

P-3B EB (EC) 35 HOUR PAY PLAN EFFECTIVE JUNE 25, 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	\$18,603.00	\$19,058.00	\$19,510.00	\$19,961.00	\$20,558.00	\$21,015.00	\$21,470.00	\$22,115.00	\$22,779.00	
		Bi-Wk	\$712.76	\$730.20	\$747.51	\$764.79	\$787.67	\$805.18	\$822.61	\$847.32	\$872.76	
		Daily	\$71.28	\$73.02	\$74.76	\$76.48	\$78.77	\$80.52	\$82.27	\$84.74	\$87.28	
		Hourly	\$10.19	\$10.44	\$10.68	\$10.93	\$11.26	\$11.51	\$11.76	\$12.11	\$12.47	
EB	2	Annual	\$19,510.00	\$19,961.00	\$20,412.00	\$20,868.00	\$21,470.00	\$21,931.00	\$22,381.00	\$23,053.00	\$23,745.00	
		Bi-Wk	\$747.51	\$764.79	\$782.07	\$799.55	\$822.61	\$840.27	\$857.51	\$883.26	\$909.78	
		Daily	\$74.76	\$76.48	\$78.21	\$79.96	\$82.27	\$84.03	\$85.76	\$88.33	\$90.98	
		Hourly	\$10.68	\$10.93	\$11.18	\$11.43	\$11.76	\$12.01	\$12.26	\$12.62	\$13.00	
EB	3	Annual	\$19,961.00	\$20,412.00	\$20,868.00	\$21,319.00	\$21,930.00	\$22,381.00	\$22,837.00	\$23,523.00	\$24,229.00	
		Bi-Wk	\$764.79	\$782.07	\$799.55	\$816.82	\$840.23	\$857.51	\$874.99	\$901.27	\$928.32	
		Daily	\$76.48	\$78.21	\$79.96	\$81.69	\$84.03	\$85.76	\$87.50	\$90.13	\$92.84	
		Hourly	\$10.93	\$11.18	\$11.43	\$11.67	\$12.01	\$12.26	\$12.50	\$12.88	\$13.27	
EB	4	Annual	\$20,607.00	\$21,156.00	\$21,705.00	\$22,258.00	\$22,968.00	\$23,520.00	\$24,081.00	\$24,804.00	\$25,549.00	
		Bi-Wk	\$789.55	\$810.58	\$831.61	\$852.80	\$880.00	\$901.15	\$922.65	\$950.35	\$978.89	
		Daily	\$78.96	\$81.06	\$83.17	\$85.28	\$88.00	\$90.12	\$92.27	\$95.04	\$97.89	
		Hourly	\$11.28	\$11.58	\$11.89	\$12.19	\$12.58	\$12.88	\$13.19	\$13.58	\$13.99	
EB	5	Annual	\$21,121.00	\$21,705.00	\$22,291.00	\$22,864.00	\$23,615.00	\$24,200.00	\$24,785.00	\$25,529.00	\$26,295.00	
		Bi-Wk	\$809.24	\$831.61	\$854.07	\$876.02	\$904.79	\$927.21	\$949.62	\$978.13	\$1,007.48	
		Daily	\$80.93	\$83.17	\$85.41	\$87.61	\$90.48	\$92.73	\$94.97	\$97.82	\$100.75	
		Hourly	\$11.57	\$11.89	\$12.21	\$12.52	\$12.93	\$13.25	\$13.57	\$13.98	\$14.40	
EB	6	Annual	\$21,842.00	\$22,419.00	\$23,001.00	\$23,580.00	\$24,337.00	\$24,923.00	\$25,512.00	\$26,278.00	\$27,067.00	
		Bi-Wk	\$836.86	\$858.97	\$881.27	\$903.45	\$932.46	\$954.91	\$977.48	\$1,006.82	\$1,037.05	
		Daily	\$83.69	\$85.90	\$88.13	\$90.35	\$93.25	\$95.50	\$97.75	\$100.69	\$103.71	
