

P-2 EXCLUDED CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	1	Annual	\$22,594.00	\$23,145.00	\$23,700.00	\$24,241.00	\$24,798.00	\$25,345.00	\$25,897.00	\$26,675.00	\$27,076.00
		Bi-Wk	\$865.68	\$886.79	\$908.05	\$928.78	\$950.12	\$971.08	\$992.23	\$1,022.04	\$1,037.40
		Daily	\$86.57	\$88.68	\$90.81	\$92.88	\$95.02	\$97.11	\$99.23	\$102.21	\$103.74
		Hourly	\$10.83	\$11.09	\$11.36	\$11.61	\$11.88	\$12.14	\$12.41	\$12.78	\$12.97
CS	2	Annual	\$23,700.00	\$24,241.00	\$24,798.00	\$25,345.00	\$25,897.00	\$26,445.00	\$26,995.00	\$27,805.00	\$28,219.00
		Bi-Wk	\$908.05	\$928.78	\$950.12	\$971.08	\$992.23	\$1,013.22	\$1,034.30	\$1,065.33	\$1,081.19
		Daily	\$90.81	\$92.88	\$95.02	\$97.11	\$99.23	\$101.33	\$103.43	\$106.54	\$108.12
		Hourly	\$11.36	\$11.61	\$11.88	\$12.14	\$12.41	\$12.67	\$12.93	\$13.32	\$13.52
CS	3	Annual	\$24,241.00	\$24,798.00	\$25,345.00	\$25,897.00	\$26,445.00	\$26,995.00	\$27,538.00	\$28,365.00	\$28,794.00
		Bi-Wk	\$928.78	\$950.12	\$971.08	\$992.23	\$1,013.22	\$1,034.30	\$1,055.10	\$1,086.79	\$1,103.22
		Daily	\$92.88	\$95.02	\$97.11	\$99.23	\$101.33	\$103.43	\$105.51	\$108.68	\$110.33
		Hourly	\$11.61	\$11.88	\$12.14	\$12.41	\$12.67	\$12.93	\$13.19	\$13.59	\$13.80
CS	4	Annual	\$25,024.00	\$25,693.00	\$26,365.00	\$27,035.00	\$27,702.00	\$28,370.00	\$29,038.00	\$29,908.00	\$30,358.00
		Bi-Wk	\$958.78	\$984.41	\$1,010.16	\$1,035.83	\$1,061.38	\$1,086.98	\$1,112.57	\$1,145.91	\$1,163.15
		Daily	\$95.88	\$98.45	\$101.02	\$103.59	\$106.14	\$108.70	\$111.26	\$114.60	\$116.32
		Hourly	\$11.99	\$12.31	\$12.63	\$12.95	\$13.27	\$13.59	\$13.91	\$14.33	\$14.54
CS	5	Annual	\$25,656.00	\$26,365.00	\$27,073.00	\$27,775.00	\$28,479.00	\$29,185.00	\$29,896.00	\$30,792.00	\$31,258.00
		Bi-Wk	\$982.99	\$1,010.16	\$1,037.28	\$1,064.18	\$1,091.15	\$1,118.20	\$1,145.45	\$1,179.78	\$1,197.63
		Daily	\$98.30	\$101.02	\$103.73	\$106.42	\$109.12	\$111.82	\$114.55	\$117.98	\$119.77
		Hourly	\$12.29	\$12.63	\$12.97	\$13.31	\$13.64	\$13.98	\$14.32	\$14.75	\$14.98
CS	6	Annual	\$26,526.00	\$27,233.00	\$27,940.00	\$28,643.00	\$29,350.00	\$30,058.00	\$30,758.00	\$31,681.00	\$32,160.00
		Bi-Wk	\$1,016.33	\$1,043.41	\$1,070.50	\$1,097.44	\$1,124.53	\$1,151.65	\$1,178.47	\$1,213.84	\$1,232.19
		Daily	\$101.64	\$104.35	\$107.05	\$109.75	\$112.46	\$115.17	\$117.85	\$121.39	\$123.22
		Hourly	\$12.71	\$13.05	\$13.39	\$13.72	\$14.06	\$14.40	\$14.74	\$15.18	\$15.41
CS	7	Annual	\$27,305.00	\$28,018.00	\$28,718.00	\$29,427.00	\$30,135.00	\$30,836.00	\$31,540.00	\$32,485.00	\$32,975.00
