

P-1 HC 35-Hours Salary Plan Effective 08/26/2013

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	1	Annual	\$22,287.00	\$22,835.00	\$23,374.00	\$23,917.00	\$24,458.00	\$25,006.00	\$25,546.00	\$26,246.00	\$26,950.00	\$27,674.00	\$28,415.00
		Bi-Wk	\$853.91	\$874.91	\$895.56	\$916.37	\$937.09	\$958.09	\$978.78	\$1,005.60	\$1,032.57	\$1,060.31	\$1,088.70
		Daily	\$85.40	\$87.50	\$89.56	\$91.64	\$93.71	\$95.81	\$97.88	\$100.56	\$103.26	\$106.04	\$108.87
		Hourly	\$12.20	\$12.50	\$12.80	\$13.10	\$13.39	\$13.69	\$13.99	\$14.37	\$14.76	\$15.15	\$15.56
HC	2	Annual	\$23,374.00	\$23,917.00	\$24,458.00	\$25,006.00	\$25,546.00	\$26,088.00	\$26,628.00	\$27,360.00	\$28,092.00	\$28,840.00	\$29,611.00
		Bi-Wk	\$895.56	\$916.37	\$937.09	\$958.09	\$978.78	\$999.55	\$1,020.23	\$1,048.28	\$1,076.33	\$1,104.99	\$1,134.53
		Daily	\$89.56	\$91.64	\$93.71	\$95.81	\$97.88	\$99.96	\$102.03	\$104.83	\$107.64	\$110.50	\$113.46
		Hourly	\$12.80	\$13.10	\$13.39	\$13.69	\$13.99	\$14.28	\$14.58	\$14.98	\$15.38	\$15.79	\$16.21
HC	3	Annual	\$23,917.00	\$24,458.00	\$25,006.00	\$25,546.00	\$26,088.00	\$26,628.00	\$27,170.00	\$27,921.00	\$28,664.00	\$29,428.00	\$30,212.00
		Bi-Wk	\$916.37	\$937.09	\$958.09	\$978.78	\$999.55	\$1,020.23	\$1,041.00	\$1,069.78	\$1,098.24	\$1,127.51	\$1,157.55
		Daily	\$91.64	\$93.71	\$95.81	\$97.88	\$99.96	\$102.03	\$104.10	\$106.98	\$109.83	\$112.76	\$115.76
		Hourly	\$13.10	\$13.39	\$13.69	\$13.99	\$14.28	\$14.58	\$14.88	\$15.29	\$15.69	\$16.11	\$16.54
HC	4	Annual	\$24,691.00	\$25,351.00	\$26,005.00	\$26,669.00	\$27,334.00	\$27,987.00	\$28,644.00	\$29,435.00	\$30,221.00	\$31,030.00	\$31,860.00
		Bi-Wk	\$946.02	\$971.31	\$996.37	\$1,021.81	\$1,047.28	\$1,072.30	\$1,097.48	\$1,127.78	\$1,157.90	\$1,188.89	\$1,220.69
		Daily	\$94.61	\$97.14	\$99.64	\$102.19	\$104.73	\$107.23	\$109.75	\$112.78	\$115.79	\$118.89	\$122.07
		Hourly	\$13.52	\$13.88	\$14.24	\$14.60	\$14.97	\$15.32	\$15.68	\$16.12	\$16.55	\$16.99	\$17.44
HC	5	Annual	\$25,309.00	\$26,005.00	\$26,707.00	\$27,400.00	\$28,096.00	\$28,793.00	\$29,494.00	\$30,302.00	\$31,115.00	\$31,947.00	\$32,802.00
		Bi-Wk	\$969.70	\$996.37	\$1,023.26	\$1,049.81	\$1,076.48	\$1,103.19	\$1,130.04	\$1,161.00	\$1,192.15	\$1,224.03	\$1,256.79
		Daily	\$96.97	\$99.64	\$102.33	\$104.99	\$107.65	\$110.32	\$113.01	\$116.10	\$119.22	\$122.41	\$125.68
		Hourly	\$13.86	\$14.24	\$14.62	\$15.00	\$15.38	\$15.76	\$16.15	\$16.59	\$17.04	\$17.49	\$17.96
HC	6	Annual	\$26,168.00	\$26,868.00	\$27,560.00	\$28,147.00	\$28,953.00	\$29,650.00	\$30,342.00	\$31,179.00	\$32,011.00	\$32,866.00	\$33,744.00
		Bi-Wk	\$1,002.61	\$1,029.43	\$1,055.94	\$1,078.43	\$1,109.32	\$1,136.02	\$1,162.53	\$1,194.60	\$1,226.48	\$1,259.24	\$1,292.88
		Daily	\$100.27	\$102.95	\$105.60	\$107.85	\$110.94	\$113.61	\$116.26	\$119.46	\$122.65	\$125.93	\$129.29
		Hourly	\$14.33	\$14.71	\$15.09	\$15.41	\$15.85	\$16.23	\$16.61	\$17.07	\$17.53	\$17.99	\$18.47
HC	7	Annual	\$26,940.00	\$27,634.00	\$28,331.00	\$29,026.00	\$29,726.00	\$30,423.00	\$31,118.00	\$31,974.00	\$32,827.00	\$33,705.00	\$34,607.00
		Bi-Wk	\$1,032.19	\$1,058.78	\$1,085.48	\$1,112.11	\$1,138.93	\$1,165.64	\$1,192.27	\$1,225.06	\$1,257.74	\$1,291.38	\$1,325.94
		Daily	\$103.22	\$105.88	\$108.55	\$111.22	\$113.90	\$116.57	\$119.23	\$122.51	\$125.78	\$129.14	\$132.60
		Hourly	\$14.75	\$15.13	\$15.51	\$15.89	\$16.28	\$16.66	\$17.04	\$17.51	\$17.97	\$18.45	\$18.95

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HC	8	Annual	\$28,953.00	\$29,803.00	\$30,665.00	\$31,511.00	\$32,365.00	\$33,219.00	\$34,075.00	\$35,008.00	\$35,945.00	\$36,907.00	\$37,896.00
		Bi-Wk	\$1,109.32	\$1,141.88	\$1,174.91	\$1,207.32	\$1,240.04	\$1,272.76	\$1,305.56	\$1,341.31	\$1,377.21	\$1,414.07	\$1,451.96
		Daily	\$110.94	\$114.19	\$117.50	\$120.74	\$124.01	\$127.28	\$130.56	\$134.14	\$137.73	\$141.41	\$145.20
		Hourly	\$15.85	\$16.32	\$16.79	\$17.25	\$17.72	\$18.19	\$18.66	\$19.17	\$19.68	\$20.21	\$20.75
HC	9	Annual	\$29,843.00	\$30,688.00	\$31,621.00	\$32,510.00	\$33,402.00	\$34,288.00	\$35,188.00	\$36,156.00	\$37,121.00	\$38,114.00	\$39,133.00
		Bi-Wk	\$1,143.41	\$1,175.79	\$1,211.54	\$1,245.60	\$1,279.78	\$1,313.72	\$1,348.20	\$1,385.29	\$1,422.27	\$1,460.31	\$1,499.35
		Daily	\$114.35	\$117.58	\$121.16	\$124.56	\$127.98	\$131.38	\$134.82	\$138.53	\$142.23	\$146.04	\$149.94
		Hourly	\$16.34	\$16.80	\$17.31	\$17.80	\$18.29	\$18.77	\$19.26	\$19.79	\$20.32	\$20.87	\$21.42
HC	10	Annual	\$30,802.00	\$31,738.00	\$32,662.00	\$33,596.00	\$34,526.00	\$35,474.00	\$36,453.00	\$37,453.00	\$38,459.00	\$39,491.00	\$40,553.00
		Bi-Wk	\$1,180.16	\$1,216.02	\$1,251.42	\$1,287.21	\$1,322.84	\$1,359.16	\$1,396.67	\$1,434.99	\$1,473.53	\$1,513.07	\$1,553.76
		Daily	\$118.02	\$121.61	\$125.15	\$128.73	\$132.29	\$135.92	\$139.67	\$143.50	\$147.36	\$151.31	\$155.38
		Hourly	\$16.86	\$17.38	\$17.88	\$18.39	\$18.90	\$19.42	\$19.96	\$20.50	\$21.06	\$21.62	\$22.20
HC	11	Annual	\$31,782.00	\$32,746.00	\$33,721.00	\$34,687.00	\$35,687.00	\$36,705.00	\$37,724.00	\$38,761.00	\$39,797.00	\$40,864.00	\$41,960.00
		Bi-Wk	\$1,217.71	\$1,254.64	\$1,292.00	\$1,329.01	\$1,367.32	\$1,406.33	\$1,445.37	\$1,485.10	\$1,524.79	\$1,565.68	\$1,607.67
		Daily	\$121.78	\$125.47	\$129.20	\$132.91	\$136.74	\$140.64	\$144.54	\$148.51	\$152.48	\$156.57	\$160.77
		Hourly	\$17.40	\$17.93	\$18.46	\$18.99	\$19.54	\$20.10	\$20.65	\$21.22	\$21.79	\$22.37	\$22.97
HC	12	Annual	\$32,811.00	\$33,826.00	\$34,826.00	\$35,873.00	\$36,928.00	\$37,992.00	\$39,046.00	\$40,119.00	\$41,192.00	\$42,293.00	\$43,428.00
		Bi-Wk	\$1,257.13	\$1,296.02	\$1,334.33	\$1,374.45	\$1,414.87	\$1,455.64	\$1,496.02	\$1,537.13	\$1,578.24	\$1,620.43	\$1,663.91
		Daily	\$125.72	\$129.61	\$133.44	\$137.45	\$141.49	\$145.57	\$149.61	\$153.72	\$157.83	\$162.05	\$166.40
		Hourly	\$17.96	\$18.52	\$19.07	\$19.64	\$20.22	\$20.80	\$21.38	\$21.96	\$22.55	\$23.15	\$23.78
HC	13	Annual	\$34,662.00	\$35,938.00	\$37,234.00	\$38,520.00	\$39,813.00	\$41,099.00	\$42,395.00	\$43,559.00	\$44,726.00	\$45,925.00	\$47,157.00
		Bi-Wk	\$1,328.05	\$1,376.94	\$1,426.60	\$1,475.87	\$1,525.41	\$1,574.68	\$1,624.33	\$1,668.93	\$1,713.64	\$1,759.58	\$1,806.79
		Daily	\$132.81	\$137.70	\$142.66	\$147.59	\$152.55	\$157.47	\$162.44	\$166.90	\$171.37	\$175.96	\$180.68
		Hourly	\$18.98	\$19.68	\$20.38	\$21.09	\$21.80	\$22.50	\$23.21	\$23.85	\$24.49	\$25.14	\$25.82
HC	14	Annual	\$36,281.00	\$37,619.00	\$38,953.00	\$40,283.00	\$41,615.00	\$42,946.00	\$44,274.00	\$45,490.00	\$46,710.00	\$47,961.00	\$49,249.00
		Bi-Wk	\$1,390.08	\$1,441.35	\$1,492.46	\$1,543.41	\$1,594.45	\$1,645.45	\$1,696.33	\$1,742.92	\$1,789.66	\$1,837.59	\$1,886.94
		Daily	\$139.01	\$144.14	\$149.25	\$154.35	\$159.45	\$164.55	\$169.64	\$174.30	\$178.97	\$183.76	\$188.70
		Hourly	\$19.86	\$20.60	\$21.33	\$22.05	\$22.78	\$23.51	\$24.24	\$24.90	\$25.57	\$26.26	\$26.96

