

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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
CS		1 Annual	\$17,920.00	\$18,357.00	\$18,797.00	\$19,226.00	\$19,669.00	\$20,103.00	\$20,540.00	\$21,157.00	\$21,476.00
		Bi-Wk	\$686.60	\$703.34	\$720.20	\$736.63	\$753.61	\$770.23	\$786.98	\$810.62	\$822.84
		Daily	\$68.66	\$70.34	\$72.02	\$73.67	\$75.37	\$77.03	\$78.70	\$81.07	\$82.29
		Hourly	\$8.59	\$8.80	\$9.01	\$9.21	\$9.43	\$9.63	\$9.84	\$10.14	\$10.29
CS		2 Annual	\$18,797.00	\$19,226.00	\$19,669.00	\$20,103.00	\$20,540.00	\$20,976.00	\$21,410.00	\$22,053.00	\$22,383.00
		Bi-Wk	\$720.20	\$736.63	\$753.61	\$770.23	\$786.98	\$803.68	\$820.31	\$844.95	\$857.59
		Daily	\$72.02	\$73.67	\$75.37	\$77.03	\$78.70	\$80.37	\$82.04	\$84.50	\$85.76
		Hourly	\$9.01	\$9.21	\$9.43	\$9.63	\$9.84	\$10.05	\$10.26	\$10.57	\$10.72
CS		3 Annual	\$19,226.00	\$19,669.00	\$20,103.00	\$20,540.00	\$20,976.00	\$21,410.00	\$21,844.00	\$22,499.00	\$22,838.00
		Bi-Wk	\$736.63	\$753.61	\$770.23	\$786.98	\$803.68	\$820.31	\$836.94	\$862.04	\$875.02
		Daily	\$73.67	\$75.37	\$77.03	\$78.70	\$80.37	\$82.04	\$83.70	\$86.21	\$87.51
		Hourly	\$9.21	\$9.43	\$9.63	\$9.84	\$10.05	\$10.26	\$10.47	\$10.78	\$10.94
CS		4 Annual	\$19,850.00	\$20,379.00	\$20,912.00	\$21,443.00	\$21,973.00	\$22,501.00	\$23,032.00	\$23,722.00	\$24,079.00
		Bi-Wk	\$760.54	\$780.81	\$801.23	\$821.58	\$841.88	\$862.11	\$882.46	\$908.89	\$922.57
		Daily	\$76.06	\$78.09	\$80.13	\$82.16	\$84.19	\$86.22	\$88.25	\$90.89	\$92.26
		Hourly	\$9.51	\$9.77	\$10.02	\$10.27	\$10.53	\$10.78	\$11.04	\$11.37	\$11.54
CS		5 Annual	\$20,350.00	\$20,912.00	\$21,473.00	\$22,031.00	\$22,589.00	\$23,148.00	\$23,713.00	\$24,425.00	\$24,793.00
		Bi-Wk	\$779.70	\$801.23	\$822.73	\$844.10	\$865.48	\$886.90	\$908.55	\$935.83	\$949.93
		Daily	\$77.97	\$80.13	\$82.28	\$84.41	\$86.55	\$88.69	\$90.86	\$93.59	\$95.00
		Hourly	\$9.75	\$10.02	\$10.29	\$10.56	\$10.82	\$11.09	\$11.36	\$11.70	\$11.88
CS		6 Annual	\$21,039.00	\$21,600.00	\$22,161.00	\$22,718.00	\$23,280.00	\$23,841.00	\$24,398.00	\$25,130.00	\$25,509.00
		Bi-Wk	\$806.10	\$827.59	\$849.09	\$870.43	\$891.96	\$913.45	\$934.79	\$962.84	\$977.36
		Daily	\$80.61	\$82.76	\$84.91	\$87.05	\$89.20	\$91.35	\$93.48	\$96.29	\$97.74
		Hourly	\$10.08	\$10.35	\$10.62	\$10.89	\$11.15	\$11.42	\$11.69	\$12.04	\$12.22
CS		7 Annual	\$21,657.00	\$22,223.00	\$22,777.00	\$23,340.00	\$23,901.00	\$24,459.00	\$25,017.00	\$25,767.00	\$26,155.00
		Bi-Wk	\$829.78	\$851.46	\$872.69	\$894.26	\$915.75	\$937.13	\$958.51	\$987.25	\$1,002.11
