

CLERICAL CONFIDENTIAL CA 40 HOUR PLAN EFFECTIVE 10/3/2003

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 10/3/2003

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	\$22,167.00	\$22,546.00	\$22,920.00	\$23,296.00	\$23,670.00	\$24,046.00	\$24,417.00	\$25,025.00	\$25,715.00	\$26,424.00
		Bi-Wk	\$849.32	\$863.84	\$878.17	\$892.57	\$906.90	\$921.31	\$935.52	\$958.82	\$985.25	\$1,012.42
		Daily	\$84.94	\$86.39	\$87.82	\$89.26	\$90.69	\$92.14	\$93.56	\$95.89	\$98.53	\$101.25
		Hourly	\$10.62	\$10.80	\$10.98	\$11.16	\$11.34	\$11.52	\$11.70	\$11.99	\$12.32	\$12.66
CA	2	Annual	\$22,920.00	\$23,296.00	\$23,670.00	\$24,046.00	\$24,417.00	\$24,793.00	\$25,164.00	\$25,793.00	\$26,502.00	\$27,230.00
		Bi-Wk	\$878.17	\$892.57	\$906.90	\$921.31	\$935.52	\$949.93	\$964.14	\$988.24	\$1,015.41	\$1,043.30
		Daily	\$87.82	\$89.26	\$90.69	\$92.14	\$93.56	\$95.00	\$96.42	\$98.83	\$101.55	\$104.33
		Hourly	\$10.98	\$11.16	\$11.34	\$11.52	\$11.70	\$11.88	\$12.06	\$12.36	\$12.70	\$13.05
CA	3	Annual	\$23,296.00	\$23,670.00	\$24,046.00	\$24,417.00	\$24,793.00	\$25,164.00	\$25,541.00	\$26,180.00	\$26,901.00	\$27,642.00
		Bi-Wk	\$892.57	\$906.90	\$921.31	\$935.52	\$949.93	\$964.14	\$978.59	\$1,003.07	\$1,030.69	\$1,059.09
		Daily	\$89.26	\$90.69	\$92.14	\$93.56	\$95.00	\$96.42	\$97.86	\$100.31	\$103.07	\$105.91
		Hourly	\$11.16	\$11.34	\$11.52	\$11.70	\$11.88	\$12.06	\$12.24	\$12.54	\$12.89	\$13.24
CA	4	Annual	\$23,829.00	\$24,285.00	\$24,737.00	\$25,191.00	\$25,654.00	\$26,103.00	\$26,561.00	\$27,224.00	\$27,974.00	\$28,745.00
		Bi-Wk	\$912.99	\$930.46	\$947.78	\$965.18	\$982.92	\$1,000.12	\$1,017.67	\$1,043.07	\$1,071.81	\$1,101.35
		Daily	\$91.30	\$93.05	\$94.78	\$96.52	\$98.30	\$100.02	\$101.77	\$104.31	\$107.19	\$110.14
		Hourly	\$11.42	\$11.64	\$11.85	\$12.07	\$12.29	\$12.51	\$12.73	\$13.04	\$13.40	\$13.77
CA	5	Annual	\$24,258.00	\$24,737.00	\$25,218.00	\$25,697.00	\$26,181.00	\$26,661.00	\$27,156.00	\$27,834.00	\$28,601.00	\$29,365.00
		Bi-Wk	\$929.43	\$947.78	\$966.21	\$984.56	\$1,003.11	\$1,021.50	\$1,040.46	\$1,066.44	\$1,095.83	\$1,125.10
		Daily	\$92.95	\$94.78	\$96.63	\$98.46	\$100.32	\$102.15	\$104.05	\$106.65	\$109.59	\$112.51
		Hourly	\$11.62	\$11.85	\$12.08	\$12.31	\$12.54	\$12.77	\$13.01	\$13.34	\$13.70	\$14.07
CA	6	Annual	\$24,851.00	\$25,330.00	\$25,808.00	\$26,292.00	\$26,774.00	\$27,279.00	\$27,840.00	\$28,536.00	\$29,322.00	\$30,105.00
