

**Note**

This is a new pay plan for the TE 3, TE  
Supervising Engineer, Transportation Principal  
Engineer job classes.  
Please see the job specification for more information.

**P-4 EM 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>	<u>Step 12</u>	<u>Step 13</u>
EM	11	Annual	\$40,864.00	\$42,034.00	\$43,243.00	\$44,471.00	\$45,709.00	\$46,857.00	\$48,025.00	\$49,223.00	\$50,462.00	\$51,723.00	\$53,531.00	\$54,870.00	\$56,242.00
		Bi-Wk	\$1,565.68	\$1,610.50	\$1,656.82	\$1,703.87	\$1,751.31	\$1,795.29	\$1,840.04	\$1,885.94	\$1,933.41	\$1,981.73	\$2,051.00	\$2,102.30	\$2,154.87
		Daily	\$156.57	\$161.05	\$165.69	\$170.39	\$175.14	\$179.53	\$184.01	\$188.60	\$193.35	\$198.18	\$205.10	\$210.23	\$215.49
		Hourly	\$22.37	\$23.01	\$23.67	\$24.35	\$25.02	\$25.65	\$26.29	\$26.95	\$27.63	\$28.32	\$29.30	\$30.04	\$30.79
EM	12	Annual	\$42,204.00	\$43,474.00	\$44,747.00	\$46,038.00	\$47,313.00	\$48,495.00	\$49,708.00	\$50,949.00	\$52,222.00	\$53,531.00	\$58,129.00	\$59,583.00	\$61,073.00
		Bi-Wk	\$1,617.02	\$1,665.68	\$1,714.45	\$1,763.91	\$1,812.76	\$1,858.05	\$1,904.53	\$1,952.07	\$2,000.85	\$2,051.00	\$2,227.17	\$2,282.88	\$2,339.97
		Daily	\$161.71	\$166.57	\$171.45	\$176.40	\$181.28	\$185.81	\$190.46	\$195.21	\$200.09	\$205.10	\$222.72	\$228.29	\$234.00
		Hourly	\$23.11	\$23.80	\$24.50	\$25.20	\$25.90	\$26.55	\$27.21	\$27.89	\$28.59	\$29.30	\$31.82	\$32.62	\$33.43
EM	13	Annual	\$45,117.00	\$46,673.00	\$48,243.00	\$49,799.00	\$51,371.00	\$52,656.00	\$53,975.00	\$55,327.00	\$56,711.00	\$58,129.00	\$60,705.00	\$62,223.00	\$63,779.00
		Bi-Wk	\$1,728.63	\$1,788.24	\$1,848.40	\$1,908.01	\$1,968.24	\$2,017.48	\$2,068.01	\$2,119.81	\$2,172.84	\$2,227.17	\$2,325.87	\$2,384.03	\$2,443.64
		Daily	\$172.87	\$178.83	\$184.84	\$190.81	\$196.83	\$201.75	\$206.81	\$211.99	\$217.29	\$222.72	\$232.59	\$238.41	\$244.37
		Hourly	\$24.70	\$25.55	\$26.41	\$27.26	\$28.12	\$28.83	\$29.55	\$30.29	\$31.05	\$31.82	\$33.23	\$34.06	\$34.91
EM	14	Annual	\$47,198.00	\$48,813.00	\$50,426.00	\$52,041.00	\$53,651.00	\$54,999.00	\$56,368.00	\$57,775.00	\$59,222.00	\$60,705.00	\$63,425.00	\$65,011.00	\$66,637.00
		Bi-Wk	\$1,808.36	\$1,870.23	\$1,932.04	\$1,993.91	\$2,055.60	\$2,107.25	\$2,159.70	\$2,213.61	\$2,269.05	\$2,325.87	\$2,430.08	\$2,490.85	\$2,553.15
		Daily	\$180.84	\$187.03	\$193.21	\$199.40	\$205.56	\$210.73	\$215.97	\$221.37	\$226.91	\$232.59	\$243.01	\$249.09	\$255.32
