

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 7/1/2005

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	1	Annual	\$56,181.00	\$57,783.00	\$59,379.00	\$60,981.00	\$62,579.00	\$64,176.00	\$65,767.00		
		Bi-Wk	\$2,152.53	\$2,213.91	\$2,275.06	\$2,336.44	\$2,397.67	\$2,458.86	\$2,519.81		
		Daily	\$215.26	\$221.40	\$227.51	\$233.65	\$239.77	\$245.89	\$251.99		
		Hourly	\$26.91	\$27.68	\$28.44	\$29.21	\$29.98	\$30.74	\$31.50		
RZ	2	Annual	\$57,560.00	\$59,459.00	\$61,355.00	\$63,249.00	\$65,146.00	\$67,046.00	\$68,941.00		
		Bi-Wk	\$2,205.37	\$2,278.13	\$2,350.77	\$2,423.34	\$2,496.02	\$2,568.82	\$2,641.42		
		Daily	\$220.54	\$227.82	\$235.08	\$242.34	\$249.61	\$256.89	\$264.15		
		Hourly	\$27.57	\$28.48	\$29.39	\$30.30	\$31.21	\$32.12	\$33.02		
RZ	3	Annual	\$61,733.00	\$63,794.00	\$65,851.00	\$67,917.00	\$69,970.00	\$72,029.00	\$74,088.00		
		Bi-Wk	\$2,365.25	\$2,444.22	\$2,523.03	\$2,602.19	\$2,680.85	\$2,759.74	\$2,838.63		
		Daily	\$236.53	\$244.43	\$252.31	\$260.22	\$268.09	\$275.98	\$283.87		
		Hourly	\$29.57	\$30.56	\$31.54	\$32.53	\$33.52	\$34.50	\$35.49		
RZ	4	Annual	\$65,398.00	\$67,536.00	\$69,666.00	\$71,802.00	\$73,937.00	\$76,077.00	\$78,204.00		
		Bi-Wk	\$2,505.68	\$2,587.59	\$2,669.20	\$2,751.04	\$2,832.84	\$2,914.83	\$2,996.33		
		Daily	\$250.57	\$258.76	\$266.92	\$275.11	\$283.29	\$291.49	\$299.64		
		Hourly	\$31.33	\$32.35	\$33.37	\$34.39	\$35.42	\$36.44	\$37.46		
RZ	5	Annual	\$91,662.00	\$94,506.00	\$97,345.00	\$100,195.00	\$103,036.00	\$105,878.00	\$108,733.00		
		Bi-Wk	\$3,511.96	\$3,620.92	\$3,729.70	\$3,838.89	\$3,947.74	\$4,056.63	\$4,166.02		
		Daily	\$351.20	\$362.10	\$372.97	\$383.89	\$394.78	\$405.67	\$416.61		
		Hourly	\$43.90	\$45.27	\$46.63	\$47.99	\$49.35	\$50.71	\$52.08		