		Hourly	\$11.96	\$12.28	\$12.59	\$12.91	\$13.33	\$13.65	\$13.97	\$14.39	\$14.82	
EB	7	Annual	\$22,481.00	\$23,063.00	\$23,643.00	\$24,220.00	\$24,985.00	\$25,566.00	\$26,152.00	\$26,937.00	\$27,746.00	
		Bi-Wk	\$861.35	\$883.64	\$905.87	\$927.97	\$957.28	\$979.55	\$1,002.00	\$1,032.07	\$1,063.07	
		Daily	\$86.14	\$88.37	\$90.59	\$92.80	\$95.73	\$97.96	\$100.20	\$103.21	\$106.31	
		Hourly	\$12.31	\$12.63	\$12.95	\$13.26	\$13.68	\$14.00	\$14.32	\$14.75	\$15.19	
EB	8	Annual	\$24,164.00	\$24,878.00	\$25,588.00	\$26,303.00	\$27,203.00	\$27,923.00	\$28,642.00	\$29,502.00	\$30,388.00	
		Bi-Wk	\$925.83	\$953.19	\$980.39	\$1,007.78	\$1,042.27	\$1,069.85	\$1,097.40	\$1,130.35	\$1,164.30	
		Daily	\$92.59	\$95.32	\$98.04	\$100.78	\$104.23	\$106.99	\$109.74	\$113.04	\$116.43	
		Hourly	\$13.23	\$13.62	\$14.01	\$14.40	\$14.89	\$15.29	\$15.68	\$16.15	\$16.64	
EB	9	Annual	\$24,906.00	\$25,650.00	\$26,391.00	\$27,139.00	\$28,076.00	\$28,820.00	\$29,573.00	\$30,461.00	\$31,375.00	
		Bi-Wk	\$954.26	\$982.76	\$1,011.15	\$1,039.81	\$1,075.71	\$1,104.22	\$1,133.07	\$1,167.09	\$1,202.11	
		Daily	\$95.43	\$98.28	\$101.12	\$103.99	\$107.58	\$110.43	\$113.31	\$116.71	\$120.22	
		Hourly	\$13.64	\$14.04	\$14.45	\$14.86	\$15.37	\$15.78	\$16.19	\$16.68	\$17.18	

P-3B EB (EC) 35 HOUR PAY PLAN EFFECTIVE JUNE 25, 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	\$25,707.00	\$26,485.00	\$27,260.00	\$28,043.00	\$29,022.00	\$29,816.00	\$30,642.00	\$31,562.00	\$32,509.00	
		Bi-Wk	\$984.95	\$1,014.76	\$1,044.45	\$1,074.45	\$1,111.96	\$1,142.38	\$1,174.03	\$1,209.28	\$1,245.56	
		Daily	\$98.50	\$101.48	\$104.45	\$107.45	\$111.20	\$114.24	\$117.41	\$120.93	\$124.56	
		Hourly	\$14.08	\$14.50	\$14.93	\$15.35	\$15.89	\$16.32	\$16.78	\$17.28	\$17.80	
EB	11	Annual	\$26,522.00	\$27,334.00	\$28,140.00	\$28,954.00	\$29,996.00	\$30,851.00	\$31,708.00	\$32,660.00	\$33,640.00	
		Bi-Wk	\$1,016.17	\$1,047.28	\$1,078.17	\$1,109.35	\$1,149.28	\$1,182.04	\$1,214.87	\$1,251.35	\$1,288.89	
		Daily	\$101.62	\$104.73	\$107.82	\$110.94	\$114.93	\$118.21	\$121.49	\$125.14	\$128.89	
		Hourly	\$14.52	\$14.97	\$15.41	\$15.85	\$16.42	\$16.89	\$17.36	\$17.88	\$18.42	
EB	12	Annual	\$27,387.00	\$28,226.00	\$29,065.00	\$29,940.00	\$31,042.00	\$31,933.00	\$32,822.00	\$33,807.00	\$34,822.00	
