

P-4 ET 35 HOUR PAY PLAN EFFECTIVE 7/1/2008

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| ET | 11 | Annual | \$30,547.00 | \$31,474.00 | \$32,410.00 | \$33,341.00 | \$34,300.00 | \$35,275.00 | \$36,257.00 | \$37,167.00 | \$38,096.00 |
| | | Bi-Wk | \$1,170.39 | \$1,205.91 | \$1,241.77 | \$1,277.44 | \$1,314.18 | \$1,351.54 | \$1,389.16 | \$1,424.03 | \$1,459.62 |
| | | Daily | \$117.04 | \$120.60 | \$124.18 | \$127.75 | \$131.42 | \$135.16 | \$138.92 | \$142.41 | \$145.97 |
| | | Hourly | \$16.72 | \$17.23 | \$17.74 | \$18.25 | \$18.78 | \$19.31 | \$19.85 | \$20.35 | \$20.86 |
| ET | 12 | Annual | \$31,536.00 | \$32,513.00 | \$33,476.00 | \$34,482.00 | \$35,493.00 | \$36,517.00 | \$37,529.00 | \$38,467.00 | \$39,429.00 |
| | | Bi-Wk | \$1,208.28 | \$1,245.71 | \$1,282.61 | \$1,321.15 | \$1,359.89 | \$1,399.12 | \$1,437.90 | \$1,473.84 | \$1,510.69 |
| | | Daily | \$120.83 | \$124.58 | \$128.27 | \$132.12 | \$135.99 | \$139.92 | \$143.79 | \$147.39 | \$151.07 |
| | | Hourly | \$17.27 | \$17.80 | \$18.33 | \$18.88 | \$19.43 | \$19.99 | \$20.55 | \$21.06 | \$21.59 |
| ET | 13 | Annual | \$33,314.00 | \$34,546.00 | \$35,787.00 | \$37,021.00 | \$38,267.00 | \$39,502.00 | \$40,748.00 | \$41,769.00 | \$42,812.00 |
| | | Bi-Wk | \$1,276.40 | \$1,323.61 | \$1,371.15 | \$1,418.43 | \$1,466.17 | \$1,513.49 | \$1,561.23 | \$1,600.35 | \$1,640.31 |
| | | Daily | \$127.64 | \$132.37 | \$137.12 | \$141.85 | \$146.62 | \$151.35 | \$156.13 | \$160.04 | \$164.04 |
| | | Hourly | \$18.24 | \$18.91 | \$19.59 | \$20.27 | \$20.95 | \$21.63 | \$22.31 | \$22.87 | \$23.44 |
| ET | 14 | Annual | \$34,873.00 | \$36,158.00 | \$37,437.00 | \$38,720.00 | \$39,998.00 | \$41,279.00 | \$42,559.00 | \$43,624.00 | \$44,715.00 |
| | | Bi-Wk | \$1,336.14 | \$1,385.37 | \$1,434.37 | \$1,483.53 | \$1,532.50 | \$1,581.58 | \$1,630.62 | \$1,671.42 | \$1,713.22 |
| | | Daily | \$133.62 | \$138.54 | \$143.44 | \$148.36 | \$153.25 | \$158.16 | \$163.07 | \$167.15 | \$171.33 |
| | | Hourly | \$19.09 | \$19.80 | \$20.50 | \$21.20 | \$21.90 | \$22.60 | \$23.30 | \$23.88 | \$24.48 |
| ET | 15 | Annual | \$36,550.00 | \$37,868.00 | \$39,185.00 | \$40,500.00 | \$41,821.00 | \$43,149.00 | \$44,461.00 | \$45,575.00 | \$46,714.00 |
