

P-4 ET 35 HOUR PAY PLAN EFFECTIVE 1/15/99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
ET	11	Annual	\$23,183.00	\$23,888.00	\$24,598.00	\$25,304.00	\$26,033.00	\$26,774.00	\$27,518.00	\$28,208.00
		Bi-Wk	\$888.24	\$915.25	\$942.46	\$969.51	\$997.44	\$1,025.83	\$1,054.33	\$1,080.77
		Daily	\$88.83	\$91.53	\$94.25	\$96.96	\$99.75	\$102.59	\$105.44	\$108.08
		Hourly	\$12.69	\$13.08	\$13.47	\$13.86	\$14.25	\$14.66	\$15.07	\$15.44
ET	12	Annual	\$23,934.00	\$24,676.00	\$25,407.00	\$26,171.00	\$26,938.00	\$27,715.00	\$28,483.00	\$29,196.00
		Bi-Wk	\$917.02	\$945.45	\$973.45	\$1,002.73	\$1,032.11	\$1,061.88	\$1,091.31	\$1,118.63
		Daily	\$91.71	\$94.55	\$97.35	\$100.28	\$103.22	\$106.19	\$109.14	\$111.87
		Hourly	\$13.11	\$13.51	\$13.91	\$14.33	\$14.75	\$15.17	\$15.60	\$15.99
ET	13	Annual	\$25,285.00	\$26,218.00	\$27,160.00	\$28,099.00	\$29,045.00	\$29,982.00	\$30,927.00	\$31,701.00
		Bi-Wk	\$968.78	\$1,004.53	\$1,040.62	\$1,076.60	\$1,112.84	\$1,148.74	\$1,184.95	\$1,214.60
		Daily	\$96.88	\$100.46	\$104.07	\$107.66	\$111.29	\$114.88	\$118.50	\$121.46
		Hourly	\$13.84	\$14.36	\$14.87	\$15.38	\$15.90	\$16.42	\$16.93	\$17.36
ET	14	Annual	\$26,467.00	\$27,443.00	\$28,415.00	\$29,387.00	\$30,358.00	\$31,330.00	\$32,301.00	\$33,109.00
		Bi-Wk	\$1,014.07	\$1,051.46	\$1,088.70	\$1,125.94	\$1,163.15	\$1,200.39	\$1,237.59	\$1,268.55
		Daily	\$101.41	\$105.15	\$108.87	\$112.60	\$116.32	\$120.04	\$123.76	\$126.86
		Hourly	\$14.49	\$15.03	\$15.56	\$16.09	\$16.62	\$17.15	\$17.68	\$18.13
ET	15	Annual	\$27,741.00	\$28,741.00	\$29,741.00	\$30,740.00	\$31,741.00	\$32,749.00	\$33,748.00	\$34,591.00
		Bi-Wk	\$1,062.88	\$1,101.19	\$1,139.51	\$1,177.78	\$1,216.14	\$1,254.76	\$1,293.03	\$1,325.33
		Daily	\$106.29	\$110.12	\$113.96	\$117.78	\$121.62	\$125.48	\$129.31	\$132.54
		Hourly	\$15.19	\$15.74	\$16.28	\$16.83	\$17.38	\$17.93	\$18.48	\$18.94
ET	16	Annual	\$29,090.00	\$30,122.00	\$31,152.00	\$32,184.00	\$33,213.00	\$34,247.00	\$35,275.00	\$36,156.00
		Bi-Wk	\$1,114.56	\$1,154.10	\$1,193.57	\$1,233.11	\$1,272.53	\$1,312.15	\$1,351.54	\$1,385.29
		Daily	\$111.46	\$115.41	\$119.36	\$123.32	\$127.26	\$131.22	\$135.16	\$138.53
		Hourly	\$15.93	\$16.49	\$17.06	\$17.62	\$18.18	\$18.75	\$19.31	\$19.79
ET	17	Annual	\$30,531.00	\$31,593.00	\$32,653.00	\$33,713.00	\$34,774.00	\$35,831.00	\$36,893.00	\$37,816.00
		Bi-Wk	\$1,169.78	\$1,210.46	\$1,251.08	\$1,291.69	\$1,332.34	\$1,372.84	\$1,413.53	\$1,448.89