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HC	15	Annual	\$38,027.00	\$39,398.00	\$40,769.00	\$42,138.00	\$43,512.00	\$44,889.00	\$46,259.00	\$47,532.00	\$48,804.00	\$50,111.00	\$51,452.00
		Bi-Wk	\$1,456.98	\$1,509.51	\$1,562.04	\$1,614.49	\$1,667.13	\$1,719.89	\$1,772.38	\$1,821.15	\$1,869.89	\$1,919.97	\$1,971.35
		Daily	\$145.70	\$150.96	\$156.21	\$161.45	\$166.72	\$171.99	\$177.24	\$182.12	\$186.99	\$192.00	\$197.14
		Hourly	\$20.82	\$21.57	\$22.32	\$23.07	\$23.82	\$24.57	\$25.32	\$26.02	\$26.72	\$27.43	\$28.17
HC	16	Annual	\$39,876.00	\$41,289.00	\$42,706.00	\$44,117.00	\$45,530.00	\$46,945.00	\$48,351.00	\$49,677.00	\$51,008.00	\$52,375.00	\$53,780.00
		Bi-Wk	\$1,527.82	\$1,581.96	\$1,636.25	\$1,690.31	\$1,744.45	\$1,798.66	\$1,852.53	\$1,903.34	\$1,954.33	\$2,006.71	\$2,060.54
		Daily	\$152.79	\$158.20	\$163.63	\$169.04	\$174.45	\$179.87	\$185.26	\$190.34	\$195.44	\$200.68	\$206.06
		Hourly	\$21.83	\$22.60	\$23.38	\$24.15	\$24.93	\$25.70	\$26.47	\$27.20	\$27.92	\$28.67	\$29.44
HC	17	Annual	\$41,850.00	\$43,307.00	\$44,761.00	\$46,212.00	\$47,665.00	\$49,111.00	\$50,572.00	\$51,964.00	\$53,354.00	\$54,782.00	\$56,248.00
		Bi-Wk	\$1,603.45	\$1,659.28	\$1,714.99	\$1,770.58	\$1,826.25	\$1,881.65	\$1,937.63	\$1,990.96	\$2,044.22	\$2,098.93	\$2,155.10
		Daily	\$160.35	\$165.93	\$171.50	\$177.06	\$182.63	\$188.17	\$193.77	\$199.10	\$204.43	\$209.90	\$215.51
		Hourly	\$22.91	\$23.71	\$24.50	\$25.30	\$26.09	\$26.89	\$27.69	\$28.45	\$29.21	\$29.99	\$30.79
HC	18	Annual	\$43,961.00	\$45,453.00	\$46,945.00	\$48,436.00	\$49,918.00	\$51,410.00	\$52,897.00	\$54,353.00	\$55,809.00	\$57,307.00	\$58,847.00
		Bi-Wk	\$1,684.33	\$1,741.50	\$1,798.66	\$1,855.79	\$1,912.57	\$1,969.74	\$2,026.71	\$2,082.50	\$2,138.28	\$2,195.68	\$2,254.68
		Daily	\$168.44	\$174.15	\$179.87	\$185.58	\$191.26	\$196.98	\$202.68	\$208.25	\$213.83	\$219.57	\$225.47
		Hourly	\$24.07	\$24.88	\$25.70	\$26.52	\$27.33	\$28.14	\$28.96	\$29.75	\$30.55	\$31.37	\$32.21
HC	19	Annual	\$46,127.00	\$47,665.00	\$49,196.00	\$50,736.00	\$52,260.00	\$53,791.00	\$55,325.00	\$56,849.00	\$58,369.00	\$59,933.00	\$61,539.00
		Bi-Wk	\$1,767.32	\$1,826.25	\$1,884.91	\$1,943.91	\$2,002.30	\$2,060.96	\$2,119.74	\$2,178.13	\$2,236.37	\$2,296.29	\$2,357.82
		Daily	\$176.74	\$182.63	\$188.50	\$194.40	\$200.23	\$206.10	\$211.98	\$217.82	\$223.64	\$229.63	\$235.79
		Hourly	\$25.25	\$26.09	\$26.93	\$27.78	\$28.61	\$29.45	\$30.29	\$31.12	\$31.95	\$32.81	\$33.69
HC	20	Annual	\$48,480.00	\$50,050.00	\$51,620.00	\$53,186.00	\$54,751.00	\$56,323.00	\$57,894.00	\$59,485.00	\$61,076.00	\$62,712.00	\$64,391.00
		Bi-Wk	\$1,857.48	\$1,917.63	\$1,977.78	\$2,037.78	\$2,097.74	\$2,157.97	\$2,218.17	\$2,279.12	\$2,340.08	\$2,402.76	\$2,467.09
		Daily	\$185.75	\$191.77	\$197.78	\$203.78	\$209.78	\$215.80	\$221.82	\$227.92	\$234.01	\$240.28	\$246.71
		Hourly	\$26.54	\$27.40	\$28.26	\$29.12	\$29.97	\$30.83	\$31.69	\$32.56	\$33.43	\$34.33	\$35.25
HC	21	Annual	\$50,870.00	\$52,482.00	\$54,095.00	\$55,710.00	\$57,324.00	\$58,934.00	\$60,550.00	\$62,214.00	\$63,879.00	\$65,589.00	\$67,345.00
		Bi-Wk	\$1,949.05	\$2,010.81	\$2,072.61	\$2,134.49	\$2,196.33	\$2,258.01	\$2,319.93	\$2,383.68	\$2,447.48	\$2,512.99	\$2,580.27
		Daily	\$194.91	\$201.09	\$207.27	\$213.45	\$219.64	\$225.81	\$232.00	\$238.37	\$244.75	\$251.30	\$258.03
		Hourly	\$27.85	\$28.73	\$29.61	\$30.50	\$31.38	\$32.26	\$33.15	\$34.06	\$34.97	\$35.90	\$36.87

