

Revised P-5 AR 40 HOUR PAY PLAN EFFECTIVE 7/1/98  
 (Revised to Include 2% General Wage Increases Effective 4/1/97 and 12/19/97)

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
AR	1	Annual	\$17,426.00	\$17,858.00	\$18,277.00	\$18,705.00	\$19,125.00	\$19,556.00	\$19,975.00
		Bi-Wk	\$667.67	\$684.22	\$700.27	\$716.67	\$732.76	\$749.28	\$765.33
		Daily	\$66.77	\$68.43	\$70.03	\$71.67	\$73.28	\$74.93	\$76.54
		Hourly	\$8.35	\$8.56	\$8.76	\$8.96	\$9.16	\$9.37	\$9.57
AR	2	Annual	\$18,277.00	\$18,705.00	\$19,125.00	\$19,556.00	\$19,975.00	\$20,400.00	\$20,824.00
		Bi-Wk	\$700.27	\$716.67	\$732.76	\$749.28	\$765.33	\$781.61	\$797.86
		Daily	\$70.03	\$71.67	\$73.28	\$74.93	\$76.54	\$78.17	\$79.79
		Hourly	\$8.76	\$8.96	\$9.16	\$9.37	\$9.57	\$9.78	\$9.98
AR	3	Annual	\$18,705.00	\$19,125.00	\$19,556.00	\$19,975.00	\$20,400.00	\$20,824.00	\$21,248.00
		Bi-Wk	\$716.67	\$732.76	\$749.28	\$765.33	\$781.61	\$797.86	\$814.10
		Daily	\$71.67	\$73.28	\$74.93	\$76.54	\$78.17	\$79.79	\$81.41
		Hourly	\$8.96	\$9.16	\$9.37	\$9.57	\$9.78	\$9.98	\$10.18
AR	4	Annual	\$19,307.00	\$19,822.00	\$20,338.00	\$20,855.00	\$21,378.00	\$21,886.00	\$22,402.00
		Bi-Wk	\$739.74	\$759.47	\$779.24	\$799.05	\$819.09	\$838.55	\$858.32
		Daily	\$73.98	\$75.95	\$77.93	\$79.91	\$81.91	\$83.86	\$85.84
		Hourly	\$9.25	\$9.50	\$9.75	\$9.99	\$10.24	\$10.49	\$10.73
AR	5	Annual	\$19,791.00	\$20,338.00	\$20,886.00	\$21,427.00	\$21,972.00	\$22,517.00	\$23,064.00
		Bi-Wk	\$758.28	\$779.24	\$800.23	\$820.96	\$841.84	\$862.73	\$883.68
		Daily	\$75.83	\$77.93	\$80.03	\$82.10	\$84.19	\$86.28	\$88.37
		Hourly	\$9.48	\$9.75	\$10.01	\$10.27	\$10.53	\$10.79	\$11.05
AR	6	Annual	\$20,465.00	\$21,010.00	\$21,552.00	\$22,098.00	\$22,642.00	\$23,186.00	\$23,730.00
		Bi-Wk	\$784.10	\$804.99	\$825.75	\$846.67	\$867.51	\$888.36	\$909.20
		Daily	\$78.41	\$80.50	\$82.58	\$84.67	\$86.76	\$88.84	\$90.92
		Hourly	\$9.81	\$10.07	\$10.33	\$10.59	\$10.85	\$11.11	\$11.37
AR	7	Annual	\$21,066.00	\$21,610.00	\$22,157.00	\$22,702.00	\$23,246.00	\$23,791.00	\$24,336.00
		Bi-Wk	\$807.13	\$827.97	\$848.93	\$869.81	\$890.66	\$911.54	\$932.42
		Daily	\$80.72	\$82.80	\$84.90	\$86.99	\$89.07	\$91.16	\$93.25
		Hourly	\$10.09	\$10.35	\$10.62	\$10.88	\$11.14	\$11.40	\$11.66

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AR	8	Annual	\$22,642.00	\$23,309.00	\$23,978.00	\$24,645.00	\$25,315.00	\$25,978.00	\$26,649.00
