

P-5 EXCLUDED CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 6/24/2005

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Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CR	1 Annual	\$21,118.00	\$21,640.00	\$22,147.00	\$22,667.00	\$23,178.00	\$23,697.00	\$24,207.00	\$24,934.00
	Bi-Wk	\$809.12	\$829.12	\$848.55	\$868.47	\$888.05	\$907.94	\$927.48	\$955.33
	Daily	\$80.92	\$82.92	\$84.86	\$86.85	\$88.81	\$90.80	\$92.75	\$95.54
	Hourly	\$10.12	\$10.37	\$10.61	\$10.86	\$11.11	\$11.35	\$11.60	\$11.95
CR	2 Annual	\$22,147.00	\$22,667.00	\$23,178.00	\$23,697.00	\$24,207.00	\$24,719.00	\$25,233.00	\$25,990.00
	Bi-Wk	\$848.55	\$868.47	\$888.05	\$907.94	\$927.48	\$947.09	\$966.79	\$995.79
	Daily	\$84.86	\$86.85	\$88.81	\$90.80	\$92.75	\$94.71	\$96.68	\$99.58
	Hourly	\$10.61	\$10.86	\$11.11	\$11.35	\$11.60	\$11.84	\$12.09	\$12.45
CR	3 Annual	\$22,667.00	\$23,178.00	\$23,697.00	\$24,207.00	\$24,719.00	\$25,233.00	\$25,748.00	\$26,521.00
	Bi-Wk	\$868.47	\$888.05	\$907.94	\$927.48	\$947.09	\$966.79	\$986.52	\$1,016.14
	Daily	\$86.85	\$88.81	\$90.80	\$92.75	\$94.71	\$96.68	\$98.66	\$101.62
	Hourly	\$10.86	\$11.11	\$11.35	\$11.60	\$11.84	\$12.09	\$12.34	\$12.71
CR	4 Annual	\$23,395.00	\$24,020.00	\$24,645.00	\$25,273.00	\$25,905.00	\$26,521.00	\$27,145.00	\$27,960.00
	Bi-Wk	\$896.37	\$920.31	\$944.26	\$968.32	\$992.53	\$1,016.14	\$1,040.04	\$1,071.27
	Daily	\$89.64	\$92.04	\$94.43	\$96.84	\$99.26	\$101.62	\$104.01	\$107.13
	Hourly	\$11.21	\$11.51	\$11.81	\$12.11	\$12.41	\$12.71	\$13.01	\$13.40
CR	5 Annual	\$23,982.00	\$24,645.00	\$25,309.00	\$25,965.00	\$26,624.00	\$27,286.00	\$27,947.00	\$28,786.00
	Bi-Wk	\$918.86	\$944.26	\$969.70	\$994.83	\$1,020.08	\$1,045.45	\$1,070.77	\$1,102.92
	Daily	\$91.89	\$94.43	\$96.97	\$99.49	\$102.01	\$104.55	\$107.08	\$110.30
	Hourly	\$11.49	\$11.81	\$12.13	\$12.44	\$12.76	\$13.07	\$13.39	\$13.79
CR	6 Annual	\$24,799.00	\$25,458.00	\$26,116.00	\$26,778.00	\$27,437.00	\$28,096.00	\$28,754.00	\$29,617.00
	Bi-Wk	\$950.16	\$975.41	\$1,000.62	\$1,025.98	\$1,051.23	\$1,076.48	\$1,101.69	\$1,134.76
	Daily	\$95.02	\$97.55	\$100.07	\$102.60	\$105.13	\$107.65	\$110.17	\$113.48
	Hourly	\$11.88	\$12.20	\$12.51	\$12.83	\$13.15	\$13.46	\$13.78	\$14.19
CR	7 Annual	\$25,526.00	\$26,185.00	\$26,850.00	\$27,509.00	\$28,170.00	\$28,829.00	\$29,487.00	\$30,372.00