		Hourly	\$25.84	\$26.72	\$27.61	\$28.49	\$29.37	\$30.11	\$30.86	\$31.63	\$32.42	\$33.23	\$34.72	\$35.59	\$36.48
EM	15	Annual	\$49,399.00	\$51,059.00	\$52,723.00	\$54,397.00	\$56,051.00	\$57,456.00	\$58,891.00	\$60,367.00	\$61,875.00	\$63,425.00	\$66,293.00	\$67,951.00	\$69,650.00
		Bi-Wk	\$1,892.69	\$1,956.29	\$2,020.04	\$2,084.18	\$2,147.55	\$2,201.38	\$2,256.37	\$2,312.92	\$2,370.69	\$2,430.08	\$2,539.97	\$2,603.49	\$2,668.59
		Daily	\$189.27	\$195.63	\$202.01	\$208.42	\$214.76	\$220.14	\$225.64	\$231.30	\$237.07	\$243.01	\$254.00	\$260.35	\$266.86
		Hourly	\$27.04	\$27.95	\$28.86	\$29.78	\$30.68	\$31.45	\$32.24	\$33.05	\$33.87	\$34.72	\$36.29	\$37.20	\$38.13
EM	16	Annual	\$51,744.00	\$53,454.00	\$55,165.00	\$56,882.00	\$58,591.00	\$60,055.00	\$61,554.00	\$63,092.00	\$64,672.00	\$66,293.00	\$69,333.00	\$71,066.00	\$72,843.00
		Bi-Wk	\$1,982.53	\$2,048.05	\$2,113.61	\$2,179.39	\$2,244.87	\$2,300.96	\$2,358.40	\$2,417.32	\$2,477.86	\$2,539.97	\$2,656.44	\$2,722.84	\$2,790.92
		Daily	\$198.26	\$204.81	\$211.37	\$217.94	\$224.49	\$230.10	\$235.84	\$241.74	\$247.79	\$254.00	\$265.65	\$272.29	\$279.10
		Hourly	\$28.33	\$29.26	\$30.20	\$31.14	\$32.07	\$32.88	\$33.70	\$34.54	\$35.40	\$36.29	\$37.95	\$38.90	\$39.88
EM	17	Annual	\$54,241.00	\$55,997.00	\$57,759.00	\$59,515.00	\$61,277.00	\$62,809.00	\$64,386.00	\$65,993.00	\$67,643.00	\$69,333.00	\$72,522.00	\$74,336.00	\$76,195.00
		Bi-Wk	\$2,078.20	\$2,145.48	\$2,212.99	\$2,280.27	\$2,347.78	\$2,406.48	\$2,466.90	\$2,528.47	\$2,591.69	\$2,656.44	\$2,778.63	\$2,848.13	\$2,919.35
		Daily	\$207.82	\$214.55	\$221.30	\$228.03	\$234.78	\$240.65	\$246.69	\$252.85	\$259.17	\$265.65	\$277.87	\$284.82	\$291.94
		Hourly	\$29.69	\$30.65	\$31.62	\$32.58	\$33.54	\$34.38	\$35.25	\$36.13	\$37.03	\$37.95	\$39.70	\$40.69	\$41.71
EM	18	Annual	\$56,882.00	\$58,691.00	\$60,487.00	\$62,293.00	\$64,094.00	\$65,703.00	\$67,344.00	\$69,029.00	\$70,752.00	\$72,522.00	\$75,849.00	\$77,746.00	\$79,690.00
		Bi-Wk	\$2,179.39	\$2,248.70	\$2,317.51	\$2,386.71	\$2,455.71	\$2,517.36	\$2,580.23	\$2,644.79	\$2,710.81	\$2,778.63	\$2,906.10	\$2,978.78	\$3,053.26
		Daily	\$217.94	\$224.87	\$231.76	\$238.68	\$245.58	\$251.74	\$258.03	\$264.48	\$271.09	\$277.87	\$290.61	\$297.88	\$305.33
		Hourly	\$31.14	\$32.13	\$33.11	\$34.10	\$35.09	\$35.97	\$36.87	\$37.79	\$38.73	\$39.70	\$41.52	\$42.56	\$43.62

