

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ET	11	Annual	\$25,210.00	\$25,976.00	\$26,749.00	\$27,517.00	\$28,309.00	\$29,114.00	\$29,924.00	\$30,675.00	\$31,442.00
		Bi-Wk	\$965.91	\$995.25	\$1,024.87	\$1,054.30	\$1,084.64	\$1,115.48	\$1,146.52	\$1,175.29	\$1,204.68
		Daily	\$96.60	\$99.53	\$102.49	\$105.43	\$108.47	\$111.55	\$114.66	\$117.53	\$120.47
		Hourly	\$13.80	\$14.22	\$14.65	\$15.07	\$15.50	\$15.94	\$16.38	\$16.79	\$17.21
ET	12	Annual	\$26,027.00	\$26,833.00	\$27,629.00	\$28,459.00	\$29,293.00	\$30,138.00	\$30,973.00	\$31,748.00	\$32,542.00
		Bi-Wk	\$997.21	\$1,028.09	\$1,058.59	\$1,090.39	\$1,122.34	\$1,154.72	\$1,186.71	\$1,216.40	\$1,246.82
		Daily	\$99.73	\$102.81	\$105.86	\$109.04	\$112.24	\$115.48	\$118.68	\$121.64	\$124.69
		Hourly	\$14.25	\$14.69	\$15.13	\$15.58	\$16.04	\$16.50	\$16.96	\$17.38	\$17.82
ET	13	Annual	\$27,495.00	\$28,511.00	\$29,535.00	\$30,555.00	\$31,583.00	\$32,603.00	\$33,631.00	\$34,473.00	\$35,335.00
		Bi-Wk	\$1,053.45	\$1,092.38	\$1,131.61	\$1,170.69	\$1,210.08	\$1,249.16	\$1,288.55	\$1,320.81	\$1,353.84
		Daily	\$105.35	\$109.24	\$113.17	\$117.07	\$121.01	\$124.92	\$128.86	\$132.09	\$135.39
		Hourly	\$15.05	\$15.61	\$16.17	\$16.73	\$17.29	\$17.85	\$18.41	\$18.87	\$19.35
ET	14	Annual	\$28,781.00	\$29,842.00	\$30,899.00	\$31,956.00	\$33,012.00	\$34,069.00	\$35,126.00	\$36,004.00	\$36,905.00
		Bi-Wk	\$1,102.73	\$1,143.38	\$1,183.87	\$1,224.37	\$1,264.83	\$1,305.33	\$1,345.83	\$1,379.47	\$1,413.99
		Daily	\$110.28	\$114.34	\$118.39	\$122.44	\$126.49	\$130.54	\$134.59	\$137.95	\$141.40
		Hourly	\$15.76	\$16.34	\$16.92	\$17.50	\$18.07	\$18.65	\$19.23	\$19.71	\$20.20
ET	15	Annual	\$30,166.00	\$31,254.00	\$32,340.00	\$33,427.00	\$34,516.00	\$35,612.00	\$36,697.00	\$37,614.00	\$38,555.00
		Bi-Wk	\$1,155.79	\$1,197.48	\$1,239.09	\$1,280.73	\$1,322.46	\$1,364.45	\$1,406.02	\$1,441.15	\$1,477.21
		Daily	\$115.58	\$119.75	\$123.91	\$128.08	\$132.25	\$136.45	\$140.61	\$144.12	\$147.73
		Hourly	\$16.52	\$17.11	\$17.71	\$18.30	\$18.90	\$19.50	\$20.09	\$20.59	\$21.11
ET	16	Annual	\$31,633.00	\$32,756.00	\$33,876.00	\$34,997.00	\$36,116.00	\$37,240.00	\$38,359.00	\$39,317.00	\$40,300.00
		Bi-Wk	\$1,212.00	\$1,255.02	\$1,297.94	\$1,340.89	\$1,383.76	\$1,426.82	\$1,469.70	\$1,506.40	\$1,544.07
