

P-4 EM 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> | <u>Step 12</u> | <u>Step 13</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| EM | 11 | Annual | \$41,886.00 | \$43,085.00 | \$44,325.00 | \$45,583.00 | \$46,852.00 | \$48,029.00 | \$49,226.00 | \$50,454.00 | \$51,724.00 | \$53,017.00 | \$54,870.00 | \$56,242.00 | \$57,649.00 |
| | | Bi-Wk | \$1,604.83 | \$1,650.77 | \$1,698.28 | \$1,746.48 | \$1,795.10 | \$1,840.20 | \$1,886.06 | \$1,933.11 | \$1,981.77 | \$2,031.31 | \$2,102.30 | \$2,154.87 | \$2,208.78 |
| | | Daily | \$160.49 | \$165.08 | \$169.83 | \$174.65 | \$179.51 | \$184.02 | \$188.61 | \$193.32 | \$198.18 | \$203.14 | \$210.23 | \$215.49 | \$220.88 |
| | | Hourly | \$22.93 | \$23.59 | \$24.27 | \$24.95 | \$25.65 | \$26.29 | \$26.95 | \$27.62 | \$28.32 | \$29.02 | \$30.04 | \$30.79 | \$31.56 |
| EM | 12 | Annual | \$43,260.00 | \$44,561.00 | \$45,866.00 | \$47,189.00 | \$48,496.00 | \$49,708.00 | \$50,951.00 | \$52,223.00 | \$53,528.00 | \$54,870.00 | \$59,583.00 | \$61,073.00 | \$62,600.00 |
| | | Bi-Wk | \$1,657.48 | \$1,707.32 | \$1,757.32 | \$1,808.01 | \$1,858.09 | \$1,904.53 | \$1,952.15 | \$2,000.89 | \$2,050.89 | \$2,102.30 | \$2,282.88 | \$2,339.97 | \$2,398.47 |
| | | Daily | \$165.75 | \$170.74 | \$175.74 | \$180.81 | \$185.81 | \$190.46 | \$195.22 | \$200.09 | \$205.09 | \$210.23 | \$228.29 | \$234.00 | \$239.85 |
| | | Hourly | \$23.68 | \$24.40 | \$25.11 | \$25.83 | \$26.55 | \$27.21 | \$27.89 | \$28.59 | \$29.30 | \$30.04 | \$32.62 | \$33.43 | \$34.27 |
| EM | 13 | Annual | \$46,245.00 | \$47,840.00 | \$49,450.00 | \$51,044.00 | \$52,656.00 | \$53,973.00 | \$55,325.00 | \$56,711.00 | \$58,129.00 | \$59,583.00 | \$62,223.00 | \$63,779.00 | \$65,374.00 |
| | | Bi-Wk | \$1,771.84 | \$1,832.96 | \$1,894.64 | \$1,955.71 | \$2,017.48 | \$2,067.94 | \$2,119.74 | \$2,172.84 | \$2,227.17 | \$2,282.88 | \$2,384.03 | \$2,443.64 | \$2,504.76 |
| | | Daily | \$177.19 | \$183.30 | \$189.47 | \$195.58 | \$201.75 | \$206.80 | \$211.98 | \$217.29 | \$222.72 | \$228.29 | \$238.41 | \$244.37 | \$250.48 |
| | | Hourly | \$25.32 | \$26.19 | \$27.07 | \$27.94 | \$28.83 | \$29.55 | \$30.29 | \$31.05 | \$31.82 | \$32.62 | \$34.06 | \$34.91 | \$35.79 |
| EM | 14 | Annual | \$48,378.00 | \$50,034.00 | \$51,687.00 | \$53,343.00 | \$54,993.00 | \$56,374.00 | \$57,778.00 | \$59,220.00 | \$60,703.00 | \$62,223.00 | \$65,011.00 | \$66,637.00 | \$68,303.00 |
| | | Bi-Wk | \$1,853.57 | \$1,917.02 | \$1,980.35 | \$2,043.80 | \$2,107.02 | \$2,159.93 | \$2,213.72 | \$2,268.97 | \$2,325.79 | \$2,384.03 | \$2,490.85 | \$2,553.15 | \$2,616.98 |
| | | Daily | \$185.36 | \$191.71 | \$198.04 | \$204.38 | \$210.71 | \$216.00 | \$221.38 | \$226.90 | \$232.58 | \$238.41 | \$249.09 | \$255.32 | \$261.70 |
| | | Hourly | \$26.48 | \$27.39 | \$28.30 | \$29.20 | \$30.11 | \$30.86 | \$31.63 | \$32.42 | \$33.23 | \$34.06 | \$35.59 | \$36.48 | \$37.39 |
