

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 7/1/2005

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
XN	9	Annual	\$27,978.00	\$28,803.00	\$29,627.00	\$30,459.00	\$31,284.00	\$32,106.00	\$32,938.00	\$33,842.00	\$34,748.00	\$35,679.00	\$36,636.00
		Bi-Wk	\$1,071.96	\$1,103.57	\$1,135.14	\$1,167.02	\$1,198.63	\$1,230.12	\$1,262.00	\$1,296.63	\$1,331.35	\$1,367.02	\$1,403.68
		Daily	\$107.20	\$110.36	\$113.52	\$116.71	\$119.87	\$123.02	\$126.20	\$129.67	\$133.14	\$136.71	\$140.37
		Hourly	\$14.30	\$14.72	\$15.14	\$15.57	\$15.99	\$16.41	\$16.83	\$17.29	\$17.76	\$18.23	\$18.72
XN	10	Annual	\$28,867.00	\$29,732.00	\$30,594.00	\$31,467.00	\$32,327.00	\$33,205.00	\$34,115.00	\$35,051.00	\$35,991.00	\$36,955.00	\$37,946.00
		Bi-Wk	\$1,106.02	\$1,139.16	\$1,172.19	\$1,205.64	\$1,238.59	\$1,272.23	\$1,307.09	\$1,342.96	\$1,378.97	\$1,415.91	\$1,453.87
		Daily	\$110.61	\$113.92	\$117.22	\$120.57	\$123.86	\$127.23	\$130.71	\$134.30	\$137.90	\$141.60	\$145.39
		Hourly	\$14.75	\$15.19	\$15.63	\$16.08	\$16.52	\$16.97	\$17.43	\$17.91	\$18.39	\$18.88	\$19.39
XN	11	Annual	\$29,773.00	\$30,673.00	\$31,582.00	\$32,480.00	\$33,405.00	\$34,348.00	\$35,297.00	\$36,266.00	\$37,236.00	\$38,232.00	\$39,257.00
		Bi-Wk	\$1,140.73	\$1,175.22	\$1,210.04	\$1,244.45	\$1,279.89	\$1,316.02	\$1,352.38	\$1,389.51	\$1,426.67	\$1,464.83	\$1,504.10
		Daily	\$114.08	\$117.53	\$121.01	\$124.45	\$127.99	\$131.61	\$135.24	\$138.96	\$142.67	\$146.49	\$150.41
		Hourly	\$15.21	\$15.67	\$16.14	\$16.60	\$17.07	\$17.55	\$18.04	\$18.53	\$19.03	\$19.54	\$20.06
XN	12	Annual	\$30,732.00	\$31,677.00	\$32,609.00	\$33,578.00	\$34,553.00	\$35,545.00	\$36,527.00	\$37,532.00	\$38,534.00	\$39,565.00	\$40,624.00
		Bi-Wk	\$1,177.48	\$1,213.68	\$1,249.39	\$1,286.52	\$1,323.87	\$1,361.88	\$1,399.51	\$1,438.01	\$1,476.40	\$1,515.91	\$1,556.48
		Daily	\$117.75	\$121.37	\$124.94	\$128.66	\$132.39	\$136.19	\$139.96	\$143.81	\$147.64	\$151.60	\$155.65
		Hourly	\$15.70	\$16.19	\$16.66	\$17.16	\$17.66	\$18.16	\$18.67	\$19.18	\$19.69	\$20.22	\$20.76
XN	13	Annual	\$32,451.00	\$33,642.00	\$34,835.00	\$36,036.00	\$37,235.00	\$38,432.00	\$39,635.00	\$40,722.00	\$41,813.00	\$42,933.00	\$44,082.00
		Bi-Wk	\$1,243.34	\$1,288.97	\$1,334.68	\$1,380.69	\$1,426.63	\$1,472.50	\$1,518.59	\$1,560.23	\$1,602.04	\$1,644.95	\$1,688.97
		Daily	\$124.34	\$128.90	\$133.47	\$138.07	\$142.67	\$147.25	\$151.86	\$156.03	\$160.21	\$164.50	\$168.90
		Hourly	\$16.58	\$17.19	\$17.80	\$18.41	\$19.03	\$19.64	\$20.25	\$20.81	\$21.37	\$21.94	\$22.52

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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
XN	14	Annual	\$33,957.00	\$35,200.00	\$36,439.00	\$37,673.00	\$38,908.00	\$40,146.00	\$41,383.00	\$42,519.00	\$43,660.00	\$44,832.00	\$46,037.00
		Bi-Wk	\$1,301.04	\$1,348.66	\$1,396.14	\$1,443.41	\$1,490.73	\$1,538.17	\$1,585.56	\$1,629.09	\$1,672.80	\$1,717.71	\$1,763.87
		Daily	\$130.11	\$134.87	\$139.62	\$144.35	\$149.08	\$153.82	\$158.56	\$162.91	\$167.28	\$171.78	\$176.39
		Hourly	\$17.35	\$17.99	\$18.62	\$19.25	\$19.88	\$20.51	\$21.15	\$21.73	\$22.31	\$22.91	\$23.52
XN	15	Annual	\$35,580.00	\$36,851.00	\$38,125.00	\$39,395.00	\$40,673.00	\$41,953.00	\$43,220.00	\$44,410.00	\$45,599.00	\$46,821.00	\$48,075.00
		Bi-Wk	\$1,363.22	\$1,411.92	\$1,460.73	\$1,509.39	\$1,558.36	\$1,607.40	\$1,655.94	\$1,701.54	\$1,747.09	\$1,793.91	\$1,841.96
		Daily	\$136.33	\$141.20	\$146.08	\$150.94	\$155.84	\$160.74	\$165.60	\$170.16	\$174.71	\$179.40	\$184.20
		Hourly	\$18.18	\$18.83	\$19.48	\$20.13	\$20.78	\$21.44	\$22.08	\$22.69	\$23.30	\$23.92	\$24.56
XN	16	Annual	\$37,297.00	\$38,607.00	\$39,922.00	\$41,233.00	\$42,544.00	\$43,858.00	\$45,164.00	\$46,405.00	\$47,649.00	\$48,925.00	\$50,238.00
		Bi-Wk	\$1,429.01	\$1,479.20	\$1,529.58	\$1,579.81	\$1,630.04	\$1,680.39	\$1,730.43	\$1,777.97	\$1,825.64	\$1,874.53	\$1,924.83
		Daily	\$142.91	\$147.92	\$152.96	\$157.99	\$163.01	\$168.04	\$173.05	\$177.80	\$182.57	\$187.46	\$192.49
		Hourly	\$19.06	\$19.73	\$20.40	\$21.07	\$21.74	\$22.41	\$23.08	\$23.71	\$24.35	\$25.00	\$25.67
XN	17	Annual	\$39,129.00	\$40,484.00	\$41,832.00	\$43,181.00	\$44,530.00	\$45,877.00	\$47,226.00	\$48,524.00	\$49,824.00	\$51,159.00	\$52,530.00
		Bi-Wk	\$1,499.20	\$1,551.12	\$1,602.76	\$1,654.45	\$1,706.14	\$1,757.74	\$1,809.43	\$1,859.16	\$1,908.97	\$1,960.12	\$2,012.65
		Daily	\$149.92	\$155.12	\$160.28	\$165.45	\$170.62	\$175.78	\$180.95	\$185.92	\$190.90	\$196.02	\$201.27
		Hourly	\$19.99	\$20.69	\$21.38	\$22.06	\$22.75	\$23.44	\$24.13	\$24.79	\$25.46	\$26.14	\$26.84
XN	18	Annual	\$41,095.00	\$42,472.00	\$43,858.00	\$45,238.00	\$46,620.00	\$48,008.00	\$49,387.00	\$50,745.00	\$52,105.00	\$53,502.00	\$54,937.00
		Bi-Wk	\$1,574.53	\$1,627.28	\$1,680.39	\$1,733.26	\$1,786.21	\$1,839.39	\$1,892.23	\$1,944.26	\$1,996.37	\$2,049.89	\$2,104.87
		Daily	\$157.46	\$162.73	\$168.04	\$173.33	\$178.63	\$183.94	\$189.23	\$194.43	\$199.64	\$204.99	\$210.49
		Hourly	\$21.00	\$21.70	\$22.41	\$23.12	\$23.82	\$24.53	\$25.23	\$25.93	\$26.62	\$27.34	\$28.07