		Daily	\$82.98	\$85.15	\$87.27	\$89.43	\$91.58	\$93.72	\$95.86	\$98.73	\$100.22
		Hourly	\$10.38	\$10.65	\$10.91	\$11.18	\$11.45	\$11.72	\$11.99	\$12.35	\$12.53
CS		8 Annual	\$23,280.00	\$23,967.00	\$24,650.00	\$25,340.00	\$26,021.00	\$26,708.00	\$27,402.00	\$28,225.00	\$28,649.00
		Bi-Wk	\$891.96	\$918.28	\$944.45	\$970.89	\$996.98	\$1,023.30	\$1,049.89	\$1,081.42	\$1,097.67
		Daily	\$89.20	\$91.83	\$94.45	\$97.09	\$99.70	\$102.33	\$104.99	\$108.15	\$109.77
		Hourly	\$11.15	\$11.48	\$11.81	\$12.14	\$12.47	\$12.80	\$13.13	\$13.52	\$13.73

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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
CS	9	Annual	\$23,993.00	\$24,710.00	\$25,422.00	\$26,146.00	\$26,860.00	\$27,572.00	\$28,294.00	\$29,142.00	\$29,581.00
		Bi-Wk	\$919.28	\$946.75	\$974.03	\$1,001.77	\$1,029.12	\$1,056.40	\$1,084.07	\$1,116.56	\$1,133.38
		Daily	\$91.93	\$94.68	\$97.41	\$100.18	\$102.92	\$105.64	\$108.41	\$111.66	\$113.34
		Hourly	\$11.50	\$11.84	\$12.18	\$12.53	\$12.87	\$13.21	\$13.56	\$13.96	\$14.17
CS	10	Annual	\$24,769.00	\$25,518.00	\$26,265.00	\$27,015.00	\$27,763.00	\$28,521.00	\$29,307.00	\$30,187.00	\$30,642.00
		Bi-Wk	\$949.01	\$977.71	\$1,006.33	\$1,035.06	\$1,063.72	\$1,092.76	\$1,122.88	\$1,156.60	\$1,174.03
		Daily	\$94.91	\$97.78	\$100.64	\$103.51	\$106.38	\$109.28	\$112.29	\$115.66	\$117.41
		Hourly	\$11.87	\$12.23	\$12.58	\$12.94	\$13.30	\$13.66	\$14.04	\$14.46	\$14.68
CS	11	Annual	\$25,554.00	\$26,332.00	\$27,111.00	\$27,893.00	\$28,696.00	\$29,515.00	\$30,332.00	\$31,241.00	\$31,712.00
		Bi-Wk	\$979.09	\$1,008.89	\$1,038.74	\$1,068.70	\$1,099.47	\$1,130.85	\$1,162.15	\$1,196.98	\$1,215.02
		Daily	\$97.91	\$100.89	\$103.88	\$106.87	\$109.95	\$113.09	\$116.22	\$119.70	\$121.51
		Hourly	\$12.24	\$12.62	\$12.99	\$13.36	\$13.75	\$14.14	\$14.53	\$14.97	\$15.19
CS	12	Annual	\$26,386.00	\$27,194.00	\$28,005.00	\$28,847.00	\$29,695.00	\$30,546.00	\$31,399.00	\$32,341.00	\$32,828.00
		Bi-Wk	\$1,010.96	\$1,041.92	\$1,072.99	\$1,105.25	\$1,137.74	\$1,170.35	\$1,203.03	\$1,239.12	\$1,257.78
		Daily	\$101.10	\$104.20	\$107.30	\$110.53	\$113.78	\$117.04	\$120.31	\$123.92	\$125.78
		Hourly	\$12.64	\$13.03	\$13.42	\$13.82	\$14.23	\$14.63	\$15.04	\$15.49	\$15.73
CS	13	Annual	\$27,872.00	\$28,897.00	\$29,934.00	\$30,970.00	\$32,011.00	\$33,050.00	\$34,090.00	\$35,112.00	\$35,642.00
		Bi-Wk	\$1,067.90	\$1,107.17	\$1,146.90	\$1,186.60	\$1,226.48	\$1,266.29	\$1,306.14	\$1,345.29	\$1,365.60
