

P-4 FD 40 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>
FD	11	Annual	\$34,911.00	\$35,971.00	\$37,041.00	\$38,103.00	\$39,201.00	\$40,315.00	\$41,437.00	\$42,474.00	\$43,537.00
		Bi-Wk	\$1,337.59	\$1,378.20	\$1,419.20	\$1,459.89	\$1,501.96	\$1,544.64	\$1,587.63	\$1,627.36	\$1,668.09
		Daily	\$133.76	\$137.82	\$141.92	\$145.99	\$150.20	\$154.47	\$158.77	\$162.74	\$166.81
		Hourly	\$16.72	\$17.23	\$17.74	\$18.25	\$18.78	\$19.31	\$19.85	\$20.35	\$20.86
FD	12	Annual	\$36,041.00	\$37,156.00	\$38,258.00	\$39,407.00	\$40,563.00	\$41,734.00	\$42,890.00	\$43,963.00	\$45,063.00
		Bi-Wk	\$1,380.89	\$1,423.61	\$1,465.83	\$1,509.85	\$1,554.14	\$1,599.01	\$1,643.30	\$1,684.41	\$1,726.56
		Daily	\$138.09	\$142.37	\$146.59	\$150.99	\$155.42	\$159.91	\$164.33	\$168.45	\$172.66
		Hourly	\$17.27	\$17.80	\$18.33	\$18.88	\$19.43	\$19.99	\$20.55	\$21.06	\$21.59
FD	13	Annual	\$38,073.00	\$39,481.00	\$40,900.00	\$42,310.00	\$43,733.00	\$45,147.00	\$46,570.00	\$47,735.00	\$48,929.00
		Bi-Wk	\$1,458.74	\$1,512.69	\$1,567.05	\$1,621.08	\$1,675.60	\$1,729.78	\$1,784.30	\$1,828.93	\$1,874.68
		Daily	\$145.88	\$151.27	\$156.71	\$162.11	\$167.56	\$172.98	\$178.43	\$182.90	\$187.47
		Hourly	\$18.24	\$18.91	\$19.59	\$20.27	\$20.95	\$21.63	\$22.31	\$22.87	\$23.44
FD	14	Annual	\$39,856.00	\$41,324.00	\$42,785.00	\$44,250.00	\$45,713.00	\$47,177.00	\$48,639.00	\$49,855.00	\$51,104.00
		Bi-Wk	\$1,527.05	\$1,583.30	\$1,639.28	\$1,695.41	\$1,751.46	\$1,807.55	\$1,863.57	\$1,910.16	\$1,958.01
		Daily	\$152.71	\$158.33	\$163.93	\$169.55	\$175.15	\$180.76	\$186.36	\$191.02	\$195.81
		Hourly	\$19.09	\$19.80	\$20.50	\$21.20	\$21.90	\$22.60	\$23.30	\$23.88	\$24.48
FD	15	Annual	\$41,772.00	\$43,277.00	\$44,783.00	\$46,287.00	\$47,795.00	\$49,313.00	\$50,814.00	\$52,087.00	\$53,389.00
		Bi-Wk	\$1,600.46	\$1,658.13	\$1,715.83	\$1,773.45	\$1,831.23	\$1,889.39	\$1,946.90	\$1,995.68	\$2,045.56
		Daily	\$160.05	\$165.82	\$171.59	\$177.35	\$183.13	\$188.94	\$194.69	\$199.57	\$204.56
		Hourly	\$20.01	\$20.73	\$21.45	\$22.17	\$22.90	\$23.62	\$24.34	\$24.95	\$25.57
FD	16	Annual	\$43,803.00	\$45,357.00	\$46,909.00	\$48,460.00	\$50,009.00	\$51,566.00	\$53,116.00	\$54,443.00	\$55,805.00
		Bi-Wk	\$1,678.28	\$1,737.82	\$1,797.28	\$1,856.71	\$1,916.06	\$1,975.71	\$2,035.10	\$2,085.94	\$2,138.13
