,2393.60 S4,035.60 S5,002 S4,003.60													36
Annually \$86,985.60 \$87,900.80 \$88,774.40 \$89,668.80 \$90,500.80 \$91,457.60 \$92,393.60 \$93,267.20 \$94,203.20 \$95,180.80 \$96,096.00 \$97,052. **Steps*** 37*** 38*** 39*** 40*** 41*** 42*** 43*** 44*** 45*** 45*** 550,02 \$50,56 \$51.03 \$51.56 \$52.07 \$52. 818 weekly \$33,772.80 \$99,028.80 \$100,006.40 \$101,025.60 \$102,024.00 \$103,064.00 \$104,041.60 \$105,164.8	Steps 37 38 39 40 41 42 43 44 45 46 47 47 48 48 49 49 49 49 49 49					\$43.11								
Steps 37 38 39 40 41 42 43 54 55 66 57 54	Steps 37 38 39 40 41 42 43 44 45 46 47	-												
Hourly S47.16 S47.61 S48.08 S48.67 S48.05 S48.57 S49.05 S49.55 S50.02 S50.56 S51.03 S51.06 S4.07 S52.07 S52.00 S49.00 S40.04 S40	Hourly S47,16 S47,61 S48,08 S48,57 S49,05 S49,05 S50,06 S50,06 S51,03 S51,56 S52,07	Annually	\$86,985.60	\$87,900.80	\$88,774.40	\$89,668.80	\$90,500.80	\$91,457.60	\$92,393.60	\$93,267.20	\$94,203.20	\$95,180.80	\$96,096.00	\$97,052.80
Hourly S47.16 S47.61 S48.08 S48.67 S48.05 S48.57 S49.05 S49.55 S50.02 S50.56 S51.03 S51.06 S4.07 S52.07 S52.00 S49.00 S40.04 S40	Hourly S47,16 S47,61 S48,08 S48,57 S49,05 S49,05 S50,06 S50,06 S51,03 S51,56 S52,07	_												
Biweelty S3.772.80 S3.808.80 S3.804.60 S3.885.60 S3.824.00 S3.984.00 S4.001.60 S4.044.80 S4.082.40 S4.124.80 S4.165.60 S4.209.	Biweekly S3,772.80 S3,808.80 S3,846.40 S3,885.60 S3,924.00 S3,964.00 S4,001.60 S4,044.80 S4,082.40 S4,124.80 S4,165.60 S108.001.80	•												48
Steps	Steps 49 50 551.48 555.29 555.29 555.49 5	Hourly	\$47.16	\$47.61	\$48.08	\$48.57	\$49.05	\$49.55	\$50.02	\$50.56	\$51.03	\$51.56	\$52.07	\$52.62
Steps 49 50 51 52 53 54 55	Steps 49 50 51 52 53 54 55	Biweekly	\$3,772.80	\$3,808.80	\$3,846.40	\$3,885.60	\$3,924.00	\$3,964.00	\$4,001.60	\$4,044.80	\$4,082.40	\$4,124.80	\$4,165.60	\$4,209.60
Hourly Biweekly S2,858.40 S2,882.40 S2,912.00 S2,941.60 S2,971.20 S2,941.60 S2,971.20 S3,000.00 S78,832.00 S78,900.00 S78,832.00 S78,900.00 S3,346.00 S3,348.80 S3,3517.60 S3,152.00 S3,152.00 S3,152.00 S3,152.00 S3,152.00 S3,152.00 S3,152.00 S3,164.00 S10.00 S10	Hourly Biweekly \$4,250.40 \$4,293.60 \$4,334.40 \$4,380.00 \$4,423.20 \$4,467.20 \$4,512.80	Annually	\$98,092.80	\$99,028.80	\$100,006.40	\$101,025.60	\$102,024.00	\$103,064.00	\$104,041.60	\$105,164.80	\$106,142.40	\$107,244.80	\$108,305.60	\$109,449.60
Hourly Biweekly S2,858.40 S2,882.40 S2,912.00 S2,941.60 S2,971.20 S2,941.60 S2,971.20 S3,000.00 S78,832.00 S78,900.00 S78,832.00 S78,900.00 S3,346.00 S3,348.80 S3,3517.60 S3,152.00 S3,152.00 S3,152.00 S3,152.00 S3,152.00 S3,152.00 S3,152.00 S3,164.00 S10.00 S10	Hourly Biweekly \$4,250.40 \$4,293.60 \$4,334.40 \$4,380.00 \$4,423.20 \$4,467.20 \$4,512.80													
Biweekly S4,250.40 S4,293.60 S4,334.40 S4,380.00 S4,423.20 S4,467.20 S4,512.80	Biweekly	Steps	49	50	51	52	53	54	55					
Biweekly S4,250.40 S4,293.60 S4,334.40 S4,380.00 S4,423.20 S4,467.20 S4,512.80	Biweekly	Hourly	\$53.13	\$53.67	\$54.18	\$54.75	\$55.29	\$55.84	\$56.41					
Grade 80 Steps 1 2 3 4 5 6 7 8 9 10 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Steps 1	Biweekly	\$4.250.40	\$4,293,60	\$4.334.40	\$4.380.00		\$4.467.20	\$4.512.80					
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Hourly \$45.29 \$45.76 \$46.20 \$46.66 \$47.16 \$47.61 \$48.08 \$48.57 \$49.05 \$49.55 \$50.02 \$50.00 \$80.00 \$3,696.00 \$3,732.80 \$3,772.80 \$3,808.80 \$3,846.40 \$3,885.60 \$3,924.00 \$3,964.00 \$4,001.60 \$4,044.00 \$40.00	Hourly \$45.29 \$45.76 \$46.20 \$46.66 \$47.16 \$47.61 \$48.08 \$48.57 \$49.05 \$49.55 \$50.02 \$100.006.40 \$3,696.00 \$3,696.00 \$3,696.00 \$3,732.80 \$3,772.80 \$3,808.80 \$3,846.40 \$3,885.60 \$3,924.00 \$3,964.00 \$4,001.60 \$104,041.60 \$104	Stons	2=	26	~~	20	20	20	24		20	24	~-	26
Biweekly \$3,623.20 \$3,660.80 \$3,696.00 \$3,732.80 \$3,772.80 \$3,808.80 \$3,846.40 \$3,885.60 \$3,924.00 \$3,964.00 \$4,001.60 \$4,044. Annually \$94,203.20 \$95,180.80 \$96,096.00 \$97,052.80 \$98,092.80 \$99,028.80 \$100,006.40 \$101,025.60 \$102,024.00 \$103,064.00 \$104,041.60 \$105,164. Steps 37 38 39 40 41 42 43 44 45 46 47 47 Hourly \$51.03 \$51.56 \$52.07 \$52.62 \$53.13 \$53.67 \$54.18 \$54.75 \$55.29 \$55.84 \$56.41 \$56. Biweekly \$4,082.40 \$4,124.80 \$4,165.60 \$4,209.60 \$4,250.40 \$4,293.60 \$4,334.40 \$4,380.00 \$4,423.20 \$4,467.20 \$4,512.80 \$4,557. Annually \$106,142.40 \$107,244.80 \$108,305.60 \$109,449.60 \$110,510.40 \$111,633.60 \$112,694.40 \$113,880.00 \$115,003.20 \$116,147.20 \$117,332.80 \$118,497. Steps 49 50 51 52 53 54 55 Hourly \$57.52 \$58.11 \$58.70 \$59.26 \$59.86 \$60.45 \$61.06	Biweekly \$3,623.20 \$3,660.80 \$3,696.00 \$3,732.80 \$3,772.80 \$3,808.80 \$3,846.40 \$3,885.60 \$3,924.00 \$3,964.00 \$4,001.60 Annually \$94,203.20 \$95,180.80 \$96,096.00 \$97,052.80 \$98,092.80 \$99,028.80 \$100,006.40 \$101,025.60 \$102,024.00 \$103,064.00 \$104,041.60 \$ Steps 37 38 39 40 41 42 43 44 45 46 47 Hourly \$51.03 \$51.56 \$52.07 \$52.62 \$53.13 \$53.67 \$54.18 \$54.75 \$55.29 \$55.84 \$56.41 Biweekly \$4,082.40 \$4,124.80 \$4,165.60 \$4,209.60 \$4,250.40 \$4,293.60 \$4,334.40 \$4,380.00 \$4,423.20 \$4,467.20 \$4,512.80 Annually \$106,142.40 \$107,244.80 \$108,305.60 \$109,449.60 \$110,510.40 \$111,633.60 \$112,694.40 \$113,880.00 \$115,003.20 \$116,147.20 \$117,332.80 \$													36
Annually \$94,203.20 \$95,180.80 \$96,096.00 \$97,052.80 \$98,092.80 \$99,028.80 \$100,006.40 \$101,025.60 \$102,024.00 \$103,064.00 \$104,041.60 \$105,164. Steps 37 38 39 40 41 42 43 44 45 46 47 42 Hourly \$51.03 \$51.56 \$52.07 \$52.62 \$53.13 \$53.67 \$54.18 \$54.75 \$55.29 \$55.84 \$56.41 \$56. Biweekly \$4,082.40 \$4,124.80 \$4,209.60 \$4,250.40 \$4,293.60 \$4,334.40 \$4,380.00 \$4,467.20 \$4,512.80 \$4,557. Annually \$106,142.40 \$107,244.80 \$108,305.60 \$109,449.60 \$110,510.40 \$111,633.60 \$112,694.40 \$113,880.00 \$115,003.20 \$116,147.20 \$117,332.80 \$118,497. Steps 49 50 51 52 53 54 55 Hourly \$57.52 \$58.11 \$58.70 \$59.26 \$59.86 <	Annually \$94,203.20 \$95,180.80 \$96,096.00 \$97,052.80 \$98,092.80 \$99,028.80 \$100,006.40 \$101,025.60 \$102,024.00 \$103,064.00 \$104,041.60 \$ Steps 37 38 39 40 41 42 43 44 45 46 47 Hourly \$51.03 \$51.56 \$52.07 \$52.62 \$53.13 \$53.67 \$54.18 \$54.75 \$55.29 \$55.84 \$56.41 Biweekly \$4,082.40 \$4,124.80 \$4,165.60 \$4,209.60 \$4,250.40 \$4,293.60 \$4,334.40 \$4,380.00 \$4,423.20 \$4,467.20 \$4,512.80 Annually \$106,142.40 \$107,244.80 \$108,305.60 \$110,510.40 \$111,633.60 \$112,694.40 \$113,880.00 \$115,003.20 \$116,147.20 \$117,332.80 \$	-	•	•	•	·		•	•	•	•	•		
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Hourly \$51.03 \$51.56 \$52.07 \$52.62 \$53.13 \$53.67 \$54.18 \$54.75 \$55.29 \$55.84 \$56.41 \$56. Biweekly \$4,082.40 \$4,124.80 \$4,165.60 \$4,299.60 \$4,250.40 \$4,293.60 \$4,334.40 \$4,380.00 \$4,423.20 \$4,467.20 \$4,512.80 \$4,557. Annually \$106,142.40 \$107,244.80 \$108,305.60 \$109,449.60 \$110,510.40 \$111,633.60 \$112,694.40 \$113,880.00 \$115,003.20 \$116,147.20 \$117,332.80 \$118,497. Steps 49 50 51 52 53 54 55 Hourly \$57.52 \$58.11 \$58.70 \$59.26 \$59.86 \$60.45 \$61.06	Hourly \$51.03 \$51.56 \$52.07 \$52.62 \$53.13 \$53.67 \$54.18 \$54.75 \$55.29 \$55.84 \$56.41 Biweekly \$4,082.40 \$4,124.80 \$4,165.60 \$4,209.60 \$4,250.40 \$4,293.60 \$4,334.40 \$4,380.00 \$4,423.20 \$4,467.20 \$4,512.80 Annually \$106,142.40 \$107,244.80 \$108,305.60 \$109,449.60 \$110,510.40 \$111,633.60 \$112,694.40 \$113,880.00 \$115,003.20 \$116,147.20 \$117,332.80 \$	Annually	\$94,203.20	\$95,180.80	\$96,096.00	\$97,052.80	\$98,092.80	\$99,028.80	\$100,006.40	\$101,025.60	\$102,024.00	\$103,064.00	\$104,041.60	\$105,164.80
Hourly \$51.03 \$51.56 \$52.07 \$52.62 \$53.13 \$53.67 \$54.18 \$54.75 \$55.29 \$55.84 \$56.41 \$56. Biweekly \$4,082.40 \$4,124.80 \$4,165.60 \$4,299.60 \$4,250.40 \$4,293.60 \$4,334.40 \$4,380.00 \$4,423.20 \$4,467.20 \$4,512.80 \$4,557. Annually \$106,142.40 \$107,244.80 \$108,305.60 \$109,449.60 \$110,510.40 \$111,633.60 \$112,694.40 \$113,880.00 \$115,003.20 \$116,147.20 \$117,332.80 \$118,497. Steps 49 50 51 52 53 54 55 Hourly \$57.52 \$58.11 \$58.70 \$59.26 \$59.86 \$60.45 \$61.06	Hourly \$51.03 \$51.56 \$52.07 \$52.62 \$53.13 \$53.67 \$54.18 \$54.75 \$55.29 \$55.84 \$56.41 Biweekly \$4,082.40 \$4,124.80 \$4,165.60 \$4,209.60 \$4,250.40 \$4,293.60 \$4,334.40 \$4,380.00 \$4,423.20 \$4,467.20 \$4,512.80 Annually \$106,142.40 \$107,244.80 \$108,305.60 \$109,449.60 \$110,510.40 \$111,633.60 \$112,694.40 \$113,880.00 \$115,003.20 \$116,147.20 \$117,332.80 \$													
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Annually \$106,142.40 \$107,244.80 \$108,305.60 \$109,449.60 \$110,510.40 \$111,633.60 \$112,694.40 \$113,880.00 \$115,003.20 \$116,147.20 \$117,332.80 \$118,497. Steps 49 50 51 52 53 54 55 Hourly \$57.52 \$58.11 \$58.70 \$59.26 \$59.86 \$60.45 \$61.06	Annually \$106,142.40 \$107,244.80 \$108,305.60 \$109,449.60 \$110,510.40 \$111,633.60 \$112,694.40 \$113,880.00 \$115,003.20 \$116,147.20 \$117,332.80 \$				¢E2.07	\$52.62	\$53.13	\$53.67	\$54.18	\$54.75	\$55.29	\$55.84	\$56.41	\$56.97
Steps 49 50 51 52 53 54 55 Hourly \$57.52 \$58.11 \$58.70 \$59.26 \$59.86 \$60.45 \$61.06				\$51.56	\$52.07	402.02		44 202 62	\$4.334.40	\$4 380 00	\$4.423.20	¢4.467.20	Ć 4 E 4 2 00	\$4,557.60
Hourly \$57.52 \$58.11 \$58.70 \$59.26 \$59.86 \$60.45 \$61.06	Steps 49 50 51 52 53 54 55	Hourly	\$51.03	•	•		\$4,250.40	\$4,293.60	74,334.40	→ - ,500.00	77,723.20	\$4,467.20	\$4,512.80	γ - ,557.00
Hourly \$57.52 \$58.11 \$58.70 \$59.26 \$59.86 \$60.45 \$61.06	Steps 49 50 51 52 53 54 55	Hourly Biweekly	\$51.03 \$4,082.40	\$4,124.80	\$4,165.60	\$4,209.60								\$118,497.60
		Hourly Biweekly Annually	\$51.03 \$4,082.40 \$106,142.40	\$4,124.80 \$107,244.80	\$4,165.60 \$108,305.60	\$4,209.60 \$109,449.60	\$110,510.40	\$111,633.60	\$112,694.40					
	Hourly \$57.52 \$58.11 \$58.70 \$59.26 \$59.86 \$60.45 \$61.06	Hourly Biweekly Annually	\$51.03 \$4,082.40 \$106,142.40	\$4,124.80 \$107,244.80	\$4,165.60 \$108,305.60	\$4,209.60 \$109,449.60	\$110,510.40	\$111,633.60	\$112,694.40					
Biweekly \$4,601.60 \$4,648.80 \$4,696.00 \$4,740.80 \$4,788.80 \$4,836.00 \$4,884.80	Biweekly \$4,601.60 \$4,648.80 \$4,696.00 \$4,740.80 \$4,788.80 \$4,836.00 \$4,884.80	Hourly Biweekly Annually Steps	\$51.03 \$4,082.40 \$106,142.40	\$4,124.80 \$107,244.80 50	\$4,165.60 \$108,305.60 51	\$4,209.60 \$109,449.60 52	\$110,510.40 53	\$111,633.60 54	\$112,694.40 55					
		Hourly Biweekly Annually Steps Hourly	\$51.03 \$4,082.40 \$106,142.40 49 \$57.52	\$4,124.80 \$107,244.80 50 \$58.11	\$4,165.60 \$108,305.60 51 \$58.70	\$4,209.60 \$109,449.60 52 \$59.26	\$110,510.40 53 \$59.86	\$111,633.60 54 \$60.45	\$112,694.40 55 \$61.06					
	• • • • • • • • • • • • • • • • • • • •	Hourly Biweekly Annually Steps Hourly	\$51.03 \$4,082.40 \$106,142.40 49 \$57.52	\$4,124.80 \$107,244.80 50 \$58.11	\$4,165.60 \$108,305.60 51 \$58.70	\$4,209.60 \$109,449.60 52 \$59.26	\$110,510.40 53 \$59.86	\$111,633.60 54 \$60.45	\$112,694.40 55 \$61.06					

(Non-bargaining unit)

NENANA (20%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$39.01	\$39.40	\$39.80	\$40.20	\$40.60	\$41.02	\$41.41	\$41.82	\$42.26	\$42.68	\$43.11	\$43.51
Biweekly	\$3,120.80	\$3,152.00	\$3,184.00	\$3,216.00	\$3,248.00	\$3,281.60	\$3,312.80	\$3,345.60	\$3,380.80	\$3,414.40	\$3,448.80	\$3,480.80
Annually	\$81,140.80	\$81,952.00	\$82,784.00	\$83,616.00	\$84,448.00	\$85,321.60	\$86,132.80	\$86,985.60	\$87,900.80	\$88,774.40	\$89,668.80	\$90,500.80
Ailliually	381,140.80	\$81,932.00	382,784.00	\$65,010.00	304,440.00	363,321.00	360,132.60	\$80,985.00	\$87,500.80	300,774.40	\$69,008.80	\$30,500.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$43.97	\$44.42	\$44.84	\$45.29	\$45.76	\$46.20	\$46.66	\$47.16	\$47.61	\$48.08	\$48.57	\$49.05
Biweekly	\$3,517.60	\$3,553.60	\$3,587.20	\$3,623.20	\$3,660.80	\$3,696.00	\$3,732.80	\$3,772.80	\$3,808.80	\$3,846.40	\$3,885.60	\$3,924.00
Annually	\$91,457.60	\$92,393.60	\$93,267.20	\$94,203.20	\$95,180.80	\$96,096.00	\$97,052.80	\$98,092.80	\$99,028.80	\$100,006.40	\$101,025.60	\$102,024.00
Annually	391,437.00	392,393.00	\$93,207.20	394,203.20	393,180.80	396,096.00	397,032.80	398,092.80	399,028.80	\$100,006.40	\$101,025.60	\$102,024.00
Stone												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$49.55	\$50.02	\$50.56	\$51.03	\$51.56	\$52.07	\$52.62	\$53.13	\$53.67	\$54.18	\$54.75	\$55.29
Biweekly	\$3,964.00	\$4,001.60	\$4,044.80	\$4,082.40	\$4,124.80	\$4,165.60	\$4,209.60	\$4,250.40	\$4,293.60	\$4,334.40	\$4,380.00	\$4,423.20
Annually	\$103,064.00	\$104,041.60	\$105,164.80	\$106,142.40	\$107,244.80	\$108,305.60	\$109,449.60	\$110,510.40	\$111,633.60	\$112,694.40	\$113,880.00	\$115,003.20
	Q100,0000	010 1,0 11.00	V100,10	V100,1 .1	Q107,2	\$100,000.00	V2037 1 13100	0110,0100	V111,000.00	V112,030	V110,000.00	V115,005.120
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$55.84	\$56.41	\$56.97	\$57.52	\$58.11	\$58.70	\$59.26	\$59.86	\$60.45	\$61.06	\$61.68	\$62.30
Biweekly	\$4,467.20	\$4,512.80	\$4,557.60	\$4,601.60	\$4,648.80	\$4,696.00	\$4,740.80	\$4,788.80	\$4,836.00	\$4,884.80	\$4,934.40	\$4,984.00
Annually	\$116,147.20	\$117,332.80	\$118,497.60	\$119,641.60	\$120,868.80	\$122,096.00	\$123,260.80	\$124,508.80	\$125,736.00	\$127,004.80	\$128,294.40	\$129,584.00
Steps												
	49	50	51	52	53	54	55					
Hourly	\$62.91	\$63.55	\$64.18	\$64.82	\$65.49	\$66.14	\$66.79					
Biweekly	\$5,032.80	\$5,084.00	\$5,134.40	\$5,185.60	\$5,239.20	\$5,291.20	\$5,343.20					
Annually	\$130,852.80	\$132,184.00	\$133,494.40	\$134,825.60	\$136,219.20	\$137,571.20	\$138,923.20					
,												
~ . 03												
Grade 5 2												
Grade 82												
Steps	. 1	2	. 3	4	. 5	6	7	. 8	9	10	11	12
Steps Hourly	\$43.97	\$44.42	\$44.84	\$45.29	\$45.76	\$46.20	\$46.66	\$47.16	\$47.61	\$48.08	\$48.57	\$49.05
Steps		_	-	•	_			_	-			
Steps Hourly	\$43.97	\$44.42	\$44.84	\$45.29	\$45.76	\$46.20	\$46.66	\$47.16	\$47.61	\$48.08	\$48.57	\$49.05
Steps Hourly Biweekly Annually	\$43.97 \$3,517.60	\$44.42 \$3,553.60	\$44.84 \$3,587.20	\$45.29 \$3,623.20	\$45.76 \$3,660.80	\$46.20 \$3,696.00	\$46.66 \$3,732.80	\$47.16 \$3,772.80	\$47.61 \$3,808.80	\$48.08 \$3,846.40	\$48.57 \$3,885.60	\$49.05 \$3,924.00
Steps Hourly Biweekly	\$43.97 \$3,517.60	\$44.42 \$3,553.60	\$44.84 \$3,587.20	\$45.29 \$3,623.20	\$45.76 \$3,660.80	\$46.20 \$3,696.00	\$46.66 \$3,732.80	\$47.16 \$3,772.80	\$47.61 \$3,808.80	\$48.08 \$3,846.40	\$48.57 \$3,885.60	\$49.05 \$3,924.00 \$102,024.00
Steps Hourly Biweekly Annually	\$43.97 \$3,517.60 \$91,457.60	\$44.42 \$3,553.60 \$92,393.60	\$44.84 \$3,587.20 \$93,267.20	\$45.29 \$3,623.20 \$94,203.20	\$45.76 \$3,660.80 \$95,180.80	\$46.20 \$3,696.00 \$96,096.00	\$46.66 \$3,732.80 \$97,052.80	\$47.16 \$3,772.80 \$98,092.80	\$47.61 \$3,808.80 \$99,028.80	\$48.08 \$3,846.40 \$100,006.40	\$48.57 \$3,885.60 \$101,025.60	\$49.05 \$3,924.00 \$102,024.00
Steps Hourly Biweekly Annually Steps Hourly	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02	\$44.84 \$3,587.20 \$93,267.20 15 \$50.56	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07	\$46.66 \$3,732.80 \$97,052.80	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60	\$44.84 \$3,587.20 \$93,267.20 15 \$50.56 \$4,044.80	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75 \$4,380.00	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20
Steps Hourly Biweekly Annually Steps Hourly	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02	\$44.84 \$3,587.20 \$93,267.20 15 \$50.56	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60	\$44.84 \$3,587.20 \$93,267.20 15 \$50.56 \$4,044.80 \$105,164.80	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40 \$106,142.40	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75 \$4,380.00 \$113,880.00	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60	\$44.84 \$3,587.20 \$93,267.20 15 \$50.56 \$4,044.80 \$105,164.80	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40 \$106,142.40	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75 \$4,380.00 \$113,880.00	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60	\$44.84 \$3,587.20 \$93,267.20 \$50.56 \$4,044.80 \$105,164.80 27 \$56.97	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40 \$106,142.40 28 \$57.52	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75 \$4,380.00 \$113,880.00	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80	\$44.84 \$3,587.20 \$93,267.20 \$50.56 \$4,044.80 \$105,164.80 27 \$56.97 \$4,557.60	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40 \$106,142.40 28 \$57.52 \$4,601.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 29 \$58.11 \$4,648.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60	\$44.84 \$3,587.20 \$93,267.20 \$50.56 \$4,044.80 \$105,164.80 27 \$56.97	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40 \$106,142.40 28 \$57.52	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75 \$4,380.00 \$113,880.00	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20 \$116,147.20	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80 \$117,332.80	\$44.84 \$3,587.20 \$93,267.20 \$15 \$50.56 \$4,044.80 \$105,164.80 \$7 \$56.97 \$4,557.60 \$118,497.60	\$45.29 \$3,623.20 \$94,203.20 \$16 \$51.03 \$4,082.40 \$106,142.40 28 \$57.52 \$4,601.60 \$119,641.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 29 \$58.11 \$4,648.80 \$120,868.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00 \$122,096.00	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80 \$123,260.80	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80 \$124,508.80	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00 \$125,736.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80 \$127,004.80	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40 \$128,294.40	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00 \$129,584.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20 \$116,147.20	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80 \$117,332.80	\$44.84 \$3,587.20 \$93,267.20 15 \$50.56 \$4,044.80 \$105,164.80 27 \$56.97 \$4,557.60 \$118,497.60	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40 \$106,142.40 28 \$57.52 \$4,601.60 \$119,641.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 \$29 \$58.11 \$4,648.80 \$120,868.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00 \$122,096.00	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80 \$123,260.80	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80 \$124,508.80	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00 \$125,736.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80 \$127,004.80	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40 \$128,294.40	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00 \$129,584.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20 \$116,147.20	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80 \$117,332.80 38 \$63.55	\$44.84 \$3,587.20 \$93,267.20 15 \$50.56 \$4,044.80 \$105,164.80 27 \$56.97 \$4,557.60 \$118,497.60	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40 \$106,142.40 28 \$57.52 \$4,601.60 \$119,641.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 29 \$58.11 \$4,648.80 \$120,868.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00 \$122,096.00	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80 \$123,260.80	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80 \$124,508.80	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00 \$125,736.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80 \$127,004.80	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40 \$128,294.40	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00 \$129,584.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20 \$116,147.20	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80 \$117,332.80	\$44.84 \$3,587.20 \$93,267.20 15 \$50.56 \$4,044.80 \$105,164.80 27 \$56.97 \$4,557.60 \$118,497.60	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40 \$106,142.40 28 \$57.52 \$4,601.60 \$119,641.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 \$29 \$58.11 \$4,648.80 \$120,868.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00 \$122,096.00	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80 \$123,260.80	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80 \$124,508.80	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00 \$125,736.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80 \$127,004.80	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40 \$128,294.40	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00 \$129,584.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20 \$116,147.20	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80 \$117,332.80 38 \$63.55	\$44.84 \$3,587.20 \$93,267.20 15 \$50.56 \$4,044.80 \$105,164.80 27 \$56.97 \$4,557.60 \$118,497.60	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40 \$106,142.40 28 \$57.52 \$4,601.60 \$119,641.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 29 \$58.11 \$4,648.80 \$120,868.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00 \$122,096.00	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80 \$123,260.80	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80 \$124,508.80	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00 \$125,736.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80 \$127,004.80	\$48.57 \$3,885.60 \$101,025.60 23 \$54.75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40 \$128,294.40	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00 \$129,584.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20 \$116,147.20 37 \$62.91 \$5,032.80	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80 \$117,332.80 38 \$63.55 \$5,084.00	\$44.84 \$3,587.20 \$93,267.20 \$15 \$50.56 \$4,044.80 \$105,164.80 27 \$56.97 \$4,557.60 \$118,497.60 39 \$64.18 \$5,134.40	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40 \$106,142.40 28 \$57.52 \$4,601.60 \$119,641.60 40 \$64.82 \$5,185.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 \$29 \$58.11 \$4,648.80 \$120,868.80 41 \$65.49 \$5,239.20	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00 \$122,096.00 42 \$66.14 \$5,291.20	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80 \$123,260.80 43 \$66.79 \$5,343.20 \$138,923.20	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80 \$124,508.80 44 \$67.47 \$5,397.60	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00 \$125,736.00 45 \$68.15 \$5,452.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80 \$127,004.80 46 \$68.82 \$5,505.60	\$48.57 \$3,885.60 \$101,025.60 23 \$54,75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40 \$128,294.40 47 \$69.50 \$5,560.00	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00 \$129,584.00 48 \$70.21 \$5,616.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20 \$116,147.20 37 \$62.91 \$5,032.80	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80 \$117,332.80 38 \$63.55 \$5,084.00	\$44.84 \$3,587.20 \$93,267.20 \$15 \$50.56 \$4,044.80 \$105,164.80 27 \$56.97 \$4,557.60 \$118,497.60 39 \$64.18 \$5,134.40	\$45.29 \$3,623.20 \$94,203.20 16 \$51.03 \$4,082.40 \$106,142.40 28 \$57.52 \$4,601.60 \$119,641.60 40 \$64.82 \$5,185.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 \$29 \$58.11 \$4,648.80 \$120,868.80 41 \$65.49 \$5,239.20	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00 \$122,096.00 42 \$66.14 \$5,291.20	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80 \$123,260.80 43 \$66.79 \$5,343.20	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80 \$124,508.80 44 \$67.47 \$5,397.60	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00 \$125,736.00 45 \$68.15 \$5,452.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80 \$127,004.80 46 \$68.82 \$5,505.60	\$48.57 \$3,885.60 \$101,025.60 23 \$54,75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40 \$128,294.40 47 \$69.50 \$5,560.00	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00 \$129,584.00 48 \$70.21 \$5,616.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20 \$116,147.20 37 \$62.91 \$5,032.80 \$130,852.80	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80 \$117,332.80 38 \$63.55 \$5,084.00 \$132,184.00	\$44.84 \$3,587.20 \$93,267.20 \$15 \$50.56 \$4,044.80 \$105,164.80 \$15,164.80 \$118,497.60 \$118,497.60 \$133,494.40 \$133,494.40	\$45.29 \$3,623.20 \$94,203.20 \$16 \$51.03 \$4,082.40 \$106,142.40 \$57.52 \$4,601.60 \$119,641.60 \$64.82 \$5,185.60 \$134,825.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 \$120,868.80 41 \$65.49 \$5,239.20 \$136,219.20	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00 \$122,096.00 42 \$66.14 \$5,291.20 \$137,571.20	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80 \$123,260.80 43 \$66.79 \$5,343.20 \$138,923.20	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80 \$124,508.80 44 \$67.47 \$5,397.60	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00 \$125,736.00 45 \$68.15 \$5,452.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80 \$127,004.80 46 \$68.82 \$5,505.60	\$48.57 \$3,885.60 \$101,025.60 23 \$54,75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40 \$128,294.40 47 \$69.50 \$5,560.00	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00 \$129,584.00 48 \$70.21 \$5,616.80
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	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20 \$116,147.20 37 \$62.91 \$5,032.80 \$130,852.80 49 \$70.90	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80 \$117,332.80 38 \$63.55 \$5,084.00 \$132,184.00	\$44.84 \$3,587.20 \$93,267.20 \$15 \$50.56 \$4,044.80 \$105,164.80 \$15,164.80 \$15,164.80 \$13,497.60 \$118,497.60 \$133,494.40 \$133,494.40	\$45.29 \$3,623.20 \$94,203.20 \$16 \$51.03 \$4,082.40 \$106,142.40 \$28 \$57.52 \$4,601.60 \$119,641.60 \$64.82 \$5,185.60 \$134,825.60 \$134,825.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 \$120,868.80 41 \$65.49 \$5,239.20 \$136,219.20 53 \$73.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00 \$122,096.00 42 \$66.14 \$5,291.20 \$137,571.20	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80 \$123,260.80 43 \$66.79 \$5,343.20 \$138,923.20	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80 \$124,508.80 44 \$67.47 \$5,397.60	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00 \$125,736.00 45 \$68.15 \$5,452.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80 \$127,004.80 46 \$68.82 \$5,505.60	\$48.57 \$3,885.60 \$101,025.60 23 \$54,75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40 \$128,294.40 47 \$69.50 \$5,560.00	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00 \$129,584.00 48 \$70.21 \$5,616.80
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	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20 \$116,147.20 37 \$62.91 \$5,032.80 \$130,852.80 49 \$70.90 \$5,672.00	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80 \$117,332.80 38 \$63.55 \$5,084.00 \$132,184.00 50 \$71.62 \$5,729.60	\$44.84 \$3,587.20 \$93,267.20 \$15 \$50.56 \$4,044.80 \$105,164.80 \$105,164.80 \$118,497.60 \$118,497.60 \$133,494.40 \$133,494.40 \$133,494.40	\$45.29 \$3,623.20 \$94,203.20 \$106,103 \$4,082.40 \$106,142.40 \$106,142.40 \$119,641.60 \$119,641.60 \$134,825.60 \$134,825.60 \$134,825.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 \$29 \$58.11 \$4,648.80 \$120,868.80 41 \$65.49 \$5,239.20 \$136,219.20 53 \$73.80 \$5,904.00	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00 \$122,096.00 42 \$66.14 \$5,291.20 \$137,571.20 54 \$74.53 \$5,962.40	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80 \$123,260.80 43 \$66.79 \$5,343.20 \$138,923.20 55 \$75.26 \$6,020.80	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80 \$124,508.80 44 \$67.47 \$5,397.60	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00 \$125,736.00 45 \$68.15 \$5,452.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80 \$127,004.80 46 \$68.82 \$5,505.60	\$48.57 \$3,885.60 \$101,025.60 23 \$54,75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40 \$128,294.40 47 \$69.50 \$5,560.00	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00 \$129,584.00 48 \$70.21 \$5,616.80
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	\$43.97 \$3,517.60 \$91,457.60 13 \$49.55 \$3,964.00 \$103,064.00 25 \$55.84 \$4,467.20 \$116,147.20 37 \$62.91 \$5,032.80 \$130,852.80 49 \$70.90	\$44.42 \$3,553.60 \$92,393.60 14 \$50.02 \$4,001.60 \$104,041.60 26 \$56.41 \$4,512.80 \$117,332.80 38 \$63.55 \$5,084.00 \$132,184.00	\$44.84 \$3,587.20 \$93,267.20 \$15 \$50.56 \$4,044.80 \$105,164.80 \$15,164.80 \$15,164.80 \$13,497.60 \$118,497.60 \$133,494.40 \$133,494.40	\$45.29 \$3,623.20 \$94,203.20 \$16 \$51.03 \$4,082.40 \$106,142.40 \$28 \$57.52 \$4,601.60 \$119,641.60 \$64.82 \$5,185.60 \$134,825.60 \$134,825.60	\$45.76 \$3,660.80 \$95,180.80 17 \$51.56 \$4,124.80 \$107,244.80 \$120,868.80 41 \$65.49 \$5,239.20 \$136,219.20 53 \$73.80	\$46.20 \$3,696.00 \$96,096.00 18 \$52.07 \$4,165.60 \$108,305.60 30 \$58.70 \$4,696.00 \$122,096.00 42 \$66.14 \$5,291.20 \$137,571.20	\$46.66 \$3,732.80 \$97,052.80 19 \$52.62 \$4,209.60 \$109,449.60 31 \$59.26 \$4,740.80 \$123,260.80 43 \$66.79 \$5,343.20 \$138,923.20	\$47.16 \$3,772.80 \$98,092.80 20 \$53.13 \$4,250.40 \$110,510.40 32 \$59.86 \$4,788.80 \$124,508.80 44 \$67.47 \$5,397.60	\$47.61 \$3,808.80 \$99,028.80 21 \$53.67 \$4,293.60 \$111,633.60 33 \$60.45 \$4,836.00 \$125,736.00 45 \$68.15 \$5,452.00	\$48.08 \$3,846.40 \$100,006.40 22 \$54.18 \$4,334.40 \$112,694.40 34 \$61.06 \$4,884.80 \$127,004.80 46 \$68.82 \$5,505.60	\$48.57 \$3,885.60 \$101,025.60 23 \$54,75 \$4,380.00 \$113,880.00 35 \$61.68 \$4,934.40 \$128,294.40 47 \$69.50 \$5,560.00	\$49.05 \$3,924.00 \$102,024.00 24 \$55.29 \$4,423.20 \$115,003.20 36 \$62.30 \$4,984.00 \$129,584.00 48 \$70.21 \$5,616.80

(Non-bargaining unit)

NENANA (20%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$49.55	\$50.02	\$50.56	\$51.03	\$51.56	\$52.07	\$52.62	\$53.13	\$53.67	\$54.18	\$54.75	\$55.29
Biweekly	\$3,964.00	\$4,001.60	\$4,044.80	\$4,082.40	\$4,124.80	\$4,165.60	\$4,209.60	\$4,250.40	\$4,293.60	\$4,334.40	\$4,380.00	\$4,423.20
Annually	\$103,064.00	\$104,041.60	\$105,164.80	\$106,142.40	\$107,244.80	\$108,305.60	\$109,449.60	\$110,510.40	\$111,633.60	\$112,694.40	\$113,880.00	\$115,003.20
Aimaany	\$105,00 4 .00	710-,0-1.00	\$105,10 4 .00	\$100,142.40	\$107,2 44.00	\$100,303.00	Ç105,445.00	\$110,510. 4 0	J111,033.00	Ç112,054.40	\$115,000.00	J115,005.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$55.84	\$56.41	\$56.97	\$57.52	\$58.11	\$58.70	\$59.26	\$59.86	\$60.45	\$61.06	\$61.68	\$62.30
Biweekly	\$4,467.20	\$4,512.80	\$4,557.60	\$4,601.60	\$4,648.80	\$4,696.00	\$4,740.80	\$4,788.80	\$4,836.00	\$4,884.80	\$4,934.40	\$4,984.00
-												
Annually	\$116,147.20	\$117,332.80	\$118,497.60	\$119,641.60	\$120,868.80	\$122,096.00	\$123,260.80	\$124,508.80	\$125,736.00	\$127,004.80	\$128,294.40	\$129,584.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$62.91	\$63.55	\$64.18	\$64.82	\$65.49	\$66.14	\$66.79	\$67.47	\$68.15	\$68.82	\$69.50	\$70.21
Biweekly	\$5,032.80	\$5,084.00	\$5,134.40	\$5,185.60	\$5,239.20	\$5,291.20	\$5,343.20	\$5,397.60	\$5,452.00	\$5,505.60	\$5,560.00	\$5,616.80
Annually	\$130,852.80	\$132,184.00	\$133,494.40	\$134,825.60	\$136,219.20	\$137,571.20	\$138,923.20	\$140,337.60	\$141,752.00	\$143,145.60	\$144,560.00	\$146,036.80
,aa,	3130,032.00	3132,101.00	3133, 13 1. 10	J15 1,025.00	J150,215.20	J137,371.20	J130,323.20	31 10,337.00	J111,732.00	J1 15,1 15.00	3111,300.00	3110,030.00
Steps	27	20	20	40	44	42	42	44	45	46	47	40
•	37 \$70.00	38	39 673.33	40	41	42	43	44	45	46	47	48
Hourly	\$70.90	\$71.62	\$72.33	\$73.06	\$73.80	\$74.53	\$75.26	\$76.04	\$76.78	\$77.55	\$78.31	\$79.10
Biweekly	\$5,672.00	\$5,729.60	\$5.786.40	\$5,844.80	\$5,904.00	\$5,962.40	\$6,020.80	\$6,083.20	\$6,142.40	\$6,204.00	\$6,264.80	\$6,328.00
Annually	\$147,472.00	\$148,969.60	\$150,446.40	\$151,964.80	\$153,504.00	\$155,022.40	\$156,540.80	\$158,163.20	\$159,702.40	\$161,304.00	\$162,884.80	\$164,528.00
Steps												
•	49	50	51	52	53	54	55					
Hourly	\$79.89	\$80.69	\$81.48	\$82.32	\$83.13	\$83.98	\$84.82					
Biweekly	\$6,391.20	\$6,455.20	\$6,518.40	\$6,585.60	\$6,650.40	\$6,718.40	\$6,785.60					
Annually	\$166,171.20	\$167,835.20	\$169,478.40	\$171,225.60	\$172,910.40	\$174,678.40	\$176,425.60					
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C d . Q /1												
Grade 04												
Grade 84					_		_					
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	\$54.18	\$54.75	\$55.29	\$55.84	\$56.41	\$56.97	\$57.52	\$58.11	\$58.70	\$59.26	\$59.86	\$60.45
Steps												
Steps Hourly	\$54.18	\$54.75	\$55.29	\$55.84	\$56.41	\$56.97	\$57.52	\$58.11	\$58.70	\$59.26	\$59.86	\$60.45
Steps Hourly Biweekly Annually	\$54.18 \$4,334.40	\$54.75 \$4,380.00	\$55.29 \$4,423.20	\$55.84 \$4,467.20	\$56.41 \$4,512.80	\$56.97 \$4,557.60	\$57.52 \$4,601.60	\$58.11 \$4,648.80	\$58.70 \$4,696.00	\$59.26 \$4,740.80	\$59.86 \$4,788.80	\$60.45 \$4,836.00 \$125,736.00
Steps Hourly Biweekly	\$54.18 \$4,334.40	\$54.75 \$4,380.00	\$55.29 \$4,423.20	\$55.84 \$4,467.20	\$56.41 \$4,512.80	\$56.97 \$4,557.60	\$57.52 \$4,601.60	\$58.11 \$4,648.80	\$58.70 \$4,696.00	\$59.26 \$4,740.80	\$59.86 \$4,788.80	\$60.45 \$4,836.00
Steps Hourly Biweekly Annually	\$54.18 \$4,334.40 \$112,694.40	\$54.75 \$4,380.00 \$113,880.00	\$55.29 \$4,423.20 \$115,003.20	\$55.84 \$4,467.20 \$116,147.20	\$56.41 \$4,512.80 \$117,332.80	\$56.97 \$4,557.60 \$118,497.60	\$57.52 \$4,601.60 \$119,641.60	\$58.11 \$4,648.80 \$120,868.80	\$58.70 \$4,696.00 \$122,096.00	\$59.26 \$4,740.80 \$123,260.80	\$59.86 \$4,788.80 \$124,508.80	\$60.45 \$4,836.00 \$125,736.00
Steps Hourly Biweekly Annually Steps Hourly	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06	\$54.75 \$4,380.00 \$113,880.00 14 \$61.68	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80	\$54.75 \$4,380.00 \$113,880.00 14 \$61.68 \$4,934.40	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00
Steps Hourly Biweekly Annually Steps Hourly	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06	\$54.75 \$4,380.00 \$113,880.00 14 \$61.68	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80	\$54.75 \$4,380.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80	\$54.75 \$4,380.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82	\$54.75 \$4,380.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40 26 \$69.50	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60	\$54.75 \$4,380.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40 26 \$69.50 \$5,560.00	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82	\$54.75 \$4,380.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40 26 \$69.50	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60	\$54.75 \$4,380.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40 26 \$69.50 \$5,560.00	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40 \$159,702.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60 \$143,145.60	\$54.75 \$4,380.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40 26 \$69.50 \$5,560.00 \$144,560.00	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80 \$146,036.80	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00 \$147,472.00	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60 \$148,969.60	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40 \$150,446.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80 \$151,964.80	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00 \$153,504.00	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40 \$155,022.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80 \$156,540.80	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20 \$158,163.20	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40 \$159,702.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60 \$143,145.60	\$54.75 \$4,380.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40 26 \$69.50 \$5,560.00 \$144,560.00	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80 \$146,036.80	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00 \$147,472.00	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60 \$148,969.60	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40 \$150,446.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80 \$151,964.80	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00 \$153,504.00	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40 \$155,022.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80 \$156,540.80	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20 \$158,163.20	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40 \$159,702.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60 \$143,145.60	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40 26 \$69.50 \$5,560.00 \$144,560.00	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80 \$146,036.80	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00 \$147,472.00	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60 \$148,969.60	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40 \$150,446.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80 \$151,964.80	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00 \$153,504.00	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40 \$155,022.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80 \$156,540.80	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20 \$158,163.20	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40 \$159,702.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60 \$143,145.60 37 \$77.55 \$6,204.00	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40 26 \$69.50 \$5,560.00 \$144,560.00 38 \$78.31 \$6,264.80	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80 \$146,036.80 39 \$79.10 \$6,328.00	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00 \$147,472.00 40 \$79.89 \$6,391.20	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60 \$148,969.60 41 \$80.69 \$6,455.20	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40 \$150,446.40 42 \$81.48 \$6,518.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80 \$151,964.80 43 \$82.32 \$6,585.60	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00 \$153,504.00 44 \$83.13 \$6,650.40	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40 \$155,022.40 45 \$83.98 \$6,718.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80 \$156,540.80 46 \$84.82 \$6,785.60	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20 \$158,163.20 47 \$85.68 \$6,854.40	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40 \$159,702.40 48 \$86.51 \$6,920.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60 \$143,145.60	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40 26 \$69.50 \$5,560.00 \$144,560.00	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80 \$146,036.80	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00 \$147,472.00	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60 \$148,969.60	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40 \$150,446.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80 \$151,964.80	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00 \$153,504.00	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40 \$155,022.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80 \$156,540.80	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20 \$158,163.20	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40 \$159,702.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60 \$143,145.60 37 \$77.55 \$6,204.00	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40 26 \$69.50 \$5,560.00 \$144,560.00 38 \$78.31 \$6,264.80	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80 \$146,036.80 39 \$79.10 \$6,328.00	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00 \$147,472.00 40 \$79.89 \$6,391.20	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60 \$148,969.60 41 \$80.69 \$6,455.20	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40 \$150,446.40 42 \$81.48 \$6,518.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80 \$151,964.80 43 \$82.32 \$6,585.60	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00 \$153,504.00 44 \$83.13 \$6,650.40	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40 \$155,022.40 45 \$83.98 \$6,718.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80 \$156,540.80 46 \$84.82 \$6,785.60	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20 \$158,163.20 47 \$85.68 \$6,854.40	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40 \$159,702.40 48 \$86.51 \$6,920.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60 \$143,145.60 37 \$77.55 \$6,204.00 \$161,304.00	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 14 \$61.68 \$4,934.40 \$128,294.40 26 \$69.50 \$5,560.00 \$144,560.00 38 \$78.31 \$6,264.80 \$162,884.80	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80 \$146,036.80 39 \$79.10 \$6,328.00 \$164,528.00	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00 \$147,472.00 40 \$79.89 \$6,391.20 \$166,171.20	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60 \$148,969.60 41 \$80.69 \$6,455.20 \$167,835.20	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40 \$150,446.40 42 \$81.48 \$6,518.40 \$169,478.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80 \$151,964.80 43 \$82.32 \$6,585.60 \$171,225.60	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00 \$153,504.00 44 \$83.13 \$6,650.40	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40 \$155,022.40 45 \$83.98 \$6,718.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80 \$156,540.80 46 \$84.82 \$6,785.60	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20 \$158,163.20 47 \$85.68 \$6,854.40	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40 \$159,702.40 48 \$86.51 \$6,920.80
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	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60 \$143,145.60 37 \$77.55 \$6,204.00 \$161,304.00	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 \$14 \$61.68 \$4,934.40 \$128,294.40 \$69.50 \$5,560.00 \$144,560.00 \$144,560.00 \$162,884.80 \$162,884.80	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80 \$146,036.80 39 \$79.10 \$6,328.00 \$164,528.00 \$164,528.00	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00 \$147,472.00 40 \$79.89 \$6,391.20 \$166,171.20	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60 \$148,969.60 41 \$80.69 \$6,455.20 \$167,835.20	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40 \$150,446.40 42 \$81.48 \$6,518.40 \$169,478.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80 \$151,964.80 43 \$82.32 \$6,585.60 \$171,225.60	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00 \$153,504.00 44 \$83.13 \$6,650.40	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40 \$155,022.40 45 \$83.98 \$6,718.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80 \$156,540.80 46 \$84.82 \$6,785.60	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20 \$158,163.20 47 \$85.68 \$6,854.40	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40 \$159,702.40 48 \$86.51 \$6,920.80
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 Steps Hourly Biweekly Annually	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60 \$143,145.60 37 \$77.55 \$6,204.00 \$161,304.00 49 \$87.38 \$6,990.40	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 \$144 \$61.68 \$4,934.40 \$128,294.40 \$69.50 \$5,560.00 \$144,560.00 \$144,560.00 \$162,884.80 \$162,884.80 \$162,884.80	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80 \$146,036.80 39 \$79.10 \$6,328.00 \$164,528.00 \$164,528.00	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00 \$147,472.00 40 \$79.89 \$6,391.20 \$166,171.20 52 \$90.01 \$7,200.80	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60 \$148,969.60 41 \$80.69 \$6,455.20 \$167,835.20 53 \$90.92 \$7,273.60	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40 \$150,446.40 42 \$81.48 \$6,518.40 \$169,478.40 54 \$91.83 \$7,346.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80 \$151,964.80 43 \$82.32 \$6,585.60 \$171,225.60 55 \$92.77 \$7,421.60	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00 \$153,504.00 44 \$83.13 \$6,650.40	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40 \$155,022.40 45 \$83.98 \$6,718.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80 \$156,540.80 46 \$84.82 \$6,785.60	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20 \$158,163.20 47 \$85.68 \$6,854.40	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40 \$159,702.40 48 \$86.51 \$6,920.80
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	\$54.18 \$4,334.40 \$112,694.40 13 \$61.06 \$4,884.80 \$127,004.80 25 \$68.82 \$5,505.60 \$143,145.60 37 \$77.55 \$6,204.00 \$161,304.00	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 \$14 \$61.68 \$4,934.40 \$128,294.40 \$69.50 \$5,560.00 \$144,560.00 \$144,560.00 \$162,884.80 \$162,884.80	\$55.29 \$4,423.20 \$115,003.20 15 \$62.30 \$4,984.00 \$129,584.00 27 \$70.21 \$5,616.80 \$146,036.80 39 \$79.10 \$6,328.00 \$164,528.00 \$164,528.00	\$55.84 \$4,467.20 \$116,147.20 16 \$62.91 \$5,032.80 \$130,852.80 28 \$70.90 \$5,672.00 \$147,472.00 40 \$79.89 \$6,391.20 \$166,171.20	\$56.41 \$4,512.80 \$117,332.80 17 \$63.55 \$5,084.00 \$132,184.00 29 \$71.62 \$5,729.60 \$148,969.60 41 \$80.69 \$6,455.20 \$167,835.20	\$56.97 \$4,557.60 \$118,497.60 18 \$64.18 \$5,134.40 \$133,494.40 30 \$72.33 \$5,786.40 \$150,446.40 42 \$81.48 \$6,518.40 \$169,478.40	\$57.52 \$4,601.60 \$119,641.60 19 \$64.82 \$5,185.60 \$134,825.60 31 \$73.06 \$5,844.80 \$151,964.80 43 \$82.32 \$6,585.60 \$171,225.60	\$58.11 \$4,648.80 \$120,868.80 20 \$65.49 \$5,239.20 \$136,219.20 32 \$73.80 \$5,904.00 \$153,504.00 44 \$83.13 \$6,650.40	\$58.70 \$4,696.00 \$122,096.00 21 \$66.14 \$5,291.20 \$137,571.20 33 \$74.53 \$5,962.40 \$155,022.40 45 \$83.98 \$6,718.40	\$59.26 \$4,740.80 \$123,260.80 22 \$66.79 \$5,343.20 \$138,923.20 34 \$75.26 \$6,020.80 \$156,540.80 46 \$84.82 \$6,785.60	\$59.86 \$4,788.80 \$124,508.80 23 \$67.47 \$5,397.60 \$140,337.60 35 \$76.04 \$6,083.20 \$158,163.20 47 \$85.68 \$6,854.40	\$60.45 \$4,836.00 \$125,736.00 24 \$68.15 \$5,452.00 \$141,752.00 36 \$76.78 \$6,142.40 \$159,702.40 48 \$86.51 \$6,920.80

(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	\$18.08	\$18.25	\$18.46	\$18.63	\$18.85	\$19.01	\$19.20	\$19.39	\$19.60	\$19.78	\$19.98	\$20.18
Biweekly	\$1,446.40	\$1,460.00	\$1,476.80	\$1,490.40	\$1,508.00	\$1,520.80	\$1,536.00	\$1,551.20	\$1,568.00	\$1,582.40	\$1,598.40	\$1,614.40
Annually	\$37,606.40	\$37,960.00	\$38,396.80	\$38,750.40	\$39,208.00	\$39,540.80	\$39,936.00	\$40,331.20	\$40,768.00	\$41,142.40	\$41,558.40	\$41,974.40
Aillidally	\$37,000. 4 0	\$37,500.00	730,330.00	J36,730. 4 0	333,200.00	\$35,5 4 0.80	\$33,330.00	J 4 0,331.20	\$ 4 0,700.00	J41,142.40	J41,JJ0.40	J41,J74.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$20.37	\$20.57	\$20.81	\$21.00	\$21.21	\$21.42	\$21.63	\$21.85	\$22.08	\$22.30	\$22.51	\$22.75
Biweekly	\$1,629.60	\$1,645.60	\$1,664.80	\$1,680.00	\$1,696.80	\$1,713.60	\$1,730.40	\$1,748.00	\$1,766.40	\$1,784.00	\$1,800.80	\$1,820.00
Annually	\$42,369.60	\$42,785.60	\$43,284.80	\$43,680.00	\$44,116.80	\$44,553.60	\$44,990.40	\$45,448.00	\$45,926.40	\$46,384.00	\$46,820.80	\$47,320.00
Ailliually	342,309.00	342,763.00	343,204.00	343,000.00	344,110.00	\$44,555.00	344,330.40	343,446.00	343,320.40	340,364.00	340,820.80	347,320.00
Steps	25	20	27	20	20	20	24	22	22	24	25	26
•		26	27	28	29	30	31	32	33	34	35	36
Hourly	\$22.98	\$23.19	\$23.42	\$23.65	\$23.90	\$24.16	\$24.39	\$24.62	\$24.87	\$25.11	\$25.38	\$25.63
Biweekly	\$1,838.40	\$1,855.20	\$1,873.60	\$1,892.00	\$1,912.00	\$1,932.80	\$1,951.20	\$1,969.60	\$1,989.60	\$2,008.80	\$2,030.40	\$2,050.40
Annually	\$47,798.40	\$48,235.20	\$48,713.60	\$49,192.00	\$49,712.00	\$50,252.80	\$50,731.20	\$51,209.60	\$51,729.60	\$52,228.80	\$52,790.40	\$53,310.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$25.87	\$26.14	\$26.42	\$26.63	\$26.94	\$27.20	\$27.49	\$27.75	\$28.02	\$28.31	\$28.60	\$28.87
Biweekly	\$2,069.60	\$2,091.20	\$2,113.60	\$2,130.40	\$2,155.20	\$2,176.00	\$2,199.20	\$2,220.00	\$2,241.60	\$2,264.80	\$2,288.00	\$2,309.60
Annually	\$53,809.60	\$54,371.20	\$54,953.60	\$55,390.40	\$56,035.20	\$56,576.00	\$57,179.20	\$57,720.00	\$58,281.60	\$58,884.80	\$59,488.00	\$60,049.60
Steps	49	50	51	52	53	54	55					
Hourly	\$29.17	\$29.47	\$29.73	\$30.04	\$30.36	\$30.65	\$30.95					
Biweekly	\$2,333.60	\$2,357.60	\$2,378.40	\$2,403.20	\$2,428.80	\$2,452.00	\$2,476.00					
Annually	\$60,673.60	\$61,297.60	\$61,838.40	\$62,483.20	\$63,148.80	\$63,752.00	\$64,376.00					
Ailliually	300,073.00	301,237.00	301,636.40	302,463.20	303,140.00	\$03,732.00	304,370.00					
71												
Grade /4												
Grade 74		2	2		-		7		0	10	44	12
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$20.37	\$20.57	\$20.81	\$21.00	\$21.21	\$21.42	\$21.63	\$21.85	\$22.08	\$22.30	\$22.51	\$22.75
Steps Hourly Biweekly	\$20.37 \$1,629.60	\$20.57 \$1,645.60	\$20.81 \$1,664.80	\$21.00 \$1,680.00	\$21.21 \$1,696.80	\$21.42 \$1,713.60	\$21.63 \$1,730.40	\$21.85 \$1,748.00	\$22.08 \$1,766.40	\$22.30 \$1,784.00	\$22.51 \$1,800.80	\$22.75 \$1,820.00
Steps Hourly	\$20.37	\$20.57	\$20.81	\$21.00	\$21.21	\$21.42	\$21.63	\$21.85	\$22.08	\$22.30	\$22.51	\$22.75
Steps Hourly Biweekly Annually	\$20.37 \$1,629.60 \$42,369.60	\$20.57 \$1,645.60 \$42,785.60	\$20.81 \$1,664.80 \$43,284.80	\$21.00 \$1,680.00 \$43,680.00	\$21.21 \$1,696.80 \$44,116.80	\$21.42 \$1,713.60 \$44,553.60	\$21.63 \$1,730.40 \$44,990.40	\$21.85 \$1,748.00 \$45,448.00	\$22.08 \$1,766.40 \$45,926.40	\$22.30 \$1,784.00 \$46,384.00	\$22.51 \$1,800.80 \$46,820.80	\$22.75 \$1,820.00 \$47,320.00
Steps Hourly Biweekly Annually Steps	\$20.37 \$1,629.60 \$42,369.60	\$20.57 \$1,645.60 \$42,785.60	\$20.81 \$1,664.80 \$43,284.80	\$21.00 \$1,680.00 \$43,680.00	\$21.21 \$1,696.80 \$44,116.80	\$21.42 \$1,713.60 \$44,553.60	\$21.63 \$1,730.40 \$44,990.40	\$21.85 \$1,748.00 \$45,448.00	\$22.08 \$1,766.40 \$45,926.40	\$22.30 \$1,784.00 \$46,384.00	\$22.51 \$1,800.80 \$46,820.80	\$22.75 \$1,820.00 \$47,320.00
Steps Hourly Biweekly Annually Steps Hourly	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42	\$21.00 \$1,680.00 \$43,680.00 16 \$23.65	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39	\$21.85 \$1,748.00 \$45,448.00 20 \$24.62	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87	\$22.30 \$1,784.00 \$46,384.00 22 \$25.11	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38	\$22.75 \$1,820.00 \$47,320.00 24 \$25.63
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60	\$21.00 \$1,680.00 \$43,680.00 16 \$23.65 \$1,892.00	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20	\$21.85 \$1,748.00 \$45,448.00 20 \$24.62 \$1,969.60	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60	\$22.30 \$1,784.00 \$46,384.00 22 \$25.11 \$2,008.80	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40	\$22.75 \$1,820.00 \$47,320.00 24 \$25.63 \$2,050.40
Steps Hourly Biweekly Annually Steps Hourly	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42	\$21.00 \$1,680.00 \$43,680.00 16 \$23.65	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39	\$21.85 \$1,748.00 \$45,448.00 20 \$24.62	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87	\$22.30 \$1,784.00 \$46,384.00 22 \$25.11	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38	\$22.75 \$1,820.00 \$47,320.00 24 \$25.63
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60	\$21.00 \$1,680.00 \$43,680.00 16 \$23.65 \$1,892.00	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20	\$21.85 \$1,748.00 \$45,448.00 20 \$24.62 \$1,969.60	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60	\$22.30 \$1,784.00 \$46,384.00 22 \$25.11 \$2,008.80	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40	\$22.75 \$1,820.00 \$47,320.00 24 \$25.63 \$2,050.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60	\$21.00 \$1,680.00 \$43,680.00 16 \$23.65 \$1,892.00	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20	\$21.85 \$1,748.00 \$45,448.00 20 \$24.62 \$1,969.60	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60	\$22.30 \$1,784.00 \$46,384.00 22 \$25.11 \$2,008.80	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40	\$22.75 \$1,820.00 \$47,320.00 24 \$25.63 \$2,050.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60	\$21.00 \$1,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20	\$21.85 \$1,748.00 \$45,448.00 20 \$24.62 \$1,969.60 \$51,209.60	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60	\$22.30 \$1,784.00 \$46,384.00 22 \$25.11 \$2,008.80 \$52,228.80	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60	\$21.00 \$1,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20	\$21.85 \$1,748.00 \$45,448.00 \$20 \$24.62 \$1,969.60 \$51,209.60 32 \$27.75	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02	\$22.30 \$1,784.00 \$46,384.00 22 \$25.11 \$2,008.80 \$52,228.80 34 \$28.31	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87 \$2,069.60	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20 26 \$26.14 \$2,091.20	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60 27 \$26.42 \$2,113.60	\$21.00 \$1,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63 \$2,130.40	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00 29 \$26.94 \$2,155.20	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20 \$2,176.00	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20 31 \$27.49 \$2,199.20	\$21.85 \$1,748.00 \$45,448.00 20 \$24.62 \$1,969.60 \$51,209.60 32 \$27.75 \$2,220.00	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02 \$2,241.60	\$22.30 \$1,784.00 \$46,384.00 \$22 \$25.11 \$2,008.80 \$52,228.80 \$4 \$28.31 \$2,264.80	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60 \$2,288.00	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87 \$2,309.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60	\$21.00 \$1,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20	\$21.85 \$1,748.00 \$45,448.00 \$20 \$24.62 \$1,969.60 \$51,209.60 32 \$27.75	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02	\$22.30 \$1,784.00 \$46,384.00 22 \$25.11 \$2,008.80 \$52,228.80 34 \$28.31	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87 \$2,069.60 \$53,809.60	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20 26 \$26.14 \$2,091.20 \$54,371.20	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60 27 \$26.42 \$2,113.60 \$54,953.60	\$21.00 \$1,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63 \$2,130.40 \$55,390.40	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00 29 \$26.94 \$2,155.20 \$56,035.20	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20 \$2,176.00 \$56,576.00	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20 31 \$27.49 \$2,199.20 \$57,179.20	\$21.85 \$1,748.00 \$45,448.00 \$20 \$24.62 \$1,969.60 \$51,209.60 \$27.75 \$2,220.00 \$57,720.00	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02 \$2,241.60 \$58,281.60	\$22.30 \$1,784.00 \$46,384.00 \$22 \$25.11 \$2,008.80 \$52,228.80 \$4 \$28.31 \$2,264.80 \$58,884.80	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60 \$2,288.00 \$59,488.00	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87 \$2,309.60 \$60,049.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87 \$2,069.60 \$53,809.60	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20 26 \$26.14 \$2,091.20 \$54,371.20	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60 27 \$26.42 \$2,113.60 \$54,953.60	\$21.00 \$1,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63 \$2,130.40 \$55,390.40	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00 29 \$26.94 \$2,155.20 \$56,035.20	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20 \$2,176.00 \$56,576.00	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20 31 \$27.49 \$2,199.20 \$57,179.20	\$21.85 \$1,748.00 \$45,448.00 20 \$24.62 \$1,969.60 \$51,209.60 32 \$27.75 \$2,220.00 \$57,720.00	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02 \$2,241.60 \$58,281.60	\$22.30 \$1,784.00 \$46,384.00 \$22 \$25.11 \$2,008.80 \$52,228.80 \$4 \$28.31 \$2,264.80 \$58,884.80	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60 \$2,288.00 \$59,488.00	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87 \$2,309.60 \$60,049.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87 \$2,069.60 \$53,809.60	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20 26 \$26.14 \$2,091.20 \$54,371.20	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60 27 \$26.42 \$2,113.60 \$54,953.60	\$21.00 \$1,680.00 \$43,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63 \$2,130.40 \$55,390.40	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00 29 \$26.94 \$2,155.20 \$56,035.20	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20 \$2,176.00 \$56,576.00	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20 31 \$27.49 \$2,199.20 \$57,179.20	\$21.85 \$1,748.00 \$45,448.00 20 \$24.62 \$1,969.60 \$51,209.60 32 \$27.75 \$2,220.00 \$57,720.00	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02 \$2,241.60 \$58,281.60	\$22.30 \$1,784.00 \$46,384.00 22 \$25.11 \$2,008.80 \$52,228.80 34 \$28.31 \$2,264.80 \$58,884.80	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60 \$2,288.00 \$59,488.00	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87 \$2,309.60 \$60,049.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87 \$2,069.60 \$53,809.60 37 \$29.17 \$2,333.60	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20 26 \$26.14 \$2,091.20 \$54,371.20 38 \$29.47 \$2,357.60	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60 27 \$26.42 \$2,113.60 \$54,953.60 39 \$29.73 \$2,378.40	\$21.00 \$1,680.00 \$43,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63 \$2,130.40 \$55,390.40 40 \$30.04 \$2,403.20	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00 29 \$26.94 \$2,155.20 \$56,035.20 41 \$30.36 \$2,428.80	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20 \$2,176.00 \$56,576.00 42 \$30.65 \$2,452.00	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20 31 \$27.49 \$2,199.20 \$57,179.20 43 \$30.95 \$2,476.00	\$21.85 \$1,748.00 \$45,448.00 \$24.62 \$1,969.60 \$51,209.60 \$27.75 \$2,220.00 \$57,720.00 \$32 \$27.75 \$2,220.00 \$57,720.00	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02 \$2,241.60 \$58,281.60 45 \$31.57 \$2,525.60	\$22.30 \$1,784.00 \$46,384.00 \$22 \$25.11 \$2,008.80 \$52,228.80 \$4 \$28.31 \$2,264.80 \$58,884.80 \$46 \$31.89 \$2,551.20	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60 \$2,288.00 \$59,488.00 47 \$32.21 \$2,576.80	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87 \$2,309.60 \$60,049.60 48 \$32.55 \$2,604.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87 \$2,069.60 \$53,809.60	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20 26 \$26.14 \$2,091.20 \$54,371.20	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60 27 \$26.42 \$2,113.60 \$54,953.60	\$21.00 \$1,680.00 \$43,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63 \$2,130.40 \$55,390.40	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00 29 \$26.94 \$2,155.20 \$56,035.20	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20 \$2,176.00 \$56,576.00	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20 31 \$27.49 \$2,199.20 \$57,179.20	\$21.85 \$1,748.00 \$45,448.00 20 \$24.62 \$1,969.60 \$51,209.60 32 \$27.75 \$2,220.00 \$57,720.00	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02 \$2,241.60 \$58,281.60	\$22.30 \$1,784.00 \$46,384.00 \$22 \$25.11 \$2,008.80 \$52,228.80 \$4 \$28.31 \$2,264.80 \$58,884.80	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60 \$2,288.00 \$59,488.00	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87 \$2,309.60 \$60,049.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87 \$2,069.60 \$53,809.60 37 \$29.17 \$2,333.60	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20 26 \$26.14 \$2,091.20 \$54,371.20 38 \$29.47 \$2,357.60	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60 27 \$26.42 \$2,113.60 \$54,953.60 39 \$29.73 \$2,378.40	\$21.00 \$1,680.00 \$43,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63 \$2,130.40 \$55,390.40 40 \$30.04 \$2,403.20	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00 29 \$26.94 \$2,155.20 \$56,035.20 41 \$30.36 \$2,428.80	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20 \$2,176.00 \$56,576.00 42 \$30.65 \$2,452.00	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20 31 \$27.49 \$2,199.20 \$57,179.20 43 \$30.95 \$2,476.00	\$21.85 \$1,748.00 \$45,448.00 \$24.62 \$1,969.60 \$51,209.60 \$27.75 \$2,220.00 \$57,720.00 \$32 \$27.75 \$2,220.00 \$57,720.00	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02 \$2,241.60 \$58,281.60 45 \$31.57 \$2,525.60	\$22.30 \$1,784.00 \$46,384.00 \$22 \$25.11 \$2,008.80 \$52,228.80 \$4 \$28.31 \$2,264.80 \$58,884.80 \$46 \$31.89 \$2,551.20	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60 \$2,288.00 \$59,488.00 47 \$32.21 \$2,576.80	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87 \$2,309.60 \$60,049.60 48 \$32.55 \$2,604.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourlv Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87 \$2,069.60 \$53,809.60 37 \$29.17 \$2,333.60 \$60,673.60	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20 26 \$26.14 \$2,091.20 \$54,371.20 38 \$29.47 \$2,357.60 \$61,297.60	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60 27 \$26.42 \$2,113.60 \$54,953.60 39 \$29.73 \$2,378.40 \$61,838.40	\$21.00 \$1,680.00 \$43,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63 \$2,130.40 \$55,390.40 40 \$30.04 \$2,403.20 \$62,483.20	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00 29 \$26.94 \$2,155.20 \$56,035.20 41 \$30.36 \$2,428.80 \$63,148.80	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20 \$2,176.00 \$56,576.00 42 \$30.65 \$2,452.00 \$63,752.00	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20 31 \$27.49 \$2,199.20 \$57,179.20 43 \$30.95 \$2,476.00 \$64,376.00	\$21.85 \$1,748.00 \$45,448.00 \$24.62 \$1,969.60 \$51,209.60 \$27.75 \$2,220.00 \$57,720.00 \$32 \$27.75 \$2,220.00 \$57,720.00	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02 \$2,241.60 \$58,281.60 45 \$31.57 \$2,525.60	\$22.30 \$1,784.00 \$46,384.00 \$22 \$25.11 \$2,008.80 \$52,228.80 \$4 \$28.31 \$2,264.80 \$58,884.80 \$46 \$31.89 \$2,551.20	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60 \$2,288.00 \$59,488.00 47 \$32.21 \$2,576.80	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87 \$2,309.60 \$60,049.60 48 \$32.55 \$2,604.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87 \$2,069.60 \$53,809.60 37 \$29.17 \$2,333.60 \$60,673.60	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20 26 \$26.14 \$2,091.20 \$54,371.20 38 \$29.47 \$2,357.60 \$61,297.60 \$33.16	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60 27 \$26.42 \$2,113.60 \$54,953.60 39 \$29.73 \$2,378.40 \$61,838.40 51 \$33.50	\$21.00 \$1,680.00 \$43,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63 \$2,130.40 \$55,390.40 40 \$30.04 \$2,403.20 \$62,483.20	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00 29 \$26.94 \$2,155.20 \$56,035.20 41 \$30.36 \$2,428.80 \$63,148.80 53 \$34.18	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20 \$2,176.00 \$56,576.00 42 \$30.65 \$2,452.00 \$63,752.00	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20 31 \$27.49 \$2,199.20 \$57,179.20 43 \$30.95 \$2,476.00 \$64,376.00	\$21.85 \$1,748.00 \$45,448.00 \$24.62 \$1,969.60 \$51,209.60 \$27.75 \$2,220.00 \$57,720.00 \$32 \$27.75 \$2,220.00 \$57,720.00	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02 \$2,241.60 \$58,281.60 45 \$31.57 \$2,525.60	\$22.30 \$1,784.00 \$46,384.00 \$22 \$25.11 \$2,008.80 \$52,228.80 \$4 \$28.31 \$2,264.80 \$58,884.80 \$46 \$31.89 \$2,551.20	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60 \$2,288.00 \$59,488.00 47 \$32.21 \$2,576.80	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87 \$2,309.60 \$60,049.60 48 \$32.55 \$2,604.00
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	\$20.37 \$1,629.60 \$42,369.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87 \$2,069.60 \$53,809.60 37 \$29.17 \$2,333.60 \$60,673.60 49 \$32.86 \$2,628.80	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20 26 \$26.14 \$2,091.20 \$54,371.20 38 \$29.47 \$2,357.60 \$61,297.60 \$33.16 \$2,652.80	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60 27 \$26.42 \$2,113.60 \$54,953.60 39 \$29.73 \$2,378.40 \$61,838.40 51 \$33.50 \$2,680.00	\$21.00 \$1,680.00 \$43,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63 \$2,130.40 \$55,390.40 40 \$30.04 \$2,403.20 \$62,483.20 52 \$33.84 \$2,707.20	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00 29 \$26.94 \$2,155.20 \$56,035.20 41 \$30.36 \$2,428.80 \$63,148.80 53 \$34.18 \$2,734.40	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20 \$2,176.00 \$56,576.00 42 \$30.65 \$2,452.00 \$63,752.00 54 \$34.52 \$2,761.60	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20 31 \$27.49 \$2,199.20 \$57,179.20 43 \$30.95 \$2,476.00 \$64,376.00 55 \$34.88 \$2,790.40	\$21.85 \$1,748.00 \$45,448.00 \$24.62 \$1,969.60 \$51,209.60 \$27.75 \$2,220.00 \$57,720.00 \$32 \$27.75 \$2,220.00 \$57,720.00	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02 \$2,241.60 \$58,281.60 45 \$31.57 \$2,525.60	\$22.30 \$1,784.00 \$46,384.00 \$22 \$25.11 \$2,008.80 \$52,228.80 \$4 \$28.31 \$2,264.80 \$58,884.80 \$46 \$31.89 \$2,551.20	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60 \$2,288.00 \$59,488.00 47 \$32.21 \$2,576.80	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87 \$2,309.60 \$60,049.60 48 \$32.55 \$2,604.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.37 \$1,629.60 \$42,369.60 13 \$22.98 \$1,838.40 \$47,798.40 25 \$25.87 \$2,069.60 \$53,809.60 37 \$29.17 \$2,333.60 \$60,673.60	\$20.57 \$1,645.60 \$42,785.60 14 \$23.19 \$1,855.20 \$48,235.20 26 \$26.14 \$2,091.20 \$54,371.20 38 \$29.47 \$2,357.60 \$61,297.60 \$33.16	\$20.81 \$1,664.80 \$43,284.80 15 \$23.42 \$1,873.60 \$48,713.60 27 \$26.42 \$2,113.60 \$54,953.60 39 \$29.73 \$2,378.40 \$61,838.40 51 \$33.50	\$21.00 \$1,680.00 \$43,680.00 \$43,680.00 16 \$23.65 \$1,892.00 \$49,192.00 28 \$26.63 \$2,130.40 \$55,390.40 40 \$30.04 \$2,403.20 \$62,483.20	\$21.21 \$1,696.80 \$44,116.80 17 \$23.90 \$1,912.00 \$49,712.00 29 \$26.94 \$2,155.20 \$56,035.20 41 \$30.36 \$2,428.80 \$63,148.80 53 \$34.18	\$21.42 \$1,713.60 \$44,553.60 18 \$24.16 \$1,932.80 \$50,252.80 30 \$27.20 \$2,176.00 \$56,576.00 42 \$30.65 \$2,452.00 \$63,752.00	\$21.63 \$1,730.40 \$44,990.40 19 \$24.39 \$1,951.20 \$50,731.20 31 \$27.49 \$2,199.20 \$57,179.20 43 \$30.95 \$2,476.00 \$64,376.00	\$21.85 \$1,748.00 \$45,448.00 \$24.62 \$1,969.60 \$51,209.60 \$27.75 \$2,220.00 \$57,720.00 \$32 \$27.75 \$2,220.00 \$57,720.00	\$22.08 \$1,766.40 \$45,926.40 21 \$24.87 \$1,989.60 \$51,729.60 33 \$28.02 \$2,241.60 \$58,281.60 45 \$31.57 \$2,525.60	\$22.30 \$1,784.00 \$46,384.00 \$22 \$25.11 \$2,008.80 \$52,228.80 \$4 \$28.31 \$2,264.80 \$58,884.80 \$46 \$31.89 \$2,551.20	\$22.51 \$1,800.80 \$46,820.80 23 \$25.38 \$2,030.40 \$52,790.40 35 \$28.60 \$2,288.00 \$59,488.00 47 \$32.21 \$2,576.80	\$22.75 \$1,820.00 \$47,320.00 \$47,320.00 24 \$25.63 \$2,050.40 \$53,310.40 36 \$28.87 \$2,309.60 \$60,049.60 48 \$32.55 \$2,604.00

