

P-4 FD 40 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FD	11	Annual	\$31,486.00	\$32,442.00	\$33,407.00	\$34,366.00	\$35,356.00	\$36,360.00	\$37,372.00	\$38,308.00	\$39,266.00
		Bi-Wk	\$1,206.37	\$1,242.99	\$1,279.97	\$1,316.71	\$1,354.64	\$1,393.11	\$1,431.88	\$1,467.74	\$1,504.45
		Daily	\$120.64	\$124.30	\$128.00	\$131.68	\$135.47	\$139.32	\$143.19	\$146.78	\$150.45
		Hourly	\$15.08	\$15.54	\$16.00	\$16.46	\$16.94	\$17.42	\$17.90	\$18.35	\$18.81
FD	12	Annual	\$32,506.00	\$33,512.00	\$34,506.00	\$35,542.00	\$36,584.00	\$37,640.00	\$38,683.00	\$39,651.00	\$40,643.00
		Bi-Wk	\$1,245.45	\$1,283.99	\$1,322.07	\$1,361.77	\$1,401.69	\$1,442.15	\$1,482.11	\$1,519.20	\$1,557.21
		Daily	\$124.55	\$128.40	\$132.21	\$136.18	\$140.17	\$144.22	\$148.22	\$151.92	\$155.73
		Hourly	\$15.57	\$16.05	\$16.53	\$17.03	\$17.53	\$18.03	\$18.53	\$18.99	\$19.47
FD	13	Annual	\$34,339.00	\$35,608.00	\$36,887.00	\$38,160.00	\$39,444.00	\$40,718.00	\$42,002.00	\$43,053.00	\$44,130.00
		Bi-Wk	\$1,315.68	\$1,364.30	\$1,413.30	\$1,462.07	\$1,511.27	\$1,560.08	\$1,609.28	\$1,649.55	\$1,690.81
		Daily	\$131.57	\$136.43	\$141.33	\$146.21	\$151.13	\$156.01	\$160.93	\$164.96	\$169.09
		Hourly	\$16.45	\$17.06	\$17.67	\$18.28	\$18.90	\$19.51	\$20.12	\$20.62	\$21.14
FD	14	Annual	\$35,946.00	\$37,270.00	\$38,589.00	\$39,910.00	\$41,229.00	\$42,549.00	\$43,868.00	\$44,966.00	\$46,091.00
		Bi-Wk	\$1,377.25	\$1,427.97	\$1,478.51	\$1,529.12	\$1,579.66	\$1,630.23	\$1,680.77	\$1,722.84	\$1,765.94
		Daily	\$137.73	\$142.80	\$147.86	\$152.92	\$157.97	\$163.03	\$168.08	\$172.29	\$176.60
		Hourly	\$17.22	\$17.85	\$18.49	\$19.12	\$19.75	\$20.38	\$21.01	\$21.54	\$22.08
FD	15	Annual	\$37,675.00	\$39,032.00	\$40,390.00	\$41,746.00	\$43,107.00	\$44,476.00	\$45,829.00	\$46,978.00	\$48,152.00
		Bi-Wk	\$1,443.49	\$1,495.48	\$1,547.51	\$1,599.47	\$1,651.61	\$1,704.07	\$1,755.91	\$1,799.93	\$1,844.91
		Daily	\$144.35	\$149.55	\$154.76	\$159.95	\$165.17	\$170.41	\$175.60	\$180.00	\$184.50
		Hourly	\$18.05	\$18.70	\$19.35	\$20.00	\$20.65	\$21.31	\$21.95	\$22.50	\$23.07
FD	16	Annual	\$39,506.00	\$40,909.00	\$42,308.00	\$43,707.00	\$45,104.00	\$46,509.00	\$47,906.00	\$49,103.00	\$50,331.00
		Bi-Wk	\$1,513.64	\$1,567.40	\$1,621.00	\$1,674.60	\$1,728.13	\$1,781.96	\$1,835.48	\$1,881.35	\$1,928.40
