

P-1 XC 37.5 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>
XC	1	Annual	\$26,221.00	\$26,865.00	\$27,501.00	\$28,139.00	\$28,776.00	\$29,419.00	\$30,057.00	\$30,879.00	\$31,709.00	\$32,560.00	\$33,431.00
		Bi-Wk	\$1,004.64	\$1,029.32	\$1,053.68	\$1,078.13	\$1,102.53	\$1,127.17	\$1,151.61	\$1,183.11	\$1,214.91	\$1,247.51	\$1,280.89
		Daily	\$100.47	\$102.94	\$105.37	\$107.82	\$110.26	\$112.72	\$115.17	\$118.32	\$121.50	\$124.76	\$128.09
		Hourly	\$13.40	\$13.73	\$14.05	\$14.38	\$14.71	\$15.03	\$15.36	\$15.78	\$16.20	\$16.64	\$17.08
XC	2	Annual	\$27,501.00	\$28,139.00	\$28,776.00	\$29,419.00	\$30,057.00	\$30,693.00	\$31,328.00	\$32,191.00	\$33,050.00	\$33,933.00	\$34,839.00
		Bi-Wk	\$1,053.68	\$1,078.13	\$1,102.53	\$1,127.17	\$1,151.61	\$1,175.98	\$1,200.31	\$1,233.38	\$1,266.29	\$1,300.12	\$1,334.83
		Daily	\$105.37	\$107.82	\$110.26	\$112.72	\$115.17	\$117.60	\$120.04	\$123.34	\$126.63	\$130.02	\$133.49
		Hourly	\$14.05	\$14.38	\$14.71	\$15.03	\$15.36	\$15.68	\$16.01	\$16.45	\$16.89	\$17.34	\$17.80
XC	3	Annual	\$28,139.00	\$28,776.00	\$29,419.00	\$30,057.00	\$30,693.00	\$31,328.00	\$31,966.00	\$32,849.00	\$33,726.00	\$34,622.00	\$35,546.00
		Bi-Wk	\$1,078.13	\$1,102.53	\$1,127.17	\$1,151.61	\$1,175.98	\$1,200.31	\$1,224.76	\$1,258.59	\$1,292.19	\$1,326.52	\$1,361.92
		Daily	\$107.82	\$110.26	\$112.72	\$115.17	\$117.60	\$120.04	\$122.48	\$125.86	\$129.22	\$132.66	\$136.20
		Hourly	\$14.38	\$14.71	\$15.03	\$15.36	\$15.68	\$16.01	\$16.34	\$16.79	\$17.23	\$17.69	\$18.16
XC	4	Annual	\$29,050.00	\$29,827.00	\$30,595.00	\$31,378.00	\$32,158.00	\$32,928.00	\$33,699.00	\$34,632.00	\$35,556.00	\$36,509.00	\$37,485.00
		Bi-Wk	\$1,113.03	\$1,142.80	\$1,172.23	\$1,202.23	\$1,232.11	\$1,261.61	\$1,291.15	\$1,326.90	\$1,362.30	\$1,398.82	\$1,436.21
		Daily	\$111.31	\$114.28	\$117.23	\$120.23	\$123.22	\$126.17	\$129.12	\$132.69	\$136.23	\$139.89	\$143.63
		Hourly	\$14.85	\$15.24	\$15.63	\$16.03	\$16.43	\$16.83	\$17.22	\$17.70	\$18.17	\$18.66	\$19.15
XC	5	Annual	\$29,776.00	\$30,595.00	\$31,422.00	\$32,238.00	\$33,055.00	\$33,876.00	\$34,701.00	\$35,652.00	\$36,609.00	\$37,585.00	\$38,594.00
		Bi-Wk	\$1,140.85	\$1,172.23	\$1,203.91	\$1,235.18	\$1,266.48	\$1,297.94	\$1,329.55	\$1,365.98	\$1,402.65	\$1,440.04	\$1,478.70
		Daily	\$114.09	\$117.23	\$120.40	\$123.52	\$126.65	\$129.80	\$132.96	\$136.60	\$140.27	\$144.01	\$147.87
		Hourly	\$15.22	\$15.63	\$16.06	\$16.47	\$16.89	\$17.31	\$17.73	\$18.22	\$18.71	\$19.21	\$19.72
XC	6	Annual	\$30,788.00	\$31,610.00	\$32,426.00	\$33,116.00	\$34,063.00	\$34,884.00	\$35,698.00	\$36,683.00	\$37,661.00	\$38,667.00	\$39,701.00
