

P-5 AR 40 Hour Pay Plan Effective 07/01/2025

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
AR	1	Annual	\$32,674.00	\$33,485.00	\$34,270.00	\$35,072.00	\$35,861.00	\$36,667.00	\$37,451.00	\$38,573.00	\$39,732.00
		Bi-Weekly	\$1,251.88	\$1,282.96	\$1,313.03	\$1,343.76	\$1,373.99	\$1,404.87	\$1,434.91	\$1,477.90	\$1,522.30
		Daily	\$125.19	\$128.30	\$131.31	\$134.38	\$137.40	\$140.49	\$143.50	\$147.79	\$152.23
		Hourly	\$15.65	\$16.04	\$16.42	\$16.80	\$17.18	\$17.57	\$17.94	\$18.48	\$19.03
AR	2	Annual	\$34,270.00	\$35,072.00	\$35,861.00	\$36,667.00	\$37,451.00	\$38,250.00	\$39,044.00	\$40,214.00	\$41,423.00
		Bi-Weekly	\$1,313.03	\$1,343.76	\$1,373.99	\$1,404.87	\$1,434.91	\$1,465.52	\$1,495.94	\$1,540.77	\$1,587.09
		Daily	\$131.31	\$134.38	\$137.40	\$140.49	\$143.50	\$146.56	\$149.60	\$154.08	\$158.71
		Hourly	\$16.42	\$16.80	\$17.18	\$17.57	\$17.94	\$18.32	\$18.70	\$19.26	\$19.84
AR	3	Annual	\$35,072.00	\$35,861.00	\$36,667.00	\$37,451.00	\$38,250.00	\$39,044.00	\$39,839.00	\$41,034.00	\$42,266.00
		Bi-Weekly	\$1,343.76	\$1,373.99	\$1,404.87	\$1,434.91	\$1,465.52	\$1,495.94	\$1,526.40	\$1,572.19	\$1,619.39
		Daily	\$134.38	\$137.40	\$140.49	\$143.50	\$146.56	\$149.60	\$152.64	\$157.22	\$161.94
		Hourly	\$16.80	\$17.18	\$17.57	\$17.94	\$18.32	\$18.70	\$19.08	\$19.66	\$20.25
AR	4	Annual	\$36,199.00	\$37,167.00	\$38,134.00	\$39,101.00	\$40,081.00	\$41,032.00	\$42,004.00	\$43,266.00	\$44,563.00
		Bi-Weekly	\$1,386.94	\$1,424.03	\$1,461.08	\$1,498.13	\$1,535.68	\$1,572.11	\$1,609.35	\$1,657.71	\$1,707.40
		Daily	\$138.70	\$142.41	\$146.11	\$149.82	\$153.57	\$157.22	\$160.94	\$165.78	\$170.74
		Hourly	\$17.34	\$17.81	\$18.27	\$18.73	\$19.20	\$19.66	\$20.12	\$20.73	\$21.35
AR	5	Annual	\$37,105.00	\$38,134.00	\$39,155.00	\$40,172.00	\$41,198.00	\$42,218.00	\$43,240.00	\$44,537.00	\$45,871.00
		Bi-Weekly	\$1,421.65	\$1,461.08	\$1,500.20	\$1,539.16	\$1,578.47	\$1,617.55	\$1,656.71	\$1,706.40	\$1,757.51
		Daily	\$142.17	\$146.11	\$150.02	\$153.92	\$157.85	\$161.76	\$165.68	\$170.64	\$175.76
		Hourly	\$17.78	\$18.27	\$18.76	\$19.24	\$19.74	\$20.22	\$20.71	\$21.33	\$21.97
AR	6	Annual	\$38,369.00	\$39,396.00	\$40,408.00	\$41,430.00	\$42,451.00	\$43,470.00	\$44,485.00	\$45,821.00	\$47,195.00