		Daily	\$167.83	\$173.79	\$179.73	\$185.68	\$191.61	\$197.58	\$203.51	\$208.60	\$213.82
		Hourly	\$20.98	\$21.73	\$22.47	\$23.21	\$23.96	\$24.70	\$25.44	\$26.08	\$26.73
FD	17	Annual	\$45,970.00	\$47,570.00	\$49,170.00	\$50,762.00	\$52,361.00	\$53,952.00	\$55,550.00	\$56,940.00	\$58,363.00
		Bi-Wk	\$1,761.31	\$1,822.61	\$1,883.91	\$1,944.91	\$2,006.17	\$2,067.13	\$2,128.36	\$2,181.61	\$2,236.14
		Daily	\$176.14	\$182.27	\$188.40	\$194.50	\$200.62	\$206.72	\$212.84	\$218.17	\$223.62
		Hourly	\$22.02	\$22.79	\$23.55	\$24.32	\$25.08	\$25.84	\$26.61	\$27.28	\$27.96
FD	18	Annual	\$48,292.00	\$49,932.00	\$51,566.00	\$53,206.00	\$54,837.00	\$56,473.00	\$58,106.00	\$59,563.00	\$61,051.00
		Bi-Wk	\$1,850.27	\$1,913.11	\$1,975.71	\$2,038.55	\$2,101.04	\$2,163.72	\$2,226.29	\$2,282.11	\$2,339.12
		Daily	\$185.03	\$191.32	\$197.58	\$203.86	\$210.11	\$216.38	\$222.63	\$228.22	\$233.92
		Hourly	\$23.13	\$23.92	\$24.70	\$25.49	\$26.27	\$27.05	\$27.83	\$28.53	\$29.24

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FD	19	Annual	\$50,670.00	\$52,361.00	\$54,042.00	\$55,729.00	\$57,409.00	\$59,091.00	\$60,775.00	\$62,296.00	\$63,854.00
		Bi-Wk	\$1,941.38	\$2,006.17	\$2,070.58	\$2,135.22	\$2,199.58	\$2,264.03	\$2,328.55	\$2,386.82	\$2,446.52
		Daily	\$194.14	\$200.62	\$207.06	\$213.53	\$219.96	\$226.41	\$232.86	\$238.69	\$244.66
		Hourly	\$24.27	\$25.08	\$25.89	\$26.70	\$27.50	\$28.31	\$29.11	\$29.84	\$30.59
FD	20	Annual	\$53,254.00	\$54,979.00	\$56,702.00	\$58,423.00	\$60,144.00	\$61,868.00	\$63,592.00	\$65,183.00	\$66,813.00
		Bi-Wk	\$2,040.39	\$2,106.48	\$2,172.50	\$2,238.43	\$2,304.37	\$2,370.43	\$2,436.48	\$2,497.44	\$2,559.89
		Daily	\$204.04	\$210.65	\$217.25	\$223.85	\$230.44	\$237.05	\$243.65	\$249.75	\$255.99
		Hourly	\$25.51	\$26.34	\$27.16	\$27.99	\$28.81	\$29.64	\$30.46	\$31.22	\$32.00
FD	21	Annual	\$55,876.00	\$57,653.00	\$59,422.00	\$61,192.00	\$62,968.00	\$64,737.00	\$66,515.00	\$68,179.00	\$69,884.00
		Bi-Wk	\$2,140.85	\$2,208.93	\$2,276.71	\$2,344.53	\$2,412.57	\$2,480.35	\$2,548.47	\$2,612.23	\$2,677.55
		Daily	\$214.09	\$220.90	\$227.68	\$234.46	\$241.26	\$248.04	\$254.85	\$261.23	\$267.76
		Hourly	\$26.77	\$27.62	\$28.46	\$29.31	\$30.16	\$31.01	\$31.86	\$32.66	\$33.47
