

P-3B EB 35 HOUR PAY PLAN EFFECTIVE 1-15-99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EB	1	Annual	\$16,124.00	\$16,518.00	\$16,910.00	\$17,301.00	\$17,818.00	\$18,214.00	\$18,608.00	
		Bi-Wk	\$617.78	\$632.88	\$647.90	\$662.88	\$682.69	\$697.86	\$712.96	
		Daily	\$61.78	\$63.29	\$64.79	\$66.29	\$68.27	\$69.79	\$71.30	
		Hourly	\$8.83	\$9.05	\$9.26	\$9.47	\$9.76	\$9.97	\$10.19	
EB	2	Annual	\$16,910.00	\$17,301.00	\$17,692.00	\$18,088.00	\$18,608.00	\$19,008.00	\$19,400.00	
		Bi-Wk	\$647.90	\$662.88	\$677.86	\$693.03	\$712.96	\$728.28	\$743.30	
		Daily	\$64.79	\$66.29	\$67.79	\$69.31	\$71.30	\$72.83	\$74.33	
		Hourly	\$9.26	\$9.47	\$9.69	\$9.91	\$10.19	\$10.41	\$10.62	
EB	3	Annual	\$17,301.00	\$17,692.00	\$18,088.00	\$18,479.00	\$19,007.00	\$19,400.00	\$19,795.00	
		Bi-Wk	\$662.88	\$677.86	\$693.03	\$708.01	\$728.24	\$743.30	\$758.43	
		Daily	\$66.29	\$67.79	\$69.31	\$70.81	\$72.83	\$74.33	\$75.85	
		Hourly	\$9.47	\$9.69	\$9.91	\$10.12	\$10.41	\$10.62	\$10.84	
EB	4	Annual	\$17,861.00	\$18,337.00	\$18,813.00	\$19,292.00	\$19,908.00	\$20,386.00	\$20,872.00	
		Bi-Wk	\$684.33	\$702.57	\$720.81	\$739.16	\$762.76	\$781.08	\$799.70	
		Daily	\$68.44	\$70.26	\$72.09	\$73.92	\$76.28	\$78.11	\$79.97	
		Hourly	\$9.78	\$10.04	\$10.30	\$10.56	\$10.90	\$11.16	\$11.43	
EB	5	Annual	\$18,306.00	\$18,813.00	\$19,321.00	\$19,818.00	\$20,469.00	\$20,976.00	\$21,484.00	
		Bi-Wk	\$701.38	\$720.81	\$740.27	\$759.32	\$784.26	\$803.68	\$823.15	
		Daily	\$70.14	\$72.09	\$74.03	\$75.94	\$78.43	\$80.37	\$82.32	
		Hourly	\$10.02	\$10.30	\$10.58	\$10.85	\$11.21	\$11.49	\$11.76	
EB	6	Annual	\$18,932.00	\$19,433.00	\$19,937.00	\$20,439.00	\$21,094.00	\$21,602.00	\$22,112.00	
		Bi-Wk	\$725.37	\$744.56	\$763.87	\$783.11	\$808.20	\$827.67	\$847.21	
		Daily	\$72.54	\$74.46	\$76.39	\$78.32	\$80.82	\$82.77	\$84.73	
		Hourly	\$10.37	\$10.64	\$10.92	\$11.19	\$11.55	\$11.83	\$12.11	
EB	7	Annual	\$19,486.00	\$19,990.00	\$20,493.00	\$20,994.00	\$21,656.00	\$22,160.00	\$22,668.00	
		Bi-Wk	\$746.60	\$765.91	\$785.18	\$804.37	\$829.74	\$849.05	\$868.51	
		Daily	\$74.66	\$76.60	\$78.52	\$80.44	\$82.98	\$84.91	\$86.86	
		Hourly	\$10.67	\$10.95	\$11.22	\$11.50	\$11.86	\$12.13	\$12.41	
EB	8	Annual	\$20,945.00	\$21,564.00	\$22,179.00	\$22,799.00	\$23,579.00	\$24,202.00	\$24,826.00	
		Bi-Wk	\$802.50	\$826.21	\$849.78	\$873.53	\$903.41	\$927.28	\$951.19	
		Daily	\$80.25	\$82.63	\$84.98	\$87.36	\$90.35	\$92.73	\$95.12	
		Hourly	\$11.47	\$11.81	\$12.14	\$12.48	\$12.91	\$13.25	\$13.59	
