

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 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
CR	1	Annual	\$17,770.00	\$18,209.00	\$18,636.00	\$19,074.00	\$19,503.00	\$19,941.00	\$20,369.00
		Bi-Wk	\$680.85	\$697.67	\$714.03	\$730.81	\$747.25	\$764.03	\$780.43
		Daily	\$68.09	\$69.77	\$71.41	\$73.09	\$74.73	\$76.41	\$78.05
		Hourly	\$8.52	\$8.73	\$8.93	\$9.14	\$9.35	\$9.56	\$9.76
CR	2	Annual	\$18,636.00	\$19,074.00	\$19,503.00	\$19,941.00	\$20,369.00	\$20,802.00	\$21,234.00
		Bi-Wk	\$714.03	\$730.81	\$747.25	\$764.03	\$780.43	\$797.02	\$813.57
		Daily	\$71.41	\$73.09	\$74.73	\$76.41	\$78.05	\$79.71	\$81.36
		Hourly	\$8.93	\$9.14	\$9.35	\$9.56	\$9.76	\$9.97	\$10.17
CR	3	Annual	\$19,074.00	\$19,503.00	\$19,941.00	\$20,369.00	\$20,802.00	\$21,234.00	\$21,667.00
		Bi-Wk	\$730.81	\$747.25	\$764.03	\$780.43	\$797.02	\$813.57	\$830.16
		Daily	\$73.09	\$74.73	\$76.41	\$78.05	\$79.71	\$81.36	\$83.02
		Hourly	\$9.14	\$9.35	\$9.56	\$9.76	\$9.97	\$10.17	\$10.38
CR	4	Annual	\$19,687.00	\$20,212.00	\$20,740.00	\$21,267.00	\$21,799.00	\$22,318.00	\$22,843.00
		Bi-Wk	\$754.30	\$774.41	\$794.64	\$814.83	\$835.22	\$855.10	\$875.22
		Daily	\$75.43	\$77.45	\$79.47	\$81.49	\$83.53	\$85.51	\$87.53
		Hourly	\$9.43	\$9.69	\$9.94	\$10.19	\$10.45	\$10.69	\$10.95
CR	5	Annual	\$20,180.00	\$20,740.00	\$21,298.00	\$21,849.00	\$22,405.00	\$22,961.00	\$23,518.00
		Bi-Wk	\$773.19	\$794.64	\$816.02	\$837.13	\$858.43	\$879.74	\$901.08
		Daily	\$77.32	\$79.47	\$81.61	\$83.72	\$85.85	\$87.98	\$90.11
		Hourly	\$9.67	\$9.94	\$10.21	\$10.47	\$10.74	\$11.00	\$11.27
CR	6	Annual	\$20,868.00	\$21,424.00	\$21,977.00	\$22,534.00	\$23,088.00	\$23,643.00	\$24,197.00
		Bi-Wk	\$799.55	\$820.85	\$842.04	\$863.38	\$884.60	\$905.87	\$927.09
		Daily	\$79.96	\$82.09	\$84.21	\$86.34	\$88.46	\$90.59	\$92.71
		Hourly	\$10.00	\$10.27	\$10.53	\$10.80	\$11.06	\$11.33	\$11.59
CR	7	Annual	\$21,481.00	\$22,036.00	\$22,594.00	\$23,149.00	\$23,705.00	\$24,259.00	\$24,815.00
		Bi-Wk	\$823.03	\$844.30	\$865.68	\$886.94	\$908.24	\$929.47	\$950.77
		Daily	\$82.31	\$84.43	\$86.57	\$88.70	\$90.83	\$92.95	\$95.08
		Hourly	\$10.29	\$10.56	\$10.83	\$11.09	\$11.36	\$11.62	\$11.89
CR	8	Annual	\$23,088.00	\$23,768.00	\$24,451.00	\$25,130.00	\$25,813.00	\$26,490.00	\$27,174.00
		Bi-Wk	\$884.60	\$910.66	\$936.82	\$962.84	\$989.01	\$1,014.95	\$1,041.15
