

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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	Step 8	Step 9
CS	1	Annual	\$18,279.00	\$18,725.00	\$19,173.00	\$19,611.00	\$20,063.00	\$20,506.00	\$20,951.00	\$21,581.00	\$21,906.00
		Bi-Wk	\$700.35	\$717.44	\$734.60	\$751.38	\$768.70	\$785.68	\$802.73	\$826.86	\$839.32
		Daily	\$70.04	\$71.75	\$73.46	\$75.14	\$76.87	\$78.57	\$80.28	\$82.69	\$83.94
		Hourly	\$8.76	\$8.97	\$9.19	\$9.40	\$9.61	\$9.83	\$10.04	\$10.34	\$10.50
CS	2	Annual	\$19,173.00	\$19,611.00	\$20,063.00	\$20,506.00	\$20,951.00	\$21,396.00	\$21,839.00	\$22,495.00	\$22,831.00
		Bi-Wk	\$734.60	\$751.38	\$768.70	\$785.68	\$802.73	\$819.78	\$836.75	\$861.88	\$874.76
		Daily	\$73.46	\$75.14	\$76.87	\$78.57	\$80.28	\$81.98	\$83.68	\$86.19	\$87.48
		Hourly	\$9.19	\$9.40	\$9.61	\$9.83	\$10.04	\$10.25	\$10.46	\$10.78	\$10.94
CS	3	Annual	\$19,611.00	\$20,063.00	\$20,506.00	\$20,951.00	\$21,396.00	\$21,839.00	\$22,281.00	\$22,949.00	\$23,295.00
		Bi-Wk	\$751.38	\$768.70	\$785.68	\$802.73	\$819.78	\$836.75	\$853.68	\$879.28	\$892.53
		Daily	\$75.14	\$76.87	\$78.57	\$80.28	\$81.98	\$83.68	\$85.37	\$87.93	\$89.26
		Hourly	\$9.40	\$9.61	\$9.83	\$10.04	\$10.25	\$10.46	\$10.68	\$11.00	\$11.16
CS	4	Annual	\$20,247.00	\$20,787.00	\$21,331.00	\$21,872.00	\$22,413.00	\$22,952.00	\$23,493.00	\$24,197.00	\$24,561.00
		Bi-Wk	\$775.75	\$796.44	\$817.28	\$838.01	\$858.74	\$879.39	\$900.12	\$927.09	\$941.04
		Daily	\$77.58	\$79.65	\$81.73	\$83.81	\$85.88	\$87.94	\$90.02	\$92.71	\$94.11
		Hourly	\$9.70	\$9.96	\$10.22	\$10.48	\$10.74	\$11.00	\$11.26	\$11.59	\$11.77
CS	5	Annual	\$20,757.00	\$21,331.00	\$21,903.00	\$22,472.00	\$23,041.00	\$23,611.00	\$24,188.00	\$24,914.00	\$25,289.00
		Bi-Wk	\$795.29	\$817.28	\$839.20	\$861.00	\$882.80	\$904.64	\$926.75	\$954.56	\$968.93
		Daily	\$79.53	\$81.73	\$83.92	\$86.10	\$88.28	\$90.47	\$92.68	\$95.46	\$96.90
		Hourly	\$9.95	\$10.22	\$10.49	\$10.77	\$11.04	\$11.31	\$11.59	\$11.94	\$12.12
CS	6	Annual	\$21,460.00	\$22,032.00	\$22,605.00	\$23,173.00	\$23,746.00	\$24,318.00	\$24,886.00	\$25,633.00	\$26,020.00
		Bi-Wk	\$822.23	\$844.14	\$866.10	\$887.86	\$909.81	\$931.73	\$953.49	\$982.11	\$996.94
		Daily	\$82.23	\$84.42	\$86.61	\$88.79	\$90.99	\$93.18	\$95.35	\$98.22	\$99.70
		Hourly	\$10.28	\$10.56	\$10.83	\$11.10	\$11.38	\$11.65	\$11.92	\$12.28	\$12.47
CS	7	Annual	\$22,091.00	\$22,668.00	\$23,233.00	\$23,807.00	\$24,380.00	\$24,949.00	\$25,518.00	\$26,283.00	\$26,679.00
		Bi-Wk	\$846.40	\$868.51	\$890.16	\$912.15	\$934.10	\$955.91	\$977.71	\$1,007.02	\$1,022.19