| | | Bi-Wk | \$1,400.39 | \$1,450.89 | \$1,501.35 | \$1,551.73 | \$1,602.34 | \$1,653.22 | \$1,703.49 | \$1,746.17 | \$1,789.81 |
| | | Daily | \$140.04 | \$145.09 | \$150.14 | \$155.18 | \$160.24 | \$165.33 | \$170.35 | \$174.62 | \$178.99 |
| | | Hourly | \$20.01 | \$20.73 | \$21.45 | \$22.17 | \$22.90 | \$23.62 | \$24.34 | \$24.95 | \$25.57 |
| ET | 16 | Annual | \$38,327.00 | \$39,688.00 | \$41,045.00 | \$42,402.00 | \$43,758.00 | \$45,121.00 | \$46,476.00 | \$47,636.00 | \$48,828.00 |
| | | Bi-Wk | \$1,468.47 | \$1,520.62 | \$1,572.61 | \$1,624.60 | \$1,676.56 | \$1,728.78 | \$1,780.69 | \$1,825.14 | \$1,870.81 |
| | | Daily | \$146.85 | \$152.07 | \$157.27 | \$162.46 | \$167.66 | \$172.88 | \$178.07 | \$182.52 | \$187.09 |
| | | Hourly | \$20.98 | \$21.73 | \$22.47 | \$23.21 | \$23.96 | \$24.70 | \$25.44 | \$26.08 | \$26.73 |
| ET | 17 | Annual | \$40,224.00 | \$41,623.00 | \$43,023.00 | \$44,418.00 | \$45,816.00 | \$47,208.00 | \$48,607.00 | \$49,822.00 | \$51,071.00 |
| | | Bi-Wk | \$1,541.15 | \$1,594.76 | \$1,648.40 | \$1,701.84 | \$1,755.41 | \$1,808.74 | \$1,862.34 | \$1,908.89 | \$1,956.75 |
| | | Daily | \$154.12 | \$159.48 | \$164.84 | \$170.19 | \$175.55 | \$180.88 | \$186.24 | \$190.89 | \$195.68 |
| | | Hourly | \$22.02 | \$22.79 | \$23.55 | \$24.32 | \$25.08 | \$25.84 | \$26.61 | \$27.27 | \$27.96 |
| ET | 18 | Annual | \$42,254.00 | \$43,690.00 | \$45,121.00 | \$46,555.00 | \$47,981.00 | \$49,413.00 | \$50,843.00 | \$52,118.00 | \$53,421.00 |
| | | Bi-Wk | \$1,618.93 | \$1,673.95 | \$1,728.78 | \$1,783.72 | \$1,838.36 | \$1,893.22 | \$1,948.01 | \$1,996.86 | \$2,046.79 |
| | | Daily | \$161.90 | \$167.40 | \$172.88 | \$178.38 | \$183.84 | \$189.33 | \$194.81 | \$199.69 | \$204.68 |
| | | Hourly | \$23.13 | \$23.92 | \$24.70 | \$25.49 | \$26.27 | \$27.05 | \$27.83 | \$28.53 | \$29.24 |
| ET | 19 | Annual | \$44,336.00 | \$45,816.00 | \$47,287.00 | \$48,763.00 | \$50,232.00 | \$51,705.00 | \$53,178.00 | \$54,506.00 | \$55,869.00 |
| | | Bi-Wk | \$1,698.70 | \$1,755.41 | \$1,811.77 | \$1,868.32 | \$1,924.60 | \$1,981.04 | \$2,037.48 | \$2,088.36 | \$2,140.58 |
| | | Daily | \$169.87 | \$175.55 | \$181.18 | \$186.84 | \$192.46 | \$198.11 | \$203.75 | \$208.84 | \$214.06 |
| | | Hourly | \$24.27 | \$25.08 | \$25.89 | \$26.70 | \$27.50 | \$28.31 | \$29.11 | \$29.84 | \$30.58 |

