

P-3B EB (EC) 35 HOUR PAY PLAN EFFECTIVE JULY 1, 2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
EB	1	Annual	\$19,162.00	\$19,630.00	\$20,096.00	\$20,560.00	\$21,175.00	\$21,646.00	\$22,115.00	\$22,779.00	\$23,463.00	
		Bi-Wk	\$734.18	\$752.11	\$769.97	\$787.74	\$811.31	\$829.35	\$847.32	\$872.76	\$898.97	
		Daily	\$73.42	\$75.22	\$77.00	\$78.78	\$81.14	\$82.94	\$84.74	\$87.28	\$89.90	
		Hourly	\$10.49	\$10.75	\$11.00	\$11.26	\$11.60	\$11.85	\$12.11	\$12.47	\$12.85	
EB	2	Annual	\$20,096.00	\$20,560.00	\$21,025.00	\$21,495.00	\$22,115.00	\$22,589.00	\$23,053.00	\$23,745.00	\$24,458.00	
		Bi-Wk	\$769.97	\$787.74	\$805.56	\$823.57	\$847.32	\$865.48	\$883.26	\$909.78	\$937.09	
		Daily	\$77.00	\$78.78	\$80.56	\$82.36	\$84.74	\$86.55	\$88.33	\$90.98	\$93.71	
		Hourly	\$11.00	\$11.26	\$11.51	\$11.77	\$12.11	\$12.37	\$12.62	\$13.00	\$13.39	
EB	3	Annual	\$20,560.00	\$21,025.00	\$21,495.00	\$21,959.00	\$22,588.00	\$23,053.00	\$23,523.00	\$24,229.00	\$24,956.00	
		Bi-Wk	\$787.74	\$805.56	\$823.57	\$841.35	\$865.45	\$883.26	\$901.27	\$928.32	\$956.17	
		Daily	\$78.78	\$80.56	\$82.36	\$84.14	\$86.55	\$88.33	\$90.13	\$92.84	\$95.62	
		Hourly	\$11.26	\$11.51	\$11.77	\$12.02	\$12.37	\$12.62	\$12.88	\$13.27	\$13.66	
EB	4	Annual	\$21,226.00	\$21,791.00	\$22,357.00	\$22,926.00	\$23,658.00	\$24,226.00	\$24,804.00	\$25,549.00	\$26,316.00	
		Bi-Wk	\$813.26	\$834.91	\$856.60	\$878.40	\$906.44	\$928.20	\$950.35	\$978.89	\$1,008.28	
		Daily	\$81.33	\$83.50	\$85.66	\$87.84	\$90.65	\$92.82	\$95.04	\$97.89	\$100.83	
		Hourly	\$11.62	\$11.93	\$12.24	\$12.55	\$12.95	\$13.26	\$13.58	\$13.99	\$14.41	
EB	5	Annual	\$21,755.00	\$22,357.00	\$22,960.00	\$23,550.00	\$24,324.00	\$24,926.00	\$25,529.00	\$26,295.00	\$27,084.00	
		Bi-Wk	\$833.53	\$856.60	\$879.70	\$902.30	\$931.96	\$955.02	\$978.13	\$1,007.48	\$1,037.71	
		Daily	\$83.36	\$85.66	\$87.97	\$90.23	\$93.20	\$95.51	\$97.82	\$100.75	\$103.78	
		Hourly	\$11.91	\$12.24	\$12.57	\$12.89	\$13.32	\$13.65	\$13.98	\$14.40	\$14.83	
EB	6	Annual	\$22,498.00	\$23,092.00	\$23,692.00	\$24,288.00	\$25,068.00	\$25,671.00	\$26,278.00	\$27,067.00	\$27,880.00	
		Bi-Wk	\$862.00	\$884.76	\$907.74	\$930.58	\$960.46	\$983.57	\$1,006.82	\$1,037.05	\$1,068.20	
		Daily	\$86.20	\$88.48	\$90.78	\$93.06	\$96.05	\$98.36	\$100.69	\$103.71	\$106.82	
		Hourly	\$12.32	\$12.64	\$12.97	\$13.30	\$13.73	\$14.06	\$14.39	\$14.82	\$15.26	
