

IN THE SUPERIOR COURT OF THE STATE OF ARIZONA

IN AND FOR THE COUNTY OF MOHAVE

FILED

1:40 p.m.

JUL 17 2007

IN THE MATTER OF:

ADOPTION OF FY 07-08)
JUDICIAL EMPLOYEE PAY)
INCREASES AND UPDATED)
SALARY SCHEDULE)
_____)

VIRLYNN TINNELL
CLERK SUPERIOR COURT
BY: _____ DEPUTY

ADMINISTRATIVE ORDER
2007-25

WHEREAS, the Superior Court in Mohave County remains firmly committed to providing equitable and adequate compensation for all judicial employees;

WHEREAS, on March 5, 2007, the Mohave County Board of Supervisors approved a 2.5% one-half step within-range pay adjustment for employees meeting the eligibility criteria defined in Attachment #1, such increase to be effective the first full pay period in FY 07-08;

WHEREAS, on June 18, 2007, the Mohave County Board of Supervisors approved a 2.5% cost of living adjustment (COLA) for employees who are employed in a full or part-time benefits eligible position effective the first full pay period of FY07-08. Individuals employed in elected related, temporary and on-call positions are not eligible for the COLA pay adjustment;

WHEREAS, it is the desire of the Superior Court to implement the county approved pay increases for judicial employees who meet the eligibility criteria;

WHEREAS, in accordance with Judicial Merit System Rule 303(C) and (L6d), the effect of the above mentioned within-range and COLA pay adjustment shall not cause any employee to exceed the maximum compensation level for the classification in which they are employed;

IT IS ORDERED, that the Superior Court implement the County approved pay increases by processing personnel action forms for eligible judicial employees effective with the first of the pay period beginning July 7, 2007.

IT IS ALSO ORDERED that the FY 07-08 Judicial Classification Plan (see Attachment #2) and Mohave County Salary Schedule (see Attachment #3) be implemented effective July 7, 2007.

DATED this 17th day of July, 2007.



