

P-4 ES 35 HOUR PLAN EFFECTIVE 7/1/2003

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 7/1/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12 eff. 7/1/2004
ES	11 Annual	\$26,747.00	\$27,559.00	\$28,379.00	\$29,194.00	\$30,034.00	\$30,888.00	\$31,747.00	\$32,544.00	\$33,356.00	\$34,188.00	\$35,048.00	\$36,273.00
	Bi-Wk	\$1,024.79	\$1,055.91	\$1,087.32	\$1,118.55	\$1,150.73	\$1,183.45	\$1,216.37	\$1,246.90	\$1,278.01	\$1,309.89	\$1,342.84	\$1,389.78
	Daily	\$102.48	\$105.60	\$108.74	\$111.86	\$115.08	\$118.35	\$121.64	\$124.69	\$127.81	\$130.99	\$134.29	\$138.98
	Hourly	\$14.64	\$15.09	\$15.54	\$15.98	\$16.44	\$16.91	\$17.38	\$17.82	\$18.26	\$18.72	\$19.19	\$19.86
ES	12 Annual	\$27,613.00	\$28,468.00	\$29,312.00	\$30,193.00	\$31,078.00	\$31,975.00	\$32,861.00	\$33,683.00	\$34,525.00	\$35,388.00	\$36,273.00	\$39,389.00
	Bi-Wk	\$1,057.97	\$1,090.73	\$1,123.07	\$1,156.82	\$1,190.73	\$1,225.10	\$1,259.05	\$1,290.54	\$1,322.80	\$1,355.87	\$1,389.78	\$1,509.16
	Daily	\$105.80	\$109.08	\$112.31	\$115.69	\$119.08	\$122.51	\$125.91	\$129.06	\$132.28	\$135.59	\$138.98	\$150.92
	Hourly	\$15.12	\$15.59	\$16.05	\$16.53	\$17.02	\$17.51	\$17.99	\$18.44	\$18.90	\$19.37	\$19.86	\$21.56
ES	13 Annual	\$29,170.00	\$30,249.00	\$31,335.00	\$32,417.00	\$33,507.00	\$34,590.00	\$35,680.00	\$36,574.00	\$37,489.00	\$38,428.00	\$39,389.00	\$41,135.00
	Bi-Wk	\$1,117.63	\$1,158.97	\$1,200.58	\$1,242.04	\$1,283.80	\$1,325.29	\$1,367.05	\$1,401.31	\$1,436.37	\$1,472.34	\$1,509.16	\$1,576.06
	Daily	\$111.77	\$115.90	\$120.06	\$124.21	\$128.38	\$132.53	\$136.71	\$140.14	\$143.64	\$147.24	\$150.92	\$157.61
	Hourly	\$15.97	\$16.56	\$17.16	\$17.75	\$18.34	\$18.94	\$19.53	\$20.02	\$20.52	\$21.04	\$21.56	\$22.52
ES	14 Annual	\$30,535.00	\$31,661.00	\$32,781.00	\$33,903.00	\$35,024.00	\$36,145.00	\$37,266.00	\$38,198.00	\$39,152.00	\$40,129.00	\$41,135.00	\$42,978.00
	Bi-Wk	\$1,169.93	\$1,213.07	\$1,255.98	\$1,298.97	\$1,341.92	\$1,384.87	\$1,427.82	\$1,463.53	\$1,500.08	\$1,537.51	\$1,576.06	\$1,646.67
	Daily	\$117.00	\$121.31	\$125.60	\$129.90	\$134.20	\$138.49	\$142.79	\$146.36	\$150.01	\$153.76	\$157.61	\$164.67
	Hourly	\$16.72	\$17.33	\$17.95	\$18.56	\$19.18	\$19.79	\$20.40	\$20.91	\$21.43	\$21.97	\$22.52	\$23.53
ES	15 Annual	\$32,004.00	\$33,158.00	\$34,311.00	\$35,463.00	\$36,619.00	\$37,782.00	\$38,932.00	\$39,906.00	\$40,905.00	\$41,929.00	\$42,978.00	\$44,921.00
	Bi-Wk	\$1,226.21	\$1,270.43	\$1,314.60	\$1,358.74	\$1,403.03	\$1,447.59	\$1,491.65	\$1,528.97	\$1,567.25	\$1,606.48	\$1,646.67	\$1,721.12
