

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CR	1	Annual	\$18,126.00	\$18,574.00	\$19,009.00	\$19,456.00	\$19,894.00	\$20,340.00	\$20,777.00
		Bi-Wk	\$694.49	\$711.65	\$728.32	\$745.45	\$762.23	\$779.32	\$796.06
		Daily	\$69.45	\$71.17	\$72.84	\$74.55	\$76.23	\$77.94	\$79.61
		Hourly	\$8.69	\$8.90	\$9.11	\$9.32	\$9.53	\$9.75	\$9.96
CR	2	Annual	\$19,009.00	\$19,456.00	\$19,894.00	\$20,340.00	\$20,777.00	\$21,219.00	\$21,659.00
		Bi-Wk	\$728.32	\$745.45	\$762.23	\$779.32	\$796.06	\$812.99	\$829.85
		Daily	\$72.84	\$74.55	\$76.23	\$77.94	\$79.61	\$81.30	\$82.99
		Hourly	\$9.11	\$9.32	\$9.53	\$9.75	\$9.96	\$10.17	\$10.38
CR	3	Annual	\$19,456.00	\$19,894.00	\$20,340.00	\$20,777.00	\$21,219.00	\$21,659.00	\$22,101.00
		Bi-Wk	\$745.45	\$762.23	\$779.32	\$796.06	\$812.99	\$829.85	\$846.79
		Daily	\$74.55	\$76.23	\$77.94	\$79.61	\$81.30	\$82.99	\$84.68
		Hourly	\$9.32	\$9.53	\$9.75	\$9.96	\$10.17	\$10.38	\$10.59
CR	4	Annual	\$20,081.00	\$20,617.00	\$21,155.00	\$21,693.00	\$22,235.00	\$22,765.00	\$23,300.00
		Bi-Wk	\$769.39	\$789.93	\$810.54	\$831.15	\$851.92	\$872.23	\$892.73
		Daily	\$76.94	\$79.00	\$81.06	\$83.12	\$85.20	\$87.23	\$89.28
		Hourly	\$9.62	\$9.88	\$10.14	\$10.39	\$10.65	\$10.91	\$11.16
CR	5	Annual	\$20,584.00	\$21,155.00	\$21,724.00	\$22,286.00	\$22,854.00	\$23,421.00	\$23,989.00
		Bi-Wk	\$788.66	\$810.54	\$832.34	\$853.87	\$875.64	\$897.36	\$919.12
		Daily	\$78.87	\$81.06	\$83.24	\$85.39	\$87.57	\$89.74	\$91.92
		Hourly	\$9.86	\$10.14	\$10.41	\$10.68	\$10.95	\$11.22	\$11.49
CR	6	Annual	\$21,286.00	\$21,853.00	\$22,417.00	\$22,985.00	\$23,550.00	\$24,116.00	\$24,681.00
		Bi-Wk	\$815.56	\$837.28	\$858.89	\$880.66	\$902.30	\$923.99	\$945.64
		Daily	\$81.56	\$83.73	\$85.89	\$88.07	\$90.23	\$92.40	\$94.57
		Hourly	\$10.20	\$10.47	\$10.74	\$11.01	\$11.28	\$11.55	\$11.83
CR	7	Annual	\$21,911.00	\$22,477.00	\$23,046.00	\$23,612.00	\$24,180.00	\$24,745.00	\$25,312.00
		Bi-Wk	\$839.51	\$861.19	\$882.99	\$904.68	\$926.44	\$948.09	\$969.81
		Daily	\$83.96	\$86.12	\$88.30	\$90.47	\$92.65	\$94.81	\$96.99
		Hourly	\$10.50	\$10.77	\$11.04	\$11.31	\$11.59	\$11.86	\$12.13
CR	8	Annual	\$23,550.00	\$24,244.00	\$24,941.00	\$25,633.00	\$26,330.00	\$27,020.00	\$27,718.00
		Bi-Wk	\$902.30	\$928.89	\$955.60	\$982.11	\$1,008.82	\$1,035.25	\$1,062.00
		Daily	\$90.23	\$92.89	\$95.56	\$98.22	\$100.89	\$103.53	\$106.20
