

STATE OF NEW HAMPSHIRE  
DEPARTMENT OF ADMINISTRATIVE SERVICES  
DIVISION OF PERSONNEL  
EFFECTIVE: JULY 6, 2007

PAY POLICY: S416 NH TROOPERS ASSOCIATION - 80 Hours Bi-weekly

GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
01	ANNUAL	\$21,901.36	\$22,526.14	\$23,148.58	\$23,821.98	\$24,522.42	\$25,271.48	\$25,920.70	\$26,642.98
	BI-WEEKLY	\$842.36	\$866.39	\$890.33	\$916.23	\$943.17	\$971.98	\$996.95	\$1,024.73
	HOURLY	10.5290	10.8290	11.1290	11.4520	11.7890	12.1490	12.4610	12.8090
02	ANNUAL	\$22,526.14	\$23,148.58	\$23,821.98	\$24,522.42	\$25,271.48	\$25,920.70	\$26,642.98	\$27,416.74
	BI-WEEKLY	\$866.39	\$890.33	\$916.23	\$943.17	\$971.98	\$996.95	\$1,024.73	\$1,054.49
	HOURLY	10.8290	11.1290	11.4520	11.7890	12.1490	12.4610	12.8090	13.1810
03	ANNUAL	\$23,148.58	\$23,821.98	\$24,522.42	\$25,271.48	\$25,920.70	\$26,642.98	\$27,416.74	\$28,241.46
	BI-WEEKLY	\$890.33	\$916.23	\$943.17	\$971.98	\$996.95	\$1,024.73	\$1,054.49	\$1,086.21
	HOURLY	11.1290	11.4520	11.7890	12.1490	12.4610	12.8090	13.1810	13.5770
04	ANNUAL	\$23,821.98	\$24,522.42	\$25,271.48	\$25,920.70	\$26,642.98	\$27,416.74	\$28,241.46	\$30,188.86
	BI-WEEKLY	\$916.23	\$943.17	\$971.98	\$996.95	\$1,024.73	\$1,054.49	\$1,086.21	\$1,161.11
	HOURLY	11.4520	11.7890	12.1490	12.4610	12.8090	13.1810	13.5770	14.5130
05	ANNUAL	\$24,522.42	\$25,271.48	\$25,920.70	\$26,642.98	\$27,416.74	\$28,241.46	\$30,188.86	\$31,311.28
	BI-WEEKLY	\$943.17	\$971.98	\$996.95	\$1,024.73	\$1,054.49	\$1,086.21	\$1,161.11	\$1,204.28
	HOURLY	11.7890	12.1490	12.4610	12.8090	13.1810	13.5770	14.5130	15.0530
06	ANNUAL	\$25,271.48	\$25,920.70	\$26,642.98	\$27,416.74	\$28,241.46	\$30,188.86	\$31,311.28	\$32,485.18
	BI-WEEKLY	\$971.98	\$996.95	\$1,024.73	\$1,054.49	\$1,086.21	\$1,161.11	\$1,204.28	\$1,249.43
	HOURLY	12.1490	12.4610	12.8090	13.1810	13.5770	14.5130	15.0530	15.6170
07	ANNUAL	\$25,920.70	\$26,894.40	\$27,965.86	\$29,039.40	\$30,188.86	\$31,311.28	\$32,485.18	\$33,856.68
	BI-WEEKLY	\$996.95	\$1,034.40	\$1,075.61	\$1,116.90	\$1,161.11	\$1,204.28	\$1,249.43	\$1,302.18
	HOURLY	12.4610	12.9300	13.4450	13.9610	14.5130	15.0530	15.6170	16.2770
08	ANNUAL	\$26,894.40	\$27,965.86	\$29,039.40	\$30,188.86	\$31,311.28	\$32,485.18	\$33,856.68	\$35,105.98
	BI-WEEKLY	\$1,034.40	\$1,075.61	\$1,116.90	\$1,161.11	\$1,204.28	\$1,249.43	\$1,302.18	\$1,350.23
	HOURLY	12.9300	13.4450	13.9610	14.5130	15.0530	15.6170	16.2770	16.8770
09	ANNUAL	\$27,965.86	\$29,039.40	\$30,188.86	\$31,311.28	\$32,485.18	\$33,856.68	\$35,105.98	\$36,502.18
	BI-WEEKLY	\$1,075.61	\$1,116.90	\$1,161.11	\$1,204.28	\$1,249.43	\$1,302.18	\$1,350.23	\$1,403.93