		Daily	\$84.64	\$86.86	\$89.02	\$91.22	\$93.41	\$95.60	\$97.78	\$100.71	\$102.22
		Hourly	\$10.58	\$10.86	\$11.13	\$11.41	\$11.68	\$11.95	\$12.23	\$12.59	\$12.78
CS	8	Annual	\$23,746.00	\$24,447.00	\$25,143.00	\$25,847.00	\$26,542.00	\$27,243.00	\$27,951.00	\$28,790.00	\$29,222.00
		Bi-Wk	\$909.81	\$936.67	\$963.34	\$990.31	\$1,016.94	\$1,043.80	\$1,070.92	\$1,103.07	\$1,119.62
		Daily	\$90.99	\$93.67	\$96.34	\$99.04	\$101.70	\$104.38	\$107.10	\$110.31	\$111.97
		Hourly	\$11.38	\$11.71	\$12.05	\$12.38	\$12.72	\$13.05	\$13.39	\$13.79	\$14.00

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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
CS	9	Annual	\$24,473.00	\$25,205.00	\$25,931.00	\$26,669.00	\$27,398.00	\$28,124.00	\$28,860.00	\$29,725.00	\$30,173.00
		Bi-Wk	\$937.67	\$965.71	\$993.53	\$1,021.81	\$1,049.74	\$1,077.55	\$1,105.75	\$1,138.89	\$1,156.06
		Daily	\$93.77	\$96.58	\$99.36	\$102.19	\$104.98	\$107.76	\$110.58	\$113.89	\$115.61
		Hourly	\$11.73	\$12.08	\$12.42	\$12.78	\$13.13	\$13.47	\$13.83	\$14.24	\$14.46
CS	10	Annual	\$25,265.00	\$26,029.00	\$26,791.00	\$27,556.00	\$28,319.00	\$29,092.00	\$29,894.00	\$30,791.00	\$31,255.00
		Bi-Wk	\$968.01	\$997.28	\$1,026.48	\$1,055.79	\$1,085.02	\$1,114.64	\$1,145.37	\$1,179.74	\$1,197.51
		Daily	\$96.81	\$99.73	\$102.65	\$105.58	\$108.51	\$111.47	\$114.54	\$117.98	\$119.76
		Hourly	\$12.11	\$12.47	\$12.84	\$13.20	\$13.57	\$13.94	\$14.32	\$14.75	\$14.97
CS	11	Annual	\$26,066.00	\$26,859.00	\$27,654.00	\$28,451.00	\$29,270.00	\$30,106.00	\$30,939.00	\$31,866.00	\$32,347.00
		Bi-Wk	\$998.70	\$1,029.09	\$1,059.55	\$1,090.08	\$1,121.46	\$1,153.49	\$1,185.41	\$1,220.92	\$1,239.35
		Daily	\$99.87	\$102.91	\$105.96	\$109.01	\$112.15	\$115.35	\$118.55	\$122.10	\$123.94
		Hourly	\$12.49	\$12.87	\$13.25	\$13.63	\$14.02	\$14.42	\$14.82	\$15.27	\$15.50
CS	12	Annual	\$26,914.00	\$27,738.00	\$28,566.00	\$29,424.00	\$30,289.00	\$31,157.00	\$32,027.00	\$32,988.00	\$33,485.00
		Bi-Wk	\$1,031.19	\$1,062.76	\$1,094.49	\$1,127.36	\$1,160.50	\$1,193.76	\$1,227.09	\$1,263.91	\$1,282.96
		Daily	\$103.12	\$106.28	\$109.45	\$112.74	\$116.05	\$119.38	\$122.71	\$126.40	\$128.30
		Hourly	\$12.89	\$13.29	\$13.69	\$14.10	\$14.51	\$14.93	\$15.34	\$15.80	\$16.04
CS	13	Annual	\$28,430.00	\$29,475.00	\$30,533.00	\$31,590.00	\$32,652.00	\$33,711.00	\$34,772.00	\$35,815.00	\$36,355.00
		Bi-Wk	\$1,089.28	\$1,129.32	\$1,169.85	\$1,210.35	\$1,251.04	\$1,291.61	\$1,332.27	\$1,372.23	\$1,392.92
