

P-1 XJ 37.5 Hour Pay Plan Effective 06/30/2023

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XJ | 1 | Annual | \$31,365.00 | \$32,076.00 | \$32,792.00 | \$33,503.00 | \$34,418.00 | \$35,344.00 | \$36,293.00 | \$37,264.00 | \$38,271.00 | \$39,305.00 | \$40,367.00 |
| | | Bi-Wk | \$1,201.73 | \$1,228.97 | \$1,256.40 | \$1,283.64 | \$1,318.70 | \$1,354.18 | \$1,390.54 | \$1,427.74 | \$1,466.33 | \$1,505.94 | \$1,546.63 |
| | | Daily | \$120.18 | \$122.90 | \$125.64 | \$128.37 | \$131.87 | \$135.42 | \$139.06 | \$142.78 | \$146.64 | \$150.60 | \$154.67 |
| | | Hourly | \$16.03 | \$16.39 | \$16.76 | \$17.12 | \$17.59 | \$18.06 | \$18.55 | \$19.04 | \$19.56 | \$20.08 | \$20.63 |
| XJ | 2 | Annual | \$32,792.00 | \$33,503.00 | \$34,213.00 | \$34,919.00 | \$35,881.00 | \$36,839.00 | \$37,823.00 | \$38,834.00 | \$39,882.00 | \$40,959.00 | \$42,065.00 |
| | | Bi-Wk | \$1,256.40 | \$1,283.64 | \$1,310.85 | \$1,337.90 | \$1,374.76 | \$1,411.46 | \$1,449.16 | \$1,487.90 | \$1,528.05 | \$1,569.32 | \$1,611.69 |
| | | Daily | \$125.64 | \$128.37 | \$131.09 | \$133.79 | \$137.48 | \$141.15 | \$144.92 | \$148.79 | \$152.81 | \$156.94 | \$161.17 |
| | | Hourly | \$16.76 | \$17.12 | \$17.48 | \$17.84 | \$18.34 | \$18.82 | \$19.33 | \$19.84 | \$20.38 | \$20.93 | \$21.49 |
| XJ | 3 | Annual | \$33,503.00 | \$34,213.00 | \$34,919.00 | \$35,631.00 | \$36,615.00 | \$37,592.00 | \$38,591.00 | \$39,621.00 | \$40,691.00 | \$41,790.00 | \$42,918.00 |
| | | Bi-Wk | \$1,283.64 | \$1,310.85 | \$1,337.90 | \$1,365.18 | \$1,402.88 | \$1,440.31 | \$1,478.59 | \$1,518.05 | \$1,559.05 | \$1,601.15 | \$1,644.37 |
| | | Daily | \$128.37 | \$131.09 | \$133.79 | \$136.52 | \$140.29 | \$144.04 | \$147.86 | \$151.81 | \$155.91 | \$160.12 | \$164.44 |
| | | Hourly | \$17.12 | \$17.48 | \$17.84 | \$18.21 | \$18.71 | \$19.21 | \$19.72 | \$20.25 | \$20.79 | \$21.35 | \$21.93 |
| XJ | 4 | Annual | \$34,976.00 | \$35,845.00 | \$36,704.00 | \$37,562.00 | \$38,603.00 | \$39,633.00 | \$40,694.00 | \$41,782.00 | \$42,910.00 | \$44,069.00 | \$45,259.00 |
| | | Bi-Wk | \$1,340.08 | \$1,373.38 | \$1,406.29 | \$1,439.16 | \$1,479.05 | \$1,518.51 | \$1,559.16 | \$1,600.85 | \$1,644.07 | \$1,688.47 | \$1,734.07 |
| | | Daily | \$134.01 | \$137.34 | \$140.63 | \$143.92 | \$147.91 | \$151.86 | \$155.92 | \$160.09 | \$164.41 | \$168.85 | \$173.41 |
| | | Hourly | \$17.87 | \$18.32 | \$18.76 | \$19.19 | \$19.73 | \$20.25 | \$20.79 | \$21.35 | \$21.93 | \$22.52 | \$23.13 |
| XJ | 5 | Annual | \$35,935.00 | \$36,844.00 | \$37,759.00 | \$38,679.00 | \$39,739.00 | \$40,806.00 | \$41,893.00 | \$43,018.00 | \$44,180.00 | \$45,373.00 | \$46,599.00 |
| | | Bi-Wk | \$1,376.82 | \$1,411.65 | \$1,446.71 | \$1,481.96 | \$1,522.57 | \$1,563.45 | \$1,605.10 | \$1,648.20 | \$1,692.73 | \$1,738.43 | \$1,785.41 |
| | | Daily | \$137.69 | \$141.17 | \$144.68 | \$148.20 | \$152.26 | \$156.35 | \$160.51 | \$164.82 | \$169.28 | \$173.85 | \$178.55 |
| | | Hourly | \$18.36 | \$18.83 | \$19.29 | \$19.76 | \$20.31 | \$20.85 | \$21.41 | \$21.98 | \$22.57 | \$23.18 | \$23.81 |
| XJ | 6 | Annual | \$36,913.00 | \$37,969.00 | \$38,883.00 | \$39,790.00 | \$40,888.00 | \$41,978.00 | \$43,100.00 | \$44,252.00 | \$45,447.00 | \$46,675.00 | \$47,936.00 |