		Daily	\$88.46	\$91.07	\$93.69	\$96.29	\$98.91	\$101.50	\$104.12
		Hourly	\$11.06	\$11.39	\$11.72	\$12.04	\$12.37	\$12.69	\$13.02

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CR	9	Annual	\$23,797.00	\$24,506.00	\$25,216.00	\$25,927.00	\$26,634.00	\$27,345.00	\$28,060.00
		Bi-Wk	\$911.77	\$938.93	\$966.14	\$993.38	\$1,020.46	\$1,047.71	\$1,075.10
		Daily	\$91.18	\$93.90	\$96.62	\$99.34	\$102.05	\$104.78	\$107.51
		Hourly	\$11.40	\$11.74	\$12.08	\$12.42	\$12.76	\$13.10	\$13.44
CR	10	Annual	\$24,565.00	\$25,308.00	\$26,045.00	\$26,792.00	\$27,532.00	\$28,287.00	\$29,068.00
		Bi-Wk	\$941.19	\$969.66	\$997.90	\$1,026.52	\$1,054.87	\$1,083.80	\$1,113.72
		Daily	\$94.12	\$96.97	\$99.79	\$102.66	\$105.49	\$108.38	\$111.38
		Hourly	\$11.77	\$12.13	\$12.48	\$12.84	\$13.19	\$13.55	\$13.93
CR	11	Annual	\$25,344.00	\$26,113.00	\$26,891.00	\$27,661.00	\$28,458.00	\$29,270.00	\$30,084.00
		Bi-Wk	\$971.04	\$1,000.50	\$1,030.31	\$1,059.81	\$1,090.35	\$1,121.46	\$1,152.65
		Daily	\$97.11	\$100.05	\$103.04	\$105.99	\$109.04	\$112.15	\$115.27
		Hourly	\$12.14	\$12.51	\$12.88	\$13.25	\$13.63	\$14.02	\$14.41
CR	12	Annual	\$26,166.00	\$26,976.00	\$27,773.00	\$28,609.00	\$29,448.00	\$30,296.00	\$31,137.00
		Bi-Wk	\$1,002.53	\$1,033.57	\$1,064.10	\$1,096.14	\$1,128.28	\$1,160.77	\$1,192.99
		Daily	\$100.26	\$103.36	\$106.41	\$109.62	\$112.83	\$116.08	\$119.30
		Hourly	\$12.54	\$12.92	\$13.31	\$13.71	\$14.11	\$14.51	\$14.92
CR	13	Annual	\$27,642.00	\$28,661.00	\$29,689.00	\$30,718.00	\$31,750.00	\$32,777.00	\$33,810.00
		Bi-Wk	\$1,059.09	\$1,098.13	\$1,137.51	\$1,176.94	\$1,216.48	\$1,255.83	\$1,295.41
		Daily	\$105.91	\$109.82	\$113.76	\$117.70	\$121.65	\$125.59	\$129.55
		Hourly	\$13.24	\$13.73	\$14.22	\$14.72	\$15.21	\$15.70	\$16.20
CR	14	Annual	\$28,936.00	\$30,001.00	\$31,062.00	\$32,125.00	\$33,186.00	\$34,250.00	\$35,311.00
		Bi-Wk	\$1,108.66	\$1,149.47	\$1,190.12	\$1,230.85	\$1,271.50	\$1,312.27	\$1,352.92
		Daily	\$110.87	\$114.95	\$119.02	\$123.09	\$127.15	\$131.23	\$135.30
		Hourly	\$13.86	\$14.37	\$14.88	\$15.39	\$15.90	\$16.41	\$16.92
CR	15	Annual	\$30,325.00	\$31,419.00	\$32,511.00	\$33,606.00	\$34,699.00	\$35,800.00	\$36,894.00
		Bi-Wk	\$1,161.88	\$1,203.80	\$1,245.64	\$1,287.59	\$1,329.47	\$1,371.65	\$1,413.57
		Daily	\$116.19	\$120.38	\$124.57	\$128.76	\$132.95	\$137.17	\$141.36
