

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

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
HC	1	Annual	\$19,897.00	\$20,386.00	\$20,867.00	\$21,352.00	\$21,834.00	\$22,324.00	\$22,806.00	\$23,431.00	\$24,060.00	\$24,705.00	\$25,368.00
		Bi-Wk	\$762.34	\$781.08	\$799.51	\$818.09	\$836.56	\$855.33	\$873.80	\$897.74	\$921.84	\$946.56	\$971.96
		Daily	\$76.24	\$78.11	\$79.96	\$81.81	\$83.66	\$85.54	\$87.38	\$89.78	\$92.19	\$94.66	\$97.20
		Hourly	\$10.90	\$11.16	\$11.43	\$11.69	\$11.96	\$12.22	\$12.49	\$12.83	\$13.17	\$13.53	\$13.89
HC	2	Annual	\$20,867.00	\$21,352.00	\$21,834.00	\$22,324.00	\$22,806.00	\$23,291.00	\$23,772.00	\$24,427.00	\$25,079.00	\$25,748.00	\$26,435.00
		Bi-Wk	\$799.51	\$818.09	\$836.56	\$855.33	\$873.80	\$892.38	\$910.81	\$935.91	\$960.89	\$986.52	\$1,012.84
		Daily	\$79.96	\$81.81	\$83.66	\$85.54	\$87.38	\$89.24	\$91.09	\$93.60	\$96.09	\$98.66	\$101.29
		Hourly	\$11.43	\$11.69	\$11.96	\$12.22	\$12.49	\$12.75	\$13.02	\$13.38	\$13.73	\$14.10	\$14.47
HC	3	Annual	\$21,352.00	\$21,834.00	\$22,324.00	\$22,806.00	\$23,291.00	\$23,772.00	\$24,256.00	\$24,926.00	\$25,591.00	\$26,272.00	\$26,972.00
		Bi-Wk	\$818.09	\$836.56	\$855.33	\$873.80	\$892.38	\$910.81	\$929.35	\$955.02	\$980.50	\$1,006.60	\$1,033.41
		Daily	\$81.81	\$83.66	\$85.54	\$87.38	\$89.24	\$91.09	\$92.94	\$95.51	\$98.05	\$100.66	\$103.35
		Hourly	\$11.69	\$11.96	\$12.22	\$12.49	\$12.75	\$13.02	\$13.28	\$13.65	\$14.01	\$14.38	\$14.77
HC	4	Annual	\$22,042.00	\$22,632.00	\$23,216.00	\$23,809.00	\$24,401.00	\$24,985.00	\$25,571.00	\$26,278.00	\$26,980.00	\$27,702.00	\$28,444.00
		Bi-Wk	\$844.53	\$867.13	\$889.51	\$912.23	\$934.91	\$957.28	\$979.74	\$1,006.82	\$1,033.72	\$1,061.38	\$1,089.81
		Daily	\$84.46	\$86.72	\$88.96	\$91.23	\$93.50	\$95.73	\$97.98	\$100.69	\$103.38	\$106.14	\$108.99
		Hourly	\$12.07	\$12.39	\$12.71	\$13.04	\$13.36	\$13.68	\$14.00	\$14.39	\$14.77	\$15.17	\$15.57
HC	5	Annual	\$22,594.00	\$23,216.00	\$23,843.00	\$24,462.00	\$25,082.00	\$25,705.00	\$26,331.00	\$27,053.00	\$27,778.00	\$28,521.00	\$29,285.00
		Bi-Wk	\$865.68	\$889.51	\$913.53	\$937.25	\$961.00	\$984.87	\$1,008.86	\$1,036.52	\$1,064.30	\$1,092.76	\$1,122.04
		Daily	\$86.57	\$88.96	\$91.36	\$93.73	\$96.10	\$98.49	\$100.89	\$103.66	\$106.43	\$109.28	\$112.21
		Hourly	\$12.37	\$12.71	\$13.06	\$13.39	\$13.73	\$14.07	\$14.42	\$14.81	\$15.21	\$15.62	\$16.03
HC	6	Annual	\$23,362.00	\$23,986.00	\$24,604.00	\$25,229.00	\$25,848.00	\$26,470.00	\$27,088.00	\$27,834.00	\$28,578.00	\$29,341.00	\$30,126.00
		Bi-Wk	\$895.10	\$919.01	\$942.69	\$962.80	\$990.35	\$1,014.18	\$1,037.86	\$1,066.44	\$1,094.95	\$1,124.18	\$1,154.26
