

P-1 XC 37.5 HOUR PLAN EFFECTIVE 1/15/99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
XC	1	Annual	\$17,417.00	\$17,845.00	\$18,267.00	\$18,693.00	\$19,114.00	\$19,541.00	\$19,963.00	\$20,511.00	\$21,060.00
		Bi-Wk	\$667.32	\$683.72	\$699.89	\$716.21	\$732.34	\$748.70	\$764.87	\$785.87	\$806.90
		Daily	\$66.74	\$68.38	\$69.99	\$71.63	\$73.24	\$74.87	\$76.49	\$78.59	\$80.69
		Hourly	\$8.90	\$9.12	\$9.34	\$9.55	\$9.77	\$9.99	\$10.20	\$10.48	\$10.76
XC	2	Annual	\$18,267.00	\$18,693.00	\$19,114.00	\$19,541.00	\$19,963.00	\$20,388.00	\$20,809.00	\$21,382.00	\$21,953.00
		Bi-Wk	\$699.89	\$716.21	\$732.34	\$748.70	\$764.87	\$781.15	\$797.28	\$819.24	\$841.12
		Daily	\$69.99	\$71.63	\$73.24	\$74.87	\$76.49	\$78.12	\$79.73	\$81.93	\$84.12
		Hourly	\$9.34	\$9.55	\$9.77	\$9.99	\$10.20	\$10.42	\$10.64	\$10.93	\$11.22
XC	3	Annual	\$18,693.00	\$19,114.00	\$19,541.00	\$19,963.00	\$20,388.00	\$20,809.00	\$21,233.00	\$21,819.00	\$22,401.00
		Bi-Wk	\$716.21	\$732.34	\$748.70	\$764.87	\$781.15	\$797.28	\$813.53	\$835.98	\$858.28
		Daily	\$71.63	\$73.24	\$74.87	\$76.49	\$78.12	\$79.73	\$81.36	\$83.60	\$85.83
		Hourly	\$9.55	\$9.77	\$9.99	\$10.20	\$10.42	\$10.64	\$10.85	\$11.15	\$11.45
XC	4	Annual	\$19,295.00	\$19,810.00	\$20,322.00	\$20,841.00	\$21,362.00	\$21,870.00	\$22,386.00	\$23,002.00	\$23,619.00
		Bi-Wk	\$739.28	\$759.01	\$778.63	\$798.51	\$818.47	\$837.94	\$857.71	\$881.31	\$904.95
		Daily	\$73.93	\$75.91	\$77.87	\$79.86	\$81.85	\$83.80	\$85.78	\$88.14	\$90.50
		Hourly	\$9.86	\$10.13	\$10.39	\$10.65	\$10.92	\$11.18	\$11.44	\$11.76	\$12.07
XC	5	Annual	\$19,777.00	\$20,322.00	\$20,871.00	\$21,413.00	\$21,956.00	\$22,502.00	\$23,049.00	\$23,682.00	\$24,317.00
		Bi-Wk	\$757.74	\$778.63	\$799.66	\$820.43	\$841.23	\$862.15	\$883.11	\$907.36	\$931.69
		Daily	\$75.78	\$77.87	\$79.97	\$82.05	\$84.13	\$86.22	\$88.32	\$90.74	\$93.17
		Hourly	\$10.11	\$10.39	\$10.67	\$10.94	\$11.22	\$11.50	\$11.78	\$12.10	\$12.43
XC	6	Annual	\$20,450.00	\$20,996.00	\$21,538.00	\$21,998.00	\$22,627.00	\$23,171.00	\$23,713.00	\$24,366.00	\$25,017.00
		Bi-Wk	\$783.53	\$804.45	\$825.22	\$842.84	\$866.94	\$887.78	\$908.55	\$933.57	\$958.51
		Daily	\$78.36	\$80.45	\$82.53	\$84.29	\$86.70	\$88.78	\$90.86	\$93.36	\$95.86
		Hourly	\$10.45	\$10.73	\$11.01	\$11.24	\$11.56	\$11.84	\$12.12	\$12.45	\$12.79
XC	7	Annual	\$21,053.00	\$21,595.00	\$22,140.00	\$22,684.00	\$23,230.00	\$23,775.00	\$24,319.00	\$24,986.00	\$25,656.00
