

**Part-time Rates**  
**Effective February 16, 2008**

| PART-TIME<br>FLEXIBLE<br>RATES | GRADE | Pay Steps |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|--------------------------------|-------|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|                                |       | BB        | AA    | A     | B     | C     | D     | E     | F     | G     | H     | I     | J     | K     | L     | M     | N     | O     | P     | RC    |
|                                | 3     | 15.74     | 16.25 | 16.75 | 17.25 | 17.75 | 18.26 | 18.76 | 19.26 | 19.76 | 20.27 | 20.77 | 21.27 | 21.77 | 22.28 | 22.78 | 23.28 | 23.85 | 24.35 |       |
|                                | 4     | 16.33     | 16.83 | 17.33 | 17.83 | 18.32 | 18.82 | 19.32 | 19.82 | 20.31 | 20.81 | 21.31 | 21.81 | 22.30 | 22.80 | 23.30 | 23.80 | 24.29 | 24.79 |       |
|                                | 5     |           |       | 18.21 | 18.68 | 19.15 | 19.62 | 20.08 | 20.55 | 21.02 | 21.49 | 21.96 | 22.43 | 22.90 | 23.36 | 23.83 | 24.30 | 24.77 | 25.24 |       |
|                                | 6     |           |       | 19.08 | 19.53 | 19.97 | 20.41 | 20.86 | 21.30 | 21.74 | 22.18 | 22.63 | 23.07 | 23.51 | 23.96 | 24.40 | 24.84 | 25.29 | 25.73 |       |
|                                | 7     |           |       | 20.00 | 20.42 | 20.84 | 21.26 | 21.68 | 22.09 | 22.51 | 22.93 | 23.35 | 23.77 | 24.18 | 24.60 | 25.02 | 25.44 | 25.86 | 26.27 |       |
|                                | 8     |           |       | 20.42 | 20.85 | 21.29 | 21.72 | 22.15 | 22.58 | 23.01 | 23.44 | 23.87 | 24.30 | 24.73 | 25.16 | 25.60 | 26.03 | 26.46 | 26.89 |       |
|                                | 9     |           |       |       |       |       | 23.58 | 23.90 | 24.23 | 24.55 | 24.87 | 25.19 | 25.52 | 25.84 | 26.16 | 26.48 | 26.81 | 27.13 | 27.45 | 27.77 |
|                                | 10    |           |       |       |       |       | 25.17 | 25.55 | 25.94 | 26.32 | 26.71 | 27.09 | 27.47 | 27.86 | 28.24 | 28.62 | 29.01 | 29.39 | 29.77 | 30.16 |
|                                | 11    |           |       |       |       |       | 25.76 | 26.17 | 26.57 | 26.98 | 27.39 | 27.79 | 28.20 | 28.61 | 29.01 | 29.42 | 29.83 | 30.24 | 30.64 | 31.05 |

| PART-TIME<br>REGULAR<br>RATES | GRADE | STEP  |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|-------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|                               |       | BB    | AA    | A     | B     | C     | D     | E     | F     | G     | H     | I     | J     | K     | L     | M     | N     | O     | P     | RC    |
|                               | 3     | 15.14 | 15.62 | 16.10 | 16.59 | 17.07 | 17.55 | 18.04 | 18.52 | 19.00 | 19.49 | 19.97 | 20.45 | 20.94 | 21.42 | 21.90 | 22.39 | 22.93 | 23.41 |       |
|                               | 4     | 15.70 | 16.18 | 16.66 | 17.14 | 17.62 | 18.10 | 18.57 | 19.05 | 19.53 | 20.01 | 20.49 | 20.97 | 21.44 | 21.92 | 22.40 | 22.88 | 23.36 | 23.84 |       |
|                               | 5     |       |       | 17.51 | 17.96 | 18.41 | 18.86 | 19.31 | 19.76 | 20.21 | 20.66 | 21.11 | 21.56 | 22.01 | 22.47 | 22.92 | 23.37 | 23.82 | 24.27 |       |
|                               | 6     |       |       | 18.35 | 18.78 | 19.20 | 19.63 | 20.05 | 20.48 | 20.90 | 21.33 | 21.76 | 22.18 | 22.61 | 23.03 | 23.46 | 23.89 | 24.31 | 24.74 |       |
|                               | 7     |       |       | 19.23 | 19.64 | 20.04 | 20.44 | 20.84 | 21.24 | 21.65 | 22.05 | 22.45 | 22.85 | 23.25 | 23.66 | 24.06 | 24.46 | 24.86 | 25.26 |       |
|                               | 8     |       |       | 19.64 | 20.05 | 20.47 | 20.88 | 21.30 | 21.71 | 22.12 | 22.54 | 22.95 | 23.37 | 23.78 | 24.20 | 24.61 | 25.03 | 25.44 | 25.85 |       |
|                               | 9     |       |       |       |       |       | 22.68 | 22.99 | 23.30 | 23.61 | 23.92 | 24.23 | 24.54 | 24.85 | 25.16 | 25.47 | 25.78 | 26.09 | 26.40 | 26.71 |
|                               | 10    |       |       |       |       |       | 24.20 | 24.57 | 24.94 | 25.31 | 25.68 | 26.05 | 26.42 | 26.78 | 27.15 | 27.52 | 27.89 | 28.26 | 28.63 | 29.00 |
|                               | 11    |       |       |       |       |       | 24.77 | 25.16 | 25.55 | 25.94 | 26.33 | 26.72 | 27.12 | 27.51 | 27.90 | 28.29 | 28.68 | 29.07 | 29.46 | 29.86 |