

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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
CS	1	Annual	\$17,398.00	\$17,822.00	\$18,249.00	\$18,666.00	\$19,096.00	\$19,517.00	\$19,941.00	\$20,540.00	\$20,850.00
		Bi-Wk	\$666.60	\$682.84	\$699.20	\$715.18	\$731.65	\$747.78	\$764.03	\$786.98	\$798.86
		Daily	\$66.66	\$68.29	\$69.92	\$71.52	\$73.17	\$74.78	\$76.41	\$78.70	\$79.89
		Hourly	\$8.34	\$8.54	\$8.74	\$8.94	\$9.15	\$9.35	\$9.56	\$9.84	\$9.99
CS	2	Annual	\$18,249.00	\$18,666.00	\$19,096.00	\$19,517.00	\$19,941.00	\$20,365.00	\$20,786.00	\$21,410.00	\$21,731.00
		Bi-Wk	\$699.20	\$715.18	\$731.65	\$747.78	\$764.03	\$780.27	\$796.40	\$820.31	\$832.61
		Daily	\$69.92	\$71.52	\$73.17	\$74.78	\$76.41	\$78.03	\$79.64	\$82.04	\$83.27
		Hourly	\$8.74	\$8.94	\$9.15	\$9.35	\$9.56	\$9.76	\$9.96	\$10.26	\$10.41
CS	3	Annual	\$18,666.00	\$19,096.00	\$19,517.00	\$19,941.00	\$20,365.00	\$20,786.00	\$21,207.00	\$21,843.00	\$22,172.00
		Bi-Wk	\$715.18	\$731.65	\$747.78	\$764.03	\$780.27	\$796.40	\$812.53	\$836.90	\$849.51
		Daily	\$71.52	\$73.17	\$74.78	\$76.41	\$78.03	\$79.64	\$81.26	\$83.69	\$84.96
		Hourly	\$8.94	\$9.15	\$9.35	\$9.56	\$9.76	\$9.96	\$10.16	\$10.47	\$10.62
CS	4	Annual	\$19,271.00	\$19,785.00	\$20,302.00	\$20,818.00	\$21,333.00	\$21,845.00	\$22,361.00	\$23,031.00	\$23,377.00
		Bi-Wk	\$738.36	\$758.05	\$777.86	\$797.63	\$817.36	\$836.98	\$856.75	\$882.42	\$895.68
		Daily	\$73.84	\$75.81	\$77.79	\$79.77	\$81.74	\$83.70	\$85.68	\$88.25	\$89.57
		Hourly	\$9.23	\$9.48	\$9.73	\$9.98	\$10.22	\$10.47	\$10.71	\$11.04	\$11.20
CS	5	Annual	\$19,757.00	\$20,302.00	\$20,847.00	\$21,389.00	\$21,931.00	\$22,473.00	\$23,022.00	\$23,713.00	\$24,070.00
		Bi-Wk	\$756.98	\$777.86	\$798.74	\$819.51	\$840.27	\$861.04	\$882.07	\$908.55	\$922.23
		Daily	\$75.70	\$77.79	\$79.88	\$81.96	\$84.03	\$86.11	\$88.21	\$90.86	\$92.23
		Hourly	\$9.47	\$9.73	\$9.99	\$10.25	\$10.51	\$10.77	\$11.03	\$11.36	\$11.53
CS	6	Annual	\$20,426.00	\$20,970.00	\$21,515.00	\$22,056.00	\$22,601.00	\$23,146.00	\$23,687.00	\$24,398.00	\$24,766.00
		Bi-Wk	\$782.61	\$803.45	\$824.33	\$845.06	\$865.94	\$886.82	\$907.55	\$934.79	\$948.89
		Daily	\$78.27	\$80.35	\$82.44	\$84.51	\$86.60	\$88.69	\$90.76	\$93.48	\$94.89
		Hourly	\$9.79	\$10.05	\$10.31	\$10.57	\$10.83	\$11.09	\$11.35	\$11.69	\$11.87
CS	7	Annual	\$21,026.00	\$21,575.00	\$22,113.00	\$22,660.00	\$23,204.00	\$23,746.00	\$24,288.00	\$25,016.00	\$25,393.00
		Bi-Wk	\$805.60	\$826.63	\$847.25	\$868.20	\$889.05	\$909.81	\$930.58	\$958.47	\$972.92