		Bi-Wk	\$952.15	\$970.50	\$988.82	\$1,007.36	\$1,025.83	\$1,045.18	\$1,066.67	\$1,093.34	\$1,123.45	\$1,153.45
		Daily	\$95.22	\$97.05	\$98.89	\$100.74	\$102.59	\$104.52	\$106.67	\$109.34	\$112.35	\$115.35
		Hourly	\$11.91	\$12.14	\$12.37	\$12.60	\$12.83	\$13.07	\$13.34	\$13.67	\$14.05	\$14.42
CA	7	Annual	\$25,771.00	\$26,482.00	\$27,192.00	\$27,905.00	\$28,616.00	\$29,324.00	\$30,036.00	\$30,787.00	\$31,633.00	\$32,479.00
		Bi-Wk	\$987.40	\$1,014.64	\$1,041.84	\$1,069.16	\$1,096.40	\$1,123.53	\$1,150.81	\$1,179.58	\$1,212.00	\$1,244.41
		Daily	\$98.74	\$101.47	\$104.19	\$106.92	\$109.64	\$112.36	\$115.09	\$117.96	\$121.20	\$124.45
		Hourly	\$12.35	\$12.69	\$13.03	\$13.37	\$13.71	\$14.05	\$14.39	\$14.75	\$15.15	\$15.56
CA	8	Annual	\$26,774.00	\$27,401.00	\$28,104.00	\$28,828.00	\$29,545.00	\$30,268.00	\$30,990.00	\$31,767.00	\$32,639.00	\$33,514.00
		Bi-Wk	\$1,025.83	\$1,049.85	\$1,076.79	\$1,104.53	\$1,132.00	\$1,159.70	\$1,187.36	\$1,217.13	\$1,250.54	\$1,284.07
		Daily	\$102.59	\$104.99	\$107.68	\$110.46	\$113.20	\$115.97	\$118.74	\$121.72	\$125.06	\$128.41
		Hourly	\$12.83	\$13.13	\$13.46	\$13.81	\$14.15	\$14.50	\$14.85	\$15.22	\$15.64	\$16.06
CA	9	Annual	\$27,427.00	\$28,163.00	\$28,915.00	\$29,670.00	\$30,425.00	\$31,169.00	\$31,930.00	\$32,730.00	\$33,628.00	\$34,527.00
		Bi-Wk	\$1,050.85	\$1,079.05	\$1,107.86	\$1,136.79	\$1,165.71	\$1,194.22	\$1,223.38	\$1,254.03	\$1,288.43	\$1,322.88
		Daily	\$105.09	\$107.91	\$110.79	\$113.68	\$116.58	\$119.43	\$122.34	\$125.41	\$128.85	\$132.29

CLERICAL CONFIDENTIAL CA 40 HOUR PLAN EFFECTIVE 10/3/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	Hourly	\$13.14	\$13.49	\$13.85	\$14.21	\$14.58	\$14.93	\$15.30	\$15.68	\$16.11	\$16.54

CLERICAL CONFIDENTIAL CA 40 HOUR PLAN EFFECTIVE 10/3/2003

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	10	Annual	\$28,230.00	\$29,014.00	\$29,798.00	\$30,587.00	\$31,375.00	\$32,176.00	\$33,003.00	\$33,826.00	\$34,755.00	\$35,686.00
		Bi-Wk	\$1,081.61	\$1,111.65	\$1,141.69	\$1,171.92	\$1,202.11	\$1,232.80	\$1,264.49	\$1,296.02	\$1,331.61	\$1,367.28
		Daily	\$108.17	\$111.17	\$114.17	\$117.20	\$120.22	\$123.28	\$126.45	\$129.61	\$133.17	\$136.73
		Hourly	\$13.53	\$13.90	\$14.28	\$14.65	\$15.03	\$15.41	\$15.81	\$16.21	\$16.65	\$17.10
CA	11	Annual	\$29,051.00	\$29,873.00	\$30,692.00	\$31,514.00	\$32,354.00	\$33,215.00	\$34,079.00	\$34,932.00	\$35,893.00	\$36,855.00
		Bi-Wk	\$1,113.07	\$1,144.56	\$1,175.94	\$1,207.44	\$1,239.62	\$1,272.61	\$1,305.71	\$1,338.40	\$1,375.22	\$1,412.07
