

The SECCP committee has been working on various items to improve the Salaried Employee Classification and Compensation program.

These are the items that we have been working on:

- Increasing the Wage Bands Minimum's.
  - ✓ We have succeeded in doing this effective 6/30/2007 the wage bands will be increased by 7%. All employees who are less than 7% above the wage band will receive an increase up to 7% to bring them to the new minimum.
- Negotiate “movement within the wage band”
  - ✓ Although many do not agree with how the cohorts were determine – this program gives all employees who have at least 2 years service.
    - 3% increase after the across the board increases when its your cohort group turn
    - Up to an additional 3% for outstanding performance when its your cohort group turn

Please see the chart below illustrating the wage bands.

<i>Salary Program Wage Bands Implementation and 7% increase</i>					
	<b>Implementation to 6/29/2007</b>		<b>7% Wage Band Increase as 6/30/2007</b>		
<b>Wage Band</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>	
1	\$23,660.00	\$39,512.00	\$25,316.20	\$42,277.84	
2	\$27,243.00	\$45,290.00	\$29,150.01	\$48,460.30	
3	\$31,329.00	\$52,216.00	\$33,522.03	\$55,871.12	
4	\$36,029.00	\$60,048.00	\$38,551.03	\$64,251.36	
5	\$41,433.00	\$69,055.00	\$44,333.31	\$73,888.85	
6	\$47,648.00	\$79,414.00	\$50,983.36	\$84,972.98	
7	\$54,795.00	\$91,326.00	\$58,630.65	\$97,718.82	
8	\$63,015.00	\$105,025.00	\$67,426.05	\$112,376.75	
9	\$72,467.00	\$120,778.00	\$77,539.69	\$129,232.46	
10	\$83,337.00	\$138,895.00	\$89,170.59	\$148,617.65	