

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 6/24/2005

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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
CA	1	Annual	\$23,518.00	\$23,920.00	\$24,317.00	\$24,715.00	\$25,113.00	\$25,512.00	\$25,905.00	\$26,550.00	\$27,282.00	\$28,034.00
		Bi-Wk	\$901.08	\$916.48	\$931.69	\$946.94	\$962.19	\$977.48	\$992.53	\$1,017.25	\$1,045.29	\$1,074.10
		Daily	\$90.11	\$91.65	\$93.17	\$94.70	\$96.22	\$97.75	\$99.26	\$101.73	\$104.53	\$107.41
		Hourly	\$11.27	\$11.46	\$11.65	\$11.84	\$12.03	\$12.22	\$12.41	\$12.72	\$13.07	\$13.43
CA	2	Annual	\$24,317.00	\$24,715.00	\$25,113.00	\$25,512.00	\$25,905.00	\$26,304.00	\$26,697.00	\$27,365.00	\$28,117.00	\$28,889.00
		Bi-Wk	\$931.69	\$946.94	\$962.19	\$977.48	\$992.53	\$1,007.82	\$1,022.88	\$1,048.47	\$1,077.28	\$1,106.86
		Daily	\$93.17	\$94.70	\$96.22	\$97.75	\$99.26	\$100.79	\$102.29	\$104.85	\$107.73	\$110.69
		Hourly	\$11.65	\$11.84	\$12.03	\$12.22	\$12.41	\$12.60	\$12.79	\$13.11	\$13.47	\$13.84
CA	3	Annual	\$24,715.00	\$25,113.00	\$25,512.00	\$25,905.00	\$26,304.00	\$26,697.00	\$27,098.00	\$27,775.00	\$28,541.00	\$29,327.00
		Bi-Wk	\$946.94	\$962.19	\$977.48	\$992.53	\$1,007.82	\$1,022.88	\$1,038.24	\$1,064.18	\$1,093.53	\$1,123.64
		Daily	\$94.70	\$96.22	\$97.75	\$99.26	\$100.79	\$102.29	\$103.83	\$106.42	\$109.36	\$112.37
		Hourly	\$11.84	\$12.03	\$12.22	\$12.41	\$12.60	\$12.79	\$12.98	\$13.31	\$13.67	\$14.05
CA	4	Annual	\$25,281.00	\$25,765.00	\$26,245.00	\$26,726.00	\$27,217.00	\$27,694.00	\$28,179.00	\$28,883.00	\$29,679.00	\$30,497.00
		Bi-Wk	\$968.63	\$987.17	\$1,005.56	\$1,023.99	\$1,042.80	\$1,061.08	\$1,079.66	\$1,106.63	\$1,137.13	\$1,168.47
		Daily	\$96.87	\$98.72	\$100.56	\$102.40	\$104.28	\$106.11	\$107.97	\$110.67	\$113.72	\$116.85
		Hourly	\$12.11	\$12.34	\$12.57	\$12.80	\$13.04	\$13.27	\$13.50	\$13.84	\$14.22	\$14.61
CA	5	Annual	\$25,736.00	\$26,245.00	\$26,755.00	\$27,263.00	\$27,777.00	\$28,285.00	\$28,811.00	\$29,531.00	\$30,344.00	\$31,154.00
		Bi-Wk	\$986.06	\$1,005.56	\$1,025.10	\$1,044.56	\$1,064.26	\$1,083.72	\$1,103.87	\$1,131.46	\$1,162.61	\$1,193.64
		Daily	\$98.61	\$100.56	\$102.51	\$104.46	\$106.43	\$108.38	\$110.39	\$113.15	\$116.27	\$119.37
		Hourly	\$12.33	\$12.57	\$12.82	\$13.06	\$13.31	\$13.55	\$13.80	\$14.15	\$14.54	\$14.93
CA	6	Annual	\$26,365.00	\$26,873.00	\$27,381.00	\$27,894.00	\$28,406.00	\$28,941.00	\$29,537.00	\$30,275.00	\$31,109.00	\$31,940.00
