

P-1 FP 40 HOUR PLAN EFFECTIVE 7/1/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FP	1	Annual	\$19,614.00	\$20,096.00	\$20,571.00	\$21,050.00	\$21,524.00	\$22,006.00	\$22,482.00	\$23,098.00	\$23,717.00
		Bi-Wk	\$751.50	\$769.97	\$788.17	\$806.52	\$824.68	\$843.15	\$861.38	\$884.99	\$908.70
		Daily	\$75.15	\$77.00	\$78.82	\$80.66	\$82.47	\$84.32	\$86.14	\$88.50	\$90.87
		Hourly	\$9.40	\$9.63	\$9.86	\$10.09	\$10.31	\$10.54	\$10.77	\$11.07	\$11.36
FP	2	Annual	\$20,571.00	\$21,050.00	\$21,524.00	\$22,006.00	\$22,482.00	\$22,959.00	\$23,434.00	\$24,079.00	\$24,722.00
		Bi-Wk	\$788.17	\$806.52	\$824.68	\$843.15	\$861.38	\$879.66	\$897.86	\$922.57	\$947.21
		Daily	\$78.82	\$80.66	\$82.47	\$84.32	\$86.14	\$87.97	\$89.79	\$92.26	\$94.73
		Hourly	\$9.86	\$10.09	\$10.31	\$10.54	\$10.77	\$11.00	\$11.23	\$11.54	\$11.85
FP	3	Annual	\$21,050.00	\$21,524.00	\$22,006.00	\$22,482.00	\$22,959.00	\$23,434.00	\$23,911.00	\$24,572.00	\$25,227.00
		Bi-Wk	\$806.52	\$824.68	\$843.15	\$861.38	\$879.66	\$897.86	\$916.14	\$941.46	\$966.56
		Daily	\$80.66	\$82.47	\$84.32	\$86.14	\$87.97	\$89.79	\$91.62	\$94.15	\$96.66
		Hourly	\$10.09	\$10.31	\$10.54	\$10.77	\$11.00	\$11.23	\$11.46	\$11.77	\$12.09
FP	4	Annual	\$21,728.00	\$22,309.00	\$22,886.00	\$23,470.00	\$24,055.00	\$24,629.00	\$25,208.00	\$25,903.00	\$26,597.00
		Bi-Wk	\$832.50	\$854.76	\$876.86	\$899.24	\$921.65	\$943.64	\$965.83	\$992.46	\$1,019.05
		Daily	\$83.25	\$85.48	\$87.69	\$89.93	\$92.17	\$94.37	\$96.59	\$99.25	\$101.91
		Hourly	\$10.41	\$10.69	\$10.97	\$11.25	\$11.53	\$11.80	\$12.08	\$12.41	\$12.74
FP	5	Annual	\$22,271.00	\$22,886.00	\$23,503.00	\$24,114.00	\$24,725.00	\$25,340.00	\$25,957.00	\$26,670.00	\$27,383.00
		Bi-Wk	\$853.30	\$876.86	\$900.50	\$923.91	\$947.32	\$970.89	\$994.53	\$1,021.84	\$1,049.16
		Daily	\$85.33	\$87.69	\$90.05	\$92.40	\$94.74	\$97.09	\$99.46	\$102.19	\$104.92
		Hourly	\$10.67	\$10.97	\$11.26	\$11.55	\$11.85	\$12.14	\$12.44	\$12.78	\$13.12
FP	6	Annual	\$23,029.00	\$23,644.00	\$24,255.00	\$24,772.00	\$25,480.00	\$26,094.00	\$26,704.00	\$27,438.00	\$28,172.00
		Bi-Wk	\$882.34	\$905.91	\$929.32	\$949.12	\$976.25	\$999.78	\$1,023.15	\$1,051.27	\$1,079.39
		Daily	\$88.24	\$90.60	\$92.94	\$94.92	\$97.63	\$99.98	\$102.32	\$105.13	\$107.94
		Hourly	\$11.03	\$11.33	\$11.62	\$11.87	\$12.21	\$12.50	\$12.79	\$13.15	\$13.50
FP	7	Annual	\$23,708.00	\$24,319.00	\$24,933.00	\$25,544.00	\$26,160.00	\$26,774.00	\$27,386.00	\$28,138.00	\$28,891.00
