

P-1 FP 40 HOUR PLAN EFFECTIVE 7/11/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FP	1 Annual	\$21,434.00	\$21,960.00	\$22,478.00	\$23,002.00	\$23,520.00	\$24,047.00	\$24,567.00	\$25,240.00	\$25,918.00	\$26,613.00
	Bi-Wk	\$821.23	\$841.38	\$861.23	\$881.31	\$901.15	\$921.35	\$941.27	\$967.05	\$993.03	\$1,019.66
	Daily	\$82.13	\$84.14	\$86.13	\$88.14	\$90.12	\$92.14	\$94.13	\$96.71	\$99.31	\$101.97
	Hourly	\$10.27	\$10.52	\$10.77	\$11.02	\$11.27	\$11.52	\$11.77	\$12.09	\$12.42	\$12.75
FP	2 Annual	\$22,478.00	\$23,002.00	\$23,520.00	\$24,047.00	\$24,567.00	\$25,090.00	\$25,607.00	\$26,314.00	\$27,015.00	\$27,736.00
	Bi-Wk	\$861.23	\$881.31	\$901.15	\$921.35	\$941.27	\$961.31	\$981.12	\$1,008.20	\$1,035.06	\$1,062.69
	Daily	\$86.13	\$88.14	\$90.12	\$92.14	\$94.13	\$96.14	\$98.12	\$100.82	\$103.51	\$106.27
	Hourly	\$10.77	\$11.02	\$11.27	\$11.52	\$11.77	\$12.02	\$12.27	\$12.61	\$12.94	\$13.29
FP	3 Annual	\$23,002.00	\$23,520.00	\$24,047.00	\$24,567.00	\$25,090.00	\$25,607.00	\$26,130.00	\$26,852.00	\$27,567.00	\$28,301.00
	Bi-Wk	\$881.31	\$901.15	\$921.35	\$941.27	\$961.31	\$981.12	\$1,001.15	\$1,028.82	\$1,056.21	\$1,084.33
	Daily	\$88.14	\$90.12	\$92.14	\$94.13	\$96.14	\$98.12	\$100.12	\$102.89	\$105.63	\$108.44
	Hourly	\$11.02	\$11.27	\$11.52	\$11.77	\$12.02	\$12.27	\$12.52	\$12.87	\$13.21	\$13.56
FP	4 Annual	\$23,744.00	\$24,380.00	\$25,008.00	\$25,647.00	\$26,286.00	\$26,915.00	\$27,546.00	\$28,307.00	\$29,064.00	\$29,842.00
	Bi-Wk	\$909.74	\$934.10	\$958.17	\$982.65	\$1,007.13	\$1,031.23	\$1,055.41	\$1,084.56	\$1,113.57	\$1,143.38
	Daily	\$90.98	\$93.41	\$95.82	\$98.27	\$100.72	\$103.13	\$105.55	\$108.46	\$111.36	\$114.34
	Hourly	\$11.38	\$11.68	\$11.98	\$12.29	\$12.59	\$12.90	\$13.20	\$13.56	\$13.92	\$14.30
FP	5 Annual	\$24,339.00	\$25,008.00	\$25,684.00	\$26,351.00	\$27,019.00	\$27,691.00	\$28,365.00	\$29,143.00	\$29,923.00	\$30,724.00
	Bi-Wk	\$932.53	\$958.17	\$984.07	\$1,009.62	\$1,035.22	\$1,060.96	\$1,086.79	\$1,116.60	\$1,146.48	\$1,177.17
	Daily	\$93.26	\$95.82	\$98.41	\$100.97	\$103.53	\$106.10	\$108.68	\$111.66	\$114.65	\$117.72
	Hourly	\$11.66	\$11.98	\$12.31	\$12.63	\$12.95	\$13.27	\$13.59	\$13.96	\$14.34	\$14.72
FP	6 Annual	\$25,166.00	\$25,838.00	\$26,504.00	\$27,070.00	\$27,845.00	\$28,515.00	\$29,181.00	\$29,983.00	\$30,784.00	\$31,607.00
	Bi-Wk	\$964.22	\$989.97	\$1,015.48	\$1,037.17	\$1,066.86	\$1,092.53	\$1,118.05	\$1,148.78	\$1,179.47	\$1,211.00
