

NP-4 CO 36.25 HOUR PAY PLAN EFFECTIVE 12/3/99

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CO	1 Annual	\$23,269.00	\$23,974.00	\$24,674.00	\$25,383.00	\$26,120.00	\$26,855.00	\$27,593.00	\$28,283.00	\$29,025.00	\$29,769.00
	Bi-Wk	\$891.54	\$918.55	\$945.37	\$972.53	\$1,000.77	\$1,028.93	\$1,057.21	\$1,083.64	\$1,112.07	\$1,140.58
	Daily	\$89.16	\$91.86	\$94.54	\$97.26	\$100.08	\$102.90	\$105.73	\$108.37	\$111.21	\$114.06
	Hourly	\$12.30	\$12.67	\$13.04	\$13.42	\$13.81	\$14.20	\$14.59	\$14.95	\$15.34	\$15.74
CO	2 Annual	\$24,023.00	\$24,752.00	\$25,487.00	\$26,257.00	\$27,024.00	\$27,789.00	\$28,561.00	\$29,275.00	\$30,044.00	\$30,812.00
	Bi-Wk	\$920.43	\$948.36	\$976.52	\$1,006.02	\$1,035.41	\$1,064.72	\$1,094.30	\$1,121.65	\$1,151.12	\$1,180.54
	Daily	\$92.05	\$94.84	\$97.66	\$100.61	\$103.55	\$106.48	\$109.43	\$112.17	\$115.12	\$118.06
	Hourly	\$12.70	\$13.09	\$13.47	\$13.88	\$14.29	\$14.69	\$15.10	\$15.48	\$15.88	\$16.29
CO	3 Annual	\$25,361.00	\$26,293.00	\$27,232.00	\$28,167.00	\$29,109.00	\$30,048.00	\$30,984.00	\$31,761.00	\$32,594.00	\$33,428.00
	Bi-Wk	\$971.69	\$1,007.40	\$1,043.38	\$1,079.20	\$1,115.29	\$1,151.27	\$1,187.13	\$1,216.90	\$1,248.82	\$1,280.77
	Daily	\$97.17	\$100.74	\$104.34	\$107.92	\$111.53	\$115.13	\$118.72	\$121.69	\$124.89	\$128.08
	Hourly	\$13.41	\$13.90	\$14.40	\$14.89	\$15.39	\$15.88	\$16.38	\$16.79	\$17.23	\$17.67
CO	4 Annual	\$26,548.00	\$27,516.00	\$28,481.00	\$29,447.00	\$30,415.00	\$31,379.00	\$32,341.00	\$33,152.00	\$34,021.00	\$34,892.00
	Bi-Wk	\$1,017.17	\$1,054.26	\$1,091.23	\$1,128.24	\$1,165.33	\$1,202.27	\$1,239.12	\$1,270.20	\$1,303.49	\$1,336.86
	Daily	\$101.72	\$105.43	\$109.13	\$112.83	\$116.54	\$120.23	\$123.92	\$127.02	\$130.35	\$133.69
	Hourly	\$14.03	\$14.55	\$15.06	\$15.57	\$16.08	\$16.59	\$17.10	\$17.52	\$17.98	\$18.44
CO	5 Annual	\$27,812.00	\$28,809.00	\$29,800.00	\$30,796.00	\$31,788.00	\$32,781.00	\$33,780.00	\$34,624.00	\$35,532.00	\$36,441.00
	Bi-Wk	\$1,065.60	\$1,103.80	\$1,141.77	\$1,179.93	\$1,217.94	\$1,255.98	\$1,294.26	\$1,326.60	\$1,361.38	\$1,396.21
	Daily	\$106.56	\$110.38	\$114.18	\$118.00	\$121.80	\$125.60	\$129.43	\$132.66	\$136.14	\$139.63
	Hourly	\$14.70	\$15.23	\$15.75	\$16.28	\$16.80	\$17.33	\$17.86	\$18.30	\$18.78	\$19.26
CO	6 Annual	\$29,149.00	\$30,179.00	\$31,206.00	\$32,227.00	\$33,255.00	\$34,283.00	\$35,307.00	\$36,191.00	\$37,140.00	\$38,091.00
	Bi-Wk	\$1,116.82	\$1,156.29	\$1,195.64	\$1,234.76	\$1,274.14	\$1,313.53	\$1,352.76	\$1,386.63	\$1,422.99	\$1,459.43
	Daily	\$111.69	\$115.63	\$119.57	\$123.48	\$127.42	\$131.36	\$135.28	\$138.67	\$142.30	\$145.95
	Hourly	\$15.41	\$15.95	\$16.50	\$17.04	\$17.58	\$18.12	\$18.66	\$19.13	\$19.63	\$20.14
CO	7 Annual	\$30,587.00	\$31,639.00	\$32,696.00	\$33,745.00	\$34,797.00	\$35,851.00	\$36,904.00	\$37,827.00	\$38,820.00	\$39,812.00
	Bi-Wk	\$1,171.92	\$1,212.23	\$1,252.73	\$1,292.92	\$1,333.22	\$1,373.61	\$1,413.95	\$1,449.32	\$1,487.36	\$1,525.37
	Daily	\$117.20	\$121.23	\$125.28	\$129.30	\$133.33	\$137.37	\$141.40	\$144.94	\$148.74	\$152.54
	Hourly	\$16.17	\$16.73	\$17.28	\$17.84	\$18.39	\$18.95	\$19.51	\$20.00	\$20.52	\$21.04
CO	8 Annual	\$32,114.00	\$33,195.00	\$34,276.00	\$35,357.00	\$36,441.00	\$37,523.00	\$38,604.00	\$39,571.00	\$40,610.00	\$41,649.00
	Bi-Wk	\$1,230.43	\$1,271.84	\$1,313.26	\$1,354.68	\$1,396.21	\$1,437.67	\$1,479.09	\$1,516.14	\$1,555.94	\$1,595.75
	Daily	\$123.05	\$127.19	\$131.33	\$135.47	\$139.63	\$143.77	\$147.91	\$151.62	\$155.60	\$159.58
	Hourly	\$16.98	\$17.55	\$18.12	\$18.69	\$19.26	\$19.83	\$20.41	\$20.92	\$21.47	\$22.02

