

P-1 FP 40 HOUR PLAN EFFECTIVE 7/12/2002

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	\$20,910.00	\$21,424.00	\$21,930.00	\$22,440.00	\$22,947.00	\$23,460.00	\$23,967.00	\$24,624.00	\$25,285.00	\$25,964.00
	Bi-Wk	\$801.15	\$820.85	\$840.23	\$859.78	\$879.20	\$898.86	\$918.28	\$943.45	\$968.78	\$994.79
	Daily	\$80.12	\$82.09	\$84.03	\$85.98	\$87.92	\$89.89	\$91.83	\$94.35	\$96.88	\$99.48
	Hourly	\$10.02	\$10.27	\$10.51	\$10.75	\$10.99	\$11.24	\$11.48	\$11.80	\$12.11	\$12.44
FP	2 Annual	\$21,930.00	\$22,440.00	\$22,947.00	\$23,460.00	\$23,967.00	\$24,477.00	\$24,982.00	\$25,671.00	\$26,356.00	\$27,060.00
	Bi-Wk	\$840.23	\$859.78	\$879.20	\$898.86	\$918.28	\$937.82	\$957.17	\$983.57	\$1,009.81	\$1,036.79
	Daily	\$84.03	\$85.98	\$87.92	\$89.89	\$91.83	\$93.79	\$95.72	\$98.36	\$100.99	\$103.68
	Hourly	\$10.51	\$10.75	\$10.99	\$11.24	\$11.48	\$11.73	\$11.97	\$12.30	\$12.63	\$12.96
FP	3 Annual	\$22,440.00	\$22,947.00	\$23,460.00	\$23,967.00	\$24,477.00	\$24,982.00	\$25,492.00	\$26,196.00	\$26,894.00	\$27,611.00
	Bi-Wk	\$859.78	\$879.20	\$898.86	\$918.28	\$937.82	\$957.17	\$976.71	\$1,003.68	\$1,030.43	\$1,057.90
	Daily	\$85.98	\$87.92	\$89.89	\$91.83	\$93.79	\$95.72	\$97.68	\$100.37	\$103.05	\$105.79
	Hourly	\$10.75	\$10.99	\$11.24	\$11.48	\$11.73	\$11.97	\$12.21	\$12.55	\$12.89	\$13.23
FP	4 Annual	\$23,165.00	\$23,784.00	\$24,398.00	\$25,021.00	\$25,645.00	\$26,258.00	\$26,874.00	\$27,615.00	\$28,355.00	\$29,114.00
	Bi-Wk	\$887.55	\$911.27	\$934.79	\$958.66	\$982.57	\$1,006.06	\$1,029.66	\$1,058.05	\$1,086.40	\$1,115.48
	Daily	\$88.76	\$91.13	\$93.48	\$95.87	\$98.26	\$100.61	\$102.97	\$105.81	\$108.64	\$111.55
	Hourly	\$11.10	\$11.40	\$11.69	\$11.99	\$12.29	\$12.58	\$12.88	\$13.23	\$13.58	\$13.95
FP	5 Annual	\$23,744.00	\$24,398.00	\$25,056.00	\$25,708.00	\$26,359.00	\$27,015.00	\$27,672.00	\$28,432.00	\$29,192.00	\$29,974.00
	Bi-Wk	\$909.74	\$934.79	\$960.00	\$984.99	\$1,009.93	\$1,035.06	\$1,060.23	\$1,089.35	\$1,118.47	\$1,148.43
	Daily	\$90.98	\$93.48	\$96.00	\$98.50	\$101.00	\$103.51	\$106.03	\$108.94	\$111.85	\$114.85
	Hourly	\$11.38	\$11.69	\$12.00	\$12.32	\$12.63	\$12.94	\$13.26	\$13.62	\$13.99	\$14.36
FP	6 Annual	\$24,551.00	\$25,207.00	\$25,858.00	\$26,410.00	\$27,165.00	\$27,819.00	\$28,469.00	\$29,252.00	\$30,034.00	\$30,836.00
	Bi-Wk	\$940.66	\$965.79	\$990.73	\$1,011.88	\$1,040.81	\$1,065.87	\$1,090.77	\$1,120.77	\$1,150.73	\$1,181.46