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HC	22	Annual	\$52,260.00	\$54,176.00	\$56,094.00	\$58,004.00	\$59,920.00	\$61,836.00	\$63,748.00	\$65,502.00	\$67,254.00	\$69,057.00	\$70,908.00
		Bi-Wk	\$2,002.30	\$2,075.71	\$2,149.20	\$2,222.38	\$2,295.79	\$2,369.20	\$2,442.46	\$2,509.66	\$2,576.79	\$2,645.87	\$2,716.79
		Daily	\$200.23	\$207.58	\$214.92	\$222.24	\$229.58	\$236.92	\$244.25	\$250.97	\$257.68	\$264.59	\$271.68
		Hourly	\$28.61	\$29.66	\$30.71	\$31.75	\$32.80	\$33.85	\$34.90	\$35.86	\$36.82	\$37.80	\$38.82
HC	23	Annual	\$54,738.00	\$56,734.00	\$58,721.00	\$60,719.00	\$62,712.00	\$64,710.00	\$66,706.00	\$68,536.00	\$70,371.00	\$72,258.00	\$74,194.00
		Bi-Wk	\$2,097.25	\$2,173.72	\$2,249.85	\$2,326.40	\$2,402.76	\$2,479.32	\$2,555.79	\$2,625.91	\$2,696.21	\$2,768.51	\$2,842.69
		Daily	\$209.73	\$217.38	\$224.99	\$232.64	\$240.28	\$247.94	\$255.58	\$262.60	\$269.63	\$276.86	\$284.27
		Hourly	\$29.97	\$31.06	\$32.15	\$33.24	\$34.33	\$35.42	\$36.52	\$37.52	\$38.52	\$39.56	\$40.61
HC	24	Annual	\$57,367.00	\$59,448.00	\$61,523.00	\$63,605.00	\$65,689.00	\$67,763.00	\$69,841.00	\$71,759.00	\$73,681.00	\$75,654.00	\$77,679.00
		Bi-Wk	\$2,197.97	\$2,277.71	\$2,357.21	\$2,436.98	\$2,516.82	\$2,596.29	\$2,675.91	\$2,749.39	\$2,823.03	\$2,898.63	\$2,976.21
		Daily	\$219.80	\$227.78	\$235.73	\$243.70	\$251.69	\$259.63	\$267.60	\$274.94	\$282.31	\$289.87	\$297.63
		Hourly	\$31.40	\$32.54	\$33.68	\$34.82	\$35.96	\$37.09	\$38.23	\$39.28	\$40.33	\$41.41	\$42.52
HC	25	Annual	\$60,166.00	\$62,331.00	\$64,476.00	\$66,636.00	\$68,790.00	\$70,951.00	\$73,101.00	\$75,113.00	\$77,123.00	\$79,187.00	\$81,307.00
		Bi-Wk	\$2,305.22	\$2,388.17	\$2,470.35	\$2,553.11	\$2,635.64	\$2,718.43	\$2,800.81	\$2,877.90	\$2,954.91	\$3,033.99	\$3,115.22
		Daily	\$230.53	\$238.82	\$247.04	\$255.32	\$263.57	\$271.85	\$280.09	\$287.79	\$295.50	\$303.40	\$311.53
		Hourly	\$32.94	\$34.12	\$35.30	\$36.48	\$37.66	\$38.84	\$40.02	\$41.12	\$42.22	\$43.35	\$44.51
HC	26	Annual	\$63,133.00	\$65,366.00	\$67,611.00	\$69,841.00	\$72,078.00	\$74,315.00	\$76,546.00	\$78,649.00	\$80,756.00	\$82,921.00	\$85,143.00
		Bi-Wk	\$2,418.89	\$2,504.45	\$2,590.46	\$2,675.91	\$2,761.61	\$2,847.32	\$2,932.80	\$3,013.38	\$3,094.10	\$3,177.05	\$3,262.19
		Daily	\$241.89	\$250.45	\$259.05	\$267.60	\$276.17	\$284.74	\$293.28	\$301.34	\$309.41	\$317.71	\$326.22
		Hourly	\$34.56	\$35.78	\$37.01	\$38.23	\$39.46	\$40.68	\$41.90	\$43.05	\$44.21	\$45.39	\$46.61
HC	27	Annual	\$66,268.00	\$68,582.00	\$70,896.00	\$73,204.00	\$75,521.00	\$77,829.00	\$80,150.00	\$82,352.00	\$84,555.00	\$86,822.00	\$89,152.00
		Bi-Wk	\$2,539.01	\$2,627.67	\$2,716.33	\$2,804.76	\$2,893.53	\$2,981.96	\$3,070.89	\$3,155.25	\$3,239.66	\$3,326.52	\$3,415.79
		Daily	\$253.91	\$262.77	\$271.64	\$280.48	\$289.36	\$298.20	\$307.09	\$315.53	\$323.97	\$332.66	\$341.58
		Hourly	\$36.28	\$37.54	\$38.81	\$40.07	\$41.34	\$42.60	\$43.87	\$45.08	\$46.29	\$47.53	\$48.80
HC	28	Annual	\$69,614.00	\$72,006.00	\$74,405.00	\$76,800.00	\$79,191.00	\$81,576.00	\$83,967.00	\$86,275.00	\$88,587.00	\$90,963.00	\$93,402.00
		Bi-Wk	\$2,667.21	\$2,758.86	\$2,850.77	\$2,942.53	\$3,034.14	\$3,125.52	\$3,217.13	\$3,305.56	\$3,394.14	\$3,485.18	\$3,578.63
		Daily	\$266.73	\$275.89	\$285.08	\$294.26	\$303.42	\$312.56	\$321.72	\$330.56	\$339.42	\$348.52	\$357.87
		Hourly	\$38.11	\$39.42	\$40.73	\$42.04	\$43.35	\$44.66	\$45.96	\$47.23	\$48.49	\$49.79	\$51.13

P-1 HC 35-Hours Salary Plan Effective 08/26/2013

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	29	Annual	\$70,283.00	\$72,918.00	\$75,559.00	\$78,197.00	\$80,835.00	\$83,468.00	\$86,106.00	\$88,471.00	\$90,843.00	\$93,274.00	\$95,772.00
		Bi-Wk	\$2,692.84	\$2,793.80	\$2,894.99	\$2,996.06	\$3,097.13	\$3,198.01	\$3,299.09	\$3,389.70	\$3,480.58	\$3,573.72	\$3,669.43
		Daily	\$269.29	\$279.38	\$289.50	\$299.61	\$309.72	\$319.81	\$329.91	\$338.97	\$348.06	\$357.38	\$366.95
		Hourly	\$38.47	\$39.92	\$41.36	\$42.81	\$44.25	\$45.69	\$47.13	\$48.43	\$49.73	\$51.06	\$52.43
HC	30	Annual	\$73,101.00	\$75,817.00	\$78,535.00	\$81,245.00	\$83,957.00	\$86,671.00	\$89,389.00	\$91,847.00	\$94,302.00	\$96,824.00	\$99,413.00
		Bi-Wk	\$2,800.81	\$2,904.87	\$3,009.01	\$3,112.84	\$3,216.75	\$3,320.73	\$3,424.87	\$3,519.05	\$3,613.11	\$3,709.74	\$3,808.93
		Daily	\$280.09	\$290.49	\$300.91	\$311.29	\$321.68	\$332.08	\$342.49	\$351.91	\$361.32	\$370.98	\$380.90
		Hourly	\$40.02	\$41.50	\$42.99	\$44.47	\$45.96	\$47.44	\$48.93	\$50.28	\$51.62	\$53.00	\$54.42
HC	31	Annual	\$76,036.00	\$78,827.00	\$81,621.00	\$84,417.00	\$87,218.00	\$90,009.00	\$92,801.00	\$95,356.00	\$97,904.00	\$100,522.00	\$103,210.00
		Bi-Wk	\$2,913.26	\$3,020.20	\$3,127.25	\$3,234.37	\$3,341.69	\$3,448.63	\$3,555.60	\$3,653.49	\$3,751.12	\$3,851.42	\$3,954.41
		Daily	\$291.33	\$302.02	\$312.73	\$323.44	\$334.17	\$344.87	\$355.56	\$365.35	\$375.12	\$385.15	\$395.45
		Hourly	\$41.62	\$43.15	\$44.68	\$46.21	\$47.74	\$49.27	\$50.80	\$52.20	\$53.59	\$55.03	\$56.50
HC	32	Annual	\$79,083.00	\$81,956.00	\$84,824.00	\$87,693.00	\$90,569.00	\$93,437.00	\$96,317.00	\$98,967.00	\$101,614.00	\$104,332.00	\$107,125.00
		Bi-Wk	\$3,030.00	\$3,140.08	\$3,249.97	\$3,359.89	\$3,470.08	\$3,579.97	\$3,690.31	\$3,791.84	\$3,893.26	\$3,997.40	\$4,104.41
		Daily	\$303.00	\$314.01	\$325.00	\$335.99	\$347.01	\$358.00	\$369.04	\$379.19	\$389.33	\$399.74	\$410.45
		Hourly	\$43.29	\$44.86	\$46.43	\$48.00	\$49.58	\$51.15	\$52.72	\$54.17	\$55.62	\$57.11	\$58.64
HC	33	Annual	\$82,270.00	\$85,221.00	\$88,170.00	\$91,120.00	\$94,071.00	\$97,023.00	\$99,981.00	\$102,730.00	\$105,481.00	\$108,304.00	\$111,203.00
		Bi-Wk	\$3,152.11	\$3,265.18	\$3,378.17	\$3,491.19	\$3,604.26	\$3,717.36	\$3,830.69	\$3,936.02	\$4,041.42	\$4,149.58	\$4,260.66
		Daily	\$315.22	\$326.52	\$337.82	\$349.12	\$360.43	\$371.74	\$383.07	\$393.61	\$404.15	\$414.96	\$426.07
		Hourly	\$45.04	\$46.65	\$48.26	\$49.88	\$51.49	\$53.11	\$54.73	\$56.23	\$57.74	\$59.28	\$60.87
HC	34	Annual	\$85,657.00	\$88,686.00	\$91,720.00	\$94,753.00	\$97,779.00	\$100,816.00	\$103,844.00	\$106,698.00	\$109,556.00	\$112,495.00	\$115,511.00
		Bi-Wk	\$3,281.88	\$3,397.94	\$3,514.18	\$3,630.39	\$3,746.33	\$3,862.69	\$3,978.70	\$4,088.05	\$4,197.55	\$4,310.16	\$4,425.71
		Daily	\$328.19	\$339.80	\$351.42	\$363.04	\$374.64	\$386.27	\$397.87	\$408.81	\$419.76	\$431.02	\$442.58
		Hourly	\$46.89	\$48.55	\$50.21	\$51.87	\$53.52	\$55.19	\$56.84	\$58.41	\$59.97	\$61.58	\$63.23
HC	35	Annual	\$89,176.00	\$92,281.00	\$94,976.00	\$98,502.00	\$101,610.00	\$104,715.00	\$107,411.00	\$110,363.00	\$113,317.00	\$116,352.00	\$119,469.00
		Bi-Wk	\$3,416.71	\$3,535.68	\$3,638.93	\$3,774.03	\$3,893.11	\$4,012.07	\$4,115.37	\$4,228.47	\$4,341.65	\$4,457.94	\$4,577.36
		Daily	\$341.68	\$353.57	\$363.90	\$377.41	\$389.32	\$401.21	\$411.54	\$422.85	\$434.17	\$445.80	\$457.74
		Hourly	\$48.82	\$50.51	\$51.99	\$53.92	\$55.62	\$57.32	\$58.80	\$60.41	\$62.03	\$63.69	\$65.40

