

P-4 ES 35 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	Step 11	Step 12
ES	11 Annual	\$25,967.00	\$26,756.00	\$27,552.00	\$28,343.00	\$29,159.00	\$29,988.00	\$30,822.00	\$31,596.00	\$32,384.00	\$33,192.00	\$34,027.00	\$35,216.00
	Bi-Wk	\$994.91	\$1,025.14	\$1,055.64	\$1,085.94	\$1,117.21	\$1,148.97	\$1,180.92	\$1,210.58	\$1,240.77	\$1,271.73	\$1,303.72	\$1,349.28
	Daily	\$99.50	\$102.52	\$105.57	\$108.60	\$111.73	\$114.90	\$118.10	\$121.06	\$124.08	\$127.18	\$130.38	\$134.93
	Hourly	\$14.22	\$14.65	\$15.09	\$15.52	\$15.97	\$16.42	\$16.88	\$17.30	\$17.73	\$18.17	\$18.63	\$19.28
ES	12 Annual	\$26,808.00	\$27,638.00	\$28,458.00	\$29,313.00	\$30,172.00	\$31,043.00	\$31,903.00	\$32,701.00	\$33,519.00	\$34,357.00	\$35,216.00	\$38,241.00
	Bi-Wk	\$1,027.13	\$1,058.93	\$1,090.35	\$1,123.11	\$1,156.02	\$1,189.39	\$1,222.34	\$1,252.92	\$1,284.26	\$1,316.37	\$1,349.28	\$1,465.18
	Daily	\$102.72	\$105.90	\$109.04	\$112.32	\$115.61	\$118.94	\$122.24	\$125.30	\$128.43	\$131.64	\$134.93	\$146.52
	Hourly	\$14.68	\$15.13	\$15.58	\$16.05	\$16.52	\$17.00	\$17.47	\$17.90	\$18.35	\$18.81	\$19.28	\$20.94
ES	13 Annual	\$28,320.00	\$29,367.00	\$30,422.00	\$31,472.00	\$32,531.00	\$33,582.00	\$34,640.00	\$35,508.00	\$36,397.00	\$37,308.00	\$38,241.00	\$39,936.00
	Bi-Wk	\$1,085.06	\$1,125.18	\$1,165.60	\$1,205.83	\$1,246.40	\$1,286.67	\$1,327.21	\$1,360.46	\$1,394.53	\$1,429.43	\$1,465.18	\$1,530.12
	Daily	\$108.51	\$112.52	\$116.56	\$120.59	\$124.64	\$128.67	\$132.73	\$136.05	\$139.46	\$142.95	\$146.52	\$153.02
	Hourly	\$15.51	\$16.08	\$16.66	\$17.23	\$17.81	\$18.39	\$18.97	\$19.44	\$19.93	\$20.43	\$20.94	\$21.86
ES	14 Annual	\$29,645.00	\$30,738.00	\$31,826.00	\$32,915.00	\$34,003.00	\$35,092.00	\$36,180.00	\$37,085.00	\$38,011.00	\$38,960.00	\$39,936.00	\$41,726.00
	Bi-Wk	\$1,135.83	\$1,177.71	\$1,219.39	\$1,261.12	\$1,302.80	\$1,344.53	\$1,386.21	\$1,420.89	\$1,456.37	\$1,492.73	\$1,530.12	\$1,598.70
	Daily	\$113.59	\$117.78	\$121.94	\$126.12	\$130.28	\$134.46	\$138.63	\$142.09	\$145.64	\$149.28	\$153.02	\$159.87
	Hourly	\$16.23	\$16.83	\$17.42	\$18.02	\$18.62	\$19.21	\$19.81	\$20.30	\$20.81	\$21.33	\$21.86	\$22.84
ES	15 Annual	\$31,071.00	\$32,192.00	\$33,311.00	\$34,430.00	\$35,552.00	\$36,681.00	\$37,798.00	\$38,743.00	\$39,713.00	\$40,707.00	\$41,726.00	\$43,612.00
	Bi-Wk	\$1,190.46	\$1,233.41	\$1,276.29	\$1,319.16	\$1,362.15	\$1,405.41	\$1,448.20	\$1,484.41	\$1,521.58	\$1,559.66	\$1,598.70	\$1,670.96
