

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
ES	11	Annual	\$23,647.00	\$24,366.00	\$25,090.00	\$25,811.00	\$26,554.00	\$27,310.00	\$28,069.00	\$28,773.00	\$29,491.00	\$30,231.00	\$31,288.00
		Bi-Wk	\$906.02	\$933.57	\$961.31	\$988.93	\$1,017.40	\$1,046.37	\$1,075.45	\$1,102.42	\$1,129.93	\$1,158.28	\$1,198.78
		Daily	\$90.61	\$93.36	\$96.14	\$98.90	\$101.74	\$104.64	\$107.55	\$110.25	\$113.00	\$115.83	\$119.88
		Hourly	\$12.95	\$13.34	\$13.74	\$14.13	\$14.54	\$14.95	\$15.37	\$15.75	\$16.15	\$16.55	\$17.13
ES	12	Annual	\$24,413.00	\$25,170.00	\$25,916.00	\$26,695.00	\$27,477.00	\$28,270.00	\$29,053.00	\$29,780.00	\$30,525.00	\$31,288.00	\$33,976.00
		Bi-Wk	\$935.37	\$964.37	\$992.96	\$1,022.80	\$1,052.76	\$1,083.15	\$1,113.15	\$1,141.00	\$1,169.55	\$1,198.78	\$1,301.77
		Daily	\$93.54	\$96.44	\$99.30	\$102.28	\$105.28	\$108.32	\$111.32	\$114.10	\$116.96	\$119.88	\$130.18
		Hourly	\$13.37	\$13.78	\$14.19	\$14.62	\$15.04	\$15.48	\$15.91	\$16.30	\$16.71	\$17.13	\$18.60
ES	13	Annual	\$25,791.00	\$26,743.00	\$27,704.00	\$28,661.00	\$29,626.00	\$30,582.00	\$31,546.00	\$32,336.00	\$33,145.00	\$33,976.00	\$35,482.00
		Bi-Wk	\$988.17	\$1,024.64	\$1,061.46	\$1,098.13	\$1,135.10	\$1,171.73	\$1,208.66	\$1,238.93	\$1,269.93	\$1,301.77	\$1,359.47
		Daily	\$98.82	\$102.47	\$106.15	\$109.82	\$113.51	\$117.18	\$120.87	\$123.90	\$127.00	\$130.18	\$135.95
		Hourly	\$14.12	\$14.64	\$15.17	\$15.69	\$16.22	\$16.74	\$17.27	\$17.70	\$18.15	\$18.60	\$19.43
ES	14	Annual	\$26,997.00	\$27,992.00	\$28,984.00	\$29,975.00	\$30,966.00	\$31,957.00	\$32,948.00	\$33,772.00	\$34,616.00	\$35,482.00	\$37,071.00
		Bi-Wk	\$1,034.37	\$1,072.50	\$1,110.50	\$1,148.47	\$1,186.44	\$1,224.41	\$1,262.38	\$1,293.95	\$1,326.29	\$1,359.47	\$1,420.35
		Daily	\$103.44	\$107.25	\$111.05	\$114.85	\$118.65	\$122.45	\$126.24	\$129.40	\$132.63	\$135.95	\$142.04
		Hourly	\$14.78	\$15.33	\$15.87	\$16.41	\$16.95	\$17.50	\$18.04	\$18.49	\$18.95	\$19.43	\$20.30
ES	15	Annual	\$28,296.00	\$29,316.00	\$30,336.00	\$31,355.00	\$32,376.00	\$33,404.00	\$34,423.00	\$35,283.00	\$36,167.00	\$37,071.00	\$38,747.00
		Bi-Wk	\$1,084.14	\$1,123.22	\$1,162.30	\$1,201.35	\$1,240.46	\$1,279.85	\$1,318.89	\$1,351.84	\$1,385.71	\$1,420.35	\$1,484.56
		Daily	\$108.42	\$112.33	\$116.23	\$120.14	\$124.05	\$127.99	\$131.89	\$135.19	\$138.58	\$142.04	\$148.46
