

P-4 EM 35 Hour Pay Plan Effective 06/30/2023

<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	\$41,886.00	\$43,085.00	\$44,325.00	\$45,583.00	\$46,852.00	\$48,029.00	\$49,226.00	\$50,454.00	\$51,724.00	\$53,017.00	\$54,870.00	\$56,242.00	\$57,649.00
		Bi-Wk	\$1,604.83	\$1,650.77	\$1,698.28	\$1,746.48	\$1,795.10	\$1,840.20	\$1,886.06	\$1,933.11	\$1,981.77	\$2,031.31	\$2,102.30	\$2,154.87	\$2,208.78
		Daily	\$160.49	\$165.08	\$169.83	\$174.65	\$179.51	\$184.02	\$188.61	\$193.32	\$198.18	\$203.14	\$210.23	\$215.49	\$220.88
		Hourly	\$22.93	\$23.59	\$24.27	\$24.95	\$25.65	\$26.29	\$26.95	\$27.62	\$28.32	\$29.02	\$30.04	\$30.79	\$31.56
EM	12	Annual	\$43,260.00	\$44,561.00	\$45,866.00	\$47,189.00	\$48,496.00	\$49,708.00	\$50,951.00	\$52,223.00	\$53,528.00	\$54,870.00	\$59,583.00	\$61,073.00	\$62,600.00
		Bi-Wk	\$1,657.48	\$1,707.32	\$1,757.32	\$1,808.01	\$1,858.09	\$1,904.53	\$1,952.15	\$2,000.89	\$2,050.89	\$2,102.30	\$2,282.88	\$2,339.97	\$2,398.47
		Daily	\$165.75	\$170.74	\$175.74	\$180.81	\$185.81	\$190.46	\$195.22	\$200.09	\$205.09	\$210.23	\$228.29	\$234.00	\$239.85
		Hourly	\$23.68	\$24.40	\$25.11	\$25.83	\$26.55	\$27.21	\$27.89	\$28.59	\$29.30	\$30.04	\$32.62	\$33.43	\$34.27
EM	13	Annual	\$46,245.00	\$47,840.00	\$49,450.00	\$51,044.00	\$52,656.00	\$53,973.00	\$55,325.00	\$56,711.00	\$58,129.00	\$59,583.00	\$62,223.00	\$63,779.00	\$65,374.00
		Bi-Wk	\$1,771.84	\$1,832.96	\$1,894.64	\$1,955.71	\$2,017.48	\$2,067.94	\$2,119.74	\$2,172.84	\$2,227.17	\$2,282.88	\$2,384.03	\$2,443.64	\$2,504.76
		Daily	\$177.19	\$183.30	\$189.47	\$195.58	\$201.75	\$206.80	\$211.98	\$217.29	\$222.72	\$228.29	\$238.41	\$244.37	\$250.48
		Hourly	\$25.32	\$26.19	\$27.07	\$27.94	\$28.83	\$29.55	\$30.29	\$31.05	\$31.82	\$32.62	\$34.06	\$34.91	\$35.79
EM	14	Annual	\$48,378.00	\$50,034.00	\$51,687.00	\$53,343.00	\$54,993.00	\$56,374.00	\$57,778.00	\$59,220.00	\$60,703.00	\$62,223.00	\$65,011.00	\$66,637.00	\$68,303.00
		Bi-Wk	\$1,853.57	\$1,917.02	\$1,980.35	\$2,043.80	\$2,107.02	\$2,159.93	\$2,213.72	\$2,268.97	\$2,325.79	\$2,384.03	\$2,490.85	\$2,553.15	\$2,616.98
		Daily	\$185.36	\$191.71	\$198.04	\$204.38	\$210.71	\$216.00	\$221.38	\$226.90	\$232.58	\$238.41	\$249.09	\$255.32	\$261.70
		Hourly	\$26.48	\$27.39	\$28.30	\$29.20	\$30.11	\$30.86	\$31.63	\$32.42	\$33.23	\$34.06	\$35.59	\$36.48	\$37.39