EB	7	Annual	\$23,156.00	\$23,755.00	\$24,353.00	\$24,947.00	\$25,735.00	\$26,333.00	\$26,937.00	\$27,746.00	\$28,579.00	
		Bi-Wk	\$887.21	\$910.16	\$933.07	\$955.83	\$986.02	\$1,008.93	\$1,032.07	\$1,063.07	\$1,094.99	
		Daily	\$88.73	\$91.02	\$93.31	\$95.59	\$98.61	\$100.90	\$103.21	\$106.31	\$109.50	
		Hourly	\$12.68	\$13.01	\$13.33	\$13.66	\$14.09	\$14.42	\$14.75	\$15.19	\$15.65	
EB	8	Annual	\$24,889.00	\$25,625.00	\$26,356.00	\$27,093.00	\$28,020.00	\$28,761.00	\$29,502.00	\$30,388.00	\$31,300.00	
		Bi-Wk	\$953.61	\$981.81	\$1,009.81	\$1,038.05	\$1,073.57	\$1,101.96	\$1,130.35	\$1,164.30	\$1,199.24	
		Daily	\$95.37	\$98.19	\$100.99	\$103.81	\$107.36	\$110.20	\$113.04	\$116.43	\$119.93	
		Hourly	\$13.63	\$14.03	\$14.43	\$14.83	\$15.34	\$15.75	\$16.15	\$16.64	\$17.14	
EB	9	Annual	\$25,654.00	\$26,420.00	\$27,183.00	\$27,954.00	\$28,919.00	\$29,685.00	\$30,461.00	\$31,375.00	\$32,317.00	
		Bi-Wk	\$982.92	\$1,012.27	\$1,041.50	\$1,071.04	\$1,108.01	\$1,137.36	\$1,167.09	\$1,202.11	\$1,238.20	
		Daily	\$98.30	\$101.23	\$104.15	\$107.11	\$110.81	\$113.74	\$116.71	\$120.22	\$123.82	
		Hourly	\$14.05	\$14.47	\$14.88	\$15.31	\$15.83	\$16.25	\$16.68	\$17.18	\$17.69	

P-3B EB (EC) 35 HOUR PAY PLAN EFFECTIVE JULY 1, 2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
EB	10	Annual	\$26,479.00	\$27,280.00	\$28,078.00	\$28,885.00	\$29,893.00	\$30,711.00	\$31,562.00	\$32,509.00	\$33,485.00	
		Bi-Wk	\$1,014.53	\$1,045.22	\$1,075.79	\$1,106.71	\$1,145.33	\$1,176.67	\$1,209.28	\$1,245.56	\$1,282.96	
		Daily	\$101.46	\$104.53	\$107.58	\$110.68	\$114.54	\$117.67	\$120.93	\$124.56	\$128.30	
		Hourly	\$14.50	\$14.94	\$15.37	\$15.82	\$16.37	\$16.81	\$17.28	\$17.80	\$18.33	
EB	11	Annual	\$27,318.00	\$28,155.00	\$28,985.00	\$29,823.00	\$30,896.00	\$31,777.00	\$32,660.00	\$33,640.00	\$34,650.00	
		Bi-Wk	\$1,046.67	\$1,078.74	\$1,110.54	\$1,142.65	\$1,183.76	\$1,217.51	\$1,251.35	\$1,288.89	\$1,327.59	
		Daily	\$104.67	\$107.88	\$111.06	\$114.27	\$118.38	\$121.76	\$125.14	\$128.89	\$132.76	
		Hourly	\$14.96	\$15.42	\$15.87	\$16.33	\$16.92	\$17.40	\$17.88	\$18.42	\$18.97	
EB	12	Annual	\$28,209.00	\$29,073.00	\$29,937.00	\$30,839.00	\$31,974.00	\$32,891.00	\$33,807.00	\$34,822.00	\$35,867.00	
		Bi-Wk	\$1,080.81	\$1,113.91	\$1,147.02	\$1,181.58	\$1,225.06	\$1,260.20	\$1,295.29	\$1,334.18	\$1,374.22	
