

MAINTENANCE CONFIDENTIAL CM 40 HOUR PAY PLAN EFFECTIVE 7/1/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CM	1	Annual	\$18,686.00	\$19,043.00	\$19,402.00	\$19,762.00	\$20,126.00	\$20,484.00	\$20,844.00	\$21,365.00	\$21,899.00	\$22,433.00
		Bi-Wk	\$715.94	\$729.62	\$743.38	\$757.17	\$771.12	\$784.83	\$798.63	\$818.59	\$839.05	\$859.51
		Daily	\$71.60	\$72.97	\$74.34	\$75.72	\$77.12	\$78.49	\$79.87	\$81.86	\$83.91	\$85.96
		Hourly	\$8.95	\$9.13	\$9.30	\$9.47	\$9.64	\$9.82	\$9.99	\$10.24	\$10.49	\$10.75
CM	2	Annual	\$19,402.00	\$19,762.00	\$20,126.00	\$20,484.00	\$20,844.00	\$21,201.00	\$21,563.00	\$22,103.00	\$22,655.00	\$23,208.00
		Bi-Wk	\$743.38	\$757.17	\$771.12	\$784.83	\$798.63	\$812.30	\$826.17	\$846.86	\$868.01	\$889.20
		Daily	\$74.34	\$75.72	\$77.12	\$78.49	\$79.87	\$81.23	\$82.62	\$84.69	\$86.81	\$88.92
		Hourly	\$9.30	\$9.47	\$9.64	\$9.82	\$9.99	\$10.16	\$10.33	\$10.59	\$10.86	\$11.12
CM	3	Annual	\$19,762.00	\$20,126.00	\$20,484.00	\$20,844.00	\$21,201.00	\$21,563.00	\$21,922.00	\$22,470.00	\$23,031.00	\$23,594.00
		Bi-Wk	\$757.17	\$771.12	\$784.83	\$798.63	\$812.30	\$826.17	\$839.93	\$860.92	\$882.42	\$903.99
		Daily	\$75.72	\$77.12	\$78.49	\$79.87	\$81.23	\$82.62	\$84.00	\$86.10	\$88.25	\$90.40
		Hourly	\$9.47	\$9.64	\$9.82	\$9.99	\$10.16	\$10.33	\$10.50	\$10.77	\$11.04	\$11.30
CM	4	Annual	\$20,277.00	\$20,715.00	\$21,152.00	\$21,588.00	\$22,025.00	\$22,461.00	\$22,902.00	\$23,474.00	\$24,061.00	\$24,648.00
		Bi-Wk	\$776.90	\$793.68	\$810.43	\$827.13	\$843.87	\$860.58	\$877.48	\$899.39	\$921.88	\$944.37
		Daily	\$77.69	\$79.37	\$81.05	\$82.72	\$84.39	\$86.06	\$87.75	\$89.94	\$92.19	\$94.44
		Hourly	\$9.72	\$9.93	\$10.14	\$10.34	\$10.55	\$10.76	\$10.97	\$11.25	\$11.53	\$11.81
CM	5	Annual	\$20,689.00	\$21,152.00	\$21,614.00	\$22,071.00	\$22,536.00	\$22,993.00	\$23,457.00	\$24,043.00	\$24,644.00	\$25,245.00
		Bi-Wk	\$792.69	\$810.43	\$828.13	\$845.64	\$863.45	\$880.96	\$898.74	\$921.19	\$944.22	\$967.25
		Daily	\$79.27	\$81.05	\$82.82	\$84.57	\$86.35	\$88.10	\$89.88	\$92.12	\$94.43	\$96.73
		Hourly	\$9.91	\$10.14	\$10.36	\$10.58	\$10.80	\$11.02	\$11.24	\$11.52	\$11.81	\$12.10
CM	6	Annual	\$21,256.00	\$21,719.00	\$22,181.00	\$22,642.00	\$23,104.00	\$23,564.00	\$24,025.00	\$24,627.00	\$25,243.00	\$25,858.00
		Bi-Wk	\$814.41	\$832.15	\$849.85	\$867.51	\$885.22	\$902.84	\$920.50	\$943.57	\$967.17	\$990.73