		Bi-Wk	\$908.36	\$931.77	\$955.29	\$978.70	\$1,002.30	\$1,025.83	\$1,049.28	\$1,078.09	\$1,106.94
		Daily	\$90.84	\$93.18	\$95.53	\$97.87	\$100.23	\$102.59	\$104.93	\$107.81	\$110.70
		Hourly	\$11.36	\$11.65	\$11.95	\$12.24	\$12.53	\$12.83	\$13.12	\$13.48	\$13.84
FP	8	Annual	\$25,480.00	\$26,228.00	\$26,986.00	\$27,732.00	\$28,484.00	\$29,236.00	\$29,988.00	\$30,811.00	\$31,636.00
		Bi-Wk	\$976.25	\$1,004.91	\$1,033.95	\$1,062.53	\$1,091.35	\$1,120.16	\$1,148.97	\$1,180.50	\$1,212.11
		Daily	\$97.63	\$100.50	\$103.40	\$106.26	\$109.14	\$112.02	\$114.90	\$118.05	\$121.22
		Hourly	\$12.21	\$12.57	\$12.93	\$13.29	\$13.65	\$14.01	\$14.37	\$14.76	\$15.16
FP	9	Annual	\$26,263.00	\$27,010.00	\$27,829.00	\$28,612.00	\$29,397.00	\$30,178.00	\$30,968.00	\$31,819.00	\$32,669.00
		Bi-Wk	\$1,006.25	\$1,034.87	\$1,066.25	\$1,096.25	\$1,126.33	\$1,156.25	\$1,186.52	\$1,219.12	\$1,251.69
		Daily	\$100.63	\$103.49	\$106.63	\$109.63	\$112.64	\$115.63	\$118.66	\$121.92	\$125.17
		Hourly	\$12.58	\$12.94	\$13.33	\$13.71	\$14.08	\$14.46	\$14.84	\$15.24	\$15.65

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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	\$27,108.00	\$27,931.00	\$28,744.00	\$29,567.00	\$30,387.00	\$31,219.00	\$32,082.00	\$32,963.00	\$33,847.00
		Bi-Wk	\$1,038.63	\$1,070.16	\$1,101.31	\$1,132.84	\$1,164.26	\$1,196.14	\$1,229.20	\$1,262.96	\$1,296.82
		Daily	\$103.87	\$107.02	\$110.14	\$113.29	\$116.43	\$119.62	\$122.92	\$126.30	\$129.69
		Hourly	\$12.99	\$13.38	\$13.77	\$14.17	\$14.56	\$14.96	\$15.37	\$15.79	\$16.22
FP	11	Annual	\$27,971.00	\$28,819.00	\$29,676.00	\$30,528.00	\$31,408.00	\$32,302.00	\$33,200.00	\$34,115.00	\$35,027.00
		Bi-Wk	\$1,071.69	\$1,104.18	\$1,137.02	\$1,169.66	\$1,203.38	\$1,237.63	\$1,272.04	\$1,307.09	\$1,342.04
		Daily	\$107.17	\$110.42	\$113.71	\$116.97	\$120.34	\$123.77	\$127.21	\$130.71	\$134.21
		Hourly	\$13.40	\$13.81	\$14.22	\$14.63	\$15.05	\$15.48	\$15.91	\$16.34	\$16.78
FP	12	Annual	\$28,876.00	\$29,771.00	\$30,651.00	\$31,573.00	\$32,500.00	\$33,437.00	\$34,364.00	\$35,309.00	\$36,253.00
		Bi-Wk	\$1,106.37	\$1,140.66	\$1,174.37	\$1,209.70	\$1,245.22	\$1,281.12	\$1,316.63	\$1,352.84	\$1,389.01
		Daily	\$110.64	\$114.07	\$117.44	\$120.97	\$124.53	\$128.12	\$131.67	\$135.29	\$138.91
		Hourly	\$13.83	\$14.26	\$14.68	\$15.13	\$15.57	\$16.02	\$16.46	\$16.92	\$17.37
FP	13	Annual	\$30,504.00	\$31,629.00	\$32,768.00	\$33,901.00	\$35,038.00	\$36,172.00	\$37,312.00	\$38,336.00	\$39,364.00
		Bi-Wk	\$1,168.74	\$1,211.84	\$1,255.48	\$1,298.89	\$1,342.46	\$1,385.91	\$1,429.58	\$1,468.82	\$1,508.20