P-4 ET 35 HOUR PAY PLAN EFFECTIVE 7/1/2008

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| ET | 20 | Annual | \$46,597.00 | \$48,105.00 | \$49,615.00 | \$51,120.00 | \$52,626.00 | \$54,134.00 | \$55,642.00 | \$57,036.00 | \$58,461.00 |
| | | Bi-Wk | \$1,785.33 | \$1,843.11 | \$1,900.96 | \$1,958.63 | \$2,016.33 | \$2,074.10 | \$2,131.88 | \$2,185.29 | \$2,239.89 |
| | | Daily | \$178.54 | \$184.32 | \$190.10 | \$195.87 | \$201.64 | \$207.41 | \$213.19 | \$218.53 | \$223.99 |
| | | Hourly | \$25.51 | \$26.34 | \$27.16 | \$27.99 | \$28.81 | \$29.63 | \$30.46 | \$31.22 | \$32.00 |
| ET | 21 | Annual | \$48,892.00 | \$50,447.00 | \$51,994.00 | \$53,543.00 | \$55,098.00 | \$56,644.00 | \$58,201.00 | \$59,656.00 | \$61,146.00 |
| | | Bi-Wk | \$1,873.26 | \$1,932.84 | \$1,992.11 | \$2,051.46 | \$2,111.04 | \$2,170.27 | \$2,229.93 | \$2,285.68 | \$2,342.76 |
| | | Daily | \$187.33 | \$193.29 | \$199.22 | \$205.15 | \$211.11 | \$217.03 | \$223.00 | \$228.57 | \$234.28 |
| | | Hourly | \$26.77 | \$27.62 | \$28.46 | \$29.31 | \$30.16 | \$31.01 | \$31.86 | \$32.66 | \$33.47 |
| ET | 22 | Annual | \$50,232.00 | \$52,071.00 | \$53,915.00 | \$55,751.00 | \$57,595.00 | \$59,433.00 | \$61,274.00 | \$62,803.00 | \$64,374.00 |
| | | Bi-Wk | \$1,924.60 | \$1,995.06 | \$2,065.71 | \$2,136.06 | \$2,206.71 | \$2,277.13 | \$2,347.67 | \$2,406.25 | \$2,466.44 |
| | | Daily | \$192.46 | \$199.51 | \$206.58 | \$213.61 | \$220.68 | \$227.72 | \$234.77 | \$240.63 | \$246.65 |
| | | Hourly | \$27.50 | \$28.51 | \$29.52 | \$30.52 | \$31.53 | \$32.54 | \$33.54 | \$34.38 | \$35.24 |
| ET | 23 | Annual | \$52,610.00 | \$54,529.00 | \$56,441.00 | \$58,364.00 | \$60,279.00 | \$62,198.00 | \$64,115.00 | \$65,718.00 | \$67,358.00 |
| | | Bi-Wk | \$2,015.71 | \$2,089.24 | \$2,162.50 | \$2,236.17 | \$2,309.55 | \$2,383.07 | \$2,456.52 | \$2,517.94 | \$2,580.77 |
| | | Daily | \$201.58 | \$208.93 | \$216.25 | \$223.62 | \$230.96 | \$238.31 | \$245.66 | \$251.80 | \$258.08 |
| | | Hourly | \$28.80 | \$29.85 | \$30.90 | \$31.95 | \$33.00 | \$34.05 | \$35.10 | \$35.98 | \$36.87 |
| ET | 24 | Annual | \$55,140.00 | \$57,138.00 | \$59,136.00 | \$61,138.00 | \$63,135.00 | \$65,129.00 | \$67,132.00 | \$68,809.00 | \$70,530.00 |
| | | Bi-Wk | \$2,112.65 | \$2,189.20 | \$2,265.75 | \$2,342.46 | \$2,418.97 | \$2,495.37 | \$2,572.11 | \$2,636.37 | \$2,702.30 |
| | | Daily | \$211.27 | \$218.92 | \$226.58 | \$234.25 | \$241.90 | \$249.54 | \$257.22 | \$263.64 | \$270.23 |
| | | Hourly | \$30.19 | \$31.28 | \$32.37 | \$33.47 | \$34.56 | \$35.65 | \$36.75 | \$37.67 | \$38.61 |
| ET | 25 | Annual | \$57,835.00 | \$59,909.00 | \$61,974.00 | \$64,046.00 | \$66,125.00 | \$68,197.00 | \$70,265.00 | \$72,020.00 | \$73,821.00 |
| | | Bi-Wk | \$2,215.91 | \$2,295.37 | \$2,374.49 | \$2,453.87 | \$2,533.53 | \$2,612.92 | \$2,692.15 | \$2,759.39 | \$2,828.40 |
| | | Daily | \$221.60 | \$229.54 | \$237.45 | \$245.39 | \$253.36 | \$261.30 | \$269.22 | \$275.94 | \$282.84 |
| | | Hourly | \$31.66 | \$32.80 | \$33.93 | \$35.06 | \$36.20 | \$37.33 | \$38.46 | \$39.42 | \$40.41 |
| ET | 26 | Annual | \$60,685.00 | \$62,831.00 | \$64,987.00 | \$67,132.00 | \$69,279.00 | \$71,428.00 | \$73,570.00 | \$75,414.00 | \$77,301.00 |
| | | Bi-Wk | \$2,325.10 | \$2,407.32 | \$2,489.93 | \$2,572.11 | \$2,654.37 | \$2,736.71 | \$2,818.78 | \$2,889.43 | \$2,961.73 |
| | | Daily | \$232.51 | \$240.74 | \$249.00 | \$257.22 | \$265.44 | \$273.68 | \$281.88 | \$288.95 | \$296.18 |
| | | Hourly | \$33.22 | \$34.40 | \$35.58 | \$36.75 | \$37.92 | \$39.10 | \$40.27 | \$41.28 | \$42.32 |
| ET | 27 | Annual | \$63,691.00 | \$65,919.00 | \$68,145.00 | \$70,361.00 | \$72,587.00 | \$74,809.00 | \$77,035.00 | \$78,963.00 | \$80,940.00 |
| | | Bi-Wk | \$2,440.27 | \$2,525.64 | \$2,610.92 | \$2,695.83 | \$2,781.12 | \$2,866.25 | \$2,951.54 | \$3,025.41 | \$3,101.15 |
| | | Daily | \$244.03 | \$252.57 | \$261.10 | \$269.59 | \$278.12 | \$286.63 | \$295.16 | \$302.55 | \$310.12 |
| | | Hourly | \$34.87 | \$36.09 | \$37.30 | \$38.52 | \$39.74 | \$40.95 | \$42.17 | \$43.23 | \$44.31 |
| ET | 28 | Annual | \$66,911.00 | \$69,211.00 | \$71,513.00 | \$73,818.00 | \$76,112.00 | \$78,413.00 | \$80,713.00 | \$82,726.00 | \$84,794.00 |
| | | Bi-Wk | \$2,563.64 | \$2,651.77 | \$2,739.97 | \$2,828.28 | \$2,916.17 | \$3,004.33 | \$3,092.46 | \$3,169.58 | \$3,248.82 |
| | | Daily | \$256.37 | \$265.18 | \$274.00 | \$282.83 | \$291.62 | \$300.44 | \$309.25 | \$316.96 | \$324.89 |
| | | Hourly | \$36.63 | \$37.89 | \$39.15 | \$40.41 | \$41.66 | \$42.92 | \$44.18 | \$45.28 | \$46.42 |