		Daily	\$81.45	\$83.22	\$84.99	\$86.76	\$88.53	\$90.29	\$92.05	\$94.36	\$96.72	\$99.08
		Hourly	\$10.19	\$10.41	\$10.63	\$10.85	\$11.07	\$11.29	\$11.51	\$11.80	\$12.09	\$12.39
CM	7	Annual	\$21,770.00	\$22,232.00	\$22,692.00	\$23,154.00	\$23,612.00	\$24,076.00	\$24,535.00	\$25,148.00	\$25,777.00	\$26,406.00
		Bi-Wk	\$834.10	\$851.81	\$869.43	\$887.13	\$904.68	\$922.46	\$940.04	\$963.53	\$987.63	\$1,011.73
		Daily	\$83.41	\$85.19	\$86.95	\$88.72	\$90.47	\$92.25	\$94.01	\$96.36	\$98.77	\$101.18
		Hourly	\$10.43	\$10.65	\$10.87	\$11.09	\$11.31	\$11.54	\$11.76	\$12.05	\$12.35	\$12.65
CM	8	Annual	\$23,104.00	\$23,671.00	\$24,232.00	\$24,817.00	\$25,426.00	\$26,029.00	\$26,669.00	\$27,337.00	\$28,021.00	\$28,704.00
		Bi-Wk	\$885.22	\$906.94	\$928.43	\$950.85	\$974.18	\$997.28	\$1,021.81	\$1,047.40	\$1,073.61	\$1,099.78
		Daily	\$88.53	\$90.70	\$92.85	\$95.09	\$97.42	\$99.73	\$102.19	\$104.74	\$107.37	\$109.98
		Hourly	\$11.07	\$11.34	\$11.61	\$11.89	\$12.18	\$12.47	\$12.78	\$13.10	\$13.43	\$13.75

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CM	9	Annual	\$23,689.00	\$24,281.00	\$24,894.00	\$25,526.00	\$26,158.00	\$26,827.00	\$27,506.00	\$28,195.00	\$28,900.00	\$29,605.00
		Bi-Wk	\$907.63	\$930.31	\$953.80	\$978.01	\$1,002.23	\$1,027.86	\$1,053.87	\$1,080.27	\$1,107.28	\$1,134.30
		Daily	\$90.77	\$93.04	\$95.38	\$97.81	\$100.23	\$102.79	\$105.39	\$108.03	\$110.73	\$113.43
		Hourly	\$11.35	\$11.63	\$11.93	\$12.23	\$12.53	\$12.85	\$13.18	\$13.51	\$13.85	\$14.18
CM	10	Annual	\$24,369.00	\$25,017.00	\$25,673.00	\$26,340.00	\$27,042.00	\$27,764.00	\$28,505.00	\$29,216.00	\$29,947.00	\$30,677.00
		Bi-Wk	\$933.68	\$958.51	\$983.64	\$1,009.20	\$1,036.10	\$1,063.76	\$1,092.15	\$1,119.39	\$1,147.40	\$1,175.37
		Daily	\$93.37	\$95.86	\$98.37	\$100.92	\$103.61	\$106.38	\$109.22	\$111.94	\$114.74	\$117.54
		Hourly	\$11.68	\$11.99	\$12.30	\$12.62	\$12.96	\$13.30	\$13.66	\$14.00	\$14.35	\$14.70
CM	11	Annual	\$25,046.00	\$25,736.00	\$26,436.00	\$27,168.00	\$27,929.00	\$28,695.00	\$29,471.00	\$30,208.00	\$30,964.00	\$31,719.00
		Bi-Wk	\$959.62	\$986.06	\$1,012.88	\$1,040.92	\$1,070.08	\$1,099.43	\$1,129.16	\$1,157.40	\$1,186.37	\$1,215.29
		Daily	\$95.97	\$98.61	\$101.29	\$104.10	\$107.01	\$109.95	\$112.92	\$115.74	\$118.64	\$121.53
		Hourly	\$12.00	\$12.33	\$12.67	\$13.02	\$13.38	\$13.75	\$14.12	\$14.47	\$14.83	\$15.20