P-1 HC 35-Hours Salary Plan Effective 08/26/2013

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	36	Annual	\$92,884.00	\$96,070.00	\$99,262.00	\$102,449.00	\$105,642.00	\$108,827.00	\$112,015.00	\$115,097.00	\$118,178.00	\$121,340.00	\$124,588.00
		Bi-Wk	\$3,558.78	\$3,680.85	\$3,803.15	\$3,925.25	\$4,047.59	\$4,169.62	\$4,291.77	\$4,409.85	\$4,527.90	\$4,649.05	\$4,773.49
		Daily	\$355.88	\$368.09	\$380.32	\$392.53	\$404.76	\$416.97	\$429.18	\$440.99	\$452.79	\$464.91	\$477.35
		Hourly	\$50.84	\$52.59	\$54.34	\$56.08	\$57.83	\$59.57	\$61.32	\$63.00	\$64.69	\$66.42	\$68.20
HC	37	Annual	\$96,737.00	\$100,010.00	\$103,286.00	\$106,566.00	\$109,845.00	\$113,120.00	\$116,397.00	\$119,594.00	\$122,794.00	\$126,079.00	\$129,452.00
		Bi-Wk	\$3,706.40	\$3,831.81	\$3,957.32	\$4,082.99	\$4,208.63	\$4,334.10	\$4,459.66	\$4,582.15	\$4,704.76	\$4,830.62	\$4,959.85
		Daily	\$370.64	\$383.19	\$395.74	\$408.30	\$420.87	\$433.41	\$445.97	\$458.22	\$470.48	\$483.07	\$495.99
		Hourly	\$52.95	\$54.75	\$56.54	\$58.33	\$60.13	\$61.92	\$63.71	\$65.46	\$67.22	\$69.01	\$70.86
HC	38	Annual	\$100,732.00	\$104,081.00	\$107,442.00	\$110,792.00	\$114,143.00	\$117,497.00	\$120,851.00	\$124,172.00	\$127,495.00	\$130,906.00	\$134,410.00
		Bi-Wk	\$3,859.47	\$3,987.78	\$4,116.56	\$4,244.91	\$4,373.30	\$4,501.81	\$4,630.31	\$4,757.55	\$4,884.87	\$5,015.56	\$5,149.81
		Daily	\$385.95	\$398.78	\$411.66	\$424.50	\$437.33	\$450.19	\$463.04	\$475.76	\$488.49	\$501.56	\$514.99
		Hourly	\$55.14	\$56.97	\$58.81	\$60.65	\$62.48	\$64.32	\$66.15	\$67.97	\$69.79	\$71.66	\$73.57
HC	39	Annual	\$104,918.00	\$108,350.00	\$111,785.00	\$115,226.00	\$118,656.00	\$122,187.00	\$125,525.00	\$128,974.00	\$132,427.00	\$135,973.00	\$139,616.00
		Bi-Wk	\$4,019.85	\$4,151.35	\$4,282.96	\$4,414.79	\$4,546.21	\$4,681.50	\$4,809.39	\$4,941.54	\$5,073.84	\$5,209.70	\$5,349.28
		Daily	\$401.99	\$415.14	\$428.30	\$441.48	\$454.63	\$468.15	\$480.94	\$494.16	\$507.39	\$520.97	\$534.93
		Hourly	\$57.43	\$59.31	\$61.19	\$63.07	\$64.95	\$66.88	\$68.71	\$70.60	\$72.49	\$74.43	\$76.42
HC	40	Annual	\$109,294.00	\$112,797.00	\$116,310.00	\$119,813.00	\$123,318.00	\$126,827.00	\$130,335.00	\$133,916.00	\$137,504.00	\$141,189.00	\$144,971.00
		Bi-Wk	\$4,187.51	\$4,321.73	\$4,456.33	\$4,590.54	\$4,724.83	\$4,859.28	\$4,993.68	\$5,130.89	\$5,268.36	\$5,409.55	\$5,554.45
		Daily	\$418.76	\$432.18	\$445.64	\$459.06	\$472.49	\$485.93	\$499.37	\$513.09	\$526.84	\$540.96	\$555.45
		Hourly	\$59.83	\$61.74	\$63.67	\$65.58	\$67.50	\$69.42	\$71.34	\$73.30	\$75.27	\$77.28	\$79.35
HC	41	Annual	\$113,864.00	\$117,453.00	\$121,045.00	\$124,640.00	\$128,230.00	\$131,819.00	\$135,408.00	\$139,134.00	\$142,857.00	\$146,681.00	\$150,606.00
		Bi-Wk	\$4,362.61	\$4,500.12	\$4,637.74	\$4,775.48	\$4,913.03	\$5,050.54	\$5,188.05	\$5,330.81	\$5,473.45	\$5,619.97	\$5,770.35
		Daily	\$436.27	\$450.02	\$463.78	\$477.55	\$491.31	\$505.06	\$518.81	\$533.09	\$547.35	\$562.00	\$577.04
		Hourly	\$62.33	\$64.29	\$66.26	\$68.23	\$70.19	\$72.16	\$74.12	\$76.16	\$78.20	\$80.29	\$82.44
HC	42	Annual	\$118,608.00	\$122,284.00	\$125,960.00	\$129,617.00	\$133,296.00	\$136,970.00	\$140,640.00	\$144,509.00	\$148,376.00	\$152,345.00	\$156,420.00
		Bi-Wk	\$4,544.37	\$4,685.22	\$4,826.06	\$4,966.17	\$5,107.13	\$5,247.90	\$5,388.51	\$5,536.75	\$5,684.91	\$5,836.98	\$5,993.11
		Daily	\$454.44	\$468.53	\$482.61	\$496.62	\$510.72	\$524.79	\$538.86	\$553.68	\$568.50	\$583.70	\$599.32
		Hourly	\$64.92	\$66.94	\$68.95	\$70.95	\$72.96	\$74.97	\$76.98	\$79.10	\$81.22	\$83.39	\$85.62

P-1 HC 35-Hours Salary Plan Effective 08/26/2013

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	43	Annual	\$123,643.00	\$127,390.00	\$131,136.00	\$134,877.00	\$138,625.00	\$142,367.00	\$146,106.00	\$150,127.00	\$154,144.00	\$158,268.00	\$162,504.00
		Bi-Wk	\$4,737.28	\$4,880.85	\$5,024.37	\$5,167.71	\$5,311.31	\$5,454.68	\$5,597.94	\$5,752.00	\$5,905.91	\$6,063.91	\$6,226.21
		Daily	\$473.73	\$488.09	\$502.44	\$516.78	\$531.14	\$545.47	\$559.80	\$575.20	\$590.60	\$606.40	\$622.63
		Hourly	\$67.68	\$69.73	\$71.78	\$73.83	\$75.88	\$77.93	\$79.98	\$82.18	\$84.38	\$86.63	\$88.95