Honorable Randolph A. Bartlett, Presiding Judge
Mohave County Superior Court

Superior Court in Mohave County					Attachment #2	
Judicial Classification Plan						
FY 07-08						
Classification	Class Code	FLSA	Range	Annual Range Minimum	Annual Range Maximum	
Court Services Clerk	J695	OE	4	\$23,712.00	\$36,774.40	
Law Library Assistant	J589	OE	4	\$23,712.00	\$36,774.40	
Mediation Services Assistant	J660	OE	4	\$23,712.00	\$36,774.40	
Probation Services Clerk	J672	OE	4	\$23,712.00	\$36,774.40	
CASA Program Assistant	J645	OE	6	\$26,145.60	\$40,539.20	
Teachers Assistant	J580	OE	7	\$27,456.00	\$42,556.80	
CASA Program Specialist	J279	OE	8	\$28,828.80	\$44,678.40	
Court Services Assistant	J696	OE	8	\$28,828.80	\$44,678.40	
Probation Services Assistant	J670	OE	8	\$28,828.80	\$44,678.40	
Secretary	J691	OE	8	\$28,828.80	\$44,678.40	
Juvenile Detention Officer Recruit	J420	OE	9	\$30,264.00	\$46,904.00	
Youth Care Worker Recruit - Juvenile	J495	OE	9	\$30,264.00	\$46,904.00	
Court Services Assistant Senior	J697	OE	10	\$31,782.40	\$49,254.40	
Courtroom Clerk	J650	OE	10	\$31,782.40	\$49,254.40	
Human Resource Specialist	J521	OE	10	\$31,782.40	\$49,254.40	
Juvenile Detention Officer I	J421	OE	10	\$31,782.40	\$49,254.40	
Probation Services Assistant Senior	J671	OE	10	\$31,782.40	\$49,254.40	
Youth Care Worker I - Juvenile	J496	OE	10	\$31,782.40	\$49,254.40	
Administrative Services Assistant	J630	OE	11	\$33,363.20	\$51,708.80	
Courtroom Clerk Senior	J655	OE	11	\$33,363.20	\$51,708.80	
Judicial Assistant to Court Commissioner	J605	OE	11	\$33,363.20	\$51,708.80	
Law Librarian	J590	OE	11	\$33,363.20	\$51,708.80	
Probation Surveillance Officer I	J470	OE	11	\$33,363.20	\$51,708.80	
Juvenile Detention Officer II	J422	OE	12	\$35,027.20	\$54,288.00	
Probation Surveillance Officer II	J471	OE	12	\$35,027.20	\$54,288.00	
Automation Field Trainer	J340	OE	13	\$36,774.40	\$57,012.80	
Deputy Probation Officer I	J242	OE	14	\$38,604.80	\$59,862.40	
Administrative Program Specialist	J215	OE	15	\$40,539.20	\$62,857.60	
Court Services Supervisor	J698	OE	15	\$40,539.20	\$62,857.60	
Deputy Probation Officer II	J243	OE	15	\$40,539.20	\$62,857.60	
Drug Court Coordinator	J244	OE	16	\$42,556.80	\$65,998.40	
Juvenile Detention Officer Supervisor	J423	OE	16	\$42,556.80	\$65,998.40	
Program Specialist	J480	OE	16	\$42,556.80	\$65,998.40	
Automation Systems Specialist	J309	OE	17	\$44,678.40	\$69,305.60	
Caseflow Manager	J120	OE	18	\$46,904.00	\$72,779.20	
Parenting Coordinator	J251	OE	19	\$49,254.40	\$76,419.20	
Clerical Temporary	J610	OE	A	-	-	
Professional Temp - Non-Exempt	J276	OE	A	-	-	
Protective Services Temp	J476	OE	A	-	-	
Judicial Assistant	J003	OX	11	\$33,363.20	\$51,708.80	
CASA Program Manager	J278	OX	14	\$38,604.80	\$59,862.40	
Court Security Manager	J121	OX	15	\$40,539.20	\$62,857.60	
Family Counselor-Mediator	J250	OX	15	\$40,539.20	\$62,857.60	
Juvenile Detention Teacher	J290	OX	15	\$40,539.20	\$62,857.60	
Budget Manager	J253	OX	17	\$44,678.40	\$69,305.60	
Office Supervisor	J665	OX	18	\$46,904.00	\$72,779.20	
Official Court Reporter	J045	OX	18	\$46,904.00	\$72,779.20	
Probation Operations Supervisor	J248	OX	18	\$46,904.00	\$72,779.20	
Custody Evaluator	TBD	OX	19	\$49,254.40	\$76,419.20	
Chief Deputy Clerk of Court	J010	OX	20	\$51,708.80	\$80,246.40	
Juvenile Detention Administrator	J135	OX	21	\$54,288.00	\$84,260.80	
Human Resource Manager	J275	OX	22	\$57,012.80	\$88,483.20	
Alternative Dispute Resolution Administrator	J124	OX	25	\$65,998.40	\$102,440.00	
Assistant Chief Probation Officer	J109	OX	25	\$65,998.40	\$102,440.00	
Automation Systems Manager	J129	OX	25	\$65,998.40	\$102,440.00	

Chief Probation Officer	J125	OX	28	\$76,419.20	\$118,601.60
Superior Court Administrator	J127	OX	28	\$76,419.20	\$118,601.60
Superior Court Judge	J081	OX	A	-	-
Clerk of Superior Court	J015	OX	A	-	-
Court Commissioner	J043	OX	A	-	-
Professional Temp - Exempt	J277	OX	A	-	-
OE = FLSA Non-exempt position (overtime eligible); OX = FLSA Exempt position (salaried)					
Effective July 7, 2007					