(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	\$22.98	\$23.19	\$23.42	\$23.65	\$23.90	\$24.16	\$24.39	\$24.62	\$24.87	\$25.11	\$25.38	\$25.63
Biweekly	\$1,838.40	\$1,855.20	\$1,873.60	\$1,892.00	\$1,912.00	\$1,932.80	\$1,951.20	\$1,969.60	\$1,989.60	\$2,008.80	\$2,030.40	\$2,050.40
Annually	\$47,798.40	\$48,235.20	\$48,713.60	\$49,192.00	\$49,712.00	\$50,252.80	\$50,731.20	\$51,209.60	\$51,729.60	\$52,228.80	\$52,790.40	\$53,310.40
Allitually	\$47,790.40	340,233.20	\$46,715.00	349,192.00	\$49,712.00	\$50,252.60	\$50,751.20	\$31,209.00	\$31,729.00	\$32,220.00	\$52,790.40	\$55,510.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$25.87	\$26.14	\$26.42	\$26.63	\$26.94	\$27.20	\$27.49	\$27.75	\$28.02	\$28.31	\$28.60	\$28.87
Biweekly	\$2,069.60	\$2,091.20	\$2,113.60	\$2,130.40	\$2,155.20	\$2,176.00	\$2,199.20	\$2,220.00	\$2,241.60	\$2,264.80	\$2,288.00	\$2,309.60
Annually	\$53,809.60	\$54,371.20	\$54,953.60	\$55,390.40	\$56,035.20	\$56,576.00	\$57,179.20	\$57,720.00	\$58,281.60	\$58,884.80	\$59,488.00	\$60,049.60
Allitually	333,609.00	\$54,571.20	\$34,933.00	\$55,550.40	\$30,033.20	\$30,370.00	\$57,179.20	337,720.00	330,201.00	\$30,004.00	\$39,400.00	300,049.00
Steps												
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$29.17	\$29.47	\$29.73	\$30.04	\$30.36	\$30.65	\$30.95	\$31.25	\$31.57	\$31.89	\$32.21	\$32.55
Biweekly	\$2,333.60	\$2,357.60	\$2,378.40	\$2,403.20	\$2,428.80	\$2,452.00	\$2,476.00	\$2,500.00	\$2,525.60	\$2,551.20	\$2,576.80	\$2,604.00
Annually	\$60,673.60	\$61,297.60	\$61,838.40	\$62,483.20	\$63,148.80	\$63,752.00	\$64,376.00	\$65,000.00	\$65,665.60	\$66,331.20	\$66,996.80	\$67,704.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$32.86	\$33.16	\$33.50	\$33.84	\$34.18	\$34.52	\$34.88	\$35.21	\$35.57	\$35.93	\$36.28	\$36.66
Biweekly	\$2,628.80	\$2,652.80	\$2,680.00	\$2,707.20	\$2,734.40	\$2,761.60	\$2,790.40	\$2,816.80	\$2,845.60	\$2,874.40	\$2,902.40	\$2,932.80
Annually	\$68,348.80	\$68,972.80	\$69,680.00	\$70,387.20	\$71,094.40	\$71,801.60	\$72,550.40	\$73,236.80	\$73,985.60	\$74,734.40	\$75,462.40	\$76,252.80
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Steps	49	50	51	52	53	54	55					
Hourly	\$37.03	\$37.40	\$37.75	\$38.14	\$38.53	\$38.92	\$39.31					
Biweekly	\$2,962.40	\$2,992.00	\$3,020.00	\$3,051.20	\$3,082.40	\$3,113.60	\$3,144.80					
Annually	\$77,022.40	\$77,792.00			\$80,142.40	\$80,953.60	\$81,764.80					
Annually	\$77,022.40	\$77,792.00	\$78,520.00	\$79,331.20	\$80,142.40	\$80,953.00	\$81,764.80					
C I- 76												
(arade / D												
Grade 76												
Grade 70 Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$25.87	2 \$26.14	3 \$26.42	4 \$26.63	5 \$26.94	6 \$27.20	7 \$27.49	8 \$27.75	9 \$28.02	10 \$28.31	11 \$28.60	12 \$28.87
Steps Hourly	\$25.87	\$26.14	\$26.42	\$26.63	\$26.94	\$27.20	\$27.49	\$27.75	\$28.02	\$28.31	\$28.60	\$28.87
Steps Hourly Biweekly	\$25.87 \$2,069.60	\$26.14 \$2,091.20	\$26.42 \$2,113.60	\$26.63 \$2,130.40	\$26.94 \$2,155.20	\$27.20 \$2,176.00	\$27.49 \$2,199.20	\$27.75 \$2,220.00	\$28.02 \$2,241.60	\$28.31 \$2,264.80	\$28.60 \$2,288.00	\$28.87 \$2,309.60
Steps Hourly	\$25.87	\$26.14	\$26.42	\$26.63	\$26.94	\$27.20	\$27.49	\$27.75	\$28.02	\$28.31	\$28.60	\$28.87
Steps Hourly Biweekly	\$25.87 \$2,069.60	\$26.14 \$2,091.20	\$26.42 \$2,113.60	\$26.63 \$2,130.40	\$26.94 \$2,155.20	\$27.20 \$2,176.00	\$27.49 \$2,199.20	\$27.75 \$2,220.00	\$28.02 \$2,241.60	\$28.31 \$2,264.80	\$28.60 \$2,288.00	\$28.87 \$2,309.60
Steps Hourly Biweekly Annually	\$25.87 \$2,069.60 \$53,809.60	\$26.14 \$2,091.20 \$54,371.20	\$26.42 \$2,113.60 \$54,953.60	\$26.63 \$2,130.40 \$55,390.40	\$26.94 \$2,155.20 \$56,035.20	\$27.20 \$2,176.00 \$56,576.00	\$27.49 \$2,199.20 \$57,179.20	\$27.75 \$2,220.00 \$57,720.00	\$28.02 \$2,241.60 \$58,281.60	\$28.31 \$2,264.80 \$58,884.80	\$28.60 \$2,288.00 \$59,488.00	\$28.87 \$2,309.60 \$60,049.60
Steps Hourly Biweekly Annually Steps Hourly	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95	\$27.75 \$2,220.00 \$57,720.00 20 \$31.25	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89	\$28.60 \$2,288.00 \$59,488.00 23 \$32.21	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00	\$27.75 \$2,220.00 \$57,720.00 20 \$31.25 \$2,500.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20	\$28.60 \$2,288.00 \$59,488.00 23 \$32.21 \$2,576.80	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00
Steps Hourly Biweekly Annually Steps Hourly	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95	\$27.75 \$2,220.00 \$57,720.00 20 \$31.25	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89	\$28.60 \$2,288.00 \$59,488.00 23 \$32.21	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00	\$27.75 \$2,220.00 \$57,720.00 20 \$31.25 \$2,500.00 \$65,000.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20	\$28.60 \$2,288.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00	\$27.75 \$2,220.00 \$57,720.00 20 \$31.25 \$2,500.00 \$65,000.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20	\$28.60 \$2,288.00 \$59,488.00 \$32.21 \$2,576.80 \$66,996.80	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00	\$27.75 \$2,220.00 \$57,720.00 20 \$31.25 \$2,500.00 \$65,000.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93	\$28.60 \$2,288.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40	\$27.75 \$2,220.00 \$57,720.00 20 \$31.25 \$2,500.00 \$65,000.00 32 \$35.21 \$2,816.80	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40	\$28.60 \$2,288.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00	\$27.75 \$2,220.00 \$57,720.00 20 \$31.25 \$2,500.00 \$65,000.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93	\$28.60 \$2,288.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80 \$68,348.80	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80 \$68,972.80	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00 \$69,680.00	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20 \$70,387.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40 \$71,094.40	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60 \$71,801.60	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40 \$72,550.40	\$27.75 \$2,220.00 \$57,720.00 20 \$31.25 \$2,500.00 \$65,000.00 32 \$35.21 \$2,816.80 \$73,236.80	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60 \$73,985.60	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40 \$74,734.40	\$28.60 \$2,288.00 \$59,488.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40 \$75,462.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80 \$76,252.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80 \$68,348.80	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80 \$68,972.80	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00 \$69,680.00	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20 \$70,387.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40 \$71,094.40	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60 \$71,801.60	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40 \$72,550.40	\$27.75 \$2,220.00 \$57,720.00 20 \$31.25 \$2,500.00 \$65,000.00 32 \$35.21 \$2,816.80 \$73,236.80	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60 \$73,985.60	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40 \$74,734.40	\$28.60 \$2,288.00 \$59,488.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40 \$75,462.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80 \$76,252.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80 \$68,348.80	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80 \$68,972.80	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00 \$69,680.00	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20 \$70,387.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40 \$71,094.40	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60 \$71,801.60	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40 \$72,550.40	\$27.75 \$2,220.00 \$57,720.00 \$57,720.00 \$31.25 \$2,500.00 \$65,000.00 \$32 \$35.21 \$2,816.80 \$73,236.80	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60 \$73,985.60	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40 \$74,734.40	\$28.60 \$2,288.00 \$59,488.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40 \$75,462.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80 \$76,252.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80 \$68,348.80 37 \$37.03 \$2,962.40	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80 \$68,972.80 38 \$37.40 \$2,992.00	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00 \$69,680.00	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20 \$70,387.20 40 \$38.14 \$3,051.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40 \$71,094.40 41 \$38.53 \$3,082.40	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60 \$71,801.60 42 \$38.92 \$3,113.60	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40 \$72,550.40 43 \$39.31 \$3,144.80	\$27.75 \$2,220.00 \$57,720.00 \$31.25 \$2,500.00 \$65,000.00 32 \$35.21 \$2,816.80 \$73,236.80 44 \$39.70 \$3,176.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60 \$73,985.60 45 \$40.09 \$3,207.20	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40 \$74,734.40 46 \$40.48 \$3,238.40	\$28.60 \$2,288.00 \$59,488.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40 \$75,462.40 47 \$40.88 \$3,270.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80 \$76,252.80 48 \$41.29 \$3,303.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Hourly Hourly Hourly Hourly	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80 \$68,348.80	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80 \$68,972.80	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00 \$69,680.00	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20 \$70,387.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40 \$71,094.40	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60 \$71,801.60	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40 \$72,550.40	\$27.75 \$2,220.00 \$57,720.00 \$57,720.00 \$31.25 \$2,500.00 \$65,000.00 \$32 \$35.21 \$2,816.80 \$73,236.80	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60 \$73,985.60	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40 \$74,734.40	\$28.60 \$2,288.00 \$59,488.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40 \$75,462.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80 \$76,252.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80 \$68,348.80 37 \$37.03 \$2,962.40 \$77,022.40	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80 \$68,972.80 38 \$37.40 \$2,992.00 \$77,792.00	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00 \$69,680.00 39 \$37.75 \$3,020.00 \$78,520.00	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20 \$70,387.20 40 \$38.14 \$3,051.20 \$79,331.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40 \$71,094.40 41 \$38.53 \$3,082.40 \$80,142.40	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60 \$71,801.60 42 \$38.92 \$3,113.60 \$80,953.60	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40 \$72,550.40 43 \$39.31 \$3,144.80 \$81,764.80	\$27.75 \$2,220.00 \$57,720.00 \$31.25 \$2,500.00 \$65,000.00 32 \$35.21 \$2,816.80 \$73,236.80 44 \$39.70 \$3,176.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60 \$73,985.60 45 \$40.09 \$3,207.20	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40 \$74,734.40 46 \$40.48 \$3,238.40	\$28.60 \$2,288.00 \$59,488.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40 \$75,462.40 47 \$40.88 \$3,270.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80 \$76,252.80 48 \$41.29 \$3,303.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80 \$68,348.80 37 \$37.03 \$2,962.40 \$77,022.40	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80 \$68,972.80 38 \$37.40 \$2,992.00 \$77,792.00	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00 \$69,680.00 39 \$37.75 \$3,020.00 \$78,520.00	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20 \$70,387.20 40 \$38.14 \$3,051.20 \$79,331.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40 \$71,094.40 41 \$38.53 \$3,082.40 \$80,142.40	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60 \$71,801.60 42 \$38.92 \$3,113.60 \$80,953.60	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40 \$72,550.40 43 \$39.31 \$3,144.80 \$81,764.80	\$27.75 \$2,220.00 \$57,720.00 \$31.25 \$2,500.00 \$65,000.00 32 \$35.21 \$2,816.80 \$73,236.80 44 \$39.70 \$3,176.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60 \$73,985.60 45 \$40.09 \$3,207.20	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40 \$74,734.40 46 \$40.48 \$3,238.40	\$28.60 \$2,288.00 \$59,488.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40 \$75,462.40 47 \$40.88 \$3,270.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80 \$76,252.80 48 \$41.29 \$3,303.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80 \$68,348.80 37 \$37.03 \$2,962.40 \$77,022.40	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80 \$68,972.80 38 \$37.40 \$2,992.00 \$77,792.00	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00 \$69,680.00 39 \$37.75 \$3,020.00 \$78,520.00	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20 \$70,387.20 40 \$38.14 \$3,051.20 \$79,331.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40 \$71,094.40 41 \$38.53 \$3,082.40 \$80,142.40	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60 \$71,801.60 42 \$38.92 \$3,113.60 \$80,953.60	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40 \$72,550.40 43 \$39.31 \$3,144.80 \$81,764.80	\$27.75 \$2,220.00 \$57,720.00 \$31.25 \$2,500.00 \$65,000.00 32 \$35.21 \$2,816.80 \$73,236.80 44 \$39.70 \$3,176.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60 \$73,985.60 45 \$40.09 \$3,207.20	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40 \$74,734.40 46 \$40.48 \$3,238.40	\$28.60 \$2,288.00 \$59,488.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40 \$75,462.40 47 \$40.88 \$3,270.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80 \$76,252.80 48 \$41.29 \$3,303.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80 \$68,348.80 37 \$37.03 \$2,962.40 \$77,022.40	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80 \$68,972.80 38 \$37.40 \$2,992.00 \$77,792.00	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00 \$69,680.00 39 \$37.75 \$3,020.00 \$78,520.00	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20 \$70,387.20 40 \$38.14 \$3,051.20 \$79,331.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40 \$71,094.40 41 \$38.53 \$3,082.40 \$80,142.40	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60 \$71,801.60 42 \$38.92 \$3,113.60 \$80,953.60	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40 \$72,550.40 43 \$39.31 \$3,144.80 \$81,764.80	\$27.75 \$2,220.00 \$57,720.00 \$31.25 \$2,500.00 \$65,000.00 32 \$35.21 \$2,816.80 \$73,236.80 44 \$39.70 \$3,176.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60 \$73,985.60 45 \$40.09 \$3,207.20	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40 \$74,734.40 46 \$40.48 \$3,238.40	\$28.60 \$2,288.00 \$59,488.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40 \$75,462.40 47 \$40.88 \$3,270.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80 \$76,252.80 48 \$41.29 \$3,303.20
Steps Hourly Biweekly Annually	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80 \$68,348.80 37 \$37,03 \$2,962.40 \$77,022.40 49 \$41.72 \$3,337.60	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80 \$68,972.80 38 \$37.40 \$2,992.00 \$77,792.00 50 \$42.13 \$3,370.40	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00 \$69,680.00 39 \$37.75 \$3,020.00 \$78,520.00 51 \$42.54 \$3,403.20	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20 \$70,387.20 40 \$38.14 \$3,051.20 \$79,331.20 52 \$42.98 \$3,438.40	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40 \$71,094.40 41 \$38.53 \$3,082.40 \$80,142.40 53 \$43.40 \$3,472.00	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60 \$71,801.60 42 \$38.92 \$3,113.60 \$80,953.60 54 \$43.84 \$3,507.20	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40 \$72,550.40 43 \$39.31 \$3,144.80 \$81,764.80 55 \$44.26 \$3,540.80	\$27.75 \$2,220.00 \$57,720.00 \$31.25 \$2,500.00 \$65,000.00 32 \$35.21 \$2,816.80 \$73,236.80 44 \$39.70 \$3,176.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60 \$73,985.60 45 \$40.09 \$3,207.20	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40 \$74,734.40 46 \$40.48 \$3,238.40	\$28.60 \$2,288.00 \$59,488.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40 \$75,462.40 47 \$40.88 \$3,270.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80 \$76,252.80 48 \$41.29 \$3,303.20
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	\$25.87 \$2,069.60 \$53,809.60 13 \$29.17 \$2,333.60 \$60,673.60 25 \$32.86 \$2,628.80 \$68,348.80 37 \$37.03 \$2,962.40 \$77,022.40	\$26.14 \$2,091.20 \$54,371.20 14 \$29.47 \$2,357.60 \$61,297.60 26 \$33.16 \$2,652.80 \$68,972.80 38 \$37.40 \$2,992.00 \$77,792.00	\$26.42 \$2,113.60 \$54,953.60 15 \$29.73 \$2,378.40 \$61,838.40 27 \$33.50 \$2,680.00 \$69,680.00 39 \$37.75 \$3,020.00 \$78,520.00	\$26.63 \$2,130.40 \$55,390.40 16 \$30.04 \$2,403.20 \$62,483.20 28 \$33.84 \$2,707.20 \$70,387.20 40 \$38.14 \$3,051.20 \$79,331.20	\$26.94 \$2,155.20 \$56,035.20 17 \$30.36 \$2,428.80 \$63,148.80 29 \$34.18 \$2,734.40 \$71,094.40 41 \$38.53 \$3,082.40 \$80,142.40	\$27.20 \$2,176.00 \$56,576.00 18 \$30.65 \$2,452.00 \$63,752.00 30 \$34.52 \$2,761.60 \$71,801.60 42 \$38.92 \$3,113.60 \$80,953.60	\$27.49 \$2,199.20 \$57,179.20 19 \$30.95 \$2,476.00 \$64,376.00 31 \$34.88 \$2,790.40 \$72,550.40 43 \$39.31 \$3,144.80 \$81,764.80	\$27.75 \$2,220.00 \$57,720.00 \$31.25 \$2,500.00 \$65,000.00 32 \$35.21 \$2,816.80 \$73,236.80 44 \$39.70 \$3,176.00	\$28.02 \$2,241.60 \$58,281.60 21 \$31.57 \$2,525.60 \$65,665.60 33 \$35.57 \$2,845.60 \$73,985.60 45 \$40.09 \$3,207.20	\$28.31 \$2,264.80 \$58,884.80 22 \$31.89 \$2,551.20 \$66,331.20 34 \$35.93 \$2,874.40 \$74,734.40 46 \$40.48 \$3,238.40	\$28.60 \$2,288.00 \$59,488.00 \$59,488.00 23 \$32.21 \$2,576.80 \$66,996.80 35 \$36.28 \$2,902.40 \$75,462.40 47 \$40.88 \$3,270.40	\$28.87 \$2,309.60 \$60,049.60 24 \$32.55 \$2,604.00 \$67,704.00 36 \$36.66 \$2,932.80 \$76,252.80 48 \$41.29 \$3,303.20

(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	\$29.17	\$29.47	\$29.73	\$30.04	\$30.36	\$30.65	\$30.95	\$31.25	\$31.57	\$31.89	\$32.21	\$32.55
Biweekly	\$2,333.60	\$2,357.60	\$2,378.40	\$2,403.20	\$2,428.80	\$2,452.00	\$2,476.00	\$2,500.00	\$2,525.60	\$2,551.20	\$2,576.80	\$2,604.00
Annually	\$60,673.60	\$61,297.60	\$61,838.40	\$62,483.20	\$63,148.80	\$63,752.00	\$64,376.00	\$65,000.00	\$65,665.60	\$66,331.20	\$66,996.80	\$67,704.00
Ailliadily	300,073.00	301,237.00	J01,030.40	Ç02, 4 03.20	703,140.00	Ç03,732.00	Ç0 - 1,57 0.00	\$05,000.00	\$05,005.00	J00,331.20	200,220.00	Ç07,70 4 .00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$32.86	\$33.16	\$33.50	\$33.84	\$34.18	\$34.52	\$34.88	\$35.21	\$35.57	\$35.93	\$36.28	\$36.66
Biweekly	\$2,628.80	\$2,652.80	\$2,680.00	\$2,707.20	\$2,734.40	\$2,761.60	\$2,790.40	\$2,816.80	\$2,845.60	\$2,874.40	\$2,902.40	\$2,932.80
Annually	\$68,348.80	\$68,972.80	\$69,680.00	\$70,387.20	\$71,094.40	\$71,801.60	\$72,550.40	\$73,236.80	\$73,985.60	\$74,734.40	\$75,462.40	\$76,252.80
, amadiny	300,3 10.00	300,372.00	\$05,000.00	370,307.20	37 1,03 1.10	371,001.00	372,330.10	\$75,250.00	\$75,565.66	\$7 1,75 1.10	373,102.10	J70,232.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$37.03	\$37.40	\$37.75	\$38.14	\$38.53	\$38.92	\$39.31	\$39.70	\$40.09	\$40.48	\$40.88	\$41.29
Biweekly	\$2,962.40	\$2,992.00	\$3,020.00	\$3,051.20	\$3,082.40	\$3,113.60	\$3,144.80	\$3,176.00	\$3,207.20	\$3,238.40	\$3,270.40	\$3,303.20
Annually	\$77,022.40	\$77,792.00	\$78,520.00	\$79,331.20	\$80,142.40	\$80,953.60	\$81,764.80	\$82,576.00	\$83,387.20	\$84,198.40	\$85,030.40	\$85,883.20
Steps												
-	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$41.72	\$42.13	\$42.54	\$42.98	\$43.40	\$43.84	\$44.26	\$44.72	\$45.17	\$45.60	\$46.07	\$46.55
Biweekly	\$3,337.60	\$3,370.40	\$3,403.20	\$3,438.40	\$3,472.00	\$3,507.20	\$3,540.80	\$3,577.60	\$3,613.60	\$3,648.00	\$3,685.60	\$3,724.00
Annually	\$86,777.60	\$87,630.40	\$88,483.20	\$89,398.40	\$90,272.00	\$91,187.20	\$92,060.80	\$93,017.60	\$93,953.60	\$94,848.00	\$95,825.60	\$96,824.00
Steps	49	F0	F1	F2	F2	F.4	55					
-		50	51	52	53	54						
Hourly	\$46.98	\$47.46	\$47.94	\$48.43	\$48.89	\$49.38	\$49.89					
Biweekly	\$3,758.40	\$3,796.80	\$3,835.20	\$3,874.40	\$3,911.20	\$3,950.40	\$3,991.20					
Annually	\$97,718.40	\$98,716.80	\$99,715.20	\$100,734.40	\$101,691.20	\$102,710.40	\$103,771.20					
C d. 70												
Grade 78												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade 78 Steps Hourly	1 \$31.89	2 \$32.21	3 \$32.55	4 \$32.86	5 \$33.16	6 \$33.50	7 \$33.84	8 \$34.18	9 \$34.52	10 \$34.88	11 \$35.21	12 \$35.57
Steps	\$31.89	\$32.21	_	\$32.86	\$33.16	\$33.50			-		\$35.21	\$35.57
Steps Hourly Biweekly	\$31.89 \$2,551.20	_	\$32.55	\$32.86 \$2,628.80	\$33.16 \$2,652.80	\$33.50 \$2,680.00	\$33.84 \$2,707.20	\$34.18	\$34.52	\$34.88	\$35.21 \$2,816.80	\$35.57 \$2,845.60
Steps Hourly Biweekly Annually	\$31.89	\$32.21 \$2,576.80	\$32.55 \$2,604.00	\$32.86	\$33.16	\$33.50	\$33.84	\$34.18 \$2,734.40	\$34.52 \$2,761.60	\$34.88 \$2,790.40	\$35.21	\$35.57
Steps Hourly Biweekly	\$31.89 \$2,551.20	\$32.21 \$2,576.80	\$32.55 \$2,604.00	\$32.86 \$2,628.80	\$33.16 \$2,652.80 \$68,972.80	\$33.50 \$2,680.00	\$33.84 \$2,707.20	\$34.18 \$2,734.40	\$34.52 \$2,761.60	\$34.88 \$2,790.40	\$35.21 \$2,816.80	\$35.57 \$2,845.60 \$73,985.60
Steps Hourly Biweekly Annually	\$31.89 \$2,551.20 \$66,331.20	\$32.21 \$2,576.80 \$66,996.80	\$32.55 \$2,604.00 \$67,704.00	\$32.86 \$2,628.80 \$68,348.80	\$33.16 \$2,652.80 \$68,972.80	\$33.50 \$2,680.00 \$69,680.00	\$33.84 \$2,707.20 \$70,387.20	\$34.18 \$2,734.40 \$71,094.40	\$34.52 \$2,761.60 \$71,801.60	\$34.88 \$2,790.40 \$72,550.40	\$35.21 \$2,816.80 \$73,236.80	\$35.57 \$2,845.60 \$73,985.60
Steps Hourly Biweekly Annually Steps Hourly	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20
Steps Hourly Biweekly Annually Steps Hourly	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40 25 \$40.48 \$3,238.40	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40 26 \$40.88 \$3,270.40	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29 \$3,303.20	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72 \$3,337.60	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13 \$3,370.40	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00 30 \$42.54 \$3,403.20	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20 31 \$42.98 \$3,438.40	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40 \$3,472.00	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60 33 \$43.84 \$3,507.20	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80 34 \$44.26 \$3,540.80	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72 \$3,577.60	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17 \$3,613.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40 25 \$40.48 \$3,238.40 \$84,198.40	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40 26 \$40.88 \$3,270.40 \$85,030.40	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29 \$3,303.20 \$85,883.20	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72 \$3,337.60 \$86,777.60	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13 \$3,370.40 \$87,630.40	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00 30 \$42.54 \$3,403.20 \$88,483.20	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20 31 \$42.98 \$3,438.40 \$89,398.40	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40 \$3,472.00 \$90,272.00	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60 33 \$43.84 \$3,507.20 \$91,187.20	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80 34 \$44.26 \$3,540.80 \$92,060.80	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72 \$3,577.60 \$93,017.60	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17 \$3,613.60 \$93,953.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40 25 \$40.48 \$3,238.40 \$84,198.40	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40 26 \$40.88 \$3,270.40 \$85,030.40	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29 \$3,303.20 \$85,883.20	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72 \$3,337.60 \$86,777.60	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13 \$3,370.40 \$87,630.40	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00 30 \$42.54 \$3,403.20 \$88,483.20	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20 31 \$42.98 \$3,438.40 \$89,398.40	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40 \$3,472.00 \$90,272.00	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60 33 \$43.84 \$3,507.20 \$91,187.20	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80 34 \$44.26 \$3,540.80 \$92,060.80	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72 \$3,577.60 \$93,017.60	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17 \$3,613.60 \$93,953.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40 25 \$40.48 \$3,238.40 \$84,198.40	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40 26 \$40.88 \$3,270.40 \$85,030.40	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29 \$3,303.20 \$85,883.20	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72 \$3,337.60 \$86,777.60	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13 \$3,370.40 \$87,630.40	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00 30 \$42.54 \$3,403.20 \$88,483.20	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20 31 \$42.98 \$3,438.40 \$89,398.40	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40 \$3,472.00 \$90,272.00	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60 33 \$43.84 \$3,507.20 \$91,187.20	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80 34 \$44.26 \$3,540.80 \$92,060.80	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72 \$3,577.60 \$93,017.60	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17 \$3,613.60 \$93,953.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40 25 \$40.48 \$3,238.40 \$84,198.40 37 \$45.60 \$3,648.00	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40 26 \$40.88 \$3,270.40 \$85,030.40 38 \$46.07 \$3,685.60	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29 \$3,303.20 \$85,883.20 39 \$46.55 \$3,724.00	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72 \$3,337.60 \$86,777.60 40 \$46.98 \$3,758.40	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13 \$3,370.40 \$87,630.40 41 \$47.46 \$3,796.80	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00 30 \$42.54 \$3,403.20 \$88,483.20 42 \$47.94 \$3,835.20	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20 31 \$42.98 \$3,438.40 \$89,398.40 43 \$48.43 \$3,874.40	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40 \$3,472.00 \$90,272.00 44 \$48.89 \$3,911.20	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60 33 \$43.84 \$3,507.20 \$91,187.20 45 \$49.38 \$3,950.40	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80 34 \$44.26 \$3,540.80 \$92,060.80 46 \$49.89 \$3,991.20	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72 \$3,577.60 \$93,017.60 47 \$50.37 \$4,029.60	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17 \$3,613.60 \$93,953.60 48 \$50.88 \$4,070.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40 25 \$40.48 \$3,238.40 \$84,198.40	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40 26 \$40.88 \$3,270.40 \$85,030.40	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29 \$3,303.20 \$85,883.20	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72 \$3,337.60 \$86,777.60	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13 \$3,370.40 \$87,630.40	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00 30 \$42.54 \$3,403.20 \$88,483.20	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20 31 \$42.98 \$3,438.40 \$89,398.40	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40 \$3,472.00 \$90,272.00	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60 33 \$43.84 \$3,507.20 \$91,187.20	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80 34 \$44.26 \$3,540.80 \$92,060.80	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72 \$3,577.60 \$93,017.60	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17 \$3,613.60 \$93,953.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40 25 \$40.48 \$3,238.40 \$84,198.40 37 \$45.60 \$3,648.00	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40 26 \$40.88 \$3,270.40 \$85,030.40 38 \$46.07 \$3,685.60	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29 \$3,303.20 \$85,883.20 39 \$46.55 \$3,724.00	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72 \$3,337.60 \$86,777.60 40 \$46.98 \$3,758.40	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13 \$3,370.40 \$87,630.40 41 \$47.46 \$3,796.80	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00 30 \$42.54 \$3,403.20 \$88,483.20 42 \$47.94 \$3,835.20	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20 31 \$42.98 \$3,438.40 \$89,398.40 43 \$48.43 \$3,874.40	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40 \$3,472.00 \$90,272.00 44 \$48.89 \$3,911.20	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60 33 \$43.84 \$3,507.20 \$91,187.20 45 \$49.38 \$3,950.40	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80 34 \$44.26 \$3,540.80 \$92,060.80 46 \$49.89 \$3,991.20	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72 \$3,577.60 \$93,017.60 47 \$50.37 \$4,029.60	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17 \$3,613.60 \$93,953.60 48 \$50.88 \$4,070.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40 25 \$40.48 \$3,238.40 \$84,198.40 37 \$45.60 \$3,648.00 \$94,848.00	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40 26 \$40.88 \$3,270.40 \$85,030.40 38 \$46.07 \$3,685.60 \$95,825.60	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29 \$3,303.20 \$85,883.20 39 \$46.55 \$3,724.00 \$96,824.00	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72 \$3,337.60 \$86,777.60 40 \$46.98 \$3,758.40 \$97,718.40	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13 \$3,370.40 \$87,630.40 41 \$47.46 \$3,796.80 \$98,716.80	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00 30 \$42.54 \$3,403.20 \$88,483.20 42 \$47.94 \$3,835.20 \$99,715.20	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20 31 \$42.98 \$3,438.40 \$89,398.40 43 \$48.43 \$3,874.40 \$100,734.40	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40 \$3,472.00 \$90,272.00 44 \$48.89 \$3,911.20	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60 33 \$43.84 \$3,507.20 \$91,187.20 45 \$49.38 \$3,950.40	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80 34 \$44.26 \$3,540.80 \$92,060.80 46 \$49.89 \$3,991.20	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72 \$3,577.60 \$93,017.60 47 \$50.37 \$4,029.60	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17 \$3,613.60 \$93,953.60 48 \$50.88 \$4,070.40
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	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40 25 \$40.48 \$3,238.40 \$84,198.40 37 \$45.60 \$3,648.00 \$94,848.00	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40 26 \$40.88 \$3,270.40 \$85,030.40 38 \$46.07 \$3,685.60 \$95,825.60	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29 \$3,303.20 \$85,883.20 39 \$46.55 \$3,724.00 \$96,824.00	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72 \$3,337.60 \$86,777.60 40 \$46.98 \$3,758.40 \$97,718.40	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13 \$3,370.40 \$87,630.40 41 \$47.46 \$3,796.80 \$98,716.80	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00 30 \$42.54 \$3,403.20 \$88,483.20 42 \$47.94 \$3,835.20 \$99,715.20	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20 31 \$42.98 \$3,438.40 \$89,398.40 43 \$48.43 \$3,874.40 \$100,734.40	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40 \$3,472.00 \$90,272.00 44 \$48.89 \$3,911.20	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60 33 \$43.84 \$3,507.20 \$91,187.20 45 \$49.38 \$3,950.40	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80 34 \$44.26 \$3,540.80 \$92,060.80 46 \$49.89 \$3,991.20	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72 \$3,577.60 \$93,017.60 47 \$50.37 \$4,029.60	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17 \$3,613.60 \$93,953.60 48 \$50.88 \$4,070.40
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	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40 25 \$40.48 \$3,238.40 \$84,198.40 37 \$45.60 \$3,648.00 \$94,848.00 \$94,848.00	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40 26 \$40.88 \$3,270.40 \$85,030.40 38 \$46.07 \$3,685.60 \$95,825.60 \$51.92 \$4,153.60	\$32.55 \$2,604.00 \$67,704.00 \$15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29 \$3,303.20 \$85,883.20 39 \$46.55 \$3,724.00 \$96,824.00 51 \$52.41 \$4,192.80	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72 \$3,337.60 \$86,777.60 40 \$46.98 \$3,758.40 \$97,718.40 52 \$52.97 \$4,237.60	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13 \$3,370.40 \$87,630.40 41 \$47.46 \$3,796.80 \$98,716.80 53 \$53.49 \$4,279.20	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00 30 \$42.54 \$3,403.20 \$88,483.20 42 \$47.94 \$3,835.20 \$99,715.20 54 \$54.03 \$4,322.40	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20 31 \$42.98 \$3,438.40 \$89,398.40 43 \$48.43 \$3,874.40 \$100,734.40 55 \$54.57 \$4,365.60	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40 \$3,472.00 \$90,272.00 44 \$48.89 \$3,911.20	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60 33 \$43.84 \$3,507.20 \$91,187.20 45 \$49.38 \$3,950.40	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80 34 \$44.26 \$3,540.80 \$92,060.80 46 \$49.89 \$3,991.20	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72 \$3,577.60 \$93,017.60 47 \$50.37 \$4,029.60	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17 \$3,613.60 \$93,953.60 48 \$50.88 \$4,070.40
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	\$31.89 \$2,551.20 \$66,331.20 13 \$35.93 \$2,874.40 \$74,734.40 25 \$40.48 \$3,238.40 \$84,198.40 37 \$45.60 \$3,648.00 \$94,848.00	\$32.21 \$2,576.80 \$66,996.80 14 \$36.28 \$2,902.40 \$75,462.40 26 \$40.88 \$3,270.40 \$85,030.40 38 \$46.07 \$3,685.60 \$95,825.60	\$32.55 \$2,604.00 \$67,704.00 15 \$36.66 \$2,932.80 \$76,252.80 27 \$41.29 \$3,303.20 \$85,883.20 39 \$46.55 \$3,724.00 \$96,824.00	\$32.86 \$2,628.80 \$68,348.80 16 \$37.03 \$2,962.40 \$77,022.40 28 \$41.72 \$3,337.60 \$86,777.60 40 \$46.98 \$3,758.40 \$97,718.40	\$33.16 \$2,652.80 \$68,972.80 17 \$37.40 \$2,992.00 \$77,792.00 29 \$42.13 \$3,370.40 \$87,630.40 41 \$47.46 \$3,796.80 \$98,716.80	\$33.50 \$2,680.00 \$69,680.00 18 \$37.75 \$3,020.00 \$78,520.00 30 \$42.54 \$3,403.20 \$88,483.20 42 \$47.94 \$3,835.20 \$99,715.20	\$33.84 \$2,707.20 \$70,387.20 19 \$38.14 \$3,051.20 \$79,331.20 31 \$42.98 \$3,438.40 \$89,398.40 43 \$48.43 \$3,874.40 \$100,734.40	\$34.18 \$2,734.40 \$71,094.40 20 \$38.53 \$3,082.40 \$80,142.40 32 \$43.40 \$3,472.00 \$90,272.00 44 \$48.89 \$3,911.20	\$34.52 \$2,761.60 \$71,801.60 21 \$38.92 \$3,113.60 \$80,953.60 33 \$43.84 \$3,507.20 \$91,187.20 45 \$49.38 \$3,950.40	\$34.88 \$2,790.40 \$72,550.40 22 \$39.31 \$3,144.80 \$81,764.80 34 \$44.26 \$3,540.80 \$92,060.80 46 \$49.89 \$3,991.20	\$35.21 \$2,816.80 \$73,236.80 23 \$39.70 \$3,176.00 \$82,576.00 35 \$44.72 \$3,577.60 \$93,017.60 47 \$50.37 \$4,029.60	\$35.57 \$2,845.60 \$73,985.60 24 \$40.09 \$3,207.20 \$83,387.20 36 \$45.17 \$3,613.60 \$93,953.60 48 \$50.88 \$4,070.40

(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	\$34.88	\$35.21	\$35.57	\$35.93	\$36.28	\$36.66	\$37.03	\$37.40	\$37.75	\$38.14	\$38.53	\$38.92
Biweekly	\$2,790.40	\$2,816.80	\$2,845.60	\$2,874.40	\$2,902.40	\$2,932.80	\$2,962.40	\$2,992.00	\$3,020.00	\$3,051.20	\$3,082.40	\$3,113.60
Annually	\$72,550.40	\$73,236.80	\$73,985.60	\$74,734.40	\$75,462.40	\$76,252.80	\$77,022.40	\$77,792.00	\$78,520.00	\$79,331.20	\$80,142.40	\$80,953.60
Steps												
-	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$39.31 \$3,144.80	\$39.70 \$3,176.00	\$40.09 \$3,207.20	\$40.48 \$3,238.40	\$40.88 \$3,270.40	\$41.29 \$3,303.20	\$41.72 \$3,337.60	\$42.13 \$3,370.40	\$42.54 \$3,403.20	\$42.98 \$3,438.40	\$43.40 \$3,472.00	\$43.84 \$3,507.20
Annually	\$81,764.80	\$82,576.00	\$83,387.20	\$84,198.40	\$85,030.40	\$85,883.20	\$86,777.60	\$87,630.40	\$88,483.20	\$89,398.40	\$90,272.00	\$91,187.20
Ailliually	301,704.00	382,370.00	363,367.20	304,130.40	363,030.40	363,863.20	380,777.00	387,030.40	366,463.20	363,336.40	390,272.00	391,167.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$44.26	\$44.72	\$45.17	\$45.60	\$46.07	\$46.55	\$46.98	\$47.46	\$47.94	\$48.43	\$48.89	\$49.38
Biweekly	\$3,540.80	\$3,577.60	\$3,613.60	\$3,648.00	\$3,685.60	\$3,724.00	\$3,758.40	\$3,796.80	\$3,835.20	\$3,874.40	\$3,911.20	\$3,950.40
Annually	\$92,060.80	\$93,017.60	\$93,953.60	\$94,848.00	\$95,825.60	\$96,824.00	\$97,718.40	\$98,716.80	\$99,715.20	\$100,734.40	\$101,691.20	\$102,710.40
C1												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$49.89	\$50.37	\$50.88	\$51.40	\$51.92	\$52.41	\$52.97	\$53.49	\$54.03	\$54.57	\$55.12	\$55.66
Biweekly Annually	\$3,991.20 \$103,771.20	\$4,029.60 \$104,769.60	\$4,070.40 \$105,830.40	\$4,112.00 \$106,912.00	\$4,153.60 \$107,993.60	\$4,192.80 \$109,012.80	\$4,237.60 \$110,177.60	\$4,279.20 \$111,259.20	\$4,322.40 \$112,382.40	\$4,365.60 \$113,505.60	\$4,409.60 \$114,649.60	\$4,452.80 \$115,772.80
Allitually	\$105,771.20	3104,769.60	\$105,650.40	\$100,912.00	\$107,995.00	\$109,012.60	\$110,177.00	\$111,259.20	3112,362.40	\$115,505.60	\$114,049.00	\$115,772.00
Steps	49	50	51	52	53	54	55					
Hourly	\$56.22	\$56.79	\$57.36	\$57.94	\$58.50	\$59.09	\$59.68					
Biweekly	\$4,497.60	\$4,543.20	\$4,588.80	\$4,635.20	\$4,680.00	\$4,727.20	\$4,774.40					
Annually	\$116,937.60	\$118,123.20	\$119,308.80	\$120,515.20	\$121,680.00	\$122,907.20	\$124,134.40					
Grade 80												
Grade 80	1	2	2	4	-	6	7	0	0	10	11	12
Steps	1 \$37.75	2 \$38.14	3 ¢38 53	4 \$38.92	5 \$30.21	6 \$39.70	7 \$40.09	8 \$40.48	9 \$40.88	10 \$41.29	11 \$41.72	12 \$42.13
Steps Hourly	\$37.75	\$38.14	\$38.53	\$38.92	\$39.31	\$39.70	\$40.09	\$40.48	\$40.88	\$41.29	\$41.72	\$42.13
Steps		_	_						-			
Steps Hourly Biweekly Annually	\$37.75 \$3,020.00 \$78,520.00	\$38.14 \$3,051.20 \$79,331.20	\$38.53 \$3,082.40 \$80,142.40	\$38.92 \$3,113.60 \$80,953.60	\$39.31 \$3,144.80 \$81,764.80	\$39.70 \$3,176.00 \$82,576.00	\$40.09 \$3,207.20 \$83,387.20	\$40.48 \$3,238.40 \$84,198.40	\$40.88 \$3,270.40 \$85,030.40	\$41.29 \$3,303.20 \$85,883.20	\$41.72 \$3,337.60 \$86,777.60	\$42.13 \$3,370.40 \$87,630.40
Steps Hourly Biweekly Annually Steps	\$37.75 \$3,020.00 \$78,520.00	\$38.14 \$3,051.20 \$79,331.20	\$38.53 \$3,082.40 \$80,142.40	\$38.92 \$3,113.60 \$80,953.60	\$39.31 \$3,144.80 \$81,764.80	\$39.70 \$3,176.00 \$82,576.00	\$40.09 \$3,207.20 \$83,387.20	\$40.48 \$3,238.40 \$84,198.40	\$40.88 \$3,270.40 \$85,030.40	\$41.29 \$3,303.20 \$85,883.20	\$41.72 \$3,337.60 \$86,777.60	\$42.13 \$3,370.40 \$87,630.40
Steps Hourly Biweekly Annually Steps Hourly	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80
Steps Hourly Biweekly Annually Steps Hourly	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20 \$88,483.20	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20 \$88,483.20	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20 \$88,483.20 25 \$47.94	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00 27 \$48.89	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20 28 \$49.38	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80 29 \$49.89	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60 30 \$50.37	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60 31 \$50.88	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00 32 \$51.40	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60 33 \$51.92	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40 35 \$52.97	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80 36 \$53.49
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20 \$88,483.20 25 \$47.94 \$3,835.20	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40 26 \$48.43 \$3,874.40	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00 27 \$48.89 \$3,911.20	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20 28 \$49.38 \$3,950.40	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80 29 \$49.89 \$3,991.20	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60 30 \$50.37 \$4,029.60	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60 31 \$50.88 \$4,070.40	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00 32 \$51.40 \$4,112.00	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60 33 \$51.92 \$4,153.60	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00 34 \$52.41 \$4,192.80	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40 35 \$52.97 \$4,237.60	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80 36 \$53.49 \$4,279.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20 \$88,483.20 25 \$47.94 \$3,835.20 \$99,715.20	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40 26 \$48.43 \$3,874.40 \$100,734.40	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00 27 \$48.89 \$3,911.20 \$101,691.20	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20 28 \$49.38 \$3,950.40 \$102,710.40	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80 29 \$49.89 \$3,991.20 \$103,771.20	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60 30 \$50.37 \$4,029.60 \$104,769.60	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60 31 \$50.88 \$4,070.40 \$105,830.40	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00 32 \$51.40 \$4,112.00 \$106,912.00	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60 33 \$51.92 \$4,153.60 \$107,993.60	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00 34 \$52.41 \$4,192.80 \$109,012.80	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40 35 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80 36 \$53.49 \$4,279.20 \$111,259.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20 \$88,483.20 25 \$47.94 \$3,835.20 \$99,715.20	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40 26 \$48.43 \$3,874.40 \$100,734.40	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00 27 \$48.89 \$3,911.20 \$101,691.20	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20 28 \$49.38 \$3,950.40 \$102,710.40	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80 29 \$49.89 \$3,991.20 \$103,771.20	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60 30 \$50.37 \$4,029.60 \$104,769.60	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60 31 \$50.88 \$4,070.40 \$105,830.40	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00 32 \$51.40 \$4,112.00 \$106,912.00	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60 33 \$51.92 \$4,153.60 \$107,993.60	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00 34 \$52.41 \$4,192.80 \$109,012.80	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40 35 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80 36 \$53.49 \$4,279.20 \$111,259.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20 \$88,483.20 25 \$47.94 \$3,835.20 \$99,715.20 37 \$54.03 \$4,322.40	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40 26 \$48.43 \$3,874.40 \$100,734.40 38 \$54.57 \$4,365.60	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00 27 \$48.89 \$3,911.20 \$101,691.20 39 \$55.12 \$4,409.60	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20 28 \$49.38 \$3,950.40 \$102,710.40 40 \$55.66 \$4,452.80	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80 29 \$49.89 \$3,991.20 \$103,771.20	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60 30 \$50.37 \$4,029.60 \$104,769.60 42 \$56.79 \$4,543.20	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60 31 \$50.88 \$4,070.40 \$105,830.40 43 \$57.36 \$4,588.80	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00 32 \$51.40 \$4,112.00 \$106,912.00 44 \$57.94 \$4,635.20	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60 33 \$51.92 \$4,153.60 \$107,993.60 45 \$58.50 \$4,680.00	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00 34 \$52.41 \$4,192.80 \$109,012.80 46 \$59.09 \$4,727.20	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40 35 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80 36 \$53.49 \$4,279.20 \$111,259.20 48 \$60.29 \$4,823.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20 \$88,483.20 25 \$47.94 \$3,835.20 \$99,715.20	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40 26 \$48.43 \$3,874.40 \$100,734.40	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00 27 \$48.89 \$3,911.20 \$101,691.20	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20 28 \$49.38 \$3,950.40 \$102,710.40	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80 29 \$49.89 \$3,991.20 \$103,771.20	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60 30 \$50.37 \$4,029.60 \$104,769.60	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60 31 \$50.88 \$4,070.40 \$105,830.40	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00 32 \$51.40 \$4,112.00 \$106,912.00	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60 33 \$51.92 \$4,153.60 \$107,993.60	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00 34 \$52.41 \$4,192.80 \$109,012.80	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40 35 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80 36 \$53.49 \$4,279.20 \$111,259.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20 \$88,483.20 25 \$47.94 \$3,835.20 \$99,715.20 37 \$54.03 \$4,322.40	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40 26 \$48.43 \$3,874.40 \$100,734.40 38 \$54.57 \$4,365.60	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00 27 \$48.89 \$3,911.20 \$101,691.20 39 \$55.12 \$4,409.60	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20 28 \$49.38 \$3,950.40 \$102,710.40 40 \$55.66 \$4,452.80	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80 29 \$49.89 \$3,991.20 \$103,771.20	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60 30 \$50.37 \$4,029.60 \$104,769.60 42 \$56.79 \$4,543.20	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60 31 \$50.88 \$4,070.40 \$105,830.40 43 \$57.36 \$4,588.80	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00 32 \$51.40 \$4,112.00 \$106,912.00 44 \$57.94 \$4,635.20	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60 33 \$51.92 \$4,153.60 \$107,993.60 45 \$58.50 \$4,680.00	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00 34 \$52.41 \$4,192.80 \$109,012.80 46 \$59.09 \$4,727.20	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40 35 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80 36 \$53.49 \$4,279.20 \$111,259.20 48 \$60.29 \$4,823.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$37.75 \$3,020.00 \$78,520.00 13 \$42.54 \$3,403.20 \$88,483.20 25 \$47.94 \$3,835.20 \$99,715.20 37 \$54.03 \$4,322.40 \$112,382.40	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40 26 \$48.43 \$3,874.40 \$100,734.40 38 \$54.57 \$4,365.60 \$113,505.60	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00 27 \$48.89 \$3,911.20 \$101,691.20 39 \$55.12 \$4,409.60 \$114,649.60	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20 28 \$49.38 \$3,950.40 \$102,710.40 40 \$55.66 \$4,452.80 \$115,772.80	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80 29 \$49.89 \$3,991.20 \$103,771.20 41 \$56.22 \$4,497.60 \$116,937.60	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60 30 \$50.37 \$4,029.60 \$104,769.60 42 \$56.79 \$4,543.20 \$118,123.20	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60 31 \$50.88 \$4,070.40 \$105,830.40 43 \$57.36 \$4,588.80 \$119,308.80	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00 32 \$51.40 \$4,112.00 \$106,912.00 44 \$57.94 \$4,635.20	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60 33 \$51.92 \$4,153.60 \$107,993.60 45 \$58.50 \$4,680.00	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00 34 \$52.41 \$4,192.80 \$109,012.80 46 \$59.09 \$4,727.20	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40 35 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80 36 \$53.49 \$4,279.20 \$111,259.20 48 \$60.29 \$4,823.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$37.75 \$3,020.00 \$78,520.00 \$13 \$42.54 \$3,403.20 \$88,483.20 \$25 \$47.94 \$3,835.20 \$99,715.20 \$54.03 \$4,322.40 \$112,382.40	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40 26 \$48.43 \$3,874.40 \$100,734.40 38 \$54.57 \$4,365.60 \$113,505.60	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00 27 \$48.89 \$3,911.20 \$101,691.20 39 \$55.12 \$4,409.60 \$114,649.60	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20 28 \$49.38 \$3,950.40 \$102,710.40 40 \$55.66 \$4,452.80 \$115,772.80	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80 29 \$49.89 \$3,991.20 \$103,771.20 41 \$56.22 \$4,497.60 \$116,937.60	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60 30 \$50.37 \$4,029.60 \$104,769.60 42 \$56.79 \$4,543.20 \$118,123.20	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60 31 \$50.88 \$4,070.40 \$105,830.40 43 \$57.36 \$4,588.80 \$119,308.80	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00 32 \$51.40 \$4,112.00 \$106,912.00 44 \$57.94 \$4,635.20	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60 33 \$51.92 \$4,153.60 \$107,993.60 45 \$58.50 \$4,680.00	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00 34 \$52.41 \$4,192.80 \$109,012.80 46 \$59.09 \$4,727.20	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40 35 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80 36 \$53.49 \$4,279.20 \$111,259.20 48 \$60.29 \$4,823.20
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	\$37.75 \$3,020.00 \$78,520.00 \$13 \$42.54 \$3,403.20 \$88,483.20 \$25 \$47.94 \$3,835.20 \$99,715.20 \$7 \$54.03 \$4,322.40 \$112,382.40	\$38.14 \$3,051.20 \$79,331.20 14 \$42.98 \$3,438.40 \$89,398.40 26 \$48.43 \$3,874.40 \$100,734.40 38 \$54.57 \$4,365.60 \$113,505.60	\$38.53 \$3,082.40 \$80,142.40 15 \$43.40 \$3,472.00 \$90,272.00 27 \$48.89 \$3,911.20 \$101,691.20 39 \$55.12 \$4,409.60 \$114,649.60	\$38.92 \$3,113.60 \$80,953.60 16 \$43.84 \$3,507.20 \$91,187.20 28 \$49.38 \$3,950.40 \$102,710.40 40 \$55.66 \$4,452.80 \$115,772.80 52 \$62.73	\$39.31 \$3,144.80 \$81,764.80 17 \$44.26 \$3,540.80 \$92,060.80 29 \$49.89 \$3,991.20 \$103,771.20 41 \$56.22 \$4,497.60 \$116,937.60	\$39.70 \$3,176.00 \$82,576.00 18 \$44.72 \$3,577.60 \$93,017.60 30 \$50.37 \$4,029.60 \$104,769.60 42 \$56.79 \$4,543.20 \$118,123.20	\$40.09 \$3,207.20 \$83,387.20 19 \$45.17 \$3,613.60 \$93,953.60 31 \$50.88 \$4,070.40 \$105,830.40 43 \$57.36 \$4,588.80 \$119,308.80	\$40.48 \$3,238.40 \$84,198.40 20 \$45.60 \$3,648.00 \$94,848.00 32 \$51.40 \$4,112.00 \$106,912.00 44 \$57.94 \$4,635.20	\$40.88 \$3,270.40 \$85,030.40 21 \$46.07 \$3,685.60 \$95,825.60 33 \$51.92 \$4,153.60 \$107,993.60 45 \$58.50 \$4,680.00	\$41.29 \$3,303.20 \$85,883.20 22 \$46.55 \$3,724.00 \$96,824.00 34 \$52.41 \$4,192.80 \$109,012.80 46 \$59.09 \$4,727.20	\$41.72 \$3,337.60 \$86,777.60 23 \$46.98 \$3,758.40 \$97,718.40 35 \$52.97 \$4,237.60 \$110,177.60	\$42.13 \$3,370.40 \$87,630.40 24 \$47.46 \$3,796.80 \$98,716.80 36 \$53.49 \$4,279.20 \$111,259.20 48 \$60.29 \$4,823.20

(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	\$41.29	\$41.72	\$42.13	\$42.54	\$42.98	\$43.40	\$43.84	\$44.26	\$44.72	\$45.17	\$45.60	\$46.07
Biweekly	\$3,303.20	\$3,337.60	\$3,370.40	\$3,403.20	\$3,438.40	\$3,472.00	\$3,507.20	\$3,540.80	\$3,577.60	\$3,613.60	\$3,648.00	\$3,685.60
Annually	\$85,883.20	\$86,777.60	\$87,630.40	\$88,483.20	\$89,398.40	\$90,272.00	\$91,187.20	\$92,060.80	\$93,017.60	\$93,953.60	\$94,848.00	\$95,825.60
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$46.55	\$46.98	\$47.46	\$47.94	\$48.43	\$48.89	\$49.38	\$49.89	\$50.37	\$50.88	\$51.40	\$51.92
Biweekly	\$3,724.00	\$3,758.40	\$3,796.80	\$3,835.20	\$3,874.40	\$3,911.20	\$3,950.40	\$3,991.20	\$4,029.60	\$4,070.40	\$4,112.00	\$4,153.60
Annually	\$96,824.00	\$97,718.40	\$98,716.80	\$99,715.20	\$100,734.40	\$101,691.20	\$102,710.40	\$103,771.20	\$104,769.60	\$105,830.40	\$106,912.00	\$107,993.60
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$52.41	\$52.97	\$53.49	\$54.03	\$54.57	\$55.12	\$55.66	\$56.22	\$56.79	\$57.36	\$57.94	\$58.50
	\$4,192.80	\$4,237.60	\$4,279.20	\$4,322.40	\$4,365.60	\$4,409.60	\$4,452.80	\$4,497.60	\$4,543.20	\$4,588.80	\$4,635.20	\$4,680.00
Biweekly												
Annually	\$109,012.80	\$110,177.60	\$111,259.20	\$112,382.40	\$113,505.60	\$114,649.60	\$115,772.80	\$116,937.60	\$118,123.20	\$119,308.80	\$120,515.20	\$121,680.00
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$59.09	\$59.68	\$60.29	\$60.90	\$61.48	\$62.10	\$62.73	\$63.37	\$63.99	\$64.61	\$65.27	\$65.94
Biweekly	\$4,727.20	\$4,774.40	\$4,823.20	\$4,872.00	\$4,918.40	\$4,968.00	\$5,018.40	\$5,069.60	\$5,119.20	\$5,168.80	\$5,221.60	\$5,275.20
Annually	\$122,907.20	\$124,134.40	\$125,403.20	\$126,672.00	\$127,878.40	\$129,168.00	\$130,478.40	\$131,809.60	\$133,099.20	\$134,388.80	\$135,761.60	\$137,155.20
Steps												
	49	50	51	52	53	54	55					
Hourly	\$66.60	\$67.23	\$67.90	\$68.60	\$69.30	\$69.99	\$70.67					
Biweekly	\$5,328.00	\$5,378.40	\$5,432.00	\$5,488.00	\$5,544.00	\$5,599.20	\$5,653.60					
Annually	\$138,528.00	\$139,838.40	\$141,232.00	\$142,688.00	\$144,144.00	\$145,579.20	\$146,993.60					
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1 \$46.55	_	-	4 \$47.94	5 \$48.43	6 \$48.89	7 \$49.38	8 \$49.89	-	10 \$50.88	11 \$51,40	12 \$51.92
Steps Hourly	\$46.55	\$46.98	\$47.46	\$47.94	\$48.43	\$48.89	\$49.38	\$49.89	\$50.37	\$50.88	\$51.40	\$51.92
Steps Hourly Biweekly	\$46.55 \$3,724.00	\$46.98 \$3,758.40	\$47.46 \$3,796.80	\$47.94 \$3,835.20	\$48.43 \$3,874.40	\$48.89 \$3,911.20	\$49.38 \$3,950.40	\$49.89 \$3,991.20	\$50.37 \$4,029.60	\$50.88 \$4,070.40	\$51.40 \$4,112.00	\$51.92 \$4,153.60
Steps Hourly	\$46.55	\$46.98	\$47.46	\$47.94	\$48.43	\$48.89	\$49.38	\$49.89	\$50.37	\$50.88	\$51.40	\$51.92
Steps Hourly Biweekly	\$46.55 \$3,724.00	\$46.98 \$3,758.40	\$47.46 \$3,796.80	\$47.94 \$3,835.20	\$48.43 \$3,874.40	\$48.89 \$3,911.20	\$49.38 \$3,950.40	\$49.89 \$3,991.20	\$50.37 \$4,029.60	\$50.88 \$4,070.40	\$51.40 \$4,112.00	\$51.92 \$4,153.60
Steps Hourly Biweekly Annually Steps	\$46.55 \$3,724.00 \$96,824.00	\$46.98 \$3,758.40 \$97,718.40	\$47.46 \$3,796.80 \$98,716.80	\$47.94 \$3,835.20 \$99,715.20	\$48.43 \$3,874.40 \$100,734.40	\$48.89 \$3,911.20 \$101,691.20	\$49.38 \$3,950.40 \$102,710.40	\$49.89 \$3,991.20 \$103,771.20	\$50.37 \$4,029.60 \$104,769.60	\$50.88 \$4,070.40 \$105,830.40	\$51.40 \$4,112.00 \$106,912.00	\$51.92 \$4,153.60 \$107,993.60
Steps Hourly Biweekly Annually Steps Hourly	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66	\$49.89 \$3,991.20 \$103,771.20	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00
Steps Hourly Biweekly Annually Steps Hourly	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 30 \$62.10	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09 \$4,727.20	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68 \$4,774.40	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29 \$4,823.20	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90 \$4,872.00	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48 \$4,918.40	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 30 \$62.10 \$4,968.00	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73 \$5,018.40	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37 \$5,069.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99 \$5,119.20	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61 \$5,168.80	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27 \$5,221.60	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00 36 \$65.94 \$5,275.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 30 \$62.10	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09 \$4,727.20 \$122,907.20	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68 \$4,774.40 \$124,134.40	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29 \$4,823.20 \$125,403.20	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90 \$4,872.00 \$126,672.00	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 30 \$62.10 \$4,968.00 \$129,168.00	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73 \$5,018.40 \$130,478.40	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37 \$5,069.60 \$131,809.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99 \$5,119.20 \$133,099.20	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61 \$5,168.80 \$134,388.80	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00 36 \$65.94 \$5,275.20 \$137,155.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09 \$4,727.20 \$122,907.20	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68 \$4,774.40 \$124,134.40	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29 \$4,823.20 \$125,403.20	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90 \$4,872.00 \$126,672.00	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 30 \$62.10 \$4,968.00 \$129,168.00	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73 \$5,018.40 \$130,478.40	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37 \$5,069.60 \$131,809.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99 \$5,119.20 \$133,099.20	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61 \$5,168.80 \$134,388.80	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00 36 \$65.94 \$5,275.20 \$137,155.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09 \$4,727.20 \$122,907.20	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68 \$4,774.40 \$124,134.40	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29 \$4,823.20 \$125,403.20 39 \$67.90	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90 \$4,872.00 \$126,672.00	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 30 \$62.10 \$4,968.00 \$129,168.00 42 \$69.99	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73 \$5,018.40 \$130,478.40	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37 \$5,069.60 \$131,809.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99 \$5,119.20 \$133,099.20	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61 \$5,168.80 \$134,388.80	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00 36 \$65.94 \$5,275.20 \$137,155.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09 \$4,727.20 \$122,907.20 37 \$66.60 \$5,328.00	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68 \$4,774.40 \$124,134.40 38 \$67.23 \$5,378.40	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29 \$4,823.20 \$125,403.20 39 \$67.90 \$5,432.00	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90 \$4,872.00 \$126,672.00 40 \$68.60 \$5,488.00	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48 \$4,918.40 \$127,878.40 41 \$69.30 \$5,544.00	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 30 \$62.10 \$4,968.00 \$129,168.00 42 \$69.99 \$5,599.20	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73 \$5,018.40 \$130,478.40 43 \$70.67 \$5,653.60	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37 \$5,069.60 \$131,809.60 44 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99 \$5,119.20 \$133,099.20 45 \$72.10 \$5,768.00	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61 \$5,168.80 \$134,388.80 46 \$72.80 \$5,824.00	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00 36 \$65.94 \$5,275.20 \$137,155.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09 \$4,727.20 \$122,907.20	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68 \$4,774.40 \$124,134.40	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29 \$4,823.20 \$125,403.20 39 \$67.90	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90 \$4,872.00 \$126,672.00	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48 \$4,918.40 \$127,878.40	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 30 \$62.10 \$4,968.00 \$129,168.00 42 \$69.99	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73 \$5,018.40 \$130,478.40	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37 \$5,069.60 \$131,809.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99 \$5,119.20 \$133,099.20	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61 \$5,168.80 \$134,388.80	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00 36 \$65.94 \$5,275.20 \$137,155.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09 \$4,727.20 \$122,907.20 37 \$66.60 \$5,328.00 \$138,528.00	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68 \$4,774.40 \$124,134.40 38 \$67.23 \$5,378.40 \$139,838.40	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29 \$4,823.20 \$125,403.20 39 \$67.90 \$5,432.00 \$141,232.00	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90 \$4,872.00 \$126,672.00 40 \$68.60 \$5,488.00 \$142,688.00	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48 \$4,918.40 \$127,878.40 41 \$69.30 \$5,544.00 \$144,144.00	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 30 \$62.10 \$4,968.00 \$129,168.00 42 \$69.99 \$5,599.20 \$145,579.20	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73 \$5,018.40 \$130,478.40 43 \$70.67 \$5,653.60 \$146,993.60	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37 \$5,069.60 \$131,809.60 44 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99 \$5,119.20 \$133,099.20 45 \$72.10 \$5,768.00	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61 \$5,168.80 \$134,388.80 46 \$72.80 \$5,824.00	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00 36 \$65.94 \$5,275.20 \$137,155.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09 \$4,727.20 \$122,907.20 37 \$66.60 \$5,328.00 \$138,528.00	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68 \$4,774.40 \$124,134.40 38 \$67.23 \$5,378.40 \$139,838.40	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29 \$4,823.20 \$125,403.20 39 \$67.90 \$5,432.00 \$141,232.00	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90 \$4,872.00 \$126,672.00 40 \$68.60 \$5,488.00 \$142,688.00	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48 \$4,918.40 \$127,878.40 41 \$69.30 \$5,544.00 \$144,144.00	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 30 \$62.10 \$4,968.00 \$129,168.00 42 \$69.99 \$5,599.20 \$145,579.20	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73 \$5,018.40 \$130,478.40 43 \$70.67 \$5,653.60 \$146,993.60	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37 \$5,069.60 \$131,809.60 44 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99 \$5,119.20 \$133,099.20 45 \$72.10 \$5,768.00	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61 \$5,168.80 \$134,388.80 46 \$72.80 \$5,824.00	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00 36 \$65.94 \$5,275.20 \$137,155.20
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	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09 \$4,727.20 \$122,907.20 37 \$66.60 \$5,328.00 \$138,528.00 \$138,528.00	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68 \$4,774.40 \$124,134.40 38 \$67.23 \$5,378.40 \$139,838.40 50 \$75.77	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29 \$4,823.20 \$125,403.20 39 \$67.90 \$5,432.00 \$141,232.00	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90 \$4,872.00 \$126,672.00 40 \$68.60 \$5,488.00 \$142,688.00	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48 \$4,918.40 \$127,878.40 41 \$69.30 \$5,544.00 \$144,144.00	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 \$129,168.00 42 \$69.99 \$5,599.20 \$145,579.20 54 \$78.89	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73 \$5,018.40 \$130,478.40 43 \$70.67 \$5,653.60 \$146,993.60	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37 \$5,069.60 \$131,809.60 44 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99 \$5,119.20 \$133,099.20 45 \$72.10 \$5,768.00	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61 \$5,168.80 \$134,388.80 46 \$72.80 \$5,824.00	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00 36 \$65.94 \$5,275.20 \$137,155.20
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	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09 \$4,727.20 \$122,907.20 37 \$66.60 \$5,328.00 \$138,528.00 \$138,528.00 \$75.03 \$6,002.40	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68 \$4,774.40 \$124,134.40 38 \$67.23 \$5,378.40 \$139,838.40 50 \$75.77 \$6,061.60	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29 \$4,823.20 \$125,403.20 39 \$67.90 \$5,432.00 \$141,232.00 51 \$76.54 \$6,123.20	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90 \$4,872.00 \$126,672.00 40 \$68.60 \$5,488.00 \$142,688.00 52 \$77.32 \$6,185.60	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48 \$4,918.40 \$127,878.40 41 \$69.30 \$5,544.00 \$144,144.00 53 \$78.08 \$6,246.40	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 30 \$62.10 \$4,968.00 \$129,168.00 42 \$69.99 \$5,599.20 \$145,579.20 54 \$78.89 \$6,311.20	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73 \$5,018.40 \$130,478.40 43 \$70.67 \$5,653.60 \$146,993.60 55 \$79.67 \$6,373.60	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37 \$5,069.60 \$131,809.60 44 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99 \$5,119.20 \$133,099.20 45 \$72.10 \$5,768.00	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61 \$5,168.80 \$134,388.80 46 \$72.80 \$5,824.00	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00 36 \$65.94 \$5,275.20 \$137,155.20
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	\$46.55 \$3,724.00 \$96,824.00 13 \$52.41 \$4,192.80 \$109,012.80 25 \$59.09 \$4,727.20 \$122,907.20 37 \$66.60 \$5,328.00 \$138,528.00 \$138,528.00	\$46.98 \$3,758.40 \$97,718.40 14 \$52.97 \$4,237.60 \$110,177.60 26 \$59.68 \$4,774.40 \$124,134.40 38 \$67.23 \$5,378.40 \$139,838.40 50 \$75.77	\$47.46 \$3,796.80 \$98,716.80 15 \$53.49 \$4,279.20 \$111,259.20 27 \$60.29 \$4,823.20 \$125,403.20 39 \$67.90 \$5,432.00 \$141,232.00	\$47.94 \$3,835.20 \$99,715.20 16 \$54.03 \$4,322.40 \$112,382.40 28 \$60.90 \$4,872.00 \$126,672.00 40 \$68.60 \$5,488.00 \$142,688.00	\$48.43 \$3,874.40 \$100,734.40 17 \$54.57 \$4,365.60 \$113,505.60 29 \$61.48 \$4,918.40 \$127,878.40 41 \$69.30 \$5,544.00 \$144,144.00	\$48.89 \$3,911.20 \$101,691.20 18 \$55.12 \$4,409.60 \$114,649.60 \$129,168.00 42 \$69.99 \$5,599.20 \$145,579.20 54 \$78.89	\$49.38 \$3,950.40 \$102,710.40 19 \$55.66 \$4,452.80 \$115,772.80 31 \$62.73 \$5,018.40 \$130,478.40 43 \$70.67 \$5,653.60 \$146,993.60	\$49.89 \$3,991.20 \$103,771.20 20 \$56.22 \$4,497.60 \$116,937.60 32 \$63.37 \$5,069.60 \$131,809.60 44 \$71.37 \$5,709.60	\$50.37 \$4,029.60 \$104,769.60 21 \$56.79 \$4,543.20 \$118,123.20 33 \$63.99 \$5,119.20 \$133,099.20 45 \$72.10 \$5,768.00	\$50.88 \$4,070.40 \$105,830.40 22 \$57.36 \$4,588.80 \$119,308.80 34 \$64.61 \$5,168.80 \$134,388.80 46 \$72.80 \$5,824.00	\$51.40 \$4,112.00 \$106,912.00 23 \$57.94 \$4,635.20 \$120,515.20 35 \$65.27 \$5,221.60 \$135,761.60	\$51.92 \$4,153.60 \$107,993.60 24 \$58.50 \$4,680.00 \$121,680.00 36 \$65.94 \$5,275.20 \$137,155.20

