

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 7/14/2000

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
ES	11	Annual	\$24,475.00	\$25,219.00	\$25,969.00	\$26,715.00	\$27,484.00	\$28,266.00	\$29,052.00	\$29,781.00	\$30,524.00	\$31,290.00	\$32,384.00
		Bi-Wk	\$937.74	\$966.25	\$994.99	\$1,023.57	\$1,053.03	\$1,082.99	\$1,113.11	\$1,141.04	\$1,169.51	\$1,198.86	\$1,240.77
		Daily	\$93.78	\$96.63	\$99.50	\$102.36	\$105.31	\$108.30	\$111.32	\$114.11	\$116.96	\$119.89	\$124.08
		Hourly	\$13.40	\$13.81	\$14.22	\$14.63	\$15.05	\$15.48	\$15.91	\$16.31	\$16.71	\$17.13	\$17.73
ES	12	Annual	\$25,268.00	\$26,051.00	\$26,824.00	\$27,630.00	\$28,439.00	\$29,260.00	\$30,070.00	\$30,823.00	\$31,594.00	\$32,384.00	\$35,166.00
		Bi-Wk	\$968.13	\$998.13	\$1,027.74	\$1,058.63	\$1,089.62	\$1,121.08	\$1,152.11	\$1,180.96	\$1,210.50	\$1,240.77	\$1,347.36
		Daily	\$96.82	\$99.82	\$102.78	\$105.87	\$108.97	\$112.11	\$115.22	\$118.10	\$121.05	\$124.08	\$134.74
		Hourly	\$13.84	\$14.26	\$14.69	\$15.13	\$15.57	\$16.02	\$16.46	\$16.88	\$17.30	\$17.73	\$19.25
ES	13	Annual	\$26,694.00	\$27,680.00	\$28,674.00	\$29,665.00	\$30,663.00	\$31,653.00	\$32,651.00	\$33,468.00	\$34,306.00	\$35,166.00	\$36,724.00
		Bi-Wk	\$1,022.76	\$1,060.54	\$1,098.63	\$1,136.60	\$1,174.83	\$1,212.76	\$1,251.00	\$1,282.30	\$1,314.41	\$1,347.36	\$1,407.05
		Daily	\$102.28	\$106.06	\$109.87	\$113.66	\$117.49	\$121.28	\$125.10	\$128.23	\$131.45	\$134.74	\$140.71
		Hourly	\$14.62	\$15.16	\$15.70	\$16.24	\$16.79	\$17.33	\$17.88	\$18.32	\$18.78	\$19.25	\$20.11
ES	14	Annual	\$27,942.00	\$28,972.00	\$29,999.00	\$31,025.00	\$32,050.00	\$33,076.00	\$34,102.00	\$34,955.00	\$35,828.00	\$36,724.00	\$38,369.00
		Bi-Wk	\$1,070.58	\$1,110.04	\$1,149.39	\$1,188.70	\$1,227.97	\$1,267.28	\$1,306.60	\$1,339.28	\$1,372.73	\$1,407.05	\$1,470.08
		Daily	\$107.06	\$111.01	\$114.94	\$118.87	\$122.80	\$126.73	\$130.66	\$133.93	\$137.28	\$140.71	\$147.01
		Hourly	\$15.30	\$15.86	\$16.42	\$16.99	\$17.55	\$18.11	\$18.67	\$19.14	\$19.62	\$20.11	\$21.01
ES	15	Annual	\$29,287.00	\$30,343.00	\$31,398.00	\$32,453.00	\$33,510.00	\$34,574.00	\$35,628.00	\$36,518.00	\$37,433.00	\$38,369.00	\$40,104.00
		Bi-Wk	\$1,122.11	\$1,162.57	\$1,202.99	\$1,243.41	\$1,283.91	\$1,324.68	\$1,365.06	\$1,399.16	\$1,434.22	\$1,470.08	\$1,536.56
