

P-4 GU 37.50 HOUR PAY PLAN EFFECTIVE 2/13/2009

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
GU	11	Annual	\$32,729.00	\$33,723.00	\$34,726.00	\$35,723.00	\$36,751.00	\$37,795.00	\$38,847.00	\$39,822.00	\$40,818.00
		Bi-Wk	\$1,253.99	\$1,292.07	\$1,330.50	\$1,368.70	\$1,408.09	\$1,448.09	\$1,488.40	\$1,525.75	\$1,563.91
		Daily	\$125.40	\$129.21	\$133.05	\$136.87	\$140.81	\$144.81	\$148.84	\$152.58	\$156.40
		Hourly	\$16.72	\$17.23	\$17.74	\$18.25	\$18.78	\$19.31	\$19.85	\$20.35	\$20.86
GU	12	Annual	\$33,789.00	\$34,836.00	\$35,868.00	\$36,946.00	\$38,029.00	\$39,126.00	\$40,210.00	\$41,215.00	\$42,246.00
		Bi-Wk	\$1,294.60	\$1,334.72	\$1,374.26	\$1,415.56	\$1,457.05	\$1,499.09	\$1,540.62	\$1,579.12	\$1,618.63
		Daily	\$129.46	\$133.48	\$137.43	\$141.56	\$145.71	\$149.91	\$154.07	\$157.92	\$161.87
		Hourly	\$17.27	\$17.80	\$18.33	\$18.88	\$19.43	\$19.99	\$20.55	\$21.06	\$21.59
GU	13	Annual	\$35,694.00	\$37,014.00	\$38,344.00	\$39,666.00	\$41,001.00	\$42,324.00	\$43,659.00	\$44,753.00	\$45,871.00
		Bi-Wk	\$1,367.59	\$1,418.17	\$1,469.12	\$1,519.78	\$1,570.92	\$1,621.61	\$1,672.76	\$1,714.68	\$1,757.51
		Daily	\$136.76	\$141.82	\$146.92	\$151.98	\$157.10	\$162.17	\$167.28	\$171.47	\$175.76
		Hourly	\$18.24	\$18.91	\$19.59	\$20.27	\$20.95	\$21.63	\$22.31	\$22.87	\$23.44
GU	14	Annual	\$37,364.00	\$38,741.00	\$40,112.00	\$41,486.00	\$42,856.00	\$44,228.00	\$45,599.00	\$46,741.00	\$47,909.00
		Bi-Wk	\$1,431.58	\$1,484.33	\$1,536.86	\$1,589.51	\$1,642.00	\$1,694.56	\$1,747.09	\$1,790.85	\$1,835.60
		Daily	\$143.16	\$148.44	\$153.69	\$158.96	\$164.20	\$169.46	\$174.71	\$179.09	\$183.56
		Hourly	\$19.09	\$19.80	\$20.50	\$21.20	\$21.90	\$22.60	\$23.30	\$23.88	\$24.48
GU	15	Annual	\$39,161.00	\$40,573.00	\$41,984.00	\$43,393.00	\$44,809.00	\$46,232.00	\$47,637.00	\$48,831.00	\$50,051.00
		Bi-Wk	\$1,500.43	\$1,554.53	\$1,608.59	\$1,662.57	\$1,716.82	\$1,771.35	\$1,825.18	\$1,870.92	\$1,917.67
		Daily	\$150.05	\$155.46	\$160.86	\$166.26	\$171.69	\$177.14	\$182.52	\$187.10	\$191.77
		Hourly	\$20.01	\$20.73	\$21.45	\$22.17	\$22.90	\$23.62	\$24.34	\$24.95	\$25.57
GU	16	Annual	\$41,065.00	\$42,523.00	\$43,977.00	\$45,431.00	\$46,884.00	\$48,344.00	\$49,796.00	\$51,039.00	\$52,316.00
		Bi-Wk	\$1,573.38	\$1,629.24	\$1,684.95	\$1,740.66	\$1,796.33	\$1,852.27	\$1,907.90	\$1,955.52	\$2,004.45
