

P-4 EE 35 HOUR PLAN EFFECTIVE 6/28/2002

Plan	Group	Period	Step 11
EE	11	Annual	\$33,356.00
		Bi-Wk	\$1,278.01
		Daily	\$127.81
		Hourly	\$18.26
EE	12	Annual	\$36,221.00
		Bi-Wk	\$1,387.78
		Daily	\$138.78
		Hourly	\$19.83
EE	13	Annual	\$37,826.00
		Bi-Wk	\$1,449.28
		Daily	\$144.93
		Hourly	\$20.71
EE	14	Annual	\$39,521.00
		Bi-Wk	\$1,514.22
		Daily	\$151.43
		Hourly	\$21.64
EE	15	Annual	\$41,308.00
		Bi-Wk	\$1,582.69
		Daily	\$158.27
		Hourly	\$22.61
EE	16	Annual	\$43,204.00
		Bi-Wk	\$1,655.33
		Daily	\$165.54
		Hourly	\$23.65
EE	17	Annual	\$45,192.00
		Bi-Wk	\$1,731.50
		Daily	\$173.15
		Hourly	\$24.74
EE	18	Annual	\$47,265.00
		Bi-Wk	\$1,810.92
		Daily	\$181.10
		Hourly	\$25.88
EE	19	Annual	\$49,460.00
		Bi-Wk	\$1,895.02
		Daily	\$189.51
		Hourly	\$27.08

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Plan	Group	Period	Step 11
EE	20	Annual	\$51,728.00
		Bi-Wk	\$1,981.92
		Daily	\$198.20
		Hourly	\$28.32
EE	21	Annual	\$54,465.00
		Bi-Wk	\$2,086.79
		Daily	\$208.68
		Hourly	\$29.82
EE	22	Annual	\$56,987.00
		Bi-Wk	\$2,183.41
		Daily	\$218.35
		Hourly	\$31.20
EE	23	Annual	\$59,667.00
		Bi-Wk	\$2,286.10
		Daily	\$228.61
		Hourly	\$32.66
EE	24	Annual	\$62,458.00
		Bi-Wk	\$2,393.03
		Daily	\$239.31
		Hourly	\$34.19
EE	25	Annual	\$65,396.00
		Bi-Wk	\$2,505.60
		Daily	\$250.56
		Hourly	\$35.80
EE	26	Annual	\$68,474.00
		Bi-Wk	\$2,623.53
		Daily	\$262.36
		Hourly	\$37.48
EE	27	Annual	\$71,738.00
		Bi-Wk	\$2,748.59
		Daily	\$274.86
		Hourly	\$39.27
EE	28	Annual	\$73,565.00
		Bi-Wk	\$2,818.59
		Daily	\$281.86
		Hourly	\$40.27

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Plan	Group	Period	Step 11
EE		29 Annual	\$76,371.00
		Bi-Wk	\$2,926.10
		Daily	\$292.61
		Hourly	\$41.81
EE		30 Annual	\$79,283.00
		Bi-Wk	\$3,037.67
		Daily	\$303.77
		Hourly	\$43.40
EE		31 Annual	\$82,288.00
		Bi-Wk	\$3,152.80
		Daily	\$315.28
		Hourly	\$45.04
EE		32 Annual	\$85,418.00
		Bi-Wk	\$3,272.73
		Daily	\$327.28
		Hourly	\$46.76
EE		33 Annual	\$88,717.00
		Bi-Wk	\$3,399.12
		Daily	\$339.92
		Hourly	\$48.56
EE		34 Annual	\$92,124.00
		Bi-Wk	\$3,529.66
		Daily	\$352.97
		Hourly	\$50.43
EE		35 Annual	\$95,701.00
		Bi-Wk	\$3,666.71
		Daily	\$366.68
		Hourly	\$52.39
EE		36 Annual	\$99,444.00
		Bi-Wk	\$3,810.12
		Daily	\$381.02
		Hourly	\$54.44
EE		37 Annual	\$103,247.00
		Bi-Wk	\$3,955.83
		Daily	\$395.59
		Hourly	\$56.52

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Plan Group Period Step 11

EE	38 Annual	\$107,240.00
	Bi-Wk	\$4,108.82
	Daily	\$410.89
	Hourly	\$58.70
EE	39 Annual	\$111,353.00
	Bi-Wk	\$4,266.40
	Daily	\$426.64
	Hourly	\$60.95
EE	40 Annual	\$115,689.00
	Bi-Wk	\$4,432.53
	Daily	\$443.26
	Hourly	\$63.33
EE	41 Annual	\$120,157.00
	Bi-Wk	\$4,603.72
	Daily	\$460.38
	Hourly	\$65.77
EE	42 Annual	\$124,828.00
	Bi-Wk	\$4,782.69
	Daily	\$478.27
	Hourly	\$68.33
EE	43 Annual	-
	Bi-Wk	-
	Daily	-
	Hourly	-

Note: For use only for employees currently on step 11 (that is prior to 6/28/2002) with January anniversary dates.
Upon receipt of an AI on 12/27/2002 they will go to step 12 of the ES plan.