

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 7/1/2006

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	1	Annual	\$21,319.00	\$21,843.00	\$22,358.00	\$22,878.00	\$23,394.00	\$23,919.00	\$24,435.00	\$25,105.00	\$25,779.00	\$26,470.00	\$27,180.00
		Bi-Wk	\$816.82	\$836.90	\$856.63	\$876.56	\$896.33	\$916.44	\$936.21	\$961.88	\$987.71	\$1,014.18	\$1,041.38
		Daily	\$81.69	\$83.69	\$85.67	\$87.66	\$89.64	\$91.65	\$93.63	\$96.19	\$98.78	\$101.42	\$104.14
		Hourly	\$10.90	\$11.16	\$11.43	\$11.69	\$11.96	\$12.22	\$12.49	\$12.83	\$13.17	\$13.53	\$13.89
XC	2	Annual	\$22,358.00	\$22,878.00	\$23,394.00	\$23,919.00	\$24,435.00	\$24,955.00	\$25,470.00	\$26,172.00	\$26,871.00	\$27,588.00	\$28,324.00
		Bi-Wk	\$856.63	\$876.56	\$896.33	\$916.44	\$936.21	\$956.14	\$975.87	\$1,002.76	\$1,029.55	\$1,057.02	\$1,085.22
		Daily	\$85.67	\$87.66	\$89.64	\$91.65	\$93.63	\$95.62	\$97.59	\$100.28	\$102.96	\$105.71	\$108.53
		Hourly	\$11.43	\$11.69	\$11.96	\$12.22	\$12.49	\$12.75	\$13.02	\$13.38	\$13.73	\$14.10	\$14.47
XC	3	Annual	\$22,878.00	\$23,394.00	\$23,919.00	\$24,435.00	\$24,955.00	\$25,470.00	\$25,989.00	\$26,707.00	\$27,419.00	\$28,149.00	\$28,899.00
		Bi-Wk	\$876.56	\$896.33	\$916.44	\$936.21	\$956.14	\$975.87	\$995.75	\$1,023.26	\$1,050.54	\$1,078.51	\$1,107.25
		Daily	\$87.66	\$89.64	\$91.65	\$93.63	\$95.62	\$97.59	\$99.58	\$102.33	\$105.06	\$107.86	\$110.73
		Hourly	\$11.69	\$11.96	\$12.22	\$12.49	\$12.75	\$13.02	\$13.28	\$13.65	\$14.01	\$14.39	\$14.77
XC	4	Annual	\$23,617.00	\$24,249.00	\$24,875.00	\$25,510.00	\$26,144.00	\$26,770.00	\$27,398.00	\$28,155.00	\$28,908.00	\$29,681.00	\$30,476.00
		Bi-Wk	\$904.87	\$929.09	\$953.07	\$977.40	\$1,001.69	\$1,025.68	\$1,049.74	\$1,078.74	\$1,107.59	\$1,137.21	\$1,167.67
		Daily	\$90.49	\$92.91	\$95.31	\$97.74	\$100.17	\$102.57	\$104.98	\$107.88	\$110.76	\$113.73	\$116.77
		Hourly	\$12.07	\$12.39	\$12.71	\$13.04	\$13.36	\$13.68	\$14.00	\$14.39	\$14.77	\$15.17	\$15.57
XC	5	Annual	\$24,208.00	\$24,875.00	\$25,547.00	\$26,210.00	\$26,874.00	\$27,542.00	\$28,212.00	\$28,986.00	\$29,763.00	\$30,559.00	\$31,377.00
		Bi-Wk	\$927.51	\$953.07	\$978.82	\$1,004.22	\$1,029.66	\$1,055.25	\$1,080.92	\$1,110.58	\$1,140.35	\$1,170.85	\$1,202.19
		Daily	\$92.76	\$95.31	\$97.89	\$100.43	\$102.97	\$105.53	\$108.10	\$111.06	\$114.04	\$117.09	\$120.22
		Hourly	\$12.37	\$12.71	\$13.06	\$13.39	\$13.73	\$14.07	\$14.42	\$14.81	\$15.21	\$15.62	\$16.03
XC	6	Annual	\$25,031.00	\$25,700.00	\$26,362.00	\$26,924.00	\$27,695.00	\$28,361.00	\$29,023.00	\$29,823.00	\$30,620.00	\$31,437.00	\$32,278.00
		Bi-Wk	\$959.05	\$984.68	\$1,010.04	\$1,031.58	\$1,061.12	\$1,086.63	\$1,112.00	\$1,142.65	\$1,173.19	\$1,204.49	\$1,236.71