EM	15	Annual	\$50,634.00	\$52,336.00	\$54,042.00	\$55,757.00	\$57,453.00	\$58,893.00	\$60,364.00	\$61,877.00	\$63,422.00	\$65,011.00	\$67,951.00	\$69,650.00	\$71,392.00
		Bi-Wk	\$1,940.00	\$2,005.22	\$2,070.58	\$2,136.29	\$2,201.27	\$2,256.44	\$2,312.80	\$2,370.77	\$2,429.97	\$2,490.85	\$2,603.49	\$2,668.59	\$2,735.33
		Daily	\$194.00	\$200.53	\$207.06	\$213.63	\$220.13	\$225.65	\$231.28	\$237.08	\$243.00	\$249.09	\$260.35	\$266.86	\$273.54
		Hourly	\$27.72	\$28.65	\$29.58	\$30.52	\$31.45	\$32.24	\$33.04	\$33.87	\$34.72	\$35.59	\$37.20	\$38.13	\$39.08
EM	16	Annual	\$53,038.00	\$54,791.00	\$56,545.00	\$58,305.00	\$60,056.00	\$61,557.00	\$63,093.00	\$64,670.00	\$66,289.00	\$67,951.00	\$71,067.00	\$72,843.00	\$74,665.00
		Bi-Wk	\$2,032.11	\$2,099.28	\$2,166.48	\$2,233.91	\$2,301.00	\$2,358.51	\$2,417.36	\$2,477.78	\$2,539.81	\$2,603.49	\$2,722.88	\$2,790.92	\$2,860.73
		Daily	\$203.22	\$209.93	\$216.65	\$223.40	\$230.10	\$235.86	\$241.74	\$247.78	\$253.99	\$260.35	\$272.29	\$279.10	\$286.08
		Hourly	\$29.04	\$29.99	\$30.95	\$31.92	\$32.88	\$33.70	\$34.54	\$35.40	\$36.29	\$37.20	\$38.90	\$39.88	\$40.87
EM	17	Annual	\$55,598.00	\$57,397.00	\$59,203.00	\$61,003.00	\$62,809.00	\$64,380.00	\$65,996.00	\$67,643.00	\$69,335.00	\$71,067.00	\$74,336.00	\$76,195.00	\$78,100.00
		Bi-Wk	\$2,130.20	\$2,199.12	\$2,268.32	\$2,337.28	\$2,406.48	\$2,466.67	\$2,528.59	\$2,591.69	\$2,656.52	\$2,722.88	\$2,848.13	\$2,919.35	\$2,992.34
		Daily	\$213.02	\$219.92	\$226.84	\$233.73	\$240.65	\$246.67	\$252.86	\$259.17	\$265.66	\$272.29	\$284.82	\$291.94	\$299.24
		Hourly	\$30.44	\$31.42	\$32.41	\$33.39	\$34.38	\$35.24	\$36.13	\$37.03	\$37.96	\$38.90	\$40.69	\$41.71	\$42.75
EM	18	Annual	\$58,305.00	\$60,159.00	\$62,000.00	\$63,851.00	\$65,697.00	\$67,346.00	\$69,028.00	\$70,755.00	\$72,521.00	\$74,336.00	\$77,746.00	\$79,690.00	\$81,683.00
		Bi-Wk	\$2,233.91	\$2,304.95	\$2,375.48	\$2,446.40	\$2,517.13	\$2,580.31	\$2,644.76	\$2,710.92	\$2,778.59	\$2,848.13	\$2,978.78	\$3,053.26	\$3,129.62
		Daily	\$223.40	\$230.50	\$237.55	\$244.64	\$251.72	\$258.04	\$264.48	\$271.10	\$277.86	\$284.82	\$297.88	\$305.33	\$312.97
		Hourly	\$31.92	\$32.93	\$33.94	\$34.95	\$35.96	\$36.87	\$37.79	\$38.73	\$39.70	\$40.69	\$42.56	\$43.62	\$44.71

P-4 EM 35 Hour Pay Plan Effective 06/30/2023

<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	\$61,104.00	\$63,012.00	\$64,912.00	\$66,813.00	\$68,715.00	\$70,433.00	\$72,195.00	\$73,997.00	\$75,846.00	\$77,746.00	\$81,356.00	\$83,389.00	\$85,475.00
