

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 7/1/2006

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP	1	Annual	\$22,740.00	\$23,299.00	\$23,848.00	\$24,403.00	\$24,954.00	\$25,514.00	\$26,064.00	\$26,779.00	\$27,498.00	\$28,235.00	\$28,992.00
		Bi-Wk	\$871.27	\$892.69	\$913.72	\$934.99	\$956.10	\$977.55	\$998.63	\$1,026.02	\$1,053.57	\$1,081.81	\$1,110.81
		Daily	\$87.13	\$89.27	\$91.38	\$93.50	\$95.61	\$97.76	\$99.87	\$102.61	\$105.36	\$108.19	\$111.09
		Hourly	\$10.90	\$11.16	\$11.43	\$11.69	\$11.96	\$12.22	\$12.49	\$12.83	\$13.17	\$13.53	\$13.89
FP	2	Annual	\$23,848.00	\$24,403.00	\$24,954.00	\$25,514.00	\$26,064.00	\$26,619.00	\$27,168.00	\$27,917.00	\$28,662.00	\$29,427.00	\$30,212.00
		Bi-Wk	\$913.72	\$934.99	\$956.10	\$977.55	\$998.63	\$1,019.89	\$1,040.92	\$1,069.62	\$1,098.17	\$1,127.48	\$1,157.55
		Daily	\$91.38	\$93.50	\$95.61	\$97.76	\$99.87	\$101.99	\$104.10	\$106.97	\$109.82	\$112.75	\$115.76
		Hourly	\$11.43	\$11.69	\$11.96	\$12.22	\$12.49	\$12.75	\$13.02	\$13.38	\$13.73	\$14.10	\$14.47
FP	3	Annual	\$24,403.00	\$24,954.00	\$25,514.00	\$26,064.00	\$26,619.00	\$27,168.00	\$27,722.00	\$28,487.00	\$29,247.00	\$30,026.00	\$30,826.00
		Bi-Wk	\$934.99	\$956.10	\$977.55	\$998.63	\$1,019.89	\$1,040.92	\$1,062.15	\$1,091.46	\$1,120.58	\$1,150.43	\$1,181.08
		Daily	\$93.50	\$95.61	\$97.76	\$99.87	\$101.99	\$104.10	\$106.22	\$109.15	\$112.06	\$115.05	\$118.11
		Hourly	\$11.69	\$11.96	\$12.22	\$12.49	\$12.75	\$13.02	\$13.28	\$13.65	\$14.01	\$14.39	\$14.77
FP	4	Annual	\$25,191.00	\$25,866.00	\$26,533.00	\$27,211.00	\$27,887.00	\$28,555.00	\$29,224.00	\$30,032.00	\$30,835.00	\$31,660.00	\$32,508.00
		Bi-Wk	\$965.18	\$991.04	\$1,016.60	\$1,042.57	\$1,068.47	\$1,094.07	\$1,119.70	\$1,150.66	\$1,181.42	\$1,213.03	\$1,245.52
		Daily	\$96.52	\$99.11	\$101.66	\$104.26	\$106.85	\$109.41	\$111.97	\$115.07	\$118.15	\$121.31	\$124.56
		Hourly	\$12.07	\$12.39	\$12.71	\$13.04	\$13.36	\$13.68	\$14.00	\$14.39	\$14.77	\$15.17	\$15.57
FP	5	Annual	\$25,822.00	\$26,533.00	\$27,250.00	\$27,957.00	\$28,666.00	\$29,378.00	\$30,093.00	\$30,918.00	\$31,747.00	\$32,596.00	\$33,469.00
		Bi-Wk	\$989.35	\$1,016.60	\$1,044.07	\$1,071.15	\$1,098.32	\$1,125.60	\$1,152.99	\$1,184.60	\$1,216.37	\$1,248.89	\$1,282.34
		Daily	\$98.94	\$101.66	\$104.41	\$107.12	\$109.84	\$112.56	\$115.30	\$118.46	\$121.64	\$124.89	\$128.24
		Hourly	\$12.37	\$12.71	\$13.06	\$13.39	\$13.73	\$14.07	\$14.42	\$14.81	\$15.21	\$15.62	\$16.03
FP	6	Annual	\$26,700.00	\$27,413.00	\$28,119.00	\$28,719.00	\$29,541.00	\$30,252.00	\$30,958.00	\$31,811.00	\$32,661.00	\$33,533.00	\$34,430.00