		Daily	\$157.34	\$162.93	\$168.50	\$174.07	\$179.64	\$185.23	\$190.79	\$195.56	\$200.45
		Hourly	\$20.98	\$21.73	\$22.47	\$23.21	\$23.96	\$24.70	\$25.44	\$26.08	\$26.73

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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
GU	17	Annual	\$43,098.00	\$44,597.00	\$46,097.00	\$47,591.00	\$49,089.00	\$50,581.00	\$52,079.00	\$53,381.00	\$54,719.00
		Bi-Wk	\$1,651.27	\$1,708.70	\$1,766.17	\$1,823.41	\$1,880.81	\$1,937.97	\$1,995.37	\$2,045.25	\$2,096.52
		Daily	\$165.13	\$170.87	\$176.62	\$182.35	\$188.09	\$193.80	\$199.54	\$204.53	\$209.66
		Hourly	\$22.02	\$22.79	\$23.55	\$24.32	\$25.08	\$25.84	\$26.61	\$27.27	\$27.96
GU	18	Annual	\$45,273.00	\$46,811.00	\$48,344.00	\$49,881.00	\$51,409.00	\$52,943.00	\$54,475.00	\$55,841.00	\$57,237.00
		Bi-Wk	\$1,734.60	\$1,793.53	\$1,852.27	\$1,911.15	\$1,969.70	\$2,028.47	\$2,087.17	\$2,139.51	\$2,192.99
		Daily	\$173.46	\$179.36	\$185.23	\$191.12	\$196.97	\$202.85	\$208.72	\$213.96	\$219.30
		Hourly	\$23.13	\$23.92	\$24.70	\$25.49	\$26.27	\$27.05	\$27.83	\$28.53	\$29.24
GU	19	Annual	\$47,503.00	\$49,089.00	\$50,665.00	\$52,247.00	\$53,821.00	\$55,399.00	\$56,977.00	\$58,400.00	\$59,860.00
		Bi-Wk	\$1,820.04	\$1,880.81	\$1,941.19	\$2,001.81	\$2,062.11	\$2,122.57	\$2,183.03	\$2,237.55	\$2,293.49
		Daily	\$182.01	\$188.09	\$194.12	\$200.19	\$206.22	\$212.26	\$218.31	\$223.76	\$229.35
		Hourly	\$24.27	\$25.08	\$25.89	\$26.70	\$27.50	\$28.31	\$29.11	\$29.84	\$30.58
GU	20	Annual	\$49,926.00	\$51,542.00	\$53,159.00	\$54,772.00	\$56,386.00	\$58,001.00	\$59,617.00	\$61,111.00	\$62,637.00
		Bi-Wk	\$1,912.88	\$1,974.79	\$2,036.75	\$2,098.55	\$2,160.39	\$2,222.27	\$2,284.18	\$2,341.42	\$2,399.89
		Daily	\$191.29	\$197.48	\$203.68	\$209.86	\$216.04	\$222.23	\$228.42	\$234.15	\$239.99
		Hourly	\$25.51	\$26.34	\$27.16	\$27.99	\$28.81	\$29.64	\$30.46	\$31.22	\$32.00
GU	21	Annual	\$52,385.00	\$54,051.00	\$55,708.00	\$57,368.00	\$59,034.00	\$60,691.00	\$62,359.00	\$63,918.00	\$65,514.00
		Bi-Wk	\$2,007.09	\$2,070.92	\$2,134.41	\$2,198.01	\$2,261.84	\$2,325.33	\$2,389.24	\$2,448.97	\$2,510.12
		Daily	\$200.71	\$207.10	\$213.45	\$219.81	\$226.19	\$232.54	\$238.93	\$244.90	\$251.02
		Hourly	\$26.77	\$27.62	\$28.46	\$29.31	\$30.16	\$31.01	\$31.86	\$32.66	\$33.47
