

P-5 AR 40 HOUR PAY PLAN EFFECTIVE 12/31/1999

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
AR	1	Annual	\$18,494.00	\$18,953.00	\$19,397.00	\$19,852.00	\$20,297.00	\$20,754.00	\$21,199.00
		Bi-Wk	\$708.59	\$726.17	\$743.19	\$760.62	\$777.67	\$795.18	\$812.23
		Daily	\$70.86	\$72.62	\$74.32	\$76.07	\$77.77	\$79.52	\$81.23
		Hourly	\$8.86	\$9.08	\$9.29	\$9.51	\$9.73	\$9.94	\$10.16
AR	2	Annual	\$19,397.00	\$19,852.00	\$20,297.00	\$20,754.00	\$21,199.00	\$21,650.00	\$22,100.00
		Bi-Wk	\$743.19	\$760.62	\$777.67	\$795.18	\$812.23	\$829.51	\$846.75
		Daily	\$74.32	\$76.07	\$77.77	\$79.52	\$81.23	\$82.96	\$84.68
		Hourly	\$9.29	\$9.51	\$9.73	\$9.94	\$10.16	\$10.37	\$10.59
AR	3	Annual	\$19,852.00	\$20,297.00	\$20,754.00	\$21,199.00	\$21,650.00	\$22,100.00	\$22,550.00
		Bi-Wk	\$760.62	\$777.67	\$795.18	\$812.23	\$829.51	\$846.75	\$863.99
		Daily	\$76.07	\$77.77	\$79.52	\$81.23	\$82.96	\$84.68	\$86.40
		Hourly	\$9.51	\$9.73	\$9.94	\$10.16	\$10.37	\$10.59	\$10.80
AR	4	Annual	\$20,490.00	\$21,037.00	\$21,584.00	\$22,133.00	\$22,688.00	\$23,227.00	\$23,776.00
		Bi-Wk	\$785.06	\$806.02	\$826.98	\$848.01	\$869.28	\$889.93	\$910.96
		Daily	\$78.51	\$80.61	\$82.70	\$84.81	\$86.93	\$89.00	\$91.10
		Hourly	\$9.82	\$10.08	\$10.34	\$10.61	\$10.87	\$11.13	\$11.39
AR	5	Annual	\$21,003.00	\$21,584.00	\$22,166.00	\$22,740.00	\$23,319.00	\$23,897.00	\$24,477.00
		Bi-Wk	\$804.72	\$826.98	\$849.28	\$871.27	\$893.45	\$915.60	\$937.82
		Daily	\$80.48	\$82.70	\$84.93	\$87.13	\$89.35	\$91.56	\$93.79
		Hourly	\$10.06	\$10.34	\$10.62	\$10.90	\$11.17	\$11.45	\$11.73
AR	6	Annual	\$21,719.00	\$22,298.00	\$22,873.00	\$23,451.00	\$24,029.00	\$24,606.00	\$25,184.00
		Bi-Wk	\$832.15	\$854.33	\$876.37	\$898.51	\$920.66	\$942.76	\$964.91
		Daily	\$83.22	\$85.44	\$87.64	\$89.86	\$92.07	\$94.28	\$96.50
		Hourly	\$10.41	\$10.68	\$10.96	\$11.24	\$11.51	\$11.79	\$12.07
AR	7	Annual	\$22,357.00	\$22,934.00	\$23,516.00	\$24,094.00	\$24,670.00	\$25,249.00	\$25,827.00
		Bi-Wk	\$856.60	\$878.70	\$901.00	\$923.15	\$945.22	\$967.40	\$989.55
		Daily	\$85.66	\$87.87	\$90.10	\$92.32	\$94.53	\$96.74	\$98.96
		Hourly	\$10.71	\$10.99	\$11.27	\$11.54	\$11.82	\$12.10	\$12.37
AR	8	Annual	\$24,029.00	\$24,738.00	\$25,447.00	\$26,154.00	\$26,866.00	\$27,569.00	\$28,281.00
		Bi-Wk	\$920.66	\$947.82	\$974.99	\$1,002.07	\$1,029.35	\$1,056.29	\$1,083.57
