

P-1 XC 37.5 HOUR PLAN EFFECTIVE 7/1/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
XC	1	Annual	\$18,388.00	\$18,840.00	\$19,285.00	\$19,734.00	\$20,179.00	\$20,631.00	\$21,077.00	\$21,654.00	\$22,235.00
		Bi-Wk	\$704.53	\$721.84	\$738.89	\$756.10	\$773.15	\$790.46	\$807.55	\$829.66	\$851.92
		Daily	\$70.46	\$72.19	\$73.89	\$75.61	\$77.32	\$79.05	\$80.76	\$82.97	\$85.20
		Hourly	\$9.40	\$9.63	\$9.86	\$10.09	\$10.31	\$10.54	\$10.77	\$11.07	\$11.36
XC	2	Annual	\$19,285.00	\$19,734.00	\$20,179.00	\$20,631.00	\$21,077.00	\$21,524.00	\$21,969.00	\$22,574.00	\$23,177.00
		Bi-Wk	\$738.89	\$756.10	\$773.15	\$790.46	\$807.55	\$824.68	\$841.73	\$864.91	\$888.01
		Daily	\$73.89	\$75.61	\$77.32	\$79.05	\$80.76	\$82.47	\$84.18	\$86.50	\$88.81
		Hourly	\$9.86	\$10.09	\$10.31	\$10.54	\$10.77	\$11.00	\$11.23	\$11.54	\$11.85
XC	3	Annual	\$19,734.00	\$20,179.00	\$20,631.00	\$21,077.00	\$21,524.00	\$21,969.00	\$22,417.00	\$23,036.00	\$23,650.00
		Bi-Wk	\$756.10	\$773.15	\$790.46	\$807.55	\$824.68	\$841.73	\$858.89	\$882.61	\$906.14
		Daily	\$75.61	\$77.32	\$79.05	\$80.76	\$82.47	\$84.18	\$85.89	\$88.27	\$90.62
		Hourly	\$10.09	\$10.31	\$10.54	\$10.77	\$11.00	\$11.23	\$11.46	\$11.77	\$12.09
XC	4	Annual	\$20,370.00	\$20,915.00	\$21,456.00	\$22,003.00	\$22,552.00	\$23,090.00	\$23,633.00	\$24,284.00	\$24,935.00
		Bi-Wk	\$780.46	\$801.35	\$822.07	\$843.03	\$864.07	\$884.68	\$905.48	\$930.43	\$955.37
		Daily	\$78.05	\$80.14	\$82.21	\$84.31	\$86.41	\$88.47	\$90.55	\$93.05	\$95.54
		Hourly	\$10.41	\$10.69	\$10.97	\$11.25	\$11.53	\$11.80	\$12.08	\$12.41	\$12.74
XC	5	Annual	\$20,879.00	\$21,456.00	\$22,034.00	\$22,607.00	\$23,180.00	\$23,756.00	\$24,335.00	\$25,003.00	\$25,672.00
		Bi-Wk	\$799.97	\$822.07	\$844.22	\$866.17	\$888.13	\$910.20	\$932.38	\$957.97	\$983.61
		Daily	\$80.00	\$82.21	\$84.43	\$86.62	\$88.82	\$91.02	\$93.24	\$95.80	\$98.37
		Hourly	\$10.67	\$10.97	\$11.26	\$11.55	\$11.85	\$12.14	\$12.44	\$12.78	\$13.12
XC	6	Annual	\$21,590.00	\$22,166.00	\$22,739.00	\$23,224.00	\$23,888.00	\$24,463.00	\$25,035.00	\$25,723.00	\$26,411.00
		Bi-Wk	\$827.21	\$849.28	\$871.23	\$889.81	\$915.25	\$937.28	\$959.20	\$985.56	\$1,011.92
		Daily	\$82.73	\$84.93	\$87.13	\$88.99	\$91.53	\$93.73	\$95.92	\$98.56	\$101.20
		Hourly	\$11.03	\$11.33	\$11.62	\$11.87	\$12.21	\$12.50	\$12.79	\$13.15	\$13.50
XC	7	Annual	\$22,226.00	\$22,799.00	\$23,375.00	\$23,948.00	\$24,525.00	\$25,101.00	\$25,674.00	\$26,379.00	\$27,085.00