| EM | 15 | Annual | \$50,634.00 | \$52,336.00 | \$54,042.00 | \$55,757.00 | \$57,453.00 | \$58,893.00 | \$60,364.00 | \$61,877.00 | \$63,422.00 | \$65,011.00 | \$67,951.00 | \$69,650.00 | \$71,392.00 |
| | | Bi-Wk | \$1,940.00 | \$2,005.22 | \$2,070.58 | \$2,136.29 | \$2,201.27 | \$2,256.44 | \$2,312.80 | \$2,370.77 | \$2,429.97 | \$2,490.85 | \$2,603.49 | \$2,668.59 | \$2,735.33 |
| | | Daily | \$194.00 | \$200.53 | \$207.06 | \$213.63 | \$220.13 | \$225.65 | \$231.28 | \$237.08 | \$243.00 | \$249.09 | \$260.35 | \$266.86 | \$273.54 |
| | | Hourly | \$27.72 | \$28.65 | \$29.58 | \$30.52 | \$31.45 | \$32.24 | \$33.04 | \$33.87 | \$34.72 | \$35.59 | \$37.20 | \$38.13 | \$39.08 |
| EM | 16 | Annual | \$53,038.00 | \$54,791.00 | \$56,545.00 | \$58,305.00 | \$60,056.00 | \$61,557.00 | \$63,093.00 | \$64,670.00 | \$66,289.00 | \$67,951.00 | \$71,067.00 | \$72,843.00 | \$74,665.00 |
| | | Bi-Wk | \$2,032.11 | \$2,099.28 | \$2,166.48 | \$2,233.91 | \$2,301.00 | \$2,358.51 | \$2,417.36 | \$2,477.78 | \$2,539.81 | \$2,603.49 | \$2,722.88 | \$2,790.92 | \$2,860.73 |
| | | Daily | \$203.22 | \$209.93 | \$216.65 | \$223.40 | \$230.10 | \$235.86 | \$241.74 | \$247.78 | \$253.99 | \$260.35 | \$272.29 | \$279.10 | \$286.08 |
| | | Hourly | \$29.04 | \$29.99 | \$30.95 | \$31.92 | \$32.88 | \$33.70 | \$34.54 | \$35.40 | \$36.29 | \$37.20 | \$38.90 | \$39.88 | \$40.87 |
| EM | 17 | Annual | \$55,598.00 | \$57,397.00 | \$59,203.00 | \$61,003.00 | \$62,809.00 | \$64,380.00 | \$65,996.00 | \$67,643.00 | \$69,335.00 | \$71,067.00 | \$74,336.00 | \$76,195.00 | \$78,100.00 |
| | | Bi-Wk | \$2,130.20 | \$2,199.12 | \$2,268.32 | \$2,337.28 | \$2,406.48 | \$2,466.67 | \$2,528.59 | \$2,591.69 | \$2,656.52 | \$2,722.88 | \$2,848.13 | \$2,919.35 | \$2,992.34 |
| | | Daily | \$213.02 | \$219.92 | \$226.84 | \$233.73 | \$240.65 | \$246.67 | \$252.86 | \$259.17 | \$265.66 | \$272.29 | \$284.82 | \$291.94 | \$299.24 |
| | | Hourly | \$30.44 | \$31.42 | \$32.41 | \$33.39 | \$34.38 | \$35.24 | \$36.13 | \$37.03 | \$37.96 | \$38.90 | \$40.69 | \$41.71 | \$42.75 |
| EM | 18 | Annual | \$58,305.00 | \$60,159.00 | \$62,000.00 | \$63,851.00 | \$65,697.00 | \$67,346.00 | \$69,028.00 | \$70,755.00 | \$72,521.00 | \$74,336.00 | \$77,746.00 | \$79,690.00 | \$81,683.00 |
| | | Bi-Wk | \$2,233.91 | \$2,304.95 | \$2,375.48 | \$2,446.40 | \$2,517.13 | \$2,580.31 | \$2,644.76 | \$2,710.92 | \$2,778.59 | \$2,848.13 | \$2,978.78 | \$3,053.26 | \$3,129.62 |
| | | Daily | \$223.40 | \$230.50 | \$237.55 | \$244.64 | \$251.72 | \$258.04 | \$264.48 | \$271.10 | \$277.86 | \$284.82 | \$297.88 | \$305.33 | \$312.97 |
| | | Hourly | \$31.92 | \$32.93 | \$33.94 | \$34.95 | \$35.96 | \$36.87 | \$37.79 | \$38.73 | \$39.70 | \$40.69 | \$42.56 | \$43.62 | \$44.71 |

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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> | <u>Step 13</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| EM | 19 | Annual | \$61,104.00 | \$63,012.00 | \$64,912.00 | \$66,813.00 | \$68,715.00 | \$70,433.00 | \$72,195.00 | \$73,997.00 | \$75,846.00 | \$77,746.00 | \$81,356.00 | \$83,389.00 | \$85,475.00 |