		Daily	\$92.07	\$94.79	\$97.50	\$100.21	\$102.94	\$105.63	\$108.36
		Hourly	\$11.51	\$11.85	\$12.19	\$12.53	\$12.87	\$13.21	\$13.55
AR	9	Annual	\$24,767.00	\$25,506.00	\$26,243.00	\$26,983.00	\$27,720.00	\$28,460.00	\$29,203.00
		Bi-Wk	\$948.93	\$977.25	\$1,005.48	\$1,033.84	\$1,062.07	\$1,090.43	\$1,118.89
		Daily	\$94.90	\$97.73	\$100.55	\$103.39	\$106.21	\$109.05	\$111.89
		Hourly	\$11.87	\$12.22	\$12.57	\$12.93	\$13.28	\$13.64	\$13.99

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AR	10	Annual	\$25,567.00	\$26,340.00	\$27,106.00	\$27,885.00	\$28,655.00	\$29,440.00	\$30,253.00
		Bi-Wk	\$979.58	\$1,009.20	\$1,038.55	\$1,068.40	\$1,097.90	\$1,127.97	\$1,159.12
		Daily	\$97.96	\$100.92	\$103.86	\$106.84	\$109.79	\$112.80	\$115.92
		Hourly	\$12.25	\$12.62	\$12.99	\$13.36	\$13.73	\$14.10	\$14.49
AR	11	Annual	\$26,378.00	\$27,178.00	\$27,986.00	\$28,788.00	\$29,619.00	\$30,463.00	\$31,310.00
		Bi-Wk	\$1,010.66	\$1,041.31	\$1,072.27	\$1,102.99	\$1,134.83	\$1,167.17	\$1,199.62
		Daily	\$101.07	\$104.14	\$107.23	\$110.30	\$113.49	\$116.72	\$119.97
		Hourly	\$12.64	\$13.02	\$13.41	\$13.79	\$14.19	\$14.59	\$15.00
AR	12	Annual	\$27,233.00	\$28,076.00	\$28,905.00	\$29,776.00	\$30,649.00	\$31,532.00	\$32,405.00
		Bi-Wk	\$1,043.41	\$1,075.71	\$1,107.48	\$1,140.85	\$1,174.30	\$1,208.13	\$1,241.58
		Daily	\$104.35	\$107.58	\$110.75	\$114.09	\$117.43	\$120.82	\$124.16
		Hourly	\$13.05	\$13.45	\$13.85	\$14.27	\$14.68	\$15.11	\$15.52
AR	13	Annual	\$28,770.00	\$29,830.00	\$30,898.00	\$31,970.00	\$33,044.00	\$34,112.00	\$35,188.00
		Bi-Wk	\$1,102.30	\$1,142.92	\$1,183.84	\$1,224.91	\$1,266.06	\$1,306.98	\$1,348.20
		Daily	\$110.23	\$114.30	\$118.39	\$122.50	\$126.61	\$130.70	\$134.82
		Hourly	\$13.78	\$14.29	\$14.80	\$15.32	\$15.83	\$16.34	\$16.86
AR	14	Annual	\$30,115.00	\$31,224.00	\$32,328.00	\$33,434.00	\$34,538.00	\$35,645.00	\$36,749.00
		Bi-Wk	\$1,153.84	\$1,196.33	\$1,238.63	\$1,281.00	\$1,323.30	\$1,365.71	\$1,408.01
		Daily	\$115.39	\$119.64	\$123.87	\$128.10	\$132.33	\$136.58	\$140.81
		Hourly	\$14.43	\$14.96	\$15.49	\$16.02	\$16.55	\$17.08	\$17.61
AR	15	Annual	\$31,560.00	\$32,700.00	\$33,836.00	\$34,976.00	\$36,114.00	\$37,259.00	\$38,397.00
		Bi-Wk	\$1,209.20	\$1,252.88	\$1,296.40	\$1,340.08	\$1,383.68	\$1,427.55	\$1,471.15