		Bi-Wk	\$851.58	\$873.53	\$895.60	\$917.55	\$939.66	\$961.73	\$983.68	\$1,010.69	\$1,037.74
		Daily	\$85.16	\$87.36	\$89.56	\$91.76	\$93.97	\$96.18	\$98.37	\$101.07	\$103.78
		Hourly	\$11.36	\$11.65	\$11.95	\$12.24	\$12.53	\$12.83	\$13.12	\$13.48	\$13.84
XC	8	Annual	\$23,888.00	\$24,589.00	\$25,299.00	\$25,999.00	\$26,704.00	\$27,409.00	\$28,114.00	\$28,885.00	\$29,659.00
		Bi-Wk	\$915.25	\$942.11	\$969.32	\$996.14	\$1,023.15	\$1,050.16	\$1,077.17	\$1,106.71	\$1,136.37
		Daily	\$91.53	\$94.22	\$96.94	\$99.62	\$102.32	\$105.02	\$107.72	\$110.68	\$113.64
		Hourly	\$12.21	\$12.57	\$12.93	\$13.29	\$13.65	\$14.01	\$14.37	\$14.76	\$15.16
XC	9	Annual	\$24,622.00	\$25,322.00	\$26,090.00	\$26,824.00	\$27,560.00	\$28,292.00	\$29,033.00	\$29,830.00	\$30,627.00
		Bi-Wk	\$943.38	\$970.20	\$999.62	\$1,027.74	\$1,055.94	\$1,083.99	\$1,112.38	\$1,142.92	\$1,173.45
		Daily	\$94.34	\$97.02	\$99.97	\$102.78	\$105.60	\$108.40	\$111.24	\$114.30	\$117.35
		Hourly	\$12.58	\$12.94	\$13.33	\$13.71	\$14.08	\$14.46	\$14.84	\$15.24	\$15.65
XC	10	Annual	\$25,414.00	\$26,185.00	\$26,948.00	\$27,719.00	\$28,488.00	\$29,268.00	\$30,077.00	\$30,903.00	\$31,732.00
		Bi-Wk	\$973.72	\$1,003.26	\$1,032.50	\$1,062.04	\$1,091.50	\$1,121.38	\$1,152.38	\$1,184.03	\$1,215.79

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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
		Daily	\$97.38	\$100.33	\$103.25	\$106.21	\$109.15	\$112.14	\$115.24	\$118.41	\$121.58
		Hourly	\$12.99	\$13.38	\$13.77	\$14.17	\$14.56	\$14.96	\$15.37	\$15.79	\$16.22
XC	11	Annual	\$26,223.00	\$27,018.00	\$27,821.00	\$28,620.00	\$29,445.00	\$30,283.00	\$31,125.00	\$31,983.00	\$32,838.00
		Bi-Wk	\$1,004.72	\$1,035.18	\$1,065.94	\$1,096.56	\$1,128.17	\$1,160.27	\$1,192.53	\$1,225.41	\$1,258.17
		Daily	\$100.48	\$103.52	\$106.60	\$109.66	\$112.82	\$116.03	\$119.26	\$122.55	\$125.82
		Hourly	\$13.40	\$13.81	\$14.22	\$14.63	\$15.05	\$15.48	\$15.91	\$16.34	\$16.78
XC	12	Annual	\$27,071.00	\$27,910.00	\$28,735.00	\$29,600.00	\$30,469.00	\$31,347.00	\$32,216.00	\$33,102.00	\$33,987.00
		Bi-Wk	\$1,037.21	\$1,069.35	\$1,100.96	\$1,134.10	\$1,167.40	\$1,201.04	\$1,234.33	\$1,268.28	\$1,302.19
		Daily	\$103.73	\$106.94	\$110.10	\$113.41	\$116.74	\$120.11	\$123.44	\$126.83	\$130.22
		Hourly	\$13.83	\$14.26	\$14.68	\$15.13	\$15.57	\$16.02	\$16.46	\$16.92	\$17.37
XC	13	Annual	\$28,598.00	\$29,652.00	\$30,720.00	\$31,782.00	\$32,848.00	\$33,911.00	\$34,980.00	\$35,940.00	\$36,904.00
		Bi-Wk	\$1,095.71	\$1,136.10	\$1,177.02	\$1,217.71	\$1,258.55	\$1,299.28	\$1,340.23	\$1,377.02	\$1,413.95
