

P-4 FD 40 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
FD	11	Annual	\$28,812.00	\$29,687.00	\$30,571.00	\$31,448.00	\$32,354.00	\$33,274.00	\$34,199.00	\$35,055.00
		Bi-Wk	\$1,103.91	\$1,137.44	\$1,171.31	\$1,204.91	\$1,239.62	\$1,274.87	\$1,310.31	\$1,343.11
		Daily	\$110.40	\$113.75	\$117.14	\$120.50	\$123.97	\$127.49	\$131.04	\$134.32
		Hourly	\$13.80	\$14.22	\$14.65	\$15.07	\$15.50	\$15.94	\$16.38	\$16.79
FD	12	Annual	\$29,746.00	\$30,667.00	\$31,576.00	\$32,525.00	\$33,478.00	\$34,444.00	\$35,398.00	\$36,284.00
		Bi-Wk	\$1,139.70	\$1,174.99	\$1,209.81	\$1,246.17	\$1,282.69	\$1,319.70	\$1,356.25	\$1,390.20
		Daily	\$113.97	\$117.50	\$120.99	\$124.62	\$128.27	\$131.97	\$135.63	\$139.02
		Hourly	\$14.25	\$14.69	\$15.13	\$15.58	\$16.04	\$16.50	\$16.96	\$17.38
FD	13	Annual	\$31,423.00	\$32,584.00	\$33,755.00	\$34,920.00	\$36,095.00	\$37,261.00	\$38,436.00	\$39,397.00
		Bi-Wk	\$1,203.95	\$1,248.43	\$1,293.30	\$1,337.94	\$1,382.96	\$1,427.63	\$1,472.65	\$1,509.47
		Daily	\$120.40	\$124.85	\$129.33	\$133.80	\$138.30	\$142.77	\$147.27	\$150.95
		Hourly	\$15.05	\$15.61	\$16.17	\$16.73	\$17.29	\$17.85	\$18.41	\$18.87
FD	14	Annual	\$32,893.00	\$34,106.00	\$35,314.00	\$36,522.00	\$37,728.00	\$38,936.00	\$40,144.00	\$41,149.00
		Bi-Wk	\$1,260.27	\$1,306.75	\$1,353.03	\$1,399.32	\$1,445.52	\$1,491.81	\$1,538.09	\$1,576.60
		Daily	\$126.03	\$130.68	\$135.31	\$139.94	\$144.56	\$149.19	\$153.81	\$157.66
		Hourly	\$15.76	\$16.34	\$16.92	\$17.50	\$18.07	\$18.65	\$19.23	\$19.71
FD	15	Annual	\$34,476.00	\$35,719.00	\$36,960.00	\$38,203.00	\$39,447.00	\$40,700.00	\$41,940.00	\$42,989.00
		Bi-Wk	\$1,320.92	\$1,368.55	\$1,416.10	\$1,463.72	\$1,511.38	\$1,559.39	\$1,606.90	\$1,647.09
		Daily	\$132.10	\$136.86	\$141.61	\$146.38	\$151.14	\$155.94	\$160.69	\$164.71
		Hourly	\$16.52	\$17.11	\$17.71	\$18.30	\$18.90	\$19.50	\$20.09	\$20.59
FD	16	Annual	\$36,152.00	\$37,436.00	\$38,716.00	\$39,997.00	\$41,276.00	\$42,560.00	\$43,839.00	\$44,935.00
		Bi-Wk	\$1,385.14	\$1,434.33	\$1,483.38	\$1,532.46	\$1,581.46	\$1,630.66	\$1,679.66	\$1,721.65
		Daily	\$138.52	\$143.44	\$148.34	\$153.25	\$158.15	\$163.07	\$167.97	\$172.17
		Hourly	\$17.32	\$17.93	\$18.55	\$19.16	\$19.77	\$20.39	\$21.00	\$21.53
FD	17	Annual	\$37,942.00	\$39,262.00	\$40,581.00	\$41,898.00	\$43,216.00	\$44,530.00	\$45,850.00	\$46,996.00
		Bi-Wk	\$1,453.72	\$1,504.30	\$1,554.83	\$1,605.29	\$1,655.79	\$1,706.14	\$1,756.71	\$1,800.62