	Daily	\$94.07	\$96.58	\$99.08	\$101.19	\$104.09	\$106.59	\$109.08	\$112.08	\$115.08	\$118.15
	Hourly	\$11.76	\$12.08	\$12.39	\$12.65	\$13.02	\$13.33	\$13.64	\$14.01	\$14.39	\$14.77
FP	7 Annual	\$25,276.00	\$25,926.00	\$26,581.00	\$27,234.00	\$27,890.00	\$28,543.00	\$29,196.00	\$29,997.00	\$30,799.00	\$31,624.00
	Bi-Wk	\$968.43	\$993.34	\$1,018.43	\$1,043.45	\$1,068.59	\$1,093.61	\$1,118.63	\$1,149.32	\$1,180.04	\$1,211.65
	Daily	\$96.85	\$99.34	\$101.85	\$104.35	\$106.86	\$109.37	\$111.87	\$114.94	\$118.01	\$121.17
	Hourly	\$12.11	\$12.42	\$12.74	\$13.05	\$13.36	\$13.68	\$13.99	\$14.37	\$14.76	\$15.15
FP	8 Annual	\$27,165.00	\$27,962.00	\$28,770.00	\$29,565.00	\$30,366.00	\$31,168.00	\$31,970.00	\$32,847.00	\$33,726.00	\$34,629.00
	Bi-Wk	\$1,040.81	\$1,071.35	\$1,102.30	\$1,132.76	\$1,163.45	\$1,194.18	\$1,224.91	\$1,258.51	\$1,292.19	\$1,326.79
	Daily	\$104.09	\$107.14	\$110.23	\$113.28	\$116.35	\$119.42	\$122.50	\$125.86	\$129.22	\$132.68
	Hourly	\$13.02	\$13.40	\$13.78	\$14.16	\$14.55	\$14.93	\$15.32	\$15.74	\$16.16	\$16.59
FP	9 Annual	\$27,999.00	\$28,795.00	\$29,669.00	\$30,503.00	\$31,340.00	\$32,172.00	\$33,015.00	\$33,922.00	\$34,828.00	\$35,759.00
	Bi-Wk	\$1,072.76	\$1,103.26	\$1,136.75	\$1,168.70	\$1,200.77	\$1,232.65	\$1,264.95	\$1,299.70	\$1,334.41	\$1,370.08
	Daily	\$107.28	\$110.33	\$113.68	\$116.87	\$120.08	\$123.27	\$126.50	\$129.97	\$133.45	\$137.01
	Hourly	\$13.41	\$13.80	\$14.21	\$14.61	\$15.01	\$15.41	\$15.82	\$16.25	\$16.69	\$17.13

P-1 FP 40 HOUR PLAN EFFECTIVE 7/12/2002

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	\$28,900.00	\$29,776.00	\$30,644.00	\$31,522.00	\$32,395.00	\$33,283.00	\$34,202.00	\$35,141.00	\$36,084.00	\$37,053.00
	Bi-Wk	\$1,107.28	\$1,140.85	\$1,174.10	\$1,207.74	\$1,241.19	\$1,275.22	\$1,310.43	\$1,346.40	\$1,382.53	\$1,419.66
	Daily	\$110.73	\$114.09	\$117.41	\$120.78	\$124.12	\$127.53	\$131.05	\$134.64	\$138.26	\$141.97
	Hourly	\$13.85	\$14.27	\$14.68	\$15.10	\$15.52	\$15.95	\$16.39	\$16.83	\$17.29	\$17.75
FP	11 Annual	\$29,819.00	\$30,723.00	\$31,637.00	\$32,546.00	\$33,484.00	\$34,437.00	\$35,395.00	\$36,368.00	\$37,341.00	\$38,341.00
	Bi-Wk	\$1,142.50	\$1,177.13	\$1,212.15	\$1,246.98	\$1,282.92	\$1,319.43	\$1,356.14	\$1,393.41	\$1,430.69	\$1,469.01
	Daily	\$114.25	\$117.72	\$121.22	\$124.70	\$128.30	\$131.95	\$135.62	\$139.35	\$143.07	\$146.91