P-4 ET 35 HOUR PAY PLAN EFFECTIVE 7/1/2008

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| ET | 29 | Annual | \$67,552.00 | \$70,088.00 | \$72,624.00 | \$75,160.00 | \$77,694.00 | \$80,230.00 | \$82,763.00 | \$84,832.00 | \$86,955.00 |
| | | Bi-Wk | \$2,588.20 | \$2,685.37 | \$2,782.53 | \$2,879.70 | \$2,976.79 | \$3,073.95 | \$3,171.00 | \$3,250.27 | \$3,331.61 |
| | | Daily | \$258.82 | \$268.54 | \$278.26 | \$287.97 | \$297.68 | \$307.40 | \$317.10 | \$325.03 | \$333.17 |
| | | Hourly | \$36.98 | \$38.37 | \$39.76 | \$41.14 | \$42.53 | \$43.92 | \$45.30 | \$46.44 | \$47.60 |
| ET | 30 | Annual | \$70,265.00 | \$72,872.00 | \$75,488.00 | \$78,090.00 | \$80,694.00 | \$83,305.00 | \$85,920.00 | \$88,067.00 | \$90,269.00 |
| | | Bi-Wk | \$2,692.15 | \$2,792.04 | \$2,892.27 | \$2,991.96 | \$3,091.73 | \$3,191.77 | \$3,291.96 | \$3,374.22 | \$3,458.59 |
| | | Daily | \$269.22 | \$279.21 | \$289.23 | \$299.20 | \$309.18 | \$319.18 | \$329.20 | \$337.43 | \$345.86 |
| | | Hourly | \$38.46 | \$39.89 | \$41.32 | \$42.75 | \$44.17 | \$45.60 | \$47.03 | \$48.21 | \$49.41 |
| ET | 31 | Annual | \$73,084.00 | \$75,771.00 | \$78,458.00 | \$81,140.00 | \$83,828.00 | \$86,512.00 | \$89,200.00 | \$91,427.00 | \$93,714.00 |
| | | Bi-Wk | \$2,800.16 | \$2,903.11 | \$3,006.06 | \$3,108.82 | \$3,211.81 | \$3,314.64 | \$3,417.63 | \$3,502.96 | \$3,590.58 |
| | | Daily | \$280.02 | \$290.32 | \$300.61 | \$310.89 | \$321.19 | \$331.47 | \$341.77 | \$350.30 | \$359.06 |
| | | Hourly | \$40.01 | \$41.48 | \$42.95 | \$44.42 | \$45.89 | \$47.36 | \$48.83 | \$50.05 | \$51.30 |
| ET | 32 | Annual | \$76,015.00 | \$78,772.00 | \$81,528.00 | \$84,292.00 | \$87,051.00 | \$89,811.00 | \$92,576.00 | \$94,892.00 | \$97,266.00 |
| | | Bi-Wk | \$2,912.46 | \$3,018.09 | \$3,123.68 | \$3,229.58 | \$3,335.29 | \$3,441.04 | \$3,546.98 | \$3,635.71 | \$3,726.67 |
| | | Daily | \$291.25 | \$301.81 | \$312.37 | \$322.96 | \$333.53 | \$344.11 | \$354.70 | \$363.58 | \$372.67 |
| | | Hourly | \$41.61 | \$43.12 | \$44.63 | \$46.14 | \$47.65 | \$49.16 | \$50.68 | \$51.94 | \$53.24 |
| ET | 33 | Annual | \$79,073.00 | \$81,911.00 | \$84,745.00 | \$87,582.00 | \$90,421.00 | \$93,255.00 | \$96,099.00 | \$98,505.00 | \$100,968.00 |