(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	\$52.41	\$52.97	\$53.49	\$54.03	\$54.57	\$55.12	\$55.66	\$56.22	\$56.79	\$57.36	\$57.94	\$58.50
Biweekly	\$4,192.80	\$4,237.60	\$4,279.20	\$4,322.40	\$4,365.60	\$4,409.60	\$4,452.80	\$4,497.60	\$4,543.20	\$4,588.80	\$4,635.20	\$4,680.00
Annually	\$109,012.80	\$110,177.60	\$111,259.20	\$112,382.40	\$113,505.60	\$114,649.60	\$115,772.80	\$116,937.60	\$118,123.20	\$119,308.80	\$120,515.20	\$121,680.00
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$59.09	\$59.68	\$60.29	\$60.90	\$61.48	\$62.10	\$62.73	\$63.37	\$63.99	\$64.61	\$65.27	\$65.94
Biweekly	\$4,727.20	\$4,774.40	\$4,823.20	\$4,872.00	\$4,918.40	\$4,968.00	\$5,018.40	\$5,069.60	\$5,119.20	\$5,168.80	\$5,221.60	\$5,275.20
Annually	\$122,907.20	\$124,134.40	\$125,403.20	\$126,672.00	\$127,878.40	\$129,168.00	\$130,478.40	\$131,809.60	\$133,099.20	\$134,388.80	\$135,761.60	\$137,155.20
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$66.60	\$67.23	\$67.90	\$68.60	\$69.30	\$69.99	\$70.67	\$71.37	\$72.10	\$72.80	\$73.55	\$74.31
	\$5,328.00	\$5,378.40	\$5,432.00	\$5,488.00	\$5,544.00	\$5,599.20	\$5,653.60	\$5,709.60	\$5,768.00	\$5,824.00	\$5,884.00	\$5,944.80
Biweekly												
Annually	\$138,528.00	\$139,838.40	\$141,232.00	\$142,688.00	\$144,144.00	\$145,579.20	\$146,993.60	\$148,449.60	\$149,968.00	\$151,424.00	\$152,984.00	\$154,564.80
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$75.03	\$75.77	\$76.54	\$77.32	\$78.08	\$78.89	\$79.67	\$80.45	\$81.26	\$82.04	\$82.88	\$83.70
Biweekly	\$6,002.40	\$6,061.60	\$6,123.20	\$6,185.60	\$6,246.40	\$6,311.20	\$6,373.60	\$6,436.00	\$6,500.80	\$6,563.20	\$6,630.40	\$6,696.00
Annually	\$156,062.40	\$157,601.60	\$159,203.20	\$160,825.60	\$162,406.40	\$164,091.20	\$165,713.60	\$167,336.00	\$169,020.80	\$170,643.20	\$172,390.40	\$174,096.00
Steps												
	49	50	51	52	53	54	55					
Hourly	\$84.53	\$85.39	\$86.24	\$87.13	\$87.99	\$88.86	\$89.76					
Biweekly	\$6,762.40	\$6,831.20	\$6,899.20	\$6,970.40	\$7,039.20	\$7,108.80	\$7,180.80					
Annually	\$175,822.40	\$177,611.20	\$179,379.20	\$181,230.40	\$183,019.20	\$184,828.80	\$186,700.80					
- 1 04												
Grade 84												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1 \$57.36	_	-	4 \$59.09	5 \$59.68	6 \$60.29	7 \$60.90	8 \$61.48	_	10 \$62.73	11 \$63.37	12 \$63.99
Steps Hourly	\$57.36	\$57.94	\$58.50	\$59.09	\$59.68	\$60.29	\$60.90	\$61.48	\$62.10	\$62.73	\$63.37	\$63.99
Steps Hourly Biweekly	\$57.36 \$4,588.80	\$57.94 \$4,635.20	\$58.50 \$4,680.00	\$59.09 \$4,727.20	\$59.68 \$4,774.40	\$60.29 \$4,823.20	\$60.90 \$4,872.00	\$61.48 \$4,918.40	\$62.10 \$4,968.00	\$62.73 \$5,018.40	\$63.37 \$5,069.60	\$63.99 \$5,119.20
Steps Hourly	\$57.36	\$57.94	\$58.50	\$59.09	\$59.68	\$60.29	\$60.90	\$61.48	\$62.10	\$62.73	\$63.37	\$63.99
Steps Hourly Biweekly	\$57.36 \$4,588.80	\$57.94 \$4,635.20	\$58.50 \$4,680.00	\$59.09 \$4,727.20	\$59.68 \$4,774.40 \$124,134.40	\$60.29 \$4,823.20	\$60.90 \$4,872.00	\$61.48 \$4,918.40	\$62.10 \$4,968.00	\$62.73 \$5,018.40	\$63.37 \$5,069.60	\$63.99 \$5,119.20 \$133,099.20
Steps Hourly Biweekly Annually Steps	\$57.36 \$4,588.80 \$119,308.80	\$57.94 \$4,635.20 \$120,515.20	\$58.50 \$4,680.00 \$121,680.00	\$59.09 \$4,727.20 \$122,907.20	\$59.68 \$4,774.40 \$124,134.40	\$60.29 \$4,823.20 \$125,403.20	\$60.90 \$4,872.00 \$126,672.00	\$61.48 \$4,918.40 \$127,878.40	\$62.10 \$4,968.00 \$129,168.00	\$62.73 \$5,018.40 \$130,478.40	\$63.37 \$5,069.60 \$131,809.60	\$63.99 \$5,119.20 \$133,099.20
Steps Hourly Biweekly Annually Steps Hourly	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27	\$58.50 \$4,680.00 \$121,680.00 15 \$65.94	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90	\$60.90 \$4,872.00 \$126,672.00 19 \$68.60	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30	\$62.10 \$4,968.00 \$129,168.00 21 \$69.99	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60	\$58.50 \$4,680.00 \$121,680.00 15 \$65.94 \$5,275.20	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00	\$60.90 \$4,872.00 \$126,672.00 19 \$68.60 \$5,488.00	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00	\$62.10 \$4,968.00 \$129,168.00 21 \$69.99 \$5,599.20	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00
Steps Hourly Biweekly Annually Steps Hourly	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27	\$58.50 \$4,680.00 \$121,680.00 15 \$65.94	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90	\$60.90 \$4,872.00 \$126,672.00 19 \$68.60	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30	\$62.10 \$4,968.00 \$129,168.00 21 \$69.99	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60	\$58.50 \$4,680.00 \$121,680.00 \$15 \$65.94 \$5,275.20 \$137,155.20	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00	\$60.90 \$4,872.00 \$126,672.00 19 \$68.60 \$5,488.00 \$142,688.00	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60	\$58.50 \$4,680.00 \$121,680.00 \$15 \$65.94 \$5,275.20 \$137,155.20	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00	\$60.90 \$4,872.00 \$126,672.00 19 \$68.60 \$5,488.00 \$142,688.00	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60	\$58.50 \$4,680.00 \$121,680.00 \$15 \$65.94 \$5,275.20 \$137,155.20 \$7	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00	\$60.90 \$4,872.00 \$126,672.00 19 \$68.60 \$5,488.00 \$142,688.00	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80 \$5,824.00	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60 26 \$73.55 \$5,884.00	\$58.50 \$4,680.00 \$121,680.00 \$15 \$65.94 \$5,275.20 \$137,155.20 \$74.31 \$5,944.80	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03 \$6,002.40	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77 \$6,061.60	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00 30 \$76.54 \$6,123.20	\$60.90 \$4,872.00 \$126,672.00 19 \$68.60 \$5,488.00 \$142,688.00 31 \$77.32 \$6,185.60	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08 \$6,246.40	\$62.10 \$4,968.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89 \$6,311.20	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67 \$6,373.60	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45 \$6,436.00	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00 36 \$81.26 \$6,500.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60	\$58.50 \$4,680.00 \$121,680.00 \$15 \$65.94 \$5,275.20 \$137,155.20 \$7	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00	\$60.90 \$4,872.00 \$126,672.00 19 \$68.60 \$5,488.00 \$142,688.00	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80 \$5,824.00 \$151,424.00	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60 26 \$73.55 \$5,884.00 \$152,984.00	\$58.50 \$4,680.00 \$121,680.00 \$121,680.00 15 \$65.94 \$5,275.20 \$137,155.20 27 \$74.31 \$5,944.80 \$154,564.80	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03 \$6,002.40 \$156,062.40	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77 \$6,061.60 \$157,601.60	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00 30 \$76.54 \$6,123.20 \$159,203.20	\$60.90 \$4,872.00 \$126,672.00 \$126,672.00 \$19 \$68.60 \$5,488.00 \$142,688.00 \$142,688.00 \$160,825.60	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08 \$6,246.40 \$162,406.40	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89 \$6,311.20 \$164,091.20	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67 \$6,373.60 \$165,713.60	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00 36 \$81.26 \$6,500.80 \$169,020.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80 \$5,824.00 \$151,424.00	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60 26 \$73.55 \$5,884.00 \$152,984.00	\$58.50 \$4,680.00 \$121,680.00 \$121,680.00 15 \$65.94 \$5,275.20 \$137,155.20 27 \$74.31 \$5,944.80 \$154,564.80	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03 \$6,002.40 \$156,062.40	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77 \$6,061.60 \$157,601.60	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00 30 \$76.54 \$6,123.20 \$159,203.20	\$60.90 \$4,872.00 \$126,672.00 \$126,672.00 \$19 \$68.60 \$5,488.00 \$142,688.00 \$142,688.00 \$160,825.60	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08 \$6,246.40 \$162,406.40	\$62.10 \$4,968.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89 \$6,311.20 \$164,091.20	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67 \$6,373.60 \$165,713.60	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00 36 \$81.26 \$6,500.80 \$169,020.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80 \$5,824.00 \$151,424.00	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60 26 \$73.55 \$5,884.00 \$152,984.00	\$58.50 \$4,680.00 \$121,680.00 \$121,680.00 15 \$65.94 \$5,275.20 \$137,155.20 27 \$74.31 \$5,944.80 \$154,564.80	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03 \$6,002.40 \$156,062.40	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77 \$6,061.60 \$157,601.60	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00 30 \$76.54 \$6,123.20 \$159,203.20	\$60.90 \$4,872.00 \$126,672.00 \$126,672.00 \$19 \$68.60 \$5,488.00 \$142,688.00 \$142,688.00 \$160,825.60 \$160,825.60	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08 \$6,246.40 \$162,406.40	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89 \$6,311.20 \$164,091.20	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67 \$6,373.60 \$165,713.60	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00 36 \$81.26 \$6,500.80 \$169,020.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80 \$5,824.00 \$151,424.00 37 \$82.04 \$6,563.20	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60 26 \$73.55 \$5,884.00 \$152,984.00 \$82.88 \$6,630.40	\$58.50 \$4,680.00 \$121,680.00 \$121,680.00 \$15 \$65.94 \$5,275.20 \$137,155.20 \$74.31 \$5,944.80 \$154,564.80 \$9 \$83.70 \$6,696.00	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03 \$6,002.40 \$156,062.40 40 \$84.53 \$6,762.40	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77 \$6,061.60 \$157,601.60 41 \$85.39 \$6,831.20	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00 30 \$76.54 \$6,123.20 \$159,203.20 42 \$86.24 \$6,899.20	\$60.90 \$4,872.00 \$126,672.00 \$126,672.00 \$19 \$68.60 \$5,488.00 \$142,688.00 \$142,688.00 \$160,825.60 \$160,825.60 \$87.13 \$6,970.40	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08 \$6,246.40 \$162,406.40 44 \$87.99 \$7,039.20	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89 \$6,311.20 \$164,091.20 45 \$88.86 \$7,108.80	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67 \$6,373.60 \$165,713.60 46 \$89.76 \$7,180.80	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00 36 \$81.26 \$6,500.80 \$169,020.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80 \$5,824.00 \$151,424.00	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60 26 \$73.55 \$5,884.00 \$152,984.00	\$58.50 \$4,680.00 \$121,680.00 \$121,680.00 15 \$65.94 \$5,275.20 \$137,155.20 27 \$74.31 \$5,944.80 \$154,564.80	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03 \$6,002.40 \$156,062.40	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77 \$6,061.60 \$157,601.60	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00 30 \$76.54 \$6,123.20 \$159,203.20	\$60.90 \$4,872.00 \$126,672.00 \$126,672.00 \$19 \$68.60 \$5,488.00 \$142,688.00 \$142,688.00 \$160,825.60 \$160,825.60	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08 \$6,246.40 \$162,406.40	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89 \$6,311.20 \$164,091.20	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67 \$6,373.60 \$165,713.60	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00 36 \$81.26 \$6,500.80 \$169,020.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80 \$5,824.00 \$151,424.00 37 \$82.04 \$6,563.20 \$170,643.20	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60 26 \$73.55 \$5,884.00 \$152,984.00 38 \$82.88 \$6,630.40 \$172,390.40	\$58.50 \$4,680.00 \$121,680.00 \$121,680.00 \$15 \$65.94 \$5,275.20 \$137,155.20 \$74.31 \$5,944.80 \$154,564.80 \$39 \$83.70 \$6,696.00 \$174,096.00	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03 \$6,002.40 \$156,062.40 40 \$84.53 \$6,762.40 \$175,822.40	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77 \$6,061.60 \$157,601.60 41 \$85.39 \$6,831.20 \$177,611.20	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00 30 \$76.54 \$6,123.20 \$159,203.20 42 \$86.24 \$6,899.20 \$179,379.20	\$60.90 \$4,872.00 \$126,672.00 \$126,672.00 \$19 \$68.60 \$5,488.00 \$142,688.00 \$142,688.00 \$160,825.60 \$160,825.60 \$43 \$87.13 \$6,970.40 \$181,230.40	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08 \$6,246.40 \$162,406.40 44 \$87.99 \$7,039.20	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89 \$6,311.20 \$164,091.20 45 \$88.86 \$7,108.80	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67 \$6,373.60 \$165,713.60 46 \$89.76 \$7,180.80	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00 36 \$81.26 \$6,500.80 \$169,020.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80 \$5,824.00 \$151,424.00 37 \$82.04 \$6,563.20 \$170,643.20	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60 26 \$73.55 \$5,884.00 \$152,984.00 38 \$82.88 \$6,630.40 \$172,390.40	\$58.50 \$4,680.00 \$121,680.00 \$121,680.00 \$15,565.94 \$5,275.20 \$137,155.20 \$74.31 \$5,944.80 \$154,564.80 \$154,564.80 \$174,096.00	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03 \$6,002.40 \$156,062.40 40 \$84.53 \$6,762.40 \$175,822.40	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77 \$6,061.60 \$157,601.60 41 \$85.39 \$6,831.20 \$177,611.20	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00 30 \$76.54 \$6,123.20 \$159,203.20 42 \$86.24 \$6,899.20 \$179,379.20	\$60.90 \$4,872.00 \$126,672.00 \$126,672.00 \$19 \$68.60 \$5,488.00 \$142,688.00 \$142,688.00 \$160,825.60 \$160,825.60 \$43 \$87.13 \$6,970.40 \$181,230.40	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08 \$6,246.40 \$162,406.40 44 \$87.99 \$7,039.20	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89 \$6,311.20 \$164,091.20 45 \$88.86 \$7,108.80	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67 \$6,373.60 \$165,713.60 46 \$89.76 \$7,180.80	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00 36 \$81.26 \$6,500.80 \$169,020.80
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	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80 \$5,824.00 \$151,424.00 37 \$82.04 \$6,563.20 \$170,643.20	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60 26 \$73.55 \$5,884.00 \$152,984.00 38 \$82.88 \$6,630.40 \$172,390.40 50 \$93.40	\$58.50 \$4,680.00 \$121,680.00 \$121,680.00 \$15,565.94 \$5,275.20 \$137,155.20 \$74.31 \$5,944.80 \$154,564.80 \$154,564.80 \$154,564.80 \$154,564.80	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03 \$6,002.40 \$156,062.40 40 \$84.53 \$6,762.40 \$175,822.40	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77 \$6,061.60 \$157,601.60 41 \$85.39 \$6,831.20 \$177,611.20	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00 30 \$76.54 \$6,123.20 \$159,203.20 42 \$86.24 \$6,899.20 \$179,379.20	\$60.90 \$4,872.00 \$126,672.00 \$126,672.00 \$18.60 \$5,488.00 \$142,688.00 \$142,688.00 \$160,825.60 \$160,825.60 \$181,230.40 \$181,230.40	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08 \$6,246.40 \$162,406.40 44 \$87.99 \$7,039.20	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89 \$6,311.20 \$164,091.20 45 \$88.86 \$7,108.80	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67 \$6,373.60 \$165,713.60 46 \$89.76 \$7,180.80	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00 36 \$81.26 \$6,500.80 \$169,020.80
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	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80 \$5,824.00 \$151,424.00 37 \$82.04 \$6,563.20 \$170,643.20 49 \$92.48 \$7,398.40	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60 26 \$73.55 \$5,884.00 \$152,984.00 38 \$82.88 \$6,630.40 \$172,390.40 50 \$93.40 \$7,472.00	\$58.50 \$4,680.00 \$121,680.00 \$121,680.00 \$15,565.94 \$5,275.20 \$137,155.20 \$74.31 \$5,944.80 \$154,564.80 \$154,564.80 \$154,564.80 \$154,564.80	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 \$138,528.00 \$156,002.40 \$156,062.40 40 \$84.53 \$6,762.40 \$175,822.40 52 \$95.28 \$7,622.40	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77 \$6,061.60 \$157,601.60 41 \$85.39 \$6,831.20 \$177,611.20 53 \$96.21 \$7,696.80	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00 30 \$76.54 \$6,123.20 \$159,203.20 42 \$86.24 \$6,899.20 \$179,379.20 54 \$97.19 \$7,775.20	\$60.90 \$4,872.00 \$126,672.00 \$126,672.00 \$19 \$68.60 \$5,488.00 \$142,688.00 \$142,688.00 \$160,825.60 \$160,825.60 \$43 \$87.13 \$6,970.40 \$181,230.40 \$55 \$98.16 \$7,852.80	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08 \$6,246.40 \$162,406.40 44 \$87.99 \$7,039.20	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89 \$6,311.20 \$164,091.20 45 \$88.86 \$7,108.80	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67 \$6,373.60 \$165,713.60 46 \$89.76 \$7,180.80	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00 36 \$81.26 \$6,500.80 \$169,020.80
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	\$57.36 \$4,588.80 \$119,308.80 13 \$64.61 \$5,168.80 \$134,388.80 25 \$72.80 \$5,824.00 \$151,424.00 37 \$82.04 \$6,563.20 \$170,643.20	\$57.94 \$4,635.20 \$120,515.20 14 \$65.27 \$5,221.60 \$135,761.60 26 \$73.55 \$5,884.00 \$152,984.00 38 \$82.88 \$6,630.40 \$172,390.40 50 \$93.40	\$58.50 \$4,680.00 \$121,680.00 \$121,680.00 \$15,565.94 \$5,275.20 \$137,155.20 \$74.31 \$5,944.80 \$154,564.80 \$154,564.80 \$154,564.80 \$154,564.80	\$59.09 \$4,727.20 \$122,907.20 16 \$66.60 \$5,328.00 \$138,528.00 28 \$75.03 \$6,002.40 \$156,062.40 40 \$84.53 \$6,762.40 \$175,822.40	\$59.68 \$4,774.40 \$124,134.40 17 \$67.23 \$5,378.40 \$139,838.40 29 \$75.77 \$6,061.60 \$157,601.60 41 \$85.39 \$6,831.20 \$177,611.20	\$60.29 \$4,823.20 \$125,403.20 18 \$67.90 \$5,432.00 \$141,232.00 30 \$76.54 \$6,123.20 \$159,203.20 42 \$86.24 \$6,899.20 \$179,379.20	\$60.90 \$4,872.00 \$126,672.00 \$126,672.00 \$18.60 \$5,488.00 \$142,688.00 \$142,688.00 \$160,825.60 \$160,825.60 \$181,230.40 \$181,230.40	\$61.48 \$4,918.40 \$127,878.40 20 \$69.30 \$5,544.00 \$144,144.00 32 \$78.08 \$6,246.40 \$162,406.40 44 \$87.99 \$7,039.20	\$62.10 \$4,968.00 \$129,168.00 \$129,168.00 21 \$69.99 \$5,599.20 \$145,579.20 33 \$78.89 \$6,311.20 \$164,091.20 45 \$88.86 \$7,108.80	\$62.73 \$5,018.40 \$130,478.40 22 \$70.67 \$5,653.60 \$146,993.60 34 \$79.67 \$6,373.60 \$165,713.60 46 \$89.76 \$7,180.80	\$63.37 \$5,069.60 \$131,809.60 23 \$71.37 \$5,709.60 \$148,449.60 35 \$80.45 \$6,436.00 \$167,336.00	\$63.99 \$5,119.20 \$133,099.20 24 \$72.10 \$5,768.00 \$149,968.00 36 \$81.26 \$6,500.80 \$169,020.80

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$18.53	\$18.70	\$18.90	\$19.05	\$19.27	\$19.44	\$19.66	\$19.86	\$20.06	\$20.25	\$20.42	\$20.68
	Biweekly	\$1,482.40	\$1,496.00	\$1,512.00	\$1,524.00	\$1,541.60	\$1,555.20	\$1,572.80	\$1,588.80	\$1,604.80	\$1,620.00	\$1,633.60	\$1,654.40
	Annually	\$38,542.40	\$38,896.00	\$39,312.00	\$39,624.00	\$40,081.60	\$40,435.20	\$40,892.80	\$41,308.80	\$41,724.80	\$42,120.00	\$42,473.60	\$43,014.40
	Chama												
	Steps	13	14	15	16	17	18	19	20	21	22	23	24
	Hourly	\$20.87	\$21.08	\$21.29	\$21.51	\$21.70	\$21.94	\$22.14	\$22.36	\$22.58	\$22.83	\$23.06	\$23.28
	Biweekly	\$1,669.60	\$1,686.40	\$1,703.20	\$1,720.80	\$1,736.00	\$1,755.20	\$1,771.20	\$1,788.80	\$1,806.40	\$1,826.40	\$1,844.80	\$1,862.40
	Annually	\$43,409.60	\$43,846.40	\$44,283.20	\$44,740.80	\$45,136.00	\$45,635.20	\$46,051.20	\$46,508.80	\$46,966.40	\$47,486.40	\$47,964.80	\$48,422.40
	Steps	25	26	27	28	29	30	31	32	33	34	35	36
	Hourly	\$23.52	\$23.75	\$23.99	\$24.23	\$24.47	\$24.72	\$24.97	\$25.21	\$25.46	\$25.72	\$25.95	\$26.23
	Biweekly	\$1,881.60	\$1,900.00	\$1,919.20	\$1,938.40	\$1,957.60	\$1,977.60	\$1,997.60	\$2,016.80	\$2,036.80	\$2,057.60	\$2,076.00	\$2,098.40
	Annually	\$48,921.60	\$49,400.00	\$49,899.20	\$50,398.40	\$50,897.60	\$51,417.60	\$51,937.60	\$52,436.80	\$52,956.80	\$53,497.60	\$53,976.00	\$54,558.40
	•												
	Steps	37	38	39	40	41	42	43	44	45	46	47	48
	Hourly	\$26.50	\$26.75	\$27.02	\$27.29	\$27.57	\$27.84	\$28.14	\$28.39	\$28.69	\$28.95	\$29.28	\$29.56
	Biweekly	\$2,120.00	\$2,140.00	\$2,161.60	\$2,183.20	\$2,205.60	\$2,227.20	\$2,251.20	\$2,271.20	\$2,295.20	\$2,316.00	\$2,342.40	\$2,364.80
	Annually	\$55,120.00	\$55,640.00	\$56,201.60	\$56,763.20	\$57,345.60	\$57,907.20	\$58,531.20	\$59,051.20	\$59,675.20	\$60,216.00	\$60,902.40	\$61,484.80
	·												
	Steps	49	50	51	52	53	54	55					
	Hourly	\$29.86	\$30.14	\$30.44	\$30.74	\$31.08	\$31.37	\$31.70					
	Biweekly	\$2,388.80	\$2,411.20	\$2,435.20	\$2,459.20	\$2,486.40	\$2,509.60	\$2,536.00					
	Annually	\$62,108.80	\$62,691.20	\$63,315.20	\$63,939.20	\$64,646.40	\$65,249.60	\$65,936.00					
	•												
	. 74												
Gr	ade 74												
Gr	Steps	1	2	3	4	5	6	7	8	9	10	11	12
Gr		1 \$20.87	2 \$21.08	3 \$21.29	4 \$21.51	5 \$21.70	6 \$21.94	7 \$22.14	8 \$22.36	9 \$22.58	10 \$22.83	11 \$23.06	12 \$23.28
Gr	Steps												
Gr	Steps Hourly	\$20.87	\$21.08	\$21.29	\$21.51	\$21.70	\$21.94	\$22.14	\$22.36	\$22.58	\$22.83	\$23.06	\$23.28
Gr	Steps Hourly Biweekly Annually	\$20.87 \$1,669.60 \$43,409.60	\$21.08 \$1,686.40 \$43,846.40	\$21.29 \$1,703.20 \$44,283.20	\$21.51 \$1,720.80 \$44,740.80	\$21.70 \$1,736.00 \$45,136.00	\$21.94 \$1,755.20 \$45,635.20	\$22.14 \$1,771.20 \$46,051.20	\$22.36 \$1,788.80 \$46,508.80	\$22.58 \$1,806.40 \$46,966.40	\$22.83 \$1,826.40 \$47,486.40	\$23.06 \$1,844.80 \$47,964.80	\$23.28 \$1,862.40 \$48,422.40
Gr	Steps Hourly Biweekly Annually Steps	\$20.87 \$1,669.60 \$43,409.60	\$21.08 \$1,686.40 \$43,846.40	\$21.29 \$1,703.20 \$44,283.20	\$21.51 \$1,720.80 \$44,740.80	\$21.70 \$1,736.00 \$45,136.00	\$21.94 \$1,755.20 \$45,635.20	\$22.14 \$1,771.20 \$46,051.20	\$22.36 \$1,788.80 \$46,508.80	\$22.58 \$1,806.40 \$46,966.40	\$22.83 \$1,826.40 \$47,486.40	\$23.06 \$1,844.80 \$47,964.80	\$23.28 \$1,862.40 \$48,422.40
Gr	Steps Hourly Biweekly Annually Steps Hourly	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23	\$21.70 \$1,736.00 \$45,136.00 17 \$24.47	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40	\$21.70 \$1,736.00 \$45,136.00 17 \$24.47 \$1,957.60	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40
Gr	Steps Hourly Biweekly Annually Steps Hourly	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23	\$21.70 \$1,736.00 \$45,136.00 17 \$24.47	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40	\$21.70 \$1,736.00 \$45,136.00 17 \$24.47 \$1,957.60	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40	\$21.70 \$1,736.00 \$45,136.00 17 \$24.47 \$1,957.60	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40	\$21.70 \$1,736.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40	\$21.70 \$1,736.00 \$45,136.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29	\$21.70 \$1,736.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50 \$2,120.00	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00 26 \$26.75 \$2,140.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02 \$2,161.60	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29 \$2,183.20	\$21.70 \$1,736.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57 \$2,205.60	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84 \$2,227.20	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39 \$2,271.20	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69 \$2,295.20	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95 \$2,316.00	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28 \$2,342.40	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56 \$2,364.80
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50 \$2,120.00	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00 26 \$26.75 \$2,140.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02 \$2,161.60	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29 \$2,183.20	\$21.70 \$1,736.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57 \$2,205.60	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84 \$2,227.20	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39 \$2,271.20	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69 \$2,295.20	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95 \$2,316.00	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28 \$2,342.40	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56 \$2,364.80
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50 \$2,120.00 \$55,120.00	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00 26 \$26.75 \$2,140.00 \$55,640.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02 \$2,161.60 \$56,201.60	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29 \$2,183.20 \$56,763.20	\$21.70 \$1,736.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57 \$2,205.60 \$57,345.60	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84 \$2,227.20 \$57,907.20	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39 \$2,271.20 \$59,051.20	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69 \$2,295.20 \$59,675.20	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95 \$2,316.00 \$60,216.00	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28 \$2,342.40 \$60,902.40	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56 \$2,364.80 \$61,484.80
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50 \$2,120.00 \$55,120.00	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00 26 \$26.75 \$2,140.00 \$55,640.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02 \$2,161.60 \$56,201.60	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29 \$2,183.20 \$56,763.20	\$21.70 \$1,736.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57 \$2,205.60 \$57,345.60	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84 \$2,227.20 \$57,907.20	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39 \$2,271.20 \$59,051.20	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69 \$2,295.20 \$59,675.20	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95 \$2,316.00 \$60,216.00	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28 \$2,342.40 \$60,902.40	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56 \$2,364.80 \$61,484.80
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50 \$2,120.00 \$55,120.00	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00 26 \$26.75 \$2,140.00 \$55,640.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02 \$2,161.60 \$56,201.60	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29 \$2,183.20 \$56,763.20	\$21.70 \$1,736.00 \$45,136.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57 \$2,205.60 \$57,345.60	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84 \$2,227.20 \$57,907.20	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39 \$2,271.20 \$59,051.20	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69 \$2,295.20 \$59,675.20	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95 \$2,316.00 \$60,216.00	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28 \$2,342.40 \$60,902.40	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56 \$2,364.80 \$61,484.80
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50 \$2,120.00 \$55,120.00 37 \$29.86 \$2,388.80 \$62,108.80	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00 26 \$26.75 \$2,140.00 \$55,640.00 38 \$30.14 \$2,411.20 \$62,691.20	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02 \$2,161.60 \$56,201.60 39 \$30.44 \$2,435.20 \$63,315.20	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29 \$2,183.20 \$56,763.20 40 \$30.74 \$2,459.20 \$63,939.20	\$21.70 \$1,736.00 \$45,136.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57 \$2,205.60 \$57,345.60 41 \$31.08 \$2,486.40 \$64,646.40	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84 \$2,227.20 \$57,907.20 42 \$31.37 \$2,509.60 \$65,249.60	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20 43 \$31.70 \$2,536.00 \$65,936.00	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39 \$2,271.20 \$59,051.20 44 \$31.99 \$2,559.20	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69 \$2,295.20 \$59,675.20 45 \$32.31 \$2,584.80	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95 \$2,316.00 \$60,216.00 46 \$32.64 \$2,611.20	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28 \$2,342.40 \$60,902.40 47 \$32.97 \$2,637.60	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56 \$2,364.80 \$61,484.80 48 \$33.30 \$2,664.00
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50 \$2,120.00 \$55,120.00 37 \$29.86 \$2,388.80	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00 26 \$26.75 \$2,140.00 \$55,640.00 38 \$30.14 \$2,411.20	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02 \$2,161.60 \$56,201.60 39 \$30.44 \$2,435.20	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29 \$2,183.20 \$56,763.20 40 \$30.74 \$2,459.20	\$21.70 \$1,736.00 \$45,136.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57 \$2,205.60 \$57,345.60 41 \$31.08 \$2,486.40	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84 \$2,227.20 \$57,907.20 42 \$31.37 \$2,509.60	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20 43 \$31.70 \$2,536.00	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39 \$2,271.20 \$59,051.20 44 \$31.99 \$2,559.20	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69 \$2,295.20 \$59,675.20 45 \$32.31 \$2,584.80	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95 \$2,316.00 \$60,216.00 46 \$32.64 \$2,611.20	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28 \$2,342.40 \$60,902.40 47 \$32.97 \$2,637.60	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56 \$2,364.80 \$61,484.80 48 \$33.30 \$2,664.00
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50 \$2,120.00 \$55,120.00 37 \$29.86 \$2,388.80 \$62,108.80	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00 26 \$26.75 \$2,140.00 \$55,640.00 38 \$30.14 \$2,411.20 \$62,691.20	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02 \$2,161.60 \$56,201.60 39 \$30.44 \$2,435.20 \$63,315.20	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29 \$2,183.20 \$56,763.20 40 \$30.74 \$2,459.20 \$63,939.20	\$21.70 \$1,736.00 \$45,136.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57 \$2,205.60 \$57,345.60 41 \$31.08 \$2,486.40 \$64,646.40	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84 \$2,227.20 \$57,907.20 42 \$31.37 \$2,509.60 \$65,249.60	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20 43 \$31.70 \$2,536.00 \$65,936.00	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39 \$2,271.20 \$59,051.20 44 \$31.99 \$2,559.20	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69 \$2,295.20 \$59,675.20 45 \$32.31 \$2,584.80	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95 \$2,316.00 \$60,216.00 46 \$32.64 \$2,611.20	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28 \$2,342.40 \$60,902.40 47 \$32.97 \$2,637.60	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56 \$2,364.80 \$61,484.80 48 \$33.30 \$2,664.00
Gr	Steps Hourly Biweekly Annually	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50 \$2,120.00 \$55,120.00 37 \$29.86 \$2,388.80 \$62,108.80	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00 26 \$26.75 \$2,140.00 \$55,640.00 38 \$30.14 \$2,411.20 \$62,691.20	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02 \$2,161.60 \$56,201.60 39 \$30.44 \$2,435.20 \$63,315.20	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29 \$2,183.20 \$56,763.20 40 \$30.74 \$2,459.20 \$63,939.20	\$21.70 \$1,736.00 \$45,136.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57 \$2,205.60 \$57,345.60 41 \$31.08 \$2,486.40 \$64,646.40	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84 \$2,227.20 \$57,907.20 42 \$31.37 \$2,509.60 \$65,249.60	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20 43 \$31.70 \$2,536.00 \$65,936.00	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39 \$2,271.20 \$59,051.20 44 \$31.99 \$2,559.20	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69 \$2,295.20 \$59,675.20 45 \$32.31 \$2,584.80	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95 \$2,316.00 \$60,216.00 46 \$32.64 \$2,611.20	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28 \$2,342.40 \$60,902.40 47 \$32.97 \$2,637.60	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56 \$2,364.80 \$61,484.80 48 \$33.30 \$2,664.00
Gr	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50 \$2,120.00 \$55,120.00 37 \$29.86 \$2,388.80 \$62,108.80 49 \$33.66	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00 26 \$26.75 \$2,140.00 \$55,640.00 38 \$30.14 \$2,411.20 \$62,691.20 50 \$33.95	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02 \$2,161.60 \$56,201.60 39 \$30.44 \$2,435.20 \$63,315.20	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29 \$2,183.20 \$56,763.20 40 \$30.74 \$2,459.20 \$63,939.20	\$21.70 \$1,736.00 \$45,136.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57 \$2,205.60 \$57,345.60 41 \$31.08 \$2,486.40 \$64,646.40	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84 \$2,227.20 \$57,907.20 42 \$31.37 \$2,509.60 \$65,249.60 54 \$35.36 \$2,828.80	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20 43 \$31.70 \$2,536.00 \$65,936.00	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39 \$2,271.20 \$59,051.20 44 \$31.99 \$2,559.20	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69 \$2,295.20 \$59,675.20 45 \$32.31 \$2,584.80	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95 \$2,316.00 \$60,216.00 46 \$32.64 \$2,611.20	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28 \$2,342.40 \$60,902.40 47 \$32.97 \$2,637.60	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56 \$2,364.80 \$61,484.80 48 \$33.30 \$2,664.00
Gr	Steps Hourly Biweekly Annually	\$20.87 \$1,669.60 \$43,409.60 13 \$23.52 \$1,881.60 \$48,921.60 25 \$26.50 \$2,120.00 \$55,120.00 37 \$29.86 \$2,388.80 \$62,108.80 49 \$33.66 \$2,692.80	\$21.08 \$1,686.40 \$43,846.40 14 \$23.75 \$1,900.00 \$49,400.00 26 \$26.75 \$2,140.00 \$55,640.00 38 \$30.14 \$2,411.20 \$62,691.20 50 \$33.95 \$2,716.00	\$21.29 \$1,703.20 \$44,283.20 15 \$23.99 \$1,919.20 \$49,899.20 27 \$27.02 \$2,161.60 \$56,201.60 39 \$30.44 \$2,435.20 \$63,315.20 51 \$34.34 \$2,747.20	\$21.51 \$1,720.80 \$44,740.80 16 \$24.23 \$1,938.40 \$50,398.40 28 \$27.29 \$2,183.20 \$56,763.20 40 \$30.74 \$2,459.20 \$63,939.20 52 \$34.65 \$2,772.00	\$21.70 \$1,736.00 \$45,136.00 \$45,136.00 17 \$24.47 \$1,957.60 \$50,897.60 29 \$27.57 \$2,205.60 \$57,345.60 41 \$31.08 \$2,486.40 \$64,646.40 53 \$35.01 \$2,800.80	\$21.94 \$1,755.20 \$45,635.20 18 \$24.72 \$1,977.60 \$51,417.60 30 \$27.84 \$2,227.20 \$57,907.20 42 \$31.37 \$2,509.60 \$65,249.60 54 \$35.36	\$22.14 \$1,771.20 \$46,051.20 19 \$24.97 \$1,997.60 \$51,937.60 31 \$28.14 \$2,251.20 \$58,531.20 43 \$31.70 \$2,536.00 \$65,936.00 55 \$35.71 \$2,856.80	\$22.36 \$1,788.80 \$46,508.80 20 \$25.21 \$2,016.80 \$52,436.80 32 \$28.39 \$2,271.20 \$59,051.20 44 \$31.99 \$2,559.20	\$22.58 \$1,806.40 \$46,966.40 21 \$25.46 \$2,036.80 \$52,956.80 33 \$28.69 \$2,295.20 \$59,675.20 45 \$32.31 \$2,584.80	\$22.83 \$1,826.40 \$47,486.40 22 \$25.72 \$2,057.60 \$53,497.60 34 \$28.95 \$2,316.00 \$60,216.00 46 \$32.64 \$2,611.20	\$23.06 \$1,844.80 \$47,964.80 23 \$25.95 \$2,076.00 \$53,976.00 35 \$29.28 \$2,342.40 \$60,902.40 47 \$32.97 \$2,637.60	\$23.28 \$1,862.40 \$48,422.40 24 \$26.23 \$2,098.40 \$54,558.40 36 \$29.56 \$2,364.80 \$61,484.80 48 \$33.30 \$2,664.00

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$23.52	\$23.75	\$23.99	\$24.23	\$24.47	\$24.72	\$24.97	\$25.21	\$25.46	\$25.72	\$25.95	\$26.23
Biweekly	\$1,881.60	\$1,900.00	\$1,919.20	\$1,938.40	\$1,957.60	\$1,977.60	\$1,997.60	\$2,016.80	\$2,036.80	\$2,057.60	\$2,076.00	\$2,098.40
Annually	\$48,921.60	\$49,400.00	\$49,899.20	\$50,398.40	\$50,897.60	\$51,417.60	\$51,937.60	\$52,436.80	\$52,956.80	\$53,497.60	\$53,976.00	\$54,558.40
Ailliadily	Ş -1 0,321.00	Ç+3,+00.00	Ş - 3,033.20	230,330.40	\$30,037.00	Ç51,417.00	Ç51,557.00	732,430.00	732,330.00	Ç33, 1 37.00	755,570.00	Ş5 4 ,550.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$26.50	\$26.75	\$27.02	\$27.29	\$27.57	\$27.84	\$28.14	\$28.39	\$28.69	\$28.95	\$29.28	\$29.56
Biweekly	\$2,120.00	\$2,140.00	\$2,161.60	\$2,183.20	\$2,205.60	\$2,227.20	\$2,251.20	\$2,271.20	\$2,295.20	\$2,316.00	\$2,342.40	\$2,364.80
Annually	\$55,120.00	\$55,640.00	\$56,201.60	\$56,763.20	\$57,345.60	\$57,907.20	\$58,531.20	\$59,051.20	\$59,675.20	\$60,216.00	\$60,902.40	\$61,484.80
Ailliually	\$33,120.00	333,040.00	\$30,201.00	330,703.20	\$37,343.00	\$37,307.20	\$30,331.20	333,031.20	333,073.20	300,210.00	300,302.40	301,404.00
Steps												
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$29.86	\$30.14	\$30.44	\$30.74	\$31.08	\$31.37	\$31.70	\$31.99	\$32.31	\$32.64	\$32.97	\$33.30
Biweekly	\$2,388.80	\$2,411.20	\$2,435.20	\$2,459.20	\$2,486.40	\$2,509.60	\$2,536.00	\$2,559.20	\$2,584.80	\$2,611.20	\$2,637.60	\$2,664.00
Annually	\$62,108.80	\$62,691.20	\$63,315.20	\$63,939.20	\$64,646.40	\$65,249.60	\$65,936.00	\$66,539.20	\$67,204.80	\$67,891.20	\$68,577.60	\$69,264.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$33.66	\$33.95	\$34.34	\$34.65	\$35.01	\$35.36	\$35.71	\$36.05	\$36.43	\$36.79	\$37.15	\$37.52
Biweekly	\$2,692.80	\$2,716.00	\$2,747.20	\$2,772.00	\$2,800.80	\$2,828.80	\$2,856.80	\$2,884.00	\$2,914.40	\$2,943.20	\$2,972.00	\$3,001.60
Annually	\$70,012.80	\$70,616.00	\$71,427.20	\$72,072.00	\$72,820.80	\$73,548.80	\$74,276.80	\$74,984.00	\$75,774.40	\$76,523.20	\$77,272.00	\$78,041.60
, 	0.0,012.00	0,0,020.00	V/ 2, 12/120	0,2,0,2.00	V. 2,020.00	<i>\$7.0,0</i> 10.00	V. 1,2.0.00	<i>\$7.1,50.1100</i>	<i>\$75,77</i> 11.10	0,0,020.20	0.7,2,2.00	V. 0,0 .2.00
Steps	49	50	51	52	53	54	55					
Hourly	\$37.92	\$38.28	\$38.67	\$39.03	\$39.42	\$39.83	\$40.21					
Biweekly	\$3,033.60	\$3,062.40	\$3,093.60	\$3,122.40	\$3,153.60	\$3,186.40	\$3,216.80					
Annually	\$78,873.60	\$79,622.40	\$80,433.60	\$81,182.40	\$81,993.60	\$82,846.40	\$83,636.80					
Cuada 76												
Grade 76												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	1 \$26.50	2 \$26.75	3 \$27.02	4 \$27.29	5 \$27.57	6 \$27.84	7 \$28.14	8 \$28.39	9 \$28.69	10 \$28.95	11 \$29.28	12 \$29.56
Steps Hourly	\$26.50	\$26.75	\$27.02	\$27.29	\$27.57	\$27.84	\$28.14	\$28.39	\$28.69	\$28.95	\$29.28	\$29.56
Steps Hourly Biweekly	\$26.50 \$2,120.00	\$26.75 \$2,140.00	\$27.02 \$2,161.60	\$27.29 \$2,183.20	\$27.57 \$2,205.60	\$27.84 \$2,227.20	\$28.14 \$2,251.20	\$28.39 \$2,271.20	\$28.69 \$2,295.20	\$28.95 \$2,316.00	\$29.28 \$2,342.40	\$29.56 \$2,364.80
Steps Hourly	\$26.50	\$26.75	\$27.02	\$27.29	\$27.57	\$27.84	\$28.14	\$28.39	\$28.69	\$28.95	\$29.28	\$29.56
Steps Hourly Biweekly	\$26.50 \$2,120.00	\$26.75 \$2,140.00	\$27.02 \$2,161.60	\$27.29 \$2,183.20	\$27.57 \$2,205.60	\$27.84 \$2,227.20	\$28.14 \$2,251.20	\$28.39 \$2,271.20	\$28.69 \$2,295.20	\$28.95 \$2,316.00	\$29.28 \$2,342.40	\$29.56 \$2,364.80
Steps Hourly Biweekly Annually	\$26.50 \$2,120.00 \$55,120.00	\$26.75 \$2,140.00 \$55,640.00	\$27.02 \$2,161.60 \$56,201.60	\$27.29 \$2,183.20 \$56,763.20	\$27.57 \$2,205.60 \$57,345.60	\$27.84 \$2,227.20 \$57,907.20	\$28.14 \$2,251.20 \$58,531.20	\$28.39 \$2,271.20 \$59,051.20	\$28.69 \$2,295.20 \$59,675.20	\$28.95 \$2,316.00 \$60,216.00	\$29.28 \$2,342.40 \$60,902.40	\$29.56 \$2,364.80 \$61,484.80
Steps Hourly Biweekly Annually Steps Hourly	\$26.50 \$2,120.00 \$55,120.00 13 \$29.86	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$26.50 \$2,120.00 \$55,120.00 13 \$29.86 \$2,388.80	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00
Steps Hourly Biweekly Annually Steps Hourly	\$26.50 \$2,120.00 \$55,120.00 13 \$29.86	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$26.50 \$2,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps	\$26.50 \$2,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66 \$2,692.80	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$26.50 \$2,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.50 \$2,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66 \$2,692.80	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$26.50 \$2,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66 \$2,692.80 \$70,012.80	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00 \$70,616.00	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20 \$71,427.20	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00 \$72,072.00	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80 \$72,820.80	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80 \$73,548.80	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80 \$74,276.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00 \$74,984.00	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40 \$75,774.40	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20 \$76,523.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00 \$77,272.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60 \$78,041.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.50 \$2,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66 \$2,692.80 \$70,012.80	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00 \$70,616.00	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20 \$71,427.20	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00 \$72,072.00	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80 \$72,820.80	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80 \$73,548.80	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80 \$74,276.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00 \$74,984.00	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40 \$75,774.40	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20 \$76,523.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00 \$77,272.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60 \$78,041.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$26.50 \$2,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66 \$2,692.80 \$70,012.80	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00 \$70,616.00	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20 \$71,427.20	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00 \$72,072.00	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80 \$72,820.80	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80 \$73,548.80	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80 \$74,276.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00 \$74,984.00	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40 \$75,774.40	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20 \$76,523.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00 \$77,272.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60 \$78,041.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66 \$2,692.80 \$70,012.80	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00 \$70,616.00	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20 \$71,427.20	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00 \$72,072.00 40 \$39.03 \$3,122.40	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80 \$72,820.80 41 \$39.42 \$3,153.60	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80 \$73,548.80 42 \$39.83 \$3,186.40	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80 \$74,276.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00 \$74,984.00	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40 \$75,774.40	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20 \$76,523.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00 \$77,272.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60 \$78,041.60 48 \$42.30 \$3,384.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66 \$2,692.80 \$70,012.80 37 \$37.92 \$3,033.60	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00 \$70,616.00 38 \$38.28 \$3,062.40	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20 \$71,427.20 39 \$38.67 \$3,093.60	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00 \$72,072.00	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80 \$72,820.80	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80 \$73,548.80	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80 \$74,276.80 43 \$40.21 \$3,216.80 \$83,636.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00 \$74,984.00 44 \$40.62 \$3,249.60	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40 \$75,774.40 45 \$41.04 \$3,283.20	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20 \$76,523.20 46 \$41.44 \$3,315.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00 \$77,272.00 47 \$41.85 \$3,348.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60 \$78,041.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66 \$2,692.80 \$70,012.80 37 \$37.92 \$3,033.60	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00 \$70,616.00 38 \$38.28 \$3,062.40	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20 \$71,427.20 39 \$38.67 \$3,093.60	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00 \$72,072.00 40 \$39.03 \$3,122.40	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80 \$72,820.80 41 \$39.42 \$3,153.60	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80 \$73,548.80 42 \$39.83 \$3,186.40	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80 \$74,276.80 43 \$40.21 \$3,216.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00 \$74,984.00 44 \$40.62 \$3,249.60	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40 \$75,774.40 45 \$41.04 \$3,283.20	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20 \$76,523.20 46 \$41.44 \$3,315.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00 \$77,272.00 47 \$41.85 \$3,348.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60 \$78,041.60 48 \$42.30 \$3,384.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66 \$2,692.80 \$70,012.80 37 \$37.92 \$3,033.60 \$78,873.60	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00 \$70,616.00 38 \$38.28 \$3,062.40 \$79,622.40	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20 \$71,427.20 39 \$38.67 \$3,093.60 \$80,433.60	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00 \$72,072.00 40 \$39.03 \$3,122.40 \$81,182.40	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80 \$72,820.80 41 \$39.42 \$3,153.60 \$81,993.60	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80 \$73,548.80 42 \$39.83 \$3,186.40 \$82,846.40	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80 \$74,276.80 43 \$40.21 \$3,216.80 \$83,636.80	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00 \$74,984.00 44 \$40.62 \$3,249.60	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40 \$75,774.40 45 \$41.04 \$3,283.20	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20 \$76,523.20 46 \$41.44 \$3,315.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00 \$77,272.00 47 \$41.85 \$3,348.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60 \$78,041.60 48 \$42.30 \$3,384.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.50 \$2,120.00 \$55,120.00 \$13 \$29.86 \$2,388.80 \$62,108.80 \$2,692.80 \$70,012.80 \$77,012.80 \$37.92 \$3,033.60 \$78,873.60	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00 \$70,616.00 38 \$38.28 \$3,062.40 \$79,622.40 50 \$43.12	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20 \$71,427.20 39 \$38.67 \$3,093.60 \$80,433.60	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00 \$72,072.00 40 \$39.03 \$3,122.40 \$81,182.40 \$43.98	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80 \$72,820.80 41 \$39.42 \$3,153.60 \$81,993.60	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80 \$73,548.80 42 \$39.83 \$3,186.40 \$82,846.40	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80 \$74,276.80 43 \$40.21 \$3,216.80 \$83,636.80 55 \$45.30	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00 \$74,984.00 44 \$40.62 \$3,249.60	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40 \$75,774.40 45 \$41.04 \$3,283.20	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20 \$76,523.20 46 \$41.44 \$3,315.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00 \$77,272.00 47 \$41.85 \$3,348.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60 \$78,041.60 48 \$42.30 \$3,384.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.50 \$2,120.00 \$55,120.00 \$55,120.00 13 \$29.86 \$2,388.80 \$62,108.80 25 \$33.66 \$2,692.80 \$70,012.80 37 \$37.92 \$3,033.60 \$78,873.60 49 \$42.69 \$3,415.20	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00 \$70,616.00 38 \$38.28 \$3,062.40 \$79,622.40 50 \$43.12 \$3,449.60	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20 \$71,427.20 39 \$38.67 \$3,093.60 \$80,433.60 51 \$43.53 \$3,482.40	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00 \$72,072.00 40 \$39.03 \$3,122.40 \$81,182.40 52 \$43.98 \$3,518.40	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80 \$72,820.80 41 \$39.42 \$3,153.60 \$81,993.60 53 \$44.43 \$3,554.40	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80 \$73,548.80 42 \$39.83 \$3,186.40 \$82,846.40	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80 \$74,276.80 43 \$40.21 \$3,216.80 \$83,636.80 55 \$45.30 \$3,624.00	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00 \$74,984.00 44 \$40.62 \$3,249.60	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40 \$75,774.40 45 \$41.04 \$3,283.20	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20 \$76,523.20 46 \$41.44 \$3,315.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00 \$77,272.00 47 \$41.85 \$3,348.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60 \$78,041.60 48 \$42.30 \$3,384.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$26.50 \$2,120.00 \$55,120.00 \$13 \$29.86 \$2,388.80 \$62,108.80 \$2,692.80 \$70,012.80 \$77,012.80 \$37.92 \$3,033.60 \$78,873.60	\$26.75 \$2,140.00 \$55,640.00 14 \$30.14 \$2,411.20 \$62,691.20 26 \$33.95 \$2,716.00 \$70,616.00 38 \$38.28 \$3,062.40 \$79,622.40 50 \$43.12	\$27.02 \$2,161.60 \$56,201.60 15 \$30.44 \$2,435.20 \$63,315.20 27 \$34.34 \$2,747.20 \$71,427.20 39 \$38.67 \$3,093.60 \$80,433.60	\$27.29 \$2,183.20 \$56,763.20 16 \$30.74 \$2,459.20 \$63,939.20 28 \$34.65 \$2,772.00 \$72,072.00 40 \$39.03 \$3,122.40 \$81,182.40 \$43.98	\$27.57 \$2,205.60 \$57,345.60 17 \$31.08 \$2,486.40 \$64,646.40 29 \$35.01 \$2,800.80 \$72,820.80 41 \$39.42 \$3,153.60 \$81,993.60	\$27.84 \$2,227.20 \$57,907.20 18 \$31.37 \$2,509.60 \$65,249.60 30 \$35.36 \$2,828.80 \$73,548.80 42 \$39.83 \$3,186.40 \$82,846.40	\$28.14 \$2,251.20 \$58,531.20 19 \$31.70 \$2,536.00 \$65,936.00 31 \$35.71 \$2,856.80 \$74,276.80 43 \$40.21 \$3,216.80 \$83,636.80 55 \$45.30	\$28.39 \$2,271.20 \$59,051.20 20 \$31.99 \$2,559.20 \$66,539.20 32 \$36.05 \$2,884.00 \$74,984.00 44 \$40.62 \$3,249.60	\$28.69 \$2,295.20 \$59,675.20 21 \$32.31 \$2,584.80 \$67,204.80 33 \$36.43 \$2,914.40 \$75,774.40 45 \$41.04 \$3,283.20	\$28.95 \$2,316.00 \$60,216.00 22 \$32.64 \$2,611.20 \$67,891.20 34 \$36.79 \$2,943.20 \$76,523.20 46 \$41.44 \$3,315.20	\$29.28 \$2,342.40 \$60,902.40 23 \$32.97 \$2,637.60 \$68,577.60 35 \$37.15 \$2,972.00 \$77,272.00 47 \$41.85 \$3,348.00	\$29.56 \$2,364.80 \$61,484.80 24 \$33.30 \$2,664.00 \$69,264.00 36 \$37.52 \$3,001.60 \$78,041.60 48 \$42.30 \$3,384.00

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

0.00												
Steps	1	2	. 3	. 4	. 5	6	. 7	. 8	9	10	11	12
Hourly	\$29.86 \$2,388.80	\$30.14 \$2,411.20	\$30.44 \$2,435.20	\$30.74 \$2,459.20	\$31.08 \$2,486.40	\$31.37 \$2,509.60	\$31.70 \$2,536.00	\$31.99 \$2,559.20	\$32.31 \$2,584.80	\$32.64 \$2,611.20	\$32.97 \$2,637.60	\$33.30 \$2,664.00
Biweekly Annually	\$62,108.80	\$62,691.20	\$63,315.20	\$63,939.20	\$64,646.40	\$65,249.60	\$65,936.00	\$66,539.20	\$67,204.80	\$67,891.20	\$68,577.60	\$69,264.00
•												
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly	\$33.66 \$2,692.80	\$33.95 \$2,716.00	\$34.34 \$2,747.20	\$34.65 \$2,772.00	\$35.01 \$2,800.80	\$35.36 \$2,828.80	\$35.71 \$2,856.80	\$36.05 \$2,884.00	\$36.43 \$2,914.40	\$36.79 \$2,943.20	\$37.15 \$2,972.00	\$37.52 \$3,001.60
Annually	\$70,012.80	\$70,616.00	\$71,427.20	\$72,072.00	\$72,820.80	\$73,548.80	\$74,276.80	\$74,984.00	\$75,774.40	\$76,523.20	\$77,272.00	\$78,041.60
, ,	\$70,012.00	470,010.00	V/1/.2/.20	\$72,072.00	\$7.2,020.00	\$75,5 15.55	<i>\$7.1,270.00</i>	<i>\$7.1,50.1100</i>	<i>\$75,77</i> 0	<i>\$7.0,020.20</i>	<i>\$777,</i> 272.00	0,0,0.2.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$37.92	\$38.28	\$38.67	\$39.03	\$39.42	\$39.83	\$40.21	\$40.62	\$41.04	\$41.44	\$41.85	\$42.30
Biweekly	\$3,033.60	\$3,062.40	\$3,093.60	\$3,122.40	\$3,153.60	\$3,186.40	\$3,216.80	\$3,249.60	\$3,283.20	\$3,315.20	\$3,348.00	\$3,384.00
Annually	\$78,873.60	\$79,622.40	\$80,433.60	\$81,182.40	\$81,993.60	\$82,846.40	\$83,636.80	\$84,489.60	\$85,363.20	\$86,195.20	\$87,048.00	\$87,984.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$42.69	\$43.12	\$43.53	\$43.98	\$44.43	\$44.85	\$45.30	\$45.77	\$46.22	\$46.69	\$47.19	\$47.63
Biweekly	\$3,415.20	\$3,449.60	\$3,482.40	\$3,518.40	\$3,554.40	\$3,588.00	\$3,624.00	\$3,661.60	\$3,697.60	\$3,735.20	\$3,775.20	\$3,810.40
Annually	\$88,795.20	\$89,689.60	\$90,542.40	\$91,478.40	\$92,414.40	\$93,288.00	\$94.224.00	\$95,201.60	\$96,137.60	\$97,115.20	\$98,155.20	\$99,070.40
Steps	49	50	51	52	53	54	55					
Hourly	\$48.12	\$48.60	\$49.07	\$49.57	\$50.06	\$50.56	\$51.05					
Biweekly	\$3,849.60	\$3,888.00	\$3,925.60	\$3,965.60	\$4,004.80	\$4,044.80	\$4,084.00					
Annually	\$100,089.60	\$101,088.00	\$102,065.60	\$103,105.60	\$104,124.80	\$105,164.80	\$106,184.00					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$32.64	\$32.97	\$33.30	\$33.66	\$33.95	\$34.34	\$34.65	\$35.01	\$35.36	\$35.71	\$36.05	\$36.43
Biweekly	\$2,611.20 \$67,891.20	\$2,637.60 \$68,577.60	\$2,664.00 \$69,264.00	\$2,692.80 \$70,012.80	\$2,716.00 \$70,616.00	\$2,747.20 \$71,427.20	\$2,772.00 \$72,072.00	\$2,800.80 \$72,820.80	\$2,828.80 \$73,548.80	\$2,856.80	\$2,884.00 \$74,984.00	\$2,914.40
Annually	\$67,691.20	\$66,577.00	309,204.00	\$70,012.80	\$70,616.00	\$71,427.20	\$72,072.00	\$72,020.00	\$75,546.60	\$74,276.80	\$74,964.00	\$75,774.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$36.79	\$37.15	\$37.52	\$37.92	\$38.28	\$38.67	\$39.03	\$39.42	\$39.83	\$40.21	\$40.62	\$41.04
Biweekly Annually	\$2,943.20 \$76,523.20	\$2,972.00 \$77,272.00	\$3,001.60 \$78,041.60	\$3,033.60 \$78,873.60	\$3,062.40 \$79,622.40	\$3,093.60 \$80,433.60	\$3,122.40 \$81,182.40	\$3,153.60 \$81,993.60	\$3,186.40 \$82,846.40	\$3,216.80 \$83,636.80	\$3,249.60 \$84,489.60	\$3,283.20 \$85,363.20
Ailliually	\$70,323.20	\$77,272.00	\$78,041.00	\$78,873.00	\$75,022.40	380,433.00	301,102.40	\$61,553.00	362,640.40	\$63,030.80	304,465.00	\$85,303.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$41.44	\$41.85	\$42.30	\$42.69	\$43.12	\$43.53	\$43.98	\$44.43	\$44.85	\$45.30	\$45.77	\$46.22
Biweekly	\$3,315.20	\$3,348.00	\$3,384.00	\$3,415.20	\$3,449.60	\$3,482.40	\$3,518.40	\$3,554.40	\$3,588.00	\$3,624.00	\$3,661.60	\$3,697.60
Annually	\$86,195.20	\$87,048.00	\$87,984.00	\$88,795.20	\$89,689.60	\$90,542.40	\$91,478.40	\$92,414.40	\$93,288.00	\$94,224.00	\$95,201.60	\$96,137.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$46.69	\$47.19	\$47.63	\$48.12	\$48.60	\$49.07	\$49.57	\$50.06	\$50.56	\$51.05	\$51.58	\$52.07
Biweekly	\$3,735.20	\$3,775.20	\$3,810.40	\$3,849.60	\$3,888.00	\$3,925.60	\$3,965.60	\$4,004.80	\$4,044.80	\$4,084.00	\$4,126.40	\$4,165.60
Annually	\$97,115.20	\$98,155.20	\$99,070.40	\$100,089.60	\$101,088.00	\$102,065.60	\$103,105.60	\$104,124.80	\$105,164.80	\$106,184.00	\$107,286.40	\$108,305.60
Steps	49	50	51	52	53	54	55					
Hourly	\$52.63	\$53.14	\$53.67	\$54.19	\$54.76	\$55.31	\$55.87					
Biweekly	\$4,210.40	\$4,251.20	\$4,293.60	\$4,335.20	\$4,380.80	\$4,424.80	\$4,469.60					
Annually	\$109,470.40	\$110,531.20	\$111,633.60	\$112,715.20	\$113,900.80	\$115,044.80	\$116,209.60					

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$35.71	\$36.05	\$36.43	\$36.79	\$37.15	\$37.52	\$37.92	\$38.28	\$38.67	\$39.03	\$39.42	\$39.83
Biweekly	\$2,856.80	\$2,884.00	\$2,914.40	\$2,943.20	\$2,972.00	\$3,001.60	\$3,033.60	\$3,062.40	\$3,093.60	\$3,122.40	\$3,153.60	\$3,186.40
Annually	\$74,276.80	\$74,984.00	\$75,774.40	\$76,523.20	\$77,272.00	\$78,041.60	\$78,873.60	\$79,622.40	\$80,433.60	\$81,182.40	\$81,993.60	\$82,846.40
Steps												
	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$40.21	\$40.62	\$41.04	\$41.44	\$41.85	\$42.30	\$42.69	\$43.12	\$43.53	\$43.98	\$44.43	\$44.85
Biweekly	\$3,216.80	\$3,249.60	\$3,283.20	\$3,315.20	\$3,348.00	\$3,384.00	\$3,415.20	\$3,449.60	\$3,482.40	\$3,518.40	\$3,554.40	\$3,588.00
Annually	\$83,636.80	\$84,489.60	\$85,363.20	\$86,195.20	\$87,048.00	\$87,984.00	\$88,795.20	\$89,689.60	\$90,542.40	\$91,478.40	\$92,414.40	\$93,288.00
Steps							-					
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$45.30	\$45.77	\$46.22	\$46.69	\$47.19	\$47.63	\$48.12	\$48.60	\$49.07	\$49.57	\$50.06	\$50.56
Biweekly	\$3,624.00	\$3,661.60	\$3,697.60	\$3,735.20	\$3,775.20	\$3,810.40	\$3,849.60	\$3,888.00	\$3,925.60	\$3,965.60	\$4,004.80	\$4,044.80
Annually	\$94,224.00	\$95,201.60	\$96,137.60	\$97,115.20	\$98,155.20	\$99,070.40	\$100,089.60	\$101,088.00	\$102,065.60	\$103,105.60	\$104,124.80	\$105,164.80
Steps	27		20				42		45		47	40
Hourly	37 \$51.05	38 \$51.58	39 \$52.07	40 \$52.63	41 \$53.14	42 \$53.67	43 \$54.19	44 \$54.76	45 \$55.31	46 \$55.87	47 \$56.42	48 \$56.98
Biweekly	\$4,084.00	\$4,126.40	\$4,165.60	\$4,210.40	\$4,251.20	\$4,293.60	\$4,335.20	\$4,380.80	\$4,424.80	\$4,469.60	\$4,513.60	\$4,558.40
Annually	\$106,184.00	\$107,286.40	\$108,305.60	\$109,470.40	\$110,531.20	\$111,633.60	\$112,715.20	\$113,900.80	\$115,044.80	\$116,209.60	\$117,353.60	\$118,518.40
Allitually	\$100,164.00	\$107,200.40	\$106,505.00	3109,470.40	3110,331.20	\$111,055.00	\$112,715.20	3113,900.60	\$115,044.60	\$110,209.00	\$117,555.00	\$110,510.40
Steps	49	50	51	52	53	54	55					
Hourly	\$57.56	\$58.13	\$58.72	\$59.29	\$59.90	\$60.47	\$61.08					
Biweekly	\$4,604.80	\$4,650.40	\$4,697.60	\$4,743.20	\$4,792.00	\$4,837.60	\$4,886.40					
Annually	\$119,724.80	\$120,910.40	\$122,137.60	\$123,323.20	\$124,592.00	\$125,777.60	\$127,046.40					
rumaany	J115,72 1.00	J120,510.10	J122,137.00	3123,323.20	312 1,332.00	3123,777.00	3127,010.10					
Grade 80												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	1 \$38.67	2 \$39.03	3 \$39.42	4 \$39.83	5 \$40.21	6 \$40.62	7 \$41.04	8 \$41.44	9 \$41.85	10 \$42.30	11 \$42.69	12 \$43.12
Steps												\$43.12 \$3,449.60
Steps Hourly	\$38.67	\$39.03	\$39.42	\$39.83	\$40.21	\$40.62	\$41.04	\$41.44	\$41.85	\$42.30	\$42.69	\$43.12
Steps Hourly Biweekly Annually	\$38.67 \$3,093.60 \$80,433.60	\$39.03 \$3,122.40 \$81,182.40	\$39.42 \$3,153.60 \$81,993.60	\$39.83 \$3,186.40 \$82,846.40	\$40.21 \$3,216.80 \$83,636.80	\$40.62 \$3,249.60 \$84,489.60	\$41.04 \$3,283.20 \$85,363.20	\$41.44 \$3,315.20 \$86,195.20	\$41.85 \$3,348.00 \$87,048.00	\$42.30 \$3,384.00 \$87,984.00	\$42.69 \$3,415.20 \$88,795.20	\$43.12 \$3,449.60 \$89,689.60
Steps Hourly Biweekly Annually Steps	\$38.67 \$3,093.60 \$80,433.60	\$39.03 \$3,122.40 \$81,182.40	\$39.42 \$3,153.60 \$81,993.60	\$39.83 \$3,186.40 \$82,846.40	\$40.21 \$3,216.80 \$83,636.80	\$40.62 \$3,249.60 \$84,489.60	\$41.04 \$3,283.20 \$85,363.20	\$41.44 \$3,315.20 \$86,195.20	\$41.85 \$3,348.00 \$87,048.00	\$42.30 \$3,384.00 \$87,984.00	\$42.69 \$3,415.20 \$88,795.20	\$43.12 \$3,449.60 \$89,689.60
Steps Hourly Biweekly Annually Steps Hourly	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00
Steps Hourly Biweekly Annually Steps Hourly	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60 31 \$52.07	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07 \$3,925.60	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57 \$3,965.60	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06 \$4,004.80	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56 \$4,044.80	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05 \$4,084.00	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58 \$4,126.40	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60 31 \$52.07 \$4,165.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63 \$4,210.40	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14 \$4,251.20	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67 \$4,293.60	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19 \$4,335.20	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00 36 \$54.76 \$4,380.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07 \$3,925.60	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57 \$3,965.60	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06 \$4,004.80	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56 \$4,044.80	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05 \$4,084.00	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58 \$4,126.40	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60 31 \$52.07 \$4,165.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63 \$4,210.40	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14 \$4,251.20	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67 \$4,293.60	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19 \$4,335.20	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00 36 \$54.76 \$4,380.80 \$113,900.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07 \$3,925.60 \$102,065.60	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57 \$3,965.60 \$103,105.60	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06 \$4,004.80 \$104,124.80	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56 \$4,044.80 \$105,164.80	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05 \$4,084.00 \$106,184.00	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58 \$4,126.40 \$107,286.40	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60 31 \$52.07 \$4,165.60 \$108,305.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63 \$4,210.40 \$109,470.40	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14 \$4,251.20 \$110,531.20	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67 \$4,293.60 \$111,633.60	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19 \$4,335.20 \$112,715.20	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00 36 \$54.76 \$4,380.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07 \$3,925.60 \$102,065.60	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57 \$3,965.60 \$103,105.60	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06 \$4,004.80 \$104,124.80	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56 \$4,044.80 \$105,164.80	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05 \$4,084.00 \$106,184.00	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58 \$4,126.40 \$107,286.40	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60 31 \$52.07 \$4,165.60 \$108,305.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63 \$4,210.40 \$109,470.40	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14 \$4,251.20 \$110,531.20	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67 \$4,293.60 \$111,633.60	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19 \$4,335.20 \$112,715.20	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00 36 \$54.76 \$4,380.80 \$113,900.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07 \$3,925.60 \$102,065.60 37 \$55.31 \$4,424.80	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57 \$3,965.60 \$103,105.60 38 \$55.87 \$4,469.60	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06 \$4,004.80 \$104,124.80 39 \$56.42 \$4,513.60	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56 \$4,044.80 \$105,164.80 40 \$56.98 \$4,558.40	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05 \$4,084.00 \$106,184.00 41 \$57.56 \$4,604.80	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58 \$4,126.40 \$107,286.40 42 \$58.13 \$4,650.40	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60 31 \$52.07 \$4,165.60 \$108,305.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63 \$4,210.40 \$109,470.40	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14 \$4,251.20 \$110,531.20	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67 \$4,293.60 \$111,633.60	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19 \$4,335.20 \$112,715.20	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00 36 \$54.76 \$4,380.80 \$113,900.80 48 \$61.71 \$4,936.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07 \$3,925.60 \$102,065.60 37 \$55.31 \$4,424.80 \$115,044.80	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57 \$3,965.60 \$103,105.60 38 \$55.87 \$4,469.60 \$116,209.60	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06 \$4,004.80 \$104,124.80 39 \$56.42 \$4,513.60 \$117,353.60	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56 \$4,044.80 \$105,164.80 40 \$56.98 \$4,558.40 \$118,518.40	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05 \$4,084.00 \$106,184.00 41 \$57.56 \$4,604.80 \$119,724.80	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58 \$4,126.40 \$107,286.40 42 \$58.13 \$4,650.40 \$120,910.40	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60 31 \$52.07 \$4,165.60 \$108,305.60 43 \$58.72 \$4,697.60 \$122,137.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63 \$4,210.40 \$109,470.40 44 \$59.29 \$4,743.20	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14 \$4,251.20 \$110,531.20 45 \$59.90 \$4,792.00	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67 \$4,293.60 \$111,633.60 46 \$60.47 \$4,837.60	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19 \$4,335.20 \$112,715.20 47 \$61.08 \$4,886.40	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00 36 \$54.76 \$4,380.80 \$113,900.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07 \$3,925.60 \$102,065.60 37 \$55.31 \$4,424.80 \$115,044.80	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57 \$3,965.60 \$103,105.60 38 \$55.87 \$4,469.60 \$116,209.60	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06 \$4,004.80 \$104,124.80 39 \$56.42 \$4,513.60	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56 \$4,044.80 \$105,164.80 40 \$56.98 \$4,558.40 \$118,518.40	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05 \$4,084.00 \$106,184.00 41 \$57.56 \$4,604.80 \$119,724.80	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58 \$4,126.40 \$107,286.40 42 \$58.13 \$4,650.40 \$120,910.40	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60 31 \$52.07 \$4,165.60 \$108,305.60 43 \$58.72 \$4,697.60 \$122,137.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63 \$4,210.40 \$109,470.40 44 \$59.29 \$4,743.20	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14 \$4,251.20 \$110,531.20 45 \$59.90 \$4,792.00	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67 \$4,293.60 \$111,633.60 46 \$60.47 \$4,837.60	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19 \$4,335.20 \$112,715.20 47 \$61.08 \$4,886.40	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00 36 \$54.76 \$4,380.80 \$113,900.80 48 \$61.71 \$4,936.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07 \$3,925.60 \$102,065.60 37 \$55.31 \$4,424.80 \$115,044.80	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57 \$3,965.60 \$103,105.60 38 \$55.87 \$4,469.60 \$116,209.60	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06 \$4,004.80 \$104,124.80 39 \$56.42 \$4,513.60 \$117,353.60	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56 \$4,044.80 \$105,164.80 40 \$56.98 \$4,558.40 \$118,518.40	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05 \$4,084.00 \$106,184.00 41 \$57.56 \$4,604.80 \$119,724.80	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58 \$4,126.40 \$107,286.40 42 \$58.13 \$4,650.40 \$120,910.40	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60 31 \$52.07 \$4,165.60 \$108,305.60 43 \$58.72 \$4,697.60 \$122,137.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63 \$4,210.40 \$109,470.40 44 \$59.29 \$4,743.20	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14 \$4,251.20 \$110,531.20 45 \$59.90 \$4,792.00	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67 \$4,293.60 \$111,633.60 46 \$60.47 \$4,837.60	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19 \$4,335.20 \$112,715.20 47 \$61.08 \$4,886.40	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00 36 \$54.76 \$4,380.80 \$113,900.80 48 \$61.71 \$4,936.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07 \$3,925.60 \$102,065.60 37 \$55.31 \$4,424.80 \$115,044.80	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57 \$3,965.60 \$103,105.60 38 \$55.87 \$4,469.60 \$116,209.60	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06 \$4,004.80 \$104,124.80 39 \$56.42 \$4,513.60 \$117,353.60	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56 \$4,044.80 \$105,164.80 40 \$56.98 \$4,558.40 \$118,518.40	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05 \$4,084.00 \$106,184.00 41 \$57.56 \$4,604.80 \$119,724.80	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58 \$4,126.40 \$107,286.40 42 \$58.13 \$4,650.40 \$120,910.40	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60 31 \$52.07 \$4,165.60 \$108,305.60 43 \$58.72 \$4,697.60 \$122,137.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63 \$4,210.40 \$109,470.40 44 \$59.29 \$4,743.20	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14 \$4,251.20 \$110,531.20 45 \$59.90 \$4,792.00	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67 \$4,293.60 \$111,633.60 46 \$60.47 \$4,837.60	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19 \$4,335.20 \$112,715.20 47 \$61.08 \$4,886.40	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00 36 \$54.76 \$4,380.80 \$113,900.80 48 \$61.71 \$4,936.80
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	\$38.67 \$3,093.60 \$80,433.60 13 \$43.53 \$3,482.40 \$90,542.40 25 \$49.07 \$3,925.60 \$102,065.60 37 \$55.31 \$4,424.80 \$115,044.80	\$39.03 \$3,122.40 \$81,182.40 14 \$43.98 \$3,518.40 \$91,478.40 26 \$49.57 \$3,965.60 \$103,105.60 38 \$55.87 \$4,469.60 \$116,209.60 50 \$62.95	\$39.42 \$3,153.60 \$81,993.60 15 \$44.43 \$3,554.40 \$92,414.40 27 \$50.06 \$4,004.80 \$104,124.80 39 \$56.42 \$4,513.60 \$117,353.60	\$39.83 \$3,186.40 \$82,846.40 16 \$44.85 \$3,588.00 \$93,288.00 28 \$50.56 \$4,044.80 \$105,164.80 40 \$56.98 \$4,558.40 \$118,518.40	\$40.21 \$3,216.80 \$83,636.80 17 \$45.30 \$3,624.00 \$94,224.00 29 \$51.05 \$4,084.00 \$106,184.00 41 \$57.56 \$4,604.80 \$119,724.80 53 \$64.87	\$40.62 \$3,249.60 \$84,489.60 18 \$45.77 \$3,661.60 \$95,201.60 30 \$51.58 \$4,126.40 \$107,286.40 42 \$58.13 \$4,650.40 \$120,910.40	\$41.04 \$3,283.20 \$85,363.20 19 \$46.22 \$3,697.60 \$96,137.60 31 \$52.07 \$4,165.60 \$108,305.60 43 \$58.72 \$4,697.60 \$122,137.60	\$41.44 \$3,315.20 \$86,195.20 20 \$46.69 \$3,735.20 \$97,115.20 32 \$52.63 \$4,210.40 \$109,470.40 44 \$59.29 \$4,743.20	\$41.85 \$3,348.00 \$87,048.00 21 \$47.19 \$3,775.20 \$98,155.20 33 \$53.14 \$4,251.20 \$110,531.20 45 \$59.90 \$4,792.00	\$42.30 \$3,384.00 \$87,984.00 22 \$47.63 \$3,810.40 \$99,070.40 34 \$53.67 \$4,293.60 \$111,633.60 46 \$60.47 \$4,837.60	\$42.69 \$3,415.20 \$88,795.20 23 \$48.12 \$3,849.60 \$100,089.60 35 \$54.19 \$4,335.20 \$112,715.20 47 \$61.08 \$4,886.40	\$43.12 \$3,449.60 \$89,689.60 24 \$48.60 \$3,888.00 \$101,088.00 36 \$54.76 \$4,380.80 \$113,900.80 48 \$61.71 \$4,936.80