CM	12	Annual	\$25,775.00	\$26,513.00	\$27,275.00	\$28,069.00	\$28,870.00	\$29,675.00	\$30,476.00	\$31,238.00	\$32,019.00	\$32,801.00
		Bi-Wk	\$987.55	\$1,015.83	\$1,045.02	\$1,075.45	\$1,106.14	\$1,136.98	\$1,167.67	\$1,196.86	\$1,226.79	\$1,256.75
		Daily	\$98.76	\$101.59	\$104.51	\$107.55	\$110.62	\$113.70	\$116.77	\$119.69	\$122.68	\$125.68
		Hourly	\$12.35	\$12.70	\$13.07	\$13.45	\$13.83	\$14.22	\$14.60	\$14.97	\$15.34	\$15.71
CM	13	Annual	\$27,145.00	\$28,115.00	\$29,096.00	\$30,076.00	\$31,059.00	\$32,038.00	\$33,017.00	\$33,845.00	\$34,691.00	\$35,538.00
		Bi-Wk	\$1,040.04	\$1,077.21	\$1,114.79	\$1,152.34	\$1,190.00	\$1,227.51	\$1,265.02	\$1,296.75	\$1,329.16	\$1,361.61
		Daily	\$104.01	\$107.73	\$111.48	\$115.24	\$119.00	\$122.76	\$126.51	\$129.68	\$132.92	\$136.17
		Hourly	\$13.01	\$13.47	\$13.94	\$14.41	\$14.88	\$15.35	\$15.82	\$16.21	\$16.62	\$17.03
CM	14	Annual	\$28,384.00	\$29,395.00	\$30,406.00	\$31,417.00	\$32,424.00	\$33,437.00	\$34,443.00	\$35,305.00	\$36,187.00	\$37,070.00
		Bi-Wk	\$1,087.51	\$1,126.25	\$1,164.99	\$1,203.72	\$1,242.30	\$1,281.12	\$1,319.66	\$1,352.69	\$1,386.48	\$1,420.31
		Daily	\$108.76	\$112.63	\$116.50	\$120.38	\$124.23	\$128.12	\$131.97	\$135.27	\$138.65	\$142.04
		Hourly	\$13.60	\$14.08	\$14.57	\$15.05	\$15.53	\$16.02	\$16.50	\$16.91	\$17.34	\$17.76
CM	15	Annual	\$29,700.00	\$30,746.00	\$31,784.00	\$32,822.00	\$33,865.00	\$34,910.00	\$35,950.00	\$36,848.00	\$37,770.00	\$38,690.00
		Bi-Wk	\$1,137.94	\$1,178.01	\$1,217.78	\$1,257.55	\$1,297.51	\$1,337.55	\$1,377.40	\$1,411.81	\$1,447.13	\$1,482.38
		Daily	\$113.80	\$117.81	\$121.78	\$125.76	\$129.76	\$133.76	\$137.74	\$141.19	\$144.72	\$148.24
		Hourly	\$14.23	\$14.73	\$15.23	\$15.72	\$16.22	\$16.72	\$17.22	\$17.65	\$18.09	\$18.53
CM	16	Annual	\$31,111.00	\$32,181.00	\$33,255.00	\$34,326.00	\$35,394.00	\$36,469.00	\$37,537.00	\$38,476.00	\$39,437.00	\$40,399.00
		Bi-Wk	\$1,192.00	\$1,232.99	\$1,274.14	\$1,315.18	\$1,356.10	\$1,397.28	\$1,438.20	\$1,474.18	\$1,511.00	\$1,547.86
		Daily	\$119.20	\$123.30	\$127.42	\$131.52	\$135.61	\$139.73	\$143.82	\$147.42	\$151.10	\$154.79
		Hourly	\$14.90	\$15.42	\$15.93	\$16.44	\$16.96	\$17.47	\$17.98	\$18.43	\$18.89	\$19.35

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CM	17	Annual	\$32,608.00	\$33,713.00	\$34,811.00	\$35,917.00	\$37,017.00	\$38,119.00	\$39,223.00	\$40,206.00	\$41,211.00	\$42,216.00
		Bi-Wk	\$1,249.35	\$1,291.69	\$1,333.76	\$1,376.14	\$1,418.28	\$1,460.50	\$1,502.80	\$1,540.46	\$1,578.97	\$1,617.48
