

| CLASS                            | DDRNO      | PAY RATE  | STEP-1    | STEP-2    | STEP-3    | STEP-4    | STEP-5 | STEP-6 | STEP-7 | STEP-8 | STEP-9 | STEP-10 |
|----------------------------------|------------|-----------|-----------|-----------|-----------|-----------|--------|--------|--------|--------|--------|---------|
| *****                            | *****      | *****     | *****     | *****     | *****     | *****     | *****  | *****  | *****  | *****  | *****  | *****   |
| ASST GNL MGR WP                  |            |           | -- 0151   | * *       | * *       | * *       | * *    | * *    | * *    | * *    | * *    | * *     |
| 95-01905                         | NEW HOURLY | 132.60    | 139.99    | 147.80    | 156.04    | 164.74    |        |        |        |        |        |         |
|                                  | BIWEEKLY   | 10,608.00 | 11,199.20 | 11,824.00 | 12,483.20 | 13,179.20 |        |        |        |        |        |         |
|                                  | MONTHLY    | 23,072.40 | 24,358.26 | 25,717.20 | 27,150.96 | 28,664.76 |        |        |        |        |        |         |
| **                               |            |           |           |           |           |           |        |        |        |        |        |         |
| 91-01904                         | NEW HOURLY | 126.81    | 133.88    | 141.34    | 149.22    | 157.54    |        |        |        |        |        |         |
|                                  | BIWEEKLY   | 10,144.80 | 10,710.40 | 11,307.20 | 11,937.60 | 12,603.20 |        |        |        |        |        |         |
|                                  | MONTHLY    | 22,064.94 | 23,295.12 | 24,593.16 | 25,964.28 | 27,411.96 |        |        |        |        |        |         |
| **                               |            |           |           |           |           |           |        |        |        |        |        |         |
| 91-05125                         | NEW HOURLY | 117.26    | 123.80    | 130.70    | 137.99    | 145.68    |        |        |        |        |        |         |
|                                  | BIWEEKLY   | 9,380.80  | 9,904.00  | 10,456.00 | 11,039.20 | 11,654.40 |        |        |        |        |        |         |
|                                  | MONTHLY    | 20,403.24 | 21,541.20 | 22,741.80 | 24,010.26 | 25,348.32 |        |        |        |        |        |         |
| AUDITOR WATER AND POWER          |            |           | -- 9759   | * *       | * *       | * *       | * *    | * *    | * *    | * *    | * *    | * *     |
| 91-01503                         | NEW HOURLY | 126.81    | 133.88    | 141.34    | 149.22    | 157.54    |        |        |        |        |        |         |
|                                  | BIWEEKLY   | 10,144.80 | 10,710.40 | 11,307.20 | 11,937.60 | 12,603.20 |        |        |        |        |        |         |
|                                  | MONTHLY    | 22,064.94 | 23,295.12 | 24,593.16 | 25,964.28 | 27,411.96 |        |        |        |        |        |         |
| CHF ENGR OF WW & AST MG          |            |           | -- 9905   | * *       | * *       | * *       | * *    | * *    | * *    | * *    | * *    | * *     |
| 93-07203                         | NEW HOURLY | 117.26    | 123.80    | 130.70    | 137.99    | 145.68    |        |        |        |        |        |         |
|                                  | BIWEEKLY   | 9,380.80  | 9,904.00  | 10,456.00 | 11,039.20 | 11,654.40 |        |        |        |        |        |         |
|                                  | MONTHLY    | 20,403.24 | 21,541.20 | 22,741.80 | 24,010.26 | 25,348.32 |        |        |        |        |        |         |
| CHIEF ELTL ENGR & ASST MANAGER-- |            |           | 9805      | * *       | * *       | * *       | * *    | * *    | * *    | * *    | * *    | * *     |
| 94-07503                         | NEW HOURLY | 117.26    | 123.80    | 130.70    | 137.99    | 145.68    |        |        |        |        |        |         |
|                                  | BIWEEKLY   | 9,380.80  | 9,904.00  | 10,456.00 | 11,039.20 | 11,654.40 |        |        |        |        |        |         |
|                                  | MONTHLY    | 20,403.24 | 21,541.20 | 22,741.80 | 24,010.26 | 25,348.32 |        |        |        |        |        |         |
| EXEC ASST TO THE GM              |            |           | -- 0360   | * *       | * *       | * *       | * *    | * *    | * *    | * *    | * *    | * *     |
| 91-03300                         | NEW HOURLY | 105.65    | 111.54    | 117.76    | 124.33    | 131.26    |        |        |        |        |        |         |
|                                  | BIWEEKLY   | 8,452.00  | 8,923.20  | 9,420.80  | 9,946.40  | 10,500.80 |        |        |        |        |        |         |
|                                  | MONTHLY    | 18,383.10 | 19,407.96 | 20,490.24 | 21,633.42 | 22,839.24 |        |        |        |        |        |         |
| **                               |            |           |           |           |           |           |        |        |        |        |        |         |
| 91-00003                         | NEW HOURLY | 89.85     | 94.86     | 100.15    | 105.73    | 111.63    |        |        |        |        |        |         |
|                                  | BIWEEKLY   | 7,188.00  | 7,588.80  | 8,012.00  | 8,458.40  | 8,930.40  |        |        |        |        |        |         |
|                                  | MONTHLY    | 15,633.90 | 16,505.64 | 17,426.10 | 18,397.02 | 19,423.62 |        |        |        |        |        |         |
| PHYSICIAN I                      |            |           | -- 0651   | * *       | * *       | * *       | * *    | * *    | * *    | * *    | * *    | * *     |
| 91-02303                         | NEW HOURLY | 72.93     | 77.00     | 81.29     | 85.82     | 90.61     |        |        |        |        |        |         |
|                                  | BIWEEKLY   | 5,834.40  | 6,160.00  | 6,503.20  | 6,865.60  | 7,248.80  |        |        |        |        |        |         |
|                                  | MONTHLY    | 12,689.82 | 13,398.00 | 14,144.46 | 14,932.68 | 15,766.14 |        |        |        |        |        |         |

