

P-4 FD 40 HOUR PLAN EFFECTIVE 6/25/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FD	11	Annual	\$30,568.00	\$31,496.00	\$32,434.00	\$33,365.00	\$34,325.00	\$35,301.00	\$36,283.00	\$37,191.00	\$38,122.00
		Bi-Wk	\$1,171.19	\$1,206.75	\$1,242.69	\$1,278.36	\$1,315.14	\$1,352.53	\$1,390.16	\$1,424.95	\$1,460.62
		Daily	\$117.12	\$120.68	\$124.27	\$127.84	\$131.52	\$135.26	\$139.02	\$142.50	\$146.07
		Hourly	\$14.64	\$15.09	\$15.54	\$15.98	\$16.44	\$16.91	\$17.38	\$17.82	\$18.26
FD	12	Annual	\$31,558.00	\$32,535.00	\$33,500.00	\$34,507.00	\$35,518.00	\$36,543.00	\$37,556.00	\$38,495.00	\$39,459.00
		Bi-Wk	\$1,209.12	\$1,246.56	\$1,283.53	\$1,322.11	\$1,360.85	\$1,400.12	\$1,438.93	\$1,474.91	\$1,511.84
		Daily	\$120.92	\$124.66	\$128.36	\$132.22	\$136.09	\$140.02	\$143.90	\$147.50	\$151.19
		Hourly	\$15.12	\$15.59	\$16.05	\$16.53	\$17.02	\$17.51	\$17.99	\$18.44	\$18.90
FD	13	Annual	\$33,338.00	\$34,571.00	\$35,812.00	\$37,048.00	\$38,294.00	\$39,532.00	\$40,778.00	\$41,798.00	\$42,844.00
		Bi-Wk	\$1,277.32	\$1,324.56	\$1,372.11	\$1,419.47	\$1,467.21	\$1,514.64	\$1,562.38	\$1,601.46	\$1,641.54
		Daily	\$127.74	\$132.46	\$137.22	\$141.95	\$146.73	\$151.47	\$156.24	\$160.15	\$164.16
		Hourly	\$15.97	\$16.56	\$17.16	\$17.75	\$18.35	\$18.94	\$19.53	\$20.02	\$20.52
FD	14	Annual	\$34,898.00	\$36,184.00	\$37,464.00	\$38,747.00	\$40,028.00	\$41,309.00	\$42,590.00	\$43,656.00	\$44,748.00
		Bi-Wk	\$1,337.09	\$1,386.37	\$1,435.41	\$1,484.56	\$1,533.64	\$1,582.73	\$1,631.81	\$1,672.65	\$1,714.49
		Daily	\$133.71	\$138.64	\$143.55	\$148.46	\$153.37	\$158.28	\$163.19	\$167.27	\$171.45
		Hourly	\$16.72	\$17.33	\$17.95	\$18.56	\$19.18	\$19.79	\$20.40	\$20.91	\$21.44
FD	15	Annual	\$36,576.00	\$37,895.00	\$39,213.00	\$40,530.00	\$41,851.00	\$43,180.00	\$44,494.00	\$45,608.00	\$46,749.00
		Bi-Wk	\$1,401.38	\$1,451.92	\$1,502.42	\$1,552.88	\$1,603.49	\$1,654.41	\$1,704.76	\$1,747.44	\$1,791.15
		Daily	\$140.14	\$145.20	\$150.25	\$155.29	\$160.35	\$165.45	\$170.48	\$174.75	\$179.12
		Hourly	\$17.52	\$18.15	\$18.79	\$19.42	\$20.05	\$20.69	\$21.31	\$21.85	\$22.39
FD	16	Annual	\$38,355.00	\$39,717.00	\$41,075.00	\$42,434.00	\$43,790.00	\$45,154.00	\$46,510.00	\$47,672.00	\$48,864.00
		Bi-Wk	\$1,469.55	\$1,521.73	\$1,573.76	\$1,625.83	\$1,677.78	\$1,730.04	\$1,782.00	\$1,826.52	\$1,872.19