| | | Bi-Wk | \$2,341.15 | \$2,414.26 | \$2,487.05 | \$2,559.89 | \$2,632.76 | \$2,698.59 | \$2,766.10 | \$2,835.14 | \$2,905.98 | \$2,978.78 | \$3,117.09 | \$3,194.99 | \$3,274.91 |
| | | Daily | \$234.12 | \$241.43 | \$248.71 | \$255.99 | \$263.28 | \$269.86 | \$276.61 | \$283.52 | \$290.60 | \$297.88 | \$311.71 | \$319.50 | \$327.50 |
| | | Hourly | \$33.45 | \$34.49 | \$35.53 | \$36.57 | \$37.62 | \$38.56 | \$39.52 | \$40.51 | \$41.52 | \$42.56 | \$44.53 | \$45.65 | \$46.79 |
| EM | 20 | Annual | \$64,109.00 | \$66,057.00 | \$68,004.00 | \$69,951.00 | \$71,900.00 | \$73,702.00 | \$75,549.00 | \$77,433.00 | \$79,369.00 | \$81,356.00 | \$85,087.00 | \$87,214.00 | \$89,395.00 |
| | | Bi-Wk | \$2,456.29 | \$2,530.92 | \$2,605.52 | \$2,680.12 | \$2,754.79 | \$2,823.84 | \$2,894.60 | \$2,966.79 | \$3,040.96 | \$3,117.09 | \$3,260.04 | \$3,341.54 | \$3,425.10 |
| | | Daily | \$245.63 | \$253.10 | \$260.56 | \$268.02 | \$275.48 | \$282.39 | \$289.46 | \$296.68 | \$304.10 | \$311.71 | \$326.01 | \$334.16 | \$342.51 |
| | | Hourly | \$35.09 | \$36.16 | \$37.23 | \$38.29 | \$39.36 | \$40.35 | \$41.36 | \$42.39 | \$43.45 | \$44.53 | \$46.58 | \$47.74 | \$48.93 |
| EM | 21 | Annual | \$67,187.00 | \$69,187.00 | \$71,198.00 | \$73,194.00 | \$75,206.00 | \$77,088.00 | \$79,009.00 | \$80,984.00 | \$83,009.00 | \$85,087.00 | \$89,587.00 | \$91,826.00 | \$94,122.00 |
| | | Bi-Wk | \$2,574.22 | \$2,650.85 | \$2,727.90 | \$2,804.37 | \$2,881.46 | \$2,953.57 | \$3,027.17 | \$3,102.84 | \$3,180.43 | \$3,260.04 | \$3,432.46 | \$3,518.24 | \$3,606.21 |
| | | Daily | \$257.43 | \$265.09 | \$272.79 | \$280.44 | \$288.15 | \$295.36 | \$302.72 | \$310.29 | \$318.05 | \$326.01 | \$343.25 | \$351.83 | \$360.63 |
| | | Hourly | \$36.78 | \$37.87 | \$38.97 | \$40.07 | \$41.17 | \$42.20 | \$43.25 | \$44.33 | \$45.44 | \$46.58 | \$49.04 | \$50.27 | \$51.52 |
| EM | 22 | Annual | \$69,670.00 | \$72,042.00 | \$74,422.00 | \$76,799.00 | \$79,177.00 | \$81,152.00 | \$83,192.00 | \$85,268.00 | \$87,400.00 | \$89,587.00 | \$93,735.00 | \$96,078.00 | \$98,480.00 |
| | | Bi-Wk | \$2,669.35 | \$2,760.23 | \$2,851.42 | \$2,942.50 | \$3,033.61 | \$3,109.28 | \$3,187.44 | \$3,266.98 | \$3,348.66 | \$3,432.46 | \$3,591.38 | \$3,681.15 | \$3,773.19 |
| | | Daily | \$266.94 | \$276.03 | \$285.15 | \$294.25 | \$303.37 | \$310.93 | \$318.75 | \$326.70 | \$334.87 | \$343.25 | \$359.14 | \$368.12 | \$377.32 |
| | | Hourly | \$38.14 | \$39.44 | \$40.74 | \$42.04 | \$43.34 | \$44.42 | \$45.54 | \$46.68 | \$47.84 | \$49.04 | \$51.31 | \$52.59 | \$53.91 |
| EM | 23 | Annual | \$72,932.00 | \$75,416.00 | \$77,891.00 | \$80,370.00 | \$82,846.00 | \$84,919.00 | \$87,038.00 | \$89,214.00 | \$91,449.00 | \$93,735.00 | \$98,142.00 | \$100,596.00 | \$103,112.00 |