P-1 HC 35-Hours Salary Plan Effective 07/01/2014

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	1	Annual	\$22,956.00	\$23,521.00	\$24,076.00	\$24,635.00	\$25,192.00	\$25,757.00	\$26,313.00	\$27,034.00	\$27,759.00	\$28,505.00	\$29,268.00
		Bi-Wk	\$879.55	\$901.19	\$922.46	\$943.87	\$965.22	\$986.86	\$1,008.17	\$1,035.79	\$1,063.57	\$1,092.15	\$1,121.38
		Daily	\$87.96	\$90.12	\$92.25	\$94.39	\$96.53	\$98.69	\$100.82	\$103.58	\$106.36	\$109.22	\$112.14
		Hourly	\$12.57	\$12.88	\$13.18	\$13.49	\$13.79	\$14.10	\$14.41	\$14.80	\$15.20	\$15.61	\$16.02
HC	2	Annual	\$24,076.00	\$24,635.00	\$25,192.00	\$25,757.00	\$26,313.00	\$26,871.00	\$27,427.00	\$28,181.00	\$28,935.00	\$29,706.00	\$30,500.00
		Bi-Wk	\$922.46	\$943.87	\$965.22	\$986.86	\$1,008.17	\$1,029.55	\$1,050.85	\$1,079.74	\$1,108.63	\$1,138.17	\$1,168.59
		Daily	\$92.25	\$94.39	\$96.53	\$98.69	\$100.82	\$102.96	\$105.09	\$107.98	\$110.87	\$113.82	\$116.86
		Hourly	\$13.18	\$13.49	\$13.79	\$14.10	\$14.41	\$14.71	\$15.02	\$15.43	\$15.84	\$16.26	\$16.70
HC	3	Annual	\$24,635.00	\$25,192.00	\$25,757.00	\$26,313.00	\$26,871.00	\$27,427.00	\$27,986.00	\$28,759.00	\$29,524.00	\$30,311.00	\$31,119.00
		Bi-Wk	\$943.87	\$965.22	\$986.86	\$1,008.17	\$1,029.55	\$1,050.85	\$1,072.27	\$1,101.88	\$1,131.19	\$1,161.35	\$1,192.30
		Daily	\$94.39	\$96.53	\$98.69	\$100.82	\$102.96	\$105.09	\$107.23	\$110.19	\$113.12	\$116.14	\$119.23
		Hourly	\$13.49	\$13.79	\$14.10	\$14.41	\$14.71	\$15.02	\$15.32	\$15.75	\$16.16	\$16.60	\$17.04
HC	4	Annual	\$25,432.00	\$26,112.00	\$26,786.00	\$27,470.00	\$28,155.00	\$28,827.00	\$29,504.00	\$30,319.00	\$31,128.00	\$31,961.00	\$32,816.00
		Bi-Wk	\$974.41	\$1,000.46	\$1,026.29	\$1,052.50	\$1,078.74	\$1,104.49	\$1,130.43	\$1,161.65	\$1,192.65	\$1,224.56	\$1,257.32
		Daily	\$97.45	\$100.05	\$102.63	\$105.25	\$107.88	\$110.45	\$113.05	\$116.17	\$119.27	\$122.46	\$125.74
		Hourly	\$13.93	\$14.30	\$14.67	\$15.04	\$15.42	\$15.78	\$16.15	\$16.60	\$17.04	\$17.50	\$17.97
HC	5	Annual	\$26,069.00	\$26,786.00	\$27,509.00	\$28,222.00	\$28,939.00	\$29,657.00	\$30,379.00	\$31,212.00	\$32,049.00	\$32,906.00	\$33,787.00
		Bi-Wk	\$998.82	\$1,026.29	\$1,053.99	\$1,081.31	\$1,108.78	\$1,136.29	\$1,163.95	\$1,195.87	\$1,227.94	\$1,260.77	\$1,294.53
		Daily	\$99.89	\$102.63	\$105.40	\$108.14	\$110.88	\$113.63	\$116.40	\$119.59	\$122.80	\$126.08	\$129.46
		Hourly	\$14.27	\$14.67	\$15.06	\$15.45	\$15.84	\$16.24	\$16.63	\$17.09	\$17.55	\$18.02	\$18.50
HC	6	Annual	\$26,954.00	\$27,675.00	\$28,387.00	\$28,992.00	\$29,822.00	\$30,540.00	\$31,253.00	\$32,115.00	\$32,972.00	\$33,852.00	\$34,757.00
		Bi-Wk	\$1,032.73	\$1,060.35	\$1,087.63	\$1,110.81	\$1,142.61	\$1,170.12	\$1,197.44	\$1,230.46	\$1,263.30	\$1,297.02	\$1,331.69
		Daily	\$103.28	\$106.04	\$108.77	\$111.09	\$114.27	\$117.02	\$119.75	\$123.05	\$126.33	\$129.71	\$133.17
		Hourly	\$14.76	\$15.15	\$15.54	\$15.87	\$16.33	\$16.72	\$17.11	\$17.58	\$18.05	\$18.53	\$19.03
HC	7	Annual	\$27,749.00	\$28,464.00	\$29,181.00	\$29,897.00	\$30,618.00	\$31,336.00	\$32,052.00	\$32,934.00	\$33,812.00	\$34,717.00	\$35,646.00
		Bi-Wk	\$1,063.19	\$1,090.58	\$1,118.05	\$1,145.48	\$1,173.11	\$1,200.62	\$1,228.05	\$1,261.84	\$1,295.48	\$1,330.16	\$1,365.75
		Daily	\$106.32	\$109.06	\$111.81	\$114.55	\$117.32	\$120.07	\$122.81	\$126.19	\$129.55	\$133.02	\$136.58
		Hourly	\$15.19	\$15.58	\$15.98	\$16.37	\$16.76	\$17.16	\$17.55	\$18.03	\$18.51	\$19.01	\$19.52

P-1 HC 35-Hours Salary Plan Effective 07/01/2014

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	8	Annual	\$29,822.00	\$30,698.00	\$31,585.00	\$32,457.00	\$33,336.00	\$34,216.00	\$35,098.00	\$36,059.00	\$37,024.00	\$38,015.00	\$39,033.00
		Bi-Wk	\$1,142.61	\$1,176.17	\$1,210.16	\$1,243.57	\$1,277.25	\$1,310.96	\$1,344.76	\$1,381.58	\$1,418.55	\$1,456.52	\$1,495.52
		Daily	\$114.27	\$117.62	\$121.02	\$124.36	\$127.73	\$131.10	\$134.48	\$138.16	\$141.86	\$145.66	\$149.56
		Hourly	\$16.33	\$16.81	\$17.29	\$17.77	\$18.25	\$18.73	\$19.22	\$19.74	\$20.27	\$20.81	\$21.37
HC	9	Annual	\$30,739.00	\$31,609.00	\$32,570.00	\$33,486.00	\$34,405.00	\$35,317.00	\$36,244.00	\$37,241.00	\$38,235.00	\$39,258.00	\$40,307.00
		Bi-Wk	\$1,177.74	\$1,211.08	\$1,247.90	\$1,282.99	\$1,318.20	\$1,353.15	\$1,388.66	\$1,426.86	\$1,464.95	\$1,504.14	\$1,544.33
		Daily	\$117.78	\$121.11	\$124.79	\$128.30	\$131.82	\$135.32	\$138.87	\$142.69	\$146.50	\$150.42	\$154.44
		Hourly	\$16.83	\$17.31	\$17.83	\$18.33	\$18.84	\$19.34	\$19.84	\$20.39	\$20.93	\$21.49	\$22.07
HC	10	Annual	\$31,727.00	\$32,691.00	\$33,642.00	\$34,604.00	\$35,562.00	\$36,539.00	\$37,547.00	\$38,577.00	\$39,613.00	\$40,676.00	\$41,770.00
		Bi-Wk	\$1,215.60	\$1,252.53	\$1,288.97	\$1,325.83	\$1,362.53	\$1,399.97	\$1,438.59	\$1,478.05	\$1,517.74	\$1,558.47	\$1,600.39
		Daily	\$121.56	\$125.26	\$128.90	\$132.59	\$136.26	\$140.00	\$143.86	\$147.81	\$151.78	\$155.85	\$160.04
		Hourly	\$17.37	\$17.90	\$18.42	\$18.95	\$19.47	\$20.00	\$20.56	\$21.12	\$21.69	\$22.27	\$22.87
HC	11	Annual	\$32,736.00	\$33,729.00	\$34,733.00	\$35,728.00	\$36,758.00	\$37,807.00	\$38,856.00	\$39,924.00	\$40,991.00	\$42,090.00	\$43,219.00
		Bi-Wk	\$1,254.26	\$1,292.30	\$1,330.77	\$1,368.89	\$1,408.36	\$1,448.55	\$1,488.74	\$1,529.66	\$1,570.54	\$1,612.65	\$1,655.91
		Daily	\$125.43	\$129.23	\$133.08	\$136.89	\$140.84	\$144.86	\$148.88	\$152.97	\$157.06	\$161.27	\$165.60
		Hourly	\$17.92	\$18.47	\$19.02	\$19.56	\$20.12	\$20.70	\$21.27	\$21.86	\$22.44	\$23.04	\$23.66
HC	12	Annual	\$33,796.00	\$34,841.00	\$35,871.00	\$36,950.00	\$38,036.00	\$39,132.00	\$40,218.00	\$41,323.00	\$42,428.00	\$43,562.00	\$44,731.00
		Bi-Wk	\$1,294.87	\$1,334.91	\$1,374.37	\$1,415.71	\$1,457.32	\$1,499.32	\$1,540.92	\$1,583.26	\$1,625.60	\$1,669.05	\$1,713.84
		Daily	\$129.49	\$133.50	\$137.44	\$141.58	\$145.74	\$149.94	\$154.10	\$158.33	\$162.56	\$166.91	\$171.39
		Hourly	\$18.50	\$19.08	\$19.64	\$20.23	\$20.82	\$21.42	\$22.02	\$22.62	\$23.23	\$23.85	\$24.49
HC	13	Annual	\$35,702.00	\$37,017.00	\$38,352.00	\$39,676.00	\$41,008.00	\$42,332.00	\$43,667.00	\$44,866.00	\$46,068.00	\$47,303.00	\$48,572.00
		Bi-Wk	\$1,367.90	\$1,418.28	\$1,469.43	\$1,520.16	\$1,571.19	\$1,621.92	\$1,673.07	\$1,719.01	\$1,765.06	\$1,812.38	\$1,861.00
		Daily	\$136.79	\$141.83	\$146.95	\$152.02	\$157.12	\$162.20	\$167.31	\$171.91	\$176.51	\$181.24	\$186.10
		Hourly	\$19.55	\$20.27	\$21.00	\$21.72	\$22.45	\$23.18	\$23.91	\$24.56	\$25.22	\$25.90	\$26.59
HC	14	Annual	\$37,370.00	\$38,748.00	\$40,122.00	\$41,492.00	\$42,864.00	\$44,235.00	\$45,603.00	\$46,855.00	\$48,112.00	\$49,400.00	\$50,727.00
		Bi-Wk	\$1,431.81	\$1,484.60	\$1,537.25	\$1,589.74	\$1,642.30	\$1,694.83	\$1,747.25	\$1,795.22	\$1,843.38	\$1,892.73	\$1,943.57
		Daily	\$143.19	\$148.46	\$153.73	\$158.98	\$164.23	\$169.49	\$174.73	\$179.53	\$184.34	\$189.28	\$194.36
		Hourly	\$20.46	\$21.21	\$21.97	\$22.72	\$23.47	\$24.22	\$24.97	\$25.65	\$26.34	\$27.04	\$27.77

