

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 7/1/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CR	1	Annual	\$17,252.00	\$17,678.00	\$18,093.00	\$18,518.00	\$18,934.00	\$19,360.00	\$19,775.00
		Bi-Wk	\$661.00	\$677.32	\$693.22	\$709.51	\$725.45	\$741.77	\$757.67
		Daily	\$66.10	\$67.74	\$69.33	\$70.96	\$72.55	\$74.18	\$75.77
		Hourly	\$8.27	\$8.47	\$8.67	\$8.87	\$9.07	\$9.28	\$9.48
CR	2	Annual	\$18,093.00	\$18,518.00	\$18,934.00	\$19,360.00	\$19,775.00	\$20,196.00	\$20,615.00
		Bi-Wk	\$693.22	\$709.51	\$725.45	\$741.77	\$757.67	\$773.80	\$789.85
		Daily	\$69.33	\$70.96	\$72.55	\$74.18	\$75.77	\$77.38	\$78.99
		Hourly	\$8.67	\$8.87	\$9.07	\$9.28	\$9.48	\$9.68	\$9.88
CR	3	Annual	\$18,518.00	\$18,934.00	\$19,360.00	\$19,775.00	\$20,196.00	\$20,615.00	\$21,035.00
		Bi-Wk	\$709.51	\$725.45	\$741.77	\$757.67	\$773.80	\$789.85	\$805.94
		Daily	\$70.96	\$72.55	\$74.18	\$75.77	\$77.38	\$78.99	\$80.60
		Hourly	\$8.87	\$9.07	\$9.28	\$9.48	\$9.68	\$9.88	\$10.08
CR	4	Annual	\$19,113.00	\$19,623.00	\$20,135.00	\$20,647.00	\$21,164.00	\$21,667.00	\$22,177.00
		Bi-Wk	\$732.30	\$751.84	\$771.46	\$791.08	\$810.89	\$830.16	\$849.70
		Daily	\$73.23	\$75.19	\$77.15	\$79.11	\$81.09	\$83.02	\$84.97
		Hourly	\$9.16	\$9.40	\$9.65	\$9.89	\$10.14	\$10.38	\$10.63
CR	5	Annual	\$19,592.00	\$20,135.00	\$20,677.00	\$21,212.00	\$21,752.00	\$22,292.00	\$22,833.00
		Bi-Wk	\$750.66	\$771.46	\$792.23	\$812.73	\$833.41	\$854.10	\$874.83
		Daily	\$75.07	\$77.15	\$79.23	\$81.28	\$83.35	\$85.41	\$87.49
		Hourly	\$9.39	\$9.65	\$9.91	\$10.16	\$10.42	\$10.68	\$10.94
CR	6	Annual	\$20,260.00	\$20,800.00	\$21,336.00	\$21,877.00	\$22,415.00	\$22,954.00	\$23,492.00
		Bi-Wk	\$776.25	\$796.94	\$817.48	\$838.20	\$858.82	\$879.47	\$900.08
		Daily	\$77.63	\$79.70	\$81.75	\$83.82	\$85.89	\$87.95	\$90.01
		Hourly	\$9.71	\$9.97	\$10.22	\$10.48	\$10.74	\$11.00	\$11.26
CR	7	Annual	\$20,855.00	\$21,394.00	\$21,935.00	\$22,474.00	\$23,014.00	\$23,552.00	\$24,092.00
		Bi-Wk	\$799.05	\$819.70	\$840.43	\$861.08	\$881.77	\$902.38	\$923.07
		Daily	\$79.91	\$81.97	\$84.05	\$86.11	\$88.18	\$90.24	\$92.31
		Hourly	\$9.99	\$10.25	\$10.51	\$10.77	\$11.03	\$11.28	\$11.54
CR	8	Annual	\$22,415.00	\$23,075.00	\$23,738.00	\$24,398.00	\$25,061.00	\$25,718.00	\$26,382.00
		Bi-Wk	\$858.82	\$884.10	\$909.51	\$934.79	\$960.20	\$985.37	\$1,010.81