		Daily	\$124.94	\$129.17	\$133.38	\$137.62	\$141.83	\$146.05	\$150.28	\$154.05	\$157.90	\$161.75
		Hourly	\$15.62	\$16.15	\$16.68	\$17.21	\$17.73	\$18.26	\$18.79	\$19.26	\$19.74	\$20.22
CM	18	Annual	\$34,211.00	\$35,338.00	\$36,469.00	\$37,600.00	\$38,727.00	\$39,856.00	\$40,989.00	\$42,014.00	\$43,065.00	\$44,115.00
		Bi-Wk	\$1,310.77	\$1,353.95	\$1,397.28	\$1,440.62	\$1,483.80	\$1,527.05	\$1,570.46	\$1,609.74	\$1,650.00	\$1,690.23
		Daily	\$131.08	\$135.40	\$139.73	\$144.07	\$148.38	\$152.71	\$157.05	\$160.98	\$165.00	\$169.03
		Hourly	\$16.39	\$16.93	\$17.47	\$18.01	\$18.55	\$19.09	\$19.64	\$20.13	\$20.63	\$21.13
CM	19	Annual	\$35,851.00	\$37,017.00	\$38,182.00	\$39,344.00	\$40,508.00	\$41,669.00	\$42,829.00	\$43,900.00	\$44,997.00	\$46,095.00
		Bi-Wk	\$1,373.61	\$1,418.28	\$1,462.92	\$1,507.44	\$1,552.04	\$1,596.52	\$1,640.96	\$1,682.00	\$1,724.03	\$1,766.10
		Daily	\$137.37	\$141.83	\$146.30	\$150.75	\$155.21	\$159.66	\$164.10	\$168.20	\$172.41	\$176.61
		Hourly	\$17.18	\$17.73	\$18.29	\$18.85	\$19.41	\$19.96	\$20.52	\$21.03	\$21.56	\$22.08
CM	20	Annual	\$37,635.00	\$38,826.00	\$40,018.00	\$41,208.00	\$42,397.00	\$43,593.00	\$44,781.00	\$45,900.00	\$47,048.00	\$48,195.00
		Bi-Wk	\$1,441.96	\$1,487.59	\$1,533.26	\$1,578.86	\$1,624.41	\$1,670.23	\$1,715.75	\$1,758.63	\$1,802.61	\$1,846.56
		Daily	\$144.20	\$148.76	\$153.33	\$157.89	\$162.45	\$167.03	\$171.58	\$175.87	\$180.27	\$184.66
		Hourly	\$18.03	\$18.60	\$19.17	\$19.74	\$20.31	\$20.88	\$21.45	\$21.99	\$22.54	\$23.09
CM	21	Annual	\$39,451.00	\$40,675.00	\$41,896.00	\$43,122.00	\$44,348.00	\$45,567.00	\$46,794.00	\$47,965.00	\$49,164.00	\$50,362.00
		Bi-Wk	\$1,511.54	\$1,558.43	\$1,605.22	\$1,652.19	\$1,699.16	\$1,745.87	\$1,792.88	\$1,837.74	\$1,883.68	\$1,929.58
		Daily	\$151.16	\$155.85	\$160.53	\$165.22	\$169.92	\$174.59	\$179.29	\$183.78	\$188.37	\$192.96
		Hourly	\$18.90	\$19.49	\$20.07	\$20.66	\$21.24	\$21.83	\$22.42	\$22.98	\$23.55	\$24.12
CM	22	Annual	\$40,508.00	\$41,958.00	\$43,414.00	\$44,864.00	\$46,317.00	\$47,772.00	\$49,223.00	\$50,454.00	\$51,717.00	\$52,978.00
		Bi-Wk	\$1,552.04	\$1,607.59	\$1,663.38	\$1,718.93	\$1,774.60	\$1,830.35	\$1,885.94	\$1,933.11	\$1,981.50	\$2,029.81
		Daily	\$155.21	\$160.76	\$166.34	\$171.90	\$177.46	\$183.04	\$188.60	\$193.32	\$198.15	\$202.99
		Hourly	\$19.41	\$20.10	\$20.80	\$21.49	\$22.19	\$22.88	\$23.58	\$24.17	\$24.77	\$25.38