		Hourly	\$14.53	\$15.05	\$15.58	\$16.10	\$16.62	\$17.15	\$17.67
CR	16	Annual	\$31,802.00	\$32,929.00	\$34,055.00	\$35,184.00	\$36,308.00	\$37,438.00	\$38,562.00
		Bi-Wk	\$1,218.47	\$1,261.65	\$1,304.79	\$1,348.05	\$1,391.12	\$1,434.41	\$1,477.48
		Daily	\$121.85	\$126.17	\$130.48	\$134.81	\$139.12	\$143.45	\$147.75
		Hourly	\$15.24	\$15.78	\$16.31	\$16.86	\$17.39	\$17.94	\$18.47

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 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
CR	17	Annual	\$33,377.00	\$34,535.00	\$35,696.00	\$36,853.00	\$38,014.00	\$39,172.00	\$40,331.00
		Bi-Wk	\$1,278.82	\$1,323.19	\$1,367.67	\$1,412.00	\$1,456.48	\$1,500.85	\$1,545.25
		Daily	\$127.89	\$132.32	\$136.77	\$141.20	\$145.65	\$150.09	\$154.53
		Hourly	\$15.99	\$16.54	\$17.10	\$17.65	\$18.21	\$18.77	\$19.32
CR	18	Annual	\$35,062.00	\$36,250.00	\$37,438.00	\$38,627.00	\$39,810.00	\$41,001.00	\$42,187.00
		Bi-Wk	\$1,343.38	\$1,388.89	\$1,434.41	\$1,479.97	\$1,525.29	\$1,570.92	\$1,616.37
		Daily	\$134.34	\$138.89	\$143.45	\$148.00	\$152.53	\$157.10	\$161.64
		Hourly	\$16.80	\$17.37	\$17.94	\$18.50	\$19.07	\$19.64	\$20.21
CR	19	Annual	\$36,788.00	\$38,014.00	\$39,237.00	\$40,462.00	\$41,679.00	\$42,902.00	\$44,125.00
		Bi-Wk	\$1,409.51	\$1,456.48	\$1,503.34	\$1,550.27	\$1,596.90	\$1,643.76	\$1,690.62
		Daily	\$140.96	\$145.65	\$150.34	\$155.03	\$159.69	\$164.38	\$169.07
		Hourly	\$17.62	\$18.21	\$18.80	\$19.38	\$19.97	\$20.55	\$21.14
CR	20	Annual	\$38,664.00	\$39,913.00	\$41,169.00	\$42,419.00	\$43,664.00	\$44,921.00	\$46,170.00
		Bi-Wk	\$1,481.38	\$1,529.24	\$1,577.36	\$1,625.25	\$1,672.96	\$1,721.12	\$1,768.97
		Daily	\$148.14	\$152.93	\$157.74	\$162.53	\$167.30	\$172.12	\$176.90
		Hourly	\$18.52	\$19.12	\$19.72	\$20.32	\$20.92	\$21.52	\$22.12
CR	21	Annual	\$40,568.00	\$41,860.00	\$43,143.00	\$44,429.00	\$45,718.00	\$47,002.00	\$48,289.00
		Bi-Wk	\$1,554.33	\$1,603.84	\$1,652.99	\$1,702.27	\$1,751.65	\$1,800.85	\$1,850.16
		Daily	\$155.44	\$160.39	\$165.30	\$170.23	\$175.17	\$180.09	\$185.02
		Hourly	\$19.43	\$20.05	\$20.67	\$21.28	\$21.90	\$22.52	\$23.13
CR	22	Annual	\$41,679.00	\$43,207.00	\$44,736.00	\$46,261.00	\$47,789.00	\$49,316.00	\$50,842.00
		Bi-Wk	\$1,596.90	\$1,655.45	\$1,714.03	\$1,772.46	\$1,831.00	\$1,889.51	\$1,947.97
		Daily	\$159.69	\$165.55	\$171.41	\$177.25	\$183.10	\$188.96	\$194.80
