

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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	Step 9
CS	1	Annual	\$19,487.00	\$19,963.00	\$20,441.00	\$20,907.00	\$21,389.00	\$21,861.00	\$22,336.00	\$23,008.00	\$23,354.00
		Bi-Wk	\$746.63	\$764.87	\$783.19	\$801.04	\$819.51	\$837.59	\$855.79	\$881.54	\$894.79
		Daily	\$74.67	\$76.49	\$78.32	\$80.11	\$81.96	\$83.76	\$85.58	\$88.16	\$89.48
		Hourly	\$9.34	\$9.57	\$9.79	\$10.02	\$10.25	\$10.47	\$10.70	\$11.02	\$11.19
CS	2	Annual	\$20,441.00	\$20,907.00	\$21,389.00	\$21,861.00	\$22,336.00	\$22,810.00	\$23,283.00	\$23,982.00	\$24,340.00
		Bi-Wk	\$783.19	\$801.04	\$819.51	\$837.59	\$855.79	\$873.95	\$892.07	\$918.86	\$932.57
		Daily	\$78.32	\$80.11	\$81.96	\$83.76	\$85.58	\$87.40	\$89.21	\$91.89	\$93.26
		Hourly	\$9.79	\$10.02	\$10.25	\$10.47	\$10.70	\$10.93	\$11.16	\$11.49	\$11.66
CS	3	Annual	\$20,907.00	\$21,389.00	\$21,861.00	\$22,336.00	\$22,810.00	\$23,283.00	\$23,753.00	\$24,466.00	\$24,835.00
		Bi-Wk	\$801.04	\$819.51	\$837.59	\$855.79	\$873.95	\$892.07	\$910.08	\$937.40	\$951.54
		Daily	\$80.11	\$81.96	\$83.76	\$85.58	\$87.40	\$89.21	\$91.01	\$93.74	\$95.16
		Hourly	\$10.02	\$10.25	\$10.47	\$10.70	\$10.93	\$11.16	\$11.38	\$11.72	\$11.90
CS	4	Annual	\$21,585.00	\$22,161.00	\$22,741.00	\$23,318.00	\$23,894.00	\$24,469.00	\$25,046.00	\$25,796.00	\$26,184.00
		Bi-Wk	\$827.02	\$849.09	\$871.31	\$893.41	\$915.48	\$937.51	\$959.62	\$988.36	\$1,003.22
		Daily	\$82.71	\$84.91	\$87.14	\$89.35	\$91.55	\$93.76	\$95.97	\$98.84	\$100.33
		Hourly	\$10.34	\$10.62	\$10.90	\$11.17	\$11.45	\$11.72	\$12.00	\$12.36	\$12.55
CS	5	Annual	\$22,129.00	\$22,741.00	\$23,351.00	\$23,957.00	\$24,564.00	\$25,172.00	\$25,787.00	\$26,560.00	\$26,961.00
		Bi-Wk	\$847.86	\$871.31	\$894.68	\$917.90	\$941.15	\$964.45	\$988.01	\$1,017.63	\$1,032.99
		Daily	\$84.79	\$87.14	\$89.47	\$91.79	\$94.12	\$96.45	\$98.81	\$101.77	\$103.30
		Hourly	\$10.60	\$10.90	\$11.19	\$11.48	\$11.77	\$12.06	\$12.36	\$12.73	\$12.92
CS	6	Annual	\$22,879.00	\$23,489.00	\$24,099.00	\$24,705.00	\$25,316.00	\$25,926.00	\$26,531.00	\$27,327.00	\$27,739.00
		Bi-Wk	\$876.60	\$899.97	\$923.34	\$946.56	\$969.97	\$993.34	\$1,016.52	\$1,047.02	\$1,062.80
		Daily	\$87.66	\$90.00	\$92.34	\$94.66	\$97.00	\$99.34	\$101.66	\$104.71	\$106.28
		Hourly	\$10.96	\$11.25	\$11.55	\$11.84	\$12.13	\$12.42	\$12.71	\$13.09	\$13.29
CS	7	Annual	\$23,551.00	\$24,166.00	\$24,769.00	\$25,381.00	\$25,992.00	\$26,598.00	\$27,205.00	\$28,020.00	\$28,442.00
		Bi-Wk	\$902.34	\$925.91	\$949.01	\$972.46	\$995.87	\$1,019.09	\$1,042.34	\$1,073.57	\$1,089.74