		Bi-Wk	\$1,179.62	\$1,211.12	\$1,242.38	\$1,268.82	\$1,305.10	\$1,336.56	\$1,367.74	\$1,405.48	\$1,442.96	\$1,481.50	\$1,521.12
		Daily	\$117.97	\$121.12	\$124.24	\$126.89	\$130.51	\$133.66	\$136.78	\$140.55	\$144.30	\$148.15	\$152.12
		Hourly	\$15.73	\$16.15	\$16.57	\$16.92	\$17.41	\$17.83	\$18.24	\$18.74	\$19.24	\$19.76	\$20.29
XC	7	Annual	\$31,695.00	\$32,513.00	\$33,332.00	\$34,148.00	\$34,975.00	\$35,793.00	\$36,613.00	\$37,618.00	\$38,620.00	\$39,654.00	\$40,716.00
		Bi-Wk	\$1,214.37	\$1,245.71	\$1,277.09	\$1,308.36	\$1,340.04	\$1,371.38	\$1,402.80	\$1,441.31	\$1,479.70	\$1,519.32	\$1,560.00
		Daily	\$121.44	\$124.58	\$127.71	\$130.84	\$134.01	\$137.14	\$140.28	\$144.14	\$147.97	\$151.94	\$156.00
		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 XC 37.5 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>
XC	8	Annual	\$34,063.00	\$35,064.00	\$36,076.00	\$37,073.00	\$38,079.00	\$39,082.00	\$40,091.00	\$41,189.00	\$42,290.00	\$43,422.00	\$44,585.00
		Bi-Wk	\$1,305.10	\$1,343.45	\$1,382.23	\$1,420.43	\$1,458.97	\$1,497.40	\$1,536.06	\$1,578.13	\$1,620.31	\$1,663.68	\$1,708.24
		Daily	\$130.51	\$134.35	\$138.23	\$142.05	\$145.90	\$149.74	\$153.61	\$157.82	\$162.04	\$166.37	\$170.83
		Hourly	\$17.41	\$17.92	\$18.43	\$18.94	\$19.46	\$19.97	\$20.49	\$21.05	\$21.61	\$22.19	\$22.78
XC	9	Annual	\$35,112.00	\$36,106.00	\$37,204.00	\$38,249.00	\$39,298.00	\$40,342.00	\$41,400.00	\$42,539.00	\$43,674.00	\$44,841.00	\$46,040.00
		Bi-Wk	\$1,345.29	\$1,383.38	\$1,425.45	\$1,465.48	\$1,505.68	\$1,545.68	\$1,586.21	\$1,629.85	\$1,673.34	\$1,718.05	\$1,763.99
		Daily	\$134.53	\$138.34	\$142.55	\$146.55	\$150.57	\$154.57	\$158.63	\$162.99	\$167.34	\$171.81	\$176.40
		Hourly	\$17.94	\$18.45	\$19.01	\$19.54	\$20.08	\$20.61	\$21.15	\$21.74	\$22.32	\$22.91	\$23.52
XC	10	Annual	\$36,239.00	\$37,341.00	\$38,427.00	\$39,526.00	\$40,620.00	\$41,735.00	\$42,887.00	\$44,064.00	\$45,248.00	\$46,461.00	\$47,710.00
		Bi-Wk	\$1,388.47	\$1,430.69	\$1,472.30	\$1,514.41	\$1,556.33	\$1,599.05	\$1,643.19	\$1,688.28	\$1,733.64	\$1,780.12	\$1,827.97
		Daily	\$138.85	\$143.07	\$147.23	\$151.45	\$155.64	\$159.91	\$164.32	\$168.83	\$173.37	\$178.02	\$182.80
		Hourly	\$18.52	\$19.08	\$19.64	\$20.20	\$20.76	\$21.33	\$21.91	\$22.52	\$23.12	\$23.74	\$24.38
XC	11	Annual	\$37,393.00	\$38,526.00	\$39,673.00	\$40,810.00	\$41,986.00	\$43,184.00	\$44,383.00	\$45,604.00	\$46,821.00	\$48,076.00	\$49,366.00
		Bi-Wk	\$1,432.69	\$1,476.10	\$1,520.04	\$1,563.61	\$1,608.66	\$1,654.56	\$1,700.50	\$1,747.28	\$1,793.91	\$1,842.00	\$1,891.42
		Daily	\$143.27	\$147.61	\$152.01	\$156.37	\$160.87	\$165.46	\$170.05	\$174.73	\$179.40	\$184.20	\$189.15