CM	23	Annual	\$42,384.00	\$43,901.00	\$45,411.00	\$46,925.00	\$48,439.00	\$49,950.00	\$51,467.00	\$52,755.00	\$54,073.00	\$55,393.00
		Bi-Wk	\$1,623.91	\$1,682.04	\$1,739.89	\$1,797.90	\$1,855.91	\$1,913.80	\$1,971.92	\$2,021.27	\$2,071.77	\$2,122.34
		Daily	\$162.40	\$168.21	\$173.99	\$179.79	\$185.60	\$191.38	\$197.20	\$202.13	\$207.18	\$212.24
		Hourly	\$20.30	\$21.03	\$21.75	\$22.48	\$23.20	\$23.93	\$24.65	\$25.27	\$25.90	\$26.53
CM	24	Annual	\$44,384.00	\$45,960.00	\$47,541.00	\$49,117.00	\$50,693.00	\$52,271.00	\$53,848.00	\$55,196.00	\$56,575.00	\$57,956.00
		Bi-Wk	\$1,700.54	\$1,760.92	\$1,821.50	\$1,881.88	\$1,942.27	\$2,002.73	\$2,063.15	\$2,114.79	\$2,167.63	\$2,220.54
		Daily	\$170.06	\$176.10	\$182.15	\$188.19	\$194.23	\$200.28	\$206.32	\$211.48	\$216.77	\$222.06
		Hourly	\$21.26	\$22.02	\$22.77	\$23.53	\$24.28	\$25.04	\$25.79	\$26.44	\$27.10	\$27.76

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CM	25	Annual	\$46,509.00	\$48,145.00	\$49,781.00	\$51,414.00	\$53,052.00	\$54,686.00	\$56,324.00	\$57,732.00	\$59,175.00	\$60,618.00
		Bi-Wk	\$1,781.96	\$1,844.64	\$1,907.32	\$1,969.89	\$2,032.65	\$2,095.25	\$2,158.01	\$2,211.96	\$2,267.25	\$2,322.53
		Daily	\$178.20	\$184.47	\$190.74	\$196.99	\$203.27	\$209.53	\$215.81	\$221.20	\$226.73	\$232.26
		Hourly	\$22.28	\$23.06	\$23.85	\$24.63	\$25.41	\$26.20	\$26.98	\$27.65	\$28.35	\$29.04
CM	26	Annual	\$48,762.00	\$50,456.00	\$52,149.00	\$53,848.00	\$55,544.00	\$57,242.00	\$58,935.00	\$60,408.00	\$61,919.00	\$63,429.00
		Bi-Wk	\$1,868.28	\$1,933.19	\$1,998.05	\$2,063.15	\$2,128.13	\$2,193.19	\$2,258.05	\$2,314.49	\$2,372.38	\$2,430.23
		Daily	\$186.83	\$193.32	\$199.81	\$206.32	\$212.82	\$219.32	\$225.81	\$231.45	\$237.24	\$243.03
		Hourly	\$23.36	\$24.17	\$24.98	\$25.79	\$26.61	\$27.42	\$28.23	\$28.94	\$29.66	\$30.38
CM	27	Annual	\$51,137.00	\$52,891.00	\$54,650.00	\$56,402.00	\$58,160.00	\$59,911.00	\$61,671.00	\$63,213.00	\$64,792.00	\$66,373.00
		Bi-Wk	\$1,959.28	\$2,026.48	\$2,093.87	\$2,161.00	\$2,228.36	\$2,295.45	\$2,362.88	\$2,421.96	\$2,482.46	\$2,543.03
		Daily	\$195.93	\$202.65	\$209.39	\$216.10	\$222.84	\$229.55	\$236.29	\$242.20	\$248.25	\$254.31
		Hourly	\$24.50	\$25.34	\$26.18	\$27.02	\$27.86	\$28.70	\$29.54	\$30.28	\$31.04	\$31.79
CM	28	Annual	\$53,678.00	\$55,495.00	\$57,310.00	\$59,127.00	\$60,939.00	\$62,758.00	\$64,572.00	\$66,187.00	\$67,842.00	\$69,496.00
