

Engineering and Scientific Confidential CN 40-Hours Salary Plan Effective 7/1/2022

<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	\$44,011.00	\$45,350.00	\$46,699.00	\$48,035.00	\$49,419.00	\$50,823.00	\$52,238.00	\$53,546.00	\$54,884.00
		Bi-Wk	\$1,686.25	\$1,737.55	\$1,789.24	\$1,840.43	\$1,893.45	\$1,947.25	\$2,001.46	\$2,051.58	\$2,102.84
		Daily	\$168.63	\$173.76	\$178.93	\$184.05	\$189.35	\$194.73	\$200.15	\$205.16	\$210.29
		Hourly	\$21.08	\$21.72	\$22.37	\$23.01	\$23.67	\$24.35	\$25.02	\$25.65	\$26.29
CN	12	Annual	\$45,437.00	\$46,841.00	\$48,231.00	\$49,679.00	\$51,137.00	\$52,613.00	\$54,070.00	\$55,422.00	\$56,809.00
		Bi-Wk	\$1,740.89	\$1,794.68	\$1,847.94	\$1,903.41	\$1,959.28	\$2,015.83	\$2,071.65	\$2,123.45	\$2,176.60
		Daily	\$174.09	\$179.47	\$184.80	\$190.35	\$195.93	\$201.59	\$207.17	\$212.35	\$217.66
		Hourly	\$21.77	\$22.44	\$23.10	\$23.80	\$24.50	\$25.20	\$25.90	\$26.55	\$27.21
CN	13	Annual	\$47,997.00	\$49,774.00	\$51,561.00	\$53,339.00	\$55,132.00	\$56,914.00	\$58,709.00	\$60,176.00	\$61,683.00
		Bi-Wk	\$1,838.97	\$1,907.05	\$1,975.52	\$2,043.64	\$2,112.34	\$2,180.62	\$2,249.39	\$2,305.60	\$2,363.34
		Daily	\$183.90	\$190.71	\$197.56	\$204.37	\$211.24	\$218.07	\$224.94	\$230.56	\$236.34
		Hourly	\$22.99	\$23.84	\$24.70	\$25.55	\$26.41	\$27.26	\$28.12	\$28.82	\$29.55
CN	14	Annual	\$50,246.00	\$52,096.00	\$53,938.00	\$55,784.00	\$57,628.00	\$59,475.00	\$61,315.00	\$62,850.00	\$64,424.00
		Bi-Wk	\$1,925.14	\$1,996.02	\$2,066.60	\$2,137.32	\$2,207.97	\$2,278.74	\$2,349.24	\$2,408.05	\$2,468.36
		Daily	\$192.52	\$199.61	\$206.66	\$213.74	\$220.80	\$227.88	\$234.93	\$240.81	\$246.84
		Hourly	\$24.07	\$24.96	\$25.84	\$26.72	\$27.60	\$28.49	\$29.37	\$30.11	\$30.86
CN	15	Annual	\$52,661.00	\$54,556.00	\$56,456.00	\$58,354.00	\$60,252.00	\$62,166.00	\$64,059.00	\$65,663.00	\$67,303.00
		Bi-Wk	\$2,017.67	\$2,090.27	\$2,163.07	\$2,235.79	\$2,308.51	\$2,381.84	\$2,454.37	\$2,515.83	\$2,578.66
		Daily	\$201.77	\$209.03	\$216.31	\$223.58	\$230.86	\$238.19	\$245.44	\$251.59	\$257.87
		Hourly	\$25.23	\$26.13	\$27.04	\$27.95	\$28.86	\$29.78	\$30.68	\$31.45	\$32.24
CN	16	Annual	\$55,221.00	\$57,179.00	\$59,136.00	\$61,090.00	\$63,044.00	\$65,007.00	\$66,961.00	\$68,636.00	\$70,350.00
		Bi-Wk	\$2,115.75	\$2,190.77	\$2,265.75	\$2,340.62	\$2,415.48	\$2,490.69	\$2,565.56	\$2,629.74	\$2,695.41