		Daily	\$111.31	\$114.46	\$117.60	\$120.75	\$123.97	\$127.27	\$130.58	\$133.84	\$137.53	\$141.21
		Hourly	\$13.92	\$14.31	\$14.70	\$15.10	\$15.50	\$15.91	\$16.33	\$16.73	\$17.20	\$17.66
CA	12	Annual	\$29,924.00	\$30,776.00	\$31,628.00	\$32,515.00	\$33,405.00	\$34,306.00	\$35,238.00	\$36,117.00	\$37,108.00	\$38,103.00
		Bi-Wk	\$1,146.52	\$1,179.16	\$1,211.81	\$1,245.79	\$1,279.89	\$1,314.41	\$1,350.12	\$1,383.80	\$1,421.77	\$1,459.89
		Daily	\$114.66	\$117.92	\$121.19	\$124.58	\$127.99	\$131.45	\$135.02	\$138.38	\$142.18	\$145.99
		Hourly	\$14.34	\$14.74	\$15.15	\$15.58	\$16.00	\$16.44	\$16.88	\$17.30	\$17.78	\$18.25
CA	13	Annual	\$31,488.00	\$32,564.00	\$33,656.00	\$34,760.00	\$35,909.00	\$37,055.00	\$38,204.00	\$39,161.00	\$40,236.00	\$41,314.00
		Bi-Wk	\$1,206.44	\$1,247.67	\$1,289.51	\$1,331.81	\$1,375.83	\$1,419.74	\$1,463.76	\$1,500.43	\$1,541.61	\$1,582.92
		Daily	\$120.65	\$124.77	\$128.96	\$133.19	\$137.59	\$141.98	\$146.38	\$150.05	\$154.17	\$158.30
		Hourly	\$15.09	\$15.60	\$16.12	\$16.65	\$17.20	\$17.75	\$18.30	\$18.76	\$19.28	\$19.79
CA	14	Annual	\$32,860.00	\$33,990.00	\$35,145.00	\$36,329.00	\$37,508.00	\$38,689.00	\$39,873.00	\$40,871.00	\$41,997.00	\$43,119.00
		Bi-Wk	\$1,259.01	\$1,302.30	\$1,346.56	\$1,391.92	\$1,437.09	\$1,482.34	\$1,527.71	\$1,565.94	\$1,609.09	\$1,652.07
		Daily	\$125.91	\$130.23	\$134.66	\$139.20	\$143.71	\$148.24	\$152.78	\$156.60	\$160.91	\$165.21
		Hourly	\$15.74	\$16.28	\$16.84	\$17.40	\$17.97	\$18.53	\$19.10	\$19.58	\$20.12	\$20.66
CA	15	Annual	\$34,333.00	\$35,540.00	\$36,760.00	\$37,978.00	\$39,199.00	\$40,419.00	\$41,641.00	\$42,682.00	\$43,857.00	\$45,030.00
		Bi-Wk	\$1,315.45	\$1,361.69	\$1,408.43	\$1,455.10	\$1,501.88	\$1,548.63	\$1,595.45	\$1,635.33	\$1,680.35	\$1,725.29
		Daily	\$131.55	\$136.17	\$140.85	\$145.51	\$150.19	\$154.87	\$159.55	\$163.54	\$168.04	\$172.53
		Hourly	\$16.45	\$17.03	\$17.61	\$18.19	\$18.78	\$19.36	\$19.95	\$20.45	\$21.01	\$21.57
CA	16	Annual	\$35,970.00	\$37,227.00	\$38,485.00	\$39,732.00	\$40,988.00	\$42,244.00	\$43,496.00	\$44,584.00	\$45,810.00	\$47,036.00
		Bi-Wk	\$1,378.17	\$1,426.33	\$1,474.53	\$1,522.30	\$1,570.43	\$1,618.55	\$1,666.52	\$1,708.20	\$1,755.18	\$1,802.15
		Daily	\$137.82	\$142.64	\$147.46	\$152.23	\$157.05	\$161.86	\$166.66	\$170.82	\$175.52	\$180.22
		Hourly	\$17.23	\$17.83	\$18.44	\$19.03	\$19.64	\$20.24	\$20.84	\$21.36	\$21.94	\$22.53
