

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	1	Annual	\$20,187.00	\$20,532.00	\$20,872.00	\$21,215.00	\$21,555.00	\$21,898.00	\$22,235.00	\$22,790.00	\$23,418.00	\$24,044.00
		Bi-Wk	\$773.45	\$786.67	\$799.70	\$812.84	\$825.87	\$839.01	\$851.92	\$873.19	\$897.25	\$921.23
		Daily	\$77.35	\$78.67	\$79.97	\$81.29	\$82.59	\$83.91	\$85.20	\$87.32	\$89.73	\$92.13
		Hourly	\$9.67	\$9.84	\$10.00	\$10.17	\$10.33	\$10.49	\$10.65	\$10.92	\$11.22	\$11.52
CA	2	Annual	\$20,872.00	\$21,215.00	\$21,555.00	\$21,898.00	\$22,235.00	\$22,577.00	\$22,916.00	\$23,488.00	\$24,135.00	\$24,780.00
		Bi-Wk	\$799.70	\$812.84	\$825.87	\$839.01	\$851.92	\$865.02	\$878.01	\$899.93	\$924.72	\$949.43
		Daily	\$79.97	\$81.29	\$82.59	\$83.91	\$85.20	\$86.51	\$87.81	\$90.00	\$92.48	\$94.95
		Hourly	\$10.00	\$10.17	\$10.33	\$10.49	\$10.65	\$10.82	\$10.98	\$11.25	\$11.56	\$11.87
CA	3	Annual	\$21,215.00	\$21,555.00	\$21,898.00	\$22,235.00	\$22,577.00	\$22,916.00	\$23,259.00	\$23,841.00	\$24,498.00	\$25,154.00
		Bi-Wk	\$812.84	\$825.87	\$839.01	\$851.92	\$865.02	\$878.01	\$891.15	\$913.45	\$938.63	\$963.76
		Daily	\$81.29	\$82.59	\$83.91	\$85.20	\$86.51	\$87.81	\$89.12	\$91.35	\$93.87	\$96.38
		Hourly	\$10.17	\$10.33	\$10.49	\$10.65	\$10.82	\$10.98	\$11.14	\$11.42	\$11.74	\$12.05
CA	4	Annual	\$21,700.00	\$22,115.00	\$22,527.00	\$22,941.00	\$23,362.00	\$23,771.00	\$24,188.00	\$24,793.00	\$25,475.00	\$26,157.00
		Bi-Wk	\$831.42	\$847.32	\$863.11	\$878.97	\$895.10	\$910.77	\$926.75	\$949.93	\$976.06	\$1,002.19
		Daily	\$83.15	\$84.74	\$86.32	\$87.90	\$89.51	\$91.08	\$92.68	\$95.00	\$97.61	\$100.22
		Hourly	\$10.40	\$10.60	\$10.79	\$10.99	\$11.19	\$11.39	\$11.59	\$11.88	\$12.21	\$12.53
CA	5	Annual	\$22,091.00	\$22,527.00	\$22,965.00	\$23,401.00	\$23,842.00	\$24,280.00	\$24,731.00	\$25,347.00	\$26,046.00	\$26,742.00
		Bi-Wk	\$846.40	\$863.11	\$879.89	\$896.60	\$913.49	\$930.27	\$947.55	\$971.15	\$997.94	\$1,024.60
		Daily	\$84.64	\$86.32	\$87.99	\$89.66	\$91.35	\$93.03	\$94.76	\$97.12	\$99.80	\$102.46
		Hourly	\$10.58	\$10.79	\$11.00	\$11.21	\$11.42	\$11.63	\$11.85	\$12.14	\$12.48	\$12.81
CA	6	Annual	\$22,631.00	\$23,067.00	\$23,503.00	\$23,943.00	\$24,382.00	\$24,842.00	\$25,353.00	\$25,987.00	\$26,702.00	\$27,416.00
		Bi-Wk	\$867.09	\$883.80	\$900.50	\$917.36	\$934.18	\$951.81	\$971.38	\$995.68	\$1,023.07	\$1,050.43
		Daily	\$86.71	\$88.38	\$90.05	\$91.74	\$93.42	\$95.19	\$97.14	\$99.57	\$102.31	\$105.05