		Daily	\$95.91	\$98.47	\$101.01	\$103.16	\$106.12	\$108.67	\$111.20	\$114.27	\$117.32	\$120.45	\$123.68
		Hourly	\$12.79	\$13.13	\$13.47	\$13.76	\$14.15	\$14.49	\$14.83	\$15.24	\$15.65	\$16.06	\$16.49
XC	7	Annual	\$25,769.00	\$26,433.00	\$27,100.00	\$27,764.00	\$28,434.00	\$29,100.00	\$29,766.00	\$30,583.00	\$31,400.00	\$32,241.00	\$33,104.00
		Bi-Wk	\$987.32	\$1,012.76	\$1,038.32	\$1,063.76	\$1,089.43	\$1,114.95	\$1,140.46	\$1,171.77	\$1,203.07	\$1,235.29	\$1,268.36
		Daily	\$98.74	\$101.28	\$103.84	\$106.38	\$108.95	\$111.50	\$114.05	\$117.18	\$120.31	\$123.53	\$126.84
		Hourly	\$13.17	\$13.51	\$13.85	\$14.19	\$14.53	\$14.87	\$15.21	\$15.63	\$16.05	\$16.48	\$16.92
XC	8	Annual	\$27,695.00	\$28,507.00	\$29,332.00	\$30,142.00	\$30,959.00	\$31,776.00	\$32,594.00	\$33,488.00	\$34,384.00	\$35,304.00	\$36,250.00
		Bi-Wk	\$1,061.12	\$1,092.23	\$1,123.84	\$1,154.87	\$1,186.17	\$1,217.48	\$1,248.82	\$1,283.07	\$1,317.40	\$1,352.65	\$1,388.89
		Daily	\$106.12	\$109.23	\$112.39	\$115.49	\$118.62	\$121.75	\$124.89	\$128.31	\$131.74	\$135.27	\$138.89
		Hourly	\$14.15	\$14.57	\$14.99	\$15.40	\$15.82	\$16.24	\$16.66	\$17.11	\$17.57	\$18.04	\$18.52
XC	9	Annual	\$28,545.00	\$29,355.00	\$30,248.00	\$31,099.00	\$31,952.00	\$32,799.00	\$33,659.00	\$34,584.00	\$35,508.00	\$36,458.00	\$37,433.00
		Bi-Wk	\$1,093.68	\$1,124.72	\$1,158.93	\$1,191.54	\$1,224.22	\$1,256.67	\$1,289.62	\$1,325.06	\$1,360.46	\$1,396.86	\$1,434.22
		Daily	\$109.37	\$112.48	\$115.90	\$119.16	\$122.43	\$125.67	\$128.97	\$132.51	\$136.05	\$139.69	\$143.43
		Hourly	\$14.59	\$15.00	\$15.46	\$15.89	\$16.33	\$16.76	\$17.20	\$17.67	\$18.14	\$18.63	\$19.13

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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	Step 11
XC	10	Annual	\$29,464.00	\$30,358.00	\$31,242.00	\$32,137.00	\$33,026.00	\$33,933.00	\$34,869.00	\$35,826.00	\$36,788.00	\$37,775.00	\$38,790.00
		Bi-Wk	\$1,128.89	\$1,163.15	\$1,197.02	\$1,231.31	\$1,265.37	\$1,300.12	\$1,335.98	\$1,372.65	\$1,409.51	\$1,447.32	\$1,486.21
		Daily	\$112.89	\$116.32	\$119.71	\$123.14	\$126.54	\$130.02	\$133.60	\$137.27	\$140.96	\$144.74	\$148.63
		Hourly	\$15.06	\$15.51	\$15.97	\$16.42	\$16.88	\$17.34	\$17.82	\$18.31	\$18.80	\$19.30	\$19.82
XC	11	Annual	\$30,401.00	\$31,323.00	\$32,255.00	\$33,179.00	\$34,136.00	\$35,109.00	\$36,085.00	\$37,077.00	\$38,068.00	\$39,088.00	\$40,137.00
		Bi-Wk	\$1,164.79	\$1,200.12	\$1,235.83	\$1,271.23	\$1,307.90	\$1,345.18	\$1,382.57	\$1,420.58	\$1,458.55	\$1,497.63	\$1,537.82
		Daily	\$116.48	\$120.02	\$123.59	\$127.13	\$130.79	\$134.52	\$138.26	\$142.06	\$145.86	\$149.77	\$153.79
