

**CA 40 Hour Pay Plan Effective 10/22/2010**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
CA	1	Annual	\$26,352.00	\$26,800.00	\$27,246.00	\$27,693.00	\$28,138.00	\$28,585.00	\$29,025.00	\$29,751.00	\$30,568.00	\$31,386.00
		Bi-Wk	\$1,009.66	\$1,026.82	\$1,043.91	\$1,061.04	\$1,078.09	\$1,095.22	\$1,112.07	\$1,139.89	\$1,171.19	\$1,202.53
		Daily	\$100.97	\$102.69	\$104.40	\$106.11	\$107.81	\$109.53	\$111.21	\$113.99	\$117.12	\$120.26
		Hourly	\$12.63	\$12.84	\$13.05	\$13.27	\$13.48	\$13.70	\$13.91	\$14.25	\$14.64	\$15.04
CA	2	Annual	\$27,246.00	\$27,693.00	\$28,138.00	\$28,585.00	\$29,025.00	\$29,474.00	\$29,913.00	\$30,660.00	\$31,505.00	\$32,348.00
		Bi-Wk	\$1,043.91	\$1,061.04	\$1,078.09	\$1,095.22	\$1,112.07	\$1,129.28	\$1,146.10	\$1,174.72	\$1,207.09	\$1,239.39
		Daily	\$104.40	\$106.11	\$107.81	\$109.53	\$111.21	\$112.93	\$114.61	\$117.48	\$120.71	\$123.94
		Hourly	\$13.05	\$13.27	\$13.48	\$13.70	\$13.91	\$14.12	\$14.33	\$14.69	\$15.09	\$15.50
CA	3	Annual	\$27,693.00	\$28,138.00	\$28,585.00	\$29,025.00	\$29,474.00	\$29,913.00	\$30,362.00	\$31,122.00	\$31,977.00	\$32,832.00
		Bi-Wk	\$1,061.04	\$1,078.09	\$1,095.22	\$1,112.07	\$1,129.28	\$1,146.10	\$1,163.30	\$1,192.42	\$1,225.18	\$1,257.94
		Daily	\$106.11	\$107.81	\$109.53	\$111.21	\$112.93	\$114.61	\$116.33	\$119.25	\$122.52	\$125.80
		Hourly	\$13.27	\$13.48	\$13.70	\$13.91	\$14.12	\$14.33	\$14.55	\$14.91	\$15.32	\$15.73
CA	4	Annual	\$28,328.00	\$28,868.00	\$29,406.00	\$29,946.00	\$30,494.00	\$31,032.00	\$31,576.00	\$32,365.00	\$33,251.00	\$34,143.00
		Bi-Wk	\$1,085.37	\$1,106.06	\$1,126.67	\$1,147.36	\$1,168.36	\$1,188.97	\$1,209.81	\$1,240.04	\$1,273.99	\$1,308.17
		Daily	\$108.54	\$110.61	\$112.67	\$114.74	\$116.84	\$118.90	\$120.99	\$124.01	\$127.40	\$130.82
		Hourly	\$13.57	\$13.83	\$14.09	\$14.35	\$14.61	\$14.87	\$15.13	\$15.51	\$15.93	\$16.36
CA	5	Annual	\$28,837.00	\$29,406.00	\$29,977.00	\$30,547.00	\$31,123.00	\$31,693.00	\$32,285.00	\$33,089.00	\$33,998.00	\$34,907.00
		Bi-Wk	\$1,104.87	\$1,126.67	\$1,148.55	\$1,170.39	\$1,192.46	\$1,214.30	\$1,236.98	\$1,267.78	\$1,302.61	\$1,337.44
		Daily	\$110.49	\$112.67	\$114.86	\$117.04	\$119.25	\$121.43	\$123.70	\$126.78	\$130.27	\$133.75
		Hourly	\$13.82	\$14.09	\$14.36	\$14.63	\$14.91	\$15.18	\$15.47	\$15.85	\$16.29	\$16.72
CA	6	Annual	\$29,542.00	\$30,110.00	\$30,678.00	\$31,257.00	\$31,828.00	\$32,427.00	\$33,095.00	\$33,921.00	\$34,855.00	\$35,786.00