	Daily	\$122.63	\$127.05	\$131.46	\$135.88	\$140.31	\$144.76	\$149.17	\$152.90	\$156.73	\$160.65	\$164.67	\$172.12
	Hourly	\$17.52	\$18.15	\$18.78	\$19.42	\$20.05	\$20.68	\$21.31	\$21.85	\$22.39	\$22.95	\$23.53	\$24.59
ES	16 Annual	\$33,560.00	\$34,752.00	\$35,940.00	\$37,129.00	\$38,316.00	\$39,509.00	\$40,696.00	\$41,712.00	\$42,754.00	\$43,825.00	\$44,921.00	\$46,983.00
	Bi-Wk	\$1,285.83	\$1,331.50	\$1,377.02	\$1,422.57	\$1,468.05	\$1,513.76	\$1,559.24	\$1,598.17	\$1,638.09	\$1,679.12	\$1,721.12	\$1,800.12
	Daily	\$128.59	\$133.15	\$137.71	\$142.26	\$146.81	\$151.38	\$155.93	\$159.82	\$163.81	\$167.92	\$172.12	\$180.02
	Hourly	\$18.37	\$19.03	\$19.68	\$20.33	\$20.98	\$21.63	\$22.28	\$22.84	\$23.41	\$23.99	\$24.59	\$25.72
ES	17 Annual	\$35,221.00	\$36,447.00	\$37,672.00	\$38,893.00	\$40,118.00	\$41,336.00	\$42,562.00	\$43,627.00	\$44,720.00	\$45,837.00	\$46,983.00	\$49,144.00
	Bi-Wk	\$1,349.47	\$1,396.44	\$1,443.38	\$1,490.16	\$1,537.09	\$1,583.76	\$1,630.73	\$1,671.54	\$1,713.41	\$1,756.21	\$1,800.12	\$1,882.92
	Daily	\$134.95	\$139.65	\$144.34	\$149.02	\$153.71	\$158.38	\$163.08	\$167.16	\$171.35	\$175.63	\$180.02	\$188.30
	Hourly	\$19.28	\$19.95	\$20.62	\$21.29	\$21.96	\$22.63	\$23.30	\$23.88	\$24.48	\$25.09	\$25.72	\$26.90
ES	18 Annual	\$37,000.00	\$38,256.00	\$39,509.00	\$40,765.00	\$42,014.00	\$43,268.00	\$44,520.00	\$45,636.00	\$46,775.00	\$47,945.00	\$49,144.00	\$51,399.00
	Bi-Wk	\$1,417.63	\$1,465.75	\$1,513.76	\$1,561.88	\$1,609.74	\$1,657.78	\$1,705.75	\$1,748.51	\$1,792.15	\$1,836.98	\$1,882.92	\$1,969.32
	Daily	\$141.77	\$146.58	\$151.38	\$156.19	\$160.98	\$165.78	\$170.58	\$174.86	\$179.22	\$183.70	\$188.30	\$196.94
	Hourly	\$20.26	\$20.94	\$21.63	\$22.32	\$23.00	\$23.69	\$24.37	\$24.98	\$25.61	\$26.25	\$26.90	\$28.14
ES	19 Annual	\$38,822.00	\$40,118.00	\$41,406.00	\$42,699.00	\$43,985.00	\$45,274.00	\$46,565.00	\$47,728.00	\$48,922.00	\$50,144.00	\$51,399.00	\$53,785.00
	Bi-Wk	\$1,487.44	\$1,537.09	\$1,586.44	\$1,635.98	\$1,685.25	\$1,734.64	\$1,784.10	\$1,828.66	\$1,874.41	\$1,921.23	\$1,969.32	\$2,060.73
	Daily	\$148.75	\$153.71	\$158.65	\$163.60	\$168.53	\$173.47	\$178.41	\$182.87	\$187.45	\$192.13	\$196.94	\$206.08

P-4 ES 35 HOUR PLAN EFFECTIVE 7/1/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
	Hourly	\$21.25	\$21.96	\$22.67	\$23.38	\$24.08	\$24.79	\$25.49	\$26.13	\$26.78	\$27.45	\$28.14	Step 12 eff. 7/1/2004 \$29.44

P-4 ES 35 HOUR PLAN EFFECTIVE 7/1/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12 eff. 7/1/2004