	Daily	\$119.05	\$123.35	\$127.63	\$131.92	\$136.22	\$140.55	\$144.82	\$148.45	\$152.16	\$155.97	\$159.87	\$167.10
	Hourly	\$17.01	\$17.63	\$18.24	\$18.85	\$19.46	\$20.08	\$20.69	\$21.21	\$21.74	\$22.29	\$22.84	\$23.88
ES	16 Annual	\$32,582.00	\$33,739.00	\$34,893.00	\$36,047.00	\$37,200.00	\$38,358.00	\$39,510.00	\$40,497.00	\$41,508.00	\$42,548.00	\$43,612.00	\$45,614.00
	Bi-Wk	\$1,248.36	\$1,292.69	\$1,336.90	\$1,381.12	\$1,425.29	\$1,469.66	\$1,513.80	\$1,551.61	\$1,590.35	\$1,630.20	\$1,670.96	\$1,747.67
	Daily	\$124.84	\$129.27	\$133.69	\$138.12	\$142.53	\$146.97	\$151.38	\$155.17	\$159.04	\$163.02	\$167.10	\$174.77
	Hourly	\$17.84	\$18.47	\$19.10	\$19.74	\$20.37	\$21.00	\$21.63	\$22.17	\$22.72	\$23.29	\$23.88	\$24.97
ES	17 Annual	\$34,195.00	\$35,385.00	\$36,574.00	\$37,760.00	\$38,949.00	\$40,132.00	\$41,322.00	\$42,356.00	\$43,417.00	\$44,501.00	\$45,614.00	\$47,712.00
	Bi-Wk	\$1,310.16	\$1,355.75	\$1,401.31	\$1,446.75	\$1,492.30	\$1,537.63	\$1,583.22	\$1,622.84	\$1,663.49	\$1,705.02	\$1,747.67	\$1,828.05
	Daily	\$131.02	\$135.58	\$140.14	\$144.68	\$149.23	\$153.77	\$158.33	\$162.29	\$166.35	\$170.51	\$174.77	\$182.81
	Hourly	\$18.72	\$19.37	\$20.02	\$20.67	\$21.32	\$21.97	\$22.62	\$23.19	\$23.77	\$24.36	\$24.97	\$26.12
ES	18 Annual	\$35,922.00	\$37,141.00	\$38,358.00	\$39,577.00	\$40,790.00	\$42,007.00	\$43,223.00	\$44,306.00	\$45,412.00	\$46,548.00	\$47,712.00	\$49,901.00
	Bi-Wk	\$1,376.33	\$1,423.03	\$1,469.66	\$1,516.37	\$1,562.84	\$1,609.47	\$1,656.06	\$1,697.55	\$1,739.93	\$1,783.45	\$1,828.05	\$1,911.92
	Daily	\$137.64	\$142.31	\$146.97	\$151.64	\$156.29	\$160.95	\$165.61	\$169.76	\$174.00	\$178.35	\$182.81	\$191.20
	Hourly	\$19.67	\$20.33	\$21.00	\$21.67	\$22.33	\$23.00	\$23.66	\$24.26	\$24.86	\$25.48	\$26.12	\$27.32
ES	19 Annual	\$37,691.00	\$38,949.00	\$40,200.00	\$41,455.00	\$42,703.00	\$43,955.00	\$45,208.00	\$46,337.00	\$47,497.00	\$48,683.00	\$49,901.00	\$52,218.00
	Bi-Wk	\$1,444.10	\$1,492.30	\$1,540.23	\$1,588.32	\$1,636.14	\$1,684.10	\$1,732.11	\$1,775.37	\$1,819.81	\$1,865.25	\$1,911.92	\$2,000.69
	Daily	\$144.41	\$149.23	\$154.03	\$158.84	\$163.62	\$168.41	\$173.22	\$177.54	\$181.99	\$186.53	\$191.20	\$200.07
	Hourly	\$20.63	\$21.32	\$22.01	\$22.70	\$23.38	\$24.06	\$24.75	\$25.37	\$26.00	\$26.65	\$27.32	\$28.59

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ES	20 Annual	\$39,613.00	\$40,896.00	\$42,178.00	\$43,459.00	\$44,738.00	\$46,021.00	\$47,303.00	\$48,488.00	\$49,703.00	\$50,944.00	\$52,218.00	\$54,613.00
