

P-1 XC 37.5 HOUR PLAN EFFECTIVE 6/28/2002

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	\$19,032.00	\$19,500.00	\$19,960.00	\$20,425.00	\$20,886.00	\$21,353.00	\$21,815.00	\$22,413.00	\$23,014.00	\$23,632.00
		Bi-Wk	\$729.20	\$747.13	\$764.76	\$782.57	\$800.23	\$818.13	\$835.83	\$858.74	\$881.77	\$905.45
		Daily	\$72.92	\$74.72	\$76.48	\$78.26	\$80.03	\$81.82	\$83.59	\$85.88	\$88.18	\$90.55
		Hourly	\$9.73	\$9.97	\$10.20	\$10.44	\$10.67	\$10.91	\$11.15	\$11.45	\$11.76	\$12.08
XC	2	Annual	\$19,960.00	\$20,425.00	\$20,886.00	\$21,353.00	\$21,815.00	\$22,279.00	\$22,738.00	\$23,365.00	\$23,989.00	\$24,629.00
		Bi-Wk	\$764.76	\$782.57	\$800.23	\$818.13	\$835.83	\$853.61	\$871.19	\$895.22	\$919.12	\$943.64
		Daily	\$76.48	\$78.26	\$80.03	\$81.82	\$83.59	\$85.37	\$87.12	\$89.53	\$91.92	\$94.37
		Hourly	\$10.20	\$10.44	\$10.67	\$10.91	\$11.15	\$11.39	\$11.62	\$11.94	\$12.26	\$12.59
XC	3	Annual	\$20,425.00	\$20,886.00	\$21,353.00	\$21,815.00	\$22,279.00	\$22,738.00	\$23,202.00	\$23,843.00	\$24,478.00	\$25,131.00
		Bi-Wk	\$782.57	\$800.23	\$818.13	\$835.83	\$853.61	\$871.19	\$888.97	\$913.53	\$937.86	\$962.88
		Daily	\$78.26	\$80.03	\$81.82	\$83.59	\$85.37	\$87.12	\$88.90	\$91.36	\$93.79	\$96.29
		Hourly	\$10.44	\$10.67	\$10.91	\$11.15	\$11.39	\$11.62	\$11.86	\$12.19	\$12.51	\$12.84
XC	4	Annual	\$21,084.00	\$21,648.00	\$22,207.00	\$22,774.00	\$23,342.00	\$23,899.00	\$24,460.00	\$25,135.00	\$25,808.00	\$26,499.00
		Bi-Wk	\$807.82	\$829.43	\$850.85	\$872.57	\$894.33	\$915.68	\$937.17	\$963.03	\$988.82	\$1,015.29
		Daily	\$80.79	\$82.95	\$85.09	\$87.26	\$89.44	\$91.57	\$93.72	\$96.31	\$98.89	\$101.53
		Hourly	\$10.78	\$11.06	\$11.35	\$11.64	\$11.93	\$12.21	\$12.50	\$12.85	\$13.19	\$13.54
XC	5	Annual	\$21,611.00	\$22,207.00	\$22,806.00	\$23,398.00	\$23,992.00	\$24,589.00	\$25,187.00	\$25,879.00	\$26,571.00	\$27,282.00
		Bi-Wk	\$828.01	\$850.85	\$873.80	\$896.48	\$919.24	\$942.11	\$965.02	\$991.54	\$1,018.05	\$1,045.29
		Daily	\$82.81	\$85.09	\$87.38	\$89.65	\$91.93	\$94.22	\$96.51	\$99.16	\$101.81	\$104.53
		Hourly	\$11.05	\$11.35	\$11.66	\$11.96	\$12.26	\$12.57	\$12.87	\$13.23	\$13.58	\$13.94
XC	6	Annual	\$22,346.00	\$22,943.00	\$23,535.00	\$24,037.00	\$24,725.00	\$25,320.00	\$25,912.00	\$26,624.00	\$27,336.00	\$28,067.00
		Bi-Wk	\$856.17	\$879.05	\$901.73	\$920.96	\$947.32	\$970.12	\$992.80	\$1,020.08	\$1,047.36	\$1,075.37
