

NP-5 PS (PF) (PT) 40 HOUR PAY PLAN EFFECTIVE 7/3/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PS	1	Annual	\$23,280.00	\$23,964.00	\$24,648.00	\$25,339.00	\$26,026.00	\$26,710.00	\$27,397.00	\$28,149.00	\$28,903.00
		Bi-Wk	\$891.96	\$918.17	\$944.37	\$970.85	\$997.17	\$1,023.38	\$1,049.70	\$1,078.51	\$1,107.40
		Daily	\$89.20	\$91.82	\$94.44	\$97.09	\$99.72	\$102.34	\$104.97	\$107.86	\$110.74
		Hourly	\$11.15	\$11.48	\$11.81	\$12.14	\$12.47	\$12.80	\$13.13	\$13.49	\$13.85
PS	2	Annual	\$24,023.00	\$24,740.00	\$25,453.00	\$26,174.00	\$26,886.00	\$27,621.00	\$28,375.00	\$29,156.00	\$29,935.00
		Bi-Wk	\$920.43	\$947.90	\$975.22	\$1,002.84	\$1,030.12	\$1,058.28	\$1,087.17	\$1,117.09	\$1,146.94
		Daily	\$92.05	\$94.79	\$97.53	\$100.29	\$103.02	\$105.83	\$108.72	\$111.71	\$114.70
		Hourly	\$11.51	\$11.85	\$12.20	\$12.54	\$12.88	\$13.23	\$13.59	\$13.97	\$14.34
PS	3	Annual	\$24,774.00	\$25,519.00	\$26,269.00	\$27,016.00	\$27,786.00	\$28,569.00	\$29,357.00	\$30,165.00	\$30,971.00
		Bi-Wk	\$949.20	\$977.74	\$1,006.48	\$1,035.10	\$1,064.60	\$1,094.60	\$1,124.79	\$1,155.75	\$1,186.63
		Daily	\$94.92	\$97.78	\$100.65	\$103.51	\$106.46	\$109.46	\$112.48	\$115.58	\$118.67
		Hourly	\$11.87	\$12.23	\$12.59	\$12.94	\$13.31	\$13.69	\$14.06	\$14.45	\$14.84
PS	4	Annual	\$25,570.00	\$26,351.00	\$27,124.00	\$27,932.00	\$28,744.00	\$29,560.00	\$30,376.00	\$31,212.00	\$32,047.00
		Bi-Wk	\$979.70	\$1,009.62	\$1,039.24	\$1,070.20	\$1,101.31	\$1,132.57	\$1,163.84	\$1,195.87	\$1,227.86
		Daily	\$97.97	\$100.97	\$103.93	\$107.02	\$110.14	\$113.26	\$116.39	\$119.59	\$122.79
		Hourly	\$12.25	\$12.63	\$13.00	\$13.38	\$13.77	\$14.16	\$14.55	\$14.95	\$15.35
PS	5	Annual	\$26,714.00	\$27,699.00	\$28,694.00	\$29,689.00	\$30,686.00	\$31,679.00	\$32,675.00	\$33,574.00	\$34,472.00
		Bi-Wk	\$1,023.53	\$1,061.27	\$1,099.39	\$1,137.51	\$1,175.71	\$1,213.76	\$1,251.92	\$1,286.37	\$1,320.77
		Daily	\$102.36	\$106.13	\$109.94	\$113.76	\$117.58	\$121.38	\$125.20	\$128.64	\$132.08
		Hourly	\$12.80	\$13.27	\$13.75	\$14.22	\$14.70	\$15.18	\$15.65	\$16.08	\$16.51
PS	6	Annual	\$27,966.00	\$28,996.00	\$30,022.00	\$31,049.00	\$32,072.00	\$33,102.00	\$34,126.00	\$35,064.00	\$36,003.00
		Bi-Wk	\$1,071.50	\$1,110.96	\$1,150.27	\$1,189.62	\$1,228.82	\$1,268.28	\$1,307.51	\$1,343.45	\$1,379.43
		Daily	\$107.15	\$111.10	\$115.03	\$118.97	\$122.89	\$126.83	\$130.76	\$134.35	\$137.95
