

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 6/20/2008

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
XC	1	Annual	\$22,617.00	\$23,173.00	\$23,721.00	\$24,272.00	\$24,820.00	\$25,376.00	\$25,925.00	\$26,635.00	\$27,350.00	\$28,084.00	\$28,837.00
		Bi-Wk	\$866.56	\$887.86	\$908.86	\$929.97	\$950.96	\$972.27	\$993.30	\$1,020.50	\$1,047.90	\$1,076.02	\$1,104.87
		Daily	\$86.66	\$88.79	\$90.89	\$93.00	\$95.10	\$97.23	\$99.33	\$102.05	\$104.79	\$107.61	\$110.49
		Hourly	\$11.56	\$11.84	\$12.12	\$12.40	\$12.68	\$12.97	\$13.25	\$13.61	\$13.98	\$14.35	\$14.74
XC	2	Annual	\$23,721.00	\$24,272.00	\$24,820.00	\$25,376.00	\$25,925.00	\$26,475.00	\$27,023.00	\$27,767.00	\$28,508.00	\$29,269.00	\$30,050.00
		Bi-Wk	\$908.86	\$929.97	\$950.96	\$972.27	\$993.30	\$1,014.37	\$1,035.37	\$1,063.87	\$1,092.27	\$1,121.42	\$1,151.35
		Daily	\$90.89	\$93.00	\$95.10	\$97.23	\$99.33	\$101.44	\$103.54	\$106.39	\$109.23	\$112.15	\$115.14
		Hourly	\$12.12	\$12.40	\$12.68	\$12.97	\$13.25	\$13.53	\$13.81	\$14.19	\$14.57	\$14.96	\$15.36
XC	3	Annual	\$24,272.00	\$24,820.00	\$25,376.00	\$25,925.00	\$26,475.00	\$27,023.00	\$27,573.00	\$28,334.00	\$29,090.00	\$29,864.00	\$30,660.00
		Bi-Wk	\$929.97	\$950.96	\$972.27	\$993.30	\$1,014.37	\$1,035.37	\$1,056.44	\$1,085.60	\$1,114.56	\$1,144.22	\$1,174.72
		Daily	\$93.00	\$95.10	\$97.23	\$99.33	\$101.44	\$103.54	\$105.65	\$108.56	\$111.46	\$114.43	\$117.48
		Hourly	\$12.40	\$12.68	\$12.97	\$13.25	\$13.53	\$13.81	\$14.09	\$14.48	\$14.87	\$15.26	\$15.67
XC	4	Annual	\$25,057.00	\$25,727.00	\$26,391.00	\$27,065.00	\$27,739.00	\$28,402.00	\$29,068.00	\$29,872.00	\$30,669.00	\$31,491.00	\$32,333.00
		Bi-Wk	\$960.04	\$985.71	\$1,011.15	\$1,036.98	\$1,062.80	\$1,088.20	\$1,113.72	\$1,144.53	\$1,175.06	\$1,206.56	\$1,238.82
		Daily	\$96.01	\$98.58	\$101.12	\$103.70	\$106.28	\$108.82	\$111.38	\$114.46	\$117.51	\$120.66	\$123.89
		Hourly	\$12.81	\$13.15	\$13.49	\$13.83	\$14.18	\$14.51	\$14.85	\$15.27	\$15.67	\$16.09	\$16.52
XC	5	Annual	\$25,684.00	\$26,391.00	\$27,103.00	\$27,806.00	\$28,512.00	\$29,220.00	\$29,931.00	\$30,752.00	\$31,577.00	\$32,421.00	\$33,289.00
		Bi-Wk	\$984.07	\$1,011.15	\$1,038.43	\$1,065.37	\$1,092.42	\$1,119.55	\$1,146.79	\$1,178.24	\$1,209.85	\$1,242.19	\$1,275.45
		Daily	\$98.41	\$101.12	\$103.85	\$106.54	\$109.25	\$111.96	\$114.68	\$117.83	\$120.99	\$124.22	\$127.55
		Hourly	\$13.13	\$13.49	\$13.85	\$14.21	\$14.57	\$14.93	\$15.30	\$15.71	\$16.14	\$16.57	\$17.01
XC	6	Annual	\$26,556.00	\$27,266.00	\$27,969.00	\$28,565.00	\$29,382.00	\$30,089.00	\$30,792.00	\$31,641.00	\$32,486.00	\$33,353.00	\$34,244.00