	Hourly	\$14.29	\$14.72	\$15.16	\$15.59	\$16.04	\$16.50	\$16.96	\$17.42	\$17.89	\$18.37
FP	12 Annual	\$30,784.00	\$31,738.00	\$32,676.00	\$33,659.00	\$34,647.00	\$35,646.00	\$36,635.00	\$37,643.00	\$38,648.00	\$39,683.00
	Bi-Wk	\$1,179.47	\$1,216.02	\$1,251.96	\$1,289.62	\$1,327.48	\$1,365.75	\$1,403.64	\$1,442.27	\$1,480.77	\$1,520.43
	Daily	\$117.95	\$121.61	\$125.20	\$128.97	\$132.75	\$136.58	\$140.37	\$144.23	\$148.08	\$152.05
	Hourly	\$14.75	\$15.21	\$15.65	\$16.13	\$16.60	\$17.08	\$17.55	\$18.03	\$18.51	\$19.01
FP	13 Annual	\$32,520.00	\$33,719.00	\$34,934.00	\$36,142.00	\$37,354.00	\$38,562.00	\$39,778.00	\$40,870.00	\$41,965.00	\$43,090.00
	Bi-Wk	\$1,245.98	\$1,291.92	\$1,338.47	\$1,384.76	\$1,431.19	\$1,477.48	\$1,524.07	\$1,565.91	\$1,607.86	\$1,650.96
	Daily	\$124.60	\$129.20	\$133.85	\$138.48	\$143.12	\$147.75	\$152.41	\$156.60	\$160.79	\$165.10
	Hourly	\$15.58	\$16.15	\$16.74	\$17.31	\$17.89	\$18.47	\$19.06	\$19.58	\$20.10	\$20.64
FP	14 Annual	\$34,042.00	\$35,296.00	\$36,548.00	\$37,797.00	\$39,044.00	\$40,295.00	\$41,541.00	\$42,683.00	\$43,826.00	\$45,000.00
	Bi-Wk	\$1,304.30	\$1,352.34	\$1,400.31	\$1,448.17	\$1,495.94	\$1,543.87	\$1,591.61	\$1,635.37	\$1,679.16	\$1,724.14
	Daily	\$130.43	\$135.24	\$140.04	\$144.82	\$149.60	\$154.39	\$159.17	\$163.54	\$167.92	\$172.42
	Hourly	\$16.31	\$16.91	\$17.51	\$18.11	\$18.70	\$19.30	\$19.90	\$20.45	\$20.99	\$21.56
FP	15 Annual	\$35,679.00	\$36,966.00	\$38,252.00	\$39,538.00	\$40,824.00	\$42,117.00	\$43,404.00	\$44,598.00	\$45,790.00	\$47,016.00
	Bi-Wk	\$1,367.02	\$1,416.33	\$1,465.60	\$1,514.87	\$1,564.14	\$1,613.68	\$1,662.99	\$1,708.74	\$1,754.41	\$1,801.38
	Daily	\$136.71	\$141.64	\$146.56	\$151.49	\$156.42	\$161.37	\$166.30	\$170.88	\$175.45	\$180.14
	Hourly	\$17.09	\$17.71	\$18.32	\$18.94	\$19.56	\$20.18	\$20.79	\$21.36	\$21.94	\$22.52
FP	16 Annual	\$37,414.00	\$38,740.00	\$40,069.00	\$41,394.00	\$42,718.00	\$44,046.00	\$45,366.00	\$46,611.00	\$47,860.00	\$49,143.00
	Bi-Wk	\$1,433.49	\$1,484.30	\$1,535.22	\$1,585.98	\$1,636.71	\$1,687.59	\$1,738.17	\$1,785.87	\$1,833.72	\$1,882.88
	Daily	\$143.35	\$148.43	\$153.53	\$158.60	\$163.68	\$168.76	\$173.82	\$178.59	\$183.38	\$188.29
	Hourly	\$17.92	\$18.56	\$19.20	\$19.83	\$20.46	\$21.10	\$21.73	\$22.33	\$22.93	\$23.54
FP	17 Annual	\$39,268.00	\$40,634.00	\$41,999.00	\$43,360.00	\$44,723.00	\$46,080.00	\$47,451.00	\$48,757.00	\$50,061.00	\$51,400.00