		Bi-Wk	\$1,022.99	\$1,050.31	\$1,077.36	\$1,100.35	\$1,131.84	\$1,159.09	\$1,186.14	\$1,218.82	\$1,251.38	\$1,284.79	\$1,319.16
		Daily	\$102.30	\$105.04	\$107.74	\$110.04	\$113.19	\$115.91	\$118.62	\$121.89	\$125.14	\$128.48	\$131.92
		Hourly	\$12.79	\$13.13	\$13.47	\$13.76	\$14.15	\$14.49	\$14.83	\$15.24	\$15.65	\$16.06	\$16.49
FP	7	Annual	\$27,487.00	\$28,195.00	\$28,907.00	\$29,615.00	\$30,330.00	\$31,040.00	\$31,750.00	\$32,622.00	\$33,493.00	\$34,390.00	\$35,311.00
		Bi-Wk	\$1,053.15	\$1,080.27	\$1,107.55	\$1,134.68	\$1,162.07	\$1,189.28	\$1,216.48	\$1,249.89	\$1,283.26	\$1,317.63	\$1,352.92
		Daily	\$105.32	\$108.03	\$110.76	\$113.47	\$116.21	\$118.93	\$121.65	\$124.99	\$128.33	\$131.77	\$135.30
		Hourly	\$13.17	\$13.51	\$13.85	\$14.19	\$14.53	\$14.87	\$15.21	\$15.63	\$16.05	\$16.48	\$16.92
FP	8	Annual	\$29,541.00	\$30,407.00	\$31,287.00	\$32,151.00	\$33,023.00	\$33,894.00	\$34,767.00	\$35,720.00	\$36,676.00	\$37,658.00	\$38,667.00
		Bi-Wk	\$1,131.84	\$1,165.02	\$1,198.74	\$1,231.84	\$1,265.25	\$1,298.63	\$1,332.07	\$1,368.59	\$1,405.22	\$1,442.84	\$1,481.50
		Daily	\$113.19	\$116.51	\$119.88	\$123.19	\$126.53	\$129.87	\$133.21	\$136.86	\$140.53	\$144.29	\$148.15
		Hourly	\$14.15	\$14.57	\$14.99	\$15.40	\$15.82	\$16.24	\$16.66	\$17.11	\$17.57	\$18.04	\$18.52
FP	9	Annual	\$30,448.00	\$31,312.00	\$32,264.00	\$33,172.00	\$34,082.00	\$34,986.00	\$35,903.00	\$36,890.00	\$37,875.00	\$38,888.00	\$39,928.00
		Bi-Wk	\$1,166.60	\$1,199.70	\$1,236.17	\$1,270.96	\$1,305.83	\$1,340.46	\$1,375.60	\$1,413.41	\$1,451.15	\$1,489.97	\$1,529.81
		Daily	\$116.66	\$119.97	\$123.62	\$127.10	\$130.59	\$134.05	\$137.56	\$141.35	\$145.12	\$149.00	\$152.99
		Hourly	\$14.59	\$15.00	\$15.46	\$15.89	\$16.33	\$16.76	\$17.20	\$17.67	\$18.14	\$18.63	\$19.13
FP	10	Annual	\$31,428.00	\$32,382.00	\$33,325.00	\$34,279.00	\$35,228.00	\$36,195.00	\$37,194.00	\$38,214.00	\$39,240.00	\$40,293.00	\$41,376.00
		Bi-Wk	\$1,204.14	\$1,240.69	\$1,276.82	\$1,313.38	\$1,349.74	\$1,386.79	\$1,425.06	\$1,464.14	\$1,503.45	\$1,543.80	\$1,585.29
		Daily	\$120.42	\$124.07	\$127.69	\$131.34	\$134.98	\$138.68	\$142.51	\$146.42	\$150.35	\$154.38	\$158.53
		Hourly	\$15.06	\$15.51	\$15.97	\$16.42	\$16.88	\$17.34	\$17.82	\$18.31	\$18.80	\$19.30	\$19.82

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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	Step 10	Step 11
FP	11	Annual	\$32,428.00	\$33,411.00	\$34,405.00	\$35,391.00	\$36,412.00	\$37,450.00	\$38,491.00	\$39,549.00	\$40,606.00	\$41,694.00	\$42,813.00
		Bi-Wk	\$1,242.46	\$1,280.12	\$1,318.20	\$1,355.98	\$1,395.10	\$1,434.87	\$1,474.76	\$1,515.29	\$1,555.79	\$1,597.48	\$1,640.35