| | | Bi-Wk | \$1,414.30 | \$1,454.76 | \$1,489.78 | \$1,524.53 | \$1,566.60 | \$1,608.36 | \$1,651.35 | \$1,695.48 | \$1,741.27 | \$1,788.32 | \$1,836.63 |
| | | Daily | \$141.43 | \$145.48 | \$148.98 | \$152.46 | \$156.66 | \$160.84 | \$165.14 | \$169.55 | \$174.13 | \$178.84 | \$183.67 |
| | | Hourly | \$18.86 | \$19.40 | \$19.87 | \$20.33 | \$20.89 | \$21.45 | \$22.02 | \$22.61 | \$23.22 | \$23.85 | \$24.49 |
| XJ | 7 | Annual | \$38,063.00 | \$38,984.00 | \$39,897.00 | \$40,811.00 | \$41,930.00 | \$43,047.00 | \$44,200.00 | \$45,383.00 | \$46,609.00 | \$47,868.00 | \$49,161.00 |
| | | Bi-Wk | \$1,458.36 | \$1,493.64 | \$1,528.63 | \$1,563.64 | \$1,606.52 | \$1,649.32 | \$1,693.49 | \$1,738.82 | \$1,785.79 | \$1,834.03 | \$1,883.57 |
| | | Daily | \$145.84 | \$149.37 | \$152.87 | \$156.37 | \$160.66 | \$164.94 | \$169.35 | \$173.89 | \$178.58 | \$183.41 | \$188.36 |
| | | Hourly | \$19.45 | \$19.92 | \$20.39 | \$20.85 | \$21.43 | \$22.00 | \$22.58 | \$23.19 | \$23.82 | \$24.46 | \$25.12 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XJ | 8 | Annual | \$41,323.00 | \$42,444.00 | \$43,562.00 | \$44,687.00 | \$45,910.00 | \$47,138.00 | \$48,399.00 | \$49,696.00 | \$51,038.00 | \$52,417.00 | \$53,832.00 |
| | | Bi-Wk | \$1,583.26 | \$1,626.21 | \$1,669.05 | \$1,712.15 | \$1,759.01 | \$1,806.06 | \$1,854.37 | \$1,904.07 | \$1,955.48 | \$2,008.32 | \$2,062.53 |
| | | Daily | \$158.33 | \$162.63 | \$166.91 | \$171.22 | \$175.91 | \$180.61 | \$185.44 | \$190.41 | \$195.55 | \$200.84 | \$206.26 |
| | | Hourly | \$21.12 | \$21.69 | \$22.26 | \$22.83 | \$23.46 | \$24.09 | \$24.73 | \$25.39 | \$26.08 | \$26.78 | \$27.51 |
| XJ | 9 | Annual | \$42,633.00 | \$43,803.00 | \$44,965.00 | \$46,146.00 | \$47,415.00 | \$48,681.00 | \$49,982.00 | \$51,318.00 | \$52,704.00 | \$54,128.00 | \$55,589.00 |
| | | Bi-Wk | \$1,633.45 | \$1,678.28 | \$1,722.80 | \$1,768.05 | \$1,816.67 | \$1,865.18 | \$1,915.02 | \$1,966.21 | \$2,019.32 | \$2,073.87 | \$2,129.85 |
| | | Daily | \$163.35 | \$167.83 | \$172.28 | \$176.81 | \$181.67 | \$186.52 | \$191.51 | \$196.63 | \$201.94 | \$207.39 | \$212.99 |
| | | Hourly | \$21.78 | \$22.38 | \$22.98 | \$23.58 | \$24.23 | \$24.87 | \$25.54 | \$26.22 | \$26.93 | \$27.66 | \$28.40 |
| XJ | 10 | Annual | \$44,057.00 | \$45,277.00 | \$46,518.00 | \$47,803.00 | \$49,115.00 | \$50,435.00 | \$51,788.00 | \$53,179.00 | \$54,615.00 | \$56,090.00 | \$57,604.00 |
| | | Bi-Wk | \$1,688.01 | \$1,734.76 | \$1,782.30 | \$1,831.54 | \$1,881.81 | \$1,932.38 | \$1,984.22 | \$2,037.51 | \$2,092.53 | \$2,149.05 | \$2,207.05 |
| | | Daily | \$168.81 | \$173.48 | \$178.23 | \$183.16 | \$188.19 | \$193.24 | \$198.43 | \$203.76 | \$209.26 | \$214.91 | \$220.71 |
| | | Hourly | \$22.51 | \$23.14 | \$23.77 | \$24.43 | \$25.10 | \$25.77 | \$26.46 | \$27.17 | \$27.91 | \$28.66 | \$29.43 |
| XJ | 11 | Annual | \$45,488.00 | \$46,799.00 | \$48,134.00 | \$49,471.00 | \$50,832.00 | \$52,187.00 | \$53,586.00 | \$55,025.00 | \$56,511.00 | \$58,037.00 | \$59,604.00 |
| | | Bi-Wk | \$1,742.84 | \$1,793.07 | \$1,844.22 | \$1,895.45 | \$1,947.59 | \$1,999.51 | \$2,053.11 | \$2,108.24 | \$2,165.18 | \$2,223.64 | \$2,283.68 |
| | | Daily | \$174.29 | \$179.31 | \$184.43 | \$189.55 | \$194.76 | \$199.96 | \$205.32 | \$210.83 | \$216.52 | \$222.37 | \$228.37 |