		Daily	\$85.62	\$87.91	\$90.18	\$92.10	\$94.74	\$97.02	\$99.28	\$102.01	\$104.74	\$107.54
		Hourly	\$11.42	\$11.73	\$12.03	\$12.28	\$12.64	\$12.94	\$13.24	\$13.61	\$13.97	\$14.34
XC	7	Annual	\$23,005.00	\$23,598.00	\$24,193.00	\$24,787.00	\$25,385.00	\$25,979.00	\$26,573.00	\$27,303.00	\$28,033.00	\$28,784.00
		Bi-Wk	\$881.42	\$904.14	\$926.94	\$949.70	\$972.61	\$995.37	\$1,018.13	\$1,046.10	\$1,074.07	\$1,102.84
		Daily	\$88.15	\$90.42	\$92.70	\$94.97	\$97.27	\$99.54	\$101.82	\$104.61	\$107.41	\$110.29
		Hourly	\$11.76	\$12.06	\$12.36	\$12.67	\$12.97	\$13.28	\$13.58	\$13.95	\$14.33	\$14.71
XC	8	Annual	\$24,725.00	\$25,450.00	\$26,185.00	\$26,909.00	\$27,639.00	\$28,369.00	\$29,098.00	\$29,897.00	\$30,697.00	\$31,519.00
		Bi-Wk	\$947.32	\$975.10	\$1,003.26	\$1,031.00	\$1,058.97	\$1,086.94	\$1,114.87	\$1,145.48	\$1,176.14	\$1,207.63
		Daily	\$94.74	\$97.51	\$100.33	\$103.10	\$105.90	\$108.70	\$111.49	\$114.55	\$117.62	\$120.77
		Hourly	\$12.64	\$13.01	\$13.38	\$13.75	\$14.12	\$14.50	\$14.87	\$15.28	\$15.69	\$16.11
XC	9	Annual	\$25,484.00	\$26,209.00	\$27,004.00	\$27,763.00	\$28,525.00	\$29,283.00	\$30,050.00	\$30,875.00	\$31,700.00	\$32,547.00
		Bi-Wk	\$976.40	\$1,004.18	\$1,034.64	\$1,063.72	\$1,092.92	\$1,121.96	\$1,151.35	\$1,182.96	\$1,214.56	\$1,247.02
		Daily	\$97.64	\$100.42	\$103.47	\$106.38	\$109.30	\$112.20	\$115.14	\$118.30	\$121.46	\$124.71
		Hourly	\$13.02	\$13.39	\$13.80	\$14.19	\$14.58	\$14.96	\$15.36	\$15.78	\$16.20	\$16.63

P-1 XC 37.5 HOUR PLAN EFFECTIVE 6/28/2002

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	\$26,304.00	\$27,102.00	\$27,892.00	\$28,690.00	\$29,485.00	\$30,293.00	\$31,130.00	\$31,985.00	\$32,843.00	\$33,725.00
	Bi-Wk	\$1,007.82	\$1,038.40	\$1,068.66	\$1,099.24	\$1,129.70	\$1,160.66	\$1,192.73	\$1,225.48	\$1,258.36	\$1,292.15
	Daily	\$100.79	\$103.84	\$106.87	\$109.93	\$112.97	\$116.07	\$119.28	\$122.55	\$125.84	\$129.22
	Hourly	\$13.44	\$13.85	\$14.25	\$14.66	\$15.07	\$15.48	\$15.91	\$16.34	\$16.78	\$17.23
XC	11 Annual	\$27,141.00	\$27,964.00	\$28,795.00	\$29,622.00	\$30,476.00	\$31,344.00	\$32,215.00	\$33,102.00	\$33,987.00	\$34,897.00
	Bi-Wk	\$1,039.89	\$1,071.42	\$1,103.26	\$1,134.95	\$1,167.67	\$1,200.92	\$1,234.30	\$1,268.28	\$1,302.19	\$1,337.05
	Daily	\$103.99	\$107.15	\$110.33	\$113.50	\$116.77	\$120.10	\$123.43	\$126.83	\$130.22	\$133.71
	Hourly	\$13.87	\$14.29	\$14.72	\$15.14	\$15.57	\$16.02	\$16.46	\$16.92	\$17.37	\$17.83
