

P-1 XC 37.5 HOUR PLAN EFFECTIVE 7/12/2002

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
XC	1	Annual	\$19,603.00	\$20,085.00	\$20,559.00	\$21,038.00	\$21,513.00	\$21,994.00	\$22,469.00	\$23,085.00	\$23,705.00	\$24,341.00
		Bi-Wk	\$751.08	\$769.55	\$787.71	\$806.06	\$824.26	\$842.69	\$860.89	\$884.49	\$908.24	\$932.61
		Daily	\$75.11	\$76.96	\$78.78	\$80.61	\$82.43	\$84.27	\$86.09	\$88.45	\$90.83	\$93.27
		Hourly	\$10.02	\$10.27	\$10.51	\$10.75	\$11.00	\$11.24	\$11.48	\$11.80	\$12.11	\$12.44
XC	2	Annual	\$20,559.00	\$21,038.00	\$21,513.00	\$21,994.00	\$22,469.00	\$22,947.00	\$23,421.00	\$24,067.00	\$24,709.00	\$25,369.00
		Bi-Wk	\$787.71	\$806.06	\$824.26	\$842.69	\$860.89	\$879.20	\$897.36	\$922.11	\$946.71	\$972.00
		Daily	\$78.78	\$80.61	\$82.43	\$84.27	\$86.09	\$87.92	\$89.74	\$92.22	\$94.68	\$97.20
		Hourly	\$10.51	\$10.75	\$11.00	\$11.24	\$11.48	\$11.73	\$11.97	\$12.30	\$12.63	\$12.96
XC	3	Annual	\$21,038.00	\$21,513.00	\$21,994.00	\$22,469.00	\$22,947.00	\$23,421.00	\$23,899.00	\$24,559.00	\$25,213.00	\$25,885.00
		Bi-Wk	\$806.06	\$824.26	\$842.69	\$860.89	\$879.20	\$897.36	\$915.68	\$940.96	\$966.02	\$991.77
		Daily	\$80.61	\$82.43	\$84.27	\$86.09	\$87.92	\$89.74	\$91.57	\$94.10	\$96.61	\$99.18
		Hourly	\$10.75	\$11.00	\$11.24	\$11.48	\$11.73	\$11.97	\$12.21	\$12.55	\$12.89	\$13.23
XC	4	Annual	\$21,717.00	\$22,298.00	\$22,873.00	\$23,457.00	\$24,042.00	\$24,617.00	\$25,194.00	\$25,889.00	\$26,583.00	\$27,294.00
		Bi-Wk	\$832.07	\$854.33	\$876.37	\$898.74	\$921.15	\$943.19	\$965.29	\$991.92	\$1,018.51	\$1,045.75
		Daily	\$83.21	\$85.44	\$87.64	\$89.88	\$92.12	\$94.32	\$96.53	\$99.20	\$101.86	\$104.58
		Hourly	\$11.10	\$11.40	\$11.69	\$11.99	\$12.29	\$12.58	\$12.88	\$13.23	\$13.59	\$13.95
XC	5	Annual	\$22,260.00	\$22,873.00	\$23,490.00	\$24,101.00	\$24,712.00	\$25,327.00	\$25,943.00	\$26,655.00	\$27,368.00	\$28,101.00
		Bi-Wk	\$852.88	\$876.37	\$900.00	\$923.41	\$946.82	\$970.39	\$993.99	\$1,021.27	\$1,048.59	\$1,076.67
		Daily	\$85.29	\$87.64	\$90.00	\$92.35	\$94.69	\$97.04	\$99.40	\$102.13	\$104.86	\$107.67
		Hourly	\$11.38	\$11.69	\$12.00	\$12.32	\$12.63	\$12.94	\$13.26	\$13.62	\$13.99	\$14.36
XC	6	Annual	\$23,017.00	\$23,632.00	\$24,242.00	\$24,759.00	\$25,467.00	\$26,080.00	\$26,690.00	\$27,424.00	\$28,157.00	\$28,909.00
		Bi-Wk	\$881.88	\$905.45	\$928.82	\$948.63	\$975.75	\$999.24	\$1,022.61	\$1,050.73	\$1,078.82	\$1,107.63
