

HEALTH CARE PROFESSIONAL CONFIDENTIAL CP 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
CP	1	Annual	\$17,334.00	\$17,761.00	\$18,181.00	\$18,603.00	\$19,025.00	\$19,450.00	\$19,869.00	\$20,415.00	\$20,961.00
		Bi-Wk	\$664.14	\$680.50	\$696.60	\$712.76	\$728.93	\$745.22	\$761.27	\$782.19	\$803.11
		Daily	\$66.42	\$68.05	\$69.66	\$71.28	\$72.90	\$74.53	\$76.13	\$78.22	\$80.32
		Hourly	\$8.31	\$8.51	\$8.71	\$8.91	\$9.12	\$9.32	\$9.52	\$9.78	\$10.04
CP	2	Annual	\$18,181.00	\$18,603.00	\$19,025.00	\$19,450.00	\$19,869.00	\$20,291.00	\$20,712.00	\$21,281.00	\$21,851.00
		Bi-Wk	\$696.60	\$712.76	\$728.93	\$745.22	\$761.27	\$777.44	\$793.57	\$815.37	\$837.21
		Daily	\$69.66	\$71.28	\$72.90	\$74.53	\$76.13	\$77.75	\$79.36	\$81.54	\$83.73
		Hourly	\$8.71	\$8.91	\$9.12	\$9.32	\$9.52	\$9.72	\$9.92	\$10.20	\$10.47
CP	3	Annual	\$18,603.00	\$19,025.00	\$19,450.00	\$19,869.00	\$20,291.00	\$20,712.00	\$21,134.00	\$21,716.00	\$22,296.00
		Bi-Wk	\$712.76	\$728.93	\$745.22	\$761.27	\$777.44	\$793.57	\$809.74	\$832.04	\$854.26
		Daily	\$71.28	\$72.90	\$74.53	\$76.13	\$77.75	\$79.36	\$80.98	\$83.21	\$85.43
		Hourly	\$8.91	\$9.12	\$9.32	\$9.52	\$9.72	\$9.92	\$10.13	\$10.41	\$10.68
CP	4	Annual	\$19,203.00	\$19,717.00	\$20,228.00	\$20,744.00	\$21,262.00	\$21,767.00	\$22,281.00	\$22,895.00	\$23,507.00
		Bi-Wk	\$735.75	\$755.45	\$775.02	\$794.79	\$814.64	\$833.99	\$853.68	\$877.21	\$900.66
		Daily	\$73.58	\$75.55	\$77.51	\$79.48	\$81.47	\$83.40	\$85.37	\$87.73	\$90.07
		Hourly	\$9.20	\$9.45	\$9.69	\$9.94	\$10.19	\$10.43	\$10.68	\$10.97	\$11.26
CP	5	Annual	\$19,685.00	\$20,228.00	\$20,773.00	\$21,312.00	\$21,855.00	\$22,397.00	\$22,941.00	\$23,572.00	\$24,203.00
		Bi-Wk	\$754.22	\$775.02	\$795.91	\$816.56	\$837.36	\$858.13	\$878.97	\$903.15	\$927.32
		Daily	\$75.43	\$77.51	\$79.60	\$81.66	\$83.74	\$85.82	\$87.90	\$90.32	\$92.74
		Hourly	\$9.43	\$9.69	\$9.95	\$10.21	\$10.47	\$10.73	\$10.99	\$11.29	\$11.60
CP	6	Annual	\$20,353.00	\$20,897.00	\$21,437.00	\$21,896.00	\$22,520.00	\$23,062.00	\$23,603.00	\$24,251.00	\$24,901.00
		Bi-Wk	\$779.81	\$800.66	\$821.35	\$838.93	\$862.84	\$883.61	\$904.33	\$929.16	\$954.07
		Daily	\$77.99	\$80.07	\$82.14	\$83.90	\$86.29	\$88.37	\$90.44	\$92.92	\$95.41
		Hourly	\$9.75	\$10.01	\$10.27	\$10.49	\$10.79	\$11.05	\$11.31	\$11.62	\$11.93
CP	7	Annual	\$20,954.00	\$21,494.00	\$22,036.00	\$22,577.00	\$23,121.00	\$23,663.00	\$24,204.00	\$24,869.00	\$25,535.00
		Bi-Wk	\$802.84	\$823.53	\$844.30	\$865.02	\$885.87	\$906.63	\$927.36	\$952.84	\$978.36
