

Engineering and Scientific Confidential CN 40-Hours Salary Plan Effective 7/1/2021

<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>
CN	11	Annual	\$42,937.00	\$44,243.00	\$45,560.00	\$46,863.00	\$48,213.00	\$49,583.00	\$50,963.00	\$52,240.00	\$53,545.00
		Bi-Wk	\$1,645.10	\$1,695.14	\$1,745.60	\$1,795.52	\$1,847.25	\$1,899.74	\$1,952.61	\$2,001.54	\$2,051.54
		Daily	\$164.51	\$169.52	\$174.56	\$179.56	\$184.73	\$189.98	\$195.27	\$200.16	\$205.16
		Hourly	\$20.57	\$21.19	\$21.82	\$22.45	\$23.10	\$23.75	\$24.41	\$25.02	\$25.65
CN	12	Annual	\$44,328.00	\$45,698.00	\$47,054.00	\$48,467.00	\$49,889.00	\$51,329.00	\$52,751.00	\$54,070.00	\$55,423.00
		Bi-Wk	\$1,698.40	\$1,750.89	\$1,802.84	\$1,856.98	\$1,911.46	\$1,966.63	\$2,021.12	\$2,071.65	\$2,123.49
		Daily	\$169.84	\$175.09	\$180.29	\$185.70	\$191.15	\$196.67	\$202.12	\$207.17	\$212.35
		Hourly	\$21.23	\$21.89	\$22.54	\$23.22	\$23.90	\$24.59	\$25.27	\$25.90	\$26.55
CN	13	Annual	\$46,826.00	\$48,560.00	\$50,303.00	\$52,038.00	\$53,787.00	\$55,525.00	\$57,277.00	\$58,708.00	\$60,178.00
		Bi-Wk	\$1,794.10	\$1,860.54	\$1,927.32	\$1,993.80	\$2,060.81	\$2,127.40	\$2,194.53	\$2,249.35	\$2,305.68
		Daily	\$179.41	\$186.06	\$192.74	\$199.38	\$206.09	\$212.74	\$219.46	\$224.94	\$230.57
		Hourly	\$22.43	\$23.26	\$24.10	\$24.93	\$25.77	\$26.60	\$27.44	\$28.12	\$28.83
CN	14	Annual	\$49,020.00	\$50,825.00	\$52,622.00	\$54,423.00	\$56,222.00	\$58,024.00	\$59,819.00	\$61,317.00	\$62,852.00
		Bi-Wk	\$1,878.17	\$1,947.32	\$2,016.17	\$2,085.18	\$2,154.10	\$2,223.15	\$2,291.92	\$2,349.32	\$2,408.13
		Daily	\$187.82	\$194.74	\$201.62	\$208.52	\$215.41	\$222.32	\$229.20	\$234.94	\$240.82
		Hourly	\$23.48	\$24.35	\$25.21	\$26.07	\$26.93	\$27.79	\$28.65	\$29.37	\$30.11
CN	15	Annual	\$51,376.00	\$53,225.00	\$55,079.00	\$56,930.00	\$58,782.00	\$60,649.00	\$62,496.00	\$64,061.00	\$65,661.00
		Bi-Wk	\$1,968.43	\$2,039.28	\$2,110.31	\$2,181.23	\$2,252.19	\$2,323.72	\$2,394.49	\$2,454.45	\$2,515.75
		Daily	\$196.85	\$203.93	\$211.04	\$218.13	\$225.22	\$232.38	\$239.45	\$245.45	\$251.58
		Hourly	\$24.61	\$25.50	\$26.38	\$27.27	\$28.16	\$29.05	\$29.94	\$30.69	\$31.45
CN	16	Annual	\$53,874.00	\$55,784.00	\$57,693.00	\$59,600.00	\$61,506.00	\$63,421.00	\$65,327.00	\$66,961.00	\$68,634.00
