

**P-5 EXCLUDED CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 6/23/2006**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
CR	1	Annual	\$21,752.00	\$22,290.00	\$22,812.00	\$23,348.00	\$23,874.00	\$24,408.00	\$24,934.00	\$25,683.00
		Bi-Wk	\$833.41	\$854.03	\$874.03	\$894.56	\$914.72	\$935.18	\$955.33	\$984.03
		Daily	\$83.35	\$85.41	\$87.41	\$89.46	\$91.48	\$93.52	\$95.54	\$98.41
		Hourly	\$10.42	\$10.68	\$10.93	\$11.19	\$11.44	\$11.69	\$11.95	\$12.31
CR	2	Annual	\$22,812.00	\$23,348.00	\$23,874.00	\$24,408.00	\$24,934.00	\$25,461.00	\$25,990.00	\$26,770.00
		Bi-Wk	\$874.03	\$894.56	\$914.72	\$935.18	\$955.33	\$975.52	\$995.79	\$1,025.68
		Daily	\$87.41	\$89.46	\$91.48	\$93.52	\$95.54	\$97.56	\$99.58	\$102.57
		Hourly	\$10.93	\$11.19	\$11.44	\$11.69	\$11.95	\$12.20	\$12.45	\$12.83
CR	3	Annual	\$23,348.00	\$23,874.00	\$24,408.00	\$24,934.00	\$25,461.00	\$25,990.00	\$26,521.00	\$27,317.00
		Bi-Wk	\$894.56	\$914.72	\$935.18	\$955.33	\$975.52	\$995.79	\$1,016.14	\$1,046.63
		Daily	\$89.46	\$91.48	\$93.52	\$95.54	\$97.56	\$99.58	\$101.62	\$104.67
		Hourly	\$11.19	\$11.44	\$11.69	\$11.95	\$12.20	\$12.45	\$12.71	\$13.09
CR	4	Annual	\$24,097.00	\$24,741.00	\$25,385.00	\$26,032.00	\$26,683.00	\$27,317.00	\$27,960.00	\$28,799.00
		Bi-Wk	\$923.26	\$947.94	\$972.61	\$997.40	\$1,022.34	\$1,046.63	\$1,071.27	\$1,103.41
		Daily	\$92.33	\$94.80	\$97.27	\$99.74	\$102.24	\$104.67	\$107.13	\$110.35
		Hourly	\$11.55	\$11.85	\$12.16	\$12.47	\$12.78	\$13.09	\$13.40	\$13.80
CR	5	Annual	\$24,702.00	\$25,385.00	\$26,069.00	\$26,744.00	\$27,423.00	\$28,105.00	\$28,786.00	\$29,650.00
		Bi-Wk	\$946.44	\$972.61	\$998.82	\$1,024.68	\$1,050.69	\$1,076.82	\$1,102.92	\$1,136.02
		Daily	\$94.65	\$97.27	\$99.89	\$102.47	\$105.07	\$107.69	\$110.30	\$113.61
		Hourly	\$11.84	\$12.16	\$12.49	\$12.81	\$13.14	\$13.47	\$13.79	\$14.21
CR	6	Annual	\$25,543.00	\$26,222.00	\$26,900.00	\$27,582.00	\$28,261.00	\$28,939.00	\$29,617.00	\$30,506.00
		Bi-Wk	\$978.66	\$1,004.68	\$1,030.66	\$1,056.79	\$1,082.80	\$1,108.78	\$1,134.76	\$1,168.82
		Daily	\$97.87	\$100.47	\$103.07	\$105.68	\$108.28	\$110.88	\$113.48	\$116.89
		Hourly	\$12.24	\$12.56	\$12.89	\$13.21	\$13.54	\$13.86	\$14.19	\$14.62
CR	7	Annual	\$26,292.00	\$26,971.00	\$27,656.00	\$28,335.00	\$29,016.00	\$29,694.00	\$30,372.00	\$31,284.00
