
Effective with the Pay Period that includes July 1, 2006.

<u>RANGE</u>	<u>STEP</u> <u>1</u>	<u>STEP</u> <u>2</u>	<u>STEP</u> <u>3</u>	<u>STEP</u> <u>4</u>	<u>STEP</u> <u>5</u>	<u>STEP</u> <u>6</u>	<u>STEP</u> <u>7</u>	<u>STEP</u> <u>8</u>	<u>STEP</u> <u>9</u>
<u>1</u>	<u>12.16</u> <u>25,293</u>	<u>12.42</u> <u>25,834</u>	<u>12.66</u> <u>26,333</u>	<u>12.94</u> <u>26,915</u>					
<u>2</u>	<u>12.55</u> <u>26,104</u>	<u>12.81</u> <u>26,645</u>	<u>13.10</u> <u>27,248</u>	<u>13.40</u> <u>27,872</u>					
<u>3</u>	<u>12.94</u> <u>26,915</u>	<u>13.24</u> <u>27,539</u>	<u>13.57</u> <u>28,226</u>	<u>13.86</u> <u>28,829</u>					
<u>4</u>	<u>13.4</u> <u>27,872</u>	<u>13.73</u> <u>28,558</u>	<u>14.09</u> <u>29,307</u>	<u>14.39</u> <u>29,931</u>					
<u>5</u>	<u>13.86</u> <u>28,829</u>	<u>14.22</u> <u>29,578</u>	<u>14.58</u> <u>30,326</u>	<u>15.02</u> <u>31,242</u>	<u>15.27</u> <u>31,762</u>				
<u>6</u>	<u>14.39</u> <u>29,931</u>	<u>14.75</u> <u>30,680</u>	<u>15.14</u> <u>31,491</u>	<u>15.51</u> <u>32,261</u>	<u>15.89</u> <u>33,051</u>				
<u>7</u>	<u>15.02</u> <u>31,242</u>	<u>15.27</u> <u>31,762</u>	<u>15.66</u> <u>32,573</u>	<u>16.08</u> <u>33,446</u>	<u>16.54</u> <u>34,403</u>	<u>17.14</u> <u>35,651</u>			
<u>8</u>	<u>15.66</u> <u>32,573</u>	<u>16.08</u> <u>33,446</u>	<u>16.54</u> <u>34,403</u>	<u>17.14</u> <u>35,651</u>	<u>17.80</u> <u>37,024</u>	<u>18.56</u> <u>38,605</u>			
<u>9</u>	<u>16.54</u> <u>34,403</u>	<u>17.14</u> <u>35,651</u>	<u>17.80</u> <u>37,024</u>	<u>18.56</u> <u>38,605</u>	<u>19.43</u> <u>40,414</u>	<u>20.32</u> <u>42,266</u>			
<u>10</u>	<u>17.80</u> <u>37,024</u>	<u>18.56</u> <u>38,605</u>	<u>19.43</u> <u>40,414</u>	<u>20.32</u> <u>42,266</u>	<u>21.2</u> <u>44,096</u>	<u>22.28</u> <u>46,342</u>			
<u>11</u>	<u>19.43</u> <u>40,414</u>	<u>20.32</u> <u>42,266</u>	<u>21.20</u> <u>44,096</u>	<u>22.28</u> <u>46,342</u>	<u>23.37</u> <u>48,610</u>	<u>24.53</u> <u>51,022</u>			
<u>12</u>	<u>21.20</u> <u>44,096</u>	<u>22.29</u> <u>46,363</u>	<u>23.37</u> <u>48,610</u>	<u>24.53</u> <u>51,022</u>	<u>25.72</u> <u>53,498</u>	<u>26.97</u> <u>56,098</u>			
<u>23</u>	<u>12.66</u>	<u>12.94</u>	<u>13.24</u>	<u>13.57</u>	<u>13.86</u>				

	<u>26,333</u>	<u>26,915</u>	<u>27,539</u>	<u>28,226</u>	<u>28,829</u>				
<u>24</u>	<u>13.10</u>	<u>13.40</u>	<u>13.73</u>	<u>14.09</u>	<u>14.39</u>				
