

P-2 EXCLUDED CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	1	Annual	\$23,272.00	\$23,840.00	\$24,411.00	\$24,969.00	\$25,542.00	\$26,106.00	\$26,674.00	\$27,476.00	\$27,889.00
		Bi-Wk	\$891.65	\$913.41	\$935.29	\$956.67	\$978.63	\$1,000.23	\$1,022.00	\$1,052.73	\$1,068.55
		Daily	\$89.17	\$91.35	\$93.53	\$95.67	\$97.87	\$100.03	\$102.20	\$105.28	\$106.86
		Hourly	\$11.15	\$11.42	\$11.70	\$11.96	\$12.24	\$12.51	\$12.78	\$13.16	\$13.36
CS	2	Annual	\$24,411.00	\$24,969.00	\$25,542.00	\$26,106.00	\$26,674.00	\$27,239.00	\$27,805.00	\$28,640.00	\$29,066.00
		Bi-Wk	\$935.29	\$956.67	\$978.63	\$1,000.23	\$1,022.00	\$1,043.64	\$1,065.33	\$1,097.32	\$1,113.64
		Daily	\$93.53	\$95.67	\$97.87	\$100.03	\$102.20	\$104.37	\$106.54	\$109.74	\$111.37
		Hourly	\$11.70	\$11.96	\$12.24	\$12.51	\$12.78	\$13.05	\$13.32	\$13.72	\$13.93
CS	3	Annual	\$24,969.00	\$25,542.00	\$26,106.00	\$26,674.00	\$27,239.00	\$27,805.00	\$28,365.00	\$29,216.00	\$29,658.00
		Bi-Wk	\$956.67	\$978.63	\$1,000.23	\$1,022.00	\$1,043.64	\$1,065.33	\$1,086.79	\$1,119.39	\$1,136.33
		Daily	\$95.67	\$97.87	\$100.03	\$102.20	\$104.37	\$106.54	\$108.68	\$111.94	\$113.64
		Hourly	\$11.96	\$12.24	\$12.51	\$12.78	\$13.05	\$13.32	\$13.59	\$14.00	\$14.21
CS	4	Annual	\$25,775.00	\$26,464.00	\$27,156.00	\$27,847.00	\$28,534.00	\$29,222.00	\$29,910.00	\$30,806.00	\$31,269.00
		Bi-Wk	\$987.55	\$1,013.95	\$1,040.46	\$1,066.94	\$1,093.26	\$1,119.62	\$1,145.98	\$1,180.31	\$1,198.05
		Daily	\$98.76	\$101.40	\$104.05	\$106.70	\$109.33	\$111.97	\$114.60	\$118.04	\$119.81
		Hourly	\$12.35	\$12.68	\$13.01	\$13.34	\$13.67	\$14.00	\$14.33	\$14.76	\$14.98
CS	5	Annual	\$26,426.00	\$27,156.00	\$27,886.00	\$28,609.00	\$29,334.00	\$30,061.00	\$30,793.00	\$31,716.00	\$32,196.00
		Bi-Wk	\$1,012.50	\$1,040.46	\$1,068.43	\$1,096.14	\$1,123.91	\$1,151.77	\$1,179.81	\$1,215.18	\$1,233.57
		Daily	\$101.25	\$104.05	\$106.85	\$109.62	\$112.40	\$115.18	\$117.99	\$121.52	\$123.36
		Hourly	\$12.66	\$13.01	\$13.36	\$13.71	\$14.05	\$14.40	\$14.75	\$15.19	\$15.42
CS	6	Annual	\$27,322.00	\$28,050.00	\$28,779.00	\$29,503.00	\$30,231.00	\$30,960.00	\$31,681.00	\$32,632.00	\$33,125.00
		Bi-Wk	\$1,046.82	\$1,074.72	\$1,102.65	\$1,130.39	\$1,158.28	\$1,186.21	\$1,213.84	\$1,250.27	\$1,269.16
		Daily	\$104.69	\$107.48	\$110.27	\$113.04	\$115.83	\$118.63	\$121.39	\$125.03	\$126.92
		Hourly	\$13.09	\$13.44	\$13.79	\$14.13	\$14.48	\$14.83	\$15.18	\$15.63	\$15.87
CS	7	Annual	\$28,125.00	\$28,859.00	\$29,580.00	\$30,310.00	\$31,040.00	\$31,762.00	\$32,487.00	\$33,460.00	\$33,965.00
