

**P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 6/20/2008**

<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>
RZ	1	Annual	\$61,393.00	\$63,143.00	\$64,886.00	\$66,637.00	\$68,383.00	\$70,129.00	\$71,868.00		
		Bi-Wk	\$2,352.23	\$2,419.28	\$2,486.06	\$2,553.15	\$2,620.04	\$2,686.94	\$2,753.57		
		Daily	\$235.23	\$241.93	\$248.61	\$255.32	\$262.01	\$268.70	\$275.36		
		Hourly	\$29.41	\$30.25	\$31.08	\$31.92	\$32.76	\$33.59	\$34.42		
RZ	2	Annual	\$62,898.00	\$64,974.00	\$67,045.00	\$69,116.00	\$71,189.00	\$73,264.00	\$75,336.00		
		Bi-Wk	\$2,409.89	\$2,489.43	\$2,568.78	\$2,648.13	\$2,727.55	\$2,807.05	\$2,886.44		
		Daily	\$240.99	\$248.95	\$256.88	\$264.82	\$272.76	\$280.71	\$288.65		
		Hourly	\$30.13	\$31.12	\$32.11	\$33.11	\$34.10	\$35.09	\$36.09		
RZ	3	Annual	\$67,458.00	\$69,711.00	\$71,958.00	\$74,216.00	\$76,460.00	\$78,709.00	\$80,960.00		
		Bi-Wk	\$2,584.60	\$2,670.92	\$2,757.02	\$2,843.53	\$2,929.51	\$3,015.68	\$3,101.92		
		Daily	\$258.46	\$267.10	\$275.71	\$284.36	\$292.96	\$301.57	\$310.20		
		Hourly	\$32.31	\$33.39	\$34.47	\$35.55	\$36.62	\$37.70	\$38.78		
RZ	4	Annual	\$71,463.00	\$73,800.00	\$76,127.00	\$78,462.00	\$80,795.00	\$83,133.00	\$85,458.00		
		Bi-Wk	\$2,738.05	\$2,827.59	\$2,916.75	\$3,006.21	\$3,095.60	\$3,185.18	\$3,274.26		
		Daily	\$273.81	\$282.76	\$291.68	\$300.63	\$309.56	\$318.52	\$327.43		
		Hourly	\$34.23	\$35.35	\$36.46	\$37.58	\$38.70	\$39.82	\$40.93		
RZ	5	Annual	\$100,163.00	\$103,271.00	\$106,373.00	\$109,487.00	\$112,592.00	\$115,697.00	\$118,816.00		
		Bi-Wk	\$3,837.67	\$3,956.75	\$4,075.60	\$4,194.91	\$4,313.87	\$4,432.84	\$4,552.34		
		Daily	\$383.77	\$395.68	\$407.56	\$419.50	\$431.39	\$443.29	\$455.24		
		Hourly	\$47.98	\$49.46	\$50.95	\$52.44	\$53.93	\$55.42	\$56.91		
RZ	6	Annual	\$103,609.00	\$106,803.00	\$109,994.00	\$113,196.00	\$116,389.00	\$119,589.00	\$122,778.00		
		Bi-Wk	\$3,969.70	\$4,092.07	\$4,214.33	\$4,337.02	\$4,459.35	\$4,581.96	\$4,704.14		
		Daily	\$396.97	\$409.21	\$421.44	\$433.71	\$445.94	\$458.20	\$470.42		
		Hourly	\$49.63	\$51.16	\$52.68	\$54.22	\$55.75	\$57.28	\$58.81		
RZ	7	Annual	\$107,273.00	\$110,557.00	\$113,842.00	\$117,124.00	\$120,403.00	\$123,689.00	\$126,966.00		
		Bi-Wk	\$4,110.08	\$4,235.91	\$4,361.77	\$4,487.51	\$4,613.15	\$4,739.05	\$4,864.60		
		Daily	\$411.01	\$423.60	\$436.18	\$448.76	\$461.32	\$473.91	\$486.46		
		Hourly	\$51.38	\$52.95	\$54.53	\$56.10	\$57.67	\$59.24	\$60.81		

