

P-4 ES 35 Hour Pay Plan Effective 07/01/2021

<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	\$37,571.00	\$38,710.00	\$39,863.00	\$41,008.00	\$42,185.00	\$43,385.00	\$44,593.00	\$45,713.00	\$46,852.00	\$48,021.00	\$49,228.00	\$50,460.00
		Bi-Wk	\$1,439.51	\$1,483.15	\$1,527.32	\$1,571.19	\$1,616.29	\$1,662.27	\$1,708.55	\$1,751.46	\$1,795.10	\$1,839.89	\$1,886.14	\$1,933.34
		Daily	\$143.96	\$148.32	\$152.74	\$157.12	\$161.63	\$166.23	\$170.86	\$175.15	\$179.51	\$183.99	\$188.62	\$193.34
		Hourly	\$20.57	\$21.19	\$21.82	\$22.45	\$23.09	\$23.75	\$24.41	\$25.03	\$25.65	\$26.29	\$26.95	\$27.62
ES	12	Annual	\$38,786.00	\$39,988.00	\$41,174.00	\$42,411.00	\$43,654.00	\$44,912.00	\$46,158.00	\$47,310.00	\$48,493.00	\$49,706.00	\$50,948.00	\$52,222.00
		Bi-Wk	\$1,486.06	\$1,532.11	\$1,577.55	\$1,624.95	\$1,672.57	\$1,720.77	\$1,768.51	\$1,812.65	\$1,857.97	\$1,904.45	\$1,952.04	\$2,000.85
		Daily	\$148.61	\$153.22	\$157.76	\$162.50	\$167.26	\$172.08	\$176.86	\$181.27	\$185.80	\$190.45	\$195.21	\$200.09
		Hourly	\$21.23	\$21.89	\$22.54	\$23.22	\$23.90	\$24.59	\$25.27	\$25.90	\$26.55	\$27.21	\$27.89	\$28.59
ES	13	Annual	\$40,974.00	\$42,490.00	\$44,015.00	\$45,533.00	\$47,065.00	\$48,583.00	\$50,117.00	\$51,371.00	\$52,657.00	\$53,976.00	\$55,325.00	\$56,709.00
		Bi-Wk	\$1,569.89	\$1,627.97	\$1,686.40	\$1,744.56	\$1,803.26	\$1,861.42	\$1,920.20	\$1,968.24	\$2,017.51	\$2,068.05	\$2,119.74	\$2,172.76
		Daily	\$156.99	\$162.80	\$168.64	\$174.46	\$180.33	\$186.15	\$192.02	\$196.83	\$201.76	\$206.81	\$211.98	\$217.28
		Hourly	\$22.43	\$23.26	\$24.10	\$24.93	\$25.77	\$26.60	\$27.44	\$28.12	\$28.83	\$29.55	\$30.29	\$31.04
ES	14	Annual	\$42,892.00	\$44,471.00	\$46,045.00	\$47,622.00	\$49,191.00	\$50,769.00	\$52,342.00	\$53,654.00	\$54,991.00	\$56,364.00	\$57,777.00	\$59,222.00
		Bi-Wk	\$1,643.38	\$1,703.87	\$1,764.18	\$1,824.60	\$1,884.72	\$1,945.18	\$2,005.45	\$2,055.71	\$2,106.94	\$2,159.55	\$2,213.68	\$2,269.05
		Daily	\$164.34	\$170.39	\$176.42	\$182.46	\$188.48	\$194.52	\$200.55	\$205.58	\$210.70	\$215.96	\$221.37	\$226.91
		Hourly	\$23.48	\$24.35	\$25.21	\$26.07	\$26.93	\$27.79	\$28.65	\$29.37	\$30.10	\$30.86	\$31.63	\$32.42
ES	15	Annual	\$44,953.00	\$46,574.00	\$48,194.00	\$49,811.00	\$51,436.00	\$53,068.00	\$54,684.00	\$56,053.00	\$57,454.00	\$58,893.00	\$60,367.00	\$61,877.00
		Bi-Wk	\$1,722.34	\$1,784.45	\$1,846.52	\$1,908.47	\$1,970.73	\$2,033.26	\$2,095.18	\$2,147.63	\$2,201.31	\$2,256.44	\$2,312.92	\$2,370.77
		Daily	\$172.24	\$178.45	\$184.66	\$190.85	\$197.08	\$203.33	\$209.52	\$214.77	\$220.14	\$225.65	\$231.30	\$237.08