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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
XN	19	Annual	\$43,099.00	\$44,530.00	\$45,951.00	\$47,378.00	\$48,797.00	\$50,224.00	\$51,642.00	\$53,063.00	\$54,483.00	\$55,940.00	\$57,438.00
		Bi-Wk	\$1,651.31	\$1,706.14	\$1,760.58	\$1,815.25	\$1,869.62	\$1,924.30	\$1,978.63	\$2,033.07	\$2,087.48	\$2,143.30	\$2,200.69
		Daily	\$165.14	\$170.62	\$176.06	\$181.53	\$186.97	\$192.43	\$197.87	\$203.31	\$208.75	\$214.33	\$220.07
		Hourly	\$22.02	\$22.75	\$23.48	\$24.21	\$24.93	\$25.66	\$26.39	\$27.11	\$27.84	\$28.58	\$29.35
XN	20	Annual	\$45,282.00	\$46,739.00	\$48,200.00	\$49,652.00	\$51,112.00	\$52,569.00	\$54,032.00	\$55,515.00	\$57,000.00	\$58,526.00	\$60,095.00
		Bi-Wk	\$1,734.95	\$1,790.77	\$1,846.75	\$1,902.38	\$1,958.32	\$2,014.14	\$2,070.20	\$2,127.02	\$2,183.91	\$2,242.38	\$2,302.50
		Daily	\$173.50	\$179.08	\$184.68	\$190.24	\$195.84	\$201.42	\$207.02	\$212.71	\$218.40	\$224.24	\$230.25
		Hourly	\$23.14	\$23.88	\$24.63	\$25.37	\$26.12	\$26.86	\$27.61	\$28.37	\$29.12	\$29.90	\$30.70
XN	21	Annual	\$47,504.00	\$49,007.00	\$50,501.00	\$52,002.00	\$53,500.00	\$54,993.00	\$56,493.00	\$58,045.00	\$59,600.00	\$61,194.00	\$62,832.00
		Bi-Wk	\$1,820.08	\$1,877.67	\$1,934.91	\$1,992.42	\$2,049.81	\$2,107.02	\$2,164.49	\$2,223.95	\$2,283.53	\$2,344.60	\$2,407.36
		Daily	\$182.01	\$187.77	\$193.50	\$199.25	\$204.99	\$210.71	\$216.45	\$222.40	\$228.36	\$234.46	\$240.74
		Hourly	\$24.27	\$25.04	\$25.80	\$26.57	\$27.34	\$28.10	\$28.86	\$29.66	\$30.45	\$31.27	\$32.10
XN	22	Annual	\$48,797.00	\$50,574.00	\$52,354.00	\$54,128.00	\$55,912.00	\$57,686.00	\$59,464.00	\$61,099.00	\$62,735.00	\$64,415.00	\$66,139.00
		Bi-Wk	\$1,869.62	\$1,937.71	\$2,005.91	\$2,073.87	\$2,142.23	\$2,210.20	\$2,278.32	\$2,340.96	\$2,403.64	\$2,468.01	\$2,534.07
		Daily	\$186.97	\$193.78	\$200.60	\$207.39	\$214.23	\$221.02	\$227.84	\$234.10	\$240.37	\$246.81	\$253.41
		Hourly	\$24.93	\$25.84	\$26.75	\$27.66	\$28.57	\$29.47	\$30.38	\$31.22	\$32.05	\$32.91	\$33.79
XN	23	Annual	\$51,094.00	\$52,950.00	\$54,798.00	\$56,652.00	\$58,504.00	\$60,356.00	\$62,211.00	\$63,921.00	\$65,632.00	\$67,389.00	\$69,194.00
		Bi-Wk	\$1,957.63	\$2,028.74	\$2,099.55	\$2,170.58	\$2,241.54	\$2,312.50	\$2,383.57	\$2,449.09	\$2,514.64	\$2,581.96	\$2,651.12
		Daily	\$195.77	\$202.88	\$209.96	\$217.06	\$224.16	\$231.25	\$238.36	\$244.91	\$251.47	\$258.20	\$265.12
		Hourly	\$26.11	\$27.05	\$28.00	\$28.95	\$29.89	\$30.84	\$31.79	\$32.66	\$33.53	\$34.43	\$35.35

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XN	24	Annual	\$53,540.00	\$55,470.00	\$57,405.00	\$59,337.00	\$61,265.00	\$63,198.00	\$65,128.00	\$66,917.00	\$68,708.00	\$70,548.00	\$72,438.00
		Bi-Wk	\$2,051.35	\$2,125.29	\$2,199.43	\$2,273.45	\$2,347.32	\$2,421.38	\$2,495.33	\$2,563.87	\$2,632.50	\$2,702.99	\$2,775.41
		Daily	\$205.14	\$212.53	\$219.95	\$227.35	\$234.74	\$242.14	\$249.54	\$256.39	\$263.25	\$270.30	\$277.55
		Hourly	\$27.36	\$28.34	\$29.33	\$30.32	\$31.30	\$32.29	\$33.28	\$34.19	\$35.10	\$36.04	\$37.01
XN	25	Annual	\$56,147.00	\$58,147.00	\$60,148.00	\$62,148.00	\$64,151.00	\$66,154.00	\$68,154.00	\$70,028.00	\$71,902.00	\$73,825.00	\$75,801.00
		Bi-Wk	\$2,151.23	\$2,227.86	\$2,304.53	\$2,381.15	\$2,457.90	\$2,534.64	\$2,611.27	\$2,683.07	\$2,754.87	\$2,828.55	\$2,904.26
		Daily	\$215.13	\$222.79	\$230.46	\$238.12	\$245.79	\$253.47	\$261.13	\$268.31	\$275.49	\$282.86	\$290.43
		Hourly	\$28.69	\$29.71	\$30.73	\$31.75	\$32.78	\$33.80	\$34.82	\$35.78	\$36.74	\$37.72	\$38.73
XN	26	Annual	\$58,901.00	\$60,967.00	\$63,045.00	\$65,128.00	\$67,205.00	\$69,273.00	\$71,349.00	\$73,312.00	\$75,276.00	\$77,293.00	\$79,364.00
		Bi-Wk	\$2,256.75	\$2,335.91	\$2,415.52	\$2,495.33	\$2,574.91	\$2,654.14	\$2,733.68	\$2,808.89	\$2,884.14	\$2,961.42	\$3,040.77
		Daily	\$225.68	\$233.60	\$241.56	\$249.54	\$257.50	\$265.42	\$273.37	\$280.89	\$288.42	\$296.15	\$304.08
		Hourly	\$30.09	\$31.15	\$32.21	\$33.28	\$34.34	\$35.39	\$36.45	\$37.46	\$38.46	\$39.49	\$40.55

