

P-1 XC 37.5 Hour Pay Plan Effective 07/01/2021

<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	\$27,818.00	\$28,502.00	\$29,176.00	\$29,853.00	\$30,529.00	\$31,211.00	\$31,887.00	\$32,759.00	\$33,640.00	\$34,543.00	\$35,468.00
		Bi-Wk	\$1,065.83	\$1,092.04	\$1,117.86	\$1,143.80	\$1,169.70	\$1,195.83	\$1,221.73	\$1,255.14	\$1,288.89	\$1,323.49	\$1,358.93
		Daily	\$106.59	\$109.21	\$111.79	\$114.38	\$116.97	\$119.59	\$122.18	\$125.52	\$128.89	\$132.35	\$135.90
		Hourly	\$14.22	\$14.57	\$14.91	\$15.26	\$15.60	\$15.95	\$16.29	\$16.74	\$17.19	\$17.65	\$18.12
XC	2	Annual	\$29,176.00	\$29,853.00	\$30,529.00	\$31,211.00	\$31,887.00	\$32,563.00	\$33,236.00	\$34,151.00	\$35,063.00	\$36,000.00	\$36,961.00
		Bi-Wk	\$1,117.86	\$1,143.80	\$1,169.70	\$1,195.83	\$1,221.73	\$1,247.63	\$1,273.41	\$1,308.47	\$1,343.41	\$1,379.32	\$1,416.14
		Daily	\$111.79	\$114.38	\$116.97	\$119.59	\$122.18	\$124.77	\$127.35	\$130.85	\$134.35	\$137.94	\$141.62
		Hourly	\$14.91	\$15.26	\$15.60	\$15.95	\$16.29	\$16.64	\$16.98	\$17.45	\$17.92	\$18.40	\$18.89
XC	3	Annual	\$29,853.00	\$30,529.00	\$31,211.00	\$31,887.00	\$32,563.00	\$33,236.00	\$33,913.00	\$34,849.00	\$35,780.00	\$36,730.00	\$37,711.00
		Bi-Wk	\$1,143.80	\$1,169.70	\$1,195.83	\$1,221.73	\$1,247.63	\$1,273.41	\$1,299.35	\$1,335.22	\$1,370.89	\$1,407.28	\$1,444.87
		Daily	\$114.38	\$116.97	\$119.59	\$122.18	\$124.77	\$127.35	\$129.94	\$133.53	\$137.09	\$140.73	\$144.49
		Hourly	\$15.26	\$15.60	\$15.95	\$16.29	\$16.64	\$16.98	\$17.33	\$17.81	\$18.28	\$18.77	\$19.27
XC	4	Annual	\$30,819.00	\$31,643.00	\$32,458.00	\$33,289.00	\$34,117.00	\$34,934.00	\$35,751.00	\$36,742.00	\$37,722.00	\$38,732.00	\$39,767.00
		Bi-Wk	\$1,180.81	\$1,212.38	\$1,243.61	\$1,275.45	\$1,307.17	\$1,338.47	\$1,369.78	\$1,407.74	\$1,445.29	\$1,483.99	\$1,523.64
		Daily	\$118.09	\$121.24	\$124.37	\$127.55	\$130.72	\$133.85	\$136.98	\$140.78	\$144.53	\$148.40	\$152.37
		Hourly	\$15.75	\$16.17	\$16.59	\$17.01	\$17.43	\$17.85	\$18.27	\$18.77	\$19.28	\$19.79	\$20.32
XC	5	Annual	\$31,590.00	\$32,458.00	\$33,336.00	\$34,202.00	\$35,068.00	\$35,939.00	\$36,814.00	\$37,823.00	\$38,839.00	\$39,874.00	\$40,944.00
		Bi-Wk	\$1,210.35	\$1,243.61	\$1,277.25	\$1,310.43	\$1,343.61	\$1,376.98	\$1,410.50	\$1,449.16	\$1,488.09	\$1,527.74	\$1,568.74
		Daily	\$121.04	\$124.37	\$127.73	\$131.05	\$134.37	\$137.70	\$141.05	\$144.92	\$148.81	\$152.78	\$156.88
		Hourly	\$16.14	\$16.59	\$17.03	\$17.48	\$17.92	\$18.36	\$18.81	\$19.33	\$19.85	\$20.37	\$20.92
XC	6	Annual	\$32,663.00	\$33,535.00	\$34,401.00	\$35,133.00	\$36,138.00	\$37,008.00	\$37,872.00	\$38,917.00	\$39,955.00	\$41,022.00	\$42,119.00
