

P-1 HC 35 HOUR PLAN EFFECTIVE 6/25/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	1	Annual	\$18,754.00	\$19,215.00	\$19,668.00	\$20,126.00	\$20,580.00	\$21,041.00	\$21,496.00	\$22,085.00	\$22,678.00	\$23,286.00	\$23,911.00
		Bi-Wk	\$718.55	\$736.21	\$753.57	\$771.12	\$788.51	\$806.17	\$823.61	\$846.17	\$868.89	\$892.19	\$916.14
		Daily	\$71.86	\$73.63	\$75.36	\$77.12	\$78.86	\$80.62	\$82.37	\$84.62	\$86.89	\$89.22	\$91.62
		Hourly	\$10.27	\$10.52	\$10.77	\$11.02	\$11.27	\$11.52	\$11.77	\$12.09	\$12.42	\$12.75	\$13.09
HC	2	Annual	\$19,668.00	\$20,126.00	\$20,580.00	\$21,041.00	\$21,496.00	\$21,953.00	\$22,406.00	\$23,024.00	\$23,638.00	\$24,269.00	\$24,917.00
		Bi-Wk	\$753.57	\$771.12	\$788.51	\$806.17	\$823.61	\$841.12	\$858.47	\$882.15	\$905.68	\$929.85	\$954.68
		Daily	\$75.36	\$77.12	\$78.86	\$80.62	\$82.37	\$84.12	\$85.85	\$88.22	\$90.57	\$92.99	\$95.47
		Hourly	\$10.77	\$11.02	\$11.27	\$11.52	\$11.77	\$12.02	\$12.27	\$12.61	\$12.94	\$13.29	\$13.64
HC	3	Annual	\$20,126.00	\$20,580.00	\$21,041.00	\$21,496.00	\$21,953.00	\$22,406.00	\$22,863.00	\$23,495.00	\$24,121.00	\$24,763.00	\$25,423.00
		Bi-Wk	\$771.12	\$788.51	\$806.17	\$823.61	\$841.12	\$858.47	\$875.98	\$900.20	\$924.18	\$948.78	\$974.07
		Daily	\$77.12	\$78.86	\$80.62	\$82.37	\$84.12	\$85.85	\$87.60	\$90.02	\$92.42	\$94.88	\$97.41
		Hourly	\$11.02	\$11.27	\$11.52	\$11.77	\$12.02	\$12.27	\$12.52	\$12.86	\$13.21	\$13.56	\$13.92
HC	4	Annual	\$20,776.00	\$21,332.00	\$21,882.00	\$22,441.00	\$23,000.00	\$23,550.00	\$24,102.00	\$24,768.00	\$25,431.00	\$26,111.00	\$26,810.00
		Bi-Wk	\$796.02	\$817.32	\$838.40	\$859.81	\$881.23	\$902.30	\$923.45	\$948.97	\$974.37	\$1,000.43	\$1,027.21
		Daily	\$79.61	\$81.74	\$83.84	\$85.99	\$88.13	\$90.23	\$92.35	\$94.90	\$97.44	\$100.05	\$102.73
		Hourly	\$11.38	\$11.68	\$11.98	\$12.29	\$12.59	\$12.89	\$13.20	\$13.56	\$13.92	\$14.30	\$14.68
HC	5	Annual	\$21,296.00	\$21,882.00	\$22,473.00	\$23,057.00	\$23,641.00	\$24,229.00	\$24,819.00	\$25,500.00	\$26,182.00	\$26,883.00	\$27,603.00
		Bi-Wk	\$815.94	\$838.40	\$861.04	\$883.41	\$905.79	\$928.32	\$950.92	\$977.02	\$1,003.15	\$1,030.00	\$1,057.59
		Daily	\$81.60	\$83.84	\$86.11	\$88.35	\$90.58	\$92.84	\$95.10	\$97.71	\$100.32	\$103.00	\$105.76
		Hourly	\$11.66	\$11.98	\$12.31	\$12.63	\$12.94	\$13.27	\$13.59	\$13.96	\$14.34	\$14.72	\$15.11
HC	6	Annual	\$22,020.00	\$22,608.00	\$23,191.00	\$23,686.00	\$24,364.00	\$24,950.00	\$25,533.00	\$26,235.00	\$26,936.00	\$27,656.00	\$28,396.00
		Bi-Wk	\$843.68	\$866.21	\$888.55	\$907.51	\$933.49	\$955.94	\$978.28	\$1,005.18	\$1,032.04	\$1,059.62	\$1,087.97