MOHAVE COUNTY SALARY SCHEDULE		5% X 5%		55% RANGE SPREAD		Attachment #3					
EFFECTIVE: 07/07/07		REVISED: 06/22/2007 - 2.5% COLA ADJUSTMENT		DATE RUN: 06/22/07		PROPOSED RATE					
MINIMUM		MIDPOINT		MAXIMUM							
	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	
Range 01	Hourly	9.85	10.34	10.86	11.40	11.97	12.57	13.20	13.86	14.55	15.28
	Bi-Weekly	788.0	827.20	868.80	912.00	957.60	1005.60	1056.00	1108.80	1164.00	1222.40
	Annually	20488.00	21507.20	22588.80	23712.00	24897.60	26145.60	27456.00	28828.80	30264.00	31782.40
Range 02	Hourly	10.34	10.86	11.40	11.97	12.57	13.20	13.86	14.55	15.28	16.04
	Bi-Weekly	827.20	868.80	912.00	957.60	1005.60	1056.00	1108.80	1164.00	1222.40	1283.20
	Annually	21507.20	22588.80	23712.00	24897.60	26145.60	27456.00	28828.80	30264.00	31782.40	33363.20
Range 03	Hourly	10.86	11.40	11.97	12.57	13.20	13.86	14.55	15.28	16.04	16.84
	Bi-Weekly	868.80	912.00	957.60	1005.60	1056.00	1108.80	1164.00	1222.40	1283.20	1347.20
	Annually	22588.80	23712.00	24897.60	26145.60	27456.00	28828.80	30264.00	31782.40	33363.20	35027.20
Range 04	Hourly	11.40	11.97	12.57	13.20	13.86	14.55	15.28	16.04	16.84	17.68
	Bi-Weekly	912.00	957.60	1005.60	1056.00	1108.80	1164.00	1222.40	1283.20	1347.20	1414.40
	Annually	23712.00	24897.60	26145.60	27456.00	28828.80	30264.00	31782.40	33363.20	35027.20	36774.40
Range 05	Hourly	11.97	12.57	13.20	13.86	14.55	15.28	16.04	16.84	17.68	18.56
	Bi-Weekly	957.60	1005.60	1056.00	1108.80	1164.00	1222.40	1283.20	1347.20	1414.40	1484.80
	Annually	24897.60	26145.60	27456.00	28828.80	30264.00	31782.40	33363.20	35027.20	36774.40	38604.80
Range 06	Hourly	12.57	13.20	13.86	14.55	15.28	16.04	16.84	17.68	18.56	19.49
	Bi-Weekly	1005.60	1056.00	1108.80	1164.00	1222.40	1283.20	1347.20	1414.40	1484.80	1559.20
	Annually	26145.60	27456.00	28828.80	30264.00	31782.40	33363.20	35027.20	36774.40	38604.80	40539.20
Range 07	Hourly	13.20	13.86	14.55	15.28	16.04	16.84	17.68	18.56	19.49	20.46
	Bi-Weekly	1056.00	1108.80	1164.00	1222.40	1283.20	1347.20	1414.40	1484.80	1559.20	1636.80
	Annually	27456.00	28828.80	30264.00	31782.40	33363.20	35027.20	36774.40	38604.80	40539.20	42556.80
Range 08	Hourly	13.86	14.55	15.28	16.04	16.84	17.68	18.56	19.49	20.46	21.48
	Bi-Weekly	1108.80	1164.00	1222.40	1283.20	1347.20	1414.40	1484.80	1559.20	1636.80	1718.40
	Annually	28828.80	30264.00	31782.40	33363.20	35027.20	36774.40	38604.80	40539.20	42556.80	44678.40
Range 09	Hourly	14.55	15.28	16.04	16.84	17.68	18.56	19.49	20.46	21.48	22.55
	Bi-Weekly	1164.00	1222.40	1283.20	1347.20	1414.40	1484.80	1559.20	1636.80	1718.40	1804.00
	Annually	30264.00	31782.40	33363.20	35027.20	36774.40	38604.80	40539.20	42556.80	44678.40	46904.00

OMB has standardized the above calculations. After Range 1, Step 1 the hourly rate in each step is increased by a factor of 5%.
Salary Schedule 070707 FINAL.xls, 1 of 4, 07/10/2007, 10:06 AM

