

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 7/14/2000

| Plan | Group | Period | Step 1      | Step 2      | Step 3      | Step 4      | Step 5      | Step 6      | Step 7      | Step 8      | Step 9      | Step 10     |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| CA   | 1     | Annual | \$20,894.00 | \$21,251.00 | \$21,603.00 | \$21,958.00 | \$22,310.00 | \$22,665.00 | \$23,014.00 | \$23,588.00 | \$24,238.00 | \$24,886.00 |
|      |       | Bi-Wk  | \$800.54    | \$814.22    | \$827.71    | \$841.31    | \$854.79    | \$868.40    | \$881.77    | \$903.76    | \$928.66    | \$953.49    |
|      |       | Daily  | \$80.06     | \$81.43     | \$82.78     | \$84.14     | \$85.48     | \$86.84     | \$88.18     | \$90.38     | \$92.87     | \$95.35     |
|      |       | Hourly | \$10.01     | \$10.18     | \$10.35     | \$10.52     | \$10.69     | \$10.86     | \$11.03     | \$11.30     | \$11.61     | \$11.92     |
| CA   | 2     | Annual | \$21,603.00 | \$21,958.00 | \$22,310.00 | \$22,665.00 | \$23,014.00 | \$23,368.00 | \$23,719.00 | \$24,311.00 | \$24,980.00 | \$25,648.00 |
|      |       | Bi-Wk  | \$827.71    | \$841.31    | \$854.79    | \$868.40    | \$881.77    | \$895.33    | \$908.78    | \$931.46    | \$957.09    | \$982.69    |
|      |       | Daily  | \$82.78     | \$84.14     | \$85.48     | \$86.84     | \$88.18     | \$89.54     | \$90.88     | \$93.15     | \$95.71     | \$98.27     |
|      |       | Hourly | \$10.35     | \$10.52     | \$10.69     | \$10.86     | \$11.03     | \$11.20     | \$11.36     | \$11.65     | \$11.97     | \$12.29     |
| CA   | 3     | Annual | \$21,958.00 | \$22,310.00 | \$22,665.00 | \$23,014.00 | \$23,368.00 | \$23,719.00 | \$24,074.00 | \$24,676.00 | \$25,356.00 | \$26,035.00 |
|      |       | Bi-Wk  | \$841.31    | \$854.79    | \$868.40    | \$881.77    | \$895.33    | \$908.78    | \$922.38    | \$945.45    | \$971.50    | \$997.51    |
|      |       | Daily  | \$84.14     | \$85.48     | \$86.84     | \$88.18     | \$89.54     | \$90.88     | \$92.24     | \$94.55     | \$97.15     | \$99.76     |
|      |       | Hourly | \$10.52     | \$10.69     | \$10.86     | \$11.03     | \$11.20     | \$11.36     | \$11.53     | \$11.82     | \$12.15     | \$12.47     |
| CA   | 4     | Annual | \$22,460.00 | \$22,890.00 | \$23,316.00 | \$23,744.00 | \$24,180.00 | \$24,603.00 | \$25,035.00 | \$25,661.00 | \$26,367.00 | \$27,073.00 |
|      |       | Bi-Wk  | \$860.54    | \$877.02    | \$893.34    | \$909.74    | \$926.44    | \$942.65    | \$959.20    | \$983.19    | \$1,010.23  | \$1,037.28  |
|      |       | Daily  | \$86.06     | \$87.71     | \$89.34     | \$90.98     | \$92.65     | \$94.27     | \$95.92     | \$98.32     | \$101.03    | \$103.73    |
|      |       | Hourly | \$10.76     | \$10.97     | \$11.17     | \$11.38     | \$11.59     | \$11.79     | \$11.99     | \$12.29     | \$12.63     | \$12.97     |
| CA   | 5     | Annual | \$22,865.00 | \$23,316.00 | \$23,769.00 | \$24,221.00 | \$24,677.00 | \$25,130.00 | \$25,597.00 | \$26,235.00 | \$26,958.00 | \$27,678.00 |
|      |       | Bi-Wk  | \$876.06    | \$893.34    | \$910.69    | \$928.01    | \$945.48    | \$962.84    | \$980.73    | \$1,005.18  | \$1,032.88  | \$1,060.46  |
|      |       | Daily  | \$87.61     | \$89.34     | \$91.07     | \$92.81     | \$94.55     | \$96.29     | \$98.08     | \$100.52    | \$103.29    | \$106.05    |
|      |       | Hourly | \$10.96     | \$11.17     | \$11.39     | \$11.61     | \$11.82     | \$12.04     | \$12.26     | \$12.57     | \$12.92     | \$13.26     |
| CA   | 6     | Annual | \$23,424.00 | \$23,875.00 | \$24,326.00 | \$24,782.00 | \$25,236.00 | \$25,712.00 | \$26,241.00 | \$26,897.00 | \$27,637.00 | \$28,376.00 |