		Daily	\$145.38	\$150.43	\$155.49	\$160.53	\$165.58	\$170.62	\$175.68	\$180.07
		Hourly	\$18.18	\$18.81	\$19.44	\$20.07	\$20.70	\$21.33	\$21.96	\$22.51
FD	18	Annual	\$39,858.00	\$41,211.00	\$42,560.00	\$43,914.00	\$45,259.00	\$46,610.00	\$47,959.00	\$49,159.00
		Bi-Wk	\$1,527.13	\$1,578.97	\$1,630.66	\$1,682.53	\$1,734.07	\$1,785.83	\$1,837.51	\$1,883.49
		Daily	\$152.72	\$157.90	\$163.07	\$168.26	\$173.41	\$178.59	\$183.76	\$188.35
		Hourly	\$19.09	\$19.74	\$20.39	\$21.04	\$21.68	\$22.33	\$22.97	\$23.55
FD	19	Annual	\$41,821.00	\$43,216.00	\$44,605.00	\$45,997.00	\$47,382.00	\$48,771.00	\$50,162.00	\$51,416.00
		Bi-Wk	\$1,602.34	\$1,655.79	\$1,709.01	\$1,762.34	\$1,815.41	\$1,868.63	\$1,921.92	\$1,969.97
		Daily	\$160.24	\$165.58	\$170.91	\$176.24	\$181.55	\$186.87	\$192.20	\$197.00
		Hourly	\$20.03	\$20.70	\$21.37	\$22.03	\$22.70	\$23.36	\$24.03	\$24.63

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FD	20	Annual	\$43,954.00	\$45,376.00	\$46,799.00	\$48,221.00	\$49,639.00	\$51,063.00	\$52,486.00	\$53,799.00
		Bi-Wk	\$1,684.07	\$1,738.55	\$1,793.07	\$1,847.55	\$1,901.88	\$1,956.44	\$2,010.96	\$2,061.27
		Daily	\$168.41	\$173.86	\$179.31	\$184.76	\$190.19	\$195.65	\$201.10	\$206.13
		Hourly	\$21.06	\$21.74	\$22.42	\$23.10	\$23.78	\$24.46	\$25.14	\$25.77
FD	21	Annual	\$46,118.00	\$47,584.00	\$49,044.00	\$50,506.00	\$51,971.00	\$53,431.00	\$54,899.00	\$56,271.00
		Bi-Wk	\$1,766.98	\$1,823.15	\$1,879.09	\$1,935.10	\$1,991.23	\$2,047.17	\$2,103.41	\$2,155.98
		Daily	\$176.70	\$182.32	\$187.91	\$193.51	\$199.13	\$204.72	\$210.35	\$215.60
		Hourly	\$22.09	\$22.79	\$23.49	\$24.19	\$24.90	\$25.59	\$26.30	\$26.95
FD	22	Annual	\$47,382.00	\$49,117.00	\$50,856.00	\$52,589.00	\$54,328.00	\$56,062.00	\$57,798.00	\$59,244.00
		Bi-Wk	\$1,815.41	\$1,881.88	\$1,948.51	\$2,014.91	\$2,081.54	\$2,147.97	\$2,214.49	\$2,269.89
		Daily	\$181.55	\$188.19	\$194.86	\$201.50	\$208.16	\$214.80	\$221.45	\$226.99
		Hourly	\$22.70	\$23.53	\$24.36	\$25.19	\$26.02	\$26.85	\$27.69	\$28.38
FD	23	Annual	\$49,626.00	\$51,436.00	\$53,239.00	\$55,053.00	\$56,860.00	\$58,669.00	\$60,478.00	\$61,990.00
		Bi-Wk	\$1,901.38	\$1,970.73	\$2,039.81	\$2,109.32	\$2,178.55	\$2,247.86	\$2,317.17	\$2,375.10
		Daily	\$190.14	\$197.08	\$203.99	\$210.94	\$217.86	\$224.79	\$231.72	\$237.51
		Hourly	\$23.77	\$24.64	\$25.50	\$26.37	\$27.24	\$28.10	\$28.97	\$29.69
