

**P-4 ES 35-Hours Salary Plan Effective 07/01/2015**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	11	Annual	\$34,216.00	\$35,253.00	\$36,303.00	\$37,346.00	\$38,419.00	\$39,511.00	\$40,611.00	\$41,631.00	\$42,669.00	\$43,733.00	\$44,832.00	\$45,955.00
		Bi-Wk	\$1,310.96	\$1,350.69	\$1,390.92	\$1,430.89	\$1,472.00	\$1,513.84	\$1,555.98	\$1,595.06	\$1,634.83	\$1,675.60	\$1,717.71	\$1,760.73
		Daily	\$131.10	\$135.07	\$139.10	\$143.09	\$147.20	\$151.39	\$155.60	\$159.51	\$163.49	\$167.56	\$171.78	\$176.08
		Hourly	\$18.73	\$19.30	\$19.88	\$20.45	\$21.03	\$21.63	\$22.23	\$22.79	\$23.36	\$23.94	\$24.54	\$25.16
ES	12	Annual	\$35,323.00	\$36,417.00	\$37,497.00	\$38,624.00	\$39,756.00	\$40,902.00	\$42,037.00	\$43,086.00	\$44,164.00	\$45,268.00	\$46,400.00	\$47,560.00
		Bi-Wk	\$1,353.38	\$1,395.29	\$1,436.67	\$1,479.85	\$1,523.22	\$1,567.13	\$1,610.62	\$1,650.81	\$1,692.11	\$1,734.41	\$1,777.78	\$1,822.23
		Daily	\$135.34	\$139.53	\$143.67	\$147.99	\$152.33	\$156.72	\$161.07	\$165.09	\$169.22	\$173.45	\$177.78	\$182.23
		Hourly	\$19.34	\$19.94	\$20.53	\$21.15	\$21.77	\$22.39	\$23.01	\$23.59	\$24.18	\$24.78	\$25.40	\$26.04
ES	13	Annual	\$37,315.00	\$38,696.00	\$40,085.00	\$41,467.00	\$42,863.00	\$44,246.00	\$45,642.00	\$46,785.00	\$47,955.00	\$49,157.00	\$50,385.00	\$51,646.00
		Bi-Wk	\$1,429.70	\$1,482.61	\$1,535.83	\$1,588.78	\$1,642.27	\$1,695.25	\$1,748.74	\$1,792.53	\$1,837.36	\$1,883.41	\$1,930.46	\$1,978.78
		Daily	\$142.97	\$148.27	\$153.59	\$158.88	\$164.23	\$169.53	\$174.88	\$179.26	\$183.74	\$188.35	\$193.05	\$197.88
		Hourly	\$20.43	\$21.19	\$21.95	\$22.70	\$23.47	\$24.22	\$24.99	\$25.61	\$26.25	\$26.91	\$27.58	\$28.27
ES	14	Annual	\$39,061.00	\$40,500.00	\$41,933.00	\$43,370.00	\$44,800.00	\$46,236.00	\$47,669.00	\$48,863.00	\$50,081.00	\$51,332.00	\$52,618.00	\$53,935.00
		Bi-Wk	\$1,496.60	\$1,551.73	\$1,606.63	\$1,661.69	\$1,716.48	\$1,771.50	\$1,826.40	\$1,872.15	\$1,918.82	\$1,966.75	\$2,016.02	\$2,066.48
		Daily	\$149.66	\$155.18	\$160.67	\$166.17	\$171.65	\$177.15	\$182.64	\$187.22	\$191.89	\$196.68	\$201.61	\$206.65
		Hourly	\$21.38	\$22.17	\$22.96	\$23.74	\$24.53	\$25.31	\$26.10	\$26.75	\$27.42	\$28.10	\$28.81	\$29.53
ES	15	Annual	\$40,939.00	\$42,416.00	\$43,891.00	\$45,364.00	\$46,844.00	\$48,330.00	\$49,801.00	\$51,048.00	\$52,324.00	\$53,635.00	\$54,977.00	\$56,352.00
		Bi-Wk	\$1,568.55	\$1,625.14	\$1,681.65	\$1,738.09	\$1,794.79	\$1,851.73	\$1,908.09	\$1,955.87	\$2,004.76	\$2,054.99	\$2,106.40	\$2,159.09