| | | Bi-Wk | \$3,029.62 | \$3,138.36 | \$3,246.94 | \$3,355.64 | \$3,464.41 | \$3,572.99 | \$3,681.96 | \$3,774.14 | \$3,868.51 |
| | | Daily | \$302.97 | \$313.84 | \$324.70 | \$335.57 | \$346.45 | \$357.30 | \$368.20 | \$377.42 | \$386.86 |
| | | Hourly | \$43.29 | \$44.84 | \$46.39 | \$47.94 | \$49.50 | \$51.05 | \$52.60 | \$53.92 | \$55.27 |
| ET | 34 | Annual | \$82,328.00 | \$85,244.00 | \$88,158.00 | \$91,073.00 | \$93,986.00 | \$96,903.00 | \$99,811.00 | \$102,308.00 | \$104,867.00 |
| | | Bi-Wk | \$3,154.33 | \$3,266.06 | \$3,377.71 | \$3,489.39 | \$3,601.00 | \$3,712.76 | \$3,824.18 | \$3,919.85 | \$4,017.90 |
| | | Daily | \$315.44 | \$326.61 | \$337.78 | \$348.94 | \$360.10 | \$371.28 | \$382.42 | \$391.99 | \$401.79 |
| | | Hourly | \$45.07 | \$46.66 | \$48.26 | \$49.85 | \$51.45 | \$53.04 | \$54.64 | \$56.00 | \$57.40 |
| ET | 35 | Annual | \$85,713.00 | \$88,698.00 | \$91,690.00 | \$94,679.00 | \$97,665.00 | \$100,648.00 | \$103,643.00 | \$106,231.00 | \$108,889.00 |
| | | Bi-Wk | \$3,284.03 | \$3,398.40 | \$3,513.03 | \$3,627.55 | \$3,741.96 | \$3,856.25 | \$3,971.00 | \$4,070.16 | \$4,172.00 |
| | | Daily | \$328.41 | \$339.84 | \$351.31 | \$362.76 | \$374.20 | \$385.63 | \$397.10 | \$407.02 | \$417.20 |
| | | Hourly | \$46.92 | \$48.55 | \$50.19 | \$51.83 | \$53.46 | \$55.09 | \$56.73 | \$58.15 | \$59.60 |
| ET | 36 | Annual | \$89,278.00 | \$92,338.00 | \$95,408.00 | \$98,471.00 | \$101,538.00 | \$104,600.00 | \$107,665.00 | \$110,362.00 | \$113,124.00 |
| | | Bi-Wk | \$3,420.62 | \$3,537.86 | \$3,655.48 | \$3,772.84 | \$3,890.35 | \$4,007.67 | \$4,125.10 | \$4,228.43 | \$4,334.26 |
| | | Daily | \$342.07 | \$353.79 | \$365.55 | \$377.29 | \$389.04 | \$400.77 | \$412.51 | \$422.85 | \$433.43 |
| | | Hourly | \$48.87 | \$50.55 | \$52.23 | \$53.90 | \$55.58 | \$57.26 | \$58.93 | \$60.41 | \$61.92 |
| ET | 37 | Annual | \$92,982.00 | \$96,128.00 | \$99,280.00 | \$102,429.00 | \$105,580.00 | \$108,730.00 | \$111,879.00 | \$114,672.00 | \$117,540.00 |
| | | Bi-Wk | \$3,562.53 | \$3,683.07 | \$3,803.84 | \$3,924.49 | \$4,045.22 | \$4,165.91 | \$4,286.56 | \$4,393.57 | \$4,503.45 |
| | | Daily | \$356.26 | \$368.31 | \$380.39 | \$392.45 | \$404.53 | \$416.60 | \$428.66 | \$439.36 | \$450.35 |
| | | Hourly | \$50.90 | \$52.62 | \$54.35 | \$56.07 | \$57.79 | \$59.52 | \$61.24 | \$62.77 | \$64.34 |