		Bi-Wk	\$1,251.46	\$1,284.87	\$1,318.05	\$1,346.10	\$1,384.60	\$1,417.94	\$1,451.04	\$1,491.08	\$1,530.85	\$1,571.73	\$1,613.76
		Daily	\$125.15	\$128.49	\$131.81	\$134.61	\$138.46	\$141.80	\$145.11	\$149.11	\$153.09	\$157.18	\$161.38
		Hourly	\$16.69	\$17.14	\$17.58	\$17.95	\$18.47	\$18.91	\$19.35	\$19.89	\$20.42	\$20.96	\$21.52
XC	7	Annual	\$33,626.00	\$34,493.00	\$35,362.00	\$36,228.00	\$37,105.00	\$37,973.00	\$38,843.00	\$39,909.00	\$40,972.00	\$42,069.00	\$43,196.00
		Bi-Wk	\$1,288.36	\$1,321.58	\$1,354.87	\$1,388.05	\$1,421.65	\$1,454.91	\$1,488.24	\$1,529.09	\$1,569.81	\$1,611.84	\$1,655.02
		Daily	\$128.84	\$132.16	\$135.49	\$138.81	\$142.17	\$145.50	\$148.83	\$152.91	\$156.99	\$161.19	\$165.51
		Hourly	\$17.18	\$17.63	\$18.07	\$18.51	\$18.96	\$19.40	\$19.85	\$20.39	\$20.94	\$21.50	\$22.07

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XC	8	Annual	\$36,138.00	\$37,200.00	\$38,273.00	\$39,331.00	\$40,398.00	\$41,462.00	\$42,533.00	\$43,697.00	\$44,866.00	\$46,066.00	\$47,300.00
		Bi-Wk	\$1,384.60	\$1,425.29	\$1,466.40	\$1,506.94	\$1,547.82	\$1,588.59	\$1,629.62	\$1,674.22	\$1,719.01	\$1,764.99	\$1,812.27
		Daily	\$138.46	\$142.53	\$146.64	\$150.70	\$154.79	\$158.86	\$162.97	\$167.43	\$171.91	\$176.50	\$181.23
		Hourly	\$18.47	\$19.01	\$19.56	\$20.10	\$20.64	\$21.19	\$21.73	\$22.33	\$22.93	\$23.54	\$24.17
XC	9	Annual	\$37,250.00	\$38,305.00	\$39,470.00	\$40,578.00	\$41,691.00	\$42,798.00	\$43,921.00	\$45,129.00	\$46,334.00	\$47,572.00	\$48,844.00
		Bi-Wk	\$1,427.21	\$1,467.63	\$1,512.27	\$1,554.72	\$1,597.36	\$1,639.78	\$1,682.80	\$1,729.09	\$1,775.25	\$1,822.69	\$1,871.42
		Daily	\$142.73	\$146.77	\$151.23	\$155.48	\$159.74	\$163.98	\$168.28	\$172.91	\$177.53	\$182.27	\$187.15
		Hourly	\$19.03	\$19.57	\$20.17	\$20.73	\$21.30	\$21.87	\$22.44	\$23.06	\$23.67	\$24.31	\$24.96
XC	10	Annual	\$38,446.00	\$39,615.00	\$40,767.00	\$41,933.00	\$43,094.00	\$44,276.00	\$45,499.00	\$46,748.00	\$48,003.00	\$49,291.00	\$50,615.00
		Bi-Wk	\$1,473.03	\$1,517.82	\$1,561.96	\$1,606.63	\$1,651.12	\$1,696.40	\$1,743.26	\$1,791.12	\$1,839.20	\$1,888.55	\$1,939.28
		Daily	\$147.31	\$151.79	\$156.20	\$160.67	\$165.12	\$169.64	\$174.33	\$179.12	\$183.92	\$188.86	\$193.93
		Hourly	\$19.65	\$20.24	\$20.83	\$21.43	\$22.02	\$22.62	\$23.25	\$23.89	\$24.53	\$25.19	\$25.86
XC	11	Annual	\$39,670.00	\$40,872.00	\$42,089.00	\$43,295.00	\$44,543.00	\$45,814.00	\$47,086.00	\$48,382.00	\$49,672.00	\$51,003.00	\$52,372.00
		Bi-Wk	\$1,519.93	\$1,565.98	\$1,612.61	\$1,658.82	\$1,706.63	\$1,755.33	\$1,804.07	\$1,853.72	\$1,903.15	\$1,954.14	\$2,006.60
		Daily	\$152.00	\$156.60	\$161.27	\$165.89	\$170.67	\$175.54	\$180.41	\$185.38	\$190.32	\$195.42	\$200.66
