

P-4 ES 35 Hour Pay Plan Effective 07/01/2020

<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>	<u>Step 12</u>
ES	11	Annual	\$36,654.00	\$37,765.00	\$38,890.00	\$40,007.00	\$41,156.00	\$42,326.00	\$43,505.00	\$44,598.00	\$45,709.00	\$46,849.00	\$48,027.00	\$49,229.00
		Bi-Wk	\$1,404.37	\$1,446.94	\$1,490.04	\$1,532.84	\$1,576.86	\$1,621.69	\$1,666.86	\$1,708.74	\$1,751.31	\$1,794.99	\$1,840.12	\$1,886.17
		Daily	\$140.44	\$144.70	\$149.01	\$153.29	\$157.69	\$162.17	\$166.69	\$170.88	\$175.14	\$179.50	\$184.02	\$188.62
		Hourly	\$20.07	\$20.68	\$21.29	\$21.90	\$22.53	\$23.17	\$23.82	\$24.42	\$25.02	\$25.65	\$26.29	\$26.95
ES	12	Annual	\$37,840.00	\$39,012.00	\$40,169.00	\$41,376.00	\$42,589.00	\$43,816.00	\$45,032.00	\$46,156.00	\$47,310.00	\$48,493.00	\$49,705.00	\$50,948.00
		Bi-Wk	\$1,449.81	\$1,494.72	\$1,539.05	\$1,585.29	\$1,631.77	\$1,678.78	\$1,725.37	\$1,768.43	\$1,812.65	\$1,857.97	\$1,904.41	\$1,952.04
		Daily	\$144.99	\$149.48	\$153.91	\$158.53	\$163.18	\$167.88	\$172.54	\$176.85	\$181.27	\$185.80	\$190.45	\$195.21
		Hourly	\$20.72	\$21.36	\$21.99	\$22.65	\$23.32	\$23.99	\$24.65	\$25.27	\$25.90	\$26.55	\$27.21	\$27.89
ES	13	Annual	\$39,974.00	\$41,453.00	\$42,941.00	\$44,422.00	\$45,917.00	\$47,398.00	\$48,894.00	\$50,118.00	\$51,372.00	\$52,659.00	\$53,975.00	\$55,325.00
		Bi-Wk	\$1,531.58	\$1,588.24	\$1,645.25	\$1,702.00	\$1,759.28	\$1,816.02	\$1,873.34	\$1,920.23	\$1,968.28	\$2,017.59	\$2,068.01	\$2,119.74
		Daily	\$153.16	\$158.83	\$164.53	\$170.20	\$175.93	\$181.61	\$187.34	\$192.03	\$196.83	\$201.76	\$206.81	\$211.98
		Hourly	\$21.88	\$22.69	\$23.51	\$24.32	\$25.14	\$25.95	\$26.77	\$27.44	\$28.12	\$28.83	\$29.55	\$30.29
ES	14	Annual	\$41,845.00	\$43,386.00	\$44,921.00	\$46,460.00	\$47,991.00	\$49,530.00	\$51,065.00	\$52,345.00	\$53,649.00	\$54,989.00	\$56,367.00	\$57,777.00
		Bi-Wk	\$1,603.26	\$1,662.30	\$1,721.12	\$1,780.08	\$1,838.74	\$1,897.71	\$1,956.52	\$2,005.56	\$2,055.52	\$2,106.86	\$2,159.66	\$2,213.68
		Daily	\$160.33	\$166.23	\$172.12	\$178.01	\$183.88	\$189.78	\$195.66	\$200.56	\$205.56	\$210.69	\$215.97	\$221.37
		Hourly	\$22.91	\$23.75	\$24.59	\$25.43	\$26.27	\$27.12	\$27.96	\$28.66	\$29.37	\$30.10	\$30.86	\$31.63
ES	15	Annual	\$43,856.00	\$45,438.00	\$47,018.00	\$48,596.00	\$50,181.00	\$51,773.00	\$53,350.00	\$54,685.00	\$56,052.00	\$57,456.00	\$58,894.00	\$60,367.00
		Bi-Wk	\$1,680.31	\$1,740.92	\$1,801.46	\$1,861.92	\$1,922.65	\$1,983.64	\$2,044.07	\$2,095.22	\$2,147.59	\$2,201.38	\$2,256.48	\$2,312.92
		Daily	\$168.04	\$174.10	\$180.15	\$186.20	\$192.27	\$198.37	\$204.41	\$209.53	\$214.76	\$220.14	\$225.65	\$231.30