| CLASS         | DDRNO    | PAY RATE   | STEP-1   | STEP-2    | STEP-3    | STEP-4    | STEP-5    | STEP-6 | STEP-7 | STEP-8 | STEP-9 | STEP-10 |
|---------------|----------|------------|----------|-----------|-----------|-----------|-----------|--------|--------|--------|--------|---------|
| PHYSICIAN II  |          |            | -- 0655  | * *       | * *       | * *       | * *       | * *    | * *    | * *    | * *    | * *     |
|               | 91-02304 | NEW HOURLY | 81.85    |           | 91.23     | 96.32     | 101.69    |        |        |        |        |         |
|               |          | BIWEEKLY   |          |           | 7,298.40  | 7,705.60  | 8,135.20  |        |        |        |        |         |
|               |          | MONTHLY    |          |           | 15,874.02 | 16,759.68 | 17,694.06 |        |        |        |        |         |
| PHYSICIAN III |          |            | -- 0657  | * *       | * *       | * *       | * *       | * *    | * *    | * *    | * *    | * *     |
|               | 91-02305 | NEW HOURLY | 86.55    |           | 96.48     | 101.86    | 107.54    |        |        |        |        |         |
|               |          | BIWEEKLY   |          |           | 7,718.40  | 8,148.80  | 8,603.20  |        |        |        |        |         |
|               |          | MONTHLY    |          |           | 16,787.52 | 17,723.64 | 18,711.96 |        |        |        |        |         |
| SECY WP COMM  |          |            | -- 9739  | * *       | * *       | * *       | * *       | * *    | * *    | * *    | * *    | * *     |
|               | 91-97105 | NEW HOURLY | 56.69    | 59.85     | 63.19     | 66.71     | 70.43     |        |        |        |        |         |
|               |          | BIWEEKLY   | 4,535.20 | 4,788.00  | 5,055.20  | 5,336.80  | 5,634.40  |        |        |        |        |         |
|               |          | MONTHLY    | 9,864.06 | 10,413.90 | 10,995.06 | 11,607.54 | 12,254.82 |        |        |        |        |         |

ADOPT CODE: A=ADOPTED ONLY D=DELETE  
 B=ADOPTED AND ALLOCATED ONLY E=CHANGE CLASS  
 C=ADOPTED AND SALARY SET ONLY F=CHANGE BARGAINING UNIT