

SP PAY PLAN EFFECTIVE 6/23/2006

<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	\$45,418	\$46,927	\$48,441	\$49,953	\$51,503	\$52,972
		Biweekly	\$1,740.16	\$1,797.97	\$1,855.98	\$1,913.91	\$1,973.30	\$2,029.58
		Daily	\$174.02	\$179.80	\$185.60	\$191.40	\$197.33	\$202.96
		Hourly	\$21.76	\$22.48	\$23.20	\$23.93	\$24.67	\$25.37
SP	3	Annual						
		Biweekly						
		Daily						
		Hourly						
SP	4	Annual						
		Biweekly						
		Daily						
		Hourly						
	Trainee	Annual	\$36,223					

STEP 7 STEP 8 STEP 9 STEP 10 STEP 11

\$54,469	\$56,000	\$57,508	\$64,503	\$69,937
\$2,086.94	\$2,145.60	\$2,203.38	\$2,471.38	\$2,679.58
\$208.70	\$214.56	\$220.34	\$247.14	\$267.96
\$26.09	\$26.82	\$27.55	\$30.90	\$33.50
\$64,136	\$66,077	\$68,016	\$71,353	\$77,480
\$2,457.32	\$2,531.69	\$2,605.98	\$2,733.84	\$2,968.59
\$245.74	\$253.17	\$260.60	\$273.39	\$296.86
\$30.72	\$31.65	\$32.58	\$34.18	\$37.11
\$68,001	\$70,005	\$72,014	\$75,501	\$81,576
\$2,605.41	\$2,682.19	\$2,759.16	\$2,892.76	\$3,125.52
\$260.55	\$268.22	\$275.92	\$289.28	\$312.56
\$32.57	\$33.53	\$34.49	\$36.16	\$39.07