		Hourly	\$15.49	\$16.05	\$16.61	\$17.17	\$17.73	\$18.29	\$18.85	\$19.32	\$19.80	\$20.30	\$21.21
ES	16	Annual	\$29,672.00	\$30,725.00	\$31,776.00	\$32,828.00	\$33,878.00	\$34,932.00	\$35,981.00	\$36,880.00	\$37,801.00	\$38,747.00	\$40,526.00
		Bi-Wk	\$1,136.86	\$1,177.21	\$1,217.48	\$1,257.78	\$1,298.01	\$1,338.40	\$1,378.59	\$1,413.03	\$1,448.32	\$1,484.56	\$1,552.73
		Daily	\$113.69	\$117.73	\$121.75	\$125.78	\$129.81	\$133.84	\$137.86	\$141.31	\$144.84	\$148.46	\$155.28
		Hourly	\$16.25	\$16.82	\$17.40	\$17.97	\$18.55	\$19.12	\$19.70	\$20.19	\$20.70	\$21.21	\$22.19
ES	17	Annual	\$31,142.00	\$32,225.00	\$33,307.00	\$34,388.00	\$35,470.00	\$36,548.00	\$37,631.00	\$38,573.00	\$39,540.00	\$40,526.00	\$42,391.00
		Bi-Wk	\$1,193.19	\$1,234.68	\$1,276.14	\$1,317.55	\$1,359.01	\$1,400.31	\$1,441.81	\$1,477.90	\$1,514.95	\$1,552.73	\$1,624.18
		Daily	\$119.32	\$123.47	\$127.62	\$131.76	\$135.91	\$140.04	\$144.19	\$147.79	\$151.50	\$155.28	\$162.42
		Hourly	\$17.05	\$17.64	\$18.24	\$18.83	\$19.42	\$20.01	\$20.60	\$21.12	\$21.65	\$22.19	\$23.21
ES	18	Annual	\$32,714.00	\$33,824.00	\$34,932.00	\$36,042.00	\$37,146.00	\$38,256.00	\$39,363.00	\$40,349.00	\$41,356.00	\$42,391.00	\$44,336.00
		Bi-Wk	\$1,253.41	\$1,295.94	\$1,338.40	\$1,380.92	\$1,423.22	\$1,465.75	\$1,508.17	\$1,545.94	\$1,584.53	\$1,624.18	\$1,698.70
		Daily	\$125.35	\$129.60	\$133.84	\$138.10	\$142.33	\$146.58	\$150.82	\$154.60	\$158.46	\$162.42	\$169.87
		Hourly	\$17.91	\$18.52	\$19.12	\$19.73	\$20.34	\$20.94	\$21.55	\$22.09	\$22.64	\$23.21	\$24.27

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
ES	19	Annual	\$34,325.00	\$35,470.00	\$36,610.00	\$37,752.00	\$38,889.00	\$40,029.00	\$41,171.00	\$42,199.00	\$43,255.00	\$44,336.00	\$46,395.00
		Bi-Wk	\$1,315.14	\$1,359.01	\$1,402.69	\$1,446.44	\$1,490.00	\$1,533.68	\$1,577.44	\$1,616.82	\$1,657.28	\$1,698.70	\$1,777.59
		Daily	\$131.52	\$135.91	\$140.27	\$144.65	\$149.00	\$153.37	\$157.75	\$161.69	\$165.73	\$169.87	\$177.76
		Hourly	\$18.79	\$19.42	\$20.04	\$20.67	\$21.29	\$21.91	\$22.54	\$23.10	\$23.68	\$24.27	\$25.40
ES	20	Annual	\$36,075.00	\$37,243.00	\$38,411.00	\$39,578.00	\$40,742.00	\$41,911.00	\$43,079.00	\$44,157.00	\$45,264.00	\$46,395.00	\$48,522.00