		Daily	\$108.93	\$112.94	\$116.99	\$121.04	\$125.11	\$129.17	\$133.23	\$137.23	\$139.30
		Hourly	\$13.62	\$14.12	\$14.63	\$15.13	\$15.64	\$16.15	\$16.66	\$17.16	\$17.42
CS	14	Annual	\$29,761.00	\$30,855.00	\$31,950.00	\$33,043.00	\$34,130.00	\$35,224.00	\$36,315.00	\$37,405.00	\$37,968.00
		Bi-Wk	\$1,140.27	\$1,182.19	\$1,224.14	\$1,266.02	\$1,307.67	\$1,349.58	\$1,391.38	\$1,433.15	\$1,454.72
		Daily	\$114.03	\$118.22	\$122.42	\$126.61	\$130.77	\$134.96	\$139.14	\$143.32	\$145.48
		Hourly	\$14.26	\$14.78	\$15.31	\$15.83	\$16.35	\$16.87	\$17.40	\$17.92	\$18.19
CS	15	Annual	\$31,188.00	\$32,315.00	\$33,441.00	\$34,562.00	\$35,690.00	\$36,817.00	\$37,949.00	\$39,086.00	\$39,673.00
		Bi-Wk	\$1,194.95	\$1,238.13	\$1,281.27	\$1,324.22	\$1,367.44	\$1,410.62	\$1,453.99	\$1,497.55	\$1,520.04
		Daily	\$119.50	\$123.82	\$128.13	\$132.43	\$136.75	\$141.07	\$145.40	\$149.76	\$152.01
		Hourly	\$14.94	\$15.48	\$16.02	\$16.56	\$17.10	\$17.64	\$18.18	\$18.72	\$19.01
CS	16	Annual	\$32,711.00	\$33,871.00	\$35,030.00	\$36,183.00	\$37,342.00	\$38,503.00	\$39,659.00	\$40,849.00	\$41,463.00
		Bi-Wk	\$1,253.30	\$1,297.74	\$1,342.15	\$1,386.33	\$1,430.73	\$1,475.22	\$1,519.51	\$1,565.10	\$1,588.63
		Daily	\$125.33	\$129.78	\$134.22	\$138.64	\$143.08	\$147.53	\$151.96	\$156.51	\$158.87
		Hourly	\$15.67	\$16.23	\$16.78	\$17.33	\$17.89	\$18.45	\$19.00	\$19.57	\$19.86
CS	17	Annual	\$34,331.00	\$35,520.00	\$36,713.00	\$37,905.00	\$39,095.00	\$40,285.00	\$41,481.00	\$42,726.00	\$43,369.00

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		Bi-Wk	\$1,315.37	\$1,360.92	\$1,406.63	\$1,452.30	\$1,497.90	\$1,543.49	\$1,589.32	\$1,637.02	\$1,661.65
		Daily	\$131.54	\$136.10	\$140.67	\$145.23	\$149.79	\$154.35	\$158.94	\$163.71	\$166.17
		Hourly	\$16.45	\$17.02	\$17.59	\$18.16	\$18.73	\$19.30	\$19.87	\$20.47	\$20.78
CS	18	Annual	\$36,061.00	\$37,277.00	\$38,503.00	\$39,725.00	\$40,946.00	\$42,166.00	\$43,388.00	\$44,691.00	\$45,363.00
		Bi-Wk	\$1,381.65	\$1,428.24	\$1,475.22	\$1,522.04	\$1,568.82	\$1,615.56	\$1,662.38	\$1,712.30	\$1,738.05
		Daily	\$138.17	\$142.83	\$147.53	\$152.21	\$156.89	\$161.56	\$166.24	\$171.23	\$173.81
		Hourly	\$17.28	\$17.86	\$18.45	\$19.03	\$19.62	\$20.20	\$20.78	\$21.41	\$21.73
CS	19	Annual	\$37,837.00	\$39,095.00	\$40,352.00	\$41,610.00	\$42,870.00	\$44,125.00	\$45,380.00	\$46,742.00	\$47,446.00
		Bi-Wk	\$1,449.70	\$1,497.90	\$1,546.06	\$1,594.26	\$1,642.53	\$1,690.62	\$1,738.70	\$1,790.89	\$1,817.86
		Daily	\$144.97	\$149.79	\$154.61	\$159.43	\$164.26	\$169.07	\$173.87	\$179.09	\$181.79
