

P-2 SH 40 HOUR PAY PLAN EFFECTIVE 6/19/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SH	1	Annual	\$17,574.00	\$18,002.00	\$18,434.00	\$18,855.00	\$19,289.00	\$19,714.00	\$20,143.00	\$20,747.00	\$21,060.00
		Bi-Wk	\$673.34	\$689.74	\$706.29	\$722.42	\$739.05	\$755.33	\$771.77	\$794.91	\$806.90
		Daily	\$67.34	\$68.98	\$70.63	\$72.25	\$73.91	\$75.54	\$77.18	\$79.50	\$80.69
		Hourly	\$8.42	\$8.63	\$8.83	\$9.04	\$9.24	\$9.45	\$9.65	\$9.94	\$10.09
SH	2	Annual	\$18,434.00	\$18,855.00	\$19,289.00	\$19,714.00	\$20,143.00	\$20,571.00	\$20,996.00	\$21,627.00	\$21,951.00
		Bi-Wk	\$706.29	\$722.42	\$739.05	\$755.33	\$771.77	\$788.17	\$804.45	\$828.63	\$841.04
		Daily	\$70.63	\$72.25	\$73.91	\$75.54	\$77.18	\$78.82	\$80.45	\$82.87	\$84.11
		Hourly	\$8.83	\$9.04	\$9.24	\$9.45	\$9.65	\$9.86	\$10.06	\$10.36	\$10.52
SH	3	Annual	\$18,855.00	\$19,289.00	\$19,714.00	\$20,143.00	\$20,571.00	\$20,996.00	\$21,422.00	\$22,064.00	\$22,397.00
		Bi-Wk	\$722.42	\$739.05	\$755.33	\$771.77	\$788.17	\$804.45	\$820.77	\$845.37	\$858.13
		Daily	\$72.25	\$73.91	\$75.54	\$77.18	\$78.82	\$80.45	\$82.08	\$84.54	\$85.82
		Hourly	\$9.04	\$9.24	\$9.45	\$9.65	\$9.86	\$10.06	\$10.26	\$10.57	\$10.73
SH	4	Annual	\$19,466.00	\$19,985.00	\$20,508.00	\$21,029.00	\$21,549.00	\$22,066.00	\$22,587.00	\$23,265.00	\$23,613.00
		Bi-Wk	\$745.83	\$765.71	\$785.75	\$805.71	\$825.64	\$845.45	\$865.41	\$891.38	\$904.72
		Daily	\$74.59	\$76.58	\$78.58	\$80.58	\$82.57	\$84.55	\$86.55	\$89.14	\$90.48
		Hourly	\$9.33	\$9.58	\$9.83	\$10.08	\$10.33	\$10.57	\$10.82	\$11.15	\$11.31
SH	5	Annual	\$19,957.00	\$20,508.00	\$21,057.00	\$21,606.00	\$22,153.00	\$22,701.00	\$23,255.00	\$23,953.00	\$24,313.00
		Bi-Wk	\$764.64	\$785.75	\$806.79	\$827.82	\$848.78	\$869.78	\$891.00	\$917.74	\$931.54
		Daily	\$76.47	\$78.58	\$80.68	\$82.79	\$84.88	\$86.98	\$89.10	\$91.78	\$93.16
		Hourly	\$9.56	\$9.83	\$10.09	\$10.35	\$10.61	\$10.88	\$11.14	\$11.48	\$11.65
SH	6	Annual	\$20,633.00	\$21,183.00	\$21,733.00	\$22,279.00	\$22,829.00	\$23,380.00	\$23,927.00	\$24,645.00	\$25,016.00
		Bi-Wk	\$790.54	\$811.61	\$832.69	\$853.61	\$874.68	\$895.79	\$916.75	\$944.26	\$958.47
		Daily	\$79.06	\$81.17	\$83.27	\$85.37	\$87.47	\$89.58	\$91.68	\$94.43	\$95.85
		Hourly	\$9.89	\$10.15	\$10.41	\$10.68	\$10.94	\$11.20	\$11.46	\$11.81	\$11.99
SH	7	Annual	\$21,239.00	\$21,793.00	\$22,336.00	\$22,889.00	\$23,439.00	\$23,987.00	\$24,534.00	\$25,269.00	\$25,650.00
		Bi-Wk	\$813.76	\$834.99	\$855.79	\$876.98	\$898.05	\$919.05	\$940.00	\$968.17	\$982.76