		Hourly	\$19.11	\$19.69	\$20.27	\$20.85	\$21.45	\$22.07	\$22.68	\$23.30	\$23.92	\$24.56	\$25.22
XC	12	Annual	\$38,603.00	\$39,797.00	\$40,974.00	\$42,206.00	\$43,446.00	\$44,698.00	\$45,938.00	\$47,201.00	\$48,463.00	\$49,759.00	\$51,093.00
		Bi-Wk	\$1,479.05	\$1,524.79	\$1,569.89	\$1,617.09	\$1,664.60	\$1,712.57	\$1,760.08	\$1,808.47	\$1,856.82	\$1,906.48	\$1,957.59
		Daily	\$147.91	\$152.48	\$156.99	\$161.71	\$166.46	\$171.26	\$176.01	\$180.85	\$185.69	\$190.65	\$195.76
		Hourly	\$19.73	\$20.34	\$20.94	\$21.57	\$22.20	\$22.84	\$23.47	\$24.12	\$24.76	\$25.42	\$26.11
XC	13	Annual	\$40,782.00	\$42,282.00	\$43,806.00	\$45,321.00	\$46,841.00	\$48,353.00	\$49,879.00	\$51,249.00	\$52,619.00	\$54,033.00	\$55,481.00
		Bi-Wk	\$1,562.53	\$1,620.00	\$1,678.40	\$1,736.44	\$1,794.68	\$1,852.61	\$1,911.08	\$1,963.57	\$2,016.06	\$2,070.23	\$2,125.71
		Daily	\$156.26	\$162.00	\$167.84	\$173.65	\$179.47	\$185.27	\$191.11	\$196.36	\$201.61	\$207.03	\$212.58
		Hourly	\$20.84	\$21.60	\$22.38	\$23.16	\$23.93	\$24.71	\$25.49	\$26.19	\$26.89	\$27.61	\$28.35
XC	14	Annual	\$42,686.00	\$44,260.00	\$45,829.00	\$47,394.00	\$48,959.00	\$50,527.00	\$52,089.00	\$53,520.00	\$54,955.00	\$56,426.00	\$57,940.00
		Bi-Wk	\$1,635.48	\$1,695.79	\$1,755.91	\$1,815.87	\$1,875.83	\$1,935.91	\$1,995.75	\$2,050.58	\$2,105.56	\$2,161.92	\$2,219.93
		Daily	\$163.55	\$169.58	\$175.60	\$181.59	\$187.59	\$193.60	\$199.58	\$205.06	\$210.56	\$216.20	\$222.00
		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 XC 37.5 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>
XC	15	Annual	\$44,738.00	\$46,353.00	\$47,966.00	\$49,576.00	\$51,191.00	\$52,811.00	\$54,423.00	\$55,921.00	\$57,418.00	\$58,956.00	\$60,532.00
		Bi-Wk	\$1,714.10	\$1,775.98	\$1,837.78	\$1,899.47	\$1,961.35	\$2,023.41	\$2,085.18	\$2,142.57	\$2,199.93	\$2,258.86	\$2,319.24
		Daily	\$171.41	\$177.60	\$183.78	\$189.95	\$196.14	\$202.35	\$208.52	\$214.26	\$220.00	\$225.89	\$231.93
		Hourly	\$22.86	\$23.68	\$24.51	\$25.33	\$26.16	\$26.98	\$27.81	\$28.57	\$29.34	\$30.12	\$30.93
XC	16	Annual	\$46,914.00	\$48,578.00	\$50,244.00	\$51,905.00	\$53,566.00	\$55,232.00	\$56,885.00	\$58,445.00	\$60,011.00	\$61,618.00	\$63,272.00
		Bi-Wk	\$1,797.48	\$1,861.23	\$1,925.06	\$1,988.70	\$2,052.34	\$2,116.17	\$2,179.51	\$2,239.28	\$2,299.28	\$2,360.85	\$2,424.22
		Daily	\$179.75	\$186.13	\$192.51	\$198.87	\$205.24	\$211.62	\$217.96	\$223.93	\$229.93	\$236.09	\$242.43
		Hourly	\$23.97	\$24.82	\$25.67	\$26.52	\$27.37	\$28.22	\$29.07	\$29.86	\$30.66	\$31.48	\$32.33
XC	17	Annual	\$49,239.00	\$50,949.00	\$52,661.00	\$54,369.00	\$56,079.00	\$57,778.00	\$59,500.00	\$61,136.00	\$62,770.00	\$64,450.00	\$66,177.00