		Bi-Wk	\$1,010.16	\$1,029.62	\$1,049.09	\$1,068.74	\$1,088.36	\$1,108.86	\$1,131.69	\$1,159.97	\$1,191.92	\$1,223.76
		Daily	\$101.02	\$102.97	\$104.91	\$106.88	\$108.84	\$110.89	\$113.17	\$116.00	\$119.20	\$122.38
		Hourly	\$12.63	\$12.88	\$13.12	\$13.36	\$13.61	\$13.87	\$14.15	\$14.50	\$14.90	\$15.30
CA	7	Annual	\$27,342.00	\$28,096.00	\$28,849.00	\$29,606.00	\$30,360.00	\$31,111.00	\$31,867.00	\$32,663.00	\$33,560.00	\$34,458.00
		Bi-Wk	\$1,047.59	\$1,076.48	\$1,105.33	\$1,134.33	\$1,163.22	\$1,192.00	\$1,220.96	\$1,251.46	\$1,285.83	\$1,320.23
		Daily	\$104.76	\$107.65	\$110.54	\$113.44	\$116.33	\$119.20	\$122.10	\$125.15	\$128.59	\$132.03
		Hourly	\$13.10	\$13.46	\$13.82	\$14.18	\$14.55	\$14.90	\$15.27	\$15.65	\$16.08	\$16.51
CA	8	Annual	\$28,406.00	\$29,071.00	\$29,817.00	\$30,584.00	\$31,345.00	\$32,113.00	\$32,878.00	\$33,703.00	\$34,628.00	\$35,556.00
		Bi-Wk	\$1,088.36	\$1,113.84	\$1,142.42	\$1,171.81	\$1,200.96	\$1,230.39	\$1,259.70	\$1,291.31	\$1,326.75	\$1,362.30
		Daily	\$108.84	\$111.39	\$114.25	\$117.19	\$120.10	\$123.04	\$125.97	\$129.14	\$132.68	\$136.23
		Hourly	\$13.61	\$13.93	\$14.29	\$14.65	\$15.02	\$15.38	\$15.75	\$16.15	\$16.59	\$17.03

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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
CA	9	Annual	\$29,098.00	\$29,879.00	\$30,677.00	\$31,478.00	\$32,279.00	\$33,069.00	\$33,875.00	\$34,724.00	\$35,677.00	\$36,630.00
		Bi-Wk	\$1,114.87	\$1,144.79	\$1,175.37	\$1,206.06	\$1,236.75	\$1,267.02	\$1,297.90	\$1,330.43	\$1,366.94	\$1,403.45
		Daily	\$111.49	\$114.48	\$117.54	\$120.61	\$123.68	\$126.71	\$129.79	\$133.05	\$136.70	\$140.35
		Hourly	\$13.94	\$14.31	\$14.70	\$15.08	\$15.46	\$15.84	\$16.23	\$16.64	\$17.09	\$17.55
CA	10	Annual	\$29,950.00	\$30,782.00	\$31,613.00	\$32,451.00	\$33,287.00	\$34,137.00	\$35,014.00	\$35,887.00	\$36,872.00	\$37,860.00
		Bi-Wk	\$1,147.51	\$1,179.39	\$1,211.23	\$1,243.34	\$1,275.37	\$1,307.94	\$1,341.54	\$1,374.99	\$1,412.73	\$1,450.58
		Daily	\$114.76	\$117.94	\$121.13	\$124.34	\$127.54	\$130.80	\$134.16	\$137.50	\$141.28	\$145.06
		Hourly	\$14.35	\$14.75	\$15.15	\$15.55	\$15.95	\$16.35	\$16.77	\$17.19	\$17.66	\$18.14
CA	11	Annual	\$30,821.00	\$31,694.00	\$32,562.00	\$33,434.00	\$34,325.00	\$35,239.00	\$36,156.00	\$37,060.00	\$38,080.00	\$39,100.00
		Bi-Wk	\$1,180.89	\$1,214.33	\$1,247.59	\$1,281.00	\$1,315.14	\$1,350.16	\$1,385.29	\$1,419.93	\$1,459.01	\$1,498.09
