

MAINTENANCE CONFIDENTIAL CM 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	Step 10
CM	1	Annual	\$19,247.00	\$19,615.00	\$19,985.00	\$20,355.00	\$20,730.00	\$21,099.00	\$21,470.00	\$22,006.00	\$22,556.00	\$23,106.00
		Bi-Wk	\$737.44	\$751.54	\$765.71	\$779.89	\$794.26	\$808.40	\$822.61	\$843.15	\$864.22	\$885.29
		Daily	\$73.75	\$75.16	\$76.58	\$77.99	\$79.43	\$80.84	\$82.27	\$84.32	\$86.43	\$88.53
		Hourly	\$9.22	\$9.40	\$9.58	\$9.75	\$9.93	\$10.11	\$10.29	\$10.54	\$10.81	\$11.07
CM	2	Annual	\$19,985.00	\$20,355.00	\$20,730.00	\$21,099.00	\$21,470.00	\$21,838.00	\$22,210.00	\$22,767.00	\$23,335.00	\$23,905.00
		Bi-Wk	\$765.71	\$779.89	\$794.26	\$808.40	\$822.61	\$836.71	\$850.96	\$872.30	\$894.07	\$915.91
		Daily	\$76.58	\$77.99	\$79.43	\$80.84	\$82.27	\$83.68	\$85.10	\$87.23	\$89.41	\$91.60
		Hourly	\$9.58	\$9.75	\$9.93	\$10.11	\$10.29	\$10.46	\$10.64	\$10.91	\$11.18	\$11.45
CM	3	Annual	\$20,355.00	\$20,730.00	\$21,099.00	\$21,470.00	\$21,838.00	\$22,210.00	\$22,580.00	\$23,145.00	\$23,722.00	\$24,302.00
		Bi-Wk	\$779.89	\$794.26	\$808.40	\$822.61	\$836.71	\$850.96	\$865.14	\$886.79	\$908.89	\$931.12
		Daily	\$77.99	\$79.43	\$80.84	\$82.27	\$83.68	\$85.10	\$86.52	\$88.68	\$90.89	\$93.12
		Hourly	\$9.75	\$9.93	\$10.11	\$10.29	\$10.46	\$10.64	\$10.82	\$11.09	\$11.37	\$11.64
CM	4	Annual	\$20,886.00	\$21,337.00	\$21,787.00	\$22,236.00	\$22,686.00	\$23,135.00	\$23,590.00	\$24,179.00	\$24,783.00	\$25,388.00
		Bi-Wk	\$800.23	\$817.51	\$834.76	\$851.96	\$869.20	\$886.40	\$903.84	\$926.40	\$949.55	\$972.73
		Daily	\$80.03	\$81.76	\$83.48	\$85.20	\$86.92	\$88.64	\$90.39	\$92.64	\$94.96	\$97.28
		Hourly	\$10.01	\$10.22	\$10.44	\$10.65	\$10.87	\$11.08	\$11.30	\$11.58	\$11.87	\$12.16
CM	5	Annual	\$21,310.00	\$21,787.00	\$22,263.00	\$22,734.00	\$23,213.00	\$23,683.00	\$24,161.00	\$24,765.00	\$25,384.00	\$26,003.00
		Bi-Wk	\$816.48	\$834.76	\$852.99	\$871.04	\$889.39	\$907.40	\$925.71	\$948.86	\$972.57	\$996.29
		Daily	\$81.65	\$83.48	\$85.30	\$87.11	\$88.94	\$90.74	\$92.58	\$94.89	\$97.26	\$99.63
		Hourly	\$10.21	\$10.44	\$10.67	\$10.89	\$11.12	\$11.35	\$11.58	\$11.87	\$12.16	\$12.46
CM	6	Annual	\$21,894.00	\$22,371.00	\$22,847.00	\$23,322.00	\$23,798.00	\$24,271.00	\$24,746.00	\$25,366.00	\$26,001.00	\$26,634.00
		Bi-Wk	\$838.86	\$857.13	\$875.37	\$893.57	\$911.81	\$929.93	\$948.13	\$971.88	\$996.21	\$1,020.46
		Daily	\$83.89	\$85.72	\$87.54	\$89.36	\$91.19	\$93.00	\$94.82	\$97.19	\$99.63	\$102.05