		Bi-Weekly	\$1,470.08	\$1,509.43	\$1,548.20	\$1,587.36	\$1,626.48	\$1,665.52	\$1,704.41	\$1,755.60	\$1,808.24
		Daily	\$147.01	\$150.95	\$154.82	\$158.74	\$162.65	\$166.56	\$170.45	\$175.56	\$180.83
		Hourly	\$18.38	\$18.87	\$19.36	\$19.85	\$20.34	\$20.82	\$21.31	\$21.95	\$22.61
AR	7	Annual	\$39,498.00	\$40,516.00	\$41,544.00	\$42,569.00	\$43,585.00	\$44,603.00	\$45,625.00	\$46,993.00	\$48,403.00
		Bi-Weekly	\$1,513.34	\$1,552.34	\$1,591.73	\$1,631.00	\$1,669.93	\$1,708.93	\$1,748.09	\$1,800.50	\$1,854.53
		Daily	\$151.34	\$155.24	\$159.18	\$163.10	\$167.00	\$170.90	\$174.81	\$180.05	\$185.46
		Hourly	\$18.92	\$19.41	\$19.90	\$20.39	\$20.88	\$21.37	\$21.86	\$22.51	\$23.19
AR	8	Annual	\$42,451.00	\$43,701.00	\$44,956.00	\$46,202.00	\$47,460.00	\$48,703.00	\$49,957.00	\$51,455.00	\$53,002.00
		Bi-Weekly	\$1,626.48	\$1,674.37	\$1,722.46	\$1,770.20	\$1,818.40	\$1,866.02	\$1,914.07	\$1,971.46	\$2,030.73
		Daily	\$162.65	\$167.44	\$172.25	\$177.02	\$181.84	\$186.61	\$191.41	\$197.15	\$203.08
		Hourly	\$20.34	\$20.93	\$21.54	\$22.13	\$22.73	\$23.33	\$23.93	\$24.65	\$25.39
AR	9	Annual	\$43,752.00	\$45,057.00	\$46,358.00	\$47,667.00	\$48,967.00	\$50,275.00	\$51,586.00	\$53,136.00	\$54,730.00
		Bi-Weekly	\$1,676.33	\$1,726.33	\$1,776.17	\$1,826.33	\$1,876.14	\$1,926.25	\$1,976.48	\$2,035.87	\$2,096.94
		Daily	\$167.64	\$172.64	\$177.62	\$182.64	\$187.62	\$192.63	\$197.65	\$203.59	\$209.70
		Hourly	\$20.96	\$21.58	\$22.21	\$22.83	\$23.46	\$24.08	\$24.71	\$25.45	\$26.22
AR	10	Annual	\$45,162.00	\$46,530.00	\$47,882.00	\$49,260.00	\$50,618.00	\$52,007.00	\$53,442.00	\$55,045.00	\$56,698.00
		Bi-Weekly	\$1,730.35	\$1,782.76	\$1,834.56	\$1,887.36	\$1,939.39	\$1,992.61	\$2,047.59	\$2,109.01	\$2,172.34
		Daily	\$173.04	\$178.28	\$183.46	\$188.74	\$193.94	\$199.27	\$204.76	\$210.91	\$217.24
		Hourly	\$21.63	\$22.29	\$22.94	\$23.60	\$24.25	\$24.91	\$25.60	\$26.37	\$27.16
AR	11	Annual	\$46,599.00	\$48,010.00	\$49,437.00	\$50,855.00	\$52,322.00	\$53,812.00	\$55,311.00	\$56,967.00	\$58,677.00
		Bi-Weekly	\$1,785.41	\$1,839.47	\$1,894.14	\$1,948.47	\$2,004.68	\$2,061.77	\$2,119.20	\$2,182.65	\$2,248.17
		Daily	\$178.55	\$183.95	\$189.42	\$194.85	\$200.47	\$206.18	\$211.92	\$218.27	\$224.82
		Hourly	\$22.32	\$23.00	\$23.68	\$24.36	\$25.06	\$25.78	\$26.49	\$27.29	\$28.11