		Hourly	\$11.28	\$11.62	\$11.95	\$12.28	\$12.62	\$12.95	\$13.28

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CR	9	Annual	\$24,273.00	\$24,997.00	\$25,721.00	\$26,446.00	\$27,167.00	\$27,892.00	\$28,622.00
		Bi-Wk	\$930.00	\$957.74	\$985.48	\$1,013.26	\$1,040.89	\$1,068.66	\$1,096.63
		Daily	\$93.00	\$95.78	\$98.55	\$101.33	\$104.09	\$106.87	\$109.67
		Hourly	\$11.63	\$11.98	\$12.32	\$12.67	\$13.02	\$13.36	\$13.71
CR	10	Annual	\$25,057.00	\$25,815.00	\$26,566.00	\$27,328.00	\$28,083.00	\$28,853.00	\$29,650.00
		Bi-Wk	\$960.04	\$989.09	\$1,017.86	\$1,047.05	\$1,075.98	\$1,105.48	\$1,136.02
		Daily	\$96.01	\$98.91	\$101.79	\$104.71	\$107.60	\$110.55	\$113.61
		Hourly	\$12.01	\$12.37	\$12.73	\$13.09	\$13.45	\$13.82	\$14.21
CR	11	Annual	\$25,851.00	\$26,636.00	\$27,429.00	\$28,215.00	\$29,028.00	\$29,856.00	\$30,686.00
		Bi-Wk	\$990.46	\$1,020.54	\$1,050.92	\$1,081.04	\$1,112.19	\$1,143.91	\$1,175.71
		Daily	\$99.05	\$102.06	\$105.10	\$108.11	\$111.22	\$114.40	\$117.58
		Hourly	\$12.39	\$12.76	\$13.14	\$13.52	\$13.91	\$14.30	\$14.70
CR	12	Annual	\$26,690.00	\$27,516.00	\$28,329.00	\$29,182.00	\$30,037.00	\$30,902.00	\$31,760.00
		Bi-Wk	\$1,022.61	\$1,054.26	\$1,085.41	\$1,118.09	\$1,150.85	\$1,183.99	\$1,216.86
		Daily	\$102.27	\$105.43	\$108.55	\$111.81	\$115.09	\$118.40	\$121.69
		Hourly	\$12.79	\$13.18	\$13.57	\$13.98	\$14.39	\$14.80	\$15.22
CR	13	Annual	\$28,195.00	\$29,235.00	\$30,283.00	\$31,333.00	\$32,385.00	\$33,433.00	\$34,487.00
		Bi-Wk	\$1,080.27	\$1,120.12	\$1,160.27	\$1,200.50	\$1,240.81	\$1,280.96	\$1,321.35
		Daily	\$108.03	\$112.02	\$116.03	\$120.05	\$124.09	\$128.10	\$132.14
		Hourly	\$13.51	\$14.01	\$14.51	\$15.01	\$15.52	\$16.02	\$16.52
CR	14	Annual	\$29,515.00	\$30,602.00	\$31,684.00	\$32,768.00	\$33,850.00	\$34,935.00	\$36,018.00
		Bi-Wk	\$1,130.85	\$1,172.50	\$1,213.95	\$1,255.48	\$1,296.94	\$1,338.51	\$1,380.00
		Daily	\$113.09	\$117.25	\$121.40	\$125.55	\$129.70	\$133.86	\$138.00
		Hourly	\$14.14	\$14.66	\$15.18	\$15.70	\$16.22	\$16.74	\$17.25
CR	15	Annual	\$30,932.00	\$32,048.00	\$33,162.00	\$34,279.00	\$35,393.00	\$36,516.00	\$37,632.00
		Bi-Wk	\$1,185.14	\$1,227.90	\$1,270.58	\$1,313.38	\$1,356.06	\$1,399.09	\$1,441.84
		Daily	\$118.52	\$122.79	\$127.06	\$131.34	\$135.61	\$139.91	\$144.19
