

P-1 XS 36 Hour Pay Plan Effective 06/21/2019

<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>
XS	1	Annual	\$25,173.00	\$25,791.00	\$26,400.00	\$27,014.00	\$27,624.00	\$28,244.00	\$28,853.00	\$29,643.00	\$30,440.00	\$31,255.00	\$32,093.00
		Bi-Wk	\$964.49	\$988.17	\$1,011.50	\$1,035.02	\$1,058.40	\$1,082.15	\$1,105.48	\$1,135.75	\$1,166.29	\$1,197.51	\$1,229.62
		Daily	\$96.45	\$98.82	\$101.15	\$103.51	\$105.84	\$108.22	\$110.55	\$113.58	\$116.63	\$119.76	\$122.97
		Hourly	\$13.40	\$13.73	\$14.05	\$14.38	\$14.70	\$15.03	\$15.36	\$15.78	\$16.20	\$16.64	\$17.08
XS	2	Annual	\$26,400.00	\$27,014.00	\$27,624.00	\$28,244.00	\$28,853.00	\$29,465.00	\$30,074.00	\$30,904.00	\$31,728.00	\$32,575.00	\$33,443.00
		Bi-Wk	\$1,011.50	\$1,035.02	\$1,058.40	\$1,082.15	\$1,105.48	\$1,128.93	\$1,152.27	\$1,184.07	\$1,215.64	\$1,248.09	\$1,281.35
		Daily	\$101.15	\$103.51	\$105.84	\$108.22	\$110.55	\$112.90	\$115.23	\$118.41	\$121.57	\$124.81	\$128.14
		Hourly	\$14.05	\$14.38	\$14.70	\$15.03	\$15.36	\$15.68	\$16.01	\$16.45	\$16.89	\$17.34	\$17.80
XS	3	Annual	\$27,014.00	\$27,624.00	\$28,244.00	\$28,853.00	\$29,465.00	\$30,074.00	\$30,687.00	\$31,535.00	\$32,375.00	\$33,236.00	\$34,121.00
		Bi-Wk	\$1,035.02	\$1,058.40	\$1,082.15	\$1,105.48	\$1,128.93	\$1,152.27	\$1,175.75	\$1,208.24	\$1,240.43	\$1,273.41	\$1,307.32
		Daily	\$103.51	\$105.84	\$108.22	\$110.55	\$112.90	\$115.23	\$117.58	\$120.83	\$124.05	\$127.35	\$130.74
		Hourly	\$14.38	\$14.70	\$15.03	\$15.36	\$15.68	\$16.01	\$16.33	\$16.79	\$17.23	\$17.69	\$18.16
XS	4	Annual	\$27,887.00	\$28,634.00	\$29,371.00	\$30,121.00	\$30,871.00	\$31,609.00	\$32,351.00	\$33,246.00	\$34,133.00	\$35,046.00	\$35,984.00
		Bi-Wk	\$1,068.47	\$1,097.09	\$1,125.33	\$1,154.07	\$1,182.80	\$1,211.08	\$1,239.51	\$1,273.80	\$1,307.78	\$1,342.76	\$1,378.70
		Daily	\$106.85	\$109.71	\$112.54	\$115.41	\$118.28	\$121.11	\$123.96	\$127.38	\$130.78	\$134.28	\$137.87
		Hourly	\$14.84	\$15.24	\$15.63	\$16.03	\$16.43	\$16.83	\$17.22	\$17.70	\$18.17	\$18.65	\$19.15
XS	5	Annual	\$28,584.00	\$29,371.00	\$30,164.00	\$30,947.00	\$31,734.00	\$32,520.00	\$33,311.00	\$34,225.00	\$35,143.00	\$36,083.00	\$37,047.00
		Bi-Wk	\$1,095.18	\$1,125.33	\$1,155.71	\$1,185.71	\$1,215.87	\$1,245.98	\$1,276.29	\$1,311.31	\$1,346.48	\$1,382.50	\$1,419.43
		Daily	\$109.52	\$112.54	\$115.58	\$118.58	\$121.59	\$124.60	\$127.63	\$131.14	\$134.65	\$138.25	\$141.95
		Hourly	\$15.22	\$15.63	\$16.06	\$16.47	\$16.89	\$17.31	\$17.73	\$18.22	\$18.71	\$19.21	\$19.72
XS	6	Annual	\$29,557.00	\$30,347.00	\$31,128.00	\$31,792.00	\$32,700.00	\$33,488.00	\$34,270.00	\$35,213.00	\$36,155.00	\$37,119.00	\$38,111.00