		Daily	\$108.09	\$111.40	\$114.71	\$118.16	\$122.51	\$126.02	\$129.53	\$133.42	\$137.43	
		Hourly	\$15.45	\$15.92	\$16.39	\$16.88	\$17.51	\$18.01	\$18.51	\$19.06	\$19.64	
EB	13	Annual	\$29,795.00	\$30,893.00	\$31,998.00	\$33,114.00	\$34,469.00	\$35,586.00	\$36,701.00	\$37,803.00	\$38,938.00	
		Bi-Wk	\$1,141.58	\$1,183.64	\$1,225.98	\$1,268.74	\$1,320.66	\$1,363.45	\$1,406.17	\$1,448.40	\$1,491.88	
		Daily	\$114.16	\$118.37	\$122.60	\$126.88	\$132.07	\$136.35	\$140.62	\$144.84	\$149.19	
		Hourly	\$16.31	\$16.91	\$17.52	\$18.13	\$18.87	\$19.48	\$20.09	\$20.70	\$21.32	
EB	14	Annual	\$31,196.00	\$32,340.00	\$33,487.00	\$34,635.00	\$36,022.00	\$37,177.00	\$38,337.00	\$39,488.00	\$40,673.00	
		Bi-Wk	\$1,195.25	\$1,239.09	\$1,283.03	\$1,327.02	\$1,380.16	\$1,424.41	\$1,468.86	\$1,512.96	\$1,558.36	
		Daily	\$119.53	\$123.91	\$128.31	\$132.71	\$138.02	\$142.45	\$146.89	\$151.30	\$155.84	
		Hourly	\$17.08	\$17.71	\$18.33	\$18.96	\$19.72	\$20.35	\$20.99	\$21.62	\$22.27	
EB	15	Annual	\$32,690.00	\$33,866.00	\$35,045.00	\$36,225.00	\$37,675.00	\$38,861.00	\$40,049.00	\$41,251.00	\$42,489.00	
		Bi-Wk	\$1,252.50	\$1,297.55	\$1,342.73	\$1,387.94	\$1,443.49	\$1,488.93	\$1,534.45	\$1,580.50	\$1,627.94	
		Daily	\$125.25	\$129.76	\$134.28	\$138.80	\$144.35	\$148.90	\$153.45	\$158.05	\$162.80	
		Hourly	\$17.90	\$18.54	\$19.19	\$19.83	\$20.63	\$21.28	\$21.93	\$22.58	\$23.26	
EB	16	Annual	\$34,285.00	\$35,498.00	\$36,713.00	\$37,926.00	\$39,418.00	\$40,643.00	\$41,863.00	\$43,119.00	\$44,413.00	
		Bi-Wk	\$1,313.61	\$1,360.08	\$1,406.63	\$1,453.11	\$1,510.27	\$1,557.21	\$1,603.95	\$1,652.07	\$1,701.65	
		Daily	\$131.37	\$136.01	\$140.67	\$145.32	\$151.03	\$155.73	\$160.40	\$165.21	\$170.17	
		Hourly	\$18.77	\$19.43	\$20.10	\$20.76	\$21.58	\$22.25	\$22.92	\$23.61	\$24.31	
EB	17	Annual	\$35,979.00	\$37,231.00	\$38,479.00	\$39,727.00	\$41,264.00	\$42,524.00	\$43,783.00	\$45,097.00	\$46,450.00	
		Bi-Wk	\$1,378.51	\$1,426.48	\$1,474.30	\$1,522.11	\$1,581.00	\$1,629.28	\$1,677.51	\$1,727.86	\$1,779.70	
		Daily	\$137.86	\$142.65	\$147.43	\$152.22	\$158.10	\$162.93	\$167.76	\$172.79	\$177.97	
		Hourly	\$19.70	\$20.38	\$21.07	\$21.75	\$22.59	\$23.28	\$23.97	\$24.69	\$25.43	
EB	18	Annual	\$37,796.00	\$39,073.00	\$40,353.00	\$41,640.00	\$43,221.00	\$44,513.00	\$45,795.00	\$47,169.00	\$48,585.00	
