

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 6/25/2005

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	15	Annual	\$32,000.00	\$33,154.00	\$34,307.00	\$35,460.00	\$36,615.00	\$37,774.00	\$38,928.00	\$39,999.00	\$41,068.00	\$42,168.00	\$43,298.00
		Bi-Wk	\$1,226.06	\$1,270.27	\$1,314.45	\$1,358.63	\$1,402.88	\$1,447.28	\$1,491.50	\$1,532.53	\$1,573.49	\$1,615.64	\$1,658.93
		Daily	\$122.61	\$127.03	\$131.45	\$135.87	\$140.29	\$144.73	\$149.15	\$153.26	\$157.35	\$161.57	\$165.90
		Hourly	\$17.52	\$18.15	\$18.78	\$19.41	\$20.05	\$20.68	\$21.31	\$21.90	\$22.48	\$23.09	\$23.70
HC	16	Annual	\$33,556.00	\$34,745.00	\$35,937.00	\$37,125.00	\$38,313.00	\$39,504.00	\$40,688.00	\$41,804.00	\$42,924.00	\$44,075.00	\$45,257.00
		Bi-Wk	\$1,285.68	\$1,331.23	\$1,376.90	\$1,422.42	\$1,467.94	\$1,513.57	\$1,558.93	\$1,601.69	\$1,644.60	\$1,688.70	\$1,733.99
		Daily	\$128.57	\$133.13	\$137.69	\$142.25	\$146.80	\$151.36	\$155.90	\$160.17	\$164.46	\$168.87	\$173.40
		Hourly	\$18.37	\$19.02	\$19.67	\$20.33	\$20.98	\$21.63	\$22.28	\$22.89	\$23.50	\$24.13	\$24.78
HC	17	Annual	\$35,218.00	\$36,443.00	\$37,668.00	\$38,889.00	\$40,111.00	\$41,328.00	\$42,557.00	\$43,729.00	\$44,899.00	\$46,100.00	\$47,334.00
		Bi-Wk	\$1,349.35	\$1,396.29	\$1,443.22	\$1,490.00	\$1,536.82	\$1,583.45	\$1,630.54	\$1,675.45	\$1,720.27	\$1,766.29	\$1,813.57
		Daily	\$134.94	\$139.63	\$144.33	\$149.00	\$153.69	\$158.35	\$163.06	\$167.55	\$172.03	\$176.63	\$181.36
		Hourly	\$19.28	\$19.95	\$20.62	\$21.29	\$21.96	\$22.63	\$23.30	\$23.94	\$24.58	\$25.24	\$25.91
HC	18	Annual	\$36,994.00	\$38,250.00	\$39,504.00	\$40,760.00	\$42,006.00	\$43,263.00	\$44,514.00	\$45,738.00	\$46,965.00	\$48,226.00	\$49,521.00
		Bi-Wk	\$1,417.40	\$1,465.52	\$1,513.57	\$1,561.69	\$1,609.43	\$1,657.59	\$1,705.52	\$1,752.42	\$1,799.43	\$1,847.74	\$1,897.36
		Daily	\$141.74	\$146.56	\$151.36	\$156.17	\$160.95	\$165.76	\$170.56	\$175.25	\$179.95	\$184.78	\$189.74
		Hourly	\$20.25	\$20.94	\$21.63	\$22.31	\$23.00	\$23.68	\$24.37	\$25.04	\$25.71	\$26.40	\$27.11
HC	19	Annual	\$38,816.00	\$40,111.00	\$41,400.00	\$42,696.00	\$43,978.00	\$45,267.00	\$46,557.00	\$47,839.00	\$49,118.00	\$50,434.00	\$51,786.00
		Bi-Wk	\$1,487.21	\$1,536.82	\$1,586.21	\$1,635.87	\$1,684.99	\$1,734.37	\$1,783.80	\$1,832.92	\$1,881.92	\$1,932.34	\$1,984.14
		Daily	\$148.73	\$153.69	\$158.63	\$163.59	\$168.50	\$173.44	\$178.38	\$183.30	\$188.20	\$193.24	\$198.42
		Hourly	\$21.25	\$21.96	\$22.67	\$23.37	\$24.08	\$24.78	\$25.49	\$26.19	\$26.89	\$27.61	\$28.35

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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	Step 10	Step 11
HC	20	Annual	\$40,797.00	\$42,118.00	\$43,438.00	\$44,757.00	\$46,074.00	\$47,398.00	\$48,719.00	\$50,058.00	\$51,398.00	\$52,774.00	\$54,187.00
		Bi-Wk	\$1,563.11	\$1,613.72	\$1,664.30	\$1,714.83	\$1,765.29	\$1,816.02	\$1,866.63	\$1,917.94	\$1,969.28	\$2,022.00	\$2,076.14
		Daily	\$156.32	\$161.38	\$166.43	\$171.49	\$176.53	\$181.61	\$186.67	\$191.80	\$196.93	\$202.20	\$207.62
		Hourly	\$22.34	\$23.06	\$23.78	\$24.50	\$25.22	\$25.95	\$26.67	\$27.40	\$28.14	\$28.89	\$29.66
HC	21	Annual	\$42,808.00	\$44,166.00	\$45,523.00	\$46,881.00	\$48,239.00	\$49,595.00	\$50,955.00	\$52,354.00	\$53,756.00	\$55,195.00	\$56,673.00
		Bi-Wk	\$1,640.16	\$1,692.19	\$1,744.18	\$1,796.21	\$1,848.24	\$1,900.20	\$1,952.30	\$2,005.91	\$2,059.62	\$2,114.76	\$2,171.38
		Daily	\$164.02	\$169.22	\$174.42	\$179.63	\$184.83	\$190.02	\$195.23	\$200.60	\$205.97	\$211.48	\$217.14
		Hourly	\$23.44	\$24.18	\$24.92	\$25.67	\$26.41	\$27.15	\$27.89	\$28.66	\$29.43	\$30.22	\$31.02
HC	22	Annual	\$43,978.00	\$45,591.00	\$47,204.00	\$48,811.00	\$50,424.00	\$52,036.00	\$53,646.00	\$55,121.00	\$56,597.00	\$58,113.00	\$59,670.00
		Bi-Wk	\$1,684.99	\$1,746.79	\$1,808.59	\$1,870.16	\$1,931.96	\$1,993.72	\$2,055.41	\$2,111.92	\$2,168.47	\$2,226.56	\$2,286.21
		Daily	\$168.50	\$174.68	\$180.86	\$187.02	\$193.20	\$199.38	\$205.55	\$211.20	\$216.85	\$222.66	\$228.63
		Hourly	\$24.08	\$24.96	\$25.84	\$26.72	\$27.60	\$28.49	\$29.37	\$30.18	\$30.98	\$31.81	\$32.67
HC	23	Annual	\$46,062.00	\$47,742.00	\$49,416.00	\$51,097.00	\$52,774.00	\$54,455.00	\$56,135.00	\$57,675.00	\$59,220.00	\$60,807.00	\$62,437.00
		Bi-Wk	\$1,764.83	\$1,829.20	\$1,893.34	\$1,957.74	\$2,022.00	\$2,086.40	\$2,150.77	\$2,209.78	\$2,268.97	\$2,329.78	\$2,392.23
		Daily	\$176.49	\$182.92	\$189.34	\$195.78	\$202.20	\$208.64	\$215.08	\$220.98	\$226.90	\$232.98	\$239.23
		Hourly	\$25.22	\$26.14	\$27.05	\$27.97	\$28.89	\$29.81	\$30.73	\$31.57	\$32.42	\$33.29	\$34.18
HC	24	Annual	\$48,276.00	\$50,027.00	\$51,774.00	\$53,526.00	\$55,278.00	\$57,025.00	\$58,773.00	\$60,388.00	\$62,005.00	\$63,665.00	\$65,370.00
		Bi-Wk	\$1,849.66	\$1,916.75	\$1,983.68	\$2,050.81	\$2,117.94	\$2,184.87	\$2,251.84	\$2,313.72	\$2,375.68	\$2,439.28	\$2,504.60
		Daily	\$184.97	\$191.68	\$198.37	\$205.09	\$211.80	\$218.49	\$225.19	\$231.38	\$237.57	\$243.93	\$250.46
		Hourly	\$26.43	\$27.39	\$28.34	\$29.30	\$30.26	\$31.22	\$32.17	\$33.06	\$33.94	\$34.85	\$35.78

