

P-5 AR 40 HOUR PAY PLAN EFFECTIVE 6/18/1999

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
AR	1	Annual	\$18,131.00	\$18,581.00	\$19,016.00	\$19,462.00	\$19,899.00	\$20,347.00	\$20,783.00
		Bi-Wk	\$694.68	\$711.92	\$728.59	\$745.68	\$762.42	\$779.58	\$796.29
		Daily	\$69.47	\$71.20	\$72.86	\$74.57	\$76.25	\$77.96	\$79.63
		Hourly	\$8.69	\$8.90	\$9.11	\$9.33	\$9.54	\$9.75	\$9.96
AR	2	Annual	\$19,016.00	\$19,462.00	\$19,899.00	\$20,347.00	\$20,783.00	\$21,225.00	\$21,666.00
		Bi-Wk	\$728.59	\$745.68	\$762.42	\$779.58	\$796.29	\$813.22	\$830.12
		Daily	\$72.86	\$74.57	\$76.25	\$77.96	\$79.63	\$81.33	\$83.02
		Hourly	\$9.11	\$9.33	\$9.54	\$9.75	\$9.96	\$10.17	\$10.38
AR	3	Annual	\$19,462.00	\$19,899.00	\$20,347.00	\$20,783.00	\$21,225.00	\$21,666.00	\$22,107.00
		Bi-Wk	\$745.68	\$762.42	\$779.58	\$796.29	\$813.22	\$830.12	\$847.02
		Daily	\$74.57	\$76.25	\$77.96	\$79.63	\$81.33	\$83.02	\$84.71
		Hourly	\$9.33	\$9.54	\$9.75	\$9.96	\$10.17	\$10.38	\$10.59
AR	4	Annual	\$20,088.00	\$20,624.00	\$21,160.00	\$21,699.00	\$22,243.00	\$22,771.00	\$23,309.00
		Bi-Wk	\$769.66	\$790.20	\$810.73	\$831.38	\$852.23	\$872.46	\$893.07
		Daily	\$76.97	\$79.02	\$81.08	\$83.14	\$85.23	\$87.25	\$89.31
		Hourly	\$9.63	\$9.88	\$10.14	\$10.40	\$10.66	\$10.91	\$11.17
AR	5	Annual	\$20,591.00	\$21,160.00	\$21,731.00	\$22,294.00	\$22,861.00	\$23,428.00	\$23,997.00
		Bi-Wk	\$788.93	\$810.73	\$832.61	\$854.18	\$875.91	\$897.63	\$919.43
		Daily	\$78.90	\$81.08	\$83.27	\$85.42	\$87.60	\$89.77	\$91.95
		Hourly	\$9.87	\$10.14	\$10.41	\$10.68	\$10.95	\$11.23	\$11.50
AR	6	Annual	\$21,293.00	\$21,860.00	\$22,424.00	\$22,991.00	\$23,557.00	\$24,123.00	\$24,690.00
		Bi-Wk	\$815.83	\$837.55	\$859.16	\$880.89	\$902.57	\$924.26	\$945.98
		Daily	\$81.59	\$83.76	\$85.92	\$88.09	\$90.26	\$92.43	\$94.60
		Hourly	\$10.20	\$10.47	\$10.74	\$11.02	\$11.29	\$11.56	\$11.83
AR	7	Annual	\$21,918.00	\$22,484.00	\$23,054.00	\$23,621.00	\$24,186.00	\$24,753.00	\$25,320.00
		Bi-Wk	\$839.78	\$861.46	\$883.30	\$905.02	\$926.67	\$948.40	\$970.12
		Daily	\$83.98	\$86.15	\$88.33	\$90.51	\$92.67	\$94.84	\$97.02
		Hourly	\$10.50	\$10.77	\$11.05	\$11.32	\$11.59	\$11.86	\$12.13
AR	8	Annual	\$23,557.00	\$24,252.00	\$24,948.00	\$25,641.00	\$26,339.00	\$27,028.00	\$27,726.00
		Bi-Wk	\$902.57	\$929.20	\$955.87	\$982.42	\$1,009.16	\$1,035.56	\$1,062.30
