

P-2 SH 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SH	1	Annual	\$19,493.00	\$19,969.00	\$20,448.00	\$20,915.00	\$21,396.00	\$21,867.00	\$22,342.00	\$23,013.00	\$23,360.00
		Bi-Wk	\$746.86	\$765.10	\$783.45	\$801.35	\$819.78	\$837.82	\$856.02	\$881.73	\$895.02
		Daily	\$74.69	\$76.51	\$78.35	\$80.14	\$81.98	\$83.79	\$85.61	\$88.18	\$89.51
		Hourly	\$9.34	\$9.57	\$9.80	\$10.02	\$10.25	\$10.48	\$10.71	\$11.03	\$11.19
SH	2	Annual	\$20,448.00	\$20,915.00	\$21,396.00	\$21,867.00	\$22,342.00	\$22,818.00	\$23,289.00	\$23,989.00	\$24,349.00
		Bi-Wk	\$783.45	\$801.35	\$819.78	\$837.82	\$856.02	\$874.26	\$892.30	\$919.12	\$932.92
		Daily	\$78.35	\$80.14	\$81.98	\$83.79	\$85.61	\$87.43	\$89.23	\$91.92	\$93.30
		Hourly	\$9.80	\$10.02	\$10.25	\$10.48	\$10.71	\$10.93	\$11.16	\$11.49	\$11.67
SH	3	Annual	\$20,915.00	\$21,396.00	\$21,867.00	\$22,342.00	\$22,818.00	\$23,289.00	\$23,763.00	\$24,474.00	\$24,842.00
		Bi-Wk	\$801.35	\$819.78	\$837.82	\$856.02	\$874.26	\$892.30	\$910.46	\$937.71	\$951.81
		Daily	\$80.14	\$81.98	\$83.79	\$85.61	\$87.43	\$89.23	\$91.05	\$93.78	\$95.19
		Hourly	\$10.02	\$10.25	\$10.48	\$10.71	\$10.93	\$11.16	\$11.39	\$11.73	\$11.90
SH	4	Annual	\$21,592.00	\$22,167.00	\$22,748.00	\$23,325.00	\$23,902.00	\$24,476.00	\$25,053.00	\$25,806.00	\$26,191.00
		Bi-Wk	\$827.28	\$849.32	\$871.58	\$893.68	\$915.79	\$937.78	\$959.89	\$988.74	\$1,003.49
		Daily	\$82.73	\$84.94	\$87.16	\$89.37	\$91.58	\$93.78	\$95.99	\$98.88	\$100.35
		Hourly	\$10.35	\$10.62	\$10.90	\$11.18	\$11.45	\$11.73	\$12.00	\$12.36	\$12.55
SH	5	Annual	\$22,137.00	\$22,748.00	\$23,357.00	\$23,966.00	\$24,572.00	\$25,181.00	\$25,795.00	\$26,569.00	\$26,968.00
		Bi-Wk	\$848.17	\$871.58	\$894.91	\$918.24	\$941.46	\$964.79	\$988.32	\$1,017.97	\$1,033.26
		Daily	\$84.82	\$87.16	\$89.50	\$91.83	\$94.15	\$96.48	\$98.84	\$101.80	\$103.33
		Hourly	\$10.61	\$10.90	\$11.19	\$11.48	\$11.77	\$12.06	\$12.36	\$12.73	\$12.92
SH	6	Annual	\$22,886.00	\$23,497.00	\$24,107.00	\$24,712.00	\$25,322.00	\$25,933.00	\$26,541.00	\$27,336.00	\$27,748.00
		Bi-Wk	\$876.86	\$900.27	\$923.64	\$946.82	\$970.20	\$993.61	\$1,016.90	\$1,047.36	\$1,063.15
		Daily	\$87.69	\$90.03	\$92.37	\$94.69	\$97.02	\$99.37	\$101.69	\$104.74	\$106.32
		Hourly	\$10.97	\$11.26	\$11.55	\$11.84	\$12.13	\$12.43	\$12.72	\$13.10	\$13.29
SH	7	Annual	\$23,559.00	\$24,173.00	\$24,775.00	\$25,388.00	\$25,999.00	\$26,606.00	\$27,213.00	\$28,029.00	\$28,451.00
		Bi-Wk	\$902.65	\$926.17	\$949.24	\$972.73	\$996.14	\$1,019.39	\$1,042.65	\$1,073.91	\$1,090.08