		Daily	\$156.86	\$162.52	\$168.17	\$173.81	\$179.48	\$185.18	\$190.81	\$195.59	\$200.48	\$205.50	\$210.64	\$215.91
		Hourly	\$22.41	\$23.22	\$24.03	\$24.83	\$25.64	\$26.46	\$27.26	\$27.95	\$28.64	\$29.36	\$30.10	\$30.85
ES	16	Annual	\$42,930.00	\$44,455.00	\$45,976.00	\$47,495.00	\$49,012.00	\$50,541.00	\$52,058.00	\$53,356.00	\$54,690.00	\$56,060.00	\$57,461.00	\$58,899.00
		Bi-Wk	\$1,644.83	\$1,703.26	\$1,761.54	\$1,819.74	\$1,877.86	\$1,936.44	\$1,994.56	\$2,044.30	\$2,095.41	\$2,147.90	\$2,201.58	\$2,256.67
		Daily	\$164.49	\$170.33	\$176.16	\$181.98	\$187.79	\$193.65	\$199.46	\$204.43	\$209.55	\$214.79	\$220.16	\$225.67
		Hourly	\$23.50	\$24.34	\$25.17	\$26.00	\$26.83	\$27.67	\$28.50	\$29.21	\$29.94	\$30.69	\$31.46	\$32.24
ES	17	Annual	\$45,055.00	\$46,621.00	\$48,189.00	\$49,752.00	\$51,318.00	\$52,878.00	\$54,444.00	\$55,806.00	\$57,205.00	\$58,634.00	\$60,099.00	\$61,601.00
		Bi-Wk	\$1,726.25	\$1,786.25	\$1,846.33	\$1,906.21	\$1,966.21	\$2,025.98	\$2,085.98	\$2,138.17	\$2,191.77	\$2,246.52	\$2,302.65	\$2,360.20
		Daily	\$172.63	\$178.63	\$184.64	\$190.63	\$196.63	\$202.60	\$208.60	\$213.82	\$219.18	\$224.66	\$230.27	\$236.02
		Hourly	\$24.67	\$25.52	\$26.38	\$27.24	\$28.09	\$28.95	\$29.80	\$30.55	\$31.32	\$32.10	\$32.90	\$33.72

\*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."

**P-4 ES 35-Hours Salary Plan Effective 07/01/2015**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	18	Annual	\$47,329.00	\$48,937.00	\$50,541.00	\$52,145.00	\$53,743.00	\$55,348.00	\$56,949.00	\$58,376.00	\$59,833.00	\$61,329.00	\$62,862.00	\$64,435.00
		Bi-Wk	\$1,813.38	\$1,874.99	\$1,936.44	\$1,997.90	\$2,059.12	\$2,120.62	\$2,181.96	\$2,236.63	\$2,292.46	\$2,349.78	\$2,408.51	\$2,468.78
		Daily	\$181.34	\$187.50	\$193.65	\$199.79	\$205.92	\$212.07	\$218.20	\$223.67	\$229.25	\$234.98	\$240.86	\$246.88
		Hourly	\$25.91	\$26.79	\$27.67	\$28.55	\$29.42	\$30.30	\$31.18	\$31.96	\$32.75	\$33.57	\$34.41	\$35.27
ES	19	Annual	\$49,661.00	\$51,318.00	\$52,966.00	\$54,619.00	\$56,263.00	\$57,913.00	\$59,564.00	\$61,052.00	\$62,579.00	\$64,141.00	\$65,745.00	\$67,391.00
		Bi-Wk	\$1,902.73	\$1,966.21	\$2,029.35	\$2,092.69	\$2,155.68	\$2,218.89	\$2,282.15	\$2,339.16	\$2,397.67	\$2,457.51	\$2,518.97	\$2,582.04
		Daily	\$190.28	\$196.63	\$202.94	\$209.27	\$215.57	\$221.89	\$228.22	\$233.92	\$239.77	\$245.76	\$251.90	\$258.21
		Hourly	\$27.19	\$28.09	\$29.00	\$29.90	\$30.80	\$31.70	\$32.61	\$33.42	\$34.26	\$35.11	\$35.99	\$36.89