		Hourly	\$18.13	\$18.73	\$19.33	\$19.93	\$20.54	\$21.14	\$21.74	\$22.39	\$22.73
CS	20	Annual	\$39,761.00	\$41,052.00	\$42,336.00	\$43,624.00	\$44,911.00	\$46,203.00	\$47,488.00	\$48,912.00	\$49,648.00
		Bi-Wk	\$1,523.41	\$1,572.88	\$1,622.07	\$1,671.42	\$1,720.73	\$1,770.23	\$1,819.47	\$1,874.03	\$1,902.23
		Daily	\$152.35	\$157.29	\$162.21	\$167.15	\$172.08	\$177.03	\$181.95	\$187.41	\$190.23
		Hourly	\$19.05	\$19.67	\$20.28	\$20.90	\$21.51	\$22.13	\$22.75	\$23.43	\$23.78
CS	21	Annual	\$41,722.00	\$43,055.00	\$44,370.00	\$45,692.00	\$47,019.00	\$48,339.00	\$49,664.00	\$51,155.00	\$51,924.00
		Bi-Wk	\$1,598.55	\$1,649.62	\$1,700.00	\$1,750.66	\$1,801.50	\$1,852.07	\$1,902.84	\$1,959.97	\$1,989.43
		Daily	\$159.86	\$164.97	\$170.00	\$175.07	\$180.15	\$185.21	\$190.29	\$196.00	\$198.95
		Hourly	\$19.99	\$20.63	\$21.25	\$21.89	\$22.52	\$23.16	\$23.79	\$24.50	\$24.87
CS	22	Annual	\$42,870.00	\$44,437.00	\$46,007.00	\$47,575.00	\$49,150.00	\$50,719.00	\$52,290.00	\$53,859.00	\$54,669.00
		Bi-Wk	\$1,642.53	\$1,702.57	\$1,762.73	\$1,822.80	\$1,883.15	\$1,943.26	\$2,003.45	\$2,063.57	\$2,094.60
		Daily	\$164.26	\$170.26	\$176.28	\$182.28	\$188.32	\$194.33	\$200.35	\$206.36	\$209.46
		Hourly	\$20.54	\$21.29	\$22.04	\$22.79	\$23.54	\$24.30	\$25.05	\$25.80	\$26.19
CS	23	Annual	\$44,899.00	\$46,535.00	\$48,169.00	\$49,804.00	\$51,446.00	\$53,077.00	\$54,711.00	\$56,353.00	\$57,201.00
		Bi-Wk	\$1,720.27	\$1,782.96	\$1,845.56	\$1,908.20	\$1,971.12	\$2,033.61	\$2,096.21	\$2,159.12	\$2,191.61
		Daily	\$172.03	\$178.30	\$184.56	\$190.82	\$197.12	\$203.37	\$209.63	\$215.92	\$219.17
		Hourly	\$21.51	\$22.29	\$23.07	\$23.86	\$24.64	\$25.43	\$26.21	\$26.99	\$27.40
CS	24	Annual	\$47,058.00	\$48,763.00	\$50,470.00	\$52,172.00	\$53,880.00	\$55,584.00	\$57,288.00	\$59,005.00	\$59,895.00
		Bi-Wk	\$1,802.99	\$1,868.32	\$1,933.72	\$1,998.93	\$2,064.37	\$2,129.66	\$2,194.95	\$2,260.73	\$2,294.83
		Daily	\$180.30	\$186.84	\$193.38	\$199.90	\$206.44	\$212.97	\$219.50	\$226.08	\$229.49
		Hourly	\$22.54	\$23.36	\$24.18	\$24.99	\$25.81	\$26.63	\$27.44	\$28.26	\$28.69
CS	25	Annual	\$49,358.00	\$51,125.00	\$52,893.00	\$54,658.00	\$56,430.00	\$58,197.00	\$59,963.00	\$61,763.00	\$62,691.00
		Bi-Wk	\$1,891.12	\$1,958.82	\$2,026.56	\$2,094.18	\$2,162.07	\$2,229.78	\$2,297.44	\$2,366.40	\$2,401.96
		Daily	\$189.12	\$195.89	\$202.66	\$209.42	\$216.21	\$222.98	\$229.75	\$236.64	\$240.20

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		Hourly	\$23.64	\$24.49	\$25.34	\$26.18	\$27.03	\$27.88	\$28.72	\$29.58	\$30.03
