

DATA PROCESSING CONFIDENTIAL CD 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
CD	11	Annual	\$25,466.00	\$26,239.00	\$27,020.00	\$27,794.00	\$28,596.00	\$29,411.00	\$30,228.00
		Bi-Wk	\$975.71	\$1,005.33	\$1,035.25	\$1,064.91	\$1,095.64	\$1,126.86	\$1,158.17
		Daily	\$97.58	\$100.54	\$103.53	\$106.50	\$109.57	\$112.69	\$115.82
		Hourly	\$12.20	\$12.57	\$12.95	\$13.32	\$13.70	\$14.09	\$14.48
CD	12	Annual	\$26,290.00	\$27,106.00	\$27,907.00	\$28,746.00	\$29,589.00	\$30,443.00	\$31,287.00
		Bi-Wk	\$1,007.28	\$1,038.55	\$1,069.24	\$1,101.38	\$1,133.68	\$1,166.40	\$1,198.74
		Daily	\$100.73	\$103.86	\$106.93	\$110.14	\$113.37	\$116.64	\$119.88
		Hourly	\$12.60	\$12.99	\$13.37	\$13.77	\$14.18	\$14.58	\$14.99
CD	12	Annual	\$27,774.00	\$28,800.00	\$29,832.00	\$30,865.00	\$31,904.00	\$32,935.00	\$33,972.00
		Bi-Wk	\$1,064.14	\$1,103.45	\$1,142.99	\$1,182.57	\$1,222.38	\$1,261.88	\$1,301.61
		Daily	\$106.42	\$110.35	\$114.30	\$118.26	\$122.24	\$126.19	\$130.17
		Hourly	\$13.31	\$13.80	\$14.29	\$14.79	\$15.28	\$15.78	\$16.28
CD	14	Annual	\$29,074.00	\$30,144.00	\$31,212.00	\$32,281.00	\$33,346.00	\$34,414.00	\$35,482.00
		Bi-Wk	\$1,113.95	\$1,154.95	\$1,195.87	\$1,236.82	\$1,277.63	\$1,318.55	\$1,359.47
		Daily	\$111.40	\$115.50	\$119.59	\$123.69	\$127.77	\$131.86	\$135.95
		Hourly	\$13.93	\$14.44	\$14.95	\$15.47	\$15.98	\$16.49	\$17.00
CD	15	Annual	\$30,473.00	\$31,570.00	\$32,668.00	\$33,767.00	\$34,865.00	\$35,973.00	\$37,071.00
		Bi-Wk	\$1,167.55	\$1,209.58	\$1,251.65	\$1,293.76	\$1,335.83	\$1,378.28	\$1,420.35
		Daily	\$116.76	\$120.96	\$125.17	\$129.38	\$133.59	\$137.83	\$142.04
		Hourly	\$14.60	\$15.12	\$15.65	\$16.18	\$16.70	\$17.23	\$17.76
CD	16	Annual	\$31,953.00	\$33,087.00	\$34,219.00	\$35,353.00	\$36,483.00	\$37,619.00	\$38,748.00
		Bi-Wk	\$1,224.26	\$1,267.71	\$1,311.08	\$1,354.53	\$1,397.82	\$1,441.35	\$1,484.60
		Daily	\$122.43	\$126.78	\$131.11	\$135.46	\$139.79	\$144.14	\$148.46
		Hourly	\$15.31	\$15.85	\$16.39	\$16.94	\$17.48	\$18.02	\$18.56
CD	17	Annual	\$33,538.00	\$34,703.00	\$35,867.00	\$37,031.00	\$38,198.00	\$39,359.00	\$40,525.00
		Bi-Wk	\$1,284.99	\$1,329.62	\$1,374.22	\$1,418.82	\$1,463.53	\$1,508.01	\$1,552.69
		Daily	\$128.50	\$132.97	\$137.43	\$141.89	\$146.36	\$150.81	\$155.27
		Hourly	\$16.07	\$16.63	\$17.18	\$17.74	\$18.30	\$18.86	\$19.41

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CD	18	Annual	\$35,231.00	\$36,423.00	\$37,619.00	\$38,813.00	\$40,002.00	\$41,197.00	\$42,391.00
		Bi-Wk	\$1,349.85	\$1,395.52	\$1,441.35	\$1,487.09	\$1,532.65	\$1,578.43	\$1,624.18
		Daily	\$134.99	\$139.56	\$144.14	\$148.71	\$153.27	\$157.85	\$162.42
		Hourly	\$16.88	\$17.45	\$18.02	\$18.59	\$19.16	\$19.74	\$20.31
CD	19	Annual	\$36,965.00	\$38,198.00	\$39,427.00	\$40,655.00	\$41,880.00	\$43,107.00	\$44,337.00
