

**P-3B EC 35 HOUR PAY PLAN EFFECTIVE 7/06/2007**

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| EC          | 1            | Annual        | \$20,330.00   | \$20,826.00   | \$21,320.00   | \$21,813.00   | \$22,466.00   | \$22,965.00   | \$23,463.00   | \$24,167.00   | \$24,893.00   |                |
|             |              | Bi-Wk         | \$778.93      | \$797.94      | \$816.86      | \$835.75      | \$860.77      | \$879.89      | \$898.97      | \$925.94      | \$953.76      |                |
|             |              | Daily         | \$77.90       | \$79.80       | \$81.69       | \$83.58       | \$86.08       | \$87.99       | \$89.90       | \$92.60       | \$95.38       |                |
|             |              | Hourly        | \$11.13       | \$11.40       | \$11.67       | \$11.94       | \$12.30       | \$12.57       | \$12.85       | \$13.23       | \$13.63       |                |
| EC          | 2            | Annual        | \$21,320.00   | \$21,813.00   | \$22,306.00   | \$22,805.00   | \$23,463.00   | \$23,966.00   | \$24,458.00   | \$25,192.00   | \$25,948.00   |                |
|             |              | Bi-Wk         | \$816.86      | \$835.75      | \$854.64      | \$873.76      | \$898.97      | \$918.24      | \$937.09      | \$965.22      | \$994.18      |                |
|             |              | Daily         | \$81.69       | \$83.58       | \$85.47       | \$87.38       | \$89.90       | \$91.83       | \$93.71       | \$96.53       | \$99.42       |                |
|             |              | Hourly        | \$11.67       | \$11.94       | \$12.21       | \$12.49       | \$12.85       | \$13.12       | \$13.39       | \$13.79       | \$14.21       |                |
| EC          | 3            | Annual        | \$21,813.00   | \$22,306.00   | \$22,805.00   | \$23,297.00   | \$23,964.00   | \$24,458.00   | \$24,956.00   | \$25,705.00   | \$26,477.00   |                |
|             |              | Bi-Wk         | \$835.75      | \$854.64      | \$873.76      | \$892.61      | \$918.17      | \$937.09      | \$956.17      | \$984.87      | \$1,014.45    |                |
|             |              | Daily         | \$83.58       | \$85.47       | \$87.38       | \$89.27       | \$91.82       | \$93.71       | \$95.62       | \$98.49       | \$101.45      |                |
|             |              | Hourly        | \$11.94       | \$12.21       | \$12.49       | \$12.76       | \$13.12       | \$13.39       | \$13.66       | \$14.07       | \$14.50       |                |
| EC          | 4            | Annual        | \$22,519.00   | \$23,119.00   | \$23,719.00   | \$24,323.00   | \$25,100.00   | \$25,702.00   | \$26,316.00   | \$27,106.00   | \$27,920.00   |                |
|             |              | Bi-Wk         | \$862.80      | \$885.79      | \$908.78      | \$931.92      | \$961.69      | \$984.76      | \$1,008.28    | \$1,038.55    | \$1,069.74    |                |
|             |              | Daily         | \$86.28       | \$88.58       | \$90.88       | \$93.20       | \$96.17       | \$98.48       | \$100.83      | \$103.86      | \$106.98      |                |
|             |              | Hourly        | \$12.33       | \$12.66       | \$12.99       | \$13.32       | \$13.74       | \$14.07       | \$14.41       | \$14.84       | \$15.29       |                |
| EC          | 5            | Annual        | \$23,081.00   | \$23,719.00   | \$24,359.00   | \$24,985.00   | \$25,806.00   | \$26,445.00   | \$27,084.00   | \$27,897.00   | \$28,734.00   |                |
|             |              | Bi-Wk         | \$884.33      | \$908.78      | \$933.30      | \$957.28      | \$988.74      | \$1,013.22    | \$1,037.71    | \$1,068.86    | \$1,100.92    |                |
|             |              | Daily         | \$88.44       | \$90.88       | \$93.33       | \$95.73       | \$98.88       | \$101.33      | \$103.78      | \$106.89      | \$110.10      |                |
|             |              | Hourly        | \$12.64       | \$12.99       | \$13.34       | \$13.68       | \$14.13       | \$14.48       | \$14.83       | \$15.27       | \$15.73       |                |