		Bi-Wk	\$2,341.15	\$2,414.26	\$2,487.05	\$2,559.89	\$2,632.76	\$2,698.59	\$2,766.10	\$2,835.14	\$2,905.98	\$2,978.78	\$3,117.09	\$3,194.99	\$3,274.91
		Daily	\$234.12	\$241.43	\$248.71	\$255.99	\$263.28	\$269.86	\$276.61	\$283.52	\$290.60	\$297.88	\$311.71	\$319.50	\$327.50
		Hourly	\$33.45	\$34.49	\$35.53	\$36.57	\$37.62	\$38.56	\$39.52	\$40.51	\$41.52	\$42.56	\$44.53	\$45.65	\$46.79
EM	20	Annual	\$64,109.00	\$66,057.00	\$68,004.00	\$69,951.00	\$71,900.00	\$73,702.00	\$75,549.00	\$77,433.00	\$79,369.00	\$81,356.00	\$85,087.00	\$87,214.00	\$89,395.00
		Bi-Wk	\$2,456.29	\$2,530.92	\$2,605.52	\$2,680.12	\$2,754.79	\$2,823.84	\$2,894.60	\$2,966.79	\$3,040.96	\$3,117.09	\$3,260.04	\$3,341.54	\$3,425.10
		Daily	\$245.63	\$253.10	\$260.56	\$268.02	\$275.48	\$282.39	\$289.46	\$296.68	\$304.10	\$311.71	\$326.01	\$334.16	\$342.51
		Hourly	\$35.09	\$36.16	\$37.23	\$38.29	\$39.36	\$40.35	\$41.36	\$42.39	\$43.45	\$44.53	\$46.58	\$47.74	\$48.93
EM	21	Annual	\$67,187.00	\$69,187.00	\$71,198.00	\$73,194.00	\$75,206.00	\$77,088.00	\$79,009.00	\$80,984.00	\$83,009.00	\$85,087.00	\$89,587.00	\$91,826.00	\$94,122.00
		Bi-Wk	\$2,574.22	\$2,650.85	\$2,727.90	\$2,804.37	\$2,881.46	\$2,953.57	\$3,027.17	\$3,102.84	\$3,180.43	\$3,260.04	\$3,432.46	\$3,518.24	\$3,606.21
		Daily	\$257.43	\$265.09	\$272.79	\$280.44	\$288.15	\$295.36	\$302.72	\$310.29	\$318.05	\$326.01	\$343.25	\$351.83	\$360.63
		Hourly	\$36.78	\$37.87	\$38.97	\$40.07	\$41.17	\$42.20	\$43.25	\$44.33	\$45.44	\$46.58	\$49.04	\$50.27	\$51.52
EM	22	Annual	\$69,670.00	\$72,042.00	\$74,422.00	\$76,799.00	\$79,177.00	\$81,152.00	\$83,192.00	\$85,268.00	\$87,400.00	\$89,587.00	\$93,735.00	\$96,078.00	\$98,480.00
		Bi-Wk	\$2,669.35	\$2,760.23	\$2,851.42	\$2,942.50	\$3,033.61	\$3,109.28	\$3,187.44	\$3,266.98	\$3,348.66	\$3,432.46	\$3,591.38	\$3,681.15	\$3,773.19
		Daily	\$266.94	\$276.03	\$285.15	\$294.25	\$303.37	\$310.93	\$318.75	\$326.70	\$334.87	\$343.25	\$359.14	\$368.12	\$377.32
		Hourly	\$38.14	\$39.44	\$40.74	\$42.04	\$43.34	\$44.42	\$45.54	\$46.68	\$47.84	\$49.04	\$51.31	\$52.59	\$53.91
EM	23	Annual	\$72,932.00	\$75,416.00	\$77,891.00	\$80,370.00	\$82,846.00	\$84,919.00	\$87,038.00	\$89,214.00	\$91,449.00	\$93,735.00	\$98,142.00	\$100,596.00	\$103,112.00
		Bi-Wk	\$2,794.33	\$2,889.51	\$2,984.33	\$3,079.32	\$3,174.18	\$3,253.61	\$3,334.79	\$3,418.17	\$3,503.80	\$3,591.38	\$3,760.23	\$3,854.26	\$3,950.66