ES	20	Annual	\$52,192.00	\$53,882.00	\$55,573.00	\$57,258.00	\$58,945.00	\$60,635.00	\$62,325.00	\$63,884.00	\$65,486.00	\$67,121.00	\$68,798.00	\$70,520.00
		Bi-Wk	\$1,999.70	\$2,064.45	\$2,129.24	\$2,193.80	\$2,258.43	\$2,323.19	\$2,387.94	\$2,447.67	\$2,509.05	\$2,571.69	\$2,635.94	\$2,701.92
		Daily	\$199.97	\$206.45	\$212.93	\$219.38	\$225.85	\$232.32	\$238.80	\$244.77	\$250.91	\$257.17	\$263.60	\$270.20
		Hourly	\$28.57	\$29.50	\$30.42	\$31.34	\$32.27	\$33.19	\$34.12	\$34.97	\$35.85	\$36.74	\$37.66	\$38.60
ES	21	Annual	\$54,764.00	\$56,505.00	\$58,237.00	\$59,972.00	\$61,715.00	\$63,446.00	\$65,190.00	\$66,820.00	\$68,486.00	\$70,199.00	\$71,953.00	\$73,754.00
		Bi-Wk	\$2,098.24	\$2,164.95	\$2,231.31	\$2,297.78	\$2,364.56	\$2,430.89	\$2,497.71	\$2,560.16	\$2,623.99	\$2,689.62	\$2,756.82	\$2,825.83
		Daily	\$209.83	\$216.50	\$223.14	\$229.78	\$236.46	\$243.09	\$249.78	\$256.02	\$262.40	\$268.97	\$275.69	\$282.59
		Hourly	\$29.98	\$30.93	\$31.88	\$32.83	\$33.78	\$34.73	\$35.69	\$36.58	\$37.49	\$38.43	\$39.39	\$40.37
ES	22	Annual	\$56,263.00	\$58,324.00	\$60,388.00	\$62,445.00	\$64,511.00	\$66,569.00	\$68,631.00	\$70,345.00	\$72,112.00	\$73,912.00	\$75,760.00	\$77,655.00
		Bi-Wk	\$2,155.68	\$2,234.64	\$2,313.72	\$2,392.53	\$2,471.69	\$2,550.54	\$2,629.55	\$2,695.22	\$2,762.92	\$2,831.88	\$2,902.69	\$2,975.29
		Daily	\$215.57	\$223.47	\$231.38	\$239.26	\$247.17	\$255.06	\$262.96	\$269.53	\$276.30	\$283.19	\$290.27	\$297.53
		Hourly	\$30.80	\$31.93	\$33.06	\$34.18	\$35.31	\$36.44	\$37.57	\$38.51	\$39.48	\$40.46	\$41.47	\$42.51
ES	23	Annual	\$58,928.00	\$61,077.00	\$63,219.00	\$65,373.00	\$67,517.00	\$69,666.00	\$71,813.00	\$73,608.00	\$75,446.00	\$77,334.00	\$79,270.00	\$81,251.00
		Bi-Wk	\$2,257.78	\$2,340.12	\$2,422.19	\$2,504.72	\$2,586.86	\$2,669.20	\$2,751.46	\$2,820.23	\$2,890.66	\$2,962.99	\$3,037.17	\$3,113.07
		Daily	\$225.78	\$234.02	\$242.22	\$250.48	\$258.69	\$266.92	\$275.15	\$282.03	\$289.07	\$296.30	\$303.72	\$311.31
		Hourly	\$32.26	\$33.44	\$34.61	\$35.79	\$36.96	\$38.14	\$39.31	\$40.29	\$41.30	\$42.33	\$43.39	\$44.48
ES	24	Annual	\$61,761.00	\$64,000.00	\$66,238.00	\$68,480.00	\$70,716.00	\$72,949.00	\$75,194.00	\$77,071.00	\$79,000.00	\$80,972.00	\$82,995.00	\$85,071.00
		Bi-Wk	\$2,366.33	\$2,452.11	\$2,537.86	\$2,623.76	\$2,709.43	\$2,794.99	\$2,881.00	\$2,952.92	\$3,026.82	\$3,102.38	\$3,179.89	\$3,259.43
		Daily	\$236.64	\$245.22	\$253.79	\$262.38	\$270.95	\$279.50	\$288.10	\$295.30	\$302.69	\$310.24	\$317.99	\$325.95
		Hourly	\$33.81	\$35.04	\$36.26	\$37.49	\$38.71	\$39.93	\$41.16	\$42.19	\$43.25	\$44.32	\$45.43	\$46.57

