

**COMPENSATION PLAN - FISCAL YEAR 2013 (Effective Jan 12, 2013)**  
**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>	16,313.86	23,127.10	29,941.18
	<b>BIWEEKLY</b>	627.46	889.50	1,151.58
	<b>HOURLY</b>	7.8432	11.1188	14.3948
<b>S-02</b>	<b>ANNUAL</b>	17,872.19	24,819.39	31,766.18
	<b>BIWEEKLY</b>	687.39	954.59	1,221.78
	<b>HOURLY</b>	8.5924	11.9324	15.2722
<b>S-03</b>	<b>ANNUAL</b>	19,756.67	26,858.42	33,960.37
	<b>BIWEEKLY</b>	759.87	1,033.02	1,306.17
	<b>HOURLY</b>	9.4984	12.9127	16.3271
<b>S-04</b>	<b>ANNUAL</b>	21,743.07	28,990.42	36,238.38
	<b>BIWEEKLY</b>	836.27	1,115.02	1,393.78
	<b>HOURLY</b>	10.4534	13.9377	17.4223
<b>S-05</b>	<b>ANNUAL</b>	22,719.42	30,292.70	37,865.78
	<b>BIWEEKLY</b>	873.82	1,165.10	1,456.38
	<b>HOURLY</b>	10.9228	14.5638	18.2047
<b>S-06</b>	<b>ANNUAL</b>	23,785.01	31,713.34	39,641.47
	<b>BIWEEKLY</b>	914.81	1,219.74	1,524.67
	<b>HOURLY</b>	11.4351	15.2468	19.0584
<b>S-07</b>	<b>ANNUAL</b>	24,849.76	33,133.36	41,417.17
	<b>BIWEEKLY</b>	955.76	1,274.36	1,592.97
	<b>HOURLY</b>	11.9470	15.9295	19.9121
<b>S-08</b>	<b>ANNUAL</b>	25,991.06	34,655.09	43,318.70
	<b>BIWEEKLY</b>	999.66	1,332.89	1,666.10
	<b>HOURLY</b>	12.4957	16.6611	20.8263
<b>S-09</b>	<b>ANNUAL</b>	27,222.00	36,295.58	45,370.00
	<b>BIWEEKLY</b>	1,047.00	1,395.98	1,745.00
	<b>HOURLY</b>	13.0875	17.4498	21.8125
<b>S-10</b>	<b>ANNUAL</b>	28,453.36	37,938.78	47,422.96
	<b>BIWEEKLY</b>	1,094.36	1,459.18	1,823.96
	<b>HOURLY</b>	13.6795	18.2398	22.7995

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<b>S-11</b>	<b>ANNUAL</b>	29,840.93	39,787.70	49,734.46
	<b>BIWEEKLY</b>	1,147.73	1,530.30	1,912.86
	<b>HOURLY</b>	14.3466	19.1287	23.9108
<b>S-12</b>	<b>ANNUAL</b>	31,150.08	41,533.23	51,916.80
	<b>BIWEEKLY</b>	1,198.08	1,597.43	1,996.80
	<b>HOURLY</b>	14.9760	19.9679	24.9600
<b>S-13</b>	<b>ANNUAL</b>	32,702.38	43,603.25	54,504.53
	<b>BIWEEKLY</b>	1,257.78	1,677.05	2,096.33
	<b>HOURLY</b>	15.7223	20.9631	26.2041
<b>S-14</b>	<b>ANNUAL</b>	34,255.94	45,674.30	57,093.09
	<b>BIWEEKLY</b>	1,317.54	1,756.70	2,195.89
	<b>HOURLY</b>	16.4692	21.9588	27.4486
<b>S-15</b>	<b>ANNUAL</b>	35,896.85	47,861.84	59,827.66
	<b>BIWEEKLY</b>	1,380.65	1,840.84	2,301.06
	<b>HOURLY</b>	17.2581	23.0105	28.7633
<b>S-16</b>	<b>ANNUAL</b>	37,527.57	50,036.90	62,545.81
	<b>BIWEEKLY</b>	1,443.37	1,924.50	2,405.61
	<b>HOURLY</b>	18.0421	24.0562	30.0701
<b>S-17</b>	<b>ANNUAL</b>	39,334.46	52,446.58	65,557.86
	<b>BIWEEKLY</b>	1,512.86	2,017.18	2,521.46
	<b>HOURLY</b>	18.9108	25.2147	31.5182
<b>S-18</b>	<b>ANNUAL</b>	41,132.83	54,843.36	68,554.93
	<b>BIWEEKLY</b>	1,582.03	2,109.36	2,636.73
	<b>HOURLY</b>	19.7754	26.3670	32.9591
<b>S-19</b>	<b>ANNUAL</b>	43,095.10	57,460.00	71,825.10
	<b>BIWEEKLY</b>	1,657.50	2,210.00	2,762.50
	<b>HOURLY</b>	20.7188	27.6250	34.5313
<b>S-20</b>	<b>ANNUAL</b>	45,137.66	60,183.55	75,228.61
	<b>BIWEEKLY</b>	1,736.06	2,314.75	2,893.41
	<b>HOURLY</b>	21.7008	28.9344	36.1676