XC	12 Annual	\$28,019.00	\$28,887.00	\$29,741.00	\$30,636.00	\$31,536.00	\$32,444.00	\$33,344.00	\$34,262.00	\$35,178.00	\$36,118.00
	Bi-Wk	\$1,073.53	\$1,106.79	\$1,139.51	\$1,173.80	\$1,208.28	\$1,243.07	\$1,277.55	\$1,312.73	\$1,347.82	\$1,383.84
	Daily	\$107.36	\$110.68	\$113.96	\$117.38	\$120.83	\$124.31	\$127.76	\$131.28	\$134.79	\$138.39
	Hourly	\$14.32	\$14.76	\$15.20	\$15.66	\$16.12	\$16.58	\$17.04	\$17.51	\$17.98	\$18.46
XC	13 Annual	\$29,600.00	\$30,690.00	\$31,796.00	\$32,895.00	\$33,999.00	\$35,098.00	\$36,205.00	\$37,199.00	\$38,196.00	\$39,219.00
	Bi-Wk	\$1,134.10	\$1,175.87	\$1,218.24	\$1,260.35	\$1,302.65	\$1,344.76	\$1,387.17	\$1,425.25	\$1,463.45	\$1,502.65
	Daily	\$113.41	\$117.59	\$121.83	\$126.04	\$130.27	\$134.48	\$138.72	\$142.53	\$146.35	\$150.27
	Hourly	\$15.13	\$15.68	\$16.25	\$16.81	\$17.37	\$17.94	\$18.50	\$19.01	\$19.52	\$20.04
XC	14 Annual	\$30,984.00	\$32,126.00	\$33,265.00	\$34,402.00	\$35,537.00	\$36,677.00	\$37,810.00	\$38,849.00	\$39,890.00	\$40,959.00
	Bi-Wk	\$1,187.13	\$1,230.89	\$1,274.53	\$1,318.09	\$1,361.58	\$1,405.25	\$1,448.66	\$1,488.47	\$1,528.36	\$1,569.32
	Daily	\$118.72	\$123.09	\$127.46	\$131.81	\$136.16	\$140.53	\$144.87	\$148.85	\$152.84	\$156.94
	Hourly	\$15.83	\$16.42	\$17.00	\$17.58	\$18.16	\$18.74	\$19.32	\$19.85	\$20.38	\$20.93
XC	15 Annual	\$32,474.00	\$33,645.00	\$34,817.00	\$35,987.00	\$37,158.00	\$38,334.00	\$39,505.00	\$40,593.00	\$41,678.00	\$42,793.00
	Bi-Wk	\$1,244.22	\$1,289.09	\$1,333.99	\$1,378.82	\$1,423.68	\$1,468.74	\$1,513.61	\$1,555.29	\$1,596.86	\$1,639.58
	Daily	\$124.43	\$128.91	\$133.40	\$137.89	\$142.37	\$146.88	\$151.37	\$155.53	\$159.69	\$163.96
	Hourly	\$16.59	\$17.19	\$17.79	\$18.39	\$18.99	\$19.59	\$20.19	\$20.74	\$21.30	\$21.87
XC	16 Annual	\$34,054.00	\$35,260.00	\$36,470.00	\$37,676.00	\$38,882.00	\$40,090.00	\$41,291.00	\$42,425.00	\$43,562.00	\$44,729.00
	Bi-Wk	\$1,304.76	\$1,350.96	\$1,397.32	\$1,443.53	\$1,489.74	\$1,536.02	\$1,582.04	\$1,625.48	\$1,669.05	\$1,713.76
	Daily	\$130.48	\$135.10	\$139.74	\$144.36	\$148.98	\$153.61	\$158.21	\$162.55	\$166.91	\$171.38
	Hourly	\$17.40	\$18.02	\$18.64	\$19.25	\$19.87	\$20.49	\$21.10	\$21.68	\$22.26	\$22.86
XC	17 Annual	\$35,741.00	\$36,984.00	\$38,227.00	\$39,465.00	\$40,706.00	\$41,942.00	\$43,189.00	\$44,378.00	\$45,565.00	\$46,784.00
