

P-4 ET 35 HOUR PLAN EFFECTIVE 7/1/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ET	11 Annual	\$26,747.00	\$27,559.00	\$28,379.00	\$29,194.00	\$30,034.00	\$30,888.00	\$31,747.00	\$32,544.00	\$33,358.00
	Bi-Wk	\$1,024.79	\$1,055.91	\$1,087.32	\$1,118.55	\$1,150.73	\$1,183.45	\$1,216.37	\$1,246.90	\$1,278.09
	Daily	\$102.48	\$105.60	\$108.74	\$111.86	\$115.08	\$118.35	\$121.64	\$124.69	\$127.81
	Hourly	\$14.64	\$15.09	\$15.54	\$15.98	\$16.44	\$16.91	\$17.38	\$17.82	\$18.26
ET	12 Annual	\$27,613.00	\$28,468.00	\$29,312.00	\$30,193.00	\$31,078.00	\$31,975.00	\$32,861.00	\$33,683.00	\$34,525.00
	Bi-Wk	\$1,057.97	\$1,090.73	\$1,123.07	\$1,156.82	\$1,190.73	\$1,225.10	\$1,259.05	\$1,290.54	\$1,322.80
	Daily	\$105.80	\$109.08	\$112.31	\$115.69	\$119.08	\$122.51	\$125.91	\$129.06	\$132.28
	Hourly	\$15.12	\$15.59	\$16.05	\$16.53	\$17.02	\$17.51	\$17.99	\$18.44	\$18.90
ET	13 Annual	\$29,170.00	\$30,249.00	\$31,335.00	\$32,417.00	\$33,507.00	\$34,590.00	\$35,680.00	\$36,574.00	\$37,488.00
	Bi-Wk	\$1,117.63	\$1,158.97	\$1,200.58	\$1,242.04	\$1,283.80	\$1,325.29	\$1,367.05	\$1,401.31	\$1,436.33
	Daily	\$111.77	\$115.90	\$120.06	\$124.21	\$128.38	\$132.53	\$136.71	\$140.14	\$143.64
	Hourly	\$15.97	\$16.56	\$17.16	\$17.75	\$18.34	\$18.94	\$19.53	\$20.02	\$20.52
ET	14 Annual	\$30,535.00	\$31,661.00	\$32,781.00	\$33,903.00	\$35,024.00	\$36,145.00	\$37,266.00	\$38,198.00	\$39,154.00
	Bi-Wk	\$1,169.93	\$1,213.07	\$1,255.98	\$1,298.97	\$1,341.92	\$1,384.87	\$1,427.82	\$1,463.53	\$1,500.16
	Daily	\$117.00	\$121.31	\$125.60	\$129.90	\$134.20	\$138.49	\$142.79	\$146.36	\$150.02
	Hourly	\$16.72	\$17.33	\$17.95	\$18.56	\$19.18	\$19.79	\$20.40	\$20.91	\$21.44
ET	15 Annual	\$32,004.00	\$33,158.00	\$34,311.00	\$35,463.00	\$36,619.00	\$37,782.00	\$38,932.00	\$39,906.00	\$40,904.00
	Bi-Wk	\$1,226.21	\$1,270.43	\$1,314.60	\$1,358.74	\$1,403.03	\$1,447.59	\$1,491.65	\$1,528.97	\$1,567.21
	Daily	\$122.63	\$127.05	\$131.46	\$135.88	\$140.31	\$144.76	\$149.17	\$152.90	\$156.73
	Hourly	\$17.52	\$18.15	\$18.78	\$19.42	\$20.05	\$20.68	\$21.31	\$21.85	\$22.39
ET	16 Annual	\$33,560.00	\$34,752.00	\$35,940.00	\$37,129.00	\$38,316.00	\$39,509.00	\$40,696.00	\$41,712.00	\$42,755.00