		Bi-Wk	\$1,077.59	\$1,105.71	\$1,133.34	\$1,161.31	\$1,189.28	\$1,216.94	\$1,244.72	\$1,282.00	\$1,301.35
		Daily	\$107.76	\$110.58	\$113.34	\$116.14	\$118.93	\$121.70	\$124.48	\$128.20	\$130.14
		Hourly	\$13.47	\$13.83	\$14.17	\$14.52	\$14.87	\$15.22	\$15.56	\$16.03	\$16.27
CS	8	Annual	\$30,231.00	\$31,124.00	\$32,011.00	\$32,906.00	\$33,790.00	\$34,683.00	\$35,583.00	\$36,651.00	\$37,201.00
		Bi-Wk	\$1,158.28	\$1,192.50	\$1,226.48	\$1,260.77	\$1,294.64	\$1,328.86	\$1,363.34	\$1,404.26	\$1,425.33
		Daily	\$115.83	\$119.25	\$122.65	\$126.08	\$129.47	\$132.89	\$136.34	\$140.43	\$142.54
		Hourly	\$14.48	\$14.91	\$15.34	\$15.76	\$16.19	\$16.62	\$17.05	\$17.56	\$17.82
CS	9	Annual	\$31,157.00	\$32,089.00	\$33,013.00	\$33,952.00	\$34,879.00	\$35,804.00	\$36,742.00	\$37,842.00	\$38,412.00
		Bi-Wk	\$1,193.76	\$1,229.47	\$1,264.87	\$1,300.85	\$1,336.37	\$1,371.81	\$1,407.74	\$1,449.89	\$1,471.73
		Daily	\$119.38	\$122.95	\$126.49	\$130.09	\$133.64	\$137.19	\$140.78	\$144.99	\$147.18
		Hourly	\$14.93	\$15.37	\$15.82	\$16.27	\$16.71	\$17.15	\$17.60	\$18.13	\$18.40

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	10	Annual	\$32,166.00	\$33,139.00	\$34,107.00	\$35,082.00	\$36,052.00	\$37,037.00	\$38,058.00	\$39,199.00	\$39,789.00
		Bi-Wk	\$1,232.42	\$1,269.70	\$1,306.79	\$1,344.14	\$1,381.31	\$1,419.05	\$1,458.17	\$1,501.88	\$1,524.49
		Daily	\$123.25	\$126.97	\$130.68	\$134.42	\$138.14	\$141.91	\$145.82	\$150.19	\$152.45
		Hourly	\$15.41	\$15.88	\$16.34	\$16.81	\$17.27	\$17.74	\$18.23	\$18.78	\$19.06
CS	11	Annual	\$33,185.00	\$34,193.00	\$35,205.00	\$36,220.00	\$37,263.00	\$38,326.00	\$39,387.00	\$40,568.00	\$41,180.00
		Bi-Wk	\$1,271.46	\$1,310.08	\$1,348.86	\$1,387.74	\$1,427.71	\$1,468.43	\$1,509.09	\$1,554.33	\$1,577.78
		Daily	\$127.15	\$131.01	\$134.89	\$138.78	\$142.78	\$146.85	\$150.91	\$155.44	\$157.78
		Hourly	\$15.90	\$16.38	\$16.87	\$17.35	\$17.85	\$18.36	\$18.87	\$19.43	\$19.73
CS	12	Annual	\$34,262.00	\$35,313.00	\$36,367.00	\$37,460.00	\$38,560.00	\$39,665.00	\$40,772.00	\$41,996.00	\$42,628.00
		Bi-Wk	\$1,312.73	\$1,352.99	\$1,393.38	\$1,435.25	\$1,477.40	\$1,519.74	\$1,562.15	\$1,609.05	\$1,633.26
		Daily	\$131.28	\$135.30	\$139.34	\$143.53	\$147.74	\$151.98	\$156.22	\$160.91	\$163.33
		Hourly	\$16.41	\$16.92	\$17.42	\$17.95	\$18.47	\$19.00	\$19.53	\$20.12	\$20.42
CS	13	Annual	\$36,194.00	\$37,524.00	\$38,872.00	\$40,216.00	\$41,567.00	\$42,915.00	\$44,267.00	\$45,594.00	\$46,280.00