		Daily	\$151.37	\$156.74	\$162.10	\$167.46	\$172.82	\$178.20	\$183.55	\$188.14	\$192.84
		Hourly	\$18.93	\$19.60	\$20.27	\$20.94	\$21.61	\$22.28	\$22.95	\$23.52	\$24.11
FD	17	Annual	\$41,461.00	\$42,904.00	\$44,347.00	\$45,783.00	\$47,226.00	\$48,660.00	\$50,102.00	\$51,355.00	\$52,639.00
		Bi-Wk	\$1,588.55	\$1,643.84	\$1,699.12	\$1,754.14	\$1,809.43	\$1,864.37	\$1,919.62	\$1,967.63	\$2,016.82
		Daily	\$158.86	\$164.39	\$169.92	\$175.42	\$180.95	\$186.44	\$191.97	\$196.77	\$201.69
		Hourly	\$19.86	\$20.55	\$21.24	\$21.93	\$22.62	\$23.31	\$24.00	\$24.60	\$25.22
FD	18	Annual	\$43,555.00	\$45,034.00	\$46,509.00	\$47,987.00	\$49,458.00	\$50,934.00	\$52,407.00	\$53,720.00	\$55,063.00
		Bi-Wk	\$1,668.78	\$1,725.45	\$1,781.96	\$1,838.59	\$1,894.95	\$1,951.50	\$2,007.94	\$2,058.24	\$2,109.70
		Daily	\$166.88	\$172.55	\$178.20	\$183.86	\$189.50	\$195.15	\$200.80	\$205.83	\$210.97
		Hourly	\$20.86	\$21.57	\$22.28	\$22.99	\$23.69	\$24.40	\$25.10	\$25.73	\$26.38

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FD	19	Annual	\$45,700.00	\$47,226.00	\$48,742.00	\$50,263.00	\$51,778.00	\$53,295.00	\$54,814.00	\$56,186.00	\$57,591.00
		Bi-Wk	\$1,750.96	\$1,809.43	\$1,867.51	\$1,925.79	\$1,983.84	\$2,041.96	\$2,100.16	\$2,152.73	\$2,206.56
		Daily	\$175.10	\$180.95	\$186.76	\$192.58	\$198.39	\$204.20	\$210.02	\$215.28	\$220.66
		Hourly	\$21.89	\$22.62	\$23.35	\$24.08	\$24.80	\$25.53	\$26.26	\$26.91	\$27.59

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FD	20	Annual	\$48,031.00	\$49,586.00	\$51,141.00	\$52,693.00	\$54,245.00	\$55,800.00	\$57,355.00	\$58,790.00	\$60,260.00
		Bi-Wk	\$1,840.27	\$1,899.85	\$1,959.43	\$2,018.89	\$2,078.36	\$2,137.94	\$2,197.51	\$2,252.50	\$2,308.82
		Daily	\$184.03	\$189.99	\$195.95	\$201.89	\$207.84	\$213.80	\$219.76	\$225.25	\$230.89
		Hourly	\$23.01	\$23.75	\$24.50	\$25.24	\$25.98	\$26.73	\$27.47	\$28.16	\$28.87
FD	21	Annual	\$50,396.00	\$51,999.00	\$53,594.00	\$55,190.00	\$56,792.00	\$58,387.00	\$59,991.00	\$61,492.00	\$63,029.00
		Bi-Wk	\$1,930.89	\$1,992.30	\$2,053.41	\$2,114.56	\$2,175.94	\$2,237.05	\$2,298.51	\$2,356.02	\$2,414.91
		Daily	\$193.09	\$199.23	\$205.35	\$211.46	\$217.60	\$223.71	\$229.86	\$235.61	\$241.50
		Hourly	\$24.14	\$24.91	\$25.67	\$26.44	\$27.20	\$27.97	\$28.74	\$29.46	\$30.19