		Daily	\$90.24	\$92.60	\$94.91	\$97.25	\$99.59	\$101.91	\$104.24	\$107.36	\$108.98
		Hourly	\$11.28	\$11.58	\$11.87	\$12.16	\$12.45	\$12.74	\$13.03	\$13.42	\$13.63
CS	8	Annual	\$25,316.00	\$26,063.00	\$26,805.00	\$27,555.00	\$28,296.00	\$29,043.00	\$29,798.00	\$30,692.00	\$31,153.00
		Bi-Wk	\$969.97	\$998.59	\$1,027.02	\$1,055.75	\$1,084.14	\$1,112.76	\$1,141.69	\$1,175.94	\$1,193.61
		Daily	\$97.00	\$99.86	\$102.71	\$105.58	\$108.42	\$111.28	\$114.17	\$117.60	\$119.37
		Hourly	\$12.13	\$12.49	\$12.84	\$13.20	\$13.56	\$13.91	\$14.28	\$14.70	\$14.93

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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	Step 9
CS	9	Annual	\$26,090.00	\$26,871.00	\$27,645.00	\$28,432.00	\$29,208.00	\$29,983.00	\$30,768.00	\$31,689.00	\$32,167.00
		Bi-Wk	\$999.62	\$1,029.55	\$1,059.20	\$1,089.35	\$1,119.09	\$1,148.78	\$1,178.86	\$1,214.14	\$1,232.46
		Daily	\$99.97	\$102.96	\$105.92	\$108.94	\$111.91	\$114.88	\$117.89	\$121.42	\$123.25
		Hourly	\$12.50	\$12.87	\$13.24	\$13.62	\$13.99	\$14.36	\$14.74	\$15.18	\$15.41
CS	10	Annual	\$26,935.00	\$27,750.00	\$28,561.00	\$29,377.00	\$30,191.00	\$31,015.00	\$31,870.00	\$32,826.00	\$33,320.00
		Bi-Wk	\$1,032.00	\$1,063.22	\$1,094.30	\$1,125.56	\$1,156.75	\$1,188.32	\$1,221.08	\$1,257.71	\$1,276.63
		Daily	\$103.20	\$106.33	\$109.43	\$112.56	\$115.68	\$118.84	\$122.11	\$125.78	\$127.67
		Hourly	\$12.90	\$13.30	\$13.68	\$14.07	\$14.46	\$14.86	\$15.27	\$15.73	\$15.96
CS	11	Annual	\$27,789.00	\$28,634.00	\$29,481.00	\$30,331.00	\$31,204.00	\$32,095.00	\$32,983.00	\$33,972.00	\$34,485.00
		Bi-Wk	\$1,064.72	\$1,097.09	\$1,129.55	\$1,162.11	\$1,195.56	\$1,229.70	\$1,263.72	\$1,301.61	\$1,321.27
		Daily	\$106.48	\$109.71	\$112.96	\$116.22	\$119.56	\$122.97	\$126.38	\$130.17	\$132.13
		Hourly	\$13.31	\$13.72	\$14.12	\$14.53	\$14.95	\$15.38	\$15.80	\$16.28	\$16.52
CS	12	Annual	\$28,692.00	\$29,571.00	\$30,453.00	\$31,368.00	\$32,291.00	\$33,216.00	\$34,143.00	\$35,168.00	\$35,697.00
		Bi-Wk	\$1,099.32	\$1,132.99	\$1,166.79	\$1,201.84	\$1,237.21	\$1,272.65	\$1,308.17	\$1,347.44	\$1,367.71
		Daily	\$109.94	\$113.30	\$116.68	\$120.19	\$123.73	\$127.27	\$130.82	\$134.75	\$136.78
		Hourly	\$13.75	\$14.17	\$14.59	\$15.03	\$15.47	\$15.91	\$16.36	\$16.85	\$17.10
CS	13	Annual	\$30,309.00	\$31,423.00	\$32,551.00	\$33,677.00	\$34,809.00	\$35,938.00	\$37,070.00	\$38,182.00	\$38,757.00
		Bi-Wk	\$1,161.27	\$1,203.95	\$1,247.17	\$1,290.31	\$1,333.68	\$1,376.94	\$1,420.31	\$1,462.92	\$1,484.95
