

P-5 AR 40 HOUR PAY PLAN EFFECTIVE 1/1/99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
AR	1	Annual	\$17,775.00	\$18,216.00	\$18,643.00	\$19,080.00	\$19,508.00	\$19,948.00	\$20,375.00
		Bi-Wk	\$681.04	\$697.94	\$714.30	\$731.04	\$747.44	\$764.30	\$780.66
		Daily	\$68.11	\$69.80	\$71.43	\$73.11	\$74.75	\$76.43	\$78.07
		Hourly	\$8.52	\$8.73	\$8.93	\$9.14	\$9.35	\$9.56	\$9.76
AR	2	Annual	\$18,643.00	\$19,080.00	\$19,508.00	\$19,948.00	\$20,375.00	\$20,808.00	\$21,241.00
		Bi-Wk	\$714.30	\$731.04	\$747.44	\$764.30	\$780.66	\$797.25	\$813.84
		Daily	\$71.43	\$73.11	\$74.75	\$76.43	\$78.07	\$79.73	\$81.39
		Hourly	\$8.93	\$9.14	\$9.35	\$9.56	\$9.76	\$9.97	\$10.18
AR	3	Annual	\$19,080.00	\$19,508.00	\$19,948.00	\$20,375.00	\$20,808.00	\$21,241.00	\$21,673.00
		Bi-Wk	\$731.04	\$747.44	\$764.30	\$780.66	\$797.25	\$813.84	\$830.39
		Daily	\$73.11	\$74.75	\$76.43	\$78.07	\$79.73	\$81.39	\$83.04
		Hourly	\$9.14	\$9.35	\$9.56	\$9.76	\$9.97	\$10.18	\$10.38
AR	4	Annual	\$19,694.00	\$20,219.00	\$20,745.00	\$21,273.00	\$21,806.00	\$22,324.00	\$22,851.00
		Bi-Wk	\$754.56	\$774.68	\$794.83	\$815.06	\$835.48	\$855.33	\$875.52
		Daily	\$75.46	\$77.47	\$79.49	\$81.51	\$83.55	\$85.54	\$87.56
		Hourly	\$9.44	\$9.69	\$9.94	\$10.19	\$10.45	\$10.70	\$10.95
AR	5	Annual	\$20,187.00	\$20,745.00	\$21,304.00	\$21,856.00	\$22,412.00	\$22,968.00	\$23,526.00
		Bi-Wk	\$773.45	\$794.83	\$816.25	\$837.40	\$858.70	\$880.00	\$901.38
		Daily	\$77.35	\$79.49	\$81.63	\$83.74	\$85.87	\$88.00	\$90.14
		Hourly	\$9.67	\$9.94	\$10.21	\$10.47	\$10.74	\$11.00	\$11.27
AR	6	Annual	\$20,875.00	\$21,431.00	\$21,984.00	\$22,540.00	\$23,095.00	\$23,650.00	\$24,205.00
		Bi-Wk	\$799.81	\$821.12	\$842.30	\$863.61	\$884.87	\$906.14	\$927.40
		Daily	\$79.99	\$82.12	\$84.23	\$86.37	\$88.49	\$90.62	\$92.74
		Hourly	\$10.00	\$10.27	\$10.53	\$10.80	\$11.07	\$11.33	\$11.60
AR	7	Annual	\$21,488.00	\$22,043.00	\$22,601.00	\$23,157.00	\$23,711.00	\$24,267.00	\$24,823.00
		Bi-Wk	\$823.30	\$844.56	\$865.94	\$887.25	\$908.47	\$929.78	\$951.08
		Daily	\$82.33	\$84.46	\$86.60	\$88.73	\$90.85	\$92.98	\$95.11
		Hourly	\$10.30	\$10.56	\$10.83	\$11.10	\$11.36	\$11.63	\$11.89
AR	8	Annual	\$23,095.00	\$23,776.00	\$24,458.00	\$25,138.00	\$25,822.00	\$26,498.00	\$27,182.00
		Bi-Wk	\$884.87	\$910.96	\$937.09	\$963.15	\$989.35	\$1,015.25	\$1,041.46
