

P-2 EXCLUDED CONFIDENTIAL 40 HOUR PLAN EFFECTIVE 10/3/2003

P-2 EXCLUDED CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 10/3/2003

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	1	Annual	\$20,072.00	\$20,562.00	\$21,055.00	\$21,535.00	\$22,031.00	\$22,517.00	\$23,007.00	\$23,699.00	\$24,055.00
		Bi-Wk	\$769.05	\$787.82	\$806.71	\$825.10	\$844.10	\$862.73	\$881.50	\$908.01	\$921.65
		Daily	\$76.91	\$78.79	\$80.68	\$82.51	\$84.41	\$86.28	\$88.15	\$90.81	\$92.17
		Hourly	\$9.62	\$9.85	\$10.09	\$10.32	\$10.56	\$10.79	\$11.02	\$11.36	\$11.53
CS	2	Annual	\$21,055.00	\$21,535.00	\$22,031.00	\$22,517.00	\$23,007.00	\$23,495.00	\$23,982.00	\$24,702.00	\$25,071.00
		Bi-Wk	\$806.71	\$825.10	\$844.10	\$862.73	\$881.50	\$900.20	\$918.86	\$946.44	\$960.58
		Daily	\$80.68	\$82.51	\$84.41	\$86.28	\$88.15	\$90.02	\$91.89	\$94.65	\$96.06
		Hourly	\$10.09	\$10.32	\$10.56	\$10.79	\$11.02	\$11.26	\$11.49	\$11.84	\$12.01
CS	3	Annual	\$21,535.00	\$22,031.00	\$22,517.00	\$23,007.00	\$23,495.00	\$23,982.00	\$24,466.00	\$25,200.00	\$25,581.00
		Bi-Wk	\$825.10	\$844.10	\$862.73	\$881.50	\$900.20	\$918.86	\$937.40	\$965.52	\$980.12
		Daily	\$82.51	\$84.41	\$86.28	\$88.15	\$90.02	\$91.89	\$93.74	\$96.56	\$98.02
		Hourly	\$10.32	\$10.56	\$10.79	\$11.02	\$11.26	\$11.49	\$11.72	\$12.07	\$12.26
CS	4	Annual	\$22,233.00	\$22,826.00	\$23,424.00	\$24,018.00	\$24,611.00	\$25,204.00	\$25,798.00	\$26,570.00	\$26,970.00
		Bi-Wk	\$851.84	\$874.56	\$897.48	\$920.23	\$942.96	\$965.68	\$988.43	\$1,018.01	\$1,033.34
		Daily	\$85.19	\$87.46	\$89.75	\$92.03	\$94.30	\$96.57	\$98.85	\$101.81	\$103.34
		Hourly	\$10.65	\$10.94	\$11.22	\$11.51	\$11.79	\$12.08	\$12.36	\$12.73	\$12.92
CS	5	Annual	\$22,793.00	\$23,424.00	\$24,052.00	\$24,676.00	\$25,301.00	\$25,928.00	\$26,561.00	\$27,357.00	\$27,770.00
		Bi-Wk	\$873.30	\$897.48	\$921.54	\$945.45	\$969.39	\$993.41	\$1,017.67	\$1,048.17	\$1,063.99
		Daily	\$87.33	\$89.75	\$92.16	\$94.55	\$96.94	\$99.35	\$101.77	\$104.82	\$106.40
		Hourly	\$10.92	\$11.22	\$11.52	\$11.82	\$12.12	\$12.42	\$12.73	\$13.11	\$13.30
CS	6	Annual	\$23,566.00	\$24,194.00	\$24,822.00	\$25,447.00	\$26,076.00	\$26,704.00	\$27,327.00	\$28,147.00	\$28,572.00
		Bi-Wk	\$902.92	\$926.98	\$951.04	\$974.99	\$999.09	\$1,023.15	\$1,047.02	\$1,078.43	\$1,094.72
		Daily	\$90.30	\$92.70	\$95.11	\$97.50	\$99.91	\$102.32	\$104.71	\$107.85	\$109.48
		Hourly	\$11.29	\$11.59	\$11.89	\$12.19	\$12.49	\$12.79	\$13.09	\$13.49	\$13.69
CS	7	Annual	\$24,258.00	\$24,891.00	\$25,513.00	\$26,143.00	\$26,772.00	\$27,396.00	\$28,022.00	\$28,861.00	\$29,296.00