		Hourly	\$15.54	\$16.01	\$16.48	\$16.95	\$17.44	\$17.94	\$18.44	\$18.95	\$19.45	\$19.97	\$20.51
XC	12	Annual	\$31,386.00	\$32,357.00	\$33,313.00	\$34,315.00	\$35,323.00	\$36,341.00	\$37,349.00	\$38,377.00	\$39,402.00	\$40,457.00	\$41,541.00
		Bi-Wk	\$1,202.53	\$1,239.74	\$1,276.37	\$1,314.76	\$1,353.38	\$1,392.38	\$1,431.00	\$1,470.39	\$1,509.66	\$1,550.08	\$1,591.61
		Daily	\$120.26	\$123.98	\$127.64	\$131.48	\$135.34	\$139.24	\$143.10	\$147.04	\$150.97	\$155.01	\$159.17
		Hourly	\$16.04	\$16.53	\$17.02	\$17.54	\$18.05	\$18.57	\$19.08	\$19.61	\$20.13	\$20.67	\$21.23
XC	13	Annual	\$33,156.00	\$34,377.00	\$35,616.00	\$36,847.00	\$38,083.00	\$39,313.00	\$40,554.00	\$41,667.00	\$42,784.00	\$43,930.00	\$45,109.00
		Bi-Wk	\$1,270.35	\$1,317.13	\$1,364.60	\$1,411.77	\$1,459.12	\$1,506.25	\$1,553.80	\$1,596.44	\$1,639.24	\$1,683.15	\$1,728.32
		Daily	\$127.04	\$131.72	\$136.46	\$141.18	\$145.92	\$150.63	\$155.38	\$159.65	\$163.93	\$168.32	\$172.84
		Hourly	\$16.94	\$17.57	\$18.20	\$18.83	\$19.46	\$20.09	\$20.72	\$21.29	\$21.86	\$22.45	\$23.05
XC	14	Annual	\$34,705.00	\$35,985.00	\$37,260.00	\$38,533.00	\$39,806.00	\$41,081.00	\$42,351.00	\$43,514.00	\$44,680.00	\$45,878.00	\$47,109.00
		Bi-Wk	\$1,329.70	\$1,378.74	\$1,427.59	\$1,476.37	\$1,525.14	\$1,573.99	\$1,622.65	\$1,667.21	\$1,711.88	\$1,757.78	\$1,804.95
		Daily	\$132.97	\$137.88	\$142.76	\$147.64	\$152.52	\$157.40	\$162.27	\$166.73	\$171.19	\$175.78	\$180.50
		Hourly	\$17.73	\$18.39	\$19.04	\$19.69	\$20.34	\$20.99	\$21.64	\$22.23	\$22.83	\$23.44	\$24.07
XC	15	Annual	\$36,374.00	\$37,687.00	\$38,998.00	\$40,308.00	\$41,621.00	\$42,939.00	\$44,249.00	\$45,467.00	\$46,684.00	\$47,934.00	\$49,217.00
		Bi-Wk	\$1,393.64	\$1,443.95	\$1,494.18	\$1,544.37	\$1,594.68	\$1,645.18	\$1,695.37	\$1,742.04	\$1,788.66	\$1,836.56	\$1,885.71
		Daily	\$139.37	\$144.40	\$149.42	\$154.44	\$159.47	\$164.52	\$169.54	\$174.21	\$178.87	\$183.66	\$188.58
		Hourly	\$18.59	\$19.26	\$19.93	\$20.60	\$21.27	\$21.94	\$22.61	\$23.23	\$23.85	\$24.49	\$25.15
XC	16	Annual	\$38,143.00	\$39,495.00	\$40,851.00	\$42,201.00	\$43,551.00	\$44,905.00	\$46,251.00	\$47,519.00	\$48,792.00	\$50,100.00	\$51,444.00
		Bi-Wk	\$1,461.42	\$1,513.22	\$1,565.18	\$1,616.90	\$1,668.63	\$1,720.50	\$1,772.07	\$1,820.66	\$1,869.43	\$1,919.55	\$1,971.04
		Daily	\$146.15	\$151.33	\$156.52	\$161.69	\$166.87	\$172.05	\$177.21	\$182.07	\$186.95	\$191.96	\$197.11
		Hourly	\$19.49	\$20.18	\$20.87	\$21.56	\$22.25	\$22.94	\$23.63	\$24.28	\$24.93	\$25.60	\$26.29
XC	17	Annual	\$40,033.00	\$41,426.00	\$42,818.00	\$44,205.00	\$45,595.00	\$46,978.00	\$48,375.00	\$49,707.00	\$51,037.00	\$52,402.00	\$53,805.00