RZ	6	Annual	\$94,816.00	\$97,738.00	\$100,659.00	\$103,590.00	\$106,511.00	\$109,439.00	\$112,358.00		
		Bi-Wk	\$3,632.80	\$3,744.76	\$3,856.67	\$3,968.97	\$4,080.89	\$4,193.07	\$4,304.91		
		Daily	\$363.28	\$374.48	\$385.67	\$396.90	\$408.09	\$419.31	\$430.50		
		Hourly	\$45.41	\$46.81	\$48.21	\$49.62	\$51.02	\$52.42	\$53.82		
RZ	7	Annual	\$98,168.00	\$101,173.00	\$104,180.00	\$107,184.00	\$110,185.00	\$113,192.00	\$116,190.00		
		Bi-Wk	\$3,761.23	\$3,876.37	\$3,991.58	\$4,106.67	\$4,221.65	\$4,336.86	\$4,451.73		
		Daily	\$376.13	\$387.64	\$399.16	\$410.67	\$422.17	\$433.69	\$445.18		
		Hourly	\$47.02	\$48.46	\$49.90	\$51.34	\$52.78	\$54.22	\$55.65		
RZ	8	Annual	\$101,659.00	\$104,739.00	\$107,818.00	\$110,899.00	\$113,975.00	\$117,058.00	\$120,137.00		
		Bi-Wk	\$3,894.99	\$4,012.99	\$4,130.96	\$4,249.01	\$4,366.86	\$4,484.99	\$4,602.96		
		Daily	\$389.50	\$401.30	\$413.10	\$424.91	\$436.69	\$448.50	\$460.30		
		Hourly	\$48.69	\$50.17	\$51.64	\$53.12	\$54.59	\$56.07	\$57.54		
RZ	9	Annual	\$105,333.00	\$108,484.00	\$111,652.00	\$114,807.00	\$117,971.00	\$121,127.00	\$124,286.00		
		Bi-Wk	\$4,035.75	\$4,156.48	\$4,277.86	\$4,398.74	\$4,519.97	\$4,640.89	\$4,761.92		
		Daily	\$403.58	\$415.65	\$427.79	\$439.88	\$452.00	\$464.09	\$476.20		
		Hourly	\$50.45	\$51.96	\$53.48	\$54.99	\$56.50	\$58.02	\$59.53		
RZ	10	Annual	\$109,151.00	\$112,396.00	\$115,639.00	\$118,885.00	\$122,133.00	\$125,379.00	\$128,626.00		
		Bi-Wk	\$4,182.04	\$4,306.37	\$4,430.62	\$4,554.99	\$4,679.43	\$4,803.80	\$4,928.20		
		Daily	\$418.21	\$430.64	\$443.07	\$455.50	\$467.95	\$480.38	\$492.82		
		Hourly	\$52.28	\$53.83	\$55.39	\$56.94	\$58.50	\$60.05	\$61.61		

RZ	11	Annual	\$113,107.00	\$116,423.00	\$119,750.00	\$123,071.00	\$126,390.00	\$129,720.00	\$133,044.00		
		Bi-Wk	\$4,333.61	\$4,460.66	\$4,588.13	\$4,715.37	\$4,842.53	\$4,970.12	\$5,097.48		
		Daily	\$433.37	\$446.07	\$458.82	\$471.54	\$484.26	\$497.02	\$509.75		
		Hourly	\$54.18	\$55.76	\$57.36	\$58.95	\$60.54	\$62.13	\$63.72		
RZ	12	Annual	\$117,258.00	\$120,660.00	\$124,060.00	\$127,459.00	\$130,864.00	\$134,263.00	\$137,660.00		
		Bi-Wk	\$4,492.65	\$4,622.99	\$4,753.26	\$4,883.49	\$5,013.95	\$5,144.18	\$5,274.33		
		Daily	\$449.27	\$462.30	\$475.33	\$488.35	\$501.40	\$514.42	\$527.44		
		Hourly	\$56.16	\$57.79	\$59.42	\$61.05	\$62.68	\$64.31	\$65.93		
RZ	13	Annual	\$129,431.00	\$133,184.00	\$136,935.00	\$140,687.00	\$144,438.00	\$148,191.00	\$151,941.00		
		Bi-Wk	\$4,959.05	\$5,102.84	\$5,246.56	\$5,390.31	\$5,534.03	\$5,677.82	\$5,821.50		
		Daily	\$495.91	\$510.29	\$524.66	\$539.04	\$553.41	\$567.79	\$582.15		
		Hourly	\$61.99	\$63.79	\$65.59	\$67.38	\$69.18	\$70.98	\$72.77		
RZ	14	Annual	\$146,314.00	\$150,535.00	\$154,756.00	\$158,976.00	\$163,197.00	\$167,418.00	\$171,639.00	\$175,859.00	\$180,078.00
		Bi-Wk	\$5,605.91	\$5,767.63	\$5,929.35	\$6,091.04	\$6,252.76	\$6,414.49	\$6,576.21	\$6,737.90	\$6,899.55
		Daily	\$560.60	\$576.77	\$592.94	\$609.11	\$625.28	\$641.45	\$657.63	\$673.79	\$689.96
		Hourly	\$70.08	\$72.10	\$74.12	\$76.14	\$78.16	\$80.19	\$82.21	\$84.23	\$86.25