|      |       | Bi-Wk  | \$897.48    | \$914.76    | \$932.04    | \$949.51    | \$966.90    | \$985.14    | \$1,005.41  | \$1,030.54  | \$1,058.89  | \$1,087.21  |
|      |       | Daily  | \$89.75     | \$91.48     | \$93.21     | \$94.96     | \$96.69     | \$98.52     | \$100.55    | \$103.06    | \$105.89    | \$108.73    |
|      |       | Hourly | \$11.22     | \$11.44     | \$11.66     | \$11.87     | \$12.09     | \$12.32     | \$12.57     | \$12.89     | \$13.24     | \$13.60     |
| CA   | 7     | Annual | \$24,291.00 | \$24,961.00 | \$25,631.00 | \$26,302.00 | \$26,972.00 | \$27,639.00 | \$28,311.00 | \$29,019.00 | \$29,816.00 | \$30,614.00 |
|      |       | Bi-Wk  | \$930.69    | \$956.37    | \$982.04    | \$1,007.74  | \$1,033.41  | \$1,058.97  | \$1,084.72  | \$1,111.84  | \$1,142.38  | \$1,172.96  |
|      |       | Daily  | \$93.07     | \$95.64     | \$98.21     | \$100.78    | \$103.35    | \$105.90    | \$108.48    | \$111.19    | \$114.24    | \$117.30    |
|      |       | Hourly | \$11.64     | \$11.96     | \$12.28     | \$12.60     | \$12.92     | \$13.24     | \$13.56     | \$13.90     | \$14.28     | \$14.67     |
| CA   | 8     | Annual | \$25,236.00 | \$25,827.00 | \$26,490.00 | \$27,172.00 | \$27,848.00 | \$28,530.00 | \$29,210.00 | \$29,942.00 | \$30,765.00 | \$31,589.00 |
|      |       | Bi-Wk  | \$966.90    | \$989.55    | \$1,014.95  | \$1,041.08  | \$1,066.98  | \$1,093.11  | \$1,119.16  | \$1,147.21  | \$1,178.74  | \$1,210.31  |
|      |       | Daily  | \$96.69     | \$98.96     | \$101.50    | \$104.11    | \$106.70    | \$109.32    | \$111.92    | \$114.73    | \$117.88    | \$121.04    |
|      |       | Hourly | \$12.09     | \$12.37     | \$12.69     | \$13.02     | \$13.34     | \$13.67     | \$13.99     | \$14.35     | \$14.74     | \$15.13     |
| CA   | 9     | Annual | \$25,852.00 | \$26,545.00 | \$27,254.00 | \$27,966.00 | \$28,677.00 | \$29,379.00 | \$30,097.00 | \$30,850.00 | \$31,697.00 | \$32,544.00 |
|      |       | Bi-Wk  | \$990.50    | \$1,017.05  | \$1,044.22  | \$1,071.50  | \$1,098.74  | \$1,125.64  | \$1,153.15  | \$1,182.00  | \$1,214.45  | \$1,246.90  |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|      |       | Daily  | \$99.05     | \$101.71    | \$104.43    | \$107.15    | \$109.88    | \$112.57    | \$115.32    | \$118.20    | \$121.45    | \$124.69    |
|      |       | Hourly | \$12.39     | \$12.72     | \$13.06     | \$13.40     | \$13.74     | \$14.08     | \$14.42     | \$14.78     | \$15.19     | \$15.59     |
| CA   | 10    | Annual | \$26,608.00 | \$27,347.00 | \$28,087.00 | \$28,831.00 | \$29,573.00 | \$30,328.00 | \$31,107.00 | \$31,883.00 | \$32,759.00 | \$33,636.00 |
|      |       | Bi-Wk  | \$1,019.47  | \$1,047.78  | \$1,076.14  | \$1,104.64  | \$1,133.07  | \$1,162.00  | \$1,191.84  | \$1,221.58  | \$1,255.14  | \$1,288.74  |
|      |       | Daily  | \$101.95    | \$104.78    | \$107.62    | \$110.47    | \$113.31    | \$116.20    | \$119.19    | \$122.16    | \$125.52    | \$128.88    |
|      |       | Hourly | \$12.75     | \$13.10     | \$13.46     | \$13.81     | \$14.17     | \$14.53     | \$14.90     | \$15.27     | \$15.69     | \$16.11     |
| CA   | 11    | Annual | \$27,382.00 | \$28,157.00 | \$28,930.00 | \$29,704.00 | \$30,496.00 | \$31,307.00 | \$32,122.00 | \$32,926.00 | \$33,832.00 | \$34,738.00 |
|      |       | Bi-Wk  | \$1,049.12  | \$1,078.82  | \$1,108.43  | \$1,138.09  | \$1,168.43  | \$1,199.51  | \$1,230.73  | \$1,261.54  | \$1,296.25  | \$1,330.96  |
|      |       | Daily  | \$104.92    | \$107.89    | \$110.85    | \$113.81    | \$116.85    | \$119.96    | \$123.08    | \$126.16    | \$129.63    | \$133.10    |
|      |       | Hourly | \$13.12     | \$13.49     | \$13.86     | \$14.23     | \$14.61     | \$15.00     | \$15.39     | \$15.77     | \$16.21     | \$16.64     |