	Bi-Wk	\$1,369.39	\$1,417.02	\$1,464.64	\$1,512.07	\$1,559.62	\$1,606.98	\$1,654.76	\$1,700.31	\$1,745.79	\$1,792.50
	Daily	\$136.94	\$141.71	\$146.47	\$151.21	\$155.97	\$160.70	\$165.48	\$170.04	\$174.58	\$179.25
	Hourly	\$18.26	\$18.90	\$19.53	\$20.17	\$20.80	\$21.43	\$22.07	\$22.68	\$23.28	\$23.90
XC	18 Annual	\$37,542.00	\$38,818.00	\$40,090.00	\$41,364.00	\$42,629.00	\$43,904.00	\$45,175.00	\$46,417.00	\$47,662.00	\$48,941.00
	Bi-Wk	\$1,438.40	\$1,487.28	\$1,536.02	\$1,584.83	\$1,633.30	\$1,682.15	\$1,730.85	\$1,778.43	\$1,826.14	\$1,875.14
	Daily	\$143.84	\$148.73	\$153.61	\$158.49	\$163.33	\$168.22	\$173.09	\$177.85	\$182.62	\$187.52
	Hourly	\$19.18	\$19.84	\$20.49	\$21.14	\$21.78	\$22.43	\$23.08	\$23.72	\$24.35	\$25.01

P-1 XC 37.5 HOUR PLAN EFFECTIVE 6/28/2002

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	\$39,393.00	\$40,706.00	\$42,014.00	\$43,329.00	\$44,631.00	\$45,938.00	\$47,248.00	\$48,549.00	\$49,848.00	\$51,182.00
	Bi-Wk	\$1,509.32	\$1,559.62	\$1,609.74	\$1,660.12	\$1,710.00	\$1,760.08	\$1,810.27	\$1,860.12	\$1,909.89	\$1,961.00
	Daily	\$150.94	\$155.97	\$160.98	\$166.02	\$171.00	\$176.01	\$181.03	\$186.02	\$190.99	\$196.10
	Hourly	\$20.13	\$20.80	\$21.47	\$22.14	\$22.80	\$23.47	\$24.14	\$24.81	\$25.47	\$26.15
XC	20 Annual	\$41,402.00	\$42,743.00	\$44,082.00	\$45,422.00	\$46,758.00	\$48,101.00	\$49,442.00	\$50,801.00	\$52,161.00	\$53,557.00
	Bi-Wk	\$1,586.29	\$1,637.67	\$1,688.97	\$1,740.31	\$1,791.50	\$1,842.96	\$1,894.33	\$1,946.40	\$1,998.51	\$2,052.00
	Daily	\$158.63	\$163.77	\$168.90	\$174.04	\$179.15	\$184.30	\$189.44	\$194.64	\$199.86	\$205.20
	Hourly	\$21.16	\$21.84	\$22.52	\$23.21	\$23.89	\$24.58	\$25.26	\$25.96	\$26.65	\$27.36
XC	21 Annual	\$43,443.00	\$44,822.00	\$46,198.00	\$47,576.00	\$48,955.00	\$50,331.00	\$51,712.00	\$53,132.00	\$54,553.00	\$56,014.00
	Bi-Wk	\$1,664.49	\$1,717.32	\$1,770.04	\$1,822.84	\$1,875.68	\$1,928.40	\$1,981.31	\$2,035.71	\$2,090.16	\$2,146.14
	Daily	\$166.45	\$171.74	\$177.01	\$182.29	\$187.57	\$192.84	\$198.14	\$203.58	\$209.02	\$214.62
	Hourly	\$22.20	\$22.90	\$23.61	\$24.31	\$25.01	\$25.72	\$26.42	\$27.15	\$27.87	\$28.62
XC	22 Annual	\$44,631.00	\$46,268.00	\$47,904.00	\$49,536.00	\$51,173.00	\$52,808.00	\$54,442.00	\$55,939.00	\$57,437.00	\$58,975.00
	Bi-Wk	\$1,710.00	\$1,772.73	\$1,835.41	\$1,897.94	\$1,960.66	\$2,023.30	\$2,085.91	\$2,143.26	\$2,200.66	\$2,259.58