		Hourly	\$24.61	\$25.50	\$26.38	\$27.27	\$28.16	\$29.05	\$29.94	\$30.69	\$31.45	\$32.24	\$33.05	\$33.87
ES	16	Annual	\$47,139.00	\$48,813.00	\$50,484.00	\$52,151.00	\$53,817.00	\$55,495.00	\$57,162.00	\$58,586.00	\$60,052.00	\$61,556.00	\$63,094.00	\$64,673.00
		Bi-Wk	\$1,806.10	\$1,870.23	\$1,934.26	\$1,998.13	\$2,061.96	\$2,126.25	\$2,190.12	\$2,244.68	\$2,300.85	\$2,358.47	\$2,417.40	\$2,477.90
		Daily	\$180.61	\$187.03	\$193.43	\$199.82	\$206.20	\$212.63	\$219.02	\$224.47	\$230.09	\$235.85	\$241.74	\$247.79
		Hourly	\$25.81	\$26.72	\$27.64	\$28.55	\$29.46	\$30.38	\$31.29	\$32.07	\$32.87	\$33.70	\$34.54	\$35.40
ES	17	Annual	\$49,472.00	\$51,191.00	\$52,913.00	\$54,630.00	\$56,350.00	\$58,062.00	\$59,782.00	\$61,277.00	\$62,814.00	\$64,383.00	\$65,991.00	\$67,640.00
		Bi-Wk	\$1,895.48	\$1,961.35	\$2,027.32	\$2,093.11	\$2,159.01	\$2,224.60	\$2,290.50	\$2,347.78	\$2,406.67	\$2,466.79	\$2,528.40	\$2,591.58
		Daily	\$189.55	\$196.14	\$202.74	\$209.32	\$215.91	\$222.46	\$229.05	\$234.78	\$240.67	\$246.68	\$252.84	\$259.16
		Hourly	\$27.08	\$28.02	\$28.97	\$29.91	\$30.85	\$31.78	\$32.73	\$33.54	\$34.39	\$35.24	\$36.12	\$37.03
ES	18	Annual	\$51,969.00	\$53,734.00	\$55,495.00	\$57,257.00	\$59,012.00	\$60,775.00	\$62,533.00	\$64,099.00	\$65,699.00	\$67,341.00	\$69,025.00	\$70,752.00
		Bi-Wk	\$1,991.15	\$2,058.78	\$2,126.25	\$2,193.76	\$2,261.00	\$2,328.55	\$2,395.91	\$2,455.91	\$2,517.21	\$2,580.12	\$2,644.64	\$2,710.81
		Daily	\$199.12	\$205.88	\$212.63	\$219.38	\$226.10	\$232.86	\$239.60	\$245.60	\$251.73	\$258.02	\$264.47	\$271.09
		Hourly	\$28.45	\$29.42	\$30.38	\$31.34	\$32.30	\$33.27	\$34.23	\$35.09	\$35.97	\$36.86	\$37.79	\$38.73

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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	\$54,529.00	\$56,350.00	\$58,158.00	\$59,973.00	\$61,779.00	\$63,589.00	\$65,403.00	\$67,037.00	\$68,713.00	\$70,428.00	\$72,190.00	\$73,997.00
		Bi-Wk	\$2,089.24	\$2,159.01	\$2,228.28	\$2,297.82	\$2,367.02	\$2,436.37	\$2,505.87	\$2,568.47	\$2,632.69	\$2,698.40	\$2,765.91	\$2,835.14
		Daily	\$208.93	\$215.91	\$222.83	\$229.79	\$236.71	\$243.64	\$250.59	\$256.85	\$263.27	\$269.84	\$276.60	\$283.52
		Hourly	\$29.85	\$30.85	\$31.84	\$32.83	\$33.82	\$34.81	\$35.80	\$36.70	\$37.61	\$38.55	\$39.52	\$40.51
ES	20	Annual	\$57,308.00	\$59,163.00	\$61,022.00	\$62,872.00	\$64,724.00	\$66,579.00	\$68,435.00	\$70,146.00	\$71,906.00	\$73,701.00	\$75,542.00	\$77,433.00