		Daily	\$120.92	\$125.29	\$129.64	\$134.01	\$138.37	\$142.76	\$147.12
		Hourly	\$15.12	\$15.67	\$16.21	\$16.76	\$17.30	\$17.85	\$18.39
AR	16	Annual	\$33,097.00	\$34,269.00	\$35,442.00	\$36,618.00	\$37,788.00	\$38,962.00	\$40,132.00
		Bi-Wk	\$1,268.09	\$1,312.99	\$1,357.94	\$1,402.99	\$1,447.82	\$1,492.80	\$1,537.63
		Daily	\$126.81	\$131.30	\$135.80	\$140.30	\$144.79	\$149.28	\$153.77
		Hourly	\$15.86	\$16.42	\$16.98	\$17.54	\$18.10	\$18.66	\$19.23
AR	17	Annual	\$34,737.00	\$35,943.00	\$37,151.00	\$38,354.00	\$39,562.00	\$40,769.00	\$41,975.00
		Bi-Wk	\$1,330.92	\$1,377.13	\$1,423.41	\$1,469.51	\$1,515.79	\$1,562.04	\$1,608.24
		Daily	\$133.10	\$137.72	\$142.35	\$146.96	\$151.58	\$156.21	\$160.83
		Hourly	\$16.64	\$17.22	\$17.80	\$18.37	\$18.95	\$19.53	\$20.11
AR	18	Annual	\$36,490.00	\$37,727.00	\$38,962.00	\$40,200.00	\$41,432.00	\$42,671.00	\$43,907.00
		Bi-Wk	\$1,398.09	\$1,445.48	\$1,492.80	\$1,540.23	\$1,587.44	\$1,634.91	\$1,682.27
		Daily	\$139.81	\$144.55	\$149.28	\$154.03	\$158.75	\$163.50	\$168.23
		Hourly	\$17.48	\$18.07	\$18.66	\$19.26	\$19.85	\$20.44	\$21.03

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AR	19	Annual	\$38,286.00	\$39,562.00	\$40,835.00	\$42,110.00	\$43,377.00	\$44,649.00	\$45,922.00
		Bi-Wk	\$1,466.90	\$1,515.79	\$1,564.56	\$1,613.41	\$1,661.96	\$1,710.69	\$1,759.47
		Daily	\$146.69	\$151.58	\$156.46	\$161.35	\$166.20	\$171.07	\$175.95
		Hourly	\$18.34	\$18.95	\$19.56	\$20.17	\$20.78	\$21.39	\$22.00
AR	20	Annual	\$40,238.00	\$41,539.00	\$42,846.00	\$44,146.00	\$45,444.00	\$46,750.00	\$48,051.00
		Bi-Wk	\$1,541.69	\$1,591.54	\$1,641.61	\$1,691.42	\$1,741.15	\$1,791.19	\$1,841.04
		Daily	\$154.17	\$159.16	\$164.17	\$169.15	\$174.12	\$179.12	\$184.11
		Hourly	\$19.28	\$19.90	\$20.53	\$21.15	\$21.77	\$22.39	\$23.02
AR	21	Annual	\$42,220.00	\$43,566.00	\$44,902.00	\$46,238.00	\$47,580.00	\$48,917.00	\$50,257.00
		Bi-Wk	\$1,617.63	\$1,669.20	\$1,720.39	\$1,771.58	\$1,822.99	\$1,874.22	\$1,925.56
		Daily	\$161.77	\$166.92	\$172.04	\$177.16	\$182.30	\$187.43	\$192.56
		Hourly	\$20.23	\$20.87	\$21.51	\$22.15	\$22.79	\$23.43	\$24.07
AR	22	Annual	\$43,377.00	\$44,967.00	\$46,558.00	\$48,146.00	\$49,736.00	\$51,325.00	\$52,914.00
		Bi-Wk	\$1,661.96	\$1,722.88	\$1,783.84	\$1,844.68	\$1,905.60	\$1,966.48	\$2,027.36
