

P-4 EU 35 HOUR PLAN EFFECTIVE 7/1/2004

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
EU	11	Annual	\$27,550.00	\$28,386.00	\$29,231.00	\$30,070.00	\$30,936.00	\$31,815.00	\$32,700.00	\$33,519.00	\$34,357.00
		Bi-Wk	\$1,055.56	\$1,087.59	\$1,119.97	\$1,152.11	\$1,185.29	\$1,218.97	\$1,252.88	\$1,284.26	\$1,316.37
		Daily	\$105.56	\$108.76	\$112.00	\$115.22	\$118.53	\$121.90	\$125.29	\$128.43	\$131.64
		Hourly	\$15.08	\$15.54	\$16.00	\$16.46	\$16.94	\$17.42	\$17.90	\$18.35	\$18.81
EU	12	Annual	\$28,442.00	\$29,323.00	\$30,192.00	\$31,099.00	\$32,011.00	\$32,935.00	\$33,847.00	\$34,694.00	\$35,562.00
		Bi-Wk	\$1,089.74	\$1,123.49	\$1,156.79	\$1,191.54	\$1,226.48	\$1,261.88	\$1,296.82	\$1,329.28	\$1,362.53
		Daily	\$108.98	\$112.35	\$115.68	\$119.16	\$122.65	\$126.19	\$129.69	\$132.93	\$136.26
		Hourly	\$15.57	\$16.05	\$16.53	\$17.03	\$17.53	\$18.03	\$18.53	\$18.99	\$19.47
EU	13	Annual	\$30,046.00	\$31,157.00	\$32,276.00	\$33,390.00	\$34,513.00	\$35,628.00	\$36,751.00	\$37,671.00	\$38,613.00
		Bi-Wk	\$1,151.19	\$1,193.76	\$1,236.63	\$1,279.32	\$1,322.34	\$1,365.06	\$1,408.09	\$1,443.34	\$1,479.43
		Daily	\$115.12	\$119.38	\$123.67	\$127.94	\$132.24	\$136.51	\$140.81	\$144.34	\$147.95
		Hourly	\$16.45	\$17.06	\$17.67	\$18.28	\$18.90	\$19.51	\$20.12	\$20.62	\$21.14
EU	14	Annual	\$31,452.00	\$32,611.00	\$33,765.00	\$34,921.00	\$36,075.00	\$37,230.00	\$38,384.00	\$39,345.00	\$40,329.00
		Bi-Wk	\$1,205.06	\$1,249.47	\$1,293.68	\$1,337.97	\$1,382.19	\$1,426.44	\$1,470.66	\$1,507.48	\$1,545.18
		Daily	\$120.51	\$124.95	\$129.37	\$133.80	\$138.22	\$142.65	\$147.07	\$150.75	\$154.52
		Hourly	\$17.22	\$17.85	\$18.49	\$19.12	\$19.75	\$20.38	\$21.01	\$21.54	\$22.08
EU	15	Annual	\$32,965.00	\$34,153.00	\$35,341.00	\$36,527.00	\$37,718.00	\$38,916.00	\$40,100.00	\$41,105.00	\$42,133.00
		Bi-Wk	\$1,263.03	\$1,308.55	\$1,354.07	\$1,399.51	\$1,445.14	\$1,491.04	\$1,536.40	\$1,574.91	\$1,614.30
		Daily	\$126.31	\$130.86	\$135.41	\$139.96	\$144.52	\$149.11	\$153.64	\$157.50	\$161.43
		Hourly	\$18.05	\$18.70	\$19.35	\$20.00	\$20.65	\$21.31	\$21.95	\$22.50	\$23.07
EU	16	Annual	\$34,567.00	\$35,795.00	\$37,019.00	\$38,243.00	\$39,466.00	\$40,695.00	\$41,917.00	\$42,965.00	\$44,039.00
		Bi-Wk	\$1,324.41	\$1,371.46	\$1,418.36	\$1,465.25	\$1,512.11	\$1,559.20	\$1,606.02	\$1,646.17	\$1,687.32