EB	9	Annual	\$21,588.00	\$22,232.00	\$22,875.00	\$23,523.00	\$24,337.00	\$24,981.00	\$25,633.00	
		Bi-Wk	\$827.13	\$851.81	\$876.44	\$901.27	\$932.46	\$957.13	\$982.11	

P-3B EB 35 HOUR PAY PLAN EFFECTIVE 1-15-99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Daily	\$82.72	\$85.19	\$87.65	\$90.13	\$93.25	\$95.72	\$98.22	
		Hourly	\$11.82	\$12.17	\$12.53	\$12.88	\$13.33	\$13.68	\$14.04	
EB	10	Annual	\$22,283.00	\$22,956.00	\$23,629.00	\$24,308.00	\$25,155.00	\$25,844.00	\$26,559.00	
		Bi-Wk	\$853.76	\$879.55	\$905.33	\$931.35	\$963.80	\$990.20	\$1,017.59	
		Daily	\$85.38	\$87.96	\$90.54	\$93.14	\$96.38	\$99.02	\$101.76	
		Hourly	\$12.20	\$12.57	\$12.94	\$13.31	\$13.77	\$14.15	\$14.54	
EB	11	Annual	\$22,989.00	\$23,693.00	\$24,392.00	\$25,098.00	\$26,000.00	\$26,742.00	\$27,484.00	
		Bi-Wk	\$880.81	\$907.78	\$934.56	\$961.61	\$996.17	\$1,024.60	\$1,053.03	
		Daily	\$88.09	\$90.78	\$93.46	\$96.17	\$99.62	\$102.46	\$105.31	
		Hourly	\$12.59	\$12.97	\$13.36	\$13.74	\$14.24	\$14.64	\$15.05	
EB	12	Annual	\$23,739.00	\$24,465.00	\$25,194.00	\$25,951.00	\$26,906.00	\$27,679.00	\$28,450.00	
		Bi-Wk	\$909.55	\$937.36	\$965.29	\$994.30	\$1,030.89	\$1,060.50	\$1,090.04	
		Daily	\$90.96	\$93.74	\$96.53	\$99.43	\$103.09	\$106.05	\$109.01	
		Hourly	\$13.00	\$13.40	\$13.79	\$14.21	\$14.73	\$15.15	\$15.58	
EB	13	Annual	\$25,073.00	\$25,997.00	\$26,928.00	\$27,866.00	\$29,007.00	\$29,947.00	\$30,886.00	
		Bi-Wk	\$960.66	\$996.06	\$1,031.73	\$1,067.67	\$1,111.38	\$1,147.40	\$1,183.38	
		Daily	\$96.07	\$99.61	\$103.18	\$106.77	\$111.14	\$114.74	\$118.34	
		Hourly	\$13.73	\$14.23	\$14.74	\$15.26	\$15.88	\$16.40	\$16.91	
EB	14	Annual	\$26,251.00	\$27,216.00	\$28,180.00	\$29,147.00	\$30,313.00	\$31,287.00	\$32,262.00	
		Bi-Wk	\$1,005.79	\$1,042.76	\$1,079.70	\$1,116.75	\$1,161.42	\$1,198.74	\$1,236.10	
		Daily	\$100.58	\$104.28	\$107.97	\$111.68	\$116.15	\$119.88	\$123.61	
		Hourly	\$14.37	\$14.90	\$15.43	\$15.96	\$16.60	\$17.13	\$17.66	
EB	15	Annual	\$27,508.00	\$28,500.00	\$29,492.00	\$30,484.00	\$31,704.00	\$32,704.00	\$33,702.00	
		Bi-Wk	\$1,053.95	\$1,091.96	\$1,129.97	\$1,167.97	\$1,214.72	\$1,253.03	\$1,291.27	
		Daily	\$105.40	\$109.20	\$113.00	\$116.80	\$121.48	\$125.31	\$129.13	
		Hourly	\$15.06	\$15.60	\$16.15	\$16.69	\$17.36	\$17.91	\$18.45	
EB	16	Annual	\$28,851.00	\$29,873.00	\$30,896.00	\$31,916.00	\$33,171.00	\$34,202.00	\$35,230.00	
		Bi-Wk	\$1,105.41	\$1,144.56	\$1,183.76	\$1,222.84	\$1,270.92	\$1,310.43	\$1,349.81	
		Daily	\$110.55	\$114.46	\$118.38	\$122.29	\$127.10	\$131.05	\$134.99	
