

P-4 IE 37.5-Hours Salary 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>
IE	11	Annual	\$42,293.00	\$43,580.00	\$44,878.00	\$46,162.00	\$47,491.00	\$48,839.00	\$50,199.00	\$51,460.00	\$52,742.00	\$54,058.00	\$55,418.00	\$56,804.00	\$58,789.00
		Bi-Wk	\$1,620.43	\$1,669.74	\$1,719.47	\$1,768.66	\$1,819.58	\$1,871.23	\$1,923.34	\$1,971.65	\$2,020.77	\$2,071.19	\$2,123.30	\$2,176.40	\$2,252.46
		Daily	\$162.05	\$166.98	\$171.95	\$176.87	\$181.96	\$187.13	\$192.34	\$197.17	\$202.08	\$207.12	\$212.33	\$217.64	\$225.25
		Hourly	\$21.61	\$22.27	\$22.93	\$23.59	\$24.27	\$24.95	\$25.65	\$26.29	\$26.95	\$27.62	\$28.32	\$29.02	\$30.04
IE	12	Annual	\$43,664.00	\$45,015.00	\$46,350.00	\$47,744.00	\$49,142.00	\$50,560.00	\$51,960.00	\$53,258.00	\$54,591.00	\$55,953.00	\$57,351.00	\$58,789.00	\$63,839.00
		Bi-Wk	\$1,672.96	\$1,724.72	\$1,775.87	\$1,829.28	\$1,882.84	\$1,937.17	\$1,990.81	\$2,040.54	\$2,091.61	\$2,143.80	\$2,197.36	\$2,252.46	\$2,445.94
		Daily	\$167.30	\$172.48	\$177.59	\$182.93	\$188.29	\$193.72	\$199.09	\$204.06	\$209.17	\$214.38	\$219.74	\$225.25	\$244.60
		Hourly	\$22.31	\$23.00	\$23.68	\$24.40	\$25.11	\$25.83	\$26.55	\$27.21	\$27.89	\$28.59	\$29.30	\$30.04	\$32.62
IE	13	Annual	\$46,124.00	\$47,832.00	\$49,549.00	\$51,258.00	\$52,982.00	\$54,690.00	\$56,416.00	\$57,828.00	\$59,276.00	\$60,761.00	\$62,282.00	\$63,839.00	\$66,668.00
		Bi-Wk	\$1,767.21	\$1,832.65	\$1,898.43	\$1,963.91	\$2,029.97	\$2,095.41	\$2,161.54	\$2,215.64	\$2,271.12	\$2,328.01	\$2,386.29	\$2,445.94	\$2,554.33
		Daily	\$176.73	\$183.27	\$189.85	\$196.40	\$203.00	\$209.55	\$216.16	\$221.57	\$227.12	\$232.81	\$238.63	\$244.60	\$255.44
		Hourly	\$23.57	\$24.44	\$25.32	\$26.19	\$27.07	\$27.94	\$28.83	\$29.55	\$30.29	\$31.05	\$31.82	\$32.62	\$34.06
IE	14	Annual	\$48,283.00	\$50,061.00	\$51,834.00	\$53,608.00	\$55,379.00	\$57,152.00	\$58,921.00	\$60,401.00	\$61,904.00	\$63,450.00	\$65,039.00	\$66,668.00	\$69,654.00
		Bi-Wk	\$1,849.93	\$1,918.05	\$1,985.98	\$2,053.95	\$2,121.81	\$2,189.74	\$2,257.51	\$2,314.22	\$2,371.81	\$2,431.04	\$2,491.92	\$2,554.33	\$2,668.74
		Daily	\$185.00	\$191.81	\$198.60	\$205.40	\$212.19	\$218.98	\$225.76	\$231.43	\$237.19	\$243.11	\$249.20	\$255.44	\$266.88
		Hourly	\$24.67	\$25.58	\$26.48	\$27.39	\$28.30	\$29.20	\$30.11	\$30.86	\$31.63	\$32.42	\$33.23	\$34.06	\$35.59
