

HEALTH CARE PROFESSIONAL CONFIDENTIAL CP 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
CP	1	Annual	\$17,855.00	\$18,294.00	\$18,727.00	\$19,162.00	\$19,596.00	\$20,034.00	\$20,466.00	\$21,028.00	\$21,590.00
		Bi-Wk	\$684.10	\$700.92	\$717.51	\$734.18	\$750.81	\$767.59	\$784.14	\$805.68	\$827.21
		Daily	\$68.41	\$70.10	\$71.76	\$73.42	\$75.09	\$76.76	\$78.42	\$80.57	\$82.73
		Hourly	\$8.56	\$8.77	\$8.97	\$9.18	\$9.39	\$9.60	\$9.81	\$10.08	\$10.35
CP	2	Annual	\$18,727.00	\$19,162.00	\$19,596.00	\$20,034.00	\$20,466.00	\$20,900.00	\$21,334.00	\$21,920.00	\$22,507.00
		Bi-Wk	\$717.51	\$734.18	\$750.81	\$767.59	\$784.14	\$800.77	\$817.40	\$839.85	\$862.34
		Daily	\$71.76	\$73.42	\$75.09	\$76.76	\$78.42	\$80.08	\$81.74	\$83.99	\$86.24
		Hourly	\$8.97	\$9.18	\$9.39	\$9.60	\$9.81	\$10.01	\$10.22	\$10.50	\$10.78
CP	3	Annual	\$19,162.00	\$19,596.00	\$20,034.00	\$20,466.00	\$20,900.00	\$21,334.00	\$21,769.00	\$22,368.00	\$22,965.00
		Bi-Wk	\$734.18	\$750.81	\$767.59	\$784.14	\$800.77	\$817.40	\$834.07	\$857.02	\$879.89
		Daily	\$73.42	\$75.09	\$76.76	\$78.42	\$80.08	\$81.74	\$83.41	\$85.71	\$87.99
		Hourly	\$9.18	\$9.39	\$9.60	\$9.81	\$10.01	\$10.22	\$10.43	\$10.72	\$11.00
CP	4	Annual	\$19,780.00	\$20,309.00	\$20,835.00	\$21,367.00	\$21,900.00	\$22,421.00	\$22,950.00	\$23,582.00	\$24,213.00
		Bi-Wk	\$757.86	\$778.13	\$798.28	\$818.66	\$839.09	\$859.05	\$879.32	\$903.53	\$927.71
		Daily	\$75.79	\$77.82	\$79.83	\$81.87	\$83.91	\$85.91	\$87.94	\$90.36	\$92.78
		Hourly	\$9.48	\$9.73	\$9.98	\$10.24	\$10.49	\$10.74	\$11.00	\$11.30	\$11.60
CP	5	Annual	\$20,276.00	\$20,835.00	\$21,397.00	\$21,952.00	\$22,511.00	\$23,069.00	\$23,630.00	\$24,280.00	\$24,930.00
		Bi-Wk	\$776.86	\$798.28	\$819.81	\$841.08	\$862.50	\$883.87	\$905.37	\$930.27	\$955.18
		Daily	\$77.69	\$79.83	\$81.99	\$84.11	\$86.25	\$88.39	\$90.54	\$93.03	\$95.52
		Hourly	\$9.72	\$9.98	\$10.25	\$10.52	\$10.79	\$11.05	\$11.32	\$11.63	\$11.94
CP	6	Annual	\$20,964.00	\$21,524.00	\$22,081.00	\$22,553.00	\$23,196.00	\$23,754.00	\$24,312.00	\$24,979.00	\$25,649.00
		Bi-Wk	\$803.22	\$824.68	\$846.02	\$864.10	\$888.74	\$910.12	\$931.50	\$957.05	\$982.73
		Daily	\$80.33	\$82.47	\$84.61	\$86.41	\$88.88	\$91.02	\$93.15	\$95.71	\$98.28
		Hourly	\$10.05	\$10.31	\$10.58	\$10.81	\$11.11	\$11.38	\$11.65	\$11.97	\$12.29
CP	7	Annual	\$21,583.00	\$22,139.00	\$22,698.00	\$23,255.00	\$23,815.00	\$24,373.00	\$24,931.00	\$25,616.00	\$26,302.00
		Bi-Wk	\$826.94	\$848.24	\$869.66	\$891.00	\$912.46	\$933.84	\$955.22	\$981.46	\$1,007.74
