

P-1 XC 37.5-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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XC | 1 | Annual | \$24,596.00 | \$25,200.00 | \$25,797.00 | \$26,395.00 | \$26,992.00 | \$27,596.00 | \$28,194.00 | \$28,965.00 | \$29,743.00 | \$30,541.00 | \$31,359.00 |
| | | Bi-Wk | \$942.38 | \$965.52 | \$988.40 | \$1,011.31 | \$1,034.18 | \$1,057.32 | \$1,080.23 | \$1,109.78 | \$1,139.58 | \$1,170.16 | \$1,201.50 |
| | | Daily | \$94.24 | \$96.56 | \$98.84 | \$101.14 | \$103.42 | \$105.74 | \$108.03 | \$110.98 | \$113.96 | \$117.02 | \$120.15 |
| | | Hourly | \$12.57 | \$12.88 | \$13.18 | \$13.49 | \$13.79 | \$14.10 | \$14.41 | \$14.80 | \$15.20 | \$15.61 | \$16.02 |
| XC | 2 | Annual | \$25,797.00 | \$26,395.00 | \$26,992.00 | \$27,596.00 | \$28,194.00 | \$28,791.00 | \$29,386.00 | \$30,196.00 | \$31,001.00 | \$31,830.00 | \$32,679.00 |
| | | Bi-Wk | \$988.40 | \$1,011.31 | \$1,034.18 | \$1,057.32 | \$1,080.23 | \$1,103.11 | \$1,125.91 | \$1,156.94 | \$1,187.78 | \$1,219.55 | \$1,252.07 |
| | | Daily | \$98.84 | \$101.14 | \$103.42 | \$105.74 | \$108.03 | \$110.32 | \$112.60 | \$115.70 | \$118.78 | \$121.96 | \$125.21 |
| | | Hourly | \$13.18 | \$13.49 | \$13.79 | \$14.10 | \$14.41 | \$14.71 | \$15.02 | \$15.43 | \$15.84 | \$16.27 | \$16.70 |
| XC | 3 | Annual | \$26,395.00 | \$26,992.00 | \$27,596.00 | \$28,194.00 | \$28,791.00 | \$29,386.00 | \$29,985.00 | \$30,813.00 | \$31,635.00 | \$32,476.00 | \$33,342.00 |
| | | Bi-Wk | \$1,011.31 | \$1,034.18 | \$1,057.32 | \$1,080.23 | \$1,103.11 | \$1,125.91 | \$1,148.86 | \$1,180.58 | \$1,212.07 | \$1,244.30 | \$1,277.48 |
| | | Daily | \$101.14 | \$103.42 | \$105.74 | \$108.03 | \$110.32 | \$112.60 | \$114.89 | \$118.06 | \$121.21 | \$124.43 | \$127.75 |
| | | Hourly | \$13.49 | \$13.79 | \$14.10 | \$14.41 | \$14.71 | \$15.02 | \$15.32 | \$15.75 | \$16.17 | \$16.60 | \$17.04 |
| XC | 4 | Annual | \$27,249.00 | \$27,978.00 | \$28,699.00 | \$29,433.00 | \$30,165.00 | \$30,887.00 | \$31,610.00 | \$32,485.00 | \$33,352.00 | \$34,246.00 | \$35,162.00 |
| | | Bi-Wk | \$1,044.03 | \$1,071.96 | \$1,099.58 | \$1,127.71 | \$1,155.75 | \$1,183.41 | \$1,211.12 | \$1,244.64 | \$1,277.86 | \$1,312.11 | \$1,347.21 |
| | | Daily | \$104.41 | \$107.20 | \$109.96 | \$112.78 | \$115.58 | \$118.35 | \$121.12 | \$124.47 | \$127.79 | \$131.22 | \$134.73 |
| | | Hourly | \$13.93 | \$14.30 | \$14.67 | \$15.04 | \$15.41 | \$15.78 | \$16.15 | \$16.60 | \$17.04 | \$17.50 | \$17.97 |
| XC | 5 | Annual | \$27,931.00 | \$28,699.00 | \$29,474.00 | \$30,239.00 | \$31,006.00 | \$31,776.00 | \$32,550.00 | \$33,442.00 | \$34,340.00 | \$35,256.00 | \$36,201.00 |
| | | Bi-Wk | \$1,070.16 | \$1,099.58 | \$1,129.28 | \$1,158.59 | \$1,187.97 | \$1,217.48 | \$1,247.13 | \$1,281.31 | \$1,315.71 | \$1,350.81 | \$1,387.02 |
| | | Daily | \$107.02 | \$109.96 | \$112.93 | \$115.86 | \$118.80 | \$121.75 | \$124.72 | \$128.14 | \$131.58 | \$135.09 | \$138.71 |
| | | Hourly | \$14.27 | \$14.67 | \$15.06 | \$15.45 | \$15.84 | \$16.24 | \$16.63 | \$17.09 | \$17.55 | \$18.02 | \$18.50 |
| XC | 6 | Annual | \$28,879.00 | \$29,651.00 | \$30,416.00 | \$31,064.00 | \$31,952.00 | \$32,722.00 | \$33,485.00 | \$34,409.00 | \$35,327.00 | \$36,270.00 | \$37,240.00 |