		Bi-Wk	\$867.51	\$893.07	\$918.70	\$944.26	\$969.93	\$995.33	\$1,021.04
		Daily	\$86.76	\$89.31	\$91.87	\$94.43	\$97.00	\$99.54	\$102.11
		Hourly	\$10.85	\$11.17	\$11.49	\$11.81	\$12.13	\$12.45	\$12.77
AR	9	Annual	\$23,337.00	\$24,033.00	\$24,728.00	\$25,425.00	\$26,120.00	\$26,816.00	\$27,517.00
		Bi-Wk	\$894.14	\$920.81	\$947.44	\$974.14	\$1,000.77	\$1,027.44	\$1,054.30
		Daily	\$89.42	\$92.09	\$94.75	\$97.42	\$100.08	\$102.75	\$105.43
		Hourly	\$11.18	\$11.52	\$11.85	\$12.18	\$12.51	\$12.85	\$13.18
AR	10	Annual	\$24,091.00	\$24,819.00	\$25,541.00	\$26,275.00	\$27,001.00	\$27,741.00	\$28,506.00
		Bi-Wk	\$923.03	\$950.92	\$978.59	\$1,006.71	\$1,034.53	\$1,062.88	\$1,092.19
		Daily	\$92.31	\$95.10	\$97.86	\$100.68	\$103.46	\$106.29	\$109.22
		Hourly	\$11.54	\$11.89	\$12.24	\$12.59	\$12.94	\$13.29	\$13.66
AR	11	Annual	\$24,854.00	\$25,609.00	\$26,371.00	\$27,126.00	\$27,909.00	\$28,704.00	\$29,503.00
		Bi-Wk	\$952.27	\$981.19	\$1,010.39	\$1,039.32	\$1,069.32	\$1,099.78	\$1,130.39
		Daily	\$95.23	\$98.12	\$101.04	\$103.94	\$106.94	\$109.98	\$113.04
		Hourly	\$11.91	\$12.27	\$12.63	\$13.00	\$13.37	\$13.75	\$14.13
AR	12	Annual	\$25,661.00	\$26,455.00	\$27,237.00	\$28,057.00	\$28,880.00	\$29,711.00	\$30,535.00
		Bi-Wk	\$983.19	\$1,013.61	\$1,043.57	\$1,074.99	\$1,106.52	\$1,138.36	\$1,169.93
		Daily	\$98.32	\$101.37	\$104.36	\$107.50	\$110.66	\$113.84	\$117.00
		Hourly	\$12.29	\$12.68	\$13.05	\$13.44	\$13.84	\$14.23	\$14.63
AR	13	Annual	\$27,108.00	\$28,108.00	\$29,115.00	\$30,125.00	\$31,137.00	\$32,144.00	\$33,157.00
		Bi-Wk	\$1,038.63	\$1,076.94	\$1,115.52	\$1,154.22	\$1,192.99	\$1,231.58	\$1,270.39
		Daily	\$103.87	\$107.70	\$111.56	\$115.43	\$119.30	\$123.16	\$127.04
		Hourly	\$12.99	\$13.47	\$13.95	\$14.43	\$14.92	\$15.40	\$15.88
AR	14	Annual	\$28,377.00	\$29,421.00	\$30,462.00	\$31,504.00	\$32,545.00	\$33,588.00	\$34,628.00
		Bi-Wk	\$1,087.25	\$1,127.25	\$1,167.13	\$1,207.05	\$1,246.94	\$1,286.90	\$1,326.75
		Daily	\$108.73	\$112.73	\$116.72	\$120.71	\$124.70	\$128.69	\$132.68
		Hourly	\$13.60	\$14.10	\$14.59	\$15.09	\$15.59	\$16.09	\$16.59

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
AR	15	Annual	\$29,739.00	\$30,812.00	\$31,883.00	\$32,957.00	\$34,029.00	\$35,108.00	\$36,181.00