		Bi-Wk	\$1,533.84	\$1,587.21	\$1,640.54	\$1,693.68	\$1,746.94	\$1,799.93	\$1,853.45	\$1,904.49	\$1,955.45	\$2,007.74	\$2,061.50
		Daily	\$153.39	\$158.73	\$164.06	\$169.37	\$174.70	\$180.00	\$185.35	\$190.45	\$195.55	\$200.78	\$206.15
		Hourly	\$20.46	\$21.17	\$21.88	\$22.59	\$23.30	\$24.00	\$24.72	\$25.40	\$26.08	\$26.77	\$27.49
XC	18	Annual	\$42,052.00	\$43,479.00	\$44,905.00	\$46,332.00	\$47,750.00	\$49,177.00	\$50,600.00	\$51,992.00	\$53,385.00	\$54,819.00	\$56,291.00
		Bi-Wk	\$1,611.19	\$1,665.87	\$1,720.50	\$1,775.18	\$1,829.51	\$1,884.18	\$1,938.70	\$1,992.04	\$2,045.41	\$2,100.35	\$2,156.75
		Daily	\$161.12	\$166.59	\$172.05	\$177.52	\$182.96	\$188.42	\$193.87	\$199.21	\$204.55	\$210.04	\$215.68
		Hourly	\$21.49	\$22.22	\$22.94	\$23.67	\$24.40	\$25.13	\$25.85	\$26.57	\$27.28	\$28.01	\$28.76

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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	Step 11
XC	19	Annual	\$44,123.00	\$45,595.00	\$47,060.00	\$48,533.00	\$49,990.00	\$51,456.00	\$52,922.00	\$54,380.00	\$55,833.00	\$57,329.00	\$58,866.00
		Bi-Wk	\$1,690.54	\$1,746.94	\$1,803.07	\$1,859.51	\$1,915.33	\$1,971.50	\$2,027.67	\$2,083.53	\$2,139.20	\$2,196.52	\$2,255.41
		Daily	\$169.06	\$174.70	\$180.31	\$185.96	\$191.54	\$197.15	\$202.77	\$208.36	\$213.92	\$219.66	\$225.55
		Hourly	\$22.55	\$23.30	\$24.05	\$24.80	\$25.54	\$26.29	\$27.04	\$27.79	\$28.53	\$29.29	\$30.08
XC	20	Annual	\$46,374.00	\$47,876.00	\$49,377.00	\$50,875.00	\$52,373.00	\$53,877.00	\$55,379.00	\$56,901.00	\$58,424.00	\$59,989.00	\$61,595.00
		Bi-Wk	\$1,776.79	\$1,834.33	\$1,891.84	\$1,949.24	\$2,006.63	\$2,064.26	\$2,121.81	\$2,180.12	\$2,238.47	\$2,298.43	\$2,359.97
		Daily	\$177.68	\$183.44	\$189.19	\$194.93	\$200.67	\$206.43	\$212.19	\$218.02	\$223.85	\$229.85	\$236.00
		Hourly	\$23.70	\$24.46	\$25.23	\$25.99	\$26.76	\$27.53	\$28.30	\$29.07	\$29.85	\$30.65	\$31.47
XC	21	Annual	\$48,660.00	\$50,203.00	\$51,746.00	\$53,290.00	\$54,834.00	\$56,375.00	\$57,921.00	\$59,511.00	\$61,105.00	\$62,740.00	\$64,421.00
		Bi-Wk	\$1,864.37	\$1,923.49	\$1,982.61	\$2,041.77	\$2,100.92	\$2,159.97	\$2,219.20	\$2,280.12	\$2,341.19	\$2,403.84	\$2,468.24
		Daily	\$186.44	\$192.35	\$198.27	\$204.18	\$210.10	\$216.00	\$221.92	\$228.02	\$234.12	\$240.39	\$246.83
		Hourly	\$24.86	\$25.65	\$26.44	\$27.23	\$28.02	\$28.80	\$29.59	\$30.41	\$31.22	\$32.06	\$32.91
XC	22	Annual	\$49,990.00	\$51,823.00	\$53,658.00	\$55,484.00	\$57,318.00	\$59,150.00	\$60,980.00	\$62,657.00	\$64,333.00	\$66,057.00	\$67,827.00
		Bi-Wk	\$1,915.33	\$1,985.56	\$2,055.87	\$2,125.83	\$2,196.10	\$2,266.29	\$2,336.40	\$2,400.66	\$2,464.87	\$2,530.92	\$2,598.74
