

P-4 ES 35 Hour Pay Plan Effective 07/01/2019

<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	\$35,414.00	\$36,487.00	\$37,574.00	\$38,654.00	\$39,764.00	\$40,894.00	\$42,033.00	\$43,089.00	\$44,163.00	\$45,264.00	\$46,402.00	\$47,564.00
		Bi-Wk	\$1,356.86	\$1,397.97	\$1,439.62	\$1,481.00	\$1,523.53	\$1,566.82	\$1,610.46	\$1,650.92	\$1,692.07	\$1,734.26	\$1,777.86	\$1,822.38
		Daily	\$135.69	\$139.80	\$143.97	\$148.10	\$152.36	\$156.69	\$161.05	\$165.10	\$169.21	\$173.43	\$177.79	\$182.24
		Hourly	\$19.39	\$19.98	\$20.57	\$21.16	\$21.77	\$22.39	\$23.01	\$23.59	\$24.18	\$24.78	\$25.40	\$26.04
ES	12	Annual	\$36,560.00	\$37,692.00	\$38,810.00	\$39,976.00	\$41,148.00	\$42,334.00	\$43,509.00	\$44,595.00	\$45,710.00	\$46,853.00	\$48,024.00	\$49,225.00
		Bi-Wk	\$1,400.77	\$1,444.14	\$1,486.98	\$1,531.65	\$1,576.56	\$1,622.00	\$1,667.02	\$1,708.63	\$1,751.35	\$1,795.14	\$1,840.00	\$1,886.02
		Daily	\$140.08	\$144.42	\$148.70	\$153.17	\$157.66	\$162.20	\$166.71	\$170.87	\$175.14	\$179.52	\$184.00	\$188.61
		Hourly	\$20.02	\$20.64	\$21.25	\$21.89	\$22.53	\$23.18	\$23.82	\$24.41	\$25.02	\$25.65	\$26.29	\$26.95
ES	13	Annual	\$38,622.00	\$40,051.00	\$41,488.00	\$42,919.00	\$44,364.00	\$45,795.00	\$47,240.00	\$48,423.00	\$49,634.00	\$50,878.00	\$52,149.00	\$53,454.00
		Bi-Wk	\$1,479.78	\$1,534.53	\$1,589.58	\$1,644.41	\$1,699.78	\$1,754.60	\$1,809.97	\$1,855.29	\$1,901.69	\$1,949.35	\$1,998.05	\$2,048.05
		Daily	\$147.98	\$153.46	\$158.96	\$164.45	\$169.98	\$175.46	\$181.00	\$185.53	\$190.17	\$194.94	\$199.81	\$204.81
		Hourly	\$21.14	\$21.93	\$22.71	\$23.50	\$24.29	\$25.07	\$25.86	\$26.51	\$27.17	\$27.85	\$28.55	\$29.26
ES	14	Annual	\$40,429.00	\$41,918.00	\$43,401.00	\$44,888.00	\$46,368.00	\$47,855.00	\$49,338.00	\$50,574.00	\$51,834.00	\$53,129.00	\$54,460.00	\$55,823.00
		Bi-Wk	\$1,549.01	\$1,606.06	\$1,662.88	\$1,719.85	\$1,776.56	\$1,833.53	\$1,890.35	\$1,937.71	\$1,985.98	\$2,035.60	\$2,086.60	\$2,138.82
		Daily	\$154.91	\$160.61	\$166.29	\$171.99	\$177.66	\$183.36	\$189.04	\$193.78	\$198.60	\$203.56	\$208.66	\$213.89
		Hourly	\$22.13	\$22.95	\$23.76	\$24.57	\$25.38	\$26.20	\$27.01	\$27.69	\$28.38	\$29.08	\$29.81	\$30.56
ES	15	Annual	\$42,372.00	\$43,901.00	\$45,428.00	\$46,952.00	\$48,484.00	\$50,022.00	\$51,545.00	\$52,835.00	\$54,156.00	\$55,513.00	\$56,902.00	\$58,325.00
		Bi-Wk	\$1,623.45	\$1,682.04	\$1,740.54	\$1,798.93	\$1,857.63	\$1,916.56	\$1,974.91	\$2,024.33	\$2,074.95	\$2,126.94	\$2,180.16	\$2,234.68
		Daily	\$162.35	\$168.21	\$174.06	\$179.90	\$185.77	\$191.66	\$197.50	\$202.44	\$207.50	\$212.70	\$218.02	\$223.47