		Daily	\$81.38	\$83.50	\$85.58	\$87.70	\$89.81	\$91.91	\$94.00	\$96.82	\$98.28
		Hourly	\$10.18	\$10.44	\$10.70	\$10.97	\$11.23	\$11.49	\$11.75	\$12.11	\$12.29
SH	8	Annual	\$22,829.00	\$23,503.00	\$24,173.00	\$24,850.00	\$25,519.00	\$26,192.00	\$26,872.00	\$27,679.00	\$28,095.00
		Bi-Wk	\$874.68	\$900.50	\$926.17	\$952.11	\$977.74	\$1,003.53	\$1,029.58	\$1,060.50	\$1,076.44
		Daily	\$87.47	\$90.05	\$92.62	\$95.22	\$97.78	\$100.36	\$102.96	\$106.05	\$107.65
		Hourly	\$10.94	\$11.26	\$11.58	\$11.91	\$12.23	\$12.55	\$12.87	\$13.26	\$13.46

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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
SH	9	Annual	\$23,530.00	\$24,233.00	\$24,931.00	\$25,640.00	\$26,341.00	\$27,039.00	\$27,747.00	\$28,579.00	\$29,009.00
		Bi-Wk	\$901.54	\$928.47	\$955.22	\$982.38	\$1,009.24	\$1,035.98	\$1,063.11	\$1,094.99	\$1,111.46
		Daily	\$90.16	\$92.85	\$95.53	\$98.24	\$100.93	\$103.60	\$106.32	\$109.50	\$111.15
		Hourly	\$11.27	\$11.61	\$11.95	\$12.28	\$12.62	\$12.95	\$13.29	\$13.69	\$13.90
SH	10	Annual	\$24,290.00	\$25,025.00	\$25,759.00	\$26,494.00	\$27,226.00	\$27,970.00	\$28,741.00	\$29,604.00	\$30,050.00
		Bi-Wk	\$930.66	\$958.82	\$986.94	\$1,015.10	\$1,043.15	\$1,071.65	\$1,101.19	\$1,134.26	\$1,151.35
		Daily	\$93.07	\$95.89	\$98.70	\$101.51	\$104.32	\$107.17	\$110.12	\$113.43	\$115.14
		Hourly	\$11.64	\$11.99	\$12.34	\$12.69	\$13.04	\$13.40	\$13.77	\$14.18	\$14.40
SH	11	Annual	\$25,060.00	\$25,824.00	\$26,588.00	\$27,354.00	\$28,141.00	\$28,945.00	\$29,746.00	\$30,637.00	\$31,099.00
		Bi-Wk	\$960.16	\$989.43	\$1,018.70	\$1,048.05	\$1,078.20	\$1,109.01	\$1,139.70	\$1,173.84	\$1,191.54
		Daily	\$96.02	\$98.95	\$101.87	\$104.81	\$107.82	\$110.91	\$113.97	\$117.39	\$119.16
		Hourly	\$12.01	\$12.37	\$12.74	\$13.11	\$13.48	\$13.87	\$14.25	\$14.68	\$14.90
SH	12	Annual	\$25,876.00	\$26,668.00	\$27,464.00	\$28,289.00	\$29,121.00	\$29,956.00	\$30,792.00	\$31,716.00	\$32,193.00
		Bi-Wk	\$991.42	\$1,021.77	\$1,052.27	\$1,083.87	\$1,115.75	\$1,147.74	\$1,179.78	\$1,215.18	\$1,233.45
		Daily	\$99.15	\$102.18	\$105.23	\$108.39	\$111.58	\$114.78	\$117.98	\$121.52	\$123.35
		Hourly	\$12.40	\$12.78	\$13.16	\$13.55	\$13.95	\$14.35	\$14.75	\$15.19	\$15.42
SH	13	Annual	\$27,333.00	\$28,338.00	\$29,356.00	\$30,371.00	\$31,392.00	\$32,412.00	\$33,432.00	\$34,434.00	\$34,953.00
		Bi-Wk	\$1,047.25	\$1,085.75	\$1,124.76	\$1,163.64	\$1,202.76	\$1,241.84	\$1,280.92	\$1,319.32	\$1,339.20