		Daily	\$132.45	\$137.15	\$141.84	\$146.53	\$151.22	\$155.92	\$160.61	\$164.62	\$168.74
		Hourly	\$18.93	\$19.60	\$20.27	\$20.94	\$21.61	\$22.28	\$22.95	\$23.52	\$24.11
EU	17	Annual	\$36,278.00	\$37,541.00	\$38,803.00	\$40,060.00	\$41,322.00	\$42,577.00	\$43,839.00	\$44,935.00	\$46,059.00
		Bi-Wk	\$1,389.97	\$1,438.36	\$1,486.71	\$1,534.87	\$1,583.22	\$1,631.31	\$1,679.66	\$1,721.65	\$1,764.72
		Daily	\$139.00	\$143.84	\$148.68	\$153.49	\$158.33	\$163.14	\$167.97	\$172.17	\$176.48
		Hourly	\$19.86	\$20.55	\$21.24	\$21.93	\$22.62	\$23.31	\$24.00	\$24.60	\$25.22
EU	18	Annual	\$38,110.00	\$39,404.00	\$40,695.00	\$41,988.00	\$43,275.00	\$44,567.00	\$45,856.00	\$47,005.00	\$48,180.00
		Bi-Wk	\$1,460.16	\$1,509.74	\$1,559.20	\$1,608.74	\$1,658.05	\$1,707.55	\$1,756.94	\$1,800.96	\$1,845.98
		Daily	\$146.02	\$150.98	\$155.92	\$160.88	\$165.81	\$170.76	\$175.70	\$180.10	\$184.60
		Hourly	\$20.86	\$21.57	\$22.28	\$22.99	\$23.69	\$24.40	\$25.10	\$25.73	\$26.38

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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
EU	19	Annual	\$39,987.00	\$41,322.00	\$42,649.00	\$43,980.00	\$45,305.00	\$46,633.00	\$47,962.00	\$49,162.00	\$50,392.00
		Bi-Wk	\$1,532.07	\$1,583.22	\$1,634.07	\$1,685.06	\$1,735.83	\$1,786.71	\$1,837.63	\$1,883.61	\$1,930.73
		Daily	\$153.21	\$158.33	\$163.41	\$168.51	\$173.59	\$178.68	\$183.77	\$188.37	\$193.08
		Hourly	\$21.89	\$22.62	\$23.35	\$24.08	\$24.80	\$25.53	\$26.26	\$26.91	\$27.59

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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
EU	20	Annual	\$42,027.00	\$43,387.00	\$44,748.00	\$46,106.00	\$47,464.00	\$48,825.00	\$50,185.00	\$51,441.00	\$52,727.00
		Bi-Wk	\$1,610.23	\$1,662.34	\$1,714.49	\$1,766.52	\$1,818.55	\$1,870.69	\$1,922.80	\$1,970.92	\$2,020.20
		Daily	\$161.03	\$166.24	\$171.45	\$176.66	\$181.86	\$187.07	\$192.28	\$197.10	\$202.02
		Hourly	\$23.01	\$23.75	\$24.50	\$25.24	\$25.98	\$26.73	\$27.47	\$28.16	\$28.86
EU	21	Annual	\$44,096.00	\$45,499.00	\$46,894.00	\$48,291.00	\$49,693.00	\$51,088.00	\$52,492.00	\$53,805.00	\$55,150.00
		Bi-Wk	\$1,689.51	\$1,743.26	\$1,796.71	\$1,850.23	\$1,903.95	\$1,957.40	\$2,011.19	\$2,061.50	\$2,113.03
		Daily	\$168.96	\$174.33	\$179.68	\$185.03	\$190.40	\$195.74	\$201.12	\$206.15	\$211.31