FD	24	Annual	\$52,012.00	\$53,898.00	\$55,781.00	\$57,670.00	\$59,554.00	\$61,436.00	\$63,323.00	\$64,907.00
		Bi-Wk	\$1,992.80	\$2,065.06	\$2,137.21	\$2,209.58	\$2,281.77	\$2,353.87	\$2,426.17	\$2,486.86
		Daily	\$199.28	\$206.51	\$213.73	\$220.96	\$228.18	\$235.39	\$242.62	\$248.69
		Hourly	\$24.91	\$25.82	\$26.72	\$27.62	\$28.53	\$29.43	\$30.33	\$31.09
FD	25	Annual	\$54,554.00	\$56,511.00	\$58,459.00	\$60,414.00	\$62,373.00	\$64,328.00	\$66,279.00	\$67,936.00
		Bi-Wk	\$2,090.20	\$2,165.18	\$2,239.81	\$2,314.72	\$2,389.78	\$2,464.68	\$2,539.43	\$2,602.92
		Daily	\$209.02	\$216.52	\$223.99	\$231.48	\$238.98	\$246.47	\$253.95	\$260.30
		Hourly	\$26.13	\$27.07	\$28.00	\$28.94	\$29.88	\$30.81	\$31.75	\$32.54
FD	26	Annual	\$57,243.00	\$59,268.00	\$61,300.00	\$63,323.00	\$65,351.00	\$67,378.00	\$69,398.00	\$71,134.00
		Bi-Wk	\$2,193.22	\$2,270.81	\$2,348.66	\$2,426.17	\$2,503.87	\$2,581.54	\$2,658.93	\$2,725.45
		Daily	\$219.33	\$227.09	\$234.87	\$242.62	\$250.39	\$258.16	\$265.90	\$272.55
		Hourly	\$27.42	\$28.39	\$29.36	\$30.33	\$31.30	\$32.27	\$33.24	\$34.07
FD	27	Annual	\$60,078.00	\$62,180.00	\$64,279.00	\$66,370.00	\$68,470.00	\$70,566.00	\$72,667.00	\$74,484.00
		Bi-Wk	\$2,301.84	\$2,382.38	\$2,462.80	\$2,542.92	\$2,623.38	\$2,703.68	\$2,784.18	\$2,853.80
		Daily	\$230.19	\$238.24	\$246.28	\$254.30	\$262.34	\$270.37	\$278.42	\$285.38
		Hourly	\$28.78	\$29.78	\$30.79	\$31.79	\$32.80	\$33.80	\$34.81	\$35.68
FD	28	Annual	\$63,116.00	\$65,285.00	\$67,458.00	\$69,631.00	\$71,796.00	\$73,967.00	\$76,135.00	\$78,039.00
		Bi-Wk	\$2,418.24	\$2,501.35	\$2,584.60	\$2,667.86	\$2,750.81	\$2,833.99	\$2,917.05	\$2,990.00
		Daily	\$241.83	\$250.14	\$258.46	\$266.79	\$275.09	\$283.40	\$291.71	\$299.00
		Hourly	\$30.23	\$31.27	\$32.31	\$33.35	\$34.39	\$35.43	\$36.47	\$37.38

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FD	29	Annual	\$63,720.00	\$66,112.00	\$68,506.00	\$70,898.00	\$73,288.00	\$75,679.00	\$78,069.00	\$80,021.00
		Bi-Wk	\$2,441.38	\$2,533.03	\$2,624.76	\$2,716.40	\$2,807.97	\$2,899.58	\$2,991.15	\$3,065.94
		Daily	\$244.14	\$253.31	\$262.48	\$271.64	\$280.80	\$289.96	\$299.12	\$306.60
		Hourly	\$30.52	\$31.67	\$32.81	\$33.96	\$35.10	\$36.25	\$37.39	\$38.33
FD	30	Annual	\$66,279.00	\$68,739.00	\$71,206.00	\$73,661.00	\$76,117.00	\$78,581.00	\$81,046.00	\$83,072.00
		Bi-Wk	\$2,539.43	\$2,633.68	\$2,728.20	\$2,822.27	\$2,916.37	\$3,010.77	\$3,105.22	\$3,182.84
		Daily	\$253.95	\$263.37	\$272.82	\$282.23	\$291.64	\$301.08	\$310.53	\$318.29