		Bi-Wk	\$1,382.19	\$1,426.94	\$1,471.69	\$1,516.40	\$1,561.00	\$1,605.79	\$1,650.54	\$1,691.84	\$1,734.26	\$1,777.59	\$1,859.09
		Daily	\$138.22	\$142.70	\$147.17	\$151.64	\$156.10	\$160.58	\$165.06	\$169.19	\$173.43	\$177.76	\$185.91
		Hourly	\$19.75	\$20.39	\$21.03	\$21.67	\$22.30	\$22.94	\$23.58	\$24.17	\$24.78	\$25.40	\$26.56
ES	21	Annual	\$37,852.00	\$39,056.00	\$40,254.00	\$41,453.00	\$42,656.00	\$43,855.00	\$45,058.00	\$46,184.00	\$47,339.00	\$48,522.00	\$51,089.00
		Bi-Wk	\$1,450.27	\$1,496.40	\$1,542.30	\$1,588.24	\$1,634.33	\$1,680.27	\$1,726.37	\$1,769.51	\$1,813.76	\$1,859.09	\$1,957.44
		Daily	\$145.03	\$149.64	\$154.23	\$158.83	\$163.44	\$168.03	\$172.64	\$176.96	\$181.38	\$185.91	\$195.75
		Hourly	\$20.72	\$21.38	\$22.04	\$22.69	\$23.35	\$24.01	\$24.67	\$25.28	\$25.92	\$26.56	\$27.97
ES	22	Annual	\$38,889.00	\$40,314.00	\$41,741.00	\$43,163.00	\$44,591.00	\$46,014.00	\$47,439.00	\$48,624.00	\$49,844.00	\$51,089.00	\$53,456.00
		Bi-Wk	\$1,490.00	\$1,544.60	\$1,599.28	\$1,653.76	\$1,708.47	\$1,762.99	\$1,817.59	\$1,862.99	\$1,909.74	\$1,957.44	\$2,048.13
		Daily	\$149.00	\$154.46	\$159.93	\$165.38	\$170.85	\$176.30	\$181.76	\$186.30	\$190.98	\$195.75	\$204.82
		Hourly	\$21.29	\$22.07	\$22.85	\$23.63	\$24.41	\$25.19	\$25.97	\$26.62	\$27.29	\$27.97	\$29.26
ES	23	Annual	\$40,731.00	\$42,217.00	\$43,697.00	\$45,185.00	\$46,668.00	\$48,153.00	\$49,638.00	\$50,879.00	\$52,150.00	\$53,456.00	\$55,970.00
		Bi-Wk	\$1,560.58	\$1,617.51	\$1,674.22	\$1,731.23	\$1,788.05	\$1,844.95	\$1,901.84	\$1,949.39	\$1,998.09	\$2,048.13	\$2,144.45
		Daily	\$156.06	\$161.76	\$167.43	\$173.13	\$178.81	\$184.50	\$190.19	\$194.94	\$199.81	\$204.82	\$214.45
		Hourly	\$22.30	\$23.11	\$23.92	\$24.74	\$25.55	\$26.36	\$27.17	\$27.85	\$28.55	\$29.26	\$30.64
ES	24	Annual	\$42,689.00	\$44,237.00	\$45,783.00	\$47,334.00	\$48,880.00	\$50,425.00	\$51,973.00	\$53,273.00	\$54,607.00	\$55,970.00	\$58,587.00
		Bi-Wk	\$1,635.60	\$1,694.91	\$1,754.14	\$1,813.57	\$1,872.80	\$1,932.00	\$1,991.31	\$2,041.12	\$2,092.23	\$2,144.45	\$2,244.72
		Daily	\$163.56	\$169.50	\$175.42	\$181.36	\$187.28	\$193.20	\$199.14	\$204.12	\$209.23	\$214.45	\$224.48
		Hourly	\$23.37	\$24.22	\$25.06	\$25.91	\$26.76	\$27.60	\$28.45	\$29.16	\$29.89	\$30.64	\$32.07
ES	25	Annual	\$44,775.00	\$46,382.00	\$47,981.00	\$49,586.00	\$51,194.00	\$52,799.00	\$54,400.00	\$55,759.00	\$57,156.00	\$58,587.00	\$61,343.00