		Daily	\$80.29	\$82.36	\$84.43	\$86.51	\$88.59	\$90.67	\$92.74	\$95.29	\$97.84
		Hourly	\$10.04	\$10.30	\$10.56	\$10.82	\$11.08	\$11.34	\$11.60	\$11.92	\$12.23
CP	8	Annual	\$22,520.00	\$23,182.00	\$23,851.00	\$24,511.00	\$25,177.00	\$25,839.00	\$26,504.00	\$27,233.00	\$27,962.00
		Bi-Wk	\$862.84	\$888.20	\$913.84	\$939.12	\$964.64	\$990.00	\$1,015.48	\$1,043.41	\$1,071.35
		Daily	\$86.29	\$88.82	\$91.39	\$93.92	\$96.47	\$99.00	\$101.55	\$104.35	\$107.14
		Hourly	\$10.79	\$11.11	\$11.43	\$11.74	\$12.06	\$12.38	\$12.70	\$13.05	\$13.40

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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
CP	9	Annual	\$23,212.00	\$23,872.00	\$24,596.00	\$25,289.00	\$25,981.00	\$26,672.00	\$27,371.00	\$28,123.00	\$28,877.00
		Bi-Wk	\$889.35	\$914.64	\$942.38	\$968.93	\$995.45	\$1,021.92	\$1,048.70	\$1,077.51	\$1,106.40
		Daily	\$88.94	\$91.47	\$94.24	\$96.90	\$99.55	\$102.20	\$104.87	\$107.76	\$110.64
		Hourly	\$11.12	\$11.44	\$11.78	\$12.12	\$12.45	\$12.78	\$13.11	\$13.47	\$13.83
CP	10	Annual	\$23,959.00	\$24,687.00	\$25,406.00	\$26,134.00	\$26,858.00	\$27,592.00	\$28,354.00	\$29,134.00	\$29,915.00
		Bi-Wk	\$917.97	\$945.87	\$973.41	\$1,001.31	\$1,029.05	\$1,057.17	\$1,086.37	\$1,116.25	\$1,146.17
		Daily	\$91.80	\$94.59	\$97.35	\$100.14	\$102.91	\$105.72	\$108.64	\$111.63	\$114.62
		Hourly	\$11.48	\$11.83	\$12.17	\$12.52	\$12.87	\$13.22	\$13.58	\$13.96	\$14.33
CP	11	Annual	\$24,723.00	\$25,470.00	\$26,228.00	\$26,981.00	\$27,760.00	\$28,551.00	\$29,345.00	\$30,153.00	\$30,958.00
		Bi-Wk	\$947.25	\$975.87	\$1,004.91	\$1,033.76	\$1,063.61	\$1,093.91	\$1,124.33	\$1,155.29	\$1,186.14
		Daily	\$94.73	\$97.59	\$100.50	\$103.38	\$106.37	\$109.40	\$112.44	\$115.53	\$118.62
		Hourly	\$11.85	\$12.20	\$12.57	\$12.93	\$13.30	\$13.68	\$14.06	\$14.45	\$14.83
CP	12	Annual	\$25,522.00	\$26,314.00	\$27,089.00	\$27,905.00	\$28,724.00	\$29,553.00	\$30,372.00	\$31,208.00	\$32,043.00
		Bi-Wk	\$977.86	\$1,008.20	\$1,037.90	\$1,069.16	\$1,100.54	\$1,132.30	\$1,163.68	\$1,195.71	\$1,227.71
		Daily	\$97.79	\$100.82	\$103.79	\$106.92	\$110.06	\$113.23	\$116.37	\$119.58	\$122.78
		Hourly	\$12.23	\$12.61	\$12.98	\$13.37	\$13.76	\$14.16	\$14.55	\$14.95	\$15.35
CP	13	Annual	\$26,962.00	\$27,957.00	\$28,961.00	\$29,964.00	\$30,970.00	\$31,971.00	\$32,979.00	\$33,885.00	\$34,793.00
		Bi-Wk	\$1,033.03	\$1,071.15	\$1,109.62	\$1,148.05	\$1,186.60	\$1,224.95	\$1,263.57	\$1,298.28	\$1,333.07