CS	26	Annual	\$51,787.00	\$53,620.00	\$55,455.00	\$57,288.00	\$59,125.00	\$60,960.00	\$62,789.00	\$64,673.00	\$65,646.00
		Bi-Wk	\$1,984.18	\$2,054.41	\$2,124.72	\$2,194.95	\$2,265.33	\$2,335.64	\$2,405.71	\$2,477.90	\$2,515.18
		Daily	\$198.42	\$205.45	\$212.48	\$219.50	\$226.54	\$233.57	\$240.58	\$247.79	\$251.52
		Hourly	\$24.81	\$25.69	\$26.56	\$27.44	\$28.32	\$29.20	\$30.08	\$30.98	\$31.44
CS	27	Annual	\$54,357.00	\$56,259.00	\$58,156.00	\$60,049.00	\$61,947.00	\$63,843.00	\$65,745.00	\$67,716.00	\$68,735.00
		Bi-Wk	\$2,082.65	\$2,155.52	\$2,228.20	\$2,300.73	\$2,373.45	\$2,446.10	\$2,518.97	\$2,594.49	\$2,633.53
		Daily	\$208.27	\$215.56	\$222.82	\$230.08	\$237.35	\$244.61	\$251.90	\$259.45	\$263.36
		Hourly	\$26.04	\$26.95	\$27.86	\$28.76	\$29.67	\$30.58	\$31.49	\$32.44	\$32.92
CS	28	Annual	\$57,143.00	\$59,066.00	\$61,027.00	\$62,993.00	\$64,954.00	\$66,922.00	\$68,880.00	\$70,947.00	\$72,015.00
		Bi-Wk	\$2,189.39	\$2,263.07	\$2,338.20	\$2,413.53	\$2,488.66	\$2,564.07	\$2,639.09	\$2,718.28	\$2,759.20
		Daily	\$218.94	\$226.31	\$233.82	\$241.36	\$248.87	\$256.41	\$263.91	\$271.83	\$275.92
		Hourly	\$27.37	\$28.29	\$29.23	\$30.17	\$31.11	\$32.06	\$32.99	\$33.98	\$34.49
CS	29	Annual	\$57,654.00	\$59,814.00	\$61,977.00	\$64,145.00	\$66,310.00	\$68,470.00	\$70,633.00	\$72,752.00	\$73,848.00
		Bi-Wk	\$2,208.97	\$2,291.73	\$2,374.60	\$2,457.67	\$2,540.62	\$2,623.38	\$2,706.25	\$2,787.44	\$2,829.43
		Daily	\$220.90	\$229.18	\$237.46	\$245.77	\$254.07	\$262.34	\$270.63	\$278.75	\$282.95
		Hourly	\$27.62	\$28.65	\$29.69	\$30.73	\$31.76	\$32.80	\$33.83	\$34.85	\$35.37
CS	30	Annual	\$59,963.00	\$62,189.00	\$64,422.00	\$66,640.00	\$68,870.00	\$71,100.00	\$73,323.00	\$75,523.00	\$76,662.00
		Bi-Wk	\$2,297.44	\$2,382.73	\$2,468.28	\$2,553.26	\$2,638.70	\$2,724.14	\$2,809.32	\$2,893.61	\$2,937.25
		Daily	\$229.75	\$238.28	\$246.83	\$255.33	\$263.87	\$272.42	\$280.94	\$289.37	\$293.73
		Hourly	\$28.72	\$29.79	\$30.86	\$31.92	\$32.99	\$34.06	\$35.12	\$36.18	\$36.72
CS	31	Annual	\$62,369.00	\$64,662.00	\$66,956.00	\$69,250.00	\$71,540.00	\$73,834.00	\$76,121.00	\$78,405.00	\$79,585.00
		Bi-Wk	\$2,389.62	\$2,477.48	\$2,565.37	\$2,653.26	\$2,741.00	\$2,828.89	\$2,916.52	\$3,004.03	\$3,049.24
		Daily	\$238.97	\$247.75	\$256.54	\$265.33	\$274.10	\$282.89	\$291.66	\$300.41	\$304.93
		Hourly	\$29.88	\$30.97	\$32.07	\$33.17	\$34.27	\$35.37	\$36.46	\$37.56	\$38.12