| CA   | 12    | Annual | \$28,205.00 | \$29,008.00 | \$29,811.00 | \$30,647.00 | \$31,487.00 | \$32,335.00 | \$33,214.00 | \$34,043.00 | \$34,977.00 | \$35,915.00 |
|      |       | Bi-Wk  | \$1,080.66  | \$1,111.42  | \$1,142.19  | \$1,174.22  | \$1,206.40  | \$1,238.89  | \$1,272.57  | \$1,304.33  | \$1,340.12  | \$1,376.06  |
|      |       | Daily  | \$108.07    | \$111.15    | \$114.22    | \$117.43    | \$120.64    | \$123.89    | \$127.26    | \$130.44    | \$134.02    | \$137.61    |
|      |       | Hourly | \$13.51     | \$13.90     | \$14.28     | \$14.68     | \$15.08     | \$15.49     | \$15.91     | \$16.31     | \$16.76     | \$17.21     |
| CA   | 13    | Annual | \$29,679.00 | \$30,694.00 | \$31,723.00 | \$32,764.00 | \$33,847.00 | \$34,927.00 | \$36,010.00 | \$36,912.00 | \$37,926.00 | \$38,941.00 |
|      |       | Bi-Wk  | \$1,137.13  | \$1,176.02  | \$1,215.45  | \$1,255.33  | \$1,296.82  | \$1,338.20  | \$1,379.70  | \$1,414.26  | \$1,453.11  | \$1,492.00  |
|      |       | Daily  | \$113.72    | \$117.61    | \$121.55    | \$125.54    | \$129.69    | \$133.82    | \$137.97    | \$141.43    | \$145.32    | \$149.20    |
|      |       | Hourly | \$14.22     | \$14.71     | \$15.20     | \$15.70     | \$16.22     | \$16.73     | \$17.25     | \$17.68     | \$18.17     | \$18.65     |
| CA   | 14    | Annual | \$30,972.00 | \$32,038.00 | \$33,127.00 | \$34,242.00 | \$35,354.00 | \$36,467.00 | \$37,583.00 | \$38,524.00 | \$39,585.00 | \$40,643.00 |
|      |       | Bi-Wk  | \$1,186.67  | \$1,227.51  | \$1,269.24  | \$1,311.96  | \$1,354.56  | \$1,397.21  | \$1,439.97  | \$1,476.02  | \$1,516.67  | \$1,557.21  |
|      |       | Daily  | \$118.67    | \$122.76    | \$126.93    | \$131.20    | \$135.46    | \$139.73    | \$144.00    | \$147.61    | \$151.67    | \$155.73    |
|      |       | Hourly | \$14.84     | \$15.35     | \$15.87     | \$16.40     | \$16.94     | \$17.47     | \$18.00     | \$18.46     | \$18.96     | \$19.47     |
| CA   | 15    | Annual | \$32,362.00 | \$33,499.00 | \$34,649.00 | \$35,797.00 | \$36,948.00 | \$38,098.00 | \$39,250.00 | \$40,231.00 | \$41,338.00 | \$42,444.00 |
|      |       | Bi-Wk  | \$1,239.93  | \$1,283.49  | \$1,327.55  | \$1,371.54  | \$1,415.64  | \$1,459.70  | \$1,503.84  | \$1,541.42  | \$1,583.84  | \$1,626.21  |
|      |       | Daily  | \$124.00    | \$128.35    | \$132.76    | \$137.16    | \$141.57    | \$145.97    | \$150.39    | \$154.15    | \$158.39    | \$162.63    |
|      |       | Hourly | \$15.50     | \$16.05     | \$16.60     | \$17.15     | \$17.70     | \$18.25     | \$18.80     | \$19.27     | \$19.80     | \$20.33     |
| CA   | 16    | Annual | \$33,904.00 | \$35,089.00 | \$36,275.00 | \$37,450.00 | \$38,634.00 | \$39,818.00 | \$40,999.00 | \$42,024.00 | \$43,179.00 | \$44,335.00 |
|      |       | Bi-Wk  | \$1,299.01  | \$1,344.41  | \$1,389.85  | \$1,434.87  | \$1,480.23  | \$1,525.60  | \$1,570.85  | \$1,610.12  | \$1,654.37  | \$1,698.66  |
|      |       | Daily  | \$129.91    | \$134.45    | \$138.99    | \$143.49    | \$148.03    | \$152.56    | \$157.09    | \$161.02    | \$165.44    | \$169.87    |
|      |       | Hourly | \$16.24     | \$16.81     | \$17.38     | \$17.94     | \$18.51     | \$19.07     | \$19.64     | \$20.13     | \$20.68     | \$21.24     |
| CA   | 17    | Annual | \$35,558.00 | \$36,776.00 | \$37,988.00 | \$39,210.00 | \$40,422.00 | \$41,635.00 | \$42,856.00 | \$43,928.00 | \$45,137.00 | \$46,343.00 |
|      |       | Bi-Wk  | \$1,362.38  | \$1,409.05  | \$1,455.48  | \$1,502.30  | \$1,548.74  | \$1,595.22  | \$1,642.00  | \$1,683.07  | \$1,729.39  | \$1,775.60  |