		Bi-Wk	\$806.63	\$827.40	\$848.28	\$869.12	\$890.04	\$910.92	\$931.77	\$957.32	\$982.99
		Daily	\$80.67	\$82.74	\$84.83	\$86.92	\$89.01	\$91.10	\$93.18	\$95.74	\$98.30
		Hourly	\$10.76	\$11.04	\$11.32	\$11.59	\$11.87	\$12.15	\$12.43	\$12.77	\$13.11
XC	8	Annual	\$22,627.00	\$23,290.00	\$23,963.00	\$24,626.00	\$25,294.00	\$25,961.00	\$26,629.00	\$27,360.00	\$28,092.00
		Bi-Wk	\$866.94	\$892.34	\$918.13	\$943.53	\$969.12	\$994.68	\$1,020.27	\$1,048.28	\$1,076.33
		Daily	\$86.70	\$89.24	\$91.82	\$94.36	\$96.92	\$99.47	\$102.03	\$104.83	\$107.64
		Hourly	\$11.56	\$11.90	\$12.25	\$12.59	\$12.93	\$13.27	\$13.61	\$13.98	\$14.36
XC	9	Annual	\$23,321.00	\$23,984.00	\$24,712.00	\$25,407.00	\$26,105.00	\$26,798.00	\$27,500.00	\$28,255.00	\$29,010.00
		Bi-Wk	\$893.53	\$918.93	\$946.82	\$973.45	\$1,000.20	\$1,026.75	\$1,053.64	\$1,082.57	\$1,111.50
		Daily	\$89.36	\$91.90	\$94.69	\$97.35	\$100.02	\$102.68	\$105.37	\$108.26	\$111.15
		Hourly	\$11.92	\$12.26	\$12.63	\$12.98	\$13.34	\$13.69	\$14.05	\$14.44	\$14.82

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XC	10 Annual	\$24,071.00	\$24,803.00	\$25,525.00	\$26,256.00	\$26,983.00	\$27,723.00	\$28,489.00	\$29,271.00	\$30,056.00
	Bi-Wk	\$922.27	\$950.31	\$977.97	\$1,005.98	\$1,033.84	\$1,062.19	\$1,091.54	\$1,121.50	\$1,151.58
	Daily	\$92.23	\$95.04	\$97.80	\$100.60	\$103.39	\$106.22	\$109.16	\$112.15	\$115.16
	Hourly	\$12.30	\$12.68	\$13.04	\$13.42	\$13.79	\$14.17	\$14.56	\$14.96	\$15.36
XC	11 Annual	\$24,838.00	\$25,592.00	\$26,352.00	\$27,109.00	\$27,891.00	\$28,685.00	\$29,482.00	\$30,294.00	\$31,104.00
	Bi-Wk	\$951.65	\$980.54	\$1,009.66	\$1,038.66	\$1,068.63	\$1,099.05	\$1,129.58	\$1,160.69	\$1,191.73
	Daily	\$95.17	\$98.06	\$100.97	\$103.87	\$106.87	\$109.91	\$112.96	\$116.07	\$119.18
	Hourly	\$12.69	\$13.08	\$13.47	\$13.85	\$14.25	\$14.66	\$15.07	\$15.48	\$15.89
XC	12 Annual	\$25,642.00	\$26,437.00	\$27,218.00	\$28,037.00	\$28,860.00	\$29,692.00	\$30,516.00	\$31,355.00	\$32,194.00
	Bi-Wk	\$982.46	\$1,012.92	\$1,042.84	\$1,074.22	\$1,105.75	\$1,137.63	\$1,169.20	\$1,201.35	\$1,233.49
	Daily	\$98.25	\$101.30	\$104.29	\$107.43	\$110.58	\$113.77	\$116.92	\$120.14	\$123.35
	Hourly	\$13.10	\$13.51	\$13.91	\$14.33	\$14.75	\$15.17	\$15.59	\$16.02	\$16.45
XC	13 Annual	\$27,088.00	\$28,087.00	\$29,098.00	\$30,104.00	\$31,115.00	\$32,121.00	\$33,133.00	\$34,043.00	\$34,956.00
	Bi-Wk	\$1,037.86	\$1,076.14	\$1,114.87	\$1,153.41	\$1,192.15	\$1,230.69	\$1,269.47	\$1,304.33	\$1,339.32