IE	15	Annual	\$50,605.00	\$52,427.00	\$54,252.00	\$56,074.00	\$57,902.00	\$59,741.00	\$61,557.00	\$63,099.00	\$64,675.00	\$66,296.00	\$67,953.00	\$69,654.00	\$72,804.00
		Bi-Wk	\$1,938.89	\$2,008.70	\$2,078.63	\$2,148.43	\$2,218.47	\$2,288.93	\$2,358.51	\$2,417.59	\$2,477.97	\$2,540.08	\$2,603.57	\$2,668.74	\$2,789.43
		Daily	\$193.89	\$200.87	\$207.87	\$214.85	\$221.85	\$228.90	\$235.86	\$241.76	\$247.80	\$254.01	\$260.36	\$266.88	\$278.95
		Hourly	\$25.86	\$26.79	\$27.72	\$28.65	\$29.58	\$30.52	\$31.45	\$32.24	\$33.04	\$33.87	\$34.72	\$35.59	\$37.20
IE	16	Annual	\$53,065.00	\$54,948.00	\$56,826.00	\$58,704.00	\$60,583.00	\$62,469.00	\$64,346.00	\$65,954.00	\$67,600.00	\$69,289.00	\$71,024.00	\$72,804.00	\$76,143.00
		Bi-Wk	\$2,033.15	\$2,105.29	\$2,177.25	\$2,249.20	\$2,321.19	\$2,393.45	\$2,465.37	\$2,526.98	\$2,590.04	\$2,654.76	\$2,721.23	\$2,789.43	\$2,917.36
		Daily	\$203.32	\$210.53	\$217.73	\$224.92	\$232.12	\$239.35	\$246.54	\$252.70	\$259.01	\$265.48	\$272.13	\$278.95	\$291.74
		Hourly	\$27.11	\$28.08	\$29.03	\$29.99	\$30.95	\$31.92	\$32.88	\$33.70	\$34.54	\$35.40	\$36.29	\$37.20	\$38.90
IE	17	Annual	\$55,693.00	\$57,627.00	\$59,568.00	\$61,497.00	\$63,433.00	\$65,361.00	\$67,296.00	\$68,978.00	\$70,710.00	\$72,475.00	\$74,287.00	\$76,143.00	\$79,645.00
		Bi-Wk	\$2,133.84	\$2,207.94	\$2,282.30	\$2,356.21	\$2,430.39	\$2,504.26	\$2,578.40	\$2,642.84	\$2,709.20	\$2,776.82	\$2,846.25	\$2,917.36	\$3,051.54
		Daily	\$213.39	\$220.80	\$228.23	\$235.63	\$243.04	\$250.43	\$257.84	\$264.29	\$270.92	\$277.69	\$284.63	\$291.74	\$305.16
		Hourly	\$28.46	\$29.44	\$30.44	\$31.42	\$32.41	\$33.40	\$34.38	\$35.24	\$36.13	\$37.03	\$37.95	\$38.90	\$40.69
IE	18	Annual	\$58,502.00	\$60,489.00	\$62,469.00	\$64,456.00	\$66,429.00	\$68,411.00	\$70,389.00	\$72,156.00	\$73,958.00	\$75,809.00	\$77,702.00	\$79,645.00	\$83,299.00
		Bi-Wk	\$2,241.46	\$2,317.59	\$2,393.45	\$2,469.58	\$2,545.18	\$2,621.12	\$2,696.90	\$2,764.60	\$2,833.64	\$2,904.56	\$2,977.09	\$3,051.54	\$3,191.54
		Daily	\$224.15	\$231.76	\$239.35	\$246.96	\$254.52	\$262.12	\$269.69	\$276.46	\$283.37	\$290.46	\$297.71	\$305.16	\$319.16
		Hourly	\$29.89	\$30.91	\$31.92	\$32.93	\$33.94	\$34.95	\$35.96	\$36.87	\$37.79	\$38.73	\$39.70	\$40.69	\$42.56

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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>
IE	19	Annual	\$61,382.00	\$63,433.00	\$65,468.00	\$67,513.00	\$69,548.00	\$71,585.00	\$73,623.00	\$75,464.00	\$77,352.00	\$79,283.00	\$81,264.00	\$83,299.00	\$87,166.00