		Daily	\$112.22	\$116.26	\$120.30	\$124.35	\$128.40	\$132.47	\$136.51	\$139.92	\$143.43	\$147.01	\$153.66
		Hourly	\$16.04	\$16.61	\$17.19	\$17.77	\$18.35	\$18.93	\$19.51	\$19.99	\$20.49	\$21.01	\$21.96
ES	16	Annual	\$30,711.00	\$31,801.00	\$32,889.00	\$33,977.00	\$35,064.00	\$36,155.00	\$37,241.00	\$38,171.00	\$39,125.00	\$40,104.00	\$41,945.00
		Bi-Wk	\$1,176.67	\$1,218.43	\$1,260.12	\$1,301.81	\$1,343.45	\$1,385.25	\$1,426.86	\$1,462.50	\$1,499.05	\$1,536.56	\$1,607.09
		Daily	\$117.67	\$121.85	\$126.02	\$130.19	\$134.35	\$138.53	\$142.69	\$146.25	\$149.91	\$153.66	\$160.71
		Hourly	\$16.81	\$17.41	\$18.01	\$18.60	\$19.20	\$19.79	\$20.39	\$20.90	\$21.42	\$21.96	\$22.96
ES	17	Annual	\$32,232.00	\$33,353.00	\$34,473.00	\$35,592.00	\$36,712.00	\$37,828.00	\$38,949.00	\$39,924.00	\$40,924.00	\$41,945.00	\$43,875.00
		Bi-Wk	\$1,234.95	\$1,277.90	\$1,320.81	\$1,363.68	\$1,406.60	\$1,449.35	\$1,492.30	\$1,529.66	\$1,567.97	\$1,607.09	\$1,681.04
		Daily	\$123.50	\$127.79	\$132.09	\$136.37	\$140.66	\$144.94	\$149.23	\$152.97	\$156.80	\$160.71	\$168.11
		Hourly	\$17.65	\$18.26	\$18.87	\$19.49	\$20.10	\$20.71	\$21.32	\$21.86	\$22.40	\$22.96	\$24.02
ES	18	Annual	\$33,859.00	\$35,008.00	\$36,155.00	\$37,304.00	\$38,447.00	\$39,595.00	\$40,741.00	\$41,762.00	\$42,804.00	\$43,875.00	\$45,888.00
		Bi-Wk	\$1,297.28	\$1,341.31	\$1,385.25	\$1,429.28	\$1,473.07	\$1,517.05	\$1,560.96	\$1,600.08	\$1,640.00	\$1,681.04	\$1,758.17

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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
		Daily	\$129.73	\$134.14	\$138.53	\$142.93	\$147.31	\$151.71	\$156.10	\$160.01	\$164.00	\$168.11	\$175.82
		Hourly	\$18.54	\$19.17	\$19.79	\$20.42	\$21.05	\$21.68	\$22.30	\$22.86	\$23.43	\$24.02	\$25.12
ES	19	Annual	\$35,527.00	\$36,712.00	\$37,892.00	\$39,074.00	\$40,251.00	\$41,431.00	\$42,612.00	\$43,676.00	\$44,769.00	\$45,888.00	\$48,019.00
		Bi-Wk	\$1,361.19	\$1,406.60	\$1,451.81	\$1,497.09	\$1,542.19	\$1,587.40	\$1,632.65	\$1,673.41	\$1,715.29	\$1,758.17	\$1,839.81
		Daily	\$136.12	\$140.66	\$145.19	\$149.71	\$154.22	\$158.74	\$163.27	\$167.35	\$171.53	\$175.82	\$183.99
		Hourly	\$19.45	\$20.10	\$20.75	\$21.39	\$22.04	\$22.68	\$23.33	\$23.91	\$24.51	\$25.12	\$26.29
ES	20	Annual	\$37,338.00	\$38,547.00	\$39,756.00	\$40,964.00	\$42,168.00	\$43,378.00	\$44,587.00	\$45,703.00	\$46,849.00	\$48,019.00	\$50,221.00
