

**P-1 HJ 35 Hour Pay Plan Effective 06/30/2023**

<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>
HJ	1	Annual	\$29,276.00	\$29,936.00	\$30,608.00	\$31,267.00	\$32,125.00	\$32,985.00	\$33,873.00	\$34,781.00	\$35,721.00	\$36,685.00	\$37,676.00
		Bi-Wk	\$1,121.69	\$1,146.98	\$1,172.73	\$1,197.97	\$1,230.85	\$1,263.80	\$1,297.82	\$1,332.61	\$1,368.63	\$1,405.56	\$1,443.53
		Daily	\$112.17	\$114.70	\$117.28	\$119.80	\$123.09	\$126.38	\$129.79	\$133.27	\$136.87	\$140.56	\$144.36
		Hourly	\$16.03	\$16.39	\$16.76	\$17.12	\$17.59	\$18.06	\$18.55	\$19.04	\$19.56	\$20.08	\$20.63
HJ	2	Annual	\$30,608.00	\$31,267.00	\$31,931.00	\$32,591.00	\$33,487.00	\$34,385.00	\$35,299.00	\$36,243.00	\$37,222.00	\$38,228.00	\$39,260.00
		Bi-Wk	\$1,172.73	\$1,197.97	\$1,223.41	\$1,248.70	\$1,283.03	\$1,317.44	\$1,352.46	\$1,388.63	\$1,426.14	\$1,464.68	\$1,504.22
		Daily	\$117.28	\$119.80	\$122.35	\$124.87	\$128.31	\$131.75	\$135.25	\$138.87	\$142.62	\$146.47	\$150.43
		Hourly	\$16.76	\$17.12	\$17.48	\$17.84	\$18.33	\$18.83	\$19.33	\$19.84	\$20.38	\$20.93	\$21.49
HJ	3	Annual	\$31,267.00	\$31,931.00	\$32,591.00	\$33,256.00	\$34,175.00	\$35,083.00	\$36,019.00	\$36,978.00	\$37,978.00	\$39,004.00	\$40,057.00
		Bi-Wk	\$1,197.97	\$1,223.41	\$1,248.70	\$1,274.18	\$1,309.39	\$1,344.18	\$1,380.04	\$1,416.79	\$1,455.10	\$1,494.41	\$1,534.76
		Daily	\$119.80	\$122.35	\$124.87	\$127.42	\$130.94	\$134.42	\$138.01	\$141.68	\$145.51	\$149.45	\$153.48
		Hourly	\$17.12	\$17.48	\$17.84	\$18.21	\$18.71	\$19.21	\$19.72	\$20.24	\$20.79	\$21.35	\$21.93
HJ	4	Annual	\$32,644.00	\$33,456.00	\$34,256.00	\$35,060.00	\$36,029.00	\$36,990.00	\$37,979.00	\$38,996.00	\$40,049.00	\$41,131.00	\$42,242.00
		Bi-Wk	\$1,250.73	\$1,281.84	\$1,312.50	\$1,343.30	\$1,380.43	\$1,417.25	\$1,455.14	\$1,494.10	\$1,534.45	\$1,575.91	\$1,618.47
		Daily	\$125.08	\$128.19	\$131.25	\$134.33	\$138.05	\$141.73	\$145.52	\$149.41	\$153.45	\$157.60	\$161.85
		Hourly	\$17.87	\$18.32	\$18.75	\$19.19	\$19.73	\$20.25	\$20.79	\$21.35	\$21.93	\$22.52	\$23.13
HJ	5	Annual	\$33,536.00	\$34,389.00	\$35,242.00	\$36,100.00	\$37,089.00	\$38,084.00	\$39,102.00	\$40,150.00	\$41,234.00	\$42,348.00	\$43,492.00
		Bi-Wk	\$1,284.91	\$1,317.59	\$1,350.27	\$1,383.15	\$1,421.04	\$1,459.16	\$1,498.17	\$1,538.32	\$1,579.85	\$1,622.53	\$1,666.37
		Daily	\$128.50	\$131.76	\$135.03	\$138.32	\$142.11	\$145.92	\$149.82	\$153.84	\$157.99	\$162.26	\$166.64
		Hourly	\$18.36	\$18.83	\$19.29	\$19.76	\$20.31	\$20.85	\$21.41	\$21.98	\$22.57	\$23.18	\$23.81
HJ	6	Annual	\$34,451.00	\$35,438.00	\$36,291.00	\$37,138.00	\$38,162.00	\$39,181.00	\$40,227.00	\$41,300.00	\$42,415.00	\$43,561.00	\$44,738.00
