

P-4 FD 40 HOUR PAY PLAN EFFECTIVE 7/1/2006

<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>
FD	11	Annual	\$32,589.00	\$33,578.00	\$34,577.00	\$35,569.00	\$36,594.00	\$37,633.00	\$38,681.00	\$39,649.00	\$40,641.00
		Bi-Wk	\$1,248.63	\$1,286.52	\$1,324.79	\$1,362.80	\$1,402.07	\$1,441.88	\$1,482.04	\$1,519.12	\$1,557.13
		Daily	\$124.87	\$128.66	\$132.48	\$136.28	\$140.21	\$144.19	\$148.21	\$151.92	\$155.72
		Hourly	\$15.61	\$16.09	\$16.56	\$17.04	\$17.53	\$18.03	\$18.53	\$18.99	\$19.47
FD	12	Annual	\$33,644.00	\$34,685.00	\$35,714.00	\$36,786.00	\$37,865.00	\$38,958.00	\$40,037.00	\$41,039.00	\$42,066.00
		Bi-Wk	\$1,289.05	\$1,328.93	\$1,368.36	\$1,409.43	\$1,450.77	\$1,492.65	\$1,533.99	\$1,572.38	\$1,611.73
		Daily	\$128.91	\$132.90	\$136.84	\$140.95	\$145.08	\$149.27	\$153.40	\$157.24	\$161.18
		Hourly	\$16.12	\$16.62	\$17.11	\$17.62	\$18.14	\$18.66	\$19.18	\$19.66	\$20.15
FD	13	Annual	\$35,541.00	\$36,855.00	\$38,179.00	\$39,496.00	\$40,825.00	\$42,144.00	\$43,473.00	\$44,560.00	\$45,675.00
		Bi-Wk	\$1,361.73	\$1,412.07	\$1,462.80	\$1,513.26	\$1,564.18	\$1,614.72	\$1,665.64	\$1,707.28	\$1,750.00
		Daily	\$136.18	\$141.21	\$146.28	\$151.33	\$156.42	\$161.48	\$166.57	\$170.73	\$175.00
		Hourly	\$17.03	\$17.66	\$18.29	\$18.92	\$19.56	\$20.19	\$20.83	\$21.35	\$21.88
FD	14	Annual	\$37,205.00	\$38,575.00	\$39,940.00	\$41,307.00	\$42,673.00	\$44,039.00	\$45,404.00	\$46,540.00	\$47,705.00
		Bi-Wk	\$1,425.48	\$1,477.97	\$1,530.27	\$1,582.65	\$1,634.99	\$1,687.32	\$1,739.62	\$1,783.15	\$1,827.78
		Daily	\$142.55	\$147.80	\$153.03	\$158.27	\$163.50	\$168.74	\$173.97	\$178.32	\$182.78
		Hourly	\$17.82	\$18.48	\$19.13	\$19.79	\$20.44	\$21.10	\$21.75	\$22.29	\$22.85
FD	15	Annual	\$38,994.00	\$40,399.00	\$41,804.00	\$43,208.00	\$44,616.00	\$46,033.00	\$47,434.00	\$48,623.00	\$49,838.00
		Bi-Wk	\$1,494.03	\$1,547.86	\$1,601.69	\$1,655.48	\$1,709.43	\$1,763.72	\$1,817.40	\$1,862.96	\$1,909.51
		Daily	\$149.41	\$154.79	\$160.17	\$165.55	\$170.95	\$176.38	\$181.74	\$186.30	\$190.96
		Hourly	\$18.68	\$19.35	\$20.03	\$20.70	\$21.37	\$22.05	\$22.72	\$23.29	\$23.87
FD	16	Annual	\$40,889.00	\$42,341.00	\$43,789.00	\$45,237.00	\$46,683.00	\$48,137.00	\$49,583.00	\$50,822.00	\$52,093.00
		Bi-Wk	\$1,566.63	\$1,622.27	\$1,677.74	\$1,733.22	\$1,788.63	\$1,844.33	\$1,899.74	\$1,947.21	\$1,995.91
