

P-3A EA 35 HOUR PAY PLAN EFFECTIVE 1/14/00

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EA	1	Annual	\$16,250.00	\$16,649.00	\$17,043.00	\$17,436.00	\$17,833.00	\$18,231.00	\$18,626.00	\$19,022.00
		Bi-Wk	\$622.61	\$637.90	\$652.99	\$668.05	\$683.26	\$698.51	\$713.64	\$728.82
		Daily	\$62.27	\$63.79	\$65.30	\$66.81	\$68.33	\$69.86	\$71.37	\$72.89
		Hourly	\$8.90	\$9.12	\$9.33	\$9.55	\$9.77	\$9.98	\$10.20	\$10.42
EA	2	Annual	\$17,043.00	\$17,436.00	\$17,833.00	\$18,231.00	\$18,626.00	\$19,022.00	\$19,415.00	\$19,809.00
		Bi-Wk	\$652.99	\$668.05	\$683.26	\$698.51	\$713.64	\$728.82	\$743.87	\$758.97
		Daily	\$65.30	\$66.81	\$68.33	\$69.86	\$71.37	\$72.89	\$74.39	\$75.90
		Hourly	\$9.33	\$9.55	\$9.77	\$9.98	\$10.20	\$10.42	\$10.63	\$10.85
EA	3	Annual	\$17,436.00	\$17,833.00	\$18,231.00	\$18,626.00	\$19,022.00	\$19,415.00	\$19,808.00	\$20,204.00
		Bi-Wk	\$668.05	\$683.26	\$698.51	\$713.64	\$728.82	\$743.87	\$758.93	\$774.10
		Daily	\$66.81	\$68.33	\$69.86	\$71.37	\$72.89	\$74.39	\$75.90	\$77.41
		Hourly	\$9.55	\$9.77	\$9.98	\$10.20	\$10.42	\$10.63	\$10.85	\$11.06
EA	4	Annual	\$18,003.00	\$18,482.00	\$18,964.00	\$19,444.00	\$19,922.00	\$20,402.00	\$20,888.00	\$21,366.00
		Bi-Wk	\$689.78	\$708.13	\$726.60	\$744.99	\$763.30	\$781.69	\$800.31	\$818.63
		Daily	\$68.98	\$70.82	\$72.66	\$74.50	\$76.33	\$78.17	\$80.04	\$81.87
		Hourly	\$9.86	\$10.12	\$10.38	\$10.65	\$10.91	\$11.17	\$11.44	\$11.70
EA	5	Annual	\$18,451.00	\$18,964.00	\$19,474.00	\$19,975.00	\$20,485.00	\$20,993.00	\$21,503.00	\$22,012.00
		Bi-Wk	\$706.94	\$726.60	\$746.14	\$765.33	\$784.87	\$804.33	\$823.87	\$843.38
		Daily	\$70.70	\$72.66	\$74.62	\$76.54	\$78.49	\$80.44	\$82.39	\$84.34
		Hourly	\$10.10	\$10.38	\$10.66	\$10.94	\$11.22	\$11.50	\$11.77	\$12.05
EA	6	Annual	\$19,082.00	\$19,584.00	\$20,096.00	\$20,600.00	\$21,110.00	\$21,618.00	\$22,127.00	\$22,638.00
		Bi-Wk	\$731.12	\$750.35	\$769.97	\$789.28	\$808.82	\$828.28	\$847.78	\$867.36
		Daily	\$73.12	\$75.04	\$77.00	\$78.93	\$80.89	\$82.83	\$84.78	\$86.74
		Hourly	\$10.45	\$10.72	\$11.00	\$11.28	\$11.56	\$11.84	\$12.12	\$12.40
EA	7	Annual	\$19,640.00	\$20,149.00	\$20,655.00	\$21,160.00	\$21,672.00	\$22,178.00	\$22,689.00	\$23,198.00
