

**ALES SALARY SCHEDULE**  
**ARBITRATION ELIGIBLE ONLY**  
**Effective April 1, 2004 (Institutional) and**  
**Effective March 25, 2004 (Administrative)**

SG	Rate	Perf.	Perf.	Perf.	Perf.	Perf.	Job Rate	Perf. Adv.	10 Yr.	15 Yr.	20 Yr.	25 Yr.	Long Max.
		Step 1	Step 2	Step 3	Step 4	Step 5			Long Step	Long Step	Long Step	Long Step	
1	18,375	19,187	19,999	20,811	21,623	22,435	23,247	812	24,460	25,673	28,024	29,237	
2	19,081	19,936	20,791	21,646	22,501	23,356	24,211	855	25,494	26,777	29,198	30,482	
3	20,067	20,959	21,851	22,743	23,635	24,527	25,419	892	26,758	28,097	30,572	31,911	
4	21,015	21,955	22,895	23,835	24,775	25,715	26,655	940	28,063	29,471	32,015	33,422	
5	22,057	23,046	24,035	25,024	26,013	27,002	27,991	989	29,472	30,953	33,571	35,052	
6	23,265	24,304	25,343	26,382	27,421	28,460	29,499	1039	31,059	32,619	35,317	36,878	
7	24,638	25,721	26,804	27,887	28,970	30,053	31,136	1083	32,758	34,380	37,139	38,761	
8	26,083	27,207	28,331	29,455	30,579	31,703	32,827	1,124	34,513	36,199	39,020	40,707	
9	27,595	28,768	29,941	31,114	32,287	33,460	34,633	1,173	36,395	38,157	41,056	42,817	
10	29,218	30,451	31,684	32,917	34,150	35,383	36,616	1,233	38,462	40,308	43,290	45,136	
11	31,004	32,287	33,570	34,853	36,136	37,419	38,702	1,283	40,624	42,546	45,606	47,529	
12	32,784	34,123	35,462	36,801	38,140	39,479	40,818	1,339	42,830	44,842	47,989	50,000	
13	34,801	36,200	37,599	38,998	40,397	41,796	43,195	1,399	45,290	47,385	50,617	52,712	
14	36,858	38,325	39,792	41,259	42,726	44,193	45,660	1,467	47,855	50,050	53,381	55,576	
15	39,036	40,562	42,088	43,614	45,140	46,666	48,192	1,526	50,479	52,766	56,187	58,473	
16	41,295	42,889	44,483	46,077	47,671	49,265	50,859	1,594	53,249	55,639	59,163	61,551	
17	43,670	45,349	47,028	48,707	50,386	52,065	53,744	1,679	56,258	58,772	62,423	64,938	
18	46,209	47,971	49,733	51,495	53,257	55,019	56,781	1,762	59,425	62,069	65,849	68,493	
19	48,782	50,623	52,464	54,305	56,146	57,987	59,828	1,841	62,587	65,346	69,242	72,002	
20	51,336	53,260	55,184	57,108	59,032	60,956	62,880	1,924	65,768	68,656	72,679	75,568	
21	54,150	56,157	58,164	60,171	62,178	64,185	66,192	2,007	69,202	72,212	76,357	79,368	
22	57,096	59,221	61,346	63,471	65,596	67,721	69,846	2,125	73,029	76,212	80,531	83,714	
23	60,236	62,422	64,608	66,794	68,980	71,166	73,352	2,186	76,632	79,912	84,326	87,605	
24	63,547	65,814	68,081	70,348	72,615	74,882	77,149	2,267	80,548	83,947	88,484	91,883	
25	67,145	69,509	71,873	74,237	76,601	78,965	81,329	2,364	84,873	88,417	93,099	96,643	