		Daily	\$80.56	\$82.67	\$84.73	\$86.82	\$88.91	\$90.99	\$93.06	\$95.85	\$97.30
		Hourly	\$10.07	\$10.34	\$10.60	\$10.86	\$11.12	\$11.38	\$11.64	\$11.99	\$12.17
CS	8	Annual	\$22,601.00	\$23,268.00	\$23,932.00	\$24,601.00	\$25,263.00	\$25,930.00	\$26,603.00	\$27,402.00	\$27,814.00
		Bi-Wk	\$865.94	\$891.50	\$916.94	\$942.57	\$967.94	\$993.49	\$1,019.28	\$1,049.89	\$1,065.68
		Daily	\$86.60	\$89.15	\$91.70	\$94.26	\$96.80	\$99.35	\$101.93	\$104.99	\$106.57
		Hourly	\$10.83	\$11.15	\$11.47	\$11.79	\$12.10	\$12.42	\$12.75	\$13.13	\$13.33

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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
CS	9	Annual	\$23,294.00	\$23,990.00	\$24,681.00	\$25,384.00	\$26,077.00	\$26,768.00	\$27,469.00	\$28,293.00	\$28,719.00
		Bi-Wk	\$892.50	\$919.16	\$945.64	\$972.57	\$999.12	\$1,025.60	\$1,052.46	\$1,084.03	\$1,100.35
		Daily	\$89.25	\$91.92	\$94.57	\$97.26	\$99.92	\$102.56	\$105.25	\$108.41	\$110.04
		Hourly	\$11.16	\$11.49	\$11.83	\$12.16	\$12.49	\$12.82	\$13.16	\$13.56	\$13.76
CS	10	Annual	\$24,047.00	\$24,774.00	\$25,500.00	\$26,228.00	\$26,954.00	\$27,690.00	\$28,453.00	\$29,307.00	\$29,749.00
		Bi-Wk	\$921.35	\$949.20	\$977.02	\$1,004.91	\$1,032.73	\$1,060.92	\$1,090.16	\$1,122.88	\$1,139.81
		Daily	\$92.14	\$94.92	\$97.71	\$100.50	\$103.28	\$106.10	\$109.02	\$112.29	\$113.99
		Hourly	\$11.52	\$11.87	\$12.22	\$12.57	\$12.91	\$13.27	\$13.63	\$14.04	\$14.25
CS	11	Annual	\$24,809.00	\$25,565.00	\$26,321.00	\$27,080.00	\$27,860.00	\$28,655.00	\$29,448.00	\$30,331.00	\$30,788.00
		Bi-Wk	\$950.54	\$979.51	\$1,008.47	\$1,037.55	\$1,067.44	\$1,097.90	\$1,128.28	\$1,162.11	\$1,179.62
		Daily	\$95.06	\$97.96	\$100.85	\$103.76	\$106.75	\$109.79	\$112.83	\$116.22	\$117.97
		Hourly	\$11.89	\$12.25	\$12.61	\$12.97	\$13.35	\$13.73	\$14.11	\$14.53	\$14.75
CS	12	Annual	\$25,617.00	\$26,401.00	\$27,189.00	\$28,006.00	\$28,830.00	\$29,656.00	\$30,484.00	\$31,399.00	\$31,871.00
		Bi-Wk	\$981.50	\$1,011.54	\$1,041.73	\$1,073.03	\$1,104.60	\$1,136.25	\$1,167.97	\$1,203.03	\$1,221.12
		Daily	\$98.15	\$101.16	\$104.18	\$107.31	\$110.46	\$113.63	\$116.80	\$120.31	\$122.12
		Hourly	\$12.27	\$12.65	\$13.03	\$13.42	\$13.81	\$14.21	\$14.60	\$15.04	\$15.27
CS	13	Annual	\$27,060.00	\$28,055.00	\$29,062.00	\$30,067.00	\$31,078.00	\$32,087.00	\$33,097.00	\$34,089.00	\$34,603.00
		Bi-Wk	\$1,036.79	\$1,074.91	\$1,113.49	\$1,152.00	\$1,190.73	\$1,229.39	\$1,268.09	\$1,306.10	\$1,325.79
		Daily	\$103.68	\$107.50	\$111.35	\$115.20	\$119.08	\$122.94	\$126.81	\$130.61	\$132.58
