

**P-4 EU 35 HOUR PAY PLAN EFFECTIVE 7/1/2006**

<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	\$28,515.00	\$29,380.00	\$30,255.00	\$31,123.00	\$32,019.00	\$32,929.00	\$33,845.00	\$34,693.00	\$35,560.00
		Bi-Wk	\$1,092.53	\$1,125.68	\$1,159.20	\$1,192.46	\$1,226.79	\$1,261.65	\$1,296.75	\$1,329.24	\$1,362.46
		Daily	\$109.26	\$112.57	\$115.92	\$119.25	\$122.68	\$126.17	\$129.68	\$132.93	\$136.25
		Hourly	\$15.61	\$16.09	\$16.56	\$17.04	\$17.53	\$18.03	\$18.53	\$18.99	\$19.47
EU	12	Annual	\$29,438.00	\$30,350.00	\$31,249.00	\$32,188.00	\$33,132.00	\$34,088.00	\$35,032.00	\$35,909.00	\$36,807.00
		Bi-Wk	\$1,127.90	\$1,162.84	\$1,197.28	\$1,233.26	\$1,269.43	\$1,306.06	\$1,342.23	\$1,375.83	\$1,410.23
		Daily	\$112.79	\$116.29	\$119.73	\$123.33	\$126.95	\$130.61	\$134.23	\$137.59	\$141.03
		Hourly	\$16.12	\$16.62	\$17.11	\$17.62	\$18.14	\$18.66	\$19.18	\$19.66	\$20.15
EU	13	Annual	\$31,098.00	\$32,248.00	\$33,406.00	\$34,559.00	\$35,721.00	\$36,875.00	\$38,038.00	\$38,990.00	\$39,965.00
		Bi-Wk	\$1,191.50	\$1,235.56	\$1,279.93	\$1,324.10	\$1,368.63	\$1,412.84	\$1,457.40	\$1,493.87	\$1,531.23
		Daily	\$119.15	\$123.56	\$128.00	\$132.41	\$136.87	\$141.29	\$145.74	\$149.39	\$153.13
		Hourly	\$17.03	\$17.66	\$18.29	\$18.92	\$19.56	\$20.19	\$20.82	\$21.35	\$21.88
EU	14	Annual	\$32,553.00	\$33,753.00	\$34,947.00	\$36,144.00	\$37,338.00	\$38,534.00	\$39,728.00	\$40,723.00	\$41,741.00
		Bi-Wk	\$1,247.25	\$1,293.22	\$1,338.97	\$1,384.83	\$1,430.58	\$1,476.40	\$1,522.15	\$1,560.27	\$1,599.28
		Daily	\$124.73	\$129.33	\$133.90	\$138.49	\$143.06	\$147.64	\$152.22	\$156.03	\$159.93
		Hourly	\$17.82	\$18.48	\$19.13	\$19.79	\$20.44	\$21.10	\$21.75	\$22.29	\$22.85
EU	15	Annual	\$34,119.00	\$35,349.00	\$36,578.00	\$37,806.00	\$39,039.00	\$40,279.00	\$41,504.00	\$42,544.00	\$43,608.00
		Bi-Wk	\$1,307.25	\$1,354.37	\$1,401.46	\$1,448.51	\$1,495.75	\$1,543.26	\$1,590.20	\$1,630.04	\$1,670.81
		Daily	\$130.73	\$135.44	\$140.15	\$144.86	\$149.58	\$154.33	\$159.02	\$163.01	\$167.09
		Hourly	\$18.68	\$19.35	\$20.03	\$20.70	\$21.37	\$22.05	\$22.72	\$23.29	\$23.87
EU	16	Annual	\$35,777.00	\$37,048.00	\$38,315.00	\$39,582.00	\$40,848.00	\$42,120.00	\$43,385.00	\$44,469.00	\$45,581.00
