

P-1 XC 37.5 Hour Pay Plan Effective 06/19/2020

<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	\$27,139.00	\$27,806.00	\$28,464.00	\$29,124.00	\$29,784.00	\$30,449.00	\$31,109.00	\$31,960.00	\$32,819.00	\$33,700.00	\$34,602.00
		Bi-Wk	\$1,039.81	\$1,065.37	\$1,090.58	\$1,115.87	\$1,141.15	\$1,166.63	\$1,191.92	\$1,224.53	\$1,257.44	\$1,291.19	\$1,325.75
		Daily	\$103.99	\$106.54	\$109.06	\$111.59	\$114.12	\$116.67	\$119.20	\$122.46	\$125.75	\$129.12	\$132.58
		Hourly	\$13.87	\$14.21	\$14.55	\$14.88	\$15.22	\$15.56	\$15.90	\$16.33	\$16.77	\$17.22	\$17.68
XC	2	Annual	\$28,464.00	\$29,124.00	\$29,784.00	\$30,449.00	\$31,109.00	\$31,768.00	\$32,425.00	\$33,318.00	\$34,207.00	\$35,121.00	\$36,059.00
		Bi-Wk	\$1,090.58	\$1,115.87	\$1,141.15	\$1,166.63	\$1,191.92	\$1,217.17	\$1,242.34	\$1,276.56	\$1,310.62	\$1,345.64	\$1,381.58
		Daily	\$109.06	\$111.59	\$114.12	\$116.67	\$119.20	\$121.72	\$124.24	\$127.66	\$131.07	\$134.57	\$138.16
		Hourly	\$14.55	\$14.88	\$15.22	\$15.56	\$15.90	\$16.23	\$16.57	\$17.03	\$17.48	\$17.95	\$18.43
XC	3	Annual	\$29,124.00	\$29,784.00	\$30,449.00	\$31,109.00	\$31,768.00	\$32,425.00	\$33,085.00	\$33,999.00	\$34,907.00	\$35,834.00	\$36,791.00
		Bi-Wk	\$1,115.87	\$1,141.15	\$1,166.63	\$1,191.92	\$1,217.17	\$1,242.34	\$1,267.63	\$1,302.65	\$1,337.44	\$1,372.96	\$1,409.62
		Daily	\$111.59	\$114.12	\$116.67	\$119.20	\$121.72	\$124.24	\$126.77	\$130.27	\$133.75	\$137.30	\$140.97
		Hourly	\$14.88	\$15.22	\$15.56	\$15.90	\$16.23	\$16.57	\$16.91	\$17.37	\$17.84	\$18.31	\$18.80
XC	4	Annual	\$30,067.00	\$30,871.00	\$31,666.00	\$32,477.00	\$33,284.00	\$34,081.00	\$34,879.00	\$35,845.00	\$36,801.00	\$37,787.00	\$38,797.00
		Bi-Wk	\$1,152.00	\$1,182.80	\$1,213.26	\$1,244.33	\$1,275.25	\$1,305.79	\$1,336.37	\$1,373.38	\$1,410.00	\$1,447.78	\$1,486.48
		Daily	\$115.20	\$118.28	\$121.33	\$124.44	\$127.53	\$130.58	\$133.64	\$137.34	\$141.00	\$144.78	\$148.65
		Hourly	\$15.36	\$15.78	\$16.18	\$16.60	\$17.01	\$17.42	\$17.82	\$18.32	\$18.80	\$19.31	\$19.82
XC	5	Annual	\$30,819.00	\$31,666.00	\$32,522.00	\$33,367.00	\$34,212.00	\$35,062.00	\$35,916.00	\$36,900.00	\$37,891.00	\$38,901.00	\$39,945.00
		Bi-Wk	\$1,180.81	\$1,213.26	\$1,246.06	\$1,278.43	\$1,310.81	\$1,343.38	\$1,376.10	\$1,413.80	\$1,451.77	\$1,490.46	\$1,530.46
		Daily	\$118.09	\$121.33	\$124.61	\$127.85	\$131.09	\$134.34	\$137.61	\$141.38	\$145.18	\$149.05	\$153.05
		Hourly	\$15.75	\$16.18	\$16.62	\$17.05	\$17.48	\$17.92	\$18.35	\$18.86	\$19.36	\$19.88	\$20.41
XC	6	Annual	\$31,866.00	\$32,717.00	\$33,561.00	\$34,276.00	\$35,256.00	\$36,105.00	\$36,948.00	\$37,967.00	\$38,980.00	\$40,021.00	\$41,091.00