		Daily	\$156.67	\$162.23	\$167.78	\$173.33	\$178.87	\$184.44	\$189.98	\$194.73	\$199.60
		Hourly	\$19.59	\$20.28	\$20.98	\$21.67	\$22.36	\$23.06	\$23.75	\$24.35	\$24.95
FD	17	Annual	\$42,913.00	\$44,406.00	\$45,900.00	\$47,386.00	\$48,879.00	\$50,364.00	\$51,856.00	\$53,153.00	\$54,482.00
		Bi-Wk	\$1,644.18	\$1,701.38	\$1,758.63	\$1,815.56	\$1,872.76	\$1,929.66	\$1,986.82	\$2,036.52	\$2,087.44
		Daily	\$164.42	\$170.14	\$175.87	\$181.56	\$187.28	\$192.97	\$198.69	\$203.66	\$208.75
		Hourly	\$20.56	\$21.27	\$21.99	\$22.70	\$23.41	\$24.13	\$24.84	\$25.46	\$26.10

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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>
FD	18	Annual	\$45,080.00	\$46,611.00	\$48,137.00	\$49,667.00	\$51,190.00	\$52,717.00	\$54,242.00	\$55,601.00	\$56,991.00
		Bi-Wk	\$1,727.21	\$1,785.87	\$1,844.33	\$1,902.96	\$1,961.31	\$2,019.81	\$2,078.24	\$2,130.31	\$2,183.57
		Daily	\$172.73	\$178.59	\$184.44	\$190.30	\$196.14	\$201.99	\$207.83	\$213.04	\$218.36
		Hourly	\$21.60	\$22.33	\$23.06	\$23.79	\$24.52	\$25.25	\$25.98	\$26.63	\$27.30
FD	19	Annual	\$47,300.00	\$48,879.00	\$50,448.00	\$52,023.00	\$53,591.00	\$55,161.00	\$56,733.00	\$58,153.00	\$59,607.00
		Bi-Wk	\$1,812.27	\$1,872.76	\$1,932.88	\$1,993.22	\$2,053.30	\$2,113.45	\$2,173.68	\$2,228.09	\$2,283.80
		Daily	\$181.23	\$187.28	\$193.29	\$199.33	\$205.33	\$211.35	\$217.37	\$222.81	\$228.38
		Hourly	\$22.66	\$23.41	\$24.17	\$24.92	\$25.67	\$26.42	\$27.18	\$27.86	\$28.55
FD	20	Annual	\$49,713.00	\$51,322.00	\$52,931.00	\$54,538.00	\$56,144.00	\$57,753.00	\$59,363.00	\$60,848.00	\$62,370.00
		Bi-Wk	\$1,904.72	\$1,966.37	\$2,028.01	\$2,089.58	\$2,151.12	\$2,212.76	\$2,274.45	\$2,331.35	\$2,389.66
		Daily	\$190.48	\$196.64	\$202.81	\$208.96	\$215.12	\$221.28	\$227.45	\$233.14	\$238.97
		Hourly	\$23.81	\$24.58	\$25.36	\$26.12	\$26.89	\$27.66	\$28.44	\$29.15	\$29.88
FD	21	Annual	\$52,160.00	\$53,819.00	\$55,470.00	\$57,122.00	\$58,780.00	\$60,431.00	\$62,091.00	\$63,645.00	\$65,236.00
		Bi-Wk	\$1,998.47	\$2,062.04	\$2,125.29	\$2,188.59	\$2,252.11	\$2,315.37	\$2,378.97	\$2,438.51	\$2,499.47
		Daily	\$199.85	\$206.21	\$212.53	\$218.86	\$225.22	\$231.54	\$237.90	\$243.86	\$249.95
		Hourly	\$24.99	\$25.78	\$26.57	\$27.36	\$28.16	\$28.95	\$29.74	\$30.49	\$31.25