		Bi-Wk	\$1,017.48	\$1,044.68	\$1,071.61	\$1,094.45	\$1,125.75	\$1,152.84	\$1,179.78	\$1,212.30	\$1,244.68	\$1,277.90	\$1,312.04
		Daily	\$101.75	\$104.47	\$107.17	\$109.45	\$112.58	\$115.29	\$117.98	\$121.23	\$124.47	\$127.79	\$131.21
		Hourly	\$13.57	\$13.93	\$14.29	\$14.60	\$15.01	\$15.38	\$15.74	\$16.17	\$16.60	\$17.04	\$17.50
XC	7	Annual	\$27,340.00	\$28,044.00	\$28,751.00	\$29,456.00	\$30,168.00	\$30,874.00	\$31,580.00	\$32,448.00	\$33,313.00	\$34,205.00	\$35,121.00
		Bi-Wk	\$1,047.51	\$1,074.49	\$1,101.58	\$1,128.59	\$1,155.87	\$1,182.92	\$1,209.97	\$1,243.22	\$1,276.37	\$1,310.54	\$1,345.64
		Daily	\$104.76	\$107.45	\$110.16	\$112.86	\$115.59	\$118.30	\$121.00	\$124.33	\$127.64	\$131.06	\$134.57
		Hourly	\$13.97	\$14.33	\$14.69	\$15.05	\$15.42	\$15.78	\$16.14	\$16.58	\$17.02	\$17.48	\$17.95
XC	8	Annual	\$29,382.00	\$30,245.00	\$31,119.00	\$31,978.00	\$32,845.00	\$33,712.00	\$34,581.00	\$35,528.00	\$36,478.00	\$37,455.00	\$38,458.00
		Bi-Wk	\$1,125.75	\$1,158.82	\$1,192.30	\$1,225.22	\$1,258.43	\$1,291.65	\$1,324.95	\$1,361.23	\$1,397.63	\$1,435.06	\$1,473.49
		Daily	\$112.58	\$115.89	\$119.23	\$122.53	\$125.85	\$129.17	\$132.50	\$136.13	\$139.77	\$143.51	\$147.35
		Hourly	\$15.01	\$15.46	\$15.90	\$16.34	\$16.78	\$17.23	\$17.67	\$18.15	\$18.64	\$19.14	\$19.65

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XC	9	Annual	\$30,285.00	\$31,144.00	\$32,091.00	\$32,993.00	\$33,898.00	\$34,797.00	\$35,710.00	\$36,692.00	\$37,672.00	\$38,679.00	\$39,714.00
		Bi-Wk	\$1,160.35	\$1,193.26	\$1,229.55	\$1,264.10	\$1,298.78	\$1,333.22	\$1,368.20	\$1,405.83	\$1,443.38	\$1,481.96	\$1,521.61
		Daily	\$116.04	\$119.33	\$122.96	\$126.41	\$129.88	\$133.33	\$136.82	\$140.59	\$144.34	\$148.20	\$152.17
		Hourly	\$15.48	\$15.92	\$16.40	\$16.86	\$17.32	\$17.78	\$18.25	\$18.75	\$19.25	\$19.76	\$20.29
XC	10	Annual	\$31,258.00	\$32,209.00	\$33,146.00	\$34,094.00	\$35,038.00	\$36,000.00	\$36,994.00	\$38,009.00	\$39,029.00	\$40,076.00	\$41,154.00
		Bi-Wk	\$1,197.63	\$1,234.07	\$1,269.97	\$1,306.29	\$1,342.46	\$1,379.32	\$1,417.40	\$1,456.29	\$1,495.37	\$1,535.48	\$1,576.79
		Daily	\$119.77	\$123.41	\$127.00	\$130.63	\$134.25	\$137.94	\$141.74	\$145.63	\$149.54	\$153.55	\$157.68
		Hourly	\$15.97	\$16.46	\$16.94	\$17.42	\$17.90	\$18.40	\$18.90	\$19.42	\$19.94	\$20.48	\$21.03
XC	11	Annual	\$32,254.00	\$33,232.00	\$34,221.00	\$35,201.00	\$36,216.00	\$37,249.00	\$38,284.00	\$39,337.00	\$40,387.00	\$41,470.00	\$42,582.00
		Bi-Wk	\$1,235.79	\$1,273.26	\$1,311.15	\$1,348.70	\$1,387.59	\$1,427.17	\$1,466.82	\$1,507.17	\$1,547.40	\$1,588.89	\$1,631.50
		Daily	\$123.58	\$127.33	\$131.12	\$134.87	\$138.76	\$142.72	\$146.69	\$150.72	\$154.74	\$158.89	\$163.15