		Daily	\$84.37	\$86.63	\$88.86	\$90.76	\$93.35	\$95.60	\$97.83	\$100.52	\$103.21	\$105.97	\$108.80
		Hourly	\$12.06	\$12.38	\$12.70	\$12.97	\$13.34	\$13.66	\$13.98	\$14.36	\$14.75	\$15.14	\$15.55
HC	7	Annual	\$22,669.00	\$23,253.00	\$23,840.00	\$24,425.00	\$25,014.00	\$25,600.00	\$26,185.00	\$26,904.00	\$27,623.00	\$28,363.00	\$29,123.00
		Bi-Wk	\$868.55	\$890.92	\$913.41	\$935.83	\$958.40	\$980.85	\$1,003.26	\$1,030.81	\$1,058.36	\$1,086.71	\$1,115.83
		Daily	\$86.86	\$89.10	\$91.35	\$93.59	\$95.84	\$98.09	\$100.33	\$103.09	\$105.84	\$108.68	\$111.59
		Hourly	\$12.41	\$12.73	\$13.05	\$13.37	\$13.70	\$14.02	\$14.34	\$14.73	\$15.12	\$15.53	\$15.95
HC	8	Annual	\$24,364.00	\$25,078.00	\$25,803.00	\$26,516.00	\$27,235.00	\$27,954.00	\$28,673.00	\$29,460.00	\$30,248.00	\$31,058.00	\$31,890.00
		Bi-Wk	\$933.49	\$960.85	\$988.63	\$1,015.94	\$1,043.49	\$1,071.04	\$1,098.59	\$1,128.74	\$1,158.93	\$1,189.97	\$1,221.84
		Daily	\$93.35	\$96.09	\$98.87	\$101.60	\$104.35	\$107.11	\$109.86	\$112.88	\$115.90	\$119.00	\$122.19
		Hourly	\$13.34	\$13.73	\$14.13	\$14.52	\$14.91	\$15.31	\$15.70	\$16.13	\$16.56	\$17.00	\$17.46
HC	9	Annual	\$25,112.00	\$25,825.00	\$26,609.00	\$27,358.00	\$28,108.00	\$28,854.00	\$29,611.00	\$30,424.00	\$31,236.00	\$32,072.00	\$32,931.00
		Bi-Wk	\$962.15	\$989.47	\$1,019.51	\$1,048.20	\$1,076.94	\$1,105.52	\$1,134.53	\$1,165.68	\$1,196.79	\$1,228.82	\$1,261.73
		Daily	\$96.22	\$98.95	\$101.96	\$104.82	\$107.70	\$110.56	\$113.46	\$116.57	\$119.68	\$122.89	\$126.18
		Hourly	\$13.75	\$14.14	\$14.57	\$14.98	\$15.39	\$15.80	\$16.21	\$16.66	\$17.10	\$17.56	\$18.03

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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
HC	10	Annual	\$25,920.00	\$26,706.00	\$27,484.00	\$28,271.00	\$29,054.00	\$29,851.00	\$30,675.00	\$31,517.00	\$32,363.00	\$33,232.00	\$34,125.00
		Bi-Wk	\$993.11	\$1,023.22	\$1,053.03	\$1,083.19	\$1,113.19	\$1,143.72	\$1,175.29	\$1,207.55	\$1,239.97	\$1,273.26	\$1,307.48
		Daily	\$99.32	\$102.33	\$105.31	\$108.32	\$111.32	\$114.38	\$117.53	\$120.76	\$124.00	\$127.33	\$130.75
		Hourly	\$14.19	\$14.62	\$15.05	\$15.48	\$15.91	\$16.34	\$16.79	\$17.26	\$17.72	\$18.19	\$18.68
HC	11	Annual	\$26,744.00	\$27,555.00	\$28,375.00	\$29,189.00	\$30,031.00	\$30,886.00	\$31,745.00	\$32,618.00	\$33,490.00	\$34,387.00	\$35,309.00
		Bi-Wk	\$1,024.68	\$1,055.75	\$1,087.17	\$1,118.36	\$1,150.62	\$1,183.38	\$1,216.29	\$1,249.74	\$1,283.15	\$1,317.51	\$1,352.84
		Daily	\$102.47	\$105.58	\$108.72	\$111.84	\$115.07	\$118.34	\$121.63	\$124.98	\$128.32	\$131.76	\$135.29
		Hourly	\$14.64	\$15.09	\$15.54	\$15.98	\$16.44	\$16.91	\$17.38	\$17.86	\$18.34	\$18.83	\$19.33