| | | Hourly | \$23.24 | \$23.91 | \$24.59 | \$25.28 | \$25.97 | \$26.67 | \$27.38 | \$28.11 | \$28.87 | \$29.65 | \$30.45 |
| XJ | 12 | Annual | \$47,045.00 | \$48,427.00 | \$49,822.00 | \$51,203.00 | \$52,612.00 | \$54,018.00 | \$55,462.00 | \$56,951.00 | \$58,489.00 | \$60,069.00 | \$61,691.00 |
| | | Bi-Wk | \$1,802.50 | \$1,855.45 | \$1,908.89 | \$1,961.81 | \$2,015.79 | \$2,069.66 | \$2,124.99 | \$2,182.04 | \$2,240.96 | \$2,301.50 | \$2,363.64 |
| | | Daily | \$180.25 | \$185.55 | \$190.89 | \$196.19 | \$201.58 | \$206.97 | \$212.50 | \$218.21 | \$224.10 | \$230.15 | \$236.37 |
| | | Hourly | \$24.04 | \$24.74 | \$25.46 | \$26.16 | \$26.88 | \$27.60 | \$28.34 | \$29.10 | \$29.88 | \$30.69 | \$31.52 |
| XJ | 13 | Annual | \$50,517.00 | \$52,211.00 | \$53,896.00 | \$55,595.00 | \$57,124.00 | \$58,650.00 | \$60,227.00 | \$61,840.00 | \$63,509.00 | \$65,224.00 | \$66,986.00 |
| | | Bi-Wk | \$1,935.52 | \$2,000.43 | \$2,064.99 | \$2,130.08 | \$2,188.66 | \$2,247.13 | \$2,307.55 | \$2,369.35 | \$2,433.30 | \$2,499.01 | \$2,566.52 |
| | | Daily | \$193.56 | \$200.05 | \$206.50 | \$213.01 | \$218.87 | \$224.72 | \$230.76 | \$236.94 | \$243.33 | \$249.91 | \$256.66 |
| | | Hourly | \$25.81 | \$26.68 | \$27.54 | \$28.41 | \$29.19 | \$29.97 | \$30.77 | \$31.60 | \$32.45 | \$33.33 | \$34.23 |
| XJ | 14 | Annual | \$52,826.00 | \$54,570.00 | \$56,319.00 | \$58,060.00 | \$59,654.00 | \$61,253.00 | \$62,893.00 | \$64,581.00 | \$66,325.00 | \$68,117.00 | \$69,957.00 |
| | | Bi-Wk | \$2,023.99 | \$2,090.81 | \$2,157.82 | \$2,224.53 | \$2,285.60 | \$2,346.86 | \$2,409.70 | \$2,474.37 | \$2,541.19 | \$2,609.85 | \$2,680.35 |
| | | Daily | \$202.40 | \$209.09 | \$215.79 | \$222.46 | \$228.56 | \$234.69 | \$240.97 | \$247.44 | \$254.12 | \$260.99 | \$268.04 |
| | | Hourly | \$26.99 | \$27.88 | \$28.78 | \$29.67 | \$30.48 | \$31.30 | \$32.13 | \$33.00 | \$33.89 | \$34.80 | \$35.74 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XJ | 15 | Annual | \$55,258.00 | \$57,058.00 | \$58,864.00 | \$60,661.00 | \$62,331.00 | \$63,998.00 | \$65,713.00 | \$67,470.00 | \$69,293.00 | \$71,164.00 | \$73,086.00 |
| | | Bi-Wk | \$2,117.17 | \$2,186.14 | \$2,255.33 | \$2,324.18 | \$2,388.17 | \$2,452.04 | \$2,517.74 | \$2,585.06 | \$2,654.91 | \$2,726.60 | \$2,800.23 |
| | | Daily | \$211.72 | \$218.62 | \$225.54 | \$232.42 | \$238.82 | \$245.21 | \$251.78 | \$258.51 | \$265.50 | \$272.66 | \$280.03 |
| | | Hourly | \$28.23 | \$29.15 | \$30.08 | \$30.99 | \$31.85 | \$32.70 | \$33.57 | \$34.47 | \$35.40 | \$36.36 | \$37.34 |
| XJ | 16 | Annual | \$57,855.00 | \$59,706.00 | \$61,563.00 | \$63,404.00 | \$65,144.00 | \$66,889.00 | \$68,681.00 | \$70,525.00 | \$72,429.00 | \$74,385.00 | \$76,394.00 |
| | | Bi-Wk | \$2,216.67 | \$2,287.59 | \$2,358.74 | \$2,429.28 | \$2,495.94 | \$2,562.80 | \$2,631.46 | \$2,702.11 | \$2,775.06 | \$2,850.00 | \$2,926.98 |
| | | Daily | \$221.67 | \$228.76 | \$235.88 | \$242.93 | \$249.60 | \$256.28 | \$263.15 | \$270.22 | \$277.51 | \$285.00 | \$292.70 |
| | | Hourly | \$29.56 | \$30.51 | \$31.45 | \$32.40 | \$33.28 | \$34.18 | \$35.09 | \$36.03 | \$37.01 | \$38.00 | \$39.03 |
| XJ | 17 | Annual | \$60,600.00 | \$62,507.00 | \$64,401.00 | \$66,320.00 | \$68,142.00 | \$69,964.00 | \$71,837.00 | \$73,763.00 | \$75,755.00 | \$77,801.00 | \$79,902.00 |