		Daily	\$191.54	\$198.56	\$205.59	\$212.59	\$219.61	\$226.63	\$233.64	\$240.07	\$246.49	\$253.10	\$259.88
		Hourly	\$25.54	\$26.48	\$27.42	\$28.35	\$29.29	\$30.22	\$31.16	\$32.01	\$32.87	\$33.75	\$34.65
XC	23	Annual	\$52,359.00	\$54,269.00	\$56,171.00	\$58,082.00	\$59,989.00	\$61,899.00	\$63,809.00	\$65,560.00	\$67,315.00	\$69,119.00	\$70,973.00
		Bi-Wk	\$2,006.10	\$2,079.28	\$2,152.15	\$2,225.37	\$2,298.43	\$2,371.61	\$2,444.79	\$2,511.88	\$2,579.12	\$2,648.24	\$2,719.28
		Daily	\$200.61	\$207.93	\$215.22	\$222.54	\$229.85	\$237.17	\$244.48	\$251.19	\$257.92	\$264.83	\$271.93
		Hourly	\$26.75	\$27.73	\$28.70	\$29.68	\$30.65	\$31.63	\$32.60	\$33.50	\$34.39	\$35.31	\$36.26
XC	24	Annual	\$54,876.00	\$56,865.00	\$58,852.00	\$60,843.00	\$62,835.00	\$64,821.00	\$66,808.00	\$68,643.00	\$70,481.00	\$72,368.00	\$74,306.00
		Bi-Wk	\$2,102.53	\$2,178.74	\$2,254.87	\$2,331.15	\$2,407.48	\$2,483.57	\$2,559.70	\$2,630.00	\$2,700.43	\$2,772.73	\$2,846.98
		Daily	\$210.26	\$217.88	\$225.49	\$233.12	\$240.75	\$248.36	\$255.97	\$263.00	\$270.05	\$277.28	\$284.70
		Hourly	\$28.04	\$29.05	\$30.07	\$31.09	\$32.10	\$33.12	\$34.13	\$35.07	\$36.01	\$36.97	\$37.96
XC	25	Annual	\$57,553.00	\$59,624.00	\$61,677.00	\$63,743.00	\$65,803.00	\$67,869.00	\$69,927.00	\$71,852.00	\$73,774.00	\$75,748.00	\$77,775.00
		Bi-Wk	\$2,205.10	\$2,284.45	\$2,363.11	\$2,442.27	\$2,521.19	\$2,600.35	\$2,679.20	\$2,752.96	\$2,826.60	\$2,902.23	\$2,979.89
		Daily	\$220.51	\$228.45	\$236.32	\$244.23	\$252.12	\$260.04	\$267.92	\$275.30	\$282.66	\$290.23	\$297.99
		Hourly	\$29.41	\$30.46	\$31.51	\$32.57	\$33.62	\$34.68	\$35.73	\$36.71	\$37.69	\$38.70	\$39.74
XC	26	Annual	\$60,393.00	\$62,528.00	\$64,675.00	\$66,808.00	\$68,948.00	\$71,088.00	\$73,222.00	\$75,234.00	\$77,249.00	\$79,320.00	\$81,446.00
		Bi-Wk	\$2,313.91	\$2,395.71	\$2,477.97	\$2,559.70	\$2,641.69	\$2,723.68	\$2,805.45	\$2,882.53	\$2,959.74	\$3,039.09	\$3,120.54
		Daily	\$231.40	\$239.58	\$247.80	\$255.97	\$264.17	\$272.37	\$280.55	\$288.26	\$295.98	\$303.91	\$312.06
		Hourly	\$30.86	\$31.95	\$33.04	\$34.13	\$35.23	\$36.32	\$37.41	\$38.44	\$39.47	\$40.53	\$41.61
XC	27	Annual	\$63,389.00	\$65,604.00	\$67,819.00	\$70,025.00	\$72,242.00	\$74,450.00	\$76,670.00	\$78,776.00	\$80,884.00	\$83,052.00	\$85,281.00
		Bi-Wk	\$2,428.70	\$2,513.57	\$2,598.43	\$2,682.96	\$2,767.90	\$2,852.50	\$2,937.55	\$3,018.24	\$3,099.01	\$3,182.07	\$3,267.48
		Daily	\$242.87	\$251.36	\$259.85	\$268.30	\$276.79	\$285.25	\$293.76	\$301.83	\$309.91	\$318.21	\$326.75
		Hourly	\$32.39	\$33.52	\$34.65	\$35.78	\$36.91	\$38.04	\$39.17	\$40.25	\$41.33	\$42.43	\$43.57