	Bi-Wk	\$1,517.74	\$1,566.90	\$1,616.02	\$1,665.10	\$1,714.10	\$1,763.26	\$1,812.38	\$1,857.78	\$1,904.33	\$1,951.88	\$2,000.69	\$2,092.46
	Daily	\$151.78	\$156.69	\$161.61	\$166.51	\$171.41	\$176.33	\$181.24	\$185.78	\$190.44	\$195.19	\$200.07	\$209.25
	Hourly	\$21.69	\$22.39	\$23.09	\$23.79	\$24.49	\$25.19	\$25.90	\$26.54	\$27.21	\$27.89	\$28.59	\$29.90
ES	21 Annual	\$41,564.00	\$42,886.00	\$44,201.00	\$45,518.00	\$46,839.00	\$48,155.00	\$49,478.00	\$50,714.00	\$51,980.00	\$53,280.00	\$54,613.00	\$57,502.00
	Bi-Wk	\$1,592.50	\$1,643.15	\$1,693.53	\$1,743.99	\$1,794.60	\$1,845.02	\$1,895.71	\$1,943.07	\$1,991.58	\$2,041.38	\$2,092.46	\$2,203.15
	Daily	\$159.25	\$164.32	\$169.36	\$174.40	\$179.46	\$184.51	\$189.58	\$194.31	\$199.16	\$204.14	\$209.25	\$220.32
	Hourly	\$22.75	\$23.48	\$24.20	\$24.92	\$25.64	\$26.36	\$27.09	\$27.76	\$28.46	\$29.17	\$29.90	\$31.48
ES	22 Annual	\$42,703.00	\$44,267.00	\$45,834.00	\$47,396.00	\$48,964.00	\$50,526.00	\$52,091.00	\$53,392.00	\$54,732.00	\$56,099.00	\$57,502.00	\$60,165.00
	Bi-Wk	\$1,636.14	\$1,696.06	\$1,756.10	\$1,815.94	\$1,876.02	\$1,935.87	\$1,995.83	\$2,045.68	\$2,097.02	\$2,149.39	\$2,203.15	\$2,305.18
	Daily	\$163.62	\$169.61	\$175.61	\$181.60	\$187.61	\$193.59	\$199.59	\$204.57	\$209.71	\$214.94	\$220.32	\$230.52
	Hourly	\$23.38	\$24.23	\$25.09	\$25.95	\$26.81	\$27.66	\$28.52	\$29.23	\$29.96	\$30.71	\$31.48	\$32.94
ES	23 Annual	\$44,725.00	\$46,357.00	\$47,982.00	\$49,617.00	\$51,245.00	\$52,876.00	\$54,506.00	\$55,868.00	\$57,264.00	\$58,697.00	\$60,165.00	\$62,994.00
	Bi-Wk	\$1,713.61	\$1,776.14	\$1,838.40	\$1,901.04	\$1,963.41	\$2,025.91	\$2,088.36	\$2,140.54	\$2,194.03	\$2,248.93	\$2,305.18	\$2,413.57
	Daily	\$171.37	\$177.62	\$183.84	\$190.11	\$196.35	\$202.60	\$208.84	\$214.06	\$219.41	\$224.90	\$230.52	\$241.36
	Hourly	\$24.49	\$25.38	\$26.27	\$27.16	\$28.05	\$28.95	\$29.84	\$30.58	\$31.35	\$32.13	\$32.94	\$34.48
ES	24 Annual	\$46,876.00	\$48,575.00	\$50,273.00	\$51,975.00	\$53,673.00	\$55,369.00	\$57,070.00	\$58,497.00	\$59,962.00	\$61,458.00	\$62,994.00	\$65,941.00
	Bi-Wk	\$1,796.02	\$1,861.12	\$1,926.17	\$1,991.38	\$2,056.44	\$2,121.42	\$2,186.60	\$2,241.27	\$2,297.40	\$2,354.72	\$2,413.57	\$2,526.48
	Daily	\$179.61	\$186.12	\$192.62	\$199.14	\$205.65	\$212.15	\$218.66	\$224.13	\$229.74	\$235.48	\$241.36	\$252.65
	Hourly	\$25.66	\$26.59	\$27.52	\$28.45	\$29.38	\$30.31	\$31.24	\$32.02	\$32.82	\$33.64	\$34.48	\$36.10
ES	25 Annual	\$49,167.00	\$50,931.00	\$52,686.00	\$54,448.00	\$56,214.00	\$57,976.00	\$59,734.00	\$61,227.00	\$62,760.00	\$64,332.00	\$65,941.00	\$69,042.00