| | | Bi-Wk | \$2,794.33 | \$2,889.51 | \$2,984.33 | \$3,079.32 | \$3,174.18 | \$3,253.61 | \$3,334.79 | \$3,418.17 | \$3,503.80 | \$3,591.38 | \$3,760.23 | \$3,854.26 | \$3,950.66 |
| | | Daily | \$279.44 | \$288.96 | \$298.44 | \$307.94 | \$317.42 | \$325.37 | \$333.48 | \$341.82 | \$350.38 | \$359.14 | \$376.03 | \$385.43 | \$395.07 |
| | | Hourly | \$39.92 | \$41.28 | \$42.64 | \$44.00 | \$45.35 | \$46.49 | \$47.64 | \$48.84 | \$50.06 | \$51.31 | \$53.72 | \$55.07 | \$56.44 |
| EM | 24 | Annual | \$76,415.00 | \$79,002.00 | \$81,580.00 | \$84,158.00 | \$86,748.00 | \$88,910.00 | \$91,140.00 | \$93,412.00 | \$95,747.00 | \$98,142.00 | \$102,731.00 | \$105,300.00 | \$107,933.00 |
| | | Bi-Wk | \$2,927.78 | \$3,026.90 | \$3,125.68 | \$3,224.45 | \$3,323.68 | \$3,406.52 | \$3,491.96 | \$3,579.01 | \$3,668.47 | \$3,760.23 | \$3,936.06 | \$4,034.49 | \$4,135.37 |
| | | Daily | \$292.78 | \$302.69 | \$312.57 | \$322.45 | \$332.37 | \$340.66 | \$349.20 | \$357.91 | \$366.85 | \$376.03 | \$393.61 | \$403.45 | \$413.54 |
| | | Hourly | \$41.83 | \$43.25 | \$44.66 | \$46.07 | \$47.49 | \$48.67 | \$49.89 | \$51.13 | \$52.41 | \$53.72 | \$56.23 | \$57.64 | \$59.08 |
| EM | 25 | Annual | \$80,080.00 | \$82,757.00 | \$85,444.00 | \$88,122.00 | \$90,793.00 | \$93,060.00 | \$95,392.00 | \$97,781.00 | \$100,226.00 | \$102,731.00 | \$107,561.00 | \$110,252.00 | \$113,008.00 |
| | | Bi-Wk | \$3,068.20 | \$3,170.77 | \$3,273.72 | \$3,376.33 | \$3,478.66 | \$3,565.52 | \$3,654.87 | \$3,746.40 | \$3,840.08 | \$3,936.06 | \$4,121.12 | \$4,224.22 | \$4,329.81 |
| | | Daily | \$306.82 | \$317.08 | \$327.38 | \$337.64 | \$347.87 | \$356.56 | \$365.49 | \$374.64 | \$384.01 | \$393.61 | \$412.12 | \$422.43 | \$432.99 |
| | | Hourly | \$43.84 | \$45.30 | \$46.77 | \$48.24 | \$49.70 | \$50.94 | \$52.22 | \$53.52 | \$54.86 | \$56.23 | \$58.88 | \$60.35 | \$61.86 |
| EM | 26 | Annual | \$83,972.00 | \$86,748.00 | \$89,518.00 | \$92,298.00 | \$95,067.00 | \$97,445.00 | \$99,883.00 | \$102,381.00 | \$104,938.00 | \$107,561.00 | \$112,625.00 | \$115,441.00 | \$118,328.00 |
| | | Bi-Wk | \$3,217.32 | \$3,323.68 | \$3,429.81 | \$3,536.33 | \$3,642.42 | \$3,733.53 | \$3,826.94 | \$3,922.65 | \$4,020.62 | \$4,121.12 | \$4,315.14 | \$4,423.03 | \$4,533.64 |
| | | Daily | \$321.74 | \$332.37 | \$342.99 | \$353.64 | \$364.25 | \$373.36 | \$382.70 | \$392.27 | \$402.07 | \$412.12 | \$431.52 | \$442.31 | \$453.37 |
| | | Hourly | \$45.97 | \$47.49 | \$49.00 | \$50.52 | \$52.04 | \$53.34 | \$54.68 | \$56.04 | \$57.44 | \$58.88 | \$61.65 | \$63.19 | \$64.77 |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| EM | 27 | Annual | \$88,055.00 | \$90,917.00 | \$93,792.00 | \$96,665.00 | \$99,541.00 | \$102,034.00 | \$104,583.00 | \$107,197.00 | \$109,878.00 | \$112,625.00 | \$117,993.00 | \$120,943.00 | \$123,968.00 |
| | | Bi-Wk | \$3,373.76 | \$3,483.41 | \$3,593.57 | \$3,703.64 | \$3,813.84 | \$3,909.35 | \$4,007.02 | \$4,107.17 | \$4,209.89 | \$4,315.14 | \$4,520.81 | \$4,633.84 | \$4,749.74 |