	Daily	\$96.43	\$99.00	\$101.55	\$103.72	\$106.69	\$109.26	\$111.81	\$114.88	\$117.95	\$121.10
	Hourly	\$12.06	\$12.38	\$12.70	\$12.97	\$13.34	\$13.66	\$13.98	\$14.36	\$14.75	\$15.14
FP	7 Annual	\$25,908.00	\$26,575.00	\$27,246.00	\$27,915.00	\$28,588.00	\$29,258.00	\$29,926.00	\$30,748.00	\$31,570.00	\$32,415.00
	Bi-Wk	\$992.65	\$1,018.20	\$1,043.91	\$1,069.55	\$1,095.33	\$1,121.00	\$1,146.60	\$1,178.09	\$1,209.58	\$1,241.96
	Daily	\$99.27	\$101.82	\$104.40	\$106.96	\$109.54	\$112.10	\$114.66	\$117.81	\$120.96	\$124.20
	Hourly	\$12.41	\$12.73	\$13.05	\$13.37	\$13.70	\$14.02	\$14.34	\$14.73	\$15.12	\$15.53
FP	8 Annual	\$27,845.00	\$28,661.00	\$29,490.00	\$30,304.00	\$31,126.00	\$31,948.00	\$32,770.00	\$33,669.00	\$34,570.00	\$35,495.00
	Bi-Wk	\$1,066.86	\$1,098.13	\$1,129.89	\$1,161.08	\$1,192.57	\$1,224.07	\$1,255.56	\$1,290.00	\$1,324.53	\$1,359.97
	Daily	\$106.69	\$109.82	\$112.99	\$116.11	\$119.26	\$122.41	\$125.56	\$129.00	\$132.46	\$136.00
	Hourly	\$13.34	\$13.73	\$14.13	\$14.52	\$14.91	\$15.31	\$15.70	\$16.13	\$16.56	\$17.00
FP	9 Annual	\$28,700.00	\$29,515.00	\$30,411.00	\$31,267.00	\$32,124.00	\$32,976.00	\$33,842.00	\$34,771.00	\$35,699.00	\$36,654.00
	Bi-Wk	\$1,099.62	\$1,130.85	\$1,165.18	\$1,197.97	\$1,230.81	\$1,263.45	\$1,296.63	\$1,332.23	\$1,367.78	\$1,404.37
	Daily	\$109.97	\$113.09	\$116.52	\$119.80	\$123.09	\$126.35	\$129.67	\$133.23	\$136.78	\$140.44
	Hourly	\$13.75	\$14.14	\$14.57	\$14.98	\$15.39	\$15.80	\$16.21	\$16.66	\$17.10	\$17.56

P-1 FP 40 HOUR PLAN EFFECTIVE 7/11/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FP	10 Annual	\$29,623.00	\$30,522.00	\$31,411.00	\$32,310.00	\$33,205.00	\$34,116.00	\$35,058.00	\$36,020.00	\$36,987.00	\$37,980.00
	Bi-Wk	\$1,134.99	\$1,169.43	\$1,203.49	\$1,237.94	\$1,272.23	\$1,307.13	\$1,343.22	\$1,380.08	\$1,417.13	\$1,455.18
	Daily	\$113.50	\$116.95	\$120.35	\$123.80	\$127.23	\$130.72	\$134.33	\$138.01	\$141.72	\$145.52
	Hourly	\$14.19	\$14.62	\$15.05	\$15.48	\$15.91	\$16.34	\$16.80	\$17.26	\$17.72	\$18.19
FP	11 Annual	\$30,565.00	\$31,492.00	\$32,429.00	\$33,359.00	\$34,322.00	\$35,299.00	\$36,280.00	\$37,278.00	\$38,275.00	\$39,300.00
	Bi-Wk	\$1,171.08	\$1,206.60	\$1,242.50	\$1,278.13	\$1,315.02	\$1,352.46	\$1,390.04	\$1,428.28	\$1,466.48	\$1,505.75
	Daily	\$117.11	\$120.66	\$124.25	\$127.82	\$131.51	\$135.25	\$139.01	\$142.83	\$146.65	\$150.58
