

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 1/15/99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FP	1	Annual	\$18,578.00	\$19,035.00	\$19,485.00	\$19,939.00	\$20,388.00	\$20,844.00	\$21,294.00	\$21,878.00	\$22,464.00
		Bi-Wk	\$711.81	\$729.32	\$746.56	\$763.95	\$781.15	\$798.63	\$815.87	\$838.24	\$860.69
		Daily	\$71.19	\$72.94	\$74.66	\$76.40	\$78.12	\$79.87	\$81.59	\$83.83	\$86.07
		Hourly	\$8.90	\$9.12	\$9.34	\$9.55	\$9.77	\$9.99	\$10.20	\$10.48	\$10.76
FP	2	Annual	\$19,485.00	\$19,939.00	\$20,388.00	\$20,844.00	\$21,294.00	\$21,747.00	\$22,196.00	\$22,807.00	\$23,416.00
		Bi-Wk	\$746.56	\$763.95	\$781.15	\$798.63	\$815.87	\$833.22	\$850.43	\$873.84	\$897.17
		Daily	\$74.66	\$76.40	\$78.12	\$79.87	\$81.59	\$83.33	\$85.05	\$87.39	\$89.72
		Hourly	\$9.34	\$9.55	\$9.77	\$9.99	\$10.20	\$10.42	\$10.64	\$10.93	\$11.22
FP	3	Annual	\$19,939.00	\$20,388.00	\$20,844.00	\$21,294.00	\$21,747.00	\$22,196.00	\$22,648.00	\$23,274.00	\$23,894.00
		Bi-Wk	\$763.95	\$781.15	\$798.63	\$815.87	\$833.22	\$850.43	\$867.74	\$891.73	\$915.48
		Daily	\$76.40	\$78.12	\$79.87	\$81.59	\$83.33	\$85.05	\$86.78	\$89.18	\$91.55
		Hourly	\$9.55	\$9.77	\$9.99	\$10.20	\$10.42	\$10.64	\$10.85	\$11.15	\$11.45
FP	4	Annual	\$20,581.00	\$21,131.00	\$21,677.00	\$22,230.00	\$22,786.00	\$23,328.00	\$23,878.00	\$24,535.00	\$25,194.00
		Bi-Wk	\$788.55	\$809.62	\$830.54	\$851.73	\$873.03	\$893.80	\$914.87	\$940.04	\$965.29
		Daily	\$78.86	\$80.97	\$83.06	\$85.18	\$87.31	\$89.38	\$91.49	\$94.01	\$96.53
		Hourly	\$9.86	\$10.13	\$10.39	\$10.65	\$10.92	\$11.18	\$11.44	\$11.76	\$12.07
FP	5	Annual	\$21,095.00	\$21,677.00	\$22,262.00	\$22,840.00	\$23,420.00	\$24,002.00	\$24,586.00	\$25,261.00	\$25,938.00
		Bi-Wk	\$808.24	\$830.54	\$852.96	\$875.10	\$897.32	\$919.62	\$942.00	\$967.86	\$993.80
		Daily	\$80.83	\$83.06	\$85.30	\$87.51	\$89.74	\$91.97	\$94.20	\$96.79	\$99.38
		Hourly	\$10.11	\$10.39	\$10.67	\$10.94	\$11.22	\$11.50	\$11.78	\$12.10	\$12.43
FP	6	Annual	\$21,813.00	\$22,396.00	\$22,974.00	\$23,464.00	\$24,135.00	\$24,716.00	\$25,294.00	\$25,990.00	\$26,685.00
		Bi-Wk	\$835.75	\$858.09	\$880.23	\$899.01	\$924.72	\$946.98	\$969.12	\$995.79	\$1,022.42
		Daily	\$83.58	\$85.81	\$88.03	\$89.91	\$92.48	\$94.70	\$96.92	\$99.58	\$102.25
		Hourly	\$10.45	\$10.73	\$11.01	\$11.24	\$11.56	\$11.84	\$12.12	\$12.45	\$12.79
FP	7	Annual	\$22,456.00	\$23,035.00	\$23,616.00	\$24,196.00	\$24,779.00	\$25,360.00	\$25,940.00	\$26,652.00	\$27,366.00