	Daily	\$171.00	\$177.28	\$183.55	\$189.80	\$196.07	\$202.33	\$208.60	\$214.33	\$220.07	\$225.96
	Hourly	\$22.80	\$23.64	\$24.48	\$25.31	\$26.15	\$26.98	\$27.82	\$28.58	\$29.35	\$30.13
XC	23 Annual	\$46,746.00	\$48,450.00	\$50,149.00	\$51,855.00	\$53,557.00	\$55,263.00	\$56,967.00	\$58,532.00	\$60,099.00	\$61,709.00
	Bi-Wk	\$1,791.04	\$1,856.33	\$1,921.42	\$1,986.79	\$2,052.00	\$2,117.36	\$2,182.65	\$2,242.61	\$2,302.65	\$2,364.33
	Daily	\$179.11	\$185.64	\$192.15	\$198.68	\$205.20	\$211.74	\$218.27	\$224.27	\$230.27	\$236.44
	Hourly	\$23.89	\$24.76	\$25.62	\$26.50	\$27.36	\$28.24	\$29.11	\$29.91	\$30.71	\$31.53
XC	24 Annual	\$48,993.00	\$50,769.00	\$52,542.00	\$54,321.00	\$56,098.00	\$57,872.00	\$59,645.00	\$61,285.00	\$62,925.00	\$64,610.00
	Bi-Wk	\$1,877.13	\$1,945.18	\$2,013.11	\$2,081.27	\$2,149.35	\$2,217.32	\$2,285.25	\$2,348.09	\$2,410.92	\$2,475.48
	Daily	\$187.72	\$194.52	\$201.32	\$208.13	\$214.94	\$221.74	\$228.53	\$234.81	\$241.10	\$247.55
	Hourly	\$25.03	\$25.94	\$26.85	\$27.76	\$28.66	\$29.57	\$30.47	\$31.31	\$32.15	\$33.01
XC	25 Annual	\$51,384.00	\$53,232.00	\$55,065.00	\$56,909.00	\$58,750.00	\$60,593.00	\$62,430.00	\$64,148.00	\$65,864.00	\$67,627.00
	Bi-Wk	\$1,968.74	\$2,039.55	\$2,109.78	\$2,180.43	\$2,250.96	\$2,321.58	\$2,391.96	\$2,457.78	\$2,523.53	\$2,591.08
	Daily	\$196.88	\$203.96	\$210.98	\$218.05	\$225.10	\$232.16	\$239.20	\$245.78	\$252.36	\$259.11
	Hourly	\$26.25	\$27.20	\$28.14	\$29.08	\$30.02	\$30.96	\$31.90	\$32.78	\$33.65	\$34.55
XC	26 Annual	\$53,919.00	\$55,824.00	\$57,742.00	\$59,645.00	\$61,556.00	\$63,465.00	\$65,372.00	\$67,168.00	\$68,968.00	\$70,818.00
	Bi-Wk	\$2,065.87	\$2,138.86	\$2,212.34	\$2,285.25	\$2,358.47	\$2,431.61	\$2,504.68	\$2,573.49	\$2,642.46	\$2,713.34
	Daily	\$206.59	\$213.89	\$221.24	\$228.53	\$235.85	\$243.17	\$250.47	\$257.35	\$264.25	\$271.34
	Hourly	\$27.55	\$28.52	\$29.50	\$30.47	\$31.45	\$32.43	\$33.40	\$34.32	\$35.24	\$36.18
XC	27 Annual	\$56,593.00	\$58,571.00	\$60,548.00	\$62,517.00	\$64,497.00	\$66,469.00	\$68,450.00	\$70,330.00	\$72,214.00	\$74,149.00
	Bi-Wk	\$2,168.32	\$2,244.10	\$2,319.85	\$2,395.29	\$2,471.15	\$2,546.71	\$2,622.61	\$2,694.64	\$2,766.82	\$2,840.96
	Daily	\$216.84	\$224.41	\$231.99	\$239.53	\$247.12	\$254.68	\$262.27	\$269.47	\$276.69	\$284.10
	Hourly	\$28.92	\$29.93	\$30.94	\$31.94	\$32.95	\$33.96	\$34.97	\$35.93	\$36.90	\$37.88

P-1 XC 37.5 HOUR PLAN EFFECTIVE 6/28/2002

