

P-1 XC 37.5 HOUR PLAN EFFECTIVE 7/11/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
XC	1 Annual	\$20,094.00	\$20,588.00	\$21,073.00	\$21,564.00	\$22,050.00	\$22,544.00	\$23,032.00	\$23,663.00	\$24,298.00	\$24,950.00
	Bi-Wk	\$769.89	\$788.82	\$807.40	\$826.21	\$844.83	\$863.76	\$882.46	\$906.63	\$930.96	\$955.94
	Daily	\$76.99	\$78.89	\$80.74	\$82.63	\$84.49	\$86.38	\$88.25	\$90.67	\$93.10	\$95.60
	Hourly	\$10.27	\$10.52	\$10.77	\$11.02	\$11.27	\$11.52	\$11.77	\$12.09	\$12.42	\$12.75
XC	2 Annual	\$21,073.00	\$21,564.00	\$22,050.00	\$22,544.00	\$23,032.00	\$23,522.00	\$24,007.00	\$24,669.00	\$25,327.00	\$26,003.00
	Bi-Wk	\$807.40	\$826.21	\$844.83	\$863.76	\$882.46	\$901.23	\$919.81	\$945.18	\$970.39	\$996.29
	Daily	\$80.74	\$82.63	\$84.49	\$86.38	\$88.25	\$90.13	\$91.99	\$94.52	\$97.04	\$99.63
	Hourly	\$10.77	\$11.02	\$11.27	\$11.52	\$11.77	\$12.02	\$12.27	\$12.61	\$12.94	\$13.29
XC	3 Annual	\$21,564.00	\$22,050.00	\$22,544.00	\$23,032.00	\$23,522.00	\$24,007.00	\$24,497.00	\$25,174.00	\$25,844.00	\$26,532.00
	Bi-Wk	\$826.21	\$844.83	\$863.76	\$882.46	\$901.23	\$919.81	\$938.59	\$964.53	\$990.20	\$1,016.56
	Daily	\$82.63	\$84.49	\$86.38	\$88.25	\$90.13	\$91.99	\$93.86	\$96.46	\$99.02	\$101.66
	Hourly	\$11.02	\$11.27	\$11.52	\$11.77	\$12.02	\$12.27	\$12.52	\$12.87	\$13.21	\$13.56
XC	4 Annual	\$22,260.00	\$22,856.00	\$23,445.00	\$24,044.00	\$24,643.00	\$25,233.00	\$25,824.00	\$26,538.00	\$27,248.00	\$27,977.00
	Bi-Wk	\$852.88	\$875.71	\$898.28	\$921.23	\$944.18	\$966.79	\$989.43	\$1,016.79	\$1,043.99	\$1,071.92
	Daily	\$85.29	\$87.58	\$89.83	\$92.13	\$94.42	\$96.68	\$98.95	\$101.68	\$104.40	\$107.20
	Hourly	\$11.38	\$11.68	\$11.98	\$12.29	\$12.59	\$12.90	\$13.20	\$13.56	\$13.92	\$14.30
XC	5 Annual	\$22,818.00	\$23,445.00	\$24,079.00	\$24,704.00	\$25,330.00	\$25,960.00	\$26,592.00	\$27,322.00	\$28,053.00	\$28,804.00
	Bi-Wk	\$874.26	\$898.28	\$922.57	\$946.52	\$970.50	\$994.64	\$1,018.86	\$1,046.82	\$1,074.83	\$1,103.61
	Daily	\$87.43	\$89.83	\$92.26	\$94.66	\$97.05	\$99.47	\$101.89	\$104.69	\$107.49	\$110.37
	Hourly	\$11.66	\$11.98	\$12.31	\$12.63	\$12.94	\$13.27	\$13.59	\$13.96	\$14.34	\$14.72
XC	6 Annual	\$23,593.00	\$24,223.00	\$24,848.00	\$25,378.00	\$26,105.00	\$26,733.00	\$27,357.00	\$28,109.00	\$28,860.00	\$29,632.00
	Bi-Wk	\$903.95	\$928.09	\$952.04	\$972.34	\$1,000.20	\$1,024.26	\$1,048.17	\$1,076.98	\$1,105.75	\$1,135.33
