

NP-5 PS 40 HOUR PAY PLAN EFFECTIVE 10/9/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PS	1	Annual	\$23,630.00	\$24,324.00	\$25,018.00	\$25,720.00	\$26,417.00	\$27,111.00	\$27,808.00	\$28,572.00	\$29,337.00
		Bi-Wk	\$905.37	\$931.96	\$958.55	\$985.45	\$1,012.15	\$1,038.74	\$1,065.45	\$1,094.72	\$1,124.03
		Daily	\$90.54	\$93.20	\$95.86	\$98.55	\$101.22	\$103.88	\$106.55	\$109.48	\$112.41
		Hourly	\$11.32	\$11.65	\$11.99	\$12.32	\$12.66	\$12.99	\$13.32	\$13.69	\$14.06
PS	2	Annual	\$24,384.00	\$25,112.00	\$25,835.00	\$26,567.00	\$27,290.00	\$28,036.00	\$28,801.00	\$29,594.00	\$30,385.00
		Bi-Wk	\$934.26	\$962.15	\$989.85	\$1,017.90	\$1,045.60	\$1,074.18	\$1,103.49	\$1,133.87	\$1,164.18
		Daily	\$93.43	\$96.22	\$98.99	\$101.79	\$104.56	\$107.42	\$110.35	\$113.39	\$116.42
		Hourly	\$11.68	\$12.03	\$12.38	\$12.73	\$13.07	\$13.43	\$13.80	\$14.18	\$14.56
PS	3	Annual	\$25,146.00	\$25,902.00	\$26,664.00	\$27,422.00	\$28,203.00	\$28,998.00	\$29,798.00	\$30,618.00	\$31,436.00
		Bi-Wk	\$963.45	\$992.42	\$1,021.61	\$1,050.66	\$1,080.58	\$1,111.04	\$1,141.69	\$1,173.11	\$1,204.45
		Daily	\$96.35	\$99.25	\$102.17	\$105.07	\$108.06	\$111.11	\$114.17	\$117.32	\$120.45
		Hourly	\$12.05	\$12.41	\$12.78	\$13.14	\$13.51	\$13.89	\$14.28	\$14.67	\$15.06
PS	4	Annual	\$25,954.00	\$26,747.00	\$27,531.00	\$28,351.00	\$29,176.00	\$30,004.00	\$30,832.00	\$31,681.00	\$32,528.00
		Bi-Wk	\$994.41	\$1,024.79	\$1,054.83	\$1,086.25	\$1,117.86	\$1,149.58	\$1,181.31	\$1,213.84	\$1,246.29
		Daily	\$99.45	\$102.48	\$105.49	\$108.63	\$111.79	\$114.96	\$118.14	\$121.39	\$124.63
		Hourly	\$12.44	\$12.81	\$13.19	\$13.58	\$13.98	\$14.37	\$14.77	\$15.18	\$15.58
PS	5	Annual	\$27,115.00	\$28,115.00	\$29,125.00	\$30,135.00	\$31,147.00	\$32,155.00	\$33,166.00	\$34,078.00	\$34,990.00
		Bi-Wk	\$1,038.89	\$1,077.21	\$1,115.91	\$1,154.60	\$1,193.38	\$1,232.00	\$1,270.73	\$1,305.68	\$1,340.62
		Daily	\$103.89	\$107.73	\$111.60	\$115.46	\$119.34	\$123.20	\$127.08	\$130.57	\$134.07
		Hourly	\$12.99	\$13.47	\$13.95	\$14.44	\$14.92	\$15.40	\$15.89	\$16.33	\$16.76
PS	6	Annual	\$28,386.00	\$29,431.00	\$30,473.00	\$31,515.00	\$32,554.00	\$33,599.00	\$34,638.00	\$35,590.00	\$36,544.00
		Bi-Wk	\$1,087.59	\$1,127.63	\$1,167.55	\$1,207.48	\$1,247.28	\$1,287.32	\$1,327.13	\$1,363.61	\$1,400.16
		Daily	\$108.76	\$112.77	\$116.76	\$120.75	\$124.73	\$128.74	\$132.72	\$136.37	\$140.02