		Bi-Wk	\$1,448.13	\$1,497.05	\$1,546.10	\$1,595.41	\$1,655.98	\$1,705.48	\$1,754.60	\$1,807.25	\$1,861.50	
		Daily	\$144.82	\$149.71	\$154.61	\$159.55	\$165.60	\$170.55	\$175.46	\$180.73	\$186.15	
		Hourly	\$20.69	\$21.39	\$22.09	\$22.80	\$23.66	\$24.37	\$25.07	\$25.82	\$26.60	

P-3B EB (EC) 35 HOUR PAY PLAN EFFECTIVE JULY 1, 2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
EB	19	Annual	\$39,655.00	\$40,977.00	\$42,294.00	\$43,614.00	\$45,247.00	\$46,577.00	\$47,905.00	\$49,343.00	\$50,824.00	
		Bi-Wk	\$1,519.35	\$1,570.00	\$1,620.46	\$1,671.04	\$1,733.61	\$1,784.56	\$1,835.45	\$1,890.54	\$1,947.28	
		Daily	\$151.94	\$157.00	\$162.05	\$167.11	\$173.37	\$178.46	\$183.55	\$189.06	\$194.73	
		Hourly	\$21.71	\$22.43	\$23.15	\$23.88	\$24.77	\$25.50	\$26.23	\$27.01	\$27.82	
EB	20	Annual	\$41,676.00	\$43,024.00	\$44,373.00	\$45,722.00	\$47,407.00	\$48,768.00	\$50,126.00	\$51,630.00	\$53,179.00	
		Bi-Wk	\$1,596.79	\$1,648.43	\$1,700.12	\$1,751.81	\$1,816.37	\$1,868.51	\$1,920.54	\$1,978.17	\$2,037.51	
		Daily	\$159.68	\$164.85	\$170.02	\$175.19	\$181.64	\$186.86	\$192.06	\$197.82	\$203.76	
		Hourly	\$22.82	\$23.55	\$24.29	\$25.03	\$25.95	\$26.70	\$27.44	\$28.26	\$29.11	
EB	21	Annual	\$43,730.00	\$45,119.00	\$46,503.00	\$47,892.00	\$49,635.00	\$51,027.00	\$52,418.00	\$53,991.00	\$55,611.00	
		Bi-Wk	\$1,675.48	\$1,728.70	\$1,781.73	\$1,834.95	\$1,901.73	\$1,955.06	\$2,008.36	\$2,068.63	\$2,130.69	
		Daily	\$167.55	\$172.87	\$178.18	\$183.50	\$190.18	\$195.51	\$200.84	\$206.87	\$213.07	
		Hourly	\$23.94	\$24.70	\$25.46	\$26.22	\$27.17	\$27.93	\$28.70	\$29.56	\$30.44	
EB *	22	Annual	\$44,930.00	\$46,571.00	\$48,221.00	\$49,868.00	\$51,881.00	\$53,540.00	\$55,195.00	\$57,127.00	\$58,841.00	\$60,607.00
		Bi-Wk	\$1,721.46	\$1,784.33	\$1,847.55	\$1,910.66	\$1,987.78	\$2,051.35	\$2,114.76	\$2,188.78	\$2,254.45	\$2,322.11
		Daily	\$172.15	\$178.44	\$184.76	\$191.07	\$198.78	\$205.14	\$211.48	\$218.88	\$225.45	\$232.22
		Hourly	\$24.60	\$25.50	\$26.40	\$27.30	\$28.40	\$29.31	\$30.22	\$31.27	\$32.21	\$33.18
EB	23	Annual	\$47,055.00	\$48,769.00	\$50,483.00	\$52,200.00	\$54,301.00	\$56,025.00	\$57,753.00	\$59,486.00	\$61,271.00	
		Bi-Wk	\$1,802.88	\$1,868.55	\$1,934.22	\$2,000.00	\$2,080.50	\$2,146.56	\$2,212.76	\$2,279.16	\$2,347.55	
		Daily	\$180.29	\$186.86	\$193.43	\$200.00	\$208.05	\$214.66	\$221.28	\$227.92	\$234.76	
