

NP-5 PS 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	Step 8	Step 9
PS	1 Annual	\$23,985.00	\$24,689.00	\$25,394.00	\$26,106.00	\$26,814.00	\$27,518.00	\$28,226.00	\$29,001.00	\$29,778.00
	Bi-Wk	\$918.97	\$945.94	\$972.96	\$1,000.23	\$1,027.36	\$1,054.33	\$1,081.46	\$1,111.15	\$1,140.92
	Daily	\$91.90	\$94.60	\$97.30	\$100.03	\$102.74	\$105.44	\$108.15	\$111.12	\$114.10
	Hourly	\$11.49	\$11.83	\$12.17	\$12.51	\$12.85	\$13.18	\$13.52	\$13.89	\$14.27
PS	2 Annual	\$24,750.00	\$25,489.00	\$26,223.00	\$26,966.00	\$27,700.00	\$28,457.00	\$29,234.00	\$30,038.00	\$30,841.00
	Bi-Wk	\$948.28	\$976.60	\$1,004.72	\$1,033.19	\$1,061.31	\$1,090.31	\$1,120.08	\$1,150.89	\$1,181.65
	Daily	\$94.83	\$97.66	\$100.48	\$103.32	\$106.14	\$109.04	\$112.01	\$115.09	\$118.17
	Hourly	\$11.86	\$12.21	\$12.56	\$12.92	\$13.27	\$13.63	\$14.01	\$14.39	\$14.78
PS	3 Annual	\$25,524.00	\$26,291.00	\$27,064.00	\$27,834.00	\$28,627.00	\$29,433.00	\$30,245.00	\$31,078.00	\$31,908.00
	Bi-Wk	\$977.94	\$1,007.32	\$1,036.94	\$1,066.44	\$1,096.82	\$1,127.71	\$1,158.82	\$1,190.73	\$1,222.53
	Daily	\$97.80	\$100.74	\$103.70	\$106.65	\$109.69	\$112.78	\$115.89	\$119.08	\$122.26
	Hourly	\$12.23	\$12.60	\$12.97	\$13.34	\$13.72	\$14.10	\$14.49	\$14.89	\$15.29
PS	4 Annual	\$26,344.00	\$27,149.00	\$27,944.00	\$28,777.00	\$29,614.00	\$30,455.00	\$31,295.00	\$32,157.00	\$33,016.00
	Bi-Wk	\$1,009.35	\$1,040.20	\$1,070.66	\$1,102.57	\$1,134.64	\$1,166.86	\$1,199.05	\$1,232.07	\$1,264.99
	Daily	\$100.94	\$104.02	\$107.07	\$110.26	\$113.47	\$116.69	\$119.91	\$123.21	\$126.50
	Hourly	\$12.62	\$13.01	\$13.39	\$13.79	\$14.19	\$14.59	\$14.99	\$15.41	\$15.82
PS	5 Annual	\$27,522.00	\$28,537.00	\$29,562.00	\$30,588.00	\$31,615.00	\$32,638.00	\$33,664.00	\$34,590.00	\$35,515.00
	Bi-Wk	\$1,054.49	\$1,093.38	\$1,132.65	\$1,171.96	\$1,211.31	\$1,250.50	\$1,289.81	\$1,325.29	\$1,360.73
	Daily	\$105.45	\$109.34	\$113.27	\$117.20	\$121.14	\$125.05	\$128.99	\$132.53	\$136.08
	Hourly	\$13.19	\$13.67	\$14.16	\$14.65	\$15.15	\$15.64	\$16.13	\$16.57	\$17.01
PS	6 Annual	\$28,812.00	\$29,873.00	\$30,931.00	\$31,988.00	\$33,043.00	\$34,103.00	\$35,158.00	\$36,124.00	\$37,093.00
	Bi-Wk	\$1,103.91	\$1,144.56	\$1,185.10	\$1,225.60	\$1,266.02	\$1,306.63	\$1,347.05	\$1,384.07	\$1,421.19
	Daily	\$110.40	\$114.46	\$118.51	\$122.56	\$126.61	\$130.67	\$134.71	\$138.41	\$142.12
