

NP-4 CO 36.25 HOUR PAY PLAN EFFECTIVE 12/4/98

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	\$22,591.00	\$23,275.00	\$23,955.00	\$24,643.00	\$25,359.00	\$26,072.00	\$26,789.00	\$27,459.00	\$28,179.00	\$28,901.00
	Bi-Wk	\$865.56	\$891.77	\$917.82	\$944.18	\$971.61	\$998.93	\$1,026.40	\$1,052.07	\$1,079.66	\$1,107.32
	Daily	\$86.56	\$89.18	\$91.79	\$94.42	\$97.17	\$99.90	\$102.64	\$105.21	\$107.97	\$110.74
	Hourly	\$11.94	\$12.31	\$12.66	\$13.03	\$13.41	\$13.78	\$14.16	\$14.52	\$14.90	\$15.28
CO	2 Annual	\$23,323.00	\$24,031.00	\$24,744.00	\$25,492.00	\$26,236.00	\$26,979.00	\$27,729.00	\$28,422.00	\$29,168.00	\$29,914.00
	Bi-Wk	\$893.61	\$920.73	\$948.05	\$976.71	\$1,005.22	\$1,033.68	\$1,062.42	\$1,088.97	\$1,117.55	\$1,146.14
	Daily	\$89.37	\$92.08	\$94.81	\$97.68	\$100.53	\$103.37	\$106.25	\$108.90	\$111.76	\$114.62
	Hourly	\$12.33	\$12.70	\$13.08	\$13.48	\$13.87	\$14.26	\$14.66	\$15.03	\$15.42	\$15.81
CO	3 Annual	\$24,622.00	\$25,527.00	\$26,438.00	\$27,346.00	\$28,261.00	\$29,172.00	\$30,081.00	\$30,835.00	\$31,644.00	\$32,454.00
	Bi-Wk	\$943.38	\$978.05	\$1,012.96	\$1,047.74	\$1,082.80	\$1,117.71	\$1,152.53	\$1,181.42	\$1,212.42	\$1,243.45
	Daily	\$94.34	\$97.81	\$101.30	\$104.78	\$108.28	\$111.78	\$115.26	\$118.15	\$121.25	\$124.35
	Hourly	\$13.02	\$13.50	\$13.98	\$14.46	\$14.94	\$15.42	\$15.90	\$16.30	\$16.73	\$17.16
CO	4 Annual	\$25,774.00	\$26,714.00	\$27,651.00	\$28,589.00	\$29,529.00	\$30,465.00	\$31,399.00	\$32,186.00	\$33,030.00	\$33,875.00
	Bi-Wk	\$987.51	\$1,023.53	\$1,059.43	\$1,095.37	\$1,131.38	\$1,167.25	\$1,203.03	\$1,233.19	\$1,265.52	\$1,297.90
	Daily	\$98.76	\$102.36	\$105.95	\$109.54	\$113.14	\$116.73	\$120.31	\$123.32	\$126.56	\$129.79
	Hourly	\$13.63	\$14.12	\$14.62	\$15.11	\$15.61	\$16.10	\$16.60	\$17.01	\$17.46	\$17.91
CO	5 Annual	\$27,001.00	\$27,969.00	\$28,932.00	\$29,899.00	\$30,862.00	\$31,826.00	\$32,796.00	\$33,615.00	\$34,497.00	\$35,379.00
	Bi-Wk	\$1,034.53	\$1,071.61	\$1,108.51	\$1,145.56	\$1,182.46	\$1,219.39	\$1,256.56	\$1,287.94	\$1,321.73	\$1,355.52
	Daily	\$103.46	\$107.17	\$110.86	\$114.56	\$118.25	\$121.94	\$125.66	\$128.80	\$132.18	\$135.56
	Hourly	\$14.27	\$14.79	\$15.29	\$15.81	\$16.31	\$16.82	\$17.34	\$17.77	\$18.24	\$18.70
CO	6 Annual	\$28,300.00	\$29,300.00	\$30,297.00	\$31,288.00	\$32,286.00	\$33,284.00	\$34,278.00	\$35,136.00	\$36,058.00	\$36,981.00
	Bi-Wk	\$1,084.30	\$1,122.61	\$1,160.81	\$1,198.78	\$1,237.02	\$1,275.25	\$1,313.34	\$1,346.21	\$1,381.54	\$1,416.90
	Daily	\$108.43	\$112.27	\$116.09	\$119.88	\$123.71	\$127.53	\$131.34	\$134.63	\$138.16	\$141.69
	Hourly	\$14.96	\$15.49	\$16.02	\$16.54	\$17.07	\$17.59	\$18.12	\$18.57	\$19.06	\$19.55
CO	7 Annual	\$29,696.00	\$30,717.00	\$31,743.00	\$32,762.00	\$33,783.00	\$34,806.00	\$35,829.00	\$36,725.00	\$37,689.00	\$38,652.00
	Bi-Wk	\$1,137.78	\$1,176.90	\$1,216.21	\$1,255.25	\$1,294.37	\$1,333.57	\$1,372.76	\$1,407.09	\$1,444.03	\$1,480.92
	Daily	\$113.78	\$117.69	\$121.63	\$125.53	\$129.44	\$133.36	\$137.28	\$140.71	\$144.41	\$148.10
	Hourly	\$15.70	\$16.24	\$16.78	\$17.32	\$17.86	\$18.40	\$18.94	\$19.41	\$19.92	\$20.43
CO	8 Annual	\$31,178.00	\$32,228.00	\$33,277.00	\$34,327.00	\$35,379.00	\$36,430.00	\$37,479.00	\$38,418.00	\$39,427.00	\$40,435.00
	Bi-Wk	\$1,194.56	\$1,234.79	\$1,274.99	\$1,315.22	\$1,355.52	\$1,395.79	\$1,435.98	\$1,471.96	\$1,510.62	\$1,549.24
	Daily	\$119.46	\$123.48	\$127.50	\$131.53	\$135.56	\$139.58	\$143.60	\$147.20	\$151.07	\$154.93
	Hourly	\$16.48	\$17.04	\$17.59	\$18.15	\$18.70	\$19.26	\$19.81	\$20.31	\$20.84	\$21.37

