

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 7/3/98
(Includes 3% General Wage Increase Effective 7/3/98)

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	\$19,791.00	\$20,129.00	\$20,462.00	\$20,799.00	\$21,132.00	\$21,468.00	\$21,799.00	\$22,343.00	\$22,958.00	\$23,572.00
		Bi-Wk	\$758.28	\$771.23	\$783.99	\$796.90	\$809.66	\$822.53	\$835.22	\$856.06	\$879.62	\$903.15
		Daily	\$75.83	\$77.13	\$78.40	\$79.69	\$80.97	\$82.26	\$83.53	\$85.61	\$87.97	\$90.32
		Hourly	\$9.48	\$9.65	\$9.80	\$9.97	\$10.13	\$10.29	\$10.45	\$10.71	\$11.00	\$11.29
CA	2	Annual	\$20,462.00	\$20,799.00	\$21,132.00	\$21,468.00	\$21,799.00	\$22,134.00	\$22,466.00	\$23,027.00	\$23,661.00	\$24,294.00
		Bi-Wk	\$783.99	\$796.90	\$809.66	\$822.53	\$835.22	\$848.05	\$860.77	\$882.27	\$906.56	\$930.81
		Daily	\$78.40	\$79.69	\$80.97	\$82.26	\$83.53	\$84.81	\$86.08	\$88.23	\$90.66	\$93.09
		Hourly	\$9.80	\$9.97	\$10.13	\$10.29	\$10.45	\$10.61	\$10.76	\$11.03	\$11.34	\$11.64
CA	3	Annual	\$20,799.00	\$21,132.00	\$21,468.00	\$21,799.00	\$22,134.00	\$22,466.00	\$22,802.00	\$23,373.00	\$24,017.00	\$24,660.00
		Bi-Wk	\$796.90	\$809.66	\$822.53	\$835.22	\$848.05	\$860.77	\$873.64	\$895.52	\$920.20	\$944.83
		Daily	\$79.69	\$80.97	\$82.26	\$83.53	\$84.81	\$86.08	\$87.37	\$89.56	\$92.02	\$94.49
		Hourly	\$9.97	\$10.13	\$10.29	\$10.45	\$10.61	\$10.76	\$10.93	\$11.20	\$11.51	\$11.82
CA	4	Annual	\$21,274.00	\$21,681.00	\$22,085.00	\$22,491.00	\$22,903.00	\$23,304.00	\$23,713.00	\$24,306.00	\$24,975.00	\$25,644.00
		Bi-Wk	\$815.10	\$830.69	\$846.17	\$861.73	\$877.51	\$892.88	\$908.55	\$931.27	\$956.90	\$982.53
		Daily	\$81.51	\$83.07	\$84.62	\$86.18	\$87.76	\$89.29	\$90.86	\$93.13	\$95.69	\$98.26
		Hourly	\$10.19	\$10.39	\$10.58	\$10.78	\$10.97	\$11.17	\$11.36	\$11.65	\$11.97	\$12.29
CA	5	Annual	\$21,657.00	\$22,085.00	\$22,514.00	\$22,942.00	\$23,374.00	\$23,803.00	\$24,246.00	\$24,850.00	\$25,535.00	\$26,217.00
		Bi-Wk	\$829.78	\$846.17	\$862.61	\$879.01	\$895.56	\$912.00	\$928.97	\$952.11	\$978.36	\$1,004.49
		Daily	\$82.98	\$84.62	\$86.27	\$87.91	\$89.56	\$91.20	\$92.90	\$95.22	\$97.84	\$100.45
		Hourly	\$10.38	\$10.58	\$10.79	\$10.99	\$11.20	\$11.40	\$11.62	\$11.91	\$12.23	\$12.56
CA	6	Annual	\$22,187.00	\$22,614.00	\$23,042.00	\$23,473.00	\$23,903.00	\$24,354.00	\$24,855.00	\$25,477.00	\$26,178.00	\$26,878.00
		Bi-Wk	\$850.08	\$866.44	\$882.84	\$899.35	\$915.83	\$933.11	\$952.30	\$976.14	\$1,002.99	\$1,029.81