		Bi-Wk	\$1,049.32	\$1,081.46	\$1,113.61	\$1,147.13	\$1,189.35	\$1,223.49	\$1,257.55	\$1,295.29	\$1,334.18	
		Daily	\$104.94	\$108.15	\$111.37	\$114.72	\$118.94	\$122.35	\$125.76	\$129.53	\$133.42	
		Hourly	\$15.00	\$15.45	\$15.91	\$16.39	\$17.00	\$17.48	\$17.97	\$18.51	\$19.06	
EB	13	Annual	\$28,927.00	\$29,993.00	\$31,066.00	\$32,149.00	\$33,465.00	\$34,549.00	\$35,632.00	\$36,701.00	\$37,803.00	
		Bi-Wk	\$1,108.32	\$1,149.16	\$1,190.27	\$1,231.77	\$1,282.19	\$1,323.72	\$1,365.22	\$1,406.17	\$1,448.40	
		Daily	\$110.84	\$114.92	\$119.03	\$123.18	\$128.22	\$132.38	\$136.53	\$140.62	\$144.84	
		Hourly	\$15.84	\$16.42	\$17.01	\$17.60	\$18.32	\$18.92	\$19.51	\$20.09	\$20.70	
EB	14	Annual	\$30,287.00	\$31,398.00	\$32,511.00	\$33,626.00	\$34,972.00	\$36,094.00	\$37,220.00	\$38,337.00	\$39,488.00	
		Bi-Wk	\$1,160.43	\$1,202.99	\$1,245.64	\$1,288.36	\$1,339.93	\$1,382.92	\$1,426.06	\$1,468.86	\$1,512.96	
		Daily	\$116.05	\$120.30	\$124.57	\$128.84	\$134.00	\$138.30	\$142.61	\$146.89	\$151.30	
		Hourly	\$16.58	\$17.19	\$17.80	\$18.41	\$19.15	\$19.76	\$20.38	\$20.99	\$21.62	
EB	15	Annual	\$31,737.00	\$32,879.00	\$34,024.00	\$35,169.00	\$36,577.00	\$37,729.00	\$38,882.00	\$40,049.00	\$41,251.00	
		Bi-Wk	\$1,215.98	\$1,259.74	\$1,303.61	\$1,347.48	\$1,401.42	\$1,445.56	\$1,489.74	\$1,534.45	\$1,580.50	
		Daily	\$121.60	\$125.98	\$130.37	\$134.75	\$140.15	\$144.56	\$148.98	\$153.45	\$158.05	
		Hourly	\$17.38	\$18.00	\$18.63	\$19.25	\$20.03	\$20.66	\$21.29	\$21.93	\$22.58	
EB	16	Annual	\$33,286.00	\$34,464.00	\$35,643.00	\$36,821.00	\$38,269.00	\$39,459.00	\$40,643.00	\$41,863.00	\$43,119.00	
		Bi-Wk	\$1,275.33	\$1,320.46	\$1,365.64	\$1,410.77	\$1,466.25	\$1,511.84	\$1,557.21	\$1,603.95	\$1,652.07	
		Daily	\$127.54	\$132.05	\$136.57	\$141.08	\$146.63	\$151.19	\$155.73	\$160.40	\$165.21	
		Hourly	\$18.22	\$18.87	\$19.51	\$20.16	\$20.95	\$21.60	\$22.25	\$22.92	\$23.61	
EB	17	Annual	\$34,931.00	\$36,146.00	\$37,358.00	\$38,569.00	\$40,062.00	\$41,285.00	\$42,507.00	\$43,783.00	\$45,097.00	
		Bi-Wk	\$1,338.36	\$1,384.91	\$1,431.35	\$1,477.74	\$1,534.95	\$1,581.81	\$1,628.63	\$1,677.51	\$1,727.86	
		Daily	\$133.84	\$138.50	\$143.14	\$147.78	\$153.50	\$158.19	\$162.87	\$167.76	\$172.79	
		Hourly	\$19.12	\$19.79	\$20.45	\$21.12	\$21.93	\$22.60	\$23.27	\$23.97	\$24.69	