		Bi-Wk	\$1,416.29	\$1,463.53	\$1,510.62	\$1,557.67	\$1,604.60	\$1,651.61	\$1,698.74
		Daily	\$141.63	\$146.36	\$151.07	\$155.77	\$160.46	\$165.17	\$169.88
		Hourly	\$17.71	\$18.30	\$18.89	\$19.48	\$20.06	\$20.65	\$21.24
CD	20	Annual	\$38,849.00	\$40,108.00	\$41,364.00	\$42,622.00	\$43,875.00	\$45,135.00	\$46,392.00
		Bi-Wk	\$1,488.47	\$1,536.71	\$1,584.83	\$1,633.03	\$1,681.04	\$1,729.32	\$1,777.48
		Daily	\$148.85	\$153.68	\$158.49	\$163.31	\$168.11	\$172.94	\$177.75
		Hourly	\$18.61	\$19.21	\$19.82	\$20.42	\$21.02	\$21.62	\$22.22
CD	21	Annual	\$40,763.00	\$42,061.00	\$43,350.00	\$44,642.00	\$45,937.00	\$47,228.00	\$48,523.00
		Bi-Wk	\$1,561.81	\$1,611.54	\$1,660.92	\$1,710.43	\$1,760.04	\$1,809.51	\$1,859.12
		Daily	\$156.19	\$161.16	\$166.10	\$171.05	\$176.01	\$180.96	\$185.92
		Hourly	\$19.53	\$20.15	\$20.77	\$21.39	\$22.01	\$22.62	\$23.24
CD	22	Annual	\$41,880.00	\$43,415.00	\$44,952.00	\$46,482.00	\$48,019.00	\$49,553.00	\$51,087.00
		Bi-Wk	\$1,604.60	\$1,663.41	\$1,722.30	\$1,780.92	\$1,839.81	\$1,898.59	\$1,957.36
		Daily	\$160.46	\$166.35	\$172.23	\$178.10	\$183.99	\$189.86	\$195.74
		Hourly	\$20.06	\$20.80	\$21.53	\$22.27	\$23.00	\$23.74	\$24.47
CD	23	Annual	\$43,865.00	\$45,465.00	\$47,058.00	\$48,662.00	\$50,257.00	\$51,856.00	\$53,455.00
		Bi-Wk	\$1,680.66	\$1,741.96	\$1,802.99	\$1,864.45	\$1,925.56	\$1,986.82	\$2,048.09
		Daily	\$168.07	\$174.20	\$180.30	\$186.45	\$192.56	\$198.69	\$204.81
		Hourly	\$21.01	\$21.78	\$22.54	\$23.31	\$24.07	\$24.84	\$25.61
CD	24	Annual	\$45,971.00	\$47,639.00	\$49,306.00	\$50,973.00	\$52,639.00	\$54,304.00	\$55,970.00
		Bi-Wk	\$1,761.35	\$1,825.25	\$1,889.12	\$1,952.99	\$2,016.82	\$2,080.62	\$2,144.45
		Daily	\$176.14	\$182.53	\$188.92	\$195.30	\$201.69	\$208.07	\$214.45
		Hourly	\$22.02	\$22.82	\$23.62	\$24.42	\$25.22	\$26.01	\$26.81

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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
CD	25	Annual	\$48,220.00	\$49,950.00	\$51,671.00	\$53,399.00	\$55,130.00	\$56,860.00	\$58,584.00
		Bi-Wk	\$1,847.51	\$1,913.80	\$1,979.74	\$2,045.94	\$2,112.27	\$2,178.55	\$2,244.60
		Daily	\$184.76	\$191.38	\$197.98	\$204.60	\$211.23	\$217.86	\$224.46
		Hourly	\$23.10	\$23.93	\$24.75	\$25.58	\$26.41	\$27.24	\$28.06
CD	26	Annual	\$50,596.00	\$52,386.00	\$54,183.00	\$55,970.00	\$57,763.00	\$59,554.00	\$61,342.00
		Bi-Wk	\$1,938.55	\$2,007.13	\$2,075.98	\$2,144.45	\$2,213.15	\$2,281.77	\$2,350.27
		Daily	\$193.86	\$200.72	\$207.60	\$214.45	\$221.32	\$228.18	\$235.03
		Hourly	\$24.24	\$25.09	\$25.95	\$26.81	\$27.67	\$28.53	\$29.38
CD	27	Annual	\$53,103.00	\$54,961.00	\$56,816.00	\$58,662.00	\$60,521.00	\$62,372.00	\$64,230.00
		Bi-Wk	\$2,034.60	\$2,105.79	\$2,176.86	\$2,247.59	\$2,318.82	\$2,389.74	\$2,460.92