FD	22	Annual	\$53,591.00	\$55,553.00	\$57,520.00	\$59,479.00	\$61,445.00	\$63,407.00	\$65,370.00	\$67,005.00	\$68,681.00
		Bi-Wk	\$2,053.30	\$2,128.47	\$2,203.84	\$2,278.89	\$2,354.22	\$2,429.39	\$2,504.60	\$2,567.25	\$2,631.46
		Daily	\$205.33	\$212.85	\$220.39	\$227.89	\$235.43	\$242.94	\$250.46	\$256.73	\$263.15
		Hourly	\$25.67	\$26.61	\$27.55	\$28.49	\$29.43	\$30.37	\$31.31	\$32.10	\$32.90
FD	23	Annual	\$56,128.00	\$58,175.00	\$60,215.00	\$62,266.00	\$64,309.00	\$66,355.00	\$68,402.00	\$70,112.00	\$71,866.00
		Bi-Wk	\$2,150.50	\$2,228.93	\$2,307.09	\$2,385.68	\$2,463.95	\$2,542.34	\$2,620.77	\$2,686.29	\$2,753.49
		Daily	\$215.05	\$222.90	\$230.71	\$238.57	\$246.40	\$254.24	\$262.08	\$268.63	\$275.35
		Hourly	\$26.89	\$27.87	\$28.84	\$29.83	\$30.80	\$31.78	\$32.76	\$33.58	\$34.42
FD	24	Annual	\$58,827.00	\$60,958.00	\$63,090.00	\$65,226.00	\$67,356.00	\$69,484.00	\$71,619.00	\$73,409.00	\$75,245.00
		Bi-Wk	\$2,253.91	\$2,335.56	\$2,417.25	\$2,499.09	\$2,580.69	\$2,662.23	\$2,744.03	\$2,812.61	\$2,882.96
		Daily	\$225.40	\$233.56	\$241.73	\$249.91	\$258.07	\$266.23	\$274.41	\$281.27	\$288.30
		Hourly	\$28.18	\$29.20	\$30.22	\$31.24	\$32.26	\$33.28	\$34.31	\$35.16	\$36.04

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FD	25	Annual	\$61,702.00	\$63,914.00	\$66,118.00	\$68,329.00	\$70,545.00	\$72,756.00	\$74,962.00	\$76,836.00	\$78,758.00
		Bi-Wk	\$2,364.07	\$2,448.82	\$2,533.26	\$2,617.97	\$2,702.88	\$2,787.59	\$2,872.11	\$2,943.91	\$3,017.55
		Daily	\$236.41	\$244.89	\$253.33	\$261.80	\$270.29	\$278.76	\$287.22	\$294.40	\$301.76
		Hourly	\$29.56	\$30.62	\$31.67	\$32.73	\$33.79	\$34.85	\$35.91	\$36.80	\$37.72
FD	26	Annual	\$64,742.00	\$67,032.00	\$69,332.00	\$71,619.00	\$73,912.00	\$76,204.00	\$78,490.00	\$80,454.00	\$82,465.00
		Bi-Wk	\$2,480.54	\$2,568.28	\$2,656.40	\$2,744.03	\$2,831.88	\$2,919.70	\$3,007.28	\$3,082.53	\$3,159.58
		Daily	\$248.06	\$256.83	\$265.64	\$274.41	\$283.19	\$291.97	\$300.73	\$308.26	\$315.96
		Hourly	\$31.01	\$32.11	\$33.21	\$34.31	\$35.40	\$36.50	\$37.60	\$38.54	\$39.50
FD	27	Annual	\$67,950.00	\$70,327.00	\$72,701.00	\$75,065.00	\$77,440.00	\$79,810.00	\$82,186.00	\$84,241.00	\$86,348.00
		Bi-Wk	\$2,603.45	\$2,694.53	\$2,785.48	\$2,876.06	\$2,967.05	\$3,057.86	\$3,148.89	\$3,227.63	\$3,308.36