		Hourly	\$20.27	\$20.88	\$21.51	\$22.12	\$22.76	\$23.41	\$24.06	\$24.72	\$25.38	\$26.06	\$26.76
XC	12	Annual	\$40,954.00	\$42,220.00	\$43,470.00	\$44,777.00	\$46,092.00	\$47,420.00	\$48,735.00	\$50,076.00	\$51,414.00	\$52,789.00	\$54,205.00
		Bi-Wk	\$1,569.12	\$1,617.63	\$1,665.52	\$1,715.60	\$1,765.98	\$1,816.86	\$1,867.25	\$1,918.63	\$1,969.89	\$2,022.57	\$2,076.82
		Daily	\$156.92	\$161.77	\$166.56	\$171.56	\$176.60	\$181.69	\$186.73	\$191.87	\$196.99	\$202.26	\$207.69
		Hourly	\$20.93	\$21.57	\$22.21	\$22.88	\$23.55	\$24.23	\$24.90	\$25.59	\$26.27	\$26.97	\$27.70
XC	13	Annual	\$43,266.00	\$44,857.00	\$46,474.00	\$48,081.00	\$49,694.00	\$51,298.00	\$52,916.00	\$54,370.00	\$55,823.00	\$57,324.00	\$58,859.00
		Bi-Wk	\$1,657.71	\$1,718.66	\$1,780.62	\$1,842.19	\$1,903.99	\$1,965.45	\$2,027.44	\$2,083.15	\$2,138.82	\$2,196.33	\$2,255.14
		Daily	\$165.78	\$171.87	\$178.07	\$184.22	\$190.40	\$196.55	\$202.75	\$208.32	\$213.89	\$219.64	\$225.52
		Hourly	\$22.11	\$22.92	\$23.75	\$24.57	\$25.39	\$26.21	\$27.04	\$27.78	\$28.52	\$29.29	\$30.07
XC	14	Annual	\$45,286.00	\$46,956.00	\$48,620.00	\$50,280.00	\$51,940.00	\$53,604.00	\$55,261.00	\$56,779.00	\$58,301.00	\$59,862.00	\$61,468.00
		Bi-Wk	\$1,735.10	\$1,799.09	\$1,862.84	\$1,926.44	\$1,990.04	\$2,053.80	\$2,117.28	\$2,175.45	\$2,233.76	\$2,293.57	\$2,355.10
		Daily	\$173.51	\$179.91	\$186.29	\$192.65	\$199.01	\$205.38	\$211.73	\$217.55	\$223.38	\$229.36	\$235.51
		Hourly	\$23.14	\$23.99	\$24.84	\$25.69	\$26.54	\$27.39	\$28.24	\$29.01	\$29.79	\$30.59	\$31.41

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XC	15	Annual	\$47,462.00	\$49,176.00	\$50,887.00	\$52,595.00	\$54,308.00	\$56,027.00	\$57,737.00	\$59,326.00	\$60,914.00	\$62,546.00	\$64,218.00
		Bi-Wk	\$1,818.47	\$1,884.14	\$1,949.70	\$2,015.14	\$2,080.77	\$2,146.63	\$2,212.15	\$2,273.03	\$2,333.87	\$2,396.40	\$2,460.46
		Daily	\$181.85	\$188.42	\$194.97	\$201.52	\$208.08	\$214.67	\$221.22	\$227.31	\$233.39	\$239.64	\$246.05
		Hourly	\$24.25	\$25.13	\$26.00	\$26.87	\$27.75	\$28.63	\$29.50	\$30.31	\$31.12	\$31.96	\$32.81
XC	16	Annual	\$49,770.00	\$51,536.00	\$53,304.00	\$55,066.00	\$56,828.00	\$58,596.00	\$60,348.00	\$62,004.00	\$63,665.00	\$65,370.00	\$67,125.00
		Bi-Wk	\$1,906.90	\$1,974.56	\$2,042.30	\$2,109.81	\$2,177.32	\$2,245.06	\$2,312.19	\$2,375.64	\$2,439.28	\$2,504.60	\$2,571.84
		Daily	\$190.69	\$197.46	\$204.23	\$210.99	\$217.74	\$224.51	\$231.22	\$237.57	\$243.93	\$250.46	\$257.19
		Hourly	\$25.43	\$26.33	\$27.24	\$28.14	\$29.04	\$29.94	\$30.83	\$31.68	\$32.53	\$33.40	\$34.30
XC	17	Annual	\$52,238.00	\$54,052.00	\$55,868.00	\$57,679.00	\$59,494.00	\$61,297.00	\$63,123.00	\$64,858.00	\$66,592.00	\$68,374.00	\$70,207.00