		Daily	\$109.58	\$113.61	\$117.71	\$121.78	\$125.86	\$129.93	\$134.03	\$137.71	\$141.40
		Hourly	\$14.61	\$15.15	\$15.70	\$16.24	\$16.79	\$17.33	\$17.87	\$18.37	\$18.86
XC	14	Annual	\$29,936.00	\$31,040.00	\$32,140.00	\$33,238.00	\$34,334.00	\$35,436.00	\$36,531.00	\$37,535.00	\$38,541.00
		Bi-Wk	\$1,146.98	\$1,189.28	\$1,231.42	\$1,273.49	\$1,315.48	\$1,357.71	\$1,399.66	\$1,438.13	\$1,476.67
		Daily	\$114.70	\$118.93	\$123.15	\$127.35	\$131.55	\$135.78	\$139.97	\$143.82	\$147.67
		Hourly	\$15.30	\$15.86	\$16.42	\$16.98	\$17.54	\$18.11	\$18.67	\$19.18	\$19.69
XC	15	Annual	\$31,376.00	\$32,508.00	\$33,639.00	\$34,769.00	\$35,901.00	\$37,038.00	\$38,169.00	\$39,219.00	\$40,268.00
		Bi-Wk	\$1,202.15	\$1,245.52	\$1,288.86	\$1,332.15	\$1,375.52	\$1,419.09	\$1,462.42	\$1,502.65	\$1,542.84
		Daily	\$120.22	\$124.56	\$128.89	\$133.22	\$137.56	\$141.91	\$146.25	\$150.27	\$154.29
		Hourly	\$16.03	\$16.61	\$17.19	\$17.77	\$18.35	\$18.93	\$19.50	\$20.04	\$20.58
XC	16	Annual	\$32,902.00	\$34,068.00	\$35,235.00	\$36,401.00	\$37,566.00	\$38,734.00	\$39,894.00	\$40,990.00	\$42,088.00
		Bi-Wk	\$1,260.62	\$1,305.29	\$1,350.00	\$1,394.68	\$1,439.32	\$1,484.07	\$1,528.51	\$1,570.50	\$1,612.57
		Daily	\$126.07	\$130.53	\$135.00	\$139.47	\$143.94	\$148.41	\$152.86	\$157.05	\$161.26
		Hourly	\$16.81	\$17.41	\$18.00	\$18.60	\$19.20	\$19.79	\$20.39	\$20.94	\$21.51
XC	17	Annual	\$34,532.00	\$35,733.00	\$36,934.00	\$38,130.00	\$39,329.00	\$40,523.00	\$41,727.00	\$42,877.00	\$44,023.00
		Bi-Wk	\$1,323.07	\$1,369.09	\$1,415.10	\$1,460.92	\$1,506.86	\$1,552.61	\$1,598.74	\$1,642.80	\$1,686.71
		Daily	\$132.31	\$136.91	\$141.51	\$146.10	\$150.69	\$155.27	\$159.88	\$164.28	\$168.68
		Hourly	\$17.65	\$18.26	\$18.87	\$19.48	\$20.10	\$20.71	\$21.32	\$21.91	\$22.49
XC	18	Annual	\$36,273.00	\$37,505.00	\$38,734.00	\$39,965.00	\$41,187.00	\$42,419.00	\$43,647.00	\$44,847.00	\$46,049.00
		Bi-Wk	\$1,389.78	\$1,436.98	\$1,484.07	\$1,531.23	\$1,578.05	\$1,625.25	\$1,672.30	\$1,718.28	\$1,764.33
		Daily	\$138.98	\$143.70	\$148.41	\$153.13	\$157.81	\$162.53	\$167.23	\$171.83	\$176.44
		Hourly	\$18.54	\$19.16	\$19.79	\$20.42	\$21.05	\$21.67	\$22.30	\$22.92	\$23.53
XC	19	Annual	\$38,060.00	\$39,329.00	\$40,593.00	\$41,863.00	\$43,121.00	\$44,384.00	\$45,650.00	\$46,907.00	\$48,161.00
		Bi-Wk	\$1,458.24	\$1,506.86	\$1,555.29	\$1,603.95	\$1,652.15	\$1,700.54	\$1,749.05	\$1,797.21	\$1,845.25
		Daily	\$145.83	\$150.69	\$155.53	\$160.40	\$165.22	\$170.06	\$174.91	\$179.73	\$184.53