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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	Step 10	Step 11
HC	25	Annual	\$50,632.00	\$52,454.00	\$54,260.00	\$56,077.00	\$57,890.00	\$59,707.00	\$61,518.00	\$63,210.00	\$64,901.00	\$66,638.00	\$68,422.00
		Bi-Wk	\$1,939.93	\$2,009.74	\$2,078.93	\$2,148.55	\$2,218.01	\$2,287.63	\$2,357.02	\$2,421.84	\$2,486.63	\$2,553.19	\$2,621.54
		Daily	\$194.00	\$200.98	\$207.90	\$214.86	\$221.81	\$228.77	\$235.71	\$242.19	\$248.67	\$255.32	\$262.16
		Hourly	\$27.72	\$28.72	\$29.70	\$30.70	\$31.69	\$32.69	\$33.68	\$34.60	\$35.53	\$36.48	\$37.46
HC	26	Annual	\$53,130.00	\$55,008.00	\$56,897.00	\$58,773.00	\$60,656.00	\$62,538.00	\$64,416.00	\$66,186.00	\$67,960.00	\$69,781.00	\$71,651.00
		Bi-Wk	\$2,035.64	\$2,107.59	\$2,179.97	\$2,251.84	\$2,323.99	\$2,396.10	\$2,468.05	\$2,535.87	\$2,603.84	\$2,673.61	\$2,745.25
		Daily	\$203.57	\$210.76	\$218.00	\$225.19	\$232.40	\$239.61	\$246.81	\$253.59	\$260.39	\$267.37	\$274.53
		Hourly	\$29.09	\$30.11	\$31.15	\$32.17	\$33.20	\$34.23	\$35.26	\$36.23	\$37.20	\$38.20	\$39.22
HC	27	Annual	\$55,766.00	\$57,714.00	\$59,663.00	\$61,603.00	\$63,554.00	\$65,497.00	\$67,449.00	\$69,302.00	\$71,157.00	\$73,065.00	\$75,025.00
		Bi-Wk	\$2,136.63	\$2,211.27	\$2,285.94	\$2,360.27	\$2,435.02	\$2,509.47	\$2,584.26	\$2,655.25	\$2,726.33	\$2,799.43	\$2,874.53
		Daily	\$213.67	\$221.13	\$228.60	\$236.03	\$243.51	\$250.95	\$258.43	\$265.53	\$272.64	\$279.95	\$287.46
		Hourly	\$30.53	\$31.59	\$32.66	\$33.72	\$34.79	\$35.85	\$36.92	\$37.94	\$38.95	\$40.00	\$41.07
HC	28	Annual	\$58,582.00	\$60,595.00	\$62,615.00	\$64,630.00	\$66,641.00	\$68,650.00	\$70,662.00	\$72,604.00	\$74,550.00	\$76,549.00	\$78,602.00
		Bi-Wk	\$2,244.53	\$2,321.65	\$2,399.05	\$2,476.25	\$2,553.30	\$2,630.27	\$2,707.36	\$2,781.77	\$2,856.33	\$2,932.92	\$3,011.58
		Daily	\$224.46	\$232.17	\$239.91	\$247.63	\$255.33	\$263.03	\$270.74	\$278.18	\$285.64	\$293.30	\$301.16
		Hourly	\$32.07	\$33.17	\$34.28	\$35.38	\$36.48	\$37.58	\$38.68	\$39.74	\$40.81	\$41.90	\$43.03
HC	29	Annual	\$59,145.00	\$61,363.00	\$63,586.00	\$65,805.00	\$68,025.00	\$70,241.00	\$72,462.00	\$74,453.00	\$76,447.00	\$78,494.00	\$80,596.00
		Bi-Wk	\$2,266.10	\$2,351.08	\$2,436.25	\$2,521.27	\$2,606.33	\$2,691.23	\$2,776.33	\$2,852.61	\$2,929.01	\$3,007.44	\$3,087.97
		Daily	\$226.61	\$235.11	\$243.63	\$252.13	\$260.64	\$269.13	\$277.64	\$285.27	\$292.91	\$300.75	\$308.80
		Hourly	\$32.38	\$33.59	\$34.81	\$36.02	\$37.24	\$38.45	\$39.67	\$40.76	\$41.85	\$42.97	\$44.12

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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	Step 10	Step 11
HC	30	Annual	\$61,518.00	\$63,802.00	\$66,090.00	\$68,370.00	\$70,652.00	\$72,936.00	\$75,224.00	\$77,293.00	\$79,359.00	\$81,481.00	\$83,660.00
		Bi-Wk	\$2,357.02	\$2,444.53	\$2,532.19	\$2,619.55	\$2,706.98	\$2,794.49	\$2,882.15	\$2,961.42	\$3,040.58	\$3,121.88	\$3,205.37
		Daily	\$235.71	\$244.46	\$253.22	\$261.96	\$270.70	\$279.45	\$288.22	\$296.15	\$304.06	\$312.19	\$320.54
		Hourly	\$33.68	\$34.93	\$36.18	\$37.43	\$38.68	\$39.93	\$41.18	\$42.31	\$43.44	\$44.60	\$45.80
HC	31	Annual	\$63,987.00	\$66,336.00	\$68,687.00	\$71,040.00	\$73,397.00	\$75,746.00	\$78,096.00	\$80,246.00	\$82,391.00	\$84,594.00	\$86,856.00
		Bi-Wk	\$2,451.61	\$2,541.61	\$2,631.69	\$2,721.84	\$2,812.15	\$2,902.15	\$2,992.19	\$3,074.56	\$3,156.75	\$3,241.15	\$3,327.82
		Daily	\$245.17	\$254.17	\$263.17	\$272.19	\$281.22	\$290.22	\$299.22	\$307.46	\$315.68	\$324.12	\$332.79
		Hourly	\$35.03	\$36.31	\$37.60	\$38.89	\$40.18	\$41.46	\$42.75	\$43.93	\$45.10	\$46.31	\$47.55
HC	32	Annual	\$66,551.00	\$68,968.00	\$71,383.00	\$73,797.00	\$76,218.00	\$78,632.00	\$81,055.00	\$83,285.00	\$85,512.00	\$87,800.00	\$90,150.00
		Bi-Wk	\$2,549.85	\$2,642.46	\$2,734.99	\$2,827.48	\$2,920.23	\$3,012.73	\$3,105.56	\$3,191.00	\$3,276.33	\$3,363.99	\$3,454.03
		Daily	\$254.99	\$264.25	\$273.50	\$282.75	\$292.03	\$301.28	\$310.56	\$319.10	\$327.64	\$336.40	\$345.41
		Hourly	\$36.43	\$37.75	\$39.08	\$40.40	\$41.72	\$43.04	\$44.37	\$45.59	\$46.81	\$48.06	\$49.35
HC	33	Annual	\$69,233.00	\$71,716.00	\$74,199.00	\$76,682.00	\$79,165.00	\$81,650.00	\$84,138.00	\$86,451.00	\$88,767.00	\$91,143.00	\$93,583.00
		Bi-Wk	\$2,652.61	\$2,747.74	\$2,842.88	\$2,938.01	\$3,033.15	\$3,128.36	\$3,223.68	\$3,312.30	\$3,401.04	\$3,492.07	\$3,585.56
		Daily	\$265.27	\$274.78	\$284.29	\$293.81	\$303.32	\$312.84	\$322.37	\$331.23	\$340.11	\$349.21	\$358.56
		Hourly	\$37.90	\$39.26	\$40.62	\$41.98	\$43.34	\$44.70	\$46.06	\$47.32	\$48.59	\$49.89	\$51.23
HC	34	Annual	\$72,083.00	\$74,632.00	\$77,186.00	\$79,739.00	\$82,286.00	\$84,840.00	\$87,390.00	\$89,792.00	\$92,197.00	\$94,669.00	\$97,208.00
		Bi-Wk	\$2,761.81	\$2,859.47	\$2,957.32	\$3,055.14	\$3,152.73	\$3,250.58	\$3,348.28	\$3,440.31	\$3,532.46	\$3,627.17	\$3,724.45
		Daily	\$276.19	\$285.95	\$295.74	\$305.52	\$315.28	\$325.06	\$334.83	\$344.04	\$353.25	\$362.72	\$372.45
		Hourly	\$39.46	\$40.85	\$42.25	\$43.65	\$45.04	\$46.44	\$47.84	\$49.15	\$50.47	\$51.82	\$53.21
HC	35	Annual	\$75,045.00	\$77,659.00	\$79,927.00	\$82,894.00	\$85,508.00	\$88,123.00	\$90,391.00	\$92,876.00	\$95,361.00	\$97,916.00	\$100,540.00
		Bi-Wk	\$2,875.29	\$2,975.45	\$3,062.34	\$3,176.02	\$3,276.17	\$3,376.37	\$3,463.26	\$3,558.47	\$3,653.68	\$3,751.58	\$3,852.11
		Daily	\$287.53	\$297.55	\$306.24	\$317.61	\$327.62	\$337.64	\$346.33	\$355.85	\$365.37	\$375.16	\$385.22
		Hourly	\$41.08	\$42.51	\$43.75	\$45.38	\$46.81	\$48.24	\$49.48	\$50.84	\$52.20	\$53.60	\$55.04