	Hourly	\$14.64	\$15.09	\$15.54	\$15.98	\$16.44	\$16.91	\$17.38	\$17.86	\$18.34	\$18.83
FP	12 Annual	\$31,555.00	\$32,532.00	\$33,493.00	\$34,501.00	\$35,514.00	\$36,538.00	\$37,551.00	\$38,584.00	\$39,615.00	\$40,676.00
	Bi-Wk	\$1,209.01	\$1,246.44	\$1,283.26	\$1,321.88	\$1,360.69	\$1,399.93	\$1,438.74	\$1,478.32	\$1,517.82	\$1,558.47
	Daily	\$120.91	\$124.65	\$128.33	\$132.19	\$136.07	\$140.00	\$143.88	\$147.84	\$151.79	\$155.85
	Hourly	\$15.12	\$15.59	\$16.05	\$16.53	\$17.01	\$17.50	\$17.99	\$18.48	\$18.98	\$19.49
FP	13 Annual	\$33,334.00	\$34,563.00	\$35,808.00	\$37,046.00	\$38,288.00	\$39,526.00	\$40,773.00	\$41,893.00	\$43,014.00	\$44,167.00
	Bi-Wk	\$1,277.17	\$1,324.26	\$1,371.96	\$1,419.39	\$1,466.98	\$1,514.41	\$1,562.19	\$1,605.10	\$1,648.05	\$1,692.23
	Daily	\$127.72	\$132.43	\$137.20	\$141.94	\$146.70	\$151.45	\$156.22	\$160.51	\$164.81	\$169.23
	Hourly	\$15.97	\$16.56	\$17.15	\$17.75	\$18.34	\$18.94	\$19.53	\$20.07	\$20.61	\$21.16
FP	14 Annual	\$34,893.00	\$36,180.00	\$37,462.00	\$38,742.00	\$40,021.00	\$41,303.00	\$42,580.00	\$43,750.00	\$44,922.00	\$46,126.00
	Bi-Wk	\$1,336.90	\$1,386.21	\$1,435.33	\$1,484.37	\$1,533.38	\$1,582.50	\$1,631.42	\$1,676.25	\$1,721.15	\$1,767.28
	Daily	\$133.69	\$138.63	\$143.54	\$148.44	\$153.34	\$158.25	\$163.15	\$167.63	\$172.12	\$176.73
	Hourly	\$16.72	\$17.33	\$17.95	\$18.56	\$19.17	\$19.79	\$20.40	\$20.96	\$21.52	\$22.10
FP	15 Annual	\$36,572.00	\$37,891.00	\$39,208.00	\$40,526.00	\$41,846.00	\$43,171.00	\$44,490.00	\$45,714.00	\$46,935.00	\$48,192.00
	Bi-Wk	\$1,401.23	\$1,451.77	\$1,502.23	\$1,552.73	\$1,603.30	\$1,654.07	\$1,704.60	\$1,751.50	\$1,798.28	\$1,846.44
	Daily	\$140.13	\$145.18	\$150.23	\$155.28	\$160.33	\$165.41	\$170.46	\$175.15	\$179.83	\$184.65
	Hourly	\$17.52	\$18.15	\$18.78	\$19.41	\$20.05	\$20.68	\$21.31	\$21.90	\$22.48	\$23.09
FP	16 Annual	\$38,350.00	\$39,709.00	\$41,071.00	\$42,429.00	\$43,787.00	\$45,148.00	\$46,501.00	\$47,776.00	\$49,056.00	\$50,372.00
	Bi-Wk	\$1,469.35	\$1,521.42	\$1,573.61	\$1,625.64	\$1,677.67	\$1,729.81	\$1,781.65	\$1,830.50	\$1,879.55	\$1,929.97
	Daily	\$146.94	\$152.15	\$157.37	\$162.57	\$167.77	\$172.99	\$178.17	\$183.05	\$187.96	\$193.00
	Hourly	\$18.37	\$19.02	\$19.68	\$20.33	\$20.98	\$21.63	\$22.28	\$22.89	\$23.50	\$24.13
FP	17 Annual	\$40,250.00	\$41,650.00	\$43,050.00	\$44,445.00	\$45,842.00	\$47,232.00	\$48,637.00	\$49,976.00	\$51,314.00	\$52,686.00
