

P-1 HC 35 HOUR PLAN EFFECTIVE 7/12/2002

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
HC	1 Annual	\$18,296.00	\$18,746.00	\$19,188.00	\$19,635.00	\$20,078.00	\$20,527.00	\$20,971.00	\$21,546.00	\$22,124.00	\$22,718.00
	Bi-Wk	\$701.00	\$718.24	\$735.18	\$752.30	\$769.28	\$786.48	\$803.49	\$825.52	\$847.67	\$870.43
	Daily	\$70.10	\$71.83	\$73.52	\$75.23	\$76.93	\$78.65	\$80.35	\$82.56	\$84.77	\$87.05
	Hourly	\$10.02	\$10.27	\$10.51	\$10.75	\$10.99	\$11.24	\$11.48	\$11.80	\$12.11	\$12.44
HC	2 Annual	\$19,188.00	\$19,635.00	\$20,078.00	\$20,527.00	\$20,971.00	\$21,417.00	\$21,859.00	\$22,462.00	\$23,061.00	\$23,677.00
	Bi-Wk	\$735.18	\$752.30	\$769.28	\$786.48	\$803.49	\$820.58	\$837.51	\$860.62	\$883.57	\$907.17
	Daily	\$73.52	\$75.23	\$76.93	\$78.65	\$80.35	\$82.06	\$83.76	\$86.07	\$88.36	\$90.72
	Hourly	\$10.51	\$10.75	\$10.99	\$11.24	\$11.48	\$11.73	\$11.97	\$12.30	\$12.63	\$12.96
HC	3 Annual	\$19,635.00	\$20,078.00	\$20,527.00	\$20,971.00	\$21,417.00	\$21,859.00	\$22,305.00	\$22,921.00	\$23,532.00	\$24,159.00
	Bi-Wk	\$752.30	\$769.28	\$786.48	\$803.49	\$820.58	\$837.51	\$854.60	\$878.20	\$901.61	\$925.64
	Daily	\$75.23	\$76.93	\$78.65	\$80.35	\$82.06	\$83.76	\$85.46	\$87.82	\$90.17	\$92.57
	Hourly	\$10.75	\$10.99	\$11.24	\$11.48	\$11.73	\$11.97	\$12.21	\$12.55	\$12.89	\$13.23
HC	4 Annual	\$20,269.00	\$20,811.00	\$21,348.00	\$21,893.00	\$22,439.00	\$22,975.00	\$23,514.00	\$24,163.00	\$24,810.00	\$25,474.00
	Bi-Wk	\$776.60	\$797.36	\$817.94	\$838.82	\$859.74	\$880.27	\$900.92	\$925.79	\$950.58	\$976.02
	Daily	\$77.66	\$79.74	\$81.80	\$83.89	\$85.98	\$88.03	\$90.10	\$92.58	\$95.06	\$97.61
	Hourly	\$11.10	\$11.40	\$11.69	\$11.99	\$12.29	\$12.58	\$12.88	\$13.23	\$13.58	\$13.95
HC	5 Annual	\$20,776.00	\$21,348.00	\$21,924.00	\$22,494.00	\$23,064.00	\$23,638.00	\$24,213.00	\$24,878.00	\$25,543.00	\$26,227.00
	Bi-Wk	\$796.02	\$817.94	\$840.00	\$861.84	\$883.68	\$905.68	\$927.71	\$953.19	\$978.66	\$1,004.87
	Daily	\$79.61	\$81.80	\$84.00	\$86.19	\$88.37	\$90.57	\$92.78	\$95.32	\$97.87	\$100.49
	Hourly	\$11.38	\$11.69	\$12.00	\$12.32	\$12.63	\$12.94	\$13.26	\$13.62	\$13.99	\$14.36
HC	6 Annual	\$21,482.00	\$22,056.00	\$22,625.00	\$23,108.00	\$23,769.00	\$24,341.00	\$24,910.00	\$25,595.00	\$26,279.00	\$26,981.00
	Bi-Wk	\$823.07	\$845.06	\$866.86	\$885.37	\$910.69	\$932.61	\$954.41	\$980.66	\$1,006.86	\$1,033.76