	Bi-Wk	\$1,883.80	\$1,951.38	\$2,018.63	\$2,086.14	\$2,153.80	\$2,221.31	\$2,288.66	\$2,345.87	\$2,404.60	\$2,464.83	\$2,526.48	\$2,645.29
	Daily	\$188.38	\$195.14	\$201.87	\$208.62	\$215.38	\$222.14	\$228.87	\$234.59	\$240.46	\$246.49	\$252.65	\$264.53
	Hourly	\$26.92	\$27.88	\$28.84	\$29.81	\$30.77	\$31.74	\$32.70	\$33.52	\$34.36	\$35.22	\$36.10	\$37.79
ES	26 Annual	\$51,590.00	\$53,415.00	\$55,247.00	\$57,070.00	\$58,898.00	\$60,724.00	\$62,545.00	\$64,112.00	\$65,714.00	\$67,358.00	\$69,042.00	\$72,292.00
	Bi-Wk	\$1,976.63	\$2,046.56	\$2,116.75	\$2,186.60	\$2,256.63	\$2,326.60	\$2,396.37	\$2,456.40	\$2,517.78	\$2,580.77	\$2,645.29	\$2,769.81
	Daily	\$197.67	\$204.66	\$211.68	\$218.66	\$225.67	\$232.66	\$239.64	\$245.64	\$251.78	\$258.08	\$264.53	\$276.99
	Hourly	\$28.24	\$29.24	\$30.24	\$31.24	\$32.24	\$33.24	\$34.24	\$35.10	\$35.97	\$36.87	\$37.79	\$39.57
ES	27 Annual	\$54,146.00	\$56,040.00	\$57,932.00	\$59,816.00	\$61,709.00	\$63,598.00	\$65,491.00	\$67,130.00	\$68,808.00	\$70,529.00	\$72,292.00	\$75,738.00
	Bi-Wk	\$2,074.56	\$2,147.13	\$2,219.62	\$2,291.81	\$2,364.33	\$2,436.71	\$2,509.24	\$2,572.04	\$2,636.33	\$2,702.27	\$2,769.81	\$2,901.84
	Daily	\$207.46	\$214.72	\$221.97	\$229.19	\$236.44	\$243.68	\$250.93	\$257.21	\$263.64	\$270.23	\$276.99	\$290.19
	Hourly	\$29.64	\$30.68	\$31.71	\$32.75	\$33.78	\$34.82	\$35.85	\$36.75	\$37.67	\$38.61	\$39.57	\$41.46
ES	28 Annual	\$56,883.00	\$58,838.00	\$60,796.00	\$62,755.00	\$64,706.00	\$66,663.00	\$68,617.00	\$70,329.00	\$72,087.00	\$73,891.00	\$75,738.00	\$77,668.00
	Bi-Wk	\$2,179.43	\$2,254.33	\$2,329.35	\$2,404.41	\$2,479.16	\$2,554.14	\$2,629.01	\$2,694.60	\$2,761.96	\$2,831.08	\$2,901.84	\$2,975.79
	Daily	\$217.95	\$225.44	\$232.94	\$240.45	\$247.92	\$255.42	\$262.91	\$269.46	\$276.20	\$283.11	\$290.19	\$297.58
	Hourly	\$31.14	\$32.21	\$33.28	\$34.35	\$35.42	\$36.49	\$37.56	\$38.50	\$39.46	\$40.45	\$41.46	\$42.52

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ES	29 Annual	\$57,428.00	\$59,584.00	\$61,741.00	\$63,897.00	\$66,051.00	\$68,206.00	\$70,360.00	\$72,120.00	\$73,924.00	\$75,772.00	\$77,668.00	\$80,630.00
	Bi-Wk	\$2,200.31	\$2,282.92	\$2,365.56	\$2,448.17	\$2,530.69	\$2,613.26	\$2,695.79	\$2,763.22	\$2,832.34	\$2,903.15	\$2,975.79	\$3,089.28
	Daily	\$220.04	\$228.30	\$236.56	\$244.82	\$253.07	\$261.33	\$269.58	\$276.33	\$283.24	\$290.32	\$297.58	\$308.93