		Bi-Wk	\$2,195.71	\$2,266.79	\$2,338.01	\$2,408.89	\$2,479.85	\$2,550.92	\$2,622.04	\$2,687.59	\$2,755.02	\$2,823.80	\$2,894.33	\$2,966.79
		Daily	\$219.58	\$226.68	\$233.81	\$240.89	\$247.99	\$255.10	\$262.21	\$268.76	\$275.51	\$282.38	\$289.44	\$296.68
		Hourly	\$31.37	\$32.39	\$33.41	\$34.42	\$35.43	\$36.45	\$37.46	\$38.40	\$39.36	\$40.34	\$41.35	\$42.39
ES	21	Annual	\$60,132.00	\$62,044.00	\$63,946.00	\$65,852.00	\$67,765.00	\$69,666.00	\$71,580.00	\$73,370.00	\$75,200.00	\$77,079.00	\$79,006.00	\$80,984.00
		Bi-Wk	\$2,303.91	\$2,377.17	\$2,450.04	\$2,523.07	\$2,596.37	\$2,669.20	\$2,742.53	\$2,811.12	\$2,881.23	\$2,953.22	\$3,027.05	\$3,102.84
		Daily	\$230.40	\$237.72	\$245.01	\$252.31	\$259.64	\$266.92	\$274.26	\$281.12	\$288.13	\$295.33	\$302.71	\$310.29
		Hourly	\$32.92	\$33.96	\$35.01	\$36.05	\$37.10	\$38.14	\$39.18	\$40.16	\$41.17	\$42.19	\$43.25	\$44.33
ES	22	Annual	\$61,779.00	\$64,041.00	\$66,308.00	\$68,567.00	\$70,834.00	\$73,094.00	\$75,360.00	\$77,241.00	\$79,181.00	\$81,157.00	\$83,186.00	\$85,267.00
		Bi-Wk	\$2,367.02	\$2,453.68	\$2,540.54	\$2,627.09	\$2,713.95	\$2,800.54	\$2,887.36	\$2,959.43	\$3,033.76	\$3,109.47	\$3,187.21	\$3,266.94
		Daily	\$236.71	\$245.37	\$254.06	\$262.71	\$271.40	\$280.06	\$288.74	\$295.95	\$303.38	\$310.95	\$318.73	\$326.70
		Hourly	\$33.82	\$35.06	\$36.30	\$37.53	\$38.78	\$40.01	\$41.25	\$42.28	\$43.34	\$44.43	\$45.54	\$46.68
ES	23	Annual	\$64,705.00	\$67,064.00	\$69,417.00	\$71,782.00	\$74,136.00	\$76,495.00	\$78,853.00	\$80,824.00	\$82,842.00	\$84,915.00	\$87,040.00	\$89,215.00
		Bi-Wk	\$2,479.12	\$2,569.51	\$2,659.66	\$2,750.27	\$2,840.46	\$2,930.85	\$3,021.19	\$3,096.71	\$3,174.03	\$3,253.45	\$3,334.87	\$3,418.20
		Daily	\$247.92	\$256.96	\$265.97	\$275.03	\$284.05	\$293.09	\$302.12	\$309.68	\$317.41	\$325.35	\$333.49	\$341.82
		Hourly	\$35.42	\$36.71	\$38.00	\$39.29	\$40.58	\$41.87	\$43.16	\$44.24	\$45.35	\$46.48	\$47.65	\$48.84
ES	24	Annual	\$67,816.00	\$70,273.00	\$72,731.00	\$75,192.00	\$77,648.00	\$80,100.00	\$82,564.00	\$84,626.00	\$86,743.00	\$88,910.00	\$91,130.00	\$93,410.00
		Bi-Wk	\$2,598.32	\$2,692.46	\$2,786.63	\$2,880.92	\$2,975.02	\$3,068.97	\$3,163.38	\$3,242.38	\$3,323.49	\$3,406.52	\$3,491.58	\$3,578.93
		Daily	\$259.84	\$269.25	\$278.67	\$288.10	\$297.51	\$306.90	\$316.34	\$324.24	\$332.35	\$340.66	\$349.16	\$357.90
		Hourly	\$37.12	\$38.47	\$39.81	\$41.16	\$42.51	\$43.85	\$45.20	\$46.32	\$47.48	\$48.67	\$49.88	\$51.13
ES	25	Annual	\$71,129.00	\$73,681.00	\$76,219.00	\$78,769.00	\$81,327.00	\$83,873.00	\$86,416.00	\$88,576.00	\$90,794.00	\$93,064.00	\$95,395.00	\$97,778.00