	Bi-Wk	\$1,542.15	\$1,595.79	\$1,649.43	\$1,702.88	\$1,756.40	\$1,809.66	\$1,863.49	\$1,914.79	\$1,966.06	\$2,018.63
	Daily	\$154.22	\$159.58	\$164.95	\$170.29	\$175.64	\$180.97	\$186.35	\$191.48	\$196.61	\$201.87
	Hourly	\$19.28	\$19.95	\$20.62	\$21.29	\$21.96	\$22.63	\$23.30	\$23.94	\$24.58	\$25.24
FP	18 Annual	\$42,279.00	\$43,715.00	\$45,148.00	\$46,583.00	\$48,007.00	\$49,444.00	\$50,874.00	\$52,272.00	\$53,675.00	\$55,116.00
	Bi-Wk	\$1,619.89	\$1,674.91	\$1,729.81	\$1,784.79	\$1,839.35	\$1,894.41	\$1,949.20	\$2,002.76	\$2,056.52	\$2,111.73
	Daily	\$161.99	\$167.50	\$172.99	\$178.48	\$183.94	\$189.45	\$194.92	\$200.28	\$205.66	\$211.18
	Hourly	\$20.25	\$20.94	\$21.63	\$22.31	\$23.00	\$23.69	\$24.37	\$25.04	\$25.71	\$26.40

P-1 FP 40 HOUR PLAN EFFECTIVE 7/11/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FP	19 Annual	\$44,362.00	\$45,842.00	\$47,315.00	\$48,796.00	\$50,261.00	\$51,734.00	\$53,208.00	\$54,674.00	\$56,135.00	\$57,639.00
	Bi-Wk	\$1,699.70	\$1,756.40	\$1,812.84	\$1,869.58	\$1,925.71	\$1,982.15	\$2,038.63	\$2,094.79	\$2,150.77	\$2,208.40
	Daily	\$169.97	\$175.64	\$181.29	\$186.96	\$192.58	\$198.22	\$203.87	\$209.48	\$215.08	\$220.84
	Hourly	\$21.25	\$21.96	\$22.67	\$23.37	\$24.08	\$24.78	\$25.49	\$26.19	\$26.89	\$27.61
FP	20 Annual	\$46,626.00	\$48,135.00	\$49,644.00	\$51,151.00	\$52,656.00	\$54,170.00	\$55,679.00	\$57,210.00	\$58,741.00	\$60,314.00
	Bi-Wk	\$1,786.44	\$1,844.26	\$1,902.07	\$1,959.81	\$2,017.48	\$2,075.48	\$2,133.30	\$2,191.96	\$2,250.62	\$2,310.89
	Daily	\$178.65	\$184.43	\$190.21	\$195.99	\$201.75	\$207.55	\$213.33	\$219.20	\$225.07	\$231.09
	Hourly	\$22.34	\$23.06	\$23.78	\$24.50	\$25.22	\$25.95	\$26.67	\$27.40	\$28.14	\$28.89
FP	21 Annual	\$48,924.00	\$50,476.00	\$52,027.00	\$53,579.00	\$55,131.00	\$56,680.00	\$58,235.00	\$59,834.00	\$61,436.00	\$63,080.00
	Bi-Wk	\$1,874.49	\$1,933.95	\$1,993.38	\$2,052.84	\$2,112.30	\$2,171.65	\$2,231.23	\$2,292.50	\$2,353.87	\$2,416.86
	Daily	\$187.45	\$193.40	\$199.34	\$205.29	\$211.23	\$217.17	\$223.13	\$229.25	\$235.39	\$241.69
	Hourly	\$23.44	\$24.18	\$24.92	\$25.67	\$26.41	\$27.15	\$27.90	\$28.66	\$29.43	\$30.22
FP	22 Annual	\$50,261.00	\$52,104.00	\$53,948.00	\$55,784.00	\$57,628.00	\$59,470.00	\$61,310.00	\$62,996.00	\$64,683.00	\$66,415.00
	Bi-Wk	\$1,925.71	\$1,996.33	\$2,066.98	\$2,137.32	\$2,207.97	\$2,278.55	\$2,349.05	\$2,413.64	\$2,478.28	\$2,544.64