		Bi-Wk	\$1,046.17	\$1,073.49	\$1,100.31	\$1,127.48	\$1,154.60	\$1,181.46	\$1,208.43	\$1,244.64	\$1,263.41
		Daily	\$104.62	\$107.35	\$110.04	\$112.75	\$115.46	\$118.15	\$120.85	\$124.47	\$126.35
		Hourly	\$13.08	\$13.42	\$13.76	\$14.10	\$14.44	\$14.77	\$15.11	\$15.56	\$15.80
CS	8	Annual	\$29,350.00	\$30,217.00	\$31,078.00	\$31,947.00	\$32,805.00	\$33,672.00	\$34,546.00	\$35,583.00	\$36,117.00
		Bi-Wk	\$1,124.53	\$1,157.74	\$1,190.73	\$1,224.03	\$1,256.90	\$1,290.12	\$1,323.61	\$1,363.34	\$1,383.80
		Daily	\$112.46	\$115.78	\$119.08	\$122.41	\$125.69	\$129.02	\$132.37	\$136.34	\$138.38
		Hourly	\$14.06	\$14.48	\$14.89	\$15.31	\$15.72	\$16.13	\$16.55	\$17.05	\$17.30
CS	9	Annual	\$30,249.00	\$31,154.00	\$32,051.00	\$32,963.00	\$33,863.00	\$34,761.00	\$35,671.00	\$36,739.00	\$37,293.00
		Bi-Wk	\$1,158.97	\$1,193.64	\$1,228.01	\$1,262.96	\$1,297.44	\$1,331.84	\$1,366.71	\$1,407.63	\$1,428.86
		Daily	\$115.90	\$119.37	\$122.81	\$126.30	\$129.75	\$133.19	\$136.68	\$140.77	\$142.89
		Hourly	\$14.49	\$14.93	\$15.36	\$15.79	\$16.22	\$16.65	\$17.09	\$17.60	\$17.87

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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	\$31,229.00	\$32,173.00	\$33,113.00	\$34,060.00	\$35,001.00	\$35,958.00	\$36,949.00	\$38,057.00	\$38,630.00
		Bi-Wk	\$1,196.52	\$1,232.69	\$1,268.70	\$1,304.99	\$1,341.04	\$1,377.71	\$1,415.68	\$1,458.13	\$1,480.08
		Daily	\$119.66	\$123.27	\$126.87	\$130.50	\$134.11	\$137.78	\$141.57	\$145.82	\$148.01
		Hourly	\$14.96	\$15.41	\$15.86	\$16.32	\$16.77	\$17.23	\$17.70	\$18.23	\$18.51
CS	11	Annual	\$32,218.00	\$33,197.00	\$34,179.00	\$35,165.00	\$36,177.00	\$37,209.00	\$38,239.00	\$39,386.00	\$39,980.00
		Bi-Wk	\$1,234.41	\$1,271.92	\$1,309.55	\$1,347.32	\$1,386.10	\$1,425.64	\$1,465.10	\$1,509.05	\$1,531.81
		Daily	\$123.45	\$127.20	\$130.96	\$134.74	\$138.61	\$142.57	\$146.51	\$150.91	\$153.19
		Hourly	\$15.44	\$15.90	\$16.37	\$16.85	\$17.33	\$17.83	\$18.32	\$18.87	\$19.15
CS	12	Annual	\$33,264.00	\$34,284.00	\$35,307.00	\$36,368.00	\$37,436.00	\$38,509.00	\$39,584.00	\$40,772.00	\$41,386.00
		Bi-Wk	\$1,274.49	\$1,313.57	\$1,352.76	\$1,393.41	\$1,434.33	\$1,475.45	\$1,516.63	\$1,562.15	\$1,585.68
		Daily	\$127.45	\$131.36	\$135.28	\$139.35	\$143.44	\$147.55	\$151.67	\$156.22	\$158.57
		Hourly	\$15.94	\$16.42	\$16.91	\$17.42	\$17.93	\$18.45	\$18.96	\$19.53	\$19.83
CS	13	Annual	\$35,139.00	\$36,431.00	\$37,739.00	\$39,044.00	\$40,356.00	\$41,665.00	\$42,977.00	\$44,266.00	\$44,932.00