	Daily	\$103.79	\$107.62	\$111.49	\$115.35	\$119.22	\$123.07	\$126.95	\$130.44	\$133.94
	Hourly	\$13.84	\$14.35	\$14.87	\$15.38	\$15.90	\$16.41	\$16.93	\$17.40	\$17.86
XC	14 Annual	\$28,356.00	\$29,402.00	\$30,443.00	\$31,483.00	\$32,522.00	\$33,565.00	\$34,603.00	\$35,554.00	\$36,506.00
	Bi-Wk	\$1,086.44	\$1,126.52	\$1,166.40	\$1,206.25	\$1,246.06	\$1,286.02	\$1,325.79	\$1,362.23	\$1,398.70
	Daily	\$108.65	\$112.66	\$116.64	\$120.63	\$124.61	\$128.61	\$132.58	\$136.23	\$139.87
	Hourly	\$14.49	\$15.03	\$15.56	\$16.09	\$16.62	\$17.15	\$17.68	\$18.17	\$18.65
XC	15 Annual	\$29,720.00	\$30,792.00	\$31,864.00	\$32,934.00	\$34,005.00	\$35,083.00	\$36,155.00	\$37,149.00	\$38,143.00
	Bi-Wk	\$1,138.70	\$1,179.78	\$1,220.85	\$1,261.84	\$1,302.88	\$1,344.18	\$1,385.25	\$1,423.34	\$1,461.42
	Daily	\$113.87	\$117.98	\$122.09	\$126.19	\$130.29	\$134.42	\$138.53	\$142.34	\$146.15
	Hourly	\$15.19	\$15.74	\$16.28	\$16.83	\$17.38	\$17.93	\$18.47	\$18.98	\$19.49
XC	16 Annual	\$31,165.00	\$32,269.00	\$33,375.00	\$34,480.00	\$35,583.00	\$36,689.00	\$37,788.00	\$38,827.00	\$39,866.00
	Bi-Wk	\$1,194.07	\$1,236.37	\$1,278.74	\$1,321.08	\$1,363.34	\$1,405.71	\$1,447.82	\$1,487.63	\$1,527.44
	Daily	\$119.41	\$123.64	\$127.88	\$132.11	\$136.34	\$140.58	\$144.79	\$148.77	\$152.75
	Hourly	\$15.93	\$16.49	\$17.05	\$17.62	\$18.18	\$18.75	\$19.31	\$19.84	\$20.37
XC	17 Annual	\$32,709.00	\$33,847.00	\$34,984.00	\$36,117.00	\$37,253.00	\$38,384.00	\$39,525.00	\$40,613.00	\$41,699.00
	Bi-Wk	\$1,253.22	\$1,296.82	\$1,340.39	\$1,383.80	\$1,427.32	\$1,470.66	\$1,514.37	\$1,556.06	\$1,597.67
	Daily	\$125.33	\$129.69	\$134.04	\$138.38	\$142.74	\$147.07	\$151.44	\$155.61	\$159.77
	Hourly	\$16.71	\$17.30	\$17.88	\$18.46	\$19.04	\$19.61	\$20.20	\$20.75	\$21.31
XC	18 Annual	\$34,358.00	\$35,525.00	\$36,689.00	\$37,855.00	\$39,013.00	\$40,180.00	\$41,344.00	\$42,480.00	\$43,618.00
	Bi-Wk	\$1,316.40	\$1,361.12	\$1,405.71	\$1,450.39	\$1,494.76	\$1,539.47	\$1,584.07	\$1,627.59	\$1,671.19
	Daily	\$131.64	\$136.12	\$140.58	\$145.04	\$149.48	\$153.95	\$158.41	\$162.76	\$167.12
	Hourly	\$17.56	\$18.15	\$18.75	\$19.34	\$19.94	\$20.53	\$21.13	\$21.71	\$22.29

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XC	19	Annual	\$36,051.00	\$37,253.00	\$38,450.00	\$39,653.00	\$40,845.00	\$42,042.00	\$43,240.00	\$44,430.00	\$45,619.00
		Bi-Wk	\$1,381.27	\$1,427.32	\$1,473.19	\$1,519.28	\$1,564.95	\$1,610.81	\$1,656.71	\$1,702.30	\$1,747.86
		Daily	\$138.13	\$142.74	\$147.32	\$151.93	\$156.50	\$161.09	\$165.68	\$170.23	\$174.79
