

P-1 XC 37.5-Hours Salary Plan Effective 07/01/2015

<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	\$25,334.00	\$25,956.00	\$26,571.00	\$27,187.00	\$27,802.00	\$28,424.00	\$29,040.00	\$29,834.00	\$30,636.00	\$31,458.00	\$32,300.00
		Bi-Wk	\$970.66	\$994.49	\$1,018.05	\$1,041.65	\$1,065.22	\$1,089.05	\$1,112.65	\$1,143.07	\$1,173.80	\$1,205.29	\$1,237.55
		Daily	\$97.07	\$99.45	\$101.81	\$104.17	\$106.53	\$108.91	\$111.27	\$114.31	\$117.38	\$120.53	\$123.76
		Hourly	\$12.95	\$13.26	\$13.58	\$13.89	\$14.21	\$14.53	\$14.84	\$15.25	\$15.66	\$16.08	\$16.51
XC	2	Annual	\$26,571.00	\$27,187.00	\$27,802.00	\$28,424.00	\$29,040.00	\$29,655.00	\$30,268.00	\$31,102.00	\$31,932.00	\$32,785.00	\$33,660.00
		Bi-Wk	\$1,018.05	\$1,041.65	\$1,065.22	\$1,089.05	\$1,112.65	\$1,136.21	\$1,159.70	\$1,191.65	\$1,223.45	\$1,256.14	\$1,289.66
		Daily	\$101.81	\$104.17	\$106.53	\$108.91	\$111.27	\$113.63	\$115.97	\$119.17	\$122.35	\$125.62	\$128.97
		Hourly	\$13.58	\$13.89	\$14.21	\$14.53	\$14.84	\$15.15	\$15.47	\$15.89	\$16.32	\$16.75	\$17.20
XC	3	Annual	\$27,187.00	\$27,802.00	\$28,424.00	\$29,040.00	\$29,655.00	\$30,268.00	\$30,885.00	\$31,738.00	\$32,585.00	\$33,451.00	\$34,343.00
		Bi-Wk	\$1,041.65	\$1,065.22	\$1,089.05	\$1,112.65	\$1,136.21	\$1,159.70	\$1,183.34	\$1,216.02	\$1,248.47	\$1,281.65	\$1,315.83
		Daily	\$104.17	\$106.53	\$108.91	\$111.27	\$113.63	\$115.97	\$118.34	\$121.61	\$124.85	\$128.17	\$131.59
		Hourly	\$13.89	\$14.21	\$14.53	\$14.84	\$15.15	\$15.47	\$15.78	\$16.22	\$16.65	\$17.09	\$17.55
XC	4	Annual	\$28,067.00	\$28,818.00	\$29,560.00	\$30,316.00	\$31,070.00	\$31,814.00	\$32,559.00	\$33,460.00	\$34,353.00	\$35,274.00	\$36,217.00
		Bi-Wk	\$1,075.37	\$1,104.14	\$1,132.57	\$1,161.54	\$1,190.43	\$1,218.93	\$1,247.48	\$1,282.00	\$1,316.21	\$1,351.50	\$1,387.63
		Daily	\$107.54	\$110.42	\$113.26	\$116.16	\$119.05	\$121.90	\$124.75	\$128.20	\$131.63	\$135.15	\$138.77
		Hourly	\$14.34	\$14.73	\$15.11	\$15.49	\$15.88	\$16.26	\$16.64	\$17.10	\$17.55	\$18.02	\$18.51
XC	5	Annual	\$28,769.00	\$29,560.00	\$30,359.00	\$31,147.00	\$31,937.00	\$32,730.00	\$33,527.00	\$34,446.00	\$35,371.00	\$36,314.00	\$37,288.00
		Bi-Wk	\$1,102.27	\$1,132.57	\$1,163.19	\$1,193.38	\$1,223.64	\$1,254.03	\$1,284.56	\$1,319.78	\$1,355.22	\$1,391.35	\$1,428.66
		Daily	\$110.23	\$113.26	\$116.32	\$119.34	\$122.37	\$125.41	\$128.46	\$131.98	\$135.53	\$139.14	\$142.87
		Hourly	\$14.70	\$15.11	\$15.51	\$15.92	\$16.32	\$16.73	\$17.13	\$17.60	\$18.07	\$18.56	\$19.05
XC	6	Annual	\$29,746.00	\$30,541.00	\$31,329.00	\$31,996.00	\$32,911.00	\$33,704.00	\$34,490.00	\$35,442.00	\$36,387.00	\$37,359.00	\$38,358.00