		Bi-Wk	\$1,220.92	\$1,253.53	\$1,285.87	\$1,313.26	\$1,350.81	\$1,383.34	\$1,415.64	\$1,454.68	\$1,493.49	\$1,533.38	\$1,574.37
		Daily	\$122.10	\$125.36	\$128.59	\$131.33	\$135.09	\$138.34	\$141.57	\$145.47	\$149.35	\$153.34	\$157.44
		Hourly	\$16.28	\$16.72	\$17.15	\$17.52	\$18.02	\$18.45	\$18.88	\$19.40	\$19.92	\$20.45	\$21.00
XC	7	Annual	\$32,805.00	\$33,651.00	\$34,499.00	\$35,344.00	\$36,200.00	\$37,046.00	\$37,895.00	\$38,935.00	\$39,972.00	\$41,042.00	\$42,142.00
		Bi-Wk	\$1,256.90	\$1,289.32	\$1,321.81	\$1,354.18	\$1,386.98	\$1,419.39	\$1,451.92	\$1,491.77	\$1,531.50	\$1,572.50	\$1,614.64
		Daily	\$125.69	\$128.94	\$132.19	\$135.42	\$138.70	\$141.94	\$145.20	\$149.18	\$153.15	\$157.25	\$161.47
		Hourly	\$16.76	\$17.20	\$17.63	\$18.06	\$18.50	\$18.93	\$19.36	\$19.90	\$20.42	\$20.97	\$21.53

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XC	8	Annual	\$35,256.00	\$36,292.00	\$37,339.00	\$38,371.00	\$39,412.00	\$40,450.00	\$41,495.00	\$42,631.00	\$43,771.00	\$44,942.00	\$46,146.00
		Bi-Wk	\$1,350.81	\$1,390.50	\$1,430.62	\$1,470.16	\$1,510.04	\$1,549.81	\$1,589.85	\$1,633.38	\$1,677.05	\$1,721.92	\$1,768.05
		Daily	\$135.09	\$139.05	\$143.07	\$147.02	\$151.01	\$154.99	\$158.99	\$163.34	\$167.71	\$172.20	\$176.81
		Hourly	\$18.02	\$18.54	\$19.08	\$19.61	\$20.14	\$20.67	\$21.20	\$21.78	\$22.37	\$22.96	\$23.58
XC	9	Annual	\$36,341.00	\$37,370.00	\$38,507.00	\$39,588.00	\$40,674.00	\$41,754.00	\$42,849.00	\$44,028.00	\$45,203.00	\$46,411.00	\$47,652.00
		Bi-Wk	\$1,392.38	\$1,431.81	\$1,475.37	\$1,516.79	\$1,558.40	\$1,599.78	\$1,641.73	\$1,686.90	\$1,731.92	\$1,778.20	\$1,825.75
		Daily	\$139.24	\$143.19	\$147.54	\$151.68	\$155.84	\$159.98	\$164.18	\$168.69	\$173.20	\$177.82	\$182.58
		Hourly	\$18.57	\$19.10	\$19.68	\$20.23	\$20.78	\$21.34	\$21.89	\$22.50	\$23.10	\$23.71	\$24.35
XC	10	Annual	\$37,508.00	\$38,648.00	\$39,772.00	\$40,910.00	\$42,042.00	\$43,196.00	\$44,389.00	\$45,607.00	\$46,832.00	\$48,088.00	\$49,380.00
		Bi-Wk	\$1,437.09	\$1,480.77	\$1,523.84	\$1,567.44	\$1,610.81	\$1,655.02	\$1,700.73	\$1,747.40	\$1,794.33	\$1,842.46	\$1,891.96
		Daily	\$143.71	\$148.08	\$152.39	\$156.75	\$161.09	\$165.51	\$170.08	\$174.74	\$179.44	\$184.25	\$189.20
		Hourly	\$19.17	\$19.75	\$20.32	\$20.90	\$21.48	\$22.07	\$22.68	\$23.30	\$23.93	\$24.57	\$25.23
XC	11	Annual	\$38,702.00	\$39,875.00	\$41,062.00	\$42,239.00	\$43,456.00	\$44,696.00	\$45,937.00	\$47,201.00	\$48,460.00	\$49,759.00	\$51,094.00
		Bi-Wk	\$1,482.84	\$1,527.78	\$1,573.26	\$1,618.36	\$1,664.99	\$1,712.50	\$1,760.04	\$1,808.47	\$1,856.71	\$1,906.48	\$1,957.63
		Daily	\$148.29	\$152.78	\$157.33	\$161.84	\$166.50	\$171.25	\$176.01	\$180.85	\$185.68	\$190.65	\$195.77