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RZ	8	Annual	\$111,087.00	\$114,453.00	\$117,817.00	\$121,183.00	\$124,545.00	\$127,914.00	\$131,279.00		
		Bi-Wk	\$4,256.21	\$4,385.18	\$4,514.07	\$4,643.03	\$4,771.84	\$4,900.92	\$5,029.85		
		Daily	\$425.63	\$438.52	\$451.41	\$464.31	\$477.19	\$490.10	\$502.99		
		Hourly	\$53.21	\$54.82	\$56.43	\$58.04	\$59.65	\$61.27	\$62.88		
RZ	9	Annual	\$115,101.00	\$118,545.00	\$122,007.00	\$125,454.00	\$128,912.00	\$132,360.00	\$135,812.00		
		Bi-Wk	\$4,410.00	\$4,541.96	\$4,674.60	\$4,806.67	\$4,939.16	\$5,071.27	\$5,203.53		
		Daily	\$441.00	\$454.20	\$467.46	\$480.67	\$493.92	\$507.13	\$520.36		
		Hourly	\$55.13	\$56.78	\$58.44	\$60.09	\$61.74	\$63.40	\$65.05		
RZ	10	Annual	\$119,273.00	\$122,820.00	\$126,364.00	\$129,910.00	\$133,459.00	\$137,007.00	\$140,554.00		
		Bi-Wk	\$4,569.85	\$4,705.75	\$4,841.54	\$4,977.40	\$5,113.38	\$5,249.32	\$5,385.22		
		Daily	\$456.99	\$470.58	\$484.16	\$497.74	\$511.34	\$524.94	\$538.53		
		Hourly	\$57.13	\$58.83	\$60.52	\$62.22	\$63.92	\$65.62	\$67.32		
RZ	11	Annual	\$123,597.00	\$127,220.00	\$130,856.00	\$134,485.00	\$138,111.00	\$141,750.00	\$145,383.00		
		Bi-Wk	\$4,735.52	\$4,874.33	\$5,013.64	\$5,152.69	\$5,291.61	\$5,431.04	\$5,570.23		
		Daily	\$473.56	\$487.44	\$501.37	\$515.27	\$529.17	\$543.11	\$557.03		
		Hourly	\$59.20	\$60.93	\$62.68	\$64.41	\$66.15	\$67.89	\$69.63		
RZ	12	Annual	\$128,132.00	\$131,850.00	\$135,565.00	\$139,279.00	\$143,000.00	\$146,714.00	\$150,426.00		
		Bi-Wk	\$4,909.28	\$5,051.73	\$5,194.07	\$5,336.37	\$5,478.93	\$5,621.23	\$5,763.45		
		Daily	\$490.93	\$505.18	\$519.41	\$533.64	\$547.90	\$562.13	\$576.35		
		Hourly	\$61.37	\$63.15	\$64.93	\$66.71	\$68.49	\$70.27	\$72.05		
RZ	13	Annual	\$141,434.00	\$145,535.00	\$149,635.00	\$153,734.00	\$157,834.00	\$161,934.00	\$166,031.00		
		Bi-Wk	\$5,418.93	\$5,576.06	\$5,733.15	\$5,890.20	\$6,047.28	\$6,204.37	\$6,361.35		
		Daily	\$541.90	\$557.61	\$573.32	\$589.02	\$604.73	\$620.44	\$636.14		
		Hourly	\$67.74	\$69.71	\$71.67	\$73.63	\$75.60	\$77.56	\$79.52		
RZ	14	Annual	\$159,883.00	\$164,496.00	\$169,107.00	\$173,719.00	\$178,331.00	\$182,944.00	\$187,556.00	\$192,168.00	\$196,778.00
		Bi-Wk	\$6,125.79	\$6,302.53	\$6,479.20	\$6,655.91	\$6,832.61	\$7,009.35	\$7,186.06	\$7,362.76	\$7,539.39
		Daily	\$612.58	\$630.26	\$647.92	\$665.60	\$683.27	\$700.94	\$718.61	\$736.28	\$753.94
		Hourly	\$76.58	\$78.79	\$80.99	\$83.20	\$85.41	\$87.62	\$89.83	\$92.04	\$94.25