		Daily	\$103.31	\$107.12	\$110.97	\$114.81	\$118.66	\$122.50	\$126.36	\$129.83	\$133.31
		Hourly	\$12.92	\$13.39	\$13.88	\$14.36	\$14.84	\$15.32	\$15.80	\$16.23	\$16.67
CP	14	Annual	\$28,225.00	\$29,264.00	\$30,299.00	\$31,336.00	\$32,370.00	\$33,409.00	\$34,442.00	\$35,389.00	\$36,336.00
		Bi-Wk	\$1,081.42	\$1,121.23	\$1,160.89	\$1,200.62	\$1,240.23	\$1,280.04	\$1,319.62	\$1,355.91	\$1,392.19
		Daily	\$108.15	\$112.13	\$116.09	\$120.07	\$124.03	\$128.01	\$131.97	\$135.60	\$139.22
		Hourly	\$13.52	\$14.02	\$14.52	\$15.01	\$15.51	\$16.01	\$16.50	\$16.95	\$17.41
CP	15	Annual	\$29,581.00	\$30,648.00	\$31,714.00	\$32,781.00	\$33,846.00	\$34,920.00	\$35,987.00	\$36,976.00	\$37,965.00
		Bi-Wk	\$1,133.38	\$1,174.26	\$1,215.10	\$1,255.98	\$1,296.79	\$1,337.94	\$1,378.82	\$1,416.71	\$1,454.60
		Daily	\$113.34	\$117.43	\$121.51	\$125.60	\$129.68	\$133.80	\$137.89	\$141.68	\$145.46
		Hourly	\$14.17	\$14.68	\$15.19	\$15.70	\$16.21	\$16.73	\$17.24	\$17.71	\$18.19
CP	16	Annual	\$31,019.00	\$32,118.00	\$33,220.00	\$34,320.00	\$35,416.00	\$36,518.00	\$37,612.00	\$38,646.00	\$39,680.00
		Bi-Wk	\$1,188.47	\$1,230.58	\$1,272.80	\$1,314.95	\$1,356.94	\$1,399.16	\$1,441.08	\$1,480.69	\$1,520.31
		Daily	\$118.85	\$123.06	\$127.28	\$131.50	\$135.70	\$139.92	\$144.11	\$148.07	\$152.04
		Hourly	\$14.86	\$15.39	\$15.91	\$16.44	\$16.97	\$17.49	\$18.02	\$18.51	\$19.01

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CP	17	Annual	\$32,557.00	\$33,689.00	\$34,820.00	\$35,950.00	\$37,079.00	\$38,206.00	\$39,341.00	\$40,423.00	\$41,504.00
		Bi-Wk	\$1,247.40	\$1,290.77	\$1,334.10	\$1,377.40	\$1,420.66	\$1,463.84	\$1,507.32	\$1,548.78	\$1,590.20
		Daily	\$124.74	\$129.08	\$133.41	\$137.74	\$142.07	\$146.39	\$150.74	\$154.88	\$159.02
		Hourly	\$15.60	\$16.14	\$16.68	\$17.22	\$17.76	\$18.30	\$18.85	\$19.36	\$19.88
CP	18	Annual	\$34,199.00	\$35,357.00	\$36,518.00	\$37,678.00	\$38,833.00	\$39,993.00	\$41,151.00	\$42,283.00	\$43,415.00
		Bi-Wk	\$1,310.31	\$1,354.68	\$1,399.16	\$1,443.61	\$1,487.86	\$1,532.30	\$1,576.67	\$1,620.04	\$1,663.41
		Daily	\$131.04	\$135.47	\$139.92	\$144.37	\$148.79	\$153.23	\$157.67	\$162.01	\$166.35
		Hourly	\$16.38	\$16.94	\$17.49	\$18.05	\$18.60	\$19.16	\$19.71	\$20.26	\$20.80
CP	19	Annual	\$35,884.00	\$37,079.00	\$38,271.00	\$39,468.00	\$40,655.00	\$41,846.00	\$43,040.00	\$44,223.00	\$45,407.00
		Bi-Wk	\$1,374.87	\$1,420.66	\$1,466.33	\$1,512.19	\$1,557.67	\$1,603.30	\$1,649.05	\$1,694.37	\$1,739.74
		Daily	\$137.49	\$142.07	\$146.64	\$151.22	\$155.77	\$160.33	\$164.91	\$169.44	\$173.98