		Daily	\$85.89	\$88.41	\$90.96	\$93.48	\$96.02	\$98.54	\$101.09
		Hourly	\$10.74	\$11.06	\$11.37	\$11.69	\$12.01	\$12.32	\$12.64

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CR	9	Annual	\$23,103.00	\$23,792.00	\$24,481.00	\$25,171.00	\$25,858.00	\$26,548.00	\$27,242.00
		Bi-Wk	\$885.18	\$911.58	\$937.97	\$964.41	\$990.73	\$1,017.17	\$1,043.76
		Daily	\$88.52	\$91.16	\$93.80	\$96.45	\$99.08	\$101.72	\$104.38
		Hourly	\$11.07	\$11.40	\$11.73	\$12.06	\$12.39	\$12.72	\$13.05
CR	10	Annual	\$23,849.00	\$24,570.00	\$25,286.00	\$26,011.00	\$26,730.00	\$27,463.00	\$28,221.00
		Bi-Wk	\$913.76	\$941.38	\$968.82	\$996.60	\$1,024.14	\$1,052.23	\$1,081.27
		Daily	\$91.38	\$94.14	\$96.89	\$99.66	\$102.42	\$105.23	\$108.13
		Hourly	\$11.43	\$11.77	\$12.12	\$12.46	\$12.81	\$13.16	\$13.52
CR	11	Annual	\$24,605.00	\$25,352.00	\$26,107.00	\$26,855.00	\$27,629.00	\$28,417.00	\$29,207.00
		Bi-Wk	\$942.73	\$971.35	\$1,000.27	\$1,028.93	\$1,058.59	\$1,088.78	\$1,119.05
		Daily	\$94.28	\$97.14	\$100.03	\$102.90	\$105.86	\$108.88	\$111.91
		Hourly	\$11.79	\$12.15	\$12.51	\$12.87	\$13.24	\$13.61	\$13.99
CR	12	Annual	\$25,403.00	\$26,190.00	\$26,964.00	\$27,775.00	\$28,590.00	\$29,413.00	\$30,230.00
		Bi-Wk	\$973.30	\$1,003.45	\$1,033.11	\$1,064.18	\$1,095.41	\$1,126.94	\$1,158.24
		Daily	\$97.33	\$100.35	\$103.32	\$106.42	\$109.55	\$112.70	\$115.83
		Hourly	\$12.17	\$12.55	\$12.92	\$13.31	\$13.70	\$14.09	\$14.48
CR	13	Annual	\$26,836.00	\$27,826.00	\$28,824.00	\$29,823.00	\$30,825.00	\$31,822.00	\$32,825.00
		Bi-Wk	\$1,028.20	\$1,066.14	\$1,104.37	\$1,142.65	\$1,181.04	\$1,219.24	\$1,257.67
		Daily	\$102.82	\$106.62	\$110.44	\$114.27	\$118.11	\$121.93	\$125.77
		Hourly	\$12.86	\$13.33	\$13.81	\$14.29	\$14.77	\$15.25	\$15.73
CR	14	Annual	\$28,093.00	\$29,127.00	\$30,157.00	\$31,189.00	\$32,219.00	\$33,252.00	\$34,282.00
		Bi-Wk	\$1,076.37	\$1,115.98	\$1,155.45	\$1,194.99	\$1,234.45	\$1,274.03	\$1,313.49
		Daily	\$107.64	\$111.60	\$115.55	\$119.50	\$123.45	\$127.41	\$131.35
		Hourly	\$13.46	\$13.95	\$14.45	\$14.94	\$15.44	\$15.93	\$16.42
CR	15	Annual	\$29,441.00	\$30,503.00	\$31,564.00	\$32,627.00	\$33,688.00	\$34,757.00	\$35,819.00
		Bi-Wk	\$1,128.01	\$1,168.70	\$1,209.35	\$1,250.08	\$1,290.73	\$1,331.69	\$1,372.38
		Daily	\$112.81	\$116.87	\$120.94	\$125.01	\$129.08	\$133.17	\$137.24