	Bi-Wk	\$978.01	\$1,003.26	\$1,028.74	\$1,053.99	\$1,079.32	\$1,104.56	\$1,129.78	\$1,163.68
	Daily	\$97.81	\$100.33	\$102.88	\$105.40	\$107.94	\$110.46	\$112.98	\$116.37
	Hourly	\$12.23	\$12.55	\$12.86	\$13.18	\$13.50	\$13.81	\$14.13	\$14.55
CR	8 Annual	\$27,437.00	\$28,244.00	\$29,056.00	\$29,862.00	\$30,675.00	\$31,478.00	\$32,292.00	\$33,261.00
	Bi-Wk	\$1,051.23	\$1,082.15	\$1,113.26	\$1,144.14	\$1,175.29	\$1,206.06	\$1,237.25	\$1,274.37
	Daily	\$105.13	\$108.22	\$111.33	\$114.42	\$117.53	\$120.61	\$123.73	\$127.44
	Hourly	\$13.15	\$13.53	\$13.92	\$14.31	\$14.70	\$15.08	\$15.47	\$15.93

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Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CR	9 Annual	\$28,278.00	\$29,122.00	\$29,965.00	\$30,810.00	\$31,648.00	\$32,495.00	\$33,344.00	\$34,345.00
	Bi-Wk	\$1,083.45	\$1,115.79	\$1,148.09	\$1,180.46	\$1,212.57	\$1,245.02	\$1,277.55	\$1,315.91
	Daily	\$108.35	\$111.58	\$114.81	\$118.05	\$121.26	\$124.51	\$127.76	\$131.60
	Hourly	\$13.55	\$13.95	\$14.36	\$14.76	\$15.16	\$15.57	\$15.97	\$16.45
CR	10 Annual	\$29,192.00	\$30,074.00	\$30,949.00	\$31,838.00	\$32,716.00	\$33,612.00	\$34,542.00	\$35,579.00
	Bi-Wk	\$1,118.47	\$1,152.27	\$1,185.79	\$1,219.85	\$1,253.49	\$1,287.82	\$1,323.45	\$1,363.19
	Daily	\$111.85	\$115.23	\$118.58	\$121.99	\$125.35	\$128.79	\$132.35	\$136.32
	Hourly	\$13.99	\$14.41	\$14.83	\$15.25	\$15.67	\$16.10	\$16.55	\$17.04
CR	11 Annual	\$30,116.00	\$31,031.00	\$31,955.00	\$32,871.00	\$33,817.00	\$34,782.00	\$35,749.00	\$36,822.00
	Bi-Wk	\$1,153.87	\$1,188.93	\$1,224.33	\$1,259.43	\$1,295.68	\$1,332.65	\$1,369.70	\$1,410.81
	Daily	\$115.39	\$118.90	\$122.44	\$125.95	\$129.57	\$133.27	\$136.97	\$141.09
	Hourly	\$14.43	\$14.87	\$15.31	\$15.75	\$16.20	\$16.66	\$17.13	\$17.64
CR	12 Annual	\$31,094.00	\$32,057.00	\$33,004.00	\$33,998.00	\$34,993.00	\$36,000.00	\$37,000.00	\$38,110.00
	Bi-Wk	\$1,191.35	\$1,228.24	\$1,264.53	\$1,302.61	\$1,340.73	\$1,379.32	\$1,417.63	\$1,460.16
	Daily	\$119.14	\$122.83	\$126.46	\$130.27	\$134.08	\$137.94	\$141.77	\$146.02
	Hourly	\$14.90	\$15.36	\$15.81	\$16.29	\$16.76	\$17.25	\$17.73	\$18.26
CR	13 Annual	\$32,846.00	\$34,060.00	\$35,279.00	\$36,503.00	\$37,727.00	\$38,950.00	\$40,177.00	\$41,383.00