	Bi-Wk	\$1,285.83	\$1,331.50	\$1,377.02	\$1,422.57	\$1,468.05	\$1,513.76	\$1,559.24	\$1,598.17	\$1,638.13
	Daily	\$128.59	\$133.15	\$137.71	\$142.26	\$146.81	\$151.38	\$155.93	\$159.82	\$163.82
	Hourly	\$18.37	\$19.03	\$19.68	\$20.33	\$20.98	\$21.63	\$22.28	\$22.84	\$23.41
ET	17 Annual	\$35,221.00	\$36,447.00	\$37,672.00	\$38,893.00	\$40,118.00	\$41,336.00	\$42,562.00	\$43,627.00	\$44,719.00
	Bi-Wk	\$1,349.47	\$1,396.44	\$1,443.38	\$1,490.16	\$1,537.09	\$1,583.76	\$1,630.73	\$1,671.54	\$1,713.38
	Daily	\$134.95	\$139.65	\$144.34	\$149.02	\$153.71	\$158.38	\$163.08	\$167.16	\$171.34
	Hourly	\$19.28	\$19.95	\$20.62	\$21.29	\$21.96	\$22.63	\$23.30	\$23.88	\$24.48
ET	18 Annual	\$37,000.00	\$38,256.00	\$39,509.00	\$40,765.00	\$42,014.00	\$43,268.00	\$44,520.00	\$45,636.00	\$46,777.00
	Bi-Wk	\$1,417.63	\$1,465.75	\$1,513.76	\$1,561.88	\$1,609.74	\$1,657.78	\$1,705.75	\$1,748.51	\$1,792.23
	Daily	\$141.77	\$146.58	\$151.38	\$156.19	\$160.98	\$165.78	\$170.58	\$174.86	\$179.23
	Hourly	\$20.26	\$20.94	\$21.63	\$22.32	\$23.00	\$23.69	\$24.37	\$24.98	\$25.61
ET	19 Annual	\$38,822.00	\$40,118.00	\$41,406.00	\$42,699.00	\$43,985.00	\$45,274.00	\$46,565.00	\$47,728.00	\$48,921.00
	Bi-Wk	\$1,487.44	\$1,537.09	\$1,586.44	\$1,635.98	\$1,685.25	\$1,734.64	\$1,784.10	\$1,828.66	\$1,874.37
	Daily	\$148.75	\$153.71	\$158.65	\$163.60	\$168.53	\$173.47	\$178.41	\$182.87	\$187.44
	Hourly	\$21.25	\$21.96	\$22.67	\$23.38	\$24.08	\$24.79	\$25.49	\$26.13	\$26.78

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ET	20 Annual	\$40,802.00	\$42,123.00	\$43,444.00	\$44,763.00	\$46,081.00	\$47,402.00	\$48,723.00	\$49,943.00	\$51,191.00
	Bi-Wk	\$1,563.30	\$1,613.91	\$1,664.53	\$1,715.06	\$1,765.56	\$1,816.17	\$1,866.79	\$1,913.53	\$1,961.35
	Daily	\$156.33	\$161.40	\$166.46	\$171.51	\$176.56	\$181.62	\$186.68	\$191.36	\$196.14
	Hourly	\$22.34	\$23.06	\$23.78	\$24.51	\$25.23	\$25.95	\$26.67	\$27.34	\$28.02
ET	21 Annual	\$42,811.00	\$44,173.00	\$45,528.00	\$46,884.00	\$48,245.00	\$49,600.00	\$50,963.00	\$52,236.00	\$53,542.00
	Bi-Wk	\$1,640.27	\$1,692.46	\$1,744.37	\$1,796.33	\$1,848.47	\$1,900.39	\$1,952.61	\$2,001.38	\$2,051.42
	Daily	\$164.03	\$169.25	\$174.44	\$179.64	\$184.85	\$190.04	\$195.27	\$200.14	\$205.15