	Hourly	\$31.44	\$32.62	\$33.80	\$34.98	\$36.16	\$37.34	\$38.52	\$39.48	\$40.47	\$41.48	\$42.52	\$44.14
ES	30 Annual	\$59,734.00	\$61,951.00	\$64,175.00	\$66,387.00	\$68,601.00	\$70,821.00	\$73,043.00	\$74,868.00	\$76,745.00	\$78,663.00	\$80,630.00	\$83,704.00
	Bi-Wk	\$2,288.66	\$2,373.61	\$2,458.82	\$2,543.57	\$2,628.40	\$2,713.45	\$2,798.59	\$2,868.51	\$2,940.43	\$3,013.91	\$3,089.28	\$3,207.05
	Daily	\$228.87	\$237.37	\$245.89	\$254.36	\$262.84	\$271.35	\$279.86	\$286.86	\$294.05	\$301.40	\$308.93	\$320.71
	Hourly	\$32.70	\$33.91	\$35.13	\$36.34	\$37.55	\$38.77	\$39.98	\$40.98	\$42.01	\$43.06	\$44.14	\$45.82
ES	31 Annual	\$62,132.00	\$64,416.00	\$66,700.00	\$68,980.00	\$71,266.00	\$73,548.00	\$75,833.00	\$77,726.00	\$79,671.00	\$81,662.00	\$83,704.00	\$86,877.00
	Bi-Wk	\$2,380.54	\$2,468.05	\$2,555.56	\$2,642.92	\$2,730.50	\$2,817.94	\$2,905.48	\$2,978.01	\$3,052.53	\$3,128.82	\$3,207.05	\$3,328.63
	Daily	\$238.06	\$246.81	\$255.56	\$264.30	\$273.05	\$281.80	\$290.55	\$297.81	\$305.26	\$312.89	\$320.71	\$332.87
	Hourly	\$34.01	\$35.26	\$36.51	\$37.76	\$39.01	\$40.26	\$41.51	\$42.55	\$43.61	\$44.70	\$45.82	\$47.56
ES	32 Annual	\$64,624.00	\$66,967.00	\$69,311.00	\$71,660.00	\$74,006.00	\$76,351.00	\$78,703.00	\$80,672.00	\$82,689.00	\$84,757.00	\$86,877.00	\$90,181.00
	Bi-Wk	\$2,476.02	\$2,565.79	\$2,655.60	\$2,745.60	\$2,835.48	\$2,925.33	\$3,015.45	\$3,090.89	\$3,168.17	\$3,247.40	\$3,328.63	\$3,455.22
	Daily	\$247.61	\$256.58	\$265.56	\$274.56	\$283.55	\$292.54	\$301.55	\$309.09	\$316.82	\$324.74	\$332.87	\$345.53
	Hourly	\$35.38	\$36.66	\$37.94	\$39.23	\$40.51	\$41.80	\$43.08	\$44.16	\$45.26	\$46.40	\$47.56	\$49.37
ES	33 Annual	\$67,223.00	\$69,636.00	\$72,045.00	\$74,458.00	\$76,870.00	\$79,281.00	\$81,699.00	\$83,743.00	\$85,833.00	\$87,981.00	\$90,181.00	\$93,664.00
	Bi-Wk	\$2,575.60	\$2,668.05	\$2,760.35	\$2,852.80	\$2,945.22	\$3,037.59	\$3,130.23	\$3,208.55	\$3,288.63	\$3,370.92	\$3,455.22	\$3,588.66
	Daily	\$257.56	\$266.81	\$276.04	\$285.28	\$294.53	\$303.76	\$313.03	\$320.86	\$328.87	\$337.10	\$345.53	\$358.87
	Hourly	\$36.80	\$38.12	\$39.44	\$40.76	\$42.08	\$43.40	\$44.72	\$45.84	\$46.99	\$48.16	\$49.37	\$51.27
ES	34 Annual	\$69,991.00	\$72,469.00	\$74,947.00	\$77,426.00	\$79,902.00	\$82,382.00	\$84,854.00	\$86,977.00	\$89,153.00	\$91,379.00	\$93,664.00	\$97,261.00
	Bi-Wk	\$2,681.65	\$2,776.60	\$2,871.54	\$2,966.52	\$3,061.38	\$3,156.40	\$3,251.12	\$3,332.46	\$3,415.83	\$3,501.12	\$3,588.66	\$3,726.48
