

P-2 EXCLUDED CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 6/24/2005

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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	1 Annual	\$21,296.00	\$21,815.00	\$22,338.00	\$22,848.00	\$23,373.00	\$23,889.00	\$24,409.00	\$25,143.00	\$25,521.00
	Bi-Wk	\$815.94	\$835.83	\$855.87	\$875.41	\$895.52	\$915.29	\$935.22	\$963.34	\$977.82
	Daily	\$81.60	\$83.59	\$85.59	\$87.55	\$89.56	\$91.53	\$93.53	\$96.34	\$97.79
	Hourly	\$10.20	\$10.45	\$10.70	\$10.95	\$11.20	\$11.45	\$11.70	\$12.05	\$12.23
CS	2 Annual	\$22,338.00	\$22,848.00	\$23,373.00	\$23,889.00	\$24,409.00	\$24,926.00	\$25,444.00	\$26,208.00	\$26,599.00
	Bi-Wk	\$855.87	\$875.41	\$895.52	\$915.29	\$935.22	\$955.02	\$974.87	\$1,004.14	\$1,019.12
	Daily	\$85.59	\$87.55	\$89.56	\$91.53	\$93.53	\$95.51	\$97.49	\$100.42	\$101.92
	Hourly	\$10.70	\$10.95	\$11.20	\$11.45	\$11.70	\$11.94	\$12.19	\$12.56	\$12.74
CS	3 Annual	\$22,848.00	\$23,373.00	\$23,889.00	\$24,409.00	\$24,926.00	\$25,444.00	\$25,956.00	\$26,735.00	\$27,140.00
	Bi-Wk	\$875.41	\$895.52	\$915.29	\$935.22	\$955.02	\$974.87	\$994.49	\$1,024.33	\$1,039.85
	Daily	\$87.55	\$89.56	\$91.53	\$93.53	\$95.51	\$97.49	\$99.45	\$102.44	\$103.99
	Hourly	\$10.95	\$11.20	\$11.45	\$11.70	\$11.94	\$12.19	\$12.44	\$12.81	\$13.00
CS	4 Annual	\$23,587.00	\$24,217.00	\$24,851.00	\$25,482.00	\$26,111.00	\$26,740.00	\$27,370.00	\$28,190.00	\$28,614.00
	Bi-Wk	\$903.72	\$927.86	\$952.15	\$976.33	\$1,000.43	\$1,024.53	\$1,048.66	\$1,080.08	\$1,096.33
	Daily	\$90.38	\$92.79	\$95.22	\$97.64	\$100.05	\$102.46	\$104.87	\$108.01	\$109.64
	Hourly	\$11.30	\$11.60	\$11.91	\$12.21	\$12.51	\$12.81	\$13.11	\$13.51	\$13.71
CS	5 Annual	\$24,182.00	\$24,851.00	\$25,518.00	\$26,180.00	\$26,843.00	\$27,508.00	\$28,179.00	\$29,024.00	\$29,463.00
	Bi-Wk	\$926.52	\$952.15	\$977.71	\$1,003.07	\$1,028.47	\$1,053.95	\$1,079.66	\$1,112.04	\$1,128.86
	Daily	\$92.66	\$95.22	\$97.78	\$100.31	\$102.85	\$105.40	\$107.97	\$111.21	\$112.89
	Hourly	\$11.59	\$11.91	\$12.23	\$12.54	\$12.86	\$13.18	\$13.50	\$13.91	\$14.12
CS	6 Annual	\$25,002.00	\$25,668.00	\$26,335.00	\$26,998.00	\$27,665.00	\$28,332.00	\$28,992.00	\$29,862.00	\$30,313.00
	Bi-Wk	\$957.94	\$983.45	\$1,009.01	\$1,034.41	\$1,059.97	\$1,085.52	\$1,110.81	\$1,144.14	\$1,161.42
	Daily	\$95.80	\$98.35	\$100.91	\$103.45	\$106.00	\$108.56	\$111.09	\$114.42	\$116.15
	Hourly	\$11.98	\$12.30	\$12.62	\$12.94	\$13.25	\$13.57	\$13.89	\$14.31	\$14.52