		Bi-Wk	\$1,386.75	\$1,437.71	\$1,489.35	\$1,540.85	\$1,592.61	\$1,644.26	\$1,696.06	\$1,746.90	\$1,773.19
		Daily	\$138.68	\$143.78	\$148.94	\$154.09	\$159.27	\$164.43	\$169.61	\$174.69	\$177.32
		Hourly	\$17.34	\$17.98	\$18.62	\$19.27	\$19.91	\$20.56	\$21.21	\$21.84	\$22.17
CS	14	Annual	\$37,888.00	\$39,280.00	\$40,675.00	\$42,065.00	\$43,449.00	\$44,843.00	\$46,232.00	\$47,619.00	\$48,333.00
		Bi-Wk	\$1,451.65	\$1,504.99	\$1,558.43	\$1,611.69	\$1,664.72	\$1,718.13	\$1,771.35	\$1,824.49	\$1,851.84
		Daily	\$145.17	\$150.50	\$155.85	\$161.17	\$166.48	\$171.82	\$177.14	\$182.45	\$185.19
		Hourly	\$18.15	\$18.82	\$19.49	\$20.15	\$20.81	\$21.48	\$22.15	\$22.81	\$23.15
CS	15	Annual	\$39,705.00	\$41,140.00	\$42,571.00	\$43,999.00	\$45,436.00	\$46,870.00	\$48,312.00	\$49,760.00	\$50,504.00
		Bi-Wk	\$1,521.27	\$1,576.25	\$1,631.08	\$1,685.79	\$1,740.85	\$1,795.79	\$1,851.04	\$1,906.52	\$1,935.02
		Daily	\$152.13	\$157.63	\$163.11	\$168.58	\$174.09	\$179.58	\$185.11	\$190.66	\$193.51
		Hourly	\$19.02	\$19.71	\$20.39	\$21.08	\$21.77	\$22.45	\$23.14	\$23.84	\$24.19
CS	16	Annual	\$41,642.00	\$43,119.00	\$44,595.00	\$46,062.00	\$47,539.00	\$49,016.00	\$50,488.00	\$52,002.00	\$52,784.00
		Bi-Wk	\$1,595.48	\$1,652.07	\$1,708.63	\$1,764.83	\$1,821.42	\$1,878.01	\$1,934.41	\$1,992.42	\$2,022.38
		Daily	\$159.55	\$165.21	\$170.87	\$176.49	\$182.15	\$187.81	\$193.45	\$199.25	\$202.24
		Hourly	\$19.95	\$20.66	\$21.36	\$22.07	\$22.77	\$23.48	\$24.19	\$24.91	\$25.28
CS	17	Annual	\$43,702.00	\$45,220.00	\$46,737.00	\$48,254.00	\$49,769.00	\$51,283.00	\$52,806.00	\$54,392.00	\$55,210.00
		Bi-Wk	\$1,674.41	\$1,732.57	\$1,790.69	\$1,848.82	\$1,906.86	\$1,964.87	\$2,023.22	\$2,083.99	\$2,115.33
		Daily	\$167.45	\$173.26	\$179.07	\$184.89	\$190.69	\$196.49	\$202.33	\$208.40	\$211.54
		Hourly	\$20.94	\$21.66	\$22.39	\$23.12	\$23.84	\$24.57	\$25.30	\$26.05	\$26.45
CS	18	Annual	\$45,908.00	\$47,454.00	\$49,016.00	\$50,571.00	\$52,126.00	\$53,678.00	\$55,234.00	\$56,893.00	\$57,747.00
		Bi-Wk	\$1,758.93	\$1,818.17	\$1,878.01	\$1,937.59	\$1,997.17	\$2,056.63	\$2,116.25	\$2,179.81	\$2,212.53
		Daily	\$175.90	\$181.82	\$187.81	\$193.76	\$199.72	\$205.67	\$211.63	\$217.99	\$221.26
		Hourly	\$21.99	\$22.73	\$23.48	\$24.22	\$24.97	\$25.71	\$26.46	\$27.25	\$27.66

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CS	19	Annual	\$48,168.00	\$49,769.00	\$51,370.00	\$52,970.00	\$54,576.00	\$56,174.00	\$57,769.00	\$59,502.00	\$60,399.00
		Bi-Wk	\$1,845.52	\$1,906.86	\$1,968.20	\$2,029.51	\$2,091.04	\$2,152.27	\$2,213.38	\$2,279.78	\$2,314.14