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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
XN	9	Annual	\$28,818.00	\$29,667.00	\$30,516.00	\$31,373.00	\$32,223.00	\$33,069.00	\$33,927.00	\$34,857.00	\$35,790.00	\$36,749.00	\$37,735.00
		Bi-Wk	\$1,104.14	\$1,136.67	\$1,169.20	\$1,202.04	\$1,234.60	\$1,267.02	\$1,299.89	\$1,335.52	\$1,371.27	\$1,408.01	\$1,445.79
		Daily	\$110.42	\$113.67	\$116.92	\$120.21	\$123.46	\$126.71	\$129.99	\$133.56	\$137.13	\$140.81	\$144.58
		Hourly	\$14.73	\$15.16	\$15.59	\$16.03	\$16.47	\$16.90	\$17.34	\$17.81	\$18.29	\$18.78	\$19.28
XN	10	Annual	\$29,734.00	\$30,624.00	\$31,512.00	\$32,412.00	\$33,297.00	\$34,202.00	\$35,139.00	\$36,103.00	\$37,071.00	\$38,064.00	\$39,085.00
		Bi-Wk	\$1,139.24	\$1,173.34	\$1,207.36	\$1,241.84	\$1,275.75	\$1,310.43	\$1,346.33	\$1,383.26	\$1,420.35	\$1,458.40	\$1,497.51
		Daily	\$113.93	\$117.34	\$120.74	\$124.19	\$127.58	\$131.05	\$134.64	\$138.33	\$142.04	\$145.84	\$149.76
		Hourly	\$15.19	\$15.65	\$16.10	\$16.56	\$17.01	\$17.48	\$17.96	\$18.45	\$18.94	\$19.45	\$19.97
XN	11	Annual	\$30,667.00	\$31,594.00	\$32,530.00	\$33,455.00	\$34,408.00	\$35,379.00	\$36,356.00	\$37,355.00	\$38,353.00	\$39,380.00	\$40,435.00
		Bi-Wk	\$1,174.99	\$1,210.50	\$1,246.37	\$1,281.81	\$1,318.32	\$1,355.52	\$1,392.96	\$1,431.23	\$1,469.47	\$1,508.82	\$1,549.24
		Daily	\$117.50	\$121.05	\$124.64	\$128.19	\$131.84	\$135.56	\$139.30	\$143.13	\$146.95	\$150.89	\$154.93
		Hourly	\$15.67	\$16.14	\$16.62	\$17.10	\$17.58	\$18.08	\$18.58	\$19.09	\$19.60	\$20.12	\$20.66
XN	12	Annual	\$31,655.00	\$32,628.00	\$33,589.00	\$34,586.00	\$35,590.00	\$36,612.00	\$37,623.00	\$38,658.00	\$39,690.00	\$40,752.00	\$41,843.00
		Bi-Wk	\$1,212.84	\$1,250.12	\$1,286.94	\$1,325.14	\$1,363.61	\$1,402.76	\$1,441.50	\$1,481.15	\$1,520.69	\$1,561.38	\$1,603.19
		Daily	\$121.29	\$125.02	\$128.70	\$132.52	\$136.37	\$140.28	\$144.15	\$148.12	\$152.07	\$156.14	\$160.32
		Hourly	\$16.18	\$16.67	\$17.16	\$17.67	\$18.19	\$18.71	\$19.22	\$19.75	\$20.28	\$20.82	\$21.38
XN	13	Annual	\$33,425.00	\$34,652.00	\$35,880.00	\$37,117.00	\$38,352.00	\$39,585.00	\$40,824.00	\$41,945.00	\$43,068.00	\$44,222.00	\$45,405.00
		Bi-Wk	\$1,280.66	\$1,327.67	\$1,374.72	\$1,422.11	\$1,469.43	\$1,516.67	\$1,564.14	\$1,607.09	\$1,650.12	\$1,694.33	\$1,739.66
		Daily	\$128.07	\$132.77	\$137.48	\$142.22	\$146.95	\$151.67	\$156.42	\$160.71	\$165.02	\$169.44	\$173.97
		Hourly	\$17.08	\$17.71	\$18.33	\$18.97	\$19.60	\$20.23	\$20.86	\$21.43	\$22.01	\$22.60	\$23.20

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XN	14	Annual	\$34,976.00	\$36,257.00	\$37,533.00	\$38,803.00	\$40,076.00	\$41,351.00	\$42,625.00	\$43,795.00	\$44,970.00	\$46,178.00	\$47,419.00
		Bi-Wk	\$1,340.08	\$1,389.16	\$1,438.05	\$1,486.71	\$1,535.48	\$1,584.33	\$1,633.15	\$1,677.97	\$1,722.99	\$1,769.28	\$1,816.82
		Daily	\$134.01	\$138.92	\$143.81	\$148.68	\$153.55	\$158.44	\$163.32	\$167.80	\$172.30	\$176.93	\$181.69
		Hourly	\$17.87	\$18.53	\$19.18	\$19.83	\$20.48	\$21.13	\$21.78	\$22.38	\$22.98	\$23.60	\$24.23
XN	15	Annual	\$36,649.00	\$37,957.00	\$39,269.00	\$40,578.00	\$41,893.00	\$43,212.00	\$44,517.00	\$45,743.00	\$46,968.00	\$48,225.00	\$49,519.00
		Bi-Wk	\$1,404.18	\$1,454.30	\$1,504.56	\$1,554.72	\$1,605.10	\$1,655.64	\$1,705.64	\$1,752.61	\$1,799.55	\$1,847.71	\$1,897.28
		Daily	\$140.42	\$145.43	\$150.46	\$155.48	\$160.51	\$165.57	\$170.57	\$175.27	\$179.96	\$184.78	\$189.73
		Hourly	\$18.73	\$19.40	\$20.07	\$20.73	\$21.41	\$22.08	\$22.75	\$23.37	\$24.00	\$24.64	\$25.30
XN	16	Annual	\$38,417.00	\$39,765.00	\$41,120.00	\$42,471.00	\$43,821.00	\$45,175.00	\$46,520.00	\$47,798.00	\$49,079.00	\$50,393.00	\$51,745.00
		Bi-Wk	\$1,471.92	\$1,523.57	\$1,575.48	\$1,627.25	\$1,678.97	\$1,730.85	\$1,782.38	\$1,831.35	\$1,880.43	\$1,930.77	\$1,982.57
		Daily	\$147.20	\$152.36	\$157.55	\$162.73	\$167.90	\$173.09	\$178.24	\$183.14	\$188.05	\$193.08	\$198.26
		Hourly	\$19.63	\$20.32	\$21.01	\$21.70	\$22.39	\$23.08	\$23.77	\$24.42	\$25.08	\$25.75	\$26.44
XN	17	Annual	\$40,303.00	\$41,699.00	\$43,088.00	\$44,478.00	\$45,866.00	\$47,254.00	\$48,643.00	\$49,980.00	\$51,320.00	\$52,694.00	\$54,107.00
		Bi-Wk	\$1,544.18	\$1,597.67	\$1,650.89	\$1,704.14	\$1,757.32	\$1,810.50	\$1,863.72	\$1,914.95	\$1,966.29	\$2,018.93	\$2,073.07
		Daily	\$154.42	\$159.77	\$165.09	\$170.42	\$175.74	\$181.05	\$186.38	\$191.50	\$196.63	\$201.90	\$207.31
		Hourly	\$20.59	\$21.31	\$22.02	\$22.73	\$23.44	\$24.14	\$24.85	\$25.54	\$26.22	\$26.92	\$27.65
XN	18	Annual	\$42,328.00	\$43,747.00	\$45,175.00	\$46,596.00	\$48,020.00	\$49,449.00	\$50,869.00	\$52,268.00	\$53,668.00	\$55,108.00	\$56,586.00
		Bi-Wk	\$1,621.77	\$1,676.14	\$1,730.85	\$1,785.29	\$1,839.85	\$1,894.60	\$1,949.01	\$2,002.61	\$2,056.25	\$2,111.42	\$2,168.05
		Daily	\$162.18	\$167.62	\$173.09	\$178.53	\$183.99	\$189.46	\$194.91	\$200.27	\$205.63	\$211.15	\$216.81
		Hourly	\$21.63	\$22.35	\$23.08	\$23.81	\$24.54	\$25.27	\$25.99	\$26.71	\$27.42	\$28.16	\$28.91