		Bi-Wk	\$1,715.52	\$1,777.09	\$1,838.36	\$1,899.85	\$1,961.46	\$2,022.96	\$2,084.30	\$2,136.37	\$2,189.89	\$2,244.72	\$2,350.31
		Daily	\$171.56	\$177.71	\$183.84	\$189.99	\$196.15	\$202.30	\$208.43	\$213.64	\$218.99	\$224.48	\$235.04
		Hourly	\$24.51	\$25.39	\$26.27	\$27.15	\$28.03	\$28.90	\$29.78	\$30.52	\$31.29	\$32.07	\$33.58
ES	26	Annual	\$46,983.00	\$48,645.00	\$50,313.00	\$51,973.00	\$53,638.00	\$55,301.00	\$56,960.00	\$58,387.00	\$59,846.00	\$61,343.00	\$64,230.00
		Bi-Wk	\$1,800.12	\$1,863.80	\$1,927.71	\$1,991.31	\$2,055.10	\$2,118.82	\$2,182.38	\$2,237.05	\$2,292.96	\$2,350.31	\$2,460.92
		Daily	\$180.02	\$186.38	\$192.78	\$199.14	\$205.51	\$211.89	\$218.24	\$223.71	\$229.30	\$235.04	\$246.10
		Hourly	\$25.72	\$26.63	\$27.54	\$28.45	\$29.36	\$30.27	\$31.18	\$31.96	\$32.76	\$33.58	\$35.16

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
ES	27	Annual	\$49,310.00	\$51,035.00	\$52,758.00	\$54,474.00	\$56,199.00	\$57,918.00	\$59,643.00	\$61,135.00	\$62,663.00	\$64,230.00	\$67,292.00
		Bi-Wk	\$1,889.28	\$1,955.37	\$2,021.38	\$2,087.13	\$2,153.22	\$2,219.09	\$2,285.18	\$2,342.34	\$2,400.89	\$2,460.92	\$2,578.24
		Daily	\$188.93	\$195.54	\$202.14	\$208.72	\$215.33	\$221.91	\$228.52	\$234.24	\$240.09	\$246.10	\$257.83
		Hourly	\$26.99	\$27.94	\$28.88	\$29.82	\$30.77	\$31.71	\$32.65	\$33.47	\$34.30	\$35.16	\$36.84
ES	28	Annual	\$51,803.00	\$53,584.00	\$55,367.00	\$57,151.00	\$58,928.00	\$60,710.00	\$62,489.00	\$64,049.00	\$65,650.00	\$67,292.00	\$69,006.00
		Bi-Wk	\$1,984.79	\$2,053.03	\$2,121.35	\$2,189.70	\$2,257.78	\$2,326.06	\$2,394.22	\$2,453.99	\$2,515.33	\$2,578.24	\$2,643.91
		Daily	\$198.48	\$205.31	\$212.14	\$218.97	\$225.78	\$232.61	\$239.43	\$245.40	\$251.54	\$257.83	\$264.40
		Hourly	\$28.36	\$29.33	\$30.31	\$31.29	\$32.26	\$33.23	\$34.21	\$35.06	\$35.94	\$36.84	\$37.78
ES	29	Annual	\$52,300.00	\$54,263.00	\$56,228.00	\$58,191.00	\$60,153.00	\$62,115.00	\$64,077.00	\$65,680.00	\$67,322.00	\$69,006.00	\$71,638.00
		Bi-Wk	\$2,003.84	\$2,079.05	\$2,154.33	\$2,229.55	\$2,304.72	\$2,379.89	\$2,455.06	\$2,516.48	\$2,579.39	\$2,643.91	\$2,744.76
		Daily	\$200.39	\$207.91	\$215.44	\$222.96	\$230.48	\$237.99	\$245.51	\$251.65	\$257.94	\$264.40	\$274.48