		Bi-Wk	\$1,007.36	\$1,033.38	\$1,059.62	\$1,085.64	\$1,111.73	\$1,137.71	\$1,163.68	\$1,198.63
		Daily	\$100.74	\$103.34	\$105.97	\$108.57	\$111.18	\$113.78	\$116.37	\$119.87
		Hourly	\$12.60	\$12.92	\$13.25	\$13.58	\$13.90	\$14.23	\$14.55	\$14.99
CR	8	Annual	\$28,261.00	\$29,092.00	\$29,928.00	\$30,758.00	\$31,596.00	\$32,423.00	\$33,261.00	\$34,259.00
		Bi-Wk	\$1,082.80	\$1,114.64	\$1,146.67	\$1,178.47	\$1,210.58	\$1,242.27	\$1,274.37	\$1,312.61
		Daily	\$108.28	\$111.47	\$114.67	\$117.85	\$121.06	\$124.23	\$127.44	\$131.27
		Hourly	\$13.54	\$13.94	\$14.34	\$14.74	\$15.14	\$15.53	\$15.93	\$16.41

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
CR	9	Annual	\$29,127.00	\$29,996.00	\$30,864.00	\$31,735.00	\$32,598.00	\$33,470.00	\$34,345.00	\$35,376.00
		Bi-Wk	\$1,115.98	\$1,149.28	\$1,182.53	\$1,215.91	\$1,248.97	\$1,282.38	\$1,315.91	\$1,355.41
		Daily	\$111.60	\$114.93	\$118.26	\$121.60	\$124.90	\$128.24	\$131.60	\$135.55
		Hourly	\$13.95	\$14.37	\$14.79	\$15.20	\$15.62	\$16.03	\$16.45	\$16.95
CR	10	Annual	\$30,068.00	\$30,977.00	\$31,878.00	\$32,794.00	\$33,698.00	\$34,621.00	\$35,579.00	\$36,647.00
		Bi-Wk	\$1,152.04	\$1,186.86	\$1,221.38	\$1,256.48	\$1,291.12	\$1,326.48	\$1,363.19	\$1,404.10
		Daily	\$115.21	\$118.69	\$122.14	\$125.65	\$129.12	\$132.65	\$136.32	\$140.41
		Hourly	\$14.41	\$14.84	\$15.27	\$15.71	\$16.14	\$16.59	\$17.04	\$17.56
CR	11	Annual	\$31,020.00	\$31,962.00	\$32,914.00	\$33,858.00	\$34,832.00	\$35,826.00	\$36,822.00	\$37,927.00
		Bi-Wk	\$1,188.51	\$1,224.60	\$1,261.08	\$1,297.25	\$1,334.56	\$1,372.65	\$1,410.81	\$1,453.15
		Daily	\$118.86	\$122.46	\$126.11	\$129.73	\$133.46	\$137.27	\$141.09	\$145.32
		Hourly	\$14.86	\$15.31	\$15.77	\$16.22	\$16.69	\$17.16	\$17.64	\$18.17
CR	12	Annual	\$32,027.00	\$33,019.00	\$33,995.00	\$35,018.00	\$36,043.00	\$37,080.00	\$38,110.00	\$39,254.00
		Bi-Wk	\$1,227.09	\$1,265.10	\$1,302.50	\$1,341.69	\$1,380.96	\$1,420.69	\$1,460.16	\$1,503.99
		Daily	\$122.71	\$126.51	\$130.25	\$134.17	\$138.10	\$142.07	\$146.02	\$150.40
		Hourly	\$15.34	\$15.82	\$16.29	\$16.78	\$17.27	\$17.76	\$18.26	\$18.80
CR	13	Annual	\$33,832.00	\$35,082.00	\$36,338.00	\$37,599.00	\$38,859.00	\$40,119.00	\$41,383.00	\$42,625.00
