

P-1 FP 40 HOUR PLAN EFFECTIVE 6/25/2004

| 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 | \$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 | \$27,327.00 |
| | | Bi-Wk | \$821.23 | \$841.38 | \$861.23 | \$881.31 | \$901.15 | \$921.35 | \$941.27 | \$967.05 | \$993.03 | \$1,019.66 | \$1,047.02 |
| | | Daily | \$82.13 | \$84.14 | \$86.13 | \$88.14 | \$90.12 | \$92.14 | \$94.13 | \$96.71 | \$99.31 | \$101.97 | \$104.71 |
| | | Hourly | \$10.27 | \$10.52 | \$10.77 | \$11.02 | \$11.27 | \$11.52 | \$11.77 | \$12.09 | \$12.42 | \$12.75 | \$13.09 |
| 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 | \$28,477.00 |
| | | 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 | \$1,091.08 |
| | | Daily | \$86.13 | \$88.14 | \$90.12 | \$92.14 | \$94.13 | \$96.14 | \$98.12 | \$100.82 | \$103.51 | \$106.27 | \$109.11 |
| | | Hourly | \$10.77 | \$11.02 | \$11.27 | \$11.52 | \$11.77 | \$12.02 | \$12.27 | \$12.61 | \$12.94 | \$13.29 | \$13.64 |
| 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 | \$29,055.00 |
| | | 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 | \$1,113.22 |
| | | Daily | \$88.14 | \$90.12 | \$92.14 | \$94.13 | \$96.14 | \$98.12 | \$100.12 | \$102.89 | \$105.63 | \$108.44 | \$111.33 |
| | | Hourly | \$11.02 | \$11.27 | \$11.52 | \$11.77 | \$12.02 | \$12.27 | \$12.52 | \$12.87 | \$13.21 | \$13.56 | \$13.92 |
| 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 | \$30,640.00 |
| | | 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 | \$1,173.95 |
| | | Daily | \$90.98 | \$93.41 | \$95.82 | \$98.27 | \$100.72 | \$103.13 | \$105.55 | \$108.46 | \$111.36 | \$114.34 | \$117.40 |
| | | Hourly | \$11.38 | \$11.68 | \$11.98 | \$12.29 | \$12.59 | \$12.90 | \$13.20 | \$13.56 | \$13.92 | \$14.30 | \$14.68 |
| 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 | \$31,547.00 |
| | | 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 | \$1,208.70 |
| | | Daily | \$93.26 | \$95.82 | \$98.41 | \$100.97 | \$103.53 | \$106.10 | \$108.68 | \$111.66 | \$114.65 | \$117.72 | \$120.87 |
| | | Hourly | \$11.66 | \$11.98 | \$12.31 | \$12.63 | \$12.95 | \$13.27 | \$13.59 | \$13.96 | \$14.34 | \$14.72 | \$15.11 |
| 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 | \$32,453.00 |
| | | 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 | \$1,243.41 |
| | | Daily | \$96.43 | \$99.00 | \$101.55 | \$103.72 | \$106.69 | \$109.26 | \$111.81 | \$114.88 | \$117.95 | \$121.10 | \$124.35 |
| | | Hourly | \$12.06 | \$12.38 | \$12.70 | \$12.97 | \$13.34 | \$13.66 | \$13.98 | \$14.36 | \$14.75 | \$15.14 | \$15.55 |
| 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 | \$33,284.00 |
| | | 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 | \$1,275.25 |
| | | Daily | \$99.27 | \$101.82 | \$104.40 | \$106.96 | \$109.54 | \$112.10 | \$114.66 | \$117.81 | \$120.96 | \$124.20 | \$127.53 |
| | | Hourly | \$12.41 | \$12.73 | \$13.05 | \$13.37 | \$13.70 | \$14.02 | \$14.34 | \$14.73 | \$15.12 | \$15.53 | \$15.95 |
| 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 | \$36,446.00 |
| | | 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 | \$1,396.40 |
| | | Daily | \$106.69 | \$109.82 | \$112.99 | \$116.11 | \$119.26 | \$122.41 | \$125.56 | \$129.00 | \$132.46 | \$136.00 | \$139.64 |
| | | Hourly | \$13.34 | \$13.73 | \$14.13 | \$14.52 | \$14.91 | \$15.31 | \$15.70 | \$16.13 | \$16.56 | \$17.00 | \$17.46 |
| 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 | \$37,636.00 |
| | | 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 | \$1,442.00 |