		Daily	\$90.27	\$92.62	\$94.93	\$97.28	\$99.62	\$101.94	\$104.27	\$107.40	\$109.01
		Hourly	\$11.29	\$11.58	\$11.87	\$12.16	\$12.46	\$12.75	\$13.04	\$13.43	\$13.63
SH	8	Annual	\$25,322.00	\$26,070.00	\$26,813.00	\$27,562.00	\$28,306.00	\$29,052.00	\$29,807.00	\$30,701.00	\$31,163.00
		Bi-Wk	\$970.20	\$998.86	\$1,027.32	\$1,056.02	\$1,084.53	\$1,113.11	\$1,142.04	\$1,176.29	\$1,193.99
		Daily	\$97.02	\$99.89	\$102.74	\$105.61	\$108.46	\$111.32	\$114.21	\$117.63	\$119.40
		Hourly	\$12.13	\$12.49	\$12.85	\$13.21	\$13.56	\$13.92	\$14.28	\$14.71	\$14.93
SH	9	Annual	\$26,100.00	\$26,879.00	\$27,653.00	\$28,440.00	\$29,217.00	\$29,991.00	\$30,777.00	\$31,700.00	\$32,177.00
		Bi-Wk	\$1,000.00	\$1,029.85	\$1,059.51	\$1,089.66	\$1,119.43	\$1,149.09	\$1,179.20	\$1,214.56	\$1,232.84
		Daily	\$100.00	\$102.99	\$105.96	\$108.97	\$111.95	\$114.91	\$117.92	\$121.46	\$123.29
		Hourly	\$12.50	\$12.88	\$13.25	\$13.63	\$14.00	\$14.37	\$14.74	\$15.19	\$15.42

P-2 SH 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SH	10	Annual	\$26,942.00	\$27,758.00	\$28,573.00	\$29,386.00	\$30,199.00	\$31,024.00	\$31,879.00	\$32,837.00	\$33,331.00
		Bi-Wk	\$1,032.27	\$1,063.53	\$1,094.76	\$1,125.91	\$1,157.05	\$1,188.66	\$1,221.42	\$1,258.13	\$1,277.05
		Daily	\$103.23	\$106.36	\$109.48	\$112.60	\$115.71	\$118.87	\$122.15	\$125.82	\$127.71
		Hourly	\$12.91	\$13.30	\$13.69	\$14.08	\$14.47	\$14.86	\$15.27	\$15.73	\$15.97
SH	11	Annual	\$27,797.00	\$28,644.00	\$29,491.00	\$30,342.00	\$31,214.00	\$32,106.00	\$32,993.00	\$33,981.00	\$34,494.00
		Bi-Wk	\$1,065.02	\$1,097.48	\$1,129.93	\$1,162.53	\$1,195.94	\$1,230.12	\$1,264.10	\$1,301.96	\$1,321.61
		Daily	\$106.51	\$109.75	\$113.00	\$116.26	\$119.60	\$123.02	\$126.41	\$130.20	\$132.17
		Hourly	\$13.32	\$13.72	\$14.13	\$14.54	\$14.95	\$15.38	\$15.81	\$16.28	\$16.53
SH	12	Annual	\$28,701.00	\$29,581.00	\$30,464.00	\$31,378.00	\$32,301.00	\$33,227.00	\$34,154.00	\$35,179.00	\$35,708.00
		Bi-Wk	\$1,099.66	\$1,133.38	\$1,167.21	\$1,202.23	\$1,237.59	\$1,273.07	\$1,308.59	\$1,347.86	\$1,368.13
		Daily	\$109.97	\$113.34	\$116.73	\$120.23	\$123.76	\$127.31	\$130.86	\$134.79	\$136.82
		Hourly	\$13.75	\$14.17	\$14.60	\$15.03	\$15.47	\$15.92	\$16.36	\$16.85	\$17.11
SH	13	Annual	\$30,318.00	\$31,432.00	\$32,562.00	\$33,687.00	\$34,820.00	\$35,952.00	\$37,083.00	\$38,193.00	\$38,770.00
		Bi-Wk	\$1,161.61	\$1,204.30	\$1,247.59	\$1,290.69	\$1,334.10	\$1,377.48	\$1,420.81	\$1,463.34	\$1,485.45