		Bi-Wk	\$1,139.70	\$1,170.16	\$1,200.35	\$1,225.91	\$1,260.96	\$1,291.35	\$1,321.46	\$1,357.94	\$1,394.14	\$1,431.38	\$1,469.66
		Daily	\$113.97	\$117.02	\$120.04	\$122.60	\$126.10	\$129.14	\$132.15	\$135.80	\$139.42	\$143.14	\$146.97
		Hourly	\$15.20	\$15.61	\$16.01	\$16.35	\$16.82	\$17.22	\$17.62	\$18.11	\$18.59	\$19.09	\$19.60
XC	7	Annual	\$30,623.00	\$31,413.00	\$32,204.00	\$32,993.00	\$33,792.00	\$34,582.00	\$35,374.00	\$36,345.00	\$37,314.00	\$38,313.00	\$39,339.00
		Bi-Wk	\$1,173.30	\$1,203.57	\$1,233.87	\$1,264.10	\$1,294.72	\$1,324.99	\$1,355.33	\$1,392.53	\$1,429.66	\$1,467.94	\$1,507.25
		Daily	\$117.33	\$120.36	\$123.39	\$126.41	\$129.48	\$132.50	\$135.54	\$139.26	\$142.97	\$146.80	\$150.73
		Hourly	\$15.65	\$16.05	\$16.46	\$16.86	\$17.27	\$17.67	\$18.08	\$18.57	\$19.07	\$19.58	\$20.10

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XC	8	Annual	\$32,911.00	\$33,878.00	\$34,856.00	\$35,819.00	\$36,791.00	\$37,760.00	\$38,735.00	\$39,796.00	\$40,859.00	\$41,953.00	\$43,077.00
		Bi-Wk	\$1,260.96	\$1,298.01	\$1,335.48	\$1,372.38	\$1,409.62	\$1,446.75	\$1,484.10	\$1,524.76	\$1,565.48	\$1,607.40	\$1,650.46
		Daily	\$126.10	\$129.81	\$133.55	\$137.24	\$140.97	\$144.68	\$148.41	\$152.48	\$156.55	\$160.74	\$165.05
		Hourly	\$16.82	\$17.31	\$17.81	\$18.30	\$18.80	\$19.29	\$19.79	\$20.34	\$20.88	\$21.44	\$22.01
XC	9	Annual	\$33,924.00	\$34,885.00	\$35,945.00	\$36,955.00	\$37,969.00	\$38,977.00	\$40,000.00	\$41,100.00	\$42,197.00	\$43,324.00	\$44,483.00
		Bi-Wk	\$1,299.78	\$1,336.60	\$1,377.21	\$1,415.91	\$1,454.76	\$1,493.38	\$1,532.57	\$1,574.72	\$1,616.75	\$1,659.93	\$1,704.33
		Daily	\$129.98	\$133.66	\$137.73	\$141.60	\$145.48	\$149.34	\$153.26	\$157.48	\$161.68	\$166.00	\$170.44
		Hourly	\$17.34	\$17.83	\$18.37	\$18.88	\$19.40	\$19.92	\$20.44	\$21.00	\$21.56	\$22.14	\$22.73
XC	10	Annual	\$35,013.00	\$36,078.00	\$37,127.00	\$38,189.00	\$39,246.00	\$40,323.00	\$41,436.00	\$42,573.00	\$43,717.00	\$44,889.00	\$46,096.00
		Bi-Wk	\$1,341.50	\$1,382.30	\$1,422.50	\$1,463.19	\$1,503.68	\$1,544.95	\$1,587.59	\$1,631.15	\$1,674.99	\$1,719.89	\$1,766.14
		Daily	\$134.15	\$138.23	\$142.25	\$146.32	\$150.37	\$154.50	\$158.76	\$163.12	\$167.50	\$171.99	\$176.62
		Hourly	\$17.89	\$18.44	\$18.97	\$19.51	\$20.05	\$20.60	\$21.17	\$21.75	\$22.34	\$22.94	\$23.55
XC	11	Annual	\$36,128.00	\$37,223.00	\$38,331.00	\$39,429.00	\$40,566.00	\$41,723.00	\$42,882.00	\$44,061.00	\$45,237.00	\$46,450.00	\$47,696.00
		Bi-Wk	\$1,384.22	\$1,426.17	\$1,468.63	\$1,510.69	\$1,554.26	\$1,598.59	\$1,642.99	\$1,688.17	\$1,733.22	\$1,779.70	\$1,827.44
		Daily	\$138.43	\$142.62	\$146.87	\$151.07	\$155.43	\$159.86	\$164.30	\$168.82	\$173.33	\$177.97	\$182.75
