

**P-4 EU 35 HOUR PAY PLAN EFFECTIVE 7/1/2007**

<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>
EU	11	Annual	\$29,514.00	\$30,409.00	\$31,314.00	\$32,213.00	\$33,140.00	\$34,082.00	\$35,030.00	\$35,908.00	\$36,805.00
		Bi-Wk	\$1,130.81	\$1,165.10	\$1,199.78	\$1,234.22	\$1,269.74	\$1,305.83	\$1,342.15	\$1,375.79	\$1,410.16
		Daily	\$113.09	\$116.51	\$119.98	\$123.43	\$126.98	\$130.59	\$134.22	\$137.58	\$141.02
		Hourly	\$16.16	\$16.65	\$17.14	\$17.64	\$18.14	\$18.66	\$19.18	\$19.66	\$20.15
EU	12	Annual	\$30,469.00	\$31,413.00	\$32,343.00	\$33,315.00	\$34,292.00	\$35,282.00	\$36,259.00	\$37,166.00	\$38,096.00
		Bi-Wk	\$1,167.40	\$1,203.57	\$1,239.20	\$1,276.44	\$1,313.87	\$1,351.81	\$1,389.24	\$1,423.99	\$1,459.62
		Daily	\$116.74	\$120.36	\$123.92	\$127.65	\$131.39	\$135.19	\$138.93	\$142.40	\$145.97
		Hourly	\$16.68	\$17.20	\$17.71	\$18.24	\$18.77	\$19.32	\$19.85	\$20.35	\$20.86
EU	13	Annual	\$32,187.00	\$33,377.00	\$34,576.00	\$35,769.00	\$36,972.00	\$38,166.00	\$39,370.00	\$40,355.00	\$41,364.00
		Bi-Wk	\$1,233.22	\$1,278.82	\$1,324.76	\$1,370.46	\$1,416.56	\$1,462.30	\$1,508.43	\$1,546.17	\$1,584.83
		Daily	\$123.33	\$127.89	\$132.48	\$137.05	\$141.66	\$146.23	\$150.85	\$154.62	\$158.49
		Hourly	\$17.62	\$18.27	\$18.93	\$19.58	\$20.24	\$20.89	\$21.55	\$22.09	\$22.65
EU	14	Annual	\$33,693.00	\$34,935.00	\$36,171.00	\$37,410.00	\$38,645.00	\$39,883.00	\$41,119.00	\$42,149.00	\$43,202.00
		Bi-Wk	\$1,290.92	\$1,338.51	\$1,385.87	\$1,433.34	\$1,480.66	\$1,528.09	\$1,575.45	\$1,614.91	\$1,655.25
		Daily	\$129.10	\$133.86	\$138.59	\$143.34	\$148.07	\$152.81	\$157.55	\$161.50	\$165.53
		Hourly	\$18.45	\$19.13	\$19.80	\$20.48	\$21.16	\$21.83	\$22.51	\$23.08	\$23.65
EU	15	Annual	\$35,314.00	\$36,587.00	\$37,859.00	\$39,130.00	\$40,406.00	\$41,689.00	\$42,957.00	\$44,034.00	\$45,135.00
		Bi-Wk	\$1,353.03	\$1,401.81	\$1,450.54	\$1,499.24	\$1,548.13	\$1,597.28	\$1,645.87	\$1,687.13	\$1,729.32
		Daily	\$135.31	\$140.19	\$145.06	\$149.93	\$154.82	\$159.73	\$164.59	\$168.72	\$172.94
		Hourly	\$19.33	\$20.03	\$20.73	\$21.42	\$22.12	\$22.82	\$23.52	\$24.11	\$24.71
EU	16	Annual	\$37,030.00	\$38,345.00	\$39,657.00	\$40,968.00	\$42,278.00	\$43,595.00	\$44,904.00	\$46,026.00	\$47,177.00