		Bi-Wk	\$1,370.77	\$1,419.47	\$1,468.01	\$1,516.56	\$1,565.06	\$1,613.80	\$1,662.27	\$1,703.80	\$1,746.40
		Daily	\$137.08	\$141.95	\$146.81	\$151.66	\$156.51	\$161.38	\$166.23	\$170.38	\$174.64
		Hourly	\$19.59	\$20.28	\$20.98	\$21.67	\$22.36	\$23.06	\$23.75	\$24.34	\$24.95
EU	17	Annual	\$37,548.00	\$38,855.00	\$40,162.00	\$41,463.00	\$42,769.00	\$44,068.00	\$45,374.00	\$46,508.00	\$47,672.00
		Bi-Wk	\$1,438.63	\$1,488.70	\$1,538.78	\$1,588.63	\$1,638.66	\$1,688.43	\$1,738.47	\$1,781.92	\$1,826.52
		Daily	\$143.87	\$148.87	\$153.88	\$158.87	\$163.87	\$168.85	\$173.85	\$178.20	\$182.66
		Hourly	\$20.56	\$21.27	\$21.99	\$22.70	\$23.41	\$24.13	\$24.84	\$25.46	\$26.10

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EU	18	Annual	\$39,444.00	\$40,784.00	\$42,120.00	\$43,458.00	\$44,790.00	\$46,127.00	\$47,461.00	\$48,651.00	\$49,867.00
		Bi-Wk	\$1,511.27	\$1,562.61	\$1,613.80	\$1,665.06	\$1,716.10	\$1,767.32	\$1,818.43	\$1,864.03	\$1,910.62
		Daily	\$151.13	\$156.27	\$161.38	\$166.51	\$171.61	\$176.74	\$181.85	\$186.41	\$191.07
		Hourly	\$21.59	\$22.33	\$23.06	\$23.79	\$24.52	\$25.25	\$25.98	\$26.63	\$27.30
EU	19	Annual	\$41,387.00	\$42,769.00	\$44,142.00	\$45,520.00	\$46,891.00	\$48,266.00	\$49,641.00	\$50,883.00	\$52,156.00
		Bi-Wk	\$1,585.71	\$1,638.66	\$1,691.27	\$1,744.07	\$1,796.60	\$1,849.28	\$1,901.96	\$1,949.55	\$1,998.32
		Daily	\$158.58	\$163.87	\$169.13	\$174.41	\$179.66	\$184.93	\$190.20	\$194.96	\$199.84
		Hourly	\$22.66	\$23.41	\$24.17	\$24.92	\$25.67	\$26.42	\$27.18	\$27.86	\$28.55
EU	20	Annual	\$43,498.00	\$44,906.00	\$46,315.00	\$47,720.00	\$49,126.00	\$50,534.00	\$51,942.00	\$53,242.00	\$54,573.00
		Bi-Wk	\$1,666.60	\$1,720.54	\$1,774.53	\$1,828.36	\$1,882.23	\$1,936.17	\$1,990.12	\$2,039.93	\$2,090.92
		Daily	\$166.66	\$172.06	\$177.46	\$182.84	\$188.23	\$193.62	\$199.02	\$204.00	\$209.10
		Hourly	\$23.81	\$24.58	\$25.36	\$26.12	\$26.89	\$27.66	\$28.44	\$29.15	\$29.88
EU	21	Annual	\$45,640.00	\$47,092.00	\$48,536.00	\$49,982.00	\$51,433.00	\$52,877.00	\$54,330.00	\$55,689.00	\$57,081.00
		Bi-Wk	\$1,748.66	\$1,804.30	\$1,859.62	\$1,915.02	\$1,970.62	\$2,025.94	\$2,081.61	\$2,133.68	\$2,187.02
		Daily	\$174.87	\$180.43	\$185.97	\$191.51	\$197.07	\$202.60	\$208.17	\$213.37	\$218.71
		Hourly	\$24.99	\$25.78	\$26.57	\$27.36	\$28.16	\$28.95	\$29.74	\$30.49	\$31.25