		Bi-Wk	\$1,296.25	\$1,344.14	\$1,392.27	\$1,440.58	\$1,488.86	\$1,537.13	\$1,585.56	\$1,633.15
		Daily	\$129.63	\$134.42	\$139.23	\$144.06	\$148.89	\$153.72	\$158.56	\$163.32
		Hourly	\$16.21	\$16.81	\$17.41	\$18.01	\$18.62	\$19.22	\$19.82	\$20.42
CR	14	Annual	\$35,417.00	\$36,722.00	\$38,019.00	\$39,319.00	\$40,619.00	\$41,919.00	\$43,219.00	\$44,516.00
		Bi-Wk	\$1,356.98	\$1,406.98	\$1,456.67	\$1,506.48	\$1,556.29	\$1,606.10	\$1,655.91	\$1,705.60
		Daily	\$135.70	\$140.70	\$145.67	\$150.65	\$155.63	\$160.61	\$165.60	\$170.56
		Hourly	\$16.97	\$17.59	\$18.21	\$18.84	\$19.46	\$20.08	\$20.70	\$21.32
CR	15	Annual	\$37,117.00	\$38,456.00	\$39,792.00	\$41,134.00	\$42,467.00	\$43,816.00	\$45,156.00	\$46,511.00
		Bi-Wk	\$1,422.11	\$1,473.41	\$1,524.60	\$1,576.02	\$1,627.09	\$1,678.78	\$1,730.12	\$1,782.04
		Daily	\$142.22	\$147.35	\$152.46	\$157.61	\$162.71	\$167.88	\$173.02	\$178.21
		Hourly	\$17.78	\$18.42	\$19.06	\$19.71	\$20.34	\$20.99	\$21.63	\$22.28
CR	16	Annual	\$38,925.00	\$40,303.00	\$41,682.00	\$43,064.00	\$44,440.00	\$45,821.00	\$47,197.00	\$48,613.00
		Bi-Wk	\$1,491.38	\$1,544.18	\$1,597.02	\$1,649.97	\$1,702.69	\$1,755.60	\$1,808.32	\$1,862.57
		Daily	\$149.14	\$154.42	\$159.71	\$165.00	\$170.27	\$175.56	\$180.84	\$186.26
		Hourly	\$18.65	\$19.31	\$19.97	\$20.63	\$21.29	\$21.95	\$22.61	\$23.29

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CR	17	Annual	\$40,852.00	\$42,269.00	\$43,690.00	\$45,107.00	\$46,528.00	\$47,944.00	\$49,362.00	\$50,843.00
		Bi-Wk	\$1,565.22	\$1,619.51	\$1,673.95	\$1,728.24	\$1,782.69	\$1,836.94	\$1,891.27	\$1,948.01
		Daily	\$156.53	\$161.96	\$167.40	\$172.83	\$178.27	\$183.70	\$189.13	\$194.81
		Hourly	\$19.57	\$20.25	\$20.93	\$21.61	\$22.29	\$22.97	\$23.65	\$24.36
CR	18	Annual	\$42,914.00	\$44,369.00	\$45,821.00	\$47,276.00	\$48,725.00	\$50,183.00	\$51,635.00	\$53,185.00
		Bi-Wk	\$1,644.22	\$1,699.97	\$1,755.60	\$1,811.35	\$1,866.86	\$1,922.73	\$1,978.36	\$2,037.74
		Daily	\$164.43	\$170.00	\$175.56	\$181.14	\$186.69	\$192.28	\$197.84	\$203.78
		Hourly	\$20.56	\$21.25	\$21.95	\$22.65	\$23.34	\$24.04	\$24.73	\$25.48
CR	19	Annual	\$45,028.00	\$46,528.00	\$48,022.00	\$49,523.00	\$51,012.00	\$52,509.00	\$54,006.00	\$55,627.00
		Bi-Wk	\$1,725.22	\$1,782.69	\$1,839.93	\$1,897.44	\$1,954.49	\$2,011.84	\$2,069.20	\$2,131.31