		Hourly	\$19.78	\$20.38	\$20.98	\$21.58	\$22.20	\$22.84	\$23.47	\$24.12	\$24.76	\$25.42	\$26.11
XC	12	Annual	\$39,955.00	\$41,190.00	\$42,409.00	\$43,684.00	\$44,967.00	\$46,263.00	\$47,546.00	\$48,854.00	\$50,160.00	\$51,501.00	\$52,882.00
		Bi-Wk	\$1,530.85	\$1,578.17	\$1,624.87	\$1,673.72	\$1,722.88	\$1,772.53	\$1,821.69	\$1,871.81	\$1,921.84	\$1,973.22	\$2,026.14
		Daily	\$153.09	\$157.82	\$162.49	\$167.38	\$172.29	\$177.26	\$182.17	\$187.19	\$192.19	\$197.33	\$202.62
		Hourly	\$20.42	\$21.05	\$21.67	\$22.32	\$22.98	\$23.64	\$24.29	\$24.96	\$25.63	\$26.31	\$27.02
XC	13	Annual	\$42,210.00	\$43,762.00	\$45,340.00	\$46,908.00	\$48,481.00	\$50,046.00	\$51,625.00	\$53,043.00	\$54,461.00	\$55,925.00	\$57,423.00
		Bi-Wk	\$1,617.25	\$1,676.71	\$1,737.17	\$1,797.25	\$1,857.51	\$1,917.48	\$1,977.97	\$2,032.30	\$2,086.63	\$2,142.73	\$2,200.12
		Daily	\$161.73	\$167.68	\$173.72	\$179.73	\$185.76	\$191.75	\$197.80	\$203.23	\$208.67	\$214.28	\$220.02
		Hourly	\$21.57	\$22.36	\$23.17	\$23.97	\$24.77	\$25.57	\$26.38	\$27.10	\$27.83	\$28.57	\$29.34
XC	14	Annual	\$44,181.00	\$45,810.00	\$47,434.00	\$49,053.00	\$50,673.00	\$52,296.00	\$53,913.00	\$55,394.00	\$56,879.00	\$58,401.00	\$59,968.00
		Bi-Wk	\$1,692.76	\$1,755.18	\$1,817.40	\$1,879.43	\$1,941.50	\$2,003.68	\$2,065.64	\$2,122.38	\$2,179.28	\$2,237.59	\$2,297.63
		Daily	\$169.28	\$175.52	\$181.74	\$187.95	\$194.15	\$200.37	\$206.57	\$212.24	\$217.93	\$223.76	\$229.77
		Hourly	\$22.58	\$23.41	\$24.24	\$25.06	\$25.89	\$26.72	\$27.55	\$28.30	\$29.06	\$29.84	\$30.64

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XC	15	Annual	\$46,304.00	\$47,976.00	\$49,645.00	\$51,312.00	\$52,983.00	\$54,660.00	\$56,328.00	\$57,879.00	\$59,428.00	\$61,020.00	\$62,651.00
		Bi-Wk	\$1,774.10	\$1,838.17	\$1,902.11	\$1,965.98	\$2,030.00	\$2,094.26	\$2,158.17	\$2,217.59	\$2,276.94	\$2,337.94	\$2,400.43
		Daily	\$177.41	\$183.82	\$190.22	\$196.60	\$203.00	\$209.43	\$215.82	\$221.76	\$227.70	\$233.80	\$240.05
		Hourly	\$23.66	\$24.51	\$25.37	\$26.22	\$27.07	\$27.93	\$28.78	\$29.57	\$30.36	\$31.18	\$32.01
XC	16	Annual	\$48,556.00	\$50,279.00	\$52,003.00	\$53,722.00	\$55,441.00	\$57,166.00	\$58,876.00	\$60,491.00	\$62,112.00	\$63,775.00	\$65,487.00
		Bi-Wk	\$1,860.39	\$1,926.40	\$1,992.46	\$2,058.32	\$2,124.18	\$2,190.27	\$2,255.79	\$2,317.67	\$2,379.78	\$2,443.49	\$2,509.09
		Daily	\$186.04	\$192.64	\$199.25	\$205.84	\$212.42	\$219.03	\$225.58	\$231.77	\$237.98	\$244.35	\$250.91
		Hourly	\$24.81	\$25.69	\$26.57	\$27.45	\$28.33	\$29.21	\$30.08	\$30.91	\$31.74	\$32.58	\$33.46
XC	17	Annual	\$50,963.00	\$52,733.00	\$54,505.00	\$56,272.00	\$58,042.00	\$59,801.00	\$61,583.00	\$63,276.00	\$64,967.00	\$66,706.00	\$68,494.00
