P-1 RY 37.5-Hours Doctors Salary Plan Effective 08/26/2013

| <u>Plan</u> | <u>Group</u> | <u>Period</u> | <u>Step 1</u> | Step 2       | Step 3       | Step 4       | Step 5       | Step 6       | Step 7       |
|-------------|--------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RY          | 1            | Annual        | \$60,765.00   | \$62,498.00  | \$64,223.00  | \$65,957.00  | \$67,685.00  | \$69,412.00  | \$71,134.00  |
|             |              | Bi-Wk         | \$2,328.17    | \$2,394.56   | \$2,460.66   | \$2,527.09   | \$2,593.30   | \$2,659.47   | \$2,725.45   |
|             |              | Daily         | \$232.82      | \$239.46     | \$246.07     | \$252.71     | \$259.33     | \$265.95     | \$272.55     |
|             |              | Hourly        | \$31.05       | \$31.93      | \$32.81      | \$33.70      | \$34.58      | \$35.46      | \$36.34      |
| RY          | 2            | Annual        | \$62,256.00   | \$64,311.00  | \$66,360.00  | \$68,410.00  | \$70,462.00  | \$72,516.00  | \$74,566.00  |
|             |              | Bi-Wk         | \$2,385.29    | \$2,464.03   | \$2,542.53   | \$2,621.08   | \$2,699.70   | \$2,778.40   | \$2,856.94   |
|             |              | Daily         | \$238.53      | \$246.41     | \$254.26     | \$262.11     | \$269.97     | \$277.84     | \$285.70     |
|             |              | Hourly        | \$31.81       | \$32.86      | \$33.91      | \$34.95      | \$36.00      | \$37.05      | \$38.10      |
| RY          | 3            | Annual        | \$66,769.00   | \$68,999.00  | \$71,223.00  | \$73,458.00  | \$75,680.00  | \$77,905.00  | \$80,132.00  |
|             |              | Bi-Wk         | \$2,558.20    | \$2,643.64   | \$2,728.86   | \$2,814.49   | \$2,899.62   | \$2,984.87   | \$3,070.20   |
|             |              | Daily         | \$255.82      | \$264.37     | \$272.89     | \$281.45     | \$289.97     | \$298.49     | \$307.02     |
|             |              | Hourly        | \$34.11       | \$35.25      | \$36.39      | \$37.53      | \$38.67      | \$39.80      | \$40.94      |
| RY          | 4            | Annual        | \$70,733.00   | \$73,046.00  | \$75,350.00  | \$77,660.00  | \$79,970.00  | \$82,284.00  | \$84,584.00  |
|             |              | Bi-Wk         | \$2,710.08    | \$2,798.70   | \$2,886.98   | \$2,975.48   | \$3,063.99   | \$3,152.65   | \$3,240.77   |
|             |              | Daily         | \$271.01      | \$279.87     | \$288.70     | \$297.55     | \$306.40     | \$315.27     | \$324.08     |
|             |              | Hourly        | \$36.14       | \$37.32      | \$38.50      | \$39.68      | \$40.86      | \$42.04      | \$43.22      |
| RY          | 5            | Annual        | \$99,139.00   | \$102,216.00 | \$105,286.00 | \$108,369.00 | \$111,440.00 | \$114,514.00 | \$117,601.00 |
|             |              | Bi-Wk         | \$3,798.43    | \$3,916.33   | \$4,033.95   | \$4,152.07   | \$4,269.74   | \$4,387.51   | \$4,505.79   |
|             |              | Daily         | \$379.85      | \$391.64     | \$403.40     | \$415.21     | \$426.98     | \$438.76     | \$450.58     |
|             |              | Hourly        | \$50.65       | \$52.22      | \$53.79      | \$55.37      | \$56.93      | \$58.51      | \$60.08      |
| RY          | 6            | Annual        | \$102,550.00  | \$105,711.00 | \$108,869.00 | \$112,040.00 | \$115,199.00 | \$118,366.00 | \$121,523.00 |
|             |              | Bi-Wk         | \$3,929.12    | \$4,050.23   | \$4,171.23   | \$4,292.73   | \$4,413.76   | \$4,535.10   | \$4,656.06   |
|             |              | Daily         | \$392.92      | \$405.03     | \$417.13     | \$429.28     | \$441.38     | \$453.51     | \$465.61     |