		Bi-Wk	\$2,351.81	\$2,430.39	\$2,508.36	\$2,586.71	\$2,664.68	\$2,742.73	\$2,820.81	\$2,891.35	\$2,963.68	\$3,037.67	\$3,113.57	\$3,191.54	\$3,339.70
		Daily	\$235.19	\$243.04	\$250.84	\$258.68	\$266.47	\$274.28	\$282.09	\$289.14	\$296.37	\$303.77	\$311.36	\$319.16	\$333.97
		Hourly	\$31.36	\$32.41	\$33.45	\$34.49	\$35.53	\$36.57	\$37.62	\$38.56	\$39.52	\$40.51	\$41.52	\$42.56	\$44.53
IE	20	Annual	\$64,514.00	\$66,603.00	\$68,689.00	\$70,775.00	\$72,862.00	\$74,947.00	\$77,035.00	\$78,966.00	\$80,946.00	\$82,964.00	\$85,039.00	\$87,166.00	\$91,164.00
		Bi-Wk	\$2,471.81	\$2,551.84	\$2,631.77	\$2,711.69	\$2,791.65	\$2,871.54	\$2,951.54	\$3,025.52	\$3,101.38	\$3,178.70	\$3,258.20	\$3,339.70	\$3,492.88
		Daily	\$247.19	\$255.19	\$263.18	\$271.17	\$279.17	\$287.16	\$295.16	\$302.56	\$310.14	\$317.87	\$325.82	\$333.97	\$349.29
		Hourly	\$32.96	\$34.03	\$35.10	\$36.16	\$37.23	\$38.29	\$39.36	\$40.35	\$41.36	\$42.39	\$43.45	\$44.53	\$46.58
IE	21	Annual	\$67,691.00	\$69,844.00	\$71,986.00	\$74,128.00	\$76,283.00	\$78,422.00	\$80,578.00	\$82,594.00	\$84,652.00	\$86,768.00	\$88,939.00	\$91,164.00	\$95,986.00
		Bi-Wk	\$2,593.53	\$2,676.02	\$2,758.09	\$2,840.16	\$2,922.73	\$3,004.68	\$3,087.28	\$3,164.53	\$3,243.38	\$3,324.45	\$3,407.63	\$3,492.88	\$3,677.63
		Daily	\$259.36	\$267.61	\$275.81	\$284.02	\$292.28	\$300.47	\$308.73	\$316.46	\$324.34	\$332.45	\$340.77	\$349.29	\$367.77
		Hourly	\$34.59	\$35.69	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.20	\$43.25	\$44.33	\$45.44	\$46.58	\$49.04
IE	22	Annual	\$69,548.00	\$72,091.00	\$74,646.00	\$77,187.00	\$79,737.00	\$82,284.00	\$84,832.00	\$86,948.00	\$89,133.00	\$91,359.00	\$93,643.00	\$95,986.00	\$100,430.00
		Bi-Wk	\$2,664.68	\$2,762.11	\$2,860.00	\$2,957.36	\$3,055.06	\$3,152.65	\$3,250.27	\$3,331.35	\$3,415.06	\$3,500.35	\$3,587.86	\$3,677.63	\$3,847.90
		Daily	\$266.47	\$276.22	\$286.00	\$295.74	\$305.51	\$315.27	\$325.03	\$333.14	\$341.51	\$350.04	\$358.79	\$367.77	\$384.79
		Hourly	\$35.53	\$36.83	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.42	\$45.54	\$46.68	\$47.84	\$49.04	\$51.31
IE	23	Annual	\$72,837.00	\$75,494.00	\$78,141.00	\$80,802.00	\$83,455.00	\$86,111.00	\$88,763.00	\$90,985.00	\$93,255.00	\$95,587.00	\$97,981.00	\$100,430.00	\$105,152.00
		Bi-Wk	\$2,790.69	\$2,892.50	\$2,993.91	\$3,095.87	\$3,197.51	\$3,299.28	\$3,400.89	\$3,486.02	\$3,572.99	\$3,662.34	\$3,754.07	\$3,847.90	\$4,028.82