GU	22	Annual	\$53,821.00	\$55,791.00	\$57,767.00	\$59,734.00	\$61,709.00	\$63,679.00	\$65,651.00	\$67,289.00	\$68,973.00
		Bi-Wk	\$2,062.11	\$2,137.59	\$2,213.30	\$2,288.66	\$2,364.33	\$2,439.81	\$2,515.37	\$2,578.13	\$2,642.65
		Daily	\$206.22	\$213.76	\$221.33	\$228.87	\$236.44	\$243.99	\$251.54	\$257.82	\$264.27
		Hourly	\$27.50	\$28.51	\$29.52	\$30.52	\$31.53	\$32.54	\$33.54	\$34.38	\$35.24

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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
GU	23	Annual	\$56,368.00	\$58,424.00	\$60,473.00	\$62,533.00	\$64,585.00	\$66,641.00	\$68,695.00	\$70,413.00	\$72,170.00
		Bi-Wk	\$2,159.70	\$2,238.47	\$2,316.98	\$2,395.91	\$2,474.53	\$2,553.30	\$2,632.00	\$2,697.82	\$2,765.14
		Daily	\$215.97	\$223.85	\$231.70	\$239.60	\$247.46	\$255.33	\$263.20	\$269.79	\$276.52
		Hourly	\$28.80	\$29.85	\$30.90	\$31.95	\$33.00	\$34.05	\$35.10	\$35.98	\$36.87
GU	24	Annual	\$59,079.00	\$61,220.00	\$63,361.00	\$65,506.00	\$67,645.00	\$69,782.00	\$71,928.00	\$73,724.00	\$75,568.00
		Bi-Wk	\$2,263.57	\$2,345.60	\$2,427.63	\$2,509.81	\$2,591.77	\$2,673.64	\$2,755.87	\$2,824.68	\$2,895.33
		Daily	\$226.36	\$234.56	\$242.77	\$250.99	\$259.18	\$267.37	\$275.59	\$282.47	\$289.54
		Hourly	\$30.19	\$31.28	\$32.37	\$33.47	\$34.56	\$35.65	\$36.75	\$37.67	\$38.61
GU	25	Annual	\$61,967.00	\$64,189.00	\$66,401.00	\$68,621.00	\$70,849.00	\$73,069.00	\$75,284.00	\$77,165.00	\$79,094.00
		Bi-Wk	\$2,374.22	\$2,459.35	\$2,544.10	\$2,629.16	\$2,714.53	\$2,799.58	\$2,884.45	\$2,956.52	\$3,030.43
		Daily	\$237.43	\$245.94	\$254.41	\$262.92	\$271.46	\$279.96	\$288.45	\$295.66	\$303.05
		Hourly	\$31.66	\$32.80	\$33.93	\$35.06	\$36.20	\$37.33	\$38.46	\$39.43	\$40.41
GU	26	Annual	\$65,020.00	\$67,319.00	\$69,629.00	\$71,928.00	\$74,228.00	\$76,531.00	\$78,826.00	\$80,801.00	\$82,823.00
		Bi-Wk	\$2,491.19	\$2,579.28	\$2,667.78	\$2,755.87	\$2,843.99	\$2,932.23	\$3,020.16	\$3,095.83	\$3,173.30
		Daily	\$249.12	\$257.93	\$266.78	\$275.59	\$284.40	\$293.23	\$302.02	\$309.59	\$317.33
		Hourly	\$33.22	\$34.40	\$35.58	\$36.75	\$37.92	\$39.10	\$40.27	\$41.28	\$42.32
GU	27	Annual	\$68,241.00	\$70,628.00	\$73,013.00	\$75,387.00	\$77,772.00	\$80,153.00	\$82,538.00	\$84,604.00	\$86,722.00
		Bi-Wk	\$2,614.60	\$2,706.06	\$2,797.44	\$2,888.40	\$2,979.78	\$3,071.00	\$3,162.38	\$3,241.54	\$3,322.69