		Hourly	\$13.60	\$14.10	\$14.60	\$15.10	\$15.60	\$16.10	\$16.59	\$17.05	\$17.51
PS	7	Annual	\$29,748.00	\$30,826.00	\$31,895.00	\$32,968.00	\$34,038.00	\$35,118.00	\$36,192.00	\$37,188.00	\$38,183.00
		Bi-Wk	\$1,139.78	\$1,181.08	\$1,222.04	\$1,263.15	\$1,304.14	\$1,345.52	\$1,386.67	\$1,424.83	\$1,462.96
		Daily	\$113.98	\$118.11	\$122.21	\$126.32	\$130.42	\$134.56	\$138.67	\$142.49	\$146.30
		Hourly	\$14.25	\$14.77	\$15.28	\$15.79	\$16.31	\$16.82	\$17.34	\$17.82	\$18.29

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PS	8	Annual	\$31,198.00	\$32,305.00	\$33,408.00	\$34,516.00	\$35,619.00	\$36,725.00	\$37,829.00	\$38,869.00	\$39,910.00
		Bi-Wk	\$1,195.33	\$1,237.74	\$1,280.00	\$1,322.46	\$1,364.72	\$1,407.09	\$1,449.39	\$1,489.24	\$1,529.12
		Daily	\$119.54	\$123.78	\$128.00	\$132.25	\$136.48	\$140.71	\$144.94	\$148.93	\$152.92
		Hourly	\$14.95	\$15.48	\$16.00	\$16.54	\$17.06	\$17.59	\$18.12	\$18.62	\$19.12
PS	9	Annual	\$32,743.00	\$33,880.00	\$35,020.00	\$36,154.00	\$37,290.00	\$38,424.00	\$39,565.00	\$40,652.00	\$41,741.00
		Bi-Wk	\$1,254.53	\$1,298.09	\$1,341.77	\$1,385.22	\$1,428.74	\$1,472.19	\$1,515.91	\$1,557.55	\$1,599.28
		Daily	\$125.46	\$129.81	\$134.18	\$138.53	\$142.88	\$147.22	\$151.60	\$155.76	\$159.93
		Hourly	\$15.69	\$16.23	\$16.78	\$17.32	\$17.86	\$18.41	\$18.95	\$19.47	\$20.00
PS	10	Annual	\$34,394.00	\$35,561.00	\$36,725.00	\$37,895.00	\$39,056.00	\$40,221.00	\$41,386.00	\$42,524.00	\$43,663.00
		Bi-Wk	\$1,317.78	\$1,362.50	\$1,407.09	\$1,451.92	\$1,496.40	\$1,541.04	\$1,585.68	\$1,629.28	\$1,672.92
		Daily	\$131.78	\$136.25	\$140.71	\$145.20	\$149.64	\$154.11	\$158.57	\$162.93	\$167.30
		Hourly	\$16.48	\$17.04	\$17.59	\$18.15	\$18.71	\$19.27	\$19.83	\$20.37	\$20.92
PS	11	Annual	\$36,091.00	\$37,290.00	\$38,490.00	\$39,691.00	\$40,888.00	\$42,085.00	\$43,283.00	\$44,475.00	\$45,664.00
		Bi-Wk	\$1,382.80	\$1,428.74	\$1,474.72	\$1,520.73	\$1,566.60	\$1,612.46	\$1,658.36	\$1,704.03	\$1,749.58
		Daily	\$138.28	\$142.88	\$147.48	\$152.08	\$156.66	\$161.25	\$165.84	\$170.41	\$174.96
		Hourly	\$17.29	\$17.86	\$18.44	\$19.01	\$19.59	\$20.16	\$20.73	\$21.31	\$21.87
PS	12	Annual	\$37,929.00	\$39,156.00	\$40,381.00	\$41,610.00	\$42,837.00	\$44,068.00	\$45,292.00	\$46,537.00	\$47,783.00
		Bi-Wk	\$1,453.22	\$1,500.23	\$1,547.17	\$1,594.26	\$1,641.27	\$1,688.43	\$1,735.33	\$1,783.03	\$1,830.77