		Hourly	\$19.45	\$20.10	\$20.74	\$21.39	\$22.03	\$22.68	\$23.33	\$23.97	\$24.61

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XC	20	Annual	\$40,001.00	\$41,297.00	\$42,591.00	\$43,885.00	\$45,176.00	\$46,474.00	\$47,769.00	\$49,083.00	\$50,396.00
		Bi-Wk	\$1,532.61	\$1,582.27	\$1,631.84	\$1,681.42	\$1,730.89	\$1,780.62	\$1,830.23	\$1,880.58	\$1,930.89
		Daily	\$153.27	\$158.23	\$163.19	\$168.15	\$173.09	\$178.07	\$183.03	\$188.06	\$193.09
		Hourly	\$20.44	\$21.10	\$21.76	\$22.42	\$23.08	\$23.75	\$24.41	\$25.08	\$25.75
XC	21	Annual	\$41,973.00	\$43,305.00	\$44,635.00	\$45,967.00	\$47,299.00	\$48,628.00	\$49,962.00	\$51,335.00	\$52,708.00
		Bi-Wk	\$1,608.17	\$1,659.20	\$1,710.16	\$1,761.19	\$1,812.23	\$1,863.15	\$1,914.26	\$1,966.86	\$2,019.47
		Daily	\$160.82	\$165.92	\$171.02	\$176.12	\$181.23	\$186.32	\$191.43	\$196.69	\$201.95
		Hourly	\$21.45	\$22.13	\$22.81	\$23.49	\$24.17	\$24.85	\$25.53	\$26.23	\$26.93
XC	22	Annual	\$43,121.00	\$44,703.00	\$46,284.00	\$47,860.00	\$49,442.00	\$51,022.00	\$52,600.00	\$54,047.00	\$55,494.00
		Bi-Wk	\$1,652.15	\$1,712.76	\$1,773.34	\$1,833.72	\$1,894.33	\$1,954.87	\$2,015.33	\$2,070.77	\$2,126.21
		Daily	\$165.22	\$171.28	\$177.34	\$183.38	\$189.44	\$195.49	\$201.54	\$207.08	\$212.63
		Hourly	\$22.03	\$22.84	\$23.65	\$24.45	\$25.26	\$26.07	\$26.88	\$27.62	\$28.35
XC	23	Annual	\$45,164.00	\$46,811.00	\$48,453.00	\$50,102.00	\$51,745.00	\$53,393.00	\$55,041.00	\$56,552.00	\$58,067.00
		Bi-Wk	\$1,730.43	\$1,793.53	\$1,856.44	\$1,919.62	\$1,982.57	\$2,045.71	\$2,108.86	\$2,166.75	\$2,224.79
		Daily	\$173.05	\$179.36	\$185.65	\$191.97	\$198.26	\$204.58	\$210.89	\$216.68	\$222.48
		Hourly	\$23.08	\$23.92	\$24.76	\$25.60	\$26.44	\$27.28	\$28.12	\$28.89	\$29.67
XC	24	Annual	\$47,335.00	\$49,052.00	\$50,765.00	\$52,483.00	\$54,201.00	\$55,914.00	\$57,627.00	\$59,212.00	\$60,797.00
		Bi-Wk	\$1,813.61	\$1,879.39	\$1,945.02	\$2,010.85	\$2,076.67	\$2,142.30	\$2,207.94	\$2,268.66	\$2,329.39
		Daily	\$181.37	\$187.94	\$194.51	\$201.09	\$207.67	\$214.23	\$220.80	\$226.87	\$232.94
		Hourly	\$24.19	\$25.06	\$25.94	\$26.82	\$27.69	\$28.57	\$29.44	\$30.25	\$31.06
XC	25	Annual	\$49,646.00	\$51,431.00	\$53,203.00	\$54,984.00	\$56,763.00	\$58,543.00	\$60,319.00	\$61,978.00	\$63,637.00
		Bi-Wk	\$1,902.15	\$1,970.54	\$2,038.43	\$2,106.67	\$2,174.83	\$2,243.03	\$2,311.08	\$2,374.64	\$2,438.20
		Daily	\$190.22	\$197.06	\$203.85	\$210.67	\$217.49	\$224.31	\$231.11	\$237.47	\$243.82