		Daily	\$116.13	\$120.40	\$124.72	\$129.04	\$133.37	\$137.70	\$142.04	\$146.30	\$148.50
		Hourly	\$14.52	\$15.05	\$15.59	\$16.13	\$16.68	\$17.22	\$17.76	\$18.29	\$18.57
CS	14	Annual	\$31,728.00	\$32,894.00	\$34,062.00	\$35,226.00	\$36,385.00	\$37,551.00	\$38,715.00	\$39,877.00	\$40,476.00
		Bi-Wk	\$1,215.64	\$1,260.31	\$1,305.06	\$1,349.66	\$1,394.07	\$1,438.74	\$1,483.34	\$1,527.86	\$1,550.81
		Daily	\$121.57	\$126.04	\$130.51	\$134.97	\$139.41	\$143.88	\$148.34	\$152.79	\$155.09
		Hourly	\$15.20	\$15.76	\$16.32	\$16.88	\$17.43	\$17.99	\$18.55	\$19.10	\$19.39
CS	15	Annual	\$33,249.00	\$34,451.00	\$35,651.00	\$36,846.00	\$38,049.00	\$39,250.00	\$40,457.00	\$41,669.00	\$42,294.00
		Bi-Wk	\$1,273.91	\$1,319.97	\$1,365.94	\$1,411.73	\$1,457.82	\$1,503.84	\$1,550.08	\$1,596.52	\$1,620.46
		Daily	\$127.40	\$132.00	\$136.60	\$141.18	\$145.79	\$150.39	\$155.01	\$159.66	\$162.05
		Hourly	\$15.93	\$16.50	\$17.08	\$17.65	\$18.23	\$18.80	\$19.38	\$19.96	\$20.26
CS	16	Annual	\$34,872.00	\$36,109.00	\$37,345.00	\$38,574.00	\$39,809.00	\$41,047.00	\$42,280.00	\$43,548.00	\$44,203.00
		Bi-Wk	\$1,336.10	\$1,383.49	\$1,430.85	\$1,477.94	\$1,525.25	\$1,572.69	\$1,619.93	\$1,668.51	\$1,693.61
		Daily	\$133.61	\$138.35	\$143.09	\$147.80	\$152.53	\$157.27	\$162.00	\$166.86	\$169.37
		Hourly	\$16.71	\$17.30	\$17.89	\$18.48	\$19.07	\$19.66	\$20.25	\$20.86	\$21.18

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

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CS	17	Annual	\$36,599.00	\$37,867.00	\$39,138.00	\$40,409.00	\$41,678.00	\$42,946.00	\$44,221.00	\$45,549.00	\$46,234.00
		Bi-Wk	\$1,402.27	\$1,450.85	\$1,499.55	\$1,548.24	\$1,596.86	\$1,645.45	\$1,694.30	\$1,745.18	\$1,771.42
		Daily	\$140.23	\$145.09	\$149.96	\$154.83	\$159.69	\$164.55	\$169.43	\$174.52	\$177.15
		Hourly	\$17.53	\$18.14	\$18.75	\$19.36	\$19.97	\$20.57	\$21.18	\$21.82	\$22.15
CS	18	Annual	\$38,444.00	\$39,740.00	\$41,047.00	\$42,350.00	\$43,652.00	\$44,952.00	\$46,255.00	\$47,644.00	\$48,360.00
		Bi-Wk	\$1,472.96	\$1,522.61	\$1,572.69	\$1,622.61	\$1,672.50	\$1,722.30	\$1,772.23	\$1,825.45	\$1,852.88
		Daily	\$147.30	\$152.27	\$157.27	\$162.27	\$167.25	\$172.23	\$177.23	\$182.55	\$185.29
		Hourly	\$18.42	\$19.04	\$19.66	\$20.29	\$20.91	\$21.53	\$22.16	\$22.82	\$23.17
CS	19	Annual	\$40,337.00	\$41,678.00	\$43,018.00	\$44,360.00	\$45,703.00	\$47,041.00	\$48,379.00	\$49,830.00	\$50,581.00
		Bi-Wk	\$1,545.48	\$1,596.86	\$1,648.20	\$1,699.62	\$1,751.08	\$1,802.34	\$1,853.61	\$1,909.20	\$1,937.97