	Hourly	\$13.80	\$14.31	\$14.82	\$15.32	\$15.83	\$16.34	\$16.84	\$17.31	\$17.77
PS	7 Annual	\$30,195.00	\$31,289.00	\$32,374.00	\$33,463.00	\$34,549.00	\$35,645.00	\$36,735.00	\$37,746.00	\$38,756.00
	Bi-Wk	\$1,156.90	\$1,198.82	\$1,240.39	\$1,282.11	\$1,323.72	\$1,365.71	\$1,407.48	\$1,446.21	\$1,484.91
	Daily	\$115.69	\$119.89	\$124.04	\$128.22	\$132.38	\$136.58	\$140.75	\$144.63	\$148.50
	Hourly	\$14.47	\$14.99	\$15.51	\$16.03	\$16.55	\$17.08	\$17.60	\$18.08	\$18.57
PS	8 Annual	\$31,666.00	\$32,790.00	\$33,910.00	\$35,034.00	\$36,154.00	\$37,276.00	\$38,397.00	\$39,453.00	\$40,509.00
	Bi-Wk	\$1,213.26	\$1,256.33	\$1,299.24	\$1,342.30	\$1,385.22	\$1,428.20	\$1,471.15	\$1,511.61	\$1,552.07
	Daily	\$121.33	\$125.64	\$129.93	\$134.23	\$138.53	\$142.82	\$147.12	\$151.17	\$155.21
	Hourly	\$15.17	\$15.71	\$16.25	\$16.78	\$17.32	\$17.86	\$18.39	\$18.90	\$19.41
PS	9 Annual	\$33,235.00	\$34,389.00	\$35,546.00	\$36,697.00	\$37,850.00	\$39,001.00	\$40,159.00	\$41,262.00	\$42,368.00
	Bi-Wk	\$1,273.38	\$1,317.59	\$1,361.92	\$1,406.02	\$1,450.20	\$1,494.30	\$1,538.66	\$1,580.92	\$1,623.30
	Daily	\$127.34	\$131.76	\$136.20	\$140.61	\$145.02	\$149.43	\$153.87	\$158.10	\$162.33
	Hourly	\$15.92	\$16.47	\$17.03	\$17.58	\$18.13	\$18.68	\$19.24	\$19.77	\$20.30

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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	10	Annual	\$34,910.00	\$36,095.00	\$37,276.00	\$38,464.00	\$39,642.00	\$40,825.00	\$42,007.00	\$43,162.00	\$44,318.00
		Bi-Wk	\$1,337.55	\$1,382.96	\$1,428.20	\$1,473.72	\$1,518.86	\$1,564.18	\$1,609.47	\$1,653.72	\$1,698.01
		Daily	\$133.76	\$138.30	\$142.82	\$147.38	\$151.89	\$156.42	\$160.95	\$165.38	\$169.81
		Hourly	\$16.72	\$17.29	\$17.86	\$18.43	\$18.99	\$19.56	\$20.12	\$20.68	\$21.23
PS	11	Annual	\$36,633.00	\$37,850.00	\$39,068.00	\$40,287.00	\$41,502.00	\$42,717.00	\$43,933.00	\$45,143.00	\$46,349.00
		Bi-Wk	\$1,403.57	\$1,450.20	\$1,496.86	\$1,543.57	\$1,590.12	\$1,636.67	\$1,683.26	\$1,729.62	\$1,775.83
		Daily	\$140.36	\$145.02	\$149.69	\$154.36	\$159.02	\$163.67	\$168.33	\$172.97	\$177.59
		Hourly	\$17.55	\$18.13	\$18.72	\$19.30	\$19.88	\$20.46	\$21.05	\$21.63	\$22.20
PS	12	Annual	\$38,498.00	\$39,744.00	\$40,987.00	\$42,235.00	\$43,480.00	\$44,730.00	\$45,972.00	\$47,236.00	\$48,500.00
		Bi-Wk	\$1,475.02	\$1,522.76	\$1,570.39	\$1,618.20	\$1,665.91	\$1,713.80	\$1,761.38	\$1,809.81	\$1,858.24