		Daily	\$211.58	\$219.08	\$226.58	\$234.07	\$241.55	\$249.07	\$256.56	\$262.98	\$269.55
		Hourly	\$26.45	\$27.39	\$28.33	\$29.26	\$30.20	\$31.14	\$32.07	\$32.88	\$33.70
CN	17	Annual	\$57,953.00	\$59,968.00	\$61,986.00	\$63,993.00	\$66,009.00	\$68,015.00	\$70,028.00	\$71,781.00	\$73,576.00
		Bi-Wk	\$2,220.43	\$2,297.63	\$2,374.95	\$2,451.84	\$2,529.09	\$2,605.94	\$2,683.07	\$2,750.23	\$2,819.01
		Daily	\$222.05	\$229.77	\$237.50	\$245.19	\$252.91	\$260.60	\$268.31	\$275.03	\$281.91
		Hourly	\$27.76	\$28.73	\$29.69	\$30.65	\$31.62	\$32.58	\$33.54	\$34.38	\$35.24

Engineering and Scientific Confidential CN 40-Hours Salary Plan Effective 7/1/2022

<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	18	Annual	\$60,879.00	\$62,947.00	\$65,007.00	\$67,074.00	\$69,128.00	\$71,191.00	\$73,249.00	\$75,088.00	\$76,964.00
		Bi-Wk	\$2,332.53	\$2,411.77	\$2,490.69	\$2,569.89	\$2,648.59	\$2,727.63	\$2,806.48	\$2,876.94	\$2,948.82
		Daily	\$233.26	\$241.18	\$249.07	\$256.99	\$264.86	\$272.77	\$280.65	\$287.70	\$294.89
		Hourly	\$29.16	\$30.15	\$31.14	\$32.13	\$33.11	\$34.10	\$35.09	\$35.97	\$36.87
CN	19	Annual	\$63,876.00	\$66,009.00	\$68,128.00	\$70,255.00	\$72,373.00	\$74,492.00	\$76,614.00	\$78,533.00	\$80,497.00
		Bi-Wk	\$2,447.36	\$2,529.09	\$2,610.27	\$2,691.77	\$2,772.92	\$2,854.10	\$2,935.41	\$3,008.93	\$3,084.18
		Daily	\$244.74	\$252.91	\$261.03	\$269.18	\$277.30	\$285.41	\$293.55	\$300.90	\$308.42
		Hourly	\$30.60	\$31.62	\$32.63	\$33.65	\$34.67	\$35.68	\$36.70	\$37.62	\$38.56
CN	20	Annual	\$67,134.00	\$69,309.00	\$71,479.00	\$73,650.00	\$75,820.00	\$77,993.00	\$80,166.00	\$82,172.00	\$84,227.00
		Bi-Wk	\$2,572.19	\$2,655.52	\$2,738.66	\$2,821.84	\$2,904.99	\$2,988.24	\$3,071.50	\$3,148.36	\$3,227.09
		Daily	\$257.22	\$265.56	\$273.87	\$282.19	\$290.50	\$298.83	\$307.15	\$314.84	\$322.71
		Hourly	\$32.16	\$33.20	\$34.24	\$35.28	\$36.32	\$37.36	\$38.40	\$39.36	\$40.34
CN	21	Annual	\$70,440.00	\$72,680.00	\$74,911.00	\$77,140.00	\$79,380.00	\$81,608.00	\$83,850.00	\$85,949.00	\$88,097.00
		Bi-Wk	\$2,698.86	\$2,784.68	\$2,870.16	\$2,955.56	\$3,041.38	\$3,126.75	\$3,212.65	\$3,293.07	\$3,375.37
		Daily	\$269.89	\$278.47	\$287.02	\$295.56	\$304.14	\$312.68	\$321.27	\$329.31	\$337.54