CS	7 Annual	\$25,736.00	\$26,408.00	\$27,068.00	\$27,736.00	\$28,404.00	\$29,065.00	\$29,729.00	\$30,619.00	\$31,081.00
	Bi-Wk	\$986.06	\$1,011.81	\$1,037.09	\$1,062.69	\$1,088.28	\$1,113.61	\$1,139.05	\$1,173.15	\$1,190.85
	Daily	\$98.61	\$101.19	\$103.71	\$106.27	\$108.83	\$111.37	\$113.91	\$117.32	\$119.09
	Hourly	\$12.33	\$12.65	\$12.97	\$13.29	\$13.61	\$13.93	\$14.24	\$14.67	\$14.89
CS	8 Annual	\$27,665.00	\$28,481.00	\$29,293.00	\$30,112.00	\$30,921.00	\$31,738.00	\$32,562.00	\$33,539.00	\$34,043.00
	Bi-Wk	\$1,059.97	\$1,091.23	\$1,122.34	\$1,153.72	\$1,184.72	\$1,216.02	\$1,247.59	\$1,285.02	\$1,304.33
	Daily	\$106.00	\$109.13	\$112.24	\$115.38	\$118.48	\$121.61	\$124.76	\$128.51	\$130.44
	Hourly	\$13.25	\$13.65	\$14.03	\$14.43	\$14.81	\$15.21	\$15.60	\$16.07	\$16.31

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CS	9 Annual	\$28,511.00	\$29,365.00	\$30,210.00	\$31,069.00	\$31,918.00	\$32,765.00	\$33,623.00	\$34,629.00	\$35,151.00
	Bi-Wk	\$1,092.38	\$1,125.10	\$1,157.48	\$1,190.39	\$1,222.92	\$1,255.37	\$1,288.24	\$1,326.79	\$1,346.79
	Daily	\$109.24	\$112.51	\$115.75	\$119.04	\$122.30	\$125.54	\$128.83	\$132.68	\$134.68
	Hourly	\$13.66	\$14.07	\$14.47	\$14.88	\$15.29	\$15.70	\$16.11	\$16.59	\$16.84
CS	10 Annual	\$29,435.00	\$30,325.00	\$31,211.00	\$32,103.00	\$32,991.00	\$33,893.00	\$34,827.00	\$35,871.00	\$36,411.00
	Bi-Wk	\$1,127.78	\$1,161.88	\$1,195.83	\$1,230.00	\$1,264.03	\$1,298.59	\$1,334.37	\$1,374.37	\$1,395.06
	Daily	\$112.78	\$116.19	\$119.59	\$123.00	\$126.41	\$129.86	\$133.44	\$137.44	\$139.51
	Hourly	\$14.10	\$14.53	\$14.95	\$15.38	\$15.81	\$16.24	\$16.68	\$17.18	\$17.44
CS	11 Annual	\$30,367.00	\$31,291.00	\$32,216.00	\$33,145.00	\$34,100.00	\$35,072.00	\$36,043.00	\$37,124.00	\$37,684.00
	Bi-Wk	\$1,163.49	\$1,198.89	\$1,234.33	\$1,269.93	\$1,306.52	\$1,343.76	\$1,380.96	\$1,422.38	\$1,443.84
	Daily	\$116.35	\$119.89	\$123.44	\$127.00	\$130.66	\$134.38	\$138.10	\$142.24	\$144.39
	Hourly	\$14.55	\$14.99	\$15.43	\$15.88	\$16.34	\$16.80	\$17.27	\$17.78	\$18.05
CS	12 Annual	\$31,354.00	\$32,315.00	\$33,279.00	\$34,279.00	\$35,286.00	\$36,298.00	\$37,311.00	\$38,431.00	\$39,009.00
	Bi-Wk	\$1,201.31	\$1,238.13	\$1,275.06	\$1,313.38	\$1,351.96	\$1,390.73	\$1,429.55	\$1,472.46	\$1,494.60
	Daily	\$120.14	\$123.82	\$127.51	\$131.34	\$135.20	\$139.08	\$142.96	\$147.25	\$149.46
	Hourly	\$15.02	\$15.48	\$15.94	\$16.42	\$16.90	\$17.39	\$17.87	\$18.41	\$18.69
CS	13 Annual	\$33,121.00	\$34,338.00	\$35,571.00	\$36,801.00	\$38,038.00	\$39,272.00	\$40,509.00	\$41,724.00	\$42,352.00