CS	32	Annual	\$64,872.00	\$67,227.00	\$69,577.00	\$71,939.00	\$74,295.00	\$76,647.00	\$79,011.00	\$81,381.00	\$82,605.00
		Bi-Wk	\$2,485.52	\$2,575.75	\$2,665.79	\$2,756.29	\$2,846.56	\$2,936.67	\$3,027.25	\$3,118.05	\$3,164.95
		Daily	\$248.56	\$257.58	\$266.58	\$275.63	\$284.66	\$293.67	\$302.73	\$311.81	\$316.50
		Hourly	\$31.07	\$32.20	\$33.33	\$34.46	\$35.59	\$36.71	\$37.85	\$38.98	\$39.57
CS	33	Annual	\$67,482.00	\$69,902.00	\$72,327.00	\$74,745.00	\$77,168.00	\$79,585.00	\$82,012.00	\$84,472.00	\$85,744.00
		Bi-Wk	\$2,585.52	\$2,678.24	\$2,771.15	\$2,863.80	\$2,956.63	\$3,049.24	\$3,142.23	\$3,236.48	\$3,285.22
		Daily	\$258.56	\$267.83	\$277.12	\$286.38	\$295.67	\$304.93	\$314.23	\$323.65	\$328.53
		Hourly	\$32.32	\$33.48	\$34.64	\$35.80	\$36.96	\$38.12	\$39.28	\$40.46	\$41.07

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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	Step 8	Step 9
CS	34	Annual	\$70,261.00	\$72,750.00	\$75,234.00	\$77,727.00	\$80,210.00	\$82,700.00	\$85,185.00	\$87,740.00	\$89,062.00
		Bi-Wk	\$2,692.00	\$2,787.36	\$2,882.53	\$2,978.05	\$3,073.19	\$3,168.59	\$3,263.80	\$3,361.69	\$3,412.34
		Daily	\$269.20	\$278.74	\$288.26	\$297.81	\$307.32	\$316.86	\$326.38	\$336.17	\$341.24
		Hourly	\$33.65	\$34.85	\$36.04	\$37.23	\$38.42	\$39.61	\$40.80	\$42.03	\$42.66
CS	35	Annual	\$73,151.00	\$75,698.00	\$78,251.00	\$80,803.00	\$83,353.00	\$85,902.00	\$88,449.00	\$91,103.00	\$92,470.00
		Bi-Wk	\$2,802.73	\$2,900.31	\$2,998.13	\$3,095.91	\$3,193.61	\$3,291.27	\$3,388.86	\$3,490.54	\$3,542.92
		Daily	\$280.28	\$290.04	\$299.82	\$309.60	\$319.37	\$329.13	\$338.89	\$349.06	\$354.30
		Hourly	\$35.04	\$36.26	\$37.48	\$38.70	\$39.93	\$41.15	\$42.37	\$43.64	\$44.29
CS	36	Annual	\$76,189.00	\$78,804.00	\$81,425.00	\$84,039.00	\$86,657.00	\$89,270.00	\$91,888.00	\$94,644.00	\$96,065.00
		Bi-Wk	\$2,919.12	\$3,019.32	\$3,119.74	\$3,219.89	\$3,320.20	\$3,420.31	\$3,520.62	\$3,626.21	\$3,680.66
		Daily	\$291.92	\$301.94	\$311.98	\$321.99	\$332.02	\$342.04	\$352.07	\$362.63	\$368.07
		Hourly	\$36.49	\$37.75	\$39.00	\$40.25	\$41.51	\$42.76	\$44.01	\$45.33	\$46.01
CS	37	Annual	\$79,352.00	\$82,042.00	\$84,730.00	\$87,414.00	\$90,104.00	\$92,791.00	\$95,477.00	\$98,342.00	\$99,817.00
		Bi-Wk	\$3,040.31	\$3,143.38	\$3,246.37	\$3,349.20	\$3,452.27	\$3,555.22	\$3,658.13	\$3,767.90	\$3,824.41
		Daily	\$304.04	\$314.34	\$324.64	\$334.92	\$345.23	\$355.53	\$365.82	\$376.79	\$382.45
		Hourly	\$38.01	\$39.30	\$40.58	\$41.87	\$43.16	\$44.45	\$45.73	\$47.10	\$47.81