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HC	15	Annual	33,949.00	35,174.00	36,398.00	37,620.00	38,846.00	40,076.00	41,299.00	42,435.00	43,571.00	44,738.00	45,935.00
		Bi-Wk	1,300.73	1,347.67	1,394.56	1,441.38	1,488.36	1,535.48	1,582.34	1,625.87	1,669.39	1,714.10	1,759.97
		Daily	130.08	134.77	139.46	144.14	148.84	153.55	158.24	162.59	166.94	171.41	176.00
		Hourly	18.59	19.26	19.93	20.60	21.27	21.94	22.61	23.23	23.85	24.49	25.15
HC	16	Annual	35,600.00	36,862.00	38,127.00	39,387.00	40,647.00	41,911.00	43,167.00	44,351.00	45,539.00	46,760.00	48,014.00
		Bi-Wk	1,363.99	1,412.34	1,460.81	1,509.09	1,557.36	1,605.79	1,653.91	1,699.28	1,744.79	1,791.58	1,839.62
		Daily	136.40	141.24	146.09	150.91	155.74	160.58	165.40	169.93	174.48	179.16	183.97
		Hourly	19.49	20.18	20.87	21.56	22.25	22.94	23.63	24.28	24.93	25.60	26.29
HC	17	Annual	37,364.00	38,664.00	39,963.00	41,258.00	42,555.00	43,846.00	45,150.00	46,393.00	47,634.00	48,908.00	50,218.00
		Bi-Wk	1,431.58	1,481.38	1,531.15	1,580.77	1,630.46	1,679.93	1,729.89	1,777.51	1,825.06	1,873.87	1,924.07
		Daily	143.16	148.14	153.12	158.08	163.05	168.00	172.99	177.76	182.51	187.39	192.41
		Hourly	20.46	21.17	21.88	22.59	23.30	24.00	24.72	25.40	26.08	26.77	27.49
HC	18	Annual	39,248.00	40,580.00	41,911.00	43,243.00	44,566.00	45,898.00	47,226.00	48,525.00	49,826.00	51,164.00	52,538.00
		Bi-Wk	1,503.76	1,554.79	1,605.79	1,656.82	1,707.51	1,758.55	1,809.43	1,859.20	1,909.05	1,960.31	2,012.96
		Daily	150.38	155.48	160.58	165.69	170.76	175.86	180.95	185.92	190.91	196.04	201.30
		Hourly	21.49	22.22	22.94	23.67	24.40	25.13	25.85	26.56	27.28	28.01	28.76
HC	19	Annual	41,181.00	42,555.00	43,922.00	45,297.00	46,657.00	48,025.00	49,393.00	50,754.00	52,110.00	53,507.00	54,941.00
		Bi-Wk	1,577.82	1,630.46	1,682.84	1,735.52	1,787.63	1,840.04	1,892.46	1,944.60	1,996.56	2,050.08	2,105.02
		Daily	157.79	163.05	168.29	173.56	178.77	184.01	189.25	194.46	199.66	205.01	210.51
		Hourly	22.55	23.30	24.05	24.80	25.54	26.29	27.04	27.78	28.53	29.29	30.08

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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	Step 10	Step 11
HC	20	Annual	43,282.00	44,684.00	46,085.00	47,483.00	48,881.00	50,285.00	51,687.00	53,107.00	54,529.00	55,989.00	57,488.00
		Bi-Wk	1,658.32	1,712.04	1,765.71	1,819.28	1,872.84	1,926.63	1,980.35	2,034.76	2,089.24	2,145.18	2,202.61
		Daily	165.84	171.21	176.58	181.93	187.29	192.67	198.04	203.48	208.93	214.52	220.27
		Hourly	23.70	24.46	25.23	25.99	26.76	27.53	28.30	29.07	29.85	30.65	31.47
HC	21	Annual	45,416.00	46,856.00	48,296.00	49,737.00	51,178.00	52,616.00	54,059.00	55,543.00	57,031.00	58,557.00	60,126.00
		Bi-Wk	1,740.08	1,795.25	1,850.43	1,905.64	1,960.85	2,015.94	2,071.23	2,128.09	2,185.10	2,243.57	2,303.68
		Daily	174.01	179.53	185.05	190.57	196.09	201.60	207.13	212.81	218.51	224.36	230.37
		Hourly	24.86	25.65	26.44	27.23	28.02	28.80	29.59	30.41	31.22	32.06	32.91
HC	22	Annual	46,657.00	48,368.00	50,080.00	51,785.00	53,496.00	55,206.00	56,914.00	58,479.00	60,044.00	61,653.00	63,305.00
		Bi-Wk	1,787.63	1,853.19	1,918.78	1,984.10	2,049.66	2,115.18	2,180.62	2,240.58	2,300.54	2,362.19	2,425.48
		Daily	178.77	185.32	191.88	198.41	204.97	211.52	218.07	224.06	230.06	236.22	242.55
		Hourly	25.54	26.48	27.42	28.35	29.29	30.22	31.16	32.01	32.87	33.75	34.65
HC	23	Annual	48,868.00	50,651.00	52,426.00	54,209.00	55,989.00	57,772.00	59,555.00	61,189.00	62,827.00	64,511.00	66,241.00
		Bi-Wk	1,872.34	1,940.66	2,008.66	2,076.98	2,145.18	2,213.49	2,281.81	2,344.41	2,407.17	2,471.69	2,537.97
		Daily	187.24	194.07	200.87	207.70	214.52	221.35	228.19	234.45	240.72	247.17	253.80
		Hourly	26.75	27.73	28.70	29.68	30.65	31.63	32.60	33.50	34.39	35.31	36.26
HC	24	Annual	51,217.00	53,074.00	54,928.00	56,786.00	58,646.00	60,499.00	62,354.00	64,066.00	65,782.00	67,543.00	69,352.00
		Bi-Wk	1,962.34	2,033.49	2,104.53	2,175.71	2,246.98	2,317.97	2,389.05	2,454.64	2,520.39	2,587.86	2,657.17
		Daily	196.24	203.35	210.46	217.58	224.70	231.80	238.91	245.47	252.04	258.79	265.72
		Hourly	28.04	29.05	30.07	31.09	32.10	33.12	34.13	35.07	36.01	36.97	37.96