	Daily	\$82.31	\$84.51	\$86.69	\$88.54	\$91.07	\$93.27	\$95.45	\$98.07	\$100.69	\$103.38
	Hourly	\$11.76	\$12.08	\$12.39	\$12.65	\$13.01	\$13.33	\$13.64	\$14.01	\$14.39	\$14.77
HC	7 Annual	\$22,116.00	\$22,685.00	\$23,258.00	\$23,829.00	\$24,403.00	\$24,975.00	\$25,546.00	\$26,247.00	\$26,949.00	\$27,671.00
	Bi-Wk	\$847.36	\$869.16	\$891.12	\$912.99	\$934.99	\$956.90	\$978.78	\$1,005.64	\$1,032.53	\$1,060.20
	Daily	\$84.74	\$86.92	\$89.12	\$91.30	\$93.50	\$95.69	\$97.88	\$100.57	\$103.26	\$106.02
	Hourly	\$12.11	\$12.42	\$12.74	\$13.05	\$13.36	\$13.67	\$13.99	\$14.37	\$14.76	\$15.15
HC	8 Annual	\$23,769.00	\$24,466.00	\$25,173.00	\$25,869.00	\$26,570.00	\$27,272.00	\$27,973.00	\$28,741.00	\$29,510.00	\$30,300.00
	Bi-Wk	\$910.69	\$937.40	\$964.49	\$991.15	\$1,018.01	\$1,044.91	\$1,071.77	\$1,101.19	\$1,130.66	\$1,160.92
	Daily	\$91.07	\$93.74	\$96.45	\$99.12	\$101.81	\$104.50	\$107.18	\$110.12	\$113.07	\$116.10
	Hourly	\$13.01	\$13.40	\$13.78	\$14.16	\$14.55	\$14.93	\$15.32	\$15.74	\$16.16	\$16.59
HC	9 Annual	\$24,499.00	\$25,195.00	\$25,960.00	\$26,690.00	\$27,422.00	\$28,150.00	\$28,888.00	\$29,681.00	\$30,474.00	\$31,289.00
	Bi-Wk	\$938.66	\$965.33	\$994.64	\$1,022.61	\$1,050.66	\$1,078.55	\$1,106.82	\$1,137.21	\$1,167.59	\$1,198.82
	Daily	\$93.87	\$96.54	\$99.47	\$102.27	\$105.07	\$107.86	\$110.69	\$113.73	\$116.76	\$119.89
	Hourly	\$13.41	\$13.80	\$14.21	\$14.61	\$15.01	\$15.41	\$15.82	\$16.25	\$16.68	\$17.13

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HC	10 Annual	\$25,287.00	\$26,054.00	\$26,813.00	\$27,581.00	\$28,345.00	\$29,122.00	\$29,926.00	\$30,748.00	\$31,573.00	\$32,421.00
	Bi-Wk	\$968.86	\$998.24	\$1,027.32	\$1,056.75	\$1,086.02	\$1,115.79	\$1,146.60	\$1,178.09	\$1,209.70	\$1,242.19
	Daily	\$96.89	\$99.83	\$102.74	\$105.68	\$108.61	\$111.58	\$114.66	\$117.81	\$120.97	\$124.22
	Hourly	\$13.85	\$14.27	\$14.68	\$15.10	\$15.52	\$15.94	\$16.38	\$16.83	\$17.29	\$17.75
HC	11 Annual	\$26,091.00	\$26,882.00	\$27,682.00	\$28,477.00	\$29,298.00	\$30,132.00	\$30,970.00	\$31,822.00	\$32,673.00	\$33,548.00
	Bi-Wk	\$999.66	\$1,029.97	\$1,060.62	\$1,091.08	\$1,122.53	\$1,154.49	\$1,186.60	\$1,219.24	\$1,251.84	\$1,285.37
	Daily	\$99.97	\$103.00	\$106.07	\$109.11	\$112.26	\$115.45	\$118.66	\$121.93	\$125.19	\$128.54
	Hourly	\$14.29	\$14.72	\$15.16	\$15.59	\$16.04	\$16.50	\$16.96	\$17.42	\$17.89	\$18.37