	Bi-Wk	\$1,504.53	\$1,556.86	\$1,609.16	\$1,661.31	\$1,713.53	\$1,765.52	\$1,818.05	\$1,868.09	\$1,918.05	\$1,969.35
	Daily	\$150.46	\$155.69	\$160.92	\$166.14	\$171.36	\$176.56	\$181.81	\$186.81	\$191.81	\$196.94
	Hourly	\$18.81	\$19.47	\$20.12	\$20.77	\$21.42	\$22.07	\$22.73	\$23.36	\$23.98	\$24.62
FP	18 Annual	\$41,247.00	\$42,648.00	\$44,046.00	\$45,446.00	\$46,836.00	\$48,237.00	\$49,632.00	\$50,997.00	\$52,365.00	\$53,771.00
	Bi-Wk	\$1,580.35	\$1,634.03	\$1,687.59	\$1,741.23	\$1,794.49	\$1,848.17	\$1,901.61	\$1,953.91	\$2,006.33	\$2,060.20
	Daily	\$158.04	\$163.41	\$168.76	\$174.13	\$179.45	\$184.82	\$190.17	\$195.40	\$200.64	\$206.02
	Hourly	\$19.76	\$20.43	\$21.10	\$21.77	\$22.44	\$23.11	\$23.78	\$24.43	\$25.08	\$25.76

P-1 FP 40 HOUR PLAN EFFECTIVE 7/12/2002

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	\$43,279.00	\$44,723.00	\$46,160.00	\$47,605.00	\$49,035.00	\$50,471.00	\$51,910.00	\$53,340.00	\$54,766.00	\$56,232.00
	Bi-Wk	\$1,658.20	\$1,713.53	\$1,768.59	\$1,823.95	\$1,878.74	\$1,933.76	\$1,988.89	\$2,043.68	\$2,098.32	\$2,154.49
	Daily	\$165.82	\$171.36	\$176.86	\$182.40	\$187.88	\$193.38	\$198.89	\$204.37	\$209.84	\$215.45
	Hourly	\$20.73	\$21.42	\$22.11	\$22.80	\$23.49	\$24.18	\$24.87	\$25.55	\$26.23	\$26.94
FP	20 Annual	\$45,487.00	\$46,960.00	\$48,432.00	\$49,903.00	\$51,372.00	\$52,847.00	\$54,320.00	\$55,814.00	\$57,308.00	\$58,842.00
	Bi-Wk	\$1,742.80	\$1,799.24	\$1,855.64	\$1,912.00	\$1,968.28	\$2,024.79	\$2,081.23	\$2,138.47	\$2,195.71	\$2,254.49
	Daily	\$174.28	\$179.93	\$185.57	\$191.20	\$196.83	\$202.48	\$208.13	\$213.85	\$219.58	\$225.45
	Hourly	\$21.79	\$22.50	\$23.20	\$23.90	\$24.61	\$25.31	\$26.02	\$26.74	\$27.45	\$28.19
FP	21 Annual	\$47,730.00	\$49,244.00	\$50,757.00	\$52,271.00	\$53,786.00	\$55,298.00	\$56,814.00	\$58,374.00	\$59,936.00	\$61,541.00
	Bi-Wk	\$1,828.74	\$1,886.75	\$1,944.72	\$2,002.73	\$2,060.77	\$2,118.70	\$2,176.79	\$2,236.56	\$2,296.40	\$2,357.90
	Daily	\$182.88	\$188.68	\$194.48	\$200.28	\$206.08	\$211.87	\$217.68	\$223.66	\$229.64	\$235.79
	Hourly	\$22.86	\$23.59	\$24.31	\$25.04	\$25.76	\$26.49	\$27.21	\$27.96	\$28.71	\$29.48
FP	22 Annual	\$49,035.00	\$50,834.00	\$52,631.00	\$54,423.00	\$56,222.00	\$58,019.00	\$59,814.00	\$61,459.00	\$63,104.00	\$64,795.00
	Bi-Wk	\$1,878.74	\$1,947.67	\$2,016.52	\$2,085.18	\$2,154.10	\$2,222.96	\$2,291.73	\$2,354.76	\$2,417.78	\$2,482.57