	Bi-Wk	\$1,269.01	\$1,315.64	\$1,362.88	\$1,410.00	\$1,457.40	\$1,504.68	\$1,552.07	\$1,598.63	\$1,622.69
	Daily	\$126.91	\$131.57	\$136.29	\$141.00	\$145.74	\$150.47	\$155.21	\$159.87	\$162.27
	Hourly	\$15.87	\$16.45	\$17.04	\$17.63	\$18.22	\$18.81	\$19.41	\$19.99	\$20.29
CS	14 Annual	\$34,671.00	\$35,945.00	\$37,222.00	\$38,494.00	\$39,761.00	\$41,035.00	\$42,307.00	\$43,577.00	\$44,231.00
	Bi-Wk	\$1,328.40	\$1,377.21	\$1,426.14	\$1,474.87	\$1,523.41	\$1,572.23	\$1,620.96	\$1,669.62	\$1,694.68
	Daily	\$132.84	\$137.73	\$142.62	\$147.49	\$152.35	\$157.23	\$162.10	\$166.97	\$169.47
	Hourly	\$16.61	\$17.22	\$17.83	\$18.44	\$19.05	\$19.66	\$20.27	\$20.88	\$21.19
CS	15 Annual	\$36,334.00	\$37,647.00	\$38,958.00	\$40,264.00	\$41,579.00	\$42,891.00	\$44,210.00	\$45,535.00	\$46,217.00
	Bi-Wk	\$1,392.11	\$1,442.42	\$1,492.65	\$1,542.69	\$1,593.07	\$1,643.34	\$1,693.87	\$1,744.64	\$1,770.77
	Daily	\$139.22	\$144.25	\$149.27	\$154.27	\$159.31	\$164.34	\$169.39	\$174.47	\$177.08
	Hourly	\$17.41	\$18.04	\$18.66	\$19.29	\$19.92	\$20.55	\$21.18	\$21.81	\$22.14
CS	16 Annual	\$38,107.00	\$39,459.00	\$40,809.00	\$42,152.00	\$43,503.00	\$44,855.00	\$46,202.00	\$47,588.00	\$48,303.00
	Bi-Wk	\$1,460.04	\$1,511.84	\$1,563.57	\$1,615.02	\$1,666.79	\$1,718.59	\$1,770.20	\$1,823.30	\$1,850.69
	Daily	\$146.01	\$151.19	\$156.36	\$161.51	\$166.68	\$171.86	\$177.02	\$182.33	\$185.07
	Hourly	\$18.26	\$18.90	\$19.55	\$20.19	\$20.84	\$21.49	\$22.13	\$22.80	\$23.14

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CS	17 Annual	\$39,993.00	\$41,381.00	\$42,769.00	\$44,158.00	\$45,544.00	\$46,930.00	\$48,323.00	\$49,774.00	\$50,523.00
	Bi-Wk	\$1,532.30	\$1,585.48	\$1,638.66	\$1,691.88	\$1,744.99	\$1,798.09	\$1,851.46	\$1,907.05	\$1,935.75
	Daily	\$153.23	\$158.55	\$163.87	\$169.19	\$174.50	\$179.81	\$185.15	\$190.71	\$193.58
	Hourly	\$19.16	\$19.82	\$20.49	\$21.15	\$21.82	\$22.48	\$23.15	\$23.84	\$24.20
CS	18 Annual	\$42,010.00	\$43,426.00	\$44,855.00	\$46,278.00	\$47,701.00	\$49,122.00	\$50,546.00	\$52,064.00	\$52,846.00
	Bi-Wk	\$1,609.58	\$1,663.84	\$1,718.59	\$1,773.11	\$1,827.63	\$1,882.07	\$1,936.63	\$1,994.79	\$2,024.76
	Daily	\$160.96	\$166.39	\$171.86	\$177.32	\$182.77	\$188.21	\$193.67	\$199.48	\$202.48
	Hourly	\$20.12	\$20.80	\$21.49	\$22.17	\$22.85	\$23.53	\$24.21	\$24.94	\$25.31
CS	19 Annual	\$44,079.00	\$45,544.00	\$47,009.00	\$48,474.00	\$49,943.00	\$51,405.00	\$52,866.00	\$54,451.00	\$55,272.00
	Bi-Wk	\$1,688.86	\$1,744.99	\$1,801.12	\$1,857.25	\$1,913.53	\$1,969.55	\$2,025.52	\$2,086.25	\$2,117.71