	<u>27,248</u>	<u>27,872</u>	<u>28,558</u>	<u>29,307</u>	<u>29,931</u>				
<u>25</u>	<u>13.57</u>	<u>13.86</u>	<u>14.22</u>	<u>14.58</u>	<u>15.02</u>	<u>15.27</u>			
	<u>28,226</u>	<u>28,829</u>	<u>29,578</u>	<u>30,326</u>	<u>31,242</u>	<u>31,762</u>			
<u>26</u>	<u>14.09</u>	<u>14.39</u>	<u>14.75</u>	<u>15.14</u>	<u>15.51</u>	<u>15.89</u>			
	<u>29,307</u>	<u>29,931</u>	<u>30,680</u>	<u>31,491</u>	<u>32,261</u>	<u>33,051</u>			
<u>27</u>	<u>14.58</u>	<u>15.02</u>	<u>15.27</u>	<u>15.66</u>	<u>16.08</u>	<u>16.54</u>	<u>17.14</u>		
	<u>30,326</u>	<u>31,242</u>	<u>31,762</u>	<u>32,573</u>	<u>33,446</u>	<u>34,403</u>	<u>35,651</u>		
<u>28</u>	<u>15.27</u>	<u>15.66</u>	<u>16.08</u>	<u>16.54</u>	<u>17.14</u>	<u>17.80</u>	<u>18.56</u>		
	<u>31,762</u>	<u>32,573</u>	<u>33,446</u>	<u>34,403</u>	<u>35,651</u>	<u>37,024</u>	<u>38,605</u>		
<u>29</u>	<u>16.08</u>	<u>16.54</u>	<u>17.14</u>	<u>17.80</u>	<u>18.56</u>	<u>19.43</u>	<u>20.32</u>		
	<u>33,446</u>	<u>34,403</u>	<u>35,651</u>	<u>37,024</u>	<u>38,605</u>	<u>40,414</u>	<u>42,266</u>		
<u>30</u>	<u>17.14</u>	<u>17.8</u>	<u>18.56</u>	<u>19.43</u>	<u>20.32</u>	<u>21.20</u>	<u>22.28</u>		
	<u>35,651</u>	<u>37,024</u>	<u>38,605</u>	<u>40,414</u>	<u>42,266</u>	<u>44,096</u>	<u>46,342</u>		
<u>31</u>	<u>18.56</u>	<u>19.43</u>	<u>20.32</u>	<u>21.20</u>	<u>22.28</u>	<u>23.37</u>	<u>24.53</u>		
	<u>38,605</u>	<u>40,414</u>	<u>42,266</u>	<u>44,096</u>	<u>46,342</u>	<u>48,610</u>	<u>51,022</u>		
<u>32</u>	<u>20.32</u>	<u>21.20</u>	<u>22.28</u>	<u>23.37</u>	<u>24.53</u>	<u>25.72</u>	<u>26.97</u>	<u>28.33</u>	<u>29.74</u>
	<u>42,266</u>	<u>44,096</u>	<u>46,342</u>	<u>48,610</u>	<u>51,022</u>	<u>53,498</u>	<u>56,098</u>	<u>58,926</u>	<u>61,859</u>
<u>33</u>	<u>22.28</u>	<u>23.37</u>	<u>24.53</u>	<u>25.72</u>	<u>26.97</u>	<u>28.33</u>	<u>29.68</u>	<u>31.15</u>	<u>32.70</u>
	<u>46,342</u>	<u>48,610</u>	<u>51,022</u>	<u>53,498</u>	<u>56,098</u>	<u>58,926</u>	<u>61,734</u>	<u>64,792</u>	<u>68,016</u>
<u>34</u>	<u>24.53</u>	<u>25.72</u>	<u>26.97</u>	<u>28.33</u>	<u>29.68</u>	<u>31.15</u>	<u>32.70</u>	<u>34.30</u>	<u>36.01</u>
	<u>51,022</u>	<u>53,498</u>	<u>56,098</u>	<u>58,926</u>	<u>61,734</u>	<u>64,792</u>	<u>68,016</u>	<u>71,344</u>	<u>74,901</u>
<u>35</u>	<u>26.97</u>	<u>28.33</u>	<u>29.68</u>	<u>31.15</u>	<u>32.70</u>	<u>34.30</u>	<u>35.98</u>	<u>37.8</u>	<u>39.7</u>
