

P-1 XC 37.5-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>
XC	1	Annual	\$23,879.00	\$24,466.00	\$25,045.00	\$25,626.00	\$26,205.00	\$26,792.00	\$27,372.00	\$28,121.00	\$28,876.00	\$29,651.00	\$30,445.00
		Bi-Wk	\$914.91	\$937.40	\$959.58	\$981.84	\$1,004.03	\$1,026.52	\$1,048.74	\$1,077.44	\$1,106.37	\$1,136.06	\$1,166.48
		Daily	\$91.50	\$93.74	\$95.96	\$98.19	\$100.41	\$102.66	\$104.88	\$107.75	\$110.64	\$113.61	\$116.65
		Hourly	\$12.20	\$12.50	\$12.80	\$13.10	\$13.39	\$13.69	\$13.99	\$14.37	\$14.76	\$15.15	\$15.56
XC	2	Annual	\$25,045.00	\$25,626.00	\$26,205.00	\$26,792.00	\$27,372.00	\$27,952.00	\$28,530.00	\$29,316.00	\$30,098.00	\$30,902.00	\$31,727.00
		Bi-Wk	\$959.58	\$981.84	\$1,004.03	\$1,026.52	\$1,048.74	\$1,070.96	\$1,093.11	\$1,123.22	\$1,153.19	\$1,183.99	\$1,215.60
		Daily	\$95.96	\$98.19	\$100.41	\$102.66	\$104.88	\$107.10	\$109.32	\$112.33	\$115.32	\$118.40	\$121.56
		Hourly	\$12.80	\$13.10	\$13.39	\$13.69	\$13.99	\$14.28	\$14.58	\$14.98	\$15.38	\$15.79	\$16.21
XC	3	Annual	\$25,626.00	\$26,205.00	\$26,792.00	\$27,372.00	\$27,952.00	\$28,530.00	\$29,111.00	\$29,915.00	\$30,713.00	\$31,530.00	\$32,370.00
		Bi-Wk	\$981.84	\$1,004.03	\$1,026.52	\$1,048.74	\$1,070.96	\$1,093.11	\$1,115.37	\$1,146.17	\$1,176.75	\$1,208.05	\$1,240.23
		Daily	\$98.19	\$100.41	\$102.66	\$104.88	\$107.10	\$109.32	\$111.54	\$114.62	\$117.68	\$120.81	\$124.03
		Hourly	\$13.10	\$13.39	\$13.69	\$13.99	\$14.28	\$14.58	\$14.88	\$15.29	\$15.69	\$16.11	\$16.54
XC	4	Annual	\$26,455.00	\$27,163.00	\$27,863.00	\$28,575.00	\$29,286.00	\$29,987.00	\$30,689.00	\$31,538.00	\$32,380.00	\$33,248.00	\$34,137.00
		Bi-Wk	\$1,013.61	\$1,040.73	\$1,067.55	\$1,094.83	\$1,122.07	\$1,148.93	\$1,175.83	\$1,208.36	\$1,240.62	\$1,273.87	\$1,307.94
		Daily	\$101.37	\$104.08	\$106.76	\$109.49	\$112.21	\$114.90	\$117.59	\$120.84	\$124.07	\$127.39	\$130.80
		Hourly	\$13.52	\$13.88	\$14.24	\$14.60	\$14.97	\$15.32	\$15.68	\$16.12	\$16.55	\$16.99	\$17.44
XC	5	Annual	\$27,117.00	\$27,863.00	\$28,615.00	\$29,358.00	\$30,102.00	\$30,850.00	\$31,601.00	\$32,467.00	\$33,339.00	\$34,229.00	\$35,146.00
		Bi-Wk	\$1,038.97	\$1,067.55	\$1,096.37	\$1,124.83	\$1,153.34	\$1,182.00	\$1,210.77	\$1,243.95	\$1,277.36	\$1,311.46	\$1,346.60
		Daily	\$103.90	\$106.76	\$109.64	\$112.49	\$115.34	\$118.20	\$121.08	\$124.40	\$127.74	\$131.15	\$134.66
		Hourly	\$13.86	\$14.24	\$14.62	\$15.00	\$15.38	\$15.76	\$16.15	\$16.59	\$17.04	\$17.49	\$17.96
XC	6	Annual	\$28,037.00	\$28,787.00	\$29,530.00	\$30,159.00	\$31,021.00	\$31,768.00	\$32,509.00	\$33,406.00	\$34,298.00	\$35,213.00	\$36,155.00
		Bi-Wk	\$1,074.22	\$1,102.96	\$1,131.42	\$1,155.52	\$1,188.55	\$1,217.17	\$1,245.56	\$1,279.93	\$1,314.10	\$1,349.16	\$1,385.25
