

STATE OF NEW HAMPSHIRE  
DEPARTMENT OF ADMINISTRATIVE SERVICES  
DIVISION OF PERSONNEL  
EFFECTIVE: JANUARY 2, 2009

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	\$23,911.68	\$24,593.92	\$25,274.08	\$26,006.24	\$26,773.76	\$27,591.20	\$28,300.48	\$29,090.88
	BI-WEEKLY	\$919.68	\$945.92	\$972.08	\$1,000.24	\$1,029.76	\$1,061.20	\$1,088.48	\$1,118.88
	HOURLY	11.4960	11.8240	12.1510	12.5030	12.8720	13.2650	13.6060	13.9860
02	ANNUAL	\$24,593.92	\$25,274.08	\$26,006.24	\$26,773.76	\$27,591.20	\$28,300.48	\$29,090.88	\$29,935.36
	BI-WEEKLY	\$945.92	\$972.08	\$1,000.24	\$1,029.76	\$1,061.20	\$1,088.48	\$1,118.88	\$1,151.36
	HOURLY	11.8240	12.1510	12.5030	12.8720	13.2650	13.6060	13.9860	14.3920
03	ANNUAL	\$25,274.08	\$26,006.24	\$26,773.76	\$27,591.20	\$28,300.48	\$29,090.88	\$29,935.36	\$30,833.92
	BI-WEEKLY	\$972.08	\$1,000.24	\$1,029.76	\$1,061.20	\$1,088.48	\$1,118.88	\$1,151.36	\$1,185.92
	HOURLY	12.1510	12.5030	12.8720	13.2650	13.6060	13.9860	14.3920	14.8240
04	ANNUAL	\$26,006.24	\$26,773.76	\$27,591.20	\$28,300.48	\$29,090.88	\$29,935.36	\$30,833.92	\$32,959.68
	BI-WEEKLY	\$1,000.24	\$1,029.76	\$1,061.20	\$1,088.48	\$1,118.88	\$1,151.36	\$1,185.92	\$1,267.68
	HOURLY	12.5030	12.8720	13.2650	13.6060	13.9860	14.3920	14.8240	15.8460
05	ANNUAL	\$26,773.76	\$27,591.20	\$28,300.48	\$29,090.88	\$29,935.36	\$30,833.92	\$32,959.68	\$34,184.80
	BI-WEEKLY	\$1,029.76	\$1,061.20	\$1,088.48	\$1,118.88	\$1,151.36	\$1,185.92	\$1,267.68	\$1,314.80
	HOURLY	12.8720	13.2650	13.6060	13.9860	14.3920	14.8240	15.8460	16.4350
06	ANNUAL	\$27,591.20	\$28,300.48	\$29,090.88	\$29,935.36	\$30,833.92	\$32,959.68	\$34,184.80	\$35,466.08
	BI-WEEKLY	\$1,061.20	\$1,088.48	\$1,118.88	\$1,151.36	\$1,185.92	\$1,267.68	\$1,314.80	\$1,364.08
	HOURLY	13.2650	13.6060	13.9860	14.3920	14.8240	15.8460	16.4350	17.0510
07	ANNUAL	\$28,300.48	\$29,365.44	\$30,534.40	\$31,705.44	\$32,959.68	\$34,184.80	\$35,466.08	\$36,965.76
	BI-WEEKLY	\$1,088.48	\$1,129.44	\$1,174.40	\$1,219.44	\$1,267.68	\$1,314.80	\$1,364.08	\$1,421.76
	HOURLY	13.6060	14.1180	14.6800	15.2430	15.8460	16.4350	17.0510	17.7720
08	ANNUAL	\$29,365.44	\$30,534.40	\$31,705.44	\$32,959.68	\$34,184.80	\$35,466.08	\$36,965.76	\$38,328.16
	BI-WEEKLY	\$1,129.44	\$1,174.40	\$1,219.44	\$1,267.68	\$1,314.80	\$1,364.08	\$1,421.76	\$1,474.16
	HOURLY	14.1180	14.6800	15.2430	15.8460	16.4350	17.0510	17.7720	18.4270
09	ANNUAL	\$30,534.40	\$31,705.44	\$32,959.68	\$34,184.80	\$35,466.08	\$36,965.76	\$38,328.16	\$39,854.88
	BI-WEEKLY	\$1,174.40	\$1,219.44	\$1,267.68	\$1,314.80	\$1,364.08	\$1,421.76	\$1,474.16	\$1,532.88