	Bi-Wk	\$1,258.47	\$1,304.99	\$1,351.69	\$1,398.59	\$1,445.48	\$1,492.34	\$1,539.35	\$1,585.56
	Daily	\$125.85	\$130.50	\$135.17	\$139.86	\$144.55	\$149.24	\$153.94	\$158.56
	Hourly	\$15.74	\$16.32	\$16.90	\$17.49	\$18.07	\$18.66	\$19.25	\$19.82
CR	14 Annual	\$34,385.00	\$35,652.00	\$36,911.00	\$38,173.00	\$39,435.00	\$40,698.00	\$41,960.00	\$43,219.00
	Bi-Wk	\$1,317.44	\$1,365.98	\$1,414.22	\$1,462.57	\$1,510.92	\$1,559.32	\$1,607.67	\$1,655.91
	Daily	\$131.75	\$136.60	\$141.43	\$146.26	\$151.10	\$155.94	\$160.77	\$165.60
	Hourly	\$16.47	\$17.08	\$17.68	\$18.29	\$18.89	\$19.50	\$20.10	\$20.70
CR	15 Annual	\$36,035.00	\$37,335.00	\$38,633.00	\$39,935.00	\$41,230.00	\$42,539.00	\$43,840.00	\$45,156.00
	Bi-Wk	\$1,380.66	\$1,430.46	\$1,480.20	\$1,530.08	\$1,579.70	\$1,629.85	\$1,679.70	\$1,730.12
	Daily	\$138.07	\$143.05	\$148.02	\$153.01	\$157.97	\$162.99	\$167.97	\$173.02
	Hourly	\$17.26	\$17.89	\$18.51	\$19.13	\$19.75	\$20.38	\$21.00	\$21.63
CR	16 Annual	\$37,791.00	\$39,129.00	\$40,467.00	\$41,809.00	\$43,145.00	\$44,486.00	\$45,822.00	\$47,197.00
	Bi-Wk	\$1,447.94	\$1,499.20	\$1,550.46	\$1,601.88	\$1,653.07	\$1,704.45	\$1,755.64	\$1,808.32
	Daily	\$144.80	\$149.92	\$155.05	\$160.19	\$165.31	\$170.45	\$175.57	\$180.84
	Hourly	\$18.10	\$18.74	\$19.39	\$20.03	\$20.67	\$21.31	\$21.95	\$22.61

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CR	17	Annual	\$39,662.00	\$41,037.00	\$42,417.00	\$43,793.00	\$45,172.00	\$46,547.00	\$47,924.00	\$49,362.00
		Bi-Wk	\$1,519.62	\$1,572.30	\$1,625.18	\$1,677.90	\$1,730.73	\$1,783.41	\$1,836.17	\$1,891.27
		Daily	\$151.97	\$157.23	\$162.52	\$167.79	\$173.08	\$178.35	\$183.62	\$189.13
		Hourly	\$19.00	\$19.66	\$20.32	\$20.98	\$21.64	\$22.30	\$22.96	\$23.65
CR	18	Annual	\$41,664.00	\$43,076.00	\$44,486.00	\$45,899.00	\$47,305.00	\$48,721.00	\$50,131.00	\$51,635.00
		Bi-Wk	\$1,596.33	\$1,650.43	\$1,704.45	\$1,758.59	\$1,812.46	\$1,866.71	\$1,920.73	\$1,978.36
		Daily	\$159.64	\$165.05	\$170.45	\$175.86	\$181.25	\$186.68	\$192.08	\$197.84
		Hourly	\$19.96	\$20.64	\$21.31	\$21.99	\$22.66	\$23.34	\$24.01	\$24.73
CR	19	Annual	\$43,716.00	\$45,172.00	\$46,623.00	\$48,080.00	\$49,526.00	\$50,979.00	\$52,433.00	\$54,006.00
		Bi-Wk	\$1,674.95	\$1,730.73	\$1,786.33	\$1,842.15	\$1,897.55	\$1,953.22	\$2,008.93	\$2,069.20