		Daily	\$107.43	\$110.30	\$113.15	\$115.56	\$118.86	\$121.72	\$124.56	\$128.00	\$131.41	\$134.92	\$138.53
		Hourly	\$14.33	\$14.71	\$15.09	\$15.41	\$15.85	\$16.23	\$16.61	\$17.07	\$17.53	\$17.99	\$18.47
XC	7	Annual	\$28,865.00	\$29,609.00	\$30,355.00	\$31,099.00	\$31,851.00	\$32,596.00	\$33,342.00	\$34,258.00	\$35,171.00	\$36,113.00	\$37,080.00
		Bi-Wk	\$1,105.94	\$1,134.45	\$1,163.03	\$1,191.54	\$1,220.35	\$1,248.89	\$1,277.48	\$1,312.57	\$1,347.55	\$1,383.64	\$1,420.69
		Daily	\$110.60	\$113.45	\$116.31	\$119.16	\$122.04	\$124.89	\$127.75	\$131.26	\$134.76	\$138.37	\$142.07
		Hourly	\$14.75	\$15.13	\$15.51	\$15.89	\$16.28	\$16.66	\$17.04	\$17.51	\$17.97	\$18.45	\$18.95

P-1 XC 37.5-Hours Salary Plan Effective 08/26/2013

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XC	8	Annual	\$31,021.00	\$31,933.00	\$32,854.00	\$33,762.00	\$34,678.00	\$35,592.00	\$36,510.00	\$37,510.00	\$38,512.00	\$39,544.00	\$40,603.00
		Bi-Wk	\$1,188.55	\$1,223.49	\$1,258.78	\$1,293.57	\$1,328.66	\$1,363.68	\$1,398.86	\$1,437.17	\$1,475.56	\$1,515.10	\$1,555.68
		Daily	\$118.86	\$122.35	\$125.88	\$129.36	\$132.87	\$136.37	\$139.89	\$143.72	\$147.56	\$151.51	\$155.57
		Hourly	\$15.85	\$16.32	\$16.79	\$17.25	\$17.72	\$18.19	\$18.66	\$19.17	\$19.68	\$20.21	\$20.75
XC	9	Annual	\$31,975.00	\$32,881.00	\$33,881.00	\$34,833.00	\$35,789.00	\$36,738.00	\$37,702.00	\$38,739.00	\$39,773.00	\$40,836.00	\$41,929.00
		Bi-Wk	\$1,225.10	\$1,259.81	\$1,298.13	\$1,334.60	\$1,371.23	\$1,407.59	\$1,444.53	\$1,484.26	\$1,523.87	\$1,564.60	\$1,606.48
		Daily	\$122.51	\$125.99	\$129.82	\$133.46	\$137.13	\$140.76	\$144.46	\$148.43	\$152.39	\$156.46	\$160.65
		Hourly	\$16.34	\$16.80	\$17.31	\$17.80	\$18.29	\$18.77	\$19.27	\$19.80	\$20.32	\$20.87	\$21.42
XC	10	Annual	\$33,002.00	\$34,006.00	\$34,995.00	\$35,996.00	\$36,992.00	\$38,007.00	\$39,057.00	\$40,129.00	\$41,206.00	\$42,311.00	\$43,449.00
		Bi-Wk	\$1,264.45	\$1,302.92	\$1,340.81	\$1,379.16	\$1,417.32	\$1,456.21	\$1,496.44	\$1,537.51	\$1,578.78	\$1,621.12	\$1,664.72
		Daily	\$126.45	\$130.30	\$134.09	\$137.92	\$141.74	\$145.63	\$149.65	\$153.76	\$157.88	\$162.12	\$166.48
		Hourly	\$16.86	\$17.38	\$17.88	\$18.39	\$18.90	\$19.42	\$19.96	\$20.51	\$21.06	\$21.62	\$22.20
XC	11	Annual	\$34,053.00	\$35,085.00	\$36,130.00	\$37,165.00	\$38,236.00	\$39,327.00	\$40,420.00	\$41,531.00	\$42,639.00	\$43,783.00	\$44,957.00
		Bi-Wk	\$1,304.72	\$1,344.26	\$1,384.30	\$1,423.95	\$1,464.99	\$1,506.79	\$1,548.66	\$1,591.23	\$1,633.68	\$1,677.51	\$1,722.50
		Daily	\$130.48	\$134.43	\$138.43	\$142.40	\$146.50	\$150.68	\$154.87	\$159.13	\$163.37	\$167.76	\$172.25