		Daily	\$145.33	\$150.03	\$154.72	\$159.43	\$164.13	\$168.85	\$173.54	\$178.31	\$183.08
		Hourly	\$18.17	\$18.76	\$19.34	\$19.93	\$20.52	\$21.11	\$21.70	\$22.29	\$22.89
PS	13	Annual	\$39,797.00	\$41,062.00	\$42,321.00	\$43,586.00	\$44,850.00	\$46,108.00	\$47,372.00	\$48,675.00	\$49,977.00
		Bi-Wk	\$1,524.79	\$1,573.26	\$1,621.50	\$1,669.97	\$1,718.40	\$1,766.60	\$1,815.02	\$1,864.95	\$1,914.83
		Daily	\$152.48	\$157.33	\$162.15	\$167.00	\$171.84	\$176.66	\$181.51	\$186.50	\$191.49
		Hourly	\$19.06	\$19.67	\$20.27	\$20.88	\$21.48	\$22.09	\$22.69	\$23.32	\$23.94
PS	14	Annual	\$40,888.00	\$42,385.00	\$43,885.00	\$45,380.00	\$46,879.00	\$48,378.00	\$49,877.00	\$51,249.00	\$52,619.00
		Bi-Wk	\$1,566.60	\$1,623.95	\$1,681.42	\$1,738.70	\$1,796.14	\$1,853.57	\$1,911.00	\$1,963.57	\$2,016.06
		Daily	\$156.66	\$162.40	\$168.15	\$173.87	\$179.62	\$185.36	\$191.10	\$196.36	\$201.61
		Hourly	\$19.59	\$20.30	\$21.02	\$21.74	\$22.46	\$23.17	\$23.89	\$24.55	\$25.21

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PS	15	Annual	\$42,824.00	\$44,387.00	\$45,940.00	\$47,509.00	\$49,067.00	\$50,626.00	\$52,187.00	\$53,622.00	\$55,057.00
		Bi-Wk	\$1,640.77	\$1,700.66	\$1,760.16	\$1,820.27	\$1,879.97	\$1,939.70	\$1,999.51	\$2,054.49	\$2,109.47
		Daily	\$164.08	\$170.07	\$176.02	\$182.03	\$188.00	\$193.97	\$199.96	\$205.45	\$210.95
		Hourly	\$20.51	\$21.26	\$22.01	\$22.76	\$23.50	\$24.25	\$25.00	\$25.69	\$26.37
PS	16	Annual	\$44,884.00	\$46,509.00	\$48,136.00	\$49,764.00	\$51,391.00	\$53,016.00	\$54,640.00	\$56,142.00	\$57,646.00
		Bi-Wk	\$1,719.70	\$1,781.96	\$1,844.30	\$1,906.67	\$1,969.01	\$2,031.27	\$2,093.49	\$2,151.04	\$2,208.66
		Daily	\$171.97	\$178.20	\$184.43	\$190.67	\$196.91	\$203.13	\$209.35	\$215.11	\$220.87
		Hourly	\$21.50	\$22.28	\$23.06	\$23.84	\$24.62	\$25.40	\$26.17	\$26.89	\$27.61
PS	17	Annual	\$47,077.00	\$48,765.00	\$50,447.00	\$52,134.00	\$53,826.00	\$55,510.00	\$57,193.00	\$58,765.00	\$60,338.00
		Bi-Wk	\$1,803.72	\$1,868.40	\$1,932.84	\$1,997.48	\$2,062.30	\$2,126.82	\$2,191.31	\$2,251.54	\$2,311.81
		Daily	\$180.38	\$186.84	\$193.29	\$199.75	\$206.23	\$212.69	\$219.14	\$225.16	\$231.19
		Hourly	\$22.55	\$23.36	\$24.17	\$24.97	\$25.78	\$26.59	\$27.40	\$28.15	\$28.90
PS	18	Annual	\$49,395.00	\$51,142.00	\$52,895.00	\$54,640.00	\$56,394.00	\$58,139.00	\$59,888.00	\$61,534.00	\$63,181.00
		Bi-Wk	\$1,892.53	\$1,959.47	\$2,026.63	\$2,093.49	\$2,160.69	\$2,227.55	\$2,294.56	\$2,357.63	\$2,420.73