		Hourly	\$18.46	\$19.02	\$19.59	\$20.15	\$20.73	\$21.32	\$21.91	\$22.51	\$23.11	\$23.73	\$24.37
XC	12	Annual	\$37,297.00	\$38,451.00	\$39,588.00	\$40,778.00	\$41,976.00	\$43,186.00	\$44,384.00	\$45,604.00	\$46,824.00	\$48,076.00	\$49,365.00
		Bi-Wk	\$1,429.01	\$1,473.22	\$1,516.79	\$1,562.38	\$1,608.28	\$1,654.64	\$1,700.54	\$1,747.28	\$1,794.03	\$1,842.00	\$1,891.38
		Daily	\$142.91	\$147.33	\$151.68	\$156.24	\$160.83	\$165.47	\$170.06	\$174.73	\$179.41	\$184.20	\$189.14
		Hourly	\$19.06	\$19.65	\$20.23	\$20.84	\$21.45	\$22.07	\$22.68	\$23.30	\$23.93	\$24.56	\$25.22
XC	13	Annual	\$39,402.00	\$40,852.00	\$42,324.00	\$43,788.00	\$45,257.00	\$46,717.00	\$48,192.00	\$49,515.00	\$50,839.00	\$52,205.00	\$53,604.00
		Bi-Wk	\$1,509.66	\$1,565.22	\$1,621.61	\$1,677.71	\$1,733.99	\$1,789.93	\$1,846.44	\$1,897.13	\$1,947.86	\$2,000.20	\$2,053.80
		Daily	\$150.97	\$156.53	\$162.17	\$167.78	\$173.40	\$179.00	\$184.65	\$189.72	\$194.79	\$200.02	\$205.38
		Hourly	\$20.13	\$20.87	\$21.63	\$22.37	\$23.12	\$23.87	\$24.62	\$25.30	\$25.98	\$26.67	\$27.39
XC	14	Annual	\$41,242.00	\$42,763.00	\$44,279.00	\$45,791.00	\$47,303.00	\$48,818.00	\$50,327.00	\$51,710.00	\$53,096.00	\$54,517.00	\$55,980.00
		Bi-Wk	\$1,580.16	\$1,638.43	\$1,696.52	\$1,754.45	\$1,812.38	\$1,870.43	\$1,928.24	\$1,981.23	\$2,034.33	\$2,088.78	\$2,144.83
		Daily	\$158.02	\$163.85	\$169.66	\$175.45	\$181.24	\$187.05	\$192.83	\$198.13	\$203.44	\$208.88	\$214.49
		Hourly	\$21.07	\$21.85	\$22.63	\$23.40	\$24.17	\$24.94	\$25.71	\$26.42	\$27.13	\$27.86	\$28.60

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XC	15	Annual	\$43,225.00	\$44,785.00	\$46,343.00	\$47,899.00	\$49,459.00	\$51,025.00	\$52,582.00	\$54,029.00	\$55,476.00	\$56,962.00	\$58,485.00
		Bi-Wk	\$1,656.14	\$1,715.91	\$1,775.60	\$1,835.22	\$1,894.99	\$1,954.99	\$2,014.64	\$2,070.08	\$2,125.52	\$2,182.46	\$2,240.81
		Daily	\$165.62	\$171.60	\$177.56	\$183.53	\$189.50	\$195.50	\$201.47	\$207.01	\$212.56	\$218.25	\$224.09
		Hourly	\$22.09	\$22.88	\$23.68	\$24.47	\$25.27	\$26.07	\$26.87	\$27.61	\$28.35	\$29.10	\$29.88
XC	16	Annual	\$45,327.00	\$46,935.00	\$48,544.00	\$50,149.00	\$51,754.00	\$53,364.00	\$54,961.00	\$56,468.00	\$57,981.00	\$59,534.00	\$61,132.00
		Bi-Wk	\$1,736.67	\$1,798.28	\$1,859.93	\$1,921.42	\$1,982.92	\$2,044.60	\$2,105.79	\$2,163.53	\$2,221.50	\$2,281.00	\$2,342.23
		Daily	\$173.67	\$179.83	\$186.00	\$192.15	\$198.30	\$204.46	\$210.58	\$216.36	\$222.15	\$228.10	\$234.23
		Hourly	\$23.16	\$23.98	\$24.80	\$25.62	\$26.44	\$27.27	\$28.08	\$28.85	\$29.62	\$30.42	\$31.23
XC	17	Annual	\$47,573.00	\$49,226.00	\$50,880.00	\$52,530.00	\$54,182.00	\$55,824.00	\$57,487.00	\$59,068.00	\$60,647.00	\$62,270.00	\$63,939.00