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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
RZ	1	Annual	\$ 57,867.00	\$ 59,517.00	\$ 61,161.00	\$ 62,811.00	\$ 64,457.00	\$ 66,102.00	\$ 67,741.00		
		Bi-Wk	\$ 2,217.13	\$ 2,280.35	\$ 2,343.34	\$ 2,406.56	\$ 2,469.62	\$ 2,532.65	\$ 2,595.45		
		Daily	\$ 221.72	\$ 228.04	\$ 234.34	\$ 240.66	\$ 246.97	\$ 253.27	\$ 259.55		
		Hourly	\$ 27.72	\$ 28.51	\$ 29.30	\$ 30.09	\$ 30.88	\$ 31.66	\$ 32.45		
RZ	2	Annual	\$ 59,287.00	\$ 61,243.00	\$ 63,196.00	\$ 65,147.00	\$ 67,101.00	\$ 69,058.00	\$ 71,010.00		
		Bi-Wk	\$ 2,271.54	\$ 2,346.48	\$ 2,421.31	\$ 2,496.06	\$ 2,570.92	\$ 2,645.91	\$ 2,720.69		
		Daily	\$ 227.16	\$ 234.65	\$ 242.14	\$ 249.61	\$ 257.10	\$ 264.60	\$ 272.07		
		Hourly	\$ 28.40	\$ 29.34	\$ 30.27	\$ 31.21	\$ 32.14	\$ 33.08	\$ 34.01		
RZ	3	Annual	\$ 63,585.00	\$ 65,708.00	\$ 67,827.00	\$ 69,955.00	\$ 72,070.00	\$ 74,190.00	\$ 76,311.00		
		Bi-Wk	\$ 2,436.21	\$ 2,517.55	\$ 2,598.74	\$ 2,680.27	\$ 2,761.31	\$ 2,842.53	\$ 2,923.80		
		Daily	\$ 243.63	\$ 251.76	\$ 259.88	\$ 268.03	\$ 276.14	\$ 284.26	\$ 292.38		
		Hourly	\$ 30.46	\$ 31.47	\$ 32.49	\$ 33.51	\$ 34.52	\$ 35.54	\$ 36.55		
RZ	4	Annual	\$ 67,360.00	\$ 69,563.00	\$ 71,756.00	\$ 73,957.00	\$ 76,156.00	\$ 78,360.00	\$ 80,551.00		
		Bi-Wk	\$ 2,580.85	\$ 2,665.25	\$ 2,749.28	\$ 2,833.61	\$ 2,917.86	\$ 3,002.30	\$ 3,086.25		
		Daily	\$ 258.09	\$ 266.53	\$ 274.93	\$ 283.37	\$ 291.79	\$ 300.23	\$ 308.63		
		Hourly	\$ 32.27	\$ 33.32	\$ 34.37	\$ 35.43	\$ 36.48	\$ 37.53	\$ 38.58		
RZ	5	Annual	\$ 94,412.00	\$ 97,342.00	\$ 100,266.00	\$ 103,201.00	\$ 106,128.00	\$ 109,055.00	\$ 111,995.00		
		Bi-Wk	\$ 3,617.32	\$ 3,729.58	\$ 3,841.61	\$ 3,954.07	\$ 4,066.21	\$ 4,178.36	\$ 4,291.00		
		Daily	\$ 361.74	\$ 372.96	\$ 384.17	\$ 395.41	\$ 406.63	\$ 417.84	\$ 429.10		
		Hourly	\$ 45.22	\$ 46.62	\$ 48.03	\$ 49.43	\$ 50.83	\$ 52.23	\$ 53.64		