	Daily	\$192.58	\$199.64	\$206.70	\$213.74	\$220.80	\$227.86	\$234.91	\$241.37	\$247.83	\$254.47
	Hourly	\$24.08	\$24.96	\$25.84	\$26.72	\$27.60	\$28.49	\$29.37	\$30.18	\$30.98	\$31.81
FP	23 Annual	\$52,643.00	\$54,563.00	\$56,476.00	\$58,397.00	\$60,314.00	\$62,235.00	\$64,155.00	\$65,915.00	\$67,680.00	\$69,494.00
	Bi-Wk	\$2,016.98	\$2,090.54	\$2,163.84	\$2,237.44	\$2,310.89	\$2,384.49	\$2,458.05	\$2,525.48	\$2,593.11	\$2,662.61
	Daily	\$201.70	\$209.06	\$216.39	\$223.75	\$231.09	\$238.45	\$245.81	\$252.55	\$259.32	\$266.27
	Hourly	\$25.22	\$26.14	\$27.05	\$27.97	\$28.89	\$29.81	\$30.73	\$31.57	\$32.42	\$33.29
FP	24 Annual	\$55,173.00	\$57,174.00	\$59,171.00	\$61,173.00	\$63,175.00	\$65,172.00	\$67,170.00	\$69,015.00	\$70,863.00	\$72,760.00
	Bi-Wk	\$2,113.91	\$2,190.58	\$2,267.09	\$2,343.80	\$2,420.50	\$2,497.02	\$2,573.57	\$2,644.26	\$2,715.06	\$2,787.74
	Daily	\$211.40	\$219.06	\$226.71	\$234.38	\$242.05	\$249.71	\$257.36	\$264.43	\$271.51	\$278.78
	Hourly	\$26.43	\$27.39	\$28.34	\$29.30	\$30.26	\$31.22	\$32.17	\$33.06	\$33.94	\$34.85
FP	25 Annual	\$57,866.00	\$59,948.00	\$62,012.00	\$64,088.00	\$66,160.00	\$68,237.00	\$70,307.00	\$72,240.00	\$74,173.00	\$76,158.00
	Bi-Wk	\$2,217.09	\$2,296.86	\$2,375.94	\$2,455.48	\$2,534.87	\$2,614.45	\$2,693.76	\$2,767.82	\$2,841.88	\$2,917.94
	Daily	\$221.71	\$229.69	\$237.60	\$245.55	\$253.49	\$261.45	\$269.38	\$276.79	\$284.19	\$291.80
	Hourly	\$27.72	\$28.72	\$29.70	\$30.70	\$31.69	\$32.69	\$33.68	\$34.60	\$35.53	\$36.48
FP	26 Annual	\$60,720.00	\$62,867.00	\$65,026.00	\$67,170.00	\$69,322.00	\$71,472.00	\$73,619.00	\$75,642.00	\$77,669.00	\$79,750.00
	Bi-Wk	\$2,326.44	\$2,408.70	\$2,491.42	\$2,573.57	\$2,656.02	\$2,738.40	\$2,820.66	\$2,898.17	\$2,975.83	\$3,055.56
	Daily	\$232.65	\$240.87	\$249.15	\$257.36	\$265.61	\$273.84	\$282.07	\$289.82	\$297.59	\$305.56
	Hourly	\$29.09	\$30.11	\$31.15	\$32.17	\$33.21	\$34.23	\$35.26	\$36.23	\$37.20	\$38.20
FP	27 Annual	\$63,733.00	\$65,959.00	\$68,187.00	\$70,404.00	\$72,634.00	\$74,854.00	\$77,085.00	\$79,203.00	\$81,323.00	\$83,503.00
	Bi-Wk	\$2,441.88	\$2,527.17	\$2,612.53	\$2,697.48	\$2,782.92	\$2,867.97	\$2,953.45	\$3,034.60	\$3,115.83	\$3,199.35
	Daily	\$244.19	\$252.72	\$261.26	\$269.75	\$278.30	\$286.80	\$295.35	\$303.46	\$311.59	\$319.94
	Hourly	\$30.53	\$31.59	\$32.66	\$33.72	\$34.79	\$35.85	\$36.92	\$37.94	\$38.95	\$40.00