		Daily	\$89.51	\$91.91	\$94.27	\$96.28	\$99.04	\$101.42	\$103.79	\$106.65	\$109.50	\$112.42	\$115.43
		Hourly	\$12.79	\$13.13	\$13.47	\$13.76	\$14.15	\$14.49	\$14.83	\$15.24	\$15.65	\$16.06	\$16.49
HC	7	Annual	\$24,051.00	\$24,670.00	\$25,293.00	\$25,913.00	\$26,538.00	\$27,160.00	\$27,781.00	\$28,544.00	\$29,306.00	\$30,091.00	\$30,897.00
		Bi-Wk	\$921.50	\$945.22	\$969.09	\$992.84	\$1,016.79	\$1,040.62	\$1,064.41	\$1,093.64	\$1,122.84	\$1,152.92	\$1,183.80
		Daily	\$92.15	\$94.53	\$96.91	\$99.29	\$101.68	\$104.07	\$106.45	\$109.37	\$112.29	\$115.30	\$118.38
		Hourly	\$13.17	\$13.51	\$13.85	\$14.19	\$14.53	\$14.87	\$15.21	\$15.63	\$16.05	\$16.48	\$16.92
HC	8	Annual	\$25,848.00	\$26,606.00	\$27,376.00	\$28,132.00	\$28,895.00	\$29,657.00	\$30,421.00	\$31,255.00	\$32,091.00	\$32,950.00	\$33,833.00
		Bi-Wk	\$990.35	\$1,019.39	\$1,048.89	\$1,077.86	\$1,107.09	\$1,136.29	\$1,165.56	\$1,197.51	\$1,229.55	\$1,262.46	\$1,296.29
		Daily	\$99.04	\$101.94	\$104.89	\$107.79	\$110.71	\$113.63	\$116.56	\$119.76	\$122.96	\$126.25	\$129.63
		Hourly	\$14.15	\$14.57	\$14.99	\$15.40	\$15.82	\$16.24	\$16.66	\$17.11	\$17.57	\$18.04	\$18.52
HC	9	Annual	\$26,642.00	\$27,398.00	\$28,231.00	\$29,025.00	\$29,821.00	\$30,612.00	\$31,415.00	\$32,278.00	\$33,140.00	\$34,027.00	\$34,937.00
		Bi-Wk	\$1,020.77	\$1,049.74	\$1,081.65	\$1,112.07	\$1,142.57	\$1,172.88	\$1,203.64	\$1,236.71	\$1,269.74	\$1,303.72	\$1,338.59
		Daily	\$102.08	\$104.98	\$108.17	\$111.21	\$114.26	\$117.29	\$120.37	\$123.68	\$126.98	\$130.38	\$133.86
		Hourly	\$14.59	\$15.00	\$15.46	\$15.89	\$16.33	\$16.76	\$17.20	\$17.67	\$18.14	\$18.63	\$19.13
HC	10	Annual	\$27,499.00	\$28,334.00	\$29,159.00	\$29,994.00	\$30,824.00	\$31,670.00	\$32,544.00	\$33,437.00	\$34,335.00	\$35,256.00	\$36,204.00
		Bi-Wk	\$1,053.61	\$1,085.60	\$1,117.21	\$1,149.20	\$1,181.00	\$1,213.41	\$1,246.90	\$1,281.12	\$1,315.52	\$1,350.81	\$1,387.13
		Daily	\$105.37	\$108.56	\$111.73	\$114.92	\$118.10	\$121.35	\$124.69	\$128.12	\$131.56	\$135.09	\$138.72
		Hourly	\$15.06	\$15.51	\$15.97	\$16.42	\$16.88	\$17.34	\$17.82	\$18.31	\$18.80	\$19.30	\$19.82

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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
HC	11	Annual	\$28,374.00	\$29,234.00	\$30,104.00	\$30,967.00	\$31,860.00	\$32,768.00	\$33,679.00	\$34,605.00	\$35,530.00	\$36,482.00	\$37,461.00
		Bi-Wk	\$1,087.13	\$1,120.08	\$1,153.41	\$1,186.48	\$1,220.69	\$1,255.48	\$1,290.39	\$1,325.87	\$1,361.31	\$1,397.78	\$1,435.29
		Daily	\$108.72	\$112.01	\$115.35	\$118.65	\$122.07	\$125.55	\$129.04	\$132.59	\$136.14	\$139.78	\$143.53