		Hourly	\$28.63	\$29.71	\$30.78	\$31.86	\$32.93	\$34.00	\$35.08	\$35.95	\$36.85	\$37.78	\$39.22
ES	30	Annual	\$54,400.00	\$56,419.00	\$58,444.00	\$60,458.00	\$62,475.00	\$64,497.00	\$66,520.00	\$68,182.00	\$69,891.00	\$71,638.00	\$74,370.00
		Bi-Wk	\$2,084.30	\$2,161.65	\$2,239.24	\$2,316.40	\$2,393.68	\$2,471.15	\$2,548.66	\$2,612.34	\$2,677.82	\$2,744.76	\$2,849.43
		Daily	\$208.43	\$216.17	\$223.93	\$231.64	\$239.37	\$247.12	\$254.87	\$261.24	\$267.79	\$274.48	\$284.95
		Hourly	\$29.78	\$30.89	\$31.99	\$33.10	\$34.20	\$35.31	\$36.41	\$37.32	\$38.26	\$39.22	\$40.71
ES	31	Annual	\$56,584.00	\$58,663.00	\$60,743.00	\$62,820.00	\$64,902.00	\$66,980.00	\$69,061.00	\$70,786.00	\$72,557.00	\$74,370.00	\$77,189.00
		Bi-Wk	\$2,167.97	\$2,247.63	\$2,327.32	\$2,406.90	\$2,486.67	\$2,566.29	\$2,646.02	\$2,712.11	\$2,779.97	\$2,849.43	\$2,957.44
		Daily	\$216.80	\$224.77	\$232.74	\$240.69	\$248.67	\$256.63	\$264.61	\$271.22	\$278.00	\$284.95	\$295.75
		Hourly	\$30.98	\$32.11	\$33.25	\$34.39	\$35.53	\$36.67	\$37.81	\$38.75	\$39.72	\$40.71	\$42.25
ES	32	Annual	\$58,853.00	\$60,987.00	\$63,122.00	\$65,260.00	\$67,398.00	\$69,533.00	\$71,675.00	\$73,468.00	\$75,305.00	\$77,189.00	\$80,125.00
		Bi-Wk	\$2,254.91	\$2,336.67	\$2,418.47	\$2,500.39	\$2,582.30	\$2,664.10	\$2,746.17	\$2,814.87	\$2,885.25	\$2,957.44	\$3,069.93
		Daily	\$225.50	\$233.67	\$241.85	\$250.04	\$258.23	\$266.41	\$274.62	\$281.49	\$288.53	\$295.75	\$307.00
		Hourly	\$32.22	\$33.39	\$34.55	\$35.72	\$36.89	\$38.06	\$39.24	\$40.22	\$41.22	\$42.25	\$43.86
ES	33	Annual	\$61,221.00	\$63,417.00	\$65,611.00	\$67,809.00	\$70,006.00	\$72,201.00	\$74,403.00	\$76,264.00	\$78,169.00	\$80,125.00	\$83,220.00
		Bi-Wk	\$2,345.64	\$2,429.78	\$2,513.84	\$2,598.05	\$2,682.23	\$2,766.33	\$2,850.69	\$2,922.00	\$2,994.99	\$3,069.93	\$3,188.51
		Daily	\$234.57	\$242.98	\$251.39	\$259.81	\$268.23	\$276.64	\$285.07	\$292.20	\$299.50	\$307.00	\$318.86
		Hourly	\$33.51	\$34.72	\$35.92	\$37.12	\$38.32	\$39.52	\$40.73	\$41.75	\$42.79	\$43.86	\$45.56
ES	34	Annual	\$63,741.00	\$65,998.00	\$68,255.00	\$70,512.00	\$72,767.00	\$75,026.00	\$77,277.00	\$79,210.00	\$81,192.00	\$83,220.00	\$86,415.00
		Bi-Wk	\$2,442.19	\$2,528.66	\$2,615.14	\$2,701.61	\$2,788.01	\$2,874.56	\$2,960.81	\$3,034.87	\$3,110.81	\$3,188.51	\$3,310.92