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	25	Annual	53,716.00	55,649.00	57,565.00	59,493.00	61,416.00	63,344.00	65,265.00	67,061.00	68,855.00	70,698.00	72,590.00
		Bi-Wk	2,058.09	2,132.15	2,205.56	2,279.43	2,353.11	2,426.98	2,500.58	2,569.39	2,638.13	2,708.74	2,781.23
		Daily	205.81	213.22	220.56	227.95	235.32	242.70	250.06	256.94	263.82	270.88	278.13
		Hourly	29.41	30.46	31.51	32.57	33.62	34.68	35.73	36.71	37.69	38.70	39.74
HC	26	Annual	56,366.00	58,359.00	60,363.00	62,354.00	64,351.00	66,348.00	68,340.00	70,218.00	72,099.00	74,032.00	76,016.00
		Bi-Wk	2,159.62	2,235.98	2,312.76	2,389.05	2,465.56	2,542.07	2,618.40	2,690.35	2,762.42	2,836.48	2,912.50
		Daily	215.97	223.60	231.28	238.91	246.56	254.21	261.84	269.04	276.25	283.65	291.25
		Hourly	30.86	31.95	33.04	34.13	35.23	36.32	37.41	38.44	39.47	40.53	41.61
HC	27	Annual	59,163.00	61,230.00	63,297.00	65,356.00	67,425.00	69,486.00	71,558.00	73,524.00	75,491.00	77,515.00	79,595.00
		Bi-Wk	2,266.79	2,345.98	2,425.18	2,504.07	2,583.34	2,662.30	2,741.69	2,817.02	2,892.38	2,969.93	3,049.62
		Daily	226.68	234.60	242.52	250.41	258.34	266.23	274.17	281.71	289.24	297.00	304.97
		Hourly	32.39	33.52	34.65	35.78	36.91	38.04	39.17	40.25	41.32	42.43	43.57
HC	28	Annual	62,151.00	64,286.00	66,429.00	68,567.00	70,701.00	72,832.00	74,966.00	77,027.00	79,091.00	81,212.00	83,390.00
		Bi-Wk	2,381.27	2,463.07	2,545.18	2,627.09	2,708.86	2,790.50	2,872.27	2,951.23	3,030.31	3,111.58	3,195.02
		Daily	238.13	246.31	254.52	262.71	270.89	279.05	287.23	295.13	303.04	311.16	319.51
		Hourly	34.02	35.19	36.36	37.53	38.70	39.87	41.04	42.17	43.30	44.46	45.65
HC	29	Annual	62,748.00	65,101.00	67,459.00	69,814.00	72,168.00	74,520.00	76,876.00	78,988.00	81,104.00	83,275.00	85,505.00
		Bi-Wk	2,404.14	2,494.30	2,584.64	2,674.87	2,765.06	2,855.18	2,945.45	3,026.37	3,107.44	3,190.62	3,276.06
		Daily	240.42	249.43	258.47	267.49	276.51	285.52	294.55	302.64	310.75	319.07	327.61
		Hourly	34.35	35.64	36.93	38.22	39.51	40.79	42.08	43.24	44.40	45.59	46.81

P-1 HC 35 HOUR PAY PLAN EFFECTIVE 7/1/2006

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
HC	30	Annual	65,265.00	67,689.00	70,116.00	72,535.00	74,956.00	77,379.00	79,806.00	82,001.00	84,193.00	86,444.00	88,756.00
		Bi-Wk	2,500.58	2,593.45	2,686.44	2,779.12	2,871.88	2,964.72	3,057.71	3,141.81	3,225.79	3,312.04	3,400.62
		Daily	250.06	259.35	268.65	277.92	287.19	296.48	305.78	314.19	322.58	331.21	340.07
		Hourly	35.73	37.05	38.38	39.71	41.03	42.36	43.69	44.89	46.09	47.32	48.59
HC	31	Annual	67,885.00	70,377.00	72,871.00	75,368.00	77,867.00	80,360.00	82,853.00	85,134.00	87,409.00	89,746.00	92,146.00
		Bi-Wk	2,600.96	2,696.44	2,792.00	2,887.67	2,983.41	3,078.93	3,174.45	3,261.84	3,349.01	3,438.55	3,530.50
		Daily	260.10	269.65	279.20	288.77	298.35	307.90	317.45	326.19	334.91	343.86	353.05
		Hourly	37.16	38.53	39.89	41.26	42.63	43.99	45.35	46.60	47.85	49.13	50.44
HC	32	Annual	70,605.00	73,170.00	75,731.00	78,292.00	80,861.00	83,421.00	85,992.00	88,358.00	90,721.00	93,148.00	95,641.00
		Bi-Wk	2,705.18	2,803.45	2,901.58	2,999.70	3,098.13	3,196.21	3,294.72	3,385.37	3,475.91	3,568.89	3,664.41
		Daily	270.52	280.35	290.16	299.97	309.82	319.63	329.48	338.54	347.60	356.89	366.45
		Hourly	38.65	40.05	41.46	42.86	44.26	45.67	47.07	48.37	49.66	50.99	52.35
HC	33	Annual	73,450.00	76,085.00	78,718.00	81,353.00	83,987.00	86,623.00	89,263.00	91,717.00	94,174.00	96,695.00	99,283.00
		Bi-Wk	2,814.18	2,915.14	3,016.02	3,116.98	3,217.90	3,318.89	3,420.04	3,514.07	3,608.20	3,704.79	3,803.95
		Daily	281.42	291.52	301.61	311.70	321.79	331.89	342.01	351.41	360.82	370.48	380.40
		Hourly	40.21	41.65	43.09	44.53	45.97	47.42	48.86	50.21	51.55	52.93	54.35
HC	34	Annual	76,474.00	79,178.00	81,888.00	84,596.00	87,298.00	90,008.00	92,713.00	95,261.00	97,812.00	100,436.00	103,129.00
		Bi-Wk	2,930.04	3,033.64	3,137.48	3,241.23	3,344.76	3,448.59	3,552.23	3,649.85	3,747.59	3,848.13	3,951.31
		Daily	293.01	303.37	313.75	324.13	334.48	344.86	355.23	364.99	374.76	384.82	395.14
		Hourly	41.86	43.34	44.83	46.31	47.79	49.27	50.75	52.15	53.54	54.98	56.45
HC	35	Annual	79,616.00	82,389.00	84,795.00	87,943.00	90,717.00	93,491.00	95,897.00	98,533.00	101,169.00	103,880.00	106,664.00
		Bi-Wk	3,050.43	3,156.67	3,248.86	3,369.47	3,475.75	3,582.04	3,674.22	3,775.22	3,876.21	3,980.08	4,086.75
		Daily	305.05	315.67	324.89	336.95	347.58	358.21	367.43	377.53	387.63	398.01	408.68
		Hourly	43.58	45.10	46.42	48.14	49.66	51.18	52.49	53.94	55.38	56.86	58.39

P-1 HC 35 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	Step 10	Step 11
HC	15	Annual	\$34,968.00	\$36,230.00	\$37,490.00	\$38,749.00	\$40,012.00	\$41,279.00	\$42,538.00	\$43,709.00	\$44,879.00	\$46,081.00	\$47,314.00
		Bi-Wk	\$1,339.78	\$1,388.13	\$1,436.40	\$1,484.64	\$1,533.03	\$1,581.58	\$1,629.81	\$1,674.68	\$1,719.51	\$1,765.56	\$1,812.80
		Daily	\$133.98	\$138.82	\$143.64	\$148.47	\$153.31	\$158.16	\$162.99	\$167.47	\$171.96	\$176.56	\$181.28
		Hourly	\$19.14	\$19.84	\$20.52	\$21.21	\$21.91	\$22.60	\$23.29	\$23.93	\$24.57	\$25.23	\$25.90
HC	16	Annual	\$36,668.00	\$37,968.00	\$39,271.00	\$40,569.00	\$41,867.00	\$43,169.00	\$44,463.00	\$45,682.00	\$46,906.00	\$48,163.00	\$49,455.00
		Bi-Wk	\$1,404.91	\$1,454.72	\$1,504.64	\$1,554.37	\$1,604.10	\$1,653.99	\$1,703.57	\$1,750.27	\$1,797.17	\$1,845.33	\$1,894.83
		Daily	\$140.50	\$145.48	\$150.47	\$155.44	\$160.41	\$165.40	\$170.36	\$175.03	\$179.72	\$184.54	\$189.49
		Hourly	\$20.08	\$20.79	\$21.50	\$22.21	\$22.92	\$23.63	\$24.34	\$25.01	\$25.68	\$26.37	\$27.07
HC	17	Annual	\$38,485.00	\$39,824.00	\$41,162.00	\$42,496.00	\$43,832.00	\$45,162.00	\$46,505.00	\$47,785.00	\$49,064.00	\$50,376.00	\$51,725.00
		Bi-Wk	\$1,474.53	\$1,525.83	\$1,577.09	\$1,628.20	\$1,679.39	\$1,730.35	\$1,781.81	\$1,830.85	\$1,879.85	\$1,930.12	\$1,981.81
		Daily	\$147.46	\$152.59	\$157.71	\$162.82	\$167.94	\$173.04	\$178.19	\$183.09	\$187.99	\$193.02	\$198.19
		Hourly	\$21.07	\$21.80	\$22.53	\$23.26	\$24.00	\$24.72	\$25.46	\$26.16	\$26.86	\$27.58	\$28.32
HC	18	Annual	\$40,426.00	\$41,798.00	\$43,169.00	\$44,541.00	\$45,903.00	\$47,275.00	\$48,643.00	\$49,981.00	\$51,321.00	\$52,699.00	\$54,115.00
		Bi-Wk	\$1,548.89	\$1,601.46	\$1,653.99	\$1,706.56	\$1,758.74	\$1,811.31	\$1,863.72	\$1,914.99	\$1,966.33	\$2,019.12	\$2,073.38
		Daily	\$154.89	\$160.15	\$165.40	\$170.66	\$175.88	\$181.14	\$186.38	\$191.50	\$196.64	\$201.92	\$207.34
		Hourly	\$22.13	\$22.88	\$23.63	\$24.38	\$25.13	\$25.88	\$26.63	\$27.36	\$28.10	\$28.85	\$29.62
HC	19	Annual	\$42,417.00	\$43,832.00	\$45,240.00	\$46,656.00	\$48,057.00	\$49,466.00	\$50,875.00	\$52,277.00	\$53,674.00	\$55,113.00	\$56,590.00
		Bi-Wk	\$1,625.18	\$1,679.39	\$1,733.34	\$1,787.59	\$1,841.27	\$1,895.25	\$1,949.24	\$2,002.96	\$2,056.48	\$2,111.61	\$2,168.20
		Daily	\$162.52	\$167.94	\$173.34	\$178.76	\$184.13	\$189.53	\$194.93	\$200.30	\$205.65	\$211.17	\$216.82
		Hourly	\$23.22	\$24.00	\$24.77	\$25.54	\$26.31	\$27.08	\$27.85	\$28.62	\$29.38	\$30.17	\$30.98