| | | Bi-Wk | \$1,106.48 | \$1,136.06 | \$1,165.37 | \$1,190.20 | \$1,224.22 | \$1,253.72 | \$1,282.96 | \$1,318.36 | \$1,353.53 | \$1,389.66 | \$1,426.82 |
| | | Daily | \$110.65 | \$113.61 | \$116.54 | \$119.02 | \$122.43 | \$125.38 | \$128.30 | \$131.84 | \$135.36 | \$138.97 | \$142.69 |
| | | Hourly | \$14.76 | \$15.15 | \$15.54 | \$15.87 | \$16.33 | \$16.72 | \$17.11 | \$17.58 | \$18.05 | \$18.53 | \$19.03 |
| XC | 7 | Annual | \$29,731.00 | \$30,498.00 | \$31,266.00 | \$32,032.00 | \$32,807.00 | \$33,574.00 | \$34,343.00 | \$35,286.00 | \$36,227.00 | \$37,197.00 | \$38,193.00 |
| | | Bi-Wk | \$1,139.12 | \$1,168.51 | \$1,197.94 | \$1,227.28 | \$1,256.98 | \$1,286.37 | \$1,315.83 | \$1,351.96 | \$1,388.01 | \$1,425.18 | \$1,463.34 |
| | | Daily | \$113.92 | \$116.86 | \$119.80 | \$122.73 | \$125.70 | \$128.64 | \$131.59 | \$135.20 | \$138.81 | \$142.52 | \$146.34 |
| | | Hourly | \$15.19 | \$15.59 | \$15.98 | \$16.37 | \$16.76 | \$17.16 | \$17.55 | \$18.03 | \$18.51 | \$19.01 | \$19.52 |

P-1 XC 37.5-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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XC | 8 | Annual | \$31,952.00 | \$32,891.00 | \$33,840.00 | \$34,775.00 | \$35,719.00 | \$36,660.00 | \$37,606.00 | \$38,636.00 | \$39,668.00 | \$40,731.00 | \$41,822.00 |
| | | Bi-Wk | \$1,224.22 | \$1,260.20 | \$1,296.56 | \$1,332.38 | \$1,368.55 | \$1,404.60 | \$1,440.85 | \$1,480.31 | \$1,519.85 | \$1,560.58 | \$1,602.38 |
| | | Daily | \$122.43 | \$126.02 | \$129.66 | \$133.24 | \$136.86 | \$140.46 | \$144.09 | \$148.04 | \$151.99 | \$156.06 | \$160.24 |
| | | Hourly | \$16.33 | \$16.81 | \$17.29 | \$17.77 | \$18.25 | \$18.73 | \$19.22 | \$19.74 | \$20.27 | \$20.81 | \$21.37 |
| XC | 9 | Annual | \$32,935.00 | \$33,868.00 | \$34,898.00 | \$35,878.00 | \$36,863.00 | \$37,841.00 | \$38,834.00 | \$39,902.00 | \$40,967.00 | \$42,062.00 | \$43,187.00 |
| | | Bi-Wk | \$1,261.88 | \$1,297.63 | \$1,337.09 | \$1,374.64 | \$1,412.38 | \$1,449.85 | \$1,487.90 | \$1,528.82 | \$1,569.62 | \$1,611.58 | \$1,654.68 |
| | | Daily | \$126.19 | \$129.77 | \$133.71 | \$137.47 | \$141.24 | \$144.99 | \$148.79 | \$152.89 | \$156.97 | \$161.16 | \$165.47 |
| | | Hourly | \$16.83 | \$17.31 | \$17.83 | \$18.33 | \$18.84 | \$19.34 | \$19.84 | \$20.39 | \$20.93 | \$21.49 | \$22.07 |
| XC | 10 | Annual | \$33,993.00 | \$35,027.00 | \$36,045.00 | \$37,076.00 | \$38,102.00 | \$39,148.00 | \$40,229.00 | \$41,333.00 | \$42,443.00 | \$43,581.00 | \$44,753.00 |
| | | Bi-Wk | \$1,302.42 | \$1,342.04 | \$1,381.04 | \$1,420.54 | \$1,459.85 | \$1,499.93 | \$1,541.35 | \$1,583.64 | \$1,626.17 | \$1,669.78 | \$1,714.68 |
| | | Daily | \$130.25 | \$134.21 | \$138.11 | \$142.06 | \$145.99 | \$150.00 | \$154.14 | \$158.37 | \$162.62 | \$166.98 | \$171.47 |
| | | Hourly | \$17.37 | \$17.90 | \$18.42 | \$18.95 | \$19.47 | \$20.00 | \$20.56 | \$21.12 | \$21.69 | \$22.27 | \$22.87 |
| XC | 11 | Annual | \$35,075.00 | \$36,138.00 | \$37,214.00 | \$38,280.00 | \$39,384.00 | \$40,507.00 | \$41,633.00 | \$42,777.00 | \$43,919.00 | \$45,097.00 | \$46,306.00 |
| | | Bi-Wk | \$1,343.87 | \$1,384.60 | \$1,425.83 | \$1,466.67 | \$1,508.97 | \$1,552.00 | \$1,595.14 | \$1,638.97 | \$1,682.73 | \$1,727.86 | \$1,774.18 |
| | | Daily | \$134.39 | \$138.46 | \$142.59 | \$146.67 | \$150.90 | \$155.20 | \$159.52 | \$163.90 | \$168.28 | \$172.79 | \$177.42 |