		Daily	\$167.50	\$173.08	\$178.64	\$184.22	\$189.76	\$195.33	\$200.90	\$206.92
		Hourly	\$20.94	\$21.64	\$22.33	\$23.03	\$23.72	\$24.42	\$25.12	\$25.87
CR	20	Annual	\$45,945.00	\$47,429.00	\$48,920.00	\$50,406.00	\$51,885.00	\$53,378.00	\$54,863.00	\$56,509.00
		Bi-Wk	\$1,760.35	\$1,817.21	\$1,874.33	\$1,931.27	\$1,987.94	\$2,045.14	\$2,102.04	\$2,165.10
		Daily	\$176.04	\$181.73	\$187.44	\$193.13	\$198.80	\$204.52	\$210.21	\$216.51
		Hourly	\$22.01	\$22.72	\$23.43	\$24.15	\$24.85	\$25.57	\$26.28	\$27.07
CR	21	Annual	\$48,207.00	\$49,741.00	\$51,266.00	\$52,794.00	\$54,326.00	\$55,852.00	\$57,380.00	\$59,102.00
		Bi-Wk	\$1,847.02	\$1,905.79	\$1,964.22	\$2,022.76	\$2,081.46	\$2,139.93	\$2,198.47	\$2,264.45
		Daily	\$184.71	\$190.58	\$196.43	\$202.28	\$208.15	\$214.00	\$219.85	\$226.45
		Hourly	\$23.09	\$23.83	\$24.56	\$25.29	\$26.02	\$26.75	\$27.49	\$28.31
CR	22	Annual	\$49,526.00	\$51,342.00	\$53,159.00	\$54,972.00	\$56,785.00	\$58,600.00	\$60,414.00	\$62,227.00
		Bi-Wk	\$1,897.55	\$1,967.13	\$2,036.75	\$2,106.21	\$2,175.68	\$2,245.22	\$2,314.72	\$2,384.18
		Daily	\$189.76	\$196.72	\$203.68	\$210.63	\$217.57	\$224.53	\$231.48	\$238.42
		Hourly	\$23.72	\$24.59	\$25.46	\$26.33	\$27.20	\$28.07	\$28.94	\$29.81
CR	23	Annual	\$51,874.00	\$53,768.00	\$55,648.00	\$57,544.00	\$59,433.00	\$61,325.00	\$63,214.00	\$65,111.00
		Bi-Wk	\$1,987.51	\$2,060.08	\$2,132.11	\$2,204.76	\$2,277.13	\$2,349.62	\$2,422.00	\$2,494.68
		Daily	\$198.76	\$206.01	\$213.22	\$220.48	\$227.72	\$234.97	\$242.20	\$249.47
		Hourly	\$24.85	\$25.76	\$26.66	\$27.56	\$28.47	\$29.38	\$30.28	\$31.19
CR	24	Annual	\$54,367.00	\$56,336.00	\$58,308.00	\$60,279.00	\$62,250.00	\$64,220.00	\$66,190.00	\$68,176.00
		Bi-Wk	\$2,083.03	\$2,158.47	\$2,234.03	\$2,309.55	\$2,385.06	\$2,460.54	\$2,536.02	\$2,612.11
		Daily	\$208.31	\$215.85	\$223.41	\$230.96	\$238.51	\$246.06	\$253.61	\$261.22
		Hourly	\$26.04	\$26.99	\$27.93	\$28.87	\$29.82	\$30.76	\$31.71	\$32.66

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CR	25	Annual	\$57,024.00	\$59,071.00	\$61,104.00	\$63,149.00	\$65,197.00	\$67,242.00	\$69,280.00	\$71,359.00
		Bi-Wk	\$2,184.83	\$2,263.26	\$2,341.15	\$2,419.51	\$2,497.97	\$2,576.33	\$2,654.41	\$2,734.07
