

**P-1 HC 35 Hour Pay Plan Effective 07/01/2022**

| <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> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HC          | 1            | Annual        | \$26,614.00   | \$27,268.00   | \$27,912.00   | \$28,561.00   | \$29,205.00   | \$29,861.00   | \$30,504.00   | \$31,341.00   | \$32,180.00   | \$33,046.00    | \$33,932.00    |
|             |              | Bi-Wk         | \$1,019.70    | \$1,044.76    | \$1,069.43    | \$1,094.30    | \$1,118.97    | \$1,144.10    | \$1,168.74    | \$1,200.81    | \$1,232.96    | \$1,266.14     | \$1,300.08     |
|             |              | Daily         | \$101.97      | \$104.48      | \$106.95      | \$109.43      | \$111.90      | \$114.41      | \$116.88      | \$120.09      | \$123.30      | \$126.62       | \$130.01       |
|             |              | Hourly        | \$14.57       | \$14.93       | \$15.28       | \$15.64       | \$15.99       | \$16.35       | \$16.70       | \$17.16       | \$17.62       | \$18.09        | \$18.58        |
| HC          | 2            | Annual        | \$27,912.00   | \$28,561.00   | \$29,205.00   | \$29,861.00   | \$30,504.00   | \$31,152.00   | \$31,796.00   | \$32,670.00   | \$33,546.00   | \$34,438.00    | \$35,359.00    |
|             |              | Bi-Wk         | \$1,069.43    | \$1,094.30    | \$1,118.97    | \$1,144.10    | \$1,168.74    | \$1,193.57    | \$1,218.24    | \$1,251.73    | \$1,285.29    | \$1,319.47     | \$1,354.76     |
|             |              | Daily         | \$106.95      | \$109.43      | \$111.90      | \$114.41      | \$116.88      | \$119.36      | \$121.83      | \$125.18      | \$128.53      | \$131.95       | \$135.48       |
|             |              | Hourly        | \$15.28       | \$15.64       | \$15.99       | \$16.35       | \$16.70       | \$17.06       | \$17.41       | \$17.89       | \$18.37       | \$18.85        | \$19.36        |
| HC          | 3            | Annual        | \$28,561.00   | \$29,205.00   | \$29,861.00   | \$30,504.00   | \$31,152.00   | \$31,796.00   | \$32,444.00   | \$33,341.00   | \$34,227.00   | \$35,140.00    | \$36,076.00    |
|             |              | Bi-Wk         | \$1,094.30    | \$1,118.97    | \$1,144.10    | \$1,168.74    | \$1,193.57    | \$1,218.24    | \$1,243.07    | \$1,277.44    | \$1,311.38    | \$1,346.37     | \$1,382.23     |
|             |              | Daily         | \$109.43      | \$111.90      | \$114.41      | \$116.88      | \$119.36      | \$121.83      | \$124.31      | \$127.75      | \$131.14      | \$134.64       | \$138.23       |
|             |              | Hourly        | \$15.64       | \$15.99       | \$16.35       | \$16.70       | \$17.06       | \$17.41       | \$17.76       | \$18.25       | \$18.74       | \$19.24        | \$19.75        |
| HC          | 4            | Annual        | \$29,483.00   | \$30,273.00   | \$31,053.00   | \$31,847.00   | \$32,640.00   | \$33,420.00   | \$34,204.00   | \$35,150.00   | \$36,087.00   | \$37,052.00    | \$38,044.00    |
|             |              | Bi-Wk         | \$1,129.62    | \$1,159.89    | \$1,189.78    | \$1,220.20    | \$1,250.58    | \$1,280.46    | \$1,310.50    | \$1,346.75    | \$1,382.65    | \$1,419.62     | \$1,457.63     |
|             |              | Daily         | \$112.97      | \$115.99      | \$118.98      | \$122.02      | \$125.06      | \$128.05      | \$131.05      | \$134.68      | \$138.27      | \$141.97       | \$145.77       |
|             |              | Hourly        | \$16.14       | \$16.57       | \$17.00       | \$17.44       | \$17.87       | \$18.30       | \$18.73       | \$19.24       | \$19.76       | \$20.29        | \$20.83        |
| HC          | 5            | Annual        | \$30,223.00   | \$31,053.00   | \$31,891.00   | \$32,718.00   | \$33,550.00   | \$34,382.00   | \$35,219.00   | \$36,184.00   | \$37,155.00   | \$38,148.00    | \$39,170.00    |
|             |              | Bi-Wk         | \$1,157.97    | \$1,189.78    | \$1,221.88    | \$1,253.57    | \$1,285.45    | \$1,317.32    | \$1,349.39    | \$1,386.37    | \$1,423.57    | \$1,461.61     | \$1,500.77     |
|             |              | Daily         | \$115.80      | \$118.98      | \$122.19      | \$125.36      | \$128.55      | \$131.74      | \$134.94      | \$138.64      | \$142.36      | \$146.17       | \$150.08       |
|             |              | Hourly        | \$16.55       | \$17.00       | \$17.46       | \$17.91       | \$18.37       | \$18.82       | \$19.28       | \$19.81       | \$20.34       | \$20.89        | \$21.44        |
| HC          | 6            | Annual        | \$31,248.00   | \$32,084.00   | \$32,910.00   | \$33,610.00   | \$34,573.00   | \$35,405.00   | \$36,232.00   | \$37,231.00   | \$38,225.00   | \$39,245.00    | \$40,292.00    |