		Bi-Wk	\$1,952.61	\$2,020.43	\$2,088.32	\$2,156.02	\$2,223.84	\$2,291.23	\$2,359.51	\$2,424.37	\$2,489.16	\$2,555.79	\$2,624.30
		Daily	\$195.27	\$202.05	\$208.84	\$215.61	\$222.39	\$229.13	\$235.96	\$242.44	\$248.92	\$255.58	\$262.43
		Hourly	\$26.04	\$26.94	\$27.85	\$28.75	\$29.66	\$30.55	\$31.47	\$32.33	\$33.19	\$34.08	\$35.00
XC	18	Annual	\$53,533.00	\$55,349.00	\$57,166.00	\$58,979.00	\$60,784.00	\$62,602.00	\$64,413.00	\$66,185.00	\$67,957.00	\$69,782.00	\$71,659.00
		Bi-Wk	\$2,051.08	\$2,120.66	\$2,190.27	\$2,259.74	\$2,328.89	\$2,398.55	\$2,467.94	\$2,535.83	\$2,603.72	\$2,673.64	\$2,745.56
		Daily	\$205.11	\$212.07	\$219.03	\$225.98	\$232.89	\$239.86	\$246.80	\$253.59	\$260.38	\$267.37	\$274.56
		Hourly	\$27.35	\$28.28	\$29.21	\$30.13	\$31.06	\$31.99	\$32.91	\$33.82	\$34.72	\$35.65	\$36.61
XC	19	Annual	\$56,169.00	\$58,042.00	\$59,907.00	\$61,781.00	\$63,635.00	\$65,502.00	\$67,368.00	\$69,225.00	\$71,074.00	\$72,979.00	\$74,936.00
		Bi-Wk	\$2,152.07	\$2,223.84	\$2,295.29	\$2,367.09	\$2,438.13	\$2,509.66	\$2,581.15	\$2,652.30	\$2,723.15	\$2,796.14	\$2,871.12
		Daily	\$215.21	\$222.39	\$229.53	\$236.71	\$243.82	\$250.97	\$258.12	\$265.23	\$272.32	\$279.62	\$287.12
		Hourly	\$28.70	\$29.66	\$30.61	\$31.57	\$32.51	\$33.47	\$34.42	\$35.37	\$36.31	\$37.29	\$38.29
XC	20	Annual	\$59,033.00	\$60,945.00	\$62,857.00	\$64,763.00	\$66,670.00	\$68,583.00	\$70,495.00	\$72,435.00	\$74,371.00	\$76,365.00	\$78,407.00
		Bi-Wk	\$2,261.81	\$2,335.06	\$2,408.32	\$2,481.35	\$2,554.41	\$2,627.71	\$2,700.96	\$2,775.29	\$2,849.47	\$2,925.87	\$3,004.10
		Daily	\$226.19	\$233.51	\$240.84	\$248.14	\$255.45	\$262.78	\$270.10	\$277.53	\$284.95	\$292.59	\$300.41
		Hourly	\$30.16	\$31.14	\$32.12	\$33.09	\$34.06	\$35.04	\$36.02	\$37.01	\$38.00	\$39.02	\$40.06
XC	21	Annual	\$61,944.00	\$63,906.00	\$65,871.00	\$67,838.00	\$69,802.00	\$71,764.00	\$73,731.00	\$75,756.00	\$77,784.00	\$79,866.00	\$82,005.00
		Bi-Wk	\$2,373.34	\$2,448.51	\$2,523.80	\$2,599.16	\$2,674.41	\$2,749.58	\$2,824.95	\$2,902.53	\$2,980.23	\$3,060.00	\$3,141.96
		Daily	\$237.34	\$244.86	\$252.38	\$259.92	\$267.45	\$274.96	\$282.50	\$290.26	\$298.03	\$306.00	\$314.20
		Hourly	\$31.65	\$32.65	\$33.66	\$34.66	\$35.66	\$36.67	\$37.67	\$38.71	\$39.74	\$40.80	\$41.90

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XC	22	Annual	\$63,635.00	\$65,970.00	\$68,306.00	\$70,631.00	\$72,962.00	\$75,296.00	\$77,625.00	\$79,760.00	\$81,894.00	\$84,090.00	\$86,341.00
		Bi-Wk	\$2,438.13	\$2,527.59	\$2,617.09	\$2,706.17	\$2,795.48	\$2,884.91	\$2,974.14	\$3,055.94	\$3,137.71	\$3,221.84	\$3,308.09
		Daily	\$243.82	\$252.76	\$261.71	\$270.62	\$279.55	\$288.50	\$297.42	\$305.60	\$313.78	\$322.19	\$330.81
