

P-4 FD 40 HOUR PLAN EFFECTIVE 7/12/2002

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
FD	11	Annual	\$29,677.00	\$30,579.00	\$31,488.00	\$32,392.00	\$33,325.00	\$34,272.00	\$35,226.00	\$36,108.00
		Bi-Wk	\$1,137.05	\$1,171.61	\$1,206.44	\$1,241.08	\$1,276.82	\$1,313.11	\$1,349.66	\$1,383.45
		Daily	\$113.71	\$117.17	\$120.65	\$124.11	\$127.69	\$131.32	\$134.97	\$138.35
		Hourly	\$14.22	\$14.65	\$15.09	\$15.52	\$15.97	\$16.42	\$16.88	\$17.30
FD	12	Annual	\$30,638.00	\$31,587.00	\$32,524.00	\$33,501.00	\$34,483.00	\$35,478.00	\$36,461.00	\$37,373.00
		Bi-Wk	\$1,173.87	\$1,210.23	\$1,246.14	\$1,283.57	\$1,321.19	\$1,359.32	\$1,396.98	\$1,431.92
		Daily	\$117.39	\$121.03	\$124.62	\$128.36	\$132.12	\$135.94	\$139.70	\$143.20
		Hourly	\$14.68	\$15.13	\$15.58	\$16.05	\$16.52	\$17.00	\$17.47	\$17.90
FD	13	Annual	\$32,366.00	\$33,563.00	\$34,768.00	\$35,968.00	\$37,179.00	\$38,380.00	\$39,589.00	\$40,580.00
		Bi-Wk	\$1,240.08	\$1,285.94	\$1,332.11	\$1,378.09	\$1,424.49	\$1,470.50	\$1,516.82	\$1,554.79
		Daily	\$124.01	\$128.60	\$133.22	\$137.81	\$142.45	\$147.05	\$151.69	\$155.48
		Hourly	\$15.51	\$16.08	\$16.66	\$17.23	\$17.81	\$18.39	\$18.97	\$19.44
FD	14	Annual	\$33,880.00	\$35,130.00	\$36,373.00	\$37,618.00	\$38,861.00	\$40,106.00	\$41,349.00	\$42,384.00
		Bi-Wk	\$1,298.09	\$1,345.98	\$1,393.61	\$1,441.31	\$1,488.93	\$1,536.63	\$1,584.26	\$1,623.91
		Daily	\$129.81	\$134.60	\$139.37	\$144.14	\$148.90	\$153.67	\$158.43	\$162.40
		Hourly	\$16.23	\$16.83	\$17.43	\$18.02	\$18.62	\$19.21	\$19.81	\$20.30
FD	15	Annual	\$35,510.00	\$36,791.00	\$38,070.00	\$39,349.00	\$40,631.00	\$41,922.00	\$43,198.00	\$44,279.00
		Bi-Wk	\$1,360.54	\$1,409.62	\$1,458.63	\$1,507.63	\$1,556.75	\$1,606.21	\$1,655.10	\$1,696.52
		Daily	\$136.06	\$140.97	\$145.87	\$150.77	\$155.68	\$160.63	\$165.51	\$169.66
		Hourly	\$17.01	\$17.63	\$18.24	\$18.85	\$19.46	\$20.08	\$20.69	\$21.21
FD	16	Annual	\$37,237.00	\$38,559.00	\$39,878.00	\$41,197.00	\$42,515.00	\$43,838.00	\$45,155.00	\$46,284.00
		Bi-Wk	\$1,426.71	\$1,477.36	\$1,527.90	\$1,578.43	\$1,628.93	\$1,679.62	\$1,730.08	\$1,773.34
		Daily	\$142.68	\$147.74	\$152.79	\$157.85	\$162.90	\$167.97	\$173.01	\$177.34
		Hourly	\$17.84	\$18.47	\$19.10	\$19.74	\$20.37	\$21.00	\$21.63	\$22.17
FD	17	Annual	\$39,080.00	\$40,440.00	\$41,799.00	\$43,155.00	\$44,514.00	\$45,866.00	\$47,226.00	\$48,406.00
		Bi-Wk	\$1,497.32	\$1,549.43	\$1,601.50	\$1,653.45	\$1,705.52	\$1,757.32	\$1,809.43	\$1,854.64