		Daily	\$244.22	\$252.87	\$261.52	\$270.17	\$278.81	\$287.46	\$296.09	\$303.49	\$311.09	\$318.86	\$331.10
		Hourly	\$34.89	\$36.13	\$37.36	\$38.60	\$39.83	\$41.07	\$42.30	\$43.36	\$44.45	\$45.56	\$47.30

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
ES	35	Annual	\$66,361.00	\$68,672.00	\$70,989.00	\$73,303.00	\$75,616.00	\$77,925.00	\$80,244.00	\$82,248.00	\$84,306.00	\$86,415.00	\$89,771.00
		Bi-Wk	\$2,542.57	\$2,631.12	\$2,719.89	\$2,808.55	\$2,897.17	\$2,985.64	\$3,074.49	\$3,151.27	\$3,230.12	\$3,310.92	\$3,439.51
		Daily	\$254.26	\$263.12	\$271.99	\$280.86	\$289.72	\$298.57	\$307.45	\$315.13	\$323.02	\$331.10	\$343.96
		Hourly	\$36.33	\$37.59	\$38.86	\$40.13	\$41.39	\$42.66	\$43.93	\$45.02	\$46.15	\$47.30	\$49.14
ES	36	Annual	\$69,121.00	\$71,491.00	\$73,867.00	\$76,239.00	\$78,614.00	\$80,985.00	\$83,359.00	\$85,446.00	\$87,580.00	\$89,771.00	\$93,282.00
		Bi-Wk	\$2,648.32	\$2,739.12	\$2,830.16	\$2,921.04	\$3,012.04	\$3,102.88	\$3,193.84	\$3,273.80	\$3,355.56	\$3,439.51	\$3,574.03
		Daily	\$264.84	\$273.92	\$283.02	\$292.11	\$301.21	\$310.29	\$319.39	\$327.38	\$335.56	\$343.96	\$357.41
		Hourly	\$37.84	\$39.14	\$40.44	\$41.73	\$43.03	\$44.33	\$45.63	\$46.77	\$47.94	\$49.14	\$51.06
ES	37	Annual	\$71,989.00	\$74,426.00	\$76,864.00	\$79,304.00	\$81,743.00	\$84,182.00	\$86,620.00	\$88,784.00	\$91,006.00	\$93,282.00	\$96,849.00
		Bi-Wk	\$2,758.20	\$2,851.58	\$2,944.99	\$3,038.47	\$3,131.92	\$3,225.37	\$3,318.78	\$3,401.69	\$3,486.82	\$3,574.03	\$3,710.69
		Daily	\$275.82	\$285.16	\$294.50	\$303.85	\$313.20	\$322.54	\$331.88	\$340.17	\$348.69	\$357.41	\$371.07
		Hourly	\$39.41	\$40.74	\$42.08	\$43.41	\$44.75	\$46.08	\$47.42	\$48.60	\$49.82	\$51.06	\$53.01
ES	38	Annual	\$74,961.00	\$77,453.00	\$79,951.00	\$82,445.00	\$84,941.00	\$87,436.00	\$89,932.00	\$92,182.00	\$94,487.00	\$96,849.00	\$100,595.00
		Bi-Wk	\$2,872.07	\$2,967.55	\$3,063.26	\$3,158.82	\$3,254.45	\$3,350.04	\$3,445.68	\$3,531.88	\$3,620.20	\$3,710.69	\$3,854.22
		Daily	\$287.21	\$296.76	\$306.33	\$315.89	\$325.45	\$335.01	\$344.57	\$353.19	\$362.02	\$371.07	\$385.43
		Hourly	\$41.03	\$42.40	\$43.77	\$45.13	\$46.50	\$47.86	\$49.23	\$50.46	\$51.72	\$53.01	\$55.07
ES	39	Annual	\$78,078.00	\$80,635.00	\$83,187.00	\$85,746.00	\$88,301.00	\$90,852.00	\$93,411.00	\$95,748.00	\$98,142.00	\$100,595.00	\$104,453.00