		Daily	\$85.01	\$86.65	\$88.29	\$89.94	\$91.59	\$93.32	\$95.23	\$97.62	\$100.30	\$102.99
		Hourly	\$10.63	\$10.84	\$11.04	\$11.25	\$11.45	\$11.67	\$11.91	\$12.21	\$12.54	\$12.88
CA	7	Annual	\$23,008.00	\$23,643.00	\$24,278.00	\$24,913.00	\$25,548.00	\$26,180.00	\$26,816.00	\$27,487.00	\$28,242.00	\$28,998.00
		Bi-Wk	\$881.54	\$905.87	\$930.20	\$954.53	\$978.86	\$1,003.07	\$1,027.44	\$1,053.15	\$1,082.07	\$1,111.04
		Daily	\$88.16	\$90.59	\$93.02	\$95.46	\$97.89	\$100.31	\$102.75	\$105.32	\$108.21	\$111.11
		Hourly	\$11.02	\$11.33	\$11.63	\$11.94	\$12.24	\$12.54	\$12.85	\$13.17	\$13.53	\$13.89
CA	8	Annual	\$23,903.00	\$24,463.00	\$25,092.00	\$25,738.00	\$26,378.00	\$27,024.00	\$27,668.00	\$28,361.00	\$29,141.00	\$29,921.00
		Bi-Wk	\$915.83	\$937.28	\$961.38	\$986.14	\$1,010.66	\$1,035.41	\$1,060.08	\$1,086.63	\$1,116.52	\$1,146.40
		Daily	\$91.59	\$93.73	\$96.14	\$98.62	\$101.07	\$103.55	\$106.01	\$108.67	\$111.66	\$114.64
		Hourly	\$11.45	\$11.72	\$12.02	\$12.33	\$12.64	\$12.95	\$13.26	\$13.59	\$13.96	\$14.33

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	9	Annual	\$24,487.00	\$25,144.00	\$25,815.00	\$26,490.00	\$27,163.00	\$27,828.00	\$28,508.00	\$29,221.00	\$30,024.00	\$30,826.00
		Bi-Wk	\$938.20	\$963.38	\$989.09	\$1,014.95	\$1,040.73	\$1,066.21	\$1,092.27	\$1,119.58	\$1,150.35	\$1,181.08
		Daily	\$93.82	\$96.34	\$98.91	\$101.50	\$104.08	\$106.63	\$109.23	\$111.96	\$115.04	\$118.11
		Hourly	\$11.73	\$12.05	\$12.37	\$12.69	\$13.01	\$13.33	\$13.66	\$14.00	\$14.38	\$14.77
CA	10	Annual	\$25,203.00	\$25,903.00	\$26,604.00	\$27,309.00	\$28,011.00	\$28,727.00	\$29,465.00	\$30,200.00	\$31,030.00	\$31,860.00
		Bi-Wk	\$965.64	\$992.46	\$1,019.32	\$1,046.33	\$1,073.22	\$1,100.66	\$1,128.93	\$1,157.09	\$1,188.89	\$1,220.69
		Daily	\$96.57	\$99.25	\$101.94	\$104.64	\$107.33	\$110.07	\$112.90	\$115.71	\$118.89	\$122.07
		Hourly	\$12.08	\$12.41	\$12.75	\$13.08	\$13.42	\$13.76	\$14.12	\$14.47	\$14.87	\$15.26
CA	11	Annual	\$25,937.00	\$26,670.00	\$27,402.00	\$28,136.00	\$28,886.00	\$29,654.00	\$30,426.00	\$31,188.00	\$32,046.00	\$32,904.00
		Bi-Wk	\$993.76	\$1,021.84	\$1,049.89	\$1,078.01	\$1,106.75	\$1,136.17	\$1,165.75	\$1,194.95	\$1,227.82	\$1,260.69
		Daily	\$99.38	\$102.19	\$104.99	\$107.81	\$110.68	\$113.62	\$116.58	\$119.50	\$122.79	\$126.07
		Hourly	\$12.43	\$12.78	\$13.13	\$13.48	\$13.84	\$14.21	\$14.58	\$14.94	\$15.35	\$15.76