		Bi-Wk	\$1,131.88	\$1,153.64	\$1,175.41	\$1,197.59	\$1,219.47	\$1,242.42	\$1,268.01	\$1,299.66	\$1,335.45	\$1,371.12
		Daily	\$113.19	\$115.37	\$117.55	\$119.76	\$121.95	\$124.25	\$126.81	\$129.97	\$133.55	\$137.12
		Hourly	\$14.15	\$14.43	\$14.70	\$14.97	\$15.25	\$15.54	\$15.86	\$16.25	\$16.70	\$17.14
CA	7	Annual	\$30,635.00	\$31,480.00	\$32,325.00	\$33,172.00	\$34,017.00	\$34,857.00	\$35,703.00	\$36,596.00	\$37,604.00	\$38,610.00
		Bi-Wk	\$1,173.76	\$1,206.14	\$1,238.51	\$1,270.96	\$1,303.34	\$1,335.52	\$1,367.94	\$1,402.15	\$1,440.77	\$1,479.32
		Daily	\$117.38	\$120.62	\$123.86	\$127.10	\$130.34	\$133.56	\$136.80	\$140.22	\$144.08	\$147.94
		Hourly	\$14.68	\$15.08	\$15.49	\$15.89	\$16.30	\$16.70	\$17.10	\$17.53	\$18.01	\$18.50
CA	8	Annual	\$31,828.00	\$32,573.00	\$33,411.00	\$34,269.00	\$35,121.00	\$35,981.00	\$36,838.00	\$37,760.00	\$38,799.00	\$39,835.00
		Bi-Wk	\$1,219.47	\$1,248.01	\$1,280.12	\$1,312.99	\$1,345.64	\$1,378.59	\$1,411.42	\$1,446.75	\$1,486.56	\$1,526.25
		Daily	\$121.95	\$124.81	\$128.02	\$131.30	\$134.57	\$137.86	\$141.15	\$144.68	\$148.66	\$152.63
		Hourly	\$15.25	\$15.61	\$16.01	\$16.42	\$16.83	\$17.24	\$17.65	\$18.09	\$18.59	\$19.08

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
CA	9	Annual	\$32,604.00	\$33,479.00	\$34,372.00	\$35,270.00	\$36,167.00	\$37,052.00	\$37,959.00	\$38,904.00	\$39,974.00	\$41,044.00
		Bi-Wk	\$1,249.20	\$1,282.73	\$1,316.94	\$1,351.35	\$1,385.71	\$1,419.62	\$1,454.37	\$1,490.58	\$1,531.58	\$1,572.57
		Daily	\$124.92	\$128.28	\$131.70	\$135.14	\$138.58	\$141.97	\$145.44	\$149.06	\$153.16	\$157.26
		Hourly	\$15.62	\$16.04	\$16.47	\$16.90	\$17.33	\$17.75	\$18.18	\$18.64	\$19.15	\$19.66
CA	10	Annual	\$33,558.00	\$34,491.00	\$35,423.00	\$36,361.00	\$37,295.00	\$38,248.00	\$39,230.00	\$40,210.00	\$41,313.00	\$42,420.00
		Bi-Wk	\$1,285.75	\$1,321.50	\$1,357.21	\$1,393.15	\$1,428.93	\$1,465.45	\$1,503.07	\$1,540.62	\$1,582.88	\$1,625.29
		Daily	\$128.58	\$132.15	\$135.73	\$139.32	\$142.90	\$146.55	\$150.31	\$154.07	\$158.29	\$162.53
		Hourly	\$16.08	\$16.52	\$16.97	\$17.42	\$17.87	\$18.32	\$18.79	\$19.26	\$19.79	\$20.32
CA	11	Annual	\$34,532.00	\$35,511.00	\$36,485.00	\$37,462.00	\$38,461.00	\$39,483.00	\$40,508.00	\$41,523.00	\$42,668.00	\$43,809.00
		Bi-Wk	\$1,323.07	\$1,360.58	\$1,397.90	\$1,435.33	\$1,473.61	\$1,512.76	\$1,552.04	\$1,590.92	\$1,634.79	\$1,678.51
		Daily	\$132.31	\$136.06	\$139.79	\$143.54	\$147.37	\$151.28	\$155.21	\$159.10	\$163.48	\$167.86