		Hourly	\$10.49	\$10.72	\$10.95	\$11.17	\$11.40	\$11.63	\$11.86	\$12.15	\$12.46	\$12.76
CM	7	Annual	\$22,424.00	\$22,899.00	\$23,373.00	\$23,849.00	\$24,321.00	\$24,799.00	\$25,272.00	\$25,903.00	\$26,551.00	\$27,199.00
		Bi-Wk	\$859.16	\$877.36	\$895.52	\$913.76	\$931.84	\$950.16	\$968.28	\$992.46	\$1,017.28	\$1,042.11
		Daily	\$85.92	\$87.74	\$89.56	\$91.38	\$93.19	\$95.02	\$96.83	\$99.25	\$101.73	\$104.22
		Hourly	\$10.74	\$10.97	\$11.20	\$11.43	\$11.65	\$11.88	\$12.11	\$12.41	\$12.72	\$13.03
CM	8	Annual	\$23,798.00	\$24,382.00	\$24,959.00	\$25,562.00	\$26,189.00	\$26,810.00	\$27,470.00	\$28,158.00	\$28,862.00	\$29,566.00
		Bi-Wk	\$911.81	\$934.18	\$956.29	\$979.39	\$1,003.41	\$1,027.21	\$1,052.50	\$1,078.86	\$1,105.83	\$1,132.80
		Daily	\$91.19	\$93.42	\$95.63	\$97.94	\$100.35	\$102.73	\$105.25	\$107.89	\$110.59	\$113.28
		Hourly	\$11.40	\$11.68	\$11.96	\$12.25	\$12.55	\$12.85	\$13.16	\$13.49	\$13.83	\$14.16

MAINTENANCE CONFIDENTIAL CM 40 HOUR PAY PLAN EFFECTIVE 7/3/98  
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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	Step 10
CM	9	Annual	\$24,400.00	\$25,010.00	\$25,641.00	\$26,292.00	\$26,943.00	\$27,632.00	\$28,332.00	\$29,041.00	\$29,767.00	\$30,494.00
		Bi-Wk	\$934.87	\$958.24	\$982.42	\$1,007.36	\$1,032.30	\$1,058.70	\$1,085.52	\$1,112.69	\$1,140.50	\$1,168.36
		Daily	\$93.49	\$95.83	\$98.25	\$100.74	\$103.23	\$105.87	\$108.56	\$111.27	\$114.05	\$116.84
		Hourly	\$11.69	\$11.98	\$12.29	\$12.60	\$12.91	\$13.24	\$13.57	\$13.91	\$14.26	\$14.61
CM	10	Annual	\$25,101.00	\$25,768.00	\$26,444.00	\$27,131.00	\$27,854.00	\$28,597.00	\$29,361.00	\$30,093.00	\$30,846.00	\$31,598.00
		Bi-Wk	\$961.73	\$987.28	\$1,013.19	\$1,039.51	\$1,067.21	\$1,095.68	\$1,124.95	\$1,152.99	\$1,181.84	\$1,210.66
		Daily	\$96.18	\$98.73	\$101.32	\$103.96	\$106.73	\$109.57	\$112.50	\$115.30	\$118.19	\$121.07
		Hourly	\$12.03	\$12.35	\$12.67	\$13.00	\$13.35	\$13.70	\$14.07	\$14.42	\$14.78	\$15.14
CM	11	Annual	\$25,798.00	\$26,509.00	\$27,230.00	\$27,984.00	\$28,767.00	\$29,556.00	\$30,356.00	\$31,115.00	\$31,893.00	\$32,671.00
		Bi-Wk	\$988.43	\$1,015.68	\$1,043.30	\$1,072.19	\$1,102.19	\$1,132.42	\$1,163.07	\$1,192.15	\$1,221.96	\$1,251.77
		Daily	\$98.85	\$101.57	\$104.33	\$107.22	\$110.22	\$113.25	\$116.31	\$119.22	\$122.20	\$125.18