		Bi-Wk	\$1,319.97	\$1,357.78	\$1,390.46	\$1,422.92	\$1,462.15	\$1,501.19	\$1,541.27	\$1,582.38	\$1,625.10	\$1,669.01	\$1,714.10
		Daily	\$132.00	\$135.78	\$139.05	\$142.30	\$146.22	\$150.12	\$154.13	\$158.24	\$162.51	\$166.91	\$171.41
		Hourly	\$18.86	\$19.40	\$19.87	\$20.33	\$20.89	\$21.45	\$22.02	\$22.61	\$23.22	\$23.85	\$24.49
HJ	7	Annual	\$35,526.00	\$36,383.00	\$37,238.00	\$38,087.00	\$39,136.00	\$40,178.00	\$41,254.00	\$42,359.00	\$43,503.00	\$44,677.00	\$45,884.00
		Bi-Wk	\$1,361.15	\$1,393.99	\$1,426.75	\$1,459.28	\$1,499.47	\$1,539.39	\$1,580.62	\$1,622.96	\$1,666.79	\$1,711.77	\$1,758.01
		Daily	\$136.12	\$139.40	\$142.68	\$145.93	\$149.95	\$153.94	\$158.07	\$162.30	\$166.68	\$171.18	\$175.81
		Hourly	\$19.45	\$19.92	\$20.39	\$20.85	\$21.43	\$22.00	\$22.59	\$23.19	\$23.82	\$24.46	\$25.12

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HJ	8	Annual	\$38,569.00	\$39,613.00	\$40,658.00	\$41,707.00	\$42,848.00	\$43,995.00	\$45,172.00	\$46,382.00	\$47,634.00	\$48,921.00	\$50,242.00
		Bi-Wk	\$1,477.74	\$1,517.74	\$1,557.78	\$1,597.97	\$1,641.69	\$1,685.64	\$1,730.73	\$1,777.09	\$1,825.06	\$1,874.37	\$1,924.99
		Daily	\$147.78	\$151.78	\$155.78	\$159.80	\$164.17	\$168.57	\$173.08	\$177.71	\$182.51	\$187.44	\$192.50
		Hourly	\$21.12	\$21.69	\$22.26	\$22.83	\$23.46	\$24.09	\$24.73	\$25.39	\$26.08	\$26.78	\$27.50
HJ	9	Annual	\$39,791.00	\$40,884.00	\$41,967.00	\$43,068.00	\$44,253.00	\$45,435.00	\$46,648.00	\$47,896.00	\$49,189.00	\$50,518.00	\$51,882.00
		Bi-Wk	\$1,524.56	\$1,566.44	\$1,607.94	\$1,650.12	\$1,695.52	\$1,740.81	\$1,787.28	\$1,835.10	\$1,884.64	\$1,935.56	\$1,987.82
		Daily	\$152.46	\$156.65	\$160.80	\$165.02	\$169.56	\$174.09	\$178.73	\$183.51	\$188.47	\$193.56	\$198.79
		Hourly	\$21.78	\$22.38	\$22.98	\$23.58	\$24.23	\$24.87	\$25.54	\$26.22	\$26.93	\$27.66	\$28.40
HJ	10	Annual	\$41,120.00	\$42,257.00	\$43,419.00	\$44,616.00	\$45,841.00	\$47,073.00	\$48,335.00	\$49,635.00	\$50,976.00	\$52,352.00	\$53,767.00
		Bi-Wk	\$1,575.48	\$1,619.05	\$1,663.57	\$1,709.43	\$1,756.37	\$1,803.57	\$1,851.92	\$1,901.73	\$1,953.11	\$2,005.83	\$2,060.04
		Daily	\$157.55	\$161.91	\$166.36	\$170.95	\$175.64	\$180.36	\$185.20	\$190.18	\$195.32	\$200.59	\$206.01
		Hourly	\$22.51	\$23.13	\$23.77	\$24.43	\$25.10	\$25.77	\$26.46	\$27.17	\$27.91	\$28.66	\$29.43
HJ	11	Annual	\$42,455.00	\$43,679.00	\$44,924.00	\$46,171.00	\$47,441.00	\$48,707.00	\$50,015.00	\$51,357.00	\$52,744.00	\$54,169.00	\$55,631.00
		Bi-Wk	\$1,626.63	\$1,673.53	\$1,721.23	\$1,769.01	\$1,817.67	\$1,866.17	\$1,916.29	\$1,967.71	\$2,020.85	\$2,075.45	\$2,131.46
		Daily	\$162.67	\$167.36	\$172.13	\$176.91	\$181.77	\$186.62	\$191.63	\$196.78	\$202.09	\$207.55	\$213.15