CA	12	Annual	\$26,716.00	\$27,477.00	\$28,237.00	\$29,029.00	\$29,825.00	\$30,628.00	\$31,460.00	\$32,246.00	\$33,131.00	\$34,019.00
		Bi-Wk	\$1,023.61	\$1,052.76	\$1,081.88	\$1,112.23	\$1,142.73	\$1,173.49	\$1,205.37	\$1,235.48	\$1,269.39	\$1,303.41
		Daily	\$102.37	\$105.28	\$108.19	\$111.23	\$114.28	\$117.35	\$120.54	\$123.55	\$126.94	\$130.35
		Hourly	\$12.80	\$13.16	\$13.53	\$13.91	\$14.29	\$14.67	\$15.07	\$15.45	\$15.87	\$16.30
CA	13	Annual	\$28,112.00	\$29,074.00	\$30,049.00	\$31,035.00	\$32,060.00	\$33,083.00	\$34,109.00	\$34,963.00	\$35,924.00	\$36,886.00
		Bi-Wk	\$1,077.09	\$1,113.95	\$1,151.31	\$1,189.09	\$1,228.36	\$1,267.55	\$1,306.86	\$1,339.58	\$1,376.40	\$1,413.26
		Daily	\$107.71	\$111.40	\$115.14	\$118.91	\$122.84	\$126.76	\$130.69	\$133.96	\$137.64	\$141.33
		Hourly	\$13.47	\$13.93	\$14.40	\$14.87	\$15.36	\$15.85	\$16.34	\$16.75	\$17.21	\$17.67
CA	14	Annual	\$29,337.00	\$30,347.00	\$31,378.00	\$32,435.00	\$33,488.00	\$34,542.00	\$35,600.00	\$36,491.00	\$37,496.00	\$38,498.00
		Bi-Wk	\$1,124.03	\$1,162.73	\$1,202.23	\$1,242.73	\$1,283.07	\$1,323.45	\$1,363.99	\$1,398.13	\$1,436.63	\$1,475.02
		Daily	\$112.41	\$116.28	\$120.23	\$124.28	\$128.31	\$132.35	\$136.40	\$139.82	\$143.67	\$147.51
		Hourly	\$14.06	\$14.54	\$15.03	\$15.54	\$16.04	\$16.55	\$17.05	\$17.48	\$17.96	\$18.44
CA	15	Annual	\$30,653.00	\$31,731.00	\$32,820.00	\$33,907.00	\$34,998.00	\$36,087.00	\$37,178.00	\$38,107.00	\$39,156.00	\$40,203.00
		Bi-Wk	\$1,174.45	\$1,215.75	\$1,257.48	\$1,299.12	\$1,340.92	\$1,382.65	\$1,424.45	\$1,460.04	\$1,500.23	\$1,540.35
		Daily	\$117.45	\$121.58	\$125.75	\$129.92	\$134.10	\$138.27	\$142.45	\$146.01	\$150.03	\$154.04
		Hourly	\$14.69	\$15.20	\$15.72	\$16.24	\$16.77	\$17.29	\$17.81	\$18.26	\$18.76	\$19.26
CA	16	Annual	\$32,114.00	\$33,237.00	\$34,360.00	\$35,473.00	\$36,595.00	\$37,716.00	\$38,835.00	\$39,805.00	\$40,900.00	\$41,995.00
		Bi-Wk	\$1,230.43	\$1,273.45	\$1,316.48	\$1,359.12	\$1,402.11	\$1,445.06	\$1,487.94	\$1,525.10	\$1,567.05	\$1,609.01
		Daily	\$123.05	\$127.35	\$131.65	\$135.92	\$140.22	\$144.51	\$148.80	\$152.51	\$156.71	\$160.91
		Hourly	\$15.39	\$15.92	\$16.46	\$16.99	\$17.53	\$18.07	\$18.60	\$19.07	\$19.59	\$20.12

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CA	17	Annual	\$33,681.00	\$34,835.00	\$35,983.00	\$37,141.00	\$38,289.00	\$39,438.00	\$40,594.00	\$41,609.00	\$42,754.00	\$43,897.00
		Bi-Wk	\$1,290.46	\$1,334.68	\$1,378.66	\$1,423.03	\$1,467.02	\$1,511.04	\$1,555.33	\$1,594.22	\$1,638.09	\$1,681.88