		Hourly	\$24.01	\$24.88	\$25.74	\$26.60	\$27.47	\$28.34	\$29.21	\$29.94	\$30.68	\$31.45	\$32.24	\$33.05
ES	16	Annual	\$45,989.00	\$47,622.00	\$49,252.00	\$50,879.00	\$52,504.00	\$54,141.00	\$55,767.00	\$57,157.00	\$58,587.00	\$60,054.00	\$61,555.00	\$63,095.00
		Bi-Wk	\$1,762.04	\$1,824.60	\$1,887.05	\$1,949.39	\$2,011.65	\$2,074.37	\$2,136.67	\$2,189.93	\$2,244.72	\$2,300.92	\$2,358.43	\$2,417.44
		Daily	\$176.21	\$182.46	\$188.71	\$194.94	\$201.17	\$207.44	\$213.67	\$219.00	\$224.48	\$230.10	\$235.85	\$241.75
		Hourly	\$25.18	\$26.07	\$26.96	\$27.85	\$28.74	\$29.64	\$30.53	\$31.29	\$32.07	\$32.88	\$33.70	\$34.54
ES	17	Annual	\$48,265.00	\$49,942.00	\$51,622.00	\$53,297.00	\$54,975.00	\$56,645.00	\$58,323.00	\$59,782.00	\$61,281.00	\$62,812.00	\$64,381.00	\$65,990.00
		Bi-Wk	\$1,849.24	\$1,913.49	\$1,977.86	\$2,042.04	\$2,106.33	\$2,170.31	\$2,234.60	\$2,290.50	\$2,347.94	\$2,406.60	\$2,466.71	\$2,528.36
		Daily	\$184.93	\$191.35	\$197.79	\$204.21	\$210.64	\$217.04	\$223.46	\$229.05	\$234.80	\$240.66	\$246.68	\$252.84
		Hourly	\$26.42	\$27.34	\$28.26	\$29.18	\$30.10	\$31.01	\$31.93	\$32.73	\$33.55	\$34.38	\$35.24	\$36.12
ES	18	Annual	\$50,701.00	\$52,423.00	\$54,141.00	\$55,860.00	\$57,572.00	\$59,292.00	\$61,007.00	\$62,535.00	\$64,096.00	\$65,698.00	\$67,341.00	\$69,026.00
		Bi-Wk	\$1,942.57	\$2,008.55	\$2,074.37	\$2,140.23	\$2,205.83	\$2,271.73	\$2,337.44	\$2,395.98	\$2,455.79	\$2,517.17	\$2,580.12	\$2,644.68
		Daily	\$194.26	\$200.86	\$207.44	\$214.03	\$220.59	\$227.18	\$233.75	\$239.60	\$245.58	\$251.72	\$258.02	\$264.47
		Hourly	\$27.76	\$28.70	\$29.64	\$30.58	\$31.52	\$32.46	\$33.40	\$34.23	\$35.09	\$35.96	\$36.86	\$37.79

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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>	<u>Step 12</u>
ES	19	Annual	\$53,199.00	\$54,975.00	\$56,739.00	\$58,510.00	\$60,272.00	\$62,038.00	\$63,807.00	\$65,401.00	\$67,037.00	\$68,710.00	\$70,429.00	\$72,192.00
		Bi-Wk	\$2,038.28	\$2,106.33	\$2,173.91	\$2,241.77	\$2,309.28	\$2,376.94	\$2,444.72	\$2,505.79	\$2,568.47	\$2,632.57	\$2,698.43	\$2,765.98
		Daily	\$203.83	\$210.64	\$217.40	\$224.18	\$230.93	\$237.70	\$244.48	\$250.58	\$256.85	\$263.26	\$269.85	\$276.60
		Hourly	\$29.12	\$30.10	\$31.06	\$32.03	\$32.99	\$33.96	\$34.93	\$35.80	\$36.70	\$37.61	\$38.55	\$39.52
ES	20	Annual	\$55,910.00	\$57,720.00	\$59,533.00	\$61,338.00	\$63,145.00	\$64,955.00	\$66,765.00	\$68,435.00	\$70,152.00	\$71,903.00	\$73,699.00	\$75,544.00
		Bi-Wk	\$2,142.15	\$2,211.50	\$2,280.96	\$2,350.12	\$2,419.35	\$2,488.70	\$2,558.05	\$2,622.04	\$2,687.82	\$2,754.91	\$2,823.72	\$2,894.41