		Hourly	\$10.84	\$11.05	\$11.26	\$11.47	\$11.68	\$11.90	\$12.15	\$12.45	\$12.79	\$13.14
CA	7	Annual	\$23,469.00	\$24,116.00	\$24,764.00	\$25,412.00	\$26,059.00	\$26,704.00	\$27,353.00	\$28,037.00	\$28,807.00	\$29,578.00
		Bi-Wk	\$899.20	\$923.99	\$948.82	\$973.64	\$998.43	\$1,023.15	\$1,048.01	\$1,074.22	\$1,103.72	\$1,133.26
		Daily	\$89.92	\$92.40	\$94.89	\$97.37	\$99.85	\$102.32	\$104.81	\$107.43	\$110.38	\$113.33
		Hourly	\$11.24	\$11.55	\$11.87	\$12.18	\$12.49	\$12.79	\$13.11	\$13.43	\$13.80	\$14.17
CA	8	Annual	\$24,382.00	\$24,953.00	\$25,594.00	\$26,253.00	\$26,906.00	\$27,565.00	\$28,222.00	\$28,929.00	\$29,724.00	\$30,520.00
		Bi-Wk	\$934.18	\$956.06	\$980.62	\$1,005.87	\$1,030.89	\$1,056.14	\$1,081.31	\$1,108.40	\$1,138.86	\$1,169.35
		Daily	\$93.42	\$95.61	\$98.07	\$100.59	\$103.09	\$105.62	\$108.14	\$110.84	\$113.89	\$116.94
		Hourly	\$11.68	\$11.96	\$12.26	\$12.58	\$12.89	\$13.21	\$13.52	\$13.86	\$14.24	\$14.62

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	9	Annual	\$24,977.00	\$25,647.00	\$26,332.00	\$27,020.00	\$27,707.00	\$28,385.00	\$29,079.00	\$29,806.00	\$30,625.00	\$31,443.00
		Bi-Wk	\$956.98	\$982.65	\$1,008.89	\$1,035.25	\$1,061.58	\$1,087.55	\$1,114.14	\$1,142.00	\$1,173.38	\$1,204.72
		Daily	\$95.70	\$98.27	\$100.89	\$103.53	\$106.16	\$108.76	\$111.42	\$114.20	\$117.34	\$120.48
		Hourly	\$11.97	\$12.29	\$12.62	\$12.95	\$13.27	\$13.60	\$13.93	\$14.28	\$14.67	\$15.06
CA	10	Annual	\$25,708.00	\$26,422.00	\$27,137.00	\$27,856.00	\$28,572.00	\$29,302.00	\$30,055.00	\$30,804.00	\$31,651.00	\$32,498.00
		Bi-Wk	\$984.99	\$1,012.34	\$1,039.74	\$1,067.28	\$1,094.72	\$1,122.69	\$1,151.54	\$1,180.23	\$1,212.69	\$1,245.14
		Daily	\$98.50	\$101.24	\$103.98	\$106.73	\$109.48	\$112.27	\$115.16	\$118.03	\$121.27	\$124.52
		Hourly	\$12.32	\$12.66	\$13.00	\$13.35	\$13.69	\$14.04	\$14.40	\$14.76	\$15.16	\$15.57
CA	11	Annual	\$26,456.00	\$27,204.00	\$27,951.00	\$28,699.00	\$29,464.00	\$30,248.00	\$31,035.00	\$31,812.00	\$32,687.00	\$33,563.00
		Bi-Wk	\$1,013.64	\$1,042.30	\$1,070.92	\$1,099.58	\$1,128.89	\$1,158.93	\$1,189.09	\$1,218.86	\$1,252.38	\$1,285.94
		Daily	\$101.37	\$104.23	\$107.10	\$109.96	\$112.89	\$115.90	\$118.91	\$121.89	\$125.24	\$128.60
		Hourly	\$12.68	\$13.03	\$13.39	\$13.75	\$14.12	\$14.49	\$14.87	\$15.24	\$15.66	\$16.08