FD	22	Annual	\$57,409.00	\$59,511.00	\$61,618.00	\$63,716.00	\$65,822.00	\$67,924.00	\$70,027.00	\$71,779.00	\$73,573.00
		Bi-Wk	\$2,199.58	\$2,280.12	\$2,360.85	\$2,441.23	\$2,521.92	\$2,602.46	\$2,683.03	\$2,750.16	\$2,818.89
		Daily	\$219.96	\$228.02	\$236.09	\$244.13	\$252.20	\$260.25	\$268.31	\$275.02	\$281.89
		Hourly	\$27.50	\$28.51	\$29.52	\$30.52	\$31.53	\$32.54	\$33.54	\$34.38	\$35.24
FD	23	Annual	\$60,127.00	\$62,320.00	\$64,505.00	\$66,702.00	\$68,890.00	\$71,082.00	\$73,275.00	\$75,106.00	\$76,986.00
		Bi-Wk	\$2,303.72	\$2,387.74	\$2,471.46	\$2,555.64	\$2,639.47	\$2,723.45	\$2,807.48	\$2,877.63	\$2,949.66
		Daily	\$230.38	\$238.78	\$247.15	\$255.57	\$263.95	\$272.35	\$280.75	\$287.77	\$294.97
		Hourly	\$28.80	\$29.85	\$30.90	\$31.95	\$33.00	\$34.05	\$35.10	\$35.98	\$36.88
FD	24	Annual	\$63,018.00	\$65,301.00	\$67,585.00	\$69,872.00	\$72,154.00	\$74,434.00	\$76,721.00	\$78,639.00	\$80,605.00
		Bi-Wk	\$2,414.49	\$2,501.96	\$2,589.47	\$2,677.09	\$2,764.53	\$2,851.88	\$2,939.51	\$3,012.99	\$3,088.32
		Daily	\$241.45	\$250.20	\$258.95	\$267.71	\$276.46	\$285.19	\$293.96	\$301.30	\$308.84
		Hourly	\$30.19	\$31.28	\$32.37	\$33.47	\$34.56	\$35.65	\$36.75	\$37.67	\$38.61
FD	25	Annual	\$66,098.00	\$68,467.00	\$70,829.00	\$73,197.00	\$75,571.00	\$77,939.00	\$80,302.00	\$82,310.00	\$84,369.00
		Bi-Wk	\$2,532.50	\$2,623.26	\$2,713.76	\$2,804.49	\$2,895.45	\$2,986.17	\$3,076.71	\$3,153.64	\$3,232.53
		Daily	\$253.25	\$262.33	\$271.38	\$280.45	\$289.55	\$298.62	\$307.68	\$315.37	\$323.26
		Hourly	\$31.66	\$32.80	\$33.93	\$35.06	\$36.20	\$37.33	\$38.46	\$39.43	\$40.41
FD	26	Annual	\$69,354.00	\$71,808.00	\$74,271.00	\$76,721.00	\$79,177.00	\$81,633.00	\$84,082.00	\$86,185.00	\$88,340.00
		Bi-Wk	\$2,657.25	\$2,751.27	\$2,845.64	\$2,939.51	\$3,033.61	\$3,127.71	\$3,221.54	\$3,302.11	\$3,384.68
		Daily	\$265.73	\$275.13	\$284.57	\$293.96	\$303.37	\$312.78	\$322.16	\$330.22	\$338.47
		Hourly	\$33.22	\$34.40	\$35.58	\$36.75	\$37.93	\$39.10	\$40.27	\$41.28	\$42.31

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FD	27	Annual	\$72,791.00	\$75,337.00	\$77,880.00	\$80,413.00	\$82,957.00	\$85,496.00	\$88,041.00	\$90,242.00	\$92,499.00
		Bi-Wk	\$2,788.93	\$2,886.48	\$2,983.91	\$3,080.96	\$3,178.43	\$3,275.71	\$3,373.22	\$3,457.55	\$3,544.03