		Bi-Wk	\$1,886.56	\$1,952.07	\$2,017.67	\$2,083.11	\$2,148.63	\$2,213.72	\$2,279.70	\$2,342.38	\$2,404.99	\$2,469.35	\$2,535.52
		Daily	\$188.66	\$195.21	\$201.77	\$208.32	\$214.87	\$221.38	\$227.97	\$234.24	\$240.50	\$246.94	\$253.56
		Hourly	\$25.16	\$26.03	\$26.91	\$27.78	\$28.65	\$29.52	\$30.40	\$31.24	\$32.07	\$32.93	\$33.81
XC	18	Annual	\$51,722.00	\$53,477.00	\$55,232.00	\$56,984.00	\$58,728.00	\$60,485.00	\$62,234.00	\$63,946.00	\$65,658.00	\$67,422.00	\$69,235.00
		Bi-Wk	\$1,981.69	\$2,048.93	\$2,116.17	\$2,183.30	\$2,250.12	\$2,317.44	\$2,384.45	\$2,450.04	\$2,515.64	\$2,583.22	\$2,652.69
		Daily	\$198.17	\$204.90	\$211.62	\$218.33	\$225.02	\$231.75	\$238.45	\$245.01	\$251.57	\$258.33	\$265.27
		Hourly	\$26.43	\$27.32	\$28.22	\$29.12	\$30.01	\$30.90	\$31.80	\$32.67	\$33.55	\$34.45	\$35.37
XC	19	Annual	\$54,269.00	\$56,079.00	\$57,881.00	\$59,691.00	\$61,483.00	\$63,286.00	\$65,089.00	\$66,884.00	\$68,670.00	\$70,511.00	\$72,401.00
		Bi-Wk	\$2,079.28	\$2,148.63	\$2,217.67	\$2,287.02	\$2,355.68	\$2,424.76	\$2,493.84	\$2,562.61	\$2,631.04	\$2,701.58	\$2,773.99
		Daily	\$207.93	\$214.87	\$221.77	\$228.71	\$235.57	\$242.48	\$249.39	\$256.27	\$263.11	\$270.16	\$277.40
		Hourly	\$27.73	\$28.65	\$29.57	\$30.50	\$31.41	\$32.34	\$33.26	\$34.17	\$35.09	\$36.03	\$36.99
XC	20	Annual	\$57,036.00	\$58,884.00	\$60,731.00	\$62,572.00	\$64,415.00	\$66,263.00	\$68,111.00	\$69,985.00	\$71,856.00	\$73,782.00	\$75,755.00
		Bi-Wk	\$2,185.29	\$2,256.10	\$2,326.86	\$2,397.40	\$2,468.01	\$2,538.82	\$2,609.62	\$2,681.42	\$2,753.11	\$2,826.90	\$2,902.50
		Daily	\$218.53	\$225.61	\$232.69	\$239.74	\$246.81	\$253.89	\$260.97	\$268.15	\$275.32	\$282.69	\$290.25
		Hourly	\$29.14	\$30.09	\$31.03	\$31.97	\$32.91	\$33.86	\$34.80	\$35.76	\$36.71	\$37.70	\$38.70
XC	21	Annual	\$59,849.00	\$61,744.00	\$63,643.00	\$65,543.00	\$67,441.00	\$69,337.00	\$71,237.00	\$73,194.00	\$75,153.00	\$77,165.00	\$79,231.00
		Bi-Wk	\$2,293.07	\$2,365.68	\$2,438.43	\$2,511.23	\$2,583.95	\$2,656.60	\$2,729.39	\$2,804.37	\$2,879.43	\$2,956.52	\$3,035.68
		Daily	\$229.31	\$236.57	\$243.85	\$251.13	\$258.40	\$265.66	\$272.94	\$280.44	\$287.95	\$295.66	\$303.57
		Hourly	\$30.58	\$31.55	\$32.52	\$33.49	\$34.46	\$35.43	\$36.40	\$37.40	\$38.40	\$39.43	\$40.48

P-1 XC 37.5 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>
XC	22	Annual	\$61,483.00	\$63,739.00	\$65,996.00	\$68,242.00	\$70,494.00	\$72,749.00	\$75,000.00	\$77,062.00	\$79,124.00	\$81,246.00	\$83,421.00
		Bi-Wk	\$2,355.68	\$2,442.11	\$2,528.59	\$2,614.64	\$2,700.92	\$2,787.32	\$2,873.57	\$2,952.57	\$3,031.58	\$3,112.88	\$3,196.21