		Daily	\$149.74	\$154.95	\$160.15	\$165.35	\$170.56	\$175.74	\$180.95	\$185.47
		Hourly	\$18.72	\$19.37	\$20.02	\$20.67	\$21.32	\$21.97	\$22.62	\$23.19
FD	18	Annual	\$41,054.00	\$42,447.00	\$43,838.00	\$45,231.00	\$46,618.00	\$48,008.00	\$49,398.00	\$50,635.00
		Bi-Wk	\$1,572.96	\$1,626.33	\$1,679.62	\$1,732.99	\$1,786.14	\$1,839.39	\$1,892.65	\$1,940.04
		Daily	\$157.30	\$162.64	\$167.97	\$173.30	\$178.62	\$183.94	\$189.27	\$194.01
		Hourly	\$19.67	\$20.33	\$21.00	\$21.67	\$22.33	\$23.00	\$23.66	\$24.26
FD	19	Annual	\$43,076.00	\$44,514.00	\$45,943.00	\$47,378.00	\$48,804.00	\$50,235.00	\$51,667.00	\$52,959.00
		Bi-Wk	\$1,650.43	\$1,705.52	\$1,760.27	\$1,815.25	\$1,869.89	\$1,924.72	\$1,979.58	\$2,029.09
		Daily	\$165.05	\$170.56	\$176.03	\$181.53	\$186.99	\$192.48	\$197.96	\$202.91
		Hourly	\$20.64	\$21.32	\$22.01	\$22.70	\$23.38	\$24.06	\$24.75	\$25.37

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FD	20	Annual	\$45,272.00	\$46,739.00	\$48,204.00	\$49,668.00	\$51,130.00	\$52,596.00	\$54,061.00	\$55,414.00
		Bi-Wk	\$1,734.56	\$1,790.77	\$1,846.90	\$1,902.99	\$1,959.01	\$2,015.18	\$2,071.31	\$2,123.15
		Daily	\$173.46	\$179.08	\$184.69	\$190.30	\$195.91	\$201.52	\$207.14	\$212.32
		Hourly	\$21.69	\$22.39	\$23.09	\$23.79	\$24.49	\$25.19	\$25.90	\$26.54
FD	21	Annual	\$47,502.00	\$49,013.00	\$50,516.00	\$52,021.00	\$53,531.00	\$55,035.00	\$56,547.00	\$57,960.00
		Bi-Wk	\$1,820.00	\$1,877.90	\$1,935.48	\$1,993.15	\$2,051.00	\$2,108.63	\$2,166.56	\$2,220.69
		Daily	\$182.00	\$187.79	\$193.55	\$199.32	\$205.10	\$210.87	\$216.66	\$222.07
		Hourly	\$22.75	\$23.48	\$24.20	\$24.92	\$25.64	\$26.36	\$27.09	\$27.76
FD	22	Annual	\$48,804.00	\$50,591.00	\$52,382.00	\$54,167.00	\$55,959.00	\$57,744.00	\$59,533.00	\$61,022.00
		Bi-Wk	\$1,869.89	\$1,938.36	\$2,006.98	\$2,075.37	\$2,144.03	\$2,212.42	\$2,280.96	\$2,338.01
		Daily	\$186.99	\$193.84	\$200.70	\$207.54	\$214.41	\$221.25	\$228.10	\$233.81
		Hourly	\$23.38	\$24.23	\$25.09	\$25.95	\$26.81	\$27.66	\$28.52	\$29.23
FD	23	Annual	\$51,115.00	\$52,980.00	\$54,837.00	\$56,706.00	\$58,566.00	\$60,430.00	\$62,293.00	\$63,851.00
		Bi-Wk	\$1,958.43	\$2,029.89	\$2,101.04	\$2,172.65	\$2,243.91	\$2,315.33	\$2,386.71	\$2,446.40
		Daily	\$195.85	\$202.99	\$210.11	\$217.27	\$224.40	\$231.54	\$238.68	\$244.64
		Hourly	\$24.49	\$25.38	\$26.27	\$27.16	\$28.05	\$28.95	\$29.84	\$30.58