	MINIMUM			MIDPOINT			MIDPOINT		
	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09
Range 10									
Hourly	15.28	16.04	16.84	17.68	18.56	19.49	20.46	21.48	22.55
Bi-Weekly	1222.40	1283.20	1347.20	1414.40	1484.80	1559.20	1636.80	1718.40	1804.00
Annually	31782.40	33963.20	35027.20	36774.40	38604.80	40539.20	42556.80	44678.40	46904.00
Range 11									
Hourly	16.04	16.84	17.68	18.56	19.49	20.46	21.48	22.55	23.68
Bi-Weekly	1283.20	1347.20	1414.40	1484.80	1559.20	1636.80	1718.40	1804.00	1898.80
Annually	33363.20	35027.20	36774.40	38604.80	40539.20	42556.80	44678.40	46904.00	49254.40
Range 12									
Hourly	16.84	17.68	18.56	19.49	20.46	21.48	22.55	23.68	24.86
Bi-Weekly	1347.20	1414.40	1484.80	1559.20	1636.80	1718.40	1804.00	1898.80	1988.80
Annually	35027.20	36774.40	38604.80	40539.20	42556.80	44678.40	46904.00	49254.40	51708.80
Range 13									
Hourly	17.68	18.56	19.49	20.46	21.48	22.55	23.68	24.86	26.10
Bi-Weekly	1414.40	1484.80	1559.20	1636.80	1718.40	1804.00	1898.80	1988.80	2088.00
Annually	36774.40	38604.80	40539.20	42556.80	44678.40	46904.00	49254.40	51708.80	54288.00
Range 14									
Hourly	18.56	19.49	20.46	21.48	22.55	23.68	24.86	26.10	27.41
Bi-Weekly	1484.80	1559.20	1636.80	1718.40	1804.00	1898.80	1988.80	2088.00	2192.80
Annually	38604.80	40539.20	42556.80	44678.40	46904.00	49254.40	51708.80	54288.00	57012.80
Range 15									
Hourly	19.49	20.46	21.48	22.55	23.68	24.86	26.10	27.41	28.78
Bi-Weekly	1559.20	1636.80	1718.40	1804.00	1898.80	1988.80	2088.00	2192.80	2302.40
Annually	40539.20	42556.80	44678.40	46904.00	49254.40	51708.80	54288.00	57012.80	59862.40
Range 16									
Hourly	20.46	21.48	22.55	23.68	24.86	26.10	27.41	28.78	30.22
Bi-Weekly	1636.80	1718.40	1804.00	1898.80	1988.80	2088.00	2192.80	2302.40	2417.60
Annually	42556.80	44678.40	46904.00	49254.40	51708.80	54288.00	57012.80	59862.40	62857.60
Range 17									
Hourly	21.48	22.55	23.68	24.86	26.10	27.41	28.78	30.22	31.73
Bi-Weekly	1718.40	1804.00	1898.80	1988.80	2088.00	2192.80	2302.40	2417.60	2538.40
Annually	44678.40	46904.00	49254.40	51708.80	54288.00	57012.80	59862.40	62857.60	65998.40
Range 18									
Hourly	22.55	23.68	24.86	26.10	27.41	28.78	30.22	31.73	33.32
Bi-Weekly	1804.00	1898.80	1988.80	2088.00	2192.80	2302.40	2417.60	2538.40	2665.60
Annually	46904.00	49254.40	51708.80	54288.00	57012.80	59862.40	62857.60	65998.40	69305.60
Range 19									
Hourly	23.68	24.86	26.10	27.41	28.78	30.22	31.73	33.32	34.99
Bi-Weekly	1898.80	1988.80	2088.00	2192.80	2302.40	2417.60	2538.40	2665.60	2799.20
Annually	49254.40	51708.80	54288.00	57012.80	59862.40	62857.60	65998.40	69305.60	72779.20

OMB has standardized the above calculations. After Range 1, Step 1 the hourly rate in each step is increased by a factor of 5%.
Salary Schedule 070707 FINAL.xls, 2 of 4, 07/10/2007, 10:06 AM