	<u>56,098</u>	<u>58,926</u>	<u>61,734</u>	<u>64,792</u>	<u>68,016</u>	<u>71,344</u>	<u>74,838</u>	<u>78,624</u>	<u>82,576</u>
<u>36</u>	<u>29.68</u>	<u>31.15</u>	<u>32.70</u>	<u>34.30</u>	<u>35.98</u>	<u>37.8</u>	<u>39.67</u>	<u>41.65</u>	<u>43.72</u>
	<u>61,734</u>	<u>64,792</u>	<u>68,016</u>	<u>71,344</u>	<u>74,838</u>	<u>78,624</u>	<u>82,514</u>	<u>86,632</u>	<u>90,938</u>
<u>E1</u>	<u>18.76</u>	<u>19.70</u>	<u>20.67</u>	<u>21.71</u>	<u>22.79</u>	<u>23.93</u>	<u>25.12</u>	<u>26.4</u>	
	<u>39,021</u>	<u>40,976</u>	<u>42,994</u>	<u>45,157</u>	<u>47,403</u>	<u>49,774</u>	<u>52,250</u>	<u>54,912</u>	
<u>E2</u>	<u>20.67</u>	<u>21.71</u>	<u>22.79</u>	<u>23.93</u>	<u>25.12</u>	<u>26.40</u>	<u>27.70</u>	<u>29.08</u>	<u>30.55</u>
	<u>42,994</u>	<u>45,157</u>	<u>47,403</u>	<u>49,774</u>	<u>52,250</u>	<u>54,912</u>	<u>57,616</u>	<u>60,486</u>	<u>63,544</u>
<u>E3</u>	<u>22.79</u>	<u>23.93</u>	<u>25.12</u>	<u>26.40</u>	<u>27.70</u>	<u>29.08</u>	<u>30.55</u>	<u>32.06</u>	<u>33.67</u>
	<u>47,403</u>	<u>49,774</u>	<u>52,250</u>	<u>54,912</u>	<u>57,616</u>	<u>60,486</u>	<u>63,544</u>	<u>66,685</u>	<u>70,034</u>

Effective with the Pay Period that includes July 1, 2007.

<u>RANGE</u>	<u>STEP</u> <u>1</u>	<u>STEP</u> <u>2</u>	<u>STEP</u> <u>3</u>	<u>STEP</u> <u>4</u>	<u>STEP</u> <u>5</u>	<u>STEP</u> <u>6</u>	<u>STEP</u> <u>7</u>	<u>STEP</u> <u>8</u>	<u>STEP</u> <u>9</u>
<u>1</u>	<u>12.59</u>	<u>12.85</u>	<u>13.10</u>	<u>13.39</u>					

	<u>26,187</u>	<u>26,728</u>	<u>27,248</u>	<u>27,851</u>			
<u>2</u>	<u>12.99</u>	<u>13.26</u>	<u>13.56</u>	<u>13.87</u>			
	<u>27,019</u>	<u>27,581</u>	<u>28,205</u>	<u>28,850</u>			
<u>3</u>	<u>13.39</u>	<u>13.70</u>	<u>14.040</u>	<u>14.35</u>			
	<u>27,851</u>	<u>28,496</u>	<u>29,203</u>	<u>29,848</u>			
<u>4</u>	<u>13.87</u>	<u>14.21</u>	<u>14.58</u>	<u>14.89</u>			
	<u>28,850</u>	<u>29,557</u>	<u>30,326</u>	<u>30,971</u>			
<u>5</u>	<u>14.35</u>	<u>14.72</u>	<u>15.09</u>	<u>15.55</u>	<u>15.80</u>		
	<u>29,848</u>	<u>30,618</u>	<u>31,387</u>	<u>32,344</u>	<u>32,864</u>		
<u>6</u>	<u>14.89</u>	<u>15.27</u>	<u>15.67</u>	<u>16.05</u>	<u>16.45</u>		
	<u>30,971</u>	<u>31,762</u>	<u>32,594</u>	<u>33,384</u>	<u>34,216</u>		
<u>7</u>	<u>15.55</u>	<u>15.80</u>	<u>16.21</u>	<u>16.64</u>	<u>17.12</u>	<u>17.74</u>	