| EC          | 6            | Annual        | \$23,869.00   | \$24,499.00   | \$25,136.00   | \$25,768.00   | \$26,596.00   | \$27,236.00   | \$27,880.00   | \$28,717.00   | \$29,579.00   |                |
|             |              | Bi-Wk         | \$914.53      | \$938.66      | \$963.07      | \$987.28      | \$1,019.01    | \$1,043.53    | \$1,068.20    | \$1,100.27    | \$1,133.30    |                |
|             |              | Daily         | \$91.46       | \$93.87       | \$96.31       | \$98.73       | \$101.91      | \$104.36      | \$106.82      | \$110.03      | \$113.33      |                |
|             |              | Hourly        | \$13.07       | \$13.41       | \$13.76       | \$14.11       | \$14.56       | \$14.91       | \$15.26       | \$15.72       | \$16.19       |                |
| EC          | 7            | Annual        | \$24,567.00   | \$25,203.00   | \$25,837.00   | \$26,467.00   | \$27,304.00   | \$27,937.00   | \$28,579.00   | \$29,437.00   | \$30,321.00   |                |
|             |              | Bi-Wk         | \$941.27      | \$965.64      | \$989.93      | \$1,014.07    | \$1,046.14    | \$1,070.39    | \$1,094.99    | \$1,127.86    | \$1,161.73    |                |
|             |              | Daily         | \$94.13       | \$96.57       | \$99.00       | \$101.41      | \$104.62      | \$107.04      | \$109.50      | \$112.79      | \$116.18      |                |
|             |              | Hourly        | \$13.45       | \$13.80       | \$14.15       | \$14.49       | \$14.95       | \$15.30       | \$15.65       | \$16.12       | \$16.60       |                |
| EC          | 8            | Annual        | \$26,406.00   | \$27,186.00   | \$27,962.00   | \$28,744.00   | \$29,727.00   | \$30,513.00   | \$31,300.00   | \$32,239.00   | \$33,207.00   |                |
|             |              | Bi-Wk         | \$1,011.73    | \$1,041.61    | \$1,071.35    | \$1,101.31    | \$1,138.97    | \$1,169.09    | \$1,199.24    | \$1,235.22    | \$1,272.30    |                |
|             |              | Daily         | \$101.18      | \$104.17      | \$107.14      | \$110.14      | \$113.90      | \$116.91      | \$119.93      | \$123.53      | \$127.23      |                |
|             |              | Hourly        | \$14.46       | \$14.89       | \$15.31       | \$15.74       | \$16.28       | \$16.71       | \$17.14       | \$17.65       | \$18.18       |                |
| EC          | 9            | Annual        | \$27,217.00   | \$28,030.00   | \$28,839.00   | \$29,657.00   | \$30,681.00   | \$31,494.00   | \$32,317.00   | \$33,287.00   | \$34,286.00   |                |
|             |              | Bi-Wk         | \$1,042.80    | \$1,073.95    | \$1,104.95    | \$1,136.29    | \$1,175.52    | \$1,206.67    | \$1,238.20    | \$1,275.37    | \$1,313.64    |                |
|             |              | Daily         | \$104.28      | \$107.40      | \$110.50      | \$113.63      | \$117.56      | \$120.67      | \$123.82      | \$127.54      | \$131.37      |                |
|             |              | Hourly        | \$14.90       | \$15.35       | \$15.79       | \$16.24       | \$16.80       | \$17.24       | \$17.69       | \$18.22       | \$18.77       |                |
| EC          | 10           | Annual        | \$28,093.00   | \$28,942.00   | \$29,789.00   | \$30,645.00   | \$31,714.00   | \$32,582.00   | \$33,485.00   | \$34,490.00   | \$35,525.00   |                |
|             |              | Bi-Wk         | \$1,076.37    | \$1,108.89    | \$1,141.35    | \$1,174.14    | \$1,215.10    | \$1,248.36    | \$1,282.96    | \$1,321.46    | \$1,361.12    |                |
|             |              | Daily         | \$107.64      | \$110.89      | \$114.14      | \$117.42      | \$121.51      | \$124.84      | \$128.30      | \$132.15      | \$136.12      |                |