		Hourly	\$16.48	\$16.98	\$17.49	\$17.99	\$18.51	\$19.03	\$19.56	\$20.10	\$20.64	\$21.19	\$21.76
XC	12	Annual	\$33,298.00	\$34,328.00	\$35,343.00	\$36,405.00	\$37,476.00	\$38,556.00	\$39,625.00	\$40,715.00	\$41,803.00	\$42,921.00	\$44,073.00
		Bi-Wk	\$1,275.79	\$1,315.25	\$1,354.14	\$1,394.83	\$1,435.87	\$1,477.25	\$1,518.20	\$1,559.97	\$1,601.65	\$1,644.49	\$1,688.63
		Daily	\$127.58	\$131.53	\$135.42	\$139.49	\$143.59	\$147.73	\$151.82	\$156.00	\$160.17	\$164.45	\$168.87
		Hourly	\$17.02	\$17.54	\$18.06	\$18.60	\$19.15	\$19.70	\$20.25	\$20.80	\$21.36	\$21.93	\$22.52
XC	13	Annual	\$35,177.00	\$36,472.00	\$37,787.00	\$39,092.00	\$40,404.00	\$41,708.00	\$43,025.00	\$44,205.00	\$45,389.00	\$46,607.00	\$47,857.00
		Bi-Wk	\$1,347.78	\$1,397.40	\$1,447.78	\$1,497.78	\$1,548.05	\$1,598.01	\$1,648.47	\$1,693.68	\$1,739.05	\$1,785.71	\$1,833.61
		Daily	\$134.78	\$139.74	\$144.78	\$149.78	\$154.81	\$159.81	\$164.85	\$169.37	\$173.91	\$178.58	\$183.37
		Hourly	\$17.98	\$18.64	\$19.31	\$19.98	\$20.65	\$21.31	\$21.98	\$22.59	\$23.19	\$23.81	\$24.45
XC	14	Annual	\$36,819.00	\$38,178.00	\$39,531.00	\$40,881.00	\$42,232.00	\$43,584.00	\$44,931.00	\$46,165.00	\$47,403.00	\$48,673.00	\$49,979.00
		Bi-Wk	\$1,410.69	\$1,462.76	\$1,514.60	\$1,566.33	\$1,618.09	\$1,669.89	\$1,721.50	\$1,768.78	\$1,816.21	\$1,864.87	\$1,914.91
		Daily	\$141.07	\$146.28	\$151.46	\$156.64	\$161.81	\$166.99	\$172.15	\$176.88	\$181.63	\$186.49	\$191.50
		Hourly	\$18.81	\$19.51	\$20.20	\$20.89	\$21.58	\$22.27	\$22.96	\$23.59	\$24.22	\$24.87	\$25.54
XC	15	Annual	\$38,591.00	\$39,983.00	\$41,374.00	\$42,763.00	\$44,157.00	\$45,555.00	\$46,945.00	\$48,237.00	\$49,528.00	\$50,855.00	\$52,215.00
		Bi-Wk	\$1,478.59	\$1,531.92	\$1,585.22	\$1,638.43	\$1,691.84	\$1,745.41	\$1,798.66	\$1,848.17	\$1,897.63	\$1,948.47	\$2,000.58
		Daily	\$147.86	\$153.20	\$158.53	\$163.85	\$169.19	\$174.55	\$179.87	\$184.82	\$189.77	\$194.85	\$200.06
		Hourly	\$19.72	\$20.43	\$21.14	\$21.85	\$22.56	\$23.28	\$23.99	\$24.65	\$25.31	\$25.98	\$26.68
XC	16	Annual	\$40,467.00	\$41,902.00	\$43,340.00	\$44,772.00	\$46,205.00	\$47,642.00	\$49,069.00	\$50,414.00	\$51,765.00	\$53,152.00	\$54,578.00
		Bi-Wk	\$1,550.46	\$1,605.45	\$1,660.54	\$1,715.41	\$1,770.31	\$1,825.37	\$1,880.04	\$1,931.58	\$1,983.34	\$2,036.48	\$2,091.12
		Daily	\$155.05	\$160.55	\$166.06	\$171.55	\$177.04	\$182.54	\$188.01	\$193.16	\$198.34	\$203.65	\$209.12
		Hourly	\$20.68	\$21.41	\$22.15	\$22.88	\$23.61	\$24.34	\$25.07	\$25.76	\$26.45	\$27.16	\$27.89

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XC	17	Annual	\$42,472.00	\$43,949.00	\$45,426.00	\$46,898.00	\$48,372.00	\$49,840.00	\$51,323.00	\$52,735.00	\$54,146.00	\$55,595.00	\$57,083.00