|      |       | Daily  | \$136.24    | \$140.91    | \$145.55    | \$150.23    | \$154.88    | \$159.53    | \$164.20    | \$168.31    | \$172.94    | \$177.56    |
|      |       | Hourly | \$17.03     | \$17.62     | \$18.20     | \$18.78     | \$19.36     | \$19.95     | \$20.53     | \$21.04     | \$21.62     | \$22.20     |

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|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| CA   | 18    | Annual | \$37,327.00 | \$38,571.00 | \$39,818.00 | \$41,063.00 | \$42,309.00 | \$43,560.00 | \$44,800.00 | \$45,920.00 | \$47,184.00 | \$48,447.00 |
|      |       | Bi-Wk  | \$1,430.16  | \$1,477.82  | \$1,525.60  | \$1,573.30  | \$1,621.04  | \$1,668.97  | \$1,716.48  | \$1,759.39  | \$1,807.82  | \$1,856.21  |
|      |       | Daily  | \$143.02    | \$147.79    | \$152.56    | \$157.33    | \$162.11    | \$166.90    | \$171.65    | \$175.94    | \$180.79    | \$185.63    |
|      |       | Hourly | \$17.88     | \$18.48     | \$19.07     | \$19.67     | \$20.27     | \$20.87     | \$21.46     | \$22.00     | \$22.60     | \$23.21     |
| CA   | 19    | Annual | \$39,139.00 | \$40,422.00 | \$41,708.00 | \$42,992.00 | \$44,276.00 | \$45,552.00 | \$46,838.00 | \$48,008.00 | \$49,329.00 | \$50,649.00 |
|      |       | Bi-Wk  | \$1,499.58  | \$1,548.74  | \$1,598.01  | \$1,647.21  | \$1,696.40  | \$1,745.29  | \$1,794.56  | \$1,839.39  | \$1,890.00  | \$1,940.58  |
|      |       | Daily  | \$149.96    | \$154.88    | \$159.81    | \$164.73    | \$169.64    | \$174.53    | \$179.46    | \$183.94    | \$189.00    | \$194.06    |
|      |       | Hourly | \$18.75     | \$19.36     | \$19.98     | \$20.60     | \$21.21     | \$21.82     | \$22.44     | \$23.00     | \$23.63     | \$24.26     |
| CA   | 20    | Annual | \$41,100.00 | \$42,417.00 | \$43,732.00 | \$45,044.00 | \$46,355.00 | \$47,675.00 | \$48,985.00 | \$50,212.00 | \$51,593.00 | \$52,973.00 |
|      |       | Bi-Wk  | \$1,574.72  | \$1,625.18  | \$1,675.56  | \$1,725.83  | \$1,776.06  | \$1,826.63  | \$1,876.82  | \$1,923.84  | \$1,976.75  | \$2,029.62  |
|      |       | Daily  | \$157.48    | \$162.52    | \$167.56    | \$172.59    | \$177.61    | \$182.67    | \$187.69    | \$192.39    | \$197.68    | \$202.97    |
|      |       | Hourly | \$19.69     | \$20.32     | \$20.95     | \$21.58     | \$22.21     | \$22.84     | \$23.47     | \$24.05     | \$24.71     | \$25.38     |
| CA   | 21    | Annual | \$43,105.00 | \$44,456.00 | \$45,803.00 | \$47,158.00 | \$48,505.00 | \$49,859.00 | \$51,205.00 | \$52,487.00 | \$53,930.00 | \$55,374.00 |
|      |       | Bi-Wk  | \$1,651.54  | \$1,703.30  | \$1,754.91  | \$1,806.82  | \$1,858.43  | \$1,910.31  | \$1,961.88  | \$2,011.00  | \$2,066.29  | \$2,121.61  |
|      |       | Daily  | \$165.16    | \$170.33    | \$175.50    | \$180.69    | \$185.85    | \$191.04    | \$196.19    | \$201.10    | \$206.63    | \$212.17    |
|      |       | Hourly | \$20.65     | \$21.30     | \$21.94     | \$22.59     | \$23.24     | \$23.88     | \$24.53     | \$25.14     | \$25.83     | \$26.53     |
| CA   | 22    | Annual | \$44,276.00 | \$45,874.00 | \$47,477.00 | \$49,079.00 | \$50,679.00 | \$52,281.00 | \$53,886.00 | \$55,234.00 | \$56,754.00 | \$58,271.00 |
|      |       | Bi-Wk  | \$1,696.40  | \$1,757.63  | \$1,819.05  | \$1,880.43  | \$1,941.73  | \$2,003.11  | \$2,064.60  | \$2,116.25  | \$2,174.49  | \$2,232.61  |
|      |       | Daily  | \$169.64    | \$175.77    | \$181.91    | \$188.05    | \$194.18    | \$200.32    | \$206.46    | \$211.63    | \$217.45    | \$223.27    |
|      |       | Hourly | \$21.21     | \$21.98     | \$22.74     | \$23.51     | \$24.28     | \$25.04     | \$25.81     | \$26.46     | \$27.19     | \$27.91     |
| CA   | 23    | Annual | \$46,345.00 | \$48,013.00 | \$49,679.00 | \$51,349.00 | \$53,021.00 | \$54,689.00 | \$56,358.00 | \$57,770.00 | \$59,358.00 | \$60,946.00 |