		Daily	\$124.25	\$128.02	\$131.82	\$135.60	\$139.51	\$143.49	\$147.48	\$151.53	\$155.58	\$159.75	\$164.04
		Hourly	\$15.54	\$16.01	\$16.48	\$16.95	\$17.44	\$17.94	\$18.44	\$18.95	\$19.45	\$19.97	\$20.51
FP	12	Annual	\$33,478.00	\$34,514.00	\$35,534.00	\$36,603.00	\$37,678.00	\$38,764.00	\$39,839.00	\$40,935.00	\$42,029.00	\$43,154.00	\$44,310.00
		Bi-Wk	\$1,282.69	\$1,322.38	\$1,361.46	\$1,402.42	\$1,443.61	\$1,485.22	\$1,526.40	\$1,568.40	\$1,610.31	\$1,653.41	\$1,697.71
		Daily	\$128.27	\$132.24	\$136.15	\$140.25	\$144.37	\$148.53	\$152.64	\$156.84	\$161.04	\$165.35	\$169.78
		Hourly	\$16.04	\$16.53	\$17.02	\$17.54	\$18.05	\$18.57	\$19.08	\$19.61	\$20.13	\$20.67	\$21.23
FP	13	Annual	\$35,366.00	\$36,669.00	\$37,990.00	\$39,303.00	\$40,622.00	\$41,934.00	\$43,258.00	\$44,445.00	\$45,636.00	\$46,859.00	\$48,116.00
		Bi-Wk	\$1,355.02	\$1,404.95	\$1,455.56	\$1,505.87	\$1,556.40	\$1,606.67	\$1,657.40	\$1,702.88	\$1,748.51	\$1,795.37	\$1,843.53
		Daily	\$135.51	\$140.50	\$145.56	\$150.59	\$155.64	\$160.67	\$165.74	\$170.29	\$174.86	\$179.54	\$184.36
		Hourly	\$16.94	\$17.57	\$18.20	\$18.83	\$19.46	\$20.09	\$20.72	\$21.29	\$21.86	\$22.45	\$23.05
FP	14	Annual	\$37,019.00	\$38,384.00	\$39,744.00	\$41,102.00	\$42,460.00	\$43,820.00	\$45,174.00	\$46,415.00	\$47,659.00	\$48,936.00	\$50,250.00
		Bi-Wk	\$1,418.36	\$1,470.66	\$1,522.76	\$1,574.79	\$1,626.82	\$1,678.93	\$1,730.81	\$1,778.36	\$1,826.02	\$1,874.95	\$1,925.29
		Daily	\$141.84	\$147.07	\$152.28	\$157.48	\$162.69	\$167.90	\$173.09	\$177.84	\$182.61	\$187.50	\$192.53
		Hourly	\$17.73	\$18.39	\$19.04	\$19.69	\$20.34	\$20.99	\$21.64	\$22.23	\$22.83	\$23.44	\$24.07
FP	15	Annual	\$38,799.00	\$40,199.00	\$41,598.00	\$42,995.00	\$44,396.00	\$45,802.00	\$47,199.00	\$48,498.00	\$49,796.00	\$51,130.00	\$52,498.00
		Bi-Wk	\$1,486.56	\$1,540.20	\$1,593.80	\$1,647.32	\$1,701.00	\$1,754.87	\$1,808.40	\$1,858.17	\$1,907.90	\$1,959.01	\$2,011.42
		Daily	\$148.66	\$154.02	\$159.38	\$164.74	\$170.10	\$175.49	\$180.84	\$185.82	\$190.79	\$195.91	\$201.15
		Hourly	\$18.59	\$19.26	\$19.93	\$20.60	\$21.27	\$21.94	\$22.61	\$23.23	\$23.85	\$24.49	\$25.15
FP	16	Annual	\$40,686.00	\$42,128.00	\$43,574.00	\$45,014.00	\$46,454.00	\$47,899.00	\$49,334.00	\$50,687.00	\$52,045.00	\$53,440.00	\$54,874.00
		Bi-Wk	\$1,558.86	\$1,614.10	\$1,669.51	\$1,724.68	\$1,779.85	\$1,835.22	\$1,890.20	\$1,942.04	\$1,994.07	\$2,047.51	\$2,102.46
		Daily	\$155.89	\$161.41	\$166.96	\$172.47	\$177.99	\$183.53	\$189.02	\$194.21	\$199.41	\$204.76	\$210.25
		Hourly	\$19.49	\$20.18	\$20.87	\$21.56	\$22.25	\$22.95	\$23.63	\$24.28	\$24.93	\$25.60	\$26.29
FP	17	Annual	\$42,702.00	\$44,188.00	\$45,672.00	\$47,152.00	\$48,635.00	\$50,110.00	\$51,600.00	\$53,021.00	\$54,439.00	\$55,895.00	\$57,392.00