		Hourly	\$13.40	\$13.89	\$14.38	\$14.88	\$15.37	\$15.86	\$16.35	\$16.80	\$17.25
PS	7	Annual	\$29,308.00	\$30,370.00	\$31,423.00	\$32,480.00	\$33,534.00	\$34,599.00	\$35,657.00	\$36,638.00	\$37,618.00
		Bi-Wk	\$1,122.92	\$1,163.61	\$1,203.95	\$1,244.45	\$1,284.83	\$1,325.64	\$1,366.17	\$1,403.76	\$1,441.31
		Daily	\$112.30	\$116.37	\$120.40	\$124.45	\$128.49	\$132.57	\$136.62	\$140.38	\$144.14
		Hourly	\$14.04	\$14.55	\$15.05	\$15.56	\$16.07	\$16.58	\$17.08	\$17.55	\$18.02
PS	8	Annual	\$30,736.00	\$31,827.00	\$32,914.00	\$34,005.00	\$35,092.00	\$36,182.00	\$37,269.00	\$38,294.00	\$39,320.00
		Bi-Wk	\$1,177.63	\$1,219.43	\$1,261.08	\$1,302.88	\$1,344.53	\$1,386.29	\$1,427.94	\$1,467.21	\$1,506.52
		Daily	\$117.77	\$121.95	\$126.11	\$130.29	\$134.46	\$138.63	\$142.80	\$146.73	\$150.66
		Hourly	\$14.73	\$15.25	\$15.77	\$16.29	\$16.81	\$17.33	\$17.85	\$18.35	\$18.84

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PS	9	Annual	\$32,259.00	\$33,379.00	\$34,502.00	\$35,619.00	\$36,738.00	\$37,856.00	\$38,980.00	\$40,051.00	\$41,124.00
		Bi-Wk	\$1,235.98	\$1,278.89	\$1,321.92	\$1,364.72	\$1,407.59	\$1,450.43	\$1,493.49	\$1,534.53	\$1,575.64
		Daily	\$123.60	\$127.89	\$132.20	\$136.48	\$140.76	\$145.05	\$149.35	\$153.46	\$157.57
		Hourly	\$15.45	\$15.99	\$16.53	\$17.06	\$17.60	\$18.14	\$18.67	\$19.19	\$19.70
PS	10	Annual	\$33,885.00	\$35,035.00	\$36,182.00	\$37,334.00	\$38,478.00	\$39,626.00	\$40,774.00	\$41,895.00	\$43,017.00
		Bi-Wk	\$1,298.28	\$1,342.34	\$1,386.29	\$1,430.43	\$1,474.26	\$1,518.24	\$1,562.23	\$1,605.18	\$1,648.17
		Daily	\$129.83	\$134.24	\$138.63	\$143.05	\$147.43	\$151.83	\$156.23	\$160.52	\$164.82
		Hourly	\$16.23	\$16.78	\$17.33	\$17.89	\$18.43	\$18.98	\$19.53	\$20.07	\$20.61
PS	11	Annual	\$35,557.00	\$36,738.00	\$37,921.00	\$39,104.00	\$40,283.00	\$41,463.00	\$42,643.00	\$43,817.00	\$44,989.00
		Bi-Wk	\$1,362.34	\$1,407.59	\$1,452.92	\$1,498.24	\$1,543.41	\$1,588.63	\$1,633.84	\$1,678.82	\$1,723.72
		Daily	\$136.24	\$140.76	\$145.30	\$149.83	\$154.35	\$158.87	\$163.39	\$167.89	\$172.38
		Hourly	\$17.03	\$17.60	\$18.17	\$18.73	\$19.30	\$19.86	\$20.43	\$20.99	\$21.55
PS	12	Annual	\$37,368.00	\$38,577.00	\$39,784.00	\$40,995.00	\$42,203.00	\$43,416.00	\$44,622.00	\$45,849.00	\$47,076.00
		Bi-Wk	\$1,431.73	\$1,478.05	\$1,524.30	\$1,570.69	\$1,616.98	\$1,663.45	\$1,709.66	\$1,756.67	\$1,803.68
