

**COMPENSATION PLAN - FISCAL YEAR 2012 (Effective Sep 24, 2011)**  
**PAY PLAN - S**

<b>PAY GRADE</b>	<b>RATE</b>	<b>MINIMUM RATE</b>	<b>MIDPOINT RATE</b>	<b>MAXIMUM RATE</b>
<b>S-01</b>	<b>ANNUAL</b>	15,576.29	22,081.70	28,587.73
	<b>BIWEEKLY</b>	599.09	849.30	1,099.53
	<b>HOURLY</b>	7.4886	10.6162	13.7441
<b>S-02</b>	<b>ANNUAL</b>	21,692.32	23,697.44	30,330.14
	<b>BIWEEKLY</b>	834.32	911.44	1,166.54
	<b>HOURLY</b>	8.2040	11.3930	14.5818
<b>S-03</b>	<b>ANNUAL</b>	18,863.52	25,644.32	32,425.33
	<b>BIWEEKLY</b>	725.52	986.32	1,247.13
	<b>HOURLY</b>	9.0690	12.3290	15.5891
<b>S-04</b>	<b>ANNUAL</b>	20,760.06	27,680.02	34,600.38
	<b>BIWEEKLY</b>	798.46	1,064.62	1,330.78
	<b>HOURLY</b>	9.9808	13.3077	16.6348
<b>S-05</b>	<b>ANNUAL</b>	21,692.32	28,923.44	36,154.14
	<b>BIWEEKLY</b>	834.32	1,112.44	1,390.54
	<b>HOURLY</b>	10.4290	13.9055	17.3818
<b>S-06</b>	<b>ANNUAL</b>	22,709.86	30,279.60	37,849.55
	<b>BIWEEKLY</b>	873.46	1,164.60	1,455.75
	<b>HOURLY</b>	10.9182	14.5575	18.1969
<b>S-07</b>	<b>ANNUAL</b>	23,726.35	31,635.55	39,544.75
	<b>BIWEEKLY</b>	912.55	1,216.75	1,520.95
	<b>HOURLY</b>	11.4069	15.2094	19.0119
<b>S-08</b>	<b>ANNUAL</b>	24,816.06	33,088.43	41,360.38
	<b>BIWEEKLY</b>	954.46	1,272.63	1,590.78
	<b>HOURLY</b>	11.9308	15.9079	19.8848
<b>S-09</b>	<b>ANNUAL</b>	25,991.47	34,654.88	43,319.12
	<b>BIWEEKLY</b>	999.67	1,332.88	1,666.12
	<b>HOURLY</b>	12.4959	16.6610	20.8265
<b>S-10</b>	<b>ANNUAL</b>	27,167.30	36,223.62	45,279.10
	<b>BIWEEKLY</b>	1,044.90	1,393.22	1,741.50
	<b>HOURLY</b>	13.0612	17.4152	21.7688

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<b>S-11</b>	<b>ANNUAL</b>	28,492.05	37,988.91	47,486.19
	<b>BIWEEKLY</b>	1,095.85	1,461.11	1,826.39
	<b>HOURLY</b>	13.6981	18.2639	22.8299
<b>S-12</b>	<b>ANNUAL</b>	29,741.92	39,655.82	49,569.94
	<b>BIWEEKLY</b>	1,143.92	1,525.22	1,906.54
	<b>HOURLY</b>	14.2990	19.0653	23.8317
<b>S-13</b>	<b>ANNUAL</b>	31,223.92	41,632.24	52,040.77
	<b>BIWEEKLY</b>	1,200.92	1,601.24	2,001.57
	<b>HOURLY</b>	15.0115	20.0155	25.0196
<b>S-14</b>	<b>ANNUAL</b>	32,707.38	43,609.49	54,512.22
	<b>BIWEEKLY</b>	1,257.98	1,677.29	2,096.62
	<b>HOURLY</b>	15.7247	20.9661	26.2078
<b>S-15</b>	<b>ANNUAL</b>	34,274.24	45,698.22	57,123.25
	<b>BIWEEKLY</b>	1,318.24	1,757.62	2,197.05
	<b>HOURLY</b>	16.4780	21.9703	27.4631
<b>S-16</b>	<b>ANNUAL</b>	35,831.12	47,775.10	59,718.46
	<b>BIWEEKLY</b>	1,378.12	1,837.50	2,296.86
	<b>HOURLY</b>	17.2265	22.9688	28.7108
<b>S-17</b>	<b>ANNUAL</b>	37,556.48	50,075.79	62,594.48
	<b>BIWEEKLY</b>	1,444.48	1,925.99	2,407.48
	<b>HOURLY</b>	18.0560	24.0749	30.0935
<b>S-18</b>	<b>ANNUAL</b>	39,273.52	52,364.21	65,455.94
	<b>BIWEEKLY</b>	1,510.52	2,014.01	2,517.54
	<b>HOURLY</b>	18.8815	25.1751	31.4692
<b>S-19</b>	<b>ANNUAL</b>	41,146.98	54,862.50	68,578.22
	<b>BIWEEKLY</b>	1,582.58	2,110.10	2,637.62
	<b>HOURLY</b>	19.7822	26.3762	32.9703
<b>S-20</b>	<b>ANNUAL</b>	43,097.18	57,462.91	71,828.02
	<b>BIWEEKLY</b>	1,657.58	2,210.11	2,762.62
	<b>HOURLY</b>	20.7198	27.6264	34.5327