		Daily	\$235.57	\$244.22	\$252.86	\$261.47	\$270.10	\$278.74	\$287.36	\$295.26	\$303.16	\$311.29	\$319.63
		Hourly	\$31.41	\$32.57	\$33.72	\$34.87	\$36.02	\$37.17	\$38.32	\$39.37	\$40.43	\$41.51	\$42.62
XC	23	Annual	\$64,399.00	\$66,748.00	\$69,085.00	\$71,435.00	\$73,782.00	\$76,130.00	\$78,480.00	\$80,631.00	\$82,790.00	\$85,010.00	\$87,289.00
		Bi-Wk	\$2,467.40	\$2,557.40	\$2,646.94	\$2,736.98	\$2,826.90	\$2,916.86	\$3,006.90	\$3,089.32	\$3,172.04	\$3,257.09	\$3,344.41
		Daily	\$246.74	\$255.74	\$264.70	\$273.70	\$282.69	\$291.69	\$300.69	\$308.94	\$317.21	\$325.71	\$334.45
		Hourly	\$32.90	\$34.10	\$35.30	\$36.50	\$37.70	\$38.90	\$40.10	\$41.20	\$42.30	\$43.43	\$44.60
XC	24	Annual	\$67,493.00	\$69,941.00	\$72,381.00	\$74,830.00	\$77,282.00	\$79,723.00	\$82,167.00	\$84,422.00	\$86,685.00	\$89,005.00	\$91,388.00
		Bi-Wk	\$2,585.94	\$2,679.74	\$2,773.22	\$2,867.05	\$2,961.00	\$3,054.53	\$3,148.17	\$3,234.56	\$3,321.27	\$3,410.16	\$3,501.46
		Daily	\$258.60	\$267.98	\$277.33	\$286.71	\$296.10	\$305.46	\$314.82	\$323.46	\$332.13	\$341.02	\$350.15
		Hourly	\$34.48	\$35.73	\$36.98	\$38.23	\$39.48	\$40.73	\$41.98	\$43.13	\$44.29	\$45.47	\$46.69
XC	25	Annual	\$70,784.00	\$73,333.00	\$75,857.00	\$78,398.00	\$80,932.00	\$83,474.00	\$86,003.00	\$88,370.00	\$90,733.00	\$93,163.00	\$95,655.00
		Bi-Wk	\$2,712.04	\$2,809.70	\$2,906.40	\$3,003.76	\$3,100.85	\$3,198.24	\$3,295.14	\$3,385.83	\$3,476.37	\$3,569.47	\$3,664.95
		Daily	\$271.21	\$280.97	\$290.64	\$300.38	\$310.09	\$319.83	\$329.52	\$338.59	\$347.64	\$356.95	\$366.50
		Hourly	\$36.17	\$37.47	\$38.76	\$40.06	\$41.35	\$42.65	\$43.94	\$45.15	\$46.36	\$47.60	\$48.87
XC	26	Annual	\$74,277.00	\$76,904.00	\$79,544.00	\$82,167.00	\$84,799.00	\$87,431.00	\$90,056.00	\$92,531.00	\$95,007.00	\$97,555.00	\$100,170.00
		Bi-Wk	\$2,845.87	\$2,946.52	\$3,047.67	\$3,148.17	\$3,249.01	\$3,349.85	\$3,450.43	\$3,545.25	\$3,640.12	\$3,737.74	\$3,837.94
		Daily	\$284.59	\$294.66	\$304.77	\$314.82	\$324.91	\$334.99	\$345.05	\$354.53	\$364.02	\$373.78	\$383.80
		Hourly	\$37.95	\$39.29	\$40.64	\$41.98	\$43.33	\$44.67	\$46.01	\$47.27	\$48.54	\$49.84	\$51.18
XC	27	Annual	\$77,963.00	\$80,686.00	\$83,409.00	\$86,123.00	\$88,850.00	\$91,565.00	\$94,296.00	\$96,886.00	\$99,477.00	\$102,146.00	\$104,885.00
		Bi-Wk	\$2,987.09	\$3,091.42	\$3,195.75	\$3,299.74	\$3,404.22	\$3,508.24	\$3,612.88	\$3,712.11	\$3,811.38	\$3,913.64	\$4,018.59
		Daily	\$298.71	\$309.15	\$319.58	\$329.98	\$340.43	\$350.83	\$361.29	\$371.22	\$381.14	\$391.37	\$401.86
		Hourly	\$39.83	\$41.22	\$42.61	\$44.00	\$45.39	\$46.78	\$48.18	\$49.50	\$50.82	\$52.19	\$53.59