P-4 ET 35 HOUR PAY PLAN EFFECTIVE 7/1/2008

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| ET | 38 | Annual | \$96,821.00 | \$100,037.00 | \$103,263.00 | \$106,485.00 | \$109,710.00 | \$112,931.00 | \$116,156.00 | \$119,063.00 | \$122,038.00 |
| | | Bi-Wk | \$3,709.62 | \$3,832.84 | \$3,956.44 | \$4,079.89 | \$4,203.45 | \$4,326.86 | \$4,450.43 | \$4,561.81 | \$4,675.79 |
| | | Daily | \$370.97 | \$383.29 | \$395.65 | \$407.99 | \$420.35 | \$432.69 | \$445.05 | \$456.19 | \$467.58 |
| | | Hourly | \$53.00 | \$54.76 | \$56.53 | \$58.29 | \$60.05 | \$61.82 | \$63.58 | \$65.17 | \$66.80 |
| ET | 39 | Annual | \$100,847.00 | \$104,147.00 | \$107,444.00 | \$110,751.00 | \$114,050.00 | \$117,343.00 | \$120,649.00 | \$123,667.00 | \$126,758.00 |
| | | Bi-Wk | \$3,863.87 | \$3,990.31 | \$4,116.63 | \$4,243.34 | \$4,369.74 | \$4,495.91 | \$4,622.57 | \$4,738.20 | \$4,856.63 |
| | | Daily | \$386.39 | \$399.04 | \$411.67 | \$424.34 | \$436.98 | \$449.60 | \$462.26 | \$473.82 | \$485.67 |
| | | Hourly | \$55.20 | \$57.01 | \$58.81 | \$60.62 | \$62.43 | \$64.23 | \$66.04 | \$67.69 | \$69.39 |
| ET | 40 | Annual | \$105,051.00 | \$108,417.00 | \$111,795.00 | \$115,161.00 | \$118,533.00 | \$121,902.00 | \$125,274.00 | \$128,408.00 | \$131,618.00 |
| | | Bi-Wk | \$4,024.95 | \$4,153.91 | \$4,283.34 | \$4,412.30 | \$4,541.50 | \$4,670.58 | \$4,799.78 | \$4,919.85 | \$5,042.84 |
| | | Daily | \$402.50 | \$415.40 | \$428.34 | \$441.23 | \$454.15 | \$467.06 | \$479.98 | \$491.99 | \$504.29 |
| | | Hourly | \$57.50 | \$59.35 | \$61.20 | \$63.04 | \$64.88 | \$66.73 | \$68.57 | \$70.29 | \$72.05 |
| ET | 41 | Annual | \$109,439.00 | \$112,895.00 | \$116,346.00 | \$119,802.00 | \$123,252.00 | \$126,702.00 | \$130,154.00 | \$133,409.00 | \$136,745.00 |
| | | Bi-Wk | \$4,193.07 | \$4,325.48 | \$4,457.71 | \$4,590.12 | \$4,722.30 | \$4,854.49 | \$4,986.75 | \$5,111.46 | \$5,239.28 |
| | | Daily | \$419.31 | \$432.55 | \$445.78 | \$459.02 | \$472.23 | \$485.45 | \$498.68 | \$511.15 | \$523.93 |
| | | Hourly | \$59.91 | \$61.80 | \$63.69 | \$65.58 | \$67.47 | \$69.35 | \$71.24 | \$73.03 | \$74.85 |
| ET | 42 | Annual | \$114,001.00 | \$117,535.00 | \$121,067.00 | \$124,587.00 | \$128,122.00 | \$131,646.00 | \$135,183.00 | \$138,564.00 | \$142,028.00 |
| | | Bi-Wk | \$4,367.86 | \$4,503.26 | \$4,638.59 | \$4,773.45 | \$4,908.89 | \$5,043.91 | \$5,179.43 | \$5,308.97 | \$5,441.69 |
| | | Daily | \$436.79 | \$450.33 | \$463.86 | \$477.35 | \$490.89 | \$504.40 | \$517.95 | \$530.90 | \$544.17 |
| | | Hourly | \$62.40 | \$64.34 | \$66.27 | \$68.20 | \$70.13 | \$72.06 | \$74.00 | \$75.85 | \$77.74 |
| ET | 43 | Annual | \$118,846.00 | \$122,442.00 | \$126,045.00 | \$129,641.00 | \$133,246.00 | \$136,840.00 | \$140,440.00 | \$143,948.00 | \$147,547.00 |
| | | Bi-Wk | \$4,553.49 | \$4,691.27 | \$4,829.32 | \$4,967.09 | \$5,105.22 | \$5,242.92 | \$5,380.85 | \$5,515.25 | \$5,653.15 |
| | | Daily | \$455.35 | \$469.13 | \$482.94 | \$496.71 | \$510.53 | \$524.30 | \$538.09 | \$551.53 | \$565.32 |
| | | Hourly | \$65.05 | \$67.02 | \$69.00 | \$70.96 | \$72.94 | \$74.90 | \$76.87 | \$78.79 | \$80.76 |

