

SP PAY PLAN EFFECTIVE 6/20/2008

<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>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>
SP	1	Annual	\$47,717.00	\$49,302.00	\$50,893.00	\$52,482.00	\$54,375.00	\$55,926.00	\$57,506.00	\$59,122.00	\$61,160.00	\$68,598.00	\$78,101.00
		Biweekly	\$1,828.24	\$1,888.97	\$1,949.93	\$2,010.81	\$2,083.34	\$2,142.76	\$2,203.30	\$2,265.22	\$2,343.30	\$2,628.28	\$2,992.38
		Daily	\$182.83	\$188.90	\$195.00	\$201.09	\$208.34	\$214.28	\$220.33	\$226.53	\$234.33	\$262.83	\$299.24
		Hourly	\$22.86	\$23.62	\$24.38	\$25.14	\$26.05	\$26.79	\$27.55	\$28.32	\$29.30	\$32.86	\$37.41
SP	3	Annual								\$70,442.00	\$72,509.00	\$76,067.00	\$86,332.00
		Biweekly								\$2,698.93	\$2,778.13	\$2,914.45	\$3,307.74
		Daily								\$269.90	\$277.82	\$291.45	\$330.78
		Hourly								\$33.74	\$34.73	\$36.44	\$41.35
SP	4	Annual							\$72,494.00	\$74,630.00	\$76,772.00	\$80,489.00	\$90,698.00
		Biweekly							\$2,777.55	\$2,859.39	\$2,941.46	\$3,083.87	\$3,475.02
		Daily							\$277.76	\$285.94	\$294.15	\$308.39	\$347.51
		Hourly							\$34.72	\$35.75	\$36.77	\$38.55	\$43.44
		Trainee Annual	\$36,223.00										