		Daily	\$121.20	\$125.51	\$129.80	\$134.09	\$138.38	\$142.69	\$146.97	\$150.64	\$154.41
		Hourly	\$17.32	\$17.93	\$18.55	\$19.16	\$19.77	\$20.39	\$21.00	\$21.52	\$22.06
ET	17	Annual	\$33,199.00	\$34,354.00	\$35,508.00	\$36,660.00	\$37,814.00	\$38,963.00	\$40,118.00	\$41,122.00	\$42,151.00
		Bi-Wk	\$1,272.00	\$1,316.25	\$1,360.46	\$1,404.60	\$1,448.82	\$1,492.84	\$1,537.09	\$1,575.56	\$1,614.99
		Daily	\$127.20	\$131.63	\$136.05	\$140.46	\$144.89	\$149.29	\$153.71	\$157.56	\$161.50
		Hourly	\$18.18	\$18.81	\$19.44	\$20.07	\$20.70	\$21.33	\$21.96	\$22.51	\$23.08
ET	18	Annual	\$34,875.00	\$36,059.00	\$37,240.00	\$38,424.00	\$39,601.00	\$40,783.00	\$41,964.00	\$43,015.00	\$44,091.00
		Bi-Wk	\$1,336.21	\$1,381.58	\$1,426.82	\$1,472.19	\$1,517.28	\$1,562.57	\$1,607.82	\$1,648.09	\$1,689.32
		Daily	\$133.63	\$138.16	\$142.69	\$147.22	\$151.73	\$156.26	\$160.79	\$164.81	\$168.94
		Hourly	\$19.09	\$19.74	\$20.39	\$21.04	\$21.68	\$22.33	\$22.97	\$23.55	\$24.14
ET	19	Annual	\$36,593.00	\$37,814.00	\$39,029.00	\$40,247.00	\$41,459.00	\$42,674.00	\$43,891.00	\$44,987.00	\$46,112.00
		Bi-Wk	\$1,402.04	\$1,448.82	\$1,495.37	\$1,542.04	\$1,588.47	\$1,635.02	\$1,681.65	\$1,723.64	\$1,766.75
		Daily	\$140.21	\$144.89	\$149.54	\$154.21	\$158.85	\$163.51	\$168.17	\$172.37	\$176.68
		Hourly	\$20.03	\$20.70	\$21.37	\$22.03	\$22.70	\$23.36	\$24.03	\$24.63	\$25.24

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

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ET	20 Annual	\$38,459.00	\$39,704.00	\$40,949.00	\$42,193.00	\$43,434.00	\$44,680.00	\$45,925.00	\$47,075.00	\$48,252.00
	Bi-Wk	\$1,473.53	\$1,521.23	\$1,568.93	\$1,616.60	\$1,664.14	\$1,711.88	\$1,759.58	\$1,803.64	\$1,848.74
	Daily	\$147.36	\$152.13	\$156.90	\$161.66	\$166.42	\$171.19	\$175.96	\$180.37	\$184.88
	Hourly	\$21.06	\$21.74	\$22.42	\$23.10	\$23.78	\$24.46	\$25.14	\$25.77	\$26.42
ET	21 Annual	\$40,353.00	\$41,636.00	\$42,913.00	\$44,192.00	\$45,474.00	\$46,752.00	\$48,036.00	\$49,236.00	\$50,467.00
	Bi-Wk	\$1,546.10	\$1,595.25	\$1,644.18	\$1,693.19	\$1,742.30	\$1,791.27	\$1,840.46	\$1,886.44	\$1,933.61
	Daily	\$154.61	\$159.53	\$164.42	\$169.32	\$174.23	\$179.13	\$184.05	\$188.65	\$193.37