		Hourly	\$25.37	\$26.28	\$27.18	\$28.09	\$29.00	\$29.91	\$30.82	\$31.67	\$32.51
XC	26	Annual	\$52,095.00	\$53,936.00	\$55,789.00	\$57,627.00	\$59,474.00	\$61,318.00	\$63,160.00	\$64,897.00	\$66,636.00
		Bi-Wk	\$1,995.98	\$2,066.52	\$2,137.51	\$2,207.94	\$2,278.70	\$2,349.35	\$2,419.93	\$2,486.48	\$2,553.11
		Daily	\$199.60	\$206.66	\$213.76	\$220.80	\$227.87	\$234.94	\$242.00	\$248.65	\$255.32
		Hourly	\$26.62	\$27.56	\$28.51	\$29.44	\$30.39	\$31.33	\$32.27	\$33.16	\$34.05
XC	27	Annual	\$54,679.00	\$56,590.00	\$58,500.00	\$60,402.00	\$62,316.00	\$64,221.00	\$66,134.00	\$67,952.00	\$69,771.00
		Bi-Wk	\$2,094.99	\$2,168.20	\$2,241.38	\$2,314.26	\$2,387.59	\$2,460.58	\$2,533.87	\$2,603.53	\$2,673.22
		Daily	\$209.50	\$216.82	\$224.14	\$231.43	\$238.76	\$246.06	\$253.39	\$260.36	\$267.33
		Hourly	\$27.94	\$28.91	\$29.89	\$30.86	\$31.84	\$32.81	\$33.79	\$34.72	\$35.65
XC	28	Annual	\$57,441.00	\$59,415.00	\$61,394.00	\$63,370.00	\$65,343.00	\$67,313.00	\$69,285.00	\$71,189.00	\$73,098.00
		Bi-Wk	\$2,200.81	\$2,276.44	\$2,352.27	\$2,427.97	\$2,503.57	\$2,579.05	\$2,654.60	\$2,727.55	\$2,800.69
		Daily	\$220.09	\$227.65	\$235.23	\$242.80	\$250.36	\$257.91	\$265.46	\$272.76	\$280.07
		Hourly	\$29.35	\$30.36	\$31.37	\$32.38	\$33.39	\$34.39	\$35.40	\$36.37	\$37.35
XC	29	Annual	\$57,993.00	\$60,168.00	\$62,348.00	\$64,524.00	\$66,700.00	\$68,873.00	\$71,050.00	\$73,003.00	\$74,958.00

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		Bi-Wk	\$2,221.96	\$2,305.29	\$2,388.82	\$2,472.19	\$2,555.56	\$2,638.82	\$2,722.23	\$2,797.05	\$2,871.96
		Daily	\$222.20	\$230.53	\$238.89	\$247.22	\$255.56	\$263.89	\$272.23	\$279.71	\$287.20
		Hourly	\$29.63	\$30.74	\$31.86	\$32.97	\$34.08	\$35.19	\$36.30	\$37.30	\$38.30
XC	30	Annual	\$60,319.00	\$62,559.00	\$64,804.00	\$67,039.00	\$69,276.00	\$71,515.00	\$73,759.00	\$75,787.00	\$77,813.00
		Bi-Wk	\$2,311.08	\$2,396.90	\$2,482.92	\$2,568.55	\$2,654.26	\$2,740.04	\$2,826.02	\$2,903.72	\$2,981.35
		Daily	\$231.11	\$239.69	\$248.30	\$256.86	\$265.43	\$274.01	\$282.61	\$290.38	\$298.14
		Hourly	\$30.82	\$31.96	\$33.11	\$34.25	\$35.40	\$36.54	\$37.69	\$38.72	\$39.76
XC	31	Annual	\$62,740.00	\$65,045.00	\$67,348.00	\$69,656.00	\$71,967.00	\$74,270.00	\$76,574.00	\$78,682.00	\$80,786.00
		Bi-Wk	\$2,403.84	\$2,492.15	\$2,580.39	\$2,668.82	\$2,757.36	\$2,845.60	\$2,933.87	\$3,014.64	\$3,095.25
		Daily	\$240.39	\$249.22	\$258.04	\$266.89	\$275.74	\$284.56	\$293.39	\$301.47	\$309.53