|             |              | Hourly        | \$15.38       | \$15.85       | \$16.31       | \$16.78       | \$17.36       | \$17.84       | \$18.33       | \$18.88       | \$19.45       |                |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| EC          | 11           | Annual        | \$28,983.00   | \$29,870.00   | \$30,751.00   | \$31,640.00   | \$32,778.00   | \$33,713.00   | \$34,650.00   | \$35,690.00   | \$36,761.00   |                |
|             |              | Bi-Wk         | \$1,110.46    | \$1,144.45    | \$1,178.20    | \$1,212.27    | \$1,255.87    | \$1,291.69    | \$1,327.59    | \$1,367.44    | \$1,408.47    |                |
|             |              | Daily         | \$111.05      | \$114.45      | \$117.82      | \$121.23      | \$125.59      | \$129.17      | \$132.76      | \$136.75      | \$140.85      |                |
|             |              | Hourly        | \$15.87       | \$16.35       | \$16.84       | \$17.32       | \$17.95       | \$18.46       | \$18.97       | \$19.54       | \$20.13       |                |
| EC          | 12           | Annual        | \$29,928.00   | \$30,845.00   | \$31,762.00   | \$32,718.00   | \$33,923.00   | \$34,895.00   | \$35,867.00   | \$36,944.00   | \$38,053.00   |                |
|             |              | Bi-Wk         | \$1,146.67    | \$1,181.81    | \$1,216.94    | \$1,253.57    | \$1,299.74    | \$1,336.98    | \$1,374.22    | \$1,415.48    | \$1,457.97    |                |
|             |              | Daily         | \$114.67      | \$118.19      | \$121.70      | \$125.36      | \$129.98      | \$133.70      | \$137.43      | \$141.55      | \$145.80      |                |
|             |              | Hourly        | \$16.39       | \$16.89       | \$17.39       | \$17.91       | \$18.57       | \$19.10       | \$19.64       | \$20.23       | \$20.83       |                |
| EC          | 13           | Annual        | \$31,610.00   | \$32,775.00   | \$33,947.00   | \$35,132.00   | \$36,570.00   | \$37,754.00   | \$38,938.00   | \$40,107.00   | \$41,311.00   |                |
|             |              | Bi-Wk         | \$1,211.12    | \$1,255.75    | \$1,300.66    | \$1,346.06    | \$1,401.15    | \$1,446.52    | \$1,491.88    | \$1,536.67    | \$1,582.80    |                |
|             |              | Daily         | \$121.12      | \$125.58      | \$130.07      | \$134.61      | \$140.12      | \$144.66      | \$149.19      | \$153.67      | \$158.28      |                |
|             |              | Hourly        | \$17.31       | \$17.94       | \$18.59       | \$19.23       | \$20.02       | \$20.67       | \$21.32       | \$21.96       | \$22.62       |                |
| EC          | 14           | Annual        | \$33,096.00   | \$34,311.00   | \$35,527.00   | \$36,746.00   | \$38,217.00   | \$39,442.00   | \$40,673.00   | \$41,894.00   | \$43,151.00   |                |
|             |              | Bi-Wk         | \$1,268.05    | \$1,314.60    | \$1,361.19    | \$1,407.90    | \$1,464.26    | \$1,511.19    | \$1,558.36    | \$1,605.14    | \$1,653.30    |                |
|             |              | Daily         | \$126.81      | \$131.46      | \$136.12      | \$140.79      | \$146.43      | \$151.12      | \$155.84      | \$160.52      | \$165.33      |                |
|             |              | Hourly        | \$18.12       | \$18.78       | \$19.45       | \$20.12       | \$20.92       | \$21.59       | \$22.27       | \$22.94       | \$23.62       |                |
| EC          | 15           | Annual        | \$34,682.00   | \$35,929.00   | \$37,180.00   | \$38,432.00   | \$39,971.00   | \$41,228.00   | \$42,489.00   | \$43,764.00   | \$45,077.00   |                |
|             |              | Bi-Wk         | \$1,328.82    | \$1,376.60    | \$1,424.53    | \$1,472.50    | \$1,531.46    | \$1,579.62    | \$1,627.94    | \$1,676.79    | \$1,727.09    |                |
|             |              | Daily         | \$132.89      | \$137.66      | \$142.46      | \$147.25      | \$153.15      | \$157.97      | \$162.80      | \$167.68      | \$172.71      |                |
|             |              | Hourly        | \$18.99       | \$19.67       | \$20.36       | \$21.04       | \$21.88       | \$22.57       | \$23.26       | \$23.96       | \$24.68       |                |