	<u>32,344</u>	<u>32,864</u>	<u>33,717</u>	<u>34,611</u>	<u>35,610</u>	<u>36,899</u>	
<u>8</u>	<u>16.21</u>	<u>16.64</u>	<u>17.12</u>	<u>17.74</u>	<u>18.42</u>	<u>19.21</u>	
	<u>33,717</u>	<u>34,611</u>	<u>35,610</u>	<u>36,899</u>	<u>38,314</u>	<u>39,957</u>	
<u>9</u>	<u>17.12</u>	<u>17.74</u>	<u>18.42</u>	<u>19.21</u>	<u>20.11</u>	<u>21.03</u>	
	<u>35,610</u>	<u>36,899</u>	<u>38,314</u>	<u>39,957</u>	<u>41,829</u>	<u>43,742</u>	
<u>10</u>	<u>18.42</u>	<u>19.21</u>	<u>20.11</u>	<u>21.03</u>	<u>21.94</u>	<u>23.06</u>	
	<u>38,314</u>	<u>39,957</u>	<u>41,829</u>	<u>43,742</u>	<u>45,635</u>	<u>47,965</u>	
<u>11</u>	<u>20.11</u>	<u>21.03</u>	<u>21.94</u>	<u>23.06</u>	<u>24.19</u>	<u>25.39</u>	
	<u>41,829</u>	<u>43,742</u>	<u>45,635</u>	<u>47,965</u>	<u>50,315</u>	<u>52,811</u>	
<u>12</u>	<u>21.94</u>	<u>23.07</u>	<u>24.19</u>	<u>25.39</u>	<u>26.62</u>	<u>27.91</u>	
	<u>45,635</u>	<u>47,986</u>	<u>50,315</u>	<u>52,811</u>	<u>55,370</u>	<u>58,053</u>	
<u>23</u>	<u>13.1</u>	<u>13.39</u>	<u>13.70</u>	<u>14.04</u>	<u>14.35</u>		
	<u>27,248</u>	<u>27,851</u>	<u>28,496</u>	<u>29,203</u>	<u>29,848</u>		
<u>24</u>	<u>13.56</u>	<u>13.87</u>	<u>14.21</u>	<u>14.58</u>	<u>14.89</u>		
	<u>28,205</u>	<u>28,850</u>	<u>29,557</u>	<u>30,326</u>	<u>30,971</u>		
<u>25</u>	<u>14.04</u>	<u>14.35</u>	<u>14.72</u>	<u>15.09</u>	<u>15.55</u>	<u>15.80</u>	
	<u>29,203</u>	<u>29,848</u>	<u>30,618</u>	<u>31,387</u>	<u>32,344</u>	<u>32,864</u>	
<u>26</u>	<u>14.58</u>	<u>14.89</u>	<u>15.27</u>	<u>15.67</u>	<u>16.05</u>	<u>16.45</u>	
	<u>30,326</u>	<u>30,971</u>	<u>31,762</u>	<u>32,594</u>	<u>33,384</u>	<u>34,216</u>	
<u>27</u>	<u>15.09</u>	<u>15.55</u>	<u>15.80</u>	<u>16.21</u>	<u>16.64</u>	<u>17.12</u>	<u>17.74</u>
	<u>31,387</u>	<u>32,344</u>	<u>32,864</u>	<u>33,717</u>	<u>34,611</u>	<u>35,610</u>	<u>36,899</u>
<u>28</u>	<u>15.80</u>	<u>16.21</u>	<u>16.64</u>	<u>17.12</u>	<u>17.74</u>	<u>18.42</u>	<u>19.21</u>
	<u>32,864</u>	<u>33,717</u>	<u>34,611</u>	<u>35,610</u>	<u>36,899</u>	<u>38,314</u>	<u>39,957</u>
<u>29</u>	<u>16.64</u>	<u>17.12</u>	<u>17.74</u>	<u>18.42</u>	<u>19.21</u>	<u>20.11</u>	<u>21.03</u>
	<u>34,611</u>	<u>35,610</u>	<u>36,899</u>	<u>38,314</u>	<u>39,957</u>	<u>41,829</u>	<u>43,742</u>
<u>30</u>	<u>17.74</u>	<u>18.42</u>	<u>19.21</u>	<u>20.11</u>	<u>21.03</u>	<u>21.94</u>	<u>23.06</u>

