

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CR	1	Annual	\$19,324.00	\$19,802.00	\$20,266.00	\$20,742.00	\$21,209.00	\$21,684.00	\$22,151.00	\$22,816.00
		Bi-Wk	\$740.39	\$758.70	\$776.48	\$794.72	\$812.61	\$830.81	\$848.70	\$874.18
		Daily	\$74.04	\$75.87	\$77.65	\$79.48	\$81.27	\$83.09	\$84.87	\$87.42
		Hourly	\$9.26	\$9.49	\$9.71	\$9.94	\$10.16	\$10.39	\$10.61	\$10.93
CR	2	Annual	\$20,266.00	\$20,742.00	\$21,209.00	\$21,684.00	\$22,151.00	\$22,621.00	\$23,091.00	\$23,784.00
		Bi-Wk	\$776.48	\$794.72	\$812.61	\$830.81	\$848.70	\$866.71	\$884.72	\$911.27
		Daily	\$77.65	\$79.48	\$81.27	\$83.09	\$84.87	\$86.68	\$88.48	\$91.13
		Hourly	\$9.71	\$9.94	\$10.16	\$10.39	\$10.61	\$10.84	\$11.06	\$11.40
CR	3	Annual	\$20,742.00	\$21,209.00	\$21,684.00	\$22,151.00	\$22,621.00	\$23,091.00	\$23,562.00	\$24,269.00
		Bi-Wk	\$794.72	\$812.61	\$830.81	\$848.70	\$866.71	\$884.72	\$902.76	\$929.85
		Daily	\$79.48	\$81.27	\$83.09	\$84.87	\$86.68	\$88.48	\$90.28	\$92.99
		Hourly	\$9.94	\$10.16	\$10.39	\$10.61	\$10.84	\$11.06	\$11.29	\$11.63
CR	4	Annual	\$21,408.00	\$21,980.00	\$22,553.00	\$23,127.00	\$23,705.00	\$24,269.00	\$24,840.00	\$25,586.00
		Bi-Wk	\$820.23	\$842.15	\$864.10	\$886.10	\$908.24	\$929.85	\$951.73	\$980.31
		Daily	\$82.03	\$84.22	\$86.41	\$88.61	\$90.83	\$92.99	\$95.18	\$98.04
		Hourly	\$10.26	\$10.53	\$10.81	\$11.08	\$11.36	\$11.63	\$11.90	\$12.26
CR	5	Annual	\$21,945.00	\$22,553.00	\$23,160.00	\$23,760.00	\$24,364.00	\$24,969.00	\$25,574.00	\$26,342.00
		Bi-Wk	\$840.81	\$864.10	\$887.36	\$910.35	\$933.49	\$956.67	\$979.85	\$1,009.28
		Daily	\$84.09	\$86.41	\$88.74	\$91.04	\$93.35	\$95.67	\$97.99	\$100.93
		Hourly	\$10.52	\$10.81	\$11.10	\$11.38	\$11.67	\$11.96	\$12.25	\$12.62
CR	6	Annual	\$22,693.00	\$23,297.00	\$23,899.00	\$24,504.00	\$25,107.00	\$25,710.00	\$26,312.00	\$27,102.00
		Bi-Wk	\$869.47	\$892.61	\$915.68	\$938.86	\$961.96	\$985.06	\$1,008.13	\$1,038.40
		Daily	\$86.95	\$89.27	\$91.57	\$93.89	\$96.20	\$98.51	\$100.82	\$103.84
		Hourly	\$10.87	\$11.16	\$11.45	\$11.74	\$12.03	\$12.32	\$12.61	\$12.98
CR	7	Annual	\$23,359.00	\$23,962.00	\$24,569.00	\$25,173.00	\$25,778.00	\$26,381.00	\$26,984.00	\$27,794.00
		Bi-Wk	\$894.99	\$918.09	\$941.35	\$964.49	\$987.67	\$1,010.77	\$1,033.87	\$1,064.91