	HOURLY	14.6800	15.2430	15.8460	16.4350	17.0510	17.7720	18.4270	19.1610

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GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
10	ANNUAL	\$31,705.44	\$32,959.68	\$34,184.80	\$35,466.08	\$36,965.76	\$38,328.16	\$39,854.88	\$41,408.64
	BI-WEEKLY	\$1,219.44	\$1,267.68	\$1,314.80	\$1,364.08	\$1,421.76	\$1,474.16	\$1,532.88	\$1,592.64
	HOURLY	15.2430	15.8460	16.4350	17.0510	17.7720	18.4270	19.1610	19.9080
11	ANNUAL	\$32,959.68	\$34,184.80	\$35,466.08	\$36,965.76	\$38,328.16	\$39,854.88	\$41,408.64	\$43,070.56
	BI-WEEKLY	\$1,267.68	\$1,314.80	\$1,364.08	\$1,421.76	\$1,474.16	\$1,532.88	\$1,592.64	\$1,656.56
	HOURLY	15.8460	16.4350	17.0510	17.7720	18.4270	19.1610	19.9080	20.7070
12	ANNUAL	\$34,184.80	\$35,466.08	\$36,965.76	\$38,328.16	\$39,854.88	\$41,408.64	\$43,070.56	\$45,007.04
	BI-WEEKLY	\$1,314.80	\$1,364.08	\$1,421.76	\$1,474.16	\$1,532.88	\$1,592.64	\$1,656.56	\$1,731.04
	HOURLY	16.4350	17.0510	17.7720	18.4270	19.1610	19.9080	20.7070	21.6380
13	ANNUAL	\$35,466.08	\$36,965.76	\$38,328.16	\$39,854.88	\$41,408.64	\$43,070.56	\$45,007.04	\$46,887.36
	BI-WEEKLY	\$1,364.08	\$1,421.76	\$1,474.16	\$1,532.88	\$1,592.64	\$1,656.56	\$1,731.04	\$1,803.36
	HOURLY	17.0510	17.7720	18.4270	19.1610	19.9080	20.7070	21.6380	22.5420
14	ANNUAL	\$36,965.76	\$38,328.16	\$39,854.88	\$41,408.64	\$43,070.56	\$45,007.04	\$46,887.36	\$48,877.92
	BI-WEEKLY	\$1,421.76	\$1,474.16	\$1,532.88	\$1,592.64	\$1,656.56	\$1,731.04	\$1,803.36	\$1,879.92
	HOURLY	17.7720	18.4270	19.1610	19.9080	20.7070	21.6380	22.5420	23.4990
15	ANNUAL	\$38,328.16	\$39,963.04	\$41,570.88	\$43,261.92	\$45,007.04	\$46,887.36	\$48,877.92	\$50,862.24
	BI-WEEKLY	\$1,474.16	\$1,537.04	\$1,598.88	\$1,663.92	\$1,731.04	\$1,803.36	\$1,879.92	\$1,956.24
	HOURLY	18.4270	19.2130	19.9860	20.7990	21.6380	22.5420	23.4990	24.4530
16	ANNUAL	\$39,963.04	\$41,570.88	\$43,261.92	\$45,007.04	\$46,887.36	\$48,877.92	\$50,862.24	\$53,073.28
	BI-WEEKLY	\$1,537.04	\$1,598.88	\$1,663.92	\$1,731.04	\$1,803.36	\$1,879.92	\$1,956.24	\$2,041.28
	HOURLY	19.2130	19.9860	20.7990	21.6380	22.5420	23.4990	24.4530	25.5160
17	ANNUAL	\$41,570.88	\$43,261.92	\$45,007.04	\$46,887.36	\$48,877.92	\$50,862.24	\$53,073.28	\$55,253.12
	BI-WEEKLY	\$1,598.88	\$1,663.92	\$1,731.04	\$1,803.36	\$1,879.92	\$1,956.24	\$2,041.28	\$2,125.12
	HOURLY	19.9860	20.7990	21.6380	22.5420	23.4990	24.4530	25.5160	26.5640
18	ANNUAL	\$43,261.92	\$45,007.04	\$46,887.36	\$48,877.92	\$50,862.24	\$53,073.28	\$55,253.12	\$57,597.28