	<u>36,899</u>	<u>38,314</u>	<u>39,957</u>	<u>41,829</u>	<u>43,742</u>	<u>45,635</u>	<u>47,965</u>		
<u>31</u>	<u>19.21</u>	<u>20.11</u>	<u>21.03</u>	<u>21.94</u>	<u>23.06</u>	<u>24.19</u>	<u>25.39</u>		
	<u>39,957</u>	<u>41,829</u>	<u>43,742</u>	<u>45,635</u>	<u>47,965</u>	<u>50,315</u>	<u>52,811</u>		
<u>32</u>	<u>21.03</u>	<u>21.94</u>	<u>23.06</u>	<u>24.19</u>	<u>25.39</u>	<u>26.62</u>	<u>27.91</u>	<u>29.32</u>	<u>30.78</u>
	<u>43,742</u>	<u>45,635</u>	<u>47,965</u>	<u>50,315</u>	<u>52,811</u>	<u>55,370</u>	<u>58,053</u>	<u>60,986</u>	<u>64,022</u>
<u>33</u>	<u>23.06</u>	<u>24.19</u>	<u>25.39</u>	<u>26.62</u>	<u>27.91</u>	<u>29.32</u>	<u>30.72</u>	<u>32.24</u>	<u>33.84</u>
	<u>47,965</u>	<u>50,315</u>	<u>52,811</u>	<u>55,370</u>	<u>58,053</u>	<u>60,986</u>	<u>63,898</u>	<u>67,059</u>	<u>70,387</u>
<u>34</u>	<u>25.39</u>	<u>26.62</u>	<u>27.91</u>	<u>29.32</u>	<u>30.72</u>	<u>32.24</u>	<u>33.84</u>	<u>35.50</u>	<u>37.27</u>
	<u>52,811</u>	<u>55,370</u>	<u>58,053</u>	<u>60,986</u>	<u>63,898</u>	<u>67,059</u>	<u>70,387</u>	<u>73,840</u>	<u>77,522</u>
<u>35</u>	<u>27.91</u>	<u>29.32</u>	<u>30.72</u>	<u>32.24</u>	<u>33.84</u>	<u>35.50</u>	<u>37.24</u>	<u>39.12</u>	<u>41.09</u>
	<u>58,053</u>	<u>60,986</u>	<u>63,898</u>	<u>67,059</u>	<u>70,387</u>	<u>73,840</u>	<u>77,459</u>	<u>81,370</u>	<u>85,467</u>
<u>36</u>	<u>30.72</u>	<u>32.24</u>	<u>33.84</u>	<u>35.50</u>	<u>37.24</u>	<u>39.12</u>	<u>41.06</u>	<u>43.11</u>	<u>45.25</u>
	<u>63,898</u>	<u>67,059</u>	<u>70,387</u>	<u>73,840</u>	<u>77,459</u>	<u>81,370</u>	<u>85,405</u>	<u>89,669</u>	<u>94,120</u>
<u>E1</u>	<u>19.42</u>	<u>20.39</u>	<u>21.39</u>	<u>22.47</u>	<u>23.59</u>	<u>24.77</u>	<u>26.00</u>	<u>27.32</u>	
	<u>40,394</u>	<u>42,411</u>	<u>44,491</u>	<u>46,738</u>	<u>49,067</u>	<u>51,522</u>	<u>54,080</u>	<u>56,826</u>	
<u>E2</u>	<u>21.39</u>	<u>22.47</u>	<u>23.59</u>	<u>24.77</u>	<u>26.00</u>	<u>27.32</u>	<u>28.67</u>	<u>30.10</u>	<u>31.62</u>
	<u>44,491</u>	<u>46,738</u>	<u>49,067</u>	<u>51,522</u>	<u>54,080</u>	<u>56,826</u>	<u>59,634</u>	<u>62,608</u>	<u>65,770</u>
<u>E3</u>	<u>23.59</u>	<u>24.77</u>	<u>26.00</u>	<u>27.32</u>	<u>28.67</u>	<u>30.10</u>	<u>31.62</u>	<u>33.18</u>	<u>34.85</u>
	<u>49,067</u>	<u>51,522</u>	<u>54,080</u>	<u>56,826</u>	<u>59,634</u>	<u>62,608</u>	<u>65,770</u>	<u>69,014</u>	<u>72,488</u>

Effective with the Pay Period that includes July 1, 2008.