		Bi-Wk	\$1,822.73	\$1,886.06	\$1,949.43	\$2,012.65	\$2,075.94	\$2,138.86	\$2,202.57	\$2,263.15	\$2,323.64	\$2,385.83	\$2,449.78
		Daily	\$182.28	\$188.61	\$194.95	\$201.27	\$207.60	\$213.89	\$220.26	\$226.32	\$232.37	\$238.59	\$244.98
		Hourly	\$24.31	\$25.15	\$26.00	\$26.84	\$27.68	\$28.52	\$29.37	\$30.18	\$30.99	\$31.82	\$32.67
XC	18	Annual	\$49,972.00	\$51,668.00	\$53,364.00	\$55,057.00	\$56,742.00	\$58,439.00	\$60,129.00	\$61,783.00	\$63,437.00	\$65,142.00	\$66,893.00
		Bi-Wk	\$1,914.64	\$1,979.62	\$2,044.60	\$2,109.47	\$2,174.03	\$2,239.05	\$2,303.80	\$2,367.17	\$2,430.54	\$2,495.87	\$2,562.96
		Daily	\$191.47	\$197.97	\$204.46	\$210.95	\$217.41	\$223.91	\$230.38	\$236.72	\$243.06	\$249.59	\$256.30
		Hourly	\$25.53	\$26.40	\$27.27	\$28.13	\$28.99	\$29.86	\$30.72	\$31.57	\$32.41	\$33.28	\$34.18
XC	19	Annual	\$52,433.00	\$54,182.00	\$55,923.00	\$57,672.00	\$59,403.00	\$61,145.00	\$62,887.00	\$64,622.00	\$66,347.00	\$68,126.00	\$69,952.00
		Bi-Wk	\$2,008.93	\$2,075.94	\$2,142.65	\$2,209.66	\$2,275.98	\$2,342.73	\$2,409.47	\$2,475.94	\$2,542.04	\$2,610.20	\$2,680.16
		Daily	\$200.90	\$207.60	\$214.27	\$220.97	\$227.60	\$234.28	\$240.95	\$247.60	\$254.21	\$261.02	\$268.02
		Hourly	\$26.79	\$27.68	\$28.57	\$29.47	\$30.35	\$31.24	\$32.13	\$33.02	\$33.90	\$34.81	\$35.74
XC	20	Annual	\$55,107.00	\$56,892.00	\$58,677.00	\$60,456.00	\$62,236.00	\$64,022.00	\$65,807.00	\$67,618.00	\$69,426.00	\$71,286.00	\$73,193.00
		Bi-Wk	\$2,111.38	\$2,179.78	\$2,248.17	\$2,316.33	\$2,384.53	\$2,452.96	\$2,521.35	\$2,590.73	\$2,660.00	\$2,731.27	\$2,804.33
		Daily	\$211.14	\$217.98	\$224.82	\$231.64	\$238.46	\$245.30	\$252.14	\$259.08	\$266.00	\$273.13	\$280.44
		Hourly	\$28.16	\$29.07	\$29.98	\$30.89	\$31.80	\$32.71	\$33.62	\$34.55	\$35.47	\$36.42	\$37.40
XC	21	Annual	\$57,825.00	\$59,656.00	\$61,490.00	\$63,326.00	\$65,160.00	\$66,992.00	\$68,828.00	\$70,718.00	\$72,611.00	\$74,555.00	\$76,551.00
		Bi-Wk	\$2,215.52	\$2,285.68	\$2,355.94	\$2,426.29	\$2,496.56	\$2,566.75	\$2,637.09	\$2,709.51	\$2,782.04	\$2,856.52	\$2,932.99
		Daily	\$221.56	\$228.57	\$235.60	\$242.63	\$249.66	\$256.68	\$263.71	\$270.96	\$278.21	\$285.66	\$293.30
		Hourly	\$29.55	\$30.48	\$31.42	\$32.36	\$33.29	\$34.23	\$35.17	\$36.13	\$37.10	\$38.09	\$39.11

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XC	22	Annual	\$59,403.00	\$61,583.00	\$63,764.00	\$65,934.00	\$68,110.00	\$70,288.00	\$72,463.00	\$74,456.00	\$76,448.00	\$78,498.00	\$80,600.00
		Bi-Wk	\$2,275.98	\$2,359.51	\$2,443.07	\$2,526.21	\$2,609.58	\$2,693.03	\$2,776.37	\$2,852.73	\$2,929.05	\$3,007.59	\$3,088.13
		Daily	\$227.60	\$235.96	\$244.31	\$252.63	\$260.96	\$269.31	\$277.64	\$285.28	\$292.91	\$300.76	\$308.82
