

**Exhibit 1. General Pay Plan (GPP)**

GENERAL PAY PLAN									
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
X	\$96,175	\$99,819	\$103,602	\$107,527	\$111,601	\$115,830	\$120,219	\$124,033	\$127,969
W	\$91,595	\$95,066	\$98,668	\$102,407	\$106,287	\$110,314	\$114,494	\$118,127	\$121,875
V	\$86,820	\$90,110	\$93,524	\$97,068	\$100,746	\$104,563	\$108,525	\$111,968	\$115,521
U	\$81,522	\$84,611	\$87,816	\$91,144	\$94,597	\$98,182	\$101,902	\$105,135	\$108,471
T	\$76,188	\$79,075	\$82,071	\$85,181	\$88,408	\$91,758	\$95,235	\$98,257	\$101,374
S	\$70,873	\$73,558	\$76,345	\$79,238	\$82,241	\$85,357	\$88,591	\$91,402	\$94,302
R	\$65,623	\$68,110	\$70,690	\$73,369	\$76,149	\$79,034	\$82,029	\$84,632	\$87,317
Q	\$60,482	\$62,773	\$65,152	\$67,620	\$70,183	\$72,842	\$75,602	\$78,001	\$80,476
P	\$55,488	\$57,590	\$59,773	\$62,037	\$64,388	\$66,828	\$69,360	\$71,561	\$73,831
O	\$49,897	\$51,787	\$53,750	\$55,786	\$57,900	\$60,094	\$62,371	\$64,350	\$66,392
N	\$45,014	\$46,720	\$48,490	\$50,328	\$52,235	\$54,214	\$56,268	\$58,053	\$59,895
M	\$40,762	\$42,307	\$43,910	\$45,574	\$47,301	\$49,093	\$50,953	\$52,570	\$54,238
L	\$37,100	\$38,506	\$39,965	\$41,479	\$43,051	\$44,682	\$46,375	\$47,846	\$49,364
K	\$33,911	\$35,196	\$36,530	\$37,914	\$39,350	\$40,841	\$42,389	\$43,734	\$45,122
J	\$31,076	\$32,253	\$33,476	\$34,744	\$36,061	\$37,427	\$38,845	\$40,077	\$41,349
I	\$28,595	\$29,679	\$30,803	\$31,970	\$33,182	\$34,439	\$35,744	\$36,878	\$38,048
H	\$26,520	\$27,525	\$28,568	\$29,650	\$30,774	\$31,940	\$33,150	\$34,202	\$35,287
G	\$24,729	\$25,666	\$26,638	\$27,648	\$28,695	\$29,783	\$30,911	\$31,892	\$32,904
F	\$23,171	\$24,049	\$24,960	\$25,906	\$26,888	\$27,907	\$28,964	\$29,883	\$30,831
E	\$21,095	\$21,895	\$22,724	\$23,585	\$24,479	\$25,406	\$26,369	\$27,206	\$28,069
D	\$19,040	\$19,761	\$20,510	\$21,287	\$22,094	\$22,931	\$23,800	\$24,555	\$25,334
C	\$17,769	\$18,442	\$19,141	\$19,866	\$20,619	\$21,400	\$22,211	\$22,916	\$23,643
B	\$16,694	\$17,326	\$17,983	\$18,664	\$19,371	\$20,105	\$20,867	\$21,529	\$22,212
A	\$15,715	\$16,311	\$16,929	\$17,570	\$18,236	\$18,927	\$19,644	\$20,267	\$20,910

GENERAL PAY PLAN									
Grade	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18
X	\$132,029	\$136,218	\$140,540	\$144,999	\$149,600	\$154,346	\$159,243	\$164,296	\$169,509
W	\$125,742	\$129,731	\$133,847	\$138,094	\$142,476	\$146,996	\$151,660	\$156,472	\$161,437
V	\$119,186	\$122,968	\$126,869	\$130,895	\$135,048	\$139,333	\$143,753	\$148,314	\$153,020
U	\$111,913	\$115,463	\$119,127	\$122,907	\$126,806	\$130,830	\$134,981	\$139,263	\$143,682
T	\$104,591	\$107,909	\$111,333	\$114,865	\$118,510	\$122,270	\$126,149	\$130,152	\$134,281
S	\$97,294	\$100,381	\$103,566	\$106,852	\$110,242	\$113,740	\$117,349	\$121,072	\$124,913
R	\$90,087	\$92,946	\$95,895	\$98,937	\$102,076	\$105,315	\$108,657	\$112,104	\$115,661
Q	\$83,029	\$85,663	\$88,381	\$91,185	\$94,079	\$97,064	\$100,143	\$103,321	\$106,599
P	\$76,174	\$78,591	\$81,084	\$83,657	\$86,311	\$89,050	\$91,875	\$94,790	\$97,798
O	\$68,498	\$70,671	\$72,914	\$75,227	\$77,614	\$80,077	\$82,617	\$85,239	\$87,943
N	\$61,796	\$63,756	\$65,779	\$67,866	\$70,020	\$72,241	\$74,533	\$76,898	\$79,338
M	\$55,958	\$57,734	\$59,566	\$61,456	\$63,406	\$65,417	\$67,493	\$69,634	\$71,844
L	\$50,931	\$52,547	\$54,214	\$55,934	\$57,709	\$59,540	\$61,429	\$63,378	\$65,389
K	\$46,553	\$48,030	\$49,554	\$51,126	\$52,749	\$54,422	\$56,149	\$57,930	\$59,768
J	\$42,661	\$44,015	\$45,411	\$46,852	\$48,338	\$49,872	\$51,455	\$53,087	\$54,771
I	\$39,255	\$40,501	\$41,786	\$43,112	\$44,480	\$45,891	\$47,347	\$48,849	\$50,399
H	\$36,407	\$37,562	\$38,753	\$39,983	\$41,252	\$42,560	\$43,911	\$45,304	\$46,742
G	\$33,948	\$35,025	\$36,136	\$37,283	\$38,465	\$39,686	\$40,945	\$42,244	\$43,585
F	\$31,809	\$32,819	\$33,860	\$34,934	\$36,043	\$37,186	\$38,366	\$39,583	\$40,839
E	\$28,959	\$29,878	\$30,826	\$31,804	\$32,813	\$33,855	\$34,929	\$36,037	\$37,180
D	\$26,138	\$26,967	\$27,823	\$28,706	\$29,617	\$30,556	\$31,526	\$32,526	\$33,558
C	\$24,393	\$25,167	\$25,965	\$26,789	\$27,639	\$28,516	\$29,421	\$30,354	\$31,318
B	\$22,917	\$23,644	\$24,394	\$25,168	\$25,967	\$26,791	\$27,641	\$28,518	\$29,422
A	\$21,574	\$22,258	\$22,964	\$23,693	\$24,445	\$25,220	\$26,021	\$26,846	\$27,698