

**ALES SALARY SCHEDULE**  
**ARBITRATION ELIGIBLE ONLY**  
**Effective April 3, 2003 (Institutional) and**  
**Effective March 27, 2003 (Administrative)**

		Perf.	Perf.	Perf.	Perf.	Perf.			10 Yr.	15 Yr.	20 Yr.	25 Yr.	Long Max.
	Hiring	Advance	Advance	Advance	Advance	Advance	Job	Perf.	Long	Long	Long	Long	
SG	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Rate	Adv.	Step	Step	Step	Step	
1	17,840	18,628	19,416	20,204	20,992	21,780	22,568	788	23,746	24,924	27,206	28,384	
2	18,525	19,355	20,185	21,015	21,845	22,675	23,505	830	24,751	25,997	28,347	29,593	
3	19,483	20,349	21,215	22,081	22,947	23,813	24,679	866	25,979	27,279	29,682	30,982	
4	20,403	21,316	22,229	23,142	24,055	24,968	25,881	913	27,248	28,615	31,085	32,451	
5	21,415	22,375	23,335	24,295	25,255	26,215	27,175	960	28,613	30,051	32,592	34,030	
6	22,587	23,596	24,605	25,614	26,623	27,632	28,641	1,009	30,156	31,671	34,290	35,805	
7	23,920	24,971	26,022	27,073	28,124	29,175	30,226	1,051	31,801	33,376	36,054	37,629	
8	25,323	26,414	27,505	28,596	29,687	30,778	31,869	1,091	33,506	35,143	37,882	39,519	
9	26,791	27,930	29,069	30,208	31,347	32,486	33,625	1,139	35,336	37,047	39,861	41,571	
10	28,367	29,564	30,761	31,958	33,155	34,352	35,549	1,197	37,341	39,133	42,029	43,821	
11	30,101	31,347	32,593	33,839	35,085	36,331	37,577	1,246	39,443	41,309	44,280	46,147	
12	31,829	33,129	34,429	35,729	37,029	38,329	39,629	1,300	41,582	43,535	46,591	48,544	
13	33,787	35,145	36,503	37,861	39,219	40,577	41,935	1,358	43,969	46,003	49,141	51,175	
14	35,784	37,208	38,632	40,056	41,480	42,904	44,328	1,424	46,459	48,590	51,824	53,955	
15	37,899	39,380	40,861	42,342	43,823	45,304	46,785	1,481	49,005	51,225	54,547	56,767	
16	40,092	41,640	43,188	44,736	46,284	47,832	49,380	1,548	51,700	54,020	57,442	59,761	
17	42,398	44,028	45,658	47,288	48,918	50,548	52,178	1,630	54,619	57,060	60,604	63,046	
18	44,863	46,574	48,285	49,996	51,707	53,418	55,129	1,711	57,696	60,263	63,933	66,500	
19	47,361	49,148	50,935	52,722	54,509	56,296	58,083	1,787	60,762	63,441	67,223	69,902	
20	49,841	51,709	53,577	55,445	57,313	59,181	61,049	1,868	63,853	66,657	70,563	73,367	
21	52,573	54,521	56,469	58,417	60,365	62,313	64,261	1,948	67,183	70,105	74,130	77,053	
22	55,433	57,496	59,559	61,622	63,685	65,748	67,811	2,063	70,901	73,991	78,185	81,275	
23	58,482	60,604	62,726	64,848	66,970	69,092	71,214	2,122	74,398	77,582	81,868	85,052	
24	61,696	63,897	66,098	68,299	70,500	72,701	74,902	2,201	78,202	81,502	85,907	89,207	
25	65,189	67,484	69,779	72,074	74,369	76,664	78,959	2,295	82,400	85,841	90,386	93,827	