		Hourly	\$15.54	\$16.01	\$16.48	\$16.95	\$17.44	\$17.94	\$18.44	\$18.95	\$19.45	\$19.97	\$20.51
HC	12	Annual	\$29,293.00	\$30,199.00	\$31,092.00	\$32,027.00	\$32,968.00	\$33,918.00	\$34,859.00	\$35,818.00	\$36,775.00	\$37,759.00	\$38,771.00
		Bi-Wk	\$1,122.34	\$1,157.05	\$1,191.27	\$1,227.09	\$1,263.15	\$1,299.55	\$1,335.60	\$1,372.34	\$1,409.01	\$1,446.71	\$1,485.48
		Daily	\$112.24	\$115.71	\$119.13	\$122.71	\$126.32	\$129.96	\$133.56	\$137.24	\$140.91	\$144.68	\$148.55
		Hourly	\$16.04	\$16.53	\$17.02	\$17.53	\$18.05	\$18.57	\$19.08	\$19.61	\$20.13	\$20.67	\$21.23
HC	13	Annual	\$30,945.00	\$32,085.00	\$33,241.00	\$34,390.00	\$35,544.00	\$36,692.00	\$37,850.00	\$38,889.00	\$39,931.00	\$41,001.00	\$42,101.00
		Bi-Wk	\$1,185.64	\$1,229.32	\$1,273.61	\$1,317.63	\$1,361.84	\$1,405.83	\$1,450.20	\$1,490.00	\$1,529.93	\$1,570.92	\$1,613.07
		Daily	\$118.57	\$122.94	\$127.37	\$131.77	\$136.19	\$140.59	\$145.02	\$149.00	\$153.00	\$157.10	\$161.31
		Hourly	\$16.94	\$17.57	\$18.20	\$18.83	\$19.46	\$20.09	\$20.72	\$21.29	\$21.86	\$22.45	\$23.05
HC	14	Annual	\$32,391.00	\$33,586.00	\$34,776.00	\$35,964.00	\$37,152.00	\$38,342.00	\$39,527.00	\$40,613.00	\$41,701.00	\$42,819.00	\$43,968.00
		Bi-Wk	\$1,241.04	\$1,286.82	\$1,332.42	\$1,377.94	\$1,423.45	\$1,469.05	\$1,514.45	\$1,556.06	\$1,597.74	\$1,640.58	\$1,684.60
		Daily	\$124.11	\$128.69	\$133.25	\$137.80	\$142.35	\$146.91	\$151.45	\$155.61	\$159.78	\$164.06	\$168.46
		Hourly	\$17.73	\$18.39	\$19.04	\$19.69	\$20.34	\$20.99	\$21.64	\$22.23	\$22.83	\$23.44	\$24.07
HC	15	Annual	\$33,949.00	\$35,174.00	\$36,398.00	\$37,620.00	\$38,846.00	\$40,076.00	\$41,299.00	\$42,435.00	\$43,571.00	\$44,738.00	\$45,935.00
		Bi-Wk	\$1,300.73	\$1,347.67	\$1,394.56	\$1,441.38	\$1,488.36	\$1,535.48	\$1,582.34	\$1,625.87	\$1,669.39	\$1,714.10	\$1,759.97
		Daily	\$130.08	\$134.77	\$139.46	\$144.14	\$148.84	\$153.55	\$158.24	\$162.59	\$166.94	\$171.41	\$176.00
		Hourly	\$18.59	\$19.26	\$19.93	\$20.60	\$21.27	\$21.94	\$22.61	\$23.23	\$23.85	\$24.49	\$25.15
HC	16	Annual	\$35,600.00	\$36,862.00	\$38,127.00	\$39,387.00	\$40,647.00	\$41,911.00	\$43,167.00	\$44,351.00	\$45,539.00	\$46,760.00	\$48,014.00
		Bi-Wk	\$1,363.99	\$1,412.34	\$1,460.81	\$1,509.09	\$1,557.36	\$1,605.79	\$1,653.91	\$1,699.28	\$1,744.79	\$1,791.58	\$1,839.62
		Daily	\$136.40	\$141.24	\$146.09	\$150.91	\$155.74	\$160.58	\$165.40	\$169.93	\$174.48	\$179.16	\$183.97
		Hourly	\$19.49	\$20.18	\$20.87	\$21.56	\$22.25	\$22.94	\$23.63	\$24.28	\$24.93	\$25.60	\$26.29
HC	17	Annual	\$37,364.00	\$38,664.00	\$39,963.00	\$41,258.00	\$42,555.00	\$43,846.00	\$45,150.00	\$46,393.00	\$47,634.00	\$48,908.00	\$50,218.00