| EC          | 16           | Annual        | \$36,374.00   | \$37,660.00   | \$38,950.00   | \$40,236.00   | \$41,820.00   | \$43,119.00   | \$44,413.00   | \$45,746.00   | \$47,119.00   |                |
|             |              | Bi-Wk         | \$1,393.64    | \$1,442.92    | \$1,492.34    | \$1,541.61    | \$1,602.30    | \$1,652.07    | \$1,701.65    | \$1,752.73    | \$1,805.33    |                |
|             |              | Daily         | \$139.37      | \$144.30      | \$149.24      | \$154.17      | \$160.23      | \$165.21      | \$170.17      | \$175.28      | \$180.54      |                |
|             |              | Hourly        | \$19.91       | \$20.62       | \$21.32       | \$22.03       | \$22.89       | \$23.61       | \$24.31       | \$25.04       | \$25.80       |                |
| EC          | 17           | Annual        | \$38,171.00   | \$39,499.00   | \$40,824.00   | \$42,147.00   | \$43,778.00   | \$45,114.00   | \$46,450.00   | \$47,844.00   | \$49,280.00   |                |
|             |              | Bi-Wk         | \$1,462.50    | \$1,513.38    | \$1,564.14    | \$1,614.83    | \$1,677.32    | \$1,728.51    | \$1,779.70    | \$1,833.11    | \$1,888.13    |                |
|             |              | Daily         | \$146.25      | \$151.34      | \$156.42      | \$161.49      | \$167.74      | \$172.86      | \$177.97      | \$183.32      | \$188.82      |                |
|             |              | Hourly        | \$20.90       | \$21.62       | \$22.35       | \$23.07       | \$23.97       | \$24.70       | \$25.43       | \$26.19       | \$26.98       |                |
| EC          | 18           | Annual        | \$40,098.00   | \$41,454.00   | \$42,811.00   | \$44,177.00   | \$45,854.00   | \$47,225.00   | \$48,585.00   | \$50,043.00   | \$51,545.00   |                |
|             |              | Bi-Wk         | \$1,536.33    | \$1,588.28    | \$1,640.27    | \$1,692.61    | \$1,756.86    | \$1,809.39    | \$1,861.50    | \$1,917.36    | \$1,974.91    |                |
|             |              | Daily         | \$153.64      | \$158.83      | \$164.03      | \$169.27      | \$175.69      | \$180.94      | \$186.15      | \$191.74      | \$197.50      |                |
|             |              | Hourly        | \$21.95       | \$22.69       | \$23.44       | \$24.19       | \$25.10       | \$25.85       | \$26.60       | \$27.40       | \$28.22       |                |
| EC          | 19           | Annual        | \$42,071.00   | \$43,474.00   | \$44,870.00   | \$46,271.00   | \$48,004.00   | \$49,415.00   | \$50,824.00   | \$52,349.00   | \$53,920.00   |                |
|             |              | Bi-Wk         | \$1,611.92    | \$1,665.68    | \$1,719.16    | \$1,772.84    | \$1,839.24    | \$1,893.30    | \$1,947.28    | \$2,005.71    | \$2,065.91    |                |
|             |              | Daily         | \$161.20      | \$166.57      | \$171.92      | \$177.29      | \$183.93      | \$189.33      | \$194.73      | \$200.58      | \$206.60      |                |
|             |              | Hourly        | \$23.03       | \$23.80       | \$24.56       | \$25.33       | \$26.28       | \$27.05       | \$27.82       | \$28.66       | \$29.52       |                |
| EC          | 20           | Annual        | \$44,215.00   | \$45,645.00   | \$47,077.00   | \$48,507.00   | \$50,295.00   | \$51,739.00   | \$53,179.00   | \$54,775.00   | \$56,419.00   |                |
|             |              | Bi-Wk         | \$1,694.07    | \$1,748.86    | \$1,803.72    | \$1,858.51    | \$1,927.02    | \$1,982.34    | \$2,037.51    | \$2,098.66    | \$2,161.65    |                |
|             |              | Daily         | \$169.41      | \$174.89      | \$180.38      | \$185.86      | \$192.71      | \$198.24      | \$203.76      | \$209.87      | \$216.17      |                |
|             |              | Hourly        | \$24.21       | \$24.99       | \$25.77       | \$26.56       | \$27.53       | \$28.32       | \$29.11       | \$29.99       | \$30.89       |                |