		Daily	\$116.88	\$121.19	\$125.55	\$129.89	\$134.25	\$138.60	\$142.96	\$146.89	\$150.82
		Hourly	\$14.61	\$15.15	\$15.70	\$16.24	\$16.79	\$17.33	\$17.87	\$18.37	\$18.86
FP	14	Annual	\$31,932.00	\$33,109.00	\$34,283.00	\$35,454.00	\$36,623.00	\$37,798.00	\$38,966.00	\$40,037.00	\$41,110.00
		Bi-Wk	\$1,223.45	\$1,268.55	\$1,313.53	\$1,358.40	\$1,403.19	\$1,448.20	\$1,492.96	\$1,533.99	\$1,575.10
		Daily	\$122.35	\$126.86	\$131.36	\$135.84	\$140.32	\$144.82	\$149.30	\$153.40	\$157.51
		Hourly	\$15.30	\$15.86	\$16.42	\$16.98	\$17.54	\$18.11	\$18.67	\$19.18	\$19.69
FP	15	Annual	\$33,468.00	\$34,675.00	\$35,882.00	\$37,087.00	\$38,294.00	\$39,507.00	\$40,714.00	\$41,834.00	\$42,952.00
		Bi-Wk	\$1,282.30	\$1,328.55	\$1,374.79	\$1,420.96	\$1,467.21	\$1,513.68	\$1,559.93	\$1,602.84	\$1,645.68
		Daily	\$128.23	\$132.86	\$137.48	\$142.10	\$146.73	\$151.37	\$156.00	\$160.29	\$164.57
		Hourly	\$16.03	\$16.61	\$17.19	\$17.77	\$18.35	\$18.93	\$19.50	\$20.04	\$20.58
FP	16	Annual	\$35,095.00	\$36,339.00	\$37,584.00	\$38,828.00	\$40,070.00	\$41,316.00	\$42,554.00	\$43,723.00	\$44,894.00
		Bi-Wk	\$1,344.64	\$1,392.30	\$1,440.00	\$1,487.67	\$1,535.25	\$1,582.99	\$1,630.43	\$1,675.22	\$1,720.08
		Daily	\$134.47	\$139.23	\$144.00	\$148.77	\$153.53	\$158.30	\$163.05	\$167.53	\$172.01
		Hourly	\$16.81	\$17.41	\$18.00	\$18.60	\$19.20	\$19.79	\$20.39	\$20.95	\$21.51
FP	17	Annual	\$36,834.00	\$38,115.00	\$39,396.00	\$40,672.00	\$41,951.00	\$43,224.00	\$44,509.00	\$45,735.00	\$46,958.00
		Bi-Wk	\$1,411.27	\$1,460.35	\$1,509.43	\$1,558.32	\$1,607.32	\$1,656.10	\$1,705.33	\$1,752.30	\$1,799.16
		Daily	\$141.13	\$146.04	\$150.95	\$155.84	\$160.74	\$165.61	\$170.54	\$175.23	\$179.92
		Hourly	\$17.65	\$18.26	\$18.87	\$19.48	\$20.10	\$20.71	\$21.32	\$21.91	\$22.49
FP	18	Annual	\$38,691.00	\$40,005.00	\$41,316.00	\$42,629.00	\$43,933.00	\$45,247.00	\$46,557.00	\$47,837.00	\$49,119.00
		Bi-Wk	\$1,482.42	\$1,532.76	\$1,582.99	\$1,633.30	\$1,683.26	\$1,733.61	\$1,783.80	\$1,832.84	\$1,881.96

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		Daily	\$148.25	\$153.28	\$158.30	\$163.33	\$168.33	\$173.37	\$178.38	\$183.29	\$188.20
		Hourly	\$18.54	\$19.16	\$19.79	\$20.42	\$21.05	\$21.68	\$22.30	\$22.92	\$23.53
FP	19	Annual	\$40,597.00	\$41,951.00	\$43,299.00	\$44,654.00	\$45,996.00	\$47,343.00	\$48,693.00	\$50,034.00	\$51,372.00
		Bi-Wk	\$1,555.45	\$1,607.32	\$1,658.97	\$1,710.89	\$1,762.30	\$1,813.91	\$1,865.64	\$1,917.02	\$1,968.28