| | | Hourly | \$17.92 | \$18.47 | \$19.02 | \$19.56 | \$20.12 | \$20.70 | \$21.27 | \$21.86 | \$22.44 | \$23.04 | \$23.66 |
| XC | 12 | Annual | \$36,210.00 | \$37,331.00 | \$38,434.00 | \$39,590.00 | \$40,753.00 | \$41,928.00 | \$43,091.00 | \$44,275.00 | \$45,460.00 | \$46,675.00 | \$47,927.00 |
| | | Bi-Wk | \$1,387.36 | \$1,430.31 | \$1,472.57 | \$1,516.86 | \$1,561.42 | \$1,606.44 | \$1,651.00 | \$1,696.37 | \$1,741.77 | \$1,788.32 | \$1,836.29 |
| | | Daily | \$138.74 | \$143.04 | \$147.26 | \$151.69 | \$156.15 | \$160.65 | \$165.10 | \$169.64 | \$174.18 | \$178.84 | \$183.63 |
| | | Hourly | \$18.50 | \$19.08 | \$19.64 | \$20.23 | \$20.82 | \$21.42 | \$22.02 | \$22.62 | \$23.23 | \$23.85 | \$24.49 |
| XC | 13 | Annual | \$38,254.00 | \$39,662.00 | \$41,091.00 | \$42,512.00 | \$43,938.00 | \$45,356.00 | \$46,788.00 | \$48,072.00 | \$49,358.00 | \$50,684.00 | \$52,042.00 |
| | | Bi-Wk | \$1,465.68 | \$1,519.62 | \$1,574.37 | \$1,628.82 | \$1,683.45 | \$1,737.78 | \$1,792.65 | \$1,841.84 | \$1,891.12 | \$1,941.92 | \$1,993.95 |
| | | Daily | \$146.57 | \$151.97 | \$157.44 | \$162.89 | \$168.35 | \$173.78 | \$179.27 | \$184.19 | \$189.12 | \$194.20 | \$199.40 |
| | | Hourly | \$19.55 | \$20.27 | \$21.00 | \$21.72 | \$22.45 | \$23.18 | \$23.91 | \$24.56 | \$25.22 | \$25.90 | \$26.59 |
| XC | 14 | Annual | \$40,040.00 | \$41,517.00 | \$42,989.00 | \$44,457.00 | \$45,925.00 | \$47,396.00 | \$48,861.00 | \$50,203.00 | \$51,549.00 | \$52,929.00 | \$54,349.00 |
| | | Bi-Wk | \$1,534.10 | \$1,590.69 | \$1,647.09 | \$1,703.34 | \$1,759.58 | \$1,815.94 | \$1,872.07 | \$1,923.49 | \$1,975.06 | \$2,027.94 | \$2,082.34 |
| | | Daily | \$153.41 | \$159.07 | \$164.71 | \$170.34 | \$175.96 | \$181.60 | \$187.21 | \$192.35 | \$197.51 | \$202.80 | \$208.24 |
| | | Hourly | \$20.46 | \$21.21 | \$21.97 | \$22.72 | \$23.47 | \$24.22 | \$24.97 | \$25.65 | \$26.34 | \$27.04 | \$27.77 |

P-1 XC 37.5-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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XC | 15 | Annual | \$41,966.00 | \$43,480.00 | \$44,993.00 | \$46,503.00 | \$48,018.00 | \$49,538.00 | \$51,050.00 | \$52,455.00 | \$53,860.00 | \$55,302.00 | \$56,781.00 |
| | | Bi-Wk | \$1,607.90 | \$1,665.91 | \$1,723.87 | \$1,781.73 | \$1,839.78 | \$1,898.01 | \$1,955.94 | \$2,009.78 | \$2,063.61 | \$2,118.86 | \$2,175.52 |
| | | Daily | \$160.79 | \$166.60 | \$172.39 | \$178.18 | \$183.98 | \$189.81 | \$195.60 | \$200.98 | \$206.37 | \$211.89 | \$217.56 |
| | | Hourly | \$21.44 | \$22.22 | \$22.99 | \$23.76 | \$24.54 | \$25.31 | \$26.08 | \$26.80 | \$27.52 | \$28.26 | \$29.01 |
| XC | 16 | Annual | \$44,006.00 | \$45,567.00 | \$47,130.00 | \$48,688.00 | \$50,246.00 | \$51,809.00 | \$53,360.00 | \$54,823.00 | \$56,292.00 | \$57,800.00 | \$59,351.00 |
| | | Bi-Wk | \$1,686.06 | \$1,745.87 | \$1,805.75 | \$1,865.45 | \$1,925.14 | \$1,985.02 | \$2,044.45 | \$2,100.50 | \$2,156.79 | \$2,214.56 | \$2,273.99 |
| | | Daily | \$168.61 | \$174.59 | \$180.58 | \$186.55 | \$192.52 | \$198.51 | \$204.45 | \$210.05 | \$215.68 | \$221.46 | \$227.40 |
| | | Hourly | \$22.49 | \$23.28 | \$24.08 | \$24.88 | \$25.67 | \$26.47 | \$27.26 | \$28.01 | \$28.76 | \$29.53 | \$30.32 |
| XC | 17 | Annual | \$46,187.00 | \$47,792.00 | \$49,398.00 | \$51,000.00 | \$52,603.00 | \$54,198.00 | \$55,812.00 | \$57,347.00 | \$58,880.00 | \$60,456.00 | \$62,076.00 |