		Bi-Wk	\$2,056.63	\$2,126.25	\$2,195.79	\$2,265.41	\$2,334.83	\$2,404.53	\$2,474.03	\$2,535.91	\$2,599.32	\$2,662.69
		Daily	\$205.67	\$212.63	\$219.58	\$226.55	\$233.49	\$240.46	\$247.41	\$253.60	\$259.94	\$266.27
		Hourly	\$25.71	\$26.58	\$27.45	\$28.32	\$29.19	\$30.06	\$30.93	\$31.70	\$32.50	\$33.29
CM	29	Annual	\$54,186.00	\$56,186.00	\$58,189.00	\$60,190.00	\$62,193.00	\$64,192.00	\$66,196.00	\$67,852.00	\$69,548.00	\$71,244.00
		Bi-Wk	\$2,076.10	\$2,152.73	\$2,229.47	\$2,306.14	\$2,382.88	\$2,459.47	\$2,536.25	\$2,599.70	\$2,664.68	\$2,729.66
		Daily	\$207.61	\$215.28	\$222.95	\$230.62	\$238.29	\$245.95	\$253.63	\$259.97	\$266.47	\$272.97
		Hourly	\$25.96	\$26.91	\$27.87	\$28.83	\$29.79	\$30.75	\$31.71	\$32.50	\$33.31	\$34.13
CM	30	Annual	\$56,324.00	\$58,383.00	\$60,444.00	\$62,501.00	\$64,561.00	\$66,623.00	\$68,683.00	\$70,401.00	\$72,161.00	\$73,921.00
		Bi-Wk	\$2,158.01	\$2,236.90	\$2,315.87	\$2,394.68	\$2,473.61	\$2,552.61	\$2,631.54	\$2,697.36	\$2,764.79	\$2,832.23
		Daily	\$215.81	\$223.69	\$231.59	\$239.47	\$247.37	\$255.27	\$263.16	\$269.74	\$276.48	\$283.23
		Hourly	\$26.98	\$27.97	\$28.95	\$29.94	\$30.93	\$31.91	\$32.90	\$33.72	\$34.56	\$35.41
CM	31	Annual	\$58,550.00	\$60,674.00	\$62,787.00	\$64,910.00	\$67,033.00	\$69,151.00	\$71,275.00	\$73,058.00	\$74,885.00	\$76,711.00
		Bi-Wk	\$2,243.30	\$2,324.68	\$2,405.64	\$2,486.98	\$2,568.32	\$2,649.47	\$2,730.85	\$2,799.16	\$2,869.16	\$2,939.12
		Daily	\$224.33	\$232.47	\$240.57	\$248.70	\$256.84	\$264.95	\$273.09	\$279.92	\$286.92	\$293.92
		Hourly	\$28.05	\$29.06	\$30.08	\$31.09	\$32.11	\$33.12	\$34.14	\$34.99	\$35.87	\$36.74
CM	32	Annual	\$60,863.00	\$63,043.00	\$65,218.00	\$67,398.00	\$69,581.00	\$71,754.00	\$73,938.00	\$75,788.00	\$77,683.00	\$79,577.00
		Bi-Wk	\$2,331.92	\$2,415.45	\$2,498.78	\$2,582.30	\$2,665.94	\$2,749.20	\$2,832.88	\$2,903.76	\$2,976.37	\$3,048.93
		Daily	\$233.20	\$241.55	\$249.88	\$258.23	\$266.60	\$274.92	\$283.29	\$290.38	\$297.64	\$304.90
		Hourly	\$29.15	\$30.20	\$31.24	\$32.28	\$33.33	\$34.37	\$35.42	\$36.30	\$37.21	\$38.12

MAINTENANCE CONFIDENTIAL CM 40 HOUR PAY PLAN EFFECTIVE 7/1/98

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CM	33	Annual	\$63,279.00	\$65,516.00	\$67,754.00	\$69,998.00	\$72,240.00	\$74,479.00	\$76,719.00	\$78,638.00	\$80,603.00	\$82,569.00