|             |              | Bi-Wk         | \$1,197.25    | \$1,229.28    | \$1,260.92    | \$1,287.74    | \$1,324.64    | \$1,356.52    | \$1,388.20    | \$1,426.48    | \$1,464.56    | \$1,503.64     | \$1,543.76     |
|             |              | Daily         | \$119.73      | \$122.93      | \$126.10      | \$128.78      | \$132.47      | \$135.66      | \$138.82      | \$142.65      | \$146.46      | \$150.37       | \$154.38       |
|             |              | Hourly        | \$17.11       | \$17.57       | \$18.02       | \$18.40       | \$18.93       | \$19.38       | \$19.84       | \$20.38       | \$20.93       | \$21.49        | \$22.06        |
| HC          | 7            | Annual        | \$32,170.00   | \$32,999.00   | \$33,829.00   | \$34,659.00   | \$35,495.00   | \$36,329.00   | \$37,158.00   | \$38,181.00   | \$39,198.00   | \$40,247.00    | \$41,325.00    |
|             |              | Bi-Wk         | \$1,232.57    | \$1,264.33    | \$1,296.14    | \$1,327.94    | \$1,359.97    | \$1,391.92    | \$1,423.68    | \$1,462.88    | \$1,501.84    | \$1,542.04     | \$1,583.34     |
|             |              | Daily         | \$123.26      | \$126.44      | \$129.62      | \$132.80      | \$136.00      | \$139.20      | \$142.37      | \$146.29      | \$150.19      | \$154.21       | \$158.34       |
|             |              | Hourly        | \$17.61       | \$18.07       | \$18.52       | \$18.98       | \$19.43       | \$19.89       | \$20.34       | \$20.90       | \$21.46       | \$22.03        | \$22.62        |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HC          | 8            | Annual        | \$34,573.00   | \$35,587.00   | \$36,617.00   | \$37,628.00   | \$38,646.00   | \$39,666.00   | \$40,689.00   | \$41,802.00   | \$42,921.00   | \$44,070.00    | \$45,250.00    |
|             |              | Bi-Wk         | \$1,324.64    | \$1,363.49    | \$1,402.96    | \$1,441.69    | \$1,480.69    | \$1,519.78    | \$1,558.97    | \$1,601.61    | \$1,644.49    | \$1,688.51     | \$1,733.72     |
|             |              | Daily         | \$132.47      | \$136.35      | \$140.30      | \$144.17      | \$148.07      | \$151.98      | \$155.90      | \$160.17      | \$164.45      | \$168.86       | \$173.38       |
|             |              | Hourly        | \$18.93       | \$19.48       | \$20.05       | \$20.60       | \$21.16       | \$21.72       | \$22.28       | \$22.89       | \$23.50       | \$24.13        | \$24.77        |
| HC          | 9            | Annual        | \$35,636.00   | \$36,644.00   | \$37,759.00   | \$38,820.00   | \$39,886.00   | \$40,943.00   | \$42,017.00   | \$43,173.00   | \$44,326.00   | \$45,510.00    | \$46,727.00    |
|             |              | Bi-Wk         | \$1,365.37    | \$1,403.99    | \$1,446.71    | \$1,487.36    | \$1,528.20    | \$1,568.70    | \$1,609.85    | \$1,654.14    | \$1,698.32    | \$1,743.68     | \$1,790.31     |
|             |              | Daily         | \$136.54      | \$140.40      | \$144.68      | \$148.74      | \$152.82      | \$156.87      | \$160.99      | \$165.42      | \$169.84      | \$174.37       | \$179.04       |
|             |              | Hourly        | \$19.51       | \$20.06       | \$20.67       | \$21.25       | \$21.84       | \$22.41       | \$23.00       | \$23.64       | \$24.27       | \$24.91        | \$25.58        |
| HC          | 10           | Annual        | \$36,781.00   | \$37,898.00   | \$39,002.00   | \$40,117.00   | \$41,226.00   | \$42,360.00   | \$43,527.00   | \$44,722.00   | \$45,924.00   | \$47,156.00    | \$48,424.00    |
|             |              | Bi-Wk         | \$1,409.24    | \$1,452.04    | \$1,494.33    | \$1,537.05    | \$1,579.55    | \$1,622.99    | \$1,667.71    | \$1,713.49    | \$1,759.55    | \$1,806.75     | \$1,855.33     |
|             |              | Daily         | \$140.93      | \$145.21      | \$149.44      | \$153.71      | \$157.96      | \$162.30      | \$166.78      | \$171.35      | \$175.96      | \$180.68       | \$185.54       |
|             |              | Hourly        | \$20.14       | \$20.75       | \$21.35       | \$21.96       | \$22.57       | \$23.19       | \$23.83       | \$24.48       | \$25.14       | \$25.82        | \$26.51        |
| HC          | 11           | Annual        | \$37,952.00   | \$39,101.00   | \$40,266.00   | \$41,419.00   | \$42,613.00   | \$43,828.00   | \$45,044.00   | \$46,283.00   | \$47,519.00   | \$48,795.00    | \$50,104.00    |
|             |              | Bi-Wk         | \$1,454.10    | \$1,498.13    | \$1,542.76    | \$1,586.94    | \$1,632.69    | \$1,679.24    | \$1,725.83    | \$1,773.30    | \$1,820.66    | \$1,869.55     | \$1,919.70     |
|             |              | Daily         | \$145.41      | \$149.82      | \$154.28      | \$158.70      | \$163.27      | \$167.93      | \$172.59      | \$177.33      | \$182.07      | \$186.96       | \$191.97       |