		Daily	\$90.26	\$92.92	\$95.59	\$98.25	\$100.92	\$103.56	\$106.23
		Hourly	\$11.29	\$11.62	\$11.95	\$12.29	\$12.62	\$12.95	\$13.28
AR	9	Annual	\$24,281.00	\$25,005.00	\$25,728.00	\$26,453.00	\$27,176.00	\$27,901.00	\$28,630.00
		Bi-Wk	\$930.31	\$958.05	\$985.75	\$1,013.53	\$1,041.23	\$1,069.01	\$1,096.94
		Daily	\$93.04	\$95.81	\$98.58	\$101.36	\$104.13	\$106.91	\$109.70
		Hourly	\$11.63	\$11.98	\$12.33	\$12.67	\$13.02	\$13.37	\$13.72

P-5 AR 40 HOUR PAY PLAN EFFECTIVE 6/18/1999

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
AR	10	Annual	\$25,065.00	\$25,823.00	\$26,574.00	\$27,338.00	\$28,093.00	\$28,862.00	\$29,659.00
		Bi-Wk	\$960.35	\$989.39	\$1,018.17	\$1,047.44	\$1,076.37	\$1,105.83	\$1,136.37
		Daily	\$96.04	\$98.94	\$101.82	\$104.75	\$107.64	\$110.59	\$113.64
		Hourly	\$12.01	\$12.37	\$12.73	\$13.10	\$13.46	\$13.83	\$14.21
AR	11	Annual	\$25,860.00	\$26,645.00	\$27,437.00	\$28,223.00	\$29,038.00	\$29,865.00	\$30,696.00
		Bi-Wk	\$990.81	\$1,020.89	\$1,051.23	\$1,081.35	\$1,112.57	\$1,144.26	\$1,176.10
		Daily	\$99.09	\$102.09	\$105.13	\$108.14	\$111.26	\$114.43	\$117.61
		Hourly	\$12.39	\$12.77	\$13.15	\$13.52	\$13.91	\$14.31	\$14.71
AR	12	Annual	\$26,699.00	\$27,525.00	\$28,338.00	\$29,192.00	\$30,048.00	\$30,913.00	\$31,769.00
		Bi-Wk	\$1,022.96	\$1,054.60	\$1,085.75	\$1,118.47	\$1,151.27	\$1,184.41	\$1,217.21
		Daily	\$102.30	\$105.46	\$108.58	\$111.85	\$115.13	\$118.45	\$121.73
		Hourly	\$12.79	\$13.19	\$13.58	\$13.99	\$14.40	\$14.81	\$15.22
AR	13	Annual	\$28,205.00	\$29,245.00	\$30,292.00	\$31,343.00	\$32,396.00	\$33,443.00	\$34,498.00
		Bi-Wk	\$1,080.66	\$1,120.50	\$1,160.62	\$1,200.89	\$1,241.23	\$1,281.35	\$1,321.77
		Daily	\$108.07	\$112.05	\$116.07	\$120.09	\$124.13	\$128.14	\$132.18
		Hourly	\$13.51	\$14.01	\$14.51	\$15.02	\$15.52	\$16.02	\$16.53
AR	14	Annual	\$29,524.00	\$30,611.00	\$31,694.00	\$32,778.00	\$33,860.00	\$34,946.00	\$36,028.00
		Bi-Wk	\$1,131.19	\$1,172.84	\$1,214.33	\$1,255.87	\$1,297.32	\$1,338.93	\$1,380.39
		Daily	\$113.12	\$117.29	\$121.44	\$125.59	\$129.74	\$133.90	\$138.04
		Hourly	\$14.14	\$14.67	\$15.18	\$15.70	\$16.22	\$16.74	\$17.26
AR	15	Annual	\$30,941.00	\$32,058.00	\$33,172.00	\$34,290.00	\$35,405.00	\$36,528.00	\$37,644.00
		Bi-Wk	\$1,185.48	\$1,228.28	\$1,270.96	\$1,313.80	\$1,356.52	\$1,399.55	\$1,442.30