| | | Daily | \$109.97 | \$113.09 | \$116.52 | \$119.80 | \$123.09 | \$126.35 | \$129.67 | \$133.23 | \$136.78 | \$140.44 | \$144.20 |
| | | Hourly | \$13.75 | \$14.14 | \$14.57 | \$14.98 | \$15.39 | \$15.80 | \$16.21 | \$16.66 | \$17.10 | \$17.56 | \$18.03 |

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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 | 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 | \$39,000.00 |
| | | 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 | \$1,494.26 |
| | | Daily | \$113.50 | \$116.95 | \$120.35 | \$123.80 | \$127.23 | \$130.72 | \$134.33 | \$138.01 | \$141.72 | \$145.52 | \$149.43 |
| | | Hourly | \$14.19 | \$14.62 | \$15.05 | \$15.48 | \$15.91 | \$16.34 | \$16.80 | \$17.26 | \$17.72 | \$18.19 | \$18.68 |
| 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 | \$40,354.00 |
| | | 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 | \$1,546.14 |
| | | Daily | \$117.11 | \$120.66 | \$124.25 | \$127.82 | \$131.51 | \$135.25 | \$139.01 | \$142.83 | \$146.65 | \$150.58 | \$154.62 |
| | | Hourly | \$14.64 | \$15.09 | \$15.54 | \$15.98 | \$16.44 | \$16.91 | \$17.38 | \$17.86 | \$18.34 | \$18.83 | \$19.33 |
| 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 | \$41,765.00 |
| | | 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 | \$1,600.20 |
| | | Daily | \$120.91 | \$124.65 | \$128.33 | \$132.19 | \$136.07 | \$140.00 | \$143.88 | \$147.84 | \$151.79 | \$155.85 | \$160.02 |
| | | Hourly | \$15.12 | \$15.59 | \$16.05 | \$16.53 | \$17.01 | \$17.50 | \$17.99 | \$18.48 | \$18.98 | \$19.49 | \$20.01 |
| 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 | \$45,352.00 |
| | | 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 | \$1,737.63 |
| | | Daily | \$127.72 | \$132.43 | \$137.20 | \$141.94 | \$146.70 | \$151.45 | \$156.22 | \$160.51 | \$164.81 | \$169.23 | \$173.77 |
| | | Hourly | \$15.97 | \$16.56 | \$17.15 | \$17.75 | \$18.34 | \$18.94 | \$19.53 | \$20.07 | \$20.61 | \$21.16 | \$21.73 |
| 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 | \$47,364.00 |
| | | 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 | \$1,814.72 |
| | | Daily | \$133.69 | \$138.63 | \$143.54 | \$148.44 | \$153.34 | \$158.25 | \$163.15 | \$167.63 | \$172.12 | \$176.73 | \$181.48 |
| | | Hourly | \$16.72 | \$17.33 | \$17.95 | \$18.56 | \$19.17 | \$19.79 | \$20.40 | \$20.96 | \$21.52 | \$22.10 | \$22.69 |
| 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 | \$49,484.00 |
| | | 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 | \$1,895.94 |
| | | Daily | \$140.13 | \$145.18 | \$150.23 | \$155.28 | \$160.33 | \$165.41 | \$170.46 | \$175.15 | \$179.83 | \$184.65 | \$189.60 |
| | | Hourly | \$17.52 | \$18.15 | \$18.78 | \$19.41 | \$20.05 | \$20.68 | \$21.31 | \$21.90 | \$22.48 | \$23.09 | \$23.70 |
| 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 | \$51,723.00 |
| | | 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 | \$1,981.73 |
| | | Daily | \$146.94 | \$152.15 | \$157.37 | \$162.57 | \$167.77 | \$172.99 | \$178.17 | \$183.05 | \$187.96 | \$193.00 | \$198.18 |
| | | Hourly | \$18.37 | \$19.02 | \$19.68 | \$20.33 | \$20.98 | \$21.63 | \$22.28 | \$22.89 | \$23.50 | \$24.13 | \$24.78 |
| 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 | \$54,096.00 |
| | | 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 | \$2,072.65 |
| | | Daily | \$154.22 | \$159.58 | \$164.95 | \$170.29 | \$175.64 | \$180.97 | \$186.35 | \$191.48 | \$196.61 | \$201.87 | \$207.27 |
| | | Hourly | \$19.28 | \$19.95 | \$20.62 | \$21.29 | \$21.96 | \$22.63 | \$23.30 | \$23.94 | \$24.58 | \$25.24 | \$25.91 |
| 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 | \$56,596.00 |