		Daily	\$278.90	\$288.65	\$298.40	\$308.10	\$317.85	\$327.58	\$337.33	\$345.76	\$354.41
		Hourly	\$34.87	\$36.09	\$37.30	\$38.52	\$39.74	\$40.95	\$42.17	\$43.22	\$44.31
FD	28	Annual	\$76,469.00	\$79,098.00	\$81,729.00	\$84,364.00	\$86,986.00	\$89,615.00	\$92,243.00	\$94,550.00	\$96,915.00
		Bi-Wk	\$2,929.85	\$3,030.58	\$3,131.38	\$3,232.34	\$3,332.80	\$3,433.53	\$3,534.22	\$3,622.61	\$3,713.22
		Daily	\$292.99	\$303.06	\$313.14	\$323.24	\$333.28	\$343.36	\$353.43	\$362.27	\$371.33
		Hourly	\$36.63	\$37.89	\$39.15	\$40.41	\$41.66	\$42.92	\$44.18	\$45.29	\$46.42
FD	29	Annual	\$77,202.00	\$80,101.00	\$83,000.00	\$85,898.00	\$88,793.00	\$91,691.00	\$94,586.00	\$96,951.00	\$99,376.00
		Bi-Wk	\$2,957.94	\$3,069.01	\$3,180.08	\$3,291.12	\$3,402.04	\$3,513.07	\$3,623.99	\$3,714.60	\$3,807.51
		Daily	\$295.80	\$306.91	\$318.01	\$329.12	\$340.21	\$351.31	\$362.40	\$371.46	\$380.76
		Hourly	\$36.98	\$38.37	\$39.76	\$41.14	\$42.53	\$43.92	\$45.30	\$46.44	\$47.60
FD	30	Annual	\$80,302.00	\$83,284.00	\$86,273.00	\$89,245.00	\$92,223.00	\$95,206.00	\$98,194.00	\$100,649.00	\$103,164.00
		Bi-Wk	\$3,076.71	\$3,190.96	\$3,305.48	\$3,419.35	\$3,533.45	\$3,647.74	\$3,762.23	\$3,856.29	\$3,952.65
		Daily	\$307.68	\$319.10	\$330.55	\$341.94	\$353.35	\$364.78	\$376.23	\$385.63	\$395.27
		Hourly	\$38.46	\$39.89	\$41.32	\$42.75	\$44.17	\$45.60	\$47.03	\$48.21	\$49.41
FD	31	Annual	\$83,524.00	\$86,596.00	\$89,666.00	\$92,731.00	\$95,804.00	\$98,872.00	\$101,944.00	\$104,492.00	\$107,103.00
		Bi-Wk	\$3,200.16	\$3,317.86	\$3,435.48	\$3,552.92	\$3,670.66	\$3,788.20	\$3,905.91	\$4,003.53	\$4,103.57
		Daily	\$320.02	\$331.79	\$343.55	\$355.30	\$367.07	\$378.82	\$390.60	\$400.36	\$410.36
		Hourly	\$40.01	\$41.48	\$42.95	\$44.42	\$45.89	\$47.36	\$48.83	\$50.05	\$51.30
FD	32	Annual	\$86,875.00	\$90,026.00	\$93,176.00	\$96,334.00	\$99,488.00	\$102,640.00	\$105,801.00	\$108,448.00	\$111,161.00
		Bi-Wk	\$3,328.55	\$3,449.28	\$3,569.97	\$3,690.96	\$3,811.81	\$3,932.57	\$4,053.68	\$4,155.10	\$4,259.05
		Daily	\$332.86	\$344.93	\$357.00	\$369.10	\$381.19	\$393.26	\$405.37	\$415.51	\$425.91
		Hourly	\$41.61	\$43.12	\$44.63	\$46.14	\$47.65	\$49.16	\$50.68	\$51.94	\$53.24
