

P-4 EU 35 HOUR PAY PLAN EFFECTIVE 7/1/2008

<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>
EU	11	Annual	\$30,547.00	\$31,474.00	\$32,410.00	\$33,341.00	\$34,300.00	\$35,275.00	\$36,257.00	\$37,165.00	\$38,094.00
		Bi-Wk	\$1,170.39	\$1,205.91	\$1,241.77	\$1,277.44	\$1,314.18	\$1,351.54	\$1,389.16	\$1,423.95	\$1,459.55
		Daily	\$117.04	\$120.60	\$124.18	\$127.75	\$131.42	\$135.16	\$138.92	\$142.40	\$145.96
		Hourly	\$16.72	\$17.23	\$17.74	\$18.25	\$18.78	\$19.31	\$19.85	\$20.35	\$20.86
EU	12	Annual	\$31,536.00	\$32,513.00	\$33,476.00	\$34,482.00	\$35,493.00	\$36,517.00	\$37,529.00	\$38,467.00	\$39,430.00
		Bi-Wk	\$1,208.28	\$1,245.71	\$1,282.61	\$1,321.15	\$1,359.89	\$1,399.12	\$1,437.90	\$1,473.84	\$1,510.73
		Daily	\$120.83	\$124.58	\$128.27	\$132.12	\$135.99	\$139.92	\$143.79	\$147.39	\$151.08
		Hourly	\$17.27	\$17.80	\$18.33	\$18.88	\$19.43	\$19.99	\$20.55	\$21.06	\$21.59
EU	13	Annual	\$33,314.00	\$34,546.00	\$35,787.00	\$37,021.00	\$38,267.00	\$39,502.00	\$40,748.00	\$41,768.00	\$42,812.00
		Bi-Wk	\$1,276.40	\$1,323.61	\$1,371.15	\$1,418.43	\$1,466.17	\$1,513.49	\$1,561.23	\$1,600.31	\$1,640.31
		Daily	\$127.64	\$132.37	\$137.12	\$141.85	\$146.62	\$151.35	\$156.13	\$160.04	\$164.04
		Hourly	\$18.24	\$18.91	\$19.59	\$20.27	\$20.95	\$21.63	\$22.31	\$22.87	\$23.44
EU	14	Annual	\$34,873.00	\$36,158.00	\$37,437.00	\$38,720.00	\$39,998.00	\$41,279.00	\$42,559.00	\$43,625.00	\$44,715.00
		Bi-Wk	\$1,336.14	\$1,385.37	\$1,434.37	\$1,483.53	\$1,532.50	\$1,581.58	\$1,630.62	\$1,671.46	\$1,713.22
		Daily	\$133.62	\$138.54	\$143.44	\$148.36	\$153.25	\$158.16	\$163.07	\$167.15	\$171.33
		Hourly	\$19.09	\$19.80	\$20.50	\$21.20	\$21.90	\$22.60	\$23.30	\$23.88	\$24.48
EU	15	Annual	\$36,550.00	\$37,868.00	\$39,185.00	\$40,500.00	\$41,821.00	\$43,149.00	\$44,461.00	\$45,576.00	\$46,715.00
		Bi-Wk	\$1,400.39	\$1,450.89	\$1,501.35	\$1,551.73	\$1,602.34	\$1,653.22	\$1,703.49	\$1,746.21	\$1,789.85
		Daily	\$140.04	\$145.09	\$150.14	\$155.18	\$160.24	\$165.33	\$170.35	\$174.63	\$178.99
		Hourly	\$20.01	\$20.73	\$21.45	\$22.17	\$22.90	\$23.62	\$24.34	\$24.95	\$25.57
EU	16	Annual	\$38,327.00	\$39,688.00	\$41,045.00	\$42,402.00	\$43,758.00	\$45,121.00	\$46,476.00	\$47,637.00	\$48,829.00
		Bi-Wk	\$1,468.47	\$1,520.62	\$1,572.61	\$1,624.60	\$1,676.56	\$1,728.78	\$1,780.69	\$1,825.18	\$1,870.85