	BI-WEEKLY	\$1,663.92	\$1,731.04	\$1,803.36	\$1,879.92	\$1,956.24	\$2,041.28	\$2,125.12	\$2,215.28
	HOURLY	20.7990	21.6380	22.5420	23.4990	24.4530	25.5160	26.5640	27.6910

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GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
19	ANNUAL	\$45,007.04	\$46,887.36	\$48,877.92	\$50,862.24	\$53,073.28	\$55,253.12	\$57,597.28	\$59,995.52
	BI-WEEKLY	\$1,731.04	\$1,803.36	\$1,879.92	\$1,956.24	\$2,041.28	\$2,125.12	\$2,215.28	\$2,307.52
	HOURLY	21.6380	22.5420	23.4990	24.4530	25.5160	26.5640	27.6910	28.8440
20	ANNUAL	\$46,887.36	\$48,877.92	\$50,862.24	\$53,073.28	\$55,253.12	\$57,597.28	\$59,995.52	\$63,076.00
	BI-WEEKLY	\$1,803.36	\$1,879.92	\$1,956.24	\$2,041.28	\$2,125.12	\$2,215.28	\$2,307.52	\$2,426.00
	HOURLY	22.5420	23.4990	24.4530	25.5160	26.5640	27.6910	28.8440	30.3250
21	ANNUAL	\$48,877.92	\$50,862.24	\$53,073.28	\$55,253.12	\$57,597.28	\$59,995.52	\$63,076.00	\$65,827.84
	BI-WEEKLY	\$1,879.92	\$1,956.24	\$2,041.28	\$2,125.12	\$2,215.28	\$2,307.52	\$2,426.00	\$2,531.84
	HOURLY	23.4990	24.4530	25.5160	26.5640	27.6910	28.8440	30.3250	31.6480
22	ANNUAL	\$50,862.24	\$53,073.28	\$55,253.12	\$57,597.28	\$59,995.52	\$63,076.00	\$65,827.84	\$68,746.08
	BI-WEEKLY	\$1,956.24	\$2,041.28	\$2,125.12	\$2,215.28	\$2,307.52	\$2,426.00	\$2,531.84	\$2,644.08
	HOURLY	24.4530	25.5160	26.5640	27.6910	28.8440	30.3250	31.6480	33.0510
23	ANNUAL	\$53,073.28	\$55,390.40	\$57,842.72	\$60,434.40	\$63,076.00	\$65,827.84	\$68,746.08	\$71,824.48
	BI-WEEKLY	\$2,041.28	\$2,130.40	\$2,224.72	\$2,324.40	\$2,426.00	\$2,531.84	\$2,644.08	\$2,762.48
	HOURLY	25.5160	26.6300	27.8090	29.0550	30.3250	31.6480	33.0510	34.5310
24	ANNUAL	\$55,390.40	\$57,842.72	\$60,434.40	\$63,076.00	\$65,827.84	\$68,746.08	\$71,824.48	\$74,986.08
	BI-WEEKLY	\$2,130.40	\$2,224.72	\$2,324.40	\$2,426.00	\$2,531.84	\$2,644.08	\$2,762.48	\$2,884.08
	HOURLY	26.6300	27.8090	29.0550	30.3250	31.6480	33.0510	34.5310	36.0510
25	ANNUAL	\$57,842.72	\$60,434.40	\$63,076.00	\$65,827.84	\$68,746.08	\$71,824.48	\$74,986.08	\$78,339.04
	BI-WEEKLY	\$2,224.72	\$2,324.40	\$2,426.00	\$2,531.84	\$2,644.08	\$2,762.48	\$2,884.08	\$3,013.04
	HOURLY	27.8090	29.0550	30.3250	31.6480	33.0510	34.5310	36.0510	37.6630
26	ANNUAL	\$60,434.40	\$63,076.00	\$65,827.84	\$68,746.08	\$71,824.48	\$74,986.08	\$78,339.04	\$81,773.12
	BI-WEEKLY	\$2,324.40	\$2,426.00	\$2,531.84	\$2,644.08	\$2,762.48	\$2,884.08	\$3,013.04	\$3,145.12
	HOURLY	29.0550	30.3250	31.6480	33.0510	34.5310	36.0510	37.6630	39.3140
27	ANNUAL	\$63,076.00	\$65,827.84	\$68,746.08	\$71,824.48	\$74,986.08	\$78,339.04	\$81,773.12	\$85,450.56