		Bi-Wk	\$1,132.46	\$1,162.73	\$1,192.65	\$1,218.09	\$1,252.88	\$1,283.07	\$1,313.03	\$1,349.16	\$1,385.25	\$1,422.19	\$1,460.20
		Daily	\$113.25	\$116.28	\$119.27	\$121.81	\$125.29	\$128.31	\$131.31	\$134.92	\$138.53	\$142.22	\$146.02
		Hourly	\$15.73	\$16.15	\$16.57	\$16.92	\$17.41	\$17.83	\$18.24	\$18.74	\$19.24	\$19.76	\$20.29
XS	7	Annual	\$30,428.00	\$31,211.00	\$31,999.00	\$32,784.00	\$33,575.00	\$34,361.00	\$35,146.00	\$36,114.00	\$37,075.00	\$38,068.00	\$39,086.00
		Bi-Wk	\$1,165.83	\$1,195.83	\$1,226.02	\$1,256.10	\$1,286.40	\$1,316.52	\$1,346.60	\$1,383.68	\$1,420.50	\$1,458.55	\$1,497.55
		Daily	\$116.59	\$119.59	\$122.61	\$125.61	\$128.64	\$131.66	\$134.66	\$138.37	\$142.05	\$145.86	\$149.76
		Hourly	\$16.20	\$16.61	\$17.03	\$17.45	\$17.87	\$18.29	\$18.71	\$19.22	\$19.73	\$20.26	\$20.80

P-1 XS 36 Hour Pay Plan Effective 06/21/2019

<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>
XS	8	Annual	\$32,700.00	\$33,661.00	\$34,634.00	\$35,589.00	\$36,554.00	\$37,518.00	\$38,487.00	\$39,541.00	\$40,597.00	\$41,685.00	\$42,802.00
		Bi-Wk	\$1,252.88	\$1,289.70	\$1,326.98	\$1,363.57	\$1,400.54	\$1,437.48	\$1,474.60	\$1,514.99	\$1,555.45	\$1,597.13	\$1,639.93
		Daily	\$125.29	\$128.97	\$132.70	\$136.36	\$140.06	\$143.75	\$147.46	\$151.50	\$155.55	\$159.72	\$164.00
		Hourly	\$17.41	\$17.92	\$18.44	\$18.94	\$19.46	\$19.97	\$20.49	\$21.05	\$21.61	\$22.19	\$22.78
XS	9	Annual	\$33,705.00	\$34,662.00	\$35,714.00	\$36,719.00	\$37,726.00	\$38,726.00	\$39,743.00	\$40,835.00	\$41,925.00	\$43,046.00	\$44,200.00
		Bi-Wk	\$1,291.38	\$1,328.05	\$1,368.36	\$1,406.86	\$1,445.45	\$1,483.76	\$1,522.73	\$1,564.56	\$1,606.33	\$1,649.28	\$1,693.49
		Daily	\$129.14	\$132.81	\$136.84	\$140.69	\$144.55	\$148.38	\$152.28	\$156.46	\$160.64	\$164.93	\$169.35
		Hourly	\$17.94	\$18.45	\$19.01	\$19.54	\$20.08	\$20.61	\$21.15	\$21.73	\$22.32	\$22.91	\$23.53
XS	10	Annual	\$34,789.00	\$35,846.00	\$36,889.00	\$37,945.00	\$38,995.00	\$40,064.00	\$41,172.00	\$42,301.00	\$43,436.00	\$44,601.00	\$45,802.00
		Bi-Wk	\$1,332.92	\$1,373.41	\$1,413.38	\$1,453.84	\$1,494.07	\$1,535.02	\$1,577.48	\$1,620.73	\$1,664.22	\$1,708.86	\$1,754.87
		Daily	\$133.30	\$137.35	\$141.34	\$145.39	\$149.41	\$153.51	\$157.75	\$162.08	\$166.43	\$170.89	\$175.49
		Hourly	\$18.52	\$19.08	\$19.64	\$20.20	\$20.76	\$21.32	\$21.91	\$22.52	\$23.12	\$23.74	\$24.38
XS	11	Annual	\$35,896.00	\$36,985.00	\$38,085.00	\$39,176.00	\$40,305.00	\$41,455.00	\$42,607.00	\$43,778.00	\$44,946.00	\$46,154.00	\$47,390.00
		Bi-Wk	\$1,375.33	\$1,417.05	\$1,459.20	\$1,501.00	\$1,544.26	\$1,588.32	\$1,632.46	\$1,677.32	\$1,722.07	\$1,768.36	\$1,815.71
		Daily	\$137.54	\$141.71	\$145.92	\$150.10	\$154.43	\$158.84	\$163.25	\$167.74	\$172.21	\$176.84	\$181.58