		Bi-Wk	\$1,346.33	\$1,395.83	\$1,445.94	\$1,495.94	\$1,546.21	\$1,596.37	\$1,646.63	\$1,696.02	\$1,721.54
		Daily	\$134.64	\$139.59	\$144.60	\$149.60	\$154.63	\$159.64	\$164.67	\$169.61	\$172.16
		Hourly	\$16.83	\$17.45	\$18.08	\$18.70	\$19.33	\$19.96	\$20.59	\$21.21	\$21.52
CS	14	Annual	\$36,784.00	\$38,135.00	\$39,490.00	\$40,839.00	\$42,183.00	\$43,536.00	\$44,885.00	\$46,232.00	\$46,925.00
		Bi-Wk	\$1,409.35	\$1,461.12	\$1,513.03	\$1,564.72	\$1,616.21	\$1,668.05	\$1,719.74	\$1,771.35	\$1,797.90
		Daily	\$140.94	\$146.12	\$151.31	\$156.48	\$161.63	\$166.81	\$171.98	\$177.14	\$179.79
		Hourly	\$17.62	\$18.27	\$18.92	\$19.56	\$20.21	\$20.86	\$21.50	\$22.15	\$22.48
CS	15	Annual	\$38,548.00	\$39,941.00	\$41,331.00	\$42,717.00	\$44,112.00	\$45,504.00	\$46,904.00	\$48,310.00	\$49,033.00
		Bi-Wk	\$1,476.94	\$1,530.31	\$1,583.57	\$1,636.67	\$1,690.12	\$1,743.45	\$1,797.09	\$1,850.96	\$1,878.66
		Daily	\$147.70	\$153.04	\$158.36	\$163.67	\$169.02	\$174.35	\$179.71	\$185.10	\$187.87
		Hourly	\$18.47	\$19.13	\$19.80	\$20.46	\$21.13	\$21.80	\$22.47	\$23.14	\$23.49
CS	16	Annual	\$40,429.00	\$41,863.00	\$43,296.00	\$44,720.00	\$46,154.00	\$47,588.00	\$49,017.00	\$50,487.00	\$51,246.00
		Bi-Wk	\$1,549.01	\$1,603.95	\$1,658.86	\$1,713.41	\$1,768.36	\$1,823.30	\$1,878.05	\$1,934.37	\$1,963.45
		Daily	\$154.91	\$160.40	\$165.89	\$171.35	\$176.84	\$182.33	\$187.81	\$193.44	\$196.35
		Hourly	\$19.37	\$20.05	\$20.74	\$21.42	\$22.11	\$22.80	\$23.48	\$24.18	\$24.55
CS	17	Annual	\$42,429.00	\$43,902.00	\$45,375.00	\$46,848.00	\$48,319.00	\$49,789.00	\$51,267.00	\$52,807.00	\$53,601.00
		Bi-Wk	\$1,625.64	\$1,682.07	\$1,738.51	\$1,794.95	\$1,851.31	\$1,907.63	\$1,964.26	\$2,023.26	\$2,053.68
		Daily	\$162.57	\$168.21	\$173.86	\$179.50	\$185.14	\$190.77	\$196.43	\$202.33	\$205.37
		Hourly	\$20.33	\$21.03	\$21.74	\$22.44	\$23.15	\$23.85	\$24.56	\$25.30	\$25.68
CS	18	Annual	\$44,570.00	\$46,071.00	\$47,588.00	\$49,098.00	\$50,607.00	\$52,114.00	\$53,625.00	\$55,235.00	\$56,065.00
		Bi-Wk	\$1,707.67	\$1,765.18	\$1,823.30	\$1,881.15	\$1,938.97	\$1,996.71	\$2,054.60	\$2,116.29	\$2,148.09
		Daily	\$170.77	\$176.52	\$182.33	\$188.12	\$193.90	\$199.68	\$205.46	\$211.63	\$214.81
		Hourly	\$21.35	\$22.07	\$22.80	\$23.52	\$24.24	\$24.96	\$25.69	\$26.46	\$26.86

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CS	19	Annual	\$46,765.00	\$48,319.00	\$49,873.00	\$51,427.00	\$52,986.00	\$54,537.00	\$56,086.00	\$57,768.00	\$58,639.00
		Bi-Wk	\$1,791.77	\$1,851.31	\$1,910.85	\$1,970.39	\$2,030.12	\$2,089.55	\$2,148.89	\$2,213.34	\$2,246.71