		Daily	\$166.20	\$172.29	\$178.39	\$184.47	\$190.56	\$196.65	\$202.74
		Hourly	\$20.78	\$21.54	\$22.30	\$23.06	\$23.82	\$24.59	\$25.35
AR	23	Annual	\$45,433.00	\$47,092.00	\$48,738.00	\$50,399.00	\$52,052.00	\$53,710.00	\$55,365.00
		Bi-Wk	\$1,740.73	\$1,804.30	\$1,867.36	\$1,931.00	\$1,994.33	\$2,057.86	\$2,121.27
		Daily	\$174.08	\$180.43	\$186.74	\$193.10	\$199.44	\$205.79	\$212.13
		Hourly	\$21.76	\$22.56	\$23.35	\$24.14	\$24.93	\$25.73	\$26.52
AR	24	Annual	\$47,616.00	\$49,341.00	\$51,069.00	\$52,795.00	\$54,522.00	\$56,247.00	\$57,972.00
		Bi-Wk	\$1,824.37	\$1,890.46	\$1,956.67	\$2,022.80	\$2,088.97	\$2,155.06	\$2,221.15
		Daily	\$182.44	\$189.05	\$195.67	\$202.28	\$208.90	\$215.51	\$222.12
		Hourly	\$22.81	\$23.64	\$24.46	\$25.29	\$26.12	\$26.94	\$27.77
AR	25	Annual	\$49,945.00	\$51,738.00	\$53,518.00	\$55,309.00	\$57,104.00	\$58,892.00	\$60,679.00
		Bi-Wk	\$1,913.61	\$1,982.30	\$2,050.50	\$2,119.12	\$2,187.90	\$2,256.40	\$2,324.87
		Daily	\$191.37	\$198.23	\$205.05	\$211.92	\$218.79	\$225.64	\$232.49
		Hourly	\$23.93	\$24.78	\$25.64	\$26.49	\$27.35	\$28.21	\$29.07
AR	26	Annual	\$52,406.00	\$54,285.00	\$56,119.00	\$57,972.00	\$59,829.00	\$61,681.00	\$63,534.00
		Bi-Wk	\$2,007.90	\$2,079.89	\$2,150.16	\$2,221.15	\$2,292.30	\$2,363.26	\$2,434.26
		Daily	\$200.79	\$207.99	\$215.02	\$222.12	\$229.23	\$236.33	\$243.43
		Hourly	\$25.10	\$26.00	\$26.88	\$27.77	\$28.66	\$29.55	\$30.43
AR	27	Annual	\$55,003.00	\$56,927.00	\$58,849.00	\$60,760.00	\$62,687.00	\$64,601.00	\$66,527.00
		Bi-Wk	\$2,107.40	\$2,181.12	\$2,254.76	\$2,327.97	\$2,401.81	\$2,475.14	\$2,548.93
		Daily	\$210.74	\$218.12	\$225.48	\$232.80	\$240.19	\$247.52	\$254.90
		Hourly	\$26.35	\$27.27	\$28.19	\$29.10	\$30.03	\$30.94	\$31.87

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AR	28	Annual	\$57,781.00	\$59,769.00	\$61,758.00	\$63,745.00	\$65,729.00	\$67,714.00	\$69,698.00
		Bi-Wk	\$2,213.84	\$2,290.00	\$2,366.21	\$2,442.34	\$2,518.36	\$2,594.41	\$2,670.43
		Daily	\$221.39	\$229.00	\$236.63	\$244.24	\$251.84	\$259.45	\$267.05
		Hourly	\$27.68	\$28.63	\$29.58	\$30.53	\$31.48	\$32.44	\$33.39
AR	29	Annual	\$58,336.00	\$60,526.00	\$62,718.00	\$64,905.00	\$67,095.00	\$69,283.00	\$71,472.00
		Bi-Wk	\$2,235.10	\$2,319.01	\$2,402.99	\$2,486.79	\$2,570.69	\$2,654.53	\$2,738.40
		Daily	\$223.51	\$231.91	\$240.30	\$248.68	\$257.07	\$265.46	\$273.84
