

P-2 SH 40 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>
SH	1	Annual	\$23,166.00	\$23,733.00	\$24,301.00	\$24,855.00	\$25,426.00	\$25,986.00	\$26,551.00	\$27,348.00	\$27,760.00
		Bi-Wk	\$887.59	\$909.32	\$931.08	\$952.30	\$974.18	\$995.64	\$1,017.28	\$1,047.82	\$1,063.61
		Daily	\$88.76	\$90.94	\$93.11	\$95.23	\$97.42	\$99.57	\$101.73	\$104.79	\$106.37
		Hourly	\$11.10	\$11.37	\$11.64	\$11.91	\$12.18	\$12.45	\$12.72	\$13.10	\$13.30
SH	2	Annual	\$24,301.00	\$24,855.00	\$25,426.00	\$25,986.00	\$26,551.00	\$27,116.00	\$27,677.00	\$28,508.00	\$28,936.00
		Bi-Wk	\$931.08	\$952.30	\$974.18	\$995.64	\$1,017.28	\$1,038.93	\$1,060.43	\$1,092.27	\$1,108.66
		Daily	\$93.11	\$95.23	\$97.42	\$99.57	\$101.73	\$103.90	\$106.05	\$109.23	\$110.87
		Hourly	\$11.64	\$11.91	\$12.18	\$12.45	\$12.72	\$12.99	\$13.26	\$13.66	\$13.86
SH	3	Annual	\$24,855.00	\$25,426.00	\$25,986.00	\$26,551.00	\$27,116.00	\$27,677.00	\$28,240.00	\$29,085.00	\$29,521.00
		Bi-Wk	\$952.30	\$974.18	\$995.64	\$1,017.28	\$1,038.93	\$1,060.43	\$1,082.00	\$1,114.37	\$1,131.08
		Daily	\$95.23	\$97.42	\$99.57	\$101.73	\$103.90	\$106.05	\$108.20	\$111.44	\$113.11
		Hourly	\$11.91	\$12.18	\$12.45	\$12.72	\$12.99	\$13.26	\$13.53	\$13.93	\$14.14
SH	4	Annual	\$25,659.00	\$26,344.00	\$27,034.00	\$27,719.00	\$28,405.00	\$29,087.00	\$29,773.00	\$30,668.00	\$31,125.00
		Bi-Wk	\$983.11	\$1,009.35	\$1,035.79	\$1,062.04	\$1,088.32	\$1,114.45	\$1,140.73	\$1,175.02	\$1,192.53
		Daily	\$98.32	\$100.94	\$103.58	\$106.21	\$108.84	\$111.45	\$114.08	\$117.51	\$119.26
		Hourly	\$12.29	\$12.62	\$12.95	\$13.28	\$13.61	\$13.94	\$14.26	\$14.69	\$14.91
SH	5	Annual	\$26,308.00	\$27,034.00	\$27,756.00	\$28,481.00	\$29,201.00	\$29,925.00	\$30,654.00	\$31,574.00	\$32,049.00
		Bi-Wk	\$1,007.97	\$1,035.79	\$1,063.45	\$1,091.23	\$1,118.82	\$1,146.56	\$1,174.49	\$1,209.74	\$1,227.94
		Daily	\$100.80	\$103.58	\$106.35	\$109.13	\$111.89	\$114.66	\$117.45	\$120.98	\$122.80
		Hourly	\$12.60	\$12.95	\$13.30	\$13.65	\$13.99	\$14.34	\$14.69	\$15.13	\$15.35
SH	6	Annual	\$27,198.00	\$27,924.00	\$28,649.00	\$29,367.00	\$30,093.00	\$30,819.00	\$31,540.00	\$32,485.00	\$32,975.00
		Bi-Wk	\$1,042.07	\$1,069.89	\$1,097.67	\$1,125.18	\$1,152.99	\$1,180.81	\$1,208.43	\$1,244.64	\$1,263.41
		Daily	\$104.21	\$106.99	\$109.77	\$112.52	\$115.30	\$118.09	\$120.85	\$124.47	\$126.35
		Hourly	\$13.03	\$13.38	\$13.73	\$14.07	\$14.42	\$14.77	\$15.11	\$15.56	\$15.80
SH	7	Annual	\$27,997.00	\$28,727.00	\$29,442.00	\$30,171.00	\$30,896.00	\$31,619.00	\$32,338.00	\$33,308.00	\$33,811.00