		Bi-Wk	\$1,139.43	\$1,180.54	\$1,221.58	\$1,262.73	\$1,303.80	\$1,345.14	\$1,386.25
		Daily	\$113.95	\$118.06	\$122.16	\$126.28	\$130.38	\$134.52	\$138.63
		Hourly	\$14.25	\$14.76	\$15.27	\$15.79	\$16.30	\$16.82	\$17.33
AR	16	Annual	\$31,187.00	\$32,292.00	\$33,397.00	\$34,505.00	\$35,607.00	\$36,714.00	\$37,816.00
		Bi-Wk	\$1,194.91	\$1,237.25	\$1,279.58	\$1,322.04	\$1,364.26	\$1,406.67	\$1,448.89
		Daily	\$119.50	\$123.73	\$127.96	\$132.21	\$136.43	\$140.67	\$144.89
		Hourly	\$14.94	\$15.47	\$16.00	\$16.53	\$17.06	\$17.59	\$18.12
AR	17	Annual	\$32,732.00	\$33,869.00	\$35,006.00	\$36,140.00	\$37,279.00	\$38,416.00	\$39,552.00
		Bi-Wk	\$1,254.10	\$1,297.67	\$1,341.23	\$1,384.68	\$1,428.32	\$1,471.88	\$1,515.41
		Daily	\$125.41	\$129.77	\$134.13	\$138.47	\$142.84	\$147.19	\$151.55
		Hourly	\$15.68	\$16.23	\$16.77	\$17.31	\$17.86	\$18.40	\$18.95
AR	18	Annual	\$34,384.00	\$35,550.00	\$36,714.00	\$37,880.00	\$39,041.00	\$40,208.00	\$41,373.00
		Bi-Wk	\$1,317.40	\$1,362.07	\$1,406.67	\$1,451.35	\$1,495.83	\$1,540.54	\$1,585.18
		Daily	\$131.74	\$136.21	\$140.67	\$145.14	\$149.59	\$154.06	\$158.52
		Hourly	\$16.47	\$17.03	\$17.59	\$18.15	\$18.70	\$19.26	\$19.82
AR	19	Annual	\$36,077.00	\$37,279.00	\$38,479.00	\$39,680.00	\$40,874.00	\$42,072.00	\$43,272.00
		Bi-Wk	\$1,382.27	\$1,428.32	\$1,474.30	\$1,520.31	\$1,566.06	\$1,611.96	\$1,657.94
		Daily	\$138.23	\$142.84	\$147.43	\$152.04	\$156.61	\$161.20	\$165.80
		Hourly	\$17.28	\$17.86	\$18.43	\$19.01	\$19.58	\$20.15	\$20.73
AR	20	Annual	\$37,916.00	\$39,142.00	\$40,373.00	\$41,599.00	\$42,821.00	\$44,052.00	\$45,278.00
		Bi-Wk	\$1,452.73	\$1,499.70	\$1,546.86	\$1,593.84	\$1,640.66	\$1,687.82	\$1,734.79
		Daily	\$145.28	\$149.97	\$154.69	\$159.39	\$164.07	\$168.79	\$173.48
		Hourly	\$18.16	\$18.75	\$19.34	\$19.93	\$20.51	\$21.10	\$21.69
AR	21	Annual	\$39,784.00	\$41,051.00	\$42,310.00	\$43,570.00	\$44,835.00	\$46,094.00	\$47,356.00
		Bi-Wk	\$1,524.30	\$1,572.84	\$1,621.08	\$1,669.35	\$1,717.82	\$1,766.06	\$1,814.41
		Daily	\$152.43	\$157.29	\$162.11	\$166.94	\$171.79	\$176.61	\$181.45
		Hourly	\$19.06	\$19.67	\$20.27	\$20.87	\$21.48	\$22.08	\$22.69

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AR	22	Annual	\$40,874.00	\$42,372.00	\$43,872.00	\$45,367.00	\$46,865.00	\$48,363.00	\$49,860.00
		Bi-Wk	\$1,566.06	\$1,623.45	\$1,680.92	\$1,738.20	\$1,795.60	\$1,852.99	\$1,910.35