		Daily	\$214.22	\$221.15	\$228.10	\$235.02	\$241.94	\$248.87	\$255.81	\$262.21	\$268.79	\$275.50	\$282.38	\$289.45
		Hourly	\$30.61	\$31.60	\$32.59	\$33.58	\$34.57	\$35.56	\$36.55	\$37.46	\$38.40	\$39.36	\$40.34	\$41.35
ES	21	Annual	\$58,665.00	\$60,530.00	\$62,386.00	\$64,245.00	\$66,112.00	\$67,966.00	\$69,834.00	\$71,580.00	\$73,365.00	\$75,199.00	\$77,079.00	\$79,008.00
		Bi-Wk	\$2,247.71	\$2,319.16	\$2,390.27	\$2,461.50	\$2,533.03	\$2,604.07	\$2,675.64	\$2,742.53	\$2,810.92	\$2,881.19	\$2,953.22	\$3,027.13
		Daily	\$224.78	\$231.92	\$239.03	\$246.15	\$253.31	\$260.41	\$267.57	\$274.26	\$281.10	\$288.12	\$295.33	\$302.72
		Hourly	\$32.12	\$33.14	\$34.15	\$35.17	\$36.19	\$37.21	\$38.23	\$39.18	\$40.16	\$41.16	\$42.19	\$43.25
ES	22	Annual	\$60,272.00	\$62,479.00	\$64,690.00	\$66,894.00	\$69,106.00	\$71,311.00	\$73,521.00	\$75,357.00	\$77,249.00	\$79,177.00	\$81,157.00	\$83,187.00
		Bi-Wk	\$2,309.28	\$2,393.84	\$2,478.55	\$2,562.99	\$2,647.74	\$2,732.23	\$2,816.90	\$2,887.25	\$2,959.74	\$3,033.61	\$3,109.47	\$3,187.25
		Daily	\$230.93	\$239.39	\$247.86	\$256.30	\$264.78	\$273.23	\$281.69	\$288.73	\$295.98	\$303.37	\$310.95	\$318.73
		Hourly	\$32.99	\$34.20	\$35.41	\$36.62	\$37.83	\$39.04	\$40.25	\$41.25	\$42.29	\$43.34	\$44.43	\$45.54
ES	23	Annual	\$63,126.00	\$65,428.00	\$67,723.00	\$70,031.00	\$72,327.00	\$74,629.00	\$76,929.00	\$78,852.00	\$80,821.00	\$82,843.00	\$84,917.00	\$87,039.00
		Bi-Wk	\$2,418.63	\$2,506.82	\$2,594.76	\$2,683.19	\$2,771.15	\$2,859.35	\$2,947.48	\$3,021.15	\$3,096.60	\$3,174.07	\$3,253.53	\$3,334.83
		Daily	\$241.87	\$250.69	\$259.48	\$268.32	\$277.12	\$285.94	\$294.75	\$302.12	\$309.66	\$317.41	\$325.36	\$333.49
		Hourly	\$34.56	\$35.82	\$37.07	\$38.34	\$39.59	\$40.85	\$42.11	\$43.16	\$44.24	\$45.35	\$46.48	\$47.65
ES	24	Annual	\$66,161.00	\$68,559.00	\$70,957.00	\$73,358.00	\$75,754.00	\$78,146.00	\$80,550.00	\$82,561.00	\$84,627.00	\$86,741.00	\$88,907.00	\$91,131.00
		Bi-Wk	\$2,534.91	\$2,626.79	\$2,718.66	\$2,810.66	\$2,902.46	\$2,994.10	\$3,086.21	\$3,163.26	\$3,242.42	\$3,323.41	\$3,406.40	\$3,491.61
		Daily	\$253.50	\$262.68	\$271.87	\$281.07	\$290.25	\$299.41	\$308.63	\$316.33	\$324.25	\$332.35	\$340.64	\$349.17
		Hourly	\$36.22	\$37.53	\$38.84	\$40.16	\$41.47	\$42.78	\$44.09	\$45.19	\$46.33	\$47.48	\$48.67	\$49.89
ES	25	Annual	\$69,394.00	\$71,883.00	\$74,360.00	\$76,847.00	\$79,343.00	\$81,827.00	\$84,308.00	\$86,415.00	\$88,579.00	\$90,794.00	\$93,068.00	\$95,393.00
		Bi-Wk	\$2,658.78	\$2,754.14	\$2,849.05	\$2,944.33	\$3,039.97	\$3,135.14	\$3,230.20	\$3,310.92	\$3,393.84	\$3,478.70	\$3,565.83	\$3,654.91
