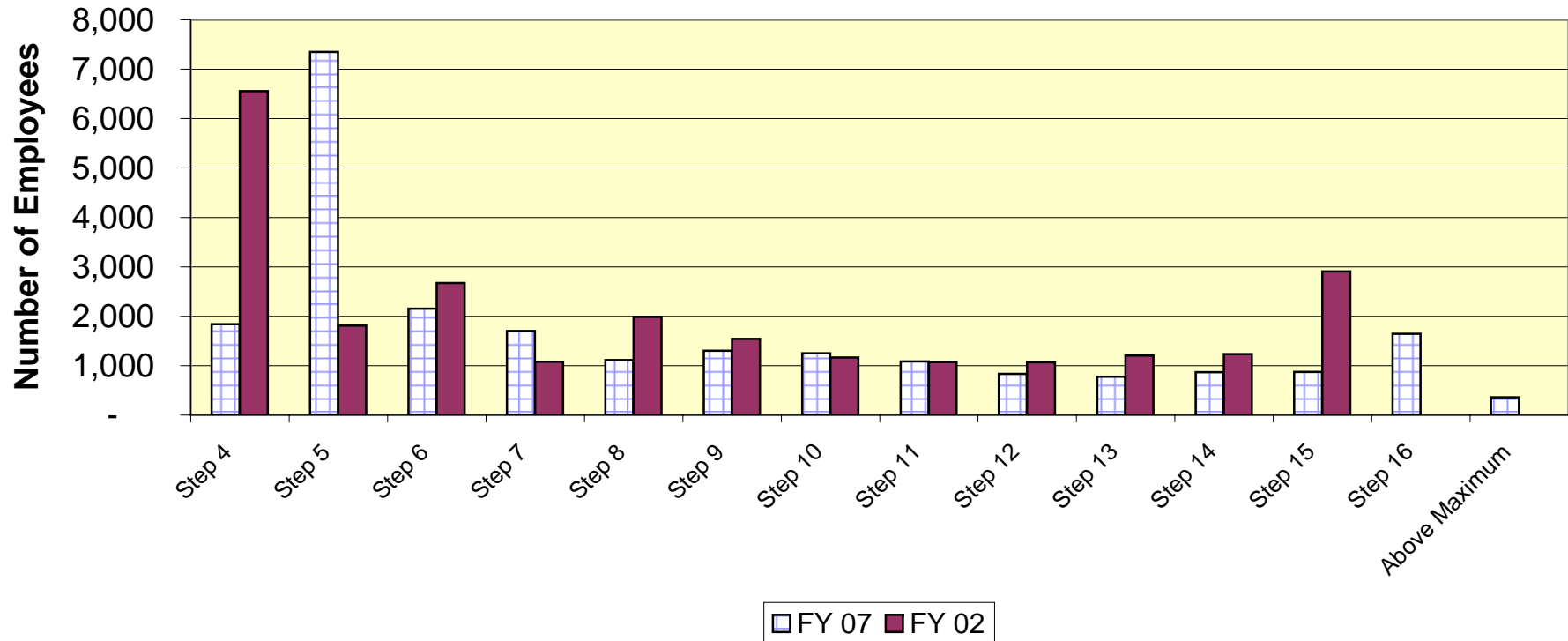


## Attachment II

### Comparison of Number of Employees by Pay Step: FY02 vs. FY07

	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Above Maximum
<b>FY 07</b>	1,838	7,351	2,151	1,700	1,114	1,300	1,251	1,085	836	774	870	873	1,643	358
<b>FY 02</b>	6,556	1,808	2,671	1,080	1,985	1,544	1,166	1,074	1,065	1,204	1,236	2,909	NA	NA
<b>Change</b>	<b>-4718</b>	<b>5,543</b>	<b>-520</b>	<b>620</b>	<b>-871</b>	<b>-244</b>	<b>85</b>	<b>11</b>	<b>-229</b>	<b>-430</b>	<b>-366</b>	<b>-2036</b>	<b>144</b>	<b>122</b>
	-15.00%	-12.50%	-10.00%	-7.50%	-5.00%	-2.50%	<b>Market Rate</b>	+2.5%	+5.0%	+7.5%	+10.0%	+12.5%	+ 15.0% to +29.5%	

