

NP-6 XN 37.5 HOUR PAY PLAN EFFECTIVE 6/22/2007

<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>
XN	1	Annual	\$22,236.00	\$22,776.00	\$23,312.00	\$23,843.00	\$24,375.00	\$24,913.00	\$25,451.00	\$26,151.00	\$26,849.00	\$27,570.00	\$28,311.00
		Bi-Wk	\$851.96	\$872.65	\$893.19	\$913.53	\$933.91	\$954.53	\$975.14	\$1,001.96	\$1,028.70	\$1,056.33	\$1,084.72
		Daily	\$85.20	\$87.27	\$89.32	\$91.36	\$93.40	\$95.46	\$97.52	\$100.20	\$102.87	\$105.64	\$108.48
		Hourly	\$11.36	\$11.64	\$11.91	\$12.19	\$12.46	\$12.73	\$13.01	\$13.36	\$13.72	\$14.09	\$14.47
XN	2	Annual	\$23,312.00	\$23,843.00	\$24,375.00	\$24,913.00	\$25,451.00	\$25,982.00	\$26,515.00	\$27,247.00	\$27,974.00	\$28,724.00	\$29,496.00
		Bi-Wk	\$893.19	\$913.53	\$933.91	\$954.53	\$975.14	\$995.48	\$1,015.91	\$1,043.95	\$1,071.81	\$1,100.54	\$1,130.12
		Daily	\$89.32	\$91.36	\$93.40	\$95.46	\$97.52	\$99.55	\$101.60	\$104.40	\$107.19	\$110.06	\$113.02
		Hourly	\$11.91	\$12.19	\$12.46	\$12.73	\$13.01	\$13.28	\$13.55	\$13.92	\$14.30	\$14.68	\$15.07
XN	3	Annual	\$23,843.00	\$24,375.00	\$24,913.00	\$25,451.00	\$25,982.00	\$26,515.00	\$27,050.00	\$27,794.00	\$28,540.00	\$29,306.00	\$30,096.00
		Bi-Wk	\$913.53	\$933.91	\$954.53	\$975.14	\$995.48	\$1,015.91	\$1,036.40	\$1,064.91	\$1,093.49	\$1,122.84	\$1,153.11
		Daily	\$91.36	\$93.40	\$95.46	\$97.52	\$99.55	\$101.60	\$103.64	\$106.50	\$109.35	\$112.29	\$115.32
		Hourly	\$12.19	\$12.46	\$12.73	\$13.01	\$13.28	\$13.55	\$13.82	\$14.20	\$14.58	\$14.98	\$15.38
XN	4	Annual	\$24,603.00	\$25,255.00	\$25,905.00	\$26,554.00	\$27,209.00	\$27,853.00	\$28,504.00	\$29,289.00	\$30,071.00	\$30,876.00	\$31,702.00
		Bi-Wk	\$942.65	\$967.63	\$992.53	\$1,017.40	\$1,042.50	\$1,067.17	\$1,092.11	\$1,122.19	\$1,152.15	\$1,182.99	\$1,214.64
		Daily	\$94.27	\$96.77	\$99.26	\$101.74	\$104.25	\$106.72	\$109.22	\$112.22	\$115.22	\$118.30	\$121.47
		Hourly	\$12.57	\$12.91	\$13.24	\$13.57	\$13.90	\$14.23	\$14.57	\$14.97	\$15.37	\$15.78	\$16.20
XN	5	Annual	\$25,215.00	\$25,905.00	\$26,590.00	\$27,274.00	\$27,959.00	\$28,650.00	\$29,336.00	\$30,142.00	\$30,949.00	\$31,778.00	\$32,631.00
		Bi-Wk	\$966.10	\$992.53	\$1,018.78	\$1,044.99	\$1,071.23	\$1,097.71	\$1,123.99	\$1,154.87	\$1,185.79	\$1,217.55	\$1,250.23
		Daily	\$96.61	\$99.26	\$101.88	\$104.50	\$107.13	\$109.78	\$112.40	\$115.49	\$118.58	\$121.76	\$125.03
		Hourly	\$12.89	\$13.24	\$13.59	\$13.94	\$14.29	\$14.64	\$14.99	\$15.40	\$15.82	\$16.24	\$16.67
XN	6	Annual	\$26,059.00	\$26,750.00	\$27,437.00	\$28,122.00	\$28,807.00	\$29,492.00	\$30,177.00	\$31,007.00	\$31,836.00	\$32,685.00	\$33,559.00
		Bi-Wk	\$998.43	\$1,024.91	\$1,051.23	\$1,077.48	\$1,103.72	\$1,129.97	\$1,156.21	\$1,188.01	\$1,219.78	\$1,252.30	\$1,285.79