		Bi-Wk	\$929.43	\$953.68	\$977.51	\$1,001.65	\$1,025.75	\$1,049.66	\$1,073.64	\$1,105.79	\$1,122.46
		Daily	\$92.95	\$95.37	\$97.76	\$100.17	\$102.58	\$104.97	\$107.37	\$110.58	\$112.25
		Hourly	\$11.62	\$11.93	\$12.22	\$12.53	\$12.83	\$13.13	\$13.43	\$13.83	\$14.04
CS	8	Annual	\$26,076.00	\$26,845.00	\$27,610.00	\$28,382.00	\$29,145.00	\$29,915.00	\$30,692.00	\$31,613.00	\$32,088.00
		Bi-Wk	\$999.09	\$1,028.55	\$1,057.86	\$1,087.44	\$1,116.67	\$1,146.17	\$1,175.94	\$1,211.23	\$1,229.43
		Daily	\$99.91	\$102.86	\$105.79	\$108.75	\$111.67	\$114.62	\$117.60	\$121.13	\$122.95
		Hourly	\$12.49	\$12.86	\$13.23	\$13.60	\$13.96	\$14.33	\$14.70	\$15.15	\$15.37
CS	9	Annual	\$26,873.00	\$27,678.00	\$28,475.00	\$29,285.00	\$30,085.00	\$30,883.00	\$31,692.00	\$32,640.00	\$33,133.00
		Bi-Wk	\$1,029.62	\$1,060.46	\$1,091.00	\$1,122.04	\$1,152.69	\$1,183.26	\$1,214.26	\$1,250.58	\$1,269.47
		Daily	\$102.97	\$106.05	\$109.10	\$112.21	\$115.27	\$118.33	\$121.43	\$125.06	\$126.95

P-2 EXCLUDED CONFIDENTIAL 40 HOUR PLAN EFFECTIVE 10/3/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
	Hourly	\$12.88	\$13.26	\$13.64	\$14.03	\$14.41	\$14.80	\$15.18	\$15.64	\$15.87

P-2 EXCLUDED CONFIDENTIAL 40 HOUR PLAN EFFECTIVE 10/3/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	10 Annual	\$27,744.00	\$28,583.00	\$29,418.00	\$30,259.00	\$31,097.00	\$31,946.00	\$32,827.00	\$33,811.00	\$34,320.00
	Bi-Wk	\$1,062.99	\$1,095.14	\$1,127.13	\$1,159.35	\$1,191.46	\$1,223.99	\$1,257.74	\$1,295.45	\$1,314.95
	Daily	\$106.30	\$109.52	\$112.72	\$115.94	\$119.15	\$122.40	\$125.78	\$129.55	\$131.50
	Hourly	\$13.29	\$13.69	\$14.09	\$14.50	\$14.90	\$15.30	\$15.73	\$16.20	\$16.44
CS	11 Annual	\$28,623.00	\$29,494.00	\$30,366.00	\$31,241.00	\$32,141.00	\$33,058.00	\$33,973.00	\$34,992.00	\$35,520.00
	Bi-Wk	\$1,096.67	\$1,130.04	\$1,163.45	\$1,196.98	\$1,231.46	\$1,266.60	\$1,301.65	\$1,340.69	\$1,360.92
	Daily	\$109.67	\$113.01	\$116.35	\$119.70	\$123.15	\$126.66	\$130.17	\$134.07	\$136.10
	Hourly	\$13.71	\$14.13	\$14.55	\$14.97	\$15.40	\$15.84	\$16.28	\$16.76	\$17.02
CS	12 Annual	\$29,553.00	\$30,459.00	\$31,367.00	\$32,310.00	\$33,260.00	\$34,213.00	\$35,168.00	\$36,224.00	\$36,768.00
	Bi-Wk	\$1,132.30	\$1,167.02	\$1,201.81	\$1,237.94	\$1,274.33	\$1,310.85	\$1,347.44	\$1,387.90	\$1,408.74
	Daily	\$113.23	\$116.71	\$120.19	\$123.80	\$127.44	\$131.09	\$134.75	\$138.79	\$140.88
	Hourly	\$14.16	\$14.59	\$15.03	\$15.48	\$15.93	\$16.39	\$16.85	\$17.35	\$17.61