		Daily	\$89.50	\$91.81	\$94.14	\$96.45	\$98.77	\$101.08	\$103.39	\$106.50
		Hourly	\$11.19	\$11.48	\$11.77	\$12.06	\$12.35	\$12.64	\$12.93	\$13.32
CR	8	Annual	\$25,107.00	\$25,846.00	\$26,589.00	\$27,327.00	\$28,070.00	\$28,805.00	\$29,550.00	\$30,437.00
		Bi-Wk	\$961.96	\$990.27	\$1,018.74	\$1,047.02	\$1,075.48	\$1,103.64	\$1,132.19	\$1,166.17
		Daily	\$96.20	\$99.03	\$101.88	\$104.71	\$107.55	\$110.37	\$113.22	\$116.62
		Hourly	\$12.03	\$12.38	\$12.74	\$13.09	\$13.45	\$13.80	\$14.16	\$14.58

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CR	9	Annual	\$25,877.00	\$26,649.00	\$27,421.00	\$28,194.00	\$28,962.00	\$29,736.00	\$30,513.00	\$31,429.00
		Bi-Wk	\$991.46	\$1,021.04	\$1,050.62	\$1,080.23	\$1,109.66	\$1,139.32	\$1,169.09	\$1,204.18
		Daily	\$99.15	\$102.11	\$105.07	\$108.03	\$110.97	\$113.94	\$116.91	\$120.42
		Hourly	\$12.40	\$12.77	\$13.14	\$13.51	\$13.88	\$14.25	\$14.62	\$15.06
CR	10	Annual	\$26,713.00	\$27,521.00	\$28,321.00	\$29,134.00	\$29,938.00	\$30,759.00	\$31,609.00	\$32,558.00
		Bi-Wk	\$1,023.49	\$1,054.45	\$1,085.10	\$1,116.25	\$1,147.05	\$1,178.51	\$1,211.08	\$1,247.44
		Daily	\$102.35	\$105.45	\$108.51	\$111.63	\$114.71	\$117.86	\$121.11	\$124.75
		Hourly	\$12.80	\$13.19	\$13.57	\$13.96	\$14.34	\$14.74	\$15.14	\$15.60
CR	11	Annual	\$27,559.00	\$28,397.00	\$29,242.00	\$30,080.00	\$30,946.00	\$31,829.00	\$32,714.00	\$33,696.00
		Bi-Wk	\$1,055.91	\$1,088.01	\$1,120.39	\$1,152.50	\$1,185.68	\$1,219.51	\$1,253.41	\$1,291.04
		Daily	\$105.60	\$108.81	\$112.04	\$115.25	\$118.57	\$121.96	\$125.35	\$129.11
		Hourly	\$13.20	\$13.61	\$14.01	\$14.41	\$14.83	\$15.25	\$15.67	\$16.14
CR	12	Annual	\$28,454.00	\$29,335.00	\$30,201.00	\$31,111.00	\$32,022.00	\$32,944.00	\$33,859.00	\$34,875.00
		Bi-Wk	\$1,090.20	\$1,123.95	\$1,157.13	\$1,192.00	\$1,226.90	\$1,262.23	\$1,297.28	\$1,336.21
		Daily	\$109.02	\$112.40	\$115.72	\$119.20	\$122.69	\$126.23	\$129.73	\$133.63
		Hourly	\$13.63	\$14.05	\$14.47	\$14.90	\$15.34	\$15.78	\$16.22	\$16.71
CR	13	Annual	\$30,058.00	\$31,167.00	\$32,284.00	\$33,403.00	\$34,525.00	\$35,643.00	\$36,766.00	\$37,869.00
		Bi-Wk	\$1,151.65	\$1,194.14	\$1,236.94	\$1,279.81	\$1,322.80	\$1,365.64	\$1,408.66	\$1,450.92