CS	38	Annual	\$82,630.00	\$85,374.00	\$88,132.00	\$90,881.00	\$93,632.00	\$96,387.00	\$99,136.00	\$102,110.00	\$103,643.00
		Bi-Wk	\$3,165.91	\$3,271.04	\$3,376.71	\$3,482.04	\$3,587.44	\$3,692.99	\$3,798.32	\$3,912.27	\$3,971.00
		Daily	\$316.60	\$327.11	\$337.68	\$348.21	\$358.75	\$369.30	\$379.84	\$391.23	\$397.10
		Hourly	\$39.58	\$40.89	\$42.21	\$43.53	\$44.85	\$46.17	\$47.48	\$48.91	\$49.64
CS	39	Annual	\$86,162.00	\$88,880.00	\$91,698.00	\$94,521.00	\$97,337.00	\$100,151.00	\$102,967.00	\$106,057.00	\$107,648.00
		Bi-Wk	\$3,301.23	\$3,405.37	\$3,513.34	\$3,621.50	\$3,729.39	\$3,837.21	\$3,945.10	\$4,063.49	\$4,124.45
		Daily	\$330.13	\$340.54	\$351.34	\$362.15	\$372.94	\$383.73	\$394.51	\$406.35	\$412.45
		Hourly	\$41.27	\$42.57	\$43.92	\$45.27	\$46.62	\$47.97	\$49.32	\$50.80	\$51.56
CS	40	Annual	\$89,648.00	\$92,527.00	\$95,409.00	\$98,282.00	\$101,160.00	\$104,039.00	\$106,912.00	\$110,120.00	\$111,773.00
		Bi-Wk	\$3,434.79	\$3,545.10	\$3,655.52	\$3,765.60	\$3,875.87	\$3,986.17	\$4,096.25	\$4,219.16	\$4,282.50
		Daily	\$343.48	\$354.51	\$365.56	\$376.56	\$387.59	\$398.62	\$409.63	\$421.92	\$428.25
		Hourly	\$42.94	\$44.32	\$45.70	\$47.07	\$48.45	\$49.83	\$51.21	\$52.74	\$53.54
CS	41	Annual	\$93,405.00	\$96,354.00	\$99,295.00	\$102,242.00	\$105,191.00	\$108,132.00	\$111,081.00	\$114,414.00	\$116,131.00
		Bi-Wk	\$3,578.74	\$3,691.73	\$3,804.41	\$3,917.32	\$4,030.31	\$4,142.99	\$4,255.98	\$4,383.68	\$4,449.47
		Daily	\$357.88	\$369.18	\$380.45	\$391.74	\$403.04	\$414.30	\$425.60	\$438.37	\$444.95
		Hourly	\$44.74	\$46.15	\$47.56	\$48.97	\$50.38	\$51.79	\$53.20	\$54.80	\$55.62
CS	42	Annual	\$97,300.00	\$100,309.00	\$103,320.00	\$106,331.00	\$109,343.00	\$112,357.00	\$115,369.00	\$118,830.00	\$120,612.00
		Bi-Wk	\$3,727.97	\$3,843.26	\$3,958.63	\$4,073.99	\$4,189.39	\$4,304.87	\$4,420.27	\$4,552.88	\$4,621.15

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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	Step 8	Step 9
		Daily	\$372.80	\$384.33	\$395.87	\$407.40	\$418.94	\$430.49	\$442.03	\$455.29	\$462.12
		Hourly	\$46.60	\$48.05	\$49.49	\$50.93	\$52.37	\$53.82	\$55.26	\$56.92	\$57.77
CS	43	Annual	\$101,425.00	\$104,503.00	\$107,570.00	\$110,640.00	\$113,716.00	\$116,786.00	\$119,859.00	\$123,454.00	\$125,306.00
		Bi-Wk	\$3,886.02	\$4,003.95	\$4,121.46	\$4,239.09	\$4,356.94	\$4,474.56	\$4,592.30	\$4,730.04	\$4,801.00
		Daily	\$388.61	\$400.40	\$412.15	\$423.91	\$435.70	\$447.46	\$459.23	\$473.01	\$480.10
		Hourly	\$48.58	\$50.05	\$51.52	\$52.99	\$54.47	\$55.94	\$57.41	\$59.13	\$60.02