		Daily	\$88.49	\$91.10	\$93.71	\$96.32	\$98.94	\$101.53	\$104.15
		Hourly	\$11.07	\$11.39	\$11.72	\$12.04	\$12.37	\$12.70	\$13.02
AR	9	Annual	\$23,804.00	\$24,514.00	\$25,223.00	\$25,934.00	\$26,643.00	\$27,353.00	\$28,068.00
		Bi-Wk	\$912.04	\$939.24	\$966.40	\$993.64	\$1,020.81	\$1,048.01	\$1,075.41
		Daily	\$91.21	\$93.93	\$96.64	\$99.37	\$102.09	\$104.81	\$107.55
		Hourly	\$11.41	\$11.75	\$12.08	\$12.43	\$12.77	\$13.11	\$13.45

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AR	10	Annual	\$24,573.00	\$25,316.00	\$26,052.00	\$26,801.00	\$27,542.00	\$28,296.00	\$29,077.00
		Bi-Wk	\$941.50	\$969.97	\$998.17	\$1,026.86	\$1,055.25	\$1,084.14	\$1,114.07
		Daily	\$94.15	\$97.00	\$99.82	\$102.69	\$105.53	\$108.42	\$111.41
		Hourly	\$11.77	\$12.13	\$12.48	\$12.84	\$13.20	\$13.56	\$13.93
AR	11	Annual	\$25,352.00	\$26,122.00	\$26,899.00	\$27,669.00	\$28,468.00	\$29,279.00	\$30,094.00
		Bi-Wk	\$971.35	\$1,000.85	\$1,030.62	\$1,060.12	\$1,090.73	\$1,121.81	\$1,153.03
		Daily	\$97.14	\$100.09	\$103.07	\$106.02	\$109.08	\$112.19	\$115.31
		Hourly	\$12.15	\$12.52	\$12.89	\$13.26	\$13.64	\$14.03	\$14.42
AR	12	Annual	\$26,175.00	\$26,985.00	\$27,782.00	\$28,619.00	\$29,458.00	\$30,306.00	\$31,146.00
		Bi-Wk	\$1,002.88	\$1,033.91	\$1,064.45	\$1,096.52	\$1,128.66	\$1,161.15	\$1,193.34
		Daily	\$100.29	\$103.40	\$106.45	\$109.66	\$112.87	\$116.12	\$119.34
		Hourly	\$12.54	\$12.93	\$13.31	\$13.71	\$14.11	\$14.52	\$14.92
AR	13	Annual	\$27,651.00	\$28,671.00	\$29,698.00	\$30,728.00	\$31,760.00	\$32,787.00	\$33,821.00
		Bi-Wk	\$1,059.43	\$1,098.51	\$1,137.86	\$1,177.32	\$1,216.86	\$1,256.21	\$1,295.83
		Daily	\$105.95	\$109.86	\$113.79	\$117.74	\$121.69	\$125.63	\$129.59
		Hourly	\$13.25	\$13.74	\$14.23	\$14.72	\$15.22	\$15.71	\$16.20
AR	14	Annual	\$28,945.00	\$30,010.00	\$31,072.00	\$32,135.00	\$33,196.00	\$34,260.00	\$35,321.00
		Bi-Wk	\$1,109.01	\$1,149.81	\$1,190.50	\$1,231.23	\$1,271.88	\$1,312.65	\$1,353.30
		Daily	\$110.91	\$114.99	\$119.05	\$123.13	\$127.19	\$131.27	\$135.33
		Hourly	\$13.87	\$14.38	\$14.89	\$15.40	\$15.90	\$16.41	\$16.92
AR	15	Annual	\$30,334.00	\$31,429.00	\$32,521.00	\$33,617.00	\$34,710.00	\$35,811.00	\$36,905.00
		Bi-Wk	\$1,162.23	\$1,204.18	\$1,246.02	\$1,288.01	\$1,329.89	\$1,372.07	\$1,413.99