		Hourly	\$17.40	\$17.93	\$18.46	\$18.99	\$19.54	\$20.10	\$20.65	\$21.22	\$21.79	\$22.37	\$22.97
XC	12	Annual	\$35,155.00	\$36,243.00	\$37,314.00	\$38,436.00	\$39,566.00	\$40,706.00	\$41,835.00	\$42,985.00	\$44,135.00	\$45,315.00	\$46,531.00
		Bi-Wk	\$1,346.94	\$1,388.63	\$1,429.66	\$1,472.65	\$1,515.94	\$1,559.62	\$1,602.88	\$1,646.94	\$1,691.00	\$1,736.21	\$1,782.80
		Daily	\$134.70	\$138.87	\$142.97	\$147.27	\$151.60	\$155.97	\$160.29	\$164.70	\$169.10	\$173.63	\$178.28
		Hourly	\$17.96	\$18.52	\$19.07	\$19.64	\$20.22	\$20.80	\$21.38	\$21.96	\$22.55	\$23.15	\$23.78
XC	13	Annual	\$37,139.00	\$38,506.00	\$39,894.00	\$41,273.00	\$42,658.00	\$44,034.00	\$45,425.00	\$46,671.00	\$47,920.00	\$49,207.00	\$50,526.00
		Bi-Wk	\$1,422.96	\$1,475.33	\$1,528.51	\$1,581.35	\$1,634.41	\$1,687.13	\$1,740.43	\$1,788.17	\$1,836.02	\$1,885.33	\$1,935.87
		Daily	\$142.30	\$147.54	\$152.86	\$158.14	\$163.45	\$168.72	\$174.05	\$178.82	\$183.61	\$188.54	\$193.59
		Hourly	\$18.98	\$19.68	\$20.39	\$21.09	\$21.80	\$22.50	\$23.21	\$23.85	\$24.49	\$25.14	\$25.82
XC	14	Annual	\$38,873.00	\$40,307.00	\$41,736.00	\$43,162.00	\$44,587.00	\$46,015.00	\$47,437.00	\$48,740.00	\$50,047.00	\$51,387.00	\$52,766.00
		Bi-Wk	\$1,489.39	\$1,544.33	\$1,599.09	\$1,653.72	\$1,708.32	\$1,763.03	\$1,817.51	\$1,867.44	\$1,917.51	\$1,968.86	\$2,021.69
		Daily	\$148.94	\$154.44	\$159.91	\$165.38	\$170.84	\$176.31	\$181.76	\$186.75	\$191.76	\$196.89	\$202.17
		Hourly	\$19.86	\$20.60	\$21.33	\$22.05	\$22.78	\$23.51	\$24.24	\$24.90	\$25.57	\$26.26	\$26.96

P-1 XC 37.5-Hours Salary Plan Effective 08/26/2013

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XC	15	Annual	\$40,743.00	\$42,213.00	\$43,682.00	\$45,148.00	\$46,619.00	\$48,095.00	\$49,563.00	\$50,927.00	\$52,291.00	\$53,691.00	\$55,127.00
		Bi-Wk	\$1,561.04	\$1,617.36	\$1,673.64	\$1,729.81	\$1,786.17	\$1,842.73	\$1,898.97	\$1,951.23	\$2,003.49	\$2,057.13	\$2,112.15
		Daily	\$156.11	\$161.74	\$167.37	\$172.99	\$178.62	\$184.28	\$189.90	\$195.13	\$200.35	\$205.72	\$211.22
		Hourly	\$20.82	\$21.57	\$22.32	\$23.07	\$23.82	\$24.57	\$25.32	\$26.02	\$26.72	\$27.43	\$28.17
XC	16	Annual	\$42,724.00	\$44,239.00	\$45,757.00	\$47,269.00	\$48,782.00	\$50,300.00	\$51,805.00	\$53,226.00	\$54,652.00	\$56,116.00	\$57,622.00
		Bi-Wk	\$1,636.94	\$1,694.99	\$1,753.15	\$1,811.08	\$1,869.05	\$1,927.21	\$1,984.87	\$2,039.32	\$2,093.95	\$2,150.04	\$2,207.74
		Daily	\$163.70	\$169.50	\$175.32	\$181.11	\$186.91	\$192.73	\$198.49	\$203.94	\$209.40	\$215.01	\$220.78
		Hourly	\$21.83	\$22.60	\$23.38	\$24.15	\$24.93	\$25.70	\$26.47	\$27.20	\$27.92	\$28.67	\$29.44