		Bi-Wk	\$860.39	\$882.57	\$904.83	\$927.05	\$949.39	\$971.65	\$993.87	\$1,021.15	\$1,048.51
		Daily	\$86.04	\$88.26	\$90.49	\$92.71	\$94.94	\$97.17	\$99.39	\$102.12	\$104.86
		Hourly	\$10.76	\$11.04	\$11.32	\$11.59	\$11.87	\$12.15	\$12.43	\$12.77	\$13.11
FP	8	Annual	\$24,135.00	\$24,843.00	\$25,560.00	\$26,268.00	\$26,980.00	\$27,692.00	\$28,404.00	\$29,184.00	\$29,965.00
		Bi-Wk	\$924.72	\$951.84	\$979.32	\$1,006.44	\$1,033.72	\$1,061.00	\$1,088.28	\$1,118.17	\$1,148.09
		Daily	\$92.48	\$95.19	\$97.94	\$100.65	\$103.38	\$106.10	\$108.83	\$111.82	\$114.81
		Hourly	\$11.56	\$11.90	\$12.25	\$12.59	\$12.93	\$13.27	\$13.61	\$13.98	\$14.36
FP	9	Annual	\$24,876.00	\$25,583.00	\$26,359.00	\$27,101.00	\$27,845.00	\$28,584.00	\$29,333.00	\$30,139.00	\$30,944.00
		Bi-Wk	\$953.11	\$980.20	\$1,009.93	\$1,038.36	\$1,066.86	\$1,095.18	\$1,123.87	\$1,154.76	\$1,185.60
		Daily	\$95.32	\$98.02	\$101.00	\$103.84	\$106.69	\$109.52	\$112.39	\$115.48	\$118.56
		Hourly	\$11.92	\$12.26	\$12.63	\$12.98	\$13.34	\$13.69	\$14.05	\$14.44	\$14.82

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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
FP	10	Annual	\$25,676.00	\$26,456.00	\$27,227.00	\$28,006.00	\$28,782.00	\$29,571.00	\$30,388.00	\$31,222.00	\$32,060.00
		Bi-Wk	\$983.76	\$1,013.64	\$1,043.19	\$1,073.03	\$1,102.76	\$1,132.99	\$1,164.30	\$1,196.25	\$1,228.36
		Daily	\$98.38	\$101.37	\$104.32	\$107.31	\$110.28	\$113.30	\$116.43	\$119.63	\$122.84
		Hourly	\$12.30	\$12.68	\$13.04	\$13.42	\$13.79	\$14.17	\$14.56	\$14.96	\$15.36
FP	11	Annual	\$26,494.00	\$27,298.00	\$28,109.00	\$28,916.00	\$29,750.00	\$30,597.00	\$31,447.00	\$32,314.00	\$33,178.00
		Bi-Wk	\$1,015.10	\$1,045.91	\$1,076.98	\$1,107.90	\$1,139.85	\$1,172.30	\$1,204.87	\$1,238.09	\$1,271.19
		Daily	\$101.51	\$104.60	\$107.70	\$110.79	\$113.99	\$117.23	\$120.49	\$123.81	\$127.12
		Hourly	\$12.69	\$13.08	\$13.47	\$13.85	\$14.25	\$14.66	\$15.07	\$15.48	\$15.89
FP	12	Annual	\$27,351.00	\$28,199.00	\$29,032.00	\$29,906.00	\$30,784.00	\$31,671.00	\$32,550.00	\$33,445.00	\$34,340.00
		Bi-Wk	\$1,047.94	\$1,080.43	\$1,112.34	\$1,145.83	\$1,179.47	\$1,213.45	\$1,247.13	\$1,281.42	\$1,315.71
		Daily	\$104.80	\$108.05	\$111.24	\$114.59	\$117.95	\$121.35	\$124.72	\$128.15	\$131.58
		Hourly	\$13.10	\$13.51	\$13.91	\$14.33	\$14.75	\$15.17	\$15.59	\$16.02	\$16.45
FP	13	Annual	\$28,894.00	\$29,959.00	\$31,038.00	\$32,111.00	\$33,189.00	\$34,262.00	\$35,342.00	\$36,312.00	\$37,286.00
		Bi-Wk	\$1,107.05	\$1,147.86	\$1,189.20	\$1,230.31	\$1,271.61	\$1,312.73	\$1,354.10	\$1,391.27	\$1,428.59