		Daily	\$129.05	\$133.47	\$137.87	\$142.31	\$146.71	\$151.11	\$155.54	\$159.43	\$163.81	\$168.19
		Hourly	\$16.14	\$16.69	\$17.24	\$17.79	\$18.34	\$18.89	\$19.45	\$19.93	\$20.48	\$21.03
CA	18	Annual	\$35,356.00	\$36,535.00	\$37,716.00	\$38,896.00	\$40,076.00	\$41,260.00	\$42,436.00	\$43,497.00	\$44,694.00	\$45,890.00
		Bi-Wk	\$1,354.64	\$1,399.81	\$1,445.06	\$1,490.27	\$1,535.48	\$1,580.85	\$1,625.91	\$1,666.56	\$1,712.42	\$1,758.24
		Daily	\$135.47	\$139.99	\$144.51	\$149.03	\$153.55	\$158.09	\$162.60	\$166.66	\$171.25	\$175.83
		Hourly	\$16.94	\$17.50	\$18.07	\$18.63	\$19.20	\$19.77	\$20.33	\$20.84	\$21.41	\$21.98
CA	19	Annual	\$37,073.00	\$38,289.00	\$39,506.00	\$40,723.00	\$41,939.00	\$43,148.00	\$44,366.00	\$45,474.00	\$46,725.00	\$47,976.00
		Bi-Wk	\$1,420.43	\$1,467.02	\$1,513.64	\$1,560.27	\$1,606.86	\$1,653.19	\$1,699.85	\$1,742.30	\$1,790.23	\$1,838.17
		Daily	\$142.05	\$146.71	\$151.37	\$156.03	\$160.69	\$165.32	\$169.99	\$174.23	\$179.03	\$183.82
		Hourly	\$17.76	\$18.34	\$18.93	\$19.51	\$20.09	\$20.67	\$21.25	\$21.78	\$22.38	\$22.98
CA	20	Annual	\$38,931.00	\$40,178.00	\$41,424.00	\$42,666.00	\$43,908.00	\$45,158.00	\$46,400.00	\$47,562.00	\$48,870.00	\$50,177.00
		Bi-Wk	\$1,491.61	\$1,539.39	\$1,587.13	\$1,634.72	\$1,682.30	\$1,730.20	\$1,777.78	\$1,822.30	\$1,872.42	\$1,922.50
		Daily	\$149.17	\$153.94	\$158.72	\$163.48	\$168.23	\$173.02	\$177.78	\$182.23	\$187.25	\$192.25
		Hourly	\$18.65	\$19.25	\$19.84	\$20.44	\$21.03	\$21.63	\$22.23	\$22.78	\$23.41	\$24.04
CA	21	Annual	\$40,830.00	\$42,109.00	\$43,386.00	\$44,669.00	\$45,945.00	\$47,227.00	\$48,502.00	\$49,717.00	\$51,084.00	\$52,451.00
		Bi-Wk	\$1,564.37	\$1,613.38	\$1,662.30	\$1,711.46	\$1,760.35	\$1,809.47	\$1,858.32	\$1,904.87	\$1,957.25	\$2,009.62
		Daily	\$156.44	\$161.34	\$166.23	\$171.15	\$176.04	\$180.95	\$185.84	\$190.49	\$195.73	\$200.97
		Hourly	\$19.56	\$20.17	\$20.78	\$21.40	\$22.01	\$22.62	\$23.23	\$23.82	\$24.47	\$25.13
CA	22	Annual	\$41,939.00	\$43,452.00	\$44,971.00	\$46,489.00	\$48,004.00	\$49,522.00	\$51,042.00	\$52,319.00	\$53,758.00	\$55,196.00
		Bi-Wk	\$1,606.86	\$1,664.83	\$1,723.03	\$1,781.19	\$1,839.24	\$1,897.40	\$1,955.64	\$2,004.56	\$2,059.70	\$2,114.79
		Daily	\$160.69	\$166.49	\$172.31	\$178.12	\$183.93	\$189.74	\$195.57	\$200.46	\$205.97	\$211.48
		Hourly	\$20.09	\$20.82	\$21.54	\$22.27	\$23.00	\$23.72	\$24.45	\$25.06	\$25.75	\$26.44