		Bi-Wk	\$1,636.10	\$1,693.03	\$1,749.89	\$1,806.60	\$1,863.41	\$1,919.93	\$1,977.02	\$2,031.46	\$2,085.79	\$2,141.58	\$2,198.93
		Daily	\$163.61	\$169.31	\$174.99	\$180.66	\$186.35	\$192.00	\$197.71	\$203.15	\$208.58	\$214.16	\$219.90
		Hourly	\$20.46	\$21.17	\$21.88	\$22.59	\$23.30	\$24.00	\$24.72	\$25.40	\$26.08	\$26.77	\$27.49
FP	18	Annual	\$44,855.00	\$46,378.00	\$47,899.00	\$49,421.00	\$50,933.00	\$52,455.00	\$53,973.00	\$55,458.00	\$56,944.00	\$58,474.00	\$60,044.00
		Bi-Wk	\$1,718.59	\$1,776.94	\$1,835.22	\$1,893.53	\$1,951.46	\$2,009.78	\$2,067.94	\$2,124.83	\$2,181.77	\$2,240.39	\$2,300.54
		Daily	\$171.86	\$177.70	\$183.53	\$189.36	\$195.15	\$200.98	\$206.80	\$212.49	\$218.18	\$224.04	\$230.06
		Hourly	\$21.49	\$22.22	\$22.95	\$23.67	\$24.40	\$25.13	\$25.85	\$26.57	\$27.28	\$28.01	\$28.76
FP	19	Annual	\$47,064.00	\$48,635.00	\$50,197.00	\$51,768.00	\$53,323.00	\$54,886.00	\$56,450.00	\$58,005.00	\$59,555.00	\$61,151.00	\$62,790.00
		Bi-Wk	\$1,803.22	\$1,863.41	\$1,923.26	\$1,983.45	\$2,043.03	\$2,102.92	\$2,162.84	\$2,222.42	\$2,281.81	\$2,342.96	\$2,405.75
		Daily	\$180.33	\$186.35	\$192.33	\$198.35	\$204.31	\$210.30	\$216.29	\$222.25	\$228.19	\$234.30	\$240.58
		Hourly	\$22.55	\$23.30	\$24.05	\$24.80	\$25.54	\$26.29	\$27.04	\$27.79	\$28.53	\$29.29	\$30.08
FP	20	Annual	\$49,466.00	\$51,068.00	\$52,669.00	\$54,267.00	\$55,864.00	\$57,469.00	\$59,071.00	\$60,694.00	\$62,319.00	\$63,988.00	\$65,701.00
		Bi-Wk	\$1,895.25	\$1,956.63	\$2,017.97	\$2,079.20	\$2,140.39	\$2,201.88	\$2,263.26	\$2,325.45	\$2,387.71	\$2,451.65	\$2,517.28
		Daily	\$189.53	\$195.67	\$201.80	\$207.92	\$214.04	\$220.19	\$226.33	\$232.55	\$238.78	\$245.17	\$251.73
		Hourly	\$23.70	\$24.46	\$25.23	\$25.99	\$26.76	\$27.53	\$28.30	\$29.07	\$29.85	\$30.65	\$31.47

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FP	21	Annual	\$51,904.00	\$53,550.00	\$55,196.00	\$56,843.00	\$58,490.00	\$60,133.00	\$61,782.00	\$63,478.00	\$65,179.00	\$66,923.00	\$68,716.00
		Bi-Wk	\$1,988.66	\$2,051.73	\$2,114.79	\$2,177.90	\$2,241.00	\$2,303.95	\$2,367.13	\$2,432.11	\$2,497.28	\$2,564.10	\$2,632.80
		Daily	\$198.87	\$205.18	\$211.48	\$217.79	\$224.10	\$230.40	\$236.72	\$243.22	\$249.73	\$256.41	\$263.28
		Hourly	\$24.86	\$25.65	\$26.44	\$27.23	\$28.02	\$28.80	\$29.59	\$30.41	\$31.22	\$32.06	\$32.91
FP	22	Annual	\$53,323.00	\$55,278.00	\$57,235.00	\$59,183.00	\$61,139.00	\$63,093.00	\$65,045.00	\$66,834.00	\$68,622.00	\$70,461.00	\$72,349.00
		Bi-Wk	\$2,043.03	\$2,117.94	\$2,192.92	\$2,267.55	\$2,342.50	\$2,417.36	\$2,492.15	\$2,560.69	\$2,629.20	\$2,699.66	\$2,772.00