		Hourly	\$32.51	\$33.71	\$34.90	\$36.09	\$37.28	\$38.47	\$39.66	\$40.75	\$41.84	\$42.96	\$44.11
XC	23	Annual	\$66,653.00	\$69,085.00	\$71,503.00	\$73,936.00	\$76,365.00	\$78,795.00	\$81,227.00	\$83,454.00	\$85,688.00	\$87,986.00	\$90,345.00
		Bi-Wk	\$2,553.76	\$2,646.94	\$2,739.58	\$2,832.80	\$2,925.87	\$3,018.97	\$3,112.15	\$3,197.48	\$3,283.07	\$3,371.12	\$3,461.50
		Daily	\$255.38	\$264.70	\$273.96	\$283.28	\$292.59	\$301.90	\$311.22	\$319.75	\$328.31	\$337.12	\$346.15
		Hourly	\$34.06	\$35.30	\$36.53	\$37.78	\$39.02	\$40.26	\$41.50	\$42.64	\$43.78	\$44.95	\$46.16
XC	24	Annual	\$69,856.00	\$72,389.00	\$74,915.00	\$77,450.00	\$79,987.00	\$82,514.00	\$85,043.00	\$87,377.00	\$89,719.00	\$92,121.00	\$94,587.00
		Bi-Wk	\$2,676.48	\$2,773.53	\$2,870.31	\$2,967.44	\$3,064.64	\$3,161.46	\$3,258.36	\$3,347.78	\$3,437.51	\$3,529.55	\$3,624.03
		Daily	\$267.65	\$277.36	\$287.04	\$296.75	\$306.47	\$316.15	\$325.84	\$334.78	\$343.76	\$352.96	\$362.41
		Hourly	\$35.69	\$36.99	\$38.28	\$39.57	\$40.87	\$42.16	\$43.45	\$44.64	\$45.84	\$47.07	\$48.33
XC	25	Annual	\$73,262.00	\$75,900.00	\$78,512.00	\$81,142.00	\$83,765.00	\$86,396.00	\$89,014.00	\$91,463.00	\$93,909.00	\$96,424.00	\$99,003.00
		Bi-Wk	\$2,806.98	\$2,908.05	\$3,008.13	\$3,108.89	\$3,209.39	\$3,310.20	\$3,410.50	\$3,504.33	\$3,598.05	\$3,694.41	\$3,793.22
		Daily	\$280.70	\$290.81	\$300.82	\$310.89	\$320.94	\$331.02	\$341.05	\$350.44	\$359.81	\$369.45	\$379.33
		Hourly	\$37.43	\$38.78	\$40.11	\$41.46	\$42.80	\$44.14	\$45.48	\$46.73	\$47.98	\$49.26	\$50.58
XC	26	Annual	\$76,877.00	\$79,596.00	\$82,329.00	\$85,043.00	\$87,767.00	\$90,492.00	\$93,208.00	\$95,770.00	\$98,333.00	\$100,970.00	\$103,676.00
		Bi-Wk	\$2,945.48	\$3,049.66	\$3,154.37	\$3,258.36	\$3,362.73	\$3,467.13	\$3,571.19	\$3,669.35	\$3,767.55	\$3,868.59	\$3,972.27
		Daily	\$294.55	\$304.97	\$315.44	\$325.84	\$336.28	\$346.72	\$357.12	\$366.94	\$376.76	\$386.86	\$397.23
		Hourly	\$39.28	\$40.67	\$42.06	\$43.45	\$44.84	\$46.23	\$47.62	\$48.93	\$50.24	\$51.59	\$52.97
XC	27	Annual	\$80,692.00	\$83,511.00	\$86,329.00	\$89,138.00	\$91,960.00	\$94,770.00	\$97,597.00	\$100,278.00	\$102,959.00	\$105,722.00	\$108,556.00
		Bi-Wk	\$3,091.65	\$3,199.66	\$3,307.63	\$3,415.25	\$3,523.38	\$3,631.04	\$3,739.35	\$3,842.07	\$3,944.79	\$4,050.66	\$4,159.24
		Daily	\$309.17	\$319.97	\$330.77	\$341.53	\$352.34	\$363.11	\$373.94	\$384.21	\$394.48	\$405.07	\$415.93
		Hourly	\$41.23	\$42.67	\$44.11	\$45.54	\$46.98	\$48.42	\$49.86	\$51.23	\$52.60	\$54.01	\$55.46
XC	28	Annual	\$84,767.00	\$87,678.00	\$90,600.00	\$93,517.00	\$96,428.00	\$99,334.00	\$102,243.00	\$105,056.00	\$107,869.00	\$110,762.00	\$113,733.00