		Bi-Wk	\$1,418.78	\$1,469.16	\$1,519.43	\$1,569.66	\$1,619.85	\$1,670.31	\$1,720.46	\$1,763.45	\$1,807.55
		Daily	\$141.88	\$146.92	\$151.95	\$156.97	\$161.99	\$167.04	\$172.05	\$176.35	\$180.76
		Hourly	\$20.27	\$20.99	\$21.71	\$22.43	\$23.15	\$23.87	\$24.58	\$25.20	\$25.83
EU	17	Annual	\$38,863.00	\$40,215.00	\$41,568.00	\$42,915.00	\$44,266.00	\$45,611.00	\$46,963.00	\$48,136.00	\$49,341.00
		Bi-Wk	\$1,489.01	\$1,540.81	\$1,592.65	\$1,644.26	\$1,696.02	\$1,747.55	\$1,799.35	\$1,844.30	\$1,890.46
		Daily	\$148.91	\$154.09	\$159.27	\$164.43	\$169.61	\$174.76	\$179.94	\$184.43	\$189.05
		Hourly	\$21.28	\$22.02	\$22.76	\$23.49	\$24.23	\$24.97	\$25.71	\$26.35	\$27.01
EU	18	Annual	\$40,825.00	\$42,212.00	\$43,595.00	\$44,980.00	\$46,358.00	\$47,742.00	\$49,123.00	\$50,354.00	\$51,613.00
		Bi-Wk	\$1,564.18	\$1,617.32	\$1,670.31	\$1,723.38	\$1,776.17	\$1,829.20	\$1,882.11	\$1,929.28	\$1,977.51
		Daily	\$156.42	\$161.74	\$167.04	\$172.34	\$177.62	\$182.92	\$188.22	\$192.93	\$197.76
		Hourly	\$22.35	\$23.11	\$23.87	\$24.62	\$25.38	\$26.14	\$26.89	\$27.57	\$28.26

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EU	19	Annual	\$42,836.00	\$44,266.00	\$45,687.00	\$47,114.00	\$48,533.00	\$49,956.00	\$51,379.00	\$52,664.00	\$53,982.00
		Bi-Wk	\$1,641.23	\$1,696.02	\$1,750.46	\$1,805.14	\$1,859.51	\$1,914.03	\$1,968.55	\$2,017.78	\$2,068.28
		Daily	\$164.13	\$169.61	\$175.05	\$180.52	\$185.96	\$191.41	\$196.86	\$201.78	\$206.83
		Hourly	\$23.45	\$24.23	\$25.01	\$25.79	\$26.57	\$27.35	\$28.13	\$28.83	\$29.55
EU	20	Annual	\$45,021.00	\$46,478.00	\$47,937.00	\$49,391.00	\$50,846.00	\$52,303.00	\$53,760.00	\$55,106.00	\$56,484.00
		Bi-Wk	\$1,724.95	\$1,780.77	\$1,836.67	\$1,892.38	\$1,948.13	\$2,003.95	\$2,059.78	\$2,111.35	\$2,164.14
		Daily	\$172.50	\$178.08	\$183.67	\$189.24	\$194.82	\$200.40	\$205.98	\$211.14	\$216.42
		Hourly	\$24.65	\$25.44	\$26.24	\$27.04	\$27.84	\$28.63	\$29.43	\$30.17	\$30.92
EU	21	Annual	\$47,238.00	\$48,741.00	\$50,235.00	\$51,732.00	\$53,234.00	\$54,728.00	\$56,232.00	\$57,639.00	\$59,079.00
		Bi-Wk	\$1,809.89	\$1,867.48	\$1,924.72	\$1,982.07	\$2,039.62	\$2,096.86	\$2,154.49	\$2,208.40	\$2,263.57
		Daily	\$180.99	\$186.75	\$192.48	\$198.21	\$203.97	\$209.69	\$215.45	\$220.84	\$226.36