		Daily	\$147.51	\$152.28	\$157.04	\$161.82	\$166.60	\$171.38	\$176.14	\$180.99	\$185.83
		Hourly	\$18.44	\$19.04	\$19.63	\$20.23	\$20.83	\$21.43	\$22.02	\$22.63	\$23.23
PS	13	Annual	\$40,394.00	\$41,678.00	\$42,956.00	\$44,240.00	\$45,523.00	\$46,800.00	\$48,083.00	\$49,406.00	\$50,727.00
		Bi-Wk	\$1,547.67	\$1,596.86	\$1,645.83	\$1,695.02	\$1,744.18	\$1,793.11	\$1,842.27	\$1,892.96	\$1,943.57
		Daily	\$154.77	\$159.69	\$164.59	\$169.51	\$174.42	\$179.32	\$184.23	\$189.30	\$194.36
		Hourly	\$19.35	\$19.97	\$20.58	\$21.19	\$21.81	\$22.42	\$23.03	\$23.67	\$24.30
PS	14	Annual	\$41,502.00	\$43,021.00	\$44,544.00	\$46,061.00	\$47,583.00	\$49,104.00	\$50,626.00	\$52,018.00	\$53,409.00
		Bi-Wk	\$1,590.12	\$1,648.32	\$1,706.67	\$1,764.79	\$1,823.11	\$1,881.38	\$1,939.70	\$1,993.03	\$2,046.33
		Daily	\$159.02	\$164.84	\$170.67	\$176.48	\$182.32	\$188.14	\$193.97	\$199.31	\$204.64
		Hourly	\$19.88	\$20.61	\$21.34	\$22.06	\$22.79	\$23.52	\$24.25	\$24.92	\$25.58
PS	15	Annual	\$43,467.00	\$45,053.00	\$46,630.00	\$48,222.00	\$49,804.00	\$51,386.00	\$52,970.00	\$54,427.00	\$55,883.00
		Bi-Wk	\$1,665.41	\$1,726.17	\$1,786.60	\$1,847.59	\$1,908.20	\$1,968.82	\$2,029.51	\$2,085.33	\$2,141.12
		Daily	\$166.55	\$172.62	\$178.66	\$184.76	\$190.82	\$196.89	\$202.96	\$208.54	\$214.12
		Hourly	\$20.82	\$21.58	\$22.34	\$23.10	\$23.86	\$24.62	\$25.37	\$26.07	\$26.77
PS	16	Annual	\$45,558.00	\$47,207.00	\$48,859.00	\$50,511.00	\$52,162.00	\$53,812.00	\$55,460.00	\$56,985.00	\$58,511.00
		Bi-Wk	\$1,745.52	\$1,808.70	\$1,872.00	\$1,935.29	\$1,998.55	\$2,061.77	\$2,124.91	\$2,183.34	\$2,241.81
		Daily	\$174.56	\$180.87	\$187.20	\$193.53	\$199.86	\$206.18	\$212.50	\$218.34	\$224.19
		Hourly	\$21.82	\$22.61	\$23.40	\$24.20	\$24.99	\$25.78	\$26.57	\$27.30	\$28.03
PS	17	Annual	\$47,784.00	\$49,497.00	\$51,204.00	\$52,917.00	\$54,634.00	\$56,343.00	\$58,051.00	\$59,647.00	\$61,244.00
		Bi-Wk	\$1,830.81	\$1,896.44	\$1,961.84	\$2,027.48	\$2,093.26	\$2,158.74	\$2,224.18	\$2,285.33	\$2,346.52
		Daily	\$183.09	\$189.65	\$196.19	\$202.75	\$209.33	\$215.88	\$222.42	\$228.54	\$234.66
		Hourly	\$22.89	\$23.71	\$24.53	\$25.35	\$26.17	\$26.99	\$27.81	\$28.57	\$29.34
PS	18	Annual	\$50,136.00	\$51,910.00	\$53,689.00	\$55,460.00	\$57,240.00	\$59,012.00	\$60,787.00	\$62,458.00	\$64,129.00
		Bi-Wk	\$1,920.92	\$1,988.89	\$2,057.05	\$2,124.91	\$2,193.11	\$2,261.00	\$2,329.01	\$2,393.03	\$2,457.05