		Daily	\$104.73	\$108.58	\$112.48	\$116.37	\$120.28	\$124.19	\$128.10	\$131.94	\$133.92
		Hourly	\$13.10	\$13.58	\$14.06	\$14.55	\$15.04	\$15.53	\$16.02	\$16.50	\$16.74
SH	14	Annual	\$28,614.00	\$29,665.00	\$30,718.00	\$31,768.00	\$32,813.00	\$33,866.00	\$34,915.00	\$35,963.00	\$36,503.00
		Bi-Wk	\$1,096.33	\$1,136.60	\$1,176.94	\$1,217.17	\$1,257.21	\$1,297.55	\$1,337.74	\$1,377.90	\$1,398.59
		Daily	\$109.64	\$113.66	\$117.70	\$121.72	\$125.73	\$129.76	\$133.78	\$137.79	\$139.86
		Hourly	\$13.71	\$14.21	\$14.72	\$15.22	\$15.72	\$16.22	\$16.73	\$17.23	\$17.49
SH	15	Annual	\$29,985.00	\$31,070.00	\$32,152.00	\$33,229.00	\$34,313.00	\$35,398.00	\$36,485.00	\$37,578.00	\$38,144.00
		Bi-Wk	\$1,148.86	\$1,190.43	\$1,231.88	\$1,273.15	\$1,314.68	\$1,356.25	\$1,397.90	\$1,439.78	\$1,461.46
		Daily	\$114.89	\$119.05	\$123.19	\$127.32	\$131.47	\$135.63	\$139.79	\$143.98	\$146.15
		Hourly	\$14.37	\$14.89	\$15.40	\$15.92	\$16.44	\$16.96	\$17.48	\$18.00	\$18.27
SH	16	Annual	\$31,449.00	\$32,564.00	\$33,679.00	\$34,787.00	\$35,901.00	\$37,018.00	\$38,129.00	\$39,274.00	\$39,865.00
		Bi-Wk	\$1,204.95	\$1,247.67	\$1,290.39	\$1,332.84	\$1,375.52	\$1,418.32	\$1,460.89	\$1,504.76	\$1,527.40
		Daily	\$120.50	\$124.77	\$129.04	\$133.29	\$137.56	\$141.84	\$146.09	\$150.48	\$152.74

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		Hourly	\$15.07	\$15.60	\$16.13	\$16.67	\$17.20	\$17.73	\$18.27	\$18.81	\$19.10
SH	17	Annual	\$33,007.00	\$34,150.00	\$35,298.00	\$36,443.00	\$37,587.00	\$38,732.00	\$39,881.00	\$41,078.00	\$41,696.00
		Bi-Wk	\$1,264.64	\$1,308.43	\$1,352.42	\$1,396.29	\$1,440.12	\$1,483.99	\$1,528.01	\$1,573.87	\$1,597.55
		Daily	\$126.47	\$130.85	\$135.25	\$139.63	\$144.02	\$148.40	\$152.81	\$157.39	\$159.76
		Hourly	\$15.81	\$16.36	\$16.91	\$17.46	\$18.01	\$18.55	\$19.11	\$19.68	\$19.97
SH	18	Annual	\$34,670.00	\$35,839.00	\$37,018.00	\$38,193.00	\$39,366.00	\$40,540.00	\$41,715.00	\$42,967.00	\$43,614.00
		Bi-Wk	\$1,328.36	\$1,373.15	\$1,418.32	\$1,463.34	\$1,508.28	\$1,553.26	\$1,598.28	\$1,646.25	\$1,671.04
		Daily	\$132.84	\$137.32	\$141.84	\$146.34	\$150.83	\$155.33	\$159.83	\$164.63	\$167.11
		Hourly	\$16.61	\$17.17	\$17.73	\$18.30	\$18.86	\$19.42	\$19.98	\$20.58	\$20.89
SH	19	Annual	\$36,379.00	\$37,587.00	\$38,795.00	\$40,006.00	\$41,217.00	\$42,423.00	\$43,630.00	\$44,940.00	\$45,616.00
		Bi-Wk	\$1,393.84	\$1,440.12	\$1,486.40	\$1,532.80	\$1,579.20	\$1,625.41	\$1,671.65	\$1,721.84	\$1,747.74
		Daily	\$139.39	\$144.02	\$148.64	\$153.28	\$157.92	\$162.55	\$167.17	\$172.19	\$174.78
