

**P-4 FD 40 HOUR PAY PLAN EFFECTIVE 06/18/2010**

Plan Group Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
FD 11	Annual	\$35,784.00	\$36,871.00	\$37,968.00	\$39,056.00	\$40,182.00	\$41,323.00	\$42,473.00	\$43,536.00	\$44,626.00
	Bi-Wk	\$1,371.04	\$1,412.69	\$1,454.72	\$1,496.40	\$1,539.55	\$1,583.26	\$1,627.32	\$1,668.05	\$1,709.81
	Daily	\$137.11	\$141.27	\$145.48	\$149.64	\$153.96	\$158.33	\$162.74	\$166.81	\$170.99
	Hourly	\$17.14	\$17.66	\$18.19	\$18.71	\$19.25	\$19.80	\$20.35	\$20.86	\$21.38
FD 12	Annual	\$36,943.00	\$38,085.00	\$39,215.00	\$40,393.00	\$41,578.00	\$42,778.00	\$43,963.00	\$45,063.00	\$46,190.00
	Bi-Wk	\$1,415.45	\$1,459.20	\$1,502.50	\$1,547.63	\$1,593.03	\$1,639.01	\$1,684.41	\$1,726.56	\$1,769.74
	Daily	\$141.55	\$145.92	\$150.25	\$154.77	\$159.31	\$163.91	\$168.45	\$172.66	\$176.98
	Hourly	\$17.70	\$18.24	\$18.79	\$19.35	\$19.92	\$20.49	\$21.06	\$21.59	\$22.13
FD 13	Annual	\$39,025.00	\$40,469.00	\$41,923.00	\$43,368.00	\$44,827.00	\$46,276.00	\$47,735.00	\$48,929.00	\$50,153.00
	Bi-Wk	\$1,495.22	\$1,550.54	\$1,606.25	\$1,661.61	\$1,717.51	\$1,773.03	\$1,828.93	\$1,874.68	\$1,921.58
	Daily	\$149.53	\$155.06	\$160.63	\$166.17	\$171.76	\$177.31	\$182.90	\$187.47	\$192.16
	Hourly	\$18.70	\$19.39	\$20.08	\$20.78	\$21.47	\$22.17	\$22.87	\$23.44	\$24.02
FD 14	Annual	\$40,853.00	\$42,358.00	\$43,855.00	\$45,357.00	\$46,856.00	\$48,357.00	\$49,855.00	\$51,102.00	\$52,382.00
	Bi-Wk	\$1,565.25	\$1,622.92	\$1,680.27	\$1,737.82	\$1,795.25	\$1,852.76	\$1,910.16	\$1,957.94	\$2,006.98
	Daily	\$156.53	\$162.30	\$168.03	\$173.79	\$179.53	\$185.28	\$191.02	\$195.80	\$200.70
	Hourly	\$19.57	\$20.29	\$21.01	\$21.73	\$22.45	\$23.16	\$23.88	\$24.48	\$25.09
FD 15	Annual	\$42,817.00	\$44,359.00	\$45,903.00	\$47,445.00	\$48,990.00	\$50,546.00	\$52,085.00	\$53,390.00	\$54,724.00
	Bi-Wk	\$1,640.50	\$1,699.58	\$1,758.74	\$1,817.82	\$1,877.02	\$1,936.63	\$1,995.60	\$2,045.60	\$2,096.71
	Daily	\$164.05	\$169.96	\$175.88	\$181.79	\$187.71	\$193.67	\$199.56	\$204.56	\$209.68
	Hourly	\$20.51	\$21.25	\$21.99	\$22.73	\$23.47	\$24.21	\$24.95	\$25.57	\$26.21
FD 16	Annual	\$44,899.00	\$46,491.00	\$48,082.00	\$49,672.00	\$51,260.00	\$52,856.00	\$54,444.00	\$55,805.00	\$57,201.00
	Bi-Wk	\$1,720.27	\$1,781.27	\$1,842.23	\$1,903.15	\$1,963.99	\$2,025.14	\$2,085.98	\$2,138.13	\$2,191.61
	Daily	\$172.03	\$178.13	\$184.23	\$190.32	\$196.40	\$202.52	\$208.60	\$213.82	\$219.17
	Hourly	\$21.51	\$22.27	\$23.03	\$23.79	\$24.55	\$25.32	\$26.08	\$26.73	\$27.40
FD 17	Annual	\$47,120.00	\$48,760.00	\$50,400.00	\$52,032.00	\$53,671.00	\$55,301.00	\$56,939.00	\$58,364.00	\$59,823.00
	Bi-Wk	\$1,805.37	\$1,868.20	\$1,931.04	\$1,993.57	\$2,056.37	\$2,118.82	\$2,181.58	\$2,236.17	\$2,292.07
	Daily	\$180.54	\$186.82	\$193.11	\$199.36	\$205.64	\$211.89	\$218.16	\$223.62	\$229.21
	Hourly	\$22.57	\$23.36	\$24.14	\$24.92	\$25.71	\$26.49	\$27.27	\$27.96	\$28.66
FD 18	Annual	\$49,500.00	\$51,181.00	\$52,856.00	\$54,537.00	\$56,208.00	\$57,885.00	\$59,559.00	\$61,053.00	\$62,578.00
	Bi-Wk	\$1,896.56	\$1,960.96	\$2,025.14	\$2,089.55	\$2,153.57	\$2,217.82	\$2,281.96	\$2,339.20	\$2,397.63
	Daily	\$189.66	\$196.10	\$202.52	\$208.96	\$215.36	\$221.79	\$228.20	\$233.92	\$239.77
	Hourly	\$23.71	\$24.52	\$25.32	\$26.12	\$26.92	\$27.73	\$28.53	\$29.24	\$29.98
FD 19	Annual	\$51,937.00	\$53,671.00	\$55,394.00	\$57,123.00	\$58,845.00	\$60,569.00	\$62,295.00	\$63,854.00	\$65,451.00
