

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

<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>	<u>Step 10</u>	<u>Step 11</u>
FP	1	Annual	\$24,125.00	\$24,718.00	\$25,302.00	\$25,890.00	\$26,475.00	\$27,068.00	\$27,653.00	\$28,411.00	\$29,173.00	\$29,956.00	\$30,759.00
		Bi-Wk	\$924.33	\$947.05	\$969.43	\$991.96	\$1,014.37	\$1,037.09	\$1,059.51	\$1,088.55	\$1,117.74	\$1,147.74	\$1,178.51
		Daily	\$92.44	\$94.71	\$96.95	\$99.20	\$101.44	\$103.71	\$105.96	\$108.86	\$111.78	\$114.78	\$117.86
		Hourly	\$11.56	\$11.84	\$12.12	\$12.40	\$12.68	\$12.97	\$13.25	\$13.61	\$13.98	\$14.35	\$14.74
FP	2	Annual	\$25,302.00	\$25,890.00	\$26,475.00	\$27,068.00	\$27,653.00	\$28,240.00	\$28,824.00	\$29,618.00	\$30,408.00	\$31,220.00	\$32,053.00
		Bi-Wk	\$969.43	\$991.96	\$1,014.37	\$1,037.09	\$1,059.51	\$1,082.00	\$1,104.37	\$1,134.79	\$1,165.06	\$1,196.17	\$1,228.09
		Daily	\$96.95	\$99.20	\$101.44	\$103.71	\$105.96	\$108.20	\$110.44	\$113.48	\$116.51	\$119.62	\$122.81
		Hourly	\$12.12	\$12.40	\$12.68	\$12.97	\$13.25	\$13.53	\$13.81	\$14.19	\$14.57	\$14.96	\$15.36
FP	3	Annual	\$25,890.00	\$26,475.00	\$27,068.00	\$27,653.00	\$28,240.00	\$28,824.00	\$29,411.00	\$30,223.00	\$31,029.00	\$31,855.00	\$32,704.00
		Bi-Wk	\$991.96	\$1,014.37	\$1,037.09	\$1,059.51	\$1,082.00	\$1,104.37	\$1,126.86	\$1,157.97	\$1,188.86	\$1,220.50	\$1,253.03
		Daily	\$99.20	\$101.44	\$103.71	\$105.96	\$108.20	\$110.44	\$112.69	\$115.80	\$118.89	\$122.05	\$125.31
		Hourly	\$12.40	\$12.68	\$12.97	\$13.25	\$13.53	\$13.81	\$14.09	\$14.48	\$14.87	\$15.26	\$15.67
FP	4	Annual	\$26,727.00	\$27,442.00	\$28,150.00	\$28,869.00	\$29,588.00	\$30,295.00	\$31,006.00	\$31,863.00	\$32,714.00	\$33,590.00	\$34,488.00
		Bi-Wk	\$1,024.03	\$1,051.42	\$1,078.55	\$1,106.10	\$1,133.64	\$1,160.73	\$1,187.97	\$1,220.81	\$1,253.41	\$1,286.98	\$1,321.38
		Daily	\$102.41	\$105.15	\$107.86	\$110.61	\$113.37	\$116.08	\$118.80	\$122.09	\$125.35	\$128.70	\$132.14
		Hourly	\$12.81	\$13.15	\$13.49	\$13.83	\$14.18	\$14.51	\$14.85	\$15.27	\$15.67	\$16.09	\$16.52
FP	5	Annual	\$27,396.00	\$28,150.00	\$28,910.00	\$29,660.00	\$30,413.00	\$31,168.00	\$31,926.00	\$32,802.00	\$33,682.00	\$34,582.00	\$35,508.00
		Bi-Wk	\$1,049.66	\$1,078.55	\$1,107.67	\$1,136.40	\$1,165.25	\$1,194.18	\$1,223.22	\$1,256.79	\$1,290.50	\$1,324.99	\$1,360.46
		Daily	\$104.97	\$107.86	\$110.77	\$113.64	\$116.53	\$119.42	\$122.33	\$125.68	\$129.05	\$132.50	\$136.05
		Hourly	\$13.13	\$13.49	\$13.85	\$14.21	\$14.57	\$14.93	\$15.30	\$15.71	\$16.14	\$16.57	\$17.01
FP	6	Annual	\$28,326.00	\$29,084.00	\$29,834.00	\$30,469.00	\$31,341.00	\$32,095.00	\$32,845.00	\$33,750.00	\$34,652.00	\$35,576.00	\$36,527.00