		Hourly	\$17.19	\$17.76	\$18.33	\$18.91	\$19.48	\$20.05	\$20.62	\$21.18	\$21.75
CP	20	Annual	\$37,713.00	\$38,933.00	\$40,153.00	\$41,376.00	\$42,592.00	\$43,817.00	\$45,037.00	\$46,275.00	\$47,514.00
		Bi-Wk	\$1,444.95	\$1,491.69	\$1,538.43	\$1,585.29	\$1,631.88	\$1,678.82	\$1,725.56	\$1,772.99	\$1,820.46
		Daily	\$144.50	\$149.17	\$153.85	\$158.53	\$163.19	\$167.89	\$172.56	\$177.30	\$182.05
		Hourly	\$18.07	\$18.65	\$19.24	\$19.82	\$20.40	\$20.99	\$21.57	\$22.17	\$22.76
CP	21	Annual	\$39,572.00	\$40,830.00	\$42,082.00	\$43,339.00	\$44,594.00	\$45,848.00	\$47,104.00	\$48,399.00	\$49,695.00
		Bi-Wk	\$1,516.17	\$1,564.37	\$1,612.34	\$1,660.50	\$1,708.59	\$1,756.63	\$1,804.76	\$1,854.37	\$1,904.03
		Daily	\$151.62	\$156.44	\$161.24	\$166.05	\$170.86	\$175.67	\$180.48	\$185.44	\$190.41
		Hourly	\$18.96	\$19.56	\$20.16	\$20.76	\$21.36	\$21.96	\$22.56	\$23.18	\$23.81
CP	22	Annual	\$40,655.00	\$42,146.00	\$43,636.00	\$45,123.00	\$46,613.00	\$48,104.00	\$49,593.00	\$50,957.00	\$52,320.00
		Bi-Wk	\$1,557.67	\$1,614.79	\$1,671.88	\$1,728.86	\$1,785.94	\$1,843.07	\$1,900.12	\$1,952.38	\$2,004.60
		Daily	\$155.77	\$161.48	\$167.19	\$172.89	\$178.60	\$184.31	\$190.02	\$195.24	\$200.46
		Hourly	\$19.48	\$20.19	\$20.90	\$21.62	\$22.33	\$23.04	\$23.76	\$24.41	\$25.06
CP	23	Annual	\$42,582.00	\$44,134.00	\$45,681.00	\$47,237.00	\$48,786.00	\$50,339.00	\$51,892.00	\$53,318.00	\$54,746.00
		Bi-Wk	\$1,631.50	\$1,690.96	\$1,750.23	\$1,809.85	\$1,869.20	\$1,928.70	\$1,988.20	\$2,042.84	\$2,097.55
		Daily	\$163.15	\$169.10	\$175.03	\$180.99	\$186.92	\$192.87	\$198.82	\$204.29	\$209.76
		Hourly	\$20.40	\$21.14	\$21.88	\$22.63	\$23.37	\$24.11	\$24.86	\$25.54	\$26.22
CP	24	Annual	\$44,628.00	\$46,246.00	\$47,863.00	\$49,484.00	\$51,101.00	\$52,717.00	\$54,333.00	\$55,826.00	\$57,322.00
		Bi-Wk	\$1,709.89	\$1,771.88	\$1,833.84	\$1,895.94	\$1,957.90	\$2,019.81	\$2,081.73	\$2,138.93	\$2,196.25
		Daily	\$170.99	\$177.19	\$183.39	\$189.60	\$195.79	\$201.99	\$208.18	\$213.90	\$219.63
		Hourly	\$21.38	\$22.15	\$22.93	\$23.70	\$24.48	\$25.25	\$26.03	\$26.74	\$27.46

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CP	25	Annual	\$46,809.00	\$48,490.00	\$50,160.00	\$51,838.00	\$53,518.00	\$55,197.00	\$56,870.00	\$58,434.00	\$59,998.00
		Bi-Wk	\$1,793.45	\$1,857.86	\$1,921.84	\$1,986.14	\$2,050.50	\$2,114.83	\$2,178.93	\$2,238.86	\$2,298.78
		Daily	\$179.35	\$185.79	\$192.19	\$198.62	\$205.05	\$211.49	\$217.90	\$223.89	\$229.88