		Bi-Wk	\$1,430.58	\$1,476.90	\$1,523.22	\$1,569.51	\$1,615.64	\$1,662.00	\$1,708.32	\$1,751.08	\$1,794.99	\$1,839.81	\$1,924.18
		Daily	\$143.06	\$147.69	\$152.33	\$156.96	\$161.57	\$166.20	\$170.84	\$175.11	\$179.50	\$183.99	\$192.42
		Hourly	\$20.44	\$21.10	\$21.77	\$22.43	\$23.09	\$23.75	\$24.41	\$25.02	\$25.65	\$26.29	\$27.49
ES	21	Annual	\$39,177.00	\$40,423.00	\$41,663.00	\$42,904.00	\$44,149.00	\$45,390.00	\$46,636.00	\$47,801.00	\$48,996.00	\$50,221.00	\$52,878.00
		Bi-Wk	\$1,501.04	\$1,548.78	\$1,596.29	\$1,643.84	\$1,691.54	\$1,739.09	\$1,786.82	\$1,831.46	\$1,877.25	\$1,924.18	\$2,025.98
		Daily	\$150.11	\$154.88	\$159.63	\$164.39	\$169.16	\$173.91	\$178.69	\$183.15	\$187.73	\$192.42	\$202.60
		Hourly	\$21.45	\$22.13	\$22.81	\$23.49	\$24.17	\$24.85	\$25.53	\$26.17	\$26.82	\$27.49	\$28.95
ES	22	Annual	\$40,251.00	\$41,725.00	\$43,202.00	\$44,674.00	\$46,152.00	\$47,625.00	\$49,100.00	\$50,326.00	\$51,589.00	\$52,878.00	\$55,327.00
		Bi-Wk	\$1,542.19	\$1,598.66	\$1,655.25	\$1,711.65	\$1,768.28	\$1,824.72	\$1,881.23	\$1,928.20	\$1,976.60	\$2,025.98	\$2,119.81
		Daily	\$154.22	\$159.87	\$165.53	\$171.17	\$176.83	\$182.48	\$188.13	\$192.82	\$197.66	\$202.60	\$211.99
		Hourly	\$22.04	\$22.84	\$23.65	\$24.46	\$25.27	\$26.07	\$26.88	\$27.55	\$28.24	\$28.95	\$30.29
ES	23	Annual	\$42,157.00	\$43,695.00	\$45,227.00	\$46,767.00	\$48,302.00	\$49,839.00	\$51,376.00	\$52,660.00	\$53,976.00	\$55,327.00	\$57,929.00
		Bi-Wk	\$1,615.22	\$1,674.14	\$1,732.84	\$1,791.84	\$1,850.66	\$1,909.55	\$1,968.43	\$2,017.63	\$2,068.05	\$2,119.81	\$2,219.51
		Daily	\$161.53	\$167.42	\$173.29	\$179.19	\$185.07	\$190.96	\$196.85	\$201.77	\$206.81	\$211.99	\$221.96
		Hourly	\$23.08	\$23.92	\$24.76	\$25.60	\$26.44	\$27.28	\$28.13	\$28.83	\$29.55	\$30.29	\$31.71
ES	24	Annual	\$44,184.00	\$45,786.00	\$47,386.00	\$48,991.00	\$50,591.00	\$52,190.00	\$53,793.00	\$55,138.00	\$56,519.00	\$57,929.00	\$60,638.00
		Bi-Wk	\$1,692.88	\$1,754.26	\$1,815.56	\$1,877.05	\$1,938.36	\$1,999.62	\$2,061.04	\$2,112.57	\$2,165.48	\$2,219.51	\$2,323.30
		Daily	\$169.29	\$175.43	\$181.56	\$187.71	\$193.84	\$199.97	\$206.11	\$211.26	\$216.55	\$221.96	\$232.33
		Hourly	\$24.19	\$25.07	\$25.94	\$26.82	\$27.70	\$28.57	\$29.45	\$30.18	\$30.94	\$31.71	\$33.19
