

P-1 HC 35 HOUR PLAN EFFECTIVE 1/15/99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
HC	1	Annual	\$16,255.00	\$16,655.00	\$17,049.00	\$17,446.00	\$17,839.00	\$18,238.00	\$18,632.00	\$19,143.00	\$19,656.00
		Bi-Wk	\$622.80	\$638.13	\$653.22	\$668.43	\$683.49	\$698.78	\$713.87	\$733.45	\$753.11
		Daily	\$62.28	\$63.82	\$65.33	\$66.85	\$68.35	\$69.88	\$71.39	\$73.35	\$75.32
		Hourly	\$8.90	\$9.12	\$9.34	\$9.55	\$9.77	\$9.99	\$10.20	\$10.48	\$10.76
HC	2	Annual	\$17,049.00	\$17,446.00	\$17,839.00	\$18,238.00	\$18,632.00	\$19,028.00	\$19,421.00	\$19,956.00	\$20,489.00
		Bi-Wk	\$653.22	\$668.43	\$683.49	\$698.78	\$713.87	\$729.05	\$744.10	\$764.60	\$785.02
		Daily	\$65.33	\$66.85	\$68.35	\$69.88	\$71.39	\$72.91	\$74.41	\$76.46	\$78.51
		Hourly	\$9.34	\$9.55	\$9.77	\$9.99	\$10.20	\$10.42	\$10.63	\$10.93	\$11.22
HC	3	Annual	\$17,446.00	\$17,839.00	\$18,238.00	\$18,632.00	\$19,028.00	\$19,421.00	\$19,817.00	\$20,364.00	\$20,907.00
		Bi-Wk	\$668.43	\$683.49	\$698.78	\$713.87	\$729.05	\$744.10	\$759.28	\$780.23	\$801.04
		Daily	\$66.85	\$68.35	\$69.88	\$71.39	\$72.91	\$74.41	\$75.93	\$78.03	\$80.11
		Hourly	\$9.55	\$9.77	\$9.99	\$10.20	\$10.42	\$10.63	\$10.85	\$11.15	\$11.45
HC	4	Annual	\$18,008.00	\$18,489.00	\$18,967.00	\$19,451.00	\$19,937.00	\$20,412.00	\$20,893.00	\$21,468.00	\$22,044.00
		Bi-Wk	\$689.97	\$708.40	\$726.71	\$745.25	\$763.87	\$782.07	\$800.50	\$822.53	\$844.60
		Daily	\$69.00	\$70.84	\$72.68	\$74.53	\$76.39	\$78.21	\$80.05	\$82.26	\$84.46
		Hourly	\$9.86	\$10.12	\$10.39	\$10.65	\$10.92	\$11.18	\$11.44	\$11.76	\$12.07
HC	5	Annual	\$18,458.00	\$18,967.00	\$19,479.00	\$19,985.00	\$20,492.00	\$21,001.00	\$21,512.00	\$22,103.00	\$22,695.00
		Bi-Wk	\$707.21	\$726.71	\$746.33	\$765.71	\$785.14	\$804.64	\$824.22	\$846.86	\$869.55
		Daily	\$70.73	\$72.68	\$74.64	\$76.58	\$78.52	\$80.47	\$82.43	\$84.69	\$86.96
		Hourly	\$10.11	\$10.39	\$10.67	\$10.94	\$11.22	\$11.50	\$11.78	\$12.10	\$12.43
HC	6	Annual	\$19,086.00	\$19,596.00	\$20,102.00	\$20,531.00	\$21,118.00	\$21,626.00	\$22,132.00	\$22,741.00	\$23,349.00
		Bi-Wk	\$731.27	\$750.81	\$770.20	\$786.63	\$809.12	\$828.59	\$847.97	\$871.31	\$894.60
		Daily	\$73.13	\$75.09	\$77.02	\$78.67	\$80.92	\$82.86	\$84.80	\$87.14	\$89.46
		Hourly	\$10.45	\$10.73	\$11.01	\$11.24	\$11.56	\$11.84	\$12.12	\$12.45	\$12.78
HC	7	Annual	\$19,649.00	\$20,155.00	\$20,664.00	\$21,171.00	\$21,681.00	\$22,190.00	\$22,697.00	\$23,320.00	\$23,945.00