		Daily	\$279.44	\$288.96	\$298.44	\$307.94	\$317.42	\$325.37	\$333.48	\$341.82	\$350.38	\$359.14	\$376.03	\$385.43	\$395.07
		Hourly	\$39.92	\$41.28	\$42.64	\$44.00	\$45.35	\$46.49	\$47.64	\$48.84	\$50.06	\$51.31	\$53.72	\$55.07	\$56.44
EM	24	Annual	\$76,415.00	\$79,002.00	\$81,580.00	\$84,158.00	\$86,748.00	\$88,910.00	\$91,140.00	\$93,412.00	\$95,747.00	\$98,142.00	\$102,731.00	\$105,300.00	\$107,933.00
		Bi-Wk	\$2,927.78	\$3,026.90	\$3,125.68	\$3,224.45	\$3,323.68	\$3,406.52	\$3,491.96	\$3,579.01	\$3,668.47	\$3,760.23	\$3,936.06	\$4,034.49	\$4,135.37
		Daily	\$292.78	\$302.69	\$312.57	\$322.45	\$332.37	\$340.66	\$349.20	\$357.91	\$366.85	\$376.03	\$393.61	\$403.45	\$413.54
		Hourly	\$41.83	\$43.25	\$44.66	\$46.07	\$47.49	\$48.67	\$49.89	\$51.13	\$52.41	\$53.72	\$56.23	\$57.64	\$59.08
EM	25	Annual	\$80,080.00	\$82,757.00	\$85,444.00	\$88,122.00	\$90,793.00	\$93,060.00	\$95,392.00	\$97,781.00	\$100,226.00	\$102,731.00	\$107,561.00	\$110,252.00	\$113,008.00
		Bi-Wk	\$3,068.20	\$3,170.77	\$3,273.72	\$3,376.33	\$3,478.66	\$3,565.52	\$3,654.87	\$3,746.40	\$3,840.08	\$3,936.06	\$4,121.12	\$4,224.22	\$4,329.81
		Daily	\$306.82	\$317.08	\$327.38	\$337.64	\$347.87	\$356.56	\$365.49	\$374.64	\$384.01	\$393.61	\$412.12	\$422.43	\$432.99
		Hourly	\$43.84	\$45.30	\$46.77	\$48.24	\$49.70	\$50.94	\$52.22	\$53.52	\$54.86	\$56.23	\$58.88	\$60.35	\$61.86
EM	26	Annual	\$83,972.00	\$86,748.00	\$89,518.00	\$92,298.00	\$95,067.00	\$97,445.00	\$99,883.00	\$102,381.00	\$104,938.00	\$107,561.00	\$112,625.00	\$115,441.00	\$118,328.00
		Bi-Wk	\$3,217.32	\$3,323.68	\$3,429.81	\$3,536.33	\$3,642.42	\$3,733.53	\$3,826.94	\$3,922.65	\$4,020.62	\$4,121.12	\$4,315.14	\$4,423.03	\$4,533.64
		Daily	\$321.74	\$332.37	\$342.99	\$353.64	\$364.25	\$373.36	\$382.70	\$392.27	\$402.07	\$412.12	\$431.52	\$442.31	\$453.37
		Hourly	\$45.97	\$47.49	\$49.00	\$50.52	\$52.04	\$53.34	\$54.68	\$56.04	\$57.44	\$58.88	\$61.65	\$63.19	\$64.77

P-4 EM 35 Hour Pay Plan Effective 06/30/2023

<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	\$88,055.00	\$90,917.00	\$93,792.00	\$96,665.00	\$99,541.00	\$102,034.00	\$104,583.00	\$107,197.00	\$109,878.00	\$112,625.00	\$117,993.00	\$120,943.00	\$123,968.00
		Bi-Wk	\$3,373.76	\$3,483.41	\$3,593.57	\$3,703.64	\$3,813.84	\$3,909.35	\$4,007.02	\$4,107.17	\$4,209.89	\$4,315.14	\$4,520.81	\$4,633.84	\$4,749.74