		Daily	\$116.98	\$121.05	\$125.11	\$129.17	\$133.24	\$137.29	\$141.36	\$144.89
		Hourly	\$16.72	\$17.30	\$17.88	\$18.46	\$19.04	\$19.62	\$20.20	\$20.70
ET	18	Annual	\$32,072.00	\$33,160.00	\$34,247.00	\$35,335.00	\$36,417.00	\$37,505.00	\$38,591.00	\$39,557.00
		Bi-Wk	\$1,228.82	\$1,270.50	\$1,312.15	\$1,353.84	\$1,395.29	\$1,436.98	\$1,478.59	\$1,515.60
		Daily	\$122.89	\$127.05	\$131.22	\$135.39	\$139.53	\$143.70	\$147.86	\$151.56
		Hourly	\$17.56	\$18.15	\$18.75	\$19.35	\$19.94	\$20.53	\$21.13	\$21.66
ET	19	Annual	\$33,651.00	\$34,774.00	\$35,892.00	\$37,011.00	\$38,126.00	\$39,244.00	\$40,363.00	\$41,371.00
		Bi-Wk	\$1,289.32	\$1,332.34	\$1,375.18	\$1,418.05	\$1,460.77	\$1,503.61	\$1,546.48	\$1,585.10
		Daily	\$128.94	\$133.24	\$137.52	\$141.81	\$146.08	\$150.37	\$154.65	\$158.51
		Hourly	\$18.42	\$19.04	\$19.65	\$20.26	\$20.87	\$21.49	\$22.10	\$22.65

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ET	20	Annual	\$35,367.00	\$36,512.00	\$37,657.00	\$38,801.00	\$39,943.00	\$41,089.00	\$42,234.00	\$43,291.00
		Bi-Wk	\$1,355.06	\$1,398.93	\$1,442.80	\$1,486.63	\$1,530.39	\$1,574.30	\$1,618.17	\$1,658.66
		Daily	\$135.51	\$139.90	\$144.28	\$148.67	\$153.04	\$157.43	\$161.82	\$165.87
		Hourly	\$19.36	\$19.99	\$20.62	\$21.24	\$21.87	\$22.49	\$23.12	\$23.70
ET	21	Annual	\$37,109.00	\$38,290.00	\$39,464.00	\$40,640.00	\$41,819.00	\$42,995.00	\$44,174.00	\$45,278.00
		Bi-Wk	\$1,421.81	\$1,467.05	\$1,512.04	\$1,557.09	\$1,602.27	\$1,647.32	\$1,692.50	\$1,734.79
		Daily	\$142.19	\$146.71	\$151.21	\$155.71	\$160.23	\$164.74	\$169.25	\$173.48
		Hourly	\$20.32	\$20.96	\$21.61	\$22.25	\$22.89	\$23.54	\$24.18	\$24.79
ET	22	Annual	\$38,126.00	\$39,523.00	\$40,922.00	\$42,316.00	\$43,716.00	\$45,111.00	\$46,508.00	\$47,670.00
		Bi-Wk	\$1,460.77	\$1,514.30	\$1,567.90	\$1,621.31	\$1,674.95	\$1,728.40	\$1,781.92	\$1,826.44
		Daily	\$146.08	\$151.43	\$156.79	\$162.14	\$167.50	\$172.84	\$178.20	\$182.65
		Hourly	\$20.87	\$21.64	\$22.40	\$23.17	\$23.93	\$24.70	\$25.46	\$26.10
ET	23	Annual	\$39,932.00	\$41,389.00	\$42,840.00	\$44,299.00	\$45,752.00	\$47,208.00	\$48,664.00	\$49,881.00
		Bi-Wk	\$1,529.97	\$1,585.79	\$1,641.38	\$1,697.28	\$1,752.96	\$1,808.74	\$1,864.53	\$1,911.15
		Daily	\$153.00	\$158.58	\$164.14	\$169.73	\$175.30	\$180.88	\$186.46	\$191.12
		Hourly	\$21.86	\$22.66	\$23.45	\$24.25	\$25.05	\$25.84	\$26.64	\$27.31