P-1 FP 40 HOUR PLAN EFFECTIVE 7/11/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FP	28 Annual	\$66,951.00	\$69,252.00	\$71,560.00	\$73,863.00	\$76,162.00	\$78,458.00	\$80,757.00	\$82,976.00	\$85,200.00	\$87,485.00
	Bi-Wk	\$2,565.18	\$2,653.34	\$2,741.77	\$2,830.00	\$2,918.09	\$3,006.06	\$3,094.14	\$3,179.16	\$3,264.37	\$3,351.92
	Daily	\$256.52	\$265.34	\$274.18	\$283.00	\$291.81	\$300.61	\$309.42	\$317.92	\$326.44	\$335.20
	Hourly	\$32.07	\$33.17	\$34.28	\$35.38	\$36.48	\$37.58	\$38.68	\$39.74	\$40.81	\$41.90
FP	29 Annual	\$67,595.00	\$70,130.00	\$72,670.00	\$75,206.00	\$77,743.00	\$80,276.00	\$82,814.00	\$85,090.00	\$87,368.00	\$89,708.00
	Bi-Wk	\$2,589.85	\$2,686.98	\$2,784.30	\$2,881.46	\$2,978.66	\$3,075.71	\$3,172.96	\$3,260.16	\$3,347.44	\$3,437.09
	Daily	\$258.99	\$268.70	\$278.43	\$288.15	\$297.87	\$307.58	\$317.30	\$326.02	\$334.75	\$343.71
	Hourly	\$32.38	\$33.59	\$34.81	\$36.02	\$37.24	\$38.45	\$39.67	\$40.76	\$41.85	\$42.97
FP	30 Annual	\$70,307.00	\$72,917.00	\$75,532.00	\$78,138.00	\$80,746.00	\$83,356.00	\$85,971.00	\$88,335.00	\$90,696.00	\$93,122.00
	Bi-Wk	\$2,693.76	\$2,793.76	\$2,893.95	\$2,993.80	\$3,093.72	\$3,193.72	\$3,293.91	\$3,384.49	\$3,474.95	\$3,567.90
	Daily	\$269.38	\$279.38	\$289.40	\$299.38	\$309.38	\$319.38	\$329.40	\$338.45	\$347.50	\$356.79
	Hourly	\$33.68	\$34.93	\$36.18	\$37.43	\$38.68	\$39.93	\$41.18	\$42.31	\$43.44	\$44.60
FP	31 Annual	\$73,128.00	\$75,813.00	\$78,500.00	\$81,189.00	\$83,883.00	\$86,567.00	\$89,253.00	\$91,710.00	\$94,162.00	\$96,679.00
	Bi-Wk	\$2,801.84	\$2,904.72	\$3,007.67	\$3,110.69	\$3,213.91	\$3,316.75	\$3,419.66	\$3,513.80	\$3,607.74	\$3,704.18
	Daily	\$280.19	\$290.48	\$300.77	\$311.07	\$321.40	\$331.68	\$341.97	\$351.38	\$360.78	\$370.42
	Hourly	\$35.03	\$36.31	\$37.60	\$38.89	\$40.18	\$41.46	\$42.75	\$43.93	\$45.10	\$46.31
FP	32 Annual	\$76,059.00	\$78,821.00	\$81,581.00	\$84,340.00	\$87,107.00	\$89,866.00	\$92,635.00	\$95,183.00	\$97,728.00	\$100,343.00
	Bi-Wk	\$2,914.14	\$3,019.97	\$3,125.71	\$3,231.42	\$3,337.44	\$3,443.15	\$3,549.24	\$3,646.86	\$3,744.37	\$3,844.56
	Daily	\$291.42	\$302.00	\$312.58	\$323.15	\$333.75	\$344.32	\$354.93	\$364.69	\$374.44	\$384.46
	Hourly	\$36.43	\$37.75	\$39.08	\$40.40	\$41.72	\$43.04	\$44.37	\$45.59	\$46.81	\$48.06
FP	33 Annual	\$79,124.00	\$81,962.00	\$84,799.00	\$87,637.00	\$90,475.00	\$93,315.00	\$96,158.00	\$98,802.00	\$101,448.00	\$104,164.00