		Bi-Wk	\$752.50	\$772.00	\$791.38	\$810.73	\$830.35	\$849.74	\$869.32	\$888.82
		Daily	\$75.25	\$77.20	\$79.14	\$81.08	\$83.04	\$84.98	\$86.94	\$88.89
		Hourly	\$10.75	\$11.03	\$11.31	\$11.59	\$11.87	\$12.14	\$12.42	\$12.70
EA	8	Annual	\$21,110.00	\$21,735.00	\$22,354.00	\$22,978.00	\$23,596.00	\$24,220.00	\$24,848.00	\$25,472.00
		Bi-Wk	\$808.82	\$832.76	\$856.48	\$880.39	\$904.07	\$927.97	\$952.04	\$975.94
		Daily	\$80.89	\$83.28	\$85.65	\$88.04	\$90.41	\$92.80	\$95.21	\$97.60
		Hourly	\$11.56	\$11.90	\$12.24	\$12.58	\$12.92	\$13.26	\$13.61	\$13.95

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EA	9	Annual	\$21,760.00	\$22,406.00	\$23,055.00	\$23,706.00	\$24,354.00	\$25,003.00	\$25,656.00	\$26,304.00
		Bi-Wk	\$833.72	\$858.47	\$883.34	\$908.28	\$933.11	\$957.97	\$982.99	\$1,007.82
		Daily	\$83.38	\$85.85	\$88.34	\$90.83	\$93.32	\$95.80	\$98.30	\$100.79
		Hourly	\$11.92	\$12.27	\$12.62	\$12.98	\$13.34	\$13.69	\$14.05	\$14.40
EA	10	Annual	\$22,460.00	\$23,137.00	\$23,814.00	\$24,498.00	\$25,173.00	\$25,865.00	\$26,578.00	\$27,259.00
		Bi-Wk	\$860.54	\$886.48	\$912.42	\$938.63	\$964.49	\$991.00	\$1,018.32	\$1,044.41
		Daily	\$86.06	\$88.65	\$91.25	\$93.87	\$96.45	\$99.10	\$101.84	\$104.45
		Hourly	\$12.30	\$12.67	\$13.04	\$13.41	\$13.78	\$14.16	\$14.55	\$14.93
EA	11	Annual	\$23,172.00	\$23,882.00	\$24,587.00	\$25,294.00	\$26,024.00	\$26,764.00	\$27,507.00	\$28,228.00
		Bi-Wk	\$887.82	\$915.02	\$942.04	\$969.12	\$997.09	\$1,025.45	\$1,053.91	\$1,081.54
		Daily	\$88.79	\$91.51	\$94.21	\$96.92	\$99.71	\$102.55	\$105.40	\$108.16
		Hourly	\$12.69	\$13.08	\$13.46	\$13.85	\$14.25	\$14.65	\$15.06	\$15.46
EA	12	Annual	\$23,926.00	\$24,660.00	\$25,393.00	\$26,155.00	\$26,925.00	\$27,701.00	\$28,474.00	\$29,229.00
		Bi-Wk	\$916.71	\$944.83	\$972.92	\$1,002.11	\$1,031.61	\$1,061.35	\$1,090.96	\$1,119.89
		Daily	\$91.68	\$94.49	\$97.30	\$100.22	\$103.17	\$106.14	\$109.10	\$111.99
		Hourly	\$13.10	\$13.50	\$13.90	\$14.32	\$14.74	\$15.17	\$15.59	\$16.00
EA	13	Annual	\$25,271.00	\$26,203.00	\$27,142.00	\$28,086.00	\$29,027.00	\$29,967.00	\$30,914.00	\$31,855.00
		Bi-Wk	\$968.24	\$1,003.95	\$1,039.93	\$1,076.10	\$1,112.15	\$1,148.17	\$1,184.45	\$1,220.50
		Daily	\$96.83	\$100.40	\$104.00	\$107.61	\$111.22	\$114.82	\$118.45	\$122.05