		Daily	\$218.49	\$226.33	\$234.12	\$241.96	\$249.80	\$257.64	\$265.45	\$273.41
		Hourly	\$27.32	\$28.30	\$29.27	\$30.25	\$31.23	\$32.21	\$33.19	\$34.18
CR	26	Annual	\$59,833.00	\$61,981.00	\$64,075.00	\$66,190.00	\$68,309.00	\$70,425.00	\$72,541.00	\$74,718.00
		Bi-Wk	\$2,292.46	\$2,374.76	\$2,454.99	\$2,536.02	\$2,617.21	\$2,698.28	\$2,779.35	\$2,862.76
		Daily	\$229.25	\$237.48	\$245.50	\$253.61	\$261.73	\$269.83	\$277.94	\$286.28
		Hourly	\$28.66	\$29.69	\$30.69	\$31.71	\$32.72	\$33.73	\$34.75	\$35.79
CR	27	Annual	\$62,799.00	\$64,996.00	\$67,188.00	\$69,373.00	\$71,571.00	\$73,758.00	\$75,957.00	\$78,236.00
		Bi-Wk	\$2,406.10	\$2,490.27	\$2,574.26	\$2,657.97	\$2,742.19	\$2,825.98	\$2,910.23	\$2,997.55
		Daily	\$240.61	\$249.03	\$257.43	\$265.80	\$274.22	\$282.60	\$291.03	\$299.76
		Hourly	\$30.08	\$31.13	\$32.18	\$33.23	\$34.28	\$35.33	\$36.38	\$37.47
CR	28	Annual	\$65,974.00	\$68,241.00	\$70,512.00	\$72,783.00	\$75,047.00	\$77,312.00	\$79,578.00	\$81,966.00
		Bi-Wk	\$2,527.74	\$2,614.60	\$2,701.61	\$2,788.63	\$2,875.37	\$2,962.15	\$3,048.97	\$3,140.46
		Daily	\$252.78	\$261.46	\$270.17	\$278.87	\$287.54	\$296.22	\$304.90	\$314.05
		Hourly	\$31.60	\$32.69	\$33.78	\$34.86	\$35.95	\$37.03	\$38.12	\$39.26
CR	29	Annual	\$66,608.00	\$69,106.00	\$71,609.00	\$74,106.00	\$76,607.00	\$79,103.00	\$81,604.00	\$84,053.00
		Bi-Wk	\$2,552.04	\$2,647.74	\$2,743.64	\$2,839.32	\$2,935.14	\$3,030.77	\$3,126.60	\$3,220.43
		Daily	\$255.21	\$264.78	\$274.37	\$283.94	\$293.52	\$303.08	\$312.66	\$322.05
		Hourly	\$31.91	\$33.10	\$34.30	\$35.50	\$36.69	\$37.89	\$39.09	\$40.26
CR	30	Annual	\$69,280.00	\$71,851.00	\$74,427.00	\$76,996.00	\$79,566.00	\$82,139.00	\$84,717.00	\$87,259.00
		Bi-Wk	\$2,654.41	\$2,752.92	\$2,851.61	\$2,950.04	\$3,048.51	\$3,147.09	\$3,245.87	\$3,343.26
		Daily	\$265.45	\$275.30	\$285.17	\$295.01	\$304.86	\$314.71	\$324.59	\$334.33
		Hourly	\$33.19	\$34.42	\$35.65	\$36.88	\$38.11	\$39.34	\$40.58	\$41.80
CR	31	Annual	\$72,061.00	\$74,706.00	\$77,357.00	\$80,005.00	\$82,654.00	\$85,300.00	\$87,947.00	\$90,586.00
		Bi-Wk	\$2,760.96	\$2,862.30	\$2,963.87	\$3,065.33	\$3,166.82	\$3,268.20	\$3,369.62	\$3,470.73
		Daily	\$276.10	\$286.23	\$296.39	\$306.54	\$316.69	\$326.82	\$336.97	\$347.08
		Hourly	\$34.52	\$35.78	\$37.05	\$38.32	\$39.59	\$40.86	\$42.13	\$43.39