HC	12	Annual	\$27,610.00	\$28,465.00	\$29,306.00	\$30,188.00	\$31,074.00	\$31,970.00	\$32,857.00	\$33,761.00	\$34,663.00	\$35,591.00	\$36,544.00
		Bi-Wk	\$1,057.86	\$1,090.62	\$1,122.84	\$1,156.63	\$1,190.58	\$1,224.91	\$1,258.89	\$1,293.53	\$1,328.09	\$1,363.64	\$1,400.16
		Daily	\$105.79	\$109.07	\$112.29	\$115.67	\$119.06	\$122.50	\$125.89	\$129.36	\$132.81	\$136.37	\$140.02
		Hourly	\$15.12	\$15.59	\$16.05	\$16.53	\$17.01	\$17.50	\$17.99	\$18.48	\$18.98	\$19.49	\$20.01
HC	13	Annual	\$29,167.00	\$30,242.00	\$31,332.00	\$32,415.00	\$33,502.00	\$34,585.00	\$35,676.00	\$36,656.00	\$37,637.00	\$38,646.00	\$39,683.00
		Bi-Wk	\$1,117.51	\$1,158.70	\$1,200.46	\$1,241.96	\$1,283.61	\$1,325.10	\$1,366.90	\$1,404.45	\$1,442.04	\$1,480.69	\$1,520.43
		Daily	\$111.76	\$115.87	\$120.05	\$124.20	\$128.37	\$132.51	\$136.69	\$140.45	\$144.21	\$148.07	\$152.05
		Hourly	\$15.97	\$16.56	\$17.15	\$17.75	\$18.34	\$18.93	\$19.53	\$20.07	\$20.61	\$21.16	\$21.73
HC	14	Annual	\$30,531.00	\$31,657.00	\$32,779.00	\$33,899.00	\$35,018.00	\$36,140.00	\$37,257.00	\$38,281.00	\$39,306.00	\$40,360.00	\$41,443.00
		Bi-Wk	\$1,169.78	\$1,212.92	\$1,255.91	\$1,298.82	\$1,341.69	\$1,384.68	\$1,427.48	\$1,466.71	\$1,505.98	\$1,546.37	\$1,587.86
		Daily	\$116.98	\$121.30	\$125.60	\$129.89	\$134.17	\$138.47	\$142.75	\$146.68	\$150.60	\$154.64	\$158.79
		Hourly	\$16.72	\$17.33	\$17.95	\$18.56	\$19.17	\$19.79	\$20.40	\$20.96	\$21.52	\$22.10	\$22.69
HC	15	Annual	\$32,000.00	\$33,154.00	\$34,307.00	\$35,460.00	\$36,615.00	\$37,774.00	\$38,928.00	\$39,999.00	\$41,068.00	\$42,168.00	\$43,298.00
		Bi-Wk	\$1,226.06	\$1,270.27	\$1,314.45	\$1,358.63	\$1,402.88	\$1,447.28	\$1,491.50	\$1,532.53	\$1,573.49	\$1,615.64	\$1,658.93
		Daily	\$122.61	\$127.03	\$131.45	\$135.87	\$140.29	\$144.73	\$149.15	\$153.26	\$157.35	\$161.57	\$165.90
		Hourly	\$17.52	\$18.15	\$18.78	\$19.41	\$20.05	\$20.68	\$21.31	\$21.90	\$22.48	\$23.09	\$23.70
HC	16	Annual	\$33,556.00	\$34,745.00	\$35,937.00	\$37,125.00	\$38,313.00	\$39,504.00	\$40,688.00	\$41,804.00	\$42,924.00	\$44,075.00	\$45,257.00
		Bi-Wk	\$1,285.68	\$1,331.23	\$1,376.90	\$1,422.42	\$1,467.94	\$1,513.57	\$1,558.93	\$1,601.69	\$1,644.60	\$1,688.70	\$1,733.99
		Daily	\$128.57	\$133.13	\$137.69	\$142.25	\$146.80	\$151.36	\$155.90	\$160.17	\$164.46	\$168.87	\$173.40
		Hourly	\$18.37	\$19.02	\$19.67	\$20.33	\$20.98	\$21.63	\$22.28	\$22.89	\$23.50	\$24.13	\$24.78
HC	17	Annual	\$35,218.00	\$36,443.00	\$37,668.00	\$38,889.00	\$40,111.00	\$41,328.00	\$42,557.00	\$43,729.00	\$44,899.00	\$46,100.00	\$47,334.00
