

SALARY REDUCTION/ FURLOUGH PLAN STRUCTURE

Band	Annual Salary as of 1/1/09 (Based upon 100% Time)	Salary Reduction	Hourly Rate Accrual	Total Furlough Days
1	\$0 - 40,000	4%	0.042308	11
2	\$40,001 - 46,000	5%	0.050000	13
3	\$46,001 - 60,000	6%	0.061538	16
4	\$60,001 - 90,000	7%	0.069231	18
5	\$90,001 - 180,000	8%	0.080769	21
6	\$180,001 - 240,000	9%	0.092308	24
7	Over \$240,000	10%	0.100000	26