		Hourly	\$12.36	\$12.70	\$13.05	\$13.41	\$13.78	\$14.16	\$14.54	\$14.91	\$15.28	\$15.65
CM	12	Annual	\$26,549.00	\$27,309.00	\$28,094.00	\$28,912.00	\$29,737.00	\$30,566.00	\$31,391.00	\$32,176.00	\$32,980.00	\$33,786.00
		Bi-Wk	\$1,017.21	\$1,046.33	\$1,076.40	\$1,107.74	\$1,139.35	\$1,171.12	\$1,202.73	\$1,232.80	\$1,263.61	\$1,294.49
		Daily	\$101.73	\$104.64	\$107.64	\$110.78	\$113.94	\$117.12	\$120.28	\$123.28	\$126.37	\$129.45
		Hourly	\$12.72	\$13.08	\$13.46	\$13.85	\$14.25	\$14.64	\$15.04	\$15.41	\$15.80	\$16.19
CM	13	Annual	\$27,960.00	\$28,959.00	\$29,969.00	\$30,979.00	\$31,991.00	\$33,000.00	\$34,008.00	\$34,861.00	\$35,732.00	\$36,605.00
		Bi-Wk	\$1,071.27	\$1,109.55	\$1,148.24	\$1,186.94	\$1,225.71	\$1,264.37	\$1,302.99	\$1,335.68	\$1,369.05	\$1,402.50
		Daily	\$107.13	\$110.96	\$114.83	\$118.70	\$122.58	\$126.44	\$130.30	\$133.57	\$136.91	\$140.25
		Hourly	\$13.40	\$13.87	\$14.36	\$14.84	\$15.33	\$15.81	\$16.29	\$16.70	\$17.12	\$17.54
CM	14	Annual	\$29,236.00	\$30,277.00	\$31,319.00	\$32,360.00	\$33,397.00	\$34,441.00	\$35,477.00	\$36,365.00	\$37,273.00	\$38,183.00
		Bi-Wk	\$1,120.16	\$1,160.04	\$1,199.97	\$1,239.85	\$1,279.58	\$1,319.58	\$1,359.28	\$1,393.30	\$1,428.09	\$1,462.96
		Daily	\$112.02	\$116.01	\$120.00	\$123.99	\$127.96	\$131.96	\$135.93	\$139.33	\$142.81	\$146.30
		Hourly	\$14.01	\$14.51	\$15.00	\$15.50	\$16.00	\$16.50	\$17.00	\$17.42	\$17.86	\$18.29
CM	15	Annual	\$30,591.00	\$31,669.00	\$32,738.00	\$33,807.00	\$34,881.00	\$35,958.00	\$37,029.00	\$37,954.00	\$38,904.00	\$39,851.00
		Bi-Wk	\$1,172.07	\$1,213.38	\$1,254.33	\$1,295.29	\$1,336.44	\$1,377.71	\$1,418.74	\$1,454.18	\$1,490.58	\$1,526.86
		Daily	\$117.21	\$121.34	\$125.44	\$129.53	\$133.65	\$137.78	\$141.88	\$145.42	\$149.06	\$152.69
		Hourly	\$14.66	\$15.17	\$15.68	\$16.20	\$16.71	\$17.23	\$17.74	\$18.18	\$18.64	\$19.09
CM	16	Annual	\$32,045.00	\$33,147.00	\$34,253.00	\$35,356.00	\$36,456.00	\$37,564.00	\$38,664.00	\$39,631.00	\$40,621.00	\$41,611.00
		Bi-Wk	\$1,227.78	\$1,270.00	\$1,312.38	\$1,354.64	\$1,396.79	\$1,439.24	\$1,481.38	\$1,518.43	\$1,556.37	\$1,594.30
		Daily	\$122.78	\$127.00	\$131.24	\$135.47	\$139.68	\$143.93	\$148.14	\$151.85	\$155.64	\$159.43
		Hourly	\$15.35	\$15.88	\$16.41	\$16.94	\$17.46	\$18.00	\$18.52	\$18.99	\$19.46	\$19.93

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CM	17	Annual	\$33,587.00	\$34,725.00	\$35,856.00	\$36,995.00	\$38,128.00	\$39,263.00	\$40,400.00	\$41,413.00	\$42,448.00	\$43,483.00