		Hourly	\$14.82	\$15.35	\$15.89	\$16.42	\$16.96	\$17.49	\$18.03
CR	16	Annual	\$32,439.00	\$33,588.00	\$34,737.00	\$35,888.00	\$37,035.00	\$38,187.00	\$39,334.00
		Bi-Wk	\$1,242.88	\$1,286.90	\$1,330.92	\$1,375.02	\$1,418.97	\$1,463.11	\$1,507.05
		Daily	\$124.29	\$128.69	\$133.10	\$137.51	\$141.90	\$146.32	\$150.71
		Hourly	\$15.54	\$16.09	\$16.64	\$17.19	\$17.74	\$18.29	\$18.84
CR	17	Annual	\$34,045.00	\$35,226.00	\$36,410.00	\$37,591.00	\$38,775.00	\$39,956.00	\$41,138.00

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		Bi-Wk	\$1,304.41	\$1,349.66	\$1,395.02	\$1,440.27	\$1,485.64	\$1,530.89	\$1,576.17
		Daily	\$130.45	\$134.97	\$139.51	\$144.03	\$148.57	\$153.09	\$157.62
		Hourly	\$16.31	\$16.88	\$17.44	\$18.01	\$18.58	\$19.14	\$19.71
CR	18	Annual	\$35,764.00	\$36,975.00	\$38,187.00	\$39,400.00	\$40,607.00	\$41,822.00	\$43,031.00
		Bi-Wk	\$1,370.27	\$1,416.67	\$1,463.11	\$1,509.58	\$1,555.83	\$1,602.38	\$1,648.70
		Daily	\$137.03	\$141.67	\$146.32	\$150.96	\$155.59	\$160.24	\$164.87
		Hourly	\$17.13	\$17.71	\$18.29	\$18.87	\$19.45	\$20.03	\$20.61
CR	19	Annual	\$37,524.00	\$38,775.00	\$40,022.00	\$41,272.00	\$42,513.00	\$43,761.00	\$45,008.00
		Bi-Wk	\$1,437.71	\$1,485.64	\$1,533.41	\$1,581.31	\$1,628.86	\$1,676.67	\$1,724.45
		Daily	\$143.78	\$148.57	\$153.35	\$158.14	\$162.89	\$167.67	\$172.45
		Hourly	\$17.98	\$18.58	\$19.17	\$19.77	\$20.37	\$20.96	\$21.56
CR	20	Annual	\$39,438.00	\$40,712.00	\$41,993.00	\$43,268.00	\$44,538.00	\$45,820.00	\$47,094.00
		Bi-Wk	\$1,511.04	\$1,559.85	\$1,608.93	\$1,657.78	\$1,706.44	\$1,755.56	\$1,804.37
		Daily	\$151.11	\$155.99	\$160.90	\$165.78	\$170.65	\$175.56	\$180.44
		Hourly	\$18.89	\$19.50	\$20.12	\$20.73	\$21.34	\$21.95	\$22.56
CR	21	Annual	\$41,380.00	\$42,698.00	\$44,006.00	\$45,318.00	\$46,633.00	\$47,943.00	\$49,255.00
		Bi-Wk	\$1,585.45	\$1,635.94	\$1,686.06	\$1,736.33	\$1,786.71	\$1,836.90	\$1,887.17
		Daily	\$158.55	\$163.60	\$168.61	\$173.64	\$178.68	\$183.69	\$188.72
		Hourly	\$19.82	\$20.45	\$21.08	\$21.71	\$22.34	\$22.97	\$23.59
CR	22	Annual	\$42,513.00	\$44,072.00	\$45,631.00	\$47,187.00	\$48,745.00	\$50,303.00	\$51,859.00
		Bi-Wk	\$1,628.86	\$1,688.59	\$1,748.32	\$1,807.94	\$1,867.63	\$1,927.32	\$1,986.94
		Daily	\$162.89	\$168.86	\$174.84	\$180.80	\$186.77	\$192.74	\$198.70
		Hourly	\$20.37	\$21.11	\$21.86	\$22.60	\$23.35	\$24.10	\$24.84