		Daily	\$179.18	\$185.14	\$191.09	\$197.04	\$203.02	\$208.96	\$214.89	\$221.34	\$224.68
		Hourly	\$22.40	\$23.15	\$23.89	\$24.63	\$25.38	\$26.12	\$26.87	\$27.67	\$28.09
CS	20	Annual	\$49,142.00	\$50,736.00	\$52,323.00	\$53,917.00	\$55,506.00	\$57,104.00	\$58,692.00	\$60,451.00	\$61,361.00
		Bi-Wk	\$1,882.84	\$1,943.91	\$2,004.72	\$2,065.79	\$2,126.67	\$2,187.90	\$2,248.74	\$2,316.14	\$2,351.00
		Daily	\$188.29	\$194.40	\$200.48	\$206.58	\$212.67	\$218.79	\$224.88	\$231.62	\$235.10
		Hourly	\$23.54	\$24.30	\$25.06	\$25.83	\$26.59	\$27.35	\$28.11	\$28.96	\$29.39
CS	21	Annual	\$51,566.00	\$53,211.00	\$54,838.00	\$56,472.00	\$58,111.00	\$59,743.00	\$61,382.00	\$63,224.00	\$64,174.00
		Bi-Wk	\$1,975.71	\$2,038.74	\$2,101.08	\$2,163.68	\$2,226.48	\$2,289.01	\$2,351.81	\$2,422.38	\$2,458.78
		Daily	\$197.58	\$203.88	\$210.11	\$216.37	\$222.65	\$228.91	\$235.19	\$242.24	\$245.88
		Hourly	\$24.70	\$25.49	\$26.27	\$27.05	\$27.84	\$28.62	\$29.40	\$30.28	\$30.74
CS	22	Annual	\$52,986.00	\$54,921.00	\$56,862.00	\$58,800.00	\$60,746.00	\$62,684.00	\$64,627.00	\$66,566.00	\$67,565.00
		Bi-Wk	\$2,030.12	\$2,104.26	\$2,178.63	\$2,252.88	\$2,327.44	\$2,401.69	\$2,476.14	\$2,550.43	\$2,588.70
		Daily	\$203.02	\$210.43	\$217.87	\$225.29	\$232.75	\$240.17	\$247.62	\$255.05	\$258.87
		Hourly	\$25.38	\$26.31	\$27.24	\$28.17	\$29.10	\$30.03	\$30.96	\$31.89	\$32.36
CS	23	Annual	\$55,493.00	\$57,513.00	\$59,532.00	\$61,553.00	\$63,582.00	\$65,598.00	\$67,618.00	\$69,648.00	\$70,697.00
		Bi-Wk	\$2,126.17	\$2,203.57	\$2,280.92	\$2,358.36	\$2,436.10	\$2,513.34	\$2,590.73	\$2,668.51	\$2,708.70
		Daily	\$212.62	\$220.36	\$228.10	\$235.84	\$243.61	\$251.34	\$259.08	\$266.86	\$270.87
		Hourly	\$26.58	\$27.55	\$28.52	\$29.48	\$30.46	\$31.42	\$32.39	\$33.36	\$33.86
CS	24	Annual	\$58,162.00	\$60,268.00	\$62,377.00	\$64,481.00	\$66,591.00	\$68,696.00	\$70,804.00	\$72,927.00	\$74,026.00
		Bi-Wk	\$2,228.43	\$2,309.12	\$2,389.93	\$2,470.54	\$2,551.38	\$2,632.04	\$2,712.80	\$2,794.14	\$2,836.25
		Daily	\$222.85	\$230.92	\$239.00	\$247.06	\$255.14	\$263.21	\$271.28	\$279.42	\$283.63
		Hourly	\$27.86	\$28.87	\$29.88	\$30.89	\$31.90	\$32.91	\$33.91	\$34.93	\$35.46
CS	25	Annual	\$61,001.00	\$63,187.00	\$65,372.00	\$67,554.00	\$69,743.00	\$71,926.00	\$74,108.00	\$76,333.00	\$77,480.00
		Bi-Wk	\$2,337.21	\$2,420.96	\$2,504.68	\$2,588.28	\$2,672.15	\$2,755.79	\$2,839.39	\$2,924.64	\$2,968.59
		Daily	\$233.73	\$242.10	\$250.47	\$258.83	\$267.22	\$275.58	\$283.94	\$292.47	\$296.86