		Hourly	\$22.42	\$23.23	\$24.03	\$24.83	\$25.64	\$26.44	\$27.24	\$27.99	\$28.74
CP	26	Annual	\$49,115.00	\$50,854.00	\$52,598.00	\$54,333.00	\$56,074.00	\$57,811.00	\$59,549.00	\$61,187.00	\$62,824.00
		Bi-Wk	\$1,881.81	\$1,948.43	\$2,015.25	\$2,081.73	\$2,148.43	\$2,214.99	\$2,281.58	\$2,344.33	\$2,407.05
		Daily	\$188.19	\$194.85	\$201.53	\$208.18	\$214.85	\$221.50	\$228.16	\$234.44	\$240.71
		Hourly	\$23.53	\$24.36	\$25.20	\$26.03	\$26.86	\$27.69	\$28.52	\$29.31	\$30.09
CP	27	Annual	\$51,553.00	\$53,354.00	\$55,155.00	\$56,949.00	\$58,752.00	\$60,548.00	\$62,353.00	\$64,069.00	\$65,782.00
		Bi-Wk	\$1,975.22	\$2,044.22	\$2,113.22	\$2,181.96	\$2,251.04	\$2,319.85	\$2,389.01	\$2,454.76	\$2,520.39
		Daily	\$197.53	\$204.43	\$211.33	\$218.20	\$225.11	\$231.99	\$238.91	\$245.48	\$252.04
		Hourly	\$24.70	\$25.56	\$26.42	\$27.28	\$28.14	\$29.00	\$29.87	\$30.69	\$31.51
CP	28	Annual	\$54,157.00	\$56,019.00	\$57,883.00	\$59,747.00	\$61,606.00	\$63,465.00	\$65,324.00	\$67,120.00	\$68,917.00
		Bi-Wk	\$2,074.99	\$2,146.33	\$2,217.74	\$2,289.16	\$2,360.39	\$2,431.61	\$2,502.84	\$2,571.65	\$2,640.50
		Daily	\$207.50	\$214.64	\$221.78	\$228.92	\$236.04	\$243.17	\$250.29	\$257.17	\$264.05
		Hourly	\$25.94	\$26.83	\$27.73	\$28.62	\$29.51	\$30.40	\$31.29	\$32.15	\$33.01
CP	29	Annual	\$54,676.00	\$56,729.00	\$58,783.00	\$60,835.00	\$62,886.00	\$64,937.00	\$66,988.00	\$68,829.00	\$70,672.00
		Bi-Wk	\$2,094.87	\$2,173.53	\$2,252.23	\$2,330.85	\$2,409.43	\$2,488.01	\$2,566.60	\$2,637.13	\$2,707.74
		Daily	\$209.49	\$217.36	\$225.23	\$233.09	\$240.95	\$248.81	\$256.66	\$263.72	\$270.78
		Hourly	\$26.19	\$27.17	\$28.16	\$29.14	\$30.12	\$31.11	\$32.09	\$32.97	\$33.85
CP	30	Annual	\$56,870.00	\$58,980.00	\$61,098.00	\$63,205.00	\$65,316.00	\$67,426.00	\$69,542.00	\$71,455.00	\$73,366.00
		Bi-Wk	\$2,178.93	\$2,259.78	\$2,340.92	\$2,421.65	\$2,502.53	\$2,583.38	\$2,664.45	\$2,737.74	\$2,810.96
		Daily	\$217.90	\$225.98	\$234.10	\$242.17	\$250.26	\$258.34	\$266.45	\$273.78	\$281.10
		Hourly	\$27.24	\$28.25	\$29.27	\$30.28	\$31.29	\$32.30	\$33.31	\$34.23	\$35.14
CP	31	Annual	\$59,152.00	\$61,327.00	\$63,498.00	\$65,675.00	\$67,852.00	\$70,022.00	\$72,197.00	\$74,183.00	\$76,168.00
		Bi-Wk	\$2,266.37	\$2,349.70	\$2,432.88	\$2,516.29	\$2,599.70	\$2,682.84	\$2,766.17	\$2,842.27	\$2,918.32
		Daily	\$226.64	\$234.97	\$243.29	\$251.63	\$259.97	\$268.29	\$276.62	\$284.23	\$291.84
		Hourly	\$28.33	\$29.38	\$30.42	\$31.46	\$32.50	\$33.54	\$34.58	\$35.53	\$36.48