**P-4 EM 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>	<u>Step 12</u>	<u>Step 13</u>
EM	19	Annual	\$59,613.00	\$61,475.00	\$63,328.00	\$65,183.00	\$67,039.00	\$68,715.00	\$70,434.00	\$72,192.00	\$73,996.00	\$75,849.00	\$79,371.00	\$81,355.00	\$83,390.00
		Bi-Wk	\$2,284.03	\$2,355.37	\$2,426.37	\$2,497.44	\$2,568.55	\$2,632.76	\$2,698.63	\$2,765.98	\$2,835.10	\$2,906.10	\$3,041.04	\$3,117.05	\$3,195.02
		Daily	\$228.41	\$235.54	\$242.64	\$249.75	\$256.86	\$263.28	\$269.87	\$276.60	\$283.51	\$290.61	\$304.11	\$311.71	\$319.51
		Hourly	\$32.63	\$33.65	\$34.67	\$35.68	\$36.70	\$37.62	\$38.56	\$39.52	\$40.51	\$41.52	\$43.45	\$44.53	\$45.65
EM	20	Annual	\$62,545.00	\$64,445.00	\$66,345.00	\$68,244.00	\$70,146.00	\$71,904.00	\$73,706.00	\$75,544.00	\$77,433.00	\$79,371.00	\$83,011.00	\$85,086.00	\$87,214.00
		Bi-Wk	\$2,396.37	\$2,469.16	\$2,541.96	\$2,614.72	\$2,687.59	\$2,754.95	\$2,823.99	\$2,894.41	\$2,966.79	\$3,041.04	\$3,180.50	\$3,260.00	\$3,341.54
		Daily	\$239.64	\$246.92	\$254.20	\$261.48	\$268.76	\$275.50	\$282.40	\$289.45	\$296.68	\$304.11	\$318.05	\$326.00	\$334.16
		Hourly	\$34.24	\$35.28	\$36.32	\$37.36	\$38.40	\$39.36	\$40.35	\$41.35	\$42.39	\$43.45	\$45.44	\$46.58	\$47.74
EM	21	Annual	\$65,548.00	\$67,499.00	\$69,461.00	\$71,408.00	\$73,371.00	\$75,207.00	\$77,081.00	\$79,008.00	\$80,984.00	\$83,011.00	\$87,401.00	\$89,586.00	\$91,826.00
		Bi-Wk	\$2,511.42	\$2,586.17	\$2,661.35	\$2,735.94	\$2,811.15	\$2,881.50	\$2,953.30	\$3,027.13	\$3,102.84	\$3,180.50	\$3,348.70	\$3,432.42	\$3,518.24
		Daily	\$251.15	\$258.62	\$266.14	\$273.60	\$281.12	\$288.15	\$295.33	\$302.72	\$310.29	\$318.05	\$334.87	\$343.25	\$351.83
		Hourly	\$35.88	\$36.95	\$38.02	\$39.09	\$40.16	\$41.17	\$42.19	\$43.25	\$44.33	\$45.44	\$47.84	\$49.04	\$50.27
EM	22	Annual	\$67,970.00	\$70,284.00	\$72,606.00	\$74,925.00	\$77,245.00	\$79,172.00	\$81,162.00	\$83,188.00	\$85,268.00	\$87,401.00	\$91,448.00	\$93,734.00	\$96,078.00
		Bi-Wk	\$2,604.22	\$2,692.88	\$2,781.84	\$2,870.69	\$2,959.58	\$3,033.41	\$3,109.66	\$3,187.28	\$3,266.98	\$3,348.70	\$3,503.76	\$3,591.35	\$3,681.15
		Daily	\$260.43	\$269.29	\$278.19	\$287.07	\$295.96	\$303.35	\$310.97	\$318.73	\$326.70	\$334.87	\$350.38	\$359.14	\$368.12
		Hourly	\$37.21	\$38.47	\$39.75	\$41.01	\$42.28	\$43.34	\$44.43	\$45.54	\$46.68	\$47.84	\$50.06	\$51.31	\$52.59
EM	23	Annual	\$71,153.00	\$73,576.00	\$75,991.00	\$78,409.00	\$80,825.00	\$82,847.00	\$84,915.00	\$87,038.00	\$89,218.00	\$91,448.00	\$95,748.00	\$98,142.00	\$100,597.00