		Hourly	\$18.42	\$19.04	\$19.65	\$20.26	\$20.87	\$21.48	\$22.09	\$22.70	\$23.31
XC	20	Annual	\$37,889.00	\$39,116.00	\$40,342.00	\$41,569.00	\$42,792.00	\$44,021.00	\$45,248.00	\$46,492.00	\$47,736.00
		Bi-Wk	\$1,451.69	\$1,498.70	\$1,545.68	\$1,592.69	\$1,639.55	\$1,686.63	\$1,733.64	\$1,781.31	\$1,828.97
		Daily	\$145.17	\$149.87	\$154.57	\$159.27	\$163.96	\$168.67	\$173.37	\$178.14	\$182.90
		Hourly	\$19.36	\$19.99	\$20.61	\$21.24	\$21.87	\$22.49	\$23.12	\$23.76	\$24.39
XC	21	Annual	\$39,757.00	\$41,020.00	\$42,279.00	\$43,541.00	\$44,802.00	\$46,062.00	\$47,325.00	\$48,625.00	\$49,927.00
		Bi-Wk	\$1,523.26	\$1,571.65	\$1,619.89	\$1,668.24	\$1,716.56	\$1,764.83	\$1,813.22	\$1,863.03	\$1,912.92
		Daily	\$152.33	\$157.17	\$161.99	\$166.83	\$171.66	\$176.49	\$181.33	\$186.31	\$191.30
		Hourly	\$20.32	\$20.96	\$21.60	\$22.25	\$22.89	\$23.54	\$24.18	\$24.85	\$25.51
XC	22	Annual	\$40,845.00	\$42,343.00	\$43,841.00	\$45,334.00	\$46,832.00	\$48,328.00	\$49,823.00	\$51,194.00	\$52,565.00
		Bi-Wk	\$1,564.95	\$1,622.34	\$1,679.74	\$1,736.94	\$1,794.33	\$1,851.65	\$1,908.93	\$1,961.46	\$2,013.99
		Daily	\$156.50	\$162.24	\$167.98	\$173.70	\$179.44	\$185.17	\$190.90	\$196.15	\$201.40
		Hourly	\$20.87	\$21.64	\$22.40	\$23.16	\$23.93	\$24.69	\$25.46	\$26.16	\$26.86
XC	23	Annual	\$42,780.00	\$44,340.00	\$45,895.00	\$47,457.00	\$49,014.00	\$50,574.00	\$52,135.00	\$53,568.00	\$55,002.00
		Bi-Wk	\$1,639.09	\$1,698.86	\$1,758.43	\$1,818.28	\$1,877.94	\$1,937.71	\$1,997.51	\$2,052.42	\$2,107.36
		Daily	\$163.91	\$169.89	\$175.85	\$181.83	\$187.80	\$193.78	\$199.76	\$205.25	\$210.74
		Hourly	\$21.86	\$22.66	\$23.45	\$24.25	\$25.04	\$25.84	\$26.64	\$27.37	\$28.10
XC	24	Annual	\$44,838.00	\$46,462.00	\$48,085.00	\$49,714.00	\$51,340.00	\$52,963.00	\$54,587.00	\$56,088.00	\$57,589.00
		Bi-Wk	\$1,717.94	\$1,780.16	\$1,842.34	\$1,904.76	\$1,967.05	\$2,029.24	\$2,091.46	\$2,148.97	\$2,206.48
		Daily	\$171.80	\$178.02	\$184.24	\$190.48	\$196.71	\$202.93	\$209.15	\$214.90	\$220.65
		Hourly	\$22.91	\$23.74	\$24.57	\$25.40	\$26.23	\$27.06	\$27.89	\$28.66	\$29.42
XC	25	Annual	\$47,027.00	\$48,716.00	\$50,395.00	\$52,082.00	\$53,767.00	\$55,453.00	\$57,135.00	\$58,707.00	\$60,278.00
		Bi-Wk	\$1,801.81	\$1,866.52	\$1,930.85	\$1,995.48	\$2,060.04	\$2,124.64	\$2,189.09	\$2,249.32	\$2,309.51
		Daily	\$180.19	\$186.66	\$193.09	\$199.55	\$206.01	\$212.47	\$218.91	\$224.94	\$230.96
		Hourly	\$24.03	\$24.89	\$25.75	\$26.61	\$27.47	\$28.33	\$29.19	\$30.00	\$30.80