		Daily	\$260.35	\$269.46	\$278.55	\$287.61	\$296.71	\$305.79	\$314.89	\$322.77	\$330.84
		Hourly	\$32.55	\$33.69	\$34.82	\$35.96	\$37.09	\$38.23	\$39.37	\$40.35	\$41.36
FD	28	Annual	\$71,384.00	\$73,838.00	\$76,294.00	\$78,754.00	\$81,201.00	\$83,656.00	\$86,109.00	\$88,262.00	\$90,470.00
		Bi-Wk	\$2,735.02	\$2,829.05	\$2,923.15	\$3,017.40	\$3,111.15	\$3,205.22	\$3,299.20	\$3,381.69	\$3,466.29
		Daily	\$273.51	\$282.91	\$292.32	\$301.74	\$311.12	\$320.53	\$329.92	\$338.17	\$346.63
		Hourly	\$34.19	\$35.37	\$36.54	\$37.72	\$38.89	\$40.07	\$41.24	\$42.28	\$43.33
FD	29	Annual	\$72,068.00	\$74,774.00	\$77,481.00	\$80,186.00	\$82,888.00	\$85,594.00	\$88,296.00	\$90,504.00	\$92,768.00
		Bi-Wk	\$2,761.23	\$2,864.91	\$2,968.63	\$3,072.27	\$3,175.79	\$3,279.47	\$3,382.99	\$3,467.59	\$3,554.33
		Daily	\$276.13	\$286.50	\$296.87	\$307.23	\$317.58	\$327.95	\$338.30	\$346.76	\$355.44
		Hourly	\$34.52	\$35.82	\$37.11	\$38.41	\$39.70	\$41.00	\$42.29	\$43.35	\$44.43
FD	30	Annual	\$74,962.00	\$77,745.00	\$80,536.00	\$83,311.00	\$86,090.00	\$88,875.00	\$91,664.00	\$93,956.00	\$96,304.00
		Bi-Wk	\$2,872.11	\$2,978.74	\$3,085.68	\$3,192.00	\$3,298.47	\$3,405.18	\$3,512.04	\$3,599.85	\$3,689.81
		Daily	\$287.22	\$297.88	\$308.57	\$319.20	\$329.85	\$340.52	\$351.21	\$359.99	\$368.99
		Hourly	\$35.91	\$37.24	\$38.58	\$39.90	\$41.24	\$42.57	\$43.91	\$45.00	\$46.13
FD	31	Annual	\$77,970.00	\$80,837.00	\$83,703.00	\$86,565.00	\$89,433.00	\$92,297.00	\$95,165.00	\$97,543.00	\$99,981.00
		Bi-Wk	\$2,987.36	\$3,097.21	\$3,207.02	\$3,316.67	\$3,426.56	\$3,536.29	\$3,646.17	\$3,737.28	\$3,830.69
		Daily	\$298.74	\$309.73	\$320.71	\$331.67	\$342.66	\$353.63	\$364.62	\$373.73	\$383.07
		Hourly	\$37.35	\$38.72	\$40.09	\$41.46	\$42.84	\$44.21	\$45.58	\$46.72	\$47.89

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FD	32	Annual	\$81,098.00	\$84,039.00	\$86,980.00	\$89,928.00	\$92,872.00	\$95,815.00	\$98,766.00	\$101,236.00	\$103,769.00
		Bi-Wk	\$3,107.21	\$3,219.89	\$3,332.57	\$3,445.52	\$3,558.32	\$3,671.08	\$3,784.14	\$3,878.78	\$3,975.83
		Daily	\$310.73	\$321.99	\$333.26	\$344.56	\$355.84	\$367.11	\$378.42	\$387.88	\$397.59
		Hourly	\$38.85	\$40.25	\$41.66	\$43.07	\$44.48	\$45.89	\$47.31	\$48.49	\$49.70