		Hourly	\$33.74	\$34.81	\$35.88	\$36.95	\$38.02	\$39.09	\$40.16	\$41.17	\$42.20
CN	22	Annual	\$72,373.00	\$75,020.00	\$77,678.00	\$80,323.00	\$82,977.00	\$85,627.00	\$88,278.00	\$90,486.00	\$92,749.00
		Bi-Wk	\$2,772.92	\$2,874.33	\$2,976.17	\$3,077.51	\$3,179.20	\$3,280.73	\$3,382.30	\$3,466.90	\$3,553.61
		Daily	\$277.30	\$287.44	\$297.62	\$307.76	\$317.92	\$328.08	\$338.23	\$346.69	\$355.37
		Hourly	\$34.67	\$35.93	\$37.21	\$38.47	\$39.74	\$41.01	\$42.28	\$43.34	\$44.43
CN	23	Annual	\$75,798.00	\$78,563.00	\$81,317.00	\$84,086.00	\$86,845.00	\$89,608.00	\$92,371.00	\$94,680.00	\$97,051.00
		Bi-Wk	\$2,904.14	\$3,010.08	\$3,115.60	\$3,221.69	\$3,327.40	\$3,433.26	\$3,539.12	\$3,627.59	\$3,718.43
		Daily	\$290.42	\$301.01	\$311.56	\$322.17	\$332.74	\$343.33	\$353.92	\$362.76	\$371.85
		Hourly	\$36.31	\$37.63	\$38.95	\$40.28	\$41.60	\$42.92	\$44.24	\$45.35	\$46.49
CN	24	Annual	\$79,441.00	\$82,321.00	\$85,200.00	\$88,083.00	\$90,958.00	\$93,832.00	\$96,715.00	\$99,132.00	\$101,611.00
		Bi-Wk	\$3,043.72	\$3,154.07	\$3,264.37	\$3,374.83	\$3,484.99	\$3,595.10	\$3,705.56	\$3,798.17	\$3,893.15
		Daily	\$304.38	\$315.41	\$326.44	\$337.49	\$348.50	\$359.51	\$370.56	\$379.82	\$389.32
		Hourly	\$38.05	\$39.43	\$40.81	\$42.19	\$43.57	\$44.94	\$46.32	\$47.48	\$48.67

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CN	25	Annual	\$83,325.00	\$86,312.00	\$89,287.00	\$92,272.00	\$95,266.00	\$98,251.00	\$101,231.00	\$103,760.00	\$106,358.00
		Bi-Wk	\$3,192.53	\$3,306.98	\$3,420.96	\$3,535.33	\$3,650.04	\$3,764.41	\$3,878.59	\$3,975.48	\$4,075.02
		Daily	\$319.26	\$330.70	\$342.10	\$353.54	\$365.01	\$376.45	\$387.86	\$397.55	\$407.51
		Hourly	\$39.91	\$41.34	\$42.77	\$44.20	\$45.63	\$47.06	\$48.49	\$49.70	\$50.94
CN	26	Annual	\$87,428.00	\$90,524.00	\$93,626.00	\$96,715.00	\$99,810.00	\$102,908.00	\$105,997.00	\$108,645.00	\$111,362.00
		Bi-Wk	\$3,349.74	\$3,468.36	\$3,587.21	\$3,705.56	\$3,824.14	\$3,942.84	\$4,061.19	\$4,162.65	\$4,266.75
		Daily	\$334.98	\$346.84	\$358.73	\$370.56	\$382.42	\$394.29	\$406.12	\$416.27	\$426.68
		Hourly	\$41.88	\$43.36	\$44.85	\$46.32	\$47.81	\$49.29	\$50.77	\$52.04	\$53.34
CN	27	Annual	\$91,762.00	\$94,971.00	\$98,176.00	\$101,370.00	\$104,576.00	\$107,777.00	\$110,986.00	\$113,759.00	\$116,606.00
		Bi-Wk	\$3,515.79	\$3,638.74	\$3,761.54	\$3,883.91	\$4,006.75	\$4,129.39	\$4,252.34	\$4,358.59	\$4,467.67