	BI-WEEKLY	\$2,426.00	\$2,531.84	\$2,644.08	\$2,762.48	\$2,884.08	\$3,013.04	\$3,145.12	\$3,286.56
	HOURLY	30.3250	31.6480	33.0510	34.5310	36.0510	37.6630	39.3140	41.0820

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GRADE		STEP 01	STEP 02	STEP 03	STEP 04	STEP 05	STEP 06	STEP 07	STEP 08
28	ANNUAL	\$65,827.84	\$68,746.08	\$71,824.48	\$74,986.08	\$78,339.04	\$81,773.12	\$85,450.56	\$90,030.72
	BI-WEEKLY	\$2,531.84	\$2,644.08	\$2,762.48	\$2,884.08	\$3,013.04	\$3,145.12	\$3,286.56	\$3,462.72
	HOURLY	31.6480	33.0510	34.5310	36.0510	37.6630	39.3140	41.0820	43.2840
29	ANNUAL	\$68,746.08	\$71,824.48	\$74,986.08	\$78,339.04	\$81,773.12	\$85,450.56	\$90,030.72	\$94,282.24
	BI-WEEKLY	\$2,644.08	\$2,762.48	\$2,884.08	\$3,013.04	\$3,145.12	\$3,286.56	\$3,462.72	\$3,626.24
	HOURLY	33.0510	34.5310	36.0510	37.6630	39.3140	41.0820	43.2840	45.3280
30	ANNUAL	\$71,824.48	\$74,986.08	\$78,339.04	\$81,773.12	\$85,450.56	\$90,030.72	\$94,282.24	\$98,673.12
	BI-WEEKLY	\$2,762.48	\$2,884.08	\$3,013.04	\$3,145.12	\$3,286.56	\$3,462.72	\$3,626.24	\$3,795.12
	HOURLY	34.5310	36.0510	37.6630	39.3140	41.0820	43.2840	45.3280	47.4390
31	ANNUAL	\$74,986.08	\$78,501.28	\$82,236.96	\$85,968.48	\$90,030.72	\$94,282.24	\$98,673.12	\$103,332.32
	BI-WEEKLY	\$2,884.08	\$3,019.28	\$3,162.96	\$3,306.48	\$3,462.72	\$3,626.24	\$3,795.12	\$3,974.32
	HOURLY	36.0510	37.7410	39.5370	41.3310	43.2840	45.3280	47.4390	49.6790
32	ANNUAL	\$78,501.28	\$82,236.96	\$85,968.48	\$90,030.72	\$94,282.24	\$98,673.12	\$103,332.32	\$107,993.60
	BI-WEEKLY	\$3,019.28	\$3,162.96	\$3,306.48	\$3,462.72	\$3,626.24	\$3,795.12	\$3,974.32	\$4,153.60
	HOURLY	37.7410	39.5370	41.3310	43.2840	45.3280	47.4390	49.6790	51.9200
33	ANNUAL	\$82,236.96	\$85,968.48	\$90,030.72	\$94,282.24	\$98,673.12	\$103,332.32	\$107,993.60	\$112,654.88
	BI-WEEKLY	\$3,162.96	\$3,306.48	\$3,462.72	\$3,626.24	\$3,795.12	\$3,974.32	\$4,153.60	\$4,332.88
	HOURLY	39.5370	41.3310	43.2840	45.3280	47.4390	49.6790	51.9200	54.1610
34	ANNUAL	\$85,968.48	\$90,030.72	\$94,282.24	\$98,673.12	\$103,332.32	\$107,993.60	\$112,654.88	\$117,341.12
	BI-WEEKLY	\$3,306.48	\$3,462.72	\$3,626.24	\$3,795.12	\$3,974.32	\$4,153.60	\$4,332.88	\$4,513.12
	HOURLY	41.3310	43.2840	45.3280	47.4390	49.6790	51.9200	54.1610	56.4140
35	ANNUAL	\$90,030.72	\$94,282.24	\$98,673.12	\$103,332.32	\$107,993.60	\$112,654.88	\$117,341.12	\$122,000.32
	BI-WEEKLY	\$3,462.72	\$3,626.24	\$3,795.12	\$3,974.32	\$4,153.60	\$4,332.88	\$4,513.12	\$4,692.32
	HOURLY	43.2840	45.3280	47.4390	49.6790	51.9200	54.1610	56.4140	58.6540