| | | Daily | \$337.38 | \$348.35 | \$359.36 | \$370.37 | \$381.39 | \$390.94 | \$400.71 | \$410.72 | \$420.99 | \$431.52 | \$452.09 | \$463.39 | \$474.98 |
| | | Hourly | \$48.20 | \$49.77 | \$51.34 | \$52.91 | \$54.49 | \$55.85 | \$57.25 | \$58.68 | \$60.15 | \$61.65 | \$64.59 | \$66.20 | \$67.86 |
| EM | 28 | Annual | \$92,407.00 | \$95,385.00 | \$98,348.00 | \$101,322.00 | \$104,295.00 | \$106,896.00 | \$109,566.00 | \$112,310.00 | \$115,116.00 | \$117,993.00 | \$121,000.00 | \$124,024.00 | \$127,126.00 |
| | | Bi-Wk | \$3,540.50 | \$3,654.60 | \$3,768.13 | \$3,882.07 | \$3,995.98 | \$4,095.64 | \$4,197.94 | \$4,303.07 | \$4,410.58 | \$4,520.81 | \$4,636.02 | \$4,751.88 | \$4,870.73 |
| | | Daily | \$354.05 | \$365.46 | \$376.82 | \$388.21 | \$399.60 | \$409.57 | \$419.80 | \$430.31 | \$441.06 | \$452.09 | \$463.61 | \$475.19 | \$487.08 |
| | | Hourly | \$50.58 | \$52.21 | \$53.84 | \$55.46 | \$57.09 | \$58.51 | \$59.98 | \$61.48 | \$63.01 | \$64.59 | \$66.23 | \$67.89 | \$69.59 |
| EM | 29 | Annual | \$93,840.00 | \$97,119.00 | \$100,392.00 | \$103,670.00 | \$106,942.00 | \$109,614.00 | \$112,359.00 | \$115,169.00 | \$118,048.00 | \$121,000.00 | \$125,612.00 | \$128,753.00 | \$131,971.00 |
| | | Bi-Wk | \$3,595.41 | \$3,721.04 | \$3,846.44 | \$3,972.04 | \$4,097.40 | \$4,199.78 | \$4,304.95 | \$4,412.61 | \$4,522.92 | \$4,636.02 | \$4,812.73 | \$4,933.07 | \$5,056.37 |
| | | Daily | \$359.55 | \$372.11 | \$384.65 | \$397.21 | \$409.74 | \$419.98 | \$430.50 | \$441.27 | \$452.30 | \$463.61 | \$481.28 | \$493.31 | \$505.64 |
| | | Hourly | \$51.37 | \$53.16 | \$54.95 | \$56.75 | \$58.54 | \$60.00 | \$61.50 | \$63.04 | \$64.62 | \$66.23 | \$68.76 | \$70.48 | \$72.24 |
| EM | 30 | Annual | \$97,543.00 | \$100,905.00 | \$104,268.00 | \$107,642.00 | \$111,022.00 | \$113,795.00 | \$116,647.00 | \$119,560.00 | \$122,549.00 | \$125,612.00 | \$130,403.00 | \$133,664.00 | \$137,005.00 |
| | | Bi-Wk | \$3,737.28 | \$3,866.10 | \$3,994.95 | \$4,124.22 | \$4,253.72 | \$4,359.97 | \$4,469.24 | \$4,580.85 | \$4,695.37 | \$4,812.73 | \$4,996.29 | \$5,121.23 | \$5,249.24 |
| | | Daily | \$373.73 | \$386.61 | \$399.50 | \$412.43 | \$425.38 | \$436.00 | \$446.93 | \$458.09 | \$469.54 | \$481.28 | \$499.63 | \$512.13 | \$524.93 |
| | | Hourly | \$53.39 | \$55.23 | \$57.08 | \$58.92 | \$60.77 | \$62.29 | \$63.85 | \$65.45 | \$67.08 | \$68.76 | \$71.38 | \$73.17 | \$74.99 |
| EM | 31 | Annual | \$101,381.00 | \$104,846.00 | \$108,317.00 | \$111,786.00 | \$115,259.00 | \$118,137.00 | \$121,093.00 | \$124,121.00 | \$127,221.00 | \$130,403.00 | \$135,346.00 | \$138,729.00 | \$142,198.00 |
| | | Bi-Wk | \$3,884.33 | \$4,017.09 | \$4,150.08 | \$4,282.99 | \$4,416.06 | \$4,526.33 | \$4,639.58 | \$4,755.60 | \$4,874.37 | \$4,996.29 | \$5,185.68 | \$5,315.29 | \$5,448.20 |
| | | Daily | \$388.44 | \$401.71 | \$415.01 | \$428.30 | \$441.61 | \$452.64 | \$463.96 | \$475.56 | \$487.44 | \$499.63 | \$518.57 | \$531.53 | \$544.82 |