		Daily	\$99.85	\$102.50	\$105.13	\$107.75	\$110.38	\$113.00	\$115.63	\$118.81	\$121.98	\$125.23	\$128.58
		Hourly	\$13.32	\$13.67	\$14.02	\$14.37	\$14.72	\$15.07	\$15.42	\$15.85	\$16.27	\$16.70	\$17.15
XN	7	Annual	\$26,820.00	\$27,504.00	\$28,199.00	\$28,883.00	\$29,564.00	\$30,251.00	\$30,936.00	\$31,787.00	\$32,635.00	\$33,507.00	\$34,404.00
		Bi-Wk	\$1,027.59	\$1,053.80	\$1,080.43	\$1,106.63	\$1,132.73	\$1,159.05	\$1,185.29	\$1,217.90	\$1,250.39	\$1,283.80	\$1,318.17
		Daily	\$102.76	\$105.38	\$108.05	\$110.67	\$113.28	\$115.91	\$118.53	\$121.79	\$125.04	\$128.38	\$131.82
		Hourly	\$13.71	\$14.06	\$14.41	\$14.76	\$15.11	\$15.46	\$15.81	\$16.24	\$16.68	\$17.12	\$17.58
XN	8	Annual	\$28,807.00	\$29,645.00	\$30,487.00	\$31,325.00	\$32,172.00	\$33,008.00	\$33,851.00	\$34,779.00	\$35,710.00	\$36,669.00	\$37,654.00
		Bi-Wk	\$1,103.72	\$1,135.83	\$1,168.09	\$1,200.20	\$1,232.65	\$1,264.68	\$1,296.98	\$1,332.53	\$1,368.20	\$1,404.95	\$1,442.69
		Daily	\$110.38	\$113.59	\$116.81	\$120.02	\$123.27	\$126.47	\$129.70	\$133.26	\$136.82	\$140.50	\$144.27
		Hourly	\$14.72	\$15.15	\$15.58	\$16.01	\$16.44	\$16.87	\$17.30	\$17.77	\$18.25	\$18.74	\$19.24
XN	9	Annual	\$29,682.00	\$30,558.00	\$31,432.00	\$32,315.00	\$33,190.00	\$34,061.00	\$34,945.00	\$35,903.00	\$36,865.00	\$37,852.00	\$38,868.00
		Bi-Wk	\$1,137.25	\$1,170.81	\$1,204.30	\$1,238.13	\$1,271.65	\$1,305.02	\$1,338.89	\$1,375.60	\$1,412.46	\$1,450.27	\$1,489.20
		Daily	\$113.73	\$117.09	\$120.43	\$123.82	\$127.17	\$130.51	\$133.89	\$137.56	\$141.25	\$145.03	\$148.92
		Hourly	\$15.17	\$15.62	\$16.06	\$16.51	\$16.96	\$17.41	\$17.86	\$18.35	\$18.84	\$19.34	\$19.86

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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>
XN	10	Annual	\$30,626.00	\$31,543.00	\$32,458.00	\$33,385.00	\$34,297.00	\$35,228.00	\$36,193.00	\$37,187.00	\$38,183.00	\$39,206.00	\$40,258.00
		Bi-Wk	\$1,173.41	\$1,208.55	\$1,243.61	\$1,279.12	\$1,314.07	\$1,349.74	\$1,386.71	\$1,424.79	\$1,462.96	\$1,502.15	\$1,542.46
		Daily	\$117.35	\$120.86	\$124.37	\$127.92	\$131.41	\$134.98	\$138.68	\$142.48	\$146.30	\$150.22	\$154.25
		Hourly	\$15.65	\$16.12	\$16.59	\$17.06	\$17.53	\$18.00	\$18.49	\$19.00	\$19.51	\$20.03	\$20.57
XN	11	Annual	\$31,587.00	\$32,542.00	\$33,506.00	\$34,459.00	\$35,441.00	\$36,441.00	\$37,447.00	\$38,475.00	\$39,504.00	\$40,562.00	\$41,649.00
		Bi-Wk	\$1,210.23	\$1,246.82	\$1,283.76	\$1,320.27	\$1,357.90	\$1,396.21	\$1,434.76	\$1,474.14	\$1,513.57	\$1,554.10	\$1,595.75
		Daily	\$121.03	\$124.69	\$128.38	\$132.03	\$135.79	\$139.63	\$143.48	\$147.42	\$151.36	\$155.41	\$159.58