		Daily	\$172.53	\$178.27	\$184.00	\$189.75	\$195.45	\$201.19	\$206.92	\$213.14
		Hourly	\$21.57	\$22.29	\$23.00	\$23.72	\$24.44	\$25.15	\$25.87	\$26.65
CR	20	Annual	\$47,324.00	\$48,852.00	\$50,388.00	\$51,919.00	\$53,442.00	\$54,980.00	\$56,509.00	\$58,205.00
		Bi-Wk	\$1,813.19	\$1,871.73	\$1,930.58	\$1,989.24	\$2,047.59	\$2,106.52	\$2,165.10	\$2,230.08
		Daily	\$181.32	\$187.18	\$193.06	\$198.93	\$204.76	\$210.66	\$216.51	\$223.01
		Hourly	\$22.67	\$23.40	\$24.14	\$24.87	\$25.60	\$26.34	\$27.07	\$27.88
CR	21	Annual	\$49,654.00	\$51,234.00	\$52,804.00	\$54,378.00	\$55,956.00	\$57,528.00	\$59,102.00	\$60,876.00
		Bi-Wk	\$1,902.46	\$1,962.99	\$2,023.15	\$2,083.45	\$2,143.91	\$2,204.14	\$2,264.45	\$2,332.42
		Daily	\$190.25	\$196.30	\$202.32	\$208.35	\$214.40	\$220.42	\$226.45	\$233.25
		Hourly	\$23.79	\$24.54	\$25.29	\$26.05	\$26.80	\$27.56	\$28.31	\$29.16
CR	22	Annual	\$51,012.00	\$52,883.00	\$54,754.00	\$56,622.00	\$58,489.00	\$60,358.00	\$62,227.00	\$64,094.00
		Bi-Wk	\$1,954.49	\$2,026.17	\$2,097.86	\$2,169.43	\$2,240.96	\$2,312.57	\$2,384.18	\$2,455.71
		Daily	\$195.45	\$202.62	\$209.79	\$216.95	\$224.10	\$231.26	\$238.42	\$245.58
		Hourly	\$24.44	\$25.33	\$26.23	\$27.12	\$28.02	\$28.91	\$29.81	\$30.70
CR	23	Annual	\$53,431.00	\$55,382.00	\$57,318.00	\$59,271.00	\$61,216.00	\$63,165.00	\$65,111.00	\$67,065.00
		Bi-Wk	\$2,047.17	\$2,121.92	\$2,196.10	\$2,270.92	\$2,345.45	\$2,420.12	\$2,494.68	\$2,569.55
		Daily	\$204.72	\$212.20	\$219.61	\$227.10	\$234.55	\$242.02	\$249.47	\$256.96
		Hourly	\$25.59	\$26.53	\$27.46	\$28.39	\$29.32	\$30.26	\$31.19	\$32.12
CR	24	Annual	\$55,999.00	\$58,027.00	\$60,058.00	\$62,088.00	\$64,118.00	\$66,147.00	\$68,176.00	\$70,222.00
		Bi-Wk	\$2,145.56	\$2,223.26	\$2,301.08	\$2,378.86	\$2,456.63	\$2,534.37	\$2,612.11	\$2,690.50
		Daily	\$214.56	\$222.33	\$230.11	\$237.89	\$245.67	\$253.44	\$261.22	\$269.05
		Hourly	\$26.82	\$27.80	\$28.77	\$29.74	\$30.71	\$31.68	\$32.66	\$33.64

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CR	25	Annual	\$58,735.00	\$60,844.00	\$62,938.00	\$65,044.00	\$67,153.00	\$69,260.00	\$71,359.00	\$73,500.00
		Bi-Wk	\$2,250.39	\$2,331.19	\$2,411.42	\$2,492.11	\$2,572.92	\$2,653.64	\$2,734.07	\$2,816.10
		Daily	\$225.04	\$233.12	\$241.15	\$249.22	\$257.30	\$265.37	\$273.41	\$281.61