		Daily	\$106.79	\$110.72	\$114.69	\$118.66	\$122.65	\$126.63	\$130.62	\$134.53	\$136.56
		Hourly	\$13.35	\$13.84	\$14.34	\$14.84	\$15.34	\$15.83	\$16.33	\$16.82	\$17.07
CS	14	Annual	\$29,177.00	\$30,250.00	\$31,323.00	\$32,395.00	\$33,460.00	\$34,533.00	\$35,602.00	\$36,671.00	\$37,223.00
		Bi-Wk	\$1,117.90	\$1,159.01	\$1,200.12	\$1,241.19	\$1,282.00	\$1,323.11	\$1,364.07	\$1,405.02	\$1,426.17
		Daily	\$111.79	\$115.91	\$120.02	\$124.12	\$128.20	\$132.32	\$136.41	\$140.51	\$142.62
		Hourly	\$13.98	\$14.49	\$15.01	\$15.52	\$16.03	\$16.54	\$17.06	\$17.57	\$17.83
CS	15	Annual	\$30,576.00	\$31,681.00	\$32,785.00	\$33,884.00	\$34,990.00	\$36,095.00	\$37,204.00	\$38,319.00	\$38,895.00
		Bi-Wk	\$1,171.50	\$1,213.84	\$1,256.14	\$1,298.24	\$1,340.62	\$1,382.96	\$1,425.45	\$1,468.17	\$1,490.23
		Daily	\$117.15	\$121.39	\$125.62	\$129.83	\$134.07	\$138.30	\$142.55	\$146.82	\$149.03
		Hourly	\$14.65	\$15.18	\$15.71	\$16.23	\$16.76	\$17.29	\$17.82	\$18.36	\$18.63
CS	16	Annual	\$32,069.00	\$33,206.00	\$34,343.00	\$35,473.00	\$36,609.00	\$37,748.00	\$38,881.00	\$40,048.00	\$40,650.00
		Bi-Wk	\$1,228.70	\$1,272.27	\$1,315.83	\$1,359.12	\$1,402.65	\$1,446.29	\$1,489.70	\$1,534.41	\$1,557.48
		Daily	\$122.87	\$127.23	\$131.59	\$135.92	\$140.27	\$144.63	\$148.97	\$153.45	\$155.75
		Hourly	\$15.36	\$15.91	\$16.45	\$16.99	\$17.54	\$18.08	\$18.63	\$19.19	\$19.47

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CS	17	Annual	\$33,657.00	\$34,823.00	\$35,993.00	\$37,161.00	\$38,328.00	\$39,495.00	\$40,667.00	\$41,888.00	\$42,518.00
		Bi-Wk	\$1,289.55	\$1,334.22	\$1,379.05	\$1,423.80	\$1,468.51	\$1,513.22	\$1,558.13	\$1,604.91	\$1,629.05
		Daily	\$128.96	\$133.43	\$137.91	\$142.38	\$146.86	\$151.33	\$155.82	\$160.50	\$162.91
		Hourly	\$16.12	\$16.68	\$17.24	\$17.80	\$18.36	\$18.92	\$19.48	\$20.07	\$20.37
CS	18	Annual	\$35,353.00	\$36,546.00	\$37,748.00	\$38,946.00	\$40,143.00	\$41,339.00	\$42,537.00	\$43,814.00	\$44,473.00
		Bi-Wk	\$1,354.53	\$1,400.23	\$1,446.29	\$1,492.19	\$1,538.05	\$1,583.87	\$1,629.78	\$1,678.70	\$1,703.95
		Daily	\$135.46	\$140.03	\$144.63	\$149.22	\$153.81	\$158.39	\$162.98	\$167.87	\$170.40
		Hourly	\$16.94	\$17.51	\$18.08	\$18.66	\$19.23	\$19.80	\$20.38	\$20.99	\$21.30
CS	19	Annual	\$37,095.00	\$38,328.00	\$39,560.00	\$40,794.00	\$42,029.00	\$43,259.00	\$44,490.00	\$45,825.00	\$46,515.00
		Bi-Wk	\$1,421.27	\$1,468.51	\$1,515.71	\$1,562.99	\$1,610.31	\$1,657.44	\$1,704.60	\$1,755.75	\$1,782.19
		Daily	\$142.13	\$146.86	\$151.58	\$156.30	\$161.04	\$165.75	\$170.46	\$175.58	\$178.22