		Daily	\$116.17	\$120.43	\$124.76	\$129.07	\$133.41	\$137.75	\$142.09	\$146.34	\$148.55
		Hourly	\$14.53	\$15.06	\$15.60	\$16.14	\$16.68	\$17.22	\$17.77	\$18.30	\$18.57
SH	14	Annual	\$31,738.00	\$32,905.00	\$34,072.00	\$35,237.00	\$36,396.00	\$37,564.00	\$38,727.00	\$39,889.00	\$40,489.00
		Bi-Wk	\$1,216.02	\$1,260.73	\$1,305.45	\$1,350.08	\$1,394.49	\$1,439.24	\$1,483.80	\$1,528.32	\$1,551.31
		Daily	\$121.61	\$126.08	\$130.55	\$135.01	\$139.45	\$143.93	\$148.38	\$152.84	\$155.14
		Hourly	\$15.21	\$15.76	\$16.32	\$16.88	\$17.44	\$18.00	\$18.55	\$19.11	\$19.40
SH	15	Annual	\$33,258.00	\$34,462.00	\$35,662.00	\$36,857.00	\$38,059.00	\$39,263.00	\$40,468.00	\$41,680.00	\$42,309.00
		Bi-Wk	\$1,274.26	\$1,320.39	\$1,366.37	\$1,412.15	\$1,458.20	\$1,504.33	\$1,550.50	\$1,596.94	\$1,621.04
		Daily	\$127.43	\$132.04	\$136.64	\$141.22	\$145.82	\$150.44	\$155.05	\$159.70	\$162.11
		Hourly	\$15.93	\$16.51	\$17.08	\$17.66	\$18.23	\$18.81	\$19.39	\$19.97	\$20.27
SH	16	Annual	\$34,882.00	\$36,120.00	\$37,357.00	\$38,584.00	\$39,821.00	\$41,060.00	\$42,291.00	\$43,562.00	\$44,217.00
		Bi-Wk	\$1,336.48	\$1,383.91	\$1,431.31	\$1,478.32	\$1,525.71	\$1,573.19	\$1,620.35	\$1,669.05	\$1,694.14
		Daily	\$133.65	\$138.40	\$143.14	\$147.84	\$152.58	\$157.32	\$162.04	\$166.91	\$169.42
		Hourly	\$16.71	\$17.30	\$17.90	\$18.48	\$19.08	\$19.67	\$20.26	\$20.87	\$21.18
SH	17	Annual	\$36,611.00	\$37,878.00	\$39,152.00	\$40,422.00	\$41,690.00	\$42,961.00	\$44,235.00	\$45,562.00	\$46,247.00
		Bi-Wk	\$1,402.73	\$1,451.27	\$1,500.08	\$1,548.74	\$1,597.32	\$1,646.02	\$1,694.83	\$1,745.68	\$1,771.92
		Daily	\$140.28	\$145.13	\$150.01	\$154.88	\$159.74	\$164.61	\$169.49	\$174.57	\$177.20
		Hourly	\$17.54	\$18.15	\$18.76	\$19.36	\$19.97	\$20.58	\$21.19	\$21.83	\$22.15
SH	18	Annual	\$38,456.00	\$39,752.00	\$41,060.00	\$42,362.00	\$43,664.00	\$44,966.00	\$46,269.00	\$47,658.00	\$48,375.00
		Bi-Wk	\$1,473.41	\$1,523.07	\$1,573.19	\$1,623.07	\$1,672.96	\$1,722.84	\$1,772.76	\$1,825.98	\$1,853.45
		Daily	\$147.35	\$152.31	\$157.32	\$162.31	\$167.30	\$172.29	\$177.28	\$182.60	\$185.35
		Hourly	\$18.42	\$19.04	\$19.67	\$20.29	\$20.92	\$21.54	\$22.16	\$22.83	\$23.17

P-2 SH 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SH	19	Annual	\$40,351.00	\$41,690.00	\$43,030.00	\$44,374.00	\$45,716.00	\$47,054.00	\$48,393.00	\$49,845.00	\$50,596.00
		Bi-Wk	\$1,546.02	\$1,597.32	\$1,648.66	\$1,700.16	\$1,751.58	\$1,802.84	\$1,854.14	\$1,909.78	\$1,938.55