	Daily	\$187.88	\$194.77	\$201.66	\$208.52	\$215.41	\$222.30	\$229.18	\$235.48	\$241.78	\$248.26
	Hourly	\$23.49	\$24.35	\$25.21	\$26.07	\$26.93	\$27.79	\$28.65	\$29.44	\$30.23	\$31.04
FP	23 Annual	\$51,358.00	\$53,231.00	\$55,098.00	\$56,972.00	\$58,842.00	\$60,716.00	\$62,589.00	\$64,307.00	\$66,029.00	\$67,798.00
	Bi-Wk	\$1,967.74	\$2,039.51	\$2,111.04	\$2,182.84	\$2,254.49	\$2,326.29	\$2,398.05	\$2,463.87	\$2,529.85	\$2,597.63
	Daily	\$196.78	\$203.96	\$211.11	\$218.29	\$225.45	\$232.63	\$239.81	\$246.39	\$252.99	\$259.77
	Hourly	\$24.60	\$25.50	\$26.39	\$27.29	\$28.19	\$29.08	\$29.98	\$30.80	\$31.63	\$32.48
FP	24 Annual	\$53,827.00	\$55,779.00	\$57,727.00	\$59,680.00	\$61,634.00	\$63,582.00	\$65,531.00	\$67,332.00	\$69,134.00	\$70,986.00
	Bi-Wk	\$2,062.34	\$2,137.13	\$2,211.77	\$2,286.60	\$2,361.46	\$2,436.10	\$2,510.77	\$2,579.78	\$2,648.82	\$2,719.78
	Daily	\$206.24	\$213.72	\$221.18	\$228.66	\$236.15	\$243.61	\$251.08	\$257.98	\$264.89	\$271.98
	Hourly	\$25.78	\$26.72	\$27.65	\$28.59	\$29.52	\$30.46	\$31.39	\$32.25	\$33.12	\$34.00
FP	25 Annual	\$56,454.00	\$58,485.00	\$60,499.00	\$62,525.00	\$64,547.00	\$66,572.00	\$68,591.00	\$70,478.00	\$72,364.00	\$74,300.00
	Bi-Wk	\$2,162.99	\$2,240.81	\$2,317.97	\$2,395.60	\$2,473.07	\$2,550.66	\$2,628.01	\$2,700.31	\$2,772.57	\$2,846.75
	Daily	\$216.30	\$224.09	\$231.80	\$239.56	\$247.31	\$255.07	\$262.81	\$270.04	\$277.26	\$284.68
	Hourly	\$27.04	\$28.02	\$28.98	\$29.95	\$30.92	\$31.89	\$32.86	\$33.76	\$34.66	\$35.59
FP	26 Annual	\$59,239.00	\$61,333.00	\$63,439.00	\$65,531.00	\$67,630.00	\$69,728.00	\$71,822.00	\$73,796.00	\$75,774.00	\$77,805.00
	Bi-Wk	\$2,269.70	\$2,349.93	\$2,430.62	\$2,510.77	\$2,591.19	\$2,671.58	\$2,751.81	\$2,827.44	\$2,903.22	\$2,981.04
	Daily	\$226.97	\$235.00	\$243.07	\$251.08	\$259.12	\$267.16	\$275.19	\$282.75	\$290.33	\$298.11
	Hourly	\$28.38	\$29.38	\$30.39	\$31.39	\$32.39	\$33.40	\$34.40	\$35.35	\$36.30	\$37.27
FP	27 Annual	\$62,178.00	\$64,350.00	\$66,523.00	\$68,686.00	\$70,861.00	\$73,028.00	\$75,204.00	\$77,270.00	\$79,339.00	\$81,466.00
	Bi-Wk	\$2,382.30	\$2,465.52	\$2,548.78	\$2,631.65	\$2,714.99	\$2,798.01	\$2,881.38	\$2,960.54	\$3,039.81	\$3,121.31
	Daily	\$238.23	\$246.56	\$254.88	\$263.17	\$271.50	\$279.81	\$288.14	\$296.06	\$303.99	\$312.14
	Hourly	\$29.78	\$30.82	\$31.86	\$32.90	\$33.94	\$34.98	\$36.02	\$37.01	\$38.00	\$39.02

P-1 FP 40 HOUR PLAN EFFECTIVE 7/12/2002