		Hourly	\$17.77	\$18.36	\$18.95	\$19.54	\$20.13	\$20.72	\$21.31	\$21.95	\$22.28
CS	20	Annual	\$38,981.00	\$40,247.00	\$41,505.00	\$42,768.00	\$44,030.00	\$45,297.00	\$46,556.00	\$47,952.00	\$48,674.00
		Bi-Wk	\$1,493.53	\$1,542.04	\$1,590.23	\$1,638.63	\$1,686.98	\$1,735.52	\$1,783.76	\$1,837.25	\$1,864.91
		Daily	\$149.36	\$154.21	\$159.03	\$163.87	\$168.70	\$173.56	\$178.38	\$183.73	\$186.50
		Hourly	\$18.67	\$19.28	\$19.88	\$20.49	\$21.09	\$21.70	\$22.30	\$22.97	\$23.32
CS	21	Annual	\$40,903.00	\$42,210.00	\$43,500.00	\$44,796.00	\$46,097.00	\$47,391.00	\$48,690.00	\$50,151.00	\$50,905.00
		Bi-Wk	\$1,567.17	\$1,617.25	\$1,666.67	\$1,716.33	\$1,766.17	\$1,815.75	\$1,865.52	\$1,921.50	\$1,950.39
		Daily	\$156.72	\$161.73	\$166.67	\$171.64	\$176.62	\$181.58	\$186.56	\$192.15	\$195.04
		Hourly	\$19.59	\$20.22	\$20.84	\$21.46	\$22.08	\$22.70	\$23.32	\$24.02	\$24.38
CS	22	Annual	\$42,029.00	\$43,565.00	\$45,104.00	\$46,642.00	\$48,186.00	\$49,724.00	\$51,264.00	\$52,802.00	\$53,597.00
		Bi-Wk	\$1,610.31	\$1,669.16	\$1,728.13	\$1,787.05	\$1,846.21	\$1,905.14	\$1,964.14	\$2,023.07	\$2,053.53
		Daily	\$161.04	\$166.92	\$172.82	\$178.71	\$184.63	\$190.52	\$196.42	\$202.31	\$205.36
		Hourly	\$20.13	\$20.87	\$21.61	\$22.34	\$23.08	\$23.82	\$24.56	\$25.29	\$25.67
CS	23	Annual	\$44,018.00	\$45,622.00	\$47,224.00	\$48,827.00	\$50,437.00	\$52,036.00	\$53,638.00	\$55,248.00	\$56,079.00
		Bi-Wk	\$1,686.52	\$1,747.97	\$1,809.35	\$1,870.77	\$1,932.46	\$1,993.72	\$2,055.10	\$2,116.79	\$2,148.63
		Daily	\$168.66	\$174.80	\$180.94	\$187.08	\$193.25	\$199.38	\$205.51	\$211.68	\$214.87
		Hourly	\$21.09	\$21.85	\$22.62	\$23.39	\$24.16	\$24.93	\$25.69	\$26.46	\$26.86
CS	24	Annual	\$46,135.00	\$47,806.00	\$49,480.00	\$51,149.00	\$52,823.00	\$54,494.00	\$56,164.00	\$57,848.00	\$58,720.00
		Bi-Wk	\$1,767.63	\$1,831.65	\$1,895.79	\$1,959.74	\$2,023.87	\$2,087.90	\$2,151.88	\$2,216.40	\$2,249.81
		Daily	\$176.77	\$183.17	\$189.58	\$195.98	\$202.39	\$208.79	\$215.19	\$221.64	\$224.99
		Hourly	\$22.10	\$22.90	\$23.70	\$24.50	\$25.30	\$26.10	\$26.90	\$27.71	\$28.13

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CS	25	Annual	\$48,390.00	\$50,122.00	\$51,855.00	\$53,586.00	\$55,323.00	\$57,055.00	\$58,787.00	\$60,551.00	\$61,461.00
		Bi-Wk	\$1,854.03	\$1,920.39	\$1,986.79	\$2,053.11	\$2,119.66	\$2,186.02	\$2,252.38	\$2,319.97	\$2,354.83
		Daily	\$185.41	\$192.04	\$198.68	\$205.32	\$211.97	\$218.61	\$225.24	\$232.00	\$235.49