		Hourly	\$17.43	\$18.01	\$18.58	\$19.16	\$19.74	\$20.32	\$20.90	\$21.53	\$21.85
SH	20	Annual	\$38,227.00	\$39,468.00	\$40,704.00	\$41,942.00	\$43,179.00	\$44,421.00	\$45,657.00	\$47,026.00	\$47,733.00
		Bi-Wk	\$1,464.64	\$1,512.19	\$1,559.55	\$1,606.98	\$1,654.37	\$1,701.96	\$1,749.32	\$1,801.77	\$1,828.86
		Daily	\$146.47	\$151.22	\$155.96	\$160.70	\$165.44	\$170.20	\$174.94	\$180.18	\$182.89
		Hourly	\$18.31	\$18.91	\$19.50	\$20.09	\$20.68	\$21.28	\$21.87	\$22.53	\$22.87
SH	21	Annual	\$40,113.00	\$41,394.00	\$42,660.00	\$43,931.00	\$45,206.00	\$46,475.00	\$47,749.00	\$49,182.00	\$49,921.00
		Bi-Wk	\$1,536.90	\$1,585.98	\$1,634.49	\$1,683.19	\$1,732.04	\$1,780.66	\$1,829.47	\$1,884.37	\$1,912.69
		Daily	\$153.69	\$158.60	\$163.45	\$168.32	\$173.21	\$178.07	\$182.95	\$188.44	\$191.27
		Hourly	\$19.22	\$19.83	\$20.44	\$21.04	\$21.66	\$22.26	\$22.87	\$23.56	\$23.91
SH	22	Annual	\$41,217.00	\$42,724.00	\$44,233.00	\$45,741.00	\$47,255.00	\$48,763.00	\$50,273.00	\$51,782.00	\$52,561.00
		Bi-Wk	\$1,579.20	\$1,636.94	\$1,694.76	\$1,752.53	\$1,810.54	\$1,868.32	\$1,926.17	\$1,983.99	\$2,013.84
		Daily	\$157.92	\$163.70	\$169.48	\$175.26	\$181.06	\$186.84	\$192.62	\$198.40	\$201.39
		Hourly	\$19.74	\$20.47	\$21.19	\$21.91	\$22.64	\$23.36	\$24.08	\$24.80	\$25.18
SH	23	Annual	\$43,167.00	\$44,741.00	\$46,312.00	\$47,883.00	\$49,461.00	\$51,030.00	\$52,602.00	\$54,180.00	\$54,996.00
		Bi-Wk	\$1,653.91	\$1,714.22	\$1,774.41	\$1,834.60	\$1,895.06	\$1,955.18	\$2,015.41	\$2,075.87	\$2,107.13
		Daily	\$165.40	\$171.43	\$177.45	\$183.46	\$189.51	\$195.52	\$201.55	\$207.59	\$210.72
		Hourly	\$20.68	\$21.43	\$22.19	\$22.94	\$23.69	\$24.44	\$25.20	\$25.95	\$26.34
SH	24	Annual	\$45,244.00	\$46,883.00	\$48,523.00	\$50,161.00	\$51,802.00	\$53,441.00	\$55,078.00	\$56,731.00	\$57,585.00
		Bi-Wk	\$1,733.49	\$1,796.29	\$1,859.12	\$1,921.88	\$1,984.76	\$2,047.55	\$2,110.27	\$2,173.61	\$2,206.33

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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
		Daily	\$173.35	\$179.63	\$185.92	\$192.19	\$198.48	\$204.76	\$211.03	\$217.37	\$220.64
		Hourly	\$21.67	\$22.46	\$23.24	\$24.03	\$24.81	\$25.60	\$26.38	\$27.18	\$27.58
SH	25	Annual	\$47,455.00	\$49,153.00	\$50,853.00	\$52,551.00	\$54,253.00	\$55,953.00	\$57,651.00	\$59,381.00	\$60,273.00
		Bi-Wk	\$1,818.20	\$1,883.26	\$1,948.40	\$2,013.45	\$2,078.66	\$2,143.80	\$2,208.86	\$2,275.14	\$2,309.32
		Daily	\$181.82	\$188.33	\$194.84	\$201.35	\$207.87	\$214.38	\$220.89	\$227.52	\$230.94