		Daily	\$110.71	\$114.79	\$118.92	\$123.04	\$127.17	\$131.28	\$135.41	\$139.13	\$142.86
		Hourly	\$13.84	\$14.35	\$14.87	\$15.38	\$15.90	\$16.41	\$16.93	\$17.40	\$17.86
FP	14	Annual	\$30,246.00	\$31,362.00	\$32,472.00	\$33,582.00	\$34,690.00	\$35,803.00	\$36,910.00	\$37,924.00	\$38,940.00
		Bi-Wk	\$1,158.86	\$1,201.61	\$1,244.14	\$1,286.67	\$1,329.12	\$1,371.77	\$1,414.18	\$1,453.03	\$1,491.96
		Daily	\$115.89	\$120.17	\$124.42	\$128.67	\$132.92	\$137.18	\$141.42	\$145.31	\$149.20
		Hourly	\$14.49	\$15.03	\$15.56	\$16.09	\$16.62	\$17.15	\$17.68	\$18.17	\$18.65
FP	15	Annual	\$31,701.00	\$32,845.00	\$33,988.00	\$35,130.00	\$36,272.00	\$37,422.00	\$38,565.00	\$39,626.00	\$40,686.00
		Bi-Wk	\$1,214.60	\$1,258.43	\$1,302.23	\$1,345.98	\$1,389.74	\$1,433.80	\$1,477.59	\$1,518.24	\$1,558.86
		Daily	\$121.46	\$125.85	\$130.23	\$134.60	\$138.98	\$143.38	\$147.76	\$151.83	\$155.89
		Hourly	\$15.19	\$15.74	\$16.28	\$16.83	\$17.38	\$17.93	\$18.47	\$18.98	\$19.49
FP	16	Annual	\$33,243.00	\$34,420.00	\$35,600.00	\$36,779.00	\$37,955.00	\$39,135.00	\$40,307.00	\$41,415.00	\$42,524.00
		Bi-Wk	\$1,273.68	\$1,318.78	\$1,363.99	\$1,409.16	\$1,454.22	\$1,499.43	\$1,544.33	\$1,586.79	\$1,629.28
		Daily	\$127.37	\$131.88	\$136.40	\$140.92	\$145.43	\$149.95	\$154.44	\$158.68	\$162.93
		Hourly	\$15.93	\$16.49	\$17.05	\$17.62	\$18.18	\$18.75	\$19.31	\$19.84	\$20.37
FP	17	Annual	\$34,890.00	\$36,103.00	\$37,316.00	\$38,525.00	\$39,736.00	\$40,943.00	\$42,160.00	\$43,320.00	\$44,479.00
		Bi-Wk	\$1,336.79	\$1,383.26	\$1,429.74	\$1,476.06	\$1,522.46	\$1,568.70	\$1,615.33	\$1,659.78	\$1,704.18
		Daily	\$133.68	\$138.33	\$142.98	\$147.61	\$152.25	\$156.87	\$161.54	\$165.98	\$170.42
		Hourly	\$16.71	\$17.30	\$17.88	\$18.46	\$19.04	\$19.61	\$20.20	\$20.75	\$21.31
FP	18	Annual	\$36,648.00	\$37,893.00	\$39,135.00	\$40,379.00	\$41,614.00	\$42,859.00	\$44,100.00	\$45,312.00	\$46,526.00
		Bi-Wk	\$1,404.14	\$1,451.84	\$1,499.43	\$1,547.09	\$1,594.41	\$1,642.11	\$1,689.66	\$1,736.10	\$1,782.61
		Daily	\$140.42	\$145.19	\$149.95	\$154.71	\$159.45	\$164.22	\$168.97	\$173.61	\$178.27
		Hourly	\$17.56	\$18.15	\$18.75	\$19.34	\$19.94	\$20.53	\$21.13	\$21.71	\$22.29

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 1/15/99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FP	19	Annual	\$38,454.00	\$39,736.00	\$41,013.00	\$42,296.00	\$43,568.00	\$44,845.00	\$46,123.00	\$47,392.00	\$48,660.00
		Bi-Wk	\$1,473.34	\$1,522.46	\$1,571.38	\$1,620.54	\$1,669.28	\$1,718.20	\$1,767.17	\$1,815.79	\$1,864.37