		Bi-Wk	\$1,349.35	\$1,396.29	\$1,443.22	\$1,490.00	\$1,536.82	\$1,583.45	\$1,630.54	\$1,675.45	\$1,720.27	\$1,766.29	\$1,813.57
		Daily	\$134.94	\$139.63	\$144.33	\$149.00	\$153.69	\$158.35	\$163.06	\$167.55	\$172.03	\$176.63	\$181.36
		Hourly	\$19.28	\$19.95	\$20.62	\$21.29	\$21.96	\$22.63	\$23.30	\$23.94	\$24.58	\$25.24	\$25.91
HC	18	Annual	\$36,994.00	\$38,250.00	\$39,504.00	\$40,760.00	\$42,006.00	\$43,263.00	\$44,514.00	\$45,738.00	\$46,965.00	\$48,226.00	\$49,521.00
		Bi-Wk	\$1,417.40	\$1,465.52	\$1,513.57	\$1,561.69	\$1,609.43	\$1,657.59	\$1,705.52	\$1,752.42	\$1,799.43	\$1,847.74	\$1,897.36
		Daily	\$141.74	\$146.56	\$151.36	\$156.17	\$160.95	\$165.76	\$170.56	\$175.25	\$179.95	\$184.78	\$189.74
		Hourly	\$20.25	\$20.94	\$21.63	\$22.31	\$23.00	\$23.68	\$24.37	\$25.04	\$25.71	\$26.40	\$27.11

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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
HC	19	Annual	\$38,816.00	\$40,111.00	\$41,400.00	\$42,696.00	\$43,978.00	\$45,267.00	\$46,557.00	\$47,839.00	\$49,118.00	\$50,434.00	\$51,786.00
		Bi-Wk	\$1,487.21	\$1,536.82	\$1,586.21	\$1,635.87	\$1,684.99	\$1,734.37	\$1,783.80	\$1,832.92	\$1,881.92	\$1,932.34	\$1,984.14
		Daily	\$148.73	\$153.69	\$158.63	\$163.59	\$168.50	\$173.44	\$178.38	\$183.30	\$188.20	\$193.24	\$198.42
		Hourly	\$21.25	\$21.96	\$22.67	\$23.37	\$24.08	\$24.78	\$25.49	\$26.19	\$26.89	\$27.61	\$28.35
HC	20	Annual	\$40,797.00	\$42,118.00	\$43,438.00	\$44,757.00	\$46,074.00	\$47,398.00	\$48,719.00	\$50,058.00	\$51,398.00	\$52,774.00	\$54,187.00
		Bi-Wk	\$1,563.11	\$1,613.72	\$1,664.30	\$1,714.83	\$1,765.29	\$1,816.02	\$1,866.63	\$1,917.94	\$1,969.28	\$2,022.00	\$2,076.14
		Daily	\$156.32	\$161.38	\$166.43	\$171.49	\$176.53	\$181.61	\$186.67	\$191.80	\$196.93	\$202.20	\$207.62
		Hourly	\$22.34	\$23.06	\$23.78	\$24.50	\$25.22	\$25.95	\$26.67	\$27.40	\$28.14	\$28.89	\$29.66
HC	21	Annual	\$42,808.00	\$44,166.00	\$45,523.00	\$46,881.00	\$48,239.00	\$49,595.00	\$50,955.00	\$52,354.00	\$53,756.00	\$55,195.00	\$56,673.00
		Bi-Wk	\$1,640.16	\$1,692.19	\$1,744.18	\$1,796.21	\$1,848.24	\$1,900.20	\$1,952.30	\$2,005.91	\$2,059.62	\$2,114.76	\$2,171.38
		Daily	\$164.02	\$169.22	\$174.42	\$179.63	\$184.83	\$190.02	\$195.23	\$200.60	\$205.97	\$211.48	\$217.14
		Hourly	\$23.44	\$24.18	\$24.92	\$25.67	\$26.41	\$27.15	\$27.89	\$28.66	\$29.43	\$30.22	\$31.02
HC	22	Annual	\$43,978.00	\$45,591.00	\$47,204.00	\$48,811.00	\$50,424.00	\$52,036.00	\$53,646.00	\$55,121.00	\$56,597.00	\$58,113.00	\$59,670.00
		Bi-Wk	\$1,684.99	\$1,746.79	\$1,808.59	\$1,870.16	\$1,931.96	\$1,993.72	\$2,055.41	\$2,111.92	\$2,168.47	\$2,226.56	\$2,286.21