		Hourly	\$28.13	\$29.14	\$30.15	\$31.16	\$32.17	\$33.18	\$34.18	\$35.21
CR	26	Annual	\$61,628.00	\$63,841.00	\$65,998.00	\$68,176.00	\$70,359.00	\$72,538.00	\$74,718.00	\$76,960.00
		Bi-Wk	\$2,361.23	\$2,446.02	\$2,528.66	\$2,612.11	\$2,695.75	\$2,779.24	\$2,862.76	\$2,948.66
		Daily	\$236.13	\$244.61	\$252.87	\$261.22	\$269.58	\$277.93	\$286.28	\$294.87
		Hourly	\$29.52	\$30.58	\$31.61	\$32.66	\$33.70	\$34.75	\$35.79	\$36.86
CR	27	Annual	\$64,683.00	\$66,946.00	\$69,204.00	\$71,455.00	\$73,719.00	\$75,971.00	\$78,236.00	\$80,584.00
		Bi-Wk	\$2,478.28	\$2,564.99	\$2,651.50	\$2,737.74	\$2,824.49	\$2,910.77	\$2,997.55	\$3,087.51
		Daily	\$247.83	\$256.50	\$265.15	\$273.78	\$282.45	\$291.08	\$299.76	\$308.76
		Hourly	\$30.98	\$32.07	\$33.15	\$34.23	\$35.31	\$36.39	\$37.47	\$38.60
CR	28	Annual	\$67,954.00	\$70,289.00	\$72,628.00	\$74,967.00	\$77,299.00	\$79,632.00	\$81,966.00	\$84,425.00
		Bi-Wk	\$2,603.61	\$2,693.07	\$2,782.69	\$2,872.30	\$2,961.65	\$3,051.04	\$3,140.46	\$3,234.68
		Daily	\$260.37	\$269.31	\$278.27	\$287.23	\$296.17	\$305.11	\$314.05	\$323.47
		Hourly	\$32.55	\$33.67	\$34.79	\$35.91	\$37.03	\$38.14	\$39.26	\$40.44
CR	29	Annual	\$68,607.00	\$71,180.00	\$73,758.00	\$76,330.00	\$78,906.00	\$81,477.00	\$84,053.00	\$86,575.00
		Bi-Wk	\$2,628.63	\$2,727.21	\$2,825.98	\$2,924.53	\$3,023.22	\$3,121.73	\$3,220.43	\$3,317.05
		Daily	\$262.87	\$272.73	\$282.60	\$292.46	\$302.33	\$312.18	\$322.05	\$331.71
		Hourly	\$32.86	\$34.10	\$35.33	\$36.56	\$37.80	\$39.03	\$40.26	\$41.47
CR	30	Annual	\$71,359.00	\$74,007.00	\$76,660.00	\$79,306.00	\$81,953.00	\$84,604.00	\$87,259.00	\$89,877.00
		Bi-Wk	\$2,734.07	\$2,835.52	\$2,937.17	\$3,038.55	\$3,139.97	\$3,241.54	\$3,343.26	\$3,443.57
		Daily	\$273.41	\$283.56	\$293.72	\$303.86	\$314.00	\$324.16	\$334.33	\$344.36
		Hourly	\$34.18	\$35.45	\$36.72	\$37.99	\$39.25	\$40.52	\$41.80	\$43.05
CR	31	Annual	\$74,223.00	\$76,948.00	\$79,678.00	\$82,406.00	\$85,134.00	\$87,859.00	\$90,586.00	\$93,304.00
		Bi-Wk	\$2,843.80	\$2,948.20	\$3,052.80	\$3,157.32	\$3,261.84	\$3,366.25	\$3,470.73	\$3,574.87
		Daily	\$284.38	\$294.82	\$305.28	\$315.74	\$326.19	\$336.63	\$347.08	\$357.49
		Hourly	\$35.55	\$36.86	\$38.16	\$39.47	\$40.78	\$42.08	\$43.39	\$44.69