	HOURLY	13.4450	13.9610	14.5130	15.0530	15.6170	16.2770	16.8770	17.5490

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GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
10	ANNUAL	\$29,039.40	\$30,188.86	\$31,311.28	\$32,485.18	\$33,856.68	\$35,105.98	\$36,502.18	\$37,924.90
	BI-WEEKLY	\$1,116.90	\$1,161.11	\$1,204.28	\$1,249.43	\$1,302.18	\$1,350.23	\$1,403.93	\$1,458.65
	HOURLY	13.9610	14.5130	15.0530	15.6170	16.2770	16.8770	17.5490	18.2330
11	ANNUAL	\$30,188.86	\$31,311.28	\$32,485.18	\$33,856.68	\$35,105.98	\$36,502.18	\$37,924.90	\$39,447.46
	BI-WEEKLY	\$1,161.11	\$1,204.28	\$1,249.43	\$1,302.18	\$1,350.23	\$1,403.93	\$1,458.65	\$1,517.21
	HOURLY	14.5130	15.0530	15.6170	16.2770	16.8770	17.5490	18.2330	18.9650
12	ANNUAL	\$31,311.28	\$32,485.18	\$33,856.68	\$35,105.98	\$36,502.18	\$37,924.90	\$39,447.46	\$41,219.36
	BI-WEEKLY	\$1,204.28	\$1,249.43	\$1,302.18	\$1,350.23	\$1,403.93	\$1,458.65	\$1,517.21	\$1,585.36
	HOURLY	15.0530	15.6170	16.2770	16.8770	17.5490	18.2330	18.9650	19.8170
13	ANNUAL	\$32,485.18	\$33,856.68	\$35,105.98	\$36,502.18	\$37,924.90	\$39,447.46	\$41,219.36	\$42,942.12
	BI-WEEKLY	\$1,249.43	\$1,302.18	\$1,350.23	\$1,403.93	\$1,458.65	\$1,517.21	\$1,585.36	\$1,651.62
	HOURLY	15.6170	16.2770	16.8770	17.5490	18.2330	18.9650	19.8170	20.6450
14	ANNUAL	\$33,856.68	\$35,105.98	\$36,502.18	\$37,924.90	\$39,447.46	\$41,219.36	\$42,942.12	\$44,764.98
	BI-WEEKLY	\$1,302.18	\$1,350.23	\$1,403.93	\$1,458.65	\$1,517.21	\$1,585.36	\$1,651.62	\$1,721.73
	HOURLY	16.2770	16.8770	17.5490	18.2330	18.9650	19.8170	20.6450	21.5210
15	ANNUAL	\$35,105.98	\$36,602.02	\$38,075.96	\$39,623.22	\$41,219.36	\$42,942.12	\$44,764.98	\$46,585.50
	BI-WEEKLY	\$1,350.23	\$1,407.77	\$1,464.46	\$1,523.97	\$1,585.36	\$1,651.62	\$1,721.73	\$1,791.75
	HOURLY	16.8770	17.5970	18.3050	19.0490	19.8170	20.6450	21.5210	22.3960
16	ANNUAL	\$36,602.02	\$38,075.96	\$39,623.22	\$41,219.36	\$42,942.12	\$44,764.98	\$46,585.50	\$48,608.56
	BI-WEEKLY	\$1,407.77	\$1,464.46	\$1,523.97	\$1,585.36	\$1,651.62	\$1,721.73	\$1,791.75	\$1,869.56
	HOURLY	17.5970	18.3050	19.0490	19.8170	20.6450	21.5210	22.3960	23.3690
17	ANNUAL	\$38,075.96	\$39,623.22	\$41,219.36	\$42,942.12	\$44,764.98	\$46,585.50	\$48,608.56	\$50,604.84
	BI-WEEKLY	\$1,464.46	\$1,523.97	\$1,585.36	\$1,651.62	\$1,721.73	\$1,791.75	\$1,869.56	\$1,946.34
	HOURLY	18.3050	19.0490	19.8170	20.6450	21.5210	22.3960	23.3690	24.3290
18	ANNUAL	\$39,623.22	\$41,219.36	\$42,942.12	\$44,764.98	\$46,585.50	\$48,608.56	\$50,604.84	\$52,752.18