		Daily	\$143.18	\$147.81	\$152.43	\$157.07	\$161.70	\$166.35	\$170.97	\$175.67	\$180.37
		Hourly	\$17.90	\$18.48	\$19.06	\$19.64	\$20.22	\$20.80	\$21.38	\$21.96	\$22.55
PS	13	Annual	\$39,208.00	\$40,455.00	\$41,695.00	\$42,941.00	\$44,187.00	\$45,426.00	\$46,671.00	\$47,955.00	\$49,238.00
		Bi-Wk	\$1,502.23	\$1,550.00	\$1,597.51	\$1,645.25	\$1,692.99	\$1,740.46	\$1,788.17	\$1,837.36	\$1,886.52
		Daily	\$150.23	\$155.00	\$159.76	\$164.53	\$169.30	\$174.05	\$178.82	\$183.74	\$188.66
		Hourly	\$18.78	\$19.38	\$19.97	\$20.57	\$21.17	\$21.76	\$22.36	\$22.97	\$23.59
PS	14	Annual	\$40,283.00	\$41,758.00	\$43,236.00	\$44,709.00	\$46,186.00	\$47,663.00	\$49,139.00	\$50,491.00	\$51,841.00
		Bi-Wk	\$1,543.41	\$1,599.93	\$1,656.56	\$1,712.99	\$1,769.58	\$1,826.17	\$1,882.73	\$1,934.53	\$1,986.25
		Daily	\$154.35	\$160.00	\$165.66	\$171.30	\$176.96	\$182.62	\$188.28	\$193.46	\$198.63
		Hourly	\$19.30	\$20.00	\$20.71	\$21.42	\$22.12	\$22.83	\$23.54	\$24.19	\$24.83
PS	15	Annual	\$42,191.00	\$43,731.00	\$45,261.00	\$46,806.00	\$48,341.00	\$49,877.00	\$51,415.00	\$52,829.00	\$54,243.00
		Bi-Wk	\$1,616.52	\$1,675.52	\$1,734.14	\$1,793.34	\$1,852.15	\$1,911.00	\$1,969.93	\$2,024.10	\$2,078.28
		Daily	\$161.66	\$167.56	\$173.42	\$179.34	\$185.22	\$191.10	\$197.00	\$202.41	\$207.83
		Hourly	\$20.21	\$20.95	\$21.68	\$22.42	\$23.16	\$23.89	\$24.63	\$25.31	\$25.98
PS	16	Annual	\$44,220.00	\$45,821.00	\$47,424.00	\$49,028.00	\$50,631.00	\$52,232.00	\$53,832.00	\$55,312.00	\$56,794.00
		Bi-Wk	\$1,694.26	\$1,755.60	\$1,817.02	\$1,878.47	\$1,939.89	\$2,001.23	\$2,062.53	\$2,119.24	\$2,176.02
		Daily	\$169.43	\$175.56	\$181.71	\$187.85	\$193.99	\$200.13	\$206.26	\$211.93	\$217.61

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		Hourly	\$21.18	\$21.95	\$22.72	\$23.49	\$24.25	\$25.02	\$25.79	\$26.50	\$27.21
PS	17	Annual	\$46,381.00	\$48,044.00	\$49,701.00	\$51,363.00	\$53,030.00	\$54,689.00	\$56,347.00	\$57,896.00	\$59,446.00
		Bi-Wk	\$1,777.05	\$1,840.77	\$1,904.26	\$1,967.94	\$2,031.81	\$2,095.37	\$2,158.89	\$2,218.24	\$2,277.63
		Daily	\$177.71	\$184.08	\$190.43	\$196.80	\$203.19	\$209.54	\$215.89	\$221.83	\$227.77
		Hourly	\$22.22	\$23.01	\$23.81	\$24.60	\$25.40	\$26.20	\$26.99	\$27.73	\$28.48
PS	18	Annual	\$48,665.00	\$50,386.00	\$52,113.00	\$53,832.00	\$55,560.00	\$57,279.00	\$59,002.00	\$60,624.00	\$62,247.00
		Bi-Wk	\$1,864.56	\$1,930.50	\$1,996.67	\$2,062.53	\$2,128.74	\$2,194.60	\$2,260.62	\$2,322.76	\$2,384.95