		Hourly	\$23.24	\$23.91	\$24.59	\$25.28	\$25.97	\$26.66	\$27.38	\$28.12	\$28.87	\$29.65	\$30.45
HJ	12	Annual	\$43,907.00	\$45,199.00	\$46,500.00	\$47,790.00	\$49,102.00	\$50,416.00	\$51,763.00	\$53,152.00	\$54,588.00	\$56,062.00	\$57,576.00
		Bi-Wk	\$1,682.27	\$1,731.77	\$1,781.61	\$1,831.04	\$1,881.31	\$1,931.65	\$1,983.26	\$2,036.48	\$2,091.50	\$2,147.97	\$2,205.98
		Daily	\$168.23	\$173.18	\$178.17	\$183.11	\$188.14	\$193.17	\$198.33	\$203.65	\$209.15	\$214.80	\$220.60
		Hourly	\$24.04	\$24.74	\$25.46	\$26.16	\$26.88	\$27.60	\$28.34	\$29.10	\$29.88	\$30.69	\$31.52
HJ	13	Annual	\$47,146.00	\$48,730.00	\$50,301.00	\$51,889.00	\$53,313.00	\$54,741.00	\$56,209.00	\$57,717.00	\$59,276.00	\$60,877.00	\$62,521.00
		Bi-Wk	\$1,806.37	\$1,867.05	\$1,927.25	\$1,988.09	\$2,042.65	\$2,097.36	\$2,153.61	\$2,211.38	\$2,271.12	\$2,332.46	\$2,395.45
		Daily	\$180.64	\$186.71	\$192.73	\$198.81	\$204.27	\$209.74	\$215.37	\$221.14	\$227.12	\$233.25	\$239.55
		Hourly	\$25.81	\$26.68	\$27.54	\$28.41	\$29.19	\$29.97	\$30.77	\$31.60	\$32.45	\$33.33	\$34.23
HJ	14	Annual	\$49,304.00	\$50,934.00	\$52,564.00	\$54,189.00	\$55,676.00	\$57,171.00	\$58,699.00	\$60,277.00	\$61,904.00	\$63,576.00	\$65,293.00
		Bi-Wk	\$1,889.05	\$1,951.50	\$2,013.95	\$2,076.21	\$2,133.19	\$2,190.46	\$2,249.01	\$2,309.47	\$2,371.81	\$2,435.87	\$2,501.65
		Daily	\$188.91	\$195.15	\$201.40	\$207.63	\$213.32	\$219.05	\$224.91	\$230.95	\$237.19	\$243.59	\$250.17
		Hourly	\$26.99	\$27.88	\$28.78	\$29.67	\$30.48	\$31.30	\$32.13	\$33.00	\$33.89	\$34.80	\$35.74

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HJ	15	Annual	\$51,575.00	\$53,256.00	\$54,942.00	\$56,617.00	\$58,174.00	\$59,733.00	\$61,331.00	\$62,972.00	\$64,673.00	\$66,419.00	\$68,213.00
		Bi-Wk	\$1,976.06	\$2,040.46	\$2,105.06	\$2,169.24	\$2,228.89	\$2,288.63	\$2,349.85	\$2,412.73	\$2,477.90	\$2,544.79	\$2,613.53
		Daily	\$197.61	\$204.05	\$210.51	\$216.93	\$222.89	\$228.87	\$234.99	\$241.28	\$247.79	\$254.48	\$261.36
		Hourly	\$28.23	\$29.15	\$30.08	\$30.99	\$31.85	\$32.70	\$33.57	\$34.47	\$35.40	\$36.36	\$37.34
HJ	16	Annual	\$53,996.00	\$55,724.00	\$57,458.00	\$59,179.00	\$60,801.00	\$62,431.00	\$64,103.00	\$65,821.00	\$67,598.00	\$69,424.00	\$71,298.00
		Bi-Wk	\$2,068.82	\$2,135.02	\$2,201.46	\$2,267.40	\$2,329.55	\$2,392.00	\$2,456.06	\$2,521.88	\$2,589.97	\$2,659.93	\$2,731.73
		Daily	\$206.89	\$213.51	\$220.15	\$226.74	\$232.96	\$239.20	\$245.61	\$252.19	\$259.00	\$266.00	\$273.18
		Hourly	\$29.56	\$30.51	\$31.45	\$32.40	\$33.28	\$34.18	\$35.09	\$36.03	\$37.00	\$38.00	\$39.03
HJ	17	Annual	\$56,559.00	\$58,337.00	\$60,109.00	\$61,895.00	\$63,600.00	\$65,300.00	\$67,049.00	\$68,844.00	\$70,703.00	\$72,613.00	\$74,573.00