		Daily	\$146.85	\$152.07	\$157.27	\$162.46	\$167.66	\$172.88	\$178.07	\$182.52	\$187.09
		Hourly	\$20.98	\$21.73	\$22.47	\$23.21	\$23.96	\$24.70	\$25.44	\$26.08	\$26.73
EU	17	Annual	\$40,224.00	\$41,623.00	\$43,023.00	\$44,418.00	\$45,816.00	\$47,208.00	\$48,607.00	\$49,821.00	\$51,068.00
		Bi-Wk	\$1,541.15	\$1,594.76	\$1,648.40	\$1,701.84	\$1,755.41	\$1,808.74	\$1,862.34	\$1,908.86	\$1,956.63
		Daily	\$154.12	\$159.48	\$164.84	\$170.19	\$175.55	\$180.88	\$186.24	\$190.89	\$195.67
		Hourly	\$22.02	\$22.79	\$23.55	\$24.32	\$25.08	\$25.84	\$26.61	\$27.27	\$27.96
EU	18	Annual	\$42,254.00	\$43,690.00	\$45,121.00	\$46,555.00	\$47,981.00	\$49,413.00	\$50,843.00	\$52,117.00	\$53,420.00
		Bi-Wk	\$1,618.93	\$1,673.95	\$1,728.78	\$1,783.72	\$1,838.36	\$1,893.22	\$1,948.01	\$1,996.82	\$2,046.75
		Daily	\$161.90	\$167.40	\$172.88	\$178.38	\$183.84	\$189.33	\$194.81	\$199.69	\$204.68
		Hourly	\$23.13	\$23.92	\$24.70	\$25.49	\$26.27	\$27.05	\$27.83	\$28.53	\$29.24

P-4 EU 35 HOUR PAY PLAN EFFECTIVE 7/1/2008

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EU	19	Annual	\$44,336.00	\$45,816.00	\$47,287.00	\$48,763.00	\$50,232.00	\$51,705.00	\$53,178.00	\$54,508.00	\$55,872.00
		Bi-Wk	\$1,698.70	\$1,755.41	\$1,811.77	\$1,868.32	\$1,924.60	\$1,981.04	\$2,037.48	\$2,088.43	\$2,140.69
		Daily	\$169.87	\$175.55	\$181.18	\$186.84	\$192.46	\$198.11	\$203.75	\$208.85	\$214.07
		Hourly	\$24.27	\$25.08	\$25.89	\$26.70	\$27.50	\$28.31	\$29.11	\$29.84	\$30.59
EU	20	Annual	\$46,597.00	\$48,105.00	\$49,615.00	\$51,120.00	\$52,626.00	\$54,134.00	\$55,642.00	\$57,035.00	\$58,461.00
		Bi-Wk	\$1,785.33	\$1,843.11	\$1,900.96	\$1,958.63	\$2,016.33	\$2,074.10	\$2,131.88	\$2,185.25	\$2,239.89
		Daily	\$178.54	\$184.32	\$190.10	\$195.87	\$201.64	\$207.41	\$213.19	\$218.53	\$223.99
		Hourly	\$25.51	\$26.34	\$27.16	\$27.99	\$28.81	\$29.63	\$30.46	\$31.22	\$32.00
EU	21	Annual	\$48,892.00	\$50,447.00	\$51,994.00	\$53,543.00	\$55,098.00	\$56,644.00	\$58,201.00	\$59,657.00	\$61,147.00
		Bi-Wk	\$1,873.26	\$1,932.84	\$1,992.11	\$2,051.46	\$2,111.04	\$2,170.27	\$2,229.93	\$2,285.71	\$2,342.80
		Daily	\$187.33	\$193.29	\$199.22	\$205.15	\$211.11	\$217.03	\$223.00	\$228.58	\$234.28