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	15	Annual	\$39,168.00	\$40,580.00	\$41,993.00	\$43,403.00	\$44,818.00	\$46,236.00	\$47,647.00	\$48,958.00	\$50,269.00	\$51,615.00	\$52,996.00
		Bi-Wk	\$1,500.69	\$1,554.79	\$1,608.93	\$1,662.96	\$1,717.17	\$1,771.50	\$1,825.56	\$1,875.79	\$1,926.02	\$1,977.59	\$2,030.50
		Daily	\$150.07	\$155.48	\$160.90	\$166.30	\$171.72	\$177.15	\$182.56	\$187.58	\$192.61	\$197.76	\$203.05
		Hourly	\$21.44	\$22.22	\$22.99	\$23.76	\$24.54	\$25.31	\$26.08	\$26.80	\$27.52	\$28.26	\$29.01
HC	16	Annual	\$41,073.00	\$42,528.00	\$43,988.00	\$45,441.00	\$46,896.00	\$48,354.00	\$49,802.00	\$51,168.00	\$52,539.00	\$53,947.00	\$55,394.00
		Bi-Wk	\$1,573.68	\$1,629.43	\$1,685.37	\$1,741.04	\$1,796.79	\$1,852.65	\$1,908.13	\$1,960.46	\$2,012.99	\$2,066.94	\$2,122.38
		Daily	\$157.37	\$162.95	\$168.54	\$174.11	\$179.68	\$185.27	\$190.82	\$196.05	\$201.30	\$206.70	\$212.24
		Hourly	\$22.49	\$23.28	\$24.08	\$24.88	\$25.67	\$26.47	\$27.26	\$28.01	\$28.76	\$29.53	\$30.32
HC	17	Annual	\$43,106.00	\$44,607.00	\$46,104.00	\$47,599.00	\$49,095.00	\$50,585.00	\$52,090.00	\$53,523.00	\$54,955.00	\$56,426.00	\$57,936.00
		Bi-Wk	\$1,651.58	\$1,709.09	\$1,766.44	\$1,823.72	\$1,881.04	\$1,938.13	\$1,995.79	\$2,050.69	\$2,105.56	\$2,161.92	\$2,219.78
		Daily	\$165.16	\$170.91	\$176.65	\$182.38	\$188.11	\$193.82	\$199.58	\$205.07	\$210.56	\$216.20	\$221.98
		Hourly	\$23.60	\$24.42	\$25.24	\$26.06	\$26.88	\$27.69	\$28.52	\$29.30	\$30.08	\$30.89	\$31.72
HC	18	Annual	\$45,280.00	\$46,817.00	\$48,354.00	\$49,890.00	\$51,416.00	\$52,953.00	\$54,484.00	\$55,984.00	\$57,484.00	\$59,027.00	\$60,613.00
		Bi-Wk	\$1,734.87	\$1,793.76	\$1,852.65	\$1,911.50	\$1,969.97	\$2,028.86	\$2,087.51	\$2,144.99	\$2,202.46	\$2,261.58	\$2,322.34
		Daily	\$173.49	\$179.38	\$185.27	\$191.15	\$197.00	\$202.89	\$208.76	\$214.50	\$220.25	\$226.16	\$232.24
		Hourly	\$24.79	\$25.63	\$26.47	\$27.31	\$28.15	\$28.99	\$29.83	\$30.65	\$31.47	\$32.31	\$33.18
HC	19	Annual	\$47,511.00	\$49,095.00	\$50,672.00	\$52,259.00	\$53,828.00	\$55,405.00	\$56,985.00	\$58,555.00	\$60,121.00	\$61,731.00	\$63,386.00
		Bi-Wk	\$1,820.35	\$1,881.04	\$1,941.46	\$2,002.27	\$2,062.38	\$2,122.80	\$2,183.34	\$2,243.49	\$2,303.49	\$2,365.18	\$2,428.59
		Daily	\$182.04	\$188.11	\$194.15	\$200.23	\$206.24	\$212.28	\$218.34	\$224.35	\$230.35	\$236.52	\$242.86
		Hourly	\$26.01	\$26.88	\$27.74	\$28.61	\$29.47	\$30.33	\$31.20	\$32.05	\$32.91	\$33.79	\$34.70
HC	20	Annual	\$49,935.00	\$51,552.00	\$53,169.00	\$54,782.00	\$56,394.00	\$58,013.00	\$59,631.00	\$61,270.00	\$62,909.00	\$64,594.00	\$66,323.00
		Bi-Wk	\$1,913.22	\$1,975.18	\$2,037.13	\$2,098.93	\$2,160.69	\$2,222.73	\$2,284.72	\$2,347.51	\$2,410.31	\$2,474.87	\$2,541.12
		Daily	\$191.33	\$197.52	\$203.72	\$209.90	\$216.07	\$222.28	\$228.48	\$234.76	\$241.04	\$247.49	\$254.12
		Hourly	\$27.34	\$28.22	\$29.11	\$29.99	\$30.87	\$31.76	\$32.64	\$33.54	\$34.44	\$35.36	\$36.31
HC	21	Annual	\$52,397.00	\$54,057.00	\$55,718.00	\$57,382.00	\$59,044.00	\$60,703.00	\$62,367.00	\$64,081.00	\$65,796.00	\$67,557.00	\$69,366.00
		Bi-Wk	\$2,007.55	\$2,071.15	\$2,134.79	\$2,198.55	\$2,262.23	\$2,325.79	\$2,389.55	\$2,455.22	\$2,520.92	\$2,588.40	\$2,657.71
		Daily	\$200.76	\$207.12	\$213.48	\$219.86	\$226.23	\$232.58	\$238.96	\$245.53	\$252.10	\$258.84	\$265.78
		Hourly	\$28.68	\$29.59	\$30.50	\$31.41	\$32.32	\$33.23	\$34.14	\$35.08	\$36.02	\$36.98	\$37.97