		Bi-Wk	\$2,064.14	\$2,137.32	\$2,210.46	\$2,283.53	\$2,356.56	\$2,429.93	\$2,502.96	\$2,565.56	\$2,629.66
		Daily	\$206.42	\$213.74	\$221.05	\$228.36	\$235.66	\$243.00	\$250.30	\$256.56	\$262.97
		Hourly	\$25.81	\$26.72	\$27.64	\$28.55	\$29.46	\$30.38	\$31.29	\$32.07	\$32.88
CN	17	Annual	\$56,539.00	\$58,505.00	\$60,474.00	\$62,432.00	\$64,399.00	\$66,356.00	\$68,320.00	\$70,030.00	\$71,781.00
		Bi-Wk	\$2,166.25	\$2,241.58	\$2,317.02	\$2,392.04	\$2,467.40	\$2,542.38	\$2,617.63	\$2,683.15	\$2,750.23
		Daily	\$216.63	\$224.16	\$231.71	\$239.21	\$246.74	\$254.24	\$261.77	\$268.32	\$275.03
		Hourly	\$27.08	\$28.02	\$28.97	\$29.91	\$30.85	\$31.78	\$32.73	\$33.54	\$34.38

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CN	18	Annual	\$59,394.00	\$61,411.00	\$63,421.00	\$65,438.00	\$67,441.00	\$69,454.00	\$71,462.00	\$73,256.00	\$75,086.00
		Bi-Wk	\$2,275.64	\$2,352.92	\$2,429.93	\$2,507.21	\$2,583.95	\$2,661.08	\$2,738.01	\$2,806.75	\$2,876.86
		Daily	\$227.57	\$235.30	\$243.00	\$250.73	\$258.40	\$266.11	\$273.81	\$280.68	\$287.69
		Hourly	\$28.45	\$29.42	\$30.38	\$31.35	\$32.30	\$33.27	\$34.23	\$35.09	\$35.97
CN	19	Annual	\$62,318.00	\$64,399.00	\$66,466.00	\$68,541.00	\$70,607.00	\$72,675.00	\$74,745.00	\$76,617.00	\$78,533.00
		Bi-Wk	\$2,387.67	\$2,467.40	\$2,546.60	\$2,626.10	\$2,705.25	\$2,784.49	\$2,863.80	\$2,935.52	\$3,008.93
		Daily	\$238.77	\$246.74	\$254.66	\$262.61	\$270.53	\$278.45	\$286.38	\$293.56	\$300.90
		Hourly	\$29.85	\$30.85	\$31.84	\$32.83	\$33.82	\$34.81	\$35.80	\$36.70	\$37.62
CN	20	Annual	\$65,496.00	\$67,618.00	\$69,735.00	\$71,853.00	\$73,970.00	\$76,090.00	\$78,210.00	\$80,167.00	\$82,172.00
		Bi-Wk	\$2,509.43	\$2,590.73	\$2,671.84	\$2,752.99	\$2,834.10	\$2,915.33	\$2,996.56	\$3,071.54	\$3,148.36
		Daily	\$250.95	\$259.08	\$267.19	\$275.30	\$283.41	\$291.54	\$299.66	\$307.16	\$314.84
		Hourly	\$31.37	\$32.39	\$33.40	\$34.42	\$35.43	\$36.45	\$37.46	\$38.40	\$39.36
CN	21	Annual	\$68,721.00	\$70,907.00	\$73,083.00	\$75,258.00	\$77,443.00	\$79,617.00	\$81,804.00	\$83,852.00	\$85,948.00
		Bi-Wk	\$2,632.99	\$2,716.75	\$2,800.12	\$2,883.45	\$2,967.17	\$3,050.46	\$3,134.26	\$3,212.73	\$3,293.03
		Daily	\$263.30	\$271.68	\$280.02	\$288.35	\$296.72	\$305.05	\$313.43	\$321.28	\$329.31
		Hourly	\$32.92	\$33.96	\$35.01	\$36.05	\$37.09	\$38.14	\$39.18	\$40.16	\$41.17