FD	22	Annual	\$51,778.00	\$53,674.00	\$55,574.00	\$57,467.00	\$59,367.00	\$61,262.00	\$63,159.00	\$64,739.00	\$66,358.00
		Bi-Wk	\$1,983.84	\$2,056.48	\$2,129.28	\$2,201.81	\$2,274.60	\$2,347.21	\$2,419.89	\$2,480.43	\$2,542.46
		Daily	\$198.39	\$205.65	\$212.93	\$220.19	\$227.46	\$234.73	\$241.99	\$248.05	\$254.25
		Hourly	\$24.80	\$25.71	\$26.62	\$27.53	\$28.44	\$29.35	\$30.25	\$31.01	\$31.79
FD	23	Annual	\$54,229.00	\$56,207.00	\$58,178.00	\$60,160.00	\$62,134.00	\$64,111.00	\$66,088.00	\$67,741.00	\$69,435.00
		Bi-Wk	\$2,077.74	\$2,153.53	\$2,229.05	\$2,304.99	\$2,380.62	\$2,456.37	\$2,532.11	\$2,595.45	\$2,660.35
		Daily	\$207.78	\$215.36	\$222.91	\$230.50	\$238.07	\$245.64	\$253.22	\$259.55	\$266.04
		Hourly	\$25.98	\$26.92	\$27.87	\$28.82	\$29.76	\$30.71	\$31.66	\$32.45	\$33.26
FD	24	Annual	\$56,837.00	\$58,896.00	\$60,956.00	\$63,020.00	\$65,078.00	\$67,134.00	\$69,197.00	\$70,926.00	\$72,700.00
		Bi-Wk	\$2,177.67	\$2,256.56	\$2,335.48	\$2,414.56	\$2,493.41	\$2,572.19	\$2,651.23	\$2,717.48	\$2,785.45
		Daily	\$217.77	\$225.66	\$233.55	\$241.46	\$249.35	\$257.22	\$265.13	\$271.75	\$278.55
		Hourly	\$27.23	\$28.21	\$29.20	\$30.19	\$31.17	\$32.16	\$33.15	\$33.97	\$34.82
FD	25	Annual	\$59,615.00	\$61,752.00	\$63,882.00	\$66,018.00	\$68,159.00	\$70,295.00	\$72,427.00	\$74,237.00	\$76,094.00
		Bi-Wk	\$2,284.10	\$2,365.98	\$2,447.59	\$2,529.43	\$2,611.46	\$2,693.30	\$2,774.99	\$2,844.33	\$2,915.48
		Daily	\$228.41	\$236.60	\$244.76	\$252.95	\$261.15	\$269.33	\$277.50	\$284.44	\$291.55
		Hourly	\$28.56	\$29.58	\$30.60	\$31.62	\$32.65	\$33.67	\$34.69	\$35.56	\$36.45
FD	26	Annual	\$62,552.00	\$64,765.00	\$66,987.00	\$69,197.00	\$71,412.00	\$73,627.00	\$75,835.00	\$77,733.00	\$79,676.00
		Bi-Wk	\$2,396.63	\$2,481.42	\$2,566.56	\$2,651.23	\$2,736.10	\$2,820.96	\$2,905.56	\$2,978.28	\$3,052.73
		Daily	\$239.67	\$248.15	\$256.66	\$265.13	\$273.61	\$282.10	\$290.56	\$297.83	\$305.28
		Hourly	\$29.96	\$31.02	\$32.09	\$33.15	\$34.21	\$35.27	\$36.32	\$37.23	\$38.16
FD	27	Annual	\$65,652.00	\$67,948.00	\$70,242.00	\$72,526.00	\$74,821.00	\$77,111.00	\$79,406.00	\$81,392.00	\$83,428.00
		Bi-Wk	\$2,515.41	\$2,603.38	\$2,691.27	\$2,778.78	\$2,866.71	\$2,954.45	\$3,042.38	\$3,118.47	\$3,196.48