		Hourly	\$23.18	\$24.01	\$24.84	\$25.67	\$26.50	\$27.33	\$28.16	\$29.00	\$29.44
CS	26	Annual	\$50,771.00	\$52,568.00	\$54,367.00	\$56,164.00	\$57,965.00	\$59,764.00	\$61,557.00	\$63,404.00	\$64,358.00
		Bi-Wk	\$1,945.25	\$2,014.10	\$2,083.03	\$2,151.88	\$2,220.89	\$2,289.81	\$2,358.51	\$2,429.28	\$2,465.83
		Daily	\$194.53	\$201.41	\$208.31	\$215.19	\$222.09	\$228.99	\$235.86	\$242.93	\$246.59
		Hourly	\$24.32	\$25.18	\$26.04	\$26.90	\$27.77	\$28.63	\$29.49	\$30.37	\$30.83
CS	27	Annual	\$53,291.00	\$55,155.00	\$57,015.00	\$58,871.00	\$60,732.00	\$62,591.00	\$64,455.00	\$66,388.00	\$67,387.00
		Bi-Wk	\$2,041.81	\$2,113.22	\$2,184.49	\$2,255.60	\$2,326.90	\$2,398.13	\$2,469.55	\$2,543.61	\$2,581.88
		Daily	\$204.19	\$211.33	\$218.45	\$225.56	\$232.69	\$239.82	\$246.96	\$254.37	\$258.19
		Hourly	\$25.53	\$26.42	\$27.31	\$28.20	\$29.09	\$29.98	\$30.87	\$31.80	\$32.28
CS	28	Annual	\$56,022.00	\$57,907.00	\$59,830.00	\$61,757.00	\$63,680.00	\$65,609.00	\$67,529.00	\$69,555.00	\$70,602.00
		Bi-Wk	\$2,146.44	\$2,218.66	\$2,292.34	\$2,366.17	\$2,439.85	\$2,513.76	\$2,587.32	\$2,664.95	\$2,705.06
		Daily	\$214.65	\$221.87	\$229.24	\$236.62	\$243.99	\$251.38	\$258.74	\$266.50	\$270.51
		Hourly	\$26.84	\$27.74	\$28.66	\$29.58	\$30.50	\$31.43	\$32.35	\$33.32	\$33.82
CS	29	Annual	\$56,523.00	\$58,641.00	\$60,761.00	\$62,887.00	\$65,009.00	\$67,127.00	\$69,248.00	\$71,325.00	\$72,400.00
		Bi-Wk	\$2,165.64	\$2,246.79	\$2,328.01	\$2,409.47	\$2,490.77	\$2,571.92	\$2,653.19	\$2,732.76	\$2,773.95
		Daily	\$216.57	\$224.68	\$232.81	\$240.95	\$249.08	\$257.20	\$265.32	\$273.28	\$277.40
		Hourly	\$27.08	\$28.09	\$29.11	\$30.12	\$31.14	\$32.15	\$33.17	\$34.16	\$34.68
CS	30	Annual	\$58,787.00	\$60,969.00	\$63,158.00	\$65,333.00	\$67,519.00	\$69,705.00	\$71,885.00	\$74,042.00	\$75,158.00
		Bi-Wk	\$2,252.38	\$2,335.98	\$2,419.85	\$2,503.19	\$2,586.94	\$2,670.69	\$2,754.22	\$2,836.86	\$2,879.62
		Daily	\$225.24	\$233.60	\$241.99	\$250.32	\$258.70	\$267.07	\$275.43	\$283.69	\$287.97
		Hourly	\$28.16	\$29.20	\$30.25	\$31.29	\$32.34	\$33.39	\$34.43	\$35.47	\$36.00
CS	31	Annual	\$61,146.00	\$63,394.00	\$65,643.00	\$67,892.00	\$70,137.00	\$72,386.00	\$74,628.00	\$76,867.00	\$78,024.00
		Bi-Wk	\$2,342.76	\$2,428.89	\$2,515.06	\$2,601.23	\$2,687.25	\$2,773.41	\$2,859.32	\$2,945.10	\$2,989.43
		Daily	\$234.28	\$242.89	\$251.51	\$260.13	\$268.73	\$277.35	\$285.94	\$294.51	\$298.95
		Hourly	\$29.29	\$30.37	\$31.44	\$32.52	\$33.60	\$34.67	\$35.75	\$36.82	\$37.37