		Daily	\$203.46	\$210.58	\$217.69	\$224.76	\$231.89	\$238.98	\$246.10
		Hourly	\$25.44	\$26.33	\$27.22	\$28.10	\$28.99	\$29.88	\$30.77
CD	28	Annual	\$55,787.00	\$57,705.00	\$59,626.00	\$61,547.00	\$63,460.00	\$65,378.00	\$67,293.00
		Bi-Wk	\$2,137.44	\$2,210.92	\$2,284.53	\$2,358.13	\$2,431.42	\$2,504.91	\$2,578.28
		Daily	\$213.75	\$221.10	\$228.46	\$235.82	\$243.15	\$250.50	\$257.83
		Hourly	\$26.72	\$27.64	\$28.56	\$29.48	\$30.40	\$31.32	\$32.23
CD	29	Annual	\$56,322.00	\$58,438.00	\$60,553.00	\$62,668.00	\$64,780.00	\$66,893.00	\$69,006.00
		Bi-Wk	\$2,157.94	\$2,239.01	\$2,320.04	\$2,401.08	\$2,482.00	\$2,562.96	\$2,643.91
		Daily	\$215.80	\$223.91	\$232.01	\$240.11	\$248.20	\$256.30	\$264.40
		Hourly	\$26.98	\$27.99	\$29.01	\$30.02	\$31.03	\$32.04	\$33.05
CD	30	Annual	\$58,584.00	\$60,758.00	\$62,939.00	\$65,109.00	\$67,282.00	\$69,459.00	\$71,637.00
		Bi-Wk	\$2,244.60	\$2,327.90	\$2,411.46	\$2,494.60	\$2,577.86	\$2,661.27	\$2,744.72
		Daily	\$224.46	\$232.79	\$241.15	\$249.46	\$257.79	\$266.13	\$274.48
		Hourly	\$28.06	\$29.10	\$30.15	\$31.19	\$32.23	\$33.27	\$34.31
CD	31	Annual	\$60,937.00	\$63,175.00	\$65,415.00	\$67,653.00	\$69,893.00	\$72,131.00	\$74,373.00
		Bi-Wk	\$2,334.76	\$2,420.50	\$2,506.33	\$2,592.07	\$2,677.90	\$2,763.64	\$2,849.55
		Daily	\$233.48	\$242.05	\$250.64	\$259.21	\$267.79	\$276.37	\$284.96
		Hourly	\$29.19	\$30.26	\$31.33	\$32.41	\$33.48	\$34.55	\$35.62

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
CD	32	Annual	\$63,379.00	\$65,678.00	\$67,978.00	\$70,280.00	\$72,583.00	\$74,881.00	\$77,189.00
		Bi-Wk	\$2,428.32	\$2,516.40	\$2,604.53	\$2,692.73	\$2,780.96	\$2,869.01	\$2,957.44
		Daily	\$242.84	\$251.64	\$260.46	\$269.28	\$278.10	\$286.91	\$295.75
		Hourly	\$30.36	\$31.46	\$32.56	\$33.66	\$34.77	\$35.87	\$36.97
CD	33	Annual	\$65,930.00	\$68,295.00	\$70,656.00	\$73,024.00	\$75,390.00	\$77,756.00	\$80,125.00
		Bi-Wk	\$2,526.06	\$2,616.67	\$2,707.13	\$2,797.86	\$2,888.51	\$2,979.16	\$3,069.93
		Daily	\$252.61	\$261.67	\$270.72	\$279.79	\$288.86	\$297.92	\$307.00
		Hourly	\$31.58	\$32.71	\$33.84	\$34.98	\$36.11	\$37.24	\$38.38
CD	34	Annual	\$68,644.00	\$71,075.00	\$73,504.00	\$75,936.00	\$78,365.00	\$80,796.00	\$83,221.00
		Bi-Wk	\$2,630.04	\$2,723.19	\$2,816.25	\$2,909.43	\$3,002.50	\$3,095.64	\$3,188.55
		Daily	\$263.01	\$272.32	\$281.63	\$290.95	\$300.25	\$309.57	\$318.86
		Hourly	\$32.88	\$34.04	\$35.21	\$36.37	\$37.54	\$38.70	\$39.86
CD	35	Annual	\$71,465.00	\$73,954.00	\$76,450.00	\$78,941.00	\$81,432.00	\$83,921.00	\$86,415.00
		Bi-Wk	\$2,738.13	\$2,833.49	\$2,929.12	\$3,024.56	\$3,120.00	\$3,215.37	\$3,310.92
		Daily	\$273.82	\$283.35	\$292.92	\$302.46	\$312.00	\$321.54	\$331.10
		Hourly	\$34.23	\$35.42	\$36.62	\$37.81	\$39.00	\$40.20	\$41.39