CN	22	Annual	\$70,607.00	\$73,190.00	\$75,783.00	\$78,363.00	\$80,953.00	\$83,538.00	\$86,124.00	\$88,279.00	\$90,486.00
		Bi-Wk	\$2,705.25	\$2,804.22	\$2,903.57	\$3,002.42	\$3,101.65	\$3,200.69	\$3,299.78	\$3,382.34	\$3,466.90
		Daily	\$270.53	\$280.43	\$290.36	\$300.25	\$310.17	\$320.07	\$329.98	\$338.24	\$346.69
		Hourly	\$33.82	\$35.06	\$36.30	\$37.54	\$38.78	\$40.01	\$41.25	\$42.28	\$43.34
CN	23	Annual	\$73,949.00	\$76,646.00	\$79,333.00	\$82,035.00	\$84,726.00	\$87,422.00	\$90,118.00	\$92,370.00	\$94,683.00
		Bi-Wk	\$2,833.30	\$2,936.63	\$3,039.58	\$3,143.11	\$3,246.21	\$3,349.51	\$3,452.80	\$3,539.09	\$3,627.71
		Daily	\$283.33	\$293.67	\$303.96	\$314.32	\$324.63	\$334.96	\$345.28	\$353.91	\$362.78
		Hourly	\$35.42	\$36.71	\$38.00	\$39.29	\$40.58	\$41.87	\$43.16	\$44.24	\$45.35
CN	24	Annual	\$77,503.00	\$80,313.00	\$83,121.00	\$85,934.00	\$88,739.00	\$91,543.00	\$94,356.00	\$96,714.00	\$99,132.00
		Bi-Wk	\$2,969.47	\$3,077.13	\$3,184.72	\$3,292.50	\$3,399.97	\$3,507.40	\$3,615.18	\$3,705.52	\$3,798.17
		Daily	\$296.95	\$307.72	\$318.48	\$329.25	\$340.00	\$350.74	\$361.52	\$370.56	\$379.82
		Hourly	\$37.12	\$38.47	\$39.81	\$41.16	\$42.50	\$43.85	\$45.19	\$46.32	\$47.48

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CN	25	Annual	\$81,292.00	\$84,206.00	\$87,109.00	\$90,021.00	\$92,942.00	\$95,854.00	\$98,761.00	\$101,229.00	\$103,763.00
		Bi-Wk	\$3,114.64	\$3,226.29	\$3,337.51	\$3,449.09	\$3,561.00	\$3,672.57	\$3,783.95	\$3,878.51	\$3,975.60
		Daily	\$311.47	\$322.63	\$333.76	\$344.91	\$356.10	\$367.26	\$378.40	\$387.86	\$397.56
		Hourly	\$38.94	\$40.33	\$41.72	\$43.12	\$44.52	\$45.91	\$47.30	\$48.49	\$49.70
CN	26	Annual	\$85,295.00	\$88,316.00	\$91,342.00	\$94,356.00	\$97,375.00	\$100,398.00	\$103,411.00	\$105,995.00	\$108,645.00
		Bi-Wk	\$3,268.01	\$3,383.76	\$3,499.70	\$3,615.18	\$3,730.85	\$3,846.67	\$3,962.11	\$4,061.12	\$4,162.65
		Daily	\$326.81	\$338.38	\$349.97	\$361.52	\$373.09	\$384.67	\$396.22	\$406.12	\$416.27
		Hourly	\$40.86	\$42.30	\$43.75	\$45.19	\$46.64	\$48.09	\$49.53	\$50.77	\$52.04
CN	27	Annual	\$89,523.00	\$92,654.00	\$95,781.00	\$98,897.00	\$102,025.00	\$105,148.00	\$108,279.00	\$110,984.00	\$113,761.00
		Bi-Wk	\$3,430.00	\$3,549.97	\$3,669.78	\$3,789.16	\$3,909.01	\$4,028.66	\$4,148.63	\$4,252.27	\$4,358.66