		Daily	\$184.56	\$190.69	\$196.82	\$202.96	\$209.11	\$215.23	\$221.34	\$227.98	\$231.42
		Hourly	\$23.07	\$23.84	\$24.61	\$25.37	\$26.14	\$26.91	\$27.67	\$28.50	\$28.93
CS	20	Annual	\$50,617.00	\$52,259.00	\$53,893.00	\$55,535.00	\$57,172.00	\$58,818.00	\$60,453.00	\$62,265.00	\$63,202.00
		Bi-Wk	\$1,939.35	\$2,002.27	\$2,064.87	\$2,127.78	\$2,190.50	\$2,253.57	\$2,316.21	\$2,385.64	\$2,421.54
		Daily	\$193.94	\$200.23	\$206.49	\$212.78	\$219.05	\$225.36	\$231.63	\$238.57	\$242.16
		Hourly	\$24.25	\$25.03	\$25.82	\$26.60	\$27.39	\$28.17	\$28.96	\$29.83	\$30.27
CS	21	Annual	\$53,113.00	\$54,808.00	\$56,484.00	\$58,167.00	\$59,855.00	\$61,536.00	\$63,224.00	\$65,121.00	\$66,100.00
		Bi-Wk	\$2,034.99	\$2,099.93	\$2,164.14	\$2,228.63	\$2,293.30	\$2,357.71	\$2,422.38	\$2,495.06	\$2,532.57
		Daily	\$203.50	\$210.00	\$216.42	\$222.87	\$229.33	\$235.78	\$242.24	\$249.51	\$253.26
		Hourly	\$25.44	\$26.25	\$27.06	\$27.86	\$28.67	\$29.48	\$30.28	\$31.19	\$31.66
CS	22	Annual	\$54,576.00	\$56,569.00	\$58,568.00	\$60,564.00	\$62,569.00	\$64,565.00	\$66,566.00	\$68,563.00	\$69,592.00
		Bi-Wk	\$2,091.04	\$2,167.40	\$2,243.99	\$2,320.46	\$2,397.28	\$2,473.76	\$2,550.43	\$2,626.94	\$2,666.37
		Daily	\$209.11	\$216.74	\$224.40	\$232.05	\$239.73	\$247.38	\$255.05	\$262.70	\$266.64
		Hourly	\$26.14	\$27.10	\$28.05	\$29.01	\$29.97	\$30.93	\$31.89	\$32.84	\$33.33
CS	23	Annual	\$57,158.00	\$59,239.00	\$61,318.00	\$63,400.00	\$65,490.00	\$67,566.00	\$69,647.00	\$71,738.00	\$72,818.00
		Bi-Wk	\$2,189.97	\$2,269.70	\$2,349.35	\$2,429.12	\$2,509.20	\$2,588.74	\$2,668.47	\$2,748.59	\$2,789.97
		Daily	\$219.00	\$226.97	\$234.94	\$242.92	\$250.92	\$258.88	\$266.85	\$274.86	\$279.00
		Hourly	\$27.38	\$28.38	\$29.37	\$30.37	\$31.37	\$32.36	\$33.36	\$34.36	\$34.88
CS	24	Annual	\$59,907.00	\$62,077.00	\$64,249.00	\$66,416.00	\$68,589.00	\$70,757.00	\$72,929.00	\$75,115.00	\$76,247.00
		Bi-Wk	\$2,295.29	\$2,378.43	\$2,461.65	\$2,544.68	\$2,627.94	\$2,711.00	\$2,794.22	\$2,877.97	\$2,921.35
		Daily	\$229.53	\$237.85	\$246.17	\$254.47	\$262.80	\$271.10	\$279.43	\$287.80	\$292.14
		Hourly	\$28.70	\$29.74	\$30.78	\$31.81	\$32.85	\$33.89	\$34.93	\$35.98	\$36.52
CS	25	Annual	\$62,832.00	\$65,083.00	\$67,334.00	\$69,581.00	\$71,836.00	\$74,084.00	\$76,332.00	\$78,623.00	\$79,805.00
		Bi-Wk	\$2,407.36	\$2,493.61	\$2,579.85	\$2,665.94	\$2,752.34	\$2,838.47	\$2,924.60	\$3,012.38	\$3,057.67
		Daily	\$240.74	\$249.37	\$257.99	\$266.60	\$275.24	\$283.85	\$292.46	\$301.24	\$305.77