		Bi-Wk	\$3,247.78	\$3,359.32	\$3,471.27	\$3,583.03	\$3,694.56	\$3,805.91	\$3,917.36	\$4,025.14	\$4,132.92	\$4,243.76	\$4,357.59
		Daily	\$324.78	\$335.94	\$347.13	\$358.31	\$369.46	\$380.60	\$391.74	\$402.52	\$413.30	\$424.38	\$435.76
		Hourly	\$43.31	\$44.80	\$46.29	\$47.78	\$49.27	\$50.75	\$52.24	\$53.67	\$55.11	\$56.59	\$58.11

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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	\$85,582.00	\$88,792.00	\$92,005.00	\$95,218.00	\$98,429.00	\$101,635.00	\$104,849.00	\$107,728.00	\$110,616.00	\$113,577.00	\$116,618.00
		Bi-Wk	\$3,279.01	\$3,402.00	\$3,525.10	\$3,648.20	\$3,771.23	\$3,894.07	\$4,017.21	\$4,127.51	\$4,238.17	\$4,351.61	\$4,468.13
		Daily	\$327.91	\$340.20	\$352.51	\$364.82	\$377.13	\$389.41	\$401.73	\$412.76	\$423.82	\$435.17	\$446.82
		Hourly	\$43.73	\$45.36	\$47.01	\$48.65	\$50.29	\$51.93	\$53.57	\$55.04	\$56.51	\$58.03	\$59.58
XC	30	Annual	\$89,014.00	\$92,319.00	\$95,630.00	\$98,930.00	\$102,233.00	\$105,535.00	\$108,846.00	\$111,839.00	\$114,829.00	\$117,899.00	\$121,052.00
		Bi-Wk	\$3,410.50	\$3,537.13	\$3,663.99	\$3,790.43	\$3,916.98	\$4,043.49	\$4,170.35	\$4,285.02	\$4,399.58	\$4,517.21	\$4,638.01
		Daily	\$341.05	\$353.72	\$366.40	\$379.05	\$391.70	\$404.35	\$417.04	\$428.51	\$439.96	\$451.73	\$463.81
		Hourly	\$45.48	\$47.17	\$48.86	\$50.54	\$52.23	\$53.92	\$55.61	\$57.14	\$58.67	\$60.23	\$61.85
XC	31	Annual	\$92,588.00	\$95,985.00	\$99,388.00	\$102,793.00	\$106,201.00	\$109,600.00	\$113,002.00	\$116,113.00	\$119,214.00	\$122,403.00	\$125,674.00
		Bi-Wk	\$3,547.44	\$3,677.59	\$3,807.97	\$3,938.43	\$4,069.01	\$4,199.24	\$4,329.58	\$4,448.78	\$4,567.59	\$4,689.78	\$4,815.10
		Daily	\$354.75	\$367.76	\$380.80	\$393.85	\$406.91	\$419.93	\$432.96	\$444.88	\$456.76	\$468.98	\$481.51
		Hourly	\$47.30	\$49.04	\$50.78	\$52.52	\$54.26	\$55.99	\$57.73	\$59.32	\$60.91	\$62.54	\$64.21
XC	32	Annual	\$96,297.00	\$99,795.00	\$103,288.00	\$106,779.00	\$110,284.00	\$113,775.00	\$117,280.00	\$120,509.00	\$123,733.00	\$127,042.00	\$130,441.00
		Bi-Wk	\$3,689.55	\$3,823.57	\$3,957.40	\$4,091.15	\$4,225.45	\$4,359.20	\$4,493.49	\$4,617.21	\$4,740.73	\$4,867.51	\$4,997.74
		Daily	\$368.96	\$382.36	\$395.74	\$409.12	\$422.55	\$435.92	\$449.35	\$461.73	\$474.08	\$486.76	\$499.78
		Hourly	\$49.20	\$50.99	\$52.77	\$54.55	\$56.34	\$58.13	\$59.92	\$61.57	\$63.21	\$64.91	\$66.64
XC	33	Annual	\$100,177.00	\$103,772.00	\$107,362.00	\$110,954.00	\$114,547.00	\$118,143.00	\$121,743.00	\$125,092.00	\$128,441.00	\$131,877.00	\$135,409.00
		Bi-Wk	\$3,838.20	\$3,975.94	\$4,113.49	\$4,251.12	\$4,388.78	\$4,526.56	\$4,664.49	\$4,792.80	\$4,921.12	\$5,052.76	\$5,188.09