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CO	9 Annual	\$33,683.00	\$34,791.00	\$35,904.00	\$37,017.00	\$38,128.00	\$39,237.00	\$40,346.00	\$41,356.00	\$42,442.00	\$43,526.00
	Bi-Wk	\$1,290.54	\$1,332.99	\$1,375.64	\$1,418.28	\$1,460.85	\$1,503.34	\$1,545.83	\$1,584.53	\$1,626.14	\$1,667.67
	Daily	\$129.06	\$133.30	\$137.57	\$141.83	\$146.09	\$150.34	\$154.59	\$158.46	\$162.62	\$166.77
	Hourly	\$17.81	\$18.39	\$18.98	\$19.57	\$20.15	\$20.74	\$21.33	\$21.86	\$22.43	\$23.01
CO	10 Annual	\$35,386.00	\$36,523.00	\$37,662.00	\$38,805.00	\$39,944.00	\$41,086.00	\$42,228.00	\$43,283.00	\$44,420.00	\$45,555.00
	Bi-Wk	\$1,355.79	\$1,399.35	\$1,442.99	\$1,486.79	\$1,530.43	\$1,574.18	\$1,617.94	\$1,658.36	\$1,701.92	\$1,745.41
	Daily	\$135.58	\$139.94	\$144.30	\$148.68	\$153.05	\$157.42	\$161.80	\$165.84	\$170.20	\$174.55
	Hourly	\$18.71	\$19.31	\$19.91	\$20.51	\$21.11	\$21.72	\$22.32	\$22.88	\$23.48	\$24.08
CO	11 Annual	\$37,121.00	\$38,287.00	\$39,465.00	\$40,633.00	\$41,799.00	\$42,970.00	\$44,138.00	\$45,240.00	\$46,428.00	\$47,616.00
	Bi-Wk	\$1,422.27	\$1,466.94	\$1,512.07	\$1,556.82	\$1,601.50	\$1,646.37	\$1,691.12	\$1,733.34	\$1,778.86	\$1,824.37
	Daily	\$142.23	\$146.70	\$151.21	\$155.69	\$160.15	\$164.64	\$169.12	\$173.34	\$177.89	\$182.44
	Hourly	\$19.62	\$20.24	\$20.86	\$21.48	\$22.09	\$22.71	\$23.33	\$23.91	\$24.54	\$25.17
CO	12 Annual	\$38,942.00	\$40,231.00	\$41,523.00	\$42,815.00	\$44,104.00	\$45,396.00	\$46,685.00	\$47,853.00	\$49,110.00	\$50,365.00
	Bi-Wk	\$1,492.04	\$1,541.42	\$1,590.92	\$1,640.43	\$1,689.81	\$1,739.32	\$1,788.70	\$1,833.45	\$1,881.61	\$1,929.70
	Daily	\$149.21	\$154.15	\$159.10	\$164.05	\$168.99	\$173.94	\$178.87	\$183.35	\$188.17	\$192.97
	Hourly	\$20.58	\$21.27	\$21.95	\$22.63	\$23.31	\$24.00	\$24.68	\$25.29	\$25.96	\$26.62
CO	16 Annual	\$47,027.00	\$48,557.00	\$50,084.00	\$51,613.00	\$53,141.00	\$54,670.00	\$56,199.00	\$57,604.00	\$59,116.00	\$60,629.00
	Bi-Wk	\$1,801.81	\$1,860.43	\$1,918.93	\$1,977.51	\$2,036.06	\$2,094.64	\$2,153.22	\$2,207.05	\$2,264.99	\$2,322.96
	Daily	\$180.19	\$186.05	\$191.90	\$197.76	\$203.61	\$209.47	\$215.33	\$220.71	\$226.50	\$232.30
	Hourly	\$24.86	\$25.67	\$26.47	\$27.28	\$28.09	\$28.90	\$29.70	\$30.45	\$31.25	\$32.05
CC	1 Annual	\$27,529.00									
	Bi-Wk	\$1,054.76									
	Daily	\$105.48									
	Hourly	\$14.55									