		Hourly	\$19.97	\$20.70	\$21.43	\$22.16	\$22.89	\$23.62	\$24.35
CR	23	Annual	\$43,655.00	\$45,248.00	\$46,832.00	\$48,427.00	\$50,016.00	\$51,608.00	\$53,199.00
		Bi-Wk	\$1,672.61	\$1,733.64	\$1,794.33	\$1,855.45	\$1,916.33	\$1,977.32	\$2,038.28
		Daily	\$167.27	\$173.37	\$179.44	\$185.55	\$191.64	\$197.74	\$203.83
		Hourly	\$20.91	\$21.68	\$22.43	\$23.20	\$23.96	\$24.72	\$25.48
CR	24	Annual	\$45,752.00	\$47,410.00	\$49,070.00	\$50,729.00	\$52,387.00	\$54,046.00	\$55,703.00
		Bi-Wk	\$1,752.96	\$1,816.48	\$1,880.08	\$1,943.64	\$2,007.17	\$2,070.73	\$2,134.22
		Daily	\$175.30	\$181.65	\$188.01	\$194.37	\$200.72	\$207.08	\$213.43
		Hourly	\$21.92	\$22.71	\$23.51	\$24.30	\$25.09	\$25.89	\$26.68

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 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
CR	25	Annual	\$47,990.00	\$49,712.00	\$51,424.00	\$53,144.00	\$54,869.00	\$56,588.00	\$58,304.00
		Bi-Wk	\$1,838.70	\$1,904.68	\$1,970.27	\$2,036.17	\$2,102.27	\$2,168.13	\$2,233.87
		Daily	\$183.87	\$190.47	\$197.03	\$203.62	\$210.23	\$216.82	\$223.39
		Hourly	\$22.99	\$23.81	\$24.63	\$25.46	\$26.28	\$27.11	\$27.93
CR	26	Annual	\$50,354.00	\$52,160.00	\$53,923.00	\$55,703.00	\$57,487.00	\$59,267.00	\$61,049.00
		Bi-Wk	\$1,929.28	\$1,998.47	\$2,066.02	\$2,134.22	\$2,202.57	\$2,270.77	\$2,339.05
		Daily	\$192.93	\$199.85	\$206.61	\$213.43	\$220.26	\$227.08	\$233.91
		Hourly	\$24.12	\$24.99	\$25.83	\$26.68	\$27.54	\$28.39	\$29.24
CR	27	Annual	\$52,850.00	\$54,699.00	\$56,545.00	\$58,382.00	\$60,233.00	\$62,073.00	\$63,923.00
		Bi-Wk	\$2,024.91	\$2,095.75	\$2,166.48	\$2,236.86	\$2,307.78	\$2,378.28	\$2,449.16
		Daily	\$202.50	\$209.58	\$216.65	\$223.69	\$230.78	\$237.83	\$244.92
		Hourly	\$25.32	\$26.20	\$27.09	\$27.97	\$28.85	\$29.73	\$30.62
CR	28	Annual	\$55,521.00	\$57,430.00	\$59,342.00	\$61,252.00	\$63,157.00	\$65,064.00	\$66,971.00
		Bi-Wk	\$2,127.25	\$2,200.39	\$2,273.64	\$2,346.82	\$2,419.81	\$2,492.88	\$2,565.94
		Daily	\$212.73	\$220.04	\$227.37	\$234.69	\$241.99	\$249.29	\$256.60
		Hourly	\$26.60	\$27.51	\$28.43	\$29.34	\$30.25	\$31.17	\$32.08
CR	29	Annual	\$56,054.00	\$58,157.00	\$60,265.00	\$62,365.00	\$64,470.00	\$66,572.00	\$68,676.00
		Bi-Wk	\$2,147.67	\$2,228.24	\$2,309.01	\$2,389.47	\$2,470.12	\$2,550.66	\$2,631.27
		Daily	\$214.77	\$222.83	\$230.91	\$238.95	\$247.02	\$255.07	\$263.13