		Daily	\$156.61	\$162.35	\$168.10	\$173.82	\$179.56	\$185.30	\$191.04
		Hourly	\$19.58	\$20.30	\$21.02	\$21.73	\$22.45	\$23.17	\$23.88
AR	23	Annual	\$42,811.00	\$44,374.00	\$45,926.00	\$47,491.00	\$49,049.00	\$50,610.00	\$52,170.00
		Bi-Wk	\$1,640.27	\$1,700.16	\$1,759.62	\$1,819.58	\$1,879.28	\$1,939.09	\$1,998.86
		Daily	\$164.03	\$170.02	\$175.97	\$181.96	\$187.93	\$193.91	\$199.89
		Hourly	\$20.51	\$21.26	\$22.00	\$22.75	\$23.50	\$24.24	\$24.99
AR	24	Annual	\$44,868.00	\$46,494.00	\$48,122.00	\$49,749.00	\$51,375.00	\$53,001.00	\$54,627.00
		Bi-Wk	\$1,719.09	\$1,781.38	\$1,843.76	\$1,906.10	\$1,968.40	\$2,030.69	\$2,092.99
		Daily	\$171.91	\$178.14	\$184.38	\$190.61	\$196.84	\$203.07	\$209.30
		Hourly	\$21.49	\$22.27	\$23.05	\$23.83	\$24.61	\$25.39	\$26.17
AR	25	Annual	\$47,062.00	\$48,752.00	\$50,430.00	\$52,117.00	\$53,809.00	\$55,494.00	\$57,178.00
		Bi-Wk	\$1,803.15	\$1,867.90	\$1,932.19	\$1,996.82	\$2,061.65	\$2,126.21	\$2,190.73
		Daily	\$180.32	\$186.79	\$193.22	\$199.69	\$206.17	\$212.63	\$219.08
		Hourly	\$22.54	\$23.35	\$24.16	\$24.97	\$25.78	\$26.58	\$27.39
AR	26	Annual	\$49,382.00	\$51,152.00	\$52,881.00	\$54,627.00	\$56,376.00	\$58,122.00	\$59,868.00
		Bi-Wk	\$1,892.04	\$1,959.85	\$2,026.10	\$2,092.99	\$2,160.00	\$2,226.90	\$2,293.80
		Daily	\$189.21	\$195.99	\$202.61	\$209.30	\$216.00	\$222.69	\$229.38
		Hourly	\$23.66	\$24.50	\$25.33	\$26.17	\$27.00	\$27.84	\$28.68
AR	27	Annual	\$51,829.00	\$53,642.00	\$55,453.00	\$57,254.00	\$59,069.00	\$60,874.00	\$62,689.00
		Bi-Wk	\$1,985.79	\$2,055.25	\$2,124.64	\$2,193.64	\$2,263.19	\$2,332.34	\$2,401.88
		Daily	\$198.58	\$205.53	\$212.47	\$219.37	\$226.32	\$233.24	\$240.19
		Hourly	\$24.83	\$25.70	\$26.56	\$27.43	\$28.29	\$29.16	\$30.03
AR	28	Annual	\$54,448.00	\$56,321.00	\$58,195.00	\$60,067.00	\$61,937.00	\$63,807.00	\$65,677.00
		Bi-Wk	\$2,086.14	\$2,157.90	\$2,229.70	\$2,301.42	\$2,373.07	\$2,444.72	\$2,516.37
		Daily	\$208.62	\$215.79	\$222.97	\$230.15	\$237.31	\$244.48	\$251.64
		Hourly	\$26.08	\$26.98	\$27.88	\$28.77	\$29.67	\$30.56	\$31.46

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AR	29	Annual	\$54,970.00	\$57,034.00	\$59,100.00	\$61,160.00	\$63,224.00	\$65,286.00	\$67,349.00
		Bi-Wk	\$2,106.14	\$2,185.22	\$2,264.37	\$2,343.30	\$2,422.38	\$2,501.38	\$2,580.43