		Bi-Wk	\$2,424.49	\$2,510.20	\$2,595.94	\$2,681.92	\$2,767.82	\$2,853.61	\$2,939.43	\$3,012.96	\$3,088.24	\$3,163.57
		Daily	\$242.45	\$251.02	\$259.60	\$268.20	\$276.79	\$285.37	\$293.95	\$301.30	\$308.83	\$316.36
		Hourly	\$30.31	\$31.38	\$32.45	\$33.53	\$34.60	\$35.68	\$36.75	\$37.67	\$38.61	\$39.55
CM	34	Annual	\$65,845.00	\$68,151.00	\$70,451.00	\$72,754.00	\$75,052.00	\$77,355.00	\$79,653.00	\$81,646.00	\$83,686.00	\$85,727.00
		Bi-Wk	\$2,522.80	\$2,611.15	\$2,699.28	\$2,787.51	\$2,875.56	\$2,963.80	\$3,051.84	\$3,128.20	\$3,206.37	\$3,284.56
		Daily	\$252.28	\$261.12	\$269.93	\$278.76	\$287.56	\$296.38	\$305.19	\$312.82	\$320.64	\$328.46
		Hourly	\$31.54	\$32.64	\$33.75	\$34.85	\$35.95	\$37.05	\$38.15	\$39.11	\$40.08	\$41.06
CM	35	Annual	\$68,522.00	\$70,877.00	\$73,243.00	\$75,599.00	\$77,958.00	\$80,318.00	\$82,679.00	\$84,747.00	\$86,866.00	\$88,984.00
		Bi-Wk	\$2,625.37	\$2,715.60	\$2,806.25	\$2,896.52	\$2,986.90	\$3,077.32	\$3,167.78	\$3,247.02	\$3,328.20	\$3,409.35
		Daily	\$262.54	\$271.56	\$280.63	\$289.66	\$298.69	\$307.74	\$316.78	\$324.71	\$332.82	\$340.94
		Hourly	\$32.82	\$33.95	\$35.08	\$36.21	\$37.34	\$38.47	\$39.60	\$40.59	\$41.61	\$42.62
CM	36	Annual	\$71,334.00	\$73,752.00	\$76,176.00	\$78,597.00	\$81,016.00	\$83,439.00	\$85,857.00	\$88,004.00	\$90,204.00	\$92,404.00
		Bi-Wk	\$2,733.11	\$2,825.75	\$2,918.63	\$3,011.38	\$3,104.07	\$3,196.90	\$3,289.55	\$3,371.81	\$3,456.10	\$3,540.39
		Daily	\$273.32	\$282.58	\$291.87	\$301.14	\$310.41	\$319.69	\$328.96	\$337.19	\$345.61	\$354.04
		Hourly	\$34.17	\$35.33	\$36.49	\$37.65	\$38.81	\$39.97	\$41.12	\$42.15	\$43.21	\$44.26
CM	37	Annual	\$74,258.00	\$76,748.00	\$79,232.00	\$81,719.00	\$84,208.00	\$86,693.00	\$89,181.00	\$91,411.00	\$93,695.00	\$95,982.00
		Bi-Wk	\$2,845.14	\$2,940.54	\$3,035.71	\$3,131.00	\$3,226.37	\$3,321.58	\$3,416.90	\$3,502.34	\$3,589.85	\$3,677.48
		Daily	\$284.52	\$294.06	\$303.58	\$313.10	\$322.64	\$332.16	\$341.69	\$350.24	\$358.99	\$367.75
		Hourly	\$35.57	\$36.76	\$37.95	\$39.14	\$40.33	\$41.52	\$42.72	\$43.78	\$44.88	\$45.97
CM	38	Annual	\$77,289.00	\$79,834.00	\$82,381.00	\$84,925.00	\$87,468.00	\$90,017.00	\$92,562.00	\$94,875.00	\$97,247.00	\$99,619.00
		Bi-Wk	\$2,961.27	\$3,058.78	\$3,156.37	\$3,253.84	\$3,351.27	\$3,448.93	\$3,546.44	\$3,635.06	\$3,725.94	\$3,816.82
		Daily	\$296.13	\$305.88	\$315.64	\$325.39	\$335.13	\$344.90	\$354.65	\$363.51	\$372.60	\$381.69
