

NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

11,000		1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
		Step 1				Step 2				Step 3				Step 4				Step 5			
		A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
Grade	A	11,000	11,110	11,221	11,333	11,447	11,561	11,677	11,793	11,911	12,031	12,151	12,272	12,395	12,519	12,644	12,771	12,898	13,027	13,158	13,289
		5.29	5.34	5.39	5.45	5.50	5.56	5.61	5.67	5.73	5.78	5.84	5.90	5.96	6.02	6.08	6.14	6.20	6.26	6.33	6.39
14.00	B	12,540	12,665	12,792	12,920	13,049	13,180	13,311	13,445	13,579	13,715	13,852	13,990	14,130	14,272	14,414	14,559	14,704	14,851	15,000	15,150
		6.03	6.09	6.15	6.21	6.27	6.34	6.40	6.46	6.53	6.59	6.66	6.73	6.79	6.86	6.93	7.00	7.07	7.14	7.21	7.28
14.00	C	14,296	14,439	14,583	14,729	14,876	15,025	15,175	15,327	15,480	15,635	15,791	15,949	16,109	16,270	16,432	16,597	16,763	16,930	17,100	17,271
		6.87	6.94	7.01	7.08	7.15	7.22	7.30	7.37	7.44	7.52	7.59	7.67	7.74	7.82	7.90	7.98	8.06	8.14	8.22	8.30
14.00	D	16,297	16,460	16,625	16,791	16,959	17,128	17,300	17,473	17,647	17,824	18,002	18,182	18,364	18,547	18,733	18,920	19,109	19,301	19,494	19,689
		7.84	7.91	7.99	8.07	8.15	8.23	8.32	8.40	8.48	8.57	8.65	8.74	8.83	8.92	9.01	9.10	9.19	9.28	9.37	9.47
14.00	E	18,579	18,764	18,952	19,142	19,333	19,526	19,722	19,919	20,118	20,319	20,522	20,728	20,935	21,144	21,356	21,569	21,785	22,003	22,223	22,445
		8.93	9.02	9.11	9.20	9.29	9.39	9.48	9.58	9.67	9.77	9.87	9.97	10.06	10.17	10.27	10.37	10.47	10.58	10.68	10.79
14.00	F	21,180	21,391	21,605	21,821	22,040	22,260	22,483	22,707	22,934	23,164	23,395	23,629	23,866	24,104	24,345	24,589	24,835	25,083	25,334	25,587
		10.18	10.28	10.39	10.49	10.60	10.70	10.81	10.92	11.03	11.14	11.25	11.36	11.47	11.59	11.70	11.82	11.94	12.06	12.18	12.30
14.00	G	24,145	24,386	24,630	24,876	25,125	25,376	25,630	25,886	26,145	26,407	26,671	26,937	27,207	27,479	27,754	28,031	28,312	28,595	28,881	29,169
		11.61	11.72	11.84	11.96	12.08	12.20	12.32	12.45	12.57	12.70	12.82	12.95	13.08	13.21	13.34	13.48	13.61	13.75	13.88	14.02
14.00	H	27,525	27,800	28,078	28,359	28,643	28,929	29,218	29,510	29,806	30,104	30,405	30,709	31,016	31,326	31,639	31,956	32,275	32,598	32,924	33,253
		13.23	13.37	13.50	13.63	13.77	13.91	14.05	14.19	14.33	14.47	14.62	14.76	14.91	15.06	15.21	15.36	15.52	15.67	15.83	15.99
14.00	I	31,378	31,692	32,009	32,329	32,653	32,979	33,309	33,642	33,978	34,318	34,661	35,008	35,358	35,712	36,069	36,429	36,794	37,162	37,533	37,909

NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

		Step 1				Step 2				Step 3				Step 4				Step 5			
		A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
		15.09	15.24	15.39	15.54	15.70	15.86	16.01	16.17	16.34	16.50	16.66	16.83	17.00	17.17	17.34	17.51	17.69	17.87	18.04	18.23
14.00	J	35,771	36,129	36,490	36,855	37,224	37,596	37,972	38,352	38,735	39,123	39,514	39,909	40,308	40,711	41,118	41,530	41,945	42,364	42,788	43,216
		17.20	17.37	17.54	17.72	17.90	18.08	18.26	18.44	18.62	18.81	19.00	19.19	19.38	19.57	19.77	19.97	20.17	20.37	20.57	20.78
14.00	K	40,779	41,187	41,599	42,015	42,435	42,860	43,288	43,721	44,158	44,600	45,046	45,496	45,951	46,411	46,875	47,344	47,817	48,295	48,778	49,266
		19.61	19.80	20.00	20.20	20.40	20.61	20.81	21.02	21.23	21.44	21.66	21.87	22.09	22.31	22.54	22.76	22.99	23.22	23.45	23.69
14.00	L	46,489	46,953	47,423	47,897	48,376	48,860	49,349	49,842	50,340	50,844	51,352	51,866	52,384	52,908	53,437	53,972	54,511	55,057	55,607	56,163
		22.35	22.57	22.80	23.03	23.26	23.49	23.73	23.96	24.20	24.44	24.69	24.94	25.18	25.44	25.69	25.95	26.21	26.47	26.73	27.00
14.00	M	52,997	53,527	54,062	54,603	55,149	55,700	56,257	56,820	57,388	57,962	58,542	59,127	59,718	60,315	60,919	61,528	62,143	62,765	63,392	64,026
		25.48	25.73	25.99	26.25	26.51	26.78	27.05	27.32	27.59	27.87	28.15	28.43	28.71	29.00	29.29	29.58	29.88	30.18	30.48	30.78
14.00	N	60,417	61,021	61,631	62,247	62,870	63,498	64,133	64,775	65,422	66,077	66,737	67,405	68,079	68,760	69,447	70,142	70,843	71,552	72,267	72,990
		29.05	29.34	29.63	29.93	30.23	30.53	30.83	31.14	31.45	31.77	32.09	32.41	32.73	33.06	33.39	33.72	34.06	34.40	34.74	35.09
14.00	O	68,875	69,564	70,259	70,962	71,671	72,388	73,112	73,843	74,582	75,327	76,081	76,841	77,610	78,386	79,170	79,962	80,761	81,569	82,384	83,208
		33.11	33.44	33.78	34.12	34.46	34.80	35.15	35.50	35.86	36.22	36.58	36.94	37.31	37.69	38.06	38.44	38.83	39.22	39.61	40.00
14.00	P	78,517	79,302	80,096	80,896	81,705	82,522	83,348	84,181	85,023	85,873	86,732	87,599	88,475	89,360	90,254	91,156	92,068	92,988	93,918	94,857
		37.75	38.13	38.51	38.89	39.28	39.67	40.07	40.47	40.88	41.29	41.70	42.12	42.54	42.96	43.39	43.83	44.26	44.71	45.15	45.60
14.00	Q	89,510	90,405	91,309	92,222	93,144	94,076	95,016	95,967	96,926	97,895	98,874	99,863	100,862	101,870	102,889	103,918	104,957	106,007	107,067	108,138
		43.03	43.46	43.90	44.34	44.78	45.23	45.68	46.14	46.60	47.07	47.54	48.01	48.49	48.98	49.47	49.96	50.46	50.96	51.47	51.99
14.00	R	102,041	103,062	104,092	105,133	106,184	107,246	108,319	109,402	110,496	111,601	112,717	113,844	114,982	116,132	117,294	118,467	119,651	120,848	122,056	123,277

NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

		Step 1				Step 2				Step 3				Step 4				Step 5			
		A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
		49.06	49.55	50.04	50.54	51.05	51.56	52.08	52.60	53.12	53.65	54.19	54.73	55.28	55.83	56.39	56.96	57.52	58.10	58.68	59.27
14.00	S	116,327	117,490	118,665	119,852	121,050	122,261	123,483	124,718	125,965	127,225	128,497	129,782	131,080	132,391	133,715	135,052	136,402	137,766	139,144	140,536
		55.93	56.49	57.05	57.62	58.20	58.78	59.37	59.96	60.56	61.17	61.78	62.40	63.02	63.65	64.29	64.93	65.58	66.23	66.90	67.57
14.00	T	132,613	133,939	135,278	136,631	137,997	139,377	140,771	142,179	143,600	145,036	146,487	147,952	149,431	150,926	152,435	153,959	155,499	157,054	158,624	160,210
		63.76	64.39	65.04	65.69	66.34	67.01	67.68	68.36	69.04	69.73	70.43	71.13	71.84	72.56	73.29	74.02	74.76	75.51	76.26	77.02
14.00	U	151,178	152,690	154,217	155,759	157,317	158,890	160,479	162,084	163,705	165,342	166,995	168,665	170,352	172,055	173,776	175,513	177,269	179,041	180,832	182,640
		72.68	73.41	74.14	74.88	75.63	76.39	77.15	77.92	78.70	79.49	80.29	81.09	81.90	82.72	83.55	84.38	85.23	86.08	86.94	87.81
14.00	V	172,343	174,067	175,807	177,566	179,341	181,135	182,946	184,775	186,623	188,489	190,374	192,278	194,201	196,143	198,104	200,085	202,086	204,107	206,148	208,210
		82.86	83.69	84.52	85.37	86.22	87.08	87.95	88.83	89.72	90.62	91.53	92.44	93.37	94.30	95.24	96.19	97.16	98.13	99.11	100.10
14.00	W	196,471	198,436	200,421	202,425	204,449	206,493	208,558	210,644	212,750	214,878	217,027	219,197	221,389	223,603	225,839	228,097	230,378	232,682	235,009	237,359
		94.46	95.40	96.36	97.32	98.29	99.28	100.27	101.27	102.28	103.31	104.34	105.38	106.44	107.50	108.58	109.66	110.76	111.87	112.99	114.11
14.00	X	223,977	226,217	228,479	230,764	233,072	235,403	237,757	240,134	242,535	244,961	247,410	249,885	252,383	254,907	257,456	260,031	262,631	265,257	267,910	270,589
		107.68	108.76	109.85	110.94	112.05	113.17	114.31	115.45	116.60	117.77	118.95	120.14	121.34	122.55	123.78	125.01	126.26	127.53	128.80	130.09
14.00	Y	255,334	257,888	260,466	263,071	265,702	268,359	271,042	273,753	276,490	279,255	282,048	284,868	287,717	290,594	293,500	296,435	299,400	302,394	305,417	308,472
		122.76	123.98	125.22	126.48	127.74	129.02	130.31	131.61	132.93	134.26	135.60	136.96	138.33	139.71	141.11	142.52	143.94	145.38	146.84	148.30
14.00	Z	291,081	293,992	296,932	299,901	302,900	305,929	308,988	312,078	315,199	318,351	321,535	324,750	327,997	331,277	334,590	337,936	341,315	344,729	348,176	351,658
		139.94	141.34	142.76	144.18	145.63	147.08	148.55	150.04	151.54	153.05	154.58	156.13	157.69	159.27	160.86	162.47	164.09	165.73	167.39	169.07

NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	
Step 6				Step 7				Step 8				Step 9				Step 10			Step 11	
A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A
13,422	13,556	13,692	13,829	13,967	14,107	14,248	14,390	14,534	14,680	14,826	14,975	15,124	15,276	15,428	15,583	15,738	15,896	16,055	16,215	16,378
6.45	6.52	6.58	6.65	6.71	6.78	6.85	6.92	6.99	7.06	7.13	7.20	7.27	7.34	7.42	7.49	7.57	7.64	7.72	7.80	7.87
15,301	15,454	15,609	15,765	15,922	16,082	16,243	16,405	16,569	16,735	16,902	17,071	17,242	17,414	17,588	17,764	17,942	18,121	18,302	18,485	18,670
7.36	7.43	7.50	7.58	7.66	7.73	7.81	7.89	7.97	8.05	8.13	8.21	8.29	8.37	8.46	8.54	8.63	8.71	8.80	8.89	8.98
17,443	17,618	17,794	17,972	18,152	18,333	18,516	18,702	18,889	19,078	19,268	19,461	19,656	19,852	20,051	20,251	20,454	20,658	20,865	21,073	21,284
8.39	8.47	8.55	8.64	8.73	8.81	8.90	8.99	9.08	9.17	9.26	9.36	9.45	9.54	9.64	9.74	9.83	9.93	10.03	10.13	10.23
19,885	20,084	20,285	20,488	20,693	20,900	21,109	21,320	21,533	21,748	21,966	22,186	22,407	22,631	22,858	23,086	23,317	23,550	23,786	24,024	24,264
9.56	9.66	9.75	9.85	9.95	10.05	10.15	10.25	10.35	10.46	10.56	10.67	10.77	10.88	10.99	11.10	11.21	11.32	11.44	11.55	11.67
22,669	22,896	23,125	23,356	23,590	23,826	24,064	24,305	24,548	24,793	25,041	25,292	25,544	25,800	26,058	26,318	26,582	26,847	27,116	27,387	27,661
10.90	11.01	11.12	11.23	11.34	11.45	11.57	11.68	11.80	11.92	12.04	12.16	12.28	12.40	12.53	12.65	12.78	12.91	13.04	13.17	13.30
25,843	26,102	26,363	26,626	26,892	27,161	27,433	27,707	27,984	28,264	28,547	28,832	29,121	29,412	29,706	30,003	30,303	30,606	30,912	31,221	31,533
12.42	12.55	12.67	12.80	12.93	13.06	13.19	13.32	13.45	13.59	13.72	13.86	14.00	14.14	14.28	14.42	14.57	14.71	14.86	15.01	15.16
29,461	29,756	30,053	30,354	30,657	30,964	31,274	31,586	31,902	32,221	32,543	32,869	33,198	33,530	33,865	34,203	34,545	34,891	35,240	35,592	35,948
14.16	14.31	14.45	14.59	14.74	14.89	15.04	15.19	15.34	15.49	15.65	15.80	15.96	16.12	16.28	16.44	16.61	16.77	16.94	17.11	17.28
33,586	33,922	34,261	34,603	34,949	35,299	35,652	36,008	36,368	36,732	37,099	37,470	37,845	38,224	38,606	38,992	39,382	39,776	40,173	40,575	40,981
16.15	16.31	16.47	16.64	16.80	16.97	17.14	17.31	17.48	17.66	17.84	18.01	18.19	18.38	18.56	18.75	18.93	19.12	19.31	19.51	19.70
38,288	38,671	39,057	39,448	39,842	40,241	40,643	41,050	41,460	41,875	42,293	42,716	43,144	43,575	44,011	44,451	44,895	45,344	45,798	46,256	46,718

NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

Step 6				Step 7				Step 8				Step 9				Step 10				Step 11
A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A
18.41	18.59	18.78	18.97	19.15	19.35	19.54	19.74	19.93	20.13	20.33	20.54	20.74	20.95	21.16	21.37	21.58	21.80	22.02	22.24	22.46
43,648	44,084	44,525	44,971	45,420	45,874	46,333	46,797	47,264	47,737	48,214	48,697	49,184	49,675	50,172	50,674	51,181	51,692	52,209	52,731	53,259
20.98	21.19	21.41	21.62	21.84	22.06	22.28	22.50	22.72	22.95	23.18	23.41	23.65	23.88	24.12	24.36	24.61	24.85	25.10	25.35	25.61
49,759	50,256	50,759	51,266	51,779	52,297	52,820	53,348	53,881	54,420	54,965	55,514	56,069	56,630	57,196	57,768	58,346	58,929	59,519	60,114	60,715
23.92	24.16	24.40	24.65	24.89	25.14	25.39	25.65	25.90	26.16	26.43	26.69	26.96	27.23	27.50	27.77	28.05	28.33	28.61	28.90	29.19
56,725	57,292	57,865	58,444	59,028	59,618	60,215	60,817	61,425	62,039	62,660	63,286	63,919	64,558	65,204	65,856	66,514	67,180	67,851	68,530	69,215
27.27	27.54	27.82	28.10	28.38	28.66	28.95	29.24	29.53	29.83	30.12	30.43	30.73	31.04	31.35	31.66	31.98	32.30	32.62	32.95	33.28
64,666	65,313	65,966	66,626	67,292	67,965	68,645	69,331	70,024	70,725	71,432	72,146	72,868	73,596	74,332	75,076	75,826	76,585	77,350	78,124	78,905
31.09	31.40	31.71	32.03	32.35	32.68	33.00	33.33	33.67	34.00	34.34	34.69	35.03	35.38	35.74	36.09	36.45	36.82	37.19	37.56	37.94
73,720	74,457	75,201	75,953	76,713	77,480	78,255	79,037	79,828	80,626	81,432	82,247	83,069	83,900	84,739	85,586	86,442	87,307	88,180	89,061	89,952
35.44	35.80	36.15	36.52	36.88	37.25	37.62	38.00	38.38	38.76	39.15	39.54	39.94	40.34	40.74	41.15	41.56	41.97	42.39	42.82	43.25
84,040	84,881	85,730	86,587	87,453	88,327	89,211	90,103	91,004	91,914	92,833	93,761	94,699	95,646	96,602	97,568	98,544	99,529	100,525	101,530	102,545
40.40	40.81	41.22	41.63	42.04	42.47	42.89	43.32	43.75	44.19	44.63	45.08	45.53	45.98	46.44	46.91	47.38	47.85	48.33	48.81	49.30
95,806	96,764	97,732	98,709	99,696	100,693	101,700	102,717	103,744	104,782	105,829	106,888	107,957	109,036	110,127	111,228	112,340	113,464	114,598	115,744	116,902
46.06	46.52	46.99	47.46	47.93	48.41	48.89	49.38	49.88	50.38	50.88	51.39	51.90	52.42	52.95	53.47	54.01	54.55	55.10	55.65	56.20
109,219	110,311	111,414	112,528	113,654	114,790	115,938	117,097	118,268	119,451	120,646	121,852	123,071	124,301	125,544	126,800	128,068	129,348	130,642	131,948	133,268
52.51	53.03	53.56	54.10	54.64	55.19	55.74	56.30	56.86	57.43	58.00	58.58	59.17	59.76	60.36	60.96	61.57	62.19	62.81	63.44	64.07
124,510	125,755	127,012	128,282	129,565	130,861	132,169	133,491	134,826	136,174	137,536	138,911	140,300	141,703	143,121	144,552	145,997	147,457	148,932	150,421	151,925

NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

Step 6				Step 7				Step 8				Step 9				Step 10				Step 11
A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A
59.86	60.46	61.06	61.67	62.29	62.91	63.54	64.18	64.82	65.47	66.12	66.78	67.45	68.13	68.81	69.50	70.19	70.89	71.60	72.32	73.04
141,941	143,360	144,794	146,242	147,704	149,181	150,673	152,180	153,702	155,239	156,791	158,359	159,943	161,542	163,157	164,789	166,437	168,101	169,782	171,480	173,195
68.24	68.92	69.61	70.31	71.01	71.72	72.44	73.16	73.90	74.63	75.38	76.13	76.90	77.66	78.44	79.23	80.02	80.82	81.63	82.44	83.27
161,813	163,431	165,065	166,716	168,383	170,067	171,767	173,485	175,220	176,972	178,742	180,529	182,334	184,158	185,999	187,859	189,738	191,635	193,552	195,487	197,442
77.79	78.57	79.36	80.15	80.95	81.76	82.58	83.41	84.24	85.08	85.93	86.79	87.66	88.54	89.42	90.32	91.22	92.13	93.05	93.98	94.92
184,466	186,311	188,174	190,056	191,956	193,876	195,815	197,773	199,751	201,748	203,766	205,803	207,861	209,940	212,039	214,160	216,301	218,464	220,649	222,855	225,084
88.69	89.57	90.47	91.37	92.29	93.21	94.14	95.08	96.03	96.99	97.96	98.94	99.93	100.93	101.94	102.96	103.99	105.03	106.08	107.14	108.21
210,292	212,395	214,519	216,664	218,830	221,019	223,229	225,461	227,716	229,993	232,293	234,616	236,962	239,332	241,725	244,142	246,584	249,049	251,540	254,055	256,596
101.10	102.11	103.13	104.17	105.21	106.26	107.32	108.39	109.48	110.57	111.68	112.80	113.92	115.06	116.21	117.38	118.55	119.74	120.93	122.14	123.36
239,732	242,130	244,551	246,997	249,467	251,961	254,481	257,026	259,596	262,192	264,814	267,462	270,137	272,838	275,566	278,322	281,105	283,916	286,755	289,623	292,519
115.26	116.41	117.57	118.75	119.94	121.14	122.35	123.57	124.81	126.05	127.31	128.59	129.87	131.17	132.48	133.81	135.15	136.50	137.86	139.24	140.63
273,295	276,028	278,788	281,576	284,392	287,236	290,108	293,009	295,939	298,899	301,888	304,907	307,956	311,035	314,146	317,287	320,460	323,665	326,901	330,170	333,472
131.39	132.71	134.03	135.37	136.73	138.09	139.48	140.87	142.28	143.70	145.14	146.59	148.06	149.54	151.03	152.54	154.07	155.61	157.16	158.74	160.32
311,556	314,672	317,819	320,997	324,207	327,449	330,723	334,031	337,371	340,745	344,152	347,594	351,069	354,580	358,126	361,707	365,324	368,978	372,667	376,394	380,158
149.79	151.28	152.80	154.33	155.87	157.43	159.00	160.59	162.20	163.82	165.46	167.11	168.78	170.47	172.18	173.90	175.64	177.39	179.17	180.96	182.77
355,174	358,726	362,313	365,936	369,596	373,292	377,025	380,795	384,603	388,449	392,333	396,257	400,219	404,221	408,264	412,346	416,470	420,634	424,841	429,089	433,380
170.76	172.46	174.19	175.93	177.69	179.47	181.26	183.07	184.91	186.75	188.62	190.51	192.41	194.34	196.28	198.24	200.23	202.23	204.25	206.29	208.36

NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
			Step 12				Step 13				Step 14				Step 15				Step 16	
B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B
16,541	16,707	16,874	17,042	17,213	17,385	17,559	17,734	17,912	18,091	18,272	18,455	18,639	18,826	19,014	19,204	19,396	19,590	19,786	19,984	20,184
7.95	8.03	8.11	8.19	8.28	8.36	8.44	8.53	8.61	8.70	8.78	8.87	8.96	9.05	9.14	9.23	9.32	9.42	9.51	9.61	9.70
18,857	19,046	19,236	19,428	19,623	19,819	20,017	20,217	20,419	20,624	20,830	21,038	21,249	21,461	21,676	21,892	22,111	22,332	22,556	22,781	23,009
9.07	9.16	9.25	9.34	9.43	9.53	9.62	9.72	9.82	9.92	10.01	10.11	10.22	10.32	10.42	10.53	10.63	10.74	10.84	10.95	11.06
21,497	21,712	21,929	22,148	22,370	22,594	22,820	23,048	23,278	23,511	23,746	23,984	24,223	24,466	24,710	24,957	25,207	25,459	25,714	25,971	26,230
10.34	10.44	10.54	10.65	10.75	10.86	10.97	11.08	11.19	11.30	11.42	11.53	11.65	11.76	11.88	12.00	12.12	12.24	12.36	12.49	12.61
24,507	24,752	24,999	25,249	25,502	25,757	26,014	26,274	26,537	26,803	27,071	27,341	27,615	27,891	28,170	28,451	28,736	29,023	29,314	29,607	29,903
11.78	11.90	12.02	12.14	12.26	12.38	12.51	12.63	12.76	12.89	13.01	13.14	13.28	13.41	13.54	13.68	13.82	13.95	14.09	14.23	14.38
27,938	28,217	28,499	28,784	29,072	29,363	29,656	29,953	30,252	30,555	30,860	31,169	31,481	31,796	32,114	32,435	32,759	33,087	33,417	33,752	34,089
13.43	13.57	13.70	13.84	13.98	14.12	14.26	14.40	14.54	14.69	14.84	14.99	15.13	15.29	15.44	15.59	15.75	15.91	16.07	16.23	16.39
31,849	32,167	32,489	32,814	33,142	33,473	33,808	34,146	34,488	34,833	35,181	35,533	35,888	36,247	36,609	36,975	37,345	37,719	38,096	38,477	38,862
15.31	15.47	15.62	15.78	15.93	16.09	16.25	16.42	16.58	16.75	16.91	17.08	17.25	17.43	17.60	17.78	17.95	18.13	18.32	18.50	18.68
36,308	36,671	37,037	37,408	37,782	38,160	38,541	38,927	39,316	39,709	40,106	40,507	40,912	41,321	41,735	42,152	42,574	42,999	43,429	43,864	44,302
17.46	17.63	17.81	17.98	18.16	18.35	18.53	18.71	18.90	19.09	19.28	19.47	19.67	19.87	20.06	20.27	20.47	20.67	20.88	21.09	21.30
41,391	41,805	42,223	42,645	43,071	43,502	43,937	44,376	44,820	45,268	45,721	46,178	46,640	47,106	47,578	48,053	48,534	49,019	49,509	50,004	50,505
19.90	20.10	20.30	20.50	20.71	20.91	21.12	21.33	21.55	21.76	21.98	22.20	22.42	22.65	22.87	23.10	23.33	23.57	23.80	24.04	24.28
47,185	47,657	48,134	48,615	49,101	49,592	50,088	50,589	51,095	51,606	52,122	52,643	53,170	53,701	54,238	54,781	55,329	55,882	56,441	57,005	57,575

NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

			Step 12				Step 13				Step 14				Step 15				Step 16	
B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B
22.69	22.91	23.14	23.37	23.61	23.84	24.08	24.32	24.56	24.81	25.06	25.31	25.56	25.82	26.08	26.34	26.60	26.87	27.13	27.41	27.68
53,791	54,329	54,873	55,421	55,976	56,535	57,101	57,672	58,248	58,831	59,419	60,013	60,613	61,220	61,832	62,450	63,075	63,705	64,342	64,986	65,636
25.86	26.12	26.38	26.64	26.91	27.18	27.45	27.73	28.00	28.28	28.57	28.85	29.14	29.43	29.73	30.02	30.32	30.63	30.93	31.24	31.56
61,322	61,935	62,555	63,180	63,812	64,450	65,095	65,746	66,403	67,067	67,738	68,415	69,099	69,790	70,488	71,193	71,905	72,624	73,350	74,084	74,825
29.48	29.78	30.07	30.38	30.68	30.99	31.30	31.61	31.92	32.24	32.57	32.89	33.22	33.55	33.89	34.23	34.57	34.92	35.26	35.62	35.97
69,907	70,606	71,312	72,026	72,746	73,473	74,208	74,950	75,700	76,457	77,221	77,993	78,773	79,561	80,357	81,160	81,972	82,791	83,619	84,456	85,300
33.61	33.95	34.28	34.63	34.97	35.32	35.68	36.03	36.39	36.76	37.13	37.50	37.87	38.25	38.63	39.02	39.41	39.80	40.20	40.60	41.01
79,694	80,491	81,296	82,109	82,930	83,760	84,597	85,443	86,298	87,160	88,032	88,912	89,802	90,700	91,607	92,523	93,448	94,382	95,326	96,279	97,242
38.31	38.70	39.08	39.48	39.87	40.27	40.67	41.08	41.49	41.90	42.32	42.75	43.17	43.61	44.04	44.48	44.93	45.38	45.83	46.29	46.75
90,851	91,760	92,678	93,604	94,540	95,486	96,441	97,405	98,379	99,363	100,357	101,360	102,374	103,397	104,431	105,476	106,531	107,596	108,672	109,759	110,856
43.68	44.12	44.56	45.00	45.45	45.91	46.37	46.83	47.30	47.77	48.25	48.73	49.22	49.71	50.21	50.71	51.22	51.73	52.25	52.77	53.30
103,571	104,606	105,652	106,709	107,776	108,854	109,942	111,042	112,152	113,274	114,406	115,551	116,706	117,873	119,052	120,242	121,445	122,659	123,886	125,125	126,376
49.79	50.29	50.79	51.30	51.82	52.33	52.86	53.39	53.92	54.46	55.00	55.55	56.11	56.67	57.24	57.81	58.39	58.97	59.56	60.16	60.76
118,071	119,251	120,444	121,648	122,865	124,093	125,334	126,588	127,854	129,132	130,423	131,728	133,045	134,375	135,719	137,076	138,447	139,832	141,230	142,642	144,069
56.76	57.33	57.91	58.48	59.07	59.66	60.26	60.86	61.47	62.08	62.70	63.33	63.96	64.60	65.25	65.90	66.56	67.23	67.90	68.58	69.26
134,600	135,946	137,306	138,679	140,066	141,466	142,881	144,310	145,753	147,211	148,683	150,170	151,671	153,188	154,720	156,267	157,830	159,408	161,002	162,612	164,238
64.71	65.36	66.01	66.67	67.34	68.01	68.69	69.38	70.07	70.77	71.48	72.20	72.92	73.65	74.38	75.13	75.88	76.64	77.40	78.18	78.96
153,445	154,979	156,529	158,094	159,675	161,272	162,884	164,513	166,158	167,820	169,498	171,193	172,905	174,634	176,381	178,144	179,926	181,725	183,542	185,378	187,232



NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

			Step 12				Step 13				Step 14				Step 15				Step 16	
B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B
73.77	74.51	75.25	76.01	76.77	77.53	78.31	79.09	79.88	80.68	81.49	82.30	83.13	83.96	84.80	85.65	86.50	87.37	88.24	89.12	90.02
174,927	176,676	178,443	180,227	182,030	183,850	185,688	187,545	189,421	191,315	193,228	195,160	197,112	199,083	201,074	203,085	205,115	207,167	209,238	211,331	213,444
84.10	84.94	85.79	86.65	87.51	88.39	89.27	90.17	91.07	91.98	92.90	93.83	94.77	95.71	96.67	97.64	98.61	99.60	100.60	101.60	102.62
199,417	201,411	203,425	205,459	207,514	209,589	211,685	213,802	215,940	218,099	220,280	222,483	224,708	226,955	229,224	231,516	233,832	236,170	238,532	240,917	243,326
95.87	96.83	97.80	98.78	99.77	100.76	101.77	102.79	103.82	104.86	105.90	106.96	108.03	109.11	110.20	111.31	112.42	113.54	114.68	115.83	116.98
227,335	229,608	231,904	234,223	236,566	238,931	241,321	243,734	246,171	248,633	251,119	253,630	256,167	258,728	261,316	263,929	266,568	269,234	271,926	274,645	277,392
109.30	110.39	111.49	112.61	113.73	114.87	116.02	117.18	118.35	119.53	120.73	121.94	123.16	124.39	125.63	126.89	128.16	129.44	130.73	132.04	133.36
259,162	261,753	264,371	267,015	269,685	272,382	275,105	277,856	280,635	283,441	286,276	289,139	292,030	294,950	297,900	300,879	303,888	306,926	309,996	313,096	316,227
124.60	125.84	127.10	128.37	129.66	130.95	132.26	133.58	134.92	136.27	137.63	139.01	140.40	141.80	143.22	144.65	146.10	147.56	149.04	150.53	152.03
295,444	298,399	301,383	304,397	307,441	310,515	313,620	316,756	319,924	323,123	326,354	329,618	332,914	336,243	339,606	343,002	346,432	349,896	353,395	356,929	360,498
142.04	143.46	144.90	146.34	147.81	149.29	150.78	152.29	153.81	155.35	156.90	158.47	160.05	161.66	163.27	164.90	166.55	168.22	169.90	171.60	173.32
336,807	340,175	343,576	347,012	350,482	353,987	357,527	361,102	364,713	368,360	372,044	375,764	379,522	383,317	387,150	391,022	394,932	398,882	402,870	406,899	410,968
161.93	163.55	165.18	166.83	168.50	170.19	171.89	173.61	175.34	177.10	178.87	180.66	182.46	184.29	186.13	187.99	189.87	191.77	193.69	195.62	197.58
383,960	387,799	391,677	395,594	399,550	403,545	407,581	411,657	415,773	419,931	424,130	428,371	432,655	436,982	441,352	445,765	450,223	454,725	459,272	463,865	468,504
184.60	186.44	188.31	190.19	192.09	194.01	195.95	197.91	199.89	201.89	203.91	205.95	208.01	210.09	212.19	214.31	216.45	218.62	220.80	223.01	225.24
437,714	442,091	446,512	450,977	455,487	460,042	464,642	469,288	473,981	478,721	483,508	488,343	493,227	498,159	503,141	508,172	513,254	518,386	523,570	528,806	534,094
210.44	212.54	214.67	216.82	218.98	221.17	223.39	225.62	227.88	230.15	232.46	234.78	237.13	239.50	241.89	244.31	246.76	249.22	251.72	254.23	256.78

NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
		Step 17				Step 18				Step 19				Step 20			
C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
20,385	20,589	20,795	21,003	21,213	21,425	21,639	21,856	22,074	22,295	22,518	22,743	22,971	23,200	23,432	23,667	23,903	24,142
9.80	9.90	10.00	10.10	10.20	10.30	10.40	10.51	10.61	10.72	10.83	10.93	11.04	11.15	11.27	11.38	11.49	11.61
23,239	23,472	23,706	23,943	24,183	24,425	24,669	24,916	25,165	25,416	25,671	25,927	26,187	26,448	26,713	26,980	27,250	27,522
11.17	11.28	11.40	11.51	11.63	11.74	11.86	11.98	12.10	12.22	12.34	12.47	12.59	12.72	12.84	12.97	13.10	13.23
26,493	26,758	27,025	27,296	27,568	27,844	28,123	28,404	28,688	28,975	29,265	29,557	29,853	30,151	30,453	30,757	31,065	31,376
12.74	12.86	12.99	13.12	13.25	13.39	13.52	13.66	13.79	13.93	14.07	14.21	14.35	14.50	14.64	14.79	14.94	15.08
30,202	30,504	30,809	31,117	31,428	31,742	32,060	32,380	32,704	33,031	33,362	33,695	34,032	34,372	34,716	35,063	35,414	35,768
14.52	14.67	14.81	14.96	15.11	15.26	15.41	15.57	15.72	15.88	16.04	16.20	16.36	16.53	16.69	16.86	17.03	17.20
34,430	34,774	35,122	35,473	35,828	36,186	36,548	36,914	37,283	37,656	38,032	38,412	38,797	39,185	39,576	39,972	40,372	40,776
16.55	16.72	16.89	17.05	17.23	17.40	17.57	17.75	17.92	18.10	18.28	18.47	18.65	18.84	19.03	19.22	19.41	19.60
39,250	39,643	40,039	40,440	40,844	41,252	41,665	42,082	42,502	42,927	43,357	43,790	44,228	44,670	45,117	45,568	46,024	46,484
18.87	19.06	19.25	19.44	19.64	19.83	20.03	20.23	20.43	20.64	20.84	21.05	21.26	21.48	21.69	21.91	22.13	22.35
44,745	45,193	45,645	46,101	46,562	47,028	47,498	47,973	48,453	48,937	49,427	49,921	50,420	50,924	51,434	51,948	52,467	52,992
21.51	21.73	21.94	22.16	22.39	22.61	22.84	23.06	23.29	23.53	23.76	24.00	24.24	24.48	24.73	24.97	25.22	25.48
51,010	51,520	52,035	52,555	53,081	53,612	54,148	54,689	55,236	55,788	56,346	56,910	57,479	58,054	58,634	59,221	59,813	60,411
24.52	24.77	25.02	25.27	25.52	25.77	26.03	26.29	26.56	26.82	27.09	27.36	27.63	27.91	28.19	28.47	28.76	29.04
58,151	58,732	59,320	59,913	60,512	61,117	61,728	62,346	62,969	63,599	64,235	64,877	65,526	66,181	66,843	67,511	68,187	68,868

NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

		Step 17				Step 18				Step 19				Step 20			
C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
27.96	28.24	28.52	28.80	29.09	29.38	29.68	29.97	30.27	30.58	30.88	31.19	31.50	31.82	32.14	32.46	32.78	33.11
66,292	66,955	67,625	68,301	68,984	69,674	70,370	71,074	71,785	72,503	73,228	73,960	74,700	75,447	76,201	76,963	77,733	78,510
31.87	32.19	32.51	32.84	33.17	33.50	33.83	34.17	34.51	34.86	35.21	35.56	35.91	36.27	36.64	37.00	37.37	37.75
75,573	76,329	77,092	77,863	78,642	79,428	80,222	81,024	81,835	82,653	83,480	84,314	85,157	86,009	86,869	87,738	88,615	89,501
36.33	36.70	37.06	37.43	37.81	38.19	38.57	38.95	39.34	39.74	40.13	40.54	40.94	41.35	41.76	42.18	42.60	43.03
86,153	87,015	87,885	88,764	89,651	90,548	91,453	92,368	93,292	94,224	95,167	96,118	97,080	98,050	99,031	100,021	101,021	102,032
41.42	41.83	42.25	42.67	43.10	43.53	43.97	44.41	44.85	45.30	45.75	46.21	46.67	47.14	47.61	48.09	48.57	49.05
98,215	99,197	100,189	101,191	102,203	103,225	104,257	105,299	106,352	107,416	108,490	109,575	110,671	111,777	112,895	114,024	115,164	116,316
47.22	47.69	48.17	48.65	49.14	49.63	50.12	50.62	51.13	51.64	52.16	52.68	53.21	53.74	54.28	54.82	55.37	55.92
111,965	113,084	114,215	115,357	116,511	117,676	118,853	120,041	121,242	122,454	123,679	124,915	126,165	127,426	128,700	129,987	131,287	132,600
53.83	54.37	54.91	55.46	56.01	56.57	57.14	57.71	58.29	58.87	59.46	60.06	60.66	61.26	61.88	62.49	63.12	63.75
127,640	128,916	130,205	131,507	132,822	134,151	135,492	136,847	138,216	139,598	140,994	142,404	143,828	145,266	146,719	148,186	149,668	151,164
61.37	61.98	62.60	63.22	63.86	64.50	65.14	65.79	66.45	67.11	67.79	68.46	69.15	69.84	70.54	71.24	71.96	72.68
145,509	146,964	148,434	149,918	151,418	152,932	154,461	156,006	157,566	159,141	160,733	162,340	163,963	165,603	167,259	168,932	170,621	172,327
69.96	70.66	71.36	72.08	72.80	73.52	74.26	75.00	75.75	76.51	77.28	78.05	78.83	79.62	80.41	81.22	82.03	82.85
165,881	167,539	169,215	170,907	172,616	174,342	176,086	177,846	179,625	181,421	183,235	185,068	186,918	188,788	190,675	192,582	194,508	196,453
79.75	80.55	81.35	82.17	82.99	83.82	84.66	85.50	86.36	87.22	88.09	88.97	89.86	90.76	91.67	92.59	93.51	94.45
189,104	190,995	192,905	194,834	196,782	198,750	200,738	202,745	204,772	206,820	208,888	210,977	213,087	215,218	217,370	219,544	221,739	223,957

NEW COMPENSATION PAY SCHEDULE, EFFECTIVE OCTOBER 1, 2007

		Step 17				Step 18				Step 19				Step 20			
C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
90.92	91.82	92.74	93.67	94.61	95.55	96.51	97.47	98.45	99.43	100.43	101.43	102.45	103.47	104.50	105.55	106.61	107.67
215,578	217,734	219,911	222,111	224,332	226,575	228,841	231,129	233,440	235,775	238,133	240,514	242,919	245,348	247,802	250,280	252,783	255,310
103.64	104.68	105.73	106.78	107.85	108.93	110.02	111.12	112.23	113.35	114.49	115.63	116.79	117.96	119.14	120.33	121.53	122.75
245,759	248,217	250,699	253,206	255,738	258,296	260,878	263,487	266,122	268,783	271,471	274,186	276,928	279,697	282,494	285,319	288,172	291,054
118.15	119.34	120.53	121.73	122.95	124.18	125.42	126.68	127.94	129.22	130.52	131.82	133.14	134.47	135.81	137.17	138.54	139.93
280,166	282,967	285,797	288,655	291,541	294,457	297,401	300,375	303,379	306,413	309,477	312,572	315,698	318,855	322,043	325,264	328,516	331,801
134.70	136.04	137.40	138.78	140.16	141.57	142.98	144.41	145.86	147.31	148.79	150.27	151.78	153.30	154.83	156.38	157.94	159.52
319,389	322,583	325,809	329,067	332,357	335,681	339,038	342,428	345,852	349,311	352,804	356,332	359,895	363,494	367,129	370,801	374,509	378,254
153.55	155.09	156.64	158.21	159.79	161.39	163.00	164.63	166.28	167.94	169.62	171.31	173.03	174.76	176.50	178.27	180.05	181.85
364,103	367,744	371,422	375,136	378,887	382,676	386,503	390,368	394,272	398,214	402,197	406,219	410,281	414,383	418,527	422,713	426,940	431,209
175.05	176.80	178.57	180.35	182.16	183.98	185.82	187.68	189.55	191.45	193.36	195.30	197.25	199.22	201.22	203.23	205.26	207.31
415,078	419,229	423,421	427,655	431,932	436,251	440,613	445,020	449,470	453,964	458,504	463,089	467,720	472,397	477,121	481,892	486,711	491,578
199.56	201.55	203.57	205.60	207.66	209.74	211.83	213.95	216.09	218.25	220.43	222.64	224.87	227.11	229.39	231.68	234.00	236.34
473,189	477,921	482,700	487,527	492,402	497,326	502,299	507,322	512,395	517,519	522,695	527,922	533,201	538,533	543,918	549,357	554,851	560,399
227.49	229.77	232.07	234.39	236.73	239.10	241.49	243.90	246.34	248.81	251.30	253.81	256.35	258.91	261.50	264.11	266.76	269.42
539,435	544,829	550,278	555,780	561,338	566,952	572,621	578,347	584,131	589,972	595,872	601,831	607,849	613,927	620,067	626,267	632,530	638,855
259.34	261.94	264.56	267.20	269.87	272.57	275.30	278.05	280.83	283.64	286.48	289.34	292.24	295.16	298.11	301.09	304.10	307.14