		Daily	\$147.34	\$152.25	\$157.14	\$162.06	\$166.93	\$171.82	\$176.72	\$181.58	\$186.44
		Hourly	\$18.42	\$19.04	\$19.65	\$20.26	\$20.87	\$21.48	\$22.09	\$22.70	\$23.31
FP	20	Annual	\$40,415.00	\$41,724.00	\$43,031.00	\$44,340.00	\$45,645.00	\$46,956.00	\$48,264.00	\$49,591.00	\$50,918.00
		Bi-Wk	\$1,548.47	\$1,598.63	\$1,648.70	\$1,698.86	\$1,748.86	\$1,799.09	\$1,849.20	\$1,900.04	\$1,950.89
		Daily	\$154.85	\$159.87	\$164.87	\$169.89	\$174.89	\$179.91	\$184.92	\$190.01	\$195.09
		Hourly	\$19.36	\$19.99	\$20.61	\$21.24	\$21.87	\$22.49	\$23.12	\$23.76	\$24.39
FP	21	Annual	\$42,407.00	\$43,755.00	\$45,098.00	\$46,444.00	\$47,789.00	\$49,133.00	\$50,480.00	\$51,867.00	\$53,255.00
		Bi-Wk	\$1,624.79	\$1,676.44	\$1,727.90	\$1,779.47	\$1,831.00	\$1,882.50	\$1,934.10	\$1,987.25	\$2,040.43
		Daily	\$162.48	\$167.65	\$172.79	\$177.95	\$183.10	\$188.25	\$193.41	\$198.73	\$204.05
		Hourly	\$20.31	\$20.96	\$21.60	\$22.25	\$22.89	\$23.54	\$24.18	\$24.85	\$25.51
FP	22	Annual	\$43,568.00	\$45,166.00	\$46,764.00	\$48,356.00	\$49,954.00	\$51,550.00	\$53,144.00	\$54,607.00	\$56,069.00
		Bi-Wk	\$1,669.28	\$1,730.50	\$1,791.73	\$1,852.73	\$1,913.95	\$1,975.10	\$2,036.17	\$2,092.23	\$2,148.24
		Daily	\$166.93	\$173.05	\$179.18	\$185.28	\$191.40	\$197.51	\$203.62	\$209.23	\$214.83
		Hourly	\$20.87	\$21.64	\$22.40	\$23.16	\$23.93	\$24.69	\$25.46	\$26.16	\$26.86
FP	23	Annual	\$45,632.00	\$47,296.00	\$48,955.00	\$50,621.00	\$52,282.00	\$53,946.00	\$55,611.00	\$57,139.00	\$58,669.00
		Bi-Wk	\$1,748.36	\$1,812.11	\$1,875.68	\$1,939.51	\$2,003.15	\$2,066.90	\$2,130.69	\$2,189.24	\$2,247.86
		Daily	\$174.84	\$181.22	\$187.57	\$193.96	\$200.32	\$206.69	\$213.07	\$218.93	\$224.79
		Hourly	\$21.86	\$22.66	\$23.45	\$24.25	\$25.04	\$25.84	\$26.64	\$27.37	\$28.10
FP	24	Annual	\$47,827.00	\$49,559.00	\$51,291.00	\$53,028.00	\$54,763.00	\$56,494.00	\$58,226.00	\$59,827.00	\$61,428.00
		Bi-Wk	\$1,832.46	\$1,898.82	\$1,965.18	\$2,031.73	\$2,098.20	\$2,164.53	\$2,230.89	\$2,292.23	\$2,353.57
		Daily	\$183.25	\$189.89	\$196.52	\$203.18	\$209.82	\$216.46	\$223.09	\$229.23	\$235.36
		Hourly	\$22.91	\$23.74	\$24.57	\$25.40	\$26.23	\$27.06	\$27.89	\$28.66	\$29.42
FP	25	Annual	\$50,162.00	\$51,964.00	\$53,755.00	\$55,554.00	\$57,351.00	\$59,150.00	\$60,944.00	\$62,621.00	\$64,296.00
		Bi-Wk	\$1,921.92	\$1,990.96	\$2,059.58	\$2,128.51	\$2,197.36	\$2,266.29	\$2,335.02	\$2,399.28	\$2,463.45
		Daily	\$192.20	\$199.10	\$205.96	\$212.86	\$219.74	\$226.63	\$233.51	\$239.93	\$246.35