		Hourly	\$19.11	\$19.69	\$20.27	\$20.85	\$21.45	\$22.06	\$22.68	\$23.30	\$23.92	\$24.57	\$25.22
XS	12	Annual	\$37,058.00	\$38,203.00	\$39,335.00	\$40,516.00	\$41,709.00	\$42,910.00	\$44,099.00	\$45,312.00	\$46,524.00	\$47,768.00	\$49,049.00
		Bi-Wk	\$1,419.85	\$1,463.72	\$1,507.09	\$1,552.34	\$1,598.05	\$1,644.07	\$1,689.62	\$1,736.10	\$1,782.53	\$1,830.20	\$1,879.28
		Daily	\$141.99	\$146.38	\$150.71	\$155.24	\$159.81	\$164.41	\$168.97	\$173.61	\$178.26	\$183.02	\$187.93
		Hourly	\$19.73	\$20.33	\$20.94	\$21.57	\$22.20	\$22.84	\$23.47	\$24.12	\$24.76	\$25.42	\$26.11
XS	13	Annual	\$39,150.00	\$40,591.00	\$42,054.00	\$43,507.00	\$44,968.00	\$46,418.00	\$47,884.00	\$49,196.00	\$50,515.00	\$51,868.00	\$53,261.00
		Bi-Wk	\$1,500.00	\$1,555.22	\$1,611.27	\$1,666.94	\$1,722.92	\$1,778.47	\$1,834.64	\$1,884.91	\$1,935.45	\$1,987.28	\$2,040.66
		Daily	\$150.00	\$155.53	\$161.13	\$166.70	\$172.30	\$177.85	\$183.47	\$188.50	\$193.55	\$198.73	\$204.07
		Hourly	\$20.84	\$21.61	\$22.38	\$23.16	\$23.93	\$24.71	\$25.49	\$26.18	\$26.89	\$27.61	\$28.35
XS	14	Annual	\$40,977.00	\$42,489.00	\$43,995.00	\$45,497.00	\$47,001.00	\$48,506.00	\$50,003.00	\$51,379.00	\$52,755.00	\$54,168.00	\$55,622.00
		Bi-Wk	\$1,570.00	\$1,627.94	\$1,685.64	\$1,743.19	\$1,800.81	\$1,858.47	\$1,915.83	\$1,968.55	\$2,021.27	\$2,075.41	\$2,131.12
		Daily	\$157.00	\$162.80	\$168.57	\$174.32	\$180.09	\$185.85	\$191.59	\$196.86	\$202.13	\$207.55	\$213.12
		Hourly	\$21.81	\$22.62	\$23.42	\$24.22	\$25.02	\$25.82	\$26.61	\$27.35	\$28.08	\$28.83	\$29.60

P-1 XS 36 Hour Pay Plan Effective 06/21/2019

<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>
XS	15	Annual	\$42,949.00	\$44,498.00	\$46,046.00	\$47,592.00	\$49,143.00	\$50,700.00	\$52,246.00	\$53,684.00	\$55,120.00	\$56,598.00	\$58,112.00
		Bi-Wk	\$1,645.56	\$1,704.91	\$1,764.22	\$1,823.45	\$1,882.88	\$1,942.53	\$2,001.77	\$2,056.86	\$2,111.88	\$2,168.51	\$2,226.52
		Daily	\$164.56	\$170.50	\$176.43	\$182.35	\$188.29	\$194.26	\$200.18	\$205.69	\$211.19	\$216.86	\$222.66
		Hourly	\$22.86	\$23.68	\$24.51	\$25.33	\$26.16	\$26.98	\$27.81	\$28.57	\$29.34	\$30.12	\$30.93
XS	16	Annual	\$45,039.00	\$46,633.00	\$48,234.00	\$49,826.00	\$51,422.00	\$53,021.00	\$54,609.00	\$56,107.00	\$57,610.00	\$59,153.00	\$60,741.00
		Bi-Wk	\$1,725.64	\$1,786.71	\$1,848.05	\$1,909.05	\$1,970.20	\$2,031.46	\$2,092.30	\$2,149.70	\$2,207.28	\$2,266.40	\$2,327.25
		Daily	\$172.57	\$178.68	\$184.81	\$190.91	\$197.02	\$203.15	\$209.23	\$214.97	\$220.73	\$226.64	\$232.73
		Hourly	\$23.97	\$24.82	\$25.67	\$26.52	\$27.37	\$28.22	\$29.06	\$29.86	\$30.66	\$31.48	\$32.33
XS	17	Annual	\$47,267.00	\$48,911.00	\$50,554.00	\$52,192.00	\$53,834.00	\$55,468.00	\$57,117.00	\$58,690.00	\$60,259.00	\$61,872.00	\$63,529.00