		Daily	\$204.31	\$211.80	\$219.30	\$226.76	\$234.25	\$241.74	\$249.22	\$256.07	\$262.92	\$269.97	\$277.20
		Hourly	\$25.54	\$26.48	\$27.42	\$28.35	\$29.29	\$30.22	\$31.16	\$32.01	\$32.87	\$33.75	\$34.65
FP	23	Annual	\$55,850.00	\$57,887.00	\$59,916.00	\$61,954.00	\$63,988.00	\$66,026.00	\$68,063.00	\$69,931.00	\$71,803.00	\$73,727.00	\$75,704.00
		Bi-Wk	\$2,139.85	\$2,217.90	\$2,295.64	\$2,373.72	\$2,451.65	\$2,529.74	\$2,607.78	\$2,679.35	\$2,751.08	\$2,824.79	\$2,900.54
		Daily	\$213.99	\$221.79	\$229.57	\$237.38	\$245.17	\$252.98	\$260.78	\$267.94	\$275.11	\$282.48	\$290.06
		Hourly	\$26.75	\$27.73	\$28.70	\$29.68	\$30.65	\$31.63	\$32.60	\$33.50	\$34.39	\$35.31	\$36.26
FP	24	Annual	\$58,534.00	\$60,656.00	\$62,775.00	\$64,899.00	\$67,024.00	\$69,142.00	\$71,262.00	\$73,219.00	\$75,180.00	\$77,192.00	\$79,260.00
		Bi-Wk	\$2,242.69	\$2,323.99	\$2,405.18	\$2,486.56	\$2,567.97	\$2,649.12	\$2,730.35	\$2,805.33	\$2,880.46	\$2,957.55	\$3,036.79
		Daily	\$224.27	\$232.40	\$240.52	\$248.66	\$256.80	\$264.92	\$273.04	\$280.54	\$288.05	\$295.76	\$303.68
		Hourly	\$28.04	\$29.05	\$30.07	\$31.09	\$32.10	\$33.12	\$34.13	\$35.07	\$36.01	\$36.97	\$37.96
FP	25	Annual	\$61,390.00	\$63,599.00	\$65,789.00	\$67,992.00	\$70,190.00	\$72,394.00	\$74,589.00	\$76,642.00	\$78,692.00	\$80,798.00	\$82,960.00
		Bi-Wk	\$2,352.11	\$2,436.75	\$2,520.66	\$2,605.06	\$2,689.28	\$2,773.72	\$2,857.82	\$2,936.48	\$3,015.02	\$3,095.71	\$3,178.55
		Daily	\$235.22	\$243.68	\$252.07	\$260.51	\$268.93	\$277.38	\$285.79	\$293.65	\$301.51	\$309.58	\$317.86
		Hourly	\$29.41	\$30.46	\$31.51	\$32.57	\$33.62	\$34.68	\$35.73	\$36.71	\$37.69	\$38.70	\$39.74
FP	26	Annual	\$64,419.00	\$66,696.00	\$68,987.00	\$71,262.00	\$73,544.00	\$75,827.00	\$78,103.00	\$80,250.00	\$82,399.00	\$84,608.00	\$86,876.00
		Bi-Wk	\$2,468.17	\$2,555.41	\$2,643.19	\$2,730.35	\$2,817.78	\$2,905.25	\$2,992.46	\$3,074.72	\$3,157.05	\$3,241.69	\$3,328.59
		Daily	\$246.82	\$255.55	\$264.32	\$273.04	\$281.78	\$290.53	\$299.25	\$307.48	\$315.71	\$324.17	\$332.86
		Hourly	\$30.86	\$31.95	\$33.04	\$34.13	\$35.23	\$36.32	\$37.41	\$38.44	\$39.47	\$40.53	\$41.61
FP	27	Annual	\$67,615.00	\$69,978.00	\$72,340.00	\$74,693.00	\$77,058.00	\$79,413.00	\$81,781.00	\$84,028.00	\$86,276.00	\$88,589.00	\$90,966.00
		Bi-Wk	\$2,590.62	\$2,681.15	\$2,771.65	\$2,861.81	\$2,952.42	\$3,042.65	\$3,133.38	\$3,219.47	\$3,305.60	\$3,394.22	\$3,485.29
		Daily	\$259.07	\$268.12	\$277.17	\$286.19	\$295.25	\$304.27	\$313.34	\$321.95	\$330.56	\$339.43	\$348.53
		Hourly	\$32.39	\$33.52	\$34.65	\$35.78	\$36.91	\$38.04	\$39.17	\$40.25	\$41.32	\$42.43	\$43.57