		Bi-Wk	\$1,085.29	\$1,114.33	\$1,143.07	\$1,167.40	\$1,200.81	\$1,229.70	\$1,258.43	\$1,293.11	\$1,327.67	\$1,363.07	\$1,399.51
		Daily	\$108.53	\$111.44	\$114.31	\$116.74	\$120.09	\$122.97	\$125.85	\$129.32	\$132.77	\$136.31	\$139.96
		Hourly	\$13.57	\$13.93	\$14.29	\$14.60	\$15.02	\$15.38	\$15.74	\$16.17	\$16.60	\$17.04	\$17.50
FP	7	Annual	\$29,163.00	\$29,914.00	\$30,668.00	\$31,420.00	\$32,179.00	\$32,932.00	\$33,685.00	\$34,611.00	\$35,534.00	\$36,485.00	\$37,462.00
		Bi-Wk	\$1,117.36	\$1,146.14	\$1,175.02	\$1,203.84	\$1,232.92	\$1,261.77	\$1,290.62	\$1,326.10	\$1,361.46	\$1,397.90	\$1,435.33
		Daily	\$111.74	\$114.62	\$117.51	\$120.39	\$123.30	\$126.18	\$129.07	\$132.61	\$136.15	\$139.79	\$143.54
		Hourly	\$13.97	\$14.33	\$14.69	\$15.05	\$15.42	\$15.78	\$16.14	\$16.58	\$17.02	\$17.48	\$17.95
FP	8	Annual	\$31,341.00	\$32,261.00	\$33,194.00	\$34,110.00	\$35,035.00	\$35,959.00	\$36,886.00	\$37,896.00	\$38,910.00	\$39,952.00	\$41,022.00
		Bi-Wk	\$1,200.81	\$1,236.06	\$1,271.81	\$1,306.90	\$1,342.34	\$1,377.74	\$1,413.26	\$1,451.96	\$1,490.81	\$1,530.73	\$1,571.73
		Daily	\$120.09	\$123.61	\$127.19	\$130.69	\$134.24	\$137.78	\$141.33	\$145.20	\$149.09	\$153.08	\$157.18
		Hourly	\$15.02	\$15.46	\$15.90	\$16.34	\$16.78	\$17.23	\$17.67	\$18.15	\$18.64	\$19.14	\$19.65

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<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>	<u>Step 11</u>
FP	9	Annual	\$32,304.00	\$33,220.00	\$34,230.00	\$35,192.00	\$36,158.00	\$37,117.00	\$38,091.00	\$39,138.00	\$40,183.00	\$41,258.00	\$42,362.00
		Bi-Wk	\$1,237.71	\$1,272.80	\$1,311.50	\$1,348.36	\$1,385.37	\$1,422.11	\$1,459.43	\$1,499.55	\$1,539.58	\$1,580.77	\$1,623.07
		Daily	\$123.78	\$127.28	\$131.15	\$134.84	\$138.54	\$142.22	\$145.95	\$149.96	\$153.96	\$158.08	\$162.31
		Hourly	\$15.48	\$15.91	\$16.40	\$16.86	\$17.32	\$17.78	\$18.25	\$18.75	\$19.25	\$19.76	\$20.29
FP	10	Annual	\$33,342.00	\$34,356.00	\$35,356.00	\$36,367.00	\$37,374.00	\$38,400.00	\$39,460.00	\$40,543.00	\$41,631.00	\$42,748.00	\$43,898.00
		Bi-Wk	\$1,277.48	\$1,316.33	\$1,354.64	\$1,393.38	\$1,431.96	\$1,471.27	\$1,511.88	\$1,553.38	\$1,595.06	\$1,637.86	\$1,681.92
		Daily	\$127.75	\$131.64	\$135.47	\$139.34	\$143.20	\$147.13	\$151.19	\$155.34	\$159.51	\$163.79	\$168.20
		Hourly	\$15.97	\$16.46	\$16.94	\$17.42	\$17.90	\$18.40	\$18.90	\$19.42	\$19.94	\$20.48	\$21.03
FP	11	Annual	\$34,404.00	\$35,447.00	\$36,502.00	\$37,548.00	\$38,630.00	\$39,732.00	\$40,836.00	\$41,959.00	\$43,079.00	\$44,235.00	\$45,421.00
		Bi-Wk	\$1,318.17	\$1,358.13	\$1,398.55	\$1,438.63	\$1,480.08	\$1,522.30	\$1,564.60	\$1,607.63	\$1,650.54	\$1,694.83	\$1,740.27