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$42.30	\$42.69	\$43.12	\$43.53	\$43.98	\$44.43	\$44.85	\$45.30	\$45.77	\$46.22	\$46.69	\$47.19
Biweekly	\$3,384.00	\$3,415.20	\$3,449.60	\$3,482.40	\$3,518.40	\$3,554.40	\$3,588.00	\$3,624.00	\$3,661.60	\$3,697.60	\$3,735.20	\$3,775.20
Annually	\$87,984.00	\$88,795.20	\$89,689.60	\$90,542.40	\$91,478.40	\$92,414.40	\$93,288.00	\$94,224.00	\$95,201.60	\$96,137.60	\$97,115.20	\$98,155.20
•	, - ,	, ,	,,		,			, , , , , , , , , , , , , , , , , , , ,			,	, ,
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$47.63	\$48.12	\$48.60	\$49.07	\$49.57	\$50.06	\$50.56	\$51.05	\$51.58	\$52.07	\$52.63	\$53.14
Biweekly	\$3,810.40	\$3,849.60	\$3,888.00	\$3,925.60	\$3,965.60	\$4,004.80	\$4,044.80	\$4,084.00	\$4,126.40	\$4,165.60	\$4,210.40	\$4,251.20
Annually	\$99,070.40	\$100,089.60	\$101,088.00	\$102,065.60	\$103,105.60	\$104,124.80	\$105,164.80	\$106,184.00	\$107,286.40	\$108,305.60	\$109,470.40	\$110,531.20
	455,676.16	\$100,000.00	V202,000.00	V102,000.00	V100,100.00	V10 1,12 1100	V105,10 1100	\$100,10 HOO	0107,2001.0	\$100,000.00	Q 203, 1, 01 10	V110,501.20
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$53.67	\$54.19	\$54.76	\$55.31	\$55.87	\$56.42	\$56.98	\$57.56	\$58.13	\$58.72	\$59.29	\$59.90
	\$4,293.60	\$4,335.20	\$4,380.80	\$4,424.80	\$4,469.60	\$4,513.60	\$4,558.40	\$4,604.80	\$4,650.40	\$4,697.60	\$4,743.20	\$4,792.00
Biweekly												
Annually	\$111,633.60	\$112,715.20	\$113,900.80	\$115,044.80	\$116,209.60	\$117,353.60	\$118,518.40	\$119,724.80	\$120,910.40	\$122,137.60	\$123,323.20	\$124,592.00
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$60.47	\$61.08	\$61.71	\$62.33	\$62.95	\$63.56	\$64.20	\$64.87	\$65.51	\$66.17	\$66.82	\$67.50
Biweekly	\$4,837.60	\$4,886.40	\$4,936.80	\$4,986.40	\$5,036.00	\$5,084.80	\$5,136.00	\$5,189.60	\$5,240.80	\$5,293.60	\$5,345.60	\$5,400.00
Annually	\$125,777.60	\$127,046.40	\$128,356.80	\$129,646.40	\$130,936.00	\$132,204.80	\$133,536.00	\$134,929.60	\$136,260.80	\$137,633.60	\$138,985.60	\$140,400.00
Steps	40		F4									
	. 49	. 50	51	52	53	. 54	. 55					
Hourly	\$68.18	\$68.86	\$69.54	\$70.24	\$70.95	\$71.65	\$72.36					
Biweekly	\$5,454.40	\$5,508.80	\$5,563.20	\$5,619.20	\$5,676.00	\$5,732.00	\$5,788.80					
Annually	\$141,814.40	\$143,228.80	\$144,643.20	\$146,099.20	\$147,576.00	\$149,032.00	\$150,508.80					
0 1 02												
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly		_		-			-		-			
Steps Hourly	\$47.63	\$48.12	\$48.60	\$49.07	\$49.57	\$50.06	\$50.56	\$51.05	\$51.58	\$52.07	\$52.63	\$53.14
Steps Hourly Biweekly	\$47.63 \$3,810.40	\$48.12 \$3,849.60	\$48.60 \$3,888.00	\$49.07 \$3,925.60	\$49.57 \$3,965.60	\$50.06 \$4,004.80	\$50.56 \$4,044.80	\$51.05 \$4,084.00	\$51.58 \$4,126.40	\$52.07 \$4,165.60	\$52.63 \$4,210.40	\$53.14 \$4,251.20
Steps Hourly Biweekly Annually	\$47.63	\$48.12	\$48.60	\$49.07	\$49.57	\$50.06	\$50.56	\$51.05	\$51.58	\$52.07	\$52.63	\$53.14
Steps Hourly Biweekly	\$47.63 \$3,810.40	\$48.12 \$3,849.60	\$48.60 \$3,888.00	\$49.07 \$3,925.60	\$49.57 \$3,965.60	\$50.06 \$4,004.80	\$50.56 \$4,044.80	\$51.05 \$4,084.00	\$51.58 \$4,126.40	\$52.07 \$4,165.60	\$52.63 \$4,210.40	\$53.14 \$4,251.20
Steps Hourly Biweekly Annually	\$47.63 \$3,810.40 \$99,070.40	\$48.12 \$3,849.60 \$100,089.60	\$48.60 \$3,888.00 \$101,088.00	\$49.07 \$3,925.60 \$102,065.60	\$49.57 \$3,965.60 \$103,105.60	\$50.06 \$4,004.80 \$104,124.80	\$50.56 \$4,044.80 \$105,164.80	\$51.05 \$4,084.00 \$106,184.00	\$51.58 \$4,126.40 \$107,286.40	\$52.07 \$4,165.60 \$108,305.60	\$52.63 \$4,210.40 \$109,470.40	\$53.14 \$4,251.20 \$110,531.20
Steps Hourly Biweekly Annually Steps Hourly	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19	\$48.60 \$3,888.00 \$101,088.00 15 \$54.76	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98	\$51.05 \$4,084.00 \$106,184.00 20 \$57.56	\$51.58 \$4,126.40 \$107,286.40 21 \$58.13	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20	\$48.60 \$3,888.00 \$101,088.00 15 \$54.76 \$4,380.80	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40	\$51.05 \$4,084.00 \$106,184.00 20 \$57.56 \$4,604.80	\$51.58 \$4,126.40 \$107,286.40 21 \$58.13 \$4,650.40	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00
Steps Hourly Biweekly Annually Steps Hourly	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19	\$48.60 \$3,888.00 \$101,088.00 15 \$54.76	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98	\$51.05 \$4,084.00 \$106,184.00 20 \$57.56	\$51.58 \$4,126.40 \$107,286.40 21 \$58.13	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20	\$48.60 \$3,888.00 \$101,088.00 15 \$54.76 \$4,380.80 \$113,900.80	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40	\$51.05 \$4,084.00 \$106,184.00 20 \$57.56 \$4,604.80 \$119,724.80	\$51.58 \$4,126.40 \$107,286.40 21 \$58.13 \$4,650.40 \$120,910.40	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20	\$48.60 \$3,888.00 \$101,088.00 15 \$54.76 \$4,380.80 \$113,900.80	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40	\$51.05 \$4,084.00 \$106,184.00 20 \$57.56 \$4,604.80 \$119,724.80	\$51.58 \$4,126.40 \$107,286.40 21 \$58.13 \$4,650.40 \$120,910.40	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20	\$48.60 \$3,888.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$27 \$61.71	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40	\$51.05 \$4,084.00 \$106,184.00 20 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87	\$51.58 \$4,126.40 \$107,286.40 21 \$58.13 \$4,650.40 \$120,910.40	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47 \$4,837.60	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20 26 \$61.08 \$4,886.40	\$48.60 \$3,888.00 \$101,088.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$27 \$61.71 \$4,936.80	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33 \$4,986.40	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95 \$5,036.00	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56 \$5,084.80	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40 31 \$64.20 \$5,136.00	\$51.05 \$4,084.00 \$106,184.00 20 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87 \$5,189.60	\$51.58 \$4,126.40 \$107,286.40 21 \$58.13 \$4,650.40 \$120,910.40 33 \$65.51 \$5,240.80	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60 34 \$66.17 \$5,293.60	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82 \$5,345.60	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00 36 \$67.50 \$5,400.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20	\$48.60 \$3,888.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$27 \$61.71	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40	\$51.05 \$4,084.00 \$106,184.00 20 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87	\$51.58 \$4,126.40 \$107,286.40 21 \$58.13 \$4,650.40 \$120,910.40	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47 \$4,837.60 \$125,777.60	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20 26 \$61.08 \$4,886.40 \$127,046.40	\$48.60 \$3,888.00 \$101,088.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$27 \$61.71 \$4,936.80 \$128,356.80	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33 \$4,986.40 \$129,646.40	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95 \$5,036.00 \$130,936.00	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56 \$5,084.80 \$132,204.80	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40 31 \$64.20 \$5,136.00 \$133,536.00	\$51.05 \$4,084.00 \$106,184.00 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87 \$5,189.60 \$134,929.60	\$51.58 \$4,126.40 \$107,286.40 21 \$58.13 \$4,650.40 \$120,910.40 33 \$65.51 \$5,240.80 \$136,260.80	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60 34 \$66.17 \$5,293.60 \$137,633.60	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82 \$5,345.60 \$138,985.60	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00 36 \$67.50 \$5,400.00 \$140,400.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47 \$4,837.60 \$125,777.60	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20 26 \$61.08 \$4,886.40 \$127,046.40	\$48.60 \$3,888.00 \$101,088.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$113,900.80 \$128,356.80	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33 \$4,986.40 \$129,646.40	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95 \$5,036.00 \$130,936.00	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56 \$5,084.80 \$132,204.80	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40 31 \$64.20 \$5,136.00 \$133,536.00	\$51.05 \$4,084.00 \$106,184.00 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87 \$5,189.60 \$134,929.60	\$51.58 \$4,126.40 \$107,286.40 21 \$58.13 \$4,650.40 \$120,910.40 33 \$65.51 \$5,240.80 \$136,260.80	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60 34 \$66.17 \$5,293.60 \$137,633.60	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82 \$5,345.60 \$138,985.60	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00 36 \$67.50 \$5,400.00 \$140,400.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47 \$4,837.60 \$125,777.60	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20 26 \$61.08 \$4,886.40 \$127,046.40	\$48.60 \$3,888.00 \$101,088.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$27 \$61.71 \$4,936.80 \$128,356.80 \$39 \$69.54	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33 \$4,986.40 \$129,646.40	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95 \$5,036.00 \$130,936.00	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56 \$5,084.80 \$132,204.80	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40 31 \$64.20 \$5,136.00 \$133,536.00	\$51.05 \$4,084.00 \$106,184.00 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87 \$5,189.60 \$134,929.60	\$51.58 \$4,126.40 \$107,286.40 \$18.13 \$4,650.40 \$120,910.40 \$120,910.40 \$136,260.80 \$136,260.80	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60 34 \$66.17 \$5,293.60 \$137,633.60	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82 \$5,345.60 \$138,985.60	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00 36 \$67.50 \$5,400.00 \$140,400.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47 \$4,837.60 \$125,777.60 37 \$68.18 \$5,454.40	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20 26 \$61.08 \$4,886.40 \$127,046.40 38 \$68.86 \$5,508.80	\$48.60 \$3,888.00 \$101,088.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$61.71 \$4,936.80 \$128,356.80 \$9 \$69.54 \$5,563.20	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33 \$4,986.40 \$129,646.40 40 \$70.24 \$5,619.20	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95 \$5,036.00 \$130,936.00 41 \$70.95 \$5,676.00	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56 \$5,084.80 \$132,204.80 42 \$71.65 \$5,732.00	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40 31 \$64.20 \$5,136.00 \$133,536.00 43 \$72.36 \$5,788.80	\$51.05 \$4,084.00 \$106,184.00 \$106,184.00 \$57.56 \$4,604.80 \$119,724.80 \$44.87 \$5,189.60 \$134,929.60 \$44 \$73.09 \$5,847.20	\$51.58 \$4,126.40 \$107,286.40 \$107,286.40 \$121 \$58.13 \$4,650.40 \$120,910.40 \$33 \$65.51 \$5,240.80 \$136,260.80 \$73.82 \$5,905.60	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60 34 \$66.17 \$5,293.60 \$137,633.60 46 \$74.54 \$5,963.20	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82 \$5,345.60 \$138,985.60 47 \$75.27 \$6,021.60	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00 36 \$67.50 \$5,400.00 \$140,400.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47 \$4,837.60 \$125,777.60	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20 26 \$61.08 \$4,886.40 \$127,046.40	\$48.60 \$3,888.00 \$101,088.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$27 \$61.71 \$4,936.80 \$128,356.80 \$39 \$69.54	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33 \$4,986.40 \$129,646.40	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95 \$5,036.00 \$130,936.00	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56 \$5,084.80 \$132,204.80	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40 31 \$64.20 \$5,136.00 \$133,536.00	\$51.05 \$4,084.00 \$106,184.00 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87 \$5,189.60 \$134,929.60	\$51.58 \$4,126.40 \$107,286.40 \$18.13 \$4,650.40 \$120,910.40 \$120,910.40 \$136,260.80 \$136,260.80	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60 34 \$66.17 \$5,293.60 \$137,633.60	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82 \$5,345.60 \$138,985.60	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00 36 \$67.50 \$5,400.00 \$140,400.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47 \$4,837.60 \$125,777.60 37 \$68.18 \$5,454.40	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20 26 \$61.08 \$4,886.40 \$127,046.40 38 \$68.86 \$5,508.80	\$48.60 \$3,888.00 \$101,088.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$61.71 \$4,936.80 \$128,356.80 \$9 \$69.54 \$5,563.20	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33 \$4,986.40 \$129,646.40 40 \$70.24 \$5,619.20	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95 \$5,036.00 \$130,936.00 41 \$70.95 \$5,676.00	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56 \$5,084.80 \$132,204.80 42 \$71.65 \$5,732.00	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40 31 \$64.20 \$5,136.00 \$133,536.00 43 \$72.36 \$5,788.80	\$51.05 \$4,084.00 \$106,184.00 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87 \$5,189.60 \$134,929.60 44 \$73.09 \$5,847.20	\$51.58 \$4,126.40 \$107,286.40 \$107,286.40 \$121 \$58.13 \$4,650.40 \$120,910.40 \$33 \$65.51 \$5,240.80 \$136,260.80 \$73.82 \$5,905.60	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60 34 \$66.17 \$5,293.60 \$137,633.60 46 \$74.54 \$5,963.20	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82 \$5,345.60 \$138,985.60 47 \$75.27 \$6,021.60	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00 36 \$67.50 \$5,400.00 \$140,400.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47 \$4,837.60 \$125,777.60 37 \$68.18 \$5,454.40 \$141,814.40	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20 26 \$61.08 \$4,886.40 \$127,046.40 38 \$68.86 \$5,508.80 \$143,228.80	\$48.60 \$3,888.00 \$101,088.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$61.71 \$4,936.80 \$128,356.80 \$9 \$69.54 \$5,563.20 \$144,643.20	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33 \$4,986.40 \$129,646.40 40 \$70.24 \$5,619.20 \$146,099.20	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95 \$5,036.00 \$130,936.00 41 \$70.95 \$5,676.00 \$147,576.00	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56 \$5,084.80 \$132,204.80 42 \$71.65 \$5,732.00 \$149,032.00	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40 31 \$64.20 \$5,136.00 \$133,536.00 43 \$72.36 \$5,788.80 \$150,508.80	\$51.05 \$4,084.00 \$106,184.00 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87 \$5,189.60 \$134,929.60 44 \$73.09 \$5,847.20	\$51.58 \$4,126.40 \$107,286.40 \$107,286.40 \$121 \$58.13 \$4,650.40 \$120,910.40 \$33 \$65.51 \$5,240.80 \$136,260.80 \$73.82 \$5,905.60	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60 34 \$66.17 \$5,293.60 \$137,633.60 46 \$74.54 \$5,963.20	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82 \$5,345.60 \$138,985.60 47 \$75.27 \$6,021.60	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00 36 \$67.50 \$5,400.00 \$140,400.00
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	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47 \$4,837.60 \$125,777.60 37 \$68.18 \$5,454.40 \$141,814.40	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20 26 \$61.08 \$4,886.40 \$127,046.40 38 \$68.86 \$5,508.80 \$143,228.80 50 \$77.58	\$48.60 \$3,888.00 \$101,088.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$128,356.80 \$128,356.80 \$19,54 \$5,563.20 \$144,643.20 \$144,643.20	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33 \$4,986.40 \$129,646.40 40 \$70.24 \$5,619.20 \$146,099.20	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95 \$5,036.00 \$130,936.00 41 \$70.95 \$5,676.00 \$147,576.00	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56 \$5,084.80 \$132,204.80 42 \$71.65 \$5,732.00 \$149,032.00	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40 31 \$64.20 \$5,136.00 \$133,536.00 43 \$72.36 \$5,788.80 \$150,508.80	\$51.05 \$4,084.00 \$106,184.00 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87 \$5,189.60 \$134,929.60 44 \$73.09 \$5,847.20	\$51.58 \$4,126.40 \$107,286.40 \$107,286.40 \$121 \$58.13 \$4,650.40 \$120,910.40 \$33 \$65.51 \$5,240.80 \$136,260.80 \$73.82 \$5,905.60	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60 34 \$66.17 \$5,293.60 \$137,633.60 46 \$74.54 \$5,963.20	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82 \$5,345.60 \$138,985.60 47 \$75.27 \$6,021.60	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00 36 \$67.50 \$5,400.00 \$140,400.00
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	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47 \$4,837.60 \$125,777.60 37 \$68.18 \$5,454.40 \$141,814.40 49 \$76.81 \$6,144.80	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20 26 \$61.08 \$4,886.40 \$127,046.40 38 \$68.86 \$5,508.80 \$143,228.80 50 \$77.58 \$6,206.40	\$48.60 \$3,888.00 \$101,088.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$61.71 \$4,936.80 \$128,356.80 \$128,356.80 \$144,643.20 \$144,643.20	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33 \$4,986.40 \$129,646.40 40 \$70.24 \$5,619.20 \$146,099.20 52 \$79.15 \$6,332.00	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95 \$5,036.00 \$130,936.00 41 \$70.95 \$5,676.00 \$147,576.00 53 \$79.94 \$6,395.20	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56 \$5,084.80 \$132,204.80 42 \$71.65 \$5,732.00 \$149,032.00 54 \$80.73 \$6,458.40	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40 31 \$64.20 \$5,136.00 \$133,536.00 43 \$72.36 \$5,788.80 \$150,508.80 55 \$81.55 \$6,524.00	\$51.05 \$4,084.00 \$106,184.00 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87 \$5,189.60 \$134,929.60 44 \$73.09 \$5,847.20	\$51.58 \$4,126.40 \$107,286.40 \$107,286.40 \$121 \$58.13 \$4,650.40 \$120,910.40 \$33 \$65.51 \$5,240.80 \$136,260.80 \$73.82 \$5,905.60	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60 34 \$66.17 \$5,293.60 \$137,633.60 46 \$74.54 \$5,963.20	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82 \$5,345.60 \$138,985.60 47 \$75.27 \$6,021.60	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00 36 \$67.50 \$5,400.00 \$140,400.00
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	\$47.63 \$3,810.40 \$99,070.40 13 \$53.67 \$4,293.60 \$111,633.60 25 \$60.47 \$4,837.60 \$125,777.60 37 \$68.18 \$5,454.40 \$141,814.40	\$48.12 \$3,849.60 \$100,089.60 14 \$54.19 \$4,335.20 \$112,715.20 26 \$61.08 \$4,886.40 \$127,046.40 38 \$68.86 \$5,508.80 \$143,228.80 50 \$77.58	\$48.60 \$3,888.00 \$101,088.00 \$101,088.00 \$15 \$54.76 \$4,380.80 \$113,900.80 \$128,356.80 \$128,356.80 \$19,54 \$5,563.20 \$144,643.20 \$144,643.20	\$49.07 \$3,925.60 \$102,065.60 16 \$55.31 \$4,424.80 \$115,044.80 28 \$62.33 \$4,986.40 \$129,646.40 40 \$70.24 \$5,619.20 \$146,099.20	\$49.57 \$3,965.60 \$103,105.60 17 \$55.87 \$4,469.60 \$116,209.60 29 \$62.95 \$5,036.00 \$130,936.00 41 \$70.95 \$5,676.00 \$147,576.00	\$50.06 \$4,004.80 \$104,124.80 18 \$56.42 \$4,513.60 \$117,353.60 30 \$63.56 \$5,084.80 \$132,204.80 42 \$71.65 \$5,732.00 \$149,032.00	\$50.56 \$4,044.80 \$105,164.80 19 \$56.98 \$4,558.40 \$118,518.40 31 \$64.20 \$5,136.00 \$133,536.00 43 \$72.36 \$5,788.80 \$150,508.80	\$51.05 \$4,084.00 \$106,184.00 \$57.56 \$4,604.80 \$119,724.80 32 \$64.87 \$5,189.60 \$134,929.60 44 \$73.09 \$5,847.20	\$51.58 \$4,126.40 \$107,286.40 \$107,286.40 \$121 \$58.13 \$4,650.40 \$120,910.40 \$33 \$65.51 \$5,240.80 \$136,260.80 \$73.82 \$5,905.60	\$52.07 \$4,165.60 \$108,305.60 22 \$58.72 \$4,697.60 \$122,137.60 34 \$66.17 \$5,293.60 \$137,633.60 46 \$74.54 \$5,963.20	\$52.63 \$4,210.40 \$109,470.40 23 \$59.29 \$4,743.20 \$123,323.20 35 \$66.82 \$5,345.60 \$138,985.60 47 \$75.27 \$6,021.60	\$53.14 \$4,251.20 \$110,531.20 24 \$59.90 \$4,792.00 \$124,592.00 36 \$67.50 \$5,400.00 \$140,400.00

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

	_	_	_	_	_	_	_	_				
Steps	. 1	2	. 3	4	. 5	. 6	7	. 8	9	10	11	12
Hourly	\$53.67	\$54.19	\$54.76	\$55.31	\$55.87	\$56.42	\$56.98	\$57.56	\$58.13	\$58.72	\$59.29	\$59.90
Biweekly	\$4,293.60	\$4,335.20	\$4,380.80	\$4,424.80	\$4,469.60	\$4,513.60	\$4,558.40	\$4,604.80	\$4,650.40	\$4,697.60	\$4,743.20	\$4,792.00
Annually	\$111,633.60	\$112,715.20	\$113,900.80	\$115,044.80	\$116,209.60	\$117,353.60	\$118,518.40	\$119,724.80	\$120,910.40	\$122,137.60	\$123,323.20	\$124,592.00
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$60.47	\$61.08	\$61.71	\$62.33	\$62.95	\$63.56	\$64.20	\$64.87	\$65.51	\$66.17	\$66.82	\$67.50
-	•	•	•				•	•	•			
Biweekly	\$4,837.60	\$4,886.40	\$4,936.80	\$4,986.40	\$5,036.00	\$5,084.80	\$5,136.00	\$5,189.60	\$5,240.80	\$5,293.60	\$5,345.60	\$5,400.00
Annually	\$125,777.60	\$127,046.40	\$128,356.80	\$129,646.40	\$130,936.00	\$132,204.80	\$133,536.00	\$134,929.60	\$136,260.80	\$137,633.60	\$138,985.60	\$140,400.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$68.18	\$68.86	\$69.54	\$70.24	\$70.95	\$71.65	\$72.36	\$73.09	\$73.82	\$74.54	\$75.27	\$76.07
Biweekly	\$5,454.40	\$5,508.80	\$5,563.20	\$5,619.20	\$5,676.00	\$5,732.00	\$5,788.80	\$5,847.20	\$5,905.60	\$5,963.20	\$6,021.60	\$6,085.60
	\$141,814.40	\$143,228.80	\$144,643.20	\$146,099.20	\$147,576.00	\$149,032.00	\$150,508.80	\$152,027.20	\$153,545.60	\$155,043.20	\$156,561.60	\$158,225.60
Annually	\$141,814.40	\$143,228.80	\$144,043.20	\$146,099.20	\$147,576.00	\$149,032.00	\$150,508.80	\$152,027.20	\$155,545.00	\$155,043.20	\$150,501.00	\$158,225.00
Chana												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$76.81	\$77.58	\$78.35	\$79.15	\$79.94	\$80.73	\$81.55	\$82.35	\$83.17	\$84.02	\$84.86	\$85.70
Biweekly	\$6,144.80	\$6,206.40	\$6,268.00	\$6,332.00	\$6,395.20	\$6,458.40	\$6,524.00	\$6,588.00	\$6,653.60	\$6,721.60	\$6,788.80	\$6,856.00
Annually	\$159,764.80	\$161,366.40	\$162,968.00	\$164,632.00	\$166,275.20	\$167,918.40	\$169,624.00	\$171,288.00	\$172,993.60	\$174,761.60	\$176,508.80	\$178,256.00
, 	Q13377 0 1130	0101,0000	V102,500.00	V10 1,002100	V100,275.20	V107,010110	Q103,0200	V1/1/200.00	V172,030.00	V17 117 02100	V2. 0,500.00	V17 0,250.00
Steps	49	50	51	52	53	54	55					
Hourly	\$86.53	\$87.42	\$88.27	\$89.19	\$90.06	\$90.96	\$91.88					
Biweekly	\$6,922.40	\$6,993.60	\$7,061.60	\$7,135.20	\$7,204.80	\$7,276.80	\$7,350.40					
Annually	\$179,982.40	\$181,833.60	\$183,601.60	\$185,515.20	\$187,324.80	\$189,196.80	\$191,110.40					
Grade 84												
		•	•		_		_		•	10	44	42
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$58.72	\$59.29	\$59.90	\$60.47	\$61.08	\$61.71	\$62.33	\$62.95	\$63.56	\$64.20	\$64.87	\$65.51
Steps	_	_	-		_			-	-			
Steps Hourly	\$58.72	\$59.29	\$59.90	\$60.47	\$61.08	\$61.71	\$62.33	\$62.95	\$63.56	\$64.20	\$64.87	\$65.51
Steps Hourly Biweekly Annually	\$58.72 \$4,697.60	\$59.29 \$4,743.20	\$59.90 \$4,792.00	\$60.47 \$4,837.60	\$61.08 \$4,886.40	\$61.71 \$4,936.80	\$62.33 \$4,986.40	\$62.95 \$5,036.00	\$63.56 \$5,084.80	\$64.20 \$5,136.00	\$64.87 \$5,189.60	\$65.51 \$5,240.80 \$136,260.80
Steps Hourly Biweekly	\$58.72 \$4,697.60	\$59.29 \$4,743.20	\$59.90 \$4,792.00	\$60.47 \$4,837.60	\$61.08 \$4,886.40	\$61.71 \$4,936.80	\$62.33 \$4,986.40	\$62.95 \$5,036.00	\$63.56 \$5,084.80	\$64.20 \$5,136.00	\$64.87 \$5,189.60	\$65.51 \$5,240.80
Steps Hourly Biweekly Annually	\$58.72 \$4,697.60 \$122,137.60	\$59.29 \$4,743.20 \$123,323.20	\$59.90 \$4,792.00 \$124,592.00	\$60.47 \$4,837.60 \$125,777.60	\$61.08 \$4,886.40 \$127,046.40	\$61.71 \$4,936.80 \$128,356.80	\$62.33 \$4,986.40 \$129,646.40	\$62.95 \$5,036.00 \$130,936.00	\$63.56 \$5,084.80 \$132,204.80	\$64.20 \$5,136.00 \$133,536.00	\$64.87 \$5,189.60 \$134,929.60	\$65.51 \$5,240.80 \$136,260.80
Steps Hourly Biweekly Annually Steps Hourly	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82	\$59.90 \$4,792.00 \$124,592.00 15 \$67.50	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24	\$62.95 \$5,036.00 \$130,936.00 20 \$70.95	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60	\$59.90 \$4,792.00 \$124,592.00 15 \$67.50 \$5,400.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20	\$62.95 \$5,036.00 \$130,936.00 20 \$70.95 \$5,676.00	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36 \$5,788.80	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60
Steps Hourly Biweekly Annually Steps Hourly	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82	\$59.90 \$4,792.00 \$124,592.00 15 \$67.50	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24	\$62.95 \$5,036.00 \$130,936.00 20 \$70.95	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60	\$59.90 \$4,792.00 \$124,592.00 \$15 \$67.50 \$5,400.00 \$140,400.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20	\$62.95 \$5,036.00 \$130,936.00 20 \$70.95 \$5,676.00 \$147,576.00	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36 \$5,788.80 \$150,508.80	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60	\$59.90 \$4,792.00 \$124,592.00 \$15 \$67.50 \$5,400.00 \$140,400.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36 \$5,788.80 \$150,508.80	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60	\$59.90 \$4,792.00 \$124,592.00 \$15 \$67.50 \$5,400.00 \$140,400.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36 \$5,788.80 \$150,508.80 34 \$81.55	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60	\$59.90 \$4,792.00 \$124,592.00 \$15 \$67.50 \$5,400.00 \$140,400.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36 \$5,788.80 \$150,508.80	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60	\$59.90 \$4,792.00 \$124,592.00 \$15 \$67.50 \$5,400.00 \$140,400.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36 \$5,788.80 \$150,508.80 34 \$81.55	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60 25 \$74.54 \$5,963.20	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60 26 \$75.27 \$6,021.60	\$59.90 \$4,792.00 \$124,592.00 \$15 \$67.50 \$5,400.00 \$140,400.00 \$7 \$76.07 \$6,085.60	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81 \$6,144.80	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58 \$6,206.40	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35 \$6,268.00	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20 31 \$79.15 \$6,332.00	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00 \$2 \$79.94 \$6,395.20	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73 \$6,458.40	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36 \$5,788.80 \$150,508.80 34 \$81.55 \$6,524.00	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35 \$6,588.00	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17 \$6,653.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60 25 \$74.54 \$5,963.20 \$155,043.20	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60 26 \$75.27 \$6,021.60 \$156,561.60	\$59.90 \$4,792.00 \$124,592.00 \$124,592.00 \$67.50 \$5,400.00 \$140,400.00 \$7 \$76.07 \$6,085.60 \$158,225.60	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81 \$6,144.80 \$159,764.80	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58 \$6,206.40 \$161,366.40	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35 \$6,268.00 \$162,968.00	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20 31 \$79.15 \$6,332.00 \$164,632.00	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00 32 \$79.94 \$6,395.20 \$166,275.20	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73 \$6,458.40 \$167,918.40	\$64.20 \$5,136.00 \$133,536.00 \$122 \$72.36 \$5,788.80 \$150,508.80 \$4 \$81.55 \$6,524.00 \$169,624.00	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35 \$6,588.00 \$171,288.00	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17 \$6,653.60 \$172,993.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60 25 \$74.54 \$5,963.20 \$155,043.20	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60 26 \$75.27 \$6,021.60 \$156,561.60	\$59.90 \$4,792.00 \$124,592.00 \$15 \$67.50 \$5,400.00 \$140,400.00 \$7 \$76.07 \$6,085.60 \$158,225.60	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81 \$6,144.80 \$159,764.80	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58 \$6,206.40 \$161,366.40	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35 \$6,268.00 \$162,968.00	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20 31 \$79.15 \$6,332.00 \$164,632.00	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00 \$2 \$79.94 \$6,395.20 \$166,275.20	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73 \$6,458.40 \$167,918.40	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36 \$5,788.80 \$150,508.80 34 \$81.55 \$6,524.00 \$169,624.00	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35 \$6,588.00 \$171,288.00	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17 \$6,653.60 \$172,993.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60 25 \$74.54 \$5,963.20 \$155,043.20	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60 26 \$75.27 \$6,021.60 \$156,561.60	\$59.90 \$4,792.00 \$124,592.00 \$124,592.00 \$5,400.00 \$140,400.00 \$7 \$76.07 \$6,085.60 \$158,225.60	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81 \$6,144.80 \$159,764.80	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58 \$6,206.40 \$161,366.40	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35 \$6,268.00 \$162,968.00	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20 31 \$79.15 \$6,332.00 \$164,632.00	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00 \$2 \$79.94 \$6,395.20 \$166,275.20	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73 \$6,458.40 \$167,918.40	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36 \$5,788.80 \$150,508.80 34 \$81.55 \$6,524.00 \$169,624.00	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35 \$6,588.00 \$171,288.00	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17 \$6,653.60 \$172,993.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60 25 \$74.54 \$5,963.20 \$155,043.20 37 \$84.02 \$6,721.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60 26 \$75.27 \$6,021.60 \$156,561.60 38 \$84.86 \$6,788.80	\$59.90 \$4,792.00 \$124,592.00 \$124,592.00 \$5,400.00 \$140,400.00 \$7,50,085.60 \$158,225.60 \$85.70 \$6,856.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81 \$6,144.80 \$159,764.80 40 \$86.53 \$6,922.40	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58 \$6,206.40 \$161,366.40 41 \$87.42 \$6,993.60	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35 \$6,268.00 \$162,968.00 42 \$88.27 \$7,061.60	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20 31 \$79.15 \$6,332.00 \$164,632.00 43 \$89.19 \$7,135.20	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00 32 \$79.94 \$6,395.20 \$166,275.20 44 \$90.06 \$7,204.80	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73 \$6,458.40 \$167,918.40 45 \$90.96 \$7,276.80	\$64.20 \$5,136.00 \$133,536.00 \$122 \$72.36 \$5,788.80 \$150,508.80 \$4 \$81.55 \$6,524.00 \$169,624.00 \$46 \$91.88 \$7,350.40	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35 \$6,588.00 \$171,288.00 47 \$92.81 \$7,424.80	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17 \$6,653.60 \$172,993.60 48 \$93.71 \$7,496.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60 25 \$74.54 \$5,963.20 \$155,043.20	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60 26 \$75.27 \$6,021.60 \$156,561.60	\$59.90 \$4,792.00 \$124,592.00 \$124,592.00 \$5,400.00 \$140,400.00 \$7 \$76.07 \$6,085.60 \$158,225.60	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81 \$6,144.80 \$159,764.80	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58 \$6,206.40 \$161,366.40	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35 \$6,268.00 \$162,968.00	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20 31 \$79.15 \$6,332.00 \$164,632.00	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00 \$2 \$79.94 \$6,395.20 \$166,275.20	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73 \$6,458.40 \$167,918.40	\$64.20 \$5,136.00 \$133,536.00 22 \$72.36 \$5,788.80 \$150,508.80 34 \$81.55 \$6,524.00 \$169,624.00	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35 \$6,588.00 \$171,288.00	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17 \$6,653.60 \$172,993.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$58.72 \$4,697.60 \$122,137.60 \$122,137.60 \$13,633.60 \$137,633.60 \$25 \$74.54 \$5,963.20 \$155,043.20 \$4,02 \$6,721.60 \$174,761.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60 26 \$75.27 \$6,021.60 \$156,561.60 38 \$84.86 \$6,788.80 \$176,508.80	\$59.90 \$4,792.00 \$124,592.00 \$124,592.00 \$67.50 \$5,400.00 \$140,400.00 \$7 \$6,085.60 \$158,225.60 \$85.70 \$6,856.00 \$178,256.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81 \$6,144.80 \$159,764.80 40 \$86.53 \$6,922.40 \$179,982.40	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58 \$6,206.40 \$161,366.40 41 \$87.42 \$6,993.60 \$181,833.60	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35 \$6,268.00 \$162,968.00 \$183,601.60	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20 31 \$79.15 \$6,332.00 \$164,632.00 43 \$89.19 \$7,135.20 \$185,515.20	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00 32 \$79.94 \$6,395.20 \$166,275.20 44 \$90.06 \$7,204.80	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73 \$6,458.40 \$167,918.40 45 \$90.96 \$7,276.80	\$64.20 \$5,136.00 \$133,536.00 \$122 \$72.36 \$5,788.80 \$150,508.80 \$4 \$81.55 \$6,524.00 \$169,624.00 \$46 \$91.88 \$7,350.40	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35 \$6,588.00 \$171,288.00 47 \$92.81 \$7,424.80	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17 \$6,653.60 \$172,993.60 48 \$93.71 \$7,496.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60 25 \$74.54 \$5,963.20 \$155,043.20 37 \$84.02 \$6,721.60 \$174,761.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60 26 \$75.27 \$6,021.60 \$156,561.60 38 \$84.86 \$6,788.80 \$176,508.80	\$59.90 \$4,792.00 \$124,592.00 \$124,592.00 \$15 \$67.50 \$5,400.00 \$140,400.00 \$7 \$6,085.60 \$158,225.60 \$158,225.60 \$178,256.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81 \$6,144.80 \$159,764.80 40 \$86.53 \$6,922.40 \$179,982.40	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58 \$6,206.40 \$161,366.40 41 \$87.42 \$6,993.60 \$181,833.60	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35 \$6,268.00 \$162,968.00 42 \$88.27 \$7,061.60 \$183,601.60	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20 31 \$79.15 \$6,332.00 \$164,632.00 43 \$89.19 \$7,135.20 \$185,515.20	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00 32 \$79.94 \$6,395.20 \$166,275.20 44 \$90.06 \$7,204.80	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73 \$6,458.40 \$167,918.40 45 \$90.96 \$7,276.80	\$64.20 \$5,136.00 \$133,536.00 \$122 \$72.36 \$5,788.80 \$150,508.80 \$4 \$81.55 \$6,524.00 \$169,624.00 \$46 \$91.88 \$7,350.40	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35 \$6,588.00 \$171,288.00 47 \$92.81 \$7,424.80	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17 \$6,653.60 \$172,993.60 48 \$93.71 \$7,496.80
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	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60 25 \$74.54 \$5,963.20 \$155,043.20 37 \$84.02 \$6,721.60 \$174,761.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60 26 \$75.27 \$6,021.60 \$156,561.60 38 \$84.86 \$6,788.80 \$176,508.80 50 \$95.60	\$59.90 \$4,792.00 \$124,592.00 \$124,592.00 \$67.50 \$5,400.00 \$140,400.00 \$76.07 \$6,085.60 \$158,225.60 \$9 \$85.70 \$6,856.00 \$178,256.00 \$178,256.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81 \$6,144.80 \$159,764.80 40 \$86.53 \$6,922.40 \$179,982.40 \$179,982.40	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58 \$6,206.40 \$161,366.40 41 \$87.42 \$6,993.60 \$181,833.60	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35 \$6,268.00 \$162,968.00 42 \$88.27 \$7,061.60 \$183,601.60	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20 31 \$79.15 \$6,332.00 \$164,632.00 43 \$89.19 \$7,135.20 \$185,515.20	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00 32 \$79.94 \$6,395.20 \$166,275.20 44 \$90.06 \$7,204.80	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73 \$6,458.40 \$167,918.40 45 \$90.96 \$7,276.80	\$64.20 \$5,136.00 \$133,536.00 \$122 \$72.36 \$5,788.80 \$150,508.80 \$4 \$81.55 \$6,524.00 \$169,624.00 \$46 \$91.88 \$7,350.40	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35 \$6,588.00 \$171,288.00 47 \$92.81 \$7,424.80	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17 \$6,653.60 \$172,993.60 48 \$93.71 \$7,496.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60 25 \$74.54 \$5,963.20 \$155,043.20 37 \$84.02 \$6,721.60 \$174,761.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60 26 \$75.27 \$6,021.60 \$156,561.60 38 \$84.86 \$6,788.80 \$176,508.80	\$59.90 \$4,792.00 \$124,592.00 \$124,592.00 \$15 \$67.50 \$5,400.00 \$140,400.00 \$7 \$6,085.60 \$158,225.60 \$158,225.60 \$178,256.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81 \$6,144.80 \$159,764.80 40 \$86.53 \$6,922.40 \$179,982.40	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58 \$6,206.40 \$161,366.40 41 \$87.42 \$6,993.60 \$181,833.60	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35 \$6,268.00 \$162,968.00 42 \$88.27 \$7,061.60 \$183,601.60	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20 31 \$79.15 \$6,332.00 \$164,632.00 43 \$89.19 \$7,135.20 \$185,515.20	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00 32 \$79.94 \$6,395.20 \$166,275.20 44 \$90.06 \$7,204.80	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73 \$6,458.40 \$167,918.40 45 \$90.96 \$7,276.80	\$64.20 \$5,136.00 \$133,536.00 \$122 \$72.36 \$5,788.80 \$150,508.80 \$4 \$81.55 \$6,524.00 \$169,624.00 \$46 \$91.88 \$7,350.40	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35 \$6,588.00 \$171,288.00 47 \$92.81 \$7,424.80	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17 \$6,653.60 \$172,993.60 48 \$93.71 \$7,496.80
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	\$58.72 \$4,697.60 \$122,137.60 13 \$66.17 \$5,293.60 \$137,633.60 25 \$74.54 \$5,963.20 \$155,043.20 37 \$84.02 \$6,721.60 \$174,761.60	\$59.29 \$4,743.20 \$123,323.20 14 \$66.82 \$5,345.60 \$138,985.60 26 \$75.27 \$6,021.60 \$156,561.60 38 \$84.86 \$6,788.80 \$176,508.80 50 \$95.60	\$59.90 \$4,792.00 \$124,592.00 \$124,592.00 \$67.50 \$5,400.00 \$140,400.00 \$76.07 \$6,085.60 \$158,225.60 \$9 \$85.70 \$6,856.00 \$178,256.00 \$178,256.00	\$60.47 \$4,837.60 \$125,777.60 16 \$68.18 \$5,454.40 \$141,814.40 28 \$76.81 \$6,144.80 \$159,764.80 40 \$86.53 \$6,922.40 \$179,982.40 \$179,982.40	\$61.08 \$4,886.40 \$127,046.40 17 \$68.86 \$5,508.80 \$143,228.80 29 \$77.58 \$6,206.40 \$161,366.40 41 \$87.42 \$6,993.60 \$181,833.60	\$61.71 \$4,936.80 \$128,356.80 18 \$69.54 \$5,563.20 \$144,643.20 30 \$78.35 \$6,268.00 \$162,968.00 42 \$88.27 \$7,061.60 \$183,601.60	\$62.33 \$4,986.40 \$129,646.40 19 \$70.24 \$5,619.20 \$146,099.20 31 \$79.15 \$6,332.00 \$164,632.00 43 \$89.19 \$7,135.20 \$185,515.20	\$62.95 \$5,036.00 \$130,936.00 \$70.95 \$5,676.00 \$147,576.00 32 \$79.94 \$6,395.20 \$166,275.20 44 \$90.06 \$7,204.80	\$63.56 \$5,084.80 \$132,204.80 21 \$71.65 \$5,732.00 \$149,032.00 33 \$80.73 \$6,458.40 \$167,918.40 45 \$90.96 \$7,276.80	\$64.20 \$5,136.00 \$133,536.00 \$122 \$72.36 \$5,788.80 \$150,508.80 \$4 \$81.55 \$6,524.00 \$169,624.00 \$46 \$91.88 \$7,350.40	\$64.87 \$5,189.60 \$134,929.60 23 \$73.09 \$5,847.20 \$152,027.20 35 \$82.35 \$6,588.00 \$171,288.00 47 \$92.81 \$7,424.80	\$65.51 \$5,240.80 \$136,260.80 24 \$73.82 \$5,905.60 \$153,545.60 36 \$83.17 \$6,653.60 \$172,993.60 48 \$93.71 \$7,496.80

(Non-bargaining unit)

NOME (34%)

Grade 5	7	3
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$19.08	\$19.29	\$19.45	\$19.65	\$19.85	\$20.07	\$20.27	\$20.44	\$20.70	\$20.88	\$21.08	\$21.28
Biweekly	\$1,526.40	\$1,543.20	\$1,556.00	\$1,572.00	\$1,588.00	\$1,605.60	\$1,621.60	\$1,635.20	\$1,656.00	\$1,670.40	\$1,686.40	\$1,702.40
Annually	\$39,686.40	\$40,123.20	\$40,456.00	\$40,872.00	\$41,288.00	\$41,745.60	\$42,161.60	\$42,515.20	\$43,056.00	\$43,430.40	\$43,846.40	\$44,262.40
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$21.50	\$21.71	\$21.95	\$22.16	\$22.38	\$22.61	\$22.83	\$23.05	\$23.28	\$23.53	\$23.77	\$24.00
Biweekly	\$1,720.00	\$1,736.80	\$1,756.00	\$1,772.80	\$1,790.40	\$1,808.80	\$1,826.40	\$1,844.00	\$1,862.40	\$1,882.40	\$1,901.60	\$1,920.00
Annually	\$44,720.00	\$45,156.80	\$45,656.00	\$46,092.80	\$46,550.40	\$47,028.80	\$47,486.40	\$47,944.00	\$48,422.40	\$48,942.40	\$49,441.60	\$49,920.00
, 	V,, 20.00	V 15,1250.55	¥ 10,000.00	Q 10,032.00	V 10,550110	\$ 17,020.00	4 17, 1001 10	0 17 3 1 1100	0.0,122.10	Q 10,5 12110	0.072.00	\$ 15,520.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$24.24	\$24.47	\$24.72	\$24.97	\$25.23	\$25.47	\$25.74	\$25.98	\$26.23	\$26.50	\$26.77	\$27.03
Biweekly	\$1,939.20	\$1,957.60	\$1,977.60	\$1,997.60	\$2,018.40	\$2,037.60	\$2,059.20	\$2,078.40	\$2,098.40	\$2,120.00	\$2,141.60	\$2,162.40
Annually	\$50,419.20	\$50,897.60	\$51,417.60	\$51,937.60	\$52,478.40	\$52,977.60	\$53,539.20	\$54,038.40	\$54,558.40	\$55,120.00	\$55,681.60	\$56,222.40
Steps												••
	37	38	39	40	41 \$28.40	42	43	44	45	46	47	48 \$30.47
Hourly	\$27.31	\$27.58	\$27.85	\$28.14		\$28.71	\$28.98	\$29.29	\$29.57	\$29.86	\$30.17	
Biweekly	\$2,184.80	\$2,206.40	\$2,228.00	\$2,251.20	\$2,272.00	\$2,296.80	\$2,318.40	\$2,343.20	\$2,365.60	\$2,388.80	\$2,413.60	\$2,437.60
Annually	\$56,804.80	\$57,366.40	\$57,928.00	\$58,531.20	\$59,072.00	\$59,716.80	\$60,278.40	\$60,923.20	\$61,505.60	\$62,108.80	\$62,753.60	\$63,377.60
Steps	49	50	51	52	53	54	55					
•												
Hourly	\$30.78	\$31.09	\$31.39	\$31.70	\$32.00	\$32.34	\$32.66					
Biweekly	\$2,462.40	\$2,487.20	\$2,511.20	\$2,536.00	\$2,560.00	\$2,587.20	\$2,612.80					
Annually	\$64,022.40	\$64,667.20	\$65,291.20	\$65,936.00	\$66,560.00	\$67,267.20	\$67,932.80					
Grade 74												
Grade 74												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	\$21.50	\$21.71	3 \$21.95	\$22.16	\$22.38	6 \$22.61	7 \$22.83	8 \$23.05	9 \$23.28	10 \$23.53	\$23.77	\$24.00
Steps												
Steps Hourly	\$21.50	\$21.71	\$21.95	\$22.16	\$22.38	\$22.61	\$22.83	\$23.05	\$23.28	\$23.53	\$23.77	\$24.00
Steps Hourly Biweekly Annually	\$21.50 \$1,720.00 \$44,720.00	\$21.71 \$1,736.80 \$45,156.80	\$21.95 \$1,756.00 \$45,656.00	\$22.16 \$1,772.80 \$46,092.80	\$22.38 \$1,790.40 \$46,550.40	\$22.61 \$1,808.80 \$47,028.80	\$22.83 \$1,826.40 \$47,486.40	\$23.05 \$1,844.00 \$47,944.00	\$23.28 \$1,862.40 \$48,422.40	\$23.53 \$1,882.40 \$48,942.40	\$23.77 \$1,901.60 \$49,441.60	\$24.00 \$1,920.00 \$49,920.00
Steps Hourly Biweekly Annually Steps	\$21.50 \$1,720.00 \$44,720.00	\$21.71 \$1,736.80 \$45,156.80	\$21.95 \$1,756.00 \$45,656.00	\$22.16 \$1,772.80 \$46,092.80	\$22.38 \$1,790.40 \$46,550.40	\$22.61 \$1,808.80 \$47,028.80	\$22.83 \$1,826.40 \$47,486.40	\$23.05 \$1,844.00 \$47,944.00	\$23.28 \$1,862.40 \$48,422.40	\$23.53 \$1,882.40 \$48,942.40	\$23.77 \$1,901.60 \$49,441.60	\$24.00 \$1,920.00 \$49,920.00
Steps Hourly Biweekly Annually Steps Hourly	\$21.50 \$1,720.00 \$44,720.00 13 \$24.24	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77	\$24.00 \$1,920.00 \$49,920.00 24 \$27.03
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.50 \$1,720.00 \$44,720.00 13 \$24.24 \$1,939.20	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60	\$24.00 \$1,920.00 \$49,920.00 24 \$27.03 \$2,162.40
Steps Hourly Biweekly Annually Steps Hourly	\$21.50 \$1,720.00 \$44,720.00 13 \$24.24	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77	\$24.00 \$1,920.00 \$49,920.00 24 \$27.03
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.50 \$1,720.00 \$44,720.00 13 \$24.24 \$1,939.20	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60	\$24.00 \$1,920.00 \$49,920.00 24 \$27.03 \$2,162.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.50 \$1,720.00 \$44,720.00 13 \$24.24 \$1,939.20	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60	\$24.00 \$1,920.00 \$49,920.00 24 \$27.03 \$2,162.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60	\$24.00 \$1,920.00 \$49,920.00 24 \$27.03 \$2,162.40 \$56,222.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40	\$22.61 \$1,808.80 \$47,028.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60	\$24.00 \$1,920.00 \$49,920.00 24 \$27.03 \$2,162.40 \$56,222.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31 \$2,184.80	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60 26 \$27.58 \$2,206.40	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60 27 \$27.85 \$2,228.00	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14 \$2,251.20	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40 \$2,272.00	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60 30 \$28.71 \$2,296.80	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98 \$2,318.40	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29 \$2,343.20	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57 \$2,365.60	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00 34 \$29.86 \$2,388.80	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17 \$2,413.60	\$24.00 \$1,920.00 \$49,920.00 24 \$27.03 \$2,162.40 \$56,222.40 36 \$30.47 \$2,437.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$21.50 \$1,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17	\$24.00 \$1,920.00 \$49,920.00 24 \$27.03 \$2,162.40 \$56,222.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31 \$2,184.80 \$56,804.80	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60 26 \$27.58 \$2,206.40 \$57,366.40	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60 27 \$27.85 \$2,228.00 \$57,928.00	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14 \$2,251.20 \$58,531.20	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40 \$2,272.00 \$59,072.00	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60 30 \$28.71 \$2,296.80 \$59,716.80	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98 \$2,318.40 \$60,278.40	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29 \$2,343.20 \$60,923.20	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57 \$2,365.60 \$61,505.60	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00 34 \$29.86 \$2,388.80 \$62,108.80	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17 \$2,413.60 \$62,753.60	\$24.00 \$1,920.00 \$49,920.00 \$2,162.40 \$56,222.40 \$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31 \$2,184.80 \$56,804.80	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60 26 \$27.58 \$2,206.40 \$57,366.40	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60 27 \$27.85 \$2,228.00 \$57,928.00	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14 \$2,251.20 \$58,531.20	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40 \$2,272.00 \$59,072.00	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60 30 \$28.71 \$2,296.80 \$59,716.80	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98 \$2,318.40 \$60,278.40	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29 \$2,343.20 \$60,923.20	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57 \$2,365.60 \$61,505.60	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00 34 \$29.86 \$2,388.80 \$62,108.80	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17 \$2,413.60 \$62,753.60	\$24.00 \$1,920.00 \$49,920.00 24 \$27.03 \$2,162.40 \$56,222.40 36 \$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Hourly Hourly Hourly Hourly	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31 \$2,184.80 \$56,804.80	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60 26 \$27.58 \$2,206.40 \$57,366.40	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60 27 \$27.85 \$2,228.00 \$57,928.00	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14 \$2,251.20 \$58,531.20	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40 \$2,272.00 \$59,072.00	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60 30 \$28.71 \$2,296.80 \$59,716.80	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98 \$2,318.40 \$60,278.40	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29 \$2,343.20 \$60,923.20	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57 \$2,365.60 \$61,505.60	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00 34 \$29.86 \$2,388.80 \$62,108.80	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17 \$2,413.60 \$62,753.60	\$24.00 \$1,920.00 \$49,920.00 24 \$27.03 \$2,162.40 \$56,222.40 36 \$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31 \$2,184.80 \$56,804.80 37 \$30.78 \$2,462.40	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60 26 \$27.58 \$2,206.40 \$57,366.40 38 \$31.09 \$2,487.20	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60 27 \$27.85 \$2,228.00 \$57,928.00 39 \$31.39 \$2,511.20	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14 \$2,251.20 \$58,531.20 40 \$31.70 \$2,536.00	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40 \$2,272.00 \$59,072.00 41 \$32.00 \$2,560.00	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60 30 \$28.71 \$2,296.80 \$59,716.80 42 \$32.34 \$2,587.20	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98 \$2,318.40 \$60,278.40 43 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29 \$2,343.20 \$60,923.20 44 \$32.99 \$2,639.20	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57 \$2,365.60 \$61,505.60 45 \$33.31 \$2,664.80	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00 34 \$29.86 \$2,388.80 \$62,108.80 46 \$33.68 \$2,694.40	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17 \$2,413.60 \$62,753.60 47 \$33.98 \$2,718.40	\$24.00 \$1,920.00 \$49,920.00 \$24 \$27.03 \$2,162.40 \$56,222.40 36 \$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31 \$2,184.80 \$56,804.80	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60 26 \$27.58 \$2,206.40 \$57,366.40	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60 27 \$27.85 \$2,228.00 \$57,928.00	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14 \$2,251.20 \$58,531.20	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40 \$2,272.00 \$59,072.00	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60 30 \$28.71 \$2,296.80 \$59,716.80	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98 \$2,318.40 \$60,278.40	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29 \$2,343.20 \$60,923.20	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57 \$2,365.60 \$61,505.60	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00 34 \$29.86 \$2,388.80 \$62,108.80	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17 \$2,413.60 \$62,753.60	\$24.00 \$1,920.00 \$49,920.00 \$49,920.00 24 \$27.03 \$2,162.40 \$56,222.40 36 \$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31 \$2,184.80 \$56,804.80 37 \$30.78 \$2,462.40	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60 26 \$27.58 \$2,206.40 \$57,366.40 38 \$31.09 \$2,487.20	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60 27 \$27.85 \$2,228.00 \$57,928.00 39 \$31.39 \$2,511.20	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14 \$2,251.20 \$58,531.20 40 \$31.70 \$2,536.00	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40 \$2,272.00 \$59,072.00 41 \$32.00 \$2,560.00	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60 30 \$28.71 \$2,296.80 \$59,716.80 42 \$32.34 \$2,587.20	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98 \$2,318.40 \$60,278.40 43 \$32.66 \$2,612.80	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29 \$2,343.20 \$60,923.20 44 \$32.99 \$2,639.20	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57 \$2,365.60 \$61,505.60 45 \$33.31 \$2,664.80	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00 34 \$29.86 \$2,388.80 \$62,108.80 46 \$33.68 \$2,694.40	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17 \$2,413.60 \$62,753.60 47 \$33.98 \$2,718.40	\$24.00 \$1,920.00 \$49,920.00 \$24 \$27.03 \$2,162.40 \$56,222.40 36 \$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31 \$2,184.80 \$56,804.80 37 \$30.78 \$2,462.40 \$64,022.40	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60 26 \$27.58 \$2,206.40 \$57,366.40 38 \$31.09 \$2,487.20 \$64,667.20	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60 27 \$27.85 \$2,228.00 \$57,928.00 39 \$31.39 \$2,511.20 \$65,291.20	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14 \$2,251.20 \$58,531.20 40 \$31.70 \$2,536.00 \$65,936.00	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40 \$2,272.00 \$59,072.00 41 \$32.00 \$2,560.00 \$66,560.00	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60 30 \$28.71 \$2,296.80 \$59,716.80 42 \$32.34 \$2,587.20 \$67,267.20	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98 \$2,318.40 \$60,278.40 43 \$32.66 \$2,612.80 \$67,932.80	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29 \$2,343.20 \$60,923.20 44 \$32.99 \$2,639.20	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57 \$2,365.60 \$61,505.60 45 \$33.31 \$2,664.80	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00 34 \$29.86 \$2,388.80 \$62,108.80 46 \$33.68 \$2,694.40	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17 \$2,413.60 \$62,753.60 47 \$33.98 \$2,718.40	\$24.00 \$1,920.00 \$49,920.00 \$24 \$27.03 \$2,162.40 \$56,222.40 36 \$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31 \$2,184.80 \$56,804.80 37 \$30.78 \$2,462.40 \$64,022.40	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60 26 \$27.58 \$2,206.40 \$57,366.40 38 \$31.09 \$2,487.20 \$64,667.20	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60 27 \$27.85 \$2,228.00 \$57,928.00 39 \$31.39 \$2,511.20 \$65,291.20	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14 \$2,251.20 \$58,531.20 40 \$31.70 \$2,536.00 \$65,936.00	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40 \$2,272.00 \$59,072.00 41 \$32.00 \$2,560.00 \$66,560.00	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60 30 \$28.71 \$2,296.80 \$59,716.80 42 \$32.34 \$2,587.20 \$67,267.20	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98 \$2,318.40 \$60,278.40 43 \$32.66 \$2,612.80 \$67,932.80 55 \$36.79	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29 \$2,343.20 \$60,923.20 44 \$32.99 \$2,639.20	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57 \$2,365.60 \$61,505.60 45 \$33.31 \$2,664.80	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00 34 \$29.86 \$2,388.80 \$62,108.80 46 \$33.68 \$2,694.40	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17 \$2,413.60 \$62,753.60 47 \$33.98 \$2,718.40	\$24.00 \$1,920.00 \$49,920.00 \$24 \$27.03 \$2,162.40 \$56,222.40 36 \$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually Steps	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31 \$2,184.80 \$56,804.80 37 \$30.78 \$2,462.40 \$64,022.40 49 \$34.66 \$2,772.80	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60 26 \$27.58 \$2,206.40 \$57,366.40 38 \$31.09 \$2,487.20 \$64,667.20 50 \$35.02 \$2,801.60	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60 27 \$27.85 \$2,228.00 \$57,928.00 39 \$31.39 \$2,511.20 \$65,291.20 51 \$35.37 \$2,829.60	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14 \$2,251.20 \$58,531.20 40 \$31.70 \$2,536.00 \$65,936.00 52 \$35.74 \$2,859.20	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40 \$2,272.00 \$59,072.00 41 \$32.00 \$2,560.00 \$66,560.00 53 \$36.08 \$2,886.40	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60 30 \$28.71 \$2,296.80 \$59,716.80 42 \$32.34 \$2,587.20 \$67,267.20 54 \$36.44 \$2,915.20	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98 \$2,318.40 \$60,278.40 43 \$32.66 \$2,612.80 \$67,932.80 55 \$36.79 \$2,943.20	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29 \$2,343.20 \$60,923.20 44 \$32.99 \$2,639.20	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57 \$2,365.60 \$61,505.60 45 \$33.31 \$2,664.80	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00 34 \$29.86 \$2,388.80 \$62,108.80 46 \$33.68 \$2,694.40	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17 \$2,413.60 \$62,753.60 47 \$33.98 \$2,718.40	\$24.00 \$1,920.00 \$49,920.00 \$24 \$27.03 \$2,162.40 \$56,222.40 36 \$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$21.50 \$1,720.00 \$44,720.00 \$44,720.00 13 \$24.24 \$1,939.20 \$50,419.20 25 \$27.31 \$2,184.80 \$56,804.80 37 \$30.78 \$2,462.40 \$64,022.40	\$21.71 \$1,736.80 \$45,156.80 14 \$24.47 \$1,957.60 \$50,897.60 26 \$27.58 \$2,206.40 \$57,366.40 38 \$31.09 \$2,487.20 \$64,667.20	\$21.95 \$1,756.00 \$45,656.00 15 \$24.72 \$1,977.60 \$51,417.60 27 \$27.85 \$2,228.00 \$57,928.00 39 \$31.39 \$2,511.20 \$65,291.20	\$22.16 \$1,772.80 \$46,092.80 16 \$24.97 \$1,997.60 \$51,937.60 28 \$28.14 \$2,251.20 \$58,531.20 40 \$31.70 \$2,536.00 \$65,936.00	\$22.38 \$1,790.40 \$46,550.40 17 \$25.23 \$2,018.40 \$52,478.40 29 \$28.40 \$2,272.00 \$59,072.00 41 \$32.00 \$2,560.00 \$66,560.00	\$22.61 \$1,808.80 \$47,028.80 18 \$25.47 \$2,037.60 \$52,977.60 30 \$28.71 \$2,296.80 \$59,716.80 42 \$32.34 \$2,587.20 \$67,267.20	\$22.83 \$1,826.40 \$47,486.40 19 \$25.74 \$2,059.20 \$53,539.20 31 \$28.98 \$2,318.40 \$60,278.40 43 \$32.66 \$2,612.80 \$67,932.80 55 \$36.79	\$23.05 \$1,844.00 \$47,944.00 20 \$25.98 \$2,078.40 \$54,038.40 32 \$29.29 \$2,343.20 \$60,923.20 44 \$32.99 \$2,639.20	\$23.28 \$1,862.40 \$48,422.40 21 \$26.23 \$2,098.40 \$54,558.40 33 \$29.57 \$2,365.60 \$61,505.60 45 \$33.31 \$2,664.80	\$23.53 \$1,882.40 \$48,942.40 22 \$26.50 \$2,120.00 \$55,120.00 34 \$29.86 \$2,388.80 \$62,108.80 46 \$33.68 \$2,694.40	\$23.77 \$1,901.60 \$49,441.60 23 \$26.77 \$2,141.60 \$55,681.60 35 \$30.17 \$2,413.60 \$62,753.60 47 \$33.98 \$2,718.40	\$24.00 \$1,920.00 \$49,920.00 \$24 \$27.03 \$2,162.40 \$56,222.40 36 \$30.47 \$2,437.60 \$63,377.60

(Non-bargaining unit)

NOME (34%)

Grade	7	5
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$24.24	\$24.47	\$24.72	\$24.97	\$25.23	\$25.47	\$25.74	\$25.98	\$26.23	\$26.50	\$26.77	\$27.03
Biweekly	\$1,939.20	\$1,957.60	\$1,977.60	\$1,997.60	\$2,018.40	\$2,037.60	\$2,059.20	\$2,078.40	\$2,098.40	\$2,120.00	\$2,141.60	\$2,162.40
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Annually	\$50,419.20	\$50,897.60	\$51,417.60	\$51,937.60	\$52,478.40	\$52,977.60	\$53,539.20	\$54,038.40	\$54,558.40	\$55,120.00	\$55,681.60	\$56,222.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$27.31	\$27.58	\$27.85	\$28.14	\$28.40	\$28.71	\$28.98	\$29.29	\$29.57	\$29.86	\$30.17	\$30.47
-	•	•	•				•		•	•	•	
Biweekly	\$2,184.80	\$2,206.40	\$2,228.00	\$2,251.20	\$2,272.00	\$2,296.80	\$2,318.40	\$2,343.20	\$2,365.60	\$2,388.80	\$2,413.60	\$2,437.60
Annually	\$56,804.80	\$57,366.40	\$57,928.00	\$58,531.20	\$59,072.00	\$59,716.80	\$60,278.40	\$60,923.20	\$61,505.60	\$62,108.80	\$62,753.60	\$63,377.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$30.78	\$31.09	\$31.39	\$31.70	\$32.00	\$32.34	\$32.66	\$32.99	\$33.31	\$33.68	\$33.98	\$34.35
Biweekly	\$2,462.40	\$2,487.20	\$2,511.20	\$2,536.00	\$2,560.00	\$2,587.20	\$2,612.80	\$2,639.20	\$2,664.80	\$2,694.40	\$2,718.40	\$2,748.00
Annually	\$64,022.40	\$64,667.20	\$65,291.20	\$65,936.00	\$66,560.00	\$67,267.20	\$67,932.80	\$68,619.20	\$69,284.80	\$70,054.40	\$70,678.40	\$71,448.00
,,	VO 1,0221.10	00.,007.120	003,232.20	400,500.00	\$00,000.00	007,207.20	\$07,50 <u>2</u> .00	\$00,025.20	\$65,20	¢, 0,05 ii io	0.0,0.0.10	0,2,
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$34.66	\$35.02	\$35.37	\$35.74	\$36.08	\$36.44	\$36.79	\$37.17	\$37.54	\$37.93	\$38.28	\$38.68
Biweekly	\$2,772.80	\$2,801.60	\$2,829.60	\$2,859.20	\$2,886.40	\$2,915.20	\$2,943.20	\$2,973.60	\$3,003.20	\$3,034.40	\$3,062.40	\$3,094.40
Annually	\$72,092.80	\$72,841.60	\$73,569.60	\$74,339.20	\$75,046.40	\$75,795.20	\$76,523.20	\$77,313.60	\$78,083.20	\$78,894.40	\$79,622.40	\$80,454.40
Steps	40	F0	F4	F2	F2	F.4	FF					
-	49	50	51	52	53	54	55					
Hourly	\$39.05	\$39.44	\$39.85	\$40.22	\$40.64	\$41.06	\$41.45					
Biweekly	\$3,124.00	\$3,155.20	\$3,188.00	\$3,217.60	\$3,251.20	\$3,284.80	\$3,316.00					
Annually	\$81,224.00	\$82,035.20	\$82,888.00	\$83,657.60	\$84,531.20	\$85,404.80	\$86,216.00					
•												
Crada 76												
Grade 70												
Grade 76		2	2	4	-	•				10	11	12
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$27.31	\$27.58	\$27.85	\$28.14	\$28.40	\$28.71	\$28.98	\$29.29	\$29.57	\$29.86	\$30.17	\$30.47
Steps	\$27.31 \$2,184.80	\$27.58 \$2,206.40	\$27.85 \$2,228.00	\$28.14 \$2,251.20	\$28.40 \$2,272.00	\$28.71 \$2,296.80	\$28.98 \$2,318.40	\$29.29 \$2,343.20	\$29.57 \$2,365.60	\$29.86 \$2,388.80	\$30.17 \$2,413.60	\$30.47 \$2,437.60
Steps Hourly	\$27.31	\$27.58	\$27.85	\$28.14	\$28.40	\$28.71	\$28.98	\$29.29	\$29.57	\$29.86	\$30.17	\$30.47
Steps Hourly Biweekly Annually	\$27.31 \$2,184.80 \$56,804.80	\$27.58 \$2,206.40 \$57,366.40	\$27.85 \$2,228.00 \$57,928.00	\$28.14 \$2,251.20 \$58,531.20	\$28.40 \$2,272.00 \$59,072.00	\$28.71 \$2,296.80 \$59,716.80	\$28.98 \$2,318.40 \$60,278.40	\$29.29 \$2,343.20 \$60,923.20	\$29.57 \$2,365.60 \$61,505.60	\$29.86 \$2,388.80 \$62,108.80	\$30.17 \$2,413.60 \$62,753.60	\$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually Steps	\$27.31 \$2,184.80 \$56,804.80	\$27.58 \$2,206.40 \$57,366.40	\$27.85 \$2,228.00 \$57,928.00	\$28.14 \$2,251.20 \$58,531.20	\$28.40 \$2,272.00 \$59,072.00	\$28.71 \$2,296.80 \$59,716.80	\$28.98 \$2,318.40 \$60,278.40	\$29.29 \$2,343.20 \$60,923.20	\$29.57 \$2,365.60 \$61,505.60	\$29.86 \$2,388.80 \$62,108.80	\$30.17 \$2,413.60 \$62,753.60	\$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually	\$27.31 \$2,184.80 \$56,804.80	\$27.58 \$2,206.40 \$57,366.40	\$27.85 \$2,228.00 \$57,928.00	\$28.14 \$2,251.20 \$58,531.20	\$28.40 \$2,272.00 \$59,072.00	\$28.71 \$2,296.80 \$59,716.80	\$28.98 \$2,318.40 \$60,278.40	\$29.29 \$2,343.20 \$60,923.20	\$29.57 \$2,365.60 \$61,505.60	\$29.86 \$2,388.80 \$62,108.80	\$30.17 \$2,413.60 \$62,753.60	\$30.47 \$2,437.60 \$63,377.60
Steps Hourly Biweekly Annually Steps Hourly	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09	\$27.85 \$2,228.00 \$57,928.00 15 \$31.39	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20	\$27.85 \$2,228.00 \$57,928.00 15 \$31.39 \$2,511.20	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00 \$2,560.00	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00
Steps Hourly Biweekly Annually Steps Hourly	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09	\$27.85 \$2,228.00 \$57,928.00 15 \$31.39	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20	\$27.85 \$2,228.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00 \$2,560.00 \$66,560.00	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20	\$27.85 \$2,228.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00 \$2,560.00 \$66,560.00	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20	\$27.85 \$2,228.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00 \$2,560.00 \$66,560.00 29 \$36.08	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60	\$27.85 \$2,228.00 \$57,928.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20 27 \$35.37 \$2,829.60	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00 \$2,560.00 \$66,560.00 29 \$36.08 \$2,886.40	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20	\$27.85 \$2,228.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00 \$2,560.00 \$66,560.00 29 \$36.08	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80 \$72,092.80	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60 \$72,841.60	\$27.85 \$2,228.00 \$57,928.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20 27 \$35.37 \$2,829.60 \$73,569.60	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20 \$74,339.20	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00 \$2,560.00 \$66,560.00 29 \$36.08 \$2,886.40 \$75,046.40	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20 \$75,795.20	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20 \$76,523.20	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60 \$77,313.60	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20 \$78,083.20	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40 \$78,894.40	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40 \$79,622.40	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40 \$80,454.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80 \$72,092.80	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60 \$72,841.60	\$27.85 \$2,228.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20 27 \$35.37 \$2,829.60 \$73,569.60	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20 \$74,339.20	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00 \$2,560.00 \$66,560.00 29 \$36.08 \$2,886.40 \$75,046.40	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20 \$75,795.20	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20 \$76,523.20	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60 \$77,313.60	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20 \$78,083.20	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40 \$78,894.40	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40 \$79,622.40	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40 \$80,454.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80 \$72,092.80	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60 \$72,841.60	\$27.85 \$2,228.00 \$57,928.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20 27 \$35.37 \$2,829.60 \$73,569.60	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20 \$74,339.20	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00 \$2,560.00 \$66,560.00 29 \$36.08 \$2,886.40 \$75,046.40	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20 \$75,795.20	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20 \$76,523.20	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60 \$77,313.60	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20 \$78,083.20	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40 \$78,894.40	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40 \$79,622.40	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40 \$80,454.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80 \$72,092.80	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60 \$72,841.60	\$27.85 \$2,228.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20 27 \$35.37 \$2,829.60 \$73,569.60	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20 \$74,339.20	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00 \$2,560.00 \$66,560.00 29 \$36.08 \$2,886.40 \$75,046.40	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20 \$75,795.20	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20 \$76,523.20	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60 \$77,313.60	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20 \$78,083.20	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40 \$78,894.40	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40 \$79,622.40	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40 \$80,454.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80 \$72,092.80	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60 \$72,841.60	\$27.85 \$2,228.00 \$57,928.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20 27 \$35.37 \$2,829.60 \$73,569.60	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20 \$74,339.20	\$28.40 \$2,272.00 \$59,072.00 17 \$32.00 \$2,560.00 \$66,560.00 29 \$36.08 \$2,886.40 \$75,046.40	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20 \$75,795.20	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20 \$76,523.20	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60 \$77,313.60	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20 \$78,083.20	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40 \$78,894.40	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40 \$79,622.40	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40 \$80,454.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80 \$72,092.80 37 \$39.05 \$3,124.00 \$81,224.00	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60 \$72,841.60 38 \$39.44 \$3,155.20 \$82,035.20	\$27.85 \$2,228.00 \$57,928.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20 27 \$35.37 \$2,829.60 \$73,569.60 39 \$39.85 \$3,188.00 \$82,888.00	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20 \$74,339.20 40 \$40.22 \$3,217.60 \$83,657.60	\$28.40 \$2,272.00 \$59,072.00 \$17 \$32.00 \$2,560.00 \$66,560.00 \$36.08 \$2,886.40 \$75,046.40 \$40.64 \$3,251.20 \$84,531.20	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20 \$75,795.20 42 \$41.06 \$3,284.80 \$85,404.80	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20 \$76,523.20 43 \$41.45 \$3,316.00 \$86,216.00	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60 \$77,313.60 44 \$41.86 \$3,348.80	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20 \$78,083.20 45 \$42.32 \$3,385.60	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40 \$78,894.40 46 \$42.71 \$3,416.80	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40 \$79,622.40 47 \$43.14 \$3,451.20	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40 \$80,454.40 48 \$43.54 \$3,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80 \$72,092.80 37 \$39.05 \$3,124.00	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60 \$72,841.60 38 \$39.44 \$3,155.20	\$27.85 \$2,228.00 \$57,928.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20 27 \$35.37 \$2,829.60 \$73,569.60 39 \$39.85 \$3,188.00	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20 \$74,339.20 40 \$40.22 \$3,217.60	\$28.40 \$2,272.00 \$59,072.00 \$17 \$32.00 \$2,560.00 \$66,560.00 \$2,886.40 \$75,046.40 \$40.64 \$3,251.20 \$84,531.20	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20 \$75,795.20 42 \$41.06 \$3,284.80	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20 \$76,523.20 43 \$41.45 \$3,316.00 \$86,216.00	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60 \$77,313.60 44 \$41.86 \$3,348.80	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20 \$78,083.20 45 \$42.32 \$3,385.60	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40 \$78,894.40 46 \$42.71 \$3,416.80	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40 \$79,622.40 47 \$43.14 \$3,451.20	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40 \$80,454.40 48 \$43.54 \$3,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80 \$72,092.80 37 \$39.05 \$3,124.00 \$81,224.00	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60 \$72,841.60 38 \$39.44 \$3,155.20 \$82,035.20	\$27.85 \$2,228.00 \$57,928.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20 27 \$35.37 \$2,829.60 \$73,569.60 39 \$39.85 \$3,188.00 \$82,888.00	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20 \$74,339.20 40 \$40.22 \$3,217.60 \$83,657.60	\$28.40 \$2,272.00 \$59,072.00 \$17 \$32.00 \$2,560.00 \$66,560.00 \$2,886.40 \$75,046.40 \$40.64 \$3,251.20 \$84,531.20	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20 \$75,795.20 42 \$41.06 \$3,284.80 \$85,404.80	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20 \$76,523.20 43 \$41.45 \$3,316.00 \$86,216.00	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60 \$77,313.60 44 \$41.86 \$3,348.80	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20 \$78,083.20 45 \$42.32 \$3,385.60	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40 \$78,894.40 46 \$42.71 \$3,416.80	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40 \$79,622.40 47 \$43.14 \$3,451.20	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40 \$80,454.40 48 \$43.54 \$3,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80 \$72,092.80 37 \$39.05 \$3,124.00 \$81,224.00	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60 \$72,841.60 38 \$39.44 \$3,155.20 \$82,035.20	\$27.85 \$2,228.00 \$57,928.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20 27 \$35.37 \$2,829.60 \$73,569.60 39 \$39.85 \$3,188.00 \$82,888.00	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20 \$74,339.20 40 \$40.22 \$3,217.60 \$83,657.60	\$28.40 \$2,272.00 \$59,072.00 \$17 \$32.00 \$2,560.00 \$66,560.00 \$2,886.40 \$75,046.40 \$41 \$40.64 \$3,251.20 \$84,531.20	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20 \$75,795.20 42 \$41.06 \$3,284.80 \$85,404.80	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20 \$76,523.20 43 \$41.45 \$3,316.00 \$86,216.00	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60 \$77,313.60 44 \$41.86 \$3,348.80	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20 \$78,083.20 45 \$42.32 \$3,385.60	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40 \$78,894.40 46 \$42.71 \$3,416.80	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40 \$79,622.40 47 \$43.14 \$3,451.20	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40 \$80,454.40 48 \$43.54 \$3,483.20
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	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80 \$72,092.80 37 \$39.05 \$3,124.00 \$81,224.00 49 \$44.01 \$3,520.80	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60 \$72,841.60 38 \$39.44 \$3,155.20 \$82,035.20 \$44.45 \$3,556.00	\$27.85 \$2,228.00 \$57,928.00 \$57,928.00 \$15 \$31.39 \$2,511.20 \$65,291.20 \$73,569.60 \$73,569.60 \$39 \$39.85 \$3,188.00 \$82,888.00 \$44.88 \$3,590.40	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20 \$74,339.20 40 \$40.22 \$3,217.60 \$83,657.60 52 \$45.31 \$3,624.80	\$28.40 \$2,272.00 \$59,072.00 \$17 \$32.00 \$2,560.00 \$66,560.00 \$2,886.40 \$75,046.40 \$40.64 \$3,251.20 \$84,531.20 \$45.79 \$3,663.20	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20 \$75,795.20 42 \$41.06 \$3,284.80 \$85,404.80 54 \$46.23 \$3,698.40	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20 \$76,523.20 43 \$41.45 \$3,316.00 \$86,216.00 55 \$46.72 \$3,737.60	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60 \$77,313.60 44 \$41.86 \$3,348.80	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20 \$78,083.20 45 \$42.32 \$3,385.60	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40 \$78,894.40 46 \$42.71 \$3,416.80	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40 \$79,622.40 47 \$43.14 \$3,451.20	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40 \$80,454.40 48 \$43.54 \$3,483.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$27.31 \$2,184.80 \$56,804.80 13 \$30.78 \$2,462.40 \$64,022.40 25 \$34.66 \$2,772.80 \$72,092.80 37 \$39.05 \$3,124.00 \$81,224.00	\$27.58 \$2,206.40 \$57,366.40 14 \$31.09 \$2,487.20 \$64,667.20 26 \$35.02 \$2,801.60 \$72,841.60 38 \$39.44 \$3,155.20 \$82,035.20	\$27.85 \$2,228.00 \$57,928.00 \$57,928.00 15 \$31.39 \$2,511.20 \$65,291.20 27 \$35.37 \$2,829.60 \$73,569.60 39 \$39.85 \$3,188.00 \$82,888.00	\$28.14 \$2,251.20 \$58,531.20 16 \$31.70 \$2,536.00 \$65,936.00 28 \$35.74 \$2,859.20 \$74,339.20 40 \$40.22 \$3,217.60 \$83,657.60	\$28.40 \$2,272.00 \$59,072.00 \$17 \$32.00 \$2,560.00 \$66,560.00 \$2,886.40 \$75,046.40 \$41 \$40.64 \$3,251.20 \$84,531.20	\$28.71 \$2,296.80 \$59,716.80 18 \$32.34 \$2,587.20 \$67,267.20 30 \$36.44 \$2,915.20 \$75,795.20 42 \$41.06 \$3,284.80 \$85,404.80	\$28.98 \$2,318.40 \$60,278.40 19 \$32.66 \$2,612.80 \$67,932.80 31 \$36.79 \$2,943.20 \$76,523.20 43 \$41.45 \$3,316.00 \$86,216.00	\$29.29 \$2,343.20 \$60,923.20 20 \$32.99 \$2,639.20 \$68,619.20 32 \$37.17 \$2,973.60 \$77,313.60 44 \$41.86 \$3,348.80	\$29.57 \$2,365.60 \$61,505.60 21 \$33.31 \$2,664.80 \$69,284.80 33 \$37.54 \$3,003.20 \$78,083.20 45 \$42.32 \$3,385.60	\$29.86 \$2,388.80 \$62,108.80 22 \$33.68 \$2,694.40 \$70,054.40 34 \$37.93 \$3,034.40 \$78,894.40 46 \$42.71 \$3,416.80	\$30.17 \$2,413.60 \$62,753.60 23 \$33.98 \$2,718.40 \$70,678.40 35 \$38.28 \$3,062.40 \$79,622.40 47 \$43.14 \$3,451.20	\$30.47 \$2,437.60 \$63,377.60 24 \$34.35 \$2,748.00 \$71,448.00 36 \$38.68 \$3,094.40 \$80,454.40 48 \$43.54 \$3,483.20