		Bi-Wk	\$1,286.86	\$1,330.46	\$1,373.80	\$1,417.44	\$1,460.85	\$1,504.33	\$1,547.90	\$1,586.71	\$1,626.37	\$1,666.02
		Daily	\$128.69	\$133.05	\$137.38	\$141.75	\$146.09	\$150.44	\$154.79	\$158.68	\$162.64	\$166.61
		Hourly	\$16.09	\$16.64	\$17.18	\$17.72	\$18.27	\$18.81	\$19.35	\$19.84	\$20.33	\$20.83
CM	18	Annual	\$35,238.00	\$36,399.00	\$37,564.00	\$38,728.00	\$39,889.00	\$41,052.00	\$42,219.00	\$43,275.00	\$44,357.00	\$45,439.00
		Bi-Wk	\$1,350.12	\$1,394.60	\$1,439.24	\$1,483.84	\$1,528.32	\$1,572.88	\$1,617.59	\$1,658.05	\$1,699.51	\$1,740.96
		Daily	\$135.02	\$139.46	\$143.93	\$148.39	\$152.84	\$157.29	\$161.76	\$165.81	\$169.96	\$174.10
		Hourly	\$16.88	\$17.44	\$18.00	\$18.55	\$19.11	\$19.67	\$20.22	\$20.73	\$21.25	\$21.77
CM	19	Annual	\$36,927.00	\$38,128.00	\$39,328.00	\$40,525.00	\$41,724.00	\$42,920.00	\$44,114.00	\$45,217.00	\$46,347.00	\$47,478.00
		Bi-Wk	\$1,414.83	\$1,460.85	\$1,506.82	\$1,552.69	\$1,598.63	\$1,644.45	\$1,690.20	\$1,732.46	\$1,775.75	\$1,819.09
		Daily	\$141.49	\$146.09	\$150.69	\$155.27	\$159.87	\$164.45	\$169.02	\$173.25	\$177.58	\$181.91
		Hourly	\$17.69	\$18.27	\$18.84	\$19.41	\$19.99	\$20.56	\$21.13	\$21.66	\$22.20	\$22.74
CM	20	Annual	\$38,765.00	\$39,991.00	\$41,219.00	\$42,445.00	\$43,669.00	\$44,901.00	\$46,125.00	\$47,277.00	\$48,460.00	\$49,641.00
		Bi-Wk	\$1,485.25	\$1,532.23	\$1,579.28	\$1,626.25	\$1,673.15	\$1,720.35	\$1,767.25	\$1,811.38	\$1,856.71	\$1,901.96
		Daily	\$148.53	\$153.23	\$157.93	\$162.63	\$167.32	\$172.04	\$176.73	\$181.14	\$185.68	\$190.20
		Hourly	\$18.57	\$19.16	\$19.75	\$20.33	\$20.92	\$21.51	\$22.10	\$22.65	\$23.21	\$23.78
CM	21	Annual	\$40,635.00	\$41,896.00	\$43,153.00	\$44,416.00	\$45,679.00	\$46,935.00	\$48,198.00	\$49,404.00	\$50,639.00	\$51,873.00
		Bi-Wk	\$1,556.90	\$1,605.22	\$1,653.38	\$1,701.77	\$1,750.16	\$1,798.28	\$1,846.67	\$1,892.88	\$1,940.20	\$1,987.48
		Daily	\$155.69	\$160.53	\$165.34	\$170.18	\$175.02	\$179.83	\$184.67	\$189.29	\$194.02	\$198.75
		Hourly	\$19.47	\$20.07	\$20.67	\$21.28	\$21.88	\$22.48	\$23.09	\$23.67	\$24.26	\$24.85
CM	22	Annual	\$41,724.00	\$43,217.00	\$44,717.00	\$46,210.00	\$47,707.00	\$49,206.00	\$50,700.00	\$51,968.00	\$53,269.00	\$54,568.00
		Bi-Wk	\$1,598.63	\$1,655.83	\$1,713.30	\$1,770.50	\$1,827.86	\$1,885.29	\$1,942.53	\$1,991.12	\$2,040.96	\$2,090.73
		Daily	\$159.87	\$165.59	\$171.33	\$177.05	\$182.79	\$188.53	\$194.26	\$199.12	\$204.10	\$209.08