		Daily	\$186.46	\$193.05	\$199.67	\$206.26	\$212.88	\$219.46	\$226.07	\$232.28	\$238.50
		Hourly	\$23.31	\$24.14	\$24.96	\$25.79	\$26.61	\$27.44	\$28.26	\$29.04	\$29.82
PS	19	Annual	\$51,082.00	\$52,865.00	\$54,649.00	\$56,424.00	\$58,210.00	\$59,992.00	\$61,779.00	\$63,477.00	\$65,177.00
		Bi-Wk	\$1,957.17	\$2,025.48	\$2,093.84	\$2,161.84	\$2,230.27	\$2,298.55	\$2,367.02	\$2,432.07	\$2,497.21
		Daily	\$195.72	\$202.55	\$209.39	\$216.19	\$223.03	\$229.86	\$236.71	\$243.21	\$249.73
		Hourly	\$24.47	\$25.32	\$26.18	\$27.03	\$27.88	\$28.74	\$29.59	\$30.41	\$31.22
PS	20	Annual	\$53,659.00	\$55,504.00	\$57,352.00	\$59,198.00	\$61,041.00	\$62,885.00	\$64,724.00	\$66,505.00	\$68,284.00
		Bi-Wk	\$2,055.91	\$2,126.60	\$2,197.40	\$2,268.13	\$2,338.74	\$2,409.39	\$2,479.85	\$2,548.09	\$2,616.25
		Daily	\$205.60	\$212.66	\$219.74	\$226.82	\$233.88	\$240.94	\$247.99	\$254.81	\$261.63
		Hourly	\$25.70	\$26.59	\$27.47	\$28.36	\$29.24	\$30.12	\$31.00	\$31.86	\$32.71
PS	21	Annual	\$54,177.00	\$56,210.00	\$58,243.00	\$60,278.00	\$62,308.00	\$64,340.00	\$66,373.00	\$68,198.00	\$70,024.00
		Bi-Wk	\$2,075.75	\$2,153.64	\$2,231.54	\$2,309.51	\$2,387.28	\$2,465.14	\$2,543.03	\$2,612.96	\$2,682.92
		Daily	\$207.58	\$215.37	\$223.16	\$230.96	\$238.73	\$246.52	\$254.31	\$261.30	\$268.30
		Hourly	\$25.95	\$26.93	\$27.90	\$28.87	\$29.85	\$30.82	\$31.79	\$32.67	\$33.54
PS	22	Annual	\$56,347.00	\$58,438.00	\$60,534.00	\$62,637.00	\$64,715.00	\$66,809.00	\$68,905.00	\$70,799.00	\$72,695.00
		Bi-Wk	\$2,158.89	\$2,239.01	\$2,319.32	\$2,399.89	\$2,479.51	\$2,559.74	\$2,640.04	\$2,712.61	\$2,785.25
		Daily	\$215.89	\$223.91	\$231.94	\$239.99	\$247.96	\$255.98	\$264.01	\$271.27	\$278.53
		Hourly	\$26.99	\$27.99	\$29.00	\$30.00	\$31.00	\$32.00	\$33.01	\$33.91	\$34.82
PS	23	Annual	\$58,770.00	\$60,764.00	\$62,918.00	\$65,071.00	\$67,225.00	\$69,378.00	\$71,533.00	\$73,499.00	\$75,466.00
		Bi-Wk	\$2,251.73	\$2,328.13	\$2,410.66	\$2,493.15	\$2,575.68	\$2,658.17	\$2,740.73	\$2,816.06	\$2,891.42
		Daily	\$225.18	\$232.82	\$241.07	\$249.32	\$257.57	\$265.82	\$274.08	\$281.61	\$289.15
		Hourly	\$28.15	\$29.11	\$30.14	\$31.17	\$32.20	\$33.23	\$34.26	\$35.21	\$36.15
PS	24	Annual	\$60,958.00	\$63,171.00	\$65,384.00	\$67,599.00	\$69,812.00	\$72,023.00	\$74,244.00	\$76,285.00	\$78,327.00