FD	33	Annual	\$84,360.00	\$87,388.00	\$90,412.00	\$93,438.00	\$96,467.00	\$99,491.00	\$102,526.00	\$105,089.00	\$107,718.00
		Bi-Wk	\$3,232.19	\$3,348.20	\$3,464.07	\$3,580.00	\$3,696.06	\$3,811.92	\$3,928.20	\$4,026.40	\$4,127.13
		Daily	\$323.22	\$334.82	\$346.41	\$358.00	\$369.61	\$381.20	\$392.82	\$402.64	\$412.72
		Hourly	\$40.41	\$41.86	\$43.31	\$44.75	\$46.21	\$47.65	\$49.11	\$50.33	\$51.59
FD	34	Annual	\$87,833.00	\$90,944.00	\$94,052.00	\$97,163.00	\$100,270.00	\$103,383.00	\$106,484.00	\$109,147.00	\$111,877.00
		Bi-Wk	\$3,365.25	\$3,484.45	\$3,603.53	\$3,722.73	\$3,841.77	\$3,961.04	\$4,079.85	\$4,181.88	\$4,286.48
		Daily	\$336.53	\$348.45	\$360.36	\$372.28	\$384.18	\$396.11	\$407.99	\$418.19	\$428.65
		Hourly	\$42.07	\$43.56	\$45.05	\$46.54	\$48.03	\$49.52	\$51.00	\$52.28	\$53.59
FD	35	Annual	\$91,444.00	\$94,630.00	\$97,820.00	\$101,010.00	\$104,195.00	\$107,378.00	\$110,574.00	\$113,337.00	\$116,172.00
		Bi-Wk	\$3,503.61	\$3,625.68	\$3,747.90	\$3,870.12	\$3,992.15	\$4,114.10	\$4,236.56	\$4,342.42	\$4,451.04
		Daily	\$350.37	\$362.57	\$374.79	\$387.02	\$399.22	\$411.41	\$423.66	\$434.25	\$445.11
		Hourly	\$43.80	\$45.33	\$46.85	\$48.38	\$49.91	\$51.43	\$52.96	\$54.29	\$55.64
FD	36	Annual	\$95,247.00	\$98,513.00	\$101,787.00	\$105,055.00	\$108,327.00	\$111,594.00	\$114,865.00	\$117,738.00	\$120,680.00
		Bi-Wk	\$3,649.32	\$3,774.45	\$3,899.89	\$4,025.10	\$4,150.46	\$4,275.64	\$4,400.96	\$4,511.04	\$4,623.76
		Daily	\$364.94	\$377.45	\$389.99	\$402.51	\$415.05	\$427.57	\$440.10	\$451.11	\$462.38
		Hourly	\$45.62	\$47.19	\$48.75	\$50.32	\$51.89	\$53.45	\$55.02	\$56.39	\$57.80
FD	37	Annual	\$99,199.00	\$102,556.00	\$105,917.00	\$109,278.00	\$112,640.00	\$116,000.00	\$119,360.00	\$122,343.00	\$125,401.00
		Bi-Wk	\$3,800.73	\$3,929.35	\$4,058.13	\$4,186.90	\$4,315.71	\$4,444.45	\$4,573.19	\$4,687.48	\$4,804.64
		Daily	\$380.08	\$392.94	\$405.82	\$418.69	\$431.58	\$444.45	\$457.32	\$468.75	\$480.47
		Hourly	\$47.51	\$49.12	\$50.73	\$52.34	\$53.95	\$55.56	\$57.17	\$58.60	\$60.06
FD	38	Annual	\$103,293.00	\$106,727.00	\$110,169.00	\$113,605.00	\$117,046.00	\$120,483.00	\$123,923.00	\$127,021.00	\$130,197.00
		Bi-Wk	\$3,957.59	\$4,089.16	\$4,221.04	\$4,352.69	\$4,484.53	\$4,616.21	\$4,748.01	\$4,866.71	\$4,988.40