Plan Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
XC	28 Annual	\$59,452.00	\$61,495.00	\$63,544.00	\$65,589.00	\$67,630.00	\$69,669.00	\$71,711.00	\$73,682.00	\$75,656.00	\$77,684.00
	Bi-Wk	\$2,277.86	\$2,356.14	\$2,434.64	\$2,512.99	\$2,591.19	\$2,669.32	\$2,747.55	\$2,823.07	\$2,898.70	\$2,976.40
	Daily	\$227.79	\$235.62	\$243.47	\$251.30	\$259.12	\$266.94	\$274.76	\$282.31	\$289.87	\$297.64
	Hourly	\$30.38	\$31.42	\$32.47	\$33.51	\$34.55	\$35.60	\$36.64	\$37.65	\$38.65	\$39.69
XC	29 Annual	\$60,023.00	\$62,274.00	\$64,530.00	\$66,783.00	\$69,035.00	\$71,284.00	\$73,537.00	\$75,559.00	\$77,582.00	\$79,659.00
	Bi-Wk	\$2,299.74	\$2,385.98	\$2,472.42	\$2,558.74	\$2,645.02	\$2,731.19	\$2,817.51	\$2,894.99	\$2,972.50	\$3,052.07
	Daily	\$229.98	\$238.60	\$247.25	\$255.88	\$264.51	\$273.12	\$281.76	\$289.50	\$297.25	\$305.21
	Hourly	\$30.67	\$31.82	\$32.97	\$34.12	\$35.27	\$36.42	\$37.57	\$38.60	\$39.64	\$40.70
XC	30 Annual	\$62,430.00	\$64,749.00	\$67,072.00	\$69,385.00	\$71,700.00	\$74,019.00	\$76,341.00	\$78,440.00	\$80,537.00	\$82,690.00
	Bi-Wk	\$2,391.96	\$2,480.81	\$2,569.81	\$2,658.43	\$2,747.13	\$2,835.98	\$2,924.95	\$3,005.37	\$3,085.71	\$3,168.20
	Daily	\$239.20	\$248.09	\$256.99	\$265.85	\$274.72	\$283.60	\$292.50	\$300.54	\$308.58	\$316.82
	Hourly	\$31.90	\$33.08	\$34.27	\$35.45	\$36.63	\$37.82	\$39.00	\$40.08	\$41.15	\$42.25
XC	31 Annual	\$64,937.00	\$67,322.00	\$69,707.00	\$72,095.00	\$74,486.00	\$76,870.00	\$79,255.00	\$81,437.00	\$83,614.00	\$85,850.00
	Bi-Wk	\$2,488.01	\$2,579.39	\$2,670.77	\$2,762.27	\$2,853.87	\$2,945.22	\$3,036.60	\$3,120.20	\$3,203.61	\$3,289.28
	Daily	\$248.81	\$257.94	\$267.08	\$276.23	\$285.39	\$294.53	\$303.66	\$312.02	\$320.37	\$328.93
	Hourly	\$33.18	\$34.40	\$35.62	\$36.84	\$38.06	\$39.27	\$40.49	\$41.61	\$42.72	\$43.86
XC	32 Annual	\$67,538.00	\$69,992.00	\$72,442.00	\$74,893.00	\$77,350.00	\$79,799.00	\$82,258.00	\$84,521.00	\$86,782.00	\$89,104.00
	Bi-Wk	\$2,587.67	\$2,681.69	\$2,775.56	\$2,869.47	\$2,963.61	\$3,057.44	\$3,151.65	\$3,238.36	\$3,324.99	\$3,413.95
	Daily	\$258.77	\$268.17	\$277.56	\$286.95	\$296.37	\$305.75	\$315.17	\$323.84	\$332.50	\$341.40
	Hourly	\$34.51	\$35.76	\$37.01	\$38.26	\$39.52	\$40.77	\$42.03	\$43.18	\$44.34	\$45.52
XC	33 Annual	\$70,260.00	\$72,780.00	\$75,300.00	\$77,820.00	\$80,340.00	\$82,862.00	\$85,387.00	\$87,734.00	\$90,084.00	\$92,497.00