| | | Bi-Wk | \$1,769.62 | \$1,831.12 | \$1,892.65 | \$1,954.03 | \$2,015.45 | \$2,076.56 | \$2,138.40 | \$2,197.21 | \$2,255.94 | \$2,316.33 | \$2,378.40 |
| | | Daily | \$176.97 | \$183.12 | \$189.27 | \$195.41 | \$201.55 | \$207.66 | \$213.84 | \$219.73 | \$225.60 | \$231.64 | \$237.84 |
| | | Hourly | \$23.60 | \$24.42 | \$25.24 | \$26.06 | \$26.88 | \$27.69 | \$28.52 | \$29.30 | \$30.08 | \$30.89 | \$31.72 |
| XC | 18 | Annual | \$48,516.00 | \$50,163.00 | \$51,809.00 | \$53,453.00 | \$55,089.00 | \$56,736.00 | \$58,377.00 | \$59,983.00 | \$61,589.00 | \$63,244.00 | \$64,944.00 |
| | | Bi-Wk | \$1,858.86 | \$1,921.96 | \$1,985.02 | \$2,048.01 | \$2,110.69 | \$2,173.80 | \$2,236.67 | \$2,298.20 | \$2,359.74 | \$2,423.15 | \$2,488.28 |
| | | Daily | \$185.89 | \$192.20 | \$198.51 | \$204.81 | \$211.07 | \$217.38 | \$223.67 | \$229.82 | \$235.98 | \$242.32 | \$248.83 |
| | | Hourly | \$24.79 | \$25.63 | \$26.47 | \$27.31 | \$28.15 | \$28.99 | \$29.83 | \$30.65 | \$31.47 | \$32.31 | \$33.18 |
| XC | 19 | Annual | \$50,905.00 | \$52,603.00 | \$54,294.00 | \$55,992.00 | \$57,672.00 | \$59,364.00 | \$61,055.00 | \$62,739.00 | \$64,414.00 | \$66,141.00 | \$67,914.00 |
| | | Bi-Wk | \$1,950.39 | \$2,015.45 | \$2,080.23 | \$2,145.29 | \$2,209.66 | \$2,274.49 | \$2,339.28 | \$2,403.80 | \$2,467.97 | \$2,534.14 | \$2,602.07 |
| | | Daily | \$195.04 | \$201.55 | \$208.03 | \$214.53 | \$220.97 | \$227.45 | \$233.93 | \$240.38 | \$246.80 | \$253.42 | \$260.21 |
| | | Hourly | \$26.01 | \$26.88 | \$27.74 | \$28.61 | \$29.47 | \$30.33 | \$31.20 | \$32.06 | \$32.91 | \$33.79 | \$34.70 |
| XC | 20 | Annual | \$53,501.00 | \$55,234.00 | \$56,967.00 | \$58,695.00 | \$60,423.00 | \$62,157.00 | \$63,890.00 | \$65,648.00 | \$67,403.00 | \$69,209.00 | \$71,061.00 |
| | | Bi-Wk | \$2,049.85 | \$2,116.25 | \$2,182.65 | \$2,248.86 | \$2,315.06 | \$2,381.50 | \$2,447.90 | \$2,515.25 | \$2,582.50 | \$2,651.69 | \$2,722.65 |
| | | Daily | \$204.99 | \$211.63 | \$218.27 | \$224.89 | \$231.51 | \$238.15 | \$244.79 | \$251.53 | \$258.25 | \$265.17 | \$272.27 |
| | | Hourly | \$27.34 | \$28.22 | \$29.11 | \$29.99 | \$30.87 | \$31.76 | \$32.64 | \$33.54 | \$34.44 | \$35.36 | \$36.31 |
| XC | 21 | Annual | \$56,140.00 | \$57,918.00 | \$59,699.00 | \$61,481.00 | \$63,262.00 | \$65,040.00 | \$66,823.00 | \$68,658.00 | \$70,496.00 | \$72,383.00 | \$74,321.00 |
| | | Bi-Wk | \$2,150.96 | \$2,219.09 | \$2,287.32 | \$2,355.60 | \$2,423.84 | \$2,491.96 | \$2,560.27 | \$2,630.58 | \$2,701.00 | \$2,773.30 | \$2,847.55 |
| | | Daily | \$215.10 | \$221.91 | \$228.74 | \$235.56 | \$242.39 | \$249.20 | \$256.03 | \$263.06 | \$270.10 | \$277.33 | \$284.76 |
| | | Hourly | \$28.68 | \$29.59 | \$30.50 | \$31.41 | \$32.32 | \$33.23 | \$34.14 | \$35.08 | \$36.02 | \$36.98 | \$37.97 |

P-1 XC 37.5-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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XC | 22 | Annual | \$57,672.00 | \$59,789.00 | \$61,906.00 | \$64,013.00 | \$66,126.00 | \$68,240.00 | \$70,352.00 | \$72,287.00 | \$74,221.00 | \$76,211.00 | \$78,252.00 |
| | | Bi-Wk | \$2,209.66 | \$2,290.77 | \$2,371.88 | \$2,452.61 | \$2,533.57 | \$2,614.56 | \$2,695.48 | \$2,769.62 | \$2,843.72 | \$2,919.97 | \$2,998.17 |