		Bi-Wk	\$2,726.17	\$2,819.01	\$2,911.54	\$3,004.18	\$3,096.75	\$3,174.22	\$3,253.45	\$3,334.79	\$3,418.32	\$3,503.76	\$3,668.51	\$3,760.23	\$3,854.30
		Daily	\$272.62	\$281.91	\$291.16	\$300.42	\$309.68	\$317.43	\$325.35	\$333.48	\$341.84	\$350.38	\$366.86	\$376.03	\$385.43
		Hourly	\$38.95	\$40.28	\$41.60	\$42.92	\$44.24	\$45.35	\$46.48	\$47.64	\$48.84	\$50.06	\$52.41	\$53.72	\$55.07
EM	24	Annual	\$74,551.00	\$77,075.00	\$79,590.00	\$82,105.00	\$84,632.00	\$86,741.00	\$88,917.00	\$91,133.00	\$93,411.00	\$95,748.00	\$100,225.00	\$102,731.00	\$105,300.00
		Bi-Wk	\$2,856.37	\$2,953.07	\$3,049.43	\$3,145.79	\$3,242.61	\$3,323.41	\$3,406.79	\$3,491.69	\$3,578.97	\$3,668.51	\$3,840.04	\$3,936.06	\$4,034.49
		Daily	\$285.64	\$295.31	\$304.95	\$314.58	\$324.27	\$332.35	\$340.68	\$349.17	\$357.90	\$366.86	\$384.01	\$393.61	\$403.45
		Hourly	\$40.81	\$42.19	\$43.57	\$44.94	\$46.33	\$47.48	\$48.67	\$49.89	\$51.13	\$52.41	\$54.86	\$56.23	\$57.64
EM	25	Annual	\$78,126.00	\$80,738.00	\$83,360.00	\$85,972.00	\$88,578.00	\$90,790.00	\$93,065.00	\$95,396.00	\$97,781.00	\$100,225.00	\$104,937.00	\$107,562.00	\$110,251.00
		Bi-Wk	\$2,993.34	\$3,093.41	\$3,193.87	\$3,293.95	\$3,393.80	\$3,478.55	\$3,565.71	\$3,655.02	\$3,746.40	\$3,840.04	\$4,020.58	\$4,121.15	\$4,224.18
		Daily	\$299.34	\$309.35	\$319.39	\$329.40	\$339.38	\$347.86	\$356.58	\$365.51	\$374.64	\$384.01	\$402.06	\$412.12	\$422.42
		Hourly	\$42.77	\$44.20	\$45.63	\$47.06	\$48.49	\$49.70	\$50.94	\$52.22	\$53.52	\$54.86	\$57.44	\$58.88	\$60.35
EM	26	Annual	\$81,923.00	\$84,632.00	\$87,334.00	\$90,046.00	\$92,748.00	\$95,068.00	\$97,446.00	\$99,883.00	\$102,378.00	\$104,937.00	\$109,878.00	\$112,625.00	\$115,441.00
		Bi-Wk	\$3,138.82	\$3,242.61	\$3,346.14	\$3,450.04	\$3,553.57	\$3,642.46	\$3,733.57	\$3,826.94	\$3,922.53	\$4,020.58	\$4,209.89	\$4,315.14	\$4,423.03
		Daily	\$313.89	\$324.27	\$334.62	\$345.01	\$355.36	\$364.25	\$373.36	\$382.70	\$392.26	\$402.06	\$420.99	\$431.52	\$442.31
		Hourly	\$44.85	\$46.33	\$47.81	\$49.29	\$50.77	\$52.04	\$53.34	\$54.68	\$56.04	\$57.44	\$60.15	\$61.65	\$63.19

**P-4 EM 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>	<u>Step 12</u>	<u>Step 13</u>
EM	27	Annual	\$85,907.00	\$88,699.00	\$91,504.00	\$94,307.00	\$97,113.00	\$99,545.00	\$102,032.00	\$104,582.00	\$107,198.00	\$109,878.00	\$115,115.00	\$117,993.00	\$120,944.00
		Bi-Wk	\$3,291.46	\$3,398.43	\$3,505.91	\$3,613.30	\$3,720.81	\$3,813.99	\$3,909.28	\$4,006.98	\$4,107.21	\$4,209.89	\$4,410.54	\$4,520.81	\$4,633.87