		Bi-Wk	\$2,725.25	\$2,823.03	\$2,920.27	\$3,017.97	\$3,115.98	\$3,213.53	\$3,310.96	\$3,393.72	\$3,478.70	\$3,565.68	\$3,654.99	\$3,746.29
		Daily	\$272.53	\$282.31	\$292.03	\$301.80	\$311.60	\$321.36	\$331.10	\$339.38	\$347.87	\$356.57	\$365.50	\$374.63
		Hourly	\$38.94	\$40.33	\$41.72	\$43.12	\$44.52	\$45.91	\$47.30	\$48.49	\$49.70	\$50.94	\$52.22	\$53.52
ES	26	Annual	\$74,637.00	\$77,275.00	\$79,926.00	\$82,564.00	\$85,204.00	\$87,848.00	\$90,483.00	\$92,749.00	\$95,066.00	\$97,444.00	\$99,882.00	\$102,376.00
		Bi-Wk	\$2,859.66	\$2,960.73	\$3,062.30	\$3,163.38	\$3,264.53	\$3,365.83	\$3,466.79	\$3,553.61	\$3,642.38	\$3,733.49	\$3,826.90	\$3,922.46
		Daily	\$285.97	\$296.08	\$306.23	\$316.34	\$326.46	\$336.59	\$346.68	\$355.37	\$364.24	\$373.35	\$382.69	\$392.25
		Hourly	\$40.86	\$42.30	\$43.75	\$45.20	\$46.64	\$48.09	\$49.53	\$50.77	\$52.04	\$53.34	\$54.67	\$56.04

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ES	27	Annual	\$78,332.00	\$81,072.00	\$83,810.00	\$86,535.00	\$89,274.00	\$92,006.00	\$94,741.00	\$97,115.00	\$99,540.00	\$102,032.00	\$104,581.00	\$107,196.00
		Bi-Wk	\$3,001.23	\$3,106.21	\$3,211.12	\$3,315.52	\$3,420.46	\$3,525.14	\$3,629.93	\$3,720.89	\$3,813.80	\$3,909.28	\$4,006.94	\$4,107.13
		Daily	\$300.13	\$310.63	\$321.12	\$331.56	\$342.05	\$352.52	\$363.00	\$372.09	\$381.38	\$390.93	\$400.70	\$410.72
		Hourly	\$42.88	\$44.38	\$45.88	\$47.37	\$48.87	\$50.36	\$51.86	\$53.16	\$54.49	\$55.85	\$57.25	\$58.68
ES	28	Annual	\$82,292.00	\$85,122.00	\$87,953.00	\$90,787.00	\$93,608.00	\$96,439.00	\$99,266.00	\$101,742.00	\$104,285.00	\$106,894.00	\$109,567.00	\$112,305.00
		Bi-Wk	\$3,152.96	\$3,261.38	\$3,369.85	\$3,478.43	\$3,586.52	\$3,694.99	\$3,803.30	\$3,898.17	\$3,995.60	\$4,095.56	\$4,197.97	\$4,302.88
		Daily	\$315.30	\$326.14	\$336.99	\$347.85	\$358.66	\$369.50	\$380.33	\$389.82	\$399.56	\$409.56	\$419.80	\$430.29
		Hourly	\$45.05	\$46.60	\$48.15	\$49.70	\$51.24	\$52.79	\$54.34	\$55.69	\$57.08	\$58.51	\$59.98	\$61.47
ES	29	Annual	\$83,080.00	\$86,199.00	\$89,319.00	\$92,436.00	\$95,553.00	\$98,673.00	\$101,787.00	\$104,331.00	\$106,942.00	\$109,617.00	\$112,357.00	\$115,167.00
		Bi-Wk	\$3,183.15	\$3,302.65	\$3,422.19	\$3,541.61	\$3,661.04	\$3,780.58	\$3,899.89	\$3,997.36	\$4,097.40	\$4,199.89	\$4,304.87	\$4,412.53
		Daily	\$318.32	\$330.27	\$342.22	\$354.17	\$366.11	\$378.06	\$389.99	\$399.74	\$409.74	\$419.99	\$430.49	\$441.26
		Hourly	\$45.48	\$47.19	\$48.89	\$50.60	\$52.31	\$54.01	\$55.72	\$57.11	\$58.54	\$60.00	\$61.50	\$63.04