		Daily	\$118.55	\$122.83	\$127.10	\$131.38	\$135.66	\$139.96	\$144.23
		Hourly	\$14.82	\$15.36	\$15.89	\$16.43	\$16.96	\$17.50	\$18.03
AR	16	Annual	\$32,448.00	\$33,597.00	\$34,747.00	\$35,900.00	\$37,047.00	\$38,198.00	\$39,345.00
		Bi-Wk	\$1,243.22	\$1,287.25	\$1,331.31	\$1,375.48	\$1,419.43	\$1,463.53	\$1,507.48
		Daily	\$124.33	\$128.73	\$133.14	\$137.55	\$141.95	\$146.36	\$150.75
		Hourly	\$15.55	\$16.10	\$16.65	\$17.20	\$17.75	\$18.30	\$18.85
AR	17	Annual	\$34,055.00	\$35,238.00	\$36,422.00	\$37,601.00	\$38,786.00	\$39,969.00	\$41,151.00
		Bi-Wk	\$1,304.79	\$1,350.12	\$1,395.48	\$1,440.66	\$1,486.06	\$1,531.38	\$1,576.67
		Daily	\$130.48	\$135.02	\$139.55	\$144.07	\$148.61	\$153.14	\$157.67
		Hourly	\$16.31	\$16.88	\$17.45	\$18.01	\$18.58	\$19.15	\$19.71
AR	18	Annual	\$35,774.00	\$36,987.00	\$38,198.00	\$39,411.00	\$40,619.00	\$41,834.00	\$43,046.00
		Bi-Wk	\$1,370.66	\$1,417.13	\$1,463.53	\$1,510.00	\$1,556.29	\$1,602.84	\$1,649.28
		Daily	\$137.07	\$141.72	\$146.36	\$151.00	\$155.63	\$160.29	\$164.93
		Hourly	\$17.14	\$17.72	\$18.30	\$18.88	\$19.46	\$20.04	\$20.62

P-5 AR 40 HOUR PAY PLAN EFFECTIVE 6/18/1999

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
AR	19	Annual	\$37,535.00	\$38,786.00	\$40,034.00	\$41,284.00	\$42,526.00	\$43,773.00	\$45,021.00
		Bi-Wk	\$1,438.13	\$1,486.06	\$1,533.87	\$1,581.77	\$1,629.35	\$1,677.13	\$1,724.95
		Daily	\$143.82	\$148.61	\$153.39	\$158.18	\$162.94	\$167.72	\$172.50
		Hourly	\$17.98	\$18.58	\$19.18	\$19.78	\$20.37	\$20.97	\$21.57
AR	20	Annual	\$39,449.00	\$40,724.00	\$42,005.00	\$43,280.00	\$44,552.00	\$45,833.00	\$47,108.00
		Bi-Wk	\$1,511.46	\$1,560.31	\$1,609.39	\$1,658.24	\$1,706.98	\$1,756.06	\$1,804.91
		Daily	\$151.15	\$156.04	\$160.94	\$165.83	\$170.70	\$175.61	\$180.50
		Hourly	\$18.90	\$19.51	\$20.12	\$20.73	\$21.34	\$21.96	\$22.57
AR	21	Annual	\$41,392.00	\$42,711.00	\$44,021.00	\$45,331.00	\$46,647.00	\$47,957.00	\$49,271.00
		Bi-Wk	\$1,585.91	\$1,636.44	\$1,686.63	\$1,736.82	\$1,787.25	\$1,837.44	\$1,887.78
		Daily	\$158.60	\$163.65	\$168.67	\$173.69	\$178.73	\$183.75	\$188.78
		Hourly	\$19.83	\$20.46	\$21.09	\$21.72	\$22.35	\$22.97	\$23.60
AR	22	Annual	\$42,526.00	\$44,085.00	\$45,645.00	\$47,201.00	\$48,760.00	\$50,318.00	\$51,876.00
		Bi-Wk	\$1,629.35	\$1,689.09	\$1,748.86	\$1,808.47	\$1,868.20	\$1,927.90	\$1,987.59
		Daily	\$162.94	\$168.91	\$174.89	\$180.85	\$186.82	\$192.79	\$198.76