		Daily	\$210.62	\$218.53	\$226.44	\$234.33	\$242.24	\$250.14	\$258.05
		Hourly	\$26.33	\$27.32	\$28.31	\$29.30	\$30.28	\$31.27	\$32.26
AR	30	Annual	\$57,178.00	\$59,299.00	\$61,425.00	\$63,545.00	\$65,667.00	\$67,791.00	\$69,918.00
		Bi-Wk	\$2,190.73	\$2,272.00	\$2,353.45	\$2,434.68	\$2,515.98	\$2,597.36	\$2,678.86
		Daily	\$219.08	\$227.20	\$235.35	\$243.47	\$251.60	\$259.74	\$267.89
		Hourly	\$27.39	\$28.40	\$29.42	\$30.44	\$31.45	\$32.47	\$33.49
AR	31	Annual	\$59,474.00	\$61,656.00	\$63,843.00	\$66,029.00	\$68,215.00	\$70,401.00	\$72,585.00
		Bi-Wk	\$2,278.70	\$2,362.30	\$2,446.10	\$2,529.85	\$2,613.61	\$2,697.36	\$2,781.04
		Daily	\$227.87	\$236.23	\$244.61	\$252.99	\$261.37	\$269.74	\$278.11
		Hourly	\$28.49	\$29.53	\$30.58	\$31.63	\$32.68	\$33.72	\$34.77
AR	32	Annual	\$61,858.00	\$64,101.00	\$66,344.00	\$68,591.00	\$70,839.00	\$73,082.00	\$75,337.00
		Bi-Wk	\$2,370.04	\$2,455.98	\$2,541.92	\$2,628.01	\$2,714.14	\$2,800.08	\$2,886.48
		Daily	\$237.01	\$245.60	\$254.20	\$262.81	\$271.42	\$280.01	\$288.65
		Hourly	\$29.63	\$30.70	\$31.78	\$32.86	\$33.93	\$35.01	\$36.09
AR	33	Annual	\$64,346.00	\$66,653.00	\$68,961.00	\$71,272.00	\$73,580.00	\$75,890.00	\$78,202.00
		Bi-Wk	\$2,465.37	\$2,553.76	\$2,642.19	\$2,730.73	\$2,819.16	\$2,907.67	\$2,996.25
		Daily	\$246.54	\$255.38	\$264.22	\$273.08	\$281.92	\$290.77	\$299.63
		Hourly	\$30.82	\$31.93	\$33.03	\$34.14	\$35.24	\$36.35	\$37.46
AR	34	Annual	\$66,996.00	\$69,367.00	\$71,739.00	\$74,115.00	\$76,481.00	\$78,854.00	\$81,223.00
		Bi-Wk	\$2,566.90	\$2,657.74	\$2,748.63	\$2,839.66	\$2,930.31	\$3,021.23	\$3,112.00
		Daily	\$256.69	\$265.78	\$274.87	\$283.97	\$293.04	\$302.13	\$311.20
		Hourly	\$32.09	\$33.23	\$34.36	\$35.50	\$36.63	\$37.77	\$38.90
AR	35	Annual	\$69,747.00	\$72,178.00	\$74,615.00	\$77,046.00	\$79,476.00	\$81,905.00	\$84,340.00
		Bi-Wk	\$2,672.30	\$2,765.45	\$2,858.82	\$2,951.96	\$3,045.06	\$3,138.13	\$3,231.42
		Daily	\$267.23	\$276.55	\$285.89	\$295.20	\$304.51	\$313.82	\$323.15
		Hourly	\$33.41	\$34.57	\$35.74	\$36.90	\$38.07	\$39.23	\$40.40

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AR	36	Annual	\$72,651.00	\$75,142.00	\$77,638.00	\$80,134.00	\$82,629.00	\$85,123.00	\$87,616.00
		Bi-Wk	\$2,783.57	\$2,879.01	\$2,974.64	\$3,070.27	\$3,165.87	\$3,261.42	\$3,356.94
		Daily	\$278.36	\$287.91	\$297.47	\$307.03	\$316.59	\$326.15	\$335.70