HC	12 Annual	\$26,936.00	\$27,770.00	\$28,591.00	\$29,451.00	\$30,316.00	\$31,190.00	\$32,055.00	\$32,937.00	\$33,817.00	\$34,722.00
	Bi-Wk	\$1,032.04	\$1,063.99	\$1,095.45	\$1,128.40	\$1,161.54	\$1,195.02	\$1,228.17	\$1,261.96	\$1,295.68	\$1,330.35
	Daily	\$103.21	\$106.40	\$109.55	\$112.84	\$116.16	\$119.51	\$122.82	\$126.20	\$129.57	\$133.04
	Hourly	\$14.75	\$15.20	\$15.65	\$16.12	\$16.60	\$17.08	\$17.55	\$18.03	\$18.51	\$19.01
HC	13 Annual	\$28,455.00	\$29,504.00	\$30,567.00	\$31,624.00	\$32,684.00	\$33,741.00	\$34,805.00	\$35,761.00	\$36,719.00	\$37,703.00
	Bi-Wk	\$1,090.23	\$1,130.43	\$1,171.15	\$1,211.65	\$1,252.27	\$1,292.76	\$1,333.53	\$1,370.16	\$1,406.86	\$1,444.56
	Daily	\$109.03	\$113.05	\$117.12	\$121.17	\$125.23	\$129.28	\$133.36	\$137.02	\$140.69	\$144.46
	Hourly	\$15.58	\$16.15	\$16.74	\$17.31	\$17.89	\$18.47	\$19.06	\$19.58	\$20.10	\$20.64
HC	14 Annual	\$29,786.00	\$30,884.00	\$31,979.00	\$33,072.00	\$34,163.00	\$35,258.00	\$36,348.00	\$37,347.00	\$38,347.00	\$39,375.00
	Bi-Wk	\$1,141.23	\$1,183.30	\$1,225.25	\$1,267.13	\$1,308.93	\$1,350.89	\$1,392.65	\$1,430.92	\$1,469.24	\$1,508.63
	Daily	\$114.13	\$118.33	\$122.53	\$126.72	\$130.90	\$135.09	\$139.27	\$143.10	\$146.93	\$150.87
	Hourly	\$16.31	\$16.91	\$17.51	\$18.11	\$18.70	\$19.30	\$19.90	\$20.45	\$20.99	\$21.56
HC	15 Annual	\$31,219.00	\$32,345.00	\$33,470.00	\$34,595.00	\$35,721.00	\$36,852.00	\$37,978.00	\$39,023.00	\$40,066.00	\$41,139.00
	Bi-Wk	\$1,196.14	\$1,239.28	\$1,282.38	\$1,325.48	\$1,368.63	\$1,411.96	\$1,455.10	\$1,495.14	\$1,535.10	\$1,576.21
	Daily	\$119.62	\$123.93	\$128.24	\$132.55	\$136.87	\$141.20	\$145.51	\$149.52	\$153.51	\$157.63
	Hourly	\$17.09	\$17.71	\$18.32	\$18.94	\$19.56	\$20.18	\$20.79	\$21.36	\$21.93	\$22.52
HC	16 Annual	\$32,737.00	\$33,897.00	\$35,060.00	\$36,219.00	\$37,378.00	\$38,540.00	\$39,695.00	\$40,784.00	\$41,877.00	\$43,000.00
	Bi-Wk	\$1,254.30	\$1,298.74	\$1,343.30	\$1,387.71	\$1,432.11	\$1,476.63	\$1,520.89	\$1,562.61	\$1,604.49	\$1,647.51
	Daily	\$125.43	\$129.88	\$134.33	\$138.78	\$143.22	\$147.67	\$152.09	\$156.27	\$160.45	\$164.76
	Hourly	\$17.92	\$18.56	\$19.19	\$19.83	\$20.46	\$21.10	\$21.73	\$22.33	\$22.93	\$23.54
HC	17 Annual	\$34,359.00	\$35,554.00	\$36,749.00	\$37,940.00	\$39,132.00	\$40,320.00	\$41,519.00	\$42,662.00	\$43,803.00	\$44,975.00
	Bi-Wk	\$1,316.44	\$1,362.23	\$1,408.01	\$1,453.64	\$1,499.32	\$1,544.83	\$1,590.77	\$1,634.56	\$1,678.28	\$1,723.19
