

P-1 XC 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
XC	9	Annual	\$27,714.00	\$28,500.00	\$29,366.00	\$30,192.00	\$31,020.00	\$31,843.00	\$32,679.00	\$33,576.00	\$34,473.00	\$35,395.00	\$36,342.00
		Bi-Wk	\$1,061.84	\$1,091.96	\$1,125.14	\$1,156.79	\$1,188.51	\$1,220.04	\$1,252.07	\$1,286.44	\$1,320.81	\$1,356.14	\$1,392.42
		Daily	\$106.19	\$109.20	\$112.52	\$115.68	\$118.86	\$122.01	\$125.21	\$128.65	\$132.09	\$135.62	\$139.25
		Hourly	\$14.16	\$14.56	\$15.01	\$15.43	\$15.85	\$16.27	\$16.70	\$17.16	\$17.62	\$18.09	\$18.57
XC	10	Annual	\$28,605.00	\$29,473.00	\$30,332.00	\$31,200.00	\$32,064.00	\$32,944.00	\$33,853.00	\$34,782.00	\$35,715.00	\$36,674.00	\$37,660.00
		Bi-Wk	\$1,095.98	\$1,129.24	\$1,162.15	\$1,195.41	\$1,228.51	\$1,262.23	\$1,297.05	\$1,332.65	\$1,368.40	\$1,405.14	\$1,442.92
		Daily	\$109.60	\$112.93	\$116.22	\$119.55	\$122.86	\$126.23	\$129.71	\$133.27	\$136.84	\$140.52	\$144.30
		Hourly	\$14.62	\$15.06	\$15.50	\$15.94	\$16.39	\$16.83	\$17.30	\$17.77	\$18.25	\$18.74	\$19.24
XC	11	Annual	\$29,515.00	\$30,410.00	\$31,315.00	\$32,213.00	\$33,142.00	\$34,086.00	\$35,034.00	\$35,997.00	\$36,959.00	\$37,949.00	\$38,967.00
		Bi-Wk	\$1,130.85	\$1,165.14	\$1,199.81	\$1,234.22	\$1,269.81	\$1,305.98	\$1,342.30	\$1,379.20	\$1,416.06	\$1,453.99	\$1,492.99
		Daily	\$113.09	\$116.52	\$119.99	\$123.43	\$126.99	\$130.60	\$134.23	\$137.92	\$141.61	\$145.40	\$149.30
		Hourly	\$15.08	\$15.54	\$16.00	\$16.46	\$16.94	\$17.42	\$17.90	\$18.39	\$18.89	\$19.39	\$19.91
XC	12	Annual	\$30,471.00	\$31,414.00	\$32,343.00	\$33,315.00	\$34,294.00	\$35,283.00	\$36,261.00	\$37,258.00	\$38,254.00	\$39,278.00	\$40,330.00
		Bi-Wk	\$1,167.48	\$1,203.61	\$1,239.20	\$1,276.44	\$1,313.95	\$1,351.84	\$1,389.32	\$1,427.51	\$1,465.68	\$1,504.91	\$1,545.22
		Daily	\$116.75	\$120.37	\$123.92	\$127.65	\$131.40	\$135.19	\$138.94	\$142.76	\$146.57	\$150.50	\$154.53
		Hourly	\$15.57	\$16.05	\$16.53	\$17.02	\$17.52	\$18.03	\$18.53	\$19.04	\$19.55	\$20.07	\$20.61
XC	13	Annual	\$32,189.00	\$33,375.00	\$34,578.00	\$35,773.00	\$36,973.00	\$38,168.00	\$39,372.00	\$40,453.00	\$41,537.00	\$42,650.00	\$43,794.00
		Bi-Wk	\$1,233.30	\$1,278.74	\$1,324.83	\$1,370.62	\$1,416.60	\$1,462.38	\$1,508.51	\$1,549.93	\$1,591.46	\$1,634.10	\$1,677.94
		Daily	\$123.33	\$127.88	\$132.49	\$137.07	\$141.66	\$146.24	\$150.86	\$155.00	\$159.15	\$163.41	\$167.80
		Hourly	\$16.45	\$17.05	\$17.67	\$18.28	\$18.89	\$19.50	\$20.12	\$20.67	\$21.22	\$21.79	\$22.38

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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	14	Annual	\$33,694.00	\$34,937.00	\$36,175.00	\$37,410.00	\$38,646.00	\$39,884.00	\$41,117.00	\$42,247.00	\$43,378.00	\$44,541.00	\$45,737.00
		Bi-Wk	\$1,290.96	\$1,338.59	\$1,386.02	\$1,433.34	\$1,480.69	\$1,528.13	\$1,575.37	\$1,618.66	\$1,662.00	\$1,706.56	\$1,752.38
		Daily	\$129.10	\$133.86	\$138.61	\$143.34	\$148.07	\$152.82	\$157.54	\$161.87	\$166.20	\$170.66	\$175.24
		Hourly	\$17.22	\$17.85	\$18.49	\$19.12	\$19.75	\$20.38	\$21.01	\$21.59	\$22.16	\$22.76	\$23.37
XC	15	Annual	\$35,315.00	\$36,589.00	\$37,862.00	\$39,133.00	\$40,408.00	\$41,688.00	\$42,960.00	\$44,142.00	\$45,323.00	\$46,537.00	\$47,783.00
		Bi-Wk	\$1,353.07	\$1,401.88	\$1,450.66	\$1,499.35	\$1,548.20	\$1,597.25	\$1,645.98	\$1,691.27	\$1,736.52	\$1,783.03	\$1,830.77
		Daily	\$135.31	\$140.19	\$145.07	\$149.94	\$154.82	\$159.73	\$164.60	\$169.13	\$173.66	\$178.31	\$183.08
		Hourly	\$18.05	\$18.70	\$19.35	\$20.00	\$20.65	\$21.30	\$21.95	\$22.56	\$23.16	\$23.78	\$24.42
XC	16	Annual	\$37,032.00	\$38,345.00	\$39,660.00	\$40,971.00	\$42,282.00	\$43,597.00	\$44,903.00	\$46,135.00	\$47,370.00	\$48,641.00	\$49,945.00
		Bi-Wk	\$1,418.86	\$1,469.16	\$1,519.55	\$1,569.78	\$1,620.00	\$1,670.39	\$1,720.43	\$1,767.63	\$1,814.95	\$1,863.64	\$1,913.61
		Daily	\$141.89	\$146.92	\$151.96	\$156.98	\$162.00	\$167.04	\$172.05	\$176.77	\$181.50	\$186.37	\$191.37
		Hourly	\$18.92	\$19.59	\$20.27	\$20.94	\$21.60	\$22.28	\$22.94	\$23.57	\$24.20	\$24.85	\$25.52
XC	17	Annual	\$38,867.00	\$40,219.00	\$41,571.00	\$42,918.00	\$44,267.00	\$45,609.00	\$46,965.00	\$48,259.00	\$49,550.00	\$50,875.00	\$52,238.00
		Bi-Wk	\$1,489.16	\$1,540.96	\$1,592.76	\$1,644.37	\$1,696.06	\$1,747.48	\$1,799.43	\$1,849.01	\$1,898.47	\$1,949.24	\$2,001.46
		Daily	\$148.92	\$154.10	\$159.28	\$164.44	\$169.61	\$174.75	\$179.95	\$184.91	\$189.85	\$194.93	\$200.15
		Hourly	\$19.86	\$20.55	\$21.24	\$21.93	\$22.62	\$23.30	\$24.00	\$24.66	\$25.32	\$25.99	\$26.69
XC	18	Annual	\$40,826.00	\$42,213.00	\$43,597.00	\$44,982.00	\$46,358.00	\$47,744.00	\$49,125.00	\$50,477.00	\$51,830.00	\$53,222.00	\$54,651.00
		Bi-Wk	\$1,564.22	\$1,617.36	\$1,670.39	\$1,723.45	\$1,776.17	\$1,829.28	\$1,882.19	\$1,933.99	\$1,985.83	\$2,039.16	\$2,093.91
		Daily	\$156.43	\$161.74	\$167.04	\$172.35	\$177.62	\$182.93	\$188.22	\$193.40	\$198.59	\$203.92	\$209.40
		Hourly	\$20.86	\$21.57	\$22.28	\$22.98	\$23.69	\$24.40	\$25.10	\$25.79	\$26.48	\$27.19	\$27.92