		Hourly	\$15.80	\$16.36	\$16.92	\$17.47	\$18.16	\$18.73	\$19.29	
EB	17	Annual	\$30,279.00	\$31,331.00	\$32,381.00	\$33,432.00	\$34,727.00	\$35,786.00	\$36,846.00	
		Bi-Wk	\$1,160.12	\$1,200.43	\$1,240.66	\$1,280.92	\$1,330.54	\$1,371.12	\$1,411.73	
		Daily	\$116.02	\$120.05	\$124.07	\$128.10	\$133.06	\$137.12	\$141.18	
		Hourly	\$16.58	\$17.15	\$17.73	\$18.30	\$19.01	\$19.59	\$20.17	

P-3B EB 35 HOUR PAY PLAN EFFECTIVE 1-15-99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EB	18	Annual	\$31,807.00	\$32,882.00	\$33,958.00	\$35,042.00	\$36,373.00	\$37,459.00	\$38,540.00	
		Bi-Wk	\$1,218.66	\$1,259.85	\$1,301.08	\$1,342.61	\$1,393.61	\$1,435.22	\$1,476.63	
		Daily	\$121.87	\$125.99	\$130.11	\$134.27	\$139.37	\$143.53	\$147.67	
		Hourly	\$17.41	\$18.00	\$18.59	\$19.19	\$19.91	\$20.51	\$21.10	
EB	19	Annual	\$33,372.00	\$34,484.00	\$35,593.00	\$36,702.00	\$38,078.00	\$39,197.00	\$40,314.00	
		Bi-Wk	\$1,278.63	\$1,321.23	\$1,363.72	\$1,406.21	\$1,458.93	\$1,501.81	\$1,544.60	
		Daily	\$127.87	\$132.13	\$136.38	\$140.63	\$145.90	\$150.19	\$154.46	
		Hourly	\$18.27	\$18.88	\$19.49	\$20.09	\$20.85	\$21.46	\$22.07	
EB	20	Annual	\$35,072.00	\$36,206.00	\$37,342.00	\$38,478.00	\$39,896.00	\$41,041.00	\$42,184.00	
		Bi-Wk	\$1,343.76	\$1,387.21	\$1,430.73	\$1,474.26	\$1,528.59	\$1,572.46	\$1,616.25	
		Daily	\$134.38	\$138.73	\$143.08	\$147.43	\$152.86	\$157.25	\$161.63	
		Hourly	\$19.20	\$19.82	\$20.44	\$21.07	\$21.84	\$22.47	\$23.09	
EB	21	Annual	\$36,801.00	\$37,970.00	\$39,135.00	\$40,304.00	\$41,771.00	\$42,942.00	\$44,112.00	
		Bi-Wk	\$1,410.00	\$1,454.79	\$1,499.43	\$1,544.22	\$1,600.43	\$1,645.29	\$1,690.12	
		Daily	\$141.00	\$145.48	\$149.95	\$154.43	\$160.05	\$164.53	\$169.02	
		Hourly	\$20.15	\$20.79	\$21.43	\$22.07	\$22.87	\$23.51	\$24.15	
EB*	22	Annual	\$37,811.00	\$39,192.00	\$40,581.00	\$41,965.00	\$43,660.00	\$45,057.00	\$46,450.00	\$48,076.00
		Bi-Wk	\$1,448.70	\$1,501.61	\$1,554.83	\$1,607.86	\$1,672.80	\$1,726.33	\$1,779.70	\$1,842.00
		Daily	\$144.87	\$150.17	\$155.49	\$160.79	\$167.28	\$172.64	\$177.97	\$184.20
		Hourly	\$20.70	\$21.46	\$22.22	\$22.97	\$23.90	\$24.67	\$25.43	\$26.32
EB	23	Annual	\$39,600.00	\$41,042.00	\$42,485.00	\$43,928.00	\$45,698.00	\$47,148.00	\$48,601.00	
		Bi-Wk	\$1,517.25	\$1,572.50	\$1,627.78	\$1,683.07	\$1,750.89	\$1,806.44	\$1,862.11	
		Daily	\$151.73	\$157.25	\$162.78	\$168.31	\$175.09	\$180.65	\$186.22	
		Hourly	\$21.68	\$22.47	\$23.26	\$24.05	\$25.02	\$25.81	\$26.61	
EB	24	Annual	\$41,509.00	\$43,006.00	\$44,514.00	\$46,018.00	\$47,861.00	\$49,376.00	\$50,892.00	