| | | Bi-Wk | \$2,321.84 | \$2,394.91 | \$2,467.48 | \$2,541.00 | \$2,610.81 | \$2,680.62 | \$2,752.38 | \$2,826.17 | \$2,902.50 | \$2,980.89 | \$3,061.38 |
| | | Daily | \$232.19 | \$239.50 | \$246.75 | \$254.10 | \$261.09 | \$268.07 | \$275.24 | \$282.62 | \$290.25 | \$298.09 | \$306.14 |
| | | Hourly | \$30.96 | \$31.94 | \$32.90 | \$33.88 | \$34.82 | \$35.75 | \$36.70 | \$37.69 | \$38.70 | \$39.75 | \$40.82 |
| XJ | 18 | Annual | \$63,516.00 | \$65,459.00 | \$67,418.00 | \$69,367.00 | \$71,275.00 | \$73,183.00 | \$75,149.00 | \$77,171.00 | \$79,255.00 | \$81,395.00 | \$83,593.00 |
| | | Bi-Wk | \$2,433.57 | \$2,508.01 | \$2,583.07 | \$2,657.74 | \$2,730.85 | \$2,803.95 | \$2,879.28 | \$2,956.75 | \$3,036.60 | \$3,118.59 | \$3,202.80 |
| | | Daily | \$243.36 | \$250.81 | \$258.31 | \$265.78 | \$273.09 | \$280.40 | \$287.93 | \$295.68 | \$303.66 | \$311.86 | \$320.28 |
| | | Hourly | \$32.45 | \$33.45 | \$34.45 | \$35.44 | \$36.42 | \$37.39 | \$38.40 | \$39.43 | \$40.49 | \$41.59 | \$42.71 |
| XJ | 19 | Annual | \$66,533.00 | \$68,529.00 | \$70,540.00 | \$72,550.00 | \$74,549.00 | \$76,540.00 | \$78,592.00 | \$80,700.00 | \$82,879.00 | \$85,118.00 | \$87,417.00 |
| | | Bi-Wk | \$2,549.16 | \$2,625.64 | \$2,702.69 | \$2,779.70 | \$2,856.29 | \$2,932.57 | \$3,011.19 | \$3,091.96 | \$3,175.45 | \$3,261.23 | \$3,349.32 |
| | | Daily | \$254.92 | \$262.57 | \$270.27 | \$277.97 | \$285.63 | \$293.26 | \$301.12 | \$309.20 | \$317.55 | \$326.13 | \$334.94 |
| | | Hourly | \$33.99 | \$35.01 | \$36.04 | \$37.07 | \$38.09 | \$39.11 | \$40.15 | \$41.23 | \$42.34 | \$43.49 | \$44.66 |
| XJ | 20 | Annual | \$69,745.00 | \$71,798.00 | \$73,858.00 | \$75,917.00 | \$78,006.00 | \$80,091.00 | \$82,238.00 | \$84,438.00 | \$86,719.00 | \$89,061.00 | \$91,465.00 |
| | | Bi-Wk | \$2,672.23 | \$2,750.89 | \$2,829.81 | \$2,908.70 | \$2,988.74 | \$3,068.63 | \$3,150.89 | \$3,235.18 | \$3,322.57 | \$3,412.30 | \$3,504.41 |
| | | Daily | \$267.23 | \$275.09 | \$282.99 | \$290.87 | \$298.88 | \$306.87 | \$315.09 | \$323.52 | \$332.26 | \$341.23 | \$350.45 |
| | | Hourly | \$35.63 | \$36.68 | \$37.74 | \$38.79 | \$39.85 | \$40.92 | \$42.02 | \$43.14 | \$44.31 | \$45.50 | \$46.73 |
| XJ | 21 | Annual | \$73,055.00 | \$75,171.00 | \$77,283.00 | \$79,402.00 | \$81,582.00 | \$83,767.00 | \$86,008.00 | \$88,312.00 | \$90,698.00 | \$93,147.00 | \$95,663.00 |
| | | Bi-Wk | \$2,799.05 | \$2,880.12 | \$2,961.04 | \$3,042.23 | \$3,125.75 | \$3,209.47 | \$3,295.33 | \$3,383.61 | \$3,475.02 | \$3,568.86 | \$3,665.25 |
| | | Daily | \$279.91 | \$288.02 | \$296.11 | \$304.23 | \$312.58 | \$320.95 | \$329.54 | \$338.37 | \$347.51 | \$356.89 | \$366.53 |
| | | Hourly | \$37.33 | \$38.41 | \$39.49 | \$40.57 | \$41.68 | \$42.80 | \$43.94 | \$45.12 | \$46.34 | \$47.59 | \$48.87 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XJ | 22 | Annual | \$76,063.00 | \$78,574.00 | \$81,087.00 | \$83,595.00 | \$85,893.00 | \$88,193.00 | \$90,557.00 | \$92,981.00 | \$95,493.00 | \$98,071.00 | \$100,720.00 |
| | | Bi-Wk | \$2,914.30 | \$3,010.50 | \$3,106.79 | \$3,202.88 | \$3,290.92 | \$3,379.05 | \$3,469.62 | \$3,562.50 | \$3,658.74 | \$3,757.51 | \$3,859.01 |
| | | Daily | \$291.43 | \$301.05 | \$310.68 | \$320.29 | \$329.10 | \$337.91 | \$346.97 | \$356.25 | \$365.88 | \$375.76 | \$385.91 |