		Daily	\$168.50	\$174.68	\$180.86	\$187.02	\$193.20	\$199.38	\$205.55	\$211.20	\$216.85	\$222.66	\$228.63
		Hourly	\$24.08	\$24.96	\$25.84	\$26.72	\$27.60	\$28.49	\$29.37	\$30.18	\$30.98	\$31.81	\$32.67
HC	23	Annual	\$46,062.00	\$47,742.00	\$49,416.00	\$51,097.00	\$52,774.00	\$54,455.00	\$56,135.00	\$57,675.00	\$59,220.00	\$60,807.00	\$62,437.00
		Bi-Wk	\$1,764.83	\$1,829.20	\$1,893.34	\$1,957.74	\$2,022.00	\$2,086.40	\$2,150.77	\$2,209.78	\$2,268.97	\$2,329.78	\$2,392.23
		Daily	\$176.49	\$182.92	\$189.34	\$195.78	\$202.20	\$208.64	\$215.08	\$220.98	\$226.90	\$232.98	\$239.23
		Hourly	\$25.22	\$26.14	\$27.05	\$27.97	\$28.89	\$29.81	\$30.73	\$31.57	\$32.42	\$33.29	\$34.18
HC	24	Annual	\$48,276.00	\$50,027.00	\$51,774.00	\$53,526.00	\$55,278.00	\$57,025.00	\$58,773.00	\$60,388.00	\$62,005.00	\$63,665.00	\$65,370.00
		Bi-Wk	\$1,849.66	\$1,916.75	\$1,983.68	\$2,050.81	\$2,117.94	\$2,184.87	\$2,251.84	\$2,313.72	\$2,375.68	\$2,439.28	\$2,504.60
		Daily	\$184.97	\$191.68	\$198.37	\$205.09	\$211.80	\$218.49	\$225.19	\$231.38	\$237.57	\$243.93	\$250.46
		Hourly	\$26.43	\$27.39	\$28.34	\$29.30	\$30.26	\$31.22	\$32.17	\$33.06	\$33.94	\$34.85	\$35.78
HC	25	Annual	\$50,632.00	\$52,454.00	\$54,260.00	\$56,077.00	\$57,890.00	\$59,707.00	\$61,518.00	\$63,210.00	\$64,901.00	\$66,638.00	\$68,422.00
		Bi-Wk	\$1,939.93	\$2,009.74	\$2,078.93	\$2,148.55	\$2,218.01	\$2,287.63	\$2,357.02	\$2,421.84	\$2,486.63	\$2,553.19	\$2,621.54
		Daily	\$194.00	\$200.98	\$207.90	\$214.86	\$221.81	\$228.77	\$235.71	\$242.19	\$248.67	\$255.32	\$262.16
		Hourly	\$27.72	\$28.72	\$29.70	\$30.70	\$31.69	\$32.69	\$33.68	\$34.60	\$35.53	\$36.48	\$37.46
HC	26	Annual	\$53,130.00	\$55,008.00	\$56,897.00	\$58,773.00	\$60,656.00	\$62,538.00	\$64,416.00	\$66,186.00	\$67,960.00	\$69,781.00	\$71,651.00
		Bi-Wk	\$2,035.64	\$2,107.59	\$2,179.97	\$2,251.84	\$2,323.99	\$2,396.10	\$2,468.05	\$2,535.87	\$2,603.84	\$2,673.61	\$2,745.25
		Daily	\$203.57	\$210.76	\$218.00	\$225.19	\$232.40	\$239.61	\$246.81	\$253.59	\$260.39	\$267.37	\$274.53
		Hourly	\$29.09	\$30.11	\$31.15	\$32.17	\$33.20	\$34.23	\$35.26	\$36.23	\$37.20	\$38.20	\$39.22
HC	27	Annual	\$55,766.00	\$57,714.00	\$59,663.00	\$61,603.00	\$63,554.00	\$65,497.00	\$67,449.00	\$69,302.00	\$71,157.00	\$73,065.00	\$75,025.00
		Bi-Wk	\$2,136.63	\$2,211.27	\$2,285.94	\$2,360.27	\$2,435.02	\$2,509.47	\$2,584.26	\$2,655.25	\$2,726.33	\$2,799.43	\$2,874.53
		Daily	\$213.67	\$221.13	\$228.60	\$236.03	\$243.51	\$250.95	\$258.43	\$265.53	\$272.64	\$279.95	\$287.46
		Hourly	\$30.53	\$31.59	\$32.66	\$33.72	\$34.79	\$35.85	\$36.92	\$37.94	\$38.95	\$40.00	\$41.07

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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