		Hourly	\$14.11	\$14.61	\$15.12	\$15.63	\$16.14	\$16.65	\$17.16
CR	16	Annual	\$30,875.00	\$31,969.00	\$33,063.00	\$34,159.00	\$35,250.00	\$36,347.00	\$37,438.00
		Bi-Wk	\$1,182.96	\$1,224.87	\$1,266.79	\$1,308.78	\$1,350.58	\$1,392.61	\$1,434.41
		Daily	\$118.30	\$122.49	\$126.68	\$130.88	\$135.06	\$139.27	\$143.45
		Hourly	\$14.79	\$15.32	\$15.84	\$16.36	\$16.89	\$17.41	\$17.94

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CR	17	Annual	\$32,404.00	\$33,529.00	\$34,656.00	\$35,779.00	\$36,906.00	\$38,031.00	\$39,156.00
		Bi-Wk	\$1,241.54	\$1,284.64	\$1,327.82	\$1,370.85	\$1,414.03	\$1,457.13	\$1,500.23
		Daily	\$124.16	\$128.47	\$132.79	\$137.09	\$141.41	\$145.72	\$150.03
		Hourly	\$15.52	\$16.06	\$16.60	\$17.14	\$17.68	\$18.22	\$18.76
CR	18	Annual	\$34,040.00	\$35,194.00	\$36,347.00	\$37,501.00	\$38,650.00	\$39,806.00	\$40,958.00
		Bi-Wk	\$1,304.22	\$1,348.43	\$1,392.61	\$1,436.82	\$1,480.85	\$1,525.14	\$1,569.28
		Daily	\$130.43	\$134.85	\$139.27	\$143.69	\$148.09	\$152.52	\$156.93
		Hourly	\$16.31	\$16.86	\$17.41	\$17.97	\$18.52	\$19.07	\$19.62
CR	19	Annual	\$35,716.00	\$36,906.00	\$38,094.00	\$39,283.00	\$40,465.00	\$41,652.00	\$42,839.00
		Bi-Wk	\$1,368.43	\$1,414.03	\$1,459.55	\$1,505.10	\$1,550.39	\$1,595.87	\$1,641.35
		Daily	\$136.85	\$141.41	\$145.96	\$150.51	\$155.04	\$159.59	\$164.14
		Hourly	\$17.11	\$17.68	\$18.25	\$18.82	\$19.38	\$19.95	\$20.52
CR	20	Annual	\$37,537.00	\$38,750.00	\$39,969.00	\$41,183.00	\$42,392.00	\$43,612.00	\$44,825.00
		Bi-Wk	\$1,438.20	\$1,484.68	\$1,531.38	\$1,577.90	\$1,624.22	\$1,670.96	\$1,717.44
		Daily	\$143.82	\$148.47	\$153.14	\$157.79	\$162.43	\$167.10	\$171.75
		Hourly	\$17.98	\$18.56	\$19.15	\$19.73	\$20.31	\$20.89	\$21.47
CR	21	Annual	\$39,386.00	\$40,640.00	\$41,886.00	\$43,134.00	\$44,386.00	\$45,633.00	\$46,882.00
		Bi-Wk	\$1,509.05	\$1,557.09	\$1,604.83	\$1,652.65	\$1,700.62	\$1,748.40	\$1,796.25
		Daily	\$150.91	\$155.71	\$160.49	\$165.27	\$170.07	\$174.84	\$179.63
		Hourly	\$18.87	\$19.47	\$20.07	\$20.66	\$21.26	\$21.86	\$22.46
CR	22	Annual	\$40,465.00	\$41,948.00	\$43,433.00	\$44,913.00	\$46,397.00	\$47,879.00	\$49,361.00
		Bi-Wk	\$1,550.39	\$1,607.21	\$1,664.10	\$1,720.81	\$1,777.67	\$1,834.45	\$1,891.23
		Daily	\$155.04	\$160.73	\$166.41	\$172.09	\$177.77	\$183.45	\$189.13