		Hourly	\$13.84	\$14.35	\$14.86	\$15.38	\$15.89	\$16.41	\$16.93	\$17.44
EA	14	Annual	\$26,457.00	\$27,431.00	\$28,403.00	\$29,375.00	\$30,340.00	\$31,312.00	\$32,286.00	\$33,257.00
		Bi-Wk	\$1,013.68	\$1,051.00	\$1,088.24	\$1,125.48	\$1,162.46	\$1,199.70	\$1,237.02	\$1,274.22
		Daily	\$101.37	\$105.10	\$108.83	\$112.55	\$116.25	\$119.97	\$123.71	\$127.43
		Hourly	\$14.49	\$15.02	\$15.55	\$16.08	\$16.61	\$17.14	\$17.68	\$18.21
EA	15	Annual	\$27,725.00	\$28,728.00	\$29,724.00	\$30,726.00	\$31,730.00	\$32,732.00	\$33,731.00	\$34,734.00
		Bi-Wk	\$1,062.27	\$1,100.69	\$1,138.86	\$1,177.25	\$1,215.71	\$1,254.10	\$1,292.38	\$1,330.81
		Daily	\$106.23	\$110.07	\$113.89	\$117.73	\$121.58	\$125.41	\$129.24	\$133.09
		Hourly	\$15.18	\$15.73	\$16.27	\$16.82	\$17.37	\$17.92	\$18.47	\$19.02
EA	16	Annual	\$29,080.00	\$30,110.00	\$31,141.00	\$32,168.00	\$33,197.00	\$34,230.00	\$35,258.00	\$36,287.00
		Bi-Wk	\$1,114.18	\$1,153.64	\$1,193.15	\$1,232.50	\$1,271.92	\$1,311.50	\$1,350.89	\$1,390.31
		Daily	\$111.42	\$115.37	\$119.32	\$123.25	\$127.20	\$131.15	\$135.09	\$139.04
		Hourly	\$15.92	\$16.49	\$17.05	\$17.61	\$18.18	\$18.74	\$19.30	\$19.87

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EA	17	Annual	\$30,520.00	\$31,579.00	\$32,636.00	\$33,694.00	\$34,755.00	\$35,810.00	\$36,876.00	\$37,933.00
		Bi-Wk	\$1,169.35	\$1,209.93	\$1,250.43	\$1,290.96	\$1,331.61	\$1,372.04	\$1,412.88	\$1,453.38
		Daily	\$116.94	\$121.00	\$125.05	\$129.10	\$133.17	\$137.21	\$141.29	\$145.34
		Hourly	\$16.71	\$17.29	\$17.87	\$18.45	\$19.03	\$19.61	\$20.19	\$20.77
EA	18	Annual	\$32,059.00	\$33,143.00	\$34,230.00	\$35,318.00	\$36,402.00	\$37,488.00	\$38,572.00	\$39,659.00
		Bi-Wk	\$1,228.32	\$1,269.85	\$1,311.50	\$1,353.19	\$1,394.72	\$1,436.33	\$1,477.86	\$1,519.51
		Daily	\$122.84	\$126.99	\$131.15	\$135.32	\$139.48	\$143.64	\$147.79	\$151.96
		Hourly	\$17.55	\$18.15	\$18.74	\$19.34	\$19.93	\$20.52	\$21.12	\$21.71
EA	19	Annual	\$33,637.00	\$34,755.00	\$35,874.00	\$36,993.00	\$38,110.00	\$39,227.00	\$40,345.00	\$41,462.00
		Bi-Wk	\$1,288.78	\$1,331.61	\$1,374.49	\$1,417.36	\$1,460.16	\$1,502.96	\$1,545.79	\$1,588.59
		Daily	\$128.88	\$133.17	\$137.45	\$141.74	\$146.02	\$150.30	\$154.58	\$158.86