		Daily	\$337.38	\$348.35	\$359.36	\$370.37	\$381.39	\$390.94	\$400.71	\$410.72	\$420.99	\$431.52	\$452.09	\$463.39	\$474.98
		Hourly	\$48.20	\$49.77	\$51.34	\$52.91	\$54.49	\$55.85	\$57.25	\$58.68	\$60.15	\$61.65	\$64.59	\$66.20	\$67.86
EM	28	Annual	\$92,407.00	\$95,385.00	\$98,348.00	\$101,322.00	\$104,295.00	\$106,896.00	\$109,566.00	\$112,310.00	\$115,116.00	\$117,993.00	\$121,000.00	\$124,024.00	\$127,126.00
		Bi-Wk	\$3,540.50	\$3,654.60	\$3,768.13	\$3,882.07	\$3,995.98	\$4,095.64	\$4,197.94	\$4,303.07	\$4,410.58	\$4,520.81	\$4,636.02	\$4,751.88	\$4,870.73
		Daily	\$354.05	\$365.46	\$376.82	\$388.21	\$399.60	\$409.57	\$419.80	\$430.31	\$441.06	\$452.09	\$463.61	\$475.19	\$487.08
		Hourly	\$50.58	\$52.21	\$53.84	\$55.46	\$57.09	\$58.51	\$59.98	\$61.48	\$63.01	\$64.59	\$66.23	\$67.89	\$69.59
EM	29	Annual	\$93,840.00	\$97,119.00	\$100,392.00	\$103,670.00	\$106,942.00	\$109,614.00	\$112,359.00	\$115,169.00	\$118,048.00	\$121,000.00	\$125,612.00	\$128,753.00	\$131,971.00
		Bi-Wk	\$3,595.41	\$3,721.04	\$3,846.44	\$3,972.04	\$4,097.40	\$4,199.78	\$4,304.95	\$4,412.61	\$4,522.92	\$4,636.02	\$4,812.73	\$4,933.07	\$5,056.37
		Daily	\$359.55	\$372.11	\$384.65	\$397.21	\$409.74	\$419.98	\$430.50	\$441.27	\$452.30	\$463.61	\$481.28	\$493.31	\$505.64
		Hourly	\$51.37	\$53.16	\$54.95	\$56.75	\$58.54	\$60.00	\$61.50	\$63.04	\$64.62	\$66.23	\$68.76	\$70.48	\$72.24
EM	30	Annual	\$97,543.00	\$100,905.00	\$104,268.00	\$107,642.00	\$111,022.00	\$113,795.00	\$116,647.00	\$119,560.00	\$122,549.00	\$125,612.00	\$130,403.00	\$133,664.00	\$137,005.00
		Bi-Wk	\$3,737.28	\$3,866.10	\$3,994.95	\$4,124.22	\$4,253.72	\$4,359.97	\$4,469.24	\$4,580.85	\$4,695.37	\$4,812.73	\$4,996.29	\$5,121.23	\$5,249.24
		Daily	\$373.73	\$386.61	\$399.50	\$412.43	\$425.38	\$436.00	\$446.93	\$458.09	\$469.54	\$481.28	\$499.63	\$512.13	\$524.93
		Hourly	\$53.39	\$55.23	\$57.08	\$58.92	\$60.77	\$62.29	\$63.85	\$65.45	\$67.08	\$68.76	\$71.38	\$73.17	\$74.99
EM	31	Annual	\$101,381.00	\$104,846.00	\$108,317.00	\$111,786.00	\$115,259.00	\$118,137.00	\$121,093.00	\$124,121.00	\$127,221.00	\$130,403.00	\$135,346.00	\$138,729.00	\$142,198.00
		Bi-Wk	\$3,884.33	\$4,017.09	\$4,150.08	\$4,282.99	\$4,416.06	\$4,526.33	\$4,639.58	\$4,755.60	\$4,874.37	\$4,996.29	\$5,185.68	\$5,315.29	\$5,448.20
		Daily	\$388.44	\$401.71	\$415.01	\$428.30	\$441.61	\$452.64	\$463.96	\$475.56	\$487.44	\$499.63	\$518.57	\$531.53	\$544.82