ES	20 Annual	\$40,802.00	\$42,123.00	\$43,444.00	\$44,763.00	\$46,081.00	\$47,402.00	\$48,723.00	\$49,943.00	\$51,195.00	\$52,473.00	\$53,785.00	\$56,252.00
	Bi-Wk	\$1,563.30	\$1,613.91	\$1,664.53	\$1,715.06	\$1,765.56	\$1,816.17	\$1,866.79	\$1,913.53	\$1,961.50	\$2,010.46	\$2,060.73	\$2,155.25
	Daily	\$156.33	\$161.40	\$166.46	\$171.51	\$176.56	\$181.62	\$186.68	\$191.36	\$196.15	\$201.05	\$206.08	\$215.53
	Hourly	\$22.34	\$23.06	\$23.78	\$24.51	\$25.23	\$25.95	\$26.67	\$27.34	\$28.03	\$28.73	\$29.44	\$30.79
ES	21 Annual	\$42,811.00	\$44,173.00	\$45,528.00	\$46,884.00	\$48,245.00	\$49,600.00	\$50,963.00	\$52,236.00	\$53,540.00	\$54,879.00	\$56,252.00	\$59,228.00
	Bi-Wk	\$1,640.27	\$1,692.46	\$1,744.37	\$1,796.33	\$1,848.47	\$1,900.39	\$1,952.61	\$2,001.38	\$2,051.35	\$2,102.65	\$2,155.25	\$2,269.28
	Daily	\$164.03	\$169.25	\$174.44	\$179.64	\$184.85	\$190.04	\$195.27	\$200.14	\$205.14	\$210.27	\$215.53	\$226.93
	Hourly	\$23.44	\$24.18	\$24.92	\$25.67	\$26.41	\$27.15	\$27.90	\$28.60	\$29.31	\$30.04	\$30.79	\$32.42
ES	22 Annual	\$43,985.00	\$45,596.00	\$47,210.00	\$48,818.00	\$50,433.00	\$52,042.00	\$53,654.00	\$54,994.00	\$56,374.00	\$57,782.00	\$59,228.00	\$61,970.00
	Bi-Wk	\$1,685.25	\$1,746.98	\$1,808.82	\$1,870.43	\$1,932.30	\$1,993.95	\$2,055.71	\$2,107.05	\$2,159.93	\$2,213.87	\$2,269.28	\$2,374.33
	Daily	\$168.53	\$174.70	\$180.89	\$187.05	\$193.23	\$199.40	\$205.58	\$210.71	\$216.00	\$221.39	\$226.93	\$237.44
	Hourly	\$24.08	\$24.96	\$25.85	\$26.73	\$27.61	\$28.49	\$29.37	\$30.11	\$30.86	\$31.63	\$32.42	\$33.92
ES	23 Annual	\$46,067.00	\$47,748.00	\$49,422.00	\$51,106.00	\$52,783.00	\$54,463.00	\$56,142.00	\$57,545.00	\$58,982.00	\$60,458.00	\$61,970.00	\$64,884.00
	Bi-Wk	\$1,765.02	\$1,829.43	\$1,893.57	\$1,958.09	\$2,022.34	\$2,086.71	\$2,151.04	\$2,204.79	\$2,259.85	\$2,316.40	\$2,374.33	\$2,485.98
	Daily	\$176.51	\$182.95	\$189.36	\$195.81	\$202.24	\$208.68	\$215.11	\$220.48	\$225.99	\$231.64	\$237.44	\$248.60
	Hourly	\$25.22	\$26.14	\$27.06	\$27.98	\$28.90	\$29.82	\$30.73	\$31.50	\$32.29	\$33.10	\$33.92	\$35.52
ES	24 Annual	\$48,283.00	\$50,033.00	\$51,782.00	\$53,535.00	\$55,284.00	\$57,031.00	\$58,783.00	\$60,252.00	\$61,761.00	\$63,302.00	\$64,884.00	\$67,920.00
	Bi-Wk	\$1,849.93	\$1,916.98	\$1,983.99	\$2,051.15	\$2,118.17	\$2,185.10	\$2,252.23	\$2,308.51	\$2,366.33	\$2,425.37	\$2,485.98	\$2,602.30
	Daily	\$185.00	\$191.70	\$198.40	\$205.12	\$211.82	\$218.51	\$225.23	\$230.86	\$236.64	\$242.54	\$248.60	\$260.23
	Hourly	\$26.43	\$27.39	\$28.35	\$29.31	\$30.26	\$31.22	\$32.18	\$32.98	\$33.81	\$34.65	\$35.52	\$37.18