		Daily	\$116.23	\$120.42	\$124.61	\$128.81	\$132.99	\$137.21	\$141.40
		Hourly	\$14.53	\$15.06	\$15.58	\$16.11	\$16.63	\$17.16	\$17.68
AR	16	Annual	\$31,811.00	\$32,938.00	\$34,065.00	\$35,196.00	\$36,320.00	\$37,449.00	\$38,573.00
		Bi-Wk	\$1,218.82	\$1,262.00	\$1,305.18	\$1,348.51	\$1,391.58	\$1,434.83	\$1,477.90
		Daily	\$121.89	\$126.20	\$130.52	\$134.86	\$139.16	\$143.49	\$147.79
		Hourly	\$15.24	\$15.78	\$16.32	\$16.86	\$17.40	\$17.94	\$18.48
AR	17	Annual	\$33,387.00	\$34,547.00	\$35,707.00	\$36,863.00	\$38,025.00	\$39,185.00	\$40,344.00
		Bi-Wk	\$1,279.20	\$1,323.64	\$1,368.09	\$1,412.38	\$1,456.90	\$1,501.35	\$1,545.75
		Daily	\$127.92	\$132.37	\$136.81	\$141.24	\$145.69	\$150.14	\$154.58
		Hourly	\$15.99	\$16.55	\$17.11	\$17.66	\$18.22	\$18.77	\$19.33
AR	18	Annual	\$35,072.00	\$36,261.00	\$37,449.00	\$38,638.00	\$39,822.00	\$41,013.00	\$42,201.00
		Bi-Wk	\$1,343.76	\$1,389.32	\$1,434.83	\$1,480.39	\$1,525.75	\$1,571.38	\$1,616.90
		Daily	\$134.38	\$138.94	\$143.49	\$148.04	\$152.58	\$157.14	\$161.69
		Hourly	\$16.80	\$17.37	\$17.94	\$18.51	\$19.08	\$19.65	\$20.22

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AR	19	Annual	\$36,799.00	\$38,025.00	\$39,249.00	\$40,474.00	\$41,692.00	\$42,914.00	\$44,138.00
		Bi-Wk	\$1,409.93	\$1,456.90	\$1,503.80	\$1,550.73	\$1,597.40	\$1,644.22	\$1,691.12
		Daily	\$141.00	\$145.69	\$150.38	\$155.08	\$159.74	\$164.43	\$169.12
		Hourly	\$17.63	\$18.22	\$18.80	\$19.39	\$19.97	\$20.56	\$21.14
AR	20	Annual	\$38,675.00	\$39,925.00	\$41,181.00	\$42,431.00	\$43,678.00	\$44,934.00	\$46,184.00
		Bi-Wk	\$1,481.81	\$1,529.70	\$1,577.82	\$1,625.71	\$1,673.49	\$1,721.61	\$1,769.51
		Daily	\$148.19	\$152.97	\$157.79	\$162.58	\$167.35	\$172.17	\$176.96
		Hourly	\$18.53	\$19.13	\$19.73	\$20.33	\$20.92	\$21.53	\$22.12
AR	21	Annual	\$40,580.00	\$41,873.00	\$43,157.00	\$44,442.00	\$45,732.00	\$47,016.00	\$48,304.00
		Bi-Wk	\$1,554.79	\$1,604.33	\$1,653.53	\$1,702.76	\$1,752.19	\$1,801.38	\$1,850.73
		Daily	\$155.48	\$160.44	\$165.36	\$170.28	\$175.22	\$180.14	\$185.08
		Hourly	\$19.44	\$20.06	\$20.67	\$21.29	\$21.91	\$22.52	\$23.14
AR	22	Annual	\$41,692.00	\$43,220.00	\$44,750.00	\$46,275.00	\$47,803.00	\$49,331.00	\$50,858.00
		Bi-Wk	\$1,597.40	\$1,655.94	\$1,714.56	\$1,772.99	\$1,831.54	\$1,890.08	\$1,948.59
		Daily	\$159.74	\$165.60	\$171.46	\$177.30	\$183.16	\$189.01	\$194.86