		Hourly	\$30.35	\$31.47	\$32.58	\$33.69	\$34.80	\$35.91	\$37.02	\$38.04	\$39.06	\$40.11	\$41.18
XC	23	Annual	\$62,221.00	\$64,490.00	\$66,748.00	\$69,019.00	\$71,286.00	\$73,555.00	\$75,826.00	\$77,904.00	\$79,990.00	\$82,135.00	\$84,337.00
		Bi-Wk	\$2,383.95	\$2,470.89	\$2,557.40	\$2,644.41	\$2,731.27	\$2,818.20	\$2,905.22	\$2,984.83	\$3,064.76	\$3,146.94	\$3,231.31
		Daily	\$238.40	\$247.09	\$255.74	\$264.45	\$273.13	\$281.82	\$290.53	\$298.49	\$306.48	\$314.70	\$323.14
		Hourly	\$31.79	\$32.95	\$34.10	\$35.26	\$36.42	\$37.58	\$38.74	\$39.80	\$40.87	\$41.96	\$43.09
XC	24	Annual	\$65,210.00	\$67,575.00	\$69,933.00	\$72,299.00	\$74,668.00	\$77,027.00	\$79,388.00	\$81,567.00	\$83,753.00	\$85,995.00	\$88,297.00
		Bi-Wk	\$2,498.47	\$2,589.09	\$2,679.43	\$2,770.08	\$2,860.85	\$2,951.23	\$3,041.69	\$3,125.18	\$3,208.93	\$3,294.83	\$3,383.03
		Daily	\$249.85	\$258.91	\$267.95	\$277.01	\$286.09	\$295.13	\$304.17	\$312.52	\$320.90	\$329.49	\$338.31
		Hourly	\$33.32	\$34.53	\$35.73	\$36.94	\$38.15	\$39.35	\$40.56	\$41.67	\$42.79	\$43.94	\$45.11
XC	25	Annual	\$68,390.00	\$70,853.00	\$73,291.00	\$75,746.00	\$78,195.00	\$80,651.00	\$83,094.00	\$85,381.00	\$87,664.00	\$90,012.00	\$92,420.00
		Bi-Wk	\$2,620.31	\$2,714.68	\$2,808.09	\$2,902.15	\$2,995.98	\$3,090.08	\$3,183.68	\$3,271.31	\$3,358.78	\$3,448.74	\$3,541.00
		Daily	\$262.04	\$271.47	\$280.81	\$290.22	\$299.60	\$309.01	\$318.37	\$327.14	\$335.88	\$344.88	\$354.10
		Hourly	\$34.94	\$36.20	\$37.45	\$38.70	\$39.95	\$41.21	\$42.45	\$43.62	\$44.79	\$45.99	\$47.22
XC	26	Annual	\$71,765.00	\$74,303.00	\$76,854.00	\$79,388.00	\$81,931.00	\$84,474.00	\$87,010.00	\$89,401.00	\$91,794.00	\$94,256.00	\$96,782.00
		Bi-Wk	\$2,749.62	\$2,846.86	\$2,944.60	\$3,041.69	\$3,139.12	\$3,236.56	\$3,333.72	\$3,425.33	\$3,517.02	\$3,611.35	\$3,708.13
		Daily	\$274.97	\$284.69	\$294.46	\$304.17	\$313.92	\$323.66	\$333.38	\$342.54	\$351.71	\$361.14	\$370.82
		Hourly	\$36.67	\$37.96	\$39.27	\$40.56	\$41.86	\$43.16	\$44.45	\$45.68	\$46.90	\$48.16	\$49.45
XC	27	Annual	\$75,326.00	\$77,957.00	\$80,588.00	\$83,210.00	\$85,845.00	\$88,468.00	\$91,107.00	\$93,609.00	\$96,113.00	\$98,691.00	\$101,338.00
		Bi-Wk	\$2,886.06	\$2,986.86	\$3,087.67	\$3,188.13	\$3,289.09	\$3,389.58	\$3,490.69	\$3,586.56	\$3,682.50	\$3,781.27	\$3,882.69
		Daily	\$288.61	\$298.69	\$308.77	\$318.82	\$328.91	\$338.96	\$349.07	\$358.66	\$368.25	\$378.13	\$388.27
		Hourly	\$38.49	\$39.83	\$41.17	\$42.51	\$43.86	\$45.20	\$46.55	\$47.83	\$49.10	\$50.42	\$51.77
XC	28	Annual	\$79,130.00	\$81,848.00	\$84,575.00	\$87,298.00	\$90,016.00	\$92,728.00	\$95,444.00	\$98,070.00	\$100,696.00	\$103,397.00	\$106,170.00