		Hourly	\$24.03	\$24.89	\$25.75	\$26.61	\$27.47	\$28.33	\$29.19	\$30.00	\$30.80
FP	26	Annual	\$52,635.00	\$54,495.00	\$56,367.00	\$58,226.00	\$60,091.00	\$61,954.00	\$63,815.00	\$65,570.00	\$67,326.00
		Bi-Wk	\$2,016.67	\$2,087.94	\$2,159.66	\$2,230.89	\$2,302.34	\$2,373.72	\$2,445.02	\$2,512.27	\$2,579.55
		Daily	\$201.67	\$208.80	\$215.97	\$223.09	\$230.24	\$237.38	\$244.51	\$251.23	\$257.96
		Hourly	\$25.21	\$26.10	\$27.00	\$27.89	\$28.78	\$29.68	\$30.57	\$31.41	\$32.25
FP	27	Annual	\$55,246.00	\$57,176.00	\$59,107.00	\$61,029.00	\$62,963.00	\$64,887.00	\$66,820.00	\$68,656.00	\$70,494.00
		Bi-Wk	\$2,116.71	\$2,190.66	\$2,264.64	\$2,338.28	\$2,412.38	\$2,486.10	\$2,560.16	\$2,630.50	\$2,700.92
		Daily	\$211.68	\$219.07	\$226.47	\$233.83	\$241.24	\$248.61	\$256.02	\$263.05	\$270.10
		Hourly	\$26.46	\$27.39	\$28.31	\$29.23	\$30.16	\$31.08	\$32.01	\$32.89	\$33.77

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FP	28	Annual	\$58,037.00	\$60,031.00	\$62,031.00	\$64,027.00	\$66,020.00	\$68,011.00	\$70,004.00	\$71,928.00	\$73,855.00
		Bi-Wk	\$2,223.64	\$2,300.04	\$2,376.67	\$2,453.15	\$2,529.51	\$2,605.79	\$2,682.15	\$2,755.87	\$2,829.70
		Daily	\$222.37	\$230.01	\$237.67	\$245.32	\$252.96	\$260.58	\$268.22	\$275.59	\$282.97
		Hourly	\$27.80	\$28.76	\$29.71	\$30.67	\$31.62	\$32.58	\$33.53	\$34.45	\$35.38
FP	29	Annual	\$58,594.00	\$60,792.00	\$62,995.00	\$65,194.00	\$67,391.00	\$69,588.00	\$71,787.00	\$73,760.00	\$75,735.00
		Bi-Wk	\$2,244.99	\$2,329.20	\$2,413.61	\$2,497.86	\$2,582.04	\$2,666.21	\$2,750.46	\$2,826.06	\$2,901.73
		Daily	\$224.50	\$232.92	\$241.37	\$249.79	\$258.21	\$266.63	\$275.05	\$282.61	\$290.18
		Hourly	\$28.07	\$29.12	\$30.18	\$31.23	\$32.28	\$33.33	\$34.39	\$35.33	\$36.28
FP	30	Annual	\$60,944.00	\$63,207.00	\$65,476.00	\$67,734.00	\$69,995.00	\$72,256.00	\$74,524.00	\$76,573.00	\$78,621.00
		Bi-Wk	\$2,335.02	\$2,421.73	\$2,508.66	\$2,595.18	\$2,681.81	\$2,768.43	\$2,855.33	\$2,933.84	\$3,012.30
		Daily	\$233.51	\$242.18	\$250.87	\$259.52	\$268.19	\$276.85	\$285.54	\$293.39	\$301.23
		Hourly	\$29.19	\$30.28	\$31.36	\$32.44	\$33.53	\$34.61	\$35.70	\$36.68	\$37.66
FP	31	Annual	\$63,390.00	\$65,719.00	\$68,047.00	\$70,379.00	\$72,714.00	\$75,039.00	\$77,370.00	\$79,498.00	\$81,624.00
		Bi-Wk	\$2,428.74	\$2,517.97	\$2,607.17	\$2,696.52	\$2,785.98	\$2,875.06	\$2,964.37	\$3,045.91	\$3,127.36
		Daily	\$242.88	\$251.80	\$260.72	\$269.66	\$278.60	\$287.51	\$296.44	\$304.60	\$312.74
