	Daily Rate	Hourly Rate	Description
Step 1	\$187.91	\$23.49	Receives contribution from 4J towards insurance
Step 2	\$187.91	\$23.49	Basic Rate
Step 3 (Step 2 + 5%)	\$197.31	\$24.66	50 plus work days in previous year
Step 4 (Step 2 + 10%)	\$206.70	\$25.84	80 plus full-time equivalent days in previous year
		Long	Term Rates
Bachelors/Step 1		\$25.31	10+ days in a consecutive assignment
Masters/Step 1		\$28.08	