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	\$65,318.00	\$67,563.00	\$69,814.00	\$72,061.00	\$74,303.00	\$76,543.00	\$78,787.00	\$80,952.00	\$83,122.00	\$85,350.00
	Bi-Wk	\$2,502.61	\$2,588.63	\$2,674.87	\$2,760.96	\$2,846.86	\$2,932.69	\$3,018.66	\$3,101.61	\$3,184.76	\$3,270.12
	Daily	\$250.27	\$258.87	\$267.49	\$276.10	\$284.69	\$293.27	\$301.87	\$310.17	\$318.48	\$327.02
	Hourly	\$31.29	\$32.36	\$33.44	\$34.52	\$35.59	\$36.66	\$37.74	\$38.78	\$39.81	\$40.88
FP	29 Annual	\$65,946.00	\$68,419.00	\$70,898.00	\$73,372.00	\$75,846.00	\$78,317.00	\$80,794.00	\$83,014.00	\$85,237.00	\$87,519.00
	Bi-Wk	\$2,526.67	\$2,621.42	\$2,716.40	\$2,811.19	\$2,905.98	\$3,000.66	\$3,095.56	\$3,180.62	\$3,265.79	\$3,353.22
	Daily	\$252.67	\$262.15	\$271.64	\$281.12	\$290.60	\$300.07	\$309.56	\$318.07	\$326.58	\$335.33
	Hourly	\$31.59	\$32.77	\$33.96	\$35.14	\$36.33	\$37.51	\$38.70	\$39.76	\$40.83	\$41.92
FP	30 Annual	\$68,591.00	\$71,138.00	\$73,690.00	\$76,231.00	\$78,775.00	\$81,323.00	\$83,874.00	\$86,180.00	\$88,484.00	\$90,850.00
	Bi-Wk	\$2,628.01	\$2,725.60	\$2,823.38	\$2,920.73	\$3,018.20	\$3,115.83	\$3,213.57	\$3,301.92	\$3,390.20	\$3,480.85
	Daily	\$262.81	\$272.56	\$282.34	\$292.08	\$301.82	\$311.59	\$321.36	\$330.20	\$339.02	\$348.09
	Hourly	\$32.86	\$34.07	\$35.30	\$36.51	\$37.73	\$38.95	\$40.17	\$41.28	\$42.38	\$43.52
FP	31 Annual	\$71,344.00	\$73,964.00	\$76,584.00	\$79,208.00	\$81,836.00	\$84,455.00	\$87,076.00	\$89,472.00	\$91,864.00	\$94,320.00
	Bi-Wk	\$2,733.49	\$2,833.87	\$2,934.26	\$3,034.79	\$3,135.48	\$3,235.83	\$3,336.25	\$3,428.05	\$3,519.70	\$3,613.80
	Daily	\$273.35	\$283.39	\$293.43	\$303.48	\$313.55	\$323.59	\$333.63	\$342.81	\$351.97	\$361.38
	Hourly	\$34.17	\$35.43	\$36.68	\$37.94	\$39.20	\$40.45	\$41.71	\$42.86	\$44.00	\$45.18
FP	32 Annual	\$74,203.00	\$76,898.00	\$79,590.00	\$82,283.00	\$84,982.00	\$87,674.00	\$90,375.00	\$92,861.00	\$95,344.00	\$97,895.00
	Bi-Wk	\$2,843.03	\$2,946.29	\$3,049.43	\$3,152.61	\$3,256.02	\$3,359.16	\$3,462.65	\$3,557.90	\$3,653.03	\$3,750.77
	Daily	\$284.31	\$294.63	\$304.95	\$315.27	\$325.61	\$335.92	\$346.27	\$355.79	\$365.31	\$375.08
	Hourly	\$35.54	\$36.83	\$38.12	\$39.41	\$40.71	\$41.99	\$43.29	\$44.48	\$45.67	\$46.89
FP	33 Annual	\$77,194.00	\$79,962.00	\$82,731.00	\$85,499.00	\$88,268.00	\$91,038.00	\$93,812.00	\$96,391.00	\$98,973.00	\$101,623.00