		Hourly	\$30.36	\$31.48	\$32.59	\$33.71	\$34.83	\$35.94	\$37.06	\$38.08	\$39.10
FP	32	Annual	\$65,931.00	\$68,325.00	\$70,717.00	\$73,111.00	\$75,509.00	\$77,900.00	\$80,300.00	\$82,510.00	\$84,717.00
		Bi-Wk	\$2,526.10	\$2,617.82	\$2,709.47	\$2,801.19	\$2,893.07	\$2,984.68	\$3,076.63	\$3,161.31	\$3,245.87
		Daily	\$252.61	\$261.79	\$270.95	\$280.12	\$289.31	\$298.47	\$307.67	\$316.14	\$324.59
		Hourly	\$31.58	\$32.73	\$33.87	\$35.02	\$36.17	\$37.31	\$38.46	\$39.52	\$40.58
FP	33	Annual	\$68,588.00	\$71,047.00	\$73,508.00	\$75,967.00	\$78,429.00	\$80,890.00	\$83,356.00	\$85,646.00	\$87,940.00
		Bi-Wk	\$2,627.90	\$2,722.11	\$2,816.40	\$2,910.62	\$3,004.95	\$3,099.24	\$3,193.72	\$3,281.46	\$3,369.35
		Daily	\$262.79	\$272.22	\$281.64	\$291.07	\$300.50	\$309.93	\$319.38	\$328.15	\$336.94
		Hourly	\$32.85	\$34.03	\$35.21	\$36.39	\$37.57	\$38.75	\$39.93	\$41.02	\$42.12
FP	34	Annual	\$71,412.00	\$73,938.00	\$76,467.00	\$78,997.00	\$81,520.00	\$84,051.00	\$86,575.00	\$88,956.00	\$91,339.00
		Bi-Wk	\$2,736.10	\$2,832.88	\$2,929.78	\$3,026.71	\$3,123.38	\$3,220.35	\$3,317.05	\$3,408.28	\$3,499.58
		Daily	\$273.61	\$283.29	\$292.98	\$302.68	\$312.34	\$322.04	\$331.71	\$340.83	\$349.96
		Hourly	\$34.21	\$35.42	\$36.63	\$37.84	\$39.05	\$40.26	\$41.47	\$42.61	\$43.75
FP	35	Annual	\$74,346.00	\$76,935.00	\$79,182.00	\$82,122.00	\$84,712.00	\$87,302.00	\$89,549.00	\$92,011.00	\$94,474.00
		Bi-Wk	\$2,848.51	\$2,947.71	\$3,033.80	\$3,146.44	\$3,245.68	\$3,344.91	\$3,431.00	\$3,525.33	\$3,619.70
		Daily	\$284.86	\$294.78	\$303.38	\$314.65	\$324.57	\$334.50	\$343.10	\$352.54	\$361.97
		Hourly	\$35.61	\$36.85	\$37.93	\$39.34	\$40.58	\$41.82	\$42.89	\$44.07	\$45.25
FP	36	Annual	\$77,438.00	\$80,094.00	\$82,755.00	\$85,413.00	\$88,074.00	\$90,732.00	\$93,388.00	\$95,958.00	\$98,526.00
		Bi-Wk	\$2,966.98	\$3,068.74	\$3,170.69	\$3,272.53	\$3,374.49	\$3,476.33	\$3,578.09	\$3,676.56	\$3,774.95
		Daily	\$296.70	\$306.88	\$317.07	\$327.26	\$337.45	\$347.64	\$357.81	\$367.66	\$377.50
		Hourly	\$37.09	\$38.36	\$39.64	\$40.91	\$42.19	\$43.46	\$44.73	\$45.96	\$47.19

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 1/15/99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FP	37	Annual	\$80,650.00	\$83,380.00	\$86,112.00	\$88,845.00	\$91,579.00	\$94,310.00	\$97,040.00	\$99,709.00	\$102,376.00
		Bi-Wk	\$3,090.04	\$3,194.64	\$3,299.32	\$3,404.03	\$3,508.78	\$3,613.41	\$3,718.01	\$3,820.27	\$3,922.46
		Daily	\$309.01	\$319.47	\$329.94	\$340.41	\$350.88	\$361.35	\$371.81	\$382.03	\$392.25