		Hourly	\$16.14	\$16.63	\$17.12	\$17.61	\$18.11	\$18.62	\$19.14	\$19.66	\$20.19	\$20.73	\$21.28
XN	12	Annual	\$32,605.00	\$33,607.00	\$34,597.00	\$35,624.00	\$36,658.00	\$37,712.00	\$38,752.00	\$39,818.00	\$40,882.00	\$41,976.00	\$43,099.00
		Bi-Wk	\$1,249.24	\$1,287.63	\$1,325.56	\$1,364.91	\$1,404.53	\$1,444.91	\$1,484.76	\$1,525.60	\$1,566.37	\$1,608.28	\$1,651.31
		Daily	\$124.93	\$128.77	\$132.56	\$136.50	\$140.46	\$144.50	\$148.48	\$152.56	\$156.64	\$160.83	\$165.14
		Hourly	\$16.66	\$17.17	\$17.68	\$18.20	\$18.73	\$19.27	\$19.80	\$20.35	\$20.89	\$21.45	\$22.02
XN	13	Annual	\$34,428.00	\$35,692.00	\$36,957.00	\$38,231.00	\$39,503.00	\$40,774.00	\$42,050.00	\$43,204.00	\$44,360.00	\$45,549.00	\$46,768.00
		Bi-Wk	\$1,319.09	\$1,367.51	\$1,415.98	\$1,464.79	\$1,513.53	\$1,562.23	\$1,611.12	\$1,655.33	\$1,699.62	\$1,745.18	\$1,791.88
		Daily	\$131.91	\$136.76	\$141.60	\$146.48	\$151.36	\$156.23	\$161.12	\$165.54	\$169.97	\$174.52	\$179.19
		Hourly	\$17.59	\$18.24	\$18.88	\$19.54	\$20.19	\$20.83	\$21.49	\$22.08	\$22.67	\$23.27	\$23.90
XN	14	Annual	\$36,026.00	\$37,345.00	\$38,659.00	\$39,968.00	\$41,279.00	\$42,592.00	\$43,904.00	\$45,110.00	\$46,320.00	\$47,563.00	\$48,842.00
		Bi-Wk	\$1,380.31	\$1,430.85	\$1,481.19	\$1,531.35	\$1,581.58	\$1,631.88	\$1,682.15	\$1,728.36	\$1,774.72	\$1,822.34	\$1,871.35
		Daily	\$138.04	\$143.09	\$148.12	\$153.14	\$158.16	\$163.19	\$168.22	\$172.84	\$177.48	\$182.24	\$187.14
		Hourly	\$18.41	\$19.08	\$19.75	\$20.42	\$21.09	\$21.76	\$22.43	\$23.05	\$23.67	\$24.30	\$24.96
XN	15	Annual	\$37,749.00	\$39,096.00	\$40,448.00	\$41,796.00	\$43,150.00	\$44,509.00	\$45,853.00	\$47,115.00	\$48,378.00	\$49,673.00	\$51,005.00
		Bi-Wk	\$1,446.33	\$1,497.94	\$1,549.74	\$1,601.38	\$1,653.26	\$1,705.33	\$1,756.82	\$1,805.18	\$1,853.57	\$1,903.19	\$1,954.22
		Daily	\$144.64	\$149.80	\$154.98	\$160.14	\$165.33	\$170.54	\$175.69	\$180.52	\$185.36	\$190.32	\$195.43
		Hourly	\$19.29	\$19.98	\$20.67	\$21.36	\$22.05	\$22.74	\$23.43	\$24.07	\$24.72	\$25.38	\$26.06
XN	16	Annual	\$39,569.00	\$40,959.00	\$42,354.00	\$43,746.00	\$45,135.00	\$46,530.00	\$47,916.00	\$49,233.00	\$50,553.00	\$51,905.00	\$53,298.00
		Bi-Wk	\$1,516.06	\$1,569.32	\$1,622.76	\$1,676.10	\$1,729.32	\$1,782.76	\$1,835.87	\$1,886.33	\$1,936.90	\$1,988.70	\$2,042.07
		Daily	\$151.61	\$156.94	\$162.28	\$167.61	\$172.94	\$178.28	\$183.59	\$188.64	\$193.69	\$198.87	\$204.21
		Hourly	\$20.22	\$20.93	\$21.64	\$22.35	\$23.06	\$23.78	\$24.48	\$25.16	\$25.83	\$26.52	\$27.23
XN	17	Annual	\$41,513.00	\$42,951.00	\$44,381.00	\$45,813.00	\$47,243.00	\$48,672.00	\$50,103.00	\$51,480.00	\$52,859.00	\$54,276.00	\$55,730.00