		Bi-Wk	\$1,072.69	\$1,100.66	\$1,128.05	\$1,155.98	\$1,183.76	\$1,211.46	\$1,239.01	\$1,276.17	\$1,295.45
		Daily	\$107.27	\$110.07	\$112.81	\$115.60	\$118.38	\$121.15	\$123.91	\$127.62	\$129.55
		Hourly	\$13.41	\$13.76	\$14.11	\$14.45	\$14.80	\$15.15	\$15.49	\$15.96	\$16.20
SH	8	Annual	\$30,093.00	\$30,981.00	\$31,865.00	\$32,754.00	\$33,638.00	\$34,525.00	\$35,422.00	\$36,484.00	\$37,034.00
		Bi-Wk	\$1,152.99	\$1,187.02	\$1,220.89	\$1,254.95	\$1,288.82	\$1,322.80	\$1,357.17	\$1,397.86	\$1,418.93
		Daily	\$115.30	\$118.71	\$122.09	\$125.50	\$128.89	\$132.28	\$135.72	\$139.79	\$141.90
		Hourly	\$14.42	\$14.84	\$15.27	\$15.69	\$16.12	\$16.54	\$16.97	\$17.48	\$17.74

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SH	9	Annual	\$31,017.00	\$31,942.00	\$32,863.00	\$33,796.00	\$34,721.00	\$35,640.00	\$36,575.00	\$37,672.00	\$38,238.00
		Bi-Wk	\$1,188.40	\$1,223.84	\$1,259.12	\$1,294.87	\$1,330.31	\$1,365.52	\$1,401.35	\$1,443.38	\$1,465.06
		Daily	\$118.84	\$122.39	\$125.92	\$129.49	\$133.04	\$136.56	\$140.14	\$144.34	\$146.51
		Hourly	\$14.86	\$15.30	\$15.74	\$16.19	\$16.63	\$17.07	\$17.52	\$18.05	\$18.32
SH	10	Annual	\$32,017.00	\$32,986.00	\$33,957.00	\$34,921.00	\$35,887.00	\$36,867.00	\$37,884.00	\$39,022.00	\$39,609.00
		Bi-Wk	\$1,226.71	\$1,263.84	\$1,301.04	\$1,337.97	\$1,374.99	\$1,412.53	\$1,451.50	\$1,495.10	\$1,517.59
		Daily	\$122.68	\$126.39	\$130.11	\$133.80	\$137.50	\$141.26	\$145.15	\$149.51	\$151.76
		Hourly	\$15.34	\$15.80	\$16.27	\$16.73	\$17.19	\$17.66	\$18.15	\$18.69	\$18.97
SH	11	Annual	\$33,033.00	\$34,040.00	\$35,047.00	\$36,058.00	\$37,093.00	\$38,153.00	\$39,206.00	\$40,381.00	\$40,991.00
		Bi-Wk	\$1,265.64	\$1,304.22	\$1,342.80	\$1,381.54	\$1,421.19	\$1,461.81	\$1,502.15	\$1,547.17	\$1,570.54
		Daily	\$126.57	\$130.43	\$134.28	\$138.16	\$142.12	\$146.19	\$150.22	\$154.72	\$157.06
		Hourly	\$15.83	\$16.31	\$16.79	\$17.27	\$17.77	\$18.28	\$18.78	\$19.34	\$19.64
SH	12	Annual	\$34,108.00	\$35,153.00	\$36,201.00	\$37,288.00	\$38,386.00	\$39,485.00	\$40,587.00	\$41,805.00	\$42,432.00
		Bi-Wk	\$1,306.82	\$1,346.86	\$1,387.02	\$1,428.66	\$1,470.73	\$1,512.84	\$1,555.06	\$1,601.73	\$1,625.75
		Daily	\$130.69	\$134.69	\$138.71	\$142.87	\$147.08	\$151.29	\$155.51	\$160.18	\$162.58
		Hourly	\$16.34	\$16.84	\$17.34	\$17.86	\$18.39	\$18.92	\$19.44	\$20.03	\$20.33
SH	13	Annual	\$36,029.00	\$37,352.00	\$38,697.00	\$40,030.00	\$41,378.00	\$42,723.00	\$44,068.00	\$45,385.00	\$46,071.00
		Bi-Wk	\$1,380.43	\$1,431.12	\$1,482.65	\$1,533.72	\$1,585.37	\$1,636.90	\$1,688.43	\$1,738.89	\$1,765.18
