

**P-1 HC 35 HOUR PAY PLAN EFFECTIVE 6/20/2008**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	1	Annual	\$21,109.00	\$21,628.00	\$22,139.00	\$22,653.00	\$23,165.00	\$23,684.00	\$24,196.00	\$24,859.00	\$25,526.00	\$26,211.00	\$26,914.00
		Bi-Wk	\$808.78	\$828.66	\$848.24	\$867.94	\$887.55	\$907.44	\$927.05	\$952.46	\$978.01	\$1,004.26	\$1,031.19
		Daily	\$80.88	\$82.87	\$84.83	\$86.80	\$88.76	\$90.75	\$92.71	\$95.25	\$97.81	\$100.43	\$103.12
		Hourly	\$11.56	\$11.84	\$12.12	\$12.40	\$12.68	\$12.97	\$13.25	\$13.61	\$13.98	\$14.35	\$14.74
HC	2	Annual	\$22,139.00	\$22,653.00	\$23,165.00	\$23,684.00	\$24,196.00	\$24,710.00	\$25,221.00	\$25,915.00	\$26,607.00	\$27,317.00	\$28,046.00
		Bi-Wk	\$848.24	\$867.94	\$887.55	\$907.44	\$927.05	\$946.75	\$966.33	\$992.92	\$1,019.43	\$1,046.63	\$1,074.56
		Daily	\$84.83	\$86.80	\$88.76	\$90.75	\$92.71	\$94.68	\$96.64	\$99.30	\$101.95	\$104.67	\$107.46
		Hourly	\$12.12	\$12.40	\$12.68	\$12.97	\$13.25	\$13.53	\$13.81	\$14.19	\$14.57	\$14.96	\$15.36
HC	3	Annual	\$22,653.00	\$23,165.00	\$23,684.00	\$24,196.00	\$24,710.00	\$25,221.00	\$25,734.00	\$26,445.00	\$27,150.00	\$27,873.00	\$28,616.00
		Bi-Wk	\$867.94	\$887.55	\$907.44	\$927.05	\$946.75	\$966.33	\$985.98	\$1,013.22	\$1,040.23	\$1,067.94	\$1,096.40
		Daily	\$86.80	\$88.76	\$90.75	\$92.71	\$94.68	\$96.64	\$98.60	\$101.33	\$104.03	\$106.80	\$109.64
		Hourly	\$12.40	\$12.68	\$12.97	\$13.25	\$13.53	\$13.81	\$14.09	\$14.48	\$14.87	\$15.26	\$15.67
HC	4	Annual	\$23,386.00	\$24,011.00	\$24,631.00	\$25,260.00	\$25,889.00	\$26,508.00	\$27,130.00	\$27,880.00	\$28,624.00	\$29,391.00	\$30,177.00
		Bi-Wk	\$896.02	\$919.97	\$943.72	\$967.82	\$991.92	\$1,015.64	\$1,039.47	\$1,068.20	\$1,096.71	\$1,126.10	\$1,156.21
		Daily	\$89.61	\$92.00	\$94.38	\$96.79	\$99.20	\$101.57	\$103.95	\$106.82	\$109.68	\$112.61	\$115.63
		Hourly	\$12.81	\$13.15	\$13.49	\$13.83	\$14.18	\$14.51	\$14.85	\$15.26	\$15.67	\$16.09	\$16.52
HC	5	Annual	\$23,971.00	\$24,631.00	\$25,296.00	\$25,952.00	\$26,611.00	\$27,272.00	\$27,935.00	\$28,701.00	\$29,471.00	\$30,259.00	\$31,069.00
		Bi-Wk	\$918.43	\$943.72	\$969.20	\$994.33	\$1,019.58	\$1,044.91	\$1,070.31	\$1,099.66	\$1,129.16	\$1,159.35	\$1,190.39
		Daily	\$91.85	\$94.38	\$96.92	\$99.44	\$101.96	\$104.50	\$107.04	\$109.97	\$112.92	\$115.94	\$119.04
		Hourly	\$13.13	\$13.49	\$13.85	\$14.21	\$14.57	\$14.93	\$15.30	\$15.71	\$16.14	\$16.57	\$17.01
HC	6	Annual	\$24,785.00	\$25,448.00	\$26,104.00	\$26,660.00	\$27,423.00	\$28,083.00	\$28,739.00	\$29,531.00	\$30,320.00	\$31,129.00	\$31,961.00
		Bi-Wk	\$949.62	\$975.02	\$1,000.16	\$1,021.46	\$1,050.69	\$1,075.98	\$1,101.12	\$1,131.46	\$1,161.69	\$1,192.69	\$1,224.56