ES	25 Annual	\$50,643.00	\$52,459.00	\$54,267.00	\$56,082.00	\$57,901.00	\$59,716.00	\$61,527.00	\$63,064.00	\$64,643.00	\$66,262.00	\$67,920.00	\$71,114.00
	Bi-Wk	\$1,940.35	\$2,009.93	\$2,079.20	\$2,148.74	\$2,218.43	\$2,287.97	\$2,357.36	\$2,416.25	\$2,476.75	\$2,538.78	\$2,602.30	\$2,724.68
	Daily	\$194.04	\$201.00	\$207.92	\$214.88	\$221.85	\$228.80	\$235.74	\$241.63	\$247.68	\$253.88	\$260.23	\$272.47
	Hourly	\$27.72	\$28.72	\$29.71	\$30.70	\$31.70	\$32.69	\$33.68	\$34.52	\$35.39	\$36.27	\$37.18	\$38.93
ES	26 Annual	\$53,138.00	\$55,018.00	\$56,905.00	\$58,783.00	\$60,665.00	\$62,546.00	\$64,422.00	\$66,036.00	\$67,686.00	\$69,379.00	\$71,114.00	\$74,461.00
	Bi-Wk	\$2,035.94	\$2,107.97	\$2,180.27	\$2,252.23	\$2,324.33	\$2,396.40	\$2,468.28	\$2,530.12	\$2,593.34	\$2,658.20	\$2,724.68	\$2,852.92
	Daily	\$203.60	\$210.80	\$218.03	\$225.23	\$232.44	\$239.64	\$246.83	\$253.02	\$259.34	\$265.82	\$272.47	\$285.30
	Hourly	\$29.09	\$30.12	\$31.15	\$32.18	\$33.21	\$34.24	\$35.27	\$36.15	\$37.05	\$37.98	\$38.93	\$40.76
ES	27 Annual	\$55,771.00	\$57,722.00	\$59,670.00	\$61,611.00	\$63,561.00	\$65,506.00	\$67,456.00	\$69,144.00	\$70,873.00	\$72,645.00	\$74,461.00	\$78,011.00
	Bi-Wk	\$2,136.82	\$2,211.58	\$2,286.21	\$2,360.58	\$2,435.29	\$2,509.81	\$2,584.53	\$2,649.20	\$2,715.45	\$2,783.34	\$2,852.92	\$2,988.93
	Daily	\$213.69	\$221.16	\$228.63	\$236.06	\$243.53	\$250.99	\$258.46	\$264.92	\$271.55	\$278.34	\$285.30	\$298.90
	Hourly	\$30.53	\$31.60	\$32.67	\$33.73	\$34.79	\$35.86	\$36.93	\$37.85	\$38.80	\$39.77	\$40.76	\$42.70
ES	28 Annual	\$58,590.00	\$60,604.00	\$62,620.00	\$64,638.00	\$66,648.00	\$68,663.00	\$70,676.00	\$72,439.00	\$74,250.00	\$76,108.00	\$78,011.00	\$79,999.00
	Bi-Wk	\$2,244.83	\$2,322.00	\$2,399.24	\$2,476.56	\$2,553.57	\$2,630.77	\$2,707.90	\$2,775.45	\$2,844.83	\$2,916.02	\$2,988.93	\$3,065.10
	Daily	\$224.49	\$232.20	\$239.93	\$247.66	\$255.36	\$263.08	\$270.79	\$277.55	\$284.49	\$291.61	\$298.90	\$306.51
	Hourly	\$32.07	\$33.18	\$34.28	\$35.38	\$36.48	\$37.59	\$38.69	\$39.65	\$40.65	\$41.66	\$42.70	\$43.79

P-4 ES 35 HOUR PLAN EFFECTIVE 7/1/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12 eff. 7/1/2004
ES	29 Annual	\$59,151.00	\$61,372.00	\$63,594.00	\$65,814.00	\$68,033.00	\$70,253.00	\$72,471.00	\$74,284.00	\$76,142.00	\$78,046.00	\$79,999.00	\$83,049.00
	Bi-Wk	\$2,266.33	\$2,351.42	\$2,436.56	\$2,521.61	\$2,606.63	\$2,691.69	\$2,776.67	\$2,846.14	\$2,917.32	\$2,990.27	\$3,065.10	\$3,181.96