	Bi-Wk	\$1,989.93	\$2,056.37	\$2,122.38	\$2,188.63	\$2,254.60	\$2,320.66	\$2,386.79	\$2,446.52	\$2,507.71
	Daily	\$199.00	\$205.64	\$212.24	\$218.87	\$225.46	\$232.07	\$238.68	\$244.66	\$250.78
	Hourly	\$24.88	\$25.71	\$26.53	\$27.36	\$28.19	\$29.01	\$29.84	\$30.59	\$31.35
FD 20	Annual	\$54,586.00	\$56,354.00	\$58,120.00	\$59,884.00	\$61,648.00	\$63,415.00	\$65,182.00	\$66,813.00	\$68,484.00
	Bi-Wk	\$2,091.42	\$2,159.16	\$2,226.82	\$2,294.41	\$2,362.00	\$2,429.70	\$2,497.40	\$2,559.89	\$2,623.91
	Daily	\$209.15	\$215.92	\$222.69	\$229.45	\$236.20	\$242.97	\$249.74	\$255.99	\$262.40
	Hourly	\$26.15	\$26.99	\$27.84	\$28.69	\$29.53	\$30.38	\$31.22	\$32.00	\$32.80
FD 21	Annual	\$57,273.00	\$59,095.00	\$60,908.00	\$62,722.00	\$64,543.00	\$66,356.00	\$68,178.00	\$69,884.00	\$71,632.00
	Bi-Wk	\$2,194.37	\$2,264.18	\$2,333.64	\$2,403.15	\$2,472.92	\$2,542.38	\$2,612.19	\$2,677.55	\$2,744.53
	Daily	\$219.44	\$226.42	\$233.37	\$240.32	\$247.30	\$254.24	\$261.22	\$267.76	\$274.46
	Hourly	\$27.43	\$28.31	\$29.18	\$30.04	\$30.92	\$31.78	\$32.66	\$33.47	\$34.31
FD 22	Annual	\$58,845.00	\$60,999.00	\$63,159.00	\$65,309.00	\$67,468.00	\$69,623.00	\$71,778.00	\$73,574.00	\$75,413.00
	Bi-Wk	\$2,254.60	\$2,337.13	\$2,419.89	\$2,502.27	\$2,584.99	\$2,667.55	\$2,750.12	\$2,818.93	\$2,889.39
	Daily	\$225.46	\$233.72	\$241.99	\$250.23	\$258.50	\$266.76	\$275.02	\$281.90	\$288.94
	Hourly	\$28.19	\$29.22	\$30.25	\$31.28	\$32.32	\$33.35	\$34.38	\$35.24	\$36.12
FD 23	Annual	\$61,631.00	\$63,878.00	\$66,118.00	\$68,370.00	\$70,613.00	\$72,860.00	\$75,107.00	\$76,984.00	\$78,911.00
	Bi-Wk	\$2,361.35	\$2,447.44	\$2,533.26	\$2,619.55	\$2,705.48	\$2,791.58	\$2,877.67	\$2,949.58	\$3,023.41
	Daily	\$236.14	\$244.75	\$253.33	\$261.96	\$270.55	\$279.16	\$287.77	\$294.96	\$302.35
	Hourly	\$29.52	\$30.60	\$31.67	\$32.75	\$33.82	\$34.90	\$35.98	\$36.87	\$37.80

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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	
FD 24	Annual	\$64,594.00	\$66,934.00	\$69,275.00	\$71,619.00	\$73,958.00	\$76,295.00	\$78,640.00	\$80,605.00	\$82,621.00
	Bi-Wk	\$2,474.87	\$2,564.53	\$2,654.22	\$2,744.03	\$2,833.64	\$2,923.19	\$3,013.03	\$3,088.32	\$3,165.56
	Daily	\$247.49	\$256.46	\$265.43	\$274.41	\$283.37	\$292.32	\$301.31	\$308.84	\$316.56
	Hourly	\$30.94	\$32.06	\$33.18	\$34.31	\$35.43	\$36.54	\$37.67	\$38.61	\$39.57
FD 25	Annual	\$67,751.00	\$70,179.00	\$72,600.00	\$75,027.00	\$77,461.00	\$79,888.00	\$82,310.00	\$84,368.00	\$86,479.00
	Bi-Wk	\$2,595.83	\$2,688.86	\$2,781.61	\$2,874.60	\$2,967.86	\$3,060.85	\$3,153.64	\$3,232.50	\$3,313.38
	Daily	\$259.59	\$268.89	\$278.17	\$287.46	\$296.79	\$306.09	\$315.37	\$323.25	\$331.34
	Hourly	\$32.45	\$33.62	\$34.78	\$35.94	\$37.10	\$38.27	\$39.43	\$40.41	\$41.42
FD 26	Annual	\$71,088.00	\$73,604.00	\$76,128.00	\$78,640.00	\$81,157.00	\$83,674.00	\$86,185.00	\$88,340.00	\$90,549.00
	Bi-Wk	\$2,723.68	\$2,820.08	\$2,916.79	\$3,013.03	\$3,109.47	\$3,205.91	\$3,302.11	\$3,384.68	\$3,469.32
	Daily	\$272.37	\$282.01	\$291.68	\$301.31	\$310.95	\$320.60	\$330.22	\$338.47	\$346.94
	Hourly	\$34.05	\$35.26	\$36.46	\$37.67	\$38.87	\$40.08	\$41.28	\$42.31	\$43.37
FD 27	Annual	\$74,611.00	\$77,221.00	\$79,827.00	\$82,424.00	\$85,031.00	\$87,634.00	\$90,243.00	\$92,499.00	\$94,812.00
	Bi-Wk	\$2,858.66	\$2,958.66	\$3,058.51	\$3,158.01	\$3,257.90	\$3,357.63	\$3,457.59	\$3,544.03	\$3,632.65
