

EX Pay Plan Effective June 25, 2004

Plan	Group	Period	Minimum	Position Rate	Maximum
EX	1A	Annual	\$131,605.00	\$183,340.00	\$194,237.00
		Bi-Wk	\$5,042.34	\$7,024.53	\$7,442.04
		Daily	\$504.24	\$702.46	\$744.21
		Hourly	\$63.03	\$87.81	\$93.03
EX	1	Annual	\$110,913.00	\$148,816.00	\$163,697.00
		Bi-Wk	\$4,249.55	\$5,701.77	\$6,271.92
		Daily	\$424.96	\$570.18	\$627.20
		Hourly	\$53.12	\$71.28	\$78.40
EX	2	Annual	\$94,602.00	\$131,511.00	\$144,663.00
		Bi-Wk	\$3,624.60	\$5,038.74	\$5,542.65
		Daily	\$362.46	\$503.88	\$554.27
		Hourly	\$45.31	\$62.99	\$69.29
EX	3	Annual	\$84,816.00	\$117,669.00	\$129,436.00
		Bi-Wk	\$3,249.66	\$4,508.40	\$4,959.24
		Daily	\$324.97	\$450.84	\$495.93
		Hourly	\$40.63	\$56.36	\$62.00
EX	4	Annual	\$66,330.00	\$92,288.00	\$101,517.00
		Bi-Wk	\$2,541.38	\$3,535.94	\$3,889.55
		Daily	\$254.14	\$353.60	\$388.96
		Hourly	\$31.77	\$44.20	\$48.62

OPM 5/25/04