		Daily	\$383.82	\$397.60	\$411.35	\$425.12	\$438.88	\$452.66	\$466.45	\$479.28	\$492.12	\$505.28	\$518.81
		Hourly	\$51.18	\$53.02	\$54.85	\$56.69	\$58.52	\$60.36	\$62.20	\$63.91	\$65.62	\$67.38	\$69.18
XC	34	Annual	\$104,303.00	\$107,990.00	\$111,686.00	\$115,377.00	\$119,063.00	\$122,759.00	\$126,446.00	\$129,922.00	\$133,403.00	\$136,981.00	\$140,652.00
		Bi-Wk	\$3,996.29	\$4,137.55	\$4,279.16	\$4,420.58	\$4,561.81	\$4,703.41	\$4,844.68	\$4,977.86	\$5,111.23	\$5,248.32	\$5,388.97
		Daily	\$399.63	\$413.76	\$427.92	\$442.06	\$456.19	\$470.35	\$484.47	\$497.79	\$511.13	\$524.84	\$538.90
		Hourly	\$53.29	\$55.17	\$57.06	\$58.95	\$60.83	\$62.72	\$64.60	\$66.38	\$68.15	\$69.98	\$71.86
XC	35	Annual	\$108,586.00	\$112,368.00	\$115,648.00	\$119,944.00	\$123,726.00	\$127,506.00	\$130,790.00	\$134,385.00	\$137,982.00	\$141,675.00	\$145,475.00
		Bi-Wk	\$4,160.39	\$4,305.29	\$4,430.96	\$4,595.56	\$4,740.46	\$4,885.29	\$5,011.12	\$5,148.86	\$5,286.67	\$5,428.17	\$5,573.76
		Daily	\$416.04	\$430.53	\$443.10	\$459.56	\$474.05	\$488.53	\$501.12	\$514.89	\$528.67	\$542.82	\$557.38
		Hourly	\$55.48	\$57.41	\$59.08	\$61.28	\$63.21	\$65.14	\$66.82	\$68.66	\$70.49	\$72.38	\$74.32

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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	\$113,102.00	\$116,981.00	\$120,868.00	\$124,750.00	\$128,637.00	\$132,517.00	\$136,396.00	\$140,149.00	\$143,900.00	\$147,751.00	\$151,705.00
		Bi-Wk	\$4,333.41	\$4,482.04	\$4,630.96	\$4,779.70	\$4,928.63	\$5,077.28	\$5,225.91	\$5,369.70	\$5,513.41	\$5,660.96	\$5,812.46
		Daily	\$433.35	\$448.21	\$463.10	\$477.97	\$492.87	\$507.73	\$522.60	\$536.97	\$551.35	\$566.10	\$581.25
		Hourly	\$57.78	\$59.77	\$61.75	\$63.73	\$65.72	\$67.70	\$69.68	\$71.60	\$73.52	\$75.48	\$77.50
XC	37	Annual	\$117,793.00	\$121,779.00	\$125,767.00	\$129,762.00	\$133,753.00	\$137,743.00	\$141,731.00	\$145,627.00	\$149,521.00	\$153,520.00	\$157,628.00
		Bi-Wk	\$4,513.15	\$4,665.87	\$4,818.66	\$4,971.73	\$5,124.64	\$5,277.51	\$5,430.31	\$5,579.58	\$5,728.78	\$5,882.00	\$6,039.39
		Daily	\$451.32	\$466.59	\$481.87	\$497.18	\$512.47	\$527.76	\$543.04	\$557.96	\$572.88	\$588.20	\$603.94
		Hourly	\$60.18	\$62.22	\$64.25	\$66.29	\$68.33	\$70.37	\$72.41	\$74.40	\$76.39	\$78.43	\$80.53
XC	38	Annual	\$122,657.00	\$126,735.00	\$130,828.00	\$134,908.00	\$138,988.00	\$143,072.00	\$147,158.00	\$151,198.00	\$155,244.00	\$159,399.00	\$163,666.00
		Bi-Wk	\$4,699.51	\$4,855.75	\$5,012.57	\$5,168.89	\$5,325.22	\$5,481.69	\$5,638.24	\$5,793.03	\$5,948.05	\$6,107.25	\$6,270.73
		Daily	\$469.96	\$485.58	\$501.26	\$516.89	\$532.53	\$548.17	\$563.83	\$579.31	\$594.81	\$610.73	\$627.08