| | | Hourly | \$55.50 | \$57.39 | \$59.29 | \$61.19 | \$63.09 | \$64.67 | \$66.28 | \$67.94 | \$69.64 | \$71.38 | \$74.09 | \$75.94 | \$77.84 |
| EM | 32 | Annual | \$105,346.00 | \$108,917.00 | \$112,483.00 | \$116,049.00 | \$119,622.00 | \$122,614.00 | \$125,680.00 | \$128,822.00 | \$132,044.00 | \$135,346.00 | \$140,493.00 | \$144,006.00 | \$147,607.00 |
| | | Bi-Wk | \$4,036.25 | \$4,173.07 | \$4,309.70 | \$4,446.33 | \$4,583.22 | \$4,697.86 | \$4,815.33 | \$4,935.71 | \$5,059.16 | \$5,185.68 | \$5,382.88 | \$5,517.48 | \$5,655.45 |
| | | Daily | \$403.63 | \$417.31 | \$430.97 | \$444.64 | \$458.33 | \$469.79 | \$481.54 | \$493.58 | \$505.92 | \$518.57 | \$538.29 | \$551.75 | \$565.55 |
| | | Hourly | \$57.67 | \$59.62 | \$61.57 | \$63.52 | \$65.48 | \$67.12 | \$68.80 | \$70.52 | \$72.28 | \$74.09 | \$76.90 | \$78.83 | \$80.80 |
| EM | 33 | Annual | \$109,503.00 | \$113,168.00 | \$116,837.00 | \$120,498.00 | \$124,173.00 | \$127,282.00 | \$130,457.00 | \$133,721.00 | \$137,063.00 | \$140,493.00 | \$145,917.00 | \$149,565.00 | \$153,306.00 |
| | | Bi-Wk | \$4,195.52 | \$4,335.94 | \$4,476.52 | \$4,616.79 | \$4,757.59 | \$4,876.71 | \$4,998.36 | \$5,123.41 | \$5,251.46 | \$5,382.88 | \$5,590.69 | \$5,730.46 | \$5,873.80 |
| | | Daily | \$419.56 | \$433.60 | \$447.66 | \$461.68 | \$475.76 | \$487.68 | \$499.84 | \$512.35 | \$525.15 | \$538.29 | \$559.07 | \$573.05 | \$587.38 |
| | | Hourly | \$59.94 | \$61.95 | \$63.96 | \$65.96 | \$67.97 | \$69.67 | \$71.41 | \$73.20 | \$75.03 | \$76.90 | \$79.87 | \$81.87 | \$83.92 |
| EM | 34 | Annual | \$113,914.00 | \$117,681.00 | \$121,445.00 | \$125,211.00 | \$128,969.00 | \$132,196.00 | \$135,502.00 | \$138,886.00 | \$142,357.00 | \$145,917.00 | \$151,522.00 | \$155,311.00 | \$159,194.00 |
| | | Bi-Wk | \$4,364.53 | \$4,508.86 | \$4,653.07 | \$4,797.36 | \$4,941.35 | \$5,064.99 | \$5,191.65 | \$5,321.31 | \$5,454.30 | \$5,590.69 | \$5,805.45 | \$5,950.62 | \$6,099.39 |
| | | Daily | \$436.46 | \$450.89 | \$465.31 | \$479.74 | \$494.14 | \$506.50 | \$519.17 | \$532.14 | \$545.43 | \$559.07 | \$580.55 | \$595.07 | \$609.94 |
| | | Hourly | \$62.36 | \$64.42 | \$66.48 | \$68.54 | \$70.60 | \$72.36 | \$74.17 | \$76.02 | \$77.92 | \$79.87 | \$82.94 | \$85.01 | \$87.14 |

P-4 EM 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> | <u>Step 12</u> | <u>Step 13</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| EM | 35 | Annual | \$118,475.00 | \$122,338.00 | \$126,197.00 | \$130,052.00 | \$133,922.00 | \$137,264.00 | \$140,699.00 | \$144,219.00 | \$147,824.00 | \$151,522.00 | \$157,406.00 | \$161,341.00 | \$165,375.00 |
| | | Bi-Wk | \$4,539.28 | \$4,687.28 | \$4,835.14 | \$4,982.84 | \$5,131.12 | \$5,259.16 | \$5,390.77 | \$5,525.64 | \$5,663.76 | \$5,805.45 | \$6,030.89 | \$6,181.65 | \$6,336.21 |
| | | Daily | \$453.93 | \$468.73 | \$483.52 | \$498.29 | \$513.12 | \$525.92 | \$539.08 | \$552.57 | \$566.38 | \$580.55 | \$603.09 | \$618.17 | \$633.63 |