CA	12	Annual	\$27,251.00	\$28,027.00	\$28,802.00	\$29,610.00	\$30,422.00	\$31,241.00	\$32,090.00	\$32,891.00	\$33,794.00	\$34,700.00
		Bi-Wk	\$1,044.10	\$1,073.84	\$1,103.53	\$1,134.49	\$1,165.60	\$1,196.98	\$1,229.51	\$1,260.20	\$1,294.79	\$1,329.51
		Daily	\$104.41	\$107.39	\$110.36	\$113.45	\$116.56	\$119.70	\$122.96	\$126.02	\$129.48	\$132.96
		Hourly	\$13.06	\$13.43	\$13.80	\$14.19	\$14.57	\$14.97	\$15.37	\$15.76	\$16.19	\$16.62
CA	13	Annual	\$28,675.00	\$29,656.00	\$30,650.00	\$31,656.00	\$32,702.00	\$33,745.00	\$34,792.00	\$35,663.00	\$36,643.00	\$37,624.00
		Bi-Wk	\$1,098.66	\$1,136.25	\$1,174.33	\$1,212.88	\$1,252.96	\$1,292.92	\$1,333.03	\$1,366.40	\$1,403.95	\$1,441.54
		Daily	\$109.87	\$113.63	\$117.44	\$121.29	\$125.30	\$129.30	\$133.31	\$136.64	\$140.40	\$144.16
		Hourly	\$13.74	\$14.21	\$14.68	\$15.17	\$15.67	\$16.17	\$16.67	\$17.08	\$17.55	\$18.02
CA	14	Annual	\$29,924.00	\$30,954.00	\$32,006.00	\$33,084.00	\$34,158.00	\$35,233.00	\$36,312.00	\$37,221.00	\$38,246.00	\$39,268.00
		Bi-Wk	\$1,146.52	\$1,185.98	\$1,226.29	\$1,267.59	\$1,308.74	\$1,349.93	\$1,391.27	\$1,426.10	\$1,465.37	\$1,504.53
		Daily	\$114.66	\$118.60	\$122.63	\$126.76	\$130.88	\$135.00	\$139.13	\$142.61	\$146.54	\$150.46
		Hourly	\$14.34	\$14.83	\$15.33	\$15.85	\$16.36	\$16.88	\$17.40	\$17.83	\$18.32	\$18.81
CA	15	Annual	\$31,267.00	\$32,366.00	\$33,477.00	\$34,586.00	\$35,698.00	\$36,809.00	\$37,922.00	\$38,870.00	\$39,940.00	\$41,008.00
		Bi-Wk	\$1,197.97	\$1,240.08	\$1,282.65	\$1,325.14	\$1,367.74	\$1,410.31	\$1,452.96	\$1,489.28	\$1,530.27	\$1,571.19
		Daily	\$119.80	\$124.01	\$128.27	\$132.52	\$136.78	\$141.04	\$145.30	\$148.93	\$153.03	\$157.12
		Hourly	\$14.98	\$15.51	\$16.04	\$16.57	\$17.10	\$17.63	\$18.17	\$18.62	\$19.13	\$19.64
CA	16	Annual	\$32,757.00	\$33,902.00	\$35,048.00	\$36,183.00	\$37,327.00	\$38,471.00	\$39,612.00	\$40,602.00	\$41,718.00	\$42,835.00
		Bi-Wk	\$1,255.06	\$1,298.93	\$1,342.84	\$1,386.33	\$1,430.16	\$1,473.99	\$1,517.71	\$1,555.64	\$1,598.40	\$1,641.19
		Daily	\$125.51	\$129.90	\$134.29	\$138.64	\$143.02	\$147.40	\$151.78	\$155.57	\$159.84	\$164.12
		Hourly	\$15.69	\$16.24	\$16.79	\$17.33	\$17.88	\$18.43	\$18.98	\$19.45	\$19.98	\$20.52

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	17	Annual	\$34,355.00	\$35,532.00	\$36,703.00	\$37,884.00	\$39,055.00	\$40,227.00	\$41,406.00	\$42,442.00	\$43,610.00	\$44,775.00