		Daily	\$115.17	\$119.42	\$123.70	\$127.99	\$132.28	\$136.57	\$140.87	\$145.10
		Hourly	\$14.40	\$14.93	\$15.47	\$16.00	\$16.54	\$17.08	\$17.61	\$18.14
CR	14	Annual	\$31,466.00	\$32,625.00	\$33,777.00	\$34,933.00	\$36,087.00	\$37,243.00	\$38,398.00	\$39,550.00
		Bi-Wk	\$1,205.60	\$1,250.00	\$1,294.14	\$1,338.43	\$1,382.65	\$1,426.94	\$1,471.19	\$1,515.33
		Daily	\$120.56	\$125.00	\$129.42	\$133.85	\$138.27	\$142.70	\$147.12	\$151.54
		Hourly	\$15.07	\$15.63	\$16.18	\$16.74	\$17.29	\$17.84	\$18.39	\$18.95
CR	15	Annual	\$32,976.00	\$34,166.00	\$35,353.00	\$36,544.00	\$37,731.00	\$38,929.00	\$40,119.00	\$41,323.00
		Bi-Wk	\$1,263.45	\$1,309.05	\$1,354.53	\$1,400.16	\$1,445.64	\$1,491.54	\$1,537.13	\$1,583.26
		Daily	\$126.35	\$130.91	\$135.46	\$140.02	\$144.57	\$149.16	\$153.72	\$158.33
		Hourly	\$15.80	\$16.37	\$16.94	\$17.51	\$18.08	\$18.65	\$19.22	\$19.80
CR	16	Annual	\$34,583.00	\$35,807.00	\$37,032.00	\$38,260.00	\$39,482.00	\$40,710.00	\$41,933.00	\$43,191.00
		Bi-Wk	\$1,325.02	\$1,371.92	\$1,418.86	\$1,465.91	\$1,512.73	\$1,559.78	\$1,606.63	\$1,654.83
		Daily	\$132.51	\$137.20	\$141.89	\$146.60	\$151.28	\$155.98	\$160.67	\$165.49
		Hourly	\$16.57	\$17.15	\$17.74	\$18.33	\$18.91	\$19.50	\$20.09	\$20.69

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CR	17	Annual	\$36,295.00	\$37,553.00	\$38,816.00	\$40,075.00	\$41,337.00	\$42,596.00	\$43,856.00	\$45,172.00
		Bi-Wk	\$1,390.62	\$1,438.82	\$1,487.21	\$1,535.45	\$1,583.80	\$1,632.04	\$1,680.31	\$1,730.73
		Daily	\$139.07	\$143.89	\$148.73	\$153.55	\$158.38	\$163.21	\$168.04	\$173.08
		Hourly	\$17.39	\$17.99	\$18.60	\$19.20	\$19.80	\$20.41	\$21.01	\$21.64
CR	18	Annual	\$38,127.00	\$39,419.00	\$40,710.00	\$42,003.00	\$43,290.00	\$44,585.00	\$45,875.00	\$47,252.00
		Bi-Wk	\$1,460.81	\$1,510.31	\$1,559.78	\$1,609.32	\$1,658.63	\$1,708.24	\$1,757.67	\$1,810.43
		Daily	\$146.09	\$151.04	\$155.98	\$160.94	\$165.87	\$170.83	\$175.77	\$181.05
		Hourly	\$18.27	\$18.88	\$19.50	\$20.12	\$20.74	\$21.36	\$21.98	\$22.64
CR	19	Annual	\$40,004.00	\$41,337.00	\$42,666.00	\$43,999.00	\$45,322.00	\$46,652.00	\$47,982.00	\$49,422.00
		Bi-Wk	\$1,532.73	\$1,583.80	\$1,634.72	\$1,685.79	\$1,736.48	\$1,787.44	\$1,838.40	\$1,893.57
		Daily	\$153.28	\$158.38	\$163.48	\$168.58	\$173.65	\$178.75	\$183.84	\$189.36
