

**CJ 40 Hour Pay Plan Effective 7/12/2013**

| Plan | Group | Period | Minimum     | Maximum     |
|------|-------|--------|-------------|-------------|
| CJ   | 4     | Annual | \$27,477.00 | \$34,933.00 |
|      |       | Bi-Wk  | \$1,052.76  | \$1,338.43  |
|      |       | Daily  | \$105.28    | \$133.85    |
|      |       | Hourly | \$13.16     | \$16.74     |
| CJ   | 5     | Annual | \$28,062.00 | \$35,833.00 |
|      |       | Bi-Wk  | \$1,075.17  | \$1,372.92  |
|      |       | Daily  | \$107.52    | \$137.30    |
|      |       | Hourly | \$13.44     | \$17.17     |
| CJ   | 6     | Annual | \$28,870.00 | \$36,737.00 |
|      |       | Bi-Wk  | \$1,106.13  | \$1,407.55  |
|      |       | Daily  | \$110.62    | \$140.76    |
|      |       | Hourly | \$13.83     | \$17.60     |
| CJ   | 7     | Annual | \$29,586.00 | \$37,557.00 |
|      |       | Bi-Wk  | \$1,133.56  | \$1,438.97  |
|      |       | Daily  | \$113.36    | \$143.90    |
|      |       | Hourly | \$14.17     | \$17.99     |
| CJ   | 8     | Annual | \$31,483.00 | \$41,111.00 |
|      |       | Bi-Wk  | \$1,206.25  | \$1,575.14  |
|      |       | Daily  | \$120.63    | \$157.52    |
|      |       | Hourly | \$15.08     | \$19.69     |
| CJ   | 9     | Annual | \$32,324.00 | \$42,505.00 |
|      |       | Bi-Wk  | \$1,238.47  | \$1,628.55  |
|      |       | Daily  | \$123.85    | \$162.86    |
|      |       | Hourly | \$15.49     | \$20.36     |
| CJ   | 10    | Annual | \$33,231.00 | \$44,028.00 |
|      |       | Bi-Wk  | \$1,273.22  | \$1,686.90  |
|      |       | Daily  | \$127.33    | \$168.69    |
|      |       | Hourly | \$15.92     | \$21.09     |
| CJ   | 11    | Annual | \$34,589.00 | \$45,792.00 |
|      |       | Bi-Wk  | \$1,325.25  | \$1,754.49  |
|      |       | Daily  | \$132.53    | \$175.45    |
|      |       | Hourly | \$16.57     | \$21.94     |

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|------|-------|--------|-------------|-------------|
| CJ   | 12    | Annual | \$35,702.00 | \$47,325.00 |
|      |       | Bi-Wk  | \$1,367.89  | \$1,813.22  |
|      |       | Daily  | \$136.79    | \$181.33    |
|      |       | Hourly | \$17.10     | \$22.67     |
| CJ   | 13    | Annual | \$37,686.00 | \$51,341.00 |
|      |       | Bi-Wk  | \$1,443.91  | \$1,967.09  |
|      |       | Daily  | \$144.40    | \$196.71    |
|      |       | Hourly | \$18.05     | \$24.59     |
| CJ   | 14    | Annual | \$39,384.00 | \$53,684.00 |
|      |       | Bi-Wk  | \$1,508.97  | \$2,056.86  |
|      |       | Daily  | \$150.90    | \$205.69    |
|      |       | Hourly | \$18.87     | \$25.72     |
| CJ   | 15    | Annual | \$41,168.00 | \$56,015.00 |
|      |       | Bi-Wk  | \$1,577.32  | \$2,146.17  |
|      |       | Daily  | \$157.74    | \$214.62    |
|      |       | Hourly | \$19.72     | \$26.83     |
| CJ   | 16    | Annual | \$43,148.00 | \$58,586.00 |
|      |       | Bi-Wk  | \$1,653.18  | \$2,244.68  |
|      |       | Daily  | \$165.32    | \$224.47    |
|      |       | Hourly | \$20.67     | \$28.06     |
| CJ   | 17    | Annual | \$45,289.00 | \$61,230.00 |
|      |       | Bi-Wk  | \$1,735.21  | \$2,345.98  |
|      |       | Daily  | \$173.53    | \$234.60    |
|      |       | Hourly | \$21.70     | \$29.33     |
| CJ   | 18    | Annual | \$47,575.00 | \$64,095.00 |
|      |       | Bi-Wk  | \$1,822.80  | \$2,455.75  |
|      |       | Daily  | \$182.28    | \$245.58    |
|      |       | Hourly | \$22.79     | \$30.70     |
| CJ   | 19    | Annual | \$49,914.00 | \$67,002.00 |
|      |       | Bi-Wk  | \$1,912.41  | \$2,567.13  |
|      |       | Daily  | \$191.25    | \$256.72    |
|      |       | Hourly | \$23.91     | \$32.09     |