P-1 HC 35 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	Step 10	Step 11
HC	20	Annual	\$44,581.00	\$46,025.00	\$47,468.00	\$48,908.00	\$50,348.00	\$51,794.00	\$53,238.00	\$54,701.00	\$56,165.00	\$57,669.00	\$59,213.00
		Bi-Wk	\$1,708.09	\$1,763.41	\$1,818.70	\$1,873.87	\$1,929.05	\$1,984.45	\$2,039.78	\$2,095.83	\$2,151.92	\$2,209.55	\$2,268.70
		Daily	\$170.81	\$176.35	\$181.87	\$187.39	\$192.91	\$198.45	\$203.98	\$209.59	\$215.20	\$220.96	\$226.87
		Hourly	\$24.41	\$25.20	\$25.99	\$26.77	\$27.56	\$28.35	\$29.14	\$29.95	\$30.75	\$31.57	\$32.41
HC	21	Annual	\$46,779.00	\$48,262.00	\$49,745.00	\$51,230.00	\$52,714.00	\$54,195.00	\$55,681.00	\$57,210.00	\$58,742.00	\$60,314.00	\$61,930.00
		Bi-Wk	\$1,792.30	\$1,849.12	\$1,905.94	\$1,962.84	\$2,019.70	\$2,076.44	\$2,133.38	\$2,191.96	\$2,250.66	\$2,310.89	\$2,372.80
		Daily	\$179.23	\$184.92	\$190.60	\$196.29	\$201.97	\$207.65	\$213.34	\$219.20	\$225.07	\$231.09	\$237.28
		Hourly	\$25.61	\$26.42	\$27.23	\$28.05	\$28.86	\$29.67	\$30.48	\$31.32	\$32.16	\$33.02	\$33.90
HC	22	Annual	\$48,057.00	\$49,820.00	\$51,583.00	\$53,339.00	\$55,101.00	\$56,863.00	\$58,622.00	\$60,234.00	\$61,846.00	\$63,503.00	\$65,205.00
		Bi-Wk	\$1,841.27	\$1,908.82	\$1,976.37	\$2,043.64	\$2,111.15	\$2,178.66	\$2,246.06	\$2,307.82	\$2,369.58	\$2,433.07	\$2,498.28
		Daily	\$184.13	\$190.89	\$197.64	\$204.37	\$211.12	\$217.87	\$224.61	\$230.79	\$236.96	\$243.31	\$249.83
		Hourly	\$26.31	\$27.27	\$28.24	\$29.20	\$30.16	\$31.13	\$32.09	\$32.97	\$33.86	\$34.76	\$35.69
HC	23	Annual	\$50,335.00	\$52,171.00	\$53,999.00	\$55,836.00	\$57,669.00	\$59,506.00	\$61,342.00	\$63,025.00	\$64,712.00	\$66,447.00	\$68,229.00
		Bi-Wk	\$1,928.55	\$1,998.89	\$2,068.93	\$2,139.32	\$2,209.55	\$2,279.93	\$2,350.27	\$2,414.76	\$2,479.39	\$2,545.87	\$2,614.14
		Daily	\$192.86	\$199.89	\$206.90	\$213.94	\$220.96	\$228.00	\$235.03	\$241.48	\$247.94	\$254.59	\$261.42
		Hourly	\$27.56	\$28.56	\$29.56	\$30.57	\$31.57	\$32.58	\$33.58	\$34.50	\$35.42	\$36.37	\$37.35
HC	24	Annual	\$52,754.00	\$54,667.00	\$56,576.00	\$58,490.00	\$60,406.00	\$62,314.00	\$64,225.00	\$65,988.00	\$67,756.00	\$69,570.00	\$71,433.00
		Bi-Wk	\$2,021.23	\$2,094.53	\$2,167.67	\$2,241.00	\$2,314.41	\$2,387.51	\$2,460.73	\$2,528.28	\$2,596.02	\$2,665.52	\$2,736.90
		Daily	\$202.13	\$209.46	\$216.77	\$224.10	\$231.45	\$238.76	\$246.08	\$252.83	\$259.61	\$266.56	\$273.69
		Hourly	\$28.88	\$29.93	\$30.97	\$32.02	\$33.07	\$34.11	\$35.16	\$36.12	\$37.09	\$38.08	\$39.10

P-1 HC 35 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	Step 10	Step 11
HC	25	Annual	\$55,328.00	\$57,319.00	\$59,292.00	\$61,278.00	\$63,259.00	\$65,245.00	\$67,223.00	\$69,073.00	\$70,921.00	\$72,819.00	\$74,768.00
		Bi-Wk	\$2,119.85	\$2,196.14	\$2,271.73	\$2,347.82	\$2,423.72	\$2,499.81	\$2,575.60	\$2,646.48	\$2,717.28	\$2,790.00	\$2,864.68
		Daily	\$211.99	\$219.62	\$227.18	\$234.79	\$242.38	\$249.99	\$257.56	\$264.65	\$271.73	\$279.00	\$286.47
		Hourly	\$30.29	\$31.38	\$32.46	\$33.55	\$34.63	\$35.72	\$36.80	\$37.81	\$38.82	\$39.86	\$40.93
HC	26	Annual	\$58,057.00	\$60,110.00	\$62,174.00	\$64,225.00	\$66,282.00	\$68,339.00	\$70,391.00	\$72,325.00	\$74,262.00	\$76,253.00	\$78,297.00
		Bi-Wk	\$2,224.41	\$2,303.07	\$2,382.15	\$2,460.73	\$2,539.55	\$2,618.36	\$2,696.98	\$2,771.08	\$2,845.29	\$2,921.58	\$2,999.89
		Daily	\$222.45	\$230.31	\$238.22	\$246.08	\$253.96	\$261.84	\$269.70	\$277.11	\$284.53	\$292.16	\$299.99
		Hourly	\$31.78	\$32.91	\$34.04	\$35.16	\$36.28	\$37.41	\$38.53	\$39.59	\$40.65	\$41.74	\$42.86
HC	27	Annual	\$60,938.00	\$63,067.00	\$65,196.00	\$67,317.00	\$69,448.00	\$71,571.00	\$73,705.00	\$75,730.00	\$77,756.00	\$79,841.00	\$81,983.00
		Bi-Wk	\$2,334.79	\$2,416.37	\$2,497.94	\$2,579.20	\$2,660.85	\$2,742.19	\$2,823.95	\$2,901.54	\$2,979.16	\$3,059.05	\$3,141.12
		Daily	\$233.48	\$241.64	\$249.80	\$257.92	\$266.09	\$274.22	\$282.40	\$290.16	\$297.92	\$305.91	\$314.12
		Hourly	\$33.36	\$34.52	\$35.69	\$36.85	\$38.02	\$39.18	\$40.35	\$41.46	\$42.56	\$43.71	\$44.88
HC	28	Annual	\$64,016.00	\$66,215.00	\$68,422.00	\$70,625.00	\$72,823.00	\$75,017.00	\$77,215.00	\$79,338.00	\$81,464.00	\$83,649.00	\$85,892.00
		Bi-Wk	\$2,452.73	\$2,536.98	\$2,621.54	\$2,705.94	\$2,790.16	\$2,874.22	\$2,958.43	\$3,039.78	\$3,121.23	\$3,204.95	\$3,290.89
		Daily	\$245.28	\$253.70	\$262.16	\$270.60	\$279.02	\$287.43	\$295.85	\$303.98	\$312.13	\$320.50	\$329.09
		Hourly	\$35.04	\$36.25	\$37.46	\$38.66	\$39.86	\$41.07	\$42.27	\$43.43	\$44.59	\$45.79	\$47.02
HC	29	Annual	\$64,631.00	\$67,055.00	\$69,483.00	\$71,909.00	\$74,334.00	\$76,756.00	\$79,183.00	\$81,358.00	\$83,538.00	\$85,774.00	\$88,071.00
		Bi-Wk	\$2,476.29	\$2,569.16	\$2,662.19	\$2,755.14	\$2,848.05	\$2,940.85	\$3,033.84	\$3,117.17	\$3,200.69	\$3,286.37	\$3,374.37
		Daily	\$247.63	\$256.92	\$266.22	\$275.52	\$284.81	\$294.09	\$303.39	\$311.72	\$320.07	\$328.64	\$337.44
		Hourly	\$35.38	\$36.71	\$38.04	\$39.36	\$40.69	\$42.02	\$43.35	\$44.54	\$45.73	\$46.95	\$48.21