		Hourly	\$23.20	\$24.03	\$24.87	\$25.70	\$26.54	\$27.38	\$28.22	\$28.92	\$29.65	\$30.39	\$31.15	\$31.93
ES	16	Annual	\$44,433.00	\$46,011.00	\$47,586.00	\$49,158.00	\$50,728.00	\$52,310.00	\$53,881.00	\$55,224.00	\$56,605.00	\$58,023.00	\$59,473.00	\$60,961.00
		Bi-Wk	\$1,702.42	\$1,762.88	\$1,823.22	\$1,883.45	\$1,943.61	\$2,004.22	\$2,064.41	\$2,115.87	\$2,168.78	\$2,223.11	\$2,278.66	\$2,335.68
		Daily	\$170.25	\$176.29	\$182.33	\$188.35	\$194.37	\$200.43	\$206.45	\$211.59	\$216.88	\$222.32	\$227.87	\$233.57
		Hourly	\$24.33	\$25.19	\$26.05	\$26.91	\$27.77	\$28.64	\$29.50	\$30.23	\$30.99	\$31.76	\$32.56	\$33.37
ES	17	Annual	\$46,632.00	\$48,253.00	\$49,876.00	\$51,494.00	\$53,115.00	\$54,729.00	\$56,350.00	\$57,760.00	\$59,208.00	\$60,687.00	\$62,203.00	\$63,758.00
		Bi-Wk	\$1,786.67	\$1,848.78	\$1,910.96	\$1,972.96	\$2,035.06	\$2,096.90	\$2,159.01	\$2,213.03	\$2,268.51	\$2,325.18	\$2,383.26	\$2,442.84
		Daily	\$178.67	\$184.88	\$191.10	\$197.30	\$203.51	\$209.69	\$215.91	\$221.31	\$226.86	\$232.52	\$238.33	\$244.29
		Hourly	\$25.53	\$26.42	\$27.30	\$28.19	\$29.08	\$29.96	\$30.85	\$31.62	\$32.41	\$33.22	\$34.05	\$34.90
ES	18	Annual	\$48,986.00	\$50,650.00	\$52,310.00	\$53,971.00	\$55,625.00	\$57,286.00	\$58,943.00	\$60,420.00	\$61,928.00	\$63,476.00	\$65,063.00	\$66,691.00
		Bi-Wk	\$1,876.86	\$1,940.62	\$2,004.22	\$2,067.86	\$2,131.23	\$2,194.87	\$2,258.36	\$2,314.95	\$2,372.73	\$2,432.04	\$2,492.84	\$2,555.22
		Daily	\$187.69	\$194.07	\$200.43	\$206.79	\$213.13	\$219.49	\$225.84	\$231.50	\$237.28	\$243.21	\$249.29	\$255.53
		Hourly	\$26.82	\$27.73	\$28.64	\$29.55	\$30.45	\$31.36	\$32.27	\$33.08	\$33.90	\$34.75	\$35.62	\$36.51

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ES	19	Annual	\$51,400.00	\$53,115.00	\$54,820.00	\$56,531.00	\$58,233.00	\$59,940.00	\$61,649.00	\$63,189.00	\$64,770.00	\$66,386.00	\$68,047.00	\$69,750.00
		Bi-Wk	\$1,969.35	\$2,035.06	\$2,100.39	\$2,165.94	\$2,231.15	\$2,296.56	\$2,362.04	\$2,421.04	\$2,481.61	\$2,543.53	\$2,607.17	\$2,672.42
		Daily	\$196.94	\$203.51	\$210.04	\$216.60	\$223.12	\$229.66	\$236.21	\$242.11	\$248.17	\$254.36	\$260.72	\$267.25
		Hourly	\$28.14	\$29.08	\$30.01	\$30.95	\$31.88	\$32.81	\$33.75	\$34.59	\$35.46	\$36.34	\$37.25	\$38.18
ES	20	Annual	\$54,019.00	\$55,768.00	\$57,519.00	\$59,263.00	\$61,009.00	\$62,758.00	\$64,507.00	\$66,120.00	\$67,779.00	\$69,471.00	\$71,206.00	\$72,989.00
		Bi-Wk	\$2,069.70	\$2,136.71	\$2,203.80	\$2,270.62	\$2,337.51	\$2,404.53	\$2,471.54	\$2,533.34	\$2,596.90	\$2,661.73	\$2,728.20	\$2,796.52