		Daily	\$189.26	\$195.95	\$202.67	\$209.35	\$216.07	\$222.76	\$229.46	\$235.77	\$242.08
		Hourly	\$23.66	\$24.50	\$25.34	\$26.17	\$27.01	\$27.85	\$28.69	\$29.48	\$30.26
PS	19	Annual	\$51,849.00	\$53,658.00	\$55,469.00	\$57,271.00	\$59,084.00	\$60,892.00	\$62,706.00	\$64,430.00	\$66,155.00
		Bi-Wk	\$1,986.56	\$2,055.87	\$2,125.25	\$2,194.30	\$2,263.76	\$2,333.03	\$2,402.53	\$2,468.59	\$2,534.68
		Daily	\$198.66	\$205.59	\$212.53	\$219.43	\$226.38	\$233.31	\$240.26	\$246.86	\$253.47
		Hourly	\$24.84	\$25.70	\$26.57	\$27.43	\$28.30	\$29.17	\$30.04	\$30.86	\$31.69
PS	20	Annual	\$54,464.00	\$56,337.00	\$58,213.00	\$60,086.00	\$61,957.00	\$63,829.00	\$65,695.00	\$67,503.00	\$69,309.00
		Bi-Wk	\$2,086.75	\$2,158.51	\$2,230.39	\$2,302.15	\$2,373.84	\$2,445.56	\$2,517.05	\$2,586.33	\$2,655.52
		Daily	\$208.68	\$215.86	\$223.04	\$230.22	\$237.39	\$244.56	\$251.71	\$258.64	\$265.56
		Hourly	\$26.09	\$26.99	\$27.88	\$28.78	\$29.68	\$30.57	\$31.47	\$32.33	\$33.20
PS	21	Annual	\$54,990.00	\$57,054.00	\$59,117.00	\$61,183.00	\$63,243.00	\$65,306.00	\$67,369.00	\$69,221.00	\$71,075.00
		Bi-Wk	\$2,106.90	\$2,185.98	\$2,265.02	\$2,344.18	\$2,423.11	\$2,502.15	\$2,581.19	\$2,652.15	\$2,723.19
		Daily	\$210.69	\$218.60	\$226.51	\$234.42	\$242.32	\$250.22	\$258.12	\$265.22	\$272.32
		Hourly	\$26.34	\$27.33	\$28.32	\$29.31	\$30.29	\$31.28	\$32.27	\$33.16	\$34.04

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PS	22	Annual	\$57,193.00	\$59,315.00	\$61,443.00	\$63,577.00	\$65,686.00	\$67,812.00	\$69,939.00	\$71,861.00	\$73,786.00
		Bi-Wk	\$2,191.31	\$2,272.61	\$2,354.14	\$2,435.91	\$2,516.71	\$2,598.17	\$2,679.66	\$2,753.30	\$2,827.05
		Daily	\$219.14	\$227.27	\$235.42	\$243.60	\$251.68	\$259.82	\$267.97	\$275.33	\$282.71
		Hourly	\$27.40	\$28.41	\$29.43	\$30.45	\$31.46	\$32.48	\$33.50	\$34.42	\$35.34
PS	23	Annual	\$59,652.00	\$61,676.00	\$63,862.00	\$66,048.00	\$68,234.00	\$70,419.00	\$72,606.00	\$74,602.00	\$76,598.00
		Bi-Wk	\$2,285.52	\$2,363.07	\$2,446.82	\$2,530.58	\$2,614.33	\$2,698.05	\$2,781.84	\$2,858.32	\$2,934.79
		Daily	\$228.56	\$236.31	\$244.69	\$253.06	\$261.44	\$269.81	\$278.19	\$285.84	\$293.48
		Hourly	\$28.57	\$29.54	\$30.59	\$31.64	\$32.68	\$33.73	\$34.78	\$35.73	\$36.69
PS	24	Annual	\$61,873.00	\$64,119.00	\$66,365.00	\$68,613.00	\$70,860.00	\$73,104.00	\$75,358.00	\$77,430.00	\$79,502.00