		Daily	\$351.58	\$363.88	\$376.16	\$388.40	\$400.68	\$412.94	\$425.24	\$435.86	\$446.77
		Hourly	\$43.95	\$45.49	\$47.02	\$48.55	\$50.09	\$51.62	\$53.16	\$54.49	\$55.85
CN	28	Annual	\$96,397.00	\$99,712.00	\$103,030.00	\$106,352.00	\$109,656.00	\$112,971.00	\$116,283.00	\$119,191.00	\$122,172.00
		Bi-Wk	\$3,693.38	\$3,820.39	\$3,947.51	\$4,074.79	\$4,201.38	\$4,328.40	\$4,455.29	\$4,566.71	\$4,680.92
		Daily	\$369.34	\$382.04	\$394.76	\$407.48	\$420.14	\$432.84	\$445.53	\$456.68	\$468.10
		Hourly	\$46.17	\$47.76	\$49.35	\$50.94	\$52.52	\$54.11	\$55.70	\$57.09	\$58.52
CN	29	Annual	\$97,322.00	\$100,978.00	\$104,629.00	\$108,285.00	\$111,933.00	\$115,588.00	\$119,235.00	\$122,216.00	\$125,273.00
		Bi-Wk	\$3,728.82	\$3,868.89	\$4,008.78	\$4,148.86	\$4,288.63	\$4,428.66	\$4,568.40	\$4,682.61	\$4,799.74
		Daily	\$372.89	\$386.89	\$400.88	\$414.89	\$428.87	\$442.87	\$456.84	\$468.27	\$479.98
		Hourly	\$46.62	\$48.37	\$50.11	\$51.87	\$53.61	\$55.36	\$57.11	\$58.54	\$60.00
CN	30	Annual	\$101,231.00	\$104,990.00	\$108,756.00	\$112,504.00	\$116,256.00	\$120,017.00	\$123,785.00	\$126,878.00	\$130,049.00
		Bi-Wk	\$3,878.59	\$4,022.61	\$4,166.90	\$4,310.50	\$4,454.26	\$4,598.36	\$4,742.73	\$4,861.23	\$4,982.73
		Daily	\$387.86	\$402.27	\$416.69	\$431.05	\$445.43	\$459.84	\$474.28	\$486.13	\$498.28
		Hourly	\$48.49	\$50.29	\$52.09	\$53.89	\$55.68	\$57.48	\$59.29	\$60.77	\$62.29
CN	31	Annual	\$105,292.00	\$109,163.00	\$113,034.00	\$116,899.00	\$120,771.00	\$124,638.00	\$128,510.00	\$131,723.00	\$135,015.00
		Bi-Wk	\$4,034.18	\$4,182.50	\$4,330.81	\$4,478.89	\$4,627.25	\$4,775.41	\$4,923.76	\$5,046.86	\$5,172.99
		Daily	\$403.42	\$418.25	\$433.09	\$447.89	\$462.73	\$477.55	\$492.38	\$504.69	\$517.30
		Hourly	\$50.43	\$52.29	\$54.14	\$55.99	\$57.85	\$59.70	\$61.55	\$63.09	\$64.67

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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>
CN	32	Annual	\$109,515.00	\$113,487.00	\$117,458.00	\$121,439.00	\$125,416.00	\$129,387.00	\$133,373.00	\$136,710.00	\$140,130.00
		Bi-Wk	\$4,195.98	\$4,348.17	\$4,500.31	\$4,652.84	\$4,805.22	\$4,957.36	\$5,110.08	\$5,237.94	\$5,368.97
		Daily	\$419.60	\$434.82	\$450.04	\$465.29	\$480.53	\$495.74	\$511.01	\$523.80	\$536.90