EU	22	Annual	\$46,891.00	\$48,608.00	\$50,329.00	\$52,043.00	\$53,765.00	\$55,481.00	\$57,199.00	\$58,629.00	\$60,096.00
		Bi-Wk	\$1,796.60	\$1,862.38	\$1,928.32	\$1,993.99	\$2,059.97	\$2,125.71	\$2,191.54	\$2,246.33	\$2,302.53
		Daily	\$179.66	\$186.24	\$192.84	\$199.40	\$206.00	\$212.58	\$219.16	\$224.64	\$230.26
		Hourly	\$25.67	\$26.61	\$27.55	\$28.49	\$29.43	\$30.37	\$31.31	\$32.10	\$32.90
EU	23	Annual	\$49,111.00	\$50,903.00	\$52,687.00	\$54,483.00	\$56,270.00	\$58,061.00	\$59,851.00	\$61,348.00	\$62,882.00
		Bi-Wk	\$1,881.65	\$1,950.31	\$2,018.66	\$2,087.48	\$2,155.94	\$2,224.56	\$2,293.15	\$2,350.50	\$2,409.28
		Daily	\$188.17	\$195.04	\$201.87	\$208.75	\$215.60	\$222.46	\$229.32	\$235.05	\$240.93
		Hourly	\$26.89	\$27.87	\$28.84	\$29.83	\$30.80	\$31.78	\$32.76	\$33.58	\$34.42
EU	24	Annual	\$51,473.00	\$53,338.00	\$55,203.00	\$57,072.00	\$58,937.00	\$60,798.00	\$62,667.00	\$64,233.00	\$65,839.00
		Bi-Wk	\$1,972.15	\$2,043.61	\$2,115.06	\$2,186.67	\$2,258.13	\$2,329.43	\$2,401.04	\$2,461.04	\$2,522.57
		Daily	\$197.22	\$204.37	\$211.51	\$218.67	\$225.82	\$232.95	\$240.11	\$246.11	\$252.26
		Hourly	\$28.18	\$29.20	\$30.22	\$31.24	\$32.26	\$33.28	\$34.31	\$35.16	\$36.04

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EU	25	Annual	\$53,989.00	\$55,925.00	\$57,853.00	\$59,787.00	\$61,727.00	\$63,661.00	\$65,592.00	\$67,231.00	\$68,913.00
		Bi-Wk	\$2,068.55	\$2,142.73	\$2,216.60	\$2,290.69	\$2,365.02	\$2,439.12	\$2,513.11	\$2,575.91	\$2,640.35
		Daily	\$206.86	\$214.28	\$221.66	\$229.07	\$236.51	\$243.92	\$251.32	\$257.60	\$264.04
		Hourly	\$29.56	\$30.62	\$31.67	\$32.73	\$33.79	\$34.85	\$35.91	\$36.80	\$37.72
EU	26	Annual	\$56,649.00	\$58,653.00	\$60,665.00	\$62,667.00	\$64,672.00	\$66,678.00	\$68,678.00	\$70,397.00	\$72,157.00
		Bi-Wk	\$2,170.46	\$2,247.25	\$2,324.33	\$2,401.04	\$2,477.86	\$2,554.72	\$2,631.35	\$2,697.21	\$2,764.64
		Daily	\$217.05	\$224.73	\$232.44	\$240.11	\$247.79	\$255.48	\$263.14	\$269.73	\$276.47
		Hourly	\$31.01	\$32.11	\$33.21	\$34.31	\$35.40	\$36.50	\$37.60	\$38.54	\$39.50
EU	27	Annual	\$59,456.00	\$61,535.00	\$63,613.00	\$65,682.00	\$67,760.00	\$69,834.00	\$71,912.00	\$73,711.00	\$75,554.00
		Bi-Wk	\$2,278.01	\$2,357.67	\$2,437.28	\$2,516.56	\$2,596.17	\$2,675.64	\$2,755.25	\$2,824.18	\$2,894.79