		Daily	\$192.10	\$198.89	\$205.71	\$212.50	\$219.32	\$226.10	\$232.91	\$239.31	\$245.71
		Hourly	\$24.02	\$24.87	\$25.72	\$26.57	\$27.42	\$28.27	\$29.12	\$29.92	\$30.72

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PS	19	Annual	\$52,627.00	\$54,463.00	\$56,302.00	\$58,131.00	\$59,971.00	\$61,806.00	\$63,647.00	\$65,397.00	\$67,148.00
		Bi-Wk	\$2,016.37	\$2,086.71	\$2,157.17	\$2,227.25	\$2,297.74	\$2,368.05	\$2,438.59	\$2,505.64	\$2,572.73
		Daily	\$201.64	\$208.68	\$215.72	\$222.73	\$229.78	\$236.81	\$243.86	\$250.57	\$257.28
		Hourly	\$25.21	\$26.09	\$26.97	\$27.85	\$28.73	\$29.61	\$30.49	\$31.33	\$32.16
PS	20	Annual	\$55,281.00	\$57,183.00	\$59,087.00	\$60,988.00	\$62,887.00	\$64,787.00	\$66,681.00	\$68,516.00	\$70,349.00
		Bi-Wk	\$2,118.05	\$2,190.92	\$2,263.87	\$2,336.71	\$2,409.47	\$2,482.27	\$2,554.83	\$2,625.14	\$2,695.37
		Daily	\$211.81	\$219.10	\$226.39	\$233.68	\$240.95	\$248.23	\$255.49	\$262.52	\$269.54
		Hourly	\$26.48	\$27.39	\$28.30	\$29.21	\$30.12	\$31.03	\$31.94	\$32.82	\$33.70
PS	21	Annual	\$55,815.00	\$57,910.00	\$60,004.00	\$62,101.00	\$64,192.00	\$66,286.00	\$68,380.00	\$70,260.00	\$72,142.00
		Bi-Wk	\$2,138.51	\$2,218.78	\$2,299.01	\$2,379.35	\$2,459.47	\$2,539.70	\$2,619.93	\$2,691.96	\$2,764.07
		Daily	\$213.86	\$221.88	\$229.91	\$237.94	\$245.95	\$253.97	\$262.00	\$269.20	\$276.41
		Hourly	\$26.74	\$27.74	\$28.74	\$29.75	\$30.75	\$31.75	\$32.75	\$33.65	\$34.56
PS	22	Annual	\$58,051.00	\$60,205.00	\$62,365.00	\$64,531.00	\$66,672.00	\$68,830.00	\$70,989.00	\$72,939.00	\$74,893.00
		Bi-Wk	\$2,224.18	\$2,306.71	\$2,389.47	\$2,472.46	\$2,554.49	\$2,637.17	\$2,719.89	\$2,794.60	\$2,869.47
		Daily	\$222.42	\$230.68	\$238.95	\$247.25	\$255.45	\$263.72	\$271.99	\$279.46	\$286.95
		Hourly	\$27.81	\$28.84	\$29.87	\$30.91	\$31.94	\$32.97	\$34.00	\$34.94	\$35.87
PS	23	Annual	\$60,547.00	\$62,602.00	\$64,820.00	\$67,039.00	\$69,258.00	\$71,476.00	\$73,696.00	\$75,722.00	\$77,747.00
		Bi-Wk	\$2,319.81	\$2,398.55	\$2,483.53	\$2,568.55	\$2,653.57	\$2,738.55	\$2,823.61	\$2,901.23	\$2,978.82
		Daily	\$231.99	\$239.86	\$248.36	\$256.86	\$265.36	\$273.86	\$282.37	\$290.13	\$297.89
		Hourly	\$29.00	\$29.99	\$31.05	\$32.11	\$33.17	\$34.24	\$35.30	\$36.27	\$37.24
PS	24	Annual	\$62,802.00	\$65,081.00	\$67,361.00	\$69,643.00	\$71,923.00	\$74,201.00	\$76,489.00	\$78,592.00	\$80,695.00
