	Daily Rate	Hourly Rate	Description
Step 1	\$180.09	\$22.51	Receives contribution from 4J towards insurance
Step 2	\$180.09	\$22.51	Basic Rate
Step 3 (Step 2 + 5%)	\$189.09	\$23.64	50 plus work days in previous year
Step 4 (Step 2 + 10%)	\$198.10	\$24.76	80 plus full-time equivalent days in previous year
		Long	Term Rates
Bachelors/Step 1		\$24.68	10+ days in a consecutive assignment
Masters/Step 1		\$27.52	