

P-5 AR 40 Hour Pay Plan Effective 06/26/2026

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
AR	1	Annual	\$33,491.00	\$34,323.00	\$35,127.00	\$35,949.00	\$36,758.00	\$37,584.00	\$38,388.00	\$39,538.00	\$40,726.00
		Bi-Weekly	\$1,283.19	\$1,315.06	\$1,345.87	\$1,377.36	\$1,408.36	\$1,440.00	\$1,470.81	\$1,514.87	\$1,560.39
		Daily	\$128.32	\$131.51	\$134.59	\$137.74	\$140.84	\$144.00	\$147.09	\$151.49	\$156.04
		Hourly	\$16.04	\$16.44	\$16.83	\$17.22	\$17.61	\$18.00	\$18.39	\$18.94	\$19.51
AR	2	Annual	\$35,127.00	\$35,949.00	\$36,758.00	\$37,584.00	\$38,388.00	\$39,207.00	\$40,021.00	\$41,220.00	\$42,459.00
		Bi-Weekly	\$1,345.87	\$1,377.36	\$1,408.36	\$1,440.00	\$1,470.81	\$1,502.19	\$1,533.38	\$1,579.32	\$1,626.79
		Daily	\$134.59	\$137.74	\$140.84	\$144.00	\$147.09	\$150.22	\$153.34	\$157.94	\$162.68
		Hourly	\$16.83	\$17.22	\$17.61	\$18.00	\$18.39	\$18.78	\$19.17	\$19.75	\$20.34
AR	3	Annual	\$35,949.00	\$36,758.00	\$37,584.00	\$38,388.00	\$39,207.00	\$40,021.00	\$40,835.00	\$42,060.00	\$43,323.00
		Bi-Weekly	\$1,377.36	\$1,408.36	\$1,440.00	\$1,470.81	\$1,502.19	\$1,533.38	\$1,564.56	\$1,611.50	\$1,659.89
		Daily	\$137.74	\$140.84	\$144.00	\$147.09	\$150.22	\$153.34	\$156.46	\$161.15	\$165.99
		Hourly	\$17.22	\$17.61	\$18.00	\$18.39	\$18.78	\$19.17	\$19.56	\$20.15	\$20.75
AR	4	Annual	\$37,104.00	\$38,097.00	\$39,088.00	\$40,079.00	\$41,084.00	\$42,058.00	\$43,055.00	\$44,348.00	\$45,678.00
		Bi-Weekly	\$1,421.61	\$1,459.66	\$1,497.63	\$1,535.60	\$1,574.10	\$1,611.42	\$1,649.62	\$1,699.16	\$1,750.12
		Daily	\$142.17	\$145.97	\$149.77	\$153.56	\$157.41	\$161.15	\$164.97	\$169.92	\$175.02
		Hourly	\$17.78	\$18.25	\$18.73	\$19.20	\$19.68	\$20.15	\$20.63	\$21.24	\$21.88
AR	5	Annual	\$38,033.00	\$39,088.00	\$40,134.00	\$41,177.00	\$42,228.00	\$43,274.00	\$44,321.00	\$45,651.00	\$47,018.00
		Bi-Weekly	\$1,457.21	\$1,497.63	\$1,537.71	\$1,577.67	\$1,617.94	\$1,658.01	\$1,698.13	\$1,749.09	\$1,801.46
		Daily	\$145.73	\$149.77	\$153.78	\$157.77	\$161.80	\$165.81	\$169.82	\$174.91	\$180.15