		Daily	\$251.55	\$260.34	\$269.13	\$277.88	\$286.68	\$295.45	\$304.24	\$311.85	\$319.65
		Hourly	\$31.45	\$32.55	\$33.65	\$34.74	\$35.84	\$36.94	\$38.03	\$38.99	\$39.96

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FD	28	Annual	\$68,970.00	\$71,341.00	\$73,714.00	\$76,090.00	\$78,455.00	\$80,827.00	\$83,197.00	\$85,277.00	\$87,410.00
		Bi-Wk	\$2,642.53	\$2,733.38	\$2,824.30	\$2,915.33	\$3,005.94	\$3,096.82	\$3,187.63	\$3,267.32	\$3,349.05
		Daily	\$264.26	\$273.34	\$282.43	\$291.54	\$300.60	\$309.69	\$318.77	\$326.74	\$334.91
		Hourly	\$33.04	\$34.17	\$35.31	\$36.45	\$37.58	\$38.72	\$39.85	\$40.85	\$41.87

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FD	29	Annual	\$69,630.00	\$72,245.00	\$74,860.00	\$77,474.00	\$80,085.00	\$82,699.00	\$85,310.00	\$87,443.00	\$89,630.00
		Bi-Wk	\$2,667.82	\$2,768.01	\$2,868.20	\$2,968.36	\$3,068.40	\$3,168.55	\$3,268.59	\$3,350.31	\$3,434.10
		Daily	\$266.79	\$276.81	\$286.82	\$296.84	\$306.84	\$316.86	\$326.86	\$335.04	\$343.41
		Hourly	\$33.35	\$34.61	\$35.86	\$37.11	\$38.36	\$39.61	\$40.86	\$41.88	\$42.93
FD	30	Annual	\$72,427.00	\$75,115.00	\$77,812.00	\$80,493.00	\$83,178.00	\$85,869.00	\$88,564.00	\$90,778.00	\$93,047.00
		Bi-Wk	\$2,774.99	\$2,877.97	\$2,981.31	\$3,084.03	\$3,186.90	\$3,290.00	\$3,393.26	\$3,478.09	\$3,565.02
		Daily	\$277.50	\$287.80	\$298.14	\$308.41	\$318.69	\$329.00	\$339.33	\$347.81	\$356.51
		Hourly	\$34.69	\$35.98	\$37.27	\$38.56	\$39.84	\$41.13	\$42.42	\$43.48	\$44.57
FD	31	Annual	\$75,333.00	\$78,103.00	\$80,872.00	\$83,637.00	\$86,408.00	\$89,175.00	\$91,946.00	\$94,244.00	\$96,600.00
		Bi-Wk	\$2,886.33	\$2,992.46	\$3,098.55	\$3,204.49	\$3,310.66	\$3,416.67	\$3,522.84	\$3,610.89	\$3,701.15
		Daily	\$288.64	\$299.25	\$309.86	\$320.45	\$331.07	\$341.67	\$352.29	\$361.09	\$370.12
		Hourly	\$36.08	\$37.41	\$38.74	\$40.06	\$41.39	\$42.71	\$44.04	\$45.14	\$46.27
FD	32	Annual	\$78,355.00	\$81,197.00	\$84,038.00	\$86,886.00	\$89,731.00	\$92,574.00	\$95,426.00	\$97,812.00	\$100,259.00
		Bi-Wk	\$3,002.11	\$3,111.00	\$3,219.85	\$3,328.97	\$3,437.97	\$3,546.90	\$3,656.17	\$3,747.59	\$3,841.35
		Daily	\$300.22	\$311.10	\$321.99	\$332.90	\$343.80	\$354.69	\$365.62	\$374.76	\$384.14
		Hourly	\$37.53	\$38.89	\$40.25	\$41.62	\$42.98	\$44.34	\$45.71	\$46.85	\$48.02