		Bi-Wk	\$2,167.02	\$2,235.14	\$2,303.03	\$2,371.46	\$2,436.79	\$2,501.92	\$2,568.93	\$2,637.71	\$2,708.93	\$2,782.11	\$2,857.21
		Daily	\$216.71	\$223.52	\$230.31	\$237.15	\$243.68	\$250.20	\$256.90	\$263.78	\$270.90	\$278.22	\$285.73
		Hourly	\$30.96	\$31.94	\$32.91	\$33.88	\$34.82	\$35.75	\$36.70	\$37.69	\$38.70	\$39.75	\$40.82
HJ	18	Annual	\$59,282.00	\$61,096.00	\$62,921.00	\$64,741.00	\$66,523.00	\$68,305.00	\$70,138.00	\$72,023.00	\$73,969.00	\$75,966.00	\$78,018.00
		Bi-Wk	\$2,271.35	\$2,340.85	\$2,410.77	\$2,480.50	\$2,548.78	\$2,617.05	\$2,687.28	\$2,759.51	\$2,834.07	\$2,910.58	\$2,989.20
		Daily	\$227.14	\$234.09	\$241.08	\$248.05	\$254.88	\$261.71	\$268.73	\$275.96	\$283.41	\$291.06	\$298.92
		Hourly	\$32.45	\$33.45	\$34.44	\$35.44	\$36.42	\$37.39	\$38.39	\$39.43	\$40.49	\$41.58	\$42.71
HJ	19	Annual	\$62,096.00	\$63,960.00	\$65,836.00	\$67,713.00	\$69,577.00	\$71,439.00	\$73,352.00	\$75,320.00	\$77,354.00	\$79,443.00	\$81,588.00
		Bi-Wk	\$2,379.16	\$2,450.58	\$2,522.46	\$2,594.37	\$2,665.79	\$2,737.13	\$2,810.43	\$2,885.83	\$2,963.76	\$3,043.80	\$3,125.98
		Daily	\$237.92	\$245.06	\$252.25	\$259.44	\$266.58	\$273.72	\$281.05	\$288.59	\$296.38	\$304.38	\$312.60
		Hourly	\$33.99	\$35.01	\$36.04	\$37.07	\$38.09	\$39.11	\$40.15	\$41.23	\$42.34	\$43.49	\$44.66
HJ	20	Annual	\$65,095.00	\$67,011.00	\$68,935.00	\$70,855.00	\$72,805.00	\$74,752.00	\$76,754.00	\$78,808.00	\$80,936.00	\$83,121.00	\$85,366.00
		Bi-Wk	\$2,494.07	\$2,567.48	\$2,641.19	\$2,714.76	\$2,789.47	\$2,864.07	\$2,940.77	\$3,019.47	\$3,101.00	\$3,184.72	\$3,270.73
		Daily	\$249.41	\$256.75	\$264.12	\$271.48	\$278.95	\$286.41	\$294.08	\$301.95	\$310.10	\$318.48	\$327.08
		Hourly	\$35.63	\$36.68	\$37.74	\$38.79	\$39.85	\$40.92	\$42.02	\$43.14	\$44.30	\$45.50	\$46.73
HJ	21	Annual	\$68,185.00	\$70,160.00	\$72,131.00	\$74,109.00	\$76,145.00	\$78,180.00	\$80,274.00	\$82,424.00	\$84,650.00	\$86,936.00	\$89,284.00
		Bi-Wk	\$2,612.46	\$2,688.13	\$2,763.64	\$2,839.43	\$2,917.44	\$2,995.41	\$3,075.64	\$3,158.01	\$3,243.30	\$3,330.89	\$3,420.85
		Daily	\$261.25	\$268.82	\$276.37	\$283.95	\$291.75	\$299.55	\$307.57	\$315.81	\$324.33	\$333.09	\$342.09
		Hourly	\$37.33	\$38.41	\$39.49	\$40.57	\$41.68	\$42.80	\$43.94	\$45.12	\$46.34	\$47.59	\$48.87

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HJ	22	Annual	\$70,993.00	\$73,336.00	\$75,681.00	\$78,021.00	\$80,170.00	\$82,312.00	\$84,519.00	\$86,785.00	\$89,129.00	\$91,536.00	\$94,008.00
		Bi-Wk	\$2,720.04	\$2,809.81	\$2,899.66	\$2,989.32	\$3,071.65	\$3,153.72	\$3,238.28	\$3,325.10	\$3,414.91	\$3,507.13	\$3,601.84
		Daily	\$272.01	\$280.99	\$289.97	\$298.94	\$307.17	\$315.38	\$323.83	\$332.51	\$341.50	\$350.72	\$360.19