		Daily	\$82.70	\$84.83	\$86.97	\$89.10	\$91.25	\$93.39	\$95.53	\$98.15	\$100.78
		Hourly	\$10.34	\$10.61	\$10.88	\$11.14	\$11.41	\$11.68	\$11.95	\$12.27	\$12.60
CP	8	Annual	\$23,196.00	\$23,878.00	\$24,567.00	\$25,247.00	\$25,933.00	\$26,615.00	\$27,300.00	\$28,050.00	\$28,801.00
		Bi-Wk	\$888.74	\$914.87	\$941.27	\$967.32	\$993.61	\$1,019.74	\$1,045.98	\$1,074.72	\$1,103.49
		Daily	\$88.88	\$91.49	\$94.13	\$96.74	\$99.37	\$101.98	\$104.60	\$107.48	\$110.35
		Hourly	\$11.11	\$11.44	\$11.77	\$12.10	\$12.43	\$12.75	\$13.08	\$13.44	\$13.80

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(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
CP	9	Annual	\$23,909.00	\$24,589.00	\$25,334.00	\$26,048.00	\$26,761.00	\$27,473.00	\$28,193.00	\$28,967.00	\$29,744.00
		Bi-Wk	\$916.06	\$942.11	\$970.66	\$998.01	\$1,025.33	\$1,052.61	\$1,080.20	\$1,109.85	\$1,139.62
		Daily	\$91.61	\$94.22	\$97.07	\$99.81	\$102.54	\$105.27	\$108.02	\$110.99	\$113.97
		Hourly	\$11.46	\$11.78	\$12.14	\$12.48	\$12.82	\$13.16	\$13.51	\$13.88	\$14.25
CP	10	Annual	\$24,678.00	\$25,428.00	\$26,169.00	\$26,919.00	\$27,664.00	\$28,420.00	\$29,205.00	\$30,009.00	\$30,813.00
		Bi-Wk	\$945.52	\$974.26	\$1,002.65	\$1,031.38	\$1,059.93	\$1,088.89	\$1,118.97	\$1,149.78	\$1,180.58
		Daily	\$94.56	\$97.43	\$100.27	\$103.14	\$106.00	\$108.89	\$111.90	\$114.98	\$118.06
		Hourly	\$11.82	\$12.18	\$12.54	\$12.90	\$13.25	\$13.62	\$13.99	\$14.38	\$14.76
CP	11	Annual	\$25,465.00	\$26,235.00	\$27,015.00	\$27,791.00	\$28,593.00	\$29,408.00	\$30,226.00	\$31,058.00	\$31,887.00
		Bi-Wk	\$975.68	\$1,005.18	\$1,035.06	\$1,064.79	\$1,095.52	\$1,126.75	\$1,158.09	\$1,189.97	\$1,221.73
		Daily	\$97.57	\$100.52	\$103.51	\$106.48	\$109.56	\$112.68	\$115.81	\$119.00	\$122.18
		Hourly	\$12.20	\$12.57	\$12.94	\$13.31	\$13.70	\$14.09	\$14.48	\$14.88	\$15.28
CP	12	Annual	\$26,288.00	\$27,104.00	\$27,902.00	\$28,743.00	\$29,586.00	\$30,440.00	\$31,284.00	\$32,145.00	\$33,005.00
		Bi-Wk	\$1,007.21	\$1,038.47	\$1,069.05	\$1,101.27	\$1,133.57	\$1,166.29	\$1,198.63	\$1,231.61	\$1,264.56
		Daily	\$100.73	\$103.85	\$106.91	\$110.13	\$113.36	\$116.63	\$119.87	\$123.17	\$126.46
		Hourly	\$12.60	\$12.99	\$13.37	\$13.77	\$14.17	\$14.58	\$14.99	\$15.40	\$15.81
CP	13	Annual	\$27,771.00	\$28,796.00	\$29,830.00	\$30,863.00	\$31,900.00	\$32,931.00	\$33,969.00	\$34,902.00	\$35,837.00
		Bi-Wk	\$1,064.03	\$1,103.30	\$1,142.92	\$1,182.50	\$1,222.23	\$1,261.73	\$1,301.50	\$1,337.25	\$1,373.07
		Daily	\$106.41	\$110.33	\$114.30	\$118.25	\$122.23	\$126.18	\$130.15	\$133.73	\$137.31