		Hourly	\$16.54	\$17.01	\$17.48	\$17.95	\$18.43	\$18.91	\$19.41	\$19.89	\$20.44	\$20.99
CA	12	Annual	\$35,569.00	\$36,584.00	\$37,595.00	\$38,652.00	\$39,710.00	\$40,777.00	\$41,887.00	\$42,933.00	\$44,112.00	\$45,295.00
		Bi-Wk	\$1,362.80	\$1,401.69	\$1,440.43	\$1,480.92	\$1,521.46	\$1,562.34	\$1,604.87	\$1,644.95	\$1,690.12	\$1,735.45
		Daily	\$136.28	\$140.17	\$144.05	\$148.10	\$152.15	\$156.24	\$160.49	\$164.50	\$169.02	\$173.55
		Hourly	\$17.04	\$17.53	\$18.01	\$18.52	\$19.02	\$19.53	\$20.07	\$20.57	\$21.13	\$21.70
CA	13	Annual	\$37,429.00	\$38,711.00	\$40,009.00	\$41,321.00	\$42,685.00	\$44,047.00	\$45,412.00	\$46,550.00	\$47,830.00	\$49,108.00
		Bi-Wk	\$1,434.07	\$1,483.19	\$1,532.92	\$1,583.19	\$1,635.45	\$1,687.63	\$1,739.93	\$1,783.53	\$1,832.57	\$1,881.54
		Daily	\$143.41	\$148.32	\$153.30	\$158.32	\$163.55	\$168.77	\$174.00	\$178.36	\$183.26	\$188.16
		Hourly	\$17.93	\$18.54	\$19.17	\$19.79	\$20.45	\$21.10	\$21.75	\$22.30	\$22.91	\$23.52
CA	14	Annual	\$39,061.00	\$40,407.00	\$41,777.00	\$43,185.00	\$44,584.00	\$45,990.00	\$47,399.00	\$48,585.00	\$49,921.00	\$51,255.00
		Bi-Wk	\$1,496.60	\$1,548.17	\$1,600.66	\$1,654.60	\$1,708.20	\$1,762.07	\$1,816.06	\$1,861.50	\$1,912.69	\$1,963.80
		Daily	\$149.66	\$154.82	\$160.07	\$165.46	\$170.82	\$176.21	\$181.61	\$186.15	\$191.27	\$196.38
		Hourly	\$18.71	\$19.36	\$20.01	\$20.69	\$21.36	\$22.03	\$22.71	\$23.27	\$23.91	\$24.55
CA	15	Annual	\$40,814.00	\$42,248.00	\$43,697.00	\$45,145.00	\$46,596.00	\$48,044.00	\$49,498.00	\$50,735.00	\$52,132.00	\$53,525.00
		Bi-Wk	\$1,563.76	\$1,618.70	\$1,674.22	\$1,729.70	\$1,785.29	\$1,840.77	\$1,896.48	\$1,943.87	\$1,997.40	\$2,050.77
		Daily	\$156.38	\$161.87	\$167.43	\$172.97	\$178.53	\$184.08	\$189.65	\$194.39	\$199.74	\$205.08
		Hourly	\$19.55	\$20.24	\$20.93	\$21.63	\$22.32	\$23.01	\$23.71	\$24.30	\$24.97	\$25.64
CA	16	Annual	\$42,755.00	\$44,251.00	\$45,747.00	\$47,226.00	\$48,723.00	\$50,212.00	\$51,704.00	\$52,996.00	\$54,454.00	\$55,910.00
		Bi-Wk	\$1,638.13	\$1,695.45	\$1,752.76	\$1,809.43	\$1,866.79	\$1,923.84	\$1,981.00	\$2,030.50	\$2,086.37	\$2,142.15
		Daily	\$163.82	\$169.55	\$175.28	\$180.95	\$186.68	\$192.39	\$198.10	\$203.05	\$208.64	\$214.22
		Hourly	\$20.48	\$21.20	\$21.91	\$22.62	\$23.34	\$24.05	\$24.77	\$25.39	\$26.08	\$26.78

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CA	17	Annual	\$44,845.00	\$46,377.00	\$47,906.00	\$49,452.00	\$50,977.00	\$52,506.00	\$54,048.00	\$55,399.00	\$56,923.00	\$58,443.00