		Hourly	\$27.94	\$28.99	\$30.04	\$31.09	\$32.14	\$33.19	\$34.23
AR	30	Annual	\$60,679.00	\$62,929.00	\$65,187.00	\$67,436.00	\$69,688.00	\$71,941.00	\$74,199.00
		Bi-Wk	\$2,324.87	\$2,411.08	\$2,497.59	\$2,583.76	\$2,670.04	\$2,756.37	\$2,842.88
		Daily	\$232.49	\$241.11	\$249.76	\$258.38	\$267.01	\$275.64	\$284.29
		Hourly	\$29.07	\$30.14	\$31.22	\$32.30	\$33.38	\$34.46	\$35.54
AR	31	Annual	\$63,116.00	\$65,431.00	\$67,752.00	\$70,071.00	\$72,392.00	\$74,712.00	\$77,029.00
		Bi-Wk	\$2,418.24	\$2,506.94	\$2,595.87	\$2,684.72	\$2,773.64	\$2,862.53	\$2,951.31
		Daily	\$241.83	\$250.70	\$259.59	\$268.48	\$277.37	\$286.26	\$295.14
		Hourly	\$30.23	\$31.34	\$32.45	\$33.56	\$34.68	\$35.79	\$36.90
AR	32	Annual	\$65,646.00	\$68,026.00	\$70,406.00	\$72,791.00	\$75,177.00	\$77,556.00	\$79,949.00
		Bi-Wk	\$2,515.18	\$2,606.37	\$2,697.55	\$2,788.93	\$2,880.35	\$2,971.50	\$3,063.19
		Daily	\$251.52	\$260.64	\$269.76	\$278.90	\$288.04	\$297.15	\$306.32
		Hourly	\$31.44	\$32.58	\$33.72	\$34.87	\$36.01	\$37.15	\$38.29
AR	33	Annual	\$68,285.00	\$70,734.00	\$73,183.00	\$75,636.00	\$78,086.00	\$80,537.00	\$82,991.00
		Bi-Wk	\$2,616.29	\$2,710.12	\$2,803.95	\$2,897.94	\$2,991.81	\$3,085.71	\$3,179.74
		Daily	\$261.63	\$271.02	\$280.40	\$289.80	\$299.19	\$308.58	\$317.98
		Hourly	\$32.71	\$33.88	\$35.05	\$36.23	\$37.40	\$38.58	\$39.75
AR	34	Annual	\$71,098.00	\$73,615.00	\$76,131.00	\$78,653.00	\$81,164.00	\$83,682.00	\$86,196.00
		Bi-Wk	\$2,724.07	\$2,820.50	\$2,916.90	\$3,013.53	\$3,109.74	\$3,206.21	\$3,302.53
		Daily	\$272.41	\$282.05	\$291.69	\$301.36	\$310.98	\$320.63	\$330.26
		Hourly	\$34.06	\$35.26	\$36.47	\$37.67	\$38.88	\$40.08	\$41.29
AR	35	Annual	\$74,017.00	\$76,597.00	\$79,184.00	\$81,763.00	\$84,342.00	\$86,920.00	\$89,503.00
		Bi-Wk	\$2,835.91	\$2,934.76	\$3,033.87	\$3,132.69	\$3,231.50	\$3,330.27	\$3,429.24
		Daily	\$283.60	\$293.48	\$303.39	\$313.27	\$323.15	\$333.03	\$342.93
		Hourly	\$35.45	\$36.69	\$37.93	\$39.16	\$40.40	\$41.63	\$42.87
AR	36	Annual	\$77,100.00	\$79,742.00	\$82,391.00	\$85,040.00	\$87,688.00	\$90,335.00	\$92,981.00
		Bi-Wk	\$2,954.03	\$3,055.25	\$3,156.75	\$3,258.24	\$3,359.70	\$3,461.12	\$3,562.50
		Daily	\$295.41	\$305.53	\$315.68	\$325.83	\$335.97	\$346.12	\$356.25
		Hourly	\$36.93	\$38.20	\$39.46	\$40.73	\$42.00	\$43.27	\$44.54