		Hourly	\$25.76	\$26.70	\$27.64	\$28.58	\$29.73	\$30.67	\$31.62	\$32.56	\$33.54	
EB	24	Annual	\$49,324.00	\$51,104.00	\$52,895.00	\$54,682.00	\$56,872.00	\$58,671.00	\$60,472.00	\$62,287.00	\$64,156.00	
		Bi-Wk	\$1,889.81	\$1,958.01	\$2,026.63	\$2,095.10	\$2,179.01	\$2,247.94	\$2,316.94	\$2,386.48	\$2,458.09	
		Daily	\$188.99	\$195.81	\$202.67	\$209.51	\$217.91	\$224.80	\$231.70	\$238.65	\$245.81	
		Hourly	\$27.00	\$27.98	\$28.96	\$29.93	\$31.13	\$32.12	\$33.10	\$34.10	\$35.12	
EB	25	Annual	\$51,728.00	\$53,585.00	\$55,432.00	\$57,286.00	\$59,563.00	\$61,426.00	\$63,295.00	\$65,511.00	\$67,477.00	\$69,502.00
		Bi-Wk	\$1,981.92	\$2,053.07	\$2,123.84	\$2,194.87	\$2,282.11	\$2,353.49	\$2,425.10	\$2,510.00	\$2,585.33	\$2,662.92
		Daily	\$198.20	\$205.31	\$212.39	\$219.49	\$228.22	\$235.35	\$242.51	\$251.00	\$258.54	\$266.30
		Hourly	\$28.32	\$29.33	\$30.35	\$31.36	\$32.61	\$33.63	\$34.65	\$35.86	\$36.94	\$38.05
EC **	25	Annual	\$51,728.00	\$53,585.00	\$55,432.00	\$57,286.00	\$59,563.00	\$61,426.00	\$63,295.00	\$63,927.00	\$65,845.00	\$67,821.00
		Bi-Wk	\$1,981.92	\$2,053.07	\$2,123.84	\$2,194.87	\$2,282.11	\$2,353.49	\$2,425.10	\$2,449.32	\$2,522.80	\$2,598.51
		Daily	\$198.20	\$205.31	\$212.39	\$219.49	\$228.22	\$235.35	\$242.51	\$244.94	\$252.28	\$259.86
		Hourly	\$28.32	\$29.33	\$30.35	\$31.36	\$32.61	\$33.63	\$34.65	\$35.00	\$36.04	\$37.13
EB	26	Annual	\$54,280.00	\$56,196.00	\$58,123.00	\$60,042.00	\$62,406.00	\$64,337.00	\$66,275.00	\$68,264.00	\$70,312.00	
		Bi-Wk	\$2,079.70	\$2,153.11	\$2,226.94	\$2,300.46	\$2,391.04	\$2,465.02	\$2,539.28	\$2,615.48	\$2,693.95	
		Daily	\$207.97	\$215.32	\$222.70	\$230.05	\$239.11	\$246.51	\$253.93	\$261.55	\$269.40	
		Hourly	\$29.71	\$30.76	\$31.82	\$32.87	\$34.16	\$35.22	\$36.28	\$37.37	\$38.49	

P-3B EB (EC) 35 HOUR PAY PLAN EFFECTIVE JULY 1, 2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
EB	27	Annual	\$56,973.00	\$58,961.00	\$60,944.00	\$62,938.00	\$65,389.00	\$67,391.00	\$69,392.00	\$71,474.00	\$73,619.00	
		Bi-Wk	\$2,182.88	\$2,259.05	\$2,335.02	\$2,411.42	\$2,505.33	\$2,582.04	\$2,658.70	\$2,738.47	\$2,820.66	
		Daily	\$218.29	\$225.91	\$233.51	\$241.15	\$250.54	\$258.21	\$265.87	\$273.85	\$282.07	
		Hourly	\$31.19	\$32.28	\$33.36	\$34.45	\$35.80	\$36.89	\$37.99	\$39.13	\$40.30	