		Bi-Wk	\$1,718.20	\$1,776.90	\$1,835.48	\$1,894.72	\$1,953.15	\$2,011.73	\$2,070.81	\$2,122.57	\$2,180.96	\$2,239.20
		Daily	\$171.82	\$177.69	\$183.55	\$189.48	\$195.32	\$201.18	\$207.09	\$212.26	\$218.10	\$223.92
		Hourly	\$21.48	\$22.22	\$22.95	\$23.69	\$24.42	\$25.15	\$25.89	\$26.54	\$27.27	\$27.99
CA	18	Annual	\$47,074.00	\$48,640.00	\$50,212.00	\$51,788.00	\$53,356.00	\$54,933.00	\$56,498.00	\$57,913.00	\$59,505.00	\$61,098.00
		Bi-Wk	\$1,803.61	\$1,863.61	\$1,923.84	\$1,984.22	\$2,044.30	\$2,104.72	\$2,164.68	\$2,218.89	\$2,279.89	\$2,340.92
		Daily	\$180.37	\$186.37	\$192.39	\$198.43	\$204.43	\$210.48	\$216.47	\$221.89	\$227.99	\$234.10
		Hourly	\$22.55	\$23.30	\$24.05	\$24.81	\$25.56	\$26.31	\$27.06	\$27.74	\$28.50	\$29.27
CA	19	Annual	\$49,357.00	\$50,977.00	\$52,595.00	\$54,217.00	\$55,836.00	\$57,445.00	\$59,068.00	\$60,542.00	\$62,208.00	\$63,871.00
		Bi-Wk	\$1,891.08	\$1,953.15	\$2,015.14	\$2,077.28	\$2,139.32	\$2,200.96	\$2,263.15	\$2,319.62	\$2,383.45	\$2,447.17
		Daily	\$189.11	\$195.32	\$201.52	\$207.73	\$213.94	\$220.10	\$226.32	\$231.97	\$238.35	\$244.72
		Hourly	\$23.64	\$24.42	\$25.19	\$25.97	\$26.75	\$27.52	\$28.29	\$29.00	\$29.80	\$30.59
CA	20	Annual	\$51,832.00	\$53,490.00	\$55,152.00	\$56,806.00	\$58,459.00	\$60,122.00	\$61,777.00	\$63,321.00	\$65,062.00	\$66,803.00
		Bi-Wk	\$1,985.91	\$2,049.43	\$2,113.11	\$2,176.48	\$2,239.81	\$2,303.53	\$2,366.94	\$2,426.10	\$2,492.80	\$2,559.51
		Daily	\$198.60	\$204.95	\$211.32	\$217.65	\$223.99	\$230.36	\$236.70	\$242.61	\$249.28	\$255.96
		Hourly	\$24.83	\$25.62	\$26.42	\$27.21	\$28.00	\$28.80	\$29.59	\$30.33	\$31.16	\$32.00
CA	21	Annual	\$54,359.00	\$56,063.00	\$57,763.00	\$59,470.00	\$61,170.00	\$62,878.00	\$64,574.00	\$66,192.00	\$68,010.00	\$69,830.00
		Bi-Wk	\$2,082.73	\$2,148.01	\$2,213.15	\$2,278.55	\$2,343.68	\$2,409.12	\$2,474.10	\$2,536.10	\$2,605.75	\$2,675.48
		Daily	\$208.28	\$214.81	\$221.32	\$227.86	\$234.37	\$240.92	\$247.41	\$253.61	\$260.58	\$267.55
		Hourly	\$26.04	\$26.86	\$27.67	\$28.49	\$29.30	\$30.12	\$30.93	\$31.71	\$32.58	\$33.45
CA *	22	Annual	\$55,836.00	\$57,850.00	\$59,872.00	\$61,893.00	\$63,910.00	\$65,930.00	\$67,957.00	\$69,656.00	\$71,570.00	\$73,487.00
		Bi-Wk	\$2,139.32	\$2,216.48	\$2,293.95	\$2,371.38	\$2,448.66	\$2,526.06	\$2,603.72	\$2,668.82	\$2,742.15	\$2,815.60