	Daily	\$285.87	\$295.87	\$305.86	\$315.81	\$325.79	\$335.77	\$345.76	\$354.41	\$363.27
	Hourly	\$35.74	\$36.99	\$38.24	\$39.48	\$40.73	\$41.98	\$43.22	\$44.31	\$45.41
FD 28	Annual	\$78,381.00	\$81,076.00	\$83,773.00	\$86,474.00	\$89,161.00	\$91,856.00	\$94,550.00	\$96,914.00	\$99,338.00
	Bi-Wk	\$3,003.11	\$3,106.37	\$3,209.70	\$3,313.19	\$3,416.14	\$3,519.39	\$3,622.61	\$3,713.19	\$3,806.06
	Daily	\$300.32	\$310.64	\$320.97	\$331.32	\$341.62	\$351.94	\$362.27	\$371.32	\$380.61
	Hourly	\$37.54	\$38.83	\$40.13	\$41.42	\$42.71	\$44.00	\$45.29	\$46.42	\$47.58
FD 29	Annual	\$79,133.00	\$82,104.00	\$85,075.00	\$88,046.00	\$91,013.00	\$93,984.00	\$96,951.00	\$99,375.00	\$101,861.00
	Bi-Wk	\$3,031.92	\$3,145.75	\$3,259.58	\$3,373.41	\$3,487.09	\$3,600.92	\$3,714.60	\$3,807.48	\$3,902.73
	Daily	\$303.20	\$314.58	\$325.96	\$337.35	\$348.71	\$360.10	\$371.46	\$380.75	\$390.28
	Hourly	\$37.90	\$39.33	\$40.75	\$42.17	\$43.59	\$45.02	\$46.44	\$47.60	\$48.79
FD 30	Annual	\$82,310.00	\$85,367.00	\$88,430.00	\$91,477.00	\$94,529.00	\$97,587.00	\$100,649.00	\$103,166.00	\$105,744.00
	Bi-Wk	\$3,153.64	\$3,270.77	\$3,388.13	\$3,504.87	\$3,621.81	\$3,738.97	\$3,856.29	\$3,952.73	\$4,051.50
	Daily	\$315.37	\$327.08	\$338.82	\$350.49	\$362.19	\$373.90	\$385.63	\$395.28	\$405.15
	Hourly	\$39.43	\$40.89	\$42.36	\$43.82	\$45.28	\$46.74	\$48.21	\$49.41	\$50.65
FD 31	Annual	\$85,613.00	\$88,761.00	\$91,908.00	\$95,050.00	\$98,200.00	\$101,344.00	\$104,493.00	\$107,105.00	\$109,781.00
	Bi-Wk	\$3,280.20	\$3,400.81	\$3,521.38	\$3,641.77	\$3,762.46	\$3,882.92	\$4,003.57	\$4,103.64	\$4,206.17
	Daily	\$328.02	\$340.09	\$352.14	\$364.18	\$376.25	\$388.30	\$400.36	\$410.37	\$420.62
	Hourly	\$41.01	\$42.52	\$44.02	\$45.53	\$47.04	\$48.54	\$50.05	\$51.30	\$52.58
FD 32	Annual	\$89,047.00	\$92,277.00	\$95,506.00	\$98,743.00	\$101,976.00	\$105,206.00	\$108,447.00	\$111,160.00	\$113,941.00
	Bi-Wk	\$3,411.77	\$3,535.52	\$3,659.24	\$3,783.26	\$3,907.13	\$4,030.89	\$4,155.06	\$4,259.01	\$4,365.56
	Daily	\$341.18	\$353.56	\$365.93	\$378.33	\$390.72	\$403.09	\$415.51	\$425.91	\$436.56
	Hourly	\$42.65	\$44.20	\$45.75	\$47.30	\$48.84	\$50.39	\$51.94	\$53.24	\$54.57
FD 33	Annual	\$92,629.00	\$95,954.00	\$99,275.00	\$102,597.00	\$105,923.00	\$109,244.00	\$112,576.00	\$115,390.00	\$118,277.00
	Bi-Wk	\$3,549.01	\$3,676.40	\$3,803.64	\$3,930.92	\$4,058.36	\$4,185.60	\$4,313.26	\$4,421.08	\$4,531.69
	Daily	\$354.91	\$367.64	\$380.37	\$393.10	\$405.84	\$418.56	\$431.33	\$442.11	\$453.17
	Hourly	\$44.37	\$45.96	\$47.55	\$49.14	\$50.73	\$52.32	\$53.92	\$55.27	\$56.65
FD 34	Annual	\$96,443.00	\$99,859.00	\$103,271.00	\$106,687.00	\$110,099.00	\$113,517.00	\$116,921.00	\$119,846.00	\$122,843.00
	Bi-Wk	\$3,695.14	\$3,826.02	\$3,956.75	\$4,087.63	\$4,218.36	\$4,349.32	\$4,479.74	\$4,591.81	\$4,706.63
	Daily	\$369.52	\$382.61	\$395.68	\$408.77	\$421.84	\$434.94	\$447.98	\$459.19	\$470.67
	Hourly	\$46.19	\$47.83	\$49.46	\$51.10	\$52.73	\$54.37	\$56.00	\$57.40	\$58.84
FD 35	Annual	\$100,407.00	\$103,907.00	\$107,408.00	\$110,912.00	\$114,408.00	\$117,903.00	\$121,413.00	\$124,446.00	\$127,560.00
	Bi-Wk	\$3,847.02	\$3,981.12	\$4,115.25	\$4,249.51	\$4,383.45	\$4,517.36	\$4,651.84	\$4,768.05	\$4,887.36
	Daily	\$384.71	\$398.12	\$411.53	\$424.96	\$438.35	\$451.74	\$465.19	\$476.81	\$488.74
	Hourly	\$48.09	\$49.77	\$51.45	\$53.12	\$54.80	\$56.47	\$58.15	\$59.61	\$61.10