	Daily	\$131.65	\$136.23	\$140.81	\$145.37	\$149.94	\$154.49	\$159.08	\$163.46	\$167.83	\$172.32
	Hourly	\$18.81	\$19.47	\$20.12	\$20.77	\$21.42	\$22.07	\$22.73	\$23.36	\$23.98	\$24.62
HC	18 Annual	\$36,091.00	\$37,317.00	\$38,540.00	\$39,765.00	\$40,981.00	\$42,207.00	\$43,428.00	\$44,622.00	\$45,819.00	\$47,049.00
	Bi-Wk	\$1,382.80	\$1,429.78	\$1,476.63	\$1,523.57	\$1,570.16	\$1,617.13	\$1,663.91	\$1,709.66	\$1,755.52	\$1,802.65
	Daily	\$138.28	\$142.98	\$147.67	\$152.36	\$157.02	\$161.72	\$166.40	\$170.97	\$175.56	\$180.27
	Hourly	\$19.76	\$20.43	\$21.10	\$21.77	\$22.44	\$23.11	\$23.78	\$24.43	\$25.08	\$25.76

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HC	19 Annual	\$37,869.00	\$39,132.00	\$40,390.00	\$41,654.00	\$42,905.00	\$44,162.00	\$45,421.00	\$46,672.00	\$47,920.00	\$49,203.00
	Bi-Wk	\$1,450.92	\$1,499.32	\$1,547.51	\$1,595.94	\$1,643.87	\$1,692.04	\$1,740.27	\$1,788.20	\$1,836.02	\$1,885.18
	Daily	\$145.10	\$149.94	\$154.76	\$159.60	\$164.39	\$169.21	\$174.03	\$178.82	\$183.61	\$188.52
	Hourly	\$20.73	\$21.42	\$22.11	\$22.80	\$23.49	\$24.18	\$24.87	\$25.55	\$26.23	\$26.94
HC	20 Annual	\$39,801.00	\$41,090.00	\$42,378.00	\$43,665.00	\$44,950.00	\$46,241.00	\$47,530.00	\$48,837.00	\$50,144.00	\$51,486.00
	Bi-Wk	\$1,524.95	\$1,574.33	\$1,623.68	\$1,672.99	\$1,722.23	\$1,771.69	\$1,821.08	\$1,871.15	\$1,921.23	\$1,972.65
	Daily	\$152.50	\$157.44	\$162.37	\$167.30	\$172.23	\$177.17	\$182.11	\$187.12	\$192.13	\$197.27
	Hourly	\$21.79	\$22.50	\$23.20	\$23.90	\$24.61	\$25.31	\$26.02	\$26.74	\$27.45	\$28.19
HC	21 Annual	\$41,763.00	\$43,088.00	\$44,412.00	\$45,737.00	\$47,062.00	\$48,385.00	\$49,712.00	\$51,077.00	\$52,444.00	\$53,848.00
	Bi-Wk	\$1,600.12	\$1,650.89	\$1,701.61	\$1,752.38	\$1,803.15	\$1,853.84	\$1,904.68	\$1,956.98	\$2,009.35	\$2,063.15
	Daily	\$160.02	\$165.09	\$170.17	\$175.24	\$180.32	\$185.39	\$190.47	\$195.70	\$200.94	\$206.32
	Hourly	\$22.86	\$23.59	\$24.31	\$25.04	\$25.76	\$26.49	\$27.21	\$27.96	\$28.71	\$29.48
HC	22 Annual	\$42,905.00	\$44,479.00	\$46,052.00	\$47,620.00	\$49,194.00	\$50,766.00	\$52,337.00	\$53,776.00	\$55,216.00	\$56,695.00
	Bi-Wk	\$1,643.87	\$1,704.18	\$1,764.45	\$1,824.53	\$1,884.83	\$1,945.06	\$2,005.25	\$2,060.39	\$2,115.56	\$2,172.23
	Daily	\$164.39	\$170.42	\$176.45	\$182.46	\$188.49	\$194.51	\$200.53	\$206.04	\$211.56	\$217.23