		Bi-Wk	\$2,370.62	\$2,456.67	\$2,542.73	\$2,628.86	\$2,714.95	\$2,800.92	\$2,887.28	\$2,966.67	\$3,046.06
		Daily	\$237.07	\$245.67	\$254.28	\$262.89	\$271.50	\$280.10	\$288.73	\$296.67	\$304.61
		Hourly	\$29.64	\$30.71	\$31.79	\$32.87	\$33.94	\$35.02	\$36.10	\$37.09	\$38.08
PS	25	Annual	\$64,365.00	\$66,673.00	\$68,982.00	\$71,291.00	\$73,605.00	\$75,912.00	\$78,225.00	\$80,375.00	\$82,526.00
		Bi-Wk	\$2,466.10	\$2,554.53	\$2,642.99	\$2,731.46	\$2,820.12	\$2,908.51	\$2,997.13	\$3,079.51	\$3,161.92
		Daily	\$246.61	\$255.46	\$264.30	\$273.15	\$282.02	\$290.86	\$299.72	\$307.96	\$316.20
		Hourly	\$30.83	\$31.94	\$33.04	\$34.15	\$35.26	\$36.36	\$37.47	\$38.50	\$39.53
PS	26	Annual	\$67,015.00	\$69,386.00	\$71,759.00	\$74,134.00	\$76,503.00	\$78,878.00	\$81,246.00	\$83,481.00	\$85,714.00
		Bi-Wk	\$2,567.63	\$2,658.47	\$2,749.39	\$2,840.39	\$2,931.15	\$3,022.15	\$3,112.88	\$3,198.51	\$3,284.07
		Daily	\$256.77	\$265.85	\$274.94	\$284.04	\$293.12	\$302.22	\$311.29	\$319.86	\$328.41
		Hourly	\$32.10	\$33.24	\$34.37	\$35.51	\$36.64	\$37.78	\$38.92	\$39.99	\$41.06
PS	27	Annual	\$69,771.00	\$72,198.00	\$74,636.00	\$77,068.00	\$79,498.00	\$81,930.00	\$84,362.00	\$86,681.00	\$89,004.00
		Bi-Wk	\$2,673.22	\$2,766.21	\$2,859.62	\$2,952.80	\$3,045.91	\$3,139.09	\$3,232.27	\$3,321.12	\$3,410.12
		Daily	\$267.33	\$276.63	\$285.97	\$295.28	\$304.60	\$313.91	\$323.23	\$332.12	\$341.02
		Hourly	\$33.42	\$34.58	\$35.75	\$36.91	\$38.08	\$39.24	\$40.41	\$41.52	\$42.63
PS	28	Annual	\$72,671.00	\$75,162.00	\$77,664.00	\$80,156.00	\$82,652.00	\$85,146.00	\$87,640.00	\$90,050.00	\$92,460.00
		Bi-Wk	\$2,784.33	\$2,879.78	\$2,975.64	\$3,071.12	\$3,166.75	\$3,262.30	\$3,357.86	\$3,450.20	\$3,542.53
		Daily	\$278.44	\$287.98	\$297.57	\$307.12	\$316.68	\$326.23	\$335.79	\$345.02	\$354.26
		Hourly	\$34.81	\$36.00	\$37.20	\$38.39	\$39.59	\$40.78	\$41.98	\$43.13	\$44.29

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PS	29	Annual	\$75,686.00	\$78,248.00	\$80,813.00	\$83,379.00	\$85,939.00	\$88,503.00	\$91,067.00	\$93,572.00	\$96,076.00
		Bi-Wk	\$2,899.85	\$2,998.01	\$3,096.29	\$3,194.60	\$3,292.69	\$3,390.92	\$3,489.16	\$3,585.14	\$3,681.08
		Daily	\$289.99	\$299.81	\$309.63	\$319.46	\$329.27	\$339.10	\$348.92	\$358.52	\$368.11
		Hourly	\$36.25	\$37.48	\$38.71	\$39.94	\$41.16	\$42.39	\$43.62	\$44.82	\$46.02