		Hourly	\$13.31	\$13.80	\$14.29	\$14.79	\$15.28	\$15.78	\$16.27	\$16.72	\$17.17
CP	14	Annual	\$29,072.00	\$30,142.00	\$31,208.00	\$32,277.00	\$33,342.00	\$34,412.00	\$35,476.00	\$36,451.00	\$37,427.00
		Bi-Wk	\$1,113.87	\$1,154.87	\$1,195.71	\$1,236.67	\$1,277.48	\$1,318.47	\$1,359.24	\$1,396.60	\$1,433.99
		Daily	\$111.39	\$115.49	\$119.58	\$123.67	\$127.75	\$131.85	\$135.93	\$139.66	\$143.40
		Hourly	\$13.93	\$14.44	\$14.95	\$15.46	\$15.97	\$16.49	\$17.00	\$17.46	\$17.93
CP	15	Annual	\$30,469.00	\$31,568.00	\$32,666.00	\$33,765.00	\$34,862.00	\$35,968.00	\$37,067.00	\$38,086.00	\$39,104.00
		Bi-Wk	\$1,167.40	\$1,209.51	\$1,251.58	\$1,293.68	\$1,335.71	\$1,378.09	\$1,420.20	\$1,459.24	\$1,498.24
		Daily	\$116.74	\$120.96	\$125.16	\$129.37	\$133.58	\$137.81	\$142.02	\$145.93	\$149.83
		Hourly	\$14.60	\$15.12	\$15.65	\$16.18	\$16.70	\$17.23	\$17.76	\$18.25	\$18.73
CP	16	Annual	\$31,950.00	\$33,082.00	\$34,217.00	\$35,350.00	\$36,479.00	\$37,614.00	\$38,741.00	\$39,806.00	\$40,871.00
		Bi-Wk	\$1,224.14	\$1,267.51	\$1,311.00	\$1,354.41	\$1,397.67	\$1,441.15	\$1,484.33	\$1,525.14	\$1,565.94
		Daily	\$122.42	\$126.76	\$131.10	\$135.45	\$139.77	\$144.12	\$148.44	\$152.52	\$156.60
		Hourly	\$15.31	\$15.85	\$16.39	\$16.94	\$17.48	\$18.02	\$18.56	\$19.07	\$19.58

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CP	17	Annual	\$33,534.00	\$34,700.00	\$35,865.00	\$37,029.00	\$38,192.00	\$39,353.00	\$40,522.00	\$41,636.00	\$42,750.00
		Bi-Wk	\$1,284.83	\$1,329.51	\$1,374.14	\$1,418.74	\$1,463.30	\$1,507.78	\$1,552.57	\$1,595.25	\$1,637.94
		Daily	\$128.49	\$132.96	\$137.42	\$141.88	\$146.33	\$150.78	\$155.26	\$159.53	\$163.80
		Hourly	\$16.07	\$16.62	\$17.18	\$17.74	\$18.30	\$18.85	\$19.41	\$19.95	\$20.48
CP	18	Annual	\$35,225.00	\$36,418.00	\$37,614.00	\$38,809.00	\$39,998.00	\$41,193.00	\$42,386.00	\$43,552.00	\$44,718.00
		Bi-Wk	\$1,349.62	\$1,395.33	\$1,441.15	\$1,486.94	\$1,532.50	\$1,578.28	\$1,623.99	\$1,668.66	\$1,713.34
		Daily	\$134.97	\$139.54	\$144.12	\$148.70	\$153.25	\$157.83	\$162.40	\$166.87	\$171.34
		Hourly	\$16.88	\$17.45	\$18.02	\$18.59	\$19.16	\$19.73	\$20.30	\$20.86	\$21.42
CP	19	Annual	\$36,961.00	\$38,192.00	\$39,420.00	\$40,653.00	\$41,875.00	\$43,102.00	\$44,332.00	\$45,550.00	\$46,770.00
		Bi-Wk	\$1,416.14	\$1,463.30	\$1,510.35	\$1,557.59	\$1,604.41	\$1,651.42	\$1,698.55	\$1,745.22	\$1,791.96
		Daily	\$141.62	\$146.33	\$151.04	\$155.76	\$160.45	\$165.15	\$169.86	\$174.53	\$179.20