ES	30	Annual	\$86,416.00	\$89,622.00	\$92,840.00	\$96,041.00	\$99,243.00	\$102,453.00	\$105,670.00	\$108,311.00	\$111,021.00	\$113,797.00	\$116,643.00	\$119,561.00
		Bi-Wk	\$3,310.96	\$3,433.80	\$3,557.09	\$3,679.74	\$3,802.42	\$3,925.41	\$4,048.66	\$4,149.85	\$4,253.68	\$4,360.04	\$4,469.09	\$4,580.89
		Daily	\$331.10	\$343.38	\$355.71	\$367.98	\$380.25	\$392.55	\$404.87	\$414.99	\$425.37	\$436.01	\$446.91	\$458.09
		Hourly	\$47.30	\$49.06	\$50.82	\$52.57	\$54.33	\$56.08	\$57.84	\$59.29	\$60.77	\$62.29	\$63.85	\$65.45
ES	31	Annual	\$89,885.00	\$93,187.00	\$96,492.00	\$99,791.00	\$103,097.00	\$106,399.00	\$109,702.00	\$112,442.00	\$115,256.00	\$118,136.00	\$121,090.00	\$124,119.00
		Bi-Wk	\$3,443.87	\$3,570.39	\$3,697.02	\$3,823.41	\$3,950.08	\$4,076.60	\$4,203.15	\$4,308.13	\$4,415.94	\$4,526.29	\$4,639.47	\$4,755.52
		Daily	\$344.39	\$357.04	\$369.71	\$382.35	\$395.01	\$407.66	\$420.32	\$430.82	\$441.60	\$452.63	\$463.95	\$475.56
		Hourly	\$49.20	\$51.01	\$52.82	\$54.63	\$56.43	\$58.24	\$60.05	\$61.55	\$63.09	\$64.67	\$66.28	\$67.94
ES	32	Annual	\$93,488.00	\$96,879.00	\$100,270.00	\$103,667.00	\$107,061.00	\$110,454.00	\$113,856.00	\$116,703.00	\$119,622.00	\$122,613.00	\$125,679.00	\$128,824.00
		Bi-Wk	\$3,581.92	\$3,711.84	\$3,841.77	\$3,971.92	\$4,101.96	\$4,231.96	\$4,362.30	\$4,471.38	\$4,583.22	\$4,697.82	\$4,815.29	\$4,935.79
		Daily	\$358.20	\$371.19	\$384.18	\$397.20	\$410.20	\$423.20	\$436.23	\$447.14	\$458.33	\$469.79	\$481.53	\$493.58
		Hourly	\$51.18	\$53.03	\$54.89	\$56.75	\$58.60	\$60.46	\$62.32	\$63.88	\$65.48	\$67.12	\$68.79	\$70.52
ES	33	Annual	\$97,248.00	\$100,740.00	\$104,225.00	\$107,714.00	\$111,204.00	\$114,690.00	\$118,189.00	\$121,146.00	\$124,169.00	\$127,278.00	\$130,457.00	\$133,722.00
		Bi-Wk	\$3,725.98	\$3,859.78	\$3,993.30	\$4,126.98	\$4,260.69	\$4,394.26	\$4,528.32	\$4,641.61	\$4,757.44	\$4,876.56	\$4,998.36	\$5,123.45
		Daily	\$372.60	\$385.98	\$399.33	\$412.70	\$426.07	\$439.43	\$452.84	\$464.17	\$475.75	\$487.66	\$499.84	\$512.35
		Hourly	\$53.23	\$55.14	\$57.05	\$58.96	\$60.87	\$62.78	\$64.70	\$66.31	\$67.97	\$69.67	\$71.41	\$73.20
ES	34	Annual	\$101,252.00	\$104,837.00	\$108,420.00	\$112,007.00	\$115,590.00	\$119,176.00	\$122,753.00	\$125,823.00	\$128,972.00	\$132,193.00	\$135,497.00	\$138,884.00
		Bi-Wk	\$3,879.39	\$4,016.75	\$4,154.03	\$4,291.46	\$4,428.74	\$4,566.14	\$4,703.19	\$4,820.81	\$4,941.46	\$5,064.87	\$5,191.46	\$5,321.23
		Daily	\$387.94	\$401.68	\$415.41	\$429.15	\$442.88	\$456.62	\$470.32	\$482.09	\$494.15	\$506.49	\$519.15	\$532.13
		Hourly	\$55.42	\$57.39	\$59.35	\$61.31	\$63.27	\$65.24	\$67.19	\$68.87	\$70.60	\$72.36	\$74.17	\$76.02