		Hourly	\$19.16	\$19.80	\$20.44	\$21.08	\$21.71	\$22.35	\$22.98	\$23.67
CR	20	Annual	\$42,044.00	\$43,402.00	\$44,767.00	\$46,127.00	\$47,480.00	\$48,847.00	\$50,206.00	\$51,713.00
		Bi-Wk	\$1,610.89	\$1,662.92	\$1,715.22	\$1,767.32	\$1,819.16	\$1,871.54	\$1,923.61	\$1,981.35
		Daily	\$161.09	\$166.30	\$171.53	\$176.74	\$181.92	\$187.16	\$192.37	\$198.14
		Hourly	\$20.14	\$20.79	\$21.45	\$22.10	\$22.74	\$23.40	\$24.05	\$24.77
CR	21	Annual	\$44,114.00	\$45,519.00	\$46,914.00	\$48,313.00	\$49,714.00	\$51,111.00	\$52,509.00	\$54,085.00
		Bi-Wk	\$1,690.20	\$1,744.03	\$1,797.48	\$1,851.08	\$1,904.76	\$1,958.28	\$2,011.84	\$2,072.23
		Daily	\$169.02	\$174.41	\$179.75	\$185.11	\$190.48	\$195.83	\$201.19	\$207.23
		Hourly	\$21.13	\$21.81	\$22.47	\$23.14	\$23.81	\$24.48	\$25.15	\$25.91
CR	22	Annual	\$45,322.00	\$46,984.00	\$48,646.00	\$50,305.00	\$51,966.00	\$53,626.00	\$55,286.00	\$56,945.00
		Bi-Wk	\$1,736.48	\$1,800.16	\$1,863.84	\$1,927.40	\$1,991.04	\$2,054.64	\$2,118.24	\$2,181.81
		Daily	\$173.65	\$180.02	\$186.39	\$192.74	\$199.11	\$205.47	\$211.83	\$218.19
		Hourly	\$21.71	\$22.51	\$23.30	\$24.10	\$24.89	\$25.69	\$26.48	\$27.28
CR	23	Annual	\$47,471.00	\$49,203.00	\$50,925.00	\$52,659.00	\$54,388.00	\$56,119.00	\$57,848.00	\$59,584.00
		Bi-Wk	\$1,818.82	\$1,885.18	\$1,951.15	\$2,017.59	\$2,083.84	\$2,150.16	\$2,216.40	\$2,282.92
		Daily	\$181.89	\$188.52	\$195.12	\$201.76	\$208.39	\$215.02	\$221.64	\$228.30
		Hourly	\$22.74	\$23.57	\$24.39	\$25.22	\$26.05	\$26.88	\$27.71	\$28.54
CR	24	Annual	\$49,752.00	\$51,554.00	\$53,359.00	\$55,163.00	\$56,966.00	\$58,769.00	\$60,572.00	\$62,390.00
		Bi-Wk	\$1,906.21	\$1,975.25	\$2,044.41	\$2,113.53	\$2,182.61	\$2,251.69	\$2,320.77	\$2,390.43
		Daily	\$190.63	\$197.53	\$204.45	\$211.36	\$218.27	\$225.17	\$232.08	\$239.05
		Hourly	\$23.83	\$24.70	\$25.56	\$26.42	\$27.29	\$28.15	\$29.01	\$29.89

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CR	25	Annual	\$52,184.00	\$54,057.00	\$55,918.00	\$57,789.00	\$59,664.00	\$61,534.00	\$63,400.00	\$65,302.00
		Bi-Wk	\$1,999.39	\$2,071.15	\$2,142.46	\$2,214.14	\$2,285.98	\$2,357.63	\$2,429.12	\$2,502.00
		Daily	\$199.94	\$207.12	\$214.25	\$221.42	\$228.60	\$235.77	\$242.92	\$250.20