		Hourly	\$19.99	\$20.70	\$21.42	\$22.14	\$22.85	\$23.57	\$24.29	\$24.89	\$25.52	\$26.14
CM	23	Annual	\$43,656.00	\$45,219.00	\$46,774.00	\$48,333.00	\$49,893.00	\$51,449.00	\$53,012.00	\$54,338.00	\$55,696.00	\$57,055.00
		Bi-Wk	\$1,672.65	\$1,732.53	\$1,792.11	\$1,851.84	\$1,911.61	\$1,971.23	\$2,031.12	\$2,081.92	\$2,133.95	\$2,186.02
		Daily	\$167.27	\$173.26	\$179.22	\$185.19	\$191.17	\$197.13	\$203.12	\$208.20	\$213.40	\$218.61
		Hourly	\$20.91	\$21.66	\$22.41	\$23.15	\$23.90	\$24.65	\$25.39	\$26.03	\$26.68	\$27.33
CM	24	Annual	\$45,716.00	\$47,339.00	\$48,968.00	\$50,591.00	\$52,214.00	\$53,840.00	\$55,464.00	\$56,852.00	\$58,273.00	\$59,695.00
		Bi-Wk	\$1,751.58	\$1,813.76	\$1,876.17	\$1,938.36	\$2,000.54	\$2,062.84	\$2,125.06	\$2,178.24	\$2,232.69	\$2,287.17
		Daily	\$175.16	\$181.38	\$187.62	\$193.84	\$200.06	\$206.29	\$212.51	\$217.83	\$223.27	\$228.72
		Hourly	\$21.90	\$22.68	\$23.46	\$24.23	\$25.01	\$25.79	\$26.57	\$27.23	\$27.91	\$28.59

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CM	25	Annual	\$47,905.00	\$49,590.00	\$51,275.00	\$52,957.00	\$54,644.00	\$56,327.00	\$58,014.00	\$59,464.00	\$60,951.00	\$62,437.00
		Bi-Wk	\$1,835.45	\$1,900.00	\$1,964.56	\$2,029.01	\$2,093.64	\$2,158.13	\$2,222.76	\$2,278.32	\$2,335.29	\$2,392.23
		Daily	\$183.55	\$190.00	\$196.46	\$202.91	\$209.37	\$215.82	\$222.28	\$227.84	\$233.53	\$239.23
		Hourly	\$22.95	\$23.75	\$24.56	\$25.37	\$26.18	\$26.98	\$27.79	\$28.48	\$29.20	\$29.91
CM	26	Annual	\$50,225.00	\$51,970.00	\$53,714.00	\$55,464.00	\$57,211.00	\$58,960.00	\$60,704.00	\$62,221.00	\$63,777.00	\$65,332.00
		Bi-Wk	\$1,924.33	\$1,991.19	\$2,058.01	\$2,125.06	\$2,192.00	\$2,259.01	\$2,325.83	\$2,383.95	\$2,443.57	\$2,503.15
		Daily	\$192.44	\$199.12	\$205.81	\$212.51	\$219.20	\$225.91	\$232.59	\$238.40	\$244.36	\$250.32
		Hourly	\$24.06	\$24.89	\$25.73	\$26.57	\$27.40	\$28.24	\$29.08	\$29.80	\$30.55	\$31.29
CM	27	Annual	\$52,672.00	\$54,478.00	\$56,290.00	\$58,095.00	\$59,905.00	\$61,709.00	\$63,522.00	\$65,110.00	\$66,736.00	\$68,365.00
		Bi-Wk	\$2,018.09	\$2,087.28	\$2,156.71	\$2,225.87	\$2,295.22	\$2,364.33	\$2,433.80	\$2,494.64	\$2,556.94	\$2,619.35
		Daily	\$201.81	\$208.73	\$215.68	\$222.59	\$229.53	\$236.44	\$243.38	\$249.47	\$255.70	\$261.94
		Hourly	\$25.23	\$26.10	\$26.96	\$27.83	\$28.70	\$29.56	\$30.43	\$31.19	\$31.97	\$32.75