| | | Daily | \$220.97 | \$229.08 | \$237.19 | \$245.27 | \$253.36 | \$261.46 | \$269.55 | \$276.97 | \$284.38 | \$292.00 | \$299.82 |
| | | Hourly | \$29.47 | \$30.55 | \$31.63 | \$32.71 | \$33.79 | \$34.87 | \$35.94 | \$36.93 | \$37.92 | \$38.94 | \$39.98 |
| XC | 23 | Annual | \$60,408.00 | \$62,611.00 | \$64,803.00 | \$67,008.00 | \$69,209.00 | \$71,412.00 | \$73,617.00 | \$75,634.00 | \$77,660.00 | \$79,742.00 | \$81,880.00 |
| | | Bi-Wk | \$2,314.49 | \$2,398.89 | \$2,482.88 | \$2,567.36 | \$2,651.69 | \$2,736.10 | \$2,820.58 | \$2,897.86 | \$2,975.48 | \$3,055.25 | \$3,137.17 |
| | | Daily | \$231.45 | \$239.89 | \$248.29 | \$256.74 | \$265.17 | \$273.61 | \$282.06 | \$289.79 | \$297.55 | \$305.53 | \$313.72 |
| | | Hourly | \$30.86 | \$31.99 | \$33.11 | \$34.24 | \$35.36 | \$36.49 | \$37.61 | \$38.64 | \$39.68 | \$40.74 | \$41.83 |
| XC | 24 | Annual | \$63,310.00 | \$65,606.00 | \$67,896.00 | \$70,193.00 | \$72,493.00 | \$74,783.00 | \$77,075.00 | \$79,191.00 | \$81,313.00 | \$83,490.00 | \$85,725.00 |
| | | Bi-Wk | \$2,425.68 | \$2,513.64 | \$2,601.38 | \$2,689.39 | \$2,777.51 | \$2,865.25 | \$2,953.07 | \$3,034.14 | \$3,115.45 | \$3,198.86 | \$3,284.49 |
| | | Daily | \$242.57 | \$251.37 | \$260.14 | \$268.94 | \$277.76 | \$286.53 | \$295.31 | \$303.42 | \$311.55 | \$319.89 | \$328.45 |
| | | Hourly | \$32.35 | \$33.52 | \$34.69 | \$35.86 | \$37.04 | \$38.21 | \$39.38 | \$40.46 | \$41.54 | \$42.66 | \$43.80 |
| XC | 25 | Annual | \$66,398.00 | \$68,789.00 | \$71,156.00 | \$73,539.00 | \$75,917.00 | \$78,301.00 | \$80,673.00 | \$82,894.00 | \$85,110.00 | \$87,390.00 | \$89,728.00 |
| | | Bi-Wk | \$2,543.99 | \$2,635.60 | \$2,726.29 | \$2,817.59 | \$2,908.70 | \$3,000.04 | \$3,090.92 | \$3,176.02 | \$3,260.92 | \$3,348.28 | \$3,437.86 |
| | | Daily | \$254.40 | \$263.56 | \$272.63 | \$281.76 | \$290.87 | \$300.01 | \$309.10 | \$317.61 | \$326.10 | \$334.83 | \$343.79 |
| | | Hourly | \$33.92 | \$35.15 | \$36.36 | \$37.57 | \$38.79 | \$40.01 | \$41.22 | \$42.35 | \$43.48 | \$44.65 | \$45.84 |
| XC | 26 | Annual | \$69,674.00 | \$72,138.00 | \$74,615.00 | \$77,075.00 | \$79,544.00 | \$82,013.00 | \$84,475.00 | \$86,797.00 | \$89,120.00 | \$91,510.00 | \$93,963.00 |
| | | Bi-Wk | \$2,669.51 | \$2,763.91 | \$2,858.82 | \$2,953.07 | \$3,047.67 | \$3,142.27 | \$3,236.60 | \$3,325.56 | \$3,414.56 | \$3,506.14 | \$3,600.12 |
| | | Daily | \$266.96 | \$276.40 | \$285.89 | \$295.31 | \$304.77 | \$314.23 | \$323.66 | \$332.56 | \$341.46 | \$350.62 | \$360.02 |
| | | Hourly | \$35.60 | \$36.86 | \$38.12 | \$39.38 | \$40.64 | \$41.90 | \$43.16 | \$44.35 | \$45.53 | \$46.75 | \$48.01 |
| XC | 27 | Annual | \$73,132.00 | \$75,686.00 | \$78,240.00 | \$80,786.00 | \$83,344.00 | \$85,891.00 | \$88,453.00 | \$90,882.00 | \$93,313.00 | \$95,816.00 | \$98,386.00 |
| | | Bi-Wk | \$2,802.00 | \$2,899.85 | \$2,997.71 | \$3,095.25 | \$3,193.26 | \$3,290.85 | \$3,389.01 | \$3,482.07 | \$3,575.22 | \$3,671.12 | \$3,769.58 |
| | | Daily | \$280.20 | \$289.99 | \$299.78 | \$309.53 | \$319.33 | \$329.09 | \$338.91 | \$348.21 | \$357.53 | \$367.12 | \$376.96 |
| | | Hourly | \$37.36 | \$38.67 | \$39.97 | \$41.27 | \$42.58 | \$43.88 | \$45.19 | \$46.43 | \$47.67 | \$48.95 | \$50.27 |