	Daily	\$90.40	\$92.81	\$95.21	\$97.24	\$100.02	\$102.43	\$104.82	\$107.70	\$110.58	\$113.54
	Hourly	\$12.06	\$12.38	\$12.70	\$12.97	\$13.34	\$13.66	\$13.98	\$14.36	\$14.75	\$15.14
XC	7 Annual	\$24,289.00	\$24,914.00	\$25,543.00	\$26,170.00	\$26,801.00	\$27,429.00	\$28,056.00	\$28,826.00	\$29,597.00	\$30,389.00
	Bi-Wk	\$930.62	\$954.56	\$978.66	\$1,002.69	\$1,026.86	\$1,050.92	\$1,074.95	\$1,104.45	\$1,133.99	\$1,164.33
	Daily	\$93.07	\$95.46	\$97.87	\$100.27	\$102.69	\$105.10	\$107.50	\$110.45	\$113.40	\$116.44
	Hourly	\$12.41	\$12.73	\$13.05	\$13.37	\$13.70	\$14.02	\$14.34	\$14.73	\$15.12	\$15.53
XC	8 Annual	\$26,105.00	\$26,870.00	\$27,647.00	\$28,410.00	\$29,181.00	\$29,951.00	\$30,722.00	\$31,565.00	\$32,409.00	\$33,277.00
	Bi-Wk	\$1,000.20	\$1,029.51	\$1,059.28	\$1,088.51	\$1,118.05	\$1,147.55	\$1,177.09	\$1,209.39	\$1,241.73	\$1,274.99
	Daily	\$100.02	\$102.96	\$105.93	\$108.86	\$111.81	\$114.76	\$117.71	\$120.94	\$124.18	\$127.50
	Hourly	\$13.34	\$13.73	\$14.13	\$14.52	\$14.91	\$15.31	\$15.70	\$16.13	\$16.56	\$17.00
XC	9 Annual	\$26,906.00	\$27,670.00	\$28,510.00	\$29,313.00	\$30,116.00	\$30,915.00	\$31,727.00	\$32,598.00	\$33,468.00	\$34,363.00
	Bi-Wk	\$1,030.89	\$1,060.16	\$1,092.34	\$1,123.11	\$1,153.87	\$1,184.49	\$1,215.60	\$1,248.97	\$1,282.30	\$1,316.60
	Daily	\$103.09	\$106.02	\$109.24	\$112.32	\$115.39	\$118.45	\$121.56	\$124.90	\$128.23	\$131.66
	Hourly	\$13.75	\$14.14	\$14.57	\$14.98	\$15.39	\$15.80	\$16.21	\$16.66	\$17.10	\$17.56

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Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
XC	10 Annual	\$27,772.00	\$28,614.00	\$29,448.00	\$30,291.00	\$31,130.00	\$31,984.00	\$32,867.00	\$33,769.00	\$34,675.00	\$35,606.00
	Bi-Wk	\$1,064.07	\$1,096.33	\$1,128.28	\$1,160.58	\$1,192.73	\$1,225.45	\$1,259.28	\$1,293.84	\$1,328.55	\$1,364.22
	Daily	\$106.41	\$109.64	\$112.83	\$116.06	\$119.28	\$122.55	\$125.93	\$129.39	\$132.86	\$136.43
	Hourly	\$14.19	\$14.62	\$15.05	\$15.48	\$15.91	\$16.34	\$16.80	\$17.26	\$17.72	\$18.19
XC	11 Annual	\$28,655.00	\$29,524.00	\$30,402.00	\$31,274.00	\$32,177.00	\$33,093.00	\$34,013.00	\$34,948.00	\$35,883.00	\$36,844.00
	Bi-Wk	\$1,097.90	\$1,131.19	\$1,164.83	\$1,198.24	\$1,232.84	\$1,267.94	\$1,303.19	\$1,339.01	\$1,374.83	\$1,411.65
	Daily	\$109.79	\$113.12	\$116.49	\$119.83	\$123.29	\$126.80	\$130.32	\$133.91	\$137.49	\$141.17