		Hourly	\$30.10	\$31.18	\$32.25	\$33.33	\$34.41	\$35.49	\$36.56	\$37.66	\$38.23
CS	26	Annual	\$65,925.00	\$68,258.00	\$70,594.00	\$72,929.00	\$75,266.00	\$77,602.00	\$79,931.00	\$82,329.00	\$83,567.00
		Bi-Wk	\$2,525.87	\$2,615.25	\$2,704.76	\$2,794.22	\$2,883.76	\$2,973.26	\$3,062.50	\$3,154.37	\$3,201.81
		Daily	\$252.59	\$261.53	\$270.48	\$279.43	\$288.38	\$297.33	\$306.25	\$315.44	\$320.19
		Hourly	\$31.58	\$32.70	\$33.81	\$34.93	\$36.05	\$37.17	\$38.29	\$39.43	\$40.03
CS	27	Annual	\$69,196.00	\$71,618.00	\$74,032.00	\$76,442.00	\$78,857.00	\$81,273.00	\$83,692.00	\$86,201.00	\$87,500.00
		Bi-Wk	\$2,651.19	\$2,743.99	\$2,836.48	\$2,928.82	\$3,021.35	\$3,113.91	\$3,206.60	\$3,302.73	\$3,352.50
		Daily	\$265.12	\$274.40	\$283.65	\$292.89	\$302.14	\$311.40	\$320.66	\$330.28	\$335.25
		Hourly	\$33.14	\$34.30	\$35.46	\$36.62	\$37.77	\$38.93	\$40.09	\$41.29	\$41.91

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CS	28	Annual	\$72,744.00	\$75,193.00	\$77,685.00	\$80,189.00	\$82,686.00	\$85,190.00	\$87,682.00	\$90,315.00	\$91,675.00
		Bi-Wk	\$2,787.13	\$2,880.96	\$2,976.44	\$3,072.38	\$3,168.05	\$3,263.99	\$3,359.47	\$3,460.35	\$3,512.46
		Daily	\$278.72	\$288.10	\$297.65	\$307.24	\$316.81	\$326.40	\$335.95	\$346.04	\$351.25
		Hourly	\$34.84	\$36.02	\$37.21	\$38.41	\$39.61	\$40.80	\$42.00	\$43.26	\$43.91
CS	29	Annual	\$73,393.00	\$76,143.00	\$78,895.00	\$81,657.00	\$84,410.00	\$87,161.00	\$89,914.00	\$92,611.00	\$94,006.00
		Bi-Wk	\$2,812.00	\$2,917.36	\$3,022.80	\$3,128.63	\$3,234.10	\$3,339.51	\$3,444.99	\$3,548.32	\$3,601.77
		Daily	\$281.20	\$291.74	\$302.28	\$312.87	\$323.41	\$333.96	\$344.50	\$354.84	\$360.18
		Hourly	\$35.15	\$36.47	\$37.79	\$39.11	\$40.43	\$41.75	\$43.07	\$44.36	\$45.03
CS	30	Annual	\$76,332.00	\$79,165.00	\$82,008.00	\$84,832.00	\$87,670.00	\$90,509.00	\$93,339.00	\$96,140.00	\$97,590.00
		Bi-Wk	\$2,924.60	\$3,033.15	\$3,142.07	\$3,250.27	\$3,359.01	\$3,467.78	\$3,576.21	\$3,683.53	\$3,739.09
		Daily	\$292.46	\$303.32	\$314.21	\$325.03	\$335.91	\$346.78	\$357.63	\$368.36	\$373.91
		Hourly	\$36.56	\$37.92	\$39.28	\$40.63	\$41.99	\$43.35	\$44.71	\$46.05	\$46.74
CS	31	Annual	\$79,395.00	\$82,315.00	\$85,233.00	\$88,154.00	\$91,069.00	\$93,990.00	\$96,901.00	\$99,809.00	\$101,310.00
		Bi-Wk	\$3,041.96	\$3,153.84	\$3,265.64	\$3,377.55	\$3,489.24	\$3,601.15	\$3,712.69	\$3,824.10	\$3,881.61
		Daily	\$304.20	\$315.39	\$326.57	\$337.76	\$348.93	\$360.12	\$371.27	\$382.41	\$388.17
		Hourly	\$38.03	\$39.43	\$40.83	\$42.22	\$43.62	\$45.02	\$46.41	\$47.81	\$48.53