		Daily	\$118.09	\$121.44	\$124.76	\$128.10	\$131.52	\$135.02	\$138.53	\$142.00	\$145.91	\$149.81
		Hourly	\$14.77	\$15.18	\$15.60	\$16.02	\$16.44	\$16.88	\$17.32	\$17.75	\$18.24	\$18.73
CA	12	Annual	\$31,747.00	\$32,651.00	\$33,555.00	\$34,496.00	\$35,441.00	\$36,397.00	\$37,385.00	\$38,318.00	\$39,369.00	\$40,425.00
		Bi-Wk	\$1,216.37	\$1,251.00	\$1,285.64	\$1,321.69	\$1,357.90	\$1,394.53	\$1,432.38	\$1,468.13	\$1,508.40	\$1,548.86
		Daily	\$121.64	\$125.10	\$128.57	\$132.17	\$135.79	\$139.46	\$143.24	\$146.82	\$150.84	\$154.89
		Hourly	\$15.21	\$15.64	\$16.08	\$16.53	\$16.98	\$17.44	\$17.91	\$18.36	\$18.86	\$19.37
CA	13	Annual	\$33,406.00	\$34,548.00	\$35,706.00	\$36,878.00	\$38,097.00	\$39,313.00	\$40,532.00	\$41,547.00	\$42,688.00	\$43,831.00
		Bi-Wk	\$1,279.93	\$1,323.68	\$1,368.05	\$1,412.96	\$1,459.66	\$1,506.25	\$1,552.96	\$1,591.84	\$1,635.56	\$1,679.35
		Daily	\$128.00	\$132.37	\$136.81	\$141.30	\$145.97	\$150.63	\$155.30	\$159.19	\$163.56	\$167.94
		Hourly	\$16.00	\$16.55	\$17.11	\$17.67	\$18.25	\$18.83	\$19.42	\$19.90	\$20.45	\$21.00
CA	14	Annual	\$34,862.00	\$36,061.00	\$37,286.00	\$38,542.00	\$39,794.00	\$41,046.00	\$42,303.00	\$43,361.00	\$44,555.00	\$45,746.00
		Bi-Wk	\$1,335.71	\$1,381.65	\$1,428.59	\$1,476.71	\$1,524.68	\$1,572.65	\$1,620.81	\$1,661.35	\$1,707.09	\$1,752.73
		Daily	\$133.58	\$138.17	\$142.86	\$147.68	\$152.47	\$157.27	\$162.09	\$166.14	\$170.71	\$175.28
		Hourly	\$16.70	\$17.28	\$17.86	\$18.46	\$19.06	\$19.66	\$20.27	\$20.77	\$21.34	\$21.91
CA	15	Annual	\$36,424.00	\$37,706.00	\$38,999.00	\$40,292.00	\$41,587.00	\$42,881.00	\$44,178.00	\$45,282.00	\$46,529.00	\$47,773.00
		Bi-Wk	\$1,395.56	\$1,444.68	\$1,494.22	\$1,543.76	\$1,593.38	\$1,642.96	\$1,692.65	\$1,734.95	\$1,782.73	\$1,830.39
		Daily	\$139.56	\$144.47	\$149.43	\$154.38	\$159.34	\$164.30	\$169.27	\$173.50	\$178.28	\$183.04
		Hourly	\$17.45	\$18.06	\$18.68	\$19.30	\$19.92	\$20.54	\$21.16	\$21.69	\$22.29	\$22.88
CA	16	Annual	\$38,162.00	\$39,495.00	\$40,830.00	\$42,152.00	\$43,485.00	\$44,818.00	\$46,146.00	\$47,300.00	\$48,601.00	\$49,902.00
		Bi-Wk	\$1,462.15	\$1,513.22	\$1,564.37	\$1,615.02	\$1,666.10	\$1,717.17	\$1,768.05	\$1,812.27	\$1,862.11	\$1,911.96
		Daily	\$146.22	\$151.33	\$156.44	\$161.51	\$166.61	\$171.72	\$176.81	\$181.23	\$186.22	\$191.20
		Hourly	\$18.28	\$18.92	\$19.56	\$20.19	\$20.83	\$21.47	\$22.11	\$22.66	\$23.28	\$23.90