	BI-WEEKLY	\$1,523.97	\$1,585.36	\$1,651.62	\$1,721.73	\$1,791.75	\$1,869.56	\$1,946.34	\$2,028.93
	HOURLY	19.0490	19.8170	20.6450	21.5210	22.3960	23.3690	24.3290	25.3610

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GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
19	ANNUAL	\$41,219.36	\$42,942.12	\$44,764.98	\$46,585.50	\$48,608.56	\$50,604.84	\$52,752.18	\$54,948.66
	BI-WEEKLY	\$1,585.36	\$1,651.62	\$1,721.73	\$1,791.75	\$1,869.56	\$1,946.34	\$2,028.93	\$2,113.41
	HOURLY	19.8170	20.6450	21.5210	22.3960	23.3690	24.3290	25.3610	26.4170
20	ANNUAL	\$42,942.12	\$44,764.98	\$46,585.50	\$48,608.56	\$50,604.84	\$52,752.18	\$54,948.66	\$57,769.66
	BI-WEEKLY	\$1,651.62	\$1,721.73	\$1,791.75	\$1,869.56	\$1,946.34	\$2,028.93	\$2,113.41	\$2,221.91
	HOURLY	20.6450	21.5210	22.3960	23.3690	24.3290	25.3610	26.4170	27.7730
21	ANNUAL	\$44,764.98	\$46,585.50	\$48,608.56	\$50,604.84	\$52,752.18	\$54,948.66	\$57,769.66	\$60,290.36
	BI-WEEKLY	\$1,721.73	\$1,791.75	\$1,869.56	\$1,946.34	\$2,028.93	\$2,113.41	\$2,221.91	\$2,318.86
	HOURLY	21.5210	22.3960	23.3690	24.3290	25.3610	26.4170	27.7730	28.9850
22	ANNUAL	\$46,585.50	\$48,608.56	\$50,604.84	\$52,752.18	\$54,948.66	\$57,769.66	\$60,290.36	\$62,960.30
	BI-WEEKLY	\$1,791.75	\$1,869.56	\$1,946.34	\$2,028.93	\$2,113.41	\$2,221.91	\$2,318.86	\$2,421.55
	HOURLY	22.3960	23.3690	24.3290	25.3610	26.4170	27.7730	28.9850	30.2690
23	ANNUAL	\$48,608.56	\$50,729.38	\$52,976.82	\$55,348.80	\$57,769.66	\$60,290.36	\$62,960.30	\$65,781.30
	BI-WEEKLY	\$1,869.56	\$1,951.13	\$2,037.57	\$2,128.80	\$2,221.91	\$2,318.86	\$2,421.55	\$2,530.05
	HOURLY	23.3690	24.3890	25.4690	26.6100	27.7730	28.9850	30.2690	31.6250
24	ANNUAL	\$50,729.38	\$52,976.82	\$55,348.80	\$57,769.66	\$60,290.36	\$62,960.30	\$65,781.30	\$68,675.62
	BI-WEEKLY	\$1,951.13	\$2,037.57	\$2,128.80	\$2,221.91	\$2,318.86	\$2,421.55	\$2,530.05	\$2,641.37
	HOURLY	24.3890	25.4690	26.6100	27.7730	28.9850	30.2690	31.6250	33.0170
25	ANNUAL	\$52,976.82	\$55,348.80	\$57,769.66	\$60,290.36	\$62,960.30	\$65,781.30	\$68,675.62	\$71,745.44
	BI-WEEKLY	\$2,037.57	\$2,128.80	\$2,221.91	\$2,318.86	\$2,421.55	\$2,530.05	\$2,641.37	\$2,759.44
	HOURLY	25.4690	26.6100	27.7730	28.9850	30.2690	31.6250	33.0170	34.4930
26	ANNUAL	\$55,348.80	\$57,769.66	\$60,290.36	\$62,960.30	\$65,781.30	\$68,675.62	\$71,745.44	\$74,891.18
	BI-WEEKLY	\$2,128.80	\$2,221.91	\$2,318.86	\$2,421.55	\$2,530.05	\$2,641.37	\$2,759.44	\$2,880.43
	HOURLY	26.6100	27.7730	28.9850	30.2690	31.6250	33.0170	34.4930	36.0050
27	ANNUAL	\$57,769.66	\$60,290.36	\$62,960.30	\$65,781.30	\$68,675.62	\$71,745.44	\$74,891.18	\$78,261.04