Step 10

\$39,048.00
\$1,496.10
\$149.61
\$21.38

\$40,414.00
\$1,548.43
\$154.85
\$22.13

\$43,882.00
\$1,681.31
\$168.14
\$24.02

\$45,834.00
\$1,756.10
\$175.61
\$25.09

\$47,882.00
\$1,834.56
\$183.46
\$26.21

\$50,048.00
\$1,917.55
\$191.76
\$27.40

\$52,348.00
\$2,005.68
\$200.57
\$28.66

\$54,757.00
\$2,097.97
\$209.80
\$29.98

\$57,267.00
\$2,194.14
\$219.42
\$31.35

Step 10

\$59,923.00
\$2,295.91
\$229.60
\$32.80

\$62,675.00
\$2,401.35
\$240.14
\$34.31

\$65,983.00
\$2,528.09
\$252.81
\$36.12

\$69,042.00
\$2,645.29
\$264.53
\$37.79

\$72,294.00
\$2,769.89
\$276.99
\$39.57

\$75,667.00
\$2,899.12
\$289.92
\$41.42

\$79,234.00
\$3,035.79
\$303.58
\$43.37

\$82,962.00
\$3,178.63
\$317.87
\$45.41

\$86,915.00
\$3,330.08
\$333.01
\$47.58

Step 10

\$89,130.00
\$3,414.95
\$341.50
\$48.79

\$92,526.00
\$3,545.06
\$354.51
\$50.65

\$96,058.00
\$3,680.39
\$368.04
\$52.58

\$99,699.00
\$3,819.89
\$381.99
\$54.57

\$103,493.00
\$3,965.25
\$396.53
\$56.65

\$107,488.00
\$4,118.32
\$411.84
\$58.84

\$111,611.00
\$4,276.29
\$427.63
\$61.09

\$115,953.00
\$4,442.65
\$444.27
\$63.47

\$120,480.00
\$4,616.10
\$461.61
\$65.95

Step 10

\$125,091.00
\$4,792.76
\$479.28
\$68.47

\$129,928.00
\$4,978.09
\$497.81
\$71.12

\$134,910.00
\$5,168.97
\$516.90
\$73.85

\$140,164.00
\$5,370.27
\$537.03
\$76.72

\$145,579.00
\$5,577.74
\$557.78
\$79.69

\$151,237.00
\$5,794.53
\$579.46
\$82.78