		Bi-Wk	\$752.84	\$772.23	\$791.73	\$811.15	\$830.69	\$850.20	\$869.62	\$893.49	\$917.44
		Daily	\$75.29	\$77.23	\$79.18	\$81.12	\$83.07	\$85.02	\$86.97	\$89.35	\$91.75
		Hourly	\$10.76	\$11.04	\$11.32	\$11.59	\$11.87	\$12.15	\$12.43	\$12.77	\$13.11
HC	8	Annual	\$21,118.00	\$21,737.00	\$22,365.00	\$22,984.00	\$23,607.00	\$24,230.00	\$24,853.00	\$25,536.00	\$26,219.00
		Bi-Wk	\$809.12	\$832.84	\$856.90	\$880.62	\$904.49	\$928.36	\$952.23	\$978.40	\$1,004.56
		Daily	\$80.92	\$83.29	\$85.69	\$88.07	\$90.45	\$92.84	\$95.23	\$97.84	\$100.46
		Hourly	\$11.56	\$11.90	\$12.25	\$12.59	\$12.93	\$13.27	\$13.61	\$13.98	\$14.36
HC	9	Annual	\$21,766.00	\$22,385.00	\$23,064.00	\$23,713.00	\$24,364.00	\$25,011.00	\$25,666.00	\$26,371.00	\$27,076.00
		Bi-Wk	\$833.95	\$857.67	\$883.68	\$908.55	\$933.49	\$958.28	\$983.38	\$1,010.39	\$1,037.40
		Daily	\$83.40	\$85.77	\$88.37	\$90.86	\$93.35	\$95.83	\$98.34	\$101.04	\$103.74
		Hourly	\$11.92	\$12.26	\$12.63	\$12.98	\$13.34	\$13.69	\$14.05	\$14.44	\$14.82

P-1 HC 35 HOUR PLAN EFFECTIVE 1/15/99

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
HC	10 Annual	\$22,466.00	\$23,149.00	\$23,823.00	\$24,505.00	\$25,184.00	\$25,874.00	\$26,589.00	\$27,319.00	\$28,052.00
	Bi-Wk	\$860.77	\$886.94	\$912.76	\$938.89	\$964.91	\$991.35	\$1,018.74	\$1,046.71	\$1,074.79
	Daily	\$86.08	\$88.70	\$91.28	\$93.89	\$96.50	\$99.14	\$101.88	\$104.68	\$107.48
	Hourly	\$12.30	\$12.68	\$13.04	\$13.42	\$13.79	\$14.17	\$14.56	\$14.96	\$15.36
HC	11 Annual	\$23,182.00	\$23,885.00	\$24,595.00	\$25,301.00	\$26,031.00	\$26,772.00	\$27,516.00	\$28,274.00	\$29,030.00
	Bi-Wk	\$888.20	\$915.14	\$942.34	\$969.39	\$997.36	\$1,025.75	\$1,054.26	\$1,083.30	\$1,112.27
	Daily	\$88.82	\$91.52	\$94.24	\$96.94	\$99.74	\$102.58	\$105.43	\$108.33	\$111.23
	Hourly	\$12.69	\$13.08	\$13.47	\$13.85	\$14.25	\$14.66	\$15.07	\$15.48	\$15.89
HC	12 Annual	\$23,932.00	\$24,674.00	\$25,403.00	\$26,167.00	\$26,936.00	\$27,712.00	\$28,481.00	\$29,264.00	\$30,047.00
	Bi-Wk	\$916.94	\$945.37	\$973.30	\$1,002.57	\$1,032.04	\$1,061.77	\$1,091.23	\$1,121.23	\$1,151.23
	Daily	\$91.70	\$94.54	\$97.33	\$100.26	\$103.21	\$106.18	\$109.13	\$112.13	\$115.13
	Hourly	\$13.10	\$13.51	\$13.91	\$14.33	\$14.75	\$15.17	\$15.59	\$16.02	\$16.45
HC	13 Annual	\$25,282.00	\$26,214.00	\$27,158.00	\$28,097.00	\$29,040.00	\$29,979.00	\$30,924.00	\$31,773.00	\$32,625.00
	Bi-Wk	\$968.66	\$1,004.37	\$1,040.54	\$1,076.52	\$1,112.65	\$1,148.63	\$1,184.83	\$1,217.36	\$1,250.00