		Bi-Wk	\$1,590.54	\$1,645.64	\$1,700.43	\$1,755.29	\$1,810.08	\$1,864.83	\$1,919.66	\$1,972.42	\$2,025.25	\$2,079.55	\$2,135.25
		Daily	\$159.06	\$164.57	\$170.05	\$175.53	\$181.01	\$186.49	\$191.97	\$197.25	\$202.53	\$207.96	\$213.53
		Hourly	\$21.21	\$21.95	\$22.68	\$23.41	\$24.14	\$24.87	\$25.60	\$26.30	\$27.01	\$27.73	\$28.47
XN	18	Annual	\$43,599.00	\$45,059.00	\$46,530.00	\$47,994.00	\$49,461.00	\$50,933.00	\$52,395.00	\$53,837.00	\$55,279.00	\$56,763.00	\$58,284.00
		Bi-Wk	\$1,670.46	\$1,726.40	\$1,782.76	\$1,838.86	\$1,895.06	\$1,951.46	\$2,007.48	\$2,062.73	\$2,117.97	\$2,174.83	\$2,233.11
		Daily	\$167.05	\$172.64	\$178.28	\$183.89	\$189.51	\$195.15	\$200.75	\$206.28	\$211.80	\$217.49	\$223.32
		Hourly	\$22.28	\$23.02	\$23.78	\$24.52	\$25.27	\$26.02	\$26.77	\$27.51	\$28.24	\$29.00	\$29.78
XN	19	Annual	\$45,724.00	\$47,243.00	\$48,750.00	\$50,264.00	\$51,770.00	\$53,284.00	\$54,788.00	\$56,295.00	\$57,802.00	\$59,348.00	\$60,937.00
		Bi-Wk	\$1,751.88	\$1,810.08	\$1,867.82	\$1,925.83	\$1,983.53	\$2,041.54	\$2,099.16	\$2,156.90	\$2,214.64	\$2,273.87	\$2,334.76
		Daily	\$175.19	\$181.01	\$186.79	\$192.59	\$198.36	\$204.16	\$209.92	\$215.69	\$221.47	\$227.39	\$233.48
		Hourly	\$23.36	\$24.14	\$24.91	\$25.68	\$26.45	\$27.23	\$27.99	\$28.76	\$29.53	\$30.32	\$31.14

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XN	20	Annual	\$48,040.00	\$49,586.00	\$51,137.00	\$52,676.00	\$54,227.00	\$55,772.00	\$57,323.00	\$58,898.00	\$60,472.00	\$62,091.00	\$63,756.00
		Bi-Wk	\$1,840.62	\$1,899.85	\$1,959.28	\$2,018.24	\$2,077.67	\$2,136.86	\$2,196.29	\$2,256.63	\$2,316.94	\$2,378.97	\$2,442.76
		Daily	\$184.07	\$189.99	\$195.93	\$201.83	\$207.77	\$213.69	\$219.63	\$225.67	\$231.70	\$237.90	\$244.28
		Hourly	\$24.55	\$25.34	\$26.13	\$26.91	\$27.71	\$28.50	\$29.29	\$30.09	\$30.90	\$31.72	\$32.58
XN	21	Annual	\$50,399.00	\$51,993.00	\$53,578.00	\$55,170.00	\$56,758.00	\$58,342.00	\$59,934.00	\$61,582.00	\$63,230.00	\$64,922.00	\$66,660.00
		Bi-Wk	\$1,931.00	\$1,992.07	\$2,052.80	\$2,113.80	\$2,174.64	\$2,235.33	\$2,296.33	\$2,359.47	\$2,422.61	\$2,487.44	\$2,554.03
		Daily	\$193.10	\$199.21	\$205.28	\$211.38	\$217.47	\$223.54	\$229.64	\$235.95	\$242.27	\$248.75	\$255.41
		Hourly	\$25.75	\$26.57	\$27.38	\$28.19	\$29.00	\$29.81	\$30.62	\$31.46	\$32.31	\$33.17	\$34.06
XN	22	Annual	\$51,770.00	\$53,655.00	\$55,542.00	\$57,426.00	\$59,318.00	\$61,200.00	\$63,085.00	\$64,821.00	\$66,557.00	\$68,338.00	\$70,167.00
		Bi-Wk	\$1,983.53	\$2,055.75	\$2,128.05	\$2,200.23	\$2,272.73	\$2,344.83	\$2,417.05	\$2,483.57	\$2,550.08	\$2,618.32	\$2,688.40