	Daily	\$168.89	\$174.50	\$180.12	\$185.73	\$191.36	\$196.96	\$202.56	\$208.63	\$211.78
	Hourly	\$21.12	\$21.82	\$22.52	\$23.22	\$23.92	\$24.62	\$25.32	\$26.08	\$26.48
CS	20 Annual	\$46,320.00	\$47,823.00	\$49,319.00	\$50,821.00	\$52,319.00	\$53,825.00	\$55,322.00	\$56,980.00	\$57,837.00
	Bi-Wk	\$1,774.72	\$1,832.30	\$1,889.62	\$1,947.17	\$2,004.56	\$2,062.27	\$2,119.62	\$2,183.15	\$2,215.98
	Daily	\$177.48	\$183.23	\$188.97	\$194.72	\$200.46	\$206.23	\$211.97	\$218.32	\$221.60
	Hourly	\$22.19	\$22.91	\$23.63	\$24.34	\$25.06	\$25.78	\$26.50	\$27.29	\$27.70
CS	21 Annual	\$48,605.00	\$50,156.00	\$51,689.00	\$53,230.00	\$54,774.00	\$56,312.00	\$57,858.00	\$59,594.00	\$60,489.00
	Bi-Wk	\$1,862.27	\$1,921.69	\$1,980.43	\$2,039.47	\$2,098.63	\$2,157.55	\$2,216.79	\$2,283.30	\$2,317.59
	Daily	\$186.23	\$192.17	\$198.05	\$203.95	\$209.87	\$215.76	\$221.68	\$228.33	\$231.76
	Hourly	\$23.28	\$24.03	\$24.76	\$25.50	\$26.24	\$26.97	\$27.71	\$28.55	\$28.97
CS	22 Annual	\$49,943.00	\$51,767.00	\$53,597.00	\$55,424.00	\$57,258.00	\$59,085.00	\$60,916.00	\$62,744.00	\$63,686.00
	Bi-Wk	\$1,913.53	\$1,983.41	\$2,053.53	\$2,123.53	\$2,193.80	\$2,263.80	\$2,333.95	\$2,403.99	\$2,440.08
	Daily	\$191.36	\$198.35	\$205.36	\$212.36	\$219.38	\$226.38	\$233.40	\$240.40	\$244.01
	Hourly	\$23.92	\$24.80	\$25.67	\$26.55	\$27.43	\$28.30	\$29.18	\$30.05	\$30.51
CS	23 Annual	\$52,306.00	\$54,210.00	\$56,114.00	\$58,019.00	\$59,932.00	\$61,832.00	\$63,735.00	\$65,649.00	\$66,637.00
	Bi-Wk	\$2,004.07	\$2,077.02	\$2,149.97	\$2,222.96	\$2,296.25	\$2,369.05	\$2,441.96	\$2,515.29	\$2,553.15
	Daily	\$200.41	\$207.71	\$215.00	\$222.30	\$229.63	\$236.91	\$244.20	\$251.53	\$255.32
	Hourly	\$25.06	\$25.97	\$26.88	\$27.79	\$28.71	\$29.62	\$30.53	\$31.45	\$31.92
CS	24 Annual	\$54,822.00	\$56,807.00	\$58,796.00	\$60,778.00	\$62,767.00	\$64,752.00	\$66,738.00	\$68,739.00	\$69,775.00
	Bi-Wk	\$2,100.46	\$2,176.52	\$2,252.73	\$2,328.66	\$2,404.87	\$2,480.92	\$2,557.02	\$2,633.68	\$2,673.38
	Daily	\$210.05	\$217.66	\$225.28	\$232.87	\$240.49	\$248.10	\$255.71	\$263.37	\$267.34
	Hourly	\$26.26	\$27.21	\$28.16	\$29.11	\$30.07	\$31.02	\$31.97	\$32.93	\$33.42

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CS	25 Annual	\$57,499.00	\$59,559.00	\$61,618.00	\$63,675.00	\$65,738.00	\$67,797.00	\$69,853.00	\$71,950.00	\$73,032.00
	Bi-Wk	\$2,203.03	\$2,281.96	\$2,360.85	\$2,439.66	\$2,518.70	\$2,597.59	\$2,676.37	\$2,756.71	\$2,798.17
	Daily	\$220.31	\$228.20	\$236.09	\$243.97	\$251.87	\$259.76	\$267.64	\$275.68	\$279.82