| XC | 28 | Annual | \$76,825.00 | \$79,464.00 | \$82,111.00 | \$84,755.00 | \$87,394.00 | \$90,027.00 | \$92,664.00 | \$95,213.00 | \$97,763.00 | \$100,385.00 | \$103,077.00 |
| | | Bi-Wk | \$2,943.49 | \$3,044.60 | \$3,146.02 | \$3,247.32 | \$3,348.43 | \$3,449.32 | \$3,550.35 | \$3,648.01 | \$3,745.71 | \$3,846.17 | \$3,949.32 |
| | | Daily | \$294.35 | \$304.46 | \$314.61 | \$324.74 | \$334.85 | \$344.94 | \$355.04 | \$364.81 | \$374.58 | \$384.62 | \$394.94 |
| | | Hourly | \$39.25 | \$40.60 | \$41.95 | \$43.30 | \$44.65 | \$46.00 | \$47.34 | \$48.65 | \$49.95 | \$51.29 | \$52.66 |

P-1 XC 37.5-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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XC | 29 | Annual | \$77,563.00 | \$80,472.00 | \$83,384.00 | \$86,297.00 | \$89,207.00 | \$92,113.00 | \$95,026.00 | \$97,635.00 | \$100,252.00 | \$102,936.00 | \$105,692.00 |
| | | Bi-Wk | \$2,971.77 | \$3,083.22 | \$3,194.79 | \$3,306.40 | \$3,417.90 | \$3,529.24 | \$3,640.85 | \$3,740.81 | \$3,841.08 | \$3,943.91 | \$4,049.51 |
| | | Daily | \$297.18 | \$308.33 | \$319.48 | \$330.64 | \$341.79 | \$352.93 | \$364.09 | \$374.09 | \$384.11 | \$394.40 | \$404.96 |
| | | Hourly | \$39.63 | \$41.11 | \$42.60 | \$44.09 | \$45.58 | \$47.06 | \$48.55 | \$49.88 | \$51.22 | \$52.59 | \$54.00 |
| XC | 30 | Annual | \$80,673.00 | \$83,669.00 | \$86,670.00 | \$89,661.00 | \$92,654.00 | \$95,647.00 | \$98,648.00 | \$101,361.00 | \$104,070.00 | \$106,853.00 | \$109,710.00 |
| | | Bi-Wk | \$3,090.92 | \$3,205.71 | \$3,320.69 | \$3,435.29 | \$3,549.97 | \$3,664.64 | \$3,779.62 | \$3,883.57 | \$3,987.36 | \$4,093.99 | \$4,203.45 |
| | | Daily | \$309.10 | \$320.58 | \$332.07 | \$343.53 | \$355.00 | \$366.47 | \$377.97 | \$388.36 | \$398.74 | \$409.40 | \$420.35 |
| | | Hourly | \$41.22 | \$42.75 | \$44.28 | \$45.81 | \$47.34 | \$48.87 | \$50.40 | \$51.79 | \$53.17 | \$54.59 | \$56.05 |
| XC | 31 | Annual | \$83,913.00 | \$86,992.00 | \$90,076.00 | \$93,162.00 | \$96,251.00 | \$99,332.00 | \$102,414.00 | \$105,234.00 | \$108,044.00 | \$110,934.00 | \$113,900.00 |
| | | Bi-Wk | \$3,215.06 | \$3,333.03 | \$3,451.19 | \$3,569.43 | \$3,687.78 | \$3,805.83 | \$3,923.91 | \$4,031.96 | \$4,139.62 | \$4,250.35 | \$4,363.99 |
| | | Daily | \$321.51 | \$333.31 | \$345.12 | \$356.95 | \$368.78 | \$380.59 | \$392.40 | \$403.20 | \$413.97 | \$425.04 | \$436.40 |
| | | Hourly | \$42.87 | \$44.45 | \$46.02 | \$47.60 | \$49.18 | \$50.75 | \$52.32 | \$53.76 | \$55.20 | \$56.68 | \$58.19 |
| XC | 32 | Annual | \$87,274.00 | \$90,445.00 | \$93,611.00 | \$96,775.00 | \$99,951.00 | \$103,115.00 | \$106,293.00 | \$109,218.00 | \$112,140.00 | \$115,139.00 | \$118,220.00 |
| | | Bi-Wk | \$3,343.84 | \$3,465.33 | \$3,586.63 | \$3,707.86 | \$3,829.55 | \$3,950.77 | \$4,072.53 | \$4,184.60 | \$4,296.56 | \$4,411.46 | \$4,529.51 |
| | | Daily | \$334.39 | \$346.54 | \$358.67 | \$370.79 | \$382.96 | \$395.08 | \$407.26 | \$418.46 | \$429.66 | \$441.15 | \$452.96 |
| | | Hourly | \$44.59 | \$46.21 | \$47.83 | \$49.44 | \$51.07 | \$52.68 | \$54.31 | \$55.80 | \$57.29 | \$58.82 | \$60.40 |
| XC | 33 | Annual | \$90,791.00 | \$94,049.00 | \$97,303.00 | \$100,558.00 | \$103,815.00 | \$107,073.00 | \$110,337.00 | \$113,371.00 | \$116,407.00 | \$119,522.00 | \$122,722.00 |
| | | Bi-Wk | \$3,478.59 | \$3,603.41 | \$3,728.09 | \$3,852.80 | \$3,977.59 | \$4,102.42 | \$4,227.48 | \$4,343.72 | \$4,460.04 | \$4,579.39 | \$4,702.00 |