		Hourly	\$32.06	\$33.23	\$34.41	\$35.59	\$36.77	\$37.95	\$39.12	\$40.20	\$41.27
XC	32	Annual	\$65,254.00	\$67,624.00	\$69,992.00	\$72,360.00	\$74,734.00	\$77,100.00	\$79,476.00	\$81,663.00	\$83,847.00
		Bi-Wk	\$2,500.16	\$2,590.96	\$2,681.69	\$2,772.42	\$2,863.38	\$2,954.03	\$3,045.06	\$3,128.86	\$3,212.53
		Daily	\$250.02	\$259.10	\$268.17	\$277.25	\$286.34	\$295.41	\$304.51	\$312.89	\$321.26
		Hourly	\$33.34	\$34.55	\$35.76	\$36.97	\$38.18	\$39.39	\$40.61	\$41.72	\$42.84
XC	33	Annual	\$67,884.00	\$70,318.00	\$72,754.00	\$75,188.00	\$77,623.00	\$80,059.00	\$82,499.00	\$84,767.00	\$87,037.00
		Bi-Wk	\$2,600.92	\$2,694.18	\$2,787.51	\$2,880.77	\$2,974.07	\$3,067.40	\$3,160.89	\$3,247.78	\$3,334.76
		Daily	\$260.10	\$269.42	\$278.76	\$288.08	\$297.41	\$306.74	\$316.09	\$324.78	\$333.48
		Hourly	\$34.68	\$35.93	\$37.17	\$38.42	\$39.66	\$40.90	\$42.15	\$43.31	\$44.47
XC	34	Annual	\$70,678.00	\$73,178.00	\$75,682.00	\$78,186.00	\$80,683.00	\$83,187.00	\$85,687.00	\$88,042.00	\$90,401.00
		Bi-Wk	\$2,707.97	\$2,803.76	\$2,899.70	\$2,995.64	\$3,091.31	\$3,187.25	\$3,283.03	\$3,373.26	\$3,463.64
		Daily	\$270.80	\$280.38	\$289.97	\$299.57	\$309.14	\$318.73	\$328.31	\$337.33	\$346.37
		Hourly	\$36.11	\$37.39	\$38.67	\$39.95	\$41.22	\$42.50	\$43.78	\$44.98	\$46.19
XC	35	Annual	\$73,583.00	\$76,146.00	\$78,369.00	\$81,279.00	\$83,843.00	\$86,406.00	\$88,630.00	\$91,067.00	\$93,504.00
		Bi-Wk	\$2,819.28	\$2,917.48	\$3,002.65	\$3,114.14	\$3,212.38	\$3,310.58	\$3,395.79	\$3,489.16	\$3,582.53
		Daily	\$281.93	\$291.75	\$300.27	\$311.42	\$321.24	\$331.06	\$339.58	\$348.92	\$358.26
		Hourly	\$37.60	\$38.90	\$40.04	\$41.53	\$42.84	\$44.15	\$45.28	\$46.53	\$47.77
XC	36	Annual	\$76,643.00	\$79,271.00	\$81,906.00	\$84,536.00	\$87,170.00	\$89,800.00	\$92,429.00	\$94,973.00	\$97,514.00
		Bi-Wk	\$2,936.52	\$3,037.21	\$3,138.17	\$3,238.93	\$3,339.85	\$3,440.62	\$3,541.35	\$3,638.82	\$3,736.17
		Daily	\$293.66	\$303.73	\$313.82	\$323.90	\$333.99	\$344.07	\$354.14	\$363.89	\$373.62
		Hourly	\$39.16	\$40.50	\$41.85	\$43.19	\$44.54	\$45.88	\$47.22	\$48.52	\$49.82
XC	37	Annual	\$79,822.00	\$82,524.00	\$85,227.00	\$87,933.00	\$90,638.00	\$93,342.00	\$96,044.00	\$98,684.00	\$101,324.00
		Bi-Wk	\$3,058.32	\$3,161.84	\$3,265.41	\$3,369.09	\$3,472.73	\$3,576.33	\$3,679.85	\$3,781.00	\$3,882.15
		Daily	\$305.84	\$316.19	\$326.55	\$336.91	\$347.28	\$357.64	\$367.99	\$378.10	\$388.22
		Hourly	\$40.78	\$42.16	\$43.54	\$44.93	\$46.31	\$47.69	\$49.07	\$50.42	\$51.77