CS	13 Annual	\$31,219.00	\$32,366.00	\$33,528.00	\$34,688.00	\$35,854.00	\$37,017.00	\$38,183.00	\$39,328.00	\$39,920.00
	Bi-Wk	\$1,196.14	\$1,240.08	\$1,284.60	\$1,329.05	\$1,373.72	\$1,418.28	\$1,462.96	\$1,506.82	\$1,529.51
	Daily	\$119.62	\$124.01	\$128.46	\$132.91	\$137.38	\$141.83	\$146.30	\$150.69	\$152.96
	Hourly	\$14.96	\$15.51	\$16.06	\$16.62	\$17.18	\$17.73	\$18.29	\$18.84	\$19.12
CS	14 Annual	\$32,680.00	\$33,881.00	\$35,084.00	\$36,283.00	\$37,477.00	\$38,678.00	\$39,877.00	\$41,074.00	\$41,691.00
	Bi-Wk	\$1,252.11	\$1,298.13	\$1,344.22	\$1,390.16	\$1,435.91	\$1,481.92	\$1,527.86	\$1,573.72	\$1,597.36
	Daily	\$125.22	\$129.82	\$134.43	\$139.02	\$143.60	\$148.20	\$152.79	\$157.38	\$159.74
	Hourly	\$15.66	\$16.23	\$16.81	\$17.38	\$17.95	\$18.53	\$19.10	\$19.68	\$19.97
CS	15 Annual	\$34,247.00	\$35,485.00	\$36,721.00	\$37,952.00	\$39,191.00	\$40,428.00	\$41,671.00	\$42,920.00	\$43,563.00
	Bi-Wk	\$1,312.15	\$1,359.58	\$1,406.94	\$1,454.10	\$1,501.58	\$1,548.97	\$1,596.60	\$1,644.45	\$1,669.09
	Daily	\$131.22	\$135.96	\$140.70	\$145.41	\$150.16	\$154.90	\$159.66	\$164.45	\$166.91
	Hourly	\$16.41	\$17.00	\$17.59	\$18.18	\$18.77	\$19.37	\$19.96	\$20.56	\$20.87
CS	16 Annual	\$35,919.00	\$37,193.00	\$38,466.00	\$39,732.00	\$41,004.00	\$42,279.00	\$43,549.00	\$44,855.00	\$45,530.00
	Bi-Wk	\$1,376.21	\$1,425.02	\$1,473.80	\$1,522.30	\$1,571.04	\$1,619.89	\$1,668.55	\$1,718.59	\$1,744.45
	Daily	\$137.63	\$142.51	\$147.38	\$152.23	\$157.11	\$161.99	\$166.86	\$171.86	\$174.45
	Hourly	\$17.21	\$17.82	\$18.43	\$19.03	\$19.64	\$20.25	\$20.86	\$21.49	\$21.81
CS	17 Annual	\$37,697.00	\$39,004.00	\$40,313.00	\$41,622.00	\$42,929.00	\$44,235.00	\$45,548.00	\$46,916.00	\$47,622.00
	Bi-Wk	\$1,444.33	\$1,494.41	\$1,544.56	\$1,594.72	\$1,644.79	\$1,694.83	\$1,745.14	\$1,797.55	\$1,824.60
	Daily	\$144.44	\$149.45	\$154.46	\$159.48	\$164.48	\$169.49	\$174.52	\$179.76	\$182.46
	Hourly	\$18.06	\$18.69	\$19.31	\$19.94	\$20.56	\$21.19	\$21.82	\$22.47	\$22.81
CS	18 Annual	\$39,598.00	\$40,933.00	\$42,279.00	\$43,621.00	\$44,962.00	\$46,301.00	\$47,643.00	\$49,074.00	\$49,811.00
	Bi-Wk	\$1,517.17	\$1,568.32	\$1,619.89	\$1,671.31	\$1,722.69	\$1,773.99	\$1,825.41	\$1,880.23	\$1,908.47
	Daily	\$151.72	\$156.84	\$161.99	\$167.14	\$172.27	\$177.40	\$182.55	\$188.03	\$190.85
	Hourly	\$18.97	\$19.61	\$20.25	\$20.90	\$21.54	\$22.18	\$22.82	\$23.51	\$23.86

P-2 EXCLUDED CONFIDENTIAL 40 HOUR PLAN EFFECTIVE 10/3/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	19 Annual	\$41,548.00	\$42,929.00	\$44,309.00	\$45,691.00	\$47,075.00	\$48,453.00	\$49,831.00	\$51,325.00	\$52,099.00