	Hourly	\$23.44	\$24.18	\$24.92	\$25.67	\$26.41	\$27.15	\$27.90	\$28.60	\$29.31
ET	22 Annual	\$43,985.00	\$45,596.00	\$47,210.00	\$48,818.00	\$50,433.00	\$52,042.00	\$53,654.00	\$54,994.00	\$56,368.00
	Bi-Wk	\$1,685.25	\$1,746.98	\$1,808.82	\$1,870.43	\$1,932.30	\$1,993.95	\$2,055.71	\$2,107.05	\$2,159.70
	Daily	\$168.53	\$174.70	\$180.89	\$187.05	\$193.23	\$199.40	\$205.58	\$210.71	\$215.97
	Hourly	\$24.08	\$24.96	\$25.85	\$26.73	\$27.61	\$28.49	\$29.37	\$30.11	\$30.86
ET	23 Annual	\$46,067.00	\$47,748.00	\$49,422.00	\$51,106.00	\$52,783.00	\$54,463.00	\$56,142.00	\$57,545.00	\$58,982.00
	Bi-Wk	\$1,765.02	\$1,829.43	\$1,893.57	\$1,958.09	\$2,022.34	\$2,086.71	\$2,151.04	\$2,204.79	\$2,259.85
	Daily	\$176.51	\$182.95	\$189.36	\$195.81	\$202.24	\$208.68	\$215.11	\$220.48	\$225.99
	Hourly	\$25.22	\$26.14	\$27.06	\$27.98	\$28.90	\$29.82	\$30.73	\$31.50	\$32.29
ET	24 Annual	\$48,283.00	\$50,033.00	\$51,782.00	\$53,535.00	\$55,284.00	\$57,031.00	\$58,783.00	\$60,252.00	\$61,759.00
	Bi-Wk	\$1,849.93	\$1,916.98	\$1,983.99	\$2,051.15	\$2,118.17	\$2,185.10	\$2,252.23	\$2,308.51	\$2,366.25
	Daily	\$185.00	\$191.70	\$198.40	\$205.12	\$211.82	\$218.51	\$225.23	\$230.86	\$236.63
	Hourly	\$26.43	\$27.39	\$28.35	\$29.31	\$30.26	\$31.22	\$32.18	\$32.98	\$33.81
ET	25 Annual	\$50,643.00	\$52,459.00	\$54,267.00	\$56,082.00	\$57,901.00	\$59,716.00	\$61,527.00	\$63,064.00	\$64,641.00
	Bi-Wk	\$1,940.35	\$2,009.93	\$2,079.20	\$2,148.74	\$2,218.43	\$2,287.97	\$2,357.36	\$2,416.25	\$2,476.67
	Daily	\$194.04	\$201.00	\$207.92	\$214.88	\$221.85	\$228.80	\$235.74	\$241.63	\$247.67
	Hourly	\$27.72	\$28.72	\$29.71	\$30.70	\$31.70	\$32.69	\$33.68	\$34.52	\$35.39
ET	26 Annual	\$53,138.00	\$55,018.00	\$56,905.00	\$58,783.00	\$60,665.00	\$62,546.00	\$64,422.00	\$66,036.00	\$67,688.00
	Bi-Wk	\$2,035.94	\$2,107.97	\$2,180.27	\$2,252.23	\$2,324.33	\$2,396.40	\$2,468.28	\$2,530.12	\$2,593.41
	Daily	\$203.60	\$210.80	\$218.03	\$225.23	\$232.44	\$239.64	\$246.83	\$253.02	\$259.35
	Hourly	\$29.09	\$30.12	\$31.15	\$32.18	\$33.21	\$34.24	\$35.27	\$36.15	\$37.05
ET	27 Annual	\$55,771.00	\$57,722.00	\$59,670.00	\$61,611.00	\$63,561.00	\$65,506.00	\$67,456.00	\$69,144.00	\$70,874.00
	Bi-Wk	\$2,136.82	\$2,211.58	\$2,286.21	\$2,360.58	\$2,435.29	\$2,509.81	\$2,584.53	\$2,649.20	\$2,715.48