| | | 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 | \$2,168.43 |
| | | Daily | \$161.99 | \$167.50 | \$172.99 | \$178.48 | \$183.94 | \$189.45 | \$194.92 | \$200.28 | \$205.66 | \$211.18 | \$216.85 |
| | | Hourly | \$20.25 | \$20.94 | \$21.63 | \$22.31 | \$23.00 | \$23.69 | \$24.37 | \$25.04 | \$25.71 | \$26.40 | \$27.11 |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 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 | \$59,184.00 |
| | | 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 | \$2,267.59 |
| | | Daily | \$169.97 | \$175.64 | \$181.29 | \$186.96 | \$192.58 | \$198.22 | \$203.87 | \$209.48 | \$215.08 | \$220.84 | \$226.76 |
| | | Hourly | \$21.25 | \$21.96 | \$22.67 | \$23.37 | \$24.08 | \$24.78 | \$25.49 | \$26.19 | \$26.89 | \$27.61 | \$28.35 |
| 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 | \$61,928.00 |
| | | 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 | \$2,372.73 |
| | | Daily | \$178.65 | \$184.43 | \$190.21 | \$195.99 | \$201.75 | \$207.55 | \$213.33 | \$219.20 | \$225.07 | \$231.09 | \$237.28 |
| | | Hourly | \$22.34 | \$23.06 | \$23.78 | \$24.50 | \$25.22 | \$25.95 | \$26.67 | \$27.40 | \$28.14 | \$28.89 | \$29.66 |
| 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 | \$64,770.00 |
| | | 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 | \$2,481.61 |
| | | Daily | \$187.45 | \$193.40 | \$199.34 | \$205.29 | \$211.23 | \$217.17 | \$223.13 | \$229.25 | \$235.39 | \$241.69 | \$248.17 |
| | | Hourly | \$23.44 | \$24.18 | \$24.92 | \$25.67 | \$26.41 | \$27.15 | \$27.90 | \$28.66 | \$29.43 | \$30.22 | \$31.03 |
| 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 | \$68,195.00 |
| | | 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 | \$2,612.84 |
| | | Daily | \$192.58 | \$199.64 | \$206.70 | \$213.74 | \$220.80 | \$227.86 | \$234.91 | \$241.37 | \$247.83 | \$254.47 | \$261.29 |
| | | Hourly | \$24.08 | \$24.96 | \$25.84 | \$26.72 | \$27.60 | \$28.49 | \$29.37 | \$30.18 | \$30.98 | \$31.81 | \$32.67 |
| 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 | \$71,357.00 |
| | | 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 | \$2,733.99 |
| | | Daily | \$201.70 | \$209.06 | \$216.39 | \$223.75 | \$231.09 | \$238.45 | \$245.81 | \$252.55 | \$259.32 | \$266.27 | \$273.40 |
| | | Hourly | \$25.22 | \$26.14 | \$27.05 | \$27.97 | \$28.89 | \$29.81 | \$30.73 | \$31.57 | \$32.42 | \$33.29 | \$34.18 |
| 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 | \$74,709.00 |
| | | 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 | \$2,862.42 |
| | | Daily | \$211.40 | \$219.06 | \$226.71 | \$234.38 | \$242.05 | \$249.71 | \$257.36 | \$264.43 | \$271.51 | \$278.78 | \$286.25 |
| | | Hourly | \$26.43 | \$27.39 | \$28.34 | \$29.30 | \$30.26 | \$31.22 | \$32.17 | \$33.06 | \$33.94 | \$34.85 | \$35.79 |
| 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 | \$78,197.00 |
| | | 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 | \$2,996.06 |
| | | Daily | \$221.71 | \$229.69 | \$237.60 | \$245.55 | \$253.49 | \$261.45 | \$269.38 | \$276.79 | \$284.19 | \$291.80 | \$299.61 |
| | | Hourly | \$27.72 | \$28.72 | \$29.70 | \$30.70 | \$31.69 | \$32.69 | \$33.68 | \$34.60 | \$35.53 | \$36.48 | \$37.46 |
| 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 | \$81,887.00 |
| | | 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 | \$3,137.44 |
| | | Daily | \$232.65 | \$240.87 | \$249.15 | \$257.36 | \$265.61 | \$273.84 | \$282.07 | \$289.82 | \$297.59 | \$305.56 | \$313.75 |