		Hourly	\$17.71	\$18.30	\$18.88	\$19.47	\$20.06	\$20.65	\$21.24	\$21.82	\$22.40
CP	20	Annual	\$38,845.00	\$40,101.00	\$41,358.00	\$42,618.00	\$43,870.00	\$45,132.00	\$46,389.00	\$47,664.00	\$48,940.00
		Bi-Wk	\$1,488.32	\$1,536.44	\$1,584.60	\$1,632.88	\$1,680.85	\$1,729.20	\$1,777.36	\$1,826.21	\$1,875.10
		Daily	\$148.84	\$153.65	\$158.46	\$163.29	\$168.09	\$172.92	\$177.74	\$182.63	\$187.51
		Hourly	\$18.61	\$19.21	\$19.81	\$20.42	\$21.02	\$21.62	\$22.22	\$22.83	\$23.44
CP	21	Annual	\$40,760.00	\$42,055.00	\$43,345.00	\$44,640.00	\$45,932.00	\$47,224.00	\$48,518.00	\$49,851.00	\$51,186.00
		Bi-Wk	\$1,561.69	\$1,611.31	\$1,660.73	\$1,710.35	\$1,759.85	\$1,809.35	\$1,858.93	\$1,910.00	\$1,961.15
		Daily	\$156.17	\$161.14	\$166.08	\$171.04	\$175.99	\$180.94	\$185.90	\$191.00	\$196.12
		Hourly	\$19.53	\$20.15	\$20.76	\$21.38	\$22.00	\$22.62	\$23.24	\$23.88	\$24.52
CP	22	Annual	\$41,875.00	\$43,411.00	\$44,946.00	\$46,477.00	\$48,012.00	\$49,548.00	\$51,081.00	\$52,486.00	\$53,890.00
		Bi-Wk	\$1,604.41	\$1,663.26	\$1,722.07	\$1,780.73	\$1,839.55	\$1,898.40	\$1,957.13	\$2,010.96	\$2,064.76
		Daily	\$160.45	\$166.33	\$172.21	\$178.08	\$183.96	\$189.84	\$195.72	\$201.10	\$206.48
		Hourly	\$20.06	\$20.80	\$21.53	\$22.26	\$23.00	\$23.73	\$24.47	\$25.14	\$25.81
CP	23	Annual	\$43,860.00	\$45,459.00	\$47,052.00	\$48,655.00	\$50,250.00	\$51,850.00	\$53,449.00	\$54,918.00	\$56,389.00
		Bi-Wk	\$1,680.46	\$1,741.73	\$1,802.76	\$1,864.18	\$1,925.29	\$1,986.60	\$2,047.86	\$2,104.14	\$2,160.50
		Daily	\$168.05	\$174.18	\$180.28	\$186.42	\$192.53	\$198.66	\$204.79	\$210.42	\$216.05
		Hourly	\$21.01	\$21.78	\$22.54	\$23.31	\$24.07	\$24.84	\$25.60	\$26.31	\$27.01
CP	24	Annual	\$45,967.00	\$47,634.00	\$49,299.00	\$50,969.00	\$52,635.00	\$54,299.00	\$55,963.00	\$57,501.00	\$59,042.00
		Bi-Wk	\$1,761.19	\$1,825.06	\$1,888.86	\$1,952.84	\$2,016.67	\$2,080.43	\$2,144.18	\$2,203.11	\$2,262.15
		Daily	\$176.12	\$182.51	\$188.89	\$195.29	\$201.67	\$208.05	\$214.42	\$220.32	\$226.22
		Hourly	\$22.02	\$22.82	\$23.62	\$24.42	\$25.21	\$26.01	\$26.81	\$27.54	\$28.28

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(Includes 3% General Wage Increase Effective 7/3/98)

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CP	25	Annual	\$48,214.00	\$49,945.00	\$51,665.00	\$53,394.00	\$55,124.00	\$56,853.00	\$58,577.00	\$60,188.00	\$61,798.00
		Bi-Wk	\$1,847.28	\$1,913.61	\$1,979.51	\$2,045.75	\$2,112.04	\$2,178.28	\$2,244.33	\$2,306.06	\$2,367.74
		Daily	\$184.73	\$191.37	\$197.96	\$204.58	\$211.21	\$217.83	\$224.44	\$230.61	\$236.78
