

P-1 XC 37.5 HOUR PAY PLAN EFFECTIVE 6/22/2007

<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>
XC	1	Annual	\$21,958.00	\$22,498.00	\$23,030.00	\$23,564.00	\$24,097.00	\$24,637.00	\$25,169.00	\$25,858.00	\$26,553.00	\$27,265.00	\$27,997.00
		Bi-Wk	\$841.31	\$862.00	\$882.38	\$902.84	\$923.26	\$943.95	\$964.33	\$990.73	\$1,017.36	\$1,044.64	\$1,072.69
		Daily	\$84.14	\$86.20	\$88.24	\$90.29	\$92.33	\$94.40	\$96.44	\$99.08	\$101.74	\$104.47	\$107.27
		Hourly	\$11.22	\$11.50	\$11.77	\$12.04	\$12.32	\$12.59	\$12.86	\$13.21	\$13.57	\$13.93	\$14.31
XC	2	Annual	\$23,030.00	\$23,564.00	\$24,097.00	\$24,637.00	\$25,169.00	\$25,704.00	\$26,235.00	\$26,958.00	\$27,678.00	\$28,416.00	\$29,174.00
		Bi-Wk	\$882.38	\$902.84	\$923.26	\$943.95	\$964.33	\$984.83	\$1,005.18	\$1,032.88	\$1,060.46	\$1,088.74	\$1,117.78
		Daily	\$88.24	\$90.29	\$92.33	\$94.40	\$96.44	\$98.49	\$100.52	\$103.29	\$106.05	\$108.88	\$111.78
		Hourly	\$11.77	\$12.04	\$12.32	\$12.59	\$12.86	\$13.14	\$13.41	\$13.78	\$14.14	\$14.52	\$14.91
XC	3	Annual	\$23,564.00	\$24,097.00	\$24,637.00	\$25,169.00	\$25,704.00	\$26,235.00	\$26,769.00	\$27,508.00	\$28,242.00	\$28,994.00	\$29,767.00
		Bi-Wk	\$902.84	\$923.26	\$943.95	\$964.33	\$984.83	\$1,005.18	\$1,025.64	\$1,053.95	\$1,082.07	\$1,110.89	\$1,140.50
		Daily	\$90.29	\$92.33	\$94.40	\$96.44	\$98.49	\$100.52	\$102.57	\$105.40	\$108.21	\$111.09	\$114.05
		Hourly	\$12.04	\$12.32	\$12.59	\$12.86	\$13.14	\$13.41	\$13.68	\$14.06	\$14.43	\$14.82	\$15.21
XC	4	Annual	\$24,326.00	\$24,977.00	\$25,622.00	\$26,276.00	\$26,930.00	\$27,574.00	\$28,221.00	\$29,001.00	\$29,775.00	\$30,573.00	\$31,391.00
		Bi-Wk	\$932.04	\$956.98	\$981.69	\$1,006.75	\$1,031.81	\$1,056.48	\$1,081.27	\$1,111.15	\$1,140.81	\$1,171.38	\$1,202.73
		Daily	\$93.21	\$95.70	\$98.17	\$100.68	\$103.19	\$105.65	\$108.13	\$111.12	\$114.09	\$117.14	\$120.28
		Hourly	\$12.43	\$12.76	\$13.09	\$13.43	\$13.76	\$14.09	\$14.42	\$14.82	\$15.22	\$15.62	\$16.04
XC	5	Annual	\$24,935.00	\$25,622.00	\$26,314.00	\$26,996.00	\$27,681.00	\$28,369.00	\$29,059.00	\$29,856.00	\$30,656.00	\$31,476.00	\$32,319.00
		Bi-Wk	\$955.37	\$981.69	\$1,008.20	\$1,034.33	\$1,060.58	\$1,086.94	\$1,113.38	\$1,143.91	\$1,174.56	\$1,205.98	\$1,238.28
		Daily	\$95.54	\$98.17	\$100.82	\$103.44	\$106.06	\$108.70	\$111.34	\$114.40	\$117.46	\$120.60	\$123.83
		Hourly	\$12.74	\$13.09	\$13.45	\$13.80	\$14.15	\$14.50	\$14.85	\$15.26	\$15.67	\$16.08	\$16.52
XC	6	Annual	\$25,782.00	\$26,471.00	\$27,154.00	\$27,732.00	\$28,526.00	\$29,213.00	\$29,894.00	\$30,718.00	\$31,539.00	\$32,381.00	\$33,247.00
		Bi-Wk	\$987.82	\$1,014.22	\$1,040.39	\$1,062.53	\$1,092.96	\$1,119.28	\$1,145.37	\$1,176.94	\$1,208.40	\$1,240.66	\$1,273.84
		Daily	\$98.79	\$101.43	\$104.04	\$106.26	\$109.30	\$111.93	\$114.54	\$117.70	\$120.84	\$124.07	\$127.39
		Hourly	\$13.18	\$13.53	\$13.88	\$14.17	\$14.58	\$14.93	\$15.28	\$15.70	\$16.12	\$16.55	\$16.99
XC	7	Annual	\$26,543.00	\$27,227.00	\$27,913.00	\$28,598.00	\$29,288.00	\$29,974.00	\$30,659.00	\$31,502.00	\$32,343.00	\$33,208.00	\$34,098.00
		Bi-Wk	\$1,016.98	\$1,043.19	\$1,069.47	\$1,095.71	\$1,122.15	\$1,148.43	\$1,174.68	\$1,206.98	\$1,239.20	\$1,272.34	\$1,306.44
		Daily	\$101.70	\$104.32	\$106.95	\$109.58	\$112.22	\$114.85	\$117.47	\$120.70	\$123.92	\$127.24	\$130.65
		Hourly	\$13.56	\$13.91	\$14.26	\$14.61	\$14.97	\$15.32	\$15.67	\$16.10	\$16.53	\$16.97	\$17.42
XC	8	Annual	\$28,526.00	\$29,363.00	\$30,213.00	\$31,046.00	\$31,888.00	\$32,729.00	\$33,573.00	\$34,493.00	\$35,415.00	\$36,364.00	\$37,338.00
		Bi-Wk	\$1,092.96	\$1,125.02	\$1,157.59	\$1,189.51	\$1,221.77	\$1,253.99	\$1,286.33	\$1,321.58	\$1,356.90	\$1,393.26	\$1,430.58
		Daily	\$109.30	\$112.51	\$115.76	\$118.96	\$122.18	\$125.40	\$128.64	\$132.16	\$135.69	\$139.33	\$143.06
		Hourly	\$14.58	\$15.01	\$15.44	\$15.87	\$16.30	\$16.72	\$17.16	\$17.63	\$18.10	\$18.58	\$19.08
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

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
XC	10	Annual	\$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
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
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

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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	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
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
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

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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	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
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
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

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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>
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