		Hourly	\$26.77	\$27.62	\$28.46	\$29.31	\$30.16	\$31.01	\$31.86	\$32.66	\$33.47
EU	22	Annual	\$50,232.00	\$52,071.00	\$53,915.00	\$55,751.00	\$57,595.00	\$59,433.00	\$61,274.00	\$62,806.00	\$64,377.00
		Bi-Wk	\$1,924.60	\$1,995.06	\$2,065.71	\$2,136.06	\$2,206.71	\$2,277.13	\$2,347.67	\$2,406.37	\$2,466.56
		Daily	\$192.46	\$199.51	\$206.58	\$213.61	\$220.68	\$227.72	\$234.77	\$240.64	\$246.66
		Hourly	\$27.50	\$28.51	\$29.52	\$30.52	\$31.53	\$32.54	\$33.54	\$34.38	\$35.24
EU	23	Annual	\$52,610.00	\$54,529.00	\$56,441.00	\$58,364.00	\$60,279.00	\$62,198.00	\$64,115.00	\$65,719.00	\$67,361.00
		Bi-Wk	\$2,015.71	\$2,089.24	\$2,162.50	\$2,236.17	\$2,309.55	\$2,383.07	\$2,456.52	\$2,517.97	\$2,580.89
		Daily	\$201.58	\$208.93	\$216.25	\$223.62	\$230.96	\$238.31	\$245.66	\$251.80	\$258.09
		Hourly	\$28.80	\$29.85	\$30.90	\$31.95	\$33.00	\$34.05	\$35.10	\$35.98	\$36.87
EU	24	Annual	\$55,140.00	\$57,138.00	\$59,136.00	\$61,138.00	\$63,135.00	\$65,129.00	\$67,132.00	\$68,809.00	\$70,530.00
		Bi-Wk	\$2,112.65	\$2,189.20	\$2,265.75	\$2,342.46	\$2,418.97	\$2,495.37	\$2,572.11	\$2,636.37	\$2,702.30
		Daily	\$211.27	\$218.92	\$226.58	\$234.25	\$241.90	\$249.54	\$257.22	\$263.64	\$270.23
		Hourly	\$30.19	\$31.28	\$32.37	\$33.47	\$34.56	\$35.65	\$36.75	\$37.67	\$38.61
EU	25	Annual	\$57,835.00	\$59,909.00	\$61,974.00	\$64,046.00	\$66,125.00	\$68,197.00	\$70,265.00	\$72,021.00	\$73,822.00
		Bi-Wk	\$2,215.91	\$2,295.37	\$2,374.49	\$2,453.87	\$2,533.53	\$2,612.92	\$2,692.15	\$2,759.43	\$2,828.43
		Daily	\$221.60	\$229.54	\$237.45	\$245.39	\$253.36	\$261.30	\$269.22	\$275.95	\$282.85
		Hourly	\$31.66	\$32.80	\$33.93	\$35.06	\$36.20	\$37.33	\$38.46	\$39.43	\$40.41
EU	26	Annual	\$60,685.00	\$62,831.00	\$64,987.00	\$67,132.00	\$69,279.00	\$71,428.00	\$73,570.00	\$75,412.00	\$77,297.00
		Bi-Wk	\$2,325.10	\$2,407.32	\$2,489.93	\$2,572.11	\$2,654.37	\$2,736.71	\$2,818.78	\$2,889.35	\$2,961.58
		Daily	\$232.51	\$240.74	\$249.00	\$257.22	\$265.44	\$273.68	\$281.88	\$288.94	\$296.16
		Hourly	\$33.22	\$34.40	\$35.58	\$36.75	\$37.92	\$39.10	\$40.27	\$41.28	\$42.31

P-4 EU 35 HOUR PAY PLAN EFFECTIVE 7/1/2008

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EU	27	Annual	\$63,691.00	\$65,919.00	\$68,145.00	\$70,361.00	\$72,587.00	\$74,809.00	\$77,035.00	\$78,962.00	\$80,936.00