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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
AR	12	Annual	\$48,108.00	\$49,597.00	\$51,061.00	\$52,601.00	\$54,143.00	\$55,701.00	\$57,245.00	\$58,961.00	\$60,731.00
		Bi-Weekly	\$1,843.22	\$1,900.27	\$1,956.37	\$2,015.37	\$2,074.45	\$2,134.14	\$2,193.30	\$2,259.05	\$2,326.86
		Daily	\$184.33	\$190.03	\$195.64	\$201.54	\$207.45	\$213.42	\$219.33	\$225.91	\$232.69
		Hourly	\$23.05	\$23.76	\$24.46	\$25.20	\$25.94	\$26.68	\$27.42	\$28.24	\$29.09
AR	13	Annual	\$50,821.00	\$52,697.00	\$54,585.00	\$56,472.00	\$58,370.00	\$60,252.00	\$62,155.00	\$64,022.00	\$65,944.00
		Bi-Weekly	\$1,947.17	\$2,019.05	\$2,091.38	\$2,163.68	\$2,236.40	\$2,308.51	\$2,381.42	\$2,452.96	\$2,526.60
		Daily	\$194.72	\$201.91	\$209.14	\$216.37	\$223.64	\$230.86	\$238.15	\$245.30	\$252.66
		Hourly	\$24.34	\$25.24	\$26.15	\$27.05	\$27.96	\$28.86	\$29.77	\$30.67	\$31.59
AR	14	Annual	\$53,197.00	\$55,157.00	\$57,104.00	\$59,060.00	\$61,007.00	\$62,961.00	\$64,916.00	\$66,864.00	\$68,868.00
		Bi-Weekly	\$2,038.20	\$2,113.30	\$2,187.90	\$2,262.84	\$2,337.44	\$2,412.30	\$2,487.21	\$2,561.84	\$2,638.63
		Daily	\$203.82	\$211.33	\$218.79	\$226.29	\$233.75	\$241.23	\$248.73	\$256.19	\$263.87
		Hourly	\$25.48	\$26.42	\$27.35	\$28.29	\$29.22	\$30.16	\$31.10	\$32.03	\$32.99
AR	15	Annual	\$55,748.00	\$57,763.00	\$59,769.00	\$61,786.00	\$63,789.00	\$65,814.00	\$67,825.00	\$69,859.00	\$71,955.00
		Bi-Weekly	\$2,135.94	\$2,213.15	\$2,290.00	\$2,367.28	\$2,444.03	\$2,521.61	\$2,598.66	\$2,676.60	\$2,756.90
		Daily	\$213.60	\$221.32	\$229.00	\$236.73	\$244.41	\$252.17	\$259.87	\$267.66	\$275.69
		Hourly	\$26.70	\$27.67	\$28.63	\$29.60	\$30.56	\$31.53	\$32.49	\$33.46	\$34.47
AR	16	Annual	\$58,465.00	\$60,538.00	\$62,606.00	\$64,684.00	\$66,750.00	\$68,821.00	\$70,888.00	\$73,017.00	\$75,207.00
		Bi-Weekly	\$2,240.04	\$2,319.47	\$2,398.70	\$2,478.32	\$2,557.48	\$2,636.82	\$2,716.02	\$2,797.59	\$2,881.50
		Daily	\$224.01	\$231.95	\$239.87	\$247.84	\$255.75	\$263.69	\$271.61	\$279.76	\$288.15
		Hourly	\$28.01	\$29.00	\$29.99	\$30.98	\$31.97	\$32.97	\$33.96	\$34.97	\$36.02
AR	17	Annual	\$61,359.00	\$63,490.00	\$65,622.00	\$67,749.00	\$69,881.00	\$72,013.00	\$74,148.00	\$76,368.00	\$78,660.00
		Bi-Weekly	\$2,350.92	\$2,432.57	\$2,514.26	\$2,595.75	\$2,677.44	\$2,759.12	\$2,840.92	\$2,925.98	\$3,013.80
		Daily	\$235.10	\$243.26	\$251.43	\$259.58	\$267.75	\$275.92	\$284.10	\$292.60	\$301.38
		Hourly	\$29.39	\$30.41	\$31.43	\$32.45	\$33.47	\$34.49	\$35.52	\$36.58	\$37.68
AR	18	Annual	\$64,457.00	\$66,641.00	\$68,821.00	\$71,009.00	\$73,187.00	\$75,373.00	\$77,555.00	\$79,883.00	\$82,280.00
		Bi-Weekly	\$2,469.62	\$2,553.30	\$2,636.82	\$2,720.66	\$2,804.10	\$2,887.86	\$2,971.46	\$3,060.66	\$3,152.50
		Daily	\$246.97	\$255.33	\$263.69	\$272.07	\$280.41	\$288.79	\$297.15	\$306.07	\$315.25
		Hourly	\$30.88	\$31.92	\$32.97	\$34.01	\$35.06	\$36.10	\$37.15	\$38.26	\$39.41
AR	19	Annual	\$67,629.00	\$69,881.00	\$72,130.00	\$74,382.00	\$76,619.00	\$78,866.00	\$81,116.00	\$83,549.00	\$86,052.00
		Bi-Weekly	\$2,591.15	\$2,677.44	\$2,763.61	\$2,849.89	\$2,935.60	\$3,021.69	\$3,107.90	\$3,201.12	\$3,297.02
		Daily	\$259.12	\$267.75	\$276.37	\$284.99	\$293.56	\$302.17	\$310.79	\$320.12	\$329.71
		Hourly	\$32.39	\$33.47	\$34.55	\$35.63	\$36.70	\$37.78	\$38.85	\$40.02	\$41.22
AR	20	Annual	\$71,075.00	\$73,372.00	\$75,680.00	\$77,978.00	\$80,268.00	\$82,577.00	\$84,874.00	\$87,419.00	\$90,043.00
		Bi-Weekly	\$2,723.19	\$2,811.19	\$2,899.62	\$2,987.67	\$3,075.41	\$3,163.87	\$3,251.88	\$3,349.39	\$3,449.93
		Daily	\$272.32	\$281.12	\$289.97	\$298.77	\$307.55	\$316.39	\$325.19	\$334.94	\$345.00
		Hourly	\$34.04	\$35.14	\$36.25	\$37.35	\$38.45	\$39.55	\$40.65	\$41.87	\$43.13
AR	21	Annual	\$74,577.00	\$76,952.00	\$79,315.00	\$81,670.00	\$84,039.00	\$86,403.00	\$88,772.00	\$91,436.00	\$94,179.00
		Bi-Weekly	\$2,857.36	\$2,948.36	\$3,038.89	\$3,129.12	\$3,219.89	\$3,310.46	\$3,401.23	\$3,503.30	\$3,608.40
		Daily	\$285.74	\$294.84	\$303.89	\$312.92	\$321.99	\$331.05	\$340.13	\$350.33	\$360.84
		Hourly	\$35.72	\$36.86	\$37.99	\$39.12	\$40.25	\$41.39	\$42.52	\$43.80	\$45.11
AR	22	Annual	\$76,619.00	\$79,428.00	\$82,237.00	\$85,045.00	\$87,850.00	\$90,658.00	\$93,460.00	\$96,265.00	\$99,153.00
		Bi-Weekly	\$2,935.60	\$3,043.22	\$3,150.85	\$3,258.43	\$3,365.91	\$3,473.49	\$3,580.85	\$3,688.32	\$3,798.97
		Daily	\$293.56	\$304.33	\$315.09	\$325.85	\$336.60	\$347.35	\$358.09	\$368.84	\$379.90
		Hourly	\$36.70	\$38.05	\$39.39	\$40.74	\$42.08	\$43.42	\$44.77	\$46.11	\$47.49