CA	23	Annual	\$43,899.00	\$45,479.00	\$47,057.00	\$48,639.00	\$50,223.00	\$51,802.00	\$53,384.00	\$54,721.00	\$56,225.00	\$57,730.00
		Bi-Wk	\$1,681.96	\$1,742.50	\$1,802.96	\$1,863.57	\$1,924.26	\$1,984.76	\$2,045.37	\$2,096.60	\$2,154.22	\$2,211.88
		Daily	\$168.20	\$174.25	\$180.30	\$186.36	\$192.43	\$198.48	\$204.54	\$209.66	\$215.43	\$221.19
		Hourly	\$21.03	\$21.79	\$22.54	\$23.30	\$24.06	\$24.81	\$25.57	\$26.21	\$26.93	\$27.65
CA	24	Annual	\$45,988.00	\$47,633.00	\$49,284.00	\$50,929.00	\$52,576.00	\$54,225.00	\$55,874.00	\$57,271.00	\$58,846.00	\$60,420.00
		Bi-Wk	\$1,762.00	\$1,825.02	\$1,888.28	\$1,951.31	\$2,014.41	\$2,077.59	\$2,140.77	\$2,194.30	\$2,254.64	\$2,314.95
		Daily	\$176.20	\$182.51	\$188.83	\$195.14	\$201.45	\$207.76	\$214.08	\$219.43	\$225.47	\$231.50
		Hourly	\$22.03	\$22.82	\$23.61	\$24.40	\$25.19	\$25.97	\$26.76	\$27.43	\$28.19	\$28.94

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CA	25	Annual	\$48,208.00	\$49,913.00	\$51,623.00	\$53,332.00	\$55,041.00	\$56,750.00	\$58,459.00	\$59,921.00	\$61,570.00	\$63,217.00
		Bi-Wk	\$1,847.05	\$1,912.38	\$1,977.90	\$2,043.38	\$2,108.86	\$2,174.33	\$2,239.81	\$2,295.83	\$2,359.01	\$2,422.11
		Daily	\$184.71	\$191.24	\$197.79	\$204.34	\$210.89	\$217.44	\$223.99	\$229.59	\$235.91	\$242.22
		Hourly	\$23.09	\$23.91	\$24.73	\$25.55	\$26.37	\$27.18	\$28.00	\$28.70	\$29.49	\$30.28
CA	26	Annual	\$50,559.00	\$52,327.00	\$54,101.00	\$55,874.00	\$57,645.00	\$59,420.00	\$61,191.00	\$62,721.00	\$64,448.00	\$66,172.00
		Bi-Wk	\$1,937.13	\$2,004.87	\$2,072.84	\$2,140.77	\$2,208.63	\$2,276.63	\$2,344.49	\$2,403.11	\$2,469.28	\$2,535.33
		Daily	\$193.72	\$200.49	\$207.29	\$214.08	\$220.87	\$227.67	\$234.45	\$240.32	\$246.93	\$253.54
		Hourly	\$24.22	\$25.07	\$25.92	\$26.76	\$27.61	\$28.46	\$29.31	\$30.04	\$30.87	\$31.70
CA	27	Annual	\$53,039.00	\$54,876.00	\$56,712.00	\$58,542.00	\$60,379.00	\$62,210.00	\$64,043.00	\$65,647.00	\$67,452.00	\$69,257.00
		Bi-Wk	\$2,032.15	\$2,102.53	\$2,172.88	\$2,242.99	\$2,313.38	\$2,383.53	\$2,453.76	\$2,515.22	\$2,584.37	\$2,653.53
		Daily	\$203.22	\$210.26	\$217.29	\$224.30	\$231.34	\$238.36	\$245.38	\$251.53	\$258.44	\$265.36
		Hourly	\$25.41	\$26.29	\$27.17	\$28.04	\$28.92	\$29.80	\$30.68	\$31.45	\$32.31	\$33.17
CA	28	Annual	\$55,693.00	\$57,593.00	\$59,488.00	\$61,393.00	\$63,286.00	\$65,180.00	\$67,078.00	\$68,755.00	\$70,645.00	\$72,537.00