	Daily	\$226.64	\$235.15	\$243.66	\$252.17	\$260.67	\$269.17	\$277.67	\$284.62	\$291.74	\$299.03	\$306.51	\$318.20
	Hourly	\$32.38	\$33.60	\$34.81	\$36.03	\$37.24	\$38.46	\$39.67	\$40.66	\$41.68	\$42.72	\$43.79	\$45.46
ES	30 Annual	\$61,527.00	\$63,810.00	\$66,101.00	\$68,379.00	\$70,660.00	\$72,946.00	\$75,235.00	\$77,115.00	\$79,048.00	\$81,023.00	\$83,049.00	\$86,216.00
	Bi-Wk	\$2,357.36	\$2,444.83	\$2,532.61	\$2,619.89	\$2,707.28	\$2,794.87	\$2,882.57	\$2,954.60	\$3,028.66	\$3,104.33	\$3,181.96	\$3,303.30
	Daily	\$235.74	\$244.49	\$253.27	\$261.99	\$270.73	\$279.49	\$288.26	\$295.46	\$302.87	\$310.44	\$318.20	\$330.33
	Hourly	\$33.68	\$34.93	\$36.19	\$37.43	\$38.68	\$39.93	\$41.18	\$42.21	\$43.27	\$44.35	\$45.46	\$47.19
ES	31 Annual	\$63,996.00	\$66,349.00	\$68,701.00	\$71,050.00	\$73,404.00	\$75,755.00	\$78,108.00	\$80,058.00	\$82,062.00	\$84,112.00	\$86,216.00	\$89,484.00
	Bi-Wk	\$2,451.96	\$2,542.11	\$2,632.23	\$2,722.23	\$2,812.42	\$2,902.50	\$2,992.65	\$3,067.36	\$3,144.14	\$3,222.69	\$3,303.30	\$3,428.51
	Daily	\$245.20	\$254.22	\$263.23	\$272.23	\$281.25	\$290.25	\$299.27	\$306.74	\$314.42	\$322.27	\$330.33	\$342.86
	Hourly	\$35.03	\$36.32	\$37.61	\$38.89	\$40.18	\$41.47	\$42.76	\$43.82	\$44.92	\$46.04	\$47.19	\$48.98
ES	32 Annual	\$66,563.00	\$68,977.00	\$71,391.00	\$73,810.00	\$76,227.00	\$78,642.00	\$81,065.00	\$83,093.00	\$85,170.00	\$87,300.00	\$89,484.00	\$92,887.00
	Bi-Wk	\$2,550.31	\$2,642.80	\$2,735.29	\$2,827.97	\$2,920.58	\$3,013.11	\$3,105.94	\$3,183.64	\$3,263.22	\$3,344.83	\$3,428.51	\$3,558.89
	Daily	\$255.04	\$264.28	\$273.53	\$282.80	\$292.06	\$301.32	\$310.60	\$318.37	\$326.33	\$334.49	\$342.86	\$355.89
	Hourly	\$36.44	\$37.76	\$39.08	\$40.40	\$41.73	\$43.05	\$44.38	\$45.49	\$46.62	\$47.79	\$48.98	\$50.85
ES	33 Annual	\$69,240.00	\$71,726.00	\$74,207.00	\$76,692.00	\$79,177.00	\$81,660.00	\$84,150.00	\$86,256.00	\$88,408.00	\$90,621.00	\$92,887.00	\$96,474.00
	Bi-Wk	\$2,652.88	\$2,748.13	\$2,843.19	\$2,938.40	\$3,033.61	\$3,128.74	\$3,224.14	\$3,304.83	\$3,387.28	\$3,472.07	\$3,558.89	\$3,696.33
	Daily	\$265.29	\$274.82	\$284.32	\$293.84	\$303.37	\$312.88	\$322.42	\$330.49	\$338.73	\$347.21	\$355.89	\$369.64
	Hourly	\$37.90	\$39.26	\$40.62	\$41.98	\$43.34	\$44.70	\$46.06	\$47.22	\$48.39	\$49.61	\$50.85	\$52.81
ES	34 Annual	\$72,091.00	\$74,644.00	\$77,196.00	\$79,749.00	\$82,300.00	\$84,854.00	\$87,400.00	\$89,587.00	\$91,828.00	\$94,121.00	\$96,474.00	\$100,179.00
	Bi-Wk	\$2,762.11	\$2,859.93	\$2,957.71	\$3,055.52	\$3,153.26	\$3,251.12	\$3,348.66	\$3,432.46	\$3,518.32	\$3,606.17	\$3,696.33	\$3,838.28