CR	23	Annual	\$44,529.00	\$46,153.00	\$47,769.00	\$49,396.00	\$51,017.00	\$52,641.00	\$54,263.00
		Bi-Wk	\$1,706.10	\$1,768.32	\$1,830.23	\$1,892.57	\$1,954.68	\$2,016.90	\$2,079.05
		Daily	\$170.61	\$176.84	\$183.03	\$189.26	\$195.47	\$201.69	\$207.91
		Hourly	\$21.33	\$22.11	\$22.88	\$23.66	\$24.44	\$25.22	\$25.99
CR	24	Annual	\$46,668.00	\$48,359.00	\$50,052.00	\$51,744.00	\$53,435.00	\$55,127.00	\$56,818.00
		Bi-Wk	\$1,788.05	\$1,852.84	\$1,917.71	\$1,982.53	\$2,047.32	\$2,112.15	\$2,176.94
		Daily	\$178.81	\$185.29	\$191.78	\$198.26	\$204.74	\$211.22	\$217.70
		Hourly	\$22.36	\$23.17	\$23.98	\$24.79	\$25.60	\$26.41	\$27.22
CR	25	Annual	\$48,950.00	\$50,707.00	\$52,453.00	\$54,207.00	\$55,967.00	\$57,720.00	\$59,471.00
		Bi-Wk	\$1,875.48	\$1,942.80	\$2,009.70	\$2,076.90	\$2,144.33	\$2,211.50	\$2,278.59
		Daily	\$187.55	\$194.28	\$200.97	\$207.69	\$214.44	\$221.15	\$227.86

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		Hourly	\$23.45	\$24.29	\$25.13	\$25.97	\$26.81	\$27.65	\$28.49
CR	26	Annual	\$51,362.00	\$53,204.00	\$55,002.00	\$56,818.00	\$58,637.00	\$60,453.00	\$62,270.00
		Bi-Wk	\$1,967.90	\$2,038.47	\$2,107.36	\$2,176.94	\$2,246.63	\$2,316.21	\$2,385.83
		Daily	\$196.79	\$203.85	\$210.74	\$217.70	\$224.67	\$231.63	\$238.59
		Hourly	\$24.60	\$25.49	\$26.35	\$27.22	\$28.09	\$28.96	\$29.83
CR	27	Annual	\$53,907.00	\$55,793.00	\$57,676.00	\$59,550.00	\$61,438.00	\$63,315.00	\$65,202.00
		Bi-Wk	\$2,065.41	\$2,137.67	\$2,209.81	\$2,281.61	\$2,353.95	\$2,425.87	\$2,498.17
		Daily	\$206.55	\$213.77	\$220.99	\$228.17	\$235.40	\$242.59	\$249.82
		Hourly	\$25.82	\$26.73	\$27.63	\$28.53	\$29.43	\$30.33	\$31.23
CR	28	Annual	\$56,632.00	\$58,579.00	\$60,529.00	\$62,478.00	\$64,421.00	\$66,366.00	\$68,311.00
		Bi-Wk	\$2,169.81	\$2,244.41	\$2,319.12	\$2,393.80	\$2,468.24	\$2,542.76	\$2,617.28
		Daily	\$216.99	\$224.45	\$231.92	\$239.38	\$246.83	\$254.28	\$261.73
		Hourly	\$27.13	\$28.06	\$28.99	\$29.93	\$30.86	\$31.79	\$32.72
CR	29	Annual	\$57,176.00	\$59,321.00	\$61,471.00	\$63,613.00	\$65,760.00	\$67,904.00	\$70,050.00
		Bi-Wk	\$2,190.66	\$2,272.84	\$2,355.22	\$2,437.28	\$2,519.55	\$2,601.69	\$2,683.91
		Daily	\$219.07	\$227.29	\$235.53	\$243.73	\$251.96	\$260.17	\$268.40
		Hourly	\$27.39	\$28.42	\$29.45	\$30.47	\$31.50	\$32.53	\$33.55