		Hourly	\$25.86	\$26.68	\$27.50	\$28.32	\$29.14	\$29.96	\$30.78	\$31.55	\$32.34
EU	22	Annual	\$48,533.00	\$50,310.00	\$52,091.00	\$53,865.00	\$55,647.00	\$57,423.00	\$59,201.00	\$60,682.00	\$62,200.00
		Bi-Wk	\$1,859.51	\$1,927.59	\$1,995.83	\$2,063.80	\$2,132.07	\$2,200.12	\$2,268.24	\$2,324.99	\$2,383.15
		Daily	\$185.96	\$192.76	\$199.59	\$206.38	\$213.21	\$220.02	\$226.83	\$232.50	\$238.32
		Hourly	\$26.57	\$27.54	\$28.52	\$29.49	\$30.46	\$31.44	\$32.41	\$33.22	\$34.05
EU	23	Annual	\$50,830.00	\$52,685.00	\$54,532.00	\$56,390.00	\$58,240.00	\$60,094.00	\$61,946.00	\$63,496.00	\$65,083.00
		Bi-Wk	\$1,947.51	\$2,018.59	\$2,089.35	\$2,160.54	\$2,231.42	\$2,302.46	\$2,373.41	\$2,432.80	\$2,493.61
		Daily	\$194.76	\$201.86	\$208.94	\$216.06	\$223.15	\$230.25	\$237.35	\$243.28	\$249.37
		Hourly	\$27.83	\$28.84	\$29.85	\$30.87	\$31.88	\$32.90	\$33.91	\$34.76	\$35.63
EU	24	Annual	\$53,275.00	\$55,205.00	\$57,136.00	\$59,070.00	\$61,000.00	\$62,926.00	\$64,861.00	\$66,482.00	\$68,144.00
		Bi-Wk	\$2,041.19	\$2,115.14	\$2,189.12	\$2,263.22	\$2,337.17	\$2,410.96	\$2,485.10	\$2,547.21	\$2,610.89
		Daily	\$204.12	\$211.52	\$218.92	\$226.33	\$233.72	\$241.10	\$248.51	\$254.73	\$261.09
		Hourly	\$29.16	\$30.22	\$31.28	\$32.34	\$33.39	\$34.45	\$35.51	\$36.39	\$37.30
EU	25	Annual	\$55,879.00	\$57,883.00	\$59,878.00	\$61,880.00	\$63,888.00	\$65,890.00	\$67,888.00	\$69,585.00	\$71,325.00
		Bi-Wk	\$2,140.96	\$2,217.74	\$2,294.18	\$2,370.89	\$2,447.82	\$2,524.53	\$2,601.08	\$2,666.10	\$2,732.76
		Daily	\$214.10	\$221.78	\$229.42	\$237.09	\$244.79	\$252.46	\$260.11	\$266.61	\$273.28
		Hourly	\$30.59	\$31.69	\$32.78	\$33.87	\$34.97	\$36.07	\$37.16	\$38.09	\$39.04
EU	26	Annual	\$58,632.00	\$60,706.00	\$62,789.00	\$64,861.00	\$66,936.00	\$69,012.00	\$71,082.00	\$72,861.00	\$74,683.00
		Bi-Wk	\$2,246.44	\$2,325.91	\$2,405.71	\$2,485.10	\$2,564.60	\$2,644.14	\$2,723.45	\$2,791.61	\$2,861.42
		Daily	\$224.65	\$232.60	\$240.58	\$248.51	\$256.46	\$264.42	\$272.35	\$279.17	\$286.15
		Hourly	\$32.10	\$33.23	\$34.37	\$35.51	\$36.64	\$37.78	\$38.91	\$39.89	\$40.88

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EU	27	Annual	\$61,537.00	\$63,689.00	\$65,840.00	\$67,981.00	\$70,132.00	\$72,279.00	\$74,429.00	\$76,291.00	\$78,199.00