	Daily	\$213.69	\$221.16	\$228.63	\$236.06	\$243.53	\$250.99	\$258.46	\$264.92	\$271.55
	Hourly	\$30.53	\$31.60	\$32.67	\$33.73	\$34.79	\$35.86	\$36.93	\$37.85	\$38.80
ET	28 Annual	\$58,590.00	\$60,604.00	\$62,620.00	\$64,638.00	\$66,648.00	\$68,663.00	\$70,676.00	\$72,439.00	\$74,250.00
	Bi-Wk	\$2,244.83	\$2,322.00	\$2,399.24	\$2,476.56	\$2,553.57	\$2,630.77	\$2,707.90	\$2,775.45	\$2,844.83
	Daily	\$224.49	\$232.20	\$239.93	\$247.66	\$255.36	\$263.08	\$270.79	\$277.55	\$284.49
	Hourly	\$32.07	\$33.18	\$34.28	\$35.38	\$36.48	\$37.59	\$38.69	\$39.65	\$40.65

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ET	29 Annual	\$59,151.00	\$61,372.00	\$63,594.00	\$65,814.00	\$68,033.00	\$70,253.00	\$72,471.00	\$74,284.00	\$76,142.00
	Bi-Wk	\$2,266.33	\$2,351.42	\$2,436.56	\$2,521.61	\$2,606.63	\$2,691.69	\$2,776.67	\$2,846.14	\$2,917.32
	Daily	\$226.64	\$235.15	\$243.66	\$252.17	\$260.67	\$269.17	\$277.67	\$284.62	\$291.74
	Hourly	\$32.38	\$33.60	\$34.81	\$36.03	\$37.24	\$38.46	\$39.67	\$40.66	\$41.68
ET	30 Annual	\$61,527.00	\$63,810.00	\$66,101.00	\$68,379.00	\$70,660.00	\$72,946.00	\$75,235.00	\$77,115.00	\$79,044.00
	Bi-Wk	\$2,357.36	\$2,444.83	\$2,532.61	\$2,619.89	\$2,707.28	\$2,794.87	\$2,882.57	\$2,954.60	\$3,028.51
	Daily	\$235.74	\$244.49	\$253.27	\$261.99	\$270.73	\$279.49	\$288.26	\$295.46	\$302.86
	Hourly	\$33.68	\$34.93	\$36.19	\$37.43	\$38.68	\$39.93	\$41.18	\$42.21	\$43.27
ET	31 Annual	\$63,996.00	\$66,349.00	\$68,701.00	\$71,050.00	\$73,404.00	\$75,755.00	\$78,108.00	\$80,058.00	\$82,061.00
	Bi-Wk	\$2,451.96	\$2,542.11	\$2,632.23	\$2,722.23	\$2,812.42	\$2,902.50	\$2,992.65	\$3,067.36	\$3,144.10
	Daily	\$245.20	\$254.22	\$263.23	\$272.23	\$281.25	\$290.25	\$299.27	\$306.74	\$314.41
	Hourly	\$35.03	\$36.32	\$37.61	\$38.89	\$40.18	\$41.47	\$42.76	\$43.82	\$44.92
ET	32 Annual	\$66,563.00	\$68,977.00	\$71,391.00	\$73,810.00	\$76,227.00	\$78,642.00	\$81,065.00	\$83,093.00	\$85,171.00
	Bi-Wk	\$2,550.31	\$2,642.80	\$2,735.29	\$2,827.97	\$2,920.58	\$3,013.11	\$3,105.94	\$3,183.64	\$3,263.26
	Daily	\$255.04	\$264.28	\$273.53	\$282.80	\$292.06	\$301.32	\$310.60	\$318.37	\$326.33
	Hourly	\$36.44	\$37.76	\$39.08	\$40.40	\$41.73	\$43.05	\$44.38	\$45.49	\$46.62