CS	32	Annual	\$82,582.00	\$85,579.00	\$88,570.00	\$91,576.00	\$94,576.00	\$97,569.00	\$100,579.00	\$103,596.00	\$105,153.00
		Bi-Wk	\$3,164.07	\$3,278.89	\$3,393.49	\$3,508.66	\$3,623.61	\$3,738.28	\$3,853.61	\$3,969.20	\$4,028.86
		Daily	\$316.41	\$327.89	\$339.35	\$350.87	\$362.37	\$373.83	\$385.37	\$396.92	\$402.89
		Hourly	\$39.56	\$40.99	\$42.42	\$43.86	\$45.30	\$46.73	\$48.18	\$49.62	\$50.37
CS	33	Annual	\$85,904.00	\$88,983.00	\$92,071.00	\$95,150.00	\$98,233.00	\$101,310.00	\$104,399.00	\$107,530.00	\$109,151.00
		Bi-Wk	\$3,291.35	\$3,409.32	\$3,527.63	\$3,645.60	\$3,763.72	\$3,881.61	\$3,999.97	\$4,119.93	\$4,182.04
		Daily	\$329.14	\$340.94	\$352.77	\$364.56	\$376.38	\$388.17	\$400.00	\$412.00	\$418.21
		Hourly	\$41.15	\$42.62	\$44.10	\$45.57	\$47.05	\$48.53	\$50.00	\$51.50	\$52.28
CS	34	Annual	\$89,442.00	\$92,609.00	\$95,773.00	\$98,944.00	\$102,106.00	\$105,274.00	\$108,440.00	\$111,692.00	\$113,373.00
		Bi-Wk	\$3,426.90	\$3,548.24	\$3,669.47	\$3,790.96	\$3,912.11	\$4,033.49	\$4,154.79	\$4,279.39	\$4,343.80
		Daily	\$342.69	\$354.83	\$366.95	\$379.10	\$391.22	\$403.35	\$415.48	\$427.94	\$434.38
		Hourly	\$42.84	\$44.36	\$45.87	\$47.39	\$48.91	\$50.42	\$51.94	\$53.50	\$54.30
CS	35	Annual	\$93,121.00	\$96,361.00	\$99,611.00	\$102,859.00	\$106,107.00	\$109,351.00	\$112,593.00	\$115,971.00	\$117,712.00
		Bi-Wk	\$3,567.86	\$3,692.00	\$3,816.52	\$3,940.96	\$4,065.41	\$4,189.70	\$4,313.91	\$4,443.34	\$4,510.04
		Daily	\$356.79	\$369.20	\$381.66	\$394.10	\$406.55	\$418.97	\$431.40	\$444.34	\$451.01
		Hourly	\$44.60	\$46.15	\$47.71	\$49.27	\$50.82	\$52.38	\$53.93	\$55.55	\$56.38
CS	36	Annual	\$96,986.00	\$100,315.00	\$103,652.00	\$106,979.00	\$110,311.00	\$113,637.00	\$116,970.00	\$120,478.00	\$122,288.00
		Bi-Wk	\$3,715.94	\$3,843.49	\$3,971.35	\$4,098.82	\$4,226.48	\$4,353.91	\$4,481.61	\$4,616.02	\$4,685.37
		Daily	\$371.60	\$384.35	\$397.14	\$409.89	\$422.65	\$435.40	\$448.17	\$461.61	\$468.54
		Hourly	\$46.45	\$48.05	\$49.65	\$51.24	\$52.84	\$54.43	\$56.03	\$57.71	\$58.57

P-2 EXCLUDED CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 6/20/2008

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	37	Annual	\$101,013.00	\$104,437.00	\$107,858.00	\$111,274.00	\$114,699.00	\$118,120.00	\$121,538.00	\$125,185.00	\$127,064.00
		Bi-Wk	\$3,870.23	\$4,001.42	\$4,132.50	\$4,263.38	\$4,394.60	\$4,525.68	\$4,656.63	\$4,796.37	\$4,868.36
		Daily	\$387.03	\$400.15	\$413.25	\$426.34	\$439.46	\$452.57	\$465.67	\$479.64	\$486.84