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	22	Annual	\$53,828.00	\$55,802.00	\$57,777.00	\$59,745.00	\$61,718.00	\$63,692.00	\$65,661.00	\$67,468.00	\$69,272.00	\$71,129.00	\$73,036.00
		Bi-Wk	\$2,062.38	\$2,138.01	\$2,213.68	\$2,289.09	\$2,364.68	\$2,440.31	\$2,515.75	\$2,584.99	\$2,654.10	\$2,725.25	\$2,798.32
		Daily	\$206.24	\$213.81	\$221.37	\$228.91	\$236.47	\$244.04	\$251.58	\$258.50	\$265.41	\$272.53	\$279.84
		Hourly	\$29.47	\$30.55	\$31.63	\$32.71	\$33.79	\$34.87	\$35.94	\$36.93	\$37.92	\$38.94	\$39.98
HC	23	Annual	\$56,381.00	\$58,437.00	\$60,483.00	\$62,541.00	\$64,594.00	\$66,652.00	\$68,708.00	\$70,593.00	\$72,483.00	\$74,426.00	\$76,420.00
		Bi-Wk	\$2,160.20	\$2,238.97	\$2,317.36	\$2,396.21	\$2,474.87	\$2,553.72	\$2,632.50	\$2,704.72	\$2,777.13	\$2,851.58	\$2,927.97
		Daily	\$216.02	\$223.90	\$231.74	\$239.63	\$247.49	\$255.38	\$263.25	\$270.48	\$277.72	\$285.16	\$292.80
		Hourly	\$30.86	\$31.99	\$33.11	\$34.24	\$35.36	\$36.49	\$37.61	\$38.64	\$39.68	\$40.74	\$41.83
HC	24	Annual	\$59,089.00	\$61,232.00	\$63,369.00	\$65,514.00	\$67,660.00	\$69,796.00	\$71,937.00	\$73,912.00	\$75,892.00	\$77,924.00	\$80,010.00
		Bi-Wk	\$2,263.95	\$2,346.06	\$2,427.94	\$2,510.12	\$2,592.34	\$2,674.18	\$2,756.21	\$2,831.88	\$2,907.74	\$2,985.60	\$3,065.52
		Daily	\$226.40	\$234.61	\$242.80	\$251.02	\$259.24	\$267.42	\$275.63	\$283.19	\$290.78	\$298.56	\$306.56
		Hourly	\$32.35	\$33.52	\$34.69	\$35.86	\$37.04	\$38.21	\$39.38	\$40.46	\$41.54	\$42.66	\$43.80
HC	25	Annual	\$61,971.00	\$64,201.00	\$66,411.00	\$68,636.00	\$70,854.00	\$73,080.00	\$75,295.00	\$77,367.00	\$79,437.00	\$81,563.00	\$83,747.00
		Bi-Wk	\$2,374.37	\$2,459.81	\$2,544.49	\$2,629.74	\$2,714.72	\$2,800.00	\$2,884.87	\$2,964.26	\$3,043.57	\$3,125.02	\$3,208.70
		Daily	\$237.44	\$245.99	\$254.45	\$262.98	\$271.48	\$280.00	\$288.49	\$296.43	\$304.36	\$312.51	\$320.87
		Hourly	\$33.92	\$35.15	\$36.35	\$37.57	\$38.79	\$40.00	\$41.22	\$42.35	\$43.48	\$44.65	\$45.84
HC	26	Annual	\$65,027.00	\$67,327.00	\$69,640.00	\$71,937.00	\$74,241.00	\$76,545.00	\$78,843.00	\$81,009.00	\$83,179.00	\$85,409.00	\$87,698.00
		Bi-Wk	\$2,491.46	\$2,579.58	\$2,668.20	\$2,756.21	\$2,844.49	\$2,932.76	\$3,020.81	\$3,103.80	\$3,186.94	\$3,272.38	\$3,360.08
		Daily	\$249.15	\$257.96	\$266.82	\$275.63	\$284.45	\$293.28	\$302.09	\$310.38	\$318.70	\$327.24	\$336.01
		Hourly	\$35.60	\$36.86	\$38.12	\$39.38	\$40.64	\$41.90	\$43.16	\$44.34	\$45.53	\$46.75	\$48.01
HC	27	Annual	\$68,257.00	\$70,640.00	\$73,023.00	\$75,401.00	\$77,787.00	\$80,164.00	\$82,555.00	\$84,823.00	\$87,092.00	\$89,427.00	\$91,827.00
		Bi-Wk	\$2,615.22	\$2,706.52	\$2,797.82	\$2,888.93	\$2,980.35	\$3,071.42	\$3,163.03	\$3,249.93	\$3,336.86	\$3,426.33	\$3,518.28
		Daily	\$261.53	\$270.66	\$279.79	\$288.90	\$298.04	\$307.15	\$316.31	\$325.00	\$333.69	\$342.64	\$351.83
		Hourly	\$37.37	\$38.67	\$39.97	\$41.28	\$42.58	\$43.88	\$45.19	\$46.43	\$47.67	\$48.95	\$50.27
HC	28	Annual	\$71,703.00	\$74,167.00	\$76,638.00	\$79,104.00	\$81,567.00	\$84,024.00	\$86,487.00	\$88,864.00	\$91,245.00	\$93,692.00	\$96,205.00
		Bi-Wk	\$2,747.25	\$2,841.65	\$2,936.33	\$3,030.81	\$3,125.18	\$3,219.32	\$3,313.68	\$3,404.76	\$3,495.98	\$3,589.74	\$3,686.02
		Daily	\$274.73	\$284.17	\$293.64	\$303.09	\$312.52	\$321.94	\$331.37	\$340.48	\$349.60	\$358.98	\$368.61
		Hourly	\$39.25	\$40.60	\$41.95	\$43.30	\$44.65	\$46.00	\$47.34	\$48.64	\$49.95	\$51.29	\$52.66

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	29	Annual	\$72,392.00	\$75,106.00	\$77,826.00	\$80,543.00	\$83,261.00	\$85,973.00	\$88,690.00	\$91,126.00	\$93,569.00	\$96,073.00	\$98,646.00
		Bi-Wk	\$2,773.64	\$2,877.63	\$2,981.84	\$3,085.94	\$3,190.08	\$3,293.99	\$3,398.09	\$3,491.42	\$3,585.02	\$3,680.96	\$3,779.55
		Daily	\$277.37	\$287.77	\$298.19	\$308.60	\$319.01	\$329.40	\$339.81	\$349.15	\$358.51	\$368.10	\$377.96
		Hourly	\$39.63	\$41.11	\$42.60	\$44.09	\$45.58	\$47.06	\$48.55	\$49.88	\$51.22	\$52.59	\$54.00
HC	30	Annual	\$75,295.00	\$78,092.00	\$80,892.00	\$83,683.00	\$86,476.00	\$89,272.00	\$92,071.00	\$94,603.00	\$97,132.00	\$99,729.00	\$102,396.00
		Bi-Wk	\$2,884.87	\$2,992.04	\$3,099.32	\$3,206.25	\$3,313.26	\$3,420.39	\$3,527.63	\$3,624.64	\$3,721.54	\$3,821.04	\$3,923.22
		Daily	\$288.49	\$299.21	\$309.94	\$320.63	\$331.33	\$342.04	\$352.77	\$362.47	\$372.16	\$382.11	\$392.33
		Hourly	\$41.22	\$42.75	\$44.28	\$45.81	\$47.34	\$48.87	\$50.40	\$51.79	\$53.17	\$54.59	\$56.05
HC	31	Annual	\$78,318.00	\$81,192.00	\$84,070.00	\$86,950.00	\$89,835.00	\$92,710.00	\$95,586.00	\$98,217.00	\$100,842.00	\$103,538.00	\$106,307.00
		Bi-Wk	\$3,000.69	\$3,110.81	\$3,221.08	\$3,331.42	\$3,441.96	\$3,552.11	\$3,662.30	\$3,763.11	\$3,863.68	\$3,966.98	\$4,073.07
		Daily	\$300.07	\$311.09	\$322.11	\$333.15	\$344.20	\$355.22	\$366.23	\$376.32	\$386.37	\$396.70	\$407.31
		Hourly	\$42.87	\$44.45	\$46.02	\$47.60	\$49.18	\$50.75	\$52.32	\$53.76	\$55.20	\$56.68	\$58.19
HC	32	Annual	\$81,456.00	\$84,415.00	\$87,369.00	\$90,324.00	\$93,287.00	\$96,241.00	\$99,207.00	\$101,937.00	\$104,663.00	\$107,462.00	\$110,339.00
		Bi-Wk	\$3,120.92	\$3,234.30	\$3,347.48	\$3,460.69	\$3,574.22	\$3,687.40	\$3,801.04	\$3,905.64	\$4,010.08	\$4,117.32	\$4,227.55
		Daily	\$312.10	\$323.43	\$334.75	\$346.07	\$357.43	\$368.74	\$380.11	\$390.57	\$401.01	\$411.74	\$422.76
		Hourly	\$44.59	\$46.21	\$47.83	\$49.44	\$51.07	\$52.68	\$54.31	\$55.80	\$57.29	\$58.82	\$60.40
HC	33	Annual	\$84,739.00	\$87,778.00	\$90,816.00	\$93,854.00	\$96,894.00	\$99,934.00	\$102,981.00	\$105,812.00	\$108,646.00	\$111,554.00	\$114,540.00
		Bi-Wk	\$3,246.71	\$3,363.15	\$3,479.55	\$3,595.94	\$3,712.42	\$3,828.89	\$3,945.64	\$4,054.10	\$4,162.69	\$4,274.10	\$4,388.51
		Daily	\$324.68	\$336.32	\$347.96	\$359.60	\$371.25	\$382.89	\$394.57	\$405.41	\$416.27	\$427.41	\$438.86
		Hourly	\$46.39	\$48.05	\$49.71	\$51.38	\$53.04	\$54.70	\$56.37	\$57.92	\$59.47	\$61.06	\$62.70
HC	34	Annual	\$88,227.00	\$91,347.00	\$94,472.00	\$97,596.00	\$100,713.00	\$103,841.00	\$106,960.00	\$109,899.00	\$112,843.00	\$115,870.00	\$118,977.00
		Bi-Wk	\$3,380.35	\$3,499.89	\$3,619.62	\$3,739.32	\$3,858.74	\$3,978.59	\$4,098.09	\$4,210.69	\$4,323.49	\$4,439.47	\$4,558.51
		Daily	\$338.04	\$349.99	\$361.97	\$373.94	\$385.88	\$397.86	\$409.81	\$421.07	\$432.35	\$443.95	\$455.86
		Hourly	\$48.30	\$50.00	\$51.71	\$53.42	\$55.13	\$56.84	\$58.55	\$60.16	\$61.77	\$63.43	\$65.13
HC	35	Annual	\$91,852.00	\$95,050.00	\$97,826.00	\$101,458.00	\$104,659.00	\$107,857.00	\$110,634.00	\$113,674.00	\$116,717.00	\$119,843.00	\$123,054.00
		Bi-Wk	\$3,519.24	\$3,641.77	\$3,748.13	\$3,887.28	\$4,009.93	\$4,132.46	\$4,238.86	\$4,355.33	\$4,471.92	\$4,591.69	\$4,714.72
		Daily	\$351.93	\$364.18	\$374.82	\$388.73	\$401.00	\$413.25	\$423.89	\$435.54	\$447.20	\$459.17	\$471.48
		Hourly	\$50.28	\$52.03	\$53.55	\$55.54	\$57.29	\$59.04	\$60.56	\$62.22	\$63.89	\$65.60	\$67.36