FD 36	Annual	\$104,583.00	\$108,169.00	\$111,764.00	\$115,352.00	\$118,946.00	\$122,532.00	\$126,125.00	\$129,279.00	\$132,508.00
	Bi-Wk	\$4,007.02	\$4,144.41	\$4,282.15	\$4,419.62	\$4,557.32	\$4,694.72	\$4,832.38	\$4,953.22	\$5,076.94
	Daily	\$400.71	\$414.45	\$428.22	\$441.97	\$455.74	\$469.48	\$483.24	\$495.33	\$507.70
	Hourly	\$50.09	\$51.81	\$53.53	\$55.25	\$56.97	\$58.69	\$60.41	\$61.92	\$63.47

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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
FD 37	Annual	\$108,922.00	\$112,609.00	\$116,299.00	\$119,989.00	\$123,681.00	\$127,370.00	\$131,059.00	\$134,335.00	\$137,693.00
	Bi-Wk	\$4,173.26	\$4,314.53	\$4,455.91	\$4,597.28	\$4,738.74	\$4,880.08	\$5,021.42	\$5,146.94	\$5,275.60
	Daily	\$417.33	\$431.46	\$445.60	\$459.73	\$473.88	\$488.01	\$502.15	\$514.70	\$527.56
	Hourly	\$52.17	\$53.94	\$55.70	\$57.47	\$59.24	\$61.01	\$62.77	\$64.34	\$65.95
FD 38	Annual	\$113,418.00	\$117,189.00	\$120,967.00	\$124,741.00	\$128,519.00	\$132,292.00	\$136,070.00	\$139,471.00	\$142,958.00
	Bi-Wk	\$4,345.52	\$4,490.00	\$4,634.76	\$4,779.35	\$4,924.10	\$5,068.66	\$5,213.41	\$5,343.72	\$5,477.32
	Daily	\$434.56	\$449.00	\$463.48	\$477.94	\$492.41	\$506.87	\$521.35	\$534.38	\$547.74
	Hourly	\$54.32	\$56.13	\$57.94	\$59.75	\$61.56	\$63.36	\$65.17	\$66.80	\$68.47
FD 39	Annual	\$118,136.00	\$122,003.00	\$125,863.00	\$129,737.00	\$133,601.00	\$137,459.00	\$141,334.00	\$144,868.00	\$148,490.00
	Bi-Wk	\$4,526.29	\$4,674.45	\$4,822.34	\$4,970.77	\$5,118.82	\$5,266.63	\$5,415.10	\$5,550.50	\$5,689.28
	Daily	\$452.63	\$467.45	\$482.24	\$497.08	\$511.89	\$526.67	\$541.51	\$555.05	\$568.93
	Hourly	\$56.58	\$58.44	\$60.28	\$62.14	\$63.99	\$65.84	\$67.69	\$69.39	\$71.12
FD 40	Annual	\$123,059.00	\$127,004.00	\$130,961.00	\$134,904.00	\$138,855.00	\$142,799.00	\$146,750.00	\$150,418.00	\$154,179.00
	Bi-Wk	\$4,714.91	\$4,866.06	\$5,017.67	\$5,168.74	\$5,320.12	\$5,471.23	\$5,622.61	\$5,763.15	\$5,907.25
	Daily	\$471.50	\$486.61	\$501.77	\$516.88	\$532.02	\$547.13	\$562.27	\$576.32	\$590.73
	Hourly	\$58.94	\$60.83	\$62.73	\$64.61	\$66.51	\$68.40	\$70.29	\$72.04	\$73.85
FD 41	Annual	\$128,201.00	\$132,250.00	\$136,292.00	\$140,341.00	\$144,383.00	\$148,425.00	\$152,466.00	\$156,279.00	\$160,187.00
	Bi-Wk	\$4,911.92	\$5,067.05	\$5,221.92	\$5,377.05	\$5,531.92	\$5,686.79	\$5,841.61	\$5,987.71	\$6,137.44
	Daily	\$491.20	\$506.71	\$522.20	\$537.71	\$553.20	\$568.68	\$584.17	\$598.78	\$613.75
	Hourly	\$61.40	\$63.34	\$65.28	\$67.22	\$69.15	\$71.09	\$73.03	\$74.85	\$76.72
FD 42	Annual	\$133,544.00	\$137,684.00	\$141,822.00	\$145,945.00	\$150,087.00	\$154,215.00	\$158,358.00	\$162,319.00	\$166,375.00
	Bi-Wk	\$5,116.63	\$5,275.25	\$5,433.80	\$5,591.77	\$5,750.46	\$5,908.63	\$6,067.36	\$6,219.12	\$6,374.53
	Daily	\$511.67	\$527.53	\$543.38	\$559.18	\$575.05	\$590.87	\$606.74	\$621.92	\$637.46
	Hourly	\$63.96	\$65.95	\$67.93	\$69.90	\$71.89	\$73.86	\$75.85	\$77.74	\$79.69
FD 43	Annual	\$139,220.00	\$143,434.00	\$147,654.00	\$151,867.00	\$156,090.00	\$160,299.00	\$164,516.00	\$168,629.00	\$172,846.00
	Bi-Wk	\$5,334.10	\$5,495.56	\$5,657.25	\$5,818.66	\$5,980.46	\$6,141.73	\$6,303.30	\$6,460.89	\$6,622.46
	Daily	\$533.41	\$549.56	\$565.73	\$581.87	\$598.05	\$614.18	\$630.33	\$646.09	\$662.25
	Hourly	\$66.68	\$68.70	\$70.72	\$72.74	\$74.76	\$76.78	\$78.80	\$80.77	\$82.79