ES	25	Annual	\$46,343.00	\$48,006.00	\$49,661.00	\$51,322.00	\$52,986.00	\$54,647.00	\$56,304.00	\$57,711.00	\$59,157.00	\$60,638.00	\$63,491.00
		Bi-Wk	\$1,775.60	\$1,839.32	\$1,902.73	\$1,966.37	\$2,030.12	\$2,093.76	\$2,157.25	\$2,211.15	\$2,266.56	\$2,323.30	\$2,432.61
		Daily	\$177.56	\$183.94	\$190.28	\$196.64	\$203.02	\$209.38	\$215.73	\$221.12	\$226.66	\$232.33	\$243.27
		Hourly	\$25.37	\$26.28	\$27.19	\$28.10	\$29.01	\$29.92	\$30.82	\$31.59	\$32.38	\$33.19	\$34.76

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ES	26	Annual	\$48,628.00	\$50,348.00	\$52,074.00	\$53,793.00	\$55,516.00	\$57,237.00	\$58,954.00	\$60,431.00	\$61,941.00	\$63,491.00	\$66,479.00
		Bi-Wk	\$1,863.15	\$1,929.05	\$1,995.18	\$2,061.04	\$2,127.05	\$2,192.99	\$2,258.78	\$2,315.37	\$2,373.22	\$2,432.61	\$2,547.09
		Daily	\$186.32	\$192.91	\$199.52	\$206.11	\$212.71	\$219.30	\$225.88	\$231.54	\$237.33	\$243.27	\$254.71
		Hourly	\$26.62	\$27.56	\$28.51	\$29.45	\$30.39	\$31.33	\$32.27	\$33.08	\$33.91	\$34.76	\$36.39
ES	27	Annual	\$51,036.00	\$52,822.00	\$54,605.00	\$56,381.00	\$58,166.00	\$59,946.00	\$61,731.00	\$63,275.00	\$64,857.00	\$66,479.00	\$69,648.00
		Bi-Wk	\$1,955.41	\$2,023.84	\$2,092.15	\$2,160.20	\$2,228.59	\$2,296.79	\$2,365.18	\$2,424.33	\$2,484.95	\$2,547.09	\$2,668.51
		Daily	\$195.55	\$202.39	\$209.22	\$216.02	\$222.86	\$229.68	\$236.52	\$242.44	\$248.50	\$254.71	\$266.86
		Hourly	\$27.94	\$28.92	\$29.89	\$30.86	\$31.84	\$32.82	\$33.79	\$34.64	\$35.50	\$36.39	\$38.13
ES	28	Annual	\$53,617.00	\$55,460.00	\$57,305.00	\$59,152.00	\$60,991.00	\$62,835.00	\$64,677.00	\$66,291.00	\$67,948.00	\$69,648.00	\$71,422.00
		Bi-Wk	\$2,054.30	\$2,124.91	\$2,195.60	\$2,266.37	\$2,336.82	\$2,407.48	\$2,478.05	\$2,539.89	\$2,603.38	\$2,668.51	\$2,736.48
		Daily	\$205.43	\$212.50	\$219.56	\$226.64	\$233.69	\$240.75	\$247.81	\$253.99	\$260.34	\$266.86	\$273.65
		Hourly	\$29.35	\$30.36	\$31.37	\$32.38	\$33.39	\$34.40	\$35.41	\$36.29	\$37.20	\$38.13	\$39.10
ES	29	Annual	\$54,131.00	\$56,163.00	\$58,196.00	\$60,228.00	\$62,259.00	\$64,290.00	\$66,320.00	\$67,979.00	\$69,679.00	\$71,422.00	\$74,146.00
		Bi-Wk	\$2,073.99	\$2,151.84	\$2,229.74	\$2,307.59	\$2,385.41	\$2,463.22	\$2,541.00	\$2,604.56	\$2,669.70	\$2,736.48	\$2,840.85
		Daily	\$207.40	\$215.19	\$222.98	\$230.76	\$238.55	\$246.33	\$254.10	\$260.46	\$266.97	\$273.65	\$284.09