		Hourly	\$12.96	\$13.44	\$13.92	\$14.40	\$14.89	\$15.37	\$15.86	\$16.33	\$16.58
CS	14	Annual	\$28,327.00	\$29,368.00	\$30,410.00	\$31,451.00	\$32,485.00	\$33,527.00	\$34,565.00	\$35,602.00	\$36,138.00
		Bi-Wk	\$1,085.33	\$1,125.22	\$1,165.14	\$1,205.02	\$1,244.64	\$1,284.56	\$1,324.33	\$1,364.07	\$1,384.60
		Daily	\$108.54	\$112.53	\$116.52	\$120.51	\$124.47	\$128.46	\$132.44	\$136.41	\$138.46
		Hourly	\$13.57	\$14.07	\$14.57	\$15.07	\$15.56	\$16.06	\$16.56	\$17.06	\$17.31
CS	15	Annual	\$29,685.00	\$30,758.00	\$31,830.00	\$32,897.00	\$33,970.00	\$35,043.00	\$36,120.00	\$37,202.00	\$37,762.00
		Bi-Wk	\$1,137.36	\$1,178.47	\$1,219.55	\$1,260.43	\$1,301.54	\$1,342.65	\$1,383.91	\$1,425.37	\$1,446.82
		Daily	\$113.74	\$117.85	\$121.96	\$126.05	\$130.16	\$134.27	\$138.40	\$142.54	\$144.69
		Hourly	\$14.22	\$14.74	\$15.25	\$15.76	\$16.27	\$16.79	\$17.30	\$17.82	\$18.09
CS	16	Annual	\$31,134.00	\$32,238.00	\$33,342.00	\$34,439.00	\$35,542.00	\$36,648.00	\$37,748.00	\$38,881.00	\$39,466.00
		Bi-Wk	\$1,192.88	\$1,235.18	\$1,277.48	\$1,319.51	\$1,361.77	\$1,404.14	\$1,446.29	\$1,489.70	\$1,512.11
		Daily	\$119.29	\$123.52	\$127.75	\$131.96	\$136.18	\$140.42	\$144.63	\$148.97	\$151.22
		Hourly	\$14.92	\$15.44	\$15.97	\$16.50	\$17.03	\$17.56	\$18.08	\$18.63	\$18.91

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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
CS	17	Annual	\$32,676.00	\$33,808.00	\$34,944.00	\$36,078.00	\$37,211.00	\$38,344.00	\$39,482.00	\$40,667.00	\$41,279.00
		Bi-Wk	\$1,251.96	\$1,295.33	\$1,338.86	\$1,382.30	\$1,425.71	\$1,469.12	\$1,512.73	\$1,558.13	\$1,581.58
		Daily	\$125.20	\$129.54	\$133.89	\$138.23	\$142.58	\$146.92	\$151.28	\$155.82	\$158.16
		Hourly	\$15.65	\$16.20	\$16.74	\$17.28	\$17.83	\$18.37	\$18.91	\$19.48	\$19.77
CS	18	Annual	\$34,323.00	\$35,481.00	\$36,648.00	\$37,811.00	\$38,973.00	\$40,134.00	\$41,298.00	\$42,537.00	\$43,177.00
		Bi-Wk	\$1,315.06	\$1,359.43	\$1,404.14	\$1,448.70	\$1,493.22	\$1,537.71	\$1,582.30	\$1,629.78	\$1,654.30
		Daily	\$131.51	\$135.95	\$140.42	\$144.87	\$149.33	\$153.78	\$158.23	\$162.98	\$165.43
		Hourly	\$16.44	\$17.00	\$17.56	\$18.11	\$18.67	\$19.23	\$19.78	\$20.38	\$20.68
CS	19	Annual	\$36,014.00	\$37,211.00	\$38,407.00	\$39,605.00	\$40,804.00	\$41,999.00	\$43,194.00	\$44,490.00	\$45,160.00
		Bi-Wk	\$1,379.85	\$1,425.71	\$1,471.54	\$1,517.44	\$1,563.38	\$1,609.16	\$1,654.95	\$1,704.60	\$1,730.27
		Daily	\$137.99	\$142.58	\$147.16	\$151.75	\$156.34	\$160.92	\$165.50	\$170.46	\$173.03
