

Directors	10/1/03									3.5% Increase DR
		B+30	B+40	B+50	B+60	M	M+10	M+20	M+30	
STEP 1		\$70,540	\$71,493	\$72,446	\$73,399	\$72,115	\$73,068	\$74,021	\$74,974	\$77,237
STEP 2		\$72,505	\$73,458	\$74,411	\$75,364	\$74,080	\$75,033	\$75,986	\$76,939	\$79,202
STEP 3		\$74,480	\$75,433	\$76,386	\$77,339	\$76,055	\$77,008	\$77,961	\$78,914	\$81,177
STEP 4		\$76,449	\$77,402	\$78,355	\$79,308	\$78,024	\$78,977	\$79,930	\$80,883	\$83,146
STEP 5		\$78,417	\$79,370	\$80,323	\$81,276	\$79,992	\$80,945	\$81,898	\$82,851	\$85,114
STEP 6		\$80,387	\$81,340	\$82,293	\$83,246	\$81,962	\$82,915	\$83,868	\$84,821	\$87,084
STEP 7		\$82,359	\$83,312	\$84,265	\$85,218	\$83,934	\$84,887	\$85,840	\$86,793	\$89,056
STEP 8		\$84,334	\$85,287	\$86,240	\$87,193	\$85,909	\$86,862	\$87,815	\$88,768	\$91,031

LONGEVITY

(1):	14 - 15 completed years =	\$2,472
(2):	16 - 17 completed years =	\$4,045
(3):	18 - 19 completed years =	\$5,618
(4):	20 - 21 completed years =	\$7,191
(5):	22 completed years =	\$8,764
(6):	23 completed years =	\$10,337
(7):	24 completed years =	\$11,910
(8):	25 completed years =	\$13,483
(9):	26 completed years =	\$15,056

SALARY = STEP AMOUNT + LONGEVITY AMOUNT