		Daily	\$155.55	\$160.74	\$165.90	\$171.09	\$176.23	\$181.40	\$186.57	\$191.71	\$196.83
		Hourly	\$19.45	\$20.10	\$20.74	\$21.39	\$22.03	\$22.68	\$23.33	\$23.97	\$24.61
FP	20	Annual	\$42,668.00	\$44,050.00	\$45,430.00	\$46,811.00	\$48,188.00	\$49,572.00	\$50,954.00	\$52,355.00	\$53,756.00
		Bi-Wk	\$1,634.79	\$1,687.74	\$1,740.62	\$1,793.53	\$1,846.29	\$1,899.32	\$1,952.27	\$2,005.94	\$2,059.62
		Daily	\$163.48	\$168.78	\$174.07	\$179.36	\$184.63	\$189.94	\$195.23	\$200.60	\$205.97
		Hourly	\$20.44	\$21.10	\$21.76	\$22.42	\$23.08	\$23.75	\$24.41	\$25.08	\$25.75
FP	21	Annual	\$44,771.00	\$46,192.00	\$47,611.00	\$49,031.00	\$50,452.00	\$51,870.00	\$53,293.00	\$54,757.00	\$56,222.00
		Bi-Wk	\$1,715.37	\$1,769.81	\$1,824.18	\$1,878.59	\$1,933.03	\$1,987.36	\$2,041.88	\$2,097.97	\$2,154.10
		Daily	\$171.54	\$176.99	\$182.42	\$187.86	\$193.31	\$198.74	\$204.19	\$209.80	\$215.41
		Hourly	\$21.45	\$22.13	\$22.81	\$23.49	\$24.17	\$24.85	\$25.53	\$26.23	\$26.93
FP	22	Annual	\$45,996.00	\$47,683.00	\$49,370.00	\$51,051.00	\$52,738.00	\$54,423.00	\$56,107.00	\$57,650.00	\$59,194.00
		Bi-Wk	\$1,762.30	\$1,826.94	\$1,891.58	\$1,955.98	\$2,020.62	\$2,085.18	\$2,149.70	\$2,208.82	\$2,267.97
		Daily	\$176.23	\$182.70	\$189.16	\$195.60	\$202.07	\$208.52	\$214.97	\$220.89	\$226.80
		Hourly	\$22.03	\$22.84	\$23.65	\$24.45	\$25.26	\$26.07	\$26.88	\$27.62	\$28.35
FP	23	Annual	\$48,175.00	\$49,932.00	\$51,683.00	\$53,442.00	\$55,195.00	\$56,952.00	\$58,710.00	\$60,322.00	\$61,938.00
		Bi-Wk	\$1,845.79	\$1,913.11	\$1,980.20	\$2,047.59	\$2,114.76	\$2,182.07	\$2,249.43	\$2,311.19	\$2,373.11
		Daily	\$184.58	\$191.32	\$198.02	\$204.76	\$211.48	\$218.21	\$224.95	\$231.12	\$237.32
		Hourly	\$23.08	\$23.92	\$24.76	\$25.60	\$26.44	\$27.28	\$28.12	\$28.89	\$29.67
FP	24	Annual	\$50,491.00	\$52,322.00	\$54,149.00	\$55,982.00	\$57,814.00	\$59,642.00	\$61,469.00	\$63,159.00	\$64,850.00
		Bi-Wk	\$1,934.53	\$2,004.68	\$2,074.68	\$2,144.91	\$2,215.10	\$2,285.14	\$2,355.14	\$2,419.89	\$2,484.68
		Daily	\$193.46	\$200.47	\$207.47	\$214.50	\$221.51	\$228.52	\$235.52	\$241.99	\$248.47
		Hourly	\$24.19	\$25.06	\$25.94	\$26.82	\$27.69	\$28.57	\$29.44	\$30.25	\$31.06
FP	25	Annual	\$52,956.00	\$54,860.00	\$56,750.00	\$58,650.00	\$60,547.00	\$62,446.00	\$64,340.00	\$66,110.00	\$67,879.00
		Bi-Wk	\$2,028.97	\$2,101.92	\$2,174.33	\$2,247.13	\$2,319.81	\$2,392.57	\$2,465.14	\$2,532.96	\$2,600.73
		Daily	\$202.90	\$210.20	\$217.44	\$224.72	\$231.99	\$239.26	\$246.52	\$253.30	\$260.08