		Daily	\$265.88	\$275.42	\$284.91	\$294.44	\$304.00	\$313.52	\$323.02	\$331.10	\$339.39	\$347.87	\$356.59	\$365.50
		Hourly	\$37.99	\$39.35	\$40.71	\$42.07	\$43.43	\$44.79	\$46.15	\$47.30	\$48.49	\$49.70	\$50.95	\$52.22
ES	26	Annual	\$72,816.00	\$75,390.00	\$77,976.00	\$80,550.00	\$83,125.00	\$85,705.00	\$88,276.00	\$90,486.00	\$92,747.00	\$95,067.00	\$97,445.00	\$99,879.00
		Bi-Wk	\$2,789.89	\$2,888.51	\$2,987.59	\$3,086.21	\$3,184.87	\$3,283.72	\$3,382.23	\$3,466.90	\$3,553.53	\$3,642.42	\$3,733.53	\$3,826.79
		Daily	\$278.99	\$288.86	\$298.76	\$308.63	\$318.49	\$328.38	\$338.23	\$346.69	\$355.36	\$364.25	\$373.36	\$382.68
		Hourly	\$39.86	\$41.27	\$42.68	\$44.09	\$45.50	\$46.92	\$48.32	\$49.53	\$50.77	\$52.04	\$53.34	\$54.67

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ES	27	Annual	\$76,421.00	\$79,094.00	\$81,765.00	\$84,424.00	\$87,096.00	\$89,761.00	\$92,430.00	\$94,746.00	\$97,112.00	\$99,543.00	\$102,030.00	\$104,581.00
		Bi-Wk	\$2,928.01	\$3,030.43	\$3,132.76	\$3,234.64	\$3,337.02	\$3,439.12	\$3,541.38	\$3,630.12	\$3,720.77	\$3,813.91	\$3,909.20	\$4,006.94
		Daily	\$292.81	\$303.05	\$313.28	\$323.47	\$333.71	\$343.92	\$354.14	\$363.02	\$372.08	\$381.40	\$390.92	\$400.70
		Hourly	\$41.83	\$43.30	\$44.76	\$46.21	\$47.68	\$49.14	\$50.60	\$51.86	\$53.16	\$54.49	\$55.85	\$57.25
ES	28	Annual	\$80,284.00	\$83,045.00	\$85,807.00	\$88,572.00	\$91,324.00	\$94,086.00	\$96,844.00	\$99,260.00	\$101,741.00	\$104,286.00	\$106,894.00	\$109,565.00
		Bi-Wk	\$3,076.02	\$3,181.81	\$3,287.63	\$3,393.57	\$3,499.01	\$3,604.83	\$3,710.50	\$3,803.07	\$3,898.13	\$3,995.64	\$4,095.56	\$4,197.90
		Daily	\$307.61	\$318.19	\$328.77	\$339.36	\$349.91	\$360.49	\$371.05	\$380.31	\$389.82	\$399.57	\$409.56	\$419.79
		Hourly	\$43.95	\$45.46	\$46.97	\$48.48	\$49.99	\$51.50	\$53.01	\$54.33	\$55.69	\$57.09	\$58.51	\$59.97
ES	29	Annual	\$81,053.00	\$84,096.00	\$87,140.00	\$90,181.00	\$93,222.00	\$96,266.00	\$99,304.00	\$101,786.00	\$104,333.00	\$106,943.00	\$109,616.00	\$112,358.00
		Bi-Wk	\$3,105.48	\$3,222.07	\$3,338.70	\$3,455.22	\$3,571.73	\$3,688.36	\$3,804.76	\$3,899.85	\$3,997.44	\$4,097.44	\$4,199.85	\$4,304.91
		Daily	\$310.55	\$322.21	\$333.87	\$345.53	\$357.18	\$368.84	\$380.48	\$389.99	\$399.75	\$409.75	\$419.99	\$430.50
		Hourly	\$44.37	\$46.03	\$47.70	\$49.37	\$51.03	\$52.70	\$54.36	\$55.72	\$57.11	\$58.54	\$60.00	\$61.50
ES	30	Annual	\$84,308.00	\$87,436.00	\$90,575.00	\$93,698.00	\$96,822.00	\$99,954.00	\$103,092.00	\$105,669.00	\$108,313.00	\$111,021.00	\$113,798.00	\$116,644.00