HC	28	Annual	\$58,582.00	\$60,595.00	\$62,615.00	\$64,630.00	\$66,641.00	\$68,650.00	\$70,662.00	\$72,604.00	\$74,550.00	\$76,549.00	\$78,602.00
		Bi-Wk	\$2,244.53	\$2,321.65	\$2,399.05	\$2,476.25	\$2,553.30	\$2,630.27	\$2,707.36	\$2,781.77	\$2,856.33	\$2,932.92	\$3,011.58
		Daily	\$224.46	\$232.17	\$239.91	\$247.63	\$255.33	\$263.03	\$270.74	\$278.18	\$285.64	\$293.30	\$301.16
		Hourly	\$32.07	\$33.17	\$34.28	\$35.38	\$36.48	\$37.58	\$38.68	\$39.74	\$40.81	\$41.90	\$43.03
HC	29	Annual	\$59,145.00	\$61,363.00	\$63,586.00	\$65,805.00	\$68,025.00	\$70,241.00	\$72,462.00	\$74,453.00	\$76,447.00	\$78,494.00	\$80,596.00
		Bi-Wk	\$2,266.10	\$2,351.08	\$2,436.25	\$2,521.27	\$2,606.33	\$2,691.23	\$2,776.33	\$2,852.61	\$2,929.01	\$3,007.44	\$3,087.97
		Daily	\$226.61	\$235.11	\$243.63	\$252.13	\$260.64	\$269.13	\$277.64	\$285.27	\$292.91	\$300.75	\$308.80
		Hourly	\$32.38	\$33.59	\$34.81	\$36.02	\$37.24	\$38.45	\$39.67	\$40.76	\$41.85	\$42.97	\$44.12
HC	30	Annual	\$61,518.00	\$63,802.00	\$66,090.00	\$68,370.00	\$70,652.00	\$72,936.00	\$75,224.00	\$77,293.00	\$79,359.00	\$81,481.00	\$83,660.00
		Bi-Wk	\$2,357.02	\$2,444.53	\$2,532.19	\$2,619.55	\$2,706.98	\$2,794.49	\$2,882.15	\$2,961.42	\$3,040.58	\$3,121.88	\$3,205.37
		Daily	\$235.71	\$244.46	\$253.22	\$261.96	\$270.70	\$279.45	\$288.22	\$296.15	\$304.06	\$312.19	\$320.54
		Hourly	\$33.68	\$34.93	\$36.18	\$37.43	\$38.68	\$39.93	\$41.18	\$42.31	\$43.44	\$44.60	\$45.80
HC	31	Annual	\$63,987.00	\$66,336.00	\$68,687.00	\$71,040.00	\$73,397.00	\$75,746.00	\$78,096.00	\$80,246.00	\$82,391.00	\$84,594.00	\$86,856.00
		Bi-Wk	\$2,451.61	\$2,541.61	\$2,631.69	\$2,721.84	\$2,812.15	\$2,902.15	\$2,992.19	\$3,074.56	\$3,156.75	\$3,241.15	\$3,327.82
		Daily	\$245.17	\$254.17	\$263.17	\$272.19	\$281.22	\$290.22	\$299.22	\$307.46	\$315.68	\$324.12	\$332.79
		Hourly	\$35.03	\$36.31	\$37.60	\$38.89	\$40.18	\$41.46	\$42.75	\$43.93	\$45.10	\$46.31	\$47.55
HC	32	Annual	\$66,551.00	\$68,968.00	\$71,383.00	\$73,797.00	\$76,218.00	\$78,632.00	\$81,055.00	\$83,285.00	\$85,512.00	\$87,800.00	\$90,150.00
		Bi-Wk	\$2,549.85	\$2,642.46	\$2,734.99	\$2,827.48	\$2,920.23	\$3,012.73	\$3,105.56	\$3,191.00	\$3,276.33	\$3,363.99	\$3,454.03
		Daily	\$254.99	\$264.25	\$273.50	\$282.75	\$292.03	\$301.28	\$310.56	\$319.10	\$327.64	\$336.40	\$345.41
		Hourly	\$36.43	\$37.75	\$39.08	\$40.40	\$41.72	\$43.04	\$44.37	\$45.59	\$46.81	\$48.06	\$49.35
HC	33	Annual	\$69,233.00	\$71,716.00	\$74,199.00	\$76,682.00	\$79,165.00	\$81,650.00	\$84,138.00	\$86,451.00	\$88,767.00	\$91,143.00	\$93,583.00