EB ***	28	Annual	\$59,850.00	\$61,903.00	\$63,967.00	\$66,021.00	\$68,561.00	\$70,635.00	\$72,706.00	\$73,432.00	\$75,635.00	\$77,905.00
		Bi-Wk	\$2,293.11	\$2,371.77	\$2,450.85	\$2,529.55	\$2,626.86	\$2,706.33	\$2,785.68	\$2,813.49	\$2,897.90	\$2,984.87
		Daily	\$229.32	\$237.18	\$245.09	\$252.96	\$262.69	\$270.64	\$278.57	\$281.35	\$289.79	\$298.49
		Hourly	\$32.76	\$33.89	\$35.02	\$36.14	\$37.53	\$38.67	\$39.80	\$40.20	\$41.40	\$42.65
EB	29	Annual	\$60,426.00	\$62,691.00	\$64,955.00	\$67,223.00	\$69,991.00	\$72,274.00	\$74,553.00	\$76,790.00	\$79,094.00	
		Bi-Wk	\$2,315.18	\$2,401.96	\$2,488.70	\$2,575.60	\$2,681.65	\$2,769.12	\$2,856.44	\$2,942.15	\$3,030.43	
		Daily	\$231.52	\$240.20	\$248.87	\$257.56	\$268.17	\$276.92	\$285.65	\$294.22	\$303.05	
		Hourly	\$33.08	\$34.32	\$35.56	\$36.80	\$38.31	\$39.56	\$40.81	\$42.04	\$43.30	
EB	30	Annual	\$62,848.00	\$65,184.00	\$67,515.00	\$69,845.00	\$72,691.00	\$75,048.00	\$77,397.00	\$79,719.00	\$82,111.00	
		Bi-Wk	\$2,407.97	\$2,497.48	\$2,586.79	\$2,676.06	\$2,785.10	\$2,875.41	\$2,965.41	\$3,054.37	\$3,146.02	
		Daily	\$240.80	\$249.75	\$258.68	\$267.61	\$278.51	\$287.55	\$296.55	\$305.44	\$314.61	
		Hourly	\$34.40	\$35.68	\$36.96	\$38.23	\$39.79	\$41.08	\$42.37	\$43.64	\$44.95	
EB	31	Annual	\$65,368.00	\$67,769.00	\$70,174.00	\$72,574.00	\$75,516.00	\$77,934.00	\$80,351.00	\$82,762.00	\$85,245.00	
		Bi-Wk	\$2,504.53	\$2,596.52	\$2,688.66	\$2,780.62	\$2,893.34	\$2,985.98	\$3,078.59	\$3,170.96	\$3,266.10	
		Daily	\$250.46	\$259.66	\$268.87	\$278.07	\$289.34	\$298.60	\$307.86	\$317.10	\$326.61	
		Hourly	\$35.78	\$37.10	\$38.41	\$39.73	\$41.34	\$42.66	\$43.98	\$45.30	\$46.66	
EB	32	Annual	\$67,990.00	\$70,456.00	\$72,924.00	\$75,391.00	\$78,420.00	\$80,905.00	\$83,393.00	\$85,895.00	\$88,472.00	
		Bi-Wk	\$2,604.99	\$2,699.47	\$2,794.03	\$2,888.55	\$3,004.60	\$3,099.81	\$3,195.14	\$3,291.00	\$3,389.74	
		Daily	\$260.50	\$269.95	\$279.41	\$288.86	\$300.46	\$309.99	\$319.52	\$329.10	\$338.98	
		Hourly	\$37.22	\$38.57	\$39.92	\$41.27	\$42.93	\$44.29	\$45.65	\$47.02	\$48.43	
EB	33	Annual	\$70,724.00	\$73,263.00	\$75,798.00	\$78,335.00	\$81,455.00	\$84,004.00	\$86,568.00	\$89,166.00	\$91,841.00	
		Bi-Wk	\$2,709.74	\$2,807.02	\$2,904.14	\$3,001.35	\$3,120.89	\$3,218.55	\$3,316.79	\$3,416.33	\$3,518.82	
		Daily	\$270.98	\$280.71	\$290.42	\$300.14	\$312.09	\$321.86	\$331.68	\$341.64	\$351.89	
