## SP PAY PLAN EFFECTIVE 1/14/2000

## PLAN GROUPPERIODSTEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP 6 STEP 7 STEP 8 STEP 9 STEP 1 (STEP 11

SP	1	Annual Biweekly Daily Hourly	\$37,851 \$1,450.23 \$145.03 \$18.13	\$39,109 \$1,498.43 \$149.85 \$18.74	\$40,371 \$1,546.79 \$154.68 \$19.34	\$41,630 \$1,595.02 \$159.51 \$19.94	\$42,922 \$1,644.53 \$164.46 \$20.56	\$44,147 \$1,691.46 \$169.15 \$21.15	\$45,394 \$1,739.24 \$173.93 \$21.75	\$46,669 \$1,788.09 \$178.81 \$22.36	\$47,927 \$1,836.29 \$183.63 \$22.96	\$49,448 \$1,894.56 \$189.46 \$23.69	\$52,250 \$2,001.92 \$200.20 \$25.03
SP	3	Annual Biweekly Daily Hourly							\$53,451 \$2,047.94 \$204.80 \$25.60	\$55,068 \$2,109.89 \$210.99 \$26.38	\$56,684 \$2,171.81 \$217.19 \$27.15	\$59,466 \$2,278.40 \$227.84 \$28.48	\$61,116 \$2,341.61 \$234.17 \$29.28
SP	4 Trainee	Annual Biweekly Daily Hourly Annual	\$30,186						\$56,673 \$2,171.38 \$217.14 \$27.15	\$58,343 \$2,235.37 \$223.54 \$27.95	\$60,016 \$2,299.47 \$229.95 \$28.75	\$62,923 \$2,410.85 \$241.09 \$30.14	\$64,632 \$2,476.33 \$247.64 \$30.96