CR	32	Annual	\$77,200.00	\$80,001.00	\$82,800.00	\$85,603.00	\$88,407.00	\$91,210.00	\$94,022.00	\$96,843.00
		Bi-Wk	\$2,957.86	\$3,065.18	\$3,172.42	\$3,279.81	\$3,387.25	\$3,494.64	\$3,602.38	\$3,710.46
		Daily	\$295.79	\$306.52	\$317.25	\$327.99	\$338.73	\$349.47	\$360.24	\$371.05
		Hourly	\$36.98	\$38.32	\$39.66	\$41.00	\$42.35	\$43.69	\$45.03	\$46.39

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CR	33	Annual	\$80,307.00	\$83,184.00	\$86,064.00	\$88,947.00	\$91,829.00	\$94,711.00	\$97,595.00	\$100,523.00
		Bi-Wk	\$3,076.90	\$3,187.13	\$3,297.48	\$3,407.94	\$3,518.36	\$3,628.78	\$3,739.28	\$3,851.46
		Daily	\$307.69	\$318.72	\$329.75	\$340.80	\$351.84	\$362.88	\$373.93	\$385.15
		Hourly	\$38.47	\$39.84	\$41.22	\$42.60	\$43.98	\$45.36	\$46.75	\$48.15
CR	34	Annual	\$83,612.00	\$86,572.00	\$89,530.00	\$92,498.00	\$95,450.00	\$98,410.00	\$101,367.00	\$104,409.00
		Bi-Wk	\$3,203.53	\$3,316.94	\$3,430.27	\$3,543.99	\$3,657.09	\$3,770.50	\$3,883.80	\$4,000.35
		Daily	\$320.36	\$331.70	\$343.03	\$354.40	\$365.71	\$377.05	\$388.38	\$400.04
		Hourly	\$40.05	\$41.47	\$42.88	\$44.30	\$45.72	\$47.14	\$48.55	\$50.01
CR	35	Annual	\$87,047.00	\$90,077.00	\$93,121.00	\$96,153.00	\$99,186.00	\$102,219.00	\$105,256.00	\$108,414.00
		Bi-Wk	\$3,335.14	\$3,451.23	\$3,567.86	\$3,684.03	\$3,800.23	\$3,916.44	\$4,032.80	\$4,153.80
		Daily	\$333.52	\$345.13	\$356.79	\$368.41	\$380.03	\$391.65	\$403.28	\$415.38
		Hourly	\$41.69	\$43.15	\$44.60	\$46.06	\$47.51	\$48.96	\$50.41	\$51.93
CR	36	Annual	\$90,668.00	\$93,777.00	\$96,893.00	\$100,006.00	\$103,123.00	\$106,234.00	\$109,345.00	\$112,626.00
		Bi-Wk	\$3,473.87	\$3,592.99	\$3,712.38	\$3,831.65	\$3,951.08	\$4,070.27	\$4,189.47	\$4,315.18
		Daily	\$347.39	\$359.30	\$371.24	\$383.17	\$395.11	\$407.03	\$418.95	\$431.52
		Hourly	\$43.43	\$44.92	\$46.41	\$47.90	\$49.39	\$50.88	\$52.37	\$53.94
CR	37	Annual	\$94,431.00	\$97,626.00	\$100,827.00	\$104,024.00	\$107,223.00	\$110,423.00	\$113,621.00	\$117,030.00
		Bi-Wk	\$3,618.05	\$3,740.46	\$3,863.11	\$3,985.60	\$4,108.17	\$4,230.77	\$4,353.30	\$4,483.91
		Daily	\$361.81	\$374.05	\$386.32	\$398.56	\$410.82	\$423.08	\$435.33	\$448.40
		Hourly	\$45.23	\$46.76	\$48.29	\$49.82	\$51.36	\$52.89	\$54.42	\$56.05
CR	38	Annual	\$98,330.00	\$101,601.00	\$104,877.00	\$108,148.00	\$111,421.00	\$114,695.00	\$117,967.00	\$121,507.00