		Daily	\$279.07	\$289.25	\$299.40	\$309.59	\$319.76	\$329.93	\$340.09	\$348.61	\$357.30	\$366.24	\$375.41	\$384.79	\$402.89
		Hourly	\$37.21	\$38.57	\$39.92	\$41.28	\$42.64	\$44.00	\$45.35	\$46.49	\$47.64	\$48.84	\$50.06	\$51.31	\$53.72
IE	24	Annual	\$76,338.00	\$79,107.00	\$81,873.00	\$84,645.00	\$87,407.00	\$90,170.00	\$92,944.00	\$95,261.00	\$97,650.00	\$100,085.00	\$102,586.00	\$105,152.00	\$110,069.00
		Bi-Wk	\$2,924.83	\$3,030.92	\$3,136.90	\$3,243.11	\$3,348.93	\$3,454.79	\$3,561.08	\$3,649.85	\$3,741.38	\$3,834.68	\$3,930.50	\$4,028.82	\$4,217.21
		Daily	\$292.49	\$303.10	\$313.69	\$324.32	\$334.90	\$345.48	\$356.11	\$364.99	\$374.14	\$383.47	\$393.05	\$402.89	\$421.73
		Hourly	\$39.00	\$40.42	\$41.83	\$43.25	\$44.66	\$46.07	\$47.49	\$48.67	\$49.89	\$51.13	\$52.41	\$53.72	\$56.23
IE	25	Annual	\$80,072.00	\$82,943.00	\$85,799.00	\$88,668.00	\$91,547.00	\$94,416.00	\$97,278.00	\$99,707.00	\$102,206.00	\$104,766.00	\$107,385.00	\$110,069.00	\$115,244.00
		Bi-Wk	\$3,067.90	\$3,177.90	\$3,287.32	\$3,397.25	\$3,507.55	\$3,617.48	\$3,727.13	\$3,820.20	\$3,915.94	\$4,014.03	\$4,114.37	\$4,217.21	\$4,415.48
		Daily	\$306.79	\$317.79	\$328.74	\$339.73	\$350.76	\$361.75	\$372.72	\$382.02	\$391.60	\$401.41	\$411.44	\$421.73	\$441.55
		Hourly	\$40.91	\$42.38	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$50.94	\$52.22	\$53.53	\$54.86	\$56.23	\$58.88
IE	26	Annual	\$84,016.00	\$86,987.00	\$89,970.00	\$92,944.00	\$95,912.00	\$98,890.00	\$101,858.00	\$104,406.00	\$107,017.00	\$109,694.00	\$112,434.00	\$115,244.00	\$120,670.00
		Bi-Wk	\$3,219.01	\$3,332.84	\$3,447.13	\$3,561.08	\$3,674.79	\$3,788.89	\$3,902.61	\$4,000.23	\$4,100.27	\$4,202.84	\$4,307.82	\$4,415.48	\$4,623.38
		Daily	\$321.91	\$333.29	\$344.72	\$356.11	\$367.48	\$378.89	\$390.27	\$400.03	\$410.03	\$420.29	\$430.79	\$441.55	\$462.34
		Hourly	\$42.93	\$44.44	\$45.97	\$47.49	\$49.00	\$50.52	\$52.04	\$53.34	\$54.68	\$56.04	\$57.44	\$58.88	\$61.65

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IE	27	Annual	\$88,178.00	\$91,262.00	\$94,345.00	\$97,411.00	\$100,491.00	\$103,570.00	\$106,652.00	\$109,322.00	\$112,053.00	\$114,854.00	\$117,727.00	\$120,670.00	\$126,422.00
		Bi-Wk	\$3,378.47	\$3,496.63	\$3,614.76	\$3,732.23	\$3,850.23	\$3,968.20	\$4,086.29	\$4,188.59	\$4,293.22	\$4,400.54	\$4,510.62	\$4,623.38	\$4,843.76