|      |       | Bi-Wk  | \$1,775.68  | \$1,839.58  | \$1,903.41  | \$1,967.40  | \$2,031.46  | \$2,095.37  | \$2,159.32  | \$2,213.41  | \$2,274.26  | \$2,335.10  |
|      |       | Daily  | \$177.57    | \$183.96    | \$190.35    | \$196.74    | \$203.15    | \$209.54    | \$215.94    | \$221.35    | \$227.43    | \$233.51    |
|      |       | Hourly | \$22.20     | \$23.00     | \$23.80     | \$24.60     | \$25.40     | \$26.20     | \$27.00     | \$27.67     | \$28.43     | \$29.19     |
| CA   | 24    | Annual | \$48,550.00 | \$50,287.00 | \$52,030.00 | \$53,767.00 | \$55,505.00 | \$57,246.00 | \$58,987.00 | \$60,462.00 | \$62,124.00 | \$63,787.00 |
|      |       | Bi-Wk  | \$1,860.16  | \$1,926.71  | \$1,993.49  | \$2,060.04  | \$2,126.63  | \$2,193.34  | \$2,260.04  | \$2,316.56  | \$2,380.23  | \$2,443.95  |
|      |       | Daily  | \$186.02    | \$192.68    | \$199.35    | \$206.01    | \$212.67    | \$219.34    | \$226.01    | \$231.66    | \$238.03    | \$244.40    |
|      |       | Hourly | \$23.26     | \$24.09     | \$24.92     | \$25.76     | \$26.59     | \$27.42     | \$28.26     | \$28.96     | \$29.76     | \$30.55     |
| CA   | 25    | Annual | \$50,895.00 | \$52,694.00 | \$54,499.00 | \$56,303.00 | \$58,107.00 | \$59,911.00 | \$61,717.00 | \$63,260.00 | \$65,001.00 | \$66,739.00 |
|      |       | Bi-Wk  | \$1,950.00  | \$2,018.93  | \$2,088.09  | \$2,157.21  | \$2,226.33  | \$2,295.45  | \$2,364.64  | \$2,423.76  | \$2,490.46  | \$2,557.05  |
|      |       | Daily  | \$195.00    | \$201.90    | \$208.81    | \$215.73    | \$222.64    | \$229.55    | \$236.47    | \$242.38    | \$249.05    | \$255.71    |
|      |       | Hourly | \$24.38     | \$25.24     | \$26.11     | \$26.97     | \$27.83     | \$28.70     | \$29.56     | \$30.30     | \$31.14     | \$31.97     |
| CA   | 26    | Annual | \$53,376.00 | \$55,243.00 | \$57,116.00 | \$58,987.00 | \$60,856.00 | \$62,731.00 | \$64,600.00 | \$66,216.00 | \$68,038.00 | \$69,859.00 |

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 7/14/2000

| Plan | Group | Period | Step 1      | Step 2      | Step 3      | Step 4      | Step 5      | Step 6      | Step 7      | Step 8      | Step 9      | Step 10     |
|------|-------|--------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
|      |       | Bi-Wk  | \$2,045.06  | \$2,116.60  | \$2,188.36  | \$2,260.04  | \$2,331.65  | \$2,403.49  | \$2,475.10  | \$2,537.02  | \$2,606.82  | \$2,676.60  |
|      |       | Daily  | \$204.51    | \$211.66    | \$218.84    | \$226.01    | \$233.17    | \$240.35    | \$247.51    | \$253.71    | \$260.69    | \$267.66    |
|      |       | Hourly | \$25.57     | \$26.46     | \$27.36     | \$28.26     | \$29.15     | \$30.05     | \$30.94     | \$31.72     | \$32.59     | \$33.46     |
| CA   | 27    | Annual | \$55,994.00 | \$57,934.00 | \$59,872.00 | \$61,803.00 | \$63,743.00 | \$65,676.00 | \$67,611.00 | \$69,304.00 | \$71,211.00 | \$73,116.00 |
|      |       | Bi-Wk  | \$2,145.37  | \$2,219.70  | \$2,293.95  | \$2,367.94  | \$2,442.27  | \$2,516.33  | \$2,590.46  | \$2,655.33  | \$2,728.40  | \$2,801.38  |
|      |       | Daily  | \$214.54    | \$221.97    | \$229.40    | \$236.80    | \$244.23    | \$251.64    | \$259.05    | \$265.54    | \$272.84    | \$280.14    |
|      |       | Hourly | \$26.82     | \$27.75     | \$28.68     | \$29.60     | \$30.53     | \$31.46     | \$32.39     | \$33.20     | \$34.11     | \$35.02     |
| CA   | 28    | Annual | \$58,796.00 | \$60,802.00 | \$62,802.00 | \$64,813.00 | \$66,812.00 | \$68,811.00 | \$70,815.00 | \$72,586.00 | \$74,581.00 | \$76,578.00 |