		Hourly	\$23.10	\$23.93	\$24.75	\$25.58	\$26.41	\$27.23	\$28.06	\$28.83	\$29.60
CP	26	Annual	\$50,589.00	\$52,380.00	\$54,176.00	\$55,963.00	\$57,757.00	\$59,546.00	\$61,336.00	\$63,023.00	\$64,709.00
		Bi-Wk	\$1,938.28	\$2,006.90	\$2,075.71	\$2,144.18	\$2,212.92	\$2,281.46	\$2,350.04	\$2,414.68	\$2,479.28
		Daily	\$193.83	\$200.69	\$207.58	\$214.42	\$221.30	\$228.15	\$235.01	\$241.47	\$247.93
		Hourly	\$24.23	\$25.09	\$25.95	\$26.81	\$27.67	\$28.52	\$29.38	\$30.19	\$31.00
CP	27	Annual	\$53,100.00	\$54,955.00	\$56,810.00	\$58,658.00	\$60,515.00	\$62,365.00	\$64,224.00	\$65,992.00	\$67,756.00
		Bi-Wk	\$2,034.49	\$2,105.56	\$2,176.63	\$2,247.44	\$2,318.59	\$2,389.47	\$2,460.69	\$2,528.43	\$2,596.02
		Daily	\$203.45	\$210.56	\$217.67	\$224.75	\$231.86	\$238.95	\$246.07	\$252.85	\$259.61
		Hourly	\$25.44	\$26.32	\$27.21	\$28.10	\$28.99	\$29.87	\$30.76	\$31.61	\$32.46
CP	28	Annual	\$55,782.00	\$57,700.00	\$59,620.00	\$61,540.00	\$63,455.00	\$65,369.00	\$67,284.00	\$69,134.00	\$70,985.00
		Bi-Wk	\$2,137.25	\$2,210.73	\$2,284.30	\$2,357.86	\$2,431.23	\$2,504.56	\$2,577.94	\$2,648.82	\$2,719.74
		Daily	\$213.73	\$221.08	\$228.43	\$235.79	\$243.13	\$250.46	\$257.80	\$264.89	\$271.98
		Hourly	\$26.72	\$27.64	\$28.56	\$29.48	\$30.40	\$31.31	\$32.23	\$33.12	\$34.00
CP	29	Annual	\$56,317.00	\$58,431.00	\$60,547.00	\$62,661.00	\$64,773.00	\$66,886.00	\$68,998.00	\$70,894.00	\$72,793.00
		Bi-Wk	\$2,157.74	\$2,238.74	\$2,319.81	\$2,400.81	\$2,481.73	\$2,562.69	\$2,643.61	\$2,716.25	\$2,789.01
		Daily	\$215.78	\$223.88	\$231.99	\$240.09	\$248.18	\$256.27	\$264.37	\$271.63	\$278.91
		Hourly	\$26.98	\$27.99	\$29.00	\$30.02	\$31.03	\$32.04	\$33.05	\$33.96	\$34.87
CP	30	Annual	\$58,577.00	\$60,750.00	\$62,931.00	\$65,102.00	\$67,276.00	\$69,449.00	\$71,629.00	\$73,599.00	\$75,567.00
		Bi-Wk	\$2,244.33	\$2,327.59	\$2,411.15	\$2,494.33	\$2,577.63	\$2,660.89	\$2,744.41	\$2,819.89	\$2,895.29
		Daily	\$224.44	\$232.76	\$241.12	\$249.44	\$257.77	\$266.09	\$274.45	\$281.99	\$289.53
		Hourly	\$28.06	\$29.10	\$30.14	\$31.18	\$32.23	\$33.27	\$34.31	\$35.25	\$36.20
CP	31	Annual	\$60,927.00	\$63,167.00	\$65,403.00	\$67,646.00	\$69,888.00	\$72,123.00	\$74,363.00	\$76,409.00	\$78,454.00
		Bi-Wk	\$2,334.37	\$2,420.20	\$2,505.87	\$2,591.81	\$2,677.71	\$2,763.34	\$2,849.16	\$2,927.55	\$3,005.91
		Daily	\$233.44	\$242.02	\$250.59	\$259.19	\$267.78	\$276.34	\$284.92	\$292.76	\$300.60
		Hourly	\$29.18	\$30.26	\$31.33	\$32.40	\$33.48	\$34.55	\$35.62	\$36.60	\$37.58