		Daily	\$131.82	\$135.82	\$139.86	\$143.87	\$148.01	\$152.23	\$156.46	\$160.77	\$165.06	\$169.49	\$174.03
		Hourly	\$16.48	\$16.98	\$17.49	\$17.99	\$18.51	\$19.03	\$19.56	\$20.10	\$20.64	\$21.19	\$21.76
FP	12	Annual	\$35,518.00	\$36,616.00	\$37,699.00	\$38,832.00	\$39,974.00	\$41,126.00	\$42,267.00	\$43,429.00	\$44,590.00	\$45,782.00	\$47,011.00
		Bi-Wk	\$1,360.85	\$1,402.92	\$1,444.41	\$1,487.82	\$1,531.58	\$1,575.71	\$1,619.43	\$1,663.95	\$1,708.43	\$1,754.10	\$1,801.19
		Daily	\$136.09	\$140.30	\$144.45	\$148.79	\$153.16	\$157.58	\$161.95	\$166.40	\$170.85	\$175.41	\$180.12
		Hourly	\$17.02	\$17.54	\$18.06	\$18.60	\$19.15	\$19.70	\$20.25	\$20.80	\$21.36	\$21.93	\$22.52
FP	13	Annual	\$37,522.00	\$38,903.00	\$40,306.00	\$41,698.00	\$43,098.00	\$44,488.00	\$45,893.00	\$47,152.00	\$48,415.00	\$49,714.00	\$51,047.00
		Bi-Wk	\$1,437.63	\$1,490.54	\$1,544.30	\$1,597.63	\$1,651.27	\$1,704.53	\$1,758.36	\$1,806.60	\$1,854.99	\$1,904.76	\$1,955.83
		Daily	\$143.77	\$149.06	\$154.43	\$159.77	\$165.13	\$170.46	\$175.84	\$180.66	\$185.50	\$190.48	\$195.59
		Hourly	\$17.98	\$18.64	\$19.31	\$19.98	\$20.65	\$21.31	\$21.98	\$22.59	\$23.19	\$23.81	\$24.45
FP	14	Annual	\$39,274.00	\$40,723.00	\$42,166.00	\$43,606.00	\$45,047.00	\$46,490.00	\$47,926.00	\$49,243.00	\$50,563.00	\$51,918.00	\$53,311.00
		Bi-Wk	\$1,504.76	\$1,560.27	\$1,615.56	\$1,670.73	\$1,725.94	\$1,781.23	\$1,836.25	\$1,886.71	\$1,937.28	\$1,989.20	\$2,042.57
		Daily	\$150.48	\$156.03	\$161.56	\$167.08	\$172.60	\$178.13	\$183.63	\$188.68	\$193.73	\$198.92	\$204.26
		Hourly	\$18.81	\$19.51	\$20.20	\$20.89	\$21.58	\$22.27	\$22.96	\$23.59	\$24.22	\$24.87	\$25.54
FP	15	Annual	\$41,164.00	\$42,648.00	\$44,132.00	\$45,614.00	\$47,101.00	\$48,592.00	\$50,075.00	\$51,453.00	\$52,830.00	\$54,245.00	\$55,696.00
		Bi-Wk	\$1,577.17	\$1,634.03	\$1,690.89	\$1,747.67	\$1,804.64	\$1,861.77	\$1,918.59	\$1,971.38	\$2,024.14	\$2,078.36	\$2,133.95
		Daily	\$157.72	\$163.41	\$169.09	\$174.77	\$180.47	\$186.18	\$191.86	\$197.14	\$202.42	\$207.84	\$213.40
		Hourly	\$19.72	\$20.43	\$21.14	\$21.85	\$22.56	\$23.28	\$23.99	\$24.65	\$25.31	\$25.98	\$26.68
FP	16	Annual	\$43,165.00	\$44,695.00	\$46,229.00	\$47,757.00	\$49,285.00	\$50,818.00	\$52,340.00	\$53,775.00	\$55,216.00	\$56,695.00	\$58,216.00
		Bi-Wk	\$1,653.84	\$1,712.46	\$1,771.23	\$1,829.78	\$1,888.32	\$1,947.05	\$2,005.37	\$2,060.35	\$2,115.56	\$2,172.23	\$2,230.50
		Daily	\$165.39	\$171.25	\$177.13	\$182.98	\$188.84	\$194.71	\$200.54	\$206.04	\$211.56	\$217.23	\$223.05
		Hourly	\$20.68	\$21.41	\$22.15	\$22.88	\$23.61	\$24.34	\$25.07	\$25.76	\$26.45	\$27.16	\$27.89

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FP	17	Annual	\$45,303.00	\$46,879.00	\$48,454.00	\$50,024.00	\$51,597.00	\$53,163.00	\$54,744.00	\$56,251.00	\$57,756.00	\$59,301.00	\$60,888.00