		Daily	\$146.96	\$152.18	\$157.38	\$162.59	\$167.78	\$173.01	\$178.20	\$182.66	\$187.22
		Hourly	\$18.37	\$19.03	\$19.68	\$20.33	\$20.98	\$21.63	\$22.28	\$22.84	\$23.41
FD	17	Annual	\$40,253.00	\$41,654.00	\$43,054.00	\$44,450.00	\$45,850.00	\$47,242.00	\$48,643.00	\$49,859.00	\$51,106.00
		Bi-Wk	\$1,542.27	\$1,595.94	\$1,649.58	\$1,703.07	\$1,756.71	\$1,810.04	\$1,863.72	\$1,910.31	\$1,958.09
		Daily	\$154.23	\$159.60	\$164.96	\$170.31	\$175.68	\$181.01	\$186.38	\$191.04	\$195.81
		Hourly	\$19.28	\$19.95	\$20.62	\$21.29	\$21.96	\$22.63	\$23.30	\$23.88	\$24.48
FD	18	Annual	\$42,286.00	\$43,722.00	\$45,154.00	\$46,589.00	\$48,016.00	\$49,450.00	\$50,880.00	\$52,155.00	\$53,459.00
		Bi-Wk	\$1,620.16	\$1,675.18	\$1,730.04	\$1,785.02	\$1,839.70	\$1,894.64	\$1,949.43	\$1,998.28	\$2,048.24
		Daily	\$162.02	\$167.52	\$173.01	\$178.51	\$183.97	\$189.47	\$194.95	\$199.83	\$204.83
		Hourly	\$20.26	\$20.94	\$21.63	\$22.32	\$23.00	\$23.69	\$24.37	\$24.98	\$25.61

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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	\$44,368.00	\$45,850.00	\$47,322.00	\$48,799.00	\$50,269.00	\$51,742.00	\$53,218.00	\$54,549.00	\$55,914.00
		Bi-Wk	\$1,699.93	\$1,756.71	\$1,813.11	\$1,869.70	\$1,926.02	\$1,982.46	\$2,039.01	\$2,090.00	\$2,142.30
		Daily	\$170.00	\$175.68	\$181.32	\$186.97	\$192.61	\$198.25	\$203.91	\$209.00	\$214.23
		Hourly	\$21.25	\$21.96	\$22.67	\$23.38	\$24.08	\$24.79	\$25.49	\$26.13	\$26.78

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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	\$46,631.00	\$48,141.00	\$49,651.00	\$51,158.00	\$52,664.00	\$54,174.00	\$55,684.00	\$57,077.00	\$58,504.00
		Bi-Wk	\$1,786.63	\$1,844.49	\$1,902.34	\$1,960.08	\$2,017.78	\$2,075.64	\$2,133.49	\$2,186.86	\$2,241.54
		Daily	\$178.67	\$184.45	\$190.24	\$196.01	\$201.78	\$207.57	\$213.35	\$218.69	\$224.16
		Hourly	\$22.34	\$23.06	\$23.78	\$24.51	\$25.23	\$25.95	\$26.67	\$27.34	\$28.02
FD	21	Annual	\$48,927.00	\$50,484.00	\$52,032.00	\$53,582.00	\$55,138.00	\$56,686.00	\$58,244.00	\$59,700.00	\$61,192.00
		Bi-Wk	\$1,874.60	\$1,934.26	\$1,993.57	\$2,052.96	\$2,112.57	\$2,171.88	\$2,231.58	\$2,287.36	\$2,344.53
		Daily	\$187.46	\$193.43	\$199.36	\$205.30	\$211.26	\$217.19	\$223.16	\$228.74	\$234.46