CM	28	Annual	\$55,289.00	\$57,160.00	\$59,030.00	\$60,901.00	\$62,768.00	\$64,641.00	\$66,510.00	\$68,173.00	\$69,878.00	\$71,581.00
		Bi-Wk	\$2,118.36	\$2,190.04	\$2,261.69	\$2,333.38	\$2,404.91	\$2,476.67	\$2,548.28	\$2,612.00	\$2,677.32	\$2,742.57
		Daily	\$211.84	\$219.01	\$226.17	\$233.34	\$240.50	\$247.67	\$254.83	\$261.20	\$267.74	\$274.26
		Hourly	\$26.48	\$27.38	\$28.28	\$29.17	\$30.07	\$30.96	\$31.86	\$32.65	\$33.47	\$34.29
CM	29	Annual	\$55,812.00	\$57,872.00	\$59,935.00	\$61,996.00	\$64,059.00	\$66,118.00	\$68,182.00	\$69,888.00	\$71,635.00	\$73,382.00
		Bi-Wk	\$2,138.40	\$2,217.32	\$2,296.37	\$2,375.33	\$2,454.37	\$2,533.26	\$2,612.34	\$2,677.71	\$2,744.64	\$2,811.58
		Daily	\$213.84	\$221.74	\$229.64	\$237.54	\$245.44	\$253.33	\$261.24	\$267.78	\$274.47	\$281.16
		Hourly	\$26.73	\$27.72	\$28.71	\$29.70	\$30.68	\$31.67	\$32.66	\$33.48	\$34.31	\$35.15
CM	30	Annual	\$58,014.00	\$60,135.00	\$62,258.00	\$64,377.00	\$66,498.00	\$68,622.00	\$70,744.00	\$72,514.00	\$74,326.00	\$76,139.00
		Bi-Wk	\$2,222.76	\$2,304.03	\$2,385.37	\$2,466.56	\$2,547.82	\$2,629.20	\$2,710.50	\$2,778.32	\$2,847.74	\$2,917.21
		Daily	\$222.28	\$230.41	\$238.54	\$246.66	\$254.79	\$262.92	\$271.05	\$277.84	\$284.78	\$291.73
		Hourly	\$27.79	\$28.81	\$29.82	\$30.84	\$31.85	\$32.87	\$33.89	\$34.73	\$35.60	\$36.47
CM	31	Annual	\$60,307.00	\$62,495.00	\$64,671.00	\$66,858.00	\$69,044.00	\$71,226.00	\$73,414.00	\$75,250.00	\$77,132.00	\$79,013.00
		Bi-Wk	\$2,310.62	\$2,394.45	\$2,477.82	\$2,561.61	\$2,645.37	\$2,728.97	\$2,812.80	\$2,883.15	\$2,955.25	\$3,027.32
		Daily	\$231.07	\$239.45	\$247.79	\$256.17	\$264.54	\$272.90	\$281.28	\$288.32	\$295.53	\$302.74
		Hourly	\$28.89	\$29.94	\$30.98	\$32.03	\$33.07	\$34.12	\$35.16	\$36.04	\$36.95	\$37.85
CM	32	Annual	\$62,689.00	\$64,935.00	\$67,175.00	\$69,420.00	\$71,669.00	\$73,907.00	\$76,157.00	\$78,062.00	\$80,014.00	\$81,965.00
		Bi-Wk	\$2,401.88	\$2,487.94	\$2,573.76	\$2,659.78	\$2,745.94	\$2,831.69	\$2,917.90	\$2,990.89	\$3,065.68	\$3,140.43
		Daily	\$240.19	\$248.80	\$257.38	\$265.98	\$274.60	\$283.17	\$291.79	\$299.09	\$306.57	\$314.05
		Hourly	\$30.03	\$31.10	\$32.18	\$33.25	\$34.33	\$35.40	\$36.48	\$37.39	\$38.33	\$39.26

MAINTENANCE CONFIDENTIAL CM 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	Step 10
CM	33	Annual	\$65,178.00	\$67,482.00	\$69,787.00	\$72,098.00	\$74,408.00	\$76,714.00	\$79,021.00	\$80,998.00	\$83,022.00	\$85,047.00