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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	\$42,837.00	\$44,267.00	\$45,688.00	\$47,119.00	\$48,534.00	\$49,957.00	\$51,380.00	\$52,795.00	\$54,206.00	\$55,659.00	\$57,150.00
		Bi-Wk	\$1,641.27	\$1,696.06	\$1,750.50	\$1,805.33	\$1,859.55	\$1,914.07	\$1,968.59	\$2,022.80	\$2,076.86	\$2,132.53	\$2,189.66
		Daily	\$164.13	\$169.61	\$175.05	\$180.54	\$185.96	\$191.41	\$196.86	\$202.28	\$207.69	\$213.26	\$218.97
		Hourly	\$21.89	\$22.62	\$23.34	\$24.08	\$24.80	\$25.53	\$26.25	\$26.98	\$27.70	\$28.44	\$29.20
XC	20	Annual	\$45,023.00	\$46,481.00	\$47,938.00	\$49,393.00	\$50,847.00	\$52,308.00	\$53,766.00	\$55,243.00	\$56,722.00	\$58,241.00	\$59,800.00
		Bi-Wk	\$1,725.02	\$1,780.89	\$1,836.71	\$1,892.46	\$1,948.17	\$2,004.14	\$2,060.00	\$2,116.60	\$2,173.26	\$2,231.46	\$2,291.19
		Daily	\$172.51	\$178.09	\$183.68	\$189.25	\$194.82	\$200.42	\$206.00	\$211.66	\$217.33	\$223.15	\$229.12
		Hourly	\$23.01	\$23.75	\$24.49	\$25.24	\$25.98	\$26.73	\$27.47	\$28.23	\$28.98	\$29.76	\$30.55
XC	21	Annual	\$47,243.00	\$48,741.00	\$50,239.00	\$51,738.00	\$53,237.00	\$54,732.00	\$56,233.00	\$57,777.00	\$59,324.00	\$60,912.00	\$62,544.00
		Bi-Wk	\$1,810.08	\$1,867.48	\$1,924.87	\$1,982.30	\$2,039.74	\$2,097.02	\$2,154.53	\$2,213.68	\$2,272.96	\$2,333.80	\$2,396.33
		Daily	\$181.01	\$186.75	\$192.49	\$198.23	\$203.98	\$209.71	\$215.46	\$221.37	\$227.30	\$233.38	\$239.64
		Hourly	\$24.14	\$24.90	\$25.67	\$26.44	\$27.20	\$27.97	\$28.73	\$29.52	\$30.31	\$31.12	\$31.96
XC	22	Annual	\$48,534.00	\$50,314.00	\$52,094.00	\$53,868.00	\$55,647.00	\$57,427.00	\$59,203.00	\$60,831.00	\$62,459.00	\$64,133.00	\$65,852.00
		Bi-Wk	\$1,859.55	\$1,927.74	\$1,995.94	\$2,063.91	\$2,132.07	\$2,200.27	\$2,268.32	\$2,330.69	\$2,393.07	\$2,457.21	\$2,523.07
		Daily	\$185.96	\$192.78	\$199.60	\$206.40	\$213.21	\$220.03	\$226.84	\$233.07	\$239.31	\$245.73	\$252.31
		Hourly	\$24.80	\$25.71	\$26.62	\$27.52	\$28.43	\$29.34	\$30.25	\$31.08	\$31.91	\$32.77	\$33.65
XC	23	Annual	\$50,833.00	\$52,688.00	\$54,535.00	\$56,390.00	\$58,241.00	\$60,096.00	\$61,950.00	\$63,650.00	\$65,354.00	\$67,106.00	\$68,905.00
		Bi-Wk	\$1,947.63	\$2,018.70	\$2,089.47	\$2,160.54	\$2,231.46	\$2,302.53	\$2,373.57	\$2,438.70	\$2,503.99	\$2,571.12	\$2,640.04
		Daily	\$194.77	\$201.87	\$208.95	\$216.06	\$223.15	\$230.26	\$237.36	\$243.87	\$250.40	\$257.12	\$264.01
		Hourly	\$25.97	\$26.92	\$27.86	\$28.81	\$29.76	\$30.71	\$31.65	\$32.52	\$33.39	\$34.29	\$35.21

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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	24	Annual	\$53,277.00	\$55,209.00	\$57,138.00	\$59,070.00	\$61,004.00	\$62,932.00	\$64,862.00	\$66,643.00	\$68,428.00	\$70,259.00	\$72,142.00
		Bi-Wk	\$2,041.27	\$2,115.29	\$2,189.20	\$2,263.22	\$2,337.32	\$2,411.19	\$2,485.14	\$2,553.38	\$2,621.77	\$2,691.92	\$2,764.07
		Daily	\$204.13	\$211.53	\$218.92	\$226.33	\$233.74	\$241.12	\$248.52	\$255.34	\$262.18	\$269.20	\$276.41
		Hourly	\$27.22	\$28.21	\$29.19	\$30.18	\$31.17	\$32.15	\$33.14	\$34.05	\$34.96	\$35.90	\$36.86
XC	25	Annual	\$55,877.00	\$57,888.00	\$59,880.00	\$61,886.00	\$63,887.00	\$65,892.00	\$67,890.00	\$69,758.00	\$71,624.00	\$73,541.00	\$75,509.00
		Bi-Wk	\$2,140.89	\$2,217.94	\$2,294.26	\$2,371.12	\$2,447.78	\$2,524.60	\$2,601.15	\$2,672.73	\$2,744.22	\$2,817.67	\$2,893.07
		Daily	\$214.09	\$221.80	\$229.43	\$237.12	\$244.78	\$252.46	\$260.12	\$267.28	\$274.43	\$281.77	\$289.31
		Hourly	\$28.55	\$29.58	\$30.60	\$31.62	\$32.64	\$33.67	\$34.69	\$35.64	\$36.59	\$37.57	\$38.58
XC	26	Annual	\$58,633.00	\$60,707.00	\$62,790.00	\$64,862.00	\$66,939.00	\$69,017.00	\$71,089.00	\$73,042.00	\$74,999.00	\$77,009.00	\$79,073.00
		Bi-Wk	\$2,246.48	\$2,325.94	\$2,405.75	\$2,485.14	\$2,564.72	\$2,644.33	\$2,723.72	\$2,798.55	\$2,873.53	\$2,950.54	\$3,029.62
		Daily	\$224.65	\$232.60	\$240.58	\$248.52	\$256.48	\$264.44	\$272.38	\$279.86	\$287.36	\$295.06	\$302.97
		Hourly	\$29.96	\$31.02	\$32.08	\$33.14	\$34.20	\$35.26	\$36.32	\$37.32	\$38.32	\$39.35	\$40.40
XC	27	Annual	\$61,542.00	\$63,693.00	\$65,843.00	\$67,985.00	\$70,137.00	\$72,281.00	\$74,436.00	\$76,481.00	\$78,528.00	\$80,633.00	\$82,796.00
		Bi-Wk	\$2,357.94	\$2,440.35	\$2,522.73	\$2,604.79	\$2,687.25	\$2,769.39	\$2,851.96	\$2,930.31	\$3,008.74	\$3,089.39	\$3,172.27
		Daily	\$235.80	\$244.04	\$252.28	\$260.48	\$268.73	\$276.94	\$285.20	\$293.04	\$300.88	\$308.94	\$317.23
		Hourly	\$31.44	\$32.54	\$33.64	\$34.74	\$35.83	\$36.93	\$38.03	\$39.08	\$40.12	\$41.20	\$42.30
XC	28	Annual	\$64,650.00	\$66,872.00	\$69,101.00	\$71,324.00	\$73,544.00	\$75,761.00	\$77,981.00	\$80,125.00	\$82,272.00	\$84,478.00	\$86,744.00
		Bi-Wk	\$2,477.02	\$2,562.15	\$2,647.55	\$2,732.73	\$2,817.78	\$2,902.73	\$2,987.78	\$3,069.93	\$3,152.19	\$3,236.71	\$3,323.53
		Daily	\$247.71	\$256.22	\$264.76	\$273.28	\$281.78	\$290.28	\$298.78	\$307.00	\$315.22	\$323.68	\$332.36
		Hourly	\$33.03	\$34.17	\$35.31	\$36.44	\$37.58	\$38.71	\$39.84	\$40.94	\$42.03	\$43.16	\$44.32