		Hourly	\$24.14	\$24.91	\$25.67	\$26.44	\$27.20	\$27.97	\$28.74	\$29.45	\$30.19
EU	22	Annual	\$45,305.00	\$46,964.00	\$48,627.00	\$50,283.00	\$51,946.00	\$53,604.00	\$55,264.00	\$56,646.00	\$58,063.00
		Bi-Wk	\$1,735.83	\$1,799.39	\$1,863.11	\$1,926.56	\$1,990.27	\$2,053.80	\$2,117.40	\$2,170.35	\$2,224.64
		Daily	\$173.59	\$179.94	\$186.32	\$192.66	\$199.03	\$205.38	\$211.74	\$217.04	\$222.47
		Hourly	\$24.80	\$25.71	\$26.62	\$27.53	\$28.44	\$29.34	\$30.25	\$31.01	\$31.79
EU	23	Annual	\$47,450.00	\$49,181.00	\$50,905.00	\$52,640.00	\$54,367.00	\$56,097.00	\$57,827.00	\$59,273.00	\$60,755.00
		Bi-Wk	\$1,818.01	\$1,884.33	\$1,950.39	\$2,016.86	\$2,083.03	\$2,149.32	\$2,215.60	\$2,271.00	\$2,327.78
		Daily	\$181.81	\$188.44	\$195.04	\$201.69	\$208.31	\$214.94	\$221.56	\$227.10	\$232.78
		Hourly	\$25.98	\$26.92	\$27.87	\$28.82	\$29.76	\$30.71	\$31.66	\$32.45	\$33.26
EU	24	Annual	\$49,732.00	\$51,534.00	\$53,336.00	\$55,142.00	\$56,943.00	\$58,742.00	\$60,547.00	\$62,060.00	\$63,612.00
		Bi-Wk	\$1,905.45	\$1,974.49	\$2,043.53	\$2,112.73	\$2,181.73	\$2,250.66	\$2,319.81	\$2,377.78	\$2,437.25
		Daily	\$190.55	\$197.45	\$204.36	\$211.28	\$218.18	\$225.07	\$231.99	\$237.78	\$243.73
		Hourly	\$27.23	\$28.21	\$29.20	\$30.19	\$31.17	\$32.16	\$33.15	\$33.97	\$34.82
EU	25	Annual	\$52,163.00	\$54,033.00	\$55,896.00	\$57,765.00	\$59,639.00	\$61,508.00	\$63,373.00	\$64,957.00	\$66,582.00
		Bi-Wk	\$1,998.59	\$2,070.23	\$2,141.61	\$2,213.22	\$2,285.02	\$2,356.63	\$2,428.09	\$2,488.78	\$2,551.04
		Daily	\$199.86	\$207.03	\$214.17	\$221.33	\$228.51	\$235.67	\$242.81	\$248.88	\$255.11
		Hourly	\$28.56	\$29.58	\$30.60	\$31.62	\$32.65	\$33.67	\$34.69	\$35.56	\$36.45
EU	26	Annual	\$54,733.00	\$56,669.00	\$58,613.00	\$60,547.00	\$62,485.00	\$64,423.00	\$66,355.00	\$68,016.00	\$69,716.00
		Bi-Wk	\$2,097.05	\$2,171.23	\$2,245.71	\$2,319.81	\$2,394.07	\$2,468.32	\$2,542.34	\$2,605.98	\$2,671.12
		Daily	\$209.71	\$217.13	\$224.58	\$231.99	\$239.41	\$246.84	\$254.24	\$260.60	\$267.12
		Hourly	\$29.96	\$31.02	\$32.09	\$33.15	\$34.21	\$35.27	\$36.32	\$37.23	\$38.16
EU	27	Annual	\$57,445.00	\$59,454.00	\$61,461.00	\$63,460.00	\$65,468.00	\$67,472.00	\$69,480.00	\$71,218.00	\$72,999.00
		Bi-Wk	\$2,200.96	\$2,277.94	\$2,354.83	\$2,431.42	\$2,508.36	\$2,585.14	\$2,662.07	\$2,728.66	\$2,796.90