		Hourly	\$25.00	\$25.89	\$26.79	\$27.68	\$28.58	\$29.48	\$30.37	\$31.28
CR	26	Annual	\$54,755.00	\$56,720.00	\$58,636.00	\$60,572.00	\$62,511.00	\$64,447.00	\$66,384.00	\$68,376.00
		Bi-Wk	\$2,097.90	\$2,173.19	\$2,246.60	\$2,320.77	\$2,395.06	\$2,469.24	\$2,543.45	\$2,619.78
		Daily	\$209.79	\$217.32	\$224.66	\$232.08	\$239.51	\$246.93	\$254.35	\$261.98
		Hourly	\$26.23	\$27.17	\$28.09	\$29.01	\$29.94	\$30.87	\$31.80	\$32.75
CR	27	Annual	\$57,468.00	\$59,479.00	\$61,486.00	\$63,485.00	\$65,497.00	\$67,498.00	\$69,510.00	\$71,596.00
		Bi-Wk	\$2,201.84	\$2,278.89	\$2,355.79	\$2,432.38	\$2,509.47	\$2,586.14	\$2,663.22	\$2,743.15
		Daily	\$220.19	\$227.89	\$235.58	\$243.24	\$250.95	\$258.62	\$266.33	\$274.32
		Hourly	\$27.53	\$28.49	\$29.45	\$30.41	\$31.37	\$32.33	\$33.30	\$34.29
CR	28	Annual	\$60,374.00	\$62,449.00	\$64,528.00	\$66,605.00	\$68,677.00	\$70,750.00	\$72,824.00	\$75,009.00
		Bi-Wk	\$2,313.19	\$2,392.69	\$2,472.34	\$2,551.92	\$2,631.31	\$2,710.73	\$2,790.20	\$2,873.91
		Daily	\$231.32	\$239.27	\$247.24	\$255.20	\$263.14	\$271.08	\$279.02	\$287.40
		Hourly	\$28.92	\$29.91	\$30.91	\$31.90	\$32.90	\$33.89	\$34.88	\$35.93
CR	29	Annual	\$60,954.00	\$63,240.00	\$65,532.00	\$67,816.00	\$70,104.00	\$72,390.00	\$74,678.00	\$76,919.00
		Bi-Wk	\$2,335.41	\$2,422.99	\$2,510.81	\$2,598.32	\$2,685.98	\$2,773.57	\$2,861.23	\$2,947.09
		Daily	\$233.55	\$242.30	\$251.09	\$259.84	\$268.60	\$277.36	\$286.13	\$294.71
		Hourly	\$29.20	\$30.29	\$31.39	\$32.48	\$33.58	\$34.67	\$35.77	\$36.84
CR	30	Annual	\$63,400.00	\$65,753.00	\$68,110.00	\$70,461.00	\$72,813.00	\$75,167.00	\$77,527.00	\$79,853.00
		Bi-Wk	\$2,429.12	\$2,519.28	\$2,609.58	\$2,699.66	\$2,789.78	\$2,879.97	\$2,970.39	\$3,059.51
		Daily	\$242.92	\$251.93	\$260.96	\$269.97	\$278.98	\$288.00	\$297.04	\$305.96
		Hourly	\$30.37	\$31.50	\$32.62	\$33.75	\$34.88	\$36.00	\$37.13	\$38.25
CR	31	Annual	\$65,945.00	\$68,366.00	\$70,791.00	\$73,214.00	\$75,638.00	\$78,060.00	\$80,483.00	\$82,898.00
		Bi-Wk	\$2,526.63	\$2,619.39	\$2,712.30	\$2,805.14	\$2,898.01	\$2,990.81	\$3,083.64	\$3,176.17
		Daily	\$252.67	\$261.94	\$271.23	\$280.52	\$289.81	\$299.09	\$308.37	\$317.62
		Hourly	\$31.59	\$32.75	\$33.91	\$35.07	\$36.23	\$37.39	\$38.55	\$39.71