| | | Hourly | \$38.86 | \$40.14 | \$41.43 | \$42.71 | \$43.88 | \$45.06 | \$46.27 | \$47.50 | \$48.79 | \$50.11 | \$51.46 |
| XJ | 23 | Annual | \$79,622.00 | \$82,238.00 | \$84,855.00 | \$87,474.00 | \$89,872.00 | \$92,278.00 | \$94,753.00 | \$97,293.00 | \$99,921.00 | \$102,619.00 | \$105,391.00 |
| | | Bi-Wk | \$3,050.66 | \$3,150.89 | \$3,251.15 | \$3,351.50 | \$3,443.38 | \$3,535.56 | \$3,630.39 | \$3,727.71 | \$3,828.40 | \$3,931.77 | \$4,037.97 |
| | | Daily | \$305.07 | \$315.09 | \$325.12 | \$335.15 | \$344.34 | \$353.56 | \$363.04 | \$372.78 | \$382.84 | \$393.18 | \$403.80 |
| | | Hourly | \$40.68 | \$42.02 | \$43.35 | \$44.69 | \$45.92 | \$47.15 | \$48.41 | \$49.71 | \$51.05 | \$52.43 | \$53.84 |
| XJ | 24 | Annual | \$83,407.00 | \$86,138.00 | \$88,860.00 | \$91,584.00 | \$94,098.00 | \$96,619.00 | \$99,206.00 | \$101,861.00 | \$104,612.00 | \$107,437.00 | \$110,339.00 |
| | | Bi-Wk | \$3,195.68 | \$3,300.31 | \$3,404.60 | \$3,508.97 | \$3,605.29 | \$3,701.88 | \$3,801.00 | \$3,902.73 | \$4,008.13 | \$4,116.37 | \$4,227.55 |
| | | Daily | \$319.57 | \$330.04 | \$340.46 | \$350.90 | \$360.53 | \$370.19 | \$380.10 | \$390.28 | \$400.82 | \$411.64 | \$422.76 |
| | | Hourly | \$42.61 | \$44.01 | \$45.40 | \$46.79 | \$48.08 | \$49.36 | \$50.68 | \$52.04 | \$53.45 | \$54.89 | \$56.37 |
| XJ | 25 | Annual | \$87,383.00 | \$90,208.00 | \$93,040.00 | \$95,860.00 | \$98,497.00 | \$101,131.00 | \$103,839.00 | \$106,617.00 | \$109,496.00 | \$112,453.00 | \$115,490.00 |
| | | Bi-Wk | \$3,348.01 | \$3,456.25 | \$3,564.76 | \$3,672.80 | \$3,773.84 | \$3,874.76 | \$3,978.51 | \$4,084.95 | \$4,195.25 | \$4,308.55 | \$4,424.91 |
| | | Daily | \$334.81 | \$345.63 | \$356.48 | \$367.28 | \$377.39 | \$387.48 | \$397.86 | \$408.50 | \$419.53 | \$430.86 | \$442.50 |
| | | Hourly | \$44.65 | \$46.09 | \$47.54 | \$48.98 | \$50.32 | \$51.67 | \$53.05 | \$54.47 | \$55.94 | \$57.45 | \$59.00 |
| XJ | 26 | Annual | \$91,584.00 | \$94,518.00 | \$97,451.00 | \$100,377.00 | \$103,136.00 | \$105,895.00 | \$108,736.00 | \$111,649.00 | \$114,663.00 | \$117,760.00 | \$120,939.00 |
| | | Bi-Wk | \$3,508.97 | \$3,621.38 | \$3,733.76 | \$3,845.87 | \$3,951.58 | \$4,057.28 | \$4,166.14 | \$4,277.74 | \$4,393.22 | \$4,511.88 | \$4,633.68 |
| | | Daily | \$350.90 | \$362.14 | \$373.38 | \$384.59 | \$395.16 | \$405.73 | \$416.62 | \$427.78 | \$439.33 | \$451.19 | \$463.37 |
| | | Hourly | \$46.79 | \$48.29 | \$49.79 | \$51.28 | \$52.69 | \$54.10 | \$55.55 | \$57.04 | \$58.58 | \$60.16 | \$61.79 |
| XJ | 27 | Annual | \$95,994.00 | \$99,032.00 | \$102,059.00 | \$105,102.00 | \$107,989.00 | \$110,877.00 | \$113,853.00 | \$116,904.00 | \$120,061.00 | \$123,303.00 | \$126,632.00 |
| | | Bi-Wk | \$3,677.94 | \$3,794.33 | \$3,910.31 | \$4,026.90 | \$4,137.51 | \$4,248.17 | \$4,362.19 | \$4,479.09 | \$4,600.04 | \$4,724.26 | \$4,851.81 |
| | | Daily | \$367.80 | \$379.44 | \$391.04 | \$402.69 | \$413.76 | \$424.82 | \$436.22 | \$447.91 | \$460.01 | \$472.43 | \$485.19 |
| | | Hourly | \$49.04 | \$50.60 | \$52.14 | \$53.70 | \$55.17 | \$56.65 | \$58.17 | \$59.73 | \$61.34 | \$63.00 | \$64.70 |
| XJ | 28 | Annual | \$100,709.00 | \$103,843.00 | \$106,974.00 | \$110,106.00 | \$113,136.00 | \$116,165.00 | \$119,281.00 | \$122,480.00 | \$125,787.00 | \$129,184.00 | \$132,672.00 |