		Hourly	\$25.37	\$26.28	\$27.18	\$28.09	\$29.00	\$29.91	\$30.82	\$31.67	\$32.51
FP	26	Annual	\$55,568.00	\$57,532.00	\$59,508.00	\$61,469.00	\$63,439.00	\$65,406.00	\$67,371.00	\$69,223.00	\$71,078.00
		Bi-Wk	\$2,129.05	\$2,204.30	\$2,280.00	\$2,355.14	\$2,430.62	\$2,505.98	\$2,581.27	\$2,652.23	\$2,723.30
		Daily	\$212.91	\$220.43	\$228.00	\$235.52	\$243.07	\$250.60	\$258.13	\$265.23	\$272.33
		Hourly	\$26.62	\$27.56	\$28.50	\$29.44	\$30.39	\$31.33	\$32.27	\$33.16	\$34.05
FP	27	Annual	\$58,324.00	\$60,363.00	\$62,400.00	\$64,429.00	\$66,470.00	\$68,502.00	\$70,543.00	\$72,482.00	\$74,422.00
		Bi-Wk	\$2,234.64	\$2,312.76	\$2,390.81	\$2,468.55	\$2,546.75	\$2,624.60	\$2,702.80	\$2,777.09	\$2,851.42
		Daily	\$223.47	\$231.28	\$239.09	\$246.86	\$254.68	\$262.46	\$270.28	\$277.71	\$285.15
		Hourly	\$27.94	\$28.91	\$29.89	\$30.86	\$31.84	\$32.81	\$33.79	\$34.72	\$35.65

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FP	28	Annual	\$61,270.00	\$63,376.00	\$65,487.00	\$67,595.00	\$69,699.00	\$71,800.00	\$73,904.00	\$75,935.00	\$77,971.00
		Bi-Wk	\$2,347.51	\$2,428.20	\$2,509.09	\$2,589.85	\$2,670.46	\$2,750.96	\$2,831.58	\$2,909.39	\$2,987.40
		Daily	\$234.76	\$242.82	\$250.91	\$258.99	\$267.05	\$275.10	\$283.16	\$290.94	\$298.74
		Hourly	\$29.35	\$30.36	\$31.37	\$32.38	\$33.39	\$34.39	\$35.40	\$36.37	\$37.35
FP	29	Annual	\$61,859.00	\$64,179.00	\$66,504.00	\$68,826.00	\$71,147.00	\$73,464.00	\$75,787.00	\$77,870.00	\$79,955.00
		Bi-Wk	\$2,370.08	\$2,458.97	\$2,548.05	\$2,637.02	\$2,725.94	\$2,814.72	\$2,903.72	\$2,983.53	\$3,063.41
		Daily	\$237.01	\$245.90	\$254.81	\$263.71	\$272.60	\$281.48	\$290.38	\$298.36	\$306.35
		Hourly	\$29.63	\$30.74	\$31.86	\$32.97	\$34.08	\$35.19	\$36.30	\$37.30	\$38.30
FP	30	Annual	\$64,340.00	\$66,730.00	\$69,124.00	\$71,508.00	\$73,894.00	\$76,283.00	\$78,676.00	\$80,839.00	\$83,000.00
		Bi-Wk	\$2,465.14	\$2,556.71	\$2,648.43	\$2,739.78	\$2,831.19	\$2,922.73	\$3,014.41	\$3,097.28	\$3,180.08
		Daily	\$246.52	\$255.68	\$264.85	\$273.98	\$283.12	\$292.28	\$301.45	\$309.73	\$318.01
		Hourly	\$30.82	\$31.96	\$33.11	\$34.25	\$35.39	\$36.54	\$37.69	\$38.72	\$39.76
FP	31	Annual	\$66,923.00	\$69,381.00	\$71,838.00	\$74,300.00	\$76,765.00	\$79,221.00	\$81,679.00	\$83,927.00	\$86,172.00
		Bi-Wk	\$2,564.10	\$2,658.28	\$2,752.42	\$2,846.75	\$2,941.19	\$3,035.29	\$3,129.47	\$3,215.60	\$3,301.61
		Daily	\$256.41	\$265.83	\$275.25	\$284.68	\$294.12	\$303.53	\$312.95	\$321.56	\$330.17