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	36	Annual	\$95,671.00	\$98,953.00	\$102,240.00	\$105,523.00	\$108,812.00	\$112,092.00	\$115,376.00	\$118,550.00	\$121,724.00	\$124,981.00	\$128,326.00
		Bi-Wk	\$3,665.56	\$3,791.31	\$3,917.25	\$4,043.03	\$4,169.05	\$4,294.72	\$4,420.54	\$4,542.15	\$4,663.76	\$4,788.55	\$4,916.71
		Daily	\$366.56	\$379.14	\$391.73	\$404.31	\$416.91	\$429.48	\$442.06	\$454.22	\$466.38	\$478.86	\$491.68
		Hourly	\$52.37	\$54.17	\$55.97	\$57.76	\$59.56	\$61.36	\$63.16	\$64.89	\$66.63	\$68.41	\$70.24
HC	37	Annual	\$99,640.00	\$103,011.00	\$106,385.00	\$109,763.00	\$113,141.00	\$116,514.00	\$119,889.00	\$123,182.00	\$126,478.00	\$129,862.00	\$133,336.00
		Bi-Wk	\$3,817.63	\$3,946.79	\$4,076.06	\$4,205.48	\$4,334.91	\$4,464.14	\$4,593.45	\$4,719.62	\$4,845.91	\$4,975.56	\$5,108.66
		Daily	\$381.77	\$394.68	\$407.61	\$420.55	\$433.50	\$446.42	\$459.35	\$471.97	\$484.60	\$497.56	\$510.87
		Hourly	\$54.54	\$56.39	\$58.23	\$60.08	\$61.93	\$63.78	\$65.63	\$67.43	\$69.23	\$71.08	\$72.99
HC	38	Annual	\$103,754.00	\$107,204.00	\$110,666.00	\$114,116.00	\$117,568.00	\$121,022.00	\$124,477.00	\$127,898.00	\$131,320.00	\$134,834.00	\$138,443.00
		Bi-Wk	\$3,975.25	\$4,107.44	\$4,240.08	\$4,372.27	\$4,504.53	\$4,636.86	\$4,769.24	\$4,900.31	\$5,031.42	\$5,166.06	\$5,304.33
		Daily	\$397.53	\$410.75	\$424.01	\$437.23	\$450.46	\$463.69	\$476.93	\$490.04	\$503.15	\$516.61	\$530.44
		Hourly	\$56.79	\$58.68	\$60.58	\$62.47	\$64.36	\$66.25	\$68.14	\$70.01	\$71.88	\$73.81	\$75.78
HC	39	Annual	\$108,066.00	\$111,601.00	\$115,139.00	\$118,683.00	\$122,216.00	\$125,853.00	\$129,291.00	\$132,844.00	\$136,400.00	\$140,053.00	\$143,805.00
		Bi-Wk	\$4,140.46	\$4,275.91	\$4,411.46	\$4,547.25	\$4,682.61	\$4,821.96	\$4,953.68	\$5,089.81	\$5,226.06	\$5,366.02	\$5,509.78
		Daily	\$414.05	\$427.60	\$441.15	\$454.73	\$468.27	\$482.20	\$495.37	\$508.99	\$522.61	\$536.61	\$550.98
		Hourly	\$59.15	\$61.09	\$63.03	\$64.97	\$66.90	\$68.89	\$70.77	\$72.72	\$74.66	\$76.66	\$78.72
HC	40	Annual	\$112,573.00	\$116,181.00	\$119,800.00	\$123,408.00	\$127,018.00	\$130,632.00	\$134,246.00	\$137,934.00	\$141,630.00	\$145,425.00	\$149,321.00
		Bi-Wk	\$4,313.15	\$4,451.38	\$4,590.04	\$4,728.28	\$4,866.60	\$5,005.06	\$5,143.53	\$5,284.83	\$5,426.44	\$5,571.84	\$5,721.12
		Daily	\$431.32	\$445.14	\$459.01	\$472.83	\$486.66	\$500.51	\$514.36	\$528.49	\$542.65	\$557.19	\$572.12
		Hourly	\$61.62	\$63.60	\$65.58	\$67.55	\$69.53	\$71.51	\$73.48	\$75.50	\$77.53	\$79.60	\$81.74
HC	41	Annual	\$117,280.00	\$120,977.00	\$124,677.00	\$128,380.00	\$132,077.00	\$135,774.00	\$139,471.00	\$143,309.00	\$147,143.00	\$151,082.00	\$155,125.00
		Bi-Wk	\$4,493.49	\$4,635.14	\$4,776.90	\$4,918.78	\$5,060.43	\$5,202.07	\$5,343.72	\$5,490.77	\$5,637.67	\$5,788.59	\$5,943.49
		Daily	\$449.35	\$463.52	\$477.69	\$491.88	\$506.05	\$520.21	\$534.38	\$549.08	\$563.77	\$578.86	\$594.35
		Hourly	\$64.20	\$66.22	\$68.25	\$70.27	\$72.30	\$74.32	\$76.34	\$78.44	\$80.54	\$82.70	\$84.91
HC	42	Annual	\$122,167.00	\$125,953.00	\$129,739.00	\$133,506.00	\$137,295.00	\$141,080.00	\$144,860.00	\$148,845.00	\$152,828.00	\$156,916.00	\$161,113.00
		Bi-Wk	\$4,680.73	\$4,825.79	\$4,970.85	\$5,115.18	\$5,260.35	\$5,405.37	\$5,550.20	\$5,702.88	\$5,855.48	\$6,012.11	\$6,172.92
		Daily	\$468.08	\$482.58	\$497.09	\$511.52	\$526.04	\$540.54	\$555.02	\$570.29	\$585.55	\$601.22	\$617.30
		Hourly	\$66.87	\$68.94	\$71.02	\$73.08	\$75.15	\$77.22	\$79.29	\$81.47	\$83.65	\$85.89	\$88.19

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
HC	43	Annual	\$127,353.00	\$131,212.00	\$135,071.00	\$138,924.00	\$142,784.00	\$146,639.00	\$150,490.00	\$154,631.00	\$158,769.00	\$163,017.00	\$167,380.00
		Bi-Wk	\$4,879.43	\$5,027.28	\$5,175.14	\$5,322.76	\$5,470.66	\$5,618.36	\$5,765.91	\$5,924.56	\$6,083.11	\$6,245.87	\$6,413.03
		Daily	\$487.95	\$502.73	\$517.52	\$532.28	\$547.07	\$561.84	\$576.60	\$592.46	\$608.32	\$624.59	\$641.31
		Hourly	\$69.71	\$71.82	\$73.94	\$76.04	\$78.16	\$80.27	\$82.38	\$84.64	\$86.91	\$89.23	\$91.62