		Daily	\$94.97	\$97.51	\$100.02	\$102.15	\$105.07	\$107.60	\$110.12	\$113.15	\$116.17	\$119.27	\$122.46
		Hourly	\$13.57	\$13.93	\$14.29	\$14.60	\$15.01	\$15.38	\$15.74	\$16.17	\$16.60	\$17.04	\$17.50
HC	7	Annual	\$25,517.00	\$26,174.00	\$26,834.00	\$27,492.00	\$28,156.00	\$28,815.00	\$29,474.00	\$30,284.00	\$31,092.00	\$31,924.00	\$32,779.00
		Bi-Wk	\$977.67	\$1,002.84	\$1,028.13	\$1,053.34	\$1,078.78	\$1,104.03	\$1,129.28	\$1,160.31	\$1,191.27	\$1,223.15	\$1,255.91
		Daily	\$97.77	\$100.29	\$102.82	\$105.34	\$107.88	\$110.41	\$112.93	\$116.04	\$119.13	\$122.32	\$125.60
		Hourly	\$13.97	\$14.33	\$14.69	\$15.05	\$15.42	\$15.78	\$16.14	\$16.58	\$17.02	\$17.48	\$17.95
HC	8	Annual	\$27,423.00	\$28,228.00	\$29,044.00	\$29,846.00	\$30,655.00	\$31,464.00	\$32,275.00	\$33,159.00	\$34,046.00	\$34,958.00	\$35,894.00
		Bi-Wk	\$1,050.69	\$1,081.54	\$1,112.80	\$1,143.53	\$1,174.53	\$1,205.52	\$1,236.60	\$1,270.46	\$1,304.45	\$1,339.39	\$1,375.25
		Daily	\$105.07	\$108.16	\$111.28	\$114.36	\$117.46	\$120.56	\$123.66	\$127.05	\$130.45	\$133.94	\$137.53
		Hourly	\$15.01	\$15.46	\$15.90	\$16.34	\$16.78	\$17.23	\$17.67	\$18.15	\$18.64	\$19.14	\$19.65

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	9	Annual	\$28,266.00	\$29,067.00	\$29,951.00	\$30,793.00	\$31,638.00	\$32,477.00	\$33,329.00	\$34,245.00	\$35,160.00	\$36,100.00	\$37,066.00
		Bi-Wk	\$1,082.99	\$1,113.68	\$1,147.55	\$1,179.81	\$1,212.19	\$1,244.33	\$1,276.98	\$1,312.07	\$1,347.13	\$1,383.15	\$1,420.16
		Daily	\$108.30	\$111.37	\$114.76	\$117.99	\$121.22	\$124.44	\$127.70	\$131.21	\$134.72	\$138.32	\$142.02
		Hourly	\$15.48	\$15.91	\$16.40	\$16.86	\$17.32	\$17.78	\$18.25	\$18.75	\$19.25	\$19.76	\$20.29
HC	10	Annual	\$29,174.00	\$30,061.00	\$30,936.00	\$31,821.00	\$32,702.00	\$33,600.00	\$34,527.00	\$35,475.00	\$36,427.00	\$37,404.00	\$38,410.00
		Bi-Wk	\$1,117.78	\$1,151.77	\$1,185.29	\$1,219.20	\$1,252.96	\$1,287.36	\$1,322.88	\$1,359.20	\$1,395.68	\$1,433.11	\$1,471.65
		Daily	\$111.78	\$115.18	\$118.53	\$121.92	\$125.30	\$128.74	\$132.29	\$135.92	\$139.57	\$143.32	\$147.17
		Hourly	\$15.97	\$16.46	\$16.94	\$17.42	\$17.90	\$18.40	\$18.90	\$19.42	\$19.94	\$20.48	\$21.03
HC	11	Annual	\$30,103.00	\$31,016.00	\$31,939.00	\$32,854.00	\$33,801.00	\$34,765.00	\$35,731.00	\$36,714.00	\$37,694.00	\$38,705.00	\$39,743.00
		Bi-Wk	\$1,153.38	\$1,188.36	\$1,223.72	\$1,258.78	\$1,295.06	\$1,332.00	\$1,369.01	\$1,406.67	\$1,444.22	\$1,482.96	\$1,522.73
		Daily	\$115.34	\$118.84	\$122.38	\$125.88	\$129.51	\$133.20	\$136.91	\$140.67	\$144.43	\$148.30	\$152.28
		Hourly	\$16.48	\$16.98	\$17.49	\$17.99	\$18.51	\$19.03	\$19.56	\$20.10	\$20.64	\$21.19	\$21.76