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CA	17	Annual	\$40,022.00	\$41,394.00	\$42,758.00	\$44,133.00	\$45,498.00	\$46,863.00	\$48,237.00	\$49,444.00	\$50,804.00	\$52,163.00
		Bi-Wk	\$1,533.41	\$1,585.98	\$1,638.24	\$1,690.92	\$1,743.22	\$1,795.52	\$1,848.17	\$1,894.41	\$1,946.52	\$1,998.59
		Daily	\$153.35	\$158.60	\$163.83	\$169.10	\$174.33	\$179.56	\$184.82	\$189.45	\$194.66	\$199.86
		Hourly	\$19.17	\$19.83	\$20.48	\$21.14	\$21.80	\$22.45	\$23.11	\$23.69	\$24.34	\$24.99
CA	18	Annual	\$42,014.00	\$43,414.00	\$44,818.00	\$46,218.00	\$47,622.00	\$49,030.00	\$50,424.00	\$51,685.00	\$53,107.00	\$54,530.00
		Bi-Wk	\$1,609.74	\$1,663.38	\$1,717.17	\$1,770.81	\$1,824.60	\$1,878.55	\$1,931.96	\$1,980.27	\$2,034.76	\$2,089.28
		Daily	\$160.98	\$166.34	\$171.72	\$177.09	\$182.46	\$187.86	\$193.20	\$198.03	\$203.48	\$208.93
		Hourly	\$20.13	\$20.80	\$21.47	\$22.14	\$22.81	\$23.49	\$24.15	\$24.76	\$25.44	\$26.12
CA	19	Annual	\$44,054.00	\$45,498.00	\$46,945.00	\$48,390.00	\$49,836.00	\$51,271.00	\$52,719.00	\$54,035.00	\$55,523.00	\$57,009.00
		Bi-Wk	\$1,687.90	\$1,743.22	\$1,798.66	\$1,854.03	\$1,909.43	\$1,964.41	\$2,019.89	\$2,070.31	\$2,127.32	\$2,184.26
		Daily	\$168.79	\$174.33	\$179.87	\$185.41	\$190.95	\$196.45	\$201.99	\$207.04	\$212.74	\$218.43
		Hourly	\$21.10	\$21.80	\$22.49	\$23.18	\$23.87	\$24.56	\$25.25	\$25.88	\$26.60	\$27.31
CA	20	Annual	\$46,260.00	\$47,743.00	\$49,222.00	\$50,699.00	\$52,175.00	\$53,661.00	\$55,135.00	\$56,517.00	\$58,071.00	\$59,623.00
		Bi-Wk	\$1,772.42	\$1,829.24	\$1,885.91	\$1,942.50	\$1,999.05	\$2,055.98	\$2,112.46	\$2,165.41	\$2,224.95	\$2,284.41
		Daily	\$177.25	\$182.93	\$188.60	\$194.25	\$199.91	\$205.60	\$211.25	\$216.55	\$222.50	\$228.45
		Hourly	\$22.16	\$22.87	\$23.58	\$24.29	\$24.99	\$25.70	\$26.41	\$27.07	\$27.82	\$28.56
CA	21	Annual	\$48,517.00	\$50,037.00	\$51,554.00	\$53,078.00	\$54,595.00	\$56,118.00	\$57,634.00	\$59,076.00	\$60,700.00	\$62,327.00
		Bi-Wk	\$1,858.89	\$1,917.13	\$1,975.25	\$2,033.64	\$2,091.77	\$2,150.12	\$2,208.20	\$2,263.45	\$2,325.68	\$2,388.01
		Daily	\$185.89	\$191.72	\$197.53	\$203.37	\$209.18	\$215.02	\$220.82	\$226.35	\$232.57	\$238.81
		Hourly	\$23.24	\$23.97	\$24.70	\$25.43	\$26.15	\$26.88	\$27.61	\$28.30	\$29.08	\$29.86
CA	22	Annual	\$49,836.00	\$51,634.00	\$53,439.00	\$55,241.00	\$57,041.00	\$58,844.00	\$60,652.00	\$62,168.00	\$63,879.00	\$65,587.00
		Bi-Wk	\$1,909.43	\$1,978.32	\$2,047.48	\$2,116.52	\$2,185.48	\$2,254.56	\$2,323.84	\$2,381.92	\$2,447.48	\$2,512.92