	Hourly	\$23.49	\$24.35	\$25.21	\$26.07	\$26.93	\$27.79	\$28.65	\$29.44	\$30.23	\$31.04
HC	23 Annual	\$44,938.00	\$46,577.00	\$48,210.00	\$49,850.00	\$51,486.00	\$53,126.00	\$54,765.00	\$56,268.00	\$57,775.00	\$59,323.00
	Bi-Wk	\$1,721.77	\$1,784.56	\$1,847.13	\$1,909.97	\$1,972.65	\$2,035.48	\$2,098.28	\$2,155.87	\$2,213.61	\$2,272.92
	Daily	\$172.18	\$178.46	\$184.72	\$191.00	\$197.27	\$203.55	\$209.83	\$215.59	\$221.37	\$227.30
	Hourly	\$24.60	\$25.50	\$26.39	\$27.29	\$28.19	\$29.08	\$29.98	\$30.80	\$31.63	\$32.48
HC	24 Annual	\$47,098.00	\$48,806.00	\$50,511.00	\$52,220.00	\$53,929.00	\$55,634.00	\$57,339.00	\$58,915.00	\$60,492.00	\$62,112.00
	Bi-Wk	\$1,804.53	\$1,869.97	\$1,935.29	\$2,000.77	\$2,066.25	\$2,131.58	\$2,196.90	\$2,257.28	\$2,317.71	\$2,379.78
	Daily	\$180.46	\$187.00	\$193.53	\$200.08	\$206.63	\$213.16	\$219.69	\$225.73	\$231.78	\$237.98
	Hourly	\$25.78	\$26.72	\$27.65	\$28.59	\$29.52	\$30.46	\$31.39	\$32.25	\$33.12	\$34.00
HC	25 Annual	\$49,397.00	\$51,174.00	\$52,936.00	\$54,709.00	\$56,478.00	\$58,250.00	\$60,017.00	\$61,668.00	\$63,318.00	\$65,012.00
	Bi-Wk	\$1,892.61	\$1,960.69	\$2,028.20	\$2,096.14	\$2,163.91	\$2,231.81	\$2,299.51	\$2,362.76	\$2,425.98	\$2,490.89
	Daily	\$189.27	\$196.07	\$202.82	\$209.62	\$216.40	\$223.19	\$229.96	\$236.28	\$242.60	\$249.09
	Hourly	\$27.04	\$28.01	\$28.98	\$29.95	\$30.92	\$31.89	\$32.86	\$33.76	\$34.66	\$35.59
HC	26 Annual	\$51,834.00	\$53,666.00	\$55,509.00	\$57,339.00	\$59,176.00	\$61,012.00	\$62,844.00	\$64,571.00	\$66,302.00	\$68,079.00
	Bi-Wk	\$1,985.98	\$2,056.17	\$2,126.79	\$2,196.90	\$2,267.28	\$2,337.63	\$2,407.82	\$2,473.99	\$2,540.31	\$2,608.40
	Daily	\$198.60	\$205.62	\$212.68	\$219.69	\$226.73	\$233.77	\$240.79	\$247.40	\$254.04	\$260.84
	Hourly	\$28.38	\$29.38	\$30.39	\$31.39	\$32.39	\$33.40	\$34.40	\$35.35	\$36.30	\$37.27
HC	27 Annual	\$54,405.00	\$56,306.00	\$58,207.00	\$60,100.00	\$62,003.00	\$63,899.00	\$65,803.00	\$67,611.00	\$69,421.00	\$71,282.00
	Bi-Wk	\$2,084.49	\$2,157.32	\$2,230.16	\$2,302.69	\$2,375.60	\$2,448.24	\$2,521.19	\$2,590.46	\$2,659.81	\$2,731.12
	Daily	\$208.45	\$215.74	\$223.02	\$230.27	\$237.56	\$244.83	\$252.12	\$259.05	\$265.99	\$273.12
	Hourly	\$29.78	\$30.82	\$31.86	\$32.90	\$33.94	\$34.98	\$36.02	\$37.01	\$38.00	\$39.02