		Daily	\$138.05	\$143.12	\$148.27	\$153.38	\$158.54	\$163.69	\$168.85	\$173.89	\$176.52
		Hourly	\$17.26	\$17.89	\$18.54	\$19.18	\$19.82	\$20.47	\$21.11	\$21.74	\$22.07
SH	14	Annual	\$37,716.00	\$39,102.00	\$40,489.00	\$41,874.00	\$43,251.00	\$44,640.00	\$46,021.00	\$47,402.00	\$48,115.00
		Bi-Wk	\$1,445.06	\$1,498.17	\$1,551.31	\$1,604.37	\$1,657.13	\$1,710.35	\$1,763.26	\$1,816.17	\$1,843.49
		Daily	\$144.51	\$149.82	\$155.14	\$160.44	\$165.72	\$171.04	\$176.33	\$181.62	\$184.35
		Hourly	\$18.07	\$18.73	\$19.40	\$20.06	\$20.72	\$21.38	\$22.05	\$22.71	\$23.05
SH	15	Annual	\$39,523.00	\$40,953.00	\$42,379.00	\$43,799.00	\$45,227.00	\$46,657.00	\$48,089.00	\$49,529.00	\$50,278.00
		Bi-Wk	\$1,514.30	\$1,569.09	\$1,623.72	\$1,678.13	\$1,732.84	\$1,787.63	\$1,842.50	\$1,897.67	\$1,926.37
		Daily	\$151.43	\$156.91	\$162.38	\$167.82	\$173.29	\$178.77	\$184.25	\$189.77	\$192.64
		Hourly	\$18.93	\$19.62	\$20.30	\$20.98	\$21.67	\$22.35	\$23.04	\$23.73	\$24.08
SH	16	Annual	\$41,452.00	\$42,923.00	\$44,392.00	\$45,851.00	\$47,322.00	\$48,793.00	\$50,256.00	\$51,766.00	\$52,544.00
		Bi-Wk	\$1,588.20	\$1,644.56	\$1,700.85	\$1,756.75	\$1,813.11	\$1,869.47	\$1,925.52	\$1,983.38	\$2,013.19
		Daily	\$158.82	\$164.46	\$170.09	\$175.68	\$181.32	\$186.95	\$192.56	\$198.34	\$201.32
		Hourly	\$19.86	\$20.56	\$21.27	\$21.96	\$22.67	\$23.37	\$24.07	\$24.80	\$25.17

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SH	17	Annual	\$43,507.00	\$45,010.00	\$46,526.00	\$48,035.00	\$49,541.00	\$51,052.00	\$52,567.00	\$54,145.00	\$54,957.00
		Bi-Wk	\$1,666.94	\$1,724.53	\$1,782.61	\$1,840.43	\$1,898.13	\$1,956.02	\$2,014.07	\$2,074.53	\$2,105.64
		Daily	\$166.70	\$172.46	\$178.27	\$184.05	\$189.82	\$195.61	\$201.41	\$207.46	\$210.57
		Hourly	\$20.84	\$21.56	\$22.29	\$23.01	\$23.73	\$24.46	\$25.18	\$25.94	\$26.33
SH	18	Annual	\$45,700.00	\$47,238.00	\$48,793.00	\$50,341.00	\$51,887.00	\$53,434.00	\$54,982.00	\$56,633.00	\$57,486.00
		Bi-Wk	\$1,750.96	\$1,809.89	\$1,869.47	\$1,928.78	\$1,988.01	\$2,047.28	\$2,106.60	\$2,169.85	\$2,202.53
		Daily	\$175.10	\$180.99	\$186.95	\$192.88	\$198.81	\$204.73	\$210.66	\$216.99	\$220.26
		Hourly	\$21.89	\$22.63	\$23.37	\$24.11	\$24.86	\$25.60	\$26.34	\$27.13	\$27.54
SH	19	Annual	\$47,950.00	\$49,541.00	\$51,133.00	\$52,731.00	\$54,325.00	\$55,916.00	\$57,506.00	\$59,232.00	\$60,124.00
		Bi-Wk	\$1,837.17	\$1,898.13	\$1,959.12	\$2,020.35	\$2,081.42	\$2,142.38	\$2,203.30	\$2,269.43	\$2,303.61