		Bi-Wk	\$2,357.74	\$2,440.20	\$2,522.61	\$2,604.64	\$2,687.05	\$2,769.32	\$2,851.69	\$2,923.03	\$2,996.14
		Daily	\$235.78	\$244.02	\$252.27	\$260.47	\$268.71	\$276.94	\$285.17	\$292.31	\$299.62
		Hourly	\$33.69	\$34.86	\$36.04	\$37.21	\$38.39	\$39.57	\$40.74	\$41.76	\$42.81
EU	28	Annual	\$64,648.00	\$66,870.00	\$69,094.00	\$71,321.00	\$73,538.00	\$75,761.00	\$77,983.00	\$79,933.00	\$81,931.00
		Bi-Wk	\$2,476.94	\$2,562.07	\$2,647.28	\$2,732.61	\$2,817.55	\$2,902.73	\$2,987.86	\$3,062.57	\$3,139.12
		Daily	\$247.70	\$256.21	\$264.73	\$273.27	\$281.76	\$290.28	\$298.79	\$306.26	\$313.92
		Hourly	\$35.39	\$36.61	\$37.82	\$39.04	\$40.26	\$41.47	\$42.69	\$43.76	\$44.85
EU	29	Annual	\$65,267.00	\$67,717.00	\$70,168.00	\$72,618.00	\$75,066.00	\$77,516.00	\$79,964.00	\$81,962.00	\$84,012.00
		Bi-Wk	\$2,500.66	\$2,594.53	\$2,688.43	\$2,782.30	\$2,876.10	\$2,969.97	\$3,063.76	\$3,140.31	\$3,218.86
		Daily	\$250.07	\$259.46	\$268.85	\$278.23	\$287.61	\$297.00	\$306.38	\$314.04	\$321.89
		Hourly	\$35.73	\$37.07	\$38.41	\$39.75	\$41.09	\$42.43	\$43.77	\$44.87	\$45.99
EU	30	Annual	\$67,888.00	\$70,407.00	\$72,935.00	\$75,449.00	\$77,965.00	\$80,487.00	\$83,014.00	\$85,089.00	\$87,216.00
		Bi-Wk	\$2,601.08	\$2,697.59	\$2,794.45	\$2,890.77	\$2,987.17	\$3,083.80	\$3,180.62	\$3,260.12	\$3,341.61
		Daily	\$260.11	\$269.76	\$279.45	\$289.08	\$298.72	\$308.38	\$318.07	\$326.02	\$334.17
		Hourly	\$37.16	\$38.54	\$39.93	\$41.30	\$42.68	\$44.06	\$45.44	\$46.58	\$47.74
EU	31	Annual	\$70,612.00	\$73,208.00	\$75,804.00	\$78,396.00	\$80,993.00	\$83,586.00	\$86,183.00	\$88,338.00	\$90,546.00
		Bi-Wk	\$2,705.45	\$2,804.91	\$2,904.37	\$3,003.68	\$3,103.19	\$3,202.53	\$3,302.04	\$3,384.60	\$3,469.20
		Daily	\$270.55	\$280.50	\$290.44	\$300.37	\$310.32	\$320.26	\$330.21	\$338.46	\$346.92
		Hourly	\$38.65	\$40.08	\$41.50	\$42.91	\$44.34	\$45.76	\$47.18	\$48.36	\$49.56
EU	32	Annual	\$73,444.00	\$76,108.00	\$78,771.00	\$81,441.00	\$84,107.00	\$86,773.00	\$89,445.00	\$91,682.00	\$93,975.00
		Bi-Wk	\$2,813.95	\$2,916.02	\$3,018.05	\$3,120.35	\$3,222.50	\$3,324.64	\$3,427.02	\$3,512.73	\$3,600.58
		Daily	\$281.40	\$291.61	\$301.81	\$312.04	\$322.25	\$332.47	\$342.71	\$351.28	\$360.06
		Hourly	\$40.20	\$41.66	\$43.12	\$44.58	\$46.04	\$47.50	\$48.96	\$50.19	\$51.44