		Daily	\$88.19	\$90.55	\$92.89	\$94.87	\$97.58	\$99.93	\$102.27	\$105.08	\$107.89	\$110.77
		Hourly	\$11.76	\$12.08	\$12.39	\$12.65	\$13.01	\$13.33	\$13.64	\$14.01	\$14.39	\$14.77
XC	7	Annual	\$23,696.00	\$24,306.00	\$24,920.00	\$25,532.00	\$26,147.00	\$26,759.00	\$27,371.00	\$28,122.00	\$28,874.00	\$29,648.00
		Bi-Wk	\$907.90	\$931.27	\$954.79	\$978.24	\$1,001.81	\$1,025.25	\$1,048.70	\$1,077.48	\$1,106.29	\$1,135.94
		Daily	\$90.79	\$93.13	\$95.48	\$97.83	\$100.19	\$102.53	\$104.87	\$107.75	\$110.63	\$113.60
		Hourly	\$12.11	\$12.42	\$12.74	\$13.05	\$13.36	\$13.67	\$13.99	\$14.37	\$14.76	\$15.15
XC	8	Annual	\$25,467.00	\$26,214.00	\$26,972.00	\$27,717.00	\$28,468.00	\$29,220.00	\$29,972.00	\$30,794.00	\$31,618.00	\$32,465.00
		Bi-Wk	\$975.75	\$1,004.37	\$1,033.41	\$1,061.96	\$1,090.73	\$1,119.55	\$1,148.36	\$1,179.85	\$1,211.42	\$1,243.87
		Daily	\$97.58	\$100.44	\$103.35	\$106.20	\$109.08	\$111.96	\$114.84	\$117.99	\$121.15	\$124.39
		Hourly	\$13.01	\$13.40	\$13.78	\$14.16	\$14.55	\$14.93	\$15.32	\$15.74	\$16.16	\$16.59
XC	9	Annual	\$26,249.00	\$26,995.00	\$27,815.00	\$28,597.00	\$29,381.00	\$30,161.00	\$30,952.00	\$31,802.00	\$32,651.00	\$33,524.00
		Bi-Wk	\$1,005.71	\$1,034.30	\$1,065.71	\$1,095.68	\$1,125.71	\$1,155.60	\$1,185.91	\$1,218.47	\$1,251.00	\$1,284.45
		Daily	\$100.58	\$103.43	\$106.58	\$109.57	\$112.58	\$115.56	\$118.60	\$121.85	\$125.10	\$128.45
		Hourly	\$13.41	\$13.80	\$14.21	\$14.61	\$15.01	\$15.41	\$15.82	\$16.25	\$16.68	\$17.13

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Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
XC	10 Annual	\$27,094.00	\$27,915.00	\$28,729.00	\$29,552.00	\$30,370.00	\$31,203.00	\$32,064.00	\$32,945.00	\$33,829.00	\$34,737.00
	Bi-Wk	\$1,038.09	\$1,069.55	\$1,100.73	\$1,132.27	\$1,163.61	\$1,195.52	\$1,228.51	\$1,262.27	\$1,296.14	\$1,330.92
	Daily	\$103.81	\$106.96	\$110.08	\$113.23	\$116.37	\$119.56	\$122.86	\$126.23	\$129.62	\$133.10
	Hourly	\$13.85	\$14.27	\$14.68	\$15.10	\$15.52	\$15.95	\$16.39	\$16.84	\$17.29	\$17.75
XC	11 Annual	\$27,955.00	\$28,803.00	\$29,660.00	\$30,512.00	\$31,391.00	\$32,285.00	\$33,183.00	\$34,095.00	\$35,007.00	\$35,945.00
	Bi-Wk	\$1,071.08	\$1,103.57	\$1,136.40	\$1,169.05	\$1,202.73	\$1,236.98	\$1,271.38	\$1,306.33	\$1,341.27	\$1,377.21
	Daily	\$107.11	\$110.36	\$113.64	\$116.91	\$120.28	\$123.70	\$127.14	\$130.64	\$134.13	\$137.73