| | | Hourly | \$64.85 | \$66.97 | \$69.08 | \$71.19 | \$73.31 | \$75.14 | \$77.02 | \$78.94 | \$80.92 | \$82.94 | \$86.16 | \$88.31 | \$90.52 |
| EM | 36 | Annual | \$123,279.00 | \$127,238.00 | \$131,200.00 | \$135,156.00 | \$139,118.00 | \$142,603.00 | \$146,161.00 | \$149,820.00 | \$153,567.00 | \$157,406.00 | \$163,559.00 | \$167,648.00 | \$171,841.00 |
| | | Bi-Wk | \$4,723.34 | \$4,875.02 | \$5,026.82 | \$5,178.40 | \$5,330.20 | \$5,463.72 | \$5,600.04 | \$5,740.23 | \$5,883.80 | \$6,030.89 | \$6,266.63 | \$6,423.30 | \$6,583.95 |
| | | Daily | \$472.34 | \$487.51 | \$502.69 | \$517.84 | \$533.02 | \$546.38 | \$560.01 | \$574.03 | \$588.38 | \$603.09 | \$626.67 | \$642.33 | \$658.40 |
| | | Hourly | \$67.48 | \$69.65 | \$71.82 | \$73.98 | \$76.15 | \$78.06 | \$80.01 | \$82.01 | \$84.06 | \$86.16 | \$89.53 | \$91.77 | \$94.06 |
| EM | 37 | Annual | \$128,283.00 | \$132,352.00 | \$136,423.00 | \$140,493.00 | \$144,562.00 | \$148,170.00 | \$151,879.00 | \$155,679.00 | \$159,572.00 | \$163,559.00 | \$169,815.00 | \$174,061.00 | \$178,413.00 |
| | | Bi-Wk | \$4,915.06 | \$5,070.96 | \$5,226.94 | \$5,382.88 | \$5,538.78 | \$5,677.02 | \$5,819.12 | \$5,964.72 | \$6,113.87 | \$6,266.63 | \$6,506.33 | \$6,669.01 | \$6,835.75 |
| | | Daily | \$491.51 | \$507.10 | \$522.70 | \$538.29 | \$553.88 | \$567.71 | \$581.92 | \$596.48 | \$611.39 | \$626.67 | \$650.64 | \$666.91 | \$683.58 |
| | | Hourly | \$70.22 | \$72.45 | \$74.68 | \$76.90 | \$79.13 | \$81.11 | \$83.14 | \$85.22 | \$87.35 | \$89.53 | \$92.95 | \$95.28 | \$97.66 |
| EM | 38 | Annual | \$133,427.00 | \$137,593.00 | \$141,761.00 | \$145,921.00 | \$150,087.00 | \$153,845.00 | \$157,690.00 | \$161,635.00 | \$165,673.00 | \$169,815.00 | \$176,381.00 | \$180,791.00 | \$185,311.00 |
| | | Bi-Wk | \$5,112.15 | \$5,271.77 | \$5,431.46 | \$5,590.85 | \$5,750.46 | \$5,894.45 | \$6,041.77 | \$6,192.92 | \$6,347.63 | \$6,506.33 | \$6,757.90 | \$6,926.86 | \$7,100.04 |
| | | Daily | \$511.22 | \$527.18 | \$543.15 | \$559.09 | \$575.05 | \$589.45 | \$604.18 | \$619.30 | \$634.77 | \$650.64 | \$675.79 | \$692.69 | \$710.01 |
| | | Hourly | \$73.04 | \$75.32 | \$77.60 | \$79.87 | \$82.15 | \$84.21 | \$86.32 | \$88.48 | \$90.69 | \$92.95 | \$96.55 | \$98.96 | \$101.43 |
| EM | 39 | Annual | \$138,831.00 | \$143,104.00 | \$147,368.00 | \$151,622.00 | \$155,894.00 | \$159,794.00 | \$163,788.00 | \$167,884.00 | \$172,080.00 | \$176,381.00 | \$183,147.00 | \$187,727.00 | \$192,420.00 |
| | | Bi-Wk | \$5,319.20 | \$5,482.92 | \$5,646.29 | \$5,809.28 | \$5,972.96 | \$6,122.38 | \$6,275.41 | \$6,432.34 | \$6,593.11 | \$6,757.90 | \$7,017.13 | \$7,192.61 | \$7,372.42 |
| | | Daily | \$531.92 | \$548.30 | \$564.63 | \$580.93 | \$597.30 | \$612.24 | \$627.55 | \$643.24 | \$659.32 | \$675.79 | \$701.72 | \$719.27 | \$737.25 |
| | | Hourly | \$75.99 | \$78.33 | \$80.67 | \$82.99 | \$85.33 | \$87.47 | \$89.65 | \$91.90 | \$94.19 | \$96.55 | \$100.25 | \$102.76 | \$105.33 |