HC	12	Annual	\$31,078.00	\$32,039.00	\$32,986.00	\$33,978.00	\$34,977.00	\$35,985.00	\$36,983.00	\$38,000.00	\$39,016.00	\$40,059.00	\$41,134.00
		Bi-Wk	\$1,190.73	\$1,227.55	\$1,263.84	\$1,301.84	\$1,340.12	\$1,378.74	\$1,416.98	\$1,455.94	\$1,494.87	\$1,534.83	\$1,576.02
		Daily	\$119.08	\$122.76	\$126.39	\$130.19	\$134.02	\$137.88	\$141.70	\$145.60	\$149.49	\$153.49	\$157.61
		Hourly	\$17.02	\$17.54	\$18.06	\$18.60	\$19.15	\$19.70	\$20.25	\$20.80	\$21.36	\$21.93	\$22.52
HC	13	Annual	\$32,831.00	\$34,040.00	\$35,267.00	\$36,485.00	\$37,710.00	\$38,927.00	\$40,156.00	\$41,258.00	\$42,363.00	\$43,499.00	\$44,666.00
		Bi-Wk	\$1,257.90	\$1,304.22	\$1,351.23	\$1,397.90	\$1,444.83	\$1,491.46	\$1,538.55	\$1,580.77	\$1,623.11	\$1,666.63	\$1,711.35
		Daily	\$125.79	\$130.43	\$135.13	\$139.79	\$144.49	\$149.15	\$153.86	\$158.08	\$162.32	\$166.67	\$171.14
		Hourly	\$17.97	\$18.64	\$19.31	\$19.97	\$20.65	\$21.31	\$21.98	\$22.59	\$23.19	\$23.81	\$24.45
HC	14	Annual	\$34,364.00	\$35,632.00	\$36,895.00	\$38,155.00	\$39,416.00	\$40,678.00	\$41,935.00	\$43,087.00	\$44,242.00	\$45,428.00	\$46,647.00
		Bi-Wk	\$1,316.63	\$1,365.22	\$1,413.61	\$1,461.88	\$1,510.20	\$1,558.55	\$1,606.71	\$1,650.85	\$1,695.10	\$1,740.54	\$1,787.25
		Daily	\$131.67	\$136.53	\$141.37	\$146.19	\$151.02	\$155.86	\$160.68	\$165.09	\$169.51	\$174.06	\$178.73
		Hourly	\$18.81	\$19.51	\$20.20	\$20.89	\$21.58	\$22.27	\$22.96	\$23.59	\$24.22	\$24.87	\$25.54
HC	15	Annual	\$36,018.00	\$37,317.00	\$38,615.00	\$39,912.00	\$41,213.00	\$42,518.00	\$43,815.00	\$45,021.00	\$46,226.00	\$47,464.00	\$48,734.00
		Bi-Wk	\$1,380.00	\$1,429.78	\$1,479.51	\$1,529.20	\$1,579.05	\$1,629.05	\$1,678.74	\$1,724.95	\$1,771.12	\$1,818.55	\$1,867.21
		Daily	\$138.00	\$142.98	\$147.96	\$152.92	\$157.91	\$162.91	\$167.88	\$172.50	\$177.12	\$181.86	\$186.73
		Hourly	\$19.72	\$20.43	\$21.14	\$21.85	\$22.56	\$23.28	\$23.99	\$24.65	\$25.31	\$25.98	\$26.68
HC	16	Annual	\$37,769.00	\$39,108.00	\$40,450.00	\$41,787.00	\$43,124.00	\$44,465.00	\$45,797.00	\$47,053.00	\$48,314.00	\$49,608.00	\$50,939.00
		Bi-Wk	\$1,447.09	\$1,498.40	\$1,549.81	\$1,601.04	\$1,652.27	\$1,703.64	\$1,754.68	\$1,802.80	\$1,851.12	\$1,900.69	\$1,951.69
		Daily	\$144.71	\$149.84	\$154.99	\$160.11	\$165.23	\$170.37	\$175.47	\$180.28	\$185.12	\$190.07	\$195.17
		Hourly	\$20.68	\$21.41	\$22.15	\$22.88	\$23.61	\$24.34	\$25.07	\$25.76	\$26.45	\$27.16	\$27.89

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	17	Annual	\$39,640.00	\$41,019.00	\$42,397.00	\$43,771.00	\$45,147.00	\$46,517.00	\$47,901.00	\$49,219.00	\$50,536.00	\$51,888.00	\$53,277.00