		Bi-Wk	\$1,627.28	\$1,683.87	\$1,740.46	\$1,796.86	\$1,853.34	\$1,909.58	\$1,966.40	\$2,020.50	\$2,074.56	\$2,130.08	\$2,187.09
		Daily	\$162.73	\$168.39	\$174.05	\$179.69	\$185.34	\$190.96	\$196.64	\$202.05	\$207.46	\$213.01	\$218.71
		Hourly	\$21.70	\$22.46	\$23.21	\$23.96	\$24.72	\$25.47	\$26.22	\$26.94	\$27.67	\$28.41	\$29.17
XC	18	Annual	\$44,614.00	\$46,128.00	\$47,642.00	\$49,155.00	\$50,659.00	\$52,173.00	\$53,682.00	\$55,159.00	\$56,637.00	\$58,158.00	\$59,721.00
		Bi-Wk	\$1,709.35	\$1,767.36	\$1,825.37	\$1,883.34	\$1,940.96	\$1,998.97	\$2,056.79	\$2,113.38	\$2,170.00	\$2,228.28	\$2,288.17
		Daily	\$170.94	\$176.74	\$182.54	\$188.34	\$194.10	\$199.90	\$205.68	\$211.34	\$217.00	\$222.83	\$228.82
		Hourly	\$22.80	\$23.57	\$24.34	\$25.12	\$25.88	\$26.66	\$27.43	\$28.18	\$28.94	\$29.72	\$30.51
XC	19	Annual	\$46,811.00	\$48,372.00	\$49,927.00	\$51,489.00	\$53,035.00	\$54,590.00	\$56,145.00	\$57,693.00	\$59,234.00	\$60,822.00	\$62,452.00
		Bi-Wk	\$1,793.53	\$1,853.34	\$1,912.92	\$1,972.76	\$2,032.00	\$2,091.58	\$2,151.15	\$2,210.46	\$2,269.51	\$2,330.35	\$2,392.80
		Daily	\$179.36	\$185.34	\$191.30	\$197.28	\$203.20	\$209.16	\$215.12	\$221.05	\$226.96	\$233.04	\$239.28
		Hourly	\$23.92	\$24.72	\$25.51	\$26.31	\$27.10	\$27.89	\$28.69	\$29.48	\$30.27	\$31.08	\$31.91
XC	20	Annual	\$49,199.00	\$50,793.00	\$52,386.00	\$53,975.00	\$55,564.00	\$57,159.00	\$58,753.00	\$60,368.00	\$61,983.00	\$63,643.00	\$65,347.00
		Bi-Wk	\$1,885.02	\$1,946.10	\$2,007.13	\$2,068.01	\$2,128.89	\$2,190.00	\$2,251.08	\$2,312.96	\$2,374.83	\$2,438.43	\$2,503.72
		Daily	\$188.51	\$194.61	\$200.72	\$206.81	\$212.89	\$219.00	\$225.11	\$231.30	\$237.49	\$243.85	\$250.38
		Hourly	\$25.14	\$25.95	\$26.77	\$27.58	\$28.39	\$29.20	\$30.02	\$30.84	\$31.67	\$32.52	\$33.39
XC	21	Annual	\$51,625.00	\$53,261.00	\$54,898.00	\$56,537.00	\$58,175.00	\$59,809.00	\$61,449.00	\$63,137.00	\$64,827.00	\$66,562.00	\$68,345.00
		Bi-Wk	\$1,977.97	\$2,040.66	\$2,103.38	\$2,166.17	\$2,228.93	\$2,291.54	\$2,354.37	\$2,419.05	\$2,483.80	\$2,550.27	\$2,618.59
		Daily	\$197.80	\$204.07	\$210.34	\$216.62	\$222.90	\$229.16	\$235.44	\$241.91	\$248.38	\$255.03	\$261.86
		Hourly	\$26.38	\$27.21	\$28.05	\$28.89	\$29.72	\$30.56	\$31.40	\$32.26	\$33.12	\$34.01	\$34.92
XC	22	Annual	\$53,035.00	\$54,981.00	\$56,927.00	\$58,865.00	\$60,809.00	\$62,753.00	\$64,694.00	\$66,674.00	\$68,253.00	\$70,082.00	\$71,960.00
		Bi-Wk	\$2,032.00	\$2,106.56	\$2,181.12	\$2,255.37	\$2,329.85	\$2,404.33	\$2,478.70	\$2,546.90	\$2,615.06	\$2,685.14	\$2,757.09