		Daily	\$154.61	\$159.74	\$164.87	\$170.02	\$175.16	\$180.29	\$185.42	\$190.98	\$193.86
		Hourly	\$19.33	\$19.97	\$20.61	\$21.26	\$21.90	\$22.54	\$23.18	\$23.88	\$24.24
SH	20	Annual	\$42,400.00	\$43,778.00	\$45,148.00	\$46,520.00	\$47,892.00	\$49,271.00	\$50,641.00	\$52,160.00	\$52,944.00
		Bi-Wk	\$1,624.53	\$1,677.32	\$1,729.81	\$1,782.38	\$1,834.95	\$1,887.78	\$1,940.27	\$1,998.47	\$2,028.51
		Daily	\$162.46	\$167.74	\$172.99	\$178.24	\$183.50	\$188.78	\$194.03	\$199.85	\$202.86
		Hourly	\$20.31	\$20.97	\$21.63	\$22.28	\$22.94	\$23.60	\$24.26	\$24.99	\$25.36
SH	21	Annual	\$44,492.00	\$45,913.00	\$47,318.00	\$48,727.00	\$50,142.00	\$51,549.00	\$52,961.00	\$54,550.00	\$55,370.00
		Bi-Wk	\$1,704.68	\$1,759.12	\$1,812.96	\$1,866.94	\$1,921.15	\$1,975.06	\$2,029.16	\$2,090.04	\$2,121.46
		Daily	\$170.47	\$175.92	\$181.30	\$186.70	\$192.12	\$197.51	\$202.92	\$209.01	\$212.15
		Hourly	\$21.31	\$21.99	\$22.67	\$23.34	\$24.02	\$24.69	\$25.37	\$26.13	\$26.52
SH	22	Annual	\$45,716.00	\$47,388.00	\$49,061.00	\$50,734.00	\$52,414.00	\$54,086.00	\$55,761.00	\$57,434.00	\$58,300.00
		Bi-Wk	\$1,751.58	\$1,815.64	\$1,879.74	\$1,943.84	\$2,008.20	\$2,072.27	\$2,136.44	\$2,200.54	\$2,233.72
		Daily	\$175.16	\$181.57	\$187.98	\$194.39	\$200.82	\$207.23	\$213.65	\$220.06	\$223.38
		Hourly	\$21.90	\$22.70	\$23.50	\$24.30	\$25.11	\$25.91	\$26.71	\$27.51	\$27.93
SH	23	Annual	\$47,879.00	\$49,625.00	\$51,368.00	\$53,109.00	\$54,861.00	\$56,601.00	\$58,345.00	\$60,094.00	\$60,998.00
		Bi-Wk	\$1,834.45	\$1,901.35	\$1,968.13	\$2,034.83	\$2,101.96	\$2,168.63	\$2,235.45	\$2,302.46	\$2,337.09
		Daily	\$183.45	\$190.14	\$196.82	\$203.49	\$210.20	\$216.87	\$223.55	\$230.25	\$233.71
		Hourly	\$22.94	\$23.77	\$24.61	\$25.44	\$26.28	\$27.11	\$27.95	\$28.79	\$29.22
SH	24	Annual	\$50,182.00	\$52,001.00	\$53,819.00	\$55,637.00	\$57,457.00	\$59,275.00	\$61,090.00	\$62,923.00	\$63,870.00
		Bi-Wk	\$1,922.69	\$1,992.38	\$2,062.04	\$2,131.69	\$2,201.42	\$2,271.08	\$2,340.62	\$2,410.85	\$2,447.13
		Daily	\$192.27	\$199.24	\$206.21	\$213.17	\$220.15	\$227.11	\$234.07	\$241.09	\$244.72
		Hourly	\$24.04	\$24.91	\$25.78	\$26.65	\$27.52	\$28.39	\$29.26	\$30.14	\$30.59
SH	25	Annual	\$52,637.00	\$54,518.00	\$56,404.00	\$58,288.00	\$60,175.00	\$62,061.00	\$63,945.00	\$65,863.00	\$66,852.00
		Bi-Wk	\$2,016.75	\$2,088.82	\$2,161.08	\$2,233.26	\$2,305.56	\$2,377.82	\$2,450.00	\$2,523.49	\$2,561.38
		Daily	\$201.68	\$208.89	\$216.11	\$223.33	\$230.56	\$237.79	\$245.00	\$252.35	\$256.14