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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	Step 11
XC	28	Annual	\$66,591.00	\$68,878.00	\$71,174.00	\$73,465.00	\$75,752.00	\$78,035.00	\$80,321.00	\$82,529.00	\$84,741.00	\$87,013.00	\$89,347.00
		Bi-Wk	\$2,551.38	\$2,639.01	\$2,726.98	\$2,814.76	\$2,902.38	\$2,989.85	\$3,077.44	\$3,162.04	\$3,246.79	\$3,333.84	\$3,423.26
		Daily	\$255.14	\$263.91	\$272.70	\$281.48	\$290.24	\$298.99	\$307.75	\$316.21	\$324.68	\$333.39	\$342.33
		Hourly	\$34.02	\$35.19	\$36.36	\$37.54	\$38.70	\$39.87	\$41.04	\$42.17	\$43.30	\$44.46	\$45.65
XC	29	Annual	\$67,230.00	\$69,752.00	\$72,278.00	\$74,801.00	\$77,323.00	\$79,843.00	\$82,368.00	\$84,630.00	\$86,898.00	\$89,224.00	\$91,613.00
		Bi-Wk	\$2,575.87	\$2,672.50	\$2,769.28	\$2,865.94	\$2,962.57	\$3,059.12	\$3,155.87	\$3,242.53	\$3,329.43	\$3,418.55	\$3,510.08
		Daily	\$257.59	\$267.25	\$276.93	\$286.60	\$296.26	\$305.92	\$315.59	\$324.26	\$332.95	\$341.86	\$351.01
		Hourly	\$34.35	\$35.64	\$36.93	\$38.22	\$39.51	\$40.79	\$42.08	\$43.24	\$44.40	\$45.59	\$46.81
XC	30	Annual	\$69,927.00	\$72,524.00	\$75,125.00	\$77,717.00	\$80,310.00	\$82,907.00	\$85,507.00	\$87,859.00	\$90,207.00	\$92,619.00	\$95,096.00
		Bi-Wk	\$2,679.20	\$2,778.70	\$2,878.36	\$2,977.67	\$3,077.02	\$3,176.52	\$3,276.14	\$3,366.25	\$3,456.21	\$3,548.63	\$3,643.53
		Daily	\$267.92	\$277.87	\$287.84	\$297.77	\$307.71	\$317.66	\$327.62	\$336.63	\$345.63	\$354.87	\$364.36
		Hourly	\$35.73	\$37.05	\$38.38	\$39.71	\$41.03	\$42.36	\$43.69	\$44.89	\$46.09	\$47.32	\$48.59
XC	31	Annual	\$72,734.00	\$75,404.00	\$78,077.00	\$80,752.00	\$83,429.00	\$86,100.00	\$88,772.00	\$91,215.00	\$93,653.00	\$96,157.00	\$98,728.00
		Bi-Wk	\$2,786.75	\$2,889.05	\$2,991.46	\$3,093.95	\$3,196.52	\$3,298.86	\$3,401.23	\$3,494.83	\$3,588.24	\$3,684.18	\$3,782.69
		Daily	\$278.68	\$288.91	\$299.15	\$309.40	\$319.66	\$329.89	\$340.13	\$349.49	\$358.83	\$368.42	\$378.27
		Hourly	\$37.16	\$38.53	\$39.89	\$41.26	\$42.63	\$43.99	\$45.35	\$46.60	\$47.85	\$49.13	\$50.44
XC	32	Annual	\$75,649.00	\$78,397.00	\$81,141.00	\$83,885.00	\$86,637.00	\$89,380.00	\$92,135.00	\$94,670.00	\$97,202.00	\$99,802.00	\$102,473.00
		Bi-Wk	\$2,898.43	\$3,003.72	\$3,108.86	\$3,213.99	\$3,319.43	\$3,424.53	\$3,530.08	\$3,627.21	\$3,724.22	\$3,823.84	\$3,926.17
		Daily	\$289.85	\$300.38	\$310.89	\$321.40	\$331.95	\$342.46	\$353.01	\$362.73	\$372.43	\$382.39	\$392.62
		Hourly	\$38.65	\$40.05	\$41.46	\$42.86	\$44.26	\$45.67	\$47.07	\$48.37	\$49.66	\$50.99	\$52.35
XC	33	Annual	\$78,697.00	\$81,520.00	\$84,341.00	\$87,164.00	\$89,987.00	\$92,811.00	\$95,639.00	\$98,269.00	\$100,901.00	\$103,602.00	\$106,375.00