		Hourly	\$38.63	\$39.94	\$41.25	\$42.56	\$43.86	\$45.17	\$46.48	\$47.76	\$49.04
FP	38	Annual	\$83,981.00	\$86,774.00	\$89,574.00	\$92,367.00	\$95,164.00	\$97,958.00	\$100,756.00	\$103,526.00	\$106,295.00
		Bi-Wk	\$3,217.67	\$3,324.68	\$3,431.96	\$3,538.97	\$3,646.14	\$3,753.19	\$3,860.39	\$3,966.52	\$4,072.61
		Daily	\$321.77	\$332.47	\$343.20	\$353.90	\$364.62	\$375.32	\$386.04	\$396.66	\$407.27
		Hourly	\$40.23	\$41.56	\$42.90	\$44.24	\$45.58	\$46.92	\$48.26	\$49.59	\$50.91
FP	39	Annual	\$87,471.00	\$90,334.00	\$93,196.00	\$96,064.00	\$98,925.00	\$101,871.00	\$104,651.00	\$107,527.00	\$110,407.00
		Bi-Wk	\$3,351.38	\$3,461.08	\$3,570.73	\$3,680.62	\$3,790.23	\$3,903.11	\$4,009.62	\$4,119.81	\$4,230.16
		Daily	\$335.14	\$346.11	\$357.08	\$368.07	\$379.03	\$390.32	\$400.97	\$411.99	\$423.02
		Hourly	\$41.90	\$43.27	\$44.64	\$46.01	\$47.38	\$48.79	\$50.13	\$51.50	\$52.88
FP	40	Annual	\$91,118.00	\$94,040.00	\$96,968.00	\$99,888.00	\$102,812.00	\$105,739.00	\$108,662.00	\$111,650.00	\$114,639.00
		Bi-Wk	\$3,491.12	\$3,603.07	\$3,715.25	\$3,827.13	\$3,939.16	\$4,051.31	\$4,163.30	\$4,277.78	\$4,392.30
		Daily	\$349.12	\$360.31	\$371.53	\$382.72	\$393.92	\$405.14	\$416.33	\$427.78	\$439.23
		Hourly	\$43.64	\$45.04	\$46.45	\$47.84	\$49.24	\$50.65	\$52.05	\$53.48	\$54.91
FP	41	Annual	\$94,930.00	\$97,924.00	\$100,917.00	\$103,914.00	\$106,909.00	\$109,900.00	\$112,893.00	\$115,999.00	\$119,103.00
		Bi-Wk	\$3,637.17	\$3,751.88	\$3,866.56	\$3,981.38	\$4,096.14	\$4,210.73	\$4,325.41	\$4,444.41	\$4,563.34
		Daily	\$363.72	\$375.19	\$386.66	\$398.14	\$409.62	\$421.08	\$432.55	\$444.45	\$456.34
		Hourly	\$45.47	\$46.90	\$48.34	\$49.77	\$51.21	\$52.64	\$54.07	\$55.56	\$57.05
FP	42	Annual	\$98,885.00	\$101,950.00	\$105,015.00	\$108,064.00	\$111,132.00	\$114,194.00	\$117,256.00	\$120,482.00	\$123,704.00
		Bi-Wk	\$3,788.70	\$3,906.14	\$4,023.57	\$4,140.39	\$4,257.94	\$4,375.25	\$4,492.57	\$4,616.17	\$4,739.62
		Daily	\$378.87	\$390.62	\$402.36	\$414.04	\$425.80	\$437.53	\$449.26	\$461.62	\$473.97
		Hourly	\$47.36	\$48.83	\$50.30	\$51.76	\$53.23	\$54.70	\$56.16	\$57.71	\$59.25
FP	43	Annual	\$103,084.00	\$106,207.00	\$109,331.00	\$112,451.00	\$115,576.00	\$118,693.00	\$121,813.00	\$125,165.00	\$128,515.00
		Bi-Wk	\$3,949.58	\$4,069.24	\$4,188.93	\$4,308.47	\$4,428.20	\$4,547.63	\$4,667.17	\$4,795.60	\$4,923.95
		Daily	\$394.96	\$406.93	\$418.90	\$430.85	\$442.82	\$454.77	\$466.72	\$479.56	\$492.40
		Hourly	\$49.37	\$50.87	\$52.37	\$53.86	\$55.36	\$56.85	\$58.34	\$59.95	\$61.55