FP	28	Annual	\$71,030.00	\$73,470.00	\$75,919.00	\$78,363.00	\$80,802.00	\$83,237.00	\$85,676.00	\$88,031.00	\$90,390.00	\$92,814.00	\$95,303.00
		Bi-Wk	\$2,721.46	\$2,814.95	\$2,908.78	\$3,002.42	\$3,095.87	\$3,189.16	\$3,282.61	\$3,372.84	\$3,463.22	\$3,556.10	\$3,651.46
		Daily	\$272.15	\$281.50	\$290.88	\$300.25	\$309.59	\$318.92	\$328.27	\$337.29	\$346.33	\$355.61	\$365.15
		Hourly	\$34.02	\$35.19	\$36.36	\$37.54	\$38.70	\$39.87	\$41.04	\$42.17	\$43.30	\$44.46	\$45.65
FP	29	Annual	\$71,712.00	\$74,402.00	\$77,096.00	\$79,788.00	\$82,478.00	\$85,166.00	\$87,859.00	\$90,272.00	\$92,691.00	\$95,172.00	\$97,720.00
		Bi-Wk	\$2,747.59	\$2,850.66	\$2,953.87	\$3,057.02	\$3,160.08	\$3,263.07	\$3,366.25	\$3,458.70	\$3,551.38	\$3,646.44	\$3,744.07
		Daily	\$274.76	\$285.07	\$295.39	\$305.71	\$316.01	\$326.31	\$336.63	\$345.87	\$355.14	\$364.65	\$374.41
		Hourly	\$34.35	\$35.64	\$36.93	\$38.22	\$39.51	\$40.79	\$42.08	\$43.24	\$44.40	\$45.59	\$46.81
FP	30	Annual	\$74,589.00	\$77,359.00	\$80,133.00	\$82,898.00	\$85,664.00	\$88,434.00	\$91,207.00	\$93,716.00	\$96,221.00	\$98,794.00	\$101,436.00
		Bi-Wk	\$2,857.82	\$2,963.95	\$3,070.23	\$3,176.17	\$3,282.15	\$3,388.28	\$3,494.53	\$3,590.66	\$3,686.63	\$3,785.22	\$3,886.44
		Daily	\$285.79	\$296.40	\$307.03	\$317.62	\$328.22	\$338.83	\$349.46	\$359.07	\$368.67	\$378.53	\$388.65
		Hourly	\$35.73	\$37.05	\$38.38	\$39.71	\$41.03	\$42.36	\$43.69	\$44.89	\$46.09	\$47.32	\$48.59

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 7/1/2006

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
FP	31	Annual	\$77,583.00	\$80,431.00	\$83,282.00	\$86,135.00	\$88,991.00	\$91,840.00	\$94,690.00	\$97,296.00	\$99,896.00	\$102,567.00	\$105,310.00
		Bi-Wk	\$2,972.53	\$3,081.65	\$3,190.89	\$3,300.20	\$3,409.62	\$3,518.78	\$3,627.97	\$3,727.82	\$3,827.44	\$3,929.78	\$4,034.87
		Daily	\$297.26	\$308.17	\$319.09	\$330.02	\$340.97	\$351.88	\$362.80	\$372.79	\$382.75	\$392.98	\$403.49
		Hourly	\$37.16	\$38.53	\$39.89	\$41.26	\$42.63	\$43.99	\$45.35	\$46.60	\$47.85	\$49.13	\$50.44
FP	32	Annual	\$80,692.00	\$83,623.00	\$86,550.00	\$89,477.00	\$92,413.00	\$95,339.00	\$98,277.00	\$100,981.00	\$103,682.00	\$106,455.00	\$109,304.00
		Bi-Wk	\$3,091.65	\$3,203.95	\$3,316.10	\$3,428.24	\$3,540.73	\$3,652.84	\$3,765.41	\$3,869.01	\$3,972.50	\$4,078.74	\$4,187.90
		Daily	\$309.17	\$320.40	\$331.61	\$342.83	\$354.08	\$365.29	\$376.55	\$386.91	\$397.25	\$407.88	\$418.79
		Hourly	\$38.65	\$40.05	\$41.46	\$42.86	\$44.26	\$45.67	\$47.07	\$48.37	\$49.66	\$50.99	\$52.35
FP	33	Annual	\$83,943.00	\$86,955.00	\$89,964.00	\$92,975.00	\$95,986.00	\$98,998.00	\$102,015.00	\$104,820.00	\$107,628.00	\$110,509.00	\$113,467.00