		Hourly	\$19.97	\$20.70	\$21.44	\$22.17	\$22.90	\$23.63	\$24.36
AR	23	Annual	\$43,668.00	\$45,262.00	\$46,845.00	\$48,441.00	\$50,030.00	\$51,623.00	\$53,214.00
		Bi-Wk	\$1,673.11	\$1,734.18	\$1,794.83	\$1,855.98	\$1,916.86	\$1,977.90	\$2,038.86
		Daily	\$167.32	\$173.42	\$179.49	\$185.60	\$191.69	\$197.79	\$203.89
		Hourly	\$20.92	\$21.68	\$22.44	\$23.20	\$23.97	\$24.73	\$25.49
AR	24	Annual	\$45,766.00	\$47,424.00	\$49,085.00	\$50,744.00	\$52,403.00	\$54,062.00	\$55,720.00
		Bi-Wk	\$1,753.49	\$1,817.02	\$1,880.66	\$1,944.22	\$2,007.78	\$2,071.35	\$2,134.87
		Daily	\$175.35	\$181.71	\$188.07	\$194.43	\$200.78	\$207.14	\$213.49
		Hourly	\$21.92	\$22.72	\$23.51	\$24.31	\$25.10	\$25.90	\$26.69
AR	25	Annual	\$48,004.00	\$49,728.00	\$51,439.00	\$53,160.00	\$54,886.00	\$56,604.00	\$58,322.00
		Bi-Wk	\$1,839.24	\$1,905.29	\$1,970.85	\$2,036.79	\$2,102.92	\$2,168.74	\$2,234.56
		Daily	\$183.93	\$190.53	\$197.09	\$203.68	\$210.30	\$216.88	\$223.46
		Hourly	\$23.00	\$23.82	\$24.64	\$25.46	\$26.29	\$27.11	\$27.94
AR	26	Annual	\$50,370.00	\$52,176.00	\$53,939.00	\$55,720.00	\$57,504.00	\$59,285.00	\$61,066.00
		Bi-Wk	\$1,929.89	\$1,999.09	\$2,066.63	\$2,134.87	\$2,203.22	\$2,271.46	\$2,339.70
		Daily	\$192.99	\$199.91	\$206.67	\$213.49	\$220.33	\$227.15	\$233.97
		Hourly	\$24.13	\$24.99	\$25.84	\$26.69	\$27.55	\$28.40	\$29.25
AR	27	Annual	\$52,866.00	\$54,715.00	\$56,563.00	\$58,400.00	\$60,251.00	\$62,092.00	\$63,943.00
		Bi-Wk	\$2,025.52	\$2,096.37	\$2,167.17	\$2,237.55	\$2,308.47	\$2,379.01	\$2,449.93
		Daily	\$202.56	\$209.64	\$216.72	\$223.76	\$230.85	\$237.91	\$245.00
		Hourly	\$25.32	\$26.21	\$27.09	\$27.97	\$28.86	\$29.74	\$30.63

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AR	28	Annual	\$55,537.00	\$57,448.00	\$59,359.00	\$61,269.00	\$63,176.00	\$65,084.00	\$66,991.00
		Bi-Wk	\$2,127.86	\$2,201.08	\$2,274.30	\$2,347.48	\$2,420.54	\$2,493.64	\$2,566.71
		Daily	\$212.79	\$220.11	\$227.43	\$234.75	\$242.06	\$249.37	\$256.68
		Hourly	\$26.60	\$27.52	\$28.43	\$29.35	\$30.26	\$31.18	\$32.09
AR	29	Annual	\$56,070.00	\$58,175.00	\$60,282.00	\$62,384.00	\$64,489.00	\$66,592.00	\$68,696.00
		Bi-Wk	\$2,148.28	\$2,228.93	\$2,309.66	\$2,390.20	\$2,470.85	\$2,551.42	\$2,632.04
		Daily	\$214.83	\$222.90	\$230.97	\$239.02	\$247.09	\$255.15	\$263.21
