

SP PAY PLAN EFFECTIVE 4/1/2005

<u>PLAN</u>	<u>GROUP</u>	<u>PERIOD</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>
SP	1	Annual	\$42,810	\$44,233	\$45,660	\$47,085	\$48,545	\$49,931
		Biweekly	\$1,640.23	\$1,694.76	\$1,749.43	\$1,804.03	\$1,859.97	\$1,913.07
		Daily	\$164.03	\$169.48	\$174.95	\$180.41	\$186.00	\$191.31
		Hourly	\$20.51	\$21.19	\$21.87	\$22.56	\$23.25	\$23.92
SP	3	Annual						
		Biweekly						
		Daily						
		Hourly						
SP	4	Annual						
		Biweekly						
		Daily						
		Hourly						
	Trainee	Annual	\$34,142					

STEP 7   STEP 8   STEP 9   STEP 10   STEP 11

\$51,341	\$52,784	\$54,206	\$60,800	\$64,500
\$1,967.09	\$2,022.38	\$2,076.86	\$2,329.51	\$2,471.27
\$196.71	\$202.24	\$207.69	\$232.96	\$247.13
\$24.59	\$25.28	\$25.97	\$29.12	\$30.90
\$60,453	\$62,283	\$64,110	\$67,256	\$71,823
\$2,316.21	\$2,386.33	\$2,456.33	\$2,576.86	\$2,751.84
\$231.63	\$238.64	\$245.64	\$257.69	\$275.19
\$28.96	\$29.83	\$30.71	\$32.22	\$34.40
\$64,097	\$65,986	\$67,879	\$71,166	\$75,800
\$2,455.83	\$2,528.20	\$2,600.73	\$2,726.67	\$2,904.22
\$245.59	\$252.82	\$260.08	\$272.67	\$290.43
\$30.70	\$31.61	\$32.51	\$34.09	\$36.31