XC	17	Annual	\$44,841.00	\$46,400.00	\$47,959.00	\$49,514.00	\$51,070.00	\$52,619.00	\$54,186.00	\$55,676.00	\$57,165.00	\$58,695.00	\$60,267.00
		Bi-Wk	\$1,718.05	\$1,777.78	\$1,837.51	\$1,897.09	\$1,956.71	\$2,016.06	\$2,076.10	\$2,133.19	\$2,190.23	\$2,248.86	\$2,309.09
		Daily	\$171.81	\$177.78	\$183.76	\$189.71	\$195.68	\$201.61	\$207.61	\$213.32	\$219.03	\$224.89	\$230.91
		Hourly	\$22.91	\$23.71	\$24.51	\$25.30	\$26.09	\$26.89	\$27.69	\$28.45	\$29.21	\$29.99	\$30.79
XC	18	Annual	\$47,102.00	\$48,701.00	\$50,300.00	\$51,896.00	\$53,484.00	\$55,083.00	\$56,676.00	\$58,235.00	\$59,795.00	\$61,401.00	\$63,052.00
		Bi-Wk	\$1,804.68	\$1,865.94	\$1,927.21	\$1,988.36	\$2,049.20	\$2,110.46	\$2,171.50	\$2,231.23	\$2,291.00	\$2,352.53	\$2,415.79
		Daily	\$180.47	\$186.60	\$192.73	\$198.84	\$204.92	\$211.05	\$217.15	\$223.13	\$229.10	\$235.26	\$241.58
		Hourly	\$24.07	\$24.88	\$25.70	\$26.52	\$27.33	\$28.14	\$28.96	\$29.75	\$30.55	\$31.37	\$32.22
XC	19	Annual	\$49,422.00	\$51,070.00	\$52,712.00	\$54,361.00	\$55,992.00	\$57,634.00	\$59,276.00	\$60,911.00	\$62,537.00	\$64,214.00	\$65,935.00
		Bi-Wk	\$1,893.57	\$1,956.71	\$2,019.62	\$2,082.80	\$2,145.29	\$2,208.20	\$2,271.12	\$2,333.76	\$2,396.06	\$2,460.31	\$2,526.25
		Daily	\$189.36	\$195.68	\$201.97	\$208.28	\$214.53	\$220.82	\$227.12	\$233.38	\$239.61	\$246.04	\$252.63
		Hourly	\$25.25	\$26.09	\$26.93	\$27.78	\$28.61	\$29.45	\$30.29	\$31.12	\$31.95	\$32.81	\$33.69
XC	20	Annual	\$51,942.00	\$53,625.00	\$55,307.00	\$56,985.00	\$58,663.00	\$60,346.00	\$62,029.00	\$63,735.00	\$65,439.00	\$67,193.00	\$68,991.00
		Bi-Wk	\$1,990.12	\$2,054.60	\$2,119.05	\$2,183.34	\$2,247.63	\$2,312.11	\$2,376.60	\$2,441.96	\$2,507.25	\$2,574.45	\$2,643.34
		Daily	\$199.02	\$205.46	\$211.91	\$218.34	\$224.77	\$231.22	\$237.66	\$244.20	\$250.73	\$257.45	\$264.34
		Hourly	\$26.54	\$27.40	\$28.26	\$29.12	\$29.97	\$30.83	\$31.69	\$32.56	\$33.43	\$34.33	\$35.25
XC	21	Annual	\$54,504.00	\$56,231.00	\$57,960.00	\$59,690.00	\$61,419.00	\$63,145.00	\$64,876.00	\$66,658.00	\$68,442.00	\$70,274.00	\$72,156.00
		Bi-Wk	\$2,088.28	\$2,154.45	\$2,220.69	\$2,286.98	\$2,353.22	\$2,419.35	\$2,485.68	\$2,553.95	\$2,622.30	\$2,692.50	\$2,764.60
		Daily	\$208.83	\$215.45	\$222.07	\$228.70	\$235.33	\$241.94	\$248.57	\$255.40	\$262.23	\$269.25	\$276.46
		Hourly	\$27.85	\$28.73	\$29.61	\$30.50	\$31.38	\$32.26	\$33.15	\$34.06	\$34.97	\$35.90	\$36.87

P-1 XC 37.5-Hours Salary Plan Effective 08/26/2013

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XC	22	Annual	\$55,992.00	\$58,047.00	\$60,102.00	\$62,148.00	\$64,200.00	\$66,252.00	\$68,302.00	\$70,181.00	\$72,059.00	\$73,991.00	\$75,972.00