XC	28	Annual	\$81,900.00	\$84,713.00	\$87,536.00	\$90,354.00	\$93,167.00	\$95,974.00	\$98,785.00	\$101,503.00	\$104,221.00	\$107,016.00	\$109,886.00
		Bi-Wk	\$3,137.94	\$3,245.71	\$3,353.87	\$3,461.84	\$3,569.62	\$3,677.17	\$3,784.87	\$3,889.01	\$3,993.15	\$4,100.23	\$4,210.20
		Daily	\$313.80	\$324.58	\$335.39	\$346.19	\$356.97	\$367.72	\$378.49	\$388.91	\$399.32	\$410.03	\$421.02
		Hourly	\$41.84	\$43.28	\$44.72	\$46.16	\$47.60	\$49.03	\$50.47	\$51.86	\$53.25	\$54.67	\$56.14

P-1 XC 37.5 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>
XC	29	Annual	\$82,687.00	\$85,789.00	\$88,893.00	\$91,998.00	\$95,100.00	\$98,198.00	\$101,303.00	\$104,085.00	\$106,875.00	\$109,736.00	\$112,674.00
		Bi-Wk	\$3,168.09	\$3,286.94	\$3,405.87	\$3,524.83	\$3,643.68	\$3,762.38	\$3,881.35	\$3,987.94	\$4,094.83	\$4,204.45	\$4,317.02
		Daily	\$316.81	\$328.70	\$340.59	\$352.49	\$364.37	\$376.24	\$388.14	\$398.80	\$409.49	\$420.45	\$431.71
		Hourly	\$42.25	\$43.83	\$45.42	\$47.00	\$48.59	\$50.17	\$51.76	\$53.18	\$54.60	\$56.06	\$57.57
XC	30	Annual	\$86,003.00	\$89,197.00	\$92,396.00	\$95,584.00	\$98,775.00	\$101,966.00	\$105,165.00	\$108,057.00	\$110,945.00	\$113,912.00	\$116,958.00
		Bi-Wk	\$3,295.14	\$3,417.51	\$3,540.08	\$3,662.23	\$3,784.49	\$3,906.75	\$4,029.32	\$4,140.12	\$4,250.77	\$4,364.45	\$4,481.15
		Daily	\$329.52	\$341.76	\$354.01	\$366.23	\$378.45	\$390.68	\$402.94	\$414.02	\$425.08	\$436.45	\$448.12
		Hourly	\$43.94	\$45.57	\$47.21	\$48.83	\$50.46	\$52.09	\$53.73	\$55.21	\$56.68	\$58.20	\$59.75
XC	31	Annual	\$89,457.00	\$92,739.00	\$96,027.00	\$99,316.00	\$102,609.00	\$105,893.00	\$109,180.00	\$112,186.00	\$115,182.00	\$118,263.00	\$121,424.00
		Bi-Wk	\$3,427.48	\$3,553.22	\$3,679.20	\$3,805.22	\$3,931.38	\$4,057.21	\$4,183.15	\$4,298.32	\$4,413.11	\$4,531.15	\$4,652.27
		Daily	\$342.75	\$355.33	\$367.92	\$380.53	\$393.14	\$405.73	\$418.32	\$429.84	\$441.32	\$453.12	\$465.23
		Hourly	\$45.70	\$47.38	\$49.06	\$50.74	\$52.42	\$54.10	\$55.78	\$57.32	\$58.85	\$60.42	\$62.04
XC	32	Annual	\$93,040.00	\$96,420.00	\$99,795.00	\$103,168.00	\$106,554.00	\$109,927.00	\$113,314.00	\$116,433.00	\$119,548.00	\$122,745.00	\$126,029.00
		Bi-Wk	\$3,564.76	\$3,694.26	\$3,823.57	\$3,952.80	\$4,082.53	\$4,211.77	\$4,341.54	\$4,461.04	\$4,580.39	\$4,702.88	\$4,828.70
		Daily	\$356.48	\$369.43	\$382.36	\$395.28	\$408.26	\$421.18	\$434.16	\$446.11	\$458.04	\$470.29	\$482.87
		Hourly	\$47.54	\$49.26	\$50.99	\$52.71	\$54.44	\$56.16	\$57.89	\$59.49	\$61.08	\$62.71	\$64.39
XC	33	Annual	\$96,789.00	\$100,262.00	\$103,731.00	\$107,201.00	\$110,673.00	\$114,147.00	\$117,626.00	\$120,861.00	\$124,097.00	\$127,417.00	\$130,829.00