		Bi-Wk	\$2,335.56	\$2,420.35	\$2,505.14	\$2,590.00	\$2,674.79	\$2,759.51	\$2,844.60	\$2,922.80	\$3,001.04

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
		Daily	\$233.56	\$242.04	\$250.52	\$259.00	\$267.48	\$275.96	\$284.46	\$292.28	\$300.11
		Hourly	\$29.20	\$30.26	\$31.32	\$32.38	\$33.44	\$34.50	\$35.56	\$36.54	\$37.52
PS	25	Annual	\$63,413.00	\$65,687.00	\$67,962.00	\$70,237.00	\$72,517.00	\$74,790.00	\$77,068.00	\$79,187.00	\$81,306.00
		Bi-Wk	\$2,429.62	\$2,516.75	\$2,603.91	\$2,691.08	\$2,778.43	\$2,865.52	\$2,952.80	\$3,033.99	\$3,115.18
		Daily	\$242.97	\$251.68	\$260.40	\$269.11	\$277.85	\$286.56	\$295.28	\$303.40	\$311.52
		Hourly	\$30.38	\$31.46	\$32.55	\$33.64	\$34.74	\$35.82	\$36.91	\$37.93	\$38.94
PS	26	Annual	\$66,024.00	\$68,360.00	\$70,698.00	\$73,038.00	\$75,372.00	\$77,712.00	\$80,045.00	\$82,247.00	\$84,447.00
		Bi-Wk	\$2,529.66	\$2,619.16	\$2,708.74	\$2,798.40	\$2,887.82	\$2,977.48	\$3,066.86	\$3,151.23	\$3,235.52
		Daily	\$252.97	\$261.92	\$270.88	\$279.84	\$288.79	\$297.75	\$306.69	\$315.13	\$323.56
		Hourly	\$31.63	\$32.74	\$33.86	\$34.98	\$36.10	\$37.22	\$38.34	\$39.40	\$40.45
PS	27	Annual	\$68,739.00	\$71,131.00	\$73,533.00	\$75,929.00	\$78,323.00	\$80,719.00	\$83,115.00	\$85,400.00	\$87,688.00
		Bi-Wk	\$2,633.68	\$2,725.33	\$2,817.36	\$2,909.16	\$3,000.89	\$3,092.69	\$3,184.49	\$3,272.04	\$3,359.70
		Daily	\$263.37	\$272.54	\$281.74	\$290.92	\$300.09	\$309.27	\$318.45	\$327.21	\$335.97
		Hourly	\$32.93	\$34.07	\$35.22	\$36.37	\$37.52	\$38.66	\$39.81	\$40.91	\$42.00
PS	28	Annual	\$71,597.00	\$74,051.00	\$76,516.00	\$78,971.00	\$81,430.00	\$83,887.00	\$86,344.00	\$88,719.00	\$91,093.00
		Bi-Wk	\$2,743.19	\$2,837.21	\$2,931.65	\$3,025.71	\$3,119.93	\$3,214.07	\$3,308.20	\$3,399.20	\$3,490.16
		Daily	\$274.32	\$283.73	\$293.17	\$302.58	\$312.00	\$321.41	\$330.82	\$339.92	\$349.02
		Hourly	\$34.29	\$35.47	\$36.65	\$37.83	\$39.00	\$40.18	\$41.36	\$42.49	\$43.63
PS	29	Annual	\$74,567.00	\$77,091.00	\$79,618.00	\$82,146.00	\$84,668.00	\$87,195.00	\$89,721.00	\$92,189.00	\$94,656.00
		Bi-Wk	\$2,856.98	\$2,953.68	\$3,050.50	\$3,147.36	\$3,243.99	\$3,340.81	\$3,437.59	\$3,532.15	\$3,626.67
		Daily	\$285.70	\$295.37	\$305.05	\$314.74	\$324.40	\$334.09	\$343.76	\$353.22	\$362.67
		Hourly	\$35.72	\$36.93	\$38.14	\$39.35	\$40.55	\$41.77	\$42.97	\$44.16	\$45.34
PS	30	Annual	\$77,647.00	\$80,231.00	\$82,817.00	\$85,400.00	\$87,986.00	\$90,570.00	\$93,157.00	\$95,719.00	\$98,280.00