		Hourly	\$52.45	\$54.36	\$56.26	\$58.17	\$60.07	\$61.97	\$63.88	\$65.48	\$67.12
CN	33	Annual	\$113,920.00	\$118,009.00	\$122,093.00	\$126,179.00	\$130,270.00	\$134,353.00	\$138,451.00	\$141,912.00	\$145,462.00
		Bi-Wk	\$4,364.76	\$4,521.42	\$4,677.90	\$4,834.45	\$4,991.19	\$5,147.63	\$5,304.64	\$5,437.25	\$5,573.26
		Daily	\$436.48	\$452.15	\$467.79	\$483.45	\$499.12	\$514.77	\$530.47	\$543.73	\$557.33
		Hourly	\$54.56	\$56.52	\$58.48	\$60.44	\$62.39	\$64.35	\$66.31	\$67.97	\$69.67
CN	34	Annual	\$118,611.00	\$122,812.00	\$127,008.00	\$131,210.00	\$135,405.00	\$139,608.00	\$143,795.00	\$147,393.00	\$151,077.00
		Bi-Wk	\$4,544.49	\$4,705.45	\$4,866.21	\$5,027.21	\$5,187.94	\$5,348.97	\$5,509.39	\$5,647.25	\$5,788.40
		Daily	\$454.45	\$470.55	\$486.63	\$502.73	\$518.80	\$534.90	\$550.94	\$564.73	\$578.84
		Hourly	\$56.81	\$58.82	\$60.83	\$62.85	\$64.85	\$66.87	\$68.87	\$70.60	\$72.36
CN	35	Annual	\$123,486.00	\$127,791.00	\$132,095.00	\$136,405.00	\$140,705.00	\$145,004.00	\$149,320.00	\$153,049.00	\$156,878.00
		Bi-Wk	\$4,731.27	\$4,896.21	\$5,061.12	\$5,226.25	\$5,391.00	\$5,555.71	\$5,721.08	\$5,863.95	\$6,010.66
		Daily	\$473.13	\$489.63	\$506.12	\$522.63	\$539.10	\$555.58	\$572.11	\$586.40	\$601.07
		Hourly	\$59.15	\$61.21	\$63.27	\$65.33	\$67.39	\$69.45	\$71.52	\$73.30	\$75.14
CN	36	Annual	\$128,621.00	\$133,032.00	\$137,453.00	\$141,866.00	\$146,285.00	\$150,695.00	\$155,114.00	\$158,993.00	\$162,964.00
		Bi-Wk	\$4,928.01	\$5,097.02	\$5,266.40	\$5,435.48	\$5,604.79	\$5,773.76	\$5,943.07	\$6,091.69	\$6,243.84
		Daily	\$492.81	\$509.71	\$526.64	\$543.55	\$560.48	\$577.38	\$594.31	\$609.17	\$624.39
		Hourly	\$61.61	\$63.72	\$65.83	\$67.95	\$70.06	\$72.18	\$74.29	\$76.15	\$78.05
CN	37	Annual	\$133,957.00	\$138,492.00	\$143,029.00	\$147,568.00	\$152,108.00	\$156,645.00	\$161,182.00	\$165,211.00	\$169,341.00
		Bi-Wk	\$5,132.46	\$5,306.21	\$5,480.04	\$5,653.95	\$5,827.90	\$6,001.73	\$6,175.56	\$6,329.93	\$6,488.17
		Daily	\$513.25	\$530.63	\$548.01	\$565.40	\$582.79	\$600.18	\$617.56	\$633.00	\$648.82
		Hourly	\$64.16	\$66.33	\$68.51	\$70.68	\$72.85	\$75.03	\$77.20	\$79.13	\$81.11
CN	38	Annual	\$139,487.00	\$144,124.00	\$148,772.00	\$153,412.00	\$158,060.00	\$162,698.00	\$167,346.00	\$171,527.00	\$175,815.00
		Bi-Wk	\$5,344.33	\$5,522.00	\$5,700.08	\$5,877.86	\$6,055.94	\$6,233.64	\$6,411.73	\$6,571.92	\$6,736.21