<u>RANGE</u>	<u>STEP</u> <u>1</u>	<u>STEP</u> <u>2</u>	<u>STEP</u> <u>3</u>	<u>STEP</u> <u>4</u>	<u>STEP</u> <u>5</u>	<u>STEP</u> <u>6</u>	<u>STEP</u> <u>7</u>	<u>STEP</u> <u>8</u>	<u>STEP</u> <u>9</u>
<u>1</u>	<u>13.03</u>	<u>13.30</u>	<u>13.56</u>	<u>13.86</u>					
	<u>27,102</u>	<u>27,664</u>	<u>28,205</u>	<u>28,829</u>					
<u>2</u>	<u>13.44</u>	<u>13.72</u>	<u>14.03</u>	<u>14.36</u>					
	<u>27,955</u>	<u>28,538</u>	<u>29,182</u>	<u>29,869</u>					
<u>3</u>	<u>13.86</u>	<u>14.18</u>	<u>14.53</u>	<u>14.85</u>					
	<u>28,829</u>	<u>29,494</u>	<u>30,222</u>	<u>30,888</u>					
<u>4</u>	<u>14.36</u>	<u>14.71</u>	<u>15.09</u>	<u>15.41</u>					
	<u>29,869</u>	<u>30,597</u>	<u>31,387</u>	<u>32,053</u>					
<u>5</u>	<u>14.85</u>	<u>15.24</u>	<u>15.62</u>	<u>16.09</u>	<u>16.35</u>				
	<u>30,888</u>	<u>31,699</u>	<u>32,490</u>	<u>33,467</u>	<u>34,008</u>				
<u>6</u>	<u>15.41</u>	<u>15.80</u>	<u>16.22</u>	<u>16.61</u>	<u>17.03</u>				
	<u>32,053</u>	<u>32,864</u>	<u>33,738</u>	<u>34,549</u>	<u>35,422</u>				
<u>7</u>	<u>16.09</u>	<u>16.35</u>	<u>16.78</u>	<u>17.22</u>	<u>17.72</u>	<u>18.36</u>			
	<u>33,467</u>	<u>34,008</u>	<u>34,902</u>	<u>35,818</u>	<u>36,858</u>	<u>38,189</u>			

<u>8</u>	<u>16.78</u>	<u>17.22</u>	<u>17.72</u>	<u>18.36</u>	<u>19.06</u>	<u>19.88</u>			
	<u>34,902</u>	<u>35,818</u>	<u>36,858</u>	<u>38,189</u>	<u>39,645</u>	<u>41,350</u>			
<u>9</u>	<u>17.72</u>	<u>18.36</u>	<u>19.06</u>	<u>19.88</u>	<u>20.81</u>	<u>21.77</u>			
	<u>36,858</u>	<u>38,189</u>	<u>39,645</u>	<u>41,350</u>	<u>43,285</u>	<u>45,282</u>			
<u>10</u>	<u>19.06</u>	<u>19.88</u>	<u>20.81</u>	<u>21.77</u>	<u>22.71</u>	<u>23.87</u>			
	<u>39,645</u>	<u>41,350</u>	<u>43,285</u>	<u>45,282</u>	<u>47,237</u>	<u>49,650</u>			
<u>11</u>	<u>20.81</u>	<u>21.77</u>	<u>22.71</u>	<u>23.87</u>	<u>25.04</u>	<u>26.28</u>			
	<u>43,285</u>	<u>45,282</u>	<u>47,237</u>	<u>49,650</u>	<u>52,083</u>	<u>54,662</u>			
<u>12</u>	<u>22.71</u>	<u>23.88</u>	<u>25.04</u>	<u>26.28</u>	<u>27.55</u>	<u>28.89</u>			
	<u>47,237</u>	<u>49,670</u>	<u>52,083</u>	<u>54,662</u>	<u>57,304</u>	<u>60,091</u>			