		Hourly	\$18.22	\$18.73	\$19.23	\$19.73	\$20.23	\$20.73	\$21.23	\$21.87	\$22.52
AR	6	Annual	\$39,329.00	\$40,381.00	\$41,419.00	\$42,466.00	\$43,513.00	\$44,557.00	\$45,598.00	\$46,967.00	\$48,375.00
		Bi-Weekly	\$1,506.86	\$1,547.17	\$1,586.94	\$1,627.05	\$1,667.17	\$1,707.17	\$1,747.05	\$1,799.51	\$1,853.45
		Daily	\$150.69	\$154.72	\$158.70	\$162.71	\$166.72	\$170.72	\$174.71	\$179.96	\$185.35
		Hourly	\$18.84	\$19.34	\$19.84	\$20.34	\$20.84	\$21.34	\$21.84	\$22.50	\$23.17
AR	7	Annual	\$40,486.00	\$41,529.00	\$42,583.00	\$43,634.00	\$44,675.00	\$45,719.00	\$46,766.00	\$48,168.00	\$49,614.00
		Bi-Weekly	\$1,551.19	\$1,591.15	\$1,631.54	\$1,671.81	\$1,711.69	\$1,751.69	\$1,791.81	\$1,845.52	\$1,900.92
		Daily	\$155.12	\$159.12	\$163.16	\$167.19	\$171.17	\$175.17	\$179.19	\$184.56	\$190.10
		Hourly	\$19.39	\$19.89	\$20.40	\$20.90	\$21.40	\$21.90	\$22.40	\$23.07	\$23.77
AR	8	Annual	\$43,513.00	\$44,794.00	\$46,080.00	\$47,358.00	\$48,647.00	\$49,921.00	\$51,206.00	\$52,742.00	\$54,328.00
		Bi-Weekly	\$1,667.17	\$1,716.25	\$1,765.52	\$1,814.49	\$1,863.87	\$1,912.69	\$1,961.92	\$2,020.77	\$2,081.54
		Daily	\$166.72	\$171.63	\$176.56	\$181.45	\$186.39	\$191.27	\$196.20	\$202.08	\$208.16
		Hourly	\$20.84	\$21.46	\$22.07	\$22.69	\$23.30	\$23.91	\$24.53	\$25.26	\$26.02
AR	9	Annual	\$44,846.00	\$46,184.00	\$47,517.00	\$48,859.00	\$50,192.00	\$51,532.00	\$52,876.00	\$54,465.00	\$56,099.00
		Bi-Weekly	\$1,718.24	\$1,769.51	\$1,820.58	\$1,872.00	\$1,923.07	\$1,974.41	\$2,025.91	\$2,086.79	\$2,149.39
		Daily	\$171.83	\$176.96	\$182.06	\$187.20	\$192.31	\$197.45	\$202.60	\$208.68	\$214.94
		Hourly	\$21.48	\$22.12	\$22.76	\$23.40	\$24.04	\$24.69	\$25.33	\$26.09	\$26.87
AR	10	Annual	\$46,292.00	\$47,694.00	\$49,080.00	\$50,492.00	\$51,884.00	\$53,308.00	\$54,779.00	\$56,422.00	\$58,116.00
		Bi-Weekly	\$1,773.64	\$1,827.36	\$1,880.46	\$1,934.56	\$1,987.90	\$2,042.46	\$2,098.82	\$2,161.77	\$2,226.67
		Daily	\$177.37	\$182.74	\$188.05	\$193.46	\$198.79	\$204.25	\$209.89	\$216.18	\$222.67
		Hourly	\$22.18	\$22.85	\$23.51	\$24.19	\$24.85	\$25.54	\$26.24	\$27.03	\$27.84