|             |              | Hourly        | \$20.78       | \$21.41       | \$22.04       | \$22.68       | \$23.33       | \$23.99       | \$24.66       | \$25.34       | \$26.01       | \$26.71        | \$27.43        |
| HC          | 12           | Annual        | \$39,180.00   | \$40,393.00   | \$41,586.00   | \$42,836.00   | \$44,096.00   | \$45,365.00   | \$46,624.00   | \$47,904.00   | \$49,186.00   | \$50,500.00    | \$51,855.00    |
|             |              | Bi-Wk         | \$1,501.15    | \$1,547.63    | \$1,593.34    | \$1,641.23    | \$1,689.51    | \$1,738.13    | \$1,786.37    | \$1,835.41    | \$1,884.53    | \$1,934.87     | \$1,986.79     |
|             |              | Daily         | \$150.12      | \$154.77      | \$159.34      | \$164.13      | \$168.96      | \$173.82      | \$178.64      | \$183.55      | \$188.46      | \$193.49       | \$198.68       |
|             |              | Hourly        | \$21.45       | \$22.11       | \$22.77       | \$23.45       | \$24.14       | \$24.84       | \$25.52       | \$26.23       | \$26.93       | \$27.65        | \$28.39        |
| HC          | 13           | Annual        | \$41,390.00   | \$42,914.00   | \$44,461.00   | \$45,996.00   | \$47,541.00   | \$49,074.00   | \$50,623.00   | \$52,012.00   | \$53,405.00   | \$54,838.00    | \$56,309.00    |
|             |              | Bi-Wk         | \$1,585.83    | \$1,644.22    | \$1,703.49    | \$1,762.30    | \$1,821.50    | \$1,880.23    | \$1,939.58    | \$1,992.80    | \$2,046.17    | \$2,101.08     | \$2,157.44     |
|             |              | Daily         | \$158.59      | \$164.43      | \$170.35      | \$176.23      | \$182.15      | \$188.03      | \$193.96      | \$199.28      | \$204.62      | \$210.11       | \$215.75       |
|             |              | Hourly        | \$22.66       | \$23.49       | \$24.34       | \$25.18       | \$26.03       | \$26.87       | \$27.71       | \$28.47       | \$29.24       | \$30.02        | \$30.83        |
| HC          | 14           | Annual        | \$43,323.00   | \$44,919.00   | \$46,513.00   | \$48,101.00   | \$49,691.00   | \$51,281.00   | \$52,867.00   | \$54,318.00   | \$55,776.00   | \$57,267.00    | \$58,806.00    |
|             |              | Bi-Wk         | \$1,659.89    | \$1,721.04    | \$1,782.11    | \$1,842.96    | \$1,903.87    | \$1,964.79    | \$2,025.56    | \$2,081.15    | \$2,137.02    | \$2,194.14     | \$2,253.11     |
|             |              | Daily         | \$165.99      | \$172.11      | \$178.22      | \$184.30      | \$190.39      | \$196.48      | \$202.56      | \$208.12      | \$213.71      | \$219.42       | \$225.32       |
|             |              | Hourly        | \$23.72       | \$24.59       | \$25.46       | \$26.33       | \$27.20       | \$28.07       | \$28.94       | \$29.74       | \$30.53       | \$31.35        | \$32.19        |

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|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HC          | 15           | Annual        | \$45,408.00   | \$47,044.00   | \$48,681.00   | \$50,317.00   | \$51,957.00   | \$53,601.00   | \$55,236.00   | \$56,755.00   | \$58,276.00   | \$59,835.00    | \$61,436.00    |
|             |              | Bi-Wk         | \$1,739.78    | \$1,802.46    | \$1,865.18    | \$1,927.86    | \$1,990.69    | \$2,053.68    | \$2,116.33    | \$2,174.53    | \$2,232.80    | \$2,292.53     | \$2,353.87     |
|             |              | Daily         | \$173.98      | \$180.25      | \$186.52      | \$192.79      | \$199.07      | \$205.37      | \$211.64      | \$217.46      | \$223.28      | \$229.26       | \$235.39       |
|             |              | Hourly        | \$24.86       | \$25.75       | \$26.65       | \$27.55       | \$28.44       | \$29.34       | \$30.24       | \$31.07       | \$31.90       | \$32.76        | \$33.63        |
| HC          | 16           | Annual        | \$47,615.00   | \$49,302.00   | \$50,994.00   | \$52,679.00   | \$54,364.00   | \$56,056.00   | \$57,735.00   | \$59,318.00   | \$60,908.00   | \$62,539.00    | \$64,215.00    |
|             |              | Bi-Wk         | \$1,824.33    | \$1,888.97    | \$1,953.80    | \$2,018.36    | \$2,082.92    | \$2,147.74    | \$2,212.07    | \$2,272.73    | \$2,333.64    | \$2,396.14     | \$2,460.35     |
|             |              | Daily         | \$182.44      | \$188.90      | \$195.38      | \$201.84      | \$208.30      | \$214.78      | \$221.21      | \$227.28      | \$233.37      | \$239.62       | \$246.04       |
|             |              | Hourly        | \$26.07       | \$26.99       | \$27.92       | \$28.84       | \$29.76       | \$30.69       | \$31.61       | \$32.47       | \$33.34       | \$34.24        | \$35.15        |
| HC          | 17           | Annual        | \$49,972.00   | \$51,713.00   | \$53,448.00   | \$55,179.00   | \$56,914.00   | \$58,642.00   | \$60,385.00   | \$62,048.00   | \$63,707.00   | \$65,413.00    | \$67,164.00    |