		Bi-Wk	\$3,015.22	\$3,123.38	\$3,231.46	\$3,339.62	\$3,447.78	\$3,555.98	\$3,664.33	\$3,765.10	\$3,865.94	\$3,969.43	\$4,075.68
		Daily	\$301.53	\$312.34	\$323.15	\$333.97	\$344.78	\$355.60	\$366.44	\$376.51	\$386.60	\$396.95	\$407.57
		Hourly	\$40.21	\$41.65	\$43.09	\$44.53	\$45.98	\$47.42	\$48.86	\$50.21	\$51.55	\$52.93	\$54.35
XC	34	Annual	\$81,937.00	\$84,834.00	\$87,738.00	\$90,639.00	\$93,534.00	\$96,438.00	\$99,336.00	\$102,066.00	\$104,799.00	\$107,610.00	\$110,496.00
		Bi-Wk	\$3,139.35	\$3,250.35	\$3,361.61	\$3,472.76	\$3,583.68	\$3,694.95	\$3,805.98	\$3,910.58	\$4,015.29	\$4,122.99	\$4,233.57
		Daily	\$313.94	\$325.04	\$336.17	\$347.28	\$358.37	\$369.50	\$380.60	\$391.06	\$401.53	\$412.30	\$423.36
		Hourly	\$41.86	\$43.34	\$44.83	\$46.31	\$47.79	\$49.27	\$50.75	\$52.15	\$53.54	\$54.98	\$56.45
XC	35	Annual	\$85,303.00	\$88,274.00	\$90,852.00	\$94,225.00	\$97,197.00	\$100,169.00	\$102,747.00	\$105,572.00	\$108,396.00	\$111,300.00	\$114,283.00
		Bi-Wk	\$3,268.32	\$3,382.15	\$3,480.92	\$3,610.16	\$3,724.03	\$3,837.90	\$3,936.67	\$4,044.91	\$4,153.11	\$4,264.37	\$4,378.66
		Daily	\$326.84	\$338.22	\$348.10	\$361.02	\$372.41	\$383.79	\$393.67	\$404.50	\$415.32	\$426.44	\$437.87
		Hourly	\$43.58	\$45.10	\$46.42	\$48.14	\$49.66	\$51.18	\$52.49	\$53.94	\$55.38	\$56.86	\$58.39
XC	36	Annual	\$88,851.00	\$91,898.00	\$94,952.00	\$98,001.00	\$101,055.00	\$104,103.00	\$107,151.00	\$110,099.00	\$113,046.00	\$116,072.00	\$119,179.00
		Bi-Wk	\$3,404.26	\$3,521.00	\$3,638.01	\$3,754.83	\$3,871.84	\$3,988.63	\$4,105.41	\$4,218.36	\$4,331.27	\$4,447.21	\$4,566.25
		Daily	\$340.43	\$352.10	\$363.81	\$375.49	\$387.19	\$398.87	\$410.55	\$421.84	\$433.13	\$444.73	\$456.63
		Hourly	\$45.40	\$46.95	\$48.51	\$50.07	\$51.63	\$53.19	\$54.74	\$56.25	\$57.76	\$59.30	\$60.89

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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	Step 11
XC	37	Annual	\$92,537.00	\$95,667.00	\$98,801.00	\$101,939.00	\$105,074.00	\$108,209.00	\$111,342.00	\$114,401.00	\$117,463.00	\$120,605.00	\$123,831.00
		Bi-Wk	\$3,545.48	\$3,665.41	\$3,785.48	\$3,905.71	\$4,025.83	\$4,145.94	\$4,265.98	\$4,383.19	\$4,500.50	\$4,620.89	\$4,744.49
		Daily	\$354.55	\$366.55	\$378.55	\$390.58	\$402.59	\$414.60	\$426.60	\$438.32	\$450.05	\$462.09	\$474.45
		Hourly	\$47.28	\$48.88	\$50.48	\$52.08	\$53.68	\$55.28	\$56.88	\$58.45	\$60.01	\$61.62	\$63.26
XC	38	Annual	\$96,358.00	\$99,562.00	\$102,776.00	\$105,982.00	\$109,188.00	\$112,394.00	\$115,604.00	\$118,781.00	\$121,959.00	\$125,223.00	\$128,574.00
		Bi-Wk	\$3,691.88	\$3,814.64	\$3,937.78	\$4,060.62	\$4,183.45	\$4,306.29	\$4,429.28	\$4,551.00	\$4,672.76	\$4,797.82	\$4,926.21