NP-6 XN 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
XN	19	Annual	\$44,392.00	\$45,866.00	\$47,330.00	\$48,800.00	\$50,261.00	\$51,731.00	\$53,192.00	\$54,655.00	\$56,118.00	\$57,619.00	\$59,162.00
		Bi-Wk	\$1,700.85	\$1,757.32	\$1,813.41	\$1,869.74	\$1,925.71	\$1,982.04	\$2,038.01	\$2,094.07	\$2,150.12	\$2,207.63	\$2,266.75
		Daily	\$170.09	\$175.74	\$181.35	\$186.98	\$192.58	\$198.21	\$203.81	\$209.41	\$215.02	\$220.77	\$226.68
		Hourly	\$22.68	\$23.44	\$24.18	\$24.93	\$25.68	\$26.43	\$27.18	\$27.93	\$28.67	\$29.44	\$30.23
XN	20	Annual	\$46,641.00	\$48,142.00	\$49,646.00	\$51,142.00	\$52,646.00	\$54,146.00	\$55,653.00	\$57,182.00	\$58,710.00	\$60,282.00	\$61,898.00
		Bi-Wk	\$1,787.02	\$1,844.53	\$1,902.15	\$1,959.47	\$2,017.09	\$2,074.56	\$2,132.30	\$2,190.89	\$2,249.43	\$2,309.66	\$2,371.58
		Daily	\$178.71	\$184.46	\$190.22	\$195.95	\$201.71	\$207.46	\$213.23	\$219.09	\$224.95	\$230.97	\$237.16
		Hourly	\$23.83	\$24.60	\$25.37	\$26.13	\$26.90	\$27.67	\$28.44	\$29.22	\$30.00	\$30.80	\$31.63
XN	21	Annual	\$48,930.00	\$50,478.00	\$52,017.00	\$53,563.00	\$55,105.00	\$56,643.00	\$58,188.00	\$59,787.00	\$61,388.00	\$63,030.00	\$64,718.00
		Bi-Wk	\$1,874.72	\$1,934.03	\$1,992.99	\$2,052.23	\$2,111.31	\$2,170.23	\$2,229.43	\$2,290.69	\$2,352.04	\$2,414.95	\$2,479.62
		Daily	\$187.48	\$193.41	\$199.30	\$205.23	\$211.14	\$217.03	\$222.95	\$229.07	\$235.21	\$241.50	\$247.97
		Hourly	\$25.00	\$25.79	\$26.58	\$27.37	\$28.16	\$28.94	\$29.73	\$30.55	\$31.37	\$32.20	\$33.07
XN	22	Annual	\$50,261.00	\$52,092.00	\$53,924.00	\$55,752.00	\$57,590.00	\$59,418.00	\$61,248.00	\$62,932.00	\$64,617.00	\$66,348.00	\$68,123.00
		Bi-Wk	\$1,925.71	\$1,995.87	\$2,066.06	\$2,136.10	\$2,206.52	\$2,276.56	\$2,346.67	\$2,411.19	\$2,475.75	\$2,542.07	\$2,610.08
		Daily	\$192.58	\$199.59	\$206.61	\$213.61	\$220.66	\$227.66	\$234.67	\$241.12	\$247.58	\$254.21	\$261.01
		Hourly	\$25.68	\$26.62	\$27.55	\$28.49	\$29.43	\$30.36	\$31.29	\$32.15	\$33.01	\$33.90	\$34.81
XN	23	Annual	\$52,627.00	\$54,539.00	\$56,442.00	\$58,353.00	\$60,260.00	\$62,167.00	\$64,077.00	\$65,839.00	\$67,601.00	\$69,411.00	\$71,271.00
		Bi-Wk	\$2,016.37	\$2,089.62	\$2,162.53	\$2,235.75	\$2,308.82	\$2,381.88	\$2,455.06	\$2,522.57	\$2,590.08	\$2,659.43	\$2,730.69
		Daily	\$201.64	\$208.97	\$216.26	\$223.58	\$230.89	\$238.19	\$245.51	\$252.26	\$259.01	\$265.95	\$273.07
		Hourly	\$26.89	\$27.87	\$28.84	\$29.81	\$30.79	\$31.76	\$32.74	\$33.64	\$34.54	\$35.46	\$36.41

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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
XN	24	Annual	\$55,147.00	\$57,135.00	\$59,128.00	\$61,118.00	\$63,103.00	\$65,094.00	\$67,083.00	\$68,924.00	\$70,769.00	\$72,665.00	\$74,612.00
		Bi-Wk	\$2,112.92	\$2,189.09	\$2,265.45	\$2,341.69	\$2,417.74	\$2,494.03	\$2,570.23	\$2,640.77	\$2,711.46	\$2,784.10	\$2,858.70
		Daily	\$211.30	\$218.91	\$226.55	\$234.17	\$241.78	\$249.41	\$257.03	\$264.08	\$271.15	\$278.41	\$285.87
		Hourly	\$28.18	\$29.19	\$30.21	\$31.23	\$32.24	\$33.26	\$34.27	\$35.22	\$36.16	\$37.13	\$38.12
XN	25	Annual	\$57,832.00	\$59,892.00	\$61,954.00	\$64,013.00	\$66,077.00	\$68,139.00	\$70,199.00	\$72,129.00	\$74,060.00	\$76,041.00	\$78,075.00
		Bi-Wk	\$2,215.79	\$2,294.72	\$2,373.72	\$2,452.61	\$2,531.69	\$2,610.69	\$2,689.62	\$2,763.57	\$2,837.55	\$2,913.45	\$2,991.38
		Daily	\$221.58	\$229.48	\$237.38	\$245.27	\$253.17	\$261.07	\$268.97	\$276.36	\$283.76	\$291.35	\$299.14
		Hourly	\$29.55	\$30.60	\$31.65	\$32.71	\$33.76	\$34.81	\$35.87	\$36.85	\$37.84	\$38.85	\$39.89
XN	26	Annual	\$60,669.00	\$62,797.00	\$64,938.00	\$67,083.00	\$69,221.00	\$71,351.00	\$73,490.00	\$75,512.00	\$77,534.00	\$79,613.00	\$81,746.00
		Bi-Wk	\$2,324.49	\$2,406.02	\$2,488.05	\$2,570.23	\$2,652.15	\$2,733.76	\$2,815.71	\$2,893.19	\$2,970.66	\$3,050.31	\$3,132.04
		Daily	\$232.45	\$240.61	\$248.81	\$257.03	\$265.22	\$273.38	\$281.58	\$289.32	\$297.07	\$305.04	\$313.21
		Hourly	\$31.00	\$32.09	\$33.18	\$34.27	\$35.37	\$36.46	\$37.55	\$38.58	\$39.61	\$40.68	\$41.77