	Hourly	\$14.29	\$14.72	\$15.16	\$15.59	\$16.04	\$16.50	\$16.96	\$17.42	\$17.89	\$18.37
XC	12 Annual	\$28,860.00	\$29,754.00	\$30,634.00	\$31,555.00	\$32,482.00	\$33,418.00	\$34,345.00	\$35,290.00	\$36,233.00	\$37,203.00
	Bi-Wk	\$1,105.75	\$1,140.00	\$1,173.72	\$1,209.01	\$1,244.53	\$1,280.39	\$1,315.91	\$1,352.11	\$1,388.24	\$1,425.41
	Daily	\$110.58	\$114.00	\$117.38	\$120.91	\$124.46	\$128.04	\$131.60	\$135.22	\$138.83	\$142.55
	Hourly	\$14.75	\$15.20	\$15.65	\$16.13	\$16.60	\$17.08	\$17.55	\$18.03	\$18.51	\$19.01
XC	13 Annual	\$30,488.00	\$31,612.00	\$32,751.00	\$33,883.00	\$35,019.00	\$36,152.00	\$37,292.00	\$38,316.00	\$39,342.00	\$40,397.00
	Bi-Wk	\$1,168.13	\$1,211.19	\$1,254.83	\$1,298.20	\$1,341.73	\$1,385.14	\$1,428.82	\$1,468.05	\$1,507.36	\$1,547.78
	Daily	\$116.82	\$121.12	\$125.49	\$129.82	\$134.18	\$138.52	\$142.89	\$146.81	\$150.74	\$154.78
	Hourly	\$15.58	\$16.15	\$16.74	\$17.31	\$17.89	\$18.47	\$19.06	\$19.58	\$20.10	\$20.64
XC	14 Annual	\$31,914.00	\$33,090.00	\$34,264.00	\$35,435.00	\$36,604.00	\$37,777.00	\$38,945.00	\$40,015.00	\$41,087.00	\$42,188.00
	Bi-Wk	\$1,222.76	\$1,267.82	\$1,312.80	\$1,357.67	\$1,402.46	\$1,447.40	\$1,492.15	\$1,533.15	\$1,574.22	\$1,616.40
	Daily	\$122.28	\$126.79	\$131.28	\$135.77	\$140.25	\$144.74	\$149.22	\$153.32	\$157.43	\$161.64
	Hourly	\$16.31	\$16.91	\$17.51	\$18.11	\$18.70	\$19.30	\$19.90	\$20.45	\$20.99	\$21.56
XC	15 Annual	\$33,449.00	\$34,656.00	\$35,861.00	\$37,067.00	\$38,273.00	\$39,485.00	\$40,691.00	\$41,811.00	\$42,928.00	\$44,078.00
	Bi-Wk	\$1,281.58	\$1,327.82	\$1,373.99	\$1,420.20	\$1,466.40	\$1,512.84	\$1,559.05	\$1,601.96	\$1,644.76	\$1,688.82
	Daily	\$128.16	\$132.79	\$137.40	\$142.02	\$146.64	\$151.29	\$155.91	\$160.20	\$164.48	\$168.89
	Hourly	\$17.09	\$17.71	\$18.32	\$18.94	\$19.56	\$20.18	\$20.79	\$21.36	\$21.94	\$22.52
XC	16 Annual	\$35,076.00	\$36,319.00	\$37,565.00	\$38,807.00	\$40,048.00	\$41,293.00	\$42,531.00	\$43,698.00	\$44,869.00	\$46,072.00
	Bi-Wk	\$1,343.91	\$1,391.54	\$1,439.28	\$1,486.86	\$1,534.41	\$1,582.11	\$1,629.55	\$1,674.26	\$1,719.12	\$1,765.22
	Daily	\$134.40	\$139.16	\$143.93	\$148.69	\$153.45	\$158.22	\$162.96	\$167.43	\$171.92	\$176.53
	Hourly	\$17.92	\$18.56	\$19.20	\$19.83	\$20.46	\$21.10	\$21.73	\$22.33	\$22.93	\$23.54
XC	17 Annual	\$36,814.00	\$38,094.00	\$39,374.00	\$40,650.00	\$41,928.00	\$43,200.00	\$44,485.00	\$45,710.00	\$46,932.00	\$48,188.00