(Non-bargaining unit)

NOME (34%)

0.00												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$30.78	\$31.09	\$31.39	\$31.70	\$32.00	\$32.34	\$32.66	\$32.99	\$33.31	\$33.68	\$33.98	\$34.35
Biweekly	\$2,462.40	\$2,487.20	\$2,511.20	\$2,536.00	\$2,560.00	\$2,587.20	\$2,612.80	\$2,639.20	\$2,664.80	\$2,694.40	\$2,718.40	\$2,748.00
Annually	\$64,022.40	\$64,667.20	\$65,291.20	\$65,936.00	\$66,560.00	\$67,267.20	\$67,932.80	\$68,619.20	\$69,284.80	\$70,054.40	\$70,678.40	\$71,448.00
Steps			4-		4-							2.0
•	13 \$34.66	14 \$25.02	15 \$35.37	16 \$35.74	17 \$36.08	18 \$36.44	19 \$36.79	20 \$37.17	21 \$37.54	22 \$37.93	23 \$38.28	24
Hourly Biweekly	\$34.66 \$2,772.80	\$35.02 \$2,801.60	\$35.37 \$2,829.60	\$35.74 \$2,859.20	\$2,886.40	\$2,915.20	\$2,943.20	\$37.17	\$37.54 \$3,003.20	\$37.93 \$3,034.40	\$38.28 \$3,062.40	\$38.68 \$3,094.40
Annually	\$72,092.80	\$72,841.60	\$73,569.60	\$74,339.20	\$75,046.40	\$75,795.20	\$76,523.20	\$77,313.60	\$78,083.20	\$78,894.40	\$79,622.40	\$80,454.40
Allitually	\$72,092.60	\$72,041.00	\$75,509.00	\$74,559.20	\$75,046.40	\$75,795.20	\$70,323.20	3//,313.00	\$76,065.20	370,094.40	\$79,022.40	360,434.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$39.05	\$39.44	\$39.85	\$40.22	\$40.64	\$41.06	\$41.45	\$41.86	\$42.32	\$42.71	\$43.14	\$43.54
Biweekly	\$3,124.00	\$3,155.20	\$3,188.00	\$3,217.60	\$3,251.20	\$3,284.80	\$3,316.00	\$3,348.80	\$3,385.60	\$3,416.80	\$3,451.20	\$3,483.20
Annually	\$81,224.00	\$82,035.20	\$82,888.00	\$83,657.60	\$84,531.20	\$85,404.80	\$86,216.00	\$87,068.80	\$88,025.60	\$88,836.80	\$89,731.20	\$90,563.20
Allitually	361,224.00	\$62,055.20	302,000.00	363,037.00	\$64,551.20	\$65,404.60	\$80,210.00	367,006.60	300,023.00	300,030.00	369,731.20	\$90,505.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$44.01	\$44.45	\$44.88	\$45.31	\$45.79	\$46.23	\$46.72	\$47.21	\$47.65	\$48.14	\$48.62	\$49.10
Biweekly	\$3,520.80	\$3,556.00	\$3,590.40	\$3,624.80	\$3,663.20	\$3,698.40	\$3,737.60	\$3,776.80	\$3,812.00	\$3,851.20	\$3,889.60	\$3,928.00
Annually	\$91,540.80	\$92,456.00	\$93,350.40	\$94,244.80	\$95,243.20	\$96,158.40	\$97,177.60	\$98,196.80	\$99,112.00	\$100,131.20	\$101,129.60	\$102,128.00
Chana												
Steps	49	50	51	52	53	54	55					
Hourly	\$49.60	\$50.10	\$50.59	\$51.10	\$51.61	\$52.09	\$52.65					
Biweekly	\$3,968.00	\$4,008.00	\$4,047.20	\$4,088.00	\$4,128.80	\$4,167.20	\$4,212.00					
Annually	\$103,168.00	\$104,208.00	\$105,227.20	\$106,288.00	\$107,348.80	\$108,347.20	\$109,512.00					
Grade 78												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$33.68	\$33.98	\$34.35	\$34.66	\$35.02	\$35.37	\$35.74	\$36.08	\$36.44	\$36.79	\$37.17	\$37.54
Biweekly	\$2,694.40	\$2,718.40	\$2,748.00	\$2,772.80	\$2,801.60	\$2,829.60	\$2,859.20	\$2,886.40	\$2,915.20	\$2,943.20	\$2,973.60	\$3,003.20
Annually	\$70,054.40	\$70,678.40	\$71,448.00	\$72,092.80	\$72,841.60	\$73,569.60	\$74,339.20	\$75,046.40	\$75,795.20	\$76,523.20	\$77,313.60	\$78,083.20
Steps	13	4.4	45	4.0	47	40	10	20	24	22	22	24
Hourly	\$37.93	14 \$38.28	15 \$38.68	16 \$39.05	17 \$39.44	18 \$39.85	19 \$40.22	20 \$40.64	21 \$41.06	22 \$41.45	23 \$41.86	\$42.32
Biweekly	\$3,034.40	\$3,062.40	\$3,094.40	\$3,124.00	\$3,155.20	\$3,188.00	\$3,217.60	\$3,251.20	\$3,284.80	\$3,316.00	\$3,348.80	\$3,385.60
Annually	\$78,894.40	\$79,622.40	\$80,454.40	\$81,224.00	\$82,035.20	\$82,888.00	\$83,657.60	\$84,531.20	\$85,404.80	\$86,216.00	\$87,068.80	\$88,025.60
Ailliually	\$78,834.40	\$75,022.40	380,434.40	381,224.00	\$82,033.20	\$82,888.00	363,037.00	364,331.20	\$85,404.80	380,210.00	\$87,008.80	388,023.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$42.71	\$43.14	\$43.54	\$44.01	\$44.45	\$44.88	\$45.31	\$45.79	\$46.23	\$46.72	\$47.21	\$47.65
Biweekly	\$3,416.80	\$3,451.20	\$3,483.20	\$3,520.80	\$3,556.00	\$3,590.40	\$3,624.80	\$3,663.20	\$3,698.40	\$3,737.60	\$3,776.80	\$3,812.00
Annually	\$88,836.80	\$89,731.20	\$90,563.20	\$91,540.80	\$92,456.00	\$93,350.40	\$94,244.80	\$95,243.20	\$96,158.40	\$97,177.60	\$98,196.80	\$99,112.00
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$48.14	\$48.62	\$49.10	\$49.60	\$50.10	\$50.59	\$51.10	\$51.61	\$52.09	\$52.65	\$53.15	\$53.69
Biweekly	\$3,851.20	\$3,889.60	\$3,928.00	\$3,968.00	\$4,008.00	\$4,047.20	\$4,088.00	\$4,128.80	\$4,167.20	\$4,212.00	\$4,252.00	\$4,295.20
Annually	\$100,131.20	\$101,129.60	\$102,128.00	\$103,168.00	\$104,208.00	\$105,227.20	\$106,288.00	\$107,348.80	\$108,347.20	\$109,512.00	\$110,552.00	\$111,675.20
Steps	49	50	51	52	53	54	55					
		30		32	- 33	J 4	33					
11 - 4				ÅEE 00	AEC 45	ć=7.00	AF7 F0					
Hourly	\$54.21	\$54.79	\$55.32	\$55.89	\$56.45	\$57.00	\$57.59					
Biweekly	\$54.21 \$4,336.80	\$54.79 \$4,383.20	\$55.32 \$4,425.60	\$4,471.20	\$4,516.00	\$4,560.00	\$4,607.20					
	\$54.21	\$54.79	\$55.32									

(Non-bargaining unit)

NOME (34%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$36.79	\$37.17	\$37.54	\$37.93	\$38.28	\$38.68	\$39.05	\$39.44	\$39.85	\$40.22	\$40.64	\$41.06
Biweekly	\$2,943.20	\$2,973.60	\$3,003.20	\$3,034.40	\$3,062.40	\$3,094.40	\$3,124.00	\$3,155.20	\$3,188.00	\$3,217.60	\$3,251.20	\$3,284.80
Annually	\$76,523.20	\$77,313.60	\$78,083.20	\$78,894.40	\$79,622.40	\$80,454.40	\$81,224.00	\$82,035.20	\$82,888.00	\$83,657.60	\$84,531.20	\$85,404.80
7111144114	Ç70,323.20	\$77,515.00	\$70,000.20	Ç70,03 1. 10	ψ, 3,022. TO	Ç00, 13 1. 10	701,221.00	Ç02,033.20	402,000.00	Ç03,037.00	Q0 1,331.20	Ç03, 10 1.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$41.45	\$41.86	\$42.32	\$42.71	\$43.14	\$43.54	\$44.01	\$44.45	\$44.88	\$45.31	\$45.79	\$46.23
Biweekly	\$3,316.00	\$3,348.80	\$3,385.60	\$3,416.80	\$3,451.20	\$3,483.20	\$3,520.80	\$3,556.00	\$3,590.40	\$3,624.80	\$3,663.20	\$3,698.40
		\$87,068.80										
Annually	\$86,216.00	\$87,008.80	\$88,025.60	\$88,836.80	\$89,731.20	\$90,563.20	\$91,540.80	\$92,456.00	\$93,350.40	\$94,244.80	\$95,243.20	\$96,158.40
Chana												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$46.72	\$47.21	\$47.65	\$48.14	\$48.62	\$49.10	\$49.60	\$50.10	\$50.59	\$51.10	\$51.61	\$52.09
Biweekly	\$3,737.60	\$3,776.80	\$3,812.00	\$3,851.20	\$3,889.60	\$3,928.00	\$3,968.00	\$4,008.00	\$4,047.20	\$4,088.00	\$4,128.80	\$4,167.20
Annually	\$97,177.60	\$98,196.80	\$99,112.00	\$100,131.20	\$101,129.60	\$102,128.00	\$103,168.00	\$104,208.00	\$105,227.20	\$106,288.00	\$107,348.80	\$108,347.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$52.65	\$53.15	\$53.69	\$54.21	\$54.79	\$55.32	\$55.89	\$56.45	\$57.00	\$57.59	\$58.16	\$58.74
Biweekly	\$4,212.00	\$4,252.00	\$4,295.20	\$4,336.80	\$4,383.20	\$4,425.60	\$4,471.20	\$4,516.00	\$4,560.00	\$4,607.20	\$4,652.80	\$4,699.20
Annually	\$109,512.00	\$110,552.00	\$111,675.20	\$112,756.80	\$113,963.20	\$115,065.60	\$116,251.20	\$117,416.00	\$118,560.00	\$119,787.20	\$120,972.80	\$122,179.20
Ailliually	\$109,512.00	\$110,552.00	\$111,075.20	3112,730.00	3113,903.20	3113,003.00	3110,231.20	3117,410.00	3116,300.00	3119,767.20	\$120,972.60	3122,179.20
Steps	49	50	51	52	53	54	55					
Hourly	\$59.31	\$59.92	\$60.51	\$61.11	\$61.73	\$62.35	\$62.98					
Biweekly	\$4,744.80	\$4,793.60	\$4,840.80	\$4,888.80	\$4,938.40	\$4,988.00	\$5,038.40					
Annually	\$123,364.80	\$124,633.60	\$125,860.80	\$127,108.80	\$128,398.40	\$129,688.00	\$130,998.40					
C												
Grade 80												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	_	_	-	•	_	6 \$41.86	7 \$42.32	-	-	10 \$43.54	11 \$44 01	12 \$44 45
Steps Hourly	\$39.85	\$40.22	\$40.64	\$41.06	\$41.45	\$41.86	\$42.32	\$42.71	\$43.14	\$43.54	\$44.01	\$44.45
Steps Hourly Biweekly	\$39.85 \$3,188.00	\$40.22 \$3,217.60	\$40.64 \$3,251.20	\$41.06 \$3,284.80	\$41.45 \$3,316.00	\$41.86 \$3,348.80	\$42.32 \$3,385.60	\$42.71 \$3,416.80	\$43.14 \$3,451.20	\$43.54 \$3,483.20	\$44.01 \$3,520.80	\$44.45 \$3,556.00
Steps Hourly	\$39.85	\$40.22	\$40.64	\$41.06	\$41.45	\$41.86	\$42.32	\$42.71	\$43.14	\$43.54	\$44.01	\$44.45
Steps Hourly Biweekly Annually	\$39.85 \$3,188.00 \$82,888.00	\$40.22 \$3,217.60 \$83,657.60	\$40.64 \$3,251.20 \$84,531.20	\$41.06 \$3,284.80 \$85,404.80	\$41.45 \$3,316.00 \$86,216.00	\$41.86 \$3,348.80 \$87,068.80	\$42.32 \$3,385.60 \$88,025.60	\$42.71 \$3,416.80 \$88,836.80	\$43.14 \$3,451.20 \$89,731.20	\$43.54 \$3,483.20 \$90,563.20	\$44.01 \$3,520.80 \$91,540.80	\$44.45 \$3,556.00 \$92,456.00
Steps Hourly Biweekly Annually Steps	\$39.85 \$3,188.00 \$82,888.00	\$40.22 \$3,217.60 \$83,657.60	\$40.64 \$3,251.20 \$84,531.20	\$41.06 \$3,284.80 \$85,404.80	\$41.45 \$3,316.00 \$86,216.00	\$41.86 \$3,348.80 \$87,068.80	\$42.32 \$3,385.60 \$88,025.60	\$42.71 \$3,416.80 \$88,836.80	\$43.14 \$3,451.20 \$89,731.20	\$43.54 \$3,483.20 \$90,563.20	\$44.01 \$3,520.80 \$91,540.80	\$44.45 \$3,556.00 \$92,456.00
Steps Hourly Biweekly Annually Steps Hourly	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79 \$3,663.20	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10 \$4,008.00
Steps Hourly Biweekly Annually Steps Hourly	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79 \$3,663.20 \$95,243.20	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10 \$4,008.00 \$104,208.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79 \$3,663.20 \$95,243.20	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10 \$4,008.00 \$104,208.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79 \$3,663.20 \$95,243.20 27 \$51.61	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10 \$4,008.00 \$104,208.00 36 \$56.45
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79 \$3,663.20 \$95,243.20	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10 \$4,008.00 \$104,208.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79 \$3,663.20 \$95,243.20 27 \$51.61	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10 \$4,008.00 \$104,208.00 36 \$56.45
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59 \$4,047.20	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80 26 \$51.10 \$4,088.00	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79 \$3,663.20 \$95,243.20 27 \$51.61 \$4,128.80	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09 \$4,167.20	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60 29 \$52.65 \$4,212.00	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69 \$4,295.20	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20 32 \$54.21 \$4,336.80	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79 \$4,383.20	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32 \$4,425.60	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89 \$4,471.20	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10 \$4,008.00 \$104,208.00 36 \$56.45 \$4,516.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59 \$4,047.20	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80 26 \$51.10 \$4,088.00	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79 \$3,663.20 \$95,243.20 27 \$51.61 \$4,128.80	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09 \$4,167.20	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60 29 \$52.65 \$4,212.00	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69 \$4,295.20	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20 32 \$54.21 \$4,336.80	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79 \$4,383.20	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32 \$4,425.60	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89 \$4,471.20	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10 \$4,008.00 \$104,208.00 36 \$56.45 \$4,516.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Steps Steps	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59 \$4,047.20 \$105,227.20	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80 26 \$51.10 \$4,088.00 \$106,288.00	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79 \$3,663.20 \$95,243.20 27 \$51.61 \$4,128.80 \$107,348.80	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09 \$4,167.20 \$108,347.20	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60 29 \$52.65 \$4,212.00 \$109,512.00	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00 \$110,552.00	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69 \$4,295.20 \$111,675.20	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20 32 \$54.21 \$4,336.80 \$112,756.80	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79 \$4,383.20 \$113,963.20	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32 \$4,425.60 \$115,065.60	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89 \$4,471.20 \$116,251.20	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10 \$4,008.00 \$104,208.00 36 \$56.45 \$4,516.00 \$117,416.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59 \$4,047.20 \$105,227.20	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80 26 \$51.10 \$4,088.00 \$106,288.00	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79 \$3,663.20 \$95,243.20 27 \$51.61 \$4,128.80 \$107,348.80 39 \$58.16	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09 \$4,167.20 \$108,347.20	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60 29 \$52.65 \$4,212.00 \$109,512.00	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00 \$110,552.00	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69 \$4,295.20 \$111,675.20	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20 32 \$54.21 \$4,336.80 \$112,756.80	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79 \$4,383.20 \$113,963.20	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32 \$4,425.60 \$115,065.60	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89 \$4,471.20 \$116,251.20	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10 \$4,008.00 \$104,208.00 36 \$56.45 \$4,516.00 \$117,416.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59 \$4,047.20 \$105,227.20 37 \$57.00 \$4,560.00	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80 26 \$51.10 \$4,088.00 \$106,288.00 38 \$57.59 \$4,607.20	\$40.64 \$3,251.20 \$84,531.20 \$15 \$45.79 \$3,663.20 \$95,243.20 \$27 \$51.61 \$4,128.80 \$107,348.80 \$39 \$58.16 \$4,652.80	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09 \$4,167.20 \$108,347.20 40 \$58.74 \$4,699.20	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60 29 \$52.65 \$4,212.00 \$109,512.00 41 \$59.31 \$4,744.80	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00 \$110,552.00 42 \$59.92 \$4,793.60	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69 \$4,295.20 \$111,675.20 43 \$60.51 \$4,840.80	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20 32 \$54.21 \$4,336.80 \$112,756.80 44 \$61.11 \$4,888.80	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79 \$4,383.20 \$113,963.20 45 \$61.73 \$4,938.40	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32 \$4,425.60 \$115,065.60 46 \$62.35 \$4,988.00	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89 \$4,471.20 \$116,251.20 47 \$62.98 \$5,038.40	\$44.45 \$3,556.00 \$92,456.00 \$4,008.00 \$104,208.00 \$104,208.00 \$104,208.00 \$117,416.00 \$117,416.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59 \$4,047.20 \$105,227.20	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80 26 \$51.10 \$4,088.00 \$106,288.00	\$40.64 \$3,251.20 \$84,531.20 15 \$45.79 \$3,663.20 \$95,243.20 27 \$51.61 \$4,128.80 \$107,348.80	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09 \$4,167.20 \$108,347.20	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60 29 \$52.65 \$4,212.00 \$109,512.00	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00 \$110,552.00	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69 \$4,295.20 \$111,675.20	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20 32 \$54.21 \$4,336.80 \$112,756.80	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79 \$4,383.20 \$113,963.20	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32 \$4,425.60 \$115,065.60	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89 \$4,471.20 \$116,251.20	\$44.45 \$3,556.00 \$92,456.00 24 \$50.10 \$4,008.00 \$104,208.00 36 \$56.45 \$4,516.00 \$117,416.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59 \$4,047.20 \$105,227.20 37 \$57.00 \$4,560.00	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80 26 \$51.10 \$4,088.00 \$106,288.00 38 \$57.59 \$4,607.20	\$40.64 \$3,251.20 \$84,531.20 \$15 \$45.79 \$3,663.20 \$95,243.20 \$27 \$51.61 \$4,128.80 \$107,348.80 \$39 \$58.16 \$4,652.80	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09 \$4,167.20 \$108,347.20 40 \$58.74 \$4,699.20	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60 29 \$52.65 \$4,212.00 \$109,512.00 41 \$59.31 \$4,744.80	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00 \$110,552.00 42 \$59.92 \$4,793.60	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69 \$4,295.20 \$111,675.20 43 \$60.51 \$4,840.80	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20 32 \$54.21 \$4,336.80 \$112,756.80 44 \$61.11 \$4,888.80	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79 \$4,383.20 \$113,963.20 45 \$61.73 \$4,938.40	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32 \$4,425.60 \$115,065.60 46 \$62.35 \$4,988.00	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89 \$4,471.20 \$116,251.20 47 \$62.98 \$5,038.40	\$44.45 \$3,556.00 \$92,456.00 \$4,008.00 \$104,208.00 \$104,208.00 \$104,208.00 \$117,416.00 \$117,416.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59 \$4,047.20 \$105,227.20 37 \$57.00 \$4,560.00 \$118,560.00	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80 26 \$51.10 \$4,088.00 \$106,288.00 38 \$57.59 \$4,607.20 \$119,787.20	\$40.64 \$3,251.20 \$84,531.20 \$15 \$45.79 \$3,663.20 \$95,243.20 \$27 \$51.61 \$4,128.80 \$107,348.80 \$107,348.80 \$120,972.80	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09 \$4,167.20 \$108,347.20 40 \$58.74 \$4,699.20 \$122,179.20	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60 29 \$52.65 \$4,212.00 \$109,512.00 41 \$59.31 \$4,744.80 \$123,364.80	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00 \$110,552.00 42 \$59.92 \$4,793.60 \$124,633.60	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69 \$4,295.20 \$111,675.20 43 \$60.51 \$4,840.80 \$125,860.80	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20 32 \$54.21 \$4,336.80 \$112,756.80 44 \$61.11 \$4,888.80	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79 \$4,383.20 \$113,963.20 45 \$61.73 \$4,938.40	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32 \$4,425.60 \$115,065.60 46 \$62.35 \$4,988.00	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89 \$4,471.20 \$116,251.20 47 \$62.98 \$5,038.40	\$44.45 \$3,556.00 \$92,456.00 \$4,008.00 \$104,208.00 \$104,208.00 \$104,208.00 \$117,416.00 \$117,416.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59 \$4,047.20 \$105,227.20 37 \$57.00 \$4,560.00 \$118,560.00	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80 26 \$51.10 \$4,088.00 \$106,288.00 38 \$57.59 \$4,607.20 \$119,787.20	\$40.64 \$3,251.20 \$84,531.20 \$15 \$45.79 \$3,663.20 \$95,243.20 \$27 \$51.61 \$4,128.80 \$107,348.80 \$107,348.80 \$120,972.80	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09 \$4,167.20 \$108,347.20 40 \$58.74 \$4,699.20 \$122,179.20 52 \$66.21	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60 29 \$52.65 \$4,212.00 \$109,512.00 41 \$59.31 \$4,744.80 \$123,364.80	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00 \$110,552.00 42 \$59.92 \$4,793.60 \$124,633.60 54 \$67.53	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69 \$4,295.20 \$111,675.20 43 \$60.51 \$4,840.80 \$125,860.80	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20 32 \$54.21 \$4,336.80 \$112,756.80 44 \$61.11 \$4,888.80	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79 \$4,383.20 \$113,963.20 45 \$61.73 \$4,938.40	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32 \$4,425.60 \$115,065.60 46 \$62.35 \$4,988.00	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89 \$4,471.20 \$116,251.20 47 \$62.98 \$5,038.40	\$44.45 \$3,556.00 \$92,456.00 \$4,008.00 \$104,208.00 \$104,208.00 \$104,208.00 \$117,416.00 \$117,416.00
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	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59 \$4,047.20 \$105,227.20 37 \$57.00 \$4,560.00 \$118,560.00 49 \$64.22 \$5,137.60	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80 26 \$51.10 \$4,088.00 \$106,288.00 38 \$57.59 \$4,607.20 \$119,787.20 50 \$64.89 \$5,191.20	\$40.64 \$3,251.20 \$84,531.20 \$15 \$45.79 \$3,663.20 \$95,243.20 \$95,243.20 \$107,348.80 \$107,348.80 \$107,348.80 \$107,348.80	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09 \$4,167.20 \$108,347.20 40 \$58.74 \$4,699.20 \$122,179.20 52 \$66.21 \$5,296.80	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60 29 \$52.65 \$4,212.00 \$109,512.00 41 \$59.31 \$4,744.80 \$123,364.80 53 \$66.84 \$5,347.20	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00 \$110,552.00 42 \$59.92 \$4,793.60 \$124,633.60 54 \$67.53 \$5,402.40	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69 \$4,295.20 \$111,675.20 43 \$60.51 \$4,840.80 \$125,860.80 55 \$68.20 \$5,456.00	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20 32 \$54.21 \$4,336.80 \$112,756.80 44 \$61.11 \$4,888.80	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79 \$4,383.20 \$113,963.20 45 \$61.73 \$4,938.40	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32 \$4,425.60 \$115,065.60 46 \$62.35 \$4,988.00	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89 \$4,471.20 \$116,251.20 47 \$62.98 \$5,038.40	\$44.45 \$3,556.00 \$92,456.00 \$4,008.00 \$104,208.00 \$104,208.00 \$104,208.00 \$117,416.00 \$117,416.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$39.85 \$3,188.00 \$82,888.00 13 \$44.88 \$3,590.40 \$93,350.40 25 \$50.59 \$4,047.20 \$105,227.20 37 \$57.00 \$4,560.00 \$118,560.00	\$40.22 \$3,217.60 \$83,657.60 14 \$45.31 \$3,624.80 \$94,244.80 26 \$51.10 \$4,088.00 \$106,288.00 38 \$57.59 \$4,607.20 \$119,787.20	\$40.64 \$3,251.20 \$84,531.20 \$15 \$45.79 \$3,663.20 \$95,243.20 \$27 \$51.61 \$4,128.80 \$107,348.80 \$107,348.80 \$120,972.80	\$41.06 \$3,284.80 \$85,404.80 16 \$46.23 \$3,698.40 \$96,158.40 28 \$52.09 \$4,167.20 \$108,347.20 40 \$58.74 \$4,699.20 \$122,179.20 52 \$66.21	\$41.45 \$3,316.00 \$86,216.00 17 \$46.72 \$3,737.60 \$97,177.60 29 \$52.65 \$4,212.00 \$109,512.00 41 \$59.31 \$4,744.80 \$123,364.80	\$41.86 \$3,348.80 \$87,068.80 18 \$47.21 \$3,776.80 \$98,196.80 30 \$53.15 \$4,252.00 \$110,552.00 42 \$59.92 \$4,793.60 \$124,633.60 54 \$67.53	\$42.32 \$3,385.60 \$88,025.60 19 \$47.65 \$3,812.00 \$99,112.00 31 \$53.69 \$4,295.20 \$111,675.20 43 \$60.51 \$4,840.80 \$125,860.80	\$42.71 \$3,416.80 \$88,836.80 20 \$48.14 \$3,851.20 \$100,131.20 32 \$54.21 \$4,336.80 \$112,756.80 44 \$61.11 \$4,888.80	\$43.14 \$3,451.20 \$89,731.20 21 \$48.62 \$3,889.60 \$101,129.60 33 \$54.79 \$4,383.20 \$113,963.20 45 \$61.73 \$4,938.40	\$43.54 \$3,483.20 \$90,563.20 22 \$49.10 \$3,928.00 \$102,128.00 34 \$55.32 \$4,425.60 \$115,065.60 46 \$62.35 \$4,988.00	\$44.01 \$3,520.80 \$91,540.80 23 \$49.60 \$3,968.00 \$103,168.00 35 \$55.89 \$4,471.20 \$116,251.20 47 \$62.98 \$5,038.40	\$44.45 \$3,556.00 \$92,456.00 \$4,008.00 \$104,208.00 \$104,208.00 \$104,208.00 \$117,416.00 \$117,416.00

(Non-bargaining unit)

NOME (34%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly Biweekly	\$43.54 \$3,483.20	\$44.01 \$3,520.80	\$44.45 \$3,556.00	\$44.88 \$3,590.40	\$45.31 \$3,624.80	\$45.79 \$3,663.20	\$46.23 \$3,698.40	\$46.72 \$3,737.60	\$47.21 \$3,776.80	\$47.65 \$3,812.00	\$48.14 \$3,851.20	\$48.62 \$3,889.60
Annually	\$90,563.20	\$91,540.80	\$92,456.00	\$93,350.40	\$94,244.80	\$95,243.20	\$96,158.40	\$97,177.60	\$98,196.80	\$99,112.00	\$100,131.20	\$101,129.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$49.10	\$49.60	\$50.10	\$50.59	\$51.10	\$51.61	\$52.09	\$52.65	\$53.15	\$53.69	\$54.21	\$54.79
Biweekly	\$3,928.00	\$3,968.00	\$4,008.00	\$4,047.20	\$4,088.00	\$4,128.80	\$4,167.20	\$4,212.00	\$4,252.00	\$4,295.20	\$4,336.80	\$4,383.20
Annually	\$102,128.00	\$103,168.00	\$104,208.00	\$105,227.20	\$106,288.00	\$107,348.80	\$108,347.20	\$109,512.00	\$110,552.00	\$111,675.20	\$112,756.80	\$113,963.20
Steps							-					
Hourly	25 \$55.32	26 \$55.89	27 \$56.45	28 \$57.00	29 \$57.59	30 \$58.16	31 \$58.74	32 \$59.31	33 \$59.92	34 \$60.51	35 \$61.11	36 \$61.73
Biweekly	\$4,425.60	\$4,471.20	\$4,516.00	\$4,560.00	\$4,607.20	\$4,652.80	\$4,699.20	\$4,744.80	\$4,793.60	\$4,840.80	\$4,888.80	\$4,938.40
Annually	\$115,065.60	\$116,251.20	\$117,416.00	\$118,560.00	\$119,787.20	\$120,972.80	\$122,179.20	\$123,364.80	\$124,633.60	\$125,860.80	\$127,108.80	\$128,398.40
Charre												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly	\$62.35 \$4,988.00	\$62.98	\$63.61 \$5,088.80	\$64.22 \$5,137.60	\$64.89 \$5,191.20	\$65.54	\$66.21	\$66.84	\$67.53	\$68.20	\$68.89 \$5,511.20	\$69.57
Annually	\$129,688.00	\$5,038.40 \$130,998.40	\$132,308.80	\$133,577.60	\$134,971.20	\$5,243.20 \$136,323.20	\$5,296.80 \$137,716.80	\$5,347.20 \$139,027.20	\$5,402.40 \$140,462.40	\$5,456.00 \$141,856.00	\$143,291.20	\$5,565.60 \$144,705.60
		3130,330.40	3132,300.00	3133,377.00	J154,571.20	\$150,525.20		3133,027.20	3140,402.40	3141,030.00	J143,231.20	3144,703.00
Steps	49	50	51	52	53	54	55					
Hourly	\$70.27	\$70.97	\$71.69	\$72.40	\$73.13	\$73.85	\$74.58					
Biweekly	\$5,621.60	\$5,677.60	\$5,735.20	\$5,792.00	\$5,850.40	\$5,908.00	\$5,966.40					
Annually	\$146,161.60	\$147,617.60	\$149,115.20	\$150,592.00	\$152,110.40	\$153,608.00	\$155,126.40					
Grade 82												
Grade 0=												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$49.10	\$49.60	\$50.10	\$50.59	\$51.10	\$51.61	\$52.09	\$52.65	\$53.15	\$53.69	\$54.21	\$54.79
Steps Hourly Biweekly	\$49.10 \$3,928.00	\$49.60 \$3,968.00	\$50.10 \$4,008.00	\$50.59 \$4,047.20	\$51.10 \$4,088.00	\$51.61 \$4,128.80	\$52.09 \$4,167.20	\$52.65 \$4,212.00	\$53.15 \$4,252.00	\$53.69 \$4,295.20	\$54.21 \$4,336.80	\$54.79 \$4,383.20
Steps Hourly Biweekly Annually	\$49.10	\$49.60	\$50.10	\$50.59	\$51.10	\$51.61	\$52.09	\$52.65	\$53.15	\$53.69	\$54.21	\$54.79 \$4,383.20 \$113,963.20
Steps Hourly Biweekly Annually Steps	\$49.10 \$3,928.00 \$102,128.00	\$49.60 \$3,968.00 \$103,168.00	\$50.10 \$4,008.00 \$104,208.00	\$50.59 \$4,047.20 \$105,227.20	\$51.10 \$4,088.00 \$106,288.00	\$51.61 \$4,128.80 \$107,348.80	\$52.09 \$4,167.20 \$108,347.20	\$52.65 \$4,212.00 \$109,512.00	\$53.15 \$4,252.00 \$110,552.00	\$53.69 \$4,295.20 \$111,675.20	\$54.21 \$4,336.80 \$112,756.80	\$54.79 \$4,383.20 \$113,963.20
Steps Hourly Biweekly Annually Steps Hourly	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89	\$50.10 \$4,008.00 \$104,208.00 15 \$56.45	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00	\$51.10 \$4,088.00 \$106,288.00 17 \$57.59	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31	\$53.15 \$4,252.00 \$110,552.00 21 \$59.92	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20	\$50.10 \$4,008.00 \$104,208.00 15 \$56.45 \$4,516.00	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00	\$51.10 \$4,088.00 \$106,288.00 17 \$57.59 \$4,607.20	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80	\$53.15 \$4,252.00 \$110,552.00 21 \$59.92 \$4,793.60	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40
Steps Hourly Biweekly Annually Steps Hourly	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89	\$50.10 \$4,008.00 \$104,208.00 15 \$56.45	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00	\$51.10 \$4,088.00 \$106,288.00 17 \$57.59	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31	\$53.15 \$4,252.00 \$110,552.00 21 \$59.92	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20	\$50.10 \$4,008.00 \$104,208.00 15 \$56.45 \$4,516.00	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00	\$51.10 \$4,088.00 \$106,288.00 17 \$57.59 \$4,607.20	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80	\$53.15 \$4,252.00 \$110,552.00 21 \$59.92 \$4,793.60	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60 \$115,065.60 25 \$62.35	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20 \$116,251.20 26 \$62.98	\$50.10 \$4,008.00 \$104,208.00 \$15 \$56.45 \$4,516.00 \$117,416.00 \$27 \$63.61	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00 \$118,560.00	\$51.10 \$4,088.00 \$106,288.00 17 \$57.59 \$4,607.20 \$119,787.20	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80 \$120,972.80 30 \$65.54	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20 \$122,179.20 31 \$66.21	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80 \$123,364.80 32 \$66.84	\$53.15 \$4,252.00 \$110,552.00 21 \$59.92 \$4,793.60 \$124,633.60 33 \$67.53	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80 \$125,860.80	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80 \$127,108.80 35 \$68.89	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40 \$128,398.40 36 \$69.57
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60 \$115,065.60 25 \$62.35 \$4,988.00	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20 \$116,251.20 26 \$62.98 \$5,038.40	\$50.10 \$4,008.00 \$104,208.00 \$15 \$56.45 \$4,516.00 \$117,416.00 \$27 \$63.61 \$5,088.80	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00 \$118,560.00 28 \$64.22 \$5,137.60	\$51.10 \$4,088.00 \$106,288.00 17 \$57.59 \$4,607.20 \$119,787.20 29 \$64.89 \$5,191.20	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80 \$120,972.80 30 \$65.54 \$5,243.20	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20 \$122,179.20 31 \$66.21 \$5,296.80	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80 \$123,364.80 32 \$66.84 \$5,347.20	\$53.15 \$4,252.00 \$110,552.00 \$110,552.00 21 \$59.92 \$4,793.60 \$124,633.60 33 \$67.53 \$5,402.40	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80 \$125,860.80 34 \$68.20 \$5,456.00	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80 \$127,108.80 35 \$68.89 \$5,511.20	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40 \$128,398.40 36 \$69.57 \$5,565.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60 \$115,065.60 25 \$62.35	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20 \$116,251.20 26 \$62.98	\$50.10 \$4,008.00 \$104,208.00 \$15 \$56.45 \$4,516.00 \$117,416.00 \$27 \$63.61	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00 \$118,560.00	\$51.10 \$4,088.00 \$106,288.00 17 \$57.59 \$4,607.20 \$119,787.20	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80 \$120,972.80 30 \$65.54	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20 \$122,179.20 31 \$66.21	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80 \$123,364.80 32 \$66.84	\$53.15 \$4,252.00 \$110,552.00 21 \$59.92 \$4,793.60 \$124,633.60 33 \$67.53	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80 \$125,860.80	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80 \$127,108.80 35 \$68.89	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40 \$128,398.40 36 \$69.57
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60 \$115,065.60 25 \$62.35 \$4,988.00 \$129,688.00	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20 \$116,251.20 26 \$62.98 \$5,038.40 \$130,998.40	\$50.10 \$4,008.00 \$104,208.00 \$15 \$56.45 \$4,516.00 \$117,416.00 \$27 \$63.61 \$5,088.80 \$132,308.80	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00 \$118,560.00 28 \$64.22 \$5,137.60 \$133,577.60	\$51.10 \$4,088.00 \$106,288.00 \$17 \$57.59 \$4,607.20 \$119,787.20 \$29 \$64.89 \$5,191.20 \$134,971.20	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80 \$120,972.80 30 \$65.54 \$5,243.20 \$136,323.20	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20 \$122,179.20 31 \$66.21 \$5,296.80 \$137,716.80	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80 \$123,364.80 32 \$66.84 \$5,347.20 \$139,027.20	\$53.15 \$4,252.00 \$110,552.00 \$110,552.00 \$121 \$59.92 \$4,793.60 \$124,633.60 \$124,633.60 \$33 \$67.53 \$5,402.40 \$140,462.40	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80 \$125,860.80 34 \$68.20 \$5,456.00 \$141,856.00	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80 \$127,108.80 35 \$68.89 \$5,511.20 \$143,291.20	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40 \$128,398.40 36 \$69.57 \$5,565.60 \$144,705.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60 \$115,065.60 25 \$62.35 \$4,988.00	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20 \$116,251.20 26 \$62.98 \$5,038.40	\$50.10 \$4,008.00 \$104,208.00 \$15 \$56.45 \$4,516.00 \$117,416.00 \$27 \$63.61 \$5,088.80	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00 \$118,560.00 28 \$64.22 \$5,137.60	\$51.10 \$4,088.00 \$106,288.00 17 \$57.59 \$4,607.20 \$119,787.20 29 \$64.89 \$5,191.20	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80 \$120,972.80 30 \$65.54 \$5,243.20	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20 \$122,179.20 31 \$66.21 \$5,296.80	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80 \$123,364.80 32 \$66.84 \$5,347.20	\$53.15 \$4,252.00 \$110,552.00 \$110,552.00 21 \$59.92 \$4,793.60 \$124,633.60 33 \$67.53 \$5,402.40	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80 \$125,860.80 34 \$68.20 \$5,456.00	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80 \$127,108.80 35 \$68.89 \$5,511.20	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40 \$128,398.40 36 \$69.57 \$5,565.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60 \$115,065.60 25 \$62.35 \$4,988.00 \$129,688.00 37 \$70.27 \$5,621.60	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20 \$116,251.20 26 \$62.98 \$5,038.40 \$130,998.40 38 \$70.97 \$5,677.60	\$50.10 \$4,008.00 \$104,208.00 \$15 \$56.45 \$4,516.00 \$117,416.00 \$27 \$63.61 \$5,088.80 \$132,308.80 \$71.69 \$5,735.20	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00 \$118,560.00 28 \$64.22 \$5,137.60 \$133,577.60 40 \$72.40 \$5,792.00	\$51.10 \$4,088.00 \$106,288.00 17 \$57.59 \$4,607.20 \$119,787.20 29 \$64.89 \$5,191.20 \$134,971.20 41 \$73.13 \$5,850.40	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80 \$120,972.80 30 \$65.54 \$5,243.20 \$136,323.20 42 \$73.85 \$5,908.00	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20 \$122,179.20 31 \$66.21 \$5,296.80 \$137,716.80 43 \$74.58 \$5,966.40	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80 \$123,364.80 32 \$66.84 \$5,347.20 \$139,027.20 44 \$75.33 \$6,026.40	\$53.15 \$4,252.00 \$110,552.00 \$110,552.00 \$110,552.00 \$121,633.60 \$124,633.60 \$124,633.60 \$140,462.40 \$140,462.40	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80 \$125,860.80 34 \$68.20 \$5,456.00 \$141,856.00 46 \$76.85 \$6,148.00	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80 \$127,108.80 35 \$68.89 \$5,511.20 \$143,291.20 47 \$77.60 \$6,208.00	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40 \$128,398.40 36 \$69.57 \$5,565.60 \$144,705.60 48 \$78.39 \$6,271.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60 \$115,065.60 25 \$62.35 \$4,988.00 \$129,688.00	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20 \$116,251.20 26 \$62.98 \$5,038.40 \$130,998.40 38 \$70.97	\$50.10 \$4,008.00 \$104,208.00 15 \$56.45 \$4,516.00 \$117,416.00 27 \$63.61 \$5,088.80 \$132,308.80 39 \$71.69	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00 \$118,560.00 28 \$64.22 \$5,137.60 \$133,577.60	\$51.10 \$4,088.00 \$106,288.00 17 \$57.59 \$4,607.20 \$119,787.20 29 \$64.89 \$5,191.20 \$134,971.20	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80 \$120,972.80 30 \$65.54 \$5,243.20 \$136,323.20	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20 \$122,179.20 31 \$66.21 \$5,296.80 \$137,716.80	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80 \$123,364.80 32 \$66.84 \$5,347.20 \$139,027.20	\$53.15 \$4,252.00 \$110,552.00 \$110,552.00 \$110,552.00 \$121,633.60 \$124,633.60 \$124,633.60 \$140,462.40 \$140,462.40	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80 \$125,860.80 34 \$68.20 \$5,456.00 \$141,856.00	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80 \$127,108.80 35 \$68.89 \$5,511.20 \$143,291.20	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40 \$128,398.40 36 \$69.57 \$5,565.60 \$144,705.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60 \$115,065.60 25 \$62.35 \$4,988.00 \$129,688.00 37 \$70.27 \$5,621.60	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20 \$116,251.20 26 \$62.98 \$5,038.40 \$130,998.40 38 \$70.97 \$5,677.60	\$50.10 \$4,008.00 \$104,208.00 \$15 \$56.45 \$4,516.00 \$117,416.00 \$27 \$63.61 \$5,088.80 \$132,308.80 \$71.69 \$5,735.20	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00 \$118,560.00 28 \$64.22 \$5,137.60 \$133,577.60 40 \$72.40 \$5,792.00	\$51.10 \$4,088.00 \$106,288.00 17 \$57.59 \$4,607.20 \$119,787.20 29 \$64.89 \$5,191.20 \$134,971.20 41 \$73.13 \$5,850.40	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80 \$120,972.80 30 \$65.54 \$5,243.20 \$136,323.20 42 \$73.85 \$5,908.00	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20 \$122,179.20 31 \$66.21 \$5,296.80 \$137,716.80	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80 \$123,364.80 32 \$66.84 \$5,347.20 \$139,027.20 44 \$75.33 \$6,026.40	\$53.15 \$4,252.00 \$110,552.00 \$110,552.00 \$110,552.00 \$121,633.60 \$124,633.60 \$124,633.60 \$140,462.40 \$140,462.40	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80 \$125,860.80 34 \$68.20 \$5,456.00 \$141,856.00 46 \$76.85 \$6,148.00	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80 \$127,108.80 35 \$68.89 \$5,511.20 \$143,291.20 47 \$77.60 \$6,208.00	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40 \$128,398.40 36 \$69.57 \$5,565.60 \$144,705.60 48 \$78.39 \$6,271.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60 \$115,065.60 25 \$62.35 \$4,988.00 \$129,688.00 37 \$70.27 \$5,621.60 \$146,161.60	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20 \$116,251.20 26 \$62.98 \$5,038.40 \$130,998.40 38 \$70.97 \$5,677.60 \$147,617.60	\$50.10 \$4,008.00 \$104,208.00 \$104,208.00 \$15 \$56.45 \$4,516.00 \$117,416.00 \$117,416.00 \$132,308.80 \$132,308.80 \$132,308.80 \$132,308.80 \$132,308.80	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00 \$118,560.00 28 \$64.22 \$5,137.60 \$133,577.60 40 \$72.40 \$5,792.00 \$150,592.00	\$51.10 \$4,088.00 \$106,288.00 \$106,288.00 17 \$57.59 \$4,607.20 \$119,787.20 29 \$64.89 \$5,191.20 \$134,971.20 41 \$73.13 \$5,850.40 \$152,110.40	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80 \$120,972.80 30 \$65.54 \$5,243.20 \$136,323.20 42 \$73.85 \$5,908.00 \$153,608.00	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20 \$122,179.20 31 \$66.21 \$5,296.80 \$137,716.80 43 \$74.58 \$5,966.40 \$155,126.40	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80 \$123,364.80 32 \$66.84 \$5,347.20 \$139,027.20 44 \$75.33 \$6,026.40	\$53.15 \$4,252.00 \$110,552.00 \$110,552.00 \$110,552.00 \$121,633.60 \$124,633.60 \$124,633.60 \$140,462.40 \$140,462.40	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80 \$125,860.80 34 \$68.20 \$5,456.00 \$141,856.00 46 \$76.85 \$6,148.00	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80 \$127,108.80 35 \$68.89 \$5,511.20 \$143,291.20 47 \$77.60 \$6,208.00	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40 \$128,398.40 36 \$69.57 \$5,565.60 \$144,705.60 48 \$78.39 \$6,271.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60 \$115,065.60 25 \$62.35 \$4,988.00 \$129,688.00 37 \$70.27 \$5,621.60 \$146,161.60	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20 \$116,251.20 26 \$62.98 \$5,038.40 \$130,998.40 38 \$70.97 \$5,677.60 \$147,617.60	\$50.10 \$4,008.00 \$104,208.00 \$104,208.00 \$15 \$56.45 \$4,516.00 \$117,416.00 \$27 \$63.61 \$5,088.80 \$132,308.80 \$132,308.80 \$71.69 \$5,735.20 \$149,115.20	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00 \$118,560.00 28 \$64.22 \$5,137.60 \$133,577.60 40 \$72.40 \$5,792.00 \$150,592.00	\$51.10 \$4,088.00 \$106,288.00 \$106,288.00 17 \$57.59 \$4,607.20 \$119,787.20 29 \$64.89 \$5,191.20 \$134,971.20 41 \$73.13 \$5,850.40 \$152,110.40	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80 \$120,972.80 30 \$65.54 \$5,243.20 \$136,323.20 42 \$73.85 \$5,908.00 \$153,608.00	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20 \$122,179.20 31 \$66.21 \$5,296.80 \$137,716.80 43 \$74.58 \$5,966.40 \$155,126.40	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80 \$123,364.80 32 \$66.84 \$5,347.20 \$139,027.20 44 \$75.33 \$6,026.40	\$53.15 \$4,252.00 \$110,552.00 \$110,552.00 \$110,552.00 \$121,633.60 \$124,633.60 \$124,633.60 \$140,462.40 \$140,462.40	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80 \$125,860.80 34 \$68.20 \$5,456.00 \$141,856.00 46 \$76.85 \$6,148.00	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80 \$127,108.80 35 \$68.89 \$5,511.20 \$143,291.20 47 \$77.60 \$6,208.00	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40 \$128,398.40 36 \$69.57 \$5,565.60 \$144,705.60 48 \$78.39 \$6,271.20
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	\$49.10 \$3,928.00 \$102,128.00 13 \$55.32 \$4,425.60 \$115,065.60 25 \$62.35 \$4,988.00 \$129,688.00 37 \$70.27 \$5,621.60 \$146,161.60	\$49.60 \$3,968.00 \$103,168.00 14 \$55.89 \$4,471.20 \$116,251.20 26 \$62.98 \$5,038.40 \$130,998.40 38 \$70.97 \$5,677.60 \$147,617.60 50 \$79.97	\$50.10 \$4,008.00 \$104,208.00 \$104,208.00 \$15 \$56.45 \$4,516.00 \$117,416.00 \$27 \$63.61 \$5,088.80 \$132,308.80 \$71.69 \$5,735.20 \$149,115.20	\$50.59 \$4,047.20 \$105,227.20 16 \$57.00 \$4,560.00 \$118,560.00 28 \$64.22 \$5,137.60 \$133,577.60 40 \$72.40 \$5,792.00 \$150,592.00	\$51.10 \$4,088.00 \$106,288.00 \$106,288.00 17 \$57.59 \$4,607.20 \$119,787.20 29 \$64.89 \$5,191.20 \$134,971.20 41 \$73.13 \$5,850.40 \$152,110.40	\$51.61 \$4,128.80 \$107,348.80 18 \$58.16 \$4,652.80 \$120,972.80 30 \$65.54 \$5,243.20 \$136,323.20 42 \$73.85 \$5,908.00 \$153,608.00	\$52.09 \$4,167.20 \$108,347.20 19 \$58.74 \$4,699.20 \$122,179.20 31 \$66.21 \$5,296.80 \$137,716.80 43 \$74.58 \$5,966.40 \$155,126.40	\$52.65 \$4,212.00 \$109,512.00 20 \$59.31 \$4,744.80 \$123,364.80 32 \$66.84 \$5,347.20 \$139,027.20 44 \$75.33 \$6,026.40	\$53.15 \$4,252.00 \$110,552.00 \$110,552.00 \$110,552.00 \$121,633.60 \$124,633.60 \$124,633.60 \$140,462.40 \$140,462.40	\$53.69 \$4,295.20 \$111,675.20 22 \$60.51 \$4,840.80 \$125,860.80 34 \$68.20 \$5,456.00 \$141,856.00 46 \$76.85 \$6,148.00	\$54.21 \$4,336.80 \$112,756.80 23 \$61.11 \$4,888.80 \$127,108.80 35 \$68.89 \$5,511.20 \$143,291.20 47 \$77.60 \$6,208.00	\$54.79 \$4,383.20 \$113,963.20 24 \$61.73 \$4,938.40 \$128,398.40 36 \$69.57 \$5,565.60 \$144,705.60 48 \$78.39 \$6,271.20

(Non-bargaining unit)

NOME (34%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$55.32	\$55.89	\$56.45	\$57.00	\$57.59	\$58.16	\$58.74	\$59.31	\$59.92	\$60.51	\$61.11	\$61.73
Biweekly	\$4,425.60	\$4,471.20	\$4,516.00	\$4,560.00	\$4,607.20	\$4,652.80	\$4,699.20	\$4,744.80	\$4,793.60	\$4,840.80	\$4,888.80	\$4,938.40
Annually	\$115,065.60	\$116,251.20	\$117,416.00	\$118,560.00	\$119,787.20	\$120,972.80	\$122,179.20	\$123,364.80	\$124,633.60	\$125,860.80	\$127,108.80	\$128,398.40
Aimaany	\$115,005.00	J110,2J1.20	J117,410.00	\$110,500.00	\$115,767.20	Ç120,572.00	Ş122,173.20	\$123,30 4 .00	7124,033.00	\$125,000.00	7127,100.00	\$120,330.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$62.35	\$62.98	\$63.61	\$64.22	\$64.89	\$65.54	\$66.21	\$66.84	\$67.53	\$68.20	\$68.89	\$69.57
-			•					•	•			•
Biweekly	\$4,988.00	\$5,038.40	\$5,088.80	\$5,137.60	\$5,191.20	\$5,243.20	\$5,296.80	\$5,347.20	\$5,402.40	\$5,456.00	\$5,511.20	\$5,565.60
Annually	\$129,688.00	\$130,998.40	\$132,308.80	\$133,577.60	\$134,971.20	\$136,323.20	\$137,716.80	\$139,027.20	\$140,462.40	\$141,856.00	\$143,291.20	\$144,705.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$70.27	\$70.97	\$71.69	\$72.40	\$73.13	\$73.85	\$74.58	\$75.33	\$76.09	\$76.85	\$77.60	\$78.39
Biweekly	\$5,621.60	\$5,677.60	\$5,735.20	\$5,792.00	\$5,850.40	\$5,908.00	\$5,966.40	\$6,026.40	\$6,087.20	\$6,148.00	\$6,208.00	\$6,271.20
	\$146,161.60	\$147,617.60	\$149,115.20	\$150,592.00	\$152,110.40	\$153,608.00	\$155,126.40	\$156,686.40	\$158,267.20	\$159,848.00	\$161,408.00	\$163,051.20
Annually	\$140,101.00	\$147,017.00	\$149,115.20	\$150,592.00	\$152,110.40	\$153,008.00	\$155,126.40	\$150,080.40	\$158,207.20	\$159,848.00	\$101,408.00	\$103,051.20
Chama												
Steps	. 37	. 38	. 39	40	41	. 42	43	44	. 45	. 46	. 47	48
Hourly	\$79.17	\$79.97	\$80.75	\$81.58	\$82.38	\$83.21	\$84.07	\$84.89	\$85.74	\$86.57	\$87.47	\$88.32
Biweekly	\$6,333.60	\$6,397.60	\$6,460.00	\$6,526.40	\$6,590.40	\$6,656.80	\$6,725.60	\$6,791.20	\$6,859.20	\$6,925.60	\$6,997.60	\$7,065.60
Annually	\$164,673.60	\$166,337.60	\$167,960.00	\$169,686.40	\$171,350.40	\$173,076.80	\$174,865.60	\$176,571.20	\$178,339.20	\$180,065.60	\$181,937.60	\$183,705.60
•												
Steps	49	50	51	52	53	54	55					
Hourly	\$89.22	\$90.11	\$91.00	\$91.92	\$92.83	\$93.76	\$94.72					
	\$7,137.60		\$7,280.00				\$7,577.60					
Biweekly		\$7,208.80		\$7,353.60	\$7,426.40	\$7,500.80						
Annually	\$185,577.60	\$187,428.80	\$189,280.00	\$191,193.60	\$193,086.40	\$195,020.80	\$197,017.60					
04												
Grade 84												
	1	2	2	4	E	6	7	0	۵	10	11	12
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$60.51	\$61.11	\$61.73	\$62.35	\$62.98	\$63.61	\$64.22	\$64.89	\$65.54	\$66.21	\$66.84	\$67.53
Steps Hourly Biweekly	\$60.51 \$4,840.80	\$61.11 \$4,888.80	\$61.73 \$4,938.40	\$62.35 \$4,988.00	\$62.98 \$5,038.40	\$63.61 \$5,088.80	\$64.22 \$5,137.60	\$64.89 \$5,191.20	\$65.54 \$5,243.20	\$66.21 \$5,296.80	\$66.84 \$5,347.20	\$67.53 \$5,402.40
Steps Hourly	\$60.51	\$61.11	\$61.73	\$62.35	\$62.98	\$63.61	\$64.22	\$64.89	\$65.54	\$66.21	\$66.84	\$67.53
Steps Hourly Biweekly Annually	\$60.51 \$4,840.80 \$125,860.80	\$61.11 \$4,888.80 \$127,108.80	\$61.73 \$4,938.40 \$128,398.40	\$62.35 \$4,988.00 \$129,688.00	\$62.98 \$5,038.40 \$130,998.40	\$63.61 \$5,088.80 \$132,308.80	\$64.22 \$5,137.60 \$133,577.60	\$64.89 \$5,191.20 \$134,971.20	\$65.54 \$5,243.20 \$136,323.20	\$66.21 \$5,296.80 \$137,716.80	\$66.84 \$5,347.20 \$139,027.20	\$67.53 \$5,402.40 \$140,462.40
Steps Hourly Biweekly Annually Steps	\$60.51 \$4,840.80 \$125,860.80	\$61.11 \$4,888.80 \$127,108.80	\$61.73 \$4,938.40 \$128,398.40	\$62.35 \$4,988.00 \$129,688.00	\$62.98 \$5,038.40 \$130,998.40	\$63.61 \$5,088.80 \$132,308.80	\$64.22 \$5,137.60 \$133,577.60	\$64.89 \$5,191.20 \$134,971.20	\$65.54 \$5,243.20 \$136,323.20	\$66.21 \$5,296.80 \$137,716.80	\$66.84 \$5,347.20 \$139,027.20	\$67.53 \$5,402.40 \$140,462.40
Steps Hourly Biweekly Annually	\$60.51 \$4,840.80 \$125,860.80	\$61.11 \$4,888.80 \$127,108.80	\$61.73 \$4,938.40 \$128,398.40	\$62.35 \$4,988.00 \$129,688.00	\$62.98 \$5,038.40 \$130,998.40	\$63.61 \$5,088.80 \$132,308.80	\$64.22 \$5,137.60 \$133,577.60	\$64.89 \$5,191.20 \$134,971.20	\$65.54 \$5,243.20 \$136,323.20	\$66.21 \$5,296.80 \$137,716.80	\$66.84 \$5,347.20 \$139,027.20	\$67.53 \$5,402.40 \$140,462.40
Steps Hourly Biweekly Annually Steps	\$60.51 \$4,840.80 \$125,860.80	\$61.11 \$4,888.80 \$127,108.80	\$61.73 \$4,938.40 \$128,398.40	\$62.35 \$4,988.00 \$129,688.00	\$62.98 \$5,038.40 \$130,998.40	\$63.61 \$5,088.80 \$132,308.80	\$64.22 \$5,137.60 \$133,577.60	\$64.89 \$5,191.20 \$134,971.20	\$65.54 \$5,243.20 \$136,323.20	\$66.21 \$5,296.80 \$137,716.80	\$66.84 \$5,347.20 \$139,027.20	\$67.53 \$5,402.40 \$140,462.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60	\$62.35 \$4,988.00 \$129,688.00 16 \$70.27 \$5,621.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00	\$64.89 \$5,191.20 \$134,971.20 20 \$73.13 \$5,850.40	\$65.54 \$5,243.20 \$136,323.20 21 \$73.85 \$5,908.00	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20
Steps Hourly Biweekly Annually Steps Hourly	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57	\$62.35 \$4,988.00 \$129,688.00 16 \$70.27	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40	\$64.89 \$5,191.20 \$134,971.20 20 \$73.13	\$65.54 \$5,243.20 \$136,323.20 21 \$73.85	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60	\$62.35 \$4,988.00 \$129,688.00 16 \$70.27 \$5,621.60 \$146,161.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00 \$150,592.00	\$64.89 \$5,191.20 \$134,971.20 20 \$73.13 \$5,850.40 \$152,110.40	\$65.54 \$5,243.20 \$136,323.20 21 \$73.85 \$5,908.00 \$153,608.00	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60	\$62.35 \$4,988.00 \$129,688.00 16 \$70.27 \$5,621.60 \$146,161.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00 \$150,592.00	\$64.89 \$5,191.20 \$134,971.20 20 \$73.13 \$5,850.40 \$152,110.40	\$65.54 \$5,243.20 \$136,323.20 21 \$73.85 \$5,908.00 \$153,608.00	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39	\$62.35 \$4,988.00 \$129,688.00 16 \$70.27 \$5,621.60 \$146,161.60 28 \$79.17	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00 \$150,592.00	\$64.89 \$5,191.20 \$134,971.20 20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38	\$65.54 \$5,243.20 \$136,323.20 21 \$73.85 \$5,908.00 \$153,608.00 33 \$83.21	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20 26 \$77.60 \$6,208.00	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39 \$6,271.20	\$62.35 \$4,988.00 \$129,688.00 16 \$70.27 \$5,621.60 \$146,161.60 28 \$79.17 \$6,333.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00 \$150,592.00 31 \$81.58 \$6,526.40	\$64.89 \$5,191.20 \$134,971.20 20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40	\$65.54 \$5,243.20 \$136,323.20 21 \$73.85 \$5,908.00 \$153,608.00 33 \$83.21 \$6,656.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39	\$62.35 \$4,988.00 \$129,688.00 16 \$70.27 \$5,621.60 \$146,161.60 28 \$79.17	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00 \$150,592.00	\$64.89 \$5,191.20 \$134,971.20 20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38	\$65.54 \$5,243.20 \$136,323.20 21 \$73.85 \$5,908.00 \$153,608.00 33 \$83.21	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20 26 \$77.60 \$6,208.00	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39 \$6,271.20	\$62.35 \$4,988.00 \$129,688.00 16 \$70.27 \$5,621.60 \$146,161.60 28 \$79.17 \$6,333.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00 \$150,592.00 31 \$81.58 \$6,526.40	\$64.89 \$5,191.20 \$134,971.20 20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40	\$65.54 \$5,243.20 \$136,323.20 21 \$73.85 \$5,908.00 \$153,608.00 33 \$83.21 \$6,656.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20 26 \$77.60 \$6,208.00	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39 \$6,271.20	\$62.35 \$4,988.00 \$129,688.00 16 \$70.27 \$5,621.60 \$146,161.60 28 \$79.17 \$6,333.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00 \$150,592.00 31 \$81.58 \$6,526.40	\$64.89 \$5,191.20 \$134,971.20 20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40	\$65.54 \$5,243.20 \$136,323.20 21 \$73.85 \$5,908.00 \$153,608.00 33 \$83.21 \$6,656.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00 \$159,848.00	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20 26 \$77.60 \$6,208.00 \$161,408.00	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39 \$6,271.20 \$163,051.20	\$62.35 \$4,988.00 \$129,688.00 \$16 \$70.27 \$5,621.60 \$146,161.60 28 \$79.17 \$6,333.60 \$164,673.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60 \$166,337.60	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00 \$167,960.00	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00 \$150,592.00 31 \$81.58 \$6,526.40 \$169,686.40	\$64.89 \$5,191.20 \$134,971.20 20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40 \$171,350.40	\$65.54 \$5,243.20 \$136,323.20 21 \$73.85 \$5,908.00 \$153,608.00 33 \$83.21 \$6,656.80 \$173,076.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60 \$174,865.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20 \$176,571.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20 \$178,339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00 \$159,848.00	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20 26 \$77.60 \$6,208.00 \$161,408.00	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39 \$6,271.20 \$163,051.20	\$62.35 \$4,988.00 \$129,688.00 \$129,688.00 \$16 \$70.27 \$5,621.60 \$146,161.60 \$28 \$79.17 \$6,333.60 \$164,673.60 \$40 \$89.22	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60 \$166,337.60	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00 \$167,960.00	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00 \$150,592.00 31 \$81.58 \$6,526.40 \$169,686.40	\$64.89 \$5,191.20 \$134,971.20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40 \$171,350.40	\$65.54 \$5,243.20 \$136,323.20 \$136,323.20 \$136,323.20 \$153,608.00 \$153,608.00 \$153,608.00 \$173,076.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60 \$174,865.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20 \$176,571.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20 \$178,339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00 \$159,848.00 37 \$86.57 \$6,925.60	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20 26 \$77.60 \$6,208.00 \$161,408.00 38 \$87.47 \$6,997.60	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39 \$6,271.20 \$163,051.20 39 \$88.32 \$7,065.60	\$62.35 \$4,988.00 \$129,688.00 \$129,688.00 \$16 \$70.27 \$5,621.60 \$146,161.60 \$79.17 \$6,333.60 \$164,673.60 \$89.22 \$7,137.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60 \$166,337.60 41 \$90.11 \$7,208.80	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00 \$167,960.00 42 \$91.00 \$7,280.00	\$64.22 \$5,137.60 \$133,577.60 \$17.40 \$5,792.00 \$150,592.00 \$150,592.00 \$150,592.00 \$150,592.00 \$150,592.00	\$64.89 \$5,191.20 \$134,971.20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40 \$171,350.40 44 \$92.83 \$7,426.40	\$65.54 \$5,243.20 \$136,323.20 \$136,323.20 \$136,323.20 \$153,608.00 \$153,608.00 \$153,608.00 \$173,076.80 \$173,076.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60 \$174,865.60 46 \$94.72 \$7,577.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20 \$176,571.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20 \$178,339.20 48 \$96.61 \$7,728.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00 \$159,848.00	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20 26 \$77.60 \$6,208.00 \$161,408.00	\$61.73 \$4,938.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39 \$6,271.20 \$163,051.20	\$62.35 \$4,988.00 \$129,688.00 \$129,688.00 \$16 \$70.27 \$5,621.60 \$146,161.60 \$28 \$79.17 \$6,333.60 \$164,673.60 \$40 \$89.22	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60 \$166,337.60	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00 \$167,960.00	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00 \$150,592.00 31 \$81.58 \$6,526.40 \$169,686.40	\$64.89 \$5,191.20 \$134,971.20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40 \$171,350.40	\$65.54 \$5,243.20 \$136,323.20 \$136,323.20 \$136,323.20 \$153,608.00 \$153,608.00 \$153,608.00 \$173,076.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60 \$174,865.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20 \$176,571.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20 \$178,339.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00 \$159,848.00 37 \$86.57 \$6,925.60	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20 26 \$77.60 \$6,208.00 \$161,408.00 38 \$87.47 \$6,997.60	\$61.73 \$4,938.40 \$128,398.40 \$128,398.40 \$69.57 \$5,565.60 \$144,705.60 \$78.39 \$6,271.20 \$163,051.20 \$88.32 \$7,065.60 \$183,705.60	\$62.35 \$4,988.00 \$129,688.00 \$129,688.00 \$70.27 \$5,621.60 \$146,161.60 \$28 \$79.17 \$6,333.60 \$164,673.60 \$40 \$89.22 \$7,137.60 \$185,577.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60 \$166,337.60 41 \$90.11 \$7,208.80	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00 \$167,960.00 42 \$91.00 \$7,280.00 \$189,280.00	\$64.22 \$5,137.60 \$133,577.60 \$17.40 \$5,792.00 \$150,592.00 \$150,592.00 \$150,592.00 \$150,592.00 \$150,592.00 \$150,592.00	\$64.89 \$5,191.20 \$134,971.20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40 \$171,350.40 44 \$92.83 \$7,426.40	\$65.54 \$5,243.20 \$136,323.20 \$136,323.20 \$136,323.20 \$153,608.00 \$153,608.00 \$153,608.00 \$173,076.80 \$173,076.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60 \$174,865.60 46 \$94.72 \$7,577.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20 \$176,571.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20 \$178,339.20 48 \$96.61 \$7,728.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00 \$159,848.00 37 \$86.57 \$6,925.60 \$180,065.60	\$61.11 \$4,888.80 \$127,108.80 14 \$68.89 \$5,511.20 \$143,291.20 26 \$77.60 \$6,208.00 \$161,408.00 38 \$87.47 \$6,997.60 \$181,937.60	\$61.73 \$4,938.40 \$128,398.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39 \$6,271.20 \$163,051.20 39 \$88.32 \$7,065.60 \$183,705.60	\$62.35 \$4,988.00 \$129,688.00 \$129,688.00 \$16 \$70.27 \$5,621.60 \$146,161.60 \$79.17 \$6,333.60 \$164,673.60 \$89.22 \$7,137.60 \$185,577.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60 \$166,337.60 41 \$90.11 \$7,208.80 \$187,428.80	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00 \$167,960.00 42 \$91.00 \$7,280.00 \$189,280.00	\$64.22 \$5,137.60 \$133,577.60 \$133,577.60 \$19 \$72.40 \$5,792.00 \$150,592.00 \$150,592.00 \$169,686.40 \$169,686.40 \$191,193.60 \$191,193.60	\$64.89 \$5,191.20 \$134,971.20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40 \$171,350.40 44 \$92.83 \$7,426.40	\$65.54 \$5,243.20 \$136,323.20 \$136,323.20 \$136,323.20 \$153,608.00 \$153,608.00 \$153,608.00 \$173,076.80 \$173,076.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60 \$174,865.60 46 \$94.72 \$7,577.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20 \$176,571.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20 \$178,339.20 48 \$96.61 \$7,728.80
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	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00 \$159,848.00 37 \$86.57 \$6,925.60 \$180,065.60	\$61.11 \$4,888.80 \$127,108.80 \$127,108.80 \$127,108.80 \$44 \$68.89 \$5,511.20 \$143,291.20 \$6,208.00 \$161,408.00 \$161,408.00 \$87.47 \$6,997.60 \$181,937.60 \$98.57	\$61.73 \$4,938.40 \$128,398.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39 \$6,271.20 \$163,051.20 39 \$88.32 \$7,065.60 \$183,705.60	\$62.35 \$4,988.00 \$129,688.00 \$129,688.00 \$16 \$70.27 \$5,621.60 \$146,161.60 \$28 \$79.17 \$6,333.60 \$164,673.60 \$40 \$89.22 \$7,137.60 \$185,577.60 \$185,577.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60 \$166,337.60 41 \$90.11 \$7,208.80 \$187,428.80 53 \$101.53	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00 \$167,960.00 42 \$91.00 \$7,280.00 \$189,280.00 \$189,280.00	\$64.22 \$5,137.60 \$133,577.60 \$133,577.60 \$72.40 \$5,792.00 \$150,592.00 \$150,592.00 \$43 \$6,526.40 \$169,686.40 \$191,193.60 \$191,193.60	\$64.89 \$5,191.20 \$134,971.20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40 \$171,350.40 44 \$92.83 \$7,426.40	\$65.54 \$5,243.20 \$136,323.20 \$136,323.20 \$136,323.20 \$153,608.00 \$153,608.00 \$153,608.00 \$173,076.80 \$173,076.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60 \$174,865.60 46 \$94.72 \$7,577.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20 \$176,571.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20 \$178,339.20 48 \$96.61 \$7,728.80
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	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00 \$159,848.00 37 \$86.57 \$6,925.60 \$180,065.60	\$61.11 \$4,888.80 \$127,108.80 \$127,108.80 \$127,108.80 \$4,200 \$143,291.20 \$143,291.20 \$6,208.00 \$161,408.00 \$161,408.00 \$87.47 \$6,997.60 \$181,937.60 \$98.57 \$7,885.60	\$61.73 \$4,938.40 \$128,398.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39 \$6,271.20 \$163,051.20 39 \$88.32 \$7,065.60 \$183,705.60 51 \$99.54 \$7,963.20	\$62.35 \$4,988.00 \$129,688.00 \$129,688.00 \$16 \$70.27 \$5,621.60 \$146,161.60 \$146,161.60 \$164,673.60 \$164,673.60 \$185,577.60 \$185,577.60 \$185,577.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60 \$166,337.60 41 \$90.11 \$7,208.80 \$187,428.80 53 \$101.53 \$8,122.40	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00 \$167,960.00 42 \$91.00 \$7,280.00 \$189,280.00 54 \$102.56 \$8,204.80	\$64.22 \$5,137.60 \$133,577.60 19 \$72.40 \$5,792.00 \$150,592.00 31 \$81.58 \$6,526.40 \$169,686.40 43 \$91.92 \$7,353.60 \$191,193.60 55 \$103.55 \$8,284.00	\$64.89 \$5,191.20 \$134,971.20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40 \$171,350.40 44 \$92.83 \$7,426.40	\$65.54 \$5,243.20 \$136,323.20 \$136,323.20 \$136,323.20 \$153,608.00 \$153,608.00 \$153,608.00 \$173,076.80 \$173,076.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60 \$174,865.60 46 \$94.72 \$7,577.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20 \$176,571.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20 \$178,339.20 48 \$96.61 \$7,728.80
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	\$60.51 \$4,840.80 \$125,860.80 13 \$68.20 \$5,456.00 \$141,856.00 25 \$76.85 \$6,148.00 \$159,848.00 37 \$86.57 \$6,925.60 \$180,065.60	\$61.11 \$4,888.80 \$127,108.80 \$127,108.80 \$127,108.80 \$44 \$68.89 \$5,511.20 \$143,291.20 \$6,208.00 \$161,408.00 \$161,408.00 \$87.47 \$6,997.60 \$181,937.60 \$98.57	\$61.73 \$4,938.40 \$128,398.40 \$128,398.40 15 \$69.57 \$5,565.60 \$144,705.60 27 \$78.39 \$6,271.20 \$163,051.20 39 \$88.32 \$7,065.60 \$183,705.60	\$62.35 \$4,988.00 \$129,688.00 \$129,688.00 \$16 \$70.27 \$5,621.60 \$146,161.60 \$28 \$79.17 \$6,333.60 \$164,673.60 \$40 \$89.22 \$7,137.60 \$185,577.60 \$185,577.60	\$62.98 \$5,038.40 \$130,998.40 17 \$70.97 \$5,677.60 \$147,617.60 29 \$79.97 \$6,397.60 \$166,337.60 41 \$90.11 \$7,208.80 \$187,428.80 53 \$101.53	\$63.61 \$5,088.80 \$132,308.80 18 \$71.69 \$5,735.20 \$149,115.20 30 \$80.75 \$6,460.00 \$167,960.00 42 \$91.00 \$7,280.00 \$189,280.00 \$189,280.00	\$64.22 \$5,137.60 \$133,577.60 \$133,577.60 \$72.40 \$5,792.00 \$150,592.00 \$150,592.00 \$43 \$6,526.40 \$169,686.40 \$191,193.60 \$191,193.60	\$64.89 \$5,191.20 \$134,971.20 \$73.13 \$5,850.40 \$152,110.40 32 \$82.38 \$6,590.40 \$171,350.40 44 \$92.83 \$7,426.40	\$65.54 \$5,243.20 \$136,323.20 \$136,323.20 \$136,323.20 \$153,608.00 \$153,608.00 \$153,608.00 \$173,076.80 \$173,076.80	\$66.21 \$5,296.80 \$137,716.80 22 \$74.58 \$5,966.40 \$155,126.40 34 \$84.07 \$6,725.60 \$174,865.60 46 \$94.72 \$7,577.60	\$66.84 \$5,347.20 \$139,027.20 23 \$75.33 \$6,026.40 \$156,686.40 35 \$84.89 \$6,791.20 \$176,571.20	\$67.53 \$5,402.40 \$140,462.40 24 \$76.09 \$6,087.20 \$158,267.20 36 \$85.74 \$6,859.20 \$178,339.20 48 \$96.61 \$7,728.80