		Hourly	\$23.44	\$24.18	\$24.92	\$25.67	\$26.41	\$27.15	\$27.90	\$28.60	\$29.31
FD	22	Annual	\$50,269.00	\$52,110.00	\$53,955.00	\$55,792.00	\$57,638.00	\$59,477.00	\$61,319.00	\$62,853.00	\$64,424.00
		Bi-Wk	\$1,926.02	\$1,996.56	\$2,067.25	\$2,137.63	\$2,208.36	\$2,278.82	\$2,349.39	\$2,408.17	\$2,468.36
		Daily	\$192.61	\$199.66	\$206.73	\$213.77	\$220.84	\$227.89	\$234.94	\$240.82	\$246.84
		Hourly	\$24.08	\$24.96	\$25.85	\$26.73	\$27.61	\$28.49	\$29.37	\$30.11	\$30.86
FD	23	Annual	\$52,648.00	\$54,570.00	\$56,483.00	\$58,407.00	\$60,324.00	\$62,244.00	\$64,163.00	\$65,767.00	\$67,412.00
		Bi-Wk	\$2,017.17	\$2,090.81	\$2,164.10	\$2,237.82	\$2,311.27	\$2,384.83	\$2,458.36	\$2,519.81	\$2,582.84
		Daily	\$201.72	\$209.09	\$216.41	\$223.79	\$231.13	\$238.49	\$245.84	\$251.99	\$258.29
		Hourly	\$25.22	\$26.14	\$27.06	\$27.98	\$28.90	\$29.82	\$30.73	\$31.50	\$32.29
FD	24	Annual	\$55,181.00	\$57,181.00	\$59,180.00	\$61,183.00	\$63,182.00	\$65,179.00	\$67,181.00	\$68,860.00	\$70,582.00
		Bi-Wk	\$2,114.22	\$2,190.85	\$2,267.44	\$2,344.18	\$2,420.77	\$2,497.28	\$2,573.99	\$2,638.32	\$2,704.30
		Daily	\$211.43	\$219.09	\$226.75	\$234.42	\$242.08	\$249.73	\$257.40	\$263.84	\$270.43
		Hourly	\$26.43	\$27.39	\$28.35	\$29.31	\$30.26	\$31.22	\$32.18	\$32.98	\$33.81
FD	25	Annual	\$57,878.00	\$59,954.00	\$62,020.00	\$64,094.00	\$66,173.00	\$68,247.00	\$70,317.00	\$72,075.00	\$73,877.00
		Bi-Wk	\$2,217.55	\$2,297.09	\$2,376.25	\$2,455.71	\$2,535.37	\$2,614.83	\$2,694.14	\$2,761.50	\$2,830.54
		Daily	\$221.76	\$229.71	\$237.63	\$245.58	\$253.54	\$261.49	\$269.42	\$276.15	\$283.06
		Hourly	\$27.72	\$28.72	\$29.71	\$30.70	\$31.70	\$32.69	\$33.68	\$34.52	\$35.39
FD	26	Annual	\$60,730.00	\$62,878.00	\$65,035.00	\$67,181.00	\$69,332.00	\$71,482.00	\$73,626.00	\$75,468.00	\$77,355.00
		Bi-Wk	\$2,326.82	\$2,409.12	\$2,491.77	\$2,573.99	\$2,656.40	\$2,738.78	\$2,820.92	\$2,891.50	\$2,963.80
		Daily	\$232.69	\$240.92	\$249.18	\$257.40	\$265.64	\$273.88	\$282.10	\$289.15	\$296.38
		Hourly	\$29.09	\$30.12	\$31.15	\$32.18	\$33.21	\$34.24	\$35.27	\$36.15	\$37.05
FD	27	Annual	\$63,739.00	\$65,968.00	\$68,195.00	\$70,413.00	\$72,642.00	\$74,864.00	\$77,093.00	\$79,021.00	\$80,997.00
		Bi-Wk	\$2,442.11	\$2,527.51	\$2,612.84	\$2,697.82	\$2,783.22	\$2,868.36	\$2,953.76	\$3,027.63	\$3,103.34