		Daily	\$198.36	\$205.58	\$212.81	\$220.03	\$227.28	\$234.49	\$241.71	\$248.36	\$255.01	\$261.84	\$268.84
		Hourly	\$26.45	\$27.41	\$28.38	\$29.34	\$30.31	\$31.27	\$32.23	\$33.12	\$34.01	\$34.92	\$35.85
XN	23	Annual	\$54,206.00	\$56,177.00	\$58,136.00	\$60,103.00	\$62,068.00	\$64,032.00	\$66,000.00	\$67,814.00	\$69,629.00	\$71,494.00	\$73,409.00
		Bi-Wk	\$2,076.86	\$2,152.38	\$2,227.44	\$2,302.80	\$2,378.09	\$2,453.34	\$2,528.74	\$2,598.24	\$2,667.78	\$2,739.24	\$2,812.61
		Daily	\$207.69	\$215.24	\$222.75	\$230.28	\$237.81	\$245.34	\$252.88	\$259.83	\$266.78	\$273.93	\$281.27
		Hourly	\$27.70	\$28.70	\$29.70	\$30.71	\$31.71	\$32.72	\$33.72	\$34.65	\$35.58	\$36.53	\$37.51
XN	24	Annual	\$56,802.00	\$58,850.00	\$60,903.00	\$62,952.00	\$64,997.00	\$67,047.00	\$69,096.00	\$70,992.00	\$72,893.00	\$74,845.00	\$76,851.00
		Bi-Wk	\$2,176.33	\$2,254.79	\$2,333.45	\$2,411.96	\$2,490.31	\$2,568.86	\$2,647.36	\$2,720.00	\$2,792.84	\$2,867.63	\$2,944.49
		Daily	\$217.64	\$225.48	\$233.35	\$241.20	\$249.04	\$256.89	\$264.74	\$272.00	\$279.29	\$286.77	\$294.45
		Hourly	\$29.02	\$30.07	\$31.12	\$32.16	\$33.21	\$34.26	\$35.30	\$36.27	\$37.24	\$38.24	\$39.26
XN	25	Annual	\$59,568.00	\$61,689.00	\$63,813.00	\$65,934.00	\$68,060.00	\$70,183.00	\$72,306.00	\$74,293.00	\$76,282.00	\$78,323.00	\$80,419.00
		Bi-Wk	\$2,282.30	\$2,363.57	\$2,444.95	\$2,526.21	\$2,607.67	\$2,689.01	\$2,770.35	\$2,846.48	\$2,922.69	\$3,000.89	\$3,081.19
		Daily	\$228.23	\$236.36	\$244.50	\$252.63	\$260.77	\$268.91	\$277.04	\$284.65	\$292.27	\$300.09	\$308.12
		Hourly	\$30.44	\$31.52	\$32.60	\$33.69	\$34.77	\$35.86	\$36.94	\$37.96	\$38.97	\$40.02	\$41.09
XN	26	Annual	\$62,489.00	\$64,682.00	\$66,887.00	\$69,096.00	\$71,299.00	\$73,492.00	\$75,695.00	\$77,778.00	\$79,860.00	\$82,002.00	\$84,199.00
		Bi-Wk	\$2,394.22	\$2,478.24	\$2,562.73	\$2,647.36	\$2,731.77	\$2,815.79	\$2,900.20	\$2,980.00	\$3,059.78	\$3,141.84	\$3,226.02
		Daily	\$239.43	\$247.83	\$256.28	\$264.74	\$273.18	\$281.58	\$290.02	\$298.00	\$305.98	\$314.19	\$322.61
		Hourly	\$31.93	\$33.05	\$34.17	\$35.30	\$36.43	\$37.55	\$38.67	\$39.74	\$40.80	\$41.90	\$43.02
XN	27	Annual	\$65,571.00	\$67,853.00	\$70,137.00	\$72,404.00	\$74,687.00	\$76,967.00	\$79,245.00	\$81,427.00	\$83,604.00	\$85,841.00	\$88,140.00
		Bi-Wk	\$2,512.30	\$2,599.74	\$2,687.25	\$2,774.10	\$2,861.58	\$2,948.93	\$3,036.21	\$3,119.81	\$3,203.22	\$3,288.93	\$3,377.02
		Daily	\$251.23	\$259.98	\$268.73	\$277.41	\$286.16	\$294.90	\$303.63	\$311.99	\$320.33	\$328.90	\$337.71
		Hourly	\$33.50	\$34.67	\$35.83	\$36.99	\$38.16	\$39.32	\$40.49	\$41.60	\$42.71	\$43.86	\$45.03
XN	28	Annual	\$68,870.00	\$71,226.00	\$73,587.00	\$75,948.00	\$78,300.00	\$80,655.00	\$83,012.00	\$85,293.00	\$87,575.00	\$89,921.00	\$92,328.00