		Hourly	\$19.38	\$20.10	\$20.81	\$21.52	\$22.23	\$22.94	\$23.65
CR	23	Annual	\$42,383.00	\$43,930.00	\$45,467.00	\$47,016.00	\$48,559.00	\$50,104.00	\$51,649.00
		Bi-Wk	\$1,623.87	\$1,683.15	\$1,742.04	\$1,801.38	\$1,860.50	\$1,919.70	\$1,978.89
		Daily	\$162.39	\$168.32	\$174.21	\$180.14	\$186.05	\$191.97	\$197.89
		Hourly	\$20.30	\$21.04	\$21.78	\$22.52	\$23.26	\$24.00	\$24.74
CR	24	Annual	\$44,419.00	\$46,029.00	\$47,640.00	\$49,251.00	\$50,861.00	\$52,471.00	\$54,080.00
		Bi-Wk	\$1,701.88	\$1,763.57	\$1,825.29	\$1,887.02	\$1,948.70	\$2,010.39	\$2,072.04
		Daily	\$170.19	\$176.36	\$182.53	\$188.71	\$194.87	\$201.04	\$207.21
		Hourly	\$21.28	\$22.05	\$22.82	\$23.59	\$24.36	\$25.13	\$25.91

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CR	25	Annual	\$46,592.00	\$48,264.00	\$49,926.00	\$51,596.00	\$53,270.00	\$54,939.00	\$56,605.00
		Bi-Wk	\$1,785.14	\$1,849.20	\$1,912.88	\$1,976.86	\$2,041.00	\$2,104.95	\$2,168.78
		Daily	\$178.52	\$184.92	\$191.29	\$197.69	\$204.10	\$210.50	\$216.88
		Hourly	\$22.32	\$23.12	\$23.92	\$24.72	\$25.52	\$26.32	\$27.11
CR	26	Annual	\$48,887.00	\$50,640.00	\$52,352.00	\$54,080.00	\$55,812.00	\$57,540.00	\$59,270.00
		Bi-Wk	\$1,873.07	\$1,940.23	\$2,005.83	\$2,072.04	\$2,138.40	\$2,204.60	\$2,270.89
		Daily	\$187.31	\$194.03	\$200.59	\$207.21	\$213.84	\$220.46	\$227.09
		Hourly	\$23.42	\$24.26	\$25.08	\$25.91	\$26.73	\$27.56	\$28.39
CR	27	Annual	\$51,310.00	\$53,105.00	\$54,898.00	\$56,681.00	\$58,478.00	\$60,265.00	\$62,061.00
		Bi-Wk	\$1,965.91	\$2,034.68	\$2,103.38	\$2,171.69	\$2,240.54	\$2,309.01	\$2,377.82
		Daily	\$196.60	\$203.47	\$210.34	\$217.17	\$224.06	\$230.91	\$237.79
		Hourly	\$24.58	\$25.44	\$26.30	\$27.15	\$28.01	\$28.87	\$29.73
CR	28	Annual	\$53,903.00	\$55,757.00	\$57,613.00	\$59,467.00	\$61,317.00	\$63,168.00	\$65,020.00
		Bi-Wk	\$2,065.25	\$2,136.29	\$2,207.40	\$2,278.43	\$2,349.32	\$2,420.23	\$2,491.19
		Daily	\$206.53	\$213.63	\$220.74	\$227.85	\$234.94	\$242.03	\$249.12
		Hourly	\$25.82	\$26.71	\$27.60	\$28.49	\$29.37	\$30.26	\$31.14
CR	29	Annual	\$54,421.00	\$56,463.00	\$58,509.00	\$60,548.00	\$62,592.00	\$64,633.00	\$66,675.00
		Bi-Wk	\$2,085.10	\$2,163.34	\$2,241.73	\$2,319.85	\$2,398.17	\$2,476.37	\$2,554.60
		Daily	\$208.51	\$216.34	\$224.18	\$231.99	\$239.82	\$247.64	\$255.46
		Hourly	\$26.07	\$27.05	\$28.03	\$29.00	\$29.98	\$30.96	\$31.94