	Bi-Wk	\$1,410.50	\$1,459.55	\$1,508.59	\$1,557.48	\$1,606.44	\$1,655.18	\$1,704.41	\$1,751.35	\$1,798.17	\$1,846.29
	Daily	\$141.05	\$145.96	\$150.86	\$155.75	\$160.65	\$165.52	\$170.45	\$175.14	\$179.82	\$184.63
	Hourly	\$18.81	\$19.47	\$20.12	\$20.77	\$21.42	\$22.07	\$22.73	\$23.36	\$23.98	\$24.62
XC	18 Annual	\$38,669.00	\$39,983.00	\$41,293.00	\$42,606.00	\$43,909.00	\$45,222.00	\$46,530.00	\$47,810.00	\$49,092.00	\$50,410.00
	Bi-Wk	\$1,481.58	\$1,531.92	\$1,582.11	\$1,632.42	\$1,682.34	\$1,732.65	\$1,782.76	\$1,831.81	\$1,880.92	\$1,931.42
	Daily	\$148.16	\$153.20	\$158.22	\$163.25	\$168.24	\$173.27	\$178.28	\$183.19	\$188.10	\$193.15
	Hourly	\$19.76	\$20.43	\$21.10	\$21.77	\$22.44	\$23.11	\$23.78	\$24.43	\$25.08	\$25.76

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Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
XC	19 Annual	\$40,574.00	\$41,928.00	\$43,275.00	\$44,630.00	\$45,970.00	\$47,317.00	\$48,666.00	\$50,006.00	\$51,343.00	\$52,718.00
	Bi-Wk	\$1,554.56	\$1,606.44	\$1,658.05	\$1,709.97	\$1,761.31	\$1,812.92	\$1,864.60	\$1,915.94	\$1,967.17	\$2,019.85
	Daily	\$155.46	\$160.65	\$165.81	\$171.00	\$176.14	\$181.30	\$186.46	\$191.60	\$196.72	\$201.99
	Hourly	\$20.73	\$21.42	\$22.11	\$22.80	\$23.49	\$24.18	\$24.87	\$25.55	\$26.23	\$26.94
XC	20 Annual	\$42,644.00	\$44,025.00	\$45,405.00	\$46,784.00	\$48,161.00	\$49,544.00	\$50,925.00	\$52,326.00	\$53,726.00	\$55,164.00
	Bi-Wk	\$1,633.87	\$1,686.79	\$1,739.66	\$1,792.50	\$1,845.25	\$1,898.24	\$1,951.15	\$2,004.83	\$2,058.47	\$2,113.57
	Daily	\$163.39	\$168.68	\$173.97	\$179.25	\$184.53	\$189.83	\$195.12	\$200.49	\$205.85	\$211.36
	Hourly	\$21.79	\$22.50	\$23.20	\$23.90	\$24.61	\$25.31	\$26.02	\$26.74	\$27.45	\$28.19
XC	21 Annual	\$44,747.00	\$46,166.00	\$47,585.00	\$49,004.00	\$50,424.00	\$51,842.00	\$53,263.00	\$54,726.00	\$56,190.00	\$57,695.00
	Bi-Wk	\$1,714.45	\$1,768.82	\$1,823.19	\$1,877.55	\$1,931.96	\$1,986.29	\$2,040.73	\$2,096.79	\$2,152.88	\$2,210.54
	Daily	\$171.45	\$176.89	\$182.32	\$187.76	\$193.20	\$198.63	\$204.08	\$209.68	\$215.29	\$221.06
	Hourly	\$22.86	\$23.59	\$24.31	\$25.04	\$25.76	\$26.49	\$27.21	\$27.96	\$28.71	\$29.48
XC	22 Annual	\$45,970.00	\$47,657.00	\$49,342.00	\$51,022.00	\$52,708.00	\$54,393.00	\$56,076.00	\$57,618.00	\$59,160.00	\$60,745.00
	Bi-Wk	\$1,761.31	\$1,825.94	\$1,890.50	\$1,954.87	\$2,019.47	\$2,084.03	\$2,148.51	\$2,207.59	\$2,266.67	\$2,327.40