(Non-bargaining unit)

Grade 3	73
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$19.66	\$19.85	\$20.05	\$20.24	\$20.42	\$20.69	\$20.87	\$21.08	\$21.28	\$21.50	\$21.70	\$21.93
Biweekly	\$1,572.80	\$1,588.00	\$1,604.00	\$1,619.20	\$1,633.60	\$1,655.20	\$1,669.60	\$1,686.40	\$1,702.40	\$1,720.00	\$1,736.00	\$1,754.40
Annually	\$40,892.80	\$41,288.00	\$41,704.00	\$42,099.20	\$42,473.60	\$43,035.20	\$43,409.60	\$43,846.40	\$44,262.40	\$44,720.00	\$45,136.00	\$45,614.40
Allitually	\$40,692.60	341,200.00	341,704.00	\$42,099.20	342,473.00	\$45,055.20	\$45,409.00	343,640.40	344,202.40	344,720.00	\$45,150.00	\$45,614.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$22.14	\$22.37	\$22.59	\$22.83	\$23.06	\$23.28	\$23.52	\$23.75	\$23.99	\$24.23	\$24.47	\$24.72
Biweekly	\$1,771.20	\$1,789.60	\$1,807.20	\$1,826.40	\$1,844.80	\$1,862.40	\$1,881.60	\$1,900.00	\$1,919.20	\$1,938.40	\$1,957.60	\$1,977.60
Annually	\$46,051.20	\$46,529.60	\$46,987.20	\$47,486.40	\$47,964.80	\$48,422.40	\$48,921.60	\$49,400.00	\$49,899.20	\$50,398.40	\$50,897.60	\$51,417.60
Ailliually	340,031.20	340,323.00	340,367.20	347,460.40	347,304.80	340,422.40	340,321.00	343,400.00	343,033.20	330,336.40	\$30,837.00	331,417.00
Steps		20	27	20	20					24		20
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$24.96	\$25.21	\$25.44	\$25.73	\$25.95	\$26.23	\$26.51	\$26.75	\$27.02	\$27.29	\$27.57	\$27.84
Biweekly	\$1,996.80	\$2,016.80	\$2,035.20	\$2,058.40	\$2,076.00	\$2,098.40	\$2,120.80	\$2,140.00	\$2,161.60	\$2,183.20	\$2,205.60	\$2,227.20
Annually	\$51,916.80	\$52,436.80	\$52,915.20	\$53,518.40	\$53,976.00	\$54,558.40	\$55,140.80	\$55,640.00	\$56,201.60	\$56,763.20	\$57,345.60	\$57,907.20
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Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$28.14	\$28.39	\$28.69	\$28.95	\$29.28	\$29.56	\$29.86	\$30.14	\$30.46	\$30.74	\$31.08	\$31.39
Biweekly	\$2,251.20	\$2,271.20	\$2,295.20	\$2,316.00	\$2,342.40	\$2,364.80	\$2,388.80	\$2,411.20	\$2,436.80	\$2,459.20	\$2,486.40	\$2,511.20
Annually	\$58,531.20	\$59,051.20	\$59,675.20	\$60,216.00	\$60,902.40	\$61,484.80	\$62,108.80	\$62,691.20	\$63,356.80	\$63,939.20	\$64,646.40	\$65,291.20
Steps	49	50	51	52	53	54	55					
Hourly	\$31.71	\$31.99	\$32.33	\$32.64	\$32.97	\$33.31	\$33.67					
Biweekly	\$2,536.80	\$2,559.20	\$2,586.40	\$2,611.20	\$2,637.60	\$2,664.80	\$2,693.60					
Annually	\$65,956.80	\$66,539.20	\$67,246.40	\$67,891.20	\$68,577.60	\$69,284.80	\$70,033.60					
Ailliually	\$05,550.60	300,333.20	307,240.40	307,831.20	308,377.00	303,204.00	370,033.00					
74												
Grade /4												
Grade 74	1	2	3	4	5	6	7	Q.	q	10	11	12
Steps	1 \$22.14	2 \$22.27	3	4	5	6	7	8 \$22.75	9	10 \$24.22	11 \$24.47	12 \$24.72
Steps Hourly	\$22.14	\$22.37	\$22.59	\$22.83	\$23.06	\$23.28	\$23.52	\$23.75	\$23.99	\$24.23	\$24.47	\$24.72
Steps Hourly Biweekly	\$22.14 \$1,771.20	\$22.37 \$1,789.60	\$22.59 \$1,807.20	\$22.83 \$1,826.40	\$23.06 \$1,844.80	\$23.28 \$1,862.40	\$23.52 \$1,881.60	\$23.75 \$1,900.00	\$23.99 \$1,919.20	\$24.23 \$1,938.40	\$24.47 \$1,957.60	\$24.72 \$1,977.60
Steps Hourly	\$22.14	\$22.37	\$22.59	\$22.83	\$23.06	\$23.28	\$23.52	\$23.75	\$23.99	\$24.23	\$24.47	\$24.72
Steps Hourly Biweekly Annually	\$22.14 \$1,771.20 \$46,051.20	\$22.37 \$1,789.60 \$46,529.60	\$22.59 \$1,807.20 \$46,987.20	\$22.83 \$1,826.40 \$47,486.40	\$23.06 \$1,844.80 \$47,964.80	\$23.28 \$1,862.40 \$48,422.40	\$23.52 \$1,881.60 \$48,921.60	\$23.75 \$1,900.00 \$49,400.00	\$23.99 \$1,919.20 \$49,899.20	\$24.23 \$1,938.40 \$50,398.40	\$24.47 \$1,957.60 \$50,897.60	\$24.72 \$1,977.60 \$51,417.60
Steps Hourly Biweekly Annually Steps	\$22.14 \$1,771.20 \$46,051.20	\$22.37 \$1,789.60 \$46,529.60	\$22.59 \$1,807.20 \$46,987.20	\$22.83 \$1,826.40 \$47,486.40	\$23.06 \$1,844.80 \$47,964.80	\$23.28 \$1,862.40 \$48,422.40	\$23.52 \$1,881.60 \$48,921.60	\$23.75 \$1,900.00 \$49,400.00	\$23.99 \$1,919.20 \$49,899.20	\$24.23 \$1,938.40 \$50,398.40	\$24.47 \$1,957.60 \$50,897.60	\$24.72 \$1,977.60 \$51,417.60
Steps Hourly Biweekly Annually Steps Hourly	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21	\$22.59 \$1,807.20 \$46,987.20 15 \$25.44	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29	\$24.47 \$1,957.60 \$50,897.60 23 \$27.57	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80	\$22.59 \$1,807.20 \$46,987.20 15 \$25.44 \$2,035.20	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20	\$24.47 \$1,957.60 \$50,897.60 23 \$27.57 \$2,205.60	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20
Steps Hourly Biweekly Annually Steps Hourly	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21	\$22.59 \$1,807.20 \$46,987.20 15 \$25.44	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29	\$24.47 \$1,957.60 \$50,897.60 23 \$27.57	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80	\$22.59 \$1,807.20 \$46,987.20 15 \$25.44 \$2,035.20	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20	\$24.47 \$1,957.60 \$50,897.60 23 \$27.57 \$2,205.60	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80	\$22.59 \$1,807.20 \$46,987.20 15 \$25.44 \$2,035.20	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20	\$24.47 \$1,957.60 \$50,897.60 23 \$27.57 \$2,205.60	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80	\$22.59 \$1,807.20 \$46,987.20 15 \$25.44 \$2,035.20 \$52,915.20	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20	\$24.47 \$1,957.60 \$50,897.60 23 \$27.57 \$2,205.60 \$57,345.60	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 15 \$25.44 \$2,035.20 \$52,915.20 27 \$28.69	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74	\$24.47 \$1,957.60 \$50,897.60 23 \$27.57 \$2,205.60 \$57,345.60 35 \$31.08	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14 \$2,251.20	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39 \$2,271.20	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 15 \$25.44 \$2,035.20 \$52,915.20 27 \$28.69 \$2,295.20	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95 \$2,316.00	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28 \$2,342.40	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56 \$2,364.80	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86 \$2,388.80	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14 \$2,411.20	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46 \$2,436.80	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74 \$2,459.20	\$24.47 \$1,957.60 \$50,897.60 23 \$27.57 \$2,205.60 \$57,345.60 35 \$31.08 \$2,486.40	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20 36 \$31.39 \$2,511.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 15 \$25.44 \$2,035.20 \$52,915.20 27 \$28.69	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74	\$24.47 \$1,957.60 \$50,897.60 23 \$27.57 \$2,205.60 \$57,345.60 35 \$31.08	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14 \$2,251.20 \$58,531.20	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39 \$2,271.20 \$59,051.20	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 15 \$25.44 \$2,035.20 \$52,915.20 27 \$28.69 \$2,295.20 \$59,675.20	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95 \$2,316.00 \$60,216.00	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28 \$2,342.40 \$60,902.40	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56 \$2,364.80 \$61,484.80	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86 \$2,388.80 \$62,108.80	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14 \$2,411.20 \$62,691.20	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46 \$2,436.80 \$63,356.80	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74 \$2,459.20 \$63,939.20	\$24.47 \$1,957.60 \$50,897.60 \$23 \$27.57 \$2,205.60 \$57,345.60 \$57,345.60 \$31.08 \$2,486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20 36 \$31.39 \$2,511.20 \$65,291.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14 \$2,251.20 \$58,531.20	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39 \$2,271.20 \$59,051.20	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 15 \$25.44 \$2,035.20 \$52,915.20 27 \$28.69 \$2,295.20 \$59,675.20	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95 \$2,316.00 \$60,216.00	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28 \$2,342.40 \$60,902.40	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56 \$2,364.80 \$61,484.80	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86 \$2,388.80 \$62,108.80	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14 \$2,411.20 \$62,691.20	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46 \$2,436.80 \$63,356.80	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74 \$2,459.20 \$63,939.20	\$24.47 \$1,957.60 \$50,897.60 \$23 \$27.57 \$2,205.60 \$57,345.60 \$57,345.60 \$4,046.40	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20 36 \$31.39 \$2,511.20 \$65,291.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14 \$2,251.20 \$58,531.20	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39 \$2,271.20 \$59,051.20	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 \$25.44 \$2,035.20 \$52,915.20 \$2.869 \$2,295.20 \$59,675.20	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95 \$2,316.00 \$60,216.00	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28 \$2,342.40 \$60,902.40	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56 \$2,364.80 \$61,484.80	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86 \$2,388.80 \$62,108.80	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14 \$2,411.20 \$62,691.20	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46 \$2,436.80 \$63,356.80	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74 \$2,459.20 \$63,939.20	\$24.47 \$1,957.60 \$50,897.60 \$23 \$27.57 \$2,205.60 \$57,345.60 \$31.08 \$2,486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20 36 \$31.39 \$2,511.20 \$65,291.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14 \$2,251.20 \$58,531.20 37 \$31.71 \$2,536.80	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39 \$2,271.20 \$59,051.20 38 \$31.99 \$2,559.20	\$22.59 \$1,807.20 \$46,987.20 \$15 \$25.44 \$2,035.20 \$52,915.20 \$28.69 \$2,295.20 \$59,675.20 \$32.33 \$2,586.40	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95 \$2,316.00 \$60,216.00 40 \$32.64 \$2,611.20	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28 \$2,342.40 \$60,902.40 41 \$32.97 \$2,637.60	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56 \$2,364.80 \$61,484.80 42 \$33.31 \$2,664.80	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86 \$2,388.80 \$62,108.80 43 \$33.67 \$2,693.60	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14 \$2,411.20 \$62,691.20 44 \$33.97 \$2,717.60	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46 \$2,436.80 \$63,356.80 45 \$34.33 \$2,746.40	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74 \$2,459.20 \$63,939.20 46 \$34.65 \$2,772.00	\$24.47 \$1,957.60 \$50,897.60 \$23 \$27.57 \$2,205.60 \$57,345.60 \$57,345.60 \$4,486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20 36 \$31.39 \$2,511.20 \$65,291.20 48 \$35.36 \$2,828.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14 \$2,251.20 \$58,531.20	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39 \$2,271.20 \$59,051.20	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 \$25.44 \$2,035.20 \$52,915.20 \$2.869 \$2,295.20 \$59,675.20	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95 \$2,316.00 \$60,216.00	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28 \$2,342.40 \$60,902.40	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56 \$2,364.80 \$61,484.80	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86 \$2,388.80 \$62,108.80	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14 \$2,411.20 \$62,691.20	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46 \$2,436.80 \$63,356.80	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74 \$2,459.20 \$63,939.20	\$24.47 \$1,957.60 \$50,897.60 \$23 \$27.57 \$2,205.60 \$57,345.60 \$31.08 \$2,486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20 36 \$31.39 \$2,511.20 \$65,291.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14 \$2,251.20 \$58,531.20 37 \$31.71 \$2,536.80 \$65,956.80	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39 \$2,271.20 \$59,051.20 38 \$31.99 \$2,559.20 \$66,539.20	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 15 \$25.44 \$2,035.20 \$52,915.20 27 \$28.69 \$2,295.20 \$59,675.20 39 \$32.33 \$2,586.40 \$67,246.40	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95 \$2,316.00 \$60,216.00 40 \$32.64 \$2,611.20 \$67,891.20	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28 \$2,342.40 \$60,902.40 41 \$32.97 \$2,637.60 \$68,577.60	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56 \$2,364.80 \$61,484.80 42 \$33.31 \$2,664.80 \$69,284.80	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86 \$2,388.80 \$62,108.80 43 \$33.67 \$2,693.60 \$70,033.60	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14 \$2,411.20 \$62,691.20 44 \$33.97 \$2,717.60	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46 \$2,436.80 \$63,356.80 45 \$34.33 \$2,746.40	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74 \$2,459.20 \$63,939.20 46 \$34.65 \$2,772.00	\$24.47 \$1,957.60 \$50,897.60 \$23 \$27.57 \$2,205.60 \$57,345.60 \$57,345.60 \$4,486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20 36 \$31.39 \$2,511.20 \$65,291.20 48 \$35.36 \$2,828.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14 \$2,251.20 \$58,531.20 37 \$31.71 \$2,536.80 \$65,956.80	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39 \$2,271.20 \$59,051.20 38 \$31.99 \$2,559.20 \$66,539.20	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 \$15 \$25.44 \$2,035.20 \$52,915.20 \$28.69 \$2,295.20 \$59,675.20 \$32.33 \$2,586.40 \$67,246.40	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95 \$2,316.00 \$60,216.00 40 \$32.64 \$2,611.20 \$67,891.20	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28 \$2,342.40 \$60,902.40 41 \$32.97 \$2,637.60 \$68,577.60	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56 \$2,364.80 \$61,484.80 42 \$33.31 \$2,664.80 \$69,284.80	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86 \$2,388.80 \$62,108.80 43 \$33.67 \$2,693.60 \$70,033.60	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14 \$2,411.20 \$62,691.20 44 \$33.97 \$2,717.60	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46 \$2,436.80 \$63,356.80 45 \$34.33 \$2,746.40	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74 \$2,459.20 \$63,939.20 46 \$34.65 \$2,772.00	\$24.47 \$1,957.60 \$50,897.60 \$23 \$27.57 \$2,205.60 \$57,345.60 \$57,345.60 \$4,486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20 36 \$31.39 \$2,511.20 \$65,291.20 48 \$35.36 \$2,828.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14 \$2,251.20 \$58,531.20 37 \$31.71 \$2,536.80 \$65,956.80	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39 \$2,271.20 \$59,051.20 38 \$31.99 \$2,559.20 \$66,539.20	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 \$15 \$25.44 \$2,035.20 \$52,915.20 \$2,295.20 \$59,675.20 \$32.33 \$2,586.40 \$67,246.40	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95 \$2,316.00 \$60,216.00 40 \$32.64 \$2,611.20 \$67,891.20 \$32.64 \$32.64 \$32.64 \$32.64	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28 \$2,342.40 \$60,902.40 41 \$32.97 \$2,637.60 \$68,577.60	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56 \$2,364.80 \$61,484.80 42 \$33.31 \$2,664.80 \$69,284.80 \$4 \$37.52	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86 \$2,388.80 \$62,108.80 43 \$33.67 \$2,693.60 \$70,033.60	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14 \$2,411.20 \$62,691.20 44 \$33.97 \$2,717.60	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46 \$2,436.80 \$63,356.80 45 \$34.33 \$2,746.40	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74 \$2,459.20 \$63,939.20 46 \$34.65 \$2,772.00	\$24.47 \$1,957.60 \$50,897.60 \$23 \$27.57 \$2,205.60 \$57,345.60 \$57,345.60 \$4,486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20 36 \$31.39 \$2,511.20 \$65,291.20 48 \$35.36 \$2,828.80
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	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14 \$2,251.20 \$58,531.20 37 \$31.71 \$2,536.80 \$65,956.80 49 \$35.73 \$2,858.40	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39 \$2,271.20 \$59,051.20 38 \$31.99 \$2,559.20 \$66,539.20 50 \$36.05 \$2,884.00	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 15 \$25.44 \$2,035.20 \$52,915.20 27 \$28.69 \$2,295.20 \$59,675.20 39 \$32.33 \$2,586.40 \$67,246.40 51 \$36.43 \$2,914.40	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95 \$2,316.00 \$60,216.00 40 \$32.64 \$2,611.20 \$67,891.20 52 \$36.79 \$2,943.20	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28 \$2,342.40 \$60,902.40 41 \$32.97 \$2,637.60 \$68,577.60 53 \$37.16 \$2,972.80	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56 \$2,364.80 \$61,484.80 42 \$33.31 \$2,664.80 \$69,284.80 54	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86 \$2,388.80 \$62,108.80 43 \$33.67 \$2,693.60 \$70,033.60 55 \$37.91 \$3,032.80	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14 \$2,411.20 \$62,691.20 44 \$33.97 \$2,717.60	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46 \$2,436.80 \$63,356.80 45 \$34.33 \$2,746.40	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74 \$2,459.20 \$63,939.20 46 \$34.65 \$2,772.00	\$24.47 \$1,957.60 \$50,897.60 \$23 \$27.57 \$2,205.60 \$57,345.60 \$57,345.60 \$4,486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20 36 \$31.39 \$2,511.20 \$65,291.20 48 \$35.36 \$2,828.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.14 \$1,771.20 \$46,051.20 13 \$24.96 \$1,996.80 \$51,916.80 25 \$28.14 \$2,251.20 \$58,531.20 37 \$31.71 \$2,536.80 \$65,956.80	\$22.37 \$1,789.60 \$46,529.60 14 \$25.21 \$2,016.80 \$52,436.80 26 \$28.39 \$2,271.20 \$59,051.20 38 \$31.99 \$2,559.20 \$66,539.20	\$22.59 \$1,807.20 \$46,987.20 \$46,987.20 \$15 \$25.44 \$2,035.20 \$52,915.20 \$2,295.20 \$59,675.20 \$32.33 \$2,586.40 \$67,246.40	\$22.83 \$1,826.40 \$47,486.40 16 \$25.73 \$2,058.40 \$53,518.40 28 \$28.95 \$2,316.00 \$60,216.00 40 \$32.64 \$2,611.20 \$67,891.20 \$32.64 \$32.64 \$32.64 \$32.64	\$23.06 \$1,844.80 \$47,964.80 17 \$25.95 \$2,076.00 \$53,976.00 29 \$29.28 \$2,342.40 \$60,902.40 41 \$32.97 \$2,637.60 \$68,577.60	\$23.28 \$1,862.40 \$48,422.40 18 \$26.23 \$2,098.40 \$54,558.40 30 \$29.56 \$2,364.80 \$61,484.80 42 \$33.31 \$2,664.80 \$69,284.80 \$4 \$37.52	\$23.52 \$1,881.60 \$48,921.60 19 \$26.51 \$2,120.80 \$55,140.80 31 \$29.86 \$2,388.80 \$62,108.80 43 \$33.67 \$2,693.60 \$70,033.60	\$23.75 \$1,900.00 \$49,400.00 20 \$26.75 \$2,140.00 \$55,640.00 32 \$30.14 \$2,411.20 \$62,691.20 44 \$33.97 \$2,717.60	\$23.99 \$1,919.20 \$49,899.20 21 \$27.02 \$2,161.60 \$56,201.60 33 \$30.46 \$2,436.80 \$63,356.80 45 \$34.33 \$2,746.40	\$24.23 \$1,938.40 \$50,398.40 22 \$27.29 \$2,183.20 \$56,763.20 34 \$30.74 \$2,459.20 \$63,939.20 46 \$34.65 \$2,772.00	\$24.47 \$1,957.60 \$50,897.60 \$23 \$27.57 \$2,205.60 \$57,345.60 \$57,345.60 \$4,486.40 \$64,646.40	\$24.72 \$1,977.60 \$51,417.60 24 \$27.84 \$2,227.20 \$57,907.20 36 \$31.39 \$2,511.20 \$65,291.20 48 \$35.36 \$2,828.80

(Non-bargaining unit)

Grade	7	5
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	Steps	1	2	3	4	5	6	7	8	9	10	11	12
	Hourly	\$24.96	\$25.21	\$25.44	\$25.73	\$25.95	\$26.23	\$26.51	\$26.75	\$27.02	\$27.29	\$27.57	\$27.84
	Biweekly	\$1,996.80	\$2,016.80	\$2,035.20	\$2,058.40	\$2,076.00	\$2,098.40	\$2,120.80	\$2,140.00	\$2,161.60	\$2,183.20	\$2,205.60	\$2,227.20
	Annually	\$51,916.80	\$52,436.80	\$52,915.20	\$53,518.40	\$53,976.00	\$54,558.40	\$55,140.80	\$55,640.00	\$56,201.60	\$56,763.20	\$57,345.60	\$57,907.20
	Chama												
	Steps	13	14	15	16	17	18	19	20	21	22	23	24
	Hourly	\$28.14	\$28.39	\$28.69	\$28.95	\$29.28	\$29.56	\$29.86	\$30.14	\$30.46	\$30.74	\$31.08	\$31.39
	Biweekly	\$2,251.20	\$2,271.20	\$2,295.20	\$2,316.00	\$2,342.40	\$2,364.80	\$2,388.80	\$2,411.20	\$2,436.80	\$2,459.20	\$2,486.40	\$2,511.20
	Annually	\$58,531.20	\$59,051.20	\$59,675.20	\$60,216.00	\$60,902.40	\$61,484.80	\$62,108.80	\$62,691.20	\$63,356.80	\$63,939.20	\$64,646.40	\$65,291.20
	Steps	25	26	27	28	29	30	31	32	33	34	35	36
	Hourly	\$31.71	\$31.99	\$32.33	\$32.64	\$32.97	\$33.31	\$33.67	\$33.97	\$34.33	\$34.65	\$35.01	\$35.36
	Biweekly	\$2,536.80	\$2,559.20	\$2,586.40	\$2,611.20	\$2,637.60	\$2,664.80	\$2,693.60	\$2,717.60	\$2,746.40	\$2,772.00	\$2,800.80	\$2,828.80
	Annually	\$65,956.80	\$66,539.20	\$67,246.40	\$67,891.20	\$68,577.60	\$69,284.80	\$70,033.60	\$70,657.60	\$71,406.40	\$72,072.00	\$72,820.80	\$73,548.80
	Steps	37	38	39	40	41	42	43	44	45	46	47	48
	Hourly	\$35.73	\$36.05	\$36.43	\$36.79	\$37.16	\$37.52	\$37.91	\$38.27	\$38.67	\$39.03	\$39.42	\$39.83
	Biweekly	\$2,858.40	\$2,884.00	\$2,914.40	\$2,943.20	\$2,972.80	\$3,001.60	\$3,032.80	\$3,061.60	\$3,093.60	\$3,122.40	\$3,153.60	\$3,186.40
	Annually	\$74,318.40	\$74,984.00	\$75,774.40	\$76,523.20	\$77,292.80	\$78,041.60	\$78,852.80	\$79,601.60	\$80,433.60	\$81,182.40	\$81,993.60	\$82,846.40
	Steps												
	•	49	50	51	52	53	54	55					
	Hourly	\$40.22	\$40.63	\$41.04	\$41.43	\$41.85	\$42.30	\$42.70					
	Biweekly	\$3,217.60	\$3,250.40	\$3,283.20	\$3,314.40	\$3,348.00	\$3,384.00	\$3,416.00					
	Annually	\$83,657.60	\$84,510.40	\$85,363.20	\$86,174.40	\$87,048.00	\$87,984.00	\$88,816.00					
Gr	ade 76												
Gi	aue 70												
	Steps	. 1	2	. 3	4	. 5	6	7	. 8	9	10	11	12
	Hourly	\$28.14	\$28.39	\$28.69	\$28.95	\$29.28	\$29.56	\$29.86	\$30.14	\$30.46	\$30.74	\$31.08	\$31.39
	Biweekly	\$2,251.20	\$2,271.20	\$2,295.20	\$2,316.00	\$2,342.40	\$2,364.80	\$2,388.80	\$2,411.20	\$2,436.80	\$2,459.20	\$2,486.40	\$2,511.20
	Annually	\$58,531.20	\$59,051.20	\$59,675.20	\$60,216.00	\$60,902.40	\$61,484.80	\$62,108.80	\$62,691.20	\$63,356.80	\$63,939.20	\$64,646.40	\$65,291.20
	Steps	13											
	Hourly		1.1	16	16	17	10	10	20	21	22	22	24
	Hourty		14 \$21.00	15 \$22.22	16 \$22.64	17 \$22.07	18 \$22.21	19 \$22.67	20	21	22	23 \$25.01	24
	Riwookly	\$31.71	\$31.99	\$32.33	\$32.64	\$32.97	\$33.31	\$33.67	\$33.97	\$34.33	\$34.65	\$35.01	\$35.36
	Biweekly	\$31.71 \$2,536.80	\$31.99 \$2,559.20	\$32.33 \$2,586.40	\$32.64 \$2,611.20	\$32.97 \$2,637.60	\$33.31 \$2,664.80	\$33.67 \$2,693.60	\$33.97 \$2,717.60	\$34.33 \$2,746.40	\$34.65 \$2,772.00	\$35.01 \$2,800.80	\$35.36 \$2,828.80
	Biweekly Annually	\$31.71	\$31.99	\$32.33	\$32.64	\$32.97	\$33.31	\$33.67	\$33.97	\$34.33	\$34.65	\$35.01	\$35.36
	Annually	\$31.71 \$2,536.80 \$65,956.80	\$31.99 \$2,559.20 \$66,539.20	\$32.33 \$2,586.40 \$67,246.40	\$32.64 \$2,611.20 \$67,891.20	\$32.97 \$2,637.60 \$68,577.60	\$33.31 \$2,664.80 \$69,284.80	\$33.67 \$2,693.60 \$70,033.60	\$33.97 \$2,717.60 \$70,657.60	\$34.33 \$2,746.40 \$71,406.40	\$34.65 \$2,772.00 \$72,072.00	\$35.01 \$2,800.80 \$72,820.80	\$35.36 \$2,828.80 \$73,548.80
	Annually Steps	\$31.71 \$2,536.80 \$65,956.80	\$31.99 \$2,559.20 \$66,539.20	\$32.33 \$2,586.40 \$67,246.40	\$32.64 \$2,611.20 \$67,891.20	\$32.97 \$2,637.60 \$68,577.60	\$33.31 \$2,664.80 \$69,284.80	\$33.67 \$2,693.60 \$70,033.60	\$33.97 \$2,717.60 \$70,657.60	\$34.33 \$2,746.40 \$71,406.40	\$34.65 \$2,772.00 \$72,072.00	\$35.01 \$2,800.80 \$72,820.80	\$35.36 \$2,828.80 \$73,548.80
	Annually Steps Hourly	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67	\$34.65 \$2,772.00 \$72,072.00 34 \$39.03	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83
	Annually Steps Hourly Biweekly	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73 \$2,858.40	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05 \$2,884.00	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43 \$2,914.40	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79 \$2,943.20	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16 \$2,972.80	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52 \$3,001.60	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91 \$3,032.80	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27 \$3,061.60	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67 \$3,093.60	\$34.65 \$2,772.00 \$72,072.00 34 \$39.03 \$3,122.40	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42 \$3,153.60	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83 \$3,186.40
	Annually Steps Hourly	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67	\$34.65 \$2,772.00 \$72,072.00 34 \$39.03	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83
	Annually Steps Hourly Biweekly Annually	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73 \$2,858.40 \$74,318.40	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05 \$2,884.00 \$74,984.00	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43 \$2,914.40 \$75,774.40	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79 \$2,943.20 \$76,523.20	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16 \$2,972.80 \$77,292.80	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52 \$3,001.60 \$78,041.60	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91 \$3,032.80 \$78,852.80	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27 \$3,061.60 \$79,601.60	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67 \$3,093.60 \$80,433.60	\$34.65 \$2,772.00 \$72,072.00 34 \$39.03 \$3,122.40 \$81,182.40	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42 \$3,153.60 \$81,993.60	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83 \$3,186.40 \$82,846.40
	Annually Steps Hourly Biweekly Annually Steps	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73 \$2,858.40 \$74,318.40	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05 \$2,884.00 \$74,984.00	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43 \$2,914.40 \$75,774.40	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79 \$2,943.20 \$76,523.20	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16 \$2,972.80 \$77,292.80	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52 \$3,001.60 \$78,041.60	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91 \$3,032.80 \$78,852.80	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27 \$3,061.60 \$79,601.60	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67 \$3,093.60 \$80,433.60	\$34.65 \$2,772.00 \$72,072.00 \$4 \$39.03 \$3,122.40 \$81,182.40	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42 \$3,153.60 \$81,993.60	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83 \$3,186.40 \$82,846.40
	Annually Steps Hourly Biweekly Annually Steps Hourly	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73 \$2,858.40 \$74,318.40 37 \$40.22	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05 \$2,884.00 \$74,984.00	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43 \$2,914.40 \$75,774.40 39 \$41.04	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79 \$2,943.20 \$76,523.20	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16 \$2,972.80 \$77,292.80	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52 \$3,001.60 \$78,041.60 42 \$42.30	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91 \$3,032.80 \$78,852.80 43 \$42.70	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27 \$3,061.60 \$79,601.60	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67 \$3,093.60 \$80,433.60 45 \$43.53	\$34.65 \$2,772.00 \$72,072.00 \$34 \$39.03 \$3,122.40 \$81,182.40 46 \$44.00	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42 \$3,153.60 \$81,993.60	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83 \$3,186.40 \$82,846.40
	Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73 \$2,858.40 \$74,318.40 37 \$40.22 \$3,217.60	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05 \$2,884.00 \$74,984.00 38 \$40.63 \$3,250.40	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43 \$2,914.40 \$75,774.40 39 \$41.04 \$3,283.20	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79 \$2,943.20 \$76,523.20 40 \$41.43 \$3,314.40	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16 \$2,972.80 \$77,292.80 41 \$41.85 \$3,348.00	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52 \$3,001.60 \$78,041.60 42 \$42.30 \$3,384.00	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91 \$3,032.80 \$78,852.80 43 \$42.70 \$3,416.00	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27 \$3,061.60 \$79,601.60 44 \$43.12 \$3,449.60	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67 \$3,093.60 \$80,433.60 45 \$43.53 \$3,482.40	\$34.65 \$2,772.00 \$72,072.00 \$34 \$39.03 \$3,122.40 \$81,182.40 \$44.00 \$3,520.00	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42 \$3,153.60 \$81,993.60 47 \$44.43 \$3,554.40	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83 \$3,186.40 \$82,846.40 48 \$44.85 \$3,588.00
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73 \$2,858.40 \$74,318.40 37 \$40.22	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05 \$2,884.00 \$74,984.00	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43 \$2,914.40 \$75,774.40 39 \$41.04	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79 \$2,943.20 \$76,523.20	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16 \$2,972.80 \$77,292.80	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52 \$3,001.60 \$78,041.60 42 \$42.30	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91 \$3,032.80 \$78,852.80 43 \$42.70 \$3,416.00 \$88,816.00	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27 \$3,061.60 \$79,601.60	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67 \$3,093.60 \$80,433.60 45 \$43.53	\$34.65 \$2,772.00 \$72,072.00 \$34 \$39.03 \$3,122.40 \$81,182.40 46 \$44.00	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42 \$3,153.60 \$81,993.60	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83 \$3,186.40 \$82,846.40
	Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73 \$2,858.40 \$74,318.40 37 \$40.22 \$3,217.60	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05 \$2,884.00 \$74,984.00 38 \$40.63 \$3,250.40	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43 \$2,914.40 \$75,774.40 39 \$41.04 \$3,283.20	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79 \$2,943.20 \$76,523.20 40 \$41.43 \$3,314.40	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16 \$2,972.80 \$77,292.80 41 \$41.85 \$3,348.00	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52 \$3,001.60 \$78,041.60 42 \$42.30 \$3,384.00	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91 \$3,032.80 \$78,852.80 43 \$42.70 \$3,416.00	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27 \$3,061.60 \$79,601.60 44 \$43.12 \$3,449.60	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67 \$3,093.60 \$80,433.60 45 \$43.53 \$3,482.40	\$34.65 \$2,772.00 \$72,072.00 \$34 \$39.03 \$3,122.40 \$81,182.40 \$44.00 \$3,520.00	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42 \$3,153.60 \$81,993.60 47 \$44.43 \$3,554.40	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83 \$3,186.40 \$82,846.40 48 \$44.85 \$3,588.00
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73 \$2,858.40 \$74,318.40 37 \$40.22 \$3,217.60 \$83,657.60	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05 \$2,884.00 \$74,984.00 38 \$40.63 \$3,250.40 \$84,510.40	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43 \$2,914.40 \$75,774.40 39 \$41.04 \$3,283.20 \$85,363.20	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79 \$2,943.20 \$76,523.20 40 \$41.43 \$3,314.40 \$86,174.40	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16 \$2,972.80 \$77,292.80 41 \$41.85 \$3,348.00 \$87,048.00	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52 \$3,001.60 \$78,041.60 42 \$42.30 \$3,384.00 \$87,984.00	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91 \$3,032.80 \$78,852.80 43 \$42.70 \$3,416.00 \$88,816.00	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27 \$3,061.60 \$79,601.60 44 \$43.12 \$3,449.60	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67 \$3,093.60 \$80,433.60 45 \$43.53 \$3,482.40	\$34.65 \$2,772.00 \$72,072.00 \$34 \$39.03 \$3,122.40 \$81,182.40 \$44.00 \$3,520.00	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42 \$3,153.60 \$81,993.60 47 \$44.43 \$3,554.40	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83 \$3,186.40 \$82,846.40 48 \$44.85 \$3,588.00
	Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Bouth	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73 \$2,858.40 \$74,318.40 37 \$40.22 \$3,217.60 \$83,657.60	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05 \$2,884.00 \$74,984.00 38 \$40.63 \$3,250.40 \$84,510.40 50	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43 \$2,914.40 \$75,774.40 39 \$41.04 \$3,283.20 \$85,363.20	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79 \$2,943.20 \$76,523.20 40 \$41.43 \$3,314.40 \$86,174.40	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16 \$2,972.80 \$77,292.80 41 \$41.85 \$3,348.00 \$87,048.00	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52 \$3,001.60 \$78,041.60 42 \$42.30 \$3,384.00 \$87,984.00	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91 \$3,032.80 \$78,852.80 43 \$42.70 \$3,416.00 \$88,816.00	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27 \$3,061.60 \$79,601.60 44 \$43.12 \$3,449.60	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67 \$3,093.60 \$80,433.60 45 \$43.53 \$3,482.40	\$34.65 \$2,772.00 \$72,072.00 \$34 \$39.03 \$3,122.40 \$81,182.40 \$44.00 \$3,520.00	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42 \$3,153.60 \$81,993.60 47 \$44.43 \$3,554.40	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83 \$3,186.40 \$82,846.40 48 \$44.85 \$3,588.00
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73 \$2,858.40 \$74,318.40 37 \$40.22 \$3,217.60 \$83,657.60	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05 \$2,884.00 \$74,984.00 38 \$40.63 \$3,250.40 \$84,510.40	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43 \$2,914.40 \$75,774.40 39 \$41.04 \$3,283.20 \$85,363.20	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79 \$2,943.20 \$76,523.20 40 \$41.43 \$3,314.40 \$86,174.40	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16 \$2,972.80 \$77,292.80 41 \$41.85 \$3,348.00 \$87,048.00	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52 \$3,001.60 \$78,041.60 42 \$42.30 \$3,384.00 \$87,984.00	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91 \$3,032.80 \$78,852.80 43 \$42.70 \$3,416.00 \$88,816.00	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27 \$3,061.60 \$79,601.60 44 \$43.12 \$3,449.60	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67 \$3,093.60 \$80,433.60 45 \$43.53 \$3,482.40	\$34.65 \$2,772.00 \$72,072.00 \$34 \$39.03 \$3,122.40 \$81,182.40 \$44.00 \$3,520.00	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42 \$3,153.60 \$81,993.60 47 \$44.43 \$3,554.40	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83 \$3,186.40 \$82,846.40 48 \$44.85 \$3,588.00
	Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$31.71 \$2,536.80 \$65,956.80 25 \$35.73 \$2,858.40 \$74,318.40 37 \$40.22 \$3,217.60 \$83,657.60 49 \$45.31 \$3,624.80	\$31.99 \$2,559.20 \$66,539.20 26 \$36.05 \$2,884.00 \$74,984.00 38 \$40.63 \$3,250.40 \$84,510.40 50 \$45.77 \$3,661.60	\$32.33 \$2,586.40 \$67,246.40 27 \$36.43 \$2,914.40 \$75,774.40 39 \$41.04 \$3,283.20 \$85,363.20 51 \$46.21 \$3,696.80	\$32.64 \$2,611.20 \$67,891.20 28 \$36.79 \$2,943.20 \$76,523.20 40 \$41.43 \$3,314.40 \$86,174.40 52 \$46.67 \$3,733.60	\$32.97 \$2,637.60 \$68,577.60 29 \$37.16 \$2,972.80 \$77,292.80 41 \$41.85 \$3,348.00 \$87,048.00 53 \$47.17 \$3,773.60	\$33.31 \$2,664.80 \$69,284.80 30 \$37.52 \$3,001.60 \$78,041.60 42 \$42.30 \$3,384.00 \$87,984.00 54 \$47.63 \$3,810.40	\$33.67 \$2,693.60 \$70,033.60 31 \$37.91 \$3,032.80 \$78,852.80 43 \$42.70 \$3,416.00 \$88,816.00 55 \$48.11 \$3,848.80	\$33.97 \$2,717.60 \$70,657.60 32 \$38.27 \$3,061.60 \$79,601.60 44 \$43.12 \$3,449.60	\$34.33 \$2,746.40 \$71,406.40 33 \$38.67 \$3,093.60 \$80,433.60 45 \$43.53 \$3,482.40	\$34.65 \$2,772.00 \$72,072.00 \$34 \$39.03 \$3,122.40 \$81,182.40 \$44.00 \$3,520.00	\$35.01 \$2,800.80 \$72,820.80 35 \$39.42 \$3,153.60 \$81,993.60 47 \$44.43 \$3,554.40	\$35.36 \$2,828.80 \$73,548.80 36 \$39.83 \$3,186.40 \$82,846.40 48 \$44.85 \$3,588.00

(Non-bargaining unit)

Grade 7	7	7
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$31.71	\$31.99	\$32.33	\$32.64	\$32.97	\$33.31	\$33.67	\$33.97	\$34.33	\$34.65	\$35.01	\$35.36
Biweekly	\$2,536.80	\$2,559.20	\$2,586.40	\$2,611.20	\$2,637.60	\$2,664.80	\$2,693.60	\$2,717.60	\$2,746.40	\$2,772.00	\$2,800.80	\$2,828.80
Annually	\$65,956.80	\$66,539.20	\$67,246.40	\$67,891.20	\$68,577.60	\$69,284.80	\$70,033.60	\$70,657.60	\$71,406.40	\$72,072.00	\$72,820.80	\$73,548.80
Ailliually	\$05,950.60	\$00,559.20	307,240.40	307,091.20	\$00,577.00	\$09,204.60	\$70,055.60	\$70,057.00	\$71,400.40	\$72,072.00	\$72,020.00	\$75,546.60
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$35.73	\$36.05	\$36.43	\$36.79	\$37.16	\$37.52	\$37.91	\$38.27	\$38.67	\$39.03	\$39.42	\$39.83
Biweekly	\$2,858.40	\$2,884.00	\$2,914.40	\$2,943.20	\$2,972.80	\$3,001.60	\$3,032.80	\$3,061.60	\$3,093.60	\$3,122.40	\$3,153.60	\$3,186.40
Annually	\$74,318.40	\$74,984.00	\$75,774.40	\$76,523.20	\$77,292.80	\$78,041.60	\$78,852.80	\$79,601.60	\$80,433.60	\$81,182.40	\$81,993.60	\$82,846.40
Ailliually	374,310.40	374,364.00	373,774.40	\$70,523.20	377,232.00	378,041.00	378,832.80	\$75,001.00	380,433.00	361,162.40	361,993.00	362,640.40
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$40.22		\$41.04	\$41.43	\$41.85	\$42.30		\$43.12			\$44.43	\$44.85
		\$40.63					\$42.70		\$43.53	\$44.00		
Biweekly	\$3,217.60	\$3.250.40	\$3,283.20	\$3,314.40	\$3,348.00	\$3,384.00	\$3,416.00	\$3,449.60	\$3,482.40	\$3,520.00	\$3,554.40	\$3,588.00
Annually	\$83,657.60	\$84,510.40	\$85,363.20	\$86,174.40	\$87,048.00	\$87,984.00	\$88,816.00	\$89,689.60	\$90,542.40	\$91,520.00	\$92,414.40	\$93,288.00
Chana												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$45.31	\$45.77	\$46.21	\$46.67	\$47.17	\$47.63	\$48.11	\$48.60	\$49.08	\$49.58	\$50.08	\$50.58
Biweekly	\$3,624.80	\$3,661.60	\$3,696.80	\$3,733.60	\$3,773.60	\$3,810.40	\$3,848.80	\$3,888.00	\$3,926.40	\$3,966.40	\$4,006.40	\$4,046.40
Annually	\$94,244.80	\$95,201.60	\$96,116.80	\$97,073.60	\$98,113.60	\$99,070.40	\$100,068.80	\$101,088.00	\$102,086.40	\$103,126.40	\$104,166.40	\$105,206.40
Steps	40						55					
•	49	50	51	52	53	54						
Hourly	\$51.06	\$51.60	\$52.08	\$52.63	\$53.13	\$53.67	\$54.19					
Biweekly	\$4,084.80	\$4,128.00	\$4,166.40	\$4,210.40	\$4,250.40	\$4,293.60	\$4,335.20					
Annually	\$106,204.80	\$107,328.00	\$108,326.40	\$109,470.40	\$110,510.40	\$111,633.60	\$112,715.20					
•												
Grade 78												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps								8 \$37.16		10 \$37.91	11 \$38.27	12 \$38.67
Steps Hourly	\$34.65	\$35.01	\$35.36	\$35.73	\$36.05	\$36.43	\$36.79	\$37.16	\$37.52	\$37.91	\$38.27	\$38.67
Steps Hourly Biweekly	\$34.65 \$2,772.00	\$35.01 \$2,800.80	\$35.36 \$2,828.80	\$35.73 \$2,858.40	\$36.05 \$2,884.00	\$36.43 \$2,914.40	\$36.79 \$2,943.20	\$37.16 \$2,972.80	\$37.52 \$3,001.60	\$37.91 \$3,032.80	\$38.27 \$3,061.60	\$38.67 \$3,093.60
Steps Hourly	\$34.65	\$35.01	\$35.36	\$35.73	\$36.05	\$36.43	\$36.79	\$37.16	\$37.52	\$37.91	\$38.27	\$38.67
Steps Hourly Biweekly	\$34.65 \$2,772.00 \$72,072.00	\$35.01 \$2,800.80 \$72,820.80	\$35.36 \$2,828.80 \$73,548.80	\$35.73 \$2,858.40 \$74,318.40	\$36.05 \$2,884.00 \$74,984.00	\$36.43 \$2,914.40 \$75,774.40	\$36.79 \$2,943.20	\$37.16 \$2,972.80	\$37.52 \$3,001.60 \$78,041.60	\$37.91 \$3,032.80	\$38.27 \$3,061.60 \$79,601.60	\$38.67 \$3,093.60 \$80,433.60
Steps Hourly Biweekly Annually Steps	\$34.65 \$2,772.00 \$72,072.00	\$35.01 \$2,800.80 \$72,820.80	\$35.36 \$2,828.80 \$73,548.80	\$35.73 \$2,858.40 \$74,318.40	\$36.05 \$2,884.00 \$74,984.00	\$36.43 \$2,914.40 \$75,774.40	\$36.79 \$2,943.20 \$76,523.20	\$37.16 \$2,972.80 \$77,292.80	\$37.52 \$3,001.60 \$78,041.60	\$37.91 \$3,032.80 \$78,852.80	\$38.27 \$3,061.60 \$79,601.60	\$38.67 \$3,093.60 \$80,433.60
Steps Hourly Biweekly Annually Steps Hourly	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40
Steps Hourly Biweekly Annually Steps Hourly	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40 \$81,182.40	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40 \$81,182.40	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40 \$81,182.40 25 \$44.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40 \$81,182.40 25 \$44.00 \$3,520.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40 \$81,182.40 25 \$44.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40 \$81,182.40 25 \$44.00 \$3,520.00 \$91,520.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40 \$92,414.40	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00 \$93,288.00	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80 \$94,244.80	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60 \$95,201.60	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80 \$96,116.80	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60 \$97,073.60	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60 \$98,113.60	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40 \$99,070.40	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80 \$100,068.80	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00 \$101,088.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40 \$102,086.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40 \$81,182.40 25 \$44.00 \$3,520.00 \$91,520.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40 \$92,414.40	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00 \$93,288.00	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80 \$94,244.80	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60 \$95,201.60	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80 \$96,116.80	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60 \$97,073.60	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60 \$98,113.60	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40 \$99,070.40	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80 \$100,068.80	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00 \$101,088.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40 \$102,086.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40 \$81,182.40 25 \$44.00 \$3,520.00 \$91,520.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40 \$92,414.40	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00 \$93,288.00	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80 \$94,244.80	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60 \$95,201.60	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80 \$96,116.80	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60 \$97,073.60	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60 \$98,113.60	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40 \$99,070.40	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80 \$100,068.80	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00 \$101,088.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40 \$102,086.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40 \$81,182.40 25 \$44.00 \$3,520.00 \$91,520.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40 \$92,414.40	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00 \$93,288.00	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80 \$94,244.80	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60 \$95,201.60	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80 \$96,116.80	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60 \$97,073.60	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60 \$98,113.60	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40 \$99,070.40	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80 \$100,068.80	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00 \$101,088.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40 \$102,086.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40 \$81,182.40 25 \$44.00 \$3,520.00 \$91,520.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40 \$92,414.40	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00 \$93,288.00	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80 \$94,244.80	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60 \$95,201.60	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80 \$96,116.80	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60 \$97,073.60	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60 \$98,113.60	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40 \$99,070.40	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80 \$100,068.80	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00 \$101,088.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40 \$102,086.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.65 \$2,772.00 \$72,072.00 \$39.03 \$3,122.40 \$81,182.40 \$25 \$44.00 \$3,520.00 \$91,520.00 \$1,520.00 \$1,520.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40 \$92,414.40 38 \$50.08 \$4,006.40 \$104,166.40	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00 \$93,288.00 \$93,288.00	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80 \$94,244.80 \$106,204.80	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60 \$95,201.60 41 \$51.60 \$4,128.00 \$107,328.00	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80 \$96,116.80 42 \$52.08 \$4,166.40 \$108,326.40	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60 \$97,073.60 43 \$52.63 \$4,210.40 \$109,470.40	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60 \$98,113.60 44 \$53.13 \$4,250.40	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40 \$99,070.40 45 \$53.67 \$4,293.60	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80 \$100,068.80 46 \$54.19 \$4,335.20	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00 \$101,088.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40 \$102,086.40 48 \$55.29 \$4,423.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$34.65 \$2,772.00 \$72,072.00 13 \$39.03 \$3,122.40 \$81,182.40 25 \$44.00 \$3,520.00 \$91,520.00 37 \$49.58 \$3,966.40 \$103,126.40	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40 \$92,414.40 38 \$50.08 \$4,006.40 \$104,166.40	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00 \$93,288.00 39 \$50.58 \$4,046.40 \$105,206.40	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80 \$94,244.80 40 \$51.06 \$4,084.80 \$106,204.80	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60 \$95,201.60 41 \$51.60 \$4,128.00 \$107,328.00	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80 \$96,116.80 42 \$52.08 \$4,166.40 \$108,326.40	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60 \$97,073.60 43 \$52.63 \$4,210.40 \$109,470.40	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60 \$98,113.60 44 \$53.13 \$4,250.40	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40 \$99,070.40 45 \$53.67 \$4,293.60	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80 \$100,068.80 46 \$54.19 \$4,335.20	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00 \$101,088.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40 \$102,086.40 48 \$55.29 \$4,423.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$34.65 \$2,772.00 \$72,072.00 \$39.03 \$3,122.40 \$81,182.40 \$25 \$44.00 \$3,520.00 \$91,520.00 \$1,520.00 \$1,520.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40 \$92,414.40 38 \$50.08 \$4,006.40 \$104,166.40	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00 \$93,288.00 \$93,288.00	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80 \$94,244.80 \$106,204.80	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60 \$95,201.60 41 \$51.60 \$4,128.00 \$107,328.00	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80 \$96,116.80 42 \$52.08 \$4,166.40 \$108,326.40	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60 \$97,073.60 43 \$52.63 \$4,210.40 \$109,470.40	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60 \$98,113.60 44 \$53.13 \$4,250.40	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40 \$99,070.40 45 \$53.67 \$4,293.60	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80 \$100,068.80 46 \$54.19 \$4,335.20	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00 \$101,088.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40 \$102,086.40 48 \$55.29 \$4,423.20
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	\$34.65 \$2,772.00 \$72,072.00 \$39.03 \$3,122.40 \$81,182.40 \$25 \$44.00 \$3,520.00 \$91,520.00 \$91,520.00 \$1,520.00 \$1,520.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40 \$92,414.40 38 \$50.08 \$4,006.40 \$104,166.40	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00 \$93,288.00 39 \$50.58 \$4,046.40 \$105,206.40	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80 \$94,244.80 40 \$51.06 \$4,084.80 \$106,204.80	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60 \$95,201.60 41 \$51.60 \$4,128.00 \$107,328.00	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80 \$96,116.80 42 \$52.08 \$4,166.40 \$108,326.40	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60 \$97,073.60 43 \$52.63 \$4,210.40 \$109,470.40	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60 \$98,113.60 44 \$53.13 \$4,250.40	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40 \$99,070.40 45 \$53.67 \$4,293.60	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80 \$100,068.80 46 \$54.19 \$4,335.20	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00 \$101,088.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40 \$102,086.40 48 \$55.29 \$4,423.20
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	\$34.65 \$2,772.00 \$72,072.00 \$39.03 \$3,122.40 \$81,182.40 \$25 \$44.00 \$3,520.00 \$91,520.00 \$91,520.00 \$49.58 \$3,966.40 \$103,126.40	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40 \$92,414.40 38 \$50.08 \$4,006.40 \$104,166.40 50 \$56.42 \$4,513.60	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00 \$93,288.00 \$93,288.00 \$105,206.40 \$105,206.40	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80 \$94,244.80 40 \$51.06 \$4,084.80 \$106,204.80 52 \$57.55 \$4,604.00	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60 \$95,201.60 41 \$51.60 \$4,128.00 \$107,328.00 53 \$58.13 \$4,650.40	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80 \$96,116.80 42 \$52.08 \$4,166.40 \$108,326.40 54 \$58.71 \$4,696.80	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60 \$97,073.60 43 \$52.63 \$4,210.40 \$109,470.40 55 \$59.28 \$4,742.40	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60 \$98,113.60 44 \$53.13 \$4,250.40	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40 \$99,070.40 45 \$53.67 \$4,293.60	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80 \$100,068.80 46 \$54.19 \$4,335.20	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00 \$101,088.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40 \$102,086.40 48 \$55.29 \$4,423.20
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	\$34.65 \$2,772.00 \$72,072.00 \$39.03 \$3,122.40 \$81,182.40 \$25 \$44.00 \$3,520.00 \$91,520.00 \$91,520.00 \$1,520.00 \$1,520.00	\$35.01 \$2,800.80 \$72,820.80 14 \$39.42 \$3,153.60 \$81,993.60 26 \$44.43 \$3,554.40 \$92,414.40 38 \$50.08 \$4,006.40 \$104,166.40	\$35.36 \$2,828.80 \$73,548.80 15 \$39.83 \$3,186.40 \$82,846.40 27 \$44.85 \$3,588.00 \$93,288.00 39 \$50.58 \$4,046.40 \$105,206.40	\$35.73 \$2,858.40 \$74,318.40 16 \$40.22 \$3,217.60 \$83,657.60 28 \$45.31 \$3,624.80 \$94,244.80 40 \$51.06 \$4,084.80 \$106,204.80	\$36.05 \$2,884.00 \$74,984.00 17 \$40.63 \$3,250.40 \$84,510.40 29 \$45.77 \$3,661.60 \$95,201.60 41 \$51.60 \$4,128.00 \$107,328.00	\$36.43 \$2,914.40 \$75,774.40 18 \$41.04 \$3,283.20 \$85,363.20 30 \$46.21 \$3,696.80 \$96,116.80 42 \$52.08 \$4,166.40 \$108,326.40	\$36.79 \$2,943.20 \$76,523.20 19 \$41.43 \$3,314.40 \$86,174.40 31 \$46.67 \$3,733.60 \$97,073.60 43 \$52.63 \$4,210.40 \$109,470.40	\$37.16 \$2,972.80 \$77,292.80 20 \$41.85 \$3,348.00 \$87,048.00 32 \$47.17 \$3,773.60 \$98,113.60 44 \$53.13 \$4,250.40	\$37.52 \$3,001.60 \$78,041.60 21 \$42.30 \$3,384.00 \$87,984.00 33 \$47.63 \$3,810.40 \$99,070.40 45 \$53.67 \$4,293.60	\$37.91 \$3,032.80 \$78,852.80 22 \$42.70 \$3,416.00 \$88,816.00 34 \$48.11 \$3,848.80 \$100,068.80 46 \$54.19 \$4,335.20	\$38.27 \$3,061.60 \$79,601.60 23 \$43.12 \$3,449.60 \$89,689.60 35 \$48.60 \$3,888.00 \$101,088.00	\$38.67 \$3,093.60 \$80,433.60 24 \$43.53 \$3,482.40 \$90,542.40 36 \$49.08 \$3,926.40 \$102,086.40 48 \$55.29 \$4,423.20

(Non-bargaining unit)

Grade	79
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$37.91	\$38.27	\$38.67	\$39.03	\$39.42	\$39.83	\$40.22	\$40.63	\$41.04	\$41.43	\$41.85	\$42.30
Biweekly	\$3,032.80	\$3,061.60	\$3,093.60	\$3,122.40	\$3,153.60	\$3,186.40	\$3,217.60	\$3,250.40	\$3,283.20	\$3,314.40	\$3,348.00	\$3,384.00
Annually	\$78,852.80	\$79,601.60	\$80,433.60	\$81,182.40	\$81,993.60	\$82,846.40	\$83,657.60	\$84,510.40	\$85,363.20	\$86,174.40	\$87,048.00	\$87,984.00
7 iiii dany	\$70,032.00	\$75,001.00	Ç00, 133.00	Q01,102.10	Q01,333.00	Q02,010.10	Ç03,037.00	ÇO 1,510. 10	Ç03,303.20	Ç00,17 1.10	Q07,0 10.00	Ç07,50 1.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$42.70	\$43.12	\$43.53	\$44.00	\$44.43	\$44.85	\$45.31	\$45.77	\$46.21	\$46.67	\$47.17	\$47.63
Biweekly	\$3,416.00	\$3,449.60	\$3,482.40	\$3,520.00	\$3,554.40	\$3,588.00	\$3,624.80	\$3,661.60	\$3,696.80	\$3,733.60	\$3,773.60	\$3,810.40
		\$89,689.60						\$95,201.60				
Annually	\$88,816.00	389,089.00	\$90,542.40	\$91,520.00	\$92,414.40	\$93,288.00	\$94,244.80	\$95,201.60	\$96,116.80	\$97,073.60	\$98,113.60	\$99,070.40
Chama												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$48.11	\$48.60	\$49.08	\$49.58	\$50.08	\$50.58	\$51.06	\$51.60	\$52.08	\$52.63	\$53.13	\$53.67
Biweekly	\$3,848.80	\$3,888.00	\$3,926.40	\$3,966.40	\$4,006.40	\$4,046.40	\$4,084.80	\$4,128.00	\$4,166.40	\$4,210.40	\$4,250.40	\$4,293.60
Annually	\$100,068.80	\$101,088.00	\$102,086.40	\$103,126.40	\$104,166.40	\$105,206.40	\$106,204.80	\$107,328.00	\$108,326.40	\$109,470.40	\$110,510.40	\$111,633.60
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$54.19	\$54.75	\$55.29	\$55.86	\$56.42	\$56.98	\$57.55	\$58.13	\$58.71	\$59.28	\$59.89	\$60.47
Biweekly	\$4,335.20	\$4,380.00	\$4,423.20	\$4,468.80	\$4,513.60	\$4,558.40	\$4,604.00	\$4,650.40	\$4,696.80	\$4,742.40	\$4,791.20	\$4,837.60
Annually	\$112,715.20	\$113,880.00	\$115,003.20	\$116,188.80	\$117,353.60	\$118,518.40	\$119,704.00	\$120,910.40	\$122,116.80	\$123,302.40	\$124,571.20	\$125,777.60
Steps	49	50	51	52	53	54	55					
Hourly	\$61.08	\$61.71	\$62.33	\$62.96	\$63.57	\$64.20	\$64.87					
Biweekly	\$4,886.40	\$4,936.80	\$4,986.40	\$5,036.80	\$5,085.60	\$5,136.00	\$5,189.60					
Annually	\$127,046.40	\$128,356.80	\$129,646.40	\$130,956.80	\$132,225.60	\$133,536.00	\$134,929.60					
00												
Grade 80												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1 \$41.04	2 \$41.43	3 \$41.85	4 \$42.30	5 \$42.70	6 \$43.12	7 \$42.53	8 \$44.00	9 \$44.43	10 \$44.85	11 \$45.31	12 \$45.77
Steps Hourly	\$41.04	\$41.43	\$41.85	\$42.30	\$42.70	\$43.12	\$43.53	\$44.00	\$44.43	\$44.85	\$45.31	\$45.77
Steps Hourly Biweekly	\$41.04 \$3,283.20	\$41.43 \$3,314.40	\$41.85 \$3,348.00	\$42.30 \$3,384.00	\$42.70 \$3,416.00	\$43.12 \$3,449.60	\$43.53 \$3,482.40	\$44.00 \$3,520.00	\$44.43 \$3,554.40	\$44.85 \$3,588.00	\$45.31 \$3,624.80	\$45.77 \$3,661.60
Steps Hourly	\$41.04	\$41.43	\$41.85	\$42.30	\$42.70	\$43.12	\$43.53	\$44.00	\$44.43	\$44.85	\$45.31	\$45.77
Steps Hourly Biweekly Annually	\$41.04 \$3,283.20 \$85,363.20	\$41.43 \$3,314.40 \$86,174.40	\$41.85 \$3,348.00 \$87,048.00	\$42.30 \$3,384.00 \$87,984.00	\$42.70 \$3,416.00 \$88,816.00	\$43.12 \$3,449.60 \$89,689.60	\$43.53 \$3,482.40 \$90,542.40	\$44.00 \$3,520.00 \$91,520.00	\$44.43 \$3,554.40 \$92,414.40	\$44.85 \$3,588.00 \$93,288.00	\$45.31 \$3,624.80 \$94,244.80	\$45.77 \$3,661.60 \$95,201.60
Steps Hourly Biweekly Annually Steps	\$41.04 \$3,283.20 \$85,363.20	\$41.43 \$3,314.40 \$86,174.40	\$41.85 \$3,348.00 \$87,048.00	\$42.30 \$3,384.00 \$87,984.00	\$42.70 \$3,416.00 \$88,816.00	\$43.12 \$3,449.60 \$89,689.60	\$43.53 \$3,482.40 \$90,542.40	\$44.00 \$3,520.00 \$91,520.00	\$44.43 \$3,554.40 \$92,414.40	\$44.85 \$3,588.00 \$93,288.00	\$45.31 \$3,624.80 \$94,244.80	\$45.77 \$3,661.60 \$95,201.60
Steps Hourly Biweekly Annually Steps Hourly	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08	\$44.00 \$3,520.00 \$91,520.00 20 \$49.58	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08	\$44.85 \$3,588.00 \$93,288.00 22 \$50.58	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17 \$3,773.60	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40	\$44.00 \$3,520.00 \$91,520.00 20 \$49.58 \$3,966.40	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40	\$44.85 \$3,588.00 \$93,288.00 22 \$50.58 \$4,046.40	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00
Steps Hourly Biweekly Annually Steps Hourly	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08	\$44.00 \$3,520.00 \$91,520.00 20 \$49.58	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08	\$44.85 \$3,588.00 \$93,288.00 22 \$50.58	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17 \$3,773.60 \$98,113.60	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40 \$99,070.40	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40	\$44.00 \$3,520.00 \$91,520.00 20 \$49.58 \$3,966.40 \$103,126.40	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40	\$44.85 \$3,588.00 \$93,288.00 22 \$50.58 \$4,046.40 \$105,206.40	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17 \$3,773.60	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40	\$44.00 \$3,520.00 \$91,520.00 20 \$49.58 \$3,966.40	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40	\$44.85 \$3,588.00 \$93,288.00 22 \$50.58 \$4,046.40	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17 \$3,773.60 \$98,113.60	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40 \$99,070.40	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40	\$44.00 \$3,520.00 \$91,520.00 20 \$49.58 \$3,966.40 \$103,126.40	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40	\$44.85 \$3,588.00 \$93,288.00 22 \$50.58 \$4,046.40 \$105,206.40	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$41.04 \$3,283.20 \$85,363.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17 \$3,773.60 \$98,113.60	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40 \$99,070.40	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40	\$44.00 \$3,520.00 \$91,520.00 20 \$49.58 \$3,966.40 \$103,126.40	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80 25 \$52.08 \$4,166.40	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63 \$4,210.40	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17 \$3,773.60 \$98,113.60 27 \$53.13 \$4,250.40	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40 \$99,070.40 28 \$53.67 \$4,293.60	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19 \$4,335.20	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 30 \$54.75 \$4,380.00	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29 \$4,423.20	\$44.00 \$3,520.00 \$91,520.00 \$49.58 \$3,966.40 \$103,126.40 32 \$55.86 \$4,468.80	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42 \$4,513.60	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98 \$4,558.40	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55 \$4,604.00	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13 \$4,650.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80 25 \$52.08	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17 \$3,773.60 \$98,113.60 27 \$53.13	\$42.30 \$3,384.00 \$87,984.00 \$47.63 \$3,810.40 \$99,070.40 28 \$53.67	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 30 \$54.75	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29	\$44.00 \$3,520.00 \$91,520.00 20 \$49.58 \$3,966.40 \$103,126.40 32 \$55.86	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80 25 \$52.08 \$4,166.40 \$108,326.40	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63 \$4,210.40 \$109,470.40	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17 \$3,773.60 \$98,113.60 27 \$53.13 \$4,250.40 \$110,510.40	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40 \$99,070.40 28 \$53.67 \$4,293.60 \$111,633.60	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19 \$4,335.20 \$112,715.20	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 \$54.75 \$4,380.00 \$113,880.00	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29 \$4,423.20 \$115,003.20	\$44.00 \$3,520.00 \$91,520.00 \$49.58 \$3,966.40 \$103,126.40 32 \$55.86 \$4,468.80 \$116,188.80	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42 \$4,513.60 \$117,353.60	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98 \$4,558.40 \$118,518.40	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55 \$4,604.00 \$119,704.00	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13 \$4,650.40 \$120,910.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80 25 \$52.08 \$4,166.40 \$108,326.40	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63 \$4,210.40 \$109,470.40	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17 \$3,773.60 \$98,113.60 27 \$53.13 \$4,250.40 \$110,510.40	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40 \$99,070.40 28 \$53.67 \$4,293.60 \$111,633.60	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19 \$4,335.20 \$112,715.20	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 \$54.75 \$4,380.00 \$113,880.00	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29 \$4,423.20 \$115,003.20	\$44.00 \$3,520.00 \$91,520.00 \$49.58 \$3,966.40 \$103,126.40 32 \$55.86 \$4,468.80 \$116,188.80	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42 \$4,513.60 \$117,353.60	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98 \$4,558.40 \$118,518.40	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55 \$4,604.00 \$119,704.00	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13 \$4,650.40 \$120,910.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80 25 \$52.08 \$4,166.40 \$108,326.40	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63 \$4,210.40 \$109,470.40	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17 \$3,773.60 \$98,113.60 27 \$53.13 \$4,250.40 \$110,510.40	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40 \$99,070.40 28 \$53.67 \$4,293.60 \$111,633.60	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19 \$4,335.20 \$112,715.20	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 \$54.75 \$4,380.00 \$113,880.00	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29 \$4,423.20 \$115,003.20	\$44.00 \$3,520.00 \$91,520.00 \$49.58 \$3,966.40 \$103,126.40 32 \$55.86 \$4,468.80 \$116,188.80	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42 \$4,513.60 \$117,353.60	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98 \$4,558.40 \$118,518.40	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55 \$4,604.00 \$119,704.00	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13 \$4,650.40 \$120,910.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80 25 \$52.08 \$4,166.40 \$108,326.40 37 \$58.71 \$4,696.80	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63 \$4,210.40 \$109,470.40 38 \$59.28 \$4,742.40	\$41.85 \$3,348.00 \$87,048.00 \$15 \$47.17 \$3,773.60 \$98,113.60 27 \$53.13 \$4,250.40 \$110,510.40 39 \$59.89 \$4,791.20	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40 \$99,070.40 28 \$53.67 \$4,293.60 \$111,633.60 40 \$60.47 \$4,837.60	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19 \$4,335.20 \$112,715.20 41 \$61.08 \$4,886.40	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 30 \$54.75 \$4,380.00 \$113,880.00 42 \$61.71 \$4,936.80	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29 \$4,423.20 \$115,003.20 43 \$62.33 \$4,986.40	\$44.00 \$3,520.00 \$91,520.00 \$49,58 \$3,966.40 \$103,126.40 32 \$55.86 \$4,468.80 \$116,188.80 44 \$62.96 \$5,036.80	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42 \$4,513.60 \$117,353.60 45 \$63.57 \$5,085.60	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98 \$4,558.40 \$118,518.40 46 \$64.20 \$5,136.00	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55 \$4,604.00 \$119,704.00 47 \$64.87 \$5,189.60	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13 \$4,650.40 \$120,910.40 48 \$65.51 \$5,240.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80 25 \$52.08 \$4,166.40 \$108,326.40	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63 \$4,210.40 \$109,470.40	\$41.85 \$3,348.00 \$87,048.00 15 \$47.17 \$3,773.60 \$98,113.60 27 \$53.13 \$4,250.40 \$110,510.40	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40 \$99,070.40 28 \$53.67 \$4,293.60 \$111,633.60	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19 \$4,335.20 \$112,715.20	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 \$54.75 \$4,380.00 \$113,880.00	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29 \$4,423.20 \$115,003.20	\$44.00 \$3,520.00 \$91,520.00 \$49.58 \$3,966.40 \$103,126.40 32 \$55.86 \$4,468.80 \$116,188.80	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42 \$4,513.60 \$117,353.60	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98 \$4,558.40 \$118,518.40	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55 \$4,604.00 \$119,704.00	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13 \$4,650.40 \$120,910.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80 25 \$52.08 \$4,166.40 \$108,326.40 37 \$58.71 \$4,696.80	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63 \$4,210.40 \$109,470.40 38 \$59.28 \$4,742.40	\$41.85 \$3,348.00 \$87,048.00 \$15 \$47.17 \$3,773.60 \$98,113.60 27 \$53.13 \$4,250.40 \$110,510.40 39 \$59.89 \$4,791.20	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40 \$99,070.40 28 \$53.67 \$4,293.60 \$111,633.60 40 \$60.47 \$4,837.60	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19 \$4,335.20 \$112,715.20 41 \$61.08 \$4,886.40	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 30 \$54.75 \$4,380.00 \$113,880.00 42 \$61.71 \$4,936.80	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29 \$4,423.20 \$115,003.20 43 \$62.33 \$4,986.40	\$44.00 \$3,520.00 \$91,520.00 \$49,58 \$3,966.40 \$103,126.40 32 \$55.86 \$4,468.80 \$116,188.80 44 \$62.96 \$5,036.80	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42 \$4,513.60 \$117,353.60 45 \$63.57 \$5,085.60	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98 \$4,558.40 \$118,518.40 46 \$64.20 \$5,136.00	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55 \$4,604.00 \$119,704.00 47 \$64.87 \$5,189.60	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13 \$4,650.40 \$120,910.40 48 \$65.51 \$5,240.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80 25 \$52.08 \$4,166.40 \$108,326.40 37 \$58.71 \$4,696.80 \$122,116.80	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63 \$4,210.40 \$109,470.40 38 \$59.28 \$4,742.40 \$123,302.40	\$41.85 \$3,348.00 \$87,048.00 \$15 \$47.17 \$3,773.60 \$98,113.60 \$7 \$53.13 \$4,250.40 \$110,510.40 \$9 \$59.89 \$4,791.20 \$124,571.20	\$42.30 \$3,384.00 \$87,984.00 16 \$47.63 \$3,810.40 \$99,070.40 28 \$53.67 \$4,293.60 \$111,633.60 40 \$60.47 \$4,837.60 \$125,777.60	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19 \$4,335.20 \$112,715.20 41 \$61.08 \$4,886.40 \$127,046.40	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 \$54.75 \$4,380.00 \$113,880.00 42 \$61.71 \$4,936.80 \$128,356.80	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29 \$4,423.20 \$115,003.20 43 \$62.33 \$4,986.40 \$129,646.40	\$44.00 \$3,520.00 \$91,520.00 \$49,58 \$3,966.40 \$103,126.40 32 \$55.86 \$4,468.80 \$116,188.80 44 \$62.96 \$5,036.80	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42 \$4,513.60 \$117,353.60 45 \$63.57 \$5,085.60	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98 \$4,558.40 \$118,518.40 46 \$64.20 \$5,136.00	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55 \$4,604.00 \$119,704.00 47 \$64.87 \$5,189.60	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13 \$4,650.40 \$120,910.40 48 \$65.51 \$5,240.80
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	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80 25 \$52.08 \$4,166.40 \$108,326.40 37 \$58.71 \$4,696.80 \$122,116.80	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63 \$4,210.40 \$109,470.40 38 \$59.28 \$4,742.40 \$123,302.40 50 \$66.82	\$41.85 \$3,348.00 \$87,048.00 \$15 \$47.17 \$3,773.60 \$98,113.60 \$27 \$53.13 \$4,250.40 \$110,510.40 \$124,571.20 \$124,571.20	\$42.30 \$3,384.00 \$87,984.00 \$16 \$47.63 \$3,810.40 \$99,070.40 \$28 \$53.67 \$4,293.60 \$111,633.60 \$60.47 \$4,837.60 \$125,777.60	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19 \$4,335.20 \$112,715.20 41 \$61.08 \$4,886.40 \$127,046.40	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 30 \$54.75 \$4,380.00 \$113,880.00 42 \$61.71 \$4,936.80 \$128,356.80	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29 \$4,423.20 \$115,003.20 43 \$62.33 \$4,986.40 \$129,646.40	\$44.00 \$3,520.00 \$91,520.00 \$49,58 \$3,966.40 \$103,126.40 32 \$55.86 \$4,468.80 \$116,188.80 44 \$62.96 \$5,036.80	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42 \$4,513.60 \$117,353.60 45 \$63.57 \$5,085.60	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98 \$4,558.40 \$118,518.40 46 \$64.20 \$5,136.00	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55 \$4,604.00 \$119,704.00 47 \$64.87 \$5,189.60	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13 \$4,650.40 \$120,910.40 48 \$65.51 \$5,240.80
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	\$41.04 \$3,283.20 \$85,363.20 \$85,363.20 \$46.21 \$3,696.80 \$96,116.80 \$52.08 \$4,166.40 \$108,326.40 \$122,116.80 \$49 \$66.15 \$5,292.00	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63 \$4,210.40 \$109,470.40 38 \$59.28 \$4,742.40 \$123,302.40 50 \$66.82 \$5,345.60	\$41.85 \$3,348.00 \$87,048.00 \$87,048.00 15 \$47.17 \$3,773.60 \$98,113.60 27 \$53.13 \$4,250.40 \$110,510.40 39 \$59.89 \$4,791.20 \$124,571.20 51 \$67.49 \$5,399.20	\$42.30 \$3,384.00 \$87,984.00 \$16 \$47.63 \$3,810.40 \$99,070.40 \$28 \$53.67 \$4,293.60 \$111,633.60 \$60.47 \$4,837.60 \$125,777.60 \$2 \$68.18 \$5,454.40	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19 \$4,335.20 \$112,715.20 41 \$61.08 \$4,886.40 \$127,046.40 53 \$68.87 \$5,509.60	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 \$54.75 \$4,380.00 \$113,880.00 \$128,356.80 \$42 \$61.71 \$4,936.80 \$128,356.80	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29 \$4,423.20 \$115,003.20 43 \$62.33 \$4,986.40 \$129,646.40 55 \$70.24 \$5,619.20	\$44.00 \$3,520.00 \$91,520.00 \$49,58 \$3,966.40 \$103,126.40 32 \$55.86 \$4,468.80 \$116,188.80 44 \$62.96 \$5,036.80	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42 \$4,513.60 \$117,353.60 45 \$63.57 \$5,085.60	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98 \$4,558.40 \$118,518.40 46 \$64.20 \$5,136.00	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55 \$4,604.00 \$119,704.00 47 \$64.87 \$5,189.60	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13 \$4,650.40 \$120,910.40 48 \$65.51 \$5,240.80
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	\$41.04 \$3,283.20 \$85,363.20 13 \$46.21 \$3,696.80 \$96,116.80 25 \$52.08 \$4,166.40 \$108,326.40 37 \$58.71 \$4,696.80 \$122,116.80	\$41.43 \$3,314.40 \$86,174.40 14 \$46.67 \$3,733.60 \$97,073.60 26 \$52.63 \$4,210.40 \$109,470.40 38 \$59.28 \$4,742.40 \$123,302.40 50 \$66.82	\$41.85 \$3,348.00 \$87,048.00 \$15 \$47.17 \$3,773.60 \$98,113.60 \$27 \$53.13 \$4,250.40 \$110,510.40 \$124,571.20 \$124,571.20	\$42.30 \$3,384.00 \$87,984.00 \$16 \$47.63 \$3,810.40 \$99,070.40 \$28 \$53.67 \$4,293.60 \$111,633.60 \$60.47 \$4,837.60 \$125,777.60	\$42.70 \$3,416.00 \$88,816.00 17 \$48.11 \$3,848.80 \$100,068.80 29 \$54.19 \$4,335.20 \$112,715.20 41 \$61.08 \$4,886.40 \$127,046.40	\$43.12 \$3,449.60 \$89,689.60 18 \$48.60 \$3,888.00 \$101,088.00 30 \$54.75 \$4,380.00 \$113,880.00 42 \$61.71 \$4,936.80 \$128,356.80	\$43.53 \$3,482.40 \$90,542.40 19 \$49.08 \$3,926.40 \$102,086.40 31 \$55.29 \$4,423.20 \$115,003.20 43 \$62.33 \$4,986.40 \$129,646.40	\$44.00 \$3,520.00 \$91,520.00 \$49,58 \$3,966.40 \$103,126.40 32 \$55.86 \$4,468.80 \$116,188.80 44 \$62.96 \$5,036.80	\$44.43 \$3,554.40 \$92,414.40 21 \$50.08 \$4,006.40 \$104,166.40 33 \$56.42 \$4,513.60 \$117,353.60 45 \$63.57 \$5,085.60	\$44.85 \$3,588.00 \$93,288.00 \$22 \$50.58 \$4,046.40 \$105,206.40 34 \$56.98 \$4,558.40 \$118,518.40 46 \$64.20 \$5,136.00	\$45.31 \$3,624.80 \$94,244.80 23 \$51.06 \$4,084.80 \$106,204.80 35 \$57.55 \$4,604.00 \$119,704.00 47 \$64.87 \$5,189.60	\$45.77 \$3,661.60 \$95,201.60 24 \$51.60 \$4,128.00 \$107,328.00 36 \$58.13 \$4,650.40 \$120,910.40 48 \$65.51 \$5,240.80