ET	24	Annual	\$41,851.00	\$43,369.00	\$44,885.00	\$46,405.00	\$47,921.00	\$49,436.00	\$50,953.00	\$52,228.00
		Bi-Wk	\$1,603.49	\$1,661.65	\$1,719.74	\$1,777.97	\$1,836.06	\$1,894.10	\$1,952.23	\$2,001.08
		Daily	\$160.35	\$166.17	\$171.98	\$177.80	\$183.61	\$189.41	\$195.23	\$200.11
		Hourly	\$22.91	\$23.74	\$24.57	\$25.40	\$26.23	\$27.06	\$27.89	\$28.59
ET	25	Annual	\$43,897.00	\$45,472.00	\$47,040.00	\$48,613.00	\$50,190.00	\$51,763.00	\$53,333.00	\$54,665.00
		Bi-Wk	\$1,681.88	\$1,742.23	\$1,802.30	\$1,862.57	\$1,922.99	\$1,983.26	\$2,043.41	\$2,094.45
		Daily	\$168.19	\$174.23	\$180.23	\$186.26	\$192.30	\$198.33	\$204.35	\$209.45
		Hourly	\$24.03	\$24.89	\$25.75	\$26.61	\$27.48	\$28.34	\$29.20	\$29.93
ET	26	Annual	\$46,061.00	\$47,691.00	\$49,326.00	\$50,953.00	\$52,586.00	\$54,216.00	\$55,843.00	\$57,242.00
		Bi-Wk	\$1,764.79	\$1,827.25	\$1,889.89	\$1,952.23	\$2,014.79	\$2,077.25	\$2,139.58	\$2,193.19
		Daily	\$176.48	\$182.73	\$188.99	\$195.23	\$201.48	\$207.73	\$213.96	\$219.32
		Hourly	\$25.22	\$26.11	\$27.00	\$27.89	\$28.79	\$29.68	\$30.57	\$31.34
ET	27	Annual	\$48,343.00	\$50,034.00	\$51,723.00	\$53,405.00	\$55,097.00	\$56,782.00	\$58,473.00	\$59,936.00
		Bi-Wk	\$1,852.23	\$1,917.02	\$1,981.73	\$2,046.17	\$2,111.00	\$2,175.56	\$2,240.35	\$2,296.40
		Daily	\$185.23	\$191.71	\$198.18	\$204.62	\$211.10	\$217.56	\$224.04	\$229.64
		Hourly	\$26.47	\$27.39	\$28.32	\$29.24	\$30.16	\$31.08	\$32.01	\$32.81
ET	28	Annual	\$50,787.00	\$52,533.00	\$54,281.00	\$56,030.00	\$57,772.00	\$59,519.00	\$61,263.00	\$62,793.00
		Bi-Wk	\$1,945.87	\$2,012.76	\$2,079.74	\$2,146.75	\$2,213.49	\$2,280.43	\$2,347.25	\$2,405.87
		Daily	\$194.59	\$201.28	\$207.98	\$214.68	\$221.35	\$228.05	\$234.73	\$240.59
		Hourly	\$27.80	\$28.76	\$29.72	\$30.67	\$31.63	\$32.58	\$33.54	\$34.37

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ET	29	Annual	\$51,274.00	\$53,199.00	\$55,125.00	\$57,050.00	\$58,973.00	\$60,897.00	\$62,820.00	\$64,392.00
		Bi-Wk	\$1,964.53	\$2,038.28	\$2,112.07	\$2,185.83	\$2,259.51	\$2,333.22	\$2,406.90	\$2,467.13
		Daily	\$196.46	\$203.83	\$211.21	\$218.59	\$225.96	\$233.33	\$240.69	\$246.72
		Hourly	\$28.07	\$29.12	\$30.18	\$31.23	\$32.28	\$33.34	\$34.39	\$35.25
ET	30	Annual	\$53,333.00	\$55,312.00	\$57,298.00	\$59,272.00	\$61,250.00	\$63,232.00	\$65,215.00	\$66,845.00
		Bi-Wk	\$2,043.41	\$2,119.24	\$2,195.33	\$2,270.96	\$2,346.75	\$2,422.69	\$2,498.66	\$2,561.12
		Daily	\$204.35	\$211.93	\$219.54	\$227.10	\$234.68	\$242.27	\$249.87	\$256.12