		Hourly	\$29.63	\$30.75	\$31.86	\$32.97	\$34.08	\$35.19	\$36.30	\$37.21	\$38.14	\$39.10	\$40.59
ES	30	Annual	\$56,304.00	\$58,394.00	\$60,490.00	\$62,575.00	\$64,662.00	\$66,755.00	\$68,849.00	\$70,569.00	\$72,338.00	\$74,146.00	\$76,973.00
		Bi-Wk	\$2,157.25	\$2,237.32	\$2,317.63	\$2,397.51	\$2,477.48	\$2,557.67	\$2,637.90	\$2,703.80	\$2,771.58	\$2,840.85	\$2,949.16
		Daily	\$215.73	\$223.74	\$231.77	\$239.76	\$247.75	\$255.77	\$263.79	\$270.38	\$277.16	\$284.09	\$294.92
		Hourly	\$30.82	\$31.97	\$33.11	\$34.26	\$35.40	\$36.54	\$37.69	\$38.63	\$39.60	\$40.59	\$42.14
ES	31	Annual	\$58,565.00	\$60,717.00	\$62,870.00	\$65,019.00	\$67,174.00	\$69,325.00	\$71,479.00	\$73,264.00	\$75,097.00	\$76,973.00	\$79,891.00
		Bi-Wk	\$2,243.87	\$2,326.33	\$2,408.82	\$2,491.15	\$2,573.72	\$2,656.14	\$2,738.66	\$2,807.05	\$2,877.28	\$2,949.16	\$3,060.96
		Daily	\$224.39	\$232.64	\$240.89	\$249.12	\$257.38	\$265.62	\$273.87	\$280.71	\$287.73	\$294.92	\$306.10
		Hourly	\$32.06	\$33.24	\$34.42	\$35.59	\$36.77	\$37.95	\$39.13	\$40.11	\$41.11	\$42.14	\$43.73
ES	32	Annual	\$60,913.00	\$63,122.00	\$65,332.00	\$67,545.00	\$69,757.00	\$71,967.00	\$74,184.00	\$76,040.00	\$77,941.00	\$79,891.00	\$82,930.00
		Bi-Wk	\$2,333.84	\$2,418.47	\$2,503.15	\$2,587.94	\$2,672.69	\$2,757.36	\$2,842.30	\$2,913.41	\$2,986.25	\$3,060.96	\$3,177.40
		Daily	\$233.39	\$241.85	\$250.32	\$258.80	\$267.27	\$275.74	\$284.23	\$291.35	\$298.63	\$306.10	\$317.74
		Hourly	\$33.35	\$34.55	\$35.76	\$36.98	\$38.19	\$39.40	\$40.61	\$41.63	\$42.67	\$43.73	\$45.40
ES	33	Annual	\$63,364.00	\$65,637.00	\$67,908.00	\$70,183.00	\$72,457.00	\$74,729.00	\$77,008.00	\$78,934.00	\$80,905.00	\$82,930.00	\$86,133.00

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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
		Bi-Wk	\$2,427.74	\$2,514.83	\$2,601.84	\$2,689.01	\$2,776.14	\$2,863.19	\$2,950.50	\$3,024.30	\$3,099.81	\$3,177.40	\$3,300.12
		Daily	\$242.78	\$251.49	\$260.19	\$268.91	\$277.62	\$286.32	\$295.05	\$302.43	\$309.99	\$317.74	\$330.02
		Hourly	\$34.69	\$35.93	\$37.17	\$38.42	\$39.66	\$40.91	\$42.15	\$43.21	\$44.29	\$45.40	\$47.15
ES	34	Annual	\$65,972.00	\$68,308.00	\$70,644.00	\$72,980.00	\$75,314.00	\$77,652.00	\$79,982.00	\$81,983.00	\$84,034.00	\$86,133.00	\$89,440.00
		Bi-Wk	\$2,527.67	\$2,617.17	\$2,706.67	\$2,796.17	\$2,885.60	\$2,975.18	\$3,064.45	\$3,141.12	\$3,219.70	\$3,300.12	\$3,426.82
