

P-4 DATA PROCESSING FD 40 HOUR PAY PLAN EFFECTIVE 7/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FD	11	Annual	\$27,972.00	\$28,822.00	\$29,679.00	\$30,532.00	\$31,411.00	\$32,304.00	\$33,203.00
		Bi-Wk	\$1,071.73	\$1,104.30	\$1,137.13	\$1,169.81	\$1,203.49	\$1,237.71	\$1,272.15
		Daily	\$107.18	\$110.43	\$113.72	\$116.99	\$120.35	\$123.78	\$127.22
		Hourly	\$13.40	\$13.81	\$14.22	\$14.63	\$15.05	\$15.48	\$15.91
FD	12	Annual	\$28,878.00	\$29,773.00	\$30,656.00	\$31,578.00	\$32,502.00	\$33,440.00	\$34,366.00
		Bi-Wk	\$1,106.44	\$1,140.73	\$1,174.56	\$1,209.89	\$1,245.29	\$1,281.23	\$1,316.71
		Daily	\$110.65	\$114.08	\$117.46	\$120.99	\$124.53	\$128.13	\$131.68
		Hourly	\$13.84	\$14.26	\$14.69	\$15.13	\$15.57	\$16.02	\$16.46
FD	13	Annual	\$30,508.00	\$31,635.00	\$32,771.00	\$33,903.00	\$35,044.00	\$36,175.00	\$37,316.00
		Bi-Wk	\$1,168.89	\$1,212.07	\$1,255.60	\$1,298.97	\$1,342.69	\$1,386.02	\$1,429.74
		Daily	\$116.89	\$121.21	\$125.56	\$129.90	\$134.27	\$138.61	\$142.98
		Hourly	\$14.62	\$15.16	\$15.70	\$16.24	\$16.79	\$17.33	\$17.88
FD	14	Annual	\$31,934.00	\$33,111.00	\$34,285.00	\$35,458.00	\$36,629.00	\$37,802.00	\$38,974.00
		Bi-Wk	\$1,223.53	\$1,268.63	\$1,313.61	\$1,358.55	\$1,403.41	\$1,448.36	\$1,493.26
		Daily	\$122.36	\$126.87	\$131.37	\$135.86	\$140.35	\$144.84	\$149.33
		Hourly	\$15.30	\$15.86	\$16.43	\$16.99	\$17.55	\$18.11	\$18.67
FD	15	Annual	\$33,471.00	\$34,678.00	\$35,884.00	\$37,090.00	\$38,298.00	\$39,514.00	\$40,718.00
		Bi-Wk	\$1,282.42	\$1,328.66	\$1,374.87	\$1,421.08	\$1,467.36	\$1,513.95	\$1,560.08
		Daily	\$128.25	\$132.87	\$137.49	\$142.11	\$146.74	\$151.40	\$156.01
		Hourly	\$16.04	\$16.61	\$17.19	\$17.77	\$18.35	\$18.93	\$19.51
FD	16	Annual	\$35,099.00	\$36,344.00	\$37,588.00	\$38,831.00	\$40,074.00	\$41,320.00	\$42,562.00
		Bi-Wk	\$1,344.79	\$1,392.50	\$1,440.16	\$1,487.78	\$1,535.41	\$1,583.15	\$1,630.73
		Daily	\$134.48	\$139.25	\$144.02	\$148.78	\$153.55	\$158.32	\$163.08
		Hourly	\$16.81	\$17.41	\$18.01	\$18.60	\$19.20	\$19.79	\$20.39
FD	17	Annual	\$36,837.00	\$38,118.00	\$39,398.00	\$40,677.00	\$41,957.00	\$43,232.00	\$44,514.00
		Bi-Wk	\$1,411.38	\$1,460.46	\$1,509.51	\$1,558.51	\$1,607.55	\$1,656.40	\$1,705.52
		Daily	\$141.14	\$146.05	\$150.96	\$155.86	\$160.76	\$165.64	\$170.56
		Hourly	\$17.65	\$18.26	\$18.87	\$19.49	\$20.10	\$20.71	\$21.32
FD	18	Annual	\$38,696.00	\$40,010.00	\$41,320.00	\$42,634.00	\$43,940.00	\$45,252.00	\$46,562.00
		Bi-Wk	\$1,482.61	\$1,532.96	\$1,583.15	\$1,633.49	\$1,683.53	\$1,733.80	\$1,783.99

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		Daily	\$148.27	\$153.30	\$158.32	\$163.35	\$168.36	\$173.38	\$178.40
		Hourly	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