		Daily	\$244.22	\$252.76	\$261.29	\$269.79	\$278.33	\$286.84	\$295.38	\$302.77	\$310.34
		Hourly	\$30.53	\$31.60	\$32.67	\$33.73	\$34.80	\$35.86	\$36.93	\$37.85	\$38.80

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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	28	Annual	\$66,960.00	\$69,262.00	\$71,566.00	\$73,872.00	\$76,170.00	\$78,472.00	\$80,773.00	\$82,792.00	\$84,863.00
		Bi-Wk	\$2,565.52	\$2,653.72	\$2,742.00	\$2,830.35	\$2,918.40	\$3,006.60	\$3,094.76	\$3,172.11	\$3,251.46
		Daily	\$256.56	\$265.38	\$274.20	\$283.04	\$291.84	\$300.66	\$309.48	\$317.22	\$325.15
		Hourly	\$32.07	\$33.18	\$34.28	\$35.38	\$36.48	\$37.59	\$38.69	\$39.66	\$40.65

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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	\$67,602.00	\$70,140.00	\$72,679.00	\$75,216.00	\$77,752.00	\$80,290.00	\$82,824.00	\$84,895.00	\$87,019.00
		Bi-Wk	\$2,590.12	\$2,687.36	\$2,784.64	\$2,881.84	\$2,979.01	\$3,076.25	\$3,173.34	\$3,252.69	\$3,334.07
		Daily	\$259.02	\$268.74	\$278.47	\$288.19	\$297.91	\$307.63	\$317.34	\$325.27	\$333.41
		Hourly	\$32.38	\$33.60	\$34.81	\$36.03	\$37.24	\$38.46	\$39.67	\$40.66	\$41.68
FD	30	Annual	\$70,317.00	\$72,926.00	\$75,544.00	\$78,148.00	\$80,755.00	\$83,367.00	\$85,983.00	\$88,133.00	\$90,336.00
		Bi-Wk	\$2,694.14	\$2,794.10	\$2,894.41	\$2,994.18	\$3,094.07	\$3,194.14	\$3,294.37	\$3,376.75	\$3,461.15
		Daily	\$269.42	\$279.41	\$289.45	\$299.42	\$309.41	\$319.42	\$329.44	\$337.68	\$346.12
		Hourly	\$33.68	\$34.93	\$36.19	\$37.43	\$38.68	\$39.93	\$41.18	\$42.21	\$43.27
FD	31	Annual	\$73,139.00	\$75,828.00	\$78,516.00	\$81,200.00	\$83,891.00	\$86,578.00	\$89,267.00	\$91,499.00	\$93,787.00
		Bi-Wk	\$2,802.27	\$2,905.29	\$3,008.28	\$3,111.12	\$3,214.22	\$3,317.17	\$3,420.20	\$3,505.71	\$3,593.38
		Daily	\$280.23	\$290.53	\$300.83	\$311.12	\$321.43	\$331.72	\$342.02	\$350.58	\$359.34
		Hourly	\$35.03	\$36.32	\$37.61	\$38.89	\$40.18	\$41.47	\$42.76	\$43.83	\$44.92
FD	32	Annual	\$76,072.00	\$78,831.00	\$81,590.00	\$84,355.00	\$87,117.00	\$89,877.00	\$92,646.00	\$94,963.00	\$97,338.00
		Bi-Wk	\$2,914.64	\$3,020.35	\$3,126.06	\$3,232.00	\$3,337.82	\$3,443.57	\$3,549.66	\$3,638.43	\$3,729.43
		Daily	\$291.47	\$302.04	\$312.61	\$323.20	\$333.79	\$344.36	\$354.97	\$363.85	\$372.95