	Daily	\$96.87	\$100.44	\$104.06	\$107.66	\$111.27	\$114.87	\$118.49	\$121.74	\$125.00
	Hourly	\$13.84	\$14.35	\$14.87	\$15.38	\$15.90	\$16.41	\$16.93	\$17.40	\$17.86
HC	14 Annual	\$26,465.00	\$27,441.00	\$28,413.00	\$29,384.00	\$30,353.00	\$31,327.00	\$32,296.00	\$33,183.00	\$34,072.00
	Bi-Wk	\$1,013.99	\$1,051.38	\$1,088.63	\$1,125.83	\$1,162.96	\$1,200.27	\$1,237.40	\$1,271.38	\$1,305.45
	Daily	\$101.40	\$105.14	\$108.87	\$112.59	\$116.30	\$120.03	\$123.74	\$127.14	\$130.55
	Hourly	\$14.49	\$15.02	\$15.56	\$16.09	\$16.62	\$17.15	\$17.68	\$18.17	\$18.65
HC	15 Annual	\$27,738.00	\$28,739.00	\$29,739.00	\$30,738.00	\$31,738.00	\$32,744.00	\$33,744.00	\$34,672.00	\$35,600.00
	Bi-Wk	\$1,062.76	\$1,101.12	\$1,139.43	\$1,177.71	\$1,216.02	\$1,254.56	\$1,292.88	\$1,328.43	\$1,363.99
	Daily	\$106.28	\$110.12	\$113.95	\$117.78	\$121.61	\$125.46	\$129.29	\$132.85	\$136.40
	Hourly	\$15.19	\$15.74	\$16.28	\$16.83	\$17.38	\$17.93	\$18.47	\$18.98	\$19.49
HC	16 Annual	\$29,087.00	\$30,117.00	\$31,150.00	\$32,181.00	\$33,210.00	\$34,243.00	\$35,268.00	\$36,238.00	\$37,208.00
	Bi-Wk	\$1,114.45	\$1,153.91	\$1,193.49	\$1,232.99	\$1,272.42	\$1,312.00	\$1,351.27	\$1,388.43	\$1,425.60
	Daily	\$111.45	\$115.40	\$119.35	\$123.30	\$127.25	\$131.20	\$135.13	\$138.85	\$142.56
	Hourly	\$15.93	\$16.49	\$17.05	\$17.62	\$18.18	\$18.75	\$19.31	\$19.84	\$20.37
HC	17 Annual	\$30,528.00	\$31,590.00	\$32,651.00	\$33,709.00	\$34,769.00	\$35,825.00	\$36,890.00	\$37,905.00	\$38,919.00
	Bi-Wk	\$1,169.66	\$1,210.35	\$1,251.00	\$1,291.54	\$1,332.15	\$1,372.61	\$1,413.41	\$1,452.30	\$1,491.15
	Daily	\$116.97	\$121.04	\$125.10	\$129.16	\$133.22	\$137.27	\$141.35	\$145.23	\$149.12
	Hourly	\$16.71	\$17.30	\$17.88	\$18.46	\$19.04	\$19.61	\$20.20	\$20.75	\$21.31
HC	18 Annual	\$32,067.00	\$33,156.00	\$34,243.00	\$35,331.00	\$36,412.00	\$37,501.00	\$38,587.00	\$39,648.00	\$40,710.00
	Bi-Wk	\$1,228.63	\$1,270.35	\$1,312.00	\$1,353.68	\$1,395.10	\$1,436.82	\$1,478.43	\$1,519.09	\$1,559.78
	Daily	\$122.87	\$127.04	\$131.20	\$135.37	\$139.51	\$143.69	\$147.85	\$151.91	\$155.98
	Hourly	\$17.56	\$18.15	\$18.75	\$19.34	\$19.93	\$20.53	\$21.13	\$21.71	\$22.29

P-1 HC 35 HOUR PLAN EFFECTIVE 1/15/99

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
HC	19 Annual	\$33,647.00	\$34,769.00	\$35,886.00	\$37,009.00	\$38,122.00	\$39,239.00	\$40,357.00	\$41,468.00	\$42,577.00
	Bi-Wk	\$1,289.16	\$1,332.15	\$1,374.95	\$1,417.97	\$1,460.62	\$1,503.41	\$1,546.25	\$1,588.82	\$1,631.31