		Hourly	\$17.25	\$17.83	\$18.40	\$18.97	\$19.55	\$20.12	\$20.69	\$21.31	\$21.63
CS	20	Annual	\$37,845.00	\$39,074.00	\$40,296.00	\$41,522.00	\$42,747.00	\$43,977.00	\$45,200.00	\$46,555.00	\$47,256.00
		Bi-Wk	\$1,450.00	\$1,497.09	\$1,543.91	\$1,590.89	\$1,637.82	\$1,684.95	\$1,731.81	\$1,783.72	\$1,810.58
		Daily	\$145.00	\$149.71	\$154.40	\$159.09	\$163.79	\$168.50	\$173.19	\$178.38	\$181.06
		Hourly	\$18.13	\$18.72	\$19.30	\$19.89	\$20.48	\$21.07	\$21.65	\$22.30	\$22.64
CS	21	Annual	\$39,711.00	\$40,980.00	\$42,233.00	\$43,491.00	\$44,754.00	\$46,010.00	\$47,271.00	\$48,690.00	\$49,422.00
		Bi-Wk	\$1,521.50	\$1,570.12	\$1,618.13	\$1,666.33	\$1,714.72	\$1,762.84	\$1,811.15	\$1,865.52	\$1,893.57
		Daily	\$152.15	\$157.02	\$161.82	\$166.64	\$171.48	\$176.29	\$181.12	\$186.56	\$189.36
		Hourly	\$19.02	\$19.63	\$20.23	\$20.83	\$21.44	\$22.04	\$22.64	\$23.32	\$23.67
CS	22	Annual	\$40,804.00	\$42,296.00	\$43,790.00	\$45,283.00	\$46,782.00	\$48,275.00	\$49,770.00	\$51,264.00	\$52,035.00
		Bi-Wk	\$1,563.38	\$1,620.54	\$1,677.78	\$1,734.99	\$1,792.42	\$1,849.62	\$1,906.90	\$1,964.14	\$1,993.68
		Daily	\$156.34	\$162.06	\$167.78	\$173.50	\$179.25	\$184.97	\$190.69	\$196.42	\$199.37
		Hourly	\$19.55	\$20.26	\$20.98	\$21.69	\$22.41	\$23.13	\$23.84	\$24.56	\$24.93
CS	23	Annual	\$42,735.00	\$44,293.00	\$45,848.00	\$47,404.00	\$48,967.00	\$50,520.00	\$52,075.00	\$53,638.00	\$54,445.00
		Bi-Wk	\$1,637.36	\$1,697.05	\$1,756.63	\$1,816.25	\$1,876.14	\$1,935.64	\$1,995.22	\$2,055.10	\$2,086.02
		Daily	\$163.74	\$169.71	\$175.67	\$181.63	\$187.62	\$193.57	\$199.53	\$205.51	\$208.61
		Hourly	\$20.47	\$21.22	\$21.96	\$22.71	\$23.46	\$24.20	\$24.95	\$25.69	\$26.08
CS	24	Annual	\$44,791.00	\$46,413.00	\$48,038.00	\$49,659.00	\$51,284.00	\$52,906.00	\$54,528.00	\$56,163.00	\$57,009.00
		Bi-Wk	\$1,716.14	\$1,778.28	\$1,840.54	\$1,902.65	\$1,964.91	\$2,027.05	\$2,089.20	\$2,151.84	\$2,184.26
		Daily	\$171.62	\$177.83	\$184.06	\$190.27	\$196.50	\$202.71	\$208.92	\$215.19	\$218.43
		Hourly	\$21.46	\$22.23	\$23.01	\$23.79	\$24.57	\$25.34	\$26.12	\$26.90	\$27.31

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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
CS	25	Annual	\$46,980.00	\$48,662.00	\$50,344.00	\$52,025.00	\$53,711.00	\$55,393.00	\$57,074.00	\$58,787.00	\$59,670.00
		Bi-Wk	\$1,800.00	\$1,864.45	\$1,928.89	\$1,993.30	\$2,057.90	\$2,122.34	\$2,186.75	\$2,252.38	\$2,286.21
		Daily	\$180.00	\$186.45	\$192.89	\$199.33	\$205.79	\$212.24	\$218.68	\$225.24	\$228.63