		Bi-Wk	\$2,001.46	\$2,070.96	\$2,140.54	\$2,209.93	\$2,279.47	\$2,348.55	\$2,418.51	\$2,484.99	\$2,551.42	\$2,619.70	\$2,689.93
		Daily	\$200.15	\$207.10	\$214.06	\$221.00	\$227.95	\$234.86	\$241.86	\$248.50	\$255.15	\$261.97	\$269.00
		Hourly	\$26.69	\$27.62	\$28.55	\$29.47	\$30.40	\$31.32	\$32.25	\$33.14	\$34.02	\$34.93	\$35.87
XC	18	Annual	\$54,872.00	\$56,733.00	\$58,596.00	\$60,454.00	\$62,304.00	\$64,168.00	\$66,024.00	\$67,840.00	\$69,656.00	\$71,527.00	\$73,451.00
		Bi-Wk	\$2,102.38	\$2,173.68	\$2,245.06	\$2,316.25	\$2,387.13	\$2,458.55	\$2,529.66	\$2,599.24	\$2,668.82	\$2,740.50	\$2,814.22
		Daily	\$210.24	\$217.37	\$224.51	\$231.63	\$238.72	\$245.86	\$252.97	\$259.93	\$266.89	\$274.05	\$281.43
		Hourly	\$28.04	\$28.99	\$29.94	\$30.89	\$31.83	\$32.79	\$33.73	\$34.66	\$35.59	\$36.54	\$37.53
XC	19	Annual	\$57,574.00	\$59,494.00	\$61,405.00	\$63,326.00	\$65,226.00	\$67,140.00	\$69,053.00	\$70,956.00	\$72,851.00	\$74,804.00	\$76,810.00
		Bi-Wk	\$2,205.91	\$2,279.47	\$2,352.69	\$2,426.29	\$2,499.09	\$2,572.42	\$2,645.71	\$2,718.63	\$2,791.23	\$2,866.06	\$2,942.92
		Daily	\$220.60	\$227.95	\$235.27	\$242.63	\$249.91	\$257.25	\$264.58	\$271.87	\$279.13	\$286.61	\$294.30
		Hourly	\$29.42	\$30.40	\$31.37	\$32.36	\$33.33	\$34.30	\$35.28	\$36.25	\$37.22	\$38.22	\$39.24
XC	20	Annual	\$60,509.00	\$62,469.00	\$64,429.00	\$66,383.00	\$68,337.00	\$70,298.00	\$72,258.00	\$74,246.00	\$76,231.00	\$78,275.00	\$80,368.00
		Bi-Wk	\$2,318.36	\$2,393.45	\$2,468.55	\$2,543.41	\$2,618.28	\$2,693.41	\$2,768.51	\$2,844.68	\$2,920.73	\$2,999.05	\$3,079.24
		Daily	\$231.84	\$239.35	\$246.86	\$254.35	\$261.83	\$269.35	\$276.86	\$284.47	\$292.08	\$299.91	\$307.93
		Hourly	\$30.92	\$31.92	\$32.92	\$33.92	\$34.92	\$35.92	\$36.92	\$37.93	\$38.95	\$39.99	\$41.06
XC	21	Annual	\$63,493.00	\$65,504.00	\$67,518.00	\$69,534.00	\$71,548.00	\$73,559.00	\$75,575.00	\$77,650.00	\$79,729.00	\$81,863.00	\$84,056.00
		Bi-Wk	\$2,432.69	\$2,509.74	\$2,586.90	\$2,664.14	\$2,741.31	\$2,818.36	\$2,895.60	\$2,975.10	\$3,054.76	\$3,136.52	\$3,220.54
		Daily	\$243.27	\$250.98	\$258.69	\$266.42	\$274.14	\$281.84	\$289.56	\$297.51	\$305.48	\$313.66	\$322.06
		Hourly	\$32.44	\$33.47	\$34.50	\$35.53	\$36.56	\$37.58	\$38.61	\$39.67	\$40.74	\$41.83	\$42.95

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XC	22	Annual	\$65,226.00	\$67,620.00	\$70,014.00	\$72,397.00	\$74,787.00	\$77,179.00	\$79,566.00	\$81,754.00	\$83,942.00	\$86,193.00	\$88,500.00
		Bi-Wk	\$2,499.09	\$2,590.81	\$2,682.53	\$2,773.84	\$2,865.41	\$2,957.05	\$3,048.51	\$3,132.34	\$3,216.17	\$3,302.42	\$3,390.81
		Daily	\$249.91	\$259.09	\$268.26	\$277.39	\$286.55	\$295.71	\$304.86	\$313.24	\$321.62	\$330.25	\$339.09