		Daily	\$213.94	\$221.65	\$229.40	\$237.14	\$244.87	\$252.61	\$260.38	\$266.89	\$274.22	\$281.56
		Hourly	\$26.75	\$27.71	\$28.68	\$29.65	\$30.61	\$31.58	\$32.55	\$33.37	\$34.28	\$35.20
CA	23	Annual	\$58,446.00	\$60,548.00	\$62,650.00	\$64,755.00	\$66,863.00	\$68,969.00	\$71,075.00	\$72,853.00	\$74,853.00	\$76,857.00
		Bi-Wk	\$2,239.32	\$2,319.85	\$2,400.39	\$2,481.04	\$2,561.81	\$2,642.50	\$2,723.19	\$2,791.31	\$2,867.94	\$2,944.72
		Daily	\$223.94	\$231.99	\$240.04	\$248.11	\$256.19	\$264.25	\$272.32	\$279.14	\$286.80	\$294.48
		Hourly	\$28.00	\$29.00	\$30.01	\$31.02	\$32.03	\$33.04	\$34.04	\$34.90	\$35.85	\$36.81
CA	24	Annual	\$61,226.00	\$63,415.00	\$65,615.00	\$67,803.00	\$69,997.00	\$72,191.00	\$74,388.00	\$76,246.00	\$78,345.00	\$80,439.00
		Bi-Wk	\$2,345.83	\$2,429.70	\$2,513.99	\$2,597.82	\$2,681.88	\$2,765.94	\$2,850.12	\$2,921.31	\$3,001.73	\$3,081.96
		Daily	\$234.59	\$242.97	\$251.40	\$259.79	\$268.19	\$276.60	\$285.02	\$292.14	\$300.18	\$308.20
		Hourly	\$29.33	\$30.38	\$31.43	\$32.48	\$33.53	\$34.58	\$35.63	\$36.52	\$37.53	\$38.53

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CA	25	Annual	\$64,180.00	\$66,450.00	\$68,729.00	\$71,002.00	\$73,278.00	\$75,553.00	\$77,829.00	\$79,773.00	\$81,969.00	\$84,160.00
		Bi-Wk	\$2,459.01	\$2,545.98	\$2,633.30	\$2,720.39	\$2,807.59	\$2,894.76	\$2,981.96	\$3,056.44	\$3,140.58	\$3,224.53
		Daily	\$245.91	\$254.60	\$263.33	\$272.04	\$280.76	\$289.48	\$298.20	\$305.65	\$314.06	\$322.46
		Hourly	\$30.74	\$31.83	\$32.92	\$34.01	\$35.10	\$36.19	\$37.28	\$38.21	\$39.26	\$40.31
CA	26	Annual	\$67,311.00	\$69,664.00	\$72,030.00	\$74,388.00	\$76,745.00	\$79,107.00	\$81,464.00	\$83,503.00	\$85,803.00	\$88,096.00
		Bi-Wk	\$2,578.97	\$2,669.12	\$2,759.78	\$2,850.12	\$2,940.43	\$3,030.92	\$3,121.23	\$3,199.35	\$3,287.48	\$3,375.33
		Daily	\$257.90	\$266.92	\$275.98	\$285.02	\$294.05	\$303.10	\$312.13	\$319.94	\$328.75	\$337.54
		Hourly	\$32.24	\$33.37	\$34.50	\$35.63	\$36.76	\$37.89	\$39.02	\$40.00	\$41.10	\$42.20
CA	27	Annual	\$70,615.00	\$73,057.00	\$75,504.00	\$77,938.00	\$80,386.00	\$82,822.00	\$85,263.00	\$87,397.00	\$89,801.00	\$92,201.00
		Bi-Wk	\$2,705.56	\$2,799.12	\$2,892.88	\$2,986.14	\$3,079.93	\$3,173.26	\$3,266.79	\$3,348.55	\$3,440.66	\$3,532.61
		Daily	\$270.56	\$279.92	\$289.29	\$298.62	\$308.00	\$317.33	\$326.68	\$334.86	\$344.07	\$353.27
		Hourly	\$33.82	\$34.99	\$36.17	\$37.33	\$38.50	\$39.67	\$40.84	\$41.86	\$43.01	\$44.16