		Bi-Wk	\$1,811.00	\$1,873.99	\$1,936.94	\$1,999.70	\$2,062.61	\$2,125.22	\$2,188.40	\$2,248.66	\$2,308.78	\$2,370.58	\$2,434.07
		Daily	\$181.10	\$187.40	\$193.70	\$199.97	\$206.27	\$212.53	\$218.84	\$224.87	\$230.88	\$237.06	\$243.41
		Hourly	\$25.16	\$26.03	\$26.91	\$27.78	\$28.65	\$29.52	\$30.40	\$31.24	\$32.07	\$32.93	\$33.81
XS	18	Annual	\$49,652.00	\$51,338.00	\$53,021.00	\$54,705.00	\$56,378.00	\$58,064.00	\$59,744.00	\$61,386.00	\$63,032.00	\$64,723.00	\$66,463.00
		Bi-Wk	\$1,902.38	\$1,966.98	\$2,031.46	\$2,095.98	\$2,160.08	\$2,224.68	\$2,289.05	\$2,351.96	\$2,415.02	\$2,479.81	\$2,546.48
		Daily	\$190.24	\$196.70	\$203.15	\$209.60	\$216.01	\$222.47	\$228.91	\$235.20	\$241.51	\$247.99	\$254.65
		Hourly	\$26.43	\$27.32	\$28.22	\$29.12	\$30.01	\$30.90	\$31.80	\$32.67	\$33.55	\$34.45	\$35.37
XS	19	Annual	\$52,097.00	\$53,834.00	\$55,564.00	\$57,303.00	\$59,023.00	\$60,753.00	\$62,484.00	\$64,208.00	\$65,923.00	\$67,688.00	\$69,503.00
		Bi-Wk	\$1,996.06	\$2,062.61	\$2,128.89	\$2,195.52	\$2,261.42	\$2,327.71	\$2,394.03	\$2,460.08	\$2,525.79	\$2,593.41	\$2,662.96
		Daily	\$199.61	\$206.27	\$212.89	\$219.56	\$226.15	\$232.78	\$239.41	\$246.01	\$252.58	\$259.35	\$266.30
		Hourly	\$27.73	\$28.65	\$29.57	\$30.50	\$31.41	\$32.33	\$33.26	\$34.17	\$35.09	\$36.02	\$36.99
XS	20	Annual	\$54,754.00	\$56,529.00	\$58,300.00	\$60,070.00	\$61,838.00	\$63,614.00	\$65,387.00	\$67,183.00	\$68,981.00	\$70,830.00	\$72,724.00
		Bi-Wk	\$2,097.86	\$2,165.87	\$2,233.72	\$2,301.54	\$2,369.28	\$2,437.32	\$2,505.25	\$2,574.07	\$2,642.96	\$2,713.80	\$2,786.37
		Daily	\$209.79	\$216.59	\$223.38	\$230.16	\$236.93	\$243.74	\$250.53	\$257.41	\$264.30	\$271.38	\$278.64
		Hourly	\$29.14	\$30.09	\$31.03	\$31.97	\$32.91	\$33.86	\$34.80	\$35.76	\$36.71	\$37.70	\$38.70
XS	21	Annual	\$57,455.00	\$59,275.00	\$61,097.00	\$62,921.00	\$64,744.00	\$66,561.00	\$68,388.00	\$70,266.00	\$72,146.00	\$74,076.00	\$76,061.00
		Bi-Wk	\$2,201.35	\$2,271.08	\$2,340.89	\$2,410.77	\$2,480.62	\$2,550.23	\$2,620.23	\$2,692.19	\$2,764.22	\$2,838.17	\$2,914.22
		Daily	\$220.14	\$227.11	\$234.09	\$241.08	\$248.07	\$255.03	\$262.03	\$269.22	\$276.43	\$283.82	\$291.43
		Hourly	\$30.58	\$31.55	\$32.52	\$33.49	\$34.46	\$35.42	\$36.40	\$37.40	\$38.40	\$39.42	\$40.48

P-1 XS 36 Hour Pay Plan Effective 06/21/2019

<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>
XS	22	Annual	\$59,023.00	\$61,190.00	\$63,355.00	\$65,511.00	\$67,675.00	\$69,838.00	\$71,998.00	\$73,980.00	\$75,959.00	\$77,994.00	\$80,085.00
		Bi-Wk	\$2,261.42	\$2,344.45	\$2,427.40	\$2,510.00	\$2,592.92	\$2,675.79	\$2,758.55	\$2,834.49	\$2,910.31	\$2,988.28	\$3,068.40