		Bi-Wk	\$2,440.27	\$2,525.64	\$2,610.92	\$2,695.83	\$2,781.12	\$2,866.25	\$2,951.54	\$3,025.37	\$3,101.00
		Daily	\$244.03	\$252.57	\$261.10	\$269.59	\$278.12	\$286.63	\$295.16	\$302.54	\$310.10
		Hourly	\$34.87	\$36.09	\$37.30	\$38.52	\$39.74	\$40.95	\$42.17	\$43.22	\$44.30
EU	28	Annual	\$66,911.00	\$69,211.00	\$71,513.00	\$73,818.00	\$76,112.00	\$78,413.00	\$80,713.00	\$82,731.00	\$84,799.00
		Bi-Wk	\$2,563.64	\$2,651.77	\$2,739.97	\$2,828.28	\$2,916.17	\$3,004.33	\$3,092.46	\$3,169.78	\$3,249.01
		Daily	\$256.37	\$265.18	\$274.00	\$282.83	\$291.62	\$300.44	\$309.25	\$316.98	\$324.91
		Hourly	\$36.63	\$37.89	\$39.15	\$40.41	\$41.66	\$42.92	\$44.18	\$45.29	\$46.42
EU	29	Annual	\$67,552.00	\$70,088.00	\$72,624.00	\$75,160.00	\$77,694.00	\$80,230.00	\$82,763.00	\$84,831.00	\$86,953.00
		Bi-Wk	\$2,588.20	\$2,685.37	\$2,782.53	\$2,879.70	\$2,976.79	\$3,073.95	\$3,171.00	\$3,250.23	\$3,331.54
		Daily	\$258.82	\$268.54	\$278.26	\$287.97	\$297.68	\$307.40	\$317.10	\$325.03	\$333.16
		Hourly	\$36.98	\$38.37	\$39.76	\$41.14	\$42.53	\$43.92	\$45.30	\$46.44	\$47.60
EU	30	Annual	\$70,265.00	\$72,872.00	\$75,488.00	\$78,090.00	\$80,694.00	\$83,305.00	\$85,920.00	\$88,068.00	\$90,269.00
		Bi-Wk	\$2,692.15	\$2,792.04	\$2,892.27	\$2,991.96	\$3,091.73	\$3,191.77	\$3,291.96	\$3,374.26	\$3,458.59
		Daily	\$269.22	\$279.21	\$289.23	\$299.20	\$309.18	\$319.18	\$329.20	\$337.43	\$345.86
		Hourly	\$38.46	\$39.89	\$41.32	\$42.75	\$44.17	\$45.60	\$47.03	\$48.21	\$49.41
EU	31	Annual	\$73,084.00	\$75,771.00	\$78,458.00	\$81,140.00	\$83,828.00	\$86,512.00	\$89,200.00	\$91,430.00	\$93,716.00
		Bi-Wk	\$2,800.16	\$2,903.11	\$3,006.06	\$3,108.82	\$3,211.81	\$3,314.64	\$3,417.63	\$3,503.07	\$3,590.66
		Daily	\$280.02	\$290.32	\$300.61	\$310.89	\$321.19	\$331.47	\$341.77	\$350.31	\$359.07
		Hourly	\$40.01	\$41.48	\$42.95	\$44.42	\$45.89	\$47.36	\$48.83	\$50.05	\$51.30
EU	32	Annual	\$76,015.00	\$78,772.00	\$81,528.00	\$84,292.00	\$87,051.00	\$89,811.00	\$92,576.00	\$94,891.00	\$97,265.00
		Bi-Wk	\$2,912.46	\$3,018.09	\$3,123.68	\$3,229.58	\$3,335.29	\$3,441.04	\$3,546.98	\$3,635.68	\$3,726.63
		Daily	\$291.25	\$301.81	\$312.37	\$322.96	\$333.53	\$344.11	\$354.70	\$363.57	\$372.67
		Hourly	\$41.61	\$43.12	\$44.63	\$46.14	\$47.65	\$49.16	\$50.68	\$51.94	\$53.24