		Daily	\$203.20	\$210.66	\$218.12	\$225.54	\$232.99	\$240.44	\$247.87	\$254.69	\$261.51	\$268.52	\$275.71
		Hourly	\$27.10	\$28.09	\$29.09	\$30.08	\$31.07	\$32.06	\$33.05	\$33.96	\$34.87	\$35.81	\$36.77
XC	23	Annual	\$55,550.00	\$57,576.00	\$59,592.00	\$61,620.00	\$63,643.00	\$65,670.00	\$67,697.00	\$69,553.00	\$71,415.00	\$73,330.00	\$75,296.00
		Bi-Wk	\$2,128.36	\$2,205.98	\$2,283.22	\$2,360.92	\$2,438.43	\$2,516.10	\$2,593.76	\$2,664.87	\$2,736.21	\$2,809.58	\$2,884.91
		Daily	\$212.84	\$220.60	\$228.33	\$236.10	\$243.85	\$251.61	\$259.38	\$266.49	\$273.63	\$280.96	\$288.50
		Hourly	\$28.38	\$29.42	\$30.45	\$31.48	\$32.52	\$33.55	\$34.59	\$35.54	\$36.49	\$37.47	\$38.47
XC	24	Annual	\$58,219.00	\$60,330.00	\$62,437.00	\$64,549.00	\$66,664.00	\$68,769.00	\$70,878.00	\$72,823.00	\$74,774.00	\$76,777.00	\$78,832.00
		Bi-Wk	\$2,230.62	\$2,311.50	\$2,392.23	\$2,473.15	\$2,554.18	\$2,634.83	\$2,715.64	\$2,790.16	\$2,864.91	\$2,941.65	\$3,020.39
		Daily	\$223.07	\$231.15	\$239.23	\$247.32	\$255.42	\$263.49	\$271.57	\$279.02	\$286.50	\$294.17	\$302.04
		Hourly	\$29.75	\$30.82	\$31.90	\$32.98	\$34.06	\$35.14	\$36.21	\$37.21	\$38.20	\$39.23	\$40.28

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XC	25	Annual	\$61,059.00	\$63,257.00	\$65,434.00	\$67,626.00	\$69,812.00	\$72,004.00	\$74,186.00	\$76,228.00	\$78,267.00	\$80,362.00	\$82,513.00
		Bi-Wk	\$2,339.43	\$2,423.64	\$2,507.05	\$2,591.04	\$2,674.79	\$2,758.78	\$2,842.38	\$2,920.62	\$2,998.74	\$3,079.01	\$3,161.42
		Daily	\$233.95	\$242.37	\$250.71	\$259.11	\$267.48	\$275.88	\$284.24	\$292.07	\$299.88	\$307.91	\$316.15
		Hourly	\$31.20	\$32.32	\$33.43	\$34.55	\$35.67	\$36.79	\$37.90	\$38.95	\$39.99	\$41.06	\$42.16
XC	26	Annual	\$64,071.00	\$66,337.00	\$68,615.00	\$70,878.00	\$73,148.00	\$75,418.00	\$77,682.00	\$79,817.00	\$81,954.00	\$84,152.00	\$86,407.00
		Bi-Wk	\$2,454.83	\$2,541.65	\$2,628.93	\$2,715.64	\$2,802.61	\$2,889.58	\$2,976.33	\$3,058.13	\$3,140.00	\$3,224.22	\$3,310.62
		Daily	\$245.49	\$254.17	\$262.90	\$271.57	\$280.27	\$288.96	\$297.64	\$305.82	\$314.00	\$322.43	\$331.07
		Hourly	\$32.74	\$33.89	\$35.06	\$36.21	\$37.37	\$38.53	\$39.69	\$40.78	\$41.87	\$42.99	\$44.15
XC	27	Annual	\$67,251.00	\$69,600.00	\$71,949.00	\$74,290.00	\$76,642.00	\$78,985.00	\$81,340.00	\$83,574.00	\$85,810.00	\$88,112.00	\$90,475.00
		Bi-Wk	\$2,576.67	\$2,666.67	\$2,756.67	\$2,846.37	\$2,936.48	\$3,026.25	\$3,116.48	\$3,202.07	\$3,287.74	\$3,375.94	\$3,466.48
		Daily	\$257.67	\$266.67	\$275.67	\$284.64	\$293.65	\$302.63	\$311.65	\$320.21	\$328.78	\$337.60	\$346.65
		Hourly	\$34.36	\$35.56	\$36.76	\$37.96	\$39.16	\$40.35	\$41.56	\$42.70	\$43.84	\$45.02	\$46.22