		Daily	\$329.15	\$339.85	\$350.60	\$361.33	\$372.09	\$381.40	\$390.93	\$400.70	\$410.73	\$420.99	\$441.06	\$452.09	\$463.39
		Hourly	\$47.03	\$48.55	\$50.09	\$51.62	\$53.16	\$54.49	\$55.85	\$57.25	\$58.68	\$60.15	\$63.01	\$64.59	\$66.20
EM	28	Annual	\$90,153.00	\$93,058.00	\$95,949.00	\$98,850.00	\$101,751.00	\$104,288.00	\$106,893.00	\$109,570.00	\$112,308.00	\$115,115.00	\$118,048.00	\$120,999.00	\$124,025.00
		Bi-Wk	\$3,454.14	\$3,565.45	\$3,676.21	\$3,787.36	\$3,898.51	\$3,995.71	\$4,095.52	\$4,198.09	\$4,302.99	\$4,410.54	\$4,522.92	\$4,635.98	\$4,751.92
		Daily	\$345.42	\$356.55	\$367.63	\$378.74	\$389.86	\$399.58	\$409.56	\$419.81	\$430.30	\$441.06	\$452.30	\$463.60	\$475.20
		Hourly	\$49.35	\$50.94	\$52.52	\$54.11	\$55.70	\$57.09	\$58.51	\$59.98	\$61.48	\$63.01	\$64.62	\$66.23	\$67.89
EM	29	Annual	\$91,551.00	\$94,750.00	\$97,943.00	\$101,141.00	\$104,333.00	\$106,940.00	\$109,618.00	\$112,360.00	\$115,168.00	\$118,048.00	\$122,548.00	\$125,612.00	\$128,752.00
		Bi-Wk	\$3,507.71	\$3,630.27	\$3,752.61	\$3,875.14	\$3,997.44	\$4,097.32	\$4,199.93	\$4,304.99	\$4,412.57	\$4,522.92	\$4,695.33	\$4,812.73	\$4,933.03
		Daily	\$350.78	\$363.03	\$375.27	\$387.52	\$399.75	\$409.74	\$420.00	\$430.50	\$441.26	\$452.30	\$469.54	\$481.28	\$493.31
		Hourly	\$50.12	\$51.87	\$53.61	\$55.36	\$57.11	\$58.54	\$60.00	\$61.50	\$63.04	\$64.62	\$67.08	\$68.76	\$70.48
EM	30	Annual	\$95,163.00	\$98,443.00	\$101,724.00	\$105,016.00	\$108,314.00	\$111,019.00	\$113,801.00	\$116,643.00	\$119,560.00	\$122,548.00	\$127,222.00	\$130,403.00	\$133,663.00
		Bi-Wk	\$3,646.10	\$3,771.77	\$3,897.48	\$4,023.61	\$4,149.97	\$4,253.61	\$4,360.20	\$4,469.09	\$4,580.85	\$4,695.33	\$4,874.41	\$4,996.29	\$5,121.19
		Daily	\$364.61	\$377.18	\$389.75	\$402.37	\$415.00	\$425.37	\$436.02	\$446.91	\$458.09	\$469.54	\$487.45	\$499.63	\$512.12
		Hourly	\$52.09	\$53.89	\$55.68	\$57.49	\$59.29	\$60.77	\$62.29	\$63.85	\$65.45	\$67.08	\$69.64	\$71.38	\$73.16
EM	31	Annual	\$98,908.00	\$102,288.00	\$105,675.00	\$109,059.00	\$112,447.00	\$115,255.00	\$118,139.00	\$121,093.00	\$124,118.00	\$127,222.00	\$132,044.00	\$135,345.00	\$138,729.00
		Bi-Wk	\$3,789.58	\$3,919.09	\$4,048.86	\$4,178.51	\$4,308.32	\$4,415.91	\$4,526.40	\$4,639.58	\$4,755.48	\$4,874.41	\$5,059.16	\$5,185.64	\$5,315.29
		Daily	\$378.96	\$391.91	\$404.89	\$417.86	\$430.84	\$441.60	\$452.64	\$463.96	\$475.55	\$487.45	\$505.92	\$518.57	\$531.53