FD	33	Annual	\$81,507.00	\$84,432.00	\$87,354.00	\$90,278.00	\$93,204.00	\$96,126.00	\$99,058.00	\$101,535.00	\$104,075.00
		Bi-Wk	\$3,122.88	\$3,234.95	\$3,346.90	\$3,458.93	\$3,571.04	\$3,682.99	\$3,795.33	\$3,890.23	\$3,987.55
		Daily	\$312.29	\$323.50	\$334.69	\$345.90	\$357.11	\$368.30	\$379.54	\$389.03	\$398.76
		Hourly	\$39.04	\$40.44	\$41.84	\$43.24	\$44.64	\$46.04	\$47.45	\$48.63	\$49.85
FD	34	Annual	\$84,862.00	\$87,868.00	\$90,871.00	\$93,877.00	\$96,879.00	\$99,886.00	\$102,883.00	\$105,456.00	\$108,093.00
		Bi-Wk	\$3,251.42	\$3,366.60	\$3,481.65	\$3,596.82	\$3,711.84	\$3,827.05	\$3,941.88	\$4,040.46	\$4,141.50
		Daily	\$325.15	\$336.66	\$348.17	\$359.69	\$371.19	\$382.71	\$394.19	\$404.05	\$414.15
		Hourly	\$40.65	\$42.09	\$43.53	\$44.97	\$46.40	\$47.84	\$49.28	\$50.51	\$51.77
FD	35	Annual	\$88,351.00	\$91,429.00	\$94,512.00	\$97,594.00	\$100,671.00	\$103,746.00	\$106,834.00	\$109,504.00	\$112,243.00
		Bi-Wk	\$3,385.10	\$3,503.03	\$3,621.15	\$3,739.24	\$3,857.13	\$3,974.95	\$4,093.26	\$4,195.56	\$4,300.50
		Daily	\$338.51	\$350.31	\$362.12	\$373.93	\$385.72	\$397.50	\$409.33	\$419.56	\$430.05
		Hourly	\$42.32	\$43.79	\$45.27	\$46.75	\$48.22	\$49.69	\$51.17	\$52.45	\$53.76
FD	36	Annual	\$92,026.00	\$95,181.00	\$98,344.00	\$101,502.00	\$104,663.00	\$107,820.00	\$110,980.00	\$113,756.00	\$116,599.00
		Bi-Wk	\$3,525.91	\$3,646.79	\$3,767.97	\$3,888.97	\$4,010.08	\$4,131.04	\$4,252.11	\$4,358.47	\$4,467.40
		Daily	\$352.60	\$364.68	\$376.80	\$388.90	\$401.01	\$413.11	\$425.22	\$435.85	\$446.74
		Hourly	\$44.08	\$45.59	\$47.10	\$48.62	\$50.13	\$51.64	\$53.16	\$54.49	\$55.85

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FD	37	Annual	\$95,844.00	\$99,087.00	\$102,335.00	\$105,582.00	\$108,830.00	\$112,077.00	\$115,323.00	\$118,205.00	\$121,160.00
		Bi-Wk	\$3,672.19	\$3,796.44	\$3,920.89	\$4,045.29	\$4,169.74	\$4,294.14	\$4,418.51	\$4,528.93	\$4,642.15
		Daily	\$367.22	\$379.65	\$392.09	\$404.53	\$416.98	\$429.42	\$441.86	\$452.90	\$464.22
		Hourly	\$45.91	\$47.46	\$49.02	\$50.57	\$52.13	\$53.68	\$55.24	\$56.62	\$58.03

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FD	38	Annual	\$99,800.00	\$103,117.00	\$106,443.00	\$109,763.00	\$113,087.00	\$116,408.00	\$119,732.00	\$122,725.00	\$125,794.00