### Number of Employees by Pay Step: FY 2002 vs. FY 2007

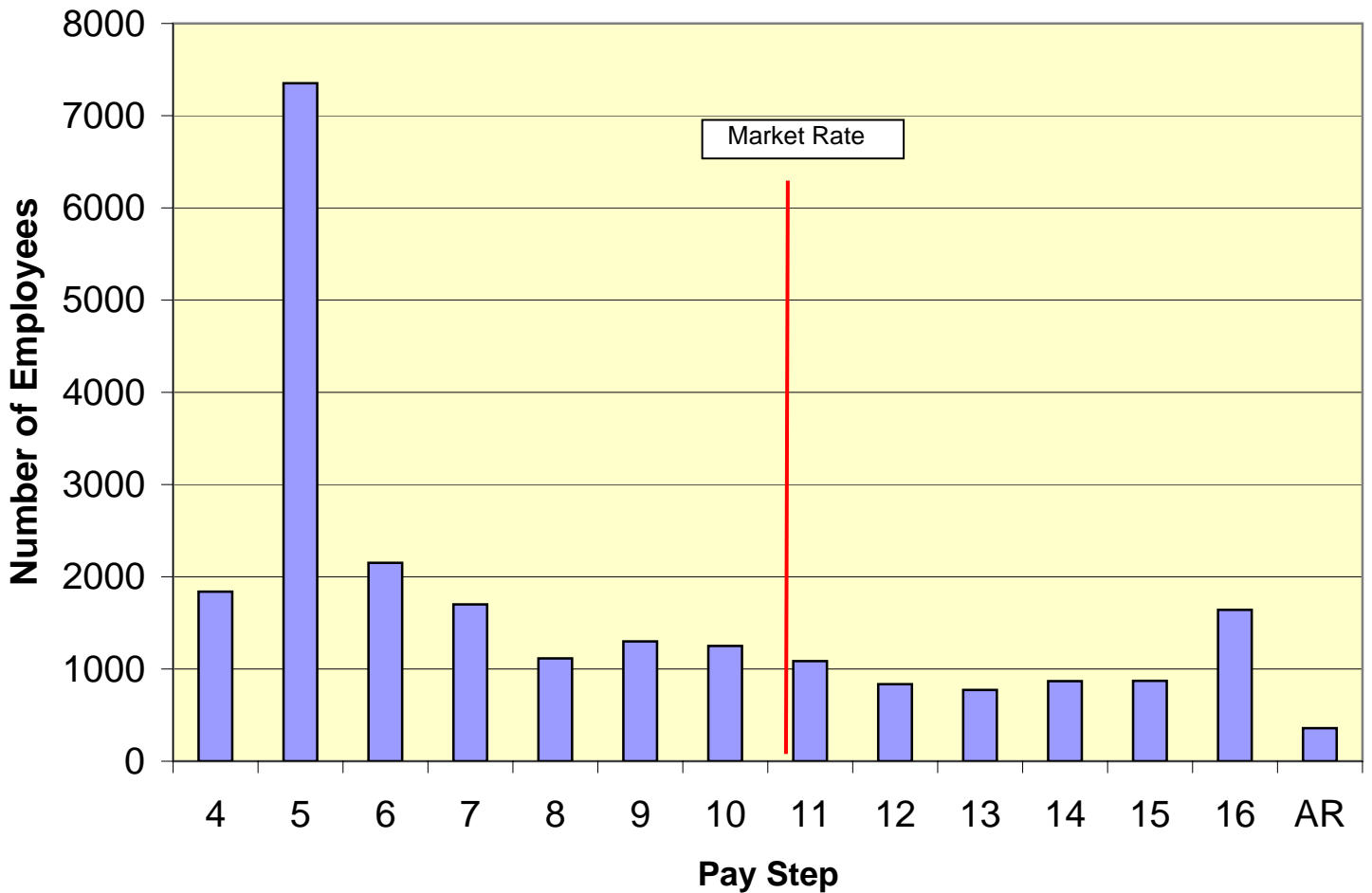


# Attachment III

## Distribution of Employees by Pay Step

Step	Number of Employees	Cumulative Number of Employees	Percentage of Employees	Cumulative Percent of Employees	
4	1838	1838	7.8%	7.9%	} Below Market
5	7351	9189	31.3%	39.7%	
6	2151	11340	9.2%	49.0%	
7	1700	13040	7.2%	56.3%	
8	1114	14154	4.7%	61.2%	
9	1300	15454	5.5%	66.8%	
10	1251	16705	5.3%	<b>72.2%</b>	
11	1085	17790	4.6%	76.9%	} Above Market
12	836	18626	3.6%	80.5%	
13	774	19400	3.3%	83.8%	
14	870	20270	3.7%	87.6%	
15	873	21143	3.7%	91.4%	
16	1643	22786	7.0%	98.5%	
AR	358	23144	1.5%	100.0%	

### Number of Employees by Pay Step



Data effective November 28,2006

Comparison of Number of Employees by Pay Step: FY 02 vs. FY 07