		Bi-Wk	\$2,133.84	\$2,206.63	\$2,279.24	\$2,352.23	\$2,424.76	\$2,497.32	\$2,570.04	\$2,634.30	\$2,706.71	\$2,779.20
		Daily	\$213.39	\$220.67	\$227.93	\$235.23	\$242.48	\$249.74	\$257.01	\$263.43	\$270.68	\$277.92
		Hourly	\$26.68	\$27.59	\$28.50	\$29.41	\$30.31	\$31.22	\$32.13	\$32.93	\$33.84	\$34.74
CA	29	Annual	\$56,226.00	\$58,316.00	\$60,408.00	\$62,498.00	\$64,591.00	\$66,684.00	\$68,775.00	\$70,494.00	\$72,433.00	\$74,372.00
		Bi-Wk	\$2,154.26	\$2,234.33	\$2,314.49	\$2,394.56	\$2,474.76	\$2,554.95	\$2,635.06	\$2,700.92	\$2,775.22	\$2,849.51
		Daily	\$215.43	\$223.44	\$231.45	\$239.46	\$247.48	\$255.50	\$263.51	\$270.10	\$277.53	\$284.96
		Hourly	\$26.93	\$27.93	\$28.94	\$29.94	\$30.94	\$31.94	\$32.94	\$33.77	\$34.70	\$35.62
CA	30	Annual	\$58,459.00	\$60,613.00	\$62,764.00	\$64,914.00	\$67,067.00	\$69,221.00	\$71,374.00	\$73,158.00	\$75,170.00	\$77,183.00
		Bi-Wk	\$2,239.81	\$2,322.34	\$2,404.76	\$2,487.13	\$2,569.62	\$2,652.15	\$2,734.64	\$2,802.99	\$2,880.08	\$2,957.21
		Daily	\$223.99	\$232.24	\$240.48	\$248.72	\$256.97	\$265.22	\$273.47	\$280.30	\$288.01	\$295.73
		Hourly	\$28.00	\$29.03	\$30.06	\$31.09	\$32.13	\$33.16	\$34.19	\$35.04	\$36.01	\$36.97
CA	31	Annual	\$60,785.00	\$63,000.00	\$65,216.00	\$67,434.00	\$69,647.00	\$71,861.00	\$74,082.00	\$75,934.00	\$78,022.00	\$80,110.00
		Bi-Wk	\$2,328.93	\$2,413.80	\$2,498.70	\$2,583.68	\$2,668.47	\$2,753.30	\$2,838.40	\$2,909.35	\$2,989.35	\$3,069.35
		Daily	\$232.90	\$241.38	\$249.87	\$258.37	\$266.85	\$275.33	\$283.84	\$290.94	\$298.94	\$306.94
		Hourly	\$29.12	\$30.18	\$31.24	\$32.30	\$33.36	\$34.42	\$35.48	\$36.37	\$37.37	\$38.37
CA	32	Annual	\$63,203.00	\$65,482.00	\$67,756.00	\$70,031.00	\$72,311.00	\$74,589.00	\$76,865.00	\$78,791.00	\$80,957.00	\$83,124.00
		Bi-Wk	\$2,421.58	\$2,508.89	\$2,596.02	\$2,683.19	\$2,770.54	\$2,857.82	\$2,945.02	\$3,018.82	\$3,101.81	\$3,184.83
		Daily	\$242.16	\$250.89	\$259.61	\$268.32	\$277.06	\$285.79	\$294.51	\$301.89	\$310.19	\$318.49
		Hourly	\$30.27	\$31.37	\$32.46	\$33.54	\$34.64	\$35.73	\$36.82	\$37.74	\$38.78	\$39.82

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 7/3/98
(Includes 3% General Wage Increase Effective 7/3/98)

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	33	Annual	\$65,726.00	\$68,068.00	\$70,405.00	\$72,747.00	\$75,087.00	\$77,425.00	\$79,769.00	\$81,764.00	\$84,011.00	\$86,261.00
		Bi-Wk	\$2,518.24	\$2,607.97	\$2,697.51	\$2,787.25	\$2,876.90	\$2,966.48	\$3,056.29	\$3,132.73	\$3,218.82	\$3,305.02