		Daily	\$220.10	\$227.80	\$235.49	\$243.15	\$250.84	\$258.52	\$266.21	\$272.87	\$279.69
		Hourly	\$31.45	\$32.55	\$33.65	\$34.74	\$35.84	\$36.94	\$38.03	\$38.99	\$39.96

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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
EU	28	Annual	\$60,348.00	\$62,423.00	\$64,499.00	\$66,578.00	\$68,648.00	\$70,723.00	\$72,797.00	\$74,617.00	\$76,483.00
		Bi-Wk	\$2,312.19	\$2,391.69	\$2,471.23	\$2,550.89	\$2,630.20	\$2,709.70	\$2,789.16	\$2,858.89	\$2,930.39
		Daily	\$231.22	\$239.17	\$247.13	\$255.09	\$263.02	\$270.97	\$278.92	\$285.89	\$293.04
		Hourly	\$33.04	\$34.17	\$35.31	\$36.45	\$37.58	\$38.71	\$39.85	\$40.85	\$41.87

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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
EU	29	Annual	\$60,926.00	\$63,214.00	\$65,502.00	\$67,789.00	\$70,074.00	\$72,361.00	\$74,646.00	\$76,512.00	\$78,426.00
		Bi-Wk	\$2,334.33	\$2,422.00	\$2,509.66	\$2,597.28	\$2,684.83	\$2,772.46	\$2,860.00	\$2,931.50	\$3,004.83
		Daily	\$233.44	\$242.20	\$250.97	\$259.73	\$268.49	\$277.25	\$286.00	\$293.15	\$300.49
		Hourly	\$33.35	\$34.60	\$35.86	\$37.11	\$38.36	\$39.61	\$40.86	\$41.88	\$42.93
EU	30	Annual	\$63,373.00	\$65,725.00	\$68,085.00	\$70,431.00	\$72,780.00	\$75,135.00	\$77,493.00	\$79,430.00	\$81,416.00
		Bi-Wk	\$2,428.09	\$2,518.20	\$2,608.63	\$2,698.51	\$2,788.51	\$2,878.74	\$2,969.09	\$3,043.30	\$3,119.39
		Daily	\$242.81	\$251.82	\$260.87	\$269.86	\$278.86	\$287.88	\$296.91	\$304.33	\$311.94
		Hourly	\$34.69	\$35.98	\$37.27	\$38.56	\$39.84	\$41.13	\$42.42	\$43.48	\$44.57
EU	31	Annual	\$65,916.00	\$68,340.00	\$70,763.00	\$73,182.00	\$75,607.00	\$78,028.00	\$80,452.00	\$82,463.00	\$84,525.00
		Bi-Wk	\$2,525.52	\$2,618.40	\$2,711.23	\$2,803.91	\$2,896.82	\$2,989.58	\$3,082.46	\$3,159.51	\$3,238.51
		Daily	\$252.56	\$261.84	\$271.13	\$280.40	\$289.69	\$298.96	\$308.25	\$315.96	\$323.86
		Hourly	\$36.08	\$37.41	\$38.74	\$40.06	\$41.39	\$42.71	\$44.04	\$45.14	\$46.27
EU	32	Annual	\$68,560.00	\$71,047.00	\$73,533.00	\$76,025.00	\$78,514.00	\$81,002.00	\$83,497.00	\$85,585.00	\$87,726.00
		Bi-Wk	\$2,626.82	\$2,722.11	\$2,817.36	\$2,912.84	\$3,008.20	\$3,103.53	\$3,199.12	\$3,279.12	\$3,361.15
		Daily	\$262.69	\$272.22	\$281.74	\$291.29	\$300.82	\$310.36	\$319.92	\$327.92	\$336.12
		Hourly	\$37.53	\$38.89	\$40.25	\$41.62	\$42.98	\$44.34	\$45.71	\$46.85	\$48.02