EU	33	Annual	\$76,399.00	\$79,141.00	\$81,879.00	\$84,620.00	\$87,363.00	\$90,101.00	\$92,849.00	\$95,172.00	\$97,552.00
		Bi-Wk	\$2,927.17	\$3,032.23	\$3,137.13	\$3,242.15	\$3,347.25	\$3,452.15	\$3,557.44	\$3,646.44	\$3,737.63
		Daily	\$292.72	\$303.23	\$313.72	\$324.22	\$334.73	\$345.22	\$355.75	\$364.65	\$373.77
		Hourly	\$41.82	\$43.32	\$44.82	\$46.32	\$47.82	\$49.32	\$50.83	\$52.10	\$53.40
EU	34	Annual	\$79,543.00	\$82,361.00	\$85,176.00	\$87,993.00	\$90,807.00	\$93,626.00	\$96,435.00	\$98,847.00	\$101,319.00
		Bi-Wk	\$3,047.63	\$3,155.60	\$3,263.45	\$3,371.38	\$3,479.20	\$3,587.21	\$3,694.83	\$3,787.25	\$3,881.96
		Daily	\$304.77	\$315.56	\$326.35	\$337.14	\$347.92	\$358.73	\$369.49	\$378.73	\$388.20
		Hourly	\$43.54	\$45.08	\$46.63	\$48.17	\$49.71	\$51.25	\$52.79	\$54.11	\$55.46

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EU	35	Annual	\$82,814.00	\$85,698.00	\$88,589.00	\$91,477.00	\$94,362.00	\$97,244.00	\$100,138.00	\$102,641.00	\$105,208.00
		Bi-Wk	\$3,172.96	\$3,283.45	\$3,394.22	\$3,504.87	\$3,615.41	\$3,725.83	\$3,836.71	\$3,932.61	\$4,030.96
		Daily	\$317.30	\$328.35	\$339.43	\$350.49	\$361.55	\$372.59	\$383.68	\$393.27	\$403.10
		Hourly	\$45.33	\$46.91	\$48.49	\$50.07	\$51.65	\$53.23	\$54.82	\$56.19	\$57.59
EU	36	Annual	\$86,258.00	\$89,215.00	\$92,181.00	\$95,141.00	\$98,104.00	\$101,062.00	\$104,024.00	\$106,626.00	\$109,291.00
		Bi-Wk	\$3,304.91	\$3,418.20	\$3,531.84	\$3,645.25	\$3,758.78	\$3,872.11	\$3,985.60	\$4,085.29	\$4,187.40
		Daily	\$330.50	\$341.82	\$353.19	\$364.53	\$375.88	\$387.22	\$398.56	\$408.53	\$418.74
		Hourly	\$47.22	\$48.84	\$50.46	\$52.08	\$53.70	\$55.32	\$56.94	\$58.37	\$59.82
EU	37	Annual	\$89,837.00	\$92,877.00	\$95,922.00	\$98,965.00	\$102,009.00	\$105,053.00	\$108,095.00	\$110,797.00	\$113,567.00
		Bi-Wk	\$3,442.04	\$3,558.51	\$3,675.18	\$3,791.77	\$3,908.40	\$4,025.02	\$4,141.58	\$4,245.10	\$4,351.23
		Daily	\$344.21	\$355.86	\$367.52	\$379.18	\$390.84	\$402.51	\$414.16	\$424.51	\$435.13
		Hourly	\$49.18	\$50.84	\$52.51	\$54.17	\$55.84	\$57.51	\$59.17	\$60.65	\$62.17
EU	38	Annual	\$93,546.00	\$96,654.00	\$99,771.00	\$102,884.00	\$106,000.00	\$109,112.00	\$112,228.00	\$115,034.00	\$117,910.00
		Bi-Wk	\$3,584.14	\$3,703.22	\$3,822.65	\$3,941.92	\$4,061.31	\$4,180.54	\$4,299.93	\$4,407.44	\$4,517.63