	Bi-Wk	\$2,691.96	\$2,788.51	\$2,885.06	\$2,981.61	\$3,078.17	\$3,174.79	\$3,271.54	\$3,361.46	\$3,451.50	\$3,543.95
	Daily	\$269.20	\$278.86	\$288.51	\$298.17	\$307.82	\$317.48	\$327.16	\$336.15	\$345.15	\$354.40
	Hourly	\$35.90	\$37.19	\$38.47	\$39.76	\$41.05	\$42.34	\$43.63	\$44.82	\$46.02	\$47.26
XC	34 Annual	\$73,152.00	\$75,740.00	\$78,332.00	\$80,923.00	\$83,508.00	\$86,099.00	\$88,687.00	\$91,124.00	\$93,566.00	\$96,074.00
	Bi-Wk	\$2,802.76	\$2,901.92	\$3,001.23	\$3,100.50	\$3,199.55	\$3,298.82	\$3,397.97	\$3,491.35	\$3,584.91	\$3,681.00
	Daily	\$280.28	\$290.20	\$300.13	\$310.05	\$319.96	\$329.89	\$339.80	\$349.14	\$358.50	\$368.10
	Hourly	\$37.38	\$38.70	\$40.02	\$41.34	\$42.67	\$43.99	\$45.31	\$46.56	\$47.80	\$49.08
XC	35 Annual	\$76,159.00	\$78,812.00	\$81,113.00	\$84,125.00	\$86,778.00	\$89,430.00	\$91,733.00	\$94,254.00	\$96,777.00	\$99,369.00
	Bi-Wk	\$2,917.97	\$3,019.62	\$3,107.78	\$3,223.19	\$3,324.83	\$3,426.44	\$3,514.68	\$3,611.27	\$3,707.94	\$3,807.25
	Daily	\$291.80	\$301.97	\$310.78	\$322.32	\$332.49	\$342.65	\$351.47	\$361.13	\$370.80	\$380.73
	Hourly	\$38.91	\$40.27	\$41.44	\$42.98	\$44.34	\$45.69	\$46.87	\$48.16	\$49.44	\$50.77
XC	36 Annual	\$79,326.00	\$82,046.00	\$84,773.00	\$87,495.00	\$90,221.00	\$92,944.00	\$95,665.00	\$98,298.00	\$100,928.00	\$103,629.00
	Bi-Wk	\$3,039.32	\$3,143.53	\$3,248.01	\$3,352.30	\$3,456.75	\$3,561.08	\$3,665.33	\$3,766.21	\$3,866.98	\$3,970.46
	Daily	\$303.94	\$314.36	\$324.81	\$335.23	\$345.68	\$356.11	\$366.54	\$376.63	\$386.70	\$397.05
	Hourly	\$40.53	\$41.92	\$43.31	\$44.70	\$46.09	\$47.49	\$48.88	\$50.22	\$51.56	\$52.94

P-1 XC 37.5 HOUR PLAN EFFECTIVE 6/28/2002

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	\$82,616.00	\$85,413.00	\$88,211.00	\$91,011.00	\$93,810.00	\$96,610.00	\$99,407.00	\$102,139.00	\$104,871.00	\$107,677.00
	Bi-Wk	\$3,165.37	\$3,272.53	\$3,379.74	\$3,487.02	\$3,594.26	\$3,701.54	\$3,808.70	\$3,913.38	\$4,018.05	\$4,125.56
	Daily	\$316.54	\$327.26	\$337.98	\$348.71	\$359.43	\$370.16	\$380.87	\$391.34	\$401.81	\$412.56
	Hourly	\$42.21	\$43.64	\$45.07	\$46.50	\$47.93	\$49.36	\$50.79	\$52.18	\$53.58	\$55.01
XC	38 Annual	\$86,029.00	\$88,889.00	\$91,759.00	\$94,619.00	\$97,483.00	\$100,346.00	\$103,212.00	\$106,049.00	\$108,887.00	\$111,800.00
	Bi-Wk	\$3,296.14	\$3,405.71	\$3,515.68	\$3,625.25	\$3,734.99	\$3,844.68	\$3,954.49	\$4,063.19	\$4,171.92	\$4,283.53
