

**P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 6/22/2007**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>
RZ	1	Annual	\$59,604.00	\$61,303.00	\$62,996.00	\$64,696.00	\$66,391.00	\$68,086.00	\$69,774.00		
		Bi-Wk	\$2,283.68	\$2,348.78	\$2,413.64	\$2,478.78	\$2,543.72	\$2,608.66	\$2,673.34		
		Daily	\$228.37	\$234.88	\$241.37	\$247.88	\$254.38	\$260.87	\$267.34		
		Hourly	\$28.55	\$29.36	\$30.18	\$30.99	\$31.80	\$32.61	\$33.42		
RZ	2	Annual	\$61,066.00	\$63,081.00	\$65,092.00	\$67,102.00	\$69,115.00	\$71,130.00	\$73,141.00		
		Bi-Wk	\$2,339.70	\$2,416.90	\$2,493.95	\$2,570.96	\$2,648.09	\$2,725.29	\$2,802.34		
		Daily	\$233.97	\$241.69	\$249.40	\$257.10	\$264.81	\$272.53	\$280.24		
		Hourly	\$29.25	\$30.22	\$31.18	\$32.14	\$33.11	\$34.07	\$35.03		
RZ	3	Annual	\$65,493.00	\$67,680.00	\$69,862.00	\$72,054.00	\$74,233.00	\$76,416.00	\$78,601.00		
		Bi-Wk	\$2,509.32	\$2,593.11	\$2,676.71	\$2,760.69	\$2,844.18	\$2,927.82	\$3,011.54		
		Daily	\$250.94	\$259.32	\$267.68	\$276.07	\$284.42	\$292.79	\$301.16		
		Hourly	\$31.37	\$32.42	\$33.46	\$34.51	\$35.56	\$36.60	\$37.65		
RZ	4	Annual	\$69,381.00	\$71,650.00	\$73,909.00	\$76,176.00	\$78,441.00	\$80,711.00	\$82,968.00		
		Bi-Wk	\$2,658.28	\$2,745.22	\$2,831.77	\$2,918.63	\$3,005.41	\$3,092.38	\$3,178.86		
		Daily	\$265.83	\$274.53	\$283.18	\$291.87	\$300.55	\$309.24	\$317.89		
		Hourly	\$33.23	\$34.32	\$35.40	\$36.49	\$37.57	\$38.66	\$39.74		
RZ	5	Annual	\$97,245.00	\$100,263.00	\$103,274.00	\$106,298.00	\$109,312.00	\$112,327.00	\$115,355.00		
		Bi-Wk	\$3,725.87	\$3,841.50	\$3,956.86	\$4,072.73	\$4,188.20	\$4,303.72	\$4,419.74		
		Daily	\$372.59	\$384.15	\$395.69	\$407.28	\$418.82	\$430.38	\$441.98		
		Hourly	\$46.58	\$48.02	\$49.47	\$50.91	\$52.36	\$53.80	\$55.25		
RZ	6	Annual	\$100,591.00	\$103,692.00	\$106,790.00	\$109,899.00	\$112,999.00	\$116,105.00	\$119,201.00		
		Bi-Wk	\$3,854.07	\$3,972.88	\$4,091.58	\$4,210.69	\$4,329.47	\$4,448.47	\$4,567.09		
		Daily	\$385.41	\$397.29	\$409.16	\$421.07	\$432.95	\$444.85	\$456.71		
		Hourly	\$48.18	\$49.67	\$51.15	\$52.64	\$54.12	\$55.61	\$57.09		
RZ	7	Annual	\$104,148.00	\$107,336.00	\$110,526.00	\$113,712.00	\$116,896.00	\$120,086.00	\$123,267.00		
		Bi-Wk	\$3,990.35	\$4,112.50	\$4,234.72	\$4,356.79	\$4,478.78	\$4,601.00	\$4,722.88		
		Daily	\$399.04	\$411.25	\$423.48	\$435.68	\$447.88	\$460.10	\$472.29		
		Hourly	\$49.88	\$51.41	\$52.94	\$54.46	\$55.99	\$57.52	\$59.04		