		Hourly	\$20.37	\$21.12	\$21.87	\$22.61	\$23.36	\$24.10	\$24.85
AR	23	Annual	\$44,542.00	\$46,168.00	\$47,782.00	\$49,410.00	\$51,031.00	\$52,656.00	\$54,279.00
		Bi-Wk	\$1,706.60	\$1,768.89	\$1,830.73	\$1,893.11	\$1,955.22	\$2,017.48	\$2,079.66
		Daily	\$170.66	\$176.89	\$183.08	\$189.32	\$195.53	\$201.75	\$207.97
		Hourly	\$21.34	\$22.12	\$22.89	\$23.67	\$24.45	\$25.22	\$26.00
AR	24	Annual	\$46,682.00	\$48,373.00	\$50,067.00	\$51,759.00	\$53,452.00	\$55,144.00	\$56,835.00
		Bi-Wk	\$1,788.59	\$1,853.38	\$1,918.28	\$1,983.11	\$2,047.97	\$2,112.80	\$2,177.59
		Daily	\$178.86	\$185.34	\$191.83	\$198.32	\$204.80	\$211.28	\$217.76
		Hourly	\$22.36	\$23.17	\$23.98	\$24.79	\$25.60	\$26.41	\$27.22
AR	25	Annual	\$48,965.00	\$50,723.00	\$52,468.00	\$54,224.00	\$55,984.00	\$57,737.00	\$59,489.00
		Bi-Wk	\$1,876.06	\$1,943.41	\$2,010.27	\$2,077.55	\$2,144.99	\$2,212.15	\$2,279.28
		Daily	\$187.61	\$194.35	\$201.03	\$207.76	\$214.50	\$221.22	\$227.93
		Hourly	\$23.46	\$24.30	\$25.13	\$25.97	\$26.82	\$27.66	\$28.50
AR	26	Annual	\$51,378.00	\$53,220.00	\$55,018.00	\$56,835.00	\$58,655.00	\$60,471.00	\$62,288.00
		Bi-Wk	\$1,968.51	\$2,039.09	\$2,107.97	\$2,177.59	\$2,247.32	\$2,316.90	\$2,386.52
		Daily	\$196.86	\$203.91	\$210.80	\$217.76	\$224.74	\$231.69	\$238.66
		Hourly	\$24.61	\$25.49	\$26.35	\$27.22	\$28.10	\$28.97	\$29.84
AR	27	Annual	\$53,924.00	\$55,810.00	\$57,695.00	\$59,568.00	\$61,457.00	\$63,334.00	\$65,222.00
		Bi-Wk	\$2,066.06	\$2,138.32	\$2,210.54	\$2,282.30	\$2,354.68	\$2,426.60	\$2,498.93
		Daily	\$206.61	\$213.84	\$221.06	\$228.23	\$235.47	\$242.66	\$249.90
		Hourly	\$25.83	\$26.73	\$27.64	\$28.53	\$29.44	\$30.34	\$31.24

P-5 AR 40 HOUR PAY PLAN EFFECTIVE 6/18/1999

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
AR	28	Annual	\$56,648.00	\$58,597.00	\$60,547.00	\$62,495.00	\$64,440.00	\$66,386.00	\$68,331.00
		Bi-Wk	\$2,170.43	\$2,245.10	\$2,319.81	\$2,394.45	\$2,468.97	\$2,543.53	\$2,618.05
		Daily	\$217.05	\$224.51	\$231.99	\$239.45	\$246.90	\$254.36	\$261.81
		Hourly	\$27.14	\$28.07	\$29.00	\$29.94	\$30.87	\$31.80	\$32.73
AR	29	Annual	\$57,192.00	\$59,339.00	\$61,488.00	\$63,632.00	\$65,779.00	\$67,924.00	\$70,070.00
		Bi-Wk	\$2,191.27	\$2,273.53	\$2,355.87	\$2,438.01	\$2,520.27	\$2,602.46	\$2,684.68
		Daily	\$219.13	\$227.36	\$235.59	\$243.81	\$252.03	\$260.25	\$268.47