		Daily	\$534.44	\$552.20	\$570.01	\$587.79	\$605.60	\$623.37	\$641.18	\$657.20	\$673.63
		Hourly	\$66.81	\$69.03	\$71.26	\$73.48	\$75.70	\$77.93	\$80.15	\$82.15	\$84.21

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CN	39	Annual	\$145,290.00	\$150,046.00	\$154,792.00	\$159,556.00	\$164,309.00	\$169,053.00	\$173,820.00	\$178,165.00	\$182,620.00
		Bi-Wk	\$5,566.67	\$5,748.89	\$5,930.73	\$6,113.26	\$6,295.37	\$6,477.13	\$6,659.78	\$6,826.25	\$6,996.94
		Daily	\$556.67	\$574.89	\$593.08	\$611.33	\$629.54	\$647.72	\$665.98	\$682.63	\$699.70
		Hourly	\$69.59	\$71.87	\$74.14	\$76.42	\$78.70	\$80.97	\$83.25	\$85.33	\$87.47
CN	40	Annual	\$151,344.00	\$156,196.00	\$161,062.00	\$165,911.00	\$170,770.00	\$175,619.00	\$180,479.00	\$184,989.00	\$189,616.00
		Bi-Wk	\$5,798.63	\$5,984.53	\$6,170.96	\$6,356.75	\$6,542.92	\$6,728.70	\$6,914.91	\$7,087.71	\$7,264.99
		Daily	\$579.87	\$598.46	\$617.10	\$635.68	\$654.30	\$672.87	\$691.50	\$708.78	\$726.50
		Hourly	\$72.49	\$74.81	\$77.14	\$79.46	\$81.79	\$84.11	\$86.44	\$88.60	\$90.82
CN	41	Annual	\$157,668.00	\$162,649.00	\$167,618.00	\$172,597.00	\$177,569.00	\$182,539.00	\$187,509.00	\$192,199.00	\$197,003.00
		Bi-Wk	\$6,040.92	\$6,231.77	\$6,422.15	\$6,612.92	\$6,803.41	\$6,993.84	\$7,184.26	\$7,363.95	\$7,548.01
		Daily	\$604.10	\$623.18	\$642.22	\$661.30	\$680.35	\$699.39	\$718.43	\$736.40	\$754.81
		Hourly	\$75.52	\$77.90	\$80.28	\$82.67	\$85.05	\$87.43	\$89.81	\$92.05	\$94.36
CN	42	Annual	\$164,239.00	\$169,330.00	\$174,419.00	\$179,489.00	\$184,584.00	\$189,661.00	\$194,756.00	\$199,627.00	\$204,615.00
		Bi-Wk	\$6,292.69	\$6,487.74	\$6,682.73	\$6,876.98	\$7,072.19	\$7,266.71	\$7,461.92	\$7,648.55	\$7,839.66
		Daily	\$629.27	\$648.78	\$668.28	\$687.70	\$707.22	\$726.68	\$746.20	\$764.86	\$783.97
		Hourly	\$78.66	\$81.10	\$83.54	\$85.97	\$88.41	\$90.84	\$93.28	\$95.61	\$98.00
CN	43	Annual	\$171,218.00	\$176,402.00	\$181,591.00	\$186,773.00	\$191,965.00	\$197,142.00	\$202,329.00	\$207,386.00	\$212,573.00
		Bi-Wk	\$6,560.08	\$6,758.70	\$6,957.51	\$7,156.06	\$7,354.99	\$7,553.34	\$7,752.07	\$7,945.83	\$8,144.56
		Daily	\$656.01	\$675.87	\$695.76	\$715.61	\$735.50	\$755.34	\$775.21	\$794.59	\$814.46
		Hourly	\$82.01	\$84.49	\$86.97	\$89.46	\$91.94	\$94.42	\$96.91	\$99.33	\$101.81