EB	18	Annual	\$36,695.00	\$37,934.00	\$39,177.00	\$40,427.00	\$41,962.00	\$43,216.00	\$44,461.00	\$45,795.00	\$47,169.00	
		Bi-Wk	\$1,405.94	\$1,453.41	\$1,501.04	\$1,548.93	\$1,607.74	\$1,655.79	\$1,703.49	\$1,754.60	\$1,807.25	
		Daily	\$140.60	\$145.35	\$150.11	\$154.90	\$160.78	\$165.58	\$170.35	\$175.46	\$180.73	
		Hourly	\$20.09	\$20.77	\$21.45	\$22.13	\$22.97	\$23.66	\$24.34	\$25.07	\$25.82	

P-3B EB (EC) 35 HOUR PAY PLAN EFFECTIVE JUNE 25, 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	\$38,500.00	\$39,783.00	\$41,062.00	\$42,343.00	\$43,929.00	\$45,220.00	\$46,509.00	\$47,905.00	\$49,343.00	
		Bi-Wk	\$1,475.10	\$1,524.26	\$1,573.26	\$1,622.34	\$1,683.11	\$1,732.57	\$1,781.96	\$1,835.45	\$1,890.54	
		Daily	\$147.51	\$152.43	\$157.33	\$162.24	\$168.32	\$173.26	\$178.20	\$183.55	\$189.06	
		Hourly	\$21.08	\$21.78	\$22.48	\$23.18	\$24.05	\$24.76	\$25.46	\$26.23	\$27.01	
EB	20	Annual	\$40,462.00	\$41,770.00	\$43,080.00	\$44,390.00	\$46,026.00	\$47,347.00	\$48,666.00	\$50,126.00	\$51,630.00	
		Bi-Wk	\$1,550.27	\$1,600.39	\$1,650.58	\$1,700.77	\$1,763.45	\$1,814.07	\$1,864.60	\$1,920.54	\$1,978.17	
		Daily	\$155.03	\$160.04	\$165.06	\$170.08	\$176.35	\$181.41	\$186.46	\$192.06	\$197.82	
		Hourly	\$22.15	\$22.87	\$23.58	\$24.30	\$25.20	\$25.92	\$26.64	\$27.44	\$28.26	
EB	21	Annual	\$42,456.00	\$43,804.00	\$45,148.00	\$46,497.00	\$48,189.00	\$49,540.00	\$50,891.00	\$52,418.00	\$53,991.00	
		Bi-Wk	\$1,626.67	\$1,678.32	\$1,729.81	\$1,781.50	\$1,846.33	\$1,898.09	\$1,949.85	\$2,008.36	\$2,068.63	
		Daily	\$162.67	\$167.84	\$172.99	\$178.15	\$184.64	\$189.81	\$194.99	\$200.84	\$206.87	
		Hourly	\$23.24	\$23.98	\$24.72	\$25.45	\$26.38	\$27.12	\$27.86	\$28.70	\$29.56	
EB *	22	Annual	\$43,621.00	\$45,214.00	\$46,816.00	\$48,415.00	\$50,369.00	\$51,980.00	\$53,587.00	\$55,463.00	\$57,127.00	\$58,841.00
		Bi-Wk	\$1,671.31	\$1,732.34	\$1,793.72	\$1,854.99	\$1,929.85	\$1,991.58	\$2,053.15	\$2,125.02	\$2,188.78	\$2,254.45
		Daily	\$167.14	\$173.24	\$179.38	\$185.50	\$192.99	\$199.16	\$205.32	\$212.51	\$218.88	\$225.45
		Hourly	\$23.88	\$24.75	\$25.63	\$26.50	\$27.57	\$28.46	\$29.34	\$30.36	\$31.27	\$32.21
EB	23	Annual	\$45,684.00	\$47,348.00	\$49,012.00	\$50,679.00	\$52,719.00	\$54,393.00	\$56,070.00	\$57,753.00	\$59,486.00	