		Daily	\$227.81	\$235.77	\$243.73	\$251.66	\$259.62	\$267.57	\$275.53	\$282.42	\$289.48
		Hourly	\$32.55	\$33.69	\$34.82	\$35.96	\$37.09	\$38.23	\$39.37	\$40.35	\$41.36
EU	28	Annual	\$62,461.00	\$64,608.00	\$66,757.00	\$68,909.00	\$71,051.00	\$73,199.00	\$75,345.00	\$77,229.00	\$79,160.00
		Bi-Wk	\$2,393.15	\$2,475.41	\$2,557.74	\$2,640.20	\$2,722.27	\$2,804.56	\$2,886.79	\$2,958.97	\$3,032.96
		Daily	\$239.32	\$247.55	\$255.78	\$264.02	\$272.23	\$280.46	\$288.68	\$295.90	\$303.30
		Hourly	\$34.19	\$35.37	\$36.54	\$37.72	\$38.89	\$40.07	\$41.24	\$42.28	\$43.33
EU	29	Annual	\$63,059.00	\$65,427.00	\$67,795.00	\$70,162.00	\$72,527.00	\$74,894.00	\$77,259.00	\$79,190.00	\$81,171.00
		Bi-Wk	\$2,416.06	\$2,506.79	\$2,597.51	\$2,688.20	\$2,778.82	\$2,869.51	\$2,960.12	\$3,034.10	\$3,110.00
		Daily	\$241.61	\$250.68	\$259.76	\$268.82	\$277.89	\$286.96	\$296.02	\$303.41	\$311.00
		Hourly	\$34.52	\$35.82	\$37.11	\$38.41	\$39.70	\$41.00	\$42.29	\$43.35	\$44.43
EU	30	Annual	\$65,592.00	\$68,026.00	\$70,468.00	\$72,897.00	\$75,328.00	\$77,765.00	\$80,206.00	\$82,211.00	\$84,266.00
		Bi-Wk	\$2,513.11	\$2,606.37	\$2,699.93	\$2,792.99	\$2,886.14	\$2,979.51	\$3,073.03	\$3,149.85	\$3,228.59
		Daily	\$251.32	\$260.64	\$270.00	\$279.30	\$288.62	\$297.96	\$307.31	\$314.99	\$322.86
		Hourly	\$35.91	\$37.24	\$38.58	\$39.90	\$41.24	\$42.57	\$43.91	\$45.00	\$46.13
EU	31	Annual	\$68,224.00	\$70,732.00	\$73,240.00	\$75,744.00	\$78,254.00	\$80,759.00	\$83,268.00	\$85,350.00	\$87,484.00
		Bi-Wk	\$2,613.95	\$2,710.04	\$2,806.14	\$2,902.07	\$2,998.24	\$3,094.22	\$3,190.35	\$3,270.12	\$3,351.88
		Daily	\$261.40	\$271.01	\$280.62	\$290.21	\$299.83	\$309.43	\$319.04	\$327.02	\$335.19
		Hourly	\$37.35	\$38.72	\$40.09	\$41.46	\$42.84	\$44.21	\$45.58	\$46.72	\$47.89

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EU	32	Annual	\$70,960.00	\$73,534.00	\$76,107.00	\$78,686.00	\$81,262.00	\$83,838.00	\$86,420.00	\$88,581.00	\$90,797.00
		Bi-Wk	\$2,718.78	\$2,817.40	\$2,915.98	\$3,014.79	\$3,113.49	\$3,212.19	\$3,311.12	\$3,393.91	\$3,478.82
		Daily	\$271.88	\$281.74	\$291.60	\$301.48	\$311.35	\$321.22	\$331.12	\$339.40	\$347.89
		Hourly	\$38.84	\$40.25	\$41.66	\$43.07	\$44.48	\$45.89	\$47.31	\$48.49	\$49.70