		Hourly	\$18.42	\$19.03	\$19.64	\$20.25	\$20.86	\$21.48	\$22.09	\$22.70
EA	20	Annual	\$35,349.00	\$36,492.00	\$37,637.00	\$38,782.00	\$39,922.00	\$41,074.00	\$42,216.00	\$43,362.00
		Bi-Wk	\$1,354.37	\$1,398.17	\$1,442.04	\$1,485.91	\$1,529.58	\$1,573.72	\$1,617.48	\$1,661.38
		Daily	\$135.44	\$139.82	\$144.21	\$148.60	\$152.96	\$157.38	\$161.75	\$166.14
		Hourly	\$19.35	\$19.98	\$20.61	\$21.23	\$21.86	\$22.49	\$23.11	\$23.74
EA	21	Annual	\$37,090.00	\$38,271.00	\$39,444.00	\$40,622.00	\$41,799.00	\$42,975.00	\$44,149.00	\$45,328.00
		Bi-Wk	\$1,421.08	\$1,466.33	\$1,511.27	\$1,556.40	\$1,601.50	\$1,646.56	\$1,691.54	\$1,736.71
		Daily	\$142.11	\$146.64	\$151.13	\$155.64	\$160.15	\$164.66	\$169.16	\$173.68
		Hourly	\$20.31	\$20.95	\$21.59	\$22.24	\$22.88	\$23.53	\$24.17	\$24.82
EA	22	Annual	\$38,110.00	\$39,501.00	\$40,901.00	\$42,298.00	\$43,690.00	\$45,089.00	\$46,484.00	\$47,881.00
		Bi-Wk	\$1,460.16	\$1,513.45	\$1,567.09	\$1,620.62	\$1,673.95	\$1,727.55	\$1,781.00	\$1,834.53
		Daily	\$146.02	\$151.35	\$156.71	\$162.07	\$167.40	\$172.76	\$178.10	\$183.46
		Hourly	\$20.86	\$21.63	\$22.39	\$23.16	\$23.92	\$24.68	\$25.45	\$26.21
EA	23	Annual	\$39,913.00	\$41,369.00	\$42,819.00	\$44,277.00	\$45,731.00	\$47,183.00	\$48,637.00	\$50,093.00
		Bi-Wk	\$1,529.24	\$1,585.02	\$1,640.58	\$1,696.44	\$1,752.15	\$1,807.78	\$1,863.49	\$1,919.28
		Daily	\$152.93	\$158.51	\$164.06	\$169.65	\$175.22	\$180.78	\$186.35	\$191.93
		Hourly	\$21.85	\$22.65	\$23.44	\$24.24	\$25.04	\$25.83	\$26.63	\$27.42
EA	24	Annual	\$41,838.00	\$43,346.00	\$44,866.00	\$46,381.00	\$47,896.00	\$49,413.00	\$50,928.00	\$52,444.00
		Bi-Wk	\$1,602.99	\$1,660.77	\$1,719.01	\$1,777.05	\$1,835.10	\$1,893.22	\$1,951.27	\$2,009.35
		Daily	\$160.30	\$166.08	\$171.91	\$177.71	\$183.51	\$189.33	\$195.13	\$200.94
		Hourly	\$22.90	\$23.73	\$24.56	\$25.39	\$26.22	\$27.05	\$27.88	\$28.71

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EA	25	Annual	\$43,876.00	\$45,451.00	\$47,019.00	\$48,591.00	\$50,161.00	\$51,734.00	\$53,307.00	\$54,879.00
		Bi-Wk	\$1,681.08	\$1,741.42	\$1,801.50	\$1,861.73	\$1,921.88	\$1,982.15	\$2,042.42	\$2,102.65
		Daily	\$168.11	\$174.15	\$180.15	\$186.18	\$192.19	\$198.22	\$204.25	\$210.27