XC	38	Annual	\$83,119.00	\$85,883.00	\$88,655.00	\$91,419.00	\$94,187.00	\$96,952.00	\$99,722.00	\$102,462.00	\$105,204.00
		Bi-Wk	\$3,184.64	\$3,290.54	\$3,396.75	\$3,502.65	\$3,608.70	\$3,714.64	\$3,820.77	\$3,925.75	\$4,030.81
		Daily	\$318.47	\$329.06	\$339.68	\$350.27	\$360.87	\$371.47	\$382.08	\$392.58	\$403.09

P-1 XC 37.5 HOUR PLAN EFFECTIVE 7/1/2000

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
		Hourly	\$42.47	\$43.88	\$45.29	\$46.71	\$48.12	\$49.53	\$50.95	\$52.35	\$53.75
XC	39	Annual	\$86,573.00	\$89,406.00	\$92,239.00	\$95,078.00	\$97,910.00	\$100,825.00	\$103,577.00	\$106,422.00	\$109,273.00
		Bi-Wk	\$3,316.98	\$3,425.52	\$3,534.07	\$3,642.84	\$3,751.35	\$3,863.03	\$3,968.47	\$4,077.48	\$4,186.71
		Daily	\$331.70	\$342.56	\$353.41	\$364.29	\$375.14	\$386.31	\$396.85	\$407.75	\$418.68
		Hourly	\$44.23	\$45.68	\$47.13	\$48.58	\$50.02	\$51.51	\$52.92	\$54.37	\$55.83
XC	40	Annual	\$90,183.00	\$93,074.00	\$95,973.00	\$98,863.00	\$101,756.00	\$104,653.00	\$107,546.00	\$110,502.00	\$113,463.00
		Bi-Wk	\$3,455.29	\$3,566.06	\$3,677.13	\$3,787.86	\$3,898.70	\$4,009.70	\$4,120.54	\$4,233.80	\$4,347.25
		Daily	\$345.53	\$356.61	\$367.72	\$378.79	\$389.87	\$400.97	\$412.06	\$423.38	\$434.73
		Hourly	\$46.08	\$47.55	\$49.03	\$50.51	\$51.99	\$53.47	\$54.95	\$56.46	\$57.97
XC	41	Annual	\$93,955.00	\$96,918.00	\$99,881.00	\$102,847.00	\$105,810.00	\$108,772.00	\$111,733.00	\$114,807.00	\$117,880.00
		Bi-Wk	\$3,599.81	\$3,713.34	\$3,826.86	\$3,940.50	\$4,054.03	\$4,167.51	\$4,280.96	\$4,398.74	\$4,516.48
		Daily	\$359.99	\$371.34	\$382.69	\$394.05	\$405.41	\$416.76	\$428.10	\$439.88	\$451.65
		Hourly	\$48.00	\$49.52	\$51.03	\$52.54	\$54.06	\$55.57	\$57.08	\$58.65	\$60.22
XC	42	Annual	\$97,869.00	\$100,903.00	\$103,937.00	\$106,955.00	\$109,990.00	\$113,021.00	\$116,051.00	\$119,244.00	\$122,434.00
		Bi-Wk	\$3,749.78	\$3,866.02	\$3,982.27	\$4,097.90	\$4,214.18	\$4,330.31	\$4,446.40	\$4,568.74	\$4,690.96
		Daily	\$374.98	\$386.61	\$398.23	\$409.79	\$421.42	\$433.04	\$444.64	\$456.88	\$469.10
		Hourly	\$50.00	\$51.55	\$53.10	\$54.64	\$56.19	\$57.74	\$59.29	\$60.92	\$62.55
XC	43	Annual	\$102,025.00	\$105,116.00	\$108,208.00	\$111,295.00	\$114,389.00	\$117,474.00	\$120,562.00	\$123,879.00	\$127,194.00
		Bi-Wk	\$3,909.01	\$4,027.44	\$4,145.91	\$4,264.18	\$4,382.73	\$4,500.92	\$4,619.24	\$4,746.33	\$4,873.34
		Daily	\$390.91	\$402.75	\$414.60	\$426.42	\$438.28	\$450.10	\$461.93	\$474.64	\$487.34
		Hourly	\$52.13	\$53.70	\$55.28	\$56.86	\$58.44	\$60.02	\$61.59	\$63.29	\$64.98