		Bi-Wk	\$3,230.20	\$3,350.04	\$3,470.31	\$3,589.97	\$3,709.66	\$3,829.66	\$3,949.89	\$4,048.63	\$4,149.93	\$4,253.68	\$4,360.08	\$4,469.12
		Daily	\$323.02	\$335.01	\$347.04	\$359.00	\$370.97	\$382.97	\$394.99	\$404.87	\$415.00	\$425.37	\$436.01	\$446.92
		Hourly	\$46.15	\$47.86	\$49.58	\$51.29	\$53.00	\$54.71	\$56.43	\$57.84	\$59.29	\$60.77	\$62.29	\$63.85
ES	31	Annual	\$87,692.00	\$90,914.00	\$94,138.00	\$97,357.00	\$100,582.00	\$103,803.00	\$107,026.00	\$109,699.00	\$112,444.00	\$115,254.00	\$118,136.00	\$121,091.00
		Bi-Wk	\$3,359.85	\$3,483.30	\$3,606.82	\$3,730.16	\$3,853.72	\$3,977.13	\$4,100.62	\$4,203.03	\$4,308.20	\$4,415.87	\$4,526.29	\$4,639.51
		Daily	\$335.99	\$348.33	\$360.69	\$373.02	\$385.38	\$397.72	\$410.07	\$420.31	\$430.82	\$441.59	\$452.63	\$463.96
		Hourly	\$48.00	\$49.77	\$51.53	\$53.29	\$55.06	\$56.82	\$58.59	\$60.05	\$61.55	\$63.09	\$64.67	\$66.28
ES	32	Annual	\$91,207.00	\$94,516.00	\$97,824.00	\$101,138.00	\$104,449.00	\$107,760.00	\$111,079.00	\$113,856.00	\$116,704.00	\$119,622.00	\$122,613.00	\$125,681.00
		Bi-Wk	\$3,494.53	\$3,621.31	\$3,748.05	\$3,875.02	\$4,001.88	\$4,128.74	\$4,255.91	\$4,362.30	\$4,471.42	\$4,583.22	\$4,697.82	\$4,815.37
		Daily	\$349.46	\$362.14	\$374.81	\$387.51	\$400.19	\$412.88	\$425.60	\$436.23	\$447.15	\$458.33	\$469.79	\$481.54
		Hourly	\$49.93	\$51.74	\$53.55	\$55.36	\$57.17	\$58.99	\$60.80	\$62.32	\$63.88	\$65.48	\$67.12	\$68.80
ES	33	Annual	\$94,876.00	\$98,282.00	\$101,682.00	\$105,086.00	\$108,491.00	\$111,892.00	\$115,306.00	\$118,191.00	\$121,140.00	\$124,173.00	\$127,275.00	\$130,460.00
		Bi-Wk	\$3,635.10	\$3,765.60	\$3,895.87	\$4,026.29	\$4,156.75	\$4,287.05	\$4,417.86	\$4,528.40	\$4,641.38	\$4,757.59	\$4,876.44	\$4,998.47
		Daily	\$363.51	\$376.56	\$389.59	\$402.63	\$415.68	\$428.71	\$441.79	\$452.84	\$464.14	\$475.76	\$487.65	\$499.85
		Hourly	\$51.93	\$53.80	\$55.66	\$57.52	\$59.39	\$61.25	\$63.12	\$64.70	\$66.31	\$67.97	\$69.67	\$71.41
ES	34	Annual	\$98,782.00	\$102,280.00	\$105,775.00	\$109,275.00	\$112,770.00	\$116,269.00	\$119,759.00	\$122,754.00	\$125,826.00	\$128,968.00	\$132,192.00	\$135,496.00
		Bi-Wk	\$3,784.76	\$3,918.78	\$4,052.69	\$4,186.79	\$4,320.69	\$4,454.76	\$4,588.47	\$4,703.22	\$4,820.92	\$4,941.31	\$5,064.83	\$5,191.42
		Daily	\$378.48	\$391.88	\$405.27	\$418.68	\$432.07	\$445.48	\$458.85	\$470.33	\$482.10	\$494.14	\$506.49	\$519.15
		Hourly	\$54.07	\$55.99	\$57.90	\$59.82	\$61.73	\$63.64	\$65.55	\$67.19	\$68.88	\$70.60	\$72.36	\$74.17

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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>	<u>Step 12</u>