CD	36	Annual	\$74,438.00	\$76,991.00	\$79,548.00	\$82,104.00	\$84,660.00	\$87,216.00	\$89,772.00
		Bi-Wk	\$2,852.04	\$2,949.85	\$3,047.82	\$3,145.75	\$3,243.68	\$3,341.61	\$3,439.55
		Daily	\$285.21	\$294.99	\$304.79	\$314.58	\$324.37	\$334.17	\$343.96
		Hourly	\$35.66	\$36.88	\$38.10	\$39.33	\$40.55	\$41.78	\$43.00
CD	37	Annual	\$77,528.00	\$80,151.00	\$82,775.00	\$85,405.00	\$88,030.00	\$90,657.00	\$93,281.00
		Bi-Wk	\$2,970.43	\$3,070.92	\$3,171.46	\$3,272.23	\$3,372.80	\$3,473.45	\$3,573.99
		Daily	\$297.05	\$307.10	\$317.15	\$327.23	\$337.28	\$347.35	\$357.40
		Hourly	\$37.14	\$38.39	\$39.65	\$40.91	\$42.16	\$43.42	\$44.68
CD	38	Annual	\$80,728.00	\$83,412.00	\$86,101.00	\$88,789.00	\$91,475.00	\$94,163.00	\$96,850.00
		Bi-Wk	\$3,093.03	\$3,195.87	\$3,298.89	\$3,401.88	\$3,504.79	\$3,607.78	\$3,710.73
		Daily	\$309.31	\$319.59	\$329.89	\$340.19	\$350.48	\$360.78	\$371.08
		Hourly	\$38.67	\$39.95	\$41.24	\$42.53	\$43.81	\$45.10	\$46.39

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(Includes 3% General Wage Increase Effective 7/3/98)

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CD	39	Annual	\$84,086.00	\$86,837.00	\$89,586.00	\$92,342.00	\$95,094.00	\$97,840.00	\$100,596.00
		Bi-Wk	\$3,221.69	\$3,327.09	\$3,432.42	\$3,538.01	\$3,643.45	\$3,748.66	\$3,854.26
		Daily	\$322.17	\$332.71	\$343.25	\$353.81	\$364.35	\$374.87	\$385.43
		Hourly	\$40.28	\$41.59	\$42.91	\$44.23	\$45.55	\$46.86	\$48.18
CD	40	Annual	\$87,589.00	\$90,397.00	\$93,212.00	\$96,020.00	\$98,831.00	\$101,641.00	\$104,453.00
		Bi-Wk	\$3,355.91	\$3,463.49	\$3,571.35	\$3,678.93	\$3,786.63	\$3,894.30	\$4,002.04
		Daily	\$335.60	\$346.35	\$357.14	\$367.90	\$378.67	\$389.43	\$400.21
		Hourly	\$41.95	\$43.30	\$44.65	\$45.99	\$47.34	\$48.68	\$50.03
CD	41	Annual	\$91,252.00	\$94,130.00	\$97,009.00	\$99,889.00	\$102,769.00	\$105,646.00	\$108,522.00
		Bi-Wk	\$3,496.25	\$3,606.52	\$3,716.82	\$3,827.17	\$3,937.51	\$4,047.74	\$4,157.94
		Daily	\$349.63	\$360.66	\$371.69	\$382.72	\$393.76	\$404.78	\$415.80
		Hourly	\$43.71	\$45.09	\$46.47	\$47.84	\$49.22	\$50.60	\$51.98
CD	42	Annual	\$95,054.00	\$98,001.00	\$100,947.00	\$103,880.00	\$106,827.00	\$109,768.00	\$112,716.00
		Bi-Wk	\$3,641.92	\$3,754.83	\$3,867.71	\$3,980.08	\$4,092.99	\$4,205.68	\$4,318.63
		Daily	\$364.20	\$375.49	\$386.78	\$398.01	\$409.30	\$420.57	\$431.87
		Hourly	\$45.53	\$46.94	\$48.35	\$49.76	\$51.17	\$52.58	\$53.99
CD	43	Annual	\$99,093.00	\$102,092.00	\$105,094.00	\$108,094.00	\$111,100.00	\$114,098.00	\$117,097.00
		Bi-Wk	\$3,796.67	\$3,911.58	\$4,026.60	\$4,141.54	\$4,256.71	\$4,371.58	\$4,486.48
		Daily	\$379.67	\$391.16	\$402.66	\$414.16	\$425.68	\$437.16	\$448.65
		Hourly	\$47.46	\$48.90	\$50.34	\$51.77	\$53.21	\$54.65	\$56.09