	Daily	\$128.92	\$133.22	\$137.50	\$141.80	\$146.07	\$150.35	\$154.63	\$158.89	\$163.14
	Hourly	\$18.42	\$19.04	\$19.65	\$20.26	\$20.87	\$21.48	\$22.09	\$22.70	\$23.31
HC	20 Annual	\$35,363.00	\$36,508.00	\$37,652.00	\$38,797.00	\$39,939.00	\$41,086.00	\$42,231.00	\$43,392.00	\$44,553.00
	Bi-Wk	\$1,354.91	\$1,398.78	\$1,442.61	\$1,486.48	\$1,530.23	\$1,574.18	\$1,618.05	\$1,662.53	\$1,707.02
	Daily	\$135.50	\$139.88	\$144.27	\$148.65	\$153.03	\$157.42	\$161.81	\$166.26	\$170.71
	Hourly	\$19.36	\$19.99	\$20.61	\$21.24	\$21.87	\$22.49	\$23.12	\$23.76	\$24.39
HC	21 Annual	\$37,106.00	\$38,285.00	\$39,460.00	\$40,638.00	\$41,815.00	\$42,991.00	\$44,170.00	\$45,383.00	\$46,598.00
	Bi-Wk	\$1,421.69	\$1,466.86	\$1,511.88	\$1,557.02	\$1,602.11	\$1,647.17	\$1,692.34	\$1,738.82	\$1,785.37
	Daily	\$142.17	\$146.69	\$151.19	\$155.71	\$160.22	\$164.72	\$169.24	\$173.89	\$178.54
	Hourly	\$20.31	\$20.96	\$21.60	\$22.25	\$22.89	\$23.54	\$24.18	\$24.85	\$25.51
HC	22 Annual	\$38,122.00	\$39,520.00	\$40,918.00	\$42,311.00	\$43,709.00	\$45,106.00	\$46,501.00	\$47,781.00	\$49,060.00
	Bi-Wk	\$1,460.62	\$1,514.18	\$1,567.74	\$1,621.12	\$1,674.68	\$1,728.20	\$1,781.65	\$1,830.69	\$1,879.70
	Daily	\$146.07	\$151.42	\$156.78	\$162.12	\$167.47	\$172.82	\$178.17	\$183.07	\$187.97
	Hourly	\$20.87	\$21.64	\$22.40	\$23.16	\$23.93	\$24.69	\$25.46	\$26.16	\$26.86
HC	23 Annual	\$39,928.00	\$41,384.00	\$42,835.00	\$44,293.00	\$45,746.00	\$47,202.00	\$48,659.00	\$49,996.00	\$51,335.00
	Bi-Wk	\$1,529.81	\$1,585.60	\$1,641.19	\$1,697.05	\$1,752.73	\$1,808.51	\$1,864.33	\$1,915.56	\$1,966.86
	Daily	\$152.99	\$158.56	\$164.12	\$169.71	\$175.28	\$180.86	\$186.44	\$191.56	\$196.69
	Hourly	\$21.86	\$22.66	\$23.45	\$24.25	\$25.04	\$25.84	\$26.64	\$27.37	\$28.10
HC	24 Annual	\$41,848.00	\$43,364.00	\$44,879.00	\$46,399.00	\$47,917.00	\$49,432.00	\$50,947.00	\$52,348.00	\$53,749.00
	Bi-Wk	\$1,603.38	\$1,661.46	\$1,719.51	\$1,777.74	\$1,835.91	\$1,893.95	\$1,952.00	\$2,005.68	\$2,059.35
	Daily	\$160.34	\$166.15	\$171.96	\$177.78	\$183.60	\$189.40	\$195.20	\$200.57	\$205.94
	Hourly	\$22.91	\$23.74	\$24.57	\$25.40	\$26.23	\$27.06	\$27.89	\$28.66	\$29.42
HC	25 Annual	\$43,891.00	\$45,468.00	\$47,035.00	\$48,609.00	\$50,182.00	\$51,756.00	\$53,326.00	\$54,793.00	\$56,259.00
	Bi-Wk	\$1,681.65	\$1,742.07	\$1,802.11	\$1,862.42	\$1,922.69	\$1,982.99	\$2,043.15	\$2,099.35	\$2,155.52
	Daily	\$168.17	\$174.21	\$180.22	\$186.25	\$192.27	\$198.30	\$204.32	\$209.94	\$215.56