		Hourly	\$48.38	\$50.02	\$51.66	\$53.30	\$54.94	\$56.58	\$58.21	\$59.96	\$60.86
CS	38	Annual	\$105,185.00	\$108,679.00	\$112,190.00	\$115,688.00	\$119,191.00	\$122,697.00	\$126,196.00	\$129,981.00	\$131,934.00
		Bi-Wk	\$4,030.08	\$4,163.95	\$4,298.47	\$4,432.50	\$4,566.71	\$4,701.04	\$4,835.10	\$4,980.12	\$5,054.95
		Daily	\$403.01	\$416.40	\$429.85	\$443.25	\$456.68	\$470.11	\$483.51	\$498.02	\$505.50
		Hourly	\$50.38	\$52.05	\$53.74	\$55.41	\$57.09	\$58.77	\$60.44	\$62.26	\$63.19
CS	39	Annual	\$109,682.00	\$113,141.00	\$116,728.00	\$120,322.00	\$123,906.00	\$127,491.00	\$131,073.00	\$135,006.00	\$137,032.00
		Bi-Wk	\$4,202.38	\$4,334.91	\$4,472.34	\$4,610.04	\$4,747.36	\$4,884.72	\$5,021.96	\$5,172.65	\$5,250.27
		Daily	\$420.24	\$433.50	\$447.24	\$461.01	\$474.74	\$488.48	\$502.20	\$517.27	\$525.03
		Hourly	\$52.53	\$54.19	\$55.91	\$57.63	\$59.35	\$61.06	\$62.78	\$64.66	\$65.63
CS	40	Annual	\$114,120.00	\$117,783.00	\$121,453.00	\$125,108.00	\$128,774.00	\$132,439.00	\$136,094.00	\$140,178.00	\$142,283.00
		Bi-Wk	\$4,372.42	\$4,512.76	\$4,653.38	\$4,793.41	\$4,933.87	\$5,074.30	\$5,214.33	\$5,370.81	\$5,451.46
		Daily	\$437.25	\$451.28	\$465.34	\$479.35	\$493.39	\$507.43	\$521.44	\$537.09	\$545.15
		Hourly	\$54.66	\$56.41	\$58.17	\$59.92	\$61.68	\$63.43	\$65.18	\$67.14	\$68.15
CS	41	Annual	\$118,903.00	\$122,656.00	\$126,400.00	\$130,150.00	\$133,906.00	\$137,648.00	\$141,402.00	\$145,645.00	\$147,830.00
		Bi-Wk	\$4,555.68	\$4,699.47	\$4,842.92	\$4,986.60	\$5,130.50	\$5,273.87	\$5,417.71	\$5,580.27	\$5,663.99
		Daily	\$455.57	\$469.95	\$484.30	\$498.66	\$513.05	\$527.39	\$541.78	\$558.03	\$566.40
		Hourly	\$56.95	\$58.75	\$60.54	\$62.34	\$64.14	\$65.93	\$67.73	\$69.76	\$70.80
CS	42	Annual	\$123,860.00	\$127,690.00	\$131,523.00	\$135,355.00	\$139,191.00	\$143,026.00	\$146,859.00	\$151,265.00	\$153,535.00
		Bi-Wk	\$4,745.60	\$4,892.34	\$5,039.20	\$5,186.02	\$5,332.99	\$5,479.93	\$5,626.79	\$5,795.60	\$5,882.57
		Daily	\$474.56	\$489.24	\$503.92	\$518.61	\$533.30	\$548.00	\$562.68	\$579.56	\$588.26
		Hourly	\$59.32	\$61.16	\$62.99	\$64.83	\$66.67	\$68.50	\$70.34	\$72.45	\$73.54
CS	43	Annual	\$129,110.00	\$133,028.00	\$136,933.00	\$140,840.00	\$144,756.00	\$148,665.00	\$152,575.00	\$157,151.00	\$159,508.00
		Bi-Wk	\$4,946.75	\$5,096.86	\$5,246.48	\$5,396.17	\$5,546.21	\$5,695.98	\$5,845.79	\$6,021.12	\$6,111.42
		Daily	\$494.68	\$509.69	\$524.65	\$539.62	\$554.63	\$569.60	\$584.58	\$602.12	\$611.15
		Hourly	\$61.84	\$63.72	\$65.59	\$67.46	\$69.33	\$71.20	\$73.08	\$75.27	\$76.40