|             |              | Bi-Wk         | \$1,914.64    | \$1,981.35    | \$2,047.82    | \$2,114.14    | \$2,180.62    | \$2,246.82    | \$2,313.61    | \$2,377.32    | \$2,440.89    | \$2,506.25     | \$2,573.34     |
|             |              | Daily         | \$191.47      | \$198.14      | \$204.79      | \$211.42      | \$218.07      | \$224.69      | \$231.37      | \$237.74      | \$244.09      | \$250.63       | \$257.34       |
|             |              | Hourly        | \$27.36       | \$28.31       | \$29.26       | \$30.21       | \$31.16       | \$32.10       | \$33.06       | \$33.97       | \$34.87       | \$35.81        | \$36.77        |
| HC          | 18           | Annual        | \$52,493.00   | \$54,273.00   | \$56,056.00   | \$57,836.00   | \$59,605.00   | \$61,386.00   | \$63,161.00   | \$64,900.00   | \$66,639.00   | \$68,427.00    | \$70,266.00    |
|             |              | Bi-Wk         | \$2,011.23    | \$2,079.43    | \$2,147.74    | \$2,215.94    | \$2,283.72    | \$2,351.96    | \$2,419.97    | \$2,486.60    | \$2,553.22    | \$2,621.73     | \$2,692.19     |
|             |              | Daily         | \$201.13      | \$207.95      | \$214.78      | \$221.60      | \$228.38      | \$235.20      | \$242.00      | \$248.66      | \$255.33      | \$262.18       | \$269.22       |
|             |              | Hourly        | \$28.74       | \$29.71       | \$30.69       | \$31.66       | \$32.63       | \$33.60       | \$34.58       | \$35.53       | \$36.48       | \$37.46        | \$38.46        |
| HC          | 19           | Annual        | \$55,078.00   | \$56,914.00   | \$58,742.00   | \$60,581.00   | \$62,400.00   | \$64,230.00   | \$66,061.00   | \$67,880.00   | \$69,696.00   | \$71,562.00    | \$73,482.00    |
|             |              | Bi-Wk         | \$2,110.27    | \$2,180.62    | \$2,250.66    | \$2,321.12    | \$2,390.81    | \$2,460.92    | \$2,531.08    | \$2,600.77    | \$2,670.35    | \$2,741.84     | \$2,815.41     |
|             |              | Daily         | \$211.03      | \$218.07      | \$225.07      | \$232.12      | \$239.09      | \$246.10      | \$253.11      | \$260.08      | \$267.04      | \$274.19       | \$281.55       |
|             |              | Hourly        | \$30.15       | \$31.16       | \$32.16       | \$33.16       | \$34.16       | \$35.16       | \$36.16       | \$37.16       | \$38.15       | \$39.17        | \$40.23        |
| HC          | 20           | Annual        | \$57,889.00   | \$59,763.00   | \$61,637.00   | \$63,507.00   | \$65,376.00   | \$67,253.00   | \$69,126.00   | \$71,029.00   | \$72,928.00   | \$74,881.00    | \$76,885.00    |
|             |              | Bi-Wk         | \$2,217.97    | \$2,289.78    | \$2,361.58    | \$2,433.22    | \$2,504.83    | \$2,576.75    | \$2,648.51    | \$2,721.42    | \$2,794.18    | \$2,869.01     | \$2,945.79     |
|             |              | Daily         | \$221.80      | \$228.98      | \$236.16      | \$243.33      | \$250.49      | \$257.68      | \$264.86      | \$272.15      | \$279.42      | \$286.91       | \$294.58       |
|             |              | Hourly        | \$31.69       | \$32.72       | \$33.74       | \$34.77       | \$35.79       | \$36.82       | \$37.84       | \$38.88       | \$39.92       | \$40.99        | \$42.09        |
| HC          | 21           | Annual        | \$60,742.00   | \$62,666.00   | \$64,591.00   | \$66,521.00   | \$68,448.00   | \$70,371.00   | \$72,301.00   | \$74,287.00   | \$76,273.00   | \$78,316.00    | \$80,413.00    |
|             |              | Bi-Wk         | \$2,327.28    | \$2,401.00    | \$2,474.76    | \$2,548.70    | \$2,622.53    | \$2,696.21    | \$2,770.16    | \$2,846.25    | \$2,922.34    | \$3,000.62     | \$3,080.96     |
|             |              | Daily         | \$232.73      | \$240.10      | \$247.48      | \$254.87      | \$262.26      | \$269.63      | \$277.02      | \$284.63      | \$292.24      | \$300.07       | \$308.10       |
|             |              | Hourly        | \$33.25       | \$34.30       | \$35.36       | \$36.41       | \$37.47       | \$38.52       | \$39.58       | \$40.67       | \$41.75       | \$42.87        | \$44.02        |

**P-1 HC 35 Hour Pay Plan Effective 07/01/2022**

| <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> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HC          | 22           | Annual        | \$62,400.00   | \$64,690.00   | \$66,978.00   | \$69,261.00   | \$71,547.00   | \$73,835.00   | \$76,118.00   | \$78,214.00   | \$80,304.00   | \$82,457.00    | \$84,668.00    |
|             |              | Bi-Wk         | \$2,390.81    | \$2,478.55    | \$2,566.21    | \$2,653.68    | \$2,741.27    | \$2,828.93    | \$2,916.40    | \$2,996.71    | \$3,076.79    | \$3,159.28     | \$3,243.99     |