	Hourly	\$24.03	\$24.89	\$25.75	\$26.61	\$27.47	\$28.33	\$29.19	\$30.00	\$30.80
HC	26 Annual	\$46,055.00	\$47,683.00	\$49,321.00	\$50,947.00	\$52,579.00	\$54,209.00	\$55,838.00	\$57,373.00	\$58,910.00
	Bi-Wk	\$1,764.56	\$1,826.94	\$1,889.70	\$1,952.00	\$2,014.53	\$2,076.98	\$2,139.39	\$2,198.20	\$2,257.09
	Daily	\$176.46	\$182.70	\$188.97	\$195.20	\$201.46	\$207.70	\$213.94	\$219.82	\$225.71
	Hourly	\$25.21	\$26.10	\$27.00	\$27.89	\$28.78	\$29.68	\$30.57	\$31.41	\$32.25
HC	27 Annual	\$48,340.00	\$50,029.00	\$51,718.00	\$53,400.00	\$55,092.00	\$56,776.00	\$58,467.00	\$60,074.00	\$61,682.00
	Bi-Wk	\$1,852.11	\$1,916.82	\$1,981.54	\$2,045.98	\$2,110.81	\$2,175.33	\$2,240.12	\$2,301.69	\$2,363.30
	Daily	\$185.22	\$191.69	\$198.16	\$204.60	\$211.09	\$217.54	\$224.02	\$230.17	\$236.33
	Hourly	\$26.46	\$27.39	\$28.31	\$29.23	\$30.16	\$31.08	\$32.01	\$32.89	\$33.77

P-1 HC 35 HOUR PLAN EFFECTIVE 1/15/99

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
HC	28 Annual	\$50,782.00	\$52,527.00	\$54,277.00	\$56,023.00	\$57,767.00	\$59,509.00	\$61,253.00	\$62,937.00	\$64,623.00
	Bi-Wk	\$1,945.68	\$2,012.53	\$2,079.58	\$2,146.48	\$2,213.30	\$2,280.04	\$2,346.86	\$2,411.38	\$2,475.98
	Daily	\$194.57	\$201.26	\$207.96	\$214.65	\$221.33	\$228.01	\$234.69	\$241.14	\$247.60
	Hourly	\$27.80	\$28.76	\$29.71	\$30.67	\$31.62	\$32.58	\$33.53	\$34.45	\$35.38
HC	29 Annual	\$51,269.00	\$53,193.00	\$55,120.00	\$57,044.00	\$58,967.00	\$60,889.00	\$62,813.00	\$64,540.00	\$66,268.00
	Bi-Wk	\$1,964.33	\$2,038.05	\$2,111.88	\$2,185.60	\$2,259.28	\$2,332.92	\$2,406.63	\$2,472.80	\$2,539.01
	Daily	\$196.44	\$203.81	\$211.19	\$218.56	\$225.93	\$233.30	\$240.67	\$247.28	\$253.91
	Hourly	\$28.07	\$29.12	\$30.17	\$31.23	\$32.28	\$33.33	\$34.39	\$35.33	\$36.28
HC	30 Annual	\$53,326.00	\$55,306.00	\$57,291.00	\$59,267.00	\$61,245.00	\$63,224.00	\$65,208.00	\$67,001.00	\$68,793.00
	Bi-Wk	\$2,043.15	\$2,119.01	\$2,195.06	\$2,270.77	\$2,346.56	\$2,422.38	\$2,498.40	\$2,567.09	\$2,635.75
	Daily	\$204.32	\$211.91	\$219.51	\$227.08	\$234.66	\$242.24	\$249.84	\$256.71	\$263.58
	Hourly	\$29.19	\$30.28	\$31.36	\$32.44	\$33.53	\$34.61	\$35.70	\$36.68	\$37.66
HC	31 Annual	\$55,466.00	\$57,504.00	\$59,541.00	\$61,581.00	\$63,624.00	\$65,659.00	\$67,698.00	\$69,560.00	\$71,421.00
	Bi-Wk	\$2,125.14	\$2,203.22	\$2,281.27	\$2,359.43	\$2,437.71	\$2,515.68	\$2,593.80	\$2,665.14	\$2,736.44
	Daily	\$212.52	\$220.33	\$228.13	\$235.95	\$243.78	\$251.57	\$259.38	\$266.52	\$273.65