		Daily	\$395.76	\$408.92	\$422.11	\$435.27	\$448.46	\$461.63	\$474.81	\$486.68	\$498.84
		Hourly	\$49.47	\$51.12	\$52.77	\$54.41	\$56.06	\$57.71	\$59.36	\$60.84	\$62.36

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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>
FD	39	Annual	\$107,590.00	\$111,112.00	\$114,628.00	\$118,155.00	\$121,675.00	\$125,189.00	\$128,717.00	\$131,936.00	\$135,235.00
		Bi-Wk	\$4,122.23	\$4,257.17	\$4,391.88	\$4,527.02	\$4,661.88	\$4,796.52	\$4,931.69	\$5,055.02	\$5,181.42
		Daily	\$412.23	\$425.72	\$439.19	\$452.71	\$466.19	\$479.66	\$493.17	\$505.51	\$518.15
		Hourly	\$51.53	\$53.22	\$54.90	\$56.59	\$58.28	\$59.96	\$61.65	\$63.19	\$64.77
FD	40	Annual	\$112,074.00	\$115,666.00	\$119,270.00	\$122,861.00	\$126,459.00	\$130,052.00	\$133,650.00	\$136,991.00	\$140,416.00
		Bi-Wk	\$4,294.03	\$4,431.65	\$4,569.74	\$4,707.32	\$4,845.18	\$4,982.84	\$5,120.69	\$5,248.70	\$5,379.93
		Daily	\$429.41	\$443.17	\$456.98	\$470.74	\$484.52	\$498.29	\$512.07	\$524.87	\$538.00
		Hourly	\$53.68	\$55.40	\$57.13	\$58.85	\$60.57	\$62.29	\$64.01	\$65.61	\$67.25
FD	41	Annual	\$116,757.00	\$120,444.00	\$124,125.00	\$127,813.00	\$131,494.00	\$135,175.00	\$138,856.00	\$142,329.00	\$145,888.00
		Bi-Wk	\$4,473.45	\$4,614.72	\$4,755.75	\$4,897.05	\$5,038.09	\$5,179.12	\$5,320.16	\$5,453.22	\$5,589.58
		Daily	\$447.35	\$461.48	\$475.58	\$489.71	\$503.81	\$517.92	\$532.02	\$545.33	\$558.96
		Hourly	\$55.92	\$57.69	\$59.45	\$61.22	\$62.98	\$64.74	\$66.51	\$68.17	\$69.87
FD	42	Annual	\$121,623.00	\$125,393.00	\$129,162.00	\$132,917.00	\$136,689.00	\$140,449.00	\$144,222.00	\$147,829.00	\$151,524.00
		Bi-Wk	\$4,659.89	\$4,804.33	\$4,948.74	\$5,092.61	\$5,237.13	\$5,381.19	\$5,525.75	\$5,663.95	\$5,805.52
		Daily	\$465.99	\$480.44	\$494.88	\$509.27	\$523.72	\$538.12	\$552.58	\$566.40	\$580.56
		Hourly	\$58.25	\$60.06	\$61.86	\$63.66	\$65.47	\$67.27	\$69.08	\$70.80	\$72.57
FD	43	Annual	\$126,792.00	\$130,629.00	\$134,473.00	\$138,310.00	\$142,156.00	\$145,990.00	\$149,830.00	\$153,576.00	\$157,417.00
		Bi-Wk	\$4,857.94	\$5,004.95	\$5,152.23	\$5,299.24	\$5,446.60	\$5,593.49	\$5,740.62	\$5,884.14	\$6,031.31
		Daily	\$485.80	\$500.50	\$515.23	\$529.93	\$544.66	\$559.35	\$574.07	\$588.42	\$603.14
		Hourly	\$60.73	\$62.57	\$64.41	\$66.25	\$68.09	\$69.92	\$71.76	\$73.56	\$75.40