<u>23</u>	<u>13.56</u>	<u>13.86</u>	<u>14.18</u>	<u>14.53</u>	<u>14.85</u>				
	<u>28,205</u>	<u>28,829</u>	<u>29,494</u>	<u>30,222</u>	<u>30,888</u>				
<u>24</u>	<u>14.03</u>	<u>14.36</u>	<u>14.71</u>	<u>15.09</u>	<u>15.41</u>				
	<u>29,182</u>	<u>29,869</u>	<u>30,597</u>	<u>31,387</u>	<u>32,053</u>				
<u>25</u>	<u>14.53</u>	<u>14.85</u>	<u>15.24</u>	<u>15.62</u>	<u>16.09</u>	<u>16.35</u>			
	<u>30,222</u>	<u>30,888</u>	<u>31,699</u>	<u>32,490</u>	<u>33,467</u>	<u>34,008</u>			
<u>26</u>	<u>15.09</u>	<u>15.41</u>	<u>15.80</u>	<u>16.22</u>	<u>16.61</u>	<u>17.03</u>			
	<u>31,387</u>	<u>32,053</u>	<u>32,864</u>	<u>33,738</u>	<u>34,549</u>	<u>35,422</u>			
<u>27</u>	<u>15.62</u>	<u>16.09</u>	<u>16.35</u>	<u>16.78</u>	<u>17.22</u>	<u>17.72</u>	<u>18.36</u>		
	<u>32,490</u>	<u>33,467</u>	<u>34,008</u>	<u>34,902</u>	<u>35,818</u>	<u>36,858</u>	<u>38,189</u>		
<u>28</u>	<u>16.35</u>	<u>16.78</u>	<u>17.22</u>	<u>17.72</u>	<u>18.36</u>	<u>19.06</u>	<u>19.88</u>		
	<u>34,008</u>	<u>34,902</u>	<u>35,818</u>	<u>36,858</u>	<u>38,189</u>	<u>39,645</u>	<u>41,350</u>		
<u>29</u>	<u>17.22</u>	<u>17.72</u>	<u>18.36</u>	<u>19.06</u>	<u>19.88</u>	<u>20.81</u>	<u>21.77</u>		
	<u>35,818</u>	<u>36,858</u>	<u>38,189</u>	<u>39,645</u>	<u>41,350</u>	<u>43,285</u>	<u>45,282</u>		
<u>30</u>	<u>18.36</u>	<u>19.06</u>	<u>19.88</u>	<u>20.81</u>	<u>21.77</u>	<u>22.71</u>	<u>23.87</u>		
	<u>38,189</u>	<u>39,645</u>	<u>41,350</u>	<u>43,285</u>	<u>45,282</u>	<u>47,237</u>	<u>49,650</u>		
<u>31</u>	<u>19.88</u>	<u>20.81</u>	<u>21.77</u>	<u>22.71</u>	<u>23.87</u>	<u>25.04</u>	<u>26.28</u>		
	<u>41,350</u>	<u>43,285</u>	<u>45,282</u>	<u>47,237</u>	<u>49,650</u>	<u>52,083</u>	<u>54,662</u>		
<u>32</u>	<u>21.77</u>	<u>22.71</u>	<u>23.87</u>	<u>25.04</u>	<u>26.28</u>	<u>27.55</u>	<u>28.89</u>	<u>30.35</u>	<u>31.86</u>
	<u>45,282</u>	<u>47,237</u>	<u>49,650</u>	<u>52,083</u>	<u>54,662</u>	<u>57,304</u>	<u>60,091</u>	<u>63,128</u>	<u>66,269</u>
<u>33</u>	<u>23.87</u>	<u>25.04</u>	<u>26.28</u>	<u>27.55</u>	<u>28.89</u>	<u>30.35</u>	<u>31.80</u>	<u>33.37</u>	<u>35.02</u>