	Hourly	\$27.54	\$28.53	\$29.52	\$30.50	\$31.49	\$32.47	\$33.46	\$34.46	\$34.98
CS	26 Annual	\$60,329.00	\$62,464.00	\$64,601.00	\$66,738.00	\$68,877.00	\$71,015.00	\$73,146.00	\$75,341.00	\$76,474.00
	Bi-Wk	\$2,311.46	\$2,393.26	\$2,475.14	\$2,557.02	\$2,638.97	\$2,720.89	\$2,802.53	\$2,886.63	\$2,930.04
	Daily	\$231.15	\$239.33	\$247.52	\$255.71	\$263.90	\$272.09	\$280.26	\$288.67	\$293.01
	Hourly	\$28.90	\$29.92	\$30.94	\$31.97	\$32.99	\$34.02	\$35.04	\$36.09	\$36.63
CS	27 Annual	\$63,323.00	\$65,539.00	\$67,748.00	\$69,954.00	\$72,165.00	\$74,374.00	\$76,589.00	\$78,885.00	\$80,073.00
	Bi-Wk	\$2,426.17	\$2,511.08	\$2,595.71	\$2,680.23	\$2,764.95	\$2,849.58	\$2,934.45	\$3,022.42	\$3,067.94
	Daily	\$242.62	\$251.11	\$259.58	\$268.03	\$276.50	\$284.96	\$293.45	\$302.25	\$306.80
	Hourly	\$30.33	\$31.39	\$32.45	\$33.51	\$34.57	\$35.62	\$36.69	\$37.79	\$38.35
CS	28 Annual	\$66,569.00	\$68,810.00	\$71,092.00	\$73,383.00	\$75,667.00	\$77,960.00	\$80,240.00	\$82,650.00	\$83,894.00
	Bi-Wk	\$2,550.54	\$2,636.40	\$2,723.84	\$2,811.61	\$2,899.12	\$2,986.98	\$3,074.33	\$3,166.67	\$3,214.33
	Daily	\$255.06	\$263.64	\$272.39	\$281.17	\$289.92	\$298.70	\$307.44	\$316.67	\$321.44
	Hourly	\$31.89	\$32.96	\$34.05	\$35.15	\$36.24	\$37.34	\$38.43	\$39.59	\$40.18
CS	29 Annual	\$67,164.00	\$69,680.00	\$72,200.00	\$74,726.00	\$77,246.00	\$79,764.00	\$82,283.00	\$84,751.00	\$86,027.00
	Bi-Wk	\$2,573.34	\$2,669.74	\$2,766.29	\$2,863.07	\$2,959.62	\$3,056.10	\$3,152.61	\$3,247.17	\$3,296.06
	Daily	\$257.34	\$266.98	\$276.63	\$286.31	\$295.97	\$305.61	\$315.27	\$324.72	\$329.61
	Hourly	\$32.17	\$33.38	\$34.58	\$35.79	\$37.00	\$38.21	\$39.41	\$40.59	\$41.21
CS	30 Annual	\$69,853.00	\$72,446.00	\$75,048.00	\$77,633.00	\$80,229.00	\$82,827.00	\$85,417.00	\$87,980.00	\$89,307.00
	Bi-Wk	\$2,676.37	\$2,775.71	\$2,875.41	\$2,974.45	\$3,073.91	\$3,173.45	\$3,272.69	\$3,370.89	\$3,421.73
	Daily	\$267.64	\$277.58	\$287.55	\$297.45	\$307.40	\$317.35	\$327.27	\$337.09	\$342.18
	Hourly	\$33.46	\$34.70	\$35.95	\$37.19	\$38.43	\$39.67	\$40.91	\$42.14	\$42.78
CS	31 Annual	\$72,656.00	\$75,329.00	\$77,999.00	\$80,672.00	\$83,339.00	\$86,013.00	\$88,676.00	\$91,337.00	\$92,712.00
	Bi-Wk	\$2,783.76	\$2,886.17	\$2,988.47	\$3,090.89	\$3,193.07	\$3,295.52	\$3,397.55	\$3,499.51	\$3,552.19
	Daily	\$278.38	\$288.62	\$298.85	\$309.09	\$319.31	\$329.56	\$339.76	\$349.96	\$355.22
	Hourly	\$34.80	\$36.08	\$37.36	\$38.64	\$39.92	\$41.20	\$42.47	\$43.75	\$44.41