		Hourly	\$22.73	\$23.55	\$24.36	\$25.17	\$25.99	\$26.80	\$27.62	\$28.44	\$28.87
SH	26	Annual	\$49,791.00	\$51,551.00	\$53,316.00	\$55,078.00	\$56,844.00	\$58,610.00	\$60,368.00	\$62,180.00	\$63,115.00
		Bi-Wk	\$1,907.71	\$1,975.14	\$2,042.76	\$2,110.27	\$2,177.94	\$2,245.60	\$2,312.96	\$2,382.38	\$2,418.20
		Daily	\$190.78	\$197.52	\$204.28	\$211.03	\$217.80	\$224.56	\$231.30	\$238.24	\$241.82
		Hourly	\$23.85	\$24.69	\$25.54	\$26.38	\$27.23	\$28.07	\$28.92	\$29.78	\$30.23
SH	27	Annual	\$52,261.00	\$54,089.00	\$55,913.00	\$57,734.00	\$59,558.00	\$61,381.00	\$63,210.00	\$65,105.00	\$66,085.00
		Bi-Wk	\$2,002.34	\$2,072.38	\$2,142.27	\$2,212.04	\$2,281.92	\$2,351.77	\$2,421.84	\$2,494.45	\$2,532.00
		Daily	\$200.24	\$207.24	\$214.23	\$221.21	\$228.20	\$235.18	\$242.19	\$249.45	\$253.20
		Hourly	\$25.03	\$25.91	\$26.78	\$27.66	\$28.53	\$29.40	\$30.28	\$31.19	\$31.65
SH	28	Annual	\$54,940.00	\$56,788.00	\$58,674.00	\$60,564.00	\$62,450.00	\$64,341.00	\$66,225.00	\$68,212.00	\$69,237.00
		Bi-Wk	\$2,104.99	\$2,175.79	\$2,248.05	\$2,320.46	\$2,392.73	\$2,465.18	\$2,537.36	\$2,613.49	\$2,652.76
		Daily	\$210.50	\$217.58	\$224.81	\$232.05	\$239.28	\$246.52	\$253.74	\$261.35	\$265.28
		Hourly	\$26.32	\$27.20	\$28.11	\$29.01	\$29.91	\$30.82	\$31.72	\$32.67	\$33.16
SH	29	Annual	\$55,430.00	\$57,508.00	\$59,587.00	\$61,672.00	\$63,753.00	\$65,829.00	\$67,910.00	\$69,947.00	\$71,001.00
		Bi-Wk	\$2,123.76	\$2,203.38	\$2,283.03	\$2,362.92	\$2,442.65	\$2,522.19	\$2,601.92	\$2,679.97	\$2,720.35
		Daily	\$212.38	\$220.34	\$228.31	\$236.30	\$244.27	\$252.22	\$260.20	\$268.00	\$272.04
		Hourly	\$26.55	\$27.55	\$28.54	\$29.54	\$30.54	\$31.53	\$32.53	\$33.50	\$34.01
SH	30	Annual	\$57,651.00	\$59,791.00	\$61,938.00	\$64,071.00	\$66,214.00	\$68,358.00	\$70,497.00	\$72,611.00	\$73,705.00
		Bi-Wk	\$2,208.86	\$2,290.85	\$2,373.11	\$2,454.83	\$2,536.94	\$2,619.09	\$2,701.04	\$2,782.04	\$2,823.95
		Daily	\$220.89	\$229.09	\$237.32	\$245.49	\$253.70	\$261.91	\$270.11	\$278.21	\$282.40
		Hourly	\$27.62	\$28.64	\$29.67	\$30.69	\$31.72	\$32.74	\$33.77	\$34.78	\$35.30
SH	31	Annual	\$59,964.00	\$62,169.00	\$64,375.00	\$66,580.00	\$68,782.00	\$70,987.00	\$73,185.00	\$75,383.00	\$76,516.00
		Bi-Wk	\$2,297.48	\$2,381.96	\$2,466.48	\$2,550.96	\$2,635.33	\$2,719.81	\$2,804.03	\$2,888.24	\$2,931.65
		Daily	\$229.75	\$238.20	\$246.65	\$255.10	\$263.54	\$271.99	\$280.41	\$288.83	\$293.17
		Hourly	\$28.72	\$29.78	\$30.84	\$31.89	\$32.95	\$34.00	\$35.06	\$36.11	\$36.65