	Hourly	\$14.64	\$15.09	\$15.54	\$15.98	\$16.44	\$16.91	\$17.38	\$17.86	\$18.34	\$18.83
XC	12 Annual	\$29,583.00	\$30,499.00	\$31,400.00	\$32,345.00	\$33,294.00	\$34,254.00	\$35,204.00	\$36,173.00	\$37,139.00	\$38,134.00
	Bi-Wk	\$1,133.45	\$1,168.55	\$1,203.07	\$1,239.28	\$1,275.64	\$1,312.42	\$1,348.82	\$1,385.94	\$1,422.96	\$1,461.08
	Daily	\$113.35	\$116.86	\$120.31	\$123.93	\$127.57	\$131.25	\$134.89	\$138.60	\$142.30	\$146.11
	Hourly	\$15.12	\$15.59	\$16.05	\$16.53	\$17.01	\$17.50	\$17.99	\$18.48	\$18.98	\$19.49
XC	13 Annual	\$31,251.00	\$32,403.00	\$33,570.00	\$34,731.00	\$35,895.00	\$37,056.00	\$38,225.00	\$39,275.00	\$40,326.00	\$41,407.00
	Bi-Wk	\$1,197.36	\$1,241.50	\$1,286.21	\$1,330.69	\$1,375.29	\$1,419.78	\$1,464.56	\$1,504.79	\$1,545.06	\$1,586.48
	Daily	\$119.74	\$124.15	\$128.63	\$133.07	\$137.53	\$141.98	\$146.46	\$150.48	\$154.51	\$158.65
	Hourly	\$15.97	\$16.56	\$17.15	\$17.75	\$18.34	\$18.94	\$19.53	\$20.07	\$20.61	\$21.16
XC	14 Annual	\$32,712.00	\$33,919.00	\$35,121.00	\$36,321.00	\$37,520.00	\$38,722.00	\$39,919.00	\$41,016.00	\$42,114.00	\$43,243.00
	Bi-Wk	\$1,253.34	\$1,299.58	\$1,345.64	\$1,391.61	\$1,437.55	\$1,483.61	\$1,529.47	\$1,571.50	\$1,613.57	\$1,656.82
	Daily	\$125.34	\$129.96	\$134.57	\$139.17	\$143.76	\$148.37	\$152.95	\$157.15	\$161.36	\$165.69
	Hourly	\$16.72	\$17.33	\$17.95	\$18.56	\$19.17	\$19.79	\$20.40	\$20.96	\$21.52	\$22.10
XC	15 Annual	\$34,286.00	\$35,523.00	\$36,758.00	\$37,993.00	\$39,231.00	\$40,473.00	\$41,709.00	\$42,857.00	\$44,002.00	\$45,180.00
	Bi-Wk	\$1,313.64	\$1,361.04	\$1,408.36	\$1,455.68	\$1,503.11	\$1,550.69	\$1,598.05	\$1,642.04	\$1,685.91	\$1,731.04
	Daily	\$131.37	\$136.11	\$140.84	\$145.57	\$150.32	\$155.07	\$159.81	\$164.21	\$168.60	\$173.11
	Hourly	\$17.52	\$18.15	\$18.78	\$19.41	\$20.05	\$20.68	\$21.31	\$21.90	\$22.48	\$23.09
XC	16 Annual	\$35,953.00	\$37,227.00	\$38,504.00	\$39,777.00	\$41,050.00	\$42,326.00	\$43,595.00	\$44,790.00	\$45,990.00	\$47,224.00
	Bi-Wk	\$1,377.51	\$1,426.33	\$1,475.25	\$1,524.03	\$1,572.80	\$1,621.69	\$1,670.31	\$1,716.10	\$1,762.07	\$1,809.35
	Daily	\$137.76	\$142.64	\$147.53	\$152.41	\$157.28	\$162.17	\$167.04	\$171.61	\$176.21	\$180.94
	Hourly	\$18.37	\$19.02	\$19.67	\$20.33	\$20.98	\$21.63	\$22.28	\$22.89	\$23.50	\$24.13
XC	17 Annual	\$37,734.00	\$39,047.00	\$40,359.00	\$41,667.00	\$42,977.00	\$44,280.00	\$45,597.00	\$46,853.00	\$48,107.00	\$49,393.00