CS	32 Annual	\$75,572.00	\$78,316.00	\$81,053.00	\$83,803.00	\$86,549.00	\$89,288.00	\$92,042.00	\$94,803.00	\$96,229.00
	Bi-Wk	\$2,895.48	\$3,000.62	\$3,105.48	\$3,210.85	\$3,316.06	\$3,421.00	\$3,526.52	\$3,632.30	\$3,686.94
	Daily	\$289.55	\$300.07	\$310.55	\$321.09	\$331.61	\$342.10	\$352.66	\$363.23	\$368.70
	Hourly	\$36.20	\$37.51	\$38.82	\$40.14	\$41.46	\$42.77	\$44.09	\$45.41	\$46.09

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CS	33	Annual	\$78,612.00	\$81,431.00	\$84,257.00	\$87,074.00	\$89,896.00	\$92,712.00	\$95,538.00	\$98,404.00	\$99,887.00
		Bi-Wk	\$3,011.96	\$3,119.97	\$3,228.24	\$3,336.17	\$3,444.30	\$3,552.19	\$3,660.46	\$3,770.27	\$3,827.09
		Daily	\$301.20	\$312.00	\$322.83	\$333.62	\$344.43	\$355.22	\$366.05	\$377.03	\$382.71
		Hourly	\$37.65	\$39.00	\$40.36	\$41.71	\$43.06	\$44.41	\$45.76	\$47.13	\$47.84
CS	34	Annual	\$81,850.00	\$84,749.00	\$87,644.00	\$90,547.00	\$93,440.00	\$96,339.00	\$99,236.00	\$102,212.00	\$103,751.00
		Bi-Wk	\$3,136.02	\$3,247.09	\$3,358.01	\$3,469.24	\$3,580.08	\$3,691.15	\$3,802.15	\$3,916.17	\$3,975.14
		Daily	\$313.61	\$324.71	\$335.81	\$346.93	\$358.01	\$369.12	\$380.22	\$391.62	\$397.52
		Hourly	\$39.21	\$40.59	\$41.98	\$43.37	\$44.76	\$46.14	\$47.53	\$48.96	\$49.69
CS	35	Annual	\$85,217.00	\$88,183.00	\$91,157.00	\$94,130.00	\$97,101.00	\$100,070.00	\$103,037.00	\$106,129.00	\$107,722.00
		Bi-Wk	\$3,265.02	\$3,378.66	\$3,492.61	\$3,606.52	\$3,720.35	\$3,834.10	\$3,947.78	\$4,066.25	\$4,127.28
		Daily	\$326.51	\$337.87	\$349.27	\$360.66	\$372.04	\$383.41	\$394.78	\$406.63	\$412.73
		Hourly	\$40.82	\$42.24	\$43.66	\$45.09	\$46.51	\$47.93	\$49.35	\$50.83	\$51.60
CS	36	Annual	\$88,755.00	\$91,801.00	\$94,855.00	\$97,900.00	\$100,949.00	\$103,993.00	\$107,043.00	\$110,253.00	\$111,909.00
		Bi-Wk	\$3,400.58	\$3,517.28	\$3,634.30	\$3,750.96	\$3,867.78	\$3,984.41	\$4,101.27	\$4,224.26	\$4,287.71
		Daily	\$340.06	\$351.73	\$363.43	\$375.10	\$386.78	\$398.45	\$410.13	\$422.43	\$428.78
		Hourly	\$42.51	\$43.97	\$45.43	\$46.89	\$48.35	\$49.81	\$51.27	\$52.81	\$53.60
CS	37	Annual	\$92,439.00	\$95,573.00	\$98,704.00	\$101,831.00	\$104,965.00	\$108,095.00	\$111,224.00	\$114,561.00	\$116,280.00
		Bi-Wk	\$3,541.73	\$3,661.81	\$3,781.77	\$3,901.58	\$4,021.65	\$4,141.58	\$4,261.46	\$4,389.32	\$4,455.18
		Daily	\$354.18	\$366.19	\$378.18	\$390.16	\$402.17	\$414.16	\$426.15	\$438.94	\$445.52
		Hourly	\$44.28	\$45.78	\$47.28	\$48.77	\$50.28	\$51.77	\$53.27	\$54.87	\$55.69
CS	38	Annual	\$96,258.00	\$99,455.00	\$102,668.00	\$105,869.00	\$109,075.00	\$112,284.00	\$115,486.00	\$118,950.00	\$120,737.00