| | | Bi-Wk | \$3,858.59 | \$3,978.66 | \$4,098.63 | \$4,218.63 | \$4,334.72 | \$4,450.77 | \$4,570.16 | \$4,692.73 | \$4,819.43 | \$4,949.58 | \$5,083.22 |
| | | Daily | \$385.86 | \$397.87 | \$409.87 | \$421.87 | \$433.48 | \$445.08 | \$457.02 | \$469.28 | \$481.95 | \$494.96 | \$508.33 |
| | | Hourly | \$51.45 | \$53.05 | \$54.65 | \$56.25 | \$57.80 | \$59.35 | \$60.94 | \$62.57 | \$64.26 | \$66.00 | \$67.78 |

P-1 XJ 37.5 Hour Pay Plan Effective 06/30/2023

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XJ | 29 | Annual | \$102,540.00 | \$105,999.00 | \$109,451.00 | \$112,912.00 | \$116,013.00 | \$119,123.00 | \$122,312.00 | \$125,587.00 | \$128,978.00 | \$132,461.00 | \$136,038.00 |
| | | Bi-Wk | \$3,928.74 | \$4,061.27 | \$4,193.53 | \$4,326.14 | \$4,444.95 | \$4,564.10 | \$4,686.29 | \$4,811.77 | \$4,941.69 | \$5,075.14 | \$5,212.19 |
| | | Daily | \$392.88 | \$406.13 | \$419.36 | \$432.62 | \$444.50 | \$456.41 | \$468.63 | \$481.18 | \$494.17 | \$507.52 | \$521.22 |
| | | Hourly | \$52.39 | \$54.16 | \$55.92 | \$57.69 | \$59.27 | \$60.86 | \$62.49 | \$64.16 | \$65.89 | \$67.67 | \$69.50 |
| XJ | 30 | Annual | \$106,539.00 | \$110,095.00 | \$113,651.00 | \$117,217.00 | \$120,439.00 | \$123,660.00 | \$126,966.00 | \$130,361.00 | \$133,881.00 | \$137,496.00 | \$141,209.00 |
| | | Bi-Wk | \$4,081.96 | \$4,218.20 | \$4,354.45 | \$4,491.08 | \$4,614.53 | \$4,737.94 | \$4,864.60 | \$4,994.68 | \$5,129.55 | \$5,268.05 | \$5,410.31 |
| | | Daily | \$408.20 | \$421.82 | \$435.45 | \$449.11 | \$461.46 | \$473.80 | \$486.46 | \$499.47 | \$512.96 | \$526.81 | \$541.04 |
| | | Hourly | \$54.43 | \$56.25 | \$58.06 | \$59.89 | \$61.53 | \$63.18 | \$64.87 | \$66.60 | \$68.40 | \$70.25 | \$72.14 |
| XJ | 31 | Annual | \$110,698.00 | \$114,369.00 | \$118,028.00 | \$121,693.00 | \$125,042.00 | \$128,382.00 | \$131,817.00 | \$135,338.00 | \$138,993.00 | \$142,746.00 | \$146,601.00 |
| | | Bi-Wk | \$4,241.31 | \$4,381.96 | \$4,522.15 | \$4,662.57 | \$4,790.89 | \$4,918.86 | \$5,050.46 | \$5,185.37 | \$5,325.41 | \$5,469.20 | \$5,616.90 |
| | | Daily | \$424.14 | \$438.20 | \$452.22 | \$466.26 | \$479.09 | \$491.89 | \$505.05 | \$518.54 | \$532.55 | \$546.92 | \$561.69 |
| | | Hourly | \$56.56 | \$58.43 | \$60.30 | \$62.17 | \$63.88 | \$65.59 | \$67.34 | \$69.14 | \$71.01 | \$72.93 | \$74.90 |
| XJ | 32 | Annual | \$114,991.00 | \$118,766.00 | \$122,525.00 | \$126,299.00 | \$129,777.00 | \$133,248.00 | \$136,812.00 | \$140,473.00 | \$144,266.00 | \$148,162.00 | \$152,163.00 |
| | | Bi-Wk | \$4,405.79 | \$4,550.43 | \$4,694.45 | \$4,839.05 | \$4,972.30 | \$5,105.29 | \$5,241.84 | \$5,382.11 | \$5,527.44 | \$5,676.71 | \$5,830.00 |
| | | Daily | \$440.58 | \$455.05 | \$469.45 | \$483.91 | \$497.23 | \$510.53 | \$524.19 | \$538.22 | \$552.75 | \$567.68 | \$583.00 |
| | | Hourly | \$58.75 | \$60.68 | \$62.60 | \$64.53 | \$66.30 | \$68.08 | \$69.90 | \$71.77 | \$73.70 | \$75.69 | \$77.74 |
| XJ | 33 | Annual | \$119,487.00 | \$123,356.00 | \$127,229.00 | \$131,105.00 | \$134,712.00 | \$138,319.00 | \$142,018.00 | \$145,822.00 | \$149,760.00 | \$153,804.00 | \$157,957.00 |
| | | Bi-Wk | \$4,578.05 | \$4,726.29 | \$4,874.68 | \$5,023.19 | \$5,161.38 | \$5,299.58 | \$5,441.31 | \$5,587.05 | \$5,737.94 | \$5,892.88 | \$6,052.00 |