		Hourly	\$22.50	\$23.31	\$24.12	\$24.92	\$25.73	\$26.53	\$27.34	\$28.16	\$28.58
CS	26	Annual	\$49,292.00	\$51,036.00	\$52,783.00	\$54,528.00	\$56,276.00	\$58,023.00	\$59,764.00	\$61,557.00	\$62,483.00
		Bi-Wk	\$1,888.59	\$1,955.41	\$2,022.34	\$2,089.20	\$2,156.17	\$2,223.11	\$2,289.81	\$2,358.51	\$2,393.99
		Daily	\$188.86	\$195.55	\$202.24	\$208.92	\$215.62	\$222.32	\$228.99	\$235.86	\$239.40
		Hourly	\$23.61	\$24.45	\$25.28	\$26.12	\$26.96	\$27.79	\$28.63	\$29.49	\$29.93
CS	27	Annual	\$51,738.00	\$53,548.00	\$55,354.00	\$57,156.00	\$58,963.00	\$60,767.00	\$62,577.00	\$64,454.00	\$65,424.00
		Bi-Wk	\$1,982.30	\$2,051.65	\$2,120.85	\$2,189.89	\$2,259.12	\$2,328.24	\$2,397.59	\$2,469.51	\$2,506.67
		Daily	\$198.23	\$205.17	\$212.09	\$218.99	\$225.92	\$232.83	\$239.76	\$246.96	\$250.67
		Hourly	\$24.78	\$25.65	\$26.52	\$27.38	\$28.24	\$29.11	\$29.97	\$30.87	\$31.34
CS	28	Annual	\$54,390.00	\$56,220.00	\$58,087.00	\$59,958.00	\$61,825.00	\$63,698.00	\$65,562.00	\$67,529.00	\$68,545.00
		Bi-Wk	\$2,083.91	\$2,154.03	\$2,225.56	\$2,297.25	\$2,368.78	\$2,440.54	\$2,511.96	\$2,587.32	\$2,626.25
		Daily	\$208.40	\$215.41	\$222.56	\$229.73	\$236.88	\$244.06	\$251.20	\$258.74	\$262.63
		Hourly	\$26.05	\$26.93	\$27.82	\$28.72	\$29.61	\$30.51	\$31.40	\$32.35	\$32.83
CS	29	Annual	\$54,876.00	\$56,933.00	\$58,991.00	\$61,055.00	\$63,115.00	\$65,171.00	\$67,231.00	\$69,247.00	\$70,291.00
		Bi-Wk	\$2,102.53	\$2,181.35	\$2,260.20	\$2,339.28	\$2,418.20	\$2,496.98	\$2,575.91	\$2,653.15	\$2,693.15
		Daily	\$210.26	\$218.14	\$226.02	\$233.93	\$241.82	\$249.70	\$257.60	\$265.32	\$269.32
		Hourly	\$26.29	\$27.27	\$28.26	\$29.25	\$30.23	\$31.22	\$32.20	\$33.17	\$33.67
CS	30	Annual	\$57,074.00	\$59,193.00	\$61,318.00	\$63,430.00	\$65,552.00	\$67,674.00	\$69,791.00	\$71,885.00	\$72,968.00
		Bi-Wk	\$2,186.75	\$2,267.94	\$2,349.35	\$2,430.27	\$2,511.58	\$2,592.88	\$2,673.99	\$2,754.22	\$2,795.71
		Daily	\$218.68	\$226.80	\$234.94	\$243.03	\$251.16	\$259.29	\$267.40	\$275.43	\$279.58
		Hourly	\$27.34	\$28.35	\$29.37	\$30.38	\$31.40	\$32.42	\$33.43	\$34.43	\$34.95
CS	31	Annual	\$59,365.00	\$61,547.00	\$63,731.00	\$65,914.00	\$68,094.00	\$70,277.00	\$72,454.00	\$74,628.00	\$75,751.00
		Bi-Wk	\$2,274.53	\$2,358.13	\$2,441.81	\$2,525.45	\$2,608.97	\$2,692.61	\$2,776.02	\$2,859.32	\$2,902.34
		Daily	\$227.46	\$235.82	\$244.19	\$252.55	\$260.90	\$269.27	\$277.61	\$285.94	\$290.24
		Hourly	\$28.44	\$29.48	\$30.53	\$31.57	\$32.62	\$33.66	\$34.71	\$35.75	\$36.28