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XC	29	Annual	\$65,272.00	\$67,719.00	\$70,173.00	\$72,622.00	\$75,071.00	\$77,517.00	\$79,968.00	\$82,165.00	\$84,366.00	\$86,624.00	\$88,944.00
		Bi-Wk	\$2,500.85	\$2,594.60	\$2,688.63	\$2,782.46	\$2,876.29	\$2,970.00	\$3,063.91	\$3,148.09	\$3,232.42	\$3,318.93	\$3,407.82
		Daily	\$250.09	\$259.46	\$268.87	\$278.25	\$287.63	\$297.00	\$306.40	\$314.81	\$323.25	\$331.90	\$340.79
		Hourly	\$33.35	\$34.60	\$35.85	\$37.10	\$38.36	\$39.60	\$40.86	\$41.98	\$43.10	\$44.26	\$45.44
XC	30	Annual	\$67,890.00	\$70,412.00	\$72,936.00	\$75,453.00	\$77,970.00	\$80,492.00	\$83,016.00	\$85,299.00	\$87,579.00	\$89,921.00	\$92,325.00
		Bi-Wk	\$2,601.15	\$2,697.78	\$2,794.49	\$2,890.92	\$2,987.36	\$3,083.99	\$3,180.69	\$3,268.17	\$3,355.52	\$3,445.25	\$3,537.36
		Daily	\$260.12	\$269.78	\$279.45	\$289.10	\$298.74	\$308.40	\$318.07	\$326.82	\$335.56	\$344.53	\$353.74
		Hourly	\$34.69	\$35.98	\$37.26	\$38.55	\$39.84	\$41.12	\$42.41	\$43.58	\$44.75	\$45.94	\$47.17
XC	31	Annual	\$70,615.00	\$73,208.00	\$75,802.00	\$78,399.00	\$80,999.00	\$83,592.00	\$86,185.00	\$88,558.00	\$90,925.00	\$93,356.00	\$95,853.00
		Bi-Wk	\$2,705.56	\$2,804.91	\$2,904.30	\$3,003.80	\$3,103.41	\$3,202.76	\$3,302.11	\$3,393.03	\$3,483.72	\$3,576.86	\$3,672.53
		Daily	\$270.56	\$280.50	\$290.43	\$300.38	\$310.35	\$320.28	\$330.22	\$339.31	\$348.38	\$357.69	\$367.26
		Hourly	\$36.08	\$37.40	\$38.73	\$40.06	\$41.38	\$42.71	\$44.03	\$45.25	\$46.45	\$47.70	\$48.97
XC	32	Annual	\$73,445.00	\$76,113.00	\$78,777.00	\$81,441.00	\$84,113.00	\$86,777.00	\$89,451.00	\$91,912.00	\$94,370.00	\$96,894.00	\$99,488.00
		Bi-Wk	\$2,813.99	\$2,916.21	\$3,018.28	\$3,120.35	\$3,222.73	\$3,324.79	\$3,427.25	\$3,521.54	\$3,615.71	\$3,712.42	\$3,811.81
		Daily	\$281.40	\$291.63	\$301.83	\$312.04	\$322.28	\$332.48	\$342.73	\$352.16	\$361.58	\$371.25	\$381.19
		Hourly	\$37.52	\$38.89	\$40.25	\$41.61	\$42.97	\$44.34	\$45.70	\$46.96	\$48.21	\$49.50	\$50.83
XC	33	Annual	\$76,404.00	\$79,145.00	\$81,884.00	\$84,625.00	\$87,365.00	\$90,108.00	\$92,854.00	\$95,406.00	\$97,962.00	\$100,584.00	\$103,277.00
		Bi-Wk	\$2,927.36	\$3,032.38	\$3,137.32	\$3,242.34	\$3,347.32	\$3,452.42	\$3,557.63	\$3,655.41	\$3,753.34	\$3,853.80	\$3,956.98
		Daily	\$292.74	\$303.24	\$313.74	\$324.24	\$334.74	\$345.25	\$355.77	\$365.55	\$375.34	\$385.38	\$395.70
		Hourly	\$39.04	\$40.44	\$41.84	\$43.24	\$44.64	\$46.04	\$47.44	\$48.74	\$50.05	\$51.39	\$52.76