		Daily	\$183.72	\$189.82	\$195.92	\$202.04	\$208.15	\$214.24	\$220.33	\$226.95	\$230.37
		Hourly	\$22.97	\$23.73	\$24.49	\$25.26	\$26.02	\$26.78	\$27.55	\$28.37	\$28.80
SH	20	Annual	\$50,384.00	\$52,024.00	\$53,650.00	\$55,281.00	\$56,911.00	\$58,550.00	\$60,178.00	\$61,982.00	\$62,915.00
		Bi-Wk	\$1,930.43	\$1,993.26	\$2,055.56	\$2,118.05	\$2,180.50	\$2,243.30	\$2,305.68	\$2,374.79	\$2,410.54
		Daily	\$193.05	\$199.33	\$205.56	\$211.81	\$218.05	\$224.33	\$230.57	\$237.48	\$241.06
		Hourly	\$24.14	\$24.92	\$25.70	\$26.48	\$27.26	\$28.05	\$28.83	\$29.69	\$30.14
SH	21	Annual	\$52,872.00	\$54,559.00	\$56,228.00	\$57,904.00	\$59,584.00	\$61,257.00	\$62,935.00	\$64,821.00	\$65,797.00
		Bi-Wk	\$2,025.75	\$2,090.39	\$2,154.33	\$2,218.55	\$2,282.92	\$2,347.02	\$2,411.31	\$2,483.57	\$2,520.96
		Daily	\$202.58	\$209.04	\$215.44	\$221.86	\$228.30	\$234.71	\$241.14	\$248.36	\$252.10
		Hourly	\$25.33	\$26.13	\$26.93	\$27.74	\$28.54	\$29.34	\$30.15	\$31.05	\$31.52
SH	22	Annual	\$54,325.00	\$56,312.00	\$58,300.00	\$60,288.00	\$62,285.00	\$64,272.00	\$66,262.00	\$68,249.00	\$69,277.00
		Bi-Wk	\$2,081.42	\$2,157.55	\$2,233.72	\$2,309.89	\$2,386.40	\$2,462.53	\$2,538.78	\$2,614.91	\$2,654.30
		Daily	\$208.15	\$215.76	\$223.38	\$230.99	\$238.64	\$246.26	\$253.88	\$261.50	\$265.43
		Hourly	\$26.02	\$26.97	\$27.93	\$28.88	\$29.83	\$30.79	\$31.74	\$32.69	\$33.18
SH	23	Annual	\$56,895.00	\$58,969.00	\$61,041.00	\$63,111.00	\$65,191.00	\$67,259.00	\$69,332.00	\$71,410.00	\$72,483.00
		Bi-Wk	\$2,179.89	\$2,259.35	\$2,338.74	\$2,418.05	\$2,497.74	\$2,576.98	\$2,656.40	\$2,736.02	\$2,777.13
		Daily	\$217.99	\$225.94	\$233.88	\$241.81	\$249.78	\$257.70	\$265.64	\$273.61	\$277.72
		Hourly	\$27.25	\$28.25	\$29.24	\$30.23	\$31.23	\$32.22	\$33.21	\$34.21	\$34.72
SH	24	Annual	\$59,633.00	\$61,795.00	\$63,953.00	\$66,114.00	\$68,276.00	\$70,436.00	\$72,593.00	\$74,771.00	\$75,897.00
		Bi-Wk	\$2,284.79	\$2,367.63	\$2,450.31	\$2,533.11	\$2,615.94	\$2,698.70	\$2,781.35	\$2,864.79	\$2,907.94
		Daily	\$228.48	\$236.77	\$245.04	\$253.32	\$261.60	\$269.87	\$278.14	\$286.48	\$290.80
		Hourly	\$28.56	\$29.60	\$30.63	\$31.67	\$32.70	\$33.74	\$34.77	\$35.81	\$36.35

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SH	25	Annual	\$62,549.00	\$64,783.00	\$67,027.00	\$69,265.00	\$71,507.00	\$73,747.00	\$75,987.00	\$78,266.00	\$79,440.00
		Bi-Wk	\$2,396.52	\$2,482.11	\$2,568.09	\$2,653.84	\$2,739.74	\$2,825.56	\$2,911.38	\$2,998.70	\$3,043.68
		Daily	\$239.66	\$248.22	\$256.81	\$265.39	\$273.98	\$282.56	\$291.14	\$299.87	\$304.37