		Bi-Wk	\$1,750.35	\$1,814.10	\$1,877.86	\$1,941.73	\$2,019.89	\$2,084.03	\$2,148.28	\$2,212.76	\$2,279.16	
		Daily	\$175.04	\$181.41	\$187.79	\$194.18	\$201.99	\$208.41	\$214.83	\$221.28	\$227.92	
		Hourly	\$25.01	\$25.92	\$26.83	\$27.74	\$28.86	\$29.78	\$30.69	\$31.62	\$32.56	
EB	24	Annual	\$47,887.00	\$49,615.00	\$51,354.00	\$53,089.00	\$55,215.00	\$56,962.00	\$58,710.00	\$60,472.00	\$62,287.00	
		Bi-Wk	\$1,834.76	\$1,900.96	\$1,967.59	\$2,034.07	\$2,115.52	\$2,182.46	\$2,249.43	\$2,316.94	\$2,386.48	
		Daily	\$183.48	\$190.10	\$196.76	\$203.41	\$211.56	\$218.25	\$224.95	\$231.70	\$238.65	
		Hourly	\$26.22	\$27.16	\$28.11	\$29.06	\$30.23	\$31.18	\$32.14	\$33.10	\$34.10	
EB	25	Annual	\$50,221.00	\$52,024.00	\$53,817.00	\$55,617.00	\$57,828.00	\$59,636.00	\$61,451.00	\$63,602.00	\$65,511.00	\$67,477.00
		Bi-Wk	\$1,924.18	\$1,993.26	\$2,061.96	\$2,130.92	\$2,215.64	\$2,284.91	\$2,354.45	\$2,436.86	\$2,510.00	\$2,585.33
		Daily	\$192.42	\$199.33	\$206.20	\$213.10	\$221.57	\$228.50	\$235.45	\$243.69	\$251.00	\$258.54
		Hourly	\$27.49	\$28.48	\$29.46	\$30.45	\$31.66	\$32.65	\$33.64	\$34.82	\$35.86	\$36.94
EC **	25	Annual	\$50,221.00	\$52,024.00	\$53,817.00	\$55,617.00	\$57,828.00	\$59,636.00	\$61,451.00	\$62,065.00	\$63,927.00	\$65,845.00
		Bi-Wk	\$1,924.18	\$1,993.26	\$2,061.96	\$2,130.92	\$2,215.64	\$2,284.91	\$2,354.45	\$2,377.97	\$2,449.32	\$2,522.80
		Daily	\$192.42	\$199.33	\$206.20	\$213.10	\$221.57	\$228.50	\$235.45	\$237.80	\$244.94	\$252.28
		Hourly	\$27.49	\$28.48	\$29.46	\$30.45	\$31.66	\$32.65	\$33.64	\$33.98	\$35.00	\$36.04
EB	26	Annual	\$52,699.00	\$54,559.00	\$56,430.00	\$58,293.00	\$60,588.00	\$62,463.00	\$64,344.00	\$66,275.00	\$68,264.00	
		Bi-Wk	\$2,019.12	\$2,090.39	\$2,162.07	\$2,233.45	\$2,321.38	\$2,393.22	\$2,465.29	\$2,539.28	\$2,615.48	
		Daily	\$201.92	\$209.04	\$216.21	\$223.35	\$232.14	\$239.33	\$246.53	\$253.93	\$261.55	
		Hourly	\$28.85	\$29.87	\$30.89	\$31.91	\$33.17	\$34.19	\$35.22	\$36.28	\$37.37	

P-3B EB (EC) 35 HOUR PAY PLAN EFFECTIVE JUNE 25, 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	\$55,313.00	\$57,243.00	\$59,168.00	\$61,104.00	\$63,484.00	\$65,428.00	\$67,370.00	\$69,392.00	\$71,474.00	
		Bi-Wk	\$2,119.28	\$2,193.22	\$2,266.98	\$2,341.15	\$2,432.34	\$2,506.82	\$2,581.23	\$2,658.70	\$2,738.47	