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XC	34	Annual	\$79,550.00	\$82,362.00	\$85,181.00	\$87,999.00	\$90,809.00	\$93,628.00	\$96,442.00	\$99,093.00	\$101,747.00	\$104,475.00	\$107,277.00
		Bi-Wk	\$3,047.90	\$3,155.64	\$3,263.64	\$3,371.61	\$3,479.28	\$3,587.28	\$3,695.10	\$3,796.67	\$3,898.36	\$4,002.88	\$4,110.23
		Daily	\$304.79	\$315.57	\$326.37	\$337.17	\$347.93	\$358.73	\$369.51	\$379.67	\$389.84	\$400.29	\$411.03
		Hourly	\$40.64	\$42.08	\$43.52	\$44.96	\$46.40	\$47.84	\$49.27	\$50.63	\$51.98	\$53.38	\$54.81
XC	35	Annual	\$82,819.00	\$85,703.00	\$88,206.00	\$91,480.00	\$94,365.00	\$97,251.00	\$99,754.00	\$102,497.00	\$105,238.00	\$108,058.00	\$110,954.00
		Bi-Wk	\$3,173.15	\$3,283.64	\$3,379.55	\$3,504.99	\$3,615.52	\$3,726.10	\$3,822.00	\$3,927.09	\$4,032.11	\$4,140.16	\$4,251.12
		Daily	\$317.32	\$328.37	\$337.96	\$350.50	\$361.56	\$372.61	\$382.20	\$392.71	\$403.22	\$414.02	\$425.12
		Hourly	\$42.31	\$43.79	\$45.07	\$46.74	\$48.21	\$49.69	\$50.96	\$52.37	\$53.77	\$55.21	\$56.69
XC	36	Annual	\$86,262.00	\$89,220.00	\$92,185.00	\$95,145.00	\$98,111.00	\$101,070.00	\$104,030.00	\$106,893.00	\$109,752.00	\$112,690.00	\$115,707.00
		Bi-Wk	\$3,305.06	\$3,418.40	\$3,532.00	\$3,645.41	\$3,759.05	\$3,872.42	\$3,985.83	\$4,095.52	\$4,205.06	\$4,317.63	\$4,433.22
		Daily	\$330.51	\$341.84	\$353.20	\$364.55	\$375.91	\$387.25	\$398.59	\$409.56	\$420.51	\$431.77	\$443.33
		Hourly	\$44.07	\$45.58	\$47.10	\$48.61	\$50.13	\$51.64	\$53.15	\$54.61	\$56.07	\$57.57	\$59.11
XC	37	Annual	\$89,841.00	\$92,880.00	\$95,923.00	\$98,969.00	\$102,013.00	\$105,057.00	\$108,099.00	\$111,069.00	\$114,041.00	\$117,092.00	\$120,223.00
		Bi-Wk	\$3,442.19	\$3,558.63	\$3,675.22	\$3,791.92	\$3,908.55	\$4,025.18	\$4,141.73	\$4,255.52	\$4,369.39	\$4,486.29	\$4,606.25
		Daily	\$344.22	\$355.87	\$367.53	\$379.20	\$390.86	\$402.52	\$414.18	\$425.56	\$436.94	\$448.63	\$460.63
		Hourly	\$45.90	\$47.45	\$49.01	\$50.56	\$52.12	\$53.67	\$55.23	\$56.75	\$58.26	\$59.82	\$61.42
XC	38	Annual	\$93,551.00	\$96,662.00	\$99,783.00	\$102,894.00	\$106,007.00	\$109,120.00	\$112,237.00	\$115,322.00	\$118,406.00	\$121,574.00	\$124,828.00
		Bi-Wk	\$3,584.33	\$3,703.53	\$3,823.11	\$3,942.30	\$4,061.58	\$4,180.85	\$4,300.27	\$4,418.47	\$4,536.63	\$4,658.01	\$4,782.69
		Daily	\$358.44	\$370.36	\$382.32	\$394.23	\$406.16	\$418.09	\$430.03	\$441.85	\$453.67	\$465.81	\$478.27
		Hourly	\$47.80	\$49.39	\$50.98	\$52.57	\$54.16	\$55.75	\$57.34	\$58.92	\$60.49	\$62.11	\$63.77

P-1 XC 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
XC	39	Annual	\$97,438.00	\$100,626.00	\$103,817.00	\$107,012.00	\$110,198.00	\$113,478.00	\$116,576.00	\$119,780.00	\$122,988.00	\$126,281.00	\$129,664.00
		Bi-Wk	\$3,733.26	\$3,855.41	\$3,977.67	\$4,100.08	\$4,222.15	\$4,347.82	\$4,466.52	\$4,589.28	\$4,712.19	\$4,838.36	\$4,967.97
		Daily	\$373.33	\$385.55	\$397.77	\$410.01	\$422.22	\$434.79	\$446.66	\$458.93	\$471.22	\$483.84	\$496.80
		Hourly	\$49.78	\$51.41	\$53.04	\$54.67	\$56.30	\$57.98	\$59.56	\$61.20	\$62.83	\$64.52	\$66.24
XC	40	Annual	\$101,501.00	\$104,756.00	\$108,019.00	\$111,272.00	\$114,528.00	\$117,787.00	\$121,044.00	\$124,370.00	\$127,703.00	\$131,124.00	\$134,638.00
		Bi-Wk	\$3,888.93	\$4,013.64	\$4,138.66	\$4,263.30	\$4,388.05	\$4,512.92	\$4,637.71	\$4,765.14	\$4,892.84	\$5,023.91	\$5,158.55
		Daily	\$388.90	\$401.37	\$413.87	\$426.33	\$438.81	\$451.30	\$463.78	\$476.52	\$489.29	\$502.40	\$515.86
		Hourly	\$51.86	\$53.52	\$55.19	\$56.85	\$58.51	\$60.18	\$61.84	\$63.54	\$65.24	\$66.99	\$68.79
XC	41	Annual	\$105,747.00	\$109,080.00	\$112,416.00	\$115,754.00	\$119,090.00	\$122,423.00	\$125,756.00	\$129,216.00	\$132,674.00	\$136,225.00	\$139,871.00
		Bi-Wk	\$4,051.61	\$4,179.32	\$4,307.13	\$4,435.02	\$4,562.84	\$4,690.54	\$4,818.24	\$4,950.81	\$5,083.30	\$5,219.35	\$5,359.05
		Daily	\$405.17	\$417.94	\$430.72	\$443.51	\$456.29	\$469.06	\$481.83	\$495.09	\$508.33	\$521.94	\$535.91
		Hourly	\$54.03	\$55.73	\$57.43	\$59.14	\$60.84	\$62.55	\$64.25	\$66.02	\$67.78	\$69.60	\$71.46
XC	42	Annual	\$110,153.00	\$113,568.00	\$116,982.00	\$120,378.00	\$123,793.00	\$127,207.00	\$130,615.00	\$134,210.00	\$137,799.00	\$141,486.00	\$145,271.00
		Bi-Wk	\$4,220.43	\$4,351.27	\$4,482.07	\$4,612.19	\$4,743.03	\$4,873.84	\$5,004.41	\$5,142.15	\$5,279.66	\$5,420.92	\$5,565.94
		Daily	\$422.05	\$435.13	\$448.21	\$461.22	\$474.31	\$487.39	\$500.45	\$514.22	\$527.97	\$542.10	\$556.60
		Hourly	\$56.28	\$58.02	\$59.77	\$61.50	\$63.25	\$64.99	\$66.73	\$68.57	\$70.40	\$72.28	\$74.22
XC	43	Annual	\$114,829.00	\$118,309.00	\$121,788.00	\$125,263.00	\$128,744.00	\$132,218.00	\$135,692.00	\$139,427.00	\$143,156.00	\$146,987.00	\$150,920.00
		Bi-Wk	\$4,399.58	\$4,532.92	\$4,666.21	\$4,799.35	\$4,932.73	\$5,065.83	\$5,198.93	\$5,342.04	\$5,484.91	\$5,631.69	\$5,782.38
		Daily	\$439.96	\$453.30	\$466.63	\$479.94	\$493.28	\$506.59	\$519.90	\$534.21	\$548.50	\$563.17	\$578.24
		Hourly	\$58.67	\$60.44	\$62.22	\$64.00	\$65.77	\$67.55	\$69.32	\$71.23	\$73.14	\$75.09	\$77.10

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	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
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

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	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

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	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	\$2,406.66	\$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

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	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
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

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	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

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	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
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

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	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