	Daily	\$276.22	\$286.00	\$295.78	\$305.56	\$315.33	\$325.12	\$334.87	\$343.25	\$351.84	\$360.62	\$369.64	\$383.83
	Hourly	\$39.46	\$40.86	\$42.26	\$43.66	\$45.05	\$46.45	\$47.84	\$49.04	\$50.27	\$51.52	\$52.81	\$54.84
ES	35 Annual	\$75,055.00	\$77,669.00	\$80,289.00	\$82,906.00	\$85,521.00	\$88,133.00	\$90,756.00	\$93,022.00	\$95,350.00	\$97,735.00	\$100,179.00	\$104,069.00
	Bi-Wk	\$2,875.68	\$2,975.83	\$3,076.21	\$3,176.48	\$3,276.67	\$3,376.75	\$3,477.25	\$3,564.07	\$3,653.26	\$3,744.64	\$3,838.28	\$3,987.32
	Daily	\$287.57	\$297.59	\$307.63	\$317.65	\$327.67	\$337.68	\$347.73	\$356.41	\$365.33	\$374.47	\$383.83	\$398.74
	Hourly	\$41.09	\$42.52	\$43.95	\$45.38	\$46.81	\$48.24	\$49.68	\$50.92	\$52.19	\$53.50	\$54.84	\$56.97
ES	36 Annual	\$78,176.00	\$80,857.00	\$83,544.00	\$86,227.00	\$88,912.00	\$91,594.00	\$94,278.00	\$96,639.00	\$99,053.00	\$101,531.00	\$104,069.00	\$108,139.00
	Bi-Wk	\$2,995.25	\$3,097.97	\$3,200.92	\$3,303.72	\$3,406.60	\$3,509.35	\$3,612.19	\$3,702.65	\$3,795.14	\$3,890.08	\$3,987.32	\$4,143.26
	Daily	\$299.53	\$309.80	\$320.10	\$330.38	\$340.66	\$350.94	\$361.22	\$370.27	\$379.52	\$389.01	\$398.74	\$414.33
	Hourly	\$42.79	\$44.26	\$45.73	\$47.20	\$48.67	\$50.14	\$51.61	\$52.90	\$54.22	\$55.58	\$56.97	\$59.19
ES	37 Annual	\$81,420.00	\$84,175.00	\$86,934.00	\$89,693.00	\$92,452.00	\$95,210.00	\$97,967.00	\$100,414.00	\$102,927.00	\$105,501.00	\$108,139.00	\$112,275.00
	Bi-Wk	\$3,119.55	\$3,225.10	\$3,330.81	\$3,436.52	\$3,542.23	\$3,647.90	\$3,753.53	\$3,847.28	\$3,943.57	\$4,042.19	\$4,143.26	\$4,301.73
	Daily	\$311.96	\$322.51	\$333.09	\$343.66	\$354.23	\$364.79	\$375.36	\$384.73	\$394.36	\$404.22	\$414.33	\$430.18
	Hourly	\$44.57	\$46.08	\$47.59	\$49.10	\$50.61	\$52.12	\$53.63	\$54.97	\$56.34	\$57.75	\$59.19	\$61.46

P-4 ES 35 HOUR PLAN EFFECTIVE 7/1/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12 eff. 7/1/2004
ES	38 Annual	\$84,781.00	\$87,599.00	\$90,424.00	\$93,244.00	\$96,068.00	\$98,890.00	\$101,713.00	\$104,258.00	\$106,864.00	\$109,536.00	\$112,275.00	\$116,616.00
	Bi-Wk	\$3,248.32	\$3,356.29	\$3,464.53	\$3,572.57	\$3,680.77	\$3,788.89	\$3,897.05	\$3,994.56	\$4,094.41	\$4,196.79	\$4,301.73	\$4,468.05
	Daily	\$324.84	\$335.63	\$346.46	\$357.26	\$368.08	\$378.89	\$389.71	\$399.46	\$409.45	\$419.68	\$430.18	\$446.81
	Hourly	\$46.41	\$47.95	\$49.50	\$51.04	\$52.59	\$54.13	\$55.68	\$57.07	\$58.50	\$59.96	\$61.46	\$63.83