		Hourly	\$25.21	\$26.12	\$27.02	\$27.92	\$28.82	\$29.73	\$30.63	\$31.55	\$32.02
SH	26	Annual	\$55,226.00	\$57,179.00	\$59,136.00	\$61,090.00	\$63,048.00	\$65,008.00	\$66,958.00	\$68,967.00	\$70,004.00
		Bi-Wk	\$2,115.94	\$2,190.77	\$2,265.75	\$2,340.62	\$2,415.64	\$2,490.73	\$2,565.45	\$2,642.42	\$2,682.15
		Daily	\$211.60	\$219.08	\$226.58	\$234.07	\$241.57	\$249.08	\$256.55	\$264.25	\$268.22
		Hourly	\$26.45	\$27.39	\$28.33	\$29.26	\$30.20	\$31.14	\$32.07	\$33.04	\$33.53
SH	27	Annual	\$57,967.00	\$59,993.00	\$62,017.00	\$64,036.00	\$66,059.00	\$68,081.00	\$70,110.00	\$72,212.00	\$73,298.00
		Bi-Wk	\$2,220.96	\$2,298.59	\$2,376.14	\$2,453.49	\$2,531.00	\$2,608.47	\$2,686.21	\$2,766.75	\$2,808.36
		Daily	\$222.10	\$229.86	\$237.62	\$245.35	\$253.10	\$260.85	\$268.63	\$276.68	\$280.84
		Hourly	\$27.77	\$28.74	\$29.71	\$30.67	\$31.64	\$32.61	\$33.58	\$34.59	\$35.11

P-2 SH 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SH	28	Annual	\$60,936.00	\$62,986.00	\$65,078.00	\$67,175.00	\$69,266.00	\$71,363.00	\$73,453.00	\$75,657.00	\$76,794.00
		Bi-Wk	\$2,334.72	\$2,413.26	\$2,493.41	\$2,573.76	\$2,653.87	\$2,734.22	\$2,814.30	\$2,898.74	\$2,942.30
		Daily	\$233.48	\$241.33	\$249.35	\$257.38	\$265.39	\$273.43	\$281.43	\$289.88	\$294.23
		Hourly	\$29.19	\$30.17	\$31.17	\$32.18	\$33.18	\$34.18	\$35.18	\$36.24	\$36.78
SH	29	Annual	\$61,480.00	\$63,786.00	\$66,090.00	\$68,404.00	\$70,712.00	\$73,014.00	\$75,322.00	\$77,581.00	\$78,751.00
		Bi-Wk	\$2,355.56	\$2,443.91	\$2,532.19	\$2,620.85	\$2,709.28	\$2,797.48	\$2,885.91	\$2,972.46	\$3,017.28
		Daily	\$235.56	\$244.40	\$253.22	\$262.09	\$270.93	\$279.75	\$288.60	\$297.25	\$301.73
		Hourly	\$29.45	\$30.55	\$31.66	\$32.77	\$33.87	\$34.97	\$36.08	\$37.16	\$37.72
SH	30	Annual	\$63,945.00	\$66,317.00	\$68,698.00	\$71,065.00	\$73,442.00	\$75,820.00	\$78,192.00	\$80,537.00	\$81,750.00
		Bi-Wk	\$2,450.00	\$2,540.89	\$2,632.11	\$2,722.80	\$2,813.87	\$2,904.99	\$2,995.87	\$3,085.71	\$3,132.19
		Daily	\$245.00	\$254.09	\$263.22	\$272.28	\$281.39	\$290.50	\$299.59	\$308.58	\$313.22
		Hourly	\$30.63	\$31.77	\$32.91	\$34.04	\$35.18	\$36.32	\$37.45	\$38.58	\$39.16
SH	31	Annual	\$66,510.00	\$68,955.00	\$71,402.00	\$73,847.00	\$76,290.00	\$78,735.00	\$81,172.00	\$83,611.00	\$84,867.00
		Bi-Wk	\$2,548.28	\$2,641.96	\$2,735.71	\$2,829.39	\$2,922.99	\$3,016.67	\$3,110.04	\$3,203.49	\$3,251.61
		Daily	\$254.83	\$264.20	\$273.58	\$282.94	\$292.30	\$301.67	\$311.01	\$320.35	\$325.17