		Daily	\$190.95	\$197.84	\$204.75	\$211.66	\$218.55	\$225.46	\$232.39	\$238.20	\$244.75	\$251.30
		Hourly	\$23.87	\$24.73	\$25.60	\$26.46	\$27.32	\$28.19	\$29.05	\$29.78	\$30.60	\$31.42
CA	23	Annual	\$52,165.00	\$54,042.00	\$55,917.00	\$57,796.00	\$59,678.00	\$61,554.00	\$63,433.00	\$65,023.00	\$66,810.00	\$68,597.00
		Bi-Wk	\$1,998.66	\$2,070.58	\$2,142.42	\$2,214.41	\$2,286.52	\$2,358.40	\$2,430.39	\$2,491.31	\$2,559.78	\$2,628.24
		Daily	\$199.87	\$207.06	\$214.25	\$221.45	\$228.66	\$235.84	\$243.04	\$249.14	\$255.98	\$262.83
		Hourly	\$24.99	\$25.89	\$26.79	\$27.69	\$28.59	\$29.48	\$30.38	\$31.15	\$32.00	\$32.86
CA	24	Annual	\$54,646.00	\$56,600.00	\$58,561.00	\$60,518.00	\$62,474.00	\$64,432.00	\$66,392.00	\$68,053.00	\$69,923.00	\$71,796.00
		Bi-Wk	\$2,093.72	\$2,168.59	\$2,243.72	\$2,318.70	\$2,393.64	\$2,468.66	\$2,543.76	\$2,607.40	\$2,679.05	\$2,750.81
		Daily	\$209.38	\$216.86	\$224.38	\$231.87	\$239.37	\$246.87	\$254.38	\$260.74	\$267.91	\$275.09
		Hourly	\$26.18	\$27.11	\$28.05	\$28.99	\$29.93	\$30.86	\$31.80	\$32.60	\$33.49	\$34.39

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CA	25	Annual	\$57,284.00	\$59,310.00	\$61,341.00	\$63,371.00	\$65,402.00	\$67,433.00	\$69,466.00	\$71,201.00	\$73,161.00	\$75,118.00
		Bi-Wk	\$2,194.79	\$2,272.42	\$2,350.23	\$2,428.01	\$2,505.83	\$2,583.64	\$2,661.54	\$2,728.01	\$2,803.11	\$2,878.09
		Daily	\$219.48	\$227.25	\$235.03	\$242.81	\$250.59	\$258.37	\$266.16	\$272.81	\$280.32	\$287.81
		Hourly	\$27.44	\$28.41	\$29.38	\$30.36	\$31.33	\$32.30	\$33.27	\$34.11	\$35.04	\$35.98
CA	26	Annual	\$60,077.00	\$62,180.00	\$64,286.00	\$66,392.00	\$68,495.00	\$70,606.00	\$72,710.00	\$74,529.00	\$76,580.00	\$78,629.00
		Bi-Wk	\$2,301.81	\$2,382.38	\$2,463.07	\$2,543.76	\$2,624.33	\$2,705.22	\$2,785.83	\$2,855.52	\$2,934.10	\$3,012.61
		Daily	\$230.19	\$238.24	\$246.31	\$254.38	\$262.44	\$270.53	\$278.59	\$285.56	\$293.41	\$301.27
		Hourly	\$28.78	\$29.78	\$30.79	\$31.80	\$32.81	\$33.82	\$34.83	\$35.70	\$36.68	\$37.66
CA	27	Annual	\$63,024.00	\$65,208.00	\$67,389.00	\$69,563.00	\$71,745.00	\$73,922.00	\$76,099.00	\$78,004.00	\$80,151.00	\$82,295.00
		Bi-Wk	\$2,414.72	\$2,498.40	\$2,581.96	\$2,665.25	\$2,748.86	\$2,832.27	\$2,915.68	\$2,988.66	\$3,070.92	\$3,153.07
		Daily	\$241.48	\$249.84	\$258.20	\$266.53	\$274.89	\$283.23	\$291.57	\$298.87	\$307.10	\$315.31
		Hourly	\$30.19	\$31.23	\$32.28	\$33.32	\$34.37	\$35.41	\$36.45	\$37.36	\$38.39	\$39.42
