SP PAY PLAN EFFECTIVE 11/1/98

PLAN	GROUP	PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
SP	1	Annual	$37,108	$38,342	$39,579	$40,813	$42,080	$43,281	$44,503	$45,753	$46,987	$48,478	$50,344
		Biweekly	$1,421.77	$1,469.05	$1,516.44	$1,563.72	$1,612.27	$1,658.28	$1,705.10	$1,752.99	$1,800.27	$1,857.40	$1,928.89
		Daily	$142.18	$146.91	$151.65	$156.38	$161.23	$165.83	$170.51	$175.30	$180.03	$185.74	$192.89
		Hourly	$17.78	$18.37	$18.96	$19.55	$20.16	$20.73	$21.32	$21.92	$22.51	$23.22	$24.12
SP	3	Annual					$49,234	$50,818	$52,402	$53,988	$55,572	$58,300	$59,917
		Biweekly					$1,886.37	$1,947.05	$2,007.74	$2,068.51	$2,129.20	$2,233.72	$2,295.68
		Daily					$188.64	$194.71	$200.78	$206.86	$212.92	$223.38	$229.57
		Hourly					$23.58	$24.34	$25.10	$25.86	$26.62	$27.93	$28.70
SP	4	Annual					$52,277	$53,917	$55,561	$57,199	$58,839	$61,689	$63,364
		Biweekly					$2,002.96	$2,065.79	$2,128.78	$2,191.54	$2,254.37	$2,363.57	$2,427.74
		Daily					$200.30	$206.58	$212.88	$219.16	$225.44	$236.36	$242.78
		Hourly					$25.04	$25.83	$26.61	$27.40	$28.18	$29.55	$30.35
	Trainee	Annual	$29,594										