		Hourly	\$31.75	\$32.93	\$34.11	\$35.28	\$36.46	\$37.64	\$38.82	\$39.79
FD	31	Annual	\$68,940.00	\$71,474.00	\$74,008.00	\$76,538.00	\$79,075.00	\$81,606.00	\$84,142.00	\$86,246.00
		Bi-Wk	\$2,641.38	\$2,738.47	\$2,835.56	\$2,932.50	\$3,029.70	\$3,126.67	\$3,223.84	\$3,304.45
		Daily	\$264.14	\$273.85	\$283.56	\$293.25	\$302.97	\$312.67	\$322.39	\$330.45
		Hourly	\$33.02	\$34.24	\$35.45	\$36.66	\$37.88	\$39.09	\$40.30	\$41.31
FD	32	Annual	\$71,704.00	\$74,304.00	\$76,906.00	\$79,511.00	\$82,115.00	\$84,717.00	\$87,326.00	\$89,510.00
		Bi-Wk	\$2,747.28	\$2,846.90	\$2,946.60	\$3,046.40	\$3,146.17	\$3,245.87	\$3,345.83	\$3,429.51
		Daily	\$274.73	\$284.69	\$294.66	\$304.64	\$314.62	\$324.59	\$334.59	\$342.96
		Hourly	\$34.35	\$35.59	\$36.84	\$38.08	\$39.33	\$40.58	\$41.83	\$42.87
FD	33	Annual	\$74,589.00	\$77,266.00	\$79,939.00	\$82,616.00	\$85,293.00	\$87,967.00	\$90,651.00	\$92,917.00
		Bi-Wk	\$2,857.82	\$2,960.39	\$3,062.80	\$3,165.37	\$3,267.94	\$3,370.39	\$3,473.22	\$3,560.04
		Daily	\$285.79	\$296.04	\$306.28	\$316.54	\$326.80	\$337.04	\$347.33	\$356.01
		Hourly	\$35.73	\$37.01	\$38.29	\$39.57	\$40.85	\$42.13	\$43.42	\$44.51
FD	34	Annual	\$77,660.00	\$80,410.00	\$83,159.00	\$85,909.00	\$88,656.00	\$91,408.00	\$94,151.00	\$96,506.00
		Bi-Wk	\$2,975.48	\$3,080.85	\$3,186.17	\$3,291.54	\$3,396.79	\$3,502.23	\$3,607.32	\$3,697.55
		Daily	\$297.55	\$308.09	\$318.62	\$329.16	\$339.68	\$350.23	\$360.74	\$369.76
		Hourly	\$37.20	\$38.52	\$39.83	\$41.15	\$42.46	\$43.78	\$45.10	\$46.22
FD	35	Annual	\$80,852.00	\$83,668.00	\$86,491.00	\$89,310.00	\$92,127.00	\$94,941.00	\$97,766.00	\$100,211.00
		Bi-Wk	\$3,097.78	\$3,205.68	\$3,313.84	\$3,421.84	\$3,529.78	\$3,637.59	\$3,745.83	\$3,839.51
		Daily	\$309.78	\$320.57	\$331.39	\$342.19	\$352.98	\$363.76	\$374.59	\$383.96
		Hourly	\$38.73	\$40.08	\$41.43	\$42.78	\$44.13	\$45.47	\$46.83	\$48.00
FD	36	Annual	\$84,215.00	\$87,102.00	\$89,997.00	\$92,887.00	\$95,780.00	\$98,669.00	\$101,562.00	\$104,101.00
		Bi-Wk	\$3,226.63	\$3,337.25	\$3,448.17	\$3,558.89	\$3,669.74	\$3,780.43	\$3,891.27	\$3,988.55
		Daily	\$322.67	\$333.73	\$344.82	\$355.89	\$366.98	\$378.05	\$389.13	\$398.86
		Hourly	\$40.34	\$41.72	\$43.11	\$44.49	\$45.88	\$47.26	\$48.65	\$49.86
FD	37	Annual	\$87,709.00	\$90,677.00	\$93,648.00	\$96,621.00	\$99,594.00	\$102,564.00	\$105,534.00	\$108,173.00
		Bi-Wk	\$3,360.50	\$3,474.22	\$3,588.05	\$3,701.96	\$3,815.87	\$3,929.66	\$4,043.45	\$4,144.56