CA	28	Annual	\$66,177.00	\$68,436.00	\$70,686.00	\$72,949.00	\$75,200.00	\$77,450.00	\$79,705.00	\$81,698.00	\$83,943.00	\$86,192.00
		Bi-Wk	\$2,535.52	\$2,622.07	\$2,708.28	\$2,794.99	\$2,881.23	\$2,967.44	\$3,053.84	\$3,130.20	\$3,216.21	\$3,302.38
		Daily	\$253.56	\$262.21	\$270.83	\$279.50	\$288.13	\$296.75	\$305.39	\$313.02	\$321.63	\$330.24
		Hourly	\$31.70	\$32.78	\$33.86	\$34.94	\$36.02	\$37.10	\$38.18	\$39.13	\$40.21	\$41.28
CA	29	Annual	\$66,811.00	\$69,294.00	\$71,780.00	\$74,262.00	\$76,750.00	\$79,236.00	\$81,722.00	\$83,763.00	\$86,067.00	\$88,372.00
		Bi-Wk	\$2,559.81	\$2,654.95	\$2,750.20	\$2,845.29	\$2,940.62	\$3,035.87	\$3,131.12	\$3,209.32	\$3,297.59	\$3,385.91
		Daily	\$255.99	\$265.50	\$275.02	\$284.53	\$294.07	\$303.59	\$313.12	\$320.94	\$329.76	\$338.60
		Hourly	\$32.00	\$33.19	\$34.38	\$35.57	\$36.76	\$37.95	\$39.14	\$40.12	\$41.22	\$42.33
CA	30	Annual	\$69,466.00	\$72,023.00	\$74,579.00	\$77,134.00	\$79,693.00	\$82,252.00	\$84,811.00	\$86,930.00	\$89,320.00	\$91,712.00
		Bi-Wk	\$2,661.54	\$2,759.51	\$2,857.44	\$2,955.33	\$3,053.38	\$3,151.42	\$3,249.47	\$3,330.66	\$3,422.23	\$3,513.87
		Daily	\$266.16	\$275.96	\$285.75	\$295.54	\$305.34	\$315.15	\$324.95	\$333.07	\$342.23	\$351.39
		Hourly	\$33.27	\$34.50	\$35.72	\$36.95	\$38.17	\$39.40	\$40.62	\$41.64	\$42.78	\$43.93
CA	31	Annual	\$72,228.00	\$74,860.00	\$77,494.00	\$80,127.00	\$82,757.00	\$85,389.00	\$88,027.00	\$90,227.00	\$92,710.00	\$95,190.00
		Bi-Wk	\$2,767.36	\$2,868.20	\$2,969.12	\$3,070.00	\$3,170.77	\$3,271.61	\$3,372.69	\$3,456.98	\$3,552.11	\$3,647.13
		Daily	\$276.74	\$286.82	\$296.92	\$307.00	\$317.08	\$327.17	\$337.27	\$345.70	\$355.22	\$364.72
		Hourly	\$34.60	\$35.86	\$37.12	\$38.38	\$39.64	\$40.90	\$42.16	\$43.22	\$44.41	\$45.59
CA	32	Annual	\$75,101.00	\$77,809.00	\$80,510.00	\$83,214.00	\$85,923.00	\$88,630.00	\$91,335.00	\$93,622.00	\$96,197.00	\$98,770.00
		Bi-Wk	\$2,877.44	\$2,981.19	\$3,084.68	\$3,188.28	\$3,292.07	\$3,395.79	\$3,499.43	\$3,587.05	\$3,685.71	\$3,784.30
		Daily	\$287.75	\$298.12	\$308.47	\$318.83	\$329.21	\$339.58	\$349.95	\$358.71	\$368.58	\$378.43
		Hourly	\$35.97	\$37.27	\$38.56	\$39.86	\$41.16	\$42.45	\$43.75	\$44.84	\$46.08	\$47.31

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 6/24/2005

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	33	Annual	\$78,099.00	\$80,882.00	\$83,658.00	\$86,441.00	\$89,221.00	\$92,000.00	\$94,785.00	\$97,155.00	\$99,825.00	\$102,499.00