		Daily	\$206.97	\$213.68	\$220.38	\$227.07	\$233.76	\$240.46	\$247.16	\$253.34	\$259.69	\$266.18	\$272.82	\$279.66
		Hourly	\$29.57	\$30.53	\$31.49	\$32.44	\$33.40	\$34.36	\$35.31	\$36.20	\$37.10	\$38.03	\$38.98	\$39.96
ES	21	Annual	\$56,681.00	\$58,483.00	\$60,276.00	\$62,072.00	\$63,876.00	\$65,667.00	\$67,472.00	\$69,159.00	\$70,884.00	\$72,656.00	\$74,472.00	\$76,336.00
		Bi-Wk	\$2,171.69	\$2,240.73	\$2,309.43	\$2,378.24	\$2,447.36	\$2,515.98	\$2,585.14	\$2,649.78	\$2,715.87	\$2,783.76	\$2,853.34	\$2,924.76
		Daily	\$217.17	\$224.08	\$230.95	\$237.83	\$244.74	\$251.60	\$258.52	\$264.98	\$271.59	\$278.38	\$285.34	\$292.48
		Hourly	\$31.03	\$32.02	\$33.00	\$33.98	\$34.97	\$35.95	\$36.94	\$37.86	\$38.80	\$39.77	\$40.77	\$41.79
ES	22	Annual	\$58,233.00	\$60,366.00	\$62,502.00	\$64,631.00	\$66,769.00	\$68,899.00	\$71,034.00	\$72,808.00	\$74,636.00	\$76,499.00	\$78,412.00	\$80,373.00
		Bi-Wk	\$2,231.15	\$2,312.88	\$2,394.72	\$2,476.29	\$2,558.20	\$2,639.81	\$2,721.61	\$2,789.58	\$2,859.62	\$2,931.00	\$3,004.30	\$3,079.43
		Daily	\$223.12	\$231.29	\$239.48	\$247.63	\$255.82	\$263.99	\$272.17	\$278.96	\$285.97	\$293.10	\$300.43	\$307.95
		Hourly	\$31.88	\$33.05	\$34.22	\$35.38	\$36.55	\$37.72	\$38.89	\$39.86	\$40.86	\$41.88	\$42.92	\$44.00
ES	23	Annual	\$60,991.00	\$63,215.00	\$65,432.00	\$67,662.00	\$69,881.00	\$72,105.00	\$74,327.00	\$76,185.00	\$78,087.00	\$80,041.00	\$82,045.00	\$84,095.00
		Bi-Wk	\$2,336.82	\$2,422.04	\$2,506.98	\$2,592.42	\$2,677.44	\$2,762.65	\$2,847.78	\$2,918.97	\$2,991.84	\$3,066.71	\$3,143.49	\$3,222.04
		Daily	\$233.69	\$242.21	\$250.70	\$259.25	\$267.75	\$276.27	\$284.78	\$291.90	\$299.19	\$306.68	\$314.35	\$322.21
		Hourly	\$33.39	\$34.61	\$35.82	\$37.04	\$38.25	\$39.47	\$40.69	\$41.70	\$42.75	\$43.82	\$44.91	\$46.03
ES	24	Annual	\$63,923.00	\$66,240.00	\$68,557.00	\$70,877.00	\$73,192.00	\$75,503.00	\$77,826.00	\$79,769.00	\$81,765.00	\$83,807.00	\$85,900.00	\$88,049.00
		Bi-Wk	\$2,449.16	\$2,537.94	\$2,626.71	\$2,715.60	\$2,804.30	\$2,892.84	\$2,981.84	\$3,056.29	\$3,132.76	\$3,211.00	\$3,291.19	\$3,373.53
		Daily	\$244.92	\$253.80	\$262.68	\$271.56	\$280.43	\$289.29	\$298.19	\$305.63	\$313.28	\$321.10	\$329.12	\$337.36
		Hourly	\$34.99	\$36.26	\$37.53	\$38.80	\$40.07	\$41.33	\$42.60	\$43.67	\$44.76	\$45.88	\$47.02	\$48.20
ES	25	Annual	\$67,047.00	\$69,452.00	\$71,845.00	\$74,248.00	\$76,659.00	\$79,059.00	\$81,457.00	\$83,492.00	\$85,583.00	\$87,723.00	\$89,920.00	\$92,167.00