		Daily	\$337.85	\$349.67	\$361.48	\$373.23	\$385.03	\$396.82	\$408.63	\$418.86	\$429.33	\$440.06	\$451.07	\$462.34	\$484.38
		Hourly	\$45.05	\$46.63	\$48.20	\$49.77	\$51.34	\$52.91	\$54.49	\$55.85	\$57.25	\$58.68	\$60.15	\$61.65	\$64.59
IE	28	Annual	\$92,635.00	\$95,820.00	\$99,008.00	\$102,198.00	\$105,374.00	\$108,559.00	\$111,745.00	\$114,531.00	\$117,392.00	\$120,331.00	\$123,339.00	\$126,422.00	\$129,642.00
		Bi-Wk	\$3,549.24	\$3,671.27	\$3,793.41	\$3,915.64	\$4,037.32	\$4,159.35	\$4,281.42	\$4,388.17	\$4,497.78	\$4,610.39	\$4,725.64	\$4,843.76	\$4,967.13
		Daily	\$354.93	\$367.13	\$379.35	\$391.57	\$403.74	\$415.94	\$428.15	\$438.82	\$449.78	\$461.04	\$472.57	\$484.38	\$496.72
		Hourly	\$47.33	\$48.96	\$50.58	\$52.21	\$53.84	\$55.46	\$57.09	\$58.51	\$59.98	\$61.48	\$63.01	\$64.59	\$66.23
IE	29	Annual	\$93,525.00	\$97,035.00	\$100,543.00	\$104,056.00	\$107,563.00	\$111,075.00	\$114,580.00	\$117,444.00	\$120,385.00	\$123,396.00	\$126,479.00	\$129,642.00	\$134,584.00
		Bi-Wk	\$3,583.34	\$3,717.82	\$3,852.23	\$3,986.82	\$4,121.19	\$4,255.75	\$4,390.04	\$4,499.78	\$4,612.46	\$4,727.82	\$4,845.94	\$4,967.13	\$5,156.48
		Daily	\$358.34	\$371.79	\$385.23	\$398.69	\$412.12	\$425.58	\$439.01	\$449.98	\$461.25	\$472.79	\$484.60	\$496.72	\$515.65
		Hourly	\$47.78	\$49.58	\$51.37	\$53.16	\$54.95	\$56.75	\$58.54	\$60.00	\$61.50	\$63.04	\$64.62	\$66.23	\$68.76
IE	30	Annual	\$97,278.00	\$100,890.00	\$104,509.00	\$108,112.00	\$111,715.00	\$115,330.00	\$118,953.00	\$121,923.00	\$124,979.00	\$128,100.00	\$131,303.00	\$134,584.00	\$139,717.00
		Bi-Wk	\$3,727.13	\$3,865.52	\$4,004.18	\$4,142.23	\$4,280.27	\$4,418.78	\$4,557.59	\$4,671.38	\$4,788.47	\$4,908.05	\$5,030.77	\$5,156.48	\$5,353.15
		Daily	\$372.72	\$386.56	\$400.42	\$414.23	\$428.03	\$441.88	\$455.76	\$467.14	\$478.85	\$490.81	\$503.08	\$515.65	\$535.32
		Hourly	\$49.70	\$51.55	\$53.39	\$55.23	\$57.08	\$58.92	\$60.77	\$62.29	\$63.85	\$65.45	\$67.08	\$68.76	\$71.38
IE	31	Annual	\$101,183.00	\$104,901.00	\$108,623.00	\$112,334.00	\$116,054.00	\$119,771.00	\$123,491.00	\$126,576.00	\$129,742.00	\$132,986.00	\$136,309.00	\$139,717.00	\$145,013.00
		Bi-Wk	\$3,876.75	\$4,019.20	\$4,161.81	\$4,303.99	\$4,446.52	\$4,588.93	\$4,731.46	\$4,849.66	\$4,970.96	\$5,095.25	\$5,222.57	\$5,353.15	\$5,556.06
		Daily	\$387.68	\$401.92	\$416.19	\$430.40	\$444.66	\$458.90	\$473.15	\$484.97	\$497.10	\$509.53	\$522.26	\$535.32	\$555.61