		Daily	\$251.83	\$260.80	\$269.76	\$278.73	\$287.69	\$296.65	\$305.63	\$313.28	\$321.89	\$330.51
		Hourly	\$31.48	\$32.60	\$33.72	\$34.85	\$35.97	\$37.09	\$38.21	\$39.16	\$40.24	\$41.32
CA	34	Annual	\$68,413.00	\$70,818.00	\$73,218.00	\$75,624.00	\$78,029.00	\$80,433.00	\$82,839.00	\$84,911.00	\$87,246.00	\$89,581.00
		Bi-Wk	\$2,621.19	\$2,713.34	\$2,805.29	\$2,897.48	\$2,989.62	\$3,081.73	\$3,173.91	\$3,253.30	\$3,342.76	\$3,432.23
		Daily	\$262.12	\$271.34	\$280.53	\$289.75	\$298.97	\$308.18	\$317.40	\$325.33	\$334.28	\$343.23
		Hourly	\$32.77	\$33.92	\$35.07	\$36.22	\$37.38	\$38.53	\$39.68	\$40.67	\$41.79	\$42.91
CA	35	Annual	\$71,202.00	\$73,667.00	\$76,136.00	\$78,603.00	\$81,060.00	\$83,531.00	\$85,993.00	\$88,144.00	\$90,567.00	\$92,991.00
		Bi-Wk	\$2,728.05	\$2,822.50	\$2,917.09	\$3,011.61	\$3,105.75	\$3,200.43	\$3,294.76	\$3,377.17	\$3,470.00	\$3,562.88
		Daily	\$272.81	\$282.25	\$291.71	\$301.17	\$310.58	\$320.05	\$329.48	\$337.72	\$347.00	\$356.29
		Hourly	\$34.11	\$35.29	\$36.47	\$37.65	\$38.83	\$40.01	\$41.19	\$42.22	\$43.38	\$44.54
CA	36	Annual	\$74,143.00	\$76,673.00	\$79,202.00	\$81,729.00	\$84,259.00	\$86,788.00	\$89,316.00	\$91,550.00	\$94,068.00	\$96,586.00
		Bi-Wk	\$2,840.73	\$2,937.67	\$3,034.56	\$3,131.38	\$3,228.32	\$3,325.22	\$3,422.07	\$3,507.67	\$3,604.14	\$3,700.62
		Daily	\$284.08	\$293.77	\$303.46	\$313.14	\$322.84	\$332.53	\$342.21	\$350.77	\$360.42	\$370.07
		Hourly	\$35.51	\$36.73	\$37.94	\$39.15	\$40.36	\$41.57	\$42.78	\$43.85	\$45.06	\$46.26
CA	37	Annual	\$77,200.00	\$79,801.00	\$82,399.00	\$84,997.00	\$87,597.00	\$90,191.00	\$92,787.00	\$95,107.00	\$97,722.00	\$100,337.00
		Bi-Wk	\$2,957.86	\$3,057.51	\$3,157.05	\$3,256.60	\$3,356.21	\$3,455.60	\$3,555.06	\$3,643.95	\$3,744.14	\$3,844.33
		Daily	\$295.79	\$305.76	\$315.71	\$325.66	\$335.63	\$345.56	\$355.51	\$364.40	\$374.42	\$384.44
		Hourly	\$36.98	\$38.22	\$39.47	\$40.71	\$41.96	\$43.20	\$44.44	\$45.55	\$46.81	\$48.06
CA	38	Annual	\$80,368.00	\$83,023.00	\$85,688.00	\$88,345.00	\$91,001.00	\$93,665.00	\$96,319.00	\$98,729.00	\$101,444.00	\$104,160.00
		Bi-Wk	\$3,079.24	\$3,180.96	\$3,283.07	\$3,384.87	\$3,486.63	\$3,588.70	\$3,690.39	\$3,782.73	\$3,886.75	\$3,990.81
		Daily	\$307.93	\$318.10	\$328.31	\$338.49	\$348.67	\$358.87	\$369.04	\$378.28	\$388.68	\$399.09
		Hourly	\$38.50	\$39.77	\$41.04	\$42.32	\$43.59	\$44.86	\$46.13	\$47.29	\$48.59	\$49.89