EU	33	Annual	\$71,318.00	\$73,878.00	\$76,434.00	\$78,993.00	\$81,553.00	\$84,110.00	\$86,675.00	\$88,843.00	\$91,065.00
		Bi-Wk	\$2,732.50	\$2,830.58	\$2,928.51	\$3,026.56	\$3,124.64	\$3,222.61	\$3,320.89	\$3,403.95	\$3,489.09
		Daily	\$273.25	\$283.06	\$292.86	\$302.66	\$312.47	\$322.27	\$332.09	\$340.40	\$348.91
		Hourly	\$39.04	\$40.44	\$41.84	\$43.24	\$44.64	\$46.04	\$47.45	\$48.63	\$49.85
EU	34	Annual	\$74,254.00	\$76,884.00	\$79,512.00	\$82,142.00	\$84,769.00	\$87,400.00	\$90,022.00	\$92,274.00	\$94,581.00
		Bi-Wk	\$2,844.99	\$2,945.75	\$3,046.44	\$3,147.21	\$3,247.86	\$3,348.66	\$3,449.12	\$3,535.41	\$3,623.80
		Daily	\$284.50	\$294.58	\$304.65	\$314.73	\$324.79	\$334.87	\$344.92	\$353.55	\$362.38
		Hourly	\$40.65	\$42.09	\$43.53	\$44.97	\$46.40	\$47.84	\$49.28	\$50.51	\$51.77
EU	35	Annual	\$77,307.00	\$80,000.00	\$82,698.00	\$85,394.00	\$88,087.00	\$90,777.00	\$93,479.00	\$95,816.00	\$98,212.00
		Bi-Wk	\$2,961.96	\$3,065.14	\$3,168.51	\$3,271.81	\$3,374.99	\$3,478.05	\$3,581.58	\$3,671.12	\$3,762.92
		Daily	\$296.20	\$306.52	\$316.86	\$327.19	\$337.50	\$347.81	\$358.16	\$367.12	\$376.30
		Hourly	\$42.32	\$43.79	\$45.27	\$46.75	\$48.22	\$49.69	\$51.17	\$52.45	\$53.76
EU	36	Annual	\$80,522.00	\$83,283.00	\$86,051.00	\$88,814.00	\$91,580.00	\$94,342.00	\$97,107.00	\$99,536.00	\$102,024.00
		Bi-Wk	\$3,085.14	\$3,190.92	\$3,296.98	\$3,402.84	\$3,508.82	\$3,614.64	\$3,720.58	\$3,813.64	\$3,908.97
		Daily	\$308.52	\$319.10	\$329.70	\$340.29	\$350.89	\$361.47	\$372.06	\$381.37	\$390.90
		Hourly	\$44.08	\$45.59	\$47.10	\$48.62	\$50.13	\$51.64	\$53.16	\$54.49	\$55.85

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EU	37	Annual	\$83,863.00	\$86,701.00	\$89,543.00	\$92,384.00	\$95,226.00	\$98,067.00	\$100,907.00	\$103,429.00	\$106,015.00
		Bi-Wk	\$3,213.15	\$3,321.88	\$3,430.77	\$3,539.62	\$3,648.51	\$3,757.36	\$3,866.17	\$3,962.80	\$4,061.88
		Daily	\$321.32	\$332.19	\$343.08	\$353.97	\$364.86	\$375.74	\$386.62	\$396.28	\$406.19
		Hourly	\$45.91	\$47.46	\$49.02	\$50.57	\$52.13	\$53.68	\$55.24	\$56.62	\$58.03

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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
EU	38	Annual	\$87,325.00	\$90,227.00	\$93,137.00	\$96,042.00	\$98,951.00	\$101,857.00	\$104,765.00	\$107,384.00	\$110,069.00