	Daily	\$176.14	\$182.60	\$189.05	\$195.49	\$201.95	\$208.41	\$214.86	\$220.76	\$226.67	\$232.74
	Hourly	\$23.49	\$24.35	\$25.21	\$26.07	\$26.93	\$27.79	\$28.65	\$29.44	\$30.23	\$31.04
XC	23 Annual	\$48,148.00	\$49,904.00	\$51,654.00	\$53,411.00	\$55,164.00	\$56,921.00	\$58,677.00	\$60,288.00	\$61,902.00	\$63,561.00
	Bi-Wk	\$1,844.76	\$1,912.04	\$1,979.09	\$2,046.40	\$2,113.57	\$2,180.89	\$2,248.17	\$2,309.89	\$2,371.73	\$2,435.29
	Daily	\$184.48	\$191.21	\$197.91	\$204.64	\$211.36	\$218.09	\$224.82	\$230.99	\$237.18	\$243.53
	Hourly	\$24.60	\$25.50	\$26.39	\$27.29	\$28.19	\$29.08	\$29.98	\$30.80	\$31.63	\$32.48
XC	24 Annual	\$50,463.00	\$52,293.00	\$54,119.00	\$55,950.00	\$57,782.00	\$59,608.00	\$61,435.00	\$63,124.00	\$64,813.00	\$66,549.00
	Bi-Wk	\$1,933.45	\$2,003.57	\$2,073.53	\$2,143.68	\$2,213.87	\$2,283.84	\$2,353.84	\$2,418.55	\$2,483.26	\$2,549.78
	Daily	\$193.35	\$200.36	\$207.36	\$214.37	\$221.39	\$228.39	\$235.39	\$241.86	\$248.33	\$254.98
	Hourly	\$25.78	\$26.72	\$27.65	\$28.59	\$29.52	\$30.46	\$31.39	\$32.25	\$33.12	\$34.00
XC	25 Annual	\$52,926.00	\$54,830.00	\$56,718.00	\$58,617.00	\$60,513.00	\$62,411.00	\$64,304.00	\$66,073.00	\$67,841.00	\$69,656.00
	Bi-Wk	\$2,027.82	\$2,100.77	\$2,173.11	\$2,245.87	\$2,318.51	\$2,391.23	\$2,463.76	\$2,531.54	\$2,599.28	\$2,668.82
	Daily	\$202.79	\$210.08	\$217.32	\$224.59	\$231.86	\$239.13	\$246.38	\$253.16	\$259.93	\$266.89
	Hourly	\$27.04	\$28.02	\$28.98	\$29.95	\$30.92	\$31.89	\$32.86	\$33.76	\$34.66	\$35.59
XC	26 Annual	\$55,537.00	\$57,500.00	\$59,474.00	\$61,435.00	\$63,403.00	\$65,370.00	\$67,333.00	\$69,184.00	\$71,038.00	\$72,942.00
	Bi-Wk	\$2,127.86	\$2,203.07	\$2,278.70	\$2,353.84	\$2,429.24	\$2,504.60	\$2,579.81	\$2,650.73	\$2,721.77	\$2,794.72
	Daily	\$212.79	\$220.31	\$227.87	\$235.39	\$242.93	\$250.46	\$257.99	\$265.08	\$272.18	\$279.48
	Hourly	\$28.38	\$29.38	\$30.39	\$31.39	\$32.39	\$33.40	\$34.40	\$35.35	\$36.30	\$37.27
XC	27 Annual	\$58,292.00	\$60,328.00	\$62,365.00	\$64,393.00	\$66,432.00	\$68,464.00	\$70,504.00	\$72,441.00	\$74,380.00	\$76,374.00
	Bi-Wk	\$2,233.41	\$2,311.42	\$2,389.47	\$2,467.17	\$2,545.29	\$2,623.15	\$2,701.31	\$2,775.52	\$2,849.81	\$2,926.21
	Daily	\$223.35	\$231.15	\$238.95	\$246.72	\$254.53	\$262.32	\$270.14	\$277.56	\$284.99	\$292.63
	Hourly	\$29.78	\$30.82	\$31.86	\$32.90	\$33.94	\$34.98	\$36.02	\$37.01	\$38.00	\$39.02