CR	32	Annual	\$68,589.00	\$71,077.00	\$73,565.00	\$76,055.00	\$78,547.00	\$81,036.00	\$83,535.00	\$86,042.00
		Bi-Wk	\$2,627.94	\$2,723.26	\$2,818.59	\$2,913.99	\$3,009.47	\$3,104.83	\$3,200.58	\$3,296.63
		Daily	\$262.80	\$272.33	\$281.86	\$291.40	\$300.95	\$310.49	\$320.06	\$329.67
		Hourly	\$32.85	\$34.05	\$35.24	\$36.43	\$37.62	\$38.82	\$40.01	\$41.21

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CR	33	Annual	\$71,350.00	\$73,906.00	\$76,466.00	\$79,027.00	\$81,587.00	\$84,147.00	\$86,710.00	\$89,312.00
		Bi-Wk	\$2,733.72	\$2,831.65	\$2,929.74	\$3,027.86	\$3,125.94	\$3,224.03	\$3,322.23	\$3,421.92
		Daily	\$273.38	\$283.17	\$292.98	\$302.79	\$312.60	\$322.41	\$332.23	\$342.20
		Hourly	\$34.18	\$35.40	\$36.63	\$37.85	\$39.08	\$40.31	\$41.53	\$42.78
CR	34	Annual	\$74,286.00	\$76,916.00	\$79,545.00	\$82,181.00	\$84,803.00	\$87,434.00	\$90,062.00	\$92,764.00
		Bi-Wk	\$2,846.21	\$2,946.98	\$3,047.71	\$3,148.70	\$3,249.16	\$3,349.97	\$3,450.66	\$3,554.18
		Daily	\$284.63	\$294.70	\$304.78	\$314.87	\$324.92	\$335.00	\$345.07	\$355.42
		Hourly	\$35.58	\$36.84	\$38.10	\$39.36	\$40.62	\$41.88	\$43.14	\$44.43
CR	35	Annual	\$77,338.00	\$80,031.00	\$82,734.00	\$85,430.00	\$88,124.00	\$90,818.00	\$93,517.00	\$96,323.00
		Bi-Wk	\$2,963.15	\$3,066.33	\$3,169.89	\$3,273.19	\$3,376.40	\$3,479.62	\$3,583.03	\$3,690.54
		Daily	\$296.32	\$306.64	\$316.99	\$327.32	\$337.64	\$347.97	\$358.31	\$369.06
		Hourly	\$37.04	\$38.33	\$39.63	\$40.92	\$42.21	\$43.50	\$44.79	\$46.14
CR	36	Annual	\$80,556.00	\$83,318.00	\$86,086.00	\$88,853.00	\$91,621.00	\$94,385.00	\$97,150.00	\$100,065.00
		Bi-Wk	\$3,086.44	\$3,192.27	\$3,298.32	\$3,404.33	\$3,510.39	\$3,616.29	\$3,722.23	\$3,833.91
		Daily	\$308.65	\$319.23	\$329.84	\$340.44	\$351.04	\$361.63	\$372.23	\$383.40
		Hourly	\$38.59	\$39.91	\$41.23	\$42.56	\$43.88	\$45.21	\$46.53	\$47.93
CR	37	Annual	\$83,899.00	\$86,737.00	\$89,581.00	\$92,423.00	\$95,265.00	\$98,107.00	\$100,949.00	\$103,978.00
		Bi-Wk	\$3,214.53	\$3,323.26	\$3,432.23	\$3,541.12	\$3,650.00	\$3,758.89	\$3,867.78	\$3,983.84
		Daily	\$321.46	\$332.33	\$343.23	\$354.12	\$365.00	\$375.89	\$386.78	\$398.39
		Hourly	\$40.19	\$41.55	\$42.91	\$44.27	\$45.63	\$46.99	\$48.35	\$49.80