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CO	9 Annual	\$32,701.00	\$33,777.00	\$34,858.00	\$35,938.00	\$37,017.00	\$38,094.00	\$39,170.00	\$40,151.00	\$41,205.00	\$42,258.00
	Bi-Wk	\$1,252.92	\$1,294.14	\$1,335.56	\$1,376.94	\$1,418.28	\$1,459.55	\$1,500.77	\$1,538.36	\$1,578.74	\$1,619.09
	Daily	\$125.30	\$129.42	\$133.56	\$137.70	\$141.83	\$145.96	\$150.08	\$153.84	\$157.88	\$161.91
	Hourly	\$17.29	\$17.86	\$18.43	\$19.00	\$19.57	\$20.14	\$20.71	\$21.22	\$21.78	\$22.34
CO	10 Annual	\$34,355.00	\$35,459.00	\$36,565.00	\$37,674.00	\$38,780.00	\$39,889.00	\$40,998.00	\$42,022.00	\$43,126.00	\$44,228.00
	Bi-Wk	\$1,316.29	\$1,358.59	\$1,400.96	\$1,443.45	\$1,485.83	\$1,528.32	\$1,570.81	\$1,610.04	\$1,652.34	\$1,694.56
	Daily	\$131.63	\$135.86	\$140.10	\$144.35	\$148.59	\$152.84	\$157.09	\$161.01	\$165.24	\$169.46
	Hourly	\$18.16	\$18.74	\$19.33	\$19.91	\$20.50	\$21.09	\$21.67	\$22.21	\$22.80	\$23.38
CO	11 Annual	\$36,039.00	\$37,171.00	\$38,315.00	\$39,449.00	\$40,581.00	\$41,718.00	\$42,852.00	\$43,922.00	\$45,075.00	\$46,229.00
	Bi-Wk	\$1,380.81	\$1,424.18	\$1,468.01	\$1,511.46	\$1,554.83	\$1,598.40	\$1,641.84	\$1,682.84	\$1,727.02	\$1,771.23
	Daily	\$138.09	\$142.42	\$146.81	\$151.15	\$155.49	\$159.84	\$164.19	\$168.29	\$172.71	\$177.13
	Hourly	\$19.05	\$19.65	\$20.25	\$20.85	\$21.45	\$22.05	\$22.65	\$23.22	\$23.83	\$24.44
CO	12 Annual	\$37,807.00	\$39,059.00	\$40,313.00	\$41,567.00	\$42,819.00	\$44,073.00	\$45,325.00	\$46,459.00	\$47,679.00	\$48,898.00
	Bi-Wk	\$1,448.55	\$1,496.52	\$1,544.56	\$1,592.61	\$1,640.58	\$1,688.63	\$1,736.60	\$1,780.04	\$1,826.79	\$1,873.49
	Daily	\$144.86	\$149.66	\$154.46	\$159.27	\$164.06	\$168.87	\$173.66	\$178.01	\$182.68	\$187.35
	Hourly	\$19.98	\$20.65	\$21.31	\$21.97	\$22.63	\$23.30	\$23.96	\$24.56	\$25.20	\$25.85
CO	16 Annual	\$45,657.00	\$47,142.00	\$48,625.00	\$50,109.00	\$51,593.00	\$53,077.00	\$54,562.00	\$55,926.00	\$57,394.00	\$58,863.00
	Bi-Wk	\$1,749.32	\$1,806.21	\$1,863.03	\$1,919.89	\$1,976.75	\$2,033.61	\$2,090.50	\$2,142.76	\$2,199.01	\$2,255.29
	Daily	\$174.94	\$180.63	\$186.31	\$191.99	\$197.68	\$203.37	\$209.05	\$214.28	\$219.91	\$225.53
	Hourly	\$24.13	\$24.92	\$25.70	\$26.49	\$27.27	\$28.05	\$28.84	\$29.56	\$30.34	\$31.11
CC	16 Annual	\$26,727.00									
	Bi-Wk	\$1,024.03									
	Daily	\$102.41									
	Hourly	\$14.13									