P-5 AR 40 Hour Pay Plan Effective 06/26/2026

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
AR	11	Annual	\$47,764.00	\$49,211.00	\$50,673.00	\$52,127.00	\$53,631.00	\$55,158.00	\$56,694.00	\$58,392.00	\$60,144.00
		Bi-Weekly	\$1,830.04	\$1,885.48	\$1,941.50	\$1,997.21	\$2,054.83	\$2,113.34	\$2,172.19	\$2,237.25	\$2,304.37
		Daily	\$183.01	\$188.55	\$194.15	\$199.73	\$205.49	\$211.34	\$217.22	\$223.73	\$230.44
		Hourly	\$22.88	\$23.57	\$24.27	\$24.97	\$25.69	\$26.42	\$27.16	\$27.97	\$28.81
AR	12	Annual	\$49,311.00	\$50,837.00	\$52,338.00	\$53,917.00	\$55,497.00	\$57,094.00	\$58,677.00	\$60,436.00	\$62,250.00
		Bi-Weekly	\$1,889.32	\$1,947.78	\$2,005.29	\$2,065.79	\$2,126.33	\$2,187.51	\$2,248.17	\$2,315.56	\$2,385.06
		Daily	\$188.94	\$194.78	\$200.53	\$206.58	\$212.64	\$218.76	\$224.82	\$231.56	\$238.51
		Hourly	\$23.62	\$24.35	\$25.07	\$25.83	\$26.58	\$27.35	\$28.11	\$28.95	\$29.82
AR	13	Annual	\$52,092.00	\$54,015.00	\$55,950.00	\$57,884.00	\$59,830.00	\$61,759.00	\$63,709.00	\$65,623.00	\$67,593.00
		Bi-Weekly	\$1,995.87	\$2,069.55	\$2,143.68	\$2,217.78	\$2,292.34	\$2,366.25	\$2,440.96	\$2,514.30	\$2,589.78
		Daily	\$199.59	\$206.96	\$214.37	\$221.78	\$229.24	\$236.63	\$244.10	\$251.43	\$258.98
		Hourly	\$24.95	\$25.87	\$26.80	\$27.73	\$28.66	\$29.58	\$30.52	\$31.43	\$32.38
AR	14	Annual	\$54,527.00	\$56,536.00	\$58,532.00	\$60,537.00	\$62,533.00	\$64,536.00	\$66,539.00	\$68,536.00	\$70,590.00
		Bi-Weekly	\$2,089.16	\$2,166.14	\$2,242.61	\$2,319.43	\$2,395.91	\$2,472.65	\$2,549.39	\$2,625.91	\$2,704.60
		Daily	\$208.92	\$216.62	\$224.27	\$231.95	\$239.60	\$247.27	\$254.94	\$262.60	\$270.46
		Hourly	\$26.12	\$27.08	\$28.04	\$29.00	\$29.95	\$30.91	\$31.87	\$32.83	\$33.81
AR	15	Annual	\$57,142.00	\$59,208.00	\$61,264.00	\$63,331.00	\$65,384.00	\$67,460.00	\$69,521.00	\$71,606.00	\$73,754.00
		Bi-Weekly	\$2,189.35	\$2,268.51	\$2,347.28	\$2,426.48	\$2,505.14	\$2,584.68	\$2,663.64	\$2,743.53	\$2,825.83
		Daily	\$218.94	\$226.86	\$234.73	\$242.65	\$250.52	\$258.47	\$266.37	\$274.36	\$282.59