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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
AR	23	Annual	\$80,254.00	\$83,182.00	\$86,086.00	\$89,018.00	\$91,941.00	\$94,868.00	\$97,792.00	\$100,724.00	\$103,746.00
		Bi-Weekly	\$3,074.87	\$3,187.05	\$3,298.32	\$3,410.66	\$3,522.65	\$3,634.79	\$3,746.82	\$3,859.16	\$3,974.95
		Daily	\$307.49	\$318.71	\$329.84	\$341.07	\$352.27	\$363.48	\$374.69	\$385.92	\$397.50
		Hourly	\$38.44	\$39.84	\$41.23	\$42.64	\$44.04	\$45.44	\$46.84	\$48.24	\$49.69
AR	24	Annual	\$84,107.00	\$87,154.00	\$90,206.00	\$93,254.00	\$96,302.00	\$99,350.00	\$102,399.00	\$105,469.00	\$108,633.00
		Bi-Weekly	\$3,222.50	\$3,339.24	\$3,456.17	\$3,572.96	\$3,689.74	\$3,806.52	\$3,923.34	\$4,040.96	\$4,162.19
		Daily	\$322.25	\$333.93	\$345.62	\$357.30	\$368.98	\$380.66	\$392.34	\$404.10	\$416.22
		Hourly	\$40.29	\$41.75	\$43.21	\$44.67	\$46.13	\$47.59	\$49.05	\$50.52	\$52.03
AR	25	Annual	\$88,220.00	\$91,385.00	\$94,529.00	\$97,692.00	\$100,864.00	\$104,020.00	\$107,179.00	\$110,392.00	\$113,705.00
		Bi-Weekly	\$3,380.08	\$3,501.35	\$3,621.81	\$3,742.99	\$3,864.53	\$3,985.45	\$4,106.48	\$4,229.58	\$4,356.52
		Daily	\$338.01	\$350.14	\$362.19	\$374.30	\$386.46	\$398.55	\$410.65	\$422.96	\$435.66
		Hourly	\$42.26	\$43.77	\$45.28	\$46.79	\$48.31	\$49.82	\$51.34	\$52.87	\$54.46
AR	26	Annual	\$92,567.00	\$95,883.00	\$99,123.00	\$102,399.00	\$105,676.00	\$108,948.00	\$112,217.00	\$115,583.00	\$119,050.00
		Bi-Weekly	\$3,546.63	\$3,673.68	\$3,797.82	\$3,923.34	\$4,048.89	\$4,174.26	\$4,299.51	\$4,428.47	\$4,561.31
		Daily	\$354.67	\$367.37	\$379.79	\$392.34	\$404.89	\$417.43	\$429.96	\$442.85	\$456.14
		Hourly	\$44.34	\$45.93	\$47.48	\$49.05	\$50.62	\$52.18	\$53.75	\$55.36	\$57.02
AR	27	Annual	\$97,151.00	\$100,550.00	\$103,945.00	\$107,319.00	\$110,723.00	\$114,103.00	\$117,502.00	\$121,029.00	\$124,660.00
		Bi-Weekly	\$3,722.27	\$3,852.50	\$3,982.57	\$4,111.84	\$4,242.27	\$4,371.77	\$4,502.00	\$4,637.13	\$4,776.25
		Daily	\$372.23	\$385.25	\$398.26	\$411.19	\$424.23	\$437.18	\$450.20	\$463.72	\$477.63
		Hourly	\$46.53	\$48.16	\$49.79	\$51.40	\$53.03	\$54.65	\$56.28	\$57.97	\$59.71
AR	28	Annual	\$102,060.00	\$105,566.00	\$109,082.00	\$112,593.00	\$116,096.00	\$119,601.00	\$123,107.00	\$126,800.00	\$130,604.00