		Bi-Wk	\$2,992.30	\$3,098.93	\$3,205.29	\$3,311.92	\$3,418.43	\$3,524.91	\$3,631.61	\$3,722.42	\$3,824.72	\$3,927.17
		Daily	\$299.23	\$309.90	\$320.53	\$331.20	\$341.85	\$352.50	\$363.17	\$372.25	\$382.48	\$392.72
		Hourly	\$37.41	\$38.74	\$40.07	\$41.40	\$42.74	\$44.07	\$45.40	\$46.54	\$47.81	\$49.09
CA	34	Annual	\$81,291.00	\$84,149.00	\$87,000.00	\$89,859.00	\$92,717.00	\$95,573.00	\$98,432.00	\$100,895.00	\$103,669.00	\$106,444.00
		Bi-Wk	\$3,114.60	\$3,224.10	\$3,333.34	\$3,442.88	\$3,552.38	\$3,661.81	\$3,771.35	\$3,865.71	\$3,972.00	\$4,078.32
		Daily	\$311.46	\$322.41	\$333.34	\$344.29	\$355.24	\$366.19	\$377.14	\$386.58	\$397.20	\$407.84
		Hourly	\$38.94	\$40.31	\$41.67	\$43.04	\$44.41	\$45.78	\$47.15	\$48.33	\$49.65	\$50.98
CA	35	Annual	\$84,606.00	\$87,535.00	\$90,468.00	\$93,401.00	\$96,319.00	\$99,254.00	\$102,180.00	\$104,735.00	\$107,616.00	\$110,495.00
		Bi-Wk	\$3,241.61	\$3,353.84	\$3,466.21	\$3,578.59	\$3,690.39	\$3,802.84	\$3,914.95	\$4,012.84	\$4,123.22	\$4,233.53
		Daily	\$324.17	\$335.39	\$346.63	\$357.86	\$369.04	\$380.29	\$391.50	\$401.29	\$412.33	\$423.36
		Hourly	\$40.53	\$41.93	\$43.33	\$44.74	\$46.13	\$47.54	\$48.94	\$50.17	\$51.55	\$52.92
CA	36	Annual	\$88,099.00	\$91,107.00	\$94,112.00	\$97,114.00	\$100,121.00	\$103,125.00	\$106,129.00	\$108,783.00	\$111,775.00	\$114,767.00
		Bi-Wk	\$3,375.45	\$3,490.69	\$3,605.83	\$3,720.85	\$3,836.06	\$3,951.15	\$4,066.25	\$4,167.94	\$4,282.57	\$4,397.21
		Daily	\$337.55	\$349.07	\$360.59	\$372.09	\$383.61	\$395.12	\$406.63	\$416.80	\$428.26	\$439.73
		Hourly	\$42.20	\$43.64	\$45.08	\$46.52	\$47.96	\$49.39	\$50.83	\$52.10	\$53.54	\$54.97
CA	37	Annual	\$91,732.00	\$94,823.00	\$97,908.00	\$100,995.00	\$104,086.00	\$107,168.00	\$110,252.00	\$113,010.00	\$116,115.00	\$119,224.00
		Bi-Wk	\$3,514.64	\$3,633.07	\$3,751.27	\$3,869.55	\$3,987.97	\$4,106.06	\$4,224.22	\$4,329.89	\$4,448.86	\$4,567.97
		Daily	\$351.47	\$363.31	\$375.13	\$386.96	\$398.80	\$410.61	\$422.43	\$432.99	\$444.89	\$456.80
		Hourly	\$43.94	\$45.42	\$46.90	\$48.37	\$49.85	\$51.33	\$52.81	\$54.13	\$55.62	\$57.10
CA	38	Annual	\$95,497.00	\$98,651.00	\$101,818.00	\$104,973.00	\$108,131.00	\$111,296.00	\$114,450.00	\$117,312.00	\$120,538.00	\$123,765.00
		Bi-Wk	\$3,658.89	\$3,779.74	\$3,901.08	\$4,021.96	\$4,142.96	\$4,264.22	\$4,385.06	\$4,494.72	\$4,618.32	\$4,741.96
		Daily	\$365.89	\$377.98	\$390.11	\$402.20	\$414.30	\$426.43	\$438.51	\$449.48	\$461.84	\$474.20