	Daily	\$268.17	\$277.66	\$287.16	\$296.66	\$306.14	\$315.64	\$325.12	\$333.25	\$341.59	\$350.12	\$358.87	\$372.65
	Hourly	\$38.31	\$39.67	\$41.03	\$42.38	\$43.74	\$45.10	\$46.45	\$47.61	\$48.80	\$50.02	\$51.27	\$53.24
ES	35 Annual	\$72,868.00	\$75,406.00	\$77,950.00	\$80,491.00	\$83,030.00	\$85,566.00	\$88,112.00	\$90,312.00	\$92,572.00	\$94,888.00	\$97,261.00	\$101,037.00
	Bi-Wk	\$2,791.88	\$2,889.12	\$2,986.60	\$3,083.95	\$3,181.23	\$3,278.40	\$3,375.94	\$3,460.23	\$3,546.82	\$3,635.56	\$3,726.48	\$3,871.15
	Daily	\$279.19	\$288.92	\$298.66	\$308.40	\$318.13	\$327.84	\$337.60	\$346.03	\$354.69	\$363.56	\$372.65	\$387.12
	Hourly	\$39.89	\$41.28	\$42.67	\$44.06	\$45.45	\$46.84	\$48.23	\$49.44	\$50.67	\$51.94	\$53.24	\$55.31
ES	36 Annual	\$75,899.00	\$78,501.00	\$81,110.00	\$83,715.00	\$86,322.00	\$88,926.00	\$91,532.00	\$93,824.00	\$96,167.00	\$98,573.00	\$101,037.00	\$104,989.00
	Bi-Wk	\$2,908.01	\$3,007.71	\$3,107.67	\$3,207.48	\$3,307.36	\$3,407.13	\$3,506.98	\$3,594.79	\$3,684.56	\$3,776.75	\$3,871.15	\$4,022.57
	Daily	\$290.81	\$300.78	\$310.77	\$320.75	\$330.74	\$340.72	\$350.70	\$359.48	\$368.46	\$377.68	\$387.12	\$402.26
	Hourly	\$41.55	\$42.97	\$44.40	\$45.83	\$47.25	\$48.68	\$50.10	\$51.36	\$52.64	\$53.96	\$55.31	\$57.47
ES	37 Annual	\$79,048.00	\$81,723.00	\$84,401.00	\$87,080.00	\$89,759.00	\$92,436.00	\$95,113.00	\$97,489.00	\$99,929.00	\$102,428.00	\$104,989.00	\$109,004.00
	Bi-Wk	\$3,028.66	\$3,131.15	\$3,233.76	\$3,336.40	\$3,439.05	\$3,541.61	\$3,644.18	\$3,735.22	\$3,828.70	\$3,924.45	\$4,022.57	\$4,176.40
	Daily	\$302.87	\$313.12	\$323.38	\$333.64	\$343.91	\$354.17	\$364.42	\$373.53	\$382.87	\$392.45	\$402.26	\$417.64
	Hourly	\$43.27	\$44.74	\$46.20	\$47.67	\$49.13	\$50.60	\$52.06	\$53.37	\$54.70	\$56.07	\$57.47	\$59.67

P-4 ES 35 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	Step 11	Step 12
ES	38 Annual	\$82,311.00	\$85,047.00	\$87,790.00	\$90,528.00	\$93,269.00	\$96,009.00	\$98,750.00	\$101,221.00	\$103,751.00	\$106,345.00	\$109,004.00	\$113,219.00
	Bi-Wk	\$3,153.68	\$3,258.51	\$3,363.61	\$3,468.51	\$3,573.53	\$3,678.51	\$3,783.53	\$3,878.20	\$3,975.14	\$4,074.53	\$4,176.40	\$4,337.90
	Daily	\$315.37	\$325.86	\$336.37	\$346.86	\$357.36	\$367.86	\$378.36	\$387.82	\$397.52	\$407.46	\$417.64	\$433.79
	Hourly	\$45.06	\$46.56	\$48.06	\$49.56	\$51.06	\$52.56	\$54.06	\$55.41	\$56.79	\$58.21	\$59.67	\$61.97
ES	39 Annual	\$85,734.00	\$88,541.00	\$91,343.00	\$94,154.00	\$96,959.00	\$99,759.00	\$102,570.00	\$105,136.00	\$107,764.00	\$110,458.00	\$113,219.00	\$117,562.00
