

SP PAY PLAN EFFECTIVE 6/19/2009

<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	\$48,791.00	\$50,412.00	\$52,039.00	\$53,663.00	\$55,735.00	\$57,325.00	\$58,944.00	\$60,601.00	\$63,301.00	\$70,999.00	\$80,835.00
		Biweekly	\$1,869.39	\$1,931.50	\$1,993.84	\$2,056.06	\$2,135.45	\$2,196.37	\$2,258.40	\$2,321.88	\$2,425.33	\$2,720.27	\$3,097.13
		Daily	\$186.94	\$193.15	\$199.39	\$205.61	\$213.55	\$219.64	\$225.84	\$232.19	\$242.54	\$272.03	\$309.72
		Hourly	\$23.37	\$24.15	\$24.93	\$25.71	\$26.70	\$27.46	\$28.23	\$29.03	\$30.32	\$34.01	\$38.72
SP	3	Annual								\$72,908.00	\$75,047.00	\$78,730.00	\$89,354.00
		Biweekly								\$2,793.41	\$2,875.37	\$3,016.48	\$3,423.53
		Daily								\$279.35	\$287.54	\$301.65	\$342.36
		Hourly								\$34.92	\$35.95	\$37.71	\$42.80
SP	4	Annual							\$75,032.00	\$77,243.00	\$79,460.00	\$83,307.00	\$93,873.00
		Biweekly							\$2,874.79	\$2,959.51	\$3,044.45	\$3,191.84	\$3,596.67
		Daily							\$287.48	\$295.96	\$304.45	\$319.19	\$359.67
		Hourly							\$35.94	\$37.00	\$38.06	\$39.90	\$44.96
	Trainee	Annual	\$36,223.00										