		Bi-Wk	\$3,688.05	\$3,810.54	\$3,933.64	\$4,056.29	\$4,179.12	\$4,302.07	\$4,424.76	\$4,557.48	\$4,625.94
		Daily	\$368.81	\$381.06	\$393.37	\$405.63	\$417.92	\$430.21	\$442.48	\$455.75	\$462.60
		Hourly	\$46.11	\$47.64	\$49.18	\$50.71	\$52.24	\$53.78	\$55.31	\$56.97	\$57.83
CS	39	Annual	\$100,373.00	\$103,538.00	\$106,822.00	\$110,110.00	\$113,391.00	\$116,670.00	\$119,949.00	\$123,548.00	\$125,402.00
		Bi-Wk	\$3,845.71	\$3,966.98	\$4,092.80	\$4,218.78	\$4,344.49	\$4,470.12	\$4,595.75	\$4,733.64	\$4,804.68
		Daily	\$384.58	\$396.70	\$409.28	\$421.88	\$434.45	\$447.02	\$459.58	\$473.37	\$480.47
		Hourly	\$48.08	\$49.59	\$51.16	\$52.74	\$54.31	\$55.88	\$57.45	\$59.18	\$60.06
CS	40	Annual	\$104,434.00	\$107,787.00	\$111,145.00	\$114,491.00	\$117,845.00	\$121,199.00	\$124,544.00	\$128,282.00	\$130,207.00
		Bi-Wk	\$4,001.31	\$4,129.78	\$4,258.43	\$4,386.63	\$4,515.14	\$4,643.64	\$4,771.81	\$4,915.02	\$4,988.78
		Daily	\$400.14	\$412.98	\$425.85	\$438.67	\$451.52	\$464.37	\$477.19	\$491.51	\$498.88
		Hourly	\$50.02	\$51.63	\$53.24	\$54.84	\$56.44	\$58.05	\$59.65	\$61.44	\$62.36

P-2 EXCLUDED CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 6/24/2005

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
CS	41	Annual	\$108,811.00	\$112,246.00	\$115,672.00	\$119,104.00	\$122,541.00	\$125,966.00	\$129,401.00	\$133,284.00	\$135,284.00
		Bi-Wk	\$4,169.01	\$4,300.62	\$4,431.88	\$4,563.38	\$4,695.06	\$4,826.29	\$4,957.90	\$5,106.67	\$5,183.30
		Daily	\$416.91	\$430.07	\$443.19	\$456.34	\$469.51	\$482.63	\$495.79	\$510.67	\$518.33
		Hourly	\$52.12	\$53.76	\$55.40	\$57.05	\$58.69	\$60.33	\$61.98	\$63.84	\$64.80
CS	42	Annual	\$113,348.00	\$116,853.00	\$120,361.00	\$123,867.00	\$127,378.00	\$130,888.00	\$134,396.00	\$138,428.00	\$140,505.00
		Bi-Wk	\$4,342.84	\$4,477.13	\$4,611.54	\$4,745.87	\$4,880.39	\$5,014.87	\$5,149.28	\$5,303.76	\$5,383.34
		Daily	\$434.29	\$447.72	\$461.16	\$474.59	\$488.04	\$501.49	\$514.93	\$530.38	\$538.34
		Hourly	\$54.29	\$55.97	\$57.65	\$59.33	\$61.01	\$62.69	\$64.37	\$66.30	\$67.30
CS	43	Annual	\$118,153.00	\$121,738.00	\$125,311.00	\$128,887.00	\$132,470.00	\$136,048.00	\$139,627.00	\$143,814.00	\$145,971.00
		Bi-Wk	\$4,526.94	\$4,664.30	\$4,801.19	\$4,938.20	\$5,075.48	\$5,212.57	\$5,349.70	\$5,510.12	\$5,592.76
		Daily	\$452.70	\$466.43	\$480.12	\$493.82	\$507.55	\$521.26	\$534.97	\$551.02	\$559.28
		Hourly	\$56.59	\$58.31	\$60.02	\$61.73	\$63.45	\$65.16	\$66.88	\$68.88	\$69.91