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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	\$105,415.00	\$109,086.00	\$112,767.00	\$116,440.00	\$120,114.00	\$123,782.00	\$127,467.00	\$130,648.00	\$133,919.00	\$137,270.00	\$140,699.00	\$144,218.00
		Bi-Wk	\$4,038.89	\$4,179.55	\$4,320.58	\$4,461.31	\$4,602.07	\$4,742.61	\$4,883.80	\$5,005.68	\$5,131.00	\$5,259.39	\$5,390.77	\$5,525.60
		Daily	\$403.89	\$417.96	\$432.06	\$446.14	\$460.21	\$474.27	\$488.38	\$500.57	\$513.10	\$525.94	\$539.08	\$552.56
		Hourly	\$57.70	\$59.71	\$61.73	\$63.74	\$65.75	\$67.76	\$69.77	\$71.51	\$73.30	\$75.14	\$77.02	\$78.94
ES	36	Annual	\$109,798.00	\$113,562.00	\$117,338.00	\$121,104.00	\$124,876.00	\$128,642.00	\$132,412.00	\$135,729.00	\$139,118.00	\$142,598.00	\$146,165.00	\$149,819.00
		Bi-Wk	\$4,206.82	\$4,351.04	\$4,495.71	\$4,640.00	\$4,784.53	\$4,928.82	\$5,073.26	\$5,200.35	\$5,330.20	\$5,463.53	\$5,600.20	\$5,740.20
		Daily	\$420.69	\$435.11	\$449.58	\$464.00	\$478.46	\$492.89	\$507.33	\$520.04	\$533.02	\$546.36	\$560.02	\$574.02
		Hourly	\$60.10	\$62.16	\$64.23	\$66.29	\$68.36	\$70.42	\$72.48	\$74.30	\$76.15	\$78.06	\$80.01	\$82.01
ES	37	Annual	\$114,356.00	\$118,223.00	\$122,098.00	\$125,973.00	\$129,847.00	\$133,722.00	\$137,593.00	\$141,028.00	\$144,558.00	\$148,177.00	\$151,880.00	\$155,677.00
		Bi-Wk	\$4,381.46	\$4,529.62	\$4,678.09	\$4,826.56	\$4,974.99	\$5,123.45	\$5,271.77	\$5,403.38	\$5,538.63	\$5,677.28	\$5,819.16	\$5,964.64
		Daily	\$438.15	\$452.97	\$467.81	\$482.66	\$497.50	\$512.35	\$527.18	\$540.34	\$553.87	\$567.73	\$581.92	\$596.47
		Hourly	\$62.60	\$64.71	\$66.83	\$68.96	\$71.08	\$73.20	\$75.32	\$77.20	\$79.13	\$81.11	\$83.14	\$85.21
ES	38	Annual	\$119,076.00	\$123,030.00	\$126,998.00	\$130,961.00	\$134,926.00	\$138,889.00	\$142,853.00	\$146,430.00	\$150,088.00	\$153,842.00	\$157,689.00	\$161,631.00
		Bi-Wk	\$4,562.30	\$4,713.80	\$4,865.83	\$5,017.67	\$5,169.58	\$5,321.42	\$5,473.30	\$5,610.35	\$5,750.50	\$5,894.33	\$6,041.73	\$6,192.76
		Daily	\$456.23	\$471.38	\$486.59	\$501.77	\$516.96	\$532.15	\$547.33	\$561.04	\$575.05	\$589.44	\$604.18	\$619.28
		Hourly	\$65.18	\$67.34	\$69.52	\$71.69	\$73.86	\$76.03	\$78.19	\$80.15	\$82.15	\$84.21	\$86.32	\$88.47
ES	39	Annual	\$124,028.00	\$128,084.00	\$132,141.00	\$136,207.00	\$140,266.00	\$144,315.00	\$148,379.00	\$152,090.00	\$155,893.00	\$159,792.00	\$163,786.00	\$167,880.00
		Bi-Wk	\$4,752.04	\$4,907.44	\$5,062.88	\$5,218.66	\$5,374.18	\$5,529.32	\$5,685.02	\$5,827.21	\$5,972.92	\$6,122.30	\$6,275.33	\$6,432.19