		Daily	\$211.93	\$219.33	\$226.70	\$234.12	\$243.24	\$250.69	\$258.13	\$265.87	\$273.85	
		Hourly	\$30.28	\$31.34	\$32.39	\$33.45	\$34.75	\$35.82	\$36.88	\$37.99	\$39.13	
EB ***	28	Annual	\$58,106.00	\$60,100.00	\$62,103.00	\$64,098.00	\$66,564.00	\$68,577.00	\$70,588.00	\$71,293.00	\$73,432.00	\$75,635.00
		Bi-Wk	\$2,226.29	\$2,302.69	\$2,379.43	\$2,455.87	\$2,550.35	\$2,627.48	\$2,704.53	\$2,731.54	\$2,813.49	\$2,897.90
		Daily	\$222.63	\$230.27	\$237.95	\$245.59	\$255.04	\$262.75	\$270.46	\$273.16	\$281.35	\$289.79
		Hourly	\$31.81	\$32.90	\$34.00	\$35.09	\$36.44	\$37.54	\$38.64	\$39.03	\$40.20	\$41.40
EB	29	Annual	\$58,666.00	\$60,865.00	\$63,063.00	\$65,265.00	\$67,952.00	\$70,168.00	\$72,381.00	\$74,553.00	\$76,790.00	
		Bi-Wk	\$2,247.74	\$2,332.00	\$2,416.21	\$2,500.58	\$2,603.53	\$2,688.43	\$2,773.22	\$2,856.44	\$2,942.15	
		Daily	\$224.78	\$233.20	\$241.63	\$250.06	\$260.36	\$268.85	\$277.33	\$285.65	\$294.22	
		Hourly	\$32.12	\$33.32	\$34.52	\$35.73	\$37.20	\$38.41	\$39.62	\$40.81	\$42.04	
EB	30	Annual	\$61,017.00	\$63,285.00	\$65,548.00	\$67,810.00	\$70,573.00	\$72,862.00	\$75,142.00	\$77,397.00	\$79,719.00	
		Bi-Wk	\$2,337.82	\$2,424.72	\$2,511.42	\$2,598.09	\$2,703.95	\$2,791.65	\$2,879.01	\$2,965.41	\$3,054.37	
		Daily	\$233.79	\$242.48	\$251.15	\$259.81	\$270.40	\$279.17	\$287.91	\$296.55	\$305.44	
		Hourly	\$33.40	\$34.64	\$35.88	\$37.12	\$38.63	\$39.89	\$41.13	\$42.37	\$43.64	
EB	31	Annual	\$63,464.00	\$65,795.00	\$68,130.00	\$70,460.00	\$73,316.00	\$75,664.00	\$78,010.00	\$80,351.00	\$82,762.00	
		Bi-Wk	\$2,431.58	\$2,520.89	\$2,610.35	\$2,699.62	\$2,809.05	\$2,899.01	\$2,988.89	\$3,078.59	\$3,170.96	
		Daily	\$243.16	\$252.09	\$261.04	\$269.97	\$280.91	\$289.91	\$298.89	\$307.86	\$317.10	
		Hourly	\$34.74	\$36.02	\$37.30	\$38.57	\$40.13	\$41.42	\$42.70	\$43.98	\$45.30	
EB	32	Annual	\$66,009.00	\$68,403.00	\$70,800.00	\$73,195.00	\$76,135.00	\$78,548.00	\$80,964.00	\$83,393.00	\$85,895.00	
		Bi-Wk	\$2,529.09	\$2,620.81	\$2,712.65	\$2,804.41	\$2,917.05	\$3,009.51	\$3,102.07	\$3,195.14	\$3,291.00	
		Daily	\$252.91	\$262.09	\$271.27	\$280.45	\$291.71	\$300.96	\$310.21	\$319.52	\$329.10	
		Hourly	\$36.13	\$37.45	\$38.76	\$40.07	\$41.68	\$43.00	\$44.32	\$45.65	\$47.02	