		Daily	\$358.42	\$370.33	\$382.27	\$394.20	\$406.14	\$418.06	\$430.00	\$440.75	\$451.77
		Hourly	\$51.21	\$52.91	\$54.61	\$56.32	\$58.02	\$59.73	\$61.43	\$62.97	\$64.54
EU	39	Annual	\$97,436.00	\$100,625.00	\$103,810.00	\$107,005.00	\$110,193.00	\$113,374.00	\$116,569.00	\$119,484.00	\$122,472.00
		Bi-Wk	\$3,733.19	\$3,855.37	\$3,977.40	\$4,099.81	\$4,221.96	\$4,343.84	\$4,466.25	\$4,577.94	\$4,692.42
		Daily	\$373.32	\$385.54	\$397.74	\$409.99	\$422.20	\$434.39	\$446.63	\$457.80	\$469.25
		Hourly	\$53.34	\$55.08	\$56.82	\$58.57	\$60.32	\$62.06	\$63.81	\$65.40	\$67.04
EU	40	Annual	\$101,498.00	\$104,750.00	\$108,014.00	\$111,266.00	\$114,524.00	\$117,779.00	\$121,037.00	\$124,063.00	\$127,164.00
		Bi-Wk	\$3,888.82	\$4,013.41	\$4,138.47	\$4,263.07	\$4,387.90	\$4,512.61	\$4,637.44	\$4,753.38	\$4,872.19
		Daily	\$388.89	\$401.35	\$413.85	\$426.31	\$438.79	\$451.27	\$463.75	\$475.34	\$487.22
		Hourly	\$55.56	\$57.34	\$59.13	\$60.91	\$62.69	\$64.47	\$66.25	\$67.91	\$69.61
EU	41	Annual	\$105,738.00	\$109,077.00	\$112,411.00	\$115,750.00	\$119,084.00	\$122,417.00	\$125,752.00	\$128,896.00	\$132,119.00
		Bi-Wk	\$4,051.27	\$4,179.20	\$4,306.94	\$4,434.87	\$4,562.61	\$4,690.31	\$4,818.09	\$4,938.55	\$5,062.04
		Daily	\$405.13	\$417.92	\$430.70	\$443.49	\$456.27	\$469.04	\$481.81	\$493.86	\$506.21
		Hourly	\$57.88	\$59.71	\$61.53	\$63.36	\$65.19	\$67.01	\$68.83	\$70.56	\$72.32
EU	42	Annual	\$110,145.00	\$113,560.00	\$116,972.00	\$120,373.00	\$123,789.00	\$127,194.00	\$130,611.00	\$133,878.00	\$137,225.00
		Bi-Wk	\$4,220.12	\$4,350.96	\$4,481.69	\$4,612.00	\$4,742.88	\$4,873.34	\$5,004.26	\$5,129.43	\$5,257.67
		Daily	\$422.02	\$435.10	\$448.17	\$461.20	\$474.29	\$487.34	\$500.43	\$512.95	\$525.77
		Hourly	\$60.29	\$62.16	\$64.03	\$65.89	\$67.76	\$69.62	\$71.49	\$73.28	\$75.11
EU	43	Annual	\$114,827.00	\$118,301.00	\$121,782.00	\$125,257.00	\$128,740.00	\$132,212.00	\$135,690.00	\$139,083.00	\$142,560.00
		Bi-Wk	\$4,399.51	\$4,532.61	\$4,665.98	\$4,799.12	\$4,932.57	\$5,065.60	\$5,198.86	\$5,328.86	\$5,462.07
		Daily	\$439.96	\$453.27	\$466.60	\$479.92	\$493.26	\$506.56	\$519.89	\$532.89	\$546.21
		Hourly	\$62.86	\$64.76	\$66.66	\$68.56	\$70.47	\$72.37	\$74.27	\$76.13	\$78.03