		Bi-Wk	\$3,345.79	\$3,456.98	\$3,568.47	\$3,679.78	\$3,791.23	\$3,902.57	\$4,013.99	\$4,114.33	\$4,217.21
		Daily	\$334.58	\$345.70	\$356.85	\$367.98	\$379.13	\$390.26	\$401.40	\$411.44	\$421.73
		Hourly	\$47.80	\$49.39	\$50.98	\$52.57	\$54.17	\$55.76	\$57.35	\$58.78	\$60.25
EU	39	Annual	\$90,957.00	\$93,934.00	\$96,907.00	\$99,889.00	\$102,865.00	\$105,835.00	\$108,818.00	\$111,539.00	\$114,328.00
		Bi-Wk	\$3,484.95	\$3,599.01	\$3,712.92	\$3,827.17	\$3,941.19	\$4,054.99	\$4,169.28	\$4,273.53	\$4,380.39
		Daily	\$348.50	\$359.91	\$371.30	\$382.72	\$394.12	\$405.50	\$416.93	\$427.36	\$438.04
		Hourly	\$49.79	\$51.42	\$53.05	\$54.68	\$56.31	\$57.93	\$59.57	\$61.06	\$62.58
EU	40	Annual	\$94,748.00	\$97,784.00	\$100,831.00	\$103,867.00	\$106,909.00	\$109,947.00	\$112,988.00	\$115,813.00	\$118,708.00
		Bi-Wk	\$3,630.20	\$3,746.52	\$3,863.26	\$3,979.58	\$4,096.14	\$4,212.53	\$4,329.05	\$4,437.28	\$4,548.20
		Daily	\$363.02	\$374.66	\$386.33	\$397.96	\$409.62	\$421.26	\$432.91	\$443.73	\$454.82
		Hourly	\$51.86	\$53.53	\$55.19	\$56.86	\$58.52	\$60.18	\$61.85	\$63.39	\$64.98
EU	41	Annual	\$98,707.00	\$101,824.00	\$104,936.00	\$108,053.00	\$111,166.00	\$114,277.00	\$117,390.00	\$120,325.00	\$123,334.00
		Bi-Wk	\$3,781.88	\$3,901.31	\$4,020.54	\$4,139.97	\$4,259.24	\$4,378.43	\$4,497.71	\$4,610.16	\$4,725.45
		Daily	\$378.19	\$390.14	\$402.06	\$414.00	\$425.93	\$437.85	\$449.78	\$461.02	\$472.55
		Hourly	\$54.03	\$55.74	\$57.44	\$59.15	\$60.85	\$62.55	\$64.26	\$65.86	\$67.51
EU	42	Annual	\$102,821.00	\$106,008.00	\$109,194.00	\$112,369.00	\$115,557.00	\$118,736.00	\$121,926.00	\$124,975.00	\$128,100.00
		Bi-Wk	\$3,939.51	\$4,061.61	\$4,183.68	\$4,305.33	\$4,427.48	\$4,549.28	\$4,671.50	\$4,788.32	\$4,908.05
		Daily	\$393.96	\$406.17	\$418.37	\$430.54	\$442.75	\$454.93	\$467.15	\$478.84	\$490.81
		Hourly	\$56.28	\$58.03	\$59.77	\$61.51	\$63.25	\$64.99	\$66.74	\$68.41	\$70.12
EU	43	Annual	\$107,191.00	\$110,434.00	\$113,684.00	\$116,928.00	\$120,179.00	\$123,421.00	\$126,667.00	\$129,834.00	\$133,081.00
		Bi-Wk	\$4,106.94	\$4,231.19	\$4,355.71	\$4,480.00	\$4,604.56	\$4,728.78	\$4,853.15	\$4,974.49	\$5,098.89
		Daily	\$410.70	\$423.12	\$435.58	\$448.00	\$460.46	\$472.88	\$485.32	\$497.45	\$509.89
		Hourly	\$58.68	\$60.45	\$62.23	\$64.00	\$65.78	\$67.56	\$69.34	\$71.07	\$72.85