|             |              | Daily         | \$239.09      | \$247.86      | \$256.63      | \$265.37      | \$274.13      | \$282.90      | \$291.64      | \$299.68      | \$307.68      | \$315.93       | \$324.40       |
|             |              | Hourly        | \$34.16       | \$35.41       | \$36.67       | \$37.91       | \$39.17       | \$40.42       | \$41.67       | \$42.82       | \$43.96       | \$45.14        | \$46.35        |
| HC          | 23           | Annual        | \$65,361.00   | \$67,744.00   | \$70,116.00   | \$72,502.00   | \$74,881.00   | \$77,266.00   | \$79,650.00   | \$81,834.00   | \$84,027.00   | \$86,280.00    | \$88,589.00    |
|             |              | Bi-Wk         | \$2,504.26    | \$2,595.56    | \$2,686.44    | \$2,777.86    | \$2,869.01    | \$2,960.39    | \$3,051.73    | \$3,135.41    | \$3,219.43    | \$3,305.75     | \$3,394.22     |
|             |              | Daily         | \$250.43      | \$259.56      | \$268.65      | \$277.79      | \$286.91      | \$296.04      | \$305.18      | \$313.55      | \$321.95      | \$330.58       | \$339.43       |
|             |              | Hourly        | \$35.78       | \$37.08       | \$38.38       | \$39.69       | \$40.99       | \$42.30       | \$43.60       | \$44.80       | \$46.00       | \$47.23        | \$48.49        |
| HC          | 24           | Annual        | \$68,499.00   | \$70,984.00   | \$73,462.00   | \$75,948.00   | \$78,436.00   | \$80,912.00   | \$83,394.00   | \$85,682.00   | \$87,977.00   | \$90,334.00    | \$92,753.00    |
|             |              | Bi-Wk         | \$2,624.49    | \$2,719.70    | \$2,814.64    | \$2,909.89    | \$3,005.22    | \$3,100.08    | \$3,195.18    | \$3,282.84    | \$3,370.77    | \$3,461.08     | \$3,553.76     |
|             |              | Daily         | \$262.45      | \$271.97      | \$281.47      | \$290.99      | \$300.53      | \$310.01      | \$319.52      | \$328.29      | \$337.08      | \$346.11       | \$355.38       |
|             |              | Hourly        | \$37.50       | \$38.86       | \$40.21       | \$41.57       | \$42.94       | \$44.29       | \$45.65       | \$46.90       | \$48.16       | \$49.45        | \$50.77        |
| HC          | 25           | Annual        | \$71,842.00   | \$74,426.00   | \$76,987.00   | \$79,567.00   | \$82,138.00   | \$84,718.00   | \$87,285.00   | \$89,689.00   | \$92,088.00   | \$94,552.00    | \$97,084.00    |
|             |              | Bi-Wk         | \$2,752.57    | \$2,851.58    | \$2,949.70    | \$3,048.55    | \$3,147.05    | \$3,245.91    | \$3,344.26    | \$3,436.37    | \$3,528.28    | \$3,622.69     | \$3,719.70     |
|             |              | Daily         | \$275.26      | \$285.16      | \$294.97      | \$304.86      | \$314.71      | \$324.60      | \$334.43      | \$343.64      | \$352.83      | \$362.27       | \$371.97       |
|             |              | Hourly        | \$39.33       | \$40.74       | \$42.14       | \$43.56       | \$44.96       | \$46.38       | \$47.78       | \$49.10       | \$50.41       | \$51.76        | \$53.14        |
| HC          | 26           | Annual        | \$75,383.00   | \$78,050.00   | \$80,731.00   | \$83,394.00   | \$86,065.00   | \$88,736.00   | \$91,399.00   | \$93,910.00   | \$96,425.00   | \$99,010.00    | \$101,664.00   |
|             |              | Bi-Wk         | \$2,888.24    | \$2,990.43    | \$3,093.15    | \$3,195.18    | \$3,297.51    | \$3,399.85    | \$3,501.88    | \$3,598.09    | \$3,694.45    | \$3,793.49     | \$3,895.18     |
|             |              | Daily         | \$288.83      | \$299.05      | \$309.32      | \$319.52      | \$329.76      | \$339.99      | \$350.19      | \$359.81      | \$369.45      | \$379.35       | \$389.52       |
|             |              | Hourly        | \$41.27       | \$42.73       | \$44.19       | \$45.65       | \$47.11       | \$48.57       | \$50.03       | \$51.41       | \$52.78       | \$54.20        | \$55.65        |
| HC          | 27           | Annual        | \$79,126.00   | \$81,890.00   | \$84,652.00   | \$87,409.00   | \$90,175.00   | \$92,930.00   | \$95,703.00   | \$98,330.00   | \$100,961.00  | \$103,667.00   | \$106,450.00   |
|             |              | Bi-Wk         | \$3,031.65    | \$3,137.55    | \$3,243.38    | \$3,349.01    | \$3,454.99    | \$3,560.54    | \$3,666.79    | \$3,767.44    | \$3,868.24    | \$3,971.92     | \$4,078.55     |
|             |              | Daily         | \$303.17      | \$313.76      | \$324.34      | \$334.91      | \$345.50      | \$356.06      | \$366.68      | \$376.75      | \$386.83      | \$397.20       | \$407.86       |
|             |              | Hourly        | \$43.31       | \$44.83       | \$46.34       | \$47.85       | \$49.36       | \$50.87       | \$52.39       | \$53.83       | \$55.27       | \$56.75        | \$58.27        |