CA	28	Annual	\$74,145.00	\$76,675.00	\$79,198.00	\$81,734.00	\$84,255.00	\$86,773.00	\$89,302.00	\$91,536.00	\$94,051.00	\$96,571.00
		Bi-Wk	\$2,840.81	\$2,937.74	\$3,034.41	\$3,131.58	\$3,228.17	\$3,324.64	\$3,421.54	\$3,507.13	\$3,603.49	\$3,700.04
		Daily	\$284.09	\$293.78	\$303.45	\$313.16	\$322.82	\$332.47	\$342.16	\$350.72	\$360.35	\$370.01
		Hourly	\$35.52	\$36.73	\$37.94	\$39.15	\$40.36	\$41.56	\$42.77	\$43.84	\$45.05	\$46.26
CA	29	Annual	\$74,855.00	\$77,637.00	\$80,423.00	\$83,204.00	\$85,991.00	\$88,779.00	\$91,559.00	\$93,849.00	\$96,430.00	\$99,010.00
		Bi-Wk	\$2,868.01	\$2,974.60	\$3,081.35	\$3,187.90	\$3,294.68	\$3,401.50	\$3,508.01	\$3,595.75	\$3,694.64	\$3,793.49
		Daily	\$286.81	\$297.46	\$308.14	\$318.79	\$329.47	\$340.15	\$350.81	\$359.58	\$369.47	\$379.35
		Hourly	\$35.86	\$37.19	\$38.52	\$39.85	\$41.19	\$42.52	\$43.86	\$44.95	\$46.19	\$47.42
CA	30	Annual	\$77,829.00	\$80,697.00	\$83,561.00	\$86,422.00	\$89,288.00	\$92,153.00	\$95,021.00	\$97,395.00	\$100,074.00	\$102,756.00
		Bi-Wk	\$2,981.96	\$3,091.84	\$3,201.58	\$3,311.19	\$3,421.00	\$3,530.77	\$3,640.66	\$3,731.61	\$3,834.26	\$3,937.02
		Daily	\$298.20	\$309.19	\$320.16	\$331.12	\$342.10	\$353.08	\$364.07	\$373.17	\$383.43	\$393.71
		Hourly	\$37.28	\$38.65	\$40.02	\$41.39	\$42.77	\$44.14	\$45.51	\$46.65	\$47.93	\$49.22
CA	31	Annual	\$80,925.00	\$83,872.00	\$86,824.00	\$89,777.00	\$92,723.00	\$95,668.00	\$98,627.00	\$101,091.00	\$103,871.00	\$106,651.00
		Bi-Wk	\$3,100.58	\$3,213.49	\$3,326.60	\$3,439.74	\$3,552.61	\$3,665.45	\$3,778.82	\$3,873.22	\$3,979.74	\$4,086.25
		Daily	\$310.06	\$321.35	\$332.66	\$343.98	\$355.27	\$366.55	\$377.89	\$387.33	\$397.98	\$408.63
		Hourly	\$38.76	\$40.17	\$41.59	\$43.00	\$44.41	\$45.82	\$47.24	\$48.42	\$49.75	\$51.08
CA	32	Annual	\$84,146.00	\$87,178.00	\$90,205.00	\$93,234.00	\$96,268.00	\$99,300.00	\$102,332.00	\$104,896.00	\$107,777.00	\$110,662.00
		Bi-Wk	\$3,223.99	\$3,340.16	\$3,456.14	\$3,572.19	\$3,688.43	\$3,804.60	\$3,920.77	\$4,019.01	\$4,129.39	\$4,239.93
		Daily	\$322.40	\$334.02	\$345.62	\$357.22	\$368.85	\$380.46	\$392.08	\$401.91	\$412.94	\$424.00
		Hourly	\$40.30	\$41.76	\$43.21	\$44.66	\$46.11	\$47.56	\$49.01	\$50.24	\$51.62	\$53.00

**CA 40 Hour Pay Plan Effective 10/22/2010**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
CA	33	Annual	\$87,504.00	\$90,622.00	\$93,732.00	\$96,847.00	\$99,964.00	\$103,073.00	\$106,196.00	\$108,852.00	\$111,844.00	\$114,838.00