P-1 HC 35 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	Step 10	Step 11
HC	30	Annual	\$67,223.00	\$69,720.00	\$72,220.00	\$74,712.00	\$77,205.00	\$79,701.00	\$82,201.00	\$84,462.00	\$86,719.00	\$89,038.00	\$91,419.00
		Bi-Wk	\$2,575.60	\$2,671.27	\$2,767.05	\$2,862.53	\$2,958.05	\$3,053.68	\$3,149.47	\$3,236.10	\$3,322.57	\$3,411.42	\$3,502.65
		Daily	\$257.56	\$267.13	\$276.71	\$286.26	\$295.81	\$305.37	\$314.95	\$323.61	\$332.26	\$341.15	\$350.27
		Hourly	\$36.80	\$38.17	\$39.53	\$40.90	\$42.26	\$43.63	\$45.00	\$46.23	\$47.47	\$48.74	\$50.04
HC	31	Annual	\$69,922.00	\$72,489.00	\$75,058.00	\$77,630.00	\$80,204.00	\$82,771.00	\$85,339.00	\$87,689.00	\$90,032.00	\$92,439.00	\$94,911.00
		Bi-Wk	\$2,679.01	\$2,777.36	\$2,875.79	\$2,974.33	\$3,072.96	\$3,171.31	\$3,269.70	\$3,359.74	\$3,449.51	\$3,541.73	\$3,636.44
		Daily	\$267.91	\$277.74	\$287.58	\$297.44	\$307.30	\$317.14	\$326.97	\$335.98	\$344.96	\$354.18	\$363.65
		Hourly	\$38.28	\$39.68	\$41.09	\$42.50	\$43.90	\$45.31	\$46.71	\$48.00	\$49.28	\$50.60	\$51.95
HC	32	Annual	\$72,724.00	\$75,366.00	\$78,003.00	\$80,641.00	\$83,287.00	\$85,924.00	\$88,572.00	\$91,009.00	\$93,443.00	\$95,943.00	\$98,511.00
		Bi-Wk	\$2,786.37	\$2,887.59	\$2,988.63	\$3,089.70	\$3,191.08	\$3,292.11	\$3,393.57	\$3,486.94	\$3,580.20	\$3,675.98	\$3,774.37
		Daily	\$278.64	\$288.76	\$298.87	\$308.97	\$319.11	\$329.22	\$339.36	\$348.70	\$358.02	\$367.60	\$377.44
		Hourly	\$39.81	\$41.26	\$42.70	\$44.14	\$45.59	\$47.04	\$48.48	\$49.82	\$51.15	\$52.52	\$53.92
HC	33	Annual	\$75,654.00	\$78,368.00	\$81,080.00	\$83,794.00	\$86,507.00	\$89,222.00	\$91,941.00	\$94,469.00	\$97,000.00	\$99,596.00	\$102,262.00
		Bi-Wk	\$2,898.63	\$3,002.61	\$3,106.52	\$3,210.50	\$3,314.45	\$3,418.47	\$3,522.65	\$3,619.51	\$3,716.48	\$3,815.94	\$3,918.09
		Daily	\$289.87	\$300.27	\$310.66	\$321.05	\$331.45	\$341.85	\$352.27	\$361.96	\$371.65	\$381.60	\$391.81
		Hourly	\$41.41	\$42.90	\$44.38	\$45.87	\$47.35	\$48.84	\$50.33	\$51.71	\$53.10	\$54.52	\$55.98
HC	34	Annual	\$78,769.00	\$81,554.00	\$84,345.00	\$87,134.00	\$89,917.00	\$92,709.00	\$95,495.00	\$98,119.00	\$100,747.00	\$103,450.00	\$106,223.00
		Bi-Wk	\$3,017.97	\$3,124.68	\$3,231.61	\$3,338.47	\$3,445.10	\$3,552.07	\$3,658.82	\$3,759.35	\$3,860.04	\$3,963.61	\$4,069.85
		Daily	\$301.80	\$312.47	\$323.17	\$333.85	\$344.51	\$355.21	\$365.89	\$375.94	\$386.01	\$396.37	\$406.99
		Hourly	\$43.12	\$44.64	\$46.17	\$47.70	\$49.22	\$50.75	\$52.27	\$53.71	\$55.15	\$56.63	\$58.15
HC	35	Annual	\$82,005.00	\$84,861.00	\$87,339.00	\$90,582.00	\$93,439.00	\$96,296.00	\$98,774.00	\$101,489.00	\$104,205.00	\$106,997.00	\$109,864.00
		Bi-Wk	\$3,141.96	\$3,251.38	\$3,346.33	\$3,470.58	\$3,580.04	\$3,689.51	\$3,784.45	\$3,888.47	\$3,992.53	\$4,099.51	\$4,209.35
		Daily	\$314.20	\$325.14	\$334.64	\$347.06	\$358.01	\$368.96	\$378.45	\$388.85	\$399.26	\$409.96	\$420.94
		Hourly	\$44.89	\$46.45	\$47.81	\$49.58	\$51.15	\$52.71	\$54.07	\$55.55	\$57.04	\$58.57	\$60.14