		Hourly	\$33.33	\$34.55	\$35.77	\$36.99	\$38.21	\$39.43	\$40.65	\$41.77	\$42.89	\$44.04	\$45.22
XC	23	Annual	\$68,320.00	\$70,813.00	\$73,291.00	\$75,785.00	\$78,275.00	\$80,765.00	\$83,258.00	\$85,541.00	\$87,831.00	\$90,186.00	\$92,604.00
		Bi-Wk	\$2,617.63	\$2,713.15	\$2,808.09	\$2,903.64	\$2,999.05	\$3,094.45	\$3,189.97	\$3,277.44	\$3,365.18	\$3,455.41	\$3,548.05
		Daily	\$261.77	\$271.32	\$280.81	\$290.37	\$299.91	\$309.45	\$319.00	\$327.75	\$336.52	\$345.55	\$354.81
		Hourly	\$34.91	\$36.18	\$37.45	\$38.72	\$39.99	\$41.26	\$42.54	\$43.70	\$44.87	\$46.08	\$47.31
XC	24	Annual	\$71,603.00	\$74,199.00	\$76,788.00	\$79,387.00	\$81,987.00	\$84,577.00	\$87,170.00	\$89,562.00	\$91,962.00	\$94,425.00	\$96,952.00
		Bi-Wk	\$2,743.41	\$2,842.88	\$2,942.07	\$3,041.65	\$3,141.27	\$3,240.50	\$3,339.85	\$3,431.50	\$3,523.45	\$3,617.82	\$3,714.64
		Daily	\$274.35	\$284.29	\$294.21	\$304.17	\$314.13	\$324.05	\$333.99	\$343.15	\$352.35	\$361.79	\$371.47
		Hourly	\$36.58	\$37.91	\$39.23	\$40.56	\$41.89	\$43.21	\$44.54	\$45.76	\$46.98	\$48.24	\$49.53
XC	25	Annual	\$75,094.00	\$77,798.00	\$80,475.00	\$83,171.00	\$85,860.00	\$88,556.00	\$91,240.00	\$93,750.00	\$96,257.00	\$98,835.00	\$101,479.00
		Bi-Wk	\$2,877.17	\$2,980.77	\$3,083.34	\$3,186.63	\$3,289.66	\$3,392.96	\$3,495.79	\$3,591.96	\$3,688.01	\$3,786.79	\$3,888.09
		Daily	\$287.72	\$298.08	\$308.34	\$318.67	\$328.97	\$339.30	\$349.58	\$359.20	\$368.81	\$378.68	\$388.81
		Hourly	\$38.37	\$39.75	\$41.12	\$42.49	\$43.87	\$45.24	\$46.62	\$47.90	\$49.18	\$50.50	\$51.85
XC	26	Annual	\$78,799.00	\$81,586.00	\$84,388.00	\$87,170.00	\$89,962.00	\$92,755.00	\$95,539.00	\$98,165.00	\$100,792.00	\$103,495.00	\$106,268.00
		Bi-Wk	\$3,019.12	\$3,125.91	\$3,233.26	\$3,339.85	\$3,446.82	\$3,553.84	\$3,660.50	\$3,761.12	\$3,861.77	\$3,965.33	\$4,071.58
		Daily	\$301.92	\$312.60	\$323.33	\$333.99	\$344.69	\$355.39	\$366.05	\$376.12	\$386.18	\$396.54	\$407.16
		Hourly	\$40.26	\$41.68	\$43.12	\$44.54	\$45.96	\$47.39	\$48.81	\$50.15	\$51.50	\$52.88	\$54.29
XC	27	Annual	\$82,710.00	\$85,599.00	\$88,488.00	\$91,367.00	\$94,259.00	\$97,140.00	\$100,037.00	\$102,785.00	\$105,533.00	\$108,366.00	\$111,270.00
		Bi-Wk	\$3,168.97	\$3,279.66	\$3,390.35	\$3,500.66	\$3,611.46	\$3,721.84	\$3,832.84	\$3,938.13	\$4,043.41	\$4,151.96	\$4,263.22
		Daily	\$316.90	\$327.97	\$339.04	\$350.07	\$361.15	\$372.19	\$383.29	\$393.82	\$404.35	\$415.20	\$426.33
		Hourly	\$42.26	\$43.73	\$45.21	\$46.68	\$48.16	\$49.63	\$51.11	\$52.51	\$53.92	\$55.36	\$56.85
XC	28	Annual	\$86,887.00	\$89,870.00	\$92,865.00	\$95,855.00	\$98,839.00	\$101,818.00	\$104,800.00	\$107,683.00	\$110,566.00	\$113,532.00	\$116,577.00