		Daily	\$154.55	\$159.69	\$164.82	\$169.97	\$175.11	\$180.24	\$185.37	\$190.92	\$193.80
		Hourly	\$19.32	\$19.97	\$20.61	\$21.25	\$21.89	\$22.53	\$23.18	\$23.87	\$24.23
CS	20	Annual	\$42,388.00	\$43,764.00	\$45,133.00	\$46,506.00	\$47,878.00	\$49,256.00	\$50,626.00	\$52,143.00	\$52,928.00
		Bi-Wk	\$1,624.07	\$1,676.79	\$1,729.24	\$1,781.84	\$1,834.41	\$1,887.21	\$1,939.70	\$1,997.82	\$2,027.90
		Daily	\$162.41	\$167.68	\$172.93	\$178.19	\$183.45	\$188.73	\$193.97	\$199.79	\$202.79
		Hourly	\$20.31	\$20.96	\$21.62	\$22.28	\$22.94	\$23.60	\$24.25	\$24.98	\$25.35
CS	21	Annual	\$44,479.00	\$45,899.00	\$47,301.00	\$48,711.00	\$50,125.00	\$51,532.00	\$52,946.00	\$54,535.00	\$55,355.00
		Bi-Wk	\$1,704.18	\$1,758.59	\$1,812.30	\$1,866.33	\$1,920.50	\$1,974.41	\$2,028.59	\$2,089.47	\$2,120.89
		Daily	\$170.42	\$175.86	\$181.23	\$186.64	\$192.05	\$197.45	\$202.86	\$208.95	\$212.09
		Hourly	\$21.31	\$21.99	\$22.66	\$23.33	\$24.01	\$24.69	\$25.36	\$26.12	\$26.52
CS	22	Annual	\$45,703.00	\$47,373.00	\$49,047.00	\$50,719.00	\$52,398.00	\$54,070.00	\$55,745.00	\$57,418.00	\$58,281.00
		Bi-Wk	\$1,751.08	\$1,815.06	\$1,879.20	\$1,943.26	\$2,007.59	\$2,071.65	\$2,135.83	\$2,199.93	\$2,232.99
		Daily	\$175.11	\$181.51	\$187.92	\$194.33	\$200.76	\$207.17	\$213.59	\$220.00	\$223.30
		Hourly	\$21.89	\$22.69	\$23.49	\$24.30	\$25.10	\$25.90	\$26.70	\$27.50	\$27.92
CS	23	Annual	\$47,866.00	\$49,609.00	\$51,351.00	\$53,095.00	\$54,845.00	\$56,584.00	\$58,325.00	\$60,076.00	\$60,981.00
		Bi-Wk	\$1,833.95	\$1,900.73	\$1,967.48	\$2,034.30	\$2,101.35	\$2,167.97	\$2,234.68	\$2,301.77	\$2,336.44
		Daily	\$183.40	\$190.08	\$196.75	\$203.43	\$210.14	\$216.80	\$223.47	\$230.18	\$233.65
		Hourly	\$22.93	\$23.76	\$24.60	\$25.43	\$26.27	\$27.10	\$27.94	\$28.78	\$29.21
CS	24	Annual	\$50,168.00	\$51,985.00	\$53,805.00	\$55,619.00	\$57,439.00	\$59,256.00	\$61,073.00	\$62,904.00	\$63,852.00
		Bi-Wk	\$1,922.15	\$1,991.77	\$2,061.50	\$2,131.00	\$2,200.73	\$2,270.35	\$2,339.97	\$2,410.12	\$2,446.44
		Daily	\$192.22	\$199.18	\$206.15	\$213.10	\$220.08	\$227.04	\$234.00	\$241.02	\$244.65
		Hourly	\$24.03	\$24.90	\$25.77	\$26.64	\$27.51	\$28.38	\$29.25	\$30.13	\$30.59

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 40 HOUR PAY PLAN EFFECTIVE 6/29/2001

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CS	25	Annual	\$52,619.00	\$54,503.00	\$56,388.00	\$58,270.00	\$60,159.00	\$62,042.00	\$63,924.00	\$65,843.00	\$66,833.00
		Bi-Wk	\$2,016.06	\$2,088.24	\$2,160.46	\$2,232.57	\$2,304.95	\$2,377.09	\$2,449.20	\$2,522.73	\$2,560.66