		Hourly	\$38.86	\$40.15	\$41.43	\$42.71	\$43.89	\$45.06	\$46.27	\$47.51	\$48.79	\$50.11	\$51.46
HJ	23	Annual	\$74,315.00	\$76,754.00	\$79,198.00	\$81,642.00	\$83,880.00	\$86,128.00	\$88,437.00	\$90,804.00	\$93,256.00	\$95,774.00	\$98,361.00
		Bi-Wk	\$2,847.32	\$2,940.77	\$3,034.41	\$3,128.05	\$3,213.80	\$3,299.93	\$3,388.40	\$3,479.09	\$3,573.03	\$3,669.51	\$3,768.63
		Daily	\$284.74	\$294.08	\$303.45	\$312.81	\$321.38	\$330.00	\$338.84	\$347.91	\$357.31	\$366.96	\$376.87
		Hourly	\$40.68	\$42.02	\$43.35	\$44.69	\$45.92	\$47.15	\$48.41	\$49.71	\$51.05	\$52.43	\$53.84
HJ	24	Annual	\$77,847.00	\$80,397.00	\$82,935.00	\$85,479.00	\$87,825.00	\$90,177.00	\$92,593.00	\$95,072.00	\$97,640.00	\$100,276.00	\$102,984.00
		Bi-Wk	\$2,982.65	\$3,080.35	\$3,177.59	\$3,275.06	\$3,364.95	\$3,455.06	\$3,547.63	\$3,642.61	\$3,741.00	\$3,842.00	\$3,945.75
		Daily	\$298.27	\$308.04	\$317.76	\$327.51	\$336.50	\$345.51	\$354.77	\$364.27	\$374.10	\$384.20	\$394.58
		Hourly	\$42.61	\$44.01	\$45.40	\$46.79	\$48.08	\$49.36	\$50.69	\$52.04	\$53.45	\$54.89	\$56.37
HJ	25	Annual	\$81,557.00	\$84,192.00	\$86,836.00	\$89,468.00	\$91,932.00	\$94,391.00	\$96,916.00	\$99,512.00	\$102,199.00	\$104,959.00	\$107,794.00
		Bi-Wk	\$3,124.79	\$3,225.75	\$3,327.05	\$3,427.90	\$3,522.30	\$3,616.52	\$3,713.26	\$3,812.73	\$3,915.68	\$4,021.42	\$4,130.04
		Daily	\$312.48	\$322.58	\$332.71	\$342.79	\$352.23	\$361.66	\$371.33	\$381.28	\$391.57	\$402.15	\$413.01
		Hourly	\$44.64	\$46.09	\$47.53	\$48.97	\$50.32	\$51.67	\$53.05	\$54.47	\$55.94	\$57.45	\$59.01
HJ	26	Annual	\$85,479.00	\$88,217.00	\$90,955.00	\$93,684.00	\$96,258.00	\$98,836.00	\$101,486.00	\$104,206.00	\$107,020.00	\$109,910.00	\$112,879.00
		Bi-Wk	\$3,275.06	\$3,379.97	\$3,484.87	\$3,589.43	\$3,688.05	\$3,786.82	\$3,888.36	\$3,992.57	\$4,100.39	\$4,211.12	\$4,324.87
		Daily	\$327.51	\$338.00	\$348.49	\$358.95	\$368.81	\$378.69	\$388.84	\$399.26	\$410.04	\$421.12	\$432.49
		Hourly	\$46.79	\$48.29	\$49.79	\$51.28	\$52.69	\$54.10	\$55.55	\$57.04	\$58.58	\$60.16	\$61.79
HJ	27	Annual	\$89,595.00	\$92,430.00	\$95,254.00	\$98,096.00	\$100,789.00	\$103,486.00	\$106,259.00	\$109,112.00	\$112,059.00	\$115,084.00	\$118,192.00
		Bi-Wk	\$3,432.76	\$3,541.38	\$3,649.58	\$3,758.47	\$3,861.65	\$3,964.99	\$4,071.23	\$4,180.54	\$4,293.45	\$4,409.35	\$4,528.43
		Daily	\$343.28	\$354.14	\$364.96	\$375.85	\$386.17	\$396.50	\$407.13	\$418.06	\$429.35	\$440.94	\$452.85
		Hourly	\$49.04	\$50.60	\$52.14	\$53.70	\$55.17	\$56.65	\$58.17	\$59.73	\$61.34	\$63.00	\$64.70
HJ	28	Annual	\$93,995.00	\$96,921.00	\$99,841.00	\$102,766.00	\$105,591.00	\$108,420.00	\$111,328.00	\$114,315.00	\$117,402.00	\$120,572.00	\$123,829.00