CP	32	Annual	\$63,370.00	\$65,670.00	\$67,970.00	\$70,272.00	\$72,575.00	\$74,873.00	\$77,181.00	\$79,304.00	\$81,426.00
		Bi-Wk	\$2,427.97	\$2,516.10	\$2,604.22	\$2,692.42	\$2,780.66	\$2,868.70	\$2,957.13	\$3,038.47	\$3,119.78
		Daily	\$242.80	\$251.61	\$260.43	\$269.25	\$278.07	\$286.87	\$295.72	\$303.85	\$311.98
		Hourly	\$30.35	\$31.46	\$32.56	\$33.66	\$34.76	\$35.86	\$36.97	\$37.99	\$39.00

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(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
CP	33	Annual	\$65,924.00	\$68,286.00	\$70,651.00	\$73,016.00	\$75,381.00	\$77,748.00	\$80,117.00	\$82,320.00	\$84,523.00
		Bi-Wk	\$2,525.83	\$2,616.33	\$2,706.94	\$2,797.55	\$2,888.17	\$2,978.86	\$3,069.62	\$3,154.03	\$3,238.43
		Daily	\$252.59	\$261.64	\$270.70	\$279.76	\$288.82	\$297.89	\$306.97	\$315.41	\$323.85
		Hourly	\$31.58	\$32.71	\$33.84	\$34.97	\$36.11	\$37.24	\$38.38	\$39.43	\$40.49
CP	34	Annual	\$68,636.00	\$71,064.00	\$73,496.00	\$75,928.00	\$78,354.00	\$80,786.00	\$83,213.00	\$85,500.00	\$87,789.00
		Bi-Wk	\$2,629.74	\$2,722.76	\$2,815.94	\$2,909.12	\$3,002.07	\$3,095.25	\$3,188.24	\$3,275.87	\$3,363.57
		Daily	\$262.98	\$272.28	\$281.60	\$290.92	\$300.21	\$309.53	\$318.83	\$327.59	\$336.36
		Hourly	\$32.88	\$34.04	\$35.20	\$36.37	\$37.53	\$38.70	\$39.86	\$40.95	\$42.05
CP	35	Annual	\$71,457.00	\$73,947.00	\$76,106.00	\$78,931.00	\$81,422.00	\$83,910.00	\$86,069.00	\$88,436.00	\$90,803.00
		Bi-Wk	\$2,737.82	\$2,833.22	\$2,915.94	\$3,024.18	\$3,119.62	\$3,214.95	\$3,297.67	\$3,388.36	\$3,479.05
		Daily	\$273.79	\$283.33	\$291.60	\$302.42	\$311.97	\$321.50	\$329.77	\$338.84	\$347.91
		Hourly	\$34.23	\$35.42	\$36.45	\$37.81	\$39.00	\$40.19	\$41.23	\$42.36	\$43.49
CP	36	Annual	\$74,430.00	\$76,983.00	\$79,540.00	\$82,095.00	\$84,651.00	\$87,206.00	\$89,761.00	\$92,230.00	\$94,698.00
		Bi-Wk	\$2,851.73	\$2,949.55	\$3,047.51	\$3,145.41	\$3,243.34	\$3,341.23	\$3,439.12	\$3,533.72	\$3,628.28
		Daily	\$285.18	\$294.96	\$304.76	\$314.55	\$324.34	\$334.13	\$343.92	\$353.38	\$362.83
		Hourly	\$35.65	\$36.87	\$38.10	\$39.32	\$40.55	\$41.77	\$42.99	\$44.18	\$45.36
CP	37	Annual	\$77,518.00	\$80,142.00	\$82,767.00	\$85,394.00	\$88,021.00	\$90,647.00	\$93,271.00	\$95,835.00	\$98,401.00
		Bi-Wk	\$2,970.04	\$3,070.58	\$3,171.15	\$3,271.81	\$3,372.46	\$3,473.07	\$3,573.61	\$3,671.84	\$3,770.16
		Daily	\$297.01	\$307.06	\$317.12	\$327.19	\$337.25	\$347.31	\$357.37	\$367.19	\$377.02
		Hourly	\$37.13	\$38.39	\$39.64	\$40.90	\$42.16	\$43.42	\$44.68	\$45.90	\$47.13