	<u>49,650</u>	<u>52,083</u>	<u>54,662</u>	<u>57,304</u>	<u>60,091</u>	<u>63,128</u>	<u>66,144</u>	<u>69,410</u>	<u>72,842</u>
<u>34</u>	<u>26.28</u>	<u>27.55</u>	<u>28.89</u>	<u>30.35</u>	<u>31.80</u>	<u>33.37</u>	<u>35.02</u>	<u>36.74</u>	<u>38.57</u>
	<u>54,662</u>	<u>57,304</u>	<u>60,091</u>	<u>63,128</u>	<u>66,144</u>	<u>69,410</u>	<u>72,842</u>	<u>76,419</u>	<u>80,226</u>
<u>35</u>	<u>28.89</u>	<u>30.35</u>	<u>31.80</u>	<u>33.37</u>	<u>35.02</u>	<u>36.74</u>	<u>38.54</u>	<u>40.49</u>	<u>42.53</u>
	<u>60,091</u>	<u>63,128</u>	<u>66,144</u>	<u>69,410</u>	<u>72,842</u>	<u>76,419</u>	<u>80,163</u>	<u>84,219</u>	<u>88,462</u>
<u>36</u>	<u>31.80</u>	<u>33.37</u>	<u>35.02</u>	<u>36.74</u>	<u>38.54</u>	<u>40.49</u>	<u>42.50</u>	<u>44.62</u>	<u>46.83</u>
	<u>66,144</u>	<u>69,410</u>	<u>72,842</u>	<u>76,419</u>	<u>80,163</u>	<u>84,219</u>	<u>88,400</u>	<u>92,810</u>	<u>97,406</u>

<u>E1</u>	<u>20.10</u>	<u>21.10</u>	<u>22.14</u>	<u>23.26</u>	<u>24.42</u>	<u>25.64</u>	<u>26.91</u>	<u>28.28</u>	
	<u>41,808</u>	<u>43,888</u>	<u>46,051</u>	<u>48,381</u>	<u>50,794</u>	<u>53,331</u>	<u>55,973</u>	<u>58,822</u>	
<u>E2</u>	<u>22.14</u>	<u>23.26</u>	<u>24.42</u>	<u>25.64</u>	<u>26.91</u>	<u>28.28</u>	<u>29.67</u>	<u>31.15</u>	<u>32.73</u>
	<u>46,051</u>	<u>48,381</u>	<u>50,794</u>	<u>53,331</u>	<u>55,973</u>	<u>58,822</u>	<u>61,714</u>	<u>64,792</u>	<u>68,078</u>
<u>E3</u>	<u>24.42</u>	<u>25.64</u>	<u>26.91</u>	<u>28.28</u>	<u>29.67</u>	<u>31.15</u>	<u>32.73</u>	<u>34.34</u>	<u>36.07</u>
	<u>50,794</u>	<u>53,331</u>	<u>55,973</u>	<u>58,822</u>	<u>61,714</u>	<u>64,792</u>	<u>68,078</u>	<u>71,427</u>	<u>75,026</u>

Both parties agree that the emphasis of any drug-free workplace programs shall be to prevent and rehabilitate employees and to abate risks created by employees who are on duty in an impaired condition.

- C. The State will periodically provide information and training programs concerning the impact of alcohol and other drug use on job performance, as well as information concerning the State's Employee Assistance Program and any other resources that an employee or his/her family may contact for assistance in overcoming an alcohol and/or