		Daily	\$252.77	\$261.72	\$270.67	\$279.62	\$288.56	\$297.52	\$306.45	\$314.12	\$321.97	\$330.02	\$342.69
		Hourly	\$36.11	\$37.39	\$38.67	\$39.95	\$41.23	\$42.51	\$43.78	\$44.88	\$46.00	\$47.15	\$48.96
ES	35	Annual	\$68,684.00	\$71,076.00	\$73,474.00	\$75,869.00	\$78,263.00	\$80,653.00	\$83,053.00	\$85,127.00	\$87,257.00	\$89,440.00	\$92,913.00
		Bi-Wk	\$2,631.58	\$2,723.22	\$2,815.10	\$2,906.86	\$2,998.59	\$3,090.16	\$3,182.11	\$3,261.58	\$3,343.19	\$3,426.82	\$3,559.89
		Daily	\$263.16	\$272.33	\$281.51	\$290.69	\$299.86	\$309.02	\$318.22	\$326.16	\$334.32	\$342.69	\$355.99
		Hourly	\$37.60	\$38.91	\$40.22	\$41.53	\$42.84	\$44.15	\$45.46	\$46.60	\$47.76	\$48.96	\$50.86
ES	36	Annual	\$71,541.00	\$73,994.00	\$76,453.00	\$78,908.00	\$81,366.00	\$83,820.00	\$86,277.00	\$88,437.00	\$90,646.00	\$92,913.00	\$96,547.00
		Bi-Wk	\$2,741.04	\$2,835.02	\$2,929.24	\$3,023.30	\$3,117.48	\$3,211.50	\$3,305.64	\$3,388.40	\$3,473.03	\$3,559.89	\$3,699.12
		Daily	\$274.11	\$283.51	\$292.93	\$302.33	\$311.75	\$321.15	\$330.57	\$338.84	\$347.31	\$355.99	\$369.92
		Hourly	\$39.16	\$40.51	\$41.85	\$43.19	\$44.54	\$45.88	\$47.23	\$48.41	\$49.62	\$50.86	\$52.85
ES	37	Annual	\$74,509.00	\$77,031.00	\$79,555.00	\$82,080.00	\$84,605.00	\$87,129.00	\$89,652.00	\$91,892.00	\$94,192.00	\$96,547.00	\$100,239.00
		Bi-Wk	\$2,854.76	\$2,951.38	\$3,048.09	\$3,144.83	\$3,241.58	\$3,338.28	\$3,434.95	\$3,520.77	\$3,608.89	\$3,699.12	\$3,840.58
		Daily	\$285.48	\$295.14	\$304.81	\$314.49	\$324.16	\$333.83	\$343.50	\$352.08	\$360.89	\$369.92	\$384.06
		Hourly	\$40.79	\$42.17	\$43.55	\$44.93	\$46.31	\$47.69	\$49.08	\$50.30	\$51.56	\$52.85	\$54.87
ES	38	Annual	\$77,585.00	\$80,164.00	\$82,750.00	\$85,331.00	\$87,914.00	\$90,497.00	\$93,080.00	\$95,409.00	\$97,795.00	\$100,239.00	\$104,116.00
		Bi-Wk	\$2,972.61	\$3,071.42	\$3,170.50	\$3,269.39	\$3,368.36	\$3,467.32	\$3,566.29	\$3,655.52	\$3,746.94	\$3,840.58	\$3,989.12
		Daily	\$297.27	\$307.15	\$317.05	\$326.94	\$336.84	\$346.74	\$356.63	\$365.56	\$374.70	\$384.06	\$398.92
		Hourly	\$42.47	\$43.88	\$45.30	\$46.71	\$48.12	\$49.54	\$50.95	\$52.23	\$53.53	\$54.87	\$56.99
ES	39	Annual	\$80,811.00	\$83,458.00	\$86,099.00	\$88,748.00	\$91,392.00	\$94,032.00	\$96,681.00	\$99,100.00	\$101,577.00	\$104,116.00	\$108,109.00