|             |              | Hourly        | \$52.39       | \$54.01      | \$55.62      | \$57.24      | \$58.86      | \$60.47      | \$62.09      |
| RY          | 7            | Annual        | \$106,177.00  | \$109,428.00 | \$112,678.00 | \$115,927.00 | \$119,171.00 | \$122,424.00 | \$125,668.00 |
|             |              | Bi-Wk         | \$4,068.09    | \$4,192.65   | \$4,317.17   | \$4,441.65   | \$4,565.94   | \$4,690.58   | \$4,814.87   |
|             |              | Daily         | \$406.81      | \$419.27     | \$431.72     | \$444.17     | \$456.60     | \$469.06     | \$481.49     |
|             |              | Hourly        | \$54.25       | \$55.91      | \$57.57      | \$59.23      | \$60.88      | \$62.55      | \$64.20      |

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|-------------|--------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RY          | 8            | Annual        | \$109,952.00  | \$113,283.00 | \$116,613.00 | \$119,945.00 | \$123,272.00 | \$126,606.00 | \$129,937.00 |
|             |              | Bi-Wk         | \$4,212.73    | \$4,340.35   | \$4,467.94   | \$4,595.60   | \$4,723.07   | \$4,850.81   | \$4,978.43   |
|             |              | Daily         | \$421.28      | \$434.04     | \$446.80     | \$459.56     | \$472.31     | \$485.09     | \$497.85     |
|             |              | Hourly        | \$56.17       | \$57.88      | \$59.58      | \$61.28      | \$62.98      | \$64.68      | \$66.38      |
| RY          | 9            | Annual        | \$113,925.00  | \$117,333.00 | \$120,760.00 | \$124,172.00 | \$127,594.00 | \$131,007.00 | \$134,424.00 |
|             |              | Bi-Wk         | \$4,364.95    | \$4,495.52   | \$4,626.82   | \$4,757.55   | \$4,888.66   | \$5,019.43   | \$5,150.35   |
|             |              | Daily         | \$436.50      | \$449.56     | \$462.69     | \$475.76     | \$488.87     | \$501.95     | \$515.04     |
|             |              | Hourly        | \$58.20       | \$59.95      | \$61.70      | \$63.44      | \$65.19      | \$66.93      | \$68.68      |
| RY          | 10           | Annual        | \$118,054.00  | \$121,564.00 | \$125,072.00 | \$128,582.00 | \$132,094.00 | \$135,607.00 | \$139,117.00 |
|             |              | Bi-Wk         | \$4,523.15    | \$4,657.63   | \$4,792.04   | \$4,926.52   | \$5,061.08   | \$5,195.68   | \$5,330.16   |
|             |              | Daily         | \$452.32      | \$465.77     | \$479.21     | \$492.66     | \$506.11     | \$519.57     | \$533.02     |
|             |              | Hourly        | \$60.31       | \$62.11      | \$63.90      | \$65.69      | \$67.49      | \$69.28      | \$71.07      |
| RY          | 11           | Annual        | \$122,334.00  | \$125,919.00 | \$129,518.00 | \$133,109.00 | \$136,699.00 | \$140,301.00 | \$143,897.00 |
|             |              | Bi-Wk         | \$4,687.13    | \$4,824.49   | \$4,962.38   | \$5,099.97   | \$5,237.51   | \$5,375.52   | \$5,513.30   |
|             |              | Daily         | \$468.72      | \$482.45     | \$496.24     | \$510.00     | \$523.76     | \$537.56     | \$551.33     |
|             |              | Hourly        | \$62.50       | \$64.33      | \$66.17      | \$68.00      | \$69.84      | \$71.68      | \$73.52      |
| RY          | 12           | Annual        | \$126,822.00  | \$130,503.00 | \$134,180.00 | \$137,856.00 | \$141,538.00 | \$145,214.00 | \$148,888.00 |
|             |              | Bi-Wk         | \$4,859.09    | \$5,000.12   | \$5,141.00   | \$5,281.84   | \$5,422.92   | \$5,563.76   | \$5,704.53   |
|             |              | Daily         | \$485.91      | \$500.02     | \$514.10     | \$528.19     | \$542.30     | \$556.38     | \$570.46     |
|             |              | Hourly        | \$64.79       | \$66.67      | \$68.55      | \$70.43      | \$72.31      | \$74.19      | \$76.07      |