FD	33	Annual	\$90,369.00	\$93,613.00	\$96,853.00	\$100,094.00	\$103,339.00	\$106,579.00	\$109,830.00	\$112,575.00	\$115,392.00
		Bi-Wk	\$3,462.42	\$3,586.71	\$3,710.85	\$3,835.02	\$3,959.35	\$4,083.49	\$4,208.05	\$4,313.22	\$4,421.15
		Daily	\$346.25	\$358.68	\$371.09	\$383.51	\$395.94	\$408.35	\$420.81	\$431.33	\$442.12
		Hourly	\$43.29	\$44.84	\$46.39	\$47.94	\$49.50	\$51.05	\$52.61	\$53.92	\$55.27
FD	34	Annual	\$94,090.00	\$97,423.00	\$100,752.00	\$104,084.00	\$107,413.00	\$110,748.00	\$114,069.00	\$116,922.00	\$119,846.00
		Bi-Wk	\$3,604.99	\$3,732.69	\$3,860.23	\$3,987.90	\$4,115.45	\$4,243.22	\$4,370.46	\$4,479.78	\$4,591.81
		Daily	\$360.50	\$373.27	\$386.03	\$398.79	\$411.55	\$424.33	\$437.05	\$447.98	\$459.19
		Hourly	\$45.07	\$46.66	\$48.26	\$49.85	\$51.45	\$53.05	\$54.64	\$56.00	\$57.40

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FD	35	Annual	\$97,958.00	\$101,372.00	\$104,788.00	\$108,206.00	\$111,617.00	\$115,027.00	\$118,451.00	\$121,410.00	\$124,448.00
		Bi-Wk	\$3,753.19	\$3,883.99	\$4,014.87	\$4,145.83	\$4,276.52	\$4,407.17	\$4,538.36	\$4,651.73	\$4,768.13
		Daily	\$375.32	\$388.40	\$401.49	\$414.59	\$427.66	\$440.72	\$453.84	\$465.18	\$476.82
		Hourly	\$46.92	\$48.55	\$50.19	\$51.83	\$53.46	\$55.09	\$56.73	\$58.15	\$59.61
FD	36	Annual	\$102,032.00	\$105,530.00	\$109,038.00	\$112,538.00	\$116,044.00	\$119,543.00	\$123,048.00	\$126,125.00	\$129,276.00
		Bi-Wk	\$3,909.28	\$4,043.30	\$4,177.71	\$4,311.81	\$4,446.14	\$4,580.20	\$4,714.49	\$4,832.38	\$4,953.11
		Daily	\$390.93	\$404.33	\$417.78	\$431.19	\$444.62	\$458.02	\$471.45	\$483.24	\$495.32
		Hourly	\$48.87	\$50.55	\$52.23	\$53.90	\$55.58	\$57.26	\$58.94	\$60.41	\$61.92
FD	37	Annual	\$106,265.00	\$109,862.00	\$113,462.00	\$117,062.00	\$120,664.00	\$124,263.00	\$127,862.00	\$131,058.00	\$134,334.00
		Bi-Wk	\$4,071.46	\$4,209.28	\$4,347.21	\$4,485.14	\$4,623.15	\$4,761.04	\$4,898.93	\$5,021.38	\$5,146.90
		Daily	\$407.15	\$420.93	\$434.73	\$448.52	\$462.32	\$476.11	\$489.90	\$502.14	\$514.69
		Hourly	\$50.90	\$52.62	\$54.35	\$56.07	\$57.79	\$59.52	\$61.24	\$62.77	\$64.34
FD	38	Annual	\$110,651.00	\$114,330.00	\$118,016.00	\$121,698.00	\$125,384.00	\$129,065.00	\$132,751.00	\$136,069.00	\$139,471.00
		Bi-Wk	\$4,239.51	\$4,380.46	\$4,521.69	\$4,662.76	\$4,803.99	\$4,945.02	\$5,086.25	\$5,213.38	\$5,343.72