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AR	37	Annual	\$80,298.00	\$83,013.00	\$85,737.00	\$88,458.00	\$91,176.00	\$93,896.00	\$96,617.00
		Bi-Wk	\$3,076.56	\$3,180.58	\$3,284.95	\$3,389.20	\$3,493.34	\$3,597.55	\$3,701.81
		Daily	\$307.66	\$318.06	\$328.50	\$338.92	\$349.34	\$359.76	\$370.19
		Hourly	\$38.46	\$39.76	\$41.07	\$42.37	\$43.67	\$44.97	\$46.28
AR	38	Annual	\$83,614.00	\$86,393.00	\$89,181.00	\$91,963.00	\$94,746.00	\$97,529.00	\$100,313.00
		Bi-Wk	\$3,203.61	\$3,310.08	\$3,416.90	\$3,523.49	\$3,630.12	\$3,736.75	\$3,843.41
		Daily	\$320.37	\$331.01	\$341.69	\$352.35	\$363.02	\$373.68	\$384.35
		Hourly	\$40.05	\$41.38	\$42.72	\$44.05	\$45.38	\$46.71	\$48.05
AR	39	Annual	\$87,091.00	\$89,940.00	\$92,787.00	\$95,642.00	\$98,493.00	\$101,337.00	\$104,191.00
		Bi-Wk	\$3,336.82	\$3,445.98	\$3,555.06	\$3,664.45	\$3,773.68	\$3,882.65	\$3,992.00
		Daily	\$333.69	\$344.60	\$355.51	\$366.45	\$377.37	\$388.27	\$399.20
		Hourly	\$41.72	\$43.08	\$44.44	\$45.81	\$47.18	\$48.54	\$49.90
AR	40	Annual	\$90,720.00	\$93,627.00	\$96,541.00	\$99,452.00	\$102,364.00	\$105,275.00	\$108,187.00
		Bi-Wk	\$3,475.87	\$3,587.25	\$3,698.89	\$3,810.43	\$3,922.00	\$4,033.53	\$4,145.10
		Daily	\$347.59	\$358.73	\$369.89	\$381.05	\$392.20	\$403.36	\$414.51
		Hourly	\$43.45	\$44.85	\$46.24	\$47.64	\$49.03	\$50.42	\$51.82
AR	41	Annual	\$94,516.00	\$97,496.00	\$100,478.00	\$103,457.00	\$106,441.00	\$109,421.00	\$112,401.00
		Bi-Wk	\$3,621.31	\$3,735.48	\$3,849.74	\$3,963.87	\$4,078.20	\$4,192.38	\$4,306.56
		Daily	\$362.14	\$373.55	\$384.98	\$396.39	\$407.82	\$419.24	\$430.66
		Hourly	\$45.27	\$46.70	\$48.13	\$49.55	\$50.98	\$52.41	\$53.84
AR	42	Annual	\$98,452.00	\$101,502.00	\$104,554.00	\$107,590.00	\$110,645.00	\$113,691.00	\$116,742.00
		Bi-Wk	\$3,772.11	\$3,888.97	\$4,005.91	\$4,122.23	\$4,239.28	\$4,355.98	\$4,472.88
		Daily	\$377.22	\$388.90	\$400.60	\$412.23	\$423.93	\$435.60	\$447.29
		Hourly	\$47.16	\$48.62	\$50.08	\$51.53	\$53.00	\$54.45	\$55.92
AR	43	Annual	\$102,633.00	\$105,742.00	\$108,851.00	\$111,955.00	\$115,071.00	\$118,173.00	\$121,281.00
		Bi-Wk	\$3,932.30	\$4,051.42	\$4,170.54	\$4,289.47	\$4,408.86	\$4,527.71	\$4,646.79
		Daily	\$393.23	\$405.15	\$417.06	\$428.95	\$440.89	\$452.78	\$464.68
		Hourly	\$49.16	\$50.65	\$52.14	\$53.62	\$55.12	\$56.60	\$58.09