		Bi-Wk	\$2,568.86	\$2,661.00	\$2,752.69	\$2,844.76	\$2,937.13	\$3,029.09	\$3,120.96	\$3,198.93	\$3,279.05	\$3,361.04	\$3,445.22	\$3,531.31
		Daily	\$256.89	\$266.10	\$275.27	\$284.48	\$293.72	\$302.91	\$312.10	\$319.90	\$327.91	\$336.11	\$344.53	\$353.14
		Hourly	\$36.70	\$38.02	\$39.33	\$40.64	\$41.96	\$43.28	\$44.59	\$45.70	\$46.85	\$48.02	\$49.22	\$50.45
ES	26	Annual	\$70,353.00	\$72,840.00	\$75,339.00	\$77,826.00	\$80,314.00	\$82,806.00	\$85,290.00	\$87,426.00	\$89,610.00	\$91,852.00	\$94,149.00	\$96,501.00
		Bi-Wk	\$2,695.52	\$2,790.81	\$2,886.56	\$2,981.84	\$3,077.17	\$3,172.65	\$3,267.82	\$3,349.66	\$3,433.34	\$3,519.24	\$3,607.25	\$3,697.36
		Daily	\$269.56	\$279.09	\$288.66	\$298.19	\$307.72	\$317.27	\$326.79	\$334.97	\$343.34	\$351.93	\$360.73	\$369.74
		Hourly	\$38.51	\$39.87	\$41.24	\$42.60	\$43.96	\$45.33	\$46.69	\$47.86	\$49.05	\$50.28	\$51.54	\$52.82

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ES	27	Annual	\$73,836.00	\$76,419.00	\$79,000.00	\$81,569.00	\$84,150.00	\$86,725.00	\$89,304.00	\$91,542.00	\$93,828.00	\$96,176.00	\$98,579.00	\$101,044.00
		Bi-Wk	\$2,828.97	\$2,927.94	\$3,026.82	\$3,125.25	\$3,224.14	\$3,322.80	\$3,421.61	\$3,507.36	\$3,594.95	\$3,684.91	\$3,776.98	\$3,871.42
		Daily	\$282.90	\$292.80	\$302.69	\$312.53	\$322.42	\$332.28	\$342.17	\$350.74	\$359.50	\$368.50	\$377.70	\$387.15
		Hourly	\$40.42	\$41.83	\$43.25	\$44.65	\$46.06	\$47.47	\$48.89	\$50.11	\$51.36	\$52.65	\$53.96	\$55.31
ES	28	Annual	\$77,569.00	\$80,236.00	\$82,905.00	\$85,576.00	\$88,235.00	\$90,904.00	\$93,569.00	\$95,903.00	\$98,300.00	\$100,759.00	\$103,279.00	\$105,859.00
		Bi-Wk	\$2,972.00	\$3,074.18	\$3,176.44	\$3,278.78	\$3,380.66	\$3,482.92	\$3,585.02	\$3,674.45	\$3,766.29	\$3,860.50	\$3,957.05	\$4,055.91
		Daily	\$297.20	\$307.42	\$317.65	\$327.88	\$338.07	\$348.30	\$358.51	\$367.45	\$376.63	\$386.05	\$395.71	\$405.60
		Hourly	\$42.46	\$43.92	\$45.38	\$46.84	\$48.30	\$49.76	\$51.22	\$52.50	\$53.81	\$55.15	\$56.53	\$57.95
ES	29	Annual	\$78,312.00	\$81,252.00	\$84,193.00	\$87,131.00	\$90,069.00	\$93,010.00	\$95,945.00	\$98,343.00	\$100,804.00	\$103,326.00	\$105,909.00	\$108,558.00
		Bi-Wk	\$3,000.46	\$3,113.11	\$3,225.79	\$3,338.36	\$3,450.92	\$3,563.61	\$3,676.06	\$3,767.94	\$3,862.23	\$3,958.86	\$4,057.82	\$4,159.32
		Daily	\$300.05	\$311.32	\$322.58	\$333.84	\$345.10	\$356.37	\$367.61	\$376.80	\$386.23	\$395.89	\$405.79	\$415.94
		Hourly	\$42.87	\$44.48	\$46.09	\$47.70	\$49.30	\$50.91	\$52.52	\$53.83	\$55.18	\$56.56	\$57.97	\$59.42