	Hourly	\$22.09	\$22.79	\$23.49	\$24.19	\$24.89	\$25.59	\$26.30	\$26.95	\$27.63
ET	22 Annual	\$41,459.00	\$42,977.00	\$44,499.00	\$46,015.00	\$47,537.00	\$49,054.00	\$50,573.00	\$51,836.00	\$53,132.00
	Bi-Wk	\$1,588.47	\$1,646.63	\$1,704.95	\$1,763.03	\$1,821.35	\$1,879.47	\$1,937.67	\$1,986.06	\$2,035.71
	Daily	\$158.85	\$164.67	\$170.50	\$176.31	\$182.14	\$187.95	\$193.77	\$198.61	\$203.58
	Hourly	\$22.70	\$23.53	\$24.36	\$25.19	\$26.02	\$26.85	\$27.69	\$28.38	\$29.09
ET	23 Annual	\$43,422.00	\$45,006.00	\$46,584.00	\$48,171.00	\$49,752.00	\$51,335.00	\$52,918.00	\$54,240.00	\$55,596.00
	Bi-Wk	\$1,663.68	\$1,724.37	\$1,784.83	\$1,845.64	\$1,906.21	\$1,966.86	\$2,027.51	\$2,078.17	\$2,130.12
	Daily	\$166.37	\$172.44	\$178.49	\$184.57	\$190.63	\$196.69	\$202.76	\$207.82	\$213.02
	Hourly	\$23.77	\$24.64	\$25.50	\$26.37	\$27.24	\$28.10	\$28.97	\$29.69	\$30.44
ET	24 Annual	\$45,510.00	\$47,160.00	\$48,808.00	\$50,461.00	\$52,109.00	\$53,756.00	\$55,407.00	\$56,793.00	\$58,213.00
	Bi-Wk	\$1,743.68	\$1,806.90	\$1,870.04	\$1,933.38	\$1,996.52	\$2,059.62	\$2,122.88	\$2,175.98	\$2,230.39
	Daily	\$174.37	\$180.69	\$187.01	\$193.34	\$199.66	\$205.97	\$212.29	\$217.60	\$223.04
	Hourly	\$24.91	\$25.82	\$26.72	\$27.62	\$28.53	\$29.43	\$30.33	\$31.09	\$31.87
ET	25 Annual	\$47,734.00	\$49,447.00	\$51,151.00	\$52,862.00	\$54,576.00	\$56,287.00	\$57,994.00	\$59,443.00	\$60,930.00
	Bi-Wk	\$1,828.89	\$1,894.53	\$1,959.81	\$2,025.37	\$2,091.04	\$2,156.60	\$2,222.00	\$2,277.51	\$2,334.49
	Daily	\$182.89	\$189.46	\$195.99	\$202.54	\$209.11	\$215.66	\$222.20	\$227.76	\$233.45
	Hourly	\$26.13	\$27.07	\$28.00	\$28.94	\$29.88	\$30.81	\$31.75	\$32.54	\$33.35
ET	26 Annual	\$50,087.00	\$51,859.00	\$53,637.00	\$55,407.00	\$57,182.00	\$58,955.00	\$60,723.00	\$62,244.00	\$63,801.00
	Bi-Wk	\$1,919.05	\$1,986.94	\$2,055.06	\$2,122.88	\$2,190.89	\$2,258.82	\$2,326.56	\$2,384.83	\$2,444.49
	Daily	\$191.91	\$198.70	\$205.51	\$212.29	\$219.09	\$225.89	\$232.66	\$238.49	\$244.45
	Hourly	\$27.42	\$28.39	\$29.36	\$30.33	\$31.30	\$32.27	\$33.24	\$34.07	\$34.93
ET	27 Annual	\$52,568.00	\$54,407.00	\$56,244.00	\$58,073.00	\$59,911.00	\$61,745.00	\$63,583.00	\$65,174.00	\$66,804.00
	Bi-Wk	\$2,014.10	\$2,084.56	\$2,154.95	\$2,225.02	\$2,295.45	\$2,365.71	\$2,436.14	\$2,497.09	\$2,559.55