		Bi-Wk	\$3,329.01	\$3,443.30	\$3,558.05	\$3,672.61	\$3,786.94	\$3,901.08	\$4,015.33	\$4,125.79	\$4,236.25	\$4,349.89	\$4,466.56
		Daily	\$332.91	\$344.33	\$355.81	\$367.27	\$378.70	\$390.11	\$401.54	\$412.58	\$423.63	\$434.99	\$446.66
		Hourly	\$44.39	\$45.92	\$47.45	\$48.97	\$50.50	\$52.02	\$53.54	\$55.02	\$56.49	\$58.00	\$59.56

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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	\$87,722.00	\$91,012.00	\$94,306.00	\$97,599.00	\$100,890.00	\$104,176.00	\$107,471.00	\$110,422.00	\$113,382.00	\$116,417.00	\$119,534.00
		Bi-Wk	\$3,361.00	\$3,487.05	\$3,613.26	\$3,739.43	\$3,865.52	\$3,991.42	\$4,117.67	\$4,230.73	\$4,344.14	\$4,460.43	\$4,579.85
		Daily	\$336.10	\$348.71	\$361.33	\$373.95	\$386.56	\$399.15	\$411.77	\$423.08	\$434.42	\$446.05	\$457.99
		Hourly	\$44.82	\$46.50	\$48.18	\$49.86	\$51.55	\$53.22	\$54.91	\$56.41	\$57.93	\$59.48	\$61.07
XC	30	Annual	\$91,240.00	\$94,627.00	\$98,021.00	\$101,404.00	\$104,789.00	\$108,174.00	\$111,568.00	\$114,635.00	\$117,700.00	\$120,847.00	\$124,079.00
		Bi-Wk	\$3,495.79	\$3,625.56	\$3,755.60	\$3,885.22	\$4,014.91	\$4,144.60	\$4,274.64	\$4,392.15	\$4,509.58	\$4,630.16	\$4,753.99
		Daily	\$349.58	\$362.56	\$375.56	\$388.53	\$401.50	\$414.46	\$427.47	\$439.22	\$450.96	\$463.02	\$475.40
		Hourly	\$46.62	\$48.35	\$50.08	\$51.81	\$53.54	\$55.27	\$57.00	\$58.57	\$60.13	\$61.74	\$63.39
XC	31	Annual	\$94,903.00	\$98,385.00	\$101,873.00	\$105,363.00	\$108,857.00	\$112,340.00	\$115,828.00	\$119,016.00	\$122,195.00	\$125,464.00	\$128,816.00
		Bi-Wk	\$3,636.14	\$3,769.55	\$3,903.19	\$4,036.90	\$4,170.77	\$4,304.22	\$4,437.86	\$4,560.00	\$4,681.81	\$4,807.05	\$4,935.48
		Daily	\$363.62	\$376.96	\$390.32	\$403.69	\$417.08	\$430.43	\$443.79	\$456.00	\$468.19	\$480.71	\$493.55
		Hourly	\$48.49	\$50.27	\$52.05	\$53.83	\$55.62	\$57.39	\$59.18	\$60.80	\$62.43	\$64.10	\$65.81
XC	32	Annual	\$98,705.00	\$102,290.00	\$105,871.00	\$109,449.00	\$113,042.00	\$116,620.00	\$120,212.00	\$123,522.00	\$126,827.00	\$130,219.00	\$133,703.00
		Bi-Wk	\$3,781.81	\$3,919.16	\$4,056.37	\$4,193.45	\$4,331.12	\$4,468.20	\$4,605.83	\$4,732.65	\$4,859.28	\$4,989.24	\$5,122.73
		Daily	\$378.19	\$391.92	\$405.64	\$419.35	\$433.12	\$446.82	\$460.59	\$473.27	\$485.93	\$498.93	\$512.28
		Hourly	\$50.43	\$52.26	\$54.09	\$55.92	\$57.75	\$59.58	\$61.42	\$63.11	\$64.80	\$66.53	\$68.31
XC	33	Annual	\$102,682.00	\$106,367.00	\$110,047.00	\$113,728.00	\$117,411.00	\$121,097.00	\$124,787.00	\$128,220.00	\$131,653.00	\$135,174.00	\$138,795.00
		Bi-Wk	\$3,934.18	\$4,075.37	\$4,216.37	\$4,357.40	\$4,498.51	\$4,639.74	\$4,781.12	\$4,912.65	\$5,044.18	\$5,179.09	\$5,317.82