CA	17	Annual	\$37,724.00	\$39,017.00	\$40,302.00	\$41,599.00	\$42,885.00	\$44,172.00	\$45,467.00	\$46,604.00	\$47,887.00	\$49,167.00
		Bi-Wk	\$1,445.37	\$1,494.91	\$1,544.14	\$1,593.84	\$1,643.11	\$1,692.42	\$1,742.04	\$1,785.60	\$1,834.76	\$1,883.80
		Daily	\$144.54	\$149.50	\$154.42	\$159.39	\$164.32	\$169.25	\$174.21	\$178.56	\$183.48	\$188.38
		Hourly	\$18.07	\$18.69	\$19.31	\$19.93	\$20.54	\$21.16	\$21.78	\$22.32	\$22.94	\$23.55
CA	18	Annual	\$39,601.00	\$40,921.00	\$42,244.00	\$43,564.00	\$44,887.00	\$46,214.00	\$47,529.00	\$48,717.00	\$50,058.00	\$51,399.00
		Bi-Wk	\$1,517.28	\$1,567.86	\$1,618.55	\$1,669.12	\$1,719.81	\$1,770.66	\$1,821.04	\$1,866.56	\$1,917.94	\$1,969.32
		Daily	\$151.73	\$156.79	\$161.86	\$166.92	\$171.99	\$177.07	\$182.11	\$186.66	\$191.80	\$196.94
		Hourly	\$18.97	\$19.60	\$20.24	\$20.87	\$21.50	\$22.14	\$22.77	\$23.34	\$23.98	\$24.62

CLERICAL CONFIDENTIAL CA 40 HOUR PLAN EFFECTIVE 10/3/2003

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	19	Annual	\$41,524.00	\$42,885.00	\$44,249.00	\$45,611.00	\$46,974.00	\$48,327.00	\$49,692.00	\$50,933.00	\$52,334.00	\$53,735.00
		Bi-Wk	\$1,590.96	\$1,643.11	\$1,695.37	\$1,747.55	\$1,799.78	\$1,851.61	\$1,903.91	\$1,951.46	\$2,005.14	\$2,058.82
		Daily	\$159.10	\$164.32	\$169.54	\$174.76	\$179.98	\$185.17	\$190.40	\$195.15	\$200.52	\$205.89
		Hourly	\$19.89	\$20.54	\$21.20	\$21.85	\$22.50	\$23.15	\$23.80	\$24.40	\$25.07	\$25.74
CA	20	Annual	\$43,603.00	\$45,001.00	\$46,396.00	\$47,788.00	\$49,179.00	\$50,580.00	\$51,969.00	\$53,271.00	\$54,736.00	\$56,200.00
		Bi-Wk	\$1,670.62	\$1,724.18	\$1,777.63	\$1,830.96	\$1,884.26	\$1,937.94	\$1,991.15	\$2,041.04	\$2,097.17	\$2,153.26
		Daily	\$167.07	\$172.42	\$177.77	\$183.10	\$188.43	\$193.80	\$199.12	\$204.11	\$209.72	\$215.33
		Hourly	\$20.89	\$21.56	\$22.23	\$22.89	\$23.56	\$24.23	\$24.89	\$25.52	\$26.22	\$26.92
CA	21	Annual	\$45,731.00	\$47,164.00	\$48,594.00	\$50,031.00	\$51,460.00	\$52,896.00	\$54,325.00	\$55,684.00	\$57,215.00	\$58,748.00
		Bi-Wk	\$1,752.15	\$1,807.05	\$1,861.84	\$1,916.90	\$1,971.65	\$2,026.67	\$2,081.42	\$2,133.49	\$2,192.15	\$2,250.89
		Daily	\$175.22	\$180.71	\$186.19	\$191.69	\$197.17	\$202.67	\$208.15	\$213.35	\$219.22	\$225.09
		Hourly	\$21.91	\$22.59	\$23.28	\$23.97	\$24.65	\$25.34	\$26.02	\$26.67	\$27.41	\$28.14
CA	22	Annual	\$46,974.00	\$48,669.00	\$50,370.00	\$52,069.00	\$53,766.00	\$55,466.00	\$57,169.00	\$58,599.00	\$60,211.00	\$61,821.00