CP	32	Annual	\$61,524.00	\$63,757.00	\$65,990.00	\$68,225.00	\$70,461.00	\$72,692.00	\$74,933.00	\$76,994.00	\$79,054.00
		Bi-Wk	\$2,357.25	\$2,442.80	\$2,528.36	\$2,613.99	\$2,699.66	\$2,785.14	\$2,871.00	\$2,949.97	\$3,028.89
		Daily	\$235.73	\$244.28	\$252.84	\$261.40	\$269.97	\$278.52	\$287.10	\$295.00	\$302.89
		Hourly	\$29.47	\$30.54	\$31.61	\$32.68	\$33.75	\$34.82	\$35.89	\$36.88	\$37.87

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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
CP	33	Annual	\$64,003.00	\$66,297.00	\$68,593.00	\$70,889.00	\$73,185.00	\$75,483.00	\$77,783.00	\$79,922.00	\$82,061.00
		Bi-Wk	\$2,452.23	\$2,540.12	\$2,628.09	\$2,716.06	\$2,804.03	\$2,892.07	\$2,980.20	\$3,062.15	\$3,144.10
		Daily	\$245.23	\$254.02	\$262.81	\$271.61	\$280.41	\$289.21	\$298.02	\$306.22	\$314.41
		Hourly	\$30.66	\$31.76	\$32.86	\$33.96	\$35.06	\$36.16	\$37.26	\$38.28	\$39.31
CP	34	Annual	\$66,636.00	\$68,994.00	\$71,355.00	\$73,716.00	\$76,071.00	\$78,433.00	\$80,789.00	\$83,009.00	\$85,232.00
		Bi-Wk	\$2,553.11	\$2,643.45	\$2,733.91	\$2,824.37	\$2,914.60	\$3,005.10	\$3,095.37	\$3,180.43	\$3,265.60
		Daily	\$255.32	\$264.35	\$273.40	\$282.44	\$291.46	\$300.51	\$309.54	\$318.05	\$326.56
		Hourly	\$31.92	\$33.05	\$34.18	\$35.31	\$36.44	\$37.57	\$38.70	\$39.76	\$40.82
CP	35	Annual	\$69,375.00	\$71,793.00	\$73,889.00	\$76,632.00	\$79,050.00	\$81,466.00	\$83,562.00	\$85,860.00	\$88,158.00
		Bi-Wk	\$2,658.05	\$2,750.69	\$2,831.00	\$2,936.10	\$3,028.74	\$3,121.31	\$3,201.61	\$3,289.66	\$3,377.71
		Daily	\$265.81	\$275.07	\$283.10	\$293.61	\$302.88	\$312.14	\$320.17	\$328.97	\$337.78
		Hourly	\$33.23	\$34.39	\$35.39	\$36.71	\$37.86	\$39.02	\$40.03	\$41.13	\$42.23
CP	36	Annual	\$72,262.00	\$74,740.00	\$77,223.00	\$79,703.00	\$82,185.00	\$84,666.00	\$87,146.00	\$89,543.00	\$91,939.00
		Bi-Wk	\$2,768.66	\$2,863.61	\$2,958.74	\$3,053.76	\$3,148.86	\$3,243.91	\$3,338.93	\$3,430.77	\$3,522.57
		Daily	\$276.87	\$286.37	\$295.88	\$305.38	\$314.89	\$324.40	\$333.90	\$343.08	\$352.26
		Hourly	\$34.61	\$35.80	\$36.99	\$38.18	\$39.37	\$40.55	\$41.74	\$42.89	\$44.04
CP	37	Annual	\$75,260.00	\$77,807.00	\$80,356.00	\$82,906.00	\$85,457.00	\$88,006.00	\$90,554.00	\$93,043.00	\$95,534.00
		Bi-Wk	\$2,883.53	\$2,981.12	\$3,078.78	\$3,176.48	\$3,274.22	\$3,371.88	\$3,469.51	\$3,564.87	\$3,660.31
		Daily	\$288.36	\$298.12	\$307.88	\$317.65	\$327.43	\$337.19	\$346.96	\$356.49	\$366.04
		Hourly	\$36.05	\$37.27	\$38.49	\$39.71	\$40.93	\$42.15	\$43.37	\$44.57	\$45.76