		Hourly	\$34.80	\$35.99	\$37.19	\$38.38	\$39.58	\$40.77	\$41.97
AR	37	Annual	\$75,665.00	\$78,224.00	\$80,790.00	\$83,354.00	\$85,916.00	\$88,479.00	\$91,043.00
		Bi-Wk	\$2,899.05	\$2,997.09	\$3,095.41	\$3,193.64	\$3,291.81	\$3,390.00	\$3,488.24
		Daily	\$289.91	\$299.71	\$309.55	\$319.37	\$329.19	\$339.00	\$348.83
		Hourly	\$36.24	\$37.47	\$38.70	\$39.93	\$41.15	\$42.38	\$43.61
AR	38	Annual	\$78,790.00	\$81,409.00	\$84,036.00	\$86,657.00	\$89,280.00	\$91,902.00	\$94,526.00
		Bi-Wk	\$3,018.78	\$3,119.12	\$3,219.78	\$3,320.20	\$3,420.69	\$3,521.15	\$3,621.69
		Daily	\$301.88	\$311.92	\$321.98	\$332.02	\$342.07	\$352.12	\$362.17
		Hourly	\$37.74	\$38.99	\$40.25	\$41.51	\$42.76	\$44.02	\$45.28
AR	39	Annual	\$82,066.00	\$84,751.00	\$87,434.00	\$90,124.00	\$92,810.00	\$95,491.00	\$98,181.00
		Bi-Wk	\$3,144.30	\$3,247.17	\$3,349.97	\$3,453.03	\$3,555.94	\$3,658.66	\$3,761.73
		Daily	\$314.43	\$324.72	\$335.00	\$345.31	\$355.60	\$365.87	\$376.18
		Hourly	\$39.31	\$40.59	\$41.88	\$43.17	\$44.45	\$45.74	\$47.03
AR	40	Annual	\$85,487.00	\$88,226.00	\$90,972.00	\$93,714.00	\$96,458.00	\$99,201.00	\$101,946.00
		Bi-Wk	\$3,275.37	\$3,380.31	\$3,485.52	\$3,590.58	\$3,695.71	\$3,800.81	\$3,905.98
		Daily	\$327.54	\$338.04	\$348.56	\$359.06	\$369.58	\$380.09	\$390.60
		Hourly	\$40.95	\$42.26	\$43.57	\$44.89	\$46.20	\$47.52	\$48.83
AR	41	Annual	\$89,063.00	\$91,871.00	\$94,681.00	\$97,489.00	\$100,300.00	\$103,108.00	\$105,917.00
		Bi-Wk	\$3,412.38	\$3,519.97	\$3,627.63	\$3,735.22	\$3,842.92	\$3,950.50	\$4,058.13
		Daily	\$341.24	\$352.00	\$362.77	\$373.53	\$384.30	\$395.05	\$405.82
		Hourly	\$42.66	\$44.00	\$45.35	\$46.70	\$48.04	\$49.39	\$50.73
AR	42	Annual	\$92,772.00	\$95,646.00	\$98,522.00	\$101,383.00	\$104,262.00	\$107,132.00	\$110,006.00
		Bi-Wk	\$3,554.49	\$3,664.60	\$3,774.79	\$3,884.41	\$3,994.72	\$4,104.68	\$4,214.79
		Daily	\$355.45	\$366.46	\$377.48	\$388.45	\$399.48	\$410.47	\$421.48
		Hourly	\$44.44	\$45.81	\$47.19	\$48.56	\$49.94	\$51.31	\$52.69
AR	43	Annual	\$96,712.00	\$99,642.00	\$102,571.00	\$105,496.00	\$108,432.00	\$111,355.00	\$114,284.00
		Bi-Wk	\$3,705.45	\$3,817.71	\$3,929.93	\$4,042.00	\$4,154.49	\$4,266.48	\$4,378.70
		Daily	\$370.55	\$381.78	\$393.00	\$404.20	\$415.45	\$426.65	\$437.87
		Hourly	\$46.32	\$47.73	\$49.13	\$50.53	\$51.94	\$53.34	\$54.74