		Bi-Wk	\$1,799.78	\$1,864.72	\$1,929.89	\$1,994.99	\$2,060.00	\$2,125.14	\$2,190.39	\$2,245.18	\$2,306.94	\$2,368.63
		Daily	\$179.98	\$186.48	\$192.99	\$199.50	\$206.00	\$212.52	\$219.04	\$224.52	\$230.70	\$236.87
		Hourly	\$22.50	\$23.31	\$24.13	\$24.94	\$25.75	\$26.57	\$27.38	\$28.07	\$28.84	\$29.61
CA	23	Annual	\$49,169.00	\$50,938.00	\$52,706.00	\$54,477.00	\$56,251.00	\$58,020.00	\$59,791.00	\$61,290.00	\$62,974.00	\$64,659.00
		Bi-Wk	\$1,883.87	\$1,951.65	\$2,019.39	\$2,087.25	\$2,155.22	\$2,222.99	\$2,290.85	\$2,348.28	\$2,412.80	\$2,477.36
		Daily	\$188.39	\$195.17	\$201.94	\$208.73	\$215.53	\$222.30	\$229.09	\$234.83	\$241.28	\$247.74
		Hourly	\$23.55	\$24.40	\$25.25	\$26.10	\$26.95	\$27.79	\$28.64	\$29.36	\$30.16	\$30.97
CA	24	Annual	\$51,508.00	\$53,350.00	\$55,199.00	\$57,043.00	\$58,887.00	\$60,733.00	\$62,580.00	\$64,145.00	\$65,908.00	\$67,673.00
		Bi-Wk	\$1,973.49	\$2,044.07	\$2,114.91	\$2,185.56	\$2,256.21	\$2,326.94	\$2,397.71	\$2,457.67	\$2,525.22	\$2,592.84
		Daily	\$197.35	\$204.41	\$211.50	\$218.56	\$225.63	\$232.70	\$239.78	\$245.77	\$252.53	\$259.29
		Hourly	\$24.67	\$25.56	\$26.44	\$27.32	\$28.21	\$29.09	\$29.98	\$30.73	\$31.57	\$32.42
CA	25	Annual	\$53,995.00	\$55,904.00	\$57,819.00	\$59,733.00	\$61,647.00	\$63,561.00	\$65,477.00	\$67,113.00	\$68,961.00	\$70,805.00
		Bi-Wk	\$2,068.78	\$2,141.92	\$2,215.29	\$2,288.63	\$2,361.96	\$2,435.29	\$2,508.70	\$2,571.38	\$2,642.19	\$2,712.84
		Daily	\$206.88	\$214.20	\$221.53	\$228.87	\$236.20	\$243.53	\$250.87	\$257.14	\$264.22	\$271.29
		Hourly	\$25.86	\$26.78	\$27.70	\$28.61	\$29.53	\$30.45	\$31.36	\$32.15	\$33.03	\$33.92
CA	26	Annual	\$56,628.00	\$58,609.00	\$60,595.00	\$62,580.00	\$64,563.00	\$66,552.00	\$68,535.00	\$70,250.00	\$72,183.00	\$74,114.00
		Bi-Wk	\$2,169.66	\$2,245.56	\$2,321.65	\$2,397.71	\$2,473.68	\$2,549.89	\$2,625.87	\$2,691.58	\$2,765.64	\$2,839.62
		Daily	\$216.97	\$224.56	\$232.17	\$239.78	\$247.37	\$254.99	\$262.59	\$269.16	\$276.57	\$283.97
		Hourly	\$27.13	\$28.07	\$29.03	\$29.98	\$30.93	\$31.88	\$32.83	\$33.65	\$34.58	\$35.50
CA	27	Annual	\$59,405.00	\$61,464.00	\$63,520.00	\$65,568.00	\$67,626.00	\$69,677.00	\$71,730.00	\$73,526.00	\$75,549.00	\$77,570.00
		Bi-Wk	\$2,276.06	\$2,354.95	\$2,433.72	\$2,512.19	\$2,591.04	\$2,669.62	\$2,748.28	\$2,817.09	\$2,894.60	\$2,972.04
		Daily	\$227.61	\$235.50	\$243.38	\$251.22	\$259.11	\$266.97	\$274.83	\$281.71	\$289.46	\$297.21
		Hourly	\$28.46	\$29.44	\$30.43	\$31.41	\$32.39	\$33.38	\$34.36	\$35.22	\$36.19	\$37.16