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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
RZ	6	Annual	\$ 97,661.00	\$ 100,671.00	\$ 103,679.00	\$ 106,698.00	\$ 109,707.00	\$ 112,723.00	\$ 115,729.00		
		Bi-Wk	\$ 3,741.81	\$ 3,857.13	\$ 3,972.38	\$ 4,088.05	\$ 4,203.34	\$ 4,318.89	\$ 4,434.07		
		Daily	\$ 374.19	\$ 385.72	\$ 397.24	\$ 408.81	\$ 420.34	\$ 431.89	\$ 443.41		
		Hourly	\$ 46.78	\$ 48.22	\$ 49.66	\$ 51.11	\$ 52.55	\$ 53.99	\$ 55.43		
RZ	7	Annual	\$ 101,114.00	\$ 104,209.00	\$ 107,306.00	\$ 110,400.00	\$ 113,491.00	\$ 116,588.00	\$ 119,676.00		
		Bi-Wk	\$ 3,874.10	\$ 3,992.69	\$ 4,111.35	\$ 4,229.89	\$ 4,348.32	\$ 4,466.98	\$ 4,585.29		
		Daily	\$ 387.41	\$ 399.27	\$ 411.14	\$ 422.99	\$ 434.84	\$ 446.70	\$ 458.53		
		Hourly	\$ 48.43	\$ 49.91	\$ 51.40	\$ 52.88	\$ 54.36	\$ 55.84	\$ 57.32		
RZ	8	Annual	\$ 104,709.00	\$ 107,882.00	\$ 111,053.00	\$ 114,226.00	\$ 117,395.00	\$ 120,570.00	\$ 123,742.00		
		Bi-Wk	\$ 4,011.84	\$ 4,133.41	\$ 4,254.91	\$ 4,376.48	\$ 4,497.90	\$ 4,619.55	\$ 4,741.08		
		Daily	\$ 401.19	\$ 413.35	\$ 425.50	\$ 437.65	\$ 449.79	\$ 461.96	\$ 474.11		
		Hourly	\$ 50.15	\$ 51.67	\$ 53.19	\$ 54.71	\$ 56.23	\$ 57.75	\$ 59.27		
RZ	9	Annual	\$ 108,493.00	\$ 111,739.00	\$ 115,002.00	\$ 118,252.00	\$ 121,511.00	\$ 124,761.00	\$ 128,015.00		
		Bi-Wk	\$ 4,156.82	\$ 4,281.19	\$ 4,406.21	\$ 4,530.73	\$ 4,655.60	\$ 4,780.12	\$ 4,904.79		
		Daily	\$ 415.69	\$ 428.12	\$ 440.63	\$ 453.08	\$ 465.56	\$ 478.02	\$ 490.48		
		Hourly	\$ 51.97	\$ 53.52	\$ 55.08	\$ 56.64	\$ 58.20	\$ 59.76	\$ 61.31		
RZ	10	Annual	\$ 112,426.00	\$ 115,768.00	\$ 119,109.00	\$ 122,452.00	\$ 125,797.00	\$ 129,141.00	\$ 132,485.00		
		Bi-Wk	\$ 4,307.51	\$ 4,435.56	\$ 4,563.57	\$ 4,691.65	\$ 4,819.81	\$ 4,947.94	\$ 5,076.06		
		Daily	\$ 430.76	\$ 443.56	\$ 456.36	\$ 469.17	\$ 481.99	\$ 494.80	\$ 507.61		
		Hourly	\$ 53.85	\$ 55.45	\$ 57.05	\$ 58.65	\$ 60.25	\$ 61.85	\$ 63.46		