CA	39	Annual	\$83,689.00	\$86,411.00	\$89,134.00	\$91,857.00	\$94,580.00	\$97,303.00	\$100,026.00	\$102,527.00	\$105,346.00	\$108,166.00
		Bi-Wk	\$3,206.48	\$3,310.77	\$3,415.10	\$3,519.43	\$3,623.76	\$3,728.09	\$3,832.42	\$3,928.24	\$4,036.25	\$4,144.30
		Daily	\$320.65	\$331.08	\$341.51	\$351.95	\$362.38	\$372.81	\$383.25	\$392.83	\$403.63	\$414.43
		Hourly	\$40.09	\$41.39	\$42.69	\$44.00	\$45.30	\$46.61	\$47.91	\$49.11	\$50.46	\$51.81
CA	40	Annual	\$87,153.00	\$89,934.00	\$92,717.00	\$95,498.00	\$98,277.00	\$101,062.00	\$103,840.00	\$106,438.00	\$109,365.00	\$112,292.00
		Bi-Wk	\$3,339.20	\$3,445.75	\$3,552.38	\$3,658.93	\$3,765.41	\$3,872.11	\$3,978.55	\$4,078.09	\$4,190.23	\$4,302.38
		Daily	\$333.92	\$344.58	\$355.24	\$365.90	\$376.55	\$387.22	\$397.86	\$407.81	\$419.03	\$430.24
		Hourly	\$41.74	\$43.08	\$44.41	\$45.74	\$47.07	\$48.41	\$49.74	\$50.98	\$52.38	\$53.78

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 7/3/98
(Includes 3% General Wage Increase Effective 7/3/98)

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	41	Annual	\$90,781.00	\$93,631.00	\$96,479.00	\$99,324.00	\$102,172.00	\$105,019.00	\$107,867.00	\$110,564.00	\$113,605.00	\$116,645.00
		Bi-Wk	\$3,478.20	\$3,587.40	\$3,696.52	\$3,805.52	\$3,914.64	\$4,023.72	\$4,132.84	\$4,236.17	\$4,352.69	\$4,469.16
		Daily	\$347.82	\$358.74	\$369.66	\$380.56	\$391.47	\$402.38	\$413.29	\$423.62	\$435.27	\$446.92
		Hourly	\$43.48	\$44.85	\$46.21	\$47.57	\$48.94	\$50.30	\$51.67	\$52.96	\$54.41	\$55.87
CA	42	Annual	\$94,545.00	\$97,456.00	\$100,369.00	\$103,278.00	\$106,191.00	\$109,101.00	\$112,012.00	\$114,813.00	\$117,969.00	\$121,127.00
		Bi-Wk	\$3,622.42	\$3,733.95	\$3,845.56	\$3,957.02	\$4,068.63	\$4,180.12	\$4,291.65	\$4,398.97	\$4,519.89	\$4,640.89
		Daily	\$362.25	\$373.40	\$384.56	\$395.71	\$406.87	\$418.02	\$429.17	\$439.90	\$451.99	\$464.09
		Hourly	\$45.29	\$46.68	\$48.07	\$49.47	\$50.86	\$52.26	\$53.65	\$54.99	\$56.50	\$58.02
CA	43	Annual	\$98,535.00	\$101,510.00	\$104,473.00	\$107,445.00	\$110,415.00	\$113,384.00	\$116,352.00	\$119,262.00	\$122,543.00	\$125,821.00
		Bi-Wk	\$3,775.29	\$3,889.28	\$4,002.80	\$4,116.67	\$4,230.46	\$4,344.22	\$4,457.94	\$4,569.43	\$4,695.14	\$4,820.73
		Daily	\$377.53	\$388.93	\$400.28	\$411.67	\$423.05	\$434.43	\$445.80	\$456.95	\$469.52	\$482.08
		Hourly	\$47.20	\$48.62	\$50.04	\$51.46	\$52.89	\$54.31	\$55.73	\$57.12	\$58.69	\$60.26