|      |       | Bi-Wk  | \$2,252.73  | \$2,329.58  | \$2,406.21  | \$2,483.26  | \$2,559.85  | \$2,636.44  | \$2,713.22  | \$2,781.08  | \$2,857.51  | \$2,934.03  |
|      |       | Daily  | \$225.28    | \$232.96    | \$240.63    | \$248.33    | \$255.99    | \$263.65    | \$271.33    | \$278.11    | \$285.76    | \$293.41    |
|      |       | Hourly | \$28.16     | \$29.12     | \$30.08     | \$31.05     | \$32.00     | \$32.96     | \$33.92     | \$34.77     | \$35.72     | \$36.68     |
| CA   | 29    | Annual | \$59,359.00 | \$61,565.00 | \$63,774.00 | \$65,980.00 | \$68,189.00 | \$70,399.00 | \$72,607.00 | \$74,421.00 | \$76,468.00 | \$78,516.00 |
|      |       | Bi-Wk  | \$2,274.30  | \$2,358.82  | \$2,443.45  | \$2,527.97  | \$2,612.61  | \$2,697.28  | \$2,781.88  | \$2,851.38  | \$2,929.81  | \$3,008.28  |
|      |       | Daily  | \$227.43    | \$235.89    | \$244.35    | \$252.80    | \$261.27    | \$269.73    | \$278.19    | \$285.14    | \$292.99    | \$300.83    |
|      |       | Hourly | \$28.43     | \$29.49     | \$30.55     | \$31.60     | \$32.66     | \$33.72     | \$34.78     | \$35.65     | \$36.63     | \$37.61     |
| CA   | 30    | Annual | \$61,717.00 | \$63,990.00 | \$66,261.00 | \$68,531.00 | \$70,804.00 | \$73,078.00 | \$75,351.00 | \$77,234.00 | \$79,358.00 | \$81,483.00 |
|      |       | Bi-Wk  | \$2,364.64  | \$2,451.73  | \$2,538.74  | \$2,625.71  | \$2,712.80  | \$2,799.93  | \$2,887.02  | \$2,959.16  | \$3,040.54  | \$3,121.96  |
|      |       | Daily  | \$236.47    | \$245.18    | \$253.88    | \$262.58    | \$271.28    | \$280.00    | \$288.71    | \$295.92    | \$304.06    | \$312.20    |
|      |       | Hourly | \$29.56     | \$30.65     | \$31.74     | \$32.83     | \$33.91     | \$35.00     | \$36.09     | \$36.99     | \$38.01     | \$39.03     |
| CA   | 31    | Annual | \$64,172.00 | \$66,510.00 | \$68,850.00 | \$71,191.00 | \$73,527.00 | \$75,865.00 | \$78,209.00 | \$80,164.00 | \$82,369.00 | \$84,573.00 |
|      |       | Bi-Wk  | \$2,458.70  | \$2,548.28  | \$2,637.94  | \$2,727.63  | \$2,817.13  | \$2,906.71  | \$2,996.52  | \$3,071.42  | \$3,155.91  | \$3,240.35  |
|      |       | Daily  | \$245.87    | \$254.83    | \$263.80    | \$272.77    | \$281.72    | \$290.68    | \$299.66    | \$307.15    | \$315.60    | \$324.04    |
|      |       | Hourly | \$30.74     | \$31.86     | \$32.98     | \$34.10     | \$35.22     | \$36.34     | \$37.46     | \$38.40     | \$39.45     | \$40.51     |
| CA   | 32    | Annual | \$66,725.00 | \$69,130.00 | \$71,531.00 | \$73,933.00 | \$76,340.00 | \$78,744.00 | \$81,148.00 | \$83,180.00 | \$85,468.00 | \$87,755.00 |
|      |       | Bi-Wk  | \$2,556.52  | \$2,648.66  | \$2,740.66  | \$2,832.69  | \$2,924.91  | \$3,017.02  | \$3,109.12  | \$3,186.98  | \$3,274.64  | \$3,362.27  |
|      |       | Daily  | \$255.66    | \$264.87    | \$274.07    | \$283.27    | \$292.50    | \$301.71    | \$310.92    | \$318.70    | \$327.47    | \$336.23    |
|      |       | Hourly | \$31.96     | \$33.11     | \$34.26     | \$35.41     | \$36.57     | \$37.72     | \$38.87     | \$39.84     | \$40.94     | \$42.03     |
| CA   | 33    | Annual | \$69,388.00 | \$71,861.00 | \$74,328.00 | \$76,800.00 | \$79,270.00 | \$81,739.00 | \$84,213.00 | \$86,319.00 | \$88,692.00 | \$91,067.00 |
|      |       | Bi-Wk  | \$2,658.55  | \$2,753.30  | \$2,847.82  | \$2,942.53  | \$3,037.17  | \$3,131.77  | \$3,226.56  | \$3,307.25  | \$3,398.17  | \$3,489.16  |
|      |       | Daily  | \$265.86    | \$275.33    | \$284.79    | \$294.26    | \$303.72    | \$313.18    | \$322.66    | \$330.73    | \$339.82    | \$348.92    |
|      |       | Hourly | \$33.24     | \$34.42     | \$35.60     | \$36.79     | \$37.97     | \$39.15     | \$40.34     | \$41.35     | \$42.48     | \$43.62     |