EU	33	Annual	\$73,815.00	\$76,464.00	\$79,110.00	\$81,758.00	\$84,408.00	\$87,054.00	\$89,709.00	\$91,953.00	\$94,253.00
		Bi-Wk	\$2,828.17	\$2,929.66	\$3,031.04	\$3,132.50	\$3,234.03	\$3,335.41	\$3,437.13	\$3,523.11	\$3,611.23
		Daily	\$282.82	\$292.97	\$303.11	\$313.25	\$323.41	\$333.55	\$343.72	\$352.32	\$361.13
		Hourly	\$40.41	\$41.86	\$43.31	\$44.75	\$46.21	\$47.65	\$49.11	\$50.34	\$51.59
EU	34	Annual	\$76,853.00	\$79,575.00	\$82,295.00	\$85,017.00	\$87,736.00	\$90,459.00	\$93,173.00	\$95,504.00	\$97,892.00
		Bi-Wk	\$2,944.56	\$3,048.86	\$3,153.07	\$3,257.36	\$3,361.54	\$3,465.87	\$3,569.85	\$3,659.16	\$3,750.66
		Daily	\$294.46	\$304.89	\$315.31	\$325.74	\$336.16	\$346.59	\$356.99	\$365.92	\$375.07
		Hourly	\$42.07	\$43.56	\$45.05	\$46.54	\$48.03	\$49.52	\$51.00	\$52.28	\$53.59
EU	35	Annual	\$80,013.00	\$82,800.00	\$85,593.00	\$88,383.00	\$91,171.00	\$93,955.00	\$96,751.00	\$99,170.00	\$101,650.00
		Bi-Wk	\$3,065.64	\$3,172.42	\$3,279.43	\$3,386.33	\$3,493.15	\$3,599.81	\$3,706.94	\$3,799.62	\$3,894.64
		Daily	\$306.57	\$317.25	\$327.95	\$338.64	\$349.32	\$359.99	\$370.70	\$379.97	\$389.47
		Hourly	\$43.80	\$45.33	\$46.85	\$48.38	\$49.91	\$51.43	\$52.96	\$54.29	\$55.64
EU	36	Annual	\$83,341.00	\$86,198.00	\$89,063.00	\$91,923.00	\$94,786.00	\$97,644.00	\$100,506.00	\$103,020.00	\$105,595.00
		Bi-Wk	\$3,193.15	\$3,302.61	\$3,412.38	\$3,521.96	\$3,631.65	\$3,741.15	\$3,850.81	\$3,947.13	\$4,045.79
		Daily	\$319.32	\$330.27	\$341.24	\$352.20	\$363.17	\$374.12	\$385.09	\$394.72	\$404.58
		Hourly	\$45.62	\$47.19	\$48.75	\$50.32	\$51.89	\$53.45	\$55.02	\$56.39	\$57.80
EU	37	Annual	\$86,799.00	\$89,736.00	\$92,678.00	\$95,618.00	\$98,559.00	\$101,500.00	\$104,439.00	\$107,050.00	\$109,726.00
		Bi-Wk	\$3,325.64	\$3,438.17	\$3,550.89	\$3,663.53	\$3,776.21	\$3,888.89	\$4,001.50	\$4,101.54	\$4,204.07
		Daily	\$332.57	\$343.82	\$355.09	\$366.36	\$377.63	\$388.89	\$400.15	\$410.16	\$420.41
		Hourly	\$47.51	\$49.12	\$50.73	\$52.34	\$53.95	\$55.56	\$57.17	\$58.60	\$60.06
EU	38	Annual	\$90,382.00	\$93,385.00	\$96,397.00	\$99,404.00	\$102,415.00	\$105,422.00	\$108,432.00	\$111,143.00	\$113,922.00
		Bi-Wk	\$3,462.92	\$3,577.97	\$3,693.38	\$3,808.59	\$3,923.95	\$4,039.16	\$4,154.49	\$4,258.36	\$4,364.83