		Hourly	\$31.86	\$33.03	\$34.20	\$35.37	\$36.54	\$37.71	\$38.88	\$40.05	\$40.65
SH	32	Annual	\$69,178.00	\$71,690.00	\$74,194.00	\$76,714.00	\$79,228.00	\$81,735.00	\$84,256.00	\$86,784.00	\$88,089.00
		Bi-Wk	\$2,650.50	\$2,746.75	\$2,842.69	\$2,939.24	\$3,035.56	\$3,131.61	\$3,228.20	\$3,325.06	\$3,375.06
		Daily	\$265.05	\$274.68	\$284.27	\$293.93	\$303.56	\$313.17	\$322.82	\$332.51	\$337.51
		Hourly	\$33.14	\$34.34	\$35.54	\$36.75	\$37.95	\$39.15	\$40.36	\$41.57	\$42.19
SH	33	Annual	\$71,962.00	\$74,543.00	\$77,127.00	\$79,707.00	\$82,289.00	\$84,867.00	\$87,456.00	\$90,079.00	\$91,434.00
		Bi-Wk	\$2,757.17	\$2,856.06	\$2,955.06	\$3,053.91	\$3,152.84	\$3,251.61	\$3,350.81	\$3,451.31	\$3,503.22
		Daily	\$275.72	\$285.61	\$295.51	\$305.40	\$315.29	\$325.17	\$335.09	\$345.14	\$350.33
		Hourly	\$34.47	\$35.71	\$36.94	\$38.18	\$39.42	\$40.65	\$41.89	\$43.15	\$43.80
SH	34	Annual	\$74,926.00	\$77,578.00	\$80,227.00	\$82,887.00	\$85,536.00	\$88,191.00	\$90,838.00	\$93,564.00	\$94,973.00
		Bi-Wk	\$2,870.73	\$2,972.34	\$3,073.84	\$3,175.75	\$3,277.25	\$3,378.97	\$3,480.39	\$3,584.83	\$3,638.82
		Daily	\$287.08	\$297.24	\$307.39	\$317.58	\$327.73	\$337.90	\$348.04	\$358.49	\$363.89
		Hourly	\$35.89	\$37.16	\$38.43	\$39.70	\$40.97	\$42.24	\$43.51	\$44.82	\$45.49
SH	35	Annual	\$78,008.00	\$80,724.00	\$83,445.00	\$86,165.00	\$88,885.00	\$91,604.00	\$94,319.00	\$97,149.00	\$98,609.00
		Bi-Wk	\$2,988.82	\$3,092.88	\$3,197.13	\$3,301.35	\$3,405.56	\$3,509.74	\$3,613.76	\$3,722.19	\$3,778.13
		Daily	\$298.89	\$309.29	\$319.72	\$330.14	\$340.56	\$350.98	\$361.38	\$372.22	\$377.82
		Hourly	\$37.37	\$38.67	\$39.97	\$41.27	\$42.57	\$43.88	\$45.18	\$46.53	\$47.23
SH	36	Annual	\$81,248.00	\$84,034.00	\$86,827.00	\$89,619.00	\$92,408.00	\$95,194.00	\$97,989.00	\$100,927.00	\$102,441.00
		Bi-Wk	\$3,112.96	\$3,219.70	\$3,326.71	\$3,433.68	\$3,540.54	\$3,647.28	\$3,754.37	\$3,866.94	\$3,924.95
		Daily	\$311.30	\$321.97	\$332.68	\$343.37	\$354.06	\$364.73	\$375.44	\$386.70	\$392.50
		Hourly	\$38.92	\$40.25	\$41.59	\$42.93	\$44.26	\$45.60	\$46.93	\$48.34	\$49.07

P-2 SH 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SH	37	Annual	\$84,620.00	\$87,489.00	\$90,354.00	\$93,215.00	\$96,086.00	\$98,950.00	\$101,813.00	\$104,867.00	\$106,441.00
		Bi-Wk	\$3,242.15	\$3,352.07	\$3,461.84	\$3,571.46	\$3,681.46	\$3,791.19	\$3,900.89	\$4,017.90	\$4,078.20
		Daily	\$324.22	\$335.21	\$346.19	\$357.15	\$368.15	\$379.12	\$390.09	\$401.79	\$407.82
		Hourly	\$40.53	\$41.91	\$43.28	\$44.65	\$46.02	\$47.39	\$48.77	\$50.23	\$50.98