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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
RZ	11	Annual	\$ 116,501.00	\$ 119,916.00	\$ 123,343.00	\$ 126,764.00	\$ 130,182.00	\$ 133,612.00	\$ 137,036.00		
		Bi-Wk	\$ 4,463.64	\$ 4,594.49	\$ 4,725.79	\$ 4,856.86	\$ 4,987.82	\$ 5,119.24	\$ 5,250.43		
		Daily	\$ 446.37	\$ 459.45	\$ 472.58	\$ 485.69	\$ 498.79	\$ 511.93	\$ 525.05		
		Hourly	\$ 55.80	\$ 57.44	\$ 59.08	\$ 60.72	\$ 62.35	\$ 64.00	\$ 65.64		
RZ	12	Annual	\$ 120,776.00	\$ 124,280.00	\$ 127,782.00	\$ 131,283.00	\$ 134,790.00	\$ 138,291.00	\$ 141,790.00		
		Bi-Wk	\$ 4,627.44	\$ 4,761.69	\$ 4,895.87	\$ 5,030.00	\$ 5,164.37	\$ 5,298.51	\$ 5,432.57		
		Daily	\$ 462.75	\$ 476.17	\$ 489.59	\$ 503.00	\$ 516.44	\$ 529.86	\$ 543.26		
		Hourly	\$ 57.85	\$ 59.53	\$ 61.20	\$ 62.88	\$ 64.56	\$ 66.24	\$ 67.91		
RZ	13	Annual	\$ 133,314.00	\$ 137,180.00	\$ 141,044.00	\$ 144,908.00	\$ 148,772.00	\$ 152,637.00	\$ 156,500.00		
		Bi-Wk	\$ 5,107.82	\$ 5,255.94	\$ 5,403.99	\$ 5,552.04	\$ 5,700.08	\$ 5,848.17	\$ 5,996.17		
		Daily	\$ 510.79	\$ 525.60	\$ 540.40	\$ 555.21	\$ 570.01	\$ 584.82	\$ 599.62		
		Hourly	\$ 63.85	\$ 65.70	\$ 67.55	\$ 69.41	\$ 71.26	\$ 73.11	\$ 74.96		
RZ	14	Annual	\$ 150,704.00	\$ 155,052.00	\$ 159,399.00	\$ 163,746.00	\$ 168,093.00	\$ 172,441.00	\$ 176,789.00	\$ 181,135.00	\$ 185,481.00
		Bi-Wk	\$ 5,774.10	\$ 5,940.69	\$ 6,107.25	\$ 6,273.80	\$ 6,440.35	\$ 6,606.94	\$ 6,773.53	\$ 6,940.04	\$ 7,106.56
		Daily	\$ 577.41	\$ 594.07	\$ 610.73	\$ 627.38	\$ 644.04	\$ 660.70	\$ 677.36	\$ 694.01	\$ 710.66
		Hourly	\$ 72.18	\$ 74.26	\$ 76.35	\$ 78.43	\$ 80.51	\$ 82.59	\$ 84.67	\$ 86.76	\$ 88.84

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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
RZ	1	Annual	\$ 59,604.00	\$ 61,303.00	\$ 62,996.00	\$ 64,696.00	\$ 66,391.00	\$ 68,086.00	\$ 69,774.00		
		Bi-Wk	\$ 2,283.68	\$ 2,348.78	\$ 2,413.64	\$ 2,478.78	\$ 2,543.72	\$ 2,608.66	\$ 2,673.34		
		Daily	\$ 228.37	\$ 234.88	\$ 241.37	\$ 247.88	\$ 254.38	\$ 260.87	\$ 267.34		
		Hourly	\$ 28.55	\$ 29.36	\$ 30.18	\$ 30.99	\$ 31.80	\$ 32.61	\$ 33.42		
RZ	2	Annual	\$ 61,066.00	\$ 63,081.00	\$ 65,092.00	\$ 67,102.00	\$ 69,115.00	\$ 71,130.00	\$ 73,141.00		
		Bi-Wk	\$ 2,339.70	\$ 2,416.90	\$ 2,493.95	\$ 2,570.96	\$ 2,648.09	\$ 2,725.29	\$ 2,802.34		
		Daily	\$ 233.97	\$ 241.69	\$ 249.40	\$ 257.10	\$ 264.81	\$ 272.53	\$ 280.24		
		Hourly	\$ 29.25	\$ 30.22	\$ 31.18	\$ 32.14	\$ 33.11	\$ 34.07	\$ 35.03		
RZ	3	Annual	\$ 65,493.00	\$ 67,680.00	\$ 69,862.00	\$ 72,054.00	\$ 74,233.00	\$ 76,416.00	\$ 78,601.00		
		Bi-Wk	\$ 2,509.32	\$ 2,593.11	\$ 2,676.71	\$ 2,760.69	\$ 2,844.18	\$ 2,927.82	\$ 3,011.54		
		Daily	\$ 250.94	\$ 259.32	\$ 267.68	\$ 276.07	\$ 284.42	\$ 292.79	\$ 301.16		
		Hourly	\$ 31.37	\$ 32.42	\$ 33.46	\$ 34.51	\$ 35.56	\$ 36.60	\$ 37.65		
RZ	4	Annual	\$ 69,381.00	\$ 71,650.00	\$ 73,909.00	\$ 76,176.00	\$ 78,441.00	\$ 80,711.00	\$ 82,968.00		
		Bi-Wk	\$ 2,658.28	\$ 2,745.22	\$ 2,831.77	\$ 2,918.63	\$ 3,005.41	\$ 3,092.38	\$ 3,178.86		
		Daily	\$ 265.83	\$ 274.53	\$ 283.18	\$ 291.87	\$ 300.55	\$ 309.24	\$ 317.89		
		Hourly	\$ 33.23	\$ 34.32	\$ 35.40	\$ 36.49	\$ 37.57	\$ 38.66	\$ 39.74		
RZ	5	Annual	\$ 97,245.00	\$ 100,263.00	\$ 103,274.00	\$ 106,298.00	\$ 109,312.00	\$ 112,327.00	\$ 115,355.00		
		Bi-Wk	\$ 3,725.87	\$ 3,841.50	\$ 3,956.86	\$ 4,072.73	\$ 4,188.20	\$ 4,303.72	\$ 4,419.74		
		Daily	\$ 372.59	\$ 384.15	\$ 395.69	\$ 407.28	\$ 418.82	\$ 430.38	\$ 441.98		
		Hourly	\$ 46.58	\$ 48.02	\$ 49.47	\$ 50.91	\$ 52.36	\$ 53.80	\$ 55.25		