		Bi-Wk	\$2,652.61	\$2,747.74	\$2,842.88	\$2,938.01	\$3,033.15	\$3,128.36	\$3,223.68	\$3,312.30	\$3,401.04	\$3,492.07	\$3,585.56
		Daily	\$265.27	\$274.78	\$284.29	\$293.81	\$303.32	\$312.84	\$322.37	\$331.23	\$340.11	\$349.21	\$358.56
		Hourly	\$37.90	\$39.26	\$40.62	\$41.98	\$43.34	\$44.70	\$46.06	\$47.32	\$48.59	\$49.89	\$51.23
HC	34	Annual	\$72,083.00	\$74,632.00	\$77,186.00	\$79,739.00	\$82,286.00	\$84,840.00	\$87,390.00	\$89,792.00	\$92,197.00	\$94,669.00	\$97,208.00
		Bi-Wk	\$2,761.81	\$2,859.47	\$2,957.32	\$3,055.14	\$3,152.73	\$3,250.58	\$3,348.28	\$3,440.31	\$3,532.46	\$3,627.17	\$3,724.45
		Daily	\$276.19	\$285.95	\$295.74	\$305.52	\$315.28	\$325.06	\$334.83	\$344.04	\$353.25	\$362.72	\$372.45
		Hourly	\$39.46	\$40.85	\$42.25	\$43.65	\$45.04	\$46.44	\$47.84	\$49.15	\$50.47	\$51.82	\$53.21
HC	35	Annual	\$75,045.00	\$77,659.00	\$79,927.00	\$82,894.00	\$85,508.00	\$88,123.00	\$90,391.00	\$92,876.00	\$95,361.00	\$97,916.00	\$100,540.00
		Bi-Wk	\$2,875.29	\$2,975.45	\$3,062.34	\$3,176.02	\$3,276.17	\$3,376.37	\$3,463.26	\$3,558.47	\$3,653.68	\$3,751.58	\$3,852.11
		Daily	\$287.53	\$297.55	\$306.24	\$317.61	\$327.62	\$337.64	\$346.33	\$355.85	\$365.37	\$375.16	\$385.22
		Hourly	\$41.08	\$42.51	\$43.75	\$45.38	\$46.81	\$48.24	\$49.48	\$50.84	\$52.20	\$53.60	\$55.04
HC	36	Annual	\$78,166.00	\$80,846.00	\$83,533.00	\$86,215.00	\$88,902.00	\$91,584.00	\$94,266.00	\$96,860.00	\$99,451.00	\$102,113.00	\$104,847.00
		Bi-Wk	\$2,994.87	\$3,097.55	\$3,200.50	\$3,303.26	\$3,406.21	\$3,508.97	\$3,611.73	\$3,711.12	\$3,810.39	\$3,912.38	\$4,017.13
		Daily	\$299.49	\$309.76	\$320.05	\$330.33	\$340.63	\$350.90	\$361.18	\$371.12	\$381.04	\$391.24	\$401.72
		Hourly	\$42.79	\$44.26	\$45.73	\$47.19	\$48.67	\$50.13	\$51.60	\$53.02	\$54.44	\$55.90	\$57.39

P-1 HC 35 HOUR PLAN EFFECTIVE 6/25/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	37	Annual	\$81,408.00	\$84,163.00	\$86,920.00	\$89,680.00	\$92,438.00	\$95,197.00	\$97,953.00	\$100,644.00	\$103,337.00	\$106,101.00	\$108,939.00
		Bi-Wk	\$3,119.09	\$3,224.64	\$3,330.27	\$3,436.02	\$3,541.69	\$3,647.40	\$3,752.99	\$3,856.10	\$3,959.28	\$4,065.18	\$4,173.91
		Daily	\$311.91	\$322.47	\$333.03	\$343.61	\$354.17	\$364.74	\$375.30	\$385.61	\$395.93	\$406.52	\$417.40
		Hourly	\$44.56	\$46.07	\$47.58	\$49.09	\$50.60	\$52.11	\$53.62	\$55.09	\$56.57	\$58.08	\$59.63
HC	38	Annual	\$84,770.00	\$87,589.00	\$90,417.00	\$93,236.00	\$96,057.00	\$98,878.00	\$101,702.00	\$104,498.00	\$107,293.00	\$110,164.00	\$113,112.00
		Bi-Wk	\$3,247.90	\$3,355.91	\$3,464.26	\$3,572.27	\$3,680.35	\$3,788.43	\$3,896.63	\$4,003.76	\$4,110.85	\$4,220.85	\$4,333.80