CLERICAL CONFIDENTIAL CA 40 HOUR PLAN EFFECTIVE 10/3/2003

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	28	Annual	\$62,377.00	\$64,506.00	\$66,628.00	\$68,761.00	\$70,882.00	\$73,003.00	\$75,129.00	\$77,007.00	\$79,124.00	\$81,243.00
		Bi-Wk	\$2,389.93	\$2,471.50	\$2,552.80	\$2,634.53	\$2,715.79	\$2,797.05	\$2,878.51	\$2,950.46	\$3,031.58	\$3,112.76
		Daily	\$239.00	\$247.15	\$255.28	\$263.46	\$271.58	\$279.71	\$287.86	\$295.05	\$303.16	\$311.28
		Hourly	\$29.88	\$30.90	\$31.91	\$32.94	\$33.95	\$34.97	\$35.99	\$36.89	\$37.90	\$38.91
CA	29	Annual	\$62,975.00	\$65,315.00	\$67,659.00	\$69,999.00	\$72,343.00	\$74,687.00	\$77,030.00	\$78,954.00	\$81,126.00	\$83,299.00
		Bi-Wk	\$2,412.84	\$2,502.50	\$2,592.30	\$2,681.96	\$2,771.77	\$2,861.58	\$2,951.35	\$3,025.06	\$3,108.28	\$3,191.54
		Daily	\$241.29	\$250.25	\$259.23	\$268.20	\$277.18	\$286.16	\$295.14	\$302.51	\$310.83	\$319.16
		Hourly	\$30.17	\$31.29	\$32.41	\$33.53	\$34.65	\$35.77	\$36.90	\$37.82	\$38.86	\$39.90
CA	30	Annual	\$65,477.00	\$67,888.00	\$70,297.00	\$72,705.00	\$75,117.00	\$77,530.00	\$79,941.00	\$81,939.00	\$84,192.00	\$86,446.00
		Bi-Wk	\$2,508.70	\$2,601.08	\$2,693.38	\$2,785.64	\$2,878.05	\$2,970.50	\$3,062.88	\$3,139.43	\$3,225.75	\$3,312.11
		Daily	\$250.87	\$260.11	\$269.34	\$278.57	\$287.81	\$297.05	\$306.29	\$313.95	\$322.58	\$331.22
		Hourly	\$31.36	\$32.52	\$33.67	\$34.83	\$35.98	\$37.14	\$38.29	\$39.25	\$40.33	\$41.41
CA	31	Annual	\$68,081.00	\$70,562.00	\$73,044.00	\$75,527.00	\$78,005.00	\$80,486.00	\$82,973.00	\$85,047.00	\$87,387.00	\$89,725.00
		Bi-Wk	\$2,608.47	\$2,703.53	\$2,798.63	\$2,893.76	\$2,988.70	\$3,083.76	\$3,179.05	\$3,258.51	\$3,348.17	\$3,437.74
		Daily	\$260.85	\$270.36	\$279.87	\$289.38	\$298.87	\$308.38	\$317.91	\$325.86	\$334.82	\$343.78
		Hourly	\$32.61	\$33.80	\$34.99	\$36.18	\$37.36	\$38.55	\$39.74	\$40.74	\$41.86	\$42.98
CA	32	Annual	\$70,789.00	\$73,341.00	\$75,888.00	\$78,436.00	\$80,990.00	\$83,541.00	\$86,091.00	\$88,247.00	\$90,674.00	\$93,100.00
		Bi-Wk	\$2,712.23	\$2,810.00	\$2,907.59	\$3,005.22	\$3,103.07	\$3,200.81	\$3,298.51	\$3,381.12	\$3,474.10	\$3,567.05
		Daily	\$271.23	\$281.00	\$290.76	\$300.53	\$310.31	\$320.09	\$329.86	\$338.12	\$347.41	\$356.71
		Hourly	\$33.91	\$35.13	\$36.35	\$37.57	\$38.79	\$40.02	\$41.24	\$42.27	\$43.43	\$44.59
CA	33	Annual	\$73,615.00	\$76,238.00	\$78,855.00	\$81,478.00	\$84,099.00	\$86,718.00	\$89,343.00	\$91,577.00	\$94,094.00	\$96,614.00