P-1 HC 35 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	Step 10	Step 11
HC	15	Annual	\$36,018.00	\$37,317.00	\$38,615.00	\$39,912.00	\$41,213.00	\$42,518.00	\$43,815.00	\$45,021.00	\$46,226.00	\$47,464.00	\$48,734.00
		Bi-Wk	\$1,380.00	\$1,429.78	\$1,479.51	\$1,529.20	\$1,579.05	\$1,629.05	\$1,678.74	\$1,724.95	\$1,771.12	\$1,818.55	\$1,867.21
		Daily	\$138.00	\$142.98	\$147.96	\$152.92	\$157.91	\$162.91	\$167.88	\$172.50	\$177.12	\$181.86	\$186.73
		Hourly	\$19.72	\$20.43	\$21.14	\$21.85	\$22.56	\$23.28	\$23.99	\$24.65	\$25.31	\$25.98	\$26.68
HC	16	Annual	\$37,769.00	\$39,108.00	\$40,450.00	\$41,787.00	\$43,124.00	\$44,465.00	\$45,797.00	\$47,053.00	\$48,314.00	\$49,608.00	\$50,939.00
		Bi-Wk	\$1,447.09	\$1,498.40	\$1,549.81	\$1,601.04	\$1,652.27	\$1,703.64	\$1,754.68	\$1,802.80	\$1,851.12	\$1,900.69	\$1,951.69
		Daily	\$144.71	\$149.84	\$154.99	\$160.11	\$165.23	\$170.37	\$175.47	\$180.28	\$185.12	\$190.07	\$195.17
		Hourly	\$20.68	\$21.41	\$22.15	\$22.88	\$23.61	\$24.34	\$25.07	\$25.76	\$26.45	\$27.16	\$27.89
HC	17	Annual	\$39,640.00	\$41,019.00	\$42,397.00	\$43,771.00	\$45,147.00	\$46,517.00	\$47,901.00	\$49,219.00	\$50,536.00	\$51,888.00	\$53,277.00
		Bi-Wk	\$1,518.78	\$1,571.61	\$1,624.41	\$1,677.05	\$1,729.78	\$1,782.27	\$1,835.29	\$1,885.79	\$1,936.25	\$1,988.05	\$2,041.27
		Daily	\$151.88	\$157.17	\$162.45	\$167.71	\$172.98	\$178.23	\$183.53	\$188.58	\$193.63	\$198.81	\$204.13
		Hourly	\$21.70	\$22.46	\$23.21	\$23.96	\$24.72	\$25.47	\$26.22	\$26.94	\$27.67	\$28.41	\$29.17
HC	18	Annual	\$41,639.00	\$43,052.00	\$44,465.00	\$45,878.00	\$47,281.00	\$48,694.00	\$50,103.00	\$51,481.00	\$52,861.00	\$54,280.00	\$55,739.00
		Bi-Wk	\$1,595.37	\$1,649.51	\$1,703.64	\$1,757.78	\$1,811.54	\$1,865.68	\$1,919.66	\$1,972.46	\$2,025.33	\$2,079.70	\$2,135.60
		Daily	\$159.54	\$164.96	\$170.37	\$175.78	\$181.16	\$186.57	\$191.97	\$197.25	\$202.54	\$207.97	\$213.56
		Hourly	\$22.80	\$23.57	\$24.34	\$25.12	\$25.88	\$26.66	\$27.43	\$28.18	\$28.94	\$29.71	\$30.51
HC	19	Annual	\$43,690.00	\$45,147.00	\$46,598.00	\$48,056.00	\$49,499.00	\$50,950.00	\$52,402.00	\$53,846.00	\$55,285.00	\$56,767.00	\$58,288.00
		Bi-Wk	\$1,673.95	\$1,729.78	\$1,785.37	\$1,841.23	\$1,896.52	\$1,952.11	\$2,007.74	\$2,063.07	\$2,118.20	\$2,174.99	\$2,233.26
		Daily	\$167.40	\$172.98	\$178.54	\$184.13	\$189.66	\$195.22	\$200.78	\$206.31	\$211.82	\$217.50	\$223.33
		Hourly	\$23.92	\$24.72	\$25.51	\$26.31	\$27.10	\$27.89	\$28.69	\$29.48	\$30.26	\$31.08	\$31.91

P-1 HC 35 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	Step 10	Step 11
HC	20	Annual	\$45,919.00	\$47,406.00	\$48,893.00	\$50,376.00	\$51,859.00	\$53,348.00	\$54,836.00	\$56,343.00	\$57,850.00	\$59,400.00	\$60,990.00
		Bi-Wk	\$1,759.35	\$1,816.33	\$1,873.30	\$1,930.12	\$1,986.94	\$2,043.99	\$2,101.00	\$2,158.74	\$2,216.48	\$2,275.87	\$2,336.79
		Daily	\$175.94	\$181.64	\$187.33	\$193.02	\$198.70	\$204.40	\$210.10	\$215.88	\$221.65	\$227.59	\$233.68
		Hourly	\$25.14	\$25.95	\$26.77	\$27.58	\$28.39	\$29.20	\$30.02	\$30.84	\$31.67	\$32.52	\$33.39
HC	21	Annual	\$48,183.00	\$49,710.00	\$51,238.00	\$52,767.00	\$54,296.00	\$55,821.00	\$57,352.00	\$58,927.00	\$60,505.00	\$62,124.00	\$63,788.00
		Bi-Wk	\$1,846.10	\$1,904.60	\$1,963.15	\$2,021.73	\$2,080.31	\$2,138.74	\$2,197.40	\$2,257.74	\$2,318.20	\$2,380.23	\$2,443.99
		Daily	\$184.61	\$190.46	\$196.32	\$202.18	\$208.04	\$213.88	\$219.74	\$225.78	\$231.82	\$238.03	\$244.40
		Hourly	\$26.38	\$27.21	\$28.05	\$28.89	\$29.72	\$30.56	\$31.40	\$32.26	\$33.12	\$34.01	\$34.92
HC	22	Annual	\$49,499.00	\$51,315.00	\$53,131.00	\$54,940.00	\$56,755.00	\$58,569.00	\$60,381.00	\$62,042.00	\$63,702.00	\$65,409.00	\$67,162.00
		Bi-Wk	\$1,896.52	\$1,966.10	\$2,035.68	\$2,104.99	\$2,174.53	\$2,244.03	\$2,313.45	\$2,377.09	\$2,440.69	\$2,506.10	\$2,573.26
		Daily	\$189.66	\$196.61	\$203.57	\$210.50	\$217.46	\$224.41	\$231.35	\$237.71	\$244.07	\$250.61	\$257.33
		Hourly	\$27.10	\$28.09	\$29.09	\$30.08	\$31.07	\$32.06	\$33.05	\$33.96	\$34.87	\$35.81	\$36.77
HC	23	Annual	\$51,846.00	\$53,737.00	\$55,619.00	\$57,512.00	\$59,400.00	\$61,292.00	\$63,183.00	\$64,916.00	\$66,654.00	\$68,441.00	\$70,276.00
		Bi-Wk	\$1,986.44	\$2,058.89	\$2,131.00	\$2,203.53	\$2,275.87	\$2,348.36	\$2,420.81	\$2,487.21	\$2,553.80	\$2,622.27	\$2,692.57
		Daily	\$198.65	\$205.89	\$213.10	\$220.36	\$227.59	\$234.84	\$242.09	\$248.73	\$255.38	\$262.23	\$269.26
		Hourly	\$28.38	\$29.42	\$30.45	\$31.48	\$32.52	\$33.55	\$34.59	\$35.54	\$36.49	\$37.47	\$38.47
HC	24	Annual	\$54,337.00	\$56,308.00	\$58,274.00	\$60,245.00	\$62,219.00	\$64,184.00	\$66,152.00	\$67,968.00	\$69,789.00	\$71,658.00	\$73,576.00
		Bi-Wk	\$2,081.88	\$2,157.40	\$2,232.73	\$2,308.24	\$2,383.87	\$2,459.16	\$2,534.56	\$2,604.14	\$2,673.91	\$2,745.52	\$2,819.01
		Daily	\$208.19	\$215.74	\$223.28	\$230.83	\$238.39	\$245.92	\$253.46	\$260.42	\$267.40	\$274.56	\$281.91
		Hourly	\$29.75	\$30.82	\$31.90	\$32.98	\$34.06	\$35.14	\$36.21	\$37.21	\$38.20	\$39.23	\$40.28