		Bi-Wk	\$2,145.29	\$2,224.03	\$2,302.76	\$2,381.15	\$2,459.78	\$2,538.40	\$2,616.94	\$2,688.93	\$2,760.89	\$2,834.91	\$2,910.81
		Daily	\$214.53	\$222.41	\$230.28	\$238.12	\$245.98	\$253.84	\$261.70	\$268.90	\$276.09	\$283.50	\$291.09
		Hourly	\$28.61	\$29.66	\$30.71	\$31.75	\$32.80	\$33.85	\$34.90	\$35.86	\$36.82	\$37.80	\$38.82
XC	23	Annual	\$58,648.00	\$60,787.00	\$62,915.00	\$65,056.00	\$67,193.00	\$69,332.00	\$71,472.00	\$73,431.00	\$75,398.00	\$77,419.00	\$79,495.00
		Bi-Wk	\$2,247.05	\$2,329.01	\$2,410.54	\$2,492.57	\$2,574.45	\$2,656.40	\$2,738.40	\$2,813.45	\$2,888.82	\$2,966.25	\$3,045.79
		Daily	\$224.71	\$232.91	\$241.06	\$249.26	\$257.45	\$265.64	\$273.84	\$281.35	\$288.89	\$296.63	\$304.58
		Hourly	\$29.97	\$31.06	\$32.15	\$33.24	\$34.33	\$35.42	\$36.52	\$37.52	\$38.52	\$39.55	\$40.62
XC	24	Annual	\$61,466.00	\$63,695.00	\$65,918.00	\$68,148.00	\$70,381.00	\$72,604.00	\$74,830.00	\$76,884.00	\$78,944.00	\$81,058.00	\$83,228.00
		Bi-Wk	\$2,355.02	\$2,440.43	\$2,525.60	\$2,611.04	\$2,696.60	\$2,781.77	\$2,867.05	\$2,945.75	\$3,024.68	\$3,105.68	\$3,188.82
		Daily	\$235.51	\$244.05	\$252.56	\$261.11	\$269.66	\$278.18	\$286.71	\$294.58	\$302.47	\$310.57	\$318.89
		Hourly	\$31.41	\$32.54	\$33.68	\$34.82	\$35.96	\$37.10	\$38.23	\$39.28	\$40.33	\$41.41	\$42.52
XC	25	Annual	\$64,464.00	\$66,785.00	\$69,083.00	\$71,397.00	\$73,705.00	\$76,020.00	\$78,323.00	\$80,479.00	\$82,631.00	\$84,844.00	\$87,114.00
		Bi-Wk	\$2,469.89	\$2,558.82	\$2,646.86	\$2,735.52	\$2,823.95	\$2,912.65	\$3,000.89	\$3,083.49	\$3,165.94	\$3,250.73	\$3,337.71
		Daily	\$246.99	\$255.89	\$264.69	\$273.56	\$282.40	\$291.27	\$300.09	\$308.35	\$316.60	\$325.08	\$333.78
		Hourly	\$32.94	\$34.12	\$35.30	\$36.48	\$37.66	\$38.84	\$40.02	\$41.12	\$42.22	\$43.35	\$44.51
XC	26	Annual	\$67,644.00	\$70,036.00	\$72,441.00	\$74,830.00	\$77,227.00	\$79,624.00	\$82,014.00	\$84,268.00	\$86,524.00	\$88,844.00	\$91,226.00
		Bi-Wk	\$2,591.73	\$2,683.38	\$2,775.52	\$2,867.05	\$2,958.89	\$3,050.73	\$3,142.30	\$3,228.66	\$3,315.10	\$3,403.99	\$3,495.25
		Daily	\$259.18	\$268.34	\$277.56	\$286.71	\$295.89	\$305.08	\$314.23	\$322.87	\$331.51	\$340.40	\$349.53
		Hourly	\$34.56	\$35.78	\$37.01	\$38.23	\$39.46	\$40.68	\$41.90	\$43.05	\$44.21	\$45.39	\$46.61
XC	27	Annual	\$71,001.00	\$73,481.00	\$75,961.00	\$78,433.00	\$80,916.00	\$83,389.00	\$85,876.00	\$88,234.00	\$90,595.00	\$93,025.00	\$95,520.00
		Bi-Wk	\$2,720.35	\$2,815.37	\$2,910.39	\$3,005.10	\$3,100.23	\$3,194.99	\$3,290.27	\$3,380.62	\$3,471.08	\$3,564.18	\$3,659.78
		Daily	\$272.04	\$281.54	\$291.04	\$300.51	\$310.03	\$319.50	\$329.03	\$338.07	\$347.11	\$356.42	\$365.98
		Hourly	\$36.28	\$37.54	\$38.81	\$40.07	\$41.34	\$42.60	\$43.88	\$45.08	\$46.29	\$47.53	\$48.80