		Hourly	\$24.02	\$24.88	\$25.74	\$26.60	\$27.46	\$28.32	\$29.18	\$30.04
EA	26	Annual	\$46,041.00	\$47,668.00	\$49,298.00	\$50,928.00	\$52,560.00	\$54,190.00	\$55,817.00	\$57,448.00
		Bi-Wk	\$1,764.03	\$1,826.37	\$1,888.82	\$1,951.27	\$2,013.80	\$2,076.25	\$2,138.59	\$2,201.08
		Daily	\$176.41	\$182.64	\$188.89	\$195.13	\$201.38	\$207.63	\$213.86	\$220.11
		Hourly	\$25.21	\$26.10	\$26.99	\$27.88	\$28.77	\$29.67	\$30.56	\$31.45
EA	27	Annual	\$48,323.00	\$50,011.00	\$51,696.00	\$53,385.00	\$55,070.00	\$56,756.00	\$58,444.00	\$60,128.00
		Bi-Wk	\$1,851.46	\$1,916.14	\$1,980.69	\$2,045.41	\$2,109.97	\$2,174.56	\$2,239.24	\$2,303.76
		Daily	\$185.15	\$191.62	\$198.07	\$204.55	\$211.00	\$217.46	\$223.93	\$230.38
		Hourly	\$26.45	\$27.38	\$28.30	\$29.23	\$30.15	\$31.07	\$31.99	\$32.92
EA	28	Annual	\$50,764.00	\$52,510.00	\$54,257.00	\$56,000.00	\$57,741.00	\$59,491.00	\$61,232.00	\$62,976.00
		Bi-Wk	\$1,944.99	\$2,011.88	\$2,078.82	\$2,145.60	\$2,212.30	\$2,279.35	\$2,346.06	\$2,412.88
		Daily	\$194.50	\$201.19	\$207.89	\$214.56	\$221.23	\$227.94	\$234.61	\$241.29
		Hourly	\$27.79	\$28.75	\$29.70	\$30.66	\$31.61	\$32.57	\$33.52	\$34.47
EA	29	Annual	\$51,253.00	\$53,176.00	\$55,098.00	\$57,021.00	\$58,945.00	\$60,872.00	\$62,792.00	\$64,713.00
		Bi-Wk	\$1,963.72	\$2,037.40	\$2,111.04	\$2,184.72	\$2,258.43	\$2,332.27	\$2,405.83	\$2,479.43
		Daily	\$196.38	\$203.74	\$211.11	\$218.48	\$225.85	\$233.23	\$240.59	\$247.95
		Hourly	\$28.06	\$29.11	\$30.16	\$31.22	\$32.27	\$33.32	\$34.37	\$35.43
EA	30	Annual	\$53,307.00	\$55,289.00	\$57,265.00	\$59,242.00	\$61,223.00	\$63,202.00	\$65,186.00	\$67,162.00
		Bi-Wk	\$2,042.42	\$2,118.36	\$2,194.07	\$2,269.81	\$2,345.71	\$2,421.54	\$2,497.55	\$2,573.26
		Daily	\$204.25	\$211.84	\$219.41	\$226.99	\$234.58	\$242.16	\$249.76	\$257.33
		Hourly	\$29.18	\$30.27	\$31.35	\$32.43	\$33.52	\$34.60	\$35.68	\$36.77
EA	31	Annual	\$55,446.00	\$57,482.00	\$59,524.00	\$61,560.00	\$63,596.00	\$65,632.00	\$67,671.00	\$69,710.00
		Bi-Wk	\$2,124.37	\$2,202.38	\$2,280.62	\$2,358.63	\$2,436.63	\$2,514.64	\$2,592.76	\$2,670.89
		Daily	\$212.44	\$220.24	\$228.07	\$235.87	\$243.67	\$251.47	\$259.28	\$267.09
		Hourly	\$30.35	\$31.47	\$32.59	\$33.70	\$34.81	\$35.93	\$37.04	\$38.16