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| Plan  | Group | Period | Step 1      | Step 2      | Step 3      | Step 4      | Step 5      | Step 6      | Step 7      | Step 8      | Step 9      | Step 10     |
|-------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| EC    | 21    | Annual | \$46,394.00 | \$47,868.00 | \$49,336.00 | \$50,809.00 | \$52,659.00 | \$54,135.00 | \$55,611.00 | \$57,280.00 | \$58,999.00 |             |
|       |       | Bi-Wk  | \$1,777.55  | \$1,834.03  | \$1,890.27  | \$1,946.71  | \$2,017.59  | \$2,074.14  | \$2,130.69  | \$2,194.64  | \$2,260.50  |             |
|       |       | Daily  | \$177.76    | \$183.41    | \$189.03    | \$194.68    | \$201.76    | \$207.42    | \$213.07    | \$219.47    | \$226.05    |             |
|       |       | Hourly | \$25.40     | \$26.21     | \$27.01     | \$27.82     | \$28.83     | \$29.64     | \$30.44     | \$31.36     | \$32.30     |             |
| EC    | 22    | Annual | \$47,667.00 | \$49,409.00 | \$51,159.00 | \$52,906.00 | \$55,042.00 | \$56,802.00 | \$58,557.00 | \$60,607.00 | \$62,426.00 |             |
|       |       | Bi-Wk  | \$1,826.33  | \$1,893.07  | \$1,960.12  | \$2,027.05  | \$2,108.89  | \$2,176.33  | \$2,243.57  | \$2,322.11  | \$2,391.81  |             |
|       |       | Daily  | \$182.64    | \$189.31    | \$196.02    | \$202.71    | \$210.89    | \$217.64    | \$224.36    | \$232.22    | \$239.19    |             |
|       |       | Hourly | \$26.10     | \$27.05     | \$28.01     | \$28.96     | \$30.13     | \$31.10     | \$32.06     | \$33.18     | \$34.17     |             |
| EC    | 23    | Annual | \$49,922.00 | \$51,740.00 | \$53,558.00 | \$55,379.00 | \$57,609.00 | \$59,438.00 | \$61,271.00 | \$63,110.00 | \$65,004.00 |             |
|       |       | Bi-Wk  | \$1,912.73  | \$1,982.38  | \$2,052.04  | \$2,121.81  | \$2,207.25  | \$2,277.32  | \$2,347.55  | \$2,418.01  | \$2,490.58  |             |
|       |       | Daily  | \$191.28    | \$198.24    | \$205.21    | \$212.19    | \$220.73    | \$227.74    | \$234.76    | \$241.81    | \$249.06    |             |
|       |       | Hourly | \$27.33     | \$28.32     | \$29.32     | \$30.32     | \$31.54     | \$32.54     | \$33.54     | \$34.55     | \$35.58     |             |
| EC    | 24    | Annual | \$52,329.00 | \$54,218.00 | \$56,117.00 | \$58,013.00 | \$60,337.00 | \$62,245.00 | \$64,156.00 | \$66,081.00 | \$68,064.00 |             |
|       |       | Bi-Wk  | \$2,004.95  | \$2,077.32  | \$2,150.08  | \$2,222.73  | \$2,311.77  | \$2,384.87  | \$2,458.09  | \$2,531.84  | \$2,607.82  |             |
|       |       | Daily  | \$200.50    | \$207.74    | \$215.01    | \$222.28    | \$231.18    | \$238.49    | \$245.81    | \$253.19    | \$260.79    |             |
|       |       | Hourly | \$28.65     | \$29.68     | \$30.72     | \$31.76     | \$33.03     | \$34.07     | \$35.12     | \$36.17     | \$37.26     |             |
| EC ** | 25    | Annual | \$54,879.00 | \$56,849.00 | \$58,808.00 | \$60,776.00 | \$63,191.00 | \$65,168.00 | \$67,150.00 | \$67,821.00 | \$69,856.00 | \$71,952.00 |
|       |       | Bi-Wk  | \$2,102.65  | \$2,178.13  | \$2,253.19  | \$2,328.59  | \$2,421.12  | \$2,496.86  | \$2,572.80  | \$2,598.51  | \$2,676.48  | \$2,756.79  |
|       |       | Daily  | \$210.27    | \$217.82    | \$225.32    | \$232.86    | \$242.12    | \$249.69    | \$257.28    | \$259.86    | \$267.65    | \$275.68    |
|       |       | Hourly | \$30.04     | \$31.12     | \$32.19     | \$33.27     | \$34.59     | \$35.67     | \$36.76     | \$37.13     | \$38.24     | \$39.39     |
| EC    | 26    | Annual | \$57,587.00 | \$59,619.00 | \$61,664.00 | \$63,700.00 | \$66,208.00 | \$68,257.00 | \$70,312.00 | \$72,422.00 | \$74,595.00 |             |
|       |       | Bi-Wk  | \$2,206.40  | \$2,284.26  | \$2,362.61  | \$2,440.62  | \$2,536.71  | \$2,615.22  | \$2,693.95  | \$2,774.79  | \$2,858.05  |             |
|       |       | Daily  | \$220.64    | \$228.43    | \$236.27    | \$244.07    | \$253.68    | \$261.53    | \$269.40    | \$277.48    | \$285.81    |             |
|       |       | Hourly | \$31.52     | \$32.64     | \$33.76     | \$34.87     | \$36.24     | \$37.37     | \$38.49     | \$39.64     | \$40.83     |             |