		Hourly	\$36.44	\$37.76	\$39.08	\$40.40	\$41.73	\$43.05	\$44.38	\$45.49	\$46.62
FD	33	Annual	\$79,132.00	\$81,973.00	\$84,808.00	\$87,648.00	\$90,488.00	\$93,326.00	\$96,172.00	\$98,578.00	\$101,043.00
		Bi-Wk	\$3,031.88	\$3,140.73	\$3,249.35	\$3,358.17	\$3,466.98	\$3,575.71	\$3,684.76	\$3,776.94	\$3,871.38
		Daily	\$303.19	\$314.08	\$324.94	\$335.82	\$346.70	\$357.58	\$368.48	\$377.70	\$387.14
		Hourly	\$37.90	\$39.26	\$40.62	\$41.98	\$43.34	\$44.70	\$46.06	\$47.22	\$48.40
FD	34	Annual	\$82,390.00	\$85,308.00	\$88,224.00	\$91,142.00	\$94,058.00	\$96,976.00	\$99,886.00	\$102,384.00	\$104,944.00
		Bi-Wk	\$3,156.71	\$3,268.51	\$3,380.23	\$3,492.04	\$3,603.76	\$3,715.56	\$3,827.05	\$3,922.76	\$4,020.85
		Daily	\$315.68	\$326.86	\$338.03	\$349.21	\$360.38	\$371.56	\$382.71	\$392.28	\$402.09
		Hourly	\$39.46	\$40.86	\$42.26	\$43.66	\$45.05	\$46.45	\$47.84	\$49.04	\$50.27
FD	35	Annual	\$85,778.00	\$88,765.00	\$91,759.00	\$94,750.00	\$97,739.00	\$100,724.00	\$103,722.00	\$106,315.00	\$108,973.00
		Bi-Wk	\$3,286.52	\$3,400.96	\$3,515.68	\$3,630.27	\$3,744.79	\$3,859.16	\$3,974.03	\$4,073.38	\$4,175.22
		Daily	\$328.66	\$340.10	\$351.57	\$363.03	\$374.48	\$385.92	\$397.41	\$407.34	\$417.53
		Hourly	\$41.09	\$42.52	\$43.95	\$45.38	\$46.81	\$48.24	\$49.68	\$50.92	\$52.20
FD	36	Annual	\$89,344.00	\$92,408.00	\$95,479.00	\$98,546.00	\$101,614.00	\$104,679.00	\$107,747.00	\$110,442.00	\$113,203.00
		Bi-Wk	\$3,423.15	\$3,540.54	\$3,658.20	\$3,775.71	\$3,893.26	\$4,010.69	\$4,128.24	\$4,231.50	\$4,337.28
		Daily	\$342.32	\$354.06	\$365.82	\$377.58	\$389.33	\$401.07	\$412.83	\$423.15	\$433.73
		Hourly	\$42.79	\$44.26	\$45.73	\$47.20	\$48.67	\$50.14	\$51.61	\$52.90	\$54.22

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FD	37	Annual	\$93,052.00	\$96,200.00	\$99,354.00	\$102,507.00	\$105,660.00	\$108,812.00	\$111,963.00	\$114,762.00	\$117,631.00
		Bi-Wk	\$3,565.22	\$3,685.83	\$3,806.67	\$3,927.48	\$4,048.28	\$4,169.05	\$4,289.78	\$4,397.02	\$4,506.94
		Daily	\$356.53	\$368.59	\$380.67	\$392.75	\$404.83	\$416.91	\$428.98	\$439.71	\$450.70
		Hourly	\$44.57	\$46.08	\$47.59	\$49.10	\$50.61	\$52.12	\$53.63	\$54.97	\$56.34

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FD	38	Annual	\$96,893.00	\$100,114.00	\$103,342.00	\$106,565.00	\$109,792.00	\$113,018.00	\$116,244.00	\$119,150.00	\$122,130.00