CR	30	Annual	\$59,471.00	\$61,678.00	\$63,889.00	\$66,094.00	\$68,301.00	\$70,509.00	\$72,722.00
		Bi-Wk	\$2,278.59	\$2,363.15	\$2,447.86	\$2,532.34	\$2,616.90	\$2,701.50	\$2,786.29
		Daily	\$227.86	\$236.32	\$244.79	\$253.24	\$261.69	\$270.15	\$278.63
		Hourly	\$28.49	\$29.54	\$30.60	\$31.66	\$32.72	\$33.77	\$34.83
CR	31	Annual	\$61,858.00	\$64,129.00	\$66,404.00	\$68,677.00	\$70,950.00	\$73,223.00	\$75,495.00
		Bi-Wk	\$2,370.04	\$2,457.05	\$2,544.22	\$2,631.31	\$2,718.40	\$2,805.48	\$2,892.53
		Daily	\$237.01	\$245.71	\$254.43	\$263.14	\$271.84	\$280.55	\$289.26
		Hourly	\$29.63	\$30.72	\$31.81	\$32.90	\$33.98	\$35.07	\$36.16
CR	32	Annual	\$64,339.00	\$66,672.00	\$69,006.00	\$71,342.00	\$73,680.00	\$76,014.00	\$78,358.00
		Bi-Wk	\$2,465.10	\$2,554.49	\$2,643.91	\$2,733.41	\$2,822.99	\$2,912.42	\$3,002.23
		Daily	\$246.51	\$255.45	\$264.40	\$273.35	\$282.30	\$291.25	\$300.23
		Hourly	\$30.82	\$31.94	\$33.05	\$34.17	\$35.29	\$36.41	\$37.53
CR	33	Annual	\$66,928.00	\$69,326.00	\$71,727.00	\$74,130.00	\$76,531.00	\$78,933.00	\$81,337.00
		Bi-Wk	\$2,564.30	\$2,656.17	\$2,748.17	\$2,840.23	\$2,932.23	\$3,024.26	\$3,116.37
		Daily	\$256.43	\$265.62	\$274.82	\$284.03	\$293.23	\$302.43	\$311.64
		Hourly	\$32.06	\$33.21	\$34.36	\$35.51	\$36.66	\$37.81	\$38.96

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CR	34	Annual	\$69,683.00	\$72,149.00	\$74,616.00	\$77,088.00	\$79,548.00	\$82,016.00	\$84,481.00
		Bi-Wk	\$2,669.85	\$2,764.33	\$2,858.86	\$2,953.57	\$3,047.82	\$3,142.38	\$3,236.82
		Daily	\$266.99	\$276.44	\$285.89	\$295.36	\$304.79	\$314.24	\$323.69
		Hourly	\$33.38	\$34.56	\$35.74	\$36.92	\$38.10	\$39.28	\$40.47
CR	35	Annual	\$72,545.00	\$75,072.00	\$77,607.00	\$80,136.00	\$82,663.00	\$85,190.00	\$87,722.00
		Bi-Wk	\$2,779.51	\$2,876.33	\$2,973.45	\$3,070.35	\$3,167.17	\$3,263.99	\$3,361.00
		Daily	\$277.96	\$287.64	\$297.35	\$307.04	\$316.72	\$326.40	\$336.10
		Hourly	\$34.75	\$35.96	\$37.17	\$38.38	\$39.59	\$40.80	\$42.02
CR	36	Annual	\$75,564.00	\$78,155.00	\$80,751.00	\$83,347.00	\$85,943.00	\$88,536.00	\$91,130.00
		Bi-Wk	\$2,895.18	\$2,994.45	\$3,093.91	\$3,193.38	\$3,292.84	\$3,392.19	\$3,491.58
		Daily	\$289.52	\$299.45	\$309.40	\$319.34	\$329.29	\$339.22	\$349.16
		Hourly	\$36.19	\$37.44	\$38.68	\$39.92	\$41.17	\$42.41	\$43.65
CR	37	Annual	\$78,700.00	\$81,362.00	\$84,029.00	\$86,696.00	\$89,362.00	\$92,028.00	\$94,693.00