		Bi-Wk	\$3,031.81	\$3,135.94	\$3,240.43	\$3,344.76	\$3,448.89	\$3,552.80	\$3,656.86	\$3,757.48	\$3,858.09	\$3,961.58	\$4,067.82
		Daily	\$303.19	\$313.60	\$324.05	\$334.48	\$344.89	\$355.28	\$365.69	\$375.75	\$385.81	\$396.16	\$406.79
		Hourly	\$40.43	\$41.82	\$43.21	\$44.60	\$45.99	\$47.38	\$48.76	\$50.10	\$51.45	\$52.83	\$54.24

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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	29	Annual	\$79,890.00	\$82,887.00	\$85,886.00	\$88,886.00	\$91,884.00	\$94,877.00	\$97,877.00	\$100,565.00	\$103,260.00	\$106,025.00	\$108,863.00
		Bi-Wk	\$3,060.92	\$3,175.75	\$3,290.66	\$3,405.60	\$3,520.46	\$3,635.14	\$3,750.08	\$3,853.07	\$3,956.33	\$4,062.27	\$4,171.00
		Daily	\$306.10	\$317.58	\$329.07	\$340.56	\$352.05	\$363.52	\$375.01	\$385.31	\$395.64	\$406.23	\$417.10
		Hourly	\$40.82	\$42.35	\$43.88	\$45.41	\$46.94	\$48.47	\$50.01	\$51.38	\$52.76	\$54.17	\$55.62
XC	30	Annual	\$83,094.00	\$86,180.00	\$89,271.00	\$92,351.00	\$95,434.00	\$98,517.00	\$101,608.00	\$104,402.00	\$107,193.00	\$110,059.00	\$113,002.00
		Bi-Wk	\$3,183.68	\$3,301.92	\$3,420.35	\$3,538.36	\$3,656.48	\$3,774.60	\$3,893.03	\$4,000.08	\$4,107.02	\$4,216.82	\$4,329.58
		Daily	\$318.37	\$330.20	\$342.04	\$353.84	\$365.65	\$377.46	\$389.31	\$400.01	\$410.71	\$421.69	\$432.96
		Hourly	\$42.45	\$44.03	\$45.61	\$47.18	\$48.76	\$50.33	\$51.91	\$53.34	\$54.77	\$56.23	\$57.73
XC	31	Annual	\$86,431.00	\$89,602.00	\$92,779.00	\$95,957.00	\$99,139.00	\$102,312.00	\$105,487.00	\$108,392.00	\$111,286.00	\$114,263.00	\$117,317.00
		Bi-Wk	\$3,311.54	\$3,433.03	\$3,554.76	\$3,676.52	\$3,798.43	\$3,920.00	\$4,041.65	\$4,152.96	\$4,263.84	\$4,377.90	\$4,494.91
		Daily	\$331.16	\$343.31	\$355.48	\$367.66	\$379.85	\$392.00	\$404.17	\$415.30	\$426.39	\$437.79	\$449.50
		Hourly	\$44.16	\$45.78	\$47.40	\$49.03	\$50.65	\$52.27	\$53.89	\$55.38	\$56.86	\$58.38	\$59.94
XC	32	Annual	\$89,893.00	\$93,159.00	\$96,420.00	\$99,679.00	\$102,950.00	\$106,209.00	\$109,482.00	\$112,495.00	\$115,505.00	\$118,594.00	\$121,767.00
		Bi-Wk	\$3,444.18	\$3,569.32	\$3,694.26	\$3,819.12	\$3,944.45	\$4,069.32	\$4,194.72	\$4,310.16	\$4,425.48	\$4,543.84	\$4,665.41
		Daily	\$344.42	\$356.94	\$369.43	\$381.92	\$394.45	\$406.94	\$419.48	\$431.02	\$442.55	\$454.39	\$466.55
		Hourly	\$45.93	\$47.60	\$49.26	\$50.93	\$52.60	\$54.26	\$55.93	\$57.47	\$59.01	\$60.59	\$62.21
XC	33	Annual	\$93,515.00	\$96,871.00	\$100,223.00	\$103,575.00	\$106,930.00	\$110,286.00	\$113,648.00	\$116,773.00	\$119,900.00	\$123,108.00	\$126,404.00
		Bi-Wk	\$3,582.96	\$3,711.54	\$3,839.97	\$3,968.40	\$4,096.94	\$4,225.52	\$4,354.33	\$4,474.07	\$4,593.87	\$4,716.79	\$4,843.07