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HC	28 Annual	\$57,153.00	\$59,117.00	\$61,087.00	\$63,053.00	\$65,015.00	\$66,975.00	\$68,938.00	\$70,833.00	\$72,731.00	\$74,681.00
	Bi-Wk	\$2,189.78	\$2,265.02	\$2,340.50	\$2,415.83	\$2,491.00	\$2,566.10	\$2,641.31	\$2,713.91	\$2,786.63	\$2,861.35
	Daily	\$218.98	\$226.51	\$234.05	\$241.59	\$249.10	\$256.61	\$264.14	\$271.40	\$278.67	\$286.14
	Hourly	\$31.29	\$32.36	\$33.44	\$34.52	\$35.59	\$36.66	\$37.74	\$38.78	\$39.81	\$40.88
HC	29 Annual	\$57,702.00	\$59,866.00	\$62,035.00	\$64,200.00	\$66,365.00	\$68,527.00	\$70,694.00	\$72,637.00	\$74,582.00	\$76,579.00
	Bi-Wk	\$2,210.81	\$2,293.72	\$2,376.82	\$2,459.78	\$2,542.73	\$2,625.56	\$2,708.59	\$2,783.03	\$2,857.55	\$2,934.07
	Daily	\$221.09	\$229.38	\$237.69	\$245.98	\$254.28	\$262.56	\$270.86	\$278.31	\$285.76	\$293.41
	Hourly	\$31.59	\$32.77	\$33.96	\$35.14	\$36.33	\$37.51	\$38.70	\$39.76	\$40.83	\$41.92
HC	30 Annual	\$60,017.00	\$62,245.00	\$64,478.00	\$66,702.00	\$68,928.00	\$71,157.00	\$73,389.00	\$75,407.00	\$77,423.00	\$79,493.00
	Bi-Wk	\$2,299.51	\$2,384.87	\$2,470.43	\$2,555.64	\$2,640.92	\$2,726.33	\$2,811.84	\$2,889.16	\$2,966.40	\$3,045.71
	Daily	\$229.96	\$238.49	\$247.05	\$255.57	\$264.10	\$272.64	\$281.19	\$288.92	\$296.64	\$304.58
	Hourly	\$32.86	\$34.07	\$35.30	\$36.51	\$37.73	\$38.95	\$40.17	\$41.28	\$42.38	\$43.52
HC	31 Annual	\$62,426.00	\$64,718.00	\$67,011.00	\$69,307.00	\$71,606.00	\$73,898.00	\$76,191.00	\$78,288.00	\$80,381.00	\$82,530.00
	Bi-Wk	\$2,391.81	\$2,479.62	\$2,567.48	\$2,655.45	\$2,743.53	\$2,831.35	\$2,919.20	\$2,999.55	\$3,079.74	\$3,162.07
	Daily	\$239.19	\$247.97	\$256.75	\$265.55	\$274.36	\$283.14	\$291.92	\$299.96	\$307.98	\$316.21
	Hourly	\$34.17	\$35.43	\$36.68	\$37.94	\$39.20	\$40.45	\$41.71	\$42.86	\$44.00	\$45.18
HC	32 Annual	\$64,927.00	\$67,285.00	\$69,641.00	\$71,997.00	\$74,359.00	\$76,714.00	\$79,078.00	\$81,253.00	\$83,426.00	\$85,658.00
	Bi-Wk	\$2,487.63	\$2,577.97	\$2,668.24	\$2,758.51	\$2,849.01	\$2,939.24	\$3,029.81	\$3,113.15	\$3,196.40	\$3,281.92
	Daily	\$248.77	\$257.80	\$266.83	\$275.86	\$284.91	\$293.93	\$302.99	\$311.32	\$319.64	\$328.20
	Hourly	\$35.54	\$36.83	\$38.12	\$39.41	\$40.71	\$41.99	\$43.29	\$44.48	\$45.67	\$46.89
HC	33 Annual	\$67,544.00	\$69,966.00	\$72,389.00	\$74,811.00	\$77,234.00	\$79,658.00	\$82,085.00	\$84,342.00	\$86,601.00	\$88,920.00
	Bi-Wk	\$2,587.90	\$2,680.69	\$2,773.53	\$2,866.33	\$2,959.16	\$3,052.04	\$3,145.02	\$3,231.50	\$3,318.05	\$3,406.90