		Hourly	\$62.67	\$64.75	\$66.84	\$68.92	\$71.01	\$73.09	\$75.18	\$77.25	\$79.31	\$81.43	\$83.61
XC	39	Annual	\$127,756.00	\$131,934.00	\$136,116.00	\$140,305.00	\$144,482.00	\$148,784.00	\$152,845.00	\$157,045.00	\$161,250.00	\$165,568.00	\$170,003.00
		Bi-Wk	\$4,894.87	\$5,054.95	\$5,215.18	\$5,375.68	\$5,535.71	\$5,700.54	\$5,856.14	\$6,017.05	\$6,178.17	\$6,343.61	\$6,513.53
		Daily	\$489.49	\$505.50	\$521.52	\$537.57	\$553.58	\$570.06	\$585.62	\$601.71	\$617.82	\$634.37	\$651.36
		Hourly	\$65.27	\$67.40	\$69.54	\$71.68	\$73.81	\$76.01	\$78.09	\$80.23	\$82.38	\$84.59	\$86.85
XC	40	Annual	\$133,082.00	\$137,349.00	\$141,626.00	\$145,891.00	\$150,159.00	\$154,431.00	\$158,703.00	\$163,064.00	\$167,432.00	\$171,921.00	\$176,526.00
		Bi-Wk	\$5,098.93	\$5,262.42	\$5,426.29	\$5,589.70	\$5,753.22	\$5,916.90	\$6,080.58	\$6,247.67	\$6,415.02	\$6,587.02	\$6,763.45
		Daily	\$509.90	\$526.25	\$542.63	\$558.97	\$575.33	\$591.69	\$608.06	\$624.77	\$641.51	\$658.71	\$676.35
		Hourly	\$67.99	\$70.17	\$72.36	\$74.53	\$76.71	\$78.90	\$81.08	\$83.31	\$85.54	\$87.83	\$90.18
XC	41	Annual	\$138,646.00	\$143,018.00	\$147,392.00	\$151,769.00	\$156,141.00	\$160,511.00	\$164,882.00	\$169,418.00	\$173,952.00	\$178,606.00	\$183,386.00
		Bi-Wk	\$5,312.11	\$5,479.62	\$5,647.21	\$5,814.91	\$5,982.42	\$6,149.85	\$6,317.32	\$6,491.12	\$6,664.83	\$6,843.15	\$7,026.29
		Daily	\$531.22	\$547.97	\$564.73	\$581.50	\$598.25	\$614.99	\$631.74	\$649.12	\$666.49	\$684.32	\$702.63
		Hourly	\$70.83	\$73.07	\$75.30	\$77.54	\$79.77	\$82.00	\$84.24	\$86.55	\$88.87	\$91.25	\$93.69
XC	42	Annual	\$144,424.00	\$148,901.00	\$153,376.00	\$157,829.00	\$162,309.00	\$166,782.00	\$171,252.00	\$175,963.00	\$180,672.00	\$185,504.00	\$190,466.00
		Bi-Wk	\$5,533.49	\$5,705.02	\$5,876.48	\$6,047.09	\$6,218.74	\$6,390.12	\$6,561.38	\$6,741.88	\$6,922.30	\$7,107.44	\$7,297.55
		Daily	\$553.35	\$570.51	\$587.65	\$604.71	\$621.88	\$639.02	\$656.14	\$674.19	\$692.23	\$710.75	\$729.76
		Hourly	\$73.78	\$76.07	\$78.36	\$80.63	\$82.92	\$85.21	\$87.49	\$89.90	\$92.30	\$94.77	\$97.31

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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	\$150,556.00	\$155,118.00	\$159,680.00	\$164,234.00	\$168,799.00	\$173,353.00	\$177,907.00	\$182,803.00	\$187,694.00	\$192,716.00	\$197,874.00
		Bi-Wk	\$5,768.43	\$5,943.22	\$6,118.01	\$6,292.50	\$6,467.40	\$6,641.88	\$6,816.37	\$7,003.95	\$7,191.35	\$7,383.76	\$7,581.38
		Daily	\$576.85	\$594.33	\$611.81	\$629.25	\$646.74	\$664.19	\$681.64	\$700.40	\$719.14	\$738.38	\$758.14
		Hourly	\$76.92	\$79.25	\$81.58	\$83.90	\$86.24	\$88.56	\$90.89	\$93.39	\$95.89	\$98.46	\$101.09