| EC    | 27    | Annual | \$60,444.00 | \$62,552.00 | \$64,657.00 | \$66,772.00 | \$69,372.00 | \$71,496.00 | \$73,619.00 | \$75,828.00 | \$78,103.00 |             |
|       |       | Bi-Wk  | \$2,315.87  | \$2,396.63  | \$2,477.28  | \$2,558.32  | \$2,657.94  | \$2,739.32  | \$2,820.66  | \$2,905.29  | \$2,992.46  |             |
|       |       | Daily  | \$231.59    | \$239.67    | \$247.73    | \$255.84    | \$265.80    | \$273.94    | \$282.07    | \$290.53    | \$299.25    |             |
|       |       | Hourly | \$33.09     | \$34.24     | \$35.39     | \$36.55     | \$37.98     | \$39.14     | \$40.30     | \$41.51     | \$42.75     |             |
| EC    | 28    | Annual | \$63,496.00 | \$65,674.00 | \$67,864.00 | \$70,043.00 | \$72,737.00 | \$74,938.00 | \$77,135.00 | \$77,905.00 | \$80,243.00 |             |
|       |       | Bi-Wk  | \$2,432.80  | \$2,516.25  | \$2,600.16  | \$2,683.64  | \$2,786.86  | \$2,871.19  | \$2,955.37  | \$2,984.87  | \$3,074.45  |             |
|       |       | Daily  | \$243.28    | \$251.63    | \$260.02    | \$268.37    | \$278.69    | \$287.12    | \$295.54    | \$298.49    | \$307.45    |             |
|       |       | Hourly | \$34.76     | \$35.95     | \$37.15     | \$38.34     | \$39.82     | \$41.02     | \$42.22     | \$42.65     | \$43.93     |             |
| EC    | 29    | Annual | \$64,107.00 | \$66,510.00 | \$68,912.00 | \$71,318.00 | \$74,254.00 | \$76,677.00 | \$79,094.00 | \$81,467.00 | \$83,912.00 |             |
|       |       | Bi-Wk  | \$2,456.21  | \$2,548.28  | \$2,640.31  | \$2,732.50  | \$2,844.99  | \$2,937.82  | \$3,030.43  | \$3,121.35  | \$3,215.02  |             |
|       |       | Daily  | \$245.63    | \$254.83    | \$264.04    | \$273.25    | \$284.50    | \$293.79    | \$303.05    | \$312.14    | \$321.51    |             |
|       |       | Hourly | \$35.09     | \$36.41     | \$37.72     | \$39.04     | \$40.65     | \$41.97     | \$43.30     | \$44.60     | \$45.93     |             |
| EC    | 30    | Annual | \$66,677.00 | \$69,155.00 | \$71,628.00 | \$74,100.00 | \$77,119.00 | \$79,619.00 | \$82,111.00 | \$84,575.00 | \$87,113.00 |             |
|       |       | Bi-Wk  | \$2,554.68  | \$2,649.62  | \$2,744.37  | \$2,839.09  | \$2,954.76  | \$3,050.54  | \$3,146.02  | \$3,240.43  | \$3,337.67  |             |
|       |       | Daily  | \$255.47    | \$264.97    | \$274.44    | \$283.91    | \$295.48    | \$305.06    | \$314.61    | \$324.05    | \$333.77    |             |
|       |       | Hourly | \$36.50     | \$37.86     | \$39.21     | \$40.56     | \$42.22     | \$43.58     | \$44.95     | \$46.30     | \$47.69     |             |

P-3B EC 35 HOUR PAY PLAN EFFECTIVE 7/06/2007

| Plan | Group | Period | Step 1      | Step 2       | Step 3       | Step 4       | Step 5       | Step 6       | Step 7       | Step 8       | Step 9       | Step 10 |
|------|-------|--------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|---------|
| EC   | 31    | Annual | \$69,350.00 | \$71,898.00  | \$74,449.00  | \$76,995.00  | \$80,116.00  | \$82,682.00  | \$85,245.00  | \$87,803.00  | \$90,438.00  |         |
|      |       | Bi-Wk  | \$2,657.09  | \$2,754.72   | \$2,852.46   | \$2,950.00   | \$3,069.58   | \$3,167.90   | \$3,266.10   | \$3,364.10   | \$3,465.06   |         |
|      |       | Daily  | \$265.71    | \$275.48     | \$285.25     | \$295.00     | \$306.96     | \$316.79     | \$326.61     | \$336.41     | \$346.51     |         |
|      |       | Hourly | \$37.96     | \$39.36      | \$40.75      | \$42.15      | \$43.86      | \$45.26      | \$46.66      | \$48.06      | \$49.51      |         |
| EC   | 32    | Annual | \$72,131.00 | \$74,748.00  | \$77,366.00  | \$79,983.00  | \$83,197.00  | \$85,833.00  | \$88,472.00  | \$91,127.00  | \$93,861.00  |         |
|      |       | Bi-Wk  | \$2,763.64  | \$2,863.91   | \$2,964.22   | \$3,064.49   | \$3,187.63   | \$3,288.63   | \$3,389.74   | \$3,491.46   | \$3,596.21   |         |
|      |       | Daily  | \$276.37    | \$286.40     | \$296.43     | \$306.45     | \$318.77     | \$328.87     | \$338.98     | \$349.15     | \$359.63     |         |