		Daily	\$369.19	\$381.47	\$393.78	\$406.07	\$418.35	\$430.63	\$442.93	\$455.10	\$467.28	\$479.79	\$492.63
		Hourly	\$49.23	\$50.87	\$52.51	\$54.15	\$55.78	\$57.42	\$59.06	\$60.68	\$62.31	\$63.98	\$65.69
XC	39	Annual	\$100,362.00	\$103,645.00	\$106,931.00	\$110,223.00	\$113,504.00	\$116,883.00	\$120,074.00	\$123,373.00	\$126,678.00	\$130,070.00	\$133,554.00
		Bi-Wk	\$3,845.29	\$3,971.08	\$4,096.98	\$4,223.11	\$4,348.82	\$4,478.28	\$4,600.54	\$4,726.94	\$4,853.57	\$4,983.53	\$5,117.02
		Daily	\$384.53	\$397.11	\$409.70	\$422.32	\$434.89	\$447.83	\$460.06	\$472.70	\$485.36	\$498.36	\$511.71
		Hourly	\$51.28	\$52.95	\$54.63	\$56.31	\$57.99	\$59.72	\$61.35	\$63.03	\$64.72	\$66.45	\$68.23
XC	40	Annual	\$104,547.00	\$107,900.00	\$111,260.00	\$114,610.00	\$117,964.00	\$121,322.00	\$124,676.00	\$128,102.00	\$131,534.00	\$135,058.00	\$138,678.00
		Bi-Wk	\$4,005.64	\$4,134.10	\$4,262.84	\$4,391.19	\$4,519.70	\$4,648.36	\$4,776.86	\$4,908.13	\$5,039.62	\$5,174.64	\$5,313.34
		Daily	\$400.57	\$413.41	\$426.29	\$439.12	\$451.97	\$464.84	\$477.69	\$490.82	\$503.97	\$517.47	\$531.34
		Hourly	\$53.41	\$55.13	\$56.84	\$58.55	\$60.27	\$61.98	\$63.70	\$65.45	\$67.20	\$69.00	\$70.85
XC	41	Annual	\$108,920.00	\$112,354.00	\$115,789.00	\$119,228.00	\$122,663.00	\$126,096.00	\$129,530.00	\$133,093.00	\$136,655.00	\$140,313.00	\$144,068.00
		Bi-Wk	\$4,173.19	\$4,304.76	\$4,436.37	\$4,568.13	\$4,699.74	\$4,831.27	\$4,962.84	\$5,099.35	\$5,235.83	\$5,375.98	\$5,519.85
		Daily	\$417.32	\$430.48	\$443.64	\$456.82	\$469.98	\$483.13	\$496.29	\$509.94	\$523.59	\$537.60	\$551.99
		Hourly	\$55.65	\$57.40	\$59.16	\$60.91	\$62.67	\$64.42	\$66.18	\$68.00	\$69.82	\$71.68	\$73.60
XC	42	Annual	\$113,458.00	\$116,975.00	\$120,492.00	\$123,989.00	\$127,508.00	\$131,023.00	\$134,534.00	\$138,236.00	\$141,934.00	\$145,731.00	\$149,630.00
		Bi-Wk	\$4,347.05	\$4,481.81	\$4,616.56	\$4,750.54	\$4,885.37	\$5,020.04	\$5,154.56	\$5,296.40	\$5,438.09	\$5,583.57	\$5,732.96
		Daily	\$434.71	\$448.19	\$461.66	\$475.06	\$488.54	\$502.01	\$515.46	\$529.64	\$543.81	\$558.36	\$573.30
		Hourly	\$57.97	\$59.76	\$61.56	\$63.35	\$65.14	\$66.94	\$68.73	\$70.62	\$72.51	\$74.45	\$76.44
XC	43	Annual	\$118,274.00	\$121,858.00	\$125,442.00	\$129,022.00	\$132,607.00	\$136,185.00	\$139,763.00	\$143,609.00	\$147,452.00	\$151,397.00	\$155,448.00
		Bi-Wk	\$4,531.58	\$4,668.89	\$4,806.21	\$4,943.38	\$5,080.73	\$5,217.82	\$5,354.91	\$5,502.27	\$5,649.51	\$5,800.66	\$5,955.87
		Daily	\$453.16	\$466.89	\$480.63	\$494.34	\$508.08	\$521.79	\$535.50	\$550.23	\$564.96	\$580.07	\$595.59
		Hourly	\$60.43	\$62.26	\$64.09	\$65.92	\$67.75	\$69.58	\$71.40	\$73.37	\$75.33	\$77.35	\$79.42