

EXHIBIT X D - DU 01

Retiree Lump Sum Salary Supplement Table

LSSS Based on Sum Calculated by Number of Months in the Unit
 During each of the Time Periods Shown
 Multiplied by the Amounts in the Applicable Columns

RANGE	FINAL PAY	JAN96-JUN96 6-MONTHS	JUL96-DEC96 6-MONTHS	JAN97-DEC97 12-MONTHS	JAN98-JUN98 6-MONTHS	JUL98-JUN99 12-MONTHS
BC01	1584	14.00	46.17	91.17	133.33	166.33
BC02	1679	15.17	49.50	97.92	142.33	177.67
BC03	1729	15.17	50.33	99.67	146.00	182.17
BC04	1799	16.17	52.50	103.92	152.33	189.67
BC05	1873	16.00	54.17	108.50	158.67	197.83
BC06	1949	17.17	56.33	112.75	165.17	205.33
BC07	2029	18.00	59.00	117.08	171.00	213.00
BC08	2112	19.00	62.17	122.42	178.50	222.67
BC09	2243	20.00	65.00	129.17	188.17	234.17
BC10	2329	20.00	67.17	134.33	196.50	244.67

EXHIBIT ~~A~~ B - BU01

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RANGE	FINAL PAY	JAN96-JUN96 6-MONTHS	JUL96-DEC96 6-MONTHS	JAN97-DEC97 12-MONTHS	JAN98-JUN98 6-MONTHS	JUL98-JUN99 12-MONTHS
BC11	2417	21.17	70.33	139.67	204.00	254.33
BC12	2509	22.00	73.17	145.42	211.50	263.67
BC13	2604	23.17	76.33	151.75	221.17	275.33
BC14	2703	24.00	79.00	156.08	227.00	283.00
BC15	2806	25.00	82.17	162.42	230.07	294.83
WS01	1681	15.17	49.50	97.92	142.33	177.67
WS02	1781	16.00	52.17	103.25	150.33	187.50
WS03	1834	16.00	53.17	105.33	153.50	191.67
WS04	1909	17.17	56.50	112.00	163.50	202.83
WS05	1987	17.17	57.50	114.83	168.33	209.50

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RANGE	FINAL PAY	JAN96-JUN96 6-MONTHS	JUL96-DEC96 6-MONTHS	JAN97-DEC97 12-MONTHS	JAN98-JUN98 6-MONTHS	JUL98-JUN99 12-MONTHS
WS06	2069	18.00	60.00	119.17	174.17	217.17
WS07	2152	19.17	62.50	124.83	182.33	226.50
WS08	2241	20.00	65.00	129.17	188.17	234.17
WS09	2380	21.17	69.33	137.58	200.83	250.17
WS10	2470	22.00	72.17	143.33	208.50	259.50
WS11	2565	23.00	75.17	148.25	216.33	269.50
WS12	2662	23.17	77.50	153.83	224.33	279.50
WS13	2763	24.00	80.17	159.17	232.33	289.33
WS14	2868	25.17	83.33	165.58	241.83	301.00
WS15	2977	26.17	86.50	171.92	251.33	312.67