FD	19	Annual	\$40,603.00	\$41,957.00	\$43,306.00	\$44,656.00	\$46,002.00	\$47,350.00	\$48,700.00
		Bi-Wk	\$1,555.68	\$1,607.55	\$1,659.24	\$1,710.96	\$1,762.53	\$1,814.18	\$1,865.91
		Daily	\$155.57	\$160.76	\$165.93	\$171.10	\$176.26	\$181.42	\$186.60
		Hourly	\$19.45	\$20.10	\$20.75	\$21.39	\$22.04	\$22.68	\$23.33
FD	20	Annual	\$42,672.00	\$44,054.00	\$45,436.00	\$46,816.00	\$48,192.00	\$49,575.00	\$50,957.00
		Bi-Wk	\$1,634.95	\$1,687.90	\$1,740.85	\$1,793.72	\$1,846.44	\$1,899.43	\$1,952.38
		Daily	\$163.50	\$168.79	\$174.09	\$179.38	\$184.65	\$189.95	\$195.24
		Hourly	\$20.44	\$21.10	\$21.77	\$22.43	\$23.09	\$23.75	\$24.41
FD	21	Annual	\$44,774.00	\$46,198.00	\$47,615.00	\$49,034.00	\$50,456.00	\$51,875.00	\$53,299.00
		Bi-Wk	\$1,715.48	\$1,770.04	\$1,824.33	\$1,878.70	\$1,933.19	\$1,987.55	\$2,042.11
		Daily	\$171.55	\$177.01	\$182.44	\$187.87	\$193.32	\$198.76	\$204.22
		Hourly	\$21.45	\$22.13	\$22.81	\$23.49	\$24.17	\$24.85	\$25.53
FD	22	Annual	\$46,002.00	\$47,686.00	\$49,374.00	\$51,056.00	\$52,746.00	\$54,429.00	\$56,115.00
		Bi-Wk	\$1,762.53	\$1,827.05	\$1,891.73	\$1,956.17	\$2,020.92	\$2,085.41	\$2,150.00
		Daily	\$176.26	\$182.71	\$189.18	\$195.62	\$202.10	\$208.55	\$215.00
		Hourly	\$22.04	\$22.84	\$23.65	\$24.46	\$25.27	\$26.07	\$26.88
FD	23	Annual	\$48,180.00	\$49,938.00	\$51,688.00	\$53,448.00	\$55,203.00	\$56,959.00	\$58,716.00
		Bi-Wk	\$1,845.98	\$1,913.34	\$1,980.39	\$2,047.82	\$2,115.06	\$2,182.34	\$2,249.66
		Daily	\$184.60	\$191.34	\$198.04	\$204.79	\$211.51	\$218.24	\$224.97
		Hourly	\$23.08	\$23.92	\$24.76	\$25.60	\$26.44	\$27.28	\$28.13
FD	24	Annual	\$50,496.00	\$52,327.00	\$54,156.00	\$55,990.00	\$57,819.00	\$59,646.00	\$61,478.00
		Bi-Wk	\$1,934.72	\$2,004.87	\$2,074.95	\$2,145.22	\$2,215.29	\$2,285.29	\$2,355.48
		Daily	\$193.48	\$200.49	\$207.50	\$214.53	\$221.53	\$228.53	\$235.55
		Hourly	\$24.19	\$25.07	\$25.94	\$26.82	\$27.70	\$28.57	\$29.45
FD	25	Annual	\$52,964.00	\$54,864.00	\$56,756.00	\$58,654.00	\$60,556.00	\$62,454.00	\$64,348.00
		Bi-Wk	\$2,029.28	\$2,102.07	\$2,174.56	\$2,247.28	\$2,320.16	\$2,392.88	\$2,465.45
		Daily	\$202.93	\$210.21	\$217.46	\$224.73	\$232.02	\$239.29	\$246.55
		Hourly	\$25.37	\$26.28	\$27.19	\$28.10	\$29.01	\$29.92	\$30.82

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FD	26	Annual	\$55,575.00	\$57,541.00	\$59,514.00	\$61,478.00	\$63,447.00	\$65,414.00	\$67,376.00
		Bi-Wk	\$2,129.32	\$2,204.64	\$2,280.23	\$2,355.48	\$2,430.92	\$2,506.29	\$2,581.46
		Daily	\$212.94	\$220.47	\$228.03	\$235.55	\$243.10	\$250.63	\$258.15
		Hourly	\$0.32	\$0.33	\$0.34	\$0.36	\$0.37	\$0.38	\$0.39
FD	27	Annual	\$58,327.00	\$60,368.00	\$62,406.00	\$64,436.00	\$66,476.00	\$68,510.00	\$70,550.00