	Bi-Wk	\$1,445.75	\$1,496.06	\$1,546.33	\$1,596.44	\$1,646.63	\$1,696.56	\$1,747.02	\$1,795.14	\$1,843.19	\$1,892.46
	Daily	\$144.58	\$149.61	\$154.64	\$159.65	\$164.67	\$169.66	\$174.71	\$179.52	\$184.32	\$189.25
	Hourly	\$19.28	\$19.95	\$20.62	\$21.29	\$21.96	\$22.63	\$23.30	\$23.94	\$24.58	\$25.24
XC	18 Annual	\$39,637.00	\$40,983.00	\$42,326.00	\$43,672.00	\$45,007.00	\$46,354.00	\$47,694.00	\$49,005.00	\$50,320.00	\$51,671.00
	Bi-Wk	\$1,518.66	\$1,570.23	\$1,621.69	\$1,673.26	\$1,724.41	\$1,776.02	\$1,827.36	\$1,877.59	\$1,927.97	\$1,979.74
	Daily	\$151.87	\$157.03	\$162.17	\$167.33	\$172.45	\$177.61	\$182.74	\$187.76	\$192.80	\$197.98
	Hourly	\$20.25	\$20.94	\$21.63	\$22.32	\$23.00	\$23.69	\$24.37	\$25.04	\$25.71	\$26.40

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Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
XC	19 Annual	\$41,589.00	\$42,977.00	\$44,358.00	\$45,746.00	\$47,120.00	\$48,501.00	\$49,883.00	\$51,257.00	\$52,627.00	\$54,037.00
	Bi-Wk	\$1,593.45	\$1,646.63	\$1,699.55	\$1,752.73	\$1,805.37	\$1,858.28	\$1,911.23	\$1,963.87	\$2,016.37	\$2,070.39
	Daily	\$159.35	\$164.67	\$169.96	\$175.28	\$180.54	\$185.83	\$191.13	\$196.39	\$201.64	\$207.04
	Hourly	\$21.25	\$21.96	\$22.67	\$23.37	\$24.08	\$24.78	\$25.49	\$26.19	\$26.89	\$27.61
XC	20 Annual	\$43,712.00	\$45,127.00	\$46,541.00	\$47,954.00	\$49,365.00	\$50,784.00	\$52,199.00	\$53,634.00	\$55,070.00	\$56,544.00
	Bi-Wk	\$1,674.79	\$1,729.01	\$1,783.19	\$1,837.32	\$1,891.38	\$1,945.75	\$1,999.97	\$2,054.95	\$2,109.97	\$2,166.44
	Daily	\$167.48	\$172.91	\$178.32	\$183.74	\$189.14	\$194.58	\$200.00	\$205.50	\$211.00	\$216.65
	Hourly	\$22.34	\$23.06	\$23.78	\$24.50	\$25.22	\$25.95	\$26.67	\$27.40	\$28.14	\$28.89
XC	21 Annual	\$45,866.00	\$47,321.00	\$48,775.00	\$50,230.00	\$51,685.00	\$53,138.00	\$54,595.00	\$56,094.00	\$57,596.00	\$59,138.00
	Bi-Wk	\$1,757.32	\$1,813.07	\$1,868.78	\$1,924.53	\$1,980.27	\$2,035.94	\$2,091.77	\$2,149.20	\$2,206.75	\$2,265.83
	Daily	\$175.74	\$181.31	\$186.88	\$192.46	\$198.03	\$203.60	\$209.18	\$214.92	\$220.68	\$226.59
	Hourly	\$23.44	\$24.18	\$24.92	\$25.67	\$26.41	\$27.15	\$27.90	\$28.66	\$29.43	\$30.22
XC	22 Annual	\$47,120.00	\$48,848.00	\$50,576.00	\$52,298.00	\$54,026.00	\$55,753.00	\$57,478.00	\$59,059.00	\$60,640.00	\$62,264.00
	Bi-Wk	\$1,805.37	\$1,871.58	\$1,937.78	\$2,003.76	\$2,069.97	\$2,136.14	\$2,202.23	\$2,262.80	\$2,323.38	\$2,385.60