		Hourly	\$32.06	\$33.23	\$34.41	\$35.59	\$36.77	\$37.95	\$39.12	\$40.20	\$41.28
FP	32	Annual	\$69,604.00	\$72,132.00	\$74,658.00	\$77,184.00	\$79,716.00	\$82,240.00	\$84,774.00	\$87,107.00	\$89,437.00
		Bi-Wk	\$2,666.82	\$2,763.68	\$2,860.46	\$2,957.25	\$3,054.26	\$3,150.96	\$3,248.05	\$3,337.44	\$3,426.71
		Daily	\$266.69	\$276.37	\$286.05	\$295.73	\$305.43	\$315.10	\$324.81	\$333.75	\$342.68
		Hourly	\$33.34	\$34.55	\$35.76	\$36.97	\$38.18	\$39.39	\$40.61	\$41.72	\$42.84
FP	33	Annual	\$72,410.00	\$75,006.00	\$77,604.00	\$80,200.00	\$82,798.00	\$85,396.00	\$87,999.00	\$90,418.00	\$92,839.00
		Bi-Wk	\$2,774.33	\$2,873.80	\$2,973.34	\$3,072.80	\$3,172.34	\$3,271.88	\$3,371.61	\$3,464.30	\$3,557.05
		Daily	\$277.44	\$287.38	\$297.34	\$307.28	\$317.24	\$327.19	\$337.17	\$346.43	\$355.71
		Hourly	\$34.68	\$35.93	\$37.17	\$38.41	\$39.66	\$40.90	\$42.15	\$43.31	\$44.47
FP	34	Annual	\$75,390.00	\$78,056.00	\$80,727.00	\$83,398.00	\$86,062.00	\$88,733.00	\$91,399.00	\$93,911.00	\$96,428.00
		Bi-Wk	\$2,888.51	\$2,990.66	\$3,092.99	\$3,195.33	\$3,297.40	\$3,399.74	\$3,501.88	\$3,598.13	\$3,694.56
		Daily	\$288.86	\$299.07	\$309.30	\$319.54	\$329.74	\$339.98	\$350.19	\$359.82	\$369.46
		Hourly	\$36.11	\$37.39	\$38.67	\$39.95	\$41.22	\$42.50	\$43.78	\$44.98	\$46.19
FP	35	Annual	\$78,488.00	\$81,222.00	\$83,954.00	\$86,698.00	\$89,432.00	\$92,166.00	\$94,839.00	\$97,138.00	\$99,738.00
		Bi-Wk	\$3,007.21	\$3,111.96	\$3,202.84	\$3,321.77	\$3,426.52	\$3,531.27	\$3,622.19	\$3,721.77	\$3,821.38
		Daily	\$300.73	\$311.20	\$320.29	\$332.18	\$342.66	\$353.13	\$362.22	\$372.18	\$382.14
		Hourly	\$37.60	\$38.90	\$40.04	\$41.53	\$42.84	\$44.15	\$45.28	\$46.53	\$47.77
FP	36	Annual	\$81,752.00	\$84,556.00	\$87,366.00	\$90,172.00	\$92,981.00	\$95,787.00	\$98,591.00	\$101,304.00	\$104,015.00
		Bi-Wk	\$3,132.27	\$3,239.70	\$3,347.36	\$3,454.87	\$3,562.50	\$3,670.00	\$3,777.44	\$3,881.38	\$3,985.25
		Daily	\$313.23	\$323.97	\$334.74	\$345.49	\$356.25	\$367.00	\$377.75	\$388.14	\$398.53
		Hourly	\$39.16	\$40.50	\$41.85	\$43.19	\$44.54	\$45.88	\$47.22	\$48.52	\$49.82
FP	37	Annual	\$85,143.00	\$88,026.00	\$90,909.00	\$93,795.00	\$96,680.00	\$99,565.00	\$102,447.00	\$105,263.00	\$108,079.00

P-1 FP 40 HOUR PLAN EFFECTIVE 7/1/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
		Bi-Wk	\$3,262.19	\$3,372.65	\$3,483.11	\$3,593.68	\$3,704.22	\$3,814.76	\$3,925.18	\$4,033.07	\$4,140.96
		Daily	\$326.22	\$337.27	\$348.32	\$359.37	\$370.43	\$381.48	\$392.52	\$403.31	\$414.10
