

P-4 DATA PROCESSING FD 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FD	11	Annual	\$27,026.00	\$27,847.00	\$28,675.00	\$29,499.00	\$30,348.00	\$31,212.00	\$32,079.00
		Bi-Wk	\$1,035.48	\$1,066.94	\$1,098.66	\$1,130.23	\$1,162.76	\$1,195.87	\$1,229.09
		Daily	\$103.55	\$106.70	\$109.87	\$113.03	\$116.28	\$119.59	\$122.91
		Hourly	\$12.95	\$13.34	\$13.74	\$14.13	\$14.54	\$14.95	\$15.37
FD	12	Annual	\$27,901.00	\$28,766.00	\$29,619.00	\$30,509.00	\$31,403.00	\$32,309.00	\$33,204.00
		Bi-Wk	\$1,069.01	\$1,102.15	\$1,134.83	\$1,168.93	\$1,203.19	\$1,237.90	\$1,272.19
		Daily	\$106.91	\$110.22	\$113.49	\$116.90	\$120.32	\$123.79	\$127.22
		Hourly	\$13.37	\$13.78	\$14.19	\$14.62	\$15.04	\$15.48	\$15.91
FD	13	Annual	\$29,476.00	\$30,564.00	\$31,662.00	\$32,756.00	\$33,859.00	\$34,951.00	\$36,053.00
		Bi-Wk	\$1,129.35	\$1,171.04	\$1,213.11	\$1,255.02	\$1,297.28	\$1,339.12	\$1,381.35
		Daily	\$112.94	\$117.11	\$121.32	\$125.51	\$129.73	\$133.92	\$138.14
		Hourly	\$14.12	\$14.64	\$15.17	\$15.69	\$16.22	\$16.74	\$17.27
FD	14	Annual	\$30,854.00	\$31,991.00	\$33,125.00	\$34,258.00	\$35,390.00	\$36,523.00	\$37,655.00
		Bi-Wk	\$1,182.15	\$1,225.71	\$1,269.16	\$1,312.57	\$1,355.94	\$1,399.35	\$1,442.73
		Daily	\$118.22	\$122.58	\$126.92	\$131.26	\$135.60	\$139.94	\$144.28
		Hourly	\$14.78	\$15.33	\$15.87	\$16.41	\$16.95	\$17.50	\$18.04
FD	15	Annual	\$32,339.00	\$33,504.00	\$34,670.00	\$35,835.00	\$37,002.00	\$38,176.00	\$39,341.00
		Bi-Wk	\$1,239.05	\$1,283.68	\$1,328.36	\$1,372.99	\$1,417.71	\$1,462.69	\$1,507.32
		Daily	\$123.91	\$128.37	\$132.84	\$137.30	\$141.78	\$146.27	\$150.74
		Hourly	\$15.49	\$16.05	\$16.61	\$17.17	\$17.73	\$18.29	\$18.85
FD	16	Annual	\$33,911.00	\$35,115.00	\$36,316.00	\$37,518.00	\$38,718.00	\$39,923.00	\$41,122.00
		Bi-Wk	\$1,299.28	\$1,345.41	\$1,391.42	\$1,437.48	\$1,483.45	\$1,529.62	\$1,575.56
		Daily	\$129.93	\$134.55	\$139.15	\$143.75	\$148.35	\$152.97	\$157.56
		Hourly	\$16.25	\$16.82	\$17.40	\$17.97	\$18.55	\$19.13	\$19.70
FD	17	Annual	\$35,591.00	\$36,829.00	\$38,066.00	\$39,301.00	\$40,538.00	\$41,770.00	\$43,007.00
		Bi-Wk	\$1,363.64	\$1,411.08	\$1,458.47	\$1,505.79	\$1,553.19	\$1,600.39	\$1,647.78
		Daily	\$136.37	\$141.11	\$145.85	\$150.58	\$155.32	\$160.04	\$164.78
		Hourly	\$17.05	\$17.64	\$18.24	\$18.83	\$19.42	\$20.01	\$20.60
FD	18	Annual	\$37,388.00	\$38,656.00	\$39,923.00	\$41,191.00	\$42,453.00	\$43,722.00	\$44,987.00
		Bi-Wk	\$1,432.50	\$1,481.08	\$1,529.62	\$1,578.20	\$1,626.56	\$1,675.18	\$1,723.64
		Daily	\$143.25	\$148.11	\$152.97	\$157.82	\$162.66	\$167.52	\$172.37
		Hourly	\$17.91	\$18.52	\$19.13	\$19.73	\$20.34	\$20.94	\$21.55

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