		Bi-Weekly	\$3,910.35	\$4,044.68	\$4,179.39	\$4,313.91	\$4,448.13	\$4,582.42	\$4,716.75	\$4,858.24	\$5,003.99
		Daily	\$391.04	\$404.47	\$417.94	\$431.40	\$444.82	\$458.25	\$471.68	\$485.83	\$500.40
		Hourly	\$48.88	\$50.56	\$52.25	\$53.93	\$55.61	\$57.29	\$58.96	\$60.73	\$62.55
AR	29	Annual	\$103,036.00	\$106,907.00	\$110,776.00	\$114,640.00	\$118,507.00	\$122,370.00	\$126,237.00	\$130,026.00	\$133,928.00
		Bi-Weekly	\$3,947.74	\$4,096.06	\$4,244.30	\$4,392.34	\$4,540.50	\$4,688.51	\$4,836.67	\$4,981.84	\$5,131.35
		Daily	\$394.78	\$409.61	\$424.43	\$439.24	\$454.05	\$468.86	\$483.67	\$498.19	\$513.14
		Hourly	\$49.35	\$51.21	\$53.06	\$54.91	\$56.76	\$58.61	\$60.46	\$62.28	\$64.15
AR	30	Annual	\$107,179.00	\$111,150.00	\$115,137.00	\$119,108.00	\$123,087.00	\$127,064.00	\$131,052.00	\$134,987.00	\$139,036.00
		Bi-Weekly	\$4,106.48	\$4,258.63	\$4,411.38	\$4,563.53	\$4,715.98	\$4,868.36	\$5,021.15	\$5,171.92	\$5,327.05
		Daily	\$410.65	\$425.87	\$441.14	\$456.36	\$471.60	\$486.84	\$502.12	\$517.20	\$532.71
		Hourly	\$51.34	\$53.24	\$55.15	\$57.05	\$58.95	\$60.86	\$62.77	\$64.65	\$66.59
AR	31	Annual	\$111,479.00	\$115,568.00	\$119,667.00	\$123,764.00	\$127,864.00	\$131,959.00	\$136,054.00	\$140,134.00	\$144,340.00
		Bi-Weekly	\$4,271.23	\$4,427.90	\$4,584.95	\$4,741.92	\$4,899.01	\$5,055.91	\$5,212.80	\$5,369.12	\$5,530.27
		Daily	\$427.13	\$442.79	\$458.50	\$474.20	\$489.91	\$505.60	\$521.28	\$536.92	\$553.03
		Hourly	\$53.40	\$55.35	\$57.32	\$59.28	\$61.24	\$63.20	\$65.16	\$67.12	\$69.13
AR	32	Annual	\$115,950.00	\$120,153.00	\$124,356.00	\$128,566.00	\$132,782.00	\$136,980.00	\$141,212.00	\$145,446.00	\$149,809.00
		Bi-Weekly	\$4,442.53	\$4,603.57	\$4,764.60	\$4,925.91	\$5,087.44	\$5,248.28	\$5,410.43	\$5,572.65	\$5,739.81
		Daily	\$444.26	\$460.36	\$476.46	\$492.60	\$508.75	\$524.83	\$541.05	\$557.27	\$573.99
		Hourly	\$55.54	\$57.55	\$59.56	\$61.58	\$63.60	\$65.61	\$67.64	\$69.66	\$71.75
AR	33	Annual	\$120,607.00	\$124,935.00	\$129,260.00	\$133,589.00	\$137,920.00	\$142,247.00	\$146,581.00	\$150,980.00	\$155,511.00
		Bi-Weekly	\$4,620.96	\$4,786.79	\$4,952.50	\$5,118.36	\$5,284.30	\$5,450.08	\$5,616.14	\$5,784.68	\$5,958.28
		Daily	\$462.10	\$478.68	\$495.25	\$511.84	\$528.43	\$545.01	\$561.62	\$578.47	\$595.83
		Hourly	\$57.77	\$59.84	\$61.91	\$63.98	\$66.06	\$68.13	\$70.21	\$72.31	\$74.48

