

P-1 DOCTORS RZ 40 HOUR PAY PLAN EFFECTIVE 1/15/99

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
RZ	1 Annual	\$47,282.00	\$48,629.00	\$49,972.00	\$51,319.00	\$52,666.00	\$54,008.00	\$55,349.00
	Bi-Wk	\$1,811.58	\$1,863.19	\$1,914.64	\$1,966.25	\$2,017.86	\$2,069.28	\$2,120.66
	Daily	\$181.16	\$186.32	\$191.47	\$196.63	\$201.79	\$206.93	\$212.07
	Hourly	\$22.65	\$23.29	\$23.94	\$24.58	\$25.23	\$25.87	\$26.51
RZ	2 Annual	\$48,442.00	\$50,040.00	\$51,636.00	\$53,230.00	\$54,826.00	\$56,426.00	\$58,021.00
	Bi-Wk	\$1,856.02	\$1,917.25	\$1,978.40	\$2,039.47	\$2,100.62	\$2,161.92	\$2,223.03
	Daily	\$185.61	\$191.73	\$197.84	\$203.95	\$210.07	\$216.20	\$222.31
	Hourly	\$23.21	\$23.97	\$24.73	\$25.50	\$26.26	\$27.03	\$27.79
RZ	3 Annual	\$51,954.00	\$53,688.00	\$55,420.00	\$57,158.00	\$58,887.00	\$60,620.00	\$62,352.00
	Bi-Wk	\$1,990.58	\$2,057.02	\$2,123.38	\$2,189.97	\$2,256.21	\$2,322.61	\$2,388.97
	Daily	\$199.06	\$205.71	\$212.34	\$219.00	\$225.63	\$232.27	\$238.90
	Hourly	\$24.89	\$25.72	\$26.55	\$27.38	\$28.21	\$29.04	\$29.87
RZ	4 Annual	\$55,037.00	\$56,837.00	\$58,630.00	\$60,428.00	\$62,227.00	\$64,026.00	\$65,818.00
	Bi-Wk	\$2,108.70	\$2,177.67	\$2,246.37	\$2,315.25	\$2,384.18	\$2,453.11	\$2,521.77
	Daily	\$210.87	\$217.77	\$224.64	\$231.53	\$238.42	\$245.32	\$252.18
	Hourly	\$26.36	\$27.23	\$28.08	\$28.95	\$29.81	\$30.67	\$31.53
RZ	5 Annual	\$77,143.00	\$79,536.00	\$81,925.00	\$84,323.00	\$86,716.00	\$89,108.00	\$91,511.00
	Bi-Wk	\$2,955.68	\$3,047.36	\$3,138.89	\$3,230.77	\$3,322.46	\$3,414.10	\$3,506.17
	Daily	\$295.57	\$304.74	\$313.89	\$323.08	\$332.25	\$341.41	\$350.62
	Hourly	\$36.95	\$38.10	\$39.24	\$40.39	\$41.54	\$42.68	\$43.83
RZ	6 Annual	\$79,798.00	\$82,256.00	\$84,716.00	\$87,182.00	\$89,638.00	\$92,104.00	\$94,562.00
	Bi-Wk	\$3,057.40	\$3,151.58	\$3,245.83	\$3,340.31	\$3,434.41	\$3,528.89	\$3,623.07
	Daily	\$305.74	\$315.16	\$324.59	\$334.04	\$343.45	\$352.89	\$362.31
	Hourly	\$38.22	\$39.40	\$40.58	\$41.76	\$42.94	\$44.12	\$45.29
RZ	7 Annual	\$82,618.00	\$85,148.00	\$87,678.00	\$90,207.00	\$92,732.00	\$95,263.00	\$97,786.00
	Bi-Wk	\$3,165.45	\$3,262.38	\$3,359.32	\$3,456.21	\$3,552.96	\$3,649.93	\$3,746.60
	Daily	\$316.55	\$326.24	\$335.94	\$345.63	\$355.30	\$365.00	\$374.66
	Hourly	\$39.57	\$40.78	\$42.00	\$43.21	\$44.42	\$45.63	\$46.84
RZ	8 Annual	\$85,556.00	\$88,149.00	\$90,740.00	\$93,332.00	\$95,922.00	\$98,516.00	\$101,108.00
	Bi-Wk	\$3,278.01	\$3,377.36	\$3,476.63	\$3,575.94	\$3,675.18	\$3,774.56	\$3,873.87
	Daily	\$327.81	\$337.74	\$347.67	\$357.60	\$367.52	\$377.46	\$387.39
	Hourly	\$40.98	\$42.22	\$43.46	\$44.70	\$45.94	\$47.19	\$48.43

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RZ	9 Annual	\$88,648.00	\$91,301.00	\$93,966.00	\$96,623.00	\$99,285.00	\$101,942.00	\$104,600.00
	Bi-Wk	\$3,396.48	\$3,498.13	\$3,600.23	\$3,702.04	\$3,804.03	\$3,905.83	\$4,007.67
	Daily	\$339.65	\$349.82	\$360.03	\$370.21	\$380.41	\$390.59	\$400.77
	Hourly	\$42.46	\$43.73	\$45.01	\$46.28	\$47.56	\$48.83	\$50.10
RZ	10 Annual	\$91,862.00	\$94,594.00	\$97,320.00	\$100,055.00	\$102,788.00	\$105,520.00	\$108,253.00
	Bi-Wk	\$3,519.62	\$3,624.30	\$3,728.74	\$3,833.53	\$3,938.24	\$4,042.92	\$4,147.63
	Daily	\$351.97	\$362.43	\$372.88	\$383.36	\$393.83	\$404.30	\$414.77
	Hourly	\$44.00	\$45.31	\$46.61	\$47.92	\$49.23	\$50.54	\$51.85
RZ	11 Annual	\$95,191.00	\$97,984.00	\$100,782.00	\$103,578.00	\$106,371.00	\$109,173.00	\$111,970.00
	Bi-Wk	\$3,647.17	\$3,754.18	\$3,861.38	\$3,968.51	\$4,075.52	\$4,182.88	\$4,290.04
	Daily	\$364.72	\$375.42	\$386.14	\$396.86	\$407.56	\$418.29	\$429.01
	Hourly	\$45.59	\$46.93	\$48.27	\$49.61	\$50.95	\$52.29	\$53.63
RZ	12 Annual	\$98,686.00	\$101,547.00	\$104,410.00	\$107,269.00	\$110,136.00	\$112,996.00	\$115,856.00
	Bi-Wk	\$3,781.08	\$3,890.69	\$4,000.39	\$4,109.93	\$4,219.78	\$4,329.35	\$4,438.93
	Daily	\$378.11	\$389.07	\$400.04	\$411.00	\$421.98	\$432.94	\$443.90
	Hourly	\$47.27	\$48.64	\$50.01	\$51.38	\$52.75	\$54.12	\$55.49