		Bi-Wk	\$3,601.35	\$3,713.45	\$3,825.33	\$3,937.40	\$4,045.64	\$4,154.03	\$4,265.45	\$4,379.89	\$4,498.17	\$4,619.62	\$4,744.41
		Daily	\$360.14	\$371.35	\$382.54	\$393.74	\$404.57	\$415.41	\$426.55	\$437.99	\$449.82	\$461.97	\$474.45
		Hourly	\$51.45	\$53.05	\$54.65	\$56.25	\$57.80	\$59.35	\$60.94	\$62.57	\$64.26	\$66.00	\$67.78

**P-1 HJ 35 Hour Pay Plan Effective 06/30/2023**

<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>
HJ	29	Annual	\$95,705.00	\$98,933.00	\$102,156.00	\$105,385.00	\$108,279.00	\$111,183.00	\$114,158.00	\$117,215.00	\$120,381.00	\$123,631.00	\$126,969.00
		Bi-Wk	\$3,666.86	\$3,790.54	\$3,914.03	\$4,037.74	\$4,148.63	\$4,259.89	\$4,373.87	\$4,491.00	\$4,612.30	\$4,736.82	\$4,864.72
		Daily	\$366.69	\$379.06	\$391.41	\$403.78	\$414.87	\$425.99	\$437.39	\$449.10	\$461.23	\$473.69	\$486.48
		Hourly	\$52.39	\$54.16	\$55.92	\$57.69	\$59.27	\$60.86	\$62.49	\$64.16	\$65.89	\$67.67	\$69.50
HJ	30	Annual	\$99,436.00	\$102,755.00	\$106,077.00	\$109,403.00	\$112,410.00	\$115,415.00	\$118,501.00	\$121,670.00	\$124,955.00	\$128,329.00	\$131,795.00
		Bi-Wk	\$3,809.81	\$3,936.98	\$4,064.26	\$4,191.69	\$4,306.90	\$4,422.04	\$4,540.27	\$4,661.69	\$4,787.55	\$4,916.82	\$5,049.62
		Daily	\$380.99	\$393.70	\$406.43	\$419.17	\$430.69	\$442.21	\$454.03	\$466.17	\$478.76	\$491.69	\$504.97
		Hourly	\$54.43	\$56.25	\$58.07	\$59.89	\$61.53	\$63.18	\$64.87	\$66.60	\$68.40	\$70.25	\$72.14
HJ	31	Annual	\$103,317.00	\$106,746.00	\$110,162.00	\$113,578.00	\$116,704.00	\$119,824.00	\$123,028.00	\$126,317.00	\$129,729.00	\$133,232.00	\$136,830.00
		Bi-Wk	\$3,958.51	\$4,089.89	\$4,220.77	\$4,351.65	\$4,471.42	\$4,590.96	\$4,713.72	\$4,839.74	\$4,970.46	\$5,104.68	\$5,242.53
		Daily	\$395.86	\$408.99	\$422.08	\$435.17	\$447.15	\$459.10	\$471.38	\$483.98	\$497.05	\$510.47	\$524.26
		Hourly	\$56.56	\$58.43	\$60.30	\$62.17	\$63.88	\$65.59	\$67.34	\$69.14	\$71.01	\$72.93	\$74.90
HJ	32	Annual	\$107,326.00	\$110,847.00	\$114,357.00	\$117,881.00	\$121,125.00	\$124,365.00	\$127,690.00	\$131,107.00	\$134,648.00	\$138,283.00	\$142,017.00
		Bi-Wk	\$4,112.11	\$4,247.02	\$4,381.50	\$4,516.52	\$4,640.81	\$4,764.95	\$4,892.34	\$5,023.26	\$5,158.93	\$5,298.20	\$5,441.27
		Daily	\$411.22	\$424.71	\$438.15	\$451.66	\$464.09	\$476.50	\$489.24	\$502.33	\$515.90	\$529.82	\$544.13
		Hourly	\$58.75	\$60.68	\$62.60	\$64.53	\$66.30	\$68.08	\$69.90	\$71.77	\$73.70	\$75.69	\$77.74
HJ	33	Annual	\$111,519.00	\$115,133.00	\$118,745.00	\$122,365.00	\$125,729.00	\$129,095.00	\$132,552.00	\$136,100.00	\$139,776.00	\$143,550.00	\$147,426.00
		Bi-Wk	\$4,272.76	\$4,411.23	\$4,549.62	\$4,688.32	\$4,817.21	\$4,946.17	\$5,078.63	\$5,214.56	\$5,355.41	\$5,500.00	\$5,648.51