SH	38	Annual	\$88,114.00	\$91,041.00	\$93,981.00	\$96,913.00	\$99,849.00	\$102,785.00	\$105,717.00	\$108,887.00	\$110,521.00
		Bi-Wk	\$3,376.02	\$3,488.17	\$3,600.81	\$3,713.15	\$3,825.64	\$3,938.13	\$4,050.46	\$4,171.92	\$4,234.53
		Daily	\$337.61	\$348.82	\$360.09	\$371.32	\$382.57	\$393.82	\$405.05	\$417.20	\$423.46
		Hourly	\$42.21	\$43.61	\$45.02	\$46.42	\$47.83	\$49.23	\$50.64	\$52.15	\$52.94
SH	39	Annual	\$91,881.00	\$94,780.00	\$97,785.00	\$100,793.00	\$103,797.00	\$106,799.00	\$109,802.00	\$113,098.00	\$114,793.00
		Bi-Wk	\$3,520.35	\$3,631.42	\$3,746.56	\$3,861.81	\$3,976.90	\$4,091.92	\$4,206.98	\$4,333.26	\$4,398.20
		Daily	\$352.04	\$363.15	\$374.66	\$386.19	\$397.69	\$409.20	\$420.70	\$433.33	\$439.82
		Hourly	\$44.01	\$45.40	\$46.84	\$48.28	\$49.72	\$51.15	\$52.59	\$54.17	\$54.98
SH	40	Annual	\$95,599.00	\$98,668.00	\$101,742.00	\$104,804.00	\$107,875.00	\$110,945.00	\$114,008.00	\$117,429.00	\$119,193.00
		Bi-Wk	\$3,662.80	\$3,780.39	\$3,898.17	\$4,015.48	\$4,133.15	\$4,250.77	\$4,368.13	\$4,499.20	\$4,566.79
		Daily	\$366.28	\$378.04	\$389.82	\$401.55	\$413.32	\$425.08	\$436.82	\$449.92	\$456.68
		Hourly	\$45.79	\$47.26	\$48.73	\$50.20	\$51.67	\$53.14	\$54.61	\$56.24	\$57.09
SH	41	Annual	\$99,605.00	\$102,748.00	\$105,887.00	\$109,028.00	\$112,174.00	\$115,309.00	\$118,453.00	\$122,008.00	\$123,838.00
		Bi-Wk	\$3,816.29	\$3,936.71	\$4,056.98	\$4,177.32	\$4,297.86	\$4,417.97	\$4,538.43	\$4,674.64	\$4,744.76
		Daily	\$381.63	\$393.68	\$405.70	\$417.74	\$429.79	\$441.80	\$453.85	\$467.47	\$474.48
		Hourly	\$47.71	\$49.21	\$50.72	\$52.22	\$53.73	\$55.23	\$56.74	\$58.44	\$59.31
SH	42	Annual	\$103,759.00	\$106,966.00	\$110,178.00	\$113,389.00	\$116,601.00	\$119,814.00	\$123,026.00	\$126,717.00	\$128,618.00
		Bi-Wk	\$3,975.45	\$4,098.32	\$4,221.38	\$4,344.41	\$4,467.48	\$4,590.58	\$4,713.64	\$4,855.06	\$4,927.90
		Daily	\$397.55	\$409.84	\$422.14	\$434.45	\$446.75	\$459.06	\$471.37	\$485.51	\$492.79
		Hourly	\$49.70	\$51.23	\$52.77	\$54.31	\$55.85	\$57.39	\$58.93	\$60.69	\$61.60
SH	43	Annual	\$108,158.00	\$111,438.00	\$114,710.00	\$117,983.00	\$121,263.00	\$124,538.00	\$127,814.00	\$131,648.00	\$133,623.00
		Bi-Wk	\$4,143.99	\$4,269.66	\$4,395.02	\$4,520.43	\$4,646.10	\$4,771.58	\$4,897.09	\$5,043.99	\$5,119.66
		Daily	\$414.40	\$426.97	\$439.51	\$452.05	\$464.61	\$477.16	\$489.71	\$504.40	\$511.97
		Hourly	\$51.80	\$53.38	\$54.94	\$56.51	\$58.08	\$59.65	\$61.22	\$63.05	\$64.00