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XC	28	Annual	\$61,236.00	\$63,340.00	\$65,451.00	\$67,557.00	\$69,659.00	\$71,759.00	\$73,863.00	\$75,893.00	\$77,927.00	\$80,016.00
		Bi-Wk	\$2,346.21	\$2,426.82	\$2,507.71	\$2,588.40	\$2,668.93	\$2,749.39	\$2,830.00	\$2,907.78	\$2,985.71	\$3,065.75
		Daily	\$234.63	\$242.69	\$250.78	\$258.84	\$266.90	\$274.94	\$283.00	\$290.78	\$298.58	\$306.58
		Hourly	\$31.29	\$32.36	\$33.44	\$34.52	\$35.59	\$36.66	\$37.74	\$38.78	\$39.81	\$40.88
XC	29	Annual	\$61,824.00	\$64,143.00	\$66,467.00	\$68,786.00	\$71,106.00	\$73,422.00	\$75,744.00	\$77,826.00	\$79,910.00	\$82,049.00
		Bi-Wk	\$2,368.74	\$2,457.59	\$2,546.63	\$2,635.48	\$2,724.37	\$2,813.11	\$2,902.07	\$2,981.84	\$3,061.69	\$3,143.64
		Daily	\$236.88	\$245.76	\$254.67	\$263.55	\$272.44	\$281.32	\$290.21	\$298.19	\$306.17	\$314.37
		Hourly	\$31.59	\$32.77	\$33.96	\$35.14	\$36.33	\$37.51	\$38.70	\$39.76	\$40.83	\$41.92
XC	30	Annual	\$64,304.00	\$66,692.00	\$69,084.00	\$71,467.00	\$73,852.00	\$76,240.00	\$78,632.00	\$80,794.00	\$82,954.00	\$85,172.00
		Bi-Wk	\$2,463.76	\$2,555.25	\$2,646.90	\$2,738.20	\$2,829.58	\$2,921.08	\$3,012.73	\$3,095.56	\$3,178.32	\$3,263.30
		Daily	\$246.38	\$255.53	\$264.69	\$273.82	\$282.96	\$292.11	\$301.28	\$309.56	\$317.84	\$326.33
		Hourly	\$32.86	\$34.07	\$35.30	\$36.51	\$37.73	\$38.95	\$40.17	\$41.28	\$42.38	\$43.52
XC	31	Annual	\$66,885.00	\$69,341.00	\$71,798.00	\$74,258.00	\$76,721.00	\$79,177.00	\$81,634.00	\$83,880.00	\$86,123.00	\$88,425.00
		Bi-Wk	\$2,562.65	\$2,656.75	\$2,750.89	\$2,845.14	\$2,939.51	\$3,033.61	\$3,127.74	\$3,213.80	\$3,299.74	\$3,387.94
		Daily	\$256.27	\$265.68	\$275.09	\$284.52	\$293.96	\$303.37	\$312.78	\$321.38	\$329.98	\$338.80
		Hourly	\$34.17	\$35.43	\$36.68	\$37.94	\$39.20	\$40.45	\$41.71	\$42.86	\$44.00	\$45.18
XC	32	Annual	\$69,565.00	\$72,092.00	\$74,616.00	\$77,140.00	\$79,671.00	\$82,194.00	\$84,727.00	\$87,057.00	\$89,385.00	\$91,777.00
		Bi-Wk	\$2,665.33	\$2,762.15	\$2,858.86	\$2,955.56	\$3,052.53	\$3,149.20	\$3,246.25	\$3,335.52	\$3,424.72	\$3,516.37
		Daily	\$266.54	\$276.22	\$285.89	\$295.56	\$305.26	\$314.92	\$324.63	\$333.56	\$342.48	\$351.64
		Hourly	\$35.54	\$36.83	\$38.12	\$39.41	\$40.71	\$41.99	\$43.29	\$44.48	\$45.67	\$46.89
XC	33	Annual	\$72,369.00	\$74,964.00	\$77,560.00	\$80,155.00	\$82,751.00	\$85,348.00	\$87,949.00	\$90,367.00	\$92,787.00	\$95,272.00