		Hourly	\$26.85	\$27.86	\$28.87	\$29.87	\$30.88	\$31.89	\$32.90
CR	30	Annual	\$58,304.00	\$60,468.00	\$62,636.00	\$64,798.00	\$66,961.00	\$69,126.00	\$71,296.00
		Bi-Wk	\$2,233.87	\$2,316.79	\$2,399.85	\$2,482.69	\$2,565.56	\$2,648.51	\$2,731.65
		Daily	\$223.39	\$231.68	\$239.99	\$248.27	\$256.56	\$264.86	\$273.17
		Hourly	\$27.93	\$28.96	\$30.00	\$31.04	\$32.07	\$33.11	\$34.15
CR	31	Annual	\$60,645.00	\$62,871.00	\$65,101.00	\$67,330.00	\$69,558.00	\$71,787.00	\$74,014.00
		Bi-Wk	\$2,323.57	\$2,408.86	\$2,494.30	\$2,579.70	\$2,665.06	\$2,750.46	\$2,835.79
		Daily	\$232.36	\$240.89	\$249.43	\$257.97	\$266.51	\$275.05	\$283.58
		Hourly	\$29.05	\$30.12	\$31.18	\$32.25	\$33.32	\$34.39	\$35.45
CR	32	Annual	\$63,077.00	\$65,364.00	\$67,652.00	\$69,943.00	\$72,235.00	\$74,523.00	\$76,821.00
		Bi-Wk	\$2,416.75	\$2,504.37	\$2,592.04	\$2,679.81	\$2,767.63	\$2,855.29	\$2,943.34
		Daily	\$241.68	\$250.44	\$259.21	\$267.99	\$276.77	\$285.53	\$294.34
		Hourly	\$30.21	\$31.31	\$32.41	\$33.50	\$34.60	\$35.70	\$36.80

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CR	33	Annual	\$65,615.00	\$67,966.00	\$70,320.00	\$72,676.00	\$75,030.00	\$77,385.00	\$79,742.00
		Bi-Wk	\$2,513.99	\$2,604.07	\$2,694.26	\$2,784.53	\$2,874.72	\$2,964.95	\$3,055.25
		Daily	\$251.40	\$260.41	\$269.43	\$278.46	\$287.48	\$296.50	\$305.53
		Hourly	\$31.43	\$32.56	\$33.68	\$34.81	\$35.94	\$37.07	\$38.20
CR	34	Annual	\$68,316.00	\$70,734.00	\$73,152.00	\$75,576.00	\$77,988.00	\$80,407.00	\$82,824.00
		Bi-Wk	\$2,617.48	\$2,710.12	\$2,802.76	\$2,895.64	\$2,988.05	\$3,080.73	\$3,173.34
		Daily	\$261.75	\$271.02	\$280.28	\$289.57	\$298.81	\$308.08	\$317.34
		Hourly	\$32.72	\$33.88	\$35.04	\$36.20	\$37.36	\$38.51	\$39.67
CR	35	Annual	\$71,122.00	\$73,600.00	\$76,085.00	\$78,564.00	\$81,042.00	\$83,519.00	\$86,001.00
		Bi-Wk	\$2,724.99	\$2,819.93	\$2,915.14	\$3,010.12	\$3,105.06	\$3,199.97	\$3,295.06
		Daily	\$272.50	\$282.00	\$291.52	\$301.02	\$310.51	\$320.00	\$329.51
		Hourly	\$34.07	\$35.25	\$36.44	\$37.63	\$38.82	\$40.00	\$41.19
CR	36	Annual	\$74,082.00	\$76,622.00	\$79,167.00	\$81,712.00	\$84,257.00	\$86,800.00	\$89,343.00
		Bi-Wk	\$2,838.40	\$2,935.71	\$3,033.22	\$3,130.73	\$3,228.24	\$3,325.68	\$3,423.11
		Daily	\$283.84	\$293.58	\$303.33	\$313.08	\$322.83	\$332.57	\$342.32
		Hourly	\$35.48	\$36.70	\$37.92	\$39.14	\$40.36	\$41.58	\$42.79