XC	26	Annual	\$49,345.00	\$51,089.00	\$52,844.00	\$54,587.00	\$56,335.00	\$58,082.00	\$59,827.00	\$61,472.00	\$63,118.00
		Bi-Wk	\$1,890.62	\$1,957.44	\$2,024.68	\$2,091.46	\$2,158.43	\$2,225.37	\$2,292.23	\$2,355.25	\$2,418.32
		Daily	\$189.07	\$195.75	\$202.47	\$209.15	\$215.85	\$222.54	\$229.23	\$235.53	\$241.84
		Hourly	\$25.21	\$26.10	\$27.00	\$27.89	\$28.78	\$29.68	\$30.57	\$31.41	\$32.25
XC	27	Annual	\$51,793.00	\$53,603.00	\$55,413.00	\$57,215.00	\$59,028.00	\$60,832.00	\$62,644.00	\$64,365.00	\$66,088.00
		Bi-Wk	\$1,984.41	\$2,053.76	\$2,123.11	\$2,192.15	\$2,261.61	\$2,330.73	\$2,400.16	\$2,466.10	\$2,532.11
		Daily	\$198.45	\$205.38	\$212.32	\$219.22	\$226.17	\$233.08	\$240.02	\$246.61	\$253.22
		Hourly	\$26.46	\$27.39	\$28.31	\$29.23	\$30.16	\$31.08	\$32.01	\$32.89	\$33.77

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XC	28	Annual	\$54,410.00	\$56,279.00	\$58,154.00	\$60,025.00	\$61,894.00	\$63,760.00	\$65,629.00	\$67,433.00	\$69,239.00
		Bi-Wk	\$2,084.68	\$2,156.29	\$2,228.13	\$2,299.81	\$2,371.42	\$2,442.92	\$2,514.53	\$2,583.64	\$2,652.84
		Daily	\$208.47	\$215.63	\$222.82	\$229.99	\$237.15	\$244.30	\$251.46	\$258.37	\$265.29
		Hourly	\$27.80	\$28.76	\$29.71	\$30.67	\$31.62	\$32.58	\$33.53	\$34.45	\$35.38
XC	29	Annual	\$54,932.00	\$56,993.00	\$59,058.00	\$61,119.00	\$63,179.00	\$65,239.00	\$67,300.00	\$69,150.00	\$71,002.00
		Bi-Wk	\$2,104.68	\$2,183.64	\$2,262.76	\$2,341.73	\$2,420.66	\$2,499.58	\$2,578.55	\$2,649.43	\$2,720.39
		Daily	\$210.47	\$218.37	\$226.28	\$234.18	\$242.07	\$249.96	\$257.86	\$264.95	\$272.04
		Hourly	\$28.07	\$29.12	\$30.18	\$31.23	\$32.28	\$33.33	\$34.39	\$35.33	\$36.28
XC	30	Annual	\$57,135.00	\$59,257.00	\$61,384.00	\$63,501.00	\$65,620.00	\$67,740.00	\$69,866.00	\$71,787.00	\$73,707.00
		Bi-Wk	\$2,189.09	\$2,270.39	\$2,351.88	\$2,432.99	\$2,514.18	\$2,595.41	\$2,676.86	\$2,750.46	\$2,824.03
		Daily	\$218.91	\$227.04	\$235.19	\$243.30	\$251.42	\$259.55	\$267.69	\$275.05	\$282.41
		Hourly	\$29.19	\$30.28	\$31.36	\$32.44	\$33.53	\$34.61	\$35.70	\$36.68	\$37.66
XC	31	Annual	\$59,428.00	\$61,612.00	\$63,794.00	\$65,980.00	\$68,169.00	\$70,349.00	\$72,534.00	\$74,529.00	\$76,523.00
		Bi-Wk	\$2,276.94	\$2,360.62	\$2,444.22	\$2,527.97	\$2,611.84	\$2,695.37	\$2,779.09	\$2,855.52	\$2,931.92
		Daily	\$227.70	\$236.07	\$244.43	\$252.80	\$261.19	\$269.54	\$277.91	\$285.56	\$293.20
		Hourly	\$30.36	\$31.48	\$32.59	\$33.71	\$34.83	\$35.94	\$37.06	\$38.08	\$39.10