EU	33	Annual	\$79,073.00	\$81,911.00	\$84,745.00	\$87,582.00	\$90,421.00	\$93,255.00	\$96,099.00	\$98,504.00	\$100,967.00
		Bi-Wk	\$3,029.62	\$3,138.36	\$3,246.94	\$3,355.64	\$3,464.41	\$3,572.99	\$3,681.96	\$3,774.10	\$3,868.47
		Daily	\$302.97	\$313.84	\$324.70	\$335.57	\$346.45	\$357.30	\$368.20	\$377.41	\$386.85
		Hourly	\$43.29	\$44.84	\$46.39	\$47.94	\$49.50	\$51.05	\$52.60	\$53.92	\$55.27
EU	34	Annual	\$82,328.00	\$85,244.00	\$88,158.00	\$91,073.00	\$93,986.00	\$96,903.00	\$99,811.00	\$102,307.00	\$104,866.00
		Bi-Wk	\$3,154.33	\$3,266.06	\$3,377.71	\$3,489.39	\$3,601.00	\$3,712.76	\$3,824.18	\$3,919.81	\$4,017.86
		Daily	\$315.44	\$326.61	\$337.78	\$348.94	\$360.10	\$371.28	\$382.42	\$391.99	\$401.79
		Hourly	\$45.07	\$46.66	\$48.26	\$49.85	\$51.45	\$53.04	\$54.64	\$56.00	\$57.40

P-4 EU 35 HOUR PAY PLAN EFFECTIVE 7/1/2008

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EU	35	Annual	\$85,713.00	\$88,698.00	\$91,690.00	\$94,679.00	\$97,665.00	\$100,648.00	\$103,643.00	\$106,234.00	\$108,891.00
		Bi-Wk	\$3,284.03	\$3,398.40	\$3,513.03	\$3,627.55	\$3,741.96	\$3,856.25	\$3,971.00	\$4,070.27	\$4,172.07
		Daily	\$328.41	\$339.84	\$351.31	\$362.76	\$374.20	\$385.63	\$397.10	\$407.03	\$417.21
		Hourly	\$46.92	\$48.55	\$50.19	\$51.83	\$53.46	\$55.09	\$56.73	\$58.15	\$59.61
EU	36	Annual	\$89,278.00	\$92,338.00	\$95,408.00	\$98,471.00	\$101,538.00	\$104,600.00	\$107,665.00	\$110,358.00	\$113,117.00
		Bi-Wk	\$3,420.62	\$3,537.86	\$3,655.48	\$3,772.84	\$3,890.35	\$4,007.67	\$4,125.10	\$4,228.28	\$4,333.99
		Daily	\$342.07	\$353.79	\$365.55	\$377.29	\$389.04	\$400.77	\$412.51	\$422.83	\$433.40
		Hourly	\$48.87	\$50.55	\$52.23	\$53.90	\$55.58	\$57.26	\$58.93	\$60.41	\$61.92
EU	37	Annual	\$92,982.00	\$96,128.00	\$99,280.00	\$102,429.00	\$105,580.00	\$108,730.00	\$111,879.00	\$114,675.00	\$117,542.00
		Bi-Wk	\$3,562.53	\$3,683.07	\$3,803.84	\$3,924.49	\$4,045.22	\$4,165.91	\$4,286.56	\$4,393.68	\$4,503.53
		Daily	\$356.26	\$368.31	\$380.39	\$392.45	\$404.53	\$416.60	\$428.66	\$439.37	\$450.36
		Hourly	\$50.90	\$52.62	\$54.35	\$56.07	\$57.79	\$59.52	\$61.24	\$62.77	\$64.34
EU	38	Annual	\$96,821.00	\$100,037.00	\$103,263.00	\$106,485.00	\$109,710.00	\$112,931.00	\$116,156.00	\$119,061.00	\$122,037.00