		Daily	\$343.00	\$355.00	\$366.98	\$378.92	\$390.91	\$402.87	\$414.87	\$425.23	\$435.87
		Hourly	\$42.88	\$44.38	\$45.88	\$47.37	\$48.87	\$50.36	\$51.86	\$53.16	\$54.49
CN	28	Annual	\$94,045.00	\$97,280.00	\$100,517.00	\$103,758.00	\$106,981.00	\$110,215.00	\$113,446.00	\$116,283.00	\$119,192.00
		Bi-Wk	\$3,603.26	\$3,727.21	\$3,851.23	\$3,975.41	\$4,098.89	\$4,222.80	\$4,346.60	\$4,455.29	\$4,566.75
		Daily	\$360.33	\$372.73	\$385.13	\$397.55	\$409.89	\$422.28	\$434.66	\$445.53	\$456.68
		Hourly	\$45.05	\$46.60	\$48.15	\$49.70	\$51.24	\$52.79	\$54.34	\$55.70	\$57.09
CN	29	Annual	\$94,948.00	\$98,515.00	\$102,077.00	\$105,643.00	\$109,202.00	\$112,768.00	\$116,326.00	\$119,235.00	\$122,217.00
		Bi-Wk	\$3,637.86	\$3,774.53	\$3,911.00	\$4,047.63	\$4,183.99	\$4,320.62	\$4,456.94	\$4,568.40	\$4,682.65
		Daily	\$363.79	\$377.46	\$391.10	\$404.77	\$418.40	\$432.07	\$445.70	\$456.84	\$468.27
		Hourly	\$45.48	\$47.19	\$48.89	\$50.60	\$52.30	\$54.01	\$55.72	\$57.11	\$58.54
CN	30	Annual	\$98,761.00	\$102,429.00	\$106,103.00	\$109,760.00	\$113,420.00	\$117,089.00	\$120,765.00	\$123,783.00	\$126,877.00
		Bi-Wk	\$3,783.95	\$3,924.49	\$4,065.25	\$4,205.37	\$4,345.60	\$4,486.17	\$4,627.02	\$4,742.65	\$4,861.19
		Daily	\$378.40	\$392.45	\$406.53	\$420.54	\$434.56	\$448.62	\$462.71	\$474.27	\$486.12
		Hourly	\$47.30	\$49.06	\$50.82	\$52.57	\$54.32	\$56.08	\$57.84	\$59.29	\$60.77
CN	31	Annual	\$102,723.00	\$106,500.00	\$110,277.00	\$114,047.00	\$117,825.00	\$121,598.00	\$125,375.00	\$128,510.00	\$131,721.00
		Bi-Wk	\$3,935.75	\$4,080.46	\$4,225.18	\$4,369.62	\$4,514.37	\$4,658.93	\$4,803.64	\$4,923.76	\$5,046.79
		Daily	\$393.58	\$408.05	\$422.52	\$436.97	\$451.44	\$465.90	\$480.37	\$492.38	\$504.68
		Hourly	\$49.20	\$51.01	\$52.82	\$54.63	\$56.43	\$58.24	\$60.05	\$61.55	\$63.09

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CN	32	Annual	\$106,843.00	\$110,719.00	\$114,593.00	\$118,477.00	\$122,357.00	\$126,231.00	\$130,120.00	\$133,375.00	\$136,712.00
		Bi-Wk	\$4,093.61	\$4,242.11	\$4,390.54	\$4,539.35	\$4,688.01	\$4,836.44	\$4,985.45	\$5,110.16	\$5,238.01
		Daily	\$409.37	\$424.22	\$439.06	\$453.94	\$468.81	\$483.65	\$498.55	\$511.02	\$523.81
		Hourly	\$51.18	\$53.03	\$54.89	\$56.75	\$58.61	\$60.46	\$62.32	\$63.88	\$65.48