		Bi-Wk	\$3,216.21	\$3,331.61	\$3,446.90	\$3,562.27	\$3,677.63	\$3,793.03	\$3,908.63	\$4,016.10	\$4,123.68	\$4,234.07	\$4,347.40
		Daily	\$321.63	\$333.17	\$344.69	\$356.23	\$367.77	\$379.31	\$390.87	\$401.61	\$412.37	\$423.41	\$434.74
		Hourly	\$40.21	\$41.65	\$43.09	\$44.53	\$45.98	\$47.42	\$48.86	\$50.21	\$51.55	\$52.93	\$54.35
FP	34	Annual	\$87,399.00	\$90,490.00	\$93,587.00	\$96,682.00	\$99,770.00	\$102,867.00	\$105,958.00	\$108,870.00	\$111,786.00	\$114,784.00	\$117,862.00
		Bi-Wk	\$3,348.63	\$3,467.05	\$3,585.71	\$3,704.30	\$3,822.61	\$3,941.27	\$4,059.70	\$4,171.27	\$4,282.99	\$4,397.86	\$4,515.79
		Daily	\$334.87	\$346.71	\$358.58	\$370.43	\$382.27	\$394.13	\$405.97	\$417.13	\$428.30	\$439.79	\$451.58
		Hourly	\$41.86	\$43.34	\$44.83	\$46.31	\$47.79	\$49.27	\$50.75	\$52.15	\$53.54	\$54.98	\$56.45
FP	35	Annual	\$90,990.00	\$94,159.00	\$96,909.00	\$100,507.00	\$103,677.00	\$106,847.00	\$109,597.00	\$112,610.00	\$115,622.00	\$118,720.00	\$121,902.00
		Bi-Wk	\$3,486.21	\$3,607.63	\$3,712.99	\$3,850.85	\$3,972.30	\$4,093.76	\$4,199.12	\$4,314.56	\$4,429.97	\$4,548.66	\$4,670.58
		Daily	\$348.63	\$360.77	\$371.30	\$385.09	\$397.23	\$409.38	\$419.92	\$431.46	\$443.00	\$454.87	\$467.06
		Hourly	\$43.58	\$45.10	\$46.42	\$48.14	\$49.66	\$51.18	\$52.49	\$53.94	\$55.38	\$56.86	\$58.39
FP	36	Annual	\$94,774.00	\$98,024.00	\$101,282.00	\$104,534.00	\$107,792.00	\$111,043.00	\$114,294.00	\$117,439.00	\$120,582.00	\$123,810.00	\$127,124.00
		Bi-Wk	\$3,631.19	\$3,755.71	\$3,880.54	\$4,005.14	\$4,129.97	\$4,254.53	\$4,379.09	\$4,499.58	\$4,620.00	\$4,743.68	\$4,870.66
		Daily	\$363.12	\$375.58	\$388.06	\$400.52	\$413.00	\$425.46	\$437.91	\$449.96	\$462.00	\$474.37	\$487.07
		Hourly	\$45.39	\$46.95	\$48.51	\$50.07	\$51.63	\$53.19	\$54.74	\$56.25	\$57.75	\$59.30	\$60.89
FP	37	Annual	\$98,706.00	\$102,045.00	\$105,388.00	\$108,735.00	\$112,079.00	\$115,423.00	\$118,765.00	\$122,028.00	\$125,294.00	\$128,645.00	\$132,086.00
		Bi-Wk	\$3,781.84	\$3,909.78	\$4,037.86	\$4,166.10	\$4,294.22	\$4,422.34	\$4,550.39	\$4,675.41	\$4,800.54	\$4,928.93	\$5,060.77
		Daily	\$378.19	\$390.98	\$403.79	\$416.61	\$429.43	\$442.24	\$455.04	\$467.55	\$480.06	\$492.90	\$506.08
		Hourly	\$47.28	\$48.88	\$50.48	\$52.08	\$53.68	\$55.28	\$56.88	\$58.45	\$60.01	\$61.62	\$63.26
FP	38	Annual	\$102,782.00	\$106,199.00	\$109,628.00	\$113,047.00	\$116,467.00	\$119,887.00	\$123,311.00	\$126,700.00	\$130,090.00	\$133,571.00	\$137,146.00
		Bi-Wk	\$3,938.01	\$4,068.93	\$4,200.31	\$4,331.31	\$4,462.34	\$4,593.38	\$4,724.56	\$4,854.41	\$4,984.30	\$5,117.67	\$5,254.64
		Daily	\$393.81	\$406.90	\$420.04	\$433.14	\$446.24	\$459.34	\$472.46	\$485.45	\$498.43	\$511.77	\$525.47