		Hourly	\$29.20	\$30.28	\$31.37	\$32.45	\$33.53	\$34.61	\$35.70	\$36.59
ET	31	Annual	\$55,474.00	\$57,512.00	\$59,551.00	\$61,588.00	\$63,629.00	\$65,666.00	\$67,706.00	\$69,398.00
		Bi-Wk	\$2,125.45	\$2,203.53	\$2,281.65	\$2,359.70	\$2,437.90	\$2,515.94	\$2,594.10	\$2,658.93
		Daily	\$212.55	\$220.36	\$228.17	\$235.97	\$243.79	\$251.60	\$259.41	\$265.90
		Hourly	\$30.37	\$31.48	\$32.60	\$33.71	\$34.83	\$35.95	\$37.06	\$37.99
ET	32	Annual	\$57,699.00	\$59,791.00	\$61,884.00	\$63,980.00	\$66,076.00	\$68,169.00	\$70,269.00	\$72,027.00
		Bi-Wk	\$2,210.69	\$2,290.85	\$2,371.04	\$2,451.35	\$2,531.65	\$2,611.84	\$2,692.30	\$2,759.66
		Daily	\$221.07	\$229.09	\$237.11	\$245.14	\$253.17	\$261.19	\$269.23	\$275.97
		Hourly	\$31.59	\$32.73	\$33.88	\$35.02	\$36.17	\$37.32	\$38.47	\$39.43
ET	33	Annual	\$60,020.00	\$62,173.00	\$64,324.00	\$66,479.00	\$68,633.00	\$70,785.00	\$72,944.00	\$74,768.00
		Bi-Wk	\$2,299.62	\$2,382.11	\$2,464.53	\$2,547.09	\$2,629.62	\$2,712.07	\$2,794.79	\$2,864.68
		Daily	\$229.97	\$238.22	\$246.46	\$254.71	\$262.97	\$271.21	\$279.48	\$286.47
		Hourly	\$32.86	\$34.04	\$35.21	\$36.39	\$37.57	\$38.75	\$39.93	\$40.93
ET	34	Annual	\$62,491.00	\$64,703.00	\$66,916.00	\$69,129.00	\$71,340.00	\$73,554.00	\$75,761.00	\$77,656.00
		Bi-Wk	\$2,394.30	\$2,479.05	\$2,563.84	\$2,648.63	\$2,733.34	\$2,818.17	\$2,902.73	\$2,975.33
		Daily	\$239.43	\$247.91	\$256.39	\$264.87	\$273.34	\$281.82	\$290.28	\$297.54
		Hourly	\$34.21	\$35.42	\$36.63	\$37.84	\$39.05	\$40.26	\$41.47	\$42.51
ET	35	Annual	\$65,059.00	\$67,325.00	\$69,597.00	\$71,865.00	\$74,133.00	\$76,397.00	\$78,670.00	\$80,635.00
		Bi-Wk	\$2,492.69	\$2,579.51	\$2,666.56	\$2,753.45	\$2,840.35	\$2,927.09	\$3,014.18	\$3,089.47
		Daily	\$249.27	\$257.96	\$266.66	\$275.35	\$284.04	\$292.71	\$301.42	\$308.95
		Hourly	\$35.61	\$36.86	\$38.10	\$39.34	\$40.58	\$41.82	\$43.06	\$44.14
ET	36	Annual	\$67,765.00	\$70,089.00	\$72,418.00	\$74,744.00	\$77,072.00	\$79,397.00	\$81,724.00	\$83,770.00
		Bi-Wk	\$2,596.37	\$2,685.41	\$2,774.64	\$2,863.76	\$2,952.96	\$3,042.04	\$3,131.19	\$3,209.58
		Daily	\$259.64	\$268.55	\$277.47	\$286.38	\$295.30	\$304.21	\$313.12	\$320.96
		Hourly	\$37.10	\$38.37	\$39.64	\$40.92	\$42.19	\$43.46	\$44.74	\$45.86
ET	37	Annual	\$70,577.00	\$72,966.00	\$75,356.00	\$77,749.00	\$80,140.00	\$82,531.00	\$84,921.00	\$87,043.00