P-1 XC 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
XC	9	Annual	\$29,403.00	\$30,236.00	\$31,155.00	\$32,032.00	\$32,910.00	\$33,784.00	\$34,670.00	\$35,622.00	\$36,574.00	\$37,552.00	\$38,557.00
		Bi-Wk	\$1,126.56	\$1,158.47	\$1,193.68	\$1,227.28	\$1,260.92	\$1,294.41	\$1,328.36	\$1,364.83	\$1,401.31	\$1,438.78	\$1,477.28
		Daily	\$112.66	\$115.85	\$119.37	\$122.73	\$126.10	\$129.45	\$132.84	\$136.49	\$140.14	\$143.88	\$147.73
		Hourly	\$15.03	\$15.45	\$15.92	\$16.37	\$16.82	\$17.26	\$17.72	\$18.20	\$18.69	\$19.19	\$19.70
XC	10	Annual	\$30,348.00	\$31,270.00	\$32,180.00	\$33,101.00	\$34,017.00	\$34,952.00	\$35,916.00	\$36,902.00	\$37,893.00	\$38,908.00	\$39,955.00
		Bi-Wk	\$1,162.76	\$1,198.09	\$1,232.96	\$1,268.24	\$1,303.34	\$1,339.16	\$1,376.10	\$1,413.87	\$1,451.84	\$1,490.73	\$1,530.85
		Daily	\$116.28	\$119.81	\$123.30	\$126.83	\$130.34	\$133.92	\$137.61	\$141.39	\$145.19	\$149.08	\$153.09
		Hourly	\$15.51	\$15.98	\$16.44	\$16.91	\$17.38	\$17.86	\$18.35	\$18.86	\$19.36	\$19.88	\$20.42
XC	11	Annual	\$31,314.00	\$32,263.00	\$33,223.00	\$34,176.00	\$35,160.00	\$36,163.00	\$37,168.00	\$38,190.00	\$39,210.00	\$40,262.00	\$41,342.00
		Bi-Wk	\$1,199.78	\$1,236.14	\$1,272.92	\$1,309.43	\$1,347.13	\$1,385.56	\$1,424.07	\$1,463.22	\$1,502.30	\$1,542.61	\$1,583.99
		Daily	\$119.98	\$123.62	\$127.30	\$130.95	\$134.72	\$138.56	\$142.41	\$146.33	\$150.23	\$154.27	\$158.40
		Hourly	\$16.00	\$16.49	\$16.98	\$17.46	\$17.97	\$18.48	\$18.99	\$19.51	\$20.04	\$20.57	\$21.12
XC	12	Annual	\$32,328.00	\$33,327.00	\$34,313.00	\$35,345.00	\$36,384.00	\$37,432.00	\$38,470.00	\$39,529.00	\$40,585.00	\$41,670.00	\$42,788.00
		Bi-Wk	\$1,238.63	\$1,276.90	\$1,314.68	\$1,354.22	\$1,394.03	\$1,434.18	\$1,473.95	\$1,514.53	\$1,554.99	\$1,596.56	\$1,639.39
		Daily	\$123.87	\$127.69	\$131.47	\$135.43	\$139.41	\$143.42	\$147.40	\$151.46	\$155.50	\$159.66	\$163.94
		Hourly	\$16.52	\$17.03	\$17.53	\$18.06	\$18.59	\$19.13	\$19.66	\$20.20	\$20.74	\$21.29	\$21.86
XC	13	Annual	\$34,151.00	\$35,409.00	\$36,685.00	\$37,953.00	\$39,227.00	\$40,493.00	\$41,771.00	\$42,918.00	\$44,067.00	\$45,249.00	\$46,463.00
		Bi-Wk	\$1,308.47	\$1,356.67	\$1,405.56	\$1,454.14	\$1,502.96	\$1,551.46	\$1,600.43	\$1,644.37	\$1,688.40	\$1,733.68	\$1,780.20
		Daily	\$130.85	\$135.67	\$140.56	\$145.42	\$150.30	\$155.15	\$160.05	\$164.44	\$168.84	\$173.37	\$178.02
		Hourly	\$17.45	\$18.09	\$18.75	\$19.39	\$20.04	\$20.69	\$21.34	\$21.93	\$22.52	\$23.12	\$23.74

P-1 XC 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
XC	14	Annual	\$35,747.00	\$37,065.00	\$38,379.00	\$39,689.00	\$41,001.00	\$42,314.00	\$43,622.00	\$44,820.00	\$46,022.00	\$47,255.00	\$48,523.00
		Bi-Wk	\$1,369.62	\$1,420.12	\$1,470.46	\$1,520.66	\$1,570.92	\$1,621.23	\$1,671.35	\$1,717.25	\$1,763.30	\$1,810.54	\$1,859.12
		Daily	\$136.97	\$142.02	\$147.05	\$152.07	\$157.10	\$162.13	\$167.14	\$171.73	\$176.33	\$181.06	\$185.92
		Hourly	\$18.27	\$18.94	\$19.61	\$20.28	\$20.95	\$21.62	\$22.29	\$22.90	\$23.52	\$24.15	\$24.79
XC	15	Annual	\$37,466.00	\$38,818.00	\$40,168.00	\$41,517.00	\$42,870.00	\$44,228.00	\$45,577.00	\$46,832.00	\$48,085.00	\$49,373.00	\$50,694.00
		Bi-Wk	\$1,435.48	\$1,487.28	\$1,539.01	\$1,590.69	\$1,642.53	\$1,694.56	\$1,746.25	\$1,794.33	\$1,842.34	\$1,891.69	\$1,942.30
		Daily	\$143.55	\$148.73	\$153.91	\$159.07	\$164.26	\$169.46	\$174.63	\$179.44	\$184.24	\$189.17	\$194.23
		Hourly	\$19.14	\$19.84	\$20.53	\$21.21	\$21.91	\$22.60	\$23.29	\$23.93	\$24.57	\$25.23	\$25.90
XC	16	Annual	\$39,288.00	\$40,680.00	\$42,077.00	\$43,467.00	\$44,858.00	\$46,253.00	\$47,639.00	\$48,945.00	\$50,257.00	\$51,604.00	\$52,988.00
		Bi-Wk	\$1,505.29	\$1,558.63	\$1,612.15	\$1,665.41	\$1,718.70	\$1,772.15	\$1,825.25	\$1,875.29	\$1,925.56	\$1,977.17	\$2,030.20
		Daily	\$150.53	\$155.87	\$161.22	\$166.55	\$171.87	\$177.22	\$182.53	\$187.53	\$192.56	\$197.72	\$203.02
		Hourly	\$20.08	\$20.79	\$21.50	\$22.21	\$22.92	\$23.63	\$24.34	\$25.01	\$25.68	\$26.37	\$27.07
XC	17	Annual	\$41,234.00	\$42,669.00	\$44,103.00	\$45,532.00	\$46,963.00	\$48,388.00	\$49,827.00	\$51,199.00	\$52,569.00	\$53,975.00	\$55,420.00
		Bi-Wk	\$1,579.85	\$1,634.83	\$1,689.78	\$1,744.53	\$1,799.35	\$1,853.95	\$1,909.09	\$1,961.65	\$2,014.14	\$2,068.01	\$2,123.38
		Daily	\$157.99	\$163.49	\$168.98	\$174.46	\$179.94	\$185.40	\$190.91	\$196.17	\$201.42	\$206.81	\$212.34
		Hourly	\$21.07	\$21.80	\$22.54	\$23.27	\$24.00	\$24.72	\$25.46	\$26.16	\$26.86	\$27.58	\$28.32
XC	18	Annual	\$43,314.00	\$44,784.00	\$46,253.00	\$47,723.00	\$49,182.00	\$50,652.00	\$52,118.00	\$53,552.00	\$54,987.00	\$56,464.00	\$57,981.00
		Bi-Wk	\$1,659.55	\$1,715.87	\$1,772.15	\$1,828.47	\$1,884.37	\$1,940.69	\$1,996.86	\$2,051.81	\$2,106.79	\$2,163.38	\$2,221.50
		Daily	\$165.96	\$171.59	\$177.22	\$182.85	\$188.44	\$194.07	\$199.69	\$205.19	\$210.68	\$216.34	\$222.15
		Hourly	\$22.13	\$22.88	\$23.63	\$24.38	\$25.13	\$25.88	\$26.63	\$27.36	\$28.10	\$28.85	\$29.62