		Bi-Wk	\$3,823.76	\$3,950.85	\$4,078.28	\$4,205.48	\$4,332.84	\$4,460.08	\$4,587.44	\$4,702.11	\$4,819.70
		Daily	\$382.38	\$395.09	\$407.83	\$420.55	\$433.29	\$446.01	\$458.75	\$470.22	\$481.97
		Hourly	\$47.80	\$49.39	\$50.98	\$52.57	\$54.17	\$55.76	\$57.35	\$58.78	\$60.25
FD	39	Annual	\$103,951.00	\$107,354.00	\$110,751.00	\$114,159.00	\$117,560.00	\$120,955.00	\$124,364.00	\$127,474.00	\$130,661.00
		Bi-Wk	\$3,982.80	\$4,113.19	\$4,243.34	\$4,373.91	\$4,504.22	\$4,634.30	\$4,764.91	\$4,884.07	\$5,006.17
		Daily	\$398.28	\$411.32	\$424.34	\$437.40	\$450.43	\$463.43	\$476.50	\$488.41	\$500.62
		Hourly	\$49.79	\$51.42	\$53.05	\$54.68	\$56.31	\$57.93	\$59.57	\$61.06	\$62.58
FD	40	Annual	\$108,284.00	\$111,754.00	\$115,236.00	\$118,706.00	\$122,182.00	\$125,654.00	\$129,130.00	\$132,358.00	\$135,667.00
		Bi-Wk	\$4,148.82	\$4,281.77	\$4,415.18	\$4,548.13	\$4,681.31	\$4,814.33	\$4,947.51	\$5,071.19	\$5,197.97
		Daily	\$414.89	\$428.18	\$441.52	\$454.82	\$468.14	\$481.44	\$494.76	\$507.12	\$519.80
		Hourly	\$51.87	\$53.53	\$55.19	\$56.86	\$58.52	\$60.18	\$61.85	\$63.39	\$64.98
FD	41	Annual	\$112,808.00	\$116,371.00	\$119,927.00	\$123,490.00	\$127,047.00	\$130,603.00	\$134,160.00	\$137,515.00	\$140,954.00
		Bi-Wk	\$4,322.15	\$4,458.66	\$4,594.91	\$4,731.42	\$4,867.71	\$5,003.95	\$5,140.23	\$5,268.78	\$5,400.54
		Daily	\$432.22	\$445.87	\$459.50	\$473.15	\$486.78	\$500.40	\$514.03	\$526.88	\$540.06
		Hourly	\$54.03	\$55.74	\$57.44	\$59.15	\$60.85	\$62.55	\$64.26	\$65.86	\$67.51
FD	42	Annual	\$117,510.00	\$121,152.00	\$124,794.00	\$128,422.00	\$132,066.00	\$135,699.00	\$139,344.00	\$142,829.00	\$146,400.00
		Bi-Wk	\$4,502.30	\$4,641.84	\$4,781.38	\$4,920.39	\$5,060.00	\$5,199.20	\$5,338.86	\$5,472.38	\$5,609.20
		Daily	\$450.23	\$464.19	\$478.14	\$492.04	\$506.00	\$519.92	\$533.89	\$547.24	\$560.92
		Hourly	\$56.28	\$58.03	\$59.77	\$61.51	\$63.25	\$64.99	\$66.74	\$68.41	\$70.12
FD	43	Annual	\$122,504.00	\$126,211.00	\$129,925.00	\$133,632.00	\$137,348.00	\$141,053.00	\$144,763.00	\$148,382.00	\$152,093.00
		Bi-Wk	\$4,693.64	\$4,835.68	\$4,977.97	\$5,120.00	\$5,262.38	\$5,404.33	\$5,546.48	\$5,685.14	\$5,827.32
		Daily	\$469.37	\$483.57	\$497.80	\$512.00	\$526.24	\$540.44	\$554.65	\$568.52	\$582.74
		Hourly	\$58.68	\$60.45	\$62.23	\$64.00	\$65.78	\$67.56	\$69.34	\$71.07	\$72.85