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 6/22/2007

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
XN	9	Annual	\$29,682.00	\$30,558.00	\$31,432.00	\$32,315.00	\$33,190.00	\$34,061.00	\$34,945.00	\$35,903.00	\$36,865.00	\$37,852.00	\$38,868.00
		Bi-Wk	\$1,137.25	\$1,170.81	\$1,204.30	\$1,238.13	\$1,271.65	\$1,305.02	\$1,338.89	\$1,375.60	\$1,412.46	\$1,450.27	\$1,489.20
		Daily	\$113.73	\$117.09	\$120.43	\$123.82	\$127.17	\$130.51	\$133.89	\$137.56	\$141.25	\$145.03	\$148.92
		Hourly	\$15.17	\$15.62	\$16.06	\$16.51	\$16.96	\$17.41	\$17.86	\$18.35	\$18.84	\$19.34	\$19.86
XN	10	Annual	\$30,626.00	\$31,543.00	\$32,458.00	\$33,385.00	\$34,297.00	\$35,228.00	\$36,193.00	\$37,187.00	\$38,183.00	\$39,206.00	\$40,258.00
		Bi-Wk	\$1,173.41	\$1,208.55	\$1,243.61	\$1,279.12	\$1,314.07	\$1,349.74	\$1,386.71	\$1,424.79	\$1,462.96	\$1,502.15	\$1,542.46
		Daily	\$117.35	\$120.86	\$124.37	\$127.92	\$131.41	\$134.98	\$138.68	\$142.48	\$146.30	\$150.22	\$154.25
		Hourly	\$15.65	\$16.12	\$16.59	\$17.06	\$17.53	\$18.00	\$18.49	\$19.00	\$19.51	\$20.03	\$20.57
XN	11	Annual	\$31,587.00	\$32,542.00	\$33,506.00	\$34,459.00	\$35,441.00	\$36,441.00	\$37,447.00	\$38,475.00	\$39,504.00	\$40,562.00	\$41,649.00
		Bi-Wk	\$1,210.23	\$1,246.82	\$1,283.76	\$1,320.27	\$1,357.90	\$1,396.21	\$1,434.76	\$1,474.14	\$1,513.57	\$1,554.10	\$1,595.75
		Daily	\$121.03	\$124.69	\$128.38	\$132.03	\$135.79	\$139.63	\$143.48	\$147.42	\$151.36	\$155.41	\$159.58
		Hourly	\$16.14	\$16.63	\$17.12	\$17.61	\$18.11	\$18.62	\$19.14	\$19.66	\$20.19	\$20.73	\$21.28
XN	12	Annual	\$32,605.00	\$33,607.00	\$34,597.00	\$35,624.00	\$36,658.00	\$37,712.00	\$38,752.00	\$39,818.00	\$40,882.00	\$41,976.00	\$43,099.00
		Bi-Wk	\$1,249.24	\$1,287.63	\$1,325.56	\$1,364.91	\$1,404.53	\$1,444.91	\$1,484.76	\$1,525.60	\$1,566.37	\$1,608.28	\$1,651.31
		Daily	\$124.93	\$128.77	\$132.56	\$136.50	\$140.46	\$144.50	\$148.48	\$152.56	\$156.64	\$160.83	\$165.14
		Hourly	\$16.66	\$17.17	\$17.68	\$18.20	\$18.73	\$19.27	\$19.80	\$20.35	\$20.89	\$21.45	\$22.02
XN	13	Annual	\$34,428.00	\$35,692.00	\$36,957.00	\$38,231.00	\$39,503.00	\$40,774.00	\$42,050.00	\$43,204.00	\$44,360.00	\$45,549.00	\$46,768.00
		Bi-Wk	\$1,319.09	\$1,367.51	\$1,415.98	\$1,464.79	\$1,513.53	\$1,562.23	\$1,611.12	\$1,655.33	\$1,699.62	\$1,745.18	\$1,791.88
		Daily	\$131.91	\$136.76	\$141.60	\$146.48	\$151.36	\$156.23	\$161.12	\$165.54	\$169.97	\$174.52	\$179.19
		Hourly	\$17.59	\$18.24	\$18.88	\$19.54	\$20.19	\$20.83	\$21.49	\$22.08	\$22.67	\$23.27	\$23.90

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 6/22/2007

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
XN	14	Annual	\$36,026.00	\$37,345.00	\$38,659.00	\$39,968.00	\$41,279.00	\$42,592.00	\$43,904.00	\$45,110.00	\$46,320.00	\$47,563.00	\$48,842.00
		Bi-Wk	\$1,380.31	\$1,430.85	\$1,481.19	\$1,531.35	\$1,581.58	\$1,631.88	\$1,682.15	\$1,728.36	\$1,774.72	\$1,822.34	\$1,871.35
		Daily	\$138.04	\$143.09	\$148.12	\$153.14	\$158.16	\$163.19	\$168.22	\$172.84	\$177.48	\$182.24	\$187.14
		Hourly	\$18.41	\$19.08	\$19.75	\$20.42	\$21.09	\$21.76	\$22.43	\$23.05	\$23.67	\$24.30	\$24.96
XN	15	Annual	\$37,749.00	\$39,096.00	\$40,448.00	\$41,796.00	\$43,150.00	\$44,509.00	\$45,853.00	\$47,115.00	\$48,378.00	\$49,673.00	\$51,005.00
		Bi-Wk	\$1,446.33	\$1,497.94	\$1,549.74	\$1,601.38	\$1,653.26	\$1,705.33	\$1,756.82	\$1,805.18	\$1,853.57	\$1,903.19	\$1,954.22
		Daily	\$144.64	\$149.80	\$154.98	\$160.14	\$165.33	\$170.54	\$175.69	\$180.52	\$185.36	\$190.32	\$195.43
		Hourly	\$19.29	\$19.98	\$20.67	\$21.36	\$22.05	\$22.74	\$23.43	\$24.07	\$24.72	\$25.38	\$26.06
XN	16	Annual	\$39,569.00	\$40,959.00	\$42,354.00	\$43,746.00	\$45,135.00	\$46,530.00	\$47,916.00	\$49,233.00	\$50,553.00	\$51,905.00	\$53,298.00
		Bi-Wk	\$1,516.06	\$1,569.32	\$1,622.76	\$1,676.10	\$1,729.32	\$1,782.76	\$1,835.87	\$1,886.33	\$1,936.90	\$1,988.70	\$2,042.07
		Daily	\$151.61	\$156.94	\$162.28	\$167.61	\$172.94	\$178.28	\$183.59	\$188.64	\$193.69	\$198.87	\$204.21
		Hourly	\$20.22	\$20.93	\$21.64	\$22.35	\$23.06	\$23.78	\$24.48	\$25.16	\$25.83	\$26.52	\$27.23
XN	17	Annual	\$41,513.00	\$42,951.00	\$44,381.00	\$45,813.00	\$47,243.00	\$48,672.00	\$50,103.00	\$51,480.00	\$52,859.00	\$54,276.00	\$55,730.00
		Bi-Wk	\$1,590.54	\$1,645.64	\$1,700.43	\$1,755.29	\$1,810.08	\$1,864.83	\$1,919.66	\$1,972.42	\$2,025.25	\$2,079.55	\$2,135.25
		Daily	\$159.06	\$164.57	\$170.05	\$175.53	\$181.01	\$186.49	\$191.97	\$197.25	\$202.53	\$207.96	\$213.53
		Hourly	\$21.21	\$21.95	\$22.68	\$23.41	\$24.14	\$24.87	\$25.60	\$26.30	\$27.01	\$27.73	\$28.47
XN	18	Annual	\$43,599.00	\$45,059.00	\$46,530.00	\$47,994.00	\$49,461.00	\$50,933.00	\$52,395.00	\$53,837.00	\$55,279.00	\$56,763.00	\$58,284.00
		Bi-Wk	\$1,670.46	\$1,726.40	\$1,782.76	\$1,838.86	\$1,895.06	\$1,951.46	\$2,007.48	\$2,062.73	\$2,117.97	\$2,174.83	\$2,233.11
		Daily	\$167.05	\$172.64	\$178.28	\$183.89	\$189.51	\$195.15	\$200.75	\$206.28	\$211.80	\$217.49	\$223.32
		Hourly	\$22.28	\$23.02	\$23.78	\$24.52	\$25.27	\$26.02	\$26.77	\$27.51	\$28.24	\$29.00	\$29.78