	Daily	\$180.54	\$187.16	\$193.78	\$200.38	\$207.00	\$213.62	\$220.23	\$226.28	\$232.34	\$238.56
	Hourly	\$24.08	\$24.96	\$25.84	\$26.72	\$27.60	\$28.49	\$29.37	\$30.18	\$30.98	\$31.81
XC	23 Annual	\$49,353.00	\$51,153.00	\$52,946.00	\$54,747.00	\$56,544.00	\$58,345.00	\$60,145.00	\$61,795.00	\$63,450.00	\$65,151.00
	Bi-Wk	\$1,890.92	\$1,959.89	\$2,028.59	\$2,097.59	\$2,166.44	\$2,235.45	\$2,304.41	\$2,367.63	\$2,431.04	\$2,496.21
	Daily	\$189.10	\$195.99	\$202.86	\$209.76	\$216.65	\$223.55	\$230.45	\$236.77	\$243.11	\$249.63
	Hourly	\$25.22	\$26.14	\$27.05	\$27.97	\$28.89	\$29.81	\$30.73	\$31.57	\$32.42	\$33.29
XC	24 Annual	\$51,725.00	\$53,601.00	\$55,473.00	\$57,350.00	\$59,227.00	\$61,099.00	\$62,972.00	\$64,702.00	\$66,434.00	\$68,213.00
	Bi-Wk	\$1,981.81	\$2,053.68	\$2,125.41	\$2,197.32	\$2,269.24	\$2,340.96	\$2,412.73	\$2,479.01	\$2,545.37	\$2,613.53
	Daily	\$198.19	\$205.37	\$212.55	\$219.74	\$226.93	\$234.10	\$241.28	\$247.91	\$254.54	\$261.36
	Hourly	\$26.43	\$27.39	\$28.34	\$29.30	\$30.26	\$31.22	\$32.17	\$33.06	\$33.94	\$34.85
XC	25 Annual	\$54,249.00	\$56,201.00	\$58,136.00	\$60,083.00	\$62,025.00	\$63,972.00	\$65,913.00	\$67,725.00	\$69,537.00	\$71,398.00
	Bi-Wk	\$2,078.51	\$2,153.30	\$2,227.44	\$2,302.04	\$2,376.44	\$2,451.04	\$2,525.41	\$2,594.83	\$2,664.26	\$2,735.56
	Daily	\$207.86	\$215.33	\$222.75	\$230.21	\$237.65	\$245.11	\$252.55	\$259.49	\$266.43	\$273.56
	Hourly	\$27.72	\$28.72	\$29.70	\$30.70	\$31.69	\$32.69	\$33.68	\$34.60	\$35.53	\$36.48
XC	26 Annual	\$56,925.00	\$58,938.00	\$60,962.00	\$62,972.00	\$64,989.00	\$67,005.00	\$69,018.00	\$70,914.00	\$72,815.00	\$74,766.00
	Bi-Wk	\$2,181.04	\$2,258.17	\$2,335.71	\$2,412.73	\$2,490.00	\$2,567.25	\$2,644.37	\$2,717.02	\$2,789.85	\$2,864.60
	Daily	\$218.11	\$225.82	\$233.58	\$241.28	\$249.00	\$256.73	\$264.44	\$271.71	\$278.99	\$286.46
	Hourly	\$29.09	\$30.11	\$31.15	\$32.17	\$33.20	\$34.23	\$35.26	\$36.23	\$37.20	\$38.20
XC	27 Annual	\$59,750.00	\$61,837.00	\$63,925.00	\$66,004.00	\$68,094.00	\$70,176.00	\$72,267.00	\$74,253.00	\$76,240.00	\$78,284.00
	Bi-Wk	\$2,289.28	\$2,369.24	\$2,449.24	\$2,528.89	\$2,608.97	\$2,688.74	\$2,768.86	\$2,844.95	\$2,921.08	\$2,999.39
	Daily	\$228.93	\$236.93	\$244.93	\$252.89	\$260.90	\$268.88	\$276.89	\$284.50	\$292.11	\$299.94
	Hourly	\$30.53	\$31.59	\$32.66	\$33.72	\$34.79	\$35.85	\$36.92	\$37.94	\$38.95	\$40.00