		Bi-Wk	\$3,708.40	\$3,841.46	\$3,974.37	\$4,107.32	\$4,240.35	\$4,373.45	\$4,506.75	\$4,630.69	\$4,754.68	\$4,881.88	\$5,012.61
		Daily	\$370.84	\$384.15	\$397.44	\$410.74	\$424.04	\$437.35	\$450.68	\$463.07	\$475.47	\$488.19	\$501.27
		Hourly	\$49.45	\$51.22	\$53.00	\$54.77	\$56.54	\$58.32	\$60.09	\$61.75	\$63.40	\$65.10	\$66.84
XC	34	Annual	\$100,775.00	\$104,338.00	\$107,909.00	\$111,475.00	\$115,036.00	\$118,607.00	\$122,170.00	\$125,528.00	\$128,891.00	\$132,348.00	\$135,895.00
		Bi-Wk	\$3,861.12	\$3,997.63	\$4,134.45	\$4,271.08	\$4,407.51	\$4,544.33	\$4,680.85	\$4,809.51	\$4,938.36	\$5,070.81	\$5,206.71
		Daily	\$386.12	\$399.77	\$413.45	\$427.11	\$440.76	\$454.44	\$468.09	\$480.96	\$493.84	\$507.09	\$520.68
		Hourly	\$51.49	\$53.31	\$55.13	\$56.95	\$58.77	\$60.60	\$62.42	\$64.13	\$65.85	\$67.62	\$69.43
XC	35	Annual	\$104,914.00	\$108,568.00	\$111,737.00	\$115,887.00	\$119,542.00	\$123,194.00	\$126,367.00	\$129,840.00	\$133,315.00	\$136,884.00	\$140,555.00
		Bi-Wk	\$4,019.70	\$4,159.70	\$4,281.12	\$4,440.12	\$4,580.16	\$4,720.08	\$4,841.65	\$4,974.72	\$5,107.86	\$5,244.60	\$5,385.25
		Daily	\$401.97	\$415.97	\$428.12	\$444.02	\$458.02	\$472.01	\$484.17	\$497.48	\$510.79	\$524.46	\$538.53
		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 XC 37.5 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>
XC	36	Annual	\$109,277.00	\$113,025.00	\$116,780.00	\$120,531.00	\$124,286.00	\$128,035.00	\$131,783.00	\$135,409.00	\$139,033.00	\$142,754.00	\$146,574.00
		Bi-Wk	\$4,186.86	\$4,330.46	\$4,474.33	\$4,618.05	\$4,761.92	\$4,905.56	\$5,049.16	\$5,188.09	\$5,326.94	\$5,469.51	\$5,615.87
		Daily	\$418.69	\$433.05	\$447.44	\$461.81	\$476.20	\$490.56	\$504.92	\$518.81	\$532.70	\$546.96	\$561.59
		Hourly	\$55.83	\$57.74	\$59.66	\$61.58	\$63.50	\$65.41	\$67.33	\$69.18	\$71.03	\$72.93	\$74.88
XC	37	Annual	\$113,809.00	\$117,660.00	\$121,514.00	\$125,373.00	\$129,229.00	\$133,085.00	\$136,938.00	\$140,702.00	\$144,464.00	\$148,328.00	\$152,297.00
		Bi-Wk	\$4,360.50	\$4,508.05	\$4,655.71	\$4,803.57	\$4,951.31	\$5,099.05	\$5,246.67	\$5,390.89	\$5,535.02	\$5,683.07	\$5,835.14
		Daily	\$436.05	\$450.81	\$465.58	\$480.36	\$495.14	\$509.91	\$524.67	\$539.09	\$553.51	\$568.31	\$583.52
		Hourly	\$58.14	\$60.11	\$62.08	\$64.05	\$66.02	\$67.99	\$69.96	\$71.88	\$73.81	\$75.78	\$77.81
XC	38	Annual	\$118,509.00	\$122,449.00	\$126,403.00	\$130,345.00	\$134,287.00	\$138,233.00	\$142,181.00	\$146,085.00	\$149,994.00	\$154,008.00	\$158,131.00
		Bi-Wk	\$4,540.58	\$4,691.54	\$4,843.03	\$4,994.07	\$5,145.10	\$5,296.29	\$5,447.55	\$5,597.13	\$5,746.90	\$5,900.69	\$6,058.66