		Hourly	\$29.96	\$31.03	\$32.11	\$33.18	\$34.25	\$35.32	\$36.40	\$37.49	\$38.05
SH	26	Annual	\$65,626.00	\$67,948.00	\$70,273.00	\$72,593.00	\$74,920.00	\$77,250.00	\$79,565.00	\$81,953.00	\$83,186.00
		Bi-Wk	\$2,514.41	\$2,603.38	\$2,692.46	\$2,781.35	\$2,870.50	\$2,959.78	\$3,048.47	\$3,139.97	\$3,187.21
		Daily	\$251.45	\$260.34	\$269.25	\$278.14	\$287.05	\$295.98	\$304.85	\$314.00	\$318.73
		Hourly	\$31.44	\$32.55	\$33.66	\$34.77	\$35.89	\$37.00	\$38.11	\$39.25	\$39.85
SH	27	Annual	\$68,883.00	\$71,290.00	\$73,696.00	\$76,095.00	\$78,499.00	\$80,902.00	\$83,311.00	\$85,810.00	\$87,099.00
		Bi-Wk	\$2,639.20	\$2,731.42	\$2,823.61	\$2,915.52	\$3,007.63	\$3,099.70	\$3,192.00	\$3,287.74	\$3,337.13
		Daily	\$263.92	\$273.15	\$282.37	\$291.56	\$300.77	\$309.97	\$319.20	\$328.78	\$333.72
		Hourly	\$32.99	\$34.15	\$35.30	\$36.45	\$37.60	\$38.75	\$39.90	\$41.10	\$41.72
SH	28	Annual	\$72,411.00	\$74,845.00	\$77,333.00	\$79,824.00	\$82,308.00	\$84,801.00	\$87,285.00	\$89,904.00	\$91,254.00
		Bi-Wk	\$2,774.37	\$2,867.63	\$2,962.96	\$3,058.40	\$3,153.57	\$3,249.09	\$3,344.26	\$3,444.60	\$3,496.33
		Daily	\$277.44	\$286.77	\$296.30	\$305.84	\$315.36	\$324.91	\$334.43	\$344.46	\$349.64
		Hourly	\$34.68	\$35.85	\$37.04	\$38.23	\$39.42	\$40.62	\$41.81	\$43.06	\$43.71
SH	29	Annual	\$73,056.00	\$75,797.00	\$78,536.00	\$81,285.00	\$84,027.00	\$86,763.00	\$89,506.00	\$92,189.00	\$93,580.00
		Bi-Wk	\$2,799.09	\$2,904.10	\$3,009.05	\$3,114.37	\$3,219.43	\$3,324.26	\$3,429.35	\$3,532.15	\$3,585.45
		Daily	\$279.91	\$290.41	\$300.91	\$311.44	\$321.95	\$332.43	\$342.94	\$353.22	\$358.55
		Hourly	\$34.99	\$36.31	\$37.62	\$38.93	\$40.25	\$41.56	\$42.87	\$44.16	\$44.82
SH	30	Annual	\$75,987.00	\$78,805.00	\$81,634.00	\$84,446.00	\$87,271.00	\$90,097.00	\$92,915.00	\$95,702.00	\$97,142.00
		Bi-Wk	\$2,911.38	\$3,019.35	\$3,127.74	\$3,235.48	\$3,343.72	\$3,452.00	\$3,559.97	\$3,666.75	\$3,721.92
		Daily	\$291.14	\$301.94	\$312.78	\$323.55	\$334.38	\$345.20	\$356.00	\$366.68	\$372.20
		Hourly	\$36.40	\$37.75	\$39.10	\$40.45	\$41.80	\$43.15	\$44.50	\$45.84	\$46.53
SH	31	Annual	\$79,033.00	\$81,939.00	\$84,848.00	\$87,752.00	\$90,655.00	\$93,561.00	\$96,457.00	\$99,355.00	\$100,846.00
		Bi-Wk	\$3,028.09	\$3,139.43	\$3,250.89	\$3,362.15	\$3,473.38	\$3,584.72	\$3,695.68	\$3,806.71	\$3,863.84
		Daily	\$302.81	\$313.95	\$325.09	\$336.22	\$347.34	\$358.48	\$369.57	\$380.68	\$386.39
		Hourly	\$37.86	\$39.25	\$40.64	\$42.03	\$43.42	\$44.81	\$46.20	\$47.59	\$48.30