		Hourly	\$29.22	\$30.27	\$31.31	\$32.36	\$33.41	\$34.45	\$35.50	\$36.56	\$37.11
CS	26	Annual	\$64,004.00	\$66,269.00	\$68,537.00	\$70,804.00	\$73,073.00	\$75,341.00	\$77,602.00	\$79,931.00	\$81,133.00
		Bi-Wk	\$2,452.27	\$2,539.05	\$2,625.94	\$2,712.80	\$2,799.74	\$2,886.63	\$2,973.26	\$3,062.50	\$3,108.55
		Daily	\$245.23	\$253.91	\$262.60	\$271.28	\$279.98	\$288.67	\$297.33	\$306.25	\$310.86
		Hourly	\$30.66	\$31.74	\$32.83	\$33.91	\$35.00	\$36.09	\$37.17	\$38.29	\$38.86
CS	27	Annual	\$67,180.00	\$69,532.00	\$71,875.00	\$74,215.00	\$76,560.00	\$78,905.00	\$81,254.00	\$83,690.00	\$84,951.00
		Bi-Wk	\$2,573.95	\$2,664.07	\$2,753.84	\$2,843.49	\$2,933.34	\$3,023.19	\$3,113.19	\$3,206.52	\$3,254.83
		Daily	\$257.40	\$266.41	\$275.39	\$284.35	\$293.34	\$302.32	\$311.32	\$320.66	\$325.49
		Hourly	\$32.18	\$33.31	\$34.43	\$35.55	\$36.67	\$37.79	\$38.92	\$40.09	\$40.69

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CS	28	Annual	\$70,625.00	\$73,002.00	\$75,422.00	\$77,853.00	\$80,277.00	\$82,708.00	\$85,128.00	\$87,684.00	\$89,004.00
		Bi-Wk	\$2,705.94	\$2,797.02	\$2,889.74	\$2,982.88	\$3,075.75	\$3,168.89	\$3,261.61	\$3,359.55	\$3,410.12
		Daily	\$270.60	\$279.71	\$288.98	\$298.29	\$307.58	\$316.89	\$326.17	\$335.96	\$341.02
		Hourly	\$33.83	\$34.97	\$36.13	\$37.29	\$38.45	\$39.62	\$40.78	\$42.00	\$42.63
CS	29	Annual	\$71,255.00	\$73,925.00	\$76,597.00	\$79,278.00	\$81,951.00	\$84,622.00	\$87,295.00	\$89,913.00	\$91,267.00
		Bi-Wk	\$2,730.08	\$2,832.38	\$2,934.76	\$3,037.48	\$3,139.89	\$3,242.23	\$3,344.64	\$3,444.95	\$3,496.82
		Daily	\$273.01	\$283.24	\$293.48	\$303.75	\$313.99	\$324.23	\$334.47	\$344.50	\$349.69
		Hourly	\$34.13	\$35.41	\$36.69	\$37.97	\$39.25	\$40.53	\$41.81	\$43.07	\$43.72
CS	30	Annual	\$74,108.00	\$76,859.00	\$79,619.00	\$82,361.00	\$85,116.00	\$87,872.00	\$90,620.00	\$93,339.00	\$94,747.00
		Bi-Wk	\$2,839.39	\$2,944.79	\$3,050.54	\$3,155.60	\$3,261.15	\$3,366.75	\$3,472.04	\$3,576.21	\$3,630.16
		Daily	\$283.94	\$294.48	\$305.06	\$315.56	\$326.12	\$336.68	\$347.21	\$357.63	\$363.02
		Hourly	\$35.50	\$36.81	\$38.14	\$39.45	\$40.77	\$42.09	\$43.41	\$44.71	\$45.38
CS	31	Annual	\$77,082.00	\$79,917.00	\$82,750.00	\$85,586.00	\$88,416.00	\$91,252.00	\$94,078.00	\$96,901.00	\$98,359.00
		Bi-Wk	\$2,953.34	\$3,061.96	\$3,170.50	\$3,279.16	\$3,387.59	\$3,496.25	\$3,604.53	\$3,712.69	\$3,768.55
		Daily	\$295.34	\$306.20	\$317.05	\$327.92	\$338.76	\$349.63	\$360.46	\$371.27	\$376.86
		Hourly	\$36.92	\$38.28	\$39.64	\$40.99	\$42.35	\$43.71	\$45.06	\$46.41	\$47.11