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<b>S-21</b>	<b>ANNUAL</b>	47,354.53	63,139.44	78,924.14
	<b>BIWEEKLY</b>	1,821.33	2,428.44	3,035.54
	<b>HOURLY</b>	22.7666	30.3555	37.9443
<b>S-22</b>	<b>ANNUAL</b>	49,561.41	66,081.81	82,602.62
	<b>BIWEEKLY</b>	1,906.21	2,541.61	3,177.02
	<b>HOURLY</b>	23.8276	31.7701	39.7128
<b>S-23</b>	<b>ANNUAL</b>	51,935.10	69,246.11	86,557.95
	<b>BIWEEKLY</b>	1,997.50	2,663.31	3,329.15
	<b>HOURLY</b>	24.9688	33.2914	41.6144
<b>S-24</b>	<b>ANNUAL</b>	54,552.37	72,736.77	90,921.38
	<b>BIWEEKLY</b>	2,098.17	2,797.57	3,496.98
	<b>HOURLY</b>	26.2271	34.9696	43.7122
<b>S-25</b>	<b>ANNUAL</b>	57,210.19	76,280.26	95,350.53
	<b>BIWEEKLY</b>	2,200.39	2,933.86	3,667.33
	<b>HOURLY</b>	27.5049	36.6732	45.8416
<b>S-26</b>	<b>ANNUAL</b>	59,866.56	79,822.29	99,777.81
	<b>BIWEEKLY</b>	2,302.56	3,070.09	3,837.61
	<b>HOURLY</b>	28.7820	38.3761	47.9701
<b>S-27</b>	<b>ANNUAL</b>	62,816.21	83,755.15	104,693.47
	<b>BIWEEKLY</b>	2,416.01	3,221.35	4,026.67
	<b>HOURLY</b>	30.2001	40.2669	50.3334
<b>S-28</b>	<b>ANNUAL</b>	65,843.86	87,792.22	109,739.97
	<b>BIWEEKLY</b>	2,532.46	3,376.62	4,220.77
	<b>HOURLY</b>	31.6557	42.2078	52.7596
<b>S-29</b>	<b>ANNUAL</b>	69,028.54	92,038.13	115,048.13
	<b>BIWEEKLY</b>	2,654.94	3,539.93	4,424.93
	<b>HOURLY</b>	33.1868	44.2491	55.3116
<b>S-30</b>	<b>ANNUAL</b>	72,381.92	96,508.88	120,636.26
	<b>BIWEEKLY</b>	2,783.92	3,711.88	4,639.86
	<b>HOURLY</b>	34.7990	46.3985	57.9982

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<b>S-31</b>	<b>ANNUAL</b>	73,825.65	98,433.71	123,042.61
	<b>BIWEEKLY</b>	2,839.45	3,785.91	4,732.41
	<b>HOURLY</b>	35.4931	47.3239	59.1551
<b>S-32</b>	<b>ANNUAL</b>	77,403.04	103,204.61	129,005.76
	<b>BIWEEKLY</b>	2,977.04	3,969.41	4,961.76
	<b>HOURLY</b>	37.2130	49.6176	62.0220
<b>S-33</b>	<b>ANNUAL</b>	81,218.59	108,291.66	135,364.74
	<b>BIWEEKLY</b>	3,123.79	4,165.06	5,206.34
	<b>HOURLY</b>	39.0474	52.0633	65.0792
<b>S-34</b>	<b>ANNUAL</b>	85,119.63	113,492.50	141,865.57
	<b>BIWEEKLY</b>	3,273.83	4,365.10	5,456.37
	<b>HOURLY</b>	40.9229	54.5637	68.2046
<b>S-35</b>	<b>ANNUAL</b>	89,247.39	118,996.80	148,745.58
	<b>BIWEEKLY</b>	3,432.59	4,576.80	5,720.98
	<b>HOURLY</b>	42.9074	57.2100	71.5123
<b>S-36</b>	<b>ANNUAL</b>	93,699.22	124,931.66	156,164.32
	<b>BIWEEKLY</b>	3,603.82	4,805.06	6,006.32
	<b>HOURLY</b>	45.0477	60.0633	75.0790
<b>S-37</b>	<b>ANNUAL</b>	98,270.64	131,027.31	163,784.61
	<b>BIWEEKLY</b>	3,779.64	5,039.51	6,299.41
	<b>HOURLY</b>	47.2455	62.9939	78.7426
<b>S-38</b>	<b>ANNUAL</b>	100,215.65	133,621.07	167,026.50
	<b>BIWEEKLY</b>	3,854.45	5,139.27	6,424.10
	<b>HOURLY</b>	48.1806	64.2409	80.3012
<b>S-39</b>	<b>ANNUAL</b>	105,159.60	140,212.80	175,265.79
	<b>BIWEEKLY</b>	4,044.60	5,392.80	6,740.99
	<b>HOURLY</b>	50.5575	67.4100	84.2624
<b>S-40</b>	<b>ANNUAL</b>	113,650.58	151,533.82	189,417.49
	<b>BIWEEKLY</b>	4,371.18	5,828.22	7,285.29
	<b>HOURLY</b>	54.6397	72.8528	91.0661