		Bi-Wk	\$1,518.78	\$1,571.61	\$1,624.41	\$1,677.05	\$1,729.78	\$1,782.27	\$1,835.29	\$1,885.79	\$1,936.25	\$1,988.05	\$2,041.27
		Daily	\$151.88	\$157.17	\$162.45	\$167.71	\$172.98	\$178.23	\$183.53	\$188.58	\$193.63	\$198.81	\$204.13
		Hourly	\$21.70	\$22.46	\$23.21	\$23.96	\$24.72	\$25.47	\$26.22	\$26.94	\$27.67	\$28.41	\$29.17
HC	18	Annual	\$41,639.00	\$43,052.00	\$44,465.00	\$45,878.00	\$47,281.00	\$48,694.00	\$50,103.00	\$51,481.00	\$52,861.00	\$54,280.00	\$55,739.00
		Bi-Wk	\$1,595.37	\$1,649.51	\$1,703.64	\$1,757.78	\$1,811.54	\$1,865.68	\$1,919.66	\$1,972.46	\$2,025.33	\$2,079.70	\$2,135.60
		Daily	\$159.54	\$164.96	\$170.37	\$175.78	\$181.16	\$186.57	\$191.97	\$197.25	\$202.54	\$207.97	\$213.56
		Hourly	\$22.80	\$23.57	\$24.34	\$25.12	\$25.88	\$26.66	\$27.43	\$28.18	\$28.94	\$29.71	\$30.51
HC	19	Annual	\$43,690.00	\$45,147.00	\$46,598.00	\$48,056.00	\$49,499.00	\$50,950.00	\$52,402.00	\$53,846.00	\$55,285.00	\$56,767.00	\$58,288.00
		Bi-Wk	\$1,673.95	\$1,729.78	\$1,785.37	\$1,841.23	\$1,896.52	\$1,952.11	\$2,007.74	\$2,063.07	\$2,118.20	\$2,174.99	\$2,233.26
		Daily	\$167.40	\$172.98	\$178.54	\$184.13	\$189.66	\$195.22	\$200.78	\$206.31	\$211.82	\$217.50	\$223.33
		Hourly	\$23.92	\$24.72	\$25.51	\$26.31	\$27.10	\$27.89	\$28.69	\$29.48	\$30.26	\$31.08	\$31.91
HC	20	Annual	\$45,919.00	\$47,406.00	\$48,893.00	\$50,376.00	\$51,859.00	\$53,348.00	\$54,836.00	\$56,343.00	\$57,850.00	\$59,400.00	\$60,990.00
		Bi-Wk	\$1,759.35	\$1,816.33	\$1,873.30	\$1,930.12	\$1,986.94	\$2,043.99	\$2,101.00	\$2,158.74	\$2,216.48	\$2,275.87	\$2,336.79
		Daily	\$175.94	\$181.64	\$187.33	\$193.02	\$198.70	\$204.40	\$210.10	\$215.88	\$221.65	\$227.59	\$233.68
		Hourly	\$25.14	\$25.95	\$26.77	\$27.58	\$28.39	\$29.20	\$30.02	\$30.84	\$31.67	\$32.52	\$33.39
HC	21	Annual	\$48,183.00	\$49,710.00	\$51,238.00	\$52,767.00	\$54,296.00	\$55,821.00	\$57,352.00	\$58,927.00	\$60,505.00	\$62,124.00	\$63,788.00
		Bi-Wk	\$1,846.10	\$1,904.60	\$1,963.15	\$2,021.73	\$2,080.31	\$2,138.74	\$2,197.40	\$2,257.74	\$2,318.20	\$2,380.23	\$2,443.99
		Daily	\$184.61	\$190.46	\$196.32	\$202.18	\$208.04	\$213.88	\$219.74	\$225.78	\$231.82	\$238.03	\$244.40
		Hourly	\$26.38	\$27.21	\$28.05	\$28.89	\$29.72	\$30.56	\$31.40	\$32.26	\$33.12	\$34.01	\$34.92
HC	22	Annual	\$49,499.00	\$51,315.00	\$53,131.00	\$54,940.00	\$56,755.00	\$58,569.00	\$60,381.00	\$62,042.00	\$63,702.00	\$65,409.00	\$67,162.00
		Bi-Wk	\$1,896.52	\$1,966.10	\$2,035.68	\$2,104.99	\$2,174.53	\$2,244.03	\$2,313.45	\$2,377.09	\$2,440.69	\$2,506.10	\$2,573.26
		Daily	\$189.66	\$196.61	\$203.57	\$210.50	\$217.46	\$224.41	\$231.35	\$237.71	\$244.07	\$250.61	\$257.33