**P-4 FD 40 HOUR PAY PLAN EFFECTIVE 07/01/2011**

Plan Group Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
FD 11	Annual	\$36,679.00	\$37,793.00	\$38,918.00	\$40,033.00	\$41,187.00	\$42,357.00	\$43,535.00	\$44,625.00	\$45,742.00
	Bi-Wk	\$1,405.33	\$1,448.01	\$1,491.12	\$1,533.84	\$1,578.05	\$1,622.88	\$1,668.01	\$1,709.78	\$1,752.57
	Daily	\$140.54	\$144.81	\$149.12	\$153.39	\$157.81	\$162.29	\$166.81	\$170.98	\$175.26
	Hourly	\$17.57	\$18.11	\$18.64	\$19.18	\$19.73	\$20.29	\$20.86	\$21.38	\$21.91
FD 12	Annual	\$37,867.00	\$39,038.00	\$40,196.00	\$41,403.00	\$42,618.00	\$43,848.00	\$45,063.00	\$46,190.00	\$47,345.00
	Bi-Wk	\$1,450.85	\$1,495.71	\$1,540.08	\$1,586.33	\$1,632.88	\$1,680.00	\$1,726.56	\$1,769.74	\$1,813.99
	Daily	\$145.09	\$149.58	\$154.01	\$158.64	\$163.29	\$168.00	\$172.66	\$176.98	\$181.40
	Hourly	\$18.14	\$18.70	\$19.26	\$19.83	\$20.42	\$21.00	\$21.59	\$22.13	\$22.68
FD 13	Annual	\$40,001.00	\$41,481.00	\$42,972.00	\$44,453.00	\$45,948.00	\$47,433.00	\$48,929.00	\$50,153.00	\$51,407.00
	Bi-Wk	\$1,532.61	\$1,589.32	\$1,646.44	\$1,703.19	\$1,760.46	\$1,817.36	\$1,874.68	\$1,921.58	\$1,969.62
	Daily	\$153.27	\$158.94	\$164.65	\$170.32	\$176.05	\$181.74	\$187.47	\$192.16	\$196.97
	Hourly	\$19.16	\$19.87	\$20.59	\$21.29	\$22.01	\$22.72	\$23.44	\$24.02	\$24.63
FD 14	Annual	\$41,875.00	\$43,417.00	\$44,952.00	\$46,491.00	\$48,028.00	\$49,566.00	\$51,102.00	\$52,380.00	\$53,692.00
	Bi-Wk	\$1,604.41	\$1,663.49	\$1,722.30	\$1,781.27	\$1,840.16	\$1,899.09	\$1,957.94	\$2,006.90	\$2,057.17
	Daily	\$160.45	\$166.35	\$172.23	\$178.13	\$184.02	\$189.91	\$195.80	\$200.69	\$205.72
	Hourly	\$20.06	\$20.80	\$21.53	\$22.27	\$23.01	\$23.74	\$24.48	\$25.09	\$25.72
FD 15	Annual	\$43,888.00	\$45,468.00	\$47,051.00	\$48,632.00	\$50,215.00	\$51,810.00	\$53,388.00	\$54,725.00	\$56,093.00
	Bi-Wk	\$1,681.54	\$1,742.07	\$1,802.73	\$1,863.30	\$1,923.95	\$1,985.06	\$2,045.52	\$2,096.75	\$2,149.16
	Daily	\$168.16	\$174.21	\$180.28	\$186.33	\$192.40	\$198.51	\$204.56	\$209.68	\$214.92
	Hourly	\$21.02	\$21.78	\$22.54	\$23.30	\$24.05	\$24.82	\$25.57	\$26.21	\$26.87
FD 16	Annual	\$46,022.00	\$47,654.00	\$49,285.00	\$50,914.00	\$52,542.00	\$54,178.00	\$55,806.00	\$57,201.00	\$58,632.00
	Bi-Wk	\$1,763.30	\$1,825.83	\$1,888.32	\$1,950.73	\$2,013.11	\$2,075.79	\$2,138.17	\$2,191.61	\$2,246.44
	Daily	\$176.33	\$182.59	\$188.84	\$195.08	\$201.32	\$207.58	\$213.82	\$219.17	\$224.65
	Hourly	\$22.05	\$22.83	\$23.61	\$24.39	\$25.17	\$25.95	\$26.73	\$27.40	\$28.09
FD 17	Annual	\$48,298.00	\$49,979.00	\$51,660.00	\$53,333.00	\$55,013.00	\$56,684.00	\$58,363.00	\$59,824.00	\$61,319.00
	Bi-Wk	\$1,850.50	\$1,914.91	\$1,979.32	\$2,043.41	\$2,107.78	\$2,171.81	\$2,236.14	\$2,292.11	\$2,349.39
	Daily	\$185.05	\$191.50	\$197.94	\$204.35	\$210.78	\$217.19	\$223.62	\$229.22	\$234.94
	Hourly	\$23.14	\$23.94	\$24.75	\$25.55	\$26.35	\$27.15	\$27.96	\$28.66	\$29.37
FD 18	Annual	\$50,738.00	\$52,461.00	\$54,178.00	\$55,901.00	\$57,614.00	\$59,333.00	\$61,048.00	\$62,580.00	\$64,143.00
	Bi-Wk	\$1,943.99	\$2,010.00	\$2,075.79	\$2,141.81	\$2,207.44	\$2,273.30	\$2,339.01	\$2,397.71	\$2,457.59
	Daily	\$194.40	\$201.00	\$207.58	\$214.19	\$220.75	\$227.33	\$233.91	\$239.78	\$245.76
	Hourly	\$24.30	\$25.13	\$25.95	\$26.78	\$27.60	\$28.42	\$29.24	\$29.98	\$30.72
FD 19	Annual	\$53,236.00	\$55,013.00	\$56,779.00	\$58,552.00	\$60,317.00	\$62,084.00	\$63,853.00	\$65,451.00	\$67,088.00