FD	19	Annual	\$39,229.00	\$40,538.00	\$41,840.00	\$43,146.00	\$44,445.00	\$45,748.00	\$47,053.00
		Bi-Wk	\$1,503.03	\$1,553.19	\$1,603.07	\$1,653.11	\$1,702.88	\$1,752.80	\$1,802.80
		Daily	\$150.31	\$155.32	\$160.31	\$165.32	\$170.29	\$175.28	\$180.28
		Hourly	\$18.79	\$19.42	\$20.04	\$20.67	\$21.29	\$21.91	\$22.54
FD	20	Annual	\$41,229.00	\$42,564.00	\$43,899.00	\$45,232.00	\$46,563.00	\$47,899.00	\$49,234.00
		Bi-Wk	\$1,579.66	\$1,630.81	\$1,681.96	\$1,733.03	\$1,784.03	\$1,835.22	\$1,886.37
		Daily	\$157.97	\$163.09	\$168.20	\$173.31	\$178.41	\$183.53	\$188.64
		Hourly	\$19.75	\$20.39	\$21.03	\$21.67	\$22.31	\$22.95	\$23.58
FD	21	Annual	\$43,260.00	\$44,636.00	\$46,005.00	\$47,375.00	\$48,750.00	\$50,120.00	\$51,495.00
		Bi-Wk	\$1,657.48	\$1,710.20	\$1,762.65	\$1,815.14	\$1,867.82	\$1,920.31	\$1,972.99
		Daily	\$165.75	\$171.02	\$176.27	\$181.52	\$186.79	\$192.04	\$197.30
		Hourly	\$20.72	\$21.38	\$22.04	\$22.69	\$23.35	\$24.01	\$24.67
FD	22	Annual	\$44,445.00	\$46,074.00	\$47,704.00	\$49,330.00	\$50,962.00	\$52,588.00	\$54,216.00
		Bi-Wk	\$1,702.88	\$1,765.29	\$1,827.74	\$1,890.04	\$1,952.57	\$2,014.87	\$2,077.25
		Daily	\$170.29	\$176.53	\$182.78	\$189.01	\$195.26	\$201.49	\$207.73
		Hourly	\$21.29	\$22.07	\$22.85	\$23.63	\$24.41	\$25.19	\$25.97
FD	23	Annual	\$46,550.00	\$48,248.00	\$49,940.00	\$51,640.00	\$53,335.00	\$55,032.00	\$56,730.00
		Bi-Wk	\$1,783.53	\$1,848.59	\$1,913.41	\$1,978.55	\$2,043.49	\$2,108.51	\$2,173.57
		Daily	\$178.36	\$184.86	\$191.35	\$197.86	\$204.35	\$210.86	\$217.36
		Hourly	\$22.30	\$23.11	\$23.92	\$24.74	\$25.55	\$26.36	\$27.17
FD	24	Annual	\$48,788.00	\$50,557.00	\$52,324.00	\$54,096.00	\$55,863.00	\$57,629.00	\$59,398.00
		Bi-Wk	\$1,869.28	\$1,937.05	\$2,004.76	\$2,072.65	\$2,140.35	\$2,208.01	\$2,275.79
		Daily	\$186.93	\$193.71	\$200.48	\$207.27	\$214.04	\$220.81	\$227.58
		Hourly	\$23.37	\$24.22	\$25.06	\$25.91	\$26.76	\$27.61	\$28.45
FD	25	Annual	\$51,172.00	\$53,008.00	\$54,836.00	\$56,670.00	\$58,508.00	\$60,342.00	\$62,172.00
		Bi-Wk	\$1,960.62	\$2,030.96	\$2,101.00	\$2,171.27	\$2,241.69	\$2,311.96	\$2,382.07
		Daily	\$196.07	\$203.10	\$210.10	\$217.13	\$224.17	\$231.20	\$238.21
		Hourly	\$24.51	\$25.39	\$26.27	\$27.15	\$28.03	\$28.90	\$29.78
FD	26	Annual	\$53,695.00	\$55,595.00	\$57,501.00	\$59,398.00	\$61,301.00	\$63,202.00	\$65,098.00
		Bi-Wk	\$2,057.28	\$2,130.08	\$2,203.11	\$2,275.79	\$2,348.70	\$2,421.54	\$2,494.18
		Daily	\$205.73	\$213.01	\$220.32	\$227.58	\$234.87	\$242.16	\$249.42
		Hourly	\$25.72	\$26.63	\$27.54	\$28.45	\$29.36	\$30.27	\$31.18

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FD	27	Annual	\$56,355.00	\$58,326.00	\$60,295.00	\$62,256.00	\$64,228.00	\$66,192.00	\$68,164.00