		Bi-Wk	\$2,820.50	\$2,921.00	\$3,021.27	\$3,121.77	\$3,222.19	\$3,322.53	\$3,423.11	\$3,508.70	\$3,605.14	\$3,701.69
		Daily	\$282.05	\$292.10	\$302.13	\$312.18	\$322.22	\$332.26	\$342.32	\$350.87	\$360.52	\$370.17
		Hourly	\$35.26	\$36.52	\$37.77	\$39.03	\$40.28	\$41.54	\$42.79	\$43.86	\$45.07	\$46.28
CA	34	Annual	\$76,624.00	\$79,318.00	\$82,005.00	\$84,700.00	\$87,394.00	\$90,086.00	\$92,781.00	\$95,102.00	\$97,717.00	\$100,333.00
		Bi-Wk	\$2,935.79	\$3,039.01	\$3,141.96	\$3,245.22	\$3,348.43	\$3,451.58	\$3,554.83	\$3,643.76	\$3,743.95	\$3,844.18
		Daily	\$293.58	\$303.91	\$314.20	\$324.53	\$334.85	\$345.16	\$355.49	\$364.38	\$374.40	\$384.42
		Hourly	\$36.70	\$37.99	\$39.28	\$40.57	\$41.86	\$43.15	\$44.44	\$45.55	\$46.80	\$48.06
CA	35	Annual	\$79,748.00	\$82,509.00	\$85,274.00	\$88,038.00	\$90,789.00	\$93,556.00	\$96,313.00	\$98,722.00	\$101,437.00	\$104,151.00
		Bi-Wk	\$3,055.48	\$3,161.27	\$3,267.21	\$3,373.11	\$3,478.51	\$3,584.53	\$3,690.16	\$3,782.46	\$3,886.48	\$3,990.46
		Daily	\$305.55	\$316.13	\$326.73	\$337.32	\$347.86	\$358.46	\$369.02	\$378.25	\$388.65	\$399.05
		Hourly	\$38.20	\$39.52	\$40.85	\$42.17	\$43.49	\$44.81	\$46.13	\$47.29	\$48.59	\$49.89
CA	36	Annual	\$83,041.00	\$85,876.00	\$88,708.00	\$91,538.00	\$94,372.00	\$97,204.00	\$100,035.00	\$102,537.00	\$105,358.00	\$108,178.00
		Bi-Wk	\$3,181.65	\$3,290.27	\$3,398.78	\$3,507.21	\$3,615.79	\$3,724.30	\$3,832.76	\$3,928.63	\$4,036.71	\$4,144.76
		Daily	\$318.17	\$329.03	\$339.88	\$350.73	\$361.58	\$372.43	\$383.28	\$392.87	\$403.68	\$414.48
		Hourly	\$39.78	\$41.13	\$42.49	\$43.85	\$45.20	\$46.56	\$47.91	\$49.11	\$50.46	\$51.81

CLERICAL CONFIDENTIAL CA 40 HOUR PLAN EFFECTIVE 10/3/2003

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	37	Annual	\$86,466.00	\$89,379.00	\$92,287.00	\$95,197.00	\$98,110.00	\$101,015.00	\$103,922.00	\$106,522.00	\$109,449.00	\$112,379.00
		Bi-Wk	\$3,312.88	\$3,424.49	\$3,535.91	\$3,647.40	\$3,759.01	\$3,870.31	\$3,981.69	\$4,081.31	\$4,193.45	\$4,305.71
		Daily	\$331.29	\$342.45	\$353.60	\$364.74	\$375.91	\$387.04	\$398.17	\$408.14	\$419.35	\$430.58
		Hourly	\$41.42	\$42.81	\$44.20	\$45.60	\$46.99	\$48.38	\$49.78	\$51.02	\$52.42	\$53.83
CA	38	Annual	\$90,014.00	\$92,987.00	\$95,972.00	\$98,946.00	\$101,923.00	\$104,906.00	\$107,879.00	\$110,577.00	\$113,618.00	\$116,660.00
		Bi-Wk	\$3,448.82	\$3,562.73	\$3,677.09	\$3,791.04	\$3,905.10	\$4,019.39	\$4,133.30	\$4,236.67	\$4,353.19	\$4,469.74