ES	39 Annual	\$88,307.00	\$91,198.00	\$94,084.00	\$96,979.00	\$99,868.00	\$102,752.00	\$105,648.00	\$108,291.00	\$110,997.00	\$113,772.00	\$116,616.00	\$121,089.00
	Bi-Wk	\$3,383.41	\$3,494.18	\$3,604.76	\$3,715.68	\$3,826.37	\$3,936.86	\$4,047.82	\$4,149.09	\$4,252.76	\$4,359.09	\$4,468.05	\$4,639.43
	Daily	\$338.35	\$349.42	\$360.48	\$371.57	\$382.64	\$393.69	\$404.79	\$414.91	\$425.28	\$435.91	\$446.81	\$463.95
	Hourly	\$48.34	\$49.92	\$51.50	\$53.09	\$54.67	\$56.25	\$57.83	\$59.28	\$60.76	\$62.28	\$63.83	\$66.28
ES	40 Annual	\$91,988.00	\$94,935.00	\$97,894.00	\$100,841.00	\$103,795.00	\$106,744.00	\$109,697.00	\$112,441.00	\$115,254.00	\$118,135.00	\$121,089.00	\$125,805.00
	Bi-Wk	\$3,524.45	\$3,637.36	\$3,750.73	\$3,863.64	\$3,976.82	\$4,089.81	\$4,202.96	\$4,308.09	\$4,415.87	\$4,526.25	\$4,639.43	\$4,820.12
	Daily	\$352.45	\$363.74	\$375.08	\$386.37	\$397.69	\$408.99	\$420.30	\$430.81	\$441.59	\$452.63	\$463.95	\$482.02
	Hourly	\$50.35	\$51.97	\$53.59	\$55.20	\$56.82	\$58.43	\$60.05	\$61.55	\$63.09	\$64.67	\$66.28	\$68.86
ES	41 Annual	\$95,832.00	\$98,858.00	\$101,879.00	\$104,905.00	\$107,928.00	\$110,948.00	\$113,970.00	\$116,821.00	\$119,743.00	\$122,735.00	\$125,805.00	\$130,662.00
	Bi-Wk	\$3,671.73	\$3,787.67	\$3,903.41	\$4,019.35	\$4,135.18	\$4,250.89	\$4,366.67	\$4,475.91	\$4,587.86	\$4,702.50	\$4,820.12	\$5,006.21
	Daily	\$367.18	\$378.77	\$390.35	\$401.94	\$413.52	\$425.09	\$436.67	\$447.60	\$458.79	\$470.25	\$482.02	\$500.63
	Hourly	\$52.46	\$54.11	\$55.77	\$57.42	\$59.08	\$60.73	\$62.39	\$63.95	\$65.55	\$67.18	\$68.86	\$71.52
ES	42 Annual	\$99,826.00	\$102,920.00	\$106,013.00	\$109,096.00	\$112,191.00	\$115,277.00	\$118,374.00	\$121,334.00	\$124,368.00	\$127,475.00	\$130,662.00	\$135,742.00
	Bi-Wk	\$3,824.76	\$3,943.30	\$4,061.81	\$4,179.93	\$4,298.51	\$4,416.75	\$4,535.41	\$4,648.82	\$4,765.06	\$4,884.10	\$5,006.21	\$5,200.85
	Daily	\$382.48	\$394.33	\$406.19	\$418.00	\$429.86	\$441.68	\$453.55	\$464.89	\$476.51	\$488.41	\$500.63	\$520.09
	Hourly	\$54.64	\$56.34	\$58.03	\$59.72	\$61.41	\$63.10	\$64.80	\$66.42	\$68.08	\$69.78	\$71.52	\$74.30
ES	43 Annual	\$104,068.00	\$107,217.00	\$110,372.00	\$113,522.00	\$116,678.00	\$119,826.00	\$122,977.00	\$126,049.00	\$129,204.00	\$132,431.00	\$135,742.00	
	Bi-Wk	\$3,987.28	\$4,107.94	\$4,228.82	\$4,349.51	\$4,470.43	\$4,591.04	\$4,711.77	\$4,829.47	\$4,950.35	\$5,073.99	\$5,200.85	
	Daily	\$398.73	\$410.80	\$422.89	\$434.96	\$447.05	\$459.11	\$471.18	\$482.95	\$495.04	\$507.40	\$520.09	
	Hourly	\$56.97	\$58.69	\$60.42	\$62.14	\$63.87	\$65.59	\$67.32	\$69.00	\$70.72	\$72.49	\$74.30	