		Daily	\$261.46	\$270.61	\$279.75	\$288.84	\$297.98	\$307.10	\$316.24	\$324.16	\$332.27
		Hourly	\$34.87	\$36.09	\$37.30	\$38.52	\$39.74	\$40.95	\$42.17	\$43.23	\$44.31
GU	28	Annual	\$71,691.00	\$74,155.00	\$76,622.00	\$79,091.00	\$81,549.00	\$84,014.00	\$86,479.00	\$88,636.00	\$90,851.00
		Bi-Wk	\$2,746.79	\$2,841.19	\$2,935.71	\$3,030.31	\$3,124.49	\$3,218.93	\$3,313.38	\$3,396.02	\$3,480.89
		Daily	\$274.68	\$284.12	\$293.58	\$303.04	\$312.45	\$321.90	\$331.34	\$339.61	\$348.09
		Hourly	\$36.63	\$37.89	\$39.15	\$40.41	\$41.66	\$42.92	\$44.18	\$45.29	\$46.42

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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
GU	29	Annual	\$72,378.00	\$75,095.00	\$77,812.00	\$80,529.00	\$83,244.00	\$85,961.00	\$88,675.00	\$90,892.00	\$93,167.00
		Bi-Wk	\$2,773.11	\$2,877.21	\$2,981.31	\$3,085.41	\$3,189.43	\$3,293.53	\$3,397.51	\$3,482.46	\$3,569.62
		Daily	\$277.32	\$287.73	\$298.14	\$308.55	\$318.95	\$329.36	\$339.76	\$348.25	\$356.97
		Hourly	\$36.98	\$38.37	\$39.76	\$41.14	\$42.53	\$43.92	\$45.31	\$46.44	\$47.60
GU	30	Annual	\$75,284.00	\$78,078.00	\$80,881.00	\$83,668.00	\$86,458.00	\$89,256.00	\$92,058.00	\$94,358.00	\$96,717.00
		Bi-Wk	\$2,884.45	\$2,991.50	\$3,098.89	\$3,205.68	\$3,312.57	\$3,419.78	\$3,527.13	\$3,615.25	\$3,705.64
		Daily	\$288.45	\$299.15	\$309.89	\$320.57	\$331.26	\$341.98	\$352.72	\$361.53	\$370.57
		Hourly	\$38.46	\$39.89	\$41.32	\$42.75	\$44.17	\$45.60	\$47.03	\$48.21	\$49.41
GU	31	Annual	\$78,305.00	\$81,184.00	\$84,063.00	\$86,936.00	\$89,816.00	\$92,692.00	\$95,572.00	\$97,958.00	\$100,408.00
		Bi-Wk	\$3,000.20	\$3,110.50	\$3,220.81	\$3,330.89	\$3,441.23	\$3,551.42	\$3,661.77	\$3,753.19	\$3,847.05
		Daily	\$300.02	\$311.05	\$322.09	\$333.09	\$344.13	\$355.15	\$366.18	\$375.32	\$384.71
		Hourly	\$40.01	\$41.48	\$42.95	\$44.42	\$45.89	\$47.36	\$48.83	\$50.05	\$51.30
GU	32	Annual	\$81,445.00	\$84,399.00	\$87,352.00	\$90,313.00	\$93,269.00	\$96,227.00	\$99,189.00	\$101,671.00	\$104,214.00
		Bi-Wk	\$3,120.50	\$3,233.68	\$3,346.82	\$3,460.27	\$3,573.53	\$3,686.86	\$3,800.35	\$3,895.45	\$3,992.88
		Daily	\$312.05	\$323.37	\$334.69	\$346.03	\$357.36	\$368.69	\$380.04	\$389.55	\$399.29
		Hourly	\$41.61	\$43.12	\$44.63	\$46.14	\$47.65	\$49.16	\$50.68	\$51.94	\$53.24