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XC	28 Annual	\$62,767.00	\$64,924.00	\$67,088.00	\$69,247.00	\$71,402.00	\$73,554.00	\$75,710.00	\$77,790.00	\$79,875.00	\$82,017.00
	Bi-Wk	\$2,404.87	\$2,487.51	\$2,570.43	\$2,653.15	\$2,735.71	\$2,818.17	\$2,900.77	\$2,980.46	\$3,060.35	\$3,142.42
	Daily	\$240.49	\$248.76	\$257.05	\$265.32	\$273.58	\$281.82	\$290.08	\$298.05	\$306.04	\$314.25
	Hourly	\$32.07	\$33.17	\$34.28	\$35.38	\$36.48	\$37.58	\$38.68	\$39.74	\$40.81	\$41.90
XC	29 Annual	\$63,370.00	\$65,747.00	\$68,128.00	\$70,506.00	\$72,884.00	\$75,259.00	\$77,638.00	\$79,772.00	\$81,908.00	\$84,101.00
	Bi-Wk	\$2,427.97	\$2,519.05	\$2,610.27	\$2,701.38	\$2,792.50	\$2,883.49	\$2,974.64	\$3,056.40	\$3,138.24	\$3,222.27
	Daily	\$242.80	\$251.91	\$261.03	\$270.14	\$279.25	\$288.35	\$297.47	\$305.64	\$313.83	\$322.23
	Hourly	\$32.38	\$33.59	\$34.81	\$36.02	\$37.24	\$38.45	\$39.67	\$40.76	\$41.85	\$42.97
XC	30 Annual	\$65,913.00	\$68,360.00	\$70,811.00	\$73,254.00	\$75,699.00	\$78,146.00	\$80,598.00	\$82,814.00	\$85,028.00	\$87,302.00
	Bi-Wk	\$2,525.41	\$2,619.16	\$2,713.07	\$2,806.67	\$2,900.35	\$2,994.10	\$3,088.05	\$3,172.96	\$3,257.78	\$3,344.91
	Daily	\$252.55	\$261.92	\$271.31	\$280.67	\$290.04	\$299.41	\$308.81	\$317.30	\$325.78	\$334.50
	Hourly	\$33.68	\$34.93	\$36.18	\$37.43	\$38.68	\$39.93	\$41.18	\$42.31	\$43.44	\$44.60
XC	31 Annual	\$68,558.00	\$71,075.00	\$73,594.00	\$76,115.00	\$78,640.00	\$81,157.00	\$83,675.00	\$85,978.00	\$88,277.00	\$90,637.00
	Bi-Wk	\$2,626.75	\$2,723.19	\$2,819.70	\$2,916.29	\$3,013.03	\$3,109.47	\$3,205.94	\$3,294.18	\$3,382.27	\$3,472.69
	Daily	\$262.68	\$272.32	\$281.97	\$291.63	\$301.31	\$310.95	\$320.60	\$329.42	\$338.23	\$347.27
	Hourly	\$35.03	\$36.31	\$37.60	\$38.89	\$40.18	\$41.46	\$42.75	\$43.93	\$45.10	\$46.31
XC	32 Annual	\$71,305.00	\$73,895.00	\$76,482.00	\$79,069.00	\$81,663.00	\$84,249.00	\$86,845.00	\$89,234.00	\$91,620.00	\$94,072.00
	Bi-Wk	\$2,732.00	\$2,831.23	\$2,930.35	\$3,029.47	\$3,128.86	\$3,227.94	\$3,327.40	\$3,418.93	\$3,510.35	\$3,604.30
	Daily	\$273.20	\$283.13	\$293.04	\$302.95	\$312.89	\$322.80	\$332.74	\$341.90	\$351.04	\$360.43
	Hourly	\$36.43	\$37.75	\$39.08	\$40.40	\$41.72	\$43.04	\$44.37	\$45.59	\$46.81	\$48.06
XC	33 Annual	\$74,179.00	\$76,839.00	\$79,499.00	\$82,160.00	\$84,820.00	\$87,483.00	\$90,148.00	\$92,627.00	\$95,108.00	\$97,654.00