CP	38	Annual	\$80,719.00	\$83,404.00	\$86,094.00	\$88,780.00	\$91,467.00	\$94,154.00	\$96,842.00	\$99,504.00	\$102,168.00
		Bi-Wk	\$3,092.69	\$3,195.56	\$3,298.63	\$3,401.54	\$3,504.49	\$3,607.44	\$3,710.43	\$3,812.42	\$3,914.49
		Daily	\$309.27	\$319.56	\$329.87	\$340.16	\$350.45	\$360.75	\$371.05	\$381.25	\$391.45
		Hourly	\$38.66	\$39.95	\$41.24	\$42.52	\$43.81	\$45.10	\$46.39	\$47.66	\$48.94
CP	39	Annual	\$84,073.00	\$86,825.00	\$89,578.00	\$92,332.00	\$95,082.00	\$97,914.00	\$100,586.00	\$103,352.00	\$106,118.00
		Bi-Wk	\$3,221.19	\$3,326.63	\$3,432.11	\$3,537.63	\$3,642.99	\$3,751.50	\$3,853.87	\$3,959.85	\$4,065.83
		Daily	\$322.12	\$332.67	\$343.22	\$353.77	\$364.30	\$375.15	\$385.39	\$395.99	\$406.59
		Hourly	\$40.27	\$41.59	\$42.91	\$44.23	\$45.54	\$46.90	\$48.18	\$49.50	\$50.83
CP	40	Annual	\$87,579.00	\$90,387.00	\$93,201.00	\$96,008.00	\$98,818.00	\$101,631.00	\$104,441.00	\$107,313.00	\$110,186.00
		Bi-Wk	\$3,355.52	\$3,463.11	\$3,570.92	\$3,678.47	\$3,786.14	\$3,893.91	\$4,001.58	\$4,111.61	\$4,221.69
		Daily	\$335.56	\$346.32	\$357.10	\$367.85	\$378.62	\$389.40	\$400.16	\$411.17	\$422.17
		Hourly	\$41.95	\$43.29	\$44.64	\$45.99	\$47.33	\$48.68	\$50.02	\$51.40	\$52.78

HEALTH CARE PROFESSIONAL CONFIDENTIAL CP 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
CP	41	Annual	\$91,243.00	\$94,120.00	\$96,998.00	\$99,878.00	\$102,755.00	\$105,630.00	\$108,509.00	\$111,493.00	\$114,477.00
		Bi-Wk	\$3,495.91	\$3,606.14	\$3,716.40	\$3,826.75	\$3,936.98	\$4,047.13	\$4,157.44	\$4,271.77	\$4,386.10
		Daily	\$349.60	\$360.62	\$371.64	\$382.68	\$393.70	\$404.72	\$415.75	\$427.18	\$438.61
		Hourly	\$43.70	\$45.08	\$46.46	\$47.84	\$49.22	\$50.59	\$51.97	\$53.40	\$54.83
CP	42	Annual	\$95,044.00	\$97,990.00	\$100,936.00	\$103,867.00	\$106,816.00	\$109,757.00	\$112,701.00	\$115,800.00	\$118,901.00
		Bi-Wk	\$3,641.54	\$3,754.41	\$3,867.28	\$3,979.58	\$4,092.57	\$4,205.25	\$4,318.05	\$4,436.79	\$4,555.60
		Daily	\$364.16	\$375.45	\$386.73	\$397.96	\$409.26	\$420.53	\$431.81	\$443.68	\$455.56
		Hourly	\$45.52	\$46.94	\$48.35	\$49.75	\$51.16	\$52.57	\$53.98	\$55.46	\$56.95
CP	43	Annual	\$99,079.00	\$102,082.00	\$105,084.00	\$108,083.00	\$111,087.00	\$114,082.00	\$117,084.00	\$120,303.00	\$123,522.00
		Bi-Wk	\$3,796.14	\$3,911.19	\$4,026.21	\$4,141.12	\$4,256.21	\$4,370.96	\$4,485.98	\$4,609.32	\$4,732.65
		Daily	\$379.62	\$391.12	\$402.63	\$414.12	\$425.63	\$437.10	\$448.60	\$460.94	\$473.27
		Hourly	\$47.46	\$48.89	\$50.33	\$51.77	\$53.21	\$54.64	\$56.08	\$57.62	\$59.16