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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
XN	19	Annual	\$45,724.00	\$47,243.00	\$48,750.00	\$50,264.00	\$51,770.00	\$53,284.00	\$54,788.00	\$56,295.00	\$57,802.00	\$59,348.00	\$60,937.00
		Bi-Wk	\$1,751.88	\$1,810.08	\$1,867.82	\$1,925.83	\$1,983.53	\$2,041.54	\$2,099.16	\$2,156.90	\$2,214.64	\$2,273.87	\$2,334.76
		Daily	\$175.19	\$181.01	\$186.79	\$192.59	\$198.36	\$204.16	\$209.92	\$215.69	\$221.47	\$227.39	\$233.48
		Hourly	\$23.36	\$24.14	\$24.91	\$25.68	\$26.45	\$27.23	\$27.99	\$28.76	\$29.53	\$30.32	\$31.14
XN	20	Annual	\$48,040.00	\$49,586.00	\$51,137.00	\$52,676.00	\$54,227.00	\$55,772.00	\$57,323.00	\$58,898.00	\$60,472.00	\$62,091.00	\$63,756.00
		Bi-Wk	\$1,840.62	\$1,899.85	\$1,959.28	\$2,018.24	\$2,077.67	\$2,136.86	\$2,196.29	\$2,256.63	\$2,316.94	\$2,378.97	\$2,442.76
		Daily	\$184.07	\$189.99	\$195.93	\$201.83	\$207.77	\$213.69	\$219.63	\$225.67	\$231.70	\$237.90	\$244.28
		Hourly	\$24.55	\$25.34	\$26.13	\$26.91	\$27.71	\$28.50	\$29.29	\$30.09	\$30.90	\$31.72	\$32.58
XN	21	Annual	\$50,399.00	\$51,993.00	\$53,578.00	\$55,170.00	\$56,758.00	\$58,342.00	\$59,934.00	\$61,582.00	\$63,230.00	\$64,922.00	\$66,660.00
		Bi-Wk	\$1,931.00	\$1,992.07	\$2,052.80	\$2,113.80	\$2,174.64	\$2,235.33	\$2,296.33	\$2,359.47	\$2,422.61	\$2,487.44	\$2,554.03
		Daily	\$193.10	\$199.21	\$205.28	\$211.38	\$217.47	\$223.54	\$229.64	\$235.95	\$242.27	\$248.75	\$255.41
		Hourly	\$25.75	\$26.57	\$27.38	\$28.19	\$29.00	\$29.81	\$30.62	\$31.46	\$32.31	\$33.17	\$34.06
XN	22	Annual	\$51,770.00	\$53,655.00	\$55,542.00	\$57,426.00	\$59,318.00	\$61,200.00	\$63,085.00	\$64,821.00	\$66,557.00	\$68,338.00	\$70,167.00
		Bi-Wk	\$1,983.53	\$2,055.75	\$2,128.05	\$2,200.23	\$2,272.73	\$2,344.83	\$2,417.05	\$2,483.57	\$2,550.08	\$2,618.32	\$2,688.40
		Daily	\$198.36	\$205.58	\$212.81	\$220.03	\$227.28	\$234.49	\$241.71	\$248.36	\$255.01	\$261.84	\$268.84
		Hourly	\$26.45	\$27.41	\$28.38	\$29.34	\$30.31	\$31.27	\$32.23	\$33.12	\$34.01	\$34.92	\$35.85
XN	23	Annual	\$54,206.00	\$56,177.00	\$58,136.00	\$60,103.00	\$62,068.00	\$64,032.00	\$66,000.00	\$67,814.00	\$69,629.00	\$71,494.00	\$73,409.00
		Bi-Wk	\$2,076.86	\$2,152.38	\$2,227.44	\$2,302.80	\$2,378.09	\$2,453.34	\$2,528.74	\$2,598.24	\$2,667.78	\$2,739.24	\$2,812.61
		Daily	\$207.69	\$215.24	\$222.75	\$230.28	\$237.81	\$245.34	\$252.88	\$259.83	\$266.78	\$273.93	\$281.27
		Hourly	\$27.70	\$28.70	\$29.70	\$30.71	\$31.71	\$32.72	\$33.72	\$34.65	\$35.58	\$36.53	\$37.51

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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
XN	24	Annual	\$56,802.00	\$58,850.00	\$60,903.00	\$62,952.00	\$64,997.00	\$67,047.00	\$69,096.00	\$70,992.00	\$72,893.00	\$74,845.00	\$76,851.00
		Bi-Wk	\$2,176.33	\$2,254.79	\$2,333.45	\$2,411.96	\$2,490.31	\$2,568.86	\$2,647.36	\$2,720.00	\$2,792.84	\$2,867.63	\$2,944.49
		Daily	\$217.64	\$225.48	\$233.35	\$241.20	\$249.04	\$256.89	\$264.74	\$272.00	\$279.29	\$286.77	\$294.45
		Hourly	\$29.02	\$30.07	\$31.12	\$32.16	\$33.21	\$34.26	\$35.30	\$36.27	\$37.24	\$38.24	\$39.26
XN	25	Annual	\$59,568.00	\$61,689.00	\$63,813.00	\$65,934.00	\$68,060.00	\$70,183.00	\$72,306.00	\$74,293.00	\$76,282.00	\$78,323.00	\$80,419.00
		Bi-Wk	\$2,282.30	\$2,363.57	\$2,444.95	\$2,526.21	\$2,607.67	\$2,689.01	\$2,770.35	\$2,846.48	\$2,922.69	\$3,000.89	\$3,081.19
		Daily	\$228.23	\$236.36	\$244.50	\$252.63	\$260.77	\$268.91	\$277.04	\$284.65	\$292.27	\$300.09	\$308.12
		Hourly	\$30.44	\$31.52	\$32.60	\$33.69	\$34.77	\$35.86	\$36.94	\$37.96	\$38.97	\$40.02	\$41.09
XN	26	Annual	\$62,489.00	\$64,682.00	\$66,887.00	\$69,096.00	\$71,299.00	\$73,492.00	\$75,695.00	\$77,778.00	\$79,860.00	\$82,002.00	\$84,199.00
		Bi-Wk	\$2,394.22	\$2,478.24	\$2,562.73	\$2,647.36	\$2,731.77	\$2,815.79	\$2,900.20	\$2,980.00	\$3,059.78	\$3,141.84	\$3,226.02
		Daily	\$239.43	\$247.83	\$256.28	\$264.74	\$273.18	\$281.58	\$290.02	\$298.00	\$305.98	\$314.19	\$322.61
		Hourly	\$31.93	\$33.05	\$34.17	\$35.30	\$36.43	\$37.55	\$38.67	\$39.74	\$40.80	\$41.90	\$43.02