		Bi-Wk	\$1,590.39	\$1,647.74	\$1,705.52	\$1,763.15	\$1,833.76	\$1,891.81	\$1,949.89	
		Daily	\$159.04	\$164.78	\$170.56	\$176.32	\$183.38	\$189.19	\$194.99	
		Hourly	\$22.72	\$23.54	\$24.37	\$25.19	\$26.20	\$27.03	\$27.86	
EB**	25	Annual	\$43,532.00	\$45,095.00	\$46,650.00	\$48,210.00	\$50,126.00	\$51,694.00	\$53,267.00	\$55,131.00
		Bi-Wk	\$1,667.90	\$1,727.78	\$1,787.36	\$1,847.13	\$1,920.54	\$1,980.62	\$2,040.89	\$2,112.30
		Daily	\$166.79	\$172.78	\$178.74	\$184.72	\$192.06	\$198.07	\$204.09	\$211.23
		Hourly	\$23.83	\$24.69	\$25.54	\$26.39	\$27.44	\$28.30	\$29.16	\$30.18
EC***	25	Annual	\$43,532.00	\$45,095.00	\$46,650.00	\$48,210.00	\$50,126.00	\$51,694.00	\$53,267.00	\$53,800.00

P-3B EB 35 HOUR PAY PLAN EFFECTIVE 1-15-99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Bi-Wk	\$1,667.90	\$1,727.78	\$1,787.36	\$1,847.13	\$1,920.54	\$1,980.62	\$2,040.89	\$2,061.31
		Daily	\$166.79	\$172.78	\$178.74	\$184.72	\$192.06	\$198.07	\$204.09	\$206.14
		Hourly	\$23.83	\$24.69	\$25.54	\$26.39	\$27.44	\$28.30	\$29.16	\$29.45
EB	26	Annual	\$45,681.00	\$47,293.00	\$48,914.00	\$50,530.00	\$52,519.00	\$54,145.00	\$55,774.00	
		Bi-Wk	\$1,750.23	\$1,812.00	\$1,874.10	\$1,936.02	\$2,012.23	\$2,074.53	\$2,136.94	
		Daily	\$175.03	\$181.20	\$187.41	\$193.61	\$201.23	\$207.46	\$213.70	
		Hourly	\$25.01	\$25.89	\$26.78	\$27.66	\$28.75	\$29.64	\$30.53	
EB	27	Annual	\$47,946.00	\$49,619.00	\$51,288.00	\$52,967.00	\$55,029.00	\$56,714.00	\$58,398.00	
		Bi-Wk	\$1,837.02	\$1,901.12	\$1,965.06	\$2,029.39	\$2,108.40	\$2,172.96	\$2,237.48	
		Daily	\$183.71	\$190.12	\$196.51	\$202.94	\$210.84	\$217.30	\$223.75	
		Hourly	\$26.25	\$27.16	\$28.08	\$29.00	\$30.12	\$31.05	\$31.97	
EB****	28	Annual	\$50,366.00	\$52,097.00	\$53,833.00	\$55,562.00	\$57,700.00	\$59,444.00	\$61,188.00	\$61,799.00
		Bi-Wk	\$1,929.74	\$1,996.06	\$2,062.57	\$2,128.82	\$2,210.73	\$2,277.55	\$2,344.37	\$2,367.78
		Daily	\$192.98	\$199.61	\$206.26	\$212.89	\$221.08	\$227.76	\$234.44	\$236.78
		Hourly	\$27.57	\$28.52	\$29.47	\$30.42	\$31.59	\$32.54	\$33.50	\$33.83
EB	29	Annual	\$50,853.00	\$52,759.00	\$54,664.00	\$56,574.00	\$58,902.00	\$60,823.00	\$62,742.00	
		Bi-Wk	\$1,948.40	\$2,021.42	\$2,094.41	\$2,167.59	\$2,256.79	\$2,330.39	\$2,403.91	
		Daily	\$194.84	\$202.15	\$209.45	\$216.76	\$225.68	\$233.04	\$240.40	
		Hourly	\$27.84	\$28.88	\$29.93	\$30.97	\$32.24	\$33.30	\$34.35	
EB	30	Annual	\$52,890.00	\$54,856.00	\$56,818.00	\$58,779.00	\$61,175.00	\$63,158.00	\$65,136.00	
		Bi-Wk	\$2,026.44	\$2,101.77	\$2,176.94	\$2,252.07	\$2,343.87	\$2,419.85	\$2,495.64	