	Bi-Wk	\$1,591.88	\$1,644.79	\$1,697.67	\$1,750.62	\$1,803.64	\$1,856.44	\$1,909.24	\$1,966.48	\$1,996.14
	Daily	\$159.19	\$164.48	\$169.77	\$175.07	\$180.37	\$185.65	\$190.93	\$196.65	\$199.62
	Hourly	\$19.90	\$20.56	\$21.23	\$21.89	\$22.55	\$23.21	\$23.87	\$24.59	\$24.96
CS	20 Annual	\$43,660.00	\$45,077.00	\$46,487.00	\$47,902.00	\$49,315.00	\$50,734.00	\$52,145.00	\$53,708.00	\$54,516.00
	Bi-Wk	\$1,672.80	\$1,727.09	\$1,781.12	\$1,835.33	\$1,889.47	\$1,943.84	\$1,997.90	\$2,057.78	\$2,088.74
	Daily	\$167.28	\$172.71	\$178.12	\$183.54	\$188.95	\$194.39	\$199.79	\$205.78	\$208.88
	Hourly	\$20.91	\$21.59	\$22.27	\$22.95	\$23.62	\$24.30	\$24.98	\$25.73	\$26.11
CS	21 Annual	\$45,814.00	\$47,276.00	\$48,721.00	\$50,173.00	\$51,629.00	\$53,078.00	\$54,535.00	\$56,172.00	\$57,016.00
	Bi-Wk	\$1,755.33	\$1,811.35	\$1,866.71	\$1,922.34	\$1,978.13	\$2,033.64	\$2,089.47	\$2,152.19	\$2,184.53
	Daily	\$175.54	\$181.14	\$186.68	\$192.24	\$197.82	\$203.37	\$208.95	\$215.22	\$218.46
	Hourly	\$21.95	\$22.65	\$23.34	\$24.03	\$24.73	\$25.43	\$26.12	\$26.91	\$27.31
CS	22 Annual	\$47,075.00	\$48,795.00	\$50,519.00	\$52,241.00	\$53,970.00	\$55,693.00	\$57,418.00	\$59,141.00	\$60,030.00
	Bi-Wk	\$1,803.64	\$1,869.55	\$1,935.60	\$2,001.58	\$2,067.82	\$2,133.84	\$2,199.93	\$2,265.94	\$2,300.00
	Daily	\$180.37	\$186.96	\$193.56	\$200.16	\$206.79	\$213.39	\$220.00	\$226.60	\$230.00
	Hourly	\$22.55	\$23.37	\$24.20	\$25.02	\$25.85	\$26.68	\$27.50	\$28.33	\$28.75
CS	23 Annual	\$49,302.00	\$51,098.00	\$52,892.00	\$54,688.00	\$56,491.00	\$58,282.00	\$60,075.00	\$61,879.00	\$62,811.00
	Bi-Wk	\$1,888.97	\$1,957.78	\$2,026.52	\$2,095.33	\$2,164.41	\$2,233.03	\$2,301.73	\$2,370.85	\$2,406.56
	Daily	\$188.90	\$195.78	\$202.66	\$209.54	\$216.45	\$223.31	\$230.18	\$237.09	\$240.66
	Hourly	\$23.62	\$24.48	\$25.34	\$26.20	\$27.06	\$27.92	\$28.78	\$29.64	\$30.09
CS	24 Annual	\$51,674.00	\$53,545.00	\$55,420.00	\$57,288.00	\$59,163.00	\$61,034.00	\$62,906.00	\$64,792.00	\$65,768.00
	Bi-Wk	\$1,979.85	\$2,051.54	\$2,123.38	\$2,194.95	\$2,266.79	\$2,338.47	\$2,410.20	\$2,482.46	\$2,519.85
	Daily	\$197.99	\$205.16	\$212.34	\$219.50	\$226.68	\$233.85	\$241.02	\$248.25	\$251.99
	Hourly	\$24.75	\$25.65	\$26.55	\$27.44	\$28.34	\$29.24	\$30.13	\$31.04	\$31.50
CS	25 Annual	\$54,198.00	\$56,139.00	\$58,080.00	\$60,019.00	\$61,964.00	\$63,904.00	\$65,842.00	\$67,819.00	\$68,838.00
	Bi-Wk	\$2,076.56	\$2,150.92	\$2,225.29	\$2,299.58	\$2,374.10	\$2,448.43	\$2,522.69	\$2,598.43	\$2,637.48