ET	33 Annual	\$69,240.00	\$71,726.00	\$74,207.00	\$76,692.00	\$79,177.00	\$81,660.00	\$84,150.00	\$86,256.00	\$88,413.00
	Bi-Wk	\$2,652.88	\$2,748.13	\$2,843.19	\$2,938.40	\$3,033.61	\$3,128.74	\$3,224.14	\$3,304.83	\$3,387.48
	Daily	\$265.29	\$274.82	\$284.32	\$293.84	\$303.37	\$312.88	\$322.42	\$330.49	\$338.75
	Hourly	\$37.90	\$39.26	\$40.62	\$41.98	\$43.34	\$44.70	\$46.06	\$47.22	\$48.40
ET	34 Annual	\$72,091.00	\$74,644.00	\$77,196.00	\$79,749.00	\$82,300.00	\$84,854.00	\$87,400.00	\$89,587.00	\$91,827.00
	Bi-Wk	\$2,762.11	\$2,859.93	\$2,957.71	\$3,055.52	\$3,153.26	\$3,251.12	\$3,348.66	\$3,432.46	\$3,518.28
	Daily	\$276.22	\$286.00	\$295.78	\$305.56	\$315.33	\$325.12	\$334.87	\$343.25	\$351.83
	Hourly	\$39.46	\$40.86	\$42.26	\$43.66	\$45.05	\$46.45	\$47.84	\$49.04	\$50.27
ET	35 Annual	\$75,055.00	\$77,669.00	\$80,289.00	\$82,906.00	\$85,521.00	\$88,133.00	\$90,756.00	\$93,022.00	\$95,349.00
	Bi-Wk	\$2,875.68	\$2,975.83	\$3,076.21	\$3,176.48	\$3,276.67	\$3,376.75	\$3,477.25	\$3,564.07	\$3,653.22
	Daily	\$287.57	\$297.59	\$307.63	\$317.65	\$327.67	\$337.68	\$347.73	\$356.41	\$365.33
	Hourly	\$41.09	\$42.52	\$43.95	\$45.38	\$46.81	\$48.24	\$49.68	\$50.92	\$52.19
ET	36 Annual	\$78,176.00	\$80,857.00	\$83,544.00	\$86,227.00	\$88,912.00	\$91,594.00	\$94,278.00	\$96,639.00	\$99,057.00
	Bi-Wk	\$2,995.25	\$3,097.97	\$3,200.92	\$3,303.72	\$3,406.60	\$3,509.35	\$3,612.19	\$3,702.65	\$3,795.29
	Daily	\$299.53	\$309.80	\$320.10	\$330.38	\$340.66	\$350.94	\$361.22	\$370.27	\$379.53
	Hourly	\$42.79	\$44.26	\$45.73	\$47.20	\$48.67	\$50.14	\$51.61	\$52.90	\$54.22
ET	37 Annual	\$81,420.00	\$84,175.00	\$86,934.00	\$89,693.00	\$92,452.00	\$95,210.00	\$97,967.00	\$100,414.00	\$102,925.00
	Bi-Wk	\$3,119.55	\$3,225.10	\$3,330.81	\$3,436.52	\$3,542.23	\$3,647.90	\$3,753.53	\$3,847.28	\$3,943.49
	Daily	\$311.96	\$322.51	\$333.09	\$343.66	\$354.23	\$364.79	\$375.36	\$384.73	\$394.35
	Hourly	\$44.57	\$46.08	\$47.59	\$49.10	\$50.61	\$52.12	\$53.63	\$54.97	\$56.34

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ET	38	Annual	\$84,781.00	\$87,599.00	\$90,424.00	\$93,244.00	\$96,068.00	\$98,890.00	\$101,713.00	\$104,258.00	\$106,864.00
		Bi-Wk	\$3,248.32	\$3,356.29	\$3,464.53	\$3,572.57	\$3,680.77	\$3,788.89	\$3,897.05	\$3,994.56	\$4,094.41