		Hourly	\$54.14	\$55.99	\$57.85	\$59.70	\$61.55	\$63.09	\$64.67	\$66.28	\$67.94	\$69.64	\$72.28	\$74.09	\$75.94
EM	32	Annual	\$102,776.00	\$106,260.00	\$109,739.00	\$113,218.00	\$116,704.00	\$119,623.00	\$122,614.00	\$125,680.00	\$128,823.00	\$132,044.00	\$137,066.00	\$140,493.00	\$144,006.00
		Bi-Wk	\$3,937.78	\$4,071.27	\$4,204.56	\$4,337.86	\$4,471.42	\$4,583.26	\$4,697.86	\$4,815.33	\$4,935.75	\$5,059.16	\$5,251.58	\$5,382.88	\$5,517.48
		Daily	\$393.78	\$407.13	\$420.46	\$433.79	\$447.15	\$458.33	\$469.79	\$481.54	\$493.58	\$505.92	\$525.16	\$538.29	\$551.75
		Hourly	\$56.26	\$58.17	\$60.07	\$61.97	\$63.88	\$65.48	\$67.12	\$68.80	\$70.52	\$72.28	\$75.03	\$76.90	\$78.83
EM	33	Annual	\$106,832.00	\$110,407.00	\$113,987.00	\$117,559.00	\$121,144.00	\$124,177.00	\$127,275.00	\$130,459.00	\$133,720.00	\$137,066.00	\$142,358.00	\$145,917.00	\$149,566.00
		Bi-Wk	\$4,093.19	\$4,230.16	\$4,367.32	\$4,504.18	\$4,641.54	\$4,757.74	\$4,876.44	\$4,998.43	\$5,123.38	\$5,251.58	\$5,454.33	\$5,590.69	\$5,730.50
		Daily	\$409.32	\$423.02	\$436.74	\$450.42	\$464.16	\$475.78	\$487.65	\$499.85	\$512.34	\$525.16	\$545.44	\$559.07	\$573.05
		Hourly	\$58.48	\$60.44	\$62.40	\$64.35	\$66.31	\$67.97	\$69.67	\$71.41	\$73.20	\$75.03	\$77.92	\$79.87	\$81.87
EM	34	Annual	\$111,135.00	\$114,810.00	\$118,482.00	\$122,157.00	\$125,823.00	\$128,971.00	\$132,197.00	\$135,498.00	\$138,884.00	\$142,358.00	\$147,826.00	\$151,522.00	\$155,311.00
		Bi-Wk	\$4,258.05	\$4,398.86	\$4,539.55	\$4,680.35	\$4,820.81	\$4,941.42	\$5,065.02	\$5,191.50	\$5,321.23	\$5,454.33	\$5,663.84	\$5,805.45	\$5,950.62
		Daily	\$425.81	\$439.89	\$453.96	\$468.04	\$482.09	\$494.15	\$506.51	\$519.15	\$532.13	\$545.44	\$566.39	\$580.55	\$595.07
		Hourly	\$60.83	\$62.85	\$64.86	\$66.87	\$68.87	\$70.60	\$72.36	\$74.17	\$76.02	\$77.92	\$80.92	\$82.94	\$85.01

**P-4 EM 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>	<u>Step 12</u>	<u>Step 13</u>
EM	35	Annual	\$115,585.00	\$119,354.00	\$123,119.00	\$126,880.00	\$130,655.00	\$133,916.00	\$137,267.00	\$140,701.00	\$144,218.00	\$147,826.00	\$153,566.00	\$157,405.00	\$161,341.00
		Bi-Wk	\$4,428.55	\$4,572.96	\$4,717.21	\$4,861.31	\$5,005.94	\$5,130.89	\$5,259.28	\$5,390.85	\$5,525.60	\$5,663.84	\$5,883.76	\$6,030.85	\$6,181.65
		Daily	\$442.86	\$457.30	\$471.73	\$486.14	\$500.60	\$513.09	\$525.93	\$539.09	\$552.56	\$566.39	\$588.38	\$603.09	\$618.17