| | | Daily | \$457.81 | \$472.63 | \$487.47 | \$502.32 | \$516.14 | \$529.96 | \$544.14 | \$558.71 | \$573.80 | \$589.29 | \$605.20 |
| | | Hourly | \$61.05 | \$63.02 | \$65.00 | \$66.98 | \$68.82 | \$70.67 | \$72.56 | \$74.50 | \$76.51 | \$78.58 | \$80.70 |
| XJ | 34 | Annual | \$124,250.00 | \$128,219.00 | \$132,199.00 | \$136,171.00 | \$139,914.00 | \$143,662.00 | \$147,515.00 | \$151,469.00 | \$155,559.00 | \$159,759.00 | \$164,073.00 |
| | | Bi-Wk | \$4,760.54 | \$4,912.61 | \$5,065.10 | \$5,217.28 | \$5,360.69 | \$5,504.30 | \$5,651.92 | \$5,803.41 | \$5,960.12 | \$6,121.04 | \$6,286.33 |
| | | Daily | \$476.06 | \$491.27 | \$506.51 | \$521.73 | \$536.07 | \$550.43 | \$565.20 | \$580.35 | \$596.02 | \$612.11 | \$628.64 |
| | | Hourly | \$63.48 | \$65.51 | \$67.54 | \$69.57 | \$71.48 | \$73.40 | \$75.36 | \$77.38 | \$79.47 | \$81.62 | \$83.82 |
| XJ | 35 | Annual | \$129,168.00 | \$133,241.00 | \$137,312.00 | \$140,848.00 | \$144,719.00 | \$148,593.00 | \$152,570.00 | \$156,661.00 | \$160,892.00 | \$165,237.00 | \$169,698.00 |
| | | Bi-Wk | \$4,948.97 | \$5,105.02 | \$5,261.00 | \$5,396.48 | \$5,544.79 | \$5,693.22 | \$5,845.60 | \$6,002.34 | \$6,164.45 | \$6,330.92 | \$6,501.84 |
| | | Daily | \$494.90 | \$510.51 | \$526.10 | \$539.65 | \$554.48 | \$569.33 | \$584.56 | \$600.24 | \$616.45 | \$633.10 | \$650.19 |
| | | Hourly | \$65.99 | \$68.07 | \$70.15 | \$71.96 | \$73.94 | \$75.91 | \$77.95 | \$80.04 | \$82.20 | \$84.42 | \$86.70 |

P-1 XJ 37.5 Hour Pay Plan Effective 06/30/2023

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XJ | 36 | Annual | \$134,343.00 | \$138,529.00 | \$142,707.00 | \$146,885.00 | \$150,927.00 | \$154,966.00 | \$159,113.00 | \$163,371.00 | \$167,783.00 | \$172,313.00 | \$176,966.00 |
| | | Bi-Wk | \$5,147.25 | \$5,307.63 | \$5,467.71 | \$5,627.78 | \$5,782.65 | \$5,937.40 | \$6,096.29 | \$6,259.43 | \$6,428.47 | \$6,602.04 | \$6,780.31 |
| | | Daily | \$514.73 | \$530.77 | \$546.78 | \$562.78 | \$578.27 | \$593.74 | \$609.63 | \$625.95 | \$642.85 | \$660.21 | \$678.04 |
| | | Hourly | \$68.63 | \$70.77 | \$72.91 | \$75.04 | \$77.11 | \$79.17 | \$81.29 | \$83.46 | \$85.72 | \$88.03 | \$90.41 |
| XJ | 37 | Annual | \$139,742.00 | \$144,039.00 | \$148,335.00 | \$152,630.00 | \$156,825.00 | \$161,020.00 | \$165,325.00 | \$169,750.00 | \$174,334.00 | \$179,041.00 | \$183,876.00 |
| | | Bi-Wk | \$5,354.10 | \$5,518.74 | \$5,683.34 | \$5,847.90 | \$6,008.63 | \$6,169.35 | \$6,334.30 | \$6,503.84 | \$6,679.47 | \$6,859.81 | \$7,045.06 |
| | | Daily | \$535.41 | \$551.88 | \$568.34 | \$584.79 | \$600.87 | \$616.94 | \$633.43 | \$650.39 | \$667.95 | \$685.99 | \$704.51 |
| | | Hourly | \$71.39 | \$73.59 | \$75.78 | \$77.98 | \$80.12 | \$82.26 | \$84.46 | \$86.72 | \$89.06 | \$91.47 | \$93.94 |
| XJ | 38 | Annual | \$145,283.00 | \$149,676.00 | \$154,074.00 | \$158,474.00 | \$162,825.00 | \$167,183.00 | \$171,656.00 | \$176,251.00 | \$181,010.00 | \$185,899.00 | \$190,918.00 |
| | | Bi-Wk | \$5,566.40 | \$5,734.72 | \$5,903.22 | \$6,071.81 | \$6,238.51 | \$6,405.48 | \$6,576.86 | \$6,752.92 | \$6,935.25 | \$7,122.57 | \$7,314.87 |
| | | Daily | \$556.64 | \$573.48 | \$590.33 | \$607.19 | \$623.86 | \$640.55 | \$657.69 | \$675.30 | \$693.53 | \$712.26 | \$731.49 |
