

P-4 EE 35 HOUR PLAN EFFECTIVE 7/12/2002

Plan Group	Period	Step 11
EE	11 Annual	\$34,357.00
	Bi-Wk	\$1,316.37
	Daily	\$131.64
	Hourly	\$18.81
EE	12 Annual	\$37,308.00
	Bi-Wk	\$1,429.43
	Daily	\$142.95
	Hourly	\$20.43
EE	13 Annual	\$38,961.00
	Bi-Wk	\$1,492.76
	Daily	\$149.28
	Hourly	\$21.33
EE	14 Annual	\$40,707.00
	Bi-Wk	\$1,559.66
	Daily	\$155.97
	Hourly	\$22.29
EE	15 Annual	\$42,548.00
	Bi-Wk	\$1,630.20
	Daily	\$163.02
	Hourly	\$23.29
EE	16 Annual	\$44,501.00
	Bi-Wk	\$1,705.02
	Daily	\$170.51
	Hourly	\$24.36
EE	17 Annual	\$46,548.00
	Bi-Wk	\$1,783.45
	Daily	\$178.35
	Hourly	\$25.48
EE	18 Annual	\$48,683.00
	Bi-Wk	\$1,865.25
	Daily	\$186.53
	Hourly	\$26.65
EE	19 Annual	\$50,944.00
	Bi-Wk	\$1,951.88
	Daily	\$195.19
	Hourly	\$27.89

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Plan Group	Period	Step 11
EE	20 Annual	\$53,280.00
	Bi-Wk	\$2,041.38
	Daily	\$204.14
	Hourly	\$29.17
EE	21 Annual	\$56,099.00
	Bi-Wk	\$2,149.39
	Daily	\$214.94
	Hourly	\$30.71
EE	22 Annual	\$58,697.00
	Bi-Wk	\$2,248.93
	Daily	\$224.90
	Hourly	\$32.13
EE	23 Annual	\$61,458.00
	Bi-Wk	\$2,354.72
	Daily	\$235.48
	Hourly	\$33.64
EE	24 Annual	\$64,332.00
	Bi-Wk	\$2,464.83
	Daily	\$246.49
	Hourly	\$35.22
EE	25 Annual	\$67,358.00
	Bi-Wk	\$2,580.77
	Daily	\$258.08
	Hourly	\$36.87
EE	26 Annual	\$70,529.00
	Bi-Wk	\$2,702.27
	Daily	\$270.23
	Hourly	\$38.61
EE	27 Annual	\$73,891.00
	Bi-Wk	\$2,831.08
	Daily	\$283.11
	Hourly	\$40.45
EE	28 Annual	\$75,772.00
	Bi-Wk	\$2,903.15
	Daily	\$290.32
	Hourly	\$41.48

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Plan Group	Period	Step 11
EE	29 Annual	\$78,663.00
	Bi-Wk	\$3,013.91
	Daily	\$301.40
	Hourly	\$43.06
EE	30 Annual	\$81,662.00
	Bi-Wk	\$3,128.82
	Daily	\$312.89
	Hourly	\$44.70
EE	31 Annual	\$84,757.00
	Bi-Wk	\$3,247.40
	Daily	\$324.74
	Hourly	\$46.40
EE	32 Annual	\$87,981.00
	Bi-Wk	\$3,370.92
	Daily	\$337.10
	Hourly	\$48.16
EE	33 Annual	\$91,379.00
	Bi-Wk	\$3,501.12
	Daily	\$350.12
	Hourly	\$50.02
EE	34 Annual	\$94,888.00
	Bi-Wk	\$3,635.56
	Daily	\$363.56
	Hourly	\$51.94
EE	35 Annual	\$98,573.00
	Bi-Wk	\$3,776.75
	Daily	\$377.68
	Hourly	\$53.96
EE	36 Annual	\$102,428.00
	Bi-Wk	\$3,924.45
	Daily	\$392.45
	Hourly	\$56.07
EE	37 Annual	\$106,345.00
	Bi-Wk	\$4,074.53
	Daily	\$407.46
	Hourly	\$58.21

P-4 EE 35 HOUR PLAN EFFECTIVE 7/12/2002

Plan Group	Period	Step 11
EE	38 Annual	\$110,458.00
	Bi-Wk	\$4,232.11
	Daily	\$423.22
	Hourly	\$60.46
EE	39 Annual	\$114,694.00
	Bi-Wk	\$4,394.41
	Daily	\$439.45
	Hourly	\$62.78
EE	40 Annual	\$119,160.00
	Bi-Wk	\$4,565.52
	Daily	\$456.56
	Hourly	\$65.23
EE	41 Annual	\$123,762.00
	Bi-Wk	\$4,741.84
	Daily	\$474.19
	Hourly	\$67.75
EE	42 Annual	\$128,573.00
	Bi-Wk	\$4,926.17
	Daily	\$492.62
	Hourly	\$70.38
EE	43 Annual	-
	Bi-Wk	-
	Daily	-
	Hourly	-

Note: For use only for employees currently on step 11 (that is prior to 6/28/2002) with January anniversary dates. Upon receipt of an AI on 12/27/2002 they will go to step 12 of the ES plan.