

SP PAY PLAN EFFECTIVE 6/22/2007

<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>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>
SP	1	Annual	\$46,327.00	\$47,866.00	\$49,410.00	\$50,953.00	\$52,791.00	\$54,297.00	\$55,831.00	\$57,400.00	\$59,378.00	\$66,600.00	\$75,826.00
		Biweekly	\$1,774.99	\$1,833.95	\$1,893.11	\$1,952.23	\$2,022.65	\$2,080.35	\$2,139.12	\$2,199.24	\$2,275.02	\$2,551.73	\$2,905.22
		Daily	\$177.50	\$183.40	\$189.32	\$195.23	\$202.27	\$208.04	\$213.92	\$219.93	\$227.51	\$255.18	\$290.53
		Hourly	\$22.19	\$22.93	\$23.67	\$24.41	\$25.29	\$26.01	\$26.74	\$27.50	\$28.44	\$31.90	\$36.32
SP	3	Annual								\$68,390.00	\$70,397.00	\$73,851.00	\$83,817.00
		Biweekly								\$2,620.31	\$2,697.21	\$2,829.55	\$3,211.38
		Daily								\$262.04	\$269.73	\$282.96	\$321.14
		Hourly								\$32.76	\$33.72	\$35.37	\$40.15
SP	4	Annual							\$70,382.00	\$72,456.00	\$74,535.00	\$78,144.00	\$88,056.00
		Biweekly							\$2,696.63	\$2,776.10	\$2,855.75	\$2,994.03	\$3,373.80
		Daily							\$269.67	\$277.61	\$285.58	\$299.41	\$337.38
		Hourly							\$33.71	\$34.71	\$35.70	\$37.43	\$42.18
	Trainee	Annual	\$36,223.00										