| | | Hourly | \$74.22 | \$76.47 | \$78.71 | \$80.96 | \$83.19 | \$85.41 | \$87.70 | \$90.04 | \$92.47 | \$94.97 | \$97.54 |
| XJ | 39 | Annual | \$151,095.00 | \$155,593.00 | \$160,225.00 | \$164,599.00 | \$169,122.00 | \$173,651.00 | \$178,300.00 | \$183,077.00 | \$188,020.00 | \$193,097.00 | \$198,311.00 |
| | | Bi-Wk | \$5,789.09 | \$5,961.42 | \$6,138.89 | \$6,306.48 | \$6,479.78 | \$6,653.30 | \$6,831.42 | \$7,014.45 | \$7,203.84 | \$7,398.36 | \$7,598.13 |
| | | Daily | \$578.91 | \$596.15 | \$613.89 | \$630.65 | \$647.98 | \$665.33 | \$683.15 | \$701.45 | \$720.39 | \$739.84 | \$759.82 |
| | | Hourly | \$77.19 | \$79.49 | \$81.86 | \$84.09 | \$86.40 | \$88.72 | \$91.09 | \$93.53 | \$96.06 | \$98.65 | \$101.31 |
| XJ | 40 | Annual | \$157,110.00 | \$161,706.00 | \$166,307.00 | \$170,907.00 | \$175,603.00 | \$180,307.00 | \$185,142.00 | \$190,101.00 | \$195,234.00 | \$200,506.00 | \$205,920.00 |
| | | Bi-Wk | \$6,019.55 | \$6,195.64 | \$6,371.92 | \$6,548.17 | \$6,728.09 | \$6,908.32 | \$7,093.57 | \$7,283.57 | \$7,480.23 | \$7,682.23 | \$7,889.66 |
| | | Daily | \$601.96 | \$619.57 | \$637.20 | \$654.82 | \$672.81 | \$690.84 | \$709.36 | \$728.36 | \$748.03 | \$768.23 | \$788.97 |
| | | Hourly | \$80.27 | \$82.61 | \$84.96 | \$87.31 | \$89.71 | \$92.12 | \$94.59 | \$97.12 | \$99.74 | \$102.43 | \$105.20 |
| XJ | 41 | Annual | \$163,441.00 | \$168,149.00 | \$172,854.00 | \$177,562.00 | \$182,446.00 | \$187,328.00 | \$192,341.00 | \$197,488.00 | \$202,821.00 | \$208,298.00 | \$213,922.00 |
| | | Bi-Wk | \$6,262.11 | \$6,442.50 | \$6,622.76 | \$6,803.15 | \$6,990.27 | \$7,177.32 | \$7,369.39 | \$7,566.60 | \$7,770.92 | \$7,980.77 | \$8,196.25 |
| | | Daily | \$626.22 | \$644.25 | \$662.28 | \$680.32 | \$699.03 | \$717.74 | \$736.94 | \$756.66 | \$777.10 | \$798.08 | \$819.63 |
| | | Hourly | \$83.50 | \$85.90 | \$88.31 | \$90.71 | \$93.21 | \$95.70 | \$98.26 | \$100.89 | \$103.62 | \$106.42 | \$109.29 |
| XJ | 42 | Annual | \$169,966.00 | \$174,791.00 | \$179,607.00 | \$184,422.00 | \$189,495.00 | \$194,565.00 | \$199,769.00 | \$205,112.00 | \$210,650.00 | \$216,338.00 | \$222,179.00 |
| | | Bi-Wk | \$6,512.11 | \$6,696.98 | \$6,881.50 | \$7,065.98 | \$7,260.35 | \$7,454.60 | \$7,653.99 | \$7,858.70 | \$8,070.89 | \$8,288.82 | \$8,512.61 |
| | | Daily | \$651.22 | \$669.70 | \$688.15 | \$706.60 | \$726.04 | \$745.46 | \$765.40 | \$785.87 | \$807.09 | \$828.89 | \$851.27 |
| | | Hourly | \$86.83 | \$89.30 | \$91.76 | \$94.22 | \$96.81 | \$99.40 | \$102.06 | \$104.79 | \$107.62 | \$110.52 | \$113.51 |

P-1 XJ 37.5 Hour Pay Plan Effective 06/30/2023

| <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> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| XJ | 43 | Annual | \$176,863.00 | \$181,779.00 | \$186,684.00 | \$191,587.00 | \$196,861.00 | \$202,127.00 | \$207,535.00 | \$213,090.00 | \$218,844.00 | \$224,753.00 | \$230,822.00 |
| | | Bi-Wk | \$6,776.37 | \$6,964.72 | \$7,152.65 | \$7,340.50 | \$7,542.57 | \$7,744.33 | \$7,951.54 | \$8,164.37 | \$8,384.83 | \$8,611.23 | \$8,843.76 |
| | | Daily | \$677.64 | \$696.48 | \$715.27 | \$734.05 | \$754.26 | \$774.44 | \$795.16 | \$816.44 | \$838.49 | \$861.13 | \$884.38 |
| | | Hourly | \$90.36 | \$92.87 | \$95.37 | \$97.88 | \$100.57 | \$103.26 | \$106.03 | \$108.86 | \$111.80 | \$114.82 | \$117.92 |