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<b>S-21</b>	<b>ANNUAL</b>	45,213.79	60,285.26	75,356.32
	<b>BIWEEKLY</b>	1,738.99	2,318.66	2,898.32
	<b>HOURLY</b>	21.7374	28.9833	36.2290
<b>S-22</b>	<b>ANNUAL</b>	47,320.83	63,094.51	78,868.61
	<b>BIWEEKLY</b>	1,820.03	2,426.71	3,033.41
	<b>HOURLY</b>	22.7504	30.3339	37.9176
<b>S-23</b>	<b>ANNUAL</b>	49,587.41	66,115.92	82,645.06
	<b>BIWEEKLY</b>	1,907.21	2,542.92	3,178.66
	<b>HOURLY</b>	23.8401	31.7865	39.7332
<b>S-24</b>	<b>ANNUAL</b>	52,086.32	69,448.70	86,811.30
	<b>BIWEEKLY</b>	2,003.32	2,671.10	3,338.90
	<b>HOURLY</b>	25.0415	33.3888	41.7362
<b>S-25</b>	<b>ANNUAL</b>	54,623.92	72,832.03	91,040.14
	<b>BIWEEKLY</b>	2,100.92	2,801.23	3,501.54
	<b>HOURLY</b>	26.2615	35.0154	43.7693
<b>S-26</b>	<b>ANNUAL</b>	57,160.27	76,213.90	95,267.33
	<b>BIWEEKLY</b>	2,198.47	2,931.30	3,664.13
	<b>HOURLY</b>	27.4809	36.6413	45.8016
<b>S-27</b>	<b>ANNUAL</b>	59,976.59	79,969.14	99,960.85
	<b>BIWEEKLY</b>	2,306.79	3,075.74	3,844.65
	<b>HOURLY</b>	28.8349	38.4467	48.0581
<b>S-28</b>	<b>ANNUAL</b>	62,867.38	83,823.58	104,779.17
	<b>BIWEEKLY</b>	2,417.98	3,223.98	4,029.97
	<b>HOURLY</b>	30.2247	40.2998	50.3746
<b>S-29</b>	<b>ANNUAL</b>	65,908.13	87,877.71	109,847.30
	<b>BIWEEKLY</b>	2,534.93	3,379.91	4,224.90
	<b>HOURLY</b>	31.6866	42.2489	52.8112
<b>S-30</b>	<b>ANNUAL</b>	69,109.87	92,146.08	115,182.91
	<b>BIWEEKLY</b>	2,658.07	3,544.08	4,430.11
	<b>HOURLY</b>	33.2259	44.3010	55.3764

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<b>S-31</b>	<b>ANNUAL</b>	70,488.29	93,984.18	117,480.48
	<b>BIWEEKLY</b>	2,711.09	3,614.78	4,518.48
	<b>HOURLY</b>	33.8886	45.1847	56.4810
<b>S-32</b>	<b>ANNUAL</b>	73,904.06	98,539.17	123,174.06
	<b>BIWEEKLY</b>	2,842.46	3,789.97	4,737.46
	<b>HOURLY</b>	35.5308	47.3746	59.2183
<b>S-33</b>	<b>ANNUAL</b>	77,546.98	103,396.38	129,245.58
	<b>BIWEEKLY</b>	2,982.58	3,976.78	4,970.98
	<b>HOURLY</b>	37.2822	49.7098	62.1373
<b>S-34</b>	<b>ANNUAL</b>	81,271.84	108,362.18	135,452.72
	<b>BIWEEKLY</b>	3,125.84	4,167.78	5,209.72
	<b>HOURLY</b>	39.0730	52.0972	65.1215
<b>S-35</b>	<b>ANNUAL</b>	85,213.02	113,617.50	142,021.57
	<b>BIWEEKLY</b>	3,277.42	4,369.90	5,462.37
	<b>HOURLY</b>	40.9678	54.6238	68.2796
<b>S-36</b>	<b>ANNUAL</b>	89,463.71	119,284.05	149,105.01
	<b>BIWEEKLY</b>	3,440.91	4,587.85	5,734.81
	<b>HOURLY</b>	43.0114	57.3481	71.6851
<b>S-37</b>	<b>ANNUAL</b>	93,828.38	125,104.30	156,380.64
	<b>BIWEEKLY</b>	3,608.78	4,811.70	6,014.64
	<b>HOURLY</b>	45.1098	60.1463	75.1830
<b>S-38</b>	<b>ANNUAL</b>	95,685.41	127,580.75	159,476.10
	<b>BIWEEKLY</b>	3,680.21	4,906.95	6,133.70
	<b>HOURLY</b>	46.0026	61.3369	76.6712
<b>S-39</b>	<b>ANNUAL</b>	100,405.97	133,874.62	167,342.86
	<b>BIWEEKLY</b>	3,861.77	5,149.02	6,436.26
	<b>HOURLY</b>	48.2721	64.3628	80.4533
<b>S-40</b>	<b>ANNUAL</b>	108,512.98	144,683.76	180,854.96
	<b>BIWEEKLY</b>	4,173.58	5,564.76	6,955.96
	<b>HOURLY</b>	52.1697	69.5595	86.9495