		Daily	\$324.84	\$335.63	\$346.46	\$357.26	\$368.08	\$378.89	\$389.71	\$399.46	\$409.45
		Hourly	\$46.41	\$47.95	\$49.50	\$51.04	\$52.59	\$54.13	\$55.68	\$57.07	\$58.50
ET	39	Annual	\$88,307.00	\$91,198.00	\$94,084.00	\$96,979.00	\$99,868.00	\$102,752.00	\$105,648.00	\$108,291.00	\$110,997.00
		Bi-Wk	\$3,383.41	\$3,494.18	\$3,604.76	\$3,715.68	\$3,826.37	\$3,936.86	\$4,047.82	\$4,149.09	\$4,252.76
		Daily	\$338.35	\$349.42	\$360.48	\$371.57	\$382.64	\$393.69	\$404.79	\$414.91	\$425.28
		Hourly	\$48.34	\$49.92	\$51.50	\$53.09	\$54.67	\$56.25	\$57.83	\$59.28	\$60.76
ET	40	Annual	\$91,988.00	\$94,935.00	\$97,894.00	\$100,841.00	\$103,795.00	\$106,744.00	\$109,697.00	\$112,441.00	\$115,253.00
		Bi-Wk	\$3,524.45	\$3,637.36	\$3,750.73	\$3,863.64	\$3,976.82	\$4,089.81	\$4,202.96	\$4,308.09	\$4,415.83
		Daily	\$352.45	\$363.74	\$375.08	\$386.37	\$397.69	\$408.99	\$420.30	\$430.81	\$441.59
		Hourly	\$50.35	\$51.97	\$53.59	\$55.20	\$56.82	\$58.43	\$60.05	\$61.55	\$63.09
ET	41	Annual	\$95,832.00	\$98,858.00	\$101,879.00	\$104,905.00	\$107,928.00	\$110,948.00	\$113,970.00	\$116,821.00	\$119,742.00
		Bi-Wk	\$3,671.73	\$3,787.67	\$3,903.41	\$4,019.35	\$4,135.18	\$4,250.89	\$4,366.67	\$4,475.91	\$4,587.82
		Daily	\$367.18	\$378.77	\$390.35	\$401.94	\$413.52	\$425.09	\$436.67	\$447.60	\$458.79
		Hourly	\$52.46	\$54.11	\$55.77	\$57.42	\$59.08	\$60.73	\$62.39	\$63.95	\$65.55
ET	42	Annual	\$99,826.00	\$102,920.00	\$106,013.00	\$109,096.00	\$112,191.00	\$115,277.00	\$118,374.00	\$121,334.00	\$124,368.00
		Bi-Wk	\$3,824.76	\$3,943.30	\$4,061.81	\$4,179.93	\$4,298.51	\$4,416.75	\$4,535.41	\$4,648.82	\$4,765.06
		Daily	\$382.48	\$394.33	\$406.19	\$418.00	\$429.86	\$441.68	\$453.55	\$464.89	\$476.51
		Hourly	\$54.64	\$56.34	\$58.03	\$59.72	\$61.41	\$63.10	\$64.80	\$66.42	\$68.08
ET	43	Annual	\$104,068.00	\$107,217.00	\$110,372.00	\$113,522.00	\$116,678.00	\$119,826.00	\$122,977.00	\$126,049.00	\$129,201.00
		Bi-Wk	\$3,987.28	\$4,107.94	\$4,228.82	\$4,349.51	\$4,470.43	\$4,591.04	\$4,711.77	\$4,829.47	\$4,950.23
		Daily	\$398.73	\$410.80	\$422.89	\$434.96	\$447.05	\$459.11	\$471.18	\$482.95	\$495.03
		Hourly	\$56.97	\$58.69	\$60.42	\$62.14	\$63.87	\$65.59	\$67.32	\$69.00	\$70.72