GU	33	Annual	\$84,722.00	\$87,762.00	\$90,799.00	\$93,838.00	\$96,880.00	\$99,917.00	\$102,964.00	\$105,542.00	\$108,181.00
		Bi-Wk	\$3,246.06	\$3,362.53	\$3,478.89	\$3,595.33	\$3,711.88	\$3,828.24	\$3,944.99	\$4,043.76	\$4,144.87
		Daily	\$324.61	\$336.26	\$347.89	\$359.54	\$371.19	\$382.83	\$394.50	\$404.38	\$414.49
		Hourly	\$43.29	\$44.84	\$46.39	\$47.94	\$49.50	\$51.05	\$52.60	\$53.92	\$55.27
GU	34	Annual	\$88,209.00	\$91,333.00	\$94,456.00	\$97,579.00	\$100,700.00	\$103,825.00	\$106,941.00	\$109,616.00	\$112,358.00
		Bi-Wk	\$3,379.66	\$3,499.35	\$3,619.01	\$3,738.66	\$3,858.24	\$3,977.97	\$4,097.36	\$4,199.85	\$4,304.91
		Daily	\$337.97	\$349.94	\$361.91	\$373.87	\$385.83	\$397.80	\$409.74	\$419.99	\$430.50
		Hourly	\$45.07	\$46.66	\$48.26	\$49.85	\$51.45	\$53.04	\$54.64	\$56.00	\$57.40

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GU	35	Annual	\$91,836.00	\$95,034.00	\$98,240.00	\$101,442.00	\$104,642.00	\$107,838.00	\$111,047.00	\$113,819.00	\$116,667.00
		Bi-Wk	\$3,518.63	\$3,641.15	\$3,763.99	\$3,886.67	\$4,009.28	\$4,131.73	\$4,254.68	\$4,360.89	\$4,470.00
		Daily	\$351.87	\$364.12	\$376.40	\$388.67	\$400.93	\$413.18	\$425.47	\$436.09	\$447.00
		Hourly	\$46.92	\$48.55	\$50.19	\$51.83	\$53.46	\$55.09	\$56.73	\$58.15	\$59.60
GU	36	Annual	\$95,656.00	\$98,934.00	\$102,223.00	\$105,505.00	\$108,791.00	\$112,072.00	\$115,356.00	\$118,246.00	\$121,205.00
		Bi-Wk	\$3,664.99	\$3,790.58	\$3,916.60	\$4,042.34	\$4,168.24	\$4,293.95	\$4,419.78	\$4,530.50	\$4,643.87
		Daily	\$366.50	\$379.06	\$391.66	\$404.24	\$416.83	\$429.40	\$441.98	\$453.05	\$464.39
		Hourly	\$48.87	\$50.55	\$52.23	\$53.90	\$55.58	\$57.26	\$58.94	\$60.41	\$61.92
GU	37	Annual	\$99,624.00	\$102,995.00	\$106,372.00	\$109,746.00	\$113,122.00	\$116,497.00	\$119,871.00	\$122,863.00	\$125,936.00
		Bi-Wk	\$3,817.02	\$3,946.17	\$4,075.56	\$4,204.83	\$4,334.18	\$4,463.49	\$4,592.76	\$4,707.40	\$4,825.14
		Daily	\$381.71	\$394.62	\$407.56	\$420.49	\$433.42	\$446.35	\$459.28	\$470.74	\$482.52
		Hourly	\$50.90	\$52.62	\$54.35	\$56.07	\$57.79	\$59.52	\$61.24	\$62.77	\$64.34
GU	38	Annual	\$103,737.00	\$107,183.00	\$110,639.00	\$114,092.00	\$117,547.00	\$120,998.00	\$124,453.00	\$127,568.00	\$130,756.00
		Bi-Wk	\$3,974.60	\$4,106.63	\$4,239.05	\$4,371.35	\$4,503.72	\$4,635.94	\$4,768.32	\$4,887.67	\$5,009.81