CS	32	Annual	\$61,747.00	\$63,988.00	\$66,225.00	\$68,473.00	\$70,716.00	\$72,955.00	\$75,204.00	\$77,461.00	\$78,626.00
		Bi-Wk	\$2,365.79	\$2,451.65	\$2,537.36	\$2,623.49	\$2,709.43	\$2,795.22	\$2,881.38	\$2,967.86	\$3,012.50
		Daily	\$236.58	\$245.17	\$253.74	\$262.35	\$270.95	\$279.53	\$288.14	\$296.79	\$301.25
		Hourly	\$29.58	\$30.65	\$31.72	\$32.80	\$33.87	\$34.95	\$36.02	\$37.10	\$37.66

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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
CS	33	Annual	\$64,231.00	\$66,534.00	\$68,842.00	\$71,144.00	\$73,450.00	\$75,751.00	\$78,061.00	\$80,402.00	\$81,613.00
		Bi-Wk	\$2,460.96	\$2,549.20	\$2,637.63	\$2,725.83	\$2,814.18	\$2,902.34	\$2,990.85	\$3,080.54	\$3,126.94
		Daily	\$246.10	\$254.92	\$263.77	\$272.59	\$281.42	\$290.24	\$299.09	\$308.06	\$312.70
		Hourly	\$30.77	\$31.87	\$32.98	\$34.08	\$35.18	\$36.28	\$37.39	\$38.51	\$39.09
CS	34	Annual	\$66,876.00	\$69,245.00	\$71,609.00	\$73,982.00	\$76,346.00	\$78,716.00	\$81,081.00	\$83,513.00	\$84,771.00
		Bi-Wk	\$2,562.30	\$2,653.07	\$2,743.64	\$2,834.56	\$2,925.14	\$3,015.94	\$3,106.56	\$3,199.74	\$3,247.94
		Daily	\$256.23	\$265.31	\$274.37	\$283.46	\$292.52	\$301.60	\$310.66	\$319.98	\$324.80
		Hourly	\$32.03	\$33.17	\$34.30	\$35.44	\$36.57	\$37.70	\$38.84	\$40.00	\$40.60
CS	35	Annual	\$69,627.00	\$72,051.00	\$74,481.00	\$76,910.00	\$79,337.00	\$81,764.00	\$84,188.00	\$86,714.00	\$88,015.00
		Bi-Wk	\$2,667.71	\$2,760.58	\$2,853.68	\$2,946.75	\$3,039.74	\$3,132.73	\$3,225.60	\$3,322.38	\$3,372.23
		Daily	\$266.78	\$276.06	\$285.37	\$294.68	\$303.98	\$313.28	\$322.56	\$332.24	\$337.23
		Hourly	\$33.35	\$34.51	\$35.68	\$36.84	\$38.00	\$39.16	\$40.32	\$41.53	\$42.16
CS	36	Annual	\$72,519.00	\$75,007.00	\$77,502.00	\$79,991.00	\$82,482.00	\$84,969.00	\$87,462.00	\$90,085.00	\$91,437.00
		Bi-Wk	\$2,778.51	\$2,873.84	\$2,969.43	\$3,064.79	\$3,160.23	\$3,255.52	\$3,351.04	\$3,451.54	\$3,503.34
		Daily	\$277.86	\$287.39	\$296.95	\$306.48	\$316.03	\$325.56	\$335.11	\$345.16	\$350.34
		Hourly	\$34.74	\$35.93	\$37.12	\$38.31	\$39.51	\$40.70	\$41.89	\$43.15	\$43.80
CS	37	Annual	\$75,530.00	\$78,090.00	\$80,648.00	\$83,203.00	\$85,764.00	\$88,321.00	\$90,877.00	\$93,604.00	\$95,008.00
		Bi-Wk	\$2,893.87	\$2,991.96	\$3,089.97	\$3,187.86	\$3,285.98	\$3,383.95	\$3,481.88	\$3,586.37	\$3,640.16
		Daily	\$289.39	\$299.20	\$309.00	\$318.79	\$328.60	\$338.40	\$348.19	\$358.64	\$364.02
		Hourly	\$36.18	\$37.40	\$38.63	\$39.85	\$41.08	\$42.30	\$43.53	\$44.83	\$45.51