XC	28	Annual	\$74,587.00	\$77,149.00	\$79,719.00	\$82,286.00	\$84,848.00	\$87,404.00	\$89,965.00	\$92,439.00	\$94,915.00	\$97,461.00	\$100,074.00
		Bi-Wk	\$2,857.74	\$2,955.91	\$3,054.37	\$3,152.73	\$3,250.89	\$3,348.82	\$3,446.94	\$3,541.73	\$3,636.60	\$3,734.14	\$3,834.26
		Daily	\$285.78	\$295.60	\$305.44	\$315.28	\$325.09	\$334.89	\$344.70	\$354.18	\$363.66	\$373.42	\$383.43
		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 XC 37.5-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>
XC	29	Annual	\$75,303.00	\$78,128.00	\$80,955.00	\$83,783.00	\$86,608.00	\$89,430.00	\$92,258.00	\$94,791.00	\$97,332.00	\$99,937.00	\$102,613.00
		Bi-Wk	\$2,885.18	\$2,993.41	\$3,101.73	\$3,210.08	\$3,318.32	\$3,426.44	\$3,534.79	\$3,631.84	\$3,729.20	\$3,829.01	\$3,931.54
		Daily	\$288.52	\$299.35	\$310.18	\$321.01	\$331.84	\$342.65	\$353.48	\$363.19	\$372.92	\$382.91	\$393.16
		Hourly	\$38.47	\$39.92	\$41.36	\$42.81	\$44.25	\$45.69	\$47.14	\$48.43	\$49.73	\$51.06	\$52.43
XC	30	Annual	\$78,323.00	\$81,232.00	\$84,145.00	\$87,049.00	\$89,955.00	\$92,861.00	\$95,774.00	\$98,408.00	\$101,038.00	\$103,740.00	\$106,514.00
		Bi-Wk	\$3,000.89	\$3,112.34	\$3,223.95	\$3,335.22	\$3,446.56	\$3,557.90	\$3,669.51	\$3,770.43	\$3,871.19	\$3,974.72	\$4,081.00
		Daily	\$300.09	\$311.24	\$322.40	\$333.53	\$344.66	\$355.79	\$366.96	\$377.05	\$387.12	\$397.48	\$408.10
		Hourly	\$40.02	\$41.50	\$42.99	\$44.47	\$45.96	\$47.44	\$48.93	\$50.28	\$51.62	\$53.00	\$54.42
XC	31	Annual	\$81,468.00	\$84,458.00	\$87,452.00	\$90,448.00	\$93,447.00	\$96,438.00	\$99,431.00	\$102,168.00	\$104,897.00	\$107,702.00	\$110,582.00
		Bi-Wk	\$3,121.38	\$3,235.94	\$3,350.66	\$3,465.45	\$3,580.35	\$3,694.95	\$3,809.62	\$3,914.49	\$4,019.05	\$4,126.52	\$4,236.86
		Daily	\$312.14	\$323.60	\$335.07	\$346.55	\$358.04	\$369.50	\$380.97	\$391.45	\$401.91	\$412.66	\$423.69
		Hourly	\$41.62	\$43.15	\$44.68	\$46.21	\$47.74	\$49.27	\$50.80	\$52.20	\$53.59	\$55.03	\$56.50
XC	32	Annual	\$84,732.00	\$87,810.00	\$90,884.00	\$93,956.00	\$97,039.00	\$100,111.00	\$103,197.00	\$106,036.00	\$108,873.00	\$111,785.00	\$114,776.00
		Bi-Wk	\$3,246.44	\$3,364.37	\$3,482.15	\$3,599.85	\$3,717.97	\$3,835.68	\$3,953.91	\$4,062.69	\$4,171.38	\$4,282.96	\$4,397.55
		Daily	\$324.65	\$336.44	\$348.22	\$359.99	\$371.80	\$383.57	\$395.40	\$406.27	\$417.14	\$428.30	\$439.76
		Hourly	\$43.29	\$44.86	\$46.43	\$48.00	\$49.58	\$51.15	\$52.72	\$54.17	\$55.62	\$57.11	\$58.64
XC	33	Annual	\$88,146.00	\$91,309.00	\$94,468.00	\$97,629.00	\$100,791.00	\$103,954.00	\$107,123.00	\$110,068.00	\$113,016.00	\$116,040.00	\$119,147.00