		Hourly	\$63.27	\$65.33	\$67.39	\$69.45	\$71.52	\$73.30	\$75.14	\$77.02	\$78.94	\$80.92	\$84.06	\$86.16	\$88.31
EM	36	Annual	\$120,272.00	\$124,134.00	\$128,000.00	\$131,859.00	\$135,724.00	\$139,124.00	\$142,596.00	\$146,165.00	\$149,821.00	\$153,566.00	\$159,569.00	\$163,559.00	\$167,649.00
		Bi-Wk	\$4,608.13	\$4,756.10	\$4,904.22	\$5,052.07	\$5,200.16	\$5,330.43	\$5,463.45	\$5,600.20	\$5,740.27	\$5,883.76	\$6,113.76	\$6,266.63	\$6,423.34
		Daily	\$460.82	\$475.61	\$490.43	\$505.21	\$520.02	\$533.05	\$546.35	\$560.02	\$574.03	\$588.38	\$611.38	\$626.67	\$642.34
		Hourly	\$65.84	\$67.95	\$70.07	\$72.18	\$74.29	\$76.15	\$78.05	\$80.01	\$82.01	\$84.06	\$87.34	\$89.53	\$91.77
EM	37	Annual	\$125,154.00	\$129,123.00	\$133,095.00	\$137,066.00	\$141,036.00	\$144,556.00	\$148,174.00	\$151,881.00	\$155,680.00	\$159,569.00	\$165,673.00	\$169,815.00	\$174,061.00
		Bi-Wk	\$4,795.18	\$4,947.25	\$5,099.43	\$5,251.58	\$5,403.68	\$5,538.55	\$5,677.17	\$5,819.20	\$5,964.76	\$6,113.76	\$6,347.63	\$6,506.33	\$6,669.01
		Daily	\$479.52	\$494.73	\$509.95	\$525.16	\$540.37	\$553.86	\$567.72	\$581.92	\$596.48	\$611.38	\$634.77	\$650.64	\$666.91
		Hourly	\$68.51	\$70.68	\$72.85	\$75.03	\$77.20	\$79.13	\$81.11	\$83.14	\$85.22	\$87.34	\$90.69	\$92.95	\$95.28
EM	38	Annual	\$130,172.00	\$134,237.00	\$138,303.00	\$142,361.00	\$146,426.00	\$150,092.00	\$153,843.00	\$157,692.00	\$161,632.00	\$165,673.00	\$172,079.00	\$176,381.00	\$180,791.00
		Bi-Wk	\$4,987.44	\$5,143.19	\$5,298.97	\$5,454.45	\$5,610.20	\$5,750.66	\$5,894.37	\$6,041.84	\$6,192.80	\$6,347.63	\$6,593.07	\$6,757.90	\$6,926.86
		Daily	\$498.75	\$514.32	\$529.90	\$545.45	\$561.02	\$575.07	\$589.44	\$604.19	\$619.28	\$634.77	\$659.31	\$675.79	\$692.69
		Hourly	\$71.25	\$73.48	\$75.70	\$77.93	\$80.15	\$82.16	\$84.21	\$86.32	\$88.47	\$90.69	\$94.19	\$96.55	\$98.96
EM	39	Annual	\$135,444.00	\$139,613.00	\$143,773.00	\$147,923.00	\$152,091.00	\$155,896.00	\$159,793.00	\$163,789.00	\$167,882.00	\$172,079.00	\$178,680.00	\$183,148.00	\$187,726.00
		Bi-Wk	\$5,189.43	\$5,349.16	\$5,508.55	\$5,667.55	\$5,827.25	\$5,973.03	\$6,122.34	\$6,275.45	\$6,432.27	\$6,593.07	\$6,845.98	\$7,017.17	\$7,192.57
		Daily	\$518.95	\$534.92	\$550.86	\$566.76	\$582.73	\$597.31	\$612.24	\$627.55	\$643.23	\$659.31	\$684.60	\$701.72	\$719.26
		Hourly	\$74.14	\$76.42	\$78.70	\$80.97	\$83.25	\$85.33	\$87.47	\$89.65	\$91.89	\$94.19	\$97.80	\$100.25	\$102.76