		Hourly	\$40.78	\$42.16	\$43.54	\$44.93	\$46.31	\$47.69	\$49.07	\$50.42	\$51.77
FP	38	Annual	\$88,660.00	\$91,608.00	\$94,565.00	\$97,514.00	\$100,466.00	\$103,415.00	\$106,370.00	\$109,293.00	\$112,218.00
		Bi-Wk	\$3,396.94	\$3,509.89	\$3,623.19	\$3,736.17	\$3,849.28	\$3,962.27	\$4,075.48	\$4,187.48	\$4,299.55
		Daily	\$339.70	\$350.99	\$362.32	\$373.62	\$384.93	\$396.23	\$407.55	\$418.75	\$429.96
		Hourly	\$42.47	\$43.88	\$45.29	\$46.71	\$48.12	\$49.53	\$50.95	\$52.35	\$53.75
FP	39	Annual	\$92,344.00	\$95,366.00	\$98,388.00	\$101,416.00	\$104,437.00	\$107,547.00	\$110,482.00	\$113,517.00	\$116,558.00
		Bi-Wk	\$3,538.09	\$3,653.87	\$3,769.66	\$3,885.68	\$4,001.42	\$4,120.58	\$4,233.03	\$4,349.32	\$4,465.83
		Daily	\$353.81	\$365.39	\$376.97	\$388.57	\$400.15	\$412.06	\$423.31	\$434.94	\$446.59
		Hourly	\$44.23	\$45.68	\$47.13	\$48.58	\$50.02	\$51.51	\$52.92	\$54.37	\$55.83
FP	40	Annual	\$96,195.00	\$99,279.00	\$102,371.00	\$105,454.00	\$108,540.00	\$111,630.00	\$114,716.00	\$117,869.00	\$121,027.00
		Bi-Wk	\$3,685.64	\$3,803.80	\$3,922.27	\$4,040.39	\$4,158.63	\$4,277.02	\$4,395.25	\$4,516.06	\$4,637.05
		Daily	\$368.57	\$380.38	\$392.23	\$404.04	\$415.87	\$427.71	\$439.53	\$451.61	\$463.71
		Hourly	\$46.08	\$47.55	\$49.03	\$50.51	\$51.99	\$53.47	\$54.95	\$56.46	\$57.97
FP	41	Annual	\$100,219.00	\$103,379.00	\$106,540.00	\$109,703.00	\$112,864.00	\$116,023.00	\$119,182.00	\$122,461.00	\$125,739.00
		Bi-Wk	\$3,839.81	\$3,960.89	\$4,082.00	\$4,203.19	\$4,324.30	\$4,445.33	\$4,566.37	\$4,692.00	\$4,817.59
		Daily	\$383.99	\$396.09	\$408.20	\$420.32	\$432.43	\$444.54	\$456.64	\$469.20	\$481.76
		Hourly	\$48.00	\$49.52	\$51.03	\$52.54	\$54.06	\$55.57	\$57.08	\$58.65	\$60.22
FP	42	Annual	\$104,394.00	\$107,630.00	\$110,866.00	\$114,085.00	\$117,323.00	\$120,556.00	\$123,788.00	\$127,194.00	\$130,596.00
		Bi-Wk	\$3,999.78	\$4,123.76	\$4,247.74	\$4,371.08	\$4,495.14	\$4,619.01	\$4,742.84	\$4,873.34	\$5,003.68
		Daily	\$399.98	\$412.38	\$424.78	\$437.11	\$449.52	\$461.91	\$474.29	\$487.34	\$500.37
		Hourly	\$50.00	\$51.55	\$53.10	\$54.64	\$56.19	\$57.74	\$59.29	\$60.92	\$62.55
FP	43	Annual	\$108,827.00	\$112,124.00	\$115,422.00	\$118,715.00	\$122,015.00	\$125,306.00	\$128,599.00	\$132,138.00	\$135,674.00
		Bi-Wk	\$4,169.62	\$4,295.94	\$4,422.30	\$4,548.47	\$4,674.91	\$4,801.00	\$4,927.17	\$5,062.76	\$5,198.24
		Daily	\$416.97	\$429.60	\$442.23	\$454.85	\$467.50	\$480.10	\$492.72	\$506.28	\$519.83
		Hourly	\$52.13	\$53.70	\$55.28	\$56.86	\$58.44	\$60.02	\$61.59	\$63.29	\$64.98