	Daily	\$258.79	\$268.07	\$277.36	\$286.64	\$295.92	\$305.21	\$314.51	\$323.15	\$331.81	\$340.69
	Hourly	\$36.97	\$38.30	\$39.63	\$40.95	\$42.28	\$43.61	\$44.93	\$46.17	\$47.41	\$48.67
HC	34 Annual	\$70,324.00	\$72,811.00	\$75,303.00	\$77,794.00	\$80,279.00	\$82,770.00	\$85,258.00	\$87,601.00	\$89,948.00	\$92,360.00
	Bi-Wk	\$2,694.41	\$2,789.70	\$2,885.18	\$2,980.62	\$3,075.83	\$3,171.27	\$3,266.60	\$3,356.37	\$3,446.29	\$3,538.70
	Daily	\$269.45	\$278.97	\$288.52	\$298.07	\$307.59	\$317.13	\$326.66	\$335.64	\$344.63	\$353.87
	Hourly	\$38.50	\$39.86	\$41.22	\$42.59	\$43.95	\$45.31	\$46.67	\$47.95	\$49.24	\$50.56
HC	35 Annual	\$73,214.00	\$75,764.00	\$77,977.00	\$80,872.00	\$83,422.00	\$85,973.00	\$88,186.00	\$90,610.00	\$93,035.00	\$95,527.00
	Bi-Wk	\$2,805.14	\$2,902.84	\$2,987.63	\$3,098.55	\$3,196.25	\$3,293.99	\$3,378.78	\$3,471.65	\$3,564.56	\$3,660.04
	Daily	\$280.52	\$290.29	\$298.77	\$309.86	\$319.63	\$329.40	\$337.88	\$347.17	\$356.46	\$366.01
	Hourly	\$40.08	\$41.47	\$42.69	\$44.27	\$45.67	\$47.06	\$48.27	\$49.60	\$50.93	\$52.29
HC	36 Annual	\$76,259.00	\$78,874.00	\$81,495.00	\$84,112.00	\$86,733.00	\$89,350.00	\$91,966.00	\$94,497.00	\$97,025.00	\$99,622.00
	Bi-Wk	\$2,921.81	\$3,022.00	\$3,122.42	\$3,222.69	\$3,323.11	\$3,423.38	\$3,523.61	\$3,620.58	\$3,717.44	\$3,816.94
	Daily	\$292.19	\$302.20	\$312.25	\$322.27	\$332.32	\$342.34	\$352.37	\$362.06	\$371.75	\$381.70
	Hourly	\$41.75	\$43.18	\$44.61	\$46.04	\$47.48	\$48.91	\$50.34	\$51.73	\$53.11	\$54.53

P-1 HC 35 HOUR PLAN EFFECTIVE 7/12/2002

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
HC	37 Annual	\$79,422.00	\$82,110.00	\$84,800.00	\$87,492.00	\$90,183.00	\$92,875.00	\$95,563.00	\$98,189.00	\$100,816.00	\$103,513.00
	Bi-Wk	\$3,042.99	\$3,145.98	\$3,249.05	\$3,352.19	\$3,455.29	\$3,558.43	\$3,661.42	\$3,762.04	\$3,862.69	\$3,966.02
	Daily	\$304.30	\$314.60	\$324.91	\$335.22	\$345.53	\$355.85	\$366.15	\$376.21	\$386.27	\$396.61
	Hourly	\$43.48	\$44.95	\$46.42	\$47.89	\$49.37	\$50.84	\$52.31	\$53.75	\$55.19	\$56.66
HC	38 Annual	\$82,702.00	\$85,452.00	\$88,211.00	\$90,961.00	\$93,714.00	\$96,466.00	\$99,221.00	\$101,949.00	\$104,676.00	\$107,477.00
	Bi-Wk	\$3,168.66	\$3,274.03	\$3,379.74	\$3,485.10	\$3,590.58	\$3,696.02	\$3,801.58	\$3,906.10	\$4,010.58	\$4,117.90