EA	32	Annual	\$57,669.00	\$59,762.00	\$61,855.00	\$63,948.00	\$66,048.00	\$68,139.00	\$70,237.00	\$72,332.00
		Bi-Wk	\$2,209.55	\$2,289.74	\$2,369.93	\$2,450.12	\$2,530.58	\$2,610.69	\$2,691.08	\$2,771.35
		Daily	\$220.96	\$228.98	\$237.00	\$245.02	\$253.06	\$261.07	\$269.11	\$277.14
		Hourly	\$31.57	\$32.72	\$33.86	\$35.01	\$36.16	\$37.30	\$38.45	\$39.60

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EA	33	Annual	\$59,990.00	\$62,142.00	\$64,294.00	\$66,447.00	\$68,599.00	\$70,752.00	\$72,904.00	\$75,054.00
		Bi-Wk	\$2,298.47	\$2,380.92	\$2,463.38	\$2,545.87	\$2,628.32	\$2,710.81	\$2,793.26	\$2,875.64
		Daily	\$229.85	\$238.10	\$246.34	\$254.59	\$262.84	\$271.09	\$279.33	\$287.57
		Hourly	\$32.84	\$34.02	\$35.20	\$36.37	\$37.55	\$38.73	\$39.91	\$41.09
EA	34	Annual	\$62,460.00	\$64,673.00	\$66,883.00	\$69,095.00	\$71,303.00	\$73,515.00	\$75,725.00	\$77,938.00
		Bi-Wk	\$2,393.11	\$2,477.90	\$2,562.57	\$2,647.32	\$2,731.92	\$2,816.67	\$2,901.35	\$2,986.14
		Daily	\$239.32	\$247.79	\$256.26	\$264.74	\$273.20	\$281.67	\$290.14	\$298.62
		Hourly	\$34.19	\$35.40	\$36.61	\$37.82	\$39.03	\$40.24	\$41.45	\$42.66
EA	35	Annual	\$65,024.00	\$67,294.00	\$69,562.00	\$71,833.00	\$74,092.00	\$76,363.00	\$78,632.00	\$80,900.00
		Bi-Wk	\$2,491.35	\$2,578.32	\$2,665.22	\$2,752.23	\$2,838.78	\$2,925.79	\$3,012.73	\$3,099.62
		Daily	\$249.14	\$257.84	\$266.53	\$275.23	\$283.88	\$292.58	\$301.28	\$309.97
		Hourly	\$35.60	\$36.84	\$38.08	\$39.32	\$40.56	\$41.80	\$43.04	\$44.29
EA	36	Annual	\$67,731.00	\$70,056.00	\$72,384.00	\$74,705.00	\$77,035.00	\$79,360.00	\$81,687.00	\$84,010.00
		Bi-Wk	\$2,595.06	\$2,684.14	\$2,773.34	\$2,862.27	\$2,951.54	\$3,040.62	\$3,129.78	\$3,218.78
		Daily	\$259.51	\$268.42	\$277.34	\$286.23	\$295.16	\$304.07	\$312.98	\$321.88
		Hourly	\$37.08	\$38.35	\$39.62	\$40.89	\$42.17	\$43.44	\$44.72	\$45.99
EA	37	Annual	\$70,546.00	\$72,933.00	\$75,320.00	\$77,712.00	\$80,098.00	\$82,491.00	\$84,878.00	\$87,266.00
		Bi-Wk	\$2,702.92	\$2,794.37	\$2,885.83	\$2,977.48	\$3,068.89	\$3,160.58	\$3,252.04	\$3,343.53
		Daily	\$270.30	\$279.44	\$288.59	\$297.75	\$306.89	\$316.06	\$325.21	\$334.36
		Hourly	\$38.62	\$39.92	\$41.23	\$42.54	\$43.85	\$45.16	\$46.46	\$47.77
