

EXHIBIT 5-2 PROPOSED PAY PLAN

Step	Grade	Min	Mid	Max	Step 1	Step 2	Step 3	Step 4
3.00%	PD1	\$ 37,200.00	\$ 46,734.17	\$ 56,268.34	\$ 37,200.00	\$ 38,316.00	\$ 39,465.48	\$ 40,649.44
Spread	PD2	\$ 45,500.00	\$ 57,161.42	\$ 68,822.83	\$ 45,500.00	\$ 46,865.00	\$ 48,270.95	\$ 49,719.08
55.0%	PD3	\$ 47,500.00	\$ 59,674.01	\$ 71,848.01	\$ 47,500.00	\$ 48,925.00	\$ 50,392.75	\$ 51,904.53
	PD4	\$ 54,000.00	\$ 67,839.92	\$ 81,679.85	\$ 54,000.00	\$ 55,620.00	\$ 57,288.60	\$ 59,007.26
	PD5	\$ 64,500.00	\$ 81,031.02	\$ 97,562.04	\$ 64,500.00	\$ 66,435.00	\$ 68,428.05	\$ 70,480.89

UNGPD \$ 51,287.60 \$ 51,287.60 \$ 51,287.60 \$ 51,287.60

Hourly Rates	Grade	Min	Mid	Max	Step 1	Step 2	Step 3	Step 4
	PD1	\$ 17.88	\$ 22.47	\$ 27.05	\$ 17.88	\$ 18.42	\$ 18.97	\$ 19.54
	PD2	\$ 21.88	\$ 27.48	\$ 33.09	\$ 21.88	\$ 22.53	\$ 23.21	\$ 23.90
	PD3	\$ 22.84	\$ 28.69	\$ 34.54	\$ 22.84	\$ 23.52	\$ 24.23	\$ 24.95
	PD4	\$ 25.96	\$ 32.62	\$ 39.27	\$ 25.96	\$ 26.74	\$ 27.54	\$ 28.37
	PD5	\$ 31.01	\$ 38.96	\$ 46.90	\$ 31.01	\$ 31.94	\$ 32.90	\$ 33.89
	UNGPD	\$ 24.66	\$ 24.66	\$ 24.66	\$ 24.66			

2200 Annual Rates	Grade	Min	Mid	Max	Step 1	Step 2	Step 3	Step 4
	PD201	\$ 39,346.15	\$ 49,430.37	\$ 59,514.59	\$ 39,346.15	\$ 40,526.54	\$ 41,742.33	\$ 42,994.60
	PD202	\$ 48,125.00	\$ 60,459.19	\$ 72,793.38	\$ 48,125.00	\$ 49,568.75	\$ 51,055.81	\$ 52,587.49
	PD203	\$ 50,240.38	\$ 63,116.74	\$ 75,993.09	\$ 50,240.38	\$ 51,747.60	\$ 53,300.02	\$ 54,899.02
	PD204	\$ 57,115.38	\$ 71,753.76	\$ 86,392.14	\$ 57,115.38	\$ 58,828.85	\$ 60,593.71	\$ 62,411.52
	PD205	\$ 68,221.15	\$ 85,705.89	\$ 103,190.62	\$ 68,221.15	\$ 70,267.79	\$ 72,375.82	\$ 74,547.10
	UNGPD2200	\$ 54,246.50	\$ 54,246.50	\$ 54,246.50	\$ 54,246.50			