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	25	Annual	\$64,779.00	\$67,103.00	\$69,415.00	\$71,737.00	\$74,066.00	\$76,385.00	\$78,702.00	\$80,668.00	\$82,688.00	\$84,756.00	\$86,879.00	\$89,050.00
		Bi-Wk	\$2,481.96	\$2,571.00	\$2,659.58	\$2,748.55	\$2,837.78	\$2,926.63	\$3,015.41	\$3,090.73	\$3,168.13	\$3,247.36	\$3,328.70	\$3,411.88
		Daily	\$248.20	\$257.10	\$265.96	\$274.86	\$283.78	\$292.67	\$301.55	\$309.08	\$316.82	\$324.74	\$332.87	\$341.19
		Hourly	\$35.46	\$36.73	\$38.00	\$39.27	\$40.54	\$41.81	\$43.08	\$44.16	\$45.26	\$46.40	\$47.56	\$48.75
ES	26	Annual	\$67,973.00	\$70,376.00	\$72,791.00	\$75,194.00	\$77,598.00	\$80,005.00	\$82,405.00	\$84,469.00	\$86,579.00	\$88,745.00	\$90,965.00	\$93,237.00
		Bi-Wk	\$2,604.33	\$2,696.40	\$2,788.93	\$2,881.00	\$2,973.11	\$3,065.33	\$3,157.28	\$3,236.37	\$3,317.21	\$3,400.20	\$3,485.25	\$3,572.30
		Daily	\$260.44	\$269.64	\$278.90	\$288.10	\$297.32	\$306.54	\$315.73	\$323.64	\$331.73	\$340.02	\$348.53	\$357.23
		Hourly	\$37.21	\$38.52	\$39.85	\$41.16	\$42.48	\$43.80	\$45.11	\$46.24	\$47.39	\$48.58	\$49.79	\$51.04
ES	27	Annual	\$71,339.00	\$73,834.00	\$76,328.00	\$78,810.00	\$81,304.00	\$83,792.00	\$86,284.00	\$88,446.00	\$90,655.00	\$92,923.00	\$95,245.00	\$97,627.00
		Bi-Wk	\$2,733.30	\$2,828.89	\$2,924.45	\$3,019.55	\$3,115.10	\$3,210.43	\$3,305.91	\$3,388.74	\$3,473.38	\$3,560.27	\$3,649.24	\$3,740.50
		Daily	\$273.33	\$282.89	\$292.45	\$301.96	\$311.51	\$321.05	\$330.60	\$338.88	\$347.34	\$356.03	\$364.93	\$374.05
		Hourly	\$39.05	\$40.42	\$41.78	\$43.14	\$44.51	\$45.87	\$47.23	\$48.42	\$49.62	\$50.87	\$52.14	\$53.44
ES	28	Annual	\$74,945.00	\$77,522.00	\$80,101.00	\$82,682.00	\$85,251.00	\$87,829.00	\$90,404.00	\$92,659.00	\$94,975.00	\$97,351.00	\$99,786.00	\$102,279.00
		Bi-Wk	\$2,871.46	\$2,970.20	\$3,069.01	\$3,167.90	\$3,266.33	\$3,365.10	\$3,463.76	\$3,550.16	\$3,638.89	\$3,729.93	\$3,823.22	\$3,918.74
		Daily	\$287.15	\$297.02	\$306.91	\$316.79	\$326.64	\$336.51	\$346.38	\$355.02	\$363.89	\$373.00	\$382.33	\$391.88
		Hourly	\$41.03	\$42.44	\$43.85	\$45.26	\$46.67	\$48.08	\$49.49	\$50.72	\$51.99	\$53.29	\$54.62	\$55.99
ES	29	Annual	\$75,663.00	\$78,504.00	\$81,345.00	\$84,184.00	\$87,023.00	\$89,864.00	\$92,700.00	\$95,017.00	\$97,395.00	\$99,831.00	\$102,327.00	\$104,886.00
		Bi-Wk	\$2,898.97	\$3,007.82	\$3,116.67	\$3,225.45	\$3,334.22	\$3,443.07	\$3,551.73	\$3,640.50	\$3,731.61	\$3,824.95	\$3,920.58	\$4,018.63
		Daily	\$289.90	\$300.79	\$311.67	\$322.55	\$333.43	\$344.31	\$355.18	\$364.05	\$373.17	\$382.50	\$392.06	\$401.87