	Daily	\$329.62	\$340.58	\$351.57	\$362.53	\$373.50	\$384.47	\$395.45	\$406.32	\$417.20	\$428.36
	Hourly	\$43.95	\$45.41	\$46.88	\$48.34	\$49.80	\$51.27	\$52.73	\$54.18	\$55.63	\$57.12
XC	39 Annual	\$89,604.00	\$92,535.00	\$95,468.00	\$98,406.00	\$101,337.00	\$104,354.00	\$107,202.00	\$110,148.00	\$113,098.00	\$116,128.00
	Bi-Wk	\$3,433.11	\$3,545.41	\$3,657.78	\$3,770.35	\$3,882.65	\$3,998.24	\$4,107.36	\$4,220.23	\$4,333.26	\$4,449.35
	Daily	\$343.32	\$354.55	\$365.78	\$377.04	\$388.27	\$399.83	\$410.74	\$422.03	\$433.33	\$444.94
	Hourly	\$45.78	\$47.28	\$48.78	\$50.28	\$51.77	\$53.31	\$54.77	\$56.27	\$57.78	\$59.33
XC	40 Annual	\$93,339.00	\$96,333.00	\$99,333.00	\$102,324.00	\$105,319.00	\$108,317.00	\$111,311.00	\$114,370.00	\$117,434.00	\$120,581.00
	Bi-Wk	\$3,576.21	\$3,690.92	\$3,805.87	\$3,920.46	\$4,035.22	\$4,150.08	\$4,264.79	\$4,382.00	\$4,499.39	\$4,619.97
	Daily	\$357.63	\$369.10	\$380.59	\$392.05	\$403.53	\$415.01	\$426.48	\$438.20	\$449.94	\$462.00
	Hourly	\$47.69	\$49.22	\$50.75	\$52.28	\$53.81	\$55.34	\$56.87	\$58.43	\$60.00	\$61.60
XC	41 Annual	\$97,244.00	\$100,310.00	\$103,377.00	\$106,447.00	\$109,514.00	\$112,580.00	\$115,644.00	\$118,826.00	\$122,006.00	\$125,272.00
	Bi-Wk	\$3,725.83	\$3,843.30	\$3,960.81	\$4,078.43	\$4,195.94	\$4,313.41	\$4,430.81	\$4,552.73	\$4,674.56	\$4,799.70
	Daily	\$372.59	\$384.33	\$396.09	\$407.85	\$419.60	\$431.35	\$443.09	\$455.28	\$467.46	\$479.97
	Hourly	\$49.68	\$51.25	\$52.82	\$54.38	\$55.95	\$57.52	\$59.08	\$60.71	\$62.33	\$64.00
XC	42 Annual	\$101,295.00	\$104,436.00	\$107,575.00	\$110,698.00	\$113,840.00	\$116,978.00	\$120,113.00	\$123,418.00	\$126,719.00	\$130,109.00
	Bi-Wk	\$3,881.04	\$4,001.38	\$4,121.65	\$4,241.31	\$4,361.69	\$4,481.92	\$4,602.04	\$4,728.66	\$4,855.14	\$4,985.02
	Daily	\$388.11	\$400.14	\$412.17	\$424.14	\$436.17	\$448.20	\$460.21	\$472.87	\$485.52	\$498.51
	Hourly	\$51.75	\$53.36	\$54.96	\$56.56	\$58.16	\$59.76	\$61.37	\$63.05	\$64.74	\$66.47
XC	43 Annual	\$105,596.00	\$108,795.00	\$111,996.00	\$115,191.00	\$118,393.00	\$121,586.00	\$124,782.00	\$128,215.00	\$131,646.00	\$135,169.00
	Bi-Wk	\$4,045.83	\$4,168.40	\$4,291.04	\$4,413.45	\$4,536.14	\$4,658.47	\$4,780.92	\$4,912.46	\$5,043.91	\$5,178.89
	Daily	\$404.59	\$416.84	\$429.11	\$441.35	\$453.62	\$465.85	\$478.10	\$491.25	\$504.40	\$517.89
	Hourly	\$53.95	\$55.58	\$57.22	\$58.85	\$60.49	\$62.12	\$63.75	\$65.50	\$67.26	\$69.06