		Hourly	\$49.23	\$50.87	\$52.51	\$54.15	\$55.78	\$57.42	\$59.06	\$60.69	\$62.31	\$63.98	\$65.69
FP	39	Annual	\$107,053.00	\$110,555.00	\$114,060.00	\$117,571.00	\$121,071.00	\$124,675.00	\$128,079.00	\$131,598.00	\$135,123.00	\$138,741.00	\$142,458.00
		Bi-Wk	\$4,101.65	\$4,235.83	\$4,370.12	\$4,504.64	\$4,638.74	\$4,776.82	\$4,907.25	\$5,042.07	\$5,177.13	\$5,315.75	\$5,458.17
		Daily	\$410.17	\$423.59	\$437.02	\$450.47	\$463.88	\$477.69	\$490.73	\$504.21	\$517.72	\$531.58	\$545.82
		Hourly	\$51.28	\$52.95	\$54.63	\$56.31	\$57.99	\$59.72	\$61.35	\$63.03	\$64.72	\$66.45	\$68.23
FP	40	Annual	\$111,517.00	\$115,093.00	\$118,677.00	\$122,251.00	\$125,828.00	\$129,410.00	\$132,988.00	\$136,642.00	\$140,303.00	\$144,062.00	\$147,923.00
		Bi-Wk	\$4,272.69	\$4,409.70	\$4,547.02	\$4,683.95	\$4,821.00	\$4,958.24	\$5,095.33	\$5,235.33	\$5,375.60	\$5,519.62	\$5,667.55
		Daily	\$427.27	\$440.97	\$454.71	\$468.40	\$482.10	\$495.83	\$509.54	\$523.54	\$537.56	\$551.97	\$566.76
		Hourly	\$53.41	\$55.13	\$56.84	\$58.55	\$60.27	\$61.98	\$63.70	\$65.45	\$67.20	\$69.00	\$70.85

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 7/1/2006

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
FP	41	Annual	\$116,181.00	\$119,844.00	\$123,508.00	\$127,176.00	\$130,840.00	\$134,502.00	\$138,165.00	\$141,966.00	\$145,765.00	\$149,667.00	\$153,672.00
		Bi-Wk	\$4,451.38	\$4,591.73	\$4,732.11	\$4,872.65	\$5,013.03	\$5,153.34	\$5,293.68	\$5,439.32	\$5,584.87	\$5,734.37	\$5,887.82
		Daily	\$445.14	\$459.18	\$473.22	\$487.27	\$501.31	\$515.34	\$529.37	\$543.94	\$558.49	\$573.44	\$588.79
		Hourly	\$55.65	\$57.40	\$59.16	\$60.91	\$62.67	\$64.42	\$66.18	\$68.00	\$69.82	\$71.68	\$73.60
FP	42	Annual	\$121,022.00	\$124,773.00	\$128,525.00	\$132,255.00	\$136,008.00	\$139,758.00	\$143,503.00	\$147,452.00	\$151,396.00	\$155,446.00	\$159,605.00
		Bi-Wk	\$4,636.86	\$4,780.58	\$4,924.33	\$5,067.25	\$5,211.04	\$5,354.72	\$5,498.20	\$5,649.51	\$5,800.62	\$5,955.79	\$6,115.14
		Daily	\$463.69	\$478.06	\$492.44	\$506.73	\$521.11	\$535.48	\$549.82	\$564.96	\$580.07	\$595.58	\$611.52
		Hourly	\$57.97	\$59.76	\$61.56	\$63.35	\$65.14	\$66.94	\$68.73	\$70.62	\$72.51	\$74.45	\$76.44
FP	43	Annual	\$126,159.00	\$129,982.00	\$133,805.00	\$137,623.00	\$141,447.00	\$145,264.00	\$149,080.00	\$153,183.00	\$157,282.00	\$161,490.00	\$165,811.00
		Bi-Wk	\$4,833.68	\$4,980.16	\$5,126.63	\$5,272.92	\$5,419.43	\$5,565.68	\$5,711.88	\$5,869.09	\$6,026.14	\$6,187.36	\$6,352.92
		Daily	\$483.37	\$498.02	\$512.67	\$527.30	\$541.95	\$556.57	\$571.19	\$586.91	\$602.62	\$618.74	\$635.30
		Hourly	\$60.43	\$62.26	\$64.09	\$65.92	\$67.75	\$69.58	\$71.40	\$73.37	\$75.33	\$77.35	\$79.42