		Bi-Wk	\$2,638.70	\$2,728.97	\$2,819.43	\$2,909.89	\$3,000.00	\$3,090.23	\$3,180.54	\$3,267.94	\$3,355.57	\$3,445.25	\$3,537.48
		Daily	\$263.87	\$272.90	\$281.95	\$290.99	\$300.00	\$309.03	\$318.06	\$326.80	\$335.54	\$344.53	\$353.75
		Hourly	\$35.19	\$36.39	\$37.60	\$38.80	\$40.00	\$41.21	\$42.41	\$43.58	\$44.74	\$45.94	\$47.17
XN	29	Annual	\$69,533.00	\$72,126.00	\$74,729.00	\$77,329.00	\$79,924.00	\$82,521.00	\$85,117.00	\$87,457.00	\$89,799.00	\$92,204.00	\$94,674.00
		Bi-Wk	\$2,664.10	\$2,763.45	\$2,863.19	\$2,962.80	\$3,062.23	\$3,161.73	\$3,261.19	\$3,350.85	\$3,440.58	\$3,532.73	\$3,627.36
		Daily	\$266.41	\$276.35	\$286.32	\$296.28	\$306.23	\$316.18	\$326.12	\$335.09	\$344.06	\$353.28	\$362.74
		Hourly	\$35.53	\$36.85	\$38.18	\$39.51	\$40.83	\$42.16	\$43.49	\$44.68	\$45.88	\$47.11	\$48.37

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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>
XN	30	Annual	\$72,306.00	\$74,981.00	\$77,653.00	\$80,325.00	\$83,002.00	\$85,676.00	\$88,350.00	\$90,780.00	\$93,207.00	\$95,700.00	\$98,260.00
		Bi-Wk	\$2,770.35	\$2,872.84	\$2,975.22	\$3,077.59	\$3,180.16	\$3,282.61	\$3,385.06	\$3,478.17	\$3,571.15	\$3,666.67	\$3,764.76
		Daily	\$277.04	\$287.29	\$297.53	\$307.76	\$318.02	\$328.27	\$338.51	\$347.82	\$357.12	\$366.67	\$376.48
		Hourly	\$36.94	\$38.31	\$39.67	\$41.04	\$42.41	\$43.77	\$45.14	\$46.38	\$47.62	\$48.89	\$50.20
XN	31	Annual	\$77,846.00	\$80,693.00	\$83,544.00	\$86,392.00	\$89,242.00	\$92,093.00	\$94,947.00	\$97,558.00	\$100,169.00	\$102,850.00	\$105,604.00
		Bi-Wk	\$2,982.61	\$3,091.69	\$3,200.92	\$3,310.04	\$3,419.24	\$3,528.47	\$3,637.82	\$3,737.86	\$3,837.90	\$3,940.62	\$4,046.14
		Daily	\$298.27	\$309.17	\$320.10	\$331.01	\$341.93	\$352.85	\$363.79	\$373.79	\$383.79	\$394.07	\$404.62
		Hourly	\$39.77	\$41.23	\$42.68	\$44.14	\$45.59	\$47.05	\$48.51	\$49.84	\$51.18	\$52.55	\$53.95
XN	32	Annual	\$80,953.00	\$83,876.00	\$86,807.00	\$89,734.00	\$92,667.00	\$95,594.00	\$98,527.00	\$101,232.00	\$103,944.00	\$106,727.00	\$109,584.00
		Bi-Wk	\$3,101.65	\$3,213.64	\$3,325.94	\$3,438.09	\$3,550.46	\$3,662.61	\$3,774.99	\$3,878.63	\$3,982.53	\$4,089.16	\$4,198.63
		Daily	\$310.17	\$321.37	\$332.60	\$343.81	\$355.05	\$366.27	\$377.50	\$387.87	\$398.26	\$408.92	\$419.87
		Hourly	\$41.36	\$42.85	\$44.35	\$45.85	\$47.34	\$48.84	\$50.34	\$51.72	\$53.11	\$54.53	\$55.99
XN	33	Annual	\$84,198.00	\$87,207.00	\$90,218.00	\$93,231.00	\$96,234.00	\$99,248.00	\$102,261.00	\$105,075.00	\$107,887.00	\$110,774.00	\$113,738.00