|      |       | Hourly | \$39.49     | \$40.92      | \$42.35      | \$43.78      | \$45.54      | \$46.99      | \$48.43      | \$49.88      | \$51.38      |         |
| EC   | 33    | Annual | \$75,032.00 | \$77,725.00  | \$80,415.00  | \$83,107.00  | \$86,416.00  | \$89,121.00  | \$91,841.00  | \$94,597.00  | \$97,435.00  |         |
|      |       | Bi-Wk  | \$2,874.79  | \$2,977.97   | \$3,081.04   | \$3,184.18   | \$3,310.96   | \$3,414.60   | \$3,518.82   | \$3,624.41   | \$3,733.15   |         |
|      |       | Daily  | \$287.48    | \$297.80     | \$308.11     | \$318.42     | \$331.10     | \$341.46     | \$351.89     | \$362.45     | \$373.32     |         |
|      |       | Hourly | \$41.07     | \$42.55      | \$44.02      | \$45.49      | \$47.30      | \$48.78      | \$50.27      | \$51.78      | \$53.34      |         |
| EC   | 34    | Annual | \$78,123.00 | \$80,891.00  | \$83,653.00  | \$86,421.00  | \$89,816.00  | \$92,608.00  | \$95,392.00  | \$98,254.00  | \$101,202.00 |         |
|      |       | Bi-Wk  | \$2,993.22  | \$3,099.28   | \$3,205.10   | \$3,311.15   | \$3,441.23   | \$3,548.20   | \$3,654.87   | \$3,764.53   | \$3,877.48   |         |
|      |       | Daily  | \$299.33    | \$309.93     | \$320.51     | \$331.12     | \$344.13     | \$354.82     | \$365.49     | \$376.46     | \$387.75     |         |
|      |       | Hourly | \$42.77     | \$44.28      | \$45.79      | \$47.31      | \$49.17      | \$50.69      | \$52.22      | \$53.78      | \$55.40      |         |
| EC   | 35    | Annual | \$81,329.00 | \$84,169.00  | \$87,006.00  | \$89,847.00  | \$93,339.00  | \$96,192.00  | \$99,049.00  | \$102,021.00 | \$105,082.00 |         |
|      |       | Bi-Wk  | \$3,116.06  | \$3,224.87   | \$3,333.57   | \$3,442.42   | \$3,576.21   | \$3,685.52   | \$3,794.99   | \$3,908.86   | \$4,026.14   |         |
|      |       | Daily  | \$311.61    | \$322.49     | \$333.36     | \$344.25     | \$357.63     | \$368.56     | \$379.50     | \$390.89     | \$402.62     |         |
|      |       | Hourly | \$44.52     | \$46.07      | \$47.63      | \$49.18      | \$51.09      | \$52.66      | \$54.22      | \$55.85      | \$57.52      |         |
| EC   | 36    | Annual | \$84,717.00 | \$87,623.00  | \$90,533.00  | \$93,438.00  | \$97,042.00  | \$99,966.00  | \$102,901.00 | \$105,989.00 | \$109,169.00 |         |
|      |       | Bi-Wk  | \$3,245.87  | \$3,357.21   | \$3,468.70   | \$3,580.00   | \$3,718.09   | \$3,830.12   | \$3,942.57   | \$4,060.89   | \$4,182.73   |         |
|      |       | Daily  | \$324.59    | \$335.73     | \$346.87     | \$358.00     | \$371.81     | \$383.02     | \$394.26     | \$406.09     | \$418.28     |         |
|      |       | Hourly | \$46.37     | \$47.97      | \$49.56      | \$51.15      | \$53.12      | \$54.72      | \$56.33      | \$58.02      | \$59.76      |         |
| EC   | 37    | Annual | \$88,233.00 | \$91,222.00  | \$94,208.00  | \$97,201.00  | \$100,900.00 | \$103,911.00 | \$106,917.00 | \$110,125.00 | \$113,429.00 |         |
|      |       | Bi-Wk  | \$3,380.58  | \$3,495.10   | \$3,609.51   | \$3,724.18   | \$3,865.91   | \$3,981.27   | \$4,096.44   | \$4,219.35   | \$4,345.94   |         |
|      |       | Daily  | \$338.06    | \$349.51     | \$360.96     | \$372.42     | \$386.60     | \$398.13     | \$409.65     | \$421.94     | \$434.60     |         |
|      |       | Hourly | \$48.30     | \$49.93      | \$51.57      | \$53.21      | \$55.23      | \$56.88      | \$58.53      | \$60.28      | \$62.09      |         |
| EC   | 38    | Annual | \$91,871.00 | \$94,927.00  | \$97,992.00  | \$101,051.00 | \$104,848.00 | \$107,935.00 | \$111,012.00 | \$114,343.00 | \$117,774.00 |         |
|      |       | Bi-Wk  | \$3,519.97  | \$3,637.05   | \$3,754.49   | \$3,871.69   | \$4,017.17   | \$4,135.45   | \$4,253.34   | \$4,380.96   | \$4,512.42   |         |
|      |       | Daily  | \$352.00    | \$363.71     | \$375.45     | \$387.17     | \$401.72     | \$413.55     | \$425.34     | \$438.10     | \$451.25     |         |
|      |       | Hourly | \$50.29     | \$51.96      | \$53.64      | \$55.31      | \$57.39      | \$59.08      | \$60.77      | \$62.59      | \$64.47      |         |