		Bi-Wk	\$1,735.75	\$1,796.14	\$1,856.48	\$1,916.63	\$1,976.90	\$2,036.90	\$2,097.48	\$2,155.22	\$2,212.88	\$2,272.07	\$2,332.88
		Daily	\$173.58	\$179.62	\$185.65	\$191.67	\$197.69	\$203.69	\$209.75	\$215.53	\$221.29	\$227.21	\$233.29
		Hourly	\$21.70	\$22.46	\$23.21	\$23.96	\$24.72	\$25.47	\$26.22	\$26.95	\$27.67	\$28.41	\$29.17
FP	18	Annual	\$47,588.00	\$49,203.00	\$50,818.00	\$52,432.00	\$54,036.00	\$55,651.00	\$57,261.00	\$58,836.00	\$60,413.00	\$62,035.00	\$63,702.00
		Bi-Wk	\$1,823.30	\$1,885.18	\$1,947.05	\$2,008.89	\$2,070.35	\$2,132.23	\$2,193.91	\$2,254.26	\$2,314.68	\$2,376.82	\$2,440.69
		Daily	\$182.33	\$188.52	\$194.71	\$200.89	\$207.04	\$213.23	\$219.40	\$225.43	\$231.47	\$237.69	\$244.07
		Hourly	\$22.80	\$23.57	\$24.34	\$25.12	\$25.88	\$26.66	\$27.43	\$28.18	\$28.94	\$29.72	\$30.51
FP	19	Annual	\$49,932.00	\$51,597.00	\$53,255.00	\$54,922.00	\$56,571.00	\$58,229.00	\$59,888.00	\$61,539.00	\$63,183.00	\$64,877.00	\$66,615.00
		Bi-Wk	\$1,913.11	\$1,976.90	\$2,040.43	\$2,104.30	\$2,167.48	\$2,231.00	\$2,294.56	\$2,357.82	\$2,420.81	\$2,485.71	\$2,552.30
		Daily	\$191.32	\$197.69	\$204.05	\$210.43	\$216.75	\$223.10	\$229.46	\$235.79	\$242.09	\$248.58	\$255.23
		Hourly	\$23.92	\$24.72	\$25.51	\$26.31	\$27.10	\$27.89	\$28.69	\$29.48	\$30.27	\$31.08	\$31.91
FP	20	Annual	\$52,479.00	\$54,179.00	\$55,878.00	\$57,573.00	\$59,268.00	\$60,970.00	\$62,670.00	\$64,392.00	\$66,115.00	\$67,886.00	\$69,703.00
		Bi-Wk	\$2,010.69	\$2,075.83	\$2,140.92	\$2,205.87	\$2,270.81	\$2,336.02	\$2,401.15	\$2,467.13	\$2,533.15	\$2,601.00	\$2,670.62
		Daily	\$201.07	\$207.59	\$214.10	\$220.59	\$227.09	\$233.61	\$240.12	\$246.72	\$253.32	\$260.10	\$267.07
		Hourly	\$25.14	\$25.95	\$26.77	\$27.58	\$28.39	\$29.21	\$30.02	\$30.84	\$31.67	\$32.52	\$33.39
FP	21	Annual	\$55,067.00	\$56,812.00	\$58,558.00	\$60,306.00	\$62,053.00	\$63,796.00	\$65,546.00	\$67,346.00	\$69,149.00	\$70,999.00	\$72,901.00
		Bi-Wk	\$2,109.85	\$2,176.71	\$2,243.61	\$2,310.58	\$2,377.51	\$2,444.30	\$2,511.35	\$2,580.31	\$2,649.39	\$2,720.27	\$2,793.15
		Daily	\$210.99	\$217.68	\$224.37	\$231.06	\$237.76	\$244.43	\$251.14	\$258.04	\$264.94	\$272.03	\$279.32
		Hourly	\$26.38	\$27.21	\$28.05	\$28.89	\$29.72	\$30.56	\$31.40	\$32.26	\$33.12	\$34.01	\$34.92
FP	22	Annual	\$56,571.00	\$58,646.00	\$60,722.00	\$62,789.00	\$64,863.00	\$66,936.00	\$69,007.00	\$70,906.00	\$72,803.00	\$74,754.00	\$76,757.00
		Bi-Wk	\$2,167.48	\$2,246.98	\$2,326.52	\$2,405.71	\$2,485.18	\$2,564.60	\$2,643.95	\$2,716.71	\$2,789.39	\$2,864.14	\$2,940.89