		Hourly	\$51.69	\$53.59	\$55.50	\$57.39	\$59.29	\$61.19	\$63.09	\$64.67	\$66.28	\$67.94	\$69.64	\$71.38	\$74.09
IE	32	Annual	\$105,238.00	\$109,055.00	\$112,870.00	\$116,697.00	\$120,517.00	\$124,338.00	\$128,166.00	\$131,373.00	\$134,657.00	\$138,024.00	\$141,476.00	\$145,013.00	\$150,528.00
		Bi-Wk	\$4,032.11	\$4,178.36	\$4,324.53	\$4,471.15	\$4,617.51	\$4,763.91	\$4,910.58	\$5,033.45	\$5,159.28	\$5,288.28	\$5,420.54	\$5,556.06	\$5,767.36
		Daily	\$403.22	\$417.84	\$432.46	\$447.12	\$461.76	\$476.40	\$491.06	\$503.35	\$515.93	\$528.83	\$542.06	\$555.61	\$576.74
		Hourly	\$53.77	\$55.72	\$57.67	\$59.62	\$61.57	\$63.52	\$65.48	\$67.12	\$68.80	\$70.52	\$72.28	\$74.09	\$76.90
IE	33	Annual	\$109,473.00	\$113,400.00	\$117,325.00	\$121,251.00	\$125,183.00	\$129,105.00	\$133,042.00	\$136,374.00	\$139,776.00	\$143,273.00	\$146,853.00	\$150,528.00	\$156,340.00
		Bi-Wk	\$4,194.37	\$4,344.83	\$4,495.22	\$4,645.64	\$4,796.29	\$4,946.56	\$5,097.40	\$5,225.06	\$5,355.41	\$5,489.39	\$5,626.56	\$5,767.36	\$5,990.04
		Daily	\$419.44	\$434.49	\$449.53	\$464.57	\$479.63	\$494.66	\$509.74	\$522.51	\$535.55	\$548.94	\$562.66	\$576.74	\$599.01
		Hourly	\$55.93	\$57.94	\$59.94	\$61.95	\$63.96	\$65.96	\$67.97	\$69.67	\$71.41	\$73.20	\$75.03	\$76.90	\$79.87
IE	34	Annual	\$113,978.00	\$118,015.00	\$122,050.00	\$126,087.00	\$130,119.00	\$134,155.00	\$138,181.00	\$141,638.00	\$145,181.00	\$148,806.00	\$152,525.00	\$156,340.00	\$162,345.00
		Bi-Wk	\$4,366.98	\$4,521.65	\$4,676.25	\$4,830.92	\$4,985.41	\$5,140.04	\$5,294.30	\$5,426.75	\$5,562.50	\$5,701.38	\$5,843.87	\$5,990.04	\$6,220.12
		Daily	\$436.70	\$452.17	\$467.63	\$483.10	\$498.55	\$514.01	\$529.43	\$542.68	\$556.25	\$570.14	\$584.39	\$599.01	\$622.02
		Hourly	\$58.23	\$60.29	\$62.35	\$64.42	\$66.48	\$68.54	\$70.60	\$72.36	\$74.17	\$76.02	\$77.92	\$79.87	\$82.94

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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>
IE	35	Annual	\$118,665.00	\$122,798.00	\$126,938.00	\$131,076.00	\$135,211.00	\$139,342.00	\$143,488.00	\$147,069.00	\$150,749.00	\$154,520.00	\$158,382.00	\$162,345.00	\$168,649.00
		Bi-Wk	\$4,546.56	\$4,704.91	\$4,863.53	\$5,022.07	\$5,180.50	\$5,338.78	\$5,497.63	\$5,634.83	\$5,775.83	\$5,920.31	\$6,068.28	\$6,220.12	\$6,461.65
		Daily	\$454.66	\$470.50	\$486.36	\$502.21	\$518.05	\$533.88	\$549.77	\$563.49	\$577.59	\$592.04	\$606.83	\$622.02	\$646.17