| HC          | 28           | Annual        | \$83,122.00   | \$85,979.00   | \$88,843.00   | \$91,702.00   | \$94,557.00   | \$97,405.00   | \$100,259.00  | \$103,015.00  | \$105,775.00  | \$108,612.00   | \$111,526.00   |
|             |              | Bi-Wk         | \$3,184.76    | \$3,294.22    | \$3,403.95    | \$3,513.49    | \$3,622.88    | \$3,732.00    | \$3,841.35    | \$3,946.94    | \$4,052.69    | \$4,161.38     | \$4,273.03     |
|             |              | Daily         | \$318.48      | \$329.43      | \$340.40      | \$351.35      | \$362.29      | \$373.20      | \$384.14      | \$394.70      | \$405.27      | \$416.14       | \$427.31       |
|             |              | Hourly        | \$45.50       | \$47.07       | \$48.63       | \$50.20       | \$51.76       | \$53.32       | \$54.88       | \$56.39       | \$57.90       | \$59.45        | \$61.05        |

**P-1 HC 35 Hour Pay Plan Effective 07/01/2022**

| <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> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HC          | 29           | Annual        | \$83,920.00   | \$87,067.00   | \$90,219.00   | \$93,370.00   | \$96,520.00   | \$99,664.00   | \$102,814.00  | \$105,638.00  | \$108,471.00  | \$111,373.00   | \$114,356.00   |
|             |              | Bi-Wk         | \$3,215.33    | \$3,335.91    | \$3,456.67    | \$3,577.40    | \$3,698.09    | \$3,818.55    | \$3,939.24    | \$4,047.44    | \$4,155.98    | \$4,267.17     | \$4,381.46     |
|             |              | Daily         | \$321.54      | \$333.60      | \$345.67      | \$357.74      | \$369.81      | \$381.86      | \$393.93      | \$404.75      | \$415.60      | \$426.72       | \$438.15       |
|             |              | Hourly        | \$45.94       | \$47.66       | \$49.39       | \$51.11       | \$52.83       | \$54.56       | \$56.28       | \$57.83       | \$59.38       | \$60.96        | \$62.60        |
| HC          | 30           | Annual        | \$87,285.00   | \$90,528.00   | \$93,775.00   | \$97,010.00   | \$100,248.00  | \$103,489.00  | \$106,734.00  | \$109,668.00  | \$112,600.00  | \$115,610.00   | \$118,702.00   |
|             |              | Bi-Wk         | \$3,344.26    | \$3,468.51    | \$3,592.92    | \$3,716.86    | \$3,840.92    | \$3,965.10    | \$4,089.43    | \$4,201.84    | \$4,314.18    | \$4,429.51     | \$4,547.97     |
|             |              | Daily         | \$334.43      | \$346.86      | \$359.30      | \$371.69      | \$384.10      | \$396.51      | \$408.95      | \$420.19      | \$431.42      | \$442.96       | \$454.80       |
|             |              | Hourly        | \$47.78       | \$49.56       | \$51.33       | \$53.10       | \$54.88       | \$56.65       | \$58.43       | \$60.03       | \$61.64       | \$63.28        | \$64.98        |
| HC          | 31           | Annual        | \$90,791.00   | \$94,121.00   | \$97,459.00   | \$100,797.00  | \$104,142.00  | \$107,475.00  | \$110,807.00  | \$113,857.00  | \$116,901.00  | \$120,027.00   | \$123,236.00   |
|             |              | Bi-Wk         | \$3,478.59    | \$3,606.17    | \$3,734.07    | \$3,861.96    | \$3,990.12    | \$4,117.82    | \$4,245.48    | \$4,362.34    | \$4,478.97    | \$4,598.74     | \$4,721.69     |
|             |              | Daily         | \$347.86      | \$360.62      | \$373.41      | \$386.20      | \$399.02      | \$411.79      | \$424.55      | \$436.24      | \$447.90      | \$459.88       | \$472.17       |
|             |              | Hourly        | \$49.70       | \$51.52       | \$53.35       | \$55.18       | \$57.01       | \$58.83       | \$60.65       | \$62.32       | \$63.99       | \$65.70        | \$67.46        |
| HC          | 32           | Annual        | \$94,428.00   | \$97,858.00   | \$101,283.00  | \$104,708.00  | \$108,143.00  | \$111,567.00  | \$115,005.00  | \$118,170.00  | \$121,331.00  | \$124,575.00   | \$127,909.00   |
|             |              | Bi-Wk         | \$3,617.94    | \$3,749.35    | \$3,880.58    | \$4,011.81    | \$4,143.41    | \$4,274.60    | \$4,406.33    | \$4,527.59    | \$4,648.70    | \$4,772.99     | \$4,900.73     |
|             |              | Daily         | \$361.80      | \$374.94      | \$388.06      | \$401.19      | \$414.35      | \$427.46      | \$440.64      | \$452.76      | \$464.87      | \$477.30       | \$490.08       |
|             |              | Hourly        | \$51.69       | \$53.57       | \$55.44       | \$57.32       | \$59.20       | \$61.07       | \$62.95       | \$64.68       | \$66.41       | \$68.19        | \$70.02        |
| HC          | 33           | Annual        | \$98,233.00   | \$101,757.00  | \$105,278.00  | \$108,799.00  | \$112,324.00  | \$115,848.00  | \$119,380.00  | \$122,662.00  | \$125,946.00  | \$129,319.00   | \$132,780.00   |
|             |              | Bi-Wk         | \$3,763.72    | \$3,898.74    | \$4,033.64    | \$4,168.55    | \$4,303.61    | \$4,438.63    | \$4,573.95    | \$4,699.70    | \$4,825.52    | \$4,954.76     | \$5,087.36     |