		Daily	\$201.61	\$208.83	\$216.05	\$223.26	\$230.50	\$237.71	\$244.92	\$252.28	\$256.07
		Hourly	\$25.21	\$26.11	\$27.01	\$27.91	\$28.82	\$29.72	\$30.62	\$31.54	\$32.01
CS	26	Annual	\$55,208.00	\$57,162.00	\$59,118.00	\$61,073.00	\$63,031.00	\$64,987.00	\$66,937.00	\$68,946.00	\$69,983.00
		Bi-Wk	\$2,115.25	\$2,190.12	\$2,265.06	\$2,339.97	\$2,414.99	\$2,489.93	\$2,564.64	\$2,641.61	\$2,681.35
		Daily	\$211.53	\$219.02	\$226.51	\$234.00	\$241.50	\$249.00	\$256.47	\$264.17	\$268.14
		Hourly	\$26.45	\$27.38	\$28.32	\$29.25	\$30.19	\$31.13	\$32.06	\$33.03	\$33.52
CS	27	Annual	\$57,948.00	\$59,976.00	\$61,998.00	\$64,016.00	\$66,040.00	\$68,061.00	\$70,089.00	\$72,190.00	\$73,276.00
		Bi-Wk	\$2,220.23	\$2,297.94	\$2,375.41	\$2,452.73	\$2,530.27	\$2,607.71	\$2,685.41	\$2,765.91	\$2,807.51
		Daily	\$222.03	\$229.80	\$237.55	\$245.28	\$253.03	\$260.78	\$268.55	\$276.60	\$280.76
		Hourly	\$27.76	\$28.73	\$29.70	\$30.66	\$31.63	\$32.60	\$33.57	\$34.58	\$35.10
CS	28	Annual	\$60,919.00	\$62,969.00	\$65,058.00	\$67,154.00	\$69,245.00	\$71,343.00	\$73,430.00	\$75,634.00	\$76,773.00
		Bi-Wk	\$2,334.07	\$2,412.61	\$2,492.65	\$2,572.96	\$2,653.07	\$2,733.45	\$2,813.41	\$2,897.86	\$2,941.50
		Daily	\$233.41	\$241.27	\$249.27	\$257.30	\$265.31	\$273.35	\$281.35	\$289.79	\$294.15
		Hourly	\$29.18	\$30.16	\$31.16	\$32.17	\$33.17	\$34.17	\$35.17	\$36.23	\$36.77
CS	29	Annual	\$61,463.00	\$63,766.00	\$66,072.00	\$68,383.00	\$70,690.00	\$72,994.00	\$75,300.00	\$77,558.00	\$78,726.00
		Bi-Wk	\$2,354.91	\$2,443.15	\$2,531.50	\$2,620.04	\$2,708.43	\$2,796.71	\$2,885.06	\$2,971.58	\$3,016.33
		Daily	\$235.50	\$244.32	\$253.15	\$262.01	\$270.85	\$279.68	\$288.51	\$297.16	\$301.64
		Hourly	\$29.44	\$30.54	\$31.65	\$32.76	\$33.86	\$34.96	\$36.07	\$37.15	\$37.71
CS	30	Annual	\$63,924.00	\$66,297.00	\$68,678.00	\$71,043.00	\$73,420.00	\$75,797.00	\$78,167.00	\$80,513.00	\$81,727.00
		Bi-Wk	\$2,449.20	\$2,540.12	\$2,631.35	\$2,721.96	\$2,813.03	\$2,904.10	\$2,994.91	\$3,084.79	\$3,131.31
		Daily	\$244.92	\$254.02	\$263.14	\$272.20	\$281.31	\$290.41	\$299.50	\$308.48	\$313.14
		Hourly	\$30.62	\$31.76	\$32.90	\$34.03	\$35.17	\$36.31	\$37.44	\$38.56	\$39.15
CS	31	Annual	\$66,489.00	\$68,934.00	\$71,379.00	\$73,825.00	\$76,266.00	\$78,712.00	\$81,150.00	\$83,585.00	\$84,843.00
		Bi-Wk	\$2,547.48	\$2,641.15	\$2,734.83	\$2,828.55	\$2,922.07	\$3,015.79	\$3,109.20	\$3,202.50	\$3,250.69
		Daily	\$254.75	\$264.12	\$273.49	\$282.86	\$292.21	\$301.58	\$310.92	\$320.25	\$325.07
		Hourly	\$31.85	\$33.02	\$34.19	\$35.36	\$36.53	\$37.70	\$38.87	\$40.04	\$40.64