		Bi-Wk	\$2,974.99	\$3,073.99	\$3,173.07	\$3,272.04	\$3,371.12	\$3,470.12	\$3,569.24	\$3,667.40	\$3,765.52
		Daily	\$297.50	\$307.40	\$317.31	\$327.21	\$337.12	\$347.02	\$356.93	\$366.74	\$376.56
		Hourly	\$37.19	\$38.43	\$39.67	\$40.91	\$42.14	\$43.38	\$44.62	\$45.85	\$47.07
PS	31	Annual	\$80,874.00	\$83,523.00	\$86,168.00	\$88,817.00	\$91,465.00	\$94,106.00	\$96,756.00	\$99,416.00	\$102,077.00
		Bi-Wk	\$3,098.63	\$3,200.12	\$3,301.46	\$3,402.96	\$3,504.41	\$3,605.60	\$3,707.13	\$3,809.05	\$3,911.00
		Daily	\$309.87	\$320.02	\$330.15	\$340.30	\$350.45	\$360.56	\$370.72	\$380.91	\$391.10
		Hourly	\$38.74	\$40.01	\$41.27	\$42.54	\$43.81	\$45.07	\$46.34	\$47.62	\$48.89
PS	32	Annual	\$84,246.00	\$86,950.00	\$89,654.00	\$92,354.00	\$95,060.00	\$97,763.00	\$100,467.00	\$103,231.00	\$105,994.00

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
		Bi-Wk	\$3,227.82	\$3,331.42	\$3,435.02	\$3,538.47	\$3,642.15	\$3,745.71	\$3,849.32	\$3,955.22	\$4,061.08
		Daily	\$322.79	\$333.15	\$343.51	\$353.85	\$364.22	\$374.58	\$384.94	\$395.53	\$406.11
		Hourly	\$40.35	\$41.65	\$42.94	\$44.24	\$45.53	\$46.83	\$48.12	\$49.45	\$50.77
PS	33	Annual	\$87,770.00	\$90,537.00	\$93,308.00	\$96,075.00	\$98,847.00	\$101,613.00	\$104,378.00	\$107,249.00	\$110,119.00
		Bi-Wk	\$3,362.84	\$3,468.86	\$3,575.02	\$3,681.04	\$3,787.25	\$3,893.22	\$3,999.16	\$4,109.16	\$4,219.12
		Daily	\$336.29	\$346.89	\$357.51	\$368.11	\$378.73	\$389.33	\$399.92	\$410.92	\$421.92
		Hourly	\$42.04	\$43.37	\$44.69	\$46.02	\$47.35	\$48.67	\$49.99	\$51.37	\$52.74
PS	34	Annual	\$91,428.00	\$94,258.00	\$97,093.00	\$99,916.00	\$102,749.00	\$105,579.00	\$108,414.00	\$111,396.00	\$114,378.00
		Bi-Wk	\$3,502.99	\$3,611.42	\$3,720.04	\$3,828.20	\$3,936.75	\$4,045.18	\$4,153.80	\$4,268.05	\$4,382.30
		Daily	\$350.30	\$361.15	\$372.01	\$382.82	\$393.68	\$404.52	\$415.38	\$426.81	\$438.23
		Hourly	\$43.79	\$45.15	\$46.51	\$47.86	\$49.21	\$50.57	\$51.93	\$53.36	\$54.78
PS	35	Annual	\$95,311.00	\$98,199.00	\$101,083.00	\$103,969.00	\$106,859.00	\$109,742.00	\$112,630.00	\$115,728.00	\$118,825.00
		Bi-Wk	\$3,651.77	\$3,762.42	\$3,872.92	\$3,983.49	\$4,094.22	\$4,204.68	\$4,315.33	\$4,434.03	\$4,552.69
		Daily	\$365.18	\$376.25	\$387.30	\$398.35	\$409.43	\$420.47	\$431.54	\$443.41	\$455.27
		Hourly	\$45.65	\$47.04	\$48.42	\$49.80	\$51.18	\$52.56	\$53.95	\$55.43	\$56.91