		Daily	\$454.06	\$469.16	\$484.31	\$499.41	\$514.51	\$529.63	\$544.76	\$559.72	\$574.69	\$590.07	\$605.87
		Hourly	\$60.55	\$62.56	\$64.58	\$66.59	\$68.61	\$70.62	\$72.64	\$74.63	\$76.63	\$78.68	\$80.79
XC	39	Annual	\$123,435.00	\$127,472.00	\$131,513.00	\$135,560.00	\$139,596.00	\$143,752.00	\$147,676.00	\$151,734.00	\$155,797.00	\$159,969.00	\$164,254.00
		Bi-Wk	\$4,729.32	\$4,883.99	\$5,038.82	\$5,193.87	\$5,348.51	\$5,507.74	\$5,658.09	\$5,813.57	\$5,969.24	\$6,129.09	\$6,293.26
		Daily	\$472.94	\$488.40	\$503.89	\$519.39	\$534.86	\$550.78	\$565.81	\$581.36	\$596.93	\$612.91	\$629.33
		Hourly	\$63.06	\$65.12	\$67.19	\$69.26	\$71.32	\$73.44	\$75.45	\$77.52	\$79.59	\$81.73	\$83.92
XC	40	Annual	\$128,581.00	\$132,704.00	\$136,836.00	\$140,957.00	\$145,081.00	\$149,208.00	\$153,336.00	\$157,549.00	\$161,770.00	\$166,107.00	\$170,556.00
		Bi-Wk	\$4,926.48	\$5,084.45	\$5,242.76	\$5,400.66	\$5,558.66	\$5,716.79	\$5,874.95	\$6,036.37	\$6,198.09	\$6,364.26	\$6,534.72
		Daily	\$492.65	\$508.45	\$524.28	\$540.07	\$555.87	\$571.68	\$587.50	\$603.64	\$619.81	\$636.43	\$653.48
		Hourly	\$65.69	\$67.80	\$69.91	\$72.01	\$74.12	\$76.23	\$78.34	\$80.49	\$82.65	\$84.86	\$87.13
XC	41	Annual	\$133,957.00	\$138,181.00	\$142,407.00	\$146,636.00	\$150,860.00	\$155,083.00	\$159,306.00	\$163,688.00	\$168,069.00	\$172,566.00	\$177,184.00
		Bi-Wk	\$5,132.46	\$5,294.30	\$5,456.21	\$5,618.24	\$5,780.08	\$5,941.88	\$6,103.68	\$6,271.58	\$6,439.43	\$6,611.73	\$6,788.66
		Daily	\$513.25	\$529.43	\$545.63	\$561.83	\$578.01	\$594.19	\$610.37	\$627.16	\$643.95	\$661.18	\$678.87
		Hourly	\$68.44	\$70.60	\$72.75	\$74.91	\$77.07	\$79.23	\$81.39	\$83.63	\$85.86	\$88.16	\$90.52
XC	42	Annual	\$139,540.00	\$143,865.00	\$148,189.00	\$152,491.00	\$156,820.00	\$161,142.00	\$165,460.00	\$170,012.00	\$174,562.00	\$179,230.00	\$184,025.00
		Bi-Wk	\$5,346.37	\$5,512.07	\$5,677.74	\$5,842.57	\$6,008.43	\$6,174.03	\$6,339.47	\$6,513.87	\$6,688.20	\$6,867.05	\$7,050.77
		Daily	\$534.64	\$551.21	\$567.78	\$584.26	\$600.85	\$617.41	\$633.95	\$651.39	\$668.82	\$686.71	\$705.08
		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 XC 37.5 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>
XC	43	Annual	\$145,464.00	\$149,872.00	\$154,280.00	\$158,680.00	\$163,090.00	\$167,490.00	\$171,890.00	\$176,621.00	\$181,346.00	\$186,199.00	\$191,182.00
		Bi-Wk	\$5,573.34	\$5,742.23	\$5,911.12	\$6,079.70	\$6,248.66	\$6,417.25	\$6,585.83	\$6,767.09	\$6,948.13	\$7,134.07	\$7,324.99
		Daily	\$557.34	\$574.23	\$591.12	\$607.97	\$624.87	\$641.73	\$658.59	\$676.71	\$694.82	\$713.41	\$732.50
		Hourly	\$74.32	\$76.57	\$78.82	\$81.07	\$83.32	\$85.57	\$87.82	\$90.23	\$92.65	\$95.13	\$97.67