CS	32	Annual	\$63,600.00	\$65,908.00	\$68,212.00	\$70,528.00	\$72,838.00	\$75,144.00	\$77,461.00	\$79,785.00	\$80,985.00
		Bi-Wk	\$2,436.79	\$2,525.22	\$2,613.49	\$2,702.23	\$2,790.73	\$2,879.09	\$2,967.86	\$3,056.90	\$3,102.88
		Daily	\$243.68	\$252.53	\$261.35	\$270.23	\$279.08	\$287.91	\$296.79	\$305.69	\$310.29
		Hourly	\$30.46	\$31.57	\$32.67	\$33.78	\$34.89	\$35.99	\$37.10	\$38.22	\$38.79

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(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
CS	33	Annual	\$66,158.00	\$68,531.00	\$70,908.00	\$73,279.00	\$75,654.00	\$78,024.00	\$80,403.00	\$82,815.00	\$84,062.00
		Bi-Wk	\$2,534.79	\$2,625.71	\$2,716.79	\$2,807.63	\$2,898.63	\$2,989.43	\$3,080.58	\$3,172.99	\$3,220.77
		Daily	\$253.48	\$262.58	\$271.68	\$280.77	\$289.87	\$298.95	\$308.06	\$317.30	\$322.08
		Hourly	\$31.69	\$32.83	\$33.96	\$35.10	\$36.24	\$37.37	\$38.51	\$39.67	\$40.26
CS	34	Annual	\$68,883.00	\$71,323.00	\$73,758.00	\$76,202.00	\$78,637.00	\$81,078.00	\$83,514.00	\$86,019.00	\$87,315.00
		Bi-Wk	\$2,639.20	\$2,732.69	\$2,825.98	\$2,919.62	\$3,012.92	\$3,106.44	\$3,199.78	\$3,295.75	\$3,345.41
		Daily	\$263.92	\$273.27	\$282.60	\$291.97	\$301.30	\$310.65	\$319.98	\$329.58	\$334.55
		Hourly	\$32.99	\$34.16	\$35.33	\$36.50	\$37.67	\$38.84	\$40.00	\$41.20	\$41.82
CS	35	Annual	\$71,716.00	\$74,213.00	\$76,716.00	\$79,218.00	\$81,718.00	\$84,217.00	\$86,714.00	\$89,316.00	\$90,656.00
		Bi-Wk	\$2,747.74	\$2,843.41	\$2,939.32	\$3,035.18	\$3,130.96	\$3,226.71	\$3,322.38	\$3,422.07	\$3,473.41
		Daily	\$274.78	\$284.35	\$293.94	\$303.52	\$313.10	\$322.68	\$332.24	\$342.21	\$347.35
		Hourly	\$34.35	\$35.55	\$36.75	\$37.94	\$39.14	\$40.34	\$41.53	\$42.78	\$43.42
CS	36	Annual	\$74,695.00	\$77,258.00	\$79,828.00	\$82,391.00	\$84,957.00	\$87,519.00	\$90,086.00	\$92,788.00	\$94,181.00
		Bi-Wk	\$2,861.88	\$2,960.08	\$3,058.55	\$3,156.75	\$3,255.06	\$3,353.22	\$3,451.58	\$3,555.10	\$3,608.47
		Daily	\$286.19	\$296.01	\$305.86	\$315.68	\$325.51	\$335.33	\$345.16	\$355.51	\$360.85
		Hourly	\$35.78	\$37.01	\$38.24	\$39.46	\$40.69	\$41.92	\$43.15	\$44.44	\$45.11
CS	37	Annual	\$77,796.00	\$80,433.00	\$83,068.00	\$85,700.00	\$88,337.00	\$90,971.00	\$93,604.00	\$96,413.00	\$97,859.00
		Bi-Wk	\$2,980.69	\$3,081.73	\$3,182.69	\$3,283.53	\$3,384.56	\$3,485.48	\$3,586.37	\$3,693.99	\$3,749.39
		Daily	\$298.07	\$308.18	\$318.27	\$328.36	\$338.46	\$348.55	\$358.64	\$369.40	\$374.94
		Hourly	\$37.26	\$38.53	\$39.79	\$41.05	\$42.31	\$43.57	\$44.83	\$46.18	\$46.87