		Bi-Wk	\$2,406.21	\$2,493.53	\$2,580.89	\$2,668.32	\$2,755.68	\$2,842.96	\$2,930.62	\$3,011.19	\$3,091.77
		Daily	\$240.63	\$249.36	\$258.09	\$266.84	\$275.57	\$284.30	\$293.07	\$301.12	\$309.18
		Hourly	\$30.08	\$31.17	\$32.27	\$33.36	\$34.45	\$35.54	\$36.64	\$37.64	\$38.65
PS	25	Annual	\$65,331.00	\$67,674.00	\$70,017.00	\$72,361.00	\$74,710.00	\$77,051.00	\$79,399.00	\$81,581.00	\$83,764.00
		Bi-Wk	\$2,503.11	\$2,592.88	\$2,682.65	\$2,772.46	\$2,862.46	\$2,952.15	\$3,042.11	\$3,125.71	\$3,209.35
		Daily	\$250.32	\$259.29	\$268.27	\$277.25	\$286.25	\$295.22	\$304.22	\$312.58	\$320.94
		Hourly	\$31.29	\$32.42	\$33.54	\$34.66	\$35.79	\$36.91	\$38.03	\$39.08	\$40.12
PS	26	Annual	\$68,021.00	\$70,427.00	\$72,836.00	\$75,247.00	\$77,651.00	\$80,062.00	\$82,465.00	\$84,734.00	\$87,000.00
		Bi-Wk	\$2,606.17	\$2,698.36	\$2,790.66	\$2,883.03	\$2,975.14	\$3,067.51	\$3,159.58	\$3,246.52	\$3,333.34
		Daily	\$260.62	\$269.84	\$279.07	\$288.31	\$297.52	\$306.76	\$315.96	\$324.66	\$333.34
		Hourly	\$32.58	\$33.73	\$34.89	\$36.04	\$37.19	\$38.35	\$39.50	\$40.59	\$41.67
PS	27	Annual	\$70,818.00	\$73,281.00	\$75,756.00	\$78,225.00	\$80,691.00	\$83,159.00	\$85,628.00	\$87,982.00	\$90,340.00
		Bi-Wk	\$2,713.34	\$2,807.71	\$2,902.53	\$2,997.13	\$3,091.61	\$3,186.17	\$3,280.77	\$3,370.96	\$3,461.31
		Daily	\$271.34	\$280.78	\$290.26	\$299.72	\$309.17	\$318.62	\$328.08	\$337.10	\$346.14
		Hourly	\$33.92	\$35.10	\$36.29	\$37.47	\$38.65	\$39.83	\$41.01	\$42.14	\$43.27

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PS	28	Annual	\$73,762.00	\$76,290.00	\$78,829.00	\$81,359.00	\$83,892.00	\$86,424.00	\$88,955.00	\$91,401.00	\$93,847.00
		Bi-Wk	\$2,826.14	\$2,922.99	\$3,020.27	\$3,117.21	\$3,214.26	\$3,311.27	\$3,408.24	\$3,501.96	\$3,595.68
		Daily	\$282.62	\$292.30	\$302.03	\$311.73	\$321.43	\$331.13	\$340.83	\$350.20	\$359.57
		Hourly	\$35.33	\$36.54	\$37.76	\$38.97	\$40.18	\$41.40	\$42.61	\$43.78	\$44.95
PS	29	Annual	\$76,822.00	\$79,422.00	\$82,026.00	\$84,630.00	\$87,229.00	\$89,831.00	\$92,434.00	\$94,976.00	\$97,518.00
		Bi-Wk	\$2,943.38	\$3,042.99	\$3,142.76	\$3,242.53	\$3,342.11	\$3,441.81	\$3,541.54	\$3,638.93	\$3,736.33
		Daily	\$294.34	\$304.30	\$314.28	\$324.26	\$334.22	\$344.19	\$354.16	\$363.90	\$373.64
		Hourly	\$36.80	\$38.04	\$39.29	\$40.54	\$41.78	\$43.03	\$44.27	\$45.49	\$46.71