		Hourly	\$26.86	\$27.87	\$28.88	\$29.88	\$30.89	\$31.90	\$32.91
AR	30	Annual	\$58,322.00	\$60,485.00	\$62,654.00	\$64,816.00	\$66,981.00	\$69,147.00	\$71,317.00
		Bi-Wk	\$2,234.56	\$2,317.44	\$2,400.54	\$2,483.38	\$2,566.33	\$2,649.32	\$2,732.46
		Daily	\$223.46	\$231.75	\$240.06	\$248.34	\$256.64	\$264.94	\$273.25
		Hourly	\$27.94	\$28.97	\$30.01	\$31.05	\$32.08	\$33.12	\$34.16
AR	31	Annual	\$60,664.00	\$62,890.00	\$65,120.00	\$67,350.00	\$69,580.00	\$71,810.00	\$74,037.00
		Bi-Wk	\$2,324.30	\$2,409.58	\$2,495.02	\$2,580.46	\$2,665.91	\$2,751.35	\$2,836.67
		Daily	\$232.43	\$240.96	\$249.51	\$258.05	\$266.60	\$275.14	\$283.67
		Hourly	\$29.06	\$30.12	\$31.19	\$32.26	\$33.33	\$34.40	\$35.46
AR	32	Annual	\$63,096.00	\$65,384.00	\$67,671.00	\$69,963.00	\$72,256.00	\$74,544.00	\$76,844.00
		Bi-Wk	\$2,417.48	\$2,505.14	\$2,592.76	\$2,680.58	\$2,768.43	\$2,856.10	\$2,944.22
		Daily	\$241.75	\$250.52	\$259.28	\$268.06	\$276.85	\$285.61	\$294.43
		Hourly	\$30.22	\$31.32	\$32.41	\$33.51	\$34.61	\$35.71	\$36.81
AR	33	Annual	\$65,633.00	\$67,987.00	\$70,341.00	\$72,698.00	\$75,052.00	\$77,408.00	\$79,767.00
		Bi-Wk	\$2,514.68	\$2,604.87	\$2,695.06	\$2,785.37	\$2,875.56	\$2,965.83	\$3,056.21
		Daily	\$251.47	\$260.49	\$269.51	\$278.54	\$287.56	\$296.59	\$305.63
		Hourly	\$31.44	\$32.57	\$33.69	\$34.82	\$35.95	\$37.08	\$38.21
AR	34	Annual	\$68,336.00	\$70,755.00	\$73,174.00	\$75,598.00	\$78,011.00	\$80,432.00	\$82,848.00
		Bi-Wk	\$2,618.24	\$2,710.92	\$2,803.61	\$2,896.48	\$2,988.93	\$3,081.69	\$3,174.26
		Daily	\$261.83	\$271.10	\$280.37	\$289.65	\$298.90	\$308.17	\$317.43
		Hourly	\$32.73	\$33.89	\$35.05	\$36.21	\$37.37	\$38.53	\$39.68
AR	35	Annual	\$71,142.00	\$73,622.00	\$76,108.00	\$78,587.00	\$81,066.00	\$83,544.00	\$86,027.00
		Bi-Wk	\$2,725.75	\$2,820.77	\$2,916.02	\$3,011.00	\$3,105.98	\$3,200.92	\$3,296.06
		Daily	\$272.58	\$282.08	\$291.61	\$301.10	\$310.60	\$320.10	\$329.61
		Hourly	\$34.08	\$35.26	\$36.46	\$37.64	\$38.83	\$40.02	\$41.21
AR	36	Annual	\$74,105.00	\$76,645.00	\$79,191.00	\$81,737.00	\$84,282.00	\$86,826.00	\$89,369.00
		Bi-Wk	\$2,839.28	\$2,936.60	\$3,034.14	\$3,131.69	\$3,229.20	\$3,326.67	\$3,424.10
		Daily	\$283.93	\$293.66	\$303.42	\$313.17	\$322.92	\$332.67	\$342.41
		Hourly	\$35.50	\$36.71	\$37.93	\$39.15	\$40.37	\$41.59	\$42.81