	Daily	\$201.41	\$208.46	\$215.50	\$222.51	\$229.55	\$236.58	\$243.62	\$249.71	\$255.96
	Hourly	\$28.78	\$29.78	\$30.79	\$31.79	\$32.80	\$33.80	\$34.81	\$35.68	\$36.57
ET	28 Annual	\$55,226.00	\$57,124.00	\$59,025.00	\$60,927.00	\$62,821.00	\$64,721.00	\$66,618.00	\$68,280.00	\$69,987.00
	Bi-Wk	\$2,115.94	\$2,188.66	\$2,261.50	\$2,334.37	\$2,406.94	\$2,479.74	\$2,552.42	\$2,616.10	\$2,681.50
	Daily	\$211.60	\$218.87	\$226.15	\$233.44	\$240.70	\$247.98	\$255.25	\$261.61	\$268.15
	Hourly	\$30.23	\$31.27	\$32.31	\$33.35	\$34.39	\$35.43	\$36.47	\$37.38	\$38.31

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

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ET	29 Annual	\$55,755.00	\$57,848.00	\$59,942.00	\$62,035.00	\$64,127.00	\$66,219.00	\$68,310.00	\$70,019.00	\$71,770.00
	Bi-Wk	\$2,136.21	\$2,216.40	\$2,296.63	\$2,376.82	\$2,456.98	\$2,537.13	\$2,617.25	\$2,682.73	\$2,749.81
	Daily	\$213.63	\$221.64	\$229.67	\$237.69	\$245.70	\$253.72	\$261.73	\$268.28	\$274.99
	Hourly	\$30.52	\$31.67	\$32.81	\$33.96	\$35.10	\$36.25	\$37.39	\$38.33	\$39.29
ET	30 Annual	\$57,994.00	\$60,146.00	\$62,305.00	\$64,453.00	\$66,602.00	\$68,758.00	\$70,915.00	\$72,687.00	\$74,505.00
	Bi-Wk	\$2,222.00	\$2,304.45	\$2,387.17	\$2,469.47	\$2,551.81	\$2,634.41	\$2,717.05	\$2,784.95	\$2,854.60
	Daily	\$222.20	\$230.45	\$238.72	\$246.95	\$255.19	\$263.45	\$271.71	\$278.50	\$285.46
	Hourly	\$31.75	\$32.93	\$34.11	\$35.28	\$36.46	\$37.64	\$38.82	\$39.79	\$40.78
ET	31 Annual	\$60,322.00	\$62,539.00	\$64,757.00	\$66,970.00	\$69,190.00	\$71,405.00	\$73,624.00	\$75,462.00	\$77,349.00
	Bi-Wk	\$2,311.19	\$2,396.14	\$2,481.12	\$2,565.91	\$2,650.96	\$2,735.83	\$2,820.85	\$2,891.27	\$2,963.57
	Daily	\$231.12	\$239.62	\$248.12	\$256.60	\$265.10	\$273.59	\$282.09	\$289.13	\$296.36
	Hourly	\$33.02	\$34.24	\$35.45	\$36.66	\$37.88	\$39.09	\$40.30	\$41.31	\$42.34
ET	32 Annual	\$62,741.00	\$65,016.00	\$67,292.00	\$69,572.00	\$71,850.00	\$74,127.00	\$76,410.00	\$78,322.00	\$80,281.00
	Bi-Wk	\$2,403.87	\$2,491.04	\$2,578.24	\$2,665.60	\$2,752.88	\$2,840.12	\$2,927.59	\$3,000.85	\$3,075.91
	Daily	\$240.39	\$249.11	\$257.83	\$266.56	\$275.29	\$284.02	\$292.76	\$300.09	\$307.60
	Hourly	\$34.35	\$35.59	\$36.84	\$38.08	\$39.33	\$40.58	\$41.83	\$42.87	\$43.95