		Daily	\$324.79	\$335.60	\$346.43	\$357.23	\$368.04	\$378.85	\$389.67	\$400.38	\$411.09	\$422.09	\$433.38
		Hourly	\$46.40	\$47.95	\$49.49	\$51.04	\$52.58	\$54.13	\$55.67	\$57.20	\$58.73	\$60.30	\$61.92
HC	39	Annual	\$88,293.00	\$91,181.00	\$94,072.00	\$96,967.00	\$99,855.00	\$102,827.00	\$105,634.00	\$108,537.00	\$111,444.00	\$114,429.00	\$117,494.00
		Bi-Wk	\$3,382.88	\$3,493.53	\$3,604.30	\$3,715.22	\$3,825.87	\$3,939.74	\$4,047.28	\$4,158.51	\$4,269.89	\$4,384.26	\$4,501.69
		Daily	\$338.29	\$349.36	\$360.43	\$371.53	\$382.59	\$393.98	\$404.73	\$415.86	\$426.99	\$438.43	\$450.17
		Hourly	\$48.33	\$49.91	\$51.49	\$53.08	\$54.66	\$56.29	\$57.82	\$59.41	\$61.00	\$62.64	\$64.31
HC	40	Annual	\$91,974.00	\$94,924.00	\$97,880.00	\$100,828.00	\$103,778.00	\$106,732.00	\$109,683.00	\$112,697.00	\$115,717.00	\$118,817.00	\$122,001.00
		Bi-Wk	\$3,523.91	\$3,636.94	\$3,750.20	\$3,863.15	\$3,976.17	\$4,089.35	\$4,202.42	\$4,317.90	\$4,433.61	\$4,552.38	\$4,674.37
		Daily	\$352.40	\$363.70	\$375.02	\$386.32	\$397.62	\$408.94	\$420.25	\$431.79	\$443.37	\$455.24	\$467.44
		Hourly	\$50.35	\$51.96	\$53.58	\$55.19	\$56.81	\$58.42	\$60.04	\$61.69	\$63.34	\$65.04	\$66.78
HC	41	Annual	\$95,822.00	\$98,842.00	\$101,865.00	\$104,890.00	\$107,912.00	\$110,933.00	\$113,953.00	\$117,088.00	\$120,222.00	\$123,439.00	\$126,743.00
		Bi-Wk	\$3,671.35	\$3,787.05	\$3,902.88	\$4,018.78	\$4,134.56	\$4,250.31	\$4,366.02	\$4,486.14	\$4,606.21	\$4,729.47	\$4,856.06
		Daily	\$367.14	\$378.71	\$390.29	\$401.88	\$413.46	\$425.04	\$436.61	\$448.62	\$460.63	\$472.95	\$485.61
		Hourly	\$52.45	\$54.11	\$55.76	\$57.42	\$59.07	\$60.72	\$62.38	\$64.09	\$65.81	\$67.57	\$69.38
HC	42	Annual	\$99,814.00	\$102,908.00	\$106,002.00	\$109,079.00	\$112,174.00	\$115,267.00	\$118,356.00	\$121,613.00	\$124,866.00	\$128,206.00	\$131,636.00
		Bi-Wk	\$3,824.30	\$3,942.84	\$4,061.38	\$4,179.28	\$4,297.86	\$4,416.37	\$4,534.72	\$4,659.51	\$4,784.14	\$4,912.11	\$5,043.53
		Daily	\$382.43	\$394.29	\$406.14	\$417.93	\$429.79	\$441.64	\$453.48	\$465.96	\$478.42	\$491.22	\$504.36
		Hourly	\$54.64	\$56.33	\$58.02	\$59.71	\$61.40	\$63.10	\$64.79	\$66.57	\$68.35	\$70.18	\$72.06
HC	43	Annual	\$104,051.00	\$107,204.00	\$110,357.00	\$113,506.00	\$116,661.00	\$119,808.00	\$122,956.00	\$126,340.00	\$129,720.00	\$133,191.00	\$136,755.00
		Bi-Wk	\$3,986.63	\$4,107.44	\$4,228.24	\$4,348.89	\$4,469.78	\$4,590.35	\$4,710.96	\$4,840.62	\$4,970.12	\$5,103.11	\$5,239.66
		Daily	\$398.67	\$410.75	\$422.83	\$434.89	\$446.98	\$459.04	\$471.10	\$484.07	\$497.02	\$510.32	\$523.97
		Hourly	\$56.96	\$58.68	\$60.41	\$62.13	\$63.86	\$65.58	\$67.30	\$69.16	\$71.01	\$72.91	\$74.86