		Bi-Wk	\$3,377.25	\$3,498.43	\$3,619.47	\$3,740.58	\$3,861.73	\$3,982.92	\$4,104.33	\$4,217.17	\$4,330.12	\$4,445.98	\$4,565.02
		Daily	\$337.73	\$349.85	\$361.95	\$374.06	\$386.18	\$398.30	\$410.44	\$421.72	\$433.02	\$444.60	\$456.51
		Hourly	\$45.03	\$46.65	\$48.26	\$49.88	\$51.49	\$53.11	\$54.73	\$56.23	\$57.74	\$59.28	\$60.87
XC	34	Annual	\$91,777.00	\$95,021.00	\$98,273.00	\$101,521.00	\$104,764.00	\$108,017.00	\$111,262.00	\$114,320.00	\$117,382.00	\$120,531.00	\$123,761.00
		Bi-Wk	\$3,516.37	\$3,640.66	\$3,765.25	\$3,889.70	\$4,013.95	\$4,138.59	\$4,262.92	\$4,380.08	\$4,497.40	\$4,618.05	\$4,741.81
		Daily	\$351.64	\$364.07	\$376.53	\$388.97	\$401.40	\$413.86	\$426.30	\$438.01	\$449.74	\$461.81	\$474.19
		Hourly	\$46.89	\$48.55	\$50.21	\$51.87	\$53.52	\$55.19	\$56.84	\$58.41	\$59.97	\$61.58	\$63.23
XC	35	Annual	\$95,546.00	\$98,873.00	\$101,760.00	\$105,539.00	\$108,867.00	\$112,195.00	\$115,083.00	\$118,247.00	\$121,411.00	\$124,662.00	\$128,004.00
		Bi-Wk	\$3,660.77	\$3,788.24	\$3,898.86	\$4,043.64	\$4,171.15	\$4,298.66	\$4,409.32	\$4,530.54	\$4,651.77	\$4,776.33	\$4,904.37
		Daily	\$366.08	\$378.83	\$389.89	\$404.37	\$417.12	\$429.87	\$440.94	\$453.06	\$465.18	\$477.64	\$490.44
		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 XC 37.5-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>
XC	36	Annual	\$99,519.00	\$102,933.00	\$106,352.00	\$109,769.00	\$113,189.00	\$116,602.00	\$120,016.00	\$123,318.00	\$126,619.00	\$130,007.00	\$133,487.00
		Bi-Wk	\$3,812.99	\$3,943.80	\$4,074.79	\$4,205.71	\$4,336.75	\$4,467.51	\$4,598.32	\$4,724.83	\$4,851.31	\$4,981.12	\$5,114.45
		Daily	\$381.30	\$394.38	\$407.48	\$420.58	\$433.68	\$446.76	\$459.84	\$472.49	\$485.14	\$498.12	\$511.45
		Hourly	\$50.84	\$52.59	\$54.34	\$56.08	\$57.83	\$59.57	\$61.32	\$63.00	\$64.69	\$66.42	\$68.20
XC	37	Annual	\$103,647.00	\$107,154.00	\$110,664.00	\$114,178.00	\$117,690.00	\$121,201.00	\$124,711.00	\$128,138.00	\$131,565.00	\$135,084.00	\$138,699.00
		Bi-Wk	\$3,971.15	\$4,105.52	\$4,240.00	\$4,374.64	\$4,509.20	\$4,643.72	\$4,778.20	\$4,909.51	\$5,040.81	\$5,175.64	\$5,314.14
		Daily	\$397.12	\$410.56	\$424.00	\$437.47	\$450.92	\$464.38	\$477.82	\$490.96	\$504.09	\$517.57	\$531.42
		Hourly	\$52.95	\$54.75	\$56.54	\$58.33	\$60.13	\$61.92	\$63.71	\$65.47	\$67.22	\$69.01	\$70.86
XC	38	Annual	\$107,928.00	\$111,516.00	\$115,116.00	\$118,706.00	\$122,297.00	\$125,890.00	\$129,485.00	\$133,041.00	\$136,601.00	\$140,258.00	\$144,012.00
		Bi-Wk	\$4,135.18	\$4,272.65	\$4,410.58	\$4,548.13	\$4,685.71	\$4,823.38	\$4,961.12	\$5,097.36	\$5,233.76	\$5,373.87	\$5,517.71
		Daily	\$413.52	\$427.27	\$441.06	\$454.82	\$468.58	\$482.34	\$496.12	\$509.74	\$523.38	\$537.39	\$551.78