		Hourly	\$55.50	\$57.39	\$59.29	\$61.19	\$63.09	\$64.67	\$66.28	\$67.94	\$69.64	\$71.38	\$74.09	\$75.94	\$77.84
EM	32	Annual	\$105,346.00	\$108,917.00	\$112,483.00	\$116,049.00	\$119,622.00	\$122,614.00	\$125,680.00	\$128,822.00	\$132,044.00	\$135,346.00	\$140,493.00	\$144,006.00	\$147,607.00
		Bi-Wk	\$4,036.25	\$4,173.07	\$4,309.70	\$4,446.33	\$4,583.22	\$4,697.86	\$4,815.33	\$4,935.71	\$5,059.16	\$5,185.68	\$5,382.88	\$5,517.48	\$5,655.45
		Daily	\$403.63	\$417.31	\$430.97	\$444.64	\$458.33	\$469.79	\$481.54	\$493.58	\$505.92	\$518.57	\$538.29	\$551.75	\$565.55
		Hourly	\$57.67	\$59.62	\$61.57	\$63.52	\$65.48	\$67.12	\$68.80	\$70.52	\$72.28	\$74.09	\$76.90	\$78.83	\$80.80
EM	33	Annual	\$109,503.00	\$113,168.00	\$116,837.00	\$120,498.00	\$124,173.00	\$127,282.00	\$130,457.00	\$133,721.00	\$137,063.00	\$140,493.00	\$145,917.00	\$149,565.00	\$153,306.00
		Bi-Wk	\$4,195.52	\$4,335.94	\$4,476.52	\$4,616.79	\$4,757.59	\$4,876.71	\$4,998.36	\$5,123.41	\$5,251.46	\$5,382.88	\$5,590.69	\$5,730.46	\$5,873.80
		Daily	\$419.56	\$433.60	\$447.66	\$461.68	\$475.76	\$487.68	\$499.84	\$512.35	\$525.15	\$538.29	\$559.07	\$573.05	\$587.38
		Hourly	\$59.94	\$61.95	\$63.96	\$65.96	\$67.97	\$69.67	\$71.41	\$73.20	\$75.03	\$76.90	\$79.87	\$81.87	\$83.92
EM	34	Annual	\$113,914.00	\$117,681.00	\$121,445.00	\$125,211.00	\$128,969.00	\$132,196.00	\$135,502.00	\$138,886.00	\$142,357.00	\$145,917.00	\$151,522.00	\$155,311.00	\$159,194.00
		Bi-Wk	\$4,364.53	\$4,508.86	\$4,653.07	\$4,797.36	\$4,941.35	\$5,064.99	\$5,191.65	\$5,321.31	\$5,454.30	\$5,590.69	\$5,805.45	\$5,950.62	\$6,099.39
		Daily	\$436.46	\$450.89	\$465.31	\$479.74	\$494.14	\$506.50	\$519.17	\$532.14	\$545.43	\$559.07	\$580.55	\$595.07	\$609.94
		Hourly	\$62.36	\$64.42	\$66.48	\$68.54	\$70.60	\$72.36	\$74.17	\$76.02	\$77.92	\$79.87	\$82.94	\$85.01	\$87.14

P-4 EM 35 Hour Pay Plan Effective 06/30/2023

<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	\$118,475.00	\$122,338.00	\$126,197.00	\$130,052.00	\$133,922.00	\$137,264.00	\$140,699.00	\$144,219.00	\$147,824.00	\$151,522.00	\$157,406.00	\$161,341.00	\$165,375.00
		Bi-Wk	\$4,539.28	\$4,687.28	\$4,835.14	\$4,982.84	\$5,131.12	\$5,259.16	\$5,390.77	\$5,525.64	\$5,663.76	\$5,805.45	\$6,030.89	\$6,181.65	\$6,336.21
		Daily	\$453.93	\$468.73	\$483.52	\$498.29	\$513.12	\$525.92	\$539.08	\$552.57	\$566.38	\$580.55	\$603.09	\$618.17	\$633.63