	Bi-Wk	\$2,039.70	\$2,107.78	\$2,175.45	\$2,243.38	\$2,311.00	\$2,378.70	\$2,446.48	\$2,507.71	\$2,570.43
	Daily	\$203.97	\$210.78	\$217.55	\$224.34	\$231.10	\$237.87	\$244.65	\$250.78	\$257.05
	Hourly	\$25.50	\$26.35	\$27.20	\$28.05	\$28.89	\$29.74	\$30.59	\$31.35	\$32.14
FD 20	Annual	\$55,951.00	\$57,763.00	\$59,573.00	\$61,382.00	\$63,190.00	\$65,001.00	\$66,812.00	\$68,484.00	\$70,197.00
	Bi-Wk	\$2,143.72	\$2,213.15	\$2,282.50	\$2,351.81	\$2,421.08	\$2,490.46	\$2,559.85	\$2,623.91	\$2,689.55
	Daily	\$214.38	\$221.32	\$228.25	\$235.19	\$242.11	\$249.05	\$255.99	\$262.40	\$268.96
	Hourly	\$26.80	\$27.67	\$28.54	\$29.40	\$30.27	\$31.14	\$32.00	\$32.80	\$33.62
FD 21	Annual	\$58,705.00	\$60,573.00	\$62,431.00	\$64,291.00	\$66,157.00	\$68,015.00	\$69,883.00	\$71,632.00	\$73,423.00
	Bi-Wk	\$2,249.24	\$2,320.81	\$2,392.00	\$2,463.26	\$2,534.76	\$2,605.94	\$2,677.51	\$2,744.53	\$2,813.15
	Daily	\$224.93	\$232.09	\$239.20	\$246.33	\$253.48	\$260.60	\$267.76	\$274.46	\$281.32
	Hourly	\$28.12	\$29.02	\$29.90	\$30.80	\$31.69	\$32.58	\$33.47	\$34.31	\$35.17
FD 22	Annual	\$60,317.00	\$62,524.00	\$64,738.00	\$66,942.00	\$69,155.00	\$71,364.00	\$73,573.00	\$75,414.00	\$77,299.00
	Bi-Wk	\$2,311.00	\$2,395.56	\$2,480.39	\$2,564.83	\$2,649.62	\$2,734.26	\$2,818.89	\$2,889.43	\$2,961.65
	Daily	\$231.10	\$239.56	\$248.04	\$256.49	\$264.97	\$273.43	\$281.89	\$288.95	\$296.17
	Hourly	\$28.89	\$29.95	\$31.01	\$32.07	\$33.13	\$34.18	\$35.24	\$36.12	\$37.03
FD 23	Annual	\$63,172.00	\$65,475.00	\$67,771.00	\$70,080.00	\$72,379.00	\$74,682.00	\$76,985.00	\$78,909.00	\$80,884.00
	Bi-Wk	\$2,420.39	\$2,508.63	\$2,596.60	\$2,685.06	\$2,773.15	\$2,861.38	\$2,949.62	\$3,023.34	\$3,099.01
	Daily	\$242.04	\$250.87	\$259.66	\$268.51	\$277.32	\$286.14	\$294.97	\$302.34	\$309.91
	Hourly	\$30.26	\$31.36	\$32.46	\$33.57	\$34.67	\$35.77	\$36.88	\$37.80	\$38.74

**P-4 FD 40 HOUR PAY PLAN EFFECTIVE 07/01/2011**

Plan Group Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
FD 24	Annual	\$66,209.00	\$68,608.00	\$71,007.00	\$73,410.00	\$75,807.00	\$78,203.00	\$80,606.00	\$82,621.00	\$84,687.00
	Bi-Wk	\$2,536.75	\$2,628.66	\$2,720.58	\$2,812.65	\$2,904.49	\$2,996.29	\$3,088.36	\$3,165.56	\$3,244.72
	Daily	\$253.68	\$262.87	\$272.06	\$281.27	\$290.45	\$299.63	\$308.84	\$316.56	\$324.48
	Hourly	\$31.71	\$32.86	\$34.01	\$35.16	\$36.31	\$37.46	\$38.61	\$39.57	\$40.56
FD 25	Annual	\$69,445.00	\$71,934.00	\$74,415.00	\$76,903.00	\$79,398.00	\$81,886.00	\$84,368.00	\$86,478.00	\$88,641.00
	Bi-Wk	\$2,660.73	\$2,756.10	\$2,851.15	\$2,946.48	\$3,042.07	\$3,137.40	\$3,232.50	\$3,313.34	\$3,396.21
	Daily	\$266.08	\$275.61	\$285.12	\$294.65	\$304.21	\$313.74	\$323.25	\$331.34	\$339.63
	Hourly	\$33.26	\$34.46	\$35.64	\$36.84	\$38.03	\$39.22	\$40.41	\$41.42	\$42.46
FD 26	Annual	\$72,866.00	\$75,445.00	\$78,032.00	\$80,606.00	\$83,186.00	\$85,766.00	\$88,340.00	\$90,549.00	\$92,813.00
	Bi-Wk	\$2,791.81	\$2,890.62	\$2,989.74	\$3,088.36	\$3,187.21	\$3,286.06	\$3,384.68	\$3,469.32	\$3,556.06
	Daily	\$279.19	\$289.07	\$298.98	\$308.84	\$318.73	\$328.61	\$338.47	\$346.94	\$355.61
	Hourly	\$34.90	\$36.14	\$37.38	\$38.61	\$39.85	\$41.08	\$42.31	\$43.37	\$44.46
FD 27	Annual	\$76,477.00	\$79,152.00	\$81,823.00	\$84,485.00	\$87,157.00	\$89,825.00	\$92,500.00	\$94,812.00	\$97,183.00
	Bi-Wk	\$2,930.16	\$3,032.65	\$3,134.99	\$3,236.98	\$3,339.35	\$3,441.58	\$3,544.07	\$3,632.65	\$3,723.49