ES	30	Annual	\$81,457.00	\$84,479.00	\$87,512.00	\$90,529.00	\$93,547.00	\$96,573.00	\$99,605.00	\$102,095.00	\$104,650.00	\$107,266.00	\$109,949.00	\$112,699.00
		Bi-Wk	\$3,120.96	\$3,236.75	\$3,352.96	\$3,468.55	\$3,584.18	\$3,700.12	\$3,816.29	\$3,911.69	\$4,009.58	\$4,109.81	\$4,212.61	\$4,317.97
		Daily	\$312.10	\$323.68	\$335.30	\$346.86	\$358.42	\$370.02	\$381.63	\$391.17	\$400.96	\$410.99	\$421.27	\$431.80
		Hourly	\$44.59	\$46.24	\$47.90	\$49.56	\$51.21	\$52.86	\$54.52	\$55.89	\$57.28	\$58.72	\$60.19	\$61.69
ES	31	Annual	\$84,726.00	\$87,839.00	\$90,954.00	\$94,064.00	\$97,180.00	\$100,292.00	\$103,406.00	\$105,989.00	\$108,641.00	\$111,356.00	\$114,141.00	\$116,996.00
		Bi-Wk	\$3,246.21	\$3,365.48	\$3,484.83	\$3,603.99	\$3,723.38	\$3,842.61	\$3,961.92	\$4,060.89	\$4,162.50	\$4,266.52	\$4,373.22	\$4,482.61
		Daily	\$324.63	\$336.55	\$348.49	\$360.40	\$372.34	\$384.27	\$396.20	\$406.09	\$416.25	\$426.66	\$437.33	\$448.27
		Hourly	\$46.38	\$48.08	\$49.79	\$51.49	\$53.20	\$54.90	\$56.60	\$58.02	\$59.47	\$60.96	\$62.48	\$64.04
ES	32	Annual	\$88,122.00	\$91,319.00	\$94,515.00	\$97,717.00	\$100,916.00	\$104,115.00	\$107,322.00	\$110,005.00	\$112,757.00	\$115,576.00	\$118,466.00	\$121,430.00
		Bi-Wk	\$3,376.33	\$3,498.82	\$3,621.27	\$3,743.95	\$3,866.52	\$3,989.09	\$4,111.96	\$4,214.76	\$4,320.20	\$4,428.20	\$4,538.93	\$4,652.50
		Daily	\$337.64	\$349.89	\$362.13	\$374.40	\$386.66	\$398.91	\$411.20	\$421.48	\$432.02	\$442.82	\$453.90	\$465.25
		Hourly	\$48.24	\$49.99	\$51.74	\$53.49	\$55.24	\$56.99	\$58.75	\$60.22	\$61.72	\$63.26	\$64.85	\$66.47
ES	33	Annual	\$91,667.00	\$94,958.00	\$98,243.00	\$101,532.00	\$104,822.00	\$108,108.00	\$111,406.00	\$114,194.00	\$117,043.00	\$119,973.00	\$122,971.00	\$126,048.00
		Bi-Wk	\$3,512.15	\$3,638.24	\$3,764.10	\$3,890.12	\$4,016.17	\$4,142.07	\$4,268.43	\$4,375.25	\$4,484.41	\$4,596.67	\$4,711.54	\$4,829.43
		Daily	\$351.22	\$363.83	\$376.41	\$389.02	\$401.62	\$414.21	\$426.85	\$437.53	\$448.45	\$459.67	\$471.16	\$482.95
		Hourly	\$50.18	\$51.98	\$53.78	\$55.58	\$57.38	\$59.18	\$60.98	\$62.51	\$64.07	\$65.67	\$67.31	\$69.00
ES	34	Annual	\$95,441.00	\$98,821.00	\$102,198.00	\$105,579.00	\$108,956.00	\$112,337.00	\$115,709.00	\$118,602.00	\$121,571.00	\$124,606.00	\$127,721.00	\$130,914.00
		Bi-Wk	\$3,656.75	\$3,786.25	\$3,915.64	\$4,045.18	\$4,174.56	\$4,304.10	\$4,433.30	\$4,544.14	\$4,657.90	\$4,774.18	\$4,893.53	\$5,015.87
		Daily	\$365.68	\$378.63	\$391.57	\$404.52	\$417.46	\$430.41	\$443.33	\$454.42	\$465.79	\$477.42	\$489.36	\$501.59
		Hourly	\$52.24	\$54.09	\$55.94	\$57.79	\$59.64	\$61.49	\$63.34	\$64.92	\$66.55	\$68.21	\$69.91	\$71.66