		Bi-Wk	\$2,497.25	\$2,585.52	\$2,673.84	\$2,762.38	\$2,850.89	\$2,939.24	\$3,027.63	\$3,103.38	\$3,180.92	\$3,258.51
		Daily	\$249.73	\$258.56	\$267.39	\$276.24	\$285.09	\$293.93	\$302.77	\$310.34	\$318.10	\$325.86
		Hourly	\$31.22	\$32.32	\$33.43	\$34.53	\$35.64	\$36.75	\$37.85	\$38.80	\$39.77	\$40.74
CM	34	Annual	\$67,821.00	\$70,196.00	\$72,565.00	\$74,937.00	\$77,304.00	\$79,676.00	\$82,043.00	\$84,096.00	\$86,197.00	\$88,299.00
		Bi-Wk	\$2,598.51	\$2,689.51	\$2,780.27	\$2,871.15	\$2,961.84	\$3,052.73	\$3,143.41	\$3,222.07	\$3,302.57	\$3,383.11
		Daily	\$259.86	\$268.96	\$278.03	\$287.12	\$296.19	\$305.28	\$314.35	\$322.21	\$330.26	\$338.32
		Hourly	\$32.49	\$33.62	\$34.76	\$35.89	\$37.03	\$38.16	\$39.30	\$40.28	\$41.29	\$42.29
CM	35	Annual	\$70,578.00	\$73,004.00	\$75,441.00	\$77,867.00	\$80,297.00	\$82,728.00	\$85,160.00	\$87,290.00	\$89,472.00	\$91,654.00
		Bi-Wk	\$2,704.14	\$2,797.09	\$2,890.46	\$2,983.41	\$3,076.52	\$3,169.66	\$3,262.84	\$3,344.45	\$3,428.05	\$3,511.65
		Daily	\$270.42	\$279.71	\$289.05	\$298.35	\$307.66	\$316.97	\$326.29	\$334.45	\$342.81	\$351.17
		Hourly	\$33.81	\$34.97	\$36.14	\$37.30	\$38.46	\$39.63	\$40.79	\$41.81	\$42.86	\$43.90
CM	36	Annual	\$73,475.00	\$75,965.00	\$78,462.00	\$80,955.00	\$83,447.00	\$85,943.00	\$88,433.00	\$90,645.00	\$92,911.00	\$95,177.00
		Bi-Wk	\$2,815.14	\$2,910.54	\$3,006.21	\$3,101.73	\$3,197.21	\$3,292.84	\$3,388.24	\$3,472.99	\$3,559.81	\$3,646.63
		Daily	\$281.52	\$291.06	\$300.63	\$310.18	\$319.73	\$329.29	\$338.83	\$347.30	\$355.99	\$364.67
		Hourly	\$35.19	\$36.39	\$37.58	\$38.78	\$39.97	\$41.17	\$42.36	\$43.42	\$44.50	\$45.59
CM	37	Annual	\$76,486.00	\$79,051.00	\$81,609.00	\$84,171.00	\$86,735.00	\$89,294.00	\$91,857.00	\$94,154.00	\$96,506.00	\$98,862.00
		Bi-Wk	\$2,930.50	\$3,028.78	\$3,126.79	\$3,224.95	\$3,323.19	\$3,421.23	\$3,519.43	\$3,607.44	\$3,697.55	\$3,787.82
		Daily	\$293.05	\$302.88	\$312.68	\$322.50	\$332.32	\$342.13	\$351.95	\$360.75	\$369.76	\$378.79
		Hourly	\$36.64	\$37.86	\$39.09	\$40.32	\$41.54	\$42.77	\$44.00	\$45.10	\$46.22	\$47.35
CM	38	Annual	\$79,608.00	\$82,230.00	\$84,853.00	\$87,473.00	\$90,093.00	\$92,718.00	\$95,339.00	\$97,722.00	\$100,165.00	\$102,608.00
		Bi-Wk	\$3,050.12	\$3,150.58	\$3,251.08	\$3,351.46	\$3,451.84	\$3,552.42	\$3,652.84	\$3,744.14	\$3,837.74	\$3,931.35
		Daily	\$305.02	\$315.06	\$325.11	\$335.15	\$345.19	\$355.25	\$365.29	\$374.42	\$383.78	\$393.14
