

SP PAY PLAN EFFECTIVE 6/24/2005

<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	\$44,095	\$45,560	\$47,030	\$48,498	\$50,002	\$51,429
		Biweekly	\$1,689.47	\$1,745.60	\$1,801.92	\$1,858.17	\$1,915.79	\$1,970.46
		Daily	\$168.95	\$174.56	\$180.20	\$185.82	\$191.58	\$197.05
		Hourly	\$21.12	\$21.82	\$22.53	\$23.23	\$23.95	\$24.64
SP	3	Annual						
		Biweekly						
		Daily						
		Hourly						
SP	4	Annual						
		Biweekly						
		Daily						
		Hourly						
	Trainee	Annual	\$35,167					

STEP 7   STEP 8   STEP 9   STEP 10   STEP 11

\$52,882	\$54,368	\$55,833	\$60,800	\$64,500
\$2,026.14	\$2,083.07	\$2,139.20	\$2,329.51	\$2,471.27
\$202.62	\$208.31	\$213.92	\$232.96	\$247.13
\$25.33	\$26.04	\$26.74	\$29.12	\$30.90
\$62,267	\$64,152	\$66,034	\$69,274	\$71,823
\$2,385.71	\$2,457.94	\$2,530.04	\$2,654.18	\$2,751.84
\$238.58	\$245.80	\$253.01	\$265.42	\$275.19
\$29.83	\$30.73	\$31.63	\$33.18	\$34.40
\$66,020	\$67,966	\$69,916	\$73,301	\$75,800
\$2,529.51	\$2,604.07	\$2,678.78	\$2,808.47	\$2,904.22
\$252.96	\$260.41	\$267.88	\$280.85	\$290.43
\$31.62	\$32.56	\$33.49	\$35.11	\$36.31