		Bi-Wk	\$3,352.65	\$3,472.11	\$3,591.27	\$3,710.62	\$3,830.04	\$3,949.16	\$4,068.82	\$4,170.58	\$4,285.22	\$4,399.93
		Daily	\$335.27	\$347.22	\$359.13	\$371.07	\$383.01	\$394.92	\$406.89	\$417.06	\$428.53	\$440.00
		Hourly	\$41.91	\$43.41	\$44.90	\$46.39	\$47.88	\$49.37	\$50.87	\$52.14	\$53.57	\$55.00
CA	34	Annual	\$91,080.00	\$94,279.00	\$97,475.00	\$100,678.00	\$103,881.00	\$107,082.00	\$110,283.00	\$113,041.00	\$116,148.00	\$119,257.00
		Bi-Wk	\$3,489.66	\$3,612.23	\$3,734.68	\$3,857.40	\$3,980.12	\$4,102.76	\$4,225.41	\$4,331.08	\$4,450.12	\$4,569.24
		Daily	\$348.97	\$361.23	\$373.47	\$385.74	\$398.02	\$410.28	\$422.55	\$433.11	\$445.02	\$456.93
		Hourly	\$43.63	\$45.16	\$46.69	\$48.22	\$49.76	\$51.29	\$52.82	\$54.14	\$55.63	\$57.12
CA	35	Annual	\$94,792.00	\$98,070.00	\$101,363.00	\$104,643.00	\$107,917.00	\$111,204.00	\$114,485.00	\$117,345.00	\$120,573.00	\$123,799.00
		Bi-Wk	\$3,631.88	\$3,757.48	\$3,883.64	\$4,009.32	\$4,134.76	\$4,260.69	\$4,386.40	\$4,495.98	\$4,619.66	\$4,743.26
		Daily	\$363.19	\$375.75	\$388.37	\$400.94	\$413.48	\$426.07	\$438.64	\$449.60	\$461.97	\$474.33
		Hourly	\$45.40	\$46.97	\$48.55	\$50.12	\$51.69	\$53.26	\$54.83	\$56.20	\$57.75	\$59.30
CA	36	Annual	\$98,706.00	\$102,073.00	\$105,443.00	\$108,804.00	\$112,172.00	\$115,543.00	\$118,904.00	\$121,881.00	\$125,231.00	\$128,583.00
		Bi-Wk	\$3,781.84	\$3,910.85	\$4,039.97	\$4,168.74	\$4,297.78	\$4,426.94	\$4,555.71	\$4,669.78	\$4,798.13	\$4,926.56
		Daily	\$378.19	\$391.09	\$404.00	\$416.88	\$429.78	\$442.70	\$455.58	\$466.98	\$479.82	\$492.66
		Hourly	\$47.28	\$48.89	\$50.50	\$52.11	\$53.73	\$55.34	\$56.95	\$58.38	\$59.98	\$61.59
CA	37	Annual	\$102,776.00	\$106,240.00	\$109,699.00	\$113,156.00	\$116,619.00	\$120,072.00	\$123,527.00	\$126,615.00	\$130,097.00	\$133,577.00
		Bi-Wk	\$3,937.78	\$4,070.50	\$4,203.03	\$4,335.48	\$4,468.17	\$4,600.46	\$4,732.84	\$4,851.15	\$4,984.56	\$5,117.90
		Daily	\$393.78	\$407.05	\$420.31	\$433.55	\$446.82	\$460.05	\$473.29	\$485.12	\$498.46	\$511.79
		Hourly	\$49.23	\$50.89	\$52.54	\$54.20	\$55.86	\$57.51	\$59.17	\$60.64	\$62.31	\$63.98
CA	38	Annual	\$106,996.00	\$110,529.00	\$114,076.00	\$117,611.00	\$121,147.00	\$124,696.00	\$128,229.00	\$131,437.00	\$135,050.00	\$138,664.00
		Bi-Wk	\$4,099.47	\$4,234.83	\$4,370.73	\$4,506.17	\$4,641.65	\$4,777.63	\$4,912.99	\$5,035.91	\$5,174.33	\$5,312.80
		Daily	\$409.95	\$423.49	\$437.08	\$450.62	\$464.17	\$477.77	\$491.30	\$503.60	\$517.44	\$531.28