| EC   | 39    | Annual | \$95,697.00 | \$98,825.00  | \$101,959.00 | \$105,091.00 | \$109,002.00 | \$112,151.00 | \$115,301.00 | \$118,761.00 | \$122,324.00 |         |
|      |       | Bi-Wk  | \$3,666.56  | \$3,786.40   | \$3,906.48   | \$4,026.48   | \$4,176.33   | \$4,296.98   | \$4,417.67   | \$4,550.23   | \$4,686.75   |         |
|      |       | Daily  | \$366.66    | \$378.64     | \$390.65     | \$402.65     | \$417.64     | \$429.70     | \$441.77     | \$455.03     | \$468.68     |         |
|      |       | Hourly | \$52.38     | \$54.10      | \$55.81      | \$57.53      | \$59.67      | \$61.39      | \$63.11      | \$65.01      | \$66.96      |         |
| EC   | 40    | Annual | \$99,676.00 | \$102,881.00 | \$106,078.00 | \$109,272.00 | \$113,277.00 | \$116,504.00 | \$119,720.00 | \$123,312.00 | \$127,012.00 |         |
|      |       | Bi-Wk  | \$3,819.01  | \$3,941.81   | \$4,064.30   | \$4,186.67   | \$4,340.12   | \$4,463.76   | \$4,586.98   | \$4,724.60   | \$4,866.37   |         |
|      |       | Daily  | \$381.91    | \$394.19     | \$406.43     | \$418.67     | \$434.02     | \$446.38     | \$458.70     | \$472.46     | \$486.64     |         |
|      |       | Hourly | \$54.56     | \$56.32      | \$58.07      | \$59.81      | \$62.01      | \$63.77      | \$65.53      | \$67.50      | \$69.52      |         |

**P-3B EC 35 HOUR PAY PLAN EFFECTIVE 7/06/2007**

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|
| EC          | 41           | Annual        | \$103,857.00  | \$107,133.00  | \$110,402.00  | \$113,681.00  | \$117,791.00  | \$121,090.00  | \$124,386.00  | \$128,118.00  | \$131,962.00  |                |
|             |              | Bi-Wk         | \$3,979.20    | \$4,104.72    | \$4,229.97    | \$4,355.60    | \$4,513.07    | \$4,639.47    | \$4,765.75    | \$4,908.74    | \$5,056.02    |                |
|             |              | Daily         | \$397.92      | \$410.48      | \$423.00      | \$435.56      | \$451.31      | \$463.95      | \$476.58      | \$490.88      | \$505.61      |                |
|             |              | Hourly        | \$56.85       | \$58.64       | \$60.43       | \$62.23       | \$64.48       | \$66.28       | \$68.09       | \$70.13       | \$72.23       |                |
| EC          | 42           | Annual        | \$108,184.00  | \$111,529.00  | \$114,877.00  | \$118,225.00  | \$122,444.00  | \$125,815.00  | \$129,189.00  | \$133,065.00  | \$137,057.00  |                |
|             |              | Bi-Wk         | \$4,144.99    | \$4,273.15    | \$4,401.42    | \$4,529.70    | \$4,691.35    | \$4,820.50    | \$4,949.78    | \$5,098.28    | \$5,251.23    |                |
|             |              | Daily         | \$414.50      | \$427.32      | \$440.15      | \$452.97      | \$469.14      | \$482.05      | \$494.98      | \$509.83      | \$525.13      |                |
|             |              | Hourly        | \$59.22       | \$61.05       | \$62.88       | \$64.71       | \$67.02       | \$68.87       | \$70.72       | \$72.84       | \$75.02       |                |
| EC          | 43           | Annual        | \$112,773.00  | \$116,189.00  | \$119,602.00  | \$123,019.00  | \$127,341.00  | \$130,780.00  | \$134,219.00  | \$138,246.00  | \$142,394.00  |                |
|             |              | Bi-Wk         | \$4,320.81    | \$4,451.69    | \$4,582.46    | \$4,713.38    | \$4,878.97    | \$5,010.73    | \$5,142.50    | \$5,296.79    | \$5,455.71    |                |
|             |              | Daily         | \$432.09      | \$445.17      | \$458.25      | \$471.34      | \$487.90      | \$501.08      | \$514.25      | \$529.68      | \$545.58      |                |
|             |              | Hourly        | \$61.73       | \$63.60       | \$65.47       | \$67.34       | \$69.70       | \$71.59       | \$73.47       | \$75.67       | \$77.94       |                |

\*\* EC 25 is for use by the class Vocational Rehabilitation Senior Counselor in the Bureau of Rehabilitation Services and BESB Vocational Rehabilitation Counselor