		Daily	\$393.42	\$407.54	\$421.64	\$435.74	\$449.86	\$463.98	\$478.12	\$491.27	\$504.42	\$517.91	\$531.79
		Hourly	\$52.46	\$54.34	\$56.22	\$58.10	\$59.99	\$61.87	\$63.75	\$65.51	\$67.26	\$69.06	\$70.91
XC	34	Annual	\$106,911.00	\$110,690.00	\$114,479.00	\$118,262.00	\$122,040.00	\$125,828.00	\$129,608.00	\$133,171.00	\$136,739.00	\$140,406.00	\$144,169.00
		Bi-Wk	\$4,096.21	\$4,241.00	\$4,386.17	\$4,531.12	\$4,675.87	\$4,821.00	\$4,965.83	\$5,102.34	\$5,239.05	\$5,379.55	\$5,523.72
		Daily	\$409.63	\$424.10	\$438.62	\$453.12	\$467.59	\$482.10	\$496.59	\$510.24	\$523.91	\$537.96	\$552.38
		Hourly	\$54.62	\$56.55	\$58.49	\$60.42	\$62.35	\$64.28	\$66.22	\$68.04	\$69.86	\$71.73	\$73.65
XC	35	Annual	\$111,301.00	\$115,178.00	\$118,540.00	\$122,943.00	\$126,820.00	\$130,694.00	\$134,060.00	\$137,745.00	\$141,432.00	\$145,217.00	\$149,112.00
		Bi-Wk	\$4,264.41	\$4,412.96	\$4,541.77	\$4,710.46	\$4,859.01	\$5,007.44	\$5,136.40	\$5,277.59	\$5,418.86	\$5,563.87	\$5,713.11
		Daily	\$426.45	\$441.30	\$454.18	\$471.05	\$485.91	\$500.75	\$513.64	\$527.76	\$541.89	\$556.39	\$571.32
		Hourly	\$56.86	\$58.84	\$60.56	\$62.81	\$64.79	\$66.77	\$68.49	\$70.37	\$72.26	\$74.19	\$76.18

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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	\$115,930.00	\$119,906.00	\$123,890.00	\$127,869.00	\$131,853.00	\$135,830.00	\$139,806.00	\$143,653.00	\$147,498.00	\$151,445.00	\$155,498.00
		Bi-Wk	\$4,441.77	\$4,594.10	\$4,746.75	\$4,899.20	\$5,051.84	\$5,204.22	\$5,356.56	\$5,503.95	\$5,651.27	\$5,802.50	\$5,957.78
		Daily	\$444.18	\$459.41	\$474.68	\$489.92	\$505.19	\$520.43	\$535.66	\$550.40	\$565.13	\$580.25	\$595.78
		Hourly	\$59.23	\$61.26	\$63.29	\$65.33	\$67.36	\$69.39	\$71.43	\$73.39	\$75.36	\$77.37	\$79.44
XC	37	Annual	\$120,738.00	\$124,824.00	\$128,912.00	\$133,007.00	\$137,097.00	\$141,187.00	\$145,275.00	\$149,268.00	\$153,260.00	\$157,358.00	\$161,569.00
		Bi-Wk	\$4,625.98	\$4,782.53	\$4,939.16	\$5,096.06	\$5,252.76	\$5,409.47	\$5,566.10	\$5,719.09	\$5,872.04	\$6,029.05	\$6,190.39
		Daily	\$462.60	\$478.26	\$493.92	\$509.61	\$525.28	\$540.95	\$556.61	\$571.91	\$587.21	\$602.91	\$619.04
		Hourly	\$61.68	\$63.77	\$65.86	\$67.95	\$70.04	\$72.13	\$74.22	\$76.26	\$78.30	\$80.39	\$82.54
XC	38	Annual	\$125,724.00	\$129,904.00	\$134,099.00	\$138,281.00	\$142,463.00	\$146,649.00	\$150,837.00	\$154,978.00	\$159,126.00	\$163,384.00	\$167,758.00
		Bi-Wk	\$4,817.02	\$4,977.17	\$5,137.90	\$5,298.13	\$5,458.36	\$5,618.74	\$5,779.20	\$5,937.86	\$6,096.79	\$6,259.93	\$6,427.51
		Daily	\$481.71	\$497.72	\$513.79	\$529.82	\$545.84	\$561.88	\$577.92	\$593.79	\$609.68	\$626.00	\$642.76