		Hourly	\$64.85	\$66.97	\$69.08	\$71.19	\$73.31	\$75.14	\$77.02	\$78.94	\$80.92	\$82.94	\$86.16	\$88.31	\$90.52
EM	36	Annual	\$123,279.00	\$127,238.00	\$131,200.00	\$135,156.00	\$139,118.00	\$142,603.00	\$146,161.00	\$149,820.00	\$153,567.00	\$157,406.00	\$163,559.00	\$167,648.00	\$171,841.00
		Bi-Wk	\$4,723.34	\$4,875.02	\$5,026.82	\$5,178.40	\$5,330.20	\$5,463.72	\$5,600.04	\$5,740.23	\$5,883.80	\$6,030.89	\$6,266.63	\$6,423.30	\$6,583.95
		Daily	\$472.34	\$487.51	\$502.69	\$517.84	\$533.02	\$546.38	\$560.01	\$574.03	\$588.38	\$603.09	\$626.67	\$642.33	\$658.40
		Hourly	\$67.48	\$69.65	\$71.82	\$73.98	\$76.15	\$78.06	\$80.01	\$82.01	\$84.06	\$86.16	\$89.53	\$91.77	\$94.06
EM	37	Annual	\$128,283.00	\$132,352.00	\$136,423.00	\$140,493.00	\$144,562.00	\$148,170.00	\$151,879.00	\$155,679.00	\$159,572.00	\$163,559.00	\$169,815.00	\$174,061.00	\$178,413.00
		Bi-Wk	\$4,915.06	\$5,070.96	\$5,226.94	\$5,382.88	\$5,538.78	\$5,677.02	\$5,819.12	\$5,964.72	\$6,113.87	\$6,266.63	\$6,506.33	\$6,669.01	\$6,835.75
		Daily	\$491.51	\$507.10	\$522.70	\$538.29	\$553.88	\$567.71	\$581.92	\$596.48	\$611.39	\$626.67	\$650.64	\$666.91	\$683.58
		Hourly	\$70.22	\$72.45	\$74.68	\$76.90	\$79.13	\$81.11	\$83.14	\$85.22	\$87.35	\$89.53	\$92.95	\$95.28	\$97.66
EM	38	Annual	\$133,427.00	\$137,593.00	\$141,761.00	\$145,921.00	\$150,087.00	\$153,845.00	\$157,690.00	\$161,635.00	\$165,673.00	\$169,815.00	\$176,381.00	\$180,791.00	\$185,311.00
		Bi-Wk	\$5,112.15	\$5,271.77	\$5,431.46	\$5,590.85	\$5,750.46	\$5,894.45	\$6,041.77	\$6,192.92	\$6,347.63	\$6,506.33	\$6,757.90	\$6,926.86	\$7,100.04
		Daily	\$511.22	\$527.18	\$543.15	\$559.09	\$575.05	\$589.45	\$604.18	\$619.30	\$634.77	\$650.64	\$675.79	\$692.69	\$710.01
		Hourly	\$73.04	\$75.32	\$77.60	\$79.87	\$82.15	\$84.21	\$86.32	\$88.48	\$90.69	\$92.95	\$96.55	\$98.96	\$101.43
EM	39	Annual	\$138,831.00	\$143,104.00	\$147,368.00	\$151,622.00	\$155,894.00	\$159,794.00	\$163,788.00	\$167,884.00	\$172,080.00	\$176,381.00	\$183,147.00	\$187,727.00	\$192,420.00
		Bi-Wk	\$5,319.20	\$5,482.92	\$5,646.29	\$5,809.28	\$5,972.96	\$6,122.38	\$6,275.41	\$6,432.34	\$6,593.11	\$6,757.90	\$7,017.13	\$7,192.61	\$7,372.42
		Daily	\$531.92	\$548.30	\$564.63	\$580.93	\$597.30	\$612.24	\$627.55	\$643.24	\$659.32	\$675.79	\$701.72	\$719.27	\$737.25
		Hourly	\$75.99	\$78.33	\$80.67	\$82.99	\$85.33	\$87.47	\$89.65	\$91.90	\$94.19	\$96.55	\$100.25	\$102.76	\$105.33