	Bi-Wk	\$3,031.58	\$3,140.31	\$3,249.01	\$3,357.74	\$3,466.48	\$3,575.29	\$3,684.22	\$3,785.52	\$3,886.90	\$3,990.96
	Daily	\$303.16	\$314.04	\$324.91	\$335.78	\$346.65	\$357.53	\$368.43	\$378.56	\$388.69	\$399.10
	Hourly	\$37.90	\$39.26	\$40.62	\$41.98	\$43.34	\$44.70	\$46.06	\$47.32	\$48.59	\$49.89
FP	34 Annual	\$82,381.00	\$85,294.00	\$88,213.00	\$91,131.00	\$94,042.00	\$96,960.00	\$99,875.00	\$102,620.00	\$105,368.00	\$108,194.00
	Bi-Wk	\$3,156.37	\$3,267.97	\$3,379.81	\$3,491.61	\$3,603.15	\$3,714.95	\$3,826.63	\$3,931.81	\$4,037.09	\$4,145.37
	Daily	\$315.64	\$326.80	\$337.99	\$349.17	\$360.32	\$371.50	\$382.67	\$393.19	\$403.71	\$414.54
	Hourly	\$39.46	\$40.85	\$42.25	\$43.65	\$45.04	\$46.44	\$47.84	\$49.15	\$50.47	\$51.82
FP	35 Annual	\$85,766.00	\$88,754.00	\$91,346.00	\$94,736.00	\$97,724.00	\$100,712.00	\$103,304.00	\$106,144.00	\$108,984.00	\$111,904.00
	Bi-Wk	\$3,286.06	\$3,400.54	\$3,499.85	\$3,629.74	\$3,744.22	\$3,858.70	\$3,958.01	\$4,066.82	\$4,175.64	\$4,287.51
	Daily	\$328.61	\$340.06	\$349.99	\$362.98	\$374.43	\$385.87	\$395.81	\$406.69	\$417.57	\$428.76
	Hourly	\$41.08	\$42.51	\$43.75	\$45.38	\$46.81	\$48.24	\$49.48	\$50.84	\$52.20	\$53.60
FP	36 Annual	\$89,333.00	\$92,396.00	\$95,467.00	\$98,532.00	\$101,603.00	\$104,668.00	\$107,733.00	\$110,698.00	\$113,659.00	\$116,701.00
	Bi-Wk	\$3,422.73	\$3,540.08	\$3,657.74	\$3,775.18	\$3,892.84	\$4,010.27	\$4,127.71	\$4,241.31	\$4,354.76	\$4,471.31
	Daily	\$342.28	\$354.01	\$365.78	\$377.52	\$389.29	\$401.03	\$412.78	\$424.14	\$435.48	\$447.14
	Hourly	\$42.79	\$44.26	\$45.73	\$47.19	\$48.67	\$50.13	\$51.60	\$53.02	\$54.44	\$55.90

P-1 FP 40 HOUR PLAN EFFECTIVE 7/11/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FP	37 Annual	\$93,038.00	\$96,187.00	\$99,338.00	\$102,492.00	\$105,644.00	\$108,797.00	\$111,947.00	\$115,022.00	\$118,100.00	\$121,259.00
	Bi-Wk	\$3,564.68	\$3,685.33	\$3,806.06	\$3,926.90	\$4,047.67	\$4,168.47	\$4,289.16	\$4,406.98	\$4,524.91	\$4,645.94
	Daily	\$356.47	\$368.54	\$380.61	\$392.69	\$404.77	\$416.85	\$428.92	\$440.70	\$452.50	\$464.60
	Hourly	\$44.56	\$46.07	\$47.58	\$49.09	\$50.60	\$52.11	\$53.62	\$55.09	\$56.57	\$58.08
FP	38 Annual	\$96,880.00	\$100,102.00	\$103,334.00	\$106,556.00	\$109,780.00	\$113,004.00	\$116,231.00	\$119,427.00	\$122,621.00	\$125,902.00
	Bi-Wk	\$3,711.88	\$3,835.33	\$3,959.16	\$4,082.61	\$4,206.14	\$4,329.66	\$4,453.30	\$4,575.75	\$4,698.13	\$4,823.84