		Daily	\$358.30	\$371.16	\$384.00	\$396.84	\$409.70	\$422.56	\$435.44	\$447.41	\$459.39	\$471.68	\$484.31
		Hourly	\$47.78	\$49.49	\$51.20	\$52.92	\$54.63	\$56.35	\$58.06	\$59.66	\$61.26	\$62.90	\$64.58
XC	34	Annual	\$97,367.00	\$100,809.00	\$104,259.00	\$107,705.00	\$111,145.00	\$114,596.00	\$118,038.00	\$121,283.00	\$124,532.00	\$127,872.00	\$131,299.00
		Bi-Wk	\$3,730.54	\$3,862.42	\$3,994.60	\$4,126.63	\$4,258.43	\$4,390.66	\$4,522.53	\$4,646.86	\$4,771.35	\$4,899.32	\$5,030.62
		Daily	\$373.06	\$386.25	\$399.46	\$412.67	\$425.85	\$439.07	\$452.26	\$464.69	\$477.14	\$489.94	\$503.07
		Hourly	\$49.75	\$51.50	\$53.27	\$55.03	\$56.78	\$58.55	\$60.31	\$61.96	\$63.62	\$65.33	\$67.08
XC	35	Annual	\$101,366.00	\$104,896.00	\$107,958.00	\$111,968.00	\$115,499.00	\$119,028.00	\$122,093.00	\$125,449.00	\$128,806.00	\$132,255.00	\$135,801.00
		Bi-Wk	\$3,883.76	\$4,019.01	\$4,136.33	\$4,289.97	\$4,425.25	\$4,560.46	\$4,677.90	\$4,806.48	\$4,935.10	\$5,067.25	\$5,203.11
		Daily	\$388.38	\$401.91	\$413.64	\$429.00	\$442.53	\$456.05	\$467.79	\$480.65	\$493.51	\$506.73	\$520.32
		Hourly	\$51.79	\$53.59	\$55.16	\$57.20	\$59.01	\$60.81	\$62.38	\$64.09	\$65.81	\$67.57	\$69.38

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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	36	Annual	\$105,581.00	\$109,202.00	\$112,830.00	\$116,455.00	\$120,083.00	\$123,705.00	\$127,326.00	\$130,829.00	\$134,331.00	\$137,926.00	\$141,617.00
		Bi-Wk	\$4,045.25	\$4,183.99	\$4,322.99	\$4,461.88	\$4,600.89	\$4,739.66	\$4,878.40	\$5,012.61	\$5,146.79	\$5,284.53	\$5,425.94
		Daily	\$404.53	\$418.40	\$432.30	\$446.19	\$460.09	\$473.97	\$487.84	\$501.27	\$514.68	\$528.46	\$542.60
		Hourly	\$53.94	\$55.79	\$57.64	\$59.50	\$61.35	\$63.20	\$65.05	\$66.84	\$68.63	\$70.47	\$72.35
XC	37	Annual	\$109,960.00	\$113,681.00	\$117,404.00	\$121,133.00	\$124,858.00	\$128,584.00	\$132,307.00	\$135,943.00	\$139,578.00	\$143,312.00	\$147,146.00
		Bi-Wk	\$4,213.03	\$4,355.60	\$4,498.24	\$4,641.12	\$4,783.84	\$4,926.60	\$5,069.24	\$5,208.55	\$5,347.82	\$5,490.89	\$5,637.78
		Daily	\$421.31	\$435.56	\$449.83	\$464.12	\$478.39	\$492.66	\$506.93	\$520.86	\$534.79	\$549.09	\$563.78
		Hourly	\$56.18	\$58.08	\$59.98	\$61.89	\$63.79	\$65.69	\$67.59	\$69.45	\$71.31	\$73.22	\$75.18
XC	38	Annual	\$114,501.00	\$118,308.00	\$122,128.00	\$125,937.00	\$129,745.00	\$133,558.00	\$137,372.00	\$141,144.00	\$144,921.00	\$148,800.00	\$152,783.00
		Bi-Wk	\$4,387.02	\$4,532.88	\$4,679.24	\$4,825.18	\$4,971.08	\$5,117.17	\$5,263.30	\$5,407.82	\$5,552.53	\$5,701.15	\$5,853.76
		Daily	\$438.71	\$453.29	\$467.93	\$482.52	\$497.11	\$511.72	\$526.33	\$540.79	\$555.26	\$570.12	\$585.38
