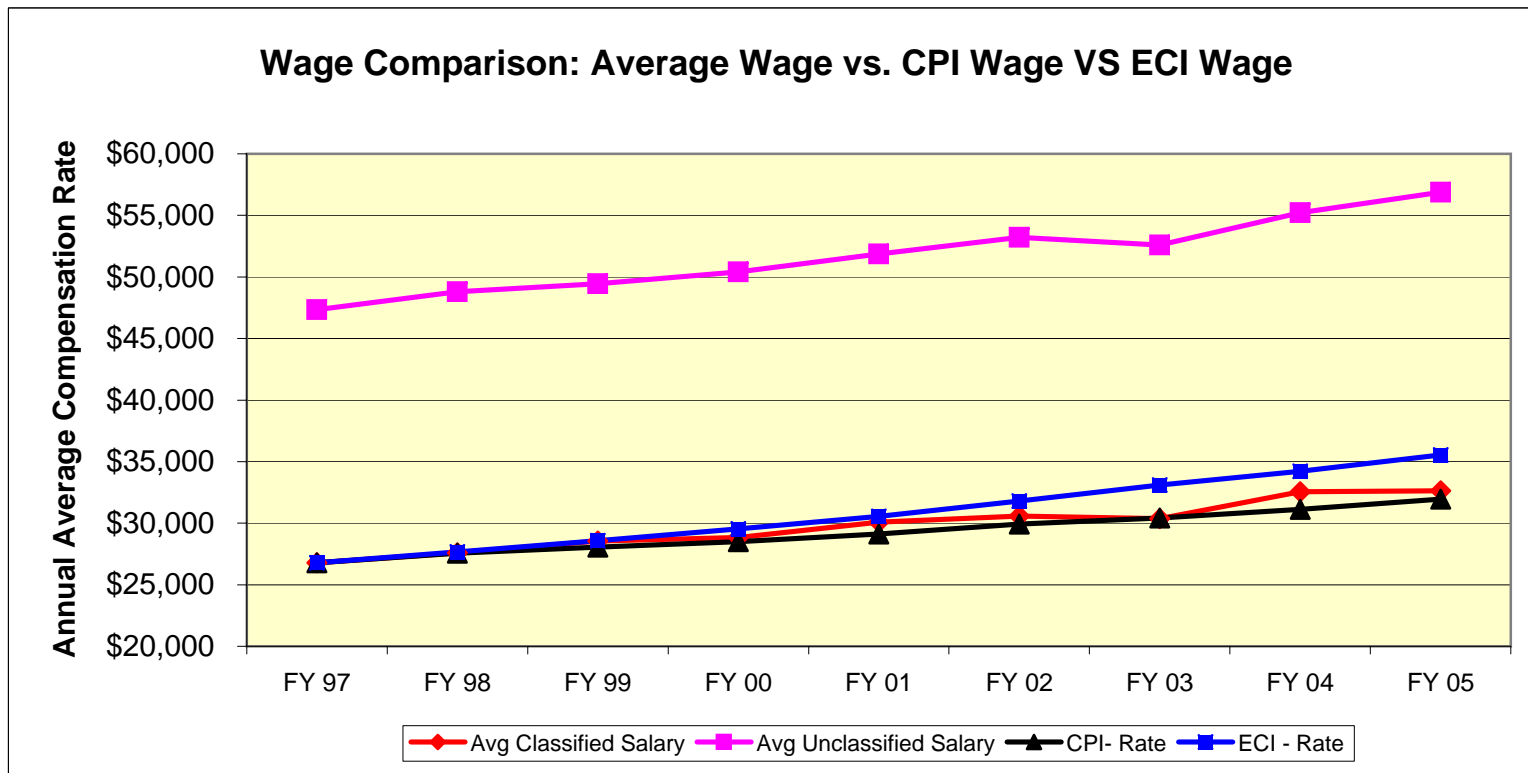
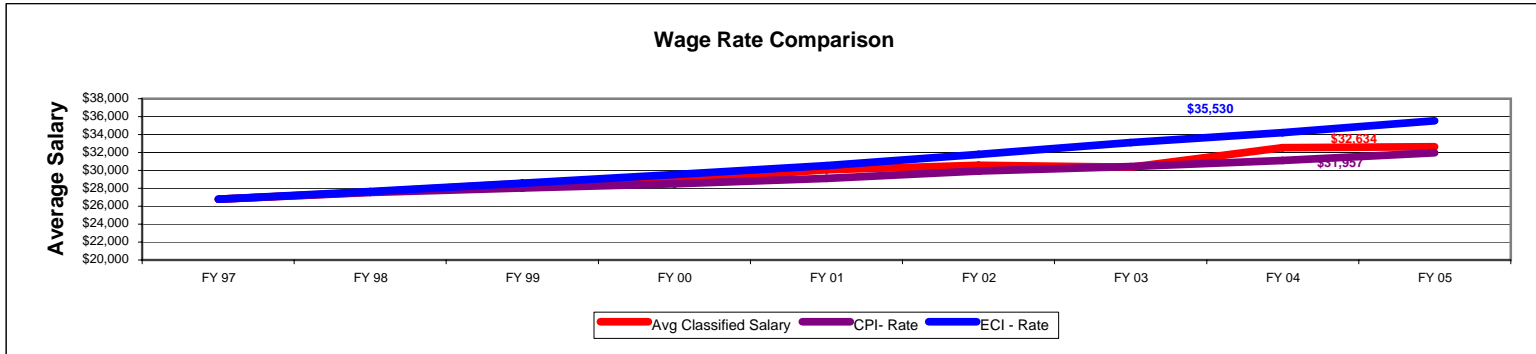


Attachment IV

Wage Comparison: Average Wage vs. CPI Wage vs. ECI Wage

FY	Avg Classified Salary	Avg Unclassified Salary	CPI	CPI- Rate	CPI \$ Gap	CPI % GAP	ECI	ECI - Rate	ECI \$ Gap	ECI % Gap
FY 97	\$ 26,775	\$47,337	2.9%	\$ 26,775	\$ -	0%	3.3%	\$ 26,775	\$ -	0%
FY 98	\$ 27,583	\$48,801	1.8%	\$ 27,551	\$ 32	0%	3.4%	\$ 27,659	\$ (76)	0%
FY 99	\$ 28,542	\$49,436	1.6%	\$ 28,047	\$ 495	2%	3.4%	\$ 28,571	\$ (29)	0%
FY 00	\$ 28,842	\$50,416	2.2%	\$ 28,496	\$ 346	1%	4.1%	\$ 29,543	\$ (701)	-2%
FY 01	\$ 30,074	\$51,857	2.8%	\$ 29,123	\$ 951	3%	4.1%	\$ 30,547	\$ (473)	-2%
FY 02	\$ 30,575	\$53,213	1.6%	\$ 29,939	\$ 636	2%	3.4%	\$ 31,800	\$ (1,225)	-4%
FY 03	\$ 30,365	\$52,599	2.3%	\$ 30,418	\$ (53)	0%	3.8%	\$ 33,103	\$ (2,738)	-8%
FY 04	\$ 32,544	\$55,216	2.7%	\$ 31,117	\$ 1,427	5%	3.7%	\$ 34,229	\$ (1,685)	-5%
FY 05	\$ 32,634	\$56,880	3.1%	\$ 31,957	\$ 677	2%	3.1%	\$ 35,530	\$ (2,896)	-8%





* The sharp rise in average wages resulted from the elimination of Steps 1, 2, and 3