		Bi-Wk	\$2,159.20	\$2,234.72	\$2,310.16	\$2,385.29	\$2,460.85	\$2,536.10	\$2,611.65
		Daily	\$215.92	\$223.48	\$231.02	\$238.53	\$246.09	\$253.61	\$261.17
		Hourly	\$26.99	\$27.94	\$28.88	\$29.82	\$30.77	\$31.71	\$32.65
FD	28	Annual	\$59,204.00	\$61,239.00	\$63,277.00	\$65,316.00	\$67,347.00	\$69,383.00	\$71,416.00
		Bi-Wk	\$2,268.36	\$2,346.33	\$2,424.41	\$2,502.53	\$2,580.35	\$2,658.36	\$2,736.25
		Daily	\$226.84	\$234.64	\$242.45	\$250.26	\$258.04	\$265.84	\$273.63
		Hourly	\$28.36	\$29.33	\$30.31	\$31.29	\$32.26	\$33.23	\$34.21
FD	29	Annual	\$59,772.00	\$62,015.00	\$64,261.00	\$66,504.00	\$68,747.00	\$70,989.00	\$73,231.00
		Bi-Wk	\$2,290.12	\$2,376.06	\$2,462.11	\$2,548.05	\$2,633.99	\$2,719.89	\$2,805.79
		Daily	\$229.02	\$237.61	\$246.22	\$254.81	\$263.40	\$271.99	\$280.58
		Hourly	\$28.63	\$29.71	\$30.78	\$31.86	\$32.93	\$34.00	\$35.08
FD	30	Annual	\$62,172.00	\$64,479.00	\$66,794.00	\$69,095.00	\$71,400.00	\$73,711.00	\$76,023.00
		Bi-Wk	\$2,382.07	\$2,470.46	\$2,559.16	\$2,647.32	\$2,735.64	\$2,824.18	\$2,912.76
		Daily	\$238.21	\$247.05	\$255.92	\$264.74	\$273.57	\$282.42	\$291.28
		Hourly	\$29.78	\$30.89	\$31.99	\$33.10	\$34.20	\$35.31	\$36.41
FD	31	Annual	\$64,668.00	\$67,044.00	\$69,421.00	\$71,795.00	\$74,174.00	\$76,549.00	\$78,927.00
		Bi-Wk	\$2,477.71	\$2,568.74	\$2,659.81	\$2,750.77	\$2,841.92	\$2,932.92	\$3,024.03
		Daily	\$247.78	\$256.88	\$265.99	\$275.08	\$284.20	\$293.30	\$302.41
		Hourly	\$30.98	\$32.11	\$33.25	\$34.39	\$35.53	\$36.67	\$37.81
FD	32	Annual	\$67,261.00	\$69,700.00	\$72,140.00	\$74,583.00	\$77,027.00	\$79,467.00	\$81,915.00
		Bi-Wk	\$2,577.05	\$2,670.50	\$2,763.99	\$2,857.59	\$2,951.23	\$3,044.72	\$3,138.51
		Daily	\$257.71	\$267.05	\$276.40	\$285.76	\$295.13	\$304.48	\$313.86
		Hourly	\$32.22	\$33.39	\$34.55	\$35.72	\$36.90	\$38.06	\$39.24
FD	33	Annual	\$69,967.00	\$72,477.00	\$74,984.00	\$77,496.00	\$80,007.00	\$82,516.00	\$85,032.00
		Bi-Wk	\$2,680.73	\$2,776.90	\$2,872.96	\$2,969.20	\$3,065.41	\$3,161.54	\$3,257.94
		Daily	\$268.08	\$277.69	\$287.30	\$296.92	\$306.55	\$316.16	\$325.80
		Hourly	\$33.51	\$34.72	\$35.92	\$37.12	\$38.32	\$39.52	\$40.73
FD	34	Annual	\$72,847.00	\$75,427.00	\$78,006.00	\$80,586.00	\$83,163.00	\$85,744.00	\$88,317.00
		Bi-Wk	\$2,791.08	\$2,889.93	\$2,988.74	\$3,087.59	\$3,186.33	\$3,285.22	\$3,383.80
		Daily	\$279.11	\$289.00	\$298.88	\$308.76	\$318.64	\$328.53	\$338.38
		Hourly	\$34.89	\$36.13	\$37.36	\$38.60	\$39.83	\$41.07	\$42.30

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FD	35	Annual	\$75,842.00	\$78,483.00	\$81,131.00	\$83,775.00	\$86,419.00	\$89,058.00	\$91,708.00
		Bi-Wk	\$2,905.83	\$3,007.02	\$3,108.47	\$3,209.78	\$3,311.08	\$3,412.19	\$3,513.72