XC	28	Annual	\$70,647.00	\$73,074.00	\$75,509.00	\$77,940.00	\$80,366.00	\$82,788.00	\$85,213.00	\$87,557.00	\$89,902.00	\$92,314.00	\$94,789.00
		Bi-Wk	\$2,706.79	\$2,799.78	\$2,893.07	\$2,986.21	\$3,079.16	\$3,171.96	\$3,264.87	\$3,354.68	\$3,444.53	\$3,536.94	\$3,631.77
		Daily	\$270.68	\$279.98	\$289.31	\$298.63	\$307.92	\$317.20	\$326.49	\$335.47	\$344.46	\$353.70	\$363.18
		Hourly	\$36.10	\$37.34	\$38.58	\$39.82	\$41.06	\$42.30	\$43.54	\$44.73	\$45.93	\$47.16	\$48.43
XC	29	Annual	\$71,325.00	\$74,001.00	\$76,680.00	\$79,358.00	\$82,034.00	\$84,707.00	\$87,385.00	\$89,785.00	\$92,192.00	\$94,659.00	\$97,194.00
		Bi-Wk	\$2,732.76	\$2,835.29	\$2,937.94	\$3,040.54	\$3,143.07	\$3,245.48	\$3,348.09	\$3,440.04	\$3,532.27	\$3,626.79	\$3,723.91
		Daily	\$273.28	\$283.53	\$293.80	\$304.06	\$314.31	\$324.55	\$334.81	\$344.01	\$353.23	\$362.68	\$372.40
		Hourly	\$36.44	\$37.81	\$39.18	\$40.55	\$41.91	\$43.28	\$44.65	\$45.87	\$47.10	\$48.36	\$49.66
XC	30	Annual	\$74,186.00	\$76,942.00	\$79,701.00	\$82,451.00	\$85,203.00	\$87,957.00	\$90,716.00	\$93,210.00	\$95,702.00	\$98,261.00	\$100,888.00
		Bi-Wk	\$2,842.38	\$2,947.97	\$3,053.68	\$3,159.05	\$3,264.49	\$3,370.00	\$3,475.71	\$3,571.27	\$3,666.75	\$3,764.79	\$3,865.45
		Daily	\$284.24	\$294.80	\$305.37	\$315.91	\$326.45	\$337.00	\$347.58	\$357.13	\$366.68	\$376.48	\$386.55
		Hourly	\$37.90	\$39.31	\$40.72	\$42.13	\$43.53	\$44.94	\$46.35	\$47.62	\$48.89	\$50.20	\$51.54
XC	31	Annual	\$77,165.00	\$79,998.00	\$82,833.00	\$85,671.00	\$88,512.00	\$91,345.00	\$94,179.00	\$96,772.00	\$99,357.00	\$102,014.00	\$104,742.00
		Bi-Wk	\$2,956.52	\$3,065.06	\$3,173.68	\$3,282.42	\$3,391.27	\$3,499.81	\$3,608.40	\$3,707.74	\$3,806.79	\$3,908.59	\$4,013.11
		Daily	\$295.66	\$306.51	\$317.37	\$328.25	\$339.13	\$349.99	\$360.84	\$370.78	\$380.68	\$390.86	\$401.32
		Hourly	\$39.43	\$40.87	\$42.32	\$43.77	\$45.22	\$46.67	\$48.12	\$49.44	\$50.76	\$52.12	\$53.51
XC	32	Annual	\$80,257.00	\$83,172.00	\$86,083.00	\$88,994.00	\$91,914.00	\$94,824.00	\$97,747.00	\$100,436.00	\$103,122.00	\$105,881.00	\$108,715.00
		Bi-Wk	\$3,074.99	\$3,186.67	\$3,298.20	\$3,409.74	\$3,521.61	\$3,633.11	\$3,745.10	\$3,848.13	\$3,951.04	\$4,056.75	\$4,165.33
		Daily	\$307.50	\$318.67	\$329.82	\$340.98	\$352.17	\$363.32	\$374.51	\$384.82	\$395.11	\$405.68	\$416.54
		Hourly	\$41.00	\$42.49	\$43.98	\$45.47	\$46.96	\$48.45	\$49.94	\$51.31	\$52.69	\$54.09	\$55.54

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
XC	33	Annual	\$83,490.00	\$86,486.00	\$89,479.00	\$92,473.00	\$95,468.00	\$98,464.00	\$101,465.00	\$104,255.00	\$107,047.00	\$109,912.00	\$112,854.00
