(Non-bargaining unit)

| | | | 3 | | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|--------|----|----|----|----|----|---|---|---|---|----|----|
| Hourly | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | 12 | 13 | 14 | 15 | 16 | | | | | | |

(Non-bargaining unit)

Grade 79

| Steps Hourly Biweekly Annually | 1 | 2 \$25.17 | 3 \$25.92 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|--------------------------------------|--------------------------------------|---|---|----|----|
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | \$35.21 \$2,816.80 \$73,236.80 | \$35.58 \$2.846.40 \$74,006.40 | | | | |

Grade 80

(Non-bargaining unit)

| | | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|--------|----|----|----|----|----|---|---|---|---|----|----|
| Hourly | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | 12 | 13 | 14 | 15 | 16 | | | | | | |

(Non-bargaining unit) SKAGWAY-HAINES-YAKUTAT (5%)

Grade 71

| Steps Hourly Biweekly Annually | 1 | 2 \$10.89 | 3 \$11.23 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|---|---|---|---|----|----|
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | | | | | | |

Grade 72

(Non-bargaining unit) SKAGWAY-HAINES-YAKUTAT (5%)

Grade 75

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

| Grade | 7 | Ç |
|-------|---|---|
| Ulauc | , | _ |

| Steps Hourly Biwee Annua | ekly | 1 \$2 | 2 6.43 \$27 | 3 7.20 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|-----------------------------------|------|-------|----------------|-----------|----|----|--------------------------------------|--------------------------------------|---|---|----|----|
| Steps | | 12 | 13 | 14 | 15 | 16 | | | | | | |
| Steps Biwee Hourly Annua | V | | | | | | \$36.99 \$2,959.20 \$76,939.20 | \$37.36 \$2,988.80 \$77,708.80 | | | | |
| Grade 8 | 30 | | | | | | | | | | | |
| Steps | 5 | | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Hourly Biwee | V | \$2 | 8.86 | | | | | | | | | |
| Steps | | 12 | 13 | 14 | 15 | 16 | | | | | | |
| | | | | | | | | | | | | |

(Non-bargaining unit)

SKAGWAY-HAINES-YAKUTAT (5%)

| Steps Hourly | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|--------------------------------|----|---------|---------|----|----|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|----|----|
| Hourly Biweekly Annually | | \$39.97 | \$41.19 | | | | | | | | |
| Steps | 12 | 13 | 14 | 15 | 16 | | | | | | |
| Biweekly Hourly Annually | | | | | | \$57.02 \$4,561.60 \$118,601.60 | \$57.60 \$4,608.00 \$119,808.00 | \$58.17 \$4,653.60 \$120,993.60 | | | |
| Grade 84 | | | | | | | | | | | |
| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Hourly Biweekly Annually | | \$43.69 | \$44.97 | | | | | | | | |
| Steps | 12 | 13 | 14 | 15 | 16 | | | | | | |
| Biweekly Hourly Annually | | | | | | \$63.57 \$5,085.60 \$132,225.60 | \$64.20 \$5,136.00 \$133,536.00 | \$64.84 \$5,187.20 \$134,867.20 | \$65.49 \$5,239.20 \$136,219.20 | | |

(Non-bargaining unit)
KODIAK (9%)

| | | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|--------|----|----|----|----|----|---|---|---|---|----|----|
| Hourly | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | 12 | 13 | 14 | 15 | 16 | | | | | | |

(Non-bargaining unit)
KODIAK (9%)

| | | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|--------|----|----|----|----|----|---|---|---|---|----|----|
| Hourly | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | 12 | 13 | 14 | 15 | 16 | | | | | | |

(Non-bargaining unit)
KODIAK (9%)

| Grade | 0 |
|--------|--------|
| (¬rane | α. |
| Orauc | \sim |

| Steps Hourly Biweekly Annually | 1 | 2 \$41.50 | 3 \$42.75 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|----|----|
| Steps | 12 | 13 | 14 | 15 | 16 | | | | | | |
| Biweekly Hourly Annually | | | | | | \$59.20 \$4,736.00 \$123,136.00 | \$59.79 \$4.783.20 \$124,363.20 | \$60.40 \$4.832.00 \$125,632.00 | | | |
| Stens | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Steps Hourly Biweekly Annually | | \$45.37 | \$46.71 | | • | | | | | | |
| Steps | 12 | 13 | 14 | 15 | 16 | | | | | | |
| Biweekly Hourly Annually | | | | | | \$65.99 \$5,279.20 \$137,259.20 | \$66.66 \$5,332.80 \$138,652.80 | \$67.31 \$5,384.80 \$140,004.80 | \$67.98 \$5,438.40 \$141,398.40 | | |

(Non-bargaining unit)

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

Grade 75

| Steps Hourly Biweekly Annually | 1 | 2 \$18.47 | 3 \$19.02 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|---|---|---|---|----|----|
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | | | | | | |

Grade 76

(Non-bargaining unit)