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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
RZ	6	Annual	\$ 100,591.00	\$ 103,692.00	\$ 106,790.00	\$ 109,899.00	\$ 112,999.00	\$ 116,105.00	\$ 119,201.00		
		Bi-Wk	\$ 3,854.07	\$ 3,972.88	\$ 4,091.58	\$ 4,210.69	\$ 4,329.47	\$ 4,448.47	\$ 4,567.09		
		Daily	\$ 385.41	\$ 397.29	\$ 409.16	\$ 421.07	\$ 432.95	\$ 444.85	\$ 456.71		
		Hourly	\$ 48.18	\$ 49.67	\$ 51.15	\$ 52.64	\$ 54.12	\$ 55.61	\$ 57.09		
RZ	7	Annual	\$ 104,148.00	\$ 107,336.00	\$ 110,526.00	\$ 113,712.00	\$ 116,896.00	\$ 120,086.00	\$ 123,267.00		
		Bi-Wk	\$ 3,990.35	\$ 4,112.50	\$ 4,234.72	\$ 4,356.79	\$ 4,478.78	\$ 4,601.00	\$ 4,722.88		
		Daily	\$ 399.04	\$ 411.25	\$ 423.48	\$ 435.68	\$ 447.88	\$ 460.10	\$ 472.29		
		Hourly	\$ 49.88	\$ 51.41	\$ 52.94	\$ 54.46	\$ 55.99	\$ 57.52	\$ 59.04		
RZ	8	Annual	\$ 107,851.00	\$ 111,119.00	\$ 114,385.00	\$ 117,653.00	\$ 120,917.00	\$ 124,188.00	\$ 127,455.00		
		Bi-Wk	\$ 4,132.23	\$ 4,257.44	\$ 4,382.57	\$ 4,507.78	\$ 4,632.84	\$ 4,758.17	\$ 4,883.34		
		Daily	\$ 413.23	\$ 425.75	\$ 438.26	\$ 450.78	\$ 463.29	\$ 475.82	\$ 488.34		
		Hourly	\$ 51.66	\$ 53.22	\$ 54.79	\$ 56.35	\$ 57.92	\$ 59.48	\$ 61.05		
RZ	9	Annual	\$ 111,748.00	\$ 115,092.00	\$ 118,453.00	\$ 121,800.00	\$ 125,157.00	\$ 128,504.00	\$ 131,856.00		
		Bi-Wk	\$ 4,281.54	\$ 4,409.66	\$ 4,538.43	\$ 4,666.67	\$ 4,795.29	\$ 4,923.53	\$ 5,051.96		
		Daily	\$ 428.16	\$ 440.97	\$ 453.85	\$ 466.67	\$ 479.53	\$ 492.36	\$ 505.20		
		Hourly	\$ 53.52	\$ 55.13	\$ 56.74	\$ 58.34	\$ 59.95	\$ 61.55	\$ 63.15		
RZ	10	Annual	\$ 115,799.00	\$ 119,242.00	\$ 122,683.00	\$ 126,126.00	\$ 129,571.00	\$ 133,016.00	\$ 136,460.00		
		Bi-Wk	\$ 4,436.75	\$ 4,568.66	\$ 4,700.50	\$ 4,832.42	\$ 4,964.41	\$ 5,096.40	\$ 5,228.36		
		Daily	\$ 443.68	\$ 456.87	\$ 470.05	\$ 483.25	\$ 496.45	\$ 509.64	\$ 522.84		
		Hourly	\$ 55.46	\$ 57.11	\$ 58.76	\$ 60.41	\$ 62.06	\$ 63.71	\$ 65.36		