P-5 AR 40 Hour Pay Plan Effective 07/01/2025

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
AR	34	Annual	\$125,578.00	\$130,023.00	\$134,464.00	\$138,920.00	\$143,355.00	\$147,802.00	\$152,242.00	\$156,809.00	\$161,515.00
		Bi-Weekly	\$4,811.42	\$4,981.73	\$5,151.88	\$5,322.61	\$5,492.53	\$5,662.92	\$5,833.03	\$6,008.01	\$6,188.32
		Daily	\$481.15	\$498.18	\$515.19	\$532.27	\$549.26	\$566.30	\$583.31	\$600.81	\$618.84
		Hourly	\$60.15	\$62.28	\$64.40	\$66.54	\$68.66	\$70.79	\$72.92	\$75.11	\$77.36
AR	35	Annual	\$130,734.00	\$135,289.00	\$139,856.00	\$144,414.00	\$148,966.00	\$153,520.00	\$158,082.00	\$162,824.00	\$167,711.00
		Bi-Weekly	\$5,008.97	\$5,183.49	\$5,358.47	\$5,533.11	\$5,707.51	\$5,882.00	\$6,056.79	\$6,238.47	\$6,425.71
		Daily	\$500.90	\$518.35	\$535.85	\$553.32	\$570.76	\$588.20	\$605.68	\$623.85	\$642.58
		Hourly	\$62.62	\$64.80	\$66.99	\$69.17	\$71.35	\$73.53	\$75.71	\$77.99	\$80.33
AR	36	Annual	\$136,178.00	\$140,842.00	\$145,525.00	\$150,201.00	\$154,877.00	\$159,553.00	\$164,224.00	\$169,149.00	\$174,225.00
		Bi-Weekly	\$5,217.55	\$5,396.25	\$5,575.68	\$5,754.83	\$5,933.99	\$6,113.15	\$6,292.11	\$6,480.81	\$6,675.29
		Daily	\$521.76	\$539.63	\$557.57	\$575.49	\$593.40	\$611.32	\$629.22	\$648.09	\$667.53
		Hourly	\$65.22	\$67.46	\$69.70	\$71.94	\$74.18	\$76.42	\$78.66	\$81.02	\$83.45
AR	37	Annual	\$141,826.00	\$146,619.00	\$151,436.00	\$156,236.00	\$161,038.00	\$165,841.00	\$170,645.00	\$175,763.00	\$181,036.00
		Bi-Weekly	\$5,433.95	\$5,617.59	\$5,802.15	\$5,986.06	\$6,170.04	\$6,354.07	\$6,538.13	\$6,734.22	\$6,936.25
		Daily	\$543.40	\$561.76	\$580.22	\$598.61	\$617.01	\$635.41	\$653.82	\$673.43	\$693.63
		Hourly	\$67.93	\$70.22	\$72.53	\$74.83	\$77.13	\$79.43	\$81.73	\$84.18	\$86.71
AR	38	Annual	\$147,681.00	\$152,589.00	\$157,514.00	\$162,429.00	\$167,343.00	\$172,257.00	\$177,173.00	\$182,488.00	\$187,962.00
		Bi-Weekly	\$5,658.28	\$5,846.33	\$6,035.02	\$6,223.34	\$6,411.61	\$6,599.89	\$6,788.24	\$6,991.88	\$7,201.61
		Daily	\$565.83	\$584.64	\$603.51	\$622.34	\$641.17	\$659.99	\$678.83	\$699.19	\$720.17
		Hourly	\$70.73	\$73.08	\$75.44	\$77.80	\$80.15	\$82.50	\$84.86	\$87.40	\$90.03
AR	39	Annual	\$153,823.00	\$158,853.00	\$163,882.00	\$168,924.00	\$173,959.00	\$178,980.00	\$184,025.00	\$189,546.00	\$195,231.00
		Bi-Weekly	\$5,893.61	\$6,086.33	\$6,279.01	\$6,472.19	\$6,665.10	\$6,857.48	\$7,050.77	\$7,262.30	\$7,480.12
		Daily	\$589.37	\$608.64	\$627.91	\$647.22	\$666.51	\$685.75	\$705.08	\$726.23	\$748.02
		Hourly	\$73.68	\$76.08	\$78.49	\$80.91	\$83.32	\$85.72	\$88.14	\$90.78	\$93.51