	Bi-Wk	\$2,957.63	\$3,063.68	\$3,169.78	\$3,275.83	\$3,381.92	\$3,488.05	\$3,594.33	\$3,693.15	\$3,792.07	\$3,893.61
	Daily	\$295.77	\$306.37	\$316.98	\$327.59	\$338.20	\$348.81	\$359.44	\$369.32	\$379.21	\$389.37
	Hourly	\$36.98	\$38.30	\$39.63	\$40.95	\$42.28	\$43.61	\$44.93	\$46.17	\$47.41	\$48.68
FP	34 Annual	\$80,371.00	\$83,213.00	\$86,061.00	\$88,908.00	\$91,748.00	\$94,595.00	\$97,438.00	\$100,116.00	\$102,798.00	\$105,555.00
	Bi-Wk	\$3,079.35	\$3,188.24	\$3,297.36	\$3,406.44	\$3,515.25	\$3,624.33	\$3,733.26	\$3,835.87	\$3,938.63	\$4,044.26
	Daily	\$307.94	\$318.83	\$329.74	\$340.65	\$351.53	\$362.44	\$373.33	\$383.59	\$393.87	\$404.43
	Hourly	\$38.50	\$39.86	\$41.22	\$42.59	\$43.95	\$45.31	\$46.67	\$47.95	\$49.24	\$50.56
FP	35 Annual	\$83,674.00	\$86,588.00	\$89,117.00	\$92,426.00	\$95,340.00	\$98,255.00	\$100,784.00	\$103,555.00	\$106,326.00	\$109,174.00
	Bi-Wk	\$3,205.91	\$3,317.55	\$3,414.45	\$3,541.23	\$3,652.88	\$3,764.56	\$3,861.46	\$3,967.63	\$4,073.80	\$4,182.92
	Daily	\$320.60	\$331.76	\$341.45	\$354.13	\$365.29	\$376.46	\$386.15	\$396.77	\$407.38	\$418.30
	Hourly	\$40.08	\$41.47	\$42.69	\$44.27	\$45.67	\$47.06	\$48.27	\$49.60	\$50.93	\$52.29
FP	36 Annual	\$87,154.00	\$90,142.00	\$93,138.00	\$96,128.00	\$99,124.00	\$102,115.00	\$105,104.00	\$107,997.00	\$110,886.00	\$113,854.00
	Bi-Wk	\$3,339.24	\$3,453.72	\$3,568.51	\$3,683.07	\$3,797.86	\$3,912.46	\$4,026.98	\$4,137.82	\$4,248.51	\$4,362.23
	Daily	\$333.93	\$345.38	\$356.86	\$368.31	\$379.79	\$391.25	\$402.70	\$413.79	\$424.86	\$436.23
	Hourly	\$41.75	\$43.18	\$44.61	\$46.04	\$47.48	\$48.91	\$50.34	\$51.73	\$53.11	\$54.53

P-1 FP 40 HOUR PLAN EFFECTIVE 7/12/2002

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	\$90,768.00	\$93,840.00	\$96,915.00	\$99,991.00	\$103,067.00	\$106,143.00	\$109,219.00	\$112,216.00	\$115,219.00	\$118,301.00
		Bi-Wk	\$3,477.71	\$3,595.41	\$3,713.22	\$3,831.08	\$3,948.93	\$4,066.79	\$4,184.49	\$4,299.47	\$4,414.53	\$4,532.61
		Daily	\$347.78	\$359.55	\$371.33	\$383.11	\$394.90	\$406.68	\$418.45	\$429.95	\$441.46	\$453.27
		Hourly	\$43.48	\$44.95	\$46.42	\$47.89	\$49.37	\$50.84	\$52.31	\$53.75	\$55.19	\$56.66
FP	38	Annual	\$94,517.00	\$97,660.00	\$100,813.00	\$103,956.00	\$107,102.00	\$110,247.00	\$113,396.00	\$116,514.00	\$119,630.00	\$122,831.00
		Bi-Wk	\$3,621.35	\$3,741.77	\$3,862.57	\$3,982.99	\$4,103.53	\$4,224.03	\$4,344.68	\$4,464.14	\$4,583.53	\$4,706.17