		Hourly	\$60.63	\$62.74	\$64.85	\$66.97	\$69.08	\$71.19	\$73.31	\$75.14	\$77.02	\$78.94	\$80.92	\$82.94	\$86.16
IE	36	Annual	\$123,600.00	\$127,836.00	\$132,085.00	\$136,327.00	\$140,572.00	\$144,810.00	\$149,055.00	\$152,788.00	\$156,601.00	\$160,521.00	\$164,536.00	\$168,649.00	\$175,242.00
		Bi-Wk	\$4,735.64	\$4,897.94	\$5,060.73	\$5,223.26	\$5,385.91	\$5,548.28	\$5,710.92	\$5,853.95	\$6,000.04	\$6,150.23	\$6,304.07	\$6,461.65	\$6,714.26
		Daily	\$473.57	\$489.80	\$506.08	\$522.33	\$538.60	\$554.83	\$571.10	\$585.40	\$600.01	\$615.03	\$630.41	\$646.17	\$671.43
		Hourly	\$63.15	\$65.31	\$67.48	\$69.65	\$71.82	\$73.98	\$76.15	\$78.06	\$80.01	\$82.01	\$84.06	\$86.16	\$89.53
IE	37	Annual	\$128,726.00	\$133,083.00	\$137,447.00	\$141,805.00	\$146,168.00	\$150,528.00	\$154,888.00	\$158,754.00	\$162,727.00	\$166,799.00	\$170,970.00	\$175,242.00	\$181,945.00
		Bi-Wk	\$4,932.04	\$5,098.97	\$5,266.17	\$5,433.15	\$5,600.31	\$5,767.36	\$5,934.41	\$6,082.53	\$6,234.76	\$6,390.77	\$6,550.58	\$6,714.26	\$6,971.08
		Daily	\$493.21	\$509.90	\$526.62	\$543.32	\$560.04	\$576.74	\$593.45	\$608.26	\$623.48	\$639.08	\$655.06	\$671.43	\$697.11
		Hourly	\$65.77	\$67.99	\$70.22	\$72.45	\$74.68	\$76.90	\$79.13	\$81.11	\$83.14	\$85.22	\$87.35	\$89.53	\$92.95
IE	38	Annual	\$134,041.00	\$138,494.00	\$142,957.00	\$147,421.00	\$151,887.00	\$156,344.00	\$160,808.00	\$164,834.00	\$168,953.00	\$173,180.00	\$177,507.00	\$181,945.00	\$188,980.00
		Bi-Wk	\$5,135.68	\$5,306.29	\$5,477.28	\$5,648.32	\$5,819.43	\$5,990.20	\$6,161.23	\$6,315.48	\$6,473.30	\$6,635.25	\$6,801.04	\$6,971.08	\$7,240.62
		Daily	\$513.57	\$530.63	\$547.73	\$564.84	\$581.95	\$599.02	\$616.13	\$631.55	\$647.33	\$663.53	\$680.11	\$697.11	\$724.07
		Hourly	\$68.48	\$70.76	\$73.04	\$75.32	\$77.60	\$79.87	\$82.15	\$84.21	\$86.32	\$88.47	\$90.69	\$92.95	\$96.55
IE	39	Annual	\$139,617.00	\$144,186.00	\$148,747.00	\$153,325.00	\$157,894.00	\$162,452.00	\$167,029.00	\$171,207.00	\$175,488.00	\$179,876.00	\$184,371.00	\$188,980.00	\$196,230.00
		Bi-Wk	\$5,349.32	\$5,524.37	\$5,699.12	\$5,874.53	\$6,049.58	\$6,224.22	\$6,399.58	\$6,559.66	\$6,723.68	\$6,891.81	\$7,064.03	\$7,240.62	\$7,518.40
		Daily	\$534.94	\$552.44	\$569.92	\$587.46	\$604.96	\$622.43	\$639.96	\$655.97	\$672.37	\$689.19	\$706.41	\$724.07	\$751.84
		Hourly	\$71.33	\$73.66	\$75.99	\$78.33	\$80.67	\$82.99	\$85.33	\$87.47	\$89.65	\$91.90	\$94.19	\$96.55	\$100.25