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|------|-------|--------|-------------|-------------|
| CJ   | 20    | Annual | \$52,461.00 | \$70,130.00 |
|      |       | Bi-Wk  | \$2,010.00  | \$2,686.98  |
|      |       | Daily  | \$201.00    | \$268.70    |
|      |       | Hourly | \$25.13     | \$33.59     |
| CJ   | 21    | Annual | \$55,047.00 | \$73,335.00 |
|      |       | Bi-Wk  | \$2,109.08  | \$2,809.78  |
|      |       | Daily  | \$210.91    | \$280.98    |
|      |       | Hourly | \$26.37     | \$35.13     |
| CJ   | 22    | Annual | \$56,550.00 | \$77,171.00 |
|      |       | Bi-Wk  | \$2,166.67  | \$2,956.75  |
|      |       | Daily  | \$216.67    | \$295.68    |
|      |       | Hourly | \$27.09     | \$36.96     |
| CJ   | 23    | Annual | \$59,224.00 | \$80,857.00 |
|      |       | Bi-Wk  | \$2,269.12  | \$3,097.97  |
|      |       | Daily  | \$226.92    | \$309.80    |
|      |       | Hourly | \$28.37     | \$38.73     |
| CJ   | 24    | Annual | \$62,087.00 | \$84,784.00 |
|      |       | Bi-Wk  | \$2,378.81  | \$3,248.43  |
|      |       | Daily  | \$237.89    | \$324.85    |
|      |       | Hourly | \$29.74     | \$40.61     |
| CJ   | 25    | Annual | \$65,121.00 | \$88,901.00 |
|      |       | Bi-Wk  | \$2,495.06  | \$3,406.17  |
|      |       | Daily  | \$249.51    | \$340.62    |
|      |       | Hourly | \$31.19     | \$42.58     |
| CJ   | 26    | Annual | \$68,319.00 | \$93,267.00 |
|      |       | Bi-Wk  | \$2,617.59  | \$3,573.45  |
|      |       | Daily  | \$261.76    | \$357.35    |
|      |       | Hourly | \$32.72     | \$44.67     |
| CJ   | 27    | Annual | \$71,716.00 | \$97,875.00 |
|      |       | Bi-Wk  | \$2,747.74  | \$3,750.00  |
|      |       | Daily  | \$274.78    | \$375.00    |
|      |       | Hourly | \$34.35     | \$46.88     |

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|------|-------|--------|-------------|--------------|
| CJ   | 28    | Annual | \$75,514.00 | \$102,756.00 |
|      |       | Bi-Wk  | \$2,893.26  | \$3,937.02   |
|      |       | Daily  | \$289.33    | \$393.71     |
|      |       | Hourly | \$36.17     | \$49.22      |
| CJ   | 29    | Annual | \$76,272.00 | \$105,418.00 |
|      |       | Bi-Wk  | \$2,922.30  | \$4,039.01   |
|      |       | Daily  | \$292.23    | \$403.91     |
|      |       | Hourly | \$36.52     | \$50.49      |
| CJ   | 30    | Annual | \$79,466.00 | \$109,556.00 |
|      |       | Bi-Wk  | \$3,044.67  | \$4,197.55   |
|      |       | Daily  | \$304.47    | \$419.76     |
|      |       | Hourly | \$38.06     | \$52.47      |
| CJ   | 31    | Annual | \$82,809.00 | \$113,869.00 |
|      |       | Bi-Wk  | \$3,172.76  | \$4,362.80   |
|      |       | Daily  | \$317.28    | \$436.28     |
|      |       | Hourly | \$39.66     | \$54.54      |
| CJ   | 32    | Annual | \$86,271.00 | \$118,377.00 |
|      |       | Bi-Wk  | \$3,305.40  | \$4,535.52   |
|      |       | Daily  | \$330.55    | \$453.56     |
|      |       | Hourly | \$41.32     | \$56.70      |
| CJ   | 33    | Annual | \$89,890.00 | \$123,017.00 |
|      |       | Bi-Wk  | \$3,444.06  | \$4,713.30   |
|      |       | Daily  | \$344.41    | \$471.33     |
|      |       | Hourly | \$43.06     | \$58.92      |
| CJ   | 34    | Annual | \$93,738.00 | \$127,914.00 |
|      |       | Bi-Wk  | \$3,591.49  | \$4,900.92   |
|      |       | Daily  | \$359.15    | \$490.10     |
|      |       | Hourly | \$44.90     | \$61.27      |
| CJ   | 35    | Annual | \$96,775.00 | \$131,906.00 |
|      |       | Bi-Wk  | \$3,707.85  | \$5,053.87   |
|      |       | Daily  | \$370.79    | \$505.39     |
|      |       | Hourly | \$46.34     | \$63.18      |

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|------|-------|--------|--------------|--------------|
| CJ   | 36    | Annual | \$101,943.00 | \$138,290.00 |
|      |       | Bi-Wk  | \$3,905.86   | \$5,298.47   |
|      |       | Daily  | \$390.59     | \$529.85     |
|      |       | Hourly | \$48.83      | \$66.24      |
| CJ   | 37    | Annual | \$106,328.00 | \$143,885.00 |
|      |       | Bi-Wk  | \$4,073.87   | \$5,512.84   |
|      |       | Daily  | \$407.39     | \$551.29     |
|      |       | Hourly | \$50.93      | \$68.92      |
| CJ   | 38    | Annual | \$110,874.00 | \$149,533.00 |
|      |       | Bi-Wk  | \$4,248.05   | \$5,729.24   |
|      |       | Daily  | \$424.81     | \$572.93     |
|      |       | Hourly | \$53.11      | \$71.62      |