SH	32	Annual	\$62,370.00	\$64,635.00	\$66,894.00	\$69,165.00	\$71,431.00	\$73,692.00	\$75,964.00	\$78,244.00	\$79,420.00

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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
		Bi-Wk	\$2,389.66	\$2,476.44	\$2,562.99	\$2,650.00	\$2,736.82	\$2,823.45	\$2,910.50	\$2,997.86	\$3,042.92
		Daily	\$238.97	\$247.65	\$256.30	\$265.00	\$273.69	\$282.35	\$291.05	\$299.79	\$304.30
		Hourly	\$29.88	\$30.96	\$32.04	\$33.13	\$34.22	\$35.30	\$36.39	\$37.48	\$38.04
SH	33	Annual	\$64,881.00	\$67,206.00	\$69,537.00	\$71,863.00	\$74,192.00	\$76,516.00	\$78,850.00	\$81,215.00	\$82,437.00
		Bi-Wk	\$2,485.87	\$2,574.95	\$2,664.26	\$2,753.38	\$2,842.61	\$2,931.65	\$3,021.08	\$3,111.69	\$3,158.51
		Daily	\$248.59	\$257.50	\$266.43	\$275.34	\$284.27	\$293.17	\$302.11	\$311.17	\$315.86
		Hourly	\$31.08	\$32.19	\$33.31	\$34.42	\$35.54	\$36.65	\$37.77	\$38.90	\$39.49
SH	34	Annual	\$67,552.00	\$69,945.00	\$72,333.00	\$74,730.00	\$77,118.00	\$79,512.00	\$81,900.00	\$84,357.00	\$85,627.00
		Bi-Wk	\$2,588.20	\$2,679.89	\$2,771.38	\$2,863.22	\$2,954.72	\$3,046.44	\$3,137.94	\$3,232.07	\$3,280.73
		Daily	\$258.82	\$267.99	\$277.14	\$286.33	\$295.48	\$304.65	\$313.80	\$323.21	\$328.08
		Hourly	\$32.36	\$33.50	\$34.65	\$35.80	\$36.94	\$38.09	\$39.23	\$40.41	\$41.01
SH	35	Annual	\$70,331.00	\$72,780.00	\$75,234.00	\$77,687.00	\$80,139.00	\$82,590.00	\$85,038.00	\$87,590.00	\$88,905.00
		Bi-Wk	\$2,694.68	\$2,788.51	\$2,882.53	\$2,976.52	\$3,070.46	\$3,164.37	\$3,258.17	\$3,355.94	\$3,406.33
		Daily	\$269.47	\$278.86	\$288.26	\$297.66	\$307.05	\$316.44	\$325.82	\$335.60	\$340.64
		Hourly	\$33.69	\$34.86	\$36.04	\$37.21	\$38.39	\$39.56	\$40.73	\$41.95	\$42.58
SH	36	Annual	\$73,252.00	\$75,765.00	\$78,284.00	\$80,800.00	\$83,315.00	\$85,827.00	\$88,346.00	\$90,996.00	\$92,360.00
		Bi-Wk	\$2,806.60	\$2,902.88	\$2,999.39	\$3,095.79	\$3,192.15	\$3,288.40	\$3,384.91	\$3,486.44	\$3,538.70
		Daily	\$280.66	\$290.29	\$299.94	\$309.58	\$319.22	\$328.84	\$338.50	\$348.65	\$353.87
		Hourly	\$35.09	\$36.29	\$37.50	\$38.70	\$39.91	\$41.11	\$42.32	\$43.59	\$44.24
SH	37	Annual	\$76,293.00	\$78,879.00	\$81,463.00	\$84,043.00	\$86,631.00	\$89,213.00	\$91,795.00	\$94,549.00	\$95,967.00
		Bi-Wk	\$2,923.11	\$3,022.19	\$3,121.19	\$3,220.04	\$3,319.20	\$3,418.13	\$3,517.05	\$3,622.57	\$3,676.90
		Daily	\$292.32	\$302.22	\$312.12	\$322.01	\$331.92	\$341.82	\$351.71	\$362.26	\$367.69
		Hourly	\$36.54	\$37.78	\$39.02	\$40.26	\$41.49	\$42.73	\$43.97	\$45.29	\$45.97