| CA   | 34    | Annual | \$72,225.00 | \$74,764.00 | \$77,297.00 | \$79,837.00 | \$82,376.00 | \$84,914.00 | \$87,454.00 | \$89,642.00 | \$92,106.00 | \$94,572.00 |
|      |       | Bi-Wk  | \$2,767.25  | \$2,864.53  | \$2,961.58  | \$3,058.89  | \$3,156.17  | \$3,253.41  | \$3,350.73  | \$3,434.56  | \$3,528.97  | \$3,623.45  |
|      |       | Daily  | \$276.73    | \$286.46    | \$296.16    | \$305.89    | \$315.62    | \$325.35    | \$335.08    | \$343.46    | \$352.90    | \$362.35    |

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 7/14/2000

| Plan | Group | Period | Step 1      | Step 2       | Step 3       | Step 4       | Step 5       | Step 6       | Step 7       | Step 8       | Step 9       | Step 10      |
|------|-------|--------|-------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
|      |       | Hourly | \$34.60     | \$35.81      | \$37.02      | \$38.24      | \$39.46      | \$40.67      | \$41.89      | \$42.94      | \$44.12      | \$45.30      |
| CA   | 35    | Annual | \$75,169.00 | \$77,771.00  | \$80,378.00  | \$82,983.00  | \$85,576.00  | \$88,185.00  | \$90,783.00  | \$93,054.00  | \$95,613.00  | \$98,171.00  |
|      |       | Bi-Wk  | \$2,880.04  | \$2,979.74   | \$3,079.62   | \$3,179.43   | \$3,278.78   | \$3,378.74   | \$3,478.28   | \$3,565.29   | \$3,663.34   | \$3,761.35   |
|      |       | Daily  | \$288.01    | \$297.98     | \$307.97     | \$317.95     | \$327.88     | \$337.88     | \$347.83     | \$356.53     | \$366.34     | \$376.14     |
|      |       | Hourly | \$36.01     | \$37.25      | \$38.50      | \$39.75      | \$40.99      | \$42.24      | \$43.48      | \$44.57      | \$45.80      | \$47.02      |
| CA   | 36    | Annual | \$78,273.00 | \$80,945.00  | \$83,615.00  | \$86,282.00  | \$88,954.00  | \$91,623.00  | \$94,292.00  | \$96,650.00  | \$99,309.00  | \$101,967.00 |
|      |       | Bi-Wk  | \$2,998.97  | \$3,101.35   | \$3,203.64   | \$3,305.83   | \$3,408.20   | \$3,510.46   | \$3,612.73   | \$3,703.07   | \$3,804.95   | \$3,906.79   |
|      |       | Daily  | \$299.90    | \$310.14     | \$320.37     | \$330.59     | \$340.82     | \$351.05     | \$361.28     | \$370.31     | \$380.50     | \$390.68     |
|      |       | Hourly | \$37.49     | \$38.77      | \$40.05      | \$41.33      | \$42.61      | \$43.89      | \$45.16      | \$46.29      | \$47.57      | \$48.84      |
| CA   | 37    | Annual | \$81,501.00 | \$84,247.00  | \$86,989.00  | \$89,732.00  | \$92,477.00  | \$95,215.00  | \$97,956.00  | \$100,406.00 | \$103,166.00 | \$105,927.00 |
|      |       | Bi-Wk  | \$3,122.65  | \$3,227.86   | \$3,332.92   | \$3,438.01   | \$3,543.19   | \$3,648.09   | \$3,753.11   | \$3,846.98   | \$3,952.73   | \$4,058.51   |
|      |       | Daily  | \$312.27    | \$322.79     | \$333.30     | \$343.81     | \$354.32     | \$364.81     | \$375.32     | \$384.70     | \$395.28     | \$405.86     |
|      |       | Hourly | \$39.04     | \$40.35      | \$41.67      | \$42.98      | \$44.29      | \$45.61      | \$46.92      | \$48.09      | \$49.41      | \$50.74      |
| CA   | 38    | Annual | \$84,846.00 | \$87,648.00  | \$90,462.00  | \$93,266.00  | \$96,071.00  | \$98,883.00  | \$101,685.00 | \$104,229.00 | \$107,095.00 | \$109,963.00 |
|      |       | Bi-Wk  | \$3,250.81  | \$3,358.17   | \$3,465.98   | \$3,573.41   | \$3,680.89   | \$3,788.63   | \$3,895.98   | \$3,993.45   | \$4,103.26   | \$4,213.15   |
|      |       | Daily  | \$325.09    | \$335.82     | \$346.60     | \$357.35     | \$368.09     | \$378.87     | \$389.60     | \$399.35     | \$410.33     | \$421.32     |
|      |       | Hourly | \$40.64     | \$41.98      | \$43.33      | \$44.67      | \$46.02      | \$47.36      | \$48.70      | \$49.92      | \$51.30      | \$52.67      |