CS	38	Annual	\$78,649.00	\$81,262.00	\$83,886.00	\$86,503.00	\$89,122.00	\$91,744.00	\$94,361.00	\$97,191.00	\$98,650.00
		Bi-Wk	\$3,013.38	\$3,113.49	\$3,214.03	\$3,314.30	\$3,414.64	\$3,515.10	\$3,615.37	\$3,723.80	\$3,779.70
		Daily	\$301.34	\$311.35	\$321.41	\$331.43	\$341.47	\$351.51	\$361.54	\$372.38	\$377.97
		Hourly	\$37.67	\$38.92	\$40.18	\$41.43	\$42.69	\$43.94	\$45.20	\$46.55	\$47.25
CS	39	Annual	\$82,011.00	\$84,599.00	\$87,281.00	\$89,967.00	\$92,648.00	\$95,327.00	\$98,007.00	\$100,948.00	\$102,463.00
		Bi-Wk	\$3,142.19	\$3,241.35	\$3,344.10	\$3,447.02	\$3,549.74	\$3,652.38	\$3,755.06	\$3,867.74	\$3,925.79
		Daily	\$314.22	\$324.14	\$334.41	\$344.71	\$354.98	\$365.24	\$375.51	\$386.78	\$392.58
		Hourly	\$39.28	\$40.52	\$41.81	\$43.09	\$44.38	\$45.66	\$46.94	\$48.35	\$49.08
CS	40	Annual	\$85,330.00	\$88,069.00	\$90,813.00	\$93,547.00	\$96,287.00	\$99,028.00	\$101,762.00	\$104,815.00	\$106,389.00
		Bi-Wk	\$3,269.35	\$3,374.30	\$3,479.43	\$3,584.18	\$3,689.16	\$3,794.18	\$3,898.93	\$4,015.91	\$4,076.21
		Daily	\$326.94	\$337.43	\$347.95	\$358.42	\$368.92	\$379.42	\$389.90	\$401.60	\$407.63
		Hourly	\$40.87	\$42.18	\$43.50	\$44.81	\$46.12	\$47.43	\$48.74	\$50.20	\$50.96

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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
CS	41	Annual	\$88,905.00	\$91,712.00	\$94,512.00	\$97,317.00	\$100,124.00	\$102,923.00	\$105,730.00	\$108,902.00	\$110,536.00
		Bi-Wk	\$3,406.33	\$3,513.87	\$3,621.15	\$3,728.63	\$3,836.17	\$3,943.41	\$4,050.96	\$4,172.50	\$4,235.10
		Daily	\$340.64	\$351.39	\$362.12	\$372.87	\$383.62	\$394.35	\$405.10	\$417.25	\$423.51
		Hourly	\$42.58	\$43.93	\$45.27	\$46.61	\$47.96	\$49.30	\$50.64	\$52.16	\$52.94
CS	42	Annual	\$92,613.00	\$95,477.00	\$98,343.00	\$101,209.00	\$104,076.00	\$106,944.00	\$109,811.00	\$113,106.00	\$114,802.00
		Bi-Wk	\$3,548.40	\$3,658.13	\$3,767.94	\$3,877.74	\$3,987.59	\$4,097.48	\$4,207.32	\$4,333.57	\$4,398.55
		Daily	\$354.84	\$365.82	\$376.80	\$387.78	\$398.76	\$409.75	\$420.74	\$433.36	\$439.86
		Hourly	\$44.36	\$45.73	\$47.10	\$48.48	\$49.85	\$51.22	\$52.60	\$54.17	\$54.99
CS	43	Annual	\$96,539.00	\$99,468.00	\$102,388.00	\$105,310.00	\$108,238.00	\$111,161.00	\$114,085.00	\$117,507.00	\$119,270.00
		Bi-Wk	\$3,698.82	\$3,811.04	\$3,922.92	\$4,034.87	\$4,147.05	\$4,259.05	\$4,371.08	\$4,502.19	\$4,569.74
		Daily	\$369.89	\$381.11	\$392.30	\$403.49	\$414.71	\$425.91	\$437.11	\$450.22	\$456.98
		Hourly	\$46.24	\$47.64	\$49.04	\$50.44	\$51.84	\$53.24	\$54.64	\$56.28	\$57.13