		Daily	\$226.15	\$234.45	\$242.74	\$251.00	\$259.30	\$267.58	\$275.86	\$283.45	\$291.04	\$298.83	\$306.84
		Hourly	\$31.41	\$32.57	\$33.72	\$34.87	\$36.02	\$37.17	\$38.32	\$39.37	\$40.43	\$41.51	\$42.62
XS	23	Annual	\$61,823.00	\$64,077.00	\$66,321.00	\$68,578.00	\$70,830.00	\$73,085.00	\$75,340.00	\$77,406.00	\$79,478.00	\$81,609.00	\$83,797.00
		Bi-Wk	\$2,368.70	\$2,455.06	\$2,541.04	\$2,627.51	\$2,713.80	\$2,800.20	\$2,886.60	\$2,965.75	\$3,045.14	\$3,126.79	\$3,210.62
		Daily	\$236.87	\$245.51	\$254.11	\$262.76	\$271.38	\$280.02	\$288.66	\$296.58	\$304.52	\$312.68	\$321.07
		Hourly	\$32.90	\$34.10	\$35.30	\$36.50	\$37.70	\$38.90	\$40.10	\$41.20	\$42.30	\$43.43	\$44.60
XS	24	Annual	\$64,791.00	\$67,142.00	\$69,485.00	\$71,838.00	\$74,190.00	\$76,534.00	\$78,880.00	\$81,045.00	\$83,216.00	\$85,445.00	\$87,732.00
		Bi-Wk	\$2,482.42	\$2,572.50	\$2,662.27	\$2,752.42	\$2,842.53	\$2,932.34	\$3,022.23	\$3,105.18	\$3,188.36	\$3,273.76	\$3,361.38
		Daily	\$248.25	\$257.25	\$266.23	\$275.25	\$284.26	\$293.24	\$302.23	\$310.52	\$318.84	\$327.38	\$336.14
		Hourly	\$34.48	\$35.73	\$36.98	\$38.23	\$39.48	\$40.73	\$41.98	\$43.13	\$44.29	\$45.47	\$46.69
XS	25	Annual	\$67,953.00	\$70,399.00	\$72,821.00	\$75,262.00	\$77,694.00	\$80,133.00	\$82,562.00	\$84,834.00	\$87,105.00	\$89,434.00	\$91,829.00
		Bi-Wk	\$2,603.57	\$2,697.28	\$2,790.08	\$2,883.61	\$2,976.79	\$3,070.23	\$3,163.30	\$3,250.35	\$3,337.36	\$3,426.60	\$3,518.36
		Daily	\$260.36	\$269.73	\$279.01	\$288.37	\$297.68	\$307.03	\$316.33	\$325.04	\$333.74	\$342.66	\$351.84
		Hourly	\$36.17	\$37.47	\$38.76	\$40.06	\$41.35	\$42.65	\$43.94	\$45.15	\$46.36	\$47.60	\$48.87
XS	26	Annual	\$71,305.00	\$73,826.00	\$76,362.00	\$78,880.00	\$81,406.00	\$83,933.00	\$86,453.00	\$88,828.00	\$91,207.00	\$93,654.00	\$96,162.00
		Bi-Wk	\$2,732.00	\$2,828.59	\$2,925.75	\$3,022.23	\$3,119.01	\$3,215.83	\$3,312.38	\$3,403.38	\$3,494.53	\$3,588.28	\$3,684.37
		Daily	\$273.20	\$282.86	\$292.58	\$302.23	\$311.91	\$321.59	\$331.24	\$340.34	\$349.46	\$358.83	\$368.44
		Hourly	\$37.95	\$39.29	\$40.64	\$41.98	\$43.32	\$44.67	\$46.01	\$47.27	\$48.54	\$49.84	\$51.18
XS	27	Annual	\$74,844.00	\$77,457.00	\$80,072.00	\$82,678.00	\$85,294.00	\$87,903.00	\$90,524.00	\$93,011.00	\$95,499.00	\$98,060.00	\$100,689.00
		Bi-Wk	\$2,867.59	\$2,967.71	\$3,067.90	\$3,167.74	\$3,267.97	\$3,367.94	\$3,468.36	\$3,563.64	\$3,658.97	\$3,757.09	\$3,857.82
		Daily	\$286.76	\$296.78	\$306.79	\$316.78	\$326.80	\$336.80	\$346.84	\$356.37	\$365.90	\$375.71	\$385.79
		Hourly	\$39.83	\$41.22	\$42.61	\$44.00	\$45.39	\$46.78	\$48.18	\$49.50	\$50.82	\$52.19	\$53.59