CR	38	Annual	\$87,364.00	\$90,268.00	\$93,180.00	\$96,086.00	\$98,995.00	\$101,903.00	\$104,811.00	\$107,956.00
		Bi-Wk	\$3,347.28	\$3,458.55	\$3,570.12	\$3,681.46	\$3,792.92	\$3,904.33	\$4,015.75	\$4,136.25
		Daily	\$334.73	\$345.86	\$357.02	\$368.15	\$379.30	\$390.44	\$401.58	\$413.63
		Hourly	\$41.85	\$43.24	\$44.63	\$46.02	\$47.42	\$48.81	\$50.20	\$51.71
CR	39	Annual	\$90,996.00	\$93,974.00	\$96,948.00	\$99,929.00	\$102,909.00	\$105,882.00	\$108,864.00	\$112,130.00
		Bi-Wk	\$3,486.44	\$3,600.54	\$3,714.49	\$3,828.70	\$3,942.88	\$4,056.79	\$4,171.04	\$4,296.17
		Daily	\$348.65	\$360.06	\$371.45	\$382.87	\$394.29	\$405.68	\$417.11	\$429.62
		Hourly	\$43.59	\$45.01	\$46.44	\$47.86	\$49.29	\$50.71	\$52.14	\$53.71
CR	40	Annual	\$94,787.00	\$97,827.00	\$100,871.00	\$103,912.00	\$106,954.00	\$109,996.00	\$113,040.00	\$116,432.00
		Bi-Wk	\$3,631.69	\$3,748.17	\$3,864.79	\$3,981.31	\$4,097.86	\$4,214.41	\$4,331.04	\$4,461.00
		Daily	\$363.17	\$374.82	\$386.48	\$398.14	\$409.79	\$421.45	\$433.11	\$446.10
		Hourly	\$45.40	\$46.86	\$48.31	\$49.77	\$51.23	\$52.69	\$54.14	\$55.77

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CR	41	Annual	\$98,755.00	\$101,867.00	\$104,983.00	\$108,097.00	\$111,214.00	\$114,327.00	\$117,442.00	\$120,966.00
		Bi-Wk	\$3,783.72	\$3,902.96	\$4,022.34	\$4,141.65	\$4,261.08	\$4,380.35	\$4,499.70	\$4,634.72
		Daily	\$378.38	\$390.30	\$402.24	\$414.17	\$426.11	\$438.04	\$449.97	\$463.48
		Hourly	\$47.30	\$48.79	\$50.28	\$51.78	\$53.27	\$54.76	\$56.25	\$57.94
CR	42	Annual	\$102,867.00	\$106,052.00	\$109,243.00	\$112,416.00	\$115,607.00	\$118,788.00	\$121,977.00	\$125,637.00
		Bi-Wk	\$3,941.27	\$4,063.30	\$4,185.56	\$4,307.13	\$4,429.39	\$4,551.27	\$4,673.45	\$4,813.68
		Daily	\$394.13	\$406.33	\$418.56	\$430.72	\$442.94	\$455.13	\$467.35	\$481.37
		Hourly	\$49.27	\$50.80	\$52.32	\$53.84	\$55.37	\$56.90	\$58.42	\$60.18
CR	43	Annual	\$107,235.00	\$110,486.00	\$113,731.00	\$116,976.00	\$120,230.00	\$123,471.00	\$126,720.00	\$130,522.00
		Bi-Wk	\$4,108.63	\$4,233.19	\$4,357.51	\$4,481.84	\$4,606.52	\$4,730.69	\$4,855.18	\$5,000.85
		Daily	\$410.87	\$423.32	\$435.76	\$448.19	\$460.66	\$473.07	\$485.52	\$500.09
		Hourly	\$51.36	\$52.92	\$54.47	\$56.03	\$57.59	\$59.14	\$60.69	\$62.52