		Daily	\$216.75	\$224.70	\$232.66	\$240.58	\$248.52	\$256.46	\$264.40	\$271.68	\$278.94	\$286.42	\$294.09
		Hourly	\$27.10	\$28.09	\$29.09	\$30.08	\$31.07	\$32.06	\$33.05	\$33.96	\$34.87	\$35.81	\$36.77
FP	23	Annual	\$59,253.00	\$61,414.00	\$63,565.00	\$65,728.00	\$67,886.00	\$70,048.00	\$72,210.00	\$74,190.00	\$76,176.00	\$78,219.00	\$80,316.00
		Bi-Wk	\$2,270.23	\$2,353.03	\$2,435.45	\$2,518.32	\$2,601.00	\$2,683.84	\$2,766.67	\$2,842.53	\$2,918.63	\$2,996.90	\$3,077.25
		Daily	\$227.03	\$235.31	\$243.55	\$251.84	\$260.10	\$268.39	\$276.67	\$284.26	\$291.87	\$299.69	\$307.73
		Hourly	\$28.38	\$29.42	\$30.45	\$31.48	\$32.52	\$33.55	\$34.59	\$35.54	\$36.49	\$37.47	\$38.47
FP	24	Annual	\$62,100.00	\$64,352.00	\$66,599.00	\$68,852.00	\$71,108.00	\$73,354.00	\$75,603.00	\$77,678.00	\$79,759.00	\$81,895.00	\$84,087.00
		Bi-Wk	\$2,379.32	\$2,465.60	\$2,551.69	\$2,638.01	\$2,724.45	\$2,810.50	\$2,896.67	\$2,976.17	\$3,055.91	\$3,137.74	\$3,221.73
		Daily	\$237.94	\$246.56	\$255.17	\$263.81	\$272.45	\$281.05	\$289.67	\$297.62	\$305.60	\$313.78	\$322.18
		Hourly	\$29.75	\$30.82	\$31.90	\$32.98	\$34.06	\$35.14	\$36.21	\$37.21	\$38.20	\$39.23	\$40.28

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FP	25	Annual	\$65,130.00	\$67,474.00	\$69,796.00	\$72,134.00	\$74,466.00	\$76,804.00	\$79,132.00	\$81,310.00	\$83,485.00	\$85,719.00	\$88,014.00
		Bi-Wk	\$2,495.41	\$2,585.22	\$2,674.18	\$2,763.76	\$2,853.11	\$2,942.69	\$3,031.88	\$3,115.33	\$3,198.66	\$3,284.26	\$3,372.19
		Daily	\$249.55	\$258.53	\$267.42	\$276.38	\$285.32	\$294.27	\$303.19	\$311.54	\$319.87	\$328.43	\$337.22
		Hourly	\$31.20	\$32.32	\$33.43	\$34.55	\$35.67	\$36.79	\$37.90	\$38.95	\$39.99	\$41.06	\$42.16
FP	26	Annual	\$68,342.00	\$70,759.00	\$73,189.00	\$75,603.00	\$78,024.00	\$80,446.00	\$82,861.00	\$85,138.00	\$87,418.00	\$89,762.00	\$92,167.00
		Bi-Wk	\$2,618.47	\$2,711.08	\$2,804.18	\$2,896.67	\$2,989.43	\$3,082.23	\$3,174.76	\$3,262.00	\$3,349.35	\$3,439.16	\$3,531.31
		Daily	\$261.85	\$271.11	\$280.42	\$289.67	\$298.95	\$308.23	\$317.48	\$326.20	\$334.94	\$343.92	\$353.14
		Hourly	\$32.74	\$33.89	\$35.06	\$36.21	\$37.37	\$38.53	\$39.69	\$40.78	\$41.87	\$42.99	\$44.15
FP	27	Annual	\$71,734.00	\$74,240.00	\$76,746.00	\$79,243.00	\$81,751.00	\$84,251.00	\$86,763.00	\$89,146.00	\$91,531.00	\$93,986.00	\$96,507.00
		Bi-Wk	\$2,748.43	\$2,844.45	\$2,940.46	\$3,036.14	\$3,132.23	\$3,228.01	\$3,324.26	\$3,415.56	\$3,506.94	\$3,601.00	\$3,697.59
		Daily	\$274.85	\$284.45	\$294.05	\$303.62	\$313.23	\$322.81	\$332.43	\$341.56	\$350.70	\$360.10	\$369.76
		Hourly	\$34.36	\$35.56	\$36.76	\$37.96	\$39.16	\$40.36	\$41.56	\$42.70	\$43.84	\$45.02	\$46.22