CR	32	Annual	\$74,951.00	\$77,670.00	\$80,388.00	\$83,109.00	\$85,832.00	\$88,553.00	\$91,283.00	\$94,022.00
		Bi-Wk	\$2,871.69	\$2,975.87	\$3,080.00	\$3,184.26	\$3,288.59	\$3,392.84	\$3,497.44	\$3,602.38
		Daily	\$287.17	\$297.59	\$308.00	\$318.43	\$328.86	\$339.29	\$349.75	\$360.24
		Hourly	\$35.90	\$37.20	\$38.50	\$39.81	\$41.11	\$42.42	\$43.72	\$45.03

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CR	33 Annual	\$77,967.00	\$80,761.00	\$83,557.00	\$86,356.00	\$89,154.00	\$91,952.00	\$94,752.00	\$97,595.00
	Bi-Wk	\$2,987.25	\$3,094.30	\$3,201.42	\$3,308.66	\$3,415.87	\$3,523.07	\$3,630.35	\$3,739.28
	Daily	\$298.73	\$309.43	\$320.15	\$330.87	\$341.59	\$352.31	\$363.04	\$373.93
	Hourly	\$37.35	\$38.68	\$40.02	\$41.36	\$42.70	\$44.04	\$45.38	\$46.75
CR	34 Annual	\$81,176.00	\$84,050.00	\$86,922.00	\$89,803.00	\$92,669.00	\$95,543.00	\$98,414.00	\$101,367.00
	Bi-Wk	\$3,110.20	\$3,220.31	\$3,330.35	\$3,440.73	\$3,550.54	\$3,660.66	\$3,770.66	\$3,883.80
	Daily	\$311.02	\$322.04	\$333.04	\$344.08	\$355.06	\$366.07	\$377.07	\$388.38
	Hourly	\$38.88	\$40.26	\$41.63	\$43.01	\$44.39	\$45.76	\$47.14	\$48.55
CR	35 Annual	\$84,511.00	\$87,453.00	\$90,408.00	\$93,352.00	\$96,297.00	\$99,241.00	\$102,190.00	\$105,256.00
	Bi-Wk	\$3,237.97	\$3,350.69	\$3,463.91	\$3,576.71	\$3,689.55	\$3,802.34	\$3,915.33	\$4,032.80
	Daily	\$323.80	\$335.07	\$346.40	\$357.68	\$368.96	\$380.24	\$391.54	\$403.28
	Hourly	\$40.48	\$41.89	\$43.30	\$44.71	\$46.12	\$47.53	\$48.95	\$50.41
CR	36 Annual	\$88,027.00	\$91,045.00	\$94,070.00	\$97,093.00	\$100,119.00	\$103,139.00	\$106,160.00	\$109,345.00
	Bi-Wk	\$3,372.69	\$3,488.32	\$3,604.22	\$3,720.04	\$3,835.98	\$3,951.69	\$4,067.44	\$4,189.47
	Daily	\$337.27	\$348.84	\$360.43	\$372.01	\$383.60	\$395.17	\$406.75	\$418.95
	Hourly	\$42.16	\$43.61	\$45.06	\$46.51	\$47.95	\$49.40	\$50.85	\$52.37
CR	37 Annual	\$91,680.00	\$94,782.00	\$97,890.00	\$100,994.00	\$104,100.00	\$107,206.00	\$110,311.00	\$113,621.00
	Bi-Wk	\$3,512.65	\$3,631.50	\$3,750.58	\$3,869.51	\$3,988.51	\$4,107.51	\$4,226.48	\$4,353.30
	Daily	\$351.27	\$363.15	\$375.06	\$386.96	\$398.86	\$410.76	\$422.65	\$435.33
	Hourly	\$43.91	\$45.40	\$46.89	\$48.37	\$49.86	\$51.35	\$52.84	\$54.42