| | | Daily | \$347.86 | \$360.35 | \$372.81 | \$385.28 | \$397.76 | \$410.25 | \$422.75 | \$434.38 | \$446.01 | \$457.94 | \$470.20 |
| | | Hourly | \$46.39 | \$48.05 | \$49.71 | \$51.38 | \$53.04 | \$54.70 | \$56.37 | \$57.92 | \$59.47 | \$61.06 | \$62.70 |
| XC | 34 | Annual | \$94,531.00 | \$97,872.00 | \$101,222.00 | \$104,567.00 | \$107,907.00 | \$111,258.00 | \$114,600.00 | \$117,750.00 | \$120,904.00 | \$124,147.00 | \$127,474.00 |
| | | Bi-Wk | \$3,621.88 | \$3,749.89 | \$3,878.24 | \$4,006.40 | \$4,134.37 | \$4,262.76 | \$4,390.81 | \$4,511.50 | \$4,632.34 | \$4,756.60 | \$4,884.07 |
| | | Daily | \$362.19 | \$374.99 | \$387.83 | \$400.64 | \$413.44 | \$426.28 | \$439.09 | \$451.15 | \$463.24 | \$475.66 | \$488.41 |
| | | Hourly | \$48.30 | \$50.00 | \$51.71 | \$53.42 | \$55.13 | \$56.84 | \$58.55 | \$60.16 | \$61.77 | \$63.43 | \$65.13 |
| XC | 35 | Annual | \$98,413.00 | \$101,840.00 | \$104,813.00 | \$108,706.00 | \$112,134.00 | \$115,561.00 | \$118,536.00 | \$121,795.00 | \$125,054.00 | \$128,402.00 | \$131,845.00 |
| | | Bi-Wk | \$3,770.62 | \$3,901.92 | \$4,015.83 | \$4,164.99 | \$4,296.33 | \$4,427.63 | \$4,541.61 | \$4,666.48 | \$4,791.35 | \$4,919.62 | \$5,051.54 |
| | | Daily | \$377.07 | \$390.20 | \$401.59 | \$416.50 | \$429.64 | \$442.77 | \$454.17 | \$466.65 | \$479.14 | \$491.97 | \$505.16 |
| | | Hourly | \$50.28 | \$52.03 | \$53.55 | \$55.54 | \$57.29 | \$59.04 | \$60.56 | \$62.22 | \$63.89 | \$65.60 | \$67.36 |

P-1 XC 37.5-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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XC | 36 | Annual | \$102,505.00 | \$106,021.00 | \$109,543.00 | \$113,063.00 | \$116,585.00 | \$120,101.00 | \$123,617.00 | \$127,018.00 | \$130,418.00 | \$133,908.00 | \$137,492.00 |
| | | Bi-Wk | \$3,927.40 | \$4,062.11 | \$4,197.05 | \$4,331.92 | \$4,466.86 | \$4,601.58 | \$4,736.29 | \$4,866.60 | \$4,996.86 | \$5,130.58 | \$5,267.90 |
| | | Daily | \$392.74 | \$406.22 | \$419.71 | \$433.20 | \$446.69 | \$460.16 | \$473.63 | \$486.66 | \$499.69 | \$513.06 | \$526.79 |
| | | Hourly | \$52.37 | \$54.17 | \$55.97 | \$57.76 | \$59.56 | \$61.36 | \$63.16 | \$64.89 | \$66.63 | \$68.41 | \$70.24 |
| XC | 37 | Annual | \$106,757.00 | \$110,369.00 | \$113,984.00 | \$117,604.00 | \$121,221.00 | \$124,838.00 | \$128,453.00 | \$131,983.00 | \$135,512.00 | \$139,137.00 | \$142,860.00 |
| | | Bi-Wk | \$4,090.31 | \$4,228.70 | \$4,367.21 | \$4,505.91 | \$4,644.49 | \$4,783.07 | \$4,921.58 | \$5,056.82 | \$5,192.04 | \$5,330.92 | \$5,473.57 |
| | | Daily | \$409.04 | \$422.87 | \$436.73 | \$450.60 | \$464.45 | \$478.31 | \$492.16 | \$505.69 | \$519.21 | \$533.10 | \$547.36 |
| | | Hourly | \$54.54 | \$56.39 | \$58.23 | \$60.08 | \$61.93 | \$63.78 | \$65.63 | \$67.43 | \$69.23 | \$71.08 | \$72.99 |
| XC | 38 | Annual | \$111,166.00 | \$114,862.00 | \$118,570.00 | \$122,268.00 | \$125,966.00 | \$129,667.00 | \$133,370.00 | \$137,033.00 | \$140,700.00 | \$144,466.00 | \$148,333.00 |
| | | Bi-Wk | \$4,259.24 | \$4,400.85 | \$4,542.92 | \$4,684.60 | \$4,826.29 | \$4,968.09 | \$5,109.97 | \$5,250.31 | \$5,390.81 | \$5,535.10 | \$5,683.26 |
| | | Daily | \$425.93 | \$440.09 | \$454.30 | \$468.46 | \$482.63 | \$496.81 | \$511.00 | \$525.04 | \$539.09 | \$553.51 | \$568.33 |