		Bi-Wk	\$1,316.29	\$1,361.38	\$1,406.25	\$1,451.50	\$1,496.37	\$1,541.27	\$1,586.44	\$1,626.14	\$1,670.89	\$1,715.52
		Daily	\$131.63	\$136.14	\$140.63	\$145.15	\$149.64	\$154.13	\$158.65	\$162.62	\$167.09	\$171.56
		Hourly	\$16.46	\$17.02	\$17.58	\$18.15	\$18.71	\$19.27	\$19.84	\$20.33	\$20.89	\$21.45
CA	18	Annual	\$36,064.00	\$37,266.00	\$38,471.00	\$39,674.00	\$40,878.00	\$42,086.00	\$43,285.00	\$44,367.00	\$45,588.00	\$46,808.00
		Bi-Wk	\$1,381.77	\$1,427.82	\$1,473.99	\$1,520.08	\$1,566.21	\$1,612.50	\$1,658.43	\$1,699.89	\$1,746.67	\$1,793.41
		Daily	\$138.18	\$142.79	\$147.40	\$152.01	\$156.63	\$161.25	\$165.85	\$169.99	\$174.67	\$179.35
		Hourly	\$17.28	\$17.85	\$18.43	\$19.01	\$19.58	\$20.16	\$20.74	\$21.25	\$21.84	\$22.42
CA	19	Annual	\$37,815.00	\$39,055.00	\$40,297.00	\$41,538.00	\$42,778.00	\$44,011.00	\$45,254.00	\$46,384.00	\$47,660.00	\$48,936.00
		Bi-Wk	\$1,448.86	\$1,496.37	\$1,543.95	\$1,591.50	\$1,639.01	\$1,686.25	\$1,733.87	\$1,777.17	\$1,826.06	\$1,874.95
		Daily	\$144.89	\$149.64	\$154.40	\$159.15	\$163.91	\$168.63	\$173.39	\$177.72	\$182.61	\$187.50
		Hourly	\$18.12	\$18.71	\$19.30	\$19.90	\$20.49	\$21.08	\$21.68	\$22.22	\$22.83	\$23.44
CA	20	Annual	\$39,710.00	\$40,982.00	\$42,253.00	\$43,520.00	\$44,787.00	\$46,062.00	\$47,328.00	\$48,514.00	\$49,848.00	\$51,181.00
		Bi-Wk	\$1,521.46	\$1,570.20	\$1,618.89	\$1,667.44	\$1,715.98	\$1,764.83	\$1,813.34	\$1,858.78	\$1,909.89	\$1,960.96
		Daily	\$152.15	\$157.02	\$161.89	\$166.75	\$171.60	\$176.49	\$181.34	\$185.88	\$190.99	\$196.10
		Hourly	\$19.02	\$19.63	\$20.24	\$20.85	\$21.45	\$22.07	\$22.67	\$23.24	\$23.88	\$24.52
CA	21	Annual	\$41,647.00	\$42,952.00	\$44,254.00	\$45,563.00	\$46,864.00	\$48,172.00	\$49,473.00	\$50,712.00	\$52,106.00	\$53,501.00
		Bi-Wk	\$1,595.68	\$1,645.68	\$1,695.56	\$1,745.71	\$1,795.56	\$1,845.68	\$1,895.52	\$1,942.99	\$1,996.40	\$2,049.85
		Daily	\$159.57	\$164.57	\$169.56	\$174.58	\$179.56	\$184.57	\$189.56	\$194.30	\$199.64	\$204.99
		Hourly	\$19.95	\$20.58	\$21.20	\$21.83	\$22.45	\$23.08	\$23.70	\$24.29	\$24.96	\$25.63
CA	22	Annual	\$42,778.00	\$44,322.00	\$45,871.00	\$47,419.00	\$48,965.00	\$50,513.00	\$52,063.00	\$53,366.00	\$54,834.00	\$56,300.00
		Bi-Wk	\$1,639.01	\$1,698.17	\$1,757.51	\$1,816.82	\$1,876.06	\$1,935.37	\$1,994.76	\$2,044.68	\$2,100.92	\$2,157.09
		Daily	\$163.91	\$169.82	\$175.76	\$181.69	\$187.61	\$193.54	\$199.48	\$204.47	\$210.10	\$215.71