XC	32	Annual	\$61,810.00	\$64,055.00	\$66,297.00	\$68,542.00	\$70,790.00	\$73,031.00	\$75,281.00	\$77,353.00	\$79,422.00
		Bi-Wk	\$2,368.20	\$2,454.22	\$2,540.12	\$2,626.14	\$2,712.27	\$2,798.13	\$2,884.33	\$2,963.72	\$3,042.99
		Daily	\$236.82	\$245.43	\$254.02	\$262.62	\$271.23	\$279.82	\$288.44	\$296.38	\$304.30
		Hourly	\$31.58	\$32.73	\$33.87	\$35.02	\$36.17	\$37.31	\$38.46	\$39.52	\$40.58
XC	33	Annual	\$64,301.00	\$66,607.00	\$68,914.00	\$71,219.00	\$73,527.00	\$75,834.00	\$78,146.00	\$80,293.00	\$82,444.00
		Bi-Wk	\$2,463.64	\$2,552.00	\$2,640.39	\$2,728.70	\$2,817.13	\$2,905.52	\$2,994.10	\$3,076.37	\$3,158.78
		Daily	\$246.37	\$255.20	\$264.04	\$272.87	\$281.72	\$290.56	\$299.41	\$307.64	\$315.88
		Hourly	\$32.85	\$34.03	\$35.21	\$36.39	\$37.57	\$38.75	\$39.93	\$41.02	\$42.12
XC	34	Annual	\$66,949.00	\$69,317.00	\$71,688.00	\$74,060.00	\$76,425.00	\$78,798.00	\$81,164.00	\$83,396.00	\$85,630.00
		Bi-Wk	\$2,565.10	\$2,655.83	\$2,746.67	\$2,837.55	\$2,928.17	\$3,019.09	\$3,109.74	\$3,195.25	\$3,280.85
		Daily	\$256.51	\$265.59	\$274.67	\$283.76	\$292.82	\$301.91	\$310.98	\$319.53	\$328.09
		Hourly	\$34.21	\$35.42	\$36.63	\$37.84	\$39.05	\$40.26	\$41.47	\$42.61	\$43.75
XC	35	Annual	\$69,699.00	\$72,127.00	\$74,233.00	\$76,989.00	\$79,418.00	\$81,846.00	\$83,952.00	\$86,260.00	\$88,569.00
		Bi-Wk	\$2,670.46	\$2,763.49	\$2,844.18	\$2,949.78	\$3,042.84	\$3,135.87	\$3,216.56	\$3,304.99	\$3,393.45
		Daily	\$267.05	\$276.35	\$284.42	\$294.98	\$304.29	\$313.59	\$321.66	\$330.50	\$339.35
		Hourly	\$35.61	\$36.85	\$37.93	\$39.34	\$40.58	\$41.82	\$42.89	\$44.07	\$45.25
XC	36	Annual	\$72,598.00	\$75,088.00	\$77,583.00	\$80,075.00	\$82,569.00	\$85,061.00	\$87,551.00	\$89,961.00	\$92,368.00
		Bi-Wk	\$2,781.54	\$2,876.94	\$2,972.53	\$3,068.01	\$3,163.57	\$3,259.05	\$3,354.45	\$3,446.79	\$3,539.01
		Daily	\$278.16	\$287.70	\$297.26	\$306.81	\$316.36	\$325.91	\$335.45	\$344.68	\$353.91
		Hourly	\$37.09	\$38.36	\$39.64	\$40.91	\$42.19	\$43.46	\$44.73	\$45.96	\$47.19

P-1 XC 37.5 HOUR PLAN EFFECTIVE 1/15/99

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
XC	37	Annual	\$75,609.00	\$78,169.00	\$80,730.00	\$83,292.00	\$85,855.00	\$88,416.00	\$90,975.00	\$93,477.00	\$95,978.00
		Bi-Wk	\$2,896.90	\$2,994.99	\$3,093.11	\$3,191.27	\$3,289.47	\$3,387.59	\$3,485.64	\$3,581.50	\$3,677.32
		Daily	\$289.69	\$299.50	\$309.32	\$319.13	\$328.95	\$338.76	\$348.57	\$358.15	\$367.74