P-1 XC 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
XC	19	Annual	\$45,447.00	\$46,963.00	\$48,472.00	\$49,989.00	\$51,490.00	\$53,000.00	\$54,509.00	\$56,012.00	\$57,508.00	\$59,050.00	\$60,633.00
		Bi-Wk	\$1,741.27	\$1,799.35	\$1,857.17	\$1,915.29	\$1,972.80	\$2,030.66	\$2,088.47	\$2,146.06	\$2,203.38	\$2,262.46	\$2,323.11
		Daily	\$174.13	\$179.94	\$185.72	\$191.53	\$197.28	\$203.07	\$208.85	\$214.61	\$220.34	\$226.25	\$232.32
		Hourly	\$23.22	\$24.00	\$24.77	\$25.54	\$26.31	\$27.08	\$27.85	\$28.62	\$29.38	\$30.17	\$30.98
XC	20	Annual	\$47,766.00	\$49,313.00	\$50,859.00	\$52,402.00	\$53,945.00	\$55,494.00	\$57,041.00	\$58,609.00	\$60,177.00	\$61,789.00	\$63,443.00
		Bi-Wk	\$1,830.12	\$1,889.39	\$1,948.63	\$2,007.74	\$2,066.86	\$2,126.21	\$2,185.48	\$2,245.56	\$2,305.64	\$2,367.40	\$2,430.77
		Daily	\$183.02	\$188.94	\$194.87	\$200.78	\$206.69	\$212.63	\$218.55	\$224.56	\$230.57	\$236.74	\$243.08
		Hourly	\$24.41	\$25.20	\$25.99	\$26.77	\$27.56	\$28.35	\$29.14	\$29.95	\$30.75	\$31.57	\$32.42
XC	21	Annual	\$50,121.00	\$51,710.00	\$53,299.00	\$54,890.00	\$56,480.00	\$58,067.00	\$59,659.00	\$61,297.00	\$62,938.00	\$64,623.00	\$66,354.00
		Bi-Wk	\$1,920.35	\$1,981.23	\$2,042.11	\$2,103.07	\$2,163.99	\$2,224.79	\$2,285.79	\$2,348.55	\$2,411.42	\$2,475.98	\$2,542.30
		Daily	\$192.04	\$198.13	\$204.22	\$210.31	\$216.40	\$222.48	\$228.58	\$234.86	\$241.15	\$247.60	\$254.23
		Hourly	\$25.61	\$26.42	\$27.23	\$28.05	\$28.86	\$29.67	\$30.48	\$31.32	\$32.16	\$33.02	\$33.90
XC	22	Annual	\$51,490.00	\$53,379.00	\$55,268.00	\$57,149.00	\$59,037.00	\$60,925.00	\$62,810.00	\$64,537.00	\$66,264.00	\$68,039.00	\$69,863.00
		Bi-Wk	\$1,972.80	\$2,045.18	\$2,117.55	\$2,189.62	\$2,261.96	\$2,334.30	\$2,406.52	\$2,472.69	\$2,538.86	\$2,606.86	\$2,676.75
		Daily	\$197.28	\$204.52	\$211.76	\$218.97	\$226.20	\$233.43	\$240.66	\$247.27	\$253.89	\$260.69	\$267.68
		Hourly	\$26.31	\$27.27	\$28.24	\$29.20	\$30.16	\$31.13	\$32.09	\$32.97	\$33.86	\$34.76	\$35.69
XC	23	Annual	\$53,931.00	\$55,898.00	\$57,857.00	\$59,825.00	\$61,789.00	\$63,757.00	\$65,724.00	\$67,527.00	\$69,335.00	\$71,194.00	\$73,103.00
		Bi-Wk	\$2,066.33	\$2,141.69	\$2,216.75	\$2,292.15	\$2,367.40	\$2,442.80	\$2,518.17	\$2,587.25	\$2,656.52	\$2,727.74	\$2,800.89
		Daily	\$206.64	\$214.17	\$221.68	\$229.22	\$236.74	\$244.28	\$251.82	\$258.73	\$265.66	\$272.78	\$280.09
		Hourly	\$27.56	\$28.56	\$29.56	\$30.57	\$31.57	\$32.58	\$33.58	\$34.50	\$35.43	\$36.37	\$37.35

P-1 XC 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
XC	24	Annual	\$56,523.00	\$58,572.00	\$60,618.00	\$62,668.00	\$64,721.00	\$66,765.00	\$68,813.00	\$70,702.00	\$72,596.00	\$74,540.00	\$76,536.00
		Bi-Wk	\$2,165.64	\$2,244.14	\$2,322.53	\$2,401.08	\$2,479.74	\$2,558.05	\$2,636.52	\$2,708.89	\$2,781.46	\$2,855.94	\$2,932.42
		Daily	\$216.57	\$224.42	\$232.26	\$240.11	\$247.98	\$255.81	\$263.66	\$270.89	\$278.15	\$285.60	\$293.25
		Hourly	\$28.88	\$29.93	\$30.97	\$32.02	\$33.07	\$34.11	\$35.16	\$36.12	\$37.09	\$38.08	\$39.10
XC	25	Annual	\$59,280.00	\$61,414.00	\$63,528.00	\$65,655.00	\$67,778.00	\$69,906.00	\$72,025.00	\$74,007.00	\$75,987.00	\$78,021.00	\$80,109.00
		Bi-Wk	\$2,271.27	\$2,353.03	\$2,434.03	\$2,515.52	\$2,596.86	\$2,678.40	\$2,759.58	\$2,835.52	\$2,911.38	\$2,989.32	\$3,069.32
		Daily	\$227.13	\$235.31	\$243.41	\$251.56	\$259.69	\$267.84	\$275.96	\$283.56	\$291.14	\$298.94	\$306.94
		Hourly	\$30.29	\$31.38	\$32.46	\$33.55	\$34.63	\$35.72	\$36.80	\$37.81	\$38.82	\$39.86	\$40.93
XC	26	Annual	\$62,204.00	\$64,404.00	\$66,615.00	\$68,813.00	\$71,017.00	\$73,221.00	\$75,419.00	\$77,492.00	\$79,567.00	\$81,700.00	\$83,890.00
		Bi-Wk	\$2,383.30	\$2,467.59	\$2,552.30	\$2,636.52	\$2,720.96	\$2,805.41	\$2,889.62	\$2,969.05	\$3,048.55	\$3,130.27	\$3,214.18
		Daily	\$238.33	\$246.76	\$255.23	\$263.66	\$272.10	\$280.55	\$288.97	\$296.91	\$304.86	\$313.03	\$321.42
		Hourly	\$31.78	\$32.91	\$34.04	\$35.16	\$36.28	\$37.41	\$38.53	\$39.59	\$40.65	\$41.74	\$42.86
XC	27	Annual	\$65,291.00	\$67,572.00	\$69,853.00	\$72,126.00	\$74,409.00	\$76,684.00	\$78,970.00	\$81,140.00	\$83,310.00	\$85,544.00	\$87,839.00
		Bi-Wk	\$2,501.58	\$2,588.97	\$2,676.37	\$2,763.45	\$2,850.92	\$2,938.09	\$3,025.68	\$3,108.82	\$3,191.96	\$3,277.55	\$3,365.48
		Daily	\$250.16	\$258.90	\$267.64	\$276.35	\$285.10	\$293.81	\$302.57	\$310.89	\$319.20	\$327.76	\$336.55
		Hourly	\$33.36	\$34.52	\$35.69	\$36.85	\$38.02	\$39.18	\$40.35	\$41.46	\$42.56	\$43.71	\$44.88
XC	28	Annual	\$68,589.00	\$70,945.00	\$73,310.00	\$75,670.00	\$78,025.00	\$80,376.00	\$82,731.00	\$85,005.00	\$87,283.00	\$89,624.00	\$92,028.00
		Bi-Wk	\$2,627.94	\$2,718.20	\$2,808.82	\$2,899.24	\$2,989.47	\$3,079.55	\$3,169.78	\$3,256.90	\$3,344.18	\$3,433.87	\$3,525.98
		Daily	\$262.80	\$271.82	\$280.89	\$289.93	\$298.95	\$307.96	\$316.98	\$325.69	\$334.42	\$343.39	\$352.60
		Hourly	\$35.04	\$36.25	\$37.46	\$38.66	\$39.86	\$41.07	\$42.27	\$43.43	\$44.59	\$45.79	\$47.02