		Hourly	\$20.49	\$21.23	\$21.97	\$22.72	\$23.46	\$24.20	\$24.94	\$25.56	\$26.27	\$26.97
CA	23	Annual	\$44,777.00	\$46,389.00	\$47,999.00	\$49,612.00	\$51,228.00	\$52,839.00	\$54,452.00	\$55,816.00	\$57,350.00	\$58,885.00
		Bi-Wk	\$1,715.60	\$1,777.36	\$1,839.05	\$1,900.85	\$1,962.76	\$2,024.49	\$2,086.29	\$2,138.55	\$2,197.32	\$2,256.14
		Daily	\$171.56	\$177.74	\$183.91	\$190.09	\$196.28	\$202.45	\$208.63	\$213.86	\$219.74	\$225.62
		Hourly	\$21.45	\$22.22	\$22.99	\$23.77	\$24.54	\$25.31	\$26.08	\$26.74	\$27.47	\$28.21
CA	24	Annual	\$46,908.00	\$48,586.00	\$50,270.00	\$51,948.00	\$53,628.00	\$55,310.00	\$56,992.00	\$58,417.00	\$60,023.00	\$61,629.00
		Bi-Wk	\$1,797.25	\$1,861.54	\$1,926.06	\$1,990.35	\$2,054.72	\$2,119.16	\$2,183.61	\$2,238.20	\$2,299.74	\$2,361.27
		Daily	\$179.73	\$186.16	\$192.61	\$199.04	\$205.48	\$211.92	\$218.37	\$223.82	\$229.98	\$236.13
		Hourly	\$22.47	\$23.27	\$24.08	\$24.88	\$25.69	\$26.49	\$27.30	\$27.98	\$28.75	\$29.52

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	25	Annual	\$49,173.00	\$50,912.00	\$52,656.00	\$54,399.00	\$56,142.00	\$57,885.00	\$59,629.00	\$61,120.00	\$62,802.00	\$64,482.00
		Bi-Wk	\$1,884.03	\$1,950.66	\$2,017.48	\$2,084.26	\$2,151.04	\$2,217.82	\$2,284.64	\$2,341.77	\$2,406.21	\$2,470.58
		Daily	\$188.41	\$195.07	\$201.75	\$208.43	\$215.11	\$221.79	\$228.47	\$234.18	\$240.63	\$247.06
		Hourly	\$23.56	\$24.39	\$25.22	\$26.06	\$26.89	\$27.73	\$28.56	\$29.28	\$30.08	\$30.89
CA	26	Annual	\$51,571.00	\$53,374.00	\$55,184.00	\$56,992.00	\$58,798.00	\$60,609.00	\$62,415.00	\$63,976.00	\$65,737.00	\$67,496.00
		Bi-Wk	\$1,975.91	\$2,044.99	\$2,114.33	\$2,183.61	\$2,252.80	\$2,322.19	\$2,391.38	\$2,451.19	\$2,518.66	\$2,586.06
		Daily	\$197.60	\$204.50	\$211.44	\$218.37	\$225.28	\$232.22	\$239.14	\$245.12	\$251.87	\$258.61
		Hourly	\$24.70	\$25.57	\$26.43	\$27.30	\$28.16	\$29.03	\$29.90	\$30.64	\$31.49	\$32.33
CA	27	Annual	\$54,100.00	\$55,974.00	\$57,847.00	\$59,713.00	\$61,587.00	\$63,455.00	\$65,324.00	\$66,960.00	\$68,802.00	\$70,643.00
		Bi-Wk	\$2,072.80	\$2,144.60	\$2,216.37	\$2,287.86	\$2,359.66	\$2,431.23	\$2,502.84	\$2,565.52	\$2,636.10	\$2,706.63
		Daily	\$207.28	\$214.46	\$221.64	\$228.79	\$235.97	\$243.13	\$250.29	\$256.56	\$263.61	\$270.67
		Hourly	\$25.91	\$26.81	\$27.71	\$28.60	\$29.50	\$30.40	\$31.29	\$32.07	\$32.96	\$33.84