FD	24	Annual	\$53,573.00	\$55,515.00	\$57,455.00	\$59,400.00	\$61,341.00	\$63,279.00	\$65,223.00	\$66,854.00
		Bi-Wk	\$2,052.61	\$2,127.02	\$2,201.35	\$2,275.87	\$2,350.23	\$2,424.49	\$2,498.97	\$2,561.46
		Daily	\$205.27	\$212.71	\$220.14	\$227.59	\$235.03	\$242.45	\$249.90	\$256.15
		Hourly	\$25.66	\$26.59	\$27.52	\$28.45	\$29.38	\$30.31	\$31.24	\$32.02
FD	25	Annual	\$56,191.00	\$58,207.00	\$60,213.00	\$62,227.00	\$64,245.00	\$66,259.00	\$68,268.00	\$69,975.00
		Bi-Wk	\$2,152.92	\$2,230.16	\$2,307.02	\$2,384.18	\$2,461.50	\$2,538.66	\$2,615.64	\$2,681.04
		Daily	\$215.30	\$223.02	\$230.71	\$238.42	\$246.15	\$253.87	\$261.57	\$268.11
		Hourly	\$26.92	\$27.88	\$28.84	\$29.81	\$30.77	\$31.74	\$32.70	\$33.52
FD	26	Annual	\$58,960.00	\$61,046.00	\$63,140.00	\$65,223.00	\$67,312.00	\$69,399.00	\$71,480.00	\$73,269.00
		Bi-Wk	\$2,259.01	\$2,338.93	\$2,419.16	\$2,498.97	\$2,579.01	\$2,658.97	\$2,738.70	\$2,807.25
		Daily	\$225.91	\$233.90	\$241.92	\$249.90	\$257.91	\$265.90	\$273.87	\$280.73
		Hourly	\$28.24	\$29.24	\$30.24	\$31.24	\$32.24	\$33.24	\$34.24	\$35.10
FD	27	Annual	\$61,882.00	\$64,046.00	\$66,208.00	\$68,362.00	\$70,525.00	\$72,684.00	\$74,847.00	\$76,719.00
		Bi-Wk	\$2,370.96	\$2,453.87	\$2,536.71	\$2,619.24	\$2,702.11	\$2,784.83	\$2,867.71	\$2,939.43
		Daily	\$237.10	\$245.39	\$253.68	\$261.93	\$270.22	\$278.49	\$286.78	\$293.95
		Hourly	\$29.64	\$30.68	\$31.71	\$32.75	\$33.78	\$34.82	\$35.85	\$36.75
FD	28	Annual	\$65,010.00	\$67,244.00	\$69,482.00	\$71,720.00	\$73,950.00	\$76,187.00	\$78,420.00	\$80,381.00
		Bi-Wk	\$2,490.81	\$2,576.40	\$2,662.15	\$2,747.90	\$2,833.34	\$2,919.05	\$3,004.60	\$3,079.74
		Daily	\$249.09	\$257.64	\$266.22	\$274.79	\$283.34	\$291.91	\$300.46	\$307.98
		Hourly	\$31.14	\$32.21	\$33.28	\$34.35	\$35.42	\$36.49	\$37.56	\$38.50

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FD	29	Annual	\$65,632.00	\$68,096.00	\$70,562.00	\$73,026.00	\$75,487.00	\$77,950.00	\$80,412.00	\$82,422.00
		Bi-Wk	\$2,514.64	\$2,609.05	\$2,703.53	\$2,797.94	\$2,892.23	\$2,986.60	\$3,080.92	\$3,157.94
		Daily	\$251.47	\$260.91	\$270.36	\$279.80	\$289.23	\$298.66	\$308.10	\$315.80
		Hourly	\$31.44	\$32.62	\$33.80	\$34.98	\$36.16	\$37.34	\$38.52	\$39.48
FD	30	Annual	\$68,268.00	\$70,802.00	\$73,343.00	\$75,871.00	\$78,402.00	\$80,939.00	\$83,478.00	\$85,565.00
		Bi-Wk	\$2,615.64	\$2,712.73	\$2,810.08	\$2,906.94	\$3,003.91	\$3,101.12	\$3,198.40	\$3,278.36
		Daily	\$261.57	\$271.28	\$281.01	\$290.70	\$300.40	\$310.12	\$319.84	\$327.84