FP	28	Annual	\$75,357.00	\$77,946.00	\$80,543.00	\$83,136.00	\$85,724.00	\$88,307.00	\$90,894.00	\$93,394.00	\$95,895.00	\$98,468.00	\$101,108.00
		Bi-Wk	\$2,887.25	\$2,986.44	\$3,085.94	\$3,185.29	\$3,284.45	\$3,383.41	\$3,482.53	\$3,578.32	\$3,674.14	\$3,772.73	\$3,873.87
		Daily	\$288.73	\$298.65	\$308.60	\$318.53	\$328.45	\$338.35	\$348.26	\$357.84	\$367.42	\$377.28	\$387.39
		Hourly	\$36.10	\$37.34	\$38.58	\$39.82	\$41.06	\$42.30	\$43.54	\$44.73	\$45.93	\$47.16	\$48.43
FP	29	Annual	\$76,080.00	\$78,934.00	\$81,792.00	\$84,648.00	\$87,503.00	\$90,354.00	\$93,211.00	\$95,771.00	\$98,338.00	\$100,970.00	\$103,674.00
		Bi-Wk	\$2,914.95	\$3,024.30	\$3,133.80	\$3,243.22	\$3,352.61	\$3,461.84	\$3,571.31	\$3,669.39	\$3,767.74	\$3,868.59	\$3,972.19
		Daily	\$291.50	\$302.43	\$313.38	\$324.33	\$335.27	\$346.19	\$357.14	\$366.94	\$376.78	\$386.86	\$397.22
		Hourly	\$36.44	\$37.81	\$39.18	\$40.55	\$41.91	\$43.28	\$44.65	\$45.87	\$47.10	\$48.36	\$49.66
FP	30	Annual	\$79,132.00	\$82,071.00	\$85,014.00	\$87,948.00	\$90,883.00	\$93,821.00	\$96,764.00	\$99,424.00	\$102,082.00	\$104,812.00	\$107,614.00
		Bi-Wk	\$3,031.88	\$3,144.49	\$3,257.25	\$3,369.66	\$3,482.11	\$3,594.68	\$3,707.44	\$3,809.35	\$3,911.19	\$4,015.79	\$4,123.15
		Daily	\$303.19	\$314.45	\$325.73	\$336.97	\$348.22	\$359.47	\$370.75	\$380.94	\$391.12	\$401.58	\$412.32
		Hourly	\$37.90	\$39.31	\$40.72	\$42.13	\$43.53	\$44.94	\$46.35	\$47.62	\$48.89	\$50.20	\$51.54
FP	31	Annual	\$82,309.00	\$85,331.00	\$88,355.00	\$91,382.00	\$94,413.00	\$97,435.00	\$100,458.00	\$103,223.00	\$105,981.00	\$108,815.00	\$111,725.00
		Bi-Wk	\$3,153.61	\$3,269.39	\$3,385.25	\$3,501.23	\$3,617.36	\$3,733.15	\$3,848.97	\$3,954.91	\$4,060.58	\$4,169.16	\$4,280.66
		Daily	\$315.37	\$326.94	\$338.53	\$350.13	\$361.74	\$373.32	\$384.90	\$395.50	\$406.06	\$416.92	\$428.07
		Hourly	\$39.43	\$40.87	\$42.32	\$43.77	\$45.22	\$46.67	\$48.12	\$49.44	\$50.76	\$52.12	\$53.51
FP	32	Annual	\$85,607.00	\$88,717.00	\$91,822.00	\$94,927.00	\$98,042.00	\$101,146.00	\$104,263.00	\$107,132.00	\$109,997.00	\$112,940.00	\$115,963.00
		Bi-Wk	\$3,279.97	\$3,399.12	\$3,518.09	\$3,637.05	\$3,756.40	\$3,875.33	\$3,994.76	\$4,104.68	\$4,214.45	\$4,327.21	\$4,443.03
		Daily	\$328.00	\$339.92	\$351.81	\$363.71	\$375.64	\$387.54	\$399.48	\$410.47	\$421.45	\$432.73	\$444.31
		Hourly	\$41.00	\$42.49	\$43.98	\$45.47	\$46.96	\$48.45	\$49.94	\$51.31	\$52.69	\$54.10	\$55.54

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<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>	<u>Step 11</u>
FP	33	Annual	\$89,056.00	\$92,252.00	\$95,444.00	\$98,638.00	\$101,832.00	\$105,028.00	\$108,229.00	\$111,205.00	\$114,183.00	\$117,239.00	\$120,378.00