RZ	8	Annual	\$107,851.00	\$111,119.00	\$114,385.00	\$117,653.00	\$120,917.00	\$124,188.00	\$127,455.00		
		Bi-Wk	\$4,132.23	\$4,257.44	\$4,382.57	\$4,507.78	\$4,632.84	\$4,758.17	\$4,883.34		
		Daily	\$413.23	\$425.75	\$438.26	\$450.78	\$463.29	\$475.82	\$488.34		
		Hourly	\$51.66	\$53.22	\$54.79	\$56.35	\$57.92	\$59.48	\$61.05		

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RZ	9	Annual	\$111,748.00	\$115,092.00	\$118,453.00	\$121,800.00	\$125,157.00	\$128,504.00	\$131,856.00		
		Bi-Wk	\$4,281.54	\$4,409.66	\$4,538.43	\$4,666.67	\$4,795.29	\$4,923.53	\$5,051.96		
		Daily	\$428.16	\$440.97	\$453.85	\$466.67	\$479.53	\$492.36	\$505.20		
		Hourly	\$53.52	\$55.13	\$56.74	\$58.34	\$59.95	\$61.55	\$63.15		
RZ	10	Annual	\$115,799.00	\$119,242.00	\$122,683.00	\$126,126.00	\$129,571.00	\$133,016.00	\$136,460.00		
		Bi-Wk	\$4,436.75	\$4,568.66	\$4,700.50	\$4,832.42	\$4,964.41	\$5,096.40	\$5,228.36		
		Daily	\$443.68	\$456.87	\$470.05	\$483.25	\$496.45	\$509.64	\$522.84		
		Hourly	\$55.46	\$57.11	\$58.76	\$60.41	\$62.06	\$63.71	\$65.36		
RZ	11	Annual	\$119,997.00	\$123,514.00	\$127,044.00	\$130,567.00	\$134,088.00	\$137,621.00	\$141,148.00		
		Bi-Wk	\$4,597.59	\$4,732.34	\$4,867.59	\$5,002.57	\$5,137.48	\$5,272.84	\$5,407.97		
		Daily	\$459.76	\$473.24	\$486.76	\$500.26	\$513.75	\$527.29	\$540.80		
		Hourly	\$57.47	\$59.16	\$60.85	\$62.54	\$64.22	\$65.92	\$67.60		
RZ	12	Annual	\$124,400.00	\$128,009.00	\$131,616.00	\$135,222.00	\$138,834.00	\$142,440.00	\$146,044.00		
		Bi-Wk	\$4,766.29	\$4,904.56	\$5,042.76	\$5,180.92	\$5,319.32	\$5,457.48	\$5,595.56		
		Daily	\$476.63	\$490.46	\$504.28	\$518.10	\$531.94	\$545.75	\$559.56		
		Hourly	\$59.58	\$61.31	\$63.04	\$64.77	\$66.50	\$68.22	\$69.95		
RZ	13	Annual	\$137,314.00	\$141,296.00	\$145,276.00	\$149,256.00	\$153,236.00	\$157,217.00	\$161,195.00		
		Bi-Wk	\$5,261.08	\$5,413.64	\$5,566.14	\$5,718.63	\$5,871.12	\$6,023.64	\$6,176.06		
		Daily	\$526.11	\$541.37	\$556.62	\$571.87	\$587.12	\$602.37	\$617.61		
		Hourly	\$65.77	\$67.68	\$69.58	\$71.49	\$73.39	\$75.30	\$77.21		
RZ	14	Annual	\$155,226.00	\$159,704.00	\$164,181.00	\$168,659.00	\$173,136.00	\$177,615.00	\$182,093.00	\$186,570.00	\$191,046.00
		Bi-Wk	\$5,947.36	\$6,118.93	\$6,290.46	\$6,462.04	\$6,633.57	\$6,805.18	\$6,976.75	\$7,148.28	\$7,319.78
		Daily	\$594.74	\$611.90	\$629.05	\$646.21	\$663.36	\$680.52	\$697.68	\$714.83	\$731.98
		Hourly	\$74.35	\$76.49	\$78.64	\$80.78	\$82.92	\$85.07	\$87.21	\$89.36	\$91.50