CS	32	Annual	\$80,176.00	\$83,086.00	\$85,990.00	\$88,908.00	\$91,821.00	\$94,727.00	\$97,649.00	\$100,578.00	\$102,090.00
		Bi-Wk	\$3,071.88	\$3,183.38	\$3,294.64	\$3,406.44	\$3,518.05	\$3,629.39	\$3,741.35	\$3,853.57	\$3,911.50
		Daily	\$307.19	\$318.34	\$329.47	\$340.65	\$351.81	\$362.94	\$374.14	\$385.36	\$391.15
		Hourly	\$38.40	\$39.80	\$41.19	\$42.59	\$43.98	\$45.37	\$46.77	\$48.17	\$48.90
CS	33	Annual	\$83,401.00	\$86,391.00	\$89,389.00	\$92,378.00	\$95,371.00	\$98,359.00	\$101,358.00	\$104,398.00	\$105,971.00
		Bi-Wk	\$3,195.45	\$3,310.00	\$3,424.87	\$3,539.39	\$3,654.07	\$3,768.55	\$3,883.45	\$3,999.93	\$4,060.20
		Daily	\$319.55	\$331.00	\$342.49	\$353.94	\$365.41	\$376.86	\$388.35	\$400.00	\$406.02
		Hourly	\$39.95	\$41.38	\$42.82	\$44.25	\$45.68	\$47.11	\$48.55	\$50.00	\$50.76
CS	34	Annual	\$86,836.00	\$89,911.00	\$92,983.00	\$96,062.00	\$99,132.00	\$102,207.00	\$105,281.00	\$108,438.00	\$110,070.00
		Bi-Wk	\$3,327.05	\$3,444.87	\$3,562.57	\$3,680.54	\$3,798.17	\$3,915.98	\$4,033.76	\$4,154.72	\$4,217.25
		Daily	\$332.71	\$344.49	\$356.26	\$368.06	\$379.82	\$391.60	\$403.38	\$415.48	\$421.73
		Hourly	\$41.59	\$43.07	\$44.54	\$46.01	\$47.48	\$48.95	\$50.43	\$51.94	\$52.72
CS	35	Annual	\$90,408.00	\$93,554.00	\$96,709.00	\$99,863.00	\$103,016.00	\$106,166.00	\$109,313.00	\$112,593.00	\$114,283.00
		Bi-Wk	\$3,463.91	\$3,584.45	\$3,705.33	\$3,826.17	\$3,946.98	\$4,067.67	\$4,188.24	\$4,313.91	\$4,378.66
		Daily	\$346.40	\$358.45	\$370.54	\$382.62	\$394.70	\$406.77	\$418.83	\$431.40	\$437.87
		Hourly	\$43.30	\$44.81	\$46.32	\$47.83	\$49.34	\$50.85	\$52.36	\$53.93	\$54.74
CS	36	Annual	\$94,161.00	\$97,393.00	\$100,633.00	\$103,863.00	\$107,098.00	\$110,327.00	\$113,563.00	\$116,968.00	\$118,726.00
		Bi-Wk	\$3,607.71	\$3,731.54	\$3,855.68	\$3,979.43	\$4,103.38	\$4,227.09	\$4,351.08	\$4,481.54	\$4,548.89
		Daily	\$360.78	\$373.16	\$385.57	\$397.95	\$410.34	\$422.71	\$435.11	\$448.16	\$454.89
		Hourly	\$45.10	\$46.65	\$48.20	\$49.75	\$51.30	\$52.84	\$54.39	\$56.02	\$56.87

P-2 EXCLUDED CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 6/22/2007

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	37	Annual	\$98,070.00	\$101,395.00	\$104,716.00	\$108,033.00	\$111,358.00	\$114,679.00	\$117,998.00	\$121,538.00	\$123,363.00
		Bi-Wk	\$3,757.48	\$3,884.87	\$4,012.11	\$4,139.20	\$4,266.60	\$4,393.84	\$4,521.00	\$4,656.63	\$4,726.56
		Daily	\$375.75	\$388.49	\$401.22	\$413.92	\$426.66	\$439.39	\$452.10	\$465.67	\$472.66