		Hourly	\$27.37	\$28.36	\$29.35	\$30.34	\$31.32	\$32.31	\$33.30	\$34.30	\$35.33
AR	16	Annual	\$59,927.00	\$62,052.00	\$64,172.00	\$66,302.00	\$68,419.00	\$70,542.00	\$72,661.00	\$74,843.00	\$77,088.00
		Bi-Weekly	\$2,296.06	\$2,377.48	\$2,458.70	\$2,540.31	\$2,621.42	\$2,702.76	\$2,783.95	\$2,867.55	\$2,953.57
		Daily	\$229.61	\$237.75	\$245.87	\$254.04	\$262.15	\$270.28	\$278.40	\$286.76	\$295.36
		Hourly	\$28.71	\$29.72	\$30.74	\$31.76	\$32.77	\$33.79	\$34.80	\$35.85	\$36.92
AR	17	Annual	\$62,893.00	\$65,078.00	\$67,263.00	\$69,443.00	\$71,629.00	\$73,814.00	\$76,002.00	\$78,278.00	\$80,627.00
		Bi-Weekly	\$2,409.70	\$2,493.41	\$2,577.13	\$2,660.66	\$2,744.41	\$2,828.13	\$2,911.96	\$2,999.16	\$3,089.16
		Daily	\$240.97	\$249.35	\$257.72	\$266.07	\$274.45	\$282.82	\$291.20	\$299.92	\$308.92
		Hourly	\$30.13	\$31.17	\$32.22	\$33.26	\$34.31	\$35.36	\$36.40	\$37.49	\$38.62
AR	18	Annual	\$66,069.00	\$68,308.00	\$70,542.00	\$72,785.00	\$75,017.00	\$77,258.00	\$79,494.00	\$81,881.00	\$84,337.00
		Bi-Weekly	\$2,531.38	\$2,617.17	\$2,702.76	\$2,788.70	\$2,874.22	\$2,960.08	\$3,045.75	\$3,137.21	\$3,231.31
		Daily	\$253.14	\$261.72	\$270.28	\$278.87	\$287.43	\$296.01	\$304.58	\$313.73	\$323.14
		Hourly	\$31.65	\$32.72	\$33.79	\$34.86	\$35.93	\$37.01	\$38.08	\$39.22	\$40.40
AR	19	Annual	\$69,320.00	\$71,629.00	\$73,934.00	\$76,242.00	\$78,535.00	\$80,838.00	\$83,144.00	\$85,638.00	\$88,204.00
		Bi-Weekly	\$2,655.94	\$2,744.41	\$2,832.73	\$2,921.15	\$3,009.01	\$3,097.25	\$3,185.60	\$3,281.15	\$3,379.47
		Daily	\$265.60	\$274.45	\$283.28	\$292.12	\$300.91	\$309.73	\$318.56	\$328.12	\$337.95
		Hourly	\$33.20	\$34.31	\$35.41	\$36.52	\$37.62	\$38.72	\$39.82	\$41.02	\$42.25
AR	20	Annual	\$72,852.00	\$75,207.00	\$77,572.00	\$79,928.00	\$82,275.00	\$84,642.00	\$86,996.00	\$89,605.00	\$92,295.00
		Bi-Weekly	\$2,791.27	\$2,881.50	\$2,972.11	\$3,062.38	\$3,152.30	\$3,242.99	\$3,333.19	\$3,433.15	\$3,536.21
		Daily	\$279.13	\$288.15	\$297.22	\$306.24	\$315.23	\$324.30	\$333.32	\$343.32	\$353.63
		Hourly	\$34.90	\$36.02	\$37.16	\$38.28	\$39.41	\$40.54	\$41.67	\$42.92	\$44.21