		Daily	\$427.28	\$441.13	\$454.97	\$468.84	\$481.73	\$494.62	\$507.87	\$521.46	\$535.55	\$550.00	\$564.86
		Hourly	\$61.04	\$63.02	\$65.00	\$66.98	\$68.82	\$70.66	\$72.56	\$74.50	\$76.51	\$78.58	\$80.70
HJ	34	Annual	\$115,967.00	\$119,670.00	\$123,388.00	\$127,092.00	\$130,584.00	\$134,084.00	\$137,682.00	\$141,372.00	\$145,189.00	\$149,109.00	\$153,135.00
		Bi-Wk	\$4,443.19	\$4,585.06	\$4,727.51	\$4,869.43	\$5,003.22	\$5,137.32	\$5,275.18	\$5,416.56	\$5,562.80	\$5,712.99	\$5,867.25
		Daily	\$444.32	\$458.51	\$472.76	\$486.95	\$500.33	\$513.74	\$527.52	\$541.66	\$556.28	\$571.30	\$586.73
		Hourly	\$63.48	\$65.51	\$67.54	\$69.57	\$71.48	\$73.40	\$75.36	\$77.38	\$79.47	\$81.62	\$83.82
HJ	35	Annual	\$120,555.00	\$124,359.00	\$128,159.00	\$131,460.00	\$135,071.00	\$138,686.00	\$142,401.00	\$146,217.00	\$150,165.00	\$154,220.00	\$158,385.00
		Bi-Wk	\$4,618.97	\$4,764.72	\$4,910.31	\$5,036.79	\$5,175.14	\$5,313.64	\$5,455.98	\$5,602.19	\$5,753.45	\$5,908.82	\$6,068.40
		Daily	\$461.90	\$476.48	\$491.04	\$503.68	\$517.52	\$531.37	\$545.60	\$560.22	\$575.35	\$590.89	\$606.84
		Hourly	\$65.99	\$68.07	\$70.15	\$71.96	\$73.94	\$75.91	\$77.95	\$80.04	\$82.20	\$84.42	\$86.70

**P-1 HJ 35 Hour Pay Plan Effective 06/30/2023**

<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>
HJ	36	Annual	\$125,386.00	\$129,293.00	\$133,190.00	\$137,093.00	\$140,864.00	\$144,635.00	\$148,506.00	\$152,481.00	\$156,598.00	\$160,827.00	\$165,170.00
		Bi-Wk	\$4,804.07	\$4,953.76	\$5,103.07	\$5,252.61	\$5,397.09	\$5,541.58	\$5,689.89	\$5,842.19	\$5,999.93	\$6,161.96	\$6,328.36
		Daily	\$480.41	\$495.38	\$510.31	\$525.27	\$539.71	\$554.16	\$568.99	\$584.22	\$600.00	\$616.20	\$632.84
		Hourly	\$68.63	\$70.77	\$72.91	\$75.04	\$77.11	\$79.17	\$81.29	\$83.46	\$85.72	\$88.03	\$90.41
HJ	37	Annual	\$130,423.00	\$134,436.00	\$138,445.00	\$142,456.00	\$146,367.00	\$150,285.00	\$154,305.00	\$158,433.00	\$162,711.00	\$167,105.00	\$171,617.00
		Bi-Wk	\$4,997.05	\$5,150.81	\$5,304.41	\$5,458.09	\$5,607.94	\$5,758.05	\$5,912.07	\$6,070.23	\$6,234.14	\$6,402.50	\$6,575.37
		Daily	\$499.71	\$515.09	\$530.45	\$545.81	\$560.80	\$575.81	\$591.21	\$607.03	\$623.42	\$640.25	\$657.54
		Hourly	\$71.39	\$73.59	\$75.78	\$77.98	\$80.12	\$82.26	\$84.46	\$86.72	\$89.06	\$91.47	\$93.94
HJ	38	Annual	\$135,595.00	\$139,699.00	\$143,801.00	\$147,907.00	\$151,971.00	\$156,037.00	\$160,213.00	\$164,501.00	\$168,943.00	\$173,505.00	\$178,191.00
		Bi-Wk	\$5,195.22	\$5,352.46	\$5,509.62	\$5,666.94	\$5,822.65	\$5,978.43	\$6,138.43	\$6,302.73	\$6,472.92	\$6,647.71	\$6,827.25
		Daily	\$519.53	\$535.25	\$550.97	\$566.70	\$582.27	\$597.85	\$613.85	\$630.28	\$647.30	\$664.78	\$682.73