		Bi-Wk	\$2,991.50	\$3,089.47	\$3,187.25	\$3,285.29	\$3,383.19	\$3,480.92	\$3,578.97	\$3,668.51	\$3,760.23	\$3,854.22	\$4,002.04
		Daily	\$299.15	\$308.95	\$318.73	\$328.53	\$338.32	\$348.10	\$357.90	\$366.86	\$376.03	\$385.43	\$400.21
		Hourly	\$42.74	\$44.14	\$45.54	\$46.94	\$48.34	\$49.73	\$51.13	\$52.41	\$53.72	\$55.07	\$57.18
ES	40	Annual	\$81,333.00	\$83,939.00	\$86,555.00	\$89,161.00	\$91,772.00	\$94,380.00	\$96,992.00	\$99,419.00	\$101,905.00	\$104,453.00	\$108,520.00
		Bi-Wk	\$3,116.21	\$3,216.06	\$3,316.29	\$3,416.14	\$3,516.17	\$3,616.10	\$3,716.17	\$3,809.16	\$3,904.41	\$4,002.04	\$4,157.86
		Daily	\$311.63	\$321.61	\$331.63	\$341.62	\$351.62	\$361.61	\$371.62	\$380.92	\$390.45	\$400.21	\$415.79
		Hourly	\$44.52	\$45.95	\$47.38	\$48.81	\$50.24	\$51.66	\$53.09	\$54.42	\$55.78	\$57.18	\$59.40
ES	41	Annual	\$84,733.00	\$87,407.00	\$90,080.00	\$92,754.00	\$95,428.00	\$98,098.00	\$100,771.00	\$103,290.00	\$105,874.00	\$108,520.00	\$112,712.00
		Bi-Wk	\$3,246.48	\$3,348.93	\$3,451.35	\$3,553.80	\$3,656.25	\$3,758.55	\$3,860.96	\$3,957.48	\$4,056.48	\$4,157.86	\$4,318.47
		Daily	\$324.65	\$334.90	\$345.14	\$355.38	\$365.63	\$375.86	\$386.10	\$395.75	\$405.65	\$415.79	\$431.85
		Hourly	\$46.38	\$47.85	\$49.31	\$50.77	\$52.24	\$53.70	\$55.16	\$56.54	\$57.95	\$59.40	\$61.70
ES	42	Annual	\$88,264.00	\$91,000.00	\$93,735.00	\$96,460.00	\$99,197.00	\$101,926.00	\$104,664.00	\$107,281.00	\$109,964.00	\$112,712.00	\$117,093.00
		Bi-Wk	\$3,381.77	\$3,486.60	\$3,591.38	\$3,695.79	\$3,800.66	\$3,905.22	\$4,010.12	\$4,110.39	\$4,213.19	\$4,318.47	\$4,486.33
		Daily	\$338.18	\$348.66	\$359.14	\$369.58	\$380.07	\$390.53	\$401.02	\$411.04	\$421.32	\$431.85	\$448.64
		Hourly	\$48.32	\$49.81	\$51.31	\$52.80	\$54.30	\$55.79	\$57.29	\$58.72	\$60.19	\$61.70	\$64.10
ES	43	Annual	\$92,014.00	\$94,800.00	\$97,588.00	\$100,373.00	\$103,164.00	\$105,947.00	\$108,734.00	\$111,450.00	\$114,239.00	\$117,093.00	-
		Bi-Wk	\$3,525.45	\$3,632.19	\$3,739.01	\$3,845.71	\$3,952.65	\$4,059.28	\$4,166.06	\$4,270.12	\$4,376.98	\$4,486.33	-

P-4 ES 35 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
		Daily	\$352.55	\$363.22	\$373.91	\$384.58	\$395.27	\$405.93	\$416.61	\$427.02	\$437.70	\$448.64	-
		Hourly	\$50.37	\$51.89	\$53.42	\$54.94	\$56.47	\$57.99	\$59.52	\$61.01	\$62.53	\$64.10	-