	Daily	\$371.19	\$383.54	\$395.92	\$408.27	\$420.62	\$432.97	\$445.33	\$457.58	\$469.82	\$482.39
	Hourly	\$46.40	\$47.95	\$49.49	\$51.04	\$52.58	\$54.13	\$55.67	\$57.20	\$58.73	\$60.30
FP	39 Annual	\$100,907.00	\$104,207.00	\$107,511.00	\$110,820.00	\$114,120.00	\$117,517.00	\$120,725.00	\$124,043.00	\$127,365.00	\$130,776.00
	Bi-Wk	\$3,866.17	\$3,992.61	\$4,119.20	\$4,245.98	\$4,372.42	\$4,502.57	\$4,625.48	\$4,752.61	\$4,879.89	\$5,010.58
	Daily	\$386.62	\$399.27	\$411.92	\$424.60	\$437.25	\$450.26	\$462.55	\$475.27	\$487.99	\$501.06
	Hourly	\$48.33	\$49.91	\$51.49	\$53.08	\$54.66	\$56.29	\$57.82	\$59.41	\$61.00	\$62.64
FP	40 Annual	\$105,114.00	\$108,485.00	\$111,863.00	\$115,232.00	\$118,604.00	\$121,980.00	\$125,352.00	\$128,797.00	\$132,248.00	\$135,791.00
	Bi-Wk	\$4,027.36	\$4,156.52	\$4,285.94	\$4,415.02	\$4,544.22	\$4,673.57	\$4,802.76	\$4,934.76	\$5,066.98	\$5,202.73
	Daily	\$402.74	\$415.66	\$428.60	\$441.51	\$454.43	\$467.36	\$480.28	\$493.48	\$506.70	\$520.28
	Hourly	\$50.35	\$51.96	\$53.58	\$55.19	\$56.81	\$58.42	\$60.04	\$61.69	\$63.34	\$65.04
FP	41 Annual	\$109,511.00	\$112,963.00	\$116,418.00	\$119,875.00	\$123,328.00	\$126,781.00	\$130,232.00	\$133,815.00	\$137,397.00	\$141,074.00
	Bi-Wk	\$4,195.83	\$4,328.09	\$4,460.46	\$4,592.92	\$4,725.22	\$4,857.51	\$4,989.74	\$5,127.02	\$5,264.26	\$5,405.14
	Daily	\$419.59	\$432.81	\$446.05	\$459.30	\$472.53	\$485.76	\$498.98	\$512.71	\$526.43	\$540.52
	Hourly	\$52.45	\$54.11	\$55.76	\$57.42	\$59.07	\$60.72	\$62.38	\$64.09	\$65.81	\$67.57
FP	42 Annual	\$114,074.00	\$117,610.00	\$121,146.00	\$124,662.00	\$128,199.00	\$131,734.00	\$135,264.00	\$138,987.00	\$142,704.00	\$146,522.00
	Bi-Wk	\$4,370.66	\$4,506.14	\$4,641.61	\$4,776.33	\$4,911.84	\$5,047.28	\$5,182.53	\$5,325.18	\$5,467.59	\$5,613.87
	Daily	\$437.07	\$450.62	\$464.17	\$477.64	\$491.19	\$504.73	\$518.26	\$532.52	\$546.76	\$561.39
	Hourly	\$54.64	\$56.33	\$58.03	\$59.71	\$61.40	\$63.10	\$64.79	\$66.57	\$68.35	\$70.18
FP	43 Annual	\$118,916.00	\$122,519.00	\$126,123.00	\$129,722.00	\$133,327.00	\$136,924.00	\$140,522.00	\$144,389.00	\$148,252.00	\$152,219.00
	Bi-Wk	\$4,556.17	\$4,694.22	\$4,832.30	\$4,970.20	\$5,108.32	\$5,246.14	\$5,383.99	\$5,532.15	\$5,680.16	\$5,832.15
	Daily	\$455.62	\$469.43	\$483.23	\$497.02	\$510.84	\$524.62	\$538.40	\$553.22	\$568.02	\$583.22
	Hourly	\$56.96	\$58.68	\$60.41	\$62.13	\$63.86	\$65.58	\$67.30	\$69.16	\$71.01	\$72.91