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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
XN	9	Annual	\$30,574.00	\$31,475.00	\$32,376.00	\$33,284.00	\$34,187.00	\$35,083.00	\$35,994.00	\$36,981.00	\$37,972.00	\$38,988.00	\$40,034.00
		Bi-Wk	\$1,171.42	\$1,205.94	\$1,240.46	\$1,275.25	\$1,309.85	\$1,344.18	\$1,379.09	\$1,416.90	\$1,454.87	\$1,493.80	\$1,533.87
		Daily	\$117.15	\$120.60	\$124.05	\$127.53	\$130.99	\$134.42	\$137.91	\$141.69	\$145.49	\$149.38	\$153.39
		Hourly	\$15.62	\$16.08	\$16.54	\$17.01	\$17.47	\$17.93	\$18.39	\$18.90	\$19.40	\$19.92	\$20.46
XN	10	Annual	\$31,545.00	\$32,490.00	\$33,432.00	\$34,387.00	\$35,327.00	\$36,285.00	\$37,280.00	\$38,303.00	\$39,329.00	\$40,383.00	\$41,467.00
		Bi-Wk	\$1,208.63	\$1,244.83	\$1,280.92	\$1,317.51	\$1,353.53	\$1,390.23	\$1,428.36	\$1,467.55	\$1,506.86	\$1,547.25	\$1,588.78
		Daily	\$120.87	\$124.49	\$128.10	\$131.76	\$135.36	\$139.03	\$142.84	\$146.76	\$150.69	\$154.73	\$158.88
		Hourly	\$16.12	\$16.60	\$17.08	\$17.57	\$18.05	\$18.54	\$19.05	\$19.57	\$20.10	\$20.63	\$21.19
XN	11	Annual	\$32,535.00	\$33,519.00	\$34,512.00	\$35,493.00	\$36,505.00	\$37,535.00	\$38,571.00	\$39,630.00	\$40,690.00	\$41,779.00	\$42,899.00
		Bi-Wk	\$1,246.56	\$1,284.26	\$1,322.30	\$1,359.89	\$1,398.66	\$1,438.13	\$1,477.82	\$1,518.40	\$1,559.01	\$1,600.73	\$1,643.64
		Daily	\$124.66	\$128.43	\$132.23	\$135.99	\$139.87	\$143.82	\$147.79	\$151.84	\$155.91	\$160.08	\$164.37
		Hourly	\$16.63	\$17.13	\$17.64	\$18.14	\$18.65	\$19.18	\$19.71	\$20.25	\$20.79	\$21.35	\$21.92
XN	12	Annual	\$33,583.00	\$34,615.00	\$35,635.00	\$36,694.00	\$37,759.00	\$38,843.00	\$39,915.00	\$41,013.00	\$42,109.00	\$43,236.00	\$44,392.00
		Bi-Wk	\$1,286.71	\$1,326.25	\$1,365.33	\$1,405.91	\$1,446.71	\$1,488.24	\$1,529.32	\$1,571.38	\$1,613.38	\$1,656.56	\$1,700.85
		Daily	\$128.68	\$132.63	\$136.54	\$140.60	\$144.68	\$148.83	\$152.94	\$157.14	\$161.34	\$165.66	\$170.09
		Hourly	\$17.16	\$17.69	\$18.21	\$18.75	\$19.29	\$19.85	\$20.40	\$20.96	\$21.52	\$22.09	\$22.68
XN	13	Annual	\$35,460.00	\$36,763.00	\$38,066.00	\$39,379.00	\$40,689.00	\$41,997.00	\$43,312.00	\$44,500.00	\$45,692.00	\$46,916.00	\$48,172.00
		Bi-Wk	\$1,358.63	\$1,408.55	\$1,458.47	\$1,508.78	\$1,558.97	\$1,609.09	\$1,659.47	\$1,704.99	\$1,750.66	\$1,797.55	\$1,845.68
		Daily	\$135.87	\$140.86	\$145.85	\$150.88	\$155.90	\$160.91	\$165.95	\$170.50	\$175.07	\$179.76	\$184.57
		Hourly	\$18.12	\$18.79	\$19.45	\$20.12	\$20.79	\$21.46	\$22.13	\$22.74	\$23.35	\$23.97	\$24.61

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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
XN	14	Annual	\$37,107.00	\$38,466.00	\$39,819.00	\$41,168.00	\$42,518.00	\$43,870.00	\$45,222.00	\$46,464.00	\$47,710.00	\$48,990.00	\$50,307.00
		Bi-Wk	\$1,421.73	\$1,473.80	\$1,525.64	\$1,577.32	\$1,629.05	\$1,680.85	\$1,732.65	\$1,780.23	\$1,827.97	\$1,877.02	\$1,927.48
		Daily	\$142.18	\$147.38	\$152.57	\$157.74	\$162.91	\$168.09	\$173.27	\$178.03	\$182.80	\$187.71	\$192.75
		Hourly	\$18.96	\$19.66	\$20.35	\$21.04	\$21.73	\$22.42	\$23.11	\$23.74	\$24.38	\$25.03	\$25.70
XN	15	Annual	\$38,882.00	\$40,269.00	\$41,662.00	\$43,050.00	\$44,445.00	\$45,845.00	\$47,229.00	\$48,530.00	\$49,829.00	\$51,163.00	\$52,536.00
		Bi-Wk	\$1,489.74	\$1,542.88	\$1,596.25	\$1,649.43	\$1,702.88	\$1,756.52	\$1,809.55	\$1,859.39	\$1,909.16	\$1,960.27	\$2,012.88
		Daily	\$148.98	\$154.29	\$159.63	\$164.95	\$170.29	\$175.66	\$180.96	\$185.94	\$190.92	\$196.03	\$201.29
		Hourly	\$19.87	\$20.58	\$21.29	\$22.00	\$22.71	\$23.43	\$24.13	\$24.80	\$25.46	\$26.14	\$26.84
XN	16	Annual	\$40,757.00	\$42,188.00	\$43,625.00	\$45,058.00	\$46,490.00	\$47,927.00	\$49,354.00	\$50,710.00	\$52,070.00	\$53,463.00	\$54,897.00
		Bi-Wk	\$1,561.58	\$1,616.40	\$1,671.46	\$1,726.37	\$1,781.23	\$1,836.29	\$1,890.96	\$1,942.92	\$1,995.02	\$2,048.40	\$2,103.34
		Daily	\$156.16	\$161.64	\$167.15	\$172.64	\$178.13	\$183.63	\$189.10	\$194.30	\$199.51	\$204.84	\$210.34
		Hourly	\$20.83	\$21.56	\$22.29	\$23.02	\$23.75	\$24.49	\$25.22	\$25.91	\$26.61	\$27.32	\$28.05
XN	17	Annual	\$42,759.00	\$44,240.00	\$45,713.00	\$47,187.00	\$48,660.00	\$50,133.00	\$51,606.00	\$53,025.00	\$54,446.00	\$55,904.00	\$57,402.00
		Bi-Wk	\$1,638.28	\$1,695.02	\$1,751.46	\$1,807.94	\$1,864.37	\$1,920.81	\$1,977.25	\$2,031.61	\$2,086.06	\$2,141.92	\$2,199.32
		Daily	\$163.83	\$169.51	\$175.15	\$180.80	\$186.44	\$192.09	\$197.73	\$203.17	\$208.61	\$214.20	\$219.94
		Hourly	\$21.85	\$22.61	\$23.36	\$24.11	\$24.86	\$25.62	\$26.37	\$27.09	\$27.82	\$28.56	\$29.33
XN	18	Annual	\$44,907.00	\$46,412.00	\$47,927.00	\$49,434.00	\$50,945.00	\$52,462.00	\$53,968.00	\$55,452.00	\$56,937.00	\$58,466.00	\$60,033.00
		Bi-Wk	\$1,720.58	\$1,778.24	\$1,836.29	\$1,894.03	\$1,951.92	\$2,010.04	\$2,067.74	\$2,124.60	\$2,181.50	\$2,240.08	\$2,300.12
		Daily	\$172.06	\$177.83	\$183.63	\$189.41	\$195.20	\$201.01	\$206.78	\$212.46	\$218.15	\$224.01	\$230.02
		Hourly	\$22.95	\$23.71	\$24.49	\$25.26	\$26.03	\$26.81	\$27.57	\$28.33	\$29.09	\$29.87	\$30.67