	Bi-Wk	\$2,842.11	\$2,944.03	\$3,045.94	\$3,147.90	\$3,249.81	\$3,351.84	\$3,453.95	\$3,548.93	\$3,643.99	\$3,741.54
	Daily	\$284.22	\$294.41	\$304.60	\$314.79	\$324.99	\$335.19	\$345.40	\$354.90	\$364.40	\$374.16
	Hourly	\$37.90	\$39.26	\$40.62	\$41.98	\$43.34	\$44.70	\$46.06	\$47.32	\$48.59	\$49.89
XC	34 Annual	\$77,232.00	\$79,963.00	\$82,700.00	\$85,435.00	\$88,164.00	\$90,900.00	\$93,633.00	\$96,206.00	\$98,783.00	\$101,432.00
	Bi-Wk	\$2,959.09	\$3,063.72	\$3,168.59	\$3,273.38	\$3,377.94	\$3,482.76	\$3,587.48	\$3,686.06	\$3,784.79	\$3,886.29
	Daily	\$295.91	\$306.38	\$316.86	\$327.34	\$337.80	\$348.28	\$358.75	\$368.61	\$378.48	\$388.63
	Hourly	\$39.46	\$40.85	\$42.25	\$43.65	\$45.04	\$46.44	\$47.84	\$49.15	\$50.47	\$51.82
XC	35 Annual	\$80,406.00	\$83,207.00	\$85,637.00	\$88,815.00	\$91,616.00	\$94,418.00	\$96,848.00	\$99,510.00	\$102,173.00	\$104,910.00
	Bi-Wk	\$3,080.69	\$3,188.01	\$3,281.12	\$3,402.88	\$3,510.20	\$3,617.55	\$3,710.66	\$3,812.65	\$3,914.68	\$4,019.55
	Daily	\$308.07	\$318.81	\$328.12	\$340.29	\$351.02	\$361.76	\$371.07	\$381.27	\$391.47	\$401.96
	Hourly	\$41.08	\$42.51	\$43.75	\$45.38	\$46.81	\$48.24	\$49.48	\$50.84	\$52.20	\$53.60
XC	36 Annual	\$83,750.00	\$86,621.00	\$89,500.00	\$92,374.00	\$95,253.00	\$98,126.00	\$101,000.00	\$103,779.00	\$106,555.00	\$109,407.00
	Bi-Wk	\$3,208.82	\$3,318.82	\$3,429.12	\$3,539.24	\$3,649.55	\$3,759.62	\$3,869.74	\$3,976.21	\$4,082.57	\$4,191.84
	Daily	\$320.89	\$331.89	\$342.92	\$353.93	\$364.96	\$375.97	\$386.98	\$397.63	\$408.26	\$419.19
	Hourly	\$42.79	\$44.26	\$45.73	\$47.19	\$48.67	\$50.13	\$51.60	\$53.02	\$54.44	\$55.90

P-1 XC 37.5 HOUR PLAN EFFECTIVE 7/11/2003

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
XC	37 Annual	\$87,223.00	\$90,175.00	\$93,129.00	\$96,086.00	\$99,041.00	\$101,997.00	\$104,950.00	\$107,833.00	\$110,719.00	\$113,680.00
	Bi-Wk	\$3,341.88	\$3,454.99	\$3,568.17	\$3,681.46	\$3,794.68	\$3,907.94	\$4,021.08	\$4,131.54	\$4,242.11	\$4,355.56
	Daily	\$334.19	\$345.50	\$356.82	\$368.15	\$379.47	\$390.80	\$402.11	\$413.16	\$424.22	\$435.56
	Hourly	\$44.56	\$46.07	\$47.58	\$49.09	\$50.60	\$52.11	\$53.62	\$55.09	\$56.57	\$58.08
XC	38 Annual	\$90,825.00	\$93,846.00	\$96,876.00	\$99,896.00	\$102,919.00	\$105,941.00	\$108,967.00	\$111,963.00	\$114,957.00	\$118,033.00
	Bi-Wk	\$3,479.89	\$3,595.64	\$3,711.73	\$3,827.44	\$3,943.26	\$4,059.05	\$4,174.99	\$4,289.78	\$4,404.49	\$4,522.34