CA	28	Annual	\$56,807.00	\$58,745.00	\$60,678.00	\$62,621.00	\$64,552.00	\$66,484.00	\$68,420.00	\$70,131.00	\$72,058.00	\$73,988.00
		Bi-Wk	\$2,176.52	\$2,250.77	\$2,324.83	\$2,399.28	\$2,473.26	\$2,547.28	\$2,621.46	\$2,687.02	\$2,760.85	\$2,834.79
		Daily	\$217.66	\$225.08	\$232.49	\$239.93	\$247.33	\$254.73	\$262.15	\$268.71	\$276.09	\$283.48
		Hourly	\$27.21	\$28.14	\$29.07	\$30.00	\$30.92	\$31.85	\$32.77	\$33.59	\$34.52	\$35.44
CA	29	Annual	\$57,351.00	\$59,483.00	\$61,617.00	\$63,748.00	\$65,883.00	\$68,018.00	\$70,151.00	\$71,904.00	\$73,882.00	\$75,860.00
		Bi-Wk	\$2,197.36	\$2,279.05	\$2,360.81	\$2,442.46	\$2,524.26	\$2,606.06	\$2,687.78	\$2,754.95	\$2,830.73	\$2,906.52
		Daily	\$219.74	\$227.91	\$236.09	\$244.25	\$252.43	\$260.61	\$268.78	\$275.50	\$283.08	\$290.66
		Hourly	\$27.47	\$28.49	\$29.52	\$30.54	\$31.56	\$32.58	\$33.60	\$34.44	\$35.39	\$36.34
CA	30	Annual	\$59,629.00	\$61,826.00	\$64,020.00	\$66,213.00	\$68,409.00	\$70,606.00	\$72,802.00	\$74,622.00	\$76,674.00	\$78,727.00
		Bi-Wk	\$2,284.64	\$2,368.82	\$2,452.88	\$2,536.90	\$2,621.04	\$2,705.22	\$2,789.35	\$2,859.09	\$2,937.71	\$3,016.37
		Daily	\$228.47	\$236.89	\$245.29	\$253.69	\$262.11	\$270.53	\$278.94	\$285.91	\$293.78	\$301.64
		Hourly	\$28.56	\$29.62	\$30.67	\$31.72	\$32.77	\$33.82	\$34.87	\$35.74	\$36.73	\$37.71
CA	31	Annual	\$62,001.00	\$64,260.00	\$66,521.00	\$68,783.00	\$71,040.00	\$73,299.00	\$75,564.00	\$77,453.00	\$79,583.00	\$81,713.00
		Bi-Wk	\$2,375.52	\$2,462.07	\$2,548.70	\$2,635.37	\$2,721.84	\$2,808.40	\$2,895.18	\$2,967.55	\$3,049.16	\$3,130.77
		Daily	\$237.56	\$246.21	\$254.87	\$263.54	\$272.19	\$280.84	\$289.52	\$296.76	\$304.92	\$313.08
		Hourly	\$29.70	\$30.78	\$31.86	\$32.95	\$34.03	\$35.11	\$36.19	\$37.10	\$38.12	\$39.14
CA	32	Annual	\$64,468.00	\$66,792.00	\$69,112.00	\$71,432.00	\$73,758.00	\$76,081.00	\$78,403.00	\$80,367.00	\$82,577.00	\$84,787.00
		Bi-Wk	\$2,470.04	\$2,559.09	\$2,647.97	\$2,736.86	\$2,825.98	\$2,914.99	\$3,003.95	\$3,079.20	\$3,163.87	\$3,248.55
		Daily	\$247.01	\$255.91	\$264.80	\$273.69	\$282.60	\$291.50	\$300.40	\$307.92	\$316.39	\$324.86
		Hourly	\$30.88	\$31.99	\$33.10	\$34.22	\$35.33	\$36.44	\$37.55	\$38.49	\$39.55	\$40.61

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	33	Annual	\$67,041.00	\$69,430.00	\$71,814.00	\$74,202.00	\$76,589.00	\$78,974.00	\$81,365.00	\$83,400.00	\$85,692.00	\$87,987.00