	Hourly	\$30.36	\$31.48	\$32.59	\$33.71	\$34.83	\$35.94	\$37.06	\$38.08	\$39.10
HC	32 Annual	\$57,689.00	\$59,784.00	\$61,877.00	\$63,972.00	\$66,070.00	\$68,162.00	\$70,262.00	\$72,196.00	\$74,127.00
	Bi-Wk	\$2,210.31	\$2,290.58	\$2,370.77	\$2,451.04	\$2,531.42	\$2,611.58	\$2,692.04	\$2,766.14	\$2,840.12
	Daily	\$221.04	\$229.06	\$237.08	\$245.11	\$253.15	\$261.16	\$269.21	\$276.62	\$284.02
	Hourly	\$31.58	\$32.73	\$33.87	\$35.02	\$36.17	\$37.31	\$38.46	\$39.52	\$40.58
HC	33 Annual	\$60,014.00	\$62,166.00	\$64,319.00	\$66,471.00	\$68,625.00	\$70,778.00	\$72,936.00	\$74,940.00	\$76,947.00
	Bi-Wk	\$2,299.39	\$2,381.84	\$2,464.33	\$2,546.79	\$2,629.32	\$2,711.81	\$2,794.49	\$2,871.27	\$2,948.17
	Daily	\$229.94	\$238.19	\$246.44	\$254.68	\$262.94	\$271.19	\$279.45	\$287.13	\$294.82
	Hourly	\$32.85	\$34.03	\$35.21	\$36.39	\$37.57	\$38.75	\$39.93	\$41.02	\$42.12
HC	34 Annual	\$62,485.00	\$64,695.00	\$66,908.00	\$69,122.00	\$71,330.00	\$73,544.00	\$75,753.00	\$77,836.00	\$79,921.00
	Bi-Wk	\$2,394.07	\$2,478.74	\$2,563.53	\$2,648.36	\$2,732.96	\$2,817.78	\$2,902.42	\$2,982.23	\$3,062.11
	Daily	\$239.41	\$247.88	\$256.36	\$264.84	\$273.30	\$281.78	\$290.25	\$298.23	\$306.22
	Hourly	\$34.21	\$35.42	\$36.63	\$37.84	\$39.05	\$40.26	\$41.47	\$42.61	\$43.75
HC	35 Annual	\$65,052.00	\$67,318.00	\$69,284.00	\$71,856.00	\$74,123.00	\$76,389.00	\$78,355.00	\$80,509.00	\$82,664.00
	Bi-Wk	\$2,492.42	\$2,579.24	\$2,654.56	\$2,753.11	\$2,839.97	\$2,926.79	\$3,002.11	\$3,084.64	\$3,167.21
	Daily	\$249.25	\$257.93	\$265.46	\$275.32	\$284.00	\$292.68	\$300.22	\$308.47	\$316.73
	Hourly	\$35.61	\$36.85	\$37.93	\$39.34	\$40.58	\$41.82	\$42.89	\$44.07	\$45.25
HC	36 Annual	\$67,758.00	\$70,082.00	\$72,410.00	\$74,736.00	\$77,064.00	\$79,390.00	\$81,714.00	\$83,963.00	\$86,210.00
	Bi-Wk	\$2,596.10	\$2,685.14	\$2,774.33	\$2,863.45	\$2,952.65	\$3,041.77	\$3,130.81	\$3,216.98	\$3,303.07
	Daily	\$259.61	\$268.52	\$277.44	\$286.35	\$295.27	\$304.18	\$313.09	\$321.70	\$330.31
	Hourly	\$37.09	\$38.36	\$39.64	\$40.91	\$42.19	\$43.46	\$44.73	\$45.96	\$47.19

P-1 HC 35 HOUR PLAN EFFECTIVE 1/15/99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
HC	37	Annual	\$70,568.00	\$72,957.00	\$75,348.00	\$77,739.00	\$80,131.00	\$82,521.00	\$84,910.00	\$87,245.00	\$89,579.00
		Bi-Wk	\$2,703.76	\$2,795.29	\$2,886.90	\$2,978.51	\$3,070.16	\$3,161.73	\$3,253.26	\$3,342.73	\$3,432.15
		Daily	\$270.38	\$279.53	\$288.69	\$297.86	\$307.02	\$316.18	\$325.33	\$334.28	\$343.22