		Bi-Wk	\$3,198.86	\$3,313.64	\$3,428.32	\$3,543.03	\$3,657.78	\$3,772.57	\$3,887.55	\$3,994.45	\$4,101.42	\$4,211.19	\$4,323.91
		Daily	\$319.89	\$331.37	\$342.84	\$354.31	\$365.78	\$377.26	\$388.76	\$399.45	\$410.15	\$421.12	\$432.40
		Hourly	\$42.66	\$44.19	\$45.72	\$47.25	\$48.78	\$50.31	\$51.84	\$53.26	\$54.69	\$56.15	\$57.66
XC	34	Annual	\$86,929.00	\$90,002.00	\$93,082.00	\$96,160.00	\$99,231.00	\$102,312.00	\$105,386.00	\$108,282.00	\$111,183.00	\$114,165.00	\$117,225.00
		Bi-Wk	\$3,330.62	\$3,448.36	\$3,566.37	\$3,684.30	\$3,801.96	\$3,920.00	\$4,037.78	\$4,148.74	\$4,259.89	\$4,374.14	\$4,491.38
		Daily	\$333.07	\$344.84	\$356.64	\$368.43	\$380.20	\$392.00	\$403.78	\$414.88	\$425.99	\$437.42	\$449.14
		Hourly	\$44.41	\$45.98	\$47.56	\$49.13	\$50.70	\$52.27	\$53.84	\$55.32	\$56.80	\$58.33	\$59.89
XC	35	Annual	\$90,500.00	\$93,651.00	\$96,386.00	\$99,965.00	\$103,118.00	\$106,270.00	\$109,005.00	\$112,001.00	\$114,999.00	\$118,079.00	\$121,243.00
		Bi-Wk	\$3,467.44	\$3,588.17	\$3,692.96	\$3,830.08	\$3,950.89	\$4,071.65	\$4,176.44	\$4,291.23	\$4,406.10	\$4,524.10	\$4,645.33
		Daily	\$346.75	\$358.82	\$369.30	\$383.01	\$395.09	\$407.17	\$417.65	\$429.13	\$440.61	\$452.41	\$464.54
		Hourly	\$46.24	\$47.85	\$49.24	\$51.07	\$52.68	\$54.29	\$55.69	\$57.22	\$58.75	\$60.33	\$61.94
XC	36	Annual	\$94,263.00	\$97,496.00	\$100,735.00	\$103,971.00	\$107,211.00	\$110,443.00	\$113,678.00	\$116,805.00	\$119,932.00	\$123,141.00	\$126,438.00
		Bi-Wk	\$3,611.61	\$3,735.48	\$3,859.58	\$3,983.57	\$4,107.71	\$4,231.54	\$4,355.48	\$4,475.29	\$4,595.10	\$4,718.05	\$4,844.37
		Daily	\$361.17	\$373.55	\$385.96	\$398.36	\$410.78	\$423.16	\$435.55	\$447.53	\$459.51	\$471.81	\$484.44
		Hourly	\$48.16	\$49.81	\$51.47	\$53.12	\$54.77	\$56.43	\$58.08	\$59.68	\$61.27	\$62.91	\$64.60
XC	37	Annual	\$98,173.00	\$101,495.00	\$104,819.00	\$108,148.00	\$111,475.00	\$114,800.00	\$118,124.00	\$121,370.00	\$124,617.00	\$127,950.00	\$131,374.00
		Bi-Wk	\$3,761.42	\$3,888.70	\$4,016.06	\$4,143.61	\$4,271.08	\$4,398.47	\$4,525.83	\$4,650.20	\$4,774.60	\$4,902.30	\$5,033.49
		Daily	\$376.15	\$388.87	\$401.61	\$414.37	\$427.11	\$439.85	\$452.59	\$465.02	\$477.46	\$490.23	\$503.35
		Hourly	\$50.16	\$51.85	\$53.55	\$55.25	\$56.95	\$58.65	\$60.35	\$62.01	\$63.67	\$65.37	\$67.12
XC	38	Annual	\$102,228.00	\$105,626.00	\$109,037.00	\$112,437.00	\$115,838.00	\$119,241.00	\$122,646.00	\$126,015.00	\$129,387.00	\$132,850.00	\$136,406.00
		Bi-Wk	\$3,916.79	\$4,046.98	\$4,177.67	\$4,307.94	\$4,438.24	\$4,568.63	\$4,699.09	\$4,828.17	\$4,957.36	\$5,090.04	\$5,226.29
		Daily	\$391.68	\$404.70	\$417.77	\$430.80	\$443.83	\$456.87	\$469.91	\$482.82	\$495.74	\$509.01	\$522.63