		Hourly	\$74.22	\$76.47	\$78.71	\$80.96	\$83.19	\$85.41	\$87.70	\$90.04	\$92.48	\$94.97	\$97.54
HJ	39	Annual	\$141,022.00	\$145,220.00	\$149,542.00	\$153,626.00	\$157,849.00	\$162,073.00	\$166,413.00	\$170,872.00	\$175,487.00	\$180,225.00	\$185,092.00
		Bi-Wk	\$5,403.15	\$5,563.99	\$5,729.58	\$5,886.06	\$6,047.86	\$6,209.70	\$6,375.98	\$6,546.82	\$6,723.64	\$6,905.18	\$7,091.65
		Daily	\$540.32	\$556.40	\$572.96	\$588.61	\$604.79	\$620.97	\$637.60	\$654.69	\$672.37	\$690.52	\$709.17
		Hourly	\$77.19	\$79.49	\$81.86	\$84.09	\$86.40	\$88.71	\$91.09	\$93.53	\$96.06	\$98.65	\$101.31
HJ	40	Annual	\$146,637.00	\$150,927.00	\$155,220.00	\$159,514.00	\$163,896.00	\$168,287.00	\$172,797.00	\$177,426.00	\$182,217.00	\$187,137.00	\$192,190.00
		Bi-Wk	\$5,618.28	\$5,782.65	\$5,947.13	\$6,111.65	\$6,279.55	\$6,447.78	\$6,620.58	\$6,797.94	\$6,981.50	\$7,170.00	\$7,363.61
		Daily	\$561.83	\$578.27	\$594.72	\$611.17	\$627.96	\$644.78	\$662.06	\$679.80	\$698.15	\$717.00	\$736.37
		Hourly	\$80.27	\$82.61	\$84.96	\$87.31	\$89.71	\$92.12	\$94.58	\$97.12	\$99.74	\$102.43	\$105.20
HJ	41	Annual	\$152,545.00	\$156,938.00	\$161,330.00	\$165,722.00	\$170,284.00	\$174,839.00	\$179,519.00	\$184,324.00	\$189,302.00	\$194,413.00	\$199,663.00
		Bi-Wk	\$5,844.64	\$6,012.96	\$6,181.23	\$6,349.51	\$6,524.30	\$6,698.82	\$6,878.13	\$7,062.23	\$7,252.96	\$7,448.78	\$7,649.93
		Daily	\$584.47	\$601.30	\$618.13	\$634.96	\$652.43	\$669.89	\$687.82	\$706.23	\$725.30	\$744.88	\$765.00
		Hourly	\$83.50	\$85.90	\$88.31	\$90.71	\$93.21	\$95.70	\$98.26	\$100.89	\$103.62	\$106.42	\$109.29
HJ	42	Annual	\$158,635.00	\$163,136.00	\$167,633.00	\$172,126.00	\$176,860.00	\$181,594.00	\$186,450.00	\$191,439.00	\$196,608.00	\$201,916.00	\$207,368.00
		Bi-Wk	\$6,077.97	\$6,250.43	\$6,422.73	\$6,594.87	\$6,776.25	\$6,957.63	\$7,143.68	\$7,334.83	\$7,532.88	\$7,736.25	\$7,945.14
		Daily	\$607.80	\$625.05	\$642.28	\$659.49	\$677.63	\$695.77	\$714.37	\$733.49	\$753.29	\$773.63	\$794.52
		Hourly	\$86.83	\$89.30	\$91.76	\$94.22	\$96.81	\$99.40	\$102.06	\$104.79	\$107.62	\$110.52	\$113.51

**P-1 HJ 35 Hour Pay Plan Effective 06/30/2023**

<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>
HJ	43	Annual	\$165,073.00	\$169,660.00	\$174,240.00	\$178,816.00	\$183,736.00	\$188,653.00	\$193,700.00	\$198,885.00	\$204,255.00	\$209,771.00	\$215,435.00
		Bi-Wk	\$6,324.64	\$6,500.39	\$6,675.87	\$6,851.19	\$7,039.70	\$7,228.09	\$7,421.46	\$7,620.12	\$7,825.87	\$8,037.21	\$8,254.22
		Daily	\$632.47	\$650.04	\$667.59	\$685.12	\$703.97	\$722.81	\$742.15	\$762.02	\$782.59	\$803.73	\$825.43
		Hourly	\$90.36	\$92.87	\$95.37	\$97.88	\$100.57	\$103.26	\$106.03	\$108.86	\$111.80	\$114.82	\$117.92