		Bi-Wk	\$3,225.98	\$3,341.27	\$3,456.63	\$3,572.07	\$3,687.13	\$3,802.61	\$3,918.05	\$4,025.87	\$4,133.61	\$4,244.22	\$4,357.78
		Daily	\$322.60	\$334.13	\$345.67	\$357.21	\$368.72	\$380.27	\$391.81	\$402.59	\$413.37	\$424.43	\$435.78
		Hourly	\$43.02	\$44.56	\$46.09	\$47.63	\$49.17	\$50.71	\$52.25	\$53.68	\$55.12	\$56.59	\$58.11
XN	34	Annual	\$87,657.00	\$90,741.00	\$93,837.00	\$96,929.00	\$100,019.00	\$103,116.00	\$106,205.00	\$109,124.00	\$112,045.00	\$115,046.00	\$118,128.00
		Bi-Wk	\$3,358.51	\$3,476.67	\$3,595.29	\$3,713.76	\$3,832.15	\$3,950.81	\$4,069.16	\$4,181.00	\$4,292.92	\$4,407.90	\$4,525.98
		Daily	\$335.86	\$347.67	\$359.53	\$371.38	\$383.22	\$395.09	\$406.92	\$418.10	\$429.30	\$440.79	\$452.60
		Hourly	\$44.79	\$46.36	\$47.94	\$49.52	\$51.10	\$52.68	\$54.26	\$55.75	\$57.24	\$58.78	\$60.35
XN	35	Annual	\$91,241.00	\$94,414.00	\$97,581.00	\$100,754.00	\$103,926.00	\$107,094.00	\$110,269.00	\$113,299.00	\$116,334.00	\$119,452.00	\$122,654.00
		Bi-Wk	\$3,495.83	\$3,617.40	\$3,738.74	\$3,860.31	\$3,981.84	\$4,103.22	\$4,224.87	\$4,340.96	\$4,457.25	\$4,576.71	\$4,699.39
		Daily	\$349.59	\$361.74	\$373.88	\$386.04	\$398.19	\$410.33	\$422.49	\$434.10	\$445.73	\$457.68	\$469.94
		Hourly	\$46.62	\$48.24	\$49.85	\$51.48	\$53.10	\$54.71	\$56.34	\$57.88	\$59.43	\$61.03	\$62.66
XN	36	Annual	\$95,022.00	\$98,277.00	\$101,529.00	\$104,782.00	\$108,038.00	\$111,289.00	\$114,538.00	\$117,689.00	\$120,837.00	\$124,071.00	\$127,392.00
		Bi-Wk	\$3,640.69	\$3,765.41	\$3,890.00	\$4,014.64	\$4,139.39	\$4,263.95	\$4,388.43	\$4,509.16	\$4,629.78	\$4,753.68	\$4,880.92
		Daily	\$364.07	\$376.55	\$389.00	\$401.47	\$413.94	\$426.40	\$438.85	\$450.92	\$462.98	\$475.37	\$488.10
		Hourly	\$48.55	\$50.21	\$51.87	\$53.53	\$55.20	\$56.86	\$58.52	\$60.13	\$61.74	\$63.39	\$65.08
XN	37	Annual	\$98,668.00	\$102,006.00	\$105,349.00	\$108,692.00	\$112,037.00	\$115,379.00	\$118,719.00	\$121,984.00	\$125,246.00	\$128,597.00	\$132,038.00
		Bi-Wk	\$3,780.39	\$3,908.28	\$4,036.37	\$4,164.45	\$4,292.61	\$4,420.66	\$4,548.63	\$4,673.72	\$4,798.70	\$4,927.09	\$5,058.93
		Daily	\$378.04	\$390.83	\$403.64	\$416.45	\$429.27	\$442.07	\$454.87	\$467.38	\$479.87	\$492.71	\$505.90
		Hourly	\$50.41	\$52.12	\$53.82	\$55.53	\$57.24	\$58.95	\$60.65	\$62.32	\$63.99	\$65.70	\$67.46
XN	38	Annual	\$102,741.00	\$106,159.00	\$109,583.00	\$113,002.00	\$116,423.00	\$119,840.00	\$123,264.00	\$126,651.00	\$130,043.00	\$133,521.00	\$137,094.00
		Bi-Wk	\$3,936.44	\$4,067.40	\$4,198.59	\$4,329.58	\$4,460.66	\$4,591.58	\$4,722.76	\$4,852.53	\$4,982.50	\$5,115.75	\$5,252.65
		Daily	\$393.65	\$406.74	\$419.86	\$432.96	\$446.07	\$459.16	\$472.28	\$485.26	\$498.25	\$511.58	\$525.27