		Bi-Wk	\$3,015.33	\$3,117.32	\$3,219.51	\$3,321.69	\$3,423.84	\$3,525.98	\$3,628.09
		Daily	\$301.54	\$311.74	\$321.96	\$332.17	\$342.39	\$352.60	\$362.81
		Hourly	\$37.70	\$38.97	\$40.25	\$41.53	\$42.80	\$44.08	\$45.36
CR	38	Annual	\$81,950.00	\$84,674.00	\$87,406.00	\$90,132.00	\$92,860.00	\$95,588.00	\$98,316.00
		Bi-Wk	\$3,139.85	\$3,244.22	\$3,348.89	\$3,453.34	\$3,557.86	\$3,662.38	\$3,766.90
		Daily	\$313.99	\$324.43	\$334.89	\$345.34	\$355.79	\$366.24	\$376.69
		Hourly	\$39.25	\$40.56	\$41.87	\$43.17	\$44.48	\$45.78	\$47.09
CR	39	Annual	\$85,357.00	\$88,150.00	\$90,941.00	\$93,737.00	\$96,532.00	\$99,321.00	\$102,118.00
		Bi-Wk	\$3,270.39	\$3,377.40	\$3,484.33	\$3,591.46	\$3,698.55	\$3,805.41	\$3,912.57
		Daily	\$327.04	\$337.74	\$348.44	\$359.15	\$369.86	\$380.55	\$391.26
		Hourly	\$40.88	\$42.22	\$43.56	\$44.90	\$46.24	\$47.57	\$48.91
CR	40	Annual	\$88,914.00	\$91,765.00	\$94,621.00	\$97,473.00	\$100,326.00	\$103,180.00	\$106,035.00
		Bi-Wk	\$3,406.67	\$3,515.91	\$3,625.33	\$3,734.60	\$3,843.91	\$3,953.26	\$4,062.65
		Daily	\$340.67	\$351.60	\$362.54	\$373.46	\$384.40	\$395.33	\$406.27
		Hourly	\$42.59	\$43.95	\$45.32	\$46.69	\$48.05	\$49.42	\$50.79
CR	41	Annual	\$92,635.00	\$95,555.00	\$98,478.00	\$101,399.00	\$104,322.00	\$107,243.00	\$110,165.00
		Bi-Wk	\$3,549.24	\$3,661.12	\$3,773.11	\$3,885.02	\$3,997.02	\$4,108.93	\$4,220.89
		Daily	\$354.93	\$366.12	\$377.32	\$388.51	\$399.71	\$410.90	\$422.09
		Hourly	\$44.37	\$45.77	\$47.17	\$48.57	\$49.97	\$51.37	\$52.77
CR	42	Annual	\$96,492.00	\$99,481.00	\$102,474.00	\$105,450.00	\$108,443.00	\$111,428.00	\$114,419.00
		Bi-Wk	\$3,697.02	\$3,811.54	\$3,926.21	\$4,040.23	\$4,154.91	\$4,269.28	\$4,383.87

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 40 HOUR PAY PLAN EFFECTIVE 1/14/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		Daily	\$369.71	\$381.16	\$392.63	\$404.03	\$415.50	\$426.93	\$438.39
		Hourly	\$46.22	\$47.65	\$49.08	\$50.51	\$51.94	\$53.37	\$54.80
CR	43	Annual	\$100,590.00	\$103,639.00	\$106,684.00	\$109,727.00	\$112,780.00	\$115,820.00	\$118,868.00
		Bi-Wk	\$3,854.03	\$3,970.85	\$4,087.51	\$4,204.10	\$4,321.08	\$4,437.55	\$4,554.33
		Daily	\$385.41	\$397.09	\$408.76	\$420.41	\$432.11	\$443.76	\$455.44
		Hourly	\$48.18	\$49.64	\$51.10	\$52.56	\$54.02	\$55.47	\$56.93