	Daily	\$293.02	\$303.27	\$313.50	\$323.70	\$333.94	\$344.16	\$354.41	\$363.27	\$372.35
	Hourly	\$36.63	\$37.91	\$39.19	\$40.47	\$41.75	\$43.02	\$44.31	\$45.41	\$46.55
FD 28	Annual	\$80,341.00	\$83,103.00	\$85,868.00	\$88,636.00	\$91,391.00	\$94,153.00	\$96,914.00	\$99,337.00	\$101,822.00
	Bi-Wk	\$3,078.20	\$3,184.03	\$3,289.97	\$3,396.02	\$3,501.58	\$3,607.40	\$3,713.19	\$3,806.02	\$3,901.23
	Daily	\$307.82	\$318.41	\$329.00	\$339.61	\$350.16	\$360.74	\$371.32	\$380.61	\$390.13
	Hourly	\$38.48	\$39.81	\$41.13	\$42.46	\$43.77	\$45.10	\$46.42	\$47.58	\$48.77
FD 29	Annual	\$81,112.00	\$84,157.00	\$87,202.00	\$90,248.00	\$93,289.00	\$96,334.00	\$99,375.00	\$101,860.00	\$104,408.00
	Bi-Wk	\$3,107.74	\$3,224.41	\$3,341.08	\$3,457.78	\$3,574.30	\$3,690.96	\$3,807.48	\$3,902.69	\$4,000.31
	Daily	\$310.78	\$322.45	\$334.11	\$345.78	\$357.43	\$369.10	\$380.75	\$390.27	\$400.04
	Hourly	\$38.85	\$40.31	\$41.77	\$43.23	\$44.68	\$46.14	\$47.60	\$48.79	\$50.01
FD 30	Annual	\$84,368.00	\$87,502.00	\$90,641.00	\$93,764.00	\$96,893.00	\$100,027.00	\$103,166.00	\$105,746.00	\$108,388.00
	Bi-Wk	\$3,232.50	\$3,352.57	\$3,472.84	\$3,592.50	\$3,712.38	\$3,832.46	\$3,952.73	\$4,051.58	\$4,152.80
	Daily	\$323.25	\$335.26	\$347.29	\$359.25	\$371.24	\$383.25	\$395.28	\$405.16	\$415.28
	Hourly	\$40.41	\$41.91	\$43.42	\$44.91	\$46.41	\$47.91	\$49.41	\$50.65	\$51.91
FD 31	Annual	\$87,754.00	\$90,981.00	\$94,206.00	\$97,427.00	\$100,655.00	\$103,878.00	\$107,106.00	\$109,783.00	\$112,526.00
	Bi-Wk	\$3,362.23	\$3,485.87	\$3,609.43	\$3,732.84	\$3,856.52	\$3,980.00	\$4,103.68	\$4,206.25	\$4,311.35
	Daily	\$336.23	\$348.59	\$360.95	\$373.29	\$385.66	\$398.00	\$410.37	\$420.63	\$431.14
	Hourly	\$42.03	\$43.58	\$45.12	\$46.67	\$48.21	\$49.75	\$51.30	\$52.58	\$53.90
FD 32	Annual	\$91,274.00	\$94,584.00	\$97,894.00	\$101,212.00	\$104,526.00	\$107,837.00	\$111,159.00	\$113,939.00	\$116,790.00
	Bi-Wk	\$3,497.09	\$3,623.91	\$3,750.73	\$3,877.86	\$4,004.83	\$4,131.69	\$4,258.97	\$4,365.48	\$4,474.72
	Daily	\$349.71	\$362.40	\$375.08	\$387.79	\$400.49	\$413.17	\$425.90	\$436.55	\$447.48
	Hourly	\$43.72	\$45.30	\$46.89	\$48.48	\$50.07	\$51.65	\$53.24	\$54.57	\$55.94
FD 33	Annual	\$94,945.00	\$98,353.00	\$101,757.00	\$105,162.00	\$108,572.00	\$111,976.00	\$115,391.00	\$118,275.00	\$121,234.00
	Bi-Wk	\$3,637.74	\$3,768.32	\$3,898.74	\$4,029.20	\$4,159.85	\$4,290.27	\$4,421.12	\$4,531.61	\$4,644.99
	Daily	\$363.78	\$376.84	\$389.88	\$402.92	\$415.99	\$429.03	\$442.12	\$453.17	\$464.50
	Hourly	\$45.48	\$47.11	\$48.74	\$50.37	\$52.00	\$53.63	\$55.27	\$56.65	\$58.07
FD 34	Annual	\$98,855.00	\$102,356.00	\$105,853.00	\$109,355.00	\$112,852.00	\$116,355.00	\$119,845.00	\$122,843.00	\$125,915.00
	Bi-Wk	\$3,787.55	\$3,921.69	\$4,055.68	\$4,189.85	\$4,323.84	\$4,458.05	\$4,591.77	\$4,706.63	\$4,824.33
	Daily	\$378.76	\$392.17	\$405.57	\$418.99	\$432.39	\$445.81	\$459.18	\$470.67	\$482.44
	Hourly	\$47.35	\$49.03	\$50.70	\$52.38	\$54.05	\$55.73	\$57.40	\$58.84	\$60.31
FD 35	Annual	\$102,918.00	\$106,505.00	\$110,094.00	\$113,685.00	\$117,269.00	\$120,851.00	\$124,449.00	\$127,558.00	\$130,749.00
	Bi-Wk	\$3,943.22	\$4,080.66	\$4,218.17	\$4,355.75	\$4,493.07	\$4,630.31	\$4,768.17	\$4,887.28	\$5,009.55
	Daily	\$394.33	\$408.07	\$421.82	\$435.58	\$449.31	\$463.04	\$476.82	\$488.73	\$500.96
	Hourly	\$49.30	\$51.01	\$52.73	\$54.45	\$56.17	\$57.88	\$59.61	\$61.10	\$62.62