		Hourly	\$41.42	\$42.97	\$44.53	\$46.08	\$47.64	\$49.19	\$50.74	\$52.01	\$53.31	\$54.65	\$56.01	\$57.41
ES	30	Annual	\$78,702.00	\$81,622.00	\$84,552.00	\$87,467.00	\$90,383.00	\$93,307.00	\$96,236.00	\$98,642.00	\$101,111.00	\$103,638.00	\$106,230.00	\$108,887.00
		Bi-Wk	\$3,015.41	\$3,127.28	\$3,239.55	\$3,351.23	\$3,462.96	\$3,574.99	\$3,687.21	\$3,779.39	\$3,873.99	\$3,970.81	\$4,070.12	\$4,171.92
		Daily	\$301.55	\$312.73	\$323.96	\$335.13	\$346.30	\$357.50	\$368.73	\$377.94	\$387.40	\$397.09	\$407.02	\$417.20
		Hourly	\$43.08	\$44.68	\$46.28	\$47.88	\$49.48	\$51.08	\$52.68	\$54.00	\$55.35	\$56.73	\$58.15	\$59.60
ES	31	Annual	\$81,860.00	\$84,868.00	\$87,878.00	\$90,883.00	\$93,893.00	\$96,900.00	\$99,909.00	\$102,404.00	\$104,967.00	\$107,590.00	\$110,281.00	\$113,039.00
		Bi-Wk	\$3,136.40	\$3,251.65	\$3,366.98	\$3,482.11	\$3,597.44	\$3,712.65	\$3,827.94	\$3,923.53	\$4,021.73	\$4,122.23	\$4,225.33	\$4,331.00
		Daily	\$313.64	\$325.17	\$336.70	\$348.22	\$359.75	\$371.27	\$382.80	\$392.36	\$402.18	\$412.23	\$422.54	\$433.10
		Hourly	\$44.81	\$46.46	\$48.10	\$49.75	\$51.40	\$53.04	\$54.69	\$56.06	\$57.46	\$58.89	\$60.37	\$61.88

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	32	Annual	\$85,142.00	\$88,230.00	\$91,318.00	\$94,412.00	\$97,503.00	\$100,594.00	\$103,692.00	\$106,285.00	\$108,943.00	\$111,667.00	\$114,459.00	\$117,323.00
		Bi-Wk	\$3,262.15	\$3,380.46	\$3,498.78	\$3,617.32	\$3,735.75	\$3,854.18	\$3,972.88	\$4,072.23	\$4,174.07	\$4,278.43	\$4,385.41	\$4,495.14
		Daily	\$326.22	\$338.05	\$349.88	\$361.74	\$373.58	\$385.42	\$397.29	\$407.23	\$417.41	\$427.85	\$438.55	\$449.52
		Hourly	\$46.61	\$48.30	\$49.99	\$51.68	\$53.37	\$55.06	\$56.76	\$58.18	\$59.63	\$61.13	\$62.65	\$64.22
ES	33	Annual	\$88,567.00	\$91,746.00	\$94,920.00	\$98,098.00	\$101,277.00	\$104,452.00	\$107,638.00	\$110,332.00	\$113,085.00	\$115,915.00	\$118,812.00	\$121,785.00
		Bi-Wk	\$3,393.38	\$3,515.18	\$3,636.79	\$3,758.55	\$3,880.35	\$4,002.00	\$4,124.07	\$4,227.28	\$4,332.76	\$4,441.19	\$4,552.19	\$4,666.10
		Daily	\$339.34	\$351.52	\$363.68	\$375.86	\$388.04	\$400.20	\$412.41	\$422.73	\$433.28	\$444.12	\$455.22	\$466.61
		Hourly	\$48.48	\$50.22	\$51.96	\$53.70	\$55.44	\$57.18	\$58.92	\$60.39	\$61.90	\$63.45	\$65.04	\$66.66
ES	34	Annual	\$92,213.00	\$95,479.00	\$98,742.00	\$102,008.00	\$105,271.00	\$108,538.00	\$111,796.00	\$114,591.00	\$117,459.00	\$120,392.00	\$123,401.00	\$126,486.00