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
RZ	11	Annual	\$ 119,997.00	\$ 123,514.00	\$ 127,044.00	\$ 130,567.00	\$ 134,088.00	\$ 137,621.00	\$ 141,148.00		
		Bi-Wk	\$ 4,597.59	\$ 4,732.34	\$ 4,867.59	\$ 5,002.57	\$ 5,137.48	\$ 5,272.84	\$ 5,407.97		
		Daily	\$ 459.76	\$ 473.24	\$ 486.76	\$ 500.26	\$ 513.75	\$ 527.29	\$ 540.80		
		Hourly	\$ 57.47	\$ 59.16	\$ 60.85	\$ 62.54	\$ 64.22	\$ 65.92	\$ 67.60		
RZ	12	Annual	\$ 124,400.00	\$ 128,009.00	\$ 131,616.00	\$ 135,222.00	\$ 138,834.00	\$ 142,440.00	\$ 146,044.00		
		Bi-Wk	\$ 4,766.29	\$ 4,904.56	\$ 5,042.76	\$ 5,180.92	\$ 5,319.32	\$ 5,457.48	\$ 5,595.56		
		Daily	\$ 476.63	\$ 490.46	\$ 504.28	\$ 518.10	\$ 531.94	\$ 545.75	\$ 559.56		
		Hourly	\$ 59.58	\$ 61.31	\$ 63.04	\$ 64.77	\$ 66.50	\$ 68.22	\$ 69.95		
RZ	13	Annual	\$ 137,314.00	\$ 141,296.00	\$ 145,276.00	\$ 149,256.00	\$ 153,236.00	\$ 157,217.00	\$ 161,195.00		
		Bi-Wk	\$ 5,261.08	\$ 5,413.64	\$ 5,566.14	\$ 5,718.63	\$ 5,871.12	\$ 6,023.64	\$ 6,176.06		
		Daily	\$ 526.11	\$ 541.37	\$ 556.62	\$ 571.87	\$ 587.12	\$ 602.37	\$ 617.61		
		Hourly	\$ 65.77	\$ 67.68	\$ 69.58	\$ 71.49	\$ 73.39	\$ 75.30	\$ 77.21		
RZ	14	Annual	\$ 155,226.00	\$ 159,704.00	\$ 164,181.00	\$ 168,659.00	\$ 173,136.00	\$ 177,615.00	\$ 182,093.00	\$ 186,570.00	\$ 191,046.00
		Bi-Wk	\$ 5,947.36	\$ 6,118.93	\$ 6,290.46	\$ 6,462.04	\$ 6,633.57	\$ 6,805.18	\$ 6,976.75	\$ 7,148.28	\$ 7,319.78
		Daily	\$ 594.74	\$ 611.90	\$ 629.05	\$ 646.21	\$ 663.36	\$ 680.52	\$ 697.68	\$ 714.83	\$ 731.98
		Hourly	\$ 74.35	\$ 76.49	\$ 78.64	\$ 80.78	\$ 82.92	\$ 85.07	\$ 87.21	\$ 89.36	\$ 91.50

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
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		

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
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		
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		

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

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
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