|             |              | Daily         | \$376.38      | \$389.88      | \$403.37      | \$416.86      | \$430.37      | \$443.87      | \$457.40      | \$469.97      | \$482.56      | \$495.48       | \$508.74       |
|             |              | Hourly        | \$53.77       | \$55.70       | \$57.63       | \$59.56       | \$61.49       | \$63.41       | \$65.35       | \$67.14       | \$68.94       | \$70.79        | \$72.68        |
| HC          | 34           | Annual        | \$102,276.00  | \$105,894.00  | \$109,516.00  | \$113,138.00  | \$116,751.00  | \$120,378.00  | \$123,992.00  | \$127,399.00  | \$130,813.00  | \$134,323.00   | \$137,923.00   |
|             |              | Bi-Wk         | \$3,918.63    | \$4,057.25    | \$4,196.02    | \$4,334.79    | \$4,473.22    | \$4,612.19    | \$4,750.66    | \$4,881.19    | \$5,012.00    | \$5,146.48     | \$5,284.41     |
|             |              | Daily         | \$391.87      | \$405.73      | \$419.61      | \$433.48      | \$447.33      | \$461.22      | \$475.07      | \$488.12      | \$501.20      | \$514.65       | \$528.45       |
|             |              | Hourly        | \$55.99       | \$57.97       | \$59.95       | \$61.93       | \$63.91       | \$65.89       | \$67.87       | \$69.74       | \$71.60       | \$73.53        | \$75.50        |
| HC          | 35           | Annual        | \$106,480.00  | \$110,186.00  | \$113,404.00  | \$117,614.00  | \$121,325.00  | \$125,033.00  | \$128,253.00  | \$131,776.00  | \$135,303.00  | \$138,927.00   | \$142,650.00   |
|             |              | Bi-Wk         | \$4,079.70    | \$4,221.69    | \$4,344.99    | \$4,506.29    | \$4,648.47    | \$4,790.54    | \$4,913.91    | \$5,048.89    | \$5,184.03    | \$5,322.88     | \$5,465.52     |
|             |              | Daily         | \$407.97      | \$422.17      | \$434.50      | \$450.63      | \$464.85      | \$479.06      | \$491.40      | \$504.89      | \$518.41      | \$532.29       | \$546.56       |
|             |              | Hourly        | \$58.29       | \$60.31       | \$62.08       | \$64.38       | \$66.41       | \$68.44       | \$70.20       | \$72.13       | \$74.06       | \$76.05        | \$78.08        |

**P-1 HC 35 Hour Pay Plan Effective 07/01/2022**

| <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> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HC          | 36           | Annual        | \$110,907.00  | \$114,711.00  | \$118,521.00  | \$122,327.00  | \$126,139.00  | \$129,941.00  | \$133,749.00  | \$137,428.00  | \$141,107.00  | \$144,883.00   | \$148,761.00   |
|             |              | Bi-Wk         | \$4,249.32    | \$4,395.06    | \$4,541.04    | \$4,686.86    | \$4,832.92    | \$4,978.59    | \$5,124.49    | \$5,265.45    | \$5,406.40    | \$5,551.08     | \$5,699.66     |
|             |              | Daily         | \$424.94      | \$439.51      | \$454.11      | \$468.69      | \$483.30      | \$497.86      | \$512.45      | \$526.55      | \$540.64      | \$555.11       | \$569.97       |
|             |              | Hourly        | \$60.71       | \$62.79       | \$64.88       | \$66.96       | \$69.05       | \$71.13       | \$73.21       | \$75.23       | \$77.24       | \$79.31        | \$81.43        |
| HC          | 37           | Annual        | \$115,508.00  | \$119,415.00  | \$123,326.00  | \$127,241.00  | \$131,157.00  | \$135,068.00  | \$138,981.00  | \$142,797.00  | \$146,619.00  | \$150,541.00   | \$154,568.00   |
|             |              | Bi-Wk         | \$4,425.60    | \$4,575.29    | \$4,725.14    | \$4,875.14    | \$5,025.18    | \$5,175.02    | \$5,324.95    | \$5,471.15    | \$5,617.59    | \$5,767.86     | \$5,922.15     |
|             |              | Daily         | \$442.56      | \$457.53      | \$472.52      | \$487.52      | \$502.52      | \$517.51      | \$532.50      | \$547.12      | \$561.76      | \$576.79       | \$592.22       |
|             |              | Hourly        | \$63.23       | \$65.37       | \$67.51       | \$69.65       | \$71.79       | \$73.93       | \$76.08       | \$78.16       | \$80.26       | \$82.40        | \$84.61        |
| HC          | 38           | Annual        | \$120,276.00  | \$124,277.00  | \$128,288.00  | \$132,287.00  | \$136,291.00  | \$140,293.00  | \$144,299.00  | \$148,264.00  | \$152,231.00  | \$156,305.00   | \$160,488.00   |
|             |              | Bi-Wk         | \$4,608.28    | \$4,761.58    | \$4,915.25    | \$5,068.47    | \$5,221.88    | \$5,375.22    | \$5,528.70    | \$5,680.62    | \$5,832.61    | \$5,988.70     | \$6,148.97     |
|             |              | Daily         | \$460.83      | \$476.16      | \$491.53      | \$506.85      | \$522.19      | \$537.53      | \$552.87      | \$568.07      | \$583.27      | \$598.87       | \$614.90       |