CS	32	Annual	\$69,158.00	\$71,668.00	\$74,174.00	\$76,691.00	\$79,203.00	\$81,710.00	\$84,231.00	\$86,757.00	\$88,062.00
		Bi-Wk	\$2,649.74	\$2,745.91	\$2,841.92	\$2,938.36	\$3,034.60	\$3,130.66	\$3,227.25	\$3,324.03	\$3,374.03
		Daily	\$264.98	\$274.60	\$284.20	\$293.84	\$303.46	\$313.07	\$322.73	\$332.41	\$337.41
		Hourly	\$33.13	\$34.33	\$35.53	\$36.73	\$37.94	\$39.14	\$40.35	\$41.56	\$42.18

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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	Step 9
CS	33	Annual	\$71,940.00	\$74,520.00	\$77,105.00	\$79,683.00	\$82,266.00	\$84,843.00	\$87,430.00	\$90,052.00	\$91,409.00
		Bi-Wk	\$2,756.33	\$2,855.18	\$2,954.22	\$3,052.99	\$3,151.96	\$3,250.69	\$3,349.81	\$3,450.27	\$3,502.27
		Daily	\$275.64	\$285.52	\$295.43	\$305.30	\$315.20	\$325.07	\$334.99	\$345.03	\$350.23
		Hourly	\$34.46	\$35.69	\$36.93	\$38.17	\$39.40	\$40.64	\$41.88	\$43.13	\$43.78
CS	34	Annual	\$74,903.00	\$77,556.00	\$80,205.00	\$82,862.00	\$85,509.00	\$88,163.00	\$90,813.00	\$93,536.00	\$94,946.00
		Bi-Wk	\$2,869.85	\$2,971.50	\$3,072.99	\$3,174.79	\$3,276.21	\$3,377.90	\$3,479.43	\$3,583.76	\$3,637.78
		Daily	\$286.99	\$297.15	\$307.30	\$317.48	\$327.63	\$337.79	\$347.95	\$358.38	\$363.78
		Hourly	\$35.88	\$37.15	\$38.42	\$39.69	\$40.96	\$42.23	\$43.50	\$44.80	\$45.48
CS	35	Annual	\$77,984.00	\$80,699.00	\$83,420.00	\$86,141.00	\$88,860.00	\$91,577.00	\$94,292.00	\$97,121.00	\$98,579.00
		Bi-Wk	\$2,987.90	\$3,091.92	\$3,196.17	\$3,300.43	\$3,404.60	\$3,508.70	\$3,612.73	\$3,721.12	\$3,776.98
		Daily	\$298.79	\$309.20	\$319.62	\$330.05	\$340.46	\$350.87	\$361.28	\$372.12	\$377.70
		Hourly	\$37.35	\$38.65	\$39.96	\$41.26	\$42.56	\$43.86	\$45.16	\$46.52	\$47.22
CS	36	Annual	\$81,222.00	\$84,010.00	\$86,804.00	\$89,591.00	\$92,381.00	\$95,167.00	\$97,959.00	\$100,896.00	\$102,411.00
		Bi-Wk	\$3,111.96	\$3,218.78	\$3,325.83	\$3,432.61	\$3,539.51	\$3,646.25	\$3,753.22	\$3,865.75	\$3,923.80
		Daily	\$311.20	\$321.88	\$332.59	\$343.27	\$353.96	\$364.63	\$375.33	\$386.58	\$392.38
		Hourly	\$38.90	\$40.24	\$41.58	\$42.91	\$44.25	\$45.58	\$46.92	\$48.33	\$49.05
CS	37	Annual	\$84,594.00	\$87,462.00	\$90,327.00	\$93,189.00	\$96,056.00	\$98,921.00	\$101,784.00	\$104,838.00	\$106,411.00
		Bi-Wk	\$3,241.15	\$3,351.04	\$3,460.81	\$3,570.46	\$3,680.31	\$3,790.08	\$3,899.78	\$4,016.79	\$4,077.05
		Daily	\$324.12	\$335.11	\$346.09	\$357.05	\$368.04	\$379.01	\$389.98	\$401.68	\$407.71
		Hourly	\$40.52	\$41.89	\$43.27	\$44.64	\$46.01	\$47.38	\$48.75	\$50.21	\$50.97