		Bi-Wk	\$1,431.58	\$1,481.38	\$1,531.15	\$1,580.77	\$1,630.46	\$1,679.93	\$1,729.89	\$1,777.51	\$1,825.06	\$1,873.87	\$1,924.07
		Daily	\$143.16	\$148.14	\$153.12	\$158.08	\$163.05	\$168.00	\$172.99	\$177.76	\$182.51	\$187.39	\$192.41
		Hourly	\$20.46	\$21.17	\$21.88	\$22.59	\$23.30	\$24.00	\$24.72	\$25.40	\$26.08	\$26.77	\$27.49
HC	18	Annual	\$39,248.00	\$40,580.00	\$41,911.00	\$43,243.00	\$44,566.00	\$45,898.00	\$47,226.00	\$48,525.00	\$49,826.00	\$51,164.00	\$52,538.00
		Bi-Wk	\$1,503.76	\$1,554.79	\$1,605.79	\$1,656.82	\$1,707.51	\$1,758.55	\$1,809.43	\$1,859.20	\$1,909.05	\$1,960.31	\$2,012.96
		Daily	\$150.38	\$155.48	\$160.58	\$165.69	\$170.76	\$175.86	\$180.95	\$185.92	\$190.91	\$196.04	\$201.30
		Hourly	\$21.49	\$22.22	\$22.94	\$23.67	\$24.40	\$25.13	\$25.85	\$26.56	\$27.28	\$28.01	\$28.76
HC	19	Annual	\$41,181.00	\$42,555.00	\$43,922.00	\$45,297.00	\$46,657.00	\$48,025.00	\$49,393.00	\$50,754.00	\$52,110.00	\$53,507.00	\$54,941.00
		Bi-Wk	\$1,577.82	\$1,630.46	\$1,682.84	\$1,735.52	\$1,787.63	\$1,840.04	\$1,892.46	\$1,944.60	\$1,996.56	\$2,050.08	\$2,105.02
		Daily	\$157.79	\$163.05	\$168.29	\$173.56	\$178.77	\$184.01	\$189.25	\$194.46	\$199.66	\$205.01	\$210.51
		Hourly	\$22.55	\$23.30	\$24.05	\$24.80	\$25.54	\$26.29	\$27.04	\$27.78	\$28.53	\$29.29	\$30.08
HC	20	Annual	\$43,282.00	\$44,684.00	\$46,085.00	\$47,483.00	\$48,881.00	\$50,285.00	\$51,687.00	\$53,107.00	\$54,529.00	\$55,989.00	\$57,488.00
		Bi-Wk	\$1,658.32	\$1,712.04	\$1,765.71	\$1,819.28	\$1,872.84	\$1,926.63	\$1,980.35	\$2,034.76	\$2,089.24	\$2,145.18	\$2,202.61
		Daily	\$165.84	\$171.21	\$176.58	\$181.93	\$187.29	\$192.67	\$198.04	\$203.48	\$208.93	\$214.52	\$220.27
		Hourly	\$23.70	\$24.46	\$25.23	\$25.99	\$26.76	\$27.53	\$28.30	\$29.07	\$29.85	\$30.65	\$31.47

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HC	21	Annual	\$45,416.00	\$46,856.00	\$48,296.00	\$49,737.00	\$51,178.00	\$52,616.00	\$54,059.00	\$55,543.00	\$57,031.00	\$58,557.00	\$60,126.00
		Bi-Wk	\$1,740.08	\$1,795.25	\$1,850.43	\$1,905.64	\$1,960.85	\$2,015.94	\$2,071.23	\$2,128.09	\$2,185.10	\$2,243.57	\$2,303.68
		Daily	\$174.01	\$179.53	\$185.05	\$190.57	\$196.09	\$201.60	\$207.13	\$212.81	\$218.51	\$224.36	\$230.37
		Hourly	\$24.86	\$25.65	\$26.44	\$27.23	\$28.02	\$28.80	\$29.59	\$30.41	\$31.22	\$32.06	\$32.91
HC	22	Annual	\$46,657.00	\$48,368.00	\$50,080.00	\$51,785.00	\$53,496.00	\$55,206.00	\$56,914.00	\$58,479.00	\$60,044.00	\$61,653.00	\$63,305.00
		Bi-Wk	\$1,787.63	\$1,853.19	\$1,918.78	\$1,984.10	\$2,049.66	\$2,115.18	\$2,180.62	\$2,240.58	\$2,300.54	\$2,362.19	\$2,425.48