XS	28	Annual	\$78,623.00	\$81,324.00	\$84,034.00	\$86,741.00	\$89,441.00	\$92,134.00	\$94,834.00	\$97,442.00	\$100,052.00	\$102,736.00	\$105,491.00
		Bi-Wk	\$3,012.38	\$3,115.87	\$3,219.70	\$3,323.41	\$3,426.86	\$3,530.04	\$3,633.49	\$3,733.41	\$3,833.41	\$3,936.25	\$4,041.81
		Daily	\$301.24	\$311.59	\$321.97	\$332.35	\$342.69	\$353.01	\$363.35	\$373.35	\$383.35	\$393.63	\$404.19
		Hourly	\$41.84	\$43.28	\$44.72	\$46.16	\$47.60	\$49.03	\$50.47	\$51.86	\$53.25	\$54.68	\$56.14

P-1 XS 36 Hour Pay Plan Effective 06/21/2019

<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>
XS	29	Annual	\$79,377.00	\$82,356.00	\$85,337.00	\$88,317.00	\$91,296.00	\$94,269.00	\$97,251.00	\$99,923.00	\$102,600.00	\$105,345.00	\$108,166.00
		Bi-Wk	\$3,041.27	\$3,155.41	\$3,269.62	\$3,383.80	\$3,497.94	\$3,611.84	\$3,726.10	\$3,828.47	\$3,931.04	\$4,036.21	\$4,144.30
		Daily	\$304.13	\$315.55	\$326.97	\$338.38	\$349.80	\$361.19	\$372.61	\$382.85	\$393.11	\$403.63	\$414.43
		Hourly	\$42.24	\$43.83	\$45.42	\$47.00	\$48.59	\$50.17	\$51.76	\$53.18	\$54.60	\$56.06	\$57.56
XS	30	Annual	\$82,562.00	\$85,628.00	\$88,699.00	\$91,760.00	\$94,822.00	\$97,888.00	\$100,958.00	\$103,733.00	\$106,508.00	\$109,354.00	\$112,278.00
		Bi-Wk	\$3,163.30	\$3,280.77	\$3,398.43	\$3,515.71	\$3,633.03	\$3,750.50	\$3,868.13	\$3,974.45	\$4,080.77	\$4,189.81	\$4,301.84
		Daily	\$316.33	\$328.08	\$339.85	\$351.58	\$363.31	\$375.05	\$386.82	\$397.45	\$408.08	\$418.99	\$430.19
		Hourly	\$43.94	\$45.57	\$47.21	\$48.83	\$50.46	\$52.10	\$53.73	\$55.21	\$56.68	\$58.20	\$59.75
XS	31	Annual	\$85,877.00	\$89,029.00	\$92,184.00	\$95,344.00	\$98,507.00	\$101,658.00	\$104,813.00	\$107,697.00	\$110,574.00	\$113,532.00	\$116,567.00
		Bi-Wk	\$3,290.31	\$3,411.08	\$3,531.96	\$3,653.03	\$3,774.22	\$3,894.95	\$4,015.83	\$4,126.33	\$4,236.56	\$4,349.89	\$4,466.17
		Daily	\$329.04	\$341.11	\$353.20	\$365.31	\$377.43	\$389.50	\$401.59	\$412.64	\$423.66	\$434.99	\$446.62
		Hourly	\$45.70	\$47.38	\$49.06	\$50.74	\$52.42	\$54.10	\$55.78	\$57.32	\$58.85	\$60.42	\$62.04
XS	32	Annual	\$89,318.00	\$92,563.00	\$95,802.00	\$99,042.00	\$102,292.00	\$105,530.00	\$108,782.00	\$111,775.00	\$114,763.00	\$117,835.00	\$120,989.00
		Bi-Wk	\$3,422.15	\$3,546.48	\$3,670.58	\$3,794.72	\$3,919.24	\$4,043.30	\$4,167.90	\$4,282.57	\$4,397.05	\$4,514.76	\$4,635.60
		Daily	\$342.22	\$354.65	\$367.06	\$379.48	\$391.93	\$404.33	\$416.79	\$428.26	\$439.71	\$451.48	\$463.56
		Hourly	\$47.53	\$49.26	\$50.99	\$52.71	\$54.44	\$56.16	\$57.89	\$59.49	\$61.08	\$62.71	\$64.39
XS	33	Annual	\$92,917.00	\$96,250.00	\$99,580.00	\$102,913.00	\$106,246.00	\$109,580.00	\$112,919.00	\$116,025.00	\$119,132.00	\$122,320.00	\$125,595.00
		Bi-Wk	\$3,560.04	\$3,687.74	\$3,815.33	\$3,943.03	\$4,070.73	\$4,198.47	\$4,326.40	\$4,445.41	\$4,564.45	\$4,686.60	\$4,812.07