|             |              | Hourly        | \$65.84       | \$68.03       | \$70.22       | \$72.41       | \$74.60       | \$76.79       | \$78.99       | \$81.16       | \$83.33       | \$85.56        | \$87.85        |
| HC          | 39           | Annual        | \$125,274.00  | \$129,374.00  | \$133,475.00  | \$137,582.00  | \$141,678.00  | \$145,894.00  | \$149,879.00  | \$153,999.00  | \$158,120.00  | \$162,354.00   | \$166,704.00   |
|             |              | Bi-Wk         | \$4,799.78    | \$4,956.86    | \$5,113.99    | \$5,271.35    | \$5,428.28    | \$5,589.81    | \$5,742.50    | \$5,900.35    | \$6,058.24    | \$6,220.46     | \$6,387.13     |
|             |              | Daily         | \$479.98      | \$495.69      | \$511.40      | \$527.14      | \$542.83      | \$558.99      | \$574.25      | \$590.04      | \$605.83      | \$622.05       | \$638.72       |
|             |              | Hourly        | \$68.57       | \$70.82       | \$73.06       | \$75.31       | \$77.55       | \$79.86       | \$82.04       | \$84.30       | \$86.55       | \$88.87        | \$91.25        |
| HC          | 40           | Annual        | \$130,500.00  | \$134,681.00  | \$138,876.00  | \$143,060.00  | \$147,245.00  | \$151,434.00  | \$155,623.00  | \$159,898.00  | \$164,182.00  | \$168,582.00   | \$173,098.00   |
|             |              | Bi-Wk         | \$5,000.00    | \$5,160.20    | \$5,320.92    | \$5,481.23    | \$5,641.58    | \$5,802.07    | \$5,962.57    | \$6,126.37    | \$6,290.50    | \$6,459.09     | \$6,632.11     |
|             |              | Daily         | \$500.00      | \$516.02      | \$532.10      | \$548.13      | \$564.16      | \$580.21      | \$596.26      | \$612.64      | \$629.05      | \$645.91       | \$663.22       |
|             |              | Hourly        | \$71.43       | \$73.72       | \$76.02       | \$78.31       | \$80.60       | \$82.89       | \$85.18       | \$87.52       | \$89.87       | \$92.28        | \$94.75        |
| HC          | 41           | Annual        | \$135,955.00  | \$140,242.00  | \$144,531.00  | \$148,824.00  | \$153,110.00  | \$157,395.00  | \$161,680.00  | \$166,130.00  | \$170,574.00  | \$175,140.00   | \$179,828.00   |
|             |              | Bi-Wk         | \$5,209.01    | \$5,373.26    | \$5,537.59    | \$5,702.07    | \$5,866.29    | \$6,030.46    | \$6,194.64    | \$6,365.14    | \$6,535.41    | \$6,710.35     | \$6,889.97     |
|             |              | Daily         | \$520.91      | \$537.33      | \$553.76      | \$570.21      | \$586.63      | \$603.05      | \$619.47      | \$636.52      | \$653.55      | \$671.04       | \$689.00       |
|             |              | Hourly        | \$74.42       | \$76.77       | \$79.11       | \$81.46       | \$83.81       | \$86.15       | \$88.50       | \$90.94       | \$93.37       | \$95.87        | \$98.43        |
| HC          | 42           | Annual        | \$141,622.00  | \$146,010.00  | \$150,399.00  | \$154,765.00  | \$159,157.00  | \$163,544.00  | \$167,927.00  | \$172,546.00  | \$177,164.00  | \$181,902.00   | \$186,769.00   |
|             |              | Bi-Wk         | \$5,426.14    | \$5,594.26    | \$5,762.42    | \$5,929.70    | \$6,097.97    | \$6,266.06    | \$6,433.99    | \$6,610.96    | \$6,787.90    | \$6,969.43     | \$7,155.91     |
|             |              | Daily         | \$542.62      | \$559.43      | \$576.25      | \$592.97      | \$609.80      | \$626.61      | \$643.40      | \$661.10      | \$678.79      | \$696.95       | \$715.60       |
|             |              | Hourly        | \$77.52       | \$79.92       | \$82.33       | \$84.71       | \$87.12       | \$89.52       | \$91.92       | \$94.45       | \$96.97       | \$99.57        | \$102.23       |

**P-1 HC 35 Hour Pay Plan Effective 07/01/2022**

| <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> | <u>Step 10</u> | <u>Step 11</u> |
|-------------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|----------------|----------------|
| HC          | 43           | Annual        | \$147,632.00  | \$152,106.00  | \$156,579.00  | \$161,046.00  | \$165,521.00  | \$169,990.00  | \$174,454.00  | \$179,254.00  | \$184,051.00  | \$188,975.00   | \$194,034.00   |
|             |              | Bi-Wk         | \$5,656.40    | \$5,827.82    | \$5,999.20    | \$6,170.35    | \$6,341.81    | \$6,513.03    | \$6,684.07    | \$6,867.97    | \$7,051.77    | \$7,240.43     | \$7,434.26     |
|             |              | Daily         | \$565.64      | \$582.79      | \$599.92      | \$617.04      | \$634.19      | \$651.31      | \$668.41      | \$686.80      | \$705.18      | \$724.05       | \$743.43       |
|             |              | Hourly        | \$80.81       | \$83.26       | \$85.71       | \$88.15       | \$90.60       | \$93.05       | \$95.49       | \$98.12       | \$100.74      | \$103.44       | \$106.21       |