		Daily	\$178.77	\$185.32	\$191.88	\$198.41	\$204.97	\$211.52	\$218.07	\$224.06	\$230.06	\$236.22	\$242.55
		Hourly	\$25.54	\$26.48	\$27.42	\$28.35	\$29.29	\$30.22	\$31.16	\$32.01	\$32.87	\$33.75	\$34.65
HC	23	Annual	\$48,868.00	\$50,651.00	\$52,426.00	\$54,209.00	\$55,989.00	\$57,772.00	\$59,555.00	\$61,189.00	\$62,827.00	\$64,511.00	\$66,241.00
		Bi-Wk	\$1,872.34	\$1,940.66	\$2,008.66	\$2,076.98	\$2,145.18	\$2,213.49	\$2,281.81	\$2,344.41	\$2,407.17	\$2,471.69	\$2,537.97
		Daily	\$187.24	\$194.07	\$200.87	\$207.70	\$214.52	\$221.35	\$228.19	\$234.45	\$240.72	\$247.17	\$253.80
		Hourly	\$26.75	\$27.73	\$28.70	\$29.68	\$30.65	\$31.63	\$32.60	\$33.50	\$34.39	\$35.31	\$36.26
HC	24	Annual	\$51,217.00	\$53,074.00	\$54,928.00	\$56,786.00	\$58,646.00	\$60,499.00	\$62,354.00	\$64,066.00	\$65,782.00	\$67,543.00	\$69,352.00
		Bi-Wk	\$1,962.34	\$2,033.49	\$2,104.53	\$2,175.71	\$2,246.98	\$2,317.97	\$2,389.05	\$2,454.64	\$2,520.39	\$2,587.86	\$2,657.17
		Daily	\$196.24	\$203.35	\$210.46	\$217.58	\$224.70	\$231.80	\$238.91	\$245.47	\$252.04	\$258.79	\$265.72
		Hourly	\$28.04	\$29.05	\$30.07	\$31.09	\$32.10	\$33.12	\$34.13	\$35.07	\$36.01	\$36.97	\$37.96
HC	25	Annual	\$53,716.00	\$55,649.00	\$57,565.00	\$59,493.00	\$61,416.00	\$63,344.00	\$65,265.00	\$67,061.00	\$68,855.00	\$70,698.00	\$72,590.00
		Bi-Wk	\$2,058.09	\$2,132.15	\$2,205.56	\$2,279.43	\$2,353.11	\$2,426.98	\$2,500.58	\$2,569.39	\$2,638.13	\$2,708.74	\$2,781.23
		Daily	\$205.81	\$213.22	\$220.56	\$227.95	\$235.32	\$242.70	\$250.06	\$256.94	\$263.82	\$270.88	\$278.13
		Hourly	\$29.41	\$30.46	\$31.51	\$32.57	\$33.62	\$34.68	\$35.73	\$36.71	\$37.69	\$38.70	\$39.74
HC	26	Annual	\$56,366.00	\$58,359.00	\$60,363.00	\$62,354.00	\$64,351.00	\$66,348.00	\$68,340.00	\$70,218.00	\$72,099.00	\$74,032.00	\$76,016.00
		Bi-Wk	\$2,159.62	\$2,235.98	\$2,312.76	\$2,389.05	\$2,465.56	\$2,542.07	\$2,618.40	\$2,690.35	\$2,762.42	\$2,836.48	\$2,912.50
		Daily	\$215.97	\$223.60	\$231.28	\$238.91	\$246.56	\$254.21	\$261.84	\$269.04	\$276.25	\$283.65	\$291.25
		Hourly	\$30.86	\$31.95	\$33.04	\$34.13	\$35.23	\$36.32	\$37.41	\$38.44	\$39.47	\$40.53	\$41.61
HC	27	Annual	\$59,163.00	\$61,230.00	\$63,297.00	\$65,356.00	\$67,425.00	\$69,486.00	\$71,558.00	\$73,524.00	\$75,491.00	\$77,515.00	\$79,595.00
		Bi-Wk	\$2,266.79	\$2,345.98	\$2,425.18	\$2,504.07	\$2,583.34	\$2,662.30	\$2,741.69	\$2,817.02	\$2,892.38	\$2,969.93	\$3,049.62
		Daily	\$226.68	\$234.60	\$242.52	\$250.41	\$258.34	\$266.23	\$274.17	\$281.71	\$289.24	\$297.00	\$304.97
		Hourly	\$32.39	\$33.52	\$34.65	\$35.78	\$36.91	\$38.04	\$39.17	\$40.25	\$41.32	\$42.43	\$43.57