EB	33	Annual	\$68,664.00	\$71,129.00	\$73,590.00	\$76,053.00	\$79,082.00	\$81,557.00	\$84,046.00	\$86,568.00	\$89,166.00	
		Bi-Wk	\$2,630.81	\$2,725.25	\$2,819.55	\$2,913.91	\$3,029.97	\$3,124.79	\$3,220.16	\$3,316.79	\$3,416.33	
		Daily	\$263.09	\$272.53	\$281.96	\$291.40	\$303.00	\$312.48	\$322.02	\$331.68	\$341.64	
		Hourly	\$37.59	\$38.94	\$40.28	\$41.63	\$43.29	\$44.64	\$46.01	\$47.39	\$48.81	
EB	34	Annual	\$71,492.00	\$74,025.00	\$76,553.00	\$79,086.00	\$82,194.00	\$84,748.00	\$87,296.00	\$89,915.00	\$92,613.00	
		Bi-Wk	\$2,739.16	\$2,836.21	\$2,933.07	\$3,030.12	\$3,149.20	\$3,247.05	\$3,344.68	\$3,445.02	\$3,548.40	
		Daily	\$273.92	\$283.63	\$293.31	\$303.02	\$314.92	\$324.71	\$334.47	\$344.51	\$354.84	
		Hourly	\$39.14	\$40.52	\$41.91	\$43.29	\$44.99	\$46.39	\$47.79	\$49.22	\$50.70	

P-3B EB (EC) 35 HOUR PAY PLAN EFFECTIVE JUNE 25, 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	\$74,427.00	\$77,025.00	\$79,621.00	\$82,222.00	\$85,417.00	\$88,028.00	\$90,643.00	\$93,363.00	\$96,164.00	
		Bi-Wk	\$2,851.61	\$2,951.15	\$3,050.62	\$3,150.27	\$3,272.69	\$3,372.73	\$3,472.92	\$3,577.13	\$3,684.45	
		Daily	\$285.17	\$295.12	\$305.07	\$315.03	\$327.27	\$337.28	\$347.30	\$357.72	\$368.45	
		Hourly	\$40.74	\$42.16	\$43.59	\$45.01	\$46.76	\$48.19	\$49.62	\$51.11	\$52.64	
EB	36	Annual	\$77,527.00	\$80,186.00	\$82,849.00	\$85,507.00	\$88,805.00	\$91,482.00	\$94,167.00	\$96,993.00	\$99,903.00	
		Bi-Wk	\$2,970.39	\$3,072.27	\$3,174.30	\$3,276.14	\$3,402.50	\$3,505.06	\$3,607.94	\$3,716.21	\$3,827.71	
		Daily	\$297.04	\$307.23	\$317.43	\$327.62	\$340.25	\$350.51	\$360.80	\$371.63	\$382.78	
		Hourly	\$42.44	\$43.89	\$45.35	\$46.81	\$48.61	\$50.08	\$51.55	\$53.09	\$54.69	
EB	37	Annual	\$80,744.00	\$83,480.00	\$86,213.00	\$88,951.00	\$92,336.00	\$95,092.00	\$97,842.00	\$100,778.00	\$103,802.00	
		Bi-Wk	\$3,093.64	\$3,198.47	\$3,303.19	\$3,408.09	\$3,537.78	\$3,643.38	\$3,748.74	\$3,861.23	\$3,977.09	
		Daily	\$309.37	\$319.85	\$330.32	\$340.81	\$353.78	\$364.34	\$374.88	\$386.13	\$397.71	
		Hourly	\$44.20	\$45.70	\$47.19	\$48.69	\$50.54	\$52.05	\$53.56	\$55.17	\$56.82	
EB	38	Annual	\$84,074.00	\$86,870.00	\$89,675.00	\$92,474.00	\$95,950.00	\$98,774.00	\$101,590.00	\$104,638.00	\$107,778.00	
		Bi-Wk	\$3,221.23	\$3,328.36	\$3,435.83	\$3,543.07	\$3,676.25	\$3,784.45	\$3,892.34	\$4,009.12	\$4,129.43	