		Hourly	\$52.49	\$54.24	\$55.99	\$57.73	\$59.48	\$61.23	\$62.98	\$64.71	\$66.44	\$68.21	\$70.04
XN	39	Annual	\$107,014.00	\$110,514.00	\$114,017.00	\$117,525.00	\$121,025.00	\$124,523.00	\$128,029.00	\$131,545.00	\$135,071.00	\$138,693.00	\$142,412.00
		Bi-Wk	\$4,100.16	\$4,234.26	\$4,368.47	\$4,502.88	\$4,636.98	\$4,771.00	\$4,905.33	\$5,040.04	\$5,175.14	\$5,313.91	\$5,456.40
		Daily	\$410.02	\$423.43	\$436.85	\$450.29	\$463.70	\$477.10	\$490.54	\$504.01	\$517.52	\$531.40	\$545.64
		Hourly	\$54.67	\$56.46	\$58.25	\$60.04	\$61.83	\$63.62	\$65.41	\$67.21	\$69.01	\$70.86	\$72.76

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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>
XN	40	Annual	\$111,474.00	\$115,048.00	\$118,629.00	\$122,202.00	\$125,780.00	\$129,358.00	\$132,936.00	\$136,589.00	\$140,247.00	\$144,005.00	\$147,865.00
		Bi-Wk	\$4,271.04	\$4,407.97	\$4,545.18	\$4,682.07	\$4,819.16	\$4,956.25	\$5,093.34	\$5,233.30	\$5,373.45	\$5,517.44	\$5,665.33
		Daily	\$427.11	\$440.80	\$454.52	\$468.21	\$481.92	\$495.63	\$509.34	\$523.33	\$537.35	\$551.75	\$566.54
		Hourly	\$56.95	\$58.78	\$60.61	\$62.43	\$64.26	\$66.09	\$67.92	\$69.78	\$71.65	\$73.57	\$75.54
XN	41	Annual	\$116,137.00	\$119,798.00	\$123,461.00	\$127,127.00	\$130,791.00	\$134,451.00	\$138,111.00	\$141,911.00	\$145,708.00	\$149,610.00	\$153,617.00
		Bi-Wk	\$4,449.70	\$4,589.97	\$4,730.31	\$4,870.77	\$5,011.15	\$5,151.38	\$5,291.61	\$5,437.21	\$5,582.69	\$5,732.19	\$5,885.71
		Daily	\$444.97	\$459.00	\$473.04	\$487.08	\$501.12	\$515.14	\$529.17	\$543.73	\$558.27	\$573.22	\$588.58
		Hourly	\$59.33	\$61.20	\$63.08	\$64.95	\$66.82	\$68.69	\$70.56	\$72.50	\$74.44	\$76.43	\$78.48
XN	42	Annual	\$120,974.00	\$124,725.00	\$128,473.00	\$132,205.00	\$135,956.00	\$139,702.00	\$143,449.00	\$147,395.00	\$151,339.00	\$155,389.00	\$159,547.00
		Bi-Wk	\$4,635.02	\$4,778.74	\$4,922.34	\$5,065.33	\$5,209.05	\$5,352.57	\$5,496.14	\$5,647.32	\$5,798.43	\$5,953.61	\$6,112.92
		Daily	\$463.51	\$477.88	\$492.24	\$506.54	\$520.91	\$535.26	\$549.62	\$564.74	\$579.85	\$595.37	\$611.30
		Hourly	\$61.81	\$63.72	\$65.64	\$67.54	\$69.46	\$71.37	\$73.29	\$75.30	\$77.32	\$79.39	\$81.51
XN	43	Annual	\$126,112.00	\$129,933.00	\$133,755.00	\$137,568.00	\$141,394.00	\$145,207.00	\$149,023.00	\$153,125.00	\$157,221.00	\$161,427.00	\$165,746.00
		Bi-Wk	\$4,831.88	\$4,978.28	\$5,124.72	\$5,270.81	\$5,417.40	\$5,563.49	\$5,709.70	\$5,866.86	\$6,023.80	\$6,184.95	\$6,350.43
		Daily	\$483.19	\$497.83	\$512.48	\$527.09	\$541.74	\$556.35	\$570.97	\$586.69	\$602.38	\$618.50	\$635.05
		Hourly	\$64.43	\$66.38	\$68.33	\$70.28	\$72.24	\$74.18	\$76.13	\$78.23	\$80.32	\$82.47	\$84.68