ET	33 Annual	\$65,265.00	\$67,607.00	\$69,946.00	\$72,289.00	\$74,631.00	\$76,971.00	\$79,319.00	\$81,303.00	\$83,336.00
	Bi-Wk	\$2,500.58	\$2,590.31	\$2,679.93	\$2,769.70	\$2,859.43	\$2,949.09	\$3,039.05	\$3,115.06	\$3,192.96
	Daily	\$250.06	\$259.04	\$268.00	\$276.97	\$285.95	\$294.91	\$303.91	\$311.51	\$319.30
	Hourly	\$35.73	\$37.01	\$38.29	\$39.57	\$40.85	\$42.13	\$43.42	\$44.51	\$45.62
ET	34 Annual	\$67,952.00	\$70,358.00	\$72,764.00	\$75,170.00	\$77,574.00	\$79,982.00	\$82,382.00	\$84,443.00	\$86,555.00
	Bi-Wk	\$2,603.53	\$2,695.71	\$2,787.90	\$2,880.08	\$2,972.19	\$3,064.45	\$3,156.40	\$3,235.37	\$3,316.29
	Daily	\$260.36	\$269.58	\$278.79	\$288.01	\$297.22	\$306.45	\$315.64	\$323.54	\$331.63
	Hourly	\$37.20	\$38.52	\$39.83	\$41.15	\$42.46	\$43.78	\$45.10	\$46.22	\$47.38
ET	35 Annual	\$70,745.00	\$73,209.00	\$75,679.00	\$78,146.00	\$80,611.00	\$83,073.00	\$85,545.00	\$87,681.00	\$89,874.00
	Bi-Wk	\$2,710.54	\$2,804.95	\$2,899.58	\$2,994.10	\$3,088.55	\$3,182.88	\$3,277.59	\$3,359.43	\$3,443.45
	Daily	\$271.06	\$280.50	\$289.96	\$299.41	\$308.86	\$318.29	\$327.76	\$335.95	\$344.35
	Hourly	\$38.73	\$40.08	\$41.43	\$42.78	\$44.13	\$45.47	\$46.83	\$48.00	\$49.20
ET	36 Annual	\$73,688.00	\$76,214.00	\$78,747.00	\$81,276.00	\$83,807.00	\$86,335.00	\$88,866.00	\$91,091.00	\$93,369.00
	Bi-Wk	\$2,823.30	\$2,920.08	\$3,017.13	\$3,114.03	\$3,211.00	\$3,307.86	\$3,404.83	\$3,490.08	\$3,577.36
	Daily	\$282.33	\$292.01	\$301.72	\$311.41	\$321.10	\$330.79	\$340.49	\$349.01	\$357.74
	Hourly	\$40.34	\$41.72	\$43.11	\$44.49	\$45.88	\$47.26	\$48.65	\$49.86	\$51.11
ET	37 Annual	\$76,745.00	\$79,342.00	\$81,942.00	\$84,543.00	\$87,144.00	\$89,743.00	\$92,342.00	\$94,649.00	\$97,016.00
	Bi-Wk	\$2,940.43	\$3,039.93	\$3,139.55	\$3,239.20	\$3,338.86	\$3,438.43	\$3,538.01	\$3,626.40	\$3,717.09
	Daily	\$294.05	\$304.00	\$313.96	\$323.92	\$333.89	\$343.85	\$353.81	\$362.64	\$371.71
	Hourly	\$42.01	\$43.43	\$44.86	\$46.28	\$47.70	\$49.13	\$50.55	\$51.81	\$53.11

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

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
ET	38 Annual	\$79,913.00	\$82,569.00	\$85,233.00	\$87,891.00	\$90,552.00	\$93,212.00	\$95,873.00	\$98,272.00	\$100,729.00