		Daily	\$356.01	\$368.78	\$381.54	\$394.31	\$407.08	\$419.85	\$432.64	\$444.55	\$456.45	\$468.66	\$481.21
		Hourly	\$49.45	\$51.22	\$53.00	\$54.77	\$56.54	\$58.32	\$60.09	\$61.75	\$63.40	\$65.10	\$66.84
XS	34	Annual	\$96,743.00	\$100,164.00	\$103,592.00	\$107,017.00	\$110,434.00	\$113,863.00	\$117,285.00	\$120,507.00	\$123,734.00	\$127,053.00	\$130,458.00
		Bi-Wk	\$3,706.63	\$3,837.71	\$3,969.05	\$4,100.27	\$4,231.19	\$4,362.57	\$4,493.68	\$4,617.13	\$4,740.77	\$4,867.94	\$4,998.40
		Daily	\$370.67	\$383.78	\$396.91	\$410.03	\$423.12	\$436.26	\$449.37	\$461.72	\$474.08	\$486.80	\$499.84
		Hourly	\$51.49	\$53.31	\$55.13	\$56.95	\$58.77	\$60.60	\$62.42	\$64.13	\$65.85	\$67.62	\$69.43
XS	35	Annual	\$100,717.00	\$104,223.00	\$107,269.00	\$111,250.00	\$114,759.00	\$118,267.00	\$121,311.00	\$124,645.00	\$127,981.00	\$131,408.00	\$134,931.00
		Bi-Wk	\$3,858.89	\$3,993.22	\$4,109.93	\$4,262.46	\$4,396.90	\$4,531.31	\$4,647.94	\$4,775.68	\$4,903.49	\$5,034.79	\$5,169.78
		Daily	\$385.89	\$399.33	\$411.00	\$426.25	\$439.69	\$453.14	\$464.80	\$477.57	\$490.35	\$503.48	\$516.98
		Hourly	\$53.60	\$55.47	\$57.09	\$59.21	\$61.07	\$62.94	\$64.56	\$66.33	\$68.11	\$69.93	\$71.81

P-1 XS 36 Hour Pay Plan Effective 06/21/2019

<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>
XS	36	Annual	\$104,905.00	\$108,502.00	\$112,109.00	\$115,708.00	\$119,314.00	\$122,912.00	\$126,511.00	\$129,991.00	\$133,471.00	\$137,043.00	\$140,712.00
		Bi-Wk	\$4,019.35	\$4,157.17	\$4,295.37	\$4,433.26	\$4,571.42	\$4,709.28	\$4,847.17	\$4,980.50	\$5,113.84	\$5,250.69	\$5,391.27
		Daily	\$401.94	\$415.72	\$429.54	\$443.33	\$457.15	\$470.93	\$484.72	\$498.05	\$511.39	\$525.07	\$539.13
		Hourly	\$55.83	\$57.74	\$59.66	\$61.58	\$63.50	\$65.41	\$67.33	\$69.18	\$71.03	\$72.93	\$74.88
XS	37	Annual	\$109,256.00	\$112,953.00	\$116,653.00	\$120,358.00	\$124,061.00	\$127,760.00	\$131,459.00	\$135,071.00	\$138,686.00	\$142,394.00	\$146,206.00
		Bi-Wk	\$4,186.06	\$4,327.71	\$4,469.47	\$4,611.42	\$4,753.30	\$4,895.02	\$5,036.75	\$5,175.14	\$5,313.64	\$5,455.71	\$5,601.77
		Daily	\$418.61	\$432.78	\$446.95	\$461.15	\$475.33	\$489.51	\$503.68	\$517.52	\$531.37	\$545.58	\$560.18
		Hourly	\$58.14	\$60.11	\$62.08	\$64.05	\$66.02	\$67.99	\$69.96	\$71.88	\$73.81	\$75.78	\$77.81
XS	38	Annual	\$113,770.00	\$117,551.00	\$121,347.00	\$125,130.00	\$128,914.00	\$132,702.00	\$136,491.00	\$140,242.00	\$143,994.00	\$147,848.00	\$151,806.00
		Bi-Wk	\$4,359.01	\$4,503.87	\$4,649.32	\$4,794.26	\$4,939.24	\$5,084.37	\$5,229.55	\$5,373.26	\$5,517.02	\$5,664.68	\$5,816.33
		Daily	\$435.91	\$450.39	\$464.94	\$479.43	\$493.93	\$508.44	\$522.96	\$537.33	\$551.71	\$566.47	\$581.64