		Daily	\$362.14	\$374.18	\$386.26	\$398.30	\$410.36	\$422.41	\$434.47	\$446.42	\$458.36	\$470.62
		Hourly	\$45.27	\$46.78	\$48.29	\$49.79	\$51.30	\$52.81	\$54.31	\$55.81	\$57.30	\$58.83
FP	39	Annual	\$98,445.00	\$101,666.00	\$104,888.00	\$108,116.00	\$111,336.00	\$114,651.00	\$117,780.00	\$121,016.00	\$124,258.00	\$127,587.00
		Bi-Wk	\$3,771.84	\$3,895.25	\$4,018.70	\$4,142.38	\$4,265.75	\$4,392.76	\$4,512.65	\$4,636.63	\$4,760.85	\$4,888.40
		Daily	\$377.19	\$389.53	\$401.87	\$414.24	\$426.58	\$439.28	\$451.27	\$463.67	\$476.09	\$488.84
		Hourly	\$47.15	\$48.70	\$50.24	\$51.78	\$53.33	\$54.91	\$56.41	\$57.96	\$59.52	\$61.11
FP	40	Annual	\$102,549.00	\$105,838.00	\$109,134.00	\$112,421.00	\$115,710.00	\$119,004.00	\$122,294.00	\$125,655.00	\$129,022.00	\$132,479.00
		Bi-Wk	\$3,929.09	\$4,055.10	\$4,181.38	\$4,307.32	\$4,433.34	\$4,559.55	\$4,685.60	\$4,814.37	\$4,943.38	\$5,075.83
		Daily	\$392.91	\$405.51	\$418.14	\$430.74	\$443.34	\$455.96	\$468.56	\$481.44	\$494.34	\$507.59
		Hourly	\$49.12	\$50.69	\$52.27	\$53.85	\$55.42	\$57.00	\$58.57	\$60.18	\$61.80	\$63.45
FP	41	Annual	\$106,839.00	\$110,207.00	\$113,578.00	\$116,950.00	\$120,320.00	\$123,688.00	\$127,055.00	\$130,551.00	\$134,045.00	\$137,632.00
		Bi-Wk	\$4,093.45	\$4,222.50	\$4,351.65	\$4,480.85	\$4,609.97	\$4,739.01	\$4,868.01	\$5,001.96	\$5,135.83	\$5,273.26
		Daily	\$409.35	\$422.25	\$435.17	\$448.09	\$461.00	\$473.91	\$486.81	\$500.20	\$513.59	\$527.33
		Hourly	\$51.17	\$52.79	\$54.40	\$56.02	\$57.63	\$59.24	\$60.86	\$62.53	\$64.20	\$65.92
FP	42	Annual	\$111,291.00	\$114,741.00	\$118,190.00	\$121,621.00	\$125,072.00	\$128,520.00	\$131,965.00	\$135,596.00	\$139,223.00	\$142,948.00
		Bi-Wk	\$4,264.03	\$4,396.21	\$4,528.36	\$4,659.81	\$4,792.04	\$4,924.14	\$5,056.14	\$5,195.25	\$5,334.22	\$5,476.94
		Daily	\$426.41	\$439.63	\$452.84	\$465.99	\$479.21	\$492.42	\$505.62	\$519.53	\$533.43	\$547.70
		Hourly	\$53.31	\$54.96	\$56.61	\$58.25	\$59.91	\$61.56	\$63.21	\$64.95	\$66.68	\$68.47
FP	43	Annual	\$116,015.00	\$119,531.00	\$123,046.00	\$126,557.00	\$130,075.00	\$133,583.00	\$137,094.00	\$140,867.00	\$144,636.00	\$148,506.00
		Bi-Wk	\$4,445.02	\$4,579.74	\$4,714.41	\$4,848.93	\$4,983.72	\$5,118.13	\$5,252.65	\$5,397.21	\$5,541.61	\$5,689.89
		Daily	\$444.51	\$457.98	\$471.45	\$484.90	\$498.38	\$511.82	\$525.27	\$539.73	\$554.17	\$568.99
		Hourly	\$55.57	\$57.25	\$58.94	\$60.62	\$62.30	\$63.98	\$65.66	\$67.47	\$69.28	\$71.13