		Hourly	\$27.40	\$28.42	\$29.45	\$30.48	\$31.51	\$32.54	\$33.56
AR	30	Annual	\$59,489.00	\$61,695.00	\$63,908.00	\$66,113.00	\$68,321.00	\$70,530.00	\$72,744.00
		Bi-Wk	\$2,279.28	\$2,363.80	\$2,448.59	\$2,533.07	\$2,617.67	\$2,702.30	\$2,787.13
		Daily	\$227.93	\$236.38	\$244.86	\$253.31	\$261.77	\$270.23	\$278.72
		Hourly	\$28.50	\$29.55	\$30.61	\$31.67	\$32.73	\$33.78	\$34.84
AR	31	Annual	\$61,878.00	\$64,148.00	\$66,423.00	\$68,697.00	\$70,972.00	\$73,247.00	\$75,518.00
		Bi-Wk	\$2,370.81	\$2,457.78	\$2,544.95	\$2,632.07	\$2,719.24	\$2,806.40	\$2,893.41
		Daily	\$237.09	\$245.78	\$254.50	\$263.21	\$271.93	\$280.64	\$289.35
		Hourly	\$29.64	\$30.73	\$31.82	\$32.91	\$34.00	\$35.08	\$36.17
AR	32	Annual	\$64,358.00	\$66,692.00	\$69,025.00	\$71,363.00	\$73,702.00	\$76,035.00	\$78,381.00
		Bi-Wk	\$2,465.83	\$2,555.25	\$2,644.64	\$2,734.22	\$2,823.84	\$2,913.22	\$3,003.11
		Daily	\$246.59	\$255.53	\$264.47	\$273.43	\$282.39	\$291.33	\$300.32
		Hourly	\$30.83	\$31.95	\$33.06	\$34.18	\$35.30	\$36.42	\$37.54
AR	33	Annual	\$66,946.00	\$69,347.00	\$71,748.00	\$74,152.00	\$76,554.00	\$78,957.00	\$81,363.00
		Bi-Wk	\$2,564.99	\$2,656.98	\$2,748.97	\$2,841.08	\$2,933.11	\$3,025.18	\$3,117.36
		Daily	\$256.50	\$265.70	\$274.90	\$284.11	\$293.32	\$302.52	\$311.74
		Hourly	\$32.07	\$33.22	\$34.37	\$35.52	\$36.67	\$37.82	\$38.97
AR	34	Annual	\$69,703.00	\$72,171.00	\$74,638.00	\$77,110.00	\$79,572.00	\$82,041.00	\$84,505.00
		Bi-Wk	\$2,670.62	\$2,765.18	\$2,859.70	\$2,954.41	\$3,048.74	\$3,143.34	\$3,237.74
		Daily	\$267.07	\$276.52	\$285.97	\$295.45	\$304.88	\$314.34	\$323.78
		Hourly	\$33.39	\$34.57	\$35.75	\$36.94	\$38.11	\$39.30	\$40.48
AR	35	Annual	\$72,565.00	\$75,095.00	\$77,631.00	\$80,159.00	\$82,688.00	\$85,215.00	\$87,748.00
		Bi-Wk	\$2,780.27	\$2,877.21	\$2,974.37	\$3,071.23	\$3,168.13	\$3,264.95	\$3,362.00
		Daily	\$278.03	\$287.73	\$297.44	\$307.13	\$316.82	\$326.50	\$336.20
		Hourly	\$34.76	\$35.97	\$37.18	\$38.40	\$39.61	\$40.82	\$42.03
AR	36	Annual	\$75,588.00	\$78,178.00	\$80,775.00	\$83,372.00	\$85,968.00	\$88,563.00	\$91,157.00
		Bi-Wk	\$2,896.10	\$2,995.33	\$3,094.83	\$3,194.33	\$3,293.80	\$3,393.22	\$3,492.61
		Daily	\$289.61	\$299.54	\$309.49	\$319.44	\$329.38	\$339.33	\$349.27
		Hourly	\$36.21	\$37.45	\$38.69	\$39.93	\$41.18	\$42.42	\$43.66