	MINIMUM	MIDPOINT					Step 06	Step 07	Step 08	Step 09			
		Step 01	Step 02	Step 03	Step 04	Step 05							
Range 19	Hourly	23.68	24.86	26.10	27.41	28.78	30.22	31.73	33.32	34.99	36.74	38.58	40.51
	Bi-Weekly	1894.40	1988.80	2088.00	2192.80	2302.40	2417.60	2538.40	2665.60	2799.20	2939.20	3086.40	3240.80
	Annually	49254.40	51708.80	54288.00	57012.80	59862.40	62857.60	65998.40	69305.60	72779.20	76419.20	80246.40	84260.80
Range 20	Hourly	24.86	26.10	27.41	28.78	30.22	31.73	33.32	34.99	36.74	38.58	40.51	42.54
	Bi-Weekly	1988.80	2088.00	2192.80	2302.40	2417.60	2538.40	2665.60	2799.20	2939.20	3086.40	3240.80	3403.20
	Annually	51708.80	54288.00	57012.80	59862.40	62857.60	65998.40	69305.60	72779.20	76419.20	80246.40	84260.80	88483.20
Range 21	Hourly	26.10	27.41	28.78	30.22	31.73	33.32	34.99	36.74	38.58	40.51	42.54	44.67
	Bi-Weekly	2088.00	2192.80	2302.40	2417.60	2538.40	2665.60	2799.20	2939.20	3086.40	3240.80	3403.20	3573.60
	Annually	54288.00	57012.80	59862.40	62857.60	65998.40	69305.60	72779.20	76419.20	80246.40	84260.80	88483.20	92913.60
Range 22	Hourly	27.41	28.78	30.22	31.73	33.32	34.99	36.74	38.58	40.51	42.54	44.67	46.90
	Bi-Weekly	2192.80	2302.40	2417.60	2538.40	2665.60	2799.20	2939.20	3086.40	3240.80	3403.20	3573.60	3752.00
	Annually	57012.80	59862.40	62857.60	65998.40	69305.60	72779.20	76419.20	80246.40	84260.80	88483.20	92913.60	97552.00
Range 23	Hourly	28.78	30.22	31.73	33.32	34.99	36.74	38.58	40.51	42.54	44.67	46.90	49.25
	Bi-Weekly	2302.40	2417.60	2538.40	2665.60	2799.20	2939.20	3086.40	3240.80	3403.20	3573.60	3752.00	3940.00
	Annually	59862.40	62857.60	65998.40	69305.60	72779.20	76419.20	80246.40	84260.80	88483.20	92913.60	97552.00	102440.00
Range 24	Hourly	30.22	31.73	33.32	34.99	36.74	38.58	40.51	42.54	44.67	46.90	49.25	51.71
	Bi-Weekly	2417.60	2538.40	2665.60	2799.20	2939.20	3086.40	3240.80	3403.20	3573.60	3752.00	3940.00	4136.80
	Annually	62857.60	65998.40	69305.60	72779.20	76419.20	80246.40	84260.80	88483.20	92913.60	97552.00	102440.00	107556.80
Range 25	Hourly	31.73	33.32	34.99	36.74	38.58	40.51	42.54	44.67	46.90	49.25	51.71	54.30
	Bi-Weekly	2538.40	2665.60	2799.20	2939.20	3086.40	3240.80	3403.20	3573.60	3752.00	3940.00	4136.80	4344.00
	Annually	65998.40	69305.60	72779.20	76419.20	80246.40	84260.80	88483.20	92913.60	97552.00	102440.00	107556.80	112944.00
Range 26	Hourly	33.32	34.99	36.74	38.58	40.51	42.54	44.67	46.90	49.25	51.71	54.30	57.00
	Bi-Weekly	2665.60	2799.20	2939.20	3086.40	3240.80	3403.20	3573.60	3752.00	3940.00	4136.80	4344.00	4560.00
	Annually	69305.60	72779.20	76419.20	80246.40	84260.80	88483.20	92913.60	97552.00	102440.00	107556.80	112944.00	118464.00
Range 27	Hourly	34.99	36.74	38.58	40.51	42.54	44.67	46.90	49.25	51.71	54.30	57.00	59.80
	Bi-Weekly	2799.20	2939.20	3086.40	3240.80	3403.20	3573.60	3752.00	3940.00	4136.80	4344.00	4560.00	4784.00
	Annually	72779.20	76419.20	80246.40	84260.80	88483.20	92913.60	97552.00	102440.00	107556.80	112944.00	118464.00	124128.00

OMB has standardized the above calculations. After Range 1, Step 1 the hourly rate in each step is increased by a factor of 5%.
Salary Schedule 070707 FINAL.xls, 3 of 4, 07/10/2007, 10:06 AM