		Hourly	\$37.02	\$38.24	\$39.46	\$40.68	\$41.90	\$43.12	\$44.34	\$45.44	\$46.58	\$47.72
CM	39	Annual	\$80,472.00	\$83,076.00	\$85,680.00	\$88,289.00	\$90,894.00	\$93,498.00	\$96,102.00	\$98,506.00	\$100,968.00	\$103,431.00
		Bi-Wk	\$3,083.22	\$3,182.99	\$3,282.76	\$3,382.73	\$3,482.53	\$3,582.30	\$3,682.07	\$3,774.18	\$3,868.51	\$3,962.88
		Daily	\$308.33	\$318.30	\$328.28	\$338.28	\$348.26	\$358.23	\$368.21	\$377.42	\$386.86	\$396.29
		Hourly	\$38.55	\$39.79	\$41.04	\$42.29	\$43.54	\$44.78	\$46.03	\$47.18	\$48.36	\$49.54
CM	40	Annual	\$83,789.00	\$86,449.00	\$89,113.00	\$91,771.00	\$94,434.00	\$97,097.00	\$99,759.00	\$102,254.00	\$104,810.00	\$107,366.00
		Bi-Wk	\$3,210.31	\$3,312.23	\$3,414.30	\$3,516.14	\$3,618.17	\$3,720.20	\$3,822.19	\$3,917.78	\$4,015.71	\$4,113.64
		Daily	\$321.04	\$331.23	\$341.43	\$351.62	\$361.82	\$372.02	\$382.22	\$391.78	\$401.58	\$411.37
		Hourly	\$40.13	\$41.41	\$42.68	\$43.96	\$45.23	\$46.51	\$47.78	\$48.98	\$50.20	\$51.43

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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
CM	41	Annual	\$87,257.00	\$89,986.00	\$92,709.00	\$95,436.00	\$98,162.00	\$100,885.00	\$103,609.00	\$106,201.00	\$108,855.00	\$111,510.00
		Bi-Wk	\$3,343.19	\$3,447.74	\$3,552.07	\$3,656.56	\$3,761.00	\$3,865.33	\$3,969.70	\$4,069.01	\$4,170.69	\$4,272.42
		Daily	\$334.32	\$344.78	\$355.21	\$365.66	\$376.10	\$386.54	\$396.97	\$406.91	\$417.07	\$427.25
		Hourly	\$41.79	\$43.10	\$44.41	\$45.71	\$47.02	\$48.32	\$49.63	\$50.87	\$52.14	\$53.41
CM	42	Annual	\$90,861.00	\$93,651.00	\$96,437.00	\$99,217.00	\$102,007.00	\$104,793.00	\$107,580.00	\$110,270.00	\$113,027.00	\$115,784.00
		Bi-Wk	\$3,481.27	\$3,588.17	\$3,694.91	\$3,801.42	\$3,908.32	\$4,015.06	\$4,121.84	\$4,224.91	\$4,330.54	\$4,436.17
		Daily	\$348.13	\$358.82	\$369.50	\$380.15	\$390.84	\$401.51	\$412.19	\$422.50	\$433.06	\$443.62
		Hourly	\$43.52	\$44.86	\$46.19	\$47.52	\$48.86	\$50.19	\$51.53	\$52.82	\$54.14	\$55.46
CM	43	Annual	\$94,681.00	\$97,524.00	\$100,364.00	\$103,205.00	\$106,051.00	\$108,892.00	\$111,733.00	\$114,526.00	\$117,390.00	\$120,253.00
		Bi-Wk	\$3,627.63	\$3,736.56	\$3,845.37	\$3,954.22	\$4,063.26	\$4,172.11	\$4,280.96	\$4,387.97	\$4,497.71	\$4,607.40
		Daily	\$362.77	\$373.66	\$384.54	\$395.43	\$406.33	\$417.22	\$428.10	\$438.80	\$449.78	\$460.74
		Hourly	\$45.35	\$46.71	\$48.07	\$49.43	\$50.80	\$52.16	\$53.52	\$54.85	\$56.23	\$57.60