(Non-bargaining unit)

Grade	81
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Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$44.85	\$45.31	\$45.77	\$46.21	\$46.67	\$47.17	\$47.63	\$48.11	\$48.60	\$49.08	\$49.58	\$50.08
Biweekly	\$3,588.00	\$3,624.80	\$3,661.60	\$3,696.80	\$3,733.60	\$3,773.60	\$3,810.40	\$3,848.80	\$3,888.00	\$3,926.40	\$3,966.40	\$4,006.40
Annually	\$93,288.00	\$94,244.80	\$95,201.60	\$96,116.80	\$97,073.60	\$98,113.60	\$99,070.40	\$100,068.80	\$101,088.00	\$102,086.40	\$103,126.40	\$104,166.40
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Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$50.58	\$51.06	\$51.60	\$52.08	\$52.63	\$53.13	\$53.67	\$54.19	\$54.75	\$55.29	\$55.86	\$56.42
Biweekly	\$4,046.40	\$4,084.80	\$4,128.00	\$4,166.40	\$4,210.40	\$4,250.40	\$4,293.60	\$4,335.20	\$4,380.00	\$4,423.20	\$4,468.80	\$4,513.60
Annually	\$105,206.40	\$106,204.80	\$107,328.00	\$108,326.40	\$109,470.40	\$110,510.40	\$111,633.60	\$112,715.20	\$113,880.00	\$115,003.20	\$116,188.80	\$117,353.60
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$56.98	\$57.55	\$58.13	\$58.71	\$59.28	\$59.89	\$60.47	\$61.08	\$61.71	\$62.33	\$62.96	\$63.57
	\$4,558.40	\$4,604.00	\$4,650.40	\$4,696.80	\$4,742.40	\$4,791.20	\$4,837.60	\$4,886.40	\$4,936.80	\$4,986.40	\$5,036.80	\$5,085.60
Biweekly												
Annually	\$118,518.40	\$119,704.00	\$120,910.40	\$122,116.80	\$123,302.40	\$124,571.20	\$125,777.60	\$127,046.40	\$128,356.80	\$129,646.40	\$130,956.80	\$132,225.60
Steps												
•	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$64.20	\$64.87	\$65.51	\$66.15	\$66.82	\$67.49	\$68.18	\$68.87	\$69.54	\$70.24	\$70.94	\$71.65
Biweekly	\$5,136.00	\$5,189.60	\$5,240.80	\$5,292.00	\$5,345.60	\$5,399.20	\$5,454.40	\$5,509.60	\$5,563.20	\$5,619.20	\$5,675.20	\$5,732.00
Annually	\$133,536.00	\$134,929.60	\$136,260.80	\$137,592.00	\$138,985.60	\$140,379.20	\$141,814.40	\$143,249.60	\$144,643.20	\$146,099.20	\$147,555.20	\$149,032.00
Steps												
	49	50	51	52	53	54	55					
Hourly	\$72.37	\$73.09	\$73.83	\$74.55	\$75.29	\$76.07	\$76.83					
Biweekly	\$5,789.60	\$5,847.20	\$5,906.40	\$5,964.00	\$6,023.20	\$6,085.60	\$6,146.40					
Annually	\$150,529.60	\$152,027.20	\$153,566.40	\$155,064.00	\$156,603.20	\$158,225.60	\$159,806.40					
Grade 82												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps	1 \$50.58	_	-	4 \$52.08	5 \$52.63	6 \$53.13	7 \$53.67	8 \$54.19	_	10 \$55.29	11 \$55.86	12 \$56.42
Steps Hourly	\$50.58	\$51.06	\$51.60	\$52.08	\$52.63	\$53.13	\$53.67	\$54.19	\$54.75	\$55.29	\$55.86	\$56.42
Steps Hourly Biweekly	\$50.58 \$4,046.40	\$51.06 \$4,084.80	\$51.60 \$4,128.00	\$52.08 \$4,166.40	\$52.63 \$4,210.40	\$53.13 \$4,250.40	\$53.67 \$4,293.60	\$54.19 \$4,335.20	\$54.75 \$4,380.00	\$55.29 \$4,423.20	\$55.86 \$4,468.80	\$56.42 \$4,513.60
Steps Hourly	\$50.58	\$51.06	\$51.60	\$52.08	\$52.63	\$53.13	\$53.67	\$54.19	\$54.75	\$55.29	\$55.86	\$56.42
Steps Hourly Biweekly	\$50.58 \$4,046.40	\$51.06 \$4,084.80	\$51.60 \$4,128.00	\$52.08 \$4,166.40	\$52.63 \$4,210.40	\$53.13 \$4,250.40	\$53.67 \$4,293.60	\$54.19 \$4,335.20	\$54.75 \$4,380.00	\$55.29 \$4,423.20	\$55.86 \$4,468.80	\$56.42 \$4,513.60 \$117,353.60
Steps Hourly Biweekly Annually Steps	\$50.58 \$4,046.40 \$105,206.40	\$51.06 \$4,084.80 \$106,204.80	\$51.60 \$4,128.00 \$107,328.00	\$52.08 \$4,166.40 \$108,326.40	\$52.63 \$4,210.40 \$109,470.40	\$53.13 \$4,250.40 \$110,510.40	\$53.67 \$4,293.60 \$111,633.60	\$54.19 \$4,335.20 \$112,715.20	\$54.75 \$4,380.00 \$113,880.00	\$55.29 \$4,423.20 \$115,003.20	\$55.86 \$4,468.80 \$116,188.80	\$56.42 \$4,513.60 \$117,353.60
Steps Hourly Biweekly Annually Steps Hourly	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55	\$51.60 \$4,128.00 \$107,328.00 15 \$58.13	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08	\$54.75 \$4,380.00 \$113,880.00 21 \$61.71	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00	\$51.60 \$4,128.00 \$107,328.00 15 \$58.13 \$4,650.40	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40	\$54.75 \$4,380.00 \$113,880.00 21 \$61.71 \$4,936.80	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60
Steps Hourly Biweekly Annually Steps Hourly	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55	\$51.60 \$4,128.00 \$107,328.00 15 \$58.13	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08	\$54.75 \$4,380.00 \$113,880.00 21 \$61.71	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00	\$51.60 \$4,128.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 21 \$61.71 \$4,936.80 \$128,356.80	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00	\$51.60 \$4,128.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 21 \$61.71 \$4,936.80 \$128,356.80	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00	\$51.60 \$4,128.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40 \$27 \$65.51	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 21 \$61.71 \$4,936.80 \$128,356.80 33 \$69.54	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20 \$5,136.00	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00 26 \$64.87 \$5,189.60	\$51.60 \$4,128.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40 \$27 \$65.51 \$5,240.80	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15 \$5,292.00	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82 \$5,345.60	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49 \$5,399.20	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60 31 \$68.18 \$5,454.40	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87 \$5,509.60	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 21 \$61.71 \$4,936.80 \$128,356.80 33 \$69.54 \$5,563.20	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24 \$5,619.20	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94 \$5,675.20	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65 \$5,732.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00	\$51.60 \$4,128.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40 \$27 \$65.51	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 21 \$61.71 \$4,936.80 \$128,356.80 33 \$69.54	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20 \$5,136.00 \$133,536.00	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00 26 \$64.87 \$5,189.60 \$134,929.60	\$51.60 \$4,128.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40 \$65.51 \$5,240.80 \$136,260.80	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15 \$5,292.00 \$137,592.00	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82 \$5,345.60 \$138,985.60	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49 \$5,399.20 \$140,379.20	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60 31 \$68.18 \$5,454.40 \$141,814.40	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87 \$5,509.60 \$143,249.60	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 21 \$61.71 \$4,936.80 \$128,356.80 33 \$69.54 \$5,563.20 \$144,643.20	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24 \$5,619.20 \$146,099.20	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94 \$5,675.20 \$147,555.20	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65 \$5,732.00 \$149,032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20 \$5,136.00 \$133,536.00	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00 26 \$64.87 \$5,189.60 \$134,929.60	\$51.60 \$4,128.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40 27 \$65.51 \$5,240.80 \$136,260.80	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15 \$5,292.00 \$137,592.00	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82 \$5,345.60 \$138,985.60	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49 \$5,399.20 \$140,379.20	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60 31 \$68.18 \$5,454.40 \$141,814.40	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87 \$5,509.60 \$143,249.60	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 21 \$61.71 \$4,936.80 \$128,356.80 33 \$69.54 \$5,563.20 \$144,643.20	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24 \$5,619.20 \$146,099.20	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94 \$5,675.20 \$147,555.20	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65 \$5,732.00 \$149,032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20 \$5,136.00 \$133,536.00	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00 26 \$64.87 \$5,189.60 \$134,929.60 38 \$73.09	\$51.60 \$4,128.00 \$107,328.00 \$107,328.00 15 \$58.13 \$4,650.40 \$120,910.40 27 \$65.51 \$5,240.80 \$136,260.80	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15 \$5,292.00 \$137,592.00	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82 \$5,345.60 \$138,985.60	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49 \$5,399.20 \$140,379.20	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60 31 \$68.18 \$5,454.40 \$141,814.40	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87 \$5,509.60 \$143,249.60	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 21 \$61.71 \$4,936.80 \$128,356.80 33 \$69.54 \$5,563.20 \$144,643.20	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24 \$5,619.20 \$146,099.20	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94 \$5,675.20 \$147,555.20	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65 \$5,732.00 \$149,032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20 \$5,136.00 \$133,536.00 37 \$72.37 \$5,789.60	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00 26 \$64.87 \$5,189.60 \$134,929.60 38 \$73.09 \$5,847.20	\$51.60 \$4,128.00 \$107,328.00 \$107,328.00 15 \$58.13 \$4,650.40 \$120,910.40 27 \$65.51 \$5,240.80 \$136,260.80 39 \$73.83 \$5,906.40	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15 \$5,292.00 \$137,592.00 40 \$74.55 \$5,964.00	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82 \$5,345.60 \$138,985.60 41 \$75.29 \$6,023.20	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49 \$5,399.20 \$140,379.20 42 \$76.07 \$6,085.60	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60 31 \$68.18 \$5,454.40 \$141,814.40 43 \$76.83 \$6,146.40	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87 \$5,509.60 \$143,249.60 44 \$77.58 \$6,206.40	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 \$113,880.00 \$121,71 \$4,936.80 \$128,356.80 \$128,356.80 \$144,93.20 \$144,643.20 \$144,643.20	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24 \$5,619.20 \$146,099.20 46 \$79.14 \$6,331.20	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94 \$5,675.20 \$147,555.20	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65 \$5,732.00 \$149,032.00 48 \$80.72 \$6,457.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20 \$5,136.00 \$133,536.00	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00 26 \$64.87 \$5,189.60 \$134,929.60 38 \$73.09	\$51.60 \$4,128.00 \$107,328.00 \$107,328.00 15 \$58.13 \$4,650.40 \$120,910.40 27 \$65.51 \$5,240.80 \$136,260.80	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15 \$5,292.00 \$137,592.00	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82 \$5,345.60 \$138,985.60	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49 \$5,399.20 \$140,379.20	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60 31 \$68.18 \$5,454.40 \$141,814.40	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87 \$5,509.60 \$143,249.60	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 21 \$61.71 \$4,936.80 \$128,356.80 33 \$69.54 \$5,563.20 \$144,643.20	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24 \$5,619.20 \$146,099.20	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94 \$5,675.20 \$147,555.20	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65 \$5,732.00 \$149,032.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20 \$5,136.00 \$133,536.00 37 \$72.37 \$5,789.60	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00 26 \$64.87 \$5,189.60 \$134,929.60 38 \$73.09 \$5,847.20 \$152,027.20	\$51.60 \$4,128.00 \$107,328.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40 \$65.51 \$5,240.80 \$136,260.80 \$73.83 \$5,906.40 \$153,566.40	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15 \$5,292.00 \$137,592.00 40 \$74.55 \$5,964.00	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82 \$5,345.60 \$138,985.60 41 \$75.29 \$6,023.20 \$156,603.20	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49 \$5,399.20 \$140,379.20 42 \$76.07 \$6,085.60	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60 31 \$68.18 \$5,454.40 \$141,814.40 43 \$76.83 \$6,146.40 \$159,806.40	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87 \$5,509.60 \$143,249.60 44 \$77.58 \$6,206.40	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 \$113,880.00 \$121,71 \$4,936.80 \$128,356.80 \$128,356.80 \$144,93.20 \$144,643.20 \$144,643.20	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24 \$5,619.20 \$146,099.20 46 \$79.14 \$6,331.20	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94 \$5,675.20 \$147,555.20	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65 \$5,732.00 \$149,032.00 48 \$80.72 \$6,457.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20 \$5,136.00 \$133,536.00 37 \$72.37 \$5,789.60 \$150,529.60	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00 26 \$64.87 \$5,189.60 \$134,929.60 38 \$73.09 \$5,847.20 \$152,027.20	\$51.60 \$4,128.00 \$107,328.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40 \$65.51 \$5,240.80 \$136,260.80 \$73.83 \$5,906.40 \$153,566.40	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15 \$5,292.00 \$137,592.00 40 \$74.55 \$5,964.00 \$155,064.00	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82 \$5,345.60 \$138,985.60 41 \$75.29 \$6,023.20 \$156,603.20	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49 \$5,399.20 \$140,379.20 42 \$76.07 \$6,085.60 \$158,225.60	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60 31 \$68.18 \$5,454.40 \$141,814.40 43 \$76.83 \$6,146.40 \$159,806.40	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87 \$5,509.60 \$143,249.60 44 \$77.58 \$6,206.40	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 \$113,880.00 \$121,71 \$4,936.80 \$128,356.80 \$128,356.80 \$144,93.20 \$144,643.20 \$144,643.20	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24 \$5,619.20 \$146,099.20 46 \$79.14 \$6,331.20	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94 \$5,675.20 \$147,555.20	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65 \$5,732.00 \$149,032.00 48 \$80.72 \$6,457.60
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	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20 \$5,136.00 \$133,536.00 37 \$72.37 \$5,789.60 \$150,529.60	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00 26 \$64.87 \$5,189.60 \$134,929.60 38 \$73.09 \$5,847.20 \$152,027.20	\$51.60 \$4,128.00 \$107,328.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40 \$65.51 \$5,240.80 \$136,260.80 \$136,260.80 \$153,566.40 \$153,566.40	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15 \$5,292.00 \$137,592.00 40 \$74.55 \$5,964.00 \$155,064.00	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82 \$5,345.60 \$138,985.60 41 \$75.29 \$6,023.20 \$156,603.20 53 \$84.86	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49 \$5,399.20 \$140,379.20 42 \$76.07 \$6,085.60 \$158,225.60	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60 31 \$68.18 \$5,454.40 \$141,814.40 43 \$76.83 \$6,146.40 \$159,806.40	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87 \$5,509.60 \$143,249.60 44 \$77.58 \$6,206.40	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 \$113,880.00 \$121,71 \$4,936.80 \$128,356.80 \$128,356.80 \$144,93.20 \$144,643.20 \$144,643.20	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24 \$5,619.20 \$146,099.20 46 \$79.14 \$6,331.20	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94 \$5,675.20 \$147,555.20	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65 \$5,732.00 \$149,032.00 48 \$80.72 \$6,457.60
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	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20 \$5,136.00 \$133,536.00 37 \$72.37 \$5,789.60 \$150,529.60 49 \$81.52 \$6,521.60	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00 26 \$64.87 \$5,189.60 \$134,929.60 38 \$73.09 \$5,847.20 \$152,027.20 50 \$82.35 \$6,588.00	\$51.60 \$4,128.00 \$107,328.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40 \$65.51 \$5,240.80 \$136,260.80 \$73.83 \$5,906.40 \$153,566.40 \$153,566.40	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15 \$5,292.00 \$137,592.00 40 \$74.55 \$5,964.00 \$155,064.00 52 \$84.03 \$6,722.40	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82 \$5,345.60 \$138,985.60 41 \$75.29 \$6,023.20 \$156,603.20 53 \$84.86 \$6,788.80	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49 \$5,399.20 \$140,379.20 42 \$76.07 \$6,085.60 \$158,225.60 54 \$85.72 \$6,857.60	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60 31 \$68.18 \$5,454.40 \$141,814.40 43 \$76.83 \$6,146.40 \$159,806.40 55 \$86.56 \$6,924.80	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87 \$5,509.60 \$143,249.60 44 \$77.58 \$6,206.40	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 \$113,880.00 \$121,71 \$4,936.80 \$128,356.80 \$128,356.80 \$144,93.20 \$144,643.20 \$144,643.20	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24 \$5,619.20 \$146,099.20 46 \$79.14 \$6,331.20	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94 \$5,675.20 \$147,555.20	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65 \$5,732.00 \$149,032.00 48 \$80.72 \$6,457.60
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	\$50.58 \$4,046.40 \$105,206.40 13 \$56.98 \$4,558.40 \$118,518.40 25 \$64.20 \$5,136.00 \$133,536.00 37 \$72.37 \$5,789.60 \$150,529.60	\$51.06 \$4,084.80 \$106,204.80 14 \$57.55 \$4,604.00 \$119,704.00 26 \$64.87 \$5,189.60 \$134,929.60 38 \$73.09 \$5,847.20 \$152,027.20	\$51.60 \$4,128.00 \$107,328.00 \$107,328.00 \$15 \$58.13 \$4,650.40 \$120,910.40 \$65.51 \$5,240.80 \$136,260.80 \$136,260.80 \$153,566.40 \$153,566.40	\$52.08 \$4,166.40 \$108,326.40 16 \$58.71 \$4,696.80 \$122,116.80 28 \$66.15 \$5,292.00 \$137,592.00 40 \$74.55 \$5,964.00 \$155,064.00	\$52.63 \$4,210.40 \$109,470.40 17 \$59.28 \$4,742.40 \$123,302.40 29 \$66.82 \$5,345.60 \$138,985.60 41 \$75.29 \$6,023.20 \$156,603.20 53 \$84.86	\$53.13 \$4,250.40 \$110,510.40 18 \$59.89 \$4,791.20 \$124,571.20 30 \$67.49 \$5,399.20 \$140,379.20 42 \$76.07 \$6,085.60 \$158,225.60	\$53.67 \$4,293.60 \$111,633.60 19 \$60.47 \$4,837.60 \$125,777.60 31 \$68.18 \$5,454.40 \$141,814.40 43 \$76.83 \$6,146.40 \$159,806.40	\$54.19 \$4,335.20 \$112,715.20 20 \$61.08 \$4,886.40 \$127,046.40 32 \$68.87 \$5,509.60 \$143,249.60 44 \$77.58 \$6,206.40	\$54.75 \$4,380.00 \$113,880.00 \$113,880.00 \$113,880.00 \$121,71 \$4,936.80 \$128,356.80 \$128,356.80 \$144,93.20 \$144,643.20 \$144,643.20	\$55.29 \$4,423.20 \$115,003.20 22 \$62.33 \$4,986.40 \$129,646.40 34 \$70.24 \$5,619.20 \$146,099.20 46 \$79.14 \$6,331.20	\$55.86 \$4,468.80 \$116,188.80 23 \$62.96 \$5,036.80 \$130,956.80 35 \$70.94 \$5,675.20 \$147,555.20	\$56.42 \$4,513.60 \$117,353.60 24 \$63.57 \$5,085.60 \$132,225.60 36 \$71.65 \$5,732.00 \$149,032.00 48 \$80.72 \$6,457.60

(Non-bargaining unit)

BETHEL (38%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$56.98	\$57.55	\$58.13	\$58.71	\$59.28	\$59.89	\$60.47	\$61.08	\$61.71	\$62.33	\$62.96	\$63.57
Biweekly	\$4,558.40	\$4,604.00	\$4,650.40	\$4,696.80	\$4,742.40	\$4,791.20	\$4,837.60	\$4,886.40	\$4,936.80	\$4,986.40	\$5,036.80	\$5,085.60
Annually	\$118,518.40	\$119,704.00	\$120,910.40	\$122,116.80	\$123,302.40	\$124,571.20	\$125,777.60	\$127,046.40	\$128,356.80	\$129,646.40	\$130,956.80	\$132,225.60
Ailliually	\$110,510.40	\$119,704.00	\$120,910.40	\$122,110.80	\$123,302.40	\$124,571.20	\$123,777.00	\$127,040.40	\$128,330.80	\$129,040.40	\$130,930.80	\$132,223.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$64.20	\$64.87	\$65.51	\$66.15	\$66.82	\$67.49	\$68.18	\$68.87	\$69.54	\$70.24	\$70.94	\$71.65
Biweekly	\$5,136.00	\$5,189.60	\$5,240.80	\$5,292.00	\$5,345.60	\$5,399.20	\$5,454.40	\$5,509.60	\$5,563.20	\$5,619.20	\$5,675.20	\$5,732.00
Annually	\$133,536.00	\$134,929.60	\$136,260.80	\$137,592.00	\$138,985.60	\$140,379.20	\$141,814.40	\$143,249.60	\$144,643.20	\$146,099.20	\$147,555.20	\$149,032.00
Annually	\$133,530.00	\$134,929.00	\$130,200.80	\$137,592.00	\$138,985.00	\$140,379.20	\$141,814.40	\$143,249.00	\$144,043.20	\$146,099.20	\$147,555.20	\$149,032.00
Stone												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$72.37	\$73.09	\$73.83	\$74.55	\$75.29	\$76.07	\$76.83	\$77.58	\$78.34	\$79.14	\$79.93	\$80.72
Biweekly	\$5,789.60	\$5,847.20	\$5,906.40	\$5,964.00	\$6,023.20	\$6,085.60	\$6,146.40	\$6,206.40	\$6,267.20	\$6,331.20	\$6,394.40	\$6,457.60
Annually	\$150,529.60	\$152,027.20	\$153,566.40	\$155,064.00	\$156,603.20	\$158,225.60	\$159,806.40	\$161,366.40	\$162,947.20	\$164,611.20	\$166,254.40	\$167,897.60
	V200,525.00	0101,017.10	0130,3001.0	V133,0000	V200,000.20	V130,223.00	\$255,000 1.0	0101,000.10	0102,5 17120	V10 1,011.10	V100,25	0207,037.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$81.52	\$82.35	\$83.17	\$84.03	\$84.86	\$85.72	\$86.56	\$87.42	\$88.29	\$89.18	\$90.06	\$90.94
Biweekly	\$6,521.60	\$6,588.00	\$6,653.60	\$6,722.40	\$6,788.80	\$6,857.60	\$6,924.80	\$6,993.60	\$7,063.20	\$7,134.40	\$7,204.80	\$7,275.20
Annually	\$169,561.60	\$171,288.00	\$172,993.60	\$174,782.40	\$176,508.80	\$178,297.60	\$180,044.80	\$181,833.60	\$183,643.20	\$185,494.40	\$187,324.80	\$189,155.20
Stone												
Steps	49	50	51	52	53	54	55					
Hourly	\$91.85	\$92.80	\$93.71	\$94.69	\$95.60	\$96.58	\$97.54					
Biweekly	\$7,348.00	\$7,424.00	\$7,496.80	\$7,575.20	\$7,648.00	\$7,726.40	\$7,803.20					
Annually	\$191,048.00	\$193,024.00	\$194,916.80	\$196,955.20	\$198,848.00	\$200,886.40	\$202,883.20					
	V202,010.00	0150,010	015 1,510100	V150,555.25	V250,0 10100	\$200,0001.10	\$202,000.20					
Grade 84												
Grade 04												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$62.33	2 \$62.96	3 \$63.57	4 \$64.20	5 \$64.87	6 \$65.51	7 \$66.15	8 \$66.82	9 \$67.49	10 \$68.18	11 \$68.87	12 \$69.54
Steps		_	-	-			-		_			
Steps Hourly Biweekly	\$62.33 \$4,986.40	\$62.96 \$5,036.80	\$63.57 \$5,085.60	\$64.20 \$5,136.00	\$64.87 \$5,189.60	\$65.51 \$5,240.80	\$66.15 \$5,292.00	\$66.82 \$5,345.60	\$67.49 \$5,399.20	\$68.18 \$5,454.40	\$68.87 \$5,509.60	\$69.54 \$5,563.20
Steps Hourly	\$62.33	\$62.96	\$63.57	\$64.20	\$64.87	\$65.51	\$66.15	\$66.82	\$67.49	\$68.18	\$68.87	\$69.54
Steps Hourly Biweekly	\$62.33 \$4,986.40	\$62.96 \$5,036.80	\$63.57 \$5,085.60	\$64.20 \$5,136.00	\$64.87 \$5,189.60	\$65.51 \$5,240.80	\$66.15 \$5,292.00	\$66.82 \$5,345.60	\$67.49 \$5,399.20	\$68.18 \$5,454.40	\$68.87 \$5,509.60	\$69.54 \$5,563.20
Steps Hourly Biweekly Annually Steps	\$62.33 \$4,986.40 \$129,646.40	\$62.96 \$5,036.80 \$130,956.80	\$63.57 \$5,085.60 \$132,225.60	\$64.20 \$5,136.00 \$133,536.00	\$64.87 \$5,189.60 \$134,929.60	\$65.51 \$5,240.80 \$136,260.80	\$66.15 \$5,292.00 \$137,592.00	\$66.82 \$5,345.60 \$138,985.60	\$67.49 \$5,399.20 \$140,379.20	\$68.18 \$5,454.40 \$141,814.40	\$68.87 \$5,509.60 \$143,249.60	\$69.54 \$5,563.20 \$144,643.20
Steps Hourly Biweekly Annually Steps Hourly	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65	\$64.20 \$5,136.00 \$133,536.00 16 \$72.37	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83	\$66.15 \$5,292.00 \$137,592.00 19 \$74.55	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00	\$64.20 \$5,136.00 \$133,536.00 16 \$72.37 \$5,789.60	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40	\$66.15 \$5,292.00 \$137,592.00 19 \$74.55 \$5,964.00	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07 \$6,085.60	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20
Steps Hourly Biweekly Annually Steps Hourly	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65	\$64.20 \$5,136.00 \$133,536.00 16 \$72.37	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83	\$66.15 \$5,292.00 \$137,592.00 19 \$74.55	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00	\$64.20 \$5,136.00 \$133,536.00 16 \$72.37 \$5,789.60 \$150,529.60	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40	\$66.15 \$5,292.00 \$137,592.00 19 \$74.55 \$5,964.00 \$155,064.00	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00	\$64.20 \$5,136.00 \$133,536.00 16 \$72.37 \$5,789.60 \$150,529.60	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40	\$66.15 \$5,292.00 \$137,592.00 \$14.55 \$5,964.00 \$155,064.00	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00	\$64.20 \$5,136.00 \$133,536.00 \$133,536.00 16 \$72.37 \$5,789.60 \$150,529.60 28 \$81.52	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 19 \$74.55 \$5,964.00 \$155,064.00	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20 26 \$79.93 \$6,394.40	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60	\$64.20 \$5,136.00 \$133,536.00 \$133,536.00 16 \$72.37 \$5,789.60 \$150,529.60 28 \$81.52 \$6,521.60	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 19 \$74.55 \$5,964.00 \$155,064.00 31 \$84.03 \$6,722.40	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00	\$64.20 \$5,136.00 \$133,536.00 \$133,536.00 16 \$72.37 \$5,789.60 \$150,529.60 28 \$81.52	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 19 \$74.55 \$5,964.00 \$155,064.00	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20 26 \$79.93 \$6,394.40	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60	\$64.20 \$5,136.00 \$133,536.00 \$133,536.00 16 \$72.37 \$5,789.60 \$150,529.60 28 \$81.52 \$6,521.60	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 19 \$74.55 \$5,964.00 \$155,064.00 31 \$84.03 \$6,722.40	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20 26 \$79.93 \$6,394.40	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60	\$64.20 \$5,136.00 \$133,536.00 \$133,536.00 16 \$72.37 \$5,789.60 \$150,529.60 28 \$81.52 \$6,521.60	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 19 \$74.55 \$5,964.00 \$155,064.00 31 \$84.03 \$6,722.40	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20 \$164,611.20	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20 26 \$79.93 \$6,394.40 \$166,254.40	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60 \$167,897.60	\$64.20 \$5,136.00 \$133,536.00 \$133,536.00 \$16 \$72.37 \$5,789.60 \$150,529.60 \$81.52 \$6,521.60 \$169,561.60	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00 \$171,288.00	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60 \$172,993.60	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 \$15,064.00 \$155,064.00 \$155,064.00 \$174,782.40	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80 \$176,508.80	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60 \$178,297.60	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80 \$180,044.80	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60 \$181,833.60	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20 \$183,643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20 \$164,611.20	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20 26 \$79.93 \$6,394.40 \$166,254.40	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60 \$167,897.60	\$64.20 \$5,136.00 \$133,536.00 16 \$72.37 \$5,789.60 \$150,529.60 28 \$81.52 \$6,521.60 \$169,561.60	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00 \$171,288.00	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60 \$172,993.60	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 \$14.55 \$5,964.00 \$155,064.00 \$155,064.00 \$174,782.40 \$174,782.40	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80 \$176,508.80	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60 \$178,297.60	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80 \$180,044.80	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60 \$181,833.60	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20 \$183,643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20 \$164,611.20 37 \$89.18 \$7,134.40	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20 26 \$79.93 \$6,394.40 \$166,254.40 38 \$90.06 \$7,204.80	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60 \$167,897.60 39 \$90.94 \$7,275.20	\$64.20 \$5,136.00 \$133,536.00 16 \$72.37 \$5,789.60 \$150,529.60 28 \$81.52 \$6,521.60 \$169,561.60 40 \$91.85 \$7,348.00	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00 \$171,288.00 41 \$92.80 \$7,424.00	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60 \$172,993.60 42 \$93.71 \$7,496.80	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 \$14.55 \$5,964.00 \$155,064.00 \$155,064.00 \$174,782.40 \$174,782.40 \$43 \$94.69 \$7,575.20	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80 \$176,508.80 44 \$95.60 \$7,648.00	\$67.49 \$5,399.20 \$140,379.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60 \$178,297.60 45 \$96.58 \$7,726.40	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80 \$180,044.80 46 \$97.54 \$7,803.20	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60 \$181,833.60 47 \$98.54 \$7,883.20	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20 \$183,643.20 48 \$99.48 \$7,958.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20 \$164,611.20	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20 26 \$79.93 \$6,394.40 \$166,254.40	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60 \$167,897.60	\$64.20 \$5,136.00 \$133,536.00 16 \$72.37 \$5,789.60 \$150,529.60 28 \$81.52 \$6,521.60 \$169,561.60	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00 \$171,288.00	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60 \$172,993.60	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 \$14.55 \$5,964.00 \$155,064.00 \$155,064.00 \$174,782.40 \$174,782.40	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80 \$176,508.80	\$67.49 \$5,399.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60 \$178,297.60	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80 \$180,044.80	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60 \$181,833.60	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20 \$183,643.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20 \$164,611.20 37 \$89.18 \$7,134.40	\$62.96 \$5,036.80 \$130,956.80 14 \$70.94 \$5,675.20 \$147,555.20 26 \$79.93 \$6,394.40 \$166,254.40 38 \$90.06 \$7,204.80	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60 \$167,897.60 39 \$90.94 \$7,275.20	\$64.20 \$5,136.00 \$133,536.00 16 \$72.37 \$5,789.60 \$150,529.60 28 \$81.52 \$6,521.60 \$169,561.60 40 \$91.85 \$7,348.00	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00 \$171,288.00 41 \$92.80 \$7,424.00	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60 \$172,993.60 42 \$93.71 \$7,496.80	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 \$14.55 \$5,964.00 \$155,064.00 \$155,064.00 \$174,782.40 \$174,782.40 \$43 \$94.69 \$7,575.20	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80 \$176,508.80 44 \$95.60 \$7,648.00	\$67.49 \$5,399.20 \$140,379.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60 \$178,297.60 45 \$96.58 \$7,726.40	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80 \$180,044.80 46 \$97.54 \$7,803.20	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60 \$181,833.60 47 \$98.54 \$7,883.20	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20 \$183,643.20 48 \$99.48 \$7,958.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20 \$164,611.20 37 \$89.18 \$7,134.40 \$185,494.40	\$62.96 \$5,036.80 \$130,956.80 \$130,956.80 \$14 \$70.94 \$5,675.20 \$147,555.20 \$26 \$79.93 \$6,394.40 \$166,254.40 \$187,324.80 \$187,324.80	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60 \$167,897.60 39 \$90.94 \$7,275.20 \$189,155.20	\$64.20 \$5,136.00 \$133,536.00 \$133,536.00 \$16 \$72.37 \$5,789.60 \$150,529.60 \$150,529.60 \$81.52 \$6,521.60 \$169,561.60 \$91.85 \$7,348.00 \$191,048.00	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00 \$171,288.00 41 \$92.80 \$7,424.00 \$193,024.00	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60 \$172,993.60 42 \$93.71 \$7,496.80 \$194,916.80	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 \$14.55 \$5,964.00 \$155,064.00 \$155,064.00 \$174,782.40 \$174,782.40 \$174,782.40 \$174,782.40	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80 \$176,508.80 44 \$95.60 \$7,648.00	\$67.49 \$5,399.20 \$140,379.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60 \$178,297.60 45 \$96.58 \$7,726.40	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80 \$180,044.80 46 \$97.54 \$7,803.20	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60 \$181,833.60 47 \$98.54 \$7,883.20	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20 \$183,643.20 48 \$99.48 \$7,958.40
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	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20 \$164,611.20 37 \$89.18 \$7,134.40 \$185,494.40	\$62.96 \$5,036.80 \$130,956.80 \$130,956.80 \$14 \$70.94 \$5,675.20 \$147,555.20 \$26 \$79.93 \$6,394.40 \$166,254.40 \$187,324.80 \$187,324.80	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60 \$167,897.60 39 \$90.94 \$7,275.20 \$189,155.20	\$64.20 \$5,136.00 \$133,536.00 \$133,536.00 \$153,536.00 \$150,529.60 \$150,529.60 \$150,529.60 \$169,561.60 \$169,561.60 \$91.85 \$7,348.00 \$191,048.00 \$191,048.00	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00 \$171,288.00 41 \$92.80 \$7,424.00 \$193,024.00	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60 \$172,993.60 42 \$93.71 \$7,496.80 \$194,916.80	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 \$14.55 \$5,964.00 \$155,064.00 \$155,064.00 \$174,782.40 \$174,782.40 \$174,782.40 \$174,782.40 \$174,782.40 \$174,782.40	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80 \$176,508.80 44 \$95.60 \$7,648.00	\$67.49 \$5,399.20 \$140,379.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60 \$178,297.60 45 \$96.58 \$7,726.40	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80 \$180,044.80 46 \$97.54 \$7,803.20	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60 \$181,833.60 47 \$98.54 \$7,883.20	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20 \$183,643.20 48 \$99.48 \$7,958.40
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	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20 \$164,611.20 37 \$89.18 \$7,134.40 \$185,494.40 49 \$100.49 \$8,039.20	\$62.96 \$5,036.80 \$130,956.80 \$130,956.80 \$14 \$70.94 \$5,675.20 \$147,555.20 \$26 \$79.93 \$6,394.40 \$166,254.40 \$187,324.80 \$187,324.80	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60 \$167,897.60 39 \$90.94 \$7,275.20 \$189,155.20 51 \$102.50 \$8,200.00	\$64.20 \$5,136.00 \$133,536.00 \$133,536.00 \$153,536.00 \$150,529.60 \$150,529.60 \$150,529.60 \$169,561.60 \$169,561.60 \$91.85 \$7,348.00 \$191,048.00 \$191,048.00	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00 \$171,288.00 \$171,288.00 \$7,424.00 \$193,024.00 53 \$104.57 \$8,365.60	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60 \$172,993.60 42 \$93.71 \$7,496.80 \$194,916.80 54 \$105.60 \$8,448.00	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 \$14.55 \$5,964.00 \$155,064.00 \$155,064.00 \$174,782.40 \$174,782.40 \$174,782.40 \$174,782.40 \$174,782.40 \$174,782.40	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80 \$176,508.80 44 \$95.60 \$7,648.00	\$67.49 \$5,399.20 \$140,379.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60 \$178,297.60 45 \$96.58 \$7,726.40	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80 \$180,044.80 46 \$97.54 \$7,803.20	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60 \$181,833.60 47 \$98.54 \$7,883.20	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20 \$183,643.20 48 \$99.48 \$7,958.40
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	\$62.33 \$4,986.40 \$129,646.40 13 \$70.24 \$5,619.20 \$146,099.20 25 \$79.14 \$6,331.20 \$164,611.20 37 \$89.18 \$7,134.40 \$185,494.40	\$62.96 \$5,036.80 \$130,956.80 \$130,956.80 \$14 \$70.94 \$5,675.20 \$147,555.20 \$26 \$79.93 \$6,394.40 \$166,254.40 \$187,324.80 \$187,324.80	\$63.57 \$5,085.60 \$132,225.60 15 \$71.65 \$5,732.00 \$149,032.00 27 \$80.72 \$6,457.60 \$167,897.60 39 \$90.94 \$7,275.20 \$189,155.20	\$64.20 \$5,136.00 \$133,536.00 \$133,536.00 \$153,536.00 \$150,529.60 \$150,529.60 \$150,529.60 \$169,561.60 \$169,561.60 \$91.85 \$7,348.00 \$191,048.00 \$191,048.00	\$64.87 \$5,189.60 \$134,929.60 17 \$73.09 \$5,847.20 \$152,027.20 29 \$82.35 \$6,588.00 \$171,288.00 41 \$92.80 \$7,424.00 \$193,024.00	\$65.51 \$5,240.80 \$136,260.80 18 \$73.83 \$5,906.40 \$153,566.40 30 \$83.17 \$6,653.60 \$172,993.60 42 \$93.71 \$7,496.80 \$194,916.80	\$66.15 \$5,292.00 \$137,592.00 \$137,592.00 \$14.55 \$5,964.00 \$155,064.00 \$155,064.00 \$174,782.40 \$174,782.40 \$174,782.40 \$174,782.40 \$174,782.40 \$174,782.40	\$66.82 \$5,345.60 \$138,985.60 20 \$75.29 \$6,023.20 \$156,603.20 32 \$84.86 \$6,788.80 \$176,508.80 44 \$95.60 \$7,648.00	\$67.49 \$5,399.20 \$140,379.20 \$140,379.20 21 \$76.07 \$6,085.60 \$158,225.60 33 \$85.72 \$6,857.60 \$178,297.60 45 \$96.58 \$7,726.40	\$68.18 \$5,454.40 \$141,814.40 22 \$76.83 \$6,146.40 \$159,806.40 34 \$86.56 \$6,924.80 \$180,044.80 46 \$97.54 \$7,803.20	\$68.87 \$5,509.60 \$143,249.60 23 \$77.58 \$6,206.40 \$161,366.40 35 \$87.42 \$6,993.60 \$181,833.60 47 \$98.54 \$7,883.20	\$69.54 \$5,563.20 \$144,643.20 24 \$78.34 \$6,267.20 \$162,947.20 36 \$88.29 \$7,063.20 \$183,643.20 48 \$99.48 \$7,958.40

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$20.23	\$20.41	\$20.65	\$20.83	\$21.04	\$21.26	\$21.48	\$21.67	\$21.92	\$22.12	\$22.33	\$22.53
Biweekly	\$1,618.40	\$1,632.80	\$1,652.00	\$1,666.40	\$1,683.20	\$1,700.80	\$1,718.40	\$1,733.60	\$1,753.60	\$1,769.60	\$1,786.40	\$1,802.40
Annually	\$42,078.40	\$42,452.80	\$42,952.00	\$43,326.40	\$43,763.20	\$44,220.80	\$44,678.40	\$45,073.60	\$45,593.60	\$46,009.60	\$46,446.40	\$46,862.40
7 u	\$ 12,070.10	ŷ 12, 132.00	Ţ12,532.00	ψ 13,320. To	\$ 13,703.20	Ţ 1 1,220.00	\$ 1 1,07 G. 10	\$ 13,073.00	Ų 13,333.00	\$ 10,005.00	\$ 10,110.10	\$ 10,002. TO
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$22.79	\$23.02	\$23.25	\$23.49	\$23.74	\$23.96	\$24.19	\$24.42	\$24.67	\$24.94	\$25.19	\$25.42
Biweekly	\$1,823.20	\$1,841.60	\$1,860.00	\$1,879.20	\$1,899.20	\$1,916.80	\$1,935.20	\$1,953.60	\$1,973.60	\$1,995.20	\$2,015.20	\$2,033.60
Annually	\$47,403.20	\$47,881.60	\$48,360.00	\$48,859.20	\$49,379.20	\$49,836.80	\$50,315.20	\$50,793.60	\$51,313.60	\$51,875.20	\$52,395.20	\$52,873.60
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Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$25.70	\$25.92	\$26.19	\$26.47	\$26.71	\$27.00	\$27.27	\$27.55	\$27.81	\$28.06	\$28.36	\$28.67
Biweekly	\$2,056.00	\$2,073.60	\$2,095.20	\$2,117.60	\$2,136.80	\$2,160.00	\$2,181.60	\$2,204.00	\$2,224.80	\$2,244.80	\$2,268.80	\$2,293.60
Annually	\$53,456.00	\$53,913.60	\$54,475.20	\$55,057.60	\$55,556.80	\$56,160.00	\$56,721.60	\$57,304.00	\$57,844.80	\$58,364.80	\$58,988.80	\$59,633.60
Ailliually	\$33,430.00	555,515.00	334,473.20	\$55,057.00	\$33,330.80	330,100.00	\$30,721.00	337,304.00	337,044.60	336,304.60	\$30,300.00	339,033.00
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$28.92	\$29.24	\$29.53	\$29.80	\$30.10	\$30.42	\$30.72	\$31.01	\$31.34	\$31.63	\$31.96	\$32.28
Biweekly	\$2,313.60	\$2,339.20	\$2,362.40	\$2,384.00	\$2,408.00	\$2,433.60	\$2,457.60	\$2,480.80	\$2,507.20	\$2,530.40	\$2,556.80	\$2,582.40
-												
Annually	\$60,153.60	\$60,819.20	\$61,422.40	\$61,984.00	\$62,608.00	\$63,273.60	\$63,897.60	\$64,500.80	\$65,187.20	\$65,790.40	\$66,476.80	\$67,142.40
Steps	49	50	51	52	53	54	55					
Hourly	\$32.62	\$32.95	\$33.26	\$33.62	\$33.92	\$34.28	\$34.60					
Biweekly	\$2,609.60	\$2,636.00	\$2,660.80	\$2,689.60	\$2,713.60	\$2,742.40	\$2,768.00					
Annually	\$67,849.60	\$68,536.00	\$69,180.80	\$69,929.60	\$70,553.60		\$71,968.00					
Annually	307,849.00	\$08,530.00	\$69,180.80	309,929.00	\$70,553.00	\$71,302.40	371,908.00					
Grade 74												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade 74 Steps Hourly	1 \$22.79	2 \$23.02	3 \$23.25	4 \$23.49	5 \$23.74	6 \$23.96	7 \$24.19	8 \$24.42	9 \$24.67	10 \$24.94	11 \$25.19	12 \$25.42
Steps Hourly												
Steps Hourly Biweekly	\$22.79 \$1,823.20	\$23.02 \$1,841.60	\$23.25 \$1,860.00	\$23.49 \$1,879.20	\$23.74 \$1,899.20	\$23.96 \$1,916.80	\$24.19 \$1,935.20	\$24.42 \$1,953.60	\$24.67 \$1,973.60	\$24.94 \$1,995.20	\$25.19 \$2,015.20	\$25.42 \$2,033.60
Steps Hourly Biweekly Annually	\$22.79	\$23.02	\$23.25	\$23.49	\$23.74	\$23.96	\$24.19	\$24.42	\$24.67	\$24.94	\$25.19	\$25.42
Steps Hourly Biweekly Annually Steps	\$22.79 \$1,823.20 \$47,403.20	\$23.02 \$1,841.60 \$47,881.60	\$23.25 \$1,860.00 \$48,360.00	\$23.49 \$1,879.20 \$48,859.20	\$23.74 \$1,899.20 \$49,379.20	\$23.96 \$1,916.80 \$49,836.80	\$24.19 \$1,935.20 \$50,315.20	\$24.42 \$1,953.60	\$24.67 \$1,973.60	\$24.94 \$1,995.20 \$51,875.20	\$25.19 \$2,015.20 \$52,395.20	\$25.42 \$2,033.60 \$52,873.60
Steps Hourly Biweekly Annually	\$22.79 \$1,823.20 \$47,403.20	\$23.02 \$1,841.60 \$47,881.60	\$23.25 \$1,860.00 \$48,360.00	\$23.49 \$1,879.20 \$48,859.20	\$23.74 \$1,899.20 \$49,379.20	\$23.96 \$1,916.80 \$49,836.80	\$24.19 \$1,935.20 \$50,315.20	\$24.42 \$1,953.60 \$50,793.60	\$24.67 \$1,973.60 \$51,313.60	\$24.94 \$1,995.20 \$51,875.20	\$25.19 \$2,015.20 \$52,395.20	\$25.42 \$2,033.60 \$52,873.60
Steps Hourly Biweekly Annually Steps	\$22.79 \$1,823.20 \$47,403.20	\$23.02 \$1,841.60 \$47,881.60	\$23.25 \$1,860.00 \$48,360.00	\$23.49 \$1,879.20 \$48,859.20	\$23.74 \$1,899.20 \$49,379.20	\$23.96 \$1,916.80 \$49,836.80	\$24.19 \$1,935.20 \$50,315.20	\$24.42 \$1,953.60 \$50,793.60	\$24.67 \$1,973.60 \$51,313.60	\$24.94 \$1,995.20 \$51,875.20	\$25.19 \$2,015.20 \$52,395.20	\$25.42 \$2,033.60 \$52,873.60
Steps Hourly Biweekly Annually Steps Hourly	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80	\$25.42 \$2,033.60 \$52,873.60 \$24 \$28.67 \$2,293.60 \$59,633.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92 \$2,313.60	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24 \$2,339.20	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53 \$2,362.40	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80 \$2,384.00	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10 \$2,408.00	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00 30 \$30.42 \$2,433.60	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60 31 \$30.72 \$2,457.60	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01 \$2,480.80	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34 \$2,507.20	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63 \$2,530.40	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96 \$2,556.80	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60 36 \$32.28 \$2,582.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92 \$2,313.60 \$60,153.60	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24 \$2,339.20 \$60,819.20	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53 \$2,362.40 \$61,422.40	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80 \$2,384.00 \$61,984.00	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10 \$2,408.00 \$62,608.00	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00 30 \$30.42 \$2,433.60 \$63,273.60	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60 31 \$30.72 \$2,457.60 \$63,897.60	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01 \$2,480.80 \$64,500.80	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34 \$2,507.20 \$65,187.20	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63 \$2,530.40 \$65,790.40	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96 \$2,556.80 \$66,476.80	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60 36 \$32.28 \$2,582.40 \$67,142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92 \$2,313.60 \$60,153.60	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24 \$2,339.20 \$60,819.20	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53 \$2,362.40 \$61,422.40	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80 \$2,384.00 \$61,984.00	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10 \$2,408.00 \$62,608.00	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00 30 \$30.42 \$2,433.60 \$63,273.60	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60 31 \$30.72 \$2,457.60 \$63,897.60	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01 \$2,480.80 \$64,500.80	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34 \$2,507.20 \$65,187.20	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63 \$2,530.40 \$65,790.40	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96 \$2,556.80 \$66,476.80	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60 36 \$32.28 \$2,582.40 \$67,142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92 \$2,313.60 \$60,153.60	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24 \$2,339.20 \$60,819.20	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53 \$2,362.40 \$61,422.40 39 \$33.26	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80 \$2,384.00 \$61,984.00	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10 \$2,408.00 \$62,608.00	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00 30 \$30.42 \$2,433.60 \$63,273.60	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60 31 \$30.72 \$2,457.60 \$63,897.60	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01 \$2,480.80 \$64,500.80	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34 \$2,507.20 \$65,187.20	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63 \$2,530.40 \$65,790.40	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96 \$2,556.80 \$66,476.80	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60 36 \$32.28 \$2,582.40 \$67,142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92 \$2,313.60 \$60,153.60 37 \$32.62 \$2,609.60	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24 \$2,339.20 \$60,819.20 38 \$32.95 \$2,636.00	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53 \$2,362.40 \$61,422.40 39 \$33.26 \$2,660.80	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80 \$2,384.00 \$61,984.00 40 \$33.62 \$2,689.60	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10 \$2,408.00 \$62,608.00 41 \$33.92 \$2,713.60	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00 30 \$30.42 \$2,433.60 \$63,273.60 42 \$34.28 \$2,742.40	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60 31 \$30.72 \$2,457.60 \$63,897.60 43 \$34.60 \$2,768.00	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01 \$2,480.80 \$64,500.80 44 \$34.96 \$2,796.80	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34 \$2,507.20 \$65,187.20 45 \$35.30 \$2,824.00	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63 \$2,530.40 \$65,790.40	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96 \$2,556.80 \$66,476.80 47 \$36.00 \$2,880.00	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60 36 \$32.28 \$2,582.40 \$67,142.40 48 \$36.38 \$2,910.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92 \$2,313.60 \$60,153.60	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24 \$2,339.20 \$60,819.20	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53 \$2,362.40 \$61,422.40 39 \$33.26	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80 \$2,384.00 \$61,984.00	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10 \$2,408.00 \$62,608.00	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00 30 \$30.42 \$2,433.60 \$63,273.60	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60 31 \$30.72 \$2,457.60 \$63,897.60	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01 \$2,480.80 \$64,500.80	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34 \$2,507.20 \$65,187.20	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63 \$2,530.40 \$65,790.40	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96 \$2,556.80 \$66,476.80	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60 36 \$32.28 \$2,582.40 \$67,142.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92 \$2,313.60 \$60,153.60 37 \$32.62 \$2,609.60	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24 \$2,339.20 \$60,819.20 38 \$32.95 \$2,636.00	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53 \$2,362.40 \$61,422.40 39 \$33.26 \$2,660.80	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80 \$2,384.00 \$61,984.00 40 \$33.62 \$2,689.60	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10 \$2,408.00 \$62,608.00 41 \$33.92 \$2,713.60	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00 30 \$30.42 \$2,433.60 \$63,273.60 42 \$34.28 \$2,742.40	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60 31 \$30.72 \$2,457.60 \$63,897.60 43 \$34.60 \$2,768.00	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01 \$2,480.80 \$64,500.80 44 \$34.96 \$2,796.80	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34 \$2,507.20 \$65,187.20 45 \$35.30 \$2,824.00	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63 \$2,530.40 \$65,790.40	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96 \$2,556.80 \$66,476.80 47 \$36.00 \$2,880.00	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60 36 \$32.28 \$2,582.40 \$67,142.40 48 \$36.38 \$2,910.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92 \$2,313.60 \$60,153.60 37 \$32.62 \$2,609.60 \$67,849.60	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24 \$2,339.20 \$60,819.20 38 \$32.95 \$2,636.00 \$68,536.00	\$23.25 \$1,860.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53 \$2,362.40 \$61,422.40 39 \$33.26 \$2,660.80 \$69,180.80	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80 \$2,384.00 \$61,984.00 40 \$33.62 \$2,689.60 \$69,929.60	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10 \$2,408.00 \$62,608.00 41 \$33.92 \$2,713.60 \$70,553.60	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00 30 \$30.42 \$2,433.60 \$63,273.60 42 \$34.28 \$2,742.40 \$71,302.40	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60 31 \$30.72 \$2,457.60 \$63,897.60 43 \$34.60 \$2,768.00 \$71,968.00	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01 \$2,480.80 \$64,500.80 44 \$34.96 \$2,796.80	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34 \$2,507.20 \$65,187.20 45 \$35.30 \$2,824.00	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63 \$2,530.40 \$65,790.40	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96 \$2,556.80 \$66,476.80 47 \$36.00 \$2,880.00	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60 36 \$32.28 \$2,582.40 \$67,142.40 48 \$36.38 \$2,910.40
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	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92 \$2,313.60 \$60,153.60 37 \$32.62 \$2,609.60 \$67,849.60	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24 \$2,339.20 \$60,819.20 38 \$32.95 \$2,636.00 \$68,536.00	\$23.25 \$1,860.00 \$48,360.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53 \$2,362.40 \$61,422.40 39 \$33.26 \$2,660.80 \$69,180.80 51 \$37.47	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80 \$2,384.00 \$61,984.00 40 \$33.62 \$2,689.60 \$69,929.60	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10 \$2,408.00 \$62,608.00 41 \$33.92 \$2,713.60 \$70,553.60	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00 30 \$30.42 \$2,433.60 \$63,273.60 42 \$34.28 \$2,742.40 \$71,302.40	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60 31 \$30.72 \$2,457.60 \$63,897.60 43 \$34.60 \$2,768.00 \$71,968.00 \$55 \$38.99	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01 \$2,480.80 \$64,500.80 44 \$34.96 \$2,796.80	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34 \$2,507.20 \$65,187.20 45 \$35.30 \$2,824.00	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63 \$2,530.40 \$65,790.40	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96 \$2,556.80 \$66,476.80 47 \$36.00 \$2,880.00	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60 36 \$32.28 \$2,582.40 \$67,142.40 48 \$36.38 \$2,910.40
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	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92 \$2,313.60 \$60,153.60 37 \$32.62 \$2,609.60 \$67,849.60 49 \$36.74 \$2,939.20	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24 \$2,339.20 \$60,819.20 38 \$32.95 \$2,636.00 \$68,536.00 50 \$37.11 \$2,968.80	\$23.25 \$1,860.00 \$48,360.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53 \$2,362.40 \$61,422.40 39 \$33.26 \$2,660.80 \$69,180.80 51 \$37.47 \$2,997.60	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80 \$2,384.00 \$61,984.00 40 \$33.62 \$2,689.60 \$69,929.60 52 \$37.88 \$3,030.40	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10 \$2,408.00 \$62,608.00 41 \$33.92 \$2,713.60 \$70,553.60 53 \$38.22 \$3,057.60	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00 30 \$30.42 \$2,433.60 \$63,273.60 42 \$34.28 \$2,742.40 \$71,302.40 54 \$38.61 \$3,088.80	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60 31 \$30.72 \$2,457.60 \$63,897.60 43 \$34.60 \$2,768.00 \$71,968.00 55 \$38.99 \$3,119.20	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01 \$2,480.80 \$64,500.80 44 \$34.96 \$2,796.80	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34 \$2,507.20 \$65,187.20 45 \$35.30 \$2,824.00	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63 \$2,530.40 \$65,790.40	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96 \$2,556.80 \$66,476.80 47 \$36.00 \$2,880.00	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60 36 \$32.28 \$2,582.40 \$67,142.40 48 \$36.38 \$2,910.40
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	\$22.79 \$1,823.20 \$47,403.20 13 \$25.70 \$2,056.00 \$53,456.00 25 \$28.92 \$2,313.60 \$60,153.60 37 \$32.62 \$2,609.60 \$67,849.60	\$23.02 \$1,841.60 \$47,881.60 14 \$25.92 \$2,073.60 \$53,913.60 26 \$29.24 \$2,339.20 \$60,819.20 38 \$32.95 \$2,636.00 \$68,536.00	\$23.25 \$1,860.00 \$48,360.00 \$48,360.00 15 \$26.19 \$2,095.20 \$54,475.20 27 \$29.53 \$2,362.40 \$61,422.40 39 \$33.26 \$2,660.80 \$69,180.80 51 \$37.47	\$23.49 \$1,879.20 \$48,859.20 16 \$26.47 \$2,117.60 \$55,057.60 28 \$29.80 \$2,384.00 \$61,984.00 40 \$33.62 \$2,689.60 \$69,929.60	\$23.74 \$1,899.20 \$49,379.20 17 \$26.71 \$2,136.80 \$55,556.80 29 \$30.10 \$2,408.00 \$62,608.00 41 \$33.92 \$2,713.60 \$70,553.60	\$23.96 \$1,916.80 \$49,836.80 18 \$27.00 \$2,160.00 \$56,160.00 30 \$30.42 \$2,433.60 \$63,273.60 42 \$34.28 \$2,742.40 \$71,302.40	\$24.19 \$1,935.20 \$50,315.20 19 \$27.27 \$2,181.60 \$56,721.60 31 \$30.72 \$2,457.60 \$63,897.60 43 \$34.60 \$2,768.00 \$71,968.00 \$55 \$38.99	\$24.42 \$1,953.60 \$50,793.60 20 \$27.55 \$2,204.00 \$57,304.00 32 \$31.01 \$2,480.80 \$64,500.80 44 \$34.96 \$2,796.80	\$24.67 \$1,973.60 \$51,313.60 21 \$27.81 \$2,224.80 \$57,844.80 33 \$31.34 \$2,507.20 \$65,187.20 45 \$35.30 \$2,824.00	\$24.94 \$1,995.20 \$51,875.20 22 \$28.06 \$2,244.80 \$58,364.80 34 \$31.63 \$2,530.40 \$65,790.40	\$25.19 \$2,015.20 \$52,395.20 23 \$28.36 \$2,268.80 \$58,988.80 35 \$31.96 \$2,556.80 \$66,476.80 47 \$36.00 \$2,880.00	\$25.42 \$2,033.60 \$52,873.60 24 \$28.67 \$2,293.60 \$59,633.60 36 \$32.28 \$2,582.40 \$67,142.40 48 \$36.38 \$2,910.40

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$25.70	\$25.92	\$26.19	\$26.47	\$26.71	\$27.00	\$27.27	\$27.55	\$27.81	\$28.06	\$28.36	\$28.67
Biweekly	\$2,056.00	\$2,073.60	\$2,095.20	\$2,117.60	\$2,136.80	\$2,160.00	\$2,181.60	\$2,204.00	\$2,224.80	\$2,244.80	\$2,268.80	\$2,293.60
Annually	\$53,456.00	\$53,913.60	\$54,475.20	\$55,057.60	\$55,556.80	\$56,160.00	\$56,721.60	\$57,304.00	\$57,844.80	\$58,364.80	\$58,988.80	\$59,633.60
Ailliually	\$33,430.00	\$33,313.00	334,473.20	\$55,057.00	\$55,550.00	\$30,100.00	\$30,721.00	\$57,50 4 .00	\$57,0 44 .00	\$30,30 4 .80	\$30,300.00	\$55,055.00
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$28.92	\$29.24	\$29.53	\$29.80	\$30.10	\$30.42	\$30.72	\$31.01	\$31.34	\$31.63	\$31.96	\$32.28
Biweekly	\$2,313.60	\$2,339.20	\$2,362.40	\$2,384.00	\$2,408.00	\$2,433.60	\$2,457.60	\$2,480.80	\$2,507.20	\$2,530.40	\$2,556.80	\$2,582.40
Annually	\$60,153.60	\$60,819.20	\$61,422.40	\$61,984.00	\$62,608.00	\$63,273.60	\$63,897.60	\$64,500.80	\$65,187.20	\$65,790.40	\$66,476.80	\$67,142.40
Ailliually	\$00,133.00	300,813.20	301,422.40	301,364.00	302,000.00	\$03,273.00	\$03,637.00	304,300.80	303,187.20	303,730.40	300,470.80	307,142.40
Steps												20
•	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$32.62	\$32.95	\$33.26	\$33.62	\$33.92	\$34.28	\$34.60	\$34.96	\$35.30	\$35.66	\$36.00	\$36.38
Biweekly	\$2,609.60	\$2,636.00	\$2,660.80	\$2,689.60	\$2,713.60	\$2,742.40	\$2,768.00	\$2,796.80	\$2,824.00	\$2,852.80	\$2,880.00	\$2,910.40
Annually	\$67,849.60	\$68,536.00	\$69,180.80	\$69,929.60	\$70,553.60	\$71,302.40	\$71,968.00	\$72,716.80	\$73,424.00	\$74,172.80	\$74,880.00	\$75,670.40
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$36.74	\$37.11	\$37.47	\$37.88	\$38.22	\$38.61	\$38.99	\$39.38	\$39.77	\$40.17	\$40.58	\$41.00
Biweekly	\$2,939.20	\$2,968.80	\$2,997.60	\$3,030.40	\$3,057.60	\$3,088.80	\$3,119.20	\$3,150.40	\$3,181.60	\$3,213.60	\$3,246.40	\$3,280.00
Annually	\$76,419.20	\$77,188.80	\$77,937.60	\$78,790.40	\$79,497.60	\$80,308.80	\$81,099.20	\$81,910.40	\$82,721.60	\$83,553.60	\$84,406.40	\$85,280.00
, 	0.0,.13.20	<i>\$777,</i> 200.00	<i>\$11,551.</i> 66	<i>\$7.0,7.50</i> 0	0,3,13,100	\$50,555.55	401,033.12	QQ1,310Q	\$02,721.00	\$65,555.66	40 1, 1001 10	003,200.00
Steps	49	50	51	52	53	54	55					
Hourly	\$41.37	\$41.81	\$42.23	\$42.63	\$43.07	\$43.49	\$43.92					
Biweekly	\$3,309.60	\$3,344.80	\$3,378.40	\$3,410.40	\$3,445.60	\$3,479.20	\$3,513.60					
Annually	\$86,049.60	\$86,964.80	\$87,838.40	\$88,670.40	\$89,585.60	\$90,459.20	\$91,353.60					
Annually	\$80,049.00	\$80,904.80	\$87,838.40	\$88,070.40	389,383.00	\$90,459.20	391,333.00					
C - 1 76												
Grade 76												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
	1 \$28.92	2 \$29.24	3 \$29.53	4 \$29.80	5 \$30.10	6 \$30.42	7 \$30.72	8 \$31.01	9 \$31.34	10 \$31.63	11 \$31.96	12 \$32.28
Steps Hourly	\$28.92	\$29.24	\$29.53	\$29.80	\$30.10	\$30.42	\$30.72	\$31.01	\$31.34	\$31.63	\$31.96	\$32.28
Steps Hourly Biweekly	\$28.92 \$2,313.60	\$29.24 \$2,339.20	\$29.53 \$2,362.40	\$29.80 \$2,384.00	\$30.10 \$2,408.00	\$30.42 \$2,433.60	\$30.72 \$2,457.60	\$31.01 \$2,480.80	\$31.34 \$2,507.20	\$31.63 \$2,530.40	\$31.96 \$2,556.80	\$32.28 \$2,582.40
Steps Hourly	\$28.92	\$29.24	\$29.53	\$29.80	\$30.10	\$30.42	\$30.72	\$31.01	\$31.34	\$31.63	\$31.96	\$32.28
Steps Hourly Biweekly	\$28.92 \$2,313.60	\$29.24 \$2,339.20	\$29.53 \$2,362.40	\$29.80 \$2,384.00	\$30.10 \$2,408.00	\$30.42 \$2,433.60	\$30.72 \$2,457.60	\$31.01 \$2,480.80	\$31.34 \$2,507.20	\$31.63 \$2,530.40	\$31.96 \$2,556.80	\$32.28 \$2,582.40
Steps Hourly Biweekly Annually Steps	\$28.92 \$2,313.60 \$60,153.60	\$29.24 \$2,339.20 \$60,819.20	\$29.53 \$2,362.40 \$61,422.40	\$29.80 \$2,384.00 \$61,984.00	\$30.10 \$2,408.00 \$62,608.00	\$30.42 \$2,433.60 \$63,273.60	\$30.72 \$2,457.60 \$63,897.60	\$31.01 \$2,480.80 \$64,500.80	\$31.34 \$2,507.20 \$65,187.20	\$31.63 \$2,530.40 \$65,790.40	\$31.96 \$2,556.80 \$66,476.80	\$32.28 \$2,582.40 \$67,142.40
Steps Hourly Biweekly Annually Steps Hourly	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40
Steps Hourly Biweekly Annually Steps Hourly	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80 \$77,188.80	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60 \$77,937.60	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40 \$78,790.40	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60 \$79,497.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80 \$80,308.80	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20 \$81,099.20	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40 \$81,910.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60 \$82,721.60	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60 \$83,553.60	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40 \$84,406.40	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00 \$85,280.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80 \$77,188.80	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60 \$77,937.60	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40 \$78,790.40	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60 \$79,497.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80 \$80,308.80	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20 \$81,099.20	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40 \$81,910.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60 \$82,721.60	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60 \$83,553.60	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40 \$84,406.40	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00 \$85,280.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80 \$77,188.80	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60 \$77,937.60	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40 \$78,790.40	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60 \$79,497.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80 \$80,308.80	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20 \$81,099.20	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40 \$81,910.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60 \$82,721.60	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60 \$83,553.60	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40 \$84,406.40	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00 \$85,280.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80 \$77,188.80	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60 \$77,937.60	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40 \$78,790.40	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60 \$79,497.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80 \$80,308.80	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20 \$81,099.20	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40 \$81,910.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60 \$82,721.60	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60 \$83,553.60	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40 \$84,406.40	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00 \$85,280.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20 \$76,419.20	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80 \$77,188.80	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60 \$77,937.60	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40 \$78,790.40	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60 \$79,497.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80 \$80,308.80	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20 \$81,099.20	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40 \$81,910.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60 \$82,721.60	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60 \$83,553.60	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40 \$84,406.40	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00 \$85,280.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20 \$76,419.20 37 \$41.37 \$3,309.60 \$86,049.60	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80 \$77,188.80 38 \$41.81 \$3,344.80 \$86,964.80	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60 \$77,937.60 39 \$42.23 \$3,378.40 \$87,838.40	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40 \$78,790.40 40 \$42.63 \$3,410.40 \$88,670.40	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60 \$79,497.60 41 \$43.07 \$3,445.60 \$89,585.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80 \$80,308.80 42 \$43.49 \$3,479.20 \$90,459.20	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20 \$81,099.20 43 \$43.92 \$3,513.60 \$91,353.60	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40 \$81,910.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60 \$82,721.60 45 \$44.81 \$3,584.80	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60 \$83,553.60 46 \$45.26 \$3,620.80	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40 \$84,406.40 47 \$45.71 \$3,656.80	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00 \$85,280.00 \$45,280.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20 \$76,419.20 37 \$41.37 \$3,309.60 \$86,049.60	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80 \$77,188.80 38 \$41.81 \$3,344.80 \$86,964.80	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60 \$77,937.60 39 \$42.23 \$3,378.40 \$87,838.40	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40 \$78,790.40 40 \$42.63 \$3,410.40 \$88,670.40	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60 \$79,497.60 41 \$43.07 \$3,445.60 \$89,585.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80 \$80,308.80 42 \$43.49 \$3,479.20 \$90,459.20	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20 \$81,099.20 43 \$43.92 \$3,513.60 \$91,353.60	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40 \$81,910.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60 \$82,721.60 45 \$44.81 \$3,584.80	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60 \$83,553.60 46 \$45.26 \$3,620.80	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40 \$84,406.40 47 \$45.71 \$3,656.80	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00 \$85,280.00 \$45,280.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20 \$76,419.20 37 \$41.37 \$3,309.60 \$86,049.60	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80 \$77,188.80 38 \$41.81 \$3,344.80 \$86,964.80	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60 \$77,937.60 39 \$42.23 \$3,378.40 \$87,838.40	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40 \$78,790.40 40 \$42.63 \$3,410.40 \$88,670.40	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60 \$79,497.60 41 \$43.07 \$3,445.60 \$89,585.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80 \$80,308.80 42 \$43.49 \$3,479.20 \$90,459.20	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20 \$81,099.20 43 \$43.92 \$3,513.60 \$91,353.60	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40 \$81,910.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60 \$82,721.60 45 \$44.81 \$3,584.80	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60 \$83,553.60 46 \$45.26 \$3,620.80	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40 \$84,406.40 47 \$45.71 \$3,656.80	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00 \$85,280.00 \$45,280.00
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	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20 \$76,419.20 37 \$41.37 \$3,309.60 \$86,049.60 49 \$46.63	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80 \$77,188.80 38 \$41.81 \$3,344.80 \$86,964.80 50 \$47.09	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60 \$77,937.60 39 \$42.23 \$3,378.40 \$87,838.40	\$29.80 \$2,384.00 \$61,984.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40 \$78,790.40 40 \$42.63 \$3,410.40 \$88,670.40	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60 \$79,497.60 41 \$43.07 \$3,445.60 \$89,585.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80 \$80,308.80 42 \$43.49 \$3,479.20 \$90,459.20	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20 \$81,099.20 43 \$43.92 \$3,513.60 \$91,353.60	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40 \$81,910.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60 \$82,721.60 45 \$44.81 \$3,584.80	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60 \$83,553.60 46 \$45.26 \$3,620.80	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40 \$84,406.40 47 \$45.71 \$3,656.80	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00 \$85,280.00 \$45,280.00
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	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20 \$76,419.20 37 \$41.37 \$3,309.60 \$86,049.60 49 \$46.63 \$3,730.40	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80 \$77,188.80 38 \$41.81 \$3,344.80 \$86,964.80 50 \$47.09 \$3,767.20	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60 \$77,937.60 39 \$42.23 \$3,378.40 \$87,838.40 51 \$47.56 \$3,804.80	\$29.80 \$2,384.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40 \$78,790.40 40 \$42.63 \$3,410.40 \$88,670.40 52 \$48.05 \$3,844.00	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60 \$79,497.60 41 \$43.07 \$3,445.60 \$89,585.60 53 \$48.53 \$3,882.40	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80 \$80,308.80 42 \$43.49 \$3,479.20 \$90,459.20 54 \$49.02 \$3,921.60	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20 \$81,099.20 43 \$43.92 \$3,513.60 \$91,353.60 55 \$49.51 \$3,960.80	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40 \$81,910.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60 \$82,721.60 45 \$44.81 \$3,584.80	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60 \$83,553.60 46 \$45.26 \$3,620.80	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40 \$84,406.40 47 \$45.71 \$3,656.80	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00 \$85,280.00 \$45,280.00
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	\$28.92 \$2,313.60 \$60,153.60 13 \$32.62 \$2,609.60 \$67,849.60 25 \$36.74 \$2,939.20 \$76,419.20 37 \$41.37 \$3,309.60 \$86,049.60 49 \$46.63	\$29.24 \$2,339.20 \$60,819.20 14 \$32.95 \$2,636.00 \$68,536.00 26 \$37.11 \$2,968.80 \$77,188.80 38 \$41.81 \$3,344.80 \$86,964.80 50 \$47.09	\$29.53 \$2,362.40 \$61,422.40 15 \$33.26 \$2,660.80 \$69,180.80 27 \$37.47 \$2,997.60 \$77,937.60 39 \$42.23 \$3,378.40 \$87,838.40	\$29.80 \$2,384.00 \$61,984.00 \$61,984.00 16 \$33.62 \$2,689.60 \$69,929.60 28 \$37.88 \$3,030.40 \$78,790.40 40 \$42.63 \$3,410.40 \$88,670.40	\$30.10 \$2,408.00 \$62,608.00 17 \$33.92 \$2,713.60 \$70,553.60 29 \$38.22 \$3,057.60 \$79,497.60 41 \$43.07 \$3,445.60 \$89,585.60	\$30.42 \$2,433.60 \$63,273.60 18 \$34.28 \$2,742.40 \$71,302.40 30 \$38.61 \$3,088.80 \$80,308.80 42 \$43.49 \$3,479.20 \$90,459.20	\$30.72 \$2,457.60 \$63,897.60 19 \$34.60 \$2,768.00 \$71,968.00 31 \$38.99 \$3,119.20 \$81,099.20 43 \$43.92 \$3,513.60 \$91,353.60	\$31.01 \$2,480.80 \$64,500.80 20 \$34.96 \$2,796.80 \$72,716.80 32 \$39.38 \$3,150.40 \$81,910.40	\$31.34 \$2,507.20 \$65,187.20 21 \$35.30 \$2,824.00 \$73,424.00 33 \$39.77 \$3,181.60 \$82,721.60 45 \$44.81 \$3,584.80	\$31.63 \$2,530.40 \$65,790.40 22 \$35.66 \$2,852.80 \$74,172.80 34 \$40.17 \$3,213.60 \$83,553.60 46 \$45.26 \$3,620.80	\$31.96 \$2,556.80 \$66,476.80 23 \$36.00 \$2,880.00 \$74,880.00 35 \$40.58 \$3,246.40 \$84,406.40 47 \$45.71 \$3,656.80	\$32.28 \$2,582.40 \$67,142.40 24 \$36.38 \$2,910.40 \$75,670.40 36 \$41.00 \$3,280.00 \$85,280.00 \$45,280.00