		Bi-Wk	\$2,568.63	\$2,660.16	\$2,751.50	\$2,842.99	\$2,934.45	\$3,025.83	\$3,117.44	\$3,195.41	\$3,283.22	\$3,371.15
		Daily	\$256.87	\$266.02	\$275.15	\$284.30	\$293.45	\$302.59	\$311.75	\$319.55	\$328.33	\$337.12
		Hourly	\$32.11	\$33.26	\$34.40	\$35.54	\$36.69	\$37.83	\$38.97	\$39.95	\$41.05	\$42.14
CA	34	Annual	\$69,782.00	\$72,235.00	\$74,683.00	\$77,137.00	\$79,590.00	\$82,042.00	\$84,496.00	\$86,610.00	\$88,991.00	\$91,373.00
		Bi-Wk	\$2,673.64	\$2,767.63	\$2,861.42	\$2,955.45	\$3,049.43	\$3,143.38	\$3,237.40	\$3,318.40	\$3,409.62	\$3,500.89
		Daily	\$267.37	\$276.77	\$286.15	\$295.55	\$304.95	\$314.34	\$323.74	\$331.84	\$340.97	\$350.09
		Hourly	\$33.43	\$34.60	\$35.77	\$36.95	\$38.12	\$39.30	\$40.47	\$41.48	\$42.63	\$43.77
CA	35	Annual	\$72,627.00	\$75,141.00	\$77,659.00	\$80,176.00	\$82,682.00	\$85,202.00	\$87,713.00	\$89,907.00	\$92,379.00	\$94,851.00
		Bi-Wk	\$2,782.65	\$2,878.97	\$2,975.45	\$3,071.88	\$3,167.90	\$3,264.45	\$3,360.66	\$3,444.72	\$3,539.43	\$3,634.14
		Daily	\$278.27	\$287.90	\$297.55	\$307.19	\$316.79	\$326.45	\$336.07	\$344.48	\$353.95	\$363.42
		Hourly	\$34.79	\$35.99	\$37.20	\$38.40	\$39.60	\$40.81	\$42.01	\$43.06	\$44.25	\$45.43
CA	36	Annual	\$75,626.00	\$78,207.00	\$80,787.00	\$83,364.00	\$85,945.00	\$88,524.00	\$91,103.00	\$93,381.00	\$95,950.00	\$98,518.00
		Bi-Wk	\$2,897.55	\$2,996.44	\$3,095.29	\$3,194.03	\$3,292.92	\$3,391.73	\$3,490.54	\$3,577.82	\$3,676.25	\$3,774.64
		Daily	\$289.76	\$299.65	\$309.53	\$319.41	\$329.30	\$339.18	\$349.06	\$357.79	\$367.63	\$377.47
		Hourly	\$36.22	\$37.46	\$38.70	\$39.93	\$41.17	\$42.40	\$43.64	\$44.73	\$45.96	\$47.19
CA	37	Annual	\$78,744.00	\$81,398.00	\$84,047.00	\$86,697.00	\$89,349.00	\$91,995.00	\$94,643.00	\$97,010.00	\$99,677.00	\$102,344.00
		Bi-Wk	\$3,017.02	\$3,118.70	\$3,220.20	\$3,321.73	\$3,423.34	\$3,524.72	\$3,626.17	\$3,716.86	\$3,819.05	\$3,921.23
		Daily	\$301.71	\$311.87	\$322.02	\$332.18	\$342.34	\$352.48	\$362.62	\$371.69	\$381.91	\$392.13
		Hourly	\$37.72	\$38.99	\$40.26	\$41.53	\$42.80	\$44.06	\$45.33	\$46.47	\$47.74	\$49.02
CA	38	Annual	\$81,976.00	\$84,684.00	\$87,402.00	\$90,112.00	\$92,822.00	\$95,539.00	\$98,246.00	\$100,704.00	\$103,473.00	\$106,244.00
		Bi-Wk	\$3,140.85	\$3,244.60	\$3,348.74	\$3,452.57	\$3,556.40	\$3,660.50	\$3,764.22	\$3,858.40	\$3,964.49	\$4,070.66
		Daily	\$314.09	\$324.46	\$334.88	\$345.26	\$355.64	\$366.05	\$376.43	\$385.84	\$396.45	\$407.07