		Daily	\$346.30	\$357.80	\$369.34	\$380.86	\$392.40	\$403.92	\$415.45	\$425.84	\$436.49
		Hourly	\$49.48	\$51.12	\$52.77	\$54.41	\$56.06	\$57.71	\$59.35	\$60.84	\$62.36

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EU	39	Annual	\$94,141.00	\$97,222.00	\$100,299.00	\$103,386.00	\$106,466.00	\$109,540.00	\$112,627.00	\$115,443.00	\$118,330.00
		Bi-Wk	\$3,606.94	\$3,724.99	\$3,842.88	\$3,961.15	\$4,079.16	\$4,196.94	\$4,315.22	\$4,423.11	\$4,533.72
		Daily	\$360.70	\$372.50	\$384.29	\$396.12	\$407.92	\$419.70	\$431.53	\$442.32	\$453.38
		Hourly	\$51.53	\$53.22	\$54.90	\$56.59	\$58.28	\$59.96	\$61.65	\$63.19	\$64.77
EU	40	Annual	\$98,065.00	\$101,207.00	\$104,361.00	\$107,503.00	\$110,651.00	\$113,796.00	\$116,943.00	\$119,867.00	\$122,863.00
		Bi-Wk	\$3,757.28	\$3,877.67	\$3,998.51	\$4,118.89	\$4,239.51	\$4,360.00	\$4,480.58	\$4,592.61	\$4,707.40
		Daily	\$375.73	\$387.77	\$399.86	\$411.89	\$423.96	\$436.00	\$448.06	\$459.27	\$470.74
		Hourly	\$53.68	\$55.40	\$57.13	\$58.85	\$60.57	\$62.29	\$64.01	\$65.61	\$67.25
EU	41	Annual	\$102,162.00	\$105,388.00	\$108,609.00	\$111,835.00	\$115,057.00	\$118,277.00	\$121,499.00	\$124,537.00	\$127,651.00
		Bi-Wk	\$3,914.26	\$4,037.86	\$4,161.27	\$4,284.87	\$4,408.32	\$4,531.69	\$4,655.14	\$4,771.54	\$4,890.85
		Daily	\$391.43	\$403.79	\$416.13	\$428.49	\$440.84	\$453.17	\$465.52	\$477.16	\$489.09
		Hourly	\$55.92	\$57.69	\$59.45	\$61.22	\$62.98	\$64.74	\$66.51	\$68.17	\$69.87
EU	42	Annual	\$106,420.00	\$109,719.00	\$113,016.00	\$116,302.00	\$119,602.00	\$122,892.00	\$126,194.00	\$129,350.00	\$132,584.00
		Bi-Wk	\$4,077.40	\$4,203.80	\$4,330.12	\$4,456.02	\$4,582.46	\$4,708.51	\$4,835.02	\$4,955.94	\$5,079.85
		Daily	\$407.74	\$420.38	\$433.02	\$445.61	\$458.25	\$470.86	\$483.51	\$495.60	\$507.99
		Hourly	\$58.25	\$60.06	\$61.86	\$63.66	\$65.47	\$67.27	\$69.08	\$70.80	\$72.57
EU	43	Annual	\$110,943.00	\$114,300.00	\$117,663.00	\$121,021.00	\$124,386.00	\$127,741.00	\$131,101.00	\$134,379.00	\$137,739.00
		Bi-Wk	\$4,250.69	\$4,379.32	\$4,508.17	\$4,636.82	\$4,765.75	\$4,894.30	\$5,023.03	\$5,148.63	\$5,277.36
		Daily	\$425.07	\$437.94	\$450.82	\$463.69	\$476.58	\$489.43	\$502.31	\$514.87	\$527.74
		Hourly	\$60.73	\$62.57	\$64.41	\$66.25	\$68.09	\$69.92	\$71.76	\$73.56	\$75.40