EM	40	Annual	\$144,455.00	\$148,803.00	\$153,159.00	\$157,512.00	\$161,870.00	\$165,921.00	\$170,068.00	\$174,319.00	\$178,680.00	\$183,147.00	\$190,278.00	\$195,035.00	\$199,911.00
		Bi-Wk	\$5,534.68	\$5,701.27	\$5,868.17	\$6,034.95	\$6,201.92	\$6,357.13	\$6,516.02	\$6,678.89	\$6,845.98	\$7,017.13	\$7,290.35	\$7,472.61	\$7,659.43
		Daily	\$553.47	\$570.13	\$586.82	\$603.50	\$620.20	\$635.72	\$651.61	\$667.89	\$684.60	\$701.72	\$729.04	\$747.27	\$765.95
		Hourly	\$79.07	\$81.45	\$83.84	\$86.22	\$88.60	\$90.82	\$93.09	\$95.42	\$97.80	\$100.25	\$104.15	\$106.76	\$109.43
EM	41	Annual	\$150,334.00	\$154,799.00	\$159,257.00	\$163,716.00	\$168,175.00	\$172,381.00	\$176,692.00	\$181,106.00	\$185,639.00	\$190,278.00	\$197,626.00	\$202,566.00	\$207,631.00
		Bi-Wk	\$5,759.93	\$5,931.00	\$6,101.81	\$6,272.65	\$6,443.49	\$6,604.64	\$6,769.81	\$6,938.93	\$7,112.61	\$7,290.35	\$7,571.88	\$7,761.15	\$7,955.22
		Daily	\$576.00	\$593.10	\$610.19	\$627.27	\$644.35	\$660.47	\$676.99	\$693.90	\$711.27	\$729.04	\$757.19	\$776.12	\$795.53
		Hourly	\$82.29	\$84.73	\$87.17	\$89.61	\$92.05	\$94.36	\$96.72	\$99.13	\$101.61	\$104.15	\$108.17	\$110.88	\$113.65
EM	42	Annual	\$156,434.00	\$160,983.00	\$165,549.00	\$170,104.00	\$174,673.00	\$179,041.00	\$183,515.00	\$188,102.00	\$192,805.00	\$197,626.00	\$205,307.00	\$210,440.00	\$215,701.00
		Bi-Wk	\$5,993.64	\$6,167.94	\$6,342.88	\$6,517.40	\$6,692.46	\$6,859.81	\$7,031.23	\$7,206.98	\$7,387.17	\$7,571.88	\$7,866.17	\$8,062.84	\$8,264.41
		Daily	\$599.37	\$616.80	\$634.29	\$651.74	\$669.25	\$685.99	\$703.13	\$720.70	\$738.72	\$757.19	\$786.62	\$806.29	\$826.45
		Hourly	\$85.63	\$88.12	\$90.62	\$93.11	\$95.61	\$98.00	\$100.45	\$102.96	\$105.54	\$108.17	\$112.38	\$115.19	\$118.07

P-4 EM 35 Hour Pay Plan Effective 06/30/2023

<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	\$162,867.00	\$167,514.00	\$172,170.00	\$176,814.00	\$181,465.00	\$185,998.00	\$190,653.00	\$195,414.00	\$200,301.00	\$205,307.00	\$210,440.00	\$215,701.00	
		Bi-Wk	\$6,240.12	\$6,418.17	\$6,596.56	\$6,774.49	\$6,952.69	\$7,126.37	\$7,304.72	\$7,487.13	\$7,674.37	\$7,866.17	\$8,062.84	\$8,264.41	
		Daily	\$624.02	\$641.82	\$659.66	\$677.45	\$695.27	\$712.64	\$730.48	\$748.72	\$767.44	\$786.62	\$806.29	\$826.45	
		Hourly	\$89.15	\$91.69	\$94.24	\$96.78	\$99.33	\$101.81	\$104.36	\$106.96	\$109.64	\$112.38	\$115.19	\$118.07	

*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."