		Bi-Wk	\$3,533.07	\$3,658.20	\$3,783.22	\$3,908.36	\$4,033.38	\$4,158.55	\$4,283.38	\$4,390.46	\$4,500.35	\$4,612.73	\$4,728.01	\$4,846.21
		Daily	\$353.31	\$365.82	\$378.33	\$390.84	\$403.34	\$415.86	\$428.34	\$439.05	\$450.04	\$461.28	\$472.81	\$484.63
		Hourly	\$50.48	\$52.26	\$54.05	\$55.84	\$57.62	\$59.41	\$61.20	\$62.73	\$64.30	\$65.90	\$67.55	\$69.24
ES	35	Annual	\$96,004.00	\$99,348.00	\$102,700.00	\$106,046.00	\$109,392.00	\$112,732.00	\$116,088.00	\$118,985.00	\$121,964.00	\$125,016.00	\$128,140.00	\$131,344.00
		Bi-Wk	\$3,678.32	\$3,806.44	\$3,934.87	\$4,063.07	\$4,191.27	\$4,319.24	\$4,447.82	\$4,558.82	\$4,672.96	\$4,789.89	\$4,909.58	\$5,032.34
		Daily	\$367.84	\$380.65	\$393.49	\$406.31	\$419.13	\$431.93	\$444.79	\$455.89	\$467.30	\$478.99	\$490.96	\$503.24
		Hourly	\$52.55	\$54.38	\$56.22	\$58.05	\$59.88	\$61.71	\$63.55	\$65.13	\$66.76	\$68.43	\$70.14	\$71.90
ES	36	Annual	\$99,997.00	\$103,425.00	\$106,863.00	\$110,293.00	\$113,729.00	\$117,158.00	\$120,592.00	\$123,613.00	\$126,699.00	\$129,869.00	\$133,117.00	\$136,445.00
		Bi-Wk	\$3,831.31	\$3,962.65	\$4,094.37	\$4,225.79	\$4,357.44	\$4,488.82	\$4,620.39	\$4,736.14	\$4,854.37	\$4,975.83	\$5,100.27	\$5,227.78
		Daily	\$383.14	\$396.27	\$409.44	\$422.58	\$435.75	\$448.89	\$462.04	\$473.62	\$485.44	\$497.59	\$510.03	\$522.78
		Hourly	\$54.74	\$56.61	\$58.50	\$60.37	\$62.25	\$64.13	\$66.01	\$67.66	\$69.35	\$71.09	\$72.87	\$74.69
ES	37	Annual	\$104,147.00	\$107,669.00	\$111,199.00	\$114,727.00	\$118,257.00	\$121,785.00	\$125,311.00	\$128,439.00	\$131,654.00	\$134,949.00	\$138,322.00	\$141,780.00
		Bi-Wk	\$3,990.31	\$4,125.25	\$4,260.50	\$4,395.68	\$4,530.92	\$4,666.10	\$4,801.19	\$4,921.04	\$5,044.22	\$5,170.46	\$5,299.70	\$5,432.19
		Daily	\$399.04	\$412.53	\$426.05	\$439.57	\$453.10	\$466.61	\$480.12	\$492.11	\$504.43	\$517.05	\$529.97	\$543.22
		Hourly	\$57.01	\$58.94	\$60.87	\$62.80	\$64.73	\$66.66	\$68.59	\$70.31	\$72.07	\$73.87	\$75.71	\$77.61
ES	38	Annual	\$108,446.00	\$112,048.00	\$115,661.00	\$119,270.00	\$122,882.00	\$126,490.00	\$130,101.00	\$133,359.00	\$136,690.00	\$140,109.00	\$143,612.00	\$147,202.00
		Bi-Wk	\$4,155.02	\$4,293.03	\$4,431.46	\$4,569.74	\$4,708.13	\$4,846.37	\$4,984.72	\$5,109.55	\$5,237.17	\$5,368.17	\$5,502.38	\$5,639.93
		Daily	\$415.51	\$429.31	\$443.15	\$456.98	\$470.82	\$484.64	\$498.48	\$510.96	\$523.72	\$536.82	\$550.24	\$564.00
		Hourly	\$59.36	\$61.33	\$63.31	\$65.29	\$67.26	\$69.24	\$71.22	\$73.00	\$74.82	\$76.69	\$78.61	\$80.58

\*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."