		Hourly	\$58.50	\$60.44	\$62.39	\$64.34	\$66.29	\$68.23	\$70.18	\$72.11	\$74.04	\$76.02	\$78.06
XC	39	Annual	\$119,260.00	\$123,161.00	\$127,065.00	\$130,975.00	\$134,875.00	\$138,890.00	\$142,682.00	\$146,602.00	\$150,528.00	\$154,559.00	\$158,699.00
		Bi-Wk	\$4,569.35	\$4,718.82	\$4,868.40	\$5,018.20	\$5,167.63	\$5,321.46	\$5,466.75	\$5,616.94	\$5,767.36	\$5,921.81	\$6,080.43
		Daily	\$456.94	\$471.89	\$486.84	\$501.82	\$516.77	\$532.15	\$546.68	\$561.70	\$576.74	\$592.19	\$608.05
		Hourly	\$60.93	\$62.92	\$64.92	\$66.91	\$68.91	\$70.96	\$72.89	\$74.90	\$76.90	\$78.96	\$81.08
XC	40	Annual	\$124,232.00	\$128,216.00	\$132,208.00	\$136,190.00	\$140,174.00	\$144,162.00	\$148,150.00	\$152,221.00	\$156,299.00	\$160,489.00	\$164,788.00
		Bi-Wk	\$4,759.85	\$4,912.50	\$5,065.45	\$5,218.01	\$5,370.66	\$5,523.45	\$5,676.25	\$5,832.23	\$5,988.47	\$6,149.01	\$6,313.72
		Daily	\$475.99	\$491.25	\$506.55	\$521.81	\$537.07	\$552.35	\$567.63	\$583.23	\$598.85	\$614.91	\$631.38
		Hourly	\$63.47	\$65.50	\$67.54	\$69.58	\$71.61	\$73.65	\$75.69	\$77.77	\$79.85	\$81.99	\$84.19
XC	41	Annual	\$129,427.00	\$133,508.00	\$137,591.00	\$141,677.00	\$145,758.00	\$149,838.00	\$153,918.00	\$158,152.00	\$162,385.00	\$166,730.00	\$171,192.00
		Bi-Wk	\$4,958.89	\$5,115.25	\$5,271.69	\$5,428.24	\$5,584.60	\$5,740.92	\$5,897.25	\$6,059.47	\$6,221.65	\$6,388.13	\$6,559.09
		Daily	\$495.89	\$511.53	\$527.17	\$542.83	\$558.46	\$574.10	\$589.73	\$605.95	\$622.17	\$638.82	\$655.91
		Hourly	\$66.12	\$68.21	\$70.29	\$72.38	\$74.47	\$76.55	\$78.63	\$80.80	\$82.96	\$85.18	\$87.46
XC	42	Annual	\$134,821.00	\$139,000.00	\$143,177.00	\$147,334.00	\$151,516.00	\$155,692.00	\$159,864.00	\$164,262.00	\$168,658.00	\$173,169.00	\$177,801.00
		Bi-Wk	\$5,165.56	\$5,325.68	\$5,485.71	\$5,644.99	\$5,805.22	\$5,965.22	\$6,125.06	\$6,293.57	\$6,462.00	\$6,634.83	\$6,812.30
		Daily	\$516.56	\$532.57	\$548.58	\$564.50	\$580.53	\$596.53	\$612.51	\$629.36	\$646.20	\$663.49	\$681.23
		Hourly	\$68.88	\$71.01	\$73.15	\$75.27	\$77.41	\$79.54	\$81.67	\$83.92	\$86.16	\$88.47	\$90.84

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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	43	Annual	\$140,544.00	\$144,803.00	\$149,062.00	\$153,314.00	\$157,574.00	\$161,826.00	\$166,077.00	\$170,648.00	\$175,213.00	\$179,902.00	\$184,716.00
		Bi-Wk	\$5,384.83	\$5,548.01	\$5,711.19	\$5,874.10	\$6,037.32	\$6,200.23	\$6,363.11	\$6,538.24	\$6,713.15	\$6,892.80	\$7,077.25
		Daily	\$538.49	\$554.81	\$571.12	\$587.41	\$603.74	\$620.03	\$636.32	\$653.83	\$671.32	\$689.28	\$707.73
		Hourly	\$71.80	\$73.98	\$76.15	\$78.33	\$80.50	\$82.67	\$84.85	\$87.18	\$89.51	\$91.91	\$94.37