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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	21	Annual	\$76,442.00	\$78,876.00	\$81,298.00	\$83,712.00	\$86,140.00	\$88,564.00	\$90,992.00	\$93,722.00	\$96,534.00
		Bi-Weekly	\$2,928.82	\$3,022.07	\$3,114.87	\$3,207.36	\$3,300.39	\$3,393.26	\$3,486.29	\$3,590.89	\$3,698.63
		Daily	\$292.89	\$302.21	\$311.49	\$320.74	\$330.04	\$339.33	\$348.63	\$359.09	\$369.87
		Hourly	\$36.62	\$37.78	\$38.94	\$40.10	\$41.26	\$42.42	\$43.58	\$44.89	\$46.24
AR	22	Annual	\$78,535.00	\$81,414.00	\$84,293.00	\$87,172.00	\$90,047.00	\$92,925.00	\$95,797.00	\$98,672.00	\$101,632.00
		Bi-Weekly	\$3,009.01	\$3,119.32	\$3,229.62	\$3,339.93	\$3,450.08	\$3,560.35	\$3,670.39	\$3,780.54	\$3,893.95
		Daily	\$300.91	\$311.94	\$322.97	\$334.00	\$345.01	\$356.04	\$367.04	\$378.06	\$389.40
		Hourly	\$37.62	\$39.00	\$40.38	\$41.75	\$43.13	\$44.51	\$45.88	\$47.26	\$48.68
AR	23	Annual	\$82,261.00	\$85,262.00	\$88,239.00	\$91,244.00	\$94,240.00	\$97,240.00	\$100,237.00	\$103,243.00	\$106,340.00
		Bi-Weekly	\$3,151.77	\$3,266.75	\$3,380.81	\$3,495.94	\$3,610.73	\$3,725.68	\$3,840.50	\$3,955.68	\$4,074.33
		Daily	\$315.18	\$326.68	\$338.09	\$349.60	\$361.08	\$372.57	\$384.05	\$395.57	\$407.44
		Hourly	\$39.40	\$40.84	\$42.27	\$43.70	\$45.14	\$46.58	\$48.01	\$49.45	\$50.93
AR	24	Annual	\$86,210.00	\$89,333.00	\$92,462.00	\$95,586.00	\$98,710.00	\$101,834.00	\$104,959.00	\$108,106.00	\$111,349.00
		Bi-Weekly	\$3,303.07	\$3,422.73	\$3,542.61	\$3,662.30	\$3,782.00	\$3,901.69	\$4,021.42	\$4,142.00	\$4,266.25
		Daily	\$330.31	\$342.28	\$354.27	\$366.23	\$378.20	\$390.17	\$402.15	\$414.20	\$426.63
		Hourly	\$41.29	\$42.79	\$44.29	\$45.78	\$47.28	\$48.78	\$50.27	\$51.78	\$53.33
AR	25	Annual	\$90,426.00	\$93,670.00	\$96,893.00	\$100,135.00	\$103,386.00	\$106,621.00	\$109,859.00	\$113,152.00	\$116,548.00
		Bi-Weekly	\$3,464.60	\$3,588.89	\$3,712.38	\$3,836.60	\$3,961.15	\$4,085.10	\$4,209.16	\$4,335.33	\$4,465.45
		Daily	\$346.46	\$358.89	\$371.24	\$383.66	\$396.12	\$408.51	\$420.92	\$433.54	\$446.55
		Hourly	\$43.31	\$44.87	\$46.41	\$47.96	\$49.52	\$51.07	\$52.62	\$54.20	\$55.82
AR	26	Annual	\$94,882.00	\$98,281.00	\$101,602.00	\$104,959.00	\$108,318.00	\$111,672.00	\$115,023.00	\$118,473.00	\$122,027.00
		Bi-Weekly	\$3,635.33	\$3,765.56	\$3,892.80	\$4,021.42	\$4,150.12	\$4,278.63	\$4,407.02	\$4,539.20	\$4,675.37
		Daily	\$363.54	\$376.56	\$389.28	\$402.15	\$415.02	\$427.87	\$440.71	\$453.92	\$467.54
		Hourly	\$45.45	\$47.07	\$48.66	\$50.27	\$51.88	\$53.49	\$55.09	\$56.74	\$58.45
AR	27	Annual	\$99,580.00	\$103,064.00	\$106,544.00	\$110,002.00	\$113,492.00	\$116,956.00	\$120,440.00	\$124,055.00	\$127,777.00
		Bi-Weekly	\$3,815.33	\$3,948.82	\$4,082.15	\$4,214.64	\$4,348.36	\$4,481.08	\$4,614.56	\$4,753.07	\$4,895.68
		Daily	\$381.54	\$394.89	\$408.22	\$421.47	\$434.84	\$448.11	\$461.46	\$475.31	\$489.57
		Hourly	\$47.70	\$49.37	\$51.03	\$52.69	\$54.36	\$56.02	\$57.69	\$59.42	\$61.20
AR	28	Annual	\$104,612.00	\$108,206.00	\$111,810.00	\$115,408.00	\$118,999.00	\$122,592.00	\$126,185.00	\$129,970.00	\$133,870.00
		Bi-Weekly	\$4,008.13	\$4,145.83	\$4,283.91	\$4,421.77	\$4,559.35	\$4,697.02	\$4,834.68	\$4,979.70	\$5,129.12
		Daily	\$400.82	\$414.59	\$428.40	\$442.18	\$455.94	\$469.71	\$483.47	\$497.97	\$512.92
		Hourly	\$50.11	\$51.83	\$53.55	\$55.28	\$57.00	\$58.72	\$60.44	\$62.25	\$64.12
AR	29	Annual	\$105,612.00	\$109,580.00	\$113,546.00	\$117,506.00	\$121,470.00	\$125,430.00	\$129,393.00	\$133,277.00	\$137,277.00
		Bi-Weekly	\$4,046.44	\$4,198.47	\$4,350.43	\$4,502.15	\$4,654.03	\$4,805.75	\$4,957.59	\$5,106.40	\$5,259.66
		Daily	\$404.65	\$419.85	\$435.05	\$450.22	\$465.41	\$480.58	\$495.76	\$510.64	\$525.97
		Hourly	\$50.59	\$52.49	\$54.39	\$56.28	\$58.18	\$60.08	\$61.97	\$63.83	\$65.75
AR	30	Annual	\$109,859.00	\$113,929.00	\$118,016.00	\$122,086.00	\$126,165.00	\$130,241.00	\$134,329.00	\$138,362.00	\$142,512.00
		Bi-Weekly	\$4,209.16	\$4,365.10	\$4,521.69	\$4,677.63	\$4,833.91	\$4,990.08	\$5,146.71	\$5,301.23	\$5,460.23
		Daily	\$420.92	\$436.51	\$452.17	\$467.77	\$483.40	\$499.01	\$514.68	\$530.13	\$546.03
		Hourly	\$52.62	\$54.57	\$56.53	\$58.48	\$60.43	\$62.38	\$64.34	\$66.27	\$68.26