**P-4 ES 35-Hours Salary Plan Effective 07/01/2015**

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
ES	39	Annual	\$112,956.00	\$116,651.00	\$120,345.00	\$124,048.00	\$127,744.00	\$131,432.00	\$135,134.00	\$138,826.00	\$141,976.00	\$145,528.00	\$149,166.00	\$152,894.00
		Bi-Wk	\$4,327.82	\$4,469.39	\$4,610.92	\$4,752.80	\$4,894.41	\$5,035.71	\$5,177.55	\$5,307.05	\$5,439.70	\$5,575.79	\$5,715.18	\$5,858.01
		Daily	\$432.79	\$446.94	\$461.10	\$475.28	\$489.45	\$503.58	\$517.76	\$530.71	\$543.97	\$557.58	\$571.52	\$585.81
		Hourly	\$61.83	\$63.85	\$65.88	\$67.90	\$69.93	\$71.94	\$73.97	\$75.82	\$77.71	\$79.66	\$81.65	\$83.69
ES	40	Annual	\$117,665.00	\$121,433.00	\$125,217.00	\$128,988.00	\$132,764.00	\$136,537.00	\$140,314.00	\$143,826.00	\$147,421.00	\$151,107.00	\$154,887.00	\$158,760.00
		Bi-Wk	\$4,508.24	\$4,652.61	\$4,797.59	\$4,942.07	\$5,086.75	\$5,231.31	\$5,376.02	\$5,510.58	\$5,648.32	\$5,789.55	\$5,934.37	\$6,082.76
		Daily	\$450.83	\$465.27	\$479.76	\$494.21	\$508.68	\$523.14	\$537.61	\$551.06	\$564.84	\$578.96	\$593.44	\$608.28
		Hourly	\$64.41	\$66.47	\$68.54	\$70.61	\$72.67	\$74.74	\$76.81	\$78.73	\$80.70	\$82.71	\$84.78	\$86.90
ES	41	Annual	\$122,579.00	\$126,449.00	\$130,314.00	\$134,186.00	\$138,050.00	\$141,915.00	\$145,781.00	\$149,427.00	\$153,164.00	\$156,992.00	\$160,918.00	\$164,942.00
		Bi-Wk	\$4,696.52	\$4,844.79	\$4,992.88	\$5,141.23	\$5,289.28	\$5,437.36	\$5,585.48	\$5,725.18	\$5,868.36	\$6,015.02	\$6,165.45	\$6,319.62
		Daily	\$469.66	\$484.48	\$499.29	\$514.13	\$528.93	\$543.74	\$558.55	\$572.52	\$586.84	\$601.51	\$616.55	\$631.97
		Hourly	\$67.10	\$69.22	\$71.33	\$73.45	\$75.57	\$77.68	\$79.80	\$81.79	\$83.84	\$85.93	\$88.08	\$90.29
ES	42	Annual	\$127,689.00	\$131,647.00	\$135,602.00	\$139,546.00	\$143,504.00	\$147,452.00	\$151,413.00	\$155,200.00	\$159,080.00	\$163,054.00	\$167,130.00	\$171,310.00
		Bi-Wk	\$4,892.30	\$5,043.95	\$5,195.48	\$5,346.60	\$5,498.24	\$5,649.51	\$5,801.27	\$5,946.37	\$6,095.02	\$6,247.28	\$6,403.45	\$6,563.61
		Daily	\$489.23	\$504.40	\$519.55	\$534.66	\$549.83	\$564.96	\$580.13	\$594.64	\$609.51	\$624.73	\$640.35	\$656.37
		Hourly	\$69.89	\$72.06	\$74.23	\$76.38	\$78.55	\$80.71	\$82.88	\$84.95	\$87.08	\$89.25	\$91.48	\$93.77
ES	43	Annual	\$133,116.00	\$137,144.00	\$141,178.00	\$145,207.00	\$149,244.00	\$153,269.00	\$157,301.00	\$161,231.00	\$165,265.00	\$169,393.00	\$173,628.00	\$177,969.00
		Bi-Wk	\$5,100.23	\$5,254.56	\$5,409.12	\$5,563.49	\$5,718.17	\$5,872.38	\$6,026.86	\$6,177.44	\$6,332.00	\$6,490.16	\$6,652.42	\$6,818.74
		Daily	\$510.03	\$525.46	\$540.92	\$556.35	\$571.82	\$587.24	\$602.69	\$617.75	\$633.20	\$649.02	\$665.25	\$681.88
		Hourly	\$72.87	\$75.07	\$77.28	\$79.48	\$81.69	\$83.90	\$86.10	\$88.25	\$90.46	\$92.72	\$95.04	\$97.42

\*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."