		Bi-Wk	\$3,412.11	\$3,534.56	\$3,656.86	\$3,779.24	\$3,901.61	\$4,024.07	\$4,146.71	\$4,260.73	\$4,374.83	\$4,491.92	\$4,612.19
		Daily	\$341.22	\$353.46	\$365.69	\$377.93	\$390.17	\$402.41	\$414.68	\$426.08	\$437.49	\$449.20	\$461.22
		Hourly	\$42.66	\$44.19	\$45.72	\$47.25	\$48.78	\$50.31	\$51.84	\$53.26	\$54.69	\$56.15	\$57.66
FP	34	Annual	\$92,724.00	\$96,002.00	\$99,287.00	\$102,571.00	\$105,846.00	\$109,133.00	\$112,412.00	\$115,501.00	\$118,595.00	\$121,776.00	\$125,040.00
		Bi-Wk	\$3,552.65	\$3,678.24	\$3,804.10	\$3,929.93	\$4,055.41	\$4,181.35	\$4,306.98	\$4,425.33	\$4,543.87	\$4,665.75	\$4,790.81
		Daily	\$355.27	\$367.83	\$380.41	\$393.00	\$405.55	\$418.14	\$430.70	\$442.54	\$454.39	\$466.58	\$479.09
		Hourly	\$44.41	\$45.98	\$47.56	\$49.13	\$50.70	\$52.27	\$53.84	\$55.32	\$56.80	\$58.33	\$59.89
FP	35	Annual	\$96,533.00	\$99,894.00	\$102,812.00	\$106,629.00	\$109,992.00	\$113,355.00	\$116,272.00	\$119,468.00	\$122,666.00	\$125,951.00	\$129,326.00
		Bi-Wk	\$3,698.59	\$3,827.36	\$3,939.16	\$4,085.41	\$4,214.26	\$4,343.11	\$4,454.87	\$4,577.32	\$4,699.85	\$4,825.71	\$4,955.02
		Daily	\$369.86	\$382.74	\$393.92	\$408.55	\$421.43	\$434.32	\$445.49	\$457.74	\$469.99	\$482.58	\$495.51
		Hourly	\$46.24	\$47.85	\$49.24	\$51.07	\$52.68	\$54.29	\$55.69	\$57.22	\$58.75	\$60.33	\$61.94
FP	36	Annual	\$100,547.00	\$103,996.00	\$107,451.00	\$110,902.00	\$114,358.00	\$117,806.00	\$121,256.00	\$124,592.00	\$127,927.00	\$131,350.00	\$134,867.00
		Bi-Wk	\$3,852.38	\$3,984.53	\$4,116.90	\$4,249.12	\$4,381.54	\$4,513.64	\$4,645.83	\$4,773.64	\$4,901.42	\$5,032.57	\$5,167.32
		Daily	\$385.24	\$398.46	\$411.69	\$424.92	\$438.16	\$451.37	\$464.59	\$477.37	\$490.15	\$503.26	\$516.74
		Hourly	\$48.16	\$49.81	\$51.47	\$53.12	\$54.77	\$56.43	\$58.08	\$59.68	\$61.27	\$62.91	\$64.60
FP	37	Annual	\$104,718.00	\$108,261.00	\$111,807.00	\$115,358.00	\$118,907.00	\$122,453.00	\$125,999.00	\$129,461.00	\$132,925.00	\$136,480.00	\$140,132.00
		Bi-Wk	\$4,012.19	\$4,147.94	\$4,283.80	\$4,419.85	\$4,555.83	\$4,691.69	\$4,827.55	\$4,960.20	\$5,092.92	\$5,229.12	\$5,369.05
		Daily	\$401.22	\$414.80	\$428.38	\$441.99	\$455.59	\$469.17	\$482.76	\$496.02	\$509.30	\$522.92	\$536.91
		Hourly	\$50.16	\$51.85	\$53.55	\$55.25	\$56.95	\$58.65	\$60.35	\$62.01	\$63.67	\$65.37	\$67.12
FP	38	Annual	\$109,043.00	\$112,668.00	\$116,306.00	\$119,933.00	\$123,560.00	\$127,190.00	\$130,822.00	\$134,416.00	\$138,013.00	\$141,707.00	\$145,500.00
		Bi-Wk	\$4,177.90	\$4,316.79	\$4,456.17	\$4,595.14	\$4,734.10	\$4,873.19	\$5,012.34	\$5,150.04	\$5,287.86	\$5,429.39	\$5,574.72
		Daily	\$417.79	\$431.68	\$445.62	\$459.52	\$473.41	\$487.32	\$501.24	\$515.01	\$528.79	\$542.94	\$557.48