		Daily	\$475.21	\$490.75	\$506.29	\$521.87	\$537.42	\$552.94	\$568.51	\$582.73	\$597.30	\$612.23	\$627.54	\$643.22
		Hourly	\$67.89	\$70.11	\$72.33	\$74.56	\$76.78	\$79.00	\$81.22	\$83.25	\$85.33	\$87.47	\$89.65	\$91.89
ES	40	Annual	\$129,199.00	\$133,336.00	\$137,490.00	\$141,631.00	\$145,777.00	\$149,920.00	\$154,066.00	\$157,923.00	\$161,871.00	\$165,917.00	\$170,068.00	\$174,321.00
		Bi-Wk	\$4,950.16	\$5,108.66	\$5,267.82	\$5,426.48	\$5,585.33	\$5,744.07	\$5,902.92	\$6,050.69	\$6,201.96	\$6,356.98	\$6,516.02	\$6,678.97
		Daily	\$495.02	\$510.87	\$526.79	\$542.65	\$558.54	\$574.41	\$590.30	\$605.07	\$620.20	\$635.70	\$651.61	\$667.90
		Hourly	\$70.72	\$72.99	\$75.26	\$77.53	\$79.80	\$82.06	\$84.33	\$86.44	\$88.60	\$90.82	\$93.09	\$95.42
ES	41	Annual	\$134,594.00	\$138,843.00	\$143,086.00	\$147,338.00	\$151,581.00	\$155,825.00	\$160,070.00	\$164,072.00	\$168,176.00	\$172,380.00	\$176,691.00	\$181,109.00
		Bi-Wk	\$5,156.86	\$5,319.66	\$5,482.23	\$5,645.14	\$5,807.71	\$5,970.31	\$6,132.96	\$6,286.29	\$6,443.53	\$6,604.60	\$6,769.78	\$6,939.05
		Daily	\$515.69	\$531.97	\$548.23	\$564.52	\$580.78	\$597.04	\$613.30	\$628.63	\$644.36	\$660.46	\$676.98	\$693.91
		Hourly	\$73.67	\$76.00	\$78.32	\$80.65	\$82.97	\$85.30	\$87.62	\$89.81	\$92.06	\$94.36	\$96.72	\$99.13
ES	42	Annual	\$140,205.00	\$144,550.00	\$148,894.00	\$153,225.00	\$157,570.00	\$161,904.00	\$166,253.00	\$170,412.00	\$174,672.00	\$179,035.00	\$183,511.00	\$188,100.00
		Bi-Wk	\$5,371.84	\$5,538.32	\$5,704.76	\$5,870.69	\$6,037.17	\$6,203.22	\$6,369.85	\$6,529.20	\$6,692.42	\$6,859.58	\$7,031.08	\$7,206.90
		Daily	\$537.19	\$553.84	\$570.48	\$587.07	\$603.72	\$620.33	\$636.99	\$652.92	\$669.25	\$685.96	\$703.11	\$720.69
		Hourly	\$76.75	\$79.12	\$81.50	\$83.87	\$86.25	\$88.62	\$91.00	\$93.28	\$95.61	\$98.00	\$100.45	\$102.96

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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	\$146,164.00	\$150,587.00	\$155,016.00	\$159,440.00	\$163,872.00	\$168,292.00	\$172,719.00	\$177,034.00	\$181,463.00	\$185,996.00	\$190,645.00	\$195,412.00
		Bi-Wk	\$5,600.16	\$5,769.62	\$5,939.32	\$6,108.82	\$6,278.63	\$6,447.97	\$6,617.59	\$6,782.92	\$6,952.61	\$7,126.29	\$7,304.41	\$7,487.05
		Daily	\$560.02	\$576.97	\$593.94	\$610.89	\$627.87	\$644.80	\$661.76	\$678.30	\$695.27	\$712.63	\$730.45	\$748.71
		Hourly	\$80.01	\$82.43	\$84.85	\$87.27	\$89.70	\$92.12	\$94.54	\$96.90	\$99.33	\$101.81	\$104.35	\$106.96

*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."