PS	30	Annual	\$79,995.00	\$82,657.00	\$85,321.00	\$87,982.00	\$90,646.00	\$93,308.00	\$95,974.00	\$98,613.00	\$101,252.00
		Bi-Wk	\$3,064.95	\$3,166.94	\$3,269.01	\$3,370.96	\$3,473.03	\$3,575.02	\$3,677.17	\$3,778.28	\$3,879.39
		Daily	\$306.50	\$316.70	\$326.91	\$337.10	\$347.31	\$357.51	\$367.72	\$377.83	\$387.94
		Hourly	\$38.32	\$39.59	\$40.87	\$42.14	\$43.42	\$44.69	\$45.97	\$47.23	\$48.50
PS	31	Annual	\$83,320.00	\$86,048.00	\$88,773.00	\$91,503.00	\$94,230.00	\$96,951.00	\$99,682.00	\$102,422.00	\$105,164.00
		Bi-Wk	\$3,192.34	\$3,296.86	\$3,401.27	\$3,505.87	\$3,610.35	\$3,714.60	\$3,819.24	\$3,924.22	\$4,029.28
		Daily	\$319.24	\$329.69	\$340.13	\$350.59	\$361.04	\$371.46	\$381.93	\$392.43	\$402.93
		Hourly	\$39.91	\$41.22	\$42.52	\$43.83	\$45.13	\$46.44	\$47.75	\$49.06	\$50.37
PS	32	Annual	\$86,793.00	\$89,579.00	\$92,364.00	\$95,147.00	\$97,934.00	\$100,719.00	\$103,505.00	\$106,352.00	\$109,198.00
		Bi-Wk	\$3,325.41	\$3,432.15	\$3,538.86	\$3,645.48	\$3,752.27	\$3,858.97	\$3,965.71	\$4,074.79	\$4,183.84
		Daily	\$332.55	\$343.22	\$353.89	\$364.55	\$375.23	\$385.90	\$396.58	\$407.48	\$418.39
		Hourly	\$41.57	\$42.91	\$44.24	\$45.57	\$46.91	\$48.24	\$49.58	\$50.94	\$52.30
PS	33	Annual	\$90,424.00	\$93,275.00	\$96,129.00	\$98,980.00	\$101,835.00	\$104,686.00	\$107,534.00	\$110,491.00	\$113,448.00
		Bi-Wk	\$3,464.53	\$3,573.76	\$3,683.11	\$3,792.34	\$3,901.73	\$4,010.96	\$4,120.08	\$4,233.38	\$4,346.67
		Daily	\$346.46	\$357.38	\$368.32	\$379.24	\$390.18	\$401.10	\$412.01	\$423.34	\$434.67
		Hourly	\$43.31	\$44.68	\$46.04	\$47.41	\$48.78	\$50.14	\$51.51	\$52.92	\$54.34
PS	34	Annual	\$94,192.00	\$97,108.00	\$100,029.00	\$102,937.00	\$105,856.00	\$108,771.00	\$111,692.00	\$114,764.00	\$117,836.00
		Bi-Wk	\$3,608.89	\$3,720.62	\$3,832.53	\$3,943.95	\$4,055.79	\$4,167.48	\$4,279.39	\$4,397.09	\$4,514.79
		Daily	\$360.89	\$372.07	\$383.26	\$394.40	\$405.58	\$416.75	\$427.94	\$439.71	\$451.48
		Hourly	\$45.12	\$46.51	\$47.91	\$49.30	\$50.70	\$52.10	\$53.50	\$54.97	\$56.44
PS	35	Annual	\$98,193.00	\$101,168.00	\$104,139.00	\$107,112.00	\$110,089.00	\$113,060.00	\$116,035.00	\$119,226.00	\$122,418.00
		Bi-Wk	\$3,762.19	\$3,876.17	\$3,990.00	\$4,103.91	\$4,217.97	\$4,331.81	\$4,445.79	\$4,568.05	\$4,690.35
		Daily	\$376.22	\$387.62	\$399.00	\$410.40	\$421.80	\$433.19	\$444.58	\$456.81	\$469.04
		Hourly	\$47.03	\$48.46	\$49.88	\$51.30	\$52.73	\$54.15	\$55.58	\$57.11	\$58.63