		Bi-Wk	\$3,709.62	\$3,832.84	\$3,956.44	\$4,079.89	\$4,203.45	\$4,326.86	\$4,450.43	\$4,561.73	\$4,675.75
		Daily	\$370.97	\$383.29	\$395.65	\$407.99	\$420.35	\$432.69	\$445.05	\$456.18	\$467.58
		Hourly	\$53.00	\$54.76	\$56.53	\$58.29	\$60.05	\$61.82	\$63.58	\$65.17	\$66.80
EU	39	Annual	\$100,847.00	\$104,147.00	\$107,444.00	\$110,751.00	\$114,050.00	\$117,343.00	\$120,649.00	\$123,666.00	\$126,759.00
		Bi-Wk	\$3,863.87	\$3,990.31	\$4,116.63	\$4,243.34	\$4,369.74	\$4,495.91	\$4,622.57	\$4,738.17	\$4,856.67
		Daily	\$386.39	\$399.04	\$411.67	\$424.34	\$436.98	\$449.60	\$462.26	\$473.82	\$485.67
		Hourly	\$55.20	\$57.01	\$58.81	\$60.62	\$62.43	\$64.23	\$66.04	\$67.69	\$69.39
EU	40	Annual	\$105,051.00	\$108,417.00	\$111,795.00	\$115,161.00	\$118,533.00	\$121,902.00	\$125,274.00	\$128,406.00	\$131,615.00
		Bi-Wk	\$4,024.95	\$4,153.91	\$4,283.34	\$4,412.30	\$4,541.50	\$4,670.58	\$4,799.78	\$4,919.78	\$5,042.73
		Daily	\$402.50	\$415.40	\$428.34	\$441.23	\$454.15	\$467.06	\$479.98	\$491.98	\$504.28
		Hourly	\$57.50	\$59.35	\$61.20	\$63.04	\$64.88	\$66.73	\$68.57	\$70.29	\$72.04
EU	41	Annual	\$109,439.00	\$112,895.00	\$116,346.00	\$119,802.00	\$123,252.00	\$126,702.00	\$130,154.00	\$133,408.00	\$136,744.00
		Bi-Wk	\$4,193.07	\$4,325.48	\$4,457.71	\$4,590.12	\$4,722.30	\$4,854.49	\$4,986.75	\$5,111.42	\$5,239.24
		Daily	\$419.31	\$432.55	\$445.78	\$459.02	\$472.23	\$485.45	\$498.68	\$511.15	\$523.93
		Hourly	\$59.91	\$61.80	\$63.69	\$65.58	\$67.47	\$69.35	\$71.24	\$73.03	\$74.85
EU	42	Annual	\$114,001.00	\$117,535.00	\$121,067.00	\$124,587.00	\$128,122.00	\$131,646.00	\$135,183.00	\$138,564.00	\$142,028.00
		Bi-Wk	\$4,367.86	\$4,503.26	\$4,638.59	\$4,773.45	\$4,908.89	\$5,043.91	\$5,179.43	\$5,308.97	\$5,441.69
		Daily	\$436.79	\$450.33	\$463.86	\$477.35	\$490.89	\$504.40	\$517.95	\$530.90	\$544.17
		Hourly	\$62.40	\$64.34	\$66.27	\$68.20	\$70.13	\$72.06	\$74.00	\$75.85	\$77.74
EU	43	Annual	\$118,846.00	\$122,442.00	\$126,045.00	\$129,641.00	\$133,246.00	\$136,840.00	\$140,440.00	\$143,951.00	\$147,550.00
		Bi-Wk	\$4,553.49	\$4,691.27	\$4,829.32	\$4,967.09	\$5,105.22	\$5,242.92	\$5,380.85	\$5,515.37	\$5,653.26
		Daily	\$455.35	\$469.13	\$482.94	\$496.71	\$510.53	\$524.30	\$538.09	\$551.54	\$565.33
		Hourly	\$65.05	\$67.02	\$69.00	\$70.96	\$72.94	\$74.90	\$76.87	\$78.80	\$80.77