| | | Hourly | \$56.79 | \$58.68 | \$60.58 | \$62.47 | \$64.36 | \$66.25 | \$68.14 | \$70.01 | \$71.88 | \$73.81 | \$75.78 |
| XC | 39 | Annual | \$115,786.00 | \$119,573.00 | \$123,364.00 | \$127,160.00 | \$130,946.00 | \$134,844.00 | \$138,526.00 | \$142,332.00 | \$146,143.00 | \$150,057.00 | \$154,076.00 |
| | | Bi-Wk | \$4,436.25 | \$4,581.35 | \$4,726.60 | \$4,872.04 | \$5,017.09 | \$5,166.44 | \$5,307.51 | \$5,453.34 | \$5,599.35 | \$5,749.32 | \$5,903.30 |
| | | Daily | \$443.63 | \$458.14 | \$472.66 | \$487.21 | \$501.71 | \$516.65 | \$530.76 | \$545.34 | \$559.94 | \$574.94 | \$590.33 |
| | | Hourly | \$59.15 | \$61.09 | \$63.03 | \$64.97 | \$66.90 | \$68.89 | \$70.77 | \$72.72 | \$74.66 | \$76.66 | \$78.72 |
| XC | 40 | Annual | \$120,613.00 | \$124,481.00 | \$128,357.00 | \$132,223.00 | \$136,091.00 | \$139,963.00 | \$143,834.00 | \$147,787.00 | \$151,746.00 | \$155,814.00 | \$159,988.00 |
| | | Bi-Wk | \$4,621.19 | \$4,769.39 | \$4,917.90 | \$5,066.02 | \$5,214.22 | \$5,362.57 | \$5,510.89 | \$5,662.34 | \$5,814.03 | \$5,969.89 | \$6,129.81 |
| | | Daily | \$462.12 | \$476.94 | \$491.79 | \$506.61 | \$521.43 | \$536.26 | \$551.09 | \$566.24 | \$581.41 | \$596.99 | \$612.99 |
| | | Hourly | \$61.62 | \$63.60 | \$65.58 | \$67.55 | \$69.53 | \$71.51 | \$73.48 | \$75.50 | \$77.53 | \$79.60 | \$81.74 |
| XC | 41 | Annual | \$125,657.00 | \$129,619.00 | \$133,583.00 | \$137,550.00 | \$141,512.00 | \$145,473.00 | \$149,434.00 | \$153,545.00 | \$157,655.00 | \$161,873.00 | \$166,205.00 |
| | | Bi-Wk | \$4,814.45 | \$4,966.25 | \$5,118.13 | \$5,270.12 | \$5,421.92 | \$5,573.68 | \$5,725.45 | \$5,882.96 | \$6,040.43 | \$6,202.04 | \$6,368.01 |
| | | Daily | \$481.45 | \$496.63 | \$511.82 | \$527.02 | \$542.20 | \$557.37 | \$572.55 | \$588.30 | \$604.05 | \$620.21 | \$636.81 |
| | | Hourly | \$64.20 | \$66.22 | \$68.25 | \$70.27 | \$72.30 | \$74.32 | \$76.34 | \$78.44 | \$80.54 | \$82.70 | \$84.91 |
| XC | 42 | Annual | \$130,894.00 | \$134,951.00 | \$139,006.00 | \$143,042.00 | \$147,102.00 | \$151,157.00 | \$155,207.00 | \$159,477.00 | \$163,745.00 | \$168,125.00 | \$172,622.00 |
| | | Bi-Wk | \$5,015.10 | \$5,170.54 | \$5,325.91 | \$5,480.54 | \$5,636.10 | \$5,791.46 | \$5,946.63 | \$6,110.23 | \$6,273.76 | \$6,441.58 | \$6,613.87 |
| | | Daily | \$501.51 | \$517.06 | \$532.60 | \$548.06 | \$563.61 | \$579.15 | \$594.67 | \$611.03 | \$627.38 | \$644.16 | \$661.39 |
| | | Hourly | \$66.87 | \$68.95 | \$71.02 | \$73.08 | \$75.15 | \$77.22 | \$79.29 | \$81.47 | \$83.66 | \$85.89 | \$88.19 |

P-1 XC 37.5-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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XC | 43 | Annual | \$136,450.00 | \$140,585.00 | \$144,720.00 | \$148,848.00 | \$152,984.00 | \$157,112.00 | \$161,239.00 | \$165,677.00 | \$170,109.00 | \$174,662.00 | \$179,335.00 |
| | | Bi-Wk | \$5,227.97 | \$5,386.40 | \$5,544.83 | \$5,702.99 | \$5,861.46 | \$6,019.62 | \$6,177.74 | \$6,347.78 | \$6,517.59 | \$6,692.04 | \$6,871.08 |
| | | Daily | \$522.80 | \$538.64 | \$554.49 | \$570.30 | \$586.15 | \$601.97 | \$617.78 | \$634.78 | \$651.76 | \$669.21 | \$687.11 |
| | | Hourly | \$69.71 | \$71.82 | \$73.94 | \$76.04 | \$78.16 | \$80.27 | \$82.37 | \$84.64 | \$86.91 | \$89.23 | \$91.62 |