		Hourly	\$51.25	\$52.94	\$54.64	\$56.33	\$58.03	\$59.73	\$61.42	\$62.95	\$64.68	\$66.41
CA	39	Annual	\$111,415.00	\$115,037.00	\$118,663.00	\$122,288.00	\$125,914.00	\$129,538.00	\$133,160.00	\$136,492.00	\$140,245.00	\$143,998.00
		Bi-Wk	\$4,268.78	\$4,407.55	\$4,546.48	\$4,685.37	\$4,824.30	\$4,963.15	\$5,101.92	\$5,229.58	\$5,373.38	\$5,517.17
		Daily	\$426.88	\$440.76	\$454.65	\$468.54	\$482.43	\$496.32	\$510.20	\$522.96	\$537.34	\$551.72
		Hourly	\$53.36	\$55.10	\$56.84	\$58.57	\$60.31	\$62.04	\$63.78	\$65.37	\$67.17	\$68.97
CA	40	Annual	\$116,025.00	\$119,729.00	\$123,433.00	\$127,137.00	\$130,835.00	\$134,543.00	\$138,240.00	\$141,699.00	\$145,595.00	\$149,494.00
		Bi-Wk	\$4,445.41	\$4,587.32	\$4,729.24	\$4,871.15	\$5,012.84	\$5,154.91	\$5,296.56	\$5,429.09	\$5,578.36	\$5,727.74
		Daily	\$444.55	\$458.74	\$472.93	\$487.12	\$501.29	\$515.50	\$529.66	\$542.91	\$557.84	\$572.78
		Hourly	\$55.57	\$57.35	\$59.12	\$60.89	\$62.67	\$64.44	\$66.21	\$67.87	\$69.73	\$71.60

**CA 40 Hour Pay Plan Effective 10/22/2010**

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
CA	41	Annual	\$120,855.00	\$124,651.00	\$128,441.00	\$132,230.00	\$136,021.00	\$139,809.00	\$143,601.00	\$147,192.00	\$151,240.00	\$155,287.00
		Bi-Wk	\$4,630.46	\$4,775.91	\$4,921.12	\$5,066.29	\$5,211.54	\$5,356.67	\$5,501.96	\$5,639.55	\$5,794.64	\$5,949.70
		Daily	\$463.05	\$477.60	\$492.12	\$506.63	\$521.16	\$535.67	\$550.20	\$563.96	\$579.47	\$594.97
		Hourly	\$57.89	\$59.70	\$61.52	\$63.33	\$65.15	\$66.96	\$68.78	\$70.50	\$72.44	\$74.38
CA	42	Annual	\$125,868.00	\$129,743.00	\$133,618.00	\$137,492.00	\$141,373.00	\$145,243.00	\$149,116.00	\$152,846.00	\$157,049.00	\$161,256.00
		Bi-Wk	\$4,822.53	\$4,971.00	\$5,119.47	\$5,267.90	\$5,416.60	\$5,564.87	\$5,713.26	\$5,856.17	\$6,017.21	\$6,178.40
		Daily	\$482.26	\$497.10	\$511.95	\$526.79	\$541.66	\$556.49	\$571.33	\$585.62	\$601.73	\$617.84
		Hourly	\$60.29	\$62.14	\$64.00	\$65.85	\$67.71	\$69.57	\$71.42	\$73.21	\$75.22	\$77.23
CA	43	Annual	\$131,178.00	\$135,136.00	\$139,085.00	\$143,040.00	\$146,993.00	\$150,946.00	\$154,897.00	\$158,771.00	\$163,138.00	\$167,503.00
		Bi-Wk	\$5,025.98	\$5,177.63	\$5,328.93	\$5,480.46	\$5,631.92	\$5,783.38	\$5,934.76	\$6,083.19	\$6,250.50	\$6,417.74
		Daily	\$502.60	\$517.77	\$532.90	\$548.05	\$563.20	\$578.34	\$593.48	\$608.32	\$625.05	\$641.78
		Hourly	\$62.83	\$64.73	\$66.62	\$68.51	\$70.40	\$72.30	\$74.19	\$76.04	\$78.14	\$80.23