CS	38	Annual	\$88,089.00	\$91,014.00	\$93,954.00	\$96,884.00	\$99,818.00	\$102,754.00	\$105,685.00	\$108,855.00	\$110,490.00
		Bi-Wk	\$3,375.06	\$3,487.13	\$3,599.78	\$3,712.04	\$3,824.45	\$3,936.94	\$4,049.24	\$4,170.69	\$4,233.34
		Daily	\$337.51	\$348.72	\$359.98	\$371.21	\$382.45	\$393.70	\$404.93	\$417.07	\$423.34
		Hourly	\$42.19	\$43.59	\$45.00	\$46.41	\$47.81	\$49.22	\$50.62	\$52.14	\$52.92
CS	39	Annual	\$91,854.00	\$94,751.00	\$97,756.00	\$100,765.00	\$103,767.00	\$106,767.00	\$109,769.00	\$113,063.00	\$114,759.00
		Bi-Wk	\$3,519.32	\$3,630.31	\$3,745.45	\$3,860.73	\$3,975.75	\$4,090.69	\$4,205.71	\$4,331.92	\$4,396.90
		Daily	\$351.94	\$363.04	\$374.55	\$386.08	\$397.58	\$409.07	\$420.58	\$433.20	\$439.69
		Hourly	\$44.00	\$45.38	\$46.82	\$48.26	\$49.70	\$51.14	\$52.58	\$54.15	\$54.97
CS	40	Annual	\$95,570.00	\$98,639.00	\$101,712.00	\$104,774.00	\$107,843.00	\$110,912.00	\$113,974.00	\$117,395.00	\$119,157.00
		Bi-Wk	\$3,661.69	\$3,779.28	\$3,897.02	\$4,014.33	\$4,131.92	\$4,249.51	\$4,366.82	\$4,497.90	\$4,565.41
		Daily	\$366.17	\$377.93	\$389.71	\$401.44	\$413.20	\$424.96	\$436.69	\$449.79	\$456.55
		Hourly	\$45.78	\$47.25	\$48.72	\$50.18	\$51.65	\$53.12	\$54.59	\$56.23	\$57.07

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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	Step 9
CS	41	Annual	\$99,576.00	\$102,719.00	\$105,855.00	\$108,996.00	\$112,140.00	\$115,275.00	\$118,419.00	\$121,972.00	\$123,802.00
		Bi-Wk	\$3,815.18	\$3,935.60	\$4,055.75	\$4,176.10	\$4,296.56	\$4,416.67	\$4,537.13	\$4,673.26	\$4,743.38
		Daily	\$381.52	\$393.56	\$405.58	\$417.61	\$429.66	\$441.67	\$453.72	\$467.33	\$474.34
		Hourly	\$47.69	\$49.20	\$50.70	\$52.21	\$53.71	\$55.21	\$56.72	\$58.42	\$59.30
CS	42	Annual	\$103,728.00	\$106,935.00	\$110,146.00	\$113,355.00	\$116,567.00	\$119,779.00	\$122,990.00	\$126,680.00	\$128,580.00
		Bi-Wk	\$3,974.26	\$4,097.13	\$4,220.16	\$4,343.11	\$4,466.17	\$4,589.24	\$4,712.27	\$4,853.64	\$4,926.44
		Daily	\$397.43	\$409.72	\$422.02	\$434.32	\$446.62	\$458.93	\$471.23	\$485.37	\$492.65
		Hourly	\$49.68	\$51.22	\$52.76	\$54.29	\$55.83	\$57.37	\$58.91	\$60.68	\$61.59
CS	43	Annual	\$108,125.00	\$111,406.00	\$114,676.00	\$117,949.00	\$121,228.00	\$124,501.00	\$127,777.00	\$131,609.00	\$133,583.00
		Bi-Wk	\$4,142.73	\$4,268.43	\$4,393.72	\$4,519.12	\$4,644.76	\$4,770.16	\$4,895.68	\$5,042.50	\$5,118.13
		Daily	\$414.28	\$426.85	\$439.38	\$451.92	\$464.48	\$477.02	\$489.57	\$504.25	\$511.82
		Hourly	\$51.79	\$53.36	\$54.93	\$56.49	\$58.06	\$59.63	\$61.20	\$63.04	\$63.98