		Bi-Wk	\$2,234.76	\$2,312.96	\$2,391.04	\$2,468.82	\$2,546.98	\$2,624.91	\$2,703.07
		Daily	\$223.48	\$231.30	\$239.11	\$246.89	\$254.70	\$262.50	\$270.31
		Hourly	\$27.94	\$28.92	\$29.89	\$30.87	\$31.84	\$32.82	\$33.79
FD	28	Annual	\$61,277.00	\$63,383.00	\$65,492.00	\$67,603.00	\$69,704.00	\$71,812.00	\$73,917.00
		Bi-Wk	\$2,347.78	\$2,428.47	\$2,509.28	\$2,590.16	\$2,670.66	\$2,751.42	\$2,832.07
		Daily	\$234.78	\$242.85	\$250.93	\$259.02	\$267.07	\$275.15	\$283.21
		Hourly	\$29.35	\$30.36	\$31.37	\$32.38	\$33.39	\$34.40	\$35.41
FD	29	Annual	\$61,864.00	\$64,187.00	\$66,510.00	\$68,832.00	\$71,154.00	\$73,475.00	\$75,795.00
		Bi-Wk	\$2,370.27	\$2,459.28	\$2,548.28	\$2,637.25	\$2,726.21	\$2,815.14	\$2,904.03
		Daily	\$237.03	\$245.93	\$254.83	\$263.73	\$272.63	\$281.52	\$290.41
		Hourly	\$29.63	\$30.75	\$31.86	\$32.97	\$34.08	\$35.19	\$36.31
FD	30	Annual	\$64,348.00	\$66,736.00	\$69,132.00	\$71,515.00	\$73,900.00	\$76,292.00	\$78,685.00
		Bi-Wk	\$2,465.45	\$2,556.94	\$2,648.74	\$2,740.04	\$2,831.42	\$2,923.07	\$3,014.76
		Daily	\$246.55	\$255.70	\$264.88	\$274.01	\$283.15	\$292.31	\$301.48
		Hourly	\$30.82	\$31.97	\$33.11	\$34.26	\$35.40	\$36.54	\$37.69
FD	31	Annual	\$66,932.00	\$69,391.00	\$71,852.00	\$74,308.00	\$76,771.00	\$79,229.00	\$81,691.00
		Bi-Wk	\$2,564.45	\$2,658.66	\$2,752.96	\$2,847.05	\$2,941.42	\$3,035.60	\$3,129.93
		Daily	\$256.45	\$265.87	\$275.30	\$284.71	\$294.15	\$303.56	\$313.00
		Hourly	\$32.06	\$33.24	\$34.42	\$35.59	\$36.77	\$37.95	\$39.13
FD	32	Annual	\$69,615.00	\$72,140.00	\$74,666.00	\$77,195.00	\$79,723.00	\$82,248.00	\$84,782.00
		Bi-Wk	\$2,667.25	\$2,763.99	\$2,860.77	\$2,957.67	\$3,054.53	\$3,151.27	\$3,248.36
		Daily	\$266.73	\$276.40	\$286.08	\$295.77	\$305.46	\$315.13	\$324.84
		Hourly	\$33.35	\$34.55	\$35.76	\$36.98	\$38.19	\$39.40	\$40.61
FD	33	Annual	\$72,416.00	\$75,014.00	\$77,610.00	\$80,210.00	\$82,808.00	\$85,405.00	\$88,010.00

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		Bi-Wk	\$2,774.56	\$2,874.10	\$2,973.57	\$3,073.19	\$3,172.73	\$3,272.23	\$3,372.04
		Daily	\$277.46	\$287.41	\$297.36	\$307.32	\$317.28	\$327.23	\$337.21
		Hourly	\$34.69	\$35.93	\$37.17	\$38.42	\$39.66	\$40.91	\$42.16
FD	34	Annual	\$75,397.00	\$78,067.00	\$80,736.00	\$83,406.00	\$86,074.00	\$88,746.00	\$91,408.00
		Bi-Wk	\$2,888.78	\$2,991.08	\$3,093.34	\$3,195.64	\$3,297.86	\$3,400.23	\$3,502.23
		Daily	\$288.88	\$299.11	\$309.34	\$319.57	\$329.79	\$340.03	\$350.23
		Hourly	\$0.44	\$0.45	\$0.47	\$0.49	\$0.50	\$0.52	\$0.53
FD	35	Annual	\$78,496.00	\$81,230.00	\$83,971.00	\$86,708.00	\$89,444.00	\$92,175.00	\$94,918.00
		Bi-Wk	\$3,007.51	\$3,112.27	\$3,217.28	\$3,322.15	\$3,426.98	\$3,531.61	\$3,636.71
		Daily	\$300.76	\$311.23	\$321.73	\$332.22	\$342.70	\$353.17	\$363.68