	Bi-Wk	\$3,284.83	\$3,392.38	\$3,499.74	\$3,607.44	\$3,714.91	\$3,822.19	\$3,929.89	\$4,028.20	\$4,128.89	\$4,232.11	\$4,337.90	\$4,504.30
	Daily	\$328.49	\$339.24	\$349.98	\$360.75	\$371.50	\$382.22	\$392.99	\$402.82	\$412.89	\$423.22	\$433.79	\$450.43
	Hourly	\$46.93	\$48.47	\$50.00	\$51.54	\$53.08	\$54.61	\$56.15	\$57.55	\$58.99	\$60.46	\$61.97	\$64.35
ES	40 Annual	\$89,308.00	\$92,169.00	\$95,042.00	\$97,903.00	\$100,771.00	\$103,634.00	\$106,501.00	\$109,166.00	\$111,897.00	\$114,694.00	\$117,562.00	\$122,140.00
	Bi-Wk	\$3,421.77	\$3,531.38	\$3,641.46	\$3,751.08	\$3,860.96	\$3,970.66	\$4,080.50	\$4,182.61	\$4,287.25	\$4,394.41	\$4,504.30	\$4,679.70
	Daily	\$342.18	\$353.14	\$364.15	\$375.11	\$386.10	\$397.07	\$408.05	\$418.27	\$428.73	\$439.45	\$450.43	\$467.97
	Hourly	\$48.89	\$50.45	\$52.03	\$53.59	\$55.16	\$56.73	\$58.30	\$59.76	\$61.25	\$62.78	\$64.35	\$66.86
ES	41 Annual	\$93,040.00	\$95,978.00	\$98,911.00	\$101,849.00	\$104,784.00	\$107,716.00	\$110,650.00	\$113,418.00	\$116,255.00	\$119,160.00	\$122,140.00	\$126,856.00
	Bi-Wk	\$3,564.76	\$3,677.32	\$3,789.70	\$3,902.27	\$4,014.72	\$4,127.05	\$4,239.47	\$4,345.52	\$4,454.22	\$4,565.52	\$4,679.70	\$4,860.39
	Daily	\$356.48	\$367.74	\$378.97	\$390.23	\$401.48	\$412.71	\$423.95	\$434.56	\$445.43	\$456.56	\$467.97	\$486.04
	Hourly	\$50.93	\$52.54	\$54.14	\$55.75	\$57.36	\$58.96	\$60.57	\$62.08	\$63.64	\$65.23	\$66.86	\$69.44
ES	42 Annual	\$96,918.00	\$99,922.00	\$102,925.00	\$105,918.00	\$108,923.00	\$111,919.00	\$114,926.00	\$117,800.00	\$120,745.00	\$123,762.00	\$126,856.00	\$131,788.00
	Bi-Wk	\$3,713.34	\$3,828.43	\$3,943.49	\$4,058.17	\$4,173.30	\$4,288.09	\$4,403.30	\$4,513.41	\$4,626.25	\$4,741.84	\$4,860.39	\$5,049.35
	Daily	\$371.34	\$382.85	\$394.35	\$405.82	\$417.33	\$428.81	\$440.33	\$451.35	\$462.63	\$474.19	\$486.04	\$504.94
	Hourly	\$53.05	\$54.70	\$56.34	\$57.98	\$59.62	\$61.26	\$62.91	\$64.48	\$66.09	\$67.75	\$69.44	\$72.14
ES	43 Annual	\$101,036.00	\$104,094.00	\$107,157.00	\$110,215.00	\$113,279.00	\$116,335.00	\$119,395.00	\$122,377.00	\$125,440.00	\$128,573.00	\$131,788.00	\$94,669.00
	Bi-Wk	\$3,871.12	\$3,988.28	\$4,105.64	\$4,222.80	\$4,340.20	\$4,457.28	\$4,574.53	\$4,688.78	\$4,806.14	\$4,926.17	\$5,049.35	\$3,627.17
	Daily	\$387.12	\$398.83	\$410.57	\$422.28	\$434.02	\$445.73	\$457.46	\$468.88	\$480.62	\$492.62	\$504.94	\$362.72
	Hourly	\$55.31	\$56.98	\$58.66	\$60.33	\$62.01	\$63.68	\$65.36	\$66.99	\$68.66	\$70.38	\$72.14	\$51.82