| | | Hourly | \$29.09 | \$30.11 | \$31.15 | \$32.17 | \$33.21 | \$34.23 | \$35.26 | \$36.23 | \$37.20 | \$38.20 | \$39.22 |
| 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 | \$85,743.00 |
| | | 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 | \$3,285.18 |
| | | Daily | \$244.19 | \$252.72 | \$261.26 | \$269.75 | \$278.30 | \$286.80 | \$295.35 | \$303.46 | \$311.59 | \$319.94 | \$328.52 |
| | | Hourly | \$30.53 | \$31.59 | \$32.66 | \$33.72 | \$34.79 | \$35.85 | \$36.92 | \$37.94 | \$38.95 | \$40.00 | \$41.07 |

P-1 FP 40 HOUR PLAN EFFECTIVE 6/25/2004

| 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 | 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 | \$89,831.00 |
| | | 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 | \$3,441.81 |
| | | Daily | \$256.52 | \$265.34 | \$274.18 | \$283.00 | \$291.81 | \$300.61 | \$309.42 | \$317.92 | \$326.44 | \$335.20 | \$344.19 |
| | | Hourly | \$32.07 | \$33.17 | \$34.28 | \$35.38 | \$36.48 | \$37.58 | \$38.68 | \$39.74 | \$40.81 | \$41.90 | \$43.03 |
| 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 | \$92,110.00 |
| | | 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 | \$3,529.12 |
| | | Daily | \$258.99 | \$268.70 | \$278.43 | \$288.15 | \$297.87 | \$307.58 | \$317.30 | \$326.02 | \$334.75 | \$343.71 | \$352.92 |
| | | Hourly | \$32.38 | \$33.59 | \$34.81 | \$36.02 | \$37.24 | \$38.45 | \$39.67 | \$40.76 | \$41.85 | \$42.97 | \$44.12 |
| 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 | \$95,612.00 |
| | | 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 | \$3,663.30 |
| | | Daily | \$269.38 | \$279.38 | \$289.40 | \$299.38 | \$309.38 | \$319.38 | \$329.40 | \$338.45 | \$347.50 | \$356.79 | \$366.33 |
| | | Hourly | \$33.68 | \$34.93 | \$36.18 | \$37.43 | \$38.68 | \$39.93 | \$41.18 | \$42.31 | \$43.44 | \$44.60 | \$45.80 |
| 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 | \$99,264.00 |
| | | 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 | \$3,803.22 |
| | | Daily | \$280.19 | \$290.48 | \$300.77 | \$311.07 | \$321.40 | \$331.68 | \$341.97 | \$351.38 | \$360.78 | \$370.42 | \$380.33 |
| | | Hourly | \$35.03 | \$36.31 | \$37.60 | \$38.89 | \$40.18 | \$41.46 | \$42.75 | \$43.93 | \$45.10 | \$46.31 | \$47.55 |
| 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 | \$103,029.00 |
| | | 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 | \$3,947.48 |
| | | Daily | \$291.42 | \$302.00 | \$312.58 | \$323.15 | \$333.75 | \$344.32 | \$354.93 | \$364.69 | \$374.44 | \$384.46 | \$394.75 |
| | | Hourly | \$36.43 | \$37.75 | \$39.08 | \$40.40 | \$41.72 | \$43.04 | \$44.37 | \$45.59 | \$46.81 | \$48.06 | \$49.35 |
| 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 | \$106,952.00 |
| | | 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 | \$4,097.78 |
| | | Daily | \$303.16 | \$314.04 | \$324.91 | \$335.78 | \$346.65 | \$357.53 | \$368.43 | \$378.56 | \$388.69 | \$399.10 | \$409.78 |
| | | Hourly | \$37.90 | \$39.26 | \$40.62 | \$41.98 | \$43.34 | \$44.70 | \$46.06 | \$47.32 | \$48.59 | \$49.89 | \$51.23 |
| 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 | \$111,095.00 |
| | | 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 | \$4,256.52 |
| | | Daily | \$315.64 | \$326.80 | \$337.99 | \$349.17 | \$360.32 | \$371.50 | \$382.67 | \$393.19 | \$403.71 | \$414.54 | \$425.66 |
| | | Hourly | \$39.46 | \$40.85 | \$42.25 | \$43.65 | \$45.04 | \$46.44 | \$47.84 | \$49.15 | \$50.47 | \$51.82 | \$53.21 |
| 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 | \$114,903.00 |
| | | 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 | \$4,402.42 |