SH	32	Annual	\$82,205.00	\$85,189.00	\$88,164.00	\$91,158.00	\$94,147.00	\$97,125.00	\$100,121.00	\$103,125.00	\$104,675.00
		Bi-Wk	\$3,149.62	\$3,263.95	\$3,377.94	\$3,492.65	\$3,607.17	\$3,721.27	\$3,836.06	\$3,951.15	\$4,010.54
		Daily	\$314.97	\$326.40	\$337.80	\$349.27	\$360.72	\$372.13	\$383.61	\$395.12	\$401.06
		Hourly	\$39.38	\$40.80	\$42.23	\$43.66	\$45.09	\$46.52	\$47.96	\$49.39	\$50.14

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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>
SH	33	Annual	\$85,513.00	\$88,578.00	\$91,650.00	\$94,715.00	\$97,785.00	\$100,846.00	\$103,923.00	\$107,039.00	\$108,649.00
		Bi-Wk	\$3,276.37	\$3,393.80	\$3,511.50	\$3,628.93	\$3,746.56	\$3,863.84	\$3,981.73	\$4,101.12	\$4,162.80
		Daily	\$327.64	\$339.38	\$351.15	\$362.90	\$374.66	\$386.39	\$398.18	\$410.12	\$416.28
		Hourly	\$40.96	\$42.43	\$43.90	\$45.37	\$46.84	\$48.30	\$49.78	\$51.27	\$52.04
SH	34	Annual	\$89,035.00	\$92,185.00	\$95,332.00	\$98,495.00	\$101,643.00	\$104,797.00	\$107,942.00	\$111,182.00	\$112,857.00
		Bi-Wk	\$3,411.31	\$3,532.00	\$3,652.57	\$3,773.76	\$3,894.37	\$4,015.22	\$4,135.71	\$4,259.85	\$4,324.03
		Daily	\$341.14	\$353.20	\$365.26	\$377.38	\$389.44	\$401.53	\$413.58	\$425.99	\$432.41
		Hourly	\$42.65	\$44.15	\$45.66	\$47.18	\$48.68	\$50.20	\$51.70	\$53.25	\$54.06
SH	35	Annual	\$92,696.00	\$95,924.00	\$99,157.00	\$102,390.00	\$105,622.00	\$108,853.00	\$112,078.00	\$115,441.00	\$117,176.00
		Bi-Wk	\$3,551.58	\$3,675.25	\$3,799.12	\$3,922.99	\$4,046.82	\$4,170.62	\$4,294.18	\$4,423.03	\$4,489.51
		Daily	\$355.16	\$367.53	\$379.92	\$392.30	\$404.69	\$417.07	\$429.42	\$442.31	\$448.96
		Hourly	\$44.40	\$45.95	\$47.49	\$49.04	\$50.59	\$52.14	\$53.68	\$55.29	\$56.12
SH	36	Annual	\$96,548.00	\$99,857.00	\$103,176.00	\$106,493.00	\$109,808.00	\$113,118.00	\$116,439.00	\$119,931.00	\$121,730.00
		Bi-Wk	\$3,699.16	\$3,825.94	\$3,953.11	\$4,080.20	\$4,207.21	\$4,334.03	\$4,461.27	\$4,595.06	\$4,663.99
		Daily	\$369.92	\$382.60	\$395.32	\$408.02	\$420.73	\$433.41	\$446.13	\$459.51	\$466.40
		Hourly	\$46.24	\$47.83	\$49.42	\$51.01	\$52.60	\$54.18	\$55.77	\$57.44	\$58.30
SH	37	Annual	\$100,554.00	\$103,964.00	\$107,367.00	\$110,767.00	\$114,178.00	\$117,581.00	\$120,983.00	\$124,612.00	\$126,483.00
		Bi-Wk	\$3,852.65	\$3,983.30	\$4,113.68	\$4,243.95	\$4,374.64	\$4,505.02	\$4,635.37	\$4,774.41	\$4,846.10
		Daily	\$385.27	\$398.33	\$411.37	\$424.40	\$437.47	\$450.51	\$463.54	\$477.45	\$484.61
		Hourly	\$48.16	\$49.80	\$51.43	\$53.05	\$54.69	\$56.32	\$57.95	\$59.69	\$60.58