	Daily	\$207.66	\$215.10	\$222.53	\$229.96	\$237.41	\$244.85	\$252.27	\$259.85	\$263.75
	Hourly	\$25.96	\$26.89	\$27.82	\$28.75	\$29.68	\$30.61	\$31.54	\$32.49	\$32.97
CS	26 Annual	\$56,865.00	\$58,877.00	\$60,892.00	\$62,906.00	\$64,922.00	\$66,937.00	\$68,946.00	\$71,015.00	\$72,083.00
	Bi-Wk	\$2,178.74	\$2,255.83	\$2,333.03	\$2,410.20	\$2,487.44	\$2,564.64	\$2,641.61	\$2,720.89	\$2,761.81
	Daily	\$217.88	\$225.59	\$233.31	\$241.02	\$248.75	\$256.47	\$264.17	\$272.09	\$276.19
	Hourly	\$27.24	\$28.20	\$29.17	\$30.13	\$31.10	\$32.06	\$33.03	\$34.02	\$34.53
CS	27 Annual	\$59,687.00	\$61,776.00	\$63,858.00	\$65,937.00	\$68,022.00	\$70,103.00	\$72,192.00	\$74,356.00	\$75,475.00
	Bi-Wk	\$2,286.86	\$2,366.90	\$2,446.67	\$2,526.33	\$2,606.21	\$2,685.94	\$2,765.98	\$2,848.89	\$2,891.77
	Daily	\$228.69	\$236.69	\$244.67	\$252.64	\$260.63	\$268.60	\$276.60	\$284.89	\$289.18
	Hourly	\$28.59	\$29.59	\$30.59	\$31.58	\$32.58	\$33.58	\$34.58	\$35.62	\$36.15

P-2 EXCLUDED CONFIDENTIAL 40 HOUR PLAN EFFECTIVE 10/3/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	28 Annual	\$62,747.00	\$64,859.00	\$67,010.00	\$69,169.00	\$71,323.00	\$73,484.00	\$75,633.00	\$77,904.00	\$79,077.00
	Bi-Wk	\$2,404.10	\$2,485.02	\$2,567.44	\$2,650.16	\$2,732.69	\$2,815.48	\$2,897.82	\$2,984.83	\$3,029.78
	Daily	\$240.41	\$248.51	\$256.75	\$265.02	\$273.27	\$281.55	\$289.79	\$298.49	\$302.98
	Hourly	\$30.06	\$31.07	\$32.10	\$33.13	\$34.16	\$35.20	\$36.23	\$37.32	\$37.88
CS	29 Annual	\$63,307.00	\$65,679.00	\$68,055.00	\$70,435.00	\$72,811.00	\$75,184.00	\$77,559.00	\$79,885.00	\$81,088.00
	Bi-Wk	\$2,425.56	\$2,516.44	\$2,607.48	\$2,698.66	\$2,789.70	\$2,880.62	\$2,971.61	\$3,060.73	\$3,106.82
	Daily	\$242.56	\$251.65	\$260.75	\$269.87	\$278.97	\$288.07	\$297.17	\$306.08	\$310.69
	Hourly	\$30.32	\$31.46	\$32.60	\$33.74	\$34.88	\$36.01	\$37.15	\$38.26	\$38.84
CS	30 Annual	\$65,842.00	\$68,286.00	\$70,739.00	\$73,175.00	\$75,623.00	\$78,071.00	\$80,513.00	\$82,929.00	\$84,179.00
	Bi-Wk	\$2,522.69	\$2,616.33	\$2,710.31	\$2,803.64	\$2,897.44	\$2,991.23	\$3,084.79	\$3,177.36	\$3,225.25
	Daily	\$252.27	\$261.64	\$271.04	\$280.37	\$289.75	\$299.13	\$308.48	\$317.74	\$322.53
	Hourly	\$31.54	\$32.71	\$33.88	\$35.05	\$36.22	\$37.40	\$38.56	\$39.72	\$40.32
CS	31 Annual	\$68,484.00	\$71,003.00	\$73,521.00	\$76,040.00	\$78,554.00	\$81,074.00	\$83,585.00	\$86,093.00	\$87,389.00
	Bi-Wk	\$2,623.91	\$2,720.43	\$2,816.90	\$2,913.41	\$3,009.74	\$3,106.29	\$3,202.50	\$3,298.59	\$3,348.24
	Daily	\$262.40	\$272.05	\$281.69	\$291.35	\$300.98	\$310.63	\$320.25	\$329.86	\$334.83