		Hourly	\$38.72	\$40.11	\$41.49	\$42.88	\$44.59	\$45.98	\$47.39	\$48.81	\$50.27	
EB	34	Annual	\$73,637.00	\$76,246.00	\$78,850.00	\$81,459.00	\$84,660.00	\$87,291.00	\$89,915.00	\$92,613.00	\$95,392.00	
		Bi-Wk	\$2,821.35	\$2,921.31	\$3,021.08	\$3,121.04	\$3,243.68	\$3,344.49	\$3,445.02	\$3,548.40	\$3,654.87	
		Daily	\$282.14	\$292.14	\$302.11	\$312.11	\$324.37	\$334.45	\$344.51	\$354.84	\$365.49	
		Hourly	\$40.31	\$41.74	\$43.16	\$44.59	\$46.34	\$47.78	\$49.22	\$50.70	\$52.22	

P-3B EB (EC) 35 HOUR PAY PLAN EFFECTIVE JULY 1, 2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
EB	35	Annual	\$76,660.00	\$79,336.00	\$82,010.00	\$84,689.00	\$87,980.00	\$90,669.00	\$93,363.00	\$96,164.00	\$99,049.00	
		Bi-Wk	\$2,937.17	\$3,039.70	\$3,142.15	\$3,244.79	\$3,370.89	\$3,473.91	\$3,577.13	\$3,684.45	\$3,794.99	
		Daily	\$293.72	\$303.97	\$314.22	\$324.48	\$337.09	\$347.40	\$357.72	\$368.45	\$379.50	
		Hourly	\$41.96	\$43.43	\$44.89	\$46.36	\$48.16	\$49.63	\$51.11	\$52.64	\$54.22	
EB	36	Annual	\$79,853.00	\$82,592.00	\$85,335.00	\$88,073.00	\$91,470.00	\$94,227.00	\$96,993.00	\$99,903.00	\$102,901.00	
		Bi-Wk	\$3,059.51	\$3,164.45	\$3,269.55	\$3,374.45	\$3,504.60	\$3,610.23	\$3,716.21	\$3,827.71	\$3,942.57	
		Daily	\$305.96	\$316.45	\$326.96	\$337.45	\$350.46	\$361.03	\$371.63	\$382.78	\$394.26	
		Hourly	\$43.71	\$45.21	\$46.71	\$48.21	\$50.07	\$51.58	\$53.09	\$54.69	\$56.33	
EB	37	Annual	\$83,167.00	\$85,985.00	\$88,800.00	\$91,620.00	\$95,107.00	\$97,945.00	\$100,778.00	\$103,802.00	\$106,917.00	
		Bi-Wk	\$3,186.48	\$3,294.45	\$3,402.30	\$3,510.35	\$3,643.95	\$3,752.69	\$3,861.23	\$3,977.09	\$4,096.44	
		Daily	\$318.65	\$329.45	\$340.23	\$351.04	\$364.40	\$375.27	\$386.13	\$397.71	\$409.65	
		Hourly	\$45.53	\$47.07	\$48.61	\$50.15	\$52.06	\$53.61	\$55.17	\$56.82	\$58.53	
EB	38	Annual	\$86,597.00	\$89,477.00	\$92,366.00	\$95,249.00	\$98,829.00	\$101,738.00	\$104,638.00	\$107,778.00	\$111,012.00	
		Bi-Wk	\$3,317.90	\$3,428.24	\$3,538.93	\$3,649.39	\$3,786.56	\$3,898.01	\$4,009.12	\$4,129.43	\$4,253.34	
		Daily	\$331.79	\$342.83	\$353.90	\$364.94	\$378.66	\$389.81	\$400.92	\$412.95	\$425.34	
		Hourly	\$47.40	\$48.98	\$50.56	\$52.14	\$54.10	\$55.69	\$57.28	\$59.00	\$60.77	
EB	39	Annual	\$90,202.00	\$93,151.00	\$96,105.00	\$99,058.00	\$102,744.00	\$105,712.00	\$108,681.00	\$111,942.00	\$115,301.00	