CN	33	Annual	\$111,141.00	\$115,130.00	\$119,115.00	\$123,101.00	\$127,092.00	\$131,076.00	\$135,074.00	\$138,450.00	\$141,914.00
		Bi-Wk	\$4,258.28	\$4,411.12	\$4,563.80	\$4,716.52	\$4,869.43	\$5,022.07	\$5,175.25	\$5,304.60	\$5,437.32
		Daily	\$425.83	\$441.12	\$456.38	\$471.66	\$486.95	\$502.21	\$517.53	\$530.46	\$543.74
		Hourly	\$53.23	\$55.14	\$57.05	\$58.96	\$60.87	\$62.78	\$64.70	\$66.31	\$67.97
CN	34	Annual	\$115,718.00	\$119,816.00	\$123,910.00	\$128,009.00	\$132,102.00	\$136,202.00	\$140,287.00	\$143,798.00	\$147,392.00
		Bi-Wk	\$4,433.64	\$4,590.66	\$4,747.51	\$4,904.56	\$5,061.38	\$5,218.47	\$5,374.99	\$5,509.51	\$5,647.21
		Daily	\$443.37	\$459.07	\$474.76	\$490.46	\$506.14	\$521.85	\$537.50	\$550.96	\$564.73
		Hourly	\$55.43	\$57.39	\$59.35	\$61.31	\$63.27	\$65.24	\$67.19	\$68.87	\$70.60
CN	35	Annual	\$120,474.00	\$124,674.00	\$128,873.00	\$133,078.00	\$137,273.00	\$141,467.00	\$145,678.00	\$149,316.00	\$153,051.00
		Bi-Wk	\$4,615.87	\$4,776.79	\$4,937.67	\$5,098.78	\$5,259.51	\$5,420.20	\$5,581.54	\$5,720.92	\$5,864.03
		Daily	\$461.59	\$477.68	\$493.77	\$509.88	\$525.96	\$542.02	\$558.16	\$572.10	\$586.41
		Hourly	\$57.70	\$59.71	\$61.73	\$63.74	\$65.75	\$67.76	\$69.77	\$71.52	\$73.31
CN	36	Annual	\$125,483.00	\$129,787.00	\$134,100.00	\$138,405.00	\$142,717.00	\$147,019.00	\$151,330.00	\$155,115.00	\$158,989.00
		Bi-Wk	\$4,807.78	\$4,972.69	\$5,137.94	\$5,302.88	\$5,468.09	\$5,632.92	\$5,798.09	\$5,943.11	\$6,091.54
		Daily	\$480.78	\$497.27	\$513.80	\$530.29	\$546.81	\$563.30	\$579.81	\$594.32	\$609.16
		Hourly	\$60.10	\$62.16	\$64.23	\$66.29	\$68.36	\$70.42	\$72.48	\$74.29	\$76.15
CN	37	Annual	\$130,689.00	\$135,114.00	\$139,540.00	\$143,968.00	\$148,398.00	\$152,824.00	\$157,250.00	\$161,181.00	\$165,210.00
		Bi-Wk	\$5,007.25	\$5,176.79	\$5,346.37	\$5,516.02	\$5,685.75	\$5,855.33	\$6,024.91	\$6,175.52	\$6,329.89
		Daily	\$500.73	\$517.68	\$534.64	\$551.61	\$568.58	\$585.54	\$602.50	\$617.56	\$632.99
		Hourly	\$62.60	\$64.71	\$66.83	\$68.96	\$71.08	\$73.20	\$75.32	\$77.20	\$79.13
CN	38	Annual	\$136,084.00	\$140,608.00	\$145,143.00	\$149,670.00	\$154,204.00	\$158,729.00	\$163,264.00	\$167,343.00	\$171,526.00
		Bi-Wk	\$5,213.95	\$5,387.28	\$5,561.04	\$5,734.49	\$5,908.20	\$6,081.58	\$6,255.33	\$6,411.61	\$6,571.88