P-1 XC 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
XC	29	Annual	\$69,248.00	\$71,845.00	\$74,447.00	\$77,046.00	\$79,644.00	\$82,239.00	\$84,839.00	\$87,170.00	\$89,505.00	\$91,901.00	\$94,362.00
		Bi-Wk	\$2,653.19	\$2,752.69	\$2,852.38	\$2,951.96	\$3,051.50	\$3,150.92	\$3,250.54	\$3,339.85	\$3,429.32	\$3,521.12	\$3,615.41
		Daily	\$265.32	\$275.27	\$285.24	\$295.20	\$305.15	\$315.10	\$325.06	\$333.99	\$342.94	\$352.12	\$361.55
		Hourly	\$35.38	\$36.71	\$38.04	\$39.36	\$40.69	\$42.02	\$43.35	\$44.54	\$45.73	\$46.95	\$48.21
XC	30	Annual	\$72,025.00	\$74,700.00	\$77,379.00	\$80,049.00	\$82,720.00	\$85,394.00	\$88,073.00	\$90,495.00	\$92,914.00	\$95,398.00	\$97,949.00
		Bi-Wk	\$2,759.58	\$2,862.07	\$2,964.72	\$3,067.02	\$3,169.35	\$3,271.81	\$3,374.45	\$3,467.25	\$3,559.93	\$3,655.10	\$3,752.84
		Daily	\$275.96	\$286.21	\$296.48	\$306.71	\$316.94	\$327.19	\$337.45	\$346.73	\$356.00	\$365.51	\$375.29
		Hourly	\$36.80	\$38.17	\$39.53	\$40.90	\$42.26	\$43.63	\$45.00	\$46.23	\$47.47	\$48.74	\$50.04
XC	31	Annual	\$74,917.00	\$77,667.00	\$80,420.00	\$83,175.00	\$85,933.00	\$88,684.00	\$91,435.00	\$93,953.00	\$96,463.00	\$99,042.00	\$101,691.00
		Bi-Wk	\$2,870.39	\$2,975.75	\$3,081.23	\$3,186.79	\$3,292.46	\$3,397.86	\$3,503.26	\$3,599.74	\$3,695.91	\$3,794.72	\$3,896.21
		Daily	\$287.04	\$297.58	\$308.13	\$318.68	\$329.25	\$339.79	\$350.33	\$359.98	\$369.60	\$379.48	\$389.63
		Hourly	\$38.28	\$39.68	\$41.09	\$42.50	\$43.90	\$45.31	\$46.72	\$48.00	\$49.28	\$50.60	\$51.95
XC	32	Annual	\$77,919.00	\$80,750.00	\$83,575.00	\$86,402.00	\$89,237.00	\$92,062.00	\$94,899.00	\$97,510.00	\$100,118.00	\$102,797.00	\$105,548.00
		Bi-Wk	\$2,985.41	\$3,093.87	\$3,202.11	\$3,310.43	\$3,419.05	\$3,527.28	\$3,635.98	\$3,736.02	\$3,835.94	\$3,938.59	\$4,043.99
		Daily	\$298.55	\$309.39	\$320.22	\$331.05	\$341.91	\$352.73	\$363.60	\$373.61	\$383.60	\$393.86	\$404.40
		Hourly	\$39.81	\$41.26	\$42.70	\$44.14	\$45.59	\$47.04	\$48.48	\$49.82	\$51.15	\$52.52	\$53.92
XC	33	Annual	\$81,058.00	\$83,966.00	\$86,872.00	\$89,780.00	\$92,687.00	\$95,595.00	\$98,509.00	\$101,217.00	\$103,929.00	\$106,710.00	\$109,567.00
		Bi-Wk	\$3,105.68	\$3,217.09	\$3,328.43	\$3,439.85	\$3,551.23	\$3,662.65	\$3,774.30	\$3,878.05	\$3,981.96	\$4,088.51	\$4,197.97
		Daily	\$310.57	\$321.71	\$332.85	\$343.99	\$355.13	\$366.27	\$377.43	\$387.81	\$398.20	\$408.86	\$419.80
		Hourly	\$41.41	\$42.90	\$44.38	\$45.87	\$47.35	\$48.84	\$50.33	\$51.71	\$53.10	\$54.52	\$55.98