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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	\$99,365.00	\$102,826.00	\$106,295.00	\$109,758.00	\$113,221.00	\$116,678.00	\$120,152.00	\$123,150.00	\$126,233.00	\$129,392.00	\$132,625.00	\$135,942.00
		Bi-Wk	\$3,807.09	\$3,939.70	\$4,072.61	\$4,205.29	\$4,337.97	\$4,470.43	\$4,603.53	\$4,718.40	\$4,836.52	\$4,957.55	\$5,081.42	\$5,208.51
		Daily	\$380.71	\$393.97	\$407.27	\$420.53	\$433.80	\$447.05	\$460.36	\$471.84	\$483.66	\$495.76	\$508.15	\$520.86
		Hourly	\$54.39	\$56.29	\$58.19	\$60.08	\$61.98	\$63.87	\$65.77	\$67.41	\$69.10	\$70.83	\$72.60	\$74.41
ES	36	Annual	\$103,497.00	\$107,045.00	\$110,604.00	\$114,154.00	\$117,710.00	\$121,259.00	\$124,813.00	\$127,940.00	\$131,134.00	\$134,415.00	\$137,777.00	\$141,221.00
		Bi-Wk	\$3,965.41	\$4,101.35	\$4,237.71	\$4,373.72	\$4,509.97	\$4,645.94	\$4,782.11	\$4,901.92	\$5,024.30	\$5,150.00	\$5,278.82	\$5,410.77
		Daily	\$396.55	\$410.14	\$423.78	\$437.38	\$451.00	\$464.60	\$478.22	\$490.20	\$502.43	\$515.00	\$527.89	\$541.08
		Hourly	\$56.65	\$58.60	\$60.54	\$62.49	\$64.43	\$66.38	\$68.32	\$70.03	\$71.78	\$73.58	\$75.42	\$77.30
ES	37	Annual	\$107,793.00	\$111,438.00	\$115,091.00	\$118,743.00	\$122,396.00	\$126,048.00	\$129,697.00	\$132,935.00	\$136,262.00	\$139,673.00	\$143,164.00	\$146,743.00
		Bi-Wk	\$4,130.00	\$4,269.66	\$4,409.62	\$4,549.55	\$4,689.51	\$4,829.43	\$4,969.24	\$5,093.30	\$5,220.77	\$5,351.46	\$5,485.22	\$5,622.34
		Daily	\$413.00	\$426.97	\$440.97	\$454.96	\$468.96	\$482.95	\$496.93	\$509.33	\$522.08	\$535.15	\$548.53	\$562.24
		Hourly	\$59.00	\$61.00	\$63.00	\$65.00	\$67.00	\$69.00	\$70.99	\$72.77	\$74.59	\$76.45	\$78.37	\$80.32
ES	38	Annual	\$112,242.00	\$115,970.00	\$119,710.00	\$123,445.00	\$127,183.00	\$130,918.00	\$134,655.00	\$138,027.00	\$141,475.00	\$145,013.00	\$148,639.00	\$152,355.00
		Bi-Wk	\$4,300.46	\$4,443.30	\$4,586.60	\$4,729.70	\$4,872.92	\$5,016.02	\$5,159.20	\$5,288.40	\$5,420.50	\$5,556.06	\$5,694.99	\$5,837.36
		Daily	\$430.05	\$444.33	\$458.66	\$472.97	\$487.30	\$501.61	\$515.92	\$528.84	\$542.05	\$555.61	\$569.50	\$583.74
		Hourly	\$61.44	\$63.48	\$65.53	\$67.57	\$69.62	\$71.66	\$73.71	\$75.55	\$77.44	\$79.38	\$81.36	\$83.40
ES	39	Annual	\$116,910.00	\$120,734.00	\$124,558.00	\$128,390.00	\$132,216.00	\$136,033.00	\$139,864.00	\$143,362.00	\$146,946.00	\$150,622.00	\$154,387.00	\$158,246.00
		Bi-Wk	\$4,479.32	\$4,625.83	\$4,772.34	\$4,919.16	\$5,065.75	\$5,212.00	\$5,358.78	\$5,492.80	\$5,630.12	\$5,770.96	\$5,915.22	\$6,063.07