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AR	31	Annual	\$114,266.00	\$118,458.00	\$122,659.00	\$126,859.00	\$131,061.00	\$135,258.00	\$139,456.00	\$143,638.00	\$147,949.00
		Bi-Weekly	\$4,378.01	\$4,538.63	\$4,699.58	\$4,860.50	\$5,021.50	\$5,182.30	\$5,343.15	\$5,503.38	\$5,668.55
		Daily	\$437.81	\$453.87	\$469.96	\$486.05	\$502.15	\$518.23	\$534.32	\$550.34	\$566.86
		Hourly	\$54.73	\$56.74	\$58.75	\$60.76	\$62.77	\$64.78	\$66.79	\$68.80	\$70.86
AR	32	Annual	\$118,849.00	\$123,157.00	\$127,465.00	\$131,781.00	\$136,102.00	\$140,405.00	\$144,743.00	\$149,083.00	\$153,555.00
		Bi-Weekly	\$4,553.61	\$4,718.66	\$4,883.72	\$5,049.09	\$5,214.64	\$5,379.51	\$5,545.71	\$5,712.00	\$5,883.34
		Daily	\$455.37	\$471.87	\$488.38	\$504.91	\$521.47	\$537.96	\$554.58	\$571.20	\$588.34
		Hourly	\$56.93	\$58.99	\$61.05	\$63.12	\$65.19	\$67.25	\$69.33	\$71.40	\$73.55
AR	33	Annual	\$123,623.00	\$128,059.00	\$132,492.00	\$136,929.00	\$141,368.00	\$145,804.00	\$150,246.00	\$154,755.00	\$159,399.00
		Bi-Weekly	\$4,736.52	\$4,906.48	\$5,076.33	\$5,246.33	\$5,416.40	\$5,586.37	\$5,756.56	\$5,929.32	\$6,107.25
		Daily	\$473.66	\$490.65	\$507.64	\$524.64	\$541.64	\$558.64	\$575.66	\$592.94	\$610.73
		Hourly	\$59.21	\$61.34	\$63.46	\$65.58	\$67.71	\$69.83	\$71.96	\$74.12	\$76.35
AR	34	Annual	\$128,718.00	\$133,274.00	\$137,826.00	\$142,393.00	\$146,939.00	\$151,498.00	\$156,049.00	\$160,730.00	\$165,553.00
		Bi-Weekly	\$4,931.73	\$5,106.29	\$5,280.69	\$5,455.68	\$5,629.85	\$5,804.53	\$5,978.89	\$6,158.24	\$6,343.03
		Daily	\$493.18	\$510.63	\$528.07	\$545.57	\$562.99	\$580.46	\$597.89	\$615.83	\$634.31
		Hourly	\$61.65	\$63.83	\$66.01	\$68.20	\$70.38	\$72.56	\$74.74	\$76.98	\$79.29
AR	35	Annual	\$134,003.00	\$138,672.00	\$143,353.00	\$148,025.00	\$152,691.00	\$157,358.00	\$162,035.00	\$166,895.00	\$171,904.00
		Bi-Weekly	\$5,134.22	\$5,313.11	\$5,492.46	\$5,671.46	\$5,850.23	\$6,029.05	\$6,208.24	\$6,394.45	\$6,586.37
		Daily	\$513.43	\$531.32	\$549.25	\$567.15	\$585.03	\$602.91	\$620.83	\$639.45	\$658.64
		Hourly	\$64.18	\$66.42	\$68.66	\$70.90	\$73.13	\$75.37	\$77.61	\$79.94	\$82.33
AR	36	Annual	\$139,583.00	\$144,364.00	\$149,164.00	\$153,957.00	\$158,749.00	\$163,542.00	\$168,330.00	\$173,378.00	\$178,581.00
		Bi-Weekly	\$5,348.01	\$5,531.19	\$5,715.10	\$5,898.74	\$6,082.34	\$6,265.98	\$6,449.43	\$6,642.84	\$6,842.19
		Daily	\$534.81	\$553.12	\$571.51	\$589.88	\$608.24	\$626.60	\$644.95	\$664.29	\$684.22
		Hourly	\$66.86	\$69.14	\$71.44	\$73.74	\$76.03	\$78.33	\$80.62	\$83.04	\$85.53
AR	37	Annual	\$145,372.00	\$150,285.00	\$155,222.00	\$160,142.00	\$165,064.00	\$169,988.00	\$174,912.00	\$180,158.00	\$185,562.00
		Bi-Weekly	\$5,569.81	\$5,758.05	\$5,947.21	\$6,135.71	\$6,324.30	\$6,512.96	\$6,701.61	\$6,902.61	\$7,109.66
		Daily	\$556.99	\$575.81	\$594.73	\$613.58	\$632.43	\$651.30	\$670.17	\$690.27	\$710.97
		Hourly	\$69.63	\$71.98	\$74.35	\$76.70	\$79.06	\$81.42	\$83.78	\$86.29	\$88.88
AR	38	Annual	\$151,374.00	\$156,404.00	\$161,452.00	\$166,490.00	\$171,527.00	\$176,564.00	\$181,603.00	\$187,051.00	\$192,662.00
		Bi-Weekly	\$5,799.78	\$5,992.50	\$6,185.91	\$6,378.93	\$6,571.92	\$6,764.91	\$6,957.97	\$7,166.71	\$7,381.69
		Daily	\$579.98	\$599.25	\$618.60	\$637.90	\$657.20	\$676.50	\$695.80	\$716.68	\$738.17
		Hourly	\$72.50	\$74.91	\$77.33	\$79.74	\$82.15	\$84.57	\$86.98	\$89.59	\$92.28
AR	39	Annual	\$157,669.00	\$162,825.00	\$167,980.00	\$173,148.00	\$178,308.00	\$183,455.00	\$188,626.00	\$194,285.00	\$200,112.00
		Bi-Weekly	\$6,040.96	\$6,238.51	\$6,436.02	\$6,634.03	\$6,831.73	\$7,028.93	\$7,227.05	\$7,443.87	\$7,667.13
		Daily	\$604.10	\$623.86	\$643.61	\$663.41	\$683.18	\$702.90	\$722.71	\$744.39	\$766.72
		Hourly	\$75.52	\$77.99	\$80.46	\$82.93	\$85.40	\$87.87	\$90.34	\$93.05	\$95.84
AR	40	Annual	\$164,239.00	\$169,502.00	\$174,777.00	\$180,046.00	\$185,316.00	\$190,588.00	\$195,860.00	\$201,735.00	\$207,788.00
		Bi-Weekly	\$6,292.69	\$6,494.33	\$6,696.44	\$6,898.32	\$7,100.23	\$7,302.23	\$7,504.22	\$7,729.32	\$7,961.23
		Daily	\$629.27	\$649.44	\$669.65	\$689.84	\$710.03	\$730.23	\$750.43	\$772.94	\$796.13
		Hourly	\$78.66	\$81.18	\$83.71	\$86.23	\$88.76	\$91.28	\$93.81	\$96.62	\$99.52