P-1 HC 35 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	Step 10	Step 11
HC	25	Annual	\$56,988.00	\$59,039.00	\$61,071.00	\$63,117.00	\$65,157.00	\$67,203.00	\$69,240.00	\$71,146.00	\$73,049.00	\$75,004.00	\$77,012.00
		Bi-Wk	\$2,183.45	\$2,262.04	\$2,339.89	\$2,418.28	\$2,496.44	\$2,574.83	\$2,652.88	\$2,725.91	\$2,798.82	\$2,873.72	\$2,950.66
		Daily	\$218.35	\$226.21	\$233.99	\$241.83	\$249.65	\$257.49	\$265.29	\$272.60	\$279.89	\$287.38	\$295.07
		Hourly	\$31.20	\$32.32	\$33.43	\$34.55	\$35.67	\$36.79	\$37.90	\$38.95	\$39.99	\$41.06	\$42.16
HC	26	Annual	\$59,799.00	\$61,914.00	\$64,040.00	\$66,152.00	\$68,271.00	\$70,390.00	\$72,503.00	\$74,495.00	\$76,490.00	\$78,541.00	\$80,646.00
		Bi-Wk	\$2,291.15	\$2,372.19	\$2,453.64	\$2,534.56	\$2,615.75	\$2,696.94	\$2,777.90	\$2,854.22	\$2,930.66	\$3,009.24	\$3,089.89
		Daily	\$229.12	\$237.22	\$245.37	\$253.46	\$261.58	\$269.70	\$277.79	\$285.43	\$293.07	\$300.93	\$308.99
		Hourly	\$32.74	\$33.89	\$35.06	\$36.21	\$37.37	\$38.53	\$39.69	\$40.78	\$41.87	\$42.99	\$44.15
HC	27	Annual	\$62,767.00	\$64,960.00	\$67,152.00	\$69,337.00	\$71,532.00	\$73,719.00	\$75,917.00	\$78,002.00	\$80,089.00	\$82,237.00	\$84,443.00
		Bi-Wk	\$2,404.87	\$2,488.89	\$2,572.88	\$2,656.60	\$2,740.69	\$2,824.49	\$2,908.70	\$2,988.59	\$3,068.55	\$3,150.85	\$3,235.37
		Daily	\$240.49	\$248.89	\$257.29	\$265.66	\$274.07	\$282.45	\$290.87	\$298.86	\$306.86	\$315.09	\$323.54
		Hourly	\$34.36	\$35.56	\$36.76	\$37.96	\$39.16	\$40.35	\$41.56	\$42.70	\$43.84	\$45.02	\$46.22
HC	28	Annual	\$65,937.00	\$68,202.00	\$70,475.00	\$72,744.00	\$75,008.00	\$77,268.00	\$79,532.00	\$81,719.00	\$83,908.00	\$86,159.00	\$88,469.00
		Bi-Wk	\$2,526.33	\$2,613.11	\$2,700.20	\$2,787.13	\$2,873.87	\$2,960.46	\$3,047.21	\$3,131.00	\$3,214.87	\$3,301.12	\$3,389.62
		Daily	\$252.64	\$261.32	\$270.02	\$278.72	\$287.39	\$296.05	\$304.73	\$313.10	\$321.49	\$330.12	\$338.97
		Hourly	\$36.10	\$37.34	\$38.58	\$39.82	\$41.06	\$42.30	\$43.54	\$44.73	\$45.93	\$47.16	\$48.43
HC	29	Annual	\$66,570.00	\$69,067.00	\$71,568.00	\$74,067.00	\$76,565.00	\$79,059.00	\$81,559.00	\$83,799.00	\$86,045.00	\$88,348.00	\$90,714.00
		Bi-Wk	\$2,550.58	\$2,646.25	\$2,742.07	\$2,837.82	\$2,933.53	\$3,029.09	\$3,124.87	\$3,210.69	\$3,296.75	\$3,384.99	\$3,475.64
		Daily	\$255.06	\$264.63	\$274.21	\$283.79	\$293.36	\$302.91	\$312.49	\$321.07	\$329.68	\$338.50	\$347.57
		Hourly	\$36.44	\$37.81	\$39.18	\$40.55	\$41.91	\$43.28	\$44.65	\$45.87	\$47.10	\$48.36	\$49.66

P-1 HC 35 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	Step 10	Step 11
HC	30	Annual	\$69,240.00	\$71,812.00	\$74,387.00	\$76,954.00	\$79,522.00	\$82,093.00	\$84,668.00	\$86,996.00	\$89,321.00	\$91,710.00	\$94,162.00
		Bi-Wk	\$2,652.88	\$2,751.42	\$2,850.08	\$2,948.43	\$3,046.82	\$3,145.33	\$3,243.99	\$3,333.19	\$3,422.27	\$3,513.80	\$3,607.74
		Daily	\$265.29	\$275.15	\$285.01	\$294.85	\$304.69	\$314.54	\$324.40	\$333.32	\$342.23	\$351.38	\$360.78
		Hourly	\$37.90	\$39.31	\$40.72	\$42.13	\$43.53	\$44.94	\$46.35	\$47.62	\$48.89	\$50.20	\$51.54
HC	31	Annual	\$72,020.00	\$74,664.00	\$77,310.00	\$79,959.00	\$82,611.00	\$85,255.00	\$87,900.00	\$90,320.00	\$92,733.00	\$95,213.00	\$97,759.00
		Bi-Wk	\$2,759.39	\$2,860.69	\$2,962.07	\$3,063.57	\$3,165.18	\$3,266.48	\$3,367.82	\$3,460.54	\$3,552.99	\$3,648.01	\$3,745.56
		Daily	\$275.94	\$286.07	\$296.21	\$306.36	\$316.52	\$326.65	\$336.79	\$346.06	\$355.30	\$364.81	\$374.56
		Hourly	\$39.42	\$40.87	\$42.32	\$43.77	\$45.22	\$46.67	\$48.12	\$49.44	\$50.76	\$52.12	\$53.51
HC	32	Annual	\$74,906.00	\$77,627.00	\$80,344.00	\$83,061.00	\$85,786.00	\$88,502.00	\$91,230.00	\$93,740.00	\$96,247.00	\$98,822.00	\$101,467.00
		Bi-Wk	\$2,869.97	\$2,974.22	\$3,078.32	\$3,182.42	\$3,286.82	\$3,390.89	\$3,495.41	\$3,591.58	\$3,687.63	\$3,786.29	\$3,887.63
		Daily	\$287.00	\$297.43	\$307.84	\$318.25	\$328.69	\$339.09	\$349.55	\$359.16	\$368.77	\$378.63	\$388.77
		Hourly	\$41.00	\$42.49	\$43.98	\$45.47	\$46.96	\$48.45	\$49.94	\$51.31	\$52.69	\$54.09	\$55.54
HC	33	Annual	\$77,924.00	\$80,720.00	\$83,513.00	\$86,308.00	\$89,103.00	\$91,899.00	\$94,700.00	\$97,304.00	\$99,910.00	\$102,584.00	\$105,330.00
		Bi-Wk	\$2,985.60	\$3,092.73	\$3,199.74	\$3,306.82	\$3,413.91	\$3,521.04	\$3,628.36	\$3,728.13	\$3,827.97	\$3,930.43	\$4,035.64
		Daily	\$298.56	\$309.28	\$319.98	\$330.69	\$341.40	\$352.11	\$362.84	\$372.82	\$382.80	\$393.05	\$403.57
		Hourly	\$42.66	\$44.19	\$45.72	\$47.25	\$48.78	\$50.31	\$51.84	\$53.26	\$54.69	\$56.15	\$57.66
HC	34	Annual	\$81,133.00	\$84,001.00	\$86,876.00	\$89,749.00	\$92,615.00	\$95,491.00	\$98,360.00	\$101,063.00	\$103,770.00	\$106,554.00	\$109,410.00
		Bi-Wk	\$3,108.55	\$3,218.43	\$3,328.59	\$3,438.66	\$3,548.47	\$3,658.66	\$3,768.59	\$3,872.15	\$3,975.87	\$4,082.53	\$4,191.96
		Daily	\$310.86	\$321.85	\$332.86	\$343.87	\$354.85	\$365.87	\$376.86	\$387.22	\$397.59	\$408.26	\$419.20
		Hourly	\$44.41	\$45.98	\$47.56	\$49.13	\$50.70	\$52.27	\$53.84	\$55.32	\$56.80	\$58.33	\$59.89
HC	35	Annual	\$84,466.00	\$87,407.00	\$89,960.00	\$93,300.00	\$96,243.00	\$99,185.00	\$101,738.00	\$104,534.00	\$107,332.00	\$110,207.00	\$113,160.00
		Bi-Wk	\$3,236.25	\$3,348.93	\$3,446.75	\$3,574.72	\$3,687.48	\$3,800.20	\$3,898.01	\$4,005.14	\$4,112.34	\$4,222.50	\$4,335.64
		Daily	\$323.63	\$334.90	\$344.68	\$357.48	\$368.75	\$380.02	\$389.81	\$400.52	\$411.24	\$422.25	\$433.57
		Hourly	\$46.24	\$47.85	\$49.24	\$51.07	\$52.68	\$54.29	\$55.69	\$57.22	\$58.75	\$60.33	\$61.94