		Daily	\$202.65	\$210.18	\$217.70	\$225.21	\$234.39	\$241.99	\$249.57	
		Hourly	\$28.95	\$30.03	\$31.10	\$32.18	\$33.49	\$34.57	\$35.66	
EB	31	Annual	\$55,012.00	\$57,032.00	\$59,056.00	\$61,076.00	\$63,552.00	\$65,588.00	\$67,621.00	
		Bi-Wk	\$2,107.74	\$2,185.14	\$2,262.69	\$2,340.08	\$2,434.95	\$2,512.96	\$2,590.85	
		Daily	\$210.78	\$218.52	\$226.27	\$234.01	\$243.50	\$251.30	\$259.09	
		Hourly	\$30.12	\$31.22	\$32.33	\$33.43	\$34.79	\$35.90	\$37.02	
EB	32	Annual	\$57,218.00	\$59,294.00	\$61,371.00	\$63,448.00	\$65,996.00	\$68,088.00	\$70,182.00	
		Bi-Wk	\$2,192.27	\$2,271.81	\$2,351.38	\$2,430.96	\$2,528.59	\$2,608.74	\$2,688.97	
		Daily	\$219.23	\$227.19	\$235.14	\$243.10	\$252.86	\$260.88	\$268.90	
		Hourly	\$31.32	\$32.46	\$33.60	\$34.73	\$36.13	\$37.27	\$38.42	
EB	33	Annual	\$59,520.00	\$61,656.00	\$63,790.00	\$65,925.00	\$68,550.00	\$70,696.00	\$72,854.00	
		Bi-Wk	\$2,280.46	\$2,362.30	\$2,444.07	\$2,525.87	\$2,626.44	\$2,708.66	\$2,791.35	
		Daily	\$228.05	\$236.23	\$244.41	\$252.59	\$262.65	\$270.87	\$279.14	

P-3B EB 35 HOUR PAY PLAN EFFECTIVE 1-15-99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Hourly	\$32.58	\$33.75	\$34.92	\$36.09	\$37.53	\$38.70	\$39.88	
EB	34	Annual	\$61,971.00	\$64,166.00	\$66,358.00	\$68,553.00	\$71,249.00	\$73,462.00	\$75,671.00	
		Bi-Wk	\$2,374.37	\$2,458.47	\$2,542.46	\$2,626.56	\$2,729.85	\$2,814.64	\$2,899.28	
		Daily	\$237.44	\$245.85	\$254.25	\$262.66	\$272.99	\$281.47	\$289.93	
		Hourly	\$33.92	\$35.13	\$36.33	\$37.53	\$39.00	\$40.21	\$41.42	
EB	35	Annual	\$64,515.00	\$66,767.00	\$69,018.00	\$71,272.00	\$74,042.00	\$76,305.00	\$78,571.00	
		Bi-Wk	\$2,471.84	\$2,558.13	\$2,644.37	\$2,730.73	\$2,836.86	\$2,923.57	\$3,010.39	
		Daily	\$247.19	\$255.82	\$264.44	\$273.08	\$283.69	\$292.36	\$301.04	
		Hourly	\$35.32	\$36.55	\$37.78	\$39.02	\$40.53	\$41.77	\$43.01	
EB	36	Annual	\$67,201.00	\$69,507.00	\$71,816.00	\$74,120.00	\$76,978.00	\$79,300.00	\$81,627.00	
		Bi-Wk	\$2,574.76	\$2,663.11	\$2,751.58	\$2,839.85	\$2,949.35	\$3,038.32	\$3,127.48	
		Daily	\$257.48	\$266.32	\$275.16	\$283.99	\$294.94	\$303.84	\$312.75	
		Hourly	\$36.79	\$38.05	\$39.31	\$40.57	\$42.14	\$43.41	\$44.68	
EB	37	Annual	\$69,992.00	\$72,363.00	\$74,733.00	\$77,105.00	\$80,040.00	\$82,430.00	\$84,813.00	
		Bi-Wk	\$2,681.69	\$2,772.53	\$2,863.34	\$2,954.22	\$3,066.67	\$3,158.24	\$3,249.55	
		Daily	\$268.17	\$277.26	\$286.34	\$295.43	\$306.67	\$315.83	\$324.96	
		Hourly	\$38.31	\$39.61	\$40.91	\$42.21	\$43.81	\$45.12	\$46.43	