HC	28	Annual	\$62,151.00	\$64,286.00	\$66,429.00	\$68,567.00	\$70,701.00	\$72,832.00	\$74,966.00	\$77,027.00	\$79,091.00	\$81,212.00	\$83,390.00
		Bi-Wk	\$2,381.27	\$2,463.07	\$2,545.18	\$2,627.09	\$2,708.86	\$2,790.50	\$2,872.27	\$2,951.23	\$3,030.31	\$3,111.58	\$3,195.02
		Daily	\$238.13	\$246.31	\$254.52	\$262.71	\$270.89	\$279.05	\$287.23	\$295.13	\$303.04	\$311.16	\$319.51
		Hourly	\$34.02	\$35.19	\$36.36	\$37.53	\$38.70	\$39.87	\$41.04	\$42.17	\$43.30	\$44.46	\$45.65
HC	29	Annual	\$62,748.00	\$65,101.00	\$67,459.00	\$69,814.00	\$72,168.00	\$74,520.00	\$76,876.00	\$78,988.00	\$81,104.00	\$83,275.00	\$85,505.00
		Bi-Wk	\$2,404.14	\$2,494.30	\$2,584.64	\$2,674.87	\$2,765.06	\$2,855.18	\$2,945.45	\$3,026.37	\$3,107.44	\$3,190.62	\$3,276.06
		Daily	\$240.42	\$249.43	\$258.47	\$267.49	\$276.51	\$285.52	\$294.55	\$302.64	\$310.75	\$319.07	\$327.61
		Hourly	\$34.35	\$35.64	\$36.93	\$38.22	\$39.51	\$40.79	\$42.08	\$43.24	\$44.40	\$45.59	\$46.81
HC	30	Annual	\$65,265.00	\$67,689.00	\$70,116.00	\$72,535.00	\$74,956.00	\$77,379.00	\$79,806.00	\$82,001.00	\$84,193.00	\$86,444.00	\$88,756.00
		Bi-Wk	\$2,500.58	\$2,593.45	\$2,686.44	\$2,779.12	\$2,871.88	\$2,964.72	\$3,057.71	\$3,141.81	\$3,225.79	\$3,312.04	\$3,400.62
		Daily	\$250.06	\$259.35	\$268.65	\$277.92	\$287.19	\$296.48	\$305.78	\$314.19	\$322.58	\$331.21	\$340.07
		Hourly	\$35.73	\$37.05	\$38.38	\$39.71	\$41.03	\$42.36	\$43.69	\$44.89	\$46.09	\$47.32	\$48.59

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

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
HC	31	Annual	\$67,885.00	\$70,377.00	\$72,871.00	\$75,368.00	\$77,867.00	\$80,360.00	\$82,853.00	\$85,134.00	\$87,409.00	\$89,746.00	\$92,146.00
		Bi-Wk	\$2,600.96	\$2,696.44	\$2,792.00	\$2,887.67	\$2,983.41	\$3,078.93	\$3,174.45	\$3,261.84	\$3,349.01	\$3,438.55	\$3,530.50
		Daily	\$260.10	\$269.65	\$279.20	\$288.77	\$298.35	\$307.90	\$317.45	\$326.19	\$334.91	\$343.86	\$353.05
		Hourly	\$37.16	\$38.53	\$39.89	\$41.26	\$42.63	\$43.99	\$45.35	\$46.60	\$47.85	\$49.13	\$50.44
HC	32	Annual	\$70,605.00	\$73,170.00	\$75,731.00	\$78,292.00	\$80,861.00	\$83,421.00	\$85,992.00	\$88,358.00	\$90,721.00	\$93,148.00	\$95,641.00
		Bi-Wk	\$2,705.18	\$2,803.45	\$2,901.58	\$2,999.70	\$3,098.13	\$3,196.21	\$3,294.72	\$3,385.37	\$3,475.91	\$3,568.89	\$3,664.41
		Daily	\$270.52	\$280.35	\$290.16	\$299.97	\$309.82	\$319.63	\$329.48	\$338.54	\$347.60	\$356.89	\$366.45
		Hourly	\$38.65	\$40.05	\$41.46	\$42.86	\$44.26	\$45.67	\$47.07	\$48.37	\$49.66	\$50.99	\$52.35
HC	33	Annual	\$73,450.00	\$76,085.00	\$78,718.00	\$81,353.00	\$83,987.00	\$86,623.00	\$89,263.00	\$91,717.00	\$94,174.00	\$96,695.00	\$99,283.00