EM	40	Annual	\$140,931.00	\$145,173.00	\$149,423.00	\$153,670.00	\$157,921.00	\$161,874.00	\$165,920.00	\$170,067.00	\$174,321.00	\$178,680.00	\$185,637.00	\$190,278.00	\$195,035.00
		Bi-Wk	\$5,399.66	\$5,562.19	\$5,725.02	\$5,887.74	\$6,050.62	\$6,202.07	\$6,357.09	\$6,515.98	\$6,678.97	\$6,845.98	\$7,112.53	\$7,290.35	\$7,472.61
		Daily	\$539.97	\$556.22	\$572.51	\$588.78	\$605.07	\$620.21	\$635.71	\$651.60	\$667.90	\$684.60	\$711.26	\$729.04	\$747.27
		Hourly	\$77.14	\$79.46	\$81.79	\$84.12	\$86.44	\$88.61	\$90.82	\$93.09	\$95.42	\$97.80	\$101.61	\$104.15	\$106.76
EM	41	Annual	\$146,667.00	\$151,023.00	\$155,372.00	\$159,722.00	\$164,073.00	\$168,176.00	\$172,382.00	\$176,688.00	\$181,111.00	\$185,637.00	\$192,805.00	\$197,625.00	\$202,566.00
		Bi-Wk	\$5,619.43	\$5,786.33	\$5,952.96	\$6,119.62	\$6,286.33	\$6,443.53	\$6,604.68	\$6,769.66	\$6,939.12	\$7,112.53	\$7,387.17	\$7,571.84	\$7,761.15
		Daily	\$561.95	\$578.64	\$595.30	\$611.97	\$628.64	\$644.36	\$660.47	\$676.97	\$693.92	\$711.26	\$738.72	\$757.19	\$776.12
		Hourly	\$80.28	\$82.67	\$85.05	\$87.43	\$89.81	\$92.06	\$94.36	\$96.71	\$99.14	\$101.61	\$105.54	\$108.17	\$110.88
EM	42	Annual	\$152,618.00	\$157,056.00	\$161,511.00	\$165,955.00	\$170,412.00	\$174,674.00	\$179,039.00	\$183,514.00	\$188,102.00	\$192,805.00	\$200,299.00	\$205,307.00	\$210,440.00
		Bi-Wk	\$5,847.44	\$6,017.48	\$6,188.17	\$6,358.43	\$6,529.20	\$6,692.50	\$6,859.74	\$7,031.19	\$7,206.98	\$7,387.17	\$7,674.30	\$7,866.17	\$8,062.84
		Daily	\$584.75	\$601.75	\$618.82	\$635.85	\$652.92	\$669.25	\$685.98	\$703.12	\$720.70	\$738.72	\$767.43	\$786.62	\$806.29
		Hourly	\$83.54	\$85.97	\$88.41	\$90.84	\$93.28	\$95.61	\$98.00	\$100.45	\$102.96	\$105.54	\$109.64	\$112.38	\$115.19

**P-4 EM 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>	<u>Step 12</u>	<u>Step 13</u>
EM	43	Annual	\$158,894.00	\$163,428.00	\$167,970.00	\$172,501.00	\$177,039.00	\$181,461.00	\$186,002.00	\$190,647.00	\$195,415.00	\$200,299.00	\$205,307.00	\$210,440.00	
		Bi-Wk	\$6,087.90	\$6,261.61	\$6,435.64	\$6,609.24	\$6,783.11	\$6,952.53	\$7,126.52	\$7,304.49	\$7,487.17	\$7,674.30	\$7,866.17	\$8,062.84	
		Daily	\$608.79	\$626.17	\$643.57	\$660.93	\$678.32	\$695.26	\$712.66	\$730.45	\$748.72	\$767.43	\$786.62	\$806.29	
		Hourly	\$86.97	\$89.46	\$91.94	\$94.42	\$96.91	\$99.33	\$101.81	\$104.35	\$106.96	\$109.64	\$112.38	\$115.19	

\*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."