EB	38	Annual	\$72,878.00	\$75,301.00	\$77,734.00	\$80,160.00	\$83,172.00	\$85,621.00	\$88,062.00	
		Bi-Wk	\$2,792.27	\$2,885.10	\$2,978.32	\$3,071.27	\$3,186.67	\$3,280.50	\$3,374.03	
		Daily	\$279.23	\$288.51	\$297.84	\$307.13	\$318.67	\$328.05	\$337.41	
		Hourly	\$39.89	\$41.22	\$42.55	\$43.88	\$45.53	\$46.87	\$48.21	
EB	39	Annual	\$75,911.00	\$78,394.00	\$80,880.00	\$83,364.00	\$86,468.00	\$88,965.00	\$91,464.00	
		Bi-Wk	\$2,908.47	\$3,003.61	\$3,098.86	\$3,194.03	\$3,312.96	\$3,408.63	\$3,504.37	
		Daily	\$290.85	\$300.37	\$309.89	\$319.41	\$331.30	\$340.87	\$350.44	
		Hourly	\$41.55	\$42.91	\$44.27	\$45.63	\$47.33	\$48.70	\$50.07	
EB	40	Annual	\$79,069.00	\$81,611.00	\$84,147.00	\$86,683.00	\$89,859.00	\$92,418.00	\$94,970.00	
		Bi-Wk	\$3,029.47	\$3,126.86	\$3,224.03	\$3,321.19	\$3,442.88	\$3,540.92	\$3,638.70	
		Daily	\$302.95	\$312.69	\$322.41	\$332.12	\$344.29	\$354.10	\$363.87	
		Hourly	\$43.28	\$44.67	\$46.06	\$47.45	\$49.19	\$50.59	\$51.99	
EB	41	Annual	\$82,386.00	\$84,985.00	\$87,580.00	\$90,179.00	\$93,441.00	\$96,056.00	\$98,672.00	
		Bi-Wk	\$3,156.56	\$3,256.14	\$3,355.56	\$3,455.14	\$3,580.12	\$3,680.31	\$3,780.54	
		Daily	\$315.66	\$325.62	\$335.56	\$345.52	\$358.02	\$368.04	\$378.06	
		Hourly	\$45.10	\$46.52	\$47.94	\$49.36	\$51.15	\$52.58	\$54.01	

P-3B EB 35 HOUR PAY PLAN EFFECTIVE 1-15-99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EB	42	Annual	\$85,819.00	\$88,472.00	\$91,129.00	\$93,783.00	\$97,131.00	\$99,805.00	\$102,482.00	
		Bi-Wk	\$3,288.09	\$3,389.74	\$3,491.54	\$3,593.22	\$3,721.50	\$3,823.95	\$3,926.52	
		Daily	\$328.81	\$338.98	\$349.16	\$359.33	\$372.15	\$382.40	\$392.66	
		Hourly	\$46.98	\$48.43	\$49.88	\$51.34	\$53.17	\$54.63	\$56.10	
EB	43	Annual	\$89,459.00	\$92,169.00	\$94,876.00	\$97,588.00	\$101,015.00	\$103,744.00	\$106,471.00	
		Bi-Wk	\$3,427.55	\$3,531.38	\$3,635.10	\$3,739.01	\$3,870.31	\$3,974.87	\$4,079.35	
		Daily	\$342.76	\$353.14	\$363.51	\$373.91	\$387.04	\$397.49	\$407.94	
		Hourly	\$48.97	\$50.45	\$51.93	\$53.42	\$55.30	\$56.79	\$58.28	

- * Step 8 only for use by the classes Vocational Rehabilitation Counselor (Blind) and MR Adult Services Program Specialist.
- ** Step 8 only for use by the class Vocational Rehabilitation Supervisor (Blind) in the Board of Education and Services for the Blind.
- *** Step 8 only for use by the class Vocational Rehabilitation Senior Counselor in the Bureau of Rehabilitation Services.
- **** Step 8 only for use by the class Vocational Rehabilitation Supervisor in the Bureau of Rehabilitation Services.