	Hourly	\$32.80	\$34.01	\$35.22	\$36.42	\$37.63	\$38.83	\$40.04	\$41.24	\$41.86
CS	32 Annual	\$71,233.00	\$73,819.00	\$76,400.00	\$78,992.00	\$81,580.00	\$84,162.00	\$86,758.00	\$89,360.00	\$90,704.00
	Bi-Wk	\$2,729.24	\$2,828.32	\$2,927.21	\$3,026.52	\$3,125.68	\$3,224.60	\$3,324.07	\$3,423.76	\$3,475.25
	Daily	\$272.93	\$282.84	\$292.73	\$302.66	\$312.57	\$322.46	\$332.41	\$342.38	\$347.53
	Hourly	\$34.12	\$35.36	\$36.60	\$37.84	\$39.08	\$40.31	\$41.56	\$42.80	\$43.45
CS	33 Annual	\$74,099.00	\$76,756.00	\$79,419.00	\$82,074.00	\$84,734.00	\$87,389.00	\$90,053.00	\$92,754.00	\$94,152.00
	Bi-Wk	\$2,839.05	\$2,940.85	\$3,042.88	\$3,144.60	\$3,246.52	\$3,348.24	\$3,450.31	\$3,553.80	\$3,607.36
	Daily	\$283.91	\$294.09	\$304.29	\$314.46	\$324.66	\$334.83	\$345.04	\$355.38	\$360.74
	Hourly	\$35.49	\$36.77	\$38.04	\$39.31	\$40.59	\$41.86	\$43.13	\$44.43	\$45.10
CS	34 Annual	\$77,151.00	\$79,883.00	\$82,612.00	\$85,348.00	\$88,075.00	\$90,808.00	\$93,538.00	\$96,343.00	\$97,795.00
	Bi-Wk	\$2,955.98	\$3,060.66	\$3,165.22	\$3,270.04	\$3,374.53	\$3,479.24	\$3,583.84	\$3,691.31	\$3,746.94
	Daily	\$295.60	\$306.07	\$316.53	\$327.01	\$337.46	\$347.93	\$358.39	\$369.14	\$374.70
	Hourly	\$36.95	\$38.26	\$39.57	\$40.88	\$42.19	\$43.50	\$44.80	\$46.15	\$46.84
CS	35 Annual	\$80,324.00	\$83,120.00	\$85,923.00	\$88,726.00	\$91,526.00	\$94,325.00	\$97,121.00	\$100,035.00	\$101,537.00
	Bi-Wk	\$3,077.55	\$3,184.68	\$3,292.07	\$3,399.47	\$3,506.75	\$3,613.99	\$3,721.12	\$3,832.76	\$3,890.31
	Daily	\$307.76	\$318.47	\$329.21	\$339.95	\$350.68	\$361.40	\$372.12	\$383.28	\$389.04
	Hourly	\$38.47	\$39.81	\$41.16	\$42.50	\$43.84	\$45.18	\$46.52	\$47.91	\$48.63
CS	36 Annual	\$83,659.00	\$86,531.00	\$89,409.00	\$92,279.00	\$95,153.00	\$98,023.00	\$100,898.00	\$103,923.00	\$105,484.00
	Bi-Wk	\$3,205.33	\$3,315.37	\$3,425.64	\$3,535.60	\$3,645.71	\$3,755.68	\$3,865.83	\$3,981.73	\$4,041.54
	Daily	\$320.54	\$331.54	\$342.57	\$353.56	\$364.58	\$375.57	\$386.59	\$398.18	\$404.16
	Hourly	\$40.07	\$41.45	\$42.83	\$44.20	\$45.58	\$46.95	\$48.33	\$49.78	\$50.52

P-2 EXCLUDED CONFIDENTIAL 40 HOUR PLAN EFFECTIVE 10/3/2003

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	37	Annual	\$87,132.00	\$90,086.00	\$93,037.00	\$95,985.00	\$98,938.00	\$101,889.00	\$104,838.00	\$107,984.00	\$109,604.00
		Bi-Wk	\$3,338.40	\$3,451.58	\$3,564.64	\$3,677.59	\$3,790.73	\$3,903.80	\$4,016.79	\$4,137.32	\$4,199.39
		Daily	\$333.84	\$345.16	\$356.47	\$367.76	\$379.08	\$390.38	\$401.68	\$413.74	\$419.94