	Bi-Wk	\$3,061.81	\$3,163.57	\$3,265.64	\$3,367.48	\$3,469.43	\$3,571.35	\$3,673.30	\$3,765.22	\$3,859.35
	Daily	\$306.19	\$316.36	\$326.57	\$336.75	\$346.95	\$357.14	\$367.33	\$376.53	\$385.94
	Hourly	\$43.75	\$45.20	\$46.66	\$48.11	\$49.57	\$51.02	\$52.48	\$53.79	\$55.14
ET	39 Annual	\$83,236.00	\$85,962.00	\$88,682.00	\$91,411.00	\$94,134.00	\$96,853.00	\$99,582.00	\$102,073.00	\$104,625.00
	Bi-Wk	\$3,189.12	\$3,293.57	\$3,397.78	\$3,502.34	\$3,606.67	\$3,710.85	\$3,815.41	\$3,910.85	\$4,008.63
	Daily	\$318.92	\$329.36	\$339.78	\$350.24	\$360.67	\$371.09	\$381.55	\$391.09	\$400.87
	Hourly	\$45.56	\$47.06	\$48.54	\$50.04	\$51.53	\$53.02	\$54.51	\$55.87	\$57.27
ET	40 Annual	\$86,706.00	\$89,484.00	\$92,273.00	\$95,051.00	\$97,835.00	\$100,615.00	\$103,399.00	\$105,986.00	\$108,636.00
	Bi-Wk	\$3,322.07	\$3,428.51	\$3,535.37	\$3,641.81	\$3,748.47	\$3,854.99	\$3,961.65	\$4,060.77	\$4,162.30
	Daily	\$332.21	\$342.86	\$353.54	\$364.19	\$374.85	\$385.50	\$396.17	\$406.08	\$416.23
	Hourly	\$47.46	\$48.98	\$50.51	\$52.03	\$53.55	\$55.08	\$56.60	\$58.02	\$59.47
ET	41 Annual	\$90,330.00	\$93,182.00	\$96,030.00	\$98,882.00	\$101,732.00	\$104,578.00	\$107,427.00	\$110,114.00	\$112,867.00
	Bi-Wk	\$3,460.92	\$3,570.20	\$3,679.32	\$3,788.59	\$3,897.78	\$4,006.82	\$4,115.98	\$4,218.93	\$4,324.41
	Daily	\$346.10	\$357.02	\$367.94	\$378.86	\$389.78	\$400.69	\$411.60	\$421.90	\$432.45
	Hourly	\$49.45	\$51.01	\$52.57	\$54.13	\$55.69	\$57.25	\$58.80	\$60.28	\$61.78
ET	42 Annual	\$94,095.00	\$97,011.00	\$99,927.00	\$102,833.00	\$105,750.00	\$108,659.00	\$111,578.00	\$114,368.00	\$117,228.00
	Bi-Wk	\$3,605.18	\$3,716.90	\$3,828.63	\$3,939.97	\$4,051.73	\$4,163.19	\$4,275.02	\$4,381.92	\$4,491.50
	Daily	\$360.52	\$371.69	\$382.87	\$394.00	\$405.18	\$416.32	\$427.51	\$438.20	\$449.15
	Hourly	\$51.51	\$53.10	\$54.70	\$56.29	\$57.89	\$59.48	\$61.08	\$62.60	\$64.17
ET	43 Annual	\$98,093.00	\$101,062.00	\$104,035.00	\$107,004.00	\$109,979.00	\$112,946.00	\$115,917.00	\$118,812.00	\$121,783.00
	Bi-Wk	\$3,758.36	\$3,872.11	\$3,986.02	\$4,099.78	\$4,213.76	\$4,327.44	\$4,441.27	\$4,552.19	\$4,666.02
	Daily	\$375.84	\$387.22	\$398.61	\$409.98	\$421.38	\$432.75	\$444.13	\$455.22	\$466.61
	Hourly	\$53.70	\$55.32	\$56.95	\$58.57	\$60.20	\$61.83	\$63.45	\$65.04	\$66.66