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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
XN	19	Annual	\$47,096.00	\$48,660.00	\$50,213.00	\$51,773.00	\$53,323.00	\$54,882.00	\$56,433.00	\$57,985.00	\$59,537.00	\$61,129.00	\$62,766.00
		Bi-Wk	\$1,804.45	\$1,864.37	\$1,923.87	\$1,983.64	\$2,043.03	\$2,102.76	\$2,162.19	\$2,221.65	\$2,281.12	\$2,342.11	\$2,404.83
		Daily	\$180.45	\$186.44	\$192.39	\$198.37	\$204.31	\$210.28	\$216.22	\$222.17	\$228.12	\$234.22	\$240.49
		Hourly	\$24.06	\$24.86	\$25.66	\$26.45	\$27.25	\$28.04	\$28.83	\$29.63	\$30.42	\$31.23	\$32.07
XN	20	Annual	\$49,482.00	\$51,074.00	\$52,671.00	\$54,257.00	\$55,854.00	\$57,445.00	\$59,044.00	\$60,666.00	\$62,287.00	\$63,954.00	\$65,669.00
		Bi-Wk	\$1,895.87	\$1,956.86	\$2,018.05	\$2,078.82	\$2,140.00	\$2,200.96	\$2,262.23	\$2,324.37	\$2,386.48	\$2,450.35	\$2,516.06
		Daily	\$189.59	\$195.69	\$201.81	\$207.89	\$214.00	\$220.10	\$226.23	\$232.44	\$238.65	\$245.04	\$251.61
		Hourly	\$25.28	\$26.10	\$26.91	\$27.72	\$28.54	\$29.35	\$30.17	\$31.00	\$31.82	\$32.68	\$33.55
XN	21	Annual	\$51,912.00	\$53,553.00	\$55,187.00	\$56,826.00	\$58,462.00	\$60,093.00	\$61,733.00	\$63,430.00	\$65,127.00	\$66,869.00	\$68,661.00
		Bi-Wk	\$1,988.97	\$2,051.84	\$2,114.45	\$2,177.25	\$2,239.93	\$2,302.42	\$2,365.25	\$2,430.27	\$2,495.29	\$2,562.04	\$2,630.69
		Daily	\$198.90	\$205.19	\$211.45	\$217.73	\$224.00	\$230.25	\$236.53	\$243.03	\$249.53	\$256.21	\$263.07
		Hourly	\$26.52	\$27.36	\$28.20	\$29.03	\$29.87	\$30.70	\$31.54	\$32.41	\$33.28	\$34.17	\$35.08
XN	22	Annual	\$53,323.00	\$55,266.00	\$57,209.00	\$59,149.00	\$61,098.00	\$63,037.00	\$64,978.00	\$66,765.00	\$68,554.00	\$70,389.00	\$72,273.00
		Bi-Wk	\$2,043.03	\$2,117.48	\$2,191.92	\$2,266.25	\$2,340.92	\$2,415.22	\$2,489.58	\$2,558.05	\$2,626.60	\$2,696.90	\$2,769.09
		Daily	\$204.31	\$211.75	\$219.20	\$226.63	\$234.10	\$241.53	\$248.96	\$255.81	\$262.66	\$269.69	\$276.91
		Hourly	\$27.25	\$28.24	\$29.23	\$30.22	\$31.22	\$32.21	\$33.20	\$34.11	\$35.03	\$35.96	\$36.93
XN	23	Annual	\$55,833.00	\$57,862.00	\$59,880.00	\$61,907.00	\$63,930.00	\$65,953.00	\$67,980.00	\$69,849.00	\$71,719.00	\$73,639.00	\$75,612.00
		Bi-Wk	\$2,139.20	\$2,216.94	\$2,294.26	\$2,371.92	\$2,449.43	\$2,526.94	\$2,604.60	\$2,676.21	\$2,747.86	\$2,821.42	\$2,897.02
		Daily	\$213.92	\$221.70	\$229.43	\$237.20	\$244.95	\$252.70	\$260.46	\$267.63	\$274.79	\$282.15	\$289.71
		Hourly	\$28.53	\$29.56	\$30.60	\$31.63	\$32.66	\$33.70	\$34.73	\$35.69	\$36.64	\$37.62	\$38.63

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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
XN	24	Annual	\$58,507.00	\$60,615.00	\$62,730.00	\$64,841.00	\$66,947.00	\$69,059.00	\$71,169.00	\$73,122.00	\$75,080.00	\$77,091.00	\$79,157.00
		Bi-Wk	\$2,241.65	\$2,322.42	\$2,403.45	\$2,484.33	\$2,565.02	\$2,645.94	\$2,726.79	\$2,801.61	\$2,876.63	\$2,953.68	\$3,032.84
		Daily	\$224.17	\$232.25	\$240.35	\$248.44	\$256.51	\$264.60	\$272.68	\$280.17	\$287.67	\$295.37	\$303.29
		Hourly	\$29.89	\$30.97	\$32.05	\$33.13	\$34.21	\$35.28	\$36.36	\$37.36	\$38.36	\$39.39	\$40.44
XN	25	Annual	\$61,355.00	\$63,540.00	\$65,727.00	\$67,913.00	\$70,102.00	\$72,290.00	\$74,475.00	\$76,523.00	\$78,570.00	\$80,674.00	\$82,832.00
		Bi-Wk	\$2,350.77	\$2,434.49	\$2,518.28	\$2,602.04	\$2,685.91	\$2,769.74	\$2,853.45	\$2,931.92	\$3,010.35	\$3,090.96	\$3,173.64
		Daily	\$235.08	\$243.45	\$251.83	\$260.21	\$268.60	\$276.98	\$285.35	\$293.20	\$301.04	\$309.10	\$317.37
		Hourly	\$31.35	\$32.46	\$33.58	\$34.70	\$35.82	\$36.93	\$38.05	\$39.10	\$40.14	\$41.22	\$42.32
XN	26	Annual	\$64,364.00	\$66,623.00	\$68,893.00	\$71,169.00	\$73,438.00	\$75,697.00	\$77,966.00	\$80,111.00	\$82,257.00	\$84,463.00	\$86,725.00
		Bi-Wk	\$2,466.06	\$2,552.61	\$2,639.58	\$2,726.79	\$2,813.72	\$2,900.27	\$2,987.21	\$3,069.39	\$3,151.61	\$3,236.14	\$3,322.80
		Daily	\$246.61	\$255.27	\$263.96	\$272.68	\$281.38	\$290.03	\$298.73	\$306.94	\$315.17	\$323.62	\$332.28
		Hourly	\$32.89	\$34.04	\$35.20	\$36.36	\$37.52	\$38.68	\$39.83	\$40.93	\$42.03	\$43.15	\$44.31