CP	38	Annual	\$78,367.00	\$80,974.00	\$83,586.00	\$86,194.00	\$88,802.00	\$91,411.00	\$94,021.00	\$96,605.00	\$99,192.00
		Bi-Wk	\$3,002.57	\$3,102.46	\$3,202.53	\$3,302.46	\$3,402.38	\$3,502.34	\$3,602.34	\$3,701.35	\$3,800.46
		Daily	\$300.26	\$310.25	\$320.26	\$330.25	\$340.24	\$350.24	\$360.24	\$370.14	\$380.05
		Hourly	\$37.54	\$38.79	\$40.04	\$41.29	\$42.53	\$43.78	\$45.03	\$46.27	\$47.51
CP	39	Annual	\$81,624.00	\$84,296.00	\$86,968.00	\$89,642.00	\$92,312.00	\$95,062.00	\$97,656.00	\$100,341.00	\$103,027.00
		Bi-Wk	\$3,127.36	\$3,229.74	\$3,332.11	\$3,434.56	\$3,536.86	\$3,642.23	\$3,741.61	\$3,844.49	\$3,947.40
		Daily	\$312.74	\$322.98	\$333.22	\$343.46	\$353.69	\$364.23	\$374.17	\$384.45	\$394.74
		Hourly	\$39.10	\$40.38	\$41.66	\$42.94	\$44.22	\$45.53	\$46.78	\$48.06	\$49.35
CP	40	Annual	\$85,028.00	\$87,754.00	\$90,486.00	\$93,211.00	\$95,939.00	\$98,670.00	\$101,399.00	\$104,187.00	\$106,976.00
		Bi-Wk	\$3,257.78	\$3,362.23	\$3,466.90	\$3,571.31	\$3,675.83	\$3,780.46	\$3,885.02	\$3,991.84	\$4,098.70
		Daily	\$325.78	\$336.23	\$346.69	\$357.14	\$367.59	\$378.05	\$388.51	\$399.19	\$409.87
		Hourly	\$40.73	\$42.03	\$43.34	\$44.65	\$45.95	\$47.26	\$48.57	\$49.90	\$51.24

HEALTH CARE PROFESSIONAL CONFIDENTIAL CP 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
CP	41	Annual	\$88,585.00	\$91,378.00	\$94,172.00	\$96,968.00	\$99,762.00	\$102,553.00	\$105,348.00	\$108,245.00	\$111,142.00
		Bi-Wk	\$3,394.07	\$3,501.08	\$3,608.13	\$3,715.25	\$3,822.30	\$3,929.24	\$4,036.33	\$4,147.32	\$4,258.32
		Daily	\$339.41	\$350.11	\$360.82	\$371.53	\$382.23	\$392.93	\$403.64	\$414.74	\$425.84
		Hourly	\$42.43	\$43.77	\$45.11	\$46.45	\$47.78	\$49.12	\$50.46	\$51.85	\$53.23
CP	42	Annual	\$92,275.00	\$95,135.00	\$97,996.00	\$100,841.00	\$103,704.00	\$106,560.00	\$109,418.00	\$112,427.00	\$115,437.00
		Bi-Wk	\$3,535.45	\$3,645.02	\$3,754.64	\$3,863.64	\$3,973.34	\$4,082.76	\$4,192.27	\$4,307.55	\$4,422.88
		Daily	\$353.55	\$364.51	\$375.47	\$386.37	\$397.34	\$408.28	\$419.23	\$430.76	\$442.29
		Hourly	\$44.20	\$45.57	\$46.94	\$48.30	\$49.67	\$51.04	\$52.41	\$53.85	\$55.29
CP	43	Annual	\$96,193.00	\$99,108.00	\$102,023.00	\$104,934.00	\$107,851.00	\$110,759.00	\$113,673.00	\$116,799.00	\$119,924.00
		Bi-Wk	\$3,685.56	\$3,797.25	\$3,908.93	\$4,020.46	\$4,132.23	\$4,243.64	\$4,355.29	\$4,475.06	\$4,594.79
		Daily	\$368.56	\$379.73	\$390.90	\$402.05	\$413.23	\$424.37	\$435.53	\$447.51	\$459.48
		Hourly	\$46.07	\$47.47	\$48.87	\$50.26	\$51.66	\$53.05	\$54.45	\$55.94	\$57.44