		Hourly	\$45.74	\$47.25	\$48.77	\$50.28	\$51.79	\$53.31	\$54.82	\$56.19	\$57.73	\$59.28
CA	39	Annual	\$99,442.00	\$102,676.00	\$105,911.00	\$109,149.00	\$112,383.00	\$115,619.00	\$118,852.00	\$121,826.00	\$125,174.00	\$128,526.00
		Bi-Wk	\$3,810.04	\$3,933.95	\$4,057.90	\$4,181.96	\$4,305.87	\$4,429.85	\$4,553.72	\$4,667.67	\$4,795.94	\$4,924.37
		Daily	\$381.01	\$393.40	\$405.79	\$418.20	\$430.59	\$442.99	\$455.38	\$466.77	\$479.60	\$492.44
		Hourly	\$47.63	\$49.18	\$50.73	\$52.28	\$53.83	\$55.38	\$56.93	\$58.35	\$59.95	\$61.56
CA	40	Annual	\$103,560.00	\$106,862.00	\$110,170.00	\$113,474.00	\$116,776.00	\$120,084.00	\$123,386.00	\$126,473.00	\$129,950.00	\$133,429.00
		Bi-Wk	\$3,967.82	\$4,094.33	\$4,221.08	\$4,347.67	\$4,474.18	\$4,600.92	\$4,727.44	\$4,845.71	\$4,978.93	\$5,112.23
		Daily	\$396.79	\$409.44	\$422.11	\$434.77	\$447.42	\$460.10	\$472.75	\$484.58	\$497.90	\$511.23
		Hourly	\$49.60	\$51.18	\$52.77	\$54.35	\$55.93	\$57.52	\$59.10	\$60.58	\$62.24	\$63.91

CLERICAL CONFIDENTIAL CA 40 HOUR PAY PLAN EFFECTIVE 6/24/2005

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CA	41	Annual	\$107,869.00	\$111,256.00	\$114,639.00	\$118,020.00	\$121,402.00	\$124,787.00	\$128,171.00	\$131,375.00	\$134,989.00	\$138,601.00
		Bi-Wk	\$4,132.92	\$4,262.69	\$4,392.30	\$4,521.84	\$4,651.42	\$4,781.12	\$4,910.77	\$5,033.53	\$5,172.00	\$5,310.39
		Daily	\$413.30	\$426.27	\$439.23	\$452.19	\$465.15	\$478.12	\$491.08	\$503.36	\$517.20	\$531.04
		Hourly	\$51.67	\$53.29	\$54.91	\$56.53	\$58.15	\$59.77	\$61.39	\$62.92	\$64.65	\$66.38
CA	42	Annual	\$112,342.00	\$115,801.00	\$119,262.00	\$122,719.00	\$126,181.00	\$129,637.00	\$133,095.00	\$136,424.00	\$140,174.00	\$143,927.00
		Bi-Wk	\$4,304.30	\$4,436.82	\$4,569.43	\$4,701.88	\$4,834.53	\$4,966.94	\$5,099.43	\$5,226.98	\$5,370.66	\$5,514.45
		Daily	\$430.43	\$443.69	\$456.95	\$470.19	\$483.46	\$496.70	\$509.95	\$522.70	\$537.07	\$551.45
		Hourly	\$53.81	\$55.47	\$57.12	\$58.78	\$60.44	\$62.09	\$63.75	\$65.34	\$67.14	\$68.94
CA	43	Annual	\$117,082.00	\$120,617.00	\$124,138.00	\$127,668.00	\$131,197.00	\$134,724.00	\$138,253.00	\$141,711.00	\$145,609.00	\$149,503.00
		Bi-Wk	\$4,485.91	\$4,621.35	\$4,756.25	\$4,891.50	\$5,026.71	\$5,161.84	\$5,297.05	\$5,429.55	\$5,578.89	\$5,728.09
		Daily	\$448.60	\$462.14	\$475.63	\$489.15	\$502.68	\$516.19	\$529.71	\$542.96	\$557.89	\$572.81
		Hourly	\$56.08	\$57.77	\$59.46	\$61.15	\$62.84	\$64.53	\$66.22	\$67.87	\$69.74	\$71.61