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$32.62	\$32.95	\$33.26	\$33.62	\$33.92	\$34.28	\$34.60	\$34.96	\$35.30	\$35.66	\$36.00	\$36.38
Biweekly	\$2,609.60	\$2,636.00	\$2,660.80	\$2,689.60	\$2,713.60	\$2,742.40	\$2,768.00	\$2,796.80	\$2,824.00	\$2,852.80	\$2,880.00	\$2,910.40
Annually	\$67,849.60	\$68,536.00	\$69,180.80	\$69,929.60	\$70,553.60	\$71,302.40	\$71,968.00	\$72,716.80	\$73,424.00	\$74,172.80	\$74,880.00	\$75,670.40
Ailliually	\$07,849.00	\$08,530.00	\$09,180.80	309,929.00	\$70,333.00	371,302.40	\$71,508.00	\$72,710.80	373,424.00	\$74,172.00	\$74,880.00	\$75,070.40
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$36.74	\$37.11	\$37.47	\$37.88	\$38.22	\$38.61	\$38.99	\$39.38	\$39.77	\$40.17	\$40.58	\$41.00
Biweekly	\$2,939.20	\$2,968.80	\$2,997.60	\$3,030.40	\$3,057.60	\$3,088.80	\$3,119.20	\$3,150.40	\$3,181.60	\$3,213.60	\$3,246.40	\$3,280.00
Annually	\$76,419.20	\$77,188.80	\$77,937.60	\$78,790.40	\$79,497.60	\$80,308.80	\$81,099.20	\$81,910.40	\$82,721.60	\$83,553.60	\$84,406.40	\$85,280.00
Ailliually	370,419.20	3//,100.00	377,937.00	376,790.40	379,497.00	300,300.00	301,099.20	361,910.40	302,721.00	303,333.00	364,400.40	303,200.00
Stone												
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$41.37	\$41.81	\$42.23	\$42.63	\$43.07	\$43.49	\$43.92	\$44.38	\$44.81	\$45.26	\$45.71	\$46.16
Biweekly	\$3,309.60	\$3,344.80	\$3,378.40	\$3,410.40	\$3,445.60	\$3,479.20	\$3,513.60	\$3,550.40	\$3,584.80	\$3,620.80	\$3,656.80	\$3,692.80
Annually	\$86,049.60	\$86,964.80	\$87,838.40	\$88,670.40	\$89,585.60	\$90,459.20	\$91,353.60	\$92,310.40	\$93,204.80	\$94,140.80	\$95,076.80	\$96,012.80
•												
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$46.63	\$47.09	\$47.56	\$48.05	\$48.53	\$49.02	\$49.51	\$49.99	\$50.52	\$50.99	\$51.51	\$52.03
Biweekly	\$3,730.40	\$3,767.20	\$3,804.80	\$3,844.00	\$3,882.40	\$3,921.60	\$3,960.80	\$3,999.20	\$4,041.60	\$4,079.20	\$4,120.80	\$4,162.40
Annually	\$96,990.40	\$97,947.20	\$98,924.80	\$99,944.00	\$100,942.40	\$101,961.60	\$102,980.80	\$103,979.20	\$105,081.60	\$106,059.20	\$107,140.80	\$108,222.40
Ailliually	\$30,330.40	337,347.20	330,324.60	333,344.00	3100,342.40	3101,901.00	3102,980.80	3103,979.20	3103,081.00	\$100,039.20	3107,140.00	3106,222.40
Steps	49	50	51	52	53	54	55					
Hourly	\$52.54	\$53.08	\$53.59	\$54.13	\$54.68	\$55.24	\$55.79					
Biweekly	\$4,203.20	\$4,246.40	\$4,287.20	\$4,330.40	\$4,374.40	\$4,419.20	\$4,463.20					
Annually	\$109,283.20	\$110,406.40	\$111,467.20	\$112,590.40	\$113,734.40	\$114,899.20	\$116,043.20					
70												
Grade 78												
	1	2	3	4	5	6	7	8	9	10	11	12
Steps		_	-						-			
Steps Hourly	\$35.66	\$36.00	\$36.38	\$36.74	\$37.11	\$37.47	\$37.88	\$38.22	\$38.61	\$38.99	\$39.38	\$39.77
Steps Hourly Biweekly	\$35.66 \$2,852.80	\$36.00 \$2,880.00	\$36.38 \$2,910.40	\$36.74 \$2,939.20	\$37.11 \$2,968.80	\$37.47 \$2,997.60	\$37.88 \$3,030.40	\$38.22 \$3,057.60	\$38.61 \$3,088.80	\$38.99 \$3,119.20	\$39.38 \$3,150.40	\$39.77 \$3,181.60
Steps Hourly	\$35.66	\$36.00	\$36.38	\$36.74	\$37.11	\$37.47	\$37.88	\$38.22	\$38.61	\$38.99	\$39.38	\$39.77
Steps Hourly Biweekly	\$35.66 \$2,852.80	\$36.00 \$2,880.00	\$36.38 \$2,910.40 \$75,670.40	\$36.74 \$2,939.20	\$37.11 \$2,968.80 \$77,188.80	\$37.47 \$2,997.60 \$77,937.60	\$37.88 \$3,030.40	\$38.22 \$3,057.60	\$38.61 \$3,088.80	\$38.99 \$3,119.20	\$39.38 \$3,150.40	\$39.77 \$3,181.60 \$82,721.60
Steps Hourly Biweekly Annually Steps	\$35.66 \$2,852.80 \$74,172.80	\$36.00 \$2,880.00 \$74,880.00	\$36.38 \$2,910.40 \$75,670.40	\$36.74 \$2,939.20 \$76,419.20	\$37.11 \$2,968.80 \$77,188.80	\$37.47 \$2,997.60 \$77,937.60	\$37.88 \$3,030.40 \$78,790.40	\$38.22 \$3,057.60 \$79,497.60	\$38.61 \$3,088.80 \$80,308.80	\$38.99 \$3,119.20 \$81,099.20	\$39.38 \$3,150.40 \$81,910.40	\$39.77 \$3,181.60 \$82,721.60
Steps Hourly Biweekly Annually Steps Hourly	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17	\$36.00 \$2,880.00 \$74,880.00 14 \$40.58	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60	\$36.00 \$2,880.00 \$74,880.00 14 \$40.58 \$3,246.40	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80
Steps Hourly Biweekly Annually Steps Hourly	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17	\$36.00 \$2,880.00 \$74,880.00 14 \$40.58	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60	\$36.00 \$2,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80 \$94,140.80	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80 \$95,076.80	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80 \$96,012.80	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40 \$96,990.40	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20 \$97,947.20	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80 \$98,924.80	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00 \$99,944.00	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40 \$100,942.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60 \$101,961.60	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20 \$103,979.20	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60 \$105,081.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80 \$94,140.80	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80 \$95,076.80	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80 \$96,012.80	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40 \$96,990.40	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20 \$97,947.20	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80 \$98,924.80	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00 \$99,944.00	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40 \$100,942.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60 \$101,961.60	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20 \$103,979.20	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60 \$105,081.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80 \$94,140.80	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80 \$95,076.80	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80 \$96,012.80	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40 \$96,990.40	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20 \$97,947.20	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80 \$98,924.80	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00 \$99,944.00	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40 \$100,942.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60 \$101,961.60	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20 \$103,979.20	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60 \$105,081.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80 \$94,140.80	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80 \$95,076.80	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80 \$96,012.80	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40 \$96,990.40	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20 \$97,947.20	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80 \$98,924.80	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00 \$99,944.00	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40 \$100,942.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60 \$101,961.60	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20 \$103,979.20	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60 \$105,081.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80 \$94,140.80	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80 \$95,076.80	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80 \$96,012.80	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40 \$96,990.40	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20 \$97,947.20	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80 \$98,924.80	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00 \$99,944.00	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40 \$100,942.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60 \$101,961.60	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20 \$103,979.20	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60 \$105,081.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80 \$94,140.80 37 \$50.99 \$4,079.20 \$106,059.20	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80 \$95,076.80 38 \$51.51 \$4,120.80 \$107,140.80	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80 \$96,012.80 39 \$52.03 \$4,162.40 \$108,222.40	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40 \$96,990.40 40 \$52.54 \$4,203.20 \$109,283.20	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20 \$97,947.20 41 \$53.08 \$4,246.40 \$110,406.40	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80 \$98,924.80 42 \$53.59 \$4,287.20 \$111,467.20	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00 \$99,944.00 43 \$54.13 \$4,330.40 \$112,590.40	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40 \$100,942.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60 \$101,961.60 45 \$55.24 \$4,419.20	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20 \$103,979.20 47 \$56.33 \$4,506.40	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60 \$105,081.60 48 \$56.90 \$4,552.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80 \$94,140.80 37 \$50.99 \$4,079.20 \$106,059.20	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80 \$95,076.80 38 \$51.51 \$4,120.80 \$107,140.80	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80 \$96,012.80 39 \$52.03 \$4,162.40 \$108,222.40	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40 \$96,990.40 40 \$52.54 \$4,203.20 \$109,283.20	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20 \$97,947.20 41 \$53.08 \$4,246.40 \$110,406.40	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80 \$98,924.80 42 \$53.59 \$4,287.20 \$111,467.20	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00 \$99,944.00 43 \$54.13 \$4,330.40 \$112,590.40	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40 \$100,942.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60 \$101,961.60 45 \$55.24 \$4,419.20	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20 \$103,979.20 47 \$56.33 \$4,506.40	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60 \$105,081.60 48 \$56.90 \$4,552.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80 \$94,140.80 37 \$50.99 \$4,079.20 \$106,059.20	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80 \$95,076.80 38 \$51.51 \$4,120.80 \$107,140.80	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80 \$96,012.80 39 \$52.03 \$4,162.40 \$108,222.40	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40 \$96,990.40 40 \$52.54 \$4,203.20 \$109,283.20	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20 \$97,947.20 41 \$53.08 \$4,246.40 \$110,406.40	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80 \$98,924.80 42 \$53.59 \$4,287.20 \$111,467.20	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00 \$99,944.00 43 \$54.13 \$4,330.40 \$112,590.40	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40 \$100,942.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60 \$101,961.60 45 \$55.24 \$4,419.20	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20 \$103,979.20 47 \$56.33 \$4,506.40	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60 \$105,081.60 48 \$56.90 \$4,552.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80 \$94,140.80 37 \$50.99 \$4,079.20 \$106,059.20	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80 \$95,076.80 38 \$51.51 \$4,120.80 \$107,140.80	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80 \$96,012.80 39 \$52.03 \$4,162.40 \$108,222.40	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40 \$96,990.40 40 \$52.54 \$4,203.20 \$109,283.20	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20 \$97,947.20 41 \$53.08 \$4,246.40 \$110,406.40	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80 \$98,924.80 42 \$53.59 \$4,287.20 \$111,467.20	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00 \$99,944.00 43 \$54.13 \$4,330.40 \$112,590.40	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40 \$100,942.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60 \$101,961.60 45 \$55.24 \$4,419.20	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20 \$103,979.20 47 \$56.33 \$4,506.40	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60 \$105,081.60 48 \$56.90 \$4,552.00
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	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80 \$94,140.80 37 \$50.99 \$4,079.20 \$106,059.20 49 \$57.48 \$4,598.40	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80 \$95,076.80 38 \$51.51 \$4,120.80 \$107,140.80 50 \$58.05 \$4,644.00	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80 \$96,012.80 39 \$52.03 \$4,162.40 \$108,222.40 51 \$58.62 \$4,689.60	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40 \$96,990.40 40 \$52.54 \$4,203.20 \$109,283.20 52 \$59.22 \$4,737.60	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20 \$97,947.20 41 \$53.08 \$4,246.40 \$110,406.40 53 \$59.82 \$4,785.60	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80 \$98,924.80 42 \$53.59 \$4,287.20 \$111,467.20 54 \$60.39 \$4,831.20	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00 \$99,944.00 43 \$54.13 \$4,330.40 \$112,590.40 55 \$61.01 \$4,880.80	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40 \$100,942.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60 \$101,961.60 45 \$55.24 \$4,419.20	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20 \$103,979.20 47 \$56.33 \$4,506.40	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60 \$105,081.60 48 \$56.90 \$4,552.00
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	\$35.66 \$2,852.80 \$74,172.80 13 \$40.17 \$3,213.60 \$83,553.60 25 \$45.26 \$3,620.80 \$94,140.80 37 \$50.99 \$4,079.20 \$106,059.20	\$36.00 \$2,880.00 \$74,880.00 \$74,880.00 14 \$40.58 \$3,246.40 \$84,406.40 26 \$45.71 \$3,656.80 \$95,076.80 38 \$51.51 \$4,120.80 \$107,140.80	\$36.38 \$2,910.40 \$75,670.40 15 \$41.00 \$3,280.00 \$85,280.00 27 \$46.16 \$3,692.80 \$96,012.80 39 \$52.03 \$4,162.40 \$108,222.40	\$36.74 \$2,939.20 \$76,419.20 16 \$41.37 \$3,309.60 \$86,049.60 28 \$46.63 \$3,730.40 \$96,990.40 40 \$52.54 \$4,203.20 \$109,283.20 \$59.22	\$37.11 \$2,968.80 \$77,188.80 17 \$41.81 \$3,344.80 \$86,964.80 29 \$47.09 \$3,767.20 \$97,947.20 41 \$53.08 \$4,246.40 \$110,406.40	\$37.47 \$2,997.60 \$77,937.60 18 \$42.23 \$3,378.40 \$87,838.40 30 \$47.56 \$3,804.80 \$98,924.80 42 \$53.59 \$4,287.20 \$111,467.20	\$37.88 \$3,030.40 \$78,790.40 19 \$42.63 \$3,410.40 \$88,670.40 31 \$48.05 \$3,844.00 \$99,944.00 43 \$54.13 \$4,330.40 \$112,590.40	\$38.22 \$3,057.60 \$79,497.60 20 \$43.07 \$3,445.60 \$89,585.60 32 \$48.53 \$3,882.40 \$100,942.40	\$38.61 \$3,088.80 \$80,308.80 21 \$43.49 \$3,479.20 \$90,459.20 33 \$49.02 \$3,921.60 \$101,961.60 45 \$55.24 \$4,419.20	\$38.99 \$3,119.20 \$81,099.20 22 \$43.92 \$3,513.60 \$91,353.60 34 \$49.51 \$3,960.80 \$102,980.80	\$39.38 \$3,150.40 \$81,910.40 23 \$44.38 \$3,550.40 \$92,310.40 35 \$49.99 \$3,999.20 \$103,979.20 47 \$56.33 \$4,506.40	\$39.77 \$3,181.60 \$82,721.60 24 \$44.81 \$3,584.80 \$93,204.80 36 \$50.52 \$4,041.60 \$105,081.60 48 \$56.90 \$4,552.00

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps	1	2	3	4	5	6	7	8	9	10	11	12
Hourly	\$38.99	\$39.38	\$39.77	\$40.17	\$40.58	\$41.00	\$41.37	\$41.81	\$42.23	\$42.63	\$43.07	\$43.49
Biweekly	\$3,119.20	\$3,150.40	\$3,181.60	\$3,213.60	\$3,246.40	\$3,280.00	\$3,309.60	\$3,344.80	\$3,378.40	\$3,410.40	\$3,445.60	\$3,479.20
Annually	\$81,099.20	\$81,910.40	\$82,721.60	\$83,553.60	\$84,406.40	\$85,280.00	\$86,049.60	\$86,964.80	\$87,838.40	\$88,670.40	\$89,585.60	\$90,459.20
rumuuny	Q01,033.20	Q01,510.10	Q02,721.00	403,333.00	ÇC 1, 100. 10	\$03,200.00	Ç00,0 13.00	Ç00,50 1.00	Ç07,030.10	\$00,070.10	\$65,565.66	430, 133.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly	\$43.92	\$44.38	\$44.81	\$45.26	\$45.71	\$46.16	\$46.63	\$47.09	\$47.56	\$48.05	\$48.53	\$49.02
Biweekly	\$3,513.60	\$3,550.40	\$3,584.80	\$3,620.80	\$3,656.80	\$3,692.80	\$3,730.40	\$3,767.20	\$3,804.80	\$3,844.00	\$3,882.40	\$3,921.60
Annually	\$91,353.60	\$92,310.40	\$93,204.80	\$94,140.80	\$95,076.80	\$96,012.80	\$96,990.40	\$97,947.20	\$98,924.80	\$99,944.00	\$100,942.40	\$101,961.60
,,	70-/	**-/**	700,20		***************************************	***************************************	***************************************	***************************************	*****		*======================================	
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$49.51	\$49.99	\$50.52	\$50.99	\$51.51	\$52.03	\$52.54	\$53.08	\$53.59	\$54.13	\$54.68	\$55.24
Biweekly	\$3,960.80	\$3,999.20	\$4,041.60	\$4,079.20	\$4,120.80	\$4,162.40	\$4,203.20	\$4,246.40	\$4,287.20	\$4,330.40	\$4,374.40	\$4,419.20
Annually	\$102,980.80	\$103,979.20	\$105,081.60	\$106,059.20	\$107,140.80	\$108,222.40	\$109,283.20	\$110,406.40	\$111,467.20	\$112,590.40	\$113,734.40	\$114,899.20
Steps												••
•	37	38	39	40 \$57.48	41 \$58.05	42	43	44	45	46	47	48 \$62.24
Hourly	\$55.79	\$56.33	\$56.90			\$58.62	\$59.22	\$59.82	\$60.39	\$61.01	\$61.64	
Biweekly	\$4,463.20	\$4,506.40	\$4,552.00	\$4,598.40	\$4,644.00	\$4,689.60	\$4,737.60	\$4,785.60	\$4,831.20	\$4,880.80	\$4,931.20	\$4,979.20
Annually	\$116,043.20	\$117,166.40	\$118,352.00	\$119,558.40	\$120,744.00	\$121,929.60	\$123,177.60	\$124,425.60	\$125,611.20	\$126,900.80	\$128,211.20	\$129,459.20
Steps	49	50	51	52	53	54	55					
Hourly	\$62.86	\$63.48	\$64.13	\$64.79	\$65.44	\$66.07	\$66.74					
Biweekly	\$5,028.80	\$5,078.40	\$5,130.40	\$5,183.20	\$5,235.20	\$5,285.60	\$5,339.20					
Annually	\$130,748.80	\$132,038.40	\$133,390.40	\$134,763.20	\$136,115.20	\$137,425.60	\$138,819.20					
00												
Grade 80												
	1	2	3	4	5	6	7	8	9	10	11	12
Grade 8U Steps Hourly	1 \$42.23	2 \$42.63	3 \$43.07	4 \$43.49	5 \$43.92	6 \$44.38	7 \$44.81	8 \$45.26	9 \$45.71	10 \$46.16	11 \$46.63	12 \$47.09
Steps Hourly	\$42.23	\$42.63	\$43.07	\$43.49	\$43.92	\$44.38	\$44.81	\$45.26	\$45.71	\$46.16	\$46.63	\$47.09
Steps Hourly Biweekly	\$42.23 \$3,378.40	\$42.63 \$3,410.40	\$43.07 \$3,445.60	\$43.49 \$3,479.20	\$43.92 \$3,513.60	\$44.38 \$3,550.40	\$44.81 \$3,584.80	\$45.26 \$3,620.80	\$45.71 \$3,656.80	\$46.16 \$3,692.80	\$46.63 \$3,730.40	\$47.09 \$3,767.20
Steps Hourly	\$42.23	\$42.63	\$43.07	\$43.49	\$43.92	\$44.38	\$44.81	\$45.26	\$45.71	\$46.16	\$46.63	\$47.09
Steps Hourly Biweekly	\$42.23 \$3,378.40	\$42.63 \$3,410.40	\$43.07 \$3,445.60	\$43.49 \$3,479.20	\$43.92 \$3,513.60	\$44.38 \$3,550.40	\$44.81 \$3,584.80	\$45.26 \$3,620.80	\$45.71 \$3,656.80	\$46.16 \$3,692.80	\$46.63 \$3,730.40	\$47.09 \$3,767.20
Steps Hourly Biweekly Annually	\$42.23 \$3,378.40 \$87,838.40	\$42.63 \$3,410.40 \$88,670.40	\$43.07 \$3,445.60 \$89,585.60	\$43.49 \$3,479.20 \$90,459.20	\$43.92 \$3,513.60 \$91,353.60	\$44.38 \$3,550.40 \$92,310.40	\$44.81 \$3,584.80 \$93,204.80	\$45.26 \$3,620.80 \$94,140.80	\$45.71 \$3,656.80 \$95,076.80	\$46.16 \$3,692.80 \$96,012.80	\$46.63 \$3,730.40 \$96,990.40	\$47.09 \$3,767.20 \$97,947.20
Steps Hourly Biweekly Annually Steps	\$42.23 \$3,378.40 \$87,838.40	\$42.63 \$3,410.40 \$88,670.40	\$43.07 \$3,445.60 \$89,585.60	\$43.49 \$3,479.20 \$90,459.20	\$43.92 \$3,513.60 \$91,353.60	\$44.38 \$3,550.40 \$92,310.40	\$44.81 \$3,584.80 \$93,204.80	\$45.26 \$3,620.80 \$94,140.80	\$45.71 \$3,656.80 \$95,076.80	\$46.16 \$3,692.80 \$96,012.80	\$46.63 \$3,730.40 \$96,990.40	\$47.09 \$3,767.20 \$97,947.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40
Steps Hourly Biweekly Annually Steps Hourly	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59 \$4,287.20	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13 \$4,330.40	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68 \$4,374.40	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24 \$4,419.20	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79 \$4,463.20	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33 \$4,506.40	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90 \$4,552.00	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48 \$4,598.40	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05 \$4,644.00	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40 34 \$58.62 \$4,689.60	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22 \$4,737.60	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82 \$4,785.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59 \$4,287.20 \$111,467.20	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13 \$4,330.40 \$112,590.40	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68 \$4,374.40 \$113,734.40	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24 \$4,419.20 \$114,899.20	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79 \$4,463.20 \$116,043.20	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33 \$4,506.40 \$117,166.40	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90 \$4,552.00 \$118,352.00	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48 \$4,598.40 \$119,558.40	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05 \$4,644.00 \$120,744.00	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40 34 \$58.62 \$4,689.60 \$121,929.60	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22 \$4,737.60 \$123,177.60	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82 \$4,785.60 \$124,425.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59 \$4,287.20 \$111,467.20	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13 \$4,330.40 \$112,590.40	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68 \$4,374.40 \$113,734.40	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24 \$4,419.20 \$114,899.20	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79 \$4,463.20 \$116,043.20	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33 \$4,506.40 \$117,166.40	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90 \$4,552.00 \$118,352.00	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48 \$4,598.40 \$119,558.40	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05 \$4,644.00 \$120,744.00	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40 34 \$58.62 \$4,689.60 \$121,929.60	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22 \$4,737.60 \$123,177.60	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82 \$4,785.60 \$124,425.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59 \$4,287.20 \$111,467.20	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13 \$4,330.40 \$112,590.40	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68 \$4,374.40 \$113,734.40	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24 \$4,419.20 \$114,899.20	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79 \$4,463.20 \$116,043.20	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33 \$4,506.40 \$117,166.40	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90 \$4,552.00 \$118,352.00	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48 \$4,598.40 \$119,558.40	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05 \$4,644.00 \$120,744.00	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40 34 \$58.62 \$4,689.60 \$121,929.60	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22 \$4,737.60 \$123,177.60	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82 \$4,785.60 \$124,425.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59 \$4,287.20 \$111,467.20 37 \$60.39 \$4,831.20	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13 \$4,330.40 \$112,590.40 38 \$61.01 \$4,880.80	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68 \$4,374.40 \$113,734.40 39 \$61.64 \$4,931.20	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24 \$4,419.20 \$114,899.20 40 \$62.24 \$4,979.20	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79 \$4,463.20 \$116,043.20 41 \$62.86 \$5,028.80	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33 \$4,506.40 \$117,166.40 42 \$63.48 \$5,078.40	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90 \$4,552.00 \$118,352.00 43 \$64.13 \$5,130.40	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48 \$4,598.40 \$119,558.40 44 \$64.79 \$5,183.20	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05 \$4,644.00 \$120,744.00 45 \$65.44 \$5,235.20	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40 34 \$58.62 \$4,689.60 \$121,929.60 46 \$66.07 \$5,285.60	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22 \$4,737.60 \$123,177.60	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82 \$4,785.60 \$124,425.60 48 \$67.42 \$5,393.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59 \$4,287.20 \$111,467.20	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13 \$4,330.40 \$112,590.40	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68 \$4,374.40 \$113,734.40	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24 \$4,419.20 \$114,899.20	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79 \$4,463.20 \$116,043.20	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33 \$4,506.40 \$117,166.40	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90 \$4,552.00 \$118,352.00	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48 \$4,598.40 \$119,558.40	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05 \$4,644.00 \$120,744.00	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40 34 \$58.62 \$4,689.60 \$121,929.60	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22 \$4,737.60 \$123,177.60	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82 \$4,785.60 \$124,425.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Annually	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59 \$4,287.20 \$111,467.20 37 \$60.39 \$4,831.20 \$125,611.20	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13 \$4,330.40 \$112,590.40 38 \$61.01 \$4,880.80 \$126,900.80	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68 \$4,374.40 \$113,734.40 39 \$61.64 \$4,931.20 \$128,211.20	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24 \$4,419.20 \$114,899.20 40 \$62.24 \$4,979.20 \$129,459.20	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79 \$4,463.20 \$116,043.20 41 \$62.86 \$5,028.80 \$130,748.80	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33 \$4,506.40 \$117,166.40 42 \$63.48 \$5,078.40 \$132,038.40	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90 \$4,552.00 \$118,352.00 43 \$64.13 \$5,130.40 \$133,390.40	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48 \$4,598.40 \$119,558.40 44 \$64.79 \$5,183.20	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05 \$4,644.00 \$120,744.00 45 \$65.44 \$5,235.20	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40 34 \$58.62 \$4,689.60 \$121,929.60 46 \$66.07 \$5,285.60	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22 \$4,737.60 \$123,177.60	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82 \$4,785.60 \$124,425.60 48 \$67.42 \$5,393.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59 \$4,287.20 \$111,467.20 37 \$60.39 \$4,831.20 \$125,611.20	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13 \$4,330.40 \$112,590.40 38 \$61.01 \$4,880.80 \$126,900.80	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68 \$4,374.40 \$113,734.40 39 \$61.64 \$4,931.20 \$128,211.20	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24 \$4,419.20 \$114,899.20 40 \$62.24 \$4,979.20 \$129,459.20	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79 \$4,463.20 \$116,043.20 41 \$62.86 \$5,028.80 \$130,748.80	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33 \$4,506.40 \$117,166.40 42 \$63.48 \$5,078.40 \$132,038.40	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90 \$4,552.00 \$118,352.00 43 \$64.13 \$5,130.40 \$133,390.40	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48 \$4,598.40 \$119,558.40 44 \$64.79 \$5,183.20	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05 \$4,644.00 \$120,744.00 45 \$65.44 \$5,235.20	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40 34 \$58.62 \$4,689.60 \$121,929.60 46 \$66.07 \$5,285.60	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22 \$4,737.60 \$123,177.60	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82 \$4,785.60 \$124,425.60 48 \$67.42 \$5,393.60
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	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59 \$4,287.20 \$111,467.20 37 \$60.39 \$4,831.20 \$125,611.20	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13 \$4,330.40 \$112,590.40 38 \$61.01 \$4,880.80 \$126,900.80 50 \$68.76	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68 \$4,374.40 \$113,734.40 39 \$61.64 \$4,931.20 \$128,211.20	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24 \$4,419.20 \$114,899.20 40 \$62.24 \$4,979.20 \$129,459.20	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79 \$4,463.20 \$116,043.20 41 \$62.86 \$5,028.80 \$130,748.80 53 \$70.86	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33 \$4,506.40 \$117,166.40 42 \$63.48 \$5,078.40 \$132,038.40	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90 \$4,552.00 \$118,352.00 43 \$64.13 \$5,130.40 \$133,390.40	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48 \$4,598.40 \$119,558.40 44 \$64.79 \$5,183.20	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05 \$4,644.00 \$120,744.00 45 \$65.44 \$5,235.20	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40 34 \$58.62 \$4,689.60 \$121,929.60 46 \$66.07 \$5,285.60	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22 \$4,737.60 \$123,177.60	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82 \$4,785.60 \$124,425.60 48 \$67.42 \$5,393.60
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	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59 \$4,287.20 \$111,467.20 37 \$60.39 \$4,831.20 \$125,611.20 49 \$68.09 \$5,447.20	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13 \$4,330.40 \$112,590.40 38 \$61.01 \$4,880.80 \$126,900.80 50 \$68.76 \$5,500.80	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68 \$4,374.40 \$113,734.40 \$113,734.40 \$128,211.20 51 \$69.43 \$5,554.40	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24 \$4,419.20 \$114,899.20 40 \$62.24 \$4,979.20 \$129,459.20 52 \$70.14 \$5,611.20	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79 \$4,463.20 \$116,043.20 41 \$62.86 \$5,028.80 \$130,748.80 53 \$70.86 \$5,668.80	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33 \$4,506.40 \$117,166.40 42 \$63.48 \$5,078.40 \$132,038.40	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90 \$4,552.00 \$118,352.00 43 \$64.13 \$5,130.40 \$133,390.40 55 \$72.26 \$5,780.80	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48 \$4,598.40 \$119,558.40 44 \$64.79 \$5,183.20	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05 \$4,644.00 \$120,744.00 45 \$65.44 \$5,235.20	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40 34 \$58.62 \$4,689.60 \$121,929.60 46 \$66.07 \$5,285.60	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22 \$4,737.60 \$123,177.60	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82 \$4,785.60 \$124,425.60 48 \$67.42 \$5,393.60
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	\$42.23 \$3,378.40 \$87,838.40 13 \$47.56 \$3,804.80 \$98,924.80 25 \$53.59 \$4,287.20 \$111,467.20 37 \$60.39 \$4,831.20 \$125,611.20	\$42.63 \$3,410.40 \$88,670.40 14 \$48.05 \$3,844.00 \$99,944.00 26 \$54.13 \$4,330.40 \$112,590.40 38 \$61.01 \$4,880.80 \$126,900.80 50 \$68.76	\$43.07 \$3,445.60 \$89,585.60 15 \$48.53 \$3,882.40 \$100,942.40 27 \$54.68 \$4,374.40 \$113,734.40 39 \$61.64 \$4,931.20 \$128,211.20	\$43.49 \$3,479.20 \$90,459.20 16 \$49.02 \$3,921.60 \$101,961.60 28 \$55.24 \$4,419.20 \$114,899.20 40 \$62.24 \$4,979.20 \$129,459.20	\$43.92 \$3,513.60 \$91,353.60 17 \$49.51 \$3,960.80 \$102,980.80 29 \$55.79 \$4,463.20 \$116,043.20 41 \$62.86 \$5,028.80 \$130,748.80 53 \$70.86	\$44.38 \$3,550.40 \$92,310.40 18 \$49.99 \$3,999.20 \$103,979.20 30 \$56.33 \$4,506.40 \$117,166.40 42 \$63.48 \$5,078.40 \$132,038.40	\$44.81 \$3,584.80 \$93,204.80 19 \$50.52 \$4,041.60 \$105,081.60 31 \$56.90 \$4,552.00 \$118,352.00 43 \$64.13 \$5,130.40 \$133,390.40	\$45.26 \$3,620.80 \$94,140.80 20 \$50.99 \$4,079.20 \$106,059.20 32 \$57.48 \$4,598.40 \$119,558.40 44 \$64.79 \$5,183.20	\$45.71 \$3,656.80 \$95,076.80 21 \$51.51 \$4,120.80 \$107,140.80 33 \$58.05 \$4,644.00 \$120,744.00 45 \$65.44 \$5,235.20	\$46.16 \$3,692.80 \$96,012.80 22 \$52.03 \$4,162.40 \$108,222.40 34 \$58.62 \$4,689.60 \$121,929.60 46 \$66.07 \$5,285.60	\$46.63 \$3,730.40 \$96,990.40 23 \$52.54 \$4,203.20 \$109,283.20 35 \$59.22 \$4,737.60 \$123,177.60	\$47.09 \$3,767.20 \$97,947.20 24 \$53.08 \$4,246.40 \$110,406.40 36 \$59.82 \$4,785.60 \$124,425.60 48 \$67.42 \$5,393.60

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps Hourly Biweekly Annually	\$46.16 \$3,692.80 \$96,012.80	\$46.63 \$3,730.40 \$96,990.40	\$47.09 \$3,767.20 \$97,947.20	\$47.56 \$3,804.80 \$98,924.80	\$48.05 \$3,844.00 \$99,944.00	\$48.53 \$3,882.40 \$100,942.40	\$49.02 \$3,921.60 \$101,961.60	\$49.51 \$3,960.80 \$102,980.80	\$49.99 \$3,999.20 \$103,979.20	\$50.52 \$4,041.60 \$105,081.60	\$50.99 \$4,079.20 \$106,059.20	\$51.51 \$4,120.80 \$107,140.80
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly Annually	\$52.03 \$4,162.40 \$108,222.40	\$52.54 \$4,203.20 \$109,283.20	\$53.08 \$4,246.40 \$110,406.40	\$53.59 \$4,287.20 \$111,467.20	\$54.13 \$4,330.40 \$112,590.40	\$54.68 \$4,374.40 \$113,734.40	\$55.24 \$4,419.20 \$114,899.20	\$55.79 \$4,463.20 \$116,043.20	\$56.33 \$4,506.40 \$117,166.40	\$56.90 \$4,552.00 \$118,352.00	\$57.48 \$4,598.40 \$119,558.40	\$58.05 \$4,644.00 \$120,744.00
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$58.62	\$59.22	\$59.82	\$60.39	\$61.01	\$61.64	\$62.24	\$62.86	\$63.48	\$64.13	\$64.79	\$65.44
Biweekly	\$4,689.60	\$4,737.60	\$4,785.60	\$4,831.20	\$4,880.80	\$4,931.20	\$4,979.20	\$5,028.80	\$5,078.40	\$5,130.40	\$5,183.20	\$5,235.20
Annually	\$121,929.60	\$123,177.60	\$124,425.60	\$125,611.20	\$126,900.80	\$128,211.20	\$129,459.20	\$130,748.80	\$132,038.40	\$133,390.40	\$134,763.20	\$136,115.20
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly	\$66.07	\$66.74	\$67.42	\$68.09	\$68.76	\$69.43	\$70.14	\$70.86	\$71.55	\$72.26	\$72.99	\$73.72
Biweekly Annually	\$5,285.60 \$137,425.60	\$5,339.20 \$138,819.20	\$5,393.60 \$140,233.60	\$5,447.20 \$141,627.20	\$5,500.80 \$143,020.80	\$5,554.40 \$144,414.40	\$5,611.20 \$145,891.20	\$5,668.80 \$147,388.80	\$5,724.00 \$148,824.00	\$5,780.80 \$150,300.80	\$5,839.20 \$151,819.20	\$5,897.60 \$153,337.60
Steps	49	50	51	52	53	54	55					
Hourly	\$74.46	\$75.19	\$75.95	\$76.72	\$77.49	\$78.26	\$79.01					
Biweekly	\$5,956.80	\$6,015.20	\$6,076.00	\$6,137.60	\$6,199.20	\$6,260.80	\$6,320.80					
Annually	\$154,876.80	\$156,395.20	\$157,976.00	\$159,577.60	\$161,179.20	\$162,780.80	\$164,340.80					
Grade 82												
Graue 02												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$52.03	\$52.54	\$53.08	\$53.59	\$54.13	\$54.68	\$55.24	\$55.79	\$56.33	\$56.90	\$57.48	\$58.05
Steps Hourly Biweekly	\$52.03 \$4,162.40	\$52.54 \$4,203.20	\$53.08 \$4,246.40	\$53.59 \$4,287.20	\$54.13 \$4,330.40	\$54.68 \$4,374.40	\$55.24 \$4,419.20	\$55.79 \$4,463.20	\$56.33 \$4,506.40	\$56.90 \$4,552.00	\$57.48 \$4,598.40	\$58.05 \$4,644.00
Steps Hourly	\$52.03	\$52.54	\$53.08	\$53.59	\$54.13	\$54.68	\$55.24	\$55.79	\$56.33	\$56.90	\$57.48	\$58.05
Steps Hourly Biweekly	\$52.03 \$4,162.40	\$52.54 \$4,203.20	\$53.08 \$4,246.40	\$53.59 \$4,287.20	\$54.13 \$4,330.40	\$54.68 \$4,374.40	\$55.24 \$4,419.20	\$55.79 \$4,463.20	\$56.33 \$4,506.40	\$56.90 \$4,552.00	\$57.48 \$4,598.40	\$58.05 \$4,644.00
Steps Hourly Biweekly Annually	\$52.03 \$4,162.40 \$108,222.40	\$52.54 \$4,203.20 \$109,283.20	\$53.08 \$4,246.40 \$110,406.40	\$53.59 \$4,287.20 \$111,467.20	\$54.13 \$4,330.40 \$112,590.40	\$54.68 \$4,374.40 \$113,734.40	\$55.24 \$4,419.20 \$114,899.20	\$55.79 \$4,463.20 \$116,043.20	\$56.33 \$4,506.40 \$117,166.40	\$56.90 \$4,552.00 \$118,352.00	\$57.48 \$4,598.40 \$119,558.40	\$58.05 \$4,644.00 \$120,744.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20	\$55.79 \$4,463.20 \$116,043.20 20 \$62.86 \$5,028.80	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40	\$56.90 \$4,552.00 \$118,352.00 22 \$64.13 \$5,130.40	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20
Steps Hourly Biweekly Annually Steps Hourly	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24	\$55.79 \$4,463.20 \$116,043.20 20 \$62.86	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48	\$56.90 \$4,552.00 \$118,352.00 22 \$64.13	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20	\$55.79 \$4,463.20 \$116,043.20 20 \$62.86 \$5,028.80	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40	\$56.90 \$4,552.00 \$118,352.00 22 \$64.13 \$5,130.40	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20 \$136,115.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60 \$121,929.60	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60 \$123,177.60	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60 \$124,425.60	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20 \$125,611.20	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80 \$126,900.80	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20 \$128,211.20	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20 \$129,459.20	\$55.79 \$4,463.20 \$116,043.20 20 \$62.86 \$5,028.80 \$130,748.80	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40 \$132,038.40	\$56.90 \$4,552.00 \$118,352.00 22 \$64.13 \$5,130.40 \$133,390.40	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20 \$134,763.20	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60 \$121,929.60	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60 \$123,177.60	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60 \$124,425.60	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20 \$125,611.20	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80 \$126,900.80	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20 \$128,211.20	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20 \$129,459.20	\$55.79 \$4,463.20 \$116,043.20 20 \$62.86 \$5,028.80 \$130,748.80	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40 \$132,038.40	\$56.90 \$4,552.00 \$118,352.00 \$22 \$64.13 \$5,130.40 \$133,390.40	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20 \$134,763.20	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20 \$136,115.20
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60 \$121,929.60 25 \$66.07	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60 \$123,177.60	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60 \$124,425.60 27 \$67.42	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20 \$125,611.20 28 \$68.09	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80 \$126,900.80 29 \$68.76	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20 \$128,211.20 30 \$69.43	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20 \$129,459.20 31 \$70.14	\$55.79 \$4,463.20 \$116,043.20 20 \$62.86 \$5,028.80 \$130,748.80 32 \$70.86	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40 \$132,038.40	\$56.90 \$4,552.00 \$118,352.00 \$22 \$64.13 \$5,130.40 \$133,390.40 34 \$72.26	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20 \$134,763.20 35 \$72.99	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20 \$136,115.20 36 \$73.72
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60 \$121,929.60 25 \$66.07 \$5,285.60 \$137,425.60	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60 \$123,177.60 26 \$66.74 \$5,339.20 \$138,819.20	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60 \$124,425.60 27 \$67.42 \$5,393.60 \$140,233.60	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20 \$125,611.20 28 \$68.09 \$5,447.20 \$141,627.20	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80 \$126,900.80 29 \$68.76 \$5,500.80 \$143,020.80	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20 \$128,211.20 30 \$69.43 \$5,554.40 \$144,414.40	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20 \$129,459.20 31 \$70.14 \$5,611.20 \$145,891.20	\$55.79 \$4,463.20 \$116,043.20 \$62.86 \$5,028.80 \$130,748.80 \$70.86 \$5,668.80 \$147,388.80	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40 \$132,038.40 33 \$71.55 \$5,724.00 \$148,824.00	\$56.90 \$4,552.00 \$118,352.00 \$118,352.00 \$22 \$64.13 \$5,130.40 \$133,390.40 \$4 \$72.26 \$5,780.80 \$150,300.80	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20 \$134,763.20 35 \$72.99 \$5,839.20 \$151,819.20	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20 \$136,115.20 36 \$73.72 \$5,897.60 \$153,337.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60 \$121,929.60 25 \$66.07 \$5,285.60	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60 \$123,177.60 26 \$66.74 \$5,339.20	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60 \$124,425.60 27 \$67.42 \$5,393.60	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20 \$125,611.20 28 \$68.09 \$5,447.20	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80 \$126,900.80 29 \$68.76 \$5,500.80 \$143,020.80	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20 \$128,211.20 30 \$69.43 \$5,554.40	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20 \$129,459.20 31 \$70.14 \$5,611.20	\$55.79 \$4,463.20 \$116,043.20 20 \$62.86 \$5,028.80 \$130,748.80 32 \$70.86 \$5,668.80	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40 \$132,038.40 33 \$71.55 \$5,724.00	\$56.90 \$4,552.00 \$118,352.00 \$22 \$64.13 \$5,130.40 \$133,390.40 34 \$72.26 \$5,780.80	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20 \$134,763.20 35 \$72.99 \$5,839.20 \$151,819.20	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20 \$136,115.20 36 \$73.72 \$5,897.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60 \$121,929.60 25 \$66.07 \$5,285.60 \$137,425.60	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60 \$123,177.60 26 \$66.74 \$5,339.20 \$138,819.20	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60 \$124,425.60 27 \$67.42 \$5,393.60 \$140,233.60	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20 \$125,611.20 28 \$68.09 \$5,447.20 \$141,627.20	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80 \$126,900.80 29 \$68.76 \$5,500.80 \$143,020.80	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20 \$128,211.20 30 \$69.43 \$5,554.40 \$144,414.40	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20 \$129,459.20 31 \$70.14 \$5,611.20 \$145,891.20	\$55.79 \$4,463.20 \$116,043.20 20 \$62.86 \$5,028.80 \$130,748.80 32 \$70.86 \$5,668.80 \$147,388.80	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40 \$132,038.40 33 \$71.55 \$5,724.00 \$148,824.00	\$56.90 \$4,552.00 \$118,352.00 \$118,352.00 \$22 \$64.13 \$5,130.40 \$133,390.40 \$72.26 \$5,780.80 \$150,300.80	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20 \$134,763.20 35 \$72.99 \$5,839.20 \$151,819.20	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20 \$136,115.20 36 \$73.72 \$5,897.60 \$153,337.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60 \$121,929.60 25 \$66.07 \$5,285.60 \$137,425.60	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60 \$123,177.60 26 \$66.74 \$5,339.20 \$138,819.20	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60 \$124,425.60 27 \$67.42 \$5,393.60 \$140,233.60	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20 \$125,611.20 28 \$68.09 \$5,447.20 \$141,627.20	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80 \$126,900.80 29 \$68.76 \$5,500.80 \$143,020.80	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20 \$128,211.20 30 \$69.43 \$5,554.40 \$144,414.40	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20 \$129,459.20 31 \$70.14 \$5,611.20 \$145,891.20	\$55.79 \$4,463.20 \$116,043.20 20 \$62.86 \$5,028.80 \$130,748.80 32 \$70.86 \$5,668.80 \$147,388.80	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40 \$132,038.40 33 \$71.55 \$5,724.00 \$148,824.00	\$56.90 \$4,552.00 \$118,352.00 \$22 \$64.13 \$5,130.40 \$133,390.40 \$72.26 \$5,780.80 \$150,300.80	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20 \$134,763.20 35 \$72.99 \$5,839.20 \$151,819.20	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20 \$136,115.20 36 \$73.72 \$5,897.60 \$153,337.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60 \$121,929.60 25 \$66.07 \$5,285.60 \$137,425.60 37 \$74.46 \$5,956.80	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60 \$123,177.60 26 \$66.74 \$5,339.20 \$138,819.20 38 \$75.19 \$6,015.20	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60 \$124,425.60 27 \$67.42 \$5,393.60 \$140,233.60 39 \$75.95 \$6,076.00	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20 \$125,611.20 28 \$68.09 \$5,447.20 \$141,627.20 40 \$76.72 \$6,137.60	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80 \$126,900.80 29 \$68.76 \$5,500.80 \$143,020.80 41 \$77.49 \$6,199.20	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20 \$128,211.20 30 \$69.43 \$5,554.40 \$144,414.40 42 \$78.26 \$6,260.80	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20 \$129,459.20 31 \$70.14 \$5,611.20 \$145,891.20 43 \$79.01 \$6,320.80	\$55.79 \$4,463.20 \$116,043.20 \$62.86 \$5,028.80 \$130,748.80 \$70.86 \$5,668.80 \$147,388.80 \$44 \$79.84 \$6,387.20	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40 \$132,038.40 33 \$71.55 \$5,724.00 \$148,824.00 45 \$80.63 \$6,450.40	\$56.90 \$4,552.00 \$118,352.00 \$118,352.00 \$64.13 \$5,130.40 \$133,390.40 \$72.26 \$5,780.80 \$150,300.80 \$46 \$81.42 \$6,513.60	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20 \$134,763.20 35 \$72.99 \$5,839.20 \$151,819.20 47 \$82.25 \$6,580.00	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20 \$136,115.20 36 \$73.72 \$5,897.60 \$153,337.60 48 \$83.07 \$6,645.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60 \$121,929.60 25 \$66.07 \$5,285.60 \$137,425.60 37 \$74.46 \$5,956.80 \$154,876.80	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60 \$123,177.60 26 \$66.74 \$5,339.20 \$138,819.20 38 \$75.19 \$6,015.20 \$156,395.20	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60 \$124,425.60 27 \$67.42 \$5,393.60 \$140,233.60 39 \$75.95 \$6,076.00 \$157,976.00	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20 \$125,611.20 28 \$68.09 \$5,447.20 \$141,627.20 40 \$76.72 \$6,137.60 \$159,577.60	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80 \$126,900.80 29 \$68.76 \$5,500.80 \$143,020.80 41 \$77.49 \$6,199.20 \$161,179.20	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20 \$128,211.20 30 \$69.43 \$5,554.40 \$144,414.40 42 \$78.26 \$6,260.80 \$162,780.80	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20 \$129,459.20 31 \$70.14 \$5,611.20 \$145,891.20 43 \$79.01 \$6,320.80 \$164,340.80	\$55.79 \$4,463.20 \$116,043.20 \$62.86 \$5,028.80 \$130,748.80 \$70.86 \$5,668.80 \$147,388.80 \$44 \$79.84 \$6,387.20	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40 \$132,038.40 33 \$71.55 \$5,724.00 \$148,824.00 45 \$80.63 \$6,450.40	\$56.90 \$4,552.00 \$118,352.00 \$118,352.00 \$64.13 \$5,130.40 \$133,390.40 \$72.26 \$5,780.80 \$150,300.80 \$46 \$81.42 \$6,513.60	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20 \$134,763.20 35 \$72.99 \$5,839.20 \$151,819.20 47 \$82.25 \$6,580.00	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20 \$136,115.20 36 \$73.72 \$5,897.60 \$153,337.60 48 \$83.07 \$6,645.60
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	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60 \$121,929.60 25 \$66.07 \$5,285.60 \$137,425.60 37 \$74.46 \$5,956.80 \$154,876.80	\$52.54 \$4,203.20 \$109,283.20 \$109,283.20 \$4,737.60 \$123,177.60 \$66.74 \$5,339.20 \$138,819.20 \$156,395.20	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60 \$124,425.60 27 \$67.42 \$5,393.60 \$140,233.60 39 \$75.95 \$6,076.00 \$157,976.00	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20 \$125,611.20 28 \$68.09 \$5,447.20 \$141,627.20 40 \$76.72 \$6,137.60 \$159,577.60	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80 \$126,900.80 29 \$68.76 \$5,500.80 \$143,020.80 41 \$77.49 \$6,199.20 \$161,179.20	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20 \$128,211.20 30 \$69.43 \$5,554.40 \$144,414.40 42 \$78.26 \$6,260.80 \$162,780.80	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20 \$129,459.20 31 \$70.14 \$5,611.20 \$145,891.20 43 \$79.01 \$6,320.80 \$164,340.80	\$55.79 \$4,463.20 \$116,043.20 \$62.86 \$5,028.80 \$130,748.80 \$70.86 \$5,668.80 \$147,388.80 \$44 \$79.84 \$6,387.20	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40 \$132,038.40 33 \$71.55 \$5,724.00 \$148,824.00 45 \$80.63 \$6,450.40	\$56.90 \$4,552.00 \$118,352.00 \$118,352.00 \$64.13 \$5,130.40 \$133,390.40 \$72.26 \$5,780.80 \$150,300.80 \$46 \$81.42 \$6,513.60	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20 \$134,763.20 35 \$72.99 \$5,839.20 \$151,819.20 47 \$82.25 \$6,580.00	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20 \$136,115.20 36 \$73.72 \$5,897.60 \$153,337.60 48 \$83.07 \$6,645.60
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$52.03 \$4,162.40 \$108,222.40 13 \$58.62 \$4,689.60 \$121,929.60 25 \$66.07 \$5,285.60 \$137,425.60 37 \$74.46 \$5,956.80 \$154,876.80	\$52.54 \$4,203.20 \$109,283.20 14 \$59.22 \$4,737.60 \$123,177.60 26 \$66.74 \$5,339.20 \$138,819.20 38 \$75.19 \$6,015.20 \$156,395.20	\$53.08 \$4,246.40 \$110,406.40 15 \$59.82 \$4,785.60 \$124,425.60 27 \$67.42 \$5,393.60 \$140,233.60 39 \$75.95 \$6,076.00 \$157,976.00	\$53.59 \$4,287.20 \$111,467.20 16 \$60.39 \$4,831.20 \$125,611.20 28 \$68.09 \$5,447.20 \$141,627.20 40 \$76.72 \$6,137.60 \$159,577.60	\$54.13 \$4,330.40 \$112,590.40 17 \$61.01 \$4,880.80 \$126,900.80 29 \$68.76 \$5,500.80 \$143,020.80 41 \$77.49 \$6,199.20 \$161,179.20	\$54.68 \$4,374.40 \$113,734.40 18 \$61.64 \$4,931.20 \$128,211.20 30 \$69.43 \$5,554.40 \$144,414.40 42 \$78.26 \$6,260.80 \$162,780.80 54 \$88.20	\$55.24 \$4,419.20 \$114,899.20 19 \$62.24 \$4,979.20 \$129,459.20 31 \$70.14 \$5,611.20 \$145,891.20 43 \$79.01 \$6,320.80 \$164,340.80 55 \$89.09	\$55.79 \$4,463.20 \$116,043.20 \$62.86 \$5,028.80 \$130,748.80 \$70.86 \$5,668.80 \$147,388.80 \$44 \$79.84 \$6,387.20	\$56.33 \$4,506.40 \$117,166.40 21 \$63.48 \$5,078.40 \$132,038.40 33 \$71.55 \$5,724.00 \$148,824.00 45 \$80.63 \$6,450.40	\$56.90 \$4,552.00 \$118,352.00 \$118,352.00 \$64.13 \$5,130.40 \$133,390.40 \$72.26 \$5,780.80 \$150,300.80 \$46 \$81.42 \$6,513.60	\$57.48 \$4,598.40 \$119,558.40 23 \$64.79 \$5,183.20 \$134,763.20 35 \$72.99 \$5,839.20 \$151,819.20 47 \$82.25 \$6,580.00	\$58.05 \$4,644.00 \$120,744.00 24 \$65.44 \$5,235.20 \$136,115.20 36 \$73.72 \$5,897.60 \$153,337.60 48 \$83.07 \$6,645.60

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

Steps Hourly	1 \$58.62	2 \$59.22	3 \$59.82	4 \$60.39	5 \$61.01	6 \$61.64	7 \$62.24	8 \$62.86	9 \$63.48	10 \$64.13	11 \$64.79	12 \$65.44
Biweekly Annually	\$4,689.60 \$121,929.60	\$4,737.60 \$123,177.60	\$4,785.60 \$124,425.60	\$4,831.20 \$125,611.20	\$4,880.80 \$126,900.80	\$4,931.20 \$128,211.20	\$4,979.20 \$129,459.20	\$5,028.80 \$130,748.80	\$5,078.40 \$132,038.40	\$5,130.40 \$133,390.40	\$5,183.20 \$134,763.20	\$5,235.20 \$136,115.20
Steps	13	14	15	16	17	18	19	20	21	22	23	24
Hourly Biweekly Annually	\$66.07 \$5,285.60 \$137.425.60	\$66.74 \$5,339.20 \$138,819.20	\$67.42 \$5,393.60 \$140,233.60	\$68.09 \$5,447.20 \$141,627.20	\$68.76 \$5,500.80 \$143,020.80	\$69.43 \$5,554.40 \$144,414.40	\$70.14 \$5,611.20 \$145,891.20	\$70.86 \$5,668.80 \$147,388.80	\$71.55 \$5,724.00 \$148,824.00	\$72.26 \$5,780.80 \$150,300.80	\$72.99 \$5,839.20 \$151,819.20	\$73.72 \$5,897.60 \$153,337.60
Steps	25	26	27	28	29	30	31	32	33	34	35	36
Hourly	\$74.46	\$75.19	\$75.95	\$76.72	\$77.49	\$78.26	\$79.01	\$79.84	\$80.63	\$81.42	\$82.25	\$83.07
Biweekly	\$5,956.80	\$6,015.20	\$6,076.00	\$6,137.60	\$6,199.20	\$6,260.80	\$6,320.80	\$6,387.20	\$6,450.40	\$6,513.60	\$6,580.00	\$6,645.60
Annually	\$154,876.80	\$156,395.20	\$157,976.00	\$159,577.60	\$161,179.20	\$162,780.80	\$164,340.80	\$166,067.20	\$167,710.40	\$169,353.60	\$171,080.00	\$172,785.60
Steps	37	38	39	40	41	42	43	44	45	46	47	48
Hourly Biweekly Annually	\$83.91 \$6,712.80 \$174,532.80	\$84.73 \$6,778.40 \$176,238.40	\$85.58 \$6,846.40 \$178,006.40	\$86.45 \$6,916.00 \$179,816.00	\$87.30 \$6.984.00 \$181.584.00	\$88.20 \$7,056.00 \$183,456.00	\$89.09 \$7,127.20 \$185,307.20	\$89.95 \$7,196.00 \$187,096.00	\$90.85 \$7,268.00 \$188,968.00	\$91.75 \$7,340.00 \$190,840.00	\$92.67 \$7,413.60 \$192,753.60	\$93.60 \$7,488.00 \$194,688.00
		3170,238.40	3178,000.40	3179,810.00	3181,384.00	3183,430.00		3187,030.00	3188,908.00	3130,840.00	3192,733.00	3134,088.00
Steps	49	50	51	52	53	54	55					
Hourly	\$94.54	\$95.49	\$96.45	\$97.42	\$98.36	\$99.36	\$100.36					
Biweekly Annually	\$7,563.20 \$196,643.20	\$7,639.20 \$198,619.20	\$7,716.00 \$200,616.00	\$7,793.60 \$202,633.60	\$7,868.80 \$204,588.80	\$7,948.80 \$206,668.80	\$8,028.80 \$208,748.80					
, amaany	3130,013.20	0130,013.20	3200,010.00	\$202,033.00	320 1,300.00	\$200,000.00	\$200,7 10.00					
Grade 84												
Grade 04												
Steps	1	2	3	4	5	6	7	8	9	10	11	12
Steps Hourly	\$64.13	\$64.79	\$65.44	\$66.07	\$66.74	\$67.42	\$68.09	\$68.76	\$69.43	\$70.14	\$70.86	\$71.55
Steps Hourly Biweekly	\$64.13 \$5,130.40	\$64.79 \$5,183.20	\$65.44 \$5,235.20	\$66.07 \$5,285.60	\$66.74 \$5,339.20	\$67.42 \$5,393.60	\$68.09 \$5,447.20	\$68.76 \$5,500.80	\$69.43 \$5,554.40	\$70.14 \$5,611.20	\$70.86 \$5,668.80	\$71.55 \$5,724.00
Steps Hourly Biweekly Annually	\$64.13 \$5,130.40 \$133,390.40	\$64.79 \$5,183.20 \$134,763.20	\$65.44 \$5,235.20 \$136,115.20	\$66.07 \$5,285.60 \$137,425.60	\$66.74 \$5,339.20 \$138,819.20	\$67.42 \$5,393.60 \$140,233.60	\$68.09 \$5,447.20 \$141,627.20	\$68.76 \$5,500.80 \$143,020.80	\$69.43 \$5,554.40 \$144,414.40	\$70.14 \$5,611.20 \$145,891.20	\$70.86 \$5,668.80 \$147,388.80	\$71.55 \$5,724.00 \$148,824.00
Steps Hourly Biweekly Annually Steps	\$64.13 \$5,130.40 \$133,390.40	\$64.79 \$5,183.20 \$134,763.20	\$65.44 \$5,235.20 \$136,115.20	\$66.07 \$5,285.60 \$137,425.60	\$66.74 \$5,339.20 \$138,819.20	\$67.42 \$5,393.60 \$140,233.60	\$68.09 \$5,447.20 \$141,627.20	\$68.76 \$5,500.80 \$143,020.80	\$69.43 \$5,554.40 \$144,414.40	\$70.14 \$5,611.20 \$145,891.20	\$70.86 \$5,668.80 \$147,388.80	\$71.55 \$5,724.00 \$148,824.00
Steps Hourly Biweekly Annually	\$64.13 \$5,130.40 \$133,390.40	\$64.79 \$5,183.20 \$134,763.20	\$65.44 \$5,235.20 \$136,115.20	\$66.07 \$5,285.60 \$137,425.60	\$66.74 \$5,339.20 \$138,819.20	\$67.42 \$5,393.60 \$140,233.60	\$68.09 \$5,447.20 \$141,627.20	\$68.76 \$5,500.80 \$143,020.80	\$69.43 \$5,554.40 \$144,414.40	\$70.14 \$5,611.20 \$145,891.20	\$70.86 \$5,668.80 \$147,388.80	\$71.55 \$5,724.00 \$148,824.00
Steps Hourly Biweekly Annually Steps Hourly	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95	\$68.09 \$5,447.20 \$141,627.20 19 \$76.72	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63
Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26 \$5,780.80	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99 \$5,839.20	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72 \$5,897.60	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46 \$5,956.80	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19 \$6,015.20	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95 \$6,076.00	\$68.09 \$5,447.20 \$141,627.20 19 \$76.72 \$6,137.60	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49 \$6,199.20	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26 \$6,260.80	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01 \$6,320.80	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84 \$6,387.20	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63 \$6,450.40
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26 \$5,780.80 \$150,300.80 25 \$81.42	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99 \$5,839.20 \$151,819.20 26 \$82.25	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72 \$5,897.60 \$153,337.60 27 \$83.07	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46 \$5,956.80 \$154,876.80 28 \$83.91	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19 \$6,015.20 \$156,395.20 29 \$84.73	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95 \$6,076.00 \$157,976.00 30 \$85.58	\$68.09 \$5,447.20 \$141,627.20 19 \$76.72 \$6,137.60 \$159,577.60	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49 \$6,199.20 \$161,179.20 32 \$87.30	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26 \$6,260.80 \$162,780.80 33 \$88.20	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01 \$6,320.80 \$164,340.80 34 \$89.09	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84 \$6,387.20 \$166,067.20 35 \$89.95	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63 \$6,450.40 \$167,710.40 36 \$90.85
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26 \$5,780.80 \$150,300.80 25 \$81.42 \$6,513.60	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99 \$5,839.20 \$151,819.20 26 \$82.25 \$6,580.00	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72 \$5,897.60 \$153,337.60 27 \$83.07 \$6,645.60	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46 \$5,956.80 \$154,876.80 28 \$83.91 \$6,712.80	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19 \$6,015.20 \$156,395.20 29 \$84.73 \$6,778.40	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95 \$6,076.00 \$157,976.00 30 \$85.58 \$6,846.40	\$68.09 \$5,447.20 \$141,627.20 19 \$76.72 \$6,137.60 \$159,577.60 31 \$86.45 \$6,916.00	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49 \$6,199.20 \$161,179.20 32 \$87.30 \$6,984.00	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26 \$6,260.80 \$162,780.80 33 \$88.20 \$7,056.00	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01 \$6,320.80 \$164,340.80 34 \$89.09 \$7,127.20	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84 \$6,387.20 \$166,067.20 35 \$89.95 \$7,196.00	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63 \$6,450.40 \$167,710.40 36 \$90.85 \$7,268.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26 \$5,780.80 \$150,300.80 25 \$81.42	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99 \$5,839.20 \$151,819.20 26 \$82.25	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72 \$5,897.60 \$153,337.60 27 \$83.07	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46 \$5,956.80 \$154,876.80 28 \$83.91	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19 \$6,015.20 \$156,395.20 29 \$84.73	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95 \$6,076.00 \$157,976.00 30 \$85.58	\$68.09 \$5,447.20 \$141,627.20 19 \$76.72 \$6,137.60 \$159,577.60	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49 \$6,199.20 \$161,179.20 32 \$87.30	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26 \$6,260.80 \$162,780.80 33 \$88.20	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01 \$6,320.80 \$164,340.80 34 \$89.09	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84 \$6,387.20 \$166,067.20 35 \$89.95	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63 \$6,450.40 \$167,710.40 36 \$90.85
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26 \$5,780.80 \$150,300.80 25 \$81.42 \$6,513.60 \$169,353.60	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99 \$5,839.20 \$151,819.20 26 \$82.25 \$6,580.00 \$171,080.00	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72 \$5,897.60 \$153,337.60 27 \$83.07 \$6,645.60 \$172,785.60	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46 \$5,956.80 \$154,876.80 28 \$83.91 \$6,712.80 \$174,532.80	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19 \$6,015.20 \$156,395.20 29 \$84.73 \$6,778.40 \$176,238.40	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95 \$6,076.00 \$157,976.00 30 \$85.58 \$6,846.40 \$178,006.40	\$68.09 \$5,447.20 \$141,627.20 \$16.72 \$6,137.60 \$159,577.60 \$159,577.60 \$179,816.00 \$179,816.00	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49 \$6,199.20 \$161,179.20 32 \$87.30 \$6,984.00 \$181,584.00	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26 \$6,260.80 \$162,780.80 33 \$88.20 \$7,056.00 \$183,456.00	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01 \$6,320.80 \$164,340.80 34 \$89.09 \$7,127.20 \$185,307.20	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84 \$6,387.20 \$166,067.20 35 \$89.95 \$7,196.00 \$187,096.00	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63 \$6,450.40 \$167,710.40 36 \$90.85 \$7,268.00 \$188,968.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26 \$5,780.80 \$150,300.80 25 \$81.42 \$6,513.60 \$169,353.60	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99 \$5,839.20 \$151,819.20 26 \$82.25 \$6,580.00 \$171,080.00	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72 \$5,897.60 \$153,337.60 27 \$83.07 \$6,645.60 \$172,785.60	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46 \$5,956.80 \$154,876.80 28 \$83.91 \$6,712.80 \$174,532.80	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19 \$6,015.20 \$156,395.20 29 \$84.73 \$6,778.40 \$176,238.40	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95 \$6,076.00 \$157,976.00 30 \$85.58 \$6,846.40 \$178,006.40	\$68.09 \$5,447.20 \$141,627.20 19 \$76.72 \$6,137.60 \$159,577.60 31 \$86.45 \$6,916.00 \$179,816.00	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49 \$6,199.20 \$161,179.20 32 \$87.30 \$6,984.00 \$181,584.00	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26 \$6,260.80 \$162,780.80 33 \$88.20 \$7,056.00 \$183,456.00	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01 \$6,320.80 \$164,340.80 34 \$89.09 \$7,127.20 \$185,307.20	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84 \$6,387.20 \$166,067.20 35 \$89.95 \$7,196.00 \$187,096.00	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63 \$6,450.40 \$167,710.40 36 \$90.85 \$7,268.00 \$188,968.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26 \$5,780.80 \$150,300.80 25 \$81.42 \$6,513.60 \$169,353.60 37 \$91.75 \$7,340.00	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99 \$5,839.20 \$151,819.20 26 \$82.25 \$6,580.00 \$171,080.00 38 \$92.67 \$7,413.60	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72 \$5,897.60 \$153,337.60 27 \$83.07 \$6,645.60 \$172,785.60 39 \$93.60 \$7,488.00	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46 \$5,956.80 \$154,876.80 28 \$83.91 \$6,712.80 \$174,532.80 40 \$94.54 \$7,563.20	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19 \$6,015.20 \$156,395.20 29 \$84.73 \$6,778.40 \$176,238.40 41 \$95.49 \$7,639.20	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95 \$6,076.00 \$157,976.00 30 \$85.58 \$6,846.40 \$178,006.40 42 \$96.45 \$7,716.00	\$68.09 \$5,447.20 \$141,627.20 19 \$76.72 \$6,137.60 \$159,577.60 31 \$86.45 \$6,916.00 \$179,816.00 43 \$97.42 \$7,793.60	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49 \$6,199.20 \$161,179.20 32 \$87.30 \$6,984.00 \$181,584.00 44 \$98.36 \$7,868.80	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26 \$6,260.80 \$162,780.80 33 \$88.20 \$7,056.00 \$183,456.00 45 \$99.36 \$7,948.80	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01 \$6,320.80 \$164,340.80 34 \$89.09 \$7,127.20 \$185,307.20 46 \$100.36 \$8,028.80	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84 \$6,387.20 \$166,067.20 35 \$89.95 \$7,196.00 \$187,096.00 47 \$101.37 \$8,109.60	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63 \$6,450.40 \$167,710.40 36 \$90.85 \$7,268.00 \$188,968.00 48 \$102.35 \$8,188.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26 \$5,780.80 \$150,300.80 25 \$81.42 \$6,513.60 \$169,353.60 37 \$91.75 \$7,340.00 \$190,840.00	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99 \$5,839.20 \$151,819.20 26 \$82.25 \$6,580.00 \$171,080.00 38 \$92.67 \$7,413.60 \$192,753.60	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72 \$5,897.60 \$153,337.60 27 \$83.07 \$6,645.60 \$172,785.60 39 \$93.60 \$7,488.00 \$194,688.00	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46 \$5,956.80 \$154,876.80 28 \$83.91 \$6,712.80 \$174,532.80 40 \$94.54 \$7,563.20 \$196,643.20	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19 \$6,015.20 \$156,395.20 29 \$84.73 \$6,778.40 \$176,238.40 41 \$95.49 \$7,639.20 \$198,619.20	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95 \$6,076.00 \$157,976.00 30 \$85.58 \$6,846.40 \$178,006.40 42 \$96.45 \$7,716.00 \$200,616.00	\$68.09 \$5,447.20 \$141,627.20 \$16.72 \$6,137.60 \$159,577.60 \$159,577.60 \$179,816.00 \$179,816.00 \$179,816.00 \$202,633.60	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49 \$6,199.20 \$161,179.20 32 \$87.30 \$6,984.00 \$181,584.00	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26 \$6,260.80 \$162,780.80 33 \$88.20 \$7,056.00 \$183,456.00	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01 \$6,320.80 \$164,340.80 34 \$89.09 \$7,127.20 \$185,307.20	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84 \$6,387.20 \$166,067.20 35 \$89.95 \$7,196.00 \$187,096.00	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63 \$6,450.40 \$167,710.40 36 \$90.85 \$7,268.00 \$188,968.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Biweekly Annually Steps	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26 \$5,780.80 \$150,300.80 25 \$81.42 \$6,513.60 \$169,353.60 37 \$91.75 \$7,340.00 \$190,840.00	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99 \$5,839.20 \$151,819.20 26 \$82.25 \$6,580.00 \$171,080.00 38 \$92.67 \$7,413.60 \$192,753.60	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72 \$5,897.60 \$153,337.60 27 \$83.07 \$6,645.60 \$172,785.60 39 \$93.60 \$7,488.00 \$194,688.00	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46 \$5,956.80 \$154,876.80 28 \$83.91 \$6,712.80 \$174,532.80 40 \$94.54 \$7,563.20 \$196,643.20	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19 \$6,015.20 \$156,395.20 29 \$84.73 \$6,778.40 \$176,238.40 41 \$95.49 \$7,639.20 \$198,619.20	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95 \$6,076.00 \$157,976.00 30 \$85.58 \$6,846.40 \$178,006.40 42 \$96.45 \$7,716.00 \$200,616.00	\$68.09 \$5,447.20 \$141,627.20 \$141,627.20 \$157.72 \$6,137.60 \$159,577.60 \$159,577.60 \$179,816.00 \$179,816.00 \$179,816.00 \$202,633.60	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49 \$6,199.20 \$161,179.20 32 \$87.30 \$6,984.00 \$181,584.00 44 \$98.36 \$7,868.80	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26 \$6,260.80 \$162,780.80 33 \$88.20 \$7,056.00 \$183,456.00 45 \$99.36 \$7,948.80	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01 \$6,320.80 \$164,340.80 34 \$89.09 \$7,127.20 \$185,307.20 46 \$100.36 \$8,028.80	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84 \$6,387.20 \$166,067.20 35 \$89.95 \$7,196.00 \$187,096.00 47 \$101.37 \$8,109.60	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63 \$6,450.40 \$167,710.40 36 \$90.85 \$7,268.00 \$188,968.00 48 \$102.35 \$8,188.00
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	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26 \$5,780.80 \$150,300.80 25 \$81.42 \$6,513.60 \$169,353.60 37 \$91.75 \$7,340.00 \$190,840.00	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99 \$5,839.20 \$151,819.20 26 \$82.25 \$6,580.00 \$171,080.00 38 \$92.67 \$7,413.60 \$192,753.60	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72 \$5,897.60 \$153,337.60 27 \$83.07 \$6,645.60 \$172,785.60 39 \$93.60 \$7,488.00 \$194,688.00	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46 \$5,956.80 \$154,876.80 28 \$83.91 \$6,712.80 \$174,532.80 40 \$94.54 \$7,563.20 \$196,643.20	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19 \$6,015.20 \$156,395.20 29 \$84.73 \$6,778.40 \$176,238.40 41 \$95.49 \$7,639.20 \$198,619.20	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95 \$6,076.00 \$157,976.00 30 \$85.58 \$6,846.40 \$178,006.40 42 \$96.45 \$7,716.00 \$200,616.00	\$68.09 \$5,447.20 \$141,627.20 \$141,627.20 \$16.72 \$6,137.60 \$159,577.60 \$159,577.60 \$43 \$6,916.00 \$179,816.00 \$43 \$97.42 \$7,793.60 \$202,633.60 \$55 \$109.73	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49 \$6,199.20 \$161,179.20 32 \$87.30 \$6,984.00 \$181,584.00 44 \$98.36 \$7,868.80	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26 \$6,260.80 \$162,780.80 33 \$88.20 \$7,056.00 \$183,456.00 45 \$99.36 \$7,948.80	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01 \$6,320.80 \$164,340.80 34 \$89.09 \$7,127.20 \$185,307.20 46 \$100.36 \$8,028.80	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84 \$6,387.20 \$166,067.20 35 \$89.95 \$7,196.00 \$187,096.00 47 \$101.37 \$8,109.60	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63 \$6,450.40 \$167,710.40 36 \$90.85 \$7,268.00 \$188,968.00 48 \$102.35 \$8,188.00
Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Biweekly Annually Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps Hourly Steps	\$64.13 \$5,130.40 \$133,390.40 13 \$72.26 \$5,780.80 \$150,300.80 25 \$81.42 \$6,513.60 \$169,353.60 37 \$91.75 \$7,340.00 \$190,840.00	\$64.79 \$5,183.20 \$134,763.20 14 \$72.99 \$5,839.20 \$151,819.20 26 \$82.25 \$6,580.00 \$171,080.00 38 \$92.67 \$7,413.60 \$192,753.60	\$65.44 \$5,235.20 \$136,115.20 15 \$73.72 \$5,897.60 \$153,337.60 27 \$83.07 \$6,645.60 \$172,785.60 39 \$93.60 \$7,488.00 \$194,688.00	\$66.07 \$5,285.60 \$137,425.60 16 \$74.46 \$5,956.80 \$154,876.80 28 \$83.91 \$6,712.80 \$174,532.80 40 \$94.54 \$7,563.20 \$196,643.20	\$66.74 \$5,339.20 \$138,819.20 17 \$75.19 \$6,015.20 \$156,395.20 29 \$84.73 \$6,778.40 \$176,238.40 41 \$95.49 \$7,639.20 \$198,619.20	\$67.42 \$5,393.60 \$140,233.60 18 \$75.95 \$6,076.00 \$157,976.00 30 \$85.58 \$6,846.40 \$178,006.40 42 \$96.45 \$7,716.00 \$200,616.00	\$68.09 \$5,447.20 \$141,627.20 \$141,627.20 \$157.72 \$6,137.60 \$159,577.60 \$159,577.60 \$179,816.00 \$179,816.00 \$179,816.00 \$202,633.60	\$68.76 \$5,500.80 \$143,020.80 20 \$77.49 \$6,199.20 \$161,179.20 32 \$87.30 \$6,984.00 \$181,584.00 44 \$98.36 \$7,868.80	\$69.43 \$5,554.40 \$144,414.40 21 \$78.26 \$6,260.80 \$162,780.80 33 \$88.20 \$7,056.00 \$183,456.00 45 \$99.36 \$7,948.80	\$70.14 \$5,611.20 \$145,891.20 22 \$79.01 \$6,320.80 \$164,340.80 34 \$89.09 \$7,127.20 \$185,307.20 46 \$100.36 \$8,028.80	\$70.86 \$5,668.80 \$147,388.80 23 \$79.84 \$6,387.20 \$166,067.20 35 \$89.95 \$7,196.00 \$187,096.00 47 \$101.37 \$8,109.60	\$71.55 \$5,724.00 \$148,824.00 24 \$80.63 \$6,450.40 \$167,710.40 36 \$90.85 \$7,268.00 \$188,968.00 48 \$102.35 \$8,188.00