IE	40	Annual	\$145,435.00	\$150,096.00	\$154,772.00	\$159,431.00	\$164,099.00	\$168,763.00	\$173,432.00	\$177,772.00	\$182,216.00	\$186,771.00	\$191,442.00	\$196,230.00	\$203,870.00
		Bi-Wk	\$5,572.23	\$5,750.81	\$5,929.97	\$6,108.47	\$6,287.32	\$6,466.02	\$6,644.91	\$6,811.19	\$6,981.46	\$7,155.98	\$7,334.95	\$7,518.40	\$7,811.12
		Daily	\$557.23	\$575.09	\$593.00	\$610.85	\$628.74	\$646.61	\$664.50	\$681.12	\$698.15	\$715.60	\$733.50	\$751.84	\$781.12
		Hourly	\$74.30	\$76.68	\$79.07	\$81.45	\$83.84	\$86.22	\$88.60	\$90.82	\$93.09	\$95.42	\$97.80	\$100.25	\$104.15
IE	41	Annual	\$151,511.00	\$156,294.00	\$161,072.00	\$165,856.00	\$170,632.00	\$175,410.00	\$180,187.00	\$184,694.00	\$189,313.00	\$194,042.00	\$198,900.00	\$203,870.00	\$211,742.00
		Bi-Wk	\$5,805.02	\$5,988.28	\$6,171.35	\$6,354.64	\$6,537.63	\$6,720.69	\$6,903.72	\$7,076.40	\$7,253.38	\$7,434.56	\$7,620.69	\$7,811.12	\$8,112.73
		Daily	\$580.51	\$598.83	\$617.14	\$635.47	\$653.77	\$672.07	\$690.38	\$707.64	\$725.34	\$743.46	\$762.07	\$781.12	\$811.28
		Hourly	\$77.41	\$79.85	\$82.29	\$84.73	\$87.17	\$89.61	\$92.05	\$94.36	\$96.72	\$99.13	\$101.61	\$104.15	\$108.17
IE	42	Annual	\$157,825.00	\$162,719.00	\$167,607.00	\$172,481.00	\$177,375.00	\$182,255.00	\$187,149.00	\$191,830.00	\$196,624.00	\$201,538.00	\$206,577.00	\$211,742.00	\$219,972.00
		Bi-Wk	\$6,046.94	\$6,234.45	\$6,421.73	\$6,608.47	\$6,795.98	\$6,982.96	\$7,170.46	\$7,349.81	\$7,533.49	\$7,721.77	\$7,914.83	\$8,112.73	\$8,428.05
		Daily	\$604.70	\$623.45	\$642.18	\$660.85	\$679.60	\$698.30	\$717.05	\$734.99	\$753.35	\$772.18	\$791.49	\$811.28	\$842.81
		Hourly	\$80.63	\$83.13	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45	\$102.96	\$105.54	\$108.17	\$112.38

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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>
IE	43	Annual	\$164,535.00	\$169,510.00	\$174,501.00	\$179,479.00	\$184,468.00	\$189,443.00	\$194,428.00	\$199,283.00	\$204,271.00	\$209,372.00	\$214,608.00	\$219,972.00	\$225,472.00
		Bi-Wk	\$6,304.03	\$6,494.64	\$6,685.87	\$6,876.60	\$7,067.74	\$7,258.36	\$7,449.35	\$7,635.37	\$7,826.48	\$8,021.92	\$8,222.53	\$8,428.05	\$8,638.78
		Daily	\$630.41	\$649.47	\$668.59	\$687.66	\$706.78	\$725.84	\$744.94	\$763.54	\$782.65	\$802.20	\$822.26	\$842.81	\$863.88
		Hourly	\$84.06	\$86.60	\$89.15	\$91.69	\$94.24	\$96.78	\$99.33	\$101.81	\$104.36	\$106.96	\$109.64	\$112.38	\$115.19