

Empire PARMS and Pay Scale

Dates	
From	7/1/2009
To	12/31/2009
Elapsed days	184
Equivalent Weeks	26.3

Pay scale		
Level 4	0	\$ 0.34
Level 3	650	\$ 0.36
Level 2	825	\$ 0.38
Level 1	925	\$ 0.40

Buckets (total must equal 1000)	
Miles	200
On Time	150
MPG	200
Incident/Accident Ratio	250
Violation Ratio/OOS	200

Additional Pay Scale Notes
-.02 non HM
+.01 5 Year Seniority
+.02 10 Year Seniority
+.02 Team 3800+ weekly mi avg

Total	1000

Minimum targets	
Miles min	1,940
Miles max	2,425
On time min	90%
Fuel Compliance	60%
MPG Max (No APU)	6.50
MPG Min (No APU)	5.50
Days of data required	60

Adjusted from 2,000

Adjusted from 2,500

Incident/Violation Ratio Divisor	
Calculated per miles	10000