| EM | 40 | Annual | \$144,455.00 | \$148,803.00 | \$153,159.00 | \$157,512.00 | \$161,870.00 | \$165,921.00 | \$170,068.00 | \$174,319.00 | \$178,680.00 | \$183,147.00 | \$190,278.00 | \$195,035.00 | \$199,911.00 |
| | | Bi-Wk | \$5,534.68 | \$5,701.27 | \$5,868.17 | \$6,034.95 | \$6,201.92 | \$6,357.13 | \$6,516.02 | \$6,678.89 | \$6,845.98 | \$7,017.13 | \$7,290.35 | \$7,472.61 | \$7,659.43 |
| | | Daily | \$553.47 | \$570.13 | \$586.82 | \$603.50 | \$620.20 | \$635.72 | \$651.61 | \$667.89 | \$684.60 | \$701.72 | \$729.04 | \$747.27 | \$765.95 |
| | | Hourly | \$79.07 | \$81.45 | \$83.84 | \$86.22 | \$88.60 | \$90.82 | \$93.09 | \$95.42 | \$97.80 | \$100.25 | \$104.15 | \$106.76 | \$109.43 |
| EM | 41 | Annual | \$150,334.00 | \$154,799.00 | \$159,257.00 | \$163,716.00 | \$168,175.00 | \$172,381.00 | \$176,692.00 | \$181,106.00 | \$185,639.00 | \$190,278.00 | \$197,626.00 | \$202,566.00 | \$207,631.00 |
| | | Bi-Wk | \$5,759.93 | \$5,931.00 | \$6,101.81 | \$6,272.65 | \$6,443.49 | \$6,604.64 | \$6,769.81 | \$6,938.93 | \$7,112.61 | \$7,290.35 | \$7,571.88 | \$7,761.15 | \$7,955.22 |
| | | Daily | \$576.00 | \$593.10 | \$610.19 | \$627.27 | \$644.35 | \$660.47 | \$676.99 | \$693.90 | \$711.27 | \$729.04 | \$757.19 | \$776.12 | \$795.53 |
| | | Hourly | \$82.29 | \$84.73 | \$87.17 | \$89.61 | \$92.05 | \$94.36 | \$96.72 | \$99.13 | \$101.61 | \$104.15 | \$108.17 | \$110.88 | \$113.65 |
| EM | 42 | Annual | \$156,434.00 | \$160,983.00 | \$165,549.00 | \$170,104.00 | \$174,673.00 | \$179,041.00 | \$183,515.00 | \$188,102.00 | \$192,805.00 | \$197,626.00 | \$205,307.00 | \$210,440.00 | \$215,701.00 |
| | | Bi-Wk | \$5,993.64 | \$6,167.94 | \$6,342.88 | \$6,517.40 | \$6,692.46 | \$6,859.81 | \$7,031.23 | \$7,206.98 | \$7,387.17 | \$7,571.88 | \$7,866.17 | \$8,062.84 | \$8,264.41 |
| | | Daily | \$599.37 | \$616.80 | \$634.29 | \$651.74 | \$669.25 | \$685.99 | \$703.13 | \$720.70 | \$738.72 | \$757.19 | \$786.62 | \$806.29 | \$826.45 |
| | | Hourly | \$85.63 | \$88.12 | \$90.62 | \$93.11 | \$95.61 | \$98.00 | \$100.45 | \$102.96 | \$105.54 | \$108.17 | \$112.38 | \$115.19 | \$118.07 |

P-4 EM 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> | <u>Step 12</u> | <u>Step 13</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|----------------|----------------|
| EM | 43 | Annual | \$162,867.00 | \$167,514.00 | \$172,170.00 | \$176,814.00 | \$181,465.00 | \$185,998.00 | \$190,653.00 | \$195,414.00 | \$200,301.00 | \$205,307.00 | \$210,440.00 | \$215,701.00 | \$221,094.00 |
| | | Bi-Wk | \$6,240.12 | \$6,418.17 | \$6,596.56 | \$6,774.49 | \$6,952.69 | \$7,126.37 | \$7,304.72 | \$7,487.13 | \$7,674.37 | \$7,866.17 | \$8,062.84 | \$8,264.41 | \$8,471.04 |
| | | Daily | \$624.02 | \$641.82 | \$659.66 | \$677.45 | \$695.27 | \$712.64 | \$730.48 | \$748.72 | \$767.44 | \$786.62 | \$806.29 | \$826.45 | \$847.11 |
| | | Hourly | \$89.15 | \$91.69 | \$94.24 | \$96.78 | \$99.33 | \$101.81 | \$104.36 | \$106.96 | \$109.64 | \$112.38 | \$115.19 | \$118.07 | \$121.02 |