SH	38	Annual	\$104,704.00	\$108,184.00	\$111,675.00	\$115,161.00	\$118,650.00	\$122,138.00	\$125,621.00	\$129,389.00	\$131,331.00
		Bi-Wk	\$4,011.65	\$4,144.99	\$4,278.74	\$4,412.30	\$4,545.98	\$4,679.62	\$4,813.07	\$4,957.44	\$5,031.84
		Daily	\$401.17	\$414.50	\$427.88	\$441.23	\$454.60	\$467.97	\$481.31	\$495.75	\$503.19
		Hourly	\$50.15	\$51.82	\$53.49	\$55.16	\$56.83	\$58.50	\$60.17	\$61.97	\$62.90
SH	39	Annual	\$109,183.00	\$112,626.00	\$116,197.00	\$119,771.00	\$123,340.00	\$126,908.00	\$130,477.00	\$134,393.00	\$136,405.00
		Bi-Wk	\$4,183.26	\$4,315.18	\$4,452.00	\$4,588.93	\$4,725.68	\$4,862.38	\$4,999.12	\$5,149.16	\$5,226.25
		Daily	\$418.33	\$431.52	\$445.20	\$458.90	\$472.57	\$486.24	\$499.92	\$514.92	\$522.63
		Hourly	\$52.30	\$53.94	\$55.65	\$57.37	\$59.08	\$60.78	\$62.49	\$64.37	\$65.33
SH	40	Annual	\$113,598.00	\$117,246.00	\$120,899.00	\$124,538.00	\$128,186.00	\$131,833.00	\$135,473.00	\$139,538.00	\$141,636.00
		Bi-Wk	\$4,352.42	\$4,492.19	\$4,632.15	\$4,771.58	\$4,911.35	\$5,051.08	\$5,190.54	\$5,346.29	\$5,426.67
		Daily	\$435.25	\$449.22	\$463.22	\$477.16	\$491.14	\$505.11	\$519.06	\$534.63	\$542.67
		Hourly	\$54.41	\$56.16	\$57.91	\$59.65	\$61.40	\$63.14	\$64.89	\$66.83	\$67.84

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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>
SH	41	Annual	\$118,359.00	\$122,094.00	\$125,825.00	\$129,556.00	\$133,295.00	\$137,019.00	\$140,756.00	\$144,980.00	\$147,155.00
		Bi-Wk	\$4,534.83	\$4,677.94	\$4,820.89	\$4,963.84	\$5,107.09	\$5,249.78	\$5,392.96	\$5,554.79	\$5,638.13
		Daily	\$453.49	\$467.80	\$482.09	\$496.39	\$510.71	\$524.98	\$539.30	\$555.48	\$563.82
		Hourly	\$56.69	\$58.48	\$60.27	\$62.05	\$63.84	\$65.63	\$67.42	\$69.44	\$70.48
SH	42	Annual	\$123,295.00	\$127,107.00	\$130,923.00	\$134,739.00	\$138,556.00	\$142,372.00	\$146,189.00	\$150,574.00	\$152,834.00
		Bi-Wk	\$4,723.95	\$4,870.00	\$5,016.21	\$5,162.42	\$5,308.66	\$5,454.87	\$5,601.12	\$5,769.12	\$5,855.71
		Daily	\$472.40	\$487.00	\$501.63	\$516.25	\$530.87	\$545.49	\$560.12	\$576.92	\$585.58
		Hourly	\$59.05	\$60.88	\$62.71	\$64.54	\$66.36	\$68.19	\$70.02	\$72.12	\$73.20
SH	43	Annual	\$128,522.00	\$132,419.00	\$136,309.00	\$140,196.00	\$144,093.00	\$147,986.00	\$151,879.00	\$156,435.00	\$158,781.00
		Bi-Wk	\$4,924.22	\$5,073.53	\$5,222.57	\$5,371.50	\$5,520.81	\$5,669.97	\$5,819.12	\$5,993.68	\$6,083.57
		Daily	\$492.43	\$507.36	\$522.26	\$537.15	\$552.09	\$567.00	\$581.92	\$599.37	\$608.36
		Hourly	\$61.56	\$63.42	\$65.29	\$67.15	\$69.02	\$70.88	\$72.74	\$74.93	\$76.05