		Daily	\$521.40	\$538.73	\$556.11	\$573.45	\$590.82	\$608.16	\$625.54	\$641.17	\$657.19
		Hourly	\$65.18	\$67.35	\$69.52	\$71.69	\$73.86	\$76.02	\$78.20	\$80.15	\$82.15

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CN	39	Annual	\$141,746.00	\$146,386.00	\$151,016.00	\$155,664.00	\$160,301.00	\$164,929.00	\$169,580.00	\$173,819.00	\$178,165.00
		Bi-Wk	\$5,430.89	\$5,608.66	\$5,786.06	\$5,964.14	\$6,141.81	\$6,319.12	\$6,497.32	\$6,659.74	\$6,826.25
		Daily	\$543.09	\$560.87	\$578.61	\$596.42	\$614.19	\$631.92	\$649.74	\$665.98	\$682.63
		Hourly	\$67.89	\$70.11	\$72.33	\$74.56	\$76.78	\$78.99	\$81.22	\$83.25	\$85.33
CN	40	Annual	\$147,652.00	\$152,386.00	\$157,133.00	\$161,864.00	\$166,604.00	\$171,335.00	\$176,077.00	\$180,477.00	\$184,991.00
		Bi-Wk	\$5,657.17	\$5,838.55	\$6,020.43	\$6,201.69	\$6,383.30	\$6,564.56	\$6,746.25	\$6,914.83	\$7,087.78
		Daily	\$565.72	\$583.86	\$602.05	\$620.17	\$638.33	\$656.46	\$674.63	\$691.49	\$708.78
		Hourly	\$70.72	\$72.99	\$75.26	\$77.53	\$79.80	\$82.06	\$84.33	\$86.44	\$88.60
CN	41	Annual	\$153,822.00	\$158,681.00	\$163,529.00	\$168,387.00	\$173,238.00	\$178,086.00	\$182,935.00	\$187,511.00	\$192,198.00
		Bi-Wk	\$5,893.57	\$6,079.74	\$6,265.48	\$6,451.61	\$6,637.48	\$6,823.22	\$7,009.01	\$7,184.33	\$7,363.91
		Daily	\$589.36	\$607.98	\$626.55	\$645.17	\$663.75	\$682.33	\$700.91	\$718.44	\$736.40
		Hourly	\$73.67	\$76.00	\$78.32	\$80.65	\$82.97	\$85.30	\$87.62	\$89.81	\$92.05
CN	42	Annual	\$160,233.00	\$165,200.00	\$170,164.00	\$175,111.00	\$180,081.00	\$185,035.00	\$190,005.00	\$194,758.00	\$199,624.00
		Bi-Wk	\$6,139.20	\$6,329.51	\$6,519.70	\$6,709.24	\$6,899.66	\$7,089.47	\$7,279.89	\$7,462.00	\$7,648.43
		Daily	\$613.92	\$632.96	\$651.97	\$670.93	\$689.97	\$708.95	\$727.99	\$746.20	\$764.85
		Hourly	\$76.74	\$79.12	\$81.50	\$83.87	\$86.25	\$88.62	\$91.00	\$93.28	\$95.61
CN	43	Annual	\$167,041.00	\$172,099.00	\$177,161.00	\$182,217.00	\$187,282.00	\$192,333.00	\$197,394.00	\$202,327.00	\$207,388.00
		Bi-Wk	\$6,400.04	\$6,593.84	\$6,787.78	\$6,981.50	\$7,175.56	\$7,369.09	\$7,562.99	\$7,752.00	\$7,945.91
		Daily	\$640.01	\$659.39	\$678.78	\$698.15	\$717.56	\$736.91	\$756.30	\$775.20	\$794.60
		Hourly	\$80.01	\$82.43	\$84.85	\$87.27	\$89.70	\$92.12	\$94.54	\$96.90	\$99.33