		Hourly	\$52.23	\$53.96	\$55.71	\$57.44	\$59.18	\$60.92	\$62.66	\$64.38	\$66.10	\$67.87	\$69.69
FP	39	Annual	\$113,574.00	\$117,290.00	\$121,007.00	\$124,732.00	\$128,446.00	\$132,268.00	\$135,880.00	\$139,614.00	\$143,352.00	\$147,191.00	\$151,134.00
		Bi-Wk	\$4,351.50	\$4,493.87	\$4,636.29	\$4,779.01	\$4,921.31	\$5,067.74	\$5,206.14	\$5,349.20	\$5,492.42	\$5,639.51	\$5,790.58
		Daily	\$435.15	\$449.39	\$463.63	\$477.91	\$492.14	\$506.78	\$520.62	\$534.92	\$549.25	\$563.96	\$579.06
		Hourly	\$54.40	\$56.18	\$57.96	\$59.74	\$61.52	\$63.35	\$65.08	\$66.87	\$68.66	\$70.50	\$72.39
FP	40	Annual	\$118,310.00	\$122,103.00	\$125,906.00	\$129,698.00	\$133,492.00	\$137,291.00	\$141,087.00	\$144,964.00	\$148,848.00	\$152,837.00	\$156,932.00
		Bi-Wk	\$4,532.96	\$4,678.28	\$4,823.99	\$4,969.28	\$5,114.64	\$5,260.20	\$5,405.64	\$5,554.18	\$5,702.99	\$5,855.83	\$6,012.73
		Daily	\$453.30	\$467.83	\$482.40	\$496.93	\$511.47	\$526.02	\$540.57	\$555.42	\$570.30	\$585.59	\$601.28
		Hourly	\$56.67	\$58.48	\$60.30	\$62.12	\$63.94	\$65.76	\$67.58	\$69.43	\$71.29	\$73.20	\$75.16

P-1 FP 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

<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>	<u>Step 10</u>	<u>Step 11</u>
FP	41	Annual	\$123,258.00	\$127,143.00	\$131,031.00	\$134,923.00	\$138,810.00	\$142,694.00	\$146,580.00	\$150,613.00	\$154,644.00	\$158,782.00	\$163,031.00
		Bi-Wk	\$4,722.53	\$4,871.38	\$5,020.35	\$5,169.47	\$5,318.40	\$5,467.21	\$5,616.10	\$5,770.62	\$5,925.06	\$6,083.61	\$6,246.40
		Daily	\$472.26	\$487.14	\$502.04	\$516.95	\$531.84	\$546.73	\$561.61	\$577.07	\$592.51	\$608.37	\$624.64
		Hourly	\$59.04	\$60.90	\$62.76	\$64.62	\$66.48	\$68.35	\$70.21	\$72.14	\$74.07	\$76.05	\$78.08
FP	42	Annual	\$128,394.00	\$132,373.00	\$136,352.00	\$140,310.00	\$144,293.00	\$148,270.00	\$152,243.00	\$156,432.00	\$160,618.00	\$164,914.00	\$169,326.00
		Bi-Wk	\$4,919.32	\$5,071.77	\$5,224.22	\$5,375.87	\$5,528.47	\$5,680.85	\$5,833.07	\$5,993.57	\$6,153.95	\$6,318.55	\$6,487.59
		Daily	\$491.94	\$507.18	\$522.43	\$537.59	\$552.85	\$568.09	\$583.31	\$599.36	\$615.40	\$631.86	\$648.76
		Hourly	\$61.50	\$63.40	\$65.31	\$67.20	\$69.11	\$71.02	\$72.92	\$74.92	\$76.93	\$78.99	\$81.10
FP	43	Annual	\$133,844.00	\$137,900.00	\$141,955.00	\$146,005.00	\$150,062.00	\$154,112.00	\$158,160.00	\$162,514.00	\$166,861.00	\$171,326.00	\$175,910.00
		Bi-Wk	\$5,128.13	\$5,283.53	\$5,438.89	\$5,594.07	\$5,749.51	\$5,904.68	\$6,059.78	\$6,226.60	\$6,393.15	\$6,564.22	\$6,739.85
		Daily	\$512.82	\$528.36	\$543.89	\$559.41	\$574.96	\$590.47	\$605.98	\$622.66	\$639.32	\$656.43	\$673.99
		Hourly	\$64.11	\$66.05	\$67.99	\$69.93	\$71.87	\$73.81	\$75.75	\$77.84	\$79.92	\$82.06	\$84.25