		Hourly	\$46.97	\$48.57	\$50.16	\$51.74	\$53.34	\$54.93	\$56.52	\$58.21	\$59.09
CS	38	Annual	\$102,121.00	\$105,513.00	\$108,922.00	\$112,318.00	\$115,719.00	\$119,123.00	\$122,520.00	\$126,195.00	\$128,091.00
		Bi-Wk	\$3,912.69	\$4,042.65	\$4,173.26	\$4,303.38	\$4,433.68	\$4,564.10	\$4,694.26	\$4,835.06	\$4,907.71
		Daily	\$391.27	\$404.27	\$417.33	\$430.34	\$443.37	\$456.41	\$469.43	\$483.51	\$490.78
		Hourly	\$48.91	\$50.54	\$52.17	\$53.80	\$55.43	\$57.06	\$58.68	\$60.44	\$61.35
CS	39	Annual	\$106,487.00	\$109,845.00	\$113,328.00	\$116,817.00	\$120,297.00	\$123,777.00	\$127,255.00	\$131,073.00	\$133,040.00
		Bi-Wk	\$4,079.97	\$4,208.63	\$4,342.07	\$4,475.75	\$4,609.09	\$4,742.42	\$4,875.68	\$5,021.96	\$5,097.32
		Daily	\$408.00	\$420.87	\$434.21	\$447.58	\$460.91	\$474.25	\$487.57	\$502.20	\$509.74
		Hourly	\$51.00	\$52.61	\$54.28	\$55.95	\$57.62	\$59.29	\$60.95	\$62.78	\$63.72
CS	40	Annual	\$110,796.00	\$114,352.00	\$117,915.00	\$121,464.00	\$125,023.00	\$128,581.00	\$132,130.00	\$136,095.00	\$138,138.00
		Bi-Wk	\$4,245.06	\$4,381.31	\$4,517.82	\$4,653.80	\$4,790.16	\$4,926.48	\$5,062.46	\$5,214.37	\$5,292.65
		Daily	\$424.51	\$438.14	\$451.79	\$465.38	\$479.02	\$492.65	\$506.25	\$521.44	\$529.27
		Hourly	\$53.07	\$54.77	\$56.48	\$58.18	\$59.88	\$61.59	\$63.29	\$65.18	\$66.16
CS	41	Annual	\$115,439.00	\$119,083.00	\$122,718.00	\$126,359.00	\$130,005.00	\$133,638.00	\$137,283.00	\$141,402.00	\$143,524.00
		Bi-Wk	\$4,422.96	\$4,562.57	\$4,701.84	\$4,841.35	\$4,981.04	\$5,120.23	\$5,259.89	\$5,417.71	\$5,499.01
		Daily	\$442.30	\$456.26	\$470.19	\$484.14	\$498.11	\$512.03	\$525.99	\$541.78	\$549.91
		Hourly	\$55.29	\$57.04	\$58.78	\$60.52	\$62.27	\$64.01	\$65.75	\$67.73	\$68.74
CS	42	Annual	\$120,252.00	\$123,970.00	\$127,692.00	\$131,412.00	\$135,136.00	\$138,860.00	\$142,581.00	\$146,859.00	\$149,063.00
		Bi-Wk	\$4,607.36	\$4,749.81	\$4,892.42	\$5,034.95	\$5,177.63	\$5,320.31	\$5,462.88	\$5,626.79	\$5,711.23
		Daily	\$460.74	\$474.99	\$489.25	\$503.50	\$517.77	\$532.04	\$546.29	\$562.68	\$571.13
		Hourly	\$57.60	\$59.38	\$61.16	\$62.94	\$64.73	\$66.51	\$68.29	\$70.34	\$71.40
CS	43	Annual	\$125,349.00	\$129,153.00	\$132,944.00	\$136,737.00	\$140,539.00	\$144,334.00	\$148,131.00	\$152,573.00	\$154,862.00
		Bi-Wk	\$4,802.65	\$4,948.40	\$5,093.64	\$5,238.97	\$5,384.64	\$5,530.04	\$5,675.52	\$5,845.71	\$5,933.41
		Daily	\$480.27	\$494.84	\$509.37	\$523.90	\$538.47	\$553.01	\$567.56	\$584.58	\$593.35
		Hourly	\$60.04	\$61.86	\$63.68	\$65.49	\$67.31	\$69.13	\$70.95	\$73.08	\$74.17