		Daily	\$423.96	\$438.05	\$452.17	\$466.28	\$480.40	\$494.51	\$508.63	\$521.34	\$534.38
		Hourly	\$53.00	\$54.76	\$56.53	\$58.29	\$60.05	\$61.82	\$63.58	\$65.17	\$66.80
FD	39	Annual	\$115,254.00	\$119,027.00	\$122,793.00	\$126,572.00	\$130,342.00	\$134,106.00	\$137,886.00	\$141,334.00	\$144,868.00
		Bi-Wk	\$4,415.87	\$4,560.43	\$4,704.72	\$4,849.51	\$4,993.95	\$5,138.17	\$5,282.99	\$5,415.10	\$5,550.50
		Daily	\$441.59	\$456.05	\$470.48	\$484.96	\$499.40	\$513.82	\$528.30	\$541.51	\$555.05
		Hourly	\$55.20	\$57.01	\$58.81	\$60.62	\$62.43	\$64.23	\$66.04	\$67.69	\$69.39
FD	40	Annual	\$120,057.00	\$123,906.00	\$127,766.00	\$131,613.00	\$135,468.00	\$139,316.00	\$143,170.00	\$146,749.00	\$150,418.00
		Bi-Wk	\$4,599.89	\$4,747.36	\$4,895.25	\$5,042.65	\$5,190.35	\$5,337.78	\$5,485.45	\$5,622.57	\$5,763.15
		Daily	\$459.99	\$474.74	\$489.53	\$504.27	\$519.04	\$533.78	\$548.55	\$562.26	\$576.32
		Hourly	\$57.50	\$59.35	\$61.20	\$63.04	\$64.88	\$66.73	\$68.57	\$70.29	\$72.04
FD	41	Annual	\$125,074.00	\$129,024.00	\$132,967.00	\$136,918.00	\$140,861.00	\$144,804.00	\$148,747.00	\$152,467.00	\$156,280.00
		Bi-Wk	\$4,792.11	\$4,943.45	\$5,094.53	\$5,245.91	\$5,396.98	\$5,548.05	\$5,699.12	\$5,841.65	\$5,987.74
		Daily	\$479.22	\$494.35	\$509.46	\$524.60	\$539.70	\$554.81	\$569.92	\$584.17	\$598.78
		Hourly	\$59.91	\$61.80	\$63.69	\$65.58	\$67.47	\$69.36	\$71.24	\$73.03	\$74.85
FD	42	Annual	\$130,286.00	\$134,325.00	\$138,362.00	\$142,385.00	\$146,426.00	\$150,453.00	\$154,495.00	\$158,360.00	\$162,317.00
		Bi-Wk	\$4,991.81	\$5,146.56	\$5,301.23	\$5,455.37	\$5,610.20	\$5,764.49	\$5,919.35	\$6,067.44	\$6,219.05
		Daily	\$499.19	\$514.66	\$530.13	\$545.54	\$561.02	\$576.45	\$591.94	\$606.75	\$621.91
		Hourly	\$62.40	\$64.34	\$66.27	\$68.20	\$70.13	\$72.06	\$74.00	\$75.85	\$77.74
FD	43	Annual	\$135,824.00	\$139,935.00	\$144,052.00	\$148,162.00	\$152,282.00	\$156,389.00	\$160,503.00	\$164,516.00	\$168,630.00
		Bi-Wk	\$5,203.99	\$5,361.50	\$5,519.24	\$5,676.71	\$5,834.56	\$5,991.92	\$6,149.55	\$6,303.30	\$6,460.92
		Daily	\$520.40	\$536.15	\$551.93	\$567.68	\$583.46	\$599.20	\$614.96	\$630.33	\$646.10
		Hourly	\$65.05	\$67.02	\$69.00	\$70.96	\$72.94	\$74.90	\$76.87	\$78.80	\$80.77