AR	40	Annual	\$160,233.00	\$165,367.00	\$170,514.00	\$175,654.00	\$180,796.00	\$185,939.00	\$191,082.00	\$196,814.00	\$202,720.00
		Bi-Weekly	\$6,139.20	\$6,335.91	\$6,533.11	\$6,730.04	\$6,927.05	\$7,124.10	\$7,321.15	\$7,540.77	\$7,767.05
		Daily	\$613.92	\$633.60	\$653.32	\$673.01	\$692.71	\$712.41	\$732.12	\$754.08	\$776.71
		Hourly	\$76.74	\$79.20	\$81.67	\$84.13	\$86.59	\$89.06	\$91.52	\$94.26	\$97.09
AR	41	Annual	\$166,936.00	\$172,198.00	\$177,463.00	\$182,724.00	\$187,997.00	\$193,260.00	\$198,521.00	\$204,479.00	\$210,614.00
		Bi-Weekly	\$6,396.02	\$6,597.63	\$6,799.35	\$7,000.92	\$7,202.96	\$7,404.60	\$7,606.17	\$7,834.45	\$8,069.51
		Daily	\$639.61	\$659.77	\$679.94	\$700.10	\$720.30	\$740.46	\$760.62	\$783.45	\$806.96
		Hourly	\$79.96	\$82.48	\$85.00	\$87.52	\$90.04	\$92.56	\$95.08	\$97.94	\$100.87
AR	42	Annual	\$173,886.00	\$179,273.00	\$184,663.00	\$190,024.00	\$195,424.00	\$200,801.00	\$206,186.00	\$212,372.00	\$218,745.00
		Bi-Weekly	\$6,662.30	\$6,868.70	\$7,075.22	\$7,280.62	\$7,487.51	\$7,693.53	\$7,899.85	\$8,136.86	\$8,381.04
		Daily	\$666.23	\$686.87	\$707.53	\$728.07	\$748.76	\$769.36	\$789.99	\$813.69	\$838.11
		Hourly	\$83.28	\$85.86	\$88.45	\$91.01	\$93.60	\$96.17	\$98.75	\$101.72	\$104.77
AR	43	Annual	\$181,273.00	\$186,763.00	\$192,254.00	\$197,735.00	\$203,240.00	\$208,718.00	\$214,204.00	\$220,629.00	\$227,249.00
		Bi-Weekly	\$6,945.33	\$7,155.68	\$7,366.06	\$7,576.06	\$7,786.98	\$7,996.86	\$8,207.05	\$8,453.22	\$8,706.86
		Daily	\$694.54	\$715.57	\$736.61	\$757.61	\$778.70	\$799.69	\$820.71	\$845.33	\$870.69
		Hourly	\$86.82	\$89.45	\$92.08	\$94.71	\$97.34	\$99.97	\$102.59	\$105.67	\$108.84

**P-5 AR Lump Sum Payments at Maximum Step
2.5% Lump Sum Payment Effective 07/01/2025**

Group	Lump Sum
11	\$1,467.00
12	\$1,519.00
13	\$1,649.00
14	\$1,722.00
15	\$1,799.00
16	\$1,881.00
17	\$1,967.00
18	\$2,057.00
19	\$2,152.00
20	\$2,252.00
21	\$2,355.00
22	\$2,479.00
23	\$2,594.00
24	\$2,716.00
25	\$2,843.00
26	\$2,977.00
27	\$3,117.00
28	\$3,266.00
29	\$3,349.00
30	\$3,476.00
31	\$3,609.00
32	\$3,746.00
33	\$3,888.00
34	\$4,038.00
35	\$4,193.00
36	\$4,356.00
37	\$4,526.00

Lump sum payments will be made when the Annual Increment (AI) would have applied and are based on Step 9 of the pay plan in effect on the effective date of the AI. Only employees who are at maximum prior to when their increment would have been applied are eligible. Employees receiving an annual increment to go to maximum on their anniversary date are not eligible that contract year.