| CA   | 39    | Annual | \$88,351.00 | \$91,225.00  | \$94,100.00  | \$96,975.00  | \$99,849.00  | \$102,724.00 | \$105,598.00 | \$108,239.00 | \$111,214.00 | \$114,192.00 |
|      |       | Bi-Wk  | \$3,385.10  | \$3,495.22   | \$3,605.37   | \$3,715.52   | \$3,825.64   | \$3,935.79   | \$4,045.91   | \$4,147.09   | \$4,261.08   | \$4,375.18   |
|      |       | Daily  | \$338.51    | \$349.53     | \$360.54     | \$371.56     | \$382.57     | \$393.58     | \$404.60     | \$414.71     | \$426.11     | \$437.52     |
|      |       | Hourly | \$42.32     | \$43.70      | \$45.07      | \$46.45      | \$47.83      | \$49.20      | \$50.58      | \$51.84      | \$53.27      | \$54.69      |
| CA   | 40    | Annual | \$92,009.00 | \$94,944.00  | \$97,883.00  | \$100,818.00 | \$103,752.00 | \$106,692.00 | \$109,625.00 | \$112,367.00 | \$115,458.00 | \$118,547.00 |
|      |       | Bi-Wk  | \$3,525.25  | \$3,637.71   | \$3,750.31   | \$3,862.76   | \$3,975.18   | \$4,087.82   | \$4,200.20   | \$4,305.25   | \$4,423.68   | \$4,542.04   |
|      |       | Daily  | \$352.53    | \$363.78     | \$375.04     | \$386.28     | \$397.52     | \$408.79     | \$420.02     | \$430.53     | \$442.37     | \$454.21     |
|      |       | Hourly | \$44.07     | \$45.48      | \$46.88      | \$48.29      | \$49.69      | \$51.10      | \$52.51      | \$53.82      | \$55.30      | \$56.78      |
| CA   | 41    | Annual | \$95,838.00 | \$98,847.00  | \$101,854.00 | \$104,857.00 | \$107,864.00 | \$110,870.00 | \$113,876.00 | \$116,724.00 | \$119,934.00 | \$123,143.00 |
|      |       | Bi-Wk  | \$3,671.96  | \$3,787.25   | \$3,902.46   | \$4,017.51   | \$4,132.73   | \$4,247.90   | \$4,363.07   | \$4,472.19   | \$4,595.18   | \$4,718.13   |
|      |       | Daily  | \$367.20    | \$378.73     | \$390.25     | \$401.76     | \$413.28     | \$424.79     | \$436.31     | \$447.22     | \$459.52     | \$471.82     |
|      |       | Hourly | \$45.90     | \$47.35      | \$48.79      | \$50.22      | \$51.66      | \$53.10      | \$54.54      | \$55.91      | \$57.44      | \$58.98      |
| CA   | 42    | Annual | \$99,812.00 | \$102,886.00 | \$105,961.00 | \$109,032.00 | \$112,107.00 | \$115,179.00 | \$118,252.00 | \$121,209.00 | \$124,541.00 | \$127,875.00 |
|      |       | Bi-Wk  | \$3,824.22  | \$3,942.00   | \$4,059.81   | \$4,177.48   | \$4,295.29   | \$4,412.99   | \$4,530.73   | \$4,644.03   | \$4,771.69   | \$4,899.43   |
|      |       | Daily  | \$382.43    | \$394.20     | \$405.99     | \$417.75     | \$429.53     | \$441.30     | \$453.08     | \$464.41     | \$477.17     | \$489.95     |
|      |       | Hourly | \$47.81     | \$49.28      | \$50.75      | \$52.22      | \$53.70      | \$55.17      | \$56.64      | \$58.06      | \$59.65      | \$61.25      |

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 7/14/2000

| Plan | Group | Period | Step 1       | Step 2       | Step 3       | Step 4       | Step 5       | Step 6       | Step 7       | Step 8       | Step 9       | Step 10      |
|------|-------|--------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| CA   | 43    | Annual | \$104,024.00 | \$107,165.00 | \$110,293.00 | \$113,430.00 | \$116,566.00 | \$119,700.00 | \$122,834.00 | \$125,906.00 | \$129,369.00 | \$132,830.00 |
|      |       | Bi-Wk  | \$3,985.60   | \$4,105.94   | \$4,225.79   | \$4,345.98   | \$4,466.14   | \$4,586.21   | \$4,706.29   | \$4,823.99   | \$4,956.67   | \$5,089.28   |
|      |       | Daily  | \$398.56     | \$410.60     | \$422.58     | \$434.60     | \$446.62     | \$458.63     | \$470.63     | \$482.40     | \$495.67     | \$508.93     |
|      |       | Hourly | \$49.82      | \$51.33      | \$52.83      | \$54.33      | \$55.83      | \$57.33      | \$58.83      | \$60.30      | \$61.96      | \$63.62      |