ES	35	Annual	\$102,843.00	\$106,425.00	\$110,016.00	\$113,600.00	\$117,184.00	\$120,762.00	\$124,358.00	\$127,461.00	\$130,652.00	\$133,921.00	\$137,267.00	\$140,700.00
		Bi-Wk	\$3,940.35	\$4,077.59	\$4,215.18	\$4,352.50	\$4,489.81	\$4,626.90	\$4,764.68	\$4,883.57	\$5,005.83	\$5,131.08	\$5,259.28	\$5,390.81
		Daily	\$394.04	\$407.76	\$421.52	\$435.25	\$448.99	\$462.69	\$476.47	\$488.36	\$500.59	\$513.11	\$525.93	\$539.09
		Hourly	\$56.30	\$58.26	\$60.22	\$62.18	\$64.15	\$66.10	\$68.07	\$69.77	\$71.52	\$73.31	\$75.14	\$77.02
ES	36	Annual	\$107,120.00	\$110,792.00	\$114,476.00	\$118,150.00	\$121,830.00	\$125,504.00	\$129,182.00	\$132,418.00	\$135,724.00	\$139,120.00	\$142,600.00	\$146,164.00
		Bi-Wk	\$4,104.22	\$4,244.91	\$4,386.06	\$4,526.82	\$4,667.82	\$4,808.59	\$4,949.51	\$5,073.49	\$5,200.16	\$5,330.27	\$5,463.61	\$5,600.16
		Daily	\$410.43	\$424.50	\$438.61	\$452.69	\$466.79	\$480.86	\$494.96	\$507.35	\$520.02	\$533.03	\$546.37	\$560.02
		Hourly	\$58.64	\$60.65	\$62.66	\$64.67	\$66.69	\$68.70	\$70.71	\$72.48	\$74.29	\$76.15	\$78.06	\$80.01
ES	37	Annual	\$111,566.00	\$115,339.00	\$119,120.00	\$122,900.00	\$126,680.00	\$130,460.00	\$134,237.00	\$137,588.00	\$141,032.00	\$144,562.00	\$148,175.00	\$151,880.00
		Bi-Wk	\$4,274.56	\$4,419.12	\$4,563.99	\$4,708.82	\$4,853.64	\$4,998.47	\$5,143.19	\$5,271.58	\$5,403.53	\$5,538.78	\$5,677.21	\$5,819.16
		Daily	\$427.46	\$441.92	\$456.40	\$470.89	\$485.37	\$499.85	\$514.32	\$527.16	\$540.36	\$553.88	\$567.73	\$581.92
		Hourly	\$61.07	\$63.14	\$65.20	\$67.27	\$69.34	\$71.41	\$73.48	\$75.31	\$77.20	\$79.13	\$81.11	\$83.14
ES	38	Annual	\$116,171.00	\$120,029.00	\$123,900.00	\$127,766.00	\$131,635.00	\$135,501.00	\$139,368.00	\$142,858.00	\$146,427.00	\$150,089.00	\$153,842.00	\$157,688.00
		Bi-Wk	\$4,451.00	\$4,598.82	\$4,747.13	\$4,895.25	\$5,043.49	\$5,191.61	\$5,339.78	\$5,473.49	\$5,610.23	\$5,750.54	\$5,894.33	\$6,041.69
		Daily	\$445.10	\$459.89	\$474.72	\$489.53	\$504.35	\$519.17	\$533.98	\$547.35	\$561.03	\$575.06	\$589.44	\$604.17
		Hourly	\$63.59	\$65.70	\$67.82	\$69.94	\$72.05	\$74.17	\$76.29	\$78.20	\$80.15	\$82.16	\$84.21	\$86.31
ES	39	Annual	\$121,002.00	\$124,960.00	\$128,918.00	\$132,884.00	\$136,844.00	\$140,795.00	\$144,760.00	\$148,380.00	\$152,090.00	\$155,894.00	\$159,791.00	\$163,785.00
		Bi-Wk	\$4,636.10	\$4,787.74	\$4,939.39	\$5,091.35	\$5,243.07	\$5,394.45	\$5,546.37	\$5,685.06	\$5,827.21	\$5,972.96	\$6,122.27	\$6,275.29
		Daily	\$463.61	\$478.78	\$493.94	\$509.14	\$524.31	\$539.45	\$554.64	\$568.51	\$582.73	\$597.30	\$612.23	\$627.53
		Hourly	\$66.23	\$68.40	\$70.57	\$72.74	\$74.91	\$77.07	\$79.24	\$81.22	\$83.25	\$85.33	\$87.47	\$89.65