		Hourly	\$55.14	\$56.97	\$58.81	\$60.65	\$62.48	\$64.32	\$66.15	\$67.97	\$69.79	\$71.66	\$73.57
XC	39	Annual	\$112,413.00	\$116,090.00	\$119,770.00	\$123,456.00	\$127,132.00	\$130,916.00	\$134,491.00	\$138,186.00	\$141,886.00	\$145,686.00	\$149,588.00
		Bi-Wk	\$4,307.02	\$4,447.90	\$4,588.89	\$4,730.12	\$4,870.96	\$5,015.94	\$5,152.92	\$5,294.49	\$5,436.25	\$5,581.84	\$5,731.35
		Daily	\$430.71	\$444.79	\$458.89	\$473.02	\$487.10	\$501.60	\$515.30	\$529.45	\$543.63	\$558.19	\$573.14
		Hourly	\$57.43	\$59.31	\$61.19	\$63.07	\$64.95	\$66.88	\$68.71	\$70.60	\$72.49	\$74.43	\$76.42
XC	40	Annual	\$117,100.00	\$120,855.00	\$124,618.00	\$128,371.00	\$132,127.00	\$135,886.00	\$139,644.00	\$143,482.00	\$147,326.00	\$151,275.00	\$155,328.00
		Bi-Wk	\$4,486.60	\$4,630.46	\$4,774.64	\$4,918.43	\$5,062.34	\$5,206.37	\$5,350.35	\$5,497.40	\$5,644.68	\$5,795.98	\$5,951.27
		Daily	\$448.66	\$463.05	\$477.47	\$491.85	\$506.24	\$520.64	\$535.04	\$549.74	\$564.47	\$579.60	\$595.13
		Hourly	\$59.83	\$61.74	\$63.67	\$65.58	\$67.50	\$69.42	\$71.34	\$73.30	\$75.27	\$77.28	\$79.36
XC	41	Annual	\$121,997.00	\$125,843.00	\$129,692.00	\$133,543.00	\$137,390.00	\$141,235.00	\$145,081.00	\$149,072.00	\$153,063.00	\$157,158.00	\$161,364.00
		Bi-Wk	\$4,674.22	\$4,821.58	\$4,969.05	\$5,116.60	\$5,263.99	\$5,411.31	\$5,558.66	\$5,711.58	\$5,864.49	\$6,021.38	\$6,182.53
		Daily	\$467.43	\$482.16	\$496.91	\$511.66	\$526.40	\$541.14	\$555.87	\$571.16	\$586.45	\$602.14	\$618.26
		Hourly	\$62.33	\$64.29	\$66.26	\$68.23	\$70.19	\$72.16	\$74.12	\$76.16	\$78.20	\$80.29	\$82.44
XC	42	Annual	\$127,081.00	\$131,020.00	\$134,957.00	\$138,875.00	\$142,817.00	\$146,754.00	\$150,686.00	\$154,832.00	\$158,975.00	\$163,228.00	\$167,594.00
		Bi-Wk	\$4,869.01	\$5,019.93	\$5,170.77	\$5,320.89	\$5,471.92	\$5,622.76	\$5,773.41	\$5,932.27	\$6,091.00	\$6,253.95	\$6,421.23
		Daily	\$486.91	\$502.00	\$517.08	\$532.09	\$547.20	\$562.28	\$577.35	\$593.23	\$609.10	\$625.40	\$642.13
		Hourly	\$64.93	\$66.94	\$68.95	\$70.95	\$72.96	\$74.98	\$76.98	\$79.10	\$81.22	\$83.39	\$85.62

P-1 XC 37.5-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>
XC	43	Annual	\$132,475.00	\$136,490.00	\$140,504.00	\$144,512.00	\$148,528.00	\$152,535.00	\$156,542.00	\$160,851.00	\$165,154.00	\$169,574.00	\$174,111.00
		Bi-Wk	\$5,075.68	\$5,229.51	\$5,383.30	\$5,536.86	\$5,690.73	\$5,844.26	\$5,997.78	\$6,162.88	\$6,327.74	\$6,497.09	\$6,670.92
		Daily	\$507.57	\$522.96	\$538.33	\$553.69	\$569.08	\$584.43	\$599.78	\$616.29	\$632.78	\$649.71	\$667.10
		Hourly	\$67.68	\$69.73	\$71.78	\$73.83	\$75.88	\$77.93	\$79.98	\$82.18	\$84.37	\$86.63	\$88.95