		Hourly	\$27.10	\$28.09	\$29.09	\$30.08	\$31.07	\$32.06	\$33.05	\$33.96	\$34.87	\$35.81	\$36.77
HC	23	Annual	\$51,846.00	\$53,737.00	\$55,619.00	\$57,512.00	\$59,400.00	\$61,292.00	\$63,183.00	\$64,916.00	\$66,654.00	\$68,441.00	\$70,276.00
		Bi-Wk	\$1,986.44	\$2,058.89	\$2,131.00	\$2,203.53	\$2,275.87	\$2,348.36	\$2,420.81	\$2,487.21	\$2,553.80	\$2,622.27	\$2,692.57
		Daily	\$198.65	\$205.89	\$213.10	\$220.36	\$227.59	\$234.84	\$242.09	\$248.73	\$255.38	\$262.23	\$269.26
		Hourly	\$28.38	\$29.42	\$30.45	\$31.48	\$32.52	\$33.55	\$34.59	\$35.54	\$36.49	\$37.47	\$38.47
HC	24	Annual	\$54,337.00	\$56,308.00	\$58,274.00	\$60,245.00	\$62,219.00	\$64,184.00	\$66,152.00	\$67,968.00	\$69,789.00	\$71,658.00	\$73,576.00
		Bi-Wk	\$2,081.88	\$2,157.40	\$2,232.73	\$2,308.24	\$2,383.87	\$2,459.16	\$2,534.56	\$2,604.14	\$2,673.91	\$2,745.52	\$2,819.01
		Daily	\$208.19	\$215.74	\$223.28	\$230.83	\$238.39	\$245.92	\$253.46	\$260.42	\$267.40	\$274.56	\$281.91
		Hourly	\$29.75	\$30.82	\$31.90	\$32.98	\$34.06	\$35.14	\$36.21	\$37.21	\$38.20	\$39.23	\$40.28

**P-1 HC 35 HOUR PAY PLAN EFFECTIVE 6/20/2008**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	25	Annual	\$56,988.00	\$59,039.00	\$61,071.00	\$63,117.00	\$65,157.00	\$67,203.00	\$69,240.00	\$71,146.00	\$73,049.00	\$75,004.00	\$77,012.00
		Bi-Wk	\$2,183.45	\$2,262.04	\$2,339.89	\$2,418.28	\$2,496.44	\$2,574.83	\$2,652.88	\$2,725.91	\$2,798.82	\$2,873.72	\$2,950.66
		Daily	\$218.35	\$226.21	\$233.99	\$241.83	\$249.65	\$257.49	\$265.29	\$272.60	\$279.89	\$287.38	\$295.07
		Hourly	\$31.20	\$32.32	\$33.43	\$34.55	\$35.67	\$36.79	\$37.90	\$38.95	\$39.99	\$41.06	\$42.16
HC	26	Annual	\$59,799.00	\$61,914.00	\$64,040.00	\$66,152.00	\$68,271.00	\$70,390.00	\$72,503.00	\$74,495.00	\$76,490.00	\$78,541.00	\$80,646.00
		Bi-Wk	\$2,291.15	\$2,372.19	\$2,453.64	\$2,534.56	\$2,615.75	\$2,696.94	\$2,777.90	\$2,854.22	\$2,930.66	\$3,009.24	\$3,089.89
		Daily	\$229.12	\$237.22	\$245.37	\$253.46	\$261.58	\$269.70	\$277.79	\$285.43	\$293.07	\$300.93	\$308.99
		Hourly	\$32.74	\$33.89	\$35.06	\$36.21	\$37.37	\$38.53	\$39.69	\$40.78	\$41.87	\$42.99	\$44.15
HC	27	Annual	\$62,767.00	\$64,960.00	\$67,152.00	\$69,337.00	\$71,532.00	\$73,719.00	\$75,917.00	\$78,002.00	\$80,089.00	\$82,237.00	\$84,443.00
		Bi-Wk	\$2,404.87	\$2,488.89	\$2,572.88	\$2,656.60	\$2,740.69	\$2,824.49	\$2,908.70	\$2,988.59	\$3,068.55	\$3,150.85	\$3,235.37
		Daily	\$240.49	\$248.89	\$257.29	\$265.66	\$274.07	\$282.45	\$290.87	\$298.86	\$306.86	\$315.09	\$323.54
		Hourly	\$34.36	\$35.56	\$36.76	\$37.96	\$39.16	\$40.35	\$41.56	\$42.70	\$43.84	\$45.02	\$46.22