		Hourly	\$32.70	\$33.91	\$35.13	\$36.34	\$37.55	\$38.77	\$39.98	\$40.98
FD	31	Annual	\$71,008.00	\$73,619.00	\$76,229.00	\$78,835.00	\$81,447.00	\$84,055.00	\$86,667.00	\$88,834.00
		Bi-Wk	\$2,720.62	\$2,820.66	\$2,920.66	\$3,020.50	\$3,120.58	\$3,220.50	\$3,320.58	\$3,403.61
		Daily	\$272.07	\$282.07	\$292.07	\$302.05	\$312.06	\$322.05	\$332.06	\$340.37
		Hourly	\$34.01	\$35.26	\$36.51	\$37.76	\$39.01	\$40.26	\$41.51	\$42.55
FD	32	Annual	\$73,856.00	\$76,534.00	\$79,213.00	\$81,898.00	\$84,579.00	\$87,259.00	\$89,947.00	\$92,196.00
		Bi-Wk	\$2,829.74	\$2,932.34	\$3,034.99	\$3,137.86	\$3,240.58	\$3,343.26	\$3,446.25	\$3,532.42
		Daily	\$282.98	\$293.24	\$303.50	\$313.79	\$324.06	\$334.33	\$344.63	\$353.25
		Hourly	\$35.38	\$36.66	\$37.94	\$39.23	\$40.51	\$41.80	\$43.08	\$44.16
FD	33	Annual	\$76,827.00	\$79,584.00	\$82,338.00	\$85,095.00	\$87,852.00	\$90,607.00	\$93,371.00	\$95,706.00
		Bi-Wk	\$2,943.57	\$3,049.20	\$3,154.72	\$3,260.35	\$3,365.98	\$3,471.54	\$3,577.44	\$3,666.90
		Daily	\$294.36	\$304.92	\$315.48	\$326.04	\$336.60	\$347.16	\$357.75	\$366.69
		Hourly	\$36.80	\$38.12	\$39.44	\$40.76	\$42.08	\$43.40	\$44.72	\$45.84
FD	34	Annual	\$79,990.00	\$82,822.00	\$85,654.00	\$88,487.00	\$91,317.00	\$94,151.00	\$96,976.00	\$99,402.00
		Bi-Wk	\$3,064.76	\$3,173.26	\$3,281.77	\$3,390.31	\$3,498.74	\$3,607.32	\$3,715.56	\$3,808.51
		Daily	\$306.48	\$317.33	\$328.18	\$339.04	\$349.88	\$360.74	\$371.56	\$380.86
		Hourly	\$38.31	\$39.67	\$41.03	\$42.38	\$43.74	\$45.10	\$46.45	\$47.61
FD	35	Annual	\$83,278.00	\$86,179.00	\$89,086.00	\$91,990.00	\$94,892.00	\$97,790.00	\$100,700.00	\$103,218.00
		Bi-Wk	\$3,190.73	\$3,301.88	\$3,413.26	\$3,524.53	\$3,635.71	\$3,746.75	\$3,858.24	\$3,954.72
		Daily	\$319.08	\$330.19	\$341.33	\$352.46	\$363.58	\$374.68	\$385.83	\$395.48
		Hourly	\$39.89	\$41.28	\$42.67	\$44.06	\$45.45	\$46.84	\$48.23	\$49.44
FD	36	Annual	\$86,742.00	\$89,716.00	\$92,698.00	\$95,675.00	\$98,654.00	\$101,630.00	\$104,608.00	\$107,224.00
		Bi-Wk	\$3,323.45	\$3,437.40	\$3,551.65	\$3,665.71	\$3,779.85	\$3,893.87	\$4,007.97	\$4,108.20
		Daily	\$332.35	\$343.74	\$355.17	\$366.58	\$377.99	\$389.39	\$400.80	\$410.82
		Hourly	\$41.55	\$42.97	\$44.40	\$45.83	\$47.25	\$48.68	\$50.10	\$51.36
FD	37	Annual	\$90,341.00	\$93,398.00	\$96,459.00	\$99,520.00	\$102,582.00	\$105,642.00	\$108,701.00	\$111,419.00
		Bi-Wk	\$3,461.35	\$3,578.47	\$3,695.75	\$3,813.03	\$3,930.35	\$4,047.59	\$4,164.79	\$4,268.93