| | | Daily | \$328.61 | \$340.06 | \$349.99 | \$362.98 | \$374.43 | \$385.87 | \$395.81 | \$406.69 | \$417.57 | \$428.76 | \$440.25 |
| | | Hourly | \$41.08 | \$42.51 | \$43.75 | \$45.38 | \$46.81 | \$48.24 | \$49.48 | \$50.84 | \$52.20 | \$53.60 | \$55.04 |
| 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 | \$119,826.00 |
| | | 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 | \$4,591.04 |
| | | Daily | \$342.28 | \$354.01 | \$365.78 | \$377.52 | \$389.29 | \$401.03 | \$412.78 | \$424.14 | \$435.48 | \$447.14 | \$459.11 |
| | | Hourly | \$42.79 | \$44.26 | \$45.73 | \$47.19 | \$48.67 | \$50.13 | \$51.60 | \$53.02 | \$54.44 | \$55.90 | \$57.39 |

P-1 FP 40 HOUR PLAN EFFECTIVE 6/25/2004

| 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 | 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 | \$124,502.00 |
| | | 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 | \$4,770.20 |
| | | Daily | \$356.47 | \$368.54 | \$380.61 | \$392.69 | \$404.77 | \$416.85 | \$428.92 | \$440.70 | \$452.50 | \$464.60 | \$477.02 |
| | | Hourly | \$44.56 | \$46.07 | \$47.58 | \$49.09 | \$50.60 | \$52.11 | \$53.62 | \$55.09 | \$56.57 | \$58.08 | \$59.63 |
| 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 | \$129,271.00 |
| | | 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 | \$4,952.92 |
| | | Daily | \$371.19 | \$383.54 | \$395.92 | \$408.27 | \$420.62 | \$432.97 | \$445.33 | \$457.58 | \$469.82 | \$482.39 | \$495.30 |
| | | Hourly | \$46.40 | \$47.95 | \$49.49 | \$51.04 | \$52.58 | \$54.13 | \$55.67 | \$57.20 | \$58.73 | \$60.30 | \$61.92 |
| 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 | \$134,279.00 |
| | | 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 | \$5,144.79 |
| | | Daily | \$386.62 | \$399.27 | \$411.92 | \$424.60 | \$437.25 | \$450.26 | \$462.55 | \$475.27 | \$487.99 | \$501.06 | \$514.48 |
| | | Hourly | \$48.33 | \$49.91 | \$51.49 | \$53.08 | \$54.66 | \$56.29 | \$57.82 | \$59.41 | \$61.00 | \$62.64 | \$64.31 |
| 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 | \$139,430.00 |
| | | 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 | \$5,342.15 |
| | | Daily | \$402.74 | \$415.66 | \$428.60 | \$441.51 | \$454.43 | \$467.36 | \$480.28 | \$493.48 | \$506.70 | \$520.28 | \$534.22 |
| | | Hourly | \$50.35 | \$51.96 | \$53.58 | \$55.19 | \$56.81 | \$58.42 | \$60.04 | \$61.69 | \$63.34 | \$65.04 | \$66.78 |
| 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 | \$144,850.00 |
| | | 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 | \$5,549.81 |
| | | Daily | \$419.59 | \$432.81 | \$446.05 | \$459.30 | \$472.53 | \$485.76 | \$498.98 | \$512.71 | \$526.43 | \$540.52 | \$554.99 |
| | | Hourly | \$52.45 | \$54.11 | \$55.76 | \$57.42 | \$59.07 | \$60.72 | \$62.38 | \$64.09 | \$65.81 | \$67.57 | \$69.38 |
| 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 | \$150,442.00 |
| | | 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 | \$5,764.07 |
| | | Daily | \$437.07 | \$450.62 | \$464.17 | \$477.64 | \$491.19 | \$504.73 | \$518.26 | \$532.52 | \$546.76 | \$561.39 | \$576.41 |
| | | Hourly | \$54.64 | \$56.33 | \$58.03 | \$59.71 | \$61.40 | \$63.10 | \$64.79 | \$66.57 | \$68.35 | \$70.18 | \$72.06 |
| 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 | \$156,292.00 |
| | | 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 | \$5,988.20 |
| | | Daily | \$455.62 | \$469.43 | \$483.23 | \$497.02 | \$510.84 | \$524.62 | \$538.40 | \$553.22 | \$568.02 | \$583.22 | \$598.82 |
| | | Hourly | \$56.96 | \$58.68 | \$60.41 | \$62.13 | \$63.86 | \$65.58 | \$67.30 | \$69.16 | \$71.01 | \$72.91 | \$74.86 |