		Bi-Wk	\$3,712.38	\$3,835.79	\$3,959.47	\$4,082.96	\$4,206.60	\$4,330.20	\$4,453.80	\$4,565.14	\$4,679.32
		Daily	\$371.24	\$383.58	\$395.95	\$408.30	\$420.66	\$433.02	\$445.38	\$456.52	\$467.94
		Hourly	\$46.41	\$47.95	\$49.50	\$51.04	\$52.59	\$54.13	\$55.68	\$57.07	\$58.50
FD	39	Annual	\$100,923.00	\$104,227.00	\$107,525.00	\$110,834.00	\$114,135.00	\$117,431.00	\$120,741.00	\$123,760.00	\$126,855.00
		Bi-Wk	\$3,866.79	\$3,993.38	\$4,119.74	\$4,246.52	\$4,372.99	\$4,499.28	\$4,626.10	\$4,741.77	\$4,860.35
		Daily	\$386.68	\$399.34	\$411.98	\$424.66	\$437.30	\$449.93	\$462.61	\$474.18	\$486.04
		Hourly	\$48.34	\$49.92	\$51.50	\$53.09	\$54.67	\$56.25	\$57.83	\$59.28	\$60.76
FD	40	Annual	\$105,130.00	\$108,498.00	\$111,879.00	\$115,247.00	\$118,623.00	\$121,994.00	\$125,368.00	\$128,502.00	\$131,715.00
		Bi-Wk	\$4,027.97	\$4,157.02	\$4,286.56	\$4,415.60	\$4,544.95	\$4,674.10	\$4,803.38	\$4,923.45	\$5,046.56
		Daily	\$402.80	\$415.71	\$428.66	\$441.56	\$454.50	\$467.41	\$480.34	\$492.35	\$504.66
		Hourly	\$50.35	\$51.97	\$53.59	\$55.20	\$56.82	\$58.43	\$60.05	\$61.55	\$63.09
FD	41	Annual	\$109,523.00	\$112,981.00	\$116,434.00	\$119,892.00	\$123,347.00	\$126,798.00	\$130,252.00	\$133,509.00	\$136,847.00
		Bi-Wk	\$4,196.29	\$4,328.78	\$4,461.08	\$4,593.57	\$4,725.94	\$4,858.17	\$4,990.50	\$5,115.29	\$5,243.19
		Daily	\$419.63	\$432.88	\$446.11	\$459.36	\$472.60	\$485.82	\$499.05	\$511.53	\$524.32
		Hourly	\$52.46	\$54.11	\$55.77	\$57.42	\$59.08	\$60.73	\$62.39	\$63.95	\$65.54
FD	42	Annual	\$114,087.00	\$117,623.00	\$121,158.00	\$124,682.00	\$128,219.00	\$131,746.00	\$135,285.00	\$138,668.00	\$142,135.00
		Bi-Wk	\$4,371.15	\$4,506.63	\$4,642.07	\$4,777.09	\$4,912.61	\$5,047.74	\$5,183.34	\$5,312.96	\$5,445.79
		Daily	\$437.12	\$450.67	\$464.21	\$477.71	\$491.27	\$504.78	\$518.34	\$531.30	\$544.58
		Hourly	\$54.64	\$56.34	\$58.03	\$59.72	\$61.41	\$63.10	\$64.80	\$66.42	\$68.08
FD	43	Annual	\$118,935.00	\$122,534.00	\$126,140.00	\$129,740.00	\$133,347.00	\$136,944.00	\$140,546.00	\$144,060.00	\$147,662.00
		Bi-Wk	\$4,556.90	\$4,694.79	\$4,832.96	\$4,970.89	\$5,109.09	\$5,246.90	\$5,384.91	\$5,519.55	\$5,657.55
		Daily	\$455.69	\$469.48	\$483.30	\$497.09	\$510.91	\$524.69	\$538.50	\$551.96	\$565.76
		Hourly	\$56.97	\$58.69	\$60.42	\$62.14	\$63.87	\$65.59	\$67.32	\$69.00	\$70.72