		Daily	\$322.13	\$332.84	\$343.59	\$354.31	\$367.63	\$378.45	\$389.24	\$400.92	\$412.95	
		Hourly	\$46.02	\$47.55	\$49.09	\$50.62	\$52.52	\$54.07	\$55.61	\$57.28	\$59.00	
EB	39	Annual	\$87,574.00	\$90,437.00	\$93,305.00	\$96,172.00	\$99,751.00	\$102,633.00	\$105,515.00	\$108,681.00	\$111,942.00	
		Bi-Wk	\$3,355.33	\$3,465.02	\$3,574.91	\$3,684.76	\$3,821.88	\$3,932.30	\$4,042.73	\$4,164.03	\$4,288.97	
		Daily	\$335.54	\$346.51	\$357.50	\$368.48	\$382.19	\$393.23	\$404.28	\$416.41	\$428.90	
		Hourly	\$47.94	\$49.51	\$51.08	\$52.64	\$54.60	\$56.18	\$57.76	\$59.49	\$61.28	
EB	40	Annual	\$91,216.00	\$94,149.00	\$97,075.00	\$99,999.00	\$103,663.00	\$106,616.00	\$109,560.00	\$112,847.00	\$116,233.00	
		Bi-Wk	\$3,494.87	\$3,607.25	\$3,719.35	\$3,831.38	\$3,971.77	\$4,084.91	\$4,197.71	\$4,323.64	\$4,453.38	
		Daily	\$349.49	\$360.73	\$371.94	\$383.14	\$397.18	\$408.50	\$419.78	\$432.37	\$445.34	
		Hourly	\$49.93	\$51.54	\$53.14	\$54.74	\$56.74	\$58.36	\$59.97	\$61.77	\$63.62	
EB	41	Annual	\$95,043.00	\$98,040.00	\$101,033.00	\$104,033.00	\$107,795.00	\$110,813.00	\$113,830.00	\$117,245.00	\$120,763.00	
		Bi-Wk	\$3,641.50	\$3,756.33	\$3,871.00	\$3,985.94	\$4,130.08	\$4,245.71	\$4,361.31	\$4,492.15	\$4,626.94	
		Daily	\$364.15	\$375.64	\$387.10	\$398.60	\$413.01	\$424.58	\$436.14	\$449.22	\$462.70	
		Hourly	\$52.03	\$53.67	\$55.30	\$56.95	\$59.01	\$60.66	\$62.31	\$64.18	\$66.10	
EB	42	Annual	\$99,002.00	\$102,064.00	\$105,128.00	\$108,191.00	\$112,052.00	\$115,137.00	\$118,225.00	\$121,772.00	\$125,426.00	
		Bi-Wk	\$3,793.19	\$3,910.50	\$4,027.90	\$4,145.25	\$4,293.19	\$4,411.38	\$4,529.70	\$4,665.60	\$4,805.60	
		Daily	\$379.32	\$391.05	\$402.79	\$414.53	\$429.32	\$441.14	\$452.97	\$466.56	\$480.56	
		Hourly	\$54.19	\$55.87	\$57.55	\$59.22	\$61.34	\$63.02	\$64.71	\$66.66	\$68.66	
EB	43	Annual	\$103,202.00	\$106,328.00	\$109,451.00	\$112,578.00	\$116,534.00	\$119,680.00	\$122,828.00	\$126,513.00	\$130,309.00	
		Bi-Wk	\$3,954.10	\$4,073.87	\$4,193.53	\$4,313.34	\$4,464.91	\$4,585.45	\$4,706.06	\$4,847.25	\$4,992.69	
		Daily	\$395.41	\$407.39	\$419.36	\$431.34	\$446.50	\$458.55	\$470.61	\$484.73	\$499.27	
		Hourly	\$56.49	\$58.20	\$59.91	\$61.62	\$63.79	\$65.51	\$67.23	\$69.25	\$71.33	

* 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.