CR	38 Annual	\$95,466.00	\$98,641.00	\$101,822.00	\$104,998.00	\$108,175.00	\$111,354.00	\$114,531.00	\$117,967.00
	Bi-Wk	\$3,657.71	\$3,779.35	\$3,901.23	\$4,022.92	\$4,144.64	\$4,266.44	\$4,388.17	\$4,519.81
	Daily	\$365.78	\$377.94	\$390.13	\$402.30	\$414.47	\$426.65	\$438.82	\$451.99
	Hourly	\$45.73	\$47.25	\$48.77	\$50.29	\$51.81	\$53.34	\$54.86	\$56.50
CR	39 Annual	\$99,435.00	\$102,689.00	\$105,939.00	\$109,196.00	\$112,453.00	\$115,701.00	\$118,959.00	\$122,528.00
	Bi-Wk	\$3,809.78	\$3,934.45	\$4,058.97	\$4,183.76	\$4,308.55	\$4,432.99	\$4,557.82	\$4,694.56
	Daily	\$380.98	\$393.45	\$405.90	\$418.38	\$430.86	\$443.30	\$455.79	\$469.46
	Hourly	\$47.63	\$49.19	\$50.74	\$52.30	\$53.86	\$55.42	\$56.98	\$58.69
CR	40 Annual	\$103,577.00	\$106,899.00	\$110,226.00	\$113,549.00	\$116,873.00	\$120,196.00	\$123,523.00	\$127,229.00
	Bi-Wk	\$3,968.47	\$4,095.75	\$4,223.22	\$4,350.54	\$4,477.90	\$4,605.22	\$4,732.69	\$4,874.68
	Daily	\$396.85	\$409.58	\$422.33	\$435.06	\$447.79	\$460.53	\$473.27	\$487.47
	Hourly	\$49.61	\$51.20	\$52.80	\$54.39	\$55.98	\$57.57	\$59.16	\$60.94

P-5 EXCLUDED CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 6/24/2005

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CR	41	Annual	\$107,914.00	\$111,315.00	\$114,719.00	\$118,122.00	\$121,528.00	\$124,929.00	\$128,333.00	\$132,183.00
		Bi-Wk	\$4,134.64	\$4,264.95	\$4,395.37	\$4,525.75	\$4,656.25	\$4,786.56	\$4,916.98	\$5,064.49
		Daily	\$413.47	\$426.50	\$439.54	\$452.58	\$465.63	\$478.66	\$491.70	\$506.45
		Hourly	\$51.69	\$53.32	\$54.95	\$56.58	\$58.21	\$59.84	\$61.47	\$63.31
CR	42	Annual	\$112,407.00	\$115,888.00	\$119,374.00	\$122,841.00	\$126,329.00	\$129,804.00	\$133,290.00	\$137,289.00
		Bi-Wk	\$4,306.79	\$4,440.16	\$4,573.72	\$4,706.56	\$4,840.20	\$4,973.34	\$5,106.90	\$5,260.12
		Daily	\$430.68	\$444.02	\$457.38	\$470.66	\$484.02	\$497.34	\$510.69	\$526.02
		Hourly	\$53.84	\$55.51	\$57.18	\$58.84	\$60.51	\$62.17	\$63.84	\$65.76
CR	43	Annual	\$117,181.00	\$120,733.00	\$124,278.00	\$127,825.00	\$131,380.00	\$134,922.00	\$138,472.00	\$142,627.00
		Bi-Wk	\$4,489.70	\$4,625.79	\$4,761.61	\$4,897.51	\$5,033.72	\$5,169.43	\$5,305.45	\$5,464.64
		Daily	\$448.97	\$462.58	\$476.17	\$489.76	\$503.38	\$516.95	\$530.55	\$546.47
		Hourly	\$56.13	\$57.83	\$59.53	\$61.22	\$62.93	\$64.62	\$66.32	\$68.31