HC	28	Annual	\$65,937.00	\$68,202.00	\$70,475.00	\$72,744.00	\$75,008.00	\$77,268.00	\$79,532.00	\$81,719.00	\$83,908.00	\$86,159.00	\$88,469.00
		Bi-Wk	\$2,526.33	\$2,613.11	\$2,700.20	\$2,787.13	\$2,873.87	\$2,960.46	\$3,047.21	\$3,131.00	\$3,214.87	\$3,301.12	\$3,389.62
		Daily	\$252.64	\$261.32	\$270.02	\$278.72	\$287.39	\$296.05	\$304.73	\$313.10	\$321.49	\$330.12	\$338.97
		Hourly	\$36.10	\$37.34	\$38.58	\$39.82	\$41.06	\$42.30	\$43.54	\$44.73	\$45.93	\$47.16	\$48.43
HC	29	Annual	\$66,570.00	\$69,067.00	\$71,568.00	\$74,067.00	\$76,565.00	\$79,059.00	\$81,559.00	\$83,799.00	\$86,045.00	\$88,348.00	\$90,714.00
		Bi-Wk	\$2,550.58	\$2,646.25	\$2,742.07	\$2,837.82	\$2,933.53	\$3,029.09	\$3,124.87	\$3,210.69	\$3,296.75	\$3,384.99	\$3,475.64
		Daily	\$255.06	\$264.63	\$274.21	\$283.79	\$293.36	\$302.91	\$312.49	\$321.07	\$329.68	\$338.50	\$347.57
		Hourly	\$36.44	\$37.81	\$39.18	\$40.55	\$41.91	\$43.28	\$44.65	\$45.87	\$47.10	\$48.36	\$49.66
HC	30	Annual	\$69,240.00	\$71,812.00	\$74,387.00	\$76,954.00	\$79,522.00	\$82,093.00	\$84,668.00	\$86,996.00	\$89,321.00	\$91,710.00	\$94,162.00
		Bi-Wk	\$2,652.88	\$2,751.42	\$2,850.08	\$2,948.43	\$3,046.82	\$3,145.33	\$3,243.99	\$3,333.19	\$3,422.27	\$3,513.80	\$3,607.74
		Daily	\$265.29	\$275.15	\$285.01	\$294.85	\$304.69	\$314.54	\$324.40	\$333.32	\$342.23	\$351.38	\$360.78
		Hourly	\$37.90	\$39.31	\$40.72	\$42.13	\$43.53	\$44.94	\$46.35	\$47.62	\$48.89	\$50.20	\$51.54
HC	31	Annual	\$72,020.00	\$74,664.00	\$77,310.00	\$79,959.00	\$82,611.00	\$85,255.00	\$87,900.00	\$90,320.00	\$92,733.00	\$95,213.00	\$97,759.00
		Bi-Wk	\$2,759.39	\$2,860.69	\$2,962.07	\$3,063.57	\$3,165.18	\$3,266.48	\$3,367.82	\$3,460.54	\$3,552.99	\$3,648.01	\$3,745.56
		Daily	\$275.94	\$286.07	\$296.21	\$306.36	\$316.52	\$326.65	\$336.79	\$346.06	\$355.30	\$364.81	\$374.56
		Hourly	\$39.42	\$40.87	\$42.32	\$43.77	\$45.22	\$46.67	\$48.12	\$49.44	\$50.76	\$52.12	\$53.51
HC	32	Annual	\$74,906.00	\$77,627.00	\$80,344.00	\$83,061.00	\$85,786.00	\$88,502.00	\$91,230.00	\$93,740.00	\$96,247.00	\$98,822.00	\$101,467.00
		Bi-Wk	\$2,869.97	\$2,974.22	\$3,078.32	\$3,182.42	\$3,286.82	\$3,390.89	\$3,495.41	\$3,591.58	\$3,687.63	\$3,786.29	\$3,887.63
		Daily	\$287.00	\$297.43	\$307.84	\$318.25	\$328.69	\$339.09	\$349.55	\$359.16	\$368.77	\$378.63	\$388.77
		Hourly	\$41.00	\$42.49	\$43.98	\$45.47	\$46.96	\$48.45	\$49.94	\$51.31	\$52.69	\$54.09	\$55.54

**P-1 HC 35 HOUR PAY PLAN EFFECTIVE 6/20/2008**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	33	Annual	\$77,924.00	\$80,720.00	\$83,513.00	\$86,308.00	\$89,103.00	\$91,899.00	\$94,700.00	\$97,304.00	\$99,910.00	\$102,584.00	\$105,330.00
		Bi-Wk	\$2,985.60	\$3,092.73	\$3,199.74	\$3,306.82	\$3,413.91	\$3,521.04	\$3,628.36	\$3,728.13	\$3,827.97	\$3,930.43	\$4,035.64