EA	38	Annual	\$73,453.00	\$75,894.00	\$78,348.00	\$80,793.00	\$83,236.00	\$85,688.00	\$88,126.00	\$90,572.00
		Bi-Wk	\$2,814.30	\$2,907.82	\$3,001.84	\$3,095.52	\$3,189.12	\$3,283.07	\$3,376.48	\$3,470.20
		Daily	\$281.43	\$290.79	\$300.19	\$309.56	\$318.92	\$328.31	\$337.65	\$347.02
		Hourly	\$40.21	\$41.55	\$42.89	\$44.23	\$45.56	\$46.91	\$48.24	\$49.58
EA	39	Annual	\$76,508.00	\$79,013.00	\$81,519.00	\$84,022.00	\$86,527.00	\$89,030.00	\$91,532.00	\$94,033.00
		Bi-Wk	\$2,931.35	\$3,027.32	\$3,123.34	\$3,219.24	\$3,315.22	\$3,411.12	\$3,506.98	\$3,602.80
		Daily	\$293.14	\$302.74	\$312.34	\$321.93	\$331.53	\$341.12	\$350.70	\$360.28
		Hourly	\$41.88	\$43.25	\$44.62	\$45.99	\$47.37	\$48.74	\$50.10	\$51.47
EA	40	Annual	\$79,693.00	\$82,255.00	\$84,811.00	\$87,369.00	\$89,926.00	\$92,487.00	\$95,041.00	\$97,603.00
		Bi-Wk	\$3,053.38	\$3,151.54	\$3,249.47	\$3,347.48	\$3,445.45	\$3,543.57	\$3,641.42	\$3,739.58
		Daily	\$305.34	\$315.16	\$324.95	\$334.75	\$344.55	\$354.36	\$364.15	\$373.96
		Hourly	\$43.62	\$45.03	\$46.43	\$47.83	\$49.23	\$50.63	\$52.03	\$53.43
EA	41	Annual	\$83,035.00	\$85,655.00	\$88,271.00	\$90,890.00	\$93,509.00	\$96,125.00	\$98,750.00	\$101,368.00
		Bi-Wk	\$3,181.42	\$3,281.81	\$3,382.04	\$3,482.38	\$3,582.73	\$3,682.96	\$3,783.53	\$3,883.84
		Daily	\$318.15	\$328.19	\$338.21	\$348.24	\$358.28	\$368.30	\$378.36	\$388.39
		Hourly	\$45.45	\$46.89	\$48.32	\$49.75	\$51.19	\$52.62	\$54.06	\$55.49
EA	42	Annual	\$86,494.00	\$89,173.00	\$91,848.00	\$94,525.00	\$97,202.00	\$99,879.00	\$102,556.00	\$105,237.00

P-3A EA 35 HOUR PAY PLAN EFFECTIVE 1/14/00

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
		Bi-Wk	\$3,313.95	\$3,416.60	\$3,519.09	\$3,621.65	\$3,724.22	\$3,826.79	\$3,929.35	\$4,032.07
		Daily	\$331.40	\$341.66	\$351.91	\$362.17	\$372.43	\$382.68	\$392.94	\$403.21
		Hourly	\$47.35	\$48.81	\$50.28	\$51.74	\$53.21	\$54.67	\$56.14	\$57.61
EA	43	Annual	\$90,165.00	\$92,896.00	\$95,627.00	\$98,357.00	\$101,092.00	\$103,818.00	\$106,551.00	\$109,279.00
		Bi-Wk	\$3,454.60	\$3,559.24	\$3,663.87	\$3,768.47	\$3,873.26	\$3,977.71	\$4,082.42	\$4,186.94
		Daily	\$345.46	\$355.93	\$366.39	\$376.85	\$387.33	\$397.78	\$408.25	\$418.70
		Hourly	\$49.36	\$50.85	\$52.35	\$53.84	\$55.34	\$56.83	\$58.33	\$59.82