P-5 AR 40 HOUR PAY PLAN EFFECTIVE 6/18/1999

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
AR	37	Annual	\$78,723.00	\$81,385.00	\$84,055.00	\$86,723.00	\$89,388.00	\$92,054.00	\$94,722.00
		Bi-Wk	\$3,016.21	\$3,118.20	\$3,220.50	\$3,322.73	\$3,424.83	\$3,526.98	\$3,629.20
		Daily	\$301.63	\$311.82	\$322.05	\$332.28	\$342.49	\$352.70	\$362.92
		Hourly	\$37.71	\$38.98	\$40.26	\$41.54	\$42.82	\$44.09	\$45.37
AR	38	Annual	\$81,974.00	\$84,699.00	\$87,432.00	\$90,159.00	\$92,888.00	\$95,616.00	\$98,346.00
		Bi-Wk	\$3,140.77	\$3,245.18	\$3,349.89	\$3,454.37	\$3,558.93	\$3,663.45	\$3,768.05
		Daily	\$314.08	\$324.52	\$334.99	\$345.44	\$355.90	\$366.35	\$376.81
		Hourly	\$39.26	\$40.57	\$41.88	\$43.18	\$44.49	\$45.80	\$47.11
AR	39	Annual	\$85,383.00	\$88,176.00	\$90,967.00	\$93,766.00	\$96,561.00	\$99,350.00	\$102,148.00
		Bi-Wk	\$3,271.38	\$3,378.40	\$3,485.33	\$3,592.57	\$3,699.66	\$3,806.52	\$3,913.72
		Daily	\$327.14	\$337.84	\$348.54	\$359.26	\$369.97	\$380.66	\$391.38
		Hourly	\$40.90	\$42.23	\$43.57	\$44.91	\$46.25	\$47.59	\$48.93
AR	40	Annual	\$88,941.00	\$91,791.00	\$94,648.00	\$97,501.00	\$100,356.00	\$103,210.00	\$106,065.00
		Bi-Wk	\$3,407.71	\$3,516.90	\$3,626.37	\$3,735.68	\$3,845.06	\$3,954.41	\$4,063.80
		Daily	\$340.78	\$351.69	\$362.64	\$373.57	\$384.51	\$395.45	\$406.38
		Hourly	\$42.60	\$43.97	\$45.33	\$46.70	\$48.07	\$49.44	\$50.80
AR	41	Annual	\$92,662.00	\$95,584.00	\$98,507.00	\$101,428.00	\$104,353.00	\$107,275.00	\$110,197.00
		Bi-Wk	\$3,550.27	\$3,662.23	\$3,774.22	\$3,886.14	\$3,998.20	\$4,110.16	\$4,222.11
		Daily	\$355.03	\$366.23	\$377.43	\$388.62	\$399.82	\$411.02	\$422.22
		Hourly	\$44.38	\$45.78	\$47.18	\$48.58	\$49.98	\$51.38	\$52.78
AR	42	Annual	\$96,521.00	\$99,511.00	\$102,503.00	\$105,480.00	\$108,475.00	\$111,461.00	\$114,452.00
		Bi-Wk	\$3,698.13	\$3,812.69	\$3,927.32	\$4,041.38	\$4,156.14	\$4,270.54	\$4,385.14
		Daily	\$369.82	\$381.27	\$392.74	\$404.14	\$415.62	\$427.06	\$438.52
		Hourly	\$46.23	\$47.66	\$49.10	\$50.52	\$51.96	\$53.39	\$54.82
AR	43	Annual	\$100,620.00	\$103,668.00	\$106,716.00	\$109,759.00	\$112,814.00	\$115,855.00	\$118,902.00
		Bi-Wk	\$3,855.18	\$3,971.96	\$4,088.74	\$4,205.33	\$4,322.38	\$4,438.89	\$4,555.64
		Daily	\$385.52	\$397.20	\$408.88	\$420.54	\$432.24	\$443.89	\$455.57
		Hourly	\$48.19	\$49.65	\$51.11	\$52.57	\$54.03	\$55.49	\$56.95