	BI-WEEKLY	\$2,221.91	\$2,318.86	\$2,421.55	\$2,530.05	\$2,641.37	\$2,759.44	\$2,880.43	\$3,010.04
	HOURLY	27.7730	28.9850	30.2690	31.6250	33.0170	34.4930	36.0050	37.6250

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GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
28	ANNUAL	\$60,290.36	\$62,960.30	\$65,781.30	\$68,675.62	\$71,745.44	\$74,891.18	\$78,261.04	\$82,453.80
	BI-WEEKLY	\$2,318.86	\$2,421.55	\$2,530.05	\$2,641.37	\$2,759.44	\$2,880.43	\$3,010.04	\$3,171.30
	HOURLY	28.9850	30.2690	31.6250	33.0170	34.4930	36.0050	37.6250	39.6410
29	ANNUAL	\$62,960.30	\$65,781.30	\$68,675.62	\$71,745.44	\$74,891.18	\$78,261.04	\$82,453.80	\$86,348.34
	BI-WEEKLY	\$2,421.55	\$2,530.05	\$2,641.37	\$2,759.44	\$2,880.43	\$3,010.04	\$3,171.30	\$3,321.09
	HOURLY	30.2690	31.6250	33.0170	34.4930	36.0050	37.6250	39.6410	41.5130
30	ANNUAL	\$65,781.30	\$68,675.62	\$71,745.44	\$74,891.18	\$78,261.04	\$82,453.80	\$86,348.34	\$90,367.68
	BI-WEEKLY	\$2,530.05	\$2,641.37	\$2,759.44	\$2,880.43	\$3,010.04	\$3,171.30	\$3,321.09	\$3,475.68
	HOURLY	31.6250	33.0170	34.4930	36.0050	37.6250	39.6410	41.5130	43.4460
31	ANNUAL	\$68,675.62	\$71,896.76	\$75,315.76	\$78,734.76	\$82,453.80	\$86,348.34	\$90,367.68	\$94,635.84
	BI-WEEKLY	\$2,641.37	\$2,765.26	\$2,896.76	\$3,028.26	\$3,171.30	\$3,321.09	\$3,475.68	\$3,639.84
	HOURLY	33.0170	34.5650	36.2090	37.8530	39.6410	41.5130	43.4460	45.4980
32	ANNUAL	\$71,896.76	\$75,315.76	\$78,734.76	\$82,453.80	\$86,348.34	\$90,367.68	\$94,635.84	\$98,904.00
	BI-WEEKLY	\$2,765.26	\$2,896.76	\$3,028.26	\$3,171.30	\$3,321.09	\$3,475.68	\$3,639.84	\$3,804.00
	HOURLY	34.5650	36.2090	37.8530	39.6410	41.5130	43.4460	45.4980	47.5500
33	ANNUAL	\$75,315.76	\$78,734.76	\$82,453.80	\$86,348.34	\$90,367.68	\$94,635.84	\$98,904.00	\$103,172.16
	BI-WEEKLY	\$2,896.76	\$3,028.26	\$3,171.30	\$3,321.09	\$3,475.68	\$3,639.84	\$3,804.00	\$3,968.16
	HOURLY	36.2090	37.8530	39.6410	41.5130	43.4460	45.4980	47.5500	49.6020
34	ANNUAL	\$78,734.76	\$82,453.80	\$86,348.34	\$90,367.68	\$94,635.84	\$98,904.00	\$103,172.16	\$107,464.76
	BI-WEEKLY	\$3,028.26	\$3,171.30	\$3,321.09	\$3,475.68	\$3,639.84	\$3,804.00	\$3,968.16	\$4,133.26
	HOURLY	37.8530	39.6410	41.5130	43.4460	45.4980	47.5500	49.6020	51.6650
35	ANNUAL	\$82,453.80	\$86,348.34	\$90,367.68	\$94,635.84	\$98,904.00	\$103,172.16	\$107,464.76	\$111,732.92
	BI-WEEKLY	\$3,171.30	\$3,321.09	\$3,475.68	\$3,639.84	\$3,804.00	\$3,968.16	\$4,133.26	\$4,297.42
	HOURLY	39.6410	41.5130	43.4460	45.4980	47.5500	49.6020	51.6650	53.7170