		Daily	\$397.46	\$410.67	\$423.91	\$437.14	\$450.38	\$463.60	\$476.84	\$488.77	\$500.99
		Hourly	\$53.00	\$54.76	\$56.53	\$58.29	\$60.05	\$61.82	\$63.58	\$65.17	\$66.80
GU	39	Annual	\$108,051.00	\$111,587.00	\$115,119.00	\$118,662.00	\$122,197.00	\$125,725.00	\$129,267.00	\$132,501.00	\$135,813.00
		Bi-Wk	\$4,139.89	\$4,275.37	\$4,410.69	\$4,546.44	\$4,681.88	\$4,817.05	\$4,952.76	\$5,076.67	\$5,203.57
		Daily	\$413.99	\$427.54	\$441.07	\$454.65	\$468.19	\$481.71	\$495.28	\$507.67	\$520.36
		Hourly	\$55.20	\$57.01	\$58.81	\$60.62	\$62.43	\$64.23	\$66.04	\$67.69	\$69.39
GU	40	Annual	\$112,555.00	\$116,162.00	\$119,781.00	\$123,387.00	\$127,000.00	\$130,610.00	\$134,223.00	\$137,581.00	\$141,020.00
		Bi-Wk	\$4,312.46	\$4,450.66	\$4,589.32	\$4,727.48	\$4,865.91	\$5,004.22	\$5,142.65	\$5,271.31	\$5,403.07
		Daily	\$431.25	\$445.07	\$458.94	\$472.75	\$486.60	\$500.43	\$514.27	\$527.14	\$540.31
		Hourly	\$57.50	\$59.35	\$61.20	\$63.04	\$64.88	\$66.73	\$68.57	\$70.29	\$72.05

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GU	41	Annual	\$117,257.00	\$120,959.00	\$124,657.00	\$128,360.00	\$132,056.00	\$135,753.00	\$139,451.00	\$142,939.00	\$146,513.00
		Bi-Wk	\$4,492.61	\$4,634.45	\$4,776.14	\$4,918.01	\$5,059.62	\$5,201.27	\$5,342.96	\$5,476.60	\$5,613.53
		Daily	\$449.27	\$463.45	\$477.62	\$491.81	\$505.97	\$520.13	\$534.30	\$547.66	\$561.36
		Hourly	\$59.91	\$61.80	\$63.69	\$65.58	\$67.47	\$69.36	\$71.24	\$73.03	\$74.85
GU	42	Annual	\$122,144.00	\$125,931.00	\$129,715.00	\$133,487.00	\$137,274.00	\$141,050.00	\$144,839.00	\$148,462.00	\$152,173.00
		Bi-Wk	\$4,679.85	\$4,824.95	\$4,969.93	\$5,114.45	\$5,259.55	\$5,404.22	\$5,549.39	\$5,688.20	\$5,830.39
		Daily	\$467.99	\$482.50	\$497.00	\$511.45	\$525.96	\$540.43	\$554.94	\$568.82	\$583.04
		Hourly	\$62.40	\$64.34	\$66.27	\$68.20	\$70.13	\$72.06	\$74.00	\$75.85	\$77.74
GU	43	Annual	\$127,336.00	\$131,188.00	\$135,049.00	\$138,902.00	\$142,764.00	\$146,615.00	\$150,472.00	\$154,231.00	\$158,087.00
		Bi-Wk	\$4,878.78	\$5,026.37	\$5,174.30	\$5,321.92	\$5,469.89	\$5,617.44	\$5,765.22	\$5,909.24	\$6,056.98
		Daily	\$487.88	\$502.64	\$517.43	\$532.20	\$546.99	\$561.75	\$576.53	\$590.93	\$605.70
		Hourly	\$65.06	\$67.02	\$69.00	\$70.96	\$72.94	\$74.90	\$76.87	\$78.79	\$80.76