ES	40	Annual	\$126,047.00	\$130,083.00	\$134,136.00	\$138,176.00	\$142,221.00	\$146,263.00	\$150,308.00	\$154,071.00	\$157,922.00	\$161,870.00	\$165,920.00	\$170,069.00
		Bi-Wk	\$4,829.39	\$4,984.03	\$5,139.32	\$5,294.10	\$5,449.09	\$5,603.95	\$5,758.93	\$5,903.11	\$6,050.66	\$6,201.92	\$6,357.09	\$6,516.06
		Daily	\$482.94	\$498.41	\$513.94	\$529.41	\$544.91	\$560.40	\$575.90	\$590.32	\$605.07	\$620.20	\$635.71	\$651.61
		Hourly	\$69.00	\$71.21	\$73.42	\$75.63	\$77.85	\$80.06	\$82.28	\$84.34	\$86.44	\$88.60	\$90.82	\$93.09
ES	41	Annual	\$131,311.00	\$135,456.00	\$139,596.00	\$143,744.00	\$147,883.00	\$152,024.00	\$156,165.00	\$160,070.00	\$164,074.00	\$168,175.00	\$172,381.00	\$176,691.00
		Bi-Wk	\$5,031.08	\$5,189.89	\$5,348.51	\$5,507.44	\$5,666.02	\$5,824.68	\$5,983.34	\$6,132.96	\$6,286.37	\$6,443.49	\$6,604.64	\$6,769.78
		Daily	\$503.11	\$518.99	\$534.86	\$550.75	\$566.61	\$582.47	\$598.34	\$613.30	\$628.64	\$644.35	\$660.47	\$676.98
		Hourly	\$71.88	\$74.15	\$76.41	\$78.68	\$80.95	\$83.21	\$85.48	\$87.62	\$89.81	\$92.05	\$94.36	\$96.72
ES	42	Annual	\$136,785.00	\$141,024.00	\$145,262.00	\$149,487.00	\$153,726.00	\$157,955.00	\$162,198.00	\$166,255.00	\$170,411.00	\$174,668.00	\$179,035.00	\$183,512.00
		Bi-Wk	\$5,240.81	\$5,403.22	\$5,565.60	\$5,727.48	\$5,889.89	\$6,051.92	\$6,214.49	\$6,369.93	\$6,529.16	\$6,692.27	\$6,859.58	\$7,031.12
		Daily	\$524.09	\$540.33	\$556.56	\$572.75	\$588.99	\$605.20	\$621.45	\$637.00	\$652.92	\$669.23	\$685.96	\$703.12
		Hourly	\$74.87	\$77.19	\$79.51	\$81.83	\$84.15	\$86.46	\$88.78	\$91.00	\$93.28	\$95.61	\$98.00	\$100.45

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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>	<u>Step 12</u>
ES	43	Annual	\$142,599.00	\$146,914.00	\$151,235.00	\$155,551.00	\$159,875.00	\$164,187.00	\$168,506.00	\$172,716.00	\$177,037.00	\$181,459.00	\$185,995.00	\$190,645.00
		Bi-Wk	\$5,463.57	\$5,628.89	\$5,794.45	\$5,959.81	\$6,125.48	\$6,290.69	\$6,456.17	\$6,617.48	\$6,783.03	\$6,952.46	\$7,126.25	\$7,304.41
		Daily	\$546.36	\$562.89	\$579.45	\$595.99	\$612.55	\$629.07	\$645.62	\$661.75	\$678.31	\$695.25	\$712.63	\$730.45
		Hourly	\$78.06	\$80.42	\$82.78	\$85.15	\$87.51	\$89.87	\$92.24	\$94.54	\$96.91	\$99.33	\$101.81	\$104.35

*In accordance with Article 19 Section Five of the P-4 Collective Bargaining Agreement: "Employees in a classification assigned to a salary group sub-category designated by the letter "a" shall proceed through that salary group and then shall proceed to the maximum salary of the next salary group."