CS	38	Annual	\$81,009.00	\$83,700.00	\$86,403.00	\$89,099.00	\$91,796.00	\$94,497.00	\$97,192.00	\$100,107.00	\$101,610.00
		Bi-Wk	\$3,103.80	\$3,206.90	\$3,310.46	\$3,413.76	\$3,517.09	\$3,620.58	\$3,723.84	\$3,835.52	\$3,893.11
		Daily	\$310.38	\$320.69	\$331.05	\$341.38	\$351.71	\$362.06	\$372.39	\$383.56	\$389.32
		Hourly	\$38.80	\$40.09	\$41.39	\$42.68	\$43.97	\$45.26	\$46.55	\$47.95	\$48.67
CS	39	Annual	\$84,472.00	\$87,137.00	\$89,900.00	\$92,667.00	\$95,428.00	\$98,187.00	\$100,948.00	\$103,977.00	\$105,537.00
		Bi-Wk	\$3,236.48	\$3,338.59	\$3,444.45	\$3,550.46	\$3,656.25	\$3,761.96	\$3,867.74	\$3,983.80	\$4,043.57
		Daily	\$323.65	\$333.86	\$344.45	\$355.05	\$365.63	\$376.20	\$386.78	\$398.38	\$404.36
		Hourly	\$40.46	\$41.74	\$43.06	\$44.39	\$45.71	\$47.03	\$48.35	\$49.80	\$50.55
CS	40	Annual	\$87,890.00	\$90,712.00	\$93,538.00	\$96,354.00	\$99,176.00	\$101,999.00	\$104,815.00	\$107,960.00	\$109,581.00
		Bi-Wk	\$3,367.44	\$3,475.56	\$3,583.84	\$3,691.73	\$3,799.85	\$3,908.01	\$4,015.91	\$4,136.40	\$4,198.51
		Daily	\$336.75	\$347.56	\$358.39	\$369.18	\$379.99	\$390.81	\$401.60	\$413.64	\$419.86
		Hourly	\$42.10	\$43.45	\$44.80	\$46.15	\$47.50	\$48.86	\$50.20	\$51.71	\$52.49

SOCIAL AND HUMAN SERVICES CONFIDENTIAL CS 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
CS	41	Annual	\$91,573.00	\$94,464.00	\$97,348.00	\$100,237.00	\$103,128.00	\$106,011.00	\$108,902.00	\$112,170.00	\$113,853.00
		Bi-Wk	\$3,508.55	\$3,619.32	\$3,729.81	\$3,840.50	\$3,951.27	\$4,061.73	\$4,172.50	\$4,297.71	\$4,362.19
		Daily	\$350.86	\$361.94	\$372.99	\$384.05	\$395.13	\$406.18	\$417.25	\$429.78	\$436.22
		Hourly	\$43.86	\$45.25	\$46.63	\$48.01	\$49.40	\$50.78	\$52.16	\$53.73	\$54.53
CS	42	Annual	\$95,392.00	\$98,342.00	\$101,294.00	\$104,246.00	\$107,199.00	\$110,153.00	\$113,106.00	\$116,500.00	\$118,247.00
		Bi-Wk	\$3,654.87	\$3,767.90	\$3,881.00	\$3,994.10	\$4,107.25	\$4,220.43	\$4,333.57	\$4,463.61	\$4,530.54
		Daily	\$365.49	\$376.79	\$388.10	\$399.41	\$410.73	\$422.05	\$433.36	\$446.37	\$453.06
		Hourly	\$45.69	\$47.10	\$48.52	\$49.93	\$51.35	\$52.76	\$54.17	\$55.80	\$56.64
CS	43	Annual	\$99,436.00	\$102,453.00	\$105,460.00	\$108,470.00	\$111,486.00	\$114,496.00	\$117,508.00	\$121,033.00	\$122,849.00
		Bi-Wk	\$3,809.81	\$3,925.41	\$4,040.62	\$4,155.94	\$4,271.50	\$4,386.82	\$4,502.23	\$4,637.28	\$4,706.86
		Daily	\$380.99	\$392.55	\$404.07	\$415.60	\$427.15	\$438.69	\$450.23	\$463.73	\$470.69
		Hourly	\$47.63	\$49.07	\$50.51	\$51.95	\$53.40	\$54.84	\$56.28	\$57.97	\$58.84