		Bi-Wk	\$2,814.18	\$2,915.14	\$3,016.02	\$3,116.98	\$3,217.90	\$3,318.89	\$3,420.04	\$3,514.07	\$3,608.20	\$3,704.79	\$3,803.95
		Daily	\$281.42	\$291.52	\$301.61	\$311.70	\$321.79	\$331.89	\$342.01	\$351.41	\$360.82	\$370.48	\$380.40
		Hourly	\$40.21	\$41.65	\$43.09	\$44.53	\$45.97	\$47.42	\$48.86	\$50.21	\$51.55	\$52.93	\$54.35
HC	34	Annual	\$76,474.00	\$79,178.00	\$81,888.00	\$84,596.00	\$87,298.00	\$90,008.00	\$92,713.00	\$95,261.00	\$97,812.00	\$100,436.00	\$103,129.00
		Bi-Wk	\$2,930.04	\$3,033.64	\$3,137.48	\$3,241.23	\$3,344.76	\$3,448.59	\$3,552.23	\$3,649.85	\$3,747.59	\$3,848.13	\$3,951.31
		Daily	\$293.01	\$303.37	\$313.75	\$324.13	\$334.48	\$344.86	\$355.23	\$364.99	\$374.76	\$384.82	\$395.14
		Hourly	\$41.86	\$43.34	\$44.83	\$46.31	\$47.79	\$49.27	\$50.75	\$52.15	\$53.54	\$54.98	\$56.45
HC	35	Annual	\$79,616.00	\$82,389.00	\$84,795.00	\$87,943.00	\$90,717.00	\$93,491.00	\$95,897.00	\$98,533.00	\$101,169.00	\$103,880.00	\$106,664.00
		Bi-Wk	\$3,050.43	\$3,156.67	\$3,248.86	\$3,369.47	\$3,475.75	\$3,582.04	\$3,674.22	\$3,775.22	\$3,876.21	\$3,980.08	\$4,086.75
		Daily	\$305.05	\$315.67	\$324.89	\$336.95	\$347.58	\$358.21	\$367.43	\$377.53	\$387.63	\$398.01	\$408.68
		Hourly	\$43.58	\$45.10	\$46.42	\$48.14	\$49.66	\$51.18	\$52.49	\$53.94	\$55.38	\$56.86	\$58.39
HC	36	Annual	\$82,927.00	\$85,771.00	\$88,621.00	\$91,467.00	\$94,318.00	\$97,162.00	\$100,007.00	\$102,759.00	\$105,509.00	\$108,333.00	\$111,233.00
		Bi-Wk	\$3,177.28	\$3,286.25	\$3,395.45	\$3,504.49	\$3,613.72	\$3,722.69	\$3,831.69	\$3,937.13	\$4,042.50	\$4,150.69	\$4,261.81
		Daily	\$317.73	\$328.63	\$339.55	\$350.45	\$361.38	\$372.27	\$383.17	\$393.72	\$404.25	\$415.07	\$426.19
		Hourly	\$45.39	\$46.95	\$48.51	\$50.07	\$51.63	\$53.19	\$54.74	\$56.25	\$57.75	\$59.30	\$60.89
HC	37	Annual	\$86,367.00	\$89,289.00	\$92,214.00	\$95,143.00	\$98,069.00	\$100,995.00	\$103,919.00	\$106,774.00	\$109,632.00	\$112,564.00	\$115,575.00
		Bi-Wk	\$3,309.09	\$3,421.04	\$3,533.11	\$3,645.33	\$3,757.44	\$3,869.55	\$3,981.58	\$4,090.96	\$4,200.46	\$4,312.80	\$4,428.17
		Daily	\$330.91	\$342.11	\$353.32	\$364.54	\$375.75	\$386.96	\$398.16	\$409.10	\$420.05	\$431.28	\$442.82
		Hourly	\$47.28	\$48.88	\$50.48	\$52.08	\$53.68	\$55.28	\$56.88	\$58.45	\$60.01	\$61.62	\$63.26
HC	38	Annual	\$89,934.00	\$92,924.00	\$95,924.00	\$98,916.00	\$101,908.00	\$104,901.00	\$107,897.00	\$110,862.00	\$113,828.00	\$116,874.00	\$120,002.00
		Bi-Wk	\$3,445.75	\$3,560.31	\$3,675.25	\$3,789.89	\$3,904.53	\$4,019.20	\$4,133.99	\$4,247.59	\$4,361.23	\$4,477.94	\$4,597.78
		Daily	\$344.58	\$356.04	\$367.53	\$378.99	\$390.46	\$401.92	\$413.40	\$424.76	\$436.13	\$447.80	\$459.78