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

| Steps Hourly Biweekly Annually | 1 | 2 \$42.28 | 3 \$43.53 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|----|----|
| Steps | 12 | 13 | 14 | 15 | 16 | | | | | | |
| Biweekly Hourly Annually | | | | | | \$60.31 \$4,824.80 \$125,444.80 | \$60.89 \$4,871.20 \$126,651.20 | \$61.51 \$4,920.80 \$127,940.80 | | | |
| Grade 84 | | | | | | | | | | | |
| Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Steps Hourly Biweekly Annually | | \$46.19 | \$47.55 | | | | | | | | |
| Steps | 12 | 13 | 14 | 15 | 16 | | | | | | |
| Biweekly Hourly Annually | | | | | | \$67.19 \$5,375.20 \$139,755.20 | \$67.87 \$5,429.60 \$141,169.60 | \$68.55 \$5,484.00 \$142,584.00 | \$69.25 \$5,540.00 \$144,040.00 | | |

(Non-bargaining unit) DELTA JUNCTION-TOK (16%)

| Steps Hourly Biweekly Annually | 1 | 2 \$12.04 | 3 \$12.38 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|---|---|---|---|----|----|
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | | | | | | |

(Non-bargaining unit) DELTA JUNCTION-TOK (16%)

Grade 79

| Steps Hourly Biweekly Annually | 1 | 2 \$29.20 | 3 \$30.07 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|--------------------------------------|--------------------------------------|---|---|----|----|
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | \$40.85 \$3,268.00 \$84,968.00 | \$41.27 \$3,301.60 \$85,841.60 | | | | |

Grade 80

(Non-bargaining unit)

DELTA JUNCTION-TOK (16%)

| [| Steps Hourly Biweekly Annually | 1 | 2 \$44.17 | 3 \$45.50 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|--------|--|----|--------------|--------------|----|----|---------------------------------------|---------------------------------------|---------------------------------------|---|-----|----|
| | Steps | 12 | 13 | 14 | 15 | 16 | | | | | | |
|) / | Steps Biweekly Hourly Annually de 84 | | | | | | \$63.02 \$5.041.60 \$131,081.60 | \$63.66 \$5,092.80 \$132,412.80 | \$64.30 \$5,144.00 \$133,744.00 | | | |
| | | | | | | _ | , | - | | | 4.0 | |
| ŀ | Hourly | | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | | 12 | 12 | 1./ | 15 | 14 | | | | | | |

(Non-bargaining unit) NENANA (20%)

| | | | 3 | | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|--------|----|----|----|----|---|---|---|---|---|----|----|
| Hourly | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | 12 | 13 | 14 | 15 | | | | | | | |

(Non-bargaining unit) NENANA (20%)

| Steps Hourly Biweekly Annually | 1 | 2 \$30.22 | 3 \$31.11 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|--------------------------------------|--------------------------------------|---|---|----|----|
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | \$42.27 \$3,381.60 \$87,921.60 | \$42.67 \$3,413.60 \$88,753.60 | | | | |

(Non-bargaining unit)

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

Grade 75

| Steps Hourly Biweekly Annually | 1 | 2 \$21.13 | 3 \$21.76 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|---|---|---|---|----|----|
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | | | | | | |

Grade 76

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

| Hourly | |
|--------|--|
|--------|--|

(Non-bargaining unit)

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

| Stens | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|--|----|---------|---------|----|----|---------------------------------------|---------------------------------------|---------------------------------------|---|----|----|
| Steps Hourly Biweekly Annually | | \$48.36 | \$49.81 | | | | | | | | |
| Steps | 12 | 13 | 14 | 15 | 16 | | | | | | |
| Steps Biweekly Hourly Annually de 84 | | | | | | \$68.99 \$5,519.20 \$143,499.20 | \$69.68 \$5.574.40 \$144.934.40 | \$70.39 \$5.631.20 \$146.411.20 | | | |
| | | | | | | | | | | | |
| | | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Hourly | | | | | | | | | | | |
| | 10 | 10 | 1./ | 15 | 14 | | | | | | |

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%) 5

| Grade | |
|-------|--|
| | |
| | |
| | |

| | | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|--------|----|----|----|----|----|---|---|---|---|----|----|
| Hourly | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | 12 | 13 | 14 | 15 | 16 | | | | | | |

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

Grade 79

| GI d | iue / 7 | | | | | | | | | | | |
|------|---|----|--------------|--------------|----|----|---------------------------------------|---------------------------------------|---|---|----|----|
| | Steps Hourly Biweekly Annually | 1 | 2 \$32.71 | 3 \$33.72 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | \$45.79 \$3,663.20 \$95,243.20 | \$46.25 \$3,700.00 \$96,200.00 | | | | |
| Gra | ide 80 | | | | | | | | | | | |
| | Steps Hourly Biweekly Annually | 1 | 2 \$35.77 | 3 \$36.82 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | \$50.02 \$4,001.60 \$104,041.60 | \$50.54 \$4,043.20 \$105,123.20 | | | | |
| | nde 81 | | | | | | | | | | | |