		Daily	\$298.56	\$309.28	\$319.98	\$330.69	\$341.40	\$352.11	\$362.84	\$372.82	\$382.80	\$393.05	\$403.57
		Hourly	\$42.66	\$44.19	\$45.72	\$47.25	\$48.78	\$50.31	\$51.84	\$53.26	\$54.69	\$56.15	\$57.66
HC	34	Annual	\$81,133.00	\$84,001.00	\$86,876.00	\$89,749.00	\$92,615.00	\$95,491.00	\$98,360.00	\$101,063.00	\$103,770.00	\$106,554.00	\$109,410.00
		Bi-Wk	\$3,108.55	\$3,218.43	\$3,328.59	\$3,438.66	\$3,548.47	\$3,658.66	\$3,768.59	\$3,872.15	\$3,975.87	\$4,082.53	\$4,191.96
		Daily	\$310.86	\$321.85	\$332.86	\$343.87	\$354.85	\$365.87	\$376.86	\$387.22	\$397.59	\$408.26	\$419.20
		Hourly	\$44.41	\$45.98	\$47.56	\$49.13	\$50.70	\$52.27	\$53.84	\$55.32	\$56.80	\$58.33	\$59.89
HC	35	Annual	\$84,466.00	\$87,407.00	\$89,960.00	\$93,300.00	\$96,243.00	\$99,185.00	\$101,738.00	\$104,534.00	\$107,332.00	\$110,207.00	\$113,160.00
		Bi-Wk	\$3,236.25	\$3,348.93	\$3,446.75	\$3,574.72	\$3,687.48	\$3,800.20	\$3,898.01	\$4,005.14	\$4,112.34	\$4,222.50	\$4,335.64
		Daily	\$323.63	\$334.90	\$344.68	\$357.48	\$368.75	\$380.02	\$389.81	\$400.52	\$411.24	\$422.25	\$433.57
		Hourly	\$46.24	\$47.85	\$49.24	\$51.07	\$52.68	\$54.29	\$55.69	\$57.22	\$58.75	\$60.33	\$61.94
HC	36	Annual	\$87,978.00	\$90,996.00	\$94,019.00	\$97,039.00	\$100,063.00	\$103,080.00	\$106,099.00	\$109,018.00	\$111,936.00	\$114,931.00	\$118,008.00
		Bi-Wk	\$3,370.81	\$3,486.44	\$3,602.27	\$3,717.97	\$3,833.84	\$3,949.43	\$4,065.10	\$4,176.94	\$4,288.74	\$4,403.49	\$4,521.38
		Daily	\$337.09	\$348.65	\$360.23	\$371.80	\$383.39	\$394.95	\$406.51	\$417.70	\$428.88	\$440.35	\$452.14
		Hourly	\$48.16	\$49.81	\$51.47	\$53.12	\$54.77	\$56.43	\$58.08	\$59.68	\$61.27	\$62.91	\$64.60
HC	37	Annual	\$91,628.00	\$94,728.00	\$97,831.00	\$100,938.00	\$104,043.00	\$107,146.00	\$110,249.00	\$113,278.00	\$116,309.00	\$119,420.00	\$122,615.00
		Bi-Wk	\$3,510.66	\$3,629.43	\$3,748.32	\$3,867.36	\$3,986.33	\$4,105.22	\$4,224.10	\$4,340.16	\$4,456.29	\$4,575.48	\$4,697.90
		Daily	\$351.07	\$362.95	\$374.84	\$386.74	\$398.64	\$410.53	\$422.41	\$434.02	\$445.63	\$457.55	\$469.79
		Hourly	\$50.16	\$51.85	\$53.55	\$55.25	\$56.95	\$58.65	\$60.35	\$62.01	\$63.67	\$65.37	\$67.12
HC	38	Annual	\$95,412.00	\$98,584.00	\$101,767.00	\$104,941.00	\$108,115.00	\$111,291.00	\$114,469.00	\$117,614.00	\$120,761.00	\$123,993.00	\$127,312.00
		Bi-Wk	\$3,655.64	\$3,777.17	\$3,899.12	\$4,020.73	\$4,142.34	\$4,264.03	\$4,385.79	\$4,506.29	\$4,626.86	\$4,750.69	\$4,877.86
		Daily	\$365.57	\$377.72	\$389.92	\$402.08	\$414.24	\$426.41	\$438.58	\$450.63	\$462.69	\$475.07	\$487.79