		Hourly	\$64.23	\$66.37	\$68.51	\$70.65	\$72.78	\$74.92	\$77.06	\$79.18	\$81.30	\$83.47	\$85.71
XC	39	Annual	\$130,950.00	\$135,233.00	\$139,519.00	\$143,813.00	\$148,095.00	\$152,504.00	\$156,667.00	\$160,972.00	\$165,282.00	\$169,708.00	\$174,254.00
		Bi-Wk	\$5,017.25	\$5,181.35	\$5,345.56	\$5,510.08	\$5,674.14	\$5,843.07	\$6,002.57	\$6,167.51	\$6,332.65	\$6,502.23	\$6,676.40
		Daily	\$501.73	\$518.14	\$534.56	\$551.01	\$567.42	\$584.31	\$600.26	\$616.76	\$633.27	\$650.23	\$667.64
		Hourly	\$66.90	\$69.09	\$71.28	\$73.47	\$75.66	\$77.91	\$80.04	\$82.24	\$84.44	\$86.70	\$89.02
XC	40	Annual	\$136,410.00	\$140,783.00	\$145,167.00	\$149,539.00	\$153,913.00	\$158,292.00	\$162,671.00	\$167,141.00	\$171,618.00	\$176,220.00	\$180,940.00
		Bi-Wk	\$5,226.44	\$5,393.99	\$5,561.96	\$5,729.47	\$5,897.05	\$6,064.83	\$6,232.61	\$6,403.87	\$6,575.41	\$6,751.73	\$6,932.57
		Daily	\$522.65	\$539.40	\$556.20	\$572.95	\$589.71	\$606.49	\$623.27	\$640.39	\$657.55	\$675.18	\$693.26
		Hourly	\$69.69	\$71.92	\$74.16	\$76.40	\$78.63	\$80.87	\$83.11	\$85.39	\$87.68	\$90.03	\$92.44
XC	41	Annual	\$142,113.00	\$146,594.00	\$151,077.00	\$155,564.00	\$160,045.00	\$164,524.00	\$169,005.00	\$173,654.00	\$178,301.00	\$183,072.00	\$187,971.00
		Bi-Wk	\$5,444.95	\$5,616.63	\$5,788.40	\$5,960.31	\$6,132.00	\$6,303.61	\$6,475.29	\$6,653.41	\$6,831.46	\$7,014.26	\$7,201.96
		Daily	\$544.50	\$561.67	\$578.84	\$596.04	\$613.20	\$630.37	\$647.53	\$665.35	\$683.15	\$701.43	\$720.20
		Hourly	\$72.60	\$74.89	\$77.18	\$79.48	\$81.76	\$84.05	\$86.34	\$88.72	\$91.09	\$93.53	\$96.03
XC	42	Annual	\$148,035.00	\$152,624.00	\$157,211.00	\$161,775.00	\$166,367.00	\$170,952.00	\$175,534.00	\$180,363.00	\$185,189.00	\$190,142.00	\$195,228.00
		Bi-Wk	\$5,671.84	\$5,847.67	\$6,023.41	\$6,198.28	\$6,374.22	\$6,549.89	\$6,725.45	\$6,910.46	\$7,095.37	\$7,285.14	\$7,480.00
		Daily	\$567.19	\$584.77	\$602.35	\$619.83	\$637.43	\$654.99	\$672.55	\$691.05	\$709.54	\$728.52	\$748.00
		Hourly	\$75.63	\$77.97	\$80.32	\$82.65	\$84.99	\$87.34	\$89.68	\$92.14	\$94.61	\$97.14	\$99.74

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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	\$154,320.00	\$158,996.00	\$163,672.00	\$168,340.00	\$173,019.00	\$177,687.00	\$182,355.00	\$187,374.00	\$192,387.00	\$197,534.00	\$202,821.00
		Bi-Wk	\$5,912.65	\$6,091.81	\$6,270.96	\$6,449.81	\$6,629.09	\$6,807.94	\$6,986.79	\$7,179.09	\$7,371.15	\$7,568.36	\$7,770.92
		Daily	\$591.27	\$609.19	\$627.10	\$644.99	\$662.91	\$680.80	\$698.68	\$717.91	\$737.12	\$756.84	\$777.10
		Hourly	\$78.84	\$81.23	\$83.62	\$86.00	\$88.39	\$90.78	\$93.16	\$95.73	\$98.29	\$100.92	\$103.62