P-5 AR2 40 Hour Pay Plan Effective 07/01/2025

Plan	Group	Period	Minimum	Maximum
AR2	60	Annual	\$85,645.00	\$116,781.00
		Bi-Weekly	\$3,281.42	\$4,474.37
		Daily	\$328.15	\$447.44
		Hourly	\$41.02	\$55.93
AR2	61	Annual	\$89,942.00	\$122,620.00
		Bi-Weekly	\$3,446.06	\$4,698.09
		Daily	\$344.61	\$469.81
		Hourly	\$43.08	\$58.73
AR2	62	Annual	\$93,536.00	\$127,533.00
		Bi-Weekly	\$3,583.76	\$4,886.33
		Daily	\$358.38	\$488.64
		Hourly	\$44.80	\$61.08
AR2	63	Annual	\$97,280.00	\$132,628.00
		Bi-Weekly	\$3,727.21	\$5,081.54
		Daily	\$372.73	\$508.16
		Hourly	\$46.60	\$63.52
AR2	64	Annual	\$101,163.00	\$137,940.00
		Bi-Weekly	\$3,875.98	\$5,285.06
		Daily	\$387.60	\$528.51
		Hourly	\$48.45	\$66.07
AR2	65	Annual	\$105,220.00	\$143,457.00
		Bi-Weekly	\$4,031.42	\$5,496.44
		Daily	\$403.15	\$549.65
		Hourly	\$50.40	\$68.71
AR2	66	Annual	\$109,424.00	\$149,205.00
		Bi-Weekly	\$4,192.50	\$5,716.67
		Daily	\$419.25	\$571.67
		Hourly	\$52.41	\$71.46
AR2	67	Annual	\$113,804.00	\$155,171.00
		Bi-Weekly	\$4,360.31	\$5,945.25
		Daily	\$436.04	\$594.53
		Hourly	\$54.51	\$74.32
AR2	68	Annual	\$118,353.00	\$161,385.00
		Bi-Weekly	\$4,534.60	\$6,183.34
		Daily	\$453.46	\$618.34
		Hourly	\$56.69	\$77.30
AR2	69	Annual	\$123,090.00	\$167,837.00
		Bi-Weekly	\$4,716.10	\$6,430.54
		Daily	\$471.61	\$643.06
		Hourly	\$58.96	\$80.39
AR2	70	Annual	\$128,018.00	\$174,556.00
		Bi-Weekly	\$4,904.91	\$6,687.97
		Daily	\$490.50	\$668.80
		Hourly	\$61.32	\$83.60

P-5 AR2 40 Hour Pay Plan Effective 07/01/2025

Plan	Group	Period	Minimum	Maximum
AR2	71	Annual	\$133,136.00	\$181,524.00
		Bi-Weekly	\$5,101.00	\$6,954.95
		Daily	\$510.10	\$695.50
		Hourly	\$63.77	\$86.94
AR2	72	Annual	\$138,460.00	\$188,791.00
		Bi-Weekly	\$5,304.99	\$7,233.38
		Daily	\$530.50	\$723.34
		Hourly	\$66.32	\$90.42

P-5 AR2 Lump Sum Payments at Maximum Step
2.5% Lump Sum Payment Effective 07/01/2025

Group	Lump Sum
60	\$2,920.00
61	\$3,066.00
62	\$3,189.00
63	\$3,316.00
64	\$3,449.00
65	\$3,587.00
66	\$3,731.00
67	\$3,880.00
68	\$4,035.00
69	\$4,196.00
70	\$4,364.00
71	\$4,539.00
72	\$4,720.00

Payments are made in lieu of an Annual Increment (AI) to employees who are at the maximum rate of the salary group prior to applying the AI. The Lump Sum Payment is effective when the AI would occur. The 2.5% is calculated on the pay plan in effect on 7/1/2025 which is the pay plan effective 7/1/2025.

Note: If an employee is within 2.5% of the maximum rate prior to applying the AI, the salary is brought up to maximum and the remainder of the 2.5% is to be paid in the form of a lump sum payment.