		Bi-Wk	\$2,704.10	\$2,795.64	\$2,887.21	\$2,978.89	\$3,070.50	\$3,162.11	\$3,253.68	\$3,334.99
		Daily	\$270.41	\$279.57	\$288.73	\$297.89	\$307.05	\$316.22	\$325.37	\$333.50
		Hourly	\$38.63	\$39.94	\$41.25	\$42.56	\$43.87	\$45.18	\$46.49	\$47.65

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ET	38	Annual	\$73,491.00	\$75,934.00	\$78,383.00	\$80,828.00	\$83,275.00	\$85,721.00	\$88,168.00	\$90,374.00
		Bi-Wk	\$2,815.75	\$2,909.35	\$3,003.19	\$3,096.86	\$3,190.62	\$3,284.33	\$3,378.09	\$3,462.61
		Daily	\$281.58	\$290.94	\$300.32	\$309.69	\$319.07	\$328.44	\$337.81	\$346.27
		Hourly	\$40.23	\$41.57	\$42.91	\$44.25	\$45.59	\$46.92	\$48.26	\$49.47
ET	39	Annual	\$76,547.00	\$79,053.00	\$81,555.00	\$84,064.00	\$86,569.00	\$89,070.00	\$91,579.00	\$93,870.00
		Bi-Wk	\$2,932.84	\$3,028.86	\$3,124.72	\$3,220.85	\$3,316.82	\$3,412.65	\$3,508.78	\$3,596.56
		Daily	\$293.29	\$302.89	\$312.48	\$322.09	\$331.69	\$341.27	\$350.88	\$359.66
		Hourly	\$41.90	\$43.27	\$44.64	\$46.02	\$47.39	\$48.76	\$50.13	\$51.38
ET	40	Annual	\$79,738.00	\$82,293.00	\$84,857.00	\$87,412.00	\$89,972.00	\$92,529.00	\$95,090.00	\$97,469.00
		Bi-Wk	\$3,055.10	\$3,152.99	\$3,251.23	\$3,349.12	\$3,447.21	\$3,545.18	\$3,643.30	\$3,734.45
		Daily	\$305.51	\$315.30	\$325.13	\$334.92	\$344.73	\$354.52	\$364.33	\$373.45
		Hourly	\$43.65	\$45.05	\$46.45	\$47.85	\$49.25	\$50.65	\$52.05	\$53.35
ET	41	Annual	\$83,071.00	\$85,693.00	\$88,313.00	\$90,935.00	\$93,556.00	\$96,174.00	\$98,795.00	\$101,264.00
		Bi-Wk	\$3,182.80	\$3,283.26	\$3,383.64	\$3,484.10	\$3,584.53	\$3,684.83	\$3,785.25	\$3,879.85
		Daily	\$318.28	\$328.33	\$338.37	\$348.41	\$358.46	\$368.49	\$378.53	\$387.99
		Hourly	\$45.47	\$46.91	\$48.34	\$49.78	\$51.21	\$52.65	\$54.08	\$55.43
ET	42	Annual	\$86,533.00	\$89,215.00	\$91,897.00	\$94,568.00	\$97,251.00	\$99,927.00	\$102,611.00	\$105,177.00
		Bi-Wk	\$3,315.45	\$3,418.20	\$3,520.96	\$3,623.30	\$3,726.10	\$3,828.63	\$3,931.46	\$4,029.78
		Daily	\$331.55	\$341.82	\$352.10	\$362.33	\$372.61	\$382.87	\$393.15	\$402.98
		Hourly	\$47.37	\$48.84	\$50.30	\$51.77	\$53.23	\$54.70	\$56.17	\$57.57
ET	43	Annual	\$90,209.00	\$92,941.00	\$95,674.00	\$98,404.00	\$101,141.00	\$103,869.00	\$106,601.00	\$109,264.00
		Bi-Wk	\$3,456.29	\$3,560.96	\$3,665.68	\$3,770.27	\$3,875.14	\$3,979.66	\$4,084.33	\$4,186.37
		Daily	\$345.63	\$356.10	\$366.57	\$377.03	\$387.52	\$397.97	\$408.44	\$418.64
		Hourly	\$49.38	\$50.88	\$52.37	\$53.87	\$55.36	\$56.86	\$58.35	\$59.81