		Hourly	\$38.63	\$39.94	\$41.25	\$42.56	\$43.86	\$45.17	\$46.48	\$47.76	\$49.04
XC	38	Annual	\$78,732.00	\$81,351.00	\$83,976.00	\$86,594.00	\$89,216.00	\$91,836.00	\$94,459.00	\$97,056.00	\$99,652.00
		Bi-Wk	\$3,016.56	\$3,116.90	\$3,217.48	\$3,317.78	\$3,418.24	\$3,518.63	\$3,619.12	\$3,718.63	\$3,818.09
		Daily	\$301.66	\$311.69	\$321.75	\$331.78	\$341.83	\$351.87	\$361.92	\$371.87	\$381.81
		Hourly	\$40.23	\$41.56	\$42.90	\$44.24	\$45.58	\$46.92	\$48.26	\$49.59	\$50.91
XC	39	Annual	\$82,004.00	\$84,688.00	\$87,371.00	\$90,060.00	\$92,742.00	\$95,504.00	\$98,110.00	\$100,807.00	\$103,507.00
		Bi-Wk	\$3,141.92	\$3,244.76	\$3,347.55	\$3,450.58	\$3,553.34	\$3,659.16	\$3,759.01	\$3,862.34	\$3,965.79
		Daily	\$314.20	\$324.48	\$334.76	\$345.06	\$355.34	\$365.92	\$375.91	\$386.24	\$396.58
		Hourly	\$41.90	\$43.27	\$44.64	\$46.01	\$47.38	\$48.79	\$50.13	\$51.50	\$52.88
XC	40	Annual	\$85,423.00	\$88,163.00	\$90,908.00	\$93,645.00	\$96,386.00	\$99,130.00	\$101,871.00	\$104,672.00	\$107,474.00
		Bi-Wk	\$3,272.92	\$3,377.90	\$3,483.07	\$3,587.94	\$3,692.96	\$3,798.09	\$3,903.11	\$4,010.43	\$4,117.78
		Daily	\$327.30	\$337.79	\$348.31	\$358.80	\$369.30	\$379.81	\$390.32	\$401.05	\$411.78
		Hourly	\$43.64	\$45.04	\$46.45	\$47.84	\$49.24	\$50.65	\$52.05	\$53.48	\$54.91
XC	41	Annual	\$88,997.00	\$91,804.00	\$94,610.00	\$97,419.00	\$100,227.00	\$103,031.00	\$105,837.00	\$108,749.00	\$111,659.00
		Bi-Wk	\$3,409.85	\$3,517.40	\$3,624.91	\$3,732.53	\$3,840.12	\$3,947.55	\$4,055.06	\$4,166.63	\$4,278.13
		Daily	\$340.99	\$351.74	\$362.50	\$373.26	\$384.02	\$394.76	\$405.51	\$416.67	\$427.82
		Hourly	\$45.47	\$46.90	\$48.34	\$49.77	\$51.21	\$52.64	\$54.07	\$55.56	\$57.05
XC	42	Annual	\$92,705.00	\$95,578.00	\$98,452.00	\$101,310.00	\$104,186.00	\$107,057.00	\$109,928.00	\$112,952.00	\$115,973.00
		Bi-Wk	\$3,551.92	\$3,662.00	\$3,772.11	\$3,881.61	\$3,991.81	\$4,101.81	\$4,211.81	\$4,327.67	\$4,443.41
		Daily	\$355.20	\$366.20	\$377.22	\$388.17	\$399.19	\$410.19	\$421.19	\$432.77	\$444.35
		Hourly	\$47.36	\$48.83	\$50.30	\$51.76	\$53.23	\$54.70	\$56.16	\$57.71	\$59.25
XC	43	Annual	\$96,641.00	\$99,569.00	\$102,498.00	\$105,423.00	\$108,353.00	\$111,275.00	\$114,200.00	\$117,342.00	\$120,483.00
		Bi-Wk	\$3,702.73	\$3,814.91	\$3,927.13	\$4,039.20	\$4,151.46	\$4,263.41	\$4,375.48	\$4,495.87	\$4,616.21
		Daily	\$370.28	\$381.50	\$392.72	\$403.92	\$415.15	\$426.35	\$437.55	\$449.59	\$461.63
		Hourly	\$49.37	\$50.87	\$52.37	\$53.86	\$55.36	\$56.85	\$58.34	\$59.95	\$61.55