(Non-bargaining unit)

ANIAK-MCGRATH-GALENA (30%)

| | Steps Hourly | 1 | 2 \$49.52 | 3 \$50.98 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|-----|---|----|--------------|--------------|----|----|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|----|----|
| | Biweekly Annually | | | | | | | | | | | |
| | Steps | 12 | 13 | 14 | 15 | 16 | | | | | | |
| | Steps Biweekly Hourly Annually | | | | | | \$70.64 \$5,651.20 \$146.931.20 | \$71.32 \$5,705.60 \$148,345.60 | \$72.06 \$5,764.80 \$149,884.80 | | | |
| Gra | de 84 | | | | | | | | | | | |
| | Steps | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | Hourly Biweekly Annually | | \$54.09 | \$55.70 | | | | | | | | |
| | Steps | 12 | 13 | 14 | 15 | 16 | | | | | | |
| | Biweekly Hourly Annually | | | | | | \$78.68 \$6,294.40 \$163,654.40 | \$79.49 \$6,359.20 \$165,339.20 | \$80.27 \$6,421.60 \$166,961.60 | \$81.09 \$6,487.20 \$168,667.20 | | |

(Non-bargaining unit)
NOME (34%)

| Steps Hourly Biweekly Annually | | \$22.29 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|---------|----|----|----|---|---|---|---|----|----|
| Steps Biweekly Hourly | 12 | 13 | 14 | 15 | 16 | | | | | | |

(Non-bargaining unit)
NOME (34%)

| | | | | | | (/ | | | | | |
|---|----|--------------|--------------|----|----|---------------------------------------|---------------------------------------|---------------------------------------|---|----|----|
| Grade 79 | | | | | | | | | | | |
| Steps Hourly Biweekly Annually | 1 | 2 \$33.73 | 3 \$34.76 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | \$47.21 \$3,776.80 \$98,196.80 | \$47.69 \$3,815.20 \$99,195.20 | | | | |
| Grade 80 | | | | | | | | | | | |
| Steps Hourly Biweekly Annually | 1 | 2 \$36.85 | 3 \$37.96 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | \$51.56 \$4,124.80 \$107,244.80 | \$52.09 \$4,167.20 \$108,347.20 | | | | |
| Grade 81 | | | | | | | | | | | |
| Steps Hourly Biweekly Annually | 1 | 2 \$40.27 | 3 \$41.49 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | \$57.46 \$4,596.80 \$119,516.80 | \$58.03 \$4.642.40 \$120,702.40 | \$58.62 \$4,689.60 \$121,929.60 | | | |
| Grade 82 | | | | | | | | | | | |
| Steps Hourly Biweekly Annually | 1 | 2 \$45.34 | 3 \$46.70 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | \$64.69 \$5,175.20 \$134,555.20 | \$65.33 \$5,226.40 \$135,886.40 | \$65.99 \$5,279.20 \$137,259.20 | | | |

(Non-bargaining unit)
NOME (34%)

| | | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|--------|----|----|----|----|----|---|---|---|---|----|----|
| Hourly | | | | | | | | | | | |
| | | | | | | | | | | | |
| | | | | | | | | | | | |
| | 12 | 13 | 14 | 15 | 16 | | | | | | |

(Non-bargaining unit)
BETHEL (38%)

Grade 71

| Steps Hourly Biweekly Annually | 1 | 2 \$14.31 | 3 \$14.74 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|---|---|---|---|----|----|
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | | | | | | |

Grade 72

(Non-bargaining unit)
BETHEL (38%)

Grade 75

| Steps Hourly Biweekly Annually | 1 | 2 \$22.95 | 3 \$23.67 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|---|---|---|---|----|----|
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | | | | | | |

76

1100

(Non-bargaining unit)
BETHEL (38%)

| \sim | | | | \cap | ^ |
|--------|----|---|----|--------|---|
| G | ra | a | е. | Ö | ر |

| Steps Hourly Biweekly Annually | 1 | 2 \$52.55 | 3 \$54.12 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|----|--------------|--------------|----|----|---------------------------------------|---------------------------------------|---------------------------------------|---|----|----|
| Steps Biweekly Hourly Annually | 12 | 13 | 14 | 15 | 16 | \$74.97 \$5,997.60 \$155.937.60 | \$75.72 \$6,057.60 \$157,497.60 | \$76.49 \$6,119.20 \$159,099.20 | | | |

Grade 84

3 5 6 7 8 9 10 11 Hourly

(Non-bargaining unit) BARROW-KOTZEBUE-FORT YUKON (42%)

Grade 75

3

(Non-bargaining unit)
BARROW-KOTZEBUE-FORT YUKON (42%)

(Non-bargaining unit)

BARROW-KOTZEBUE-FORT YUKON (42%)

| Hourly | | | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---------|----|----|----|----|----|---|---|---|---|----|----|
| riodity | | | | | | | | | | | |
| | | | | | | | | | | | |
| | 12 | 13 | 14 | 15 | 16 | | | | | | |