		Hourly	\$38.13	\$39.39	\$40.64	\$41.90	\$43.15	\$44.41	\$45.67	\$46.81	\$47.98	\$49.15
CM	39	Annual	\$82,887.00	\$85,569.00	\$88,251.00	\$90,938.00	\$93,621.00	\$96,303.00	\$98,986.00	\$101,462.00	\$103,998.00	\$106,534.00
		Bi-Wk	\$3,175.75	\$3,278.51	\$3,381.27	\$3,484.22	\$3,587.02	\$3,689.78	\$3,792.57	\$3,887.44	\$3,984.60	\$4,081.77
		Daily	\$317.58	\$327.86	\$338.13	\$348.43	\$358.71	\$368.98	\$379.26	\$388.75	\$398.46	\$408.18
		Hourly	\$39.70	\$40.99	\$42.27	\$43.56	\$44.84	\$46.13	\$47.41	\$48.60	\$49.81	\$51.03
CM	40	Annual	\$86,303.00	\$89,043.00	\$91,787.00	\$94,525.00	\$97,268.00	\$100,010.00	\$102,752.00	\$105,322.00	\$107,955.00	\$110,587.00
		Bi-Wk	\$3,306.63	\$3,411.61	\$3,516.75	\$3,621.65	\$3,726.75	\$3,831.81	\$3,936.86	\$4,035.33	\$4,136.21	\$4,237.05
		Daily	\$330.67	\$341.17	\$351.68	\$362.17	\$372.68	\$383.19	\$393.69	\$403.54	\$413.63	\$423.71
		Hourly	\$41.34	\$42.65	\$43.96	\$45.28	\$46.59	\$47.90	\$49.22	\$50.45	\$51.71	\$52.97

MAINTENANCE CONFIDENTIAL CM 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	Step 10
CM	41	Annual	\$89,875.00	\$92,686.00	\$95,491.00	\$98,300.00	\$101,107.00	\$103,912.00	\$106,718.00	\$109,388.00	\$112,121.00	\$114,856.00
		Bi-Wk	\$3,443.49	\$3,551.19	\$3,658.66	\$3,766.29	\$3,873.84	\$3,981.31	\$4,088.82	\$4,191.12	\$4,295.83	\$4,400.62
		Daily	\$344.35	\$355.12	\$365.87	\$376.63	\$387.39	\$398.14	\$408.89	\$419.12	\$429.59	\$440.07
		Hourly	\$43.05	\$44.39	\$45.74	\$47.08	\$48.43	\$49.77	\$51.12	\$52.39	\$53.70	\$55.01
CM	42	Annual	\$93,587.00	\$96,461.00	\$99,331.00	\$102,194.00	\$105,068.00	\$107,937.00	\$110,808.00	\$113,579.00	\$116,418.00	\$119,258.00
		Bi-Wk	\$3,585.71	\$3,695.83	\$3,805.79	\$3,915.48	\$4,025.60	\$4,135.52	\$4,245.52	\$4,351.69	\$4,460.46	\$4,569.28
		Daily	\$358.58	\$369.59	\$380.58	\$391.55	\$402.56	\$413.56	\$424.56	\$435.17	\$446.05	\$456.93
		Hourly	\$44.83	\$46.20	\$47.58	\$48.95	\$50.32	\$51.70	\$53.07	\$54.40	\$55.76	\$57.12
CM	43	Annual	\$97,522.00	\$100,450.00	\$103,375.00	\$106,302.00	\$109,233.00	\$112,159.00	\$115,085.00	\$117,962.00	\$120,912.00	\$123,861.00
		Bi-Wk	\$3,736.48	\$3,848.66	\$3,960.73	\$4,072.88	\$4,185.18	\$4,297.28	\$4,409.39	\$4,519.62	\$4,632.65	\$4,745.64
		Daily	\$373.65	\$384.87	\$396.08	\$407.29	\$418.52	\$429.73	\$440.94	\$451.97	\$463.27	\$474.57
		Hourly	\$46.71	\$48.11	\$49.51	\$50.92	\$52.32	\$53.72	\$55.12	\$56.50	\$57.91	\$59.33