		Hourly	\$52.23	\$53.96	\$55.71	\$57.44	\$59.18	\$60.92	\$62.66	\$64.38	\$66.10	\$67.87	\$69.69
HC	39	Annual	\$99,377.00	\$102,628.00	\$105,881.00	\$109,140.00	\$112,390.00	\$115,734.00	\$118,895.00	\$122,162.00	\$125,433.00	\$128,792.00	\$132,242.00
		Bi-Wk	\$3,807.55	\$3,932.11	\$4,056.75	\$4,181.61	\$4,306.14	\$4,434.26	\$4,555.37	\$4,680.54	\$4,805.87	\$4,934.56	\$5,066.75
		Daily	\$380.76	\$393.22	\$405.68	\$418.17	\$430.62	\$443.43	\$455.54	\$468.06	\$480.59	\$493.46	\$506.68
		Hourly	\$54.40	\$56.18	\$57.96	\$59.74	\$61.52	\$63.35	\$65.08	\$66.87	\$68.66	\$70.50	\$72.39
HC	40	Annual	\$103,521.00	\$106,840.00	\$110,167.00	\$113,485.00	\$116,805.00	\$120,129.00	\$123,451.00	\$126,843.00	\$130,242.00	\$133,732.00	\$137,315.00
		Bi-Wk	\$3,966.33	\$4,093.49	\$4,220.96	\$4,348.09	\$4,475.29	\$4,602.65	\$4,729.93	\$4,859.89	\$4,990.12	\$5,123.84	\$5,261.12
		Daily	\$396.64	\$409.35	\$422.10	\$434.81	\$447.53	\$460.27	\$473.00	\$485.99	\$499.02	\$512.39	\$526.12
		Hourly	\$56.67	\$58.48	\$60.30	\$62.12	\$63.94	\$65.76	\$67.58	\$69.43	\$71.29	\$73.20	\$75.16

**P-1 HC 35 HOUR PAY PLAN EFFECTIVE 6/20/2008**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	41	Annual	\$107,850.00	\$111,250.00	\$114,652.00	\$118,057.00	\$121,458.00	\$124,857.00	\$128,257.00	\$131,786.00	\$135,313.00	\$138,934.00	\$142,652.00
		Bi-Wk	\$4,132.19	\$4,262.46	\$4,392.80	\$4,523.26	\$4,653.57	\$4,783.80	\$4,914.07	\$5,049.28	\$5,184.41	\$5,323.15	\$5,465.60
		Daily	\$413.22	\$426.25	\$439.28	\$452.33	\$465.36	\$478.38	\$491.41	\$504.93	\$518.45	\$532.32	\$546.56
		Hourly	\$59.04	\$60.90	\$62.76	\$64.62	\$66.48	\$68.34	\$70.21	\$72.14	\$74.07	\$76.05	\$78.08
HC	42	Annual	\$112,344.00	\$115,826.00	\$119,308.00	\$122,771.00	\$126,256.00	\$129,736.00	\$133,212.00	\$136,878.00	\$140,540.00	\$144,299.00	\$148,160.00
		Bi-Wk	\$4,304.37	\$4,437.78	\$4,571.19	\$4,703.87	\$4,837.40	\$4,970.73	\$5,103.91	\$5,244.37	\$5,384.68	\$5,528.70	\$5,676.63
		Daily	\$430.44	\$443.78	\$457.12	\$470.39	\$483.74	\$497.08	\$510.40	\$524.44	\$538.47	\$552.87	\$567.67
		Hourly	\$61.50	\$63.40	\$65.31	\$67.20	\$69.11	\$71.02	\$72.92	\$74.92	\$76.93	\$78.99	\$81.10
HC	43	Annual	\$117,113.00	\$120,662.00	\$124,210.00	\$127,754.00	\$131,304.00	\$134,848.00	\$138,390.00	\$142,199.00	\$146,003.00	\$149,910.00	\$153,921.00
		Bi-Wk	\$4,487.09	\$4,623.07	\$4,759.01	\$4,894.79	\$5,030.81	\$5,166.60	\$5,302.30	\$5,448.24	\$5,593.99	\$5,743.68	\$5,897.36
		Daily	\$448.71	\$462.31	\$475.91	\$489.48	\$503.09	\$516.66	\$530.23	\$544.83	\$559.40	\$574.37	\$589.74
		Hourly	\$64.11	\$66.05	\$67.99	\$69.93	\$71.87	\$73.81	\$75.75	\$77.84	\$79.92	\$82.06	\$84.25