		Bi-Wk	\$3,767.44	\$3,892.76	\$4,018.28	\$4,143.61	\$4,269.01	\$4,394.45	\$4,519.81	\$4,655.45
		Daily	\$376.75	\$389.28	\$401.83	\$414.37	\$426.91	\$439.45	\$451.99	\$465.55
		Hourly	\$47.10	\$48.66	\$50.23	\$51.80	\$53.37	\$54.94	\$56.50	\$58.20
CR	39	Annual	\$102,419.00	\$105,770.00	\$109,118.00	\$112,472.00	\$115,827.00	\$119,173.00	\$122,528.00	\$126,204.00
		Bi-Wk	\$3,924.10	\$4,052.50	\$4,180.77	\$4,309.28	\$4,437.82	\$4,566.02	\$4,694.56	\$4,835.41
		Daily	\$392.41	\$405.25	\$418.08	\$430.93	\$443.79	\$456.61	\$469.46	\$483.55
		Hourly	\$49.06	\$50.66	\$52.26	\$53.87	\$55.48	\$57.08	\$58.69	\$60.45
CR	40	Annual	\$106,685.00	\$110,106.00	\$113,533.00	\$116,956.00	\$120,380.00	\$123,802.00	\$127,229.00	\$131,046.00
		Bi-Wk	\$4,087.55	\$4,218.63	\$4,349.93	\$4,481.08	\$4,612.27	\$4,743.38	\$4,874.68	\$5,020.92
		Daily	\$408.76	\$421.87	\$435.00	\$448.11	\$461.23	\$474.34	\$487.47	\$502.10
		Hourly	\$51.10	\$52.74	\$54.38	\$56.02	\$57.66	\$59.30	\$60.94	\$62.77

**P-5 EXCLUDED CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 6/23/2006**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
CR	41	Annual	\$111,152.00	\$114,655.00	\$118,161.00	\$121,666.00	\$125,174.00	\$128,677.00	\$132,183.00	\$136,149.00
		Bi-Wk	\$4,258.70	\$4,392.92	\$4,527.25	\$4,661.54	\$4,795.94	\$4,930.16	\$5,064.49	\$5,216.44
		Daily	\$425.87	\$439.30	\$452.73	\$466.16	\$479.60	\$493.02	\$506.45	\$521.65
		Hourly	\$53.24	\$54.92	\$56.60	\$58.27	\$59.95	\$61.63	\$63.31	\$65.21
CR	42	Annual	\$115,780.00	\$119,365.00	\$122,956.00	\$126,527.00	\$130,119.00	\$133,699.00	\$137,289.00	\$141,408.00
		Bi-Wk	\$4,436.02	\$4,573.38	\$4,710.96	\$4,847.78	\$4,985.41	\$5,122.57	\$5,260.12	\$5,417.94
		Daily	\$443.61	\$457.34	\$471.10	\$484.78	\$498.55	\$512.26	\$526.02	\$541.80
		Hourly	\$55.46	\$57.17	\$58.89	\$60.60	\$62.32	\$64.04	\$65.76	\$67.73
CR	43	Annual	\$120,697.00	\$124,355.00	\$128,007.00	\$131,660.00	\$135,322.00	\$138,970.00	\$142,627.00	\$146,906.00
		Bi-Wk	\$4,624.41	\$4,764.56	\$4,904.49	\$5,044.45	\$5,184.76	\$5,324.53	\$5,464.64	\$5,628.59
		Daily	\$462.45	\$476.46	\$490.45	\$504.45	\$518.48	\$532.46	\$546.47	\$562.86
		Hourly	\$57.81	\$59.56	\$61.31	\$63.06	\$64.81	\$66.56	\$68.31	\$70.36