		Daily	\$346.14	\$357.85	\$369.58	\$381.31	\$393.04	\$404.76	\$416.48	\$426.90
		Hourly	\$43.27	\$44.74	\$46.20	\$47.67	\$49.13	\$50.60	\$52.06	\$53.37

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FD	38 Annual	\$94,070.00	\$97,197.00	\$100,332.00	\$103,461.00	\$106,594.00	\$109,725.00	\$112,858.00	\$115,679.00
	Bi-Wk	\$3,604.22	\$3,724.03	\$3,844.14	\$3,964.03	\$4,084.07	\$4,204.03	\$4,324.07	\$4,432.15
	Daily	\$360.43	\$372.41	\$384.42	\$396.41	\$408.41	\$420.41	\$432.41	\$443.22
	Hourly	\$45.06	\$46.56	\$48.06	\$49.56	\$51.06	\$52.56	\$54.06	\$55.41
FD	39 Annual	\$97,982.00	\$101,190.00	\$104,392.00	\$107,605.00	\$110,811.00	\$114,011.00	\$117,223.00	\$120,155.00
	Bi-Wk	\$3,754.10	\$3,877.02	\$3,999.70	\$4,122.80	\$4,245.64	\$4,368.24	\$4,491.31	\$4,603.64
	Daily	\$375.41	\$387.71	\$399.97	\$412.28	\$424.57	\$436.83	\$449.14	\$460.37
	Hourly	\$46.93	\$48.47	\$50.00	\$51.54	\$53.08	\$54.61	\$56.15	\$57.55
FD	40 Annual	\$102,067.00	\$105,336.00	\$108,620.00	\$111,890.00	\$115,167.00	\$118,439.00	\$121,716.00	\$124,759.00
	Bi-Wk	\$3,910.62	\$4,035.87	\$4,161.69	\$4,286.98	\$4,412.53	\$4,537.90	\$4,663.45	\$4,780.04
	Daily	\$391.07	\$403.59	\$416.17	\$428.70	\$441.26	\$453.79	\$466.35	\$478.01
	Hourly	\$48.89	\$50.45	\$52.03	\$53.59	\$55.16	\$56.73	\$58.30	\$59.76
FD	41 Annual	\$106,332.00	\$109,690.00	\$113,042.00	\$116,399.00	\$119,754.00	\$123,104.00	\$126,458.00	\$129,620.00
	Bi-Wk	\$4,074.03	\$4,202.69	\$4,331.12	\$4,459.74	\$4,588.28	\$4,716.63	\$4,845.14	\$4,966.29
	Daily	\$407.41	\$420.27	\$433.12	\$445.98	\$458.83	\$471.67	\$484.52	\$496.63
	Hourly	\$50.93	\$52.54	\$54.14	\$55.75	\$57.36	\$58.96	\$60.57	\$62.08
FD	42 Annual	\$110,764.00	\$114,197.00	\$117,629.00	\$121,050.00	\$124,484.00	\$127,908.00	\$131,344.00	\$134,629.00
	Bi-Wk	\$4,243.84	\$4,375.37	\$4,506.86	\$4,637.94	\$4,769.51	\$4,900.69	\$5,032.34	\$5,158.20
	Daily	\$424.39	\$437.54	\$450.69	\$463.80	\$476.96	\$490.07	\$503.24	\$515.82
	Hourly	\$53.05	\$54.70	\$56.34	\$57.98	\$59.62	\$61.26	\$62.91	\$64.48
FD	43 Annual	\$115,470.00	\$118,965.00	\$122,466.00	\$125,960.00	\$129,462.00	\$132,955.00	\$136,452.00	\$139,863.00
	Bi-Wk	\$4,424.14	\$4,558.05	\$4,692.19	\$4,826.06	\$4,960.23	\$5,094.07	\$5,228.05	\$5,358.74
	Daily	\$442.42	\$455.81	\$469.22	\$482.61	\$496.03	\$509.41	\$522.81	\$535.88
	Hourly	\$55.31	\$56.98	\$58.66	\$60.33	\$62.01	\$63.68	\$65.36	\$66.99