		Hourly	\$52.23	\$53.96	\$55.71	\$57.44	\$59.18	\$60.92	\$62.66	\$64.38	\$66.10	\$67.87	\$69.69
XC	39	Annual	\$106,476.00	\$109,959.00	\$113,444.00	\$116,936.00	\$120,418.00	\$124,001.00	\$127,388.00	\$130,888.00	\$134,393.00	\$137,992.00	\$141,688.00
		Bi-Wk	\$4,079.55	\$4,212.99	\$4,346.52	\$4,480.31	\$4,613.72	\$4,751.00	\$4,880.77	\$5,014.87	\$5,149.16	\$5,287.05	\$5,428.66
		Daily	\$407.96	\$421.30	\$434.66	\$448.04	\$461.38	\$475.10	\$488.08	\$501.49	\$514.92	\$528.71	\$542.87
		Hourly	\$54.40	\$56.18	\$57.96	\$59.74	\$61.52	\$63.35	\$65.08	\$66.87	\$68.66	\$70.50	\$72.39
XC	40	Annual	\$110,916.00	\$114,472.00	\$118,037.00	\$121,592.00	\$125,149.00	\$128,710.00	\$132,269.00	\$135,904.00	\$139,545.00	\$143,285.00	\$147,124.00
		Bi-Wk	\$4,249.66	\$4,385.91	\$4,522.50	\$4,658.70	\$4,794.99	\$4,931.42	\$5,067.78	\$5,207.05	\$5,346.56	\$5,489.85	\$5,636.94
		Daily	\$424.97	\$438.60	\$452.25	\$465.87	\$479.50	\$493.15	\$506.78	\$520.71	\$534.66	\$548.99	\$563.70
		Hourly	\$56.67	\$58.48	\$60.30	\$62.12	\$63.94	\$65.76	\$67.58	\$69.43	\$71.29	\$73.20	\$75.16

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
XC	41	Annual	\$115,554.00	\$119,197.00	\$122,842.00	\$126,490.00	\$130,134.00	\$133,776.00	\$137,419.00	\$141,200.00	\$144,979.00	\$148,858.00	\$152,842.00
		Bi-Wk	\$4,427.36	\$4,566.94	\$4,706.60	\$4,846.37	\$4,985.98	\$5,125.52	\$5,265.10	\$5,409.97	\$5,554.76	\$5,703.38	\$5,856.02
		Daily	\$442.74	\$456.70	\$470.66	\$484.64	\$498.60	\$512.56	\$526.51	\$541.00	\$555.48	\$570.34	\$585.61
		Hourly	\$59.04	\$60.90	\$62.76	\$64.62	\$66.48	\$68.35	\$70.21	\$72.14	\$74.07	\$76.05	\$78.09
XC	42	Annual	\$120,369.00	\$124,100.00	\$127,830.00	\$131,541.00	\$135,275.00	\$139,003.00	\$142,728.00	\$146,655.00	\$150,579.00	\$154,607.00	\$158,743.00
		Bi-Wk	\$4,611.84	\$4,754.79	\$4,897.71	\$5,039.89	\$5,182.96	\$5,325.79	\$5,468.51	\$5,618.97	\$5,769.32	\$5,923.64	\$6,082.11
		Daily	\$461.19	\$475.48	\$489.78	\$503.99	\$518.30	\$532.58	\$546.86	\$561.90	\$576.94	\$592.37	\$608.22
		Hourly	\$61.50	\$63.40	\$65.31	\$67.20	\$69.11	\$71.02	\$72.92	\$74.92	\$76.93	\$78.99	\$81.10
XC	43	Annual	\$125,479.00	\$129,281.00	\$133,083.00	\$136,880.00	\$140,683.00	\$144,480.00	\$148,275.00	\$152,357.00	\$156,432.00	\$160,618.00	\$164,916.00
		Bi-Wk	\$4,807.63	\$4,953.30	\$5,098.97	\$5,244.45	\$5,390.16	\$5,535.64	\$5,681.04	\$5,837.44	\$5,993.57	\$6,153.95	\$6,318.63
		Daily	\$480.77	\$495.33	\$509.90	\$524.45	\$539.02	\$553.57	\$568.11	\$583.75	\$599.36	\$615.40	\$631.87
		Hourly	\$64.11	\$66.05	\$67.99	\$69.93	\$71.87	\$73.81	\$75.75	\$77.84	\$79.92	\$82.06	\$84.25