PS	30	Annual	\$78,812.00	\$81,435.00	\$84,060.00	\$86,681.00	\$89,306.00	\$91,929.00	\$94,555.00	\$97,155.00	\$99,755.00
		Bi-Wk	\$3,019.62	\$3,120.12	\$3,220.69	\$3,321.12	\$3,421.69	\$3,522.19	\$3,622.80	\$3,722.42	\$3,822.04
		Daily	\$301.97	\$312.02	\$322.07	\$332.12	\$342.17	\$352.22	\$362.28	\$372.25	\$382.21
		Hourly	\$37.75	\$39.01	\$40.26	\$41.52	\$42.78	\$44.03	\$45.29	\$46.54	\$47.78
PS	31	Annual	\$82,088.00	\$84,776.00	\$87,461.00	\$90,150.00	\$92,837.00	\$95,518.00	\$98,208.00	\$100,908.00	\$103,609.00
		Bi-Wk	\$3,145.14	\$3,248.13	\$3,351.00	\$3,454.03	\$3,556.98	\$3,659.70	\$3,762.76	\$3,866.21	\$3,969.70
		Daily	\$314.52	\$324.82	\$335.10	\$345.41	\$355.70	\$365.97	\$376.28	\$386.63	\$396.97
		Hourly	\$39.32	\$40.61	\$41.89	\$43.18	\$44.47	\$45.75	\$47.04	\$48.33	\$49.63
PS	32	Annual	\$85,510.00	\$88,255.00	\$90,999.00	\$93,740.00	\$96,486.00	\$99,230.00	\$101,975.00	\$104,780.00	\$107,584.00
		Bi-Wk	\$3,276.25	\$3,381.42	\$3,486.56	\$3,591.58	\$3,696.79	\$3,801.92	\$3,907.09	\$4,014.56	\$4,122.00
		Daily	\$327.63	\$338.15	\$348.66	\$359.16	\$369.68	\$380.20	\$390.71	\$401.46	\$412.20
		Hourly	\$40.96	\$42.27	\$43.59	\$44.90	\$46.21	\$47.53	\$48.84	\$50.19	\$51.53
PS	33	Annual	\$89,087.00	\$91,896.00	\$94,708.00	\$97,517.00	\$100,330.00	\$103,138.00	\$105,944.00	\$108,858.00	\$111,771.00
		Bi-Wk	\$3,413.30	\$3,520.92	\$3,628.66	\$3,736.29	\$3,844.07	\$3,951.65	\$4,059.16	\$4,170.81	\$4,282.42
		Daily	\$341.33	\$352.10	\$362.87	\$373.63	\$384.41	\$395.17	\$405.92	\$417.09	\$428.25
		Hourly	\$42.67	\$44.02	\$45.36	\$46.71	\$48.06	\$49.40	\$50.74	\$52.14	\$53.54
PS	34	Annual	\$92,800.00	\$95,672.00	\$98,550.00	\$101,415.00	\$104,291.00	\$107,163.00	\$110,041.00	\$113,067.00	\$116,094.00
		Bi-Wk	\$3,555.56	\$3,665.60	\$3,775.87	\$3,885.64	\$3,995.83	\$4,105.87	\$4,216.14	\$4,332.07	\$4,448.05
		Daily	\$355.56	\$366.56	\$377.59	\$388.57	\$399.59	\$410.59	\$421.62	\$433.21	\$444.81
		Hourly	\$44.45	\$45.82	\$47.20	\$48.58	\$49.95	\$51.33	\$52.71	\$54.16	\$55.61
PS	35	Annual	\$96,741.00	\$99,672.00	\$102,600.00	\$105,529.00	\$108,462.00	\$111,389.00	\$114,320.00	\$117,464.00	\$120,608.00
		Bi-Wk	\$3,706.56	\$3,818.86	\$3,931.04	\$4,043.26	\$4,155.64	\$4,267.78	\$4,380.08	\$4,500.54	\$4,621.00
		Daily	\$370.66	\$381.89	\$393.11	\$404.33	\$415.57	\$426.78	\$438.01	\$450.06	\$462.10
		Hourly	\$46.34	\$47.74	\$49.14	\$50.55	\$51.95	\$53.35	\$54.76	\$56.26	\$57.77