CR	30	Annual	\$56,605.00	\$58,706.00	\$60,811.00	\$62,910.00	\$65,010.00	\$67,112.00	\$69,219.00
		Bi-Wk	\$2,168.78	\$2,249.28	\$2,329.93	\$2,410.35	\$2,490.81	\$2,571.35	\$2,652.07
		Daily	\$216.88	\$224.93	\$233.00	\$241.04	\$249.09	\$257.14	\$265.21
		Hourly	\$27.11	\$28.12	\$29.13	\$30.13	\$31.14	\$32.15	\$33.16
CR	31	Annual	\$58,878.00	\$61,039.00	\$63,204.00	\$65,368.00	\$67,532.00	\$69,696.00	\$71,858.00
		Bi-Wk	\$2,255.87	\$2,338.66	\$2,421.61	\$2,504.53	\$2,587.44	\$2,670.35	\$2,753.19
		Daily	\$225.59	\$233.87	\$242.17	\$250.46	\$258.75	\$267.04	\$275.32
		Hourly	\$28.20	\$29.24	\$30.28	\$31.31	\$32.35	\$33.38	\$34.42
CR	32	Annual	\$61,239.00	\$63,460.00	\$65,681.00	\$67,905.00	\$70,131.00	\$72,352.00	\$74,583.00
		Bi-Wk	\$2,346.33	\$2,431.42	\$2,516.52	\$2,601.73	\$2,687.02	\$2,772.11	\$2,857.59
		Daily	\$234.64	\$243.15	\$251.66	\$260.18	\$268.71	\$277.22	\$285.76
		Hourly	\$29.33	\$30.40	\$31.46	\$32.53	\$33.59	\$34.66	\$35.72

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CR	33	Annual	\$63,703.00	\$65,986.00	\$68,271.00	\$70,559.00	\$72,844.00	\$75,131.00	\$77,419.00
		Bi-Wk	\$2,440.73	\$2,528.20	\$2,615.75	\$2,703.41	\$2,790.96	\$2,878.59	\$2,966.25
		Daily	\$244.08	\$252.82	\$261.58	\$270.35	\$279.10	\$287.86	\$296.63
		Hourly	\$30.51	\$31.61	\$32.70	\$33.80	\$34.89	\$35.99	\$37.08
CR	34	Annual	\$66,326.00	\$68,673.00	\$71,021.00	\$73,374.00	\$75,716.00	\$78,065.00	\$80,411.00
		Bi-Wk	\$2,541.23	\$2,631.15	\$2,721.12	\$2,811.27	\$2,901.00	\$2,991.00	\$3,080.89
		Daily	\$254.13	\$263.12	\$272.12	\$281.13	\$290.10	\$299.10	\$308.09
		Hourly	\$31.77	\$32.89	\$34.02	\$35.15	\$36.27	\$37.39	\$38.52
CR	35	Annual	\$69,050.00	\$71,456.00	\$73,868.00	\$76,275.00	\$78,681.00	\$81,086.00	\$83,496.00
		Bi-Wk	\$2,645.60	\$2,737.78	\$2,830.20	\$2,922.42	\$3,014.60	\$3,106.75	\$3,199.09
		Daily	\$264.56	\$273.78	\$283.02	\$292.25	\$301.46	\$310.68	\$319.91
		Hourly	\$33.07	\$34.23	\$35.38	\$36.54	\$37.69	\$38.84	\$39.99
CR	36	Annual	\$71,924.00	\$74,390.00	\$76,861.00	\$79,332.00	\$81,802.00	\$84,271.00	\$86,740.00
		Bi-Wk	\$2,755.71	\$2,850.20	\$2,944.87	\$3,039.55	\$3,134.18	\$3,228.78	\$3,323.38
		Daily	\$275.58	\$285.02	\$294.49	\$303.96	\$313.42	\$322.88	\$332.34
		Hourly	\$34.45	\$35.63	\$36.82	\$38.00	\$39.18	\$40.36	\$41.55