P-5 AR 40 Hour Pay Plan Effective 06/26/2026

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
AR	41	Annual	\$171,110.00	\$176,503.00	\$181,900.00	\$187,293.00	\$192,697.00	\$198,092.00	\$203,485.00	\$209,591.00	\$215,880.00
		Bi-Weekly	\$6,555.94	\$6,762.57	\$6,969.35	\$7,175.98	\$7,383.03	\$7,589.74	\$7,796.37	\$8,030.31	\$8,271.27
		Daily	\$655.60	\$676.26	\$696.94	\$717.60	\$738.31	\$758.98	\$779.64	\$803.04	\$827.13
		Hourly	\$81.95	\$84.54	\$87.12	\$89.70	\$92.29	\$94.88	\$97.46	\$100.38	\$103.40
AR	42	Annual	\$178,234.00	\$183,755.00	\$189,280.00	\$194,775.00	\$200,310.00	\$205,822.00	\$211,341.00	\$217,682.00	\$224,214.00
		Bi-Weekly	\$6,828.89	\$7,040.43	\$7,252.11	\$7,462.65	\$7,674.72	\$7,885.91	\$8,097.36	\$8,340.31	\$8,590.58
		Daily	\$682.89	\$704.05	\$725.22	\$746.27	\$767.48	\$788.60	\$809.74	\$834.04	\$859.06
		Hourly	\$85.37	\$88.01	\$90.66	\$93.29	\$95.94	\$98.58	\$101.22	\$104.26	\$107.39
AR	43	Annual	\$185,805.00	\$191,433.00	\$197,061.00	\$202,679.00	\$208,321.00	\$213,936.00	\$219,560.00	\$226,145.00	\$232,931.00
		Bi-Weekly	\$7,118.97	\$7,334.60	\$7,550.23	\$7,765.48	\$7,981.65	\$8,196.79	\$8,412.27	\$8,664.56	\$8,924.56
		Daily	\$711.90	\$733.46	\$755.03	\$776.55	\$798.17	\$819.68	\$841.23	\$866.46	\$892.46
		Hourly	\$88.99	\$91.69	\$94.38	\$97.07	\$99.78	\$102.46	\$105.16	\$108.31	\$111.56