CR	37	Annual	\$77,156.00	\$79,766.00	\$82,381.00	\$84,996.00	\$87,609.00	\$90,223.00	\$92,836.00
		Bi-Wk	\$2,956.17	\$3,056.17	\$3,156.37	\$3,256.56	\$3,356.67	\$3,456.82	\$3,556.94
		Daily	\$295.62	\$305.62	\$315.64	\$325.66	\$335.67	\$345.69	\$355.70
		Hourly	\$36.96	\$38.21	\$39.46	\$40.71	\$41.96	\$43.22	\$44.47
CR	38	Annual	\$80,343.00	\$83,013.00	\$85,692.00	\$88,364.00	\$91,039.00	\$93,713.00	\$96,388.00
		Bi-Wk	\$3,078.28	\$3,180.58	\$3,283.22	\$3,385.60	\$3,488.09	\$3,590.54	\$3,693.03
		Daily	\$307.83	\$318.06	\$328.33	\$338.56	\$348.81	\$359.06	\$369.31
		Hourly	\$38.48	\$39.76	\$41.05	\$42.32	\$43.61	\$44.89	\$46.17
CR	39	Annual	\$83,683.00	\$86,421.00	\$89,157.00	\$91,899.00	\$94,639.00	\$97,373.00	\$100,115.00
		Bi-Wk	\$3,206.25	\$3,311.15	\$3,415.98	\$3,521.04	\$3,626.02	\$3,730.77	\$3,835.83
		Daily	\$320.63	\$331.12	\$341.60	\$352.11	\$362.61	\$373.08	\$383.59
		Hourly	\$40.08	\$41.39	\$42.70	\$44.02	\$45.33	\$46.64	\$47.95
CR	40	Annual	\$87,170.00	\$89,965.00	\$92,765.00	\$95,561.00	\$98,358.00	\$101,156.00	\$103,955.00
		Bi-Wk	\$3,339.85	\$3,446.94	\$3,554.22	\$3,661.35	\$3,768.51	\$3,875.71	\$3,982.96
		Daily	\$333.99	\$344.70	\$355.43	\$366.14	\$376.86	\$387.58	\$398.30
		Hourly	\$41.75	\$43.09	\$44.43	\$45.77	\$47.11	\$48.45	\$49.79

ADMINISTRATIVE AND RESIDUAL CONFIDENTIAL CR 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
CR	41	Annual	\$90,818.00	\$93,681.00	\$96,547.00	\$99,410.00	\$102,276.00	\$105,140.00	\$108,004.00
		Bi-Wk	\$3,479.62	\$3,589.32	\$3,699.12	\$3,808.82	\$3,918.63	\$4,028.36	\$4,138.09
		Daily	\$347.97	\$358.94	\$369.92	\$380.89	\$391.87	\$402.84	\$413.81
		Hourly	\$43.50	\$44.87	\$46.24	\$47.62	\$48.99	\$50.36	\$51.73
CR	42	Annual	\$94,600.00	\$97,530.00	\$100,464.00	\$103,382.00	\$106,316.00	\$109,243.00	\$112,175.00
		Bi-Wk	\$3,624.53	\$3,736.79	\$3,849.20	\$3,961.00	\$4,073.41	\$4,185.56	\$4,297.90
		Daily	\$362.46	\$373.68	\$384.92	\$396.10	\$407.35	\$418.56	\$429.79
		Hourly	\$45.31	\$46.71	\$48.12	\$49.52	\$50.92	\$52.32	\$53.73
CR	43	Annual	\$98,617.00	\$101,606.00	\$104,592.00	\$107,575.00	\$110,568.00	\$113,549.00	\$116,537.00
		Bi-Wk	\$3,778.43	\$3,892.96	\$4,007.36	\$4,121.65	\$4,236.33	\$4,350.54	\$4,465.02
		Daily	\$377.85	\$389.30	\$400.74	\$412.17	\$423.64	\$435.06	\$446.51
		Hourly	\$47.24	\$48.67	\$50.10	\$51.53	\$52.96	\$54.39	\$55.82