CR	37	Annual	\$74,908.00	\$77,442.00	\$79,981.00	\$82,520.00	\$85,057.00	\$87,595.00	\$90,132.00
		Bi-Wk	\$2,870.04	\$2,967.13	\$3,064.41	\$3,161.69	\$3,258.89	\$3,356.14	\$3,453.34
		Daily	\$287.01	\$296.72	\$306.45	\$316.17	\$325.89	\$335.62	\$345.34
		Hourly	\$35.88	\$37.09	\$38.31	\$39.53	\$40.74	\$41.96	\$43.17
CR	38	Annual	\$78,002.00	\$80,595.00	\$83,196.00	\$85,790.00	\$88,387.00	\$90,983.00	\$93,580.00
		Bi-Wk	\$2,988.59	\$3,087.94	\$3,187.59	\$3,286.98	\$3,386.48	\$3,485.94	\$3,585.45
		Daily	\$298.86	\$308.80	\$318.76	\$328.70	\$338.65	\$348.60	\$358.55
		Hourly	\$37.36	\$38.60	\$39.85	\$41.09	\$42.34	\$43.58	\$44.82
CR	39	Annual	\$81,245.00	\$83,903.00	\$86,560.00	\$89,222.00	\$91,882.00	\$94,536.00	\$97,199.00
		Bi-Wk	\$3,112.84	\$3,214.68	\$3,316.48	\$3,418.47	\$3,520.39	\$3,622.07	\$3,724.10
		Daily	\$311.29	\$321.47	\$331.65	\$341.85	\$352.04	\$362.21	\$372.41
		Hourly	\$38.92	\$40.19	\$41.46	\$42.74	\$44.01	\$45.28	\$46.56
CR	40	Annual	\$84,631.00	\$87,344.00	\$90,063.00	\$92,777.00	\$95,493.00	\$98,209.00	\$100,927.00
		Bi-Wk	\$3,242.57	\$3,346.52	\$3,450.69	\$3,554.68	\$3,658.74	\$3,762.80	\$3,866.94
		Daily	\$324.26	\$334.66	\$345.07	\$355.47	\$365.88	\$376.28	\$386.70
		Hourly	\$40.54	\$41.84	\$43.14	\$44.44	\$45.74	\$47.04	\$48.34

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 7/1/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CR	41	Annual	\$88,172.00	\$90,952.00	\$93,734.00	\$96,514.00	\$99,297.00	\$102,077.00	\$104,858.00
		Bi-Wk	\$3,378.24	\$3,484.76	\$3,591.35	\$3,697.86	\$3,804.49	\$3,911.00	\$4,017.55
		Daily	\$337.83	\$348.48	\$359.14	\$369.79	\$380.45	\$391.10	\$401.76
		Hourly	\$42.23	\$43.56	\$44.90	\$46.23	\$47.56	\$48.89	\$50.22
CR	42	Annual	\$91,844.00	\$94,689.00	\$97,537.00	\$100,370.00	\$103,219.00	\$106,061.00	\$108,907.00
		Bi-Wk	\$3,518.93	\$3,627.94	\$3,737.05	\$3,845.60	\$3,954.76	\$4,063.64	\$4,172.69
		Daily	\$351.90	\$362.80	\$373.71	\$384.56	\$395.48	\$406.37	\$417.27
		Hourly	\$43.99	\$45.35	\$46.72	\$48.07	\$49.44	\$50.80	\$52.16
CR	43	Annual	\$95,744.00	\$98,646.00	\$101,545.00	\$104,441.00	\$107,347.00	\$110,241.00	\$113,142.00
		Bi-Wk	\$3,668.36	\$3,779.55	\$3,890.62	\$4,001.58	\$4,112.92	\$4,223.80	\$4,334.95
		Daily	\$366.84	\$377.96	\$389.07	\$400.16	\$411.30	\$422.38	\$433.50
		Hourly	\$45.86	\$47.25	\$48.64	\$50.02	\$51.42	\$52.80	\$54.19