

ITEM NUMBER 9041E  
MANAGEMENT DOCTORS MD 40 HOUR PAY PLAN EFFECTIVE 7/3/98  
(Includes 3% General Wage Increase Effective 7/3/98)

| Plan | Group | Period | Minimum     | Position Rate/<br>Maximum | PARS Bonus  |
|------|-------|--------|-------------|---------------------------|---|
| MD   | 1     | Annual | \$70,705.00 | \$88,288.00               | A lump sum bonus over position/rate maximum may be given in accordance with an approved performance assessment and recognition system if funds are available. |
|      |       | Bi-Wk  | \$2,709.01  | \$3,382.69                |   |
|      |       | Daily  | \$270.91    | \$338.27                  |   |
|      |       | Hourly | \$33.87     | \$42.29                   |   |
| MD   | 2     | Annual | \$73,130.00 | \$91,399.00               |   |
|      |       | Bi-Wk  | \$2,801.92  | \$3,501.88                |   |
|      |       | Daily  | \$280.20    | \$350.19                  |   |
|      |       | Hourly | \$35.03     | \$43.78                   |   |
| MD   | 3     | Annual | \$75,650.00 | \$94,631.00               |   |
|      |       | Bi-Wk  | \$2,898.47  | \$3,625.71                |   |
|      |       | Daily  | \$289.85    | \$362.58                  |   |
|      |       | Hourly | \$36.24     | \$45.33                   |   |
| MD   | 4     | Annual | \$78,267.00 | \$97,994.00               |   |
|      |       | Bi-Wk  | \$2,998.74  | \$3,754.56                |   |
|      |       | Daily  | \$299.88    | \$375.46                  |   |
|      |       | Hourly | \$37.49     | \$46.94                   |   |
| MD   | 5     | Annual | \$80,998.00 | \$101,495.00              |   |
|      |       | Bi-Wk  | \$3,103.38  | \$3,888.70                |   |
|      |       | Daily  | \$310.34    | \$388.87                  |   |
|      |       | Hourly | \$38.80     | \$48.61                   |   |
| MD   | 6     | Annual | \$83,831.00 | \$105,132.00              |   |
|      |       | Bi-Wk  | \$3,211.92  | \$4,028.05                |   |
|      |       | Daily  | \$321.20    | \$402.81                  |   |
|      |       | Hourly | \$40.15     | \$50.36                   |   |
| MD   | 7     | Annual | \$86,780.00 | \$108,915.00              |   |
|      |       | Bi-Wk  | \$3,324.91  | \$4,172.99                |   |
|      |       | Daily  | \$332.50    | \$417.30                  |   |
|      |       | Hourly | \$41.57     | \$52.17                   |   |
| MD   | 8     | Annual | \$89,849.00 | \$112,847.00              |   |
|      |       | Bi-Wk  | \$3,442.50  | \$4,323.64                |   |
|      |       | Daily  | \$344.25    | \$432.37                  |   |
|      |       | Hourly | \$43.04     | \$54.05                   |   |
| MD   | 9     | Annual | \$93,037.00 | \$116,941.00              |   |
|      |       | Bi-Wk  | \$3,564.64  | \$4,480.50                |   |
|      |       | Daily  | \$356.47    | \$448.05                  |   |
|      |       | Hourly | \$44.56     | \$56.01                   |   |
| MD   | 10    | Annual | \$96,358.00 | \$121,202.00              |   |
|      |       | Bi-Wk  | \$3,691.88  | \$4,643.76                |   |
|      |       | Daily  | \$369.19    | \$464.38                  |   |
|      |       | Hourly | \$46.15     | \$58.05                   |   |

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| Plan | Group | Period | Minimum      | Position Rate/<br>Maximum | PARS Bonus  |
|------|-------|--------|--------------|---------------------------|---|
| MD   | 11    | Annual | \$99,810.00  | \$125,625.00              | A lump sum bonus over position/rate maximum may be given in accordance with an approved performance assessment and recognition system if funds are available. |
|      |       | Bi-Wk  | \$3,824.14   | \$4,813.22                |   |
|      |       | Daily  | \$382.42     | \$481.33                  |   |
|      |       | Hourly | \$47.81      | \$60.17                   |   |
| MD   | 12    | Annual | \$103,397.00 | \$130,225.00              |   |
|      |       | Bi-Wk  | \$3,961.58   | \$4,989.47                |   |
|      |       | Daily  | \$396.16     | \$498.95                  |   |
|      |       | Hourly | \$49.52      | \$62.37                   |   |
| MD   | 13    | Annual | \$107,127.00 | \$135,015.00              |   |
|      |       | Bi-Wk  | \$4,104.49   | \$5,172.99                |   |
|      |       | Daily  | \$410.45     | \$517.30                  |   |
|      |       | Hourly | \$51.31      | \$64.67                   |   |
| MD   | 14    | Annual | \$111,009.00 | \$139,991.00              |   |
|      |       | Bi-Wk  | \$4,253.22   | \$5,363.64                |   |
|      |       | Daily  | \$425.33     | \$536.37                  |   |
|      |       | Hourly | \$53.17      | \$67.05                   |   |
| MD   | 15    | Annual | \$114,896.00 | \$145,169.00              |   |
|      |       | Bi-Wk  | \$4,402.15   | \$5,562.04                |   |
|      |       | Daily  | \$440.22     | \$556.21                  |   |
|      |       | Hourly | \$55.03      | \$69.53                   |   |
| MD   | 16    | Annual | \$119,088.00 | \$150,554.00              |   |
|      |       | Bi-Wk  | \$4,562.76   | \$5,768.36                |   |
|      |       | Daily  | \$456.28     | \$576.84                  |   |
|      |       | Hourly | \$57.04      | \$72.11                   |   |
| MD   | 17    | Annual | \$123,447.00 | \$156,152.00              |   |
|      |       | Bi-Wk  | \$4,729.78   | \$5,982.84                |   |
|      |       | Daily  | \$472.98     | \$598.29                  |   |
|      |       | Hourly | \$59.13      | \$74.79                   |   |