		Daily	\$290.59	\$300.71	\$310.85	\$320.98	\$331.11	\$341.22	\$351.38
		Hourly	\$36.33	\$37.59	\$38.86	\$40.13	\$41.39	\$42.66	\$43.93
FD	36	Annual	\$78,996.00	\$81,704.00	\$84,420.00	\$87,131.00	\$89,845.00	\$92,555.00	\$95,268.00
		Bi-Wk	\$3,026.67	\$3,130.43	\$3,234.49	\$3,338.36	\$3,442.34	\$3,546.17	\$3,650.12
		Daily	\$302.67	\$313.05	\$323.45	\$333.84	\$344.24	\$354.62	\$365.02
		Hourly	\$37.84	\$39.14	\$40.44	\$41.73	\$43.03	\$44.33	\$45.63
FD	37	Annual	\$82,274.00	\$85,059.00	\$87,845.00	\$90,634.00	\$93,421.00	\$96,208.00	\$98,995.00
		Bi-Wk	\$3,152.27	\$3,258.97	\$3,365.71	\$3,472.57	\$3,579.35	\$3,686.14	\$3,792.92
		Daily	\$315.23	\$325.90	\$336.58	\$347.26	\$357.94	\$368.62	\$379.30
		Hourly	\$39.41	\$40.74	\$42.08	\$43.41	\$44.75	\$46.08	\$47.42
FD	38	Annual	\$85,670.00	\$88,518.00	\$91,373.00	\$94,223.00	\$97,076.00	\$99,927.00	\$102,780.00
		Bi-Wk	\$3,282.38	\$3,391.50	\$3,500.89	\$3,610.08	\$3,719.39	\$3,828.63	\$3,937.94
		Daily	\$328.24	\$339.15	\$350.09	\$361.01	\$371.94	\$382.87	\$393.80
		Hourly	\$41.03	\$42.40	\$43.77	\$45.13	\$46.50	\$47.86	\$49.23
FD	39	Annual	\$89,232.00	\$92,155.00	\$95,071.00	\$97,996.00	\$100,916.00	\$103,831.00	\$106,756.00
		Bi-Wk	\$3,418.86	\$3,530.85	\$3,642.57	\$3,754.64	\$3,866.52	\$3,978.20	\$4,090.27
		Daily	\$341.89	\$353.09	\$364.26	\$375.47	\$386.66	\$397.82	\$409.03
		Hourly	\$42.74	\$44.14	\$45.54	\$46.94	\$48.34	\$49.73	\$51.13
FD	40	Annual	\$92,952.00	\$95,931.00	\$98,920.00	\$101,899.00	\$104,883.00	\$107,863.00	\$110,848.00
		Bi-Wk	\$3,561.38	\$3,675.52	\$3,790.04	\$3,904.18	\$4,018.51	\$4,132.69	\$4,247.05
		Daily	\$356.14	\$367.56	\$379.01	\$390.42	\$401.86	\$413.27	\$424.71
		Hourly	\$44.52	\$45.95	\$47.38	\$48.81	\$50.24	\$51.66	\$53.09
FD	41	Annual	\$96,838.00	\$99,894.00	\$102,949.00	\$106,005.00	\$109,061.00	\$112,112.00	\$115,167.00
		Bi-Wk	\$3,710.27	\$3,827.36	\$3,944.41	\$4,061.50	\$4,178.59	\$4,295.48	\$4,412.53
		Daily	\$371.03	\$382.74	\$394.45	\$406.15	\$417.86	\$429.55	\$441.26
		Hourly	\$46.38	\$47.85	\$49.31	\$50.77	\$52.24	\$53.70	\$55.16
FD	42	Annual	\$100,874.00	\$104,000.00	\$107,126.00	\$110,240.00	\$113,368.00	\$116,487.00	\$119,616.00
		Bi-Wk	\$3,864.91	\$3,984.68	\$4,104.45	\$4,223.76	\$4,343.61	\$4,463.11	\$4,582.99
		Daily	\$386.50	\$398.47	\$410.45	\$422.38	\$434.37	\$446.32	\$458.30
		Hourly	\$48.32	\$49.81	\$51.31	\$52.80	\$54.30	\$55.79	\$57.29
FD	43	Annual	\$105,159.00	\$108,343.00	\$111,530.00	\$114,712.00	\$117,902.00	\$121,083.00	\$124,268.00
		Bi-Wk	\$4,029.09	\$4,151.08	\$4,273.19	\$4,395.10	\$4,517.32	\$4,639.20	\$4,761.23
		Daily	\$402.91	\$415.11	\$427.32	\$439.51	\$451.74	\$463.92	\$476.13
		Hourly	\$50.37	\$51.89	\$53.42	\$54.94	\$56.47	\$57.99	\$59.52