		Hourly	\$49.23	\$50.87	\$52.51	\$54.15	\$55.78	\$57.42	\$59.06	\$60.68	\$62.31	\$63.98	\$65.69
HC	39	Annual	\$93,671.00	\$96,735.00	\$99,802.00	\$102,874.00	\$105,937.00	\$109,090.00	\$112,069.00	\$115,148.00	\$118,232.00	\$121,398.00	\$124,650.00
		Bi-Wk	\$3,588.93	\$3,706.33	\$3,823.84	\$3,941.54	\$4,058.89	\$4,179.70	\$4,293.84	\$4,411.81	\$4,529.97	\$4,651.27	\$4,775.87
		Daily	\$358.90	\$370.64	\$382.39	\$394.16	\$405.89	\$417.97	\$429.39	\$441.19	\$453.00	\$465.13	\$477.59
		Hourly	\$51.28	\$52.95	\$54.63	\$56.31	\$57.99	\$59.71	\$61.35	\$63.03	\$64.72	\$66.45	\$68.23
HC	40	Annual	\$97,577.00	\$100,706.00	\$103,842.00	\$106,969.00	\$110,099.00	\$113,233.00	\$116,364.00	\$119,561.00	\$122,765.00	\$126,054.00	\$129,432.00
		Bi-Wk	\$3,738.59	\$3,858.47	\$3,978.63	\$4,098.43	\$4,218.36	\$4,338.43	\$4,458.40	\$4,580.89	\$4,703.64	\$4,829.66	\$4,959.09
		Daily	\$373.86	\$385.85	\$397.87	\$409.85	\$421.84	\$433.85	\$445.84	\$458.09	\$470.37	\$482.97	\$495.91
		Hourly	\$53.41	\$55.13	\$56.84	\$58.55	\$60.27	\$61.98	\$63.70	\$65.45	\$67.20	\$69.00	\$70.85

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	41	Annual	\$101,658.00	\$104,863.00	\$108,069.00	\$111,279.00	\$114,485.00	\$117,689.00	\$120,894.00	\$124,220.00	\$127,544.00	\$130,958.00	\$134,463.00
		Bi-Wk	\$3,894.95	\$4,017.74	\$4,140.58	\$4,263.57	\$4,386.40	\$4,509.16	\$4,631.96	\$4,759.39	\$4,886.75	\$5,017.55	\$5,151.84
		Daily	\$389.50	\$401.78	\$414.06	\$426.36	\$438.64	\$450.92	\$463.20	\$475.94	\$488.68	\$501.76	\$515.19
		Hourly	\$55.65	\$57.40	\$59.16	\$60.91	\$62.67	\$64.42	\$66.18	\$68.00	\$69.82	\$71.68	\$73.60
HC	42	Annual	\$105,894.00	\$109,176.00	\$112,459.00	\$115,723.00	\$119,007.00	\$122,288.00	\$125,565.00	\$129,020.00	\$132,471.00	\$136,015.00	\$139,654.00
		Bi-Wk	\$4,057.25	\$4,182.99	\$4,308.78	\$4,433.84	\$4,559.66	\$4,685.37	\$4,810.92	\$4,943.30	\$5,075.52	\$5,211.31	\$5,350.73
		Daily	\$405.73	\$418.30	\$430.88	\$443.39	\$455.97	\$468.54	\$481.10	\$494.33	\$507.56	\$521.14	\$535.08
		Hourly	\$57.97	\$59.76	\$61.56	\$63.35	\$65.14	\$66.94	\$68.73	\$70.62	\$72.51	\$74.45	\$76.44
HC	43	Annual	\$110,389.00	\$113,734.00	\$117,079.00	\$120,420.00	\$123,766.00	\$127,106.00	\$130,445.00	\$134,035.00	\$137,621.00	\$141,303.00	\$145,084.00
		Bi-Wk	\$4,229.47	\$4,357.63	\$4,485.79	\$4,613.80	\$4,742.00	\$4,869.97	\$4,997.90	\$5,135.45	\$5,272.84	\$5,413.91	\$5,558.78
		Daily	\$422.95	\$435.77	\$448.58	\$461.38	\$474.20	\$487.00	\$499.79	\$513.55	\$527.29	\$541.40	\$555.88
		Hourly	\$60.43	\$62.26	\$64.09	\$65.92	\$67.75	\$69.58	\$71.40	\$73.37	\$75.33	\$77.35	\$79.42