		Daily	\$344.89	\$356.28	\$367.71	\$379.11	\$390.51	\$401.94	\$413.33	\$423.67	\$435.32	\$446.98
		Hourly	\$43.12	\$44.54	\$45.97	\$47.39	\$48.82	\$50.25	\$51.67	\$52.96	\$54.42	\$55.88
CA	39	Annual	\$93,733.00	\$96,781.00	\$99,831.00	\$102,882.00	\$105,931.00	\$108,981.00	\$112,029.00	\$114,832.00	\$117,988.00	\$121,147.00
		Bi-Wk	\$3,591.31	\$3,708.09	\$3,824.95	\$3,941.84	\$4,058.66	\$4,175.52	\$4,292.30	\$4,399.70	\$4,520.62	\$4,641.65
		Daily	\$359.14	\$370.81	\$382.50	\$394.19	\$405.87	\$417.56	\$429.23	\$439.97	\$452.07	\$464.17
		Hourly	\$44.90	\$46.36	\$47.82	\$49.28	\$50.74	\$52.20	\$53.66	\$55.00	\$56.51	\$58.03
CA	40	Annual	\$97,614.00	\$100,727.00	\$103,845.00	\$106,959.00	\$110,071.00	\$113,190.00	\$116,302.00	\$119,212.00	\$122,490.00	\$125,768.00
		Bi-Wk	\$3,740.00	\$3,859.28	\$3,978.74	\$4,098.05	\$4,217.28	\$4,336.79	\$4,456.02	\$4,567.51	\$4,693.11	\$4,818.70
		Daily	\$374.00	\$385.93	\$397.88	\$409.81	\$421.73	\$433.68	\$445.61	\$456.76	\$469.32	\$481.87
		Hourly	\$46.75	\$48.25	\$49.74	\$51.23	\$52.72	\$54.21	\$55.71	\$57.10	\$58.67	\$60.24
CA	41	Annual	\$101,676.00	\$104,868.00	\$108,058.00	\$111,244.00	\$114,433.00	\$117,623.00	\$120,812.00	\$123,833.00	\$127,239.00	\$130,644.00
		Bi-Wk	\$3,895.64	\$4,017.94	\$4,140.16	\$4,262.23	\$4,384.41	\$4,506.63	\$4,628.82	\$4,744.56	\$4,875.06	\$5,005.52
		Daily	\$389.57	\$401.80	\$414.02	\$426.23	\$438.45	\$450.67	\$462.89	\$474.46	\$487.51	\$500.56
		Hourly	\$48.70	\$50.23	\$51.76	\$53.28	\$54.81	\$56.34	\$57.87	\$59.31	\$60.94	\$62.57
CA	42	Annual	\$105,892.00	\$109,153.00	\$112,415.00	\$115,673.00	\$118,936.00	\$122,195.00	\$125,454.00	\$128,592.00	\$132,127.00	\$135,664.00
		Bi-Wk	\$4,057.17	\$4,182.11	\$4,307.09	\$4,431.92	\$4,556.94	\$4,681.81	\$4,806.67	\$4,926.90	\$5,062.34	\$5,197.86
		Daily	\$405.72	\$418.22	\$430.71	\$443.20	\$455.70	\$468.19	\$480.67	\$492.69	\$506.24	\$519.79
		Hourly	\$50.72	\$52.28	\$53.84	\$55.40	\$56.97	\$58.53	\$60.09	\$61.59	\$63.28	\$64.98
CA	43	Annual	\$110,360.00	\$113,692.00	\$117,011.00	\$120,338.00	\$123,665.00	\$126,990.00	\$130,316.00	\$133,575.00	\$137,249.00	\$140,920.00
		Bi-Wk	\$4,228.36	\$4,356.02	\$4,483.19	\$4,610.66	\$4,738.13	\$4,865.52	\$4,992.96	\$5,117.82	\$5,258.59	\$5,399.24
		Daily	\$422.84	\$435.61	\$448.32	\$461.07	\$473.82	\$486.56	\$499.30	\$511.79	\$525.86	\$539.93
		Hourly	\$52.86	\$54.46	\$56.04	\$57.64	\$59.23	\$60.82	\$62.42	\$63.98	\$65.74	\$67.50