	MINIMUM	MINIMUM					MIDPOINT						
		Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09			
Range 28	Hourly	36.74	38.58	40.51	42.54	44.67	46.90	49.25	51.71	54.30	57.02	59.87	62.86
	Bi-Weekly	2939.20	3086.40	3240.80	3403.20	3573.60	3752.00	3940.00	4136.80	4344.00	4561.60	4789.60	5028.80
	Annually	76419.20	80246.40	84260.80	88483.20	92913.60	97552.00	102440.00	107556.80	112944.00	118601.60	124529.60	130748.80
Range 29	Hourly	38.58	40.51	42.54	44.67	46.90	49.25	51.71	54.30	57.02	59.87	62.86	66.00
	Bi-Weekly	3086.40	3240.80	3403.20	3573.60	3752.00	3940.00	4136.80	4344.00	4561.60	4789.60	5028.80	5280.00
	Annually	80246.40	84260.80	88483.20	92913.60	97552.00	102440.00	107556.80	112944.00	118601.60	124529.60	130748.80	137280.00
Range 30	Hourly	40.51	42.54	44.67	46.90	49.25	51.71	54.30	57.02	59.87	62.86	66.00	69.30
	Bi-Weekly	3240.80	3403.20	3573.60	3752.00	3940.00	4136.80	4344.00	4561.60	4789.60	5028.80	5280.00	5544.00
	Annually	84260.80	88483.20	92913.60	97552.00	102440.00	107556.80	112944.00	118601.60	124529.60	130748.80	137280.00	144144.00
Range 31	Hourly	42.54	44.67	46.90	49.25	51.71	54.30	57.02	59.87	62.86	66.00	69.30	72.77
	Bi-Weekly	3403.20	3573.60	3752.00	3940.00	4136.80	4344.00	4561.60	4789.60	5028.80	5280.00	5544.00	5821.60
	Annually	88483.20	92913.60	97552.00	102440.00	107556.80	112944.00	118601.60	124529.60	130748.80	137280.00	144144.00	151361.60
Range 32	Hourly	44.67	46.90	49.25	51.71	54.30	57.02	59.87	62.86	66.00	69.30	72.77	76.41
	Bi-Weekly	3573.60	3752.00	3940.00	4136.80	4344.00	4561.60	4789.60	5028.80	5280.00	5544.00	5821.60	6112.80
	Annually	92913.60	97552.00	102440.00	107556.80	112944.00	118601.60	124529.60	130748.80	137280.00	144144.00	151361.60	158932.80
Range 33	Hourly	46.90	49.25	51.71	54.30	57.02	59.87	62.86	66.00	69.30	72.77	76.41	80.23
	Bi-Weekly	3752.00	3940.00	4136.80	4344.00	4561.60	4789.60	5028.80	5280.00	5544.00	5821.60	6112.80	6418.40
	Annually	97552.00	102440.00	107556.80	112944.00	118601.60	124529.60	130748.80	137280.00	144144.00	151361.60	158932.80	166878.40
Range 34	Hourly	49.25	51.71	54.30	57.02	59.87	62.86	66.00	69.30	72.77	76.41	80.23	84.24
	Bi-Weekly	3940.00	4136.80	4344.00	4561.60	4789.60	5028.80	5280.00	5544.00	5821.60	6112.80	6418.40	6739.20
	Annually	102440.00	107556.80	112944.00	118601.60	124529.60	130748.80	137280.00	144144.00	151361.60	158932.80	166878.40	175219.20
Range 35	Hourly	51.71	54.30	57.02	59.87	62.86	66.00	69.30	72.77	76.41	80.23	84.24	88.25
	Bi-Weekly	4136.80	4344.00	4561.60	4789.60	5028.80	5280.00	5544.00	5821.60	6112.80	6418.40	6739.20	7060.00
	Annually	107556.80	112944.00	118601.60	124529.60	130748.80	137280.00	144144.00	151361.60	158932.80	166878.40	175219.20	183680.00
Range 36	Hourly	54.30	57.02	59.87	62.86	66.00	69.30	72.77	76.41	80.23	84.24	88.25	92.26
	Bi-Weekly	4344.00	4561.60	4789.60	5028.80	5280.00	5544.00	5821.60	6112.80	6418.40	6739.20	7060.00	7380.80
	Annually	112944.00	118601.60	124529.60	130748.80	137280.00	144144.00	151361.60	158932.80	166878.40	175219.20	183680.00	192140.80

OMB has standardized the above calculations. After Range 1, Step 1 the hourly rate in each step is increased by a factor of 5%.
Salary Schedule 070707 FINAL.xls, 4 of 4, 07/10/2007, 10:06 AM