SP PAY PLAN EFFECTIVE 6/30/2000

PLAN	GROUP	PERIOD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11
SP	1	Annual	$39,176	$40,478	$41,784	$43,088	$44,425	$45,693	$46,983	$48,303	$49,605	$51,179	$54,200
		Biweekly	$1,501.00	$1,550.89	$1,600.92	$1,650.89	$1,702.11	$1,750.69	$1,800.12	$1,850.69	$1,900.58	$1,960.89	$2,076.63
		Daily	$150.10	$155.09	$160.10	$165.09	$170.22	$175.07	$180.02	$185.07	$190.06	$196.09	$207.67
		Hourly	$18.77	$19.39	$20.02	$20.64	$21.28	$21.89	$22.51	$23.14	$23.76	$24.52	$25.96
SP	3	Annual							$55,322	$56,996	$58,668	$61,548	$63,256
		Biweekly							$2,119.62	$2,183.76	$2,247.82	$2,358.17	$2,423.61
		Daily							$211.97	$218.38	$224.79	$235.82	$242.37
		Hourly							$26.50	$27.30	$28.10	$29.48	$30.30
SP	4	Annual							$58,657	$60,386	$62,117	$65,126	$66,895
		Biweekly							$2,247.40	$2,313.64	$2,379.97	$2,495.25	$2,563.03
		Daily							$224.74	$231.37	$238.00	$249.53	$256.31
		Hourly							$28.10	$28.93	$29.75	$31.20	$32.04
	Trainee	Annual	$31,243										