FD 36	Annual	\$107,198.00	\$110,874.00	\$114,559.00	\$118,236.00	\$121,920.00	\$125,596.00	\$129,279.00	\$132,511.00	\$135,821.00
	Bi-Wk	\$4,107.21	\$4,248.05	\$4,389.24	\$4,530.12	\$4,671.27	\$4,812.11	\$4,953.22	\$5,077.05	\$5,203.87
	Daily	\$410.73	\$424.81	\$438.93	\$453.02	\$467.13	\$481.22	\$495.33	\$507.71	\$520.39
	Hourly	\$51.35	\$53.11	\$54.87	\$56.63	\$58.40	\$60.16	\$61.92	\$63.47	\$65.05

**P-4 FD 40 HOUR PAY PLAN EFFECTIVE 07/01/2011**

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
FD 37	Annual	\$111,646.00	\$115,425.00	\$119,207.00	\$122,989.00	\$126,774.00	\$130,555.00	\$134,336.00	\$137,694.00	\$141,136.00
	Bi-Wk	\$4,277.63	\$4,422.42	\$4,567.32	\$4,712.23	\$4,857.25	\$5,002.11	\$5,146.98	\$5,275.64	\$5,407.51
	Daily	\$427.77	\$442.25	\$456.74	\$471.23	\$485.73	\$500.22	\$514.70	\$527.57	\$540.76
	Hourly	\$53.48	\$55.29	\$57.10	\$58.91	\$60.72	\$62.53	\$64.34	\$65.95	\$67.60
FD 38	Annual	\$116,254.00	\$120,119.00	\$123,992.00	\$127,860.00	\$131,732.00	\$135,600.00	\$139,472.00	\$142,958.00	\$146,532.00
	Bi-Wk	\$4,454.18	\$4,602.27	\$4,750.66	\$4,898.86	\$5,047.21	\$5,195.41	\$5,343.76	\$5,477.32	\$5,614.26
	Daily	\$445.42	\$460.23	\$475.07	\$489.89	\$504.73	\$519.55	\$534.38	\$547.74	\$561.43
	Hourly	\$55.68	\$57.53	\$59.39	\$61.24	\$63.10	\$64.95	\$66.80	\$68.47	\$70.18
FD 39	Annual	\$121,090.00	\$125,054.00	\$129,010.00	\$132,981.00	\$136,942.00	\$140,896.00	\$144,868.00	\$148,490.00	\$152,203.00
	Bi-Wk	\$4,639.47	\$4,791.35	\$4,942.92	\$5,095.06	\$5,246.82	\$5,398.32	\$5,550.50	\$5,689.28	\$5,831.54
	Daily	\$463.95	\$479.14	\$494.30	\$509.51	\$524.69	\$539.84	\$555.05	\$568.93	\$583.16
	Hourly	\$58.00	\$59.90	\$61.79	\$63.69	\$65.59	\$67.48	\$69.39	\$71.12	\$72.90
FD 40	Annual	\$126,136.00	\$130,180.00	\$134,236.00	\$138,277.00	\$142,327.00	\$146,369.00	\$150,419.00	\$154,179.00	\$158,034.00
	Bi-Wk	\$4,832.80	\$4,987.74	\$5,143.15	\$5,297.97	\$5,453.15	\$5,608.01	\$5,763.19	\$5,907.25	\$6,054.95
	Daily	\$483.28	\$498.78	\$514.32	\$529.80	\$545.32	\$560.81	\$576.32	\$590.73	\$605.50
	Hourly	\$60.41	\$62.35	\$64.29	\$66.23	\$68.17	\$70.11	\$72.04	\$73.85	\$75.69
FD 41	Annual	\$131,407.00	\$135,557.00	\$139,700.00	\$143,850.00	\$147,993.00	\$152,136.00	\$156,278.00	\$160,186.00	\$164,192.00
	Bi-Wk	\$5,034.76	\$5,193.76	\$5,352.50	\$5,511.50	\$5,670.23	\$5,828.97	\$5,987.67	\$6,137.40	\$6,290.89
	Daily	\$503.48	\$519.38	\$535.25	\$551.15	\$567.03	\$582.90	\$598.77	\$613.74	\$629.09
	Hourly	\$62.94	\$64.93	\$66.91	\$68.90	\$70.88	\$72.87	\$74.85	\$76.72	\$78.64
FD 42	Annual	\$136,883.00	\$141,127.00	\$145,368.00	\$149,594.00	\$153,840.00	\$158,071.00	\$162,317.00	\$166,377.00	\$170,535.00
	Bi-Wk	\$5,244.56	\$5,407.17	\$5,569.66	\$5,731.58	\$5,894.26	\$6,056.37	\$6,219.05	\$6,374.60	\$6,533.91
	Daily	\$524.46	\$540.72	\$556.97	\$573.16	\$589.43	\$605.64	\$621.91	\$637.46	\$653.40
	Hourly	\$65.56	\$67.59	\$69.63	\$71.65	\$73.68	\$75.71	\$77.74	\$79.69	\$81.68
FD 43	Annual	\$142,701.00	\$147,020.00	\$151,346.00	\$155,664.00	\$159,993.00	\$164,307.00	\$168,629.00	\$172,845.00	\$177,168.00
	Bi-Wk	\$5,467.48	\$5,632.96	\$5,798.70	\$5,964.14	\$6,130.00	\$6,295.29	\$6,460.89	\$6,622.42	\$6,788.05
	Daily	\$546.75	\$563.30	\$579.87	\$596.42	\$613.00	\$629.53	\$646.09	\$662.25	\$678.81
	Hourly	\$68.35	\$70.42	\$72.49	\$74.56	\$76.63	\$78.70	\$80.77	\$82.79	\$84.86