		Daily	\$336.05	\$347.43	\$358.81	\$370.20	\$381.59	\$392.97	\$404.35	\$414.46
		Hourly	\$42.01	\$43.43	\$44.86	\$46.28	\$47.70	\$49.13	\$50.55	\$51.81

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FD	38 Annual	\$91,330.00	\$94,365.00	\$97,410.00	\$100,447.00	\$103,488.00	\$106,528.00	\$109,570.00	\$112,309.00
	Bi-Wk	\$3,499.24	\$3,615.52	\$3,732.19	\$3,848.55	\$3,965.06	\$4,081.54	\$4,198.09	\$4,303.03
	Daily	\$349.93	\$361.56	\$373.22	\$384.86	\$396.51	\$408.16	\$419.81	\$430.31
	Hourly	\$43.75	\$45.20	\$46.66	\$48.11	\$49.57	\$51.02	\$52.48	\$53.79
FD	39 Annual	\$95,127.00	\$98,243.00	\$101,351.00	\$104,470.00	\$107,582.00	\$110,690.00	\$113,808.00	\$116,654.00
	Bi-Wk	\$3,644.72	\$3,764.10	\$3,883.19	\$4,002.69	\$4,121.92	\$4,241.00	\$4,360.46	\$4,469.51
	Daily	\$364.48	\$376.41	\$388.32	\$400.27	\$412.20	\$424.10	\$436.05	\$446.96
	Hourly	\$45.56	\$47.06	\$48.54	\$50.04	\$51.53	\$53.02	\$54.51	\$55.87
FD	40 Annual	\$99,093.00	\$102,268.00	\$105,455.00	\$108,630.00	\$111,812.00	\$114,989.00	\$118,171.00	\$121,125.00
	Bi-Wk	\$3,796.67	\$3,918.32	\$4,040.43	\$4,162.07	\$4,283.99	\$4,405.71	\$4,527.63	\$4,640.81
	Daily	\$379.67	\$391.84	\$404.05	\$416.21	\$428.40	\$440.58	\$452.77	\$464.09
	Hourly	\$47.46	\$48.98	\$50.51	\$52.03	\$53.55	\$55.08	\$56.60	\$58.02
FD	41 Annual	\$103,235.00	\$106,494.00	\$109,749.00	\$113,008.00	\$116,266.00	\$119,518.00	\$122,774.00	\$125,844.00
	Bi-Wk	\$3,955.37	\$4,080.23	\$4,204.95	\$4,329.81	\$4,454.64	\$4,579.24	\$4,703.99	\$4,821.61
	Daily	\$395.54	\$408.03	\$420.50	\$432.99	\$445.47	\$457.93	\$470.40	\$482.17
	Hourly	\$49.45	\$51.01	\$52.57	\$54.13	\$55.69	\$57.25	\$58.80	\$60.28
FD	42 Annual	\$107,538.00	\$110,870.00	\$114,203.00	\$117,524.00	\$120,858.00	\$124,182.00	\$127,518.00	\$130,707.00
	Bi-Wk	\$4,120.23	\$4,247.90	\$4,375.60	\$4,502.84	\$4,630.58	\$4,757.94	\$4,885.75	\$5,007.94
	Daily	\$412.03	\$424.79	\$437.56	\$450.29	\$463.06	\$475.80	\$488.58	\$500.80
	Hourly	\$51.51	\$53.10	\$54.70	\$56.29	\$57.89	\$59.48	\$61.08	\$62.60
FD	43 Annual	\$112,107.00	\$115,500.00	\$118,898.00	\$122,291.00	\$125,691.00	\$129,082.00	\$132,477.00	\$135,789.00
	Bi-Wk	\$4,295.29	\$4,425.29	\$4,555.48	\$4,685.48	\$4,815.75	\$4,945.68	\$5,075.75	\$5,202.65
	Daily	\$429.53	\$442.53	\$455.55	\$468.55	\$481.58	\$494.57	\$507.58	\$520.27
	Hourly	\$53.70	\$55.32	\$56.95	\$58.57	\$60.20	\$61.83	\$63.45	\$65.04