		Hourly	\$37.60	\$38.91	\$40.22	\$41.53	\$42.84	\$44.15	\$45.46
FD	36	Annual	\$81,762.00	\$84,565.00	\$87,375.00	\$90,181.00	\$92,990.00	\$95,795.00	\$98,603.00
		Bi-Wk	\$3,132.65	\$3,240.04	\$3,347.71	\$3,455.22	\$3,562.84	\$3,670.31	\$3,777.90
		Daily	\$313.27	\$324.01	\$334.78	\$345.53	\$356.29	\$367.04	\$377.79
		Hourly	\$39.16	\$40.51	\$41.85	\$43.20	\$44.54	\$45.88	\$47.23
FD	37	Annual	\$85,154.00	\$88,036.00	\$90,920.00	\$93,806.00	\$96,692.00	\$99,576.00	\$102,460.00
		Bi-Wk	\$3,262.61	\$3,373.03	\$3,483.53	\$3,594.10	\$3,704.68	\$3,815.18	\$3,925.68
		Daily	\$326.27	\$337.31	\$348.36	\$359.41	\$370.47	\$381.52	\$392.57
		Hourly	\$40.79	\$42.17	\$43.55	\$44.93	\$46.31	\$47.69	\$49.08
FD	38	Annual	\$88,669.00	\$91,616.00	\$94,572.00	\$97,522.00	\$100,474.00	\$103,426.00	\$106,378.00
		Bi-Wk	\$3,397.28	\$3,510.20	\$3,623.45	\$3,736.48	\$3,849.58	\$3,962.69	\$4,075.79
		Daily	\$339.73	\$351.02	\$362.35	\$373.65	\$384.96	\$396.27	\$407.58
		Hourly	\$42.47	\$43.88	\$45.30	\$46.71	\$48.12	\$49.54	\$50.95
FD	39	Annual	\$92,356.00	\$95,381.00	\$98,399.00	\$101,427.00	\$104,448.00	\$107,466.00	\$110,493.00
		Bi-Wk	\$3,538.55	\$3,654.45	\$3,770.08	\$3,886.10	\$4,001.84	\$4,117.48	\$4,233.45
		Daily	\$353.86	\$365.45	\$377.01	\$388.61	\$400.19	\$411.75	\$423.35
		Hourly	\$44.24	\$45.69	\$47.13	\$48.58	\$50.03	\$51.47	\$52.92
FD	40	Annual	\$96,206.00	\$99,288.00	\$102,383.00	\$105,466.00	\$108,555.00	\$111,639.00	\$114,728.00
		Bi-Wk	\$3,686.06	\$3,804.14	\$3,922.73	\$4,040.85	\$4,159.20	\$4,277.36	\$4,395.71
		Daily	\$368.61	\$380.42	\$392.28	\$404.09	\$415.92	\$427.74	\$439.58

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		Hourly	\$46.08	\$47.56	\$49.04	\$50.52	\$51.99	\$53.47	\$54.95
FD	41	Annual	\$100,228.00	\$103,391.00	\$106,552.00	\$109,716.00	\$112,878.00	\$116,037.00	\$119,198.00
		Bi-Wk	\$3,840.16	\$3,961.35	\$4,082.46	\$4,203.68	\$4,324.83	\$4,445.87	\$4,566.98
		Daily	\$384.02	\$396.14	\$408.25	\$420.37	\$432.49	\$444.59	\$456.70
		Hourly	\$48.01	\$49.52	\$51.04	\$52.55	\$54.07	\$55.58	\$57.09
FD	42	Annual	\$104,405.00	\$107,640.00	\$110,876.00	\$114,100.00	\$117,336.00	\$120,565.00	\$123,804.00
		Bi-Wk	\$4,000.20	\$4,124.14	\$4,248.13	\$4,371.65	\$4,495.64	\$4,619.35	\$4,743.45
		Daily	\$400.02	\$412.42	\$424.82	\$437.17	\$449.57	\$461.94	\$474.35
		Hourly	\$0.61	\$0.62	\$0.64	\$0.66	\$0.68	\$0.70	\$0.72
FD	43	Annual	\$108,840.00	\$112,135.00	\$115,434.00	\$118,728.00	\$122,029.00	\$125,322.00	\$128,618.00
		Bi-Wk	\$4,170.12	\$4,296.37	\$4,422.76	\$4,548.97	\$4,675.45	\$4,801.61	\$4,927.90
		Daily	\$417.02	\$429.64	\$442.28	\$454.90	\$467.55	\$480.17	\$492.79
		Hourly	\$52.13	\$53.71	\$55.29	\$56.87	\$58.45	\$60.03	\$61.60