		Bi-Wk	\$3,096.21	\$3,197.63	\$3,298.82	\$3,400.31	\$3,501.61	\$3,602.76	\$3,704.26	\$3,796.94	\$3,891.84	\$3,989.12	\$4,142.11
		Daily	\$309.63	\$319.77	\$329.89	\$340.04	\$350.17	\$360.28	\$370.43	\$379.70	\$389.19	\$398.92	\$414.22
		Hourly	\$44.24	\$45.69	\$47.13	\$48.58	\$50.03	\$51.47	\$52.92	\$54.25	\$55.60	\$56.99	\$59.18
ES	40	Annual	\$84,180.00	\$86,877.00	\$89,585.00	\$92,282.00	\$94,985.00	\$97,684.00	\$100,387.00	\$102,899.00	\$105,472.00	\$108,109.00	\$112,319.00
		Bi-Wk	\$3,225.29	\$3,328.63	\$3,432.38	\$3,535.71	\$3,639.28	\$3,742.69	\$3,846.25	\$3,942.50	\$4,041.08	\$4,142.11	\$4,303.41
		Daily	\$322.53	\$332.87	\$343.24	\$353.58	\$363.93	\$374.27	\$384.63	\$394.25	\$404.11	\$414.22	\$430.35

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 7/14/2000

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
		Hourly	\$46.08	\$47.56	\$49.04	\$50.52	\$51.99	\$53.47	\$54.95	\$56.33	\$57.73	\$59.18	\$61.48
ES	41	Annual	\$87,699.00	\$90,467.00	\$93,233.00	\$96,001.00	\$98,768.00	\$101,532.00	\$104,298.00	\$106,906.00	\$109,580.00	\$112,319.00	\$116,657.00
		Bi-Wk	\$3,360.12	\$3,466.17	\$3,572.15	\$3,678.20	\$3,784.22	\$3,890.12	\$3,996.10	\$4,096.02	\$4,198.47	\$4,303.41	\$4,469.62
		Daily	\$336.02	\$346.62	\$357.22	\$367.82	\$378.43	\$389.02	\$399.61	\$409.61	\$419.85	\$430.35	\$446.97
		Hourly	\$48.01	\$49.52	\$51.04	\$52.55	\$54.07	\$55.58	\$57.09	\$58.52	\$59.98	\$61.48	\$63.86
ES	42	Annual	\$91,354.00	\$94,185.00	\$97,016.00	\$99,837.00	\$102,669.00	\$105,494.00	\$108,328.00	\$111,036.00	\$113,813.00	\$116,657.00	\$121,192.00
		Bi-Wk	\$3,500.16	\$3,608.63	\$3,717.09	\$3,825.18	\$3,933.68	\$4,041.92	\$4,150.50	\$4,254.26	\$4,360.66	\$4,469.62	\$4,643.38
		Daily	\$350.02	\$360.87	\$371.71	\$382.52	\$393.37	\$404.20	\$415.05	\$425.43	\$436.07	\$446.97	\$464.34
		Hourly	\$50.01	\$51.56	\$53.11	\$54.65	\$56.20	\$57.75	\$59.30	\$60.78	\$62.30	\$63.86	\$66.34
ES	43	Annual	\$95,235.00	\$98,118.00	\$101,004.00	\$103,887.00	\$106,775.00	\$109,656.00	\$112,540.00	\$115,351.00	\$118,238.00	\$121,192.00	-
		Bi-Wk	\$3,648.86	\$3,759.32	\$3,869.89	\$3,980.35	\$4,091.00	\$4,201.38	\$4,311.88	\$4,419.58	\$4,530.20	\$4,643.38	-
		Daily	\$364.89	\$375.94	\$386.99	\$398.04	\$409.10	\$420.14	\$431.19	\$441.96	\$453.02	\$464.34	-
		Hourly	\$52.13	\$53.71	\$55.29	\$56.87	\$58.45	\$60.02	\$61.60	\$63.14	\$64.72	\$66.34	-