	Daily	\$316.87	\$327.41	\$337.98	\$348.51	\$359.06	\$369.61	\$380.16	\$390.61	\$401.06	\$411.79
	Hourly	\$45.27	\$46.78	\$48.29	\$49.79	\$51.30	\$52.81	\$54.31	\$55.81	\$57.30	\$58.83
HC	39 Annual	\$86,139.00	\$88,957.00	\$91,777.00	\$94,601.00	\$97,419.00	\$100,319.00	\$103,057.00	\$105,889.00	\$108,725.00	\$111,638.00
	Bi-Wk	\$3,300.35	\$3,408.32	\$3,516.37	\$3,624.56	\$3,732.53	\$3,843.64	\$3,948.55	\$4,057.05	\$4,165.71	\$4,277.32
	Daily	\$330.04	\$340.84	\$351.64	\$362.46	\$373.26	\$384.37	\$394.86	\$405.71	\$416.58	\$427.74
	Hourly	\$47.15	\$48.70	\$50.24	\$51.78	\$53.33	\$54.91	\$56.41	\$57.96	\$59.52	\$61.11
HC	40 Annual	\$89,730.00	\$92,608.00	\$95,492.00	\$98,368.00	\$101,246.00	\$104,128.00	\$107,007.00	\$109,948.00	\$112,894.00	\$115,919.00
	Bi-Wk	\$3,437.94	\$3,548.20	\$3,658.70	\$3,768.89	\$3,879.16	\$3,989.58	\$4,099.89	\$4,212.57	\$4,325.45	\$4,441.35
	Daily	\$343.80	\$354.82	\$365.87	\$376.89	\$387.92	\$398.96	\$409.99	\$421.26	\$432.55	\$444.14
	Hourly	\$49.12	\$50.69	\$52.27	\$53.85	\$55.42	\$57.00	\$58.57	\$60.18	\$61.80	\$63.45
HC	41 Annual	\$93,484.00	\$96,431.00	\$99,380.00	\$102,331.00	\$105,280.00	\$108,227.00	\$111,173.00	\$114,232.00	\$117,289.00	\$120,428.00
	Bi-Wk	\$3,581.77	\$3,694.68	\$3,807.67	\$3,920.73	\$4,033.72	\$4,146.63	\$4,259.51	\$4,376.71	\$4,493.84	\$4,614.10
	Daily	\$358.18	\$369.47	\$380.77	\$392.08	\$403.38	\$414.67	\$425.96	\$437.68	\$449.39	\$461.41
	Hourly	\$51.17	\$52.79	\$54.40	\$56.02	\$57.63	\$59.24	\$60.86	\$62.53	\$64.20	\$65.92
HC	42 Annual	\$97,379.00	\$100,398.00	\$103,416.00	\$106,418.00	\$109,438.00	\$112,455.00	\$115,469.00	\$118,646.00	\$121,820.00	\$125,079.00
	Bi-Wk	\$3,731.00	\$3,846.67	\$3,962.30	\$4,077.32	\$4,193.03	\$4,308.63	\$4,424.10	\$4,545.83	\$4,667.44	\$4,792.30
	Daily	\$373.10	\$384.67	\$396.23	\$407.74	\$419.31	\$430.87	\$442.41	\$454.59	\$466.75	\$479.23
	Hourly	\$53.30	\$54.96	\$56.61	\$58.25	\$59.91	\$61.56	\$63.21	\$64.95	\$66.68	\$68.47
HC	43 Annual	\$101,513.00	\$104,589.00	\$107,665.00	\$110,737.00	\$113,815.00	\$116,885.00	\$119,957.00	\$123,258.00	\$126,556.00	\$129,942.00
	Bi-Wk	\$3,889.39	\$4,007.25	\$4,125.10	\$4,242.80	\$4,360.73	\$4,478.36	\$4,596.06	\$4,722.53	\$4,848.89	\$4,978.63
	Daily	\$388.94	\$400.73	\$412.51	\$424.28	\$436.08	\$447.84	\$459.61	\$472.26	\$484.89	\$497.87
	Hourly	\$55.57	\$57.25	\$58.93	\$60.62	\$62.30	\$63.98	\$65.66	\$67.47	\$69.27	\$71.13