		Hourly	\$41.73	\$43.15	\$44.56	\$45.97	\$47.39	\$48.80	\$50.21	\$51.72	\$52.50
CS	38	Annual	\$90,732.00	\$93,745.00	\$96,773.00	\$99,791.00	\$102,813.00	\$105,837.00	\$108,856.00	\$112,121.00	\$113,805.00
		Bi-Wk	\$3,476.33	\$3,591.77	\$3,707.78	\$3,823.41	\$3,939.20	\$4,055.06	\$4,170.73	\$4,295.83	\$4,360.35
		Daily	\$347.64	\$359.18	\$370.78	\$382.35	\$393.92	\$405.51	\$417.08	\$429.59	\$436.04
		Hourly	\$43.46	\$44.90	\$46.35	\$47.80	\$49.24	\$50.69	\$52.14	\$53.70	\$54.51
CS	39	Annual	\$94,610.00	\$97,594.00	\$100,689.00	\$103,788.00	\$106,881.00	\$109,971.00	\$113,063.00	\$116,455.00	\$118,202.00
		Bi-Wk	\$3,624.91	\$3,739.24	\$3,857.82	\$3,976.56	\$4,095.06	\$4,213.45	\$4,331.92	\$4,461.88	\$4,528.82
		Daily	\$362.50	\$373.93	\$385.79	\$397.66	\$409.51	\$421.35	\$433.20	\$446.19	\$452.89
		Hourly	\$45.32	\$46.75	\$48.23	\$49.71	\$51.19	\$52.67	\$54.15	\$55.78	\$56.62
CS	40	Annual	\$98,438.00	\$101,599.00	\$104,764.00	\$107,918.00	\$111,079.00	\$114,240.00	\$117,394.00	\$120,917.00	\$122,732.00
		Bi-Wk	\$3,771.58	\$3,892.69	\$4,013.95	\$4,134.79	\$4,255.91	\$4,377.02	\$4,497.86	\$4,632.84	\$4,702.38
		Daily	\$377.16	\$389.27	\$401.40	\$413.48	\$425.60	\$437.71	\$449.79	\$463.29	\$470.24
		Hourly	\$47.15	\$48.66	\$50.18	\$51.69	\$53.20	\$54.72	\$56.23	\$57.92	\$58.78
CS	41	Annual	\$102,564.00	\$105,801.00	\$109,031.00	\$112,266.00	\$115,505.00	\$118,734.00	\$121,972.00	\$125,632.00	\$127,517.00
		Bi-Wk	\$3,929.66	\$4,053.68	\$4,177.44	\$4,301.38	\$4,425.48	\$4,549.20	\$4,673.26	\$4,813.49	\$4,885.71
		Daily	\$392.97	\$405.37	\$417.75	\$430.14	\$442.55	\$454.92	\$467.33	\$481.35	\$488.58
		Hourly	\$49.13	\$50.68	\$52.22	\$53.77	\$55.32	\$56.87	\$58.42	\$60.17	\$61.08
CS	42	Annual	\$106,840.00	\$110,144.00	\$113,451.00	\$116,756.00	\$120,065.00	\$123,373.00	\$126,680.00	\$130,481.00	\$132,438.00
		Bi-Wk	\$4,093.49	\$4,220.08	\$4,346.79	\$4,473.41	\$4,600.20	\$4,726.94	\$4,853.64	\$4,999.28	\$5,074.26
		Daily	\$409.35	\$422.01	\$434.68	\$447.35	\$460.02	\$472.70	\$485.37	\$499.93	\$507.43
		Hourly	\$51.17	\$52.76	\$54.34	\$55.92	\$57.51	\$59.09	\$60.68	\$62.50	\$63.43
CS	43	Annual	\$111,369.00	\$114,749.00	\$118,117.00	\$121,488.00	\$124,865.00	\$128,237.00	\$131,611.00	\$135,558.00	\$137,591.00
		Bi-Wk	\$4,267.02	\$4,396.52	\$4,525.56	\$4,654.72	\$4,784.10	\$4,913.30	\$5,042.57	\$5,193.80	\$5,271.69
		Daily	\$426.71	\$439.66	\$452.56	\$465.48	\$478.41	\$491.33	\$504.26	\$519.38	\$527.17
		Hourly	\$53.34	\$54.96	\$56.57	\$58.19	\$59.81	\$61.42	\$63.04	\$64.93	\$65.90