**P-5 AR Lump Sum Payments at Maximum Step
2.5% Lump Sum Payment Effective 06/26/2026**

Group	Lump Sum
11	\$1,504.00
12	\$1,557.00
13	\$1,690.00
14	\$1,765.00
15	\$1,844.00
16	\$1,928.00
17	\$2,016.00
18	\$2,109.00
19	\$2,206.00
20	\$2,308.00
21	\$2,414.00
22	\$2,541.00
23	\$2,659.00
24	\$2,784.00
25	\$2,914.00
26	\$3,051.00
27	\$3,195.00
28	\$3,347.00
29	\$3,432.00
30	\$3,563.00
31	\$3,699.00
32	\$3,839.00
33	\$3,985.00
34	\$4,139.00
35	\$4,298.00
36	\$4,465.00
37	\$4,640.00

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 06/26/2026

Plan	Group	Period	Minimum	Maximum
AR2	60	Annual	\$87,787.00	\$119,701.00
		Bi-Weekly	\$3,363.49	\$4,586.25
		Daily	\$336.35	\$458.63
		Hourly	\$42.05	\$57.33
AR2	61	Annual	\$92,191.00	\$125,686.00
		Bi-Weekly	\$3,532.23	\$4,815.56
		Daily	\$353.23	\$481.56
		Hourly	\$44.16	\$60.20
AR2	62	Annual	\$95,875.00	\$130,722.00
		Bi-Weekly	\$3,673.38	\$5,008.51
		Daily	\$367.34	\$500.86
		Hourly	\$45.92	\$62.61
AR2	63	Annual	\$99,712.00	\$135,944.00
		Bi-Weekly	\$3,820.39	\$5,208.59
		Daily	\$382.04	\$520.86
		Hourly	\$47.76	\$65.11
AR2	64	Annual	\$103,693.00	\$141,389.00
		Bi-Weekly	\$3,972.92	\$5,417.21
		Daily	\$397.30	\$541.73
		Hourly	\$49.67	\$67.72
AR2	65	Annual	\$107,851.00	\$147,044.00
		Bi-Weekly	\$4,132.23	\$5,633.87
		Daily	\$413.23	\$563.39
		Hourly	\$51.66	\$70.43
AR2	66	Annual	\$112,160.00	\$152,936.00
		Bi-Weekly	\$4,297.32	\$5,859.62
		Daily	\$429.74	\$585.97
		Hourly	\$53.72	\$73.25
AR2	67	Annual	\$116,650.00	\$159,051.00
		Bi-Weekly	\$4,469.35	\$6,093.91
		Daily	\$446.94	\$609.40
		Hourly	\$55.87	\$76.18
AR2	68	Annual	\$121,312.00	\$165,420.00
		Bi-Weekly	\$4,647.97	\$6,337.94
		Daily	\$464.80	\$633.80
		Hourly	\$58.10	\$79.23
AR2	69	Annual	\$126,168.00	\$172,033.00
		Bi-Weekly	\$4,834.03	\$6,591.31
		Daily	\$483.41	\$659.14
		Hourly	\$60.43	\$82.40
AR2	70	Annual	\$131,219.00	\$178,920.00
		Bi-Weekly	\$5,027.55	\$6,855.18
		Daily	\$502.76	\$685.52
		Hourly	\$62.85	\$85.69

P-5 AR2 40 Hour Pay Plan Effective 06/26/2026

Plan	Group	Period	Minimum	Maximum
AR2	71	Annual	\$136,465.00	\$186,063.00
		Bi-Weekly	\$5,228.55	\$7,128.86
		Daily	\$522.86	\$712.89
		Hourly	\$65.36	\$89.12
AR2	72	Annual	\$141,922.00	\$193,511.00
		Bi-Weekly	\$5,437.63	\$7,414.22
		Daily	\$543.77	\$741.43
		Hourly	\$67.98	\$92.68

**P-5 AR2 Lump Sum Payments at Maximum Step
2.5% Lump Sum Payment Effective 06/26/2026**

Group	Lump Sum
60	\$2,993.00
61	\$3,143.00
62	\$3,269.00
63	\$3,399.00
64	\$3,535.00
65	\$3,677.00
66	\$3,824.00
67	\$3,977.00
68	\$4,136.00
69	\$4,301.00
70	\$4,473.00
71	\$4,652.00
72	\$4,838.00

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 7/1/2026 which is the pay plan effective 6/26/2026. 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.