		Bi-Wk	\$2,772.76	\$2,872.19	\$2,971.65	\$3,071.08	\$3,170.54	\$3,270.04	\$3,369.70	\$3,462.34	\$3,555.06	\$3,650.27
		Daily	\$277.28	\$287.22	\$297.17	\$307.11	\$317.06	\$327.01	\$336.97	\$346.24	\$355.51	\$365.03
		Hourly	\$36.98	\$38.30	\$39.63	\$40.95	\$42.28	\$43.61	\$44.93	\$46.17	\$47.41	\$48.68
XC	34	Annual	\$75,348.00	\$78,012.00	\$80,682.00	\$83,351.00	\$86,014.00	\$88,683.00	\$91,348.00	\$93,859.00	\$96,373.00	\$98,958.00
		Bi-Wk	\$2,886.90	\$2,988.97	\$3,091.27	\$3,193.53	\$3,295.56	\$3,397.82	\$3,499.93	\$3,596.14	\$3,692.46	\$3,791.50
		Daily	\$288.69	\$298.90	\$309.13	\$319.36	\$329.56	\$339.79	\$350.00	\$359.62	\$369.25	\$379.15
		Hourly	\$38.50	\$39.86	\$41.22	\$42.59	\$43.95	\$45.31	\$46.67	\$47.95	\$49.24	\$50.56
XC	35	Annual	\$78,444.00	\$81,176.00	\$83,547.00	\$86,649.00	\$89,381.00	\$92,114.00	\$94,485.00	\$97,083.00	\$99,681.00	\$102,351.00
		Bi-Wk	\$3,005.52	\$3,110.20	\$3,201.04	\$3,319.89	\$3,424.56	\$3,529.28	\$3,620.12	\$3,719.66	\$3,819.20	\$3,921.50
		Daily	\$300.56	\$311.02	\$320.11	\$331.99	\$342.46	\$352.93	\$362.02	\$371.97	\$381.92	\$392.15
		Hourly	\$40.08	\$41.47	\$42.69	\$44.27	\$45.67	\$47.06	\$48.27	\$49.60	\$50.93	\$52.29
XC	36	Annual	\$81,707.00	\$84,508.00	\$87,317.00	\$90,120.00	\$92,929.00	\$95,733.00	\$98,535.00	\$101,247.00	\$103,956.00	\$106,738.00
		Bi-Wk	\$3,130.54	\$3,237.86	\$3,345.48	\$3,452.88	\$3,560.50	\$3,667.94	\$3,775.29	\$3,879.20	\$3,982.99	\$4,089.58
		Daily	\$313.06	\$323.79	\$334.55	\$345.29	\$356.05	\$366.80	\$377.53	\$387.92	\$398.30	\$408.96
		Hourly	\$41.75	\$43.18	\$44.61	\$46.04	\$47.48	\$48.91	\$50.34	\$51.73	\$53.11	\$54.53

P-1 XC 37.5 HOUR PLAN EFFECTIVE 7/12/2002

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
XC	37	Annual	\$85,095.00	\$87,975.00	\$90,858.00	\$93,742.00	\$96,625.00	\$99,509.00	\$102,389.00	\$105,203.00	\$108,018.00	\$110,907.00
		Bi-Wk	\$3,260.35	\$3,370.69	\$3,481.15	\$3,591.65	\$3,702.11	\$3,812.61	\$3,922.96	\$4,030.77	\$4,138.63	\$4,249.32
		Daily	\$326.04	\$337.07	\$348.12	\$359.17	\$370.22	\$381.27	\$392.30	\$403.08	\$413.87	\$424.94
		Hourly	\$43.48	\$44.95	\$46.42	\$47.89	\$49.37	\$50.84	\$52.31	\$53.75	\$55.19	\$56.66
XC	38	Annual	\$88,610.00	\$91,556.00	\$94,512.00	\$97,459.00	\$100,408.00	\$103,357.00	\$106,309.00	\$109,232.00	\$112,153.00	\$115,154.00
		Bi-Wk	\$3,395.02	\$3,507.90	\$3,621.15	\$3,734.07	\$3,847.05	\$3,960.04	\$4,073.15	\$4,185.14	\$4,297.05	\$4,412.04