	Daily	\$347.99	\$359.57	\$371.18	\$382.75	\$394.33	\$405.91	\$417.50	\$428.98	\$440.45	\$452.24
	Hourly	\$46.40	\$47.95	\$49.49	\$51.04	\$52.58	\$54.13	\$55.67	\$57.20	\$58.73	\$60.30
XC	39 Annual	\$94,600.00	\$97,694.00	\$100,792.00	\$103,894.00	\$106,988.00	\$110,172.00	\$113,180.00	\$116,290.00	\$119,405.00	\$122,603.00
	Bi-Wk	\$3,624.53	\$3,743.07	\$3,861.77	\$3,980.62	\$4,099.16	\$4,221.15	\$4,336.40	\$4,455.56	\$4,574.91	\$4,697.44
	Daily	\$362.46	\$374.31	\$386.18	\$398.07	\$409.92	\$422.12	\$433.64	\$445.56	\$457.50	\$469.75
	Hourly	\$48.33	\$49.91	\$51.50	\$53.08	\$54.66	\$56.29	\$57.82	\$59.41	\$61.00	\$62.64
XC	40 Annual	\$98,544.00	\$101,705.00	\$104,872.00	\$108,030.00	\$111,191.00	\$114,356.00	\$117,518.00	\$120,747.00	\$123,983.00	\$127,304.00
	Bi-Wk	\$3,775.64	\$3,896.75	\$4,018.09	\$4,139.09	\$4,260.20	\$4,381.46	\$4,502.61	\$4,626.33	\$4,750.31	\$4,877.55
	Daily	\$377.57	\$389.68	\$401.81	\$413.91	\$426.02	\$438.15	\$450.27	\$462.64	\$475.04	\$487.76
	Hourly	\$50.35	\$51.96	\$53.58	\$55.19	\$56.81	\$58.42	\$60.04	\$61.69	\$63.34	\$65.04
XC	41 Annual	\$102,667.00	\$105,903.00	\$109,142.00	\$112,383.00	\$115,620.00	\$118,857.00	\$122,093.00	\$125,452.00	\$128,810.00	\$132,257.00
	Bi-Wk	\$3,933.61	\$4,057.59	\$4,181.69	\$4,305.87	\$4,429.89	\$4,553.91	\$4,677.90	\$4,806.60	\$4,935.25	\$5,067.32
	Daily	\$393.37	\$405.76	\$418.17	\$430.59	\$442.99	\$455.40	\$467.79	\$480.66	\$493.53	\$506.74
	Hourly	\$52.45	\$54.11	\$55.76	\$57.42	\$59.07	\$60.72	\$62.38	\$64.09	\$65.81	\$67.57
XC	42 Annual	\$106,944.00	\$110,259.00	\$113,574.00	\$116,871.00	\$120,187.00	\$123,501.00	\$126,810.00	\$130,300.00	\$133,785.00	\$137,364.00
	Bi-Wk	\$4,097.48	\$4,224.49	\$4,351.50	\$4,477.82	\$4,604.87	\$4,731.84	\$4,858.63	\$4,992.34	\$5,125.87	\$5,262.99
	Daily	\$409.75	\$422.45	\$435.15	\$447.79	\$460.49	\$473.19	\$485.87	\$499.24	\$512.59	\$526.30
	Hourly	\$54.64	\$56.33	\$58.02	\$59.71	\$61.40	\$63.10	\$64.79	\$66.57	\$68.35	\$70.18
XC	43 Annual	\$111,484.00	\$114,862.00	\$118,240.00	\$121,614.00	\$124,994.00	\$128,366.00	\$131,739.00	\$135,365.00	\$138,986.00	\$142,705.00
	Bi-Wk	\$4,271.42	\$4,400.85	\$4,530.27	\$4,659.55	\$4,789.05	\$4,918.24	\$5,047.48	\$5,186.40	\$5,325.14	\$5,467.63
	Daily	\$427.15	\$440.09	\$453.03	\$465.96	\$478.91	\$491.83	\$504.75	\$518.64	\$532.52	\$546.77
	Hourly	\$56.96	\$58.68	\$60.41	\$62.13	\$63.86	\$65.58	\$67.30	\$69.16	\$71.01	\$72.91