		Hourly	\$39.27	\$40.56	\$41.86	\$43.16	\$44.46	\$45.76	\$47.06	\$48.23	\$49.56	\$50.89
CA	39	Annual	\$85,363.00	\$88,140.00	\$90,917.00	\$93,695.00	\$96,472.00	\$99,250.00	\$102,027.00	\$104,578.00	\$107,453.00	\$110,330.00
		Bi-Wk	\$3,270.62	\$3,377.02	\$3,483.41	\$3,589.85	\$3,696.25	\$3,802.69	\$3,909.09	\$4,006.82	\$4,116.98	\$4,227.21
		Daily	\$327.07	\$337.71	\$348.35	\$358.99	\$369.63	\$380.27	\$390.91	\$400.69	\$411.70	\$422.73
		Hourly	\$40.89	\$42.22	\$43.55	\$44.88	\$46.21	\$47.54	\$48.87	\$50.09	\$51.47	\$52.85
CA	40	Annual	\$88,897.00	\$91,733.00	\$94,572.00	\$97,408.00	\$100,243.00	\$103,084.00	\$105,917.00	\$108,567.00	\$111,553.00	\$114,538.00
		Bi-Wk	\$3,406.02	\$3,514.68	\$3,623.45	\$3,732.11	\$3,840.73	\$3,949.58	\$4,058.13	\$4,159.66	\$4,274.07	\$4,388.43
		Daily	\$340.61	\$351.47	\$362.35	\$373.22	\$384.08	\$394.96	\$405.82	\$415.97	\$427.41	\$438.85
		Hourly	\$42.58	\$43.94	\$45.30	\$46.66	\$48.01	\$49.37	\$50.73	\$52.00	\$53.43	\$54.86

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	41	Annual	\$92,597.00	\$95,504.00	\$98,409.00	\$101,311.00	\$104,216.00	\$107,120.00	\$110,025.00	\$112,776.00	\$115,878.00	\$118,978.00
		Bi-Wk	\$3,547.78	\$3,659.16	\$3,770.46	\$3,881.65	\$3,992.96	\$4,104.22	\$4,215.52	\$4,320.92	\$4,439.78	\$4,558.55
		Daily	\$354.78	\$365.92	\$377.05	\$388.17	\$399.30	\$410.43	\$421.56	\$432.10	\$443.98	\$455.86
		Hourly	\$44.35	\$45.74	\$47.14	\$48.53	\$49.92	\$51.31	\$52.70	\$54.02	\$55.50	\$56.99
CA	42	Annual	\$96,436.00	\$99,406.00	\$102,377.00	\$105,344.00	\$108,315.00	\$111,284.00	\$114,253.00	\$117,110.00	\$120,329.00	\$123,550.00
		Bi-Wk	\$3,694.87	\$3,808.66	\$3,922.50	\$4,036.17	\$4,150.00	\$4,263.76	\$4,377.51	\$4,486.98	\$4,610.31	\$4,733.72
		Daily	\$369.49	\$380.87	\$392.25	\$403.62	\$415.00	\$426.38	\$437.76	\$448.70	\$461.04	\$473.38
		Hourly	\$46.19	\$47.61	\$49.04	\$50.46	\$51.88	\$53.30	\$54.72	\$56.09	\$57.63	\$59.18
CA	43	Annual	\$100,506.00	\$103,541.00	\$106,563.00	\$109,594.00	\$112,624.00	\$115,652.00	\$118,680.00	\$121,648.00	\$124,994.00	\$128,338.00
		Bi-Wk	\$3,850.81	\$3,967.09	\$4,082.88	\$4,199.01	\$4,315.10	\$4,431.12	\$4,547.13	\$4,660.85	\$4,789.05	\$4,917.17
		Daily	\$385.09	\$396.71	\$408.29	\$419.91	\$431.51	\$443.12	\$454.72	\$466.09	\$478.91	\$491.72
		Hourly	\$48.14	\$49.59	\$51.04	\$52.49	\$53.94	\$55.39	\$56.84	\$58.27	\$59.87	\$61.47