		Daily	\$339.51	\$350.79	\$362.12	\$373.41	\$384.71	\$396.01	\$407.32	\$418.52	\$429.71	\$441.21
		Hourly	\$45.27	\$46.78	\$48.29	\$49.79	\$51.30	\$52.81	\$54.31	\$55.81	\$57.30	\$58.83
XC	39	Annual	\$92,292.00	\$95,312.00	\$98,333.00	\$101,359.00	\$104,378.00	\$107,485.00	\$110,419.00	\$113,453.00	\$116,492.00	\$119,613.00
		Bi-Wk	\$3,536.10	\$3,651.81	\$3,767.55	\$3,883.49	\$3,999.16	\$4,118.20	\$4,230.62	\$4,346.86	\$4,463.30	\$4,582.88
		Daily	\$353.61	\$365.19	\$376.76	\$388.35	\$399.92	\$411.82	\$423.07	\$434.69	\$446.33	\$458.29
		Hourly	\$47.15	\$48.70	\$50.24	\$51.78	\$53.33	\$54.91	\$56.41	\$57.96	\$59.52	\$61.11
XC	40	Annual	\$96,140.00	\$99,223.00	\$102,313.00	\$105,395.00	\$108,478.00	\$111,566.00	\$114,651.00	\$117,802.00	\$120,958.00	\$124,199.00
		Bi-Wk	\$3,683.53	\$3,801.65	\$3,920.04	\$4,038.13	\$4,156.25	\$4,274.56	\$4,392.76	\$4,513.49	\$4,634.41	\$4,758.59
		Daily	\$368.36	\$380.17	\$392.01	\$403.82	\$415.63	\$427.46	\$439.28	\$451.35	\$463.45	\$475.86
		Hourly	\$49.12	\$50.69	\$52.27	\$53.85	\$55.42	\$57.00	\$58.58	\$60.18	\$61.80	\$63.45
XC	41	Annual	\$100,162.00	\$103,319.00	\$106,479.00	\$109,641.00	\$112,800.00	\$115,958.00	\$119,114.00	\$122,392.00	\$125,667.00	\$129,030.00
		Bi-Wk	\$3,837.63	\$3,958.59	\$4,079.66	\$4,200.81	\$4,321.84	\$4,442.84	\$4,563.76	\$4,689.35	\$4,814.83	\$4,943.68
		Daily	\$383.77	\$395.86	\$407.97	\$420.09	\$432.19	\$444.29	\$456.38	\$468.94	\$481.49	\$494.37
		Hourly	\$51.17	\$52.79	\$54.40	\$56.02	\$57.63	\$59.24	\$60.86	\$62.53	\$64.20	\$65.92
XC	42	Annual	\$104,335.00	\$107,570.00	\$110,803.00	\$114,020.00	\$117,255.00	\$120,488.00	\$123,717.00	\$127,121.00	\$130,522.00	\$134,014.00
		Bi-Wk	\$3,997.51	\$4,121.46	\$4,245.33	\$4,368.59	\$4,492.53	\$4,616.40	\$4,740.12	\$4,870.54	\$5,000.85	\$5,134.64
		Daily	\$399.76	\$412.15	\$424.54	\$436.86	\$449.26	\$461.64	\$474.02	\$487.06	\$500.09	\$513.47
		Hourly	\$53.31	\$54.96	\$56.61	\$58.25	\$59.91	\$61.56	\$63.21	\$64.95	\$66.68	\$68.47
XC	43	Annual	\$108,764.00	\$112,060.00	\$115,356.00	\$118,647.00	\$121,945.00	\$125,234.00	\$128,526.00	\$132,063.00	\$135,596.00	\$139,224.00
		Bi-Wk	\$4,167.21	\$4,293.49	\$4,419.78	\$4,545.87	\$4,672.23	\$4,798.24	\$4,924.37	\$5,059.89	\$5,195.25	\$5,334.26
		Daily	\$416.73	\$429.35	\$441.98	\$454.59	\$467.23	\$479.83	\$492.44	\$505.99	\$519.53	\$533.43
		Hourly	\$55.57	\$57.25	\$58.94	\$60.62	\$62.30	\$63.98	\$65.66	\$67.47	\$69.27	\$71.13