P-1 XC 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
XC	34	Annual	\$84,396.00	\$87,380.00	\$90,370.00	\$93,358.00	\$96,340.00	\$99,332.00	\$102,317.00	\$105,128.00	\$107,944.00	\$110,840.00	\$113,811.00
		Bi-Wk	\$3,233.57	\$3,347.90	\$3,462.46	\$3,576.94	\$3,691.19	\$3,805.83	\$3,920.20	\$4,027.90	\$4,135.79	\$4,246.75	\$4,360.58
		Daily	\$323.36	\$334.79	\$346.25	\$357.70	\$369.12	\$380.59	\$392.02	\$402.79	\$413.58	\$424.68	\$436.06
		Hourly	\$43.12	\$44.64	\$46.17	\$47.70	\$49.22	\$50.75	\$52.27	\$53.71	\$55.15	\$56.63	\$58.15
XC	35	Annual	\$87,863.00	\$90,923.00	\$93,578.00	\$97,053.00	\$100,114.00	\$103,175.00	\$105,830.00	\$108,739.00	\$111,649.00	\$114,640.00	\$117,712.00
		Bi-Wk	\$3,366.40	\$3,483.64	\$3,585.37	\$3,718.51	\$3,835.79	\$3,953.07	\$4,054.79	\$4,166.25	\$4,277.74	\$4,392.34	\$4,510.04
		Daily	\$336.64	\$348.37	\$358.54	\$371.86	\$383.58	\$395.31	\$405.48	\$416.63	\$427.78	\$439.24	\$451.01
		Hourly	\$44.89	\$46.45	\$47.81	\$49.59	\$51.15	\$52.71	\$54.07	\$55.55	\$57.04	\$58.57	\$60.14
XC	36	Annual	\$91,517.00	\$94,656.00	\$97,800.00	\$100,942.00	\$104,088.00	\$107,226.00	\$110,366.00	\$113,403.00	\$116,438.00	\$119,554.00	\$122,754.00
		Bi-Wk	\$3,506.40	\$3,626.67	\$3,747.13	\$3,867.51	\$3,988.05	\$4,108.28	\$4,228.59	\$4,344.95	\$4,461.23	\$4,580.62	\$4,703.22
		Daily	\$350.64	\$362.67	\$374.72	\$386.76	\$398.81	\$410.83	\$422.86	\$434.50	\$446.13	\$458.07	\$470.33
		Hourly	\$46.76	\$48.36	\$49.97	\$51.57	\$53.18	\$54.78	\$56.39	\$57.94	\$59.49	\$61.08	\$62.71
XC	37	Annual	\$95,314.00	\$98,538.00	\$101,766.00	\$104,998.00	\$108,228.00	\$111,456.00	\$114,683.00	\$117,834.00	\$120,987.00	\$124,223.00	\$127,547.00
		Bi-Wk	\$3,651.88	\$3,775.41	\$3,899.09	\$4,022.92	\$4,146.67	\$4,270.35	\$4,393.99	\$4,514.72	\$4,635.52	\$4,759.51	\$4,886.86
		Daily	\$365.19	\$377.55	\$389.91	\$402.30	\$414.67	\$427.04	\$439.40	\$451.48	\$463.56	\$475.96	\$488.69
		Hourly	\$48.70	\$50.34	\$51.99	\$53.64	\$55.29	\$56.94	\$58.59	\$60.20	\$61.81	\$63.47	\$65.16
XC	38	Annual	\$99,250.00	\$102,549.00	\$105,860.00	\$109,162.00	\$112,464.00	\$115,767.00	\$119,073.00	\$122,345.00	\$125,618.00	\$128,980.00	\$132,432.00
		Bi-Wk	\$3,802.69	\$3,929.09	\$4,055.94	\$4,182.46	\$4,308.97	\$4,435.52	\$4,562.19	\$4,687.55	\$4,812.96	\$4,941.77	\$5,074.03
		Daily	\$380.27	\$392.91	\$405.60	\$418.25	\$430.90	\$443.56	\$456.22	\$468.76	\$481.30	\$494.18	\$507.41
		Hourly	\$50.71	\$52.39	\$54.08	\$55.77	\$57.46	\$59.15	\$60.83	\$62.51	\$64.18	\$65.90	\$67.66

P-1 XC 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
XC	39	Annual	\$103,374.00	\$106,755.00	\$110,140.00	\$113,530.00	\$116,910.00	\$120,389.00	\$123,678.00	\$127,075.00	\$130,478.00	\$133,972.00	\$137,561.00
		Bi-Wk	\$3,960.69	\$4,090.23	\$4,219.93	\$4,349.81	\$4,479.32	\$4,612.61	\$4,738.63	\$4,868.78	\$4,999.16	\$5,133.03	\$5,270.54
		Daily	\$396.07	\$409.03	\$422.00	\$434.99	\$447.94	\$461.27	\$473.87	\$486.88	\$499.92	\$513.31	\$527.06
		Hourly	\$52.81	\$54.54	\$56.27	\$58.00	\$59.73	\$61.51	\$63.19	\$64.92	\$66.66	\$68.45	\$70.28
XC	40	Annual	\$107,684.00	\$111,138.00	\$114,598.00	\$118,049.00	\$121,503.00	\$124,961.00	\$128,417.00	\$131,945.00	\$135,480.00	\$139,110.00	\$142,838.00
		Bi-Wk	\$4,125.83	\$4,258.17	\$4,390.73	\$4,522.96	\$4,655.29	\$4,787.78	\$4,920.20	\$5,055.37	\$5,190.81	\$5,329.89	\$5,472.73
		Daily	\$412.59	\$425.82	\$439.08	\$452.30	\$465.53	\$478.78	\$492.02	\$505.54	\$519.09	\$532.99	\$547.28
		Hourly	\$55.02	\$56.78	\$58.55	\$60.31	\$62.08	\$63.84	\$65.61	\$67.41	\$69.22	\$71.07	\$72.97
XC	41	Annual	\$112,188.00	\$115,724.00	\$119,263.00	\$122,805.00	\$126,343.00	\$129,879.00	\$133,416.00	\$137,087.00	\$140,755.00	\$144,522.00	\$148,390.00
		Bi-Wk	\$4,298.40	\$4,433.87	\$4,569.47	\$4,705.18	\$4,840.73	\$4,976.21	\$5,111.73	\$5,252.38	\$5,392.92	\$5,537.25	\$5,685.45
		Daily	\$429.84	\$443.39	\$456.95	\$470.52	\$484.08	\$497.63	\$511.18	\$525.24	\$539.30	\$553.73	\$568.55
		Hourly	\$57.32	\$59.12	\$60.93	\$62.74	\$64.55	\$66.35	\$68.16	\$70.04	\$71.91	\$73.83	\$75.81
XC	42	Annual	\$116,862.00	\$120,485.00	\$124,107.00	\$127,709.00	\$131,334.00	\$134,954.00	\$138,570.00	\$142,384.00	\$146,193.00	\$150,103.00	\$154,119.00
		Bi-Wk	\$4,477.48	\$4,616.29	\$4,755.06	\$4,893.07	\$5,031.96	\$5,170.66	\$5,309.20	\$5,455.33	\$5,601.27	\$5,751.08	\$5,904.95
		Daily	\$447.75	\$461.63	\$475.51	\$489.31	\$503.20	\$517.07	\$530.92	\$545.54	\$560.13	\$575.11	\$590.50
		Hourly	\$59.70	\$61.56	\$63.41	\$65.25	\$67.10	\$68.95	\$70.79	\$72.74	\$74.69	\$76.69	\$78.74
XC	43	Annual	\$121,823.00	\$125,515.00	\$129,206.00	\$132,893.00	\$136,585.00	\$140,272.00	\$143,957.00	\$147,919.00	\$151,875.00	\$155,939.00	\$160,112.00
		Bi-Wk	\$4,667.55	\$4,809.01	\$4,950.43	\$5,091.69	\$5,233.15	\$5,374.41	\$5,515.60	\$5,667.40	\$5,818.97	\$5,974.68	\$6,134.56
		Daily	\$466.76	\$480.91	\$495.05	\$509.17	\$523.32	\$537.45	\$551.56	\$566.74	\$581.90	\$597.47	\$613.46
		Hourly	\$62.24	\$64.13	\$66.01	\$67.89	\$69.78	\$71.66	\$73.55	\$75.57	\$77.59	\$79.67	\$81.80

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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	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

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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	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
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

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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	\$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	\$66,474.00	\$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

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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	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
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

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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	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
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

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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	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

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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	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
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