SH	38	Annual	\$79,444.00	\$82,083.00	\$84,733.00	\$87,377.00	\$90,023.00	\$92,671.00	\$95,314.00	\$98,173.00	\$99,646.00
		Bi-Wk	\$3,043.84	\$3,144.95	\$3,246.48	\$3,347.78	\$3,449.16	\$3,550.62	\$3,651.88	\$3,761.42	\$3,817.86
		Daily	\$304.39	\$314.50	\$324.65	\$334.78	\$344.92	\$355.07	\$365.19	\$376.15	\$381.79
		Hourly	\$38.05	\$39.32	\$40.59	\$41.85	\$43.12	\$44.39	\$45.65	\$47.02	\$47.73
SH	39	Annual	\$82,840.00	\$85,453.00	\$88,162.00	\$90,875.00	\$93,583.00	\$96,290.00	\$98,998.00	\$101,968.00	\$103,498.00
		Bi-Wk	\$3,173.95	\$3,274.07	\$3,377.86	\$3,481.81	\$3,585.56	\$3,689.28	\$3,793.03	\$3,906.82	\$3,965.45
		Daily	\$317.40	\$327.41	\$337.79	\$348.19	\$358.56	\$368.93	\$379.31	\$390.69	\$396.55
		Hourly	\$39.68	\$40.93	\$42.23	\$43.53	\$44.82	\$46.12	\$47.42	\$48.84	\$49.57

P-2 SH 40 HOUR PAY PLAN EFFECTIVE 6/19/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SH	40	Annual	\$86,192.00	\$88,959.00	\$91,730.00	\$94,492.00	\$97,260.00	\$100,028.00	\$102,790.00	\$105,874.00	\$107,464.00
		Bi-Wk	\$3,302.38	\$3,408.40	\$3,514.56	\$3,620.39	\$3,726.44	\$3,832.50	\$3,938.32	\$4,056.48	\$4,117.40
		Daily	\$330.24	\$340.84	\$351.46	\$362.04	\$372.65	\$383.25	\$393.84	\$405.65	\$411.74
		Hourly	\$41.28	\$42.61	\$43.94	\$45.26	\$46.59	\$47.91	\$49.23	\$50.71	\$51.47
SH	41	Annual	\$89,803.00	\$92,638.00	\$95,467.00	\$98,300.00	\$101,136.00	\$103,963.00	\$106,798.00	\$110,002.00	\$111,653.00
		Bi-Wk	\$3,440.73	\$3,549.35	\$3,657.74	\$3,766.29	\$3,874.95	\$3,983.26	\$4,091.88	\$4,214.64	\$4,277.90
		Daily	\$344.08	\$354.94	\$365.78	\$376.63	\$387.50	\$398.33	\$409.19	\$421.47	\$427.79
		Hourly	\$43.01	\$44.37	\$45.73	\$47.08	\$48.44	\$49.80	\$51.15	\$52.69	\$53.48
SH	42	Annual	\$93,549.00	\$96,441.00	\$99,336.00	\$102,232.00	\$105,127.00	\$108,025.00	\$110,920.00	\$114,249.00	\$115,962.00
		Bi-Wk	\$3,584.26	\$3,695.06	\$3,805.98	\$3,916.94	\$4,027.86	\$4,138.89	\$4,249.81	\$4,377.36	\$4,442.99
		Daily	\$358.43	\$369.51	\$380.60	\$391.70	\$402.79	\$413.89	\$424.99	\$437.74	\$444.30
		Hourly	\$44.81	\$46.19	\$47.58	\$48.97	\$50.35	\$51.74	\$53.13	\$54.72	\$55.54
SH	43	Annual	\$97,515.00	\$100,473.00	\$103,422.00	\$106,373.00	\$109,331.00	\$112,284.00	\$115,238.00	\$118,694.00	\$120,475.00
		Bi-Wk	\$3,736.21	\$3,849.55	\$3,962.53	\$4,075.60	\$4,188.93	\$4,302.07	\$4,415.25	\$4,547.67	\$4,615.91
		Daily	\$373.63	\$384.96	\$396.26	\$407.56	\$418.90	\$430.21	\$441.53	\$454.77	\$461.60
		Hourly	\$46.71	\$48.12	\$49.54	\$50.95	\$52.37	\$53.78	\$55.20	\$56.85	\$57.70