		Daily	\$447.94	\$462.59	\$477.24	\$491.92	\$506.58	\$521.20	\$535.88	\$549.28	\$563.02	\$577.10	\$591.53	\$606.31
		Hourly	\$64.00	\$66.09	\$68.18	\$70.28	\$72.37	\$74.46	\$76.56	\$78.47	\$80.44	\$82.45	\$84.51	\$86.62
ES	40	Annual	\$121,784.00	\$125,684.00	\$129,600.00	\$133,503.00	\$137,411.00	\$141,316.00	\$145,225.00	\$148,860.00	\$152,581.00	\$156,396.00	\$160,309.00	\$164,317.00
		Bi-Wk	\$4,666.06	\$4,815.48	\$4,965.52	\$5,115.06	\$5,264.79	\$5,414.41	\$5,564.18	\$5,703.45	\$5,846.02	\$5,992.19	\$6,142.11	\$6,295.68
		Daily	\$466.61	\$481.55	\$496.56	\$511.51	\$526.48	\$541.45	\$556.42	\$570.35	\$584.61	\$599.22	\$614.22	\$629.57
		Hourly	\$66.66	\$68.80	\$70.94	\$73.08	\$75.22	\$77.35	\$79.49	\$81.48	\$83.52	\$85.61	\$87.75	\$89.94
ES	41	Annual	\$126,870.00	\$130,875.00	\$134,875.00	\$138,883.00	\$142,882.00	\$146,883.00	\$150,884.00	\$154,657.00	\$158,525.00	\$162,487.00	\$166,551.00	\$170,715.00
		Bi-Wk	\$4,860.92	\$5,014.37	\$5,167.63	\$5,321.19	\$5,474.41	\$5,627.71	\$5,781.00	\$5,925.56	\$6,073.76	\$6,225.56	\$6,381.27	\$6,540.81
		Daily	\$486.10	\$501.44	\$516.77	\$532.12	\$547.45	\$562.78	\$578.10	\$592.56	\$607.38	\$622.56	\$638.13	\$654.09
		Hourly	\$69.45	\$71.64	\$73.83	\$76.02	\$78.21	\$80.40	\$82.59	\$84.66	\$86.77	\$88.94	\$91.17	\$93.45
ES	42	Annual	\$132,159.00	\$136,255.00	\$140,349.00	\$144,431.00	\$148,527.00	\$152,613.00	\$156,713.00	\$160,632.00	\$164,648.00	\$168,761.00	\$172,980.00	\$177,306.00
		Bi-Wk	\$5,063.57	\$5,220.50	\$5,377.36	\$5,533.76	\$5,690.69	\$5,847.25	\$6,004.33	\$6,154.49	\$6,308.36	\$6,465.94	\$6,627.59	\$6,793.34
		Daily	\$506.36	\$522.05	\$537.74	\$553.38	\$569.07	\$584.73	\$600.44	\$615.45	\$630.84	\$646.60	\$662.76	\$679.34
		Hourly	\$72.34	\$74.58	\$76.82	\$79.06	\$81.30	\$83.54	\$85.78	\$87.93	\$90.12	\$92.38	\$94.68	\$97.05

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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	\$137,776.00	\$141,945.00	\$146,120.00	\$150,290.00	\$154,468.00	\$158,634.00	\$162,807.00	\$166,875.00	\$171,050.00	\$175,322.00	\$179,705.00	\$184,198.00
		Bi-Wk	\$5,278.78	\$5,438.51	\$5,598.47	\$5,758.24	\$5,918.32	\$6,077.94	\$6,237.82	\$6,393.68	\$6,553.64	\$6,717.32	\$6,885.25	\$7,057.40
		Daily	\$527.88	\$543.86	\$559.85	\$575.83	\$591.84	\$607.80	\$623.79	\$639.37	\$655.37	\$671.74	\$688.53	\$705.74
		Hourly	\$75.42	\$77.70	\$79.98	\$82.27	\$84.55	\$86.83	\$89.12	\$91.34	\$93.63	\$95.97	\$98.37	\$100.82

*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."