		Bi-Wk	\$3,456.02	\$3,569.01	\$3,682.19	\$3,795.33	\$3,936.56	\$4,050.27	\$4,164.03	\$4,288.97	\$4,417.67	
		Daily	\$345.61	\$356.91	\$368.22	\$379.54	\$393.66	\$405.03	\$416.41	\$428.90	\$441.77	
		Hourly	\$49.38	\$50.99	\$52.61	\$54.22	\$56.24	\$57.87	\$59.49	\$61.28	\$63.11	
EB	40	Annual	\$93,953.00	\$96,974.00	\$99,988.00	\$102,999.00	\$106,773.00	\$109,815.00	\$112,847.00	\$116,233.00	\$119,720.00	
		Bi-Wk	\$3,599.74	\$3,715.48	\$3,830.96	\$3,946.33	\$4,090.92	\$4,207.48	\$4,323.64	\$4,453.38	\$4,586.98	
		Daily	\$359.98	\$371.55	\$383.10	\$394.64	\$409.10	\$420.75	\$432.37	\$445.34	\$458.70	
		Hourly	\$51.43	\$53.08	\$54.73	\$56.38	\$58.45	\$60.11	\$61.77	\$63.62	\$65.53	
EB	41	Annual	\$97,895.00	\$100,982.00	\$104,064.00	\$107,154.00	\$111,029.00	\$114,138.00	\$117,245.00	\$120,763.00	\$124,386.00	
		Bi-Wk	\$3,750.77	\$3,869.05	\$3,987.13	\$4,105.52	\$4,253.99	\$4,373.11	\$4,492.15	\$4,626.94	\$4,765.75	
		Daily	\$375.08	\$386.91	\$398.72	\$410.56	\$425.40	\$437.32	\$449.22	\$462.70	\$476.58	
		Hourly	\$53.59	\$55.28	\$56.96	\$58.66	\$60.78	\$62.48	\$64.18	\$66.10	\$68.09	
EB	42	Annual	\$101,973.00	\$105,126.00	\$108,282.00	\$111,437.00	\$115,414.00	\$118,592.00	\$121,772.00	\$125,426.00	\$129,189.00	
		Bi-Wk	\$3,907.02	\$4,027.82	\$4,148.74	\$4,269.62	\$4,422.00	\$4,543.76	\$4,665.60	\$4,805.60	\$4,949.78	
		Daily	\$390.71	\$402.79	\$414.88	\$426.97	\$442.20	\$454.38	\$466.56	\$480.56	\$494.98	
		Hourly	\$55.82	\$57.55	\$59.27	\$61.00	\$63.18	\$64.92	\$66.66	\$68.66	\$70.72	
EB	43	Annual	\$106,299.00	\$109,518.00	\$112,735.00	\$115,956.00	\$120,031.00	\$123,271.00	\$126,513.00	\$130,309.00	\$134,219.00	
		Bi-Wk	\$4,072.76	\$4,196.10	\$4,319.35	\$4,442.76	\$4,598.89	\$4,723.03	\$4,847.25	\$4,992.69	\$5,142.50	
		Daily	\$407.28	\$419.61	\$431.94	\$444.28	\$459.89	\$472.31	\$484.73	\$499.27	\$514.25	
		Hourly	\$58.19	\$59.95	\$61.71	\$63.47	\$65.70	\$67.48	\$69.25	\$71.33	\$73.47	

* EB 22 is only for use by the class of MR Adult Services Program Specialist.

** EC 25 is for use by the class Vocational Rehabilitation Senior Counselor in the Bureau of Rehabilitation Services and BESB Vocational Rehabilitation Counselor

*** EB 28 is for use by the class Vocational Rehabilitation Supervisor in the Bureau of Rehabilitation Services and BESB Vocational Rehabilitation Supervisor.