		Hourly	\$60.55	\$62.56	\$64.58	\$66.59	\$68.61	\$70.62	\$72.64	\$74.63	\$76.63	\$78.68	\$80.79
XS	39	Annual	\$118,497.00	\$122,373.00	\$126,251.00	\$130,138.00	\$134,013.00	\$138,000.00	\$141,768.00	\$145,664.00	\$149,564.00	\$153,569.00	\$157,684.00
		Bi-Wk	\$4,540.12	\$4,688.63	\$4,837.21	\$4,986.14	\$5,134.60	\$5,287.36	\$5,431.73	\$5,581.00	\$5,730.43	\$5,883.87	\$6,041.54
		Daily	\$454.02	\$468.87	\$483.73	\$498.62	\$513.46	\$528.74	\$543.18	\$558.10	\$573.05	\$588.39	\$604.16
		Hourly	\$63.06	\$65.12	\$67.19	\$69.26	\$71.32	\$73.44	\$75.45	\$77.52	\$79.59	\$81.73	\$83.92
XS	40	Annual	\$123,438.00	\$127,395.00	\$131,362.00	\$135,320.00	\$139,277.00	\$143,240.00	\$147,201.00	\$151,247.00	\$155,299.00	\$159,459.00	\$163,732.00
		Bi-Wk	\$4,729.43	\$4,881.04	\$5,033.03	\$5,184.68	\$5,336.29	\$5,488.13	\$5,639.89	\$5,794.91	\$5,950.16	\$6,109.55	\$6,273.26
		Daily	\$472.95	\$488.11	\$503.31	\$518.47	\$533.63	\$548.82	\$563.99	\$579.50	\$595.02	\$610.96	\$627.33
		Hourly	\$65.69	\$67.80	\$69.91	\$72.01	\$74.12	\$76.23	\$78.34	\$80.49	\$82.65	\$84.86	\$87.13
XS	41	Annual	\$128,600.00	\$132,652.00	\$136,710.00	\$140,770.00	\$144,826.00	\$148,878.00	\$152,932.00	\$157,140.00	\$161,346.00	\$165,663.00	\$170,096.00
		Bi-Wk	\$4,927.21	\$5,082.46	\$5,237.94	\$5,393.49	\$5,548.89	\$5,704.14	\$5,859.47	\$6,020.69	\$6,181.84	\$6,347.25	\$6,517.09
		Daily	\$492.73	\$508.25	\$523.80	\$539.35	\$554.89	\$570.42	\$585.95	\$602.07	\$618.19	\$634.73	\$651.71
		Hourly	\$68.44	\$70.59	\$72.75	\$74.91	\$77.07	\$79.23	\$81.39	\$83.63	\$85.86	\$88.16	\$90.52
XS	42	Annual	\$133,958.00	\$138,110.00	\$142,260.00	\$146,390.00	\$150,547.00	\$154,696.00	\$158,840.00	\$163,211.00	\$167,578.00	\$172,060.00	\$176,664.00
		Bi-Wk	\$5,132.50	\$5,291.58	\$5,450.58	\$5,608.82	\$5,768.09	\$5,927.05	\$6,085.83	\$6,253.30	\$6,420.62	\$6,592.34	\$6,768.74
		Daily	\$513.25	\$529.16	\$545.06	\$560.89	\$576.81	\$592.71	\$608.59	\$625.33	\$642.07	\$659.24	\$676.88
		Hourly	\$71.29	\$73.50	\$75.71	\$77.91	\$80.12	\$82.33	\$84.53	\$86.86	\$89.18	\$91.57	\$94.02

P-1 XS 36 Hour Pay Plan Effective 06/21/2019

<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>
XS	43	Annual	\$139,645.00	\$143,876.00	\$148,108.00	\$152,333.00	\$156,565.00	\$160,790.00	\$165,014.00	\$169,556.00	\$174,091.00	\$178,751.00	\$183,533.00
		Bi-Wk	\$5,350.39	\$5,512.50	\$5,674.64	\$5,836.52	\$5,998.66	\$6,160.54	\$6,322.38	\$6,496.40	\$6,670.16	\$6,848.70	\$7,031.92
		Daily	\$535.04	\$551.25	\$567.47	\$583.66	\$599.87	\$616.06	\$632.24	\$649.64	\$667.02	\$684.87	\$703.20
		Hourly	\$74.32	\$76.57	\$78.82	\$81.07	\$83.32	\$85.57	\$87.82	\$90.23	\$92.65	\$95.13	\$97.67