		Hourly	\$38.63	\$39.94	\$41.25	\$42.56	\$43.86	\$45.17	\$46.48	\$47.76	\$49.04
HC	38	Annual	\$73,483.00	\$75,927.00	\$78,377.00	\$80,821.00	\$83,268.00	\$85,713.00	\$88,161.00	\$90,585.00	\$93,008.00
		Bi-Wk	\$2,815.45	\$2,909.09	\$3,002.96	\$3,096.60	\$3,190.35	\$3,284.03	\$3,377.82	\$3,470.69	\$3,563.53
		Daily	\$281.55	\$290.91	\$300.30	\$309.66	\$319.04	\$328.41	\$337.79	\$347.07	\$356.36
		Hourly	\$40.23	\$41.56	\$42.90	\$44.24	\$45.58	\$46.92	\$48.26	\$49.59	\$50.91
HC	39	Annual	\$76,537.00	\$79,042.00	\$81,546.00	\$84,056.00	\$86,559.00	\$89,137.00	\$91,569.00	\$94,086.00	\$96,606.00
		Bi-Wk	\$2,932.46	\$3,028.43	\$3,124.37	\$3,220.54	\$3,316.44	\$3,415.22	\$3,508.40	\$3,604.83	\$3,701.38
		Daily	\$293.25	\$302.85	\$312.44	\$322.06	\$331.65	\$341.53	\$350.84	\$360.49	\$370.14
		Hourly	\$41.90	\$43.27	\$44.64	\$46.01	\$47.38	\$48.79	\$50.12	\$51.50	\$52.88
HC	40	Annual	\$79,728.00	\$82,285.00	\$84,847.00	\$87,402.00	\$89,960.00	\$92,521.00	\$95,079.00	\$97,693.00	\$100,309.00
		Bi-Wk	\$3,054.72	\$3,152.69	\$3,250.85	\$3,348.74	\$3,446.75	\$3,544.87	\$3,642.88	\$3,743.03	\$3,843.26
		Daily	\$305.48	\$315.27	\$325.09	\$334.88	\$344.68	\$354.49	\$364.29	\$374.31	\$384.33
		Hourly	\$43.64	\$45.04	\$46.45	\$47.84	\$49.24	\$50.65	\$52.05	\$53.48	\$54.91
HC	41	Annual	\$83,063.00	\$85,683.00	\$88,302.00	\$90,924.00	\$93,545.00	\$96,162.00	\$98,781.00	\$101,499.00	\$104,215.00
		Bi-Wk	\$3,182.50	\$3,282.88	\$3,383.22	\$3,483.68	\$3,584.10	\$3,684.37	\$3,784.72	\$3,888.86	\$3,992.92
		Daily	\$318.25	\$328.29	\$338.33	\$348.37	\$358.41	\$368.44	\$378.48	\$388.89	\$399.30
		Hourly	\$45.47	\$46.90	\$48.34	\$49.77	\$51.21	\$52.64	\$54.07	\$55.56	\$57.05
HC	42	Annual	\$86,524.00	\$89,206.00	\$91,888.00	\$94,556.00	\$97,240.00	\$99,919.00	\$102,599.00	\$105,421.00	\$108,241.00
		Bi-Wk	\$3,315.10	\$3,417.86	\$3,520.62	\$3,622.84	\$3,725.68	\$3,828.32	\$3,931.00	\$4,039.12	\$4,147.17
		Daily	\$331.51	\$341.79	\$352.07	\$362.29	\$372.57	\$382.84	\$393.10	\$403.92	\$414.72
		Hourly	\$47.36	\$48.83	\$50.30	\$51.76	\$53.23	\$54.70	\$56.16	\$57.71	\$59.25
HC	43	Annual	\$90,198.00	\$92,931.00	\$95,664.00	\$98,394.00	\$101,129.00	\$103,856.00	\$106,586.00	\$109,519.00	\$112,450.00
		Bi-Wk	\$3,455.87	\$3,560.58	\$3,665.29	\$3,769.89	\$3,874.68	\$3,979.16	\$4,083.76	\$4,196.14	\$4,308.43
		Daily	\$345.59	\$356.06	\$366.53	\$376.99	\$387.47	\$397.92	\$408.38	\$419.62	\$430.85
		Hourly	\$49.37	\$50.87	\$52.37	\$53.86	\$55.36	\$56.85	\$58.34	\$59.95	\$61.55