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AR	37	Annual	\$77,179.00	\$79,789.00	\$82,406.00	\$85,022.00	\$87,635.00	\$90,249.00	\$92,864.00
		Bi-Wk	\$2,957.05	\$3,057.05	\$3,157.32	\$3,257.55	\$3,357.67	\$3,457.82	\$3,558.01
		Daily	\$295.71	\$305.71	\$315.74	\$325.76	\$335.77	\$345.79	\$355.81
		Hourly	\$36.97	\$38.22	\$39.47	\$40.72	\$41.98	\$43.23	\$44.48
AR	38	Annual	\$80,366.00	\$83,038.00	\$85,717.00	\$88,391.00	\$91,066.00	\$93,741.00	\$96,417.00
		Bi-Wk	\$3,079.16	\$3,181.54	\$3,284.18	\$3,386.63	\$3,489.12	\$3,591.61	\$3,694.14
		Daily	\$307.92	\$318.16	\$328.42	\$338.67	\$348.92	\$359.17	\$369.42
		Hourly	\$38.49	\$39.77	\$41.06	\$42.34	\$43.62	\$44.90	\$46.18
AR	39	Annual	\$83,708.00	\$86,447.00	\$89,183.00	\$91,927.00	\$94,667.00	\$97,401.00	\$100,145.00
		Bi-Wk	\$3,207.21	\$3,312.15	\$3,416.98	\$3,522.11	\$3,627.09	\$3,731.84	\$3,836.98
		Daily	\$320.73	\$331.22	\$341.70	\$352.22	\$362.71	\$373.19	\$383.70
		Hourly	\$40.10	\$41.41	\$42.72	\$44.03	\$45.34	\$46.65	\$47.97
AR	40	Annual	\$87,197.00	\$89,991.00	\$92,792.00	\$95,589.00	\$98,388.00	\$101,186.00	\$103,985.00
		Bi-Wk	\$3,340.89	\$3,447.94	\$3,555.25	\$3,662.42	\$3,769.66	\$3,876.86	\$3,984.10
		Daily	\$334.09	\$344.80	\$355.53	\$366.25	\$376.97	\$387.69	\$398.41
		Hourly	\$41.77	\$43.10	\$44.45	\$45.79	\$47.13	\$48.47	\$49.81
AR	41	Annual	\$90,845.00	\$93,709.00	\$96,575.00	\$99,439.00	\$102,306.00	\$105,171.00	\$108,036.00
		Bi-Wk	\$3,480.66	\$3,590.39	\$3,700.20	\$3,809.93	\$3,919.78	\$4,029.55	\$4,139.32
		Daily	\$348.07	\$359.04	\$370.02	\$381.00	\$391.98	\$402.96	\$413.94
		Hourly	\$43.51	\$44.88	\$46.26	\$47.63	\$49.00	\$50.37	\$51.75
AR	42	Annual	\$94,628.00	\$97,559.00	\$100,493.00	\$103,411.00	\$106,348.00	\$109,275.00	\$112,207.00
		Bi-Wk	\$3,625.60	\$3,737.90	\$3,850.31	\$3,962.11	\$4,074.64	\$4,186.79	\$4,299.12
		Daily	\$362.56	\$373.79	\$385.04	\$396.22	\$407.47	\$418.68	\$429.92
		Hourly	\$45.32	\$46.73	\$48.13	\$49.53	\$50.94	\$52.34	\$53.74
AR	43	Annual	\$98,647.00	\$101,635.00	\$104,623.00	\$107,606.00	\$110,601.00	\$113,583.00	\$116,570.00
		Bi-Wk	\$3,779.58	\